Executive Summary: Academic Affairs’ Progress on Goals for 2015-16:
Overall, Academic Affairs used 2015-16 to better understand challenges faced by students and then to mitigate some of those challenges by strengthening support systems and removing barriers.

Progress on Goals for 2015-16
1. Improve Graduation Rates by establishing a more proactive, obvious "culture of completion” across campus.
   a. Mandatory orientation: All new students entering WSU in fall semester 2016 are required to participate in a Student Orientation session.
   b. Degree maps in all programs: Ninety-five % of the GRAD MAPS submitted.
   c. Increase use of Early Alert System: Although the current EARS system works, our intention is to purchase a more robust software.
   d. Contact students close to completion: Dashboard created for academic departments to identify their students and initiate communication regarding graduation.
   e. Summer scholarships for those completing 30 semester hours: Four hundred fifty-three (453) students received scholarship funds to incentivize the completion of 30 semester hours.
   f. Scholarships for those close to graduation: One hundred four (104) students received funds earmarked for students close to graduation. Sixty (60) of these students earned degrees.
   g. Make student success part of faculty hiring: As part of the hiring process, the Provost's Office highlighted importance of candidates’ successful experiences with students, learning goals, and completion agendas.

2. Analyze and remedy bottlenecks that stop students on the path toward completion.
   a. Quantitative Literacy: The College of Science hired new Life Science Education and Math Education faculty members. COS also received a grant from USHE to increase the variety of Concurrent Education math course offerings (adding Math 1010 and 1030 to already-available sections of Math 1050).
   b. Math Avoiders Advising: WSU students who had not completed QL requirements were invited to an information session. Seventy-five (75) students attended and thus far, 49 students are registered for at least one math class.
   c. Refresher course: Students with expired math prerequisites may attend 6-10 hours of pre-req coursework over one week prior to fall semester to refresh material in that course. Students then continue into the subsequent class if they feel sufficiently prepared.

3. Employ predictive analytics to identify students who may benefit from interventions to get them to completion.
   a. Gather the data: Academic Affairs and USHE studied the cost to students of delayed enrollment in quantitative literacy classes. The studies provided further evidence to the Provost’s Office of the importance of moving ahead with the purchase of predictive analytic software. In addition to using data to guide us in our retention efforts, Academic
Affairs has produced several dashboards for department and college leaders that should help us determine which course offerings should occur in which semesters.

b. *Provide necessary intervention:* As noted above, our intention is to purchase predictive analytics software that is robust enough to accommodate a campus-wide retention effort for all students who enter WSU at-risk or who become at-risk of not persisting to graduation.

4. **Departmental Leadership to enhance student success.**

   a. *Empower chairs to lead:* The Provost’s Office partnered with Dr. Michael Stevens to offer four-day leadership seminars to interested department chairs and administrators.

   b. *Foster more connections between chairs by holding periodic meetings:* Chairs (as well as deans and associate deans) met last August for a back-to-school meeting during which we discussed departmental leadership, chair responsibilities, etc.

   c. *Increase chair stipends:* As of July 1, 2016, all chairs will receive at least $4000 as an annual chair stipend (up from $3000 in the past).

5. **Meet with all departments to get a sense of strengths and areas needing development.**

   The Provost met with 29 departments to discuss their perspectives on the university.

***Accomplishments during 2015-16 (not listed as goals):***

**Personnel:**
- hired two new associate provosts, a new dean for the Lindquist College of Arts & Humanities, and new directors for the Student Success Center and Honors Program.
- completed deans’ reviews: Joan Hubbard and Bruce Davis.
- shifted duties of the VP for Innovation & Economic Development to other parties; phased out this position.

**Curriculum:**
- supported the move to Curriculog, a software product used for curriculum approval processes; supported two new BS degrees and two new MS degrees through the approval process.

**Policies:**
- revised Performance Compensation Plan process and Course Fee Review process.