

Anne Hiskes' 2015 – 2016 Goals as Dean of Brooks College

Goal 1: Provide leadership for developing the Brooks College 2016-2021 Strategic plan and supporting the College's units in developing their own plans.

- By June 2016, the College and unit strategic plans will be affirmed by their respective constituencies.

Goal 2. Enhance opportunities for high impact learning and innovative interdisciplinary teaching and learning. (GVSU 2016-2021 Strategic Goals 1.A.1; 1.C; 1.D; 1.E; 2.A; 2.C; 2.D; 2.E; 3.C.1; 3.D.2)

- Work collaboratively to identify and establish additional opportunities for undergraduate student research projects and for students to work with faculty on research projects.
- Connect the Padnos/Sarosik Endowed Professorship of Civil Discourse initiative with additional opportunities for students and with additional community members and organizations.
 - Explore developing a civil discourse practicum or internship program.
- Continue enhancing connections between the sustainable agriculture field site and academic programs and courses, assessable student learning outcomes, and student-faculty research.
 - Work collaboratively to identify and appoint a faculty program coordinator for this work.
 - Explore connecting the SAP to urban farming through Seeds of Promise.
- Connect the sustainable agriculture project with urban community partners and engage students in urban agriculture projects.
- Continue to support Brooks College programs, courses, faculty, and staff in connecting with the design thinking initiative and develop teaching capacity in this area.
- Encourage and support each academic program to enhance or develop community-based teaching and learning opportunities, e.g. by participating in the UM Semester in Detroit.
 - Develop and identify resources to support community-based teaching and learning.
- Identify and encourage additional opportunities for on-line and hybrid courses, particularly for courses to be offered during the summer.
- Provide leadership and support for the development, implementation, and marketing of new Brooks College programs. Currently seven new programs are in the program development and approval pipeline, and three more are under discussion.
- Expand the number of IDS "hot topics" courses.
- Enhance opportunities for deep interdisciplinary interactions and collaborations between Brooks College faculty and faculty of other colleges.
- Support Honors in maintaining an innovative, interdisciplinary curriculum.

Goal 3. Strengthen and enhance a culture of inclusive excellence and collaboration in the College for students, faculty, and staff (GVSU 2016-2021 Strategic Goals 1.B; 1.E; 2.A; 2.B; 2.D; 2.E; 3.B; 4.B)

- Continue to support faculty and staff in developing expertise in using the EAB platform for advising and interventions.

- Work with unit heads and advisors to identify and implement strategies for recruiting and retaining students in Brooks College majors, minors, and certificate programs.
 - Provide food cards for faculty to invite students to lunch or a snack.
- Establish a Brooks College awards committee to explore and implement new awards that recognize PSS and AP, as well as faculty, for innovation, exceptional student support, connecting Brooks College to new communities, and so forth.
- Begin a process for identifying areas for improvement in inclusion, equity, and diversity in the College and strategies for affecting improvement (e.g. recruiting and retention of students, climate issues, hiring, curriculum, leadership opportunities, and so forth).
 - Develop resources on best practices in hiring and personnel reviews.
 - Support and encourage faculty in developing expertise in creating an inclusive classroom environment.
 - Support and encourage embedding education for intercultural communication and inclusion across the curriculum.
- Explore with faculty and staff interest in additional avenues of communication and engagement with the dean's office and between departments and programs in the college.
- Support and encourage the Honors faculty in developing special expertise related to Honor programs.

Goal 4. Enhance resources, practice good stewardship of existing resources, and ensure that administrative structures and processes fully support the flourishing of the College's programs and people. (GVSU 2016-2021 Strategic Goals 1.E; 2.D; 2.D.1; 2.E; 3.C; 3.D; 3.E)

- Formalize appointments to advisory committees associated with majors, minors, and certificate programs to promote program vitality and recognition of service by the advisory board members' colleagues and supervisor.
- Move towards creating one or more institutional structures that will support and foster collaboration between various non-departmentalized programs, particularly those with a strong community-engagement and social justice orientation.
- Support fundraising events for student scholarships and academic enrichment opportunities and the creation of inspirational case statements for giving.
- Support and guide the academic departments in developing rigorous promotion, tenure, and reappointment criteria that inspire excellence in teaching, scholarly and creative activity, service, and leadership, and recognize achievements across Boyer's categories of scholarly and creative activity.
- Continue to improve course scheduling practices to optimize efficiency while providing students with needed flexibility.
- Develop a process for directing relevant grant opportunities to appropriate faculty and staff.