

## GOALS 2016-2017

*The mission of the College of Community and Public Service is to educate students for professional careers through excellent teaching, learning, scholarship, and service that promote just and democratic communities, and ethical and effective leadership.*

### Improve diversity of graduate and undergraduate students in CCPS programs.

**Supports CCPS objective 1.B.1 and 1.B.2**

I will schedule regular meetings (at least one per semester) with unit heads, recruitment committees, GPDs, advising staff, and others in CCPS to review our recruitment efforts and statistics. I will also meet with students to discuss their experiences in CCPS. I will improve CCPS recruitment of a diverse student body and improve the environment for those students.

Performance and outcome measures:

- In Fall 2017, 23% of domestic CCPS undergraduate students will be students of color.
- In Fall 2017, 22% of domestic CCPS graduate students will be students of color.
- By Fall 2017, 50% CCPS Dean's Office personnel, CCPS unit heads, and CCPS program coordinators to participate in "Queer and Trans 101: A Training for Allies," which is regularly offered by the Milton E. Ford LGBT Resource Center.
- By Fall 2017, I will meet at once with a panel of CCPS students of color and once with a panel of CCPS LGBTQIA+ students to discuss their experiences at Grand Valley.
- By Fall 2017, I will have had two regular meetings with unit heads, recruitment committees, GPDs, advising staff, and others in CCPS to review our efforts to recruit a diverse student body.

### Develop performance or outcome measures for CCPS and its units to improve cost-efficient management, resources allocations, and support community engagement.

**Supports CCPS objective 2.E.1**

I will work with unit heads and Associate Deans to develop performance measures for each unit.

Performance measures:

- For the 2017-18 fiscal years, the College and each unit will have at least 3 performance or outcome measures. Henceforth, these will be adjusted each year.

**Incorporate (1) participation in external community / professional relationships (2) community-engaged teaching, scholarship and service and (3) professional development into the CCPS promotion and tenure guidelines**

**Supports CCPS objectives 2.C.1, 2.D.1 and 2.E.1**

I will work with the College Personnel Committee to create tenure and promotion standards that will support the University's and the College's encouragement of faculty participation in external community / professional relationships. I will work with the College Personnel Committee to create tenure and promotion standards that will support the University's and the College's encouragement of Community-engaged teaching, scholarship and service. I will work with the College Personnel Committee to create tenure and promotion standards that will support the University's and the College's encouragement of professional development into the CCPS promotion, tenure, and annual review.

Performance measures:

- A draft of appropriate standards related to participation in external community / professional relationships will be ready for full-faculty review by the end of Winter 2017.
- A draft of appropriate standards related to community-engaged teaching, scholarship and service will be ready for full-faculty review by the end of Winter 2017.
- A draft of appropriate standards related to professional development will be ready for full-faculty review by the end of Winter 2017.

**Increase recognition of work and accomplishments of CCPS faculty, staff and students.**

**Supports CCPS objective 4.D.1**

I will encourage unit heads, the College Advisory Committee, Associate Deans, advisors to student organizations, and all faculty members to seek out opportunities to nominate colleagues, staff and students that would recognize them for their hard work and accomplishments.

Performance measures:

- At least 3 CCPS students will be nominated for university-level or external awards in 2016-17.
- At least 2 CCPS faculty will be nominated for university-level or external awards in 2016-17.
- At least 1 CCPS staff member will be nominated for university-level or external awards in 2016-17.
- At least 1 CCPS adjunct will be nominated for university-level award in 2016-17.

**Make aesthetical improvements to the College's common space that will improve the College's image and reflect CCPS mission, vision and values.**

**Supports CCPS objective 4.D.2**

I will work with unit heads, associate deans and PSSs to ensure visitors to our space get a positive impression from our work environment.

Performance measures:

- We will improve the aesthetic of the Dean's waiting area
- We will have a clear line-of-sight from hallway corners to reception areas.
- We will have less clutter in our hallways and open cubical areas.