Faculty Forum

hosted by
Faculty Senate

S. Keith Hargrove, PhD, MBA
Provost & Sr. Vice President for Academic Affairs

February 3, 2023
What’s Our Purpose?

What are our Institutional Goals?

Who do we want to be?
Provost Priorities

* 85/65 Retention Campaign
* Enrollment to 3000+
* Best Institution for Learning & Instruction

AY2022-23 Objectives

* Program Reviews
* Faculty Evaluations
* Canvas Training
* Strategic Plan
* ????
Academic Affairs & Strategic Enrollment Priorities

Facilitate 2021-2026 Strategic Plan

Enrollment Management
Enhance/Create Academic Programs
Hire & Retain Faculty

Strategic Initiatives to Improve Ranking
Progress of the 2021-2026 Strategic Plan
Embracing the Legacy – Transforming the Future

In-process

Completed
Strategic Planning Implementation Process

PHASE 1 Development
Completed

PHASE 2 Taskforce Structure
Completed

PHASE 3 Strategies and Deployment

PHASE 4 Assessment and Evaluation

PHASE 5 Feedback and Closing the Loop

We are here!!

Schedule for implementation

- Jan-Mar 2022: Phase 2
- Apr-June 2022: Phase 3 (Strategy Development)
- July-Oct 2022: Phase 3 (Deployment)
- Nov-Dec 2022: Phase 3
- Jan-June 2023: Phase 3 & 4
Progress of the 2021-2026 Strategic Plan - Initiatives

• FOUR (4) TASK FORCES TO IMPLEMENT THE STRATEGIC PLAN

LEARNING INITIATIVES & WORKFORCE – Develop, create, monitor, and evaluate strategies to impact academic programs, research, and TU employees;

PROCESSES & SERVICES – Develop, create, monitor, and evaluate strategies to impact processes of operational efficiency of the university;

STUDENT EXPERIENCE – Develop, create, monitor, and evaluate strategies to impact the student’s well being, student life, services, and overall experience for academic and professional success;

COMMUNITY ENGAGEMENT & PARTNERSHIPS – Develop, create, monitor, and evaluate strategies to create partnerships that advance the university and support growth initiatives in academics, research, and infrastructure
Progress of the 2021-2026 Strategic Plan

LEARNING INITIATIVES & WORKFORCE – Develop, create, monitor, and evaluate strategies to impact academic programs, research, and TU employees;

ACTIONS:
* Initiated PROGRAM REVIEWS process for ALL UNDERGRADUATE PROGRAMS
* Will acquire Interfolio Software Platform to conduct Faculty Evaluations by 7/1/23
* Implement Data Science & MSW programs for Fall 2023
* Conducted institutional Climate Survey

PROCESSES & SERVICES – Develop, create, monitor, and evaluate strategies to impact processes of operational efficiency of the university;

ACTIONS:
* New CIO is assessing all software platforms for academic use
* Activated training for new LMS (CANVAS), vs BlackBoard
* Evaluating research proposal process to expedite submission of grants
Progress of the 2021-2026 Strategic Plan

**STUDENT EXPERIENCE** – Develop, create, monitor, and evaluate strategies to impact the student’s well being, student life, services, and overall experience for academic and professional success;

**ACTIONS:**
* Created campus-wide Retention Committee to assess student matriculation challenges;
* Upgrade of residence housing and more campus activities for students due to Covid
* On-Med telemedicine located for students and faculty usage
* Preparing Enrollment Management Plan (EMP) for recruitment & retention strategies

**COMMUNITY ENGAGEMENT & PARTNERSHIPS** – Develop, create, monitor, and evaluate strategies to create partnerships that advance the university and support growth initiatives in academics, research, and infrastructure

**ACTIONS:**
* Developing a Community & Economic Development Plan to promote business growth, and entrepreneurship in the city of Tuskegee
* MOU with Auburn University
# 2021-26 Strategic Plan Priorities

<table>
<thead>
<tr>
<th>2021-26 Strategic Plan Priorities</th>
<th>Desired Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Academic Excellence</strong></td>
<td>Evaluate existing and recommend New Programs through PROGRAM REVIEW; #1 HBCU Ranking</td>
</tr>
<tr>
<td><strong>Operating Efficiency</strong></td>
<td>IT Infrastructure &amp; Improved Processes</td>
</tr>
<tr>
<td><strong>Student Experience</strong></td>
<td>3000+ Enrollment, 85/65, Learning Experience via Innovative Instruction</td>
</tr>
<tr>
<td><strong>Research</strong></td>
<td>Increase Research Funding ($50M+), Carnegie R2 Classification</td>
</tr>
<tr>
<td><strong>Infrastructure</strong></td>
<td>Student Housing, Kellogg, Building Renovations</td>
</tr>
<tr>
<td><strong>Recruit &amp; Retain Faculty &amp; Staff</strong></td>
<td>Hiring and recruitment of 30+ faculty</td>
</tr>
<tr>
<td><strong>Athletics</strong></td>
<td>Winning sports programs, Increase academic support (REACH)</td>
</tr>
<tr>
<td><strong>Industry &amp; Community Partnerships</strong></td>
<td>Industry Advisory Board, Gifts, Collaborations with Industry, Innovation Center</td>
</tr>
</tbody>
</table>
Top 10 In-Demand Degree Programs
(www.bestcolleges.com)

- Engineering
- Computer Science & IT
- Hospitality
- Nursing
- Construction Science
- Pharmaceutical Science
- Data Science
- Health Science
- Business (Supply Chain/Finance)
- Architecture
Top 10 In-Demand Degree Programs
(www.bestcolleges.com)

- Engineering
- Computer Science & IT
- Hospitality (Activate with Kellogg)
- Nursing
- Construction Science
- Pharmaceutical Science
- Data Science (Fall 2023)
- Health Science
- Business (Supply Chain/Finance)
- Architecture

We have all but this one!
BS in DATA SCIENCE

- Data Science Common Courses
- Computer Science Track
- Business Track
- Agriculture Track
- Mathematics Track
- Social Science Track
- Statistics Track
WHAT DO WE NEED TO DO?

**Improve the YIELD Rate!**
- Howard – 25%
- Morehouse – 21%
- Hampton – 16%
- Spelman – 12%
- Tuskegee – 7%

**Scholarships**
- Fienberg Scholars
- More Awards

WE LOSE 20% OF OUR STUDENTS EVERY YEAR

**Improve RETENTION**
- Each College has retention initiatives
- How do we enhance Learning & Instruction
- Get involved in Recruitment
# TU Enrollment History and Targets

<table>
<thead>
<tr>
<th></th>
<th>FA17</th>
<th>FA18</th>
<th>FA19</th>
<th>FA20</th>
<th>FA21</th>
<th>FA22</th>
<th>FA23</th>
<th>FA24</th>
<th>FA25</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>2599</td>
<td>2533</td>
<td>2395</td>
<td>2280</td>
<td>2184</td>
<td>2102</td>
<td>2254</td>
<td>2442</td>
<td>2630</td>
</tr>
<tr>
<td>Graduate</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>285</td>
<td>273</td>
<td>256</td>
<td>232</td>
<td>232</td>
<td>215</td>
<td>250</td>
<td>275</td>
<td>275</td>
</tr>
<tr>
<td>Professional</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>256</td>
<td>227</td>
<td>226</td>
<td>235</td>
<td>238</td>
<td>255</td>
<td>250</td>
<td>270</td>
<td>280</td>
</tr>
<tr>
<td>Total Enrollment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>3140</td>
<td>3053</td>
<td>2877</td>
<td>2747</td>
<td>2654</td>
<td>2572</td>
<td>2754</td>
<td>2987</td>
<td>3185</td>
</tr>
</tbody>
</table>
Provost Office

S. Keith Hargrove – Provost
Faye Hall Jackson – Assistant Provost for Faculty Affairs
Albert Russell – Assistant Provost for Academic Programs
Ms. Bradshaw – Office Manager
Ms. Washington – Operations Manager
Lets Talk Solutions To Our CHALLENGES OPEN FORUM