

INTELLECTUAL CLIMATE AND CAMPUS CULTURE

The faculty members of the College are committed to fostering a more vibrant intellectual climate in which academic and cultural life is the focus of the W&L experience, rather than being overshadowed by the social life of our students.

To that end, the College faculty will:

ONGOING OR COMPLETED:

- A Faculty Academy will be offered to offer ideas, training, and discussion for engaging our students on topics of concern such as alcohol abuse, hazing and sexual misconduct.
- Training for advisors on how to engage students on these issues will be developed.
- Offer lunch-time colloquia series on academic or cultural topics for both faculty colleagues and interested students. The Dean's Office will offer two awards of \$1000 apiece to implement the two best faculty-developed ideas for such colloquia series this year.
- Develop, in cooperation with the Provost and Deans' offices, a new undergraduate-wide program that will promote co-curricular academic activities and intellectual leadership among students. This program may replace the current University Scholars program, and may take a new form that is not exclusive and not focused primarily on curricular offerings.
- Ask Jennifer Stempien, visiting assistant professor in Geology this year who has extensive experience in pedagogical research and training, to offer a set of pedagogy workshops for College faculty this year.

AT THE DISCRETION OF THE INDIVIDUAL FACULTY MEMBER:

- Participate more actively in endeavors outside the classroom, such as student clubs and organizations, presenting research or creative work, encouraging campus and community service, and engaging our students on topics of concern such as alcohol abuse, hazing and sexual misconduct.

NEW INITIATIVES:

- Conduct a survey of how faculty and students value the intellectual and cultural activities on campus, and attempt to measure participation and attendance in order to establish a baseline by which we can gauge campus engagement.
- Develop a "Passport to the Arts" program or other ideas that will create more publicity for cultural activities and draw bigger audiences.

ATTRACTING STUDENTS TO COLLEGE MAJORS AND MINORS

The faculty members of the College are committed to offering a curriculum with the scope, depth, innovation, and relevance to attract undergraduates to complete major and minor programs.

To that end, the College faculty will:

ONGOING OR COMPLETED:

- Continue to offer new, varied, and appealing courses and to re-examine program curricula on a regular basis.
- Refine further the assessment instruments developed by departments and programs to measure progress toward learning goals for our students. Also, implement more standardized departmental course evaluations to provide valuable feedback – along with other mechanisms – to individual teachers and department/program faculty.
- Work more closely with Career Services to develop programming for College majors and to generate new internship opportunities and a stronger alumni network. Beverly Lorig has committed to collaborating with the deans and the academic units and has already created new programming.
- Develop a new undergraduate program to replace University Scholars with active participation of College departments and programs. (See *Intellectual Climate and Campus Culture*.)
- Prominently display on department and program websites success stories of alumni—both those who remained in the field and those whose career choices led them elsewhere.
- Build a stronger pre-law advising program and presence in the College. This year, the College has hired Abigail Perdue '04, a practicing attorney who will spend the year teaching and bolstering our pre-law advising and programming.

NEW INITIATIVES:

- Commit to offering a larger set of First-Year Seminars representing more departments and programs. First-Year Seminars have demonstrated their value as a recruitment tool for majors.
- Create, where appropriate, courses for juniors and seniors with direct application to career opportunities in the field. The Psychology course that brings in alumni with careers in varied areas of psychology is a model.
- Partner with Admissions to publicize College programs in the sciences, arts, humanities and social sciences, and to recruit students with expressed interests in the College academic opportunities.

DIVERSITY

The College faculty has always demonstrated a strong commitment to the continuing effort to diversify the student body, faculty and staff of the University. That goal was prominent in the College Strategic Plan of January 2006—along with several measures to achieve that goal, such as increased need-based financial aid. Despite progress made in recent years, the College faculty continues to encourage the University to meet its strategic goals in this area.

Diversity, however, means more than simple ratios of representation among our student body. We are committed to advance diversity in every respect—including efforts to hire an increasingly diverse faculty, developing a curriculum that better engages the interests and identities of our students and faculty, and encouraging diversification along several dimensions—including geography, cultural and social difference, socio-economic status, and ideological viewpoint.

To that end, the College faculty will:

ONGOING OR COMPLETED:

- Continue to participate in large numbers in the selection process for Johnson Scholars and to partner with Admissions to recruit American minority and international students.
- Redouble our efforts to attract, recruit, and retain a more diverse faculty and staff.
- Commit to ongoing renewal of the College curriculum to reflect human diversity and promote a multi-cultural, interdisciplinary approach to studying important global and local issues.
- Continue to monitor progress on diversity goals for the student body, including the results of the recent partnership with Questbridge. Expect greater transparency in the reporting of the University's progress toward those goals. If appropriate, urge the University to consider additional recruitment mechanisms, such as POSSE, to achieve those goals.

NEW INITIATIVES:

- Develop pedagogy workshops that directly address how we as a faculty can better teach more diverse students and create a welcoming environment for them to thrive.

FACULTY PRODUCTIVITY

The College faculty are committed scholar-teachers who understand “productivity” in many, varied ways. The University must facilitate and value all forms of faculty productivity, and continue to work to remove obstacles to faculty work, such as overburdensome service demands and inflexible scheduling that create conflicts and tensions between work and personal obligations.

To that end, the College faculty will:

ONGOING OR COMPLETED:

- Encourage streamlining of committee and other service obligations, reducing the administrative workload of department and program heads, exploring ways to make service more equitably distributed, and—as resources permit—hiring more technical and administrative support staff to free faculty time.
- Have the Dean’s Office produce an annual compendium of faculty scholarship, honors, grants, curricular innovations, and other achievements. That plan has been on hold for more than two years due to delays in implementation of the new reporting software, Activity Insight, which would make such reporting more efficient and routinized. It is a Dean’s Office priority.
- Work with Communications to highlight achievements among College faculty, staff, and students.
- Offer lunch-time colloquia series on academic or cultural topics for both faculty colleagues and interested students. The Dean’s Office will offer two awards of \$1000 apiece to implement the two best faculty-developed ideas for such colloquia series this year. One such idea might be an ongoing colloquium especially for College faculty on leave, but who stay on campus, to share their work-in-progress. (*See Intellectual Climate and Campus Culture.*)
- Continue working with the Dean, senior administration, and the Advisory Committee so that standards for tenure, promotion, and salary increases are more transparent and to gain assurance that all aspects of faculty effort are valued.
- Encourage institutional commitment and further progress on work-life balance issues. Participate creatively in developing ideas to use the new resources made available by the Sloan Foundation grant.

NEW INITIATIVES:

- Develop a Faculty Academy program focus on ways to include students in one’s own research.

WORKING WITH GREEK ORGANIZATIONS

The College faculty remains committed to improving the academic culture on campus, which can too often be in tension with the ways in which students' social lives and obligations are structured by the Greek system. Through incremental steps, the College faculty hopes to work with the Office of Student Life and the Greek organizations directly to address these important issues.

To this end, the College faculty will:

ONGOING OR COMPLETED:

- Develop, in cooperation with the Provost and Deans' offices, a new undergraduate-wide program that will promote co-curricular academic activities and intellectual leadership among students. This program may replace the current University Scholars program, and may take a new form that is not exclusive and not focused primarily on curricular offerings. Among the real benefits of such a program is to provide a network of friends and activities that are not based in the Greek system. (*See Intellectual Climate and Campus Culture.*)

AT THE DISCRETION OF THE INDIVIDUAL FACULTY MEMBER:

- Ask to be invited more often to meals or to speak at fraternities and sororities.

NEW INITIATIVES:

- Cooperate with Student Life and Greek leadership to address critical issues such as alcohol abuse, sexual misconduct, and hazing.
- Continue to encourage and participate in discussions about decreasing students' time obligation to New Member Education. A shorter NME period and a more limited schedule for contact hours will have only a positive impact on students' academic engagement and performance.
- Consider ways to strengthen the role of faculty advisor for fraternities and sororities in order to benefit the academic mission.
- Offer to co-sponsor cultural and social events with Greek organizations. The Dean's Office is prepared to make a commitment to make funds available for ideas generated by students and faculty.
- Encourage better University-wide scheduling of events to make sure that Greek activities are not in direct conflict with other academic or cultural opportunities.

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