

November Implementation Updates

1A(1 & 2): KU Core

KU Core website has been completely revised. UCCC is working on assessment and recertification plans for KU Core courses. UCCC has continued to approve courses for the KU Core.

Next, we will:

1. Track enrollment in KU Core units by incoming freshmen and transfer.
2. UCCC will continue to solicit, consider and approve courses and experiences for KU Core unit credit.

1A(3): e-Portfolios

The e-Portfolio committee submitted a report to the Senior Vice Provost in spring 2013. The recommendations in the report have been put on hold for the near future to better understand how the tool may be used and the resources involved in setting the tool up for campus use.

1B(1): Undergraduate Recruitment

DOMESTIC RECRUITMENT

Recruitment: *strengthen pipeline through more aggressive funnel management (FYR/TR)*

- Senior Day was held on November 3 and November 11
- Transfer Student Visit Day was held on November 8
- Incomplete emails are sent to those who have applied but are incomplete
- Continued distribution of 2014-15 scholarship award letters
- FAS presentations for Senior Days
- Extended Fall 2014 Scholarship Deadline to Nov. 8, 2013
- Accepting updated ACT/SAT Test Scores for FA14 scholarship consideration
- FAS Publication Planning meeting with Marketing & Communications to develop Financial Aid & Scholarship Prospectus for incoming FA14 FYFR

Retention Management: *increase first-year rate to 90%, six-year graduation to 70%*

- Distributed scholarship renewal criteria to all scholarship and Pell Advantage recipients
- FAS conducting an assessment of student action/response to Oct. email to non-FAFSA filers with outstanding balances

Technology: *establish systems and structures necessary to achieve enrollment results*

- The transfer system in Campus Solutions has been updated with a code fix and demo'd to the Admissions staff. It is now viable for our business functions and we will proceed implementing.

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- IT, OIRP and SIS are in the progress of migrating the table structure of the student facing credit transfer system (CredTran) to a different table structure, which will enable longer term enhancements.
- Collaboration with OIRP to develop data set for Scannell & Kurz Financial Aid & Scholarship Strategy Tool (FAST)
- Collaboration with IT to identify components for KU Portal (for staff and students)
- Collaboration with IT/SIS to develop/finalize soft rollout of FAS module of the Mobile App

Yield Management: *solidify/improve yield rate from admit to enrolled*

- Yield communications continue to be sent to admitted students
- Telecounselors continue to call students as they are admitted

INTERNATIONAL RECRUITMENT

Recruitment: *enhance Unit's planning and accountability*

- Attending a Saudi Student fair in Chicago in collaboration with the Applied English Center and KU School of Law.

International Partnerships: *establish collaborations and articulation agreements*

- Working on a new sponsored student agreement for degree-seeking students with the Sampoerna Foundation

Visiting Student Programs: *develop and implement*

- Working on a new visiting agreement with Central China Normal University

Continuing visiting students for Spring 2014

Brazil Scientific Mobility Program: 23

Kanagawa University: 5

Zhejiang Normal University: 1

New visiting students for Spring 2014

Brazil Scientific Mobility Program: 5

Zhejiang Normal University: 1

Arturo Prat University of Chile: 1

IREX Global UGRAD Pakistan: 1

Traditional Recruitment Activities: *increase and diversify investments*

- Pursuing recruitment partnership to create a new pathway program for international students. This pathway would integrate intensive English into the Freshman year for international students with higher levels of English.

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1B(2): Community College Partnerships

- Cowley Community College staff training on the KU CORE.
- Met with KCKCC leadership to discuss possible partnerships.
- Transfer credit appeals process in the process has been revised to reflect changes with the KU CORE.
- Progress made on People soft forward-facing transfer credit evaluation tool.
- TAPC meeting scheduled for December to prioritize goals for year.
- Two new articulation agreement drafts are still in progress.
- Investigating feasibility of articulation agreements with AA from Hesston, KC Metro, and Haskell.
- Investigating feasibility of articulation agreements with AS from select Kansas institutions.
- Travelled to KUMC to discuss transfer and the KU CORE.

Next, we will:

- Update KU CORE Website to provide more information to transfers.
- Web presence for TAPC.
- Distribute lists of non-equivalent course to TAPC members to distribute amongst their departments to create more direct equivalencies.
- Finalize annual reports for TAPC.
- Attempting to schedule KU CORE meeting with KCKCC.
- Additional articulation agreements.

1B(3 & 4): Advising

- UAC helped the University achieve a 7% increase in FTFT spring enrollment at the end of November in comparison to the same point in time in 2012. The higher registration rate accomplished earlier in the semester should have led to more students obtaining optimal course selection.
- Through data collection recorded by UAC kiosk software, over 2,000 visits were recorded by the UAC in the month of November and over 1,600 in the month of October (10/7-10/31). Though accuracy with recording the average wait and advising session times deviated during the first two months of implementation, most data collected will allow for analysis leading to increased effectiveness in planning for future peak enrollment cycles.
- Of 3,181 FTFT students actively enrolled in the fall and remained assigned to the UAC at the end of November, 89.6% completed advising by the end of the month. (46 students have advising appointments scheduled as of 12/2/13.)
- In response to targeted outreach in McCollum and Oliver residence halls, over 85.7% of FTFT residents in these locations who are assigned to UAC staff have completed academic advising. (22 students have advising appointments scheduled as of 12/2/13.)

Next, we will:

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- Expanding awareness and proficiency with advising dashboard software (Tableau). CLAS, Journalism, Honors, and Graduate Studies are currently exploring opportunities. Student Affairs, Housing, and First Year Experience are also researching options to coordinate information-sharing and communication strategies through Tableau.
- Reach non-advised students (for Spring 2014) via phone contact from UAC staff, with additional messaging from Housing to remind students to schedule appointments prior to leaving for the winter break. Additional messaging may be necessary to reach students who have been advised, but have not registered for classes.

1C(1, 2, & 3): First Year Experience

No update received.

1D(1 & 2): Experiential Learning

The Collaborative is to present an update to the University Core Curriculum Committee on Monday, December 16, 2013 meeting. In addition, the Collaborative will work on developing a communication plan that includes updates to the experience.ku.edu web page and the plans for the February symposium are being finalized.

Next, we will:

- The Collaborative will present an approval process for course based and non-course based educational experiences in the KU Core.
- A communication plan to the KU community defining experiential learning and how to incorporate existing efforts into the new curriculum.
- The Collaborative will be updating content on two different web pages: experience.ku.edu and the educational experiences section of the KU Core website.
- Explicitly identify paths for students to move from First Year Experiences to experiential learning opportunities.

1E(1 & 2): Active Learning and Course Redesign

Collaboration between CTE and CODL on a number of redesign initiatives continues to progress. Working weekly with the three post-docs (Ecology and Evolutionary Biology, Geology, Geography) formerly large lecture based courses are actively engaged in implementing flipped pedagogy into a more active student centered approach. As one strategy for providing student access to a broader range of mastery materials, CODL and CTE engaged with the post docs in evaluation of alternate textbooks and their associated adaptive learning platforms that could rapidly and cost-effectively add content to the flipped courses.

Collaborating with the Bay View Alliance we initiated a 3-day intensive case study of the EEB post-doc experiment. Two senior scholars (Mary Huber and Pat Hutchings) met with dozens of faculty, graduate students, and undergraduate students to explore what was working, what conditions enabled

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collaboration in redesign, and what obstacles remain. Among the immediate outcomes of that study will be the development of team meetings around the three sets of courses being redesigned for both majors and non-majors. We are also tapping BVA resources to enable curricular mapping in EEB and potentially Geology and Geography.

We continue to develop the faculty learning community focused on the work done through the post-doc program (C21 Consortium). Large-scale (approx. ~40 participants, 5 x per semester) meetings of interested faculty have introduced the fundamental ideas of engaged and student-centered course design. We have established a Blackboard site to engage participants in preparatory and follow-up activities, to distribute information about strategies and tools for course transformation, and to model the use of those tools and strategies. Between meetings graduate student assistants follow-up with individual faculty to facilitate further design work and implementation of plans generated in group meetings. In the next phase we will identify cohorts of instructors at similar levels of development and foster the production of materials needed for transformation of courses in the fall of 2014 (or later). Through collaboration with the Center for STEM Learning, we will also partner GK12 Fellows with individual instructors to design repositories of student-centered learning activities for use during class time. Finally, a small number of undergraduate peer mentors are assisting with some of the transformed courses and will provide student perspectives in the C21 meetings.

The Course Redesign Task Force has met three times, beginning in early September. The task force organized into three subcommittees, and each subcommittee has now produced a report. Next steps involve integrating across the three subcommittee reports to identify a set of recommended actions. The next task force meeting is December 4. A subgroup of the task force has been asked to meet with Deans at the 14 January Provost's retreat.

Next, we will:

- Continue to find ways to expand the audience for and participation in course redesign
- Work on implementing curriculum mapping and essential segments of department programs
- Continue engagement with post-docs to include transformation as well as assessment of student learning outcomes and success as a result of flipping courses
- Inquire into availability of data to connect performance and success in prerequisite and subsequent courses (topic of a December BVA meeting at UC Davis)

2A(1, 2, & 3); 2B(1 & 2); 2C(1 & 2); 2D(1 & 2): Elevating Doctoral Education

During the first four months of the fall semester, Graduate Studies has been working steadily towards implementing the action items recommended by the Bold Aspirations Goal 2 Implementation Committee. Actions taken during the past four weeks have included:

- Graduate Studies has convened a Funding Innovations Committee as indicated in the implementation plan. At the first meeting Michael Roberts was chosen to chair the committee and the committee has been charged to examine the entire current structure and means of funding graduate (and in particular doctoral) students at the University of Kansas, and to make

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recommendations to the Dean of Graduate Studies for improvements to this current funding structure that would enhance the quality of graduate programs and graduate education at KU.

- Graduate Studies provided a report to the implementation committee for goal 2 on progress through October. This report will be posted on the Graduate Studies website during the month of November.
- GS has hired a coordinator of student programming and communications (Damon Talbott) as indicated under the implementation plan.
- The Dean has completed all but the last of the visits to >7 years median time to degree departments
- The GS Faculty Fellow (Bruce Hayes) led a mentoring workshop on November 6th. Twenty-five faculty attended.
- GS admissions staff, who are also responsible for the implementation of *Prospect* (the GS recruiting CRM tool), have, at this point, met with 34 departments so far this semester.

3A(1 & 2); 3B(1, 2, &3); 3C(1 & 2): Strategic Initiative Themes and PRO

3A, Action 2: Three joint appointments have been processed, two with fall 2013 start dates (both between CLAS/Edwards Campus) and one with a spring 2014 start date, between the School of Education/Research and Graduate Studies. NO NEW UPDATE TO PROVIDE.

3B, Action 2: Eighteen potential foundation professors have visited or will have visited KU from August 2012 through December 2013.

Six additional prospects have confirmed visits or are being invited to campus in the spring.

- *Marks of distinction:* 67% (16/24) have one or more of the following marks of distinction.
 - *Membership in national academies:* 25% (6/24) of the prospects are members of their respective national academies.
 - *Membership in the American Association for the Advancement of Science:* 17% (4/24) are members of the AAAS.
 - *Named or distinguished professorships:* 54% (13/24) hold named or distinguished chair/professor positions at their home institutions.
- *Institutions represented:*
 - *Association of American Universities:* 58% (14/24) of the prospects come from institutions that are part of the AAU, two are private.
 - *International institutions:* 17% (4/24) of the prospects come from prestigious international institutions.
- *Disciplines represented:*
 - Earth and atmospheric sciences, ice and climate studies, ecology and evolution, biology of soils, geochemistry, chemical and biomolecular engineering, and petroleum engineering
 - Chemistry, pharmaceutical chemistry, vaccine development, drug delivery, neuroscience, epigenetics, and genomic analysis

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- History and African-American studies, paleontology, special education, science journalism, science fiction, and social and cultural change in communities.
- *Number of Active Prospects:* Seventeen individuals remain active prospects for a foundation professor position. Seven individuals who visited campus in the last academic year are no longer being considered.
- By December 7 five prospects will have visited campus for the second time.
- Two prospects will have a second visit during the spring 2014 semester.
- Two offers are currently being considered by candidates.
- We anticipate that two more offers will be extended upon completion of second visits in early December.
- Initial indications are promising that two additional offers will be made before the end of the spring semester.
- Twelve additional foundation professor nominees are being evaluated against the criteria set forth for foundation professors.

3B, Action 3: Eight faculty members were awarded Docking Scholar status in September. An initial meeting has been scheduled with current KU faculty who are members of national academies or the American Association for the Advancement of Science to discuss a program to encourage nominations of KU faculty members for prestigious national awards. NO NEW UPDATE TO PROVIDE.

3C, Action 2: 80% of tenured/tenure-track faculty have been keyed into the PRO system. Faculty yet to be entered are those in Architecture, Engineering, and Pharmacy.

3C(3): External Review Policy

We have mapped out a preliminary process for the Program Review process. We have a timeline identified for the next Program Review cycle and will begin designing the structure around the review cycle in early spring.

Next steps include assembling small groups to review the planned review cycle and make changes before disseminating to a wider audience in late spring.

4A(1, 2, & 3); 4B(1, 2, & 3)

The Alliance for Community Engaged Scholarship proposal has been submitted to the provost and awaits his response.

4C(1, 2, 3, & 4): Commercialization & Entrepreneurship

4C(1): The Second Annual Faculty Bootcamp has been developed as a three part series. The second part was an SBIR Grant Program Training on Oct 21. Over 30 faculty and staff attended from both campuses. One-on-one faculty meetings were held the next day with faculty identified as ready to start a company. Lisa Kurek will be retained to assist these faculty in SBIR development. Continuing planning a TED like conference. Planning committee comprised of Paul Arnold (KUMC), Lisa Friis (KUL) and Julie Nagel. Date set for Feb 24, 2014. Innovation Fair in planning.

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4C(2): Began conversations with BTBC, School of Business, CLAS and KU Endowment to leverage existing student innovation/entrepreneurship programs to develop a proposal to a donor for funding. Project continued to catalog all drug targets at KU and cataloging all KU technology that has become or is part of a product on the market. Faculty meetings ongoing. Faculty pages of new website going through process to provide more functionality for faculty. Additional functionality being added to web page for 2.0 release. More technologies available for license being added to the web page. Web page analytics show:

- Website visit: 1,298 to 4,651 -- **358% increase**
- Unique visitors: 846 to 3,233 -- **382% increase**
- # of page views: 2,729 to 18,449 -- **676% increase**
- Bounce rate: 62.94% to 37.58% -- **an improvement of 25.36%.**

Audit completed to eliminate “dead” technologies from inventory and secondary review underway to be completed prior to ending support. Signed agreement with Tremonti to market 15 images from the Spencer Art Museum.

4C(3): The CRM development project is in final deployment phase for Go Live in November. Analytics reviewed October 17-18. Decision made to deploy with a report useful to deans, directors, etc. that would be globally useful and accessible. Will begin to incorporate RI data. Analytics based reports will continue to be refined in Phase II. Continued work on task force charged with creating a plan to engage companies in Languages and Humanities through an affiliates program. Seventeen company visits in Oct 2013.

4C(4): Continued conversations with BTBC, School of Business, CLAS and KU Endowment to leverage existing student innovation/entrepreneurship programs to develop a proposal to a donor for funding. Innovation Fair winners would feed into this program.

5A (1 & 2): Removing Hiring Barriers

FROM CFE UPDATES:

Hiring and Recruiting: *streamline processes and increase HR workflow implementation*

- Heavily into “heads down” design of system features.

Job Descriptions: *standardize descriptions and create KUL/KUEC salary bands*

- Identified and invited all participants to Phase II focus groups.
- Held focus groups for 4 job families: Food Service Dietary, Healthcare, Museum/Arts and Publishing.
- Did JAQ follow-ups with staff and managers to increase response rate.
- Reported to leadership and steering committee on Phase I outcomes.
- Coordinated finalizing of official job titles with State of Kansas and details for data load of Phase I changes into HR/Pay.

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Performance Management: *redesign and implement improved processes*

- Project still on hold with Classification/Market Study.

FROM BA UPDATES:

5A(1): The number of faculty positions posted has increased from **46** at the time of last reporting to **52**.

5A(2): No training sessions on Hiring for Excellence were held during this time period. However, two are in the process of being scheduled for December in the school of Education and the school of Public Affairs and Administration.

5B (1 & 2): Learning and Development Training

Staff Learning & Development Council has resumed meeting after a summer hiatus. Two subcommittees have begun meeting as well, the first to plan the annual February staff summit, and the second to design and implement strategic communications related to learning and development opportunities for staff in anticipation of the new talent management software tool to be implemented in the coming year. NO UPDATE. WORK CONTINUES AS STATED.

Staff Leadership Summit: The planning committee for the annual Staff Leadership Summit has been meeting to develop a theme for the summit and plan various breakouts and summit highlights. The date for the summit is February 18, 2014. NO UPDATE. WORK CONTINUES AS STATED.

Staff Fellows Program: A new cohort of fifteen fellows began meeting in September. Initial meetings have been held with the Sarah Crawford-Parker from the First Year Experience office, and with Andi Witzak from the Center for Civic and Social Responsibility. Ann Cudd from Undergraduate Affairs will join the group this Friday, followed by Tim Caboni later in November. Project groups have had an initial opportunity to meet with their alumni mentors. NO UPDATE. WORK CONTINUES AS STATED.

Senior Administrative Fellows: The new cohort of ten fellows began meeting in September, including a conversation about the characteristics of great leaders and their impact on organizations. Speakers since last reported include Tammara Durham, Vice Provost for Student Affairs, and Danny Anderson, Dean of the College of Liberal Arts & Sciences.

Faculty Fellow: Joan Sereno continues her work in support of faculty development efforts by interviewing faculty and reviewing best practices to develop and pilot one or two sessions during the spring semester to help associate professors plan for promotion to full professor.

Chairs Roundtables and Workshops: The second roundtable of chairs will be held next week in early December. The topic will be Leading Effective Meetings, and the format will be discussions at small lunch tables, with the following chairs invited to serve as table facilitators: Chris Brown, Alesha Doan, and Susan Twombly.

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Visual Art department retreat: A day-long retreat was held November 22 at Theatre Lawrence. Faculty, staff, and students were invited by chair Mary Anne Jordan to help create a blueprint for the future for the department. Jenny Mehmedovic prepared the retreat agenda and facilitated.

Organizational Effectiveness: One departmental organizational assessment was completed and second one is now underway. Consultation and coaching were provided around organizational structure, climate, roles, goals, positive relationships, processes and procedures and change management.

Mental Health First Aid Training: Bert Nash provided a two-day training in mental health first aid awareness and intervention. Approximately 25 staff attended the two- day training. Plans are underway to offer a second training opportunity in the spring.

Water Resources Meeting: Provided assistance to Tricia Berman and a select group of facilitators in designing a process for the campus-wide Water Summit.

Library Organization Redesign: Co-presented with library faculty at KLA on KU Libraries organizational review process and the facilitative approach implemented by the Org Review Team.

5B (3): Visitors and Local Talent

5B(3): Four Bold Aspiration Visitor and Lecture Series speakers presented university lectures and met with faculty, students and administrators on November 6 (David Nualart of KU), November 18 (David Miller from Vanderbilt University Medical Center; Matthias Groszer from INSERM), and November 20 (Doug Walker of KU). Four more are scheduled for early December (Irena Lasiecka from University of Virginia; Bill Picking from Oklahoma State University; David Roediger from University of Illinois; and Chris Beard from Carnegie Museum of Natural History).

5C(1, 2, & 3): Be Accountable

5C(1): A faculty task force appointed by the provost developed a draft of a post-tenure review policy. Committee chairs met with deans and Faculty Senate to gather feedback and the draft is in final stages of revision in response to feedback received.

5C(2): The differential allocation of effort policy was updated and approved during the 2011-2012 academic year and has been used by department chairs and deans during the 2012-2013 academic year.

5C(3): Seven schools are currently reviewing their faculty evaluation plans under the three-year review cycle. Updated plans are due December 1, 2013.

5D(1, 2, & 3): Diversity and Equity

Update not available until VP position filled.

6A(1 & 2): Changing For Excellence

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Extensive updates related to the Changing for Excellence business cases are available at www.cfe.ku.edu.

6B(1 & 2): Campus Master Plan

The master planners and KU team are fully immersed in the final phase of the master planning process. HEWV was on campus the first week in November and held additional meetings focused on landscape, parking & transit, utilities, accessibility, and infrastructure needs. In addition, Steering and Executive committee meetings as well as presentations to Student Affairs and Research were scheduled. We are working through the science building site plan once again before HEWV returns the second week of December. At this time we will have the final Executive Committee meeting as well as an initial master plan presentation to a few select groups. The first draft of the campus master plan will be submitted in early 2014 and final documents to be submitted in March 2014.

6B(3): Computational & Technology Infrastructure

Reorganize & Redefine

- The Administration & Operations TSC has been implemented, and we are in the hiring process for the Tier 2 position. The EJSWL TSC group (Education, Journalism, Social Welfare and Libraries) is being built, the TSC Manager is filled and we are in the process of reviewing candidates for the Tier 2 position. Social Welfare completed the final review of the centralization proposal and has agreed to sign-off. The TSC Group for School of Music, School of Architecture & Design, School of Law and School of Business has not been formed but these departments have been centralized, with the exception of the School of Architecture. The Edwards Campus TSC group has been fully implemented, and we are in the process of centralizing their servers.

Server Centralization

- 805 servers have been registered to date, 122 servers have been decommissioned, 22 virtualized and 9 physically hosted and managed by KU IT, and 25 servers migrated to shared service. Recent server virtualization and centralization follow-up meetings occurred with the School of Pharmacy, Math Department, and Spencer Museum of Art. KU IT continues to work to implement server hosting plans and Managed Services Agreements (MSAs) for departmental server hosting.

Network Optimization

- Network teams continue to move forward on the *Changing for Excellence* Network Optimization initiatives. The teams have addressed the final overlapping IPs, firewalled networks, and VPN pools. KU IT has completed migration of the MedChem SBC, HR Business Center and CETE networks and began an audit review of routes on campus. Wireless controllers are scheduled to migrate next week. All three KU campuses have begun weekly meetings to discuss the final steps leading up to the cutover scheduled for winter break, which will complete this phase of the Network Optimization project.

Single Identity Management System

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- This project status remains at urgent status (i.e. Yellow). For AD, this effort remains on hold until the non-technical aspects of the project have been resolved. For META, progress has resumed. KUL IT has completed the first group of user-account renames outside of IT. There were no new systems identified as part of the analysis. KUL IT is continuing the communication process for the next round of impacted users. Two groupings of users are actively engaged in the process. The process of renaming accounts will continue to speed up as more rounds complete successfully. The team also continues to develop the 'doesUserExist' web service, which will prevent future duplicate user-ids. Additionally, the team continues to work on requirements for data attribute syncing, and management.

Increase MFD Usage

- The Increase MFD Usage team has completed standard operating procedures for optimizing MFD usage across campus, and is now implementing these processes in lockstep with the Reorganize and Redefine IT Staff and organization team. Working with IT Communications and communications staff in the College of Liberal Arts and Sciences, we are compiling a master findings document for executive review. Newly centralized MFDs in the School of Law and the School of Music have been evaluated, and proposed changes will be brought before stakeholders in these departments for implementation. There was a 10.0% increase in MFD usage for the month of September 2013 versus September 2012, and an annual MFD Usage increase of 15.8%.

Campus CRM (Constituent Relationship Management)

- We are moving forward with driving students to the updated portal as an entry point to CRM.
- The Business & Industry CRM project is live. This project is now in warranty.

Leverage Software Purchasing

- This project is complete. We will continue to track progress on this initiative.

Scanning & Document Workflow

- This project is complete.

Campus CMS (Content Management System)

- This project is complete.

Early Warning System

- This project is complete.

Appointment Scheduler

- This project is complete.

6C(1, 2, & 3): Far Above

No update received.