

Strategic Plan Updates - March 2008

- The first draft of a comprehensive marketing plan has been written. It is now in circulation to the Enrollment Management and Institutional Advancement divisions for input. It will be sent to the Image Committee and Marketing Committee by the end of the spring 2008 semester. *Strategy 1.2*
- The Director for Continuing Professional Programs, Advanced Certificates and Lifelong Learning has prepared a business plan for Senior Staff. The proposal will address new graduate education options in professional development programming, e.g., advanced certificates, CEU and PDH (Professional Development Hours) programs, and lifelong learning. *Strategy 2.2.1a*
- The Math/Science Education Planning Committee held a retreat on February 9, 2008 to identify future directions in math and science education at Nazareth College. Faculty from the Mathematics, Biology, and Chemistry Departments in the College of Arts and Sciences and the Departments of Adolescence Education, Inclusive Childhood Education, and Language, Literacy, and Technology in the School of Education were in attendance. Also attending was Charlie Brown, Executive Director for the Rochester Area Colleges Center for Excellence in Math & Science, and Steve Whitman, retired physics teacher and science department coordinator at Brighton High School and Nazareth College Trustee. *Strategy 2.2.1b*
- The Associate Vice President for Graduate Studies and the Coordinator of Graduate Assistantships made a presentation on scholarship opportunities for graduate students to the Vice President for Academic Affairs, Dean of the College of Arts and Sciences, Dean of the School of Education, Dean of the School of Health and Human Services, and the Dean of the School of Management on February 14, 2008. The exploration of external funding sources will continue. *Strategy 2.2.2*
- The Vice President for Academic Affairs will write a white paper for the Rank and Tenure Committee that further clarifies faculty roles in scholarly and professional activities as connected to liberal arts and professional programs at Nazareth College. Targeted date for completion is summer 2008. *Strategy 2.7.1*
- The Faculty Development Committee will meet with the Deans in spring 2008 to plan a day during the 2008-2009 academic year for celebration of scholarly and creative activities. *Strategy 2.7.5*
- The Center for Teaching Excellence will sponsor a celebration of teaching at the end of the spring 2008 semester. CTE is planning to implement a Teaching Academy in 2009-2010. *Strategy 2.9*
- An undergraduate degree program for adult learners in leadership and management studies is under discussion. *Strategy 2.11*
- Nazareth College will host the 2nd Annual Emerging Leaders Reception on April 23, for Rochester's emerging African American leaders identified by the Democrat & Chronicle and published in the February 17, 2008 edition of the newspaper. *Strategy 3.2*
- A golf tournament is scheduled on June 16, 2008 to benefit the Lena Gantt minority endowed scholarship program. *Strategy 3.2*
- A fall semester event for graduate students, the Graduate Minority Student Reception, is being planned for September 17, 2008. *Strategy 3.2*
- Nazareth College will apply for The Carnegie Foundation's elective classification for Community Engagement. This classification affirms that a university or college has

institutionalized Community Engagement in its identity, culture, and commitments. It also affirms that the practices of community engagement are aligned with the institution's identity and form an integral component of the institutional culture. Those practices may be focused on curricular engagement, outreach partnerships, or both. Obtaining this classification will align Nazareth with nationally administered and recognized best practices for community engagement in higher education. It is anticipated that it will assist the college in a variety of ways, including but not limited to, attracting prospective students and faculty, and enhancing grant applications. Data collection/applications close on September 1, 2008; classifications announced in December 2008. *Goal 4*

- Academic Affairs and Student Development are planning four programs for lesbian, bisexual, gay, or transgender students. The first program on March 11, organized by Career Services, the Nazareth College Chapter of Lambda, and the new Lambda Alumni Support Network, provided information on new resources that assist students in identifying organizations whose programs and policies are openly gay friendly. The second program on March 27, organized by Career Services and the Inter-Ethnic Coalition (INC), will specifically address ethnic diversity in the workplace. *Strategy 5.2*
- The half time position of the Director of the Office for Students with Disabilities was approved to increase to full time effective July 1, 2008 pending final budget approval by the Board of Trustees. *Strategy 5.4*
- Handicap accessible rooms will be constructed for student occupancy in the new residence hall for total accommodation of 15 students over 9 rooms. *Strategy 5.4*
- Eight spaces are being held in the residence halls for graduate student occupancy in fall 2008. Processes have been established to notify new graduate students of the on-campus housing option, including information regarding the housing contract and room deposit fee. *Strategy 5.5*
- A final report was submitted in February 2008 to the Vice President for Student Development and Vice President for Academic Affairs related to services and support for graduate students. *Strategy 5.5*
- The addition of an Admissions Counselor position to the Enrollment Management division has been approved for July 1, 2008 as well as the continuation for another year of the regional representative located in Connecticut pending final budget approval by the Board of Trustees. *Strategy 6.3*
- Funding for Phase II of the faculty workload proposal has been approved for fiscal year 2009 at \$170,000 including benefits pending final budget approval by the Board of Trustees. *Strategy 6.4.1*
- Fall 2007 data was submitted to the American Association of University Professors regarding faculty compensation in Category IIA schools. The College is currently awaiting the AAUP summary of national data that will be available in April 2008. *Strategy 6.4.2*
- Funding for Phase II of the staff salary benchmarking has been approved for fiscal year 2009 at \$218,400 including benefits pending final budget approval by the Board of Trustees. *Strategy 6.4.4*
- A Comprehensive Benefits Review Advisory Committee was recently formed. Its purpose is to ensure maximizing utility of the benefit dollars the College has available. It is charged with reviewing the College's existing benefits programs, analyzing alternatives, and making recommendations to senior administration for the effective and reasonable design of fringe benefit offerings for employees of the College. The goal is to institute redesigned health programs for January 1, 2009. *Strategy 6.4.5*

- The position of a Major Gifts Officer has been approved for addition to the Development team, effective July 1, 2008. *Strategy 6.6*
- The Middle States Commission on Higher Education reaffirmed the accreditation of Nazareth College in June 2006. As requested by the Commission in 2006, a monitoring report was sent on March 1, 2008 that documented progress on the implementation of documented processes to assess the achievement of student learning goals and institutional goals. The Nazareth College Monitoring Report is comprehensive regarding assessment activities to date, and includes a Timeline of Assessment Activities undertaken since June 2006. *Strategy 7.2*
- The American College and University Presidents have joined together to address ways to slow down global warming, reduce the emission of greenhouse gases, and reestablish a more stable climate on college campuses. Nazareth College will charge a task force of faculty, staff, and students in the spring 2008 semester to (1) inventory current status, and (2) formulate a plan for what Nazareth can accomplish within the next five years to reduce its carbon footprint. *Strategy 7.4*