Academic Excellence Subcommittee
March 2, 2022

I. Welcome, Introductions, and Charge by President Hemphill
   • The Co-Chairs will provide structure and cadence to the process; provide updates as needed to
     the student committee and others
   • September 2022 draft plan for review to board; public comment for 1-2 weeks; December 2022
     to Board for final approval
   • Review internal and external focus groups reports in TEAMS
   • Review academic excellence information from the last working session (TEAMS)
   • Mission/Core Values and Challenges and Opportunities committees will be done by March 14th
     and those reports will be available for our committee to review.
   • Engagement and transparency is important and there will be a public facing website. Need to
     decide what products and information go into the minutes that are deemed appropriate given
     the discussions.
   • Need to designate a staff member to attend to take meeting minutes (Co-chairs)
   • Every strategy should have a KPI, timeline, and responsible person (as reporting will occur 2x a
     year on the progress of the KPI’s)
   • Our goal is to develop 4-10 goals with 2-4 strategies for each goal
   • A template will be used from the steering committee to report information (Due June 1st)
   • Budget team will provide a template for us to see to use as a guide for decision making
     surrounding the strategies
   • Specific Information (Items to be thinking about as we address this goal)
     o Think about signature programs (i.e., Health Sciences, Maritime, Data Science) (have a
       market for it; will the commonwealth invest in it; will we be able to get additional
       investment in it; how do we position the university for success)
     o Retention and Recruitment of faculty
     o Things we should do to incentivize moving in certain directions
     o The role of internships – increase success in employment (a commitment to graduate
       each student with an internship)
     o Intentional about what would be needed for the budget to advance the institution
     o Crossover items: PhD productivity (getting to 200 graduates annually perhaps to
       stabilize our R1 status); Collaborate with Research Excellence group
     o Responsive to meet the needs of business and industry (certificates and programs);
       need to find this balance
   • Questions: Additional sharing across groups? Co-chairs will be given membership to other
     TEAMS subcommittees in which there may be overlap
• Questions: Major upcoming challenges in education that we may be facing and need to consider? - adult market is something we need to be competitive in; be mindful of student debt
• Questions: How can we be nimble with a 5-year plan? Will have a midpoint report to see where we are to pivot as we need to
• Will need to prioritize items while not neglecting others – some of these will be left to Colleges and Departments

II. Initial Feedback Discussion Led by Co-Chairs

• Thoughts: What does academic excellence mean and what academic support looks like for students
• Think of the population we serve (military, first gen, minority serving, etc)
• How are going to take that into account and what is realistic....ex. PhD growth (funds)
• Tie resources to signature programs that support the R1 approach?

III. Work Plan Discussion Led by Co-Chairs

A. Microsoft Teams
B. Possible Subgroups
C. Established Deadline

IV. Other Business

A. Meeting Frequency

• (Weekly until goals are set and the intention is to create goal working groups)
B. Meeting Date, Time, and Location

• Doodle poll sent out today (Bonnie)
C. Meeting Format (Virtual/In-Person/Hybrid)

• Hybrid format for now

V. Next Meeting (TBD)

Action Items:
Read items in TEAMS and review any other institutional strategic plans surrounding academic excellence
BVL upload most recent working group information about AE from SP group (2020)
Doodle poll (3-2-22)
Co-chair meeting to discuss upcoming session direction and materials (BVL, LW)