# Provost Office Initiatives
# 2022-2023

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## Stable Institution/ Dynamic Academic Culture

We engage in core processes like policy development and revisioning, faculty hiring and review, academic program review, and strategic planning to create the stable institutional environment that will foster a dynamic and innovative academic culture.

## Diversity, Equity and Inclusion

We develop policies and programs that increase the diversity of our students, faculty, and staff and ensure that every member of our community has the opportunity to thrive at UConn. We also support a range of academic programs that directly address diversity, equity, and inclusion through research, teaching, and engagement.

## Fiscal Responsibility

As a flagship public institution, we have an obligation to be fiscally responsible in all our decisions. We make strategic investments that support the growth and health of our academic programs, foster research impact, and respond to the needs of our students and the state.

## Sustainability

We think about sustainability in two directions. First, we aim to use all resources prudently and with awareness of the environmental impact of our decisions. And secondly, we develop policies and procedures that are well-structured and efficient so that they are sustainable and impactful into the future, supporting the wellbeing and growth of the academic community.

## Commitment to Excellence

UConn is a place of learning, development, and knowledge. We strive to provide life-transformative education for our students, foster an environment for our faculty and staff to be successful, and to be a resource for the state. Our goal is excellence in each of these areas.
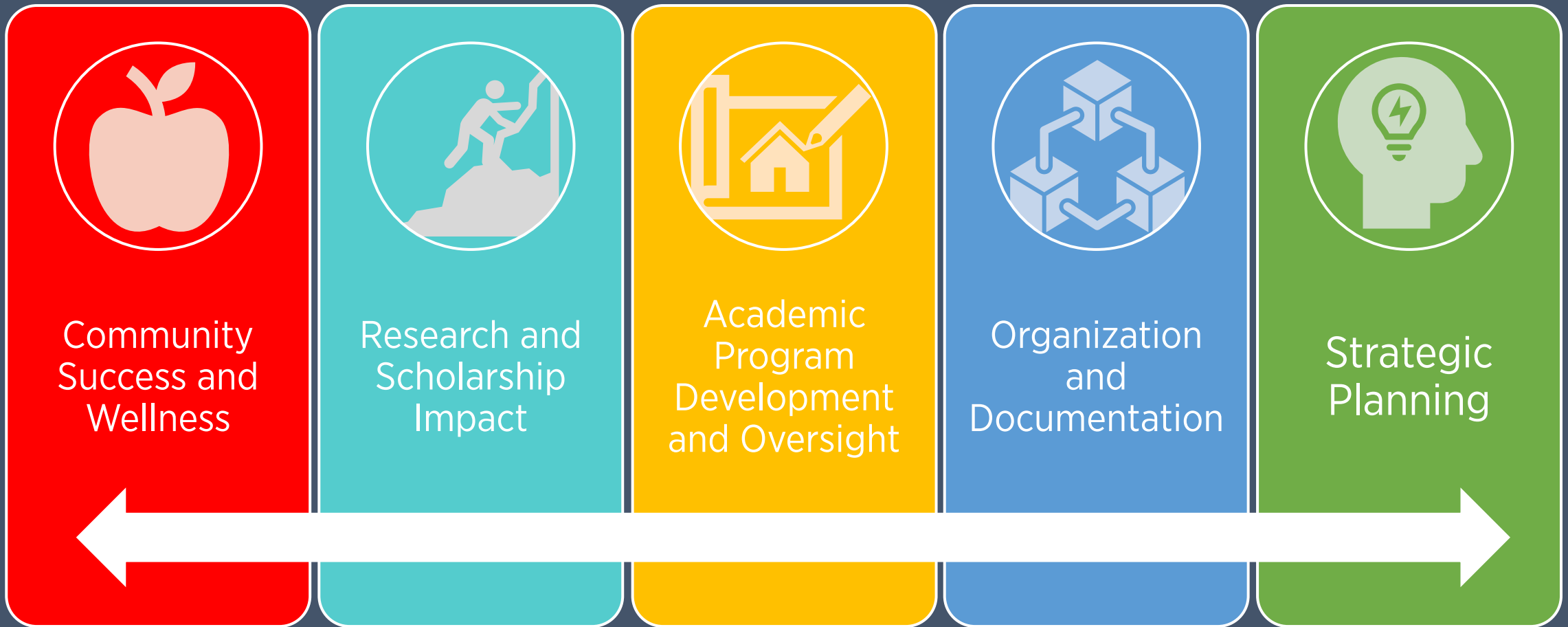
# Our Values

These values are paramount to who we are in the Office of the Provost. When making decisions, evaluating budgets, developing new programs, and in our daily business, we look to these values guide us.

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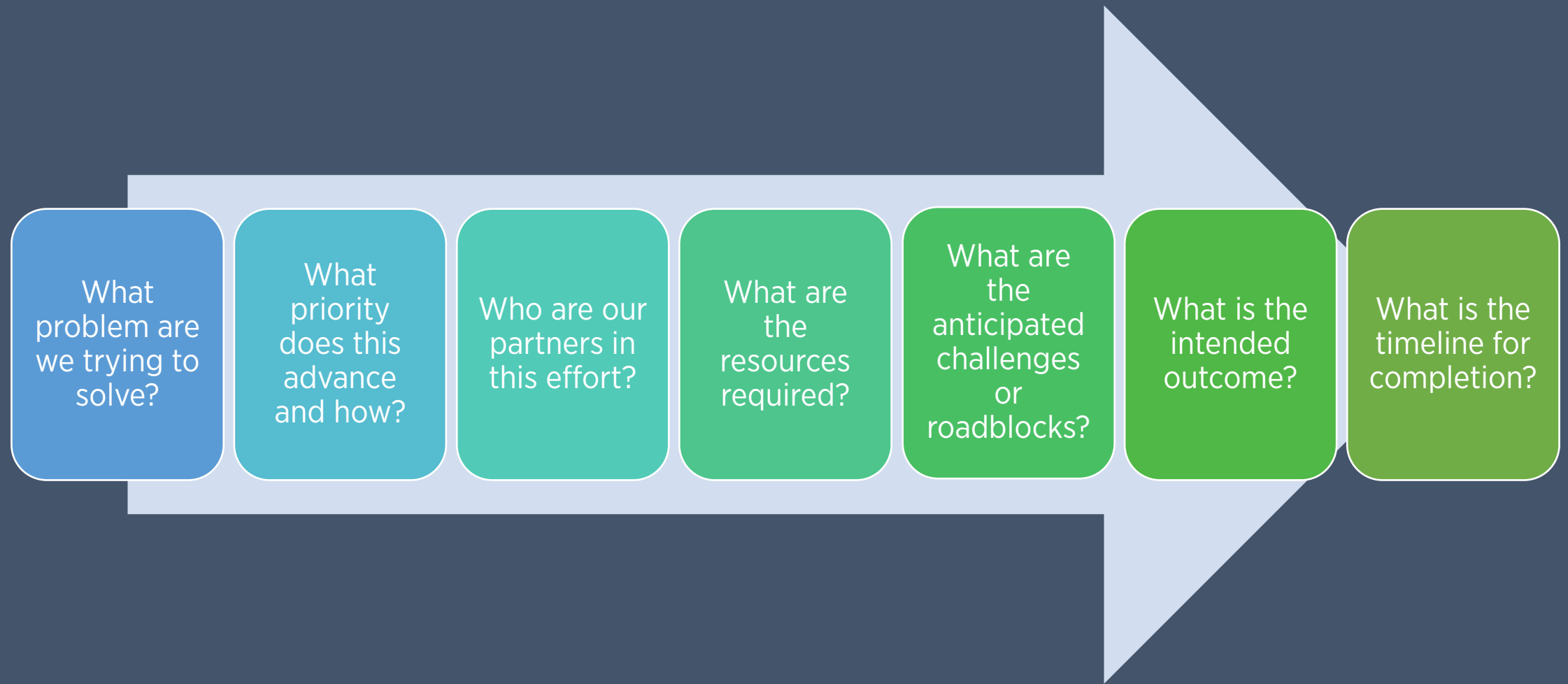
# Our Framework

The above questions guide us as we plan our work and think about what projects we can take on in the coming year. There is a lot we want to accomplish, but it won't happen all at once.

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Community Success and Wellness

Research and Scholarship Impact

Academic Program Development and Oversight

Organization and Documentation

Strategic Planning

# Our Priorities

For this academic year, in addition to our ongoing responsibilities like faculty hiring and academic program review, we are focusing our time and energy on these five priorities.

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# Our Initiatives

Before the academic year began, the Provost Office held a retreat to discuss transitions, reflect on successes and areas of growth from the past year, and to begin planning our next steps. We share this document to give a high-level overview of what we plan to do this year to better serve and support our community. It's important to note that we do not do this work alone. We have many partners across our campuses who will work with us to accomplish these goals. The time, expertise, and resources shared with us by our colleagues are invaluable.

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Community Success and Wellness | Research and Scholarship Impact | Academic Program Development & Oversight | Organization & Documentation | Strategic Planning

# Executive Leader Onboarding

*In partnership with the President's Office, implement the inaugural Executive Leader Onboarding to support and familiarize new or recently hired senior administrators with the UConn enterprise.*

# Faculty Awards & Honors

*Develop a database of prestigious awards & honors and programming to recognize faculty excellence*

# Women's Leadership Forum

*Create and foster a network of women leaders at UConn*

# Faculty Leader Fellowship Guidelines

*Establish guidelines for faculty leader fellowships to create a pipeline of leaders at UConn*

# Faculty Mentoring

*Gather information on existing faculty mentoring programs and practices in units to develop a large-scale program*

# Guidelines for Entrepreneurial Faculty Activities

*Improve policy and processes related to faculty engagement in entrepreneurial activities*

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# Future of Learning Committee

*Based on lessons learned during the pandemic, create the strongest academic infrastructure moving forward by developing best practices to deliver high quality academic programs using different modalities, technologies, schedules, etc.*

# Humanities+

*Develop curriculum to address declining enrollment in humanities fields and prepare humanities students for their professional lives, wherever their interests take them*

# Academic Program Approval Process

*Develop online workflow for undergraduate program approvals and standardize assessment practices in proposals for new programs*

# Assessment

*Create a system of continuous improvement and quality assurance of academic programs*

# Academic Integrity

*Update policies and procedures and develop a plan to manage process*

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# Life Transformative Education 🍎

*Create projects via design sprints to increase experiential learning, implement pilot projects from AY22 design sprints, and host speaker series & Cultivate workshop*

# Student Mental Health Resources for Faculty 🍎

*Implementing recommendations of recent Mental Health and Sexual Violence Prevention Taskforce including developing a training for faculty on how to be responsive and supportive of student mental health needs*

# Food Insecurity on Regional Campuses 🍎

*Establish food pantries on each regional campus for access to affordable healthy food*

# Academic Data Strategy for Student Success 🍎 🏠 🧊 💡

*Identify key metrics for student success, develop processes to further democratize data, and support data-informed strategies to improve equitable outcomes for students.*

# Strategic Planning 🍎 💡

*Support the university strategic planning process*

# Interprofessional Education 🍎 🏠 🧊

*Enhance interprofessional education in health sciences across clinical training programs*

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# Promotion, Tenure & Reappointment Refinement 🍎 📦

*Develop new guidance for PTR/PR review practices, including DEIJ training for review committees and Interfolio implementation*

# Faculty Compensation Procedures and Pay Model 📦

*Implementation of the new faculty compensation policy and supporting materials to provide clearer training, guidance, and direction to academic units on the procedural aspects of faculty pay.*

# Faculty Leave Guidelines 📦

*Improve access and awareness of faculty leave structures to guide faculty to best practices*

# Faculty Teaching Workload Data 🍎 📦 💡

*Develop and provide teaching workload data to deans to increase productivity, equity and fairness*

# FY24 Academic Budget Planning and Deficit Mitigation 🍎 💡

*Collaborate with the central budget office to identify the projected budget deficit (or possible scenarios) for the FY24 budget, identify deficit mitigation strategies for the division of academic affairs*

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# Provost Commitments Budget 📦 🧠

*Develop a tool to quick reference provost commitment allocation trends and alignment with strategic plans and other financial implications*

# Provost Office File Storage 📦

*Centralize file storage in SharePoint and update archiving processes*

# Provost Office Handbook 📦

*Develop a handbook for Provost Office employees to include job aids, guidance and other information for internal employees*

# Provost Office Newsletter 🍎 📦

*Create a monthly newsletter to consolidate communication to the community and regularly update on progress on initiatives, events and other information as relevant*

# Provost Office Website 📦

*Revise and update website to be more user friendly and informative to external viewers*

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