New Faculty Orientation

August 24, 2017
Welcome

Rex Ramsier
Senior Vice President and Provost
Office of Academic Affairs

Rex Ramsier

www.uakron.edu/provost

FACULTY/STAFF RESOURCES

• Online Orientation
• Selected Works: Upload your CVs
Academic Program Assessment

Michelle Byrne
Assessment Director
Assessment at UA

Departments & Programs

College Assessment Teams

University Assessment Committee

University Assessment Director

Vice Provost for Academic Affairs
Program Assessment

ALL PROGRAMS
Grad & Undergrad
All majors, minors and certificates
General Education program

FACULTY DRIVEN
Faculty create plans & conduct assessments
Student Learning Outcomes
Measurements/Evidence collected
Conduct the evaluation of the evidence
Report annually
REGIONAL ACCREDITATION: HIGHER LEARNING COMMISSION

Recent visit
Recognized our assessment efforts

PROFESSIONAL ACCREDITING AGENCIES INCLUDING:

- ABET Engineering
- AACSB Business
- CAEP Education
- CCNE Nursing
- ABA Law
- NASAD Art

ASSESSMENT GOALS 2017-18

Ongoing process
Revising processes
  Valuable evidence
  Alignment of outcomes, evidence, evaluation (rubrics)
Using the data--closing the loop
ACTIONS TO TAKE NEXT WEEK

Assessment = conversations
  Talk to Program Directors/Assessment Coordinators
  Talk to colleagues about assignments, evaluations, rubrics

QUESTIONS & RESOURCES

Program or Department Assessment Coordinator
UA Assessment Director
  mwb@uakron.edu
Website
  UA Assessment  http://www.uakron.edu/assessment/
Questions
Student Support and Student Conduct

John Messina, Vice President for Student Success
Michael Strong, Dean of Students
Alison Doehring, Director, ZipAssist
Dale Adams, Director, Student Conduct and Community Standards
Division of Student Success

John Messina
Division of Student Success

Advance students through dynamic opportunities that support and engage individuals to achieve their goals.

Student Success engages all students in educational, academic support programming, and activities to meet student developmental needs throughout their college experience.
Offers a broad range of...

- Programs
- Co-curricular activities
- Campus-wide retention initiatives
- Academic support services
- Personal support services
- Events
- Engagement opportunities

...that are consistent with The University of Akron strategic priorities.
Strategic Priorities

- Improving student satisfaction
- Increasing engagement in campus life
- Promoting academic and personal development
- Increasing first year retention and academic success
- Improving overall campus retention and graduation rates
# Meet the Division...

## STUDENT SUCCESS
- Academic Achievement/TRIO
- Academic Advising
- Akron Experience
- Learning Communities
- New Student Orientation
- Registrar
- Student Academic Support Services (Tutoring)
- Zip Assist

## STUDENT AFFAIRS
- Accessibility
- Career Services
- Counseling and Testing
- Dean of Students
- Health Services
- Residence Life and Housing
- Student Conduct & Community Standards
- Student Recreation & Wellness Services
- Student Life & Student Union
Dean of Students Office

Provide individualized care for students and work to create a healthy environment promoting safety, healing and wellbeing.

- CARE Team
- SAVE Team
- Respond to reports of sexual violence
  - sexual assault, dating violence, domestic violence, stalking and sexual harassment

MIKE STRONG (DEAN)

mstrong@uakron.edu

Student Union 152

(330) 972-6048

www.uakron.edu/deanofstudents
Deputy Title IX Coordinator for Students

- Meet with survivors (complainants) of sexual violence and targets of sexual harassment

- Explain University protocols and procedures with student discuss investigations with students
  - Student conduct and Community Standards
  - Equal Employment Opportunity/Affirmative Action

- Coordinate remedies
  - Changing housing assignment, issuing No-Contact-Directive, coordinating academic assistance

- Around 100 referrals academic year

www.uakron.edu/title-ix
Sexual Assault & Violence (SAVE) Team

- 30 faculty, students and staff from across the community
- Develop programs and services to educate students about health relationships with the goal of preventing sexual violence
  - Sexual assault, dating violence, domestic violence, stalking
- Coordinate Sexual Assault Awareness Month programs
- Conduct Annual Assessment
  - Including, the 2015 Sexual Assault Campus Climate Survey
- Coordinate training for new students
  - Think About It, Akron Experience course, Bystander Intervention programs

www.uakron.edu/save-team
CARE Team

- **CARE Team is a behavioral health and crisis intervention team.**

- **Comprised of representatives from across campus**
  - Residence Life and Housing, Student conduct and Community Standards, Counseling Center, UAPD, Dean of Students, Adult Focus, and Office of General Counsel

- **Common referrals (suicide, self injury, victim of crime)**

- **Actions taken**
  - Verify safety, referral for counseling, support interviews, coordinate with Help-A-Zip referrals and support

[www.uakron.edu/care](http://www.uakron.edu/care)
ZipAssist
Alison Doehring
ZipAssist: Student Advocacy & Support

ZipAssist serves as a central information hub, intentionally designed to share available resources, and provide support and assistance to help students be successful at The University of Akron.

ALISON DOEHRING

✉️ aer15@uakron.edu
📍 Simmons Hall, Lobby
📞 (330) 972-6467
🌐 www.uakron.edu/zipassist
Outreach & Support

SERVICES
- Information Desk
- Ohio Residency
- Ask Help-A-Zip: Virtual Q&A
- Help-A-Zip Referrals & Support
- Retention Grants
- Campus Connection Assistants
- Parent & Family Association
- Off-Campus Living
- Celebration & Connection Programs

PROGRAMS
- Family Weekend
- Sophomore Celebration Week
- Off-Campus Housing Fair
- Navigating 'My Akron' 101
- Don't Freak Over Finals
- FAFSA Friday
- Financial Literacy
- First-Year February
- Senior Send-Off
Help-A-Zip

• Help-A-Zip is an outreach and support team
  • Comprised of professionals from across campus: ZipAssist, Student Financial Aid, Academic Advisors, and the Counseling Center

• Common Referrals:
  • Academic issues (missed assignments; poor grades on exams, assignments and projects; repeated absences from class, etc.)
  • Mental health issues (depression, anxiety, substance dependence, etc.)
  • Financial issues (payment plan, FAFSA help)
  • Personal problems (relationships, social contentedness, roommate compatibility, homesickness, etc.)
  • Emergency Financial Assistance (non-tuition related emergency financial need)

www.uakron.edu/referral
Retention Grants & Financial Assistance

- **Possible financial assistance:**
  - Retention & Completion Grant
  - Families Helping Families
  - Student Emergency Financial Assistance [SEFA] Program

- **Student Emergency Financial Assistance [SEFA] Program**
  - Provides critical support to at-risk students needing to overcome financial barriers in order to persist at UA
  - Students who meet the eligibility criteria can receive up to $1,000 between 2017-2019 for non-tuition related emergency need.
  - Low-income is defined as an Expected Family Contribution [EFC] of $7,000 of less,
  - Student must be able to provide documentation of financial emergency.

[www.uakron.edu/referral](http://www.uakron.edu/referral)
Student Support Networks...

CARE TEAM

- Immediate crisis
- Acute risk to student or community
- Verify support/safety
- Rarely self-reported
- [www.uakron.edu/care](http://www.uakron.edu/care)
- ~50 referrals/academic year

HELP-A-ZIP

- Everyday help for students
- Social, academic, financial
- Offer support
- Often self-reported
- [www.uakron.edu/referral](http://www.uakron.edu/referral)
- ~400 referrals/academic year
Student Conduct & Community Standards

Dale Adams
Student Conduct & Community Standards

Committed to promoting responsible behavior from all students, accountability, and a community environment that is both safe and conducive for learning.

- Educating students about their rights and responsibilities
- Providing a balanced and fair conduct process
- Promoting student development by addressing student behavior and holding students accountable for violations of the Code of Student Conduct
Our Services

- Educational Outreach
- Consultation
- Informal Resolution
  - Educational Conference
  - Academic Misconduct Notification
- Formal Resolution
  - Fact Finding Meeting
  - Hearing Board

www.uakron.edu/studentconduct
Code of Student Conduct

- Defines student misconduct as including but not limited to:
  - Academic Misconduct
    - Cheating
    - Plagiarism
  - Disorderly/Disruptive Behavior
  - Failure to Comply
  - Violation of University Policy, Rule or Regulation

www.uakron.edu/studentconduct
Informal resolution between the faculty member and student.

**Step 1** – Contact Student Conduct

**Step 2** – Conduct meeting with student

**Step 3** – If agreement is reached sign form and send a copy to Student Conduct.

*If agreement is not reached submit the online student referral form for a formal investigation.*

[Academic Misconduct Notification Form](www.uakron.edu/studentconduct)
Questions
Learning Outcomes and Student Retention

Linda Subich
Associate Dean, Buchtel College of Arts & Sciences
Learning Outcomes

- Research tells us that we are more successful when we have
  - Goals
- And when we receive
  - Feedback
- Educational research tells us that this is absolutely true in teaching and learning...
Learning Outcomes and Student Retention

Goals

- **Instructors**
  - Must *identify* learning outcomes (i.e., goals) for each course
  - Design and develop the course *to achieve* those outcomes
  - Share the expected outcomes with students *at outset*

- **Students**
  - Need to know where they are headed as it contributes to *motivation, goal-directed behavior and perseverance*

Feedback

- **Students**
  - Need *early* feedback to be sure they accurately understand course goals and expectations
  - Need *frequent* feedback to shape/adjust their behavior
  - Need *frequent* feedback for affirmation and to stay on task

- **Instructors**
  - Need to know how students are doing and the effectiveness of their instruction
Modes of Implementation

- **SYLLABUS**
  - Key component as it lays out outcomes and methods of achieving them
  - Check with your Department Chair or Program Director on the learning outcomes specified for your courses and whether any specific assessments are required to be incorporated into the course (for institutional assessment purposes)
  - Course Outline/Schedule section of syllabus identifies when and how outcome assessments will occur
    - Try to schedule some sort of assessment that is returned to students in the first 3-4 weeks!
Modes of Implementation

- **PROGRESS INDICATORS**
  - Sent to UG instructors around week 3 or 4 via interim grade rosters (mandated by University Rule)
  - Originates from registrar and focuses on 100 and 200 level courses, but others may be included
  - Requests information on concerns related to attendance, coursework and/or risk status (attendance is a key predictor)
  - Feedback is visible to student and their academic adviser
Modes of Implementation

❖ PROGRESS REPORT REQUESTS

• Sent to UG instructors around week 7 or 8 via e-mail survey
• Originates from student affairs advising office and focuses on probation students or students whose scholarship or athletic involvement requires report completion
• Requests information on concerns related to attendance, coursework and/or risk status and is more narrative
• Feedback is returned to the student via their academic adviser
Questions
Inclusive Excellence

Jolene A. Lane
Vice President for Inclusion & Equity
Chief Diversity Officer
Title IX Coordinator
The goal of the Office of Inclusion and Equity is to increase the impact of UA’s inclusive excellence commitment, leading to wider understanding and greater success for all students.

The Office now consists of a number of units, programs, and events that represent a spectrum of diversity. They continue to be offered to contribute directly to matriculation, persistence and graduation from the University.
Meet the Division...

STUDENT SUCCESS

• Office of Multicultural Development
• African American Male Initiative (Learning Community)
• Black Male Summit Academy
• Peer Mentoring Program
• Office of Accessibility

DIVERSITY PROGRAMMING

• Latino Outreach and Engagement
• Women’s and Gender Resource Center
• LGBTQ Outreach and Engagement
• Shirla R. McClain Gallery of Akron Black History and Culture
• Confucius Institute
Inclusive Excellence embraces these characteristics:

A welcoming campus climate. Seeking out, listening to and respecting the perspectives of all students, faculty, staff, and community, with particular appreciation for the diverse backgrounds that students, faculty, staff, and community bring to the educational experience.

A purposeful development and use of organizational resources to enhance student learning and employee development. Challenging students to achieve at high levels, and expecting faculty and staff to incorporate inclusiveness in teaching, service, and research.

A focus on intellectual and social development in equal measure. Academically, offering the best possible course of study.
Mission: Establish Inclusive Excellence as a core value at the University of Akron

Vision: The University of Akron is recognized as a dynamic academic institution. Akron’s culture attracts and develops students, staff, faculty and administrators who represent multiple dimensions of Inclusive Excellence. It is a fair and equitable culture in which the talents of every member of the University of Akron community reinforces its values and contributes to achieving its mission.
Goals:

**Climate.** To foster a campus environment that respects differences while encouraging inclusiveness.

**Recruitment and Retention.** To Increase the recruitment, retention, and representation of people of color, women, people with disabilities, and other underrepresented groups among students, faculty, administrators, and staff.

**Education and Training.** To develop and implement a comprehensive system of education and training focused on effectively managing -- and leveraging -- diversity for the benefit of the students, faculty, staff, administrators, and community.

**Community Building.** To build and strengthen partnerships with diverse communities, businesses (through a strong supplier diversity initiative), and civic organizations for the purpose of supporting diversity and multiculturalism both within the University and in external communities.

**Communication.** To develop and execute a comprehensive University of Akron Inclusive Excellence Communication Plan.
We will continue to promote learning, critical thinking and personal enrichment

- through great programs that create an inclusive environment
- that recognize and appreciate the talents, skills and perspectives of all individuals
- That contribute to their full potential achievement.
Tenth Annual Black Male Summit

Friday and Saturday | Sept. 29-30, 2017

Join us for the 10th anniversary of the Black Male Summit — leadership featuring leading national scholars and experts in African American Male educational achievement; A scholarly conference discussing how to build better pathways to how we recruit, retain and graduate African American Males in higher education.

Register... www.uakron.edu/bms
Questions
Talent Development and Human Resources

Daniel Nicolas
Director, EEO/AA

The University of Akron
Office of Equal Employment Opportunity and Affirmative Action

Talent Development & Human Resources
Administrative Services Building Room 138 | (330) 972-7300
uakron.edu/hr | univakroneeo@uakron.edu

Daniel Nicolas, Director EEO/AA
Belinda Parker, Specialist, EEO/AA
What Does Our Office Do?

- Proactive Education of Campus Community
  - Search Committee Training
  - Discrimination and Harassment Training
  - Specialized Training for Departments

- Compliance
  - Affirmative Action Plan Goals
  - UA’s Hiring Process and Procedures

- Investigations
  - Protected Classes
Compliance: Non-Discrimination Laws

• Federal Law
  
  Title VII of the Civil Rights Act of 1964  
  Title IX of the Education Amendments Act of 1972  
  Genetic Information Nondiscrimination Act  
  Age Discrimination in Employment Act  
  Americans with Disabilities Act  
  Pregnancy Discrimination Act  
  Rehabilitation Act  
  Equal Pay Act

• State Law – Ohio Revised Code

• City Law – Comprehensive Non-Discrimination Ordinance

• University of Akron Policies
Protected Categories

Based of federal, state, city law; the University of Akron prohibits discrimination based on:

race, creed, color, sex, religion, national origin, age, disability, genetic information, veterans’ status, marital status, sexual orientation, gender identity, gender expression, and other legally protected groups.

*Reasonable Accommodations
Investigating Harassment & Discrimination

Prohibit:

- Denying employment/educational opportunities
- Taking negative employment/academic action
- Quid pro quo
- Creating a hostile work/academic environment

Because of an individual’s membership in a protected group
Non-Retaliation

• Retaliation is prohibited against individuals who:
  • Make a complaint
  • Help someone report
  • Participate in investigations
  • Request an accommodation
  • Otherwise oppose discriminatory conduct
Where to Report

Complaints against Faculty, Staff, or Third Parties

- **Equal Employment Opportunity (EEO/AA)**
  - Daniel Nicolas: dnicolas@uakron.edu or (330) 972-6011
  - Belinda Parker: bp1@uakron.edu or (330) 972-7300

Complaints against Students

- **Online**: http://uakron.edu/title-ix/students/
- **Sexual Misconduct**: Title IX Coordinator for Students
  - Mike Strong: mstrong@uakron.edu or (330) 972-6593
- **Other Discrimination**: Office of Student Conduct
Requesting an Accommodation
What Should You Do

As an Employee
• Contact Michael Spayd in Talent Development & Human Resources, who is the ADA Coordinator for the University.
  • ASB125 | Phone (330) 972-6716 | univofakron_benefits@uakron.edu

For Students
• Refer the student to the Office of Accessibility.
  • Simmons Hall 105 | Phone: (330) 972-7928 | access@uakron.edu
Please Complete

• Sexual Harassment Training

• Received E-Mail from Belinda Parker/bp1@uakron.edu

• Check-In at EEO/AA table if you have not received the e-mail
EEO/AA Staff

Daniel Nicolas-Director, EEO/AA
dnicolas@uakron.edu
X7300

Belinda Parker-Specialist, EEO/AA
bp1@uakron.edu
X7300
Questions
Wrap Up
Sarah Cravens
Vice Provost, Strategic Initiatives