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## Progress & Potential: Team Gallaudet's Transformation Plan A Mid-Year Progress Report - June 2007

Gallaudet University is working to transform itself to put the University on a path to long term success. Our efforts will change the University's offerings to make it more relevant in today's global society, boost its academic standing and improve its governing process. Faculty, staff, administrators, the Board and students are working together with a renewed, energized and focused spirit of cooperation to move the University forward.

### Our Goals for the Transformation Plan are to:

1. **Improve shared governance**
2. **Increase the academic rigor and culture of excellence**
3. **Increase the respect and value for the diversity of people and ideas**
4. **Improve recruitment, enrollment, retention, graduation and placement**
5. **Promote a shared understanding and ownership of the new mission**

*"Gallaudet's transformation plan is designed to spur true healing and spark real change. We've only just begun but we are already stronger for the effort."*

- Bob Davila, President

## MID-YEAR PROGRESS REPORT:

### 1. Improve Shared Governance, Including Presidential Search Process

#### Progress to date:

- ✓ Conducted a successful, inclusive process for selecting President Davila.
- ✓ Conducted a successful and inclusive process for selecting Provost Weiner.
- ✓ Brought together working groups of Board members, faculty, staff and students to address shared governance and MSCHE concerns on an ongoing basis.
- ✓ Nurtured our community to create an environment that promotes open discussion and debate based on mutual respect, thereby reducing the likelihood of actions such as protests.

### 2. Increase The Academic Rigor And Culture Of Excellence

#### Progress to date:

- ✓ Developed new metrics for assessing the overall effectiveness of academic and support programs.
- ✓ Proposed substantial upgrades in undergraduate general studies curriculum, including development of metrics and milestones to assess student performance.
- ✓ Held town hall meetings to discuss proposed curriculum changes with the community and obtain feedback; secured approval of changes with the Faculty Senate.
- ✓ Accomplished significant curriculum upgrades in record time.



### 3. Increase The Respect And Value For The Diversity Of People And Ideas

#### Progress to date:

- ✓ Brought together a team of faculty, staff and students working in concert to lead efforts to address this challenge through seminars, workshops and other avenues beginning Fall 2007.
- ✓ Created an independent Ombudsman Office to advocate for students and investigate complaints; currently recruiting new staff.
- ✓ Set specific recruiting goals within diverse student populations.
- ✓ Challenged newly appointed deans – and all faculty – to lead by example to improve the climate through greater trust and cooperation.

### 4. Improve Student Recruitment, Enrollment, Retention, Graduation And Job Placement

#### Progress to date:

- ✓ Organized a working group of faculty, staff and students to transform enrollment management functions.
- ✓ Created the School for General Studies to focus greater attention on the relationship and influence between recruitment and retention.
- ✓ Reduced the number of required general education courses to allow students to focus on major studies to prepare them better for future careers.
- ✓ Began a long-term, comprehensive enrollment plan to increase graduation rates by refocusing admissions standards and first-year programs.

### 5. Promote A Shared Understanding And Ownership Of The New Mission

#### Progress to date:

- ✓ Established a working group of faculty, staff, and students to develop new mission and vision statement.
- ✓ Reviewed historical information, gained community input and drafted new mission and vision statement emphasizing a recommitment to fostering a welcoming, supportive, accessible and bilingual learning environment.
- ✓ Submitted draft mission and vision statement to the community for feedback in June. Solicited input electronically, in individual focus groups and town hall meetings.
- ✓ Presented new, draft mission and vision statement to the Executive Committee of the Board of Trustees; engaged in a four-hour conversation with Board members. It was then submitted and endorsed by the Faculty Senate. Final Board approval is pending.

