

SWOT for Working Goal 4

These are the notes from the Feb. 12, 2010 Focus Group discussing Working Goal 4:

Foster a stimulating scholarly environment for faculty, staff, and students that advances new knowledge and enriches the curriculum.

Strengths

1. CFEST – travel and summer salary
2. SSHE PDC – summer and release time
3. Undergraduate and graduate Research programs
4. Honors societies in disciplines
5. COB internship program – M. Light in grant funded position to support this
6. Small classes/personal attention leads to better performance in class and better scholarly environment (projects, papers, etc.)
7. Speakers from outside – though a decrease has been noticed; less available since move from Memorial to PAC
8. Faculty quality (high % with terminal degree)
9. Grant support exists
10. GA positions are focused on educational activities so supports scholarship with faculty
11. Honors program involves senior research and capstone
12. Foundation has money for scholarship
13. Internship program

Weaknesses

1. No independent research for credit in all departments for students
2. No universal mechanism for “onload” research supervision
3. Increasing number of underprepared students without appropriate support programs
4. No direct link between undergraduate research (any specific scholarship) and tenure/promotion process
5. Lack of mentorship and support for faculty research (advice, stats support, software, publishing)
6. 4-4 load hurts/summer teaching pays much more than grants for summer
7. No incentive for external grants
8. No explicit attention to “big” picture of academic environment.
9. Lack of mentorship and support for staff professional development opportunities inside and outside of the classroom.
10. Lack of opportunities for support staff to provide meaningful input into university planning processes.
11. low staff morale and lack of acknowledgement for the work staff does

Opportunities

1. Reorganization of IPS/SP with extramural grant support
2. Increase in graduate programs
3. National economic/Financial crisis – more high end student could be recruited
4. Increased revenues from Distance education
5. Develop programs to make all university citizens aware of the “big picture” of the academic mission (mentor staff to be their own advocates)
6. Press releases publicizing scholarly achievement of both faculty and students
7. PR for academic achievement
8. staff mentorship

Threats

1. Increased demands on faculty including teaching off load to expand programs and service - University cost structure rewards summer teaching at the cost of scholarship
2. Increasing class sizes especially upper level
3. Increasing adjuncts
4. Limited independent study funds for student summer research
5. Increasing number of underprepared students – growing number of developmental sections required
6. Dropping selectivity impacts recruitment of new students
7. Lack of funding for outside stuff
8. URSP budget = \$0
9. Growth of distance education – uncontrolled growth and pedagogical appropriateness – need a program "consistent with the goals of the Academic Master Plan."
10. Inadequate funding for graduate assistantships to attract students
11. Constraints on student scholarship eligibility criteria (specific geography, major, school district)