I. TEACHING AND LEARNING

1. Improvement of Advising and Academic Support Programs

Goal: To enhance the learning environment, provide students with better access to appropriate advising, mentoring, and academic support programs.

Measure: Expand, add, and streamline academic support programs.

Progress: Overall, the continued improvement of KU’s academic support programs is evidenced in the best-ever freshman retention rate of 81 percent. The Student Development Center’s Tutoring Services has doubled in size and scope since its inception in 2001. In FY 03, the program served over 200 students and added tutoring to courses in Engineering Calculus, Physics, Business and Psychology Statistics, and sophomore level Spanish. Of the students who used the service, over 75% passed the classes for which they received tutoring. KU added a major new program to support freshmen academically – Thematic Learning Communities (TLCs). TLCs are living-learning communities designed specifically for first-time students at KU and are made up of 20 students who live on the same floor of a residence hall and take two general education courses that focus on a particular academic theme. The two courses are combined with a seminar course that brings the students together with a faculty facilitator and a peer educator.

Three Academic Advisors were added to the Freshman Sophomore Advising Center to improve the ratio of students assigned to each advisor and to facilitate changes in advising procedures for on-line enrollment. Positions were added to the Office of Multicultural Affairs to support HAWK Link, an award-winning program that has increased retention rates for students of color. The Multicultural Scholars Program was expanded to the schools of Architecture/Urban Design, Education, Journalism, and Pharmacy, and to the departments of African/African American Studies, Human Development/Family Life, Languages, and Humanities.

2. Teaching Improvement

Goal: Ensure the quality of instruction by improving faculty/GTA development programs through the assessment of measures obtained by the KU Center for Teaching Excellence and other sources.

Measure: (a) Expand GTA development programs. (b) Identify and reward faculty for good teaching.

Progress: (a) The preparation of graduate teaching assistants was strengthened through the restructuring of the initial orientation session. Alternative programming was provided for varying levels of experience and instructional responsibilities, and the involvement of disciplinary faculty in facilitating individual sessions was increased. Two courses on college teaching were offered in FY03, with enrollments of 13 students each semester. The scope of the Preparing Future Faculty programs was increased from four departments to eight, and two workshops were offered each semester for students not in the program. The formation of a GTA ambassador group provided stronger connections to address the on-going needs of graduate teaching assistants for instructional support. (b) Four new teaching professorships were filled for FY 04 under the Regents Faculty of Distinction Program. The Center for Teaching Excellence initiated a department teaching award that acknowledges departments that promote and support effective teaching among their faculty.
3. International Learning Experiences

Goal: After the definition of an international learning experience is established, develop programs that meet this definition and set up a mechanism to recognize those who participate.

Measure: Expand and add to international learning experiences.

Progress: A report from the ad hoc committee on the international experience was completed and presented to the Provost in May 2003, and provided alternative ways for students to receive Global Proficiency Certification on their official KU transcript. Students would qualify through a combination of study abroad and/or coursework on campus and/or participation in a series of co-curricular activities such as serving as a conversation partner in the Applied English Center, attending a series of brown bag lectures, or attending international cultural arts performances. A second ad hoc committee on Study Abroad completed its work and made recommendations for improving and expanding study abroad offerings.

4. Research Experiences for Undergraduate Students

Goal: After clearly defining the research experience for undergraduate students, expand existing research programs and create new research opportunities to meet the established definition and document the fulfillment of the research experience on students’ transcripts.

Measure: (a) Inventory and assess current research experiences for undergraduate students to determine the activities that meet the established definition. (b) Expand existing research programs and create new research opportunities. (c) Document research experience on students’ transcripts.

Progress: (a) An inventory of current undergraduate research experiences will be completed in fall 2003 using the definition established by the University Senate Executive Committee. (b) Deans, faculty, and chairs are in the process of expanding undergraduate research opportunities. (c) A system for noting research experience on student transcript has been put into place by the Registrar.

II. RESEARCH, SCHOLARSHIP, AND CREATIVE ACTIVITIES

1. Faculty Opportunities to Conduct Research, Scholarship, and Creative Activities

Goal: Enhance opportunities and faculty incentives for research, scholarship, and creative activities.

Measure: Enhance or add faculty awards and incentives.

Progress: Over the past fiscal year, added awards and incentives for faculty have been significant. For example, almost $3 million in startup funds were provided for new faculty members to purchase equipment and renovate space – a portion of which came from tuition enhancement revenue. A bond issue authorized by the 2002 Kansas Legislature provided $5 million in funding to purchase new equipment, including an 800-MHz nuclear magnetic resonance (NMR) spectrometer and housing for the instrument, and a protein structures laboratory. Collaborative grant awards announced in FY 03 totaled more than $25 million. A key contributor in the increase in major grant awards is the mentoring of less productive research faculty by senior research faculty already successful in garnering major grant awards from external funding agencies.

2. Development and Dissemination of Knowledge of Importance to Kansas and Region

Goal: Increase the dissemination of research information and accomplishments to residents of Kansas and the region about the impact of KU research on the economy and the quality of life.

Measure: Disseminate research information to residents of Kansas and region.

Progress: The KU Center for Research is currently implementing a research communication plan that outlines a systematic process for regularly disseminating research information in coordination with KU’s Office of University Relations, and calls for a complete overhaul of KUCR’s Web site to increase traffic and provide broader coverage of research feature stories and announcements.

June 15, 2003
3. Collaboration Among Disciplines and Other Universities and Research Institutions  
**Goal:** Due to the expertise at the various research campuses across the state, identify and facilitate opportunities to effectively collaborate with researchers at other institutions.  
**Measure:** Identify opportunities for collaboration, such as NIH COBRE grant, KTEC, and EPSCoR.  
**Progress:** Collaborative grant awards announced in FY 03 in such programs as the National Science Foundation’s Experimental Program to Stimulate Competitive Research (EPSCoR), the Kansas Biomedical Research Infrastructure Network (K-BRIN), and the KU Centers of Biomedical Research Excellence (COBRE) together totaled more than $25 million. The research communication plan developed by the KU Center for Research includes activities aimed at bringing researchers together to consider potential collaborations for pursuing external grant funding opportunities.

4. National Recognition of KU Research and Scholarly Activities  
**Goal:** Develop a system for collecting the criteria used by prestigious ranking entities and disseminate the criteria to KU faculty to raise their awareness. Increase the recognition of faculty scholarly work at the national and international levels.  
**Measure:** Identify national/disciplinary research awards and facilitate the nominations of KU faculty.  
**Progress:** To ensure that candidates are nominated for prestigious awards, as well as to track the KU winners of awards used by the prestigious Association of American Universities classification system, a variety of procedures have been developed. For instance, an email “tip service” sends grant/fellowship information to faculty members to keep them apprised of deadlines and programs offered by the various agencies. A list sorted by grant/fellowship deadline is sent to all faculty by email three times per year. Grant/fellowship development workshops are presented several times each year – in FY 03, a two-day workshop focused specifically on the National Endowment for the Humanities Fellowship opportunities. The (internal) New Faculty General Research Fund is used as a vehicle to encourage new faculty to engage in the grant development process and to help new faculty learn how to develop a competitive proposal. The multi-pronged efforts have paid off. In FY 02, KU had 11 Faculty Fulbright Scholars – the highest number in the nation. As the date of this report (June 2003), KU has five Fulbright Scholars for FY 03 and two Fulbright-Hays awards. The Fulbright-Hays awards are the first ever for KU. KU has a member of the National Institute of Medicine, three members of the National Academy of Engineering, and two members of the National Academy of Science. There are five American Association for the Advancement of Science Fellows among KU’s faculty members.

III. PUBLIC SERVICE

1. Well-Being of Kansas Children and Families  
**Goal:** Expand research and scholarship focused on children and families and improve dissemination of information to foster an environment in Kansas that makes the state as one of the best places to raise a child.  
**Measure:** Identify opportunities to expand research and scholarship focused on children and families.  
**Progress:** The Biobehavioral Neurosciences in Communications Disorders Center (BNCDC) became the KU Life Span Institute’s twelfth affiliated research center in September 2002 with the award of a five-year $3.6 million grant from the National Institute on Deafness and Other Communication Disorders. The center’s research addresses a wide range of issues related to the causes and treatment of communications disorders. For example, Mabel Rice, distinguished professor of speech-language-hearing, in conjunction with researchers at the West Australia Centre for Developmental Health, probe for a genetic cause to Specific Language Impairment by studying 700 pairs of twins in a $6 million NIH-funded study. John Colombo, professor of psychology, is examining how an infant’s ability to recognize and remember can predict later learning and speaking problems. Nancy Brady, assistant research professor is studying how communication between very young children with developmental disabilities and their mothers breaks down and is repaired by the child.
Other examples of child and family-focused research include a three year study completed by Dale Walker, assistant research professor, of infants and toddlers in child care programs, Beacons of Excellence, that suggests that the best indicator of the quality of a child care center is the how caregivers communicate with children—over and above adult-to-child ratio or the education level of caregivers. KU researchers found that the federal Early Head Start program helps children learn and parents learn how to provide support. Lead by Judy Carta, Life Span senior scientist, a team from Juniper Gardens Children's Project, a Life Span research center, followed 200 families for six years as part of a national evaluation of the program.

2. Opportunities to Learn Through Service

**Goal:** Expand existing service learning opportunities and create new opportunities for students to learn through public service in order to contribute to and strengthen their communities. Fulfillment of service learning experiences will be documented on the students’ transcripts.

**Measure:** Expand or add service-learning opportunities.

**Progress:** By spring 2002, a working definition of service learning was established, as well as an inventory of the existing service-learning opportunities at KU. During FY 03, a working group appointed by the Senior Vice Provost studied, developed, and recommended a system to facilitate service-learning opportunities for KU students and to officially recognize students’ participation on the transcript.

3. Teaching, Research, and Public Service Outreach Programs in Kansas

**Goal:** Provide access for all Kansans to the depth of knowledge and expertise of KU faculty and staff through online course offerings and direct interactions in the community.

**Measure:** (a) Expand online course offerings. (b) Participation of faculty in KU Speakers Bureau.

**Progress:** (a) The number of credit courses using Web enhancements continues to increase – including the posting of syllabi, email interaction, and e-learning resources. Other innovative distance education was provided for professionals through two-way interactive compressed video delivered throughout the state and internationally. KU Continuing Education also coordinates the promotion of online courses to the Regents Online Catalog and through other venues. (b) The KU Speakers Bureau became operational in fall 2002 connecting almost 100 faculty volunteers with civic, service, professional, and educational clubs, schools, and organizations across the state of Kansas. From rotary clubs to high school classes, faculty members shared their expertise on topics as varied as personal fitness, economic trends, war strategies, and college life.

4. Teaching and Research in the Greater Kansas City Metropolitan Area

**Goal:** Contribute to civic improvement and metropolitan development in the Kansas City area by applying the knowledge and expertise of KU faculty to critical public issues and workforce development.

**Measure:** Expand research and public service programs in the KC metro area.

**Progress:** Several research projects linking the academic research expertise at KU to improved social policy in the KC metro area have been funded. For example, the Evaluating the Impact of the Kansas Children’s Campaign project studies the effectiveness of community action groups in Kansas City and the capacity for economic growth of life sciences and technology-based industries in Kansas City. The Pathways Partnership program was established with the Kansas City Kansas School District and Kansas City Kansas Community College to increase the percentage of high school graduates who attend college. The program is designed to create a sense of possibility in the minds of KCK School district students that college is an affordable and accessible option. Through team outreach, students will be encouraged and supported to attend Kansas City Kansas Community College and then continue in a degree completion program at the KU Edwards Campus.
IV. INSTITUTIONAL MANAGEMENT

1. Improvement of Internal Communication

**Goal:** As a major cost-saving measure, as well as to ensure timeliness of communications, create a common e-mail system and increase the use of electronic mail rather than first-class mail to communicate with KU students and staff.

**Measure:** Increased use of e-mail rather than first-class mail for dissemination of information.

**Progress:** Many aspects of University communications with students have been converted to electronic means including online enrollment and add/drop, course schedules, ARTS forms, grades, class timetable and closed class list, and online voting. Electronic mail is often used as a primary means of communicating official University notices to staff. Pertinent examples include: NTS billing statement online viewing instructions, HR/Pay systems access notices, fiscal year end purchasing deadlines, instructions for how to appoint GTAs and GRAs, classified job requisition cut-off date announcement, invitation to annual personnel related staff meetings, and invitation to submit employee of the month nominations.

2. Accessibility of Institutional and Planning Data for Improvement of Management Decision-Making

**Goal:** Improve and increase access to institutional and planning data to facilitate more informed decision-making and to strengthen management objectives.

**Measure:** Develop reporting systems to facilitate management decision-making.

**Progress:** To facilitate and expand campus operational reporting capabilities from the new student administration system, the PeopleSoft Reporting Datamart Service (RDS) was installed and customized in FY 03. The RDS will make the information from the student system more accessible, simplify report writing, and protect the online performance of the student administration transactional system.

3. Implementation of University Master Plans

**Goal:** Enhance the physical environment of KU to make it more conducive to learning.

**Measure:** Continued monitoring of progress of the various University master plans.

**Progress:** On the Lawrence campus, construction continues on the new engineering building, the facility for the KU Institute of Public Policy at the Dole Institute, the student recreation center, and the reconfiguration of student housing. An effort to assist individuals in finding their way around campus through improved signage will be complete by summer 2003. On the Edwards campus, construction has begun on a second building. Projects completed on the Lawrence campus during FY 03 include the renovation of the Kansas Union, phase two of primary electrical improvements, and the first phase of utility tunnel improvements.

A survey of available campus space has been completed, including updated records on the inventory and function of space for all academic and research units. An assessment of space needs was also conducted. The updated information allows for more systematic decisions regarding space allocation and facilitates the negotiation of payment to recover indirect costs for the use of facilities as part of a federal research program. Utilization of instructional space on campus has also been calculated, and tours of campus facilities are underway to verify current classroom configurations and seat counts and to identify rooms that could benefit from reconfiguration or renovation of space.

4. Staff Development, Education, and Training Opportunities for KU Employees

**Goal:** Improve campus climate and employee job skills through education and training activities.

**Measure:** Enhance and add education and training opportunities for KU employees.

**Progress:** Over 300 KU employees participated in 11 new education and training programs during FY03 on topics such as coaching, team-building, coping with change, and stress management. Program evaluations demonstrated that participants were highly satisfied with the educational and training opportunities.