The Unfinished Work: A Strategic Direction for Gettysburg College 2016-2021

Update, Fall 2019
The Unfinished Work

Theme 1
Impact
- 6 goals
- 25 implementation strategies

Theme 2
Inclusion and Internationalization
- 5 goals
- 25 implementation strategies

Theme 3
Innovation
- 4 goals
- 13 implementation strategies
Theme 1: Impact

Goals

1. Increase high impact practices (e.g. URCA, leadership)
2. Provide outstanding advising and mentoring
3. Capitalize on proximity to Washington, D.C.
4. Provide network and skills to launch into graduate school or career
5. Promote and support STEM
6. Provide opportunities to thrive physically, socially, and emotionally in college and beyond
Theme 1: Impact
2018-2019 Accomplishments

Goals

1. Increase high impact practices (e.g. URCA, leadership)
   • Successful student summer research program (83 students summer 2019)
   • Successful leadership certificate program (64 students 2018-2019)
   • FYS mandatory starting 2020-2021 (faculty vote)
2. Provide outstanding advising and mentoring
3. Capitalize on proximity to Washington, D.C.
4. Provide network and skills to launch into graduate school or career
5. Promote and support STEM
6. Provide opportunities to thrive physically, socially, and emotionally in college and beyond
Theme 1: Impact

2018-2019 Accomplishments

Goals

1. Increase high impact practices (e.g. URCA, leadership)

2. **Provide outstanding advising and mentoring**
   - Selected and started implementing ConnectGettysburg (software program to support alumni/parent mentoring of students)
   - Started International Gettysburgians Network for international students
   - Survey data indicates 91% of FY and sophomore students have identified a mentor

3. Capitalize on proximity to Washington, D.C.
4. Provide network and skills to launch into graduate school or career
5. Promote and support STEM
6. Provide opportunities to thrive physically, socially, and emotionally in college and beyond
Theme 1: Impact

2018-2019 Accomplishments

Goals

1. Increase high impact practices (e.g. URCA, leadership)
2. Provide outstanding advising and mentoring
3. Capitalize on proximity to Washington, D.C.
   • Continued implementation of EI Strategic Plan
   • DC EI office used by faculty, students, and Admissions
   • Sponsored DC trips for students and staff
   • Provide network and skills to launch into graduate school or career
1. Promote and support STEM
2. Provide opportunities to thrive physically, socially, and emotionally in college and beyond
Theme 1: Impact

2018-2019 Accomplishments

Goals

1. Increase high impact practices (e.g. URCA, leadership)
2. Provide outstanding advising and mentoring
3. Capitalize on proximity to Washington, D.C.
4. Provide network and skills to launch into graduate school or career
   • Completed comprehensive review of Career Engagement
   • Completed Career Engagement Design Thinking workshop
   • Developed new on-line internship registration process
   • Introduced NACE Career Competencies with some student groups
5. Promote and support STEM
6. Provide opportunities to thrive physically, socially, and emotionally in college and beyond
Theme 1: Impact

2018-2019 Accomplishments

Goals

1. Increase high impact practices (e.g. URCA, leadership)
2. Provide outstanding advising and mentoring
3. Capitalize on proximity to Washington, D.C.
4. Provide network and skills to launch into graduate school or career
5. Promote and support STEM
   • Implemented $605,609 NSF S-STEM grant and approved sustainability plan to continue STEM Scholars Program
   • Admissions implemented science recruitment plan
   • Established multidisciplinary imaging suite featuring new atomic force microscope (AFM)
6. Provide opportunities to thrive physically, socially, and emotionally in college and beyond
Theme 1: Impact

2018-2019 Accomplishments

Goals

1. Increase high impact practices (e.g. URCA, leadership)
2. Provide outstanding advising and mentoring
3. Capitalize on proximity to Washington, D.C.
4. Provide network and skills to launch into graduate school or career
5. Promote and support STEM
6. Provide opportunities to thrive physically, socially, and emotionally in college and beyond
   • Implemented SAMHSA suicide prevention grant and formal suicide prevention protocol
   • Successful transition to new Executive Director of Intercollegiate Athletics and Campus Recreation
   • Completed comprehensive review of intercollegiate athletics
   • CUB grand opening in Sept. 2018; new Janet Morgan Riggs Student Center addition became a hub of activity
   • OSAGL and Greek advisors developed 3-yr strategic plan
Theme 2: Inclusion and Internationalization

Goals

1. Increase engagement with social justice issues through the Center for Public Service
2. Increase domestic and international diversity of students, faculty, and staff
3. Improve campus climate through an institutional approach to cultural change
4. Diversify the curriculum
5. Align physical spaces with inclusive, global perspective
Theme 2: Inclusion and Internationalization

2018-2019 Accomplishments

Goals

1. Increase engagement with social justice issues through the Center for Public Service
   - Continued CBL Faculty Fellows program
   - Supported 48 CBLR courses
   - Implemented $150,000 Mellon Presidential Leadership grant

2. Increase domestic and international diversity of students, faculty, and staff

3. Improve campus climate through an institutional approach to cultural change

4. Diversify the curriculum

5. Align physical spaces with inclusive, global perspective
Theme 2: Inclusion and Internationalization
2018-2019 Accomplishments

Goals

1. Increase engagement with social justice issues through the Center for Public Service
2. Increase domestic and international diversity of students, faculty, and staff
   - Enhanced recruitment efforts (CBOs, international)
   - Implemented SLATE (Admissions CRM software)
   - Launched Administrative and Support Staff Inclusion Partner Program
   - Implemented $800,000 Mellon “Faculty Diversity Initiatives” grant; 5 Mellon Faculty Fellows completed fellowship year and will transition to tenure-track positions in 19-20
   - College hosts Consortium for Faculty Diversity (CFD)
3. Improve campus climate through an institutional approach to cultural change
4. Diversify the curriculum
5. Align physical spaces with inclusive, global perspective
Theme 2: Inclusion and Internationalization

2018-2019 Accomplishments

Goals

1. Increase engagement with social justice issues through the Center for Public Service
2. Increase domestic and international diversity of students, faculty, and staff
3. Improve campus climate through an institutional approach to cultural change
   • Piloted College Council (administrators, faculty, support staff, students)
   • Established Ombuds office and named first Ombudsperson
   • Implemented Divisional Inclusion Action Plans
   • Responded to issues raised in Campus Climate Study
   • Established Disabilities Awareness Month
   • Continued IDI administration
   • Continued NCFFD membership
   • Implemented 2nd Annual Institute for Healing Racism
   • Tremendous amount of new programming sponsored by Office of Multicultural Engagement and Center for Religious and Spiritual Life
   • Established Student Emergency Fund
4. Diversify the curriculum
5. Align physical spaces with inclusive, global perspective
Theme 2: Inclusion and Internationalization
2018-2019 Accomplishments

Goals

1. Increase engagement with social justice issues through the Center for Public Service
2. Increase domestic and international diversity of students, faculty, and staff
3. Improve campus climate through an institutional approach to cultural change
4. Diversify the curriculum
   • Implemented $800,000 Mellon “Faculty Diversity Initiatives” grant
   • Faculty developed new courses or revised existing courses to diversify the curriculum
5. Align physical spaces with inclusive, global perspective
Theme 2: Inclusion and Internationalization
2018-2019 Accomplishments

Goals

1. Increase engagement with social justice issues through the Center for Public Service
2. Increase domestic and international diversity of students, faculty, and staff
3. Improve campus climate through an institutional approach to cultural change
4. Diversify the curriculum
5. Align physical spaces with inclusive, global perspective

Completed multiple ADA projects across campus
Theme 3: Innovation

Goals

1. Encourage and support innovative pedagogy
2. Expand and integrate entrepreneurship opportunities
3. Enhance an innovative spirit among community members
4. Explore new technology for facilitating communication and collaboration
Theme 3: Innovation

2018-2019 Accomplishments

Goals

1. Encourage and support innovative pedagogy
   • Completed 3 year project to implement online mobile course evaluations
   • Multiple JCCTL grants awarded (creative teaching, digital literacy)
   • 5 JCCTL faculty-centered working groups
   • Multiple JCCTL Workshops
   • Faculty, librarian and students attended Hamilton Digital Humanities Institute
   • Faculty approved offering summer hybrid courses
   • Offered 9 hybrid courses summer 2019
   • Secured additional space for Innovation and Creativity Lab, expanded equipment and programming, reallocated position to support lab
2. Expand and integrate entrepreneurship opportunities
3. Enhance an innovative spirit among community members
4. Explore new technology for facilitating communication and collaboration
## Theme 3: Innovation

### 2018-2019 Accomplishments

#### Goals

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<td>1.</td>
<td>Encourage and support innovative pedagogy</td>
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<td>2.</td>
<td>Expand and integrate entrepreneurship opportunities</td>
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<td></td>
<td>• Considerable expansion of Entrepreneurship and Social Innovation Initiative programming</td>
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<td></td>
<td>• Added ECON 463 Business and Entrepreneurial Thinking</td>
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<td>• Continued summer Entrepreneurial Fellowships</td>
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<td>• Hired program coordinator (shared position between entrepreneurship and mentoring)</td>
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<td>Enhance an innovative spirit among community members</td>
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Theme 3: Innovation
2018-2019 Accomplishments

Goals

1. Encourage and support innovative pedagogy
2. Expand and integrate entrepreneurship opportunities
3. Enhance an innovative spirit among community members
   - Design Thinking Steering Committee offered workshops, readings, and discussion groups
   - Conducted Design Thinking project on Career Engagement
4. Explore new technology for facilitating communication and collaboration
Theme 3: Innovation
2018-2019 Accomplishments

Goals

1. Encourage and support innovative pedagogy
2. Expand and integrate entrepreneurship opportunities
3. Enhance an innovative spirit among community members
4. Explore new technology for facilitating communication and collaboration
   • New website launched in January 2019
   • Implemented Slate (Admissions CRM)
   • Continued implementing Dartlett personality marketing approach
   • Implemented changes to FY Dashboard (e.g. NameCoach)
   • Participated in CIC course-sharing