The Unfinished Work: A Strategic Direction for Gettysburg College 2017-2018

Update, Fall 2018
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

2017-2018 Accomplishments

Goals

1. Increase high impact practices (e.g. URCA, leadership)
   - Successful student summer research program (76 students summer 2018)
   - Successful leadership certificate program (99 students 2017-2018)

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

2017-2018 Accomplishments

Goals

1. Increase high impact practices (e.g. URCA, leadership)
2. Provide outstanding advising and mentoring
   • Mentoring Task Force report submitted and implementation of recommendations underway
   • Survey data indicates strong mentoring foundation on which to build
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

2017-2018 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, Lincoln Scholars, Admissions
   • Filled faculty position in Public Policy
   • 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
2017-2018 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
   • Center for Career Engagement moved into newly renovated CUB
   • Hired new Executive Director
   • Transitioned to Handshake career services management program
5. Promote and support STEM
6. Provide opportunities to thrive physically, socially, and emotionally in college and beyond
Theme 1: Impact
2017-2018 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
   - Implemented $150,000 Mellon Presidential Leadership grant
   - Implemented science recruitment plan
6. Provide opportunities to thrive physically, socially, and emotionally in college and beyond
Theme 1: Impact

2017-2018 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
   • Approved new counseling position
   • Received Garrett Lee Smith grant ($99,875) to develop suicide prevention plan
   • Developed Student Emergency Fund
   • Implemented Greek Life Review recommendations
   • Expanded social opportunities for non-Greeks
# 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

## 2017-2018 Accomplishments

### Goals

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<tbody>
<tr>
<td>1.</td>
<td>Increase engagement with social justice issues through the Center for Public Service</td>
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<tr>
<td></td>
<td>• Continued CBL Faculty Fellows program</td>
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<td>• Supported 40 CBLR courses</td>
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<td>• Implemented $150,000 Mellon Presidential Leadership grant</td>
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Theme 2: Inclusion and Internationalization
2017-2018 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)
   • Opened Four Jay Welcome Center at Eisenhower House
   • Student Success Task Force submitted report and implementation of recommendations underway
   • Launched Faculty and Staff Inclusion Partner Programs
   • Implemented $800,000 Mellon “Faculty Diversity Initiatives” grant; 5 Mellon Faculty Fellows appointed in Arts and Humanities
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

2017-2018 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
   - Implemented Divisional Inclusion Action Plans
   - Responded to issues raised in Campus Climate Study
   - Administered IDI to 950 people
   - Purchased membership to National Center for Faculty Development and Diversity
   - New OME executive director established strong campus presence and implemented new programming
   - New chaplain established strong campus presence and implemented new programming
   - Freedom of Expression Philosophy adopted
4. Diversify the curriculum
5. Align physical spaces with inclusive, global perspective
# Theme 2: Inclusion and Internationalization

## 2017-2018 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 attended conferences, developed/ revised courses
5. Align physical spaces with inclusive, global perspective
## Theme 2: Inclusion and Internationalization

### 2017-2018 Accomplishments

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<tr>
<td>• Opened new space for OME</td>
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<td>• Opened new space for Religious and Spiritual Life</td>
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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
2017-2018 Accomplishments

Goals

1. Encourage and support innovative pedagogy
   • Awarded 15 JCCTL grants (creative teaching, digital literacy)
   • 5 JCCTL faculty-centered working groups
   • JCCTL Luncheon Series: *Diversity Matters, Learning by Doing*
   • JCCTL Open Discussions: *Teaching in these Times*
   • Multiple JCCTL Workshops
   • Offered 6 hybrid courses summer 2018
   • Developed Innovation and Creativity 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
2017-2018 Accomplishments

Goals

1. Encourage and support innovative pedagogy
2. Expand and integrate entrepreneurship opportunities
   • Successfully completed inaugural year of the Entrepreneurship and Social Innovation Initiative
   • Fall lecture series, Spring video series, Ideas Competition and Entrepreneurial Fellowships
   • Created shared position between entrepreneurship and mentoring
3. Enhance an innovative spirit among community members
4. Explore new technology for facilitating communication and collaboration
Theme 3: Innovation
2017-2018 Accomplishments

Goals

1. Encourage and support innovative pedagogy
2. Expand and integrate entrepreneurship opportunities
3. Enhance an innovative spirit among community members
   - Continued Academic Technology Fellows program
   - Introduced Design Thinking
4. Explore new technology for facilitating communication and collaboration
Theme 3: Innovation

2017-2018 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
   • Opened Fourjay Welcome Center with Video Wall
   • Implemented Dartlett personality marketing approach
   • New website scheduled to launch January 2019
   • Participated in CIC course-sharing