



**Goal 1: Engage in transformative research and creative achievement by supporting an outstanding faculty and a dynamic, well-trained staff.**

SMART GOAL	RESULTS
1a. Increase extramural grants awards by 10%.	<b>Goal Achieved.</b> External funding for FY23 was \$42.8M – an 11% increase over FY22 external funding. FY24 external funding is on track to show <i>at least</i> a 10% increase of over FY23.
1b. Leverage internal grant and initiative support to increase external grant applications.	<b>Goal Achieved.</b> Proposal submissions in FY23 increased by 21% over FY22. Broadened and increased internal support to help leverage applications through McCausland Foundation Programs, the Humanities Collaborative, and the Walker Institute of International and Area Studies. Over 50 research, travel, equipment, and book initiative awards were made in 2022.
1c. Recruit 75% of top-ranked candidates in our faculty searches with competitive startup packages.	<b>Goal Achieved.</b> 25 searches were conducted in the College in FY22. Of those searches, 17 were successful, with the top candidate accepting the position. Only 3 searches moved to the second ranked candidate. Failed searches were almost entirely at the Full Professor rank and focused on administrative positions (e.g., Chair, Director, etc.). All other searches were continued into FY23, highlighting our commitment to excellence in Faculty recruitment.
1d. Retain top faculty with targeted, proactive retention packages and proactive support efforts	<b>Goal Achieved.</b> Nine of 13 Faculty were retained in FY22 with competitive retention offers compared to a loss of 23 faculty in FY21.
1e. Establish mentoring infrastructures to increase faculty retention	<b>Goal Achieved.</b> <ul style="list-style-type: none"> <li>• Faculty attendance at early and mid-career development programs increased &gt; 25% with RSVPs doubling between FY22 and FY23.</li> <li>• Completed 3 successful Bridge to Faculty (B2F) searches in English, Psychology and Women’s and Gender studies, with first ranked candidates accepting positions.</li> <li>• Launched 4 new B2F searches and 2 carryovers from FY22.</li> <li>• Developed B2F Success Plan Guidelines, addressing unit commitments and mentorship expectations. Guidelines were adopted centrally.</li> <li>• Developed new faculty wellness initiative centering the practice of mindfulness and identifying strategies to increase faculty satisfaction and success.</li> </ul>

**Goal 2: Provide innovative, relevant, and impactful educational experiences for undergraduate students.**

SMART GOAL	RESULTS
2a. Improve Beyond the Classroom Experiences and develop research opportunities for CAS undergraduates in all areas, including recruiting a first-ever Director of Experiential Learning and Internships to prepare CAS majors for career and graduate-school pathways beyond graduation.	<b>Goal Achieved.</b> Recruited Dir. of Exp. Learning. Career Readiness: 436 students participated in 41 Career Center events; 323 participated in coaching appointments & consultations; 1,118 total attendances at Career Center Career Fairs. Internships & Independent Studies: 259 Internship & 368 Independent Study Contracts submitted for academic credit. CAS UREP program provided approx. 37 grants of ~\$37,000 to students/faculty.
2b. Develop new majors in Data Science and Data Analytics and a minor in Forensic Science.	<b>Goal Achieved.</b> All 3 programs were approved.
2c. Facilitate new online (OL) courses and degree programs in high-impact areas.	<b>Goal Achieved.</b> 52 courses submitted to add OL delivery. CAS supported dev. of 3 courses in global cultures; revision of SPAN109&110; 5 WGST courses and a 100% OL WGST BA.
2d. Develop 2+2 degree pathways in high-demand majors for 2-year institutions with high transfer rates to the University (with a goal of 8-10 new agreements within the next three years).	<b>Goal Achieved.</b> Transfer partnership with Midlands Technical College (MTC) with 2+2 agreements: Biological Sciences, Criminal Justice, Geography, and Sociology.
2e. Streamline degree pathways for military students following State Task Force recommendations.	<b>Goal Achieved.</b> Dean’s office staff participated in State Task & worked with Registrar’s Office to gain direct articulations of CAS courses for MILT credit.

2f. Review and improve CAS unit curricula to ensure clear, streamlined pathways to graduation.	<b>Goal Achieved.</b> CAS academic units submitted 26 program changes aimed at improving curricular options.
2g. Provide accurate DegreeWorks audits for every CAS major.	<b>Goal Achieved.</b> All CAS UAAs & dean's advisors are trained to use DegreeWorks. Dean's staff worked with CAS units and Registrar's DW team to improve accuracy of audits in CAS majors.

**Goal 3: Recruit, train, and support a diverse cohort of outstanding graduate students.**

SMART GOAL	RESULTS
3a. Increase acceptance rate among cohort of top graduate applicants.	<b>Goal Achieved.</b> CAS Graduate Assistantship Enhancements were awarded to top applicants (\$4,000/y for 4 y). Matriculation rates for top applicants increased from 30.6% in AY19 to 50.8% in AY23.
3b. Assess current stipends relative to peer and peer-aspirants.	<b>Goal Achieved.</b> In FY23, completed analysis of graduate stipends at peer & peer-aspirant institutions focusing initially on programs with lowest stipends (humanities & arts). CAS is lower (sometimes substantially) than peer and peer-aspirants. Many of our peers & peer-aspirants, are further raising stipends.
3c. Develop partnership with placement center for better ways to capture placement data.	<b>Goal Partially Achieved.</b> Director of Graduate Programs in CAS encouraged students use of resources in the Graduate Student Resources Hub. Many graduate programs track placement of graduates.

**Goals for FY2024-2025**

**Goal 1: Engage in transformative research and creative achievement by supporting an outstanding faculty and a dynamic, well-trained staff.**

- Increase extramural grant funding by 10%.
- Increase collaborative funding applications in the natural and social sciences.
- Increase faculty participation in development programs (junior, mid-career, faculty of color, etc.) by 10%.
- Recruit 75% of top-ranked candidates in our faculty searches with competitive startup packages
- Retain top faculty with targeted, proactive retention packages
- Increase participation in faculty wellness initiatives by 15%, staff development initiatives by 10%, and faculty search committee training by 3%
- Implement an IDC share program to incentivize PI extramural grant submission
- Increase private philanthropy revenue by 10% from FY 24

**Goal 2: Provide innovative, relevant, and impactful educational experiences for undergraduate students.**

- Increase career readiness and Beyond the Classroom experiences by 10%.
- Increase the number of 4-year professional advisors in the college to encompass 90% of CAS students.
- Decrease number of academic programs with low enrollments by 4 and increase online courses + programs by 10.
- Decrease by 10% the number of gateway courses with high DFW rates.

**Goal 3: Recruit, train, and support a diverse cohort of outstanding graduate students.**

- Increase acceptance rate of top graduate applicants by 10%.
- Develop new targeted graduate programs.
- Develop partnership with placement center for better ways to capture placement data.
- Increase support for non-traditional career pathways for doctoral students.
- Develop a plan for increasing graduate stipends across the College.
- Increase funding for graduate students by 5%.