

COLLEGE OF ARTS AND SCIENCES
PROPOSED GOALS AND OBJECTIVES FOR ACADEMIC YEAR 2004 - 2005

1. Improve the quality of teaching, learning and support in courses offered by the College of Arts and Sciences.
 - Strengthen formal orientation programs for new (to Howard University) instructors at the departmental level to ensure that high academic standards are maintained in all courses.
 - Expand opportunities for students to be involved in research with faculty members.
 - Monitor student evaluation of instruction at the end of semester.
 - Assess freshman seminar program during the spring semester of 2005.
 - Review at least four undergraduate degree-granting programs of the College.
 - Provide support for attendance at conferences and workshops on curriculum development and pedagogical innovations.

2. Recruit, develop and retain the best students, faculty and staff.
 - Significantly enhance academic advising for all students by making greater use of peer mentoring, improving the availability of both faculty and professional advisors, and increasing the use of technology advising. Strengthen the College's retention program.
 - Expand opportunities for students, faculty and staff to take full advantage of special resources (technology, etc.) at the University.
 - Heighten and intensify the levels of efforts to promote and advocate an increase in the base-line salaries and resources for new faculty.
 - Heighten and intensify the levels of efforts to promote and advocate the development of an equitable merit award system and the reinstatement of the annual cost of living allocation as a strategy to retain productive faculty.
 - Heighten and intensify the levels of efforts to acquire decent and adequate accommodations for new and incumbent faculty (that is, office and laboratory space, parking, provision of fiscal resources to support academic endeavors, and so forth).
 - Enter into strategic partnerships with institutions that provide increased study and research abroad opportunities for students and faculty.
 - Expand Summer Study Abroad Program.
 - Obtain Chairs for all departments.

3. Foster greater research efforts and scholarly activities.
 - Encourage departments to hold research seminars and colloquia on a regular basis.
 - Provide partial support for conference attendance where faculty members present papers. (Faculty members with probationary appointments below the rank of associate professor will be given the highest priority for support.)
 - Defray photocopying expenses related to submission of research papers and monographs, and research proposals to external sources.
 - Assist faculty members to obtain approvals needed from Howard University to send their proposals to external sources.

4. Reconnect with graduates and friends of the College of Arts and Sciences.

- Engage alumni in recruiting new students, identifying internship opportunities for current students and employment opportunities for graduating seniors, and securing external support for the College and its programs.
- Send at least three communications to our graduates, friends and external publics.
- Promote short seminars on interesting topics for friends and graduates of the College who live in the area.
- Publish a College newsletter each semester.
- Produce a College magazine

5. Improve the delivery of services to students and faculty.

- Expand training programs for staff members that strengthen communication (writing, speaking, reading and listening) skills and technology (word-processing, web-production, database manipulations) skills.
- Inaugurate an annual ceremony to recognize staff members who are providing exemplary service to their units.
- Automate some of the College's operations and processes.

6. Increase financial support from external sources

- Submit at least three major proposals to governmental agencies, and private foundations.
- Increase by at least fifty percent the amount of funds received by the College through the Annual Fund.
- Secure captains for at least twelve teams in the College's Fundraising program.

7. Increase the community outreach effort of the College and promote existing outreach programs.

- Promote outreach activities and programs in community schools in the greater Washington, D.C., metropolitan area. (For example: encourage the development of bridge programs between the College and high schools in the area and expand participation in science fairs of high school students.)
- Expand Outreach programs for teachers in the Washington metropolitan area such as the summer Advanced Placement Workshops sponsored by the College and the School of Education.
- Increase service learning and community leadership opportunities in the College.
- Develop and strengthen communication between the College and community organizations such as religious institutions and neighborhood centers.
- Develop opportunities for individuals or community organizations to access data related to public policy.
- Promote positive interconnection between the College and the immediate neighborhoods.
- Improve upon the College's ability to respond to inquiries in a timely manner