New Faculty Orientation

August 23, 2018
Welcome

Rex Ramsier
Executive VP/Chief Admin. Officer
Office of Academic Affairs

Rex Ramsier

www.uakron.edu/provost

FACULTY/STAFF RESOURCES

• Online Orientation
• Selected Works: Upload your CVs
Academic Program Assessment

Michelle Byrne
Assessment Director
Clearly Defined Outcomes/Expectations

- Course Outcomes
- Program Outcomes

Two questions:
1. What do we want our students to be able to do?
2. How do we know if they are finishing the program with those skills?
Program Assessment

ALL PROGRAMS
Grad & Undergrad
All majors, minors and certificates
General Education program

FACULTY DRIVEN
Faculty create plans & conduct assessments
Student Learning Outcomes
Measurements/Evidence collected
Conduct the evaluation of the evidence
Report annually
REGIONAL ACCREDITATION:
HIGHER LEARNING COMMISSION

PROFESSIONAL ACCREDITING AGENCIES INCLUDING:
- ABET Engineering
- AACSB Business
- CAEP Education
- CCNE Nursing
- ABA Law
- NASAD Art

ASSESSMENT GOALS

- Ongoing process
- Revising processes
  - Valuable evidence
  - Alignment of outcomes, evidence, evaluation (rubrics)
- Using the data--closing the loop
ACTIONS TO TAKE NEXT WEEK
Assessment = conversations
   Talk to Program Directors/Assessment Coordinators
   Talk to colleagues about assignments, evaluations, rubrics

QUESTIONS & RESOURCES
   Program or Department Assessment Coordinator
   UA Assessment Director
       mwb@uakron.edu
   Website
       UA Assessment http://www.uakron.edu/assessment/
Questions
Dr. Bill Lyons
Associate Dean
Buchtel College of Arts & Sciences

New Faculty Learning Community
New Faculty Learning Community

- Join a cohort of colleagues who are new to campus and to teaching
- Discuss the scholarship of teaching & learning
- Collaborate with peer mentors
- Prepare for success in your the classroom
Questions
New Faculty Orientation

John A. Messina, Vice President for Student Affairs
Dale Adams, Director, Student Conduct and Community Standards
Alison Doehring, Director, ZipAssist
Michael Strong, Dean of Students
Support and engage students to advance and achieve their goals

The Division of Student Affairs engages students in educational, academic support programming, and activities to meet their needs and achieve goals.
Offers a broad range of...

- Programs
- Co-curricular activities
- Campus-wide retention initiatives
- Academic support services
- Personal support services
- Events
- Engagement opportunities

...that are consistent with The University of Akron strategic priorities.
Strategic Priorities

• Improving student satisfaction
• Increasing engagement in campus life
• Promoting academic and personal development
• Increasing first year retention and academic success
• Improving overall campus retention and graduation rates
Meet the Division...

**STUDENT SUCCESS**

- Exploratory Advising
- Akron Experience
- Learning Communities
- New Student Orientation
- Registrar
- Student Academic Support Services (Tutoring)
- Student Success Center
- Zip Assist

**STUDENT AFFAIRS**

- Accessibility
- Career Services
- Counseling and Testing
- Dean of Students
- Health Services
- Residence Life and Housing
- Student Conduct & Community Standards
- Student Recreation & Wellness Services
- Student Life & Student Union
Dean of Students Office

Michael Strong

The University of Akron
Dean of Students Office

Provide individualized care for students and work to create a healthy environment promoting safety, healing and well-being.

• CARE Team
• SAVE Team
• Respond to reports of sexual violence
  • sexual assault, dating violence, domestic violence, stalking and sexual harassment

MIKE STRONG (DEAN)

✉️ mstrong@uakron.edu
📍 Student Union 152
📞 (330) 972-6048
🌐 www.uakron.edu/deanofstudents
Deputy Title IX Coordinator for Students

- Meet with survivors (complainants) of sexual violence and targets of sexual harassment

- Explain University protocols and procedures with student
discuss investigations with students
  - Student conduct and Community Standards
  - Equal Employment Opportunity/Affirmative Action

- Coordinate remedies
  - Changing housing assignment, issuing No-Contact-Directive, coordinating academic assistance

- Around 180 referrals received in 2017-2018

www.uakron.edu/title-ix
Sexual Assault & Violence (SAVE) Team

- 30 faculty, students and staff from across the community
- Develop programs and services to educate students about health relationships with the goal of preventing sexual violence
  - Sexual assault, dating violence, domestic violence, stalking
- Coordinate Sexual Assault Awareness Month programs
- Conduct Annual Assessment
  - Including, the 2018 Sexual Assault Campus Climate Survey
- Coordinate training for new students
  - Think About It, Akron Experience course, Bystander Intervention programs

[Link to website: www.uakron.edu/save-team]
CARE Team

- CARE Team is a behavioral health and crisis intervention team
- Comprised of representatives from across campus
  - Residence Life and Housing, Student conduct and Community Standards, Counseling Center, UAPD, Dean of Students, Adult Focus, and Office of General Counsel
- Concerns for the immediate safety of an individual and for students who pose an imminent risk to self or others
- Actions taken
  - Verify safety, referral for counseling, support interviews, coordinate with Help-A-Zip referrals and support

www.uakron.edu/care
ZipAssist
Alison Doehring
ZipAssist: Student Advocacy & Support

ZipAssist serves as a centralized information hub for the University’s campus.

ZipAssist has been intentionally designed to share available resources, and provide support and assistance to help students persist in their academic pursuits at the University.
Outreach & Support

SERVICES

- Simmons - Information Desk
- Ohio Residency
- Add/Drop, Verification, Rapid Transcripts
- Help-A-Zip Referrals & Support
- Retention & Emergency Grants
- Parent & Family Association
- Off-Campus Living & Commuter Resources
- U.S. Passport Acceptance Facility
- Celebration & Connection Programs
- Course Registration Outreach

PROGRAMS

- Family Weekend
- Sophomore Celebration Week
- Off-Campus Housing Fairs
- Commuter Mingles
- Navigating 'My Akron' 101
- Don't Freak Over Finals
- Breaking Grad: Degree Progress
- FAFSA Fridays
- Ballin’ On A Budget
- First-Year February
Community Partnerships

- The Salvation Army of Summit County
  - Textbook program, social services, childcare, individual pre-packaged meals
- United Way of Summit County
  - Financial Empowerment Center, free financial coaching
- Ohio Benefits Bank
- 2-1-1 InfoLine, Summit
- Campus Cupboard
- Rubber City Arches, LLC

Financial Responsibility

- Ballin’ on a Budget
  - Classroom presentations/projects
    - CashCourse/GradReady
  - Monthly workshops + webinars
- Retention & Completion Grants
- One-on-One Financial Coaching

www.uakron.edu/zipassist
Help-A-Zip
Early Alert Referral Program

• Help-A-Zip is an outreach and support team
  • Comprised of professionals from across campus: ZipAssist, Student Financial Aid, Academic Advisors, and the Counseling Center

• Common Referrals:
  • Academic (missed assignments; poor grades on exams, assignments and projects; repeated absences from class, etc.)
  • Mental health (depression, anxiety, substance dependence, etc.)
  • Financial (payment plan, FAFSA, loans/scholarships, etc.)
  • Personal/Social (relationships, social contentedness, roommate compatibility, homesickness, etc.)
  • Emergency Financial Assistance (non-tuition related emergency financial need, textbooks, etc.)

www.uakron.edu/referral
Retention Grants & Financial Assistance

- **Possible financial assistance:**
  - Retention & Completion Grant
  - Student Emergency Financial Assistance [SEFA] Programs
    - Families Helping Families & Dash Grant

- **Student Emergency Financial Assistance [SEFA] Program**
  - Provides critical support to at-risk students needing to overcome financial barriers in order to persist at UA
  - Students who meet the eligibility criteria can receive up to $500 or 1,000 for non-tuition related emergency need.
  - Low-income is defined as an Expected Family Contribution [EFC] of $7,000 or less
  - Student must be able to provide documentation of financial emergency

[www.uakron.edu/referral](http://www.uakron.edu/referral)
Student Support Networks...

CARE TEAM

- Immediate crisis
- Acute risk to student or community
- Verify support/safety
- Rarely self-reported
- www.uakron.edu/care
- ~190 referrals/academic year

HELP-A-ZIP

- Everyday help for students
- Social, academic, financial
- Offer support & guidance
- Majority self-reported
- www.uakron.edu/referral
- ~1,400 referrals/academic year
Student Conduct & Community Standards

Dale Adams
Student Conduct & Community Standards

Committed to promoting responsible behavior from all students, accountability, and a community environment that is both safe and conducive for learning.

• Educating students about their rights and responsibilities
• Providing a balanced and fair conduct process
• Promoting student development by addressing student behavior and holding students accountable for violations of the Code of Student Conduct
Our Services

- Educational Outreach
- Consultation
- Informal Resolution
  - Educational Conference
  - Academic Misconduct Notification
- Formal Resolution
  - Fact Finding Meeting
  - Hearing Board

www.uakron.edu/studentconduct
Code of Student Conduct

- Defines student misconduct as including but not limited to:
  - Academic Misconduct
    - Cheating
    - Plagiarism
  - Disorderly/Disruptive Behavior
  - Failure to Comply
  - Violation of University Policy, Rule or Regulation

www.uakron.edu/studentconduct
Informal resolution between the faculty member and student.

Step 1 – Contact Student Conduct

Step 2 – Conduct meeting with student

Step 3 – If agreement is reached sign form and send a copy to Student Conduct.

If agreement is not reached submit the online student referral form for a formal investigation.

www.uakron.edu/studentconduct
Questions
Learning Outcomes and Student Retention

Linda Subich
Interim Dean, Buchtel College of Arts & Sciences
Learning Outcomes

- Research tells us that we are more successful when we have:
  - Goals
- And when we receive:
  - Feedback
- Educational research tells us that this is absolutely true in teaching and learning...
Learning Outcomes and Student Retention

Goals

- Instructors
  - Must *identify* learning outcomes (i.e., goals) for each course
  - Design and develop the course to *achieve* those outcomes
  - Share the expected outcomes with students *at outset*

- Students
  - Need to know where they are headed as it contributes to motivation, goal-directed behavior and perseverance

Feedback

- Students
  - Need *early* feedback to be sure they accurately understand course goals and expectations
  - Need *frequent* feedback to shape/adjust their behavior
  - Need *frequent* feedback for affirmation and to stay on task

- Instructors
  - Need to know how students are doing and the effectiveness of their instruction
Modes of Implementation

**SYLLABUS**

- Key component as it lays out outcomes and methods of achieving them
- Check with your Department Chair or Program Director on the learning outcomes specified for your courses and whether any specific assessments are required to be incorporated into the course (for institutional assessment purposes)
- Course Outline/Schedule section of syllabus identifies when and how outcome assessments will occur
  - Try to schedule some sort of assessment that is returned to students in the first 3-4 weeks!
Modes of Implementation

**PROGRESS INDICATORS**

- Sent to UG instructors around week 3 or 4 via interim grade rosters (mandated by University Rule)
- Originates from registrar and focuses on 100 and 200 level courses, but others may be included
- Requests information on concerns related to attendance, coursework and/or risk status (attendance is a key predictor)
- Feedback is visible to student and their academic adviser
Modes of Implementation

**PROGRESS REPORT REQUESTS**

- Sent to UG instructors around week 7 or 8 via e-mail survey
- Originates from student affairs advising office and focuses on probation students or students whose scholarship or athletic involvement requires report completion
- Requests information on concerns related to attendance, coursework and/or risk status and is more narrative
- Feedback is returned to the student via their academic adviser
Implementation Bottom Line...

- LOOSELY ORGANIZED SYLLABI OR COURSE SCHEDULES ARE NOT ADEQUATE TO HELP STUDENTS SET GOALS

- MID-SEMESTER AND FINAL GRADES ARE NOT ENOUGH TO PROVIDE STUDENTS WITH ADEQUATE FEEDBACK TO IMPROVE PERFORMANCE AND MAINTAIN MOTIVATION

- PLEASE HELP OUR STUDENTS SUCCEED BY:
  - Sharing explicit learning outcome expectations
  - Providing frequent and timely feedback
Questions
Inclusion and Equity

Jolene Lane
CDO/VP Inclusion & Equity
Title IX Coordinator
Office of Inclusion and Equity

- Inclusion, Equity, Anti-Harassment
- University and Community Relationships
- Celebrate Diversity of All Kinds

- Title IX Coordinator
  - Deputy Title IX Coordinators
  - Mandatory Reporters

- Shirla R. McClain Gallery of Black History and Culture (Buckingham Building)
Office of Inclusion and Equity

❖ Office of Multicultural Development
  ❖ African American Male Learning Initiatives
  ❖ Black Male Summit
  ❖ Programming: Multicultural Center/Women’s Resource Center

❖ Academic Achievement Programs
  ❖ Upward Bound
  ❖ Upward Bound Math, Science and Pre-Engineering
  ❖ Educational Talent Search (ETS)
  ❖ Strive Toward Excellent Program (STEP)
Questions
Talent Development and Human Resources

Daniel Nicolas
Director, EEO/AA

The University of Akron
Office of Equal Employment Opportunity and Affirmative Action

Talent Development & Human Resources
Administrative Services Building Room 138 | (330) 972-7300
uakron.edu/hr | univakroneeo@uakron.edu

Daniel Nicolas, Director EEO/AA
What Does Our Office Do?

• Proactive Education of Campus Community
  • Search Committee Training
  • Discrimination and Harassment Training
  • Specialized Training for Departments

• Compliance
  • Affirmative Action Plan Goals
  • UA’s Hiring Process and Procedures

• Investigations
  • Protected Classes
Compliance: Non-Discrimination Laws

• Federal Law
  
  Title VII of the Civil Rights Act of 1964
  Title IX of the Education Amendments Act of 1972
  Genetic Information Nondiscrimination Act
  Age Discrimination in Employment Act
  Americans with Disabilities Act
  Pregnancy Discrimination Act
  Rehabilitation Act
  Equal Pay Act

• State Law – Ohio Revised Code

• City Law – Comprehensive Non-Discrimination Ordinance

• University of Akron Policies
Protected Categories

Based on federal, state, city law; the University of Akron prohibits discrimination based on:

* race, creed, color, sex, religion,* national origin, age, disability,* genetic information, veterans’ status, marital status, sexual orientation, gender identity, gender expression, and other legally protected groups.

*Reasonable Accommodations
Investigating Harassment & Discrimination

Prohibit:

• Denying employment/educational opportunities
• Taking negative employment/academic action
• Quid pro quo
• Creating a hostile work/academic environment

Because of an individual’s membership in a protected group
Non-Retaliation

- Retaliation is prohibited against individuals who:
  - Make a complaint
  - Help someone report
  - Participate in investigations
  - Request an accommodation
  - Otherwise oppose discriminatory conduct
Where to Report

Complaints *against* Faculty, Staff, or Third Parties
- **Equal Employment Opportunity (EEO/AA)**
  - Daniel Nicolas: dnicolas@uakron.edu or (330) 972-6011

Complaints *against* Students
- Online: [http://uakron.edu/title-ix/students/](http://uakron.edu/title-ix/students/)
- **Sexual Misconduct:** Title IX Coordinator for Students
  - Mike Strong: mstrong@uakron.edu or (330) 972-6593
- **Other Discrimination:** Office of Student Conduct
Requesting an Accommodation
What Should You Do

As an Employee

- Contact Michael Spayd in Talent Development & Human Resources, who is the ADA Coordinator for the University.
  
  • ASB125 | Phone (330) 972-6716 | univofakron_benefits@uakron.edu

For Students

- Refer the student to the Office of Accessibility.
  
  • Simmons Hall 105 | Phone: (330) 972-7928 | access@uakron.edu
Please Complete

- Sexual Harassment Training

- Received E-Mail from Daniel Nicolas
dnicolas@uakron.edu

- Check-In at EEO/AA table if you have not received the e-mail
EEO/AA Staff

Daniel Nicolas-Director, EEO/AA
dnicolas@uakron.edu
X6011
Questions
Conclusion
Information Fair
Upstairs - LH 414