

**FACULTY SENATE
COMMITTEE ANNUAL REPORTS
AY 2018-2019**

ACADEMIC AFFAIRS COMMITTEE

Committee Members

Ramazan Asmatulu, 2 yr term is up	Engineering
Cheyla Clawson	Fine Arts
Fran Conner, Chair	LAS Humanities
Jeffery Jarman	LAS Social Sciences
Bryan Lehecka, 2 yr term up/has been	Health Professions
Jodi Pelkowski	Business
Mark Schneegurt, 2 yr term is up	LAS Natural Sciences
Jennifer Stone, Temp chair for spring	Applied Studies
University Libraries	vacant
Linnea GlenMaye	ex officio, Academic Affairs, Associate Vice President
Student rep	needs to be appointed

Frequency of Meetings

The committee met 3 times during the 2018-2019 academic year. The following is a brief description of what was discussed at those meetings.

Work Undertaken by the Committee

Sept 20 –Academic forgiveness policy (recommended removal of the age restriction on the policy) Discussion of the A+ grade. Discussion of change in approval process for the Applied Learning Programs. Expedited Programs Proposal feedback requested for KBOR, suggestions as follows were forwarded (though the discussion was tabled at KBOR):

- A suggestion that the library should be consulted as part of this process to determine whether it has resources to support a proposed program;
- Multiple concerns that there does not seem to be a clear role for faculty during this process (neither the General Education Committee nor Academic Affairs appear to be consulted.)
- Concern that the language 'unforeseen, immediate circumstances' can be used to circumvent the normal process. I think this and the above comment might be taken to say that some safeguards might be appropriate here.

Nov 17 – Discussed the proposition for an A+ grade being added to the scale as put forth by a student proposition. After discussion, the committee recommended that the grading scale stay as is., assignment of temp chair for the committee – J. Stone (CAS) assigned for spring

March 7 – Discussion of current senate “charges” for committee

- No changes deemed necessary
- Noted that we do not have a replacement for Mary Walker (University Libraries) or a student member
- Discussion of programs applying for applied learning experience approval:
 - BBA – ECON – denied, sent feedback for revisions
 - BBA- ACCT – denied, sent feedback for revisions
 - BBA-GBUS – denied, sent feedback for revisions
 - BBA-MKT – approved
 - MA-ECON – approved

- Discussion of diversity related content having a vetting process similar to applied learning process through AAC.

Pending Issues

Another meeting may be needed for later in the semester as further applied learning applications are expected.

Recommendations

Above

COURT OF ACADEMIC APPEALS COMMITTEE

Committee Members

Committee: Dan Close, chair, LAS Social Sciences; Dr. Rajiv Bagai, faculty member, Engineering; Dr. Kim Darden, faculty member, Health Professions; Isaac Rivera, undergraduate student member (via SGA); Dr. Jeff Hayton, alternate faculty member, LAS Humanities; Dr. Jim Granada, alternate faculty member, Applied Studies; Dr. Kirsten Johnson, alternate faculty member, Fine Arts; Ryan Eilts, alternate undergraduate student member (via SGA). SGA did not appoint two graduate student members.

Frequency of Meetings

As cases arise.

Work Undertaken by the Committee

The committee has so far heard 11 appeals filed by 7 students in the 2018-2019 academic year:

<u>Department</u>	<u>Cases</u>	<u>Case Decided</u>	<u>Appeal Outcome</u>
Dental Hygiene	1	9/1/18	Denied (student did not show via Zoom)
Chemistry	3	9/26/18	All 3 Denied
Psychology	1	2/13/19	Upheld
Philosophy	1	3/1/19	Denied
Sociology	1	3/19/19	Denied
IME	3	4/11/19	All 3 Denied
Entrepreneurship	1	4/12/19	Denied

General Notes:

1. The committee has elected Rajiv Bagai as chair for academic year 2019-2020.
2. There was a huge uptick in the number and complexity of the cases heard this year. In a normal academic year, 1-3 cases are filed. This year, the committee will have heard 11 appeals filed by 7 students. More appear to be waiting in the wings for the fall semester. Despite that, committee members performed patiently and admirably and are to be congratulated.
3. A meeting will be held between the outgoing chair (Close), the incoming chair (Bagai) and Dr. Linnea GlenMaye (associate VP for academic affairs) before the end of the semester to explore the reasons for the surge in cases, in addition to ways of getting cases to the committee in an expedient way. Members of the AY 2018-2019 committee also will be invited to attend, as well as members of Dr. GlenMaye's staff. The meeting time and day are TBD.
4. Kirsten Johnson, who has served for many years, has requested to be released from all committee duties. She will need to be replaced ASAP by the Faculty Senate.
5. Dan Close will be cycling off the committee. A replacement needs to be appointed ASAP by the Faculty Senate. He has identified a possible replacement, Sandra Sipes of the Elliott School.

Pending Issues

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Recommendations

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FACULTY AFFAIRS COMMITTEE

Committee Members

Frequency of Meetings

Work Undertaken by the Committee

Pending Issues

Recommendations

FACULTY SUPPORT COMMITTEE

Committee Members

Frequency of Meetings

Work Undertaken by the Committee

Pending Issues

Recommendations

GENERAL EDUCATION COMMITTEE

Committee Members

Amy Drassen Ham	Health Professions
Aaron Rife	Applied Studies
Steve Oare	Fine Arts
Kamran Rokhsaz	Engineering
Becky Nordyke	Basic Skills Rep
Chris Broberg	Business
Shirlene Small, Chair	LAS Social Sci
Kathy Delker	University Libraries
Rannfrid Thelle	LAS Humanities
Mathew Muether	LAS Natural Sci

Frequency of Meetings

The committee met the second and fourth Monday of the month.

Work Undertaken by the Committee

I. Process

- In the fall semester, the General Education Committee gathers and assesses the data that has accumulated since the last review (i.e., learning outcomes, changes) and writes a report to the Faculty Senate.

- In the spring semester, the report with any recommendations for change is presented to the senate so that the senate has the time for thorough consideration prior to taking the recommendations to the general faculty later in the semester.
- Any changes approved by the faculty (e.g., to the general education program) will be instituted in the following version of the undergraduate catalog

II. Activities

- Submitted a new proposal recommending all freshmen be required to take an FYS (beginning in AY 2021-22).
- The Gen Ed Committee reviewed updated Student Learning Outcomes AY 2018-2019

III. The Committee: Actions Taken

- Presented the upcoming proposal to the Senate Executive Committee on the First Year Seminar (FYS) program design.
- Presented the first read of the motion to approve the proposal for the First Year Seminar (FYS) program to be required to the Faculty Senate.

IV. Summary of information/data reviewed

- FYS Data: FYS Pre and Post Writing Rubric Test Scores, Fall 2018
 - With the exception of Syntax, post-test score differences were statistically significant at the .05 level with post-test scores being higher than pre-test scores with moderate to high effect sizes. Sample size prohibited control for class section and student academic performance and demographics.
- General Education Writing Rubric Assessment, Fall 2018
 - Pre and Post test scores on the composite Writing Rubric and each of the individual sub scores showed statistically higher post-test scores relative to pre-test values with effect sizes.
- WSU Foresight 2020 Student Learning Performance, including:
 - CLA
 - NSSE
 - NSSE outcomes include participation in High Impact Practice, and 10.7% of undergraduate students participated in study abroad, down slightly from 2017 (2020 goal is 15%).
 - English 101 Post-test scores from English pre- and post-test writing performance assessment (not available for 2017 or 2018)
 - Student Learning Performance Dashboard for overall student learning outcomes.
 - Students (Seniors) were performing below expectations on the CLA (96.9% of expected score) but this was up from last year's score of 95.2%. The English 101 writing performance evaluations were not available at the time this report was written (and were also not available for 2017). The Communications 111 score was not available for 2918. Student perception of oral/written competency (from the exit survey) was down slightly from 89% to 88.7% (target for 2020 is 90%). Students continue to perceive their chosen degree will be useful to them in their career (87.3%) and 82.5% of them are employed within 6 months of graduation (up from 79% in 2017).

Pending Issues

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Recommendations

The General Education Committee to re-address the assessment system/process we have in place for first year seminar with the goal of obtaining valid and reliable data for the writing measure (based on the lack of info for 2017 and 2018).

GENERAL EDUCATION REVISION COMMITTEE

Committee Members

William Hendry (chair-LAS math/natural science), Aleks Sternfeld-Dunn (Fine arts), Atul Rai (Business), Bobby Berry (Applied Studies), Helen Hundley (LAS humanities), Jeff Jarman (LAS social/behavioral sciences), Kamran Rokhsaz (Engineering), Lisa Garcia (Health Professions), Roy Myose (Honors) Susan Matveyeva (Library), Shelby Rowell (SGA)

Ex officio members: Jessica Raburn (Honors), Linnea Glenmaye (Academic Affairs), Mandy Konecny (Health Professions), Patricia Phillips (LAS), Sally Fiscus (registrar)

Frequency of Meetings

The committee usually meet every other week on Friday.

Work Undertaken by the Committee

- In light of the recent request by the Kansas Board of Regents to cap degree programs at a total of 120 credit hours and requests from the College of Engineering to examine credit hour requirements rather than total course standards, the General Education Committee recommends that the issue of revising the General Education Program be placed before the Faculty Senate. While the goals and outcomes of General Education have not been called into question, the best method to achieve those goals and outcomes while balancing the demand of the major bear a revisiting by the body of the faculty. Accordingly, the General Education committee requests the Faculty Senate take up the question of whether to examine the necessity to revise, maintain, or replace the General Education Program as currently practiced.

Pending Issues

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Recommendations

PROPOSAL BY GENERAL EDUCATION REVISION COMMITTEE (4/5/19) based on motion as follows:

Maintain the following components of General Education:

- **GOAL:** The goal of general education is to enable you to live a rich, meaningful life by developing: an informed appreciation of the arts, humanities, and natural and social sciences; an ability to intelligently follow and participate in current events; and a sensitive and tutored appreciation of diverse cultures and ways of living.
- **OUTCOMES:** Embedded throughout general education and furthered in the major are the skills that enable graduates to contribute productively to society and the on-going culture. Therefore, upon graduation the faculty expects you to:
 - Have acquired knowledge in the arts, humanities, and natural and social sciences
 - Think critically and independently
 - Write and speak effectively
 - Employ analytical reasoning and problem solving techniques

Change the following components of General Education:

- Reduce credit hours to 33 hours from 42.
- Combine introductory, further studies & issues and perspectives into one general education category.
- Allow up to 3 credit hours of approved general education to be counted toward the major.

MOCK UP OF GENERAL EDUCATION USING CURRENT WEB PAGE STRUCTURE

GENERAL EDUCATION COURSE REQUIREMENTS, IN A NUTSHELL.

The 33-hour General Education Program at WSU consists of two areas containing four kinds of courses.

FOUNDATION COURSES: Complete four courses (12 hour minimum) within the first 48 hours of enrollment with a grade of C- or better. Foundation courses cover the fundamental skills you will need throughout your college career and should be taken at the beginning of your studies.

- English I
- English II
- Public Speaking
- Math

AND

DIVISION COURSES: Complete 4 courses (3 hours/division) in each of the following 4 divisions:

- Fine Arts
- Humanities
- Social/Behavioral Sciences
- Math/Natural Science

AND

An additional 3 courses (nine hours) from approved general education courses.

LIBRARY COMMITTEECommittee Members

Huzefa Kagdi	Engineering	2016-2019*
Barb Smith	Health Professions	2016-2019*
Robert Feleppa	LAS Humanities	2017-2020
Michelle Adler	Applied Studies	2017-2020
Kelly St. Pierre	Fine Arts	2017-2020
Jodie Simon, Chair	LAS Social Sciences	2018-2021
Raina Rutti	Business	2018-2021
Mary-Liz Jameson	LAS Natural Sci	2018-2021

Next Year's Roster will need an Engineering replacement, as Huzefa Kagdi will no longer be at the university.

Frequency of Meetings

We met monthly through the Fall and Spring semester in the Dean's Library Conference Room and encouraged the active participation of the ex officio members.

Work Undertaken by the Committee

- I. Updated our Charge to reflect the actual individuals represented on our committee.
 - a. Submitted to Rules Committee:
 - i. Composition: 16:8 Faculty, one chosen from each of the Senate academic divisions, 1 representative appointed by the Graduate Council, 2 students (one graduate student, one undergraduate student), ~~5~~ [3] library staff (ex-officio, non-voting): Dean, Coordinator for Collection Development, Associate Dean for Access Services-[Academic Engagement & Public Services], Head of Reference, Associate Dean of Administration
- II. Reviewed the data from the Faculty Survey conducted by Dean Downes and the library faculty/staff. We used it to determine what needs should be addressed. Additionally, this aided in the Town Halls regarding implementation of the various needs highlighted in this survey in conjunction with the Shock the Future Initiative.
- III. Dean Downes reviewed the University Libraries GU controllable budget from FY2015-FY2019. The GU controllable budget has steadily decreased over the last 5 years. We used this information to discuss and disseminate altered resources and affected services.

- IV. Hosted discussions on the OER project with Ginger Williams serving as a representative of the OER Committee.

Pending Issues

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Recommendations

We look forward to taking on a charge from the Senate.

PLANNING AND BUDGET COMMITTEE

Committee Members

Frequency of Meetings

Work Undertaken by the Committee

Pending Issues

Recommendations

PRESIDENT’S INNOVATION ADVISORY COUNCIL

Committee Members

Frequency of Meetings

Work Undertaken by the Committee

Pending Issues

Recommendations

RULES COMMITTEE

Committee Members

Frequency of Meetings

Work Undertaken by the Committee

Pending Issues

Recommendations

SCHOLARSHIP AND STUDENT AID COMMITTEE

Committee Members

Abu Asaduzzaman	Engineering
Whitney Bailey	Applied Studies
Rebecca Bechtold	LAS Humanities
Carol Bett	Health Professions
Dan Close	LAS Social Sciences
Michael Imhof	Business
Justine Sasanfar	Fine Arts
Lizzy Walker, Chair	University Libraries
Kandatega Wimalasena	LAS Natural Sciences
Student representative	Vacant

Frequency of Meetings

One meeting for the academic year.

Work Undertaken by the Committee

The committee met on October 19th, 2018 to review the charge and suggest revisions. We recommend the following:

Strike 1-4 from the charge.

5. Act as the final appeals board for students with scholarship grievances.

The Scholarship and Student Aid Committee should retain this assignment. Dan Close called Gretchen Torline during the meeting regarding the usefulness of this committee, and she was favorable toward keeping this as an option to students, even though a case has not been brought forward in a while.

6. Annual reports to the Senate shall include recommendations to and actions taken by appropriate administrators

Of course this is essential in reporting activities to Faculty Senate.

A further recommendation is to make students more aware of this committee and enhance efforts to recruit for a student representative.

Pending Issues

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Recommendations

Above

TENURE AND PROMOTION COMMITTEE

Committee Members

The University Tenure and Promotion Committee was made up of 14 members:

Tim Craft	Business
Donna Sayman	Applied Studies
Gamal Weheba	Engineering
Pina Mozzani, Chair	Fine Arts
Doug Parham,	Health Professions
Jason Ferguson	LAS
Susan Matveyeva, Secretary	University Libraries
Margaret Dawe	At Large Tenure Track

Peer Moore-Jansen	At Large Tenure Track
Whitney Bailey	At Large Non-Tenure Track
Perlekar Tamtam	At Large Non-Tenure Track
Linnea GlenMaye	Ex-Officio
Aaron Rodriguez	Student Representative

Frequency of Meetings

The committee met the week of January 7-11.

Work Undertaken by the Committee

Deliberated on 12 Non-Tenure Track candidates for promotion and 39 Tenure Track candidates for tenure and/or promotion. The final day was spent evaluating new Tenure and Promotion documents provided by three different colleges:

- Health Professions
- Fine Arts
- W. Frank Barton School of Business

The Committee passed the documents for the Barton School and the College of Health Professions. They have requested clarification and some changes from the College of Fines Arts, and will discuss their document after receiving the updated document.

The committee was impressed with the wonderful work the WSU faculty continue to produce. The committee was made up of dedicated faculty who spent many hours evaluating and discussing all of the candidates for tenure and promotion. It was a privilege to work with such a fine committee. I have included some recommendations based on a few difficulty situations in our deliberations. Most difficult was the change of President and Provost during our deliberations. I have attached recommendations for future committee deliberations.

Pending Issues

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Recommendations

Recommendations and considerations are to share with Candidates and Review Committees. The committee discussed concerns from last year's deliberations, and were surprised that similar issues are of concern for the current committee:

- External reviewers should be selected with care in order to avoid the perception of a conflict of interest or bias on the part of the external reviews. When a committee reads that an external evaluator has known the candidate or has been friends with the candidate for several years, the effectiveness of the external review is compromised.
- In cases of a split vote (even a positive one), a letter, endorsed by the full membership of previous committees with a synopsis of the concerns would be helpful, allowing the University Committee to have a full committee evaluation of those concerns.
- Faculty members coming up for early tenure or promotion should offer that information in the primary document or in the department evaluation with clarification or justification. If a candidate is hired with prior years of service, this should be validated either through the contract or by a letter of clarification from the Dean or Chair.
- It would be helpful if faculty members would add the percentage of assignment for non-tenured faculty members coming up for tenure (teaching, service and scholarly activity) in a consistent and prominent place early in the document. This information was omitted or inconsistent from document to document.

- At large, non-tenure track members of the University committee were not given access to all documents. According to current practices, they can only be present during deliberations of non-tenured faculty members. This created an awkward hierarchy in our deliberations. The committee feels that, while they cannot vote for tenure track candidates, like ex-officio members, the non-tenure track faculty should be present for the discussions, and thus be able to access those documents.
- Promotion of visiting professors. Can visiting professors be promoted using current tenure and promotion guidelines?
- The committee indicated that there are no clear indications of the function of Ex-Officio members in the committee. Is the function purely advisory? Clarification is necessary.
- The committee strongly recommends training of department chairs, T & P committee members and academic administrators on best practices to ensure clarity and consistency of approaches to T & P cases.

UNDERGRAD RESEARCH COMMITTEE

Committee Members

Name	College	Term ends
Shuang Gu	Engineering	2019
-	Education	-
Abu Asaduzzaman	Engineering	2020
Anthony May	Business	2020
Kelly Anderson	Health Professions	2020
Susan Sterrett	LAS - Humanities	2020
Shirlene Small	LAS - Social Sciences	2021
John Hammond - chair	LAS – Natural and Applied Sciences	2021
Jessica Mirasol	University Libraries	2021
Kimberly Engber	Dean, Honors College	N/A
Jessica Wewer	Student Member	N/A

Frequency of Meetings

Meetings were conducted via email both in the fall and spring.

Work Undertaken by the Committee

I. Undergraduate Research Committee: 2018-2019 Charge

The charge of the Undergraduate Research (UR) Committee was to organize, administer, and review the 19th Annual Undergraduate Research and Creative Activity Forum (URCAF) that will take place on Friday, April 19, 2016, at the Rhatigan Student Center. The UR Committee was assisted greatly in its URCAF charge by Teruko Mitchell, Senior Administrative Specialist, University Conference Office. Her contribution was essential to the overall success of this year's URCAF.

II. WSU Student Participation in the 2019 URCAF

The UR Committee focused its attention during the 2018-2019 academic year on URCAF submission recruitment across the University's Colleges. Through our advertising and recruitment, we maintained the level of participation we gained last year. We had a total of 53 undergraduate students presenting this year. The College- and category-specific submissions are presented in the following table:

WSU Senate division	Oral Presentations			Poster Sessions	
	NS & E ^a	SS & H ^b	CA & P ^c	NS & E ^a	SS & H ^b
College of Business	0	1	0	0	0
College of Education	0	2	0	0	0

College of Engineering	10	0	0	7	0
College of Fine Arts	0	0	0	0	0
College of Health Professions	1	1	0	1	1
Fairmount College of Liberal Arts and Sciences	3	8	0	15	3
Total Across Colleges	14	12	0	23	4

^aNS & E = Natural Sciences and Engineering. ^bSS & H = Social Sciences and Humanities. ^cCA & P = Creative Activity and Performances.

III. 2019 URCAF Highlights

The URCAF is occurring this year on April 19, after this report is submitted to the Faculty Senate. As a result, we don't have highlights for the event at this time.

Pending Issues

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Recommendations

Increase the number of undergraduate student presenters across WSU, particularly in the Fine Arts colleges. Action Plan: The UR Committee, working in conjunction with the Honors College, will begin the recruitment of undergraduate student researchers early in the Fall 2019 semester. Additionally, we will meet with members of Fine Arts to boost encouragement of students to present. The 2020 goal of URCAF is to have 60 presenters, and this seems feasible based on our increase in participation over the past four years.

UNIVERSITY EXCEPTIONS COMMITTEE

Committee Members

Members: Jim Bann (LAS Math/Natural Sciences); Susan Bray (Applied Studies); Rachel Crane (Chair; University Libraries); Brandy Jackson (Health Professions); Kirsten Johnson (Fine Arts); Madeline McCullough (LAS Social Science) for a portion of the year; Mike McLeod (Business) for a portion of the year; Brigitte Roussel (LAS Humanities); Perlekar Tamtam (Engineering). A student representative did not participate.

Frequency of Meetings

The committee meets 14 times per year, including summer months. Meetings were held on the following dates: August 15, August 16, September 20, October 18, November 15, and December 13 of 2018 – January 16, January 17, February 21, and March 21, of 2019. Upcoming meetings are scheduled for April 18, May 16, June 13 and July 18. A new chair will be elected at the April meeting.

Work Undertaken by the Committee

In the last academic year, the committee continued to review student petitions, with meeting agendas comprised of petitions ruled on by the college-level exceptions advisory committees, including rulings on readmissions, late adds, late drops, withdrawal requests and other exceptions to established rules.

Pending Issues

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Recommendations

The UEC recommends there be a reassessment of the Academic Forgiveness policy, located in the University Undergraduate Catalog, specifically the student qualifications:

“To qualify, petitioners must be at least 25 years old, must have been out of a degree program of college studies for at least four years, and must demonstrate ability to progress in college work.”

In the course of UEC meeting discussions, the committee feels that age requirement of “at least 25 years old” is not only arbitrary, but a likely obstruction to otherwise qualified students. In at least one petition before the committee, a student was found ineligible at age 24, being only a few months shy of 25. We feel that a review of the policy would be beneficial for all parties concerned.

ACCESSIBILITY COMMITTEE

Committee Members

John P Jones, Chair

Nils Hakansson

Mara Alagic

Ginger Williams

Whitney Bailey

Laura Sooby

Neal Allen

Glynn Rimmington

Ex-Officio Linnea GlenMaye

Frequency of Meetings

Monthly meeting began in January.

Work Undertaken by the Committee

Note: This is a new committee developed from the ad hoc committee on this topic. The Senate already voted to make this a standing committee. This language is recommended by the Rules committee to provide the official charge and composition.

Composition: 10

9 faculty, one chosen from each of the senate divisions;1 student

1 Representative of the University Accessibility Committee (ex officio, non-voting)

Selection: members are nominated by the Rules Committee to be confirmed by the Senate.

Charge:

- Develop practices and standards that are consistent with the university's commitment to provide education that is accessible to all, and that also are consistent with academic integrity and academic freedom;
- Develop and update guidelines for textbook and resource adoption;
- Promote instructional practices for access and full inclusion;
- Suggest evidence based practices and standards for the use of Open Educational Resources (OERs) including free alternatives to traditional print textbooks;
- Develop requests for necessary institutional support for instructional staff in the effort to make content accessible, including resources and expectations for support from the institution and resources for training faculty;
- Participate in the work of the University Accessibility Committee organized by the Accessibility Coordinator.

Background (provided by Senate President) The Senate Accessibility Committee was asked to review a Proposal developed by Kansas Student Government Associations and presented to the Board of Regents. The request

also asked for recommendations that could then be used in discussions at the Board of Regents meetings and with WSU faculty. Below is their response:

Open Educational Resources (OERs) are educational resources that are free to access online and licensed in a way that is less restrictive than copyright. OERs provide an effective, flexible alternative to traditional textbooks that can make a significant impact on the expense to students, which is a SEM/Retention issue.

At Wichita State University, the faculty take seriously the challenges inherent in providing a high quality, effective learning experience for students while being sensitive to the expense and limitations of traditionally published course materials. The University must consider the time and effort inherent in creating textbooks, and the need for WSU to incentivize the production and selection of instructional materials in areas that can have the most impact.

For the effective implementation of a campus-wide OER program, coordination and support are necessary.

Pending Issues

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Recommendations

The Accessibility Committee requests the Faculty Senate support the following recommendations:

- The university administration be encouraged to follow the model of institutions like Kansas State University and set aside funds for grants to target OER development in areas of critical need and high impact for WSU students, based on the number of students taking classes, the expense of publisher materials for those texts, and the lack of acceptable OERs in the subject area.
- The university administration is encouraged to seek additional grants for OER creation from outside agencies and university donors
- The University Tenure and Promotion committee explore updates to the procedures that would consider the creation of OER materials with the appropriate weight as textbook publication in the tenure evaluation process.
- Faculty be strongly encouraged to investigate existing Open Educational Resources as alternatives to traditional texts for their classes.
- The university administration is encouraged to provide incentives for instructional staff who design courses that exclusively use OERs and have no cost to students for textbooks and resources.
- Faculty be strongly encouraged to submit their research and creative work with the University Libraries, which makes the University's digital scholarship available to a global audience.