

Perimeter College  
See progress (as of 4/25/2022)

Action Item	Implementation Plan	Timeline	Measurable Outcomes	Progress
<p><b>Goal 1: Communication</b> This goal addresses information dissemination throughout the college including the structures and methods used and establishing standards that create consistency across units.</p>	<p>Create communication channels to internal and external audiences, including reporting faculty governance information (e.g., senate, committees), as well as dissemination across academic units and campuses.</p>	<p>6 mos. – 1 yr.</p>	<p>Create a strategic communication plan within the college; create a multi- contact approach to communication about P&amp;T; create dedicated sites for faculty governance documents.</p>	<p>Important Deadline/Event calendar drafted for publishing in AY 2023.</p>
<p><b>Goal 2: Mentoring</b> This goal creates a structure to achieve helpful and successful outcomes within mentoring relationships.</p>	<p>Constructs mentoring plan that promotes and supports mentoring relations at different career points and addresses unique mentoring issues for faculty by race/ethnicity, gender, and faculty type (e.g., NTT, TT)</p>	<p>6 – 9 mos.</p>	<p>Institute a formalized mentoring program for all new faculty; recognize effective mentors; develop an assessment process that guides mentoring matches.</p>	<ul style="list-style-type: none"> <li>• Dr. Karen Wheel Carter was appointed to be the college’s representative on the University’s Mentoring Advocates Council.</li> <li>• A college-wide mentoring planning committee was formed.</li> <li>• The committee developed the AY 23 mentoring program to include both new faculty and mentoring network across disciplines and ranks.</li> </ul>
<p><b>Goal 3: Facilities &amp; Resources</b> This goal establishes processes for resource prioritization, maintenance and infrastructure, and HR issues.</p>	<p>In a decentralized college, infrastructure disparities exist across different locations. This plan will create a process to handle resource and infrastructure issues as well as information linkage about benefits and eligibility</p>	<p>9 mos.</p>	<p>Create a viable schedule for major technology refreshes across campuses; increase transparency in decisions around instructional and academic needs by establishing an input process for faculty, staff, and students.</p>	<ul style="list-style-type: none"> <li>• A college-wide faculty advisory committee was formed.</li> <li>• Guided by the committee’s recommendations a periodic technology update is being sent to faculty along with a dedicated website that faculty and staff can access to view updated plans for new technology deployments, <a href="https://technology.gsu.edu/technology-services/it-services/labs-and-classrooms/classroom-upgrade-process-and-schedule/">https://technology.gsu.edu/technology-services/it-services/labs-and-classrooms/classroom-upgrade-process-and-schedule/</a>.</li> <li>• Additionally, periodic training sessions to assist faculty with using new classroom technology are being offered.</li> </ul>

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<p><b>Goal 4: Leadership Initiatives</b> This goal identifies methods to transition college leaders into their new responsibilities and provides a structure for supporting academic unit administrators within their roles.</p>	<p>Create structures to support academic administrators within their current roles and provide leadership development opportunities for those interested in leadership roles.</p>	<p>9 mos. – 1 yr.</p>	<p>Create onboarding structure for administrative roles; implement transition process in leadership changes; implement a structure for advances in administrative skill development.</p>	<ul style="list-style-type: none"> <li>● Implemented the Department Chair Academy - Leadership Development Workshops for Academic Chairs (3-4 sessions per term). 4 sessions were provided during the Spring 2022 term.</li> </ul>
<p><b>Goal 5: Instruction &amp; Scholarly Activities</b> This goal creates strategies to promote and recognize innovation and excellence in instruction and scholarly activities and creates processes to enhance efficiencies.</p>	<p>Create opportunities for faculty to enhance creativity and innovation within pedagogy and promote activities that advance the scholarship of teaching and learning.</p>	<p>6 – 9 mos.</p>	<p>Enlarge and refine summer development opportunities for faculty; promote the integration of cultural competencies that focus on diversity, equity, and inclusion within curricula; create more advanced enrollment management processes; articulate pathways for faculty to leverage college recognitions; increase interdisciplinary teaching and learning opportunities within the college.</p>	<ul style="list-style-type: none"> <li>● Developed and implemented Scholarly Activity Workshops for New Faculty (three per semester).</li> <li>● Established discipline-based research learning communities.</li> <li>● Created a college-based research portal for new research grants/initiatives, and research opportunity announcements.</li> <li>● Increased number of faculty awards for the dean’s summer development.</li> <li>● Added a new summer program to support research writing and student success curricula enhancements.</li> <li>● Implemented faculty teaching circles to explore student success instructional support and the integration of DEI within the curricula.</li> <li>● Implemented an online faculty circle to advise on strategies for online learners during the New Student Orientation program</li> <li>● Implemented informational workshops with faculty, department chairs, and Office of Advising staff</li> </ul>