

**AY 2019-2020 Decision Tracker**

	<b>Decision</b>	<b>SFA</b>	<b>Action</b>	<b>OBJ</b>	<b>Status</b>
1	The Director of Enrollment Management will develop new retention plans to address first time students. Academic Affairs hired a new fulltime person as Director of Academic Success. New initiatives in that area include expansion of online tutoring programs. The VPSE/DOS and the Director of Enrollment are working with Financial Aid and Scholarships to develop better ways to offer scholarships so that funds are available to more students. <b>P.23</b>	SE	Development of a Retention Plan for 1st time students is underway. VPSE/DO, Director of Enrollment are actively working with Financial Aid	1	The Enrollment plan is finalized.Changes to be monitored. Plan addresses retention; retention increase for freshmen. NSU increased FA awards for for incoming freshmen. Developed a smother process for scholarship awards to allow for greater numbers of awards without increasing total.
2	Request IR reports to determine areas with decline in Graduation rates. <b>P. 23.</b>	SE	Work with Deans and Department Chairs and Student Affairs to determine reasons for stop outs.	1	Reports are published. To be reveiwed with leadership.
3	Increase enrollment and convert more dual enrollment students to campus. Explore additional housing and housing scholarships. Increase online enrollment. Purchase additional test scores and widen the funnel for applications. Improve leveraging of scholarship dollars. Improve leveraging of discounting in competitive markets. Increase number of certificate programs. <b>Pgs. 24-25.</b>	SE	Maintain low cost and explore scholarships for underserved and new housing and work with IR to determine areas with significant student declines. Continue to review FTF offerings and closely monitor student requests for face to face classes. Explore building new on-campus housing. Increase clinical offering and retention of clinical student for College of Nursing and Allied Health (CONAH) in Natchitoches.	1	Recruiting is targeting DE students vial letters and texting with a goal to enroll 25%. A certificate program for leadership for DE is under review. NSU purchased additioanl ACT scores for East TX and LA.

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4	Support new initiatives to increase the enrollment of males in traditionally female-dominated majors. <b>P. 26.</b>	SE	Consult with staff in the Center for Inclusion and Diversity regarding assessment data. Consider focus groups on “this campus has a strong commitment to diversity”. Redevelop NSU Diversity Plan. Expand and Develop CID website, posting recommendations of the Diversity Committee.	2	NSU completed videos for recruiting men into nursing and in the College of Education. Numbers have increased in both areas. Plans are now to increase female in IT and EET with similar videos.
5	Identify ways to better track and count community service. <b>P. 31.</b>	SE	Emphasize volunteerism in Student Experience and in Academic Affairs.	3	Several different tracking processes have been developed. NSU continues to work on a single online reporting system.
6	Increase use of Handshake. The Student Experience will continue to work with Career Services and Alumni Affairs to achieve greater participation on the First Destination survey. The Student Experience will review parameters for this metric with Institutional Research. <b>P. 32.</b>	SE	Career Services meeting with Deans, Provost promoting with students. Career Services submitted a proposal to the Provost to create a University 4000. The Student Experience will review parameters for this metric with Institutional Research.	4	NSU continues to increase the numbers of students using Handshake. University 4000 remains under review.
7	Expand the campus-wide health fair, fall 2020 Consider ways to use existing committees and data to develop additional programs. <b>P. 34.</b>	SE	Work with food service for healthy options. Work with Natchitoches community to develop additional partnerships. Update University Studies Health and Wellness lessons with new focus on mental health	5	NSU was forced to cancel the Health Fair scheduled for fall 20 however, health related events have been shifted to virtual delivery.

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8	Program faculty will compare current results to those of the previous year to better develop plans for the upcoming year (2020-2021). <b>P. 39.</b>	AE	The most significant findings and decisions, including evidence of improvement (actual changes), assessment of the potential effects of the changes, and the initiation of new assessment plans will be integrated into pedagogy, experiential learning experiences, curriculum development, and course review or adoption—all designed to improve our programs and student learning.	1	Ongoing
9	The target for 2023 will remain at 80 graduate presenters at professional conferences and 29 presentations. <b>P.49.</b>	AE	To facilitate mastery of this goal, faculty across all graduate programs will mentor their students by recommending professional conferences to attend and will encourage them to submit their student research for review/consideration. Additionally, to obtain a yearly increase in the number of graduate presentations, Northwestern will partially fund (e.g., registration or travel) graduate students whose proposals are accepted to a national, regional, or state professional conference. Faculty mentors will have internal funding opportunities, such as endowed professorships or faculty grants, to support their scholarship.	3	Coordination ongoing

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10	Monies dedicated to support faculty in their research and professional development should be increased during 2020-21. <b>P. 58.</b>	AE	Endowed professor recipients will be encouraged to mentor new faculty, including adjuncts, during 2020-2021 by financially assisting them in professional development activities. Examples include using endowment funds to pay a new or adjunct faculty member's expenses for participating in a professional meeting where their research findings are co-presented; or inviting a nationally recognized content expert to campus to inform or update faculty knowledge and skills. NSU needs to secure 13 additional endowments to reach our 2021 target of 70.	5	Coordination ongoing
11	Northwestern should dedicate at least one full-time person to grant writing or provide release time for one faculty member in each College for discipline specific grant writing. <b>P. 60.</b>		It is unlikely that Northwestern will reach its target of 45 grant recipients in 2021 without human resources to support this measure.	5	Coordination required

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12	Computer and classroom laboratories located in on- and off-campus instructional sites will receive upgrades on an annual basis, typically every three years with funding provided by student technology fees. <b>P. 63.</b>	AE	The Louisiana Board of Regents provides a cycle of funding for most academic disciplines. Although the application is competitive, Northwestern faculty have been successful in receiving funds to support technology use in the classroom. Private donations, including endowed professorships, also contributed to classroom upgrades this year. A systematic University-wide process (Jump Start) was established in 2018-2019 and will provide computer upgrades for faculty on a rotational basis. Our target is adjusted by 10% or 42 departments or units by the year 2021.	5	Ongoing
13	New or redesigned programs, concentrations, or certifications approved by the Curriculum Review Council that meet the needs of the workforce. <b>P. 83.</b>	MR	This process provides relevant information for decision making by academic departments. Input from internal and external constituents forges an opportunity for the institution to remain at the forefront of leading trends. As a result, the institution remains focused on activities that lead to the production of relevant programs and courses that are taught by highly qualified faculty while producing graduates who enter the workforce prepared to engage in today's economic opportunities.	1	Ongoing

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14	Processes for collecting data and monitoring workforce and industry needs. <b>P. 89.</b>	MR	Data will continue to be collected and analyzed by departments. Further discussion regarding advisory boards will be conducted to determine how best to improve upon or establish new processes in the engagement of industry and community partners.	4	Coordination ongoing
15	Increase number of active users on Alumni Association social media outlets. <b>P.96.</b>	CE	NSU Alumni Association will continue to utilize data mining strategies to capture valid email addresses and adding chapters where alumni are concentrated. The NSU Alumni Association will contract and consult with a marketing and branding professional to increase membership.	2	Coordination required
16	Increase amount of annual private support. <b>P. 98.</b>	CE	Vacancies in development positions will restrict the ability to secure non-revenue contributions. It is recommended that vacant development positions be filled as soon as financially feasible.	3	Coordination required

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17	Generating revenue will be essential for the athletic program to raise its level of competitiveness on an ongoing basis. <b>P. 114.</b>	AP	Focus must continue to be the Demons Unlimited Foundation annual fund Northwestern State University of Louisiana 115 Strategic Plan 2016-2023 drive, as contributions from that effort help underwrite basic operating expenses that the department's university budget cannot. The challenge will also continue to be balancing the importance of generating dollars to underwrite current expenses while also focusing on the need to raise funds for long-term benefit	1	Ongoing
18	Increase number of Dean's/President's List and Southland Conference Commissioner's Honor Roll honorees; increase spotlight on the academic success of Student-athletes <b>P. 120.</b>	AP	The Athletic Department academic support staff will meet monthly to assess academic performance with the intention of monitoring success/problems and sustaining the high level of academic performance in place. P. 123.	4	Ongoing
19	Plan and execute facility improvement commensurate with funding availability. <b>P. 120.</b>	AP	The Demons Unlimited Foundation Board in collaboration with the NSU athletic administration must continue to secure resources, most notably for the strength and conditioning annex, to enhance current student-athlete experience as well as impact the recruiting process and ultimately, impact the program's level of competitiveness.P. 123.	4	Ongoing