QUICK TIPS

Formalize student-centered improvement efforts

Formalizing efforts focused on student-centered initiatives and enhancing student success ensures that progress is intentional, measurable, and sustainable over time. Departments can formalize efforts and build a culture of continuous improvement by establishing clear expectations, policies, evaluation processes, and reward structures.

To consistently prioritize student-centered improvement efforts, departments should consider:

1. Asking job candidates to share how they're committed to supporting all students.

2. Including expectations for involvement in activities in faculty and staff job descriptions.

3. Creating dedicated staff positions and/or a standing committee.

4. Ensuring that efforts and time spent on improving the program are compensated or count as service.

5. Expecting all faculty and staff to participate in and regularly report their efforts (e.g., annual reports, performance evaluations).

6. Making it easy for faculty to get involved (e.g., by providing a list of potential activities, supporting departmental membership in national organizations).

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7. Recognizing efforts (with the person's consent) in newsletters, on the website, at faculty meetings, or with awards.