



College of Arts & Sciences

2025-2026

Preliminaries

▶ Agenda

- ▶ 10:00-10:20 Welcome; New college leadership
- ▶ 10:20-11:00 DEI law and policy updates – Troy Perdue
- ▶ 11:00-11:05 Stretch Break
- ▶ 11:05-11:40 Best practices to help DFW students
- ▶ 11:40 Working Lunch
- ▶ 12:00-1:00 Workshop: Growth

Executive Leadership Team

► Dean, Associate and Assistant Deans

Purposes:

- College-level **strategic planning** and goals
- **Budget** planning and allocation
- **Faculty affairs** matters (e.g., hiring plans, faculty development, tenure/promotion practices, etc.)
- **Policy** formulation preceeding broader consultation
- **Coordination** among areas (e.g., financial, undergraduate, graduate, research, etc.)
- Responding to **university-level directives**

College Council

► Add Chairs

Purposes:

- **Input** on college **strategic directions**, policies, budget, faculty workload, etc.
- Alignment of **effective practices** across departments
- Problem-solving for **cross-departmental issues** (e.g., facilities, advising, shared programs, etc.)
- Responding to **university-level directives**

College Leadership Team

- ▶ Add Associate Chairs, Directors, Coordinators

Purposes:

- Broad **communication** and **transparency** across all programs
- **Information sharing** about policy changes, initiatives, or events
- **Engagement** and morale-building among leadership
- Highlighting **best practices** across departments and programs
- Ensuring **alignment** between individual programs and college-wide goals
- Training, **professional development**



DEI law and policy updates

Troy Perdue, JD
University Counsel

Best Practices to Help DFW Students



Microsoft Excel
Worksheet

- **Data**
- **Physics' Experience – Steve Robinson, Paula Engelhardt**
- **Best Practices**

Immediate intervention: before first exam!

DFW Intervention Ideas

► Discussion...

Working Lunch

CAS Focus Areas

- ▶ Growth
 - ▶ **Retention** – *keep what we have*
 - ▶ **Pipeline** – *draw new students*
 - ▶ **Innovative offerings** – *serve constituencies*
- ▶ Research
 - ▶ Expanding the **culture of scholarship**
 - ▶ Developing **opportunities** – *research, grants*
 - ▶ **Grad programs** – *serve constituencies*
- ▶ Outreach
 - ▶ **Messaging / advocacy** – *tell our story*
 - ▶ **Collaborations** – *within and beyond CAS*
 - ▶ Cultivating **external resources**

“Growth Engagement Team” (GET)

- ▶ The Growth Engagement Team helps **shape strategy**, brings **insights to the college/departments**, connects with **stakeholders**, suggests **plans and goals**.
 - ▶ **1) Goal** – growth of programs (retention and recruitment); based on student interest and market demand
 - ▶ **2) GET's Approach** – data analysis, seek stakeholder input, curate best ideas, report to various audiences

“Growth Engagement Team” (GET)

- ▶ GET Members
 - Strategic approach
 - Recruiting disposition
 - Student success-oriented
 - Awareness of workforce, market
- ▶ Gourab Bhattacharya – Assistant Professor, Earth Sciences
- ▶ Shelley Brown – Master Instructor, Sociology and Political Science
- ▶ Amanda Carroll – Master Lecturer, Chemistry
- ▶ Brad Cohen – Associate Professor, Biology
- ▶ Allen Driggers – Professor, History
- ▶ Brandi Kriebel – Lecturer, English
- ▶ Steve Robinson – Professor, Physics (*ex officio*)
- ▶ Deborah Allen – Staff, Student Success Center (*ex officio*)

Growth

- ▶ To grow our programs, we need a focus on:
 - ▶ Data-informed analysis of growth. *What stories do the numbers tell?*
 - ▶ Effectiveness of current practices. *Where can we move the needle?*
 - ▶ Specific and actionable approaches. *What best practices fit us?*
 - ▶ Liaising with partners. *How do we build on current efforts?*

Headcount

10,511

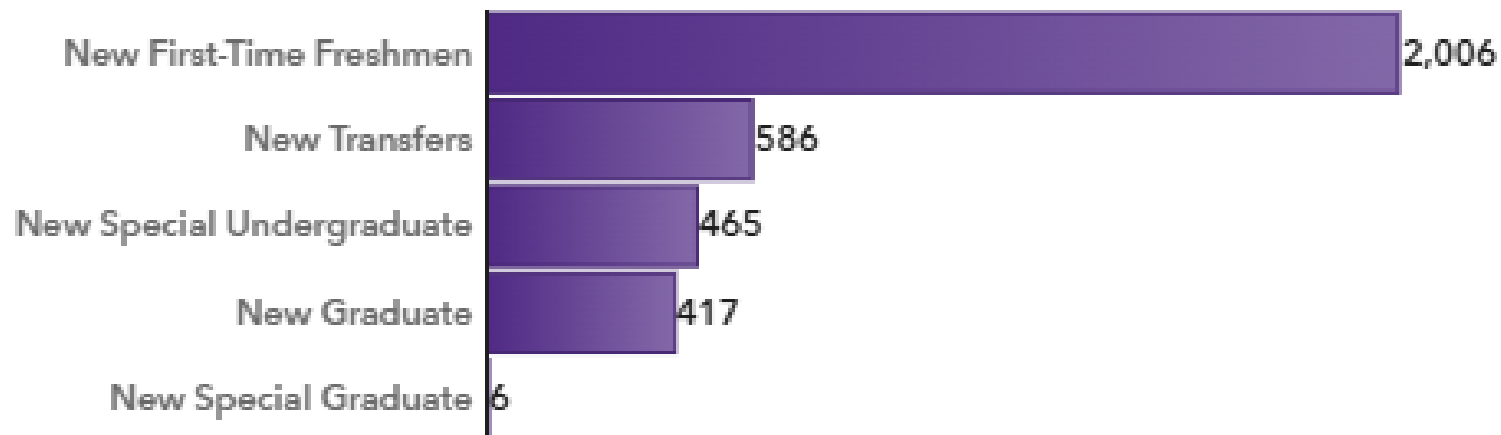
9,187

Undergraduate

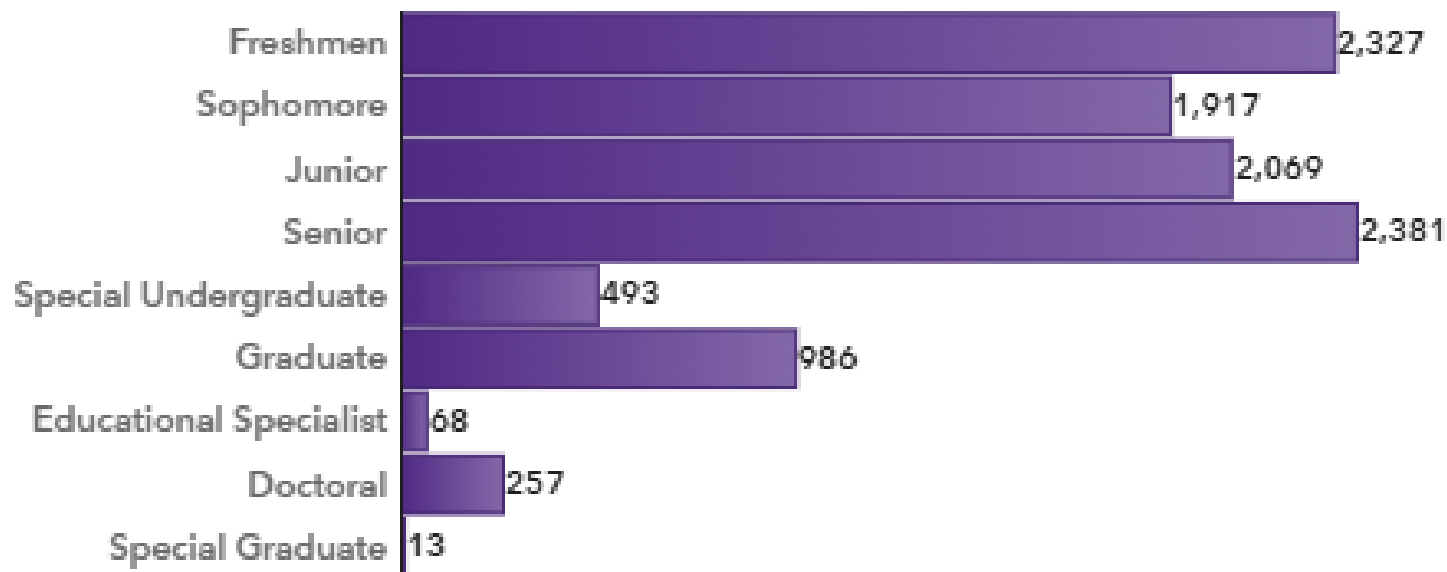
1,324

Graduate

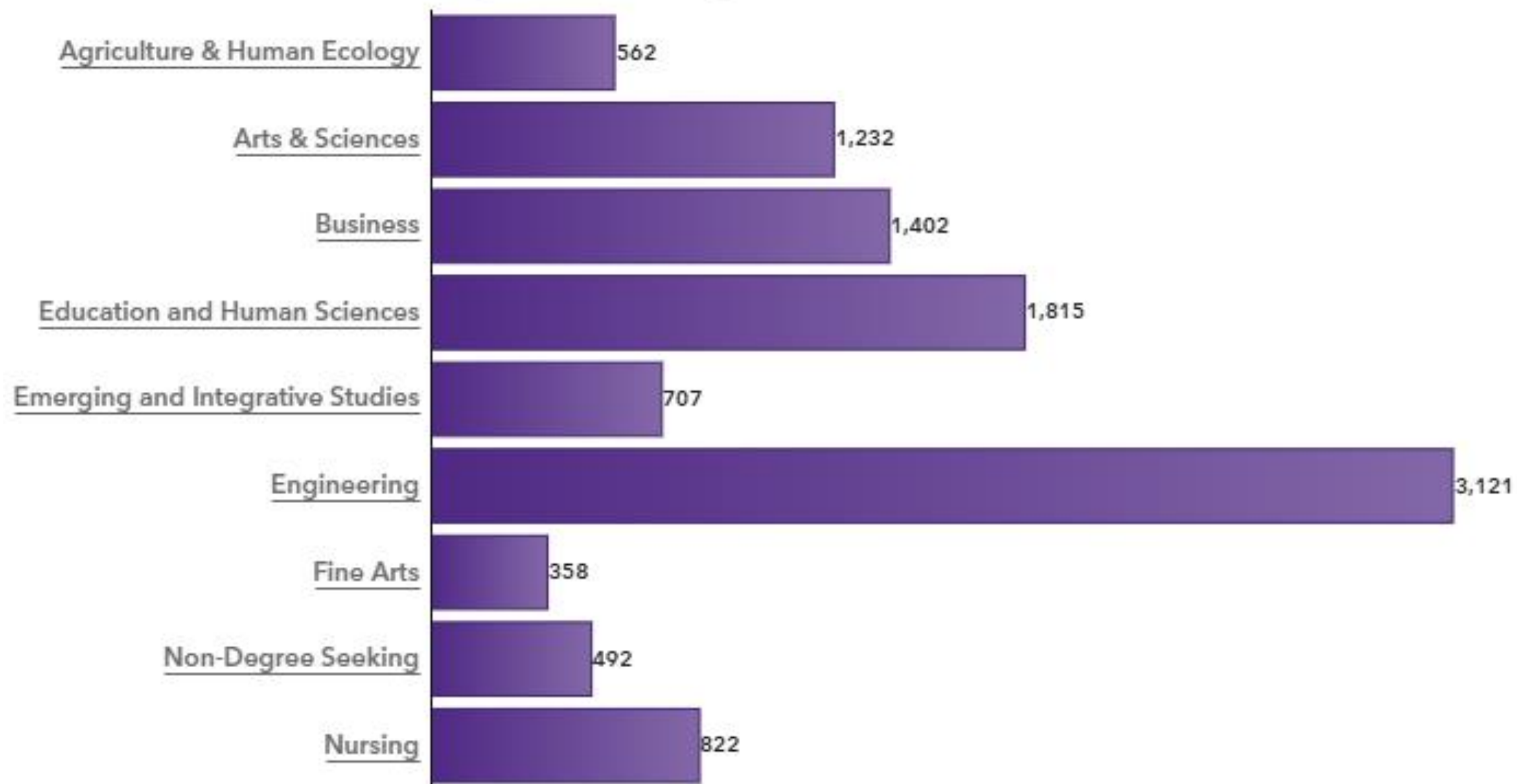
New Students



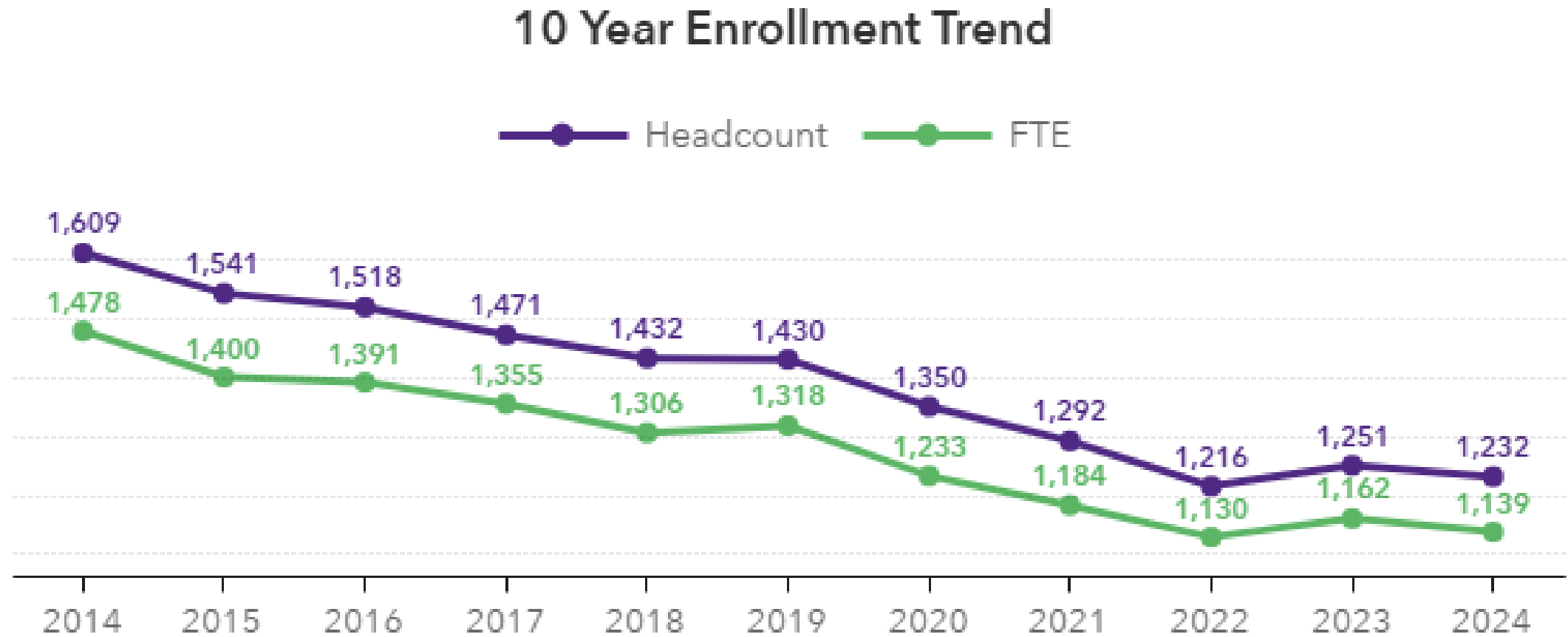
Classification



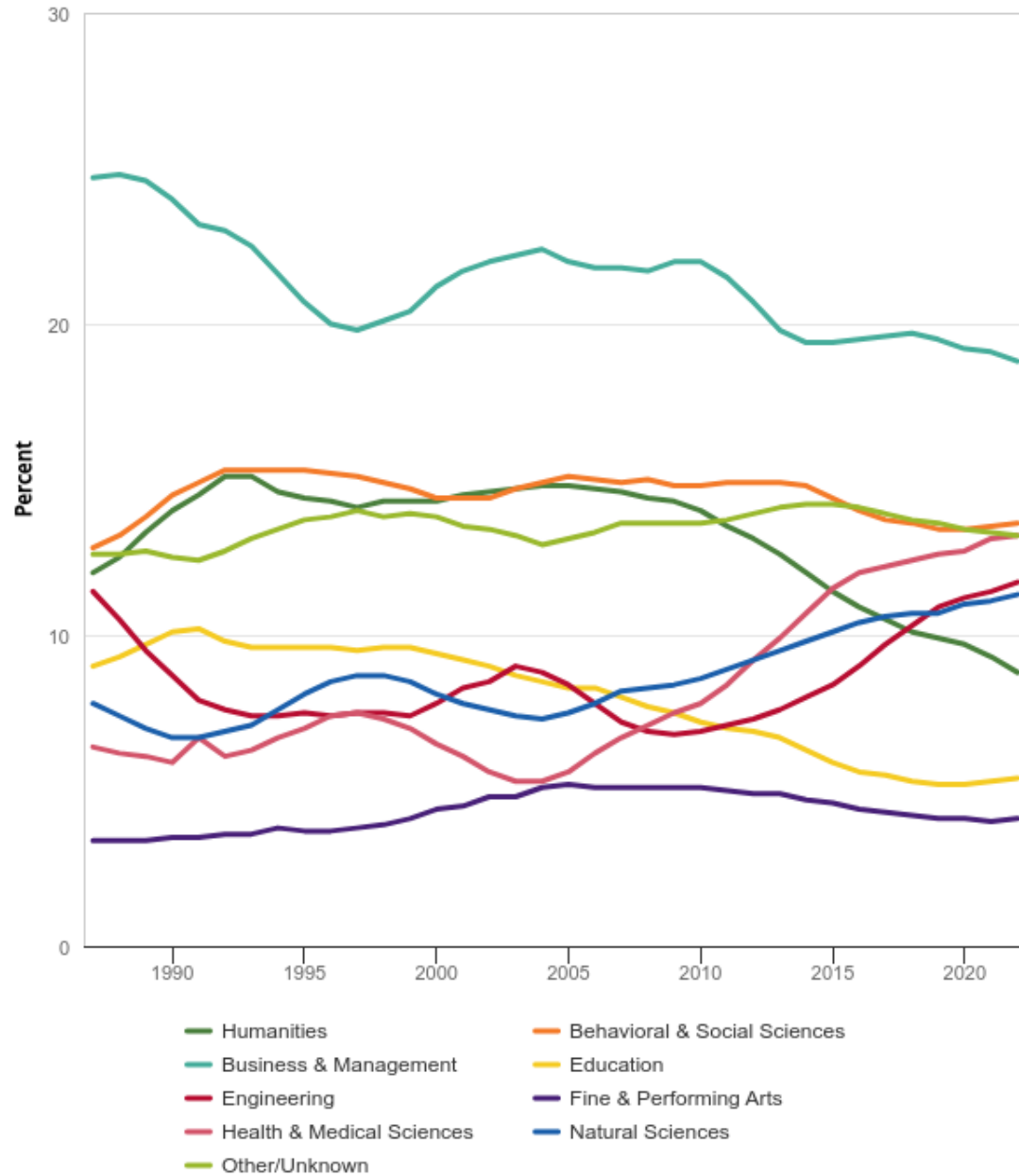
College, Level, Program and Concentration



A&S Enrollments, 2014-2024



II-03c: Shares of All Bachelor's Degrees Awarded in Selected Academic Fields 1987-2022



https://www.amacad.org/humanities-indicators/higher-education/bachelors-degrees-humanities?utm_source=chatgpt.com#31602

TTU Retention

New First-Time Freshmen

Fall 2023 Cohort

Fall-to-Fall

78.2%

A&S Retention

New First-Time Freshmen

Fall 2023 Cohort

Fall-to-Fall

80.5%



Retention, New Freshmen	Fall 2023 to Fall 2024
Tennessee Tech	78.2%
UTK	91.9% (created the Center for Basic Needs, as 59% of their students were impacted by non-academic factors)
UTC	74.0%
MTSU	79.3%



TTU Graduation Rate

Fall 2018 Cohort - 6-Year Grad. Rate

57.7%

A&S Graduation Rate

Fall 2018 Cohort - 6-Year Grad. Rate

59.9%

Workshop: Focus on GROWTH

- ▶ **Groups:** 1) Growth – *Understanding the Needs*
2) Retention – *Keeping Our Students*
3) Pipeline – *Drawing New Students*
4) Innovative Offerings – *Serving New Audiences*

- ▶ **Workshop**
 - ▶ Groups of 5-6
 - ▶ Discuss the questions on your list (≈20 minutes)
 - ▶ One person is group speaker / notetaker
 - ▶ Share with whole CLT
 - ▶ Send notes to Amy Jo by Friday!

Workshop: GROWTH

Group 1

► Topic: **STRATEGIC GROWTH OF PROGRAMS**

- 1) How can we build high-demand programs that are still grounded in our liberal arts/sciences mission?
- 2) How could we position new or existing programs to stand out in a crowded higher education marketplace?
- 3) How could departments regularly engage employers, alumni, and current students in shaping curriculum direction?

Workshop: GROWTH

Group 2

► Topic: **RETAINING OUR STUDENTS**

- 1) What strengths do we already have in student engagement, support, or academic culture that could be scaled across departments?
- 2) How can we ensure that our courses and degree programs help students see the career relevance of what they're learning?
- 3) What role should faculty, advisors, and student support services each play in coordinating proactive interventions?

Workshop: GROWTH

Group 3

► Topic: **RECRUITMENT PIPELINE**

- 1) How can we identify external partnerships that yield not just more students, but students more likely to persist and graduate?
- 2) Which community partners have reach with prospective students and families, and how can departments work more directly with these groups to promote specific programs?
- 3) How can we initiate conversations with school students, teachers, counselors, and administrators to shape more relevant and appealing academic messaging and program offerings?

Workshop: GROWTH

Group 4

► Topic: **INNOVATIVE OFFERINGS**

- 1) What barriers prevent non-traditional students (e.g., working adults, caregivers, veterans, degree completers) from enrolling, and how could we address them through alternate program delivery?
- 2) How do we ensure online expansion aligns with our academic quality, mission, and access goals?
- 3) How can we work with employer partners to co-design online or hybrid programs that meet their workforce needs?

Thank you!

CLT Meetings 2025-2026

- ▶ August 5th Retreat focus: DEI, DFW, college structure, 3 areas, growth
- ▶ October 2nd
- ▶ November 20th
- ▶ January 26th
- ▶ March 5th
- ▶ Meetings and lunch are 11:00a - 1:00p
- ▶ Topics: Growth, Research and Scholarship, Outreach