

2018

2017-18 Strategic Plan Progress Report

University of Northern Iowa

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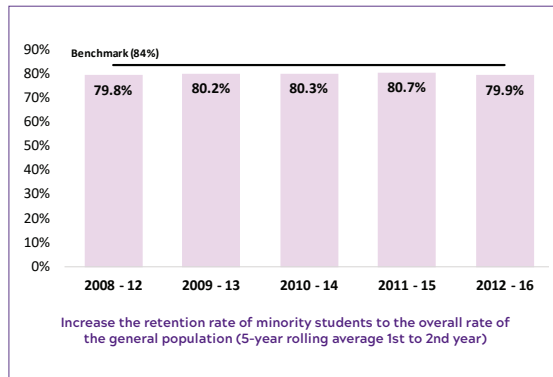
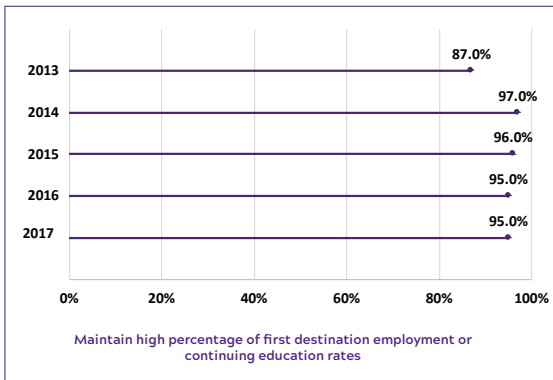
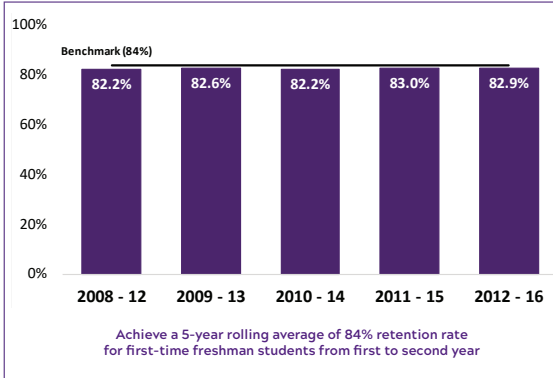
UNIFYING GOAL:

STUDENT SUCCESS

Develop and support engaged learning experiences, dynamic and high-quality academic programs, and outstanding faculty and staff to foster student success.

FY2018 INITIATIVES:

- UNI provides students with opportunities to engage in hands-on research with faculty, often beginning as early as their freshman year. These opportunities allow students to gain valuable skills, discover or confirm career plans, work with setbacks and ambiguity, and establish personal, academic and professional life goals. In one example, honors students presented their research in the spring in the First Floor Rotunda of the Iowa Statehouse at the "Research in the Capitol" event. This event highlights undergraduates learning by doing research in a variety of fields.
- UNI's commitment to supporting transfer students has been nationally recognized. UNI was one of only 112 institutions named to Phi Theta Kappa's Transfer Honor Roll for excellence and success in community college transfer pathway development. The Phi Theta Kappa 2018 Transfer Honor Roll recognized UNI's work in creating dynamic pathways to support transfer students and ensure their success at UNI.
- A remarkable 90% of UNI students gain experience in their profession before graduation. In one example, UNI Psychology MA students gain practical skills, while helping to meet the mental health needs of the community, by serving as interns at locations such as Mental Health Institute in Independence, IA and the Iowa Medical Classification Center in Coralville, IA.



SUPPORTING GOAL 1:

DIVERSITY AND INCLUSION

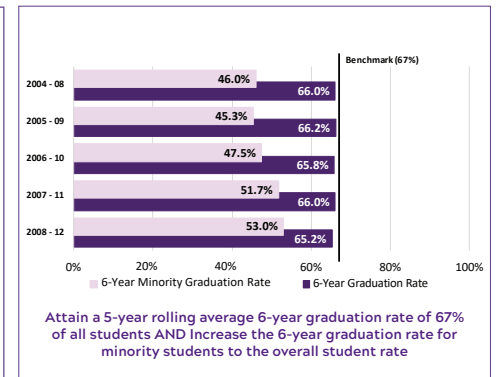
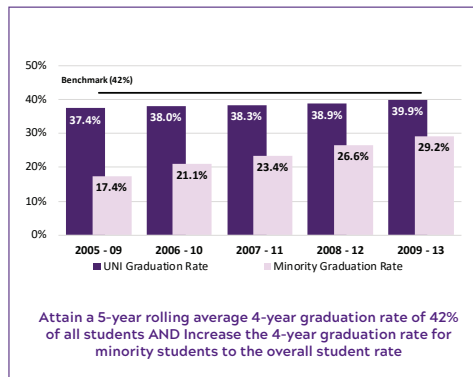
Provide a campus culture that reflects and values the evolving diversity of society and promotes inclusion.

FY2018 INITIATIVES:

- In a collaboration between the College of Social and Behavioral Sciences and the College of Education, the UNI Textiles and Apparel (TAPP) program partnered with the university's Hip Hop Literacy Summer School for a Hip Hop Fashion STEM Day Camp. The Hip Hop Literacy Summer School is an 8 week program in which 40 students formed 4 unique Hip Hop music groups, each led by a UNI student teacher. Each group composed and recorded 5 songs, created social media marketing plans and in collaboration with the UNI Fashion program, designed group logos, presented their design concepts to professional designers from the Target Corporation, and performed their work publicly at the Waterloo Riverloop Theater and at Target Corporate Headquarters in Minneapolis.
- UNI's Diversity Colloquium was launched last year, spearheaded by Marybeth Stalp, department head for Sociology, Anthropology, and Criminology (SAC), in partnership with chief diversity officer Gwenne Berry, and Center for Excellence in Teaching & Learning director Susan Hill. The discussions are meant to help create a dialogue on campus, focusing on some of the major topics concerning diversity that the country has and is continuing to experience. For this reason, each discussion is open to the

greater Cedar Valley community. Last year's colloquium series had over 250 people in attendance at the six events held over the fall and spring semesters.

- UNI's Center for Urban Education (UNI-CUE) launched the Discover the Dream mentoring program in fall 2017. In order to be eligible for Discover the Dream, students from the UNI-CUE Leadership Academy must enroll in UNI-CUE's Educational Talent Search (ETS) program, which is for sixth through 12th graders. ETS helps students graduate high school and become college admissible through study skills workshops, ACT and SAT prep, career exploration, scholarship and financial aid application assistance and other opportunities. Students who take part in Discover the Dream are mentored by UNI students from the Black Student Union, Center for Multicultural Education and the Hispanic/Latino Student Union. Mentoring takes place weekly in a variety of ways, including in person and through letters. Discover the Dream aims to keep students engaged in school and help them graduate high school. Not only is this program free, but for the high school graduates who are college-admissible with plans of attending UNI, their tuition will be paid in full.



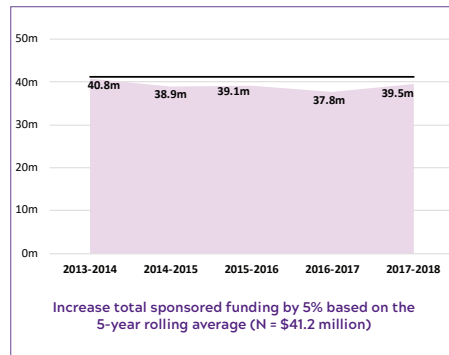
SUPPORTING GOAL 2:

CAMPUS VITALITY

Enhance resource and facility development to provide an enriched campus life experience which is both environmentally and fiscally responsible.

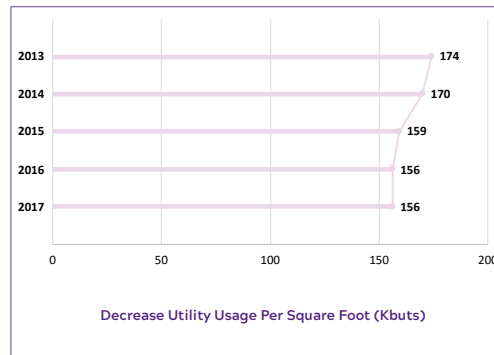
FY2018 INITIATIVES:

- Alex Oberle, associate professor of geography and director of the National Geographic Alliance of Iowa, was recently named a National Geographic Education Fellow by the National Geographic Society (NGS) for the 2017-18 academic year. Oberle was one of five fellows selected worldwide to receive this fellowship and the only representative from higher education. Oberle plans to bring what he learns back to Iowa to provide opportunities for Iowa teachers, UNI pre-service teachers and geography majors. He is also a National Geographic Explorer, which gives him the opportunity to collaborate with other Fellows and Explorers on research and to assist each other throughout this entire fellowship.
- UNI is leading the way to ensure Iowa students are prepared for the 21st-century workforce. UNI is currently the only school to offer coursework to satisfy the state's newly created Computer Science Endorsement. This endorsement will help meet the goal of Senate File 274 passed in 2017, requiring that every elementary, middle and high school offer high-quality computer science courses by July 1, 2019.



To help meet this goal, three UNI professors of computer science, Sarah Diesburg, Philip East and Ben Schafer, applied for and were awarded a National Science Foundation (NSF) grant. This was the largest NSF grant awarded to the UNI computer science department and will fund research-practitioner partnerships to facilitate computer science teacher professional development across Iowa.

• UNI was recently recognized by the U.S. Green Building Council with a LEED 2009 Gold Certification after the renovation of Schindler Education Center. The LEED 2009 Green Building Rating System for Commercial Interiors promotes healthy, durable and environmentally sound design solutions for building occupants. The design team for the remodel of UNI's Schindler Education Center incorporated Energy Star rated equipment throughout the building to save on operating and maintenance costs, including computers, LED displays, touchscreens and A/V equipment. The direct result of this effort was a 55% reduction in utility costs for the building, or \$183,000/year.



SUPPORTING GOAL 3:

COMMUNITY ENGAGEMENT

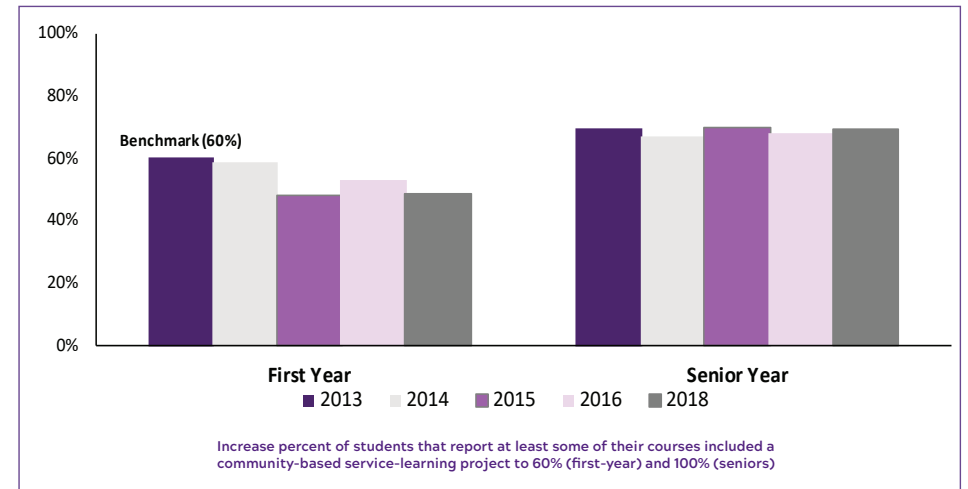
Create opportunities for students, faculty, and staff to build external relationships that enhance local and global learning experiences and contribute to the cultural and economic vitality of the Cedar Valley and Iowa.

FY2018 INITIATIVES:

- UNI's Business and Community Services (BCS) has again been nationally recognized for their work to strengthen Iowa's communities. The American Association of State Colleges and Universities (AASCU) awarded UNI's Regional Entrepreneurship Project with the 2017 Excellence and Innovation in Regional and Economic Development Award.
- This year, the GBPAC teamed up with the Waterloo Writing Project to bring a new perspective to the 2017-18 Artist Series. Made up of elementary and high school students, the Waterloo Writing Project is a "place for students to write, publish, and perform." These young writers experienced all

aspects of the shows then gave a full review of their experiences.

- The Department of Geography's GeoTREE Center received a small grant from the Iowa Geographic Information Council to create a process for collecting geo-referenced points and 360-degree imagery utilizing inexpensive cameras linked to mobile devices. The center is utilizing this process to design lesson plans for local 4th-grade classes to map their school buildings and campus.





OUR VISION

Offering personalized attention to students, the University of Northern Iowa will be a diverse and inclusive campus community that provides an engaged education empowering students to lead locally and globally.



OUR MISSION

Within a challenging and supportive environment, the University of Northern Iowa engages students in high-quality and high-impact learning experiences and emphasizes excellence in teaching and scholarship.



OUR VALUES

As a university community we are guided by the following core values:

Academic Freedom

The freedom of inquiry and expression in teaching and scholarship.

Access

An inclusive educational environment that is accessible and affordable.

Accountability

A commitment to integrity, responsibility, and the highest ethical standards integrated into all University practices.

Collaboration

A commitment to work together to achieve our shared vision, mission, and goals.

Community

A caring and safe community, characterized by civility and respect, which stands in solidarity against any actions that exclude, discriminate against, or silence members of our community.

Diversity

The cultivation of a diverse and inclusive learning and work environment.

Engagement

Active participation in transformative, innovative, and lifelong learning in service to humanity.

Excellence

A commitment to the pursuit of excellence in individual and collective endeavors.

Sustainability

A vibrant community and campus that is economically sound, environmentally responsible, and socially just.



UNIFYING GOAL: STUDENT SUCCESS

- **Greg Ebeling (educational leadership graduate with superintendent certification) received the Superintendent of the Year Award from School Administrators of Iowa for the 2017-18 academic year.** Ebeling is the current superintendent of schools for Pella Community School District.
- **The trend of UNI students taking less time to graduate and earn their degree continues for the fourth year in a row.** UNI's four-year graduation rate increased by more than 3 percentage points, the largest increase in a single year. Forty-three percent of the 2013 class graduated in four years or less, which is a new UNI record. UNI's six-year graduation rate also went up to 67 percent, more than 2 percentage points over last year, and the second highest rate ever. "The faculty and staff at UNI not only push you to succeed and provide you with the resources to get you there, but are also cheering you on every day starting [from] day one," said Brianna Miller, who graduated in December 2016 with a B.A. in communication studies. Not only are UNI students taking less time to graduate, but they are outperforming predictions and expectations of their success. The expected six-year graduation

rate for institutions similar to UNI is 60 percent. UNI's six-year graduation rate is almost 8 percentage points higher.

- **In Fall 2017, members of UNI's chapter of the Technology and Engineering Education Collegiate Association (TEECA) had great success at their regional conference.** The regional conference offers many opportunities for UNI students in the Department of Technology to apply academic and co-curricular learning through friendly competition with their peers from other institutions. UNI students brought home first place awards for Communications, Transportation and Problem Solving. In addition, UNI students received a runner-up award for the "Teach a Lesson" competition, and they placed third for the "Technology Challenge." This is quite an accomplishment, and our students' success at the conference underscores their commitment to engaging in the high quality educational environment offered at UNI. "We are very focused on taking that extra step to make sure that the educators and engineers that graduate from the college are well-versed within the field and to help the members excel in their future," explained Bailey Abbott, UNI TEECA chapter president.

SUPPORTING GOAL 1: DIVERSITY AND INCLUSION

- **Counseling - Taipei Student Exchanges.** The counseling program (school and clinical mental health) from the School of Applied Human Sciences is working under the initial phases of a collaboration agreement with National Chenghei University in Taipei to promote faculty and student exchanges. As the first phase of this process, Professor Roberto Swazo (counseling) was invited by the National Chenghei University's counseling program to deliver a series of workshops on multiculturalism, internationalization of campuses and wellness approaches. The workshop presentations were well received by the student body and faculty. Professor Swazo also had the opportunity to meet with faculty, administration and students in order to promote the collaboration process. Likewise, the institution provided guided tours of the country and city in order to promote the value of collaboration with NCCU. Thanks to the support of Annette Lynch (SAHS), Phil Plourde (international programs) and Olivia Chen (counseling), the exchange of students will take place this coming fall. Similarly, an invited faculty from NCCU will come to the UNI campus to promote the collaboration between both institutions and cement future projects.
- **UNI's Martin Luther King Jr. Week activities in January 2018 concluded with a presentation by Carol Anderson, author of *White Rage: The Unspoken Truth of Our Racial Divide*.**



Anderson's book was chosen as the campus' inaugural President's Diversity Common Read. Approximately 200 faculty, staff, and students signed up to discuss the book in groups led by 17 groups and pairs of facilitators over the fall 2017 semester. Gwenne Berry, UNI's Chief Diversity Officer who co-facilitated a common read group with Paula Knudson, vice president for student affairs, said her group initially struggled to get comfortable enough with one another to "make mistakes." "When you start to talk about race, about the incredibly violent and shameful history associated with it in this country, people get very uncomfortable. But out of that discomfort comes growth and understanding, so I think it's important to engage it."

SUPPORTING GOAL 2: **CAMPUS VITALITY**



- **UNI graduate students have global impact.** In 2017-18, the UNI Department of Technology graduate students assisted a multi-national chemical company in developing the next generation of polymers for the additive manufacturing community. The goal of the project was to develop a stronger polymer for the sand mold printing process, expanding the process capabilities of 3D mold printing.
- **Social Science Education - We the People Showcase.** On Friday, Jan. 19, the College of Social and Behavioral Sciences hosted the statewide We the People Showcase. The showcase, coordinated by Chad Christopher, CSBS social science education advisor and instructor, brought groups of elementary and high school students to campus to participate in simulated congressional hearings. Students testified as constitutional experts in front of panels of judges (including CSBS faculty) who acted as congressional committees. Seven groups from East Buchanan, Van Buren and United Community were on campus for three hours interacting with each other and faculty as part of the experience.
- **During the summer months the struggle between comfort and cost is a difficult one.** The same applies to UNI, which is why the university is always working to find new efficiencies to save money. Remodels of our buildings offer us great opportunity to save money. UNI was recently recognized by the U.S. Green Building Council with a LEEDv2009 Gold Certification. The LEED 2009 Green Building Rating System for Commercial Interiors promotes healthy, durable and environmentally sound design solutions for building occupants. The design team for the remodel of UNI's Schindler Education Center incorporated Energy Star rated equipment throughout the building to save on operating and maintenance costs, including computers, LED displays, touchscreens and A/V equipment. The project demonstrated that 89 percent of the total wood-based building materials are certified in accordance with the principles and criteria of the Forest Stewardship Council. DLR Group and Stantec worked closely with Mortensen Construction throughout the construction process to divert 80 percent of construction waste from the landfill.

SUPPORTING GOAL 3: **COMMUNITY ENGAGEMENT**

- **Soundtrack Composition and Recording with Lowell Elementary School Art and Music, the Waterloo Youth Art Team and the Waterloo Writing Project.** The Waterloo youth art team has an ongoing project installed in downtown Waterloo in which they have constructed figures that represent community people. These figures were at one time blank silhouettes. However, they decided to fill these figures in with the faces of real people. They engaged in a nomination process in which they asked young people in the community who had made a positive impact on their lives. These nominees became the people who filled out the silhouettes. The artwork of the Youth Art Team was combined with the words of the Waterloo writing project students and the stop-motion video work of professor Angela Waseskuk's UNI art class. When the students of Lowell Elementary School, who were collaborating with the youth art team, watched the video from the fall semester, they decided they wanted to record the music soundtrack to the video for their project in the spring semester. They collaborated with music teacher Kerri Mannenga, to compose lyrics for the soundtrack and take her students to the Teknitions music group Studio to record the soundtrack. That soundtrack was then combined with words and stop-motion video and presented in a Gala assembly commemorating and celebrating the impact of the people whose lives were artistically represented in the Silhouettes of The Downtown Waterloo art gallery.
- **Speech Language Pathology Community Outreach.** In the past year graduate students provided more than 6,300 hours of speech and language services through the on-campus Roy Eblen Speech and Hearing Clinic and an additional 2,600 hours of service in community placements around the Cedar Valley.
- **A Global Impact in Violence Prevention.** The Center for Violence Prevention (CVP) hosted a delegation of 34 guests from the Botkyrka Municipality, Stockholm, Sweden on October 7-14. The group consisted of high school students, city officials, local legislators, law enforcement, fire service/first responders, social workers, victim service advocates, school administrators and youth service professionals. The goal of their visit was to learn more about the Mentors in Violence Prevention model and efforts emerging in our schools and within the community. The delegation met with Cedar Falls/Waterloo community leaders, educators and students, who are working to make schools, neighborhoods, homes and workplace settings safe and respectful places. They also attended the Third Annual MVP Student Leadership Summit and the Diversity and Inclusion Conference, both at UNI. "The entire week provided an opportunity for all of us to recognize and acknowledge that bullying and gender violence is a global problem," said Alan Heisterkamp, director of CVP. "Violence prevention requires strong leadership, effective collaboration, shared responsibilities and a critical mass of the population challenging social norms that support harm and abuse."



MISCELLANEOUS HONORS

- The Masters of Athletic Training Program was approved by the Commission on Accreditation of Athletic Training Education. This is the first and only accredited Masters of Athletic Training program in the state of Iowa.
- UNI's commitment to supporting transfer students has been nationally recognized. UNI was one of only 112 institutions named to Phi Theta Kappa's Transfer Honor Roll for excellence and success in community college transfer pathway development.
- The Phi Theta Kappa 2018 Transfer Honor Roll recognized UNI's work in creating dynamic pathways to support transfer students and ensure their success at UNI.
- The UNI chapter of the Society for Human Resource Management (UNI-SHRM) was awarded a 2017-2018 Superior Merit Award for its excellence and achievement over the past year.

UNI IS **RANKED NO. 3** IN THE TOP 10 **"BEST VALUE COLLEGES"** IN IOWA ACCORDING TO SMARTASSET (2017)

ACCORDING TO STUDENTLOANS.NET, UNI IS **RANKED NO. 144 IN THE NATION AND NO. 3 IN IOWA** IN TERMS OF STUDENT DEBT REPAYMENT SUCCESS INDICATOR

ONE OF AMERICA'S **150 BEST PUBLIC COLLEGES AND UNIVERSITIES** ACCORDING TO BUSINESS FIRST (2017)

THE 2018 **"SAFEST COLLEGE CAMPUSES IN AMERICA" LIST RANKED UNI AT NO. 30 OUT OF 243 UNIVERSITIES AND COLLEGES.** THE LIST IS COMPILED USING THE FBI'S UNIFORM CRIME REPORTING AND THE CAMPUS SECURITY SURVEY CREATED BY THE U.S. DEPARTMENT OF EDUCATION.