

2026-2027 Academic Affairs Key Strategic Initiatives

SGAP Goal	Academic Affairs Key Strategic Initiative	Action Items	Assessment/Artifacts to Collect (for HLC)	Responsible Party
Goal 01.03; 01.02; 01.04 Heidelberg Value - 4-Year Graduation, Sophomore Retention, Preferred Placement	Integrate responsible AI use and AI literacy across the curriculum.	1. Define responsible use of AI and AI literacy within each program (majors, Gen Ed, Honors, etc.) 2. Identify where in the curriculum students will learn ethical and responsible AI use 3. Implement curricular changes, updates to Program Learning Objectives, and assessment protocols.	Meeting Minutes Revised Program Learning Objectives Revised Course Objectives Program Assessment Reports Curricular Change Documents	Implementation Team led by Academic Affairs
Goal 01.04 Heidelberg Value, Preferred Placement	Incorporate Career Readiness and/or Professionalizing Experiences into each undergraduate major.	1. Define what Career Readiness and/or Professionalizing Experiences is in each undergraduate program 2. Identify where in each program's curriculum Career Readiness and/or Professionalizing Experiences should be integrated into each undergraduate program 3. Implement curricular changes, updates to Program Learning Objectives, and assessment protocols.	Meeting Minutes NACE Best Practices Research Revised Program Learning Objectives Revised Course Objectives Program Assessment Reports Accreditation Reports Curricular Change Documents	Implementation Team led by David Briggs
Goal 02.01 Enrollment Growth - Total Headcount	Expand Academic Affairs partnerships with Admission and Athletics to enhance new student recruitment.	1. Define best practices for faculty support of new student recruitment, differentiated by target population (first-time-full-time/transfer/grad) 2. Provide training for faculty on effective recruitment 3. Identify target populations for faculty to support recruitment efforts	Meeting minutes Workshop notes/materials	Academic Affairs
Goal 03.03 Campus Vibrancy - Employee Population	Execute an updated, comprehensive onboarding and mentoring program for AA employees (faculty and staff)	1. Revise existing mentoring program to reflect current needs 2. Develop informal mentoring program to complement formal mentoring program	Mentoring Syllabus Mentoring Assessment Data (surveys)	Owen CTL