

areas, communication/information fields. These discussions will continue and need to be linked to earlier discussions of size and mix of programs.

*In 2006-2007 we will continue to identify and develop programs for 2011 and beyond and we will:*

*4. identify regional needs and other data to inform program decisions;*

**D. Our commitment is to promote an academic culture within and beyond the classroom that is both challenging to students and supportive of their success.**

2004-2005 goals were to: a) “develop strategic goals for future initiatives in scholarly and creative activities and in Research and Sponsored Programs;” and b) “develop recommendations related to a new teaching symposium, graduate school mentoring, Phi Beta Kappa, and new initiatives for improving retention and graduation rates.” Committees and academic units provided recommendations related to student and faculty scholarly and creative activities; a draft plan was finalized in Fall 2005. The first Oswego Symposium on Learning and Teaching took place in Fall 2005, several departments offered workshops to talk with students about graduate studies, the small class (First Choice) initiative was expanded to all students, and groundwork was laid in the other areas.

Our 2005-2006 goals were to a) “promote, support, and showcase student and faculty scholarly and creative activities, particularly student-faculty collaborations” and b) “develop specific strategies in departments and programs to improve students’ retention and to increase their interest in future graduate studies.” We were particularly successful in expanding undergraduate student research presented at Quest and in expanding students funded by SCAC awards. A reception after Quest highlighted the contributions of mentors to students’ success. We hired a new full-time director to lead ORSP and to help us to expand opportunities for advanced scholarly and creative work by students and faculty. We still need to explore more ways of recognizing scholarly success. In regard to improving retention and interest in graduate studies, departments and programs across campus have proposed a variety of new strategies for encouraging persistence and will implement the most promising beginning in the fall. Several departments conducted workshops on careers and graduate study, while Honors, McNair and the Graduate Office have planned a Graduate School Week for fall semester. Education, OLS, McNair, CSTEP and others contributed efforts to the retention of students of color.

*In 2006-2007 we will continue to expand and recognize student and faculty scholarly and creative work and we will:*

*5. Implement planned strategies in departments/programs for improving student retention and/or assess and improve strategies already in place.*