New Faculty Orientation

Welcome!

Cheryl Moore-Thomas
Interim Provost and Vice President for Academic Affairs
Loyola College of Arts and Sciences

Humanities
- Classics
- Communication
- English
- Fine Arts
- History
- Modern Languages and Literatures
- Philosophy
- Theology
- Writing

Natural and Applied Sciences
- Biology
- Chemistry
- Computer Science
- Engineering
- Mathematics and Statistics
- Physics

Social Sciences
- Political Science
- Sociology
- Psychology
- Speech-Language-Hearing Sciences
Sellinger School of Business and Management

Accounting

Economics

Finance

Information Systems, Law & Operations

Management & International Business

Marketing
School of Education

Education
Specialties

Teacher
Education
Academic Affairs
Goals & Objectives

Academic Year 2021-22
Academic Goal

- In alignment with and support of the University’s strategic priorities, the Seven Areas of Focus, the division of academic affairs will promote inclusive academic excellence committed to the Jesuit, Catholic intellectual tradition and the ideals of liberal education.
Focus for 2021-22

- The division will promote inclusive academic excellence by:
  - increasing student academic engagement through high-impact teaching practices, digital, hybrid, or in-person;
  - enhancing equity and inclusion for students and faculty, through specific initiatives and as the lens through which we approach all our work;
  - improving academic program vitality and sustainability; and
  - broadening the impact of innovation.
Key University-wide Performance Indicators

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<th>Progress Toward Goals</th>
<th>Current Performance</th>
<th>Target</th>
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<tr>
<td>Student Success Rates</td>
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|                       | • 2^{nd}-year retention rate: 87%  
  o trend: 88%         | • 2^{nd} -year retention rate: 90% |
|                       | • 4-year graduation rate: 75%  
  o trend: 76%         | • 4-year graduation rate: 80%     |
|                       | • 6-year graduation rate: 81%  
  o trend: 81%         | • 6-year graduation rate: 84%     |
New Faculty Orientation

Rodney Parker, PhD
Interim Chief Equity and Inclusion Officer
Office of Equity and Inclusion Vision Statement

The Office of Equity and Inclusion (OEI) provides leadership, education, consultation, and assistance to the campus to embrace equity and inclusion as pillars of academic excellence, a focus on the whole person, and justice.

The OEI supports an institutional climate of **Ignatian Citizenship** by balancing opportunities for individual enrichment and reflection on how one’s social identities influence our choices and responsibilities.

The office aims to **promote companions who think of themselves as a part of something bigger and aim to promote equity and inclusion** as an intentional vision of an integrated society.
The Office of Equity and Inclusion
The Office of Equity and Inclusion

Integrative Model

- Multiple perspectives
- Crosses departmental boundaries
- Solution focused
- Strong commitment to shared goals
- Shared accountability
Office of Equity and Inclusion Major Initiatives

- Strategic Plan
- Equity Audits
Diversity, Equity and Inclusion Action Steps

- [https://www.loyola.edu/departments/equity-inclusion/about/action-steps](https://www.loyola.edu/departments/equity-inclusion/about/action-steps)