

# Imagine, MACALESTER

## PROGRESS REPORT

The *Imagine, Macalester* strategic plan amplifies what makes us distinctive: the powerful combination of a signature liberal arts curriculum, grounded in a residential campus experience, focused on our unique location in the vibrant Twin Cities, with an emphasis on citizenship within the wider world. We are pleased to share our progress on the implementation of the plan as of February 22, 2024.



## CURRICULUM: INSPIRE CURRENT AND FUTURE STUDENTS

### CREATE A DEVELOPMENTAL FOUR-YEAR EXPERIENCE

#### COMPLETED:

- Educational Policy and Governance Committee (EPAG) issued a call for proposals for Experimental-Introduction to the Liberal Arts courses to be taught in fall of 2024

#### IN PROGRESS:

- EPAG ad hoc Curricular Committee co-chairs meeting with department chairs to get feedback on topics such as the pros/cons of two or three different curricular models, the effect of the timing of major declaration, and the impact of capping the number of courses for a major
- Creating three pilot first-year courses as an Introduction to the Liberal Arts
- Drafting of revised institutional learning outcomes for students

### UPDATE AND INNOVATE ACADEMIC PATHWAYS

#### COMPLETED:

- Educational Policy and Governance Committee (EPAG) selected from submitted applications a set of three Experimental-Introduction to the Liberal Arts first-year courses to be taught in fall of 2024
- EPAG ad hoc Curricular Committee, along with the Faculty Advisory Committee (FAC), held divisional listening sessions to test ideas of a liberal arts core and pathways to curricular changes

#### IN PROGRESS:

- Developing two-credit first-year experience courses
- EPAG ad hoc Curricular Committee gathering input on different curricular models

### REDESIGN THE ACADEMIC CALENDAR TO REIMAGINE OUR USE OF TIME

#### COMPLETED:

- Strategic Planning and Analysis (SPA) committee issued a report on the Four-year Developmental Curriculum
- SPA issued a report on Reimagining our Use of Time
- SPA issued a report on Optimizing the Schedule of the Academic Week that could expand opportunities for course-embedded connections with the Twin Cities

#### IN PROGRESS:

- Piloting new student move in on weekdays prior to Labor Day, allowing better integration for new international students and additional opportunities for all students to connect with Twin Cities partners

### AMPLIFY OPPORTUNITIES FOR EXPERIENTIAL LEARNING

#### IN PROGRESS:

- A working group is creating an inventory of the high-impact experiential opportunities being completed by students
- The working group is also identifying barriers to expanding the number of experiential learning opportunities available to students

#### PLANNING:

- Disaggregate data through the Office of Institutional Research so we better understand which students participate in activities such as paid internships, student-faculty collaborative research, and study away
- Expand capacity for course field trips in and around the Twin Cities



## CULTURE: BUILD MEANINGFUL CONNECTIONS

### PRIORITIZE STUDENT AND EMPLOYEE WELL-BEING, AND FOSTER A SENSE OF BELONGING FOR ALL

#### COMPLETED:

- Updated policies so International students can use financial aid for study away; made housing available during winter break for students who need it
- Faculty participated in the Serie Center's Transforming Pedagogies Institute and other efforts related to inclusive pedagogy
- Over 100 faculty, staff, alumni, and students participated in Strategic Plan Implementation working groups
- Since January 2023, nine faculty and staff Strategic Planning Implementation sessions provided progress updates and gathered feedback
- Flemming Scholars Program initiated
- EPAG changed the timing of deadlines for mid-term grades and encouraged faculty to not create major deadlines following mid-semester breaks
- Winter break added to Macalester's employee leave policy and calendar and changes were made to create a more consistent and equitable approach to the treatment of holiday hours
- Endowed fund for annual exceptional performance awards for employees established, with Board of Trustees approval
- Employee parental leave policy expanded
- New student portal created and updated

#### IN PROGRESS:

- External consultant conducting comprehensive review of staff compensation practices
- Working groups making recommendations about the first-year experience, advising, and high-impact practices

#### PLANNING:

- Pilot in fall 2024 a change in the timing and length of new-student orientation

### DIVERSIFY STUDENT, STAFF, AND FACULTY POPULATIONS

#### COMPLETED:

- In addition to a name change, Human Resources (HR) reconfigured existing positions to hire Macalester's first Employee Relations and Training & Development Manager, and hired a full-time Talent Acquisition Manager
- Welcomed a second cohort of Posse students
- Initiated the Flemming Scholars program

#### IN PROGRESS:

- Disaggregating data for institutional research questions
- Examining retention and graduation rates as a Quality Improvement Project for accreditation
- Implementing the Minnesota Native Indigenous (MNI) Mellon grant to recruit and host postdoctoral fellows
- Developing a toolkit for equity-minded search practices for staff and tenure-track faculty positions

### NURTURE LIFE-LONG CONNECTIONS BETWEEN THE COLLEGE AND ITS STUDENTS, EMPLOYEES, AND ALUMNI

#### COMPLETED:

- Held MacFest for the first time in fall 2023 to bring together in a single weekend parents, students, alumni, staff, and faculty
- Engaged alumni in a range of committees and initiatives related to the strategic plan implementation, including Comprehensive Campus Plan, 150th celebration planning, and capital campaign planning
- Hired new Vice President for Advancement

#### IN PROGRESS:

- Hosting 150th events, including alumni and parent regional events and two trips to Scotland



## CAMPUS: TRANSFORM OUR PHYSICAL ENVIRONMENT

### CREATE A CAMPUS THAT FOSTERS INNOVATION, ACCESS, AND CONNECTION

#### COMPLETED:

- Board of Trustees approved plans for a capital campaign that includes raising funds for a new residence hall and welcome center
- The Urban Design Group architectural team met with students to plan elements of the Kagin Commons renovation to expand programming space for the Lealtad-Suzuki Center in 2025

#### IN PROGRESS:

- Completing a zero-based budgeting process for fiscal year 2024-25
- Renovating the Lampert Building to centralize advancement staff offices and create a more accessible work environment for staff and visiting alumni
- HGA design team co-hosting meetings with facilities staff to gather student, staff, and faculty input on the new residence hall and welcome center
- Meeting with students to discuss and plan for the future of C House programming

#### PLANNING:

- Begin renovation of the Campus Center in May 2024
- Move Office of Student Affairs staff and Macalester College Student Government into Weyerhaeuser Hall in summer 2024

### INCLUDE THE BROADER TWIN CITIES METRO AREA AS AN EXTENSION OF OUR LIVING AND LEARNING ENVIRONMENT

#### COMPLETED:

- Held PRE@Mac, a free residential immersion into the college experience for Minnesota high school students with identities traditionally underrepresented in higher education, in the summer of 2023
- Co-sponsored and hosted an information booth at the Taste of Rondo Community Block Party
- Submitted multiple faculty- and staff-led collaborative grants proposals involving Twin Cities partners
- Engaged with Twin Cities artists, theaters, community organizations, and alumni for History and Heritage Months events
- Students and staff participated in LíderCon, the annual leadership conference organized by LatinoLEAD, a Minnesota-based nonprofit organization committed to supporting Latinx leaders and their allies

#### IN PROGRESS:

- Developing partnerships with Twin Cities companies and nonprofit organizations
- Implementing the Minnesota Native Indigenous (MNI) Mellon grant along with community partners

#### PLANNING:

- Host the return of the Minnesota Scottish Fair & Highland Games to campus in July 2024
- Launch a pilot iteration of MathCorps, a recognized mathematics and mentorship program involving middle school and high school students in a summer day camp

# 100

Sustained interactions among over 100 faculty, staff, alumni, and students through Strategic Plan Implementation working groups

# 448

Since January 2023, faculty and staff who participated in at least one of nine Strategic Plan Implementation sessions to hear updates and share input

# 1,216

In fall 2023, 1,216 students, faculty, staff, alumni, parents and friends attended MacFest 2023

“We need to act boldly to secure the college’s future. We can seize this opportunity by amplifying what makes us distinctive: the powerful combination of a signature liberal arts curriculum, grounded in a residential campus experience, focused on our unique location in the vibrant Twin Cities, with an emphasis on citizenship within the wider world.”

*Imagine, Macalester* strategic plan, approved by the Board of Trustees on October 7, 2022



**MACALESTER**

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