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FY23 Performance Review Form for Academic Deans

REFLECTIONS

1. Share some reflections on *progress made* or *challenges experienced* over the past year in the areas you oversee.

Mathematics

a) Launched a 2-year pilot to allow students to take Intro Statistics (MATH 1140) *without any developmental algebra*. We posted much higher numbers in the enrollment, completion and completion by BIPOC students, with virtually the same course success as before.
b) Revised the curriculum of College Algebra to improve success and to prepare for conversing to the co-requisites only design.
c) Lowered the developmental math enrollment to under 15% of all math enrollment.
d) Maintained approximately the same number of enrollment (including summer) as 2019.
e) Hired a new UFT.
f) Online MATH 1001 (blind-student-ready version) promoted to all colleges in Summer 23.

Information Technology

a) Hosted the 2023 US Bank Hackathon.
b) Lab renewal project approved and planned for FY 23-24.
c) The Cybersecurity Team won the 2023 state championship in CCDC (Collegiate Cybersecurity and Defense Competition).
d) Hosted the 2022-23 Code Navigator by Code Savvy.
e) Increased the enrollment (including summer) by 15% compared to 2019.
f) Revised the program requirements to create space for the students to take College Algebra as an elective.

Sciences

a) CHEM launched a 2-year pilot to allow students to take Intro Chemistry (CHEM 1020) *without developmental algebra*. We posted much higher numbers in the enrollment, completion and completion by BIPOC students, with virtually the same course success as before.
b) Completed the third year of the S-STEM grant. Continued to execute the L-SAMP grant with U of M. (This is the last year of this grant.)
c) BIOL connected with MN private Colleges for their customized transfer pathways.
d) BIOL completed a second year of EbD training.
e) Officially kicked off the initiative of *Minneapolis Science Pathways*, featuring open-access Goal 3 courses for non-STEM students.
f) CHEM 1145 and GEOL 1100/1101 waived all reading prerequisites and became open-access. This will be effective in F24.
g) PHYS reduces the numbers of credits in several courses to be consistent with other colleges.

Conferences and presentations

a) (2023, June 12-13). Leading Change in College Math: Equity, Curriculum Innovation, and the Minneapolis Math Pathways. [Poster]. Transforming Institutions Conference by ASCN and NSEC, Minneapolis, Minnesota.
b) (2023, June 7-9). MAA NCS 2023 Summer Seminar on Mathematics and Data for Social Justice at Augsburg University, Minneapolis, Minnesota.
c) (2023, May 22-24). Equity by Curriculum Design: Lessons from Minneapolis STEM Pathways. [Presentation]. Minnesota State ASA-OEI Spring Conference 2023, St. Cloud, Minnesota.
d) (2023, May 1-3). 2023 Expanding Computing Education Pathways (ECEP) Summit, Oakland, California.
e) (2023, April 21-22). Math Pathways and the Future of College Math. [Presentation]. Annual Conference of Minnesota Math Association of Two-Year Colleges (MinnMATYC), Duluth, Minnesota.
f) (2023, April 1-4). Different Math for Different Path: the Minneapolis Math Pathways. [Presentation]. American Association of Community Colleges (AACC) Annual Conference, Denver, Colorado.
g) (2022, September 21-22). Minneapolis Math Pathways and the Future of College Math Teaching. [Presentation]. Annual Conference of Minnesota Association of Developmental Education (MNADE), Walker, Minnesota.

Ben's other professional activities

a) Co-hosted *Accessibility in STEM* 2023 *National Conference* with AMATYC (American Math Association of Two-Year Colleges).
b) Hosted Medtronic data science panel on 10/13.
c) Joined the board of Minnesota chapter of CS for All (Computer Science for All) and ECEP (Expanding Computing Education Pathways).
d) Publication. (2022, November 30). Move Beyond Student-Deficiency Mentality in Math. Inside Higher Ed Op-Ed.

2. Describe any initiatives/situations in which you led *innovation/change* over the past year?

A few noteworthy changes I made in 2022-2023 include:

a) Launched the pilot of MATH 1140 and CHEM 1020 to accept students without MATH 70.
b) Completed a College Algebra curriculum revision.
c) ITEC revised program requirements to create space for College Algebra.
d) Started the Minneapolis Science Pathways initiative. Added four open-access science courses.

3. What were the two to three most important things you learned in FY23, e.g., about yourself as a professional, the role of a dean in general, the role of equity leader, and/or the specific areas you oversee?

   Three important things for me in 2022-23 are:

   Closing the equity gaps with curriculum innovation. Our math and science pathways prove that curriculum innovation is a very powerful tool.

   Fostering a culture of innovation. 2022-23 was a good year for all of the departments. In additional to ITEC and MATH, other departments such as CHEM, GEOL and PHYC also stepped up and innovated their courses to be more accessible for students.

   Sharing our vision and our practice of STEM education. I made multiple conference presentations to promote the ideas and the practice of Minneapolis Math and Science Pathways. I also published an op-ed on Inside Higher Ed in this theme.

4. Goals and Accomplishments. Your goals for FY23 should include activities designed to increase enrollment and through recruitment or retention to transfer or completion, including by closing course success gaps.

FY23 GOALS AND ACCOMPLISHMENTS

Goal Identified at the Beginning of FY23	**Progress/Outcomes**
Making presentations at conferences about the Minneapolis Math Pathways.	Done.
Closing the equity gap with more access and new curriculum.	Done.
Continuing the collaboration with US Bank	The third US Bank Hackathon at Minneapolis College.
ITEC. Add **College Algebra** and **Discrete Math** to establish articulation agreements (2+2) with Metro State	College Algebra added to program sheet, but not Discrete Math. 2+2 is unlikely, but articulation agreements are being developed.
ITEC. Secure funding to run a Women in Technology program.	The club is now expanded to **Empowering Minority in Technology**. It receives regular student club status and funding.
ITEC. Get certified for National Center of Excellence in Cybersecurity Education	This is still in the works.
MATH: Pilot the zero-prerequisite Statistics.	Pilot started
CHEM: Eliminate the math prerequisite of CHEM 1020.	Pilot started
SCIENCE: Reconsider the reading prerequisite.	CHEM 1145, GEOL 1100 and GEOL 1101 waived READ 200.

PHYSICS possible new hire	Not enough workload. Keep building the program to attract more students.
STEM courses for visually impaired students	Completed and promoted in Summer 23.

FY24 GOAL-SETTING

Continuing and New Goals for FY23	**Intended Outcome(s)**
Improving retention, course success and closing the equity gap through AA actions.	Innovating the curriculum and promoting culturally responsive pedagogies.
Publishing and presenting on the Minneapolis Math and Science Pathways.	At least one article and three to four presentations.
Creating a Math for Social Justice course.	Course to pass AASC and ready to run in F24.
Creating a corequisite-only College Algebra and implementing it.	Course to pass AASC and ready to run in F24.
Initial planning for Precalculus 1.	Reaching consensus and ready for initial work.
Establishing ITEC transfer agreements with Metro State.	Two agreements expected: Software development and Cybersecurity.
Hiring in ITEC, BIOL and CHEM	
Promoting our innovative practices to other colleges in MN.	