

BACKGROUND

Established in 1865, Bowie State University is the oldest historically black institution (HBI) of higher education in the state of Maryland. Also, it is one of the oldest HBIs in the nation. The institution has evolved from a normal school into a comprehensive university that offers a wide array of undergraduate, graduate, and professional programs. Currently, Bowie State University serves a diverse student population, providing educational opportunities that will enable students to function in a highly technological and interdependent world. The university continues to honor its heritage of providing access to higher education for under-represented populations, with a continuing commitment to African Americans. Bowie State University remains a leader in the graduation of African Americans in teacher education and technological fields. (Source: <https://www.bowiestate.edu/about/vision-goals/>)

In the past, Bowie State University has had individuals and groups working in silos to improve student success and the utilization of high-impact practices. Today, under the guidance of the new Provost, there has been a concerted effort to break down the silos and create purposeful diverse groups to address aspects needed to ensure that the university meets its strategic goals.

The racecourse cross-disciplinary teams have worked collaboratively to address the issues pertinent to their assigned areas while the co-chairs have met to work on aspects where the groups intersect. The four racecourses are: Academic Advising and Retention; Assessment and Accreditation; Curriculum, and Student Success. Participation in the 2019 American Association of Colleges and Universities' (AAC&U) Institute on High-Impact Practices and Student Success dovetails with the objectives and goals of the Student Success racecourse.

PROJECT DESCRIPTION AND GOALS

- To develop and recommend an Action Plan that strengthens, coordinates, and institutionalizes High-Impact Practices.
 - Conduct a campus-wide inventory of High-Impact Practices.
 - Celebrate faculty, staff, and students engaged in High-Impact Practices.
 - Support and promote exemplary models of current High-Impact Practices.
 - Recommend a leadership structure to strengthen and coordinate High-Impact Practices.

BARRIERS TO ACCOMPLISHMENT

- Lack of critical information needed to determine resources (financial, human, and technological) needed to institutionalize, strengthen, and coordinate High-Impact Practices.
- Limited awareness and understanding of High-Impact Practices.
- Potential resistance to the institutionalization of High-Impact Practices.
- Perception of an infringement on academic freedom.

OPPORTUNITIES FOR SUPPORT

- Engage consultants and faculty with AAC&U's Institute for High-Impact Practices and Student Success to learn best practices.
- Identify resources on High-Impact Practices and Student Success available through AAC&U.
- Data support from the Office Planning, Analysis, and Accountability.
- Support from Executive Leadership Team.
- Support from Academic Leadership.

ENGAGEMENT PLAN FOR STAKEHOLDERS

- Present an Action Plan for High-Impact Practices to the Provost.
- Present information about High-Impact Practices gleaned at the AAC&U conference to Bowie State University faculty at the Faculty Institute in August 2019.
- Present information about High-Impact Practices to the Faculty Senate.
- Collect data on students who have participated in High-Impact Practices.

COMMUNICATION STRATEGY

- Create web pages, printed materials, student testimonial/story videos, and social media posts about High-Impact Practices and distribute them to internal and external stakeholders through Bowie State University's communication channels.

TEAM ACTIONS AND TIMELINE

Action	Purpose/Details	When
Consult with experts on High-Impact Practices	<ul style="list-style-type: none">• To define and clarify High-Impact Practices• To explore models of High-Impact Practices.	June 2019
Informal scan of High-Impact Practices at Bowie State	<ul style="list-style-type: none">• To determine level of engagement in campus-wide High-Impact Practices.	June 2019
Present an Action Plan at AAC&U conference	<ul style="list-style-type: none">• To engage in team cross-sharing with colleagues from universities with similar profiles (Wayne State University, University Nebraska-Lincoln, and Becker College).• To gather feedback from colleagues to determine next steps.	June 2019
Present an Action Plan to Provost	<ul style="list-style-type: none">• To provide a proposal that will address the	July 2019

	<p>need to strengthen, coordinate, and institutionalize High-Impact Practices.</p> <ul style="list-style-type: none"> To provide information on High-Impact Practices in support of the Provost's goal of student success. 	
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RECOMMENDED TIMELINE FOR CAMPUS WORK

Action	Who	When
Conduct a campus-wide inventory of High-Impact Practices	Survey chairs, deans, and student affairs staff using criteria gleaned from exemplary High-Impact Practices.	December 2019
Design an infrastructure to support High-Impact Practices	Provost and Vice President of Student Affairs.	December 2019
Inform and consult with faculty and staff to solicit their ideas for developing High-Impact Practices.	Provost and Vice President of Academic Affairs.	December 2019

EVIDENCE OF SUCCESS

- Increased number of faculty and students who are involved in High-Impact Practices and the effect of those practices on student success.
- Increased faculty understanding and engagement in High-Impact Practices.
- Formalized structure for coordinating and sustaining High-Impact Practices.

Bowie State University Team Members:

Dr. Benjamin Arah, Professor, History and Government, Team Leader
 Ms. Lynn Harbinson, General Education Assessment Coordinator, Center for Academic Programs Assessment
 Dr. Karima Haynes, Assistant Professor, Print Journalism Coordinator
 Ms. Rosetta Price, Assistant Director, The Career Development Center
 Ms. Monica Turner, Director, Engaged Learning and Student Support