**Strategic Plan**

Department of Political Science & International Affairs

**Mission Statement**

The Department is committed to excellence in teaching, learning, research, and service. We value and encourage engagement with the community at the local, national, and global levels. Our primary goal is to provide our students with the necessary academic and communication skills, knowledge base, and analytical abilities to understand political systems and critical issues, and to be involved citizens and high-performing professionals in their chosen careers. Through our various undergraduate and graduate programs and outreach activities, the faculty and students work together to engage in independent scholarship and professional development in areas such as domestic and international politics and policy, public administration, and conflict management.

**Strategic Planning Goals**

Goal 1: Enhance the academic experience for students

Action Step 1: Improve students’ written communication skills

Action Step 2: Increase experiential opportunities for students

Action Step 3: Improve the time-to-completion rate for undergraduates

Goal 2: Support faculty success and development

Action Step 1: Provide mentoring support for new and junior faculty

Action Step 2: Operate through a commitment to shared governance

Action Step 3: Provide and support opportunities for faculty scholarship

Goal 3: Engage with students, faculty colleagues, and the community

Action Step 1: Recruit more students to the POLS and IA majors

Action Step 2: Communicate and liaise with department alumni

Action Step 3: Increase the department’s visibility and university/community profile

**Measurement and Assessment Every Two Years:**

Goal 1, Action Step 1 – Improve Students’ written communications skills

Objective: Determine progress in student writing skills

* Partner with the Writing Across the Curriculum Program to monitor and assess student writing;
* Biennial reports from instructors in upper level courses with writing assignments.

Goal 1, Action Step 2 – Increase experiential opportunities for students

Objective: Determine number of students who participate in internships, coops, or practica

* Data collected by Internship Coordinator;
* Data collected by undergraduate/graduate program directors
* Promote internships in POLS 3000/4000 level courses

Goal 1, Action Step 3 – Improve the time-to-completion rate for undergraduates

Objective: Determine amount of time, on average, it takes students to complete their degree program

* KSU SAS Portal
* Six-year graduation rates
* Identify bottleneck courses and revise schedule to better accommodate students

Goal 2, Action Step 1 – Provide mentoring support for new and junior faculty

Objective: Report level of mentoring activity for faculty

* Chair reports number and instances of faculty-to-faculty mentoring each semester
* Assign faculty mentor(s) for each new faculty member

Goal 2, Action Step 2 – Operate through a commitment to shared governance

Objective: Determine level of satisfaction with shared governance processes in department

* DFC will conduct biennial assessment of faculty satisfaction

Goal2, Action Step 3 – Provide and support opportunities for faculty scholarship

Objective: Monitor and assess level of support for faculty research and scholarship opportunities

* Chair will report level of success in providing new opportunities and supporting ongoing faculty research
* DFC will conduct biennial assessment of faculty satisfaction

Goal 3, Action Step 1 – Recruit more students to the POLS and IA majors

Objective: Measure success in recruiting more majors

* Banner data will provide information to assess
* Develop recruitment plan for POLS 1101 students

Goal 3, Action Step 2 – Communicate and liaise with department alumni

Objective: Determine level of success in communicating with alumni

* Chair will report activities and communication with alumni
* Track alumni data, i.e. contact information, employment, graduate programs
* Work with existing KSU data sources to build a department alumni data file

Goal 3, Action Step 3 - Increase the department’s visibility and university/community profile

Objective: Monitor and assess level of success in increasing the department’s visibility

* Chair will report and assess the department’s relative success in increasing visibility and university/community profile