**ISD 2012-2017 Strategic Plan**

**Introduction**

The Interdisciplinary Studies Department is moving into its third year as a department. Therefore, this is the inaugural Strategic Plan. Having no previous plan to revisit and adjust in accordance with growth and need, we began with adapting the goals from KSU’s 2012-2017 Strategic Plan. The goals, as adapted for the department, are as follows: 1) promote excellence and innovation through teaching, supervising, and mentoring students; undertake research, creative activity, and scholarship; and professional service; 2) improve recruitment, retention, progression, and graduation rates (RRPG) while continually increasing the quality, breadth, and relevance of our academic and co-curricular programs; 3) become more engaged and prominent in the local community, the state, the nation, and the world; 4) enhance the collegiate experience and foster a welcoming, diverse, and inclusive environment; 5) expand resources, and improve operational efficiency and effectiveness.

Objectives for meeting our goals take into consideration that we are a new and growing department, developing our processes and procedures, identifying ways that our seven programs and one graduate degree can meld into a single department while maintaining the integrity and vision for those programs. Participating in this strategic planning process has demonstrated the collaborative spirit of department members; objectives are strongly centered around 1) developing processes for curricular and operational needs of the department; 2) developing curriculum and pedagogy that will strengthen the department; 3) promoting community engagement as a department; 4) promoting the mission of interdisciplinarity that grounds the department; 5) exploring existing and creating new methods to fund departmental needs and infrastructures.

Action steps proposed by department members to work toward meeting our objectives are as diverse as our department itself. They range from professional development to department social activities. Some faculty want to work on developing online delivery for more courses, and the department as a whole recognizes the need for increased faculty lines, a departmental major, and fundraising initiatives. All action steps stress our departmental commitment to collaboration, curriculum, scholarship, and community.

| **Goals** | **Objectives** | **Action Steps** |
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| **1. Promote excellence and innovation through teaching; research, creative activity, and scholarship; and professional service.** | * 1. Develop transparent processes and structures for recruiting and retaining affiliate faculty.   2. Develop, deliver, and maintain online minors for programs.   3. Support ongoing professional development for faculty, including development of interdisciplinary practices.   4. Provide support for scholarly activities of faculty and students, including publication and presentations.   5. Promote inter-departmental dialogue and support of programs in development and planning, for example. | * + 1. Discuss objectives at a regularly held ISD meeting.     2. Provide opportunities for open discussions that are transparent (no closed door deals w/o buy-in from DFM).     3. Follow existing bylaws for joint appointment applications through TPJAC.   1.3.1 Create enjoyable workshops/  lunches.  1.3.2 ISD faculty automatically affiliated with at least 2 programs without more required committee work.  1.4.1 More open presentations about research.  1.4.2 Provide incentives for collaborative research projects, such as department research/scholarships/book awards/scholarships for students.  1.4.3 Support development of grad student career and research skill development workshops.  1.5.1 Hold more social events.  1.5.2 Provide pedagogy and curriculum development within and across programs.  1.5.3 Continue practice of chair reports following CHSS chair meetings.  Continue sharing minutes of coordinator meetings. |
| **2. Improve recruitment, retention, progression, and graduation rates (RRPG) while continually increasing the quality, breadth, and relevance of our academic and co-curricular programs.** | 2.1 Promote online delivery system of minor programs.  2.2 Procure lines for faculty credentialed to teach interdisciplinary studies.  2.3 Develop, evaluate, and enrich curricula among programs and within the department to promote growth.  2.4 Recruit minority populations for our department.  SUGGESTED ADDITIONAL OBJECTIVE:  2.5 Improve RRPG for international students. | 2.1.1 Recruit students for minors and certificates.  2.3.1 Pursue joint appointments with other departments then continue the move to ISD.  2.3.2 Pedagogy lunch workshops across the department.   * + 1. Support AOL tasks with some incentives for faculty.     2. Develop an ISD major & minor (f2f and online).     3. Develop and deliver student conferences, in relation to GWST Focus Week, for example. |
| **3. Become more engaged and prominent in the local community, the state, the nation, and the world.** | 3.1 Insert community engagement themes and opportunities into program and department curriculum.  3.2 Support community engagement practices for faculty and student.  3.3 Provide professional development for faculty on community engagement practices. | 3.1.1 Work as a department to understand differences among engagement, service learning, and civic engagement—and how these fit into our department strategic plans.  3.1.2 Use the *New York Times* in classroom discussions.  3.1.3 Hold curriculum workday/retreat to accomplish this objective.  3.1.4 Continue to develop community engagement dimension of the department within and across programs by creating project templates, revising internship courses, and developing resources for faculty and students, for example.  3.2.1 Stronger ISD T&P statements supporting community engagement.  3.2.2 Determine how to effectively support community engagement practices for faculty and students.  3.2.3 Develop community partnerships, e.g., Reforming Arts, ISD programs in public schools.  3.3.1 Provide funding to attend conferences & workshops.  3.3.2 ISD collaboration with CETL for PD opportunities. |
| **4. Enhance the collegiate experience and foster a welcoming, diverse, and inclusive environment.** | 4.1 Develop interdisciplinarity within and across programs.  4.2 Promote ISDs mission, vision, and goals to build awareness on and beyond campus.  4.3 Support student groups affiliated with departmental programs. | 4.1.1 Hold and promote ISD brown bag series.  4.1.2 Include transnational research methodologies in ISD methodology course.  4.1.2 Form ISD research group/grant writers.  4.1.3 Promote community among program and department members through social and academic events.  4.2.1 Work toward ISD major.  4.2.2 Support new Gen Ed diversity course area requirement by advocating/offering an ISD course.  4.2.3 Incorporate program objectives into ISD courses.  4.2.4 Strategic and effective use of cross listing courses (equitable distribution of seats, for example).  4.2.5 Provide professional development on interdisciplinarity for faculty.  4.2.6 Pursue approval for submitting GWST major.  4.2.7 Develop certificate programs within and across ISD programs.  4.3.1 Hold a faculty/student event (with food) that introduces faculty to all student groups affiliated with ISD.  4.3.2 Pursue funding to support student organizations projects, such as an AMSTO conference hosted by ISD.  4.3.3. Actively work as dept to reinvigorate existing student groups. |
| **5. Expand resources, and improve operational efficiency and effectiveness.** | 5.1 Develop process for determining need, allocation, and hiring of part time faculty.  5.2 Practice democracy and transparency in prioritizing department needs.  5.3 Explore external revenue sources for department to develop (e.g. grants, webinars), particularly those favorable to intersectionality and interdisciplinarity.  5.4 Procure resources for space and infrastructures of the department (allowing DFM to be in close proximity to chair and each other).  5.5 Develop and promote partnerships across and beyond the university. | 5.1.1 Review and analyze growing enrollments and areas of need.  5.2.1 Involve all DFM in process during meeting times.  5.2.2 Send minutes of meetings promptly by email/drop box.  5.3.1 Hold workshop on getting department donors and other fundraising initiatives.  5.5.1 Create ISD Advisory Board with community members.  5.5.2 Establish process for program coordinators to share ISD and other news with affiliates.  5.5.3. Work with COTA and CHSS Deans to build joint appointments with COTA humanities/social research faculty group: create rotation for teaching of COTA faculty in ISD.  5.5.4 Provide for international partnerships with MOUs. |