

Academic Affairs Planning
2010-2012 - March 19, 2010

Provost's	Strategic Planning Initiative	Specific Action Steps	Collaboration Needed	Impediments	Personnel/Funding Required (Itemize)	Timeline	Assessment/Results/Outcomes - Provide data that leads to this action and the measures to be used to evaluate its success
Major Goals (Strategic Planning)							
<p>Goal One-Become a demonstrable center of excellence in educational quality and student learning.</p> <p>1</p>	<p>Enhance assessment and the use of assessment data at the program and course level to measurably improve student learning.</p>	<p>1. Continue data collection and data disaggregation that began the 2008-2009 academic year. That process will be ongoing throughout the next planning cycle as it informs other important decisions.</p> <p>2. Continue to participate in the university-wide implementation of TRAC DAT.</p> <p>3. The School of Criminal Justice (CJ) will audit its curriculum. As a result of the audit, the faculty members will make adjustments in its offerings and realign its assessments and outcomes.</p> <p>4. The School of Education (SOE) continues to progress toward TEAC accreditation with an anticipated team visit on 10/10/10. The faculty members are using LIVE TEXT for its assessments.</p> <p>5. TDMP plans to complete its Academic Program Review (APR).</p>	<p>1. The Associate Dean collaborates with the four departments in the COEHS to collect and analyze data and presents the results to the departments in the COEHS and CAS. CAS uses data for curriculum alignment decisions.</p> <p>2. COEHS departments work with Academic Affairs to enter information about outcomes and assessments.</p> <p>3. Adjusting the curriculum after the audit will require collaboration with the CAS, particularly faculty in sociology and psychology.</p> <p>4. SOE collaborates with other departments that offer the teaching majors and minors are integral to the accreditation process.</p> <p>5. Faculty with APR Council and Institutional Research.</p>	<p>1. None 2. None 3. None 4. None 5. None</p>	<p>1. Associate Dean and department directors or representatives - no additional cost.</p> <p>2. Department directors, chairs, and designated support staff - no additional cost.</p> <p>3. CJ faculty, CAS faculty, and department directors - no additional costs.</p> <p>4. SOE faculty, department director, Associate Dean, and Dean - expenses for accreditation encumbered.</p> <p>5. Faculty using allotted APR funds.</p>	<p>1. Continuing 2. Continuing 3. August 2010 to May 2011 4. TEAC visit 10/10/10; LIVE TEXT Continuing. 5. Spring Semester 2010 through Fall Semester 2010.</p>	<p>1. Data on a) student achievement and retention; b) grade inflation; c) outcome and standards assessment.</p> <p>2. TRAC DAT information.</p> <p>3. External assessment data from MCOLES and internal COEHS data.</p> <p>4. COEHS data and LIVE TEXT analysis.</p> <p>5. COEHS and department data.</p>

Academic Affairs Planning
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	<p>Enhance the availability of scholarships, including graduate and need-based, and respond effectively to donors.</p>	<ol style="list-style-type: none"> 1. The College of Education and Human Services invites donors to its Annual Awards Banquet to honor students, alumni, and scholarship awardees. Following the Alumni Awards Banquet, the scholarship awardees send thank you notes to the donors and have lunch or dinner with the donor, Dean, and significant program faculty. 2. The Dean writes to donors and has lunch and/or dinner with them to continue positive relationships. 3. School of Education raised \$4,000 in its development fund to award scholarships to graduate students. 4. Create at least one internal transfer scholarship. 5. Clarification of CJ annual Graduate Student Scholarship. 6. TDMP working with MI Association of Broadcasters (MAB) for \$1,000 scholarships for students. 	<ol style="list-style-type: none"> 1. The Dean collaborates with University Advancement and Marketing. 2. The Dean collaborates with University Advancement and Marketing. 3. The School of Education graduate committee identifies awardees. 4. Dean contacts University Advancement and Marketing. 5. CJ Director and Graduate Coordinator work with University Advancement and Marketing. 6. Faculty collaborating with MAB. 	<ol style="list-style-type: none"> 1. None 2. None 3. Dependent on donations to the Development Fund. 4. Availability of donors. 5. None 6. None 	<ol style="list-style-type: none"> 1. Dean - internal funding. 2. Dean - internal funding. 3. School of Education (SOE) Director and Faculty - SOE Development Fund. 4. Data on transfer student requests 2009-2010. 5. CJ Director and Graduate Coordinator - no additional funds. 6. Faculty - no additional funding. 	<ol style="list-style-type: none"> 1. Ongoing 2. Ongoing 3. Annually - depending on fund availability. 4. June 2010-June 2011. 5. Summer Semester 2010. 6. Ongoing 	<ol style="list-style-type: none"> 1. Feedback from donors. 2. Feedback from donors. 3. Graduate student retention and completion. 4. Data on transfer student requests 2010-2011. 5. Availability of scholarship 6. Scholarship awarded.
3							

Academic Affairs Planning
2010-2012 - March 19, 2010

7	Review the curriculum and increase the emphasis on preparing students for a global society and leadership roles.	<ol style="list-style-type: none"> 1. RLSW develop youth development and leadership curriculum: a. gather information; b. develop new courses; c. realign curriculum, outcomes and assessments. 2. SOE complete Child Life Specialist Program option to Early Childhood BS. 3. Using Live Text assessments and COEHS data, and Michigan Department of Education data, revise its curriculum. 4. TDMP implement new curriculum with digital cinematography. 5. CJ prepares curriculum correction documents depending on the curriculum audit (Goal 1. 3.). 	<ol style="list-style-type: none"> 1. RLSW will collaborate with SOE and CJ. 2. Child Life Specialists will require existing courses from CAHS, CAS, and RLSW. It also will require external collaboration with a child life consultant from Helen DeVos Children's hospital. 3. Faculty with representatives of other colleges and campuses. 4. No collaboration is required as the curriculum changes are complete, and TDMP is in the implementation phase. 5. CJ will collaborate with CAS because of psychology and sociology courses need to align the CJ curriculum with outcomes and assessments. 	<ol style="list-style-type: none"> 1. None - Dr. Hastings-Bishop is using her sabbatical to gather youth development and leadership information. 2. The competitive culture makes it imperative that the SOE move quickly on this program option. 3. None 4. None 5. None 	<ol style="list-style-type: none"> 1. Dr. Hastings-Bishop sabbatical funding only. 2. \$3,300 from internal funds. 3-5. Faculty with no external funding. 	<ol style="list-style-type: none"> 1. Summer 2010 gather information, Fall 2011 initiate curriculum. 2. 2010 complete curriculum, send to UCC, implement 2011. 3. Begin Fall Semester 2010 and continuing. 4. Fall 2010 implement. 5. Fall 2010 curriculum corrections, Spring 2011 UCC, Fall 2011 implement. 	<ol style="list-style-type: none"> 1. NRPA Accreditation Data analysis. 2. External scan; market demand. 3. Live Text, COE"HS and MDE data. 4. External scan; market demand. 5.. COEHS data collection and analysis.
8	Develop and implement a plan for the Ferris State University online environment.	Current CJ online offerings need updating for quality assurance and new online offerings will be developed.	FCTL	Alignment to new outcomes and assessments.	Department director, designated faculty - no internal funding.	Fall 2010 begin. Spring 2011 complete.	The previous online courses did not meet current assessments and outcomes.

Academic Affairs Planning
2010-2012 - March 19, 2010

<p>Goal Two—Develop a University community where all are valued, welcomed, and informed.</p>	<p>1</p>	<p>Implement and sustain the Ferris State University Diversity Plan. <i>Please speak specifically to increasing a diverse student and staff population.</i></p>	<p>1. Dean, department administrators and faculty are active recruiters networking with other administrators with doctoral programs, at professional conferences, and during professional meetings. 2. TDMP students produce Diversity Counts, a month TV show on local cable. 3. Starting with Clayton Rye's sabbatical producing diversity video TDMP students now produce follow-up videos. 4. See Goal 2.10</p>	<p>1. With professionals in specific disciplines at other universities. 2. Students in studio class. 3. Students and faculty projects.</p>	<p>1. Systemic 2. Need schedule and continued funding. 3. See above</p>	<p>1. Administrators and faculty. 2. Faculty and students. 3. Faculty and students.</p>	<p>1. Continuing 2. Continuing 3. Continuing</p>	<p>1. Qualify of candidate pools. 2. Student portfolios. 3. Juried competitions.</p>
	<p>2</p>	<p>Enhance the quality of external and internal responsiveness across the institution.</p>	<p>1. RLSW provide certificates and services to external constituents - Kirtland and North Central Community College. The Kirtland initiative will include working with Grayling area and regional planning authorities. 2. Reorient the MSCTE to Flint and Grand Rapids to respond to MI CTC employment needs and grow Pro-Mo-TEd (online) and MSCTE off-campus. 3. TDMP plans to have instructional design students work with community clients to prepare advertising and instructional videos. 4. Restructure the SOE to shift responsibilities from a director to a chair and coordinators. 5. See Goal 5.6. Specific Action Steps 1 & 2.</p>	<p>Collaboration with representatives of community colleges and external partner availability. 2. MSCTE faculty will collaborate with CPTS regional personnel and CTC representatives. 3. Students and professors collaborate with community members. 4. Collaboration within the College.</p>	<p>1. None 2. Response to MI economy and CTC need. No COEHS impediments. 3. None- community relationships exist. 4. Pending approval and faculty brief-in.</p>	<p>1. Department faculty, community college personnel, and regional stakeholders. 2 Faculty and CPTS personnel - some marketing funds, but tuition will be generated with more students. 3. Students faculty - no additional funding. 4. Save money.</p>	<p>1. May 2010 to May 2011. 2. Plan in Summer Semester 2010; implement 2010-2011. 3. Continuing 4. Start August 2010.</p>	<p>1. Information gathering and meeting with representatives of community colleges. 2. Enrollment numbers and COEHS data 3. Portfolio 4. COEHS data.</p>

Academic Affairs Planning
2010-2012 - March 19, 2010

	7	<p>Enhance the sense of community for everyone at Ferris State University, including those attending or working online and at all FSU sites.</p>	<ol style="list-style-type: none"> 1. SOE plans to Improve sense of community for the off-campus and online students. 2. To accommodate student scheduling. The RLSW are offering more blended classes. 3. TDMP continues to tell the story of Ferris through its videos and streaming. 4. SOE ProMoTEd offers two semesters online with face-to-face and team building in the Summer. Students will meet to form learning communities face-to-face in Fall. 5. See action steps 2. & 3. above. 	<ol style="list-style-type: none"> 1. Initiate a once a year gathering at each site for a meeting with off-campus and online students. This could be on a rotation so that one site is done in the Fall semester and two are done in the Spring semester. 2. Faculty 3. Faculty and students 4. With FCTL, CPTS and SRC staff. 	<ol style="list-style-type: none"> 1. Finding a location that would not cost the University or the Department. Getting students to attend. 2. Student schedules. 3. None 4. Finding a location for the face-to-face in the Fall. 	<ol style="list-style-type: none"> 1. To be arranged by the SOE faculty, the SOE Director, and the off-campus coordinator. Cost is \$50 per site for food and drinks. 2. Faculty - no additional funding. 3. Faculty and students - no additional funding. 4. Faculty - no external funding. 	<ol style="list-style-type: none"> 1. Begin Fall 2010 and continuing. 2. Fall 2010. 3. Continuing 4. Continuing 	<ol style="list-style-type: none"> 1. Existing data show need. Survey Monkey survey will be sent to attendees after the meetings to determine effectiveness. 2. SAIs or IDEA and enrollments. 3. Qualitative analysis of videos and student portfolio assessments. 4. Students use survey monkey to give feedback regarding program.

Academic Affairs Planning
2010-2012 - March 19, 2010

	10	<p>Develop and implement a plan to enhance retention.</p>	<p>1. The COEHS Diversity Committee and the Recruitment Committee have combined to effectively and actively coordinate "diverse recruitment" and retention by: identifying home schoolers in Mecosta and adjacent counties in order to enhance recruitment; opening conversations with the State Veteran's Association in order to enhance FSU's position in offering programs and benefits for veterans who may choose FSU programs; visiting FSU Charter Schools in order to better market FSU programs and effectively recruit 21 and 22 to assist in the COEHS efforts; and maintaining the KCP Grant for SOE benefits to students. 2. RLSW promotes internal transfers. Many students would leave FSU without the RLM program.</p>	<p>1. Faculty within the COEHS. 2. RLM faculty and staff collaborate with University College and other colleges/ departments.</p>	<p>1. None 2. None</p>	<p>1. All administrators and faculty within COEHS - no additional funds. 2. RLSW faculty</p>	<p>1. Spring 2010 and continuing. 2. Continuing</p>	<p>1. COEHS internal data analysis. 2. Enrollment data.</p>

Academic Affairs Planning
2010-2012 - March 19, 2010

<p>Goal Three-Enhance the financial position of the institution.</p>	7	<p>Increase university and college budget transparency.</p>	<p>1. During 2009-2010 the Dean had open forums and brown bag lunches about budget and policy issues. 2. Budget information dissemination plan: a) Dean presents college budget at college-wide meetings (August and January), b) Department administrators receive year-to-date information monthly, c) Budget reviews included on department agendas. 3. The COEHS Support Staff Task Force meets to discuss budget policies and procedures for cross-training and professional development.</p>	<p>1. All administrators, faculty and staff. 2. Dean and administrators. 3. CTs.</p>	<p>1. Michigan fiscal issues. 2. None 3. None</p>	<p>1. All administrators, faculty and staff. 2. Dean and administrators 3. CTs.</p>	<p>1. Continuing 2. Continuing 3. Continuing</p>	<p>1. Attendance and participation data. 2. Feedback from faculty and department minutes. 3. Quality improvement data.</p>
<p>Goal Four-Provide a state-of-the-art, sustainable and safe learning, living and working environment.</p>	4	<p>Upgrade lab spaces and classrooms based on the identified needs of the users.</p>	<p>1. CJ add a door in law enforcement academy to expand capacity. 2. TDMP increase class enrollment cap by adding computer to maintaining quality and meet class requirements with the same equipment student ratios.</p>	<p>1. CJ collaborates with Physical Plant. 2. TDMP collaborates with IT.</p>	<p>1. Work schedule of Physical Plant. 2. None</p>	<p>1. Physical Plant personnel - \$10,000 development funds. 2. TDMP faculty and staff with IT personnel; expensed in 2009-2010,</p>	<p>1. Summer Semester 2010. 2. Spring and Sumer 2010.</p>	<p>1. Increased number of students in law enforcement academy. 2. Class size and enrollment data.</p>
<p>Goal Five-Foster collaborative internal and external working relationships.</p>	3	<p>Develop and implement strategies for increasing collaboration among and within divisions, colleges and programs.</p>	<p>See Goal 1.1, Goal 1.2, Goal 1.3, Goal 1.7, Goal 2.1, Goal,2.2., and Goal 2.10.</p>					
	4	<p>Develop and implement a comprehensive plan for the University's community to encompass the activities of its members engaged in volunteer, service and outreach initiatives.</p>	<p>1. RLM classes (242, 245, and 427) service learning in school and community agencies. 2. Special education produce student volunteers. 3. See Goal 2.2 TDMP.</p>	<p>1.-2. Collaboration with agencies.</p>	<p>1. Scheduling. 2. Availability of volunteer sites.</p>	<p>1. Faculty and students - no additional funding. 2. Faculty and students.</p>	<p>1. Continuing 2. Begin Spring 2010 and continuing.</p>	<p>1. Program outcomes. 2. LIVE TEXT assessment.</p>

Academic Affairs Planning
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	3	Designate a standing "blue sky" committee to review market trends, identify opportunities and work with appropriate leaders and structures to facilitate the development of innovative programs.	1. TDMP faculty continuing to monitor broadcast technology advances to update professional knowledge, skills, and strategies and equipment. Monitoring is done through participation on industry boards, professional association advisory councils, and consulting visits. 2. TDMP faculty members participate in symposia sponsored by the National Academy of Arts and Sciences (NAAS).	1. TDMP collaborate with external industries and agencies. 2. TDMP collaborate with faculty members of the NAAS.	1. None 2. None	1. All TDMP faculty members - no external funding request; occasional industry sponsorships. 2. NAAS offers scholarships.	1. Continuing 2. Continuing	Employability of TDMP students.
		Enhance personnel evaluation processes and the related performance improvement methodologies, keeping the University informed about those processes.	1. Meet with administrative team to review job descriptions and performance evaluation forms. 2. Discuss three step evaluation: a) review job description, b) self-evaluations, and 3) evaluation conference	Department administrators, CTs, A1, A2, and account clerk.	None	Department administrators, CTs, A1, A2, and account clerk.	Start May 2010 - continuing .	Quality assessment of performance evaluations.

18-Mar-10