College of Arts and Sciences Strategic Plan 2010-2015

Goal 1: Place Student Success at the Center
Objectives
1. Provide high quality liberal arts and sciences education to all UMKC undergraduate students within and outside the College.
2. Strengthen and enhance our undergraduate programs to improve student recruitment and retention.
3. Strengthen and enhance our graduate programs, and re-evaluate or eliminate underperforming graduate programs.

Goal 2: Be a Recognized Partner in the University's Goal to lead in the life and health sciences.
Objectives:
1. Enhance and expand collaborative and cross-disciplinary research relevant to life and health sciences.
2. Grow our life and health sciences graduate courses/programs by developing new and innovative courses/programs in this field.
3. Grow our life and health sciences undergraduate courses/programs by developing new and innovative courses/programs in this field.

Goal 3: Advance Urban Engagement
Objectives:
1. Increase and publicize A&S contributions to the urban mission, including relevant teaching, research and service.
2. Enhance collaborative and cross-disciplinary research and educational programs focused on urban issues.
3. Work with local community colleges to ensure that entering transfer students are prepared.
4. Continue to be a partner in the Institute for Urban Education.
5. Provide more student involvement in the community through academic service-learning courses, internships and volunteer opportunities.
6. Promote environmental responsibility by integrating ecological sustainability into the curriculum, research activities and other practices of the College.
7. Grow our urban emphasis courses/programs and develop new and innovative courses/programs in this field.
8. Participate in community programs that connect the College and UMKC to diverse communities.
9. Facilitate the exchange of the rich intellectual and cultural assets of UMKC and the Kansas City community.
10. Enhance our advertising so that area students will think of UMKC first in the college decision—i.e., cease being the best kept secret in town.
Goal 4: Excel in the Visual and Performing Arts
Objectives:

1. Increase and publicize A&S contributions in this area, including relevant teaching, research and service.
2. Enhance collaborative and cross-disciplinary research and educational programs.
3. Grow our visual and performing arts courses/programs and develop new and innovative courses/programs in this field.
4. Implement innovative strategies to integrate the visual and performing arts across the disciplines.
5. Work with the Advancement unit to create an Arts Funding Policy for the campus.
6. Develop resources to re-establish the UMKC Gallery of Art.
7. Facilitate the exchange of the rich intellectual and cultural assets of UMKC and the Kansas City community (i.e., enhanced presence in the city’s crossroads district).

Goal 5: Embrace Diversity
Objectives:

1. Continue and enhance our efforts to recruit and retain students, staff and faculty from under-represented groups.
2. Create an A&S Diversity Council that includes faculty, students and staff.
3. Support Diversity initiatives within the College, the University and the Community.

Goal 6: Promote Research, Creativity and Economic Development
Objectives:

1. Encourage and support more outside grant applications and success, including developing mechanisms and rewards for collaboration across all units (College and University-wide) and with the community.
2. Develop new and creative measures for funding for a sufficient number of competitively-paid graduate teaching assistants.
3. Publicly recognize faculty achievements through various means.
4. Continue to support faculty travel to present research.
5. Use a proportion of A&S/University indirect costs recovery to create an A&S Research Grants program.
6. Be at the forefront of the University’s goal of undergraduate research, including SEARCH.

Note: Each of the objectives associated with the goals has a plan of action that stretches out over the next five-year period. For academic year 2010-11, the College is working on:
New Initiatives:

1. Programs/Courses
   a. General Education--ongoing with the University’s initiative
   b. PACE program review--chairs' committee investigating
   c. MALS--review began last year with new elements to be implemented this year
   d. Participated in the System-wide scrutiny of 'low-producing' programs
   e. Began discussion of expansion of on-line courses and hybrid courses--building upon summer development of our degree-completion program
   f. Developing appropriate assessment measures for all A&S programs

2. Investigation of graduate teaching assistantships -- chairs' committee investigating

3. Implement new, transparent schedule of adjunct teachers' stipends--needs a bit more investigation but likely will be implemented by summer 2011.

4. Comprehensive re-development of academic internships with the goal of providing every undergraduate student with access to an internship experience.

5. Implement the new Olson Professorship program to promote strength, stability and enhancement of our faculty.

Continuing Initiatives:

1. Student recruitment and retention measures--this is the third year of our journey regarding R&R
   a. Life coach--is this making a difference? Evaluation is necessary
   b. A&S 100 courses--are these important for R&R? Study completed by Psychology Dept.--next steps forthcoming.
   c. Enhanced participation of faculty in orientation and welcome days on campus
   d. Speaker Series in development stage (faculty providing guest lectures in local high schools)
   e. Enhance our internship program so that UMKC and the College specifically will be the 'go to' place for undergraduate internship experience. This will require collaboration with Career Services which oversees the ‘paid’ internships available to students so that ‘academic’ internships may be created and promoted.

2. Showcase our programs/achievements
   a. This is the second year of the College's on-line E-Zine. This publication included a special issue this past summer to catch up on anything missed during the year.
   b. The Dean's office has a mini-convocation each year at which we celebrate the College's successes including faculty and staff award winners, introduce new faculty and staff, celebrate those who retired and honor those we passed away during the previous academic year.
   c. This fall (2010) we will have our biennial town hall meeting at which we discuss the state of the College.
d. On an ongoing basis, faculty are encouraged to send the Dean's office their achievements so that we can pursue more publicity for them through University publications and/or local media (the KC Star, radio and TV media).
e. Work with University Communications on new marketing plans to showcase our programs, faculty and opportunities for students.

3. Participate in all University-wide initiatives, making sure that the College’s interests and goals are taken into account as these initiatives are moved forward—including the development of the Student Success Center, the Honors College, the Emeritus College and University College.

4. Monitor the College’s progress in the new budget model and encourage new ideas from our constituent bodies on growth incentives and rewards.
   a. Develop partnerships within the College and/or with other units on campus to provide new degree programs that meet market demand and are responsive to emerging trends in higher education.
   b. Promote a system of rewards that acknowledges the many and varied strengths of our faculty.
   c. Find the resources to re-establish the Faculty Research Grant program within the College.

5. Grow our interaction with our alumni and friends to enhance our scholarship endowment.