

# Mission Goals Projects

## The College of Arts and Sciences Strategic Plan

Spring 2013

Approved by College Chairs and Directors 3/13/13

# Our Planning Philosophy

Explicitly identifying our mission, goals, and projects will enhance participation, planning, and understanding in all dimensions of our work.

The College plan identifies goals and projects not to set every detail, but to signal our basic commitments and stimulate conversations about priorities and practices.

## Goals Matter

The decision to pursue goals and projects implies a commitment of finances and personnel.

## Ideas Matter

Ideas are most welcome. Ongoing conversation about mission, goals, and projects is the main reason for getting so explicit about them.

## Planning in the RCM Era

Rule # 1. We are a public-sector college, not a business. The fundamental missions of education and research drive our commitments.

Rule #2. RCM does not answer the big questions. It creates the incentive and capacity for the College to make choices that advance our mission through sustainable practices.

## The Slide Guide

A note on what's ahead.

Each key college goal is followed by a set of specific projects slated for implementation in a three-year window.

A member of the Dean's executive staff or a specially delegated faculty leader will be responsible for each project.

## The Missing Pieces

This plan identifies a workable number of central goals and projects. New projects and new contributions to existing projects will be generated by college committees and departments. These new proposals will be reviewed as part of the college's regular planning processes. The overall plan will be revisited at each annual College Leaders Retreat.

## Mission Statement

The Ohio University College of Arts and Sciences prepares students for successful lives by advancing their personal and intellectual growth through a 21<sup>st</sup> century liberal arts education.

Our scholarly work generates knowledge and understanding, forms the core of our graduate programs, and engages all students and faculty in a culture of exploration.

The College's faculty, staff, and students aspire to meet the imperatives of tolerance, curiosity, and deeply informed engagement with a diverse and changing world.

## Mission, RCM, and the Strategic Plan

A fiscally responsible three-year plan to advance our mission centers on four key goals:

- Improve student success in undergraduate and graduate education.
- Strengthen College support for faculty and student research and creative activity.
- Build a relevant liberal arts curriculum by sustaining our foundations while investing in innovative academic programs and student experiences.
- Support our core missions with an accountable and transparent organization characterized by a culture of regular planning, evaluation and communication.

### Key College Goal: Improve student success in undergraduate and graduate education.

- Improve recruitment, advising, and student success as measured in class profiles, retention, learning outcomes, and course and degree completions.
- Work with University leaders to address critical pressures on lab facilities and other dimensions of science and health programming.
- Target course redesign and structural enhancements to increase student success in large-enrollment introductory courses.
- Invest in enhanced first-year curricula to create student engagement with challenging material.
- Explore opportunities in graduate education with a particular emphasis on enhancing demand and value.

### Key College Goal: Strengthen college support for faculty and student research and creative activity.

- Launch a communications strategy to increase the visibility of faculty and student research.
- Promote ongoing conversations about the integration of teaching and research.
- Strengthen professional development activities to support faculty research and creative activity.
- Develop effective mechanisms for supporting and incentivizing student-faculty research and grant funded activity.

### Key College Goal: Build a relevant liberal arts curriculum by sustaining our foundations while investing in innovative academic programs and student experiences.

- Advance the visibility and impact of the liberal arts education; explore redesign of college distribution requirements and university general education requirements.
- Enhance the use and coordination of summer, e-Learning, and other opportunities.
- Raise student participation in research and creative activities; expand opportunities for public presentation.
- Increase the extent and visibility of out-of-class student opportunities through internships, study away, student-employment, and service learning initiatives.
- Expand career development opportunities for liberal arts majors.

### Key College Goal: Support our core missions with an accountable and transparent organization characterized by regular planning, evaluation and communication.

- Develop a stronger College capacity for resource assessment and forecasting.
- Undertake a comprehensive assessment of needs and opportunities regarding the distribution of faculty and academic support staff.
- Improve College communications with faculty, students, recruits, university colleagues, and alumni.
- Attract, support, and retain outstanding faculty and staff by working with university leaders on compensation, workplace environment, and employee recognition.
- Explore the feasibility of replacing part-time adjuncts with full-time faculty.
- Accelerate revenue-generating activities.