

# Eastern Connecticut State University

## School of Education and Professional Studies/Graduate Division Strategic Plan 2014-2019

**ECSU Mission:** To provide high quality undergraduate and select graduate programs to a diverse population of talented students. Eastern's inclusive residential campus, outstanding faculty, emphasis on teaching excellence and exceptional facilities raise students' aspirations and cultivate engagement, inquiry, integrity and social responsibility. In the traditional arts and sciences, as well as in pre-professional programs that are grounded in the liberal arts, Eastern students apply theory in practical settings. Faculty research, scholarship, creative work, and community engagement inform teaching and learning, advance knowledge and enrich the liberal arts curriculum. The University is committed to serving the state of Connecticut and the nation by preparing its students for their future personal, professional and public roles, as leaders in both their communities and professional fields.

**SEPS' Mission:** Contributing to Eastern's Liberal Arts Core, the School of Education and Professional Studies provides education and leadership in defined professional areas to enrich the lives of students and alumni by engendering inquiry, social responsibility, lifelong learning, and diversity.

**Goals:**

1. Educate undergraduate and graduate students in the tradition of liberal arts for professional and scholarly preparedness. (\*Objs. 2, 3)
2. Integrate issues of social responsibility, global awareness, and diversity within the Educational experience. (\*Objs. 2, 3)
3. Promote the value of Eastern to the community at large through collaborative engagement with students and alumni. (\*Objs. 1, 3, 5)
4. Foster a culture of effectiveness and continuous improvement. (\*Objs. 2, 4, 5)

<b>Goal 1: Educate undergraduate and graduate students in the tradition of liberal arts for professional and scholarly preparedness.</b>				
ACTIVITY/STRATEGY	OWNERSHIP	INPUTS/SUPPORTS	TIMELINE and METRIC	OUTCOMES
Faculty mentor students during inquiry/research-based projects	Faculty	Provost, Dean, Graduate Division, Undergraduate Research Council	Annually, beginning fall 2015	Increase number of undergraduate and graduate students participating in CREATE, benchmarked in spring 2015

Design and implement structure(s) to formally promote and recognize student internships and professional activities	Faculty	LAW Committee, Center for Community Engagement, Relevant UAs, External Partners	Annually, beginning fall 2015	Create new internships/Professional Development Day and benchmark number of participants
Establish formal articulations with regional K-12 schools (Education) and regional, professional programs (See also goal 3)	Dean, Director of Field Practicum	Departments, Regional school districts, Regional professional programs	Fall 2014 negotiate internship options for Graduate level programs	Formal articulation/ MOU and positive outcomes on partnership agreements.
Recognize and assist in the development of departmental or program level integration of student learning assessment system(s) to inform curriculum revisions	Departments	Dean, Office of Professional Development, Office of Institutional Research, University Assistant for Recruitment, Accreditation and Certification, SEP's Faculty Assessment Coordinator	Fall 2016	Inclusion of student learning outcomes assessment processes within the annual review for participating programs and departments

**GOAL 2. Integrate issues of social responsibility, global awareness, and diversity within the educational experience.**

ACTIVITY/STRATEGY	OWNERSHIP	INPUTS/SUPPORTS	TIMELINE and METRIC	OUTCOMES
Faculty encourage and promote students' participation in global field experiences or programs integrate an emphasis on global/intercultural perspectives at the course level	Departments/Programs	Dean, Provost Office of Continuing Education; Office of Institutional Advancement, Board of Regents of Higher Education	Spring 2017, generate baseline report of global field experiences completed within programs or number of courses integrating global/intercultural perspectives within programs. (Source annual program report)	Increased exposure to global/intercultural perspectives during program curricula
Review current practices and integrate perspectives of diversity, ethical responsibility and leadership throughout programs of study	Departments/Programs	Dean, Office of Diversity and Equity	Spring 2017, generate baseline report of number of courses that integrate related perspectives at the program level (Potential source—annual program report)	Increased exposure to diversity, ethical responsibility, and leadership perspectives/experiences during program curricula

Establish and recognize curriculum-based partnerships with external organizations that address a focus on problem-solving within organizations and/or communities	Departments/Programs	Dean, LAW Committee, Alumni Affairs, Office of Internships and Career Services, Office of Community Engagement	Fall 2016, Establish program/departme ntal level metrics for value added	Reported benchmark of value added to regional economy
<b>GOAL 3. Promote the value of Eastern to the community at large through collaborative engagement with students and alumni.</b>				
<b>ACTIVITY/STRATEGY</b>	<b>OWNERSHIP</b>	<b>INPUTS/SUPPORTS</b>	<b>TIMELINE and METRIC</b>	<b>OUTCOMES</b>
Establish outreach programs or formal articulations with regional Prek-12 schools (Education), community colleges, and regional professional programs (See also Goal 1)	Dean, Director of Field Practicum	Departments, Regional school districts, Community Colleges and regional professional programs, Office of Admissions	Fall 2014 negotiate internship options for Graduate level programs  Fall 2015, pilot school-level, high school visitation day	Increased awareness of Eastern Programming among regional public school students.  Increase admission applications and enrollment from regional public school graduates

Develop professional networks among alumni and students	Departments, Programs	Dean, Assistant Dean, Alumni Affairs, Office of Internships and Career Services	Spring 2017, pilot a school level internship/pratica expo that promotes alumni and student networking	Baseline evaluation of expo participation and satisfaction
Develop SEPS level alumni activities, representing all departments to enhance curriculum, programming, and/or development	Departments, Programs, Dean	Office of Internships and Career Services	Spring 2017, pilot a school level internship/pratica expo that promotes alumni and student networking	Baseline evaluation of expo participation and satisfaction
Develop SEPS level social media presence representing all departments	Dean	Departments, Programs, Communications Dept., Office of Public Affairs	Fall 2014, establish SEPS social media accounts	Increased visibility and community recognition of SEPS' programming  Baseline of social media initiatives
<b>GOAL 4. Foster a culture of effectiveness and continuous improvement.</b>				
<b>ACTIVITY/STRATEGY</b>	<b>OWNERSHIP</b>	<b>INPUTS/SUPPORTS</b>	<b>TIMELINE and METRIC</b>	<b>OUTCOMES</b>
Establish SEPS strategic plan with departmental input	Dean, Dean's Cabinet	Faculty	Fall 2014  Draft strategic plan	Increased, targeted dialogue among faculty across Departments with regard to systemic programming

Reconstitute Graduate Division Advisory Committee to focus graduate program marketing, enrollment, and effectiveness	Dean	Faculty, Office of Diversity	Fall 2014  Draft plan for promoting and enhancing graduate program (including a needs analysis)	Events and print and radio ads marketing Graduate Programs
Revise Graduate Programs in order that motivated students might graduate in one year.	Graduate Program faculty	Dean, Provost	Fall 2014	Increased accessibility and market competitiveness for graduate programs
Review and adjust class size to align with course requirements and design	Departments, Programs	Dean, Assistant Dean	2015-2016 academic year	Increased efficiency for course scheduling
Streamline and eliminate complexities of academic requirements in majors and LAC and incorporate flexibilities that promote completion of integrative learning experiences	To Be Determined	To Be Determined	To Be Determined	To Be Determined
Refine annual program review process to include examination of processes and incorporate Effectiveness and Impact Index measures	Department Chairs (Dean's Cabinet)	Provost, Departments, Programs	Ongoing	Documentation of professional distinction, competitiveness, and regional contribution across programs

Create system for recognizing and rewarding faculty excellence in teaching (including advising), scholarship, and service	Department Chairs (Dean's Cabinet)	Provost, Office of Professional Development	2015-2016 academic year	Increased public recognition of faculty accomplishments and contributions to program(ming) effectiveness and improvement
Create system for faculty development to support student advising	Assistant Dean	Office of Professional Development Advising Center	2015-2016 academic year	Increased potential for student retention and four-year graduation
Align fiscal and development/program-ing decision making priorities with SEPS' Strategic Plan	Dean's Office	Provost Dean's Cabinet SEPS' Departments	2015-2016 academic year	Budget and performance integration model  Aligned Summer Curricular Development Grant foci (summer 2015)

\*Eastern Connecticut State University's 2013-2018 Strategic Plan (ESP)

Objective 1 – Maximize the Value of an Eastern Degree; Objective 2 – Ensure that Programs are Relevant, Effective and Challenging; Objective 3 - Enhance Learning through Campus and Community Engagement in Integrative Learning Experiences; Objective 4 - Assist Students, Staff and Faculty in Achieving Their Full Potential; Objective 5 – Increase Public Awareness of Eastern's Unique Mission and Community

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