Department of Arts, Languages, & Philosophy

2014-2020 Strategic Plan (as of 2/04/2014)

Vision statement:
Our department will support Missouri S&T in graduating some of the finest and most well-rounded future advocates, artists, businesspersons, educators, engineers, scientists, and thinkers.

Mission statement:
The Department of Arts, Languages, and Philosophy will provide students with skills essential to becoming well-balanced, self-aware individuals capable of effectively communicating in today’s global society. We will work closely with students to educate the whole person, focusing especially on developing appreciation of and communication through the arts, languages, media studies, and philosophy.

We will attract and retain skilled faculty who embody the passion and commitment they want to see in their students and who extend the learning environment beyond the classroom walls. We will act as a living bridge between the university and the local and global communities, thereby promoting a healthy and prosperous relationship.

Strategy Statement:
- **Objective:** ALP will be recognized regionally for excellent, and nationally for very good instruction and research in arts, languages, philosophy, and speech & media studies by May 2020. This will be measurable via increased student enrollment, student and alumni feedback (including course evaluations), and faculty awards and accomplishments.
- **Scope:** We will provide excellent humanities and arts instruction for S&T students, making them stand out to grad school programs and potential employers. We will develop a reputation throughout Missouri as a very good place to study philosophy, languages, arts, and speech & media studies.
- **Advantage:** Our faculty combined have a diverse and interactive body of knowledge in philosophy, foreign languages, cultural studies, film, theater, music, fine arts, and speech & media studies. Faculty are dedicated to mentoring students and invested in ensuring student success. Alumni, in turn, reflect the advantage of receiving this caliber of learning.

Values
We share the campus’s values: Lifelong Success, Creativity, Integrity, Sustainability, Partnerships, and Inclusion. In addition, our department values development of the whole person, helping our students (and each other) to discover and cultivate the artist, the scientist, and the philosopher in each of us.
Strategic Objectives
[Numbers in brackets indicate which of the Campus Plan’s levers/categories of action are addressed in these sections.]

1. Increase the visibility and strengthen the reputation of the Department of Arts, Languages, & Philosophy
   1.1. Once a year, the department will host or co-host an event or contest that inspires and encourages creativity (i.e., art show, open mic, etc.). [1.1, 1.2, 1.4]
      1.1.1. Begins 2014-2015 academic year; ongoing. We will track attendance and strive to increase it by 10% per year.
   1.2 Increase the number of majors and minors by 20% by 2021, with intermediate steps of 10% by 2016 and 15% by 2018. [2.4, 3.1, 3.7]
      1.2.1 Minors: Track enrollment in courses. We will establish baselines beginning in spring 2014. One person from each section will collect data about section enrollments and report it to the Department Admin who will establish and maintain a file accessible to all department members. This process will be repeated at the end of every semester.
      1.2.2 Philosophy BS: We will increase this enrollment by 3 majors per year.
      1.2.3 Multidisciplinary Studies BA: We will increase this enrollment by 5 per year.
      1.2.4 Establish a schedule to annually review and update each major and minor brochures; review and update all web pages each semester.
      1.2.5 Explore the viability of additional B.A. and B.S. degrees (starting spring 2014; ongoing).
   1.3 Maintain a dynamic informational and technological presence (web, brochures, social media). [2.2, 2.4, 2.5, 2.6, 3.1, 3.4, 3.6, 3.7, 4.1, 4.3, 4.4, 4.7, 4.8]
      1.3.1 Develop and offer at least 4 online or blended courses each academic year by spring 2016. Jon Finch (Philosophy) will keep track each semester of who is teaching online or blended courses and report to the Vision and Strategic Planning Committee.
      1.3.2 Collaborate with other UM campuses in providing online instruction. By fall 2014 Joel Dittmer (Philosophy) will establish a baseline of the types of collaboration currently taking place between campuses. Faculty in ALP will establish contacts with their colleagues on other campuses as necessary and useful (beginning spring 2014; ongoing).
   1.4 Faculty will be active in their respective fields. [1.2, 1.4, 1.5, 2.3]
      1.4.1 Faculty will engage in publications, presentations, conferences, performances, expositions, book reviewing, editing, journal refereeing, and other professional activities as relevant to their fields. We will establish a baseline for faculty activities. Each year in May, faculty will
prepare an annual report detailing their accomplishments related to the department’s strategic plan. All TT faculty will publish and/or present at a rate equal to or above that of their counterparts at our comparator institutions.

1.4.2. Faculty will pursue leadership in professional organizations when appropriate. We will establish a database for this by August 2014.

1.4.3. Publicize faculty activities and accomplishments. We will create an annual department newsletter by May 2015.

1.5. Recognize and publicize student accomplishments.

1.5.1. Create departmental awards to recognize student achievements. The Renaissance Award, which will be an annual award, will be initiated by May 2014. The department will explore other award possibilities as conditions and resources warrant.

1.5.2. Provide students with certificate of accomplishment upon completion of a minor or major.

1.5.3. Work with university communications to publicize student accomplishments.

1.6. Faculty shall seek funding for internal and external grants. [1.4, 1.5, 2.3]

1.6.1 Baseline to be established by August, 2014.

2. Provide enriching experiences

2.1 Our department will engage in collaboration and innovation, internally and externally. [1.2, 1.4, 1.5, 2.3, 2.5, 2.6, 3.1, 3.3, 3.6, 4.1, 4.2, 4.3, 4.7, 4.8, 4.9]

2.1.1 We will integrate disciplines via periodically co-teaching and cross-listing courses. (see 1A). Metric: We will establish a baseline by spring 2014. Joel Dittmer will collect this information. We will have 2 co-listed courses by May 2016 and 4 by May 2021.

2.2 We will continue to offer a variety of major and minor fields of study within the Department of Arts, Languages, & Philosophy. [1.5, 2.3, 2.7, 3.1, 3.4]

2.2.1 We will establish a baseline/inventory beginning in January 2014 and expand programs as conditions, interest, and resources warrant; ongoing.

2.3 We will highlight the complementary and integral role of ALP in all disciplines at Missouri S&T. [1.1, 1.2, 2.2, 2.3, 2.4, 3.4]

2.3.1 Develop and offer online courses. (see 1c.) and collaborate with other UM campuses in providing instruction.

2.3.2 Offer experiential learning opportunities. We will establish a baseline beginning January 2014 (completed by May 2014) for available EL opportunities for our majors. We will ensure each major program offers at least 1 experiential learning activity per semester by May 2015.
2.4 Maintain an integral presence in the core experience of S&T students [1.1, 1.2, 1.4, 1.5, 2.3, 3.4] (Metric: see 1.2)

2.5 Organize informal department seminars. [1.2, 1.5, 2.3, 2.5, 3.4, 4.6, 4.9]
   2.5.1 We will organize 2 of these per semester by December 2014; the department chair will ask for 2 volunteers each semester to either organize a seminar or invite a guest speaker.

2.6 Encourage students to participate in study abroad experiences. [1.1, 1.3, 1.4, 1.5, 2.3, 2.4, 2.5, 3.4, 3.5, 4.6, 4.9]
   2.6.1 Periodically offer faculty-led trips abroad, maintaining close contact with the Office of International Affairs.
   2.6.2 We will establish a baseline of how many ALP faculty are involved each year in study abroad programs by May 2014. We will track faculty participation each year thereafter.

3. Create development opportunities

3.1 Provide internal development opportunities (peer writing review, sharing of best teaching practices, mentoring of untenured faculty, informal gatherings) [1.2, 1.4, 1.5, 2.3, 2.5, 2.6, 3.4, 4.6, 4.9].
   3.1.1. The department chair will assign a mentor for each new TT faculty member by August 2014.
   3.1.2. The Vision and Strategic Planning Committee will organize various development opportunities, with at least one event taking place each semester, beginning fall 2014.
   3.1.3. Mentors and events will be tracked by the VSP Committee.

3.2 Engage in external development opportunities (conferences, seminars, and related functions). [1.2, 1.4, 1.5, 2.4, 3.1, 3.4, 3.7]
   3.2.1. Goal: TT faculty should present research at a minimum of 1 regional, national, or international conference each academic year. Faculty will be reported such activity on the annual report at the end of each academic year.

3.3 Maintain ties with other departments on campus and within the UM system through collaboration and research, including online collaboration and experiential learning opportunities. [1.1, 1.2, 1.4, 1.5, 2.3, 2.4, 2.5, 2.6, 3.1, 3.3, 3.4, 4.1, 4.3, 4.8, 4.9] See above sections for metrics.

3.4 Foster community development on campus and in the wider region. [1.2, 1.5, 2.4, 3.4, 3.5, 3.9, 4.1, 4.3, 4.9]
   3.4.1. Maintain contact with alumni. Faculty in each area of study will compile information on graduating seniors they have advised and submit to ALP Admin., who will create and maintain a list of department alumni. This list will be used to contact alumni regarding news and upcoming events.
3.4.2. Create alumni database of minors as well as majors. Offer minors the opportunity to receive our newsletters, etc. by December, 2014.

3.4.3. Involve interested alumni in department-sponsored events and performances by summer, 2015.

ALP Comparator Institutions:

Overall, three departments that loosely resemble the 7-discipline structure of ALP are:
- Bucknell University Humanities Division
- Rose-Hulman, Humanities and Social Sciences Division
- Rensselaer PI, School of Humanities, Arts, and Social Sciences

Alternates that also resemble ALP are:
- St. Olaf College
- UNC-Ashville
- Missouri State

Additionally, some disciplines have proposed their own comparators. These are:

Philosophy: Pittsburgh State University
- Eastern Illinois University
- University of Wisconsin-Stevens Point

Alternates: University of Central Missouri University of Science and Technology
- Truman State University
- University of Nebraska-Kearney

Foreign Languages: California Institute of Technology
- Florida Institute of Technology
- Michigan Tech.

Alternate: Worcester PI

Theater: New Jersey IT
- Worcester PI
- Rockhurst College
- University of Alabama, Huntsville

Music: California Institute of Technology
- Georgia Tech
- Colorado School of Mines
- East Central College
Art: Rose-Hulman
    Colorado School of Mines
    Michigan Tech.
    Stevens IT

Speech and Media Studies and Art and Film are willing, initially, to go with the ALP overall comparators listed above.