**Department of History and Philosophy Strategic Plan 2012-2017**

**GOAL 1: Enhance the quality of undergraduate and graduate education both on-campus and on-line (KSU Strategic Plan Goal 1)**

**Objective 1: Strengthen the quality of education in the BA History Curriculum**

Action steps:

* Develop and implement an Assessment Instrument for General Education courses
* Implement an Assessment Instrument for HIST majors based upon content knowledge proctored in the Senior Seminar Course
* Seek additional resources including reassignment time and new technology for faculty to develop and deliver high quality upper division online courses
* Reexamine, align and assess learning goals for HIST 2270, HIST 3376 and Senior Seminar for the History major
* Reexamine and align goals for 3000 and 4000 level HIST courses
* Introduce a zero credit hour Pass/Fail course for graduating seniors for assessment, guidance for applying to graduate school and developing a resume

**Objective 2: Strengthen the existing history teacher education program at the undergraduate/graduate level**

Action steps:

* Develop and implement an Assessment Instrument for General Education courses
* Improve student learning in HIST 2271 and HIST 4488 to assure that every student accepted into TOSS has the skills to plan for effective teaching in the classroom
* Expand resources (including reassignment time) to assist faculty in developing and delivering online classes for the MAT program
* Implement an assessment plan that will measure student teachers’ disposition and ability to teach in the public school system
* Seek funding for a 12-month coordinator position
* Seek additional resources including reassignment time for HIED faculty and new lines that will allow the HIED program to remain accredited and informed of current trends in the local public school systems
* Increase the hiring of lecturers and clinical faculty for field supervision to allow more time for tenure track faculty to meet other responsibilities (Service and scholarship)

**Objective 3: Align and assess learning goals in the BA Philosophy curriculum**

Action steps:

* Develop and implement Assessment Exams for General Education courses
* Continue development and implement assessment plan for the Philosophy major, including a plan to track alumni
* Develop an Area F course for the Philosophy major to replace HIST 2206
* Expand course offerings in upper division as new faculty with new expertise are hired
* Consider and introduce if appropriate a zero credit hour Pass/Fail course for graduating seniors where they would complete assessment and also have guidance for applying to graduate school and developing a resume
* Continue to streamline Philosophy curriculum to meet student learning needs

**Objective 4: Support existing graduate programs and develop at least one new graduate program**

Action steps:

* Develop online graduate courses to support the M.Ed. History program
* Investigate options for cross-listing undergraduate /graduate courses in content areas as 5000 or 4000/7000to support existing graduate programs
* Implement MA History (Accelerated Program)
* Investigate development of an MAT History program
* Investigate development of MA Philosophy

**Goal 2: Enhance the Collegiate Experience (KSU Strategic Plan Goal 4)**

**Objective 1: Foster a welcoming, diverse and inclusive environment**

Action steps:

* Strengthen and support undergraduate research (publication and presentations)
* Continue to support the Philosophy Student Association within budget constraints
* Continue expansion of Phi Alpha Theta activities to include a spring banquet/awards event
* Establish a History Club for all interested students who might like to visit historical sites, view films, etc.
* Continue to increase diversity of course offerings to include more offerings in Non-Western World in History and Philosophy
* Encourage at least eight full time faculty to participate in graduation
* Have at least 25% of full time faculty and one staff person complete the on- campus Safe-Space training

**Objective 2: Improve RPG rates (KSU Strategic Plan Goal 2)**

Action steps:

* Provide department training for Degree Works
* Continue to advise juniors and seniors using Degree Works and utilizing Planning Tools to help determine course needs
* Plan and implement outreach and recruitment programs in area schools – summer history camp to raise profile
* Investigate streamlining curriculum by ending concentrations in BA History
* Investigate ending 3000 Foreign Language Requirement
* Recruit highly qualified students and make connections with students through activities
* Designate a faculty member to work closely with Honors, and develop links to AP and IB teachers
* Implement a rotation to have tenure track faculty teach at least one section in the core each academic year
* Continue and enhance recruitment of Philosophy major
* Continue and strengthen research/engagement opportunities for Philosophy students, including support fo r conference presentations and publication
* Strengthen processes and expand resources for supervision, mentoring, training and hiring highly qualified Part Time Faculty
* Lower total percentage of core courses (Hist 2112, HIST 1110 and PHIL 2200) taught by Part Time faculty to no greater than 60% by hiring full time faculty

**GOAL 3: Enhance the visibility of the department and engagement with the community (KSU Strategic Plan Goal 3)**

**Objective 1: Increase the department’s visibility**

Action steps:

* Designate a person to update, revise and refine Department webpage/Social Media to showcase excellence in teaching, scholarship and engagement and strengthen public image
* Promote a Faculty member for the KSU Foundation Distinguished Professor Award, the Award in Scholarship Award and the Service Award each year
* Support Philosophy Symposium in Spring Semester

**Objective 2: Expand opportunities for outreach to and collaboration with the community**

Action steps:

* Advisory Board for History/History Education
* Increase number of students seeking external internships in history/ public history
* Develop projects that engage students/ community and contribute to faculty research agenda
* Develop and maintain an alumni database which tracks occupation, long and short term careers
* Produce a biannual Newsletter that is placed on the webpage and/or mailed to alumni and stakeholders
* Introduce an Annual History and Philosophy Faculty Lecture Series
* Implement a Fall World History Lecture – (AP) invite area teachers and provide lesson plans, books
* Continue Summer AP World History Institute

**GOAL 4: Enhance and Expand the Professional and Scholarly Life of Faculty (KSU Strategic Goal 1)**

**Objective 1: Expand resources that support faculty**

Action steps:

* Secure appropriate office space for tenure track faculty with up to date technology and sufficient administrative staff
* Lower total faculty (including part time) to staff ratio to 25:1
* Expand funding for tenured and tenure track faculty to present research
* Expand funding for tenured and tenure track faculty to complete research projects

**Objective 2: Encourage and increase opportunities that support research**

Action steps:

* Hire highly qualified faculty with strong research agendas and teaching experience
* Enhance and expand scholarship and the professional life of faculty
* Implement flexible scheduling in the department, which allows for growth in enrollment but also permits reassigned time for pre-tenured faculty or tenured faculty with significant research projects in an equitable and accountable manner
* Plan and implement department events where faculty present their scholarship

**Objective 3: Support faculty engagement in and with the profession**

Action steps:

* Provide reassignment time for faculty who are selected for significant leadership roles (President, Secretary, Treasurer) in state and national professional organizations involving chairing the planning of a conference or maintaining a dynamic webpage
* Provide reassignment time for faculty who are selected for significant professional service roles (Managing Editor, Lead Editor) of a national or international peer reviewed journal