**Department of Sociology & Criminal Justice**

**Strategic Plan 2013 - 2018**

***Mission Statement***

The overarching motivation of the Department is to pursue excellence in teaching/learning, research/scholarship, and the provision of professional service. We are committed to productive and mutually beneficial engagement with our diverse communities. We aim to equip our students with the competencies and skills they need to thrive in a complex and rapidly changing social world. These are accomplished through our various undergraduate and graduate programs which combine conventional and experiential teaching/learning approaches, including domestic and international engagements of our students and faculty.

 **Strategic Planning Goals, Objectives and Action Steps**

**Goal 1**: Promote excellence and innovation in education through teaching, supervising, and mentoring students; research, creative activity, and scholarship; and professional service

**Objective 1**: Help to facilitate a culture of effective assessment

**Action Steps**:

1. Coordinate various assessment projects for continuous monitoring of programs;
2. Obtain individual input from faculty teaching courses on ways to assess and how to assess

**Objective 2**: Improve low faculty morale

**Action Steps**:

1. Develop and support reward incentives to recognize exemplary teaching;
2. Develop and support reward incentives to recognize exemplary research and creative activity;
3. Develop and support reward incentives to recognize exemplary professional service;
4. Hire more faculty

**Objective 3**: Foster success in TSM

**Action Steps**:

1. Provide a clearer T&P process;
2. Develop a more formal mechanism of support and mentoring for new and/or junior faculty;
3. Encourage and facilitate professional development

**Goal 2**: Improve recruitment, retention, progression, and graduation rates (RRPG) in accord with the Complete Georgia Initiative, while continually increasing the quality, breadth, and relevance of academic and co-curricular programs

**Objective 1**: Strengthen KSU data-centered approach

**Action Steps**:

1. Create/access database that tracks students (time at University, percent of courses completed, time to graduation);
2. Survey students about the RRPG related-issues;
3. Add additional questions on evaluations relating to RRPG.

**Objective 2**: Expand interventions to improve RRPG rates

**Action Steps**:

1. Use database to devise evidence-based strategies;
2. Encourage students to seek advisement through such strategies or through advising fairs or advising sessions

**Objective 3**: Provide greater course offerings of required classes

**Action Steps**:

1. Hire additional full-time faculty

**Objective 4**: Recognize excellence in advising

**Action Steps**:

1. Seek student nominations for excellence in advising within the department;
2. Offer advising awards

**Goal 3**: Become more engaged and prominent in the local community, Georgia, the nation, and the world;

**Objective 1**: Maintain and explore global opportunities

**Action Steps**:

1. Publicize department work with global efforts more effectively;
2. Support faculty and staff interested in global or community engagement;
3. Integrate service learning projects in study abroad programs

**Objective 2**: Collaborate more effectively with state and community agencies

**Action Steps**:

1. Identify state/local agencies who may be interested in KSUs engagement focus;
2. Develop a network of community-based agencies;
3. Develop a more cohesive network of criminal justice agencies;
4. Work closely with the Alumni Affairs Office for SCJ graduates;
5. Reexamine the possibility of a department advisory board

**Objective 3**: Promote department internships

**Action Steps**:

1. Continue internship requirements for students;
2. Publicize (webpage) successful student interns with specific agencies

**Goal 4**: Enhance the collegiate experience, and foster a welcoming, diverse and inclusive environment

**Objective**:  Improve learning experience for students, faculty and staff

**Action Steps**:

1. Decrease faculty-student ratios;
2. Hire more faculty;
3. Add in a selective, piecemeal way for additional online classes and/ or minor(s);
4. Seek out ways to create incentives and provide awards/recognition for professional development for faculty who integrate diversity and inclusion criteria into their courses;
5. Seek out ways to create incentives and provide awards/recognition for staff advancement opportunities who promote diversity and who help to create an environment of inclusion;
6. Promote more widely participation in student organizations

**Goal 5**: Expand resources, and improve operational efficiency and effectiveness.

**Objective**:  Use/ draw from community resources

**Action Steps**:

1. Seek fundraising support from private foundations and from grants;
2. Establish instruction-related partnerships / collaborations with local and/ or state agencies through use of an academic class, student organization, etc.;
3. Offer training programs to local companies and/ or government agencies;
4. Establish research-related "linkages" with private companies and/ or government agencies