**Liberal Studies Department Strategic Plan 2012-2015**

**Mission**: **Engaging in liberal, interdisciplinary, and integrative learning.** We champion liberal and integrative learning. Our department provides the framework for student-designed courses of study that inspire lifelong learning and responsible participation in diverse communities.

**Vision**: The Liberal Studies Department will create a model community of self-directed learners engaged in the transformative process of Liberal Education. We will cultivate leadership in civic engagement, social justice, and sustainability through experiential and integrative learning. We will reflexively integrate diverse intellectual traditions and contemporary perspectives within local and global contexts.

Through collaborative and innovative action, the Liberal Studies Department:

* Promotes and develops integrative, interdisciplinary teaching, learning and scholarship culminating in community engagement and diversity of practices.
* Cultivates relationships across disciplines in order to deepen commitments to interdisciplinary, integrative and liberal learning.
* Connects community partners, businesses, and non-profits with faculty, staff and students to address local and global issues.
* Engages with students to promote diversity and equity where structural inequalities exist.
* Enables students to develop individualized curriculum plans focused on academic and career goals.
* Fosters student research through experiential learning and collaborative student-faculty research.
* Provides leadership in liberal and general education regionally, nationally, and globally.
* Continues to grow academic programming in Holland, Muskegon, Traverse City and online.
* Contributes to national and international scholarship through the praxis of active scholarship.
* Models and promotes applied sustainability in curricular and programmatic practices.
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**Guiding Principles**

We value

* Collaborative teaching, learning and scholarship
* Student-centered experiential teaching and learning
* Engaged citizenship for students, faculty, and staff
* Sustainability through local practices and global understanding
* Advancing diversity through global and local perspectives
* Democratic equality through social justice
* Excellence and innovation in teaching & technology
* Accessibility, academic rigor and paths to degree completion

**Goals and Objectives 2010-2015**

**Goal 1: Liberal Studies students, staff, and faculty work and learn in a community of** **integrative interdisciplinary scholarship and practice.**

1.1 develops integrative, interdisciplinary learning culminating in community engagement and diversity of practices.

1.2 Increase enrollment in Liberal Studies major at distance campuses

1.3 Advance diversity of underrepresented groups within all ranks of faculty

1.4 Advance diversity through the curriculum

1.5 Annually provide leadership in the general education program

1.6 develops integrative, interdisciplinary teaching culminating in community engagement and diversity of practices.

1.7 By 2013 full-time faculty will increase integrative, interdisciplinary scholarship

1.8 Expand opportunities for integrative interdisciplinary scholarship through high impact practices

1.9 Through collaborative efforts students will engage with faculty in research

1.10Increase student diversity in Liberal Studies

**Goal 2: The Liberal Studies Department delivers high-quality, student-focused, liberal education.**

2.1 Increase the number of student credit hours taught by tenure and tenure track faculty to 65% according to university objective 5.1.1

2.2 Increase number of Liberal Studies majors

2.3 Support new academic programs, including Leadership Studies, Religious Studies, Sustainability Studies, Global Studies, LGBTQ Minor, Liberal

 Studies Minor, and Intercultural Competence and Experience Certificate (ICE)

**Goal 3: The Liberal Studies Department connects students, faculty, staff, and communities to address local, regional, national and global issues.**

3.1 Develop a prospectus for an innovative Master of Arts in Liberal Studies Program with external institutions.

3.2 Liberal Studies students will have the opportunity to participate in high impact experiences related to community social justice issues: internships, service-learning, study abroad etc.

3.3 Liberal Studies maintains formal and informal partnerships with non-profits and local businesses that contribute to meeting community needs.

**S*trategic Plan Grid 2012-2015***

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  **Brooks College** **Goal 1:**Students and faculty work and learn in a culture of excellent integrative, interdisciplinary scholarship and practice. | Program Goal | Program  Objective | Metric | Baseline | Time-frame | StrategyAction | Responsible Person/Group | Resources | Status |
|  | **Liberal Studies** **Goal 1:**Liberal Studies students, staff, and faculty work and learn in a community of integrative interdisciplinary scholarship and practice.  | 1.1 develops integrative, interdisciplinary learning culminating in community engagement and diversity of practices. | Review OutcomeConference Program | TBD per reviewNo baseline | By Winter 2014Fall 2011 | Reviewing program curricula to ensure high impact experiences are integrated in core courses.Host AIS conference at GVSU to support integrative interdiscp.learning practices |  Chair & Curriculum CommitteeConference, Program and Planning Committee | Department BudgetBrooks Budget Allocation and AIS Conference Receipts | In ProgressComplete |
|  |  | 1.2 Increase enrollment in Liberal Studies Major at distance campuses  | ½ the core curriculum for distance campuses to be available in online or hybrid formats. | Current online offeringsOnce per year | Fall 2015Annually | Increase online course offerings at distance campuses.Provide professional development training to faculty to teach online courses | Chair & Curriculum CommitteeChair | DepartmentBudgetDepartment Budget | OngoingOngoing |
|  | **Liberal Studies** **Goal 1:**Liberal Studies students, staff, and faculty work and learn in a community of integrative interdisciplinary scholarship and practice.  | 1.3 Advance diversity of underrepresented groups within all ranks of faculty  | 5%  | 0%2 faculty members | By 2015Annually | Strategies as articulated in recruitment planMaintain Faculty representation on University Level Inclusion and Equity Committee | Personnel CommitteePersonnel Committee | Department BudgetSufficient | In ProgressOngoing |
|  |  | 1.4 Advance diversity through the curriculum | Diversity in U.S. course moved to foundationsReview completed with recommendations | Currently in GE ThemeCurrent diversity content | By fall 2012By 2015 | Moving Diversity in the U.S. course from GE Themes to FoundationsReview core curriculum to ensure diversity content. | Curriculum CommitteeCurriculum Committee | Gen Ed workshop fundingDepartment Budget | Under review at UCCOngoing |
|  |  | 1.5 Annually provide leadership in the general education program | 50 or more sections will be taught in the general education programOne faculty member will serve on general education committee30% of faculty will participate in general education forums.2 faculty per year  | 45 sections1 Faculty member20% of faculty currently participateNo Baseline | AnnuallyAnnuallyAs gen ed holds meetingsBeginning 2012 | Schedule in consultation with gen ed.Encourage faculty participation in gen ed. curric. dev. workshopsElect faculty dept rep.Discuss with faculty the relevance of gen ed curriculum to Liberal StudiesTeaching for the ICE Program | ChairFacultyFaculty & ChairFaculty & Chair | DepartmentBudgetSufficientSufficientDepartment Budget | OngoingOngoingAs gen ed schedules forums.Ongoing |
| College (C) Objective | Faculty Goal | FacultyObjective | Metric | Baseline | Time-frame | StrategyAction  | Responsible Person/Group | Resources | Status |
|  | **Liberal Studies** **Goal 1:**Liberal Studies students, staff, and faculty work and learn in a community of integrative interdisciplinary scholarship and practice.  |  1.6 develops integrative, interdisciplinary teaching culminating in community engagement and diversity of practices. | By 2015, peer evaluation by two faculty annually of all tenure –track faculty. Annual WorkshopAnnual ReviewIncreased focus on conference presentation in Workload PlansMaintain Departmental Committee Representatives Service Load | Peer observations completed in a 3 year cycleNo BaselineExisting Peer Review FormExisting Workload PlansDepartmental Committee Representatives Service Load | Beginning in 2013Beginning 2012Beginning 2012AnnuallyAnnually | Nominate outstanding faculty for teaching awardsProvide Professional Developmt through FTLC for peer evaluationsRevise current peer evaluation form in terms measuring integrative interdisciplinary teaching.Provide faculty time for participation in interdisciplinary conferences or workshopsFaculty Participation in University Level Committee for High Impact Practices | Personnel CommitteePersonnel CommitteePersonnel CommitteeFaculty & ChairFaculty & Chair | Department BudgetFTLC fundingDepartment BudgetWorkload PlansWorkload Plans | OngoingPlanning Planning OngoingOngoing  |
|  |  | 1.7 By 2013 full-time faculty will increase integrative, interdisciplinary scholarship  | all tenured and TT faculty will present interdisciplinary scholarship at regional, national or international conference Increase applications and letter of support by 50%At least 3 nominees per yearEstablish ProgramExpand and Development of Peer Writing Groups | Current participation at interdisciplinary conferences nationally or internationally. 2 faculty applications for grants from Internal Funding3 nominations for 2011-2012TBD 1 Writing Group | By 2014AnnuallyAnnuallyBy 2013 establish formal mentoring programAnnually | Provide through department professional development fundingSupporting faculty applications for external funding sources Nominate for Awards and University Publications (e.g. Forum)Mentor Junior facultyCreate Peer Writing Groups such as the Angela Davis Writing Group | Chair and full-time facultyChair and full-time facultyPersonnel CommitteePersonnel CommitteeFull-time faculty | Current dept faculty development budgetInternal to the University & ExternalUniversity BudgetDepartment BudgetDepartment and external sources | OngoingOngoingOngoingOngoingOngoing |
| College © Objective | Student Goal | StudentObjective | Metric | Baseline | Time-frame | StrategyAction | Responsible Person/Group | Resources | Status |
|  | **Liberal Studies** **Goal 1:**Liberal Studies students, staff, and faculty work and learn in a community of integrative interdisciplinary scholarship and practice.  | 1.8 Expand opportunities for integrative interdisciplinary scholarship through high impact practices.  |  # of applications per year Maintain MaintainMaintainMaintain | Zero$12002 workshops per semesterMaintain list of study abroad programs that link with LIB emphasis Areas1 Departmental Rep | AnnuallyBeginning Fall 2011Fall 2011Fall 2011Annually | Support faculty and student participation in s3.Maintain newly developed faculty and student engagement in Speaking Out: Western Michigan’s Civil RightsProject. Provide Career Services Workshop to facilitate student internshipsSupport student participation in Study Abroad.Faculty Reps on URS committee | ChairChair and full-time facultyChair & facultyChair & facultyPersonnel Committee | CSCE and URS Budget for s3Department BudgetPartnership with Career Services Partnership with Padnos Int’lDepartment Budget | AnnuallyOngoing with 201On-goingOn-goingOn-going |
|  | **Liberal Studies** **Goal 1:**Liberal Studies students, staff, and faculty work and learn in a community of integrative interdisciplinary scholarship and practice.  | 1.9 Through collaborative efforts students will engage with faculty in research | Nominate at least one student/faculty for the McNair ScholarshipMaintain | Nominate at least one student/faculty for the McNair Scholarship 200 Oral Histories collected per year | AnnuallyAnnually | Support faculty and student participation in s3.Support faculty and student participation in Speaking Out: Western Michigan’s Civil RightsProject.  | Chair & facultyChair & 201 faculty | CSCE and URS BudgetDepartment Budget | OngoingOngoing |
|  |  | 1.10Increase student diversity in Liberal Studies | 5% increase in online course offeringsIncrease budgets proportional to student involvement | Current online continuing education offerings$1200 | By SemesterBeginning fall 2011 | Partner with Continuing Education to develop connections with under-represented and underserved populations in Michigan. Accelerate and support community based learning projects such as Speaking Out: Western Michigan’s Civil Rights Histories and the GVSU Veterans Writing Workshop. | Chair & facultyChair & faculty | Partnership with Continuing EdDepartment Budget & appropriate external budgets in URS, CSCE and FTLC | OngoingOngoing |
| **Brooks College** **Goal 2:** offers high-quality, student-focused, undergraduate education  | Program Goal | Program  Objective | Metric | Baseline | Time-frame | StrategyAction | Responsible Person/Group | Resources | Status |
|  | **Liberal Studies****Goal 2:**The Liberal Studies Department delivers high-quality, student-focused, liberal education. | 2.1 Increase the number of student credit hours taught by tenure and tenure track faculty to 65% according to university objective 5.1.1 | 65% of courses taught by tenure-track faculty50% of courses taught by tenure track faculty | University Baseline = 54% fall 2008Unit Baseline = 20% courses taught by tenured or tenure-track facultyfall 2011 |  By 2015 | Hire additional tenure and tenure track faculty. | Chair and Dean Requests for tenure lines. | Provost’s Office tenure line allocation to department budget | Ongoing |
| .**University Objective** 2.4 Enrollment Development PlanBrooks College Objectives 2.3 Increase enrollment in Brooks College Majors& 2.6 |   | 2.2 Increase number of Liberal Studies Majors | Increase by 50%Complete the hiring and training of Director for Brooks College Advising OfficeOne training session per year for faculty and senior advisor mentoring | Number of majors as of Fall 2011 =240NoneCurrent Advising Processes | By the end of year 2015Winter 2012Winter 2012 | Interview Alumni and post their experiences on the Department website.Increase Advising Support by hiring professional advisors.Support faculty through professional development for advising. | Chair & full-time facultyBrooks College advising office & Chair coordination with new hire.Chair & faculty | Department BudgetBrooks College Advising Office BudgetDepartment Budget | OngoingPlannedPlanned |
|  | **Liberal Studies****Goal 2:**The Liberal Studies Department delivers high-quality, student-focused, liberal education. | 2.3 Support new academic programs, including Leadership Studies, Religious Studies, Sustainability Studies, Global Studies, LGBTQ Minor, Liberal Studies Minor, and Intercultural Competence and Experience Certificate (ICE) | Number of faculty who participate# of cross-listings# of faculty exchanges# of cross-listings# of faculty exchanges | TBDTBDTBD | Review annually asprograms develop and faculty are availableReview annually ascross-listings and faculty exchanges are available Review annually ascross-listings and faculty exchanges are available | Liberal Studies faculty will participate in the development of these programs.Pending faculty resources and faculty teaching loads, LIB faculty will teach in these programs. Where possible Liberal Studies courses will be cross-listed with these interdiscp. programs or certificates. | Chair & facultyChair & facultyChair & faculty | Brooks College Budget Department Budget & Brooks College Adjunct BudgetDepartment Budget  | OngoingOngoingOngoing |
| **Brooks College** **Goal 3:** offers high-quality, student-focused, undergraduate education  | Program Goal | Program  Objective | Metric | Baseline | Time-frame | StrategyAction | Responsible Person/Group | Resources | Status |
|  | **Liberal Studies****Goal 3:** The Liberal Studies Department connects students, faculty, staff, and communities to address local, regional, national and global issues. | 3.1 Develop a prospectus for an innovative Master’s Program with external institutions to address local, regional and national and global issues such as sustainability | Develop prospectusDevelop prospectus | A prospectus does not currently existA prospectus does not currently exist | 2012-20152012-2015 | Discuss collaborative opportunities with Kendall College and other area colleges.Work with the School of Graduate Studies, humanities and social sciences units to develop graduate level course work. | Chair & curriculum committeeChair & curriculum committee | Partnership with Kendall and other area colleges.Partnership with Humanities and Social Science Units in conjunction with the School of Graduate Studies | PlanningPlanning |
|  | **Liberal Studies****Goal 3:** The Liberal Studies Department connects students, faculty, staff, and communities to address local, regional, national and global issues. | 3.2 Liberal Studies students will have the opportunity to participate in high impact experiences related to community social justice issues: internships, service-learning, study abroad etc. | 65% of students participating in at least one high impact experience related to community social justice issues. 65% of students participating in at least one high impact experience related to community social justice issues.15% of students participating in at least one service learning project | Current student participation.Current student participation.Current student participation. | 2012- 20152012- 20152012- 2015 | Collaborate with existing study abroad programs to encourage student participation in community social justice study abroad programs. Identify social justice internship opportunities in GR, HOL, MUSK, TC, and surrounding areas.Maintain relationships with Hoop House, Community Garden, Holland Bee Apiary and others to facilitate service learning projects for Liberal Studies Majors. | Chair & facultyChair & faculty Chair & faculty | Department ResourcesDepartment ResourcesUniversity& Department Resources | OngoingOngoingOngoing |
|  | **Liberal Studies****Goal 3:** The Liberal Studies Department connects students, faculty, staff, and communities to address local, regional, national and global issues. | 3.3 Liberal Studies maintains formal and informal partnerships with non-profits and local businesses that contribute to meeting community needs.  | Maintain current partnerships | Current number of partnerships | 2012-2015 | Connect with students with non-profits and local businesses to participate in high impact experiences including internships, service learning projects, volunteer opportunities etc. | Chair & Faculty | University& Department Resources | Ongoing |