

MISSOURI STATE UNIVERSITY COLLEGE OF ARTS AND LETTERS

Our Public Affairs Mission

As a public, comprehensive university system with a mission in Public Affairs, Missouri State University's purpose is to develop educated persons while achieving five goals: democratizing society, incubating new ideas, imagining Missouri's future, making Missouri's future, and modeling ethical and effective behavior. The College of Arts and Letters is committed to fulfilling this mission through the practices of our academic disciplines and the efforts of our faculty, staff, and students.

Missouri State University's Public Affairs mission is enacted through a comprehensive focus on three broad themes: Community Engagement, Cultural Competence, and Ethical Leadership. These themes inform learning, scholarship, and service among the arts and letters disciplines and reflect the College's integral role in fulfilling the University's mission. We will hold one another accountable for modeling community engagement, cultural competence, and ethical leadership in our professional work and in our interactions with our colleagues, students, and communities.



MISSION

The College of Arts and Letters promotes learning, scholarship, and service to the broader community in all aspects of human communication — spoken, written, visual, musical, dramatic, and electronically mediated.

MISSION GOALS

Advance knowledge and application

Faculty, staff and students will advance knowledge in and application of their academic disciplines, including original scholarship and creative activity, applied scholarship and community engagement, and the scholarship of teaching and learning. We will make meaningful and original contributions to our disciplines and to the broader society.

Foster academic achievement

We intend that our students meet the highest standards of accomplishment in their respective disciplines and that they achieve their individual educational goals. We aim for our programs to be recognized within Missouri and nationally for their excellence.

Sustain liberal arts education

We will lead Missouri State University's commitment to providing students a liberal education, both as the basis for mastery of disciplinary and professional studies and as an orientation to reflective thought and lifelong learning.

Provide access to creative and intellectual capital

We will extend our resources beyond the traditional classroom and campus boundaries, providing educational access through distance education, innovative delivery formats, and direct outreach to communities. We also will bring unique opportunities for learning and ideas exchange to the campus and surrounding communities.

Engage local and global diversity

We will strive to create and sustain a diverse college environment while also providing faculty, staff, and students opportunities to broaden their own cultural experiences. Students will learn cultural competence as it pertains to the wide range of forms of diversity present in societies.

Enrich cultural opportunities

Through our own programs and through community collaborations and partnerships we will enrich the cultural life and quality of communication here in the region and across the state.

Facilitate understanding and dialogue

Through scholarship, creative activity, and teaching, we will explore and promote the ways in which studies in the arts and letters can facilitate understanding and dialogue among diverse groups and cultures.

Operational Commitments

Allocation of resources must support the College's mission and goals. The following commitments guide our planning and resource decisions.

- **Recruit, retain, and reward highly qualified faculty, staff and administrators.**
- **Identify, recruit, and retain qualified and motivated students.**
- **Secure and maintain adequate program facilities.**
- **Provide necessary resources and assistance to guide students to degree completion.**
- **Provide adequate personnel and operating support to undergraduate and graduate programs.**
- **Assist programs, faculty, staff, and students in identifying and securing external support.**
- **Provide resources and infrastructure to support outreach and access of college resources to external constituencies.**

COAL FY10 Priorities and Strategic Initiatives

"Status" Key

Continuing = carried over from FY09 plan

Revised = carried over from FY09 plan with revisions

New = not listed in FY09 plan

Budget Priorities, Reallocations, and Planning

<u>Status</u>	<u>Action items</u>
Continuing	Reallocate operating funds to departments and monitor
Continuing	Develop and implement new policies regarding financial incentives to departments
Continuing	Evaluate and refine procedures for annual allocation requests and allotments
Continuing	Evaluate and articulate need for additional needs from the university
Continuing	Improve capabilities of departments to track and manage expenditures
Continuing	Continue to review and refine 3-5 college hiring plan
Continuing	Plan for significant future needs, including space, major equipment, and personnel

Recruitment and Enrollment Management

<u>Status</u>	<u>Action items</u>
New	Upgrade college and department web presence
New	Execute first COAL Roadshow recruitment event in Kansas City
New	Implement revised enrollment management plans
New	Insure that course rotations support published degree plans
New	Develop plan for support of Missouri Fine Arts Academy and related recruitment efforts
New	Expand online and other distance format offerings in strategic areas

Public Affairs: Community Engagement, Cultural Competence, and Ethical Leadership

<u>Status</u>	<u>Action items</u>
Revised	Develop college-wide, lecture/lab version of GEP 101
Revised	Evaluate and expand participation in curricular learning communities
Continuing	Build on college inventory of public affairs effort to develop stronger curricular and co-curricular activities for students
Continuing	Support international education efforts, including innovative integration of language studies, area studies, study away, and international faculty/students

Student Success

<u>Status</u>	<u>Action items</u>
New	Implement COAL Advising Office plan
New	Implement department Lead Advisor plan
New	Implement college-wide advising surveys of students and advisors
New	Maintain efforts to improve advising accessibility
Continuing	Use institutional data on retention and graduation rates to evaluate and revise departmental and college activities relevant to student success
Continuing	Expand concerns of student success to graduate education, with leadership provided by college Graduate Education Committee
New	Implement new COAL student advisory group

Program Support

<u>Status</u>	<u>Action items</u>
New	Complete occupation of Siceluff Hall and relocation of units within Craig Hall, Pummill Hall, Brick City, and Art Annex, including reconstruction of Art Annex and modifications for photography program in Pummill
New	Complete and effectively utilize new technology/collaborative classrooms in Siceluff 126 and Craig 316
New	Assess resources needed for strategic expansion of academic programs and work to provide them
New	Work for progress in development of Brick City and other IDEA Commons facilities

Scholarship/Creative Activity, External Support, and Graduate Studies

<u>Status</u>	<u>Action items</u>
Continuing	Provide greater publicity for current scholarly/creative accomplishments of college faculty
Continuing	Continue progress in providing adequate and equitable workloads for research active faculty
Continuing	Plan and implement external funding workshops tailored to specific departments and/or interdisciplinary interests
Continuing	Address issues identified by college graduate faculty regarding graduate studies, including: use of graduate assistants; financial support for graduate students, graduate assistants, and graduate scholarships/fellowships; long-range plan for graduate programs in the college; enhanced regional and national recruitment for college graduate students

Personnel and Leadership

<u>Status</u>	<u>Action items</u>
New	Implement college faculty leadership development program
Continuing	Conduct careful review of departmental personnel guidelines, including direct discussions with department faculty, with particular attention to clarifying performance standards and criteria
Continuing	Ensure effective mentoring for new faculty
New	Conduct successful search for new department head in Music
New	Mentor new acting head of Media, Journalism & Film, and new head of Theatre & Dance