

Strategic Plan (Revised July 28, 2015)

Mission

The LSU College of Human Sciences and Education consists of six schools united to advance cognitive, social, emotional, communicative, and physical development across the lifespan to address the relevant pressing issues of today's society. The college accomplishes this by having faculty and staff actively engaged in research, professional service, and global engagement.

Vision

By 2020 the College of Human Sciences and Education will be recognized by leading organizations in the professions for

- Its local, national, and international contributions to knowledge, policy, and practice by research and published scholarship
- Preparing diverse, expert, engaged, and ethically grounded professionals; and
- Empowering individuals and organizations through development, stewardship, and collaborative community partnerships to improve quality of life throughout the lifespan

The College of Human Sciences and Education values scholarship, collaboration, diversity, engagement, and lifelong learning.

Goal 1: Discovery/Research: The College of Human Sciences and Education will participate in LSU's research intensive mission by providing scholarship to advance knowledge and practice.

Performance indicators:

- Authorship on publications in scholarly, peer-reviewed national and international publications will average two per year per tenured and tenure-track faculty within a 5 year period from 2012-2017
- Sponsored research program proposals will reach a total of 60 proposal submissions annually from 2012-2017
- Sponsored research awards will reach \$8.5 million annually from 2012-2017
- Sponsored research expenditures will reach \$8.5 million annually from 2012-2017

Strategies:

1. Increase support for junior faculty to promote scholarship and funded research efforts
 - Increase number of graduate assistantships
 - Increase average stipend levels for graduate assistantships
 - Develop formal faculty induction process
 - Educate faculty on opportunities for small-scale financial support of pilot research projects and refereed presentations at research conferences that lead to publications and grant proposals
2. Create mechanisms for interdisciplinary research across schools and other colleges to improve sponsored research profile
 - Engage CHSE faculty in sponsored program activities that support research proposal development for external funding
 - Coordinate resources of the CHSE Office of Sponsored Research and Office of Social Service Research and Development to support research activity

Goal 2: Teaching/Learning. The College will increase recruitment, enrollment, retention, and graduation rates of students.

Performance indicators:

- College enrollment overall will rise by 10% from 2012-2017
- College retention of second year to third year undergraduate students will increase from 76% to 80% from 2012-2017
- College enrollment for graduate students will increase by 7% from 2012-2017
- College 6th year undergraduate graduation rates will increase to 72% from 2012-2017
- Annual credit hours will increase 10% from 2012-2017
- Graduate level degree completers will increase 10% from 2012-2017
- LSU Online program enrollment will increase by 50% from 2015-2017

Strategies:

1. Implement a recruitment plan for targeted Louisiana high schools
2. Implement a recruitment plan for Texas, Georgia, Mississippi, and Alabama
3. Develop College retention efforts
 - Implement academic probation groups
 - Implement learning enhancement program offerings
 - Offer annual group advisement for each undergraduate program
4. Increase number and type of graduate assistantships
 - Increase stipend amount
5. Expose students to diverse learning experiences with opportunities for reflection and feedback
 - Create Bachelor's degree in Social Work
 - Increase College profile in online education through program development and marketing existing programs
 - Increase faculty lines in targeted areas
6. Create formal mentor program for master's and doctoral students to stay on track within their degree programs (School level).

Goal 3: Diversity: The College will develop and nurture a diverse educational and professional environment.

Performance indicators:

- Increase student enrollment, both graduate and undergraduate, by 2% each year from underrepresented populations, by major field of study, from 2012-2017
- Increase international student enrollment by 3% from 2012-2017
- Increase faculty and staff hires from underrepresented groups by 10% from 2012-2017
- Provide at least one Professional Education offering per year that addresses diversity issues

Strategies:

1. Develop a College Ambassadors program for undergraduate recruitment of students from traditionally under-represented groups
2. Partner with Shorelight through University Enrollment
3. Identify or create courses and programs with internationalization/globalization focus
4. During faculty and staff searches, demonstrate that resources have been used to target traditionally underrepresented groups
5. Charge the CHSE Diversity Committee with creating programming to develop and nurture a diverse educational and professional environment in the college
6. Conduct a comprehensive assessment to identify primary constituents of Professional Education of College using multiple modalities (e.g., focus group, survey, interview protocol, compilation data) to determine Professional Education needs and align resources to grow Professional Education programs by 2017

Goal 4: Engagement: The College will foster collaboration with professional and community organizations through faculty and student engagement in state, national, and international service.

Performance Indicators:

- Increase the number of community engagement and outreach partnerships represented by formal, collaborative interactions with private, public, or not-for-profit agencies by 5% from 2012-2017
- Increase the number of courses with service-learning designation by 10% from 2012-2017

Strategies:

1. Develop contacts and establish relationships with private, public, and not-for-profit agencies to consult, train, provide professional development opportunities and clinical services, and serve on boards within the local community
2. Create internal college tracking system to account for the number of certified service learning courses (CCELL) being offered by faculty who have received special CCELL designation
3. Make the offering of service learning courses a point of emphasis in faculty performance evaluations
4. Offer community service programming through Residential College

Goal 5: Stewardship and Development: The College will increase philanthropic funding to support the mission, vision, and goals stated.

Performance Indicators:

- Philanthropic funding to support academic programs and research will increase by 50% from 2012-2017
- Philanthropic funding will increase to double the amount of student scholarship dollars from 2012-2017
- The College's endowment will increase by 50% from 2012-2017
- Dean's Circle membership will rise by 40% from 2012-2017
- Planned giving will double from 2012-2017

Strategies:

1. Identify potential donors specific to each initiative
2. Create marketing campaign to target each initiative
3. Disseminate information using appropriate media vehicles to targeted audiences
4. Increase opportunities for low/mid-level donors to contribute to appropriately targeted initiatives
5. Host on-campus and community events for LSU alumni
6. Create a Capital Campaign Committee