**STRATEGIC PLAN**

COLLEGE OF HUMANITIES & SOCIAL SCIENCES

**MISSION**

The College of Humanities & Social Sciences (H&SS) is the dynamic center of the University. For undergraduates from throughout the University as well as its own majors, H&SS’s courses develop the communication and critical thinking skills students will need for success in college and in life. H&SS also strives, through a diversity of disciplines and approaches, to help students understand who they are and who they want to become, to develop a critical understanding of their own society and cultural traditions, and to gain a greater appreciation of other societies and cultures. At the heart of a university education, these skills and perspectives prepare students to be better citizens of and leaders in our state, nation, and world. Our faculty’s scholarship and creative activities address the same key issues as the College’s teaching and thereby help Louisiana and the world address immediate needs and better understand age-old questions. H&SS’s graduate programs involve our students in these quests but also prepare them for productive professional careers.

**VALUES**

**The College values:**

* An intellectual culture in which faculty, graduate students, and undergraduates actively participate
* Excellence in teaching, research, and creative activities
* A range of disciplines and approaches—from the physical sciences to the literary arts
* A land grant institution’s commitment to democratic education and military instruction
* Louisiana’s distinctive cultural heritage and its ties to the Caribbean and the Atlantic world
* Respect for every student and faculty and staff member
* Diversity, in all its manifestations
* Interdisciplinary teaching and research, not only among departments in our College but with other colleges
* Academic freedom within a climate that respects a breadth of scholarly perspectives and approaches
* Civic engagement

**VISION**

To be a College nationally and internationally recognized for its faculty’s contributions to knowledge and civic engagement, for its excellent graduate programs that train their students for achievement in their professions, and for its undergraduate education that transforms students’ lives by preparing them for a good life, responsible citizenship, and leadership in our state, nation, and world.

**GOALS**

**DISCOVERY:**   
Raise the national and international visibility of the departments within the College by increasing the impact and importance of our scholarship

**Performance Indicators:**

* Increase the number and importance of publications1See Appendix
* Increase the number of papers delivered at scholarly conferences by 5% over 5 years2
* Increase total grant expenditures generated, with particular emphasis on federally funded grants by 10% over the next 5 years
* Increase the number of fellowships and grants
* Increase the number of external prizes and awards received by faculty members
* Increase the number of faculty who serve as editors of or on the editorial boards of important journals
* Increase the number of faculty who hold offices in professional organizations
* Increase interdisciplinary research

**Strategies:**

* Provide internal research grants for faculty members on a competitive basis
* Improve departmental and college level mentoring programs for assistant and associate professors in applying for grants and pursuing publication
* Provide salary subventions to enable faculty members to accept prestigious fellowships
* Increase the size of our faculty and recruit the best scholars

**LEARNING: Undergraduate:**   
Teach courses for all of LSU’s students that foster analytical and communication skills and provide them with a better understanding of their own culture and society as well as an appreciation for other societies and cultures. Provide a rigorous and coherent program for majors in our various departments and disciplines

**Performance Indicators:**

* Sustain or improve assessment scores in general education courses
* Sustain or improve assessment scores in our degree programs
* Increase H&SS student involvement in research by 2 students/year
* Increase H&SS student opportunities for internships
* Increase H&SS student participation in study abroad programs
* Increase the number of communication intensive courses taught

**Strategies:**

* Regularly review course offerings and curricula to ensure quality and breadth
* Secure funding to continue the Aspire undergraduate research program
* Secure funds to help students with internships
* Sponsor and support Global Connections Residential College beginning in 2012

**LEARNING: Graduate:**

Improve the quality as well as the national reputation and visibility of our graduate programs

**Performance indicators**

* Sustain (or increase) the quality of our graduate students, as measured by GPAs and GRE scores
* Increase the number of students participating in national conferences and publishing their work

**Strategies:**

* Dedicate new monies to increase the number of graduate assistantships
* Include, in appropriate grants, funding for graduate assistantships
* Provide grants for students to give papers at major conferences

**GROWTH:**

Increase the number of students majoring in the programs in our College and do a better job of retaining and graduating them

**Performance indicators:**

* Recruit, each year, 660 to 700 students who plan to major in our College
* Increase our first to second year retention rate by a total of 4.1 percent over the next five years
* Increase our 6-year graduation rate by a total of 3 percent over the next five years
* Sustain or increase the total SCHs taught by the College
* Increase the number of graduate students in the College by a total of 5 percent over the next five years, looking particularly at an increase in MA students

**Strategies:**

* Assign one Associate Dean to be primarily responsible for recruiting
* Form a student organization to support recruiting efforts
* Create a plan in appropriate department to increase majors and graduates
* Provide more consistent advising and increased mentoring for students
* Create a “boot camp,” or pre-first year experience, to help students better adjust to college
* Assign one College counselor to track and work with at risk students

**DIVERSITY:**   
Foster a climate in which diverse peoples, cultures, and ideas are integrated into the intellectual and professional work of the College

**Performance indicators**

* Increase in the number of African Americans (3 over next 5 years) and other underrepresented groups (3 over next five years) on the faculty
* Improve gender balance in relevant fields
  + Increase the number of women in the rank of full professor and among named professorships
  + Increase the number of African American students and students from other underrepresented groups at both the graduate and undergraduate level

**Strategies:**

* Aggressively pursue hires among African Americans, women, and other underrepresented groups
* More closely mentor African American faculty and those from other underrepresented groups
* Mentor women at the rank of associate professor to encourage their more rapid promotion to full
* Dedicate more effort to the recruitment and retention of African American students

**ENGAGEMENT:**   
Prepare our students to be active participants in a democratic society as well as leaders in their communities. Apply our scholarship to issues in our community and world

**Performance Indicators**

* Increase the number of Service-Learning courses taught by 10% over next five years2
* Increase the number of students participating in Service-Learning
* Sustain, or where appropriate, increase the number of secondary education teachers trained in our Geaux Teach programs
* Increase the number of presentations made by faculty members to community groups and programs to bring our scholarship to the community (Data not available before 2011)

**Strategies**

* Monitor assessment data and reassess the curriculum to ensure students are preparing to become active, informed citizenship
* Encourage faculty members to teach Service-Learning courses
* Develop means to make students more aware of such courses

**DEVELOPMENT:**   
Increase the amount of private funds available to the College

**Performance Indicators**

* Increase unrestricted giving to the H&SS Dean’s Excellence Fund
* Increase endowed professorships and chairs
* Increase privately funded student scholarships, both endowed and non-endowed

**Strategies**

* Improve the process of identifying and soliciting potential donors by paying close attention to such factors as age, graduation year, giving capacity, and geographic area.
* Establish better contact with alumni and donors through the use of cost-efficient, targeted appeals.
* Create new print materials promoting the College for distribution to potential donors.
* Create giving societies that encourage unrestricted giving:
  + A Dean’s Circle ($1000/year for members and $500/year for associate members)
    - Recruit 50 members in the next 5 years
    - 20 members in the first year (2011-12)
  + The 250 Club ($250/year for alumni under 35)
    - Recruit 25 members over the next 5 years
    - 2 members in the first year (2011-12)
* Develop leadership among alumni and donors through the creation of a Dean’s Circle Executive Council (members who actively work toward recruiting new Dean’s Circle members) and revitalization of the existing Dean’s Advisory Council

**NOTES:**

1 Data does not yet allow numerical goals

2 Base line is a three year average (2008-2010)