

2019 DEPARTMENT OF TECHNOLOGY STRATEGIC PLAN

MISSION, VISION, GOALS, AND STRATEGIES

APPROVED APRIL 22, 2019

Mission: *Through excellence in authentic learning, scholarship, and outreach experiences, we prepare technology-oriented professionals for an ever-changing environment. We embrace the diversity of programs within the Department of Technology, which build upon the University's strong general education foundation.*

Vision: *Leaders in applied engineering, technology management and education.*

Goal 1: Provide state-of-the-art applied learning environments for undergraduate and graduate students in high-demand disciplines.

Goal 1: Strategy 1. *Regularly assess and evaluate all departmental functions and programs to assure continuous improvement of academic rigor, scholarship, and service.*

Actions

1. Maintain program quality as indicated by successful program reviews and re-accreditation by discipline-specific accrediting bodies such as ACCE, ACCGC, ATMAE, and CAEP.
2. Update and implement the departmental *Academic Quality Assurance Program* for all programs and services (Deliverables: *Annual Assessment Report and Program Goal Reports*).
3. Maintain active Advisory Committees in each program to review, improve, and validate curriculum and other strategic programmatic directions.
4. Conduct regular classroom peer observations with probationary faculty and non-tenured track faculty (NTT) to assess teaching performance and to promote quality of instruction.
5. Encourage students to pursue professional certification exams (e.g., CISCO, Microsoft, AIC Level 1, SME, and Teacher Certification).
6. Review and update, as necessary, *DFSC Policies* to provide appropriate incentives for high-quality performance in teaching, research, and service.
7. Utilize enrollment management to maintain appropriate instructional capacity and student quality.

Goal 1: Strategy 2. *Recruit, retain, and recognize diverse high quality students.*

Actions

8. Annually update the departmental *Diversity Plan* to ascertain actions needed for enhancement of participation by underrepresented groups.
9. Provide funding to faculty and staff for high-impact recruitment activities.

10. Maintain up-to-date professional marketing materials, including a department website, program brochures and information sheets, and portable travel displays.
11. Maintain updated articulation guidelines with Illinois community colleges.
12. Respond to university initiatives to inform and direct students to Department of Technology programs.
13. Annually award scholarships and other recognitions to high-performing students.
14. Promote student participation in the Honors Program and other scholarly recognitions.
15. Pursue alternate delivery of courses to meet global changes and market conditions.

Goal 1: Strategy 3. *Recruit, retain, and recognize diverse high quality faculty and staff.*

Actions

16. Provide support for faculty professional development to continually improve knowledge and skills in teaching and research.
17. Structure teaching loads to facilitate research expectations.
18. Provide opportunities for summer employment and industry externships.
19. Annually recognize outstanding departmental faculty for teaching, research, and service and nominate faculty for other award programs as appropriate.
20. Encourage faculty involvement in CTLT services and workshops.
21. Pursue a diverse high-quality faculty and staff through appropriate recruitment activities.

Goal 1: Strategy 4. *Promote collaborations among faculty, students, and industry to develop leadership skills, professionalism, and collegiality.*

Actions

22. Solicit industry funding to support and encourage student participation in professional organizations and associated events such as field trips, guest speakers, conferences, competitions, and trade shows.
23. Promote experiential learning opportunities and mentoring for students such as industry-based graduate assistantships, professional practice, honors projects, and independent studies.
24. Organize and conduct social events that promote student-faculty interaction (i.e. tailgates, homecoming, and spring picnic).
25. Provide opportunities for students, faculty, and staff to improve knowledge and skills through engagement with professional organizations.

Goal 2: Support and reward faculty and staff excellence.

Goal 2: Strategy 1. *Enhance a culture of research and scholarship across the department that also celebrates faculty involvement in internally and externally funded activities.*

Actions

26. Support the department's scholarly productivity with an emphasis on refereed publications and other appropriate scholarship.
27. Promote participation in grants by tenured faculty.
28. Provide departmental resources in support of research and grant submission.
29. Facilitate the effective mentorship of junior faculty to help develop a focused line of scholarship that integrates teaching, research, and service/outreach.
30. Promote faculty involvement in CAST, CTLT, and University funding opportunities and sponsored research skill development activities.

Goal 2: Strategy 2. *Disseminate the results of research through journal publications, conference proceedings, and research presentations.*

Actions

31. Encourage tenure-track faculty to participate in the CAST Publication Incentive Program.
32. Provide travel support for faculty making refereed presentations at professional conferences.
33. Provide departmental resources to support faculty research facilities and laboratories.

Goal 2: Strategy 3. *Support and reward innovation and excellence in teaching.*

Actions

34. Encourage faculty to participate in professional development workshops sponsored by the CTLT or other organizations.
35. Recognize outstanding faculty by nominating them for College and University teaching awards.
36. Provide funds to support innovative learning environments.

Goal 2: Strategy 4. *Provide professional development support and opportunities for faculty and staff.*

Actions

37. Encourage faculty and staff to participate in professional development activities that promote excellence.
38. Provide professional development funding for faculty, especially when the activities lead to external funding proposals.

Goal 2: Strategy 5. *Encourage and reward meaningful service by faculty and staff.*

Actions

39. Encourage faculty and staff to participate in service activities on and off campus.

40. Recognize faculty and staff service in website media posts, monthly donor letters, and annual reports.
41. Recognize outstanding faculty and staff by nominating them for College and University service awards.

Goal 3: Promote a culture of respect and inclusion among faculty, staff, and students.

Goal 3: Strategy 1. *Promote inclusion, respect, and equity within our classrooms by creating awareness and programming for faculty and staff.*

Actions

42. Encourage faculty and staff to attend professional development activities related to inclusion.
43. Devote at least one meeting per year to inclusion, respect, and equity professional development.
44. Collaborate with campus organizations related to diversity initiatives and utilize existing campus resources.
45. Provide an anonymous channel for regular feedback about departmental experiences with faculty, staff, and other students to address issues and commend accolades.

Goal 3: Strategy 2. *Continue to diversify and promote equity among faculty, staff, and students.*

Actions

46. Be strategic when posting faculty and staff position announcements to maximize the diversity of the search pools.
47. Create social media stories that highlight diversity in the department.
48. Include questions about student experiences with diversity and equity on the senior survey to inform departmental faculty and staff.
49. Ensure diverse and equitable representation on advisory boards.

Goal 3: Strategy 3. *Increase and reward collaboration among students and faculty within the Department, College, and University.*

Actions

50. Encourage faculty to design projects that promote students working across curricula.
51. Promote teaching and research projects across program areas and departments/schools.

Goal 3: Strategy 4. *Continue to expand the international opportunities for students and faculty.*

Actions

52. Promote opportunities for faculty and students to study abroad, present and/or collaborate on international research projects, host visiting scholars, and globalize the curriculum.
53. Create social media stories that highlight international activities.
54. Highlight international initiatives at departmental meetings.
55. Gather data from graduating students to continuously improve the graduate program.

Goal 4: Enhance the effectiveness of the Department by strengthening engagement.

Goal 4: Strategy 1. *Encourage involvement in outreach, consulting activities, and leadership in appropriate state, national and international professional organizations.*

Actions

56. Encourage faculty participation in outreach and technology transfer activities.
57. Encourage faculty participation and leadership in national and international professional organizations associated with our departmental disciplines.
58. Encourage faculty participation as members of accreditation boards and accreditation and program review teams.
59. Encourage faculty participation in campus-wide committees and activities.

Goal 4: Strategy 2. *Encourage service learning opportunities for students.*

Actions

60. Encourage faculty to develop service-learning experiences in appropriate courses.
61. Encourage student civic engagement in community service activities, student organizations, and service learning projects.
62. Provide professional development support for faculty to develop service-learning experiences in appropriate courses.

Goal 4: Strategy 3. *Encourage collaborations with alumni and emeriti faculty.*

Actions

63. Arrange meetings with program coordinators and emeriti faculty to foster collaborative development initiatives.
64. Maintain regular contact with alumni and friends (newsletter, website, campus events, award recognitions, etc.).
65. Support faculty participation at events that engage alumni and friends.

Goal 4: Strategy 4. *Model a culture of giving and philanthropy.*

Actions

66. Encourage all faculty to contribute to the Foundation on a regular basis (100% committed campaign).
67. Where appropriate, talk about the importance of giving back to the University to current students and alumni.

Goal 4: Strategy 5. *Maintain high quality instructional technology, facilities, and computing infrastructure.*

Actions

68. Submit group comments from TEC to the *Campus Master Plan* task force in support of new or upgraded facilities.
69. Annually update the *5-Year Facility and Major Equipment Plan* linked to departmental strategies.
70. Annually invest in the department computer network infrastructure including hardware and software, projection equipment, computer lab updates, servers and security components.
71. Consider sustainability and environmental impacts when making material/equipment purchases and facility improvements.
72. Annually update and implement the departmental *Advancement & Development Plan* that includes a long-range vision and funding targets for equipment, facility, and endowed scholarships.

Goal 4: Strategy 6. *Leverage the experience of advisory board members to strengthen and explore advancement opportunities.*

Actions

73. Add advancement and development initiatives to regular advisory board meeting agendas.
74. Encourage advisory board members to explore creative advancement and development opportunities.