University of New Orleans

2013-14 University Strategic Plan by Association
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University Strategic Plan Associations included in this report:
University of New Orleans
- 1 Academic Programs
- 2 Students
- 3 Faculty
- 4 Staff
- 5 Community
- 6 Research

University of New Orleans

1 Academic Programs (21 associations)

Anthropology (3)

S/A 7: Revise major curriculum
Streamline the anthropology major curriculum.

S/A 10: Develop summer field school
Develop a summer archaeological field school that will attract students from around the country. Develop ongoing relationships with owners and managers of research sites. Publish research results from previous projects. Identify infrastructure needed to organize a nationally recognized summer program. Develop and distribute publicity materials needed to recruit students.

S/A 11: Collaborate with other faculty
Build the identity of SUPRS through closer collaboration between PLUS, Geography and Anthropology. Increase the engagement of anthropology faculty in shaping of the MSUS and PhD programs. Work with PLUS and Geography faculty to insures that curricula reflect all three programs.

English (2)

S/A 3: Support Inter-American Affairs program
a) Support the proposed PhD Program in Inter-American Affairs. b) Hire a tenure-track faculty member with appropriate expertise. c) Open a tenure-track search in Fall 2014. d) Cost of future hire: $47,000 plus fringe ($18,330). Total cost: $65,330.

S/A 4: Move MFA Creative Writing Workshop
a) Move the MFA Creative Writing Workshop to the Department of English. b) Initiate consolidation of program request. c) Initiate request in Spring 2013.
Film and Theatre (2)

**S/A 1: Evaluation process**
Use existing curriculum committee for evaluations. Discuss with professionals Compare with existing programs Anticipate movements in field

**S/A 2: SRI evaluation process**
Deliver SRIs in every FTCA course of instruction Compare individual SRIs to department average Compare department average to university average

Fine Arts (3)

**S/A 1: Program and course evaluations**
Student course evaluations and senior exit survey questionnaire.

**S/A 8: Additional courses**
Special topics courses consisting of off campus trips to museums and galleries will be offered Offer courses designed to introduce the non-major to Fine Arts. Offer more sections, smaller class sizes.

**S/A 10: Improve facilities and resources**
Development of facilities and digital media current Departmental Needs: Art History -Art Stor- digital image library subscription. -Additional Digital projector & installation -To be utilized by entire student body & faculty. -To be funded by Library -University tech fees for purchase & installation Studio -Additional studio space for studio lighting -MFA studios adjacent to Fine Arts undergraduate studio facility -Wood shop in MFA studio space -For critiques -For students to be closer to FA building making it easier for facility usage & to not impede on other departments dislike of art material usage -Where campus police & post office vacated, could be utilized for graduate studios instead of the commons Lecture classroom -To accommodate; visiting artists, seminar, art appreciation & additional art history lecture classroom -Outfitted with digital projector & speakers -Classroom to fit up to 120 students for Art Appreciation -To be able to offer more than one class at a time with the limited space of LA104 -For space for the visiting artists & all of the students having room to attend -Proximity to FA building important -We currently have to move all drawing desks, find chairs, projector & other equipment for visiting artists & the room is too small to accommodate all of the students & faculty required to attend.

Foreign Languages (2)

**S/A 1: High quality foreign language instruction**
The department will provide high quality foreign language instruction to students in other disciplines in eight languages (Chinese, French, German, Ancient Greek, Italian, Japanese, Latin, Spanish).

**S/A 2: Technological advancement**
The department will increase the use of new technologies in the classroom, including the Internet, in eight languages.

Geography (2)

**S/A 1: Course section scheduling**
Provide multiple sections of geography courses sought by students in other programs at useful hours of the day
S/A 8: Develop assessments
Departmental meetings to discuss appropriate embedded question assessments to directly measure individual course effectiveness.

History (2)
S/A 3: Honor society, media, teaching, interdisciplinary agreements
The Department will support the reinvigoration of Phi Alpha Theta, the increased use of new media, strong undergraduate teaching, and interdisciplinary agreements with other departments.

S/A 6: Interdisciplinary coordination
The Department should strengthen the relationship with PLUS by increased coordination of course offerings and requirements.

Music (1)
S/A 2: Needs assessment and identify potential revenue sources
Establish a prioritized list of departmental needs that would best be met using outside revenue sources Engage with university Office of External Affairs to identify possible sources

Philosophy (1)
S/A 2: Offer BA degree online
Offer the department’s B.A. degree 100% online. 1. Implement an online course development plan. 2. Train faculty. 3. Market program. 4. Deliver high-quality, easily accessible courses.

Planning and Urban Studies (1)
S/A 1: Offer courses strategically and develop new courses
Offer adequate courses at each level and for each curriculum to ensure that students in all four PLUS programs can complete all programs and concentrations Develop new offerings to reflect student demand 1. New course development 2. Streamline curriculums 3. Develop mix of online graduate offerings

Political Science (2)
S/A 3: Offer multiple courses in varied areas
The Department will offer multiple courses in US politics, comparative politics, and international relations.

S/A 4: Provide quality instruction
Provide quality instruction

2 Students (36 associations)

Anthropology (4)
S/A 6: High school outreach and publicity materials
Work with admissions to develop anthropology outreach to area high schools. Develop publicity materials for the program that can be distributed nationally.

S/A 8: Monitor advising
Insure that all majors are advised annually.

**S/A 9: Anthropology club**

Work with students to maintain an active and vibrant anthropology club.

**S/A 10: Develop summer field school**

Develop a summer archaeological field school that will attract students from around the country. Develop ongoing relationships with owners and managers of research sites. Publish research results from previous projects. Identify infrastructure needed to organize a nationally recognized summer program. Develop and distribute publicity materials needed to recruit students.

**English (5)**

**S/A 5: Writing as Inquiry Program**

a) Recruit students through our “Writing as Inquiry Program,” which teaches the habits of mind essential to the transition to college and to successful college learning. b) Retain students through our “Writing as Inquiry Program.” c) Freshman Program Retention Strategies: build the principles of Writing as Inquiry into the next Quality Enhancement Plan for SACS Reaccreditation, thereby embedding the “habits of mind” in the larger UNO general education curriculum. d) Revise QEP with maximum input from English Department. e) Revise QEP 2013-14.

**S/A 6: Ready, Set, College Outreach Program**

a) Freshman Program Recruitment Strategies: support and expand the Ready, Set, College Outreach Program: use high school visits to recruit students by showcasing our “Writing as Inquiry” Freshman Program and by promoting dual-enrollment study opportunities. b) Secure funding through a grant to compensate faculty consultants and cover all promotional costs. c) Secure grant by 2013-14. d) $75,000 in grant funding. e) Expand visits in 2013-14. f) Hire one non-classified staff member to support RSC (See goal 4 below). g) $32,000 plus fringe ($12,480). Total cost: $44,480.

**S/A 7: Recruit English majors**

a) Recruit English majors through various strategies carried out in the Department. b) Undergraduate Program Recruitment: Continue and expand activities as indicated in the English Department Recruitment and Retention Plan. c) Partner with Ready, Set, College to recruit prospective English majors; promote participation of English majors in Orientation Program and campus leadership. Expand our established methods of recruiting applicants to UNO who have declared English as their major: continue participation in Get to Know UNO, increase contacts with applicants, plan on-campus reception for applicants and families, and market the program to out-of-state applicants through the First-Year Tuition Scholarship. d) Continue and expand activities in 2013-14; (specifics of timeline are found in the Department’s R and R Plan).

**S/A 8: Retain English majors**

a) Retain English majors through various strategies carried out in the Department. b) Undergraduate Program Retention: improve advising of majors; continue to develop community of majors. c) Continue and expand activities as indicated in the English Department Recruitment and Retention Plan: offer “English Major” sections of 1157 and 1158; use recently created database on majors to advise freshman and sophomores who are academically at risk; develop community through “Third Wednesday” Series, student/faculty
collaboration, support the English Club, and maintain Facebook page. d) Continue and expand activities in 2013-14; (specifics of timeline are found in the Department’s R and R Plan).

S/A 9: Recruit graduate students

a) Recruit graduate students through various strategies carried out in the Department. b) Graduate Program Recruitment: market the MA in English out of state by promoting the Privateer Graduate Award (provides waiver of non-resident fee); continue to recruit prospective MA students from our undergraduate student population and other local institutions. c) Email “English Club” organizations and department chairs at out-of-state colleges and universities, starting in the southeast. Continue and expand student recruitment activities as indicated in the English Department Recruitment and Retention Plan: identify and recruit graduating UNO senior majors, contact graduating senior majors at local institutions, and advertise the program to local high school teachers who need an advanced degree. d) Continue and expand activities in 2013-14; (specifics of timeline are found in the Department’s R and R Plan). e) Continue current strategies to assist the academic progress and professional development of students. Build community in MA program; improve advising of graduate students, particularly those whose enrollment has lapsed. f) Offer orientation to new graduate students and panel presentations on useful topics (career opportunities, doctoral program application), support the English Graduate Organization, monitor academic progress of students and contact lapsed students. g) Continue and expand activities in 2013-14; (specifics of timeline are found in the Department’s R and R Plan).

Film and Theatre (2)

S/A 3: Internship recruiting

Increase participation in FTCA 4900 Increase marketing Examine possible internship requirement Seek feedback from professionals Form committee in fall of 2013 with report for spring of 2014

S/A 4: Participation guidelines

Set guidelines and deadlines for participation

Fine Arts (2)

S/A 6: Enhance faculty-student contact

The program will enhance faculty-student contact Post notices of all departmental events on campus and through social media Chair will encourage faculty to attend all receptions for student exhibitions, student competitions, and related events.

S/A 7: Enhance advising

Faculty will be encouraged to advise students on a continuing basis outside of the formal advising structure All art studio majors will meet with a faculty advisor at least once each semester.

Foreign Languages (1)

S/A 3: Enforce maximum enrollment numbers

Improve retention in “service courses” at the 1001, 1002, 2001 levels. Enforce the present maximum enrollment numbers of 38 in all languages, in 1001 and 1002.

Geography (4)

S/A 1: Course section scheduling
Provide multiple sections of geography courses sought by students in other programs at useful hours of the day

**S/A 4: Expand contact between students and university faculty**

Expand contact between students and university faculty. Encourage student and faculty participation in student club events. Maintain student email information distribution list for publicizing of club events. Enhance student-instructor interaction by defining office hour policy (as one hour per week for each three credit course). Honor students who excel in scholarship or service to department with awards, presented at Liberal Arts Honors Convocation each spring.

**S/A 5: Enhance support services for students**

Enhance support services for students. Require office staff to attend training sessions provided by College office or other units (e.g., Service with Jazz) Require all faculty to attend advisor training sessions, and to include in their job description the advising of students (upon request) regarding career decisions and opportunities. Encourage participation in events such as Fresh Fest that reach out to students. Design curricula, course schedules, and courses to accommodate needs of students and facilitate learning and performance, and thereby, retention (e.g., adhere to UNO syllabus standards, and UNO final exam schedule). Encourage use of Moodle, compressed video, and other tools that increase accessibility of courses to students. The Chair will serve to mediate grievances brought by students, and assist in helping students with special needs (scheduling, etc.) toward completing their degrees. Emphasize need for faculty to take roll and accurately report absences on 14th day class roll, and carefully complete freshman mid-term grade reports, by sending memo each semester.

**S/A 7: Develop sub-plan coding**

Consult with registrar, admissions and Urban Studies Department to facilitate code sub-plan entry for geography concentration students. Meet with geography concentration students as secondary advisors in education process.

**History (5)**

**S/A 1: Recruit new majors**

Department leadership will develop a plan for recruiting new majors.

**S/A 2: Enhance advising**

The Department will institute a program of mentoring and advising history majors with the goal of preventing student drop outs.

**S/A 3: Honor society, media, teaching, interdisciplinary agreements**

The Department will support the reinvigoration of Phi Alpha Theta, the increased use of new media, strong undergraduate teaching, and interdisciplinary agreements with other departments.

**S/A 4: Update marketing materials and recruiting methods**

The Department will update marketing materials (brochures, website, etc.) to increase graduate student applications. The Department will improve statistical and/or qualitative analysis of the applicant pool as well as the program’s graduates in order to improve recruiting efforts and curriculum design.

**S/A 5: Seek increased funding**
The Department will seek increased funding for Graduate Assistants to maintain its attractiveness to top-tier students.

**Music (3)**

**S/A 1: Develop marketing plan**

Develop a comprehensive plan for marketing the music program. Improved and regularly maintained website Engage with the university Department of Communications, Public Relations and Marketing to develop appropriate marketing strategies Develop by January 2014 and implement by September 2014 Faculty and staff load adjustments necessary to provide the dedicated time necessary for successful implementation.

**S/A 3: Develop recruitment plan**

Develop a comprehensive plan for recruiting a. Assess optimum enrollment needs for effective educational programs b. Encourage adjunct faculty to develop specific recruiting strategies c. Engage with the university offices of admissions and financial aid to ensure that efforts are coordinated and in accord with university policies and procedures d. Identify and engage in a minimum of four regional, national, and/or international recruiting events e. Commit funds necessary to implement recruiting plan f. Identify and develop relationships with “feeder” schools.

**S/A 6: Improve program and support services**

Maintain and improve programs, contacts, and support services for its majors to ensure academic success a. Require all students to attend one advising session per semester with a music faculty advisor b. Discuss financial award status of each student during the required advising session each semester c. Communicate with students enrolled in MUS 1900 and 6900 through e-mail distribution lists in Moodle d. Faculty from each program area will meet or otherwise engage in group discussions twice per semester to evaluate students’ progress.

**Philosophy (6)**

**S/A 1: Enhance advising**

1. Maintain an open-door advising policy. 2. Encourage and support students’ persistence to completion of the program.

**S/A 3: Scholarships and awards**

Use the Donald K. Hanks Scholarship Fund to create scholarships and awards targeting recruitment and retention. 1. Implement department policy on use of the Donald K. Hanks Scholarship Fund. 2. Market scholarships & awards. 3. Implement application process. 4. Form department committee to evaluate scholarship & award applications.

**S/A 4: Maintain current website**

Maintain a robust series of department webpages marketing the major and degree program. 1. Keep pages up-to-date. 2. Maintain up-to-date information on alumni.

**S/A 5: Support Philosophy Club**

Use the UNO Philosophy Club to market the major and program. Support club’s on-campus and off-campus activities.

**S/A 6: Include appropriate SLO’s on each syllabus**

Include student learning outcomes consistent with the department’s IE plan in every syllabus. Anyone enrolled in a PHIL course will be required to read philosophy texts, to write something
critically, to demonstrate understanding of key concepts, to express opposing views sympathetically, and, where possible, to respond to criticism appropriately both orally and in writing.

**S/A 7: Offer courses each semester to address gen ed demand**

Offer courses each semester so non-majors can study philosophy to meet gen-ed requirements in the humanities. Offer multiple sections of introductory courses each semester. Offer advanced courses without prerequisites each semester.

**Planning and Urban Studies (1)**

**S/A 2: Enhance faculty-student contact**

Ongoing contact between faculty and students and effective student services 1. Support CCS student organization 2. Regular contact between students and faculty 3. Post office hours 4. Design schedule to accommodate non traditional and professional students

**Sociology (3)**

**S/A 2: Participate in organized recruiting activities**

1. Hold recruiting meeting during fall registration 2. Participate in recruiting organized by College of Liberal Arts, UNO Admissions. 3. improve advising. 4. Assign graduate assistant to help with Introduction to Sociology course (Soc 1051) 5. More frequent department meetings with regular reports about ongoing initiatives from both undergraduate and graduate committees.

**S/A 3: Maintain current list of majors, provide regular information**

New undergraduate coordinator will assemble and maintain e-mail list of majors, update it regularly, and circulate information about academic deadlines and resources related to retention and graduation requirements.

**S/A 4: Sociology club and honor society**

Revive sociology club and sociology honor society (AKD)

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**3 Faculty (14 associations)**

**Anthropology (2)**

**S/A 4: Professional organization participation**

Faculty will engage in service to professional organizations.

**S/A 12: Secure funding**

Find outside funding sources that would enable us to endow a SUPRS professorship and director.

**English (1)**

**S/A 10: Strategic hires and improved compensation**

a) Make strategically prioritized hires of tenure-track faculty members and instructors of English. b) Secure authorization to hire and open search. c) Secure authorization to hire for instructors in spring 2013; tenure track faculty in Fall 2013. d) 2-3 instructor lines @ $35,000 each plus fringe ($13,650 each). Total cost: $97,300-$149,950. e) Improve structure of compensation by supporting efforts to set salary floors at all ranks. f) Re-introduce salary floor
proposal. g) Pursue salary floor initiative before the beginning of the fiscal 2014 budget.

**Film and Theatre (1)**

**S/A 2: SRI evaluation process**

Deliver SRIs in every FTCA course of instruction Compare individual SRIs to department average Compare department average to university average

**Fine Arts (2)**

**S/A 1: Program and course evaluations**

Student course evaluations and senior exit survey questionnaire.

**S/A 5: Faculty meetings**

Faculty and staff will meet regularly to implement new ideas Require faculty and staff communicate any unprecedented or unusual issues raised by students Student concerns will be noted and provided to the chair These concerns will be put into meeting agendas for due consideration.

**History (1)**

**S/A 8: Increase faculty compensation**

The Department Chair will work with the UNO administration to increase faculty compensation. Have all eligible faculty full members of the graduate faculty.

**Philosophy (2)**

**S/A 8: Encourage professional development**

Encourage faculty to apply for membership to the graduate faculty, as well as to participate in conferences, grant-seeking, editorships, etc.

**S/A 9: Encourage university and community service**

Encourage faculty to volunteer for university service requiring elections, professional service, and service to the community. Appoint faculty to department and college committees.

**Planning and Urban Studies (1)**

**S/A 4: Recognize service and develop faculty guidelines**

1. Recognize service in faculty workload 2. Develop faculty guidelines for service work

**Political Science (2)**

**S/A 4: Provide quality instruction**

Provide quality instruction

**S/A 5: Participate in professional organizations**

1. Members of the Department will participate in national and international meetings. 2. Members of the Department will participate in professional organizations as members and officers, both national and international.

**Sociology (2)**

**S/A 1: Hire faculty member in high demand area**

Hire a full-time faculty member in the area of criminology and juvenile delinquency. Present to
Provost research report on existing programs in the area to demonstrate need for criminologist, possibilities for inter and intra-university cooperation, and high student demand in these areas. New faculty should start in Fall 2013, or Fall 2014 at the latest

**S/A 9: Encourage professional organization participation**

1. Department chair will encourage faculty members to apply for travel funding. 2. Encourage faculty members to serve as reviewers, editors, or editorial board members.

### 4 Staff (4 associations)

**English (1)**

**S/A 11: Support staff**

a) Create two non-classified staff positions to support student recruitment and retention activities while carrying out regular administrative functions of the Department and teaching in the Freshman English Program (1 section per semester). b) Secure authorization to hire and open search. c) Open search by April 2013. d) $32,000 plus fringe ($12,480). Total cost for each position: $44,480. Cost of two positions: $89,760.

**Fine Arts (1)**

**S/A 4: Workshop attendance**

Staff will attend workshops offered by the College or University.

**Geography (1)**

**S/A 6: Develop positive attitude among staff**

Develop a positive customer service attitude among staff. Require staff participation at training sessions provided by College office or other academic units (e.g., Service with Jazz). Use annual review to provide feedback to office staff regarding quality of service provided to UNO community.

**Planning and Urban Studies (1)**

**S/A 5: Participate in campus training sessions**

1. Participate in on campus training sessions 2. Develop a positive customer service attitude among staff. 3. Ensure a staff members is available to help graduate students

### 5 Community (10 associations)

**Anthropology (1)**

**S/A 2: Participate in service activities**

The majority of faculty will maintain an active community presence through public lectures, sponsored educational programs, engagement with public and private organizations and participation in local schools

**English (1)**

**S/A 12: Encourage and increase community outreach efforts**

a) Encourage and increase community outreach efforts. b) Foster and expand Ready, Set, College, and GNOWP, particularly the professional development workshops both programs sponsor. c) Expand schedule of high school visits. d) Expand in 2013-14, as indicated in English Department R and R Plan. e) Expand efforts to create community with alumni of
undergraduate and graduate programs. f) Publish first issue of Word: Publication of the UNO Department of English. g) Publish by May 1, 2013. h) $1000 plus mailing costs.

**Fine Arts (2)**

**S/A 3: Community service**
Professional activities including board and committee service, volunteering and attendance

**S/A 9: Artist lectures**
On and off campus artist lectures

**Geography (1)**

**S/A 3: Participation in service activities**
Participation in activities as representatives of geography department Value service as a basis for promotes and merit raises. Encourage development and success of student Geography Club and Gamma Theta Upsilon Geography Honor Society as catalyst to faculty participation in service activities.

**Music (1)**

**S/A 5: Establish series of community events**
Establish series of community events a. Present the Jazz at Sandbar series b. Present the Musical Excursions series c. Host local and statewide musical events d. Host rehearsals and performances for its established family of community groups

**Philosophy (1)**

**S/A 9: Encourage university and community service**
Encourage faculty to volunteer for university service requiring elections, professional service, and service to the community. Appoint faculty to department and college committees.

**Political Science (2)**

**S/A 7: Participate in local organizations and grant interviews**
1. Department members will be active in local organizations. 2. Department members will grant interviews to local and national press.

**S/A 8: Publish poll results**
The Department will regularly publish results of polls taken by Department members.

**Sociology (1)**

**S/A 10: Encourage community service**
Encourage faculty to serve as board members, advisors, and guest speakers for community groups

**6 Research (16 associations)**

**Anthropology (3)**

**S/A 1: Develop applied research projects**
Work with public and private for-profit and nonprofit organizations to develop applied research projects.
S/A 3: Publications and presentations
Encourage faculty to publish, present their work at conferences

S/A 5: Secure funding
Faculty will secure additional funding through grants.

English (1)
S/A 13: Raise funds internally
a) Raise funds internally to support faculty research, through the Freshman Textbook Fund (rhetoric and composition research); raise revenue for department through non-credit courses; use Word: Publication of the UNO Department of English to solicit donations from alumni. b) Textbook funds already available. c) Launch non-credit courses. d) Publish Word. e) First non-credit courses tentatively scheduled for Spring 2013.

Fine Arts (1)
S/A 2: Required research and professional activity
Tenure track faculty will be required to demonstrate creative commitment through a consistent record of professional activity for every review period. Commitment to creative research will be a primary factor for consideration in all hiring practices.

Geography (1)
S/A 2: Dissemination of scholarly research
Dissemination of scholarly research through peer-reviewed publication, presentation or equivalent methods Value scholarly research as a basis of tenure, promotion, and merit raises. Prioritize reimbursement of faculty meeting participation expenses when discretionary funds are available.

History (1)
S/A 7: Enhance research mission
The department chair will work closely with its associated centers (Center Austria, Eisenhower Center and the Midlo Center) to enhance the department’s research mission. Find permanent personnel for the Midlo Chair and Midlo Director. The Department will continue to encourage its faculty to maintain an active research program and to publish regularly. The Department Chair will endeavor to help faculty successfully obtain research and writing support, and will allocate resources for the development and completion of research projects.

Music (1)
S/A 4: Establish process and possible funding
Establish a process for identifying specific individual faculty creative and/or scholarly pursuits Investigate possible sources of funding to support creative and/or scholarly pursuits Engage the Office of Research and Sponsored Programs to assist with the development of proposals

Planning and Urban Studies (1)
S/A 3: Secure time and funding for research
1. Distribute administrative work so that each faculty member has adequate time for research
2. Conference travel funding
3. Funds for equipment/software

Political Science (3)
S/A 1: Publications and other scholarly activities
Publication of refereed and non-refereed journal articles, book chapters, books, reports, and other scholarly activity.

S/A 2: Seek funding
The Department of Political Science will seek external and internal funding for research.

S/A 6: International publications
Members of the Department will publish in journals located outside the US.

Sociology (4)

S/A 5: Full-time faculty workload reduction
Full-time faculty receive reduction of one course each semester to conduct research.

S/A 6: Emphasis on scholarly productivity in raises and promotion
Scholarly productivity counts forty-five percent in assessment of merit pay raises and promotion in rank.

S/A 7: Maintain active research institute
Department maintains a research institute (CHART), the purpose of which is to stimulate scholarly activity in environmental sociology and sociology of disasters.

S/A 8: Seek research funding
1. Continue to seek outside funding through Center For Hazards Assessment Research and Technology (CHART). 2. Department chair will encourage faculty members to submit grant proposals for outside funding. 3. Faculty members will be encouraged to meet with staff of Office of Research for grant writing seminars.