

STRATEGIC PLAN for the Department of Teaching & Learning 2009-2012 (9/2009) DRAFT-5

UND PRIORITY A: Provide a quality curriculum with a solid liberal arts foundation for each field of study to prepare students for rich, full lives, productive careers, and civic leadership.

Goal	Specifics of the Goal	Person Responsible	Timeline
1. Plan, develop and implement programs that lead to needed graduate and certificate programs.	<ul style="list-style-type: none"> ▪ Complete Stage I for M.S. in Curriculum and Instruction ▪ Complete Stage II for M.A.T ▪ Complete Stage II for ELL Certificate ▪ Complete Stage II for M.Ed in ELL ▪ Complete Stage II for Certificate in Gifted and Talented ▪ Complete Stage II for Certificate in Reading ▪ College Learning Stage II ▪ E-Learning Stage II certificate 	<ul style="list-style-type: none"> ▪ Margaret Zidon & Barb Combs ▪ Margaret Zidon & Barb Combs ▪ Anne Walker & Jill Shafer ▪ Anne Walker & Jill Shafer ▪ Meghan Salyers & Glenn Olsen ▪ Shelby Barrentine ▪ Glenn Olsen, Myrna Olson, Jeff Sun ▪ Richard Van Eck 	<ul style="list-style-type: none"> ▪ Spring 2010 ▪ Spring 2010 ▪ Spring 2010 ▪ Spring 2010 ▪ Spring 2010 ▪ Spring 2010 ▪ Spring 2010 ▪ Fall 2009
2. Assess all undergraduate programs and students, and document program changes based on assessment information.	<ul style="list-style-type: none"> ▪ Undergraduate licensure programs assessment plan is updated with NCATE requirements ▪ Livetext remains as the Internet based tool that has been adopted to collect and report assessment data for undergraduate programs ▪ Graduate and doctoral assessment data is stored with Access and Excel 	<ul style="list-style-type: none"> ▪ Donna Pearson ▪ Cindy Grabe ▪ Grad / Doctoral directors & Admin Secretary 	<ul style="list-style-type: none"> ▪ Spring 2010 ▪ Ongoing ▪ Ongoing
3. Support students through effective advisement.	<ul style="list-style-type: none"> ▪ The doctoral program has developed advising worksheets for all three areas of emphasis ▪ Undergraduate advisors to be evaluated as a program, dept, and individuals 	<ul style="list-style-type: none"> ▪ Doctoral Graduate Director ▪ Office of Teacher Ed 	<ul style="list-style-type: none"> ▪ Fall 2010 ▪ Ongoing
4. Review program curriculum annually	<ul style="list-style-type: none"> ▪ Review curriculum annually for quality, changes at state, national level and in response to NCATE & ESPB ▪ Review for changing focus-ELL, Differentiated Instruction, Inclusion, etc. 	<ul style="list-style-type: none"> ▪ Program Area Coordinators ▪ Program Area Coordinators 	<ul style="list-style-type: none"> ▪ Ongoing ▪ Ongoing

TL STRATEGIC PLAN (9/2009)

UND PRIORITY B: Expand and strengthen the University's commitment to research and creative activity, both as a means of enriching the learning environment and as a driver for economic development.

Goal	Specifics of the Goal	Person Responsible	Timeline
1. Create and maintain a culture of research and scholarly publishing.	<ul style="list-style-type: none"> ▪ Work with Associate Dean of Research and Graduate Education to develop an opportunity to pursue research and grant writing ▪ Travel fund at \$1200 for faculty with increase to \$1500 in future. 85% used for travel, only 15% for other resources ▪ Announce publications, presentations, and awards in T&L Newsletter and post on EHD & T&L Website ▪ Have faculty research and publications in departmental showcase each fall semester ▪ Faculty present with undergraduate and graduate students at annual UND Graduate School Research Showcase and at state, regional and national conferences ▪ Allocate money (\$200) from the department to graduate students for travel to present. This could be in the form of grants, VPAA and EHD, Deans office 	<ul style="list-style-type: none"> ▪ Dept Chair ▪ Dept Chair ▪ Glenn Olsen, Admin Sec, Admin Asst. ▪ Admin Sec/Admin Asst ▪ Associate Chair & Grad Directors ▪ Dept Chair 	<ul style="list-style-type: none"> ▪ 2009-2010 ▪ Ongoing ▪ Ongoing ▪ Spring 2009 ▪ Ongoing ▪ Ongoing
2. Increase the number of publications and resources for producing and disseminating scholarly work.	<ul style="list-style-type: none"> ▪ Increase graduate students work with faculty and/or program area as research assistants ▪ Increase number of graduate students to write/publish and present at national conferences (document in newsletter) ▪ Faculty observe a research day 4 times a month & coordinate with Dept Chair goals as a result of research days ▪ Recruit Graduate Assistants (specific #) to support and collaborate with faculty research. <ul style="list-style-type: none"> ○ Develop recruitment plan for state and region and apply for graduate school funds to implement recruitment ▪ Faculty will establish writing publication goals in conjunction with T&L workload 	<ul style="list-style-type: none"> ▪ Dept Chair ▪ All Faculty and Admin Sec ▪ Dept Chair ▪ Associate Chair ▪ Dept Chair/Assoc Chair/ Graduate Directors ▪ Dept Chair 	<ul style="list-style-type: none"> ▪ Fall 2011 ▪ Fall 2010 ▪ Fall 2009 ▪ Fall 2011 ▪ Fall 2010 ▪ Fall 2010

TL STRATEGIC PLAN (9/2009)

UND PRIORITY C: Serve the people of North Dakota and the world more effectively through applied and basic research, cultural experiences, and economic development programs as well as through a comprehensive array of educational offerings.

Goal	Specifics of the Goal	Person Responsible	Timeline
1. Deliver Ph.D., Teaching & Learning (Higher Ed Emphasis) program in Bismarck, Spring 2011 and deliver elementary Masters degree spring 2011.	<ul style="list-style-type: none"> ▪ Recruit students beginning Fall of 2010 ▪ Meet with Continuing Education to develop budget to obtain revenue sharing (increase financial stream to department to cover additional departmental experience e.g., secretarial support & technical support) ▪ 	<ul style="list-style-type: none"> ▪ Dept Chair & other faculty and Bismarck Doctoral Coordinator ▪ Dept Chair, T&L Admin Assistant ▪ Elementary Faculty, Bismarck Coordinator 	<ul style="list-style-type: none"> ▪ Fall 2010 ▪ Fall 2010 ▪ Fall 2010
2. Increase the number of online graduate programs and undergraduate courses	<ul style="list-style-type: none"> ▪ Develop a realistic timeline for the next three years for 1) adding graduate certificate program based on need 2) add undergraduate courses based on potential enrollment 	<ul style="list-style-type: none"> ▪ PAC 	<ul style="list-style-type: none"> ▪ Spring 2010
3. Optimize and stabilize distance program offerings and enrollment in distance format and partnership programs.	<ul style="list-style-type: none"> ▪ Support online course development and, program development across all programs financially ▪ Continue to monitor the use of the 60/40 model for enrollment increase and less dependency on tradition funding 	<ul style="list-style-type: none"> ▪ Dept Chair ▪ Dept Chair & Admin Assistant 	<ul style="list-style-type: none"> ▪ Ongoing ▪ Ongoing
4. Review articulation agreements between two year colleges with T&L. Expand the agreement to MN two year colleges	<ul style="list-style-type: none"> ▪ Update all articulation agreements in areas of ECE, Elementary, Middle and Secondary Education in N.D. ▪ Continue articulation agreements or develop new agreements with two year colleges in MN 	<ul style="list-style-type: none"> ▪ Dept Chair & Program Coordinator ▪ Program Coordinators & Dept Chair 	<ul style="list-style-type: none"> ▪ Fall 2009 ▪ Fall 2009
5. Provide multicultural experiences for undergrads in ND and MN	<ul style="list-style-type: none"> ▪ Provide multicultural experience for two days at K-12 schools on or near a N.D. reservation ▪ Provide K-12 for experience for students in high school & elementary/middle schools (Minneapolis and/or St. Paul) 	<ul style="list-style-type: none"> ▪ Diversity Committee, Dept Chair, & Faculty teaching multicultural course ▪ Dept Chair & Assoc Dean of Teacher Ed, & Faculty teaching multicultural course 	<ul style="list-style-type: none"> ▪ Fall 2010 ▪ Fall 2009
6. Develop a group of online quality part-time instructors to teach when T&L faculty are not available	<ul style="list-style-type: none"> ▪ Compile vitas 	<ul style="list-style-type: none"> ▪ Program Coordinators and Graduate Director 	<ul style="list-style-type: none"> ▪ Fall 2010

TL STRATEGIC PLAN (9/2009)

UND PRIORITY D: Improve the campus climate for learning and living.

Goal	Specifics of the Goal	Person Responsible	Timeline
1. Ensure that the Education Building at the University of North Dakota is a first-rate physical facility and is appropriately and efficiently organized.	<ul style="list-style-type: none"> ▪ Building to be remodeled in 2009/2010 ▪ Lounge/Study space for faculty/staff/students ▪ Office space for GTA/GRA's (11) ▪ Storage space for all programs 	<ul style="list-style-type: none"> ▪ Building Committee ▪ Building Committee ▪ Building Committee ▪ Building Committee 	<ul style="list-style-type: none"> ▪ 2009-2011 ▪ 2009-2011 ▪ 2009-2011 ▪ 2009-2011
2. Improve technology services and resources for students, faculty, and staff.	<ul style="list-style-type: none"> ▪ T&L technology committee will be more active in recommending technology ▪ Increase use of two monitors on faculty/staff computers ▪ Increase laptop computers with docking station 	<ul style="list-style-type: none"> ▪ Technology Committee & Co-Chair ▪ Dept Chair ▪ Dept Chair 	<ul style="list-style-type: none"> ▪ Fall 2010-2012 ▪ Fall 2011 ▪ Fall 2011
3. Established new support (full time) for coordination of online course development and delivery	<ul style="list-style-type: none"> ▪ Hire coordinator using funding from 60/40 model for all online course certification programs and graduate programs 	<ul style="list-style-type: none"> ▪ Dept Chair & Admin Asst 	<ul style="list-style-type: none"> ▪ Fall 2010
4. Continue to support T&L Graduate Student Organization	<ul style="list-style-type: none"> ▪ Elect officers annually ▪ Develop Budget 	<ul style="list-style-type: none"> ▪ Mary Baker & other faculty ▪ 	<ul style="list-style-type: none"> ▪ Fall 2009 ▪

TL STRATEGIC PLAN (9/2009)

UND PRIORITY E: Optimize and stabilize enrollment to achieve the desired number and mix of students appropriate to the University's mission.

Goal	Specifics of the Goal	Person Responsible	Timeline
1. Use enrollment planning to optimize enrollment in our programs, increase recruitment of students of color	<ul style="list-style-type: none"> ▪ Develop marketing/recruiting plan for undergraduate students ▪ Develop marketing/recruiting plan for graduate students ▪ Develop marketing/recruiting plan for doctoral students ▪ Recruit more students of color and international students into our graduate and undergraduate programs 	<ul style="list-style-type: none"> ▪ Dept Chair & PAC ▪ Assoc Chair & PAC ▪ Doctoral Director ▪ Dept Chair & Assoc Chair 	<ul style="list-style-type: none"> ▪ Fall 2009 ▪ Spring 2010 ▪ Spring 2010 ▪ Spring 2010
2. Recruit undergraduate and graduate students	<ul style="list-style-type: none"> ▪ Contact marketing faculty in College of Business for help with marketing, recruiting & conducting SWOT analysis 	<ul style="list-style-type: none"> ▪ Dept Chair & Assoc Chair 	<ul style="list-style-type: none"> ▪ Fall 2009

DRAFT

TL STRATEGIC PLAN (9/2009)

UND PRIORITY F: Optimize the use of information technology to improve student learning, research, and the administration of the University..

Goal	Specifics of the Goal	Person Responsible	Timeline
1. Improve technology services and resources for students, faculty, and staff.	<ul style="list-style-type: none"> ▪ Maintain Departmental technology committee with defined roles and designated powers ▪ Document status of technology in each classroom ▪ Plan technology needs for each classroom(all smart classrooms) ▪ Centralize departmental software, equipment, manuals, etc, or all inventory in one location ▪ Collaborate with EHD technology committee ▪ Hire technology specialist (vision, assist in teaching w/technology software training for faculty, technology policies), online course development, mentor faculty developing online courses ▪ Course release for technology mentor to help faculty with technology ▪ The T&L technology committee recommends the hiring of 2 positions. One position to serve as a technology coordinator responsible for administrative issues. Another Distance Ed position would be more of a technology specialist to provide direct technology support to students, as well as technological and pedagogical assistance to faculty. 	<ul style="list-style-type: none"> ▪ Dept Chair ▪ Admin Assistant ▪ Technology Committee ▪ Admin Assistant ▪ Technology Chair ▪ Dept Chair ▪ Dept Chair ▪ Dean & Dept Chair, PAC 	<ul style="list-style-type: none"> ▪ Fall 2009 ▪ Fall 2009 ▪ Fall 2009 ▪ Fall 2009 ▪ Fall 2010 ▪ Fall 2010 ▪ 2009-2010 year
2. Facilitate use of technology for teacher candidates in school settings	<ul style="list-style-type: none"> ▪ T&L 339 Technology for Educators should have common knowledge and skills that are documented in the syllabus resulting in consistency across multiple sections. A faculty member will be appointed to oversee all course sections 	<ul style="list-style-type: none"> ▪ Dept Chair & Faculty teaching TL 339 course 	<ul style="list-style-type: none"> ▪ Fall 2009
3. Increase the number of publications and resources for producing and disseminating scholarly work	<ul style="list-style-type: none"> ▪ Software that supports research needs to be available to all faculty and accessible nights and weekends. 	<ul style="list-style-type: none"> ▪ Dept Chair and Technology Committee 	<ul style="list-style-type: none"> ▪ Spring 2010

TL STRATEGIC PLAN (9/2009)

UND PRIORITY G: In support of all of the above, ensure that the University has a well-prepared, enthusiastic faculty and staff, first-rate physical facilities, and adequate financial resource base, and an appropriate, efficient organizational structure.

Goal	Specifics of the Goal	Person Responsible	Timeline
1. Increase dollars to fund salaries and startup costs	<ul style="list-style-type: none"> ▪ New faculty salaries will be competitive with peer institutions ▪ Faculty salaries will reach the average of peer institutions by 2011. 60-70% of assistant, associate and full professors will be above the average of peer institutions ▪ Salaries in various disciplines will also reflect market condition ▪ Department salaries will be compared to other departments across campus and be competitive University wide 	<ul style="list-style-type: none"> ▪ Dept Chair ▪ Dept Chair ▪ Dept Chair/Dean ▪ Admin Asst/Dept Chair 	<ul style="list-style-type: none"> ▪ Ongoing ▪ Ongoing ▪ Ongoing ▪ Spring 2010
2. Increase professional development activities for faculty	<ul style="list-style-type: none"> ▪ Book study ▪ Conduct survey of faculty about professional development activities they would like to see 	<ul style="list-style-type: none"> ▪ Associate Chair ▪ Associate Chair 	<ul style="list-style-type: none"> ▪ Spring 2010 ▪ Spring 2010
3. Revise structure of dept	<ul style="list-style-type: none"> ▪ Distribute organizational chart annually 	<ul style="list-style-type: none"> ▪ PAC 	<ul style="list-style-type: none"> ▪ Spring 2010