

Academic Affairs Strategic Plan
Pittsburg State University
Adopted October 23, 2012

Mission

The Pittsburg State University Division of Academic Affairs provides an environment that supports learning by students, advances knowledge through research, scholarship and creative endeavors, and contributes to the cultural and economic development of Kansas and the region.

Vision

The division provides an engaging and supportive learning environment promoting excellence in teaching and learning, discovery, and engagement while preparing students for employment or graduate professional education.

Vision Elements

Enhance/Excellence

The Division of Academic Affairs will establish goals based on measurable baselines and continually strive to improve. Focus will be on assessing critical features of our strategic goals and using the results for the purpose of improvement.

Learning Environment

Our learning environment will include the use and organization of academic facilities and spaces, academic policies and procedures, teaching delivery methods including appropriate use of technology as well as the social and emotional atmosphere of the campus.

Pittsburg State University will remain fully committed to being an educational organization where all constituents are partners in learning. Learning is an active endeavor and focused on outcomes.

Student Success

The Division of Academic Affairs will focus on improving student success as reflected primarily by retention and graduation rates while also assuring that students achieve the purpose for which they attended; be it personal growth, preparation to pursue graduate or professional degrees, employment after graduation, or career enhancement.

Teaching and Learning

Teaching and learning are central to all that we do. The division recognizes that all members are learners and continually striving to acquire, apply and impart knowledge.

Discovery

Pittsburg State University will promote learning for all of its constituents by maintaining and supporting a culture of inquiry and creativity based on the tenet of academic freedom. This also means the application of what is learned, “by doing learn” (Pittsburg State University’s historic motto), and using discovery to solve problems as well as to advance knowledge.

Engagement

Pittsburg State University partners with all of its constituents in mutually beneficial relationships to advance teaching and learning, and discovery. The work of the division is based on the engagement of faculty, staff, and administration in the development of an efficient and quality-based environment. University citizens enrich economic, social, professional communities in which they are engaged.

Values/Beliefs -- Strategic goals of the Division of Academic Affairs at Pittsburg State University are rooted in a set of shared values. These values are beliefs which provide the context within which we accomplish our mission and frame our vision.

1. Guardians of place –The division has a responsibility to help maintain and improve our community and geographic region.
2. Connections –The division believes that the power of connections is critical to the success of the university and the region.
3. Freedom of thought – The division is open to divergent opinions which are respected and encouraged.
4. Collegiality –The division values and expects team work, civility and mutual respect.
5. Culture – The division supports a culturally diverse environment that provides enriching experiences to enhance the lives of our constituents.
6. Continual improvement – The division believes in continually striving to improve everything we do.
7. Sustainability – The division believes in a sustainability framework that integrates issues of environment, economy, and social equity.

Strategic Goals

1. Enhance academic excellence in teaching and scholarship.
2. Prepare students to live and work in a diverse, multicultural society.
3. Focus on efficiency of operations and delivery of programs.
4. Support economic development of the State and region.
5. Achieve managed enrollment growth.

Budget Implications

Each of the Strategic Goals holds implications for the current academic affairs budget as well as the broader university budget. While many of the strategies noted below are already embedded in the work of the division and, therefore utilize current staff and funding resources, there is only so far these resources may stretch. Additional resources will need to be identified and/or reallocated from existing programs and initiatives. Further growth of enrollment, for example, will require reallocation or increase of funds in recruitment, student support, and faculty assets to note a few areas.

Strategic Goals

1. Enhance academic excellence in teaching and scholarship
 - Strengthen assessment of student learning in both the curricular and co-curricular areas resulting in ongoing improvement.
 - Maintain current program accreditations and pursue others where appropriate.
 - Expand online course and program offerings with strong oversight to ensure quality. (See Distance Education Plan 2011.)
 - Participate in national higher education initiatives such as the AASCU Red Balloon Project.
 - Instigate efforts to expand and enhance the level and quality of academic scholarship including development of research and scholarship opportunities for undergraduates and graduate students.
 - Attract, retain, and develop faculty and staff.
 - Develop new degree programs with a primary focus on interdisciplinary arrangements and in consideration to workplace needs and student interests.
 - Employ an active learning environment where all constituents are teachers and learners.
 - Increase and enhance internal and external partnerships.
2. Prepare students to live and work in a diverse, multicultural society
 - Expand student, faculty and staff population to represent a more diverse community.
 - Provide opportunities for cross-cultural experiences addressing both international cultures and the diversity of American society.
 - Expand and develop programs (majors, minors, certificates) which address current and future economic and societal needs.

- Provide resources to incentivize interdisciplinary degree programs across colleges and departmental units.
 - Strategically plan and expand graduate programs beyond the masters and educational specialist.
 - Partner with other higher education institutions to increase access to professional and graduate study beyond the scope of PSU's programs.
3. Focus on efficiency of operations and delivery of programs
- Maximize the use of all existing academic space.
 - Develop and maintain appropriate academic spaces to support evolving pedagogical innovations and changing programmatic needs.
 - Implement new organizational and leadership models.
 - Utilize IT solutions where appropriate.
 - Budget to support strategic growth areas.
4. Support economic development of the State and region
- Establish new programs that support the needs of Kansas and our regional service area economy.
 - Increase the number of students engaged in internships and cooperative education experiences.
 - Work with both private and public enterprises to provide needed training for management and employees.
 - Enhance faculty contributions to State and regional economic development activities through research and engagement.
5. Achieve Managed Enrollment Growth
- Develop and maintain high quality programs and services to attract new students.
 - Promote diversity and internationalization.
 - Promote academic achievement and student success.