

STRATEGIC PLAN for the Department of Teaching & Learning 2009-2012 (2/2010)

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 online and face to face 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 Certificate in Gifted and Talented ▪ Complete Stage II for Certificate in Reading ▪ College Teaching Stage II 	<ul style="list-style-type: none"> ▪ Margaret Zidon & Barb Combs ▪ Margaret Zidon & Barb Combs ▪ Meghan Salyers & Glenn Olsen ▪ Shelby Barrentine ▪ Glenn Olsen, Myrna Olson, Jeff Sun 	<ul style="list-style-type: none"> ▪ Spring 2011 ▪ Spring 2011 ▪ Fall 2010 ▪ Fall 2010 ▪ Fall 2010
2. Assess all undergraduate and graduate programs and students, and document program changes based on assessment information.	<ul style="list-style-type: none"> ▪ Livetext remains as the Internet based tool that has been adopted to collect and report assessment data for undergraduate programs ▪ Masters and doctoral assessment data is stored with Access and Excel 	<ul style="list-style-type: none"> ▪ Undergraduate Assessment Committee ▪ Grad / Doctoral directors & Admin Secretary 	<ul style="list-style-type: none"> ▪ 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 and master's 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, R.T.I., and adding Smart white board 	<ul style="list-style-type: none"> ▪ Program Area Coordinators ▪ Program Area Coordinators 	<ul style="list-style-type: none"> ▪ Ongoing ▪ Ongoing

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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 \$1500 for faculty with increase to \$1800 in future. 90% used for travel, only 10% 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 spring semester ▪ Faculty present with undergraduate and graduate students at annual UND Graduate School Research Showcase and at state, regional and national conferences ▪ Allocate money (\$300) from the department to graduate students for travel to present. Additional resources available at the Graduate School. 	<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 ▪ Fall 2011 ▪ Ongoing ▪ Ongoing
2. Increase the number of publications and resources for producing and disseminating scholarly work.	<ul style="list-style-type: none"> ▪ Increase number of graduate students writing/publishing and presenting 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"> ▪ All Faculty and Admin Sec ▪ Dept Chair ▪ Associate Chair ▪ Dept Chair/Assoc Chair/ Graduate Directors ▪ Dept Chair 	<ul style="list-style-type: none"> ▪ Fall 2010 ▪ Fall 2011 ▪ Fall 2011 ▪ Fall 2010 ▪ Fall 2010
3. Seek research opportunities for rural environments.	<ul style="list-style-type: none"> ▪ Work with Center for Rural Education and Communities 	<ul style="list-style-type: none"> ▪ Cindy Juntunen and Dept Chair 	<ul style="list-style-type: none"> ▪ Ongoing
4. Develop professional learning communication (PLC)	<ul style="list-style-type: none"> ▪ Monthly meeting around research or teaching ▪ Develop blackboard site for communication ▪ Brown Bag lunches 	<ul style="list-style-type: none"> ▪ Dept Chair, Assoc Chair & Program coordinators 	<ul style="list-style-type: none"> ▪ Ongoing

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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, Summer 2011 and deliver elementary M.S. degree Spring 2011.	<ul style="list-style-type: none"> ▪ Recruit students beginning Fall of 2010 ▪ Meet with Distant Education to develop budget to obtain revenue sharing (increase financial stream to department to cover additional departmental experience e.g., secretarial support & technical support) ▪ Start a new cohort group in Elementary Education 	<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 ▪ Spring 2011
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 programs based on need and 2) promote development of graduate online programs. 	<ul style="list-style-type: none"> ▪ Program Coordinators 	<ul style="list-style-type: none"> ▪ Ongoing
3. Optimize and stabilize program offerings and enrollment in distance and online including finance	<ul style="list-style-type: none"> ▪ Support online course development and, program development across all programs financially ▪ Continue to monitor the use of the 55/40/5 model for enrollment increase and less dependency on traditional funding 	<ul style="list-style-type: none"> ▪ Dept Chair ▪ Dept Chair & Admin Assistant 	<ul style="list-style-type: none"> ▪ Ongoing ▪ Ongoing
4. Develop a group of online and campus part-time instructors to teach when T&L faculty are not available	<ul style="list-style-type: none"> ▪ Identify former graduates and other qualified instructors throughout the world that could teach online and face to face 	<ul style="list-style-type: none"> ▪ Dept Chair, Program Coordinators and Graduate Director 	<ul style="list-style-type: none"> ▪ Fall 2010
5. Provide multicultural experiences for undergrads in ND and MN. Funds should be dedicated to the activity	<ul style="list-style-type: none"> ▪ Develop a 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) ▪ Ongoing agreement should be established with the schools ▪ Explore a student fee proposal to help fund the trip 	<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"> ▪ Ongoing ▪ Ongoing
6. Review articulation agreements between two year colleges with T&L.	<ul style="list-style-type: none"> ▪ Update all articulation agreements in areas of ECE, Elem, Middle, and Secondary Education in ND. ▪ Renew and develop new articulation agreements with two year colleges in MN. 	<ul style="list-style-type: none"> ▪ Dept Chair, Program Coordinators 	<ul style="list-style-type: none"> ▪ Ongoing

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

Goal	Specifics of the Goal	Person Responsible	Timeline
1. Ensure that the design of 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 2010/2011 ▪ Lounge/Study space for faculty/staff/students ▪ Office space for GTA/GRA's (11) ▪ Storage space for all programs ▪ Quality teaching & learning environment- Including Technology access during move for faculty and students 	<ul style="list-style-type: none"> ▪ Building Committee ▪ Building Committee ▪ Building Committee ▪ Building Committee ▪ Building Committee 	<ul style="list-style-type: none"> ▪ 2009-2011 ▪ 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 ▪ Technology resource person for faculty & students ▪ Increase use of two monitors on faculty/staff computers ▪ Increase laptop computers with docking stations ▪ Faculty who teach online- cameras, microphones (high quality) ▪ Continuous backup of departmental computers 	<ul style="list-style-type: none"> ▪ Technology Committee ▪ Dept Chair ▪ Dept Chair 	<ul style="list-style-type: none"> ▪ Fall 2010-2012 ▪ Fall 2011 ▪ Fall 2011
4. Continue to support University Children's Center & utilize the facility	<ul style="list-style-type: none"> ▪ Center provide placement for field experience & student teaching ▪ Provide research opportunities for faculty in T&L & other depts. 	<ul style="list-style-type: none"> ▪ Jo-Anne Yearwood & Dept Chair 	<ul style="list-style-type: none"> ▪ Ongoing

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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 diverse populations	<ul style="list-style-type: none">▪ Develop marketing/recruiting plan for undergraduate students▪ Develop marketing/recruiting plan for master students▪ Develop marketing/recruiting plan for doctoral students▪ Recruit more diverse students and international students into our graduate and undergraduate programs	<ul style="list-style-type: none">▪ Dept Chair & PAC (or hire consultant)▪ Assoc Chair & PAC (or hire consultant)▪ Doctoral Director (or hire consultant)▪ Dept Chair & Assoc Chair	<ul style="list-style-type: none">▪ Fall 2010▪ Fall 2010▪ Fall 2010▪ Fall 2010

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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 implementation ▪ Centralize departmental software, equipment, manuals, etc, or all inventory in one location ▪ Collaborate with EHD technology committee ▪ Hire half-time faculty technology specialist (assist instructor for course building, software training for faculty, online course development, mentor faculty developing online courses) 	<ul style="list-style-type: none"> ▪ Dept Chair ▪ Admin Assistant ▪ Technology Chair ▪ Dept Chair 	<ul style="list-style-type: none"> ▪ Fall 2010 ▪ Fall 2010 ▪ Fall 2010 ▪ Fall 2010
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 syllabus that allows for differences across program areas. 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"> ▪ Spring 2010
3. Increase the number of publications and resources for producing and disseminating scholarly work	<ul style="list-style-type: none"> ▪ Software and hardware that supports research and would 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

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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. 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
4. Identify financial priorities	<ul style="list-style-type: none"> ▪ Distribute and discuss T&L budget annually to faculty 	<ul style="list-style-type: none"> ▪ Dept Chair 	<ul style="list-style-type: none"> ▪ Ongoing