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.

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<th>Goal</th>
<th>Specifics of the Goal</th>
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</table>
| 1. Plan, develop and implement programs that lead to needed online and face to face graduate and certificate programs. | ▪ 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 | ▪ Margaret Zidon & Barb Combs  
▪ Margaret Zidon & Barb Combs  
▪ Meghan Salyers & Glenn Olsen  
▪ Shelby Barrentine  
▪ Glenn Olsen, Myrna Olson, Jeff Sun | ▪ 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. | ▪ 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 | ▪ Undergraduate Assessment Committee  
▪ Grad / Doctoral directors & Admin Secretary | ▪ Ongoing  
▪ Ongoing |
| 3. Support students through effective advisement. | ▪ 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 | ▪ Doctoral Graduate Director  
▪ Office of Teacher Ed | ▪ Fall 2010  
▪ Ongoing |
| 4. Review program curriculum annually | ▪ 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 | ▪ Program Area Coordinators  
▪ Program Area Coordinators | ▪ Ongoing  
▪ Ongoing |
# TL STRATEGIC PLAN

**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.

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| 1. Create and maintain a culture of research and scholarly publishing. | - 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. | Dept Chair  
Dept Chair  
Glenn Olsen, Admin Sec, Admin Asst  
Admin Sec/Admin Asst  
Associate Chair & Grad Directors  
Dept Chair | 2009-2010  
Ongoing  
Ongoing  
Fall 2011  
Ongoing |
| 2. Increase the number of publications and resources for producing and disseminating scholarly work. | - 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.  
  - 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 | All Faculty and Admin Sec  
Dept Chair  
Associate Chair  
Dept Chair/Assoc Chair/Graduate Directors  
Dept Chair | Fall 2010  
Fall 2011  
Fall 2011  
Fall 2010  
Fall 2010 |
| 3. Seek research opportunities for rural environments. | - Work with Center for Rural Education and Communities | Cindy Juntunen and Dept Chair | Ongoing |
| 4. Develop professional learning communication (PLC) | - Monthly meeting around research or teaching  
- Develop blackboard site for communication  
- Brown Bag lunches | Dept Chair, Assoc Chair & Program coordinators | Ongoing |
**TL STRATEGIC PLAN**

**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.

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| 1. Deliver Ph.D., Teaching & Learning (Higher Ed Emphasis) program in Bismarck, Summer 2011 and deliver elementary M.S. degree Spring 2011. | ▪ 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 | ▪ Dept Chair & other faculty and Bismarck Doctoral Coordinator  
▪ Dept Chair, T&L Admin Assistant  
▪ Elementary Faculty, Bismarck Coordinator | ▪ Fall 2010  
▪ Fall 2010  
▪ Spring 2011 |
| 2. Increase the number of online graduate programs and undergraduate courses | ▪ 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. | ▪ Program Coordinators | ▪ Ongoing |
| 3. Optimize and stabilize program offerings and enrollment in distance and online including finance | ▪ 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 | ▪ Dept Chair  
▪ Dept Chair & Admin Assistant | ▪ Ongoing  
▪ Ongoing |
| 4. Develop a group of online and campus part-time instructors to teach when T&L faculty are not available | ▪ Identify former graduates and other qualified instructors throughout the world that could teach online and face to face | ▪ Dept Chair, Program Coordinators and Graduate Director | ▪ Fall 2010 |
| 5. Provide multicultural experiences for undergrads in ND and MN. Funds should be dedicated to the activity | ▪ 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 | ▪ Diversity Committee, Dept Chair, & Faculty teaching multicultural course  
▪ Dept Chair & Assoc Dean of Teacher Ed, & Faculty teaching multicultural course | ▪ Ongoing  
▪ Ongoing |
| 6. Review articulation agreements between two year colleges with T&L. | ▪ 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. | ▪ Dept Chair, Program Coordinators | ▪ Ongoing |
**TL STRATEGIC PLAN**

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

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| 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. | ▪ 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 | ▪ Building Committee  
▪ Building Committee  
▪ Building Committee  
▪ Building Committee  
▪ Building Committee | ▪ 2009-2011  
▪ 2009-2011  
▪ 2009-2011  
▪ 2009-2011  
▪ 2009-2011 |
| 2. Improve technology services and resources for students, faculty, and staff. | ▪ 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 | ▪ Technology Committee  
▪ Dept Chair  
▪ Dept Chair | ▪ Fall 2010-2012  
▪ Fall 2011  
▪ Fall 2011 |
| 4. Continue to support University Children’s Center & utilize the facility | ▪ Center provide placement for field experience & student teaching  
▪ Provide research opportunities for faculty in T&L & other depts. | ▪ Jo-Anne Yearwood & Dept Chair | ▪ Ongoing |
## TL STRATEGIC PLAN

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

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| 1. Use enrollment planning to optimize enrollment in our programs, increase recruitment of diverse populations | ▪ 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 | ▪ Dept Chair & PAC (or hire consultant)  
▪ Assoc Chair & PAC (or hire consultant)  
▪ Doctoral Director (or hire consultant)  
▪ Dept Chair & Assoc Chair | ▪ Fall 2010  
▪ Fall 2010  
▪ Fall 2010  
▪ Fall 2010 |
### TL STRATEGIC PLAN

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

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<tbody>
<tr>
<td>1.</td>
<td>Improve technology services and resources for students, faculty, and staff.</td>
<td>Dept Chair</td>
<td>Fall 2010</td>
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<tr>
<td></td>
<td>- Maintain Departmental technology committee with defined roles and implementation</td>
<td>Admin Assistant</td>
<td>Fall 2010</td>
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<td>- Centralize departmental software, equipment, manuals, etc, or all inventory in one location</td>
<td>Technology Chair</td>
<td>Fall 2010</td>
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<td>- Collaborate with EHD technology committee</td>
<td>Dept Chair</td>
<td>Fall 2010</td>
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<td></td>
<td>- Hire half-time faculty technology specialist (assist instructor for course building, software training for faculty, online course development, mentor faculty developing online courses)</td>
<td>Dept Chair</td>
<td>Fall 2010</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Admin Assistant</td>
<td>Fall 2010</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Technology Chair</td>
<td>Fall 2010</td>
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<tr>
<td></td>
<td></td>
<td>Dept Chair</td>
<td>Fall 2010</td>
</tr>
<tr>
<td>2.</td>
<td>Facilitate use of technology for teacher candidates in school settings</td>
<td>Dept Chair &amp; Faculty teaching TL 339 course</td>
<td>Spring 2010</td>
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<td></td>
<td>- T&amp;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</td>
<td>Dept Chair and Technology Committee</td>
<td>Spring 2010</td>
</tr>
<tr>
<td>3.</td>
<td>Increase the number of publications and resources for producing and disseminating scholarly work</td>
<td>Dept Chair and Technology Committee</td>
<td>Spring 2010</td>
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**TL STRATEGIC PLAN**

**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.

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| 1. Increase dollars to fund salaries and startup costs | - 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 |  
  - Dept Chair  
  - Dept Chair  
  - Dept Chair/Dean  
  - Admin Asst/Dept Chair |  
  - Ongoing  
  - Ongoing  
  - Ongoing  
  - Spring 2010 |
| 2. Increase professional development activities for faculty | - Book study  
- Conduct survey of faculty about professional development activities they would like to see |  
  - Associate Chair  
  - Associate Chair |  
  - Spring 2010  
  - Spring 2010 |
| 3. Revise structure of dept | - Distribute organizational chart annually |  
  - PAC |  
  - Spring 2010 |
| 4. Identify financial priorities | - Distribute and discuss T&L budget annually to faculty |  
  - Dept Chair |  
  - Ongoing |