Eberly College of Arts and Sciences Strategic Plan

Vision: The Eberly College of Arts and Sciences, through its nationally and internationally recognized scholars and its loyal and caring staff, provides students with knowledge, skills, and values for a variety of careers, for advancement to graduate and professional programs, and life-long learning.

Mission: The Eberly College of Arts and Sciences promotes the full development of the student as an individual and as a member of society with undergraduate and graduate experiences that involve innovative teaching, learning, and discovery; basic, applied, and creative scholarship; and professional service, outreach, and engagement.

Values: Excellence  
Stewardship  
Integrity  
Innovation  
Communication

GOAL 1: ATTRACT AND GRADUATE HIGH QUALITY STUDENTS

Objective A: Expand marketing and recruitment efforts at both the undergraduate and graduate levels.

Strategy: Develop a process that continues to improve the ECAS and departmental web sites, brochures, open houses, and other aspects of recruitment for ECAS programs.

Outcome for 2006-07: Upgraded all ECAS web sites and developed a new graduate viewbook.  
Outcome for 2005-06: Upgraded over half of the ECAS web sites and developed a new college viewbook.

Strategy: Increase the number of competitive scholarships and fellowships to attract the best undergraduate and graduate students.

Outcome for 2006-07: Awarded 342 scholarships for a total of $465,354 and awarded 243 students Academic Enrichment funding for a total of $119,370.  
Outcome for 2005-06: Awarded 307 scholarships for a total of $353,689 and awarded 199 students Academic Enrichment funding for a total of $91,050.

Indicators: Increase the number of undergraduate and graduate majors.
Outcome for 2006-07: Increased the number of undergraduate majors by 389 and the number of graduate majors by 32.
Outcome for 2005-06: Increased the number of undergraduate majors by 647 and the number of graduate majors by 80.

Objective B: Diversify and enrich curriculum and make it more accessible, responsive, and flexible.

Strategy: Propose selected new undergraduate and graduate programs and selected new undergraduate & graduate certificates, minors, and coursework.

Outcome for 2006-07: Developed Math 153 and 154 (integrating calculus with precalculus), developed coursework to anchor a Chinese Studies major, revised majors in Russian Studies and Slavic and East European Studies.
Outcome for 2005-06: Developed new undergraduate coursework such as English 103 (Accelerated Academic Writing and History 111 (Modern South Asia), and an undergraduate certificate for professional writing and editing.

Strategy: Provide financial support through assistantships/fellowships for graduate students in existing and proposed programs.

Outcome for 2006-07: Provided $35,087 in support of graduate student presentations at professional conferences or for doctoral dissertation support.
Outcome for 2005-06: Provided over $50,000 in support of graduate student presentations at professional conferences or for doctoral dissertation support.

Strategy: Provide targeted portions of web-only version of ECAS curriculum.

Indicators: Number of changed and new programs.

Outcome for 2006-07: Convened an Extended Learning Task Force to recommend extended learning initiatives, identify obstacles, and promote changes to mitigate obstacles. Added coursework to complete online History minor and extended learning enrollments increased. Master of Legal Studies major
Outcome for 2005-06: Created new web courses/programs in Legal Studies, Communication Studies and initiated development of a History minor.

Objective C: Ensure the quality of academic programs are consistent with national norms.

Indicators: Analyze and compare ECAS programs to peer institutions.
Outcome for 2006-07: Compiled data to compare ECAS staffing to peer institutions.
Outcome for 2005-06: Determined how ECAS compares to our peer Institutions on the University of Delaware Survey.

Objective D: Enrich opportunities for students through research,
study-abroad, service learning, independent study, and internships.

Strategy: Increase funding for undergraduate research/scholarship.

Outcome for 2006-07: Received 15 new privately funded accounts for research/scholarship.
Outcome for 2005-06: Received five new privately funded accounts for research/scholarship.

Indicator: Increase in the number of students involved in above activities.

Outcome for 2006-07: ECAS provided $60,175 to support study abroad in 35 different countries.
Outcome for 2005-06: ECAS increased its funding for support study abroad to $25,500, and students studied in 20 different countries.

GOAL 2: RECRUIT AND RETAIN HIGH-QUALITY FACULTY COMMITTED TO THE LAND-GRANT MISSION.

Objective A: Recruit and retain internationally and nationally recognized diverse, student-centered faculty and staff.

Strategy: Ensure faculty/staff levels are appropriate to enrollments.

Outcome for 2006-07: ECAS compiled data to compare staffing to peer institutions.
Outcome for 2005-06: University of Delaware data will be used to determine ECAS staffing levels.

Strategy: Ensure ECAS faculty and staff represent minority and ethnic groups.

Outcome for 2006-07: Hired 10 new female faculty members, 2 Hispanic and one African-American.
Outcome for 2005-06: Hired eight new tenure track females and twelve males.

Strategy: Provide faculty/staff incentive and support for retention purposes.

Outcome for 2006-07: ECAS spent $102,657 for faculty development.
Outcome for 2005-06: ECAS spent $112,896 for faculty development.

Strategy: Expand faculty development program.

Outcome for 2006-07: ECAS funded the ARTS program in the amount of $100,000.
Outcome for 2005-06: ECAS funded the ARTS program in the amount of $109,531.

Indicators: Increase the number of faculty as enrollments increase. Develop baseline data on the diversity of faculty and increase diversity.

Outcome for 2006-07: ECAS hired over 22 replacement/new tenure line faculty.
Outcome for 2005-06: ECAS hired over 20 replacement/new tenure line faculty.
Objective B: Increase the number of endowed professorships and chairs of national stature by 5 over the next five years.

Indicators: Number of new endowed professorships.

Outcome for 2006-07: Created the new F. Duke Perry, Endowed Professorship in Leadership Studies.
Outcome for 2005-06: The new endowment in Chinese Studies will create two new endowed professorships.

Objective C: Increase innovative campus-wide programs that promote interdisciplinary academic exchange.

Strategy: Expand the ARTS program.

Indicator: Number of new interdisciplinary projects undertaken.

Outcome for 2006-07: Five new interdisciplinary projects were undertaken.
Outcome for 2005-06: Three new interdisciplinary projects were undertaken.

Objective D: Increase faculty and staff engagement in city, county, and state planning and development venues.

Indicator: Increase in number of faculty engaged in such work.

Outcome for 2006-07: Twenty-three faculty are engaged in such work.
Outcome for 2005-06: Twenty-two faculty are engaged in such work.

GOAL 3: ENHANCE THE EDUCATIONAL ENVIRONMENT FOR STUDENT LEARNING.

Objective A: Continue to invest in the college’s infrastructure and technology.

Strategy: Renovate existing buildings and facilities to reflect our research and learning needs.

Outcome for 2006-07: Completed classroom renovations in Clark and Chitwood and completed renovation of Brooks and Oglebay.
Outcome for 2005-06: Brooks, Oglebay, and Colson renovation/additions are underway.

Strategy: Increase the use of technology at all levels of teaching.

Indicator: Number of courses utilizing innovative technologies in teaching.
Outcome for 2006-07: Continued to upgrade computer hardware and software to enhance the use of technology in teaching. Provided course development support to expand PRS use in math classes.

Outcome for 2005-06: Increased the number of ECAS faculty who use WebCT Vista.

Objective B: Enhance the academic success of students by creating a student-centered environment.

Strategy: Support student organizations, student employment, student involvement in research, and student oriented teaching and service activities.

Outcome for 2006-07: Provided support for the Debate Team and Model UN.

Outcome for 2005-06: Increased the support for student organizations, student employment and student research.

Strategy: Improve College and departmental advising.


Outcome for 2005-06: Developed new sophomore advising in Biology and Psychology.

Strategy: Enhance capstone experience across all academic programs.

Outcome for 2006-07: Instituted departmentally-designed assessment plans that incorporate capstone as a source of data measuring program learning outcomes.

Outcome for 2005-06: Continued to improve the capstone experiences.

Strategy: Expand undergraduate academic enrichment programs.

Outcome for 2006-07: Awarded 243 students Academic Enrichment Grants.

Outcome for 2005-06: Awarded 199 students Academic Enrichment Grants.

Indicators: Increase in retention and graduation rates.

Outcome for 2006-07: Increased retention from freshman to sophomore to 83%.

Outcome for 2005-06: Retention from freshman to sophomore year was 81%.

Objective C: Utilize an assessment program that ensures continuous improvement of academic programs.

Indicator: Increase in retention and graduation rates.

Outcome for 2006-07: Continued to refine and improve the college assessment program.

Outcome for 2005-06: Created and implemented a new college-wide assessment program.
GOAL 4: PROMOTE DISCOVERY AND EXCHANGE OF KNOWLEDGE AND NEW IDEAS.

Objective A: Grow collaborative scholarship and centers of excellence.

Strategy: Encourage faculty/staff to collaborate within ECAS, with other colleges and units, and with colleagues at other universities to seek external support for teaching, research, and service projects.

Strategy: Garner federal, state, and local funding to support ECAS faculty/student research, outreach programs, summer programs and teaching/learning experiences.

Indicator: Increase in the amount of external funding from agencies such as NIH, NSF, DOE, NEH, DOD, and HUD.

Outcome for 2006-07: ECAS submitted 248 proposals to Research and Sponsored Programs which was 5 more than the previous year.
Outcome for 2005-06: ECAS submitted 243 proposals to Research and Sponsored Programs which is 19 more than the previous year.

Objective B: Provide appropriate incentives for collaborative scholarship and extramural support.

Indicator: Increase in the amount of external funding.

Outcome for 2006-07: ECAS received $9 million of external funding.
Outcome for 2005-06: ECAS received almost $7 million of external funding.

Objective C: Emphasize innovative and niche programs to increase graduate student enrollment.

Indicator: Increase in graduate enrollment.

Outcome for 2006-07: Graduate enrollment increased by 2.7%.
Outcome for 2005-06: Graduate enrollment increased by 7%.

Objective D: Increase the quality and value of graduate degrees.

Indicator: Use national norms to evaluate graduate programs.
Outcome for 2006-07: ECAS had 54 Ph.Ds graduated compared to 56 the previous year. 
Outcome for 2005-06: ECAS had 56 Ph.Ds graduated compared to 41 the previous year.

GOAL 5: IMPROVE WEST VIRGINIA'S HEALTH, ECONOMY AND QUALITY OF LIFE.

Objective A: Increase the opportunities for community/civic engagement within the curriculum where appropriate.

Strategy: Provide support for programs that target K-12 teachers/students for lecture series and other public programs, and for the involvement of ECAS alumni in the development of innovative curriculum-based work.

Indicator: Document number of such programs provided by ECAS.

Outcome for 2006-07: The Department of English works with WV schools on the National Writing Project.
Outcome for 2005-06: The Department of Math developed an extensive outreach program to WV public schools.

Objective B: Seek and promote increased funding for community-based partnerships and collaborations.

Indicator: Amount of external dollars generated from community-based partnerships and collaborations.

Outcome for 2006-07: ECAS continued to implement the HUD grant for Community Development Work Study.
Outcome for 2005-06: ECAS received multi-year funding for the Community Development Work Study Program from the U.S. Department of Housing and Urban Development.

Objective C: Reward faculty innovation to recognize intellectual property and industrial relationships that benefit the state.

Outcome for 2006-07: ECAS had 9 new patent applications.
Outcome for 2005-06: ECAS had 8 new patent applications.

Objective D: Enhance the quantity and quality of dialogue with our various constituencies (e.g. multi-disciplinary forums, symposia, etc.).

Strategy: Utilize forums such as lecture series and international study to foster interaction and support interchange with our multiple constituencies and public.
**Indicator:** Number of such forums provided to our constituencies and public.

**Outcome for 2006-07:** ECAS hosted one Eberly Distinguished Lecture.
**Outcome for 2005-06:** ECAS hosted two Eberly Distinguished Lectures.