

Department of Politics and Government Strategic Plan
2021-2026

Approved by the Department
March 24, 2021

Mission:

The Department of Politics and Government is comprised of two distinct disciplines: political science and legal studies.

The Department strives to be among the best research and teaching departments of political science with an internationally recognized faculty of scholars and teachers. The Department seeks to equip students to become active and informed citizens and to engage in civic and political life.

The Department, as a provider of legal studies education, strives to prepare students for employment in the legal field as paralegals. The Department seeks to provide students with the foundation of knowledge and skills in legal research, writing, and analytical thinking that can serve as the basis for further career development, law school, or graduate school.

In doing so, the Department embraces all of the university values, particularly those of civic engagement, diversity and inclusion, and collaboration.

Strategic Goals:

Strategic Goal I: Enhance the strength and stability of the Department of Politics and Government

Strategic Goal II: Nurture diversity and inclusion in the Department of Politics and Government

Strategic Goal III: Enrich and encourage faculty, staff, and student engagement in the Department of Politics and Government.

Strategic Goal I: Enhance the strength and stability of the Department of Politics and Government

Objective I.1: Provide a broad selection of courses at all levels in each political science subfield and the legal studies program

Action I.1.1: Encourage and support faculty to expand their catalog of course offerings in keeping with developments within their subfields and current events

Action I.1.2: Publish on the Department website course offerings with current descriptions

Action I.1.3: Promote creative and diverse course designs and modes of delivery

Objective I.2: Encourage teaching practices that promote student achievement

Action I.2.1: Develop and implement research-supported teaching and course evaluation instruments

Action I.2.2: Develop and implement learning outcomes assessments

Action I.2.3: Encourage faculty to present in their annual productivity reports how their teaching practices promoted student achievement

Objective I.3: Attract and retain high quality students

Action I.3.1: Review GPA requirements and other selectivity criteria for majors and graduate student admissions

Action I.3.2: Promote recruitment scholarships for incoming majors with high GPAs

Action I.3.3: Fund student opportunities for co-curricular activities and programs, conferences and research, internships and professional development

Action I.3.4: Advise students on scholarships, awards, professional development opportunities, advanced degree programs, and employment opportunities upon graduation

Action I.3.5: Recognize alumni professional achievements on the Department website and through other promotional outlets

Objective I.4: Attract and retain high quality tenured/tenure track, non-tenure track faculty, and administrative professionals

Action I.4.1: Offer salaries that are competitive with peer institutions

Action I.4.2: Continuously review salaries to ensure that they are competitive with those of peer institutions

Action I.4.3: Encourage faculty participation in candidate visits/activities

Action I.4.4: Improve Department webpage as a recruitment tool by publishing faculty activities and publications

Action I.4.5: Reward faculty excellence in research and teaching

Action I.4.6: Document clear expectations for new faculty/mentor relations and discuss needs with new faculty as follow-up to the annual productivity review

Action I.4.7: Encourage and fund faculty activities for continuing professional development

Objective I.5: Promote and support quality research

Action I.5.1: Increase resources to encourage greater conference participation and professional memberships

Action I.5.2: Incentivize interdisciplinary collaboration

Action I.5.3: Identify sources of additional support for pre-tenured faculty

Action I.5.4: Incentivize grant proposal submissions

Action I.5.5: Expand and promote departmental brownbags

Strategic Goal II: Nurture diversity and inclusion in the Department of Politics and Government

Objective II.1: Provide access to and increase awareness of resources on diversity and inclusion initiatives for members of the Department

Action II.1.1: Invite a diverse array of speakers to campus via Department programs

Action II.1.2: Provide support and encouragement for faculty service that encourages diversity

Action II.1.3: Provide cultural competency and diversity and inclusion development opportunities

Action II.1.4: Increase departmental awareness of programs, achievements and initiatives that promote diversity and inclusion

Objective II.2: Recruit and retain diverse faculty and staff

Action II.2.1: Recognize informal teaching and service practices that promote diversity (such as mentoring) as part of the annual evaluation process

Action II.2.2: Develop supportive opportunities for faculty and staff collegiality

Objective II.3: Advance and support teaching practices that promote diversity and inclusion

Action II.3.1: Promote the Framework for Inclusive Teaching (FITE) plan with faculty and encourage the adoption of its practices

Action II.3.2: Encourage faculty to adopt trauma-informed teaching practices

Action II.3.3: Ensure that faculty accommodate students with disabilities in their instruction

Action II.3.4: Promote the reporting of faculty work on diversity and inclusion in their courses in annual faculty productivity reports

Action II.3.5: Support and reward for faculty who incorporate learning experiences that promote diversity, equity, and inclusion in their courses

Strategic Goal III: Enrich and encourage faculty, staff, and student engagement in the Department of Politics and Government.

Objective III.1: Foster partnerships offering collaborative and mutually beneficial opportunities with alumni, community members, and other external partners

Action III.1.1: Promote local, state, national, and international visibility of the Department's programs as well as student and faculty achievements.

Action III.1.2: Strengthen faculty and departmental communication and interaction with graduating seniors and alumni.

Action III.1.3: Facilitate new partnerships with individuals, businesses, governmental entities, and organizations

Action III.1.4: Sustain and grow existing relationships with external stakeholders

Action III.1.5: Involve more faculty, staff, and students in outreach, collaboration, engagement, and research opportunities locally, regionally, and globally.

Objective III.2: Recognize, promote, and encourage civic engagement and service learning

Action III.2.1: Promote civic engagement on campus and in the community through guest speakers and other events

Action III.2.2: Promote faculty participation in on- and off-campus public forums and in local and national media.

Objective III.3: Enhance the ability of members of the Department to engage with each other, internal and external resources, and university partners

Action III.3.1: Develop productive relationships with other departments and administrative units

Action III.3.2: Cultivate a culture of collegiality and interaction within the Department

Objective III.4: Enhance student connections with alumni and employers to encourage lifelong learning and professional success

Action III.4.1: Support efforts to assess student career outcomes and placement in graduate and professional school

Action III.4.2: Integrate career development and readiness opportunities throughout the collegiate career