

# **Strategic Plan 2017-2022**

## **Engineering and Technology Department**

March 1, 2017

## Implementation and Assessment of the Strategic Plan

### I. UNDERGRADUATE EDUCATION SUCH THAT GRADUATES SUCCEED AFTER COMPLETING THEIR PROGRAMS (IN INDUSTRY OR GRADUATE STUDIES)

#### A. CURRENT CURRICULA – Program curricula that reflect current practices and tools.

Objectives	Assessment Strategy	Administered when	Administered by whom	Use of Results
<b>Objective 1:</b> Programs will review curricula for currency and relevance	Evaluate courses for current practices	Every 2 years	Faculty	Adjust curricula as deemed appropriate
<b>Objective 3:</b> Create and maintain rigorous curricular offerings	Monitor outcomes and average grades earned in courses	Annually	Faculty	Adjust curricula ad pedagogies as deemed appropriate

#### B. PEDAGOGY – Faculty will incorporate effective pedagogies into courses

Objectives	Assessment Strategy	Administered when	Administered by whom	Use of Results
<b>Objective 1:</b> Use teaching methods that are effective	Monitor outcomes and adapt pedagogies shown to improve student learning	Annually	Faculty	Incorporate effective pedagogies
<b>Objective 2:</b> Utilize technology to improve student achievement	Examine academic literature and industry technology use	Annually	Faculty	Integrate technology into classrooms as appropriate

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**C. ACADEMIC EXCELLENCE** – Ensure high academic standards and rigor.

<b>Objectives</b>	<b>Assessment Strategy</b>	<b>Administered when</b>	<b>Administered by whom</b>	<b>Use of Results</b>
<b>Objective 1:</b> Offer courses comparable to top programs across the country	Compare syllabi, outcomes and student performance	Annually	Faculty	Compile, review and adjust curriculum according to data
<b>Objective 2:</b> Recruit, mentor and support high quality students	Track Admission criteria and enrollment and attrition rates	Annually	Programs	Results will be used to prioritize recruitment and retention efforts
<b>Objective 3:</b> Assess student success after graduation	Evaluate graduate job placement and advancement	When appropriate	Department	Review results and adapt as necessary

**D. ACCREDITATION** – valued as a means of assuring quality programs

<b>Objectives:</b>	<b>Assessment Strategy</b>	<b>Administered when</b>	<b>Administered by whom</b>	<b>Use of Results</b>
<b>Objective 1:</b> Pursue or maintain accreditation	Identify and contact assessment organizations, complete annual reports	Per accrediting organization	Department	Improve and/or maintain programs as suggested by accrediting bodies

**E. RESOURCES** – Our future needs will require additional resources and prudent management of existing ones.

Objectives	Assessment Strategy	Administered when	Administered by whom	Use of Results
<p><b>Objective 1:</b> Continue efforts to find external sources of funding</p>	<p>Gather data on external funding and donor cultivation efforts</p>	<p>Continuously</p>	<p>Dean's Office</p>	<p>Correlate activity and results with funding needs and opportunities</p>
<p><b>Objective 2:</b> Support campus fiscal management by providing good stewardship over funds</p>	<p>Monitor expenditures and budgets</p>	<p>Each semester</p>	<p>Departments and Dean's Office</p>	<p>Expenditure trends and budget balances will be analyzed</p>
<p><b>Objective 3:</b> Continue to generate and manage non-fiscal resources</p>	<p>Monitor resource usage</p>	<p>Each Semester</p>	<p>Departments and Dean's Office</p>	<p>Resources will be considered when forming long-term expenditure plans</p>
<p><b>Objective 4:</b> Maintain mutually beneficial relationships with External Advisory Board(s) and communities of interest</p>	<p>Staff advisory boards with individuals who have an interest in student development and/or representatives from organizations with whom the college has meaningful relationship</p>	<p>Meetings will be held at least annually and collaborative work will be continuous and ongoing</p>	<p>Department and College administrations</p>	<p>Development of opportunities and outreach in service and scholarship for faculty and students</p>

**F. ENGAGEMENT AND PERSONAL GROWTH** – Shape students intellectually and support their personal growth and development, enabling them to become contributing members of society.

<b>Objectives</b>	<b>Assessment Strategy</b>	<b>Administered when</b>	<b>Administered by whom</b>	<b>Use of Results</b>
<b>Objective 1:</b> Support and mentor student engagement and progress towards academic goals	Faculty will evaluate student progress	Consistently	Advisors and/or faculty	Tune curricula and program effectiveness
<b>Objective 2:</b> Provide students with opportunities to experience engaged learning activities	Maintain a listing of capstone, research, and internship participation	Annually	Departments	Include in annual report
<b>Objective 3:</b> Encourage students to be active members of student/campus organizations	Report actions to make students aware of involvement opportunities in their classes	Consistently	Faculty	Encourage faculty participation
<b>Objective 4:</b> Maintain alumni/student personal communication channels	Develop alumni tracking and communications system and an alumni database	Consistently	Departments	Maintain alumni relationships and communication

### III. RECRUIT, RETAIN AND SUPPORT TOP FACULTY

#### A. TEACHING – Encourage and Support faculty to continually improve courses and teaching methods

<b>Objectives</b>	<b>Assessment Strategy</b>	<b>Administered when</b>	<b>Administered by whom</b>	<b>Use of Results</b>
<b>Objective 1:</b>		Annually		

Encourage faculty to evaluate teaching methods	Review FAAR, compare success in outcomes to other methods		Department Chairs / Faculty	Verify faculty activity, encourage further activity
<b>Objective 2:</b> Provide opportunities for faculty to incorporate effective teaching methods into courses	Evaluate faculty training	Annually	Department Chairs	Match faculty interests and needs with available training opportunities

**B. PROFESSIONAL ACTIVITY** – Faculty and staff will be active in their professions

<b>Objectives</b>	<b>Assessment Strategy</b>	<b>Administered when</b>	<b>Administered by whom</b>	<b>Use of Results</b>
<b>Objective 1:</b> Faculty engaged in professional activities within disciplines	Review engagement in FAAR and annual reports	Annually	Department Chairs	Verify faculty activity, encourage further activity
<b>Objective 2:</b> Faculty and staff seek opportunities to provide professional service to the community	Review service in FAAR and annual reports	Annually	Department Chairs	Coordinate activities and provide resources as appropriate
<b>Objective 4:</b> Model and practice professional behavior	Review student evaluation comments and observe faculty and staff behavior and performance	Each semester and as needed	Department Chairs	Provide feedback as appropriate

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**C. WORKLOAD** – Balance faculty workload appropriately

<b>Objectives</b>	<b>Assessment Strategy</b>	<b>Administered when</b>	<b>Administered by whom</b>	<b>Use of Results</b>
<b>Objective 1:</b> Balance faculty workload 1) teaching, 2) scholarly, 3) service, 4) collegiality	Oversee faculty workload during scheduling	Each semester	Department chair	Adjust workload as necessary. Set limits and goals based on university, college and department priorities

**Appendix A**

**SUU Academic Degree Programs Plan**

<b>College/School</b>	<b>Program</b>	<b>Certificate</b>	<b>Undergraduate Degree</b>		<b>Graduate Degree</b>	
		<b>5 years</b>	<b>5 years</b>	<b>10 years</b>	<b>5 years</b>	<b>10 years</b>
Department of Engineering and Technology	Mechanical Engineering		X			

