



**ILLINOIS STATE  
UNIVERSITY**  
*Illinois' first public university*

**Department of Politics and Government**

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## **Department of Politics and Government**

**Strategic Plan 2011-2016  
(Approved 5/2/2011)**

**Mission:**

The Department of Politics and Government equips students to understand political life, to be effective citizens, and to achieve positions of political leadership. The department strives to be among the best research and teaching departments of political science with an internationally recognized faculty of scholars and teachers whose students are intellectually and professionally prepared to become productive citizens.

**Relationship to the College's Mission and Values:**

The mission and vision of the Department of Politics and Government advances the mission and vision of the College of Arts and Sciences. Like the College, the Department is committed to furthering the ideals of scholarship and leadership among students. Through its emphasis on responsible citizenship through experiential learning in politics, government and the law, the department educates for service and facilitates the integration of the liberal arts and professions. Our work with the Stevenson Center for Applied Community and Economic Development and our promotion of study abroad programs further the department's commitment to global engagement. Departmental programs and initiatives such as the annual student conference, the student journal *Critique* and the intercollegiate mock trial and Model United Nations teams contribute to the excellence and distinction of the College.

**Relationship to the University's Mission and Values:**

The mission and vision of the Department of Politics and Government advances the mission and vision of Illinois State University as a premier undergraduate institute with select high quality graduate programs. Like the University, the Department is committed to offering a rigorous curriculum that offers cutting edge information and technologies to the students. Through its emphasis on curricular and co-curricular activities, the Department participates in and provides a leadership role for the American Democracy Project. Our involvement in the Peace Corps Fellows program brings a unique clientele to Illinois State University and provides opportunities for both national and international local communities to participate in our development programs.

**Strategic Goals:**

- I. Offer comprehensive, rigorous and contemporary graduate and undergraduate programs that attract, retain and graduate highly qualified students.
- II. Maintain a diverse nationally and internationally recognized faculty engaged in the highest quality research and teaching.
- III. Build strong ties with on-campus, local-community and broader off campus constituencies.

**Strategic Goal I: To offer comprehensive, rigorous, and contemporary graduate and undergraduate programs that attract, retain, and graduate highly qualified students**

Objective I.1: Provide a broad selection of courses at all levels in all political science subfields

Action I.1.1: Recruit and retain high-quality faculty (see Strategic Goal II)

Action I.1.2: Track and inform faculty members of annual course offerings and enrollments

Action I.1.3: Develop and promote the teaching of online and blended courses

Action I.1.4: Encourage and support faculty pursuit of intra- and extramural opportunities for guidance in designing new courses and adapting to new modes of instruction.

Objective I.2: Promote faculty and student awareness of undergraduate and graduate program learning outcome goals and encourage teaching practices aimed at their achievement

Action I.2.1: Update and maintain a high-visibility statement of academic program goals on the Politics and Government Department website

Action I.2.2: Incorporate academic program goals into evaluations of teaching by incorporating them into the departmental course evaluation instrument and annual performance review procedures

Action I.2.3: Encourage the integration of academic program goals into advising procedures and course syllabi

Action I.2.4: Improve coordination among the committees and instruments involved in curriculum and course design, the evaluation of teaching, and the assessment of academic program learning outcomes achievement.

Objective I.3: Cultivate a culture of collegiality and interaction between faculty and students

Action I.3.1: Provide support and recognition for extracurricular events that facilitate faculty-student interaction

Action I.3.2: Provide support and recognition for academic mentoring and collaboration between faculty and students

Action I.3.3: Provide support and recognition for the department's registered student organizations.

Action I.3.4: Support and encourage independent studies and assistantships among both undergraduate and graduate students.

Objective I.4: Recruit and retain high-quality students

Action I.4.1: Review GPA requirements and other selectivity criteria for majors and graduate student admissions

Action I.4.2: Develop and promote the teaching of honors sections of political science courses at all undergraduate levels

Action I.4.3: Provide support and recognition for honors students and graduates

Action I.4.4: Create recruitment scholarships for incoming majors.

Objective I.5: Provide advice and counseling on students' course selection, degree requirements and progress, and professional development

Action I.5.1: Update and maintain Politics and Government Department webpages with information on degree requirements, course offerings, and professional development opportunities

Action I.5.2: Successfully implement the new senior year professional development seminar

Action I.5.3: Begin planning for new resource allocations for the internship requirement

Action I.5.4: Develop and implement a system for tracking and evaluating advisement sessions.

Objective I.6: Support a range of opportunities for extracurricular learning, research, and professional development

Action I.6.1: Maintain *Critique* and the annual student conference as in-house venues for students to present and publish research

Action I.6.2: Provide support and recognition for student participation in internships

Action I.6.3: Provide support and recognition for student participation in study abroad programs

Action I.6.4: Provide support and recognition for student participation in co-curricular activities such as Model UN and Mock Trial

Action I.6.5: Provide support and recognition for student participation in external conferences and publication.

Objective I.7: Facilitate and track students' placement in advanced degree programs and employment upon graduation from Politics and Government Department programs

Action I.7.1: Develop a system for collecting information from faculty on letter of recommendation requests and student placements

Action I.7.2: Support extracurricular events (e.g. job fairs and law school days) to introduce students to advanced degree and employment opportunities.

**Strategic Goal II:** Maintain a diverse nationally and internationally recognized faculty engaged in the highest quality research and teaching

Objective II.1: Recruit excellent and diverse faculty

Action II.1.1: Maintain current announcement and recruitment activities

Action II.1.2: Offer salaries that are competitive with peer institutions

Action II.1.3: Increase the number of tenure track faculty to meet immediate and long-term departmental needs by developing a three-year hiring plan in accordance with faculty and advisor suggestions

Action II.1.4: Create an incentives and expectations package to present to quality candidates as a marketing tool

Action II.1.5: Improve faculty participation in candidate visits/activities

Action II.1.6: Maintain and improve Department webpage as a recruitment tool by publishing syllabi, faculty activities, publications, student enrollment, and alumni statistics and other pertinent information.

Objective II.2: Objective II.2: Facilitate retention of high quality tenured/tenure track, non-tenured faculty and AP

Action II.2.1: Adjust salaries to match or exceed those of equivalent institutions consistent with the *Educating Illinois* plan

Action II.2.2: Review and clarify workload expectations in consultation with all faculty members to reflect Department mission, faculty recommendations, and the expectations held by equivalent institutions

Action II.2.3: Document clear expectations for new faculty/mentor relations and discuss needs with new faculty as follow-up to the annual productivity review

Action II.2.4: Identify and promote College and University training programs and professional development resources to new faculty in coordination with faculty mentors

Action II.2.5: Improve departmental collegiality by promoting regular group activities, such as weekly faculty lunch days, continued monthly brown bags, and a regular monthly social

Action II.2.6: Seek ways to reward, tangibly and intangibly, faculty efforts, such as through research stipends or periodic course releases

Action II.2.7: Support and encourage faculty activities for continuing professional development.

Objective II.3: Promote and support quality research

Action II.3.1: Increase resources to encourage greater conference participation and professional memberships

Action II.3.2: Utilize competitive workload policy to allow for quality research and instruction

Action II.3.3: Provide incentives to foster faculty participation in forums for peer-to-peer research support, such as new faculty, or interdepartmental writing groups

Action II.3.4: Revise annual productivity expectations to reflect departmental commitment to teaching and research

Action II.3.5: Encourage and recognize interdisciplinary collaboration

Action II.3.6: Encourage course buy-outs funded by research proposals

Action II.3.7: Assess needs and identify sources of additional support for pre-tenured faculty

Action II.3.8: Encourage grant proposal submissions by offering course releases for proposal preparation.

**Strategic Goal III: Build strong ties with on-campus, local-community and broader off campus constituencies.**

The purposes are to strengthen the reputation of the department among these groups, to secure additional funds for department activities, to better acquaint the public with the department's research and teaching activities, to contribute to the general civic education of the public, consistent with the College goal (4.1) to "Increase mission-consistent outreach and partnership with on-campus and community constituencies."

Objective III.1: Promote the local, state, national and international visibility of the departments programs, student and faculty achievements.

Action III.1.1: Maintain liaisons with the Paralegal Advisory Committee and Attorneys Advisory Board

Action III.1.2: Recognize significant alumni achievements on the department website and in the newsletter

Action III.1.3: Showcase faculty and student publications, presentation papers, and theses on the department website.

Objective III.2: Secure external funding to support department functions and goals

Action III.2.1: Increase faculty participation in giving, fundraising, identifying potential donors, strengthening existing foundations and establishing new foundations

Action III.2.2: Encourage faculty to participate in grant-writing workshops and to prepare external grants which will provide direct or indirect support to department functions, curricular and extracurricular activities

Action III.2.3: Develop a set of priorities for allocating existing Foundation funds (addressing action I.4.4, above)

Action III.2.4: Prepare publicly-available annual reports describing how Foundation funds are allocated

Action III.2.5: Make potential donors aware of the department's Foundation priorities and how funds are allocated

Action III.2.6: Seek additional external funding and support for special academic programs and projects such as study abroad trips, *Critique* and the Student Conference.

Objective III.3: Develop productive relationships with other departments and administrative units

Action III.3.1: Continue work with International Studies Seminar Series, Peace and Conflict Resolution Studies, Middle Eastern and South Asian Studies programs and the Stevenson Center for Community and economic Development

Action III.3.2: Provide for the continuation of the high quality of Pre-Law advising for undergraduate pursuing law careers.

Objective III.4: Promote civic education on campus and in the community through guest speakers and faculty participation in on- and off-campus public fora and in local and national media.

Actions III.4.1: Expand department sponsorship of public forums, faculty presentations and guest speakers

Actions III.4.2: Continue to support faculty who incorporate civic education in the course work and other work with students

Action III.4.3: Increase undergraduate student participation in the student conference and *Critique*; promote graduate student contributions to academic conferences and journals.

Objective III.5: Strengthen faculty and departmental communication and interaction with graduating seniors and alumni.

Action III.5.1 Reinststate the rotation system for faculty participation in Commencement

Action III.5.2. Explore the development of an Internet-based system of maintaining contact with alumni

Action III.5.3. Develop a standardized system of maintaining Masters Theses on the department website.