



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

**Department of Politics and Government**

Campus Box 4600  
Normal, IL 61790-4600  
Phone: (309) 438-8638  
Fax: (309) 438-7638

## **Department of Politics and Government**

**Strategic Plan 2016-2021**  
(approved November 7, 2016)

**Mission:**

The Department of Politics and Government equips students to understand political life, to be effective citizens, and to achieve positions of political significance. 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 active and informed.

**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 each political science subfield

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: Maintain 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 learning outcomes on the Politics and Government Department website.

Action I.2.2: Incorporate learning outcomes 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 learning outcomes into advising procedures and course syllabi.

Action I.2.4: Improve coordination in curriculum and course design, the evaluation of teaching, and assessment of learning outcomes.

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.

Action I.3.5: Support and encourage the discussion of diverse views, while providing respect and tolerance for difference.

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: Encourage the teaching of in-course honor's requirements at 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.

Action I.4.5: Improve efforts to recruit and maintain a diverse student body in both undergraduate and graduate cohorts.

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: Continue the senior year professional development seminar.

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

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

Action I.5.5: Provide students with a detailed description of course topics by instructor for courses offered each semester.

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 other internal conferences such as the Women's and Gender Studies symposium, as well as external conferences and publications.

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

Action I.7.2: 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: Continue to develop an incentives and expectations package to present to quality candidates as a marketing tool

Action II.1.4: Encourage faculty participation in candidate visits/activities.

Action II.1.5: Continue to 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 social event

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.

Action II.2.8: Investigate and propose Departmental means for alleviating work/life imbalances for faculty experiencing changing life situations/temporary care demands.

### 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: Consider the revision of 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 examining the possibility of course releases for proposal preparation.

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

Objective III.1: Promote the local, state, national and international visibility of the Department's 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.

Action III.1.4: Promote and invest effort into improving graduate program. Identify and refashion specific areas as preparatory for Ph.D. level coursework in competitive programs worldwide.

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.2.4: Make potential donors aware of the Department's Foundation priorities and how funds are allocated.

Action III.2.5: 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 Peace and Conflict Resolution Studies, Middle Eastern and South Asian Studies, the Stevenson Center for Community and Economic Development, and Women's and Gender Studies Program.

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

Objective III.4: Promote civic engagement 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 into 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.

Action III.4.4: Identify and recognize faculty and students who engage media (radio, television and print) about political topics to inform the public.

Action III.4.5: Consult with faculty about their expertise to reorganize our representation on the university's expert web page, a critical resource for media outlets looking for ways to inform the public on current events.

Action IV.4.6: Continue to collaborate with community partners (civil organizations, businesses) to explore services and outreach that will improve quality of life in the community.

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

Action III.5.1 Consider the reinstatement of 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.