K-State 2025 Strategic Action and Alignment Plan
College or Major Unit: Arts and Sciences
Department: Art

1. **What are your Department's mission and vision and how does your organization contribute to achieving the University's and your College's/Major Unit's vision for K-State 2025? The mission of the Art Department is three-fold:**

   The mission of the Department of Art is based on the recognition of the universal human need for visual expression, the necessity of the visual arts and visual communication in contemporary society, and the importance of cultural diversity provided for by exposure to the arts.

   Central to the mission is a commitment to high quality undergraduate and graduate education in the visual arts. Quality teaching is enhanced by the creative research endeavors of the faculty who work closely with students to stimulate aesthetic and intellectual inquiry in both theory and application. Art and visual communication students are prepared to become practicing artists who are visually literate, culturally aware, skilled in creative problem solving and aesthetically sensitive. The curriculum provides a balance of art and visual communication history (including art and visual communication theory and craft), studio experiences, and preparation for future study or entry into a career.

   The mission of the Department of Art includes professional and public service contributions. The expertise unique to the professional artist/designer and teacher serves varied clientele, agencies, and associations in the community, state of Kansas, and the national and international community.

2. **What are your Department's _key_ strategic activities and outcomes? Identify (in brackets] which of your Department's strategic outcomes are directly linked to your College's/Major Unit's outcomes.**

Key Activities	Short Term (2013 - 2015) Key Outcomes	Intermediate (2016 - 2020) Key Outcomes	Long Term (2021 - 2025) Key Outcomes
What we plan to do…	_What we expect to happen…_	_What we expect to happen…_	_What we expect to happen…_
Work toward increasing OOE Equipment Budgets to provide: faculty travel grants, materials/equipment fund (current collective budget in 11 areas is $16,900.00) [Theme I, II, IV, V]	Increase by 25% ($4,225.00) to total $21,125.00	Increase by 50% ($10,562.50) to total $31,687.50	Increase By 10% (3,168.75) each of the four years for a total OOE Equipment Budget of $46,393 in 2025
Renovation of Willard Hall exterior (replace windows and window units). Finish interior renovation of Sculpture area; Add ventilation for 3D modeling equipment. [Theme II, IV]	Dependent on Donor [College theme IV:A; VII:C]	Dependent on Donor [College theme IV:A,C; ; VII:C]	Dependent on Donor [College theme IV:A,C,D;E; ; VII:C]
Become a School of Art with a 5 Million Dollar Endowment ($250,000 interest per year to fund Faculty Research, new lines [Theme I, III, IV, V]	Dependent on Donor (Will increase Faculty Research Profiles)	Dependent on Donor (Will increase Faculty Research Profiles)	Dependent on Donor (Will increase Faculty Research Profiles and the University) [College theme IV:E: ; VII:C]
Hire 5 new tenure-track faculty lines by 2025 New lines in Art History, Foundation, Printmaking, Sculpture and Metals. [Theme I, II, VI, X, XI]	Hire 2 faculty to relieve class sizes, Increase credit hour production [College theme I:C]	Hire 2 more faculty, increase overall Dept. research profile, initiate a "minor" in Art [College them I:C,B; VIII:D]	Hire 1 new faculty, continue to build research profile and potential for collaborations
Faculty/GTA salary increases, to be competitive with peer and aspirational institutions. [Theme II, III, IX]	Improve morale, increase salaries and $ available for research. [College theme III:A; VI:B]	Each hiring cycle secure higher # & quality of applicants, top faculty attract top faculty [College theme III:A]	Minimize attrition from faculty ranks, all faculty achieve full potential at K-State not elsewhere. [College theme III:A]

Work to shift faculty load from 3/2 to 2/2 by establishing 4 credit hour studios which will maintain current credit hour production and increase student/teacher classroom interaction, as well as allow for more consistent organization of faculty research time during the school year. **[Overall College Themes II, VI, VII, VII]**	Improve amount of research time for untenured faculty to be successful launching career, Formalize grad teaching mentoring.	Quality of undergrad teaching & research, strong mentoring for GTAs/ Fellows, better open lab hours with skilled technicians	Greater research productivity, administrative development in the Dept, quality teaching increase for grad student instruction
Increase visibility of Student Scholarships on Website. Update web content detailing opportunities and application procedures.	Good student work examples motivate other students improving student work quality and will attract talented undergraduate students. Foster strong donor relations	Increase exposure to the art scholarship opportunities among current and potential students. Foster strong donor relations	Continue to foster donor relationships. Increased exposure to KSU art program. Foster strong donor relations
Increase professional practice knowledge and Inform scholarship awardees about current campus resources for documenting their works (ITAC) to promote their work. **[Overall College Themes V, Viii, IX, X]**	Scholarship awardees featured on Art Department website in the form of an image gallery.	Improved presentation skills, student professional development, making students ready for national juried competitions.	Increased exposure to KSU art program through success of alumni
Identified faculty will lead curation of exhibits of high-profile visiting artists exhibitions in the Chapman Gallery. Maintain and augment existing number of Internship possibilities **[Overall College Themes II, V, VI, VII, X, XI]**	Students gaining real life professional skills. Professional networking for students and faculty. **[College theme V:A,B]**	Building relationships with other departments, university entities and interdisciplinary collaborations. Establish long-term relationships with other regional art programs **[College theme V:A,B]**	Departmental promotion and lasting relationships through outreach. Attracting high quality graduate applicants **[College theme V:C]**
Create a robust graduate exhibit exchange program. **[Overall College Themes II, V, Viii, X, XI]**	Raise profile of exhibition program	Establish K-State Art Dept as location for quality exhibitions	National and International Curators seeking out K-State for exhibition space, and opportunities for interaction w/ faculty/students
Review and update undergrad/graduate curriculum as part of NASAD accreditation in Spring 2015. **[Overall College Themes V, VI, Viii, IX, X, XI]**	Research/identify student competencies and skill needed for 21st C learning **[College theme VIII:A]**	Improved/updated student learning experience **[College theme VIII:A]**	Competitive curriculum with 2025 peer aspirational Art institutions
Convert Advisor position to 12 month appointment. **[Overall College Themes I, V, VIII, IX,X, XI]**	Create and Provide customized Advising. Recruit Higher caliber students	High quality advising that prepares students for their professional community, social and personal lives	Promote student success and degree completion

3a. What resources and/or opportunities <u>exist</u> for your Department to achieve its vision and outcomes.

*Exhibition spaces (Chapman, Kemper, Ikeda Gallery); SGA funding; Graduate TA Gallery Assistant, funds from teaching in the Evening College and Global Campus; Chapman Art Department Endowment

3b. What resources and/or opportunities are <u>needed</u> for your Department to achieve its vision and outcomes?

- Donor (s) or University Funding for continued equipment/technology upgrades, School of Art, continued renovation of existing Willard hall Facilities (unresolved Health and Safety issues), ongoing faculty research funding and new lines; increased funds for higher profile gallery exhibitions

- College initiated fund raising campaign for 50k for shipping and promotional funding, logistical support – installation and packing. Funding for a Gallery director position Long term: Off campus exhibition space

4. How do you propose to acquire the resources needed for your Department to accomplish its vision and outcomes?

- Manage evening College and global campus offerings to generate funds for faculty research and program enhancement.

- Continue to seek Private Contributions for scholarships and program enhancement.

- Reorient faculty time and effort to increase faculty interaction with students and allow for more efficient allocation of research time, while maintaining department credit hour production.

- Institute a department technology fee to cover salary for a teaching technician to maintain and instruct on department high end digital technology equipment

- Allocate Student worker/GTA assignment as webmasters for routine updates.

- Collaborate with ITAC for the training and use of digital archiving equipment.

5. How does your plan link to the K-State 2025 University Benchmark Metrics, Common Elements, and Thematic Goals, Outcomes, and Metrics? *(See below)*

5. Departmental Links to K-State 2025 University Benchmark Metrics, Common Elements, and Thematic Goals, Outcomes, and Metrics

Links to Benchmark Metrics	Links to Common Elements
B-2 - Endowment pool B-4 - Number of faculty awards B-8 - Percent of undergraduate students involved in research	CE-1 - Communications and Marketing CE-2 - Culture CE-3 - Diversity CE-5 - Funding CE-6 - International CE-7 - Sustainability CE-8 - Technology

Links to University Thematic Goals, Outcomes, and Metrics			
Links to 2025 Thematic Goals and Metrics	**Links to Short Term Outcomes (2011 – 2015)**	**Links to Intermediate Outcomes (2016 – 2020)**	**Links to Long Term Outcomes (2021 – 2025)**
T1 - Research, Scholarly and Creative Activities, and Discovery (RSCAD) **Theme 1 Metrics:** T1-1 - # of interdisciplinary research projects, institutes, and centers T1-3 - # of juried, adjudicated, or externally vetted performances, shows and designs	T1-E - Competitive compensation and support available to GRAs, GTAs, and GAs T1-H - Enhanced visibility and appreciation for research, discovery, and scholarly and creative activities	T1-J - Greater proportion of nationally and internationally recognized award-winning faculty in RSCAD programs	
T2 - Undergraduate Educational Experience (UEE) **Theme 2 Metrics:** T2-1 - # and % of undergraduate students participating in a meaningful international experience T2-3 - Total funding awarded for undergraduate scholarship support T2-7 - Student satisfaction and utilization rates	T2-A - Excellent, customized academic advising and services available to all students to support their success and degree completion T2-B - Engaged students benefitting from high impact educational practices used by excellent faculty and staff across the university T2-D - Successful integration of undergraduate education and meaningful research is standard practice T2-E - Effective evaluation practices that recognize and reward teaching, advising, and life-long	T2-I - Integrated learning communities experienced by students, faculty, and staff that promote student success within a culture of excellence T2-J - Excellent reputation for high quality teaching and advising that prepares students for their professional, community, social, and personal lives T2-K - Superior and diverse faculty recognized for teaching excellence T2-L - All UG students engaged in a diversity of experiences that expand their viewpoint	T2-O - An undergraduate educational experience recognized as one of the best among the nation's Top 50 Public Research Universities T2-Q - Freshman to Sophomore retention ratios comparable to benchmark institutions T2-R - Six-Year graduation rates comparable to benchmark institutions

Links to University Thematic Goals, Outcomes, and Metrics			
Links to 2025 Thematic Goals and Metrics	**Links to Short Term Outcomes (2011 – 2015)**	**Links to Intermediate Outcomes (2016 – 2020)**	**Links to Long Term Outcomes (2021 – 2025)**
	learning/professional development T2-G - Successful recruitment and retention strategies that address our entire student population	T2-N - Ongoing improvement of six-year graduation rates and retention ratios	
T3 - Graduate Scholarly Experience **Theme 3 Metrics:** T3-1 - # and % of graduate students with assistantships, endowed scholarships, and fellowships T3-5 - # of graduate students participating in a unique high level learning and experiential training T3-8 - Graduate student satisfaction and utilization rates	T3-A - Competitive compensation and support available for GRAs, GTAs, and GAs T3-D - Outstanding mentoring for our graduate students T3-E - Expectation of excellence for the graduate scholarly experience	T3-I - Increased participation by our graduate students in unique high level learning and experiential training T3-K - Increased funding for graduate research and teaching	T3-P - Stable funding for graduate research and teaching competitive with benchmark institutions
T4 - Engagement, Extension, Outreach and Service	T4-G - Enhanced visibility and appreciation for Engagement and its interconnectedness with research and education within our university community		
T5 - Faculty and Staff **Theme 5 Metrics:** T5-1 - # of national and international faculty awards T5-4 - # and % of faculty and staff participating in international experiences T5-7 - % of faculty and staff reporting satisfaction in the work environment		T5-F - Faculty and staff current with developments in their fields and the skills needed to achieve excellence in performing their jobs T5-G - Successful recruitment and retention of a talented and high performing, diverse workforce	T5-H - Talented and high performing, diverse workforce recognized for excellence and award-winning faculty and researchers T5-J - Optimal number of faculty and staff comparable with our benchmark institutions

Links to University Thematic Goals, Outcomes, and Metrics			
Links to 2025 Thematic Goals and Metrics	**Links to Short Term Outcomes (2011 – 2015)**	**Links to Intermediate Outcomes (2016 – 2020)**	**Links to Long Term Outcomes (2021 – 2025)**
T6 - Facilities and Infrastructure **Theme 6 Metrics:** T6-1 - # and % of technology enabled classrooms T6-5 - % of faculty, staff, and students reporting satisfaction with facilities and infrastructure			T6-H - High-quality research laboratories and specialty spaces that enhance research and scholarly activities T6-I - Well-maintained buildings, utilities, IT infrastructure, and grounds consistent with the expectations and image of a highly ranked land grant research and teaching institution