K-State 2025 Strategic Action and Alignment Plan (Revised March 2016)
College or Major Unit: College of Human Ecology
Department: Gerontology

1. **What are your Department's mission and vision and how does your organization contribute to achieving the University's vision for K-State 2025? Departments should also indicate how your organization contributes to your College's/Major Unit's vision for K-State 2025.**

   Mission: the mission of the Center on Aging is to improve the quality of life for aging populations through innovative instruction, research and outreach.

   Vision: the Center on Aging will contribute in moving K-State to top 50 status by 2025 through its programs in aging.

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 (2014 - 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…*
VISION I: Research, scholarly, creative activities, and discovery (RSCAD) with focus on health and human behavior Goal: Postdoc training		Expand partnership with the Kansas Department on Aging and Disabilities Services (PEAK)	Center considered leading expertise in sexuality and aging and person-centered long-term care research
		Apply for/obtain internal postdoctoral funding (2-year cycle) Seek support w/ external grant funding [T1-I; T1-M; T1-5][V1-A]	Sustained internal postdoc funding plus an externally funded postdoc fellow for 2 post-docs [T1-I; T1-M; T1-5] **[V2-AA]**
Goal: Inter/nationally recognized research in aging (strategic focus) • Continued establishment of strategic RSCAD focus on AGING • Increase scholarly products • Engage in strategic recruitment of aging-related researchers across departments • Recognize/nominate colleagues for RSCAD activity • Membership on editorial board • Nominate gerontology faculty for fellow status	2 scholarly products submitted for publication at high impact journals	5 scholarly papers submitted per year from a) aging sexuality, b) long-term care and c) scholarship of teaching gerontology research initiatives [T1-4; T1-3] **[V1-CC]**	Continued increase in faculty publications in 2 established and new research initiatives [T1-4; T1-3] **[V1-CC]**
		Support recruitment of aging-focused faculty across departments	Expand multidisciplinary research by engaging faculty in aging across departments (4 collaborative research projects)
		Nominations for research/scholarly excellence [**V1-D**]	CoA faculty regularly recognized for excellence in scholarship of aging—at least 3 awards per year

		Colleague nominated for early career elected position on Committee on Aging in American Psychological Association governance At least 3 CoA faculty continue serving as ad hoc reviewers for leading aging journals [T1-I] **[V1-EE]**	At least 1 CoA faculty obtains membership on editorial board of a leading aging journal [T1-I] **[V1-EE]**
Goal: Secure resources to support research • Obtain extramural funding • Participation in external grant review committees • Develop industry partnerships • Develop international partnerships		Increase external funding submissions to support CoA faculty research (4 grant applications per year) [T1-2] **[V1-FF]** R01 AHRQ grant submission for PEAK evaluation [T1-2] Submit for sexuality and aging external funding [T1-2] 2 CoA faculty will serve as grant reviewers for local, state, and national organizations **[V1-HH]** 1 Corporate or international partnership [T1-1][**V1-K**]	Increase external funding by 20% from 2012 [T1-2][**V1-FF**] Sustained state and federal funding for ongoing sexuality and aging and person-centered long-term care projects 3 CoA faculty will serve as grant reviewers for local, state, and national organizations [**V1-HH**] 2 Corporate or International Partnerships **[V1-K]**
VISION II: Transformational Undergraduate Experiences Goal: Recruit and Retain Students		Recruit 200-250 Undergraduate Secondary Majors [**V2-C**] Recruit 15 LTC Administration Students [**V2-C**] Graduation rate of 70% **[V2-BB]**	Recruit 200-250 Secondary Majors **[V2-C]** Recruit 20 LTC Administration Students **[V2-C]** Graduation rate of 80% **[V2-BB]**
Goal: Provide diverse experiences including RSCAD to prepare for next steps • Undergraduate research • Intergenerational experiences • Service learning • Professional/alumni mentors		Center on Aging will establish an undergraduate research lab including website information 25% increase # of students participating in faculty research [T2-Q] [**V2-G**]	Center on Aging will have active, multidimensional undergraduate research lab 50% increase # of students participating in faculty research [T2-Q] **[V2-G]**

		One undergraduate student participates in local and/or national research each year	At least 3 undergraduate students participate in local and/or national research each year
		Increase intergenerational learning experiences w/in and outside the classroom (Year of Aging, shared space T2-B, T2-J]	Establish shared space for ongoing intergenerational educational experiences
		At least 5 undergraduates will have Gerontology mentors through the formalized HE mentor program [**V2-E**]	At least 10 students will participate in the HE professional mentor program [**V2-GG**]
		Establish a local mentor database of alumni and other professionals in aging for additional mentoring for AITs [**V2-G**]	
		Develop upper division research/program planning course in aging	Sustain enrollment in research and policy courses (20 + students per year) and provide student with independent study options to complete program planning projects
		Develop policy course in aging	
Goal: Increase awareness of cultural diversity			100% of the students in Gerontology will have engagement with diverse population (older adults) [T2-B] [**V2-HH**]
Goal: Provide high quality, transformative experiences to all students		Evaluate transformative experiences through the scholarship of teaching and learning (SoTL).	Increase graduate school admission success rates for Gerontology students by 10%**.**
		Submit two journal articles.	
		Create faculty/lecture group within the Center to focus on improving/transforming pedagogy [**V2-M**]	Have a working database of courses taught through the Center on Aging and the transformative experiences embedded within each course
		Increase student satisfaction by 5% with courses as measured through TEVALS/IDEA [**V2-JJ**]	

Goal: Develop students who are competitive for awards • Mentor students for awards		At least 2 Gerontology students will be mentored for local (Office of Undergrad Research) and other awards [**V2-R**]	The CoA will consistently have at least 2 students applying for and obtaining local and national awards [**V2-LL**]
VISION III: Excellence in Graduate Education Goal: Recruitment and retention of qualified grad students • Recruitment events on and off-campus • GRAs fully funded (tuition) • Recruit for online students through strategic partnerships		Increase scholarships and assistantships for graduate students by 20% Increase funding by 20% for graduate research assistants and graduate students to present research [T3-A] [**V3-F**]	Establish an on-campus and online Master's degree: Innovation in Caregiving
		Increase number of graduate students in the GP-IDEA program through K-State (design and LTC tracks) Establish ongoing recruiting methods through the region (industry partnerships, local events, etc.) [**V3-A; V3-B**] Increase the opportunities for alumni and students to engage (Offer two activities per year)	Increase in graduate faculty in Gerontology by two faculty Increase the number of quality applicants to the program by 25% Provide full funding for 4 graduate research assistants in the Center [T3-A]
Goal: Develop a culture of recognition for graduate students • Establish recognition events • Establish a graduate student group		Establish an online graduate section of the Gerontology club Investigate having a grad student on HE student council [**V3-G**] Recognize outstanding graduate student each year [**V3-H**]	
Goal: Prepare graduate students for employment		Provide mentoring and networking experiences for employment opportunities for graduate students [T3-D]	Provide on-campus students with faculty mentors Establish network of industry partners for employment opportunities

Goal: Recognized teaching in graduate work		Nominate CoA and affiliate grad faculty for teaching awards. [**V3-R**]	
VISION IV: Engagement, Extension, and Outreach Goal: Expand quality engagement activities		Develop a campus and community-wide engagement experience (e.g., Year of Aging) to collaborate on the public health challenges of aging Increase by 2 the number of community-engagement activities within the Center on Aging	Expand intergenerational outreach with a center/space for people of all ages to learn about aging and experience other generations
Goal: Expand the diversity and number of people impacted by RSCAD activities in the Center		Expand research agenda to include extension topics for community-dwelling older Kansans (e.g., sex education, long-term care planning) Develop a structure/framework for disseminating research findings to community	At least 2 partnerships in industry and non-profit organizations and use them to conduct translational research/program evaluation Establish competition of undergraduate research proposals for translational research in aging [T4-1]
Goal: Increase engaged learning opportunities for students		25% of Gerontology students will be involved in engagement activities	Establish network of internships for graduate and undergraduate Gerontology students **[V2-H]**
Goal: Recognize our faculty for serving as leaders in professional and stakeholder organizations		Increase by 2 number of faculty serving on professional standard and/or service committees [**V4-H**]	
VISION V: Strategically recruiting, supporting an retaining faculty and professional staff Goal: Recruit, develop and retain tenure-track faculty, etc.		Add at least 5 more affiliate gerontology faculty by encouraging gerontology backgrounds during faculty searches [**V5-E**] Recruit one additional CoA tenure track position Provide professional development opportunities for faculty including adjunct faculty [**V5-G**] Prepare for hiring of a new director	At least ten new affiliate gerontology faculty **[V5-E]**

Goal: Recruit, develop and retain professional staff with high levels of expertise.		Prepare for hiring of a new administrative assistant Provide professional development	Provide opportunities for advancement

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

The Center on Aging has recently added to faculty and staff which increases our ability to interact with affiliate faculty and collaborate with faculty across campus. We have excellent student engagement, an established research expertise in sexuality and aging and person-centered care and we have solid connections to some of our alumni.

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

Our staff and faculty want a center where they can have lab space and an intergenerational classroom accessible to older adults. The people that work in the center chose to work here because of their affinity for aging individuals but we have no way of doing applied work with them without an accessible location. In addition, we have developed a simulation training that could be housed in the building and offered to local businesses to heighten sensitivity to older consumers. In addition we would like to be able to host national/international symposia for groups hoping to solve problems associated with aging.

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

We would like to work with Foundation to establish relationships with potential donors.

5. **How does your plan link to the K-State 2025 themes/common elements, outcomes, and university benchmark and thematic goal metrics?** *(Use the K-State 2025 University Strategic Action Planning Alignment Checklist to identify those linkages.)*

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

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 T1-2 - Total sponsored extramural funding expenditures T1-3 - # of juried, adjudicated, or externally vetted performances, shows and designs T1-4 - # of refereed scholarly publications per academic year and allocated faculty member T1-5 - Total international research and development expenditures		T1-I - Intellectual and financial capital in place for expanded RSCAD efforts T1-M - Increased participation by undergraduates in expanded opportunities in research	

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)**
T2 - Undergraduate Educational Experience (UEE)	T2-B - Engaged students benefitting from high impact educational practices used by excellent faculty and staff across the university	T2-J - Excellent reputation for high quality teaching and advising that prepares students for their professional, community, social, and personal lives	T2-Q - Freshman to Sophomore retention ratios comparable to benchmark institutions
T3 - Graduate Scholarly Experience	T3-A - Competitive compensation and support available for GRAs, GTAs, and GAs T3-D - Outstanding mentoring for our graduate students		
T4 - Engagement, Extension, Outreach and Service **Theme 4 Metrics:** T4-1 - # and % of undergraduate students participating in engagement/service learning			