



K-State 2025 Strategic Action and Alignment Plan

College or Major Unit: Student Life

Department: Developing Scholars Program

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 Developing Scholars Program mission is: 1) to recruit into the DSP intellectually curious students of color and first generation students who choose KSU, 2) to improve retention of such underrepresented* students by matching students with faculty mentors for the purpose of providing early opportunities for scholarly research, 3) to guide more of such underrepresented students toward graduate or professional schools, and 4) to provide a more diverse and well-trained workforce for the 21st century.

This mission is consistent with the 2025 vision for undergraduate recruitment and retention of diverse populations, an increase in undergraduates involved in research at our institution, and contributes to the preparation of students in STEM disciplines.

2. What are your Department’s key strategic activities and outcomes?

3. Identify [in brackets] which of your Department’s strategic outcomes are directly linked to your College’s/Major Unit’s outcomes. (If your Department or similar unit is not in a College or Major Unit, skip this question.)

Key Activities	Short Term (2013 - 2015) Key Outcomes	Intermediate (2016 - 2020) Key Outcomes	Long Term (2021 - 2025) Key Outcomes
<i>What we plan to do...</i>	<i>What we expect to happen...</i>	<i>What we expect to happen...</i>	<i>What we expect to happen...</i>
<p>I. Develop and implement initiatives that enhance academic success and support student persistence.</p> <p>A. Increase student involvement in DSP research and scholarly activities to include first generation, transfer, and immigrant scholars.</p> <p>B. Offer a research seminar specific to DSP which includes campus comfort issues.</p> <p>C. Plan and implement a credit/no credit seminar for continuing scholars to prep for the next phase of their careers.</p>	<p>A. Increase student involvement in DSP by approximately 3- 5 scholars to include first generation, transfer, and immigrant scholars. [SL:I-A, 1]]</p> <p>B. 100% of first year scholars required to attend seminar. [SL:I-D, 2]</p> <p>C. 25% of continuing scholars will participate. [SL:I-D, 2]</p>	<p>A. Increase student involvement in DSP by 3-5 scholars to include first generation, transfer, and immigrant scholars. [SL:I-A, 1]</p> <p>B. Increase seminar to 3-credit hour elective course toward graduation in the major. [SL:I-D, 2]</p> <p>C. 33% of DSP scholars will apply to graduate and professional schools. [SL:I-D, 2]</p>	<p>A. Increase student involvement in DSP by 3-5 scholars to include first generation, transfer, and immigrant scholars for a total of 9-15 students by 2025. [SL:I-A, 1]</p> <p>B. See 3-credit hour research seminar in every college. [SL:I-D, 2]</p> <p>C. Percentage of graduates continuing on to graduate and professional schools at a rate equal to or above our sister institutions. [SL:I-D, 2]</p>
<p>II. Support students through advocacy and development of the whole student.</p> <p>A. Provide education and support to assist students in developing healthy lifestyles.</p> <p>1. Encourage DSP students to participate in service activities.</p>	<p>A. See 75% of current students involved in service while on campus [SL:II-A]</p>	<p>A. See 10% of our Scholars participate in National Service or International Service. [SL:II-A]</p>	<p>A. See 75% of DSP scholars are involved in civic activism. [SL:II-A]</p>

<p>B. Provide programs to assist students in managing stress, mental health, and other personal concerns.</p> <ol style="list-style-type: none"> 1. Provide on-going mentoring of each individual student by DSP staff. 2. Encourage DSP students to compete for major scholarships and internships. 3. Encourage DSP students to learn about financial planning. 	<p>B.1. Staff meets with individual students three times per semester [SL:II-B, 1]</p> <p>B.2. See all students apply for a scholarship / internship and 1 student per year compete for major scholarships.</p> <p>B.3. See every student attend a minimum of 1 financial planning workshop per year. [SL:II-A or SL:I-E, 4]</p>	<p>B.1. Staff meets with individual students three times per semester. [SL:II-B, 1]</p> <p>B.2. See all students apply for scholarships / internships and 2 students per year compete for major scholarships.</p> <p>B.3. See every student attend a minimum of 1 financial planning workshop per year. All students will prepare a financial planning roadmap. [SL:II-A or SL:I-E, 4]</p>	<p>B.1. Staff meets with individual students three times per semester. [SL:II-B, 1]</p> <p>B.2. See all students apply for a scholarship / internship and 3 students per year compete for major scholarships.</p> <p>B.3. All students will demonstrate financial knowledge through a simple financial management plan. [SL:II-A or SL:I-E, 4]</p>
<p>III. Provide active and diverse student engagement experiences that prepare students to become future leaders and citizens in a global society.</p> <p>B. Expand opportunities for undergraduates to participate in experiential learning.</p> <ol style="list-style-type: none"> 1. Engage DSP students in research in their field of interest. 2. Expand opportunities for DSP students to participate in high-impact experiential learning. 	<p>B.1. Match 100% of participants with a research mentor. [SL:III-B, 3]</p> <p>B.2. Provide informationals for DSP to participate in study/travel/service abroad. Identify scholarships for travel. See 1 to 3 students travel abroad per year. [SL:III-B, 3]</p>	<p>B.1. 100% of DSP participants will have a research presentation and 10% will have a publication or national presentation. [SL:III-B, 3]</p> <p>B.2. Collaborate with the Office of International Programs to place 3-5 students in international research exchanges. [SL:III-B, 3]</p>	<p>B.1. 100% of DSP students will have a research presentation and 25% will have publications or national presentations. [SL:III-B, 3]</p> <p>B.2. 1-3 students present their research in an international venue. [SL:III-B, 3]</p>
<p>IV. Provide environment and facilities that are conducive to student learning and success.</p> <p>B. Provide facilities that enhance student success.</p> <ol style="list-style-type: none"> 1. Develop living/learning communities where students become engaged with peers, scholars, and researchers. 2. Identify a larger space to accommodate the DSP staff and student interactions. 	<p>B.1. Initiate discussion with Housing & Dining Services, First Year Programs, for implementation of research floors. Begin by placing 1 DSP scholar as Resident Assistant for First Scholars Program and see 1-2 DSP scholars become RAs in other residence halls. [SL:IV-B]</p> <p>B.2. Identify and move into a space that will accommodate a growing program and its staff. [SL:IV-B]</p>	<p>B.1. Expand living/learning communities into two Research Residence wings similar to other honors or study floors. [SL:IV-B]</p> <p>B.2. Provide state-of-the-art technology for all staff and 5 students. [SL:IV-B]</p>	<p>B.1. Open a Research Residence Hall similar to Scholarship houses or the Honors Program housing for research-based living groups with state-of-the-art technology. [SL:IV-B]</p> <p>B.2. Integrate DSP offices into the same residential space. [SL:IV-B]</p>

4a. What resources and/or opportunities exist for your Department to achieve its vision and outcomes?

Provost's funding, SCTE funds, OOE, EOF funds, Pfizer or Vet Med funds, and Edgerley-Franklin Funds exist. International Programs has study abroad funds and is beginning to develop relationships that may lead to research exchanges.

4b. What resources and/or opportunities are needed for your Department to achieve its vision and outcomes?

Funding sources already in place need to continue and new sources need to be identified in order to grow the program. More faculty need to provide research stipends. Foundation needs to identify and raise funds for scholarships and for residence living specifically for DSP.

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

Work with Housing and Dining Services and First Scholars Program on residence life. Work with Foundations liaison to raise funds and begin a solicitation plan for DSP alumni.

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

6. 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)
<p>T2 - Undergraduate Educational Experience (UEE)</p> <p>Theme 2 Metrics:</p> <p>T2-1 - # and % of undergraduate students participating in a meaningful international experience</p> <p>T2-2 - # and % of undergraduate students completing an experiential learning experience</p> <p>T2-4 - # and % of students participating in an undergraduate student success program</p> <p>T2-5 - # of students awarded national and international prestigious scholarships</p> <p>T2-7 - Student satisfaction and utilization rates</p>			
<p>T6 - Facilities and Infrastructure</p> <p>Theme 6 Metrics:</p> <p>T6-4 - Total funding available to support facilities and infrastructure needs</p>			