

CFA Goals for WSU Strategic Plan

WSU Goal # 1:

Guarantee an applied learning or research experience for every student by each academic program.

CFA Goal #1 Revised:

Expand our Fine Arts applied learning experiences to provide all WSU students with the opportunity to engage in creative and critical thinking.

Metrics and Targets

Strategy 1.1: Increase student participation in various research forums and internships.

- CFA will support increased participation in WSU URCAF and GRASP, and NCUR with a target of 10% College participation by 2020
- Capitalize and expand upon our creative partnerships to enhance and facilitate applied learning and internships both within and outside the Fine Arts

No additional resources needed

Evaluative Process

- School directors will report annual participation in research forums to the dean's office

Strategy 1.2: Increase exposure to the fine arts for the university and community.

- CFA Institute would be revamped with a strong vision, including hiring a full-time director, to provide applied teaching experiences for WSU Fine Arts students in programs that serve the Wichita community. A vision plan for the Institute will be developed finalized by the end Spring 2017. A plan to secure additional funding for a fulltime director will be developed and implemented by Spring 2018. Enrollment will increase by 10% by 2020
- A common social/learning space (IDEAS LAB) will serve all areas of Fine Arts and the WSU campus, creating an entry point to the Arts Corridor. Funding sources will be identified for expansion by 2018

Additional Resources Needed

- Additional funding for CFA Institute
- Funding sources for IDEAS lab

Sources for Additional Resources

- Program fees from the Fine Arts Institute
- Membership Fees from the IDEAS Lab
- Secured external sources from private and public resources

Evaluative Process

- Enrollment in Fine Arts Institute Programs will be reported at the end of each academic year

WSU Goal # 2:

Pioneer an educational experience for all that integrates interdisciplinary curricula across the university.

CFA Goal #2:

Support and nurture the development of interdisciplinary events, curricula, programs and degrees.

Strategy 2.1: Increased activity between the schools and other university entities.

Metrics and Targets

Events - Currently established SGA funding enables all WSU students to attend CFA events free of charge. Phase II is to formally incorporate events with courses across the campus

- Season Planning - pro-actively reach across disciplines to schedule interdisciplinary activities, thus changing the campus-wide culture of silos
- College wide Festival of Contemporary Art (New Voices Festival) will be established by 2018

Additional Resources Needed:

- Funding for guest artists and speakers for the New Voices Festival

Sources for Additional Resources

- Increased Student course fees to Funds guest artists and speakers for the New Voices Festival
- Identify potential donor for endowment of the festival

Evaluative Process:

- Box Office will provide report of annual ticket sales for CFA ticketed events
- Faculty/Staff facilitators for non ticketed events will record report audience attendance to designated school or college administrative unit
- A base line for student concert/event attendance will be set by the end of Spring 2016. The CFA Producers Council will set a metric to increase student attendance by the beginning of Fall 2016

Strategy 2.2: Increasing academic collaboration between schools and colleges.

Metrics and Targets:

- Curricula - Develop school to school collaborations initially, with college to college collaborations the ultimate goal
 - Increase sections of FA 110 - Introduction to Fine Arts to three sections by 2020
 - Explore the full potential of existing BA degrees
 - School Curriculum committees will provide a review of BA degrees exploring their full interdisciplinary potential by Spring 2018
 - The College Curriculum Committee and Faculty Affairs Committee will explore and develop an interdisciplinary BFA degree by 2020
 - CFA will create an interdisciplinary Masters Degree in Design. This will be a collaboration among several colleges – Fine Arts, Engineering, LAS, and Business. The Dean of College of Fine Arts will oversee a committee made of faculty of staff throughout the university to create the degree by 2016

Additional Resources

- To best implement the MID additional resources will be needed to add a team of faculty from various disciplines by means of a "Cluster Hire"

Sources for Addition Funding

- New faculty lines provided by the Provosts office

Evaluative Process:

- Annual evaluation of progress towards metrics by the CFA Deans Executive Council

Strategy 2.3: Increase collaboration between school programs.

Metrics and Targets

- Programs – College of Fine Arts will serve as a platform for interdisciplinary activities within the college and externally when appropriate. Concrete proposals include:
 - "Design for Living" UG course
 - Position searches - add "willingness to collaborate and participate in interdisciplinary activities and courses."

Additional Resources Needed

- Additional resources needed for increased teaching personnel to facilitate interdisciplinary teaching loads

Sources for Additional Funding

- Increased student fees can be used to hire adjunct faculty to cover faculty courses.

WSU Goal # 3:

Capitalize systemically on relevant existing and emerging societal and economic trends that increase quality educational opportunities.

CFA Goal #3:

Strive to be informed, relevant, nimble and adaptable while facilitating changes in curricula and infrastructure.

Strategy 3.1: Evaluating relevance of College curriculum in relationship to other Universities in the nation.

Metrics and Targets

- Utilize external data resources to be informed of current trends in the fine arts
 - SNAAP (Strategic National Arts Alumni Project)
 - ICFAD Survey

Additional resources Needed: No additional funding needed

Evaluative Process

- School Directors in consultation with the Dean will perform regular evaluations of curriculum and work with programs within the school to modify curriculum when necessary to stay relevant

Strategy 3.2: Adopt new paradigms for learning.

Metrics and Targets

- Adopt new paradigms for learning, which will affect resource allocation, technology needs and facility utilization. These paradigms include, but are not limited to, newly envisioned course offerings, certificate programs, and degrees that encompass online learning.
- The College of Fine Arts will offer a minimum of three certificate programs from each school by 2020

Additional Resources Needed:

- Increased funding for faculty release so they may develop certificates and new curriculum
- Increased funding for technology maintenance and equipment acquisition

Sources for Additional Funding

- Increased student fees can provide funding for equipment and course releases
- Certificate enrollment can generate tuition for equipment and faculty salary

Evaluative Process

- Regular assessment of progress towards online degree programs, and certificate/badges curriculum will be given to the Deans office by School Directors by the end of each academic calendar

Strategy 3.3: Facilitate growth and change through professional development of faculty and staff.

Metrics and Targets

- Research faculty will be expected to participate regularly in regional and national guild/society activities/conferences or similar professional research and creative activity. All research faculty will be professionally active in their discipline by 2020
- Research faculty interested in pursuing new types of research, especially interdisciplinary research, when appropriate, will be encouraged and supported by both the Deans office and School Chairs

Additional Resources Needed

- Increased funding for travel funds
- Increased funding for new certifications

Sources for Additional Funding

- Increased student fees for professional development
- Identifying possible endowed faculty positions for research and creative activity

Evaluative Process

- Faculty Activity Reports will be used as a measure of progress
- Faculty who established an acceptable level of scholarly activity by 2020 will be reappointed annually in a research faculty position

WSU Goal # 4:

Accelerate the discovery, creation and transfer of new knowledge.

CFA Goal #4:

Enhance the performance and exhibition opportunities for our faculty and student artists to exchange ideas with external audiences.

Strategy 4.1: Increase the visibility of WSU Fine Arts through creative activity and visiting artists.

Metrics and Targets

- Increase the number of regional, national and international touring/exhibiting as well the hosting of artists from outside our region, country and continent to perform and exhibit on the WSU campus. Faculty and students will exhibit and tour nationally on an annual basis by Fall of 2018

Additional Resources Needed

- Additional funding for travel funds and tour funds

Sources for Additional Funding

- Increased Student fees
- Students pay for a portion of tour costs
- Donor support for student tours

Strategy 4.2: Create New Curriculum that capitalizes on new trends in the arts.

Metrics and Target

- Create industry-oriented degree tracks that could lead to the creation of new knowledge and technology transfer. The CFA will develop new curriculum for degree plans in each school that are relevant to new careers in the arts by Spring 2018

Additional Funds Needed

- Funding for new faculty lines
- Funding for new equipment and facilities

Sources for Additional Funding

- Faculty Salary Savings from upcoming retirements
- Converting old faculty positions into new areas of specialty
- Secured external sources from private and public resources
- Additional Funding from the President and Provosts office

Evaluative Process

- Faculty from each school will be identified to create new degree programs and report regularly to the Dean with progress

WSU Goal # 5:

Empower students to create a campus culture and experience that meets their changing needs.

CFA Goal #5:

Adapt from creative industry examples (i.e. Google, Pixar, HP, etc.) strategies for creating 21st Century learning environments throughout campus.

Strategy 5.1: Encourage university students to engage in the arts in new living and learning spaces.

Metrics and Targets

- Any new student-centered space will have a designated arts-centered space
 - New residence hall planned for south part of campus should be planned to encourage creativity and experimentation with proximity to Ulrich & CFA

Additional Funds Needed

- Funds for increased security measures for the safety of people and things will need to be implemented

Sources for Additional Funding

- Funding for security will be provided from general university funds used across campus for security

Evaluative Process

- The Dean will report to School Directors when appropriate, conversations with the President about new architecture designs

WSU Goal # 6:

Be a campus that reflects-- in staff, faculty and students-- the evolving diversity of society.

CFA Goal #6:

Recruit students, faculty and staff who reflect diversity in gender, race, thought, culture, belief and experience.

Strategy 6.1: Increase the student population with targeted efforts to include minority and underserved populations and first generation college students.

Metrics and Targets

- Secure resources to recruit a more diverse student body.
- Develop the necessary support structures to enhance the academic success of ‘at-risk’ students.
- Risk factors include but are not limited to being a first-generation college student, speaking English as a second language, low ACT score, low class rank, and/or weak pre-college preparation in core disciplines within the major.

Additional Resources Needed

- Funding for additional staff

Sources for Additional Funding

- Internal reallocation of personnel funding

Evaluative Process:

- School administrative leadership assesses progress quarterly and reports to College
- College leadership team adjusts actions as necessary to meet metrics and targets

Strategy 6.2: Proactively recruit faculty and staff who are globally and culturally diverse.

Metrics and Targets

- Secure resources to recruit a more diverse faculty

Additional Resources Needed

- To be determined

Sources for Additional Funding

- Internal reallocation of personnel funding

Evaluative Process:

- School administrative leadership assesses progress quarterly and reports to College
- College leadership team adjusts actions as necessary to meet metrics and targets

Strategy 6.3: Encourage development of curricula that encourages community service to organizations and schools in the blended diverse neighborhood adjacent to WSU.

Metrics and Targets

- Secure resources to develop programs and curriculum

Additional Resources Needed

- To Be determined

Sources for Additional Funding

- Internal reallocation of personnel funding

Evaluative Process:

- School administrative leadership assesses progress quarterly and reports to College
- College leadership team adjusts actions as necessary to meet metrics and targets

WSU Goal # 7:

Create a new model of assessment, incentive, and reward processes to accomplish our vision and goals.

CFA Goal #7:

The College of Fine Arts will embark upon a significant assessment of its College Handbook, with an emphasis on reshaping the guidelines relating to tenure and promotion, college governance, and guidelines for all categories of faculty teaching and scholarly/creative activity.

Strategy 7.1: Assess the College Handbook

Metrics and Targets

- Reshape guidelines related to tenure and promotion
 - College Handbook Committee will meet and propose revisions for faculty approval that are inclusive of College Strategic Plan Goals by Fall 2016
 - School faculty will review and revise tenure and promotion criteria specific to disciplines by Spring 2017
 - Review of tenure and promotion guidelines and criteria will occur annually by the School and College committees and reported to the Director and Dean
- Review college governance structure and charge
 - College Handbook Committee will meet and propose revisions for faculty approval that are inclusive of College Strategic Plan Goals by Fall 2016
 - College self governance (Faculty Affairs) Committee will report annually to the faculty of the College
- Develop guidelines for categories of faculty teaching and scholarly/creative activity that reflect the College Strategic Plan Goals
 - College Handbook Committee will meet and propose revisions for faculty approval that are inclusive of College Strategic Plan Goals by Fall 2017
 - College self governance (Faculty Affairs) Committee will review proposed revisions to guidelines

- for teaching and scholarly/creative activity
- College Dean and School Directors will review proposed revisions to guidelines for teaching and scholarly/creative activity

Additional Resources Needed

- None

Evaluative Process

- Finalized Handbook will be voted on and approved by the college before the end of the 16-17 school year

Strategy 7.2

- The teaching of collaborative and interdisciplinary courses will be enhanced to a formalized level that is also recognized in annual merit evaluation guidelines. Guidelines and incentives for collaborative work will be formalized by 2020

Additional Resources Needed

- Funding for professional development
- Funding for materials and load release for course development

Sources for Additional Funding

- Secured external sources from private and public resources
- Increased Student fees

Evaluative Process:

- Faculty Activity Reports will be used as a measure of progress