



**College of Education
University of South Alabama
Mission, Vision, and Goals (2008-2013)**

Mission Statement

Our mission is to provide the highest level of leadership in furthering education, life-long learning, and well-being for all citizens of Alabama as members of a global community.

Vision Statement

Our vision is to become an exemplar for preparing high quality professionals who are committed to maximizing the potential of every citizen to participate fully in a global society.

Goals and Objectives

Goal 1: To raise academic quality and enhance the learning environment

Objectives

- 1.1: Facilitate student achievement of knowledge and skills necessary for teaching and learning in the 21st century (e.g., critical thinking, problem-solving, entrepreneurship, interpersonal communication, multicultural competence, teaming and collaboration, and global awareness).
- 1.2: Renew our commitment to provide all human and institutional resources necessary to graduate every student with the skills, knowledge, and dispositions to be effective as an ethical professional educator.
- 1.3: Improve coordination of recruitment, supervision, and mentoring of high quality students across all programs and with our educational partners.
- 1.4: Recruit, recognize, and develop high quality faculty and staff.
- 1.5: Prepare graduates to make effective use of a broad range of contemporary technologies, including expansion of online learning, videoconferencing, wikis, blogs, podcasting, social networking, virtual worlds, and other emerging collaborative technologies.
- 1.6: Implement a faculty development plan for infusing technology across the curriculum, assess progress, and reward accordingly.
- 1.7: Increase engagement of graduate students in faculty-sponsored research, especially graduate assistants.
- 1.8: Ensure field placement of student interns with on-site supervisors who have strong content knowledge.
- 1.9: Establish a collaborative doctoral program in Educational Leadership with a partner institution.

- 1.10: Build a culture within the College to support new curricular innovations in Clinical and Counseling Psychology, ESOL, and Instructional Leadership.
- 1.11: Promote an active, participatory learning culture that sets us apart from other institutions.
- 1.12: Increase faculty ownership and accountability for academic programs.

Goal 2: To maximize the quality of student life

Objectives

- 2.1: Expand the range and quality of responsive services for traditional and non-traditional graduate and undergraduate students and improve responsiveness to student-initiated concerns.
- 2.2: Provide quality physical facilities to enhance teaching and learning.
- 2.3: Develop a responsive student retention program focused on improving advisement, mentoring, and evaluation.
- 2.4: Nurture the growth of student professional organizations such as *SAEA*, *Chi Sigma Iota*, and *Kappa Delta Pi*, *SCEL*.
- 2.5: Promote, monitor, and reward faculty engagement in student activities.
- 2.6: Encourage student engagement in campus, P-12, and community activities.

Goal 3: To embrace diversity

Objectives

- 3.1: Create a welcoming environment by providing culturally-sensitive supports to retain faculty, staff, and students from under-represented groups.
- 3.2: Revise, implement, and evaluate action plan to enhance diversity and advance the multicultural competencies of faculty, staff, and students consistent with the University's strategic diversity plan.
- 3.3: Expand faculty and student involvement with potential international collaborators, promote existing collaborations in Europe, Asia, and Central America, and encourage applications for international fellowships.
- 3.4: Increase opportunities to enhance diversity through international faculty and student exchange programs and study abroad programs.
- 3.5: Continue current plan to infuse multicultural competencies and a global perspective into a curriculum that prepares students for life-long learning and collaboration in a diverse world.
- 3.6: Develop proposal for Global Education Program in collaboration with other units on campus.
- 3.7: Increase focus on diversity in college activities, expand involvement in College Diversity Council, support *Future Teachers for Freedom Dreams*, and promote outreach to diverse communities.
- 3.8: Evaluate effectiveness of current initiatives (e.g., Diversity Council, Food for Thought seminars, Make-A-Change).
- 3.9: Review, revise, and expand efforts to recruit and retain academically well-prepared students from minority and other underrepresented groups.
- 3.10: Continue to explore means to diversify existing faculty through targeted recruitment, visiting faculty program, part-time employment, grants, and endowed professorships.

Goal 4: To enhance visibility, collaboration, and civic engagement

Objectives

- 4.1: Enhance the public image of the College through an aggressive marketing program and public relations campaign targeted to selected audiences.
- 4.2: Increase the understanding and appreciation of the College's contributions to life-long learning and community improvement.
- 4.3: Encourage interdisciplinary planning, curriculum development, and program initiatives in collaboration with the College of Arts & Sciences and interested colleagues from other colleges.
- 4.4: Increase faculty and student participation in service-learning and civic engagement.
- 4.5: Establish meaningful relationships with civic, government, and business leaders.
- 4.6: Expand university, regional, national, and international collaborative partnerships involving teaching, research, and service.
- 4.7: Work collectively with other universities to influence PK-20 policies.
- 4.8: Increase faculty collaboration with other professionals in P-12 school and community settings to support student teaching, internship supervision, and early engagement in field-based learning experiences.
- 4.9: Increase the regional, national, and international visibility of the College by organizing videoconferences, issue-based professional meetings, and conferences on education-related topics.
- 4.10: Transform our view of students from clients and/or customers to an apprenticeship and/or mentoring model.

Goal 5: To strengthen financial resources

Objectives

- 5.1: Continue to expand and strengthen the College's development program with a focus on "telling our story."
- 5.2: Expand opportunities for alumni participation in college activities in coordination with appropriate University offices.
- 5.3: Maximize efforts to secure increased public/private funding to enhance faculty and student recruitment and retention.
- 5.4: Increase faculty competence in securing extra-mural funding for sponsored research.
- 5.5: Increase student enrollment commensurate with reasonable College and institutional capacity.
- 5.6: Increase campus collaboration to leverage public/private support for University initiatives to meet College goals.
- 5.7: Create alternative certification programs to increase enrollment and reduce the time necessary to complete all requirements.
- 5.8: Strengthen partnerships with local educational agencies, community agencies, businesses, and other institutions of higher education for sponsored research.
- 5.9: Expand use of video-conferencing for meetings and course delivery to reduce cost and improve efficiency.
- 5.10: Explore alternative formats to increase enrollments in selected classes (e.g., on-line, off campus, on weekends, after hours, intensive scheduling).
- 5.11: Restructure administrative supports to increase efficiency and reduce redundant functions.

- 5.12: Increase direct scholarships and competitive grants for a greater number of exceptionally qualified students.

Goal 6: To ensure appropriate planning and assessment

Objectives

- 6.1: Continue to improve documentation of planning and assessment, short and long-term.
- 6.2: Expand the use of electronic tools for planning, assessment, and administrative management of the College.
- 6.3: Develop authentic assessments that are meaningful and embedded in the real world context of the skills necessary for teaching and learning in the 21st century.
- 6.4: Create incentives and tie rewards for faculty behavior more tightly to strategic plan.
- 6.5: Promote greater involvement of faculty and staff in decision making.
- 6.6: Mentor faculty and staff from underrepresented groups to assume leadership positions in the College.

Goal 7: To promote research and scholarship

Objectives

- 7.1: Create a culture of knowledge creation and enhance faculty capacity for generating researchable questions through targeted college-wide initiatives (e.g., research communities, professional development grants, mentoring).
- 7.2: Increase the scholarly productivity and assess the impact of faculty and student researchers.
- 7.3: Enhance technology transfer and diffusion of new knowledge across the College in collaboration with university, community, institutional, and global partners.
- 7.4: Enhance resources to grow the research enterprise.
- 7.5: Accelerate college-wide development of translational, clinical, basic, and applied research through collaborations with other faculty, universities, industries, agencies, foundations, and health care providers.
- 7.6: Establish college-wide standards for scholarship and enhance institutionally relevant faculty qualifications.
- 7.7: Develop researchable solutions that address the strategic needs of Alabama's citizens in education, life-long learning, and enhancing well-being in a global society.

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