

**COLUMBUS STATE UNIVERSITY  
COLLEGE OF ARTS AND LETTERS  
FY 2007 LEVEL 2 PLAN**

**Part 1: College Mission and Goals**

The mission of the College of Arts and Letters is to promote learning in the academic disciplines with which it is entrusted; it serves its students primarily but also its faculty and its community, from regional to global. The goals of the College of Arts and Letters are:

1. To practice excellence in the promotion of learning.
  - a. Increase the number of full-time faculty in proportion to student enrollment.
  - b. Staff at least 75% of the sections of each core course with full time faculty.
  - c. Increase department operating budgets.
  - d. Maintain, improve, and develop graduate programs where possible and appropriate.
  - e. Ensure that part-time faculty have access to office space and services.
  - f. Promote international experiences for faculty and students.
  - g. Provide non-credit life-long learning programs.
2. To enroll promising students and graduate educated citizens.
  - a. Support recruitment.
  - b. Support First Year Experience programs.
3. To hire, retain, and develop outstanding faculty.
  - a. Adjust faculty salaries to national averages by 2011.
  - b. Expand the scope of and financial support for faculty development.
  - c. Increase sabbatical participation.
4. To contribute to a diverse and inclusive campus community.
  - a. Attract minority faculty, especially African-Americans.
  - b. Increase international student population in COAL majors.
  - c. Provide programming with culturally diverse content.
5. To contribute to extracurricular experiences of COAL students.
  - a. Support student professional and social organizations.
  - b. Maintain liaison with Student Affairs re services for downtown students.
6. To increase external funding.
  - a. Increase membership and donations from existing support groups.
  - b. Develop alumni-based support groups.
7. To optimize the use of technology in instruction and administration.
8. To maintain and improve academic facilities.
9. To promote continuity of effective leadership.
10. To build and sustain a culture supportive of COAL's mission.
  - a. Promote non-faculty professional development.
  - b. Adjust staff salaries to appropriate benchmarks.
11. To develop and sustain partnerships that support COAL's mission.

**Part 2: Assessments and Plans**

**COLUMBUS STATE UNIVERSITY  
COLLEGE OF ARTS AND LETTERS  
FY 2006 LEVEL 2 PLAN ASSESSMENT**

Goals		Planning Initiative	Assessment and Use of Results
Institutional	College		
1, 9	1, 2, 3, 4, 5	Continue discourse about the business we have chosen, to include: revision of standards for annual performance review, promotion, and tenure; departmental strategic planning; and curricular review and revision.	Standards either revised or affirmed and used in annual performance reviews. Non-certification tracks proposed in B.A. French and B.A. Spanish.
1, 3, 7, 9	1, 2, 3	Optimize technology in labs and classrooms, generally and in discipline-specific applications.	Secured Capital Campaign funding to multimedia all general classrooms assigned to COAL; installation not complete due to volume.
1, 3, 4, 5, 9	1, 2, 3	Emphasize international education by increasing student and faculty experience abroad and complying with Global Perspectives requirement. (Two departments currently not in compliance.)	Total Study Abroad Students (COAL number unknown) increased from 98 in 2004-2005 to 139 in 2005-2006. Six COAL faculty taught or directed study abroad in Summer, 2005; 9 are scheduled to do so in Summer, 2006. No progress on Global Perspectives major requirement.
1, 3, 9	1, 2, 3, 4	Improve contribution to teacher preparation, especially in English, History, French and Spanish certification programs.	Early Mentoring programs continued in English and History. Non-certification tracks proposed in B.A. French and B.A. Spanish will allow better focus on students with teaching as a genuine objective.
1, 3, 4, 5, 9	1, 2, 3, 4, 5	Articulate and promote the College's contribution to community development, e.g. expansion of Command College to public safety beyond law enforcement, projects like the HOPE VI evaluation, and course-based service learning, and internships.	Executive College continues to enroll non-law enforcement public employees; the Department of Criminal Justice successfully proposed a certificate curriculum in collaboration with Columbus Police Department; HOPE VI continues; service learning and internship continue but without new focus or promotion.
1, 3, 4, 9	1, 2, 3	Maintain current accreditations (NASAD, NASM, NAST, NCATE)	Done.
1, 3, 4, 7, 8, 9	1, 2, 3, 4	Continued progress on new Art and Theatre facilities.	Done. Art studio spaces to be used Fall 2006, Theatre studio spaces to be used Spring 2007. All relocation to be completed in Spring 2008.
1, 3, 4, 9	1, 2, 3	Explore accreditations of Communication program and MPA program.	Not accomplished.

**COLUMBUS STATE UNIVERSITY  
COLLEGE OF ARTS AND LETTERS  
FY 2007 LEVEL 2 PLAN**

Goal		Planning Initiative	Cost	Planned Impact (Outcome)
Institutional	College			
1	1a 1b	Prioritize new position requests by proportion of core sections taught by full-time faculty. Conduct replacement and new position searches.	Analysis minimal; at least 2K per search	Increase full-time faculty in proportion to enrollment; staff at least 75% of sections of each core course with full time faculty.
1 3	1c 3b	Request increased operating budgets; supplement current year budget as feasible.	\$40,000	Increased operational (30K) and faculty development (10K) spending.
1 8	1e 8	Complete planning of RiverPark facilities and begin relocation of Departments of Art and Theatre; relocate foreign language faculty (preferably as new department), preferably to academic space vacated in FAH.	unknown	Improved quantity and quality of office and teaching space, including better provision for part-time faculty.
3	3a	Measure FY 2007 and FY 2008 progress in adjusting faculty salaries to national norms.	Minimal to measure; 700K to correct	Begin adjusting faculty salaries to national averages. For FY 07 83% of faculty below norm; average percentage of norm 83%.
3	3c	Develop COAL strategy for promoting sabbaticals and selecting faculty.	6-12K in part-time	Focused faculty development at relatively low out-of-pocket cost.
6	6b	Collaborate with Advancement on operating endowments and alumni-based fund raising.	Minimal	Increased discretionary funds.
7	7	Secure space and additional equipment for MAC writing lab; expand services of Language Lab; increase multimedia classrooms.	25K?	Increased instructional capacity in technologically-enhanced facilities.
9	9	Hire chair of Department of Art and Director of School of Music; redesign procedures to take advantage of new associate dean structure.	Art in budget; SSOM search 2K+; admin. minimal	Increased stability in administrative personnel; improved span of control.
10	10	Increase non-faculty professional development; assess staff salaries in comparison to appropriate benchmarks.	Analysis minimal	Increased investment in non-faculty resources.
11	11	Participate in MCSD's planning for fine arts magnet school.	Minimal	Mutual advantage.