

College Priorities Update

(updated 4/4/23)

1. Review of Process
2. Goals for the current state
3. Input from faculty/staff

Review of Process

From Spring 22 to now....

- Joint Budget Committee & Environmental Scan
- Department Head Discussions
- Town Halls
- Faculty & Staff Survey
- Dean's Office Synthesis of Information
- Drafting of Priorities, Heads and CCOP review, Redrafting
- To come...
 - Faculty & Staff Further Input
 - Permanent Dean Search
 - University Strategic Planning
 - Forming College Vision and Strategic Plan

Goal for Current State

Determine fundamental priorities that will

- Build on the strengths of the college
- Begin to address current concerns
- Establish a foundation for the future
- Allow flexibility for further articulation of a vision
 - under a permanent dean
 - and after development of a university strategic plan

Faculty & Staff Concerns

What is one concern you have about your professional goals, your unit, or the College in general?

- Budget
- Faculty attrition/staff turnover
- Overstretched/burnout/morale
- Uncertainty for future
- Climate/work environment
- Infrastructure & support
- Communication
- Reputation
- DEIB
- Concerns about planning/restructuring

insufficient incentives and support for excellence

Our faculty ranks have fallen below a critical mass

I am **stretched thin**, and so are my colleagues

Lack of **funding**, declining enrollments, budget insecurity.

Part-time faculty are minimized and excluded

our Department is **not on a stable trajectory**

Despite the constant repetition that K-State is a family, **sometimes it feels like a dysfunctional family**

We are forever **caught in a cycle of starting strategic planning** only to say it is too complex and then turning our attention elsewhere

Faculty & Staff Input

What suggestions do you have for what the College should focus on in the next 3-5 years?

- **Recruitment/Enrollment**
- **Quality of Instruction**
- **College Budget Policies**
- **Curriculum Improvement/Redesign**
- **Interdisciplinarity**
- Faculty/Staff Support/Hiring
- Advocacy for Core Mission
- Particular Content Areas
- Student Success/Support

- Organizational Structure
- Infrastructure/Facilities
- RSCAD
- RCM Budget Model
- DEIB
- Improved Messaging
- Fundraising
- Leadership

(categorized from faculty/staff survey, top 5 bolded)

Sample input & suggestions

Suggested Priorities

- In contradistinction to other colleges, **COAS is person-centered and career-focused. It, at least in principle, has an integrative or synthetic function: we're the ones that help students knit their bafflingly complicated experiences together.** So, the individual person is the phenomenon of interest, and the education we provide develops skills and capacities that are essential the development of personhood. This matters both within and outside of one's profession. It was emphasized that we must stress this function – this is what we do/should do that no other college in our University can do. **We make, or help make, the factor of production into a full human person with a full complement of developed rational, affective, interpersonal, and introspective faculties.**
- It was also stressed that the skills that COAS graduates have (or should have) – communication skills, analytic and critical thinking skills, and interpersonal skills – are precisely what employers say they want. Career paths are non-linear, and COAS helps students prepare for a changing marketplace.
- Another strength of COAS – one that is threatened – is **curricular breadth and flexibility.** The range of options we can currently offer to students helps us keep pace with students' evolving interests and thus with retention. Maintaining a **full menu of educational choices** helps to mark us out as a proper full-service University. A strategic vision that compromises that status will, in the long run, diminish the University's reputation and hence its ability to attract students.

What does the college do well? What are you proud of?

- Interdisciplinarity, CAT Communities, RSCAD and student involvement in RSCAD, Excellent scholarship, including in Social Sciences and Humanities, we train students to be good at their job and also be discerning citizens, expose students to diverse thought because of our diversity, Humanities work on DEIB
- Diversity in disciplines/majors and diverse opportunities/options for students.
- A&S provides core and foundational experiences that allow for success in professional pathways, developing students in multiple ways (personal, academic, professional, civic)
 - Prepare and develop students for career change across their professional lives: how to be flexible, pivot into the uncertain future.

What does the college do well? What are you proud of?

- Care and concern for students, especially First Gen students
- Developing students in multiple ways (personal, academic, professional, civic)
- A&S provides core and foundational experiences that allow for success in professional pathways
- Access: A&S/K-State committed to providing access for all in person and online = land grant mission
- Prepare and develop students for career change across their professional lives: how to be flexible, pivot into the uncertain future
- Helping students invest in transforming the self – a “growth mindset”

What does the college do well? What are you proud of?

- A&S RSCAD develops knowledge that helps and advances people – in the community, in the classroom
- Strong faculty & quality of research/teaching/creativity
- Foundation/basic element of university (e.g., basic science skills)
- Contributing to the connectivity between university & community (e.g., art, music, dance)
- Cultural richness

- We have good people/work together as a team – but need updated resources and procedures
- We serve/teach out to multiple colleges, which leads to interdisciplinary programs, and/or realize they can get a degree in A&S that they may not have thought of – reflection, broadens their horizons, see the world differently, ability to make good citizens
- Getting to interact, work with professional people at the top of their field, not just academic representing a field – going to conferences with prof, hands-on experience, work in labs, etc.