Goals for 2018-2019 Academic Year

	Initiative to support	Tasks in Initiative	Indicators	Who is Responsible	By When
Educational Excellence					
Goal 1: Excellent programs, ranked	Invest in infrastructure and innovation		High rankings by reputable raters	Curriculum Committee	May 15, 2019
		Design alternative models of course delivery	New delivery model created	MSSW/ BSW Directors	
Goal 2: Students workforce ready	Create curriculum	Improve curriculum using data, changing demographics, infusing EBP, critical thinking, social justice and advocacy, with strong ties to community		Curriculum Committee	May, 2019
	Strengthen outcomes	Prepare for licensure	Pass rates	Curriculum Committee	
		Prepare doc students for academic and other positions	Number who succeed (e.g. get tenure, promotions, retention, etc.)	Doctoral Faculty	
		Meeting ongoing workforce needs with JIT post-Masters certifications and specializations	New certifications and specializations	Curriculum Committee	
		Invest in model of student evaluation	New indicators developed	Outcomes Committee	
		Conduct workforce evaluation 6 and 12 months post graduation	Enhance time to job, licensure pass rates, promotions	Outcomes Committee	
Research					

Goal 3: Rigorous research responsive to and positively impacts partners in various settings	Assess and strengthen research infrastructure	Add staff to help with pre-award, post-award and post-closure phases	New staff hired Current staff time reallocated	Dean Associate Dean for Research (ADR)	11-2018 Additional staff assigned to Business Center 10-2019 Pre-award staff will move to 100% FTE
		Strengthen relationships with biostatisticians	Establishment a protocol and payment process for statistical consultation with the SPHIS Assessment completed of sufficiency of Statistical Consultation Center meeting our needs	ADR	10-2018 May 2019
		Increase support for Jr faculty for research	Feasibility study conducted regarding changing faculty contracts, course buy out charges and course release assignment Establish a process for identifying and hiring research assistants and	ADR Business Center Dir. Doctoral Program	May 2019

			doctoral assistantships		
		Increase support for research labs to engage students	Research practicums and 1 section of SW 668/669 established Doctoral independent Studies established	ADR Director, CFCWB	May 2019
Goal 4: Research and its impact will be known	Raise profile – publicize research and its impact	Maintain current repository of research and achievements by updating Research Directory, List of Publications, etc. and disseminate to other SSW, Leaders	Annual Directory Annual List of Publications Create websites for research projects	ADR Mar Com Coordinator	May 2019 and ongoing
		Host colloquia and invite university and community as appropiate	# colloquia will be held this academic year	ADR Research Committee	May 2019 and ongoing
		Share expertise and research findings through traditional media, social media, print, podcasts, etc.	Number media and social media events/posts	Dean's Office Mar Com Coordinator	May 2019 and ongoing
Community Engagement					
Goal 5: Responsive to Cutting Edge Social Issues	Create Community Engagement Committee	Align Kent CE with University OCE	Map alignment	Community Engagement Committee	
		Directly Impact Community	Host School-wide DESJ events	Community Engagement Committee with DESJ	
		Communicate about KS CE work	Create map of CE activities	Community Engagement Committee	

			Create book of all CE work at KSSW Count number of pieces disseminated		
Diversity, Equity and Social Justice					
Goal 6: KSSW culture is inclusive and SJ activism promoted	DESJ Committee facilitate critical dialogues and SJ events	2 critical dialogues and at least one SJ event	Dialogues and events	DESJ Committee	May 2019
	Enact communication strategy regarding DESJ work of KSSW	Advertise on KSSW website, etc. about DESJ events and outcomes		Dean's Office Marketing	May 2019
Creative and Responsible Stewardship					
Goal 7: Building	Dean keeps need for building in front on UL higher administration while improving current space and classrooms	Reallocation of space given needs and utilization Install technology in classrooms	Building and Improvement of space	Dean	May 2019
Goal 8: Adequate resources for faculty and staff and foster healthy workplace	Faculty and staff pay is equitable		Pay equitable Faculty satisfaction	Dean	May 2019
	Increase number of tenure track and term faculty		Count number new faculty lines	Dean	
Goal 9: Plentiful student scholarships	Form Community Advisory Board		Board	Dean	May 2019

and doctoral assistantships					
	Conduct fundraising events and direct solicitation mechanisms to raise more funds	Funds for scholarships	Number of new and total scholarships	Dean	
		Funds for doctoral assistantships	Number of new and total assistantships	Dean	
Goal 10: Top 25 SSW	Market the School	More marketing and PR	Count	Dean Marketing	May 2021