Strategic plan 2022-2025 implementation

Theme 1: Cultivating and delivering a responsive and adaptive curriculum

Objectives	Initiative	Timeline	Stakeholders	Baseline data	Related Initiatives
A. Provide curriculum addressing the evolving needs of professional practice in collaboration with community partners	**1A1**. Explore new partnerships to expand experiential learning opportunities for all SLIS students	Continuous; start immediately	**Field experience Mgrs.** (Sarah & Arianna) **All faculty**	% of students having field experience (Boston, online, SLIS West); total number of FE hours/semester; # of field experience locations and their geographical distribution; student/field supervisors' feedback from current experiences Survey	1C2
	1A2. Explore alternative forms of professional credentialing	First requires discussion to establish common understanding of what "alternative credentialing is"	**Curriculum Committee**; LISSA (student engagement)	Trends in alternative credentialing; Impact on graduation requirements /accreditation Discussion with faculty about (re)starting post-master's (intra-master's?) certificate programs (e.g., metadata creation, digital preservation, data management). Look at RDMLA model? CE credit/certificate? Badging-type credentialing for PLO attainment (for leadership?) Portfolio restart?	
B. Ensure regular course evaluation for content and accessibility	**1B1.** Develop and execute a process to address issues of content coverage, overlap, and currency across the curriculum	Continuous; start immediately	**Curriculum & Assessment Committees** set up the process; Curriculum Committee	Curriculum mapping data; survey	1C1; 3A1

				leads with relevant faculty participation		
	1B2. Engage with the Office of Accessibility Services to identify and address the issues of accessibility of course content in all course format modalities	Continuous; Internally start now, then continue with new OAS leadership	**DEI Committee; Online Core Team**; relevant faculty participate	Identify areas of accessibility concern in all course formats; cases studies of previous problems	
C. Increase promotion of diversity, equity, and inclusion (DEI) objectives across the curriculum	**1C1.** Infuse DEI focus into all courses	Continuous; start immediately	**DEI Committee; Curriculum committee**; Dean's DEI Fellow (resource); all faculty participate	Survey of current practice in individual courses	1B1
	1C2. Initiate experiential learning projects alongside historically underserved communities	Coordinate with Initiative 1A1	**Field Exp Mgrs.**; individual interested faculty	Identification of underserved communities; analysis of current field experience locations	1A1

Theme 2: Strengthening faculty support to facilitate their successful retention

Objectives	Initiative	Timeline	Stakeholders	Baseline data	Related Initiatives	Notes from Annual Reviews
A. Develop a deliberate approach to faculty recruitment	**2A1.** Establish new faculty lines that align with our directions in terms of curriculum and diversity, equity, and inclusion	Continuous; start immediately – urgent	**Director, AD, Dean**, all faculty participate (input), DEI Committee (input), faculty search committee (resource)	Current curricular needs for full-time faculty; ALA statistical report for trends (#faculty; student/faculty ratio)	2A2	Peter Rebecca Rhiannon Danny
	2A2. Implement a more systematic and planned recruitment of a diverse body of adjuncts to address gaps in the expertise and experience that complements that of the full-time faculty	Continuous; start immediately	**Director, AD, PARR**	Current curricular needs	2A1	Naresh
B. Support faculty retention through a collegial environment that involves continual development, assessment, and support	**2B1.** Assess faculty workload and time commitment to create realistic and equitable expectations for teaching, service, research, and professional engagement	Continuous; start immediately	**Director, AD, MDR**, all faculty participate	Faculty teaching loads; Advising loads; Committee service loads; Research productivity outputs	4B2	Sumayya & Ann (ideas for faculty sharing of research, etc.) Rhiannon Kyong Eun (through doctoral committee specifically)

Theme 3: Creating an inclusive and engaging experience for students

Objectives	Initiative	Timeline	Stakeholders	Baseline data	Related Initiatives	Notes from Annual Reviews
A. Improve professional development opportunities for students	**3A1.** Prepare our students for leadership and healthy professional lives by connecting teaching with the challenges and realities of the workplace	Continuous; start immediately	**SSC, LISSA** (representing all student orgs); Curriculum committee (input), all faculty participate including adjuncts (input); SLIS Alumni Board (input)	Existing surveys (exit; alumni; course evaluation); Faculty membership in professional organizations; Student engagement in student org leadership	1A1; 1B1; 3A2	Naresh Eric Sarah Student Bulletin
	3A2. Build a robust alumni/students mentorship circle and professional exchange networks	Continuous; start immediately	**SSC, LISSA, SLIS Alumni Board**, all faculty, Simmons Alumni Network	Exit survey	3A1; 3B2	
B. Promote recruitment and retention of students of color	**3B1.** Expand recruitment efforts including an increase of diversity fellowships and internal and external networking events for students from historically excluded populations	Continuous; start immediately	**SLIS Admissions**, all faculty (advisors) (input), **DEI Committee**; LISSA, SSC	ALA Statistical report for trend data	1A1	Sumayya Rebecca
	3B2. Develop and apply retention models and create a mentoring program to support students of color throughout the degree program to increase graduation rates	Continuous; start immediately	**DEI Committee**, SLIS Alumni Board (input), **SSC** **Kendra; Student life**	ALA Statistical report for trend data; retention/time to degree	3A2	Sumayya Rebecca Danielle

Theme 4: Achieving excellence through administration and resources

Objectives	Initiative	Timeline	Stakeholders	Baseline data	Related Initiatives	Notes from Annual Reviews
A. Provide responsive and engaging student support	**4A1.** Manage an efficient and effective student service, responsive to the needs of all the students and faculty	Continuous; start immediately	**Director, AD, SSC**, SSC student workers (resource)	Exit survey, faculty survey, PD funds processing time	4A2	
	4A2. Leverage the possibilities of the new student information system to better understand the student experience and identify areas for improvement	Continuous	**Director, AD, SSC**	Gallup data	4A1	Kathy Melanie
B. Create a productive work environment that values equity and innovation	**4B1.** Evaluate faculty committee structure and develop committee goals and reporting processes in alignment with strategic objectives	Continuous; Fall 2022	**Director, AD, committee leadership**, all faculty (input)	Committee charges and annual reports		Laura Kyong Eun? Eric?
	4B2. Examine workload and pay structures for faculty and staff to ensure that equity and cost of living are accounted for in salaries	Continuous; Fall 2022	**Director, MDR, Dean**	Mercer study, ALISE stats, cost of living data	2B1	
	4B3. Engage in discussion with college and university administration to create a system of revenue sharing for innovative continuing education, certificate programming, funded research and scholarship activities	Continuous; start immediately	**Director, Dean**	Models from other universities		Rong