



# K-State 2025 Strategic Direction Action Plan and Alignment Template for the College of Architecture, Planning & Design [APDesign VOICE]

**1. What is your College's/Major Unit's/Department's mission/vision and how does your organization contribute to achieving the University's vision for K-State 2025?**

APDesign's mission is to be a comprehensive design community comprising all scales of the design and planning endeavor, informed by a culture of inquiry, focused on the significant issues facing our society including environmental stewardship, social equity, economic viability, and aesthetic delight in support of the University's mission as a Land Grant institution.

APDesign's vision is to be a nationally recognized center of design and planning excellence and a nexus of interdisciplinary engagement, outreach, and research serving the University, the profession, and society.

In contributing to the aspirations of Kansas State University becoming a top 50 public research university by 2025, APDesign commits to having:

- A creative, stimulating environment that inspires shared learning and creative growth;
- A motivated and compassionate diverse faculty and staff committed to excellent teaching, relevant research and exemplary service to the community and the profession;
- A relevant, dynamic curriculum built on a paradigm of reflective practice;
- An inquisitive, creative and diverse student body, actively engaged as leaders within the College, the University and the profession;
- A network of external constituents who are actively engaged in support and advocacy of the College;
- Sustained funding matched to the objectives and strategies adopted by the College.

**2. What are your College's/Major Unit's/Department's key activities and outcomes and how do they link to K-State 2025 themes/common elements and outcomes? Identify the University metrics that directly link with your plan with brackets. (If your plan includes more than one theme or goal with specified activities and outcomes, you may repeat the table as necessary)**

Key Activities	Short Term (1 to 5 Years) Key Outcomes	Intermediate (6 to 10 Years) Key Outcomes	Long Term (11 to 15 Years) Key Outcomes
What we plan to do...	What do we expect to happen in 5 years?	What do we expect to happen in 6-10 years?	What do we expect to happen in 11-15 years?
1 Visionary. Aspirational Items.  Develop strategy and plan to support students, faculty, and staff in professional advancement activities.  Technology. Advance technological capacities of the college in addressing, keeping pace, and capitalizing on the evolving roles of analytical, digital, and production technologies impacting the design and planning fields. <ul style="list-style-type: none"> <li>▪ Create new funding streams dedicated to technology.</li> <li>▪ Provide informational and enhancement opportunities for faculty and staff.</li> <li>▪ Strengthen communication about our technological facilities and abilities.</li> </ul>	V1 Status V1.1S Maintain national program rankings.	V1 Status V1.1L Maintain national program rankings.	V1 Status V1.1L Maintain national program rankings.
	V2 Funding V2.1S Increase endowment pool by \$2 million. (\$8 million total) [B-2] V2.2S Increase annual donor support to \$2.5 million.	V2 Funding V2.1L Increase endowment pool by \$3 million. (\$11 million total) [B-2] V2.2L Maintain at least \$2.5 million in annual donor support. V2.3L Tuition revenues from increased enrollment equals at least \$400,000. V2.4L Increase financial resources dedicated to endorsing and promoting students, faculty, and staff in professional advancement activities.	V2 Funding V2.1L Increase endowment pool by \$3 million. (\$11 million total) [B-2] V2.2L Maintain at least \$2.5 million in annual donor support. V2.3L Tuition revenues from increased enrollment equals at least \$800,000. V2.4L Increase financial resources dedicated to endorsing students, faculty, and staff in professional advancement activities.
	V3 Technology: Faculty and students have access to cutting edge technology.  V3.1S Implement a phased student-approved technology fee increase technology fee.  V3.2S Document impact of increased technology fee and develop strategies and procedures for review of fees related to technology aspirations.  V3.3S Develop strategic technology purchasing plan to respond to and enrich individual academic program aspirations and amplify college initiatives.  V3.4S Provide back-up and storage	V3 Technology: Through investment in technology and training; faculty, students and staff use and envision innovation using technology. V3.1L Effectively communicate the demonstrated positive impact of increased technology fee in advocating for future technology fee proposals.  V3.3L Implementation of primary stages of the strategic technological purchasing plan.	V3 Technology: APDesign is current with the state-of-the-art technology tools for each discipline.

<ul style="list-style-type: none"> <li>Reevaluate technology needs and acquire cutting edge technology.</li> </ul>	solutions for APDesign students for coursework. V3.5S Upgrade network connectivity.	V3.5I Further upgrade network connectivity.	V3.5L Maintain state-of-the-art network connectivity.
	V4 Security V4.1S Develop a security plan; incorporate increased security through hardware protection and strategic camera locations.	V4 Security V4.1I Consider advanced/integrated security solutions to maintain acceptable level of security for the APDesign community.	V4 Security V4.1L APDesign community generally satisfied with safety and security within Seaton Hall and Seaton Court.
	V5 Establish a research center/lab (Design Make Center) that allows integration of our College's disciplines and allows collaboration with other researchers from other disciplines and institutions across the nation. V5.1S Establish physical facility to house Design Make Center activities, dedicated to research and build projects outside of the typical production equipment and space needed for College's academic year needs. V5.2S Develop long-term strategy and initial funding for the Design Make Center.	V5 Grow research center/lab's reputation throughout the academy.  V5.1I Design Make Center serves as an umbrella for the consolidating material acquisition, equipment, promotion, staffing, and administrative need as a conduit for research grant opportunities for faculty.  V5.2I Generate funding from local, state, national, and international sources to make the Design Make Center a self-sustaining and potential profit generator for the college.  V5.3I Develop a research agenda to increase University's capacity to respond to emergencies at the state and national level as it relates to the built and natural environments as a part of the growing capacity of the Design Make Center.	V5 Design Make Center
2 Outreach, Service Learning, and RSCA&D.  Expand and support sustained, flexible models for international programs administered by and/or coordinated with APDesign including opportunities for students and faculty (including field study, student and faculty exchange). <ul style="list-style-type: none"> <li>Engage alumni/practitioners in our paradigm of reflective practice.</li> <li>Extend/amplify the APDesign brand in the professional/employer marketplace.</li> </ul>	O1 Outreach: Professional and academic communities look to APDesign as a best-of-class example of constituent relations.  O1.1S Investigate, design, and implement continuing education for professionals.	O1 Outreach: Develop interdisciplinary research endeavors within the College that enhances integration between curricula and student service learning when appropriate. O1.1I Maintain continuing education activities.	O1.1L Maintain continuing education activities.
	O2 Economic impact of APDesign O2.1S Establish standards and procedures for charting APDesign's economic impact on the State of Kansas.	O2 Economic impact of APDesign O2.1I Effectively communicate the economic impact of APDesign on the State of Kansas' economy.	O2 Economic impact of APDesign O2.1L Continued accurate communication and marketing with regards to the college's impact on the economy.
	O3 Service Learning O3.1S Define service learning activities and establish a baseline of service learning activity within APDesign.	O3 Service Learning O3.1I Increase service learning activities within APDesign by 10%.	O3 Service Learning O3.1L Model for service learning activities, consulting with other departments to help incorporate additional service learning activities to their curriculum.
	O4 RSCA&D: Departments develop RSCA&D productivity plan reflecting faculty members' varied responsibilities in teaching, research	O4 RSCA&D. Craft differential assignments in coordination with departmental RSCA&D productivity plan and each faculty member's	O4 RSCA&D: Departmental productivity plans accurately reflect faculty responsibilities and provide insight for strategic planning activities.

<ul style="list-style-type: none"> <li>Expand and support sustained opportunities for research activity, creative inquiry, and dissemination of knowledge for faculty and students.</li> <li>Provide infrastructure and administration to support scholarship, research, and outreach.</li> <li>Seek resources to promote and reward involvement for innovative activity in the academy and profession.</li> <li>Establish funds to support and promote research on issues of diversity for students and faculty.</li> </ul>	<p>and service.</p> <p>O4.1S At least two APDesign faculty participating in interdisciplinary research projects, institutes, and centers. [T1-1]</p> <p>O4.2S Increase research expenditures by 100% or approximately \$100,000. [B-1, T1-2]</p> <p>O4.3S Establish a baseline for APDesign RSCA&amp;D activity.</p> <p>O4.4S Increase grant writing workshops/courses, agency sponsored workshops and travel to meet with program representatives from appropriate funding agencies/sources.</p> <p>O4.5S Develop plan for outcomes of strategic partnerships and sponsored studio/research and measurement of effectiveness.</p>	<p>expertise.</p> <p>O4.1I At least five APDesign faculty participating in interdisciplinary research projects, institutes, and centers. [T1-1]</p> <p>O4.2I Increase research expenditures by 250% or approximately \$300,000. [B-1, T1-2]</p> <p>O4.3I Realize at least a 20% increase in RSCA&amp;D activities.</p> <p>O4.4I Strategically hire faculty capable of and driven to pursue funded RSCA&amp;D.</p>	<p>O4.1L At least eight APDesign faculty participating in interdisciplinary research projects, institutes, and centers. [T1-1]</p> <p>O4.2L Maintain at least \$500,000 in research expenditures. [B-1, T1-2]</p> <p>O4.3L Realize at least a 10% increase in RSCA&amp;D activities above intermediate term activities.</p>
<p>3 Infrastructure. Provide facilities and attendant spaces commensurate with those of a nationally recognized design and planning college focused on promoting best practices of design and planning education.</p> <ul style="list-style-type: none"> <li>Develop monetary support for our facilities' needs and aspirations.</li> <li>Configure our facility to align with the metrics of a 21st century design and planning education.</li> </ul>	<p>I1 Update Facilities.</p> <p>I1.1S \$15 million in expenditures for physical facilities and infrastructure projects (funding dependent). [T6-2]</p> <p>I1.2S Reduce deferred maintenance load for Seaton Hall and Seaton Court by 30%. [T6-3]</p> <p>I1.3S Update technology resources in crit spaces and classrooms.</p> <p>I1.4S Plan for adequate work space for the APDesign community.</p>	<p>I1 Built environment improvements continue.</p> <p>I1.1I \$25 million in expenditures for physical facilities and infrastructure projects (funding dependent). [T6-2]</p> <p>I1.2I Reduce deferred maintenance load for Seaton Hall and Seaton Court by 50%. [T6-3]</p> <p>I1.3I Continue to provide up-to-date classroom space technology.</p> <p>I1.4I Maintain and grow physical presence/relationship with Weigel Library as a resource for students, faculty and staff.</p> <p>I1.5I Provide laboratories/spaces that enhance capabilities of existing faculty and serve to recruit emerging faculty and motivate experienced faculty.</p>	<p>I1 APDesign built environment is a working example of what we expect our students to aspire to as design professionals.</p> <p>I1.1L I1.1L:\$25 million in expenditures for physical facilities and infrastructure projects (funding dependent). [T6-2]</p> <p>I1.2L Reduce deferred maintenance load for Seaton Hall and Seaton Court by 90%. [T6-3]</p>
<p>4 Community.</p> <p>Students. Deliver an educational experience aimed at preparing students to advance and expand the periphery of design and planning practice.</p>	<p>C1 Students: APDesign attracts and educates the best and brightest of students interested in the design professions from Kansas, the region, across the country, and internationally.</p> <p>C1.1S Entering first year APDesign students have a 3.0 average GPA.</p> <p>C1.2S Entering first year APDesign student have a 25 average ACT score.</p> <p>C1.3S Maintain at least a 90% freshman-</p>	<p>C1 Students: Academic and professional communities look at APDesign as a best-of-class example of interdisciplinary education.</p> <p>C1.1I Entering first year APDesign students have a 3.0 average GPA.</p> <p>C1.2I Entering first year APDesign student have a 25 average ACT score.</p> <p>C1.3I Maintain at least a 90% freshman-to-</p>	<p>C1 Students: APDesign education synonymous with excellence and nationally recognized interdisciplinary research endeavors.</p> <p>C1.1L Entering first year APDesign students have a 3.0 average GPA.</p> <p>C1.2L Entering first year APDesign student have a 25 average ACT score.</p> <p>C1.3L Maintain at least a 90% freshman-to-</p>

<ul style="list-style-type: none"> <li>Promote participation in professional, community, and honor-based organizations.</li> <li>Create service learning experiences for students that synthesize critical thinking, writing, speaking, and drawing.</li> <li>Develop resources dedicated to design, design/planning research, design constructability, and service learning.</li> <li>Explore opportunities for enhancing/developing exchange programs, internship and outreach programs that reflect our mission and core values.</li> <li>Enhance opportunities for international education/experience.</li> <li>Establish courses focused on environmental ethics and ethical stewardship as requirements in each degree program.</li> <li>Academic and professional communities look at APDesign as a best-of-class example of interdisciplinary education.</li> <li>Establish funds to support the activities and programming to promote diversity.</li> <li>Analyze other design and planning degree programs in determining the expansion of degree offerings and specializations.</li> <li>Review current paths into degree programs and consider expansion including entry points.</li> <li>Investigate expansion of programs to non-traditional students.</li> </ul>	<p>to-sophomore retention rate. [B-6]</p> <p>C1.4S Maintain at least a 70% six-year graduation rate. [B-7]</p> <p>C1.5S Increase scholarship awards to 150 including 1-4 scholarships for minority students.</p> <p>C1.6S Building upon the diversity of disciplines within the college in offering expanded opportunities in interdisciplinary design research/activities.</p> <p>C1.7S Increase compensation and support packages for graduate students by 20%. [T3-3]</p> <p>C1.8S Establish baseline student satisfaction ratings on internal survey. [T2-7, T3-8]</p> <p>C1.9S Maintain diverse student population demographic. [T2-6]</p>	<p>sophomore retention rate. [B-6]</p> <p>C1.4I Maintain at least a 70% six-year graduation rate. [B-7]</p> <p>C1.5I Increase scholarship awards to 200 including 1-6 scholarships for minority students. (5-10 minority scholarships total)</p> <p>C1.6I Building upon the diversity of disciplines within the college in offering expanded opportunities in interdisciplinary design research/activities.</p> <p>C1.8I Maintain student satisfaction ratings on internal survey. [T2-7, T3-8]</p> <p>C1.9I Maintain diverse student population demographic. [T2-6]</p>	<p>sophomore retention rate. [B-6]</p> <p>C1.4L Maintain at least a 70% six-year graduation rate. [B-7]</p> <p>C1.5L Increase scholarship awards to 250 including 1-5 scholarships for minority students. (10-15 minority scholarships total)</p> <p>C1.6L Building upon the diversity of disciplines within the college in offering expanded opportunities in interdisciplinary design research/activities.</p> <p>C1.8L Increase student satisfaction ratings on internal survey. [T2-7, T3-8]</p> <p>C1.9L Maintain diverse student population demographic. [T2-6]</p>
	<p>C2 Students: Students demonstrate mastery of thinking, researching, speaking, writing, and representing skills.</p> <p>C2.1S 60% of APDesign students participating in meaningful international experiences. [T2-1]</p> <p>C2.2S 40% of APDesign students participate in experiential learning experiences. [T2-2, T3-5]</p> <p>C2.3S Demonstrate how 50% of APDesign students are involved in research. [B-8]</p> <p>C2.4S Establish enhancement programs for students.</p>	<p>C2 Students</p> <p>C2.1I 60% of APDesign students participating in meaningful international experiences. [T2-1]</p> <p>C2.2I 50% of APDesign students participate in experiential learning experiences. [T2-2, T3-5]</p> <p>C2.3I Demonstrate how 75% of APDesign students are involved in research. [B-8]</p>	<p>C2 Students</p> <p>C2.1L 60% of APDesign students participating in meaningful international experiences. [T2-1]</p> <p>C2.2L 60% of APDesign students participate in experiential learning experiences. [T2-2, T3-5]</p> <p>C2.4L Demonstrate how 100% of APDesign students are involved in research. [B-8]</p>
	<p>C3 Students: APDesign graduates are highly sought after by employers.</p> <p>C3.1S Graduate three students from the Environmental Design &amp; Planning PhD program. [B-5, T3-6]</p> <p>C3.2S Graduate 550 students with terminal masters degrees. [T3-6]</p> <p>C3.3S</p>	<p>C3 Students: Leaders in the profession view APDesign as a leading knowledge source through production of innovative thought and communication to thought leaders in the industry.</p> <p>C3.1I Graduate four students from the Environmental Design &amp; Planning PhD program. [B-5, T3-6]</p> <p>C3.2I Graduate 610 students with terminal masters degrees. [T3-6]</p> <p>C3.3I Increase compensation and support packages for graduate students by 20%. [T3-3]</p>	<p>C3 Students</p> <p>C3.1L Graduate five students from the Environmental Design &amp; Planning PhD Program. [B-5, T3-6]</p> <p>C3.2L Graduate 650 students with terminal masters degrees. [T3-6]</p> <p>C3.3L Increase compensation and support packages for graduate students by 20%. [T3-3]</p> <p>C3.4L Serve non-traditional students with additional program offerings and specializations.</p>
<p>Faculty &amp; Staff. Perpetuate and enhance a community of</p>	<p>C4 Faculty: Increase the number of faculty chairs and awards.</p>	<p>C4 Faculty: APDesign is highly successful in recruiting a mix of highly inspired emerging</p>	<p>C4 Faculty: Increase the number of faculty chairs and awards.</p>

<p>world class scholars by recruiting, retaining, and supporting faculty and staff excellence reflecting the diversity of the region and the breadth of the professions housed in APDesign.</p> <ul style="list-style-type: none"> <li>Seek funding for endowed chairs, professorships, and faculty enhancements.</li> <li>Extend and amplify the APDesign brand for recruitment including the unique opportunities embedded in the interdisciplinary structure of our college.</li> <li>Support and advocate for additional funding to support GRAs, GTAs, and GAs in assisting faculty in utilizing state-of-the-art technology for teaching and research.</li> <li>Create an advocacy plan aimed at increased skill development, recognition, and compensation for faculty and staff.</li> </ul>	<p>C4.1S Nominate at least three selected APDesign faculty for CMUP awards. [B-4]</p> <p>C4.2S Mentor at least two new selected faculty for future nominations. [B-4]</p> <p>C4.3S Nominate at least three selected APDesign faculty for national awards. [T5-1]</p> <p>C4.4S Mentor at least two new selected APDesign faculty for national awards. [T5-1]</p> <p>C4.5S Each department within APDesign will have one endowed professorships. (3 total) [B-2, T5-2]</p> <p>C4.6S Increase diversity of faculty and staff population. [T5-5]</p>	<p>faculty and motivated experienced faculty.</p> <p>C4.1I Nominate at least four selected APDesign faculty for CMUP awards. [B-4]</p> <p>C4.2I Mentor at least two new selected faculty for nominations. [B-4]</p> <p>C4.3I Nominate at least four selected APDesign faculty for national awards. [T5-1]</p> <p>C4.4I Mentor at least two new selected APDesign faculty for national awards. [T5-1]</p> <p>C4.5I Each department within APDesign will have two endowed professorships. (6 total) [B-2, T5-2]</p> <p>C4.6I Increase diversity of faculty and staff population. [T5-5]</p>	<p>C4.1L Nominate at least five selected APDesign faculty for CMUP awards. [B-4]</p> <p>C4.2L Mentor at least three new selected faculty for nominations. [B-4]</p> <p>C4.3L Nominate at least five selected APDesign faculty for national awards. [T5-1]</p> <p>C4.4L Mentor at least two new selected APDesign faculty for national awards. [T5-1]</p> <p>C4.5L Each department within APDesign will have three endowed professorships. (9 total) [B-2, T5-2]</p> <p>C4.6L Increase diversity of faculty and staff population. [T5-5]</p>
	<p>C5 Faculty &amp; Staff: Audit current administrative structure relative to increased research metrics embedded in the University's visionary goals.</p>	<p>C5 Faculty &amp; Staff: Maintain effective administrative structure relative to research metrics.</p>	<p>C5 Faculty &amp; Staff: Maintain effective administrative structure relative to research metrics.</p>
	<p>C6 Faculty &amp; Staff: Actively advocate for APDesign employees.</p> <p>C6.1S Increase salaries.</p> <p>C6.2S Fund skill development activities for employees.</p> <p>C6.3S Nominate faculty and staff as appropriate for all available university awards and recognitions.</p>	<p>C6 Faculty &amp; Staff: Actively advocate for APDesign employees.</p> <p>C6.1I Increase salaries.</p> <p>C6.2I Fund skill development activities for employees.</p> <p>C6.3I Seek regional and national award programs recognizing the excellence of staff members.</p>	<p>C6 Faculty &amp; Staff: Actively advocate for APDesign employees.</p> <p>C6.1L Increase salaries.</p> <p>C6.2L Fund skill development activities for employees.</p> <p>C6.3L Seek recognition for faculty and staff at the University level.</p>
<p>5 Engagement</p> <p>Increase APDesign engagement with Kansas professionals and communities.</p>	<p>E1 Alumni</p> <p>E1.1S Establish standards and procedures for effective communication of the economic impact of APDesign alumni.</p>	<p>E1 Alumni</p> <p>E1.1I Effectively communicate the economic impact of APDesign alumni.</p>	<p>E1 Alumni</p> <p>E1.1L Continue accurate communication and marketing with regards to alumni impact on the economy.</p>

2025 Linkages			
2025 Common Elements/Themes	Short Term (1 to 5 Years) 2025 Key Outcomes	Intermediate (6 to 10 Years) 2025 Key Outcomes	Long Term (11 to 15 Years) 2025 Key Outcomes
Theme 1: Research, Scholarly and Creative Activities, and Discovery (RSCAD)	<p><b>T1-A</b> Increased intellectual and financial capital to support RSCAD</p> <p><b>T1-E</b> Competitive compensation and support available to GRAs, GTAs, and GAs</p> <p><b>T1-F</b> Enhanced and systematic approach for UG research</p> <p><b>T1-H</b> Enhanced visibility and appreciation for research, discovery, and</p>	<p><b>T1-L</b> Recognized for prominent and productive placement of our graduates</p> <p><b>T1-M</b> Increased participation by undergraduates in expanded opportunities in research</p>	

<p>Theme 2: Undergraduate Educational Experience</p>	<p>scholarly and creative activities</p> <p><b>T2-A</b> Excellent, customized academic advising and services available to all students to support their success and degree completion</p> <p><b>T2-D</b> Successful integration of undergraduate education and meaningful research is standard practice</p> <p><b>T2-E</b> Effective evaluation practices that recognize and reward teaching, advising, and life-long learning/professional development</p> <p><b>T2-G</b> Successful recruitment and retention strategies that address our entire student population</p> <p><b>T2-H</b> Improved six-year graduation rates and retention ratios</p>	<p><b>T2-J</b> Excellent reputation for high quality teaching and advising that prepares students for their professional, community, social, and personal lives</p> <p><b>T2-K</b> Superior and diverse faculty recognized for teaching excellence</p> <p><b>T2-N</b> Ongoing improvement of six-year graduation rates and retention ratios</p>	<p><b>T2-Q</b> Freshman to Sophomore retention ratios comparable to benchmark institutions</p> <p><b>T2-R</b> Six-Year graduation rates comparable to benchmark institutions</p>
<p>Theme 3: Graduate Scholarly Experience</p>	<p><b>T3-A</b> Competitive compensation and support available for GRAs, GTAs, and GAs</p> <p><b>T3-C</b> Engaged graduate students integrated in university life with enhanced visibility and appreciation</p> <p><b>T3-D</b> Outstanding mentoring for our graduate students</p> <p><b>T3-E</b> Expectation of excellence for the graduate scholarly experience</p>	<p><b>T3-I</b> Increased participation by our graduate students in unique high level learning and experiential training</p> <p><b>T3-L</b> Increased number of nationally and internationally recognized award-winning graduate faculty</p> <p><b>T3-M</b> Increased number of Doctorates Awarded</p>	<p><b>T3-N</b> National and international reputation for outstanding graduates with demonstrable career success</p>
<p>Theme 4: Engagement, Extension, Outreach, and Service</p>	<p><b>T4-A</b> Enhanced integration between academics and student service learning</p> <p><b>T4-E</b> Increased extramural funding for Engagement initiatives at the local, state, national, and international level</p> <p><b>T4-F</b> Recognition as leaders in Engagement within our state and nation</p> <p><b>T4-G</b> Enhanced visibility and appreciation for Engagement and its</p>	<p><b>T4-H</b> Exposure on a national level as a leader/partner engaged in significant social, political, health, economic and, environmental issues</p> <p><b>T4-I</b> All undergraduate students engaged in at least one engagement /service learning project</p>	<p><b>T4-N</b> Nationally recognized as a leader in and model for a re-invented and transformed land –grant university integrating research, education, and engagement</p> <p><b>T4-P</b> Recognized as a leader in Engagement reaching both rural and urban communities</p>

	interconnectedness with research and education within our university community		
Theme 5: Faculty and Staff	<p><b>T5-B</b> Efficient, effective, and integrated university HR processes and services that place employees in the right positions with the right skill sets at the right time</p> <p><b>T5-C</b> Career-long learning recognized by the university and its employees as a shared value and responsibility</p> <p><b>T5-D</b> Effective evaluation processes that result in accountable faculty and staff with a clear understanding of their job expectations and how they contribute to the University's mission</p>	<p><b>T5-F</b> Faculty and staff current with developments in their fields and the skills needed to achieve excellence in performing their jobs</p> <p><b>T5-G</b> Successful recruitment and retention of a talented and high performing, diverse workforce</p>	<p><b>T5-H</b> Talented and high performing, diverse workforce recognized for excellence and award-winning faculty and researchers</p>
Theme 6: Facilities and Infrastructure			<p><b>T6-G</b> High quality, technology enabled, flexible and adaptable classroom space appropriate to the evolving needs of the learning environment and readily available to K-State faculty and students</p> <p><b>T6-H</b> High-quality research laboratories and specialty spaces that enhance research and scholarly activities</p> <p><b>T6-J</b> An excellent campus community experience supported by facilities and landscapes that enhance social interaction, learning and collaboration</p> <p><b>T6-K</b> Signature facilities that promote collaborative learning and working environments, multidisciplinary work, and integrated interaction between students, faculty, researchers, staff, and administrators</p>



<b>Common Elements:</b> CE-1: Communications & Marketing CE-2: Culture CE-3: Diversity CE-4: External Constituents CE-5: Funding CE-6: International CE-7: Sustainability CE-8: Technology			
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<b>3. Identify the K-State 2025 Visionary Goal key benchmarks (metrics) that are supported by your action and alignment plan (please check all that apply).</b>		
<input checked="" type="checkbox"/> Total research & development expenditures	<input checked="" type="checkbox"/> Endowment pool	<input type="checkbox"/> Number of National Academy members – N/A
<input checked="" type="checkbox"/> Number of faculty awards	<input checked="" type="checkbox"/> Number of doctorates granted annually	<input checked="" type="checkbox"/> Freshman to sophomore retention rate
<input checked="" type="checkbox"/> Six-year graduation rate	<input checked="" type="checkbox"/> Percent of undergraduate students involved in research	<input type="checkbox"/> None

<b>4a. What resources and/or opportunities <u>exist</u> for your College/Major Unit/Department to achieve its vision and outcomes?</b>
<p>The reaction to our national rankings last November has reinvigorated our students, faculty, staff, alumni and friends. Encouraged by our successes, alumni and friends have been gathering in support of our Founders' Guild and scholarships for our students. The planning/design professions are approaching a critical junction, which will soon begin to see the exodus of the baby boomers as they retire, creating the need to our students upon their graduation. In preparing for this need, which projections indicated will be substantial to communities, states and regions, our students will need to be exceedingly competitive with an expanding knowledge base. Our non-baccalaureate master program provides graduates with the skills and knowledge they need to lead their dynamic professions. The research being conducted by our faculty is at the forefront of the academy and will contribute to the practices used by professionals as they tackle the issues society faces in the built and natural world. APDesign is in an excellent position as our faculty informs their respective professions about ways to solve complex problems while educating the future leaders of the industry in these practices.</p>
<b>4b. What resources and/or opportunities are <u>needed</u> for your College/Major Unit/Department to achieve its vision and outcomes?</b>
<p>APDesign needs appropriate space to house our programs to be able to expand our research agenda and attract the faculty and research leaders to enhance our programs' status. Improved space is also required to ensure that the best and the brightest students are coming to K-State and not overlooking us because of our physical appearance and inability to offer cold desks to all students. Improved facilities aimed at collaborative interdisciplinary research and learning is essential to our College's continued success. We also need an increased endowment including the ability to offer more scholarships and award more faculty chairs to encourage excellence among students and faculty. Innovations in technology have evolved significantly in the past 20 years with ever increasing implications to the professions. Significant acquisitions of digital and fabrication technologies as well as support staff are required in order for the College to remain at the forefront of critical practice. State-of-the-art technology is also needed to continue to prepare our students for the careers they seek.</p>
<b>5. How do you propose to acquire the resources needed for your College/Major Unit/Department to accomplish its vision and outcomes?</b>
<p>APDesign will work with alumni to find areas that they are interested in supporting. We will seek increased support by our alumni and friends through time commitments and financial backing. We are in the process of determining naming possibilities for those alumni with the capacity and willingness to consider sponsor spaces, programs and positions. A timeline and necessary specifications for equipment will be determined and this information will be disseminated and multiple acquisition avenues considered. APDesign will also investigate increases in evolvments as well as an increase in student program fees to address increasing technology and staffing demands.</p>

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