



K-State 2025 Strategic Action and Alignment Plan
College or Major Unit: Architecture, Planning and Design
Department: Interior Architecture & Product Design

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

Mission: IAPD’s mission is to develop a community of learning with a comprehensive and vibrant approach to design and informed by multiple precepts: that the design of the interior has an integral and considered relationship to the building, landscape, and community that provide its context; that we design for an integrated user-centered whole comprised of varying scales from the interfaces and experiences intimately linked to the human *touch points*, to the interface between the human body and the *near environment*, to the design of places and spaces in the built and designed environment (and the products and building systems that materially comprise it); that the act of “making” is integral to develop a process of understanding; that design inquiry through evidence and design research and analysis are crucial; that haptic experiences foster depth in consideration and design; that insights and opportunities are presented through richly investigated circumstances are fruitful; and, that learning from and sharing knowledge throughout society and across culture is imperative in addressing significant issues and the betterment of human life. **Vision:** To be a nationally recognized program, preparing design leaders grounded in the process of inquiry; design; and, the making of space and form; who rigorously pursue excellence intrinsically, and contribute to the betterment of the human condition.

IAPD commits to contributing to achieve the aspirations of the University’s and APDesign’s vision for K-State 2025 by having, developing, and reinforcing:

- A strong community of designers with an intrinsic passion for the *potential* and *value* of design contributing across culture and socio-economic strata;
- Actively engaged students in leadership throughout the department, college, university, and profession;
- Excellence in teaching, research and creative activity, and service (including service learning and outreach) recognized and rewarded;
- A culture of inquiry, collaboration, cross-disciplinary endeavors;
- A strong network of alumni and friends, actively engaged in advocacy and support of IAPD;
- Preparation of exceptional graduates, nimble and adaptable to change;
- Enrichment experiences within and supplemental to the curriculum contributing to the breadth and depth of design;
- Multiple modes of exploration, inquiry, analysis and synthesis resulting in recognizable and highly sought IAPD graduates.

2. What are your Department’s key strategic activities and outcomes?

3. Identify [in brackets] which of your Department’s strategic outcomes are directly linked to your College’s/Major Unit’s outcomes. (If your Department or similar unit is not in a College or Major Unit, skip this question.)

Key Activities	Short Term (2013 - 2015) Key Outcomes	Intermediate (2016 - 2020) Key Outcomes	Long Term (2021 - 2025) Key Outcomes
<i>What we plan to do...</i>	<i>What we expect to happen...</i>	<i>What we expect to happen...</i>	<i>What we expect to happen...</i>
(A) Instill passion at all levels for the potential and value of design process and design research. A-1: Increase exposure to and demonstration of excellence in design. A-2: Increase faculty demonstration of RSCAD activities. A-3: Develop a comprehensive plan to infuse throughout educational experience. A-4:	A-1 Establish annual baseline of student submissions to peer reviewed regional, national and international design competitions, at 8 with a success rate of 5%. [C2.3] A-1 Offering Summer IAPD Experience for High School students. [C1.9]	A-1 Increase in student awards from regional, national and international design competitions by 10% annually. [C2.3] A-1 Established IAPD HS Experience and resulting enrollment increases due to Summer program. [C3.2]	A-1 IAPD endowed chair. [V2.1] A-1 IAPD Professorship. [V2.1L, C4.5]

<p>Increase awareness of and engagement in social justice design issues. A-5: Host annual design competition.</p>	A-2 Establish baseline of faculty submissions to peer reviewed national design competitions, scholarly presentations, and paper publications at 10 with a success rate of 25%. [O4.3S]	A-2 Increase in acceptance of peer reviewed faculty abstracts, presentations, publications and design competitions by 10% annually. Dissemination of RSCAD through peer reviewed conference presentations, publications, design competition publications, and self-publication. [O4.3]	A-2 Established program of sharing faculty RSCAD (Dept, Coll, Univ, & beyond).
	A-3 Three peer reviewed student abstracts accepted and presented or published at peer-reviewed venues.	A-3 Annual increase in percentage of students with academic writing achievement in peer-reviewed venues by 5%.	A-3 Create venues for student work at university settings including CAPD, Olathe campus, KCDC, Professional events; traveling exhibition.
	A-3 Synergy in design-community-related sharing of design through various formalized media and activities, including CAPD Research Symposia.	A-3 Inherent culture of sharing design ideas and constructive criticism.	
	A-4 Student and faculty awareness of opportunities to engage in social justice projects/competitions.	A-4 Established culture of design thinking to address problem-solving for everyday issues and disasters.	
	A-5 Initial offering of design competition associated with 50 th dept. anniversary.	A-5 Annual offering of design competition, with various categories of entry (HS through prof.)	A-5 Acceptance of IAPD Competition as hallmark of excellence.
<p>(B) Increase the Quality and Diversity of our Facilities.</p> <p>B-1 Increase technology capabilities in studios and classrooms. B-2 Develop in-house (Seaton, KCDC, Olathe, Salina) capabilities for integrated learning and RSCA. B-3 Increase collections and display through galleries (Seaton, KC) and collaborations with museums.</p>	B-1 Introduction of digi-fab tools into IAPD workshops, studios. [V5]	B-1 Partnerships with tool company	B-1 Alumni support.
	B-2 Projection of integrated learning and RSCA needs. [I1.4S]	B-2 Physical capabilities to integrate technology, collaborate across courses, disciplines. [I1.5]	B-2 Integrated studio/workshops in high demand for projects for learning and RSCA. [V5]
	B-3 Identified opportunities for collections and displays in museums and galleries.	B-3 Increased recruitment, recognition, and placement in furniture and design industry.	
<p>(C) Develop Highly Significant Signature Partnership Programs.</p> <p>C-1 Create and maintain sustainable dynamic and intentional connections and collaborations for intertwining teaching/learning, scholarly and creative activity, and service. C-2 Develop & Increase transportation industry design focus. C-3 Contribute to design center KCDC and Wichita. C-4 Increase opportunities for study abroad to non-western locations. C-5 Develop and facilitate fabrication & prototyping with increased industry applications. C-6 Build entrepreneurial relationships intra- and exterior entities.</p>	C-1 Alterations to curriculum allowing increased flexibility for collaborations. [C2.2]	C-1 Established relationships with design firms, showrooms, manufacturers	C-1 Institutionalize relationships.
	C-2 Course in transportation design.	C-2 Increased partnership relationships with transportation industry resulting in funded projects and RSCAD opportunities coordinated through OSRP.	C-2 Center for Transportation Design. [V5.1]
	C-3 Increased contributions of 4 th year students and critiques at KCDC.	C-3 Increased interactions in Wichita & Formalized programs in KC. [C2.2]	
	C-4 Non-western locations vetted. [C2.1]	C-4 Formalized faculty & student involvement [C2.1]	
	C-5 Increased internships and placement [C2.2]	C-5 Increased patents & royalties for faculty & students. [C2.2]	
	C-6 Identification of opportunities and partners.	C-6 Increased minors, certificates, recognition	
<p>(D) Become the Hallmark of Teaching Excellence in Interior Architecture, Product Design, and Furniture Design.</p> <p>D-1 Develop certificate program in Design</p>	D-1 Certificate in Design Teaching; strategic collaboration with College of Education	D-1 Increased enrollment for certificate in Design Teaching	
	D-2 Establish MS with one focus on Design Teaching	D-2 Increased enrollment in MS	D-2 Established Excellence/Hallmark status in Design Teaching focus of MS

<p>Teaching. D-2 Focus content of new MS in IAPD. D-3 Increase scholarly presentations regarding teaching excellence. D-4 Pursue inclusion of multiple media to supplement teaching activity</p> <p>(E) Develop a Community and Culture of Life-Long and Global Learning and Service (Service Learning). E-1 Develop post-professional M.S. IAPD degree. E-2 Develop online or hybrid courses to support academic degrees. E-3 Develop online or hybrid courses to support continuing education in the profession. E-4 Expose learners (students – community-based – global) to multiple new technologies and how they are envisioned for design, visualization, prototyping, fabrication, and construction.</p> <p>(F) Celebrate/Communicate the unique nature of IAPD and its contribution to the University Mission and the Profession. F-1 Increase communications to the university and profession. F-2 Develop readily accessible and deployable alumni database. F-3 Celebrate IAPD Department's 50th Anniversary.</p> <p>(G) Seamless integration of Design + Making throughout curriculum and culture G-1 Reflect values through curricular changes G-2 Establish Center of Excellence for Design + Making G-1 Strategic faculty hires</p>	D-3 Increased faculty scholarly activity regarding teaching excellence.	D-3 Increased student & faculty publications re: teaching excellence	
	D-4 Exploration of multiple media approaches to teaching design/fab	D-4 Additional lab space utilized for explorations [V5.2]	D-4 Publications on inclusion of multi-media offering and content
	E-1 Implemented Post-Professional MS IAPD and Post-Bac MFA IAPD.	E-1 Increased enrollment	E-1 Fellowships to support MS and MFA students
	E-2 Development of 3 key hybrid & online courses.	E-2 Increase in number/offering & enrollment of hybrid & online courses	E-2 Attract wide array of learners online and in residence
	E-3 Exchange with industry and advance professional thought	E-3 Establish Olathe/KCDC hybrid/online collaboration courses	E-3 Established Excellence/Hallmark status in region and nat'l/intern'l
	E-4 Incorporation of multiple technologies into existing courses.	E-4 Increased offerings of opportunities to larger community (retirement, high school, other) of technologies in design and fabrication [O1.1]	E-4 Recognized for excellence and creativity in exploring/applying technology in design/fabrication
	E-4 Further teaching of new technologies to design, visualize, prototype, fabricate and construct	E-4 Student presentations as outreach	E-4 Summer camp for H.S., Retirement, educators on integration of teaching of new technologies to design, visualize, prototype, fabricate and construct
	F-1 First offering of Innovation "Boot Camp" with IMSE & ENTR. [C1.6]	F-1 Formalized ongoing Innovation "Boot Camp" [C1.6]	
	F-1 Establish social media, newsletters, marketing materials with defined audiences & purposes [C1]	F-1 Increase collaborative opportunities in scholarly and extended community [O4.1]	F-1 Publication related to integrated and collaborative explorations [C1]
	F-2 Established reliable record of interns & graduates	F-1 Increased following on social media and newsletters.	F-2 Increased placement % of interns and graduates [C2.2]
	F-3 Alumni engagement, exposure of student work; exposure to public, alumni, university, profession [E1.1]	F-3 Increased internship, placement of students	
	G-1 Curricular alterations illustrate design + make philosophy [V5.1]	G-2 Develop Center of Excellence for Design + Making [V5.1]	G-2 Increased licensing, patents, royalties [V5.2]
G-1 Strategic faculty hires	G-2 Licensing, patents, royalties [V5.2]	G-2 Increased support from industry, alumni	

4a. What resources and/or opportunities exist for your Department to achieve its vision and outcomes?

The IAPD Advisory Council provides a diverse array representing the profession, the guidance and suggestions offered, and the opportunities presented through internships and advocacy is extremely helpful in achieving the goals of IAPD. The faculty and students have a thirst for the IAPD vision and legacy. The opportunity to inculcate ourselves at KCDC and Olathe in meaningful ways is present.

4b. What resources and/or opportunities are needed for your Department to achieve its vision and outcomes?

Support for students (scholarships and fellowships), increasing our technology (machinery, digital technology, digital fabrication) footprint, and the fundamental qualities of our spaces (HVAC, technology support, flexibility), support for additional faculty to offer the online, certificate, and graduate degrees proposed. Support for RSCA and associated GRAs. Additionally, flexibility in the connotation of faculty employment (related to 9-month position dates) is critical for us to be nimble in our approach and successful in our ventures.

5. How do you propose to acquire the resources needed for your Department to accomplish its vision and outcomes?

We propose multiple avenues to acquire the resources needed, including increased partnerships with the profession and industry; increased sponsorship and grant support for teaching/learning, RSCA and outreach; increased peer-reviewed RSCA; increased alumni and friend support; and increasing enrollments through the certificate and additional graduate degrees as well as through summer and other offerings.

6. How does your plan link to the K-State 2025 University Benchmark Metrics, Common Elements, and Thematic Goals, Outcomes, and Metrics?
(See below)

6. Departmental Links to K-State 2025 University Benchmark Metrics, Common Elements, and Thematic Goals, Outcomes, and Metrics

Links to Benchmark Metrics
B-1 - Total research and development expenditures B-4 - Number of faculty awards B-7 - Six-year graduation rate B-8 - Percent of undergraduate students involved in research

Links to Common Elements
CE-1 - Communications and Marketing CE-2 - Culture CE-3 - Diversity CE-4 - External Constituents CE-5 - Funding CE-6 - International CE-7 - Sustainability CE-8 - Technology

Links to University Thematic Goals, Outcomes, and Metrics			
Links to 2025 Thematic Goals and Metrics	Links to Short Term Outcomes (2011 – 2015)	Links to Intermediate Outcomes (2016 – 2020)	Links to Long Term Outcomes (2021 – 2025)
<p>T1 - Research, Scholarly and Creative Activities, and Discovery (RSCAD)</p> <p>Theme 1 Metrics:</p> <p>T1-1 - # of interdisciplinary research projects, institutes, and centers</p> <p>T1-3 - # of juried, adjudicated, or externally vetted performances, shows and designs</p> <p>T1-4 - # of refereed scholarly publications per academic year and allocated faculty member</p>	<p>T1-A - Increased intellectual and financial capital to support RSCAD</p> <p>T1-B - More clusters/centers of collaborative RSCAD focus</p> <p>T1-F - Enhanced and systematic approach for UG research</p> <p>T1-G - Successful recruitment, retention, evaluation, compensation, and rewards strategies in place to support RSCAD needs</p> <p>T1-H - Enhanced visibility and appreciation for research, discovery, and scholarly and creative activities</p>	<p>T1-I - Intellectual and financial capital in place for expanded RSCAD efforts</p> <p>T1-J - Greater proportion of nationally and internationally recognized award-winning faculty in RSCAD programs</p> <p>T1-L - Recognized for prominent and productive placement of our graduates</p>	<p>T1-Q - Competitive amongst our peers in the percentage of undergraduates involved in research</p>
<p>T2 - Undergraduate Educational Experience (UEE)</p> <p>Theme 2 Metrics:</p> <p>T2-1 - # and % of undergraduate students participating in a meaningful international experience</p> <p>T2-2 - # and % of undergraduate students completing an experiential</p>	<p>T2-A - Excellent, customized academic advising and services available to all students to support their success and degree completion</p> <p>T2-B - Engaged students benefitting from high impact educational practices used by excellent faculty and staff across the university</p>	<p>T2-I - Integrated learning communities experienced by students, faculty, and staff that promote student success within a culture of excellence</p> <p>T2-J - Excellent reputation for high quality teaching and advising that prepares students for their professional, community, social, and personal lives</p>	<p>T2-O - An undergraduate educational experience recognized as one of the best among the nation's Top 50 Public Research Universities</p> <p>T2-R - Six-Year graduation rates comparable to benchmark institutions</p>

Links to University Thematic Goals, Outcomes, and Metrics			
Links to 2025 Thematic Goals and Metrics	Links to Short Term Outcomes (2011 – 2015)	Links to Intermediate Outcomes (2016 – 2020)	Links to Long Term Outcomes (2021 – 2025)
<p>learning experience</p> <p>T2-3 - Total funding awarded for undergraduate scholarship support</p> <p>T2-4 - # and % of students participating in an undergraduate student success program</p>	<p>T2-C - Increased participation by undergraduates in expanded opportunities for meaningful research</p> <p>T2-D - Successful integration of undergraduate education and meaningful research is standard practice</p> <p>T2-E - Effective evaluation practices that recognize and reward teaching, advising, and life-long learning/professional development</p> <p>T2-F - Effective system in place that supports and promotes teaching excellence</p> <p>T2-G - Successful recruitment and retention strategies that address our entire student population</p> <p>T2-H - Improved six-year graduation rates and retention ratios</p>	<p>T2-K - Superior and diverse faculty recognized for teaching excellence</p> <p>T2-L - All UG students engaged in a diversity of experiences that expand their viewpoint</p> <p>T2-N - Ongoing improvement of six-year graduation rates and retention ratios</p>	
<p>T3 - Graduate Scholarly Experience</p> <p>Theme 3 Metrics:</p> <p>T3-4 - # of private/public sector partnerships supporting graduate experiential training opportunities</p> <p>T3-5 - # of graduate students participating in a unique high level learning and experiential training</p> <p>T3-6 - # of graduate terminal degrees awarded</p>	<p>T3-B - Tuition waivers for all GRAs</p> <p>T3-C - Engaged graduate students integrated in university life with enhanced visibility and appreciation</p> <p>T3-D - Outstanding mentoring for our graduate students</p> <p>T3-E - Expectation of excellence for the graduate scholarly experience</p> <p>T3-G - Broader spectrum and greater overall number of courses offered at the graduate, and especially at the PhD level</p>	<p>T3-I - Increased participation by our graduate students in unique high level learning and experiential training</p> <p>T3-J - Expanded reputation for outstanding graduates with the critical skill sets needed to excel in their careers in a global environment</p> <p>T3-L - Increased number of nationally and internationally recognized award-winning graduate faculty</p>	<p>T3-N - National and international reputation for outstanding graduates with demonstrable career success</p> <p>T3-O - World-class reputation as a preferred destination for outstanding graduate students</p>

Links to University Thematic Goals, Outcomes, and Metrics			
Links to 2025 Thematic Goals and Metrics	Links to Short Term Outcomes (2011 – 2015)	Links to Intermediate Outcomes (2016 – 2020)	Links to Long Term Outcomes (2021 – 2025)
	T3-H - Expanded partnerships with industry and government to provide high level learning and experiential training opportunities for graduate students		
<p>T4 - Engagement, Extension, Outreach and Service</p> <p>Theme 4 Metrics:</p> <p>T4-1 - # and % of undergraduate students participating in engagement/service learning</p> <p>T4-3 - # of partnerships by sector and geographic boundary supporting collaborative research, education, and engagement</p> <p>T4-5 - # of participants involved in community-based research and outreach projects</p> <p>T4-6 - Economic impacts on rural and urban communities in Kansas</p>	<p>T4-A - Enhanced integration between academics and student service learning</p> <p>T4-B - Increased participation by undergraduates in expanded opportunities for meaningful Engagement experiences</p> <p>T4-C - Increased recognition of our services as a source of expertise, information, and tools for disciplines worldwide</p> <p>T4-D - Increased numbers and diversity of faculty and staff participating in Engagement</p> <p>T4-F - Recognition as leaders in Engagement within our state and nation</p> <p>T4-G - Enhanced visibility and appreciation for Engagement and its interconnectedness with research and education within our university community</p>	<p>T4-H - Exposure on a national level as a leader/partner engaged in significant social, political, health, economic and, environmental issues</p> <p>T4-I - All undergraduate students engaged in at least one engagement /service learning project</p> <p>T4-J - Increased number of graduate students involved in Engagement</p> <p>T4-K - Increased appreciation by K-State graduates for lifelong involvement in engagement and service</p> <p>T4-L - Increased capacity to respond to emergencies worldwide</p> <p>T4-M - Preferred destination for faculty, staff, and students who value Engagement as integral to their academic and personal lives</p>	<p>T4-N - Nationally recognized as a leader in and model for a re-invented and transformed land -grant university integrating research, education, and engagement</p> <p>T4-O - Nationally and internationally recognized as leaders in Engagement on a global scale</p> <p>T4-P - Recognized as a leader in Engagement reaching both rural and urban communities</p>
<p>T5 - Faculty and Staff</p> <p>Theme 5 Metrics:</p> <p>T5-1 - # of national and international faculty awards</p> <p>T5-4 - # and % of faculty and staff participating in international</p>	<p>T5-C - Career-long learning recognized by the university and its employees as a shared value and responsibility</p> <p>T5-D - Effective evaluation processes that result in accountable faculty and staff with a clear</p>	<p>T5-F - Faculty and staff current with developments in their fields and the skills needed to achieve excellence in performing their jobs</p> <p>T5-G - Successful recruitment and retention of a talented and high performing, diverse workforce</p>	<p>T5-H - Talented and high performing, diverse workforce recognized for excellence and award-winning faculty and researchers</p> <p>T5-I - Stable funding available for recruitment and retention of top level faculty and staff</p>

Links to University Thematic Goals, Outcomes, and Metrics			
Links to 2025 Thematic Goals and Metrics	Links to Short Term Outcomes (2011 – 2015)	Links to Intermediate Outcomes (2016 – 2020)	Links to Long Term Outcomes (2021 – 2025)
experiences	understanding of their job expectations and how they contribute to the University's mission		
T6 - Facilities and Infrastructure Theme 6 Metrics: T6-1 - # and % of technology enabled classrooms	T6-A - Responsive, timely, and strategic facilities services aligned with campus operational needs as well as future planning and implementation T6-B - Adequate temporary space to house programs and staff impacted by renovations of existing facilities T6-C - Robust and reliable information technology ensuring business continuity and consistent with the achievement of the highest quality levels of support for research, instruction, student services, and administration	T6-D - Adequate office space for all K-State employees equipped to support their work and productivity T6-E - Enhanced campus community experience and collaborative learning and working environments promoted by facilities that support multidisciplinary work and integrated interaction between students, faculty, researchers, staff, and administrators T6-F - Efficient, reliable, and cost-effective central and building utilities with the capacity for expansion as needed to support campus needs and guarantee the safety, comfort, and integrity of our research, animal, and human environments	T6-G - 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 T6-H - High-quality research laboratories and specialty spaces that enhance research and scholarly activities T6-I - Well-maintained buildings, utilities, IT infrastructure, and grounds consistent with the expectations and image of a highly ranked land grant research and teaching institution T6-J - An excellent campus community experience supported by facilities and landscapes that enhance social interaction, learning and collaboration T6-K - Signature facilities that promote collaborative learning and working environments, multidisciplinary work, and integrated interaction between students, faculty, researchers, staff, and administrators