



# K-State 2025 Strategic Action and Alignment Plan

College or Major Unit: Arts & Sciences

Department: History

**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?**

The study of history is central to the development of an engaged and imaginative citizenry. The study of the past reveals as nothing else the dimensions of the present, the possibilities for the future and the ramifications of decisions made by human actors. Through its commitment to instruction, research and service of the highest caliber, the Department of History seeks to engage its students in an exploration of the complexity, ambiguity, and the inevitable diversity of the human endeavor, to inculcate the habits of analytical and interpretive thinking, and to encourage the practice of oral and written communication skills, all of which provide the foundation for a broad array of life and career choices.

The department contributes to achieving the University’s and the College of Arts and Sciences’ vision for K-State 2025 by providing a rigorous and comprehensive undergraduate major, serving the many non-majors who enroll in History courses, offering quality degrees at the Master’s and Ph.D. levels, serving our local and professional constituencies, and maintaining our role as a center of research productivity and publication. Members of the History Department also participate in the Natural Resources and Environmental Studies program, the Women Studies’ program, the East Asian Studies minor, the South Asian Studies program, the Latin American Studies program, and the Security Studies program. Because history at its root deals with human diversity across chronological eras and geographical regions, its study is, by its very nature, in accord with the university emphasis on diversity and international studies.

**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>
Provide a series of workshops each year to enhance graduate student professionalization. Topics will include cv preparation, teaching, attending and presenting at academic conferences, grant writing, and publishing. <b>(Theme I, VI)</b>	Students will gain a better sense of how to prepare and present themselves within the profession as well as on the job market. [Themes IV, V and VI in College Plan]	A larger percentage of students will participate in conferences or seek publication. [Themes V, VI, and X in College Plan]	Our placement rate, particularly for Ph.D. recipients, will improve. [Themes V, VI, and X in College Plan]
Create an advisory committee of friends and alums to aid in fundraising. <b>(Theme VII)</b>	Committee members will interact with students and faculty, and gain awareness of the whole gamut of departmental activities, including graduate education. [Theme VIII in the College Plan]	Fundraising efforts will improve, particularly in terms of that geared toward support of graduate program. [Theme VIII in the College Plan]	Ability to support more students at the graduate and undergraduate levels with scholarships or fellowships. [Theme VIII in the College Plan]
Evaluate current Ph.D. and Master’s programs using the NRC (National Research	Greater awareness of areas where department needs to improve and development of action plans.	Implementation of plans. [Themes I, IV, V, and IV in the College Plan]	Higher ranking on NRC quality factors. [Themes I, IV, V, and VI in the College Plan]

Council) quality factors to establish a baseline of quality for 2012. <b>(Theme I, II, VI)</b>	[Themes I, IV, V, and VI in the College Plan]		
Assess current status of GTA and GRA stipends and other support with respect to peers and develop a plan to fund increased graduate stipends. <b>(Theme VI)</b>	Compile data regarding GTA and GRA stipends at peer institutions. [Themes I, V, and VI in the College Plan]	Implement fundraising efforts to help us increase stipends and other support to graduate students. [Themes I, IV, and VI in the College Plan]	Ability to attract and recruit a higher percentage of our top applicants. [Themes I, VI, and VI in the College Plan]
Assess and understand student “time to degree Assess and understand graduate student “time to degree completion” relative to peers <b>(Theme V, IX)</b>	Awareness of how our Ph.D. program compares to peers in terms of “time to degree completion.” [Themes I, IV, and VI in the College Plan]	Assess student expectations as to time to degree completion. [Themes I, IV, and VI in the College Plan]	Higher number of students able to complete degrees in a timely manner. [Themes I, IV, and VI in the College Plan]
Assess current status of undergraduate SLOS with a particular emphasis on the integration of professionalization activities in History 586 (Advanced Seminary in History) and the Department of History’s Internship Program <b>(Theme V, VIII)</b>	Continue use of a panel of outside readers/reviewers to assess student work in the Advanced Seminar, and determine which should be published on KSU’s K-Rex system. [Themes I and VIII in the College Plan]	Expand professionalization opportunities for undergraduate History Majors to present work in a public forum and submit completed work for publication in appropriate venues. [Themes I and VIII in the College Plan]	[More K-State History majors participate in local or regional conferences. [Themes I and VIII in the College Plan]
Review the internships of History Majors for potential growth of internships and other hands-on learning experiences for undergraduate students. <b>(Theme V)</b>	Track the frequency and types of internships back to 2010. Have current interns rate their experience. Assess the program for its potential to complement course work, help in professionalization and aid in student retention. Assess the resources needed to make the internship program more robust. [Themes V and VIII in the College Plan]	Formulate a plan for optimizing student internships in the department through faculty mentoring of their individual advisees, identifying new internship sites, including descriptions of internships in the department’s advising materials, fundraising materials, social media venues and other marketable platforms to draw attention to internship program. Interns will be featured on the history department webpage with links to what they are doing each semester. [Themes V and VIII in the College Plan]	A greater number of undergraduate history majors will undertake at least one internship before graduation. Professionalization through internships will become a hallmark of the history major, leading to improved post-graduate outcomes and greater likelihood of remaining engaged with degree program and completing within six years. Alumni of the internship courses will be routinely contacted for their suggestions and to provide first hand testimony of the value of doing a history internship at Kansas State University. [Themes V and VIII in the College Plan]

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

We have an excellent faculty and strong programs at the undergraduate and graduate levels.

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

The History Department needs a dedicated center for the promotion of grant and fellowship opportunities in the humanities, along the lines of the Humanities Grant Development Office attached to the Hall Center for the Humanities at KU, before it can commit to metrics involving faculty grant writing. (<http://www.hallcenter.ku.edu/~hallcenter/hgdo/development/>)

Rationale: such a center would serve the needs of a wide range of faculty in the humanities and social sciences. It would be especially useful in helping faculty apply for the highly prestigious national awards. This is particularly important given that these national awards are among the only ways in which the scholarly contributions of faculty in the humanities are reflected in the KSU 2025 metrics.

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

We are creating an alumni/friends advisory committee to aid with fundraising issues and to interact with our students. Our main concern is to increase funding for graduate students so that we can be more competitive in attracting the best applicants. We have three basic goals: to provide more GTA positions; to provide a more attractive stipend for graduate students; and to provide some funding for Ph.D. dissertation writing. The need for dissertation support is particularly acute, because ABD students – once they are no longer eligible for GTA stipends – must seek outside employment, which inhibits their work on the dissertation. Funding for ABD students would improve our time to completion rate, which is a problem across the board in humanities disciplines, and the ability to increase our basic stipends for existing GTA lines, as well as increasing the number of lines, would help us recruit our top applicants. The department has no problem attracting top applicants, but each year we see our number one and number two ranked applicants choose to go to other programs solely because of the meager funds allotted to GTA lines and stipends.

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-2 - Endowment pool B-5 - Number of doctorates granted annually B-6 - Freshman-to-sophomore retention rate 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-4 - External Constituents CE-5 - Funding

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><b>T1 - Research, Scholarly and Creative Activities, and Discovery (RSCAD)</b></p> <p><b>Theme 1 Metrics:</b>                      T1-3 - # of juried, adjudicated, or externally vetted performances, shows and designs</p>	<p>T1-A - Increased intellectual and financial capital to support RSCAD</p> <p>T1-E - Competitive compensation and support available to GRAs, GTAs, and GAs</p> <p>T1-F - Enhanced and systematic approach for UG research</p> <p>T1-H - Enhanced visibility and appreciation for research, discovery, and scholarly and creative activities</p>	<p>T1-L - Recognized for prominent and productive placement of our graduates</p> <p>T1-M - Increased participation by undergraduates in expanded opportunities in research</p>	<p>T1-Q - Competitive amongst our peers in the percentage of undergraduates involved in research</p>
<p><b>T2 - Undergraduate Educational Experience (UEE)</b></p> <p><b>Theme 2 Metrics:</b>                      T2-1 - # and % of undergraduate students participating in a meaningful international experience                      T2-2 - # and % of undergraduate students completing an experiential learning experience                      T2-3 - Total funding awarded for undergraduate scholarship support</p>	<p>T2-B - Engaged students benefitting from high impact educational practices used by excellent faculty and staff across the university</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-H - Improved six-year graduation rates and retention ratios</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-L - All UG students engaged in a diversity of experiences that expand their viewpoint</p> <p>T2-M - Increased undergraduate contributions in the creation of scholarship through research</p>	<p>T2-O - An undergraduate educational experience recognized as one of the best among the nation's Top 50 Public Research Universities</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><b>T3 - Graduate Scholarly Experience</b></p> <p><b>Theme 3 Metrics:</b></p> <p>T3-3 - # and % of graduate programs offering competitive compensation and support packages</p> <p>T3-5 - # of graduate students participating in a unique high level learning and experiential training</p> <p>T3-8 - Graduate student satisfaction and utilization rates</p>	<p>T3-A - Competitive compensation and support available for GRAs, GTAs, and GAs</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-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-K - Increased funding for graduate research and teaching</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> <p>T3-P - Stable funding for graduate research and teaching competitive with benchmark institutions</p>
<p><b>T4 - Engagement, Extension, Outreach and Service</b></p> <p><b>Theme 4 Metrics:</b></p> <p>T4-1 - # and % of undergraduate students participating in engagement/service learning</p>	<p>T4-A - Enhanced integration between academics and student service learning</p>		