



K-State 2025 Strategic Action and Alignment Plan

College or Major Unit: Arts & Sciences

Department: Women's Studies

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?

Women's Studies is an academic discipline that uses the social construction of gender as the framework for understanding the social and cultural milieu in which women live. This framework examines gender in the context of diversity, including the variables of class, race, age, ethnicity, nationality, and sexual identity. The mission of the Women's Studies Department is to stimulate an on-going campus-wide examination of diversity issues focused on but not limited to gender, to provide students with a critical framework with which to examine themselves and their society, to promote interdisciplinary research that incorporates the social construction of gender, and to prepare students for careers and/or graduate study in a variety of disciplines and professions.

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.)*

GOAL A: The Women's Studies department will be recognized as a significant and successful academic organization

Aligns with **College Theme: I, V:** The college will be recognized as a core academic organization central to success of K-State and Vision 2025.

Aligns with Vision 2025 Themes: I: Research, Scholarly, and Creative Activities and Discovery; II: Undergraduate Educational Experience; IV: Engagement, Extension, Outreach, and Service

Supports Common Themes: CE1: Communications and Marketing; CE-2: Culture; CE-3: Diversity; CE-4: External Constituents; CE-6: International; CE-8: Technology

Supports benchmarks: B-6: Fresh-to-Soph retention rate, B-7: six-yr graduation rate, B-8 percent undergrads involved in research

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>
Develop a Digital Identity for Women's Studies: Create a more dynamic website that uses the current generation of interactive tools; create a departmental events blog that feeds into active FB and Twitter accounts for departmental announcements; contact Tom Roesler for in-house advice on a marketing plan. (ties to college goal of develop marketing plan and College Theme ID) [T1-H]	Increased communications with campus community about events; reduced confusion about how to apply for our major, minor, and grad certificate; increased enrollments in major, minor, and in gen ed classes [T1-H, T2-A, T2-B, T2-G, T4-C, T4-F]	Increased enrollments in major, minor, and in gen ed classes [T1-L, T2-J, T2-K, T4-H]	Increased enrollments in major, minor, and in gen ed classes [T1-Q, T2-O, T4-P]
Increase number of students in Triota (the National Honor Society of Women's Studies), and maintain the WS Ambassador's program; promote students for national/international	National recognition of student success; energized students involved in recruitment and outreach [T1-H, T2-B, T2-E, T2-G, T2-H, T4-B, T4-C]	National recognition of student success; energized students involved in recruitment and outreach [T1-L, T2-J, T2-N, T4-I, T4-K]	National recognition of student success; energized students involved in recruitment and outreach [T2-Q, T2-R]

scholarships (Fulbright, Truman, etc)(College Theme V) Hire more research faculty; mentor and support faculty through promotions (College Theme I)			
	Grow from 5 to 6 core researching tenure-track faculty by transitioning instructor line to tenure track research line; hire to replace retiring faculty; promotion of 1 Asst Prof to Assoc and 1 Assoc to Full [T1-A, T1-G, T1-H, T2-A, T2-B, T2-E, T2-F, T2-G, T2-H, T4-D, T5,A, T5-C]	Grow from 6 to 7 core researching tenure-track faculty by transitioning instructor line to tenure track research line and hiring to replace retiring faculty; institute Visiting Assistant Professorship (2 yr visit); promotion of 2 Asst Prof to Assoc and 1 Assoc to Full [T1-I, T2-J, T2-K, T2-L, T2-N, T5-E, T5-F, T5-G]	Grow from 7 to 9 core researching tenure-track faculty; sustain the Visiting Assistant Professorship; promotion of 2 Asst Profs to Assoc; 3 Assoc to Full [T1-P, T2-O, T2-Q, T2-R, T5-J, T5-I]

GOAL B: Increase the quantity and impact of research and publication

Aligns with **College Theme: II:** Faculty quality will be recognized by external awards, presentations, publications, grants, and exhibitions to be among Top 50

Aligns with Vision 2025 Themes: I: Research, Scholarly, and Creative Activities and Discovery; V: Faculty and Staff

Supports Common Themes: CE-2: Culture; CE-3: Diversity; CE-4: External Constituents; CE-6: International

Supports benchmarks: B-4: Number of Faculty Awards, not listed: Publication of peer-reviewed research

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>
Sustain the Intellectual Circle to share and support work among faculty members; institute reward system for mentoring and providing feedback to colleagues' works in progress	Increase in number of publications being sent out and accepted at journals; establish/maintain collaborative research environment [T1-H, T2-B, T2-D]	Increase in number of publications being sent out and accepted at journals; establish/maintain collaborative research environment [T1-H, T2-J]	Sustain departmental expectation that core researching faculty members will annually send out an article (or equivalent), or present a new chapter of a longer work-in-progress. [T1-H]
Institute a reward system for submission of grant proposals, book proposals, and research articles to peer reviewed journals (ties to 2025 outcome of Increase intellectual and financial capital so support RSCAD)	Increase funded research and departmental publication [T5-C, T5-A, T5-F]	Increase funded research and departmental publication [T5-C, T5-E, T5-F, T5-G]	Increase funded research and departmental publication [T5-C, T5-F, T5-G, T5-H, T5-I, T5-J]
Establish a pre-tenure sabbatical (such as one semester of course release in the fourth year)	Support success of pre-tenure faculty; become competitive with peer institutions in terms of recruitment [T1-A, T5-A, T5-C, T5-F]	Support success of pre-tenure faculty; sustain competitiveness with peer institutions in terms of recruitment [T1-I, T5-C, T5-F, T5-G]	Support success of pre-tenure faculty; sustain competitiveness with peer institutions in terms of recruitment [T1-P, T5-C, T5-F, T5-G]
Seek grant funding to support course reductions and/or increased hiring of TA's	Increase funded research and departmental publication [T5-A, T5-C, T5-F, T5-G]	Increase funded research and departmental publication [T5-A, T5-C, T5-F, T5-G]	Increase funded research and departmental publication [T5-A, T5-C, T5-F, T5-G]

GOAL C: Students will graduate from Women’s Studies prepared to make a difference in cultural, social, and political arenas

Aligns with **College Theme: V**: Students will graduate K-State Arts & Sciences programs prepared to make a difference

Aligns with Vision 2025 Themes: II: Undergraduate Educational Experience; IV: Engagement, Extension, Outreach and Service

Supports Common Themes: CE-2: Culture; CE-3: Diversity; CE-4: External Constituents; CE-6: International; CE-7: Sustainability

Supports benchmarks: B-4: Number of Faculty Awards; B-6: Freshman-to-Sophomore retention rate; B-7: 6-yr graduation plan

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>
Develop a mentoring program for WS Students through the WS Advisory Board for purposes of networking and career advising	Create community mentorship program with WS Advisory Board (activities to include resume matching, multiple contacts with mentors each semester to discuss career aspirations, offer advice, share career experiences) [T2-A, T2-B, T2-G, T4-C]	Pilot mentorship program with 30% of majors involved [T2-I, T2-J]	Sustain mentorship program; grow involvement to 90% of majors [T2-O]
Offer at least 1 section of Intro to Women’s Studies as a First Year Seminar annually; offer at least one Honors course annually	Early and increased student involvement in Women’s Studies; thus greater training in Women’s Studies curriculum, which is designed to help students understand their world and make a difference in it. Also, expect increase in number of majors given early encounter with WS [T2-A, T2-B, T2-E, T2-F, T2-G, T2-H]	Early and increased student involvement in Women’s Studies; thus greater training in Women’s Studies, which is designed to help students understand their world and make a difference in it. Also, expect increase in number of majors given early encounter with WS [T2-I, T2-J, T2-L, T2-N]	Early and increased student involvement in Women’s Studies; thus greater training in Women’s Studies, which is designed to help students understand their world and make a difference in it. Also, expect increase in number of majors given early encounter with WS [T2-O, T2-Q, T2-R]
Reward faculty who excel in teaching by increasing number of teaching award nominations from Women’s Studies (Theme II)	Personnel committee establishes practice of looking for nominees as part of annual reviews [T2-F]	Nominate at least 3 core faculty members btw 2016 and 2020 for teaching or advising awards (presuming core faculty of 7) [T2-K]	Nominate at least 3 core faculty members btw 2021 and 2025 for teaching or advising awards (presuming core faculty of 7) [T2-P]
Create study abroad programs for Women’s Studies students (Theme X)	Offer faculty-led course in Vietnam [T2-A, T2-B, T2-G]	Offer faculty-led courses in Vietnam, India, Mexico, and Uganda (supported by st abr scholarships) [T2-A, T2-B, T2-G, T2-H]	Offer faculty-led courses in Vietnam, India, Mexico, and Uganda (supported by study abroad scholarships) [T2-O]
Expand community outreach and service learning	Seek grant support for student learning programs tied to WS classes [T2-A, T2-B, T2-C, T2-G, T4-A]	Have min 5 students/yr involved in community outreach and service learning projects related to Women’s Studies classes [T2-I, T2-L, T4-B]	Have min 5 students/yr involved in community outreach and service learning projects related to Women’s Studies classes [T2-O, T4-B]

GOAL D: Increase scholarship opportunities in Women’s Studies

Aligns with **College Theme IV**: Facilities to support faculty and student growth and research productivity will be among the Top 50, including classroom/laboratory/studio/office facilities

Aligns with Vision 2025 Theme: II: Undergraduate Educational Experience

Supports Common Themes: CE-2: Culture; CE-3: Diversity; CE-4: External Constituents; CE-5- Funding; CE-6: International; CE-7: Sustainability

Supports benchmarks: B-6: Freshman-to-Sophomore retention rate; B-7: six-year graduation rate; B-8: Percent of undergraduate students involved in research

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>
Increase WS Founders’ Scholarship	Raise gifts to Increase annual scholarship amount from \$500 to \$600 [T2-G]	Raise gifts to increase annual scholarship amount from \$600 to \$1000 [T2-G]	Raise gifts to support offering TWO annual scholarships of \$1000 each [T2-G]
Develop Study Abroad scholarships for WS	Begin fundraising [T2-G]	Raise gifts to support min 1 \$500 study abroad scholarship for a WS student [T2-G]	Raise gifts to support min 3 \$500 study abroad scholarships for WS students [T2-G]
Develop scholarship to allow students to take unpaid internships	Begin fundraising [T2-C, T2-G]	Raise gifts to support min 1 \$500 internship scholarship for a WS student [T2-C, T2-G]	Raise gifts to support min 3 \$500 internship scholarships for WS students [T2-C, T2-G]
Seek grant funding for community outreach and service learning projects	Research opportunities and seek grant funding [T2-B]	Garner funding to support involvement in community outreach and service learning projects related to Women’s Studies classes for 5 students/yr [T2-B]	Garner funding to support involvement in community outreach and service learning projects related to Women’s Studies classes for 5 students/yr [T2-B]

GOAL E: Foster continual development of faculty as teachers

Aligns with **College Themes VIII**: The educational foundation offered to undergraduate students will be recognized as a Top 50 experience

Aligns with Vision 2025 Themes: II: Undergraduate Educational Experience; V: Faculty and Staff

Supports Common Themes: CE-2: Culture; CE-3: Diversity; CE-4: External Constituents; CE-6: International; C-7: Sustainability

Supports benchmarks: B-6: Freshman-to-Sophomore retention rate; B-7: six-year graduation rate

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>
Department cover registration costs for WS core faculty to attend the K-State Teaching Conference (assuming faculty of 7)	Min 3 faculty to attend K-State Teaching conference annually (assuming faculty of 7) [T5-C]	Min 3 faculty to attend K-State Teaching conference annually (assuming faculty of 7) [T5-C, T5-E]	Min 3 faculty to attend K-State Teaching conference annually (assuming faculty of 7) [T5-C, T5-I]
Increase faculty participation in K-State pedagogy programs such as Peer Review and CATL events	Min 1 faculty to participate in substantial pedagogical program annually (assuming faculty of 7) [T5-C]	Min 1 faculty to participate in substantial pedagogical program annually (assuming faculty of 7) [T5-C, T5-G]	Min 1 faculty to participate in substantial pedagogical program annually (assuming faculty of 7) [T5-C, T5-H]

Revive departmental Colloquia in which faculty present our research to students and faculty	Involve undergraduates in faculty research activities; increase collaboration among faculty; sustain research morale and energy; increase quantity of publication [T5-C, T5-F]	Involve undergraduates in faculty research activities; increase collaboration among faculty; sustain research morale and energy; increase quantity of publication [T5-C, T5-F]	Involve undergraduates in faculty research activities; increase collaboration among faculty; sustain research morale and energy; increase quantity of publication [T5-C, T5-F, T5-H]
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GOAL F: Increase number of majors, minors, and graduate certificate earners; Increase curricular opportunities for students within Women’s Studies

Aligns with **College Themes VIII**: The educational foundation offered to undergraduate students will be recognized as a Top 50 experience

Aligns with Vision 2025 Themes: II: Undergraduate Educational Experience; V: Faculty and Staff

Supports Common Themes: CE-2: Culture; CE-3: Diversity; CE-4: External Constituents; CE-6: International; C-7: Sustainability

Supports benchmarks: B-6: Freshman-to-Sophomore retention rate; B-7: six-year graduation rate; B-8: Percent of undergraduate students involved in research

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>
Sustain faculty recruitment efforts for majors; develop outreach programs to High Schools; increase # of FYS and Cat Community courses	Increase number of graduating majors 15% [T2-H]	Increase number of graduating majors another 15% [T2-H]	Increase number of graduating majors another 15% [T2-H]
Increase number of grad level courses and online courses	Increase number of graduating WS grad certificate holders 10% [T3-G]	Increase number of graduating WS grad certificate holders another 10% [T3-G]	Increase number of graduating WS grad certificate holders another 10% [T3-G]
Create a Queer Studies minor	Develop and approve a minor in Queer Studies [T2-1, T2-B, T2-G]		
Increase awareness of the Queer Studies minor; sustain & increase course offerings to support it		Graduate avg 5 students /yr with the QS minor by 2020 [T2-1, T2-B, T2-G T2-J]	Graduate avg 8 students /yr with the QS minor by 2025 [T2-O]
Capstone students (those in WOMST 610) will submit final projects to the K-State Research Forum	100% of students enrolled in WOMST 610 will submit projects [T2-B]	100% of students enrolled in WOMST 610 will submit projects [T2-I]	100% of students enrolled in WOMST 610 will submit projects [T2-O]
Revive departmental Colloquia in which faculty present our research to students and faculty	Involve undergraduates in faculty research activities; increase collaboration among faculty; sustain research morale and energy; increase quantity of publication [T2-B, T2-C]	Involve undergraduates in faculty research activities; increase collaboration among faculty; sustain research morale and energy; increase quantity of publication [T2-I]	Involve undergraduates in faculty research activities; increase collaboration among faculty; sustain research morale and energy; increase quantity of publication [TW-O]
Increase from 1 part-time GTA position to 2 full-time GTA positions	Professional development for our grad certificate earners; ability to increase course offerings for undergraduate students [T3-A]	Professional development for our grad certificate earners; ability to increase course offerings for undergraduate students [T3-I]	Professional development for our grad certificate earners; ability to increase course offerings for undergraduate students [T3-I]

GOAL G: Promote a diverse campus by supporting faculty doing feminist work; supporting feminist, LGBT, and faculty of color on campus; support feminist, LGBT and students of color on campus

Aligns with **College Theme IX:** The College will be a leader in promoting a diverse campus

Aligns with Vision 2025 Themes: II: Undergraduate Educational Experience; III: Graduate Scholarly Experience; IV: Engagement, Extension, Outreach and Service; V: Faculty and Staff

Supports Common Themes: CE-1: Communications and Marketing; CE-2: Culture; CE-3: Diversity; CE-4: External Constituents; CE-6: International; C-7: Sustainability

Supports benchmarks: B-6: Freshman-to-Sophomore retention rate; B-7: six-year graduation rate; B-8: Percent of undergraduate students involved in research

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>
Create a minor in Queer Studies	Approval of a minor in Queer Studies [T1-H, T2-A, T2-G]	Minor in Queer Studies teaches students sophisticated intellectual understandings of issues of sexual identity and cultural formations [T2-J, T2-G, T2-L]	Minor in Queer Studies teaches students sophisticated intellectual understandings of issues of sexual identity and cultural formations [T2-G, T2-O]
Increase offerings of Women of Color classes and queer studies classes offered both within Topics rubrics and through independent catalog listings	Develop and approve WOMST 325: History & Politics of Queer Studies; and WOMST 460: Coming Out [T2-A, T2-G]	Develop and approve new courses [T2-A, T2-G, T2-J, T2-L]	Develop and approve new courses [T2-A, T2-G, T2-J, T2-L]
Continue to organize departmental events and lectures that address issues of diversity, and programming that supports women in academic and professional endeavors, especially where under-represented	Organize a symposium on Queer Studies; Organize a symposium on Transnational Feminism; Advisory Board Lecture [T2-A, T2-G]	Advisory Board Lecture and other programming [T2-A, T2-G, T2-J, T2-L]	Advisory Board Lecture and other programming [T2-A, T2-G, T2-J, T2-L]
Revive departmental Colloquia in which faculty present our research to students and faculty	Involve undergraduates in faculty research activities; increase collaboration among faculty; sustain research morale and energy; increase quantity of publication [T1-H, T2-B, T2-C]	Involve undergraduates in faculty research activities; increase collaboration among faculty; sustain research morale and energy; increase quantity of publication [T1-H, T2-B, T2-C, T2-L]	Involve undergraduates in faculty research activities; increase collaboration among faculty; sustain research morale and energy; increase quantity of publication [T1-H, T2-B, T2-C, T2-L]

GOAL H: Enhance interdisciplinary/international research, activity, and reputation

Aligns with **College Theme X**: Enhance the interdisciplinary/international research reputation using disciplinary expertise

Aligns with Vision 2025 Themes: I: Research, Scholarly, and Creative Activities and Discovery; II: Undergraduate Educational Experience; III: Graduate Scholarly Experience; V: Faculty and Staff

Supports Common Themes: CE-1: Communications and Marketing; CE-2: Culture; CE-3: Diversity; CE-4: External Constituents; CE-6: International; C-7: Sustainability

Supports benchmarks: B-4: Number of Faculty Awards; B-8: Percent of undergraduate students involved in research, not listed: Publication of peer-reviewed research

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>
Increase number of submissions to top interdisciplinary WS journals and top journals in disciplinary areas of faculty expertise	Increase international reputation of departmental research [T1-H, T5-C, T-5 F]	Increase international reputation of departmental research [T1-H, T1-J, T5-C, TF-F]	Increase international reputation of departmental research [T1-H, T1-N, T5-C, T5-F]
Increase number of collaborative projects undertaken by faculty and students	Increase interdisciplinarity of research; increase connections / networks of our faculty and students [T1-H, T5-C, T-5 F]	Increase interdisciplinarity of research; increase connections / networks of our faculty and students [T1-H, T1-J, T5-C, TF-F]	Increase interdisciplinarity of research; increase connections / networks of our faculty and students [T1-H, T1-J, T1-N, T5-C, T5-F]
Continue the Intellectual Circle	Increase collaboration among faculty; sustain research morale and energy; increase quantity of publication [T1-H, T5-C, T-5 F]	Increase collaboration among faculty; sustain research morale and energy; increase quantity of publication [T1-H, T1-J, T1-N, T5-C, TF-F]	Increase collaboration among faculty; sustain research morale and energy; increase quantity of publication [T1-H, T1-J, T1-N, T5-C, TF-F]
Revive departmental Colloquia in which faculty present our research to students	Increase collaboration among faculty; sustain research morale and energy; increase quantity of publication [T1-H, T5-C T-5 F]	Increase collaboration among faculty; sustain research morale and energy; increase quantity of publication [T1-H, T1-J, T1-N, T5-C, TF-F]	Increase collaboration among faculty; sustain research morale and energy; increase quantity of publication [T1-H, T1-J, T1-N, T5-C, TF-F]

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

Passionate, dedicated faculty.

Given current costs of the CATL conf on Teaching, departmental funds can support paying registration for all faculty

Support of Women's Studies Advisory Board; existing scholarship account

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

Money to support the financial incentive for submitting grant proposals, book proposals, and articles.

Money to support the scholarships offered: (2013-2015 total: \$2,000; 2016-2019 total: \$28,000; 2021-2025 total: \$80,000; TOTAL ALL: \$110,000)

Money to hire replacement instructors to support the creation of a pre-tenure sabbatical

Increase in tenure track faculty lines, through transitioning Instructor lines to research faculty lines, replacing faculty when they leave/retire, and creating new lines

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

Some, through increased fundraising (especially for student scholarships—see 4b above for specific goals)

Some, through increased application for grants

Some, through increased support from the college (for faculty salaries, sabbaticals, and other hiring)

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
<p>B-4 - Number of faculty awards B-6 - Freshman-to-sophomore retention rate B-7 - Six-year graduation rate B-8 - Percent of undergraduate students involved in research</p>

Links to Common Elements
<p>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</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>T1 - Research, Scholarly and Creative Activities, and Discovery (RSCAD)</p> <p>Theme 1 Metrics: T1-1 - # of interdisciplinary research projects, institutes, and centers T1-4 - # of refereed scholarly publications per academic year and allocated faculty member</p>	<p>T1-H - Enhanced visibility and appreciation for research, discovery, and scholarly and creative activities</p>	<p>T1-M - Increased participation by undergraduates in expanded opportunities in research</p>	
<p>T2 - Undergraduate Educational Experience (UEE)</p> <p>Theme 2 Metrics: T2-1 - # and % of undergraduate students participating in a meaningful international experience T2-3 - Total funding awarded for undergraduate scholarship support T2-6 - % of undergraduate enrollment by demographic group T2-7 - Student satisfaction and utilization rates</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-C - Increased participation by undergraduates in expanded opportunities for meaningful research</p> <p>T2-E - Effective evaluation practices that recognize and reward teaching, advising, and life-long</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-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-O - An undergraduate educational experience recognized as one of the best among the nation's Top 50 Public Research Universities</p> <p>T2-P - Faculty teaching and advising awards comparable to our benchmark institutions</p> <p>T2-Q - Freshman to Sophomore retention ratios comparable to benchmark institutions</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/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>	T2-N - Ongoing improvement of six-year graduation rates and retention ratios	
<p>T3 - Graduate Scholarly Experience</p> <p>Theme 3 Metrics:</p> <p>T3-7 - Total graduate students enrolled by demographic group and degree type</p>			
<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>	T4-D - Increased numbers and diversity of faculty and staff participating in Engagement	<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>T5 - Faculty and Staff</p> <p>Theme 5 Metrics:</p> <p>T5-5 - % of tenure/tenure-track faculty by demographic group</p> <p>T5-7 - % of faculty and staff reporting satisfaction in the work environment</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 understanding of their job expectations and how they contribute to the University's mission</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>	T5-H - Talented and high performing, diverse workforce recognized for excellence and award-winning faculty and researchers