



K-State 2025 Strategic Action and Alignment Plan (Revised March 2016)

College or Major Unit: College of Human Ecology

Department: Apparel, Textiles, and Interior Design

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

Mission: Through education, scholarship, service, engagement and outreach, the Department of Apparel, Textiles, and Interior Design works in the areas of human health and human behavior (including consumer behavior) to improve human well-being within the contexts of social, environmental and economic challenges.

Vision: The Department of Apparel, Textiles, and Interior Design aspires to change the world through a focus on the human ecological framework in our teaching, scholarship, service, engagement and outreach. We believe the human ecological framework drives us toward a shared concern for sustainability [CE-6]. We hope that through our teaching and scholarship we will improve the human condition and be part of the solution to the social and ecological problems we face. Our educational goal is to prepare students with the knowledge and skills needed to live and work in diverse societies, improving the lives of individuals throughout the world. We value the potential of our students and commit our effort to enhancing their lives and the quality of all human life.

2. What are your Department’s **key** strategic activities and outcomes? Identify [in brackets] which of your Department’s strategic outcomes are directly linked to your College’s/Major Unit’s outcomes.

Key Activities	Short Term (2013 - 2015) Key Outcomes	Intermediate (2016 - 2020) Key Outcomes	Long Term (2021 - 2025) Key Outcomes
<p><i>What we plan to do...</i></p> <p><u>CHE VISION 1 Strategic and cohesive focus on health and human behavior</u></p> <p>Goal: Aspire to participate, when funding is available, in the College goal to establish a cohesive and vibrant post-doctoral training program.</p> <p><u>T1-A</u> Faculty will submit more funding proposals and seek partnerships with others to increase multi-disciplinary grant proposals.</p>	<p><i>What we expect to happen...</i></p> <p>The goals provided here are based on FY 2011 baselines as a beginning point. In FY 2011 ATID had a total of \$74,449 in external funding based on University reports.</p>	<p><i>What we expect to happen...</i></p> <p>When applying for external funds, the funding agency allows it and the project is appropriate, we will include a budget item for a post-doc. If funds are available to match the College funding, we will apply for post-doc support. [T1-2] [V1-A]</p> <p>There will be a 10% increase (to \$81,948.9) in average annual external funding expenditures [T1-2, CE-5]</p> <p>External grant submissions will include provision for support of Graduate Assistantships that provide adequate support for both tuition and stipends when the granting agency allows it.[V1-H]</p>	<p><i>What we expect to happen...</i></p> <p>When applying for external funds, the funding agency allows it and the project is appropriate, we will include a budget item for a post-doc. If funds are available to match the College funding, we will apply for post-doc support. [T1-2] [V1-AA]</p> <p>There will be a 20% (to \$89,399) increase in average annual external funding and expenditures [T1-2, CE-5]</p> <p>External grant submissions will include provision for support of Graduate Assistantships that provide adequate support for both tuition and stipends when the granting agency allows it. [V1 H]</p>

<p><u>T1-A</u> Faculty members will have some duties shifted to a student services coordinator so that they have additional time to devote to scholarship resulting in publications, designs, etc.</p>	<p>The goals provided here are based on calendar year 2011 baselines as a beginning point. That baseline was 18 manuscripts published and six designs published/exhibited for a total of 24.</p>	<p>There will be an average annual 10% increase (from a baseline of 24 to 26) in the number of peer-reviewed faculty publications and juried, adjudicated, or externally vetted shows and designs. [T1-3, T1-4] [V1 CC]</p>	<p>There will be an average annual 20% increase (from a baseline of 24 to 29) in the number of peer-reviewed faculty publications and juried, adjudicated, or externally vetted shows and designs. [T1-3, T1-4] [V1-CC]</p>
<p><u>T1-G</u> New faculty hires will support the Department areas of focus identified in the Department Vision and Mission statements. These areas of focus include: human health and human behavior (including consumer behavior) to improve human well-being within the contexts of social, environmental, and economic challenges we face, which may result in enhancing the quality of all human life.</p>		<p>New faculty hires will advance the ATID Vision and Mission. [T1-G, CE-7] [V1-C]</p>	<p>75% of full time faculty (11 of 14) will be reviewers for scholarly journals and/or jurors for exhibitions/shows and 10% of faculty will be either editors, special edition editors, editorial board members, or grant reviewers. [T1-I] [V1-HH]</p>
<p><u>CHE VISION 2 Transformational Undergraduate Experiences</u></p> <p><u>T1-F, T2-C</u> Faculty will provide more opportunities for UG students to participate in research.</p>		<p>There will be an increase of 10% of ATID students who have had the opportunity to assist with faculty-sponsored research. [T1-M, T2-M] [V2-G]</p>	<p>There will be a 20% increase of ATID students who have had the opportunity to assist with faculty-sponsored research. [T1-M, T2-M] [V2-GG]</p>
<p><u>T1-F, T2-C</u> Faculty will encourage students to submit their work to the KRF. (We can adopt these goals if the number of KRF participants selected goes up.)</p>	<p>In AY 2012-13, Two undergraduate students participated and in AY 2013-14, three undergraduate students participated.</p>	<p>A minimum of two undergraduates will participate in the K-State Research Forum each year. [T1-M, T2-M] [V2-J]</p>	<p>A minimum of three undergraduates will participate in the K-State Research Forum each year. [T1-M, T2-M] [V2-J]</p>

<p><u>T2-1</u> The department will offer more opportunities to take advantage of international relationships in the classroom, participate in faculty-led study tours and will encourage students to study abroad. The goal is to increase students' awareness and understanding of cultural diversity through experiential engagement.</p>		<p>40% of graduating students will have participated in a meaningful international experience, which may be face-to-face or mediated through digital technology. [T2-1, CE-6] [V2-G]</p>	<p>50% of graduating students will have participated in a meaningful international experience, which may be face-to-face or mediated through digital technology. [T2-1, CE-6] [V2-HH]</p>
<p><u>T2-A</u> The department will hire a full-time academic advisor and student services coordinator. (Completed; resulting in intensive advising within the first 6 months of entering the department and responsive advising thereafter. This position also enhances our UG recruitment efforts.)</p> <p>Identify a way in which adequately prepared and motivated students in the Apparel Marketing specialization of the Apparel and Textiles Bachelor of Science degree program could complete the degree requirements in fewer than four years.</p> <p>Besides the specific focus on items listed separately above related to research and international experiences, we will provide and encourage participation in diverse opportunities for undergraduate students to prepare to be</p>		<p>Excellent, customized academic advising and services available to all ATID undergraduate students to support their success and degree completion. [T2-A] [V2-A]</p> <p>We will also increase efforts to recruit high-quality and diverse students to the undergraduate programs. We will reach prospective students through the mediums they use, on-location venues in cities and states that provide best opportunities for recruitment and provide excellent on-campus visit experiences. [CE-3] [V2-A; V2-B]</p> <p>Communicate to adequately prepared and motivated students in the Apparel Marketing specialization of the Apparel and Textiles Bachelor of Science degree program that the degree could be completed in fewer than four years. This will not require teaching apparel and textiles courses in the summer. [V2-AA]</p> <p>75% of students in ATID will complete at least one of these experiences prior to undergraduate degree completion. [V2-G]</p>	<p>Excellent, customized academic advising and services available to all ATID undergraduate students to support their success and degree completion. [T2-A] [V2-A]</p> <p>We will continue to recruit through appropriate means as technology and economic changes take place. [CE-3] [V2-A]</p> <p>Communicate to adequately prepared and motivated students in the Apparel Marketing specialization of the Apparel and Textiles Bachelor of Science degree program that the degree could be completed in fewer than four years. This will not require teaching apparel and textiles courses in the summer. [V2-AA]</p> <p>50% of students in ATID will complete at least two of these experiences prior to undergraduate degree completion. [V2-GG]</p>

competitive for post-graduate opportunities including employment and graduate education. Among the categories of experiences included in this goal are the following:

- Supervised internship
- Mentorship through the CHE mentor program
- Shadowing a professional employed in a career interest
- Service-learning experience
- Leadership development opportunities
- Complete the University Honors program.

Provide high quality and transformative teaching/mentoring in all courses and experiences.

To develop students who are competitive for local, national, and international awards through mentoring.

Maintain academic program accreditations that are deemed significant to the ATID UG academic programs.

[CHE VISION 3 Excellence in Graduate Education](#)

Recruit exceptional students into graduate programs through multiple means including, but not limited to, participation in college and university recruiting activities.

T3-A, T3-B, T3-M, CE-5 We will increase funding for doctoral student support so that more students choose to attend our program. This will result in

Use student learning outcomes data from assessment of programs to track quality of education and administer efforts toward continuous improvement in teaching/mentoring.

5% of the students who enter such competitions will be recognized. **[V2-LL]**

Support faculty, students and overall program needs with resources to maintain academic program accreditations that are deemed significant to the ATID UG academic programs. **[V2-P]**

Our recruitment will focus on recruiting more high-quality students to the graduate programs. This is related to the goal of funding for graduate students, which is further defined below.

Funding will support students on assistantships at levels comparable to peers including both a stipend and tuition waivers. **[V3-C; V3-D]**

Use student learning outcomes data from assessment of programs to track quality of education and administer efforts toward continuous improvement in teaching/mentoring.

15% of the students who enter such competitions will be recognized. **[V2-LL]**

Support faculty, students and overall program needs with resources to maintain academic program accreditations that are deemed significant to the ATID UG academic programs. **[V2-P]**

Our recruitment will focus on recruiting more high-quality students to the graduate programs. This is related to the goal of funding for graduate students, which is further defined below.

Funding will support students on assistantships at levels comparable to peers including both a stipend and tuition waivers. **[V3-C; V3-D]**

<p>more student earning doctorates in the AT specialization.</p> <p><u>T1-D, T1-E, CE-5</u> Seek additional funding/positions through grants and contracts for all GRAs, and from the Dean and Provost for GTAs for the proposed Interior Design MFA program.</p>		<p>The # of doctorate degrees awarded will increase by 20% (from an average of 1 per year in 2011 to 1.2 per year) [T3-M]</p> <p>External grant submissions will include provision for support of Graduate Assistantships that provide adequate support for both tuition and stipends when the granting agency allows it. [V3-E]</p>	<p>The # of doctorate degrees awarded will increase by 30% (from an average of 1 per year in 2011 to 1.3 per year) [T3-M]</p> <p>External grant submissions will include provision for support of Graduate Assistantships that provide adequate support for both tuition and stipends when the granting agency allows it. [V3-E]</p>
<p><u>T3-E</u> We will encourage more resident master's students to publish their theses and other manuscripts; this will be a measure of quality of the scholarship of our graduate students.</p> <p>To participate in the College efforts to build collaboration among graduate students and to recognize graduate students for accomplishments.</p> <p>To participate in mentoring graduate students to develop their capacity to teach and engage in the scholarship of teaching and learning.</p> <p>To engage graduate students in strategic career planning experiences in order to prepare them to be competitive for employment in academia and private industry.</p> <p>As part of the effort to prepare graduate students for success after degree completion, we will encourage doctoral</p>		<p>There will be a 10% increase (from 3 to 3.3/year) in the number of graduate student journal publications, peer reviewed creative activities and peer reviewed conference presentations. [T3-E] [V3-T]</p> <p>Encourage graduate students to participate in the departmental, college and university organizations specifically for graduate students. [V3-CC]</p> <p>Ensure that all GTAs are mentored to learn effective teaching practices. Continue to assess all students on assistantships. [V3-K]</p> <p>Encourage graduate students to participate in college-wide training on grant writing. [V3-O]</p> <p>ATID will encourage peer-reviewed publication prior to award of the doctoral degree. [V3-T]</p>	<p>There will be a 20% increase (from 3 to 3.6/year) in the number of graduate student journal publications, peer reviewed creative activities and peer reviewed conference presentations. [T3-E] [V3-JJ; V3-KK]</p> <p>50% of resident ATID graduate students are members of the CHE Graduate Student Association. [V3-CC]</p> <p>Graduate students on assistantships will be valued by students (as evidenced by student evaluations) and faculty supervisors and will be prepared for future study or academic positions in higher education.</p> <p>40% of graduate students will apply for funding for research support prior to graduation. Faculty members will mentor graduate students toward their personal and professional post-graduation goals. [V3-II]</p> <p>50% of doctoral degree recipients will have had a manuscript accepted for publication in a peer-reviewed</p>

<p>students to publish in peer reviewed venues.</p> <p>To recognize graduate faculty for excellence.</p> <p>To prepare the next generation of professors in related disciplines in which there is a dearth in talent</p>		<p>We will nominate graduate faculty for awards as appropriate. [V3-R]</p> <p>ATID will prepare individuals to enter disciplines that have a need for 1) disciplinary content areas that are emerging and thus not adequately met and 2) where demographic and economic trends have created a need for new professors. In Apparel and Textiles, the focus on sustainability is one that is unusual and required to support the transforming AT industry. In interior design the proposed program will focus on a content areas needed for the future of the interior design profession and interior design education. [V3-U]</p>	<p>venue prior to degree completion. [V3-JJ]</p> <p>We will nominate graduate faculty for awards as appropriate. [V3-HH]</p> <p>ATID will maintain and create graduate education programs focused on emerging and in-demand content. These programs will prepare individuals for both the industry and the academy. [V3-U]</p>
<p><u>CHE VISION 4 Engagement, Extension, Outreach and Service</u></p> <p><u>T4-A, T2-2</u> Faculty will seek greater opportunities to integrate engagement/service learning in coursework.</p> <p>To continue to engage students, faculty members and the public to meet our mission to improve human well-being within the contexts of social, environmental and economic sustainability challenges.</p> <p>To recognize students, faculty and alumni for excellence in engagement.</p>		<p>The # of students participating in engagement/service learning will increase by 5%. [T4-1, T2-2] [V2-F]</p> <p>Our expectation is that the research, teaching and service we provide will enhance quality of life and our capacity to live sustainably.</p> <p>Use technology to recognize and promote awareness of those affiliated with the department for their excellence in engagement. [V4-E]</p>	<p>The # of students participating in engagement/service learning will increase by 10%. [T4-1, T2-2] [V2-F]</p> <p>Provide leadership through our research, teaching and service to assist others with needs related to quality of life and sustainability.</p> <p>Use technology to recognize and promote awareness of those affiliated with the department for their excellence in engagement. [V4-DD]</p>

<p>Support faculty and students who serve as leaders (e.g., elected officers, service chairs) in discipline-related professional organizations.</p> <p>To continue to use the Historic Costume and Textile Museum as a repository of historic artifacts for research and for education of students and the public.</p>		<p>Allow departmental support funds, when available, to be used to cover travel expenses related to leadership positions. [V4-H]</p> <p>Continue to host researchers, use the teaching collection for teaching students about textiles and apparel and provide curated exhibits for public education.</p>	<p>Allow departmental support funds, when available, to be used to cover travel expenses related to leadership positions. [V4-H]</p> <p>Adopt practices that better use technology as a way to educate the public and students around the world about the history of textiles and apparel through the museum collection.</p>
<p><u>CHE VISION 5 Strategically recruiting, supporting and retaining faculty and professional staff</u></p> <p><u>T5-E</u> Seek additional salary support from the Dean and Provost to maintain competitive salaries for both new and existing faculty.</p>		<p>Total compensation and start-up packages will be at, or above, the average of our peer institutions and all departmental faculty and staff will have total compensation at the average of peer institutions and programs. [T5-3] [V5-B]</p>	<p>Total compensation and start-up packages will be at, or above, the average of our peers who are among the Top 50 public research institutions and all departmental faculty and staff will have total compensation at the average of peers among the Top 50 public research institutions. [T5-3] [V5-B; V5-AA]</p>
<p><u>T5-J, CE-5</u> Seek additional funding/positions from the Dean and Provost for faculty and staff to support ATID academic programs so that they are on par with peers when comparing FTE faculty positions per student and per scholarship outcomes.</p>		<p>Numbers of faculty and support staff relative to student enrollment and RSCAD outcomes will be in the top half of our peer group. [T5-J]</p> <p>F-5 Add one faculty position. [T5-J] [V5-A]</p>	<p>Numbers of faculty and support staff relative to student enrollment and RSCAD outcomes will be in the top third of our peer group. [T5-J]</p> <p>F-5 Add one faculty position. [T5-J] [V5-A]</p>
<p>FACILITIES</p> <p><u>T6-A, CE-5</u> Seek funding from the university and private sources to update existing facilities to be comparable to peer university programs. The work must include at minimum the following items:</p> <ul style="list-style-type: none"> • Remodel apparel design and production studio • Remodel multiple classrooms/teaching laboratories • Additional interior design studios to allow students beyond second year 		<p>Update existing facilities to meet current expectations of support for teaching/learning, RSCAD and office work in the disciplines of apparel, textiles and interior design. [T6-E]</p>	<p>Update existing facilities to support teaching/learning, RSCAD and office work at the level of the top 20% of peers in the disciplines of apparel, textiles and interior design. [T6-G]</p>

<p>to have dedicated studio space rather than shared space.</p> <ul style="list-style-type: none"> • Facilities for making scanning, printing, plotting, photography, model-making, production of developmental prototypes and samples for faculty & student research and student projects. • Remodel textiles laboratory space • Appropriate private office or meeting space for Student Services Coordinator. • Proper critique spaces • Public gallery • Appropriate museum facilities • Personal safety and egress modifications • Storage for accreditation/archive • Storage for classes, events, etc. <p>Retain use of existing facilities managed and maintained by ATID to meet minimal needs for instruction, RSCAD and engagement.</p> <p>Continue to be allowed access to College- and University-maintained and managed spaces for instruction, RSCAD and engagement.</p>			
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3a. What resources and/or opportunities exist for your Department to achieve its vision and outcomes?

Highly productive faculty with strong scholarship agendas, good international relationships and excellent teaching skills. We have strong relationships with individuals and businesses in the apparel and textile industry and with interior designers, design firms, multi-disciplinary design firms and furniture/interiors/building product manufacturers. Beginning in Fall 2015, we will receive approximately \$80,000 in college fees each year to use in the following ways: Salary and benefits for our Student Services Coordinator, purchase of equipment/technology for instruction, purchase of shared expendable supplies for laboratory and studio instruction, defray all or part of the cost for field trips to connect students with professionals/industry and bridge the classroom to applied learning.

3b. What resources and/or opportunities are needed for your Department to achieve its vision and outcomes?

Additional faculty lines, funding for graduate students in the existing MS and PhD programs, funding for graduate students in the proposed future master's program in interior design, funding to support facilities improvements including additional space and improvements to existing spaces that bring us to a position of comparability to peer programs and funding for the Historic Costume and Textile Museum operations and staffing.

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

Grants and contracts, additional university support and sponsorships/gifts from individuals, corporations and foundations.

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

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

Links to Benchmark Metrics

Links to Common Elements
CE-3 - Diversity CE-5 - Funding CE-6 - International CE-7 - Sustainability

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: T1-2 - Total sponsored extramural funding expenditures T1-3 - # of juried, adjudicated, or externally vetted performances, shows and designs 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-D - Tuition waivers for all GRAs</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-G - Successful recruitment, retention, evaluation, compensation, and rewards strategies in place to support RSCAD needs</p>	<p>T1-I - Intellectual and financial capital in place for expanded RSCAD efforts</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 T2-2 - # and % of undergraduate students completing an experiential learning experience</p>	<p>T2-C - Increased participation by undergraduates in expanded opportunities for meaningful research</p>	<p>T2-M - Increased undergraduate contributions in the creation of scholarship through research</p>	
<p>T3 - Graduate Scholarly Experience</p>	<p>T3-A - Competitive compensation and support available for GRAs, GTAs, and GAs</p>	<p>T3-M - Increased number of Doctorates Awarded</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-B - Tuition waivers for all GRAs		
T4 - Engagement, Extension, Outreach and Service Theme 4 Metrics: T4-1 - # and % of undergraduate students participating in engagement/service learning	T4-A - Enhanced integration between academics and student service learning		
T5 - Faculty and Staff Theme 5 Metrics: T5-3 - Competitive compensation packages for faculty and staff		T5-E - Total compensation competitive with aspirant university and regional employers for all employees	T5-J - Optimal number of faculty and staff comparable with our benchmark institutions
T6 - Facilities and Infrastructure	T6-A - Responsive, timely, and strategic facilities services aligned with campus operational needs as well as future planning and implementation	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	