



# K-State 2025 Strategic Action and Alignment Plan Template for Departments

College or Major Unit: Arts and Sciences

Department: Geography

## 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 discovery and dissemination of new geographic knowledge are the foundation of Department of Geography. The mission of the department is to:

- strive for excellence in research, teaching and service;
- value and support research excellence and respect for the diversity of perspectives and approaches to assessing and defining research productivity;
- promote excellent teaching and mentoring of graduate and undergraduate students and cultivate a student-centered department;
- promote a shared vision in the department that values open, respectful communication and a sense of community;
- contribute quality service to the department, the College, University, community, and the geographic profession.

## 2 What are your Department's key strategic activities and outcomes?

Key Activities	Short Term (2013 - 2015) <i>Key Outcomes</i>	Intermediate (2016 - 2020) <i>Key Outcomes</i>	Long Term (2021 - 2025) <i>Key Outcomes</i>
<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>
1. Implement departmental policies to ensure that faculty research is our top priority (College Theme II, X)	1. A. Develop and implement a plan for faculty to receive a course release on a regular interval in order to pursue research-related development activities [Theme II-A, II-D]  B. Revise department's annual evaluation document to include a category for research-related development activities  C. Recognize and strengthen faculty contributions to interdisciplinary research initiatives on- and off-campus [Theme X-C, X-D]	1. D. Make use of a flexible strategy in allocating the standard research-teaching-service balance  E. Provide annual funding allocation for faculty to participate in professional development [Theme II-B]  F. Lead the university in the development of interdisciplinary research foci [Theme X-A]	1G. Provide national leadership in the development of interdisciplinary research foci [Theme X-A]  H. Increase in faculty participation in professional development activities over 2018 levels [Theme II-B]
2. Enhance the department's graduate program with an emphasis on PhD students (College Theme VI)	2. A. Increase graduate student summer support [Theme VI-B]	2. F. Increase rate of publications with graduate students as lead author	2. H. Increase NRC ranking of doctoral program [Theme VI-A, VI-G]

<p><b>B. Increase number of students with external grants and fellowships (e.g., NSF DDRI awards)</b></p>	<p><b>G. Prepare graduate students to be competitive in the marketplace</b></p>	<p><b>I. Prepare graduate students to be competitive in the marketplace</b></p> <p><b>J. Prepare PhD students to be competitive in R1 institutions [Theme VI-H]</b></p>
<p><b>C. Increase offerings of graduate research seminars</b></p> <p><b>D. Increase funding for students to present at professional meetings</b></p>		
<p><b>E. Increase stipends for graduate students [Theme VI-B]</b></p>		

**3. Expand and enhance opportunities for undergraduate research (College Theme V)**

**3.A. Designate a point person for assessment of undergraduate research (e.g., tracking number of students, publications, and activities of former students)**

**B. Continue current efforts of REU, SUROP, and independent study offerings**

**C. Develop a fall-semester independent study research course for which students go through a competitive application process**

**D. Begin raising funds for a summer research internship program [Theme V-A]**

**E. Highlight undergraduate research in a showcase event [Theme V-E]**

**4. Enhance the department's research and teaching facilities and infrastructure (College Themes IV, VI)**

**4.A. Upgrade the physical infrastructure of the department's teaching and research lab facilities [Theme IV-A, VI-E]**

**B. Upgrade the department's graduate student office space and department seminar room [Theme IV-A, IV-C]**

**C. Increase the number of majors and minors by 15%**

**D. Enhance the financial capacities of the department**

**3. F. Expand number of undergraduate students involved in mentored research with faculty (10% of majors) [Theme V-E]**

**G. Continue development of the independent study research course**

**H. Establish a competitive, paid summer research internship program [Theme V-A]**

**3. I. Expand number of undergraduate students involved in mentored research with faculty (25% of majors) [Theme V-E]**

**J. Prepare top undergraduate majors to be competitive in good graduate programs [Theme V-C]**

**K. Continue support of the independent study research course and the competitive summer research fellowship program [Theme V-E]**

**4. E. Prepare students for leadership roles that respond to global, technological, economic, and societal challenges**

**F. Provide access to analytical facilities to improve student research abilities and enhance faculty research productivity [Theme IV-C, IV-D]**

**4. G. Improve peer-reviewed publication record and establish collaborative research [Theme VI-G]**

**H. Develop new research centers linked to the department [Theme IV-E]**

**5. Enhance our capability to deliver high quality undergraduate education (College Theme I, V, VIII, IX)**

<p><b>5. A. Hire one additional faculty member in: physical geography, human geography, and geospatial technologies [Theme I-B, I-C]</b></p> <p><b>B. Enhance the capstone experience by opening enrollment to the top undergraduate majors</b></p> <p><b>C. Adjust class size strategically to maximize course offerings and enhance student learning experiences [Theme VIII-C]</b></p>	<p><b>5. H. Develop new scholarships to attract high quality undergraduate students [Theme I-B]</b></p> <p><b>I. Secure space to enhance student/faculty interactions</b></p> <p><b>J. Add intermediate-level thematic course offerings, especially in human geography and geospatial technologies</b></p>	<p><b>5. P. Continue scholarships to attract high quality undergraduate students [Theme I-B]</b></p> <p><b>Q. Prepare our graduate students to deliver high-quality classroom teaching</b></p> <p><b>R. Strategically reduce faculty teaching load to enhance quality of teaching [Theme VIII-C]</b></p>
<p><b>D. Enhance field-based course experiences and study abroad opportunities for students [Theme V-F]</b></p>	<p><b>K. Prepare graduate students to deliver high-quality classroom teaching</b></p>	<p><b>S. Enhance state-of-the art technologies in undergraduate instructional environment</b></p>
<p><b>E. Provide state-of-the art technologies in undergraduate instructional environment</b></p>	<p><b>L. Strategically reduce faculty teaching load to enhance quality of teaching [Theme VIII-C]</b></p>	<p><b>T. Increase the diversity of undergraduate student majors [Theme IX-B]</b></p>
<p><b>F. Increase the diversity of undergraduate student majors [Theme IX-B]</b></p>	<p><b>M. Enhance state-of-the art technologies in undergraduate instructional environment</b></p>	
<p><b>G. Contribute to K-State First activities [Theme V-D]</b></p>	<p><b>N. Increase the diversity of undergraduate student majors</b></p>	
	<p><b>O. Increase department office staffing to consolidate and provide high quality student advising</b></p>	

6. Lead the development and implementation of the K-State geoSMART initiative (College Theme I, IV, X) ]

6.A. Engage university leadership (incl. KSRE) about strategic value of spatial thinking and GIScience, including long-term plans for geoSMART [Theme I-A, X-C]

B. Investigate feasibility of accreditation by U.S. Geospatial Intelligence Foundation (USGIF), Professional Master's in GIS, and undergraduate GIScience degree program

C. Develop vision and goals for space, staffing, and IT requirements for K-State geoDATA Portal (with KSU Libraries) and K-State geoSMART Center and Network [Theme X-C]

D. Plan for multiple geoSMART faculty hires; conduct initial geoSMART faculty cluster hire [Theme I-C]

E. Establish geoSMART Research Affinity Groups ((incl. Digital Humanities) and generate extramural funding [Theme X-C] ]

6. F. Plan for K-State geoSMART to serve as spatial analysis, monitoring, and mapping center for Kansas Department of Agriculture and NBAF

G. New GIScience and spatial thinking courses approved and available for students [Theme IV-A]

H. Earn USGIF accreditation; offer Geospatial Intelligence Certificate program.

I. Core classes for GIS Certificate available online

J. Reassess hiring plan for and conduct second geoSMART cluster hire [Theme I-C]

K. K-State named an authorized Esri Development Center (EDC) and Esri Authorized Learning Center (ALC)

L. K-State Geodata Portal (joint project with KSU libraries) operational ]

6. M. K-State geoSMART serves as spatial analysis, monitoring, and mapping center for Kansas Department of Agriculture and NBAF

N. K-State geoSMART serves as lead or major contributor for major NSF center award [Theme X-C]

O. K-State takes a leadership role as a flagship institution in University Consortium for Geographic Information Science (UCGIS) [Theme X-C]

P. Conduct third geoSMART cluster hire

Q. Construction of geoSMART Sciences building on Manhattan campus [Theme IV-E]

3 Identify which of your Department's strategic outcomes are directly linked to your College's/Major Unit's outcomes. (Include the identifiers from your College/Major Unit outcomes in brackets in the table above. If your Department or similar unit is not in a College or Major Unit, skip this question.) See bracketed college themes and outcomes in the tables above (e.g., Theme II-A).

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

a

- Demonstrated success by faculty members in teaching, research, and professional service
- Active, motivated, and generous alumni board that actively supports the department with time and donations
- High demand for geography classes at the undergraduate and graduate levels
- Numerous geography classes that support K-State 8 program
- Demonstrated success by faculty in interdisciplinary and multidisciplinary research and teaching activities across the university
- Demonstrated success in securing extramural research funding that supports faculty, graduate student, and departmental activities.

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

b

- Four-to-six additional tenure-track faculty
- One-to-two renewable term faculty positions to teach lower level undergraduate classes (e.g., GEOG 100, 200, 221, 302)
- Additional laboratory space and quality faculty and graduate student office space
- Improved graduate student stipends
- Tuition wavier for graduate research assistants (GRAs)
- Dollars from student credit hour fee to support infrastructure and teaching technology upgrades
- Dedicated IT support at no or minimal cost to the department

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

- Work with the K-State Foundation to secure donations from department alumni
- Work with the College to secure faculty positions
- Work with the College to identify new space on campus for the Geography Department
- Work with the College to secure a portion of funds generated by the "technology fee" for recurring teaching lab upgrades

6 How does your plan link to the K-State 2025 themes/common elements, outcomes, and university metrics? (Use the K-State 2025 University Strategic Action Planning Alignment Checklist to identify those linkages.) See following checklist.