Department of Leadership and Integrative Studies

2012-2017 Strategic Plan

History
The Department of Leadership and Integrative Studies (formerly the Department of University Studies), has always been committed to academic support and student success. Although its roots go back to Kennesaw State College’s Department of Developmental Studies, by 2001 its focus had broadened to include the Honors Program, the Dual Enrollment Honors Program, KSU 1101, Learning Communities, the Senior Year Capstone course, Sophomore Year Program, ESL Study & Tutorial Center and Math Lab. In 2006, the department launched the Supplemental Instruction program. Then, in 2007, soon after the formation of University College, the department was divided into two departments, the Department of First-Year Programs (now the Department of First-Year and Transition Studies) and the Department of University Studies (now the Department of Leadership and Integrative Studies). The Department of First-Year Programs would focus on first-year course offerings and support. The Department of University Studies would continue to host the remaining programs, and has added new programs since then, including the Integrative Studies Degree Program (INTS), Leadership Studies Certificate Program (LDRS), and English 1101 and 1102 Tutorials. In 2015, several of the department’s courses and programs (ESL Center, SMART Center, and Supplemental Instruction) were moved to the University College Academic Support Initiatives unit housed in the UC Dean’s Office. In 2015, the department also changed its name to the Department of Leadership and Integrative Studies to more accurately reflect its curriculum emphasis, areas of growth, and make it more descriptive and distinctive from University College itself. The Department of Leadership and Integrative Studies currently offers the Bachelor of Science in Integrative Studies and an academic certificate in Leadership Studies. The department also continues to administer the Learning Support program for students who need assistance in English and Mathematics and offers a long-standing institutional capstone course, the Senior Year Seminar. Through all the changes, the department’s commitment to the many students it serves has remained constant.

Vision Statement
The Department of Leadership and Integrative Studies at Kennesaw State University aspires to be a leader in providing programs and services to help students from diverse backgrounds achieve academic success from their first contact with KSU through graduation. The department strives to produce academically, personally, and professionally successful students who are positively engaged in their local, national, and global communities.

Mission Statement
The mission of the Department of Leadership and Integrative Studies is to promote academic success for all students by engaging them in a variety of innovative and collaborative programs, services, and resources.

Updated October 8, 2015
**Core Values**

The Department of Leadership and Integrative Studies shares the core values of University College. In our work with faculty and staff colleagues internal and external to KSU/at KSU and beyond, and our teaching and mentoring of students, and community partners, we extoll the virtues of diligence, support, collaboration and diversity that are described in the core value statements below. These values are, therefore, reflected in our strategic planning and the ways in which we assess our impact on our students, university and broader community.

**A Student-Centered Approach**

Students are our primary consideration when making strategic decisions pertaining to teaching, service, and scholarship. We take an intentional approach regarding our students’ academic success by (1) ensuring easy access to department resources and personnel, (2) establishing a welcome learning environment in our department and in our classes, and (3) demonstrating the abilities to advocate for our student population across the KSU campus and the larger community.

**Collaborative, Interconnected Learning**

Our department strives to work in partnership with all campus constituents. In doing so, we take a collaborative learning approach both inside and outside of the classroom, where students are empowered to learn from one another, and faculty and staff support each other in their ongoing professional development. Seeing the university experience as integrated and multidisciplinary, we forge connections with various KSU departments and programs for the benefit of all students we serve.

**Internationalization and Global Learning**

We develop courses and programs that emphasize global learning, so that our students will develop the worldview and tools necessary for success and leadership in an increasingly internationalized society.

**Diversity and Multiculturalism**

We value the efforts of faculty, staff, and students from all cultures, lifestyles, and backgrounds. We actively pursue opportunities to continually enhance our department’s climate of inclusiveness that honors and respects the unique contributions of all individuals.

**Research and Creative Activity**

We encourage and support faculty and student research that promotes creative pursuit. In doing so, we seek not only to enrich learning opportunities for faculty and students, but to also contribute to the literature within our disciplines.

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Community Engagement
Through its curriculum and programming, our department supports service-learning, volunteerism, and community-based learning. We encourage student civic engagement, political participation, and social responsibility such that students are equipped to make a positive impact on their communities at the local, national, and global levels.

Leadership
Faculty and staff in the Department of Leadership and Integrative Studies value leadership that is ethical, innovative, diverse, and learner-oriented. We believe that leadership emerges at all levels through choices made by individuals and groups that emphasize productivity, respect, and compassion.

A Culture of Optimism
A positive can-do attitude is infused in all of the work we do in Leadership and Integrative Studies. We apply this optimistic perspective to our interactions with students and colleagues on campus and in other professional venues. Nevertheless, we recognize the ongoing need for improvement in our classes, our department, and the university as a whole; therefore, we will continue to commit to building a culture that is positive for all constituents.

Goals and Action Steps
The Department of Leadership and Integrative Studies is committed to Kennesaw State’s and University College’s strategic goals. For each of those shared goals, the department has developed action steps geared at reaching outcomes benefitting our students, colleagues, university and communities on a local and global scale. These goals and action steps provide a map for the department’s ongoing development and impact over the next five years.

Goal 1: Develop and enhance Leadership and Integrative Studies’ programs, coursework, and support systems that promote student success academically, personally, and professionally.

Action Steps:

- Develop a proposal for an undergraduate degree program in Leadership Studies.
- Apply to start an Omicron Delta Kappa circle (National Leadership Honor Society) at KSU.
- Partner with the Center for Student Leadership to offer LDRS course peer leadership mentoring programs.
- Create a “cornerstone class” for INTS students which will offer research, internship, and e-portfolio components.
- Further broaden the marketing of the INTS program to campus constituencies with the intent to increase by ten percent the number of students pursuing the INTS degree.

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- Engage in collaborative efforts to enhance the curriculum and use of e-Portfolios in the Senior Year Seminar course.
- Develop new strategies to transform Learning Support Math, English, and Reading studies through alternative placement and programming in line with Complete College Georgia initiative.
- Increase LDRS faculty/student collaborative research projects by one project per year over the next five years.

**Goal 2: Implement strategies which support the university’s commitment to RPG.**

**Action Steps:**

- Develop, with the assistance of the University College Assessment Coordinator, RPG assessment measures for all Leadership and Integrative Studies programs.
- Work with the Math Department to develop a co-requisite lab for Math 1111 that allows some LSP math students access to a general education mathematics course while receiving additional lab support.
- Work with the English Department to develop a co-requisite lab for Engl 1101 that allows some LSP English students access to a general education English course while receiving additional lab support.
- Develop a one semester foundational course that will prepare LSP math students for general education mathematics courses.
- Develop a one semester foundational course that will prepare LSP English/Reading students for the general education English curriculum.
- Increase offerings of hybrid and online Leadership Studies courses by a minimum of two courses per Semester.

**Goal 3: Take steps to maintain a culture of respect, understanding, and support of diverse people and perspectives among Leadership and Integrative Studies faculty, staff, and students.**

**Action Steps:**

- Seek out future service-learning projects for Integrative Studies students and faculty, which will facilitate greater understanding of and appreciation for community diversity.
- Develop a marketing strategy for students to include global/diversity studies in their INTS proposals.
- Increase enrollment by ten percent over a one year period in Leadership Studies coursework that educates students in the fundamental concepts of leadership in diverse settings.
- Provide models for ways that students can showcase their global citizenship experiences in their college senior portfolio (KSU 4401).

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• Develop and distribute curriculum guides for part-time Learning Support Reading and English faculty that provide suggestions for incorporating collaborative, intercultural learning in their classes.

**Goal 4: Provide opportunities for students, faculty, and staff to become locally, nationally, and globally engaged in their communities.**

**Action Steps:**

• Design two new study abroad offerings for INTS students in next five years.
• Develop and implement a new marketing plan for students in the Integrative Studies Degree and Leadership Studies Certificate programs to pursue Global Engagement certification.
• Increase by five percent the number of Integrative Studies Degree and Leadership Studies Certificate students taking directed studies with an emphasis on broad civic engagement projects over the next five years.
• Invite KSU faculty and staff associated with Community Engagement to an annual LDRS meeting to identify community-engaged teaching, scholarship, and service opportunities.
• Increase LDRS faculty, staff, and student participation levels of community-engaged service at the local, regional, national, and global levels by ten percent over the next five years.
• Design a guest networking program where former Senior Year Seminar students reach out to current students, encouraging alumni connections and post-graduation opportunities and relationships.

**Goal 5: Expand communication efforts that promote and publicize the work of Leadership and Integrative Studies faculty, staff and students through print and electronic means.**

**Action Steps:**

• Work with University Relations to develop a comprehensive marketing strategy for departmental programs to increase awareness of the Department of Leadership and Integrative Studies’ mission and programs for internal and external audiences.
• Provide monthly updates for the college’s newsletter and other marketing outlets of departmental accomplishments.
• Distribute LDRS program brochures to internal units and departments that assist in recruitment of students for the LDRS program. Develop and deliver presentations on the Leadership Studies programs at Center of Student Leadership meetings and in leadership-themed First-year Experience courses.

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**Goal 6:** Pursue the resources necessary to more effectively assess, support, and sustain current and future programs within the department.

**Action Steps:**

- Investigate opportunities for external funding of faculty-driven research and program development, submitting at least two proposals for funding over the next five years.
- Create a survey instrument to solicit feedback from Leadership and Integrative Studies students about future program improvement and development.
- Design a plan to invite contributions from alumni who are interested in donating resources for the ongoing improvement of Leadership and Integrative Studies programming.
- Create a means for tracking Leadership Studies certificate and Integrative Studies graduates in order to build an alumni base for possible assistance with future fundraising.