



HISTORY DEPARTMENT

STRATEGIC PLAN

2010-2015

MISSION

The Salem State University history department is an internationally recognized community of scholars committed to fostering a variety of rigorous, yet accessible learning experiences, and helping all Salem State students acquire the critical skills and world view necessary to become informed and successful global citizens. While the faculty prepare majors for a range of professions, they remain committed to the core tradition of investigating the changing human condition and to sharing this scholarship with the university community as well as the broader public.



ONE GOAL 1

Expand quality undergraduate student learning experiences and promote new avenues for faculty-student interaction.

Objectives:

- Develop new courses, programs and tracks within programs relevant to student interests, graduate school preparation and career goals.
- Improve student advising and develop new methods and techniques for tracking and assessing student progress and success. Create a new history undergraduate coordinator position (chosen from FT/TT faculty and supported by appropriate APR) to advise majors on course of study and career choices, track student learning and document and assess student learning in the major.
- Increase the number of majors conducting undergraduate research with faculty and presenting at the annual undergraduate research day or regional and national conferences.
- Advocate for a student lounge or study space on first floor of Sullivan Building.
- Expand the visibility, activities and membership of the SSU Historical Association student group (SGA-supported) and foster greater faculty involvement with its leadership and members.
- Increase opportunities for students to study and travel abroad and engage global cultures. Continue to expand summer study and travel institutes, develop global travel as part of semester-long courses and advocate for scholarships and financial support to enable students to travel and learn.
- Review current internship program and placements. Expand opportunities for internships in areas outside of public history and teaching.



TWO GOAL 2

Review and strengthen the undergraduate history program and curriculum.

Objectives:

- Analyze faculty size, program capacity, resources and teaching, and administrative space to determine optimum size of history major.
- Recruit and retain new FT/TT faculty in areas of need and one-year positions to support growing programs or high enrollment courses and concentrations.
- Implement new course designation of HST and renumbering at the undergraduate and graduate level and collect feedback from faculty and students regarding re-leveling of 200-400 courses.
- Establish learning goals and objectives for history major and program based on national trends and American Historical Association professional guidelines.
- Re-examine and revise goals, objectives and outcomes for major “gateway” course, HST 200: Historiography, and the “capstone” course, HST 505: Seminar in Research and Writing. Create aligned syllabi, course goals and objectives and assessments.
- Review and assess rationale, major courses and professional skills courses for pre-legal/business and applied history concentrations. Expand number of courses available to fulfill concentration requirements.



THREE

GOAL 3

Explore and assess alternative models for the world history sequence to improve student learning during the first-year experience and in the core curriculum.

Objectives:

- Assess the faculty and student experiences in the spring 2010 “pilot” sections of topical versions of HST 101 and HST 102 (6 sections). Compare spring 2010 pilot against survey results from fall 2009.
- Continue to meet with subcommittee of English department to discuss revising HST and ENG course sequences in the core curriculum. Develop new models for first-year experience and core curriculum to share with college.
- Develop assessment of student learning outcomes for world history courses. Forward assessment data to University Assessment Committee and Advisory Committee on the Core Curriculum.
- Explore interdisciplinary approaches and interdepartmental team-teaching for the first-year experience.



FOUR

GOAL 4

Enhance and expand the professional and scholarly life of faculty.

Objectives:

- Implement a transparent system of release time (SHCI) for non-tenured and tenured faculty specifically for course preparation and teaching, scholarship, conference presentations, and grant-writing.
- Working within the parameters of collective bargaining, collaborate with other departments and administration toward a long-term goal of a university-wide 3-3 teaching load.
- Provide opportunities for faculty to present their research both within and outside the department or to peer-review before submission to publishers.
- Advocate for non-tenured faculty release time for newly hired faculty in the first two years for new course development and release time for teaching and scholarship in the semesters leading up to sixth-year tenure and promotion review.
- Support all efforts to develop sustainable funding for faculty travel and research.
- Secure appropriate office space for faculty by providing individual faculty offices, up-to-date technology and administrative and technical support.



FIVE

GOAL 5

Solidify and expand the history department's presence and role within Salem, the North Shore, Boston, and the New England region.

Objectives:

- Establish a departmental planning group to develop a vision, plan, interdisciplinary strategic partners (internal and external), staffing and faculty needs, and funding statement for a center for Essex County/New England (name undetermined). Determine need and scope of center against competing institutions in the region. Implement in consultation with other departments and the dean of the School of Arts and Sciences.
- Publicize and build on existing faculty relationships and experiences with Essex County and New England institutions and partners.
- Formalize and promote the history department's relationship and summer institutes with the National Archives in Waltham, Massachusetts.
- Solidify and formalize existing internship sites/relationships to expand student internship opportunities.
- Revise relevant sections on Salem's history for the department Web pages.
- Consolidate, publish and promote the "Historic Essex at Salem State University" Website on the history department Web pages.



SIX GOAL 6

Enhance and expand quality graduate student experiences and programs and explore Certificate of Advanced Graduate Studies (CAGS) option for history.

Objectives:

- Promote opportunities for more community and interaction among graduate students and between graduate students and faculty.
- Increase the number of graduate students conducting original research and increase the number of student presentations and papers at the annual graduate research day and at regional and national conferences.
- Develop additional graduate courses and new potential tracks based on professional needs of graduate students, teacher professional development needs and K-12 curriculum changes.
- Determine the optimal number of matriculated students for MA and MAT History graduate programs based on graduate faculty size, program capacity, resources, and teaching and administrative space.
- Review and establish common goals and objectives for HST 700: Historiography and HST 995: Research and Writing. Develop an assessment plan for graduate programs.
- Explore viability and desirability of a CAGS program in history. Complete market analysis through School of Graduate Studies to determine the regional need or attractiveness for such a program. Determine faculty and resource requirements for program.



SEVEN

GOAL 7

Strengthen existing history teacher preparation programs at the undergraduate and graduate levels.

Objectives

- Develop a broader range of teacher education courses to meet the needs of pre-service and professional teachers.
- Increase the frequency and quality of undergraduate and graduate student advising for students in teacher preparation and licensure programs.
- Steward the Gretchen Stone Cook Teaching American History Scholarships for undergraduate and graduate students in teacher preparation programs. In consultation with institutional advancement, develop and implement strategies to attract and retain high quality students through this scholarship.
- Research and apply for local, state and federal grants to support teacher education in the region.
- Consolidate web resources prepared for previous grants into one site "Historic Essex at Salem State University." Promote the site with student teachers, professional teachers and graduate student to facilitate professional development in area schools.



EIGHT

GOAL 8

Develop a plan of annual giving and expand fundraising efforts with history program alumni.

Objectives

- Develop and maintain a updated database on all history graduates from undergraduate and graduate programs. Work with SSU alumni affairs to keep database updated.
- Track and document short and long-term careers and professional advancements of our alumni for internal and external promotion.
- Organize fundraising events targeted to history alumni to raise money for the history gift fund. Coordinate with institutional advancement, alumni affairs and dean of the School of Arts and Sciences.
- Send targeted mailing and emails to alumni to keep them informed of history department news and to solicit funding for the history gift fund.

STRATEGIC PLANNING PROCESS

The strategic plan is the result of two and a half years of work by the history department's strategic planning committee and the department as a whole. The goals and objectives were developed from the department's annual retreats in May 2008 and May 2009, the department's program review during the 2008-2009 AY and an external review and report in March-April 2009. The strategic plan was approved by the history department by vote on January 28, 2010.

History Department Strategic Planning Committee:

Professor Brad Austin
Professor Annette Chapman-Adisho
Professor Avi Chomsky
Professor Gayle Fischer
Professor Alexandros Kyrrou
Professor Chris Mauriello, department chair
Professor Donna Seger

