Aligning Strategy and Culture

Strategic Plan 2015 - 2019

Department of Sociology and Criminal Justice
Strategic Plan Contributors

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**Purpose**

The purpose of the Department of Sociology and Criminal Justice is to increase knowledge and promote positive social change through informing social policy and practice.

**Mission**

The mission of the Department of Sociology and Criminal Justice is to produce and disseminate scientific knowledge to students, our peers, and the public through world-class education, research, and service.

**Vision**

The vision of the Department is to become a regional leader in sociology and criminal justice by 2025 by integrating and rewarding the diverse strengths of our faculty in teaching, research and public service. Through fostering a healthy intellectual environment that attracts, develops, and retains great faculty and students, the department will continue to encourage engagement with the University, the State, and potential employers.

**Core Values**

- Student success
- Excellence in research, teaching, and service
- Contributions to policy and practice
- Collaboration and transparency
Objective 1: Improve Stakeholder Experiences, Awareness, and Engagement

1.1 To improve student experience, engagement, and career preparation, we will:
   - Strengthen the undergraduate and graduate programs
   - Align and enrich our curricula
   - Encourage student-faculty interactions
   - Support student internships and service learning

1.2. To promote overall stakeholder awareness and engagement, we will:
   - Raise the department’s visibility in the university, community, state, region, and the discipline
   - Foster and nurture alumni relationships

Objective 2: Strengthen Faculty Recruitment, Retention, and Development

2.1 To attract and retain the best available faculty talent, we will:
   - Advocate for nationally competitive salaries, starting packages, and conference travel for faculty and graduate assistants
   - Identify and recognize excellence in teaching, research and service
   - Support balanced, family-friendly, flexible workloads
   - Cultivate individual and collaborative faculty research
   - Create stronger departmental culture

2.2 To support faculty development, we will:
   - Support professional development activities, including workshops, conferences, and training
   - Advocate for increased access to journals and data holdings

Objective 3: Improve Internal Processes

3.1. To improve the transparency and effectiveness of the department, we will:
   - Specify faculty governance procedures
   - Clarify evaluation criteria for all faculty, including Tenure and Promotion expectations
   - Foster inclusiveness and engagement of all faculty in decision-making

Objective 4: Build and Expand Resources

4.1 To expand and diversify our funding sources, we will:
   - Pursue external funding, including national, regional, and local sources
   - Develop revenue sources, including Global Campus
   - Work with the Office of Development to identify and nurture potential donors
Contact

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