Action Plan in Table Format

Specific area where improvement is needed	Evidence to support the recommended change	Person(s) responsible for implementing the change	Timeline for implementation	Resources needed	Assessment Plan
INTERDISCIPLINARY STUDIES MAJOR					
Assess effectiveness of the two required IDIS core electives in developing interdisciplinary habits of mind, a core program objective	Identified as an element in our Annual Assessment Report for the IDIS major	IDIS Assessment Committee	Begin by SP22, complete by SP23	n/a	Annual Assessment Report will examine artifacts from select courses that fulfill this requirement
Enhance visibility of the IDIS major to increase the number of first-year students selecting the major upon entering Fitchburg State 1. Complete Humanities role in Davis Grant, and have concise, well-designed materials that highlight our program outcomes for potential students. 2. Apply what we have learned from the Davis Grant process to the arts-based concentrations (or new majors) as well, to produce similar curriculum competency maps.	Institutional data reflects the fact that a very high percentage of students enter the IDIS major after their freshman year	Davis Grant active cohort year one – Jonathan Harvey will be point person, but process will require collaboration of department	Phase #1 in AY 2021-22 Phase #2 in AY 2022-23	SP22 course release that is built into the Davis Grant funding	1. Create the two-page graphic that highlights the professionally focused outcomes that IDIS provides to students in the major 2. Assess enrollment data in annual assessment reports at next self-study
Complete curricular proposal for new major in *Expressive Arts Therapies,*	IDIS Fine & Performing Arts concentration has attracted only a modest number of students	Working group of art, music, and theater faculty, with collaboration of	SP22 - Solid draft proposal AY 2022-23 - Submit to AUC	Once implemented, program will require support for limited adjunct hiring to	Assess progress and implementation in annual assessment reports

with concentrations in art, music, or theater		Human Services & Psychology departments	and draft BHE proposal AY 2023-24 - Submit to BHE	teach specialized courses in art therapy and music therapy. Support for faculty release time to develop the full BHE proposal.	
Complete curricular proposal for new major in *Arts Entrepreneurship & Management,* with concentrations in art, music, or theater	IDIS Fine & Performing Arts concentration has attracted only a modest number of students	Working group of art, music, and theater faculty, with collaboration of Business Administration & Comm Media departments	Solid draft proposal by SP22; submit to AUC in AY 2022-23 and BHE in AY 2023-24	Institutional support with BHE process	Assess progress and implementation in annual assessment reports
Develop curriculum in the Public & Applied Humanities: 1. New courses and initiatives to include: Public Art, Medical Spanish course and certificate program 2. New major or IDIS concentration in public humanities	IDIS Humanities concentration has attracted only a modest number of students	1 - Individual faculty to develop new courses: Sarah Bromberg – Public Art; Karina Bautista Medical Spanish. 2 - Departmental working group to discuss larger initiatives.	1 - Begin AY 2021-22 2 - Solid draft of new major proposal in Ay 2022-23	Institutional support for faculty to have time to develop innovative curriculum	Assess progress and implementation in annual assessment reports
Develop public-facing opportunities for showcasing IDIS student work, to present capstone projects in digital forums.	Students in the IDIS major would benefit from seeing examples of previous projects, and showcasing student work would raise the profile of the major	IDIS working group of humanities faculty	Explore in SP22; implement in AY 2022-23	Support for implementing a web-based platform that is linked to the University website	Assess progress and implementation in annual assessment reports
Strengthen alumni relationships, enhance methods of communication, and find ways to better track alumni	Alumni surveys yield little data of value that is specific to the student experience in the IDIS major	IDIS working group of humanities faculty	Begin exploration in SP22, and develop systems in AY 2022-23	Support of the alumni office for alumni contact info as starting point. Support of Marketing to	Assess progress and implementation in annual assessment reports

				implement the use of social media platforms to help foster the connection with alumni.	

ART AREA

*Develop two new arts-based major programs: *Expressive Arts Therapies: Arts Entrepreneurship & Management* (both with concentrations available in art, music, or theater)	*see specifics in IDIS major section				
Develop new course: *Foundations of Art Therapy*	New *Expressive Arts Therapies* program mentioned above would require such a class	Art faculty	Develop proposal in AY 2022-23	n/a	Assess progress and implementation in annual assessment reports
Develop community connections through new curriculum with public arts focus: 1 – Art + Nature course in collaboration with NLCT and its Biome Project 2 – Public Art course in art history that includes a focus on local contemporary public art in the community 3 - Arts in Community - new course to encompass a range of arts disciplines (art/music/theater), & connect w/ current practice of the arts in our communities, bringing in arts professionals (curators, artists, performers, composers, arts therapists, etc.) as	This goal aligns with the university's mission, as well as our strategic plan for 2020-25	1 – Jessica Robey 2 – Sarah Bromberg 3 – Petri Flint (in collaboration with music & theater faculty)	1- Topics course to first run FA22 2 - Topics course to first run SP23 3 – Develop and propose through AUC in AY 2022-23	All courses would be enhanced by having paid guest lecturers who are active in the arts in our community and region, which requires funding.	Assess progress and implementation in annual assessment reports

guests; also sends students out to museums, galleries, performances etc.					
Develop new shell course that could be used to teach about a range of regions and cultures: *Global Perspectives in Art*	"Create a culture of diversity to meet the needs of the region and enhance the personal and academic lives of the university community" (FSU Vision)	Art faculty	Develop course proposal by AY 2023-24	Funding to hire adjuncts with relevant specialization to teach about their research regions.	Assess progress and implementation in annual assessment reports
MUSIC AREA					
*Develop two new arts-based major programs: *Expressive Arts Therapies: Arts Entrepreneurship & Management* (both with concentrations available in art, music, or theater)	*see specifics in IDIS major section				
Develop new course: *Foundations of Music Therapy*	New *Expressive Arts Therapies* program mentioned above would require such a class	Music faculty	Develop proposal in AY 2022-23	n/a	Assess progress and implementation in annual assessment reports
Continue the process of upgrading the inventory of musical instruments	Some instruments in the inventory are at or near the end of their usable lifespan, and providing instruments to students is crucial to the University's commitment to the equity agenda	Music faculty in collaboration with the department chair	Ongoing process 2022-25	Funding	Assess progress and implementation in annual assessment reports, and make strategic funding requests on an annual basis
Professionally evaluate the acoustic fitness and backstage areas of the performance spaces, particularly Kent Recital Hall, and renovate as possible	Performance halls are public-facing spaces that showcase our musical performing ensembles, and as such should be evaluated by professionals.	Music faculty in collaboration with the department chair	2022-24	Funding to hire consultant, as well as for any improvements that are recommended.	Assess progress and implementation in annual assessment reports, and make strategic funding requests on an annual basis
Professionally evaluate the sound insulation and fitness of classroom spaces	Student learning in music is impacted by the clarity of the sound. Where	Music faculty in collaboration with the department chair	2022-24	Funding to hire consultant, as well as for any	Assess progress and implementation in annual assessment

(especially the current Music Tech Lab/Piano Lab), and renovate as possible	classrooms or practice spaces are not well-insulated, students are not able to hear properly due to competing sounds from other spaces.			improvements that are recommended.	reports, and make strategic funding requests on an annual basis
Reassess the music lesson program, explore ways to streamline registration process, and consider aligning the program with its natural academic department, rather than having it run by CPS as a semi-external program.	Students are not now able to take credited instrumental lessons without paying for the lessons externally. This is not in accordance with common best practices.	Music faculty in collaboration with the department chair	2022-24	Funding would be required to pay lesson instructors as adjunct faculty.	Assess progress and implementation in annual assessment reports
PHILOSOPHY AREA					
Given the sudden retirement of Dr. Jeffko in March 2022, it is crucial to replace his faculty line with a forward-looking faculty hire in philosophy	Our new Gen Ed program includes an Ethical Reasoning outcome, but with Dr. Jeffko's retirement, we now have only one faculty member in philosophy, who also teaches interdisciplinary courses that are partly outside the philosophy area. Philosophy will not be sustainable without hiring additional faculty.	Dr. David Svolba in collaboration with faculty in the humanities department	AY 2022-23 FA22 - Conduct research to assess data and current directions in philosophy that would best position the area for our students in the future. SP23 - submit formal request for a FT faculty hire	Administration's support for a faculty hire	Assess progress and implementation in annual assessment reports
Revisions to catalog course offerings	Too many courses listed that no longer run	Dr. David Svolba	Make changes to catalog by AY 22/23	none	Review catalog in AY 22/23
Pedagogy	Declining enrollments	Dr. David Svolba	Redesign existing in-demand courses by AY 23/24	technical training; software purchases	Dr. Svolba will compare his courses in their current form to these same courses in AY 23/24
Development of interdisciplinary courses	Success of initial efforts; university-wide call for	Dr. David Svolba	Submit two new interdisciplinary	book purchases; online course	Review catalog in AY 23/24

	interdisciplinary course offerings		courses for approval by the end of AY 23/24	certifications via Coursera and EdX, for Dr. Svolba to remain current with topics like neuroscience and climate science, in preparation for his interdisciplinary (co-taught) courses on consciousness and environmental ethics, as well as philosophy of AI	
WORLD LANGUAGES AREA					
Develop a new Public Humanities Major that prominently features the role of world languages in working across cultures	IDIS Humanities concentration has attracted only a modest number of students	Departmental working group to discuss larger initiatives.	Solid draft of new major proposal in AY 2022-23	Institutional support for faculty to have time to develop an innovative curriculum	Assess progress and implementation in annual assessment reports
Identify and develop community partnerships that would foster opportunities for students to engage in high impact practices related to world language courses	World language learning is most effective when applied in real world situations. Community engagement is central to. the University's strategic plan	World language faculty	2022-25	n/a	Assess progress and implementation in annual assessment reports
Work with areas on campus to lift barriers to student participation in world language classes. For instance, with world languages now having a place in the first-year foundation, the process of course registration for incoming first-year students needs to be refined to allow for the	For world languages to be an effective element in the Gen Ed curriculum, students should not have barriers to entry that inhibit them from accessing languages that interest them	World language faculty; collaboration of other academic departments, as well as areas such as admission and enrollment management	2022-23	n/a	Assess progress and implementation in annual assessment reports

choice of a language upon entry to the university					
Continue to develop interconnections with other programs, such as the developing relationship between Spanish and nursing with the medical Spanish course	World language learning is most effective when students see how it can be applied in real world situations.	World language faculty; collaboration of other academic departments	2022-25	n/a	Assess progress and implementation in annual assessment reports

M.ED. IN ARTS EDUCATION – ART & MUSIC CONCENTRATIONS

Increase program enrollments, with a particular emphasis on growing the music concentration, since the Art concentration has already seen some growth over the past 5 years.	The program needs to grow in order to thrive, because we cannot offer the curriculum if course enrollments are not sufficient to run the classes reliably.	Amy McGlothlin & Petri Flint	2021-25	Funding for advertising budget	Assess progress and implementation in annual assessment reports
Develop a comprehensive alumni contact list, and do outreach to foster alumni relationships and solicit their stories.	Teacher programs such as this rely on word-of-mouth among colleagues, and alumni can best speak to the value of the program in advancing their career goals.	Amy McGlothlin & Petri Flint	2022-24	Support from the Alumni office for student contact information.	Assess progress and implementation in annual assessment reports
Find a solution to issues with rotation of CRAR 9060	The course needs to be offered often enough to set students up for their Capstone course, but offering it too frequently does not yield sufficient enrollment	Amy McGlothlin & Petri Flint	2020-21	Collaboration of Education department	Process completed in SP21 through a Grad Council proposal.
Develop plan to conduct annual program assessment, as broader university practices for graduate assessment are developed	There is a need to carry out assessment of programs to ensure that they meet expected outcomes	Amy McGlothlin & Petri Flint	Pending development of university practices around graduate assessment	Collaboration of the Office of Assessment	Assess progress and implementation in annual assessment reports, once university-wide practices for graduate assessment are established

CAGS INTERDISCIPLINARY INDIVIDUALIZED

Develop an action plan and timeline to address issues such as the following: 1. Staffing and rotation of the 2-course capstone sequence, IDIS 9000 & 9400 2. Examine advising practices for students doing the program via remote campus partners	There was a recent change in program chair from Jessica Robey to Rala Diakité, and up to now the program has not had a process of assessment or a formal action plan	Rala Diakité, in collaboration with the Humanities Graduate Committee	Action plan first steps to be defined by Summer 2022	n/a	Assess progress and implementation in annual assessment reports, once university-wide practices for graduate assessment are established