

# College of Applied Science and Technology

## STRATEGIC PLAN 2019-2024



ILLINOIS STATE  
UNIVERSITY

*Illinois' first public university*

[CAST.IllinoisState.edu](http://CAST.IllinoisState.edu)

## College of Applied Science and Technology

# STRATEGIC PLAN (2019–2024)

We are pleased to share the Strategic Plan for the College of Applied Science and Technology (CAST) at Illinois State University. We are particularly proud of our faculty, staff, students, and alumni who masterfully teach, learn, innovate, and solve the challenges of today and tomorrow. In addition, we recognize a continuously evolving external environment; as such, we monitor and adapt to the needs of our stakeholders.

## OUR VALUES

- Responsibility, honesty, trust, respect for all people, and integrity in all that we do.
- Diversity, inclusion, and equity for students, faculty, and staff.
- Applied learning.
- Individualized attention that includes recognition of each student as a significant contributor to our collective mission.
- Advancement of knowledge including interdisciplinary, collaborative research.
- Multidisciplinary traditions of our college.
- Shared governance.
- Civic engagement and outreach with our external constituents.
- Sustainable practices in our programs and awareness in our students.

## MISSION STATEMENT

Through applied learning, we prepare and empower students who will make lasting, positive contributions to their profession and the world. We leverage and celebrate the breadth of programs within the College of Applied Science and Technology that build upon a strong general education foundation.

## VISION STATEMENT

CAST: Inspiring innovation, opportunity, and the discovery of knowledge through exceptional academic programs and experiential learning.

# GOALS

## **I. Integrate relevant applied learning and technologies to provide an exemplary educational experience focusing on individual goals for both undergraduate and graduate students.**

### STRATEGIES

1. Foster hands-on learning through an applied focus in the classroom and experiential learning opportunities when appropriate.
2. Cultivate individualized and transformative educational experiences including internships, study abroad, service-learning, and civic engagement.
3. Add new scholarships, graduate assistantships, and support opportunities to benefit student recruitment and retention.
4. Provide quality programs to students while exploring and developing new programs and courses that provide opportunities for growth of the college.
5. Seek input from external constituents, as appropriate, to integrate and improve the curricula.
6. Enhance facilities within budgetary constraints to provide student access to outstanding technology and learning experiences.
7. Calibrate available resources and our commitment to individualized attention of students as considerations for program enrollments.
8. Recruit and retain diverse, motivated, and academically talented students.

## **II. Foster a cohesive culture of diversity, inclusion, and equity that reaches all our students, faculty, and staff.**

### STRATEGIES

1. Celebrate the collegial spirit of the college.
2. Promote inclusion, respect, and equity for all persons in our classrooms by creating awareness and programming for faculty and staff.
3. Continue to diversify and promote equity among the faculty, staff, and student body.
4. Increase and reward collaboration among students and faculty across disciplines throughout the college and University.
5. Enhance and expand international opportunities related to teaching, research, and cultural immersion for students and faculty.
6. Support globalization of curricula, where appropriate, to emphasize economic, technologic, and social factors that influence the world.

## **III. Support a workplace that facilitates and rewards faculty and staff excellence.**

### STRATEGIES

1. Ensure a successful transition to the college and University by effectively mentoring new faculty, Administrative Professionals, and Civil Service staff.
2. Provide professional development support and opportunities for faculty, Administrative Professionals, and Civil Service staff.

3. Recognize and disseminate the achievements of faculty, Administrative Professionals, and Civil Service staff.
4. Employ and retain diverse faculty who are equally motivated by high quality teaching and scholarly activity.
5. Support teaching innovation and excellence:
  - a. Encourage and reward teaching innovations and excellence through awards and recognition.
  - b. Encourage interdisciplinary teaching as appropriate.
  - c. Partner with external constituencies to provide teaching opportunities such as client projects and service-learning projects.
  - d. Advance faculty teaching expertise through the availability of professional development support.
6. Support research excellence and collaboration:
  - a. Provide support for faculty research through grants, mentorship, and incentives.
  - b. Promote collaborative research between faculty and students through expanded graduate programs and undergraduate research opportunities that lead to peer-reviewed outcomes.
  - c. Support and reward interdisciplinary research.
7. Encourage and reward outstanding and meaningful service by faculty, Administrative Professionals, and Civil Service staff.

#### **IV. Develop and maintain productive relationships with external constituencies.**

##### STRATEGIES

1. Facilitate diverse, collaborative research between CAST and external partners.
2. Encourage and reward student, faculty, and staff engagement with external constituencies.
3. Partner with campus services to organize efforts to efficiently and effectively connect with the community and private sector.
4. Work with external constituencies to increase funding to the college and its programs.
5. Maintain and seek new relationships with external stakeholders to provide students with professional practice experiences and meaningful corporate and agency networks.
6. Raise the visibility of CAST through a sustained communications plan to inform and connect faculty, staff, students, and external constituencies.
7. Explore self-supporting, entrepreneurial opportunities that encourage civic engagement while raising the visibility of our programs.



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