Van D. and Barbara B. Fishback
Honors College

Strategic Plan

July, 2013
A Strategic Vision for the
Van D. and Barbara B. Fishback Honors College

Mission
South Dakota State University provides a rich academic experience in an environment of inclusion and access through inspired, student-centered education; creative activities; and research, innovation and engagement that improve the quality of life in South Dakota, the region, the nation and the world.

The mission of the Van D. and Barbara B. Fishback Honors College at South Dakota State University is to provide talented, motivated students with a personalized, engaging, distinctive academic and enrichment educational experience that positions them for success as lifelong learners and leaders.

We aspire to be an engine of opportunity that will elevate, enrich, and enliven the student experience at South Dakota State University.

Vision
As a leading land-grant university, South Dakota State University will champion the public good through engaged learning, bold and innovative research and creative activities, and stewardship within a global society.

Core Values
South Dakota State University is committed to:

- Excellence in learning, discovery and engagement;
- Passion for the institutional mission;
- Improved quality of life for the people and communities of South Dakota, the nation and the world;
- Appreciation for academic, scientific and humanitarian achievements;
- Curiosity and innovation;
- Acceptance and embracement of diverse cultures and perspectives;
- Civility, integrity and trustworthiness;
- Transparency in decision-making and information sharing;
- Fiscal and programmatic accountability; and
- Economic and environmental sustainability.
Strategic Goals with Action Steps

Goal 1: Provide academic excellence through quality programs, engaged learners and an innovative teaching learning environment.

a. Provide leadership for recruiting and retaining an increasing proportion of the region’s best and brightest students to SDSU.
b. Provide highest quality instruction on leading edge topics through Honors sections and colloquium
   i. These courses will be characterized by high levels of student/faculty engagement, academic rigor, and imbued with honors pedagogical approaches and themes to include critical thinking, service learning, global perspectives, interdisciplinary approaches, ethics and integrity
c. Strengthen Honors College curriculum through responsive assessment, continuous improvement, and strategic expansion of Honors College courses
d. Expand exemplary student engagement opportunities through a comprehensive series of academic and leadership development experiences to include:
   i. Fully implemented undergraduate teaching assistant program
   ii. Intra and extra-curricular service opportunities
   iii. Leadership development and systems dynamics workshops
   iv. Honors College Student Organization
   v. Honors Hall student government
   vi. Undergraduate research opportunities
   vii. Participation and leadership in regional and national meetings
e. Build and enliven a world-class living learning community in Honors Hall featuring progressive facilities, a friendly, welcoming, supportive living environment, high levels of student-faculty interaction, compelling enrichment programs and leadership development opportunities.
f. Enhance Honors College advising to optimize student retention, support, and program completion.
g. Create a vibrant, inclusive, aspirational Honors College that enhances student learning, faculty engagement, program productivity, and success.
Goal 2: Generate new knowledge, encourage innovations, promote artistic and creative works that contribute to the public good and result in social, cultural, or economic development for South Dakota, the region, nation, and world.

a. Establish Honors College as an incubator and catalyst for excellence in teaching, learning and student development.
   i. Foster pedagogical experimentation among Honors College faculty, including support to develop and enhance Honors College courses.

b. Provide data driven faculty/staff development opportunities to foster continuous program improvement.

c. Fully support, through funding and faculty mentoring, Honors student research and creative experiences.

d. Publish Honors College student research in SDSU’s Undergraduate Research Journal and other appropriate venues, and Honors College faculty research in the Journal of the National Collegiate Honors Council, Honors in Practice, and other appropriate publications.

e. Present student and faculty research at local, regional and national Honors conferences, and related professional meetings.

f. Provide leadership for expanded undergraduate research, scholarly and creative student programming on campus, including increased funding and coordination of enhanced Undergraduate Research, Scholarship and Creative Activity Day.

Goal 3: Extend the reach and depth of the university by developing strategic programs and collaborations.

a. Strengthen partnerships with key university entities that enable successful execution of this plan, including:
   i. Office of Admissions
      a. Partnership will include communication plan, high school outreach, and Honors College visits.
   ii. Residential Life
      a. Build relationship with staff to include the Assistant Director of Residential Life for Living and Learning Communities that will optimize the positive impacts of Honors Hall, including promotion, assignments, staffing, programming, and faculty development.
   iii. Office of Student Engagement
   iv. Faculty Senate
   v. Academic Deans and Department Heads
      a. Continue annual strategy meetings with academic deans and appropriate staff in each college.
      b. Empower Honors College committee and strengthen the leadership role of college representatives.
c. Establish network of Honors College resource persons in each academic department on campus to guide and support Honors College student progress in every major.

vi. First Year Advising Center and all university advisors
   a. Develop Honors versions of university advising documents for all majors/minors at SDSU.

vii. Office of International Affairs and Continuing and Extended Education
   a. Establish regular Honors College international experiences
   b. Recruit and retain international students in Honors College
   c. Strategically grow summer and on-line Honors College offerings

viii. Office of Diversity Enhancement
   a. Collaborate to diversify Honors College student enrollment and faculty participation, and to enrich Honors College student experiences with diverse perspectives and multicultural competencies.

ix. SDSU Foundation
   a. Strengthen Honors College Dean’s Development Advisory Council.
   b. Develop and implement Honors College fundraising plan to meet program needs and goals.

x. SDSU Alumni Association
   a. Strengthen network of Honors College alumni through communications and events.
   b. Provide university-wide leadership for collaborative efforts including LEADSTATE and the common read.
   c. Expand Honors College faculty/student participation in domestic diversity and international programs, including Honors-specific experiences.
   d. Establish strong partnerships with community-based projects and service providers to enhance opportunities for student service learning, community engagement, and leadership development.

Goal 4: Secure human and fiscal resources to ensure high performance through enhanced financial, management and governance systems.

a. Strategically incentivize and support Honors College faculty and student experiences
   i. Faculty
      1. Enhance departmental compensation for offering Honors College courses
2. Provide fellowship opportunities to buy out faculty time for work on Honors.
3. Support Honors College faculty development and travel
4. Develop teaching/research assistantships for undergraduate and graduate students to assist Honors College faculty with their Honors course responsibilities.
5. Fund faculty compensation for Honors College service in courses, contracts, independent study projects.

   ii. Students
   1. Establish premiere Honors College student scholars program
   2. Provide student text book scholarships for Honors College courses
   3. Create need/merit based housing scholarships for Honors Hall
   4. Establish funds for student development opportunities such as research, service, leadership development, and travel.

   b. Seek grant funding to support innovative Honors program development

   c. Establish permanent advising/student services position in Honors College.

   d. Strengthen private support through the SDSU Foundation
      i. Expand and strengthen Dean’s Development Advisory Council
      ii. Enhance role and activity of Honors College faculty and committee
      iii. Enhance support and empowerment of Honors Dean’s Student Advisory Council
      iv. Strengthen Honors College staffing to include advisor, graduate student and undergraduate student assistants
      v. Create Honors young alumni group, facilitate annual programmatic interaction
      vi. Work with VPAA, colleges and departments to enhance support for additional Honors sections
      vii. Provide quality infrastructure with furnishings, technology and spaces to support ideals and execution of this plan
## Performance Indicators

**Goal 1:** Provide academic excellence through quality programs, engaged learners and an innovative teaching learning environment.

<table>
<thead>
<tr>
<th>PERFORMANCE INDICATORS</th>
<th>BASELINE</th>
<th>2018 TARGET</th>
<th>RESPONSIBLE OFFICE (INDIVIDUAL)</th>
<th>DEFINITION/SOURCE</th>
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</thead>
<tbody>
<tr>
<td>Number of Honors College eligible students at SDSU.</td>
<td>Number of Honors eligible students: 1546</td>
<td>Number of Honors eligible students: 1700</td>
<td>Dean Nichols Office of Admissions</td>
<td>Dean Nichols Office of Admissions Records and Registration</td>
</tr>
<tr>
<td>Enrollment in Honors College courses.</td>
<td>Fall 2012 enrollment: 637</td>
<td>Fall 2018 enrollment: 750</td>
<td>Dean Nichols</td>
<td>Dean Nichols Records and Registration</td>
</tr>
<tr>
<td>Number and diversity of Honors College courses.</td>
<td>30 sections, fall 2013 (12 disciplines)</td>
<td>50 sections, fall 2018 (15 disciplines)</td>
<td>Dean Nichols Academic Deans Department Heads Honors Faculty</td>
<td>Dean Nichols</td>
</tr>
<tr>
<td>Number of graduates with Honors College distinction.</td>
<td>Number of graduates: 42</td>
<td>Number of graduates: 100</td>
<td>Dean Nichols</td>
<td>Dean Nichols</td>
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<tr>
<td>IDEA course scores and student survey results significantly above non-Honors courses; strong student satisfaction.</td>
<td>IDEA scores significantly above SDSU average; 90% + Honors College students indicate program satisfaction.</td>
<td>IDEA scores significantly above SDSU average; 90% + Honors College students indicate program satisfaction.</td>
<td>Dean Nichols Honors College Faculty University Assessment</td>
<td>Dean Nichols University Assessment</td>
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<tr>
<td>Number of Honors College teaching assistants and tutors.</td>
<td>Approximately 20 per year.</td>
<td>Approximately 40 per year.</td>
<td>Dean Nichols Honors College faculty</td>
<td>Dean Nichols Honors College faculty</td>
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<td>Occupancy and satisfaction of students in Honors Hall.</td>
<td>Honors Hall 95% full.</td>
<td>Honors Hall 100% full; student satisfaction, retention and academic performance above university average.</td>
<td>Dean Nichols Office of Residential Life</td>
<td>Dean Nichols Office of Residential Life</td>
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<td>Honors College Student Organization membership.</td>
<td>60 dues-paying members.</td>
<td>100 dues-paying members.</td>
<td>Dean Nichols HCSO Officers</td>
<td>Dean Nichols HCSO President</td>
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Goal 2: Generate new knowledge, encourage innovations, promote artistic and creative works that contribute to the public good and result in social, cultural, or economic development for South Dakota, the region, nation, and world.

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<td>Number of Honors College students receiving undergraduate research funding.</td>
<td>Approximately 50</td>
<td>Approximately 100</td>
<td>Dean Nichols</td>
<td>Dean Nichols</td>
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<tr>
<td>Size and scope of Undergraduate Research, Scholarship and Creative Activity Day, including number of Honors College student participants.</td>
<td>50 participants at URSCAD 40 at UMHC; 15 at NCHC.</td>
<td>100 participants at URSCAD 50 at UMHC; 20 at NCHC.</td>
<td>Dean Nichols</td>
<td>Dean Nichols</td>
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<td>Number of Honors College students and faculty publishing and presenting at the state, regional and national levels.</td>
<td>Occasional SDSU Honors publications. Additional Honors College student and faculty presentations and publications (five/year).</td>
<td>1 per year SDSU Honors publications. Additional Honors College student and faculty presentations and publications (ten/year).</td>
<td>Dean Nichols Honors College faculty Honors College students</td>
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Goal 3: Extend the reach and depth of the university by developing strategic programs and collaborations.

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<td>Collaborative Honors plans exist with each academic college.</td>
<td>Basic plans are in place.</td>
<td>College collaboration plans are well documented and assessed.</td>
<td>Dean Nichols Academic Deans</td>
<td>Dean Nichols Academic Deans</td>
</tr>
<tr>
<td>Honors College information integrated into university advising documents.</td>
<td>Honors present in approximately 10 percent of university advising documents.</td>
<td>Honors present in approximately 100 percent of university advising documents.</td>
<td>Dean Nichols Dr. Jody Owen, First Year Advising Center</td>
<td>Dean Nichols Dr. Jody Owen, First Year Advising Center</td>
</tr>
<tr>
<td>Honors College sponsored domestic or international academic/cultural experiences every year.</td>
<td>Occasional Honors College domestic/international academic and cultural experiences offered.</td>
<td>Honors College domestic/international academic and cultural experiences offered every year.</td>
<td>Dean Nichols Office of International Affairs Office of Diversity</td>
<td>Dean Nichols Office of International Affairs Office of Diversity</td>
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<tr>
<td>Strong participation and assessment results for LEADSTATE and common read.</td>
<td>Strong student and faculty participation and feedback in LEADSTATE and common read.</td>
<td>Continued strong student and faculty participation and feedback in LEADSTATE and common read.</td>
<td>Dean Nichols Common Read and LEADSTATE teams</td>
<td>Common Read IDEA scores (University Assessment) LEADSTATE evaluations</td>
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Goal 4: Secure human and fiscal resources to ensure high performance through enhanced financial, management and governance systems.

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<td>Establishment of endowed professorship in Honors College</td>
<td>Endowed professorship in Honors does not exist</td>
<td>Honors College professorship endowed at $1M</td>
<td>Dean Nichols</td>
<td>SDSU Foundation</td>
</tr>
<tr>
<td>Establishment of endowments for premier Jackrabbit Distinguished Scholars program</td>
<td>Jackrabbit Distinguished Scholars program does not exist</td>
<td>Jackrabbit Distinguished Scholars program endowed at $2M</td>
<td>Dean Nichols</td>
<td>SDSU Foundation</td>
</tr>
<tr>
<td>Enhanced annual giving to the Honors College</td>
<td>$5,000 per year unrestricted</td>
<td>$25,000 per year unrestricted</td>
<td>Dean Nichols</td>
<td>SDSU Foundation</td>
</tr>
<tr>
<td>Success in obtaining competitive extramural grants to support Honors College faculty and students.</td>
<td>Extramural grant funding approximately $30,000/year</td>
<td>Extramural grant expenditures approximately $100,000/year</td>
<td>Dean Nichols Honors College faculty Office of Research and Sponsored Programs</td>
<td>Dean Nichols Office of Research and Sponsored Programs</td>
</tr>
<tr>
<td>Secure FTE for additional Honors College advisor/student services specialist</td>
<td>FTE for Honors College advisor does not exist</td>
<td>FTE for Honors College advisor in place; fully functioning member of the Honors College team</td>
<td>Dean Nichols SDSU Foundation</td>
<td>Dean Nichols</td>
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<tr>
<td>Effectively manage and deploy earnings from the Fishback endowment – funds for student, faculty and program excellence</td>
<td>Baseline earnings fall 2013 = 0</td>
<td>Baseline earnings = $115,000 Annual report</td>
<td>Dean Nichols Dean’s Development Advisory Council</td>
<td>Dean Nichols Annual report</td>
</tr>
<tr>
<td>Establish merit/need based scholarship program for housing assistance</td>
<td>Program does not exist</td>
<td>$50,000 per year awarded in housing assistance</td>
<td>Dean Nichols SDSU Foundation</td>
<td>SDSU Foundation</td>
</tr>
<tr>
<td>Establish Honors College textbook scholarship</td>
<td>Occasional textbook assistance is provided.</td>
<td>Textbooks are provided for all HON prefixed courses</td>
<td>Dean Nichols SDSU Foundation</td>
<td>Dean Nichols SDSU Foundation</td>
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Leadership for this plan will come from the Honors College Dean. The Honors College committee, faculty, Dean’s Student Advisory Council and Dean’s Development Advisory Council will also provide guidance toward further development, implementation and assessment of the College’s progress toward these goals.