



# PRIDE 2020

**The Strategic Plan for Delaware State University**  
PRIDE 2020: Personal Responsibility in Delivering Excellence

## **Goal 1:** **Intellectual Climate and Culture**



## GOAL 1: INTELLECTUAL CLIMATE AND CULTURE

### **Create an exceptional learning environment that promotes challenging, high-quality curricular and co-curricular programs, engaged student learning, and local and global citizenship**

Academic excellence and a stimulating intellectual environment populated by talented faculty and students are the essential attributes of a comprehensive, first-rate university. The recruitment and retention of outstanding faculty, staff and students will continue to be a high priority. Excellent teaching supported by high-quality faculty who are experts in their disciplines ensures an intellectually challenging education central to our land-grant mission in undergraduate, graduate and professional programs. Educating students to be global citizens is a defining characteristic of DSU and is vital to achieving our objective of providing a high-quality education that equips students with the knowledge and skills to be leaders in their chosen professions. We foster a concern for social justice and the capability to advocate it.

We will increase our focus on research, but we will not lose sight of teaching excellence. Delaware State is committed to being an excellent teaching institution, and we believe student success is increased when faculty make teaching a priority on par with research. A DSU education is hands-on, thrives through collaboration, is project-based, active, and stresses critical thinking, teamwork and the lively exchange of ideas. The ideal we relentlessly pursue is that higher education at DSU must be a seamless web uniting teaching, research/creative activity, and the extension and application of knowledge to serve and improve society.

- **OBJECTIVE 1.1: Ensure all students are provided high-quality programs that are recognized nationally and internationally**

#### **Key Action Strategies:**

- Create and sustain a culture that supports teaching excellence across all academic areas.
- Validate, revise and initiate programs that meet the needs of diverse populations and employer requirements.
- Review academic programs to identify those that have low productivity or low priority, or are unnecessarily redundant.
- Maintain and seek appropriate accreditations, if applicable, and approvals and certifications.
- Continually improve DSU's comprehensive and integrated student learning outcomes, assessment of the General Education program, the capstone experiences and the degree programs.
- Foster an educational environment to support student learning.
- Establish new and strengthen existing partnerships with international universities through jointly offered instructional degree programs, collaborative research and entrepreneurial opportunities.

- **OBJECTIVE 1.2: Facilitate student learning as evidenced by increasing 21st Century Skills and Habits of Mind that enable students to become productive citizens and lifelong learners as measured by well-defined rubrics**

#### **Key Action Strategies**

- Increase active learning, performance-based classroom activities and instructional methods that challenge students' attitudes and assumptions.
- Formally define 21st Century Skills and Habits of Mind.
- Increase the number of students rated in the "Proficient" and "Advanced" category in each University-wide rubric and program-specific capstone rubrics that reflect 21st Century Skills and Habits of Mind goals identified as General Education learning outcomes.
- Implement the Learning Communities Initiative.
- Continue the One Book, One Campus Program.

- **OBJECTIVE 1.3: Build opportunities for students to gain global perspectives, participate in experiential learning and further social justice**

**Key Action Strategies**

- Engage all undergraduate students in experiential learning early in their careers at DSU through involvement in research, study-abroad programs, service learning, internships, leadership programs and other hands-on experiences appropriate to their curricula or the co-curricula.
- Continue to build a culture of global awareness through internationalization of the curriculum and co-curricular activities, including a Cultural Events Series (CES).
- Develop an English Language Institute.
- Continue to evaluate and strengthen agreements (exchange, enrichment, joint academic programs, memoranda of understanding, etc.) with other countries to ensure reciprocity and meaningful outcomes.
- Encourage seniors to participate in a research project or produce a senior thesis with a faculty member outside of – or over and above – a class requirement.

- **OBJECTIVE 1.4: Improve faculty and student scholarship through integration of teaching, research, creative activity and engagement**

**Key Action Strategies**

- Identify and support opportunities to integrate teaching, research and scholarship within University programs.
- Conduct an assessment of the integration of teaching, research and scholarship within the University.
- Increase professional development and academic enrichment support activities for faculty and professional staff.
- Include a student research component in the majority of undergraduate programs.
- Encourage innovative teaching and research/creative activities within faculty groupings.
- Seek development of new areas of collaboration in undergraduate and graduate training.

- **OBJECTIVE 1.5: Recruit and retain outstanding and engaged faculty**

**Key Action Strategies**

- Establish discipline-appropriate start-up packages (including equipment/supplies and travel funds, research time release, teaching/research assistant support, etc.) to attract and retain new faculty.
- Require faculty candidates to demonstrate program-appropriate teaching skills in a simulated classroom environment and develop a rubric to evaluate those skills.
- Evaluate faculty based on education, relevant experience and pedagogical expertise in order to maintain highly qualified regular and contingent faculty in each program.
- Develop and fund professional development mentoring programs to ensure faculty excellence.
- Increase the number of faculty development sessions in the Center for Teaching and Learning.
- Plan and carry out strategic cluster hires to bring new and future research leaders to campus.