

DEPARTMENT OF POLITICAL SCIENCE

Mission

The Department of Political Science, through the research and scholarly activity of our faculty, engages in, and promotes, the advancement and dissemination of knowledge central to a liberal education for all students and serves the people, and the State, of Oklahoma and our society.

Vision

The Department of Political Science will:

- Be recognized for innovative, constructive and highly effective undergraduate and graduate instruction;
- Extend our standing as advanced scholars of politics by establishing a new Doctoral Degree Program in Political Science which will be recognized as the program of choice among our peer institutions;
- Consolidate our position as the premier center for scholarship in the field of Fire and Emergency Management Administration by creating the nation's first Doctoral Degree in Fire and Emergency Management; and
- Be comprised of faculty identified as national and international leaders in their respective areas of expertise.

Core Values

Diversity – We respect others and value diversity of opinions, freedom of expression, and other ethnic and cultural backgrounds. We are committed to promoting greater diversity in the College.

Integrity – We are committed to the principles of truth and honesty, and we will be equitable, ethical, and professional.

Service – We believe that serving others is a noble and worthy endeavor.

Intellectual Freedom – We believe in ethical and scholarly questioning in an environment that respects the rights of all to freely pursue knowledge. We are committed to academic freedom.

Excellence – We seek excellence in all our endeavors, and we are committed to continuous improvement. We are committed to outstanding research, scholarly activity, and effective high-quality teaching.

Stewardship of Resources – We are dedicated to the efficient and effective use of resources. We accept the responsibility of the public’s trust and are accountable for our actions.

Professional Development – We are committed to the continuous improvement of proficiency in our faculty and staff.

Goals, Critical Success Factors, Objectives, and Strategies

Goal 1: Enhance departmental environment for the support of research, scholarship and professional activity.

Critical Success Factors:

- Increase extramural funding applications.
- Publish 8 or more research projects each year.
- Publish research in major national and international outlets.
- Expand Visiting Scholar program to 2 Visitors per year.
- Achieve peer institution salary parity.
- Provide professional development support funds sufficient to support realistic levels of participation in national and international venues.
- Provide one research assistant to each faculty member.
- Restore office staff to 2 full time employees.
- Retain, promote and reward outstanding faculty members.

Objectives:

Objective 1.1: Calibrate administrative incentive structure to reward extramural funding.

Strategies:

- Encourage attendance at national meetings.
- Increase travel funding for grant related consultation with colleagues by 100%.
- Increase weight assigned to grant writing efforts through Appraisal and Development process.

Objective 1.2: Increase professional integration and encourage collaborative research projects by exposing faculty to major research programs through Visiting Scholars Program.

Strategies:

- Utilize existing sources of salary savings to maintain at least 1 Visiting Scholar in residence at all times.
- Require 2 research presentations by Visiting Scholar each year.
- Encourage research collaborations with Visiting Scholars by providing release time for promising projects.

Objective 1.3: Encourage flexible staffing patterns to provide timely release for research related activity.

Strategies:

- When possible schedule instructional and outreach activity to avoid conflicts with research activity.
- Encourage the inclusion of graduate assistance in grant applications to support research activity.

Objective 1.4: Increase professional development budgets to \$1,000 per faculty member.

Strategies:

- Increase number of extramural research grants submitted to minimum of 3 per year.
- Develop auxiliary funds derived from instructional activities.

Objective 1.5: Provide greater staff support for faculty professional development.

Strategies:

- Increase clerical staff by 0.25 – FTE, thus restoring 2 full time staff.
- Utilize work-study students to supplement clerical support for grant preparation.

Objective 1.6: Hire and retain energetic faculty with strong research and teaching skills.

Strategies:

- Strengthen climate of collegiality and intellectual respect.
- Use new hires to reinforce departmental research strengths.
- Achieve peer institution salary parity.

Objective 1.7: Expand current Political Science graduate program by building Ph.D. in Political Science reflecting areas of faculty expertise.

Strategies:

- Direct faculty recruitment efforts toward consolidating areas of departmental strength.
- Generate 2 new faculty lines in support of program expansion.
- Use enhanced professional development monies to increase research productivity of all faculty.
- Recruit high quality graduate students.
- Merge graduate student activity into research efforts of faculty.
- Develop and submit plan through university channels to create Doctoral Program.

Objective 1.8: Expand current Fire and Emergency Management graduate program by creating the nation's first Ph.D. program in Fire and Emergency Management.

Strategies:

- Fill 2 vacant Public administration faculty lines with highly qualified scholars of Emergency Management.
- Raise funds to establish Endowed Chair of Fire Service Management.
- Coordinate instructional efforts with faculty in other administrative units of Oklahoma State University with interests in Emergency and Disaster Management.
- Develop and submit plan through university channels to create Doctoral Program.

Goal 2: Increase the quality, diversity, and proficiency of our graduate students.

Critical Success Factors:

- Increase enrollment of Political Science Master's students.
- Enroll Political Science Doctoral students.
- Increase enrollment of Fire and Emergency Master's students.
- Enroll Fire and Emergency Management Doctoral Students.
- Increase the number of faculty who receive teaching awards each year.
- Maintain excellence in graduate student advisement.
- Increase proportion of minority students in all programs.
- \$140,000 for Graduate Assistantships.
- \$1,000 for graduate student travel to professional conferences.

Objectives:

Objective 2.1: Develop an effective program for recruitment and retention of high quality and diverse graduate student population.

Strategies:

- Aggressively participate in Graduate College sponsored recruiting efforts.
- Identify and participate in minority venue recruiting opportunities.
- Develop new recruiting brochures.
- Develop new University Catalog and website descriptions for reformed graduate program.
- Purchase upgraded placement in Peterson's on-line University referral system.
- Submit 2 applications for extramural graduate student fellowships per year (US Department of State, Freedom Support, etc.).
- Use expanded research base to support graduate student participation in faculty research.
- Expand student participation in undergraduate instructional activities.
- Increase graduate stipend levels to \$7,000 per 9 months.
- Renovate graduate student office areas to include telephones and study facilities.
- Upgrade and network graduate student computing facilities to support Internet and SPSS program use.

Objective 2.2: Consolidate M.A. program to build on existing areas of strength in departmental research and scholarship.

Strategies:

- Adopt graduate program reform to create more focused program building on two primary tracks: International Relations/Comparative Politics, and Public Administration/Public Policy.

- Develop new Special Topics courses to incorporate Visiting Scholar expertise and strengthen core fields.
- Increase the number of required courses to more fully standardize curriculum and improve quality of graduates.
- Eliminate 3 graduate sub-fields for which student demand is low.
- Participate in International Studies and Environmental Sciences interdisciplinary Graduate Programs.

Objective 2.3: Increase diversity of graduate student population.

Strategies:

- Market Political Science in regional, national, and international universities with diverse student groups and organizations.
- Create new section of departmental website which emphasizes diversity experience and politics.
- Continue to actively diversify faculty and expand mentoring activities.

Goal 3: Increase the quality, diversity, and academic excellence of our undergraduate students.

Critical Success Factors:

- Increase the number of faculty who receive teaching awards.
- Maintain excellence in undergraduate student advisement.
- Increase proportion of minority students at all levels.
- Improve academic performance among Undergraduate Political Science Majors.
- Increase undergraduate internship opportunities by 100%.
- \$100,000 Endowment for Undergraduate Scholarship Fund.

Objectives:

Objective 3.1: Strengthen American Government instruction program.

Strategies:

- Expand use of standardized, electronic, instructional-support protocols (Blackboard).
- Increase number of students exposed to instruction by senior faculty experienced in American Government instruction.
- Integrate senior, graduate-student instructors more fully into classroom by expanding the department's Instructional Mentorship Program.
- Reintroduce program of undergraduate Student Instructional Assistants to staff a tutorial assistance program.

Objective 3.2: Emphasize critical thinking skills among Political Science Undergraduate Majors.

Strategies:

- Increase student exposure to and participation in faculty research programs.
- Deepen student understanding of discipline through participation in Student Instructional Assistants program.
- Expand participation in extracurricular learning environments (OIL, internships, etc.)
- Stimulate contact with government officials and policy leaders through participation in and sponsorship of guest speaker venues.
- Incorporate Educational Testing Services Major Field Tests into student assessment protocol.

Objective 3.3: Establish 2 full-tuition scholarships for undergraduate majors.

Strategies:

- Coordinate fund raising efforts with appropriate OSU Foundation personnel.

- Increase contact levels with potential donors among alumni and other sources.

Objective 3.4: Expand departmental internships by 100%.

Strategies:

- Coordinate with Careers Services to establish Career Liaison Service for students.
- Develop and maintain internship data base.
- Initiate application and cover letter workshop.
- Provide board of volunteer students to mentor others through process of locating internships.
- Initiate and maintain internship bulletin board on departmental website.

Objective 3.5: Expand the synergy between American Studies and Political Science degree programs in Tulsa.

Strategies:

- Increase number of courses offered in support of American Studies Program.
- Hire 2 new faculty to support American Studies on Tulsa Campus.

Objective 3.6: Increase diversity of student population.

Strategies:

- Market Political Science in area High Schools and Junior Colleges with diverse student groups and organizations.
- Create new section of departmental website which emphasizes diversity experience and politics.
- Continue to actively diversify faculty and expand mentoring activities.

Goal 4: Increase participation in, and support of, interdisciplinary programs within OSU system.

Critical Success Factors:

- Establish Political Science as major degree program with 100 majors on OSU-Tulsa Campus.
- Increase number of Environmental Science graduate students advised in department.
- Expand number of faculty actively participating in School of International Studies.
- Increase number of International Studies Master's students advised in department.
- Establish new interdisciplinary Center for Central Asian Studies.
- Support the expansion of undergraduate Women's Studies Program.
- Increase interdisciplinary faculty participation in Department's Applied Politics undergraduate degree option.

Objectives:

Objective 4.1: Expand the synergy between American Studies and Political Science degree programs in Tulsa.

Strategies:

- Offer 4 additional American Studies approved courses per Academic Year in Tulsa.
- Continue to expand course offerings available to support majors and enhance General Education on Tulsa campus.
- Establish foundation courses for Political Science and International Studies Master's Degree.
- Develop departmental website to increase exposure of OSU-Tulsa activities.
- Apply for extramural funding to support OSU-Tulsa based research.
- Hire at least 3 additional faculty to support OSU-Tulsa instruction.

Objective 4.2: Link faculty participation in interdisciplinary programs to faculty development incentives.

Strategies:

- Recognize faculty contributions to General Education curriculum which provide distribution credits for other majors.
- Recognize and reward faculty advisement of graduate students based in other academic units.

Objective 4.3: Pursue extramural funding support for expansion of interdisciplinary centers.

Strategies:

- Initiate and facilitate development of extramural support applications to establish Central Asian Research Center on OSU campus.
- Establish interdisciplinary Emergency Management Institute.

Objective 4.4: Encourage faculty based in other departments to develop new courses for, and participate in, Applied Politics Option.

Strategies:

- Encourage faculty contact and collaborative research projects between Applied Politics faculty and other related departments.

Goal 5: Utilize available financial and human resources to create an environment which honors and supports the achievements of the department and its service to the community.

Critical Success Factors:

- Enhance professional development opportunities for staff.
- Increase publicity for faculty who receive teaching awards.
- Increase publicity for research achievements of faculty and students.
- Increase publicity for outstanding staff employees.
- Faculty and students participate in at least 3 public educational programs per year.
- Increase interaction with public constituencies.
- Facilitate public presentations sponsored by Political Science Student Association.
- Develop and maintain alumni tracking protocol.
- Renovate graduate student office areas to include telephones and study facilities.
- Upgrade and network graduate student computing facilities to support Internet.
- Upgrade and network graduate student computing facilities to support SPSS program.

Objectives:

Objective 5.1: Recognize, reward and develop outstanding staff personnel.

Strategies:

- Improve mentorship of junior staff personnel.
- Utilize release time and Appraisal and Development process to encourage participation in Human Resources staff development programs.
- Provide superior merit pay increases for outstanding staff personnel.

Objective 5.2: Strengthen data collection on faculty, staff and student achievements.

Strategies:

- Utilize annual Appraisal and Development process to collect data on faculty achievements.
- Utilize annual Appraisal and Development process to collect data on staff achievements.
- Utilize student advising structures to improve data collection on student achievement.
- Incorporate Educational Testing Services Major Field Examinations into undergraduate assessment program.

Objective 5.3: Extend recognition and rewards for faculty, staff, and students who engender creative uses of resources.

Strategies:

- Maintain annual awards program to present scholarship and merit awards for faculty and students.
- Actively coordinate with Public Information Office to extend recognition of achievements of department personnel.
- Create new award recognizing outstanding staff contributions.
- Create award for persons who generate ideas for more effective utilization of resources.
- Authorize release time to reward persons who generate ideas for more effective utilization of resources.

Objective 5.4: Strengthen departmental image and positive community perceptions.

Strategies:

- Update departmental website to publicize achievements of faculty, staff, and students.
- Present faculty and student research in local, regional, national, and international venues.
- Increase collaborative projects between governmental agencies and faculty.
- Provide funding for annual public forum organized by Political Science Student Association.

Objective 5.5: Actively promote departmental contribution to Oklahoma economy.

Strategies:

- Increase faculty participation in Oklahoma-based research programs.
- Actively seek collaborative projects with governmental and public interest agencies.