

LSU College of Human Sciences & Education 2025 – 2030 Strategic Plan

DRAFT

OUR VISION

By 2030, the College of Human Sciences & Education will be recognized by leading organizations in the professions for improving holistic wellness across the lifespan in Louisiana and beyond.

OUR MISSION

The College of Human Sciences & Education enhances quality of life across the lifespan by actively engaging in research, teaching, professional service, and global engagement that enables individuals and communities in Louisiana and beyond to achieve their full potential.

VALUES

Our core values in CHSE are grounded in the values of the LSU system: seek truth, embody integrity, empower excellence, and engage in service. In CHSE all that we do is guided by: 1) trust 2) transparency 3) forward progress 4) accountability 5) collaboration 6) communication, 7) open to change and 8) respect.

INTRODUCTION

The CHSE fully embodies the Scholarship First Strategic Framework put forth by President Tate:

“The Scholarship First Strategic Framework aligns our efforts to elevate our state and its people through education, discovery, outreach, and leadership. As the Statewide University, LSU will serve as a cornerstone of Louisiana’s prosperity, building teams that win for our state.” - William F. Tate IV, LSU President

To achieve the goals of the LSU system, the framework advocates for building a strong foundation, fostering innovation, and then engaging fully with the state's mission of teaching, research, and service. National prominence is the ultimate goal, driven by individual excellence and collective action, focusing on key priorities like agriculture, biomedical, coast, defense, and energy to maximize impact statewide.

In CHSE we have structured our efforts for the next five years around the following goals:

1. We will build a foundation
2. We will fulfill the mission
3. We will gain national prominence

[LSU Strategic Plan Framework](#)

1. **GOAL 1: Build the Foundation** - To accomplish the CHSE mission and vision, we must have the foundation in terms of people and resources (tools) needed to be successful.
 - a. Strategy 1.1: CHSE Talent - assemble the best people – highly talented, dedicated, and motivated faculty and staff
 - i. Strategy: identify high need areas where hiring of additional faculty, at a competitive rate, can have a significant impact on productivity
 - ii. Strategy: recruit highly talented post docs, graduate students, and visiting scholars, at competitive rates, to engage in research, teaching, and support program development
 - iii. Strategy: recruit staff, at a competitive rate, that have extensive training and experience in areas of need to achieve college initiatives (e.g. Degrees in areas in which they will work)
 - b. Strategy 1.2: CHSE Tools - supply the talent with best facilities and equipment

- i. Strategy: Fundraise and complete renovations to physical facilities and new capital projects (e.g. Peabody Hall, Gym Armory, Field House classroom wing, ULS STEAM Building, etc.)
 - ii. Strategy: endow laboratories to ensure funds in perpetuity to provide equipment updates to research labs, computer labs, and classrooms
 - iii. Strategy: provide support for travel to attend workshops, seminars, and conferences where faculty, staff, and students may sharpen their skills and advance their scholarship and practice
- c. Strategy 1.3: CHSE Culture – set the expectation that every endeavor contributes to the scholarship first agenda and a culture of excellence
 - i. Strategy: build an accountability system that prioritizes scholarly productivity for faculty and program efficiency
 - ii. Strategy: aggregate and scale unit and college reward systems to support scholarly productivity
 - iii. Strategy: build a uniform staff accountability structure that prioritizes student and faculty success
 - iv. Strategy: build a reward system for staff based on contributions to the overall functioning and success of the college
 - v. Strategy: actively engage and work to build a culture of respect, forward progress, and collaboration based our vision and mission for CHSE, including breaking down silos and creating plans and metrics to achieve college goals

Performance Metrics:

- Identified faculty (address faculty/student ratios) and staff positions needed to be filled across all units from baseline year of 2024/25
- Increase the number of charitable gifts (endowed and non endowed) 10% above baseline year 2024/25
- Develop and fully implement a program accountability system that is utilized on an annual basis in all units in CHSE.
- Develop and fully implement a faculty accountability system that is utilized on an annual basis in all units in CHSE.
- Increase the number of post docs and visiting scholars to increase to top 50 research university Tier 2 by 2025 – 2030.

- 2. **GOAL 2: Fulfill the Mission** - The mission of LSU CHSE is to improve the lives of the citizens of Louisiana, the nation, and the world, across the lifespan. We must address student success, research, and engagement.
 - a. Strategy 2.1: Student Success – We want to ensure our students are ready for the world of tomorrow, including the ever-changing technological landscape. They will have the skills, knowledge, and dispositions to address the pressing human, information, leadership, and workforce development issues facing our state, nation, and the world. We will improve the educational experience, increasing progression and preparing students for success in future endeavors.
 - i. Recruitment & Enrollment
 - 1. Strategy: review and formalize recruitment plans for undergraduate, graduate, and online programs throughout the college
 - 2. Strategy: conduct analyses of each recruitment and enrollment cycle to identify challenges and/or opportunities

- ii. Retention, Matriculation & Graduation
 1. Strategy: Improve student/faculty ratios in degree programs to faculty-agreed upon targets
 2. Strategy: Reduce DFW course rates below 2024/25 baseline values
 3. Strategy: develop and continuously refine a system to monitor and addresses student needs and challenges
- iii. Increase and improve individual and group advising appointments to increase retention rates and college service to students
- iv. Increase faculty and staff lines in targeted areas, including the Office of Student Services with a focus on workforce readiness and post-graduation success
- v. Maintain strong advising for Master's and Doctoral level students.
- b. Work closely with LSU Online to significantly increase marketing for CHSE online programs and launch new online programs in targeted areas.
- c. Increase number of Graduate Assistant lines available to schools.
 - i. Faculty Development
 1. Strategy: conduct continuous program review surveys to measure interest and efficacy
 2. Strategy: create an accountability system for academic programs based on student success metrics (e.g. retention rate, graduation rate, employment, etc.)
 3. Create and refine a system of accountability for faculty related to the success of students and their matriculation
 4. Strategy: incentivize faculty engagement in programs such as CCELL and CxC programs and align with annual evaluations to improve student success throughout their time at LSU and in their careers

Performance Metrics

- Increase the number of students participating in courses with service-learning designation by 10% from baseline year of 2024/25
- Increase the number of students participating in courses with CxC (communication intensive) designation by 10% from baseline year 2024/25
- College on campus undergraduate and graduate student enrollment overall will rise by 10% from baseline year 2024/25 while maintaining a 25:1 students to instructor(s) ratio for all courses in CHSE.
- LSU Online program enrollment and completers will increase by 50% from 2025 - 2030
- College retention of second year to third year undergraduate students will increase from 74% to 85% from baseline year 2024/25
- College enrollment for graduate students will increase by 7% from baseline year 2024/25
- College 6th year undergraduate graduation rates will increase to 80% from 2025 – 2030
- Annual credit hours will increase 10% from baseline year 2024/25
- Master's level degree completers will increase 10% from 2025 - 2030
- College will sustain university leadership role in producing doctoral completers with focus on academic productivity
- Make continuous improvement on student/faculty ratio (by program and delivery modality) toward LSU's desired ratio of 22:1
- Reduce DFW course rates by 10% from baseline years, 2024/2025.

- d. Strategy 2.2: Research & Discovery – to increase our research that will inform policy, improve practice, and contribute to knowledge
 - i. Strategy: set explicit criteria and expectations for scholarship (eg. AAU and Tier One Publications) and incorporate performance into faculty annual evaluations
 - ii. Strategy: set explicit criteria and expectations for grant productivity and incorporate performance into faculty annual review
 - iii. Strategy: provide explicit expectations and support for faculty to write books, participate and provide leadership in academic conferences at the state, regional, national and international levels, and publish in top tier journals
 - iv. Strategy: create incentive programs to encourage faculty to aggressively pursue nationally competitive, multi-disciplinary sponsored projects and grants
 - v. Create mechanisms for interdisciplinary research across schools and other colleges to improve sponsored research profile
 1. Engage CHSE faculty in sponsored program activities that support research proposal development for external funding
 2. Coordinate resources of the CHSE Office of Sponsored Research
 3. Collaborate with centers & institutes to increase number of federal awards
 - vi. Update college promotion and tenure guidelines to align with LSU’s goal of becoming a top 50 research university
 - vii. Collaborate with the LSU External Awards and Recognition program to increase number of CHSE faculty highly prestigious awards
 - viii. Increase staff focused on supporting faculty pursuing federal grants
 - ix. Work with school directors to mentor faculty to publish in highly cited journals

Performance Metrics:

- The number of awarded federal grants per total tenure track faculty will rise to top 50 research university Tier 2 from 2025 – 2030
- The number of highly prestigious faculty awards will rise to top 50 research university Tier 2 from 2025 – 2030
- The number of citations per total tenure track faculty will rise to top 50 research university Tier 2 from 2025 – 2030.
- Sustain the number of books (scholarly presses) per tenure track faculty from 2025 – 2030
- Federal sponsored research expenditures will reach \$89K per tenure track faculty member annually from 2025 – 2030
- Authorship on publications in scholarly, peer-reviewed national and international publications – tier one – will average a minimum of two per year per tenured and tenure-track faculty within a 5-year period from 2025 – 2030
- Ratio of funded proposals by USDA, state, and industrial research, etc. per faculty will show consistent annual increase over baseline year of FY 2024/25
- Sponsored research expenditures will reach \$18 million annually from 2025 - 2030

- e. Strategy 2.3: Engagement – share knowledge, ideas, and resources to more people in service to the state and beyond
 - i. Strategy: increase ability of academic programs, centers, & institutes to reach and share information in the form of policy brief research, white papers, etc. with policymakers,

- practitioners, and the general populace in Louisiana and beyond – on critical issues facing Louisiana (eg. Poverty, homelessness, etc.)
- ii. Strategy: hold conferences, workshops, summits in order to raise awareness, inform and educate Louisianans with regard to causes and potential solutions of critical issues facing the state of Louisiana
 - iii. Strategy: identify and pilot programs to address key challenges facing Louisiana (eg. the teacher shortage; STEM pipeline for workforce needs in the state)
 - iv. Create an ongoing dialogue with community leaders and policy makers to identify community needs and make faculty research accessible to the general public
 - v. Develop contacts and establish relationships with private, public, and not-for-profit agencies to consult, train, provide professional development opportunities, clinical services, and service on boards within the local community
 - vi. Provide incentives and recognition that encourage community engagement; expand resources for faculty, students and staff to participate in local, national and international engagement activities; promote the adoption of research-based practices as the basis for community engagement
 - vii. Assess impact of international and globalization initiatives in terms of student participation, international student enrollments, achievement of course/program outcomes, or other identified outcome measures
 - viii. Establish consistent metrics for measuring the impact of community engagement
 - ix. Highlight events such as symposiums, to build a compelling impact story and increase the reach of college research
 - x.

Performance Metrics:

- Increase the number of local and national engagement publications, white papers and policy briefs by faculty, students and/or staff by 10% from baseline year 2024/25
- Increase the number of local, national, and international engagement events (conferences, workshops, symposiums, etc.) by faculty, students and/or staff by 10% from baseline year 2024/25

3. **GOAL 3: Gain National Prominence** - Through service to Louisiana and beyond, we will be recognized as a leader.

- a. Strategy 3.1: Individual – improve the number of individuals who achieve national and international prominence
 - i. Strategy: providing faculty support in the following ways: provide information and guidance in applying and obtaining prestigious awards
 - ii. Strategy: support in seeking and obtaining high-visibility roles in national and international organizations
 - iii. Strategy: support faculty in holding editorships in prestigious journals by providing graduate students/workforce
- b. Strategy 3.2: Distinction – each unit will strive to be the best among its peers
 - i. Strategy: utilize benchmark data for national peers with regard to key performance metrics to assist in improving rankings
 - ii. Strategy: identify key organizations (e.g. US News and World Report) and develop and implement strategies to increase standing on key metrics to increase program rankings

- iii. Strategy: develop a system to automate data collection and reporting required for national rankings and international rankings
 - c. Strategy 3.3: Multidisciplinary – the effort of everyone working together to achieve goals greater than can be achieved individually
 - i. Strategy: incentivize collaboration across disciplines and colleges on the LSU campus and beyond and tie to annual performance reviews to address critical issues facing Louisiana and beyond (LSU Pentagon, teacher shortage, STEM education workforce, etc.)
 - ii. Strategy: build a culture of open communication where every unit has transparency regarding current projects, priorities, and initiatives so opportunities to collaborate and synergize are readily available
 - iii. Strategy: collaborate with community partners (eg. State agencies, school districts, etc.) to address key challenges facing Louisiana
 - d. Pentagon Priorities – the multi-disciplinary, cross-mission effort supporting Louisiana in areas most critical to the future
 - i. Strategy: Host series of meetings to revise, update and expand to Dean’s Initiatives
 1. Tactical Athletes
 2. Leading Military + Veterans
 3. One Health
 4. Pathways into the Flagship
 5. Educational Research
 - ii. Strategy: populate LSU box document about targeted grants and research projects for upcoming year for each school focused on Pentagon Priorities
 - e. Grow internal resources to translate research and research-based best practices into accessible formats for practitioners
 - f. Leverage the Dean’s Advisory Council to expand the College’s network, deepen relationships, and grow the pipeline of prospective donors
 - g. Leverage the LSU Foundation Office of Industry Engagement to increase the number of corporate partnerships and private giving
 - h.

Performance Metrics:

- Increase the number of faculty who receive prestigious awards (ie. AAU metrics) from baseline year of 2024/25
- Increase the number of faculty who serve as editor and/or serve on editorial boards of prestigious peer-reviewed journals or hold leadership positions of professional associations from baseline year 2024/25
- Increase program rankings (e.g. US News and World Report) from baseline year of 2024-25
- Increase the number of faculty who consult with state policy/decision makers, serve on state boards/commissions, or provide services (e.g. supports legislative decision making via research expertise) from baseline year 2024/25
- Increase the institutional advancement amount (ie. Scholarships, professorships, named programs, general development fund, etc.) for the college by 10% from baseline year of 2024-25.