

RLS STRATEGIC PLAN: SPRING 2008 – FALL 2012

MSU: Democratizing Society – Higher education will be increasingly crucial to individuals being successful participants in 21st century society, and Missouri State will accomplish this goal by ensuring access to high-quality public education for well-prepared students from diverse backgrounds. A Missouri State education will enable its graduates to live successful, mindful lives in what will be a more challenging and demanding world.

CHHS: Develop, assess and maintain quality educational programs consistent with the CHHS mission and University goals

GOAL: RLS will evaluate and strengthen its undergraduate program.

Strategy: In order to ensure a quality program, the department will maintain established accreditation standards and routinely evaluate future accreditation needs.			
<i>Persons Responsible</i>	<i>Measurable Objectives/Outcome</i>	<i>Resources Needed</i>	<i>Target/ Measurement Dates</i>
RLS Program faculty	<p>1. Act on the Council on Accreditation’s recommendations for the next review period in support of our continuing accreditation recognition.</p> <p><i>Response: Build partnership with other campus entities in areas of student services. 1) Faculty served on three staff search committees for Campus Recreation that resulted in hiring two RSPA alumni as Aquatics Director and Fitness Director; 2) Student’s regularly use campus recreation for REC 335 Practicum and REC 491 Internship and part-time employment opportunity; 3) Dr. Ernce is faculty representative for Health and Wellness Living Learning Community through the Housing and Student Services Office that also includes Campus Recreation staff; 4) Dr. Ernce served on an internal review committee for Campus Recreation Self-Assessment for the Council for the Advancement of Standards in Higher Education; 5) Dr. Ernce and Ashleigh Lewellen worked together on Missouri Parks and Recreation Association (MPRA) student committee; 6) Dr. Ernce was a panel member at the Missouri Intramural Recreation and Sports Association (MoIRSA) conference on Living Learning Community Partnerships; 7) Ashley Lewellen, Assistant Director-Campus Recreation Facilities and Operations is a member of the RSPA Ad-Hoc Advisory Committee.</i></p>	Faculty time	Summer and Fall 2008

RLS Program faculty and students	2. Establish a baseline program evaluation through student feedback <i>Response: First year data collection of all majors did not provide helpful feedback since students with a year or less in the program indicated a lack of program exposure to provide data faculty felt confident to act on. RSPA continues to use this source of data collection as an exit survey of graduating seniors who have a comprehensive experience of all the criteria included on the survey. RSPA Student Satisfaction Survey Sp08-f14.</i>	Conduct Student Satisfaction Survey	Annually (April)
Program director, faculty and students	3. Create new program outcome criteria and measures to meet new Council on Accreditation Standards for 2012 Self-Study <i>Response: COAPRT review extended to 2014 as standards, policy and review procedures continued to evolve and pilot programs submitted self study reports for review. Outcome measures are reported for the 2012-2014 academic years. Standard 7.0 Learning Outcomes</i>	Finalized standards, workshop attendance, and visitor training for new standards	Begin January 2009
RLS Program director and therapeutic faculty	4. Therapeutic majors meet NCTRC score within 5% of the national mean <i>Response: The Therapeutic recreation option was phased out due to low enrollment and graduates no new students were accepted as majors after 2010 AY.</i>	Data provided by NCTRC	Every 3-year reporting cycle
Secretary and internship coordinator	5. Practitioners will score intern students with a mean of 4.0 (5 point scale) or better in each of the 26 performance criteria <i>Response: Met Practitioner Final Intern Eval sp08-f14</i>	Secretarial time	Fall, Spring, Summer
Faculty	6. All faculty and staff will be Master Advisor qualified <i>Response: All Master Advisor qualified and maintain credentials by University Advisement Office.</i>	Attend workshop and maintain CEUs	Annually
Faculty	7. Increase portion of MPR Trust scholarship funding awarded to RLS students <i>Response: Funding increased through 2012 till NWMSU gained COAPRT accreditation adding one more campus to the award and distribution of funds. MPR Scholarship Report</i>	Faculty and staff time	Annually
Faculty	8. Research other academic programs across the nation for Innovations <i>Response: With the ongoing revision of the COAPRT process impacting programs, no real effort was made to gather or implement any best practices to date. Expectation is with Dr. Ernce and Dr. Liang now serving on COAPRT program reviews more opportunities exist to visit and apply future best</i>	Faculty and/or student time	Annually

	<i>practices to the RSPA program.</i>		
Faculty	9. Develop a 3-year plan to grow RSPA scholarships <i>Response: Two additional scholarships have become available to MSU students with retirements of Dan Kinney, Springfield/Greene County Parks Director and Dr. Tommy Burnett, RSPA retired faculty member. <u>MPR Scholarship Jan-Dec08_14</u></i>	Faculty time	Tri-annually
Faculty	10. Assess the need for a Program name change to better reflect who we are and for marketing the program. <i>Response: Program title approved by the institution in 2011 change was made from Recreation and Leisure Studies to Recreation, Sport and Park Administration Alumni and Stakeholders contributed with favorable support to this decision.</i>	Faculty time, Advisory Input	Fall 2008
Faculty, Administration	11. To add a Masters in Recreation degree <i>Response: No formal movement on this by the administration.</i>	Faculty Time, GA Funding	This planning cycle

MSU: Incubating New Ideas – Universities will continue to be the source of most new scientific discoveries and technological innovations. Toward that end, Missouri State will expand and focus its research investments so that its faculty and students will be able to discover, advance, and synthesize knowledge. We will become an engine for knowledge.

CHHS: Develop relationships with entities internal and external to the University to support academic programs and to fulfill our public affairs mission

GOAL: To establish new initiatives within the Program to improve the quality of student and faculty engagement resulting in contributions to the profession and community partners.

Strategy: In supporting new initiatives, the RLS program will seek new opportunities to broaden student visibility and applications beyond campus and Springfield.			
<i>Persons Responsible</i>	<i>Measurable Objectives/Outcomes</i>	<i>Resources Needed</i>	<i>Target/ Measurement Dates</i>
RLS faculty	1. Survey a sample of recreation alumnus and employers to assess graduate preparedness. <i>Response: An effort was made to contact all 2030 graduates since the during the Fall 2014 semester with less than a 15% response rate, limiting the value of the reporting data for program input.</i>	Postage, copying, phone calls; faculty time	Spring 2009, One report over time period

RLS Program director, faculty and students	<p>2. Move from Ad hoc Committee input to permanent formal Advisory Committee for the Core curriculum.</p> <p><i>Response: Retirements, career moves out of the community, or promotions to upper administrative positions has continued to be a limiting factor to establishing a permanent Advisory Committee. Faculty feel strongly that an Ad Hoc Committee made up of entry level supervisors, and recent graduates that have continues contact with practicum and intern students are able to provide the best input in regards to quality of the students were they had direct supervision.</i></p>	Postage and meals for meetings	Spring 2008, Meet biannually
Internship coordinator, RLS faculty	<p>3. Internship/Potential Internship practitioners, University supervisor evaluations of student interns and student self-evaluations will be reviewed to identify curricular strengths and deficiencies, and evaluate the educational experience for needed improvements</p> <p><i>Response: Narrative Assessment of Curriculum Prep, RSPA Student Satisfaction Survey sp08-f14, Practitioner Final Internship Evaluation Sp08-f14</i></p>	Evaluation materials in internship packet	Fall, Summer, Spring
Program director, faculty and students	<p>4. Utilize Blackboard Communication/Information Page for ongoing student input and program initiatives for professional development and public affairs activities</p> <p><i>Response: Blackboard has limited applications and students have a general suspicion of technology being truly anonymous, so this has not been effective as a source of student input. Faculty have been utilized Facebook as a means to post communication and professional development opportunities to students.</i></p>	Faculty and student input within funding capability	Ongoing weekly and monthly. Printed record of activity.
RLS faculty and students	<p>5. Develop an opportunity for a program/cultural exchange to China for faculty and/or students</p> <p><i>Response: This continues to have potential with the Chinese Campus and Dr. Liang as a faculty sponsor in the future, cost to students is always a limiting factor.</i></p>	Provost office, China partner university	At least once over the strategic planning cycle
RLS faculty and students	<p>6. Establish a service or research contract with a leisure/recreation organization to generate revenue/in-kind benefits</p> <p><i>Response: No progress on this initiative.</i></p>	Networking with recreation organizations in budget operations	Establish a minimum of one per year
Program director and Outdoor Advisor	<p>7. Establish a working relationship with the local Corps of Engineers unit for research and student opportunities.</p> <p><i>Response: We had a recent graduate at COE Table Rock Lake Dam we hope to capitalize as an opportunity, but he was promoted to another location out of state, no further progress on this initiative.</i></p>	Faculty time	Ongoing, Annual report

Faculty and students	8. Faculty and students will be active in professional and/or community service and public affairs opportunities <i>Response: <u>Learning Community Partnerships</u> and <u>Student Conference Attendance</u></i>	Faculty and student time	Ongoing, Annual report
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MSU: Imagine Missouri's Future - Our campus will be an institution where we educate one another about choices concerning priorities and values through open and informed dialogue and scholarly engagement.

CHHS: Recruit, develop, and retain faculty and staff who support quality instruction, research and service in accordance with the public affairs mission and University goals

GOAL: To provide diverse opportunities for RLS faculty and students to develop professionally by contributing to the knowledge of the professional field.

Strategy: The RLS Program will identify ways in which public affairs initiatives, appreciation of the international context of regional issues, and celebration of human diversity (broadly defined) are integrated into the undergraduate major curriculum. This integration may include service learning experiences and/or learning activities that take place at practicum and internship sites.			
<i>Persons Responsible</i>	<i>Measurable Objectives/Outcome</i>	<i>Resources Needed</i>	<i>Target/Measurement Dates</i>
Faculty and CASL director	1. Identification of ways in which public affairs initiatives are reflected in individual courses, expansion or revision of existing courses and/or to incorporate service learning activities into courses <i>Response: No additions to the existed listing of courses REC 205 Introduction to Therapeutic Recreation, REC 330 Research in RSPA, REC 210 Leadership in Recreation, Sport and Park Agencies.</i>	Faculty time, existing and new community partners	Annual report
Faculty	2. Provide opportunities for interaction through guest speakers in classes to discuss timely regional, national, and global professional issues <i>Response: <u>Interactions with Professionals</u></i>	Community practitioners and visitor log	Annual report
Faculty	3. All faculty will engage in scholarly endeavors <i>Response: Two faculty have gained promotion to Associate Rank during this review period. See Scholarly Activity in faculty vitae.</i>	Faculty time	Annual report

Faculty and students	4. Maintain existing and additional placement sites for field work <i>Response: <u>Practicum-Internship Field Placement Agencies</u></i>	Secretary and faculty time	Annual report
Faculty and students	5. Both students and faculty will make at least one professional presentation to a constituency group each semester <i>Response: <u>RSPA Faculty Conference Presentations</u></i>	Faculty and student time	Biannually
Faculty	6. Revise the RLS website to re-establish the “Rec Rag” Newsletter <i>Response: Lack of faculty resources and interest to commit to this endeavor.</i>	Faculty time	Biannually
Faculty, students, advisory board	7. Conduct a SWOT exercise to better position Program direction <i>Response: With institutional budget reductions, lost of TR option, several years of no salary increases and loss of clerical position and one faculty line efforts have largely been put into recruitment efforts to increase enrollment and strengthen program viability.</i>	Faculty time	Annual (Sept. or May)
Faculty	8. Continue to maintain the highest student attendance among all Missouri university programs at MPRA/student-sponsored meetings. <i>Response: MSU been successful maintaining record attendance at the annual Fall Student Retreat sponsored by Missouri Parks and Recreation Association (MPRA) since its inception with 20-25 students in attendance. MPRA annual conference attendance has largely been dependent upon geographical location each year, but have had 10 to 20 students annually. Ten students attend the National Parks and Recreation Association Congress, Missouri Intramural Recreation and Sports Association (MoIRSA) or the National Intramural Recreation and Sports Associations (NIRSA) during reporting period. Fourteen students have attended the Wilderness Education Association meeting during this reporting period.</i>	Faculty, staff and RLSA leadership time	Per event

MSU: Help Make Missouri's Future - Our graduates should be well-informed, confident and conscientious leaders, the result of both a breadth of opportunities and a depth of learning that comes from rigorous standards in the classroom, in research, and in extracurricular activities.

CHHS: Recruit, retain and support quality students who will become engaged citizens committed to using their education to fulfill the CHHS mission

GOAL: To prepare well rounded and highly qualified graduates to meet the expectations and demands of the profession.

Strategy: To establish the success of our students by validating the level of skill and knowledge they demonstrate among their peers and against national standards.			
<i>Persons Responsible</i>	<i>Measurable Objectives/Outcome</i>	<i>Resources Needed</i>	<i>Target/ Measurement Dates</i>
Faculty, student and Practitioner	1. Ninety percent of REC 491 majors will attain a “B” grade or better. Response: Met Practitioner Final Internship Evaluation sp08-fa14	Staff time	Annual report
Health and Wellness Coordinator	2. Students will pass ACSM, Personal Trainer, or NSCA exams equal in number to those in HPER Sport Science majors. Response: This is only available through self reporting and this option has continued to see loss of enrollment but would be less than those in HPER Sports Science solely based on the greater number of majors in HPER.	Faculty time	Annual report
Internship Coordinator, faculty, and students	3. Evaluate field work placements for quality of experience Response: Student feedback from their REC 335 experience has resulted in less than 3% of non-continues as a placement venue.	Faculty time	Ongoing/Annual report
Faculty and students	4. Increase graduate placement in the field by 5%. Response: Follow up surveys, MSU Career Center data and phone call efforts have not provided sufficient numbers to be able to quantify this goal with any level of certainty.	Faculty and student time	Annually
Faculty and students	5. Eighty percent of outdoor recreation majors will acquire three outdoor certifications. Response: Lack of adequate tracking to quantify this goal.	Faculty and student time	Annual Report

MSU: Model Ethical Behavior - To be true to our statewide mission in public affairs, we must be an institution known not just for the quality of its outcomes, but also the constant integrity of how it does its work, especially when it comes to inclusiveness and social progress.

CHHS: Nurture an inclusive educational environment that teaches respect for diverse capabilities, backgrounds, thoughts and values among students, faculty and staff

GOAL: To provide students with a variety of diverse academic and community experiences to better prepare them to meet and value community and cultural needs beyond their own cultural context.

Strategy : Give students classroom experiences that required them to place values on community diversity factors they may not have previously considered.			
<i>Persons Responsible</i>	<i>Measurable Objectives/Outcome</i>	<i>Resources Needed</i>	<i>Target/ Measurement Dates</i>
Faculty	1. Meet or exceed the percentage of broad representation of demographics in the program as is reflected on campus <i>Response: The RSPA program exceeds 60/40 Caucasian/Minority to the campus demographic percentages 70/30..</i>	Funding for marketing, access to undeclared major database by demographics	Ongoing, Annual report
Faculty	2. Students will complete online diversity training for cultural and/or disabilities. <i>Response: This was a built in assignment in REC 205 Introduction to Therapeutic Recreation. All majors completed, In Their Shoes Diversity Training Module as an assignment for REC 205 Introduction to Therapeutic Recreation.</i>	Faculty time	Ongoing, Annual report
Faculty and students	3. Students will have the opportunity to interact with faculty and practitioners regarding ethical case studies as part of class discussion or field experiences. <u>Case Studies Methodology</u>	Faculty and class time	Test and course grades in Core courses
Faculty and students	4. Students will be presented with opportunities to develop policies and procedures that focus on equity, diversity, accommodation, and non-discrimination in class activities <i>Response: Students in REC 423 Administration of Recreation, Sport and Park Agencies develop H.R. and Personnel Policies for the City of Tobo class project. REC 205 Concepts to Therapeutic Recreation textbook includes chapters on Inclusion Recreation History and Legislation, Providing Leisure Services for Diverse Population, and Inclusion Concepts, Processes and Models.</i>	Faculty and class time	Test and course grades in Core courses Annually