



School of Human Environmental Sciences

Positioning for the Future: 2007-2012

Vision

The Vision of the **School of Human Environmental Sciences** at the University of Kentucky is to be a leader in improving the quality of life of individuals and families in Kentucky, the region, and the nation through rigorous academic programs, state-of-the-art research, community-driven extension, and engagement opportunities.

Mission

The Mission of the **School of Human Environmental Sciences** is four-fold:

- ◆ Provide quality undergraduate and graduate education to prepare students for professional positions serving the growing needs of individuals and families;
- ◆ Engage in research and discovery creating knowledge for improved quality of life for individuals and families;
- ◆ Enhance life-long learning for the citizens of Kentucky to equip them with the knowledge and skills to improve the quality of life for themselves, their families, and their communities; and
- ◆ Expand engagement by the School of Human Environmental Sciences in improving Kentucky families, schools, communities, farms, and businesses.



Goal 1—Research and Scholarship

Expand the research and scholarly activity of faculty and students to generate new knowledge.

Outcomes

- 1.1 Research will be implemented that impacts the lives of Kentuckians and garners national and international recognition.
 - 1.1.1 Develop a School of Human Environmental Sciences research agenda.
 - 1.1.2 Sustain and expand research and scholarly activity.
 - 1.1.3 Review the vision and mission of the Research Center for Families and Children.
 - 1.1.4 Expand research collaborations with business and industry.
 - 1.1.5 Participate in University, state, regional, and national research committees, task forces, and consortiums.
- 1.2 Funding for research and scholarly activity will increase.
 - 1.2.1 Submit funding proposals for targeted research and scholarly activity.
 - 1.2.2 Secure additional research fellowships and assistantships to support graduate students.
 - 1.2.3 Establish additional endowed research professorships.
 - 1.2.4 Access proposal development and project management assistance.
- 1.3 Publication of research and scholarly activity will increase.
 - 1.3.1 Publish in premier peer-reviewed journals.
 - 1.3.2 Author chapters and books.
 - 1.3.3 Present scholarly work at national and international conferences.
 - 1.3.4 Foster undergraduate and graduate student presentations and publications.
- 1.4 Research findings will be utilized to revise and design academic, extension, and engagement programs.
 - 1.4.1 Develop translational research projects.
 - 1.4.2 Utilize research findings to develop and revise Extension curricula.

Goal 2—Undergraduate and Graduate Education

Advance undergraduate and graduate education to prepare students for ever-changing professional careers.

Outcomes

- 2.1 Degree programs will be reviewed for relevancy to current and future needs and opportunities.
 - 2.1.1 Establish advisory committees for instructional programs.
 - 2.1.2 Update degree programs as needed.
 - 2.1.3 Revise course offerings as appropriate.
- 2.2 Innovative teaching methodologies will be utilized in instruction to maximize student learning.
 - 2.2.1 Implement and enhance the use of Web-based technologies.
 - 2.2.2 Increase the number of courses offered via distance technology.
 - 2.2.3 Establish learning communities.
- 2.3 Achieve and maintain accreditation of academic programs as an indication of program excellence.
 - 2.3.1 Renew accreditations.
 - 2.3.2 Explore additional accreditation opportunities.
- 2.4 Student learning opportunities will be expanded to provide multiple options for enriched real-world learning experiences.
 - 2.4.1 Provide professional certifications.
 - 2.4.2 Strengthen experiential learning.
 - 2.4.3 Enhance internship, practica, and student teaching experiences.

Goal 3—Family and Consumer Sciences Extension

Deliver Family and Consumer Sciences Extension programs that elevate the quality of life of Kentucky individuals, families, and communities.

Outcomes

- 3.1 Research-based programs will be delivered that provide the knowledge and skills necessary for individuals to make positive changes in their personal, family, and work lives.
 - 3.1.1 Establish a Family and Consumer Sciences Extension program planning process.
 - 3.1.2 Update and expand existing curricula.
 - 3.1.3 Pilot new programs in preparation for statewide implementation.
 - 3.1.4 Integrate new delivery methods and technologies into Extension programs.
 - 3.1.5 Maximize use of volunteers and paraprofessionals in program delivery.
- 3.2 Human capital development will be strengthened in order to enhance community and economic vitality.
 - 3.2.1 Utilize research findings to strengthen small and home-based businesses.
 - 3.2.2 Provide training to enhance small and home-based businesses.
 - 3.2.3 Promote entrepreneurship.
- 3.3 Programs will help build leadership capacity among Kentucky citizens and families.
 - 3.3.1 Collaborate with the Kentucky Extension Homemakers Association to foster learning, leadership, and service.
 - 3.3.2 Develop a program that builds skills in family and citizen leadership.
 - 3.3.3 Establish and coordinate master volunteer programs.

- 3.4 Extension programs will be evaluated.
 - 3.4.1 Build an evaluation component into curricula.
 - 3.4.2 Collect statewide impact data for featured Extension programs.
 - 3.4.3 Compile county program evaluation data for use in program advocacy.
 - 3.4.4 Document the social and economic impact of volunteerism.

Goal 4—Engagement

Focus School of Human Environmental Sciences functions to increase engagement with Kentucky communities.

Outcomes

- 4.1 School of Human Environmental Sciences faculty, staff, students, Family and Consumer Sciences Extension agents, and Extension program assistants will work together to reach at-risk audiences and address persistent community problems.
 - 4.1.1 Establish engagement teams to investigate persistent community problems.
 - 4.1.2 Seek funding for engagement projects.
 - 4.1.3 Implement engagement activities to address persistent community problems.
- 4.2 School of Human Environmental Sciences faculty, staff, students, Family and Consumer Sciences Extension agents, and Extension program assistants will contribute to the development of engagement theory and scholarship.
 - 4.2.1 Develop measurements and evaluate engagement efforts.
 - 4.2.2 Create an inventory of engagement projects and best practices.

Goal 5—International

Engage in academic, research, extension, and engagement programs that promote a greater understanding of global interdependence.

Outcomes

- 5.1 International study will allow students to experience diverse cultures and economies.
 - 5.1.1 Integrate international topics and perspectives into undergraduate and graduate curriculum.
 - 5.1.2 Increase the number of study tours offered through the School of Human Environmental Sciences.
 - 5.1.3 Increase the number of students participating in the study abroad program.
 - 5.1.4 Promote international student exchange programs.
- 5.2 Opportunities for international engagement, research, teaching, and consultation will be expanded.
 - 5.2.1 Encourage consultation with international associations, businesses, institutions, and governments.
 - 5.2.2 Conduct international research and outreach projects.
 - 5.2.3 Expand opportunities for visiting international scholars.
 - 5.2.4 Encourage and support faculty and student presentations at international conferences and meetings.

Goal 6—Students

Recruit, educate, and graduate diverse undergraduate and graduate students.

Outcomes

- 6.1 Student recruitment will be enhanced.
 - 6.1.1 Develop and implement student recruitment plans for targeted degree programs.
 - 6.1.2 Engage students in recruitment and retention efforts.
- 6.2 Retention and graduation rates will increase.
 - 6.2.1 Utilize advising resources to improve student support and retention.
 - 6.2.2 Investigate strategies to improve retention.
- 6.3 Scholarships, assistantships, and fellowships will be used to recruit and retain outstanding students.
 - 6.3.1 Develop a list of needed scholarships, assistantships, and fellowships.
 - 6.3.2 Increase scholarship endowment.

Goal 7—Faculty and Staff

Recruit and retain outstanding faculty, staff, and Family and Consumer Sciences Extension agents.

Outcomes

- 7.1 The School of Human Environmental Sciences will recruit, employ, and retain diverse faculty members, Extension agents, and staff members.
 - 7.1.1 Establish a staffing and secession plan.
 - 7.1.2 Continue to pursue College and University diversity staffing goals.
 - 7.1.3 Provide a creative and supportive work environment.

- 7.2 School of Human Environmental Sciences faculty, staff, and Family and Consumer Sciences Extension agents will enhance their skills through involvement in professional and leadership development activities.
 - 7.2.1 Organize and/or promote professional development conferences and workshops.
 - 7.2.2 Provide software and technology systems training.
 - 7.2.3 Encourage service in leadership positions of state, regional, national, and international organizations.
 - 7.2.4 Encourage and support use of sabbatical and study leaves for professional development.
 - 7.2.5 Establish a shared work experience between campus-based faculty and staff and Family and Consumer Sciences Extension agents.
- 7.3 Professional development will be provided for Family and Consumer Sciences Extension agents that will prepare them to successfully progress up the career ladder.
 - 7.3.1 Revise new agent orientation and training.
 - 7.3.2 Coordinate Family and Consumer Sciences professional development activities.
 - 7.3.3 Propose graduate certification programs to meet career ladder standards.
 - 7.3.4 Deliver professional development via distance technologies.
 - 7.3.5 Provide opportunities to co-author publications and curricula.
- 7.4 School of Human Environmental Sciences faculty, staff, and Family and Consumer Sciences Extension agents will be recognized for outstanding achievement.
 - 7.4.1 Establish a School of Human Environmental Sciences awards and recognition program.
 - 7.4.2 Nominate qualified faculty, staff, and Family and Consumer Sciences Extension agents for applicable College, University, state, national, and international awards.

Goal 8—Communications
Enhance internal and external communications.

Outcomes

- 8.1 The School of Human Environmental Sciences and Family and Consumer Sciences Extension will have greater visibility throughout the state, region, and nation.
 - 8.1.1 Develop a marketing plan and applicable marketing tools.
 - 8.1.2 Develop television program segments related to School of Human Environmental Sciences and Family and Consumer Sciences Extension subject matter.
 - 8.1.3 Maintain, update, and expand the School of Human Environmental Sciences Web site.
 - 8.1.4 Develop and/or enhance relationships with appropriate stakeholder groups.
- 8.2 Linkages will be strengthened with Human Environmental Sciences alumni.
 - 8.2.1 Partner with the Office for Advancement in organizing and hosting alumni events.
 - 8.2.2 Strengthen relationships with the College of Agriculture and Human Environmental Sciences Alumni Association.
 - 8.2.3 Annually provide a listing of Human Environmental Sciences alumni to Family and Consumer Sciences Extension agents.
- 8.3 New and innovative communications tools will be utilized.
 - 8.3.1 Launch blog communications.
 - 8.3.2 Investigate and implement podcasting.

Goal 9— Resources
Strengthen the resource base that supports the mission of the School of Human Environmental Sciences and Family and Consumer Sciences Extension.

Outcomes

- 9.1 The School of Human Environmental Sciences and Family and Consumer Sciences Extension will increase the resource base.
 - 9.1.1 Convene a School of Human Environmental Sciences Advisory Board for Fund Development.
 - 9.1.2 Develop and implement a fund development plan.
- 9.2 The physical infrastructure will support the research, academic, extension and engagement programs in the School of Human Environmental Sciences.
 - 9.2.1 Assess physical infrastructure needs.
 - 9.2.2 Establish a capital project timeline.
 - 9.2.3 Renovate existing offices, laboratories, and classrooms.
 - 9.2.4 Secure additional space.
- 9.3 The number of faculty and staff positions will adequately support the teaching, research, extension, and engagement mission.
 - 9.3.1 Secure additional FTEs to reduce understaffing in targeted areas.
 - 9.3.2 Establish rationale and seek funding for additional endowed positions.
- 9.4 The fiscal and personnel management infrastructure will be enhanced.
 - 9.4.1 Conduct a review of financial and operational procedures.
 - 9.4.2 Upgrade internal controls and operational procedures as needed.
 - 9.4.3 Establish and staff a School of Human Environmental Sciences budget office.
 - 9.4.4 Identify and address needs for staff training.

Positioning for the Future

The Vision, Mission, and Goals position the School of Human Environmental Sciences and Family and Consumer Sciences Extension for the 21st Century demands of education, research, extension, and engagement.

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