



INDIANA UNIVERSITY

**SCHOOL OF PHYSICAL EDUCATION
AND TOURISM MANAGEMENT**

IUPUI

**Focus for the Future
Progress Update
August 2010**

Strategic Initiative #1 – ESTABLISHING A RESEARCH REPUTATION

2009-2010 Proposed Actions			
Action	Responsibility	Complete by	Progress
Creation of research centers	Faculty with Dean	1 proposed by end of 2009-10 1 proposed by end of 2010-11	Significant conversation in TCEM regarding Center around Events or Sports and Events, but none proposed.
Increase the involvement of students in the research process – revise graduate curricula	Curriculum councils	Proposed by end of 2009-10	PE-Exercise Science revised curricula proposed and approved in March 2010. PE Teacher Education track is being revised. Discussion also resulted in a proposal to change the degree name to MS in Kinesiology. TCEM MS Event Tourism received approval from the IU Board of Trustees in May and awaits approval by ICHE.
Increase the involvement of students in the research process – research opportunities for undergraduate students	Faculty	2 new offerings for 2010-11	No new research courses were added for 2010-11. PE Chair developed an Introduction to Research for Undergraduate Students-Proposal to be submitted to CC.
Create a seed funding research pool	Dean	January 2010	FROG Grant Research pool increased from \$6,000 to \$40,000. Two proposals funded for 2010-2011.
Increase mentoring around research – create ad hoc committee on mentoring	Dean	December 2009	Ad hoc committee worked with Dean to develop a series of recommendations for implementation in 2010-11.
Increase mentoring around research – begin mentoring activities	Dean/Mentoring Committee	Spring 2010	Committee was not appointed until Spring, mentoring activities began in August 2010 with new faculty orientation.
Increase physical space for research	Dean	Fall 2010	Lab repurposed for more of a research focus (summer 2010). Plans developed for renovation of Natatorium which includes addition of lab space.
Develop a strategy around quantity versus quality	P&T Committee with faculty	Fall 2010	Discussions on research section of P&T document are ongoing – initial presentation in the spring.
Develop system to support increase of grant submissions	Dean	Fall 2011	Study of the topic revealed faculty satisfaction with the support provided by Director of Finance and Administration in the grant submission process.

2010-11 Proposed Actions			
Action	Responsibility	Complete by	Progress
Creation of research centers	Faculty with Dean	1 proposed Jan 2011 1 proposed by Aug 2011	Process to create centers and guidelines to receive seed funding will be distributed early September 2010.
Expand FROG Grants	Dean	January 2010	FROG Grant pool expanded to \$50,000 for 2011 applications.
Increase mentoring around research – begin mentoring activities <ul style="list-style-type: none"> • P&T workshops • Each department conducts at least two research seminars in 2010-11. One of the seminars should bring in an outside scholar to present. 	Dean/Mentoring Committee/P&T Committee/Faculty	Spring 2011	
Gain approval for space renovation	Dean	Spring 2011	Numerous internal meetings have occurred. Determination was made in Sept. 2010 that renovation approval would have to wait until FY2012
Approve revisions to P&T document that include a strategy around quantity versus quality in research output	P&T Committee	Spring 2011	
Develop a workload model that enables research active faculty to realize reductions in teaching load	Dean, Chairs, Ad Hoc Faculty Committee	December 2010	

Strategic Initiative #2- FOCUSING AND DEVELOPING OUR GRADUATE PROGRAMS

2009-2010 Proposed Actions			
Action	Responsibility	Complete by	Progress
Establish learning objectives for each master's program	Graduate Curriculum Council/Assessment groups within each department	May 2010	Not complete for MS in PE Component of MS Event Tourism Proposal
Revise and focus the MS in Physical Education	PE Curriculum Council	May 2010	Complete March 2010. Proposed change to MS in Kinesiology. Online MS application in place.
Leverage location to communicate with employers about curricula and opportunities	Dean, Department Chairs, Faculty	On-going	On-going
Ensure curricula provide relevant experiences	Department Curriculum Councils	May 2010	On-going
Explore the creation of additional graduate programs	Dean, Department Chairs, Faculty	December 2010	No formal proposals have been made.
Increase the funding for graduate students	Dean, Faculty (Grants and contracts)	September 2012	2 additional GA's for 2010-11

2010-11 Proposed Actions			
Action	Responsibility	Complete by	Progress
Establish learning objectives for MS in Physical Education	PE Graduate Faculty	December 2010	
Leverage location to communicate with employers about curricula and opportunities	Dean, Department Chairs, Faculty	On-going	
Submit a proposal for a new graduate program	Dean, Department Chairs, Faculty	September 2011	
Increase the funding for graduate students	Dean, Faculty (Contracts and grants)	April 2011	
Develop marketing efforts around web and collateral materials to promote graduate programs	Chairs, Director of Development and External Affairs	Web by December 2010 Materials by July 2011	
Develop systems to track placement of graduates beginning in December 2010	Chairs	December 2010	
Increase the funding for graduate students	Dean, Faculty (Grants & contracts)	September 2012	

Strategic Initiative #3 – INNOVATION IN UNDERGRADUATE EDUCATION

2009-2010 Proposed Actions			
Action	Responsibility	Complete by	Progress
Finalize discipline-specific learning objectives for each undergraduate program	Department curriculum councils	May 2010	Two separate grants in TCEM examined learning outcomes and PUL's. Discussions on refining learning outcomes in PE began August 2010.
Revise all curricula to focus on innovative offerings delivered in a maximum of 124 credits	Department curriculum councils	August 2010	PE track revisions discussed August 2010. Proposed revisions to TCEM curriculum may result from analysis in 2009-10.
Establish leadership on campus related to RISE programming and evaluation	Chairs and faculty	On-going	On-going
Better integrate our service learning experiences	Curriculum councils and service learning	August 2010	PE Curriculum discussions about linkage ongoing. TCEM grants examined role of service learning activities.
Overhaul the sports management curricula such that it offers the opportunity to specialize at either the undergraduate or graduate level	Dean, faculty with sport management background	May 2010	Proposal submitted August 2010.
Develop and market minors in areas consistent with the school's focus such as health and wellness, event management, exercise science, and sport management	Department curriculum councils	December 2010	Very little progress. TCEM explored honors minor in Event Management.
Create a required teamwork course for all undergraduate students	Dean, Chairs, Faculty	December 2010	None – revising proposed action to focus on leadership, personal development and teamwork. See proposed actions for 2010-11.
Develop strategies around centrally serving the student from start to finish on campus	Dean and Chairs	December 2010	Conversations began summer 2010. Benchmarking of school advising FTE's complete.
Develop a campus-wide course on health, wellness, and fitness	PE Curriculum Council	May 2010	No progress
Revise and better coordinate the physical education elective program	PE Curriculum Council	September 2010	No progress

2010-11 Proposed Actions			
Action	Responsibility	Complete by	Progress
Solidify revisions of discipline-specific learning objectives for each undergraduate program	Faculty	October 2010	
Formalize and publish assessment plan for each major/track	Faculty	December 2010	
Revise all curricula to focus on innovative offerings delivered in a maximum of 124 credits	Department curriculum councils	December 2011	
Establish leadership on campus related to RISE programming and evaluation	Chairs and faculty	On-going	
Develop and propose at least one minor in areas consistent with the school's focus	Department curriculum councils	May 2011	
Create a required course around leadership, personal/professional development and teamwork	Dean, Chairs, Faculty	December 2010	
Develop a plan for advising	Dean and Chairs	December 2010	
Develop and implement mechanisms to track student placement into careers	Chairs	May 2011	
Develop a campus-wide course on health, wellness, and fitness	PE Curriculum Council	December 2010	
Revise and better coordinate the physical education elective program	PE Curriculum Council	December 2010	

Strategic Initiative #4 – LEADERSHIP IN FACULTY/STAFF DEVELOPMENT

Proposed Actions 2009-2010			
Action	Responsibility	Complete by	Progress
Develop a school-wide faculty workload model that accounts for individual faculty strengths	Ad hoc advisory committee to Dean comprised of Chairs and faculty	August 2010	No progress
Institute annual faculty plans	Dean and Chairs	January 2010	Completed and will be revisited at beginning of 2011.
Revise PETM promotion and tenure document	P&T Committee with faculty	May 2010	Significant discussions occurred in spring of 2010 regarding teaching and research sections.
Evaluate and develop work/professional development goals for all staff on an annual basis	Dean, Chairs, and Staff	August 2010	Performance Management Process was implemented with staff in the summer of 2010. Process identified key work areas and defined School of PETM performance standards. Process calls for regular feedback as well as annual evaluation.
Develop mechanisms for Dean and Dept. Chairs to receive feedback on annual basis	Dean, Chairs, HR	June 2010	Feedback will be sought on Dean and Chairs in fall 2010.
Implement a formal mentoring plan for full-time faculty	Ad hoc advisory committee to Dean on mentoring	May 2010	Ad hoc mentoring committee and Dean developed a plan that will be implemented starting in fall 2010.
Develop a formal mentoring program for staff	All staff	May 2010	Discussions have occurred, decision made to keep mentoring at informal and peer level.
Increase inter-school communication	Dean and Chairs	June 2010	Actions taken include: <ul style="list-style-type: none"> • Redesign of website to highlight faculty, student, and department accomplishments and events • Meetings between Dean and Chairs on regular basis • 5 School faculty meetings in 2009-10
Implement formal cross-training of staff	All staff	June 2010	Steps have been taken to cross-train where appropriate and plans continue for additional cross training early fall.

Proposed Actions 2010-11			
Action	Responsibility	Complete by	Progress
Develop a school-wide faculty workload model that accounts for individual faculty strengths	Dean, Chairs, Ad hoc faculty group	December 2010	
Compare goals against accomplishments using annual faculty plans	Dean and Chairs	January 2011	
Revise PETM promotion and tenure document sections: <ul style="list-style-type: none"> • Research • Teaching • Service Articulate promotion guidelines for clinical faculty and lecturers	P&T Committee with faculty	Research and teaching by December 2010. Service by May 2011.	
Develop mechanisms for Dean and Dept. Chairs to receive feedback on annual basis	Dean, Chairs, HR	December 2010	
Implement a formal mentoring plan for full-time faculty	Ad hoc advisory committee to Dean on mentoring	May 2010	
Identify non-financial based incentives for staff	Dean and Chairs	January 2011	

Strategic Initiative #5 – TELLING OUR STORY

Proposed Actions 2009-2010			
Action	Responsibility	Complete by	Progress
Develop a targeted communications plan for media members	Dean, Director of Development and External Affairs, Chairs	August 2010	A list of media members to target is complete.
Launch a redesigned website	Director of Development and External Affairs, Director of IT, Chairs, Executive Assistant, Administrative Assistants	January 2010	Launched January 2010. Stories and features are updated with new content quarterly.
Develop a Dean's Cabinet of 20 executives from companies or organizations in fields related to the school's programs	Dean, Director of Development and External Affairs, Chairs	December 2010	Ongoing. Target list has been generated, 1 member has already been recruited.
Develop collateral materials	Dean, Director of Development and External Affairs, Chairs	May 2010	Complete for 2010-11. Collateral piece highlighting school's strengths completed in April 2010.
Develop an internal communications plan	Dean, Director of Development and External Affairs, Chairs	May 2010	Complete. Components include: <ul style="list-style-type: none"> • Redesigned <i>InMotion</i> • Talking tour to Admissions, UCol, OCM • Website
Be included in health school conversations	Dean, Chair of PE	December 2010	Ongoing

Proposed Actions 2010-11			
Action	Responsibility	Complete by	Progress
Develop a Dean's Cabinet of 10 executives from companies or organizations in fields related to the school's programs	Dean, Director of Development and External Affairs, Chairs	December 2010	
Hold first biannual Dean's Cabinet Meeting	Dean, Director of Development and External Affairs	April 2011	
Implement an internal communications plan	Dean, Director of Development and External Affairs, Chairs	May 2011	
Be included in health school conversations	Dean, Chair of PE	December 2011	

Strategic Initiative #6 – INCREASING THE RESOURCE BASE

Proposed Actions 2009-2010			
Action	Responsibility	Complete by	Progress
Develop a space plan	Dean, Director of Fiscal Affairs, Chairs	July 2010	Plan to renovate auxiliary gym and other spaces complete. In the process of seeking necessary support required for approval of capital projects.
Redefine role of Director of Development and External Affairs	Dean, Chairs, and Director of Development and External Affairs	January 2010	Complete in July 2010. 2 nd position is being created to support DDEA.
Develop and implement a major gifts strategy	Dean, Director of Development and External Affairs, Chairs	March 2010	Complete in August 2010.
Increase focus on annual giving operations	Dean, Director of Development and External Affairs, Chairs	May 2010	Not complete. Reorganization in IUF has slowed ability to make significant impact with annual giving operations.

Proposed Actions 2010-11			
Action	Responsibility	Complete by	Progress
Hire 2 nd FTE in Development and External Relations	Dean, Director of Development and External Affairs	December 2010	
Develop and promote IUPUI Impact Case Statement	Dean, Director of Development and External Affairs, Chairs	November 2010	
Have face-to-face interactions with 50 people with the capacity to give \$10,000 or more	Dean, Chairs, Director of Development and External Affairs	July 2011	
Initiate and implement direct mail and e-contribution strategies for targeted audience segments and specific requests in line with PETM's IUPUI Impact Campaign Goals	Dean, Director of Development and External Affairs, Assistant Director of Development and External Affairs	May 2011	
Develop giving groups targeted toward increasing giving amounts	Dean, Director of Development and External Affairs	May 2011	