9.7 LIS PROGRAM STRATEGIC PLAN: 2000-2007 (Edited April 13. 2004)

LIS Strategic Goals and Objectives

- 1. Providing a curriculum that meets the evolving demands of the job market for library and information science professionals.
- A. Create a 5-year review and implementation process for systematic curriculum renewal and enhancement.
- B. Expand and strengthen course options for LIS and CS graduate students
- C. Integrate appropriate information technologies into the curricula of all courses

D. Re-assess and implement changes to the school library media licensure program.

- E. Expand partnership with campus units and community organizations.
- F. Continually assess the culminating experience.
- 2. Serving the needs of an increasingly diverse student population.
- A. Provide better service to students in a growing program.
- B. Develop different modes of offering the MLISc degree via distributed learning
- C. Attract underrepresented groups, non-traditional and technically skilled students.
- D. Expand non-formal educational opportunities to bridge between curriculum and the job market.
- 3. Furthering faculty excellence in teaching, research, and service.
- A. Maintain and improve excellence in teaching, research, and professional service.
- œ Demonstrate the use of various teaching/learning strategies in self-contained and distributed education environments.
- C. Determine quality of instruction.

- D. Engage in multidisciplinary research and service partnerships with diverse communities.
- ĺΠ Promote UH, state, national and international recognition of faculty excellence in research, teaching and service.
- F. Identify and support professional development opportunities for faculty.
- G. Hire additional faculty including cross-over, interdisciplinary and information technology faculty.
- H: All LIS faculty obtain tenure by sixth year in rank.
- I. Increase salaries for LIS faculty.
- 4. Providing a quality learning and research environment for students and faculty. Check all of these
- A. Evaluate the effective use of the facility and resources for present and future needs.
- B. Improve student access to information technologies.
- C. Improve teaching and research technology resources.
- D. Enrich the intellectual environment.
- ĊJ Exploring possibilities for LIS partnerships in the growth of Hawaii-based community informatics
- A. Examine alternative modes of instructional delivery to offer courses/training in high demand areas of information technology.
- Create internships and course projects for students in Hawaii-based private ventures.

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Objective A: Create a 5-year review and implementation process for systematic curriculum renewal and enhancement.

ACTIVITY	DOCUMENTATION	BY WHEN	ASSIGNMENT
A1. Update a 4-year course schedule to ensure systematic offering of courses.	Schedule	Ongoing annual updates	LIS Chair
A2. Maintain curriculum review process. Begin with reassessment of current courses.	Reports "Alignment of LIS syllabi with program goals"	Fall 2002 - Spring 2007*	LIS Curriculum Committee And faculty
A3. Recommend modifications, additions, deletions.	Curriculum Committee Reports, course updates in most current UHM catalog		LIS Curriculum Committee
A4. Implement changes.	new course syllabi		LIS Curriculum Committee
A5. Involve LIS Advisory Committee and students in review process.	Membership list, minutes	Ongoing, biennial ALISE reviews	LIS Chair
A6. Update curriculum goals and objectives	Updated syllabi, website, and catalog	Fall 2004-Spring 2005	Faculty, Web Team
A7 Explore course clusters for conceptual arrangement of program offerings	Conceptual schema	Spring 04	LIS Chair & Faculty

^{*} In a five year cycle the LIS Curriculum Committee will engage faculty and students in a continuous interleaving process

Objective B: Expand and strengthen course options for LIS and CS graduate students.

LIS Curriculum Committee	Fall 2006	Reports	B3. Assess cross-over courses.
Jacso & Quiroga	Spring 2002, Spring 2004	Syllabi for LIS 678, 671, 675, & ICS 691	B2. Create new cross-over courses.
LIS/CS faculty, LIS Chair	Fall 2004-Spring 2005	Report, course evaluations, enrollment statistics	B1. Evaluate cross-over course arrangement; suggest improvements.
ASSIGNMENT	BY WHEN	DOCUMENTATION	ACTIVITY

Objective C: Integrate appropriate information technologies into the curricula of all courses

LIS Chair, Curriculum Committee, & Faculty	2004-2005	Reports	C3. Assess LIS curriculum in light of job market trends.
LIS Chair	Spring 2004	Report of job description analysis	C2. Analysis of job market trends
Faculty; Curriculum Committee; Students	Ongoing, annual reviews	Syllabi; Curriculum Committee minutes/notes	C1. Continue to assess and revise prerequisite requirements for student computer literacy as new technologies emerge.
ASSIGNMENT	BY WHEN	DOCUMENTATION	ACTIVITY

Objective D: Re-assess and implement changes to the school library media specialist licensure program.

ACTIVITY	DOCUMENTATION	BY WHEN	ASSIGNMENT
D1. Initiate process for NCATE review.	Meeting notes	Spring 2004	Harada, DOE, COE, HTSB
D2. Develop an accreditation presentation for NCATE.	Report	Fall 2006	Harada, DOE, COE, HTSB
D3. Present proposed changes for school library media licensure requirements to LIS faculty.	Report	Fall 2004	Harada
D4. Formalize changes.	Checklist	Spring 2005	Harada
D5. Implement changes.	Checklist	Spring 2006	Faculty
D6. Assess effects of changes.	Meeting notes	Spring 2007	Harada, DOE, COE, HTSB
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Objective E: Expand partnerships with campus units and community organizations.

ACTIVITY	DOCUMENTATION	BY WHEN	ASSIGNMENT
E1. Conduct alumni and employer surveys to identify needs.	Survey results	Fall 2004	Nahl, LIS Curriculum Committee, Educ Specialist
E2. Collaborate with other departments, organizations, and agencies to offer courses.	Memos, Outreach program information; dual degree information, internship proposals, practicum assignments; syllabi of information professionals who teach courses	Ongoing	LIS Chair, Educational Specialist, Faculty

Objective F: Continually assess the culminating experience.

ACTIVITY	DOCUMENTATION	BY WHEN	ASSIGNMENT
F1. Explore portfolio option with Graduate Division.	Report	Fall 2001; option not feasible	LIS Curriculum Committee
F2. Revise current oral exam.	Report, guidelines, scenarios	Spring 2002; completed	LIS Curriculum Committee;
F3. Implement revised oral exam.	Scenario protocols	Fall 2002; completed	taculty LIS Curriculum Committee; faculty
F4. Assess context, content &	Report	Fall 2004	LIS Chair; faculty
F5. Revise as needed.	Scenario protocols	Spring 2005	LIS Curriculum Committee
F6. Implement revisions.	Scenario protocols	Fall 2006	Faculty

Objective A: Provide better service to students in a growing program.

ACTIVITY	DOCUMENTATION	BY WHEN	ASSIGNMENT
A1. Hire additional staff for admissions and placement, recruitment, internships	Job description; ad	Fall 2005	Department Chair, LIS Chair
A2. Expand website to enhance services	Web site changes	ongoing	Nahl. Web Team
A3. Increase enrollment from 1999 to 2005 by 20%.	Chart: Actual Course Schedule & Enrollment	Fall 2005 ongoing	Nahl, Knuth

Objective B: Develop different modes for offering MLISc courses via distributed learning

Faculty, Curriculum Committee	Fall 2004	Evaluation form; HITS course evaluation form; focus group with students; HITS survey data & unsolicited student feedback	B7. Develop standardized evaluation instrument for distributed learning modes
Faculty, LIS Chair	Fall 2001 & ongoing Starting Spring 2003; ongoing	Course syllabi	B6. Develop HITS/ALN hybrid courses
LIS Chair, LIS Curriculum Committee	Fall 2002; completed 10-03	Training schedule	B5. Participate in professional development activities, e.g. WebCT training.
	Fall 2001; Fall 2003 & ongoing	Report; ICS meeting minutes LIS faculty minutes, vitae, Fall 2003 (WebCT training)	B4. Determine future plans for expansion based on findings.
LIS Chair, LIS Curriculum Committee	Fall 2001 & ongoing	Report	B3. Study other programs being delivered asynchronously.
Harada, Nordbotten	Fall 2001 & ongoing	Evaluations	B2. Evaluate effectiveness of course delivery.
Harada, Nordbotten. Osborne	Spring 2001-; completed	Web sites	B1. Pilot concept by developing 2 or more courses in asynchronous mode.
ASSIGNMENT	BY WHEN	DOCUMENTATION	ACTIVITY

Objective C: Attract underrepresented groups, non-traditional and technically skilled students.

ACTIVITY	DOCIMENTATION	BY WILLY	ACCICUMENT
C1. Increase recruitment efforts.	Job-intern Fair, Website	Spring 2000-ongoing	Educ Specialist, Faculty
C2. Explore options for measuring enrollment growth.	Student records	Each semester 1999-ongoing	Educ Specialist, LIS Chair
C3. Develop and submit an IMLS Recruitment Grant proposal with local library system partners.	Proposal	Spring 2005	LIS Chair, faculty committee
C4. Implement the ICS/LIS cross-over course arrangement; evaluate arrangement.	Report, enrollment statistics, course evaluations	Spring 1999-Fall 2004	LIS/ICS faculty
C5. Explore diverse degree/certificate options and modular approaches.	Minutes	Ongoing	ICS/LIS Chairs
C6. Offer 1 or 2 courses via HITS in summers.	HITS schedule	Summer 2004-2006	LIS Chair, faculty

Objective D: Expand non-formal educational opportunities to bridge between curriculum and job market.

D4. Create online directory of LIS graduates with links to their eportfolios.	D3 . Expand internship program (job interviews Increase the percentage of student e-portfolios.	ars omprehensive are students for	Bring in outside professionals		in professional organizations, conferences, and Web team		D1. Assess needs.	ACTIVITY
Web site	Website and enrollment statistics (LIS 690 has doubled in students and internships available 2002-04)		students' conference attendance, flyers, syllabi; Job-Intern Fair	ALA Student Chapter size doubled; Programs, workshops,	links from other LIS programs;	web team has increased from 4 to 10; hits on LIS website has gone up 100%: increased number of	Schedule of progress	Report, focus group notes, Advisory Board minutes	EVIDENCE
Fall 2004	2002-ongoing						Spring 2003; ongoing	Ongoing	BY WHEN
Educ Specialist, Student Organizations, LIS Advisory Board, Web Team	LIS Chair						Knuth, Nahl, Wertheimer, Educ Specialist, Student Organizations; Faculty	LIS Chair, Educ Specialist, Student Organizations, LIS Advisory Board	ASSIGNMENT

Objective A: Maintain and improve excellence in teaching, research, and professional service.

ACTIVITY	DOCUMENTATION	BY WHEN	ASSIGNMENT
A1. Publish research in a range of scholarly and professional publications.	Publications	Ongoing	Faculty
A2. Disseminate research through local, national, and international conferences and proceedings and other professional forums.	Presentation documents	Ongoing	Faculty
A3. Incorporate research findings in the courses taught.	Syllabi, lecture notes	Ongoing	Faculty
A4. Conduct continuing education sessions for the professional community and general public related to Program's areas of expertise.	Program documents, publicity information, Advisory Board minutes	Ongoing	Faculty, Community Resources, Educ Specialist, LIS Chair
A5. Create an online inventory template of continuing education activities.	Ongoing record of activities, data for accountability reporting	Fall 2004	Jacso

Strategic Goal 3: FURTHERING FACULTY EXCELLENCE IN TEACHING, RESEARCH, AND SERVICE.

Objective B: Demonstrate use of various teaching/learning strategies in self-contained and distributed education environments.

ACTIVITY	DOCUMENTATION	BY WHEN	ASSIGNMENT
B1. Identify teaching/learning strategies used in courses.	Course syllabi, IT classroom use survey	Ongoing	Faculty
B2. Share teaching strategies as part of focus group sessions and at faculty brownbag talks	Minutes	Ongoing	Faculty
B3. Evaluate the effectiveness of various teaching/learning strategies in self-contained and distributed education environments.	Course evaluations	Ongoing	Faculty
B4. Include links to course syllabi on LIS website.	LIS website	Spring 2005	Curriculum Committee, Nahl, Web Team

Strategic Goal 3: FURTHERING FACULTY EXCELLENCE IN TEACHING, RESEARCH, AND SERVICE.

Objective C: Determine quality of instruction.

LIS Curriculum Committee, Faculty	Fall 2006 - ongoing	Report	C6. Implement modifications.
LIS Curriculum Committee	Spring 2006	Survey results and course evaluations	C5. Study feasible modifications to curriculum and instruction and use results from C2-C4 to assess curriculum and instruction.
LIS Chair, Educ Specialist, LIS Advisory Committee, Nahl	Fall 2003-ongoing	Survey results	C4. Survey employers by assessing effectiveness of graduates in their first jobs.
Educ Specialist, Nahl	Fall 2002-ongoing	Survey results	C3. Survey students as part of ongoing review process.
Faculty and lecturers	Ongoing	Form in use	C2. Implement the evaluation form.
LIS Curriculum Committee	Spring 2000; completed	Standard form adopted	C1. Develop standard course evaluation form.
ASSIGNMENT	BY WHEN	DOCUMENTATION	ACTIVITY

Strategic Goal 3: FURTHERING FACULTY EXCELLENCE IN TEACHING, RESEARCH, AND SERVICE.

Objective D: Engage in multidisciplinary research and service partnerships with diverse communities.

Jacso, Faculty		publications	faculty partnerships
	Spring 2005	Reports: guest talks, guest speakers, research partners, internships and practica, grants,	D4. Create a summary of faculty partnerships through courses, research, service; also student-
Faculty, Students	Ongoing	Reports, faculty minutes, vitae, syllabi, student presentations and publications	D3. Engage students in research and service activities.
Faculty, Community Organizations	Ongoing	Reports, faculty minutes, vitae, presentations, publications	D2. Collaborate with other community and state organizations and agencies to provide service and research support to related projects and programs.
Faculty, Campus Units	Ongoing	Reports, faculty minutes, vitae, presentations, publications	D1. Collaborate with colleagues within the department and with other academic units on and off campus to incorporate aspects of library and information science in cross-disciplinary research and service activities.
HEN ASSIGNMENT	BY WHEN	DOCUMENTATION	ACTIVITY

Strategic Goal 3: FURTHERING FACULTY EXCELLENCE IN TEACHING, RESEARCH, AND SERVICE.

Objective E: Promote UH, state, national, and international recognition of LIS faculty excellence in research, teaching, and service.

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ess of Routed announcements, email Ongoing awards. Nominations and awards Ongoing Ongoing	E1. Assume leadership roles at local, national, and international levels.	Reports, faculty vitae	Ongoing	Faculty
Nominations and awards Ongoing Alumni-professional Ongoing	E2. Raise faculty awareness of various awards available.	Routed announcements, email	Ongoing	ICS/LIS Chairs, CNS Dean, Faculty
er Alumni-professional Ongoing	E3. Nominate faculty for awards.		Ongoing	Faculty, Students
nic	E4. Publicize awards and other forms of recognition received through various campus, local, and national print and electronic communication channels.	Alumni-professional organization newsletters; broader community (University relations)	Ongoing	Educ Specialist, LIS Chair

Objective F: Identify and support professional development opportunities for faculty.

ACTIVITY	DOCUMENTATION	BY WHEN	ASSIGNMENT
F1. Publicize campus and state opportunities available.	Routed announcements, email	Ongoing	ICS/LIS Chairs, CNS Dean, Faculty
F2. Explore funding options to support professional	Routed announcements, email	Ongoing	Faculty
development opportunities.			
F3. Share professional publications and research of mutual interest to both CS and LIS faculties; extend to other departments.	Faculty vitae, colloquia	Ongoing	LIS Research Committee, Faculty
F4. Create an inventory template for faculty professional development	Faculty vitae	Spring 2005	Jacso

Objective G: Replace retired faculty and hire additional faculty.

ACTIVITY	DOCLIMENTATION	BY WHEN	ASSIGNMENT
G1. Seek approval to hire a replacement for Dr. Osborne.	Request to CNS Dean	Fall 2002; completed	ICS/LIS Chairs
G2. Create job description.	Job description	Fall 2002	LIS Personnel Committee
G3. Gain approval and advertise Job description approval memo for that position.		Fall 2002	LIS-CS Personnel Committee
G4. Interview and hire.	New faculty on board	Fall 2003 (Wertheimer)	CNS Dean
G5. Create job description for new cross-over position, with IT and LIS emphasis.	Job description	Spring 2004; completed	LIS Chair, ICS Chair
G6. Repeat hiring cycle.		Summer 2004	ICS /LIS Chairs & Ad Hoc group;

Objective H: All LIS faculty obtain tenure or promotion.

Tenured full professors	Ongoing (Fall 2003, Jacso; Fall 2004, Harada)	Annual promotions list	H3. All LIS faculty obtain promotion to full professor.
Tenured faculty, LIS Chair	Ongoing	Informal	H2. Provide mentoring support for all junior faculty
Faculty	Ongoing	Annual job renewał reports	H1. All LIS faculty obtain tenure and promotion by sixth year in rank.
ASSIGNMENT	BY WHEN	DOCUMENTATION	ACTIVITY
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Strategic Goal 3: FURTHERING FACULTY EXCELLENCE IN TEACHING, RESEARCH, AND SERVICE.

Objective I: Increase salaries for LIS faculty.

ACTIVITY	DOCUMENTATION	BY WHEN	ASSIGNMENT
I1. Discuss salary merit and equity issues with ICS Chair, CNS Dean	Notes, memos	May 2000	LIS/ICS Chairs, Faculty
l2. Apply for Special Salary Adjustment	Applications	Spring 2002	LIS faculty
l3. Special Salary Adjustments granted	Letters from Dean, ALISE salary reports	Spring 2002	CNS Dean
14. Apply for second year of Special Salary Adjustments	Applications	Spring 2003	LIS faculty
l5. Special Salary Adjustments granted	Letters from CNS Dean, ALISE salary reports	Spring 2003	CNS Dean
l6. Receive special salary adjustments	ALA Biennial report, annual ALISE salary report	Summer 2003-Summer 2004	
I7. Apply for third round of Special Salary Adjustments	Applications	Spring 2005	LIS faculty

Strategic Goal 4: PROVIDING A QUALITY LEARNING AND RESEARCH ENVIRONMENT FOR STUDENTS AND FACULTY.

Objective A: Evaluate the effective use of the facility and instructional resources for present and future needs...

ACTIVITY	DOCUMENTATION	BY WHEN	ASSIGNMENT
A1. Organize ad hoc committee to evaluate facility and resources.	Space plan	Fall 1999 – Fall 2001; completed	ICS Systems Programmer, LIS Facility Committee
A2. Conduct assessment.	Report	Spring-Fall 2001; completed	ICS Systems Programmer, LIS
A3. Present recommendations.	Report	Fall 2001; completed	racility committee
A4. Communicate findings & recommendations to College and UH Libraries.	Renovation Plan	Fall 2001; completed	
A5. Assess renovations	Faculty meeting minutes	Fall 2003; completed	ICS-LIS Chairs, LIS-CS faculty
A6. Assess current instructional technology	Faculty meeting minutes	April 2003; completed	LIS Chair, Faculty
A7. Present recommendations to ICS Infrastructure committee	Infrastructure Committee minutes	May 2003; completed	LIS Chair
A8. Hardware & software installation	ICS inventory	Summer 2003	
A9. Evaluate and propose new hardware & software*	Report, minutes of faculty meetings, Infrastructure Committee	ongoing	LIS Chair, Infrastructure Committee

^{*} Need PC lab.

Strategic Goal 4: PROVIDING A QUALITY LEARNING AND RESEARCH ENVIRONMENT FOR STUDENTS AND FACULTY.

Objective B: Improve student access (physical and intellectual) to information technologies.

LIS Curriculum Committee	Ongoing	Report, Chart: Actual Course Schedule and Enrollment	B3. Increase student enrollment in technology-focused classes.
Nahl	Ongoing	LIS Web site	B2. Increase student use of IT resources
LIS Curriculum Committee	Fall 2001	Survey	B1. Assess neighbor island student technology needs.
ASSIGNMENT	BY WHEN	DOCUMENTATION	ACTIVITY

Strategic Goal 4: PROVIDING A QUALITY LEARNING AND RESEARCH ENVIRONMENT FOR STUDENTS AND FACULTY.

Objective C. Improve technology resources for teaching and research.

Jacso	Ongoing	Inventory report	C5. Upgrade technology infrastructure.
Jacso	Summer 2002; ongoing		C4. Implement plan.
Jacso	Summer 2002; ongoing		C3. Develop plan.
Jacso	Summer 2002; ongoing		C2. Present recommendations.
Jacso	Summer 2002; ongoing	Inventory report	C1. Assess current research facilities and technology.
ASSIGNMENT	BY WHEN	DOCUMENTATION	ACTIVITY

Strategic Goal 4: PROVIDING A QUALITY LEARNING AND RESEARCH ENVIRONMENT FOR STUDENTS AND FACULTY.

Objective D: Enrich the intellectual environment.

LIS Chair, faculty, student chapters of professional organizations	Ongoing	Report, file of flyers, online announcements, list of events	D2. Encourage presentations by students, faculty, and visiting announcements, list of eve researchers.
Knuth	Fall 2004	Visiting speaker schedule	D1. Create and implement the endowed visiting speaker program.
ASSIGNMENT	BY WHEN	DOCUMENTATION	ACTIVITY

Strategic Goal 5: EXPLORING POSSIBILITIES FOR LIS PARTNERSHIPS IN THE GROWTH OF HAWAII-BASED COMMUNITY INFORMATICS.

Objective A: Examine alternative modes of instructional delivery to offer courses/training in high demand areas of information technology.

ACTIVITY	DOCUMENTATION	BY WHEN	ASSIGNMENT
A1. Assess needs.	Report	Spring 2003; ongoing	LIS Chair, LIS Advisory Board
A2. Identify possible options based on needs (e.g. weekend intensive, Web-based, certificate programs for professional development).	Report	Fall 2004; ongoing	LIS Chair, Faculty
A3. Implement feasible options(s).	Syllabi, course programs, publicity releases	Fall 2004; ongoing	LIS Chair, Faculty, Educ Specialist, Instructors
A4. Assess implementation efforts.	Evaluations	Fall 2004; ongoing	Instructors, LIS Chair, Faculty
A5. Continue review and implementation cycle.	Reports	Ongoing	LIS Chair, LIS Advisory Board, Faculty

Strategic Goal 5: EXPLORING POSSIBILITIES FOR LIS PARTNERSHIPS IN THE GROWTH OF HAWAII-BASED COMMUNITY INFORMATICS

Objective B: Create internships and course projects for students in Hawaii-based nonprofit and commercial ventures.

ACTIVITY	DOCUMENTATION	BY WHEN	ASSIGNMENT
B1. Increase internship and course project outreach options.	Report [Symphony, neighborhood boards; non-profits]	Spring 2000-ongoing	Internship Coordinator & faculty
B2. Implement program.	Presentations to librarians and agencies		Internship Coordinator
B3. Continue review and implementation process.	Plan		Internship Coordinator