

**Department of Music
Pittsburg State University**

**DEPARTMENTAL GOALS 2024
Approved, January 2024**

Faculty will work to address the objectives and desired outcomes of the University Strategic Plan ("SP") by prioritizing and focusing on those objectives that they feel are most important, applicable, and/or attainable. (The 2023-4 Strategic Plan Goals are located on page 3 of this document.)

1. Faculty will participate in scholarly/creative activity, furthering musical growth and engaging the Department of Music faculty as ambassadors for the profession. This activity should include musical performance or scholarly presentation. (SP Goals 5-8)
2. Faculty will study and seek out new research and performance philosophies in their area of specialty. Areas of focus should include innovations in music pedagogy, performance, and scholarly publications. (SP Goals 5, 8)
3. Faculty will recruit quality students in their specific area as well as on behalf of the music department in general. This should include participation in - and continual review and adaptation of - audition procedures, on-site visits with schools, communication with area/regional educators, and on campus recruitment activities. (SP Goals 1-8)
4. Faculty will recruit students from diverse populations and strive to include multiculturalism and inclusion when considering programming repertoire, adapting new course content, and in departmental and university wide communications and relationships. (SP Goals 1-8)
5. Faculty will continue to work towards a thriving, high-quality, and diverse graduate program through active recruitment, reassessment of existing programs, and development of new programs and methods of outreach to attract new students to the program. (SP Goals 1-5)
6. Faculty will participate in the review, revision, and promotion of published sources of information regarding our programs and activities to share the PSU story with others and to increase visibility and engagement. This includes, but is not limited to, regular checking of online published materials, as well as an active participation in all department promotions. (SP Goals 1, 3, 4, 7-8)
7. Faculty will enhance student musical experiences on campus by hosting guest artists, clinicians, masterclasses, and other events on campus including conferences, festivals and competitions that are of mutual interest to the department university, and regional community. (SP Goals 1-2; 5-8)

8. Faculty will assess existing degree programs and work to develop new course programs and offerings that align with the changing landscape of professional music career options. (SP Goals 1-2; 5-8)
9. Faculty will develop post-graduation opportunities and objectives for students in the current (new) bachelor's degree options, to ensure student workforce preparedness. In addition, faculty will work with other Departments on campus for ideas and input of the implementation of the new bachelor's degree requirements. (SP Goals 4-8)
10. Faculty will continue to create and emphasize PSU musical traditions through anniversary performances and festivals, to foster a greater sense of belonging for our students and campus community. (SP Goals 3; 5-8)
11. Given the ongoing presence of the Covid virus among us and the positive outcomes of the resulting innovation demonstrated in delivering courses safely and effectively, faculty will continue to display creativity and adaptability in our teaching methods as we navigate fluid and often unpredictable conditions. (SP Goals 8-10)
12. Faculty will continue to proactively "check-in" with declared music majors regarding any difficulties they may be having in their academic music classes as well as provide mentorship to prospective and incoming students to help make clear the expectations of a music major--with the hopeful outcome of improved student retention. (SP Goals 2, 8, 10)
13. Faculty will strive to offer summer camps in a variety of musical areas (i.e., applied music, performance, conducting, chamber music, composition) creating opportunities for high school students and/or college students to continue to promote musical enrichment during the summer months, which may assist in recruitment but also, elevate the overall level of musicianship in the area. (SP Goals 1-3; 5-8)

NOTE:

While most of these goals are universal to all music faculty, it is understood that each individual faculty member may not address every above stated goal, as the goal may not fall within their specific area of concentration or responsibility.

2023–24 PSU Strategic Plan

Our strategic plan is organized by ten primary goals and the associated initiatives through which we plan to achieve those goals.

Goal 1: Valuable Student Experience

Develop the region's most valuable learner-centered higher education experience for students.

Goal 2: Student Achievement

Remove barriers and commit to student success as a shared imperative to assist students to achieve their personal and professional educational goals.

Goal 3: Access, Inclusion and Belonging

Create a campus culture that values diversity and works to ensure that all individuals are included and belong as members of the University community.

Goal 4: Organizational Culture

Strengthen student, faculty, and staff satisfaction with their living, learning, and work environment as a clear institutional priority.

Goal 5: Scholarship, Research and Creative Activity

Develop a scholarship, research, and creative activity portfolio with strategic intent.

Goal 6: Economic Development

Drive regional economic prosperity and strengthen state-wide competitiveness through education, research, and community engagement programs and initiatives.

Goal 7: Community Development and Partnerships

Partner with other organizations, alumni, and donors to advance shared educational, athletic, artistic, cultural, economic, environmental, and social priorities.

Goal 8: Continuous Improvement

Advance a culture of continuous improvement that values transparency, strategic planning and evaluation, effective communication, shared governance, and creative problem-solving.

Goal 9: Sustainability and Stewardship

Grow a sustainable future for the University and world through the successful stewardship of finite resources.

Goal 10: Health, Wellness and Safety

Invest in health and wellness strategies and evidence-based educational programs and services that promote positive change in knowledge, skills, behaviors, and outcomes for students, faculty, staff, and community partners.