

**DEPARTMENT STRATEGIC PLAN
(2010-2013)**

OUR VISION

Through community engagement and research, our faculty and graduates contribute to a more just society

OUR MISSION

The Department of Justice Studies develops critical actors for criminal and social justice in diverse and changing communities

Our Values

LEARNING

We value education and intellectual curiosity above all. The academic freedom of faculty and students is vital to our role of promoting life-long learning through intellectual inquiry, scholarship and the pursuit of knowledge.

STUDENT, STAFF, AND FACULTY SUCCESS

We place our highest priority on ensuring the academic success and personal growth of the San José State University community.

EXCELLENCE

We hold ourselves to the highest standards and support continual improvement and innovation in all we do.

INTEGRITY

We are accountable for our actions and expect honesty and fairness in all our work and interactions.

DIVERSITY AND SOCIAL JUSTICE

We value and respect diversity, inclusion, civility, and individual uniqueness and recognize the strength these factors bring to our community and learning environment. All of our interactions should reflect trust, caring, and mutual respect.

SUSTAINABILITY

We are committed to sustainability in all areas, not just environmental but also social sustainability.

COMMUNITY AND SERVICE

We value collaborative relationships within and beyond the campus in order to best serve our mission.

Our Overarching Goal for 2013

We will be national actors in our emerging discipline, developing a unique pedagogy and engaging with community agencies in applied research and policy development.

Our Strategic Directions

1. Improve governance and operational models
 - 1.1 *Streamline governance and consultative processes.*
 - 1.2 *Reduce "bureaucracy" as much as possible.*
2. Enhance faculty research, grants/contracts and dissemination
 - 2.1 *Provide designated support for grant development, proposals, dissemination/travel.*
 - 2.2 *Develop collaborative ventures with specific University of California partners.*
 - 2.3 *Profile faculty grants and research.*
 - 2.4 *Plan, develop, and profile the research and policy unit (CJRPT).*
 - 2.5 *Investigate a possible joint doctoral program.*
 - 2.6 *Review and revise retention, tenure and promotion policies to ensure research/grants.*
3. Review curriculum alignment with vision, mission and directions
 - 3.1 *Determine programmatic areas for emphasis and possible growth.*
 - 3.2 *Enhance faculty technological capabilities and thus departmental capacity for change.*
 - 3.3 *Define the unique pedagogy of Justice Studies.*
 - 3.4 *Investigate extension of special session program with support of technology.*
4. Integrate Forensic Science more completely with Justice Studies
 - 4.1 *Develop a plan for the further integration of Forensic Studies with Justice Studies.*
 - 4.2 *Identify courses for cross-listing within the Department.*
 - 4.3 *Enhance opportunities for team teaching cross-listed courses.*
5. Define standards and support for student success
 - 5.1 *Review standards for admission and graduation.*
 - 5.2 *Establish and monitor school-wide policies and standards.*
 - 5.3 *Improve retention and graduation rates.*
 - 5.4 *Develop a plan to monitor and support first year students.*
 - 5.5 *Develop a consistent and congruent plan for tracking graduates.*
6. Focus operations on strategic planning, communication, cohesion, revenue streams, and accountability
 - 6.1 *Identify and streamline unnecessary steps in processes.*
 - 6.2 *Streamline processes using e-tools.*
 - 6.3 *Identify and develop potential revenue streams (continuing education, donations, grants, special session).*
 - 6.4 *Establish and maintain contact with alumni and retired professors.*
 - 6.5 *Enhance faculty orientation and structured mentoring programs.*
 - 6.6 *Provide opportunities for shared learning among faculty (e.g., technology for teaching and learning).*
 - 6.7 *Develop quality service assessment tools to create baseline data and annual reviews.*
 - 6.8 *Ensure that strategic planning is an ongoing process not an even*