



Student Enrollment and Success Plan: 2014-2017

Department: History

Department Chair: Christopher Olsen

Department Mission: History is a core discipline in the Humanities, concerned with exploring the dynamics of change over time in human societies. African and African American Studies is an interdisciplinary field of study centered on the history and culture of Africa and the African Diaspora. The Department of History is comprised of faculty with expertise in a wide range of human history and cultures and offer courses in United States, Latin American, European, Russian, African, Middle East, and World History, with topical focuses on issues like social and cultural history, labor movements, race, ethnicity, and gender studies. As scholars, the Department faculty are engaged in the creation of new knowledge and many have gained national recognition through their activities in research and publishing. We are also engaged locally with the wider University community, the city of Terre Haute, and the state of Indiana with sustained support for service and outreach efforts. Our faculty is committed to training students to think like historians and scholars by engaging ethically with the past, thinking critically about the world around them today, and acting as engaged and informed citizens now and in the future. A degree in History or African and African American Studies requires developing proficiency in core academic skills considered vital to the life and mission of the University. These include the ability to think and read critically; communicate effectively both orally and in writing, and articulate informed arguments on complex issues. These are highly regarded disciplines among leaders in the public and private sectors for preparing students for analytical and interpretive work in a wide variety of careers. Equally important, an education in History or African and African American Studies enriches students' lives by imparting in them an appreciation for the great richness and variety of the human experience.ck here to enter text.

Department Enrollment Goal(s):

Increase the number of undergraduate majors in History and in African and African American Studies to 92 by Fall 2017.

Action Steps (with dates & person(s) responsible):

- A. Analyze from what high schools we have historically yielded the most incoming freshmen majors, the characteristics of those schools and students, and formulate a plan to reach out to similar students and schools. Spring 2015; Department Faculty
- B. Analyze from what programs and departments at I. S. U. we have historically received the most students after their initial enrollment or choice of program of study, the characteristics of those programs and students, and formulate a plan to reach out to similar students and schools. Spring 2015; Department Faculty
- C. Analyze from what programs and departments at I. S. U. we have historically received the most students as minors, the characteristics of those programs and students, and formulate a plan to reach out to similar students and programs. Fall 2015; Department Faculty
- D. Implement outreach plans to targeted high schools and uncommitted students already enrolled at I.S.U. Spring 2016; Department Faculty
- E. Organize Department-wide event each year that will reach out to uncommitted I. S. U. students; event will focus on Department majors and possible careers. Spring 2015; Department Faculty
- F. Strengthen History Club with greater faculty involvement. Spring 2015; Department Faculty

<i>Total Enrollment Benchmarks</i>	Fall 2013 Baseline:	Fall 2014:	Fall 2015:
	84	86	88
	Fall 2016:	Fall 2017:	
	90	92	

Other Enrollment Related Benchmarksⁱ

The number of ISU students who declare a history or African and African American Studies major or minor at different points in their university careers (sophomore, junior, senior), which will help us track the importance of our majors/minors in terms of degree completion; the demographic characteristics of majors and minors and the role of Department programs in retention and degree completion for students of different backgrounds.

Department Retention Goal(s):

1. Increase first-year to second-year retention of incoming majors by 1% annually.
2. Increase second-year and beyond retention of continuing majors by 1% annually.

Action Steps (with dates & person(s) responsible):

- A. Action Steps for Goal 1:
 - a. Have all advisors trained on MySAM. Spring 2014; all advisors.
 - b. Review majors' performance in entry-level courses and consider creating separate sections for History and Social Studies Education majors. Fall 2014; Advisers and Chairperson
 - c. Review and make changes to our Foundational Studies course array, with considerations for increasing recruitment to the History and African and African American Studies majors and minors and for increasing our impact on retention of freshmen students at ISU. Fall 2014; Department Faculty
 - d. Review the content and structure of History 300, the required methods course, to consider revisions for History majors and minors; this may include offering the course every semester rather than fall only. Spring 2015; Curriculum Committee and HIST 300 instructors
- B. Action Steps for Goal 2:
 - a. Review Department activities and organizations dedicated to majors and minors and consider revisions to enhance student participation in Department events. These will include Phi Alpha Theta and History Club, but should not be limited to existing student organizations. Spring 2015; Department Faculty
 - b. Establish and promote the History Department Research and Career Center, a dedicated space for History and African and African American Studies majors and minors. Students can conduct research in primary materials owned by the Department and research careers for majors and minors. Spring 2014; Chairperson

<i>Retention Benchmarks</i>	Fall 2013 Baseline:	Fall 2014:	Fall 2015:
	67%	68%	69%
	Fall 2016:	Fall 2017:	
	70%	71%	

Other Retention Related Benchmarks

To be established for baseline data: tracking retention of students who enter the Department after their first year (after their first 30 hours) and second year (after first 60 hours).

Department Completion Goal(s):

Increase 6-year completion rates for departmental majors by 3% by 2017.

Action Steps (with dates & person(s) responsible):

- A. Conduct a total credit hour audit of our graduates from the past three years including proportion that were students that declared our major initially versus those that selected it in a subsequent semester. Use the data to inform a discussion of pathways and time to degree. Spring 2015; Chairperson
- B. Reach out to our majors with 100 or more credit hours completed and use it as an opportunity to discuss optimal pathway to completion. Spring 2015; Advisers
- C. Conduct open house each fall for all majors, offering a chance to meet with faculty and discuss their progress and career plans. Fall 2014; Chairperson
- D. Reach out to all minors in person to discuss possibility of enhancing their study to include a major in the Department. Spring 2015; Department Faculty

<i>Completion Benchmarks</i>	Fall 2013 Baseline: 52%	Fall 2014: 53%	Fall 2015: 54%
	Fall 2016: 54%	Fall 2017: 55%	

Other Completion Related Benchmarks

None

Post-College Achievement Goal(s) (e.g., employment & graduate school):

Increase the percentage of departmental graduates with confirmed full-time employment or enrollment in graduate school within six months of graduation by 3% by 2017.

Action Steps (with dates & person(s) responsible):

- A. As part of a graduate's exit process within the month prior to Fall, Spring, and Summer graduation, collect post-graduation mailing address, phone, and email contact information as well as post-graduation plans of all graduating students. Fall 2014; Assessment committee
- B. Use the results of the Career Center's *First Destination Survey* of graduates approximately six months after graduation to establish benchmarks and to inform course and curriculum refinements. Fall 2015; Department Faculty

<i>Employment & Graduate School Benchmarks</i>	Fall 2013 Baseline: N/A	Fall 2014: Baseline Set	Fall 2015: +1%/+1%
	Fall 2016: +1%/+1%	Fall 2017: +1%/+1%	

Other Goal(s) and Action Stepsⁱⁱ:

None

ⁱ *Note on Other Enrollment, Retention, and Completion Benchmarks:* Departments are encouraged to develop other benchmarks as may be relevant to measuring progress toward goal achievement.

ⁱⁱ Departments may have other goals that do not fit into the four areas previously indicated or adequately subsumable as an action step within one of the four goal areas. They may be placed here.