EPC 2016-21
Strategic Plan
Vision

The Department of Educational Psychology and Counseling strives to be a respectful and transparent community of scholars excelling in the preparation of leaders, scholars, and professionals who promote well-being, educational expertise, and civic responsibility.
Values

We value an environment of mutual respect and interpersonal support, featuring:
• Caring
• Embracing diversity of cultures and individual perspectives
• Collegial and collaborative interactions
• A sense of humor and a capacity for perspective taking
• Civility (see UTK civility website for complete list of guiding principles of civility)

We value transparent and accountable decision making, featuring:
• Data supported decision making
• Consensus seeking – using the “70% rule” for individual support of decisions

In our scholarship, we are committed to:
• Innovation
• Future thinking
• Creativity
• Research designed for impact to make the world a better place

In our work with students, we are committed to:
• Quality teaching
• Effective mentorship
• Engaged scholarship

In our work with the community, we are committed to:
• Integrity
• Collaborative partnerships
• Engaged scholarship
1 Strategic Priority
use data to inform decision making

GOALS
• Identify criteria to be used to define program quality
• Use program data to influence resource allocation decisions

STRATEGIES
• Identify the core key data items that support the evaluation of program quality
• Research/adopt/develop a database for distributed access and use by program coordinators and members of staff that will serve as a repository for program data collected on an ongoing basis
• Program coordinators responsible for collecting data and populating selected repository
• Department head reports summary of program data to the department annually – program coordinators welcome to summarize additional program specific info
Strategic Priority
refine EPC structure to be simple, more cohesive & streamlined

GOALS

• Restructure and streamline EPC
• Reduce course redundancy and facilitate broader cross-disciplinary experiences for students

STRATEGIES

• Complete Curriculum Review Committee procedures to close Rehabilitation Counseling program (under MS in Counseling) and Deafness Rehabilitation graduate certificate
• Complete Curriculum Review Committee procedures to relocate Cultural Studies of Educational Foundations program (under MS in Education) and Cultural Studies in Education graduate certificate to different department within college
• Develop and implement a plan to close the Learning Environments and Educational Studies program (under PhD in Education)
• Begin process to add two new PhD programs directly connected to currently existing MS programs
• Revisit the course redundancy report prepared by Bob William’s team and identify opportunities for consolidation and/or integration
GOALS

- Enhance assistantship and fellowship resources
- Develop a recruitment plan
- Develop an integrated department philosophy for student mentoring, preparation, and success

STRATEGIES

- Increase the number and multi-year commitment capacity of assistantships/fellowships
- Develop, fund, and implement a department student recruitment plan that also supports college diversity initiatives
- Each program develop a plan for student mentoring, preparation, and success
- Provide opportunity for reciprocal evaluative feedback, i.e. GA/faculty or advisee/advisors
GOALS

• Increase and diversify sources of financial resources for use by the department
• Improve frequency and quality of communication with alumni and other stakeholders

STRATEGIES

• Create a comprehensive development plan with a college development officer that seeks community, state, and regional donors with interests in various research areas related to our department members and students
• Identify sources of funding generated within the department that can be allocated for student support (e.g., funds generated by online program enrollments, Friends of EPC fund, donations, grants)
• Emphasize, support, and incentivize grant and contract seeking activities that support indirect departmental costs and the direct costs associated with supporting graduate students financially and with research activities (e.g., appoint a grant shepherd)
• Conduct annual review of budget and line allocations; increase transparency regarding allocation of resources
• Develop a departmental alumni network and communication strategy
• Develop marketing tools for the department and each program (e.g., brochures, newsletter, presence on social media)
GOALS

- Implement a staffing arrangement that is transparent and addresses workload while promoting equity
- Enhance opportunities for advancement
- Increase opportunities for staff professional development

STRATEGIES

- Assess the staffing needs of each program and the department as a whole to create a more equitable and effective workload distribution scheme
- Re-evaluate and codify the roles and duties of each staff member
- Advocate for a system-wide online staff evaluation tool
- Continue to encourage staff to participate in professional development activities to enhance their skill sets
- Enhance staff appreciation activities (e.g., small incentives, celebrating milestones; faculty/staff lunches)
Strategic Priority
enhance positive climate of social & professional community

GOALS

• Enhance sense of “community” within the department
• Enhance consistency and transparency of governance

STRATEGIES

• Enhance community and social activities
• Review and revise as appropriate the EPC By-Laws
GOALS

• Enhance opportunities for advancement
• Increase opportunities for faculty professional development
• Create an effective community of mentors for all faculty
• Implement a faculty work arrangement that is transparent and addresses workload while promoting equity

STRATEGIES

• Conduct a needs assessment to determine faculty development needs and then address those needs
• Enhance faculty recognition
• Develop a mentorship plan for associate professors
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