

**ORED Strategic Planning Process Meeting
College of Education
July 26, 2007**

Barriers

1. Instructional system needs more faculty based on having 4 or more PhD students. Need more facilities/space to accommodate student needs. Basically, a complete restructuring of the unit to meet needs of students, have considered closing admissions for a few years.
2. Reduced communication in College. Little communication between departments regarding scholarship/research goals and activities.
3. A more clear picture of mission/vision of College so that departments and units can make plans to assist in achieving that mission and related goals/objectives
4. Salary and funding comparable to peer universities to attract additional faculty to contribute to research/scholarships; many programs need additional faculty.
5. Don't have enough personnel to assist faculty in attaining awards/grants or to research the qualifications needed to obtain awards/grants.
6. Need to evaluate allocation of faculty time (teaching loads, advising/chairing responsibilities, etc.) so that they can focus on research in a more intent fashion.
7. Lack of summer support for research. Most faculty have to teach to obtain summer funding; little internal support for research in the summer. Teaching activities take away from research focus.
8. Graduate research assistant stipends are not in line with peer universities in many departments; make it hard to recruit them from other institutions.
9. Support and funding for travel for research has declined over the years at the university (e.g. Travel to conferences to share research; travel to Washington, D.C. to meet key personnel to attain grants)

Assets

1. MSU has room to grow – facilities, personnel, research opportunities.
2. MSU appreciates its faculty and acknowledges accomplishments
3. Some faculty in College collaborate across departments with regard to research and scholarship
4. MSU continues to recruit high quality faculty who have skills to contribute to research/scholarship
5. Formation of Focus Groups by ORED to address scholarship/research needs of University/Colleges/Depts./Units.
6. Faculty in College are committed to their students in their respective programs; faculty try to mentor their students in addition to providing knowledge and supervision in skill development