

College/School/Department: GEOGRAPHY
Academic Plan 2017-2023

I. Introduction



State your department/school/college mission statement.

The mission of the Department of Geography is to provide its students with educational experiences of the highest quality, to conduct vital research that benefits society, and to serve our communities, from the local to the international. We are committed to outstanding teaching and scholarly activities within the framework of academic freedom, the diversity of people and ideas, a spirit of inclusiveness, and a global perspective.

Outline briefly your “vision” for the 2017-2023 planning cycle.

The Department of Geography will continue to stress both the theoretical and applied realms in all of our degree programs. We will provide a rigorous educational experience through innovative teaching, engagement with the community, and dedication to our undergraduate and graduate students. We will increase our visibility as a research department through faculty scholarship, research grant activities, international collaborations with academic institutions, the recruiting of top students for our graduate programs, the organization of national and international conference and symposia, a robust program of scholarly exchanges, and service in academic and professional organizations.

Using University goals and initiatives as a guide, list and briefly describe your top five priorities for the 2017-2023 planning cycle and indicate the university goal/initiative to which the unit's goal is linked.

The top priorities for the Department of Geography for the 2017-2023 planning cycle are as follows:

1. Sustain conferring 6-8 PhD degrees per year;
2. Acquire six new tenure-track or tenured faculty lines and one Senior Lecturer in order to maintain our programs given recent significant enrollment growth and continue on the path of increasing research productivity;
3. Pursue external funding through strategic hiring (including at the Associate and Full Professor levels), faculty development, and the support of existing departmental centers;
4. Contribute to internationalization by expanding partnerships with institutions outside the U.S., continuing to recruit internationally for our graduate programs, and hiring faculty with international roots and global research agendas and interests;
5. Continue and strengthen our commitment to academic freedom, the diversity of people and ideas, engagement with the community, and a spirit of service to our students, our academic and professional organizations, and to society.

Based on unit goals, list the number of new (not replacement) faculty lines you plan to request in the 2017-2018 academic year and in the remaining 2-6 years.

The Department of Geography requests the following additional faculty lines:

- a. Senior Lecturer in Geographic Information Science
- b. Tenure-track at the Assistant Professor level or tenure-track/tenured at the Associate or Full Professor level in:
 - Physical Geography with research interests in geomorphology, landscape ecology, modeling, GIS applications;
 - Geospatial Humanities with research interests in Human Geography (preferably Historical Geography);
 - GIScience with research interests in Health Geography;
 - Environmental geography with research interests in Water Resources, Environmental Dimensions of Energy Production/Consumption, Environmental Hazards, and Political Ecology;
 - Climatology with research interests in Climate Change, Climate Modelling, and Meteorology;
 - Latin American/Border Studies.

Based on unit initiatives outlined in your plan, estimate the total amount of new funding that your unit will realistically need in the 2017-2018 academic year and in the remaining 2-6 years.

Over the course of the planning cycle, the Department of Geography will request the following funding:

- 2017-2018 (and annually afterward): a) one Senior Lecturer (\$48,776) and one Grant Program Staff (\$46,473);
 - Remaining 2-6 years (and annually afterward): a) tenure-track or tenured faculty lines at the Assistant, Associate, or Full Professor levels (\$369,000 to \$567,000 depending on rank);
- Remaining 2-6 years (one time only): a) \$50,000 to \$100,000 for new teaching and research labs; b) \$1,000,000 to \$2,000,000 for GIS and Health Geography from external endowment.

State the facilities (e.g. offices, research and lab space, classrooms) that will be required for anticipated growth and new unit goals.

The Department of Geography requests four additional lab resources:

- 1) One additional computer teaching lab for GIScience (minimum of 20 workstations);
- 2) Redesign and modernization of existing physical geography and geology teaching labs;
- 3) Creation of the Innovation and Exploration Lab (IEL) for online teaching, classroom teaching, and faculty/student research;
- 4) One Urban Studies lab for teaching, faculty/student research, and community engagement and involvement.

II. Process



Describe, in a brief paragraph, the process used to develop your plan, including the nature and extent of faculty involvement.

This strategic plan was developed with extensive input from the faculty of the Department of Geography. Half-day retreats were organized on April 22, 2016 and September 16, 2016. After brief introductions by the Chair and Associate Chair, faculty members were divided in small groups and asked to discuss future directions (2017-2023) for the department and to report back to the full assembly.

The content of this Strategic Plan, which was approved at the January 27, 2017 faculty meeting, reflect the outcome of the retreats.

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III. Program Maintenance

Maintenance Need	Reason for Need	Cost	Result of Funding
Senior Lecturer in Geographic Information Science	<ul style="list-style-type: none"> - 2426 now required of all majors other than BA (approximately 120 per semester) - 2426 and 3426 are trending at overload enrollments over the last three-year period - Increased grant activity among GIScience faculty - Projected increasing enrollments in Sustainability MS and from the Anthropology Department PhD program 	New Senior Lecturer: \$48,776	This will allow for an increase in the number of sections of GIS courses (GEO 2426, 3426 and 4427) which are required or key courses within the Geographic Information Science major. Also, this will allow for increased grant activity by GIScience faculty, and will help maintain both the undergraduate and doctoral GIScience programs in the face of increased enrollments.
Physical Geography with research interests in geomorphology, landscape ecology, modeling, GIS applications	<ul style="list-style-type: none"> - Growth in the Geology minor; lab enrollments are trending up - Expansion of lab instruction for Geomorphology and Water Resources courses - GEOL 1410/1420 are General Education courses with increasing enrollments - GEO 2410 is required among most majors and enrollments are increasing - Potential partnerships with the Environmental Engineering program 	New tenure/track Assistant Professor: \$61,500 OR: <u>Senior positions:</u> Professor: \$94,503 (min) Associate Professor: \$73,541 (min)	This will allow for an increase in the number of sections of physical geography courses (GEOL 1410/1420 and GEOL 2410) which are required or key courses. Also, this will allow for an increase in the mentoring of Master's and doctoral students while maintaining both the undergraduate and graduate programs in the face of increased enrollments. Hiring at the Senior Level will increase grant activities and increase the visibility of the Department of Geography domestically and internationally, thus contributing to University Goal 3.
Geospatial Humanities with research interests in Human Geography (preferably Historical Geography)	<ul style="list-style-type: none"> - Emerging trend in national/international interdisciplinary research, with international funding opportunities available - Benefits our recruiting and internationalization efforts - Will benefit the PhD in Geography program, increasing recruiting and visibility 	New tenure/track Assistant Professor: \$61,500	This will bring the department at the forefront of contemporary trends in academic research and contribute to elevating the visibility of Texas State Geography's research profile domestically and internationally. It will also help recruiting doctoral students, especially domestically, and increase funding opportunities both internationally and domestically with agencies (e.g., NEH) we traditionally do not pursue.

<p>GIScience with research interest in Health Geography</p>	<ul style="list-style-type: none"> - Emerging trend in geography research, with considerable research funding opportunities available - Contributes to current research initiatives at Texas State University (e.g., the Translational Health Research Initiative) - Prepares our students for growing job market; increased recruiting opportunities at the PhD level - Leverages and enhances our current faculty interests 	<p>New tenure/track Assistant Professor: \$61,500</p> <p>OR: <u>Senior positions:</u> Professor: \$94,503 (min) Associate Professor: \$73,541 (min)</p>	<p>This will considerably enhance our chances of external funding in a field where research funding opportunities are substantial. It will also allow for an increase in the mentoring of Master's and doctoral students and also fit within key research initiative at Texas State. Targeted hiring at the Senior Level will increase grant activities (e.g., with the NIH) and the visibility of the Department of Geography domestically and internationally, thus contributing to University Goal 3.</p>
<p>Environmental Geography with research interests in Water Resources, Environmental Dimensions of Energy Production/Consumption, Environmental Hazards, and Political Ecology</p>	<ul style="list-style-type: none"> - Growth in Water Resources and continuing partnership with the Meadows Center - Our energy, resources, and environmental management courses are key to the success of our majors and Geology minors - Climate change and climate adaptation strategies likely to increase need for hazard management - All of the above will be job growth areas in the future, in Texas, nationwide, and internationally. We need to hire new faculty to maintain, enhance, and expand the curriculum - Political Ecology will benefit mostly our Master's and especially PhD programs, both currently and in the next several years 	<p>New tenure/track Assistant Professor: \$61,500</p> <p>OR: <u>Senior positions:</u> Professor: \$94,503 (min) Associate Professor: \$73,541 (min)</p>	<p>This will allow for an increase in the number of sections of environmental geography courses at both the undergraduate and graduate levels. It will also respond to forecasted employment growth in the fields of interest, both at the state and at the national and international levels, as well as increase mentoring choices for Master's and doctoral students in the face of increased enrollments and interest in the topics. Hiring at the Senior Level will increase grant activities and increase the visibility of the Department of Geography domestically and internationally, thus contributing to University Goal 3.</p>
<p>Climatology with research interests in Climate Change, Climate Modelling, and Meteorology</p>	<ul style="list-style-type: none"> - We are experiencing strong enrollment growth in our undergraduate courses, especially as they contribute to General Education - Considerable research funding is available domestically and internationally for these fields - Likely to be an employment growth area, both at the undergraduate and graduate levels 	<p>New tenure/track Assistant Professor: \$61,500</p> <p>OR: Senior positions: Professor: \$94,503 (min) Associate Professor: \$73,541 (min)</p>	<p>This will allow for an increase in the number of sections of climatology courses at both the undergraduate and graduate levels and also increase our contribution to General Education. It will also respond to forecasted employment growth in the fields of interest, both at the state and at the national and international levels, as well as increase mentoring choices for Master's and doctoral students in the face of increased enrollments and interest in the topics. Hiring at the Senior Level will increase grant activities and increase the reputation and visibility of the Department of Geography domestically and internationally, thus contributing to University Goal 3.</p>

<p>Latin American/Border Studies</p>	<ul style="list-style-type: none"> - Leverages our tradition, complements our new hires, and fits with the HSI designation of our university - Likely to attract new research funding in the future - Fits into the existing Texas State’s and Department of Geography’s national and international partnerships - Fits Texas’s role as a gateway to Central and South America 	<p>New tenure/track Assistant Professor: \$61,500</p>	<p>This fits into the HSI mission of the university, leverages existing faculty strength, responds to likely student interests, and also fits well into the State of Texas economic, cultural, and historical ties. It will also enhance our curricular offerings and create new employment opportunities for our students. Finally, it will help recruiting graduate students, especially doctoral students, and increase funding opportunities both internationally and domestically.</p>
<p>Grant Program Staff</p>	<ul style="list-style-type: none"> - Support our pre- and post-award grant activities - Especially crucial for Geography Education as support to the Texas Alliance for Geography Education (TAGE), the Grosvenor Center, and the National Center for Research in Geography Education. All three depend heavily on external grants and will do so more in the future - Support our online media presence to help with student recruiting and community outreach 	<p>Staff: \$3,873/monthly or \$46,473 annually</p>	<p>The department is building a world-level cluster of research centers and activities in the Geography Education field at the state (TAGE), national (Grosvenor Center), and international (NCRGE) levels. The number of grants acquired has substantially increased in the last several years, culminating in the Research Coordination Network designation of the NCRGE by the NSF, and is likely to increase in the future. In addition, this new staff member will help manage our online presence, community outreach, and student recruiting.</p>

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IV. Planning Goals (University Goal Statements)

Dept.	Unit Goal	1 yr	2-6 years	New Resources Required	Cost	Source of Resources	Assessment Criteria	University Initiative
University Goal 1: Promote the success of all students.								
GEO 1.1	Increase student scholarship support; institutional and charitable giving	X	X	None	None	Individual and corporate sponsor	Increased donor contributions	1.1; 1.4
GEO 1.2	Increase number and scope of international partnerships	X	X	None	None	\$2,000/year max	Partnerships developed; research collaborations established; active student and faculty exchanges	1.1; 1.7
GEO 1.3	Maintain support for the Institute for Government Innovation in support of external funding goals and student workforce preparation	X	X	None	Director salary	Provost	External funding and student support	1.6; 1.8
GEO 1.4	Maintain and increase support for the Texas Alliance for Geographic Education in support of diversity, student recruiting, community outreach, and geographic education	X	X	Staff	See Part III	Provost	Grant activity and engagement with teachers	1.1; 1.4
GEO 1.5	Maintain and increase service learning, workforce training, and community outreach through undergraduate/graduate curriculum, partnership outreach, and website development	X	X	None	None	Faculty and staff time	Community engagement and curriculum enhancement	1.7; 1.8
GEO 1.6	Maintain and enhance study abroad programs and field based courses/experiences	X	X	Initial startup	Faculty time	Department	Student participation in existing and new programs	1.1; 1.7
GEO 1.7	Hire a Senior Lecturer in GIScience	X	X	Faculty line	See Part III	Provost	Number of non-tenure track lines	1.3; 1.5
University Goal 2: Offer high quality academic and educational programming.								
GEO 2.1	Maintain and enhance student, faculty, and community diversity initiatives	X	X	None	None	Faculty and staff time	Increased faculty, staff and student	2.2

							diversity	
GEO 2.2	Pursue undergraduate and/or graduate concentrations in concentrations such as Latin American Studies, Border Studies, GIS and Health Geography, and Energy and the Environment	X	X	Faculty lines	See Part III	Provost; Department; faculty and staff time	Number of programs	2.1
GEO 2.3	Maintain support for the interdisciplinary Master's Program in Sustainability	X	X	None	None	Faculty time	Student completion numbers and employment opportunities	2.2
GEO 2.4	Maintain and expand curriculum and research collaborations with other departments on campus (e.g., Engineering, Computer Science, Business, Health Administration, Anthropology)	X	X	None	None	Faculty and staff time	New interdisciplinary programs	2.1; 2.2
GEO 2.5	Expand and enhance undergraduate and graduate online education	X	X	None	None	Faculty and staff time	Online curriculum offerings	2.1; 2.2
GEO 2.6	Pursue external and internal financial support for Teaching Innovation and Exploration Lab	X	X	Software and hardware	\$25,000-50,000	Provost; department; external funding	Lab implemented and active	2.4
GEO 2.7	Develop and implement new teaching/research labs in GIScience, physical geography and/or urban studies	X	X	Software and hardware	To be determined (average of \$25,000 per lab)	Provost; department; external funding	Labs implemented and active	2.4
University Goal 3: Achieve significant progress in research and creative activity as measured by national standards.								
GEO 3.1	Host and pursue institutional and external funding in support of national/international conferences in geography and related fields	X	X	Sponsorships	\$5,000 to \$20,000 per conference	Department and university; external funding from research agencies and other donors	Conferences completed; department reputation	3.1; 3.3
GEO 3.2	Pursue endowed professorship/center in GIS and Health Geography	X	X	New endowments	\$1,000,000 (professorship) to \$2,000,000 (center)	External donors	Establishment of endowment	3.1; 3.3
GEO 3.3	Maintain, and pursue additional, support for the National Center for Research in Geography Education (NCRGE)	X	X	None	None	Department; faculty and staff time	Grant activities; national and international leadership in	3.1; 3.3

							Geography Education	
GEO 3.4	Maintain, and pursue additional, support for the activities of the Gilbert M. Grosvenor Center for Geographic Education	X	X	None	None	Department; faculty and staff time	Grant activities; national and international leadership in Geography Education	3.1; 3.3
GEO 3.5	Maintain and enhance partnership with the Meadows Center for Water and the Environment	X	X	None	None	Faculty time	Increased partnership and grant activities	3.1; 3.3
GEO 3.6	Pursue and develop new mission objectives for the Lovell Center and the Texas GIScience Center	X	X	None	None	Faculty time	New mission, new leadership, revised focus, new activities	3.1
GEO 3.7	Support the creation of a Humanities Research Center in the College of Liberal Arts to support research in the humanities	X	X	New endowment	\$2,000,000 to \$5,000,000	External donors	Establishment of center	3.1
GEO 3.8	Recruit senior (Associate and Full Professor level) faculty in support of increasing external funding and new curriculum/program development	X	X	Faculty lines	See Part III	Provost	Number of senior tenure-track and tenured faculty lines	3.1; 3.3
GEO 3.8	Maintain and enhance national/international graduate student recruitment in support of maintain our average PhD graduate rates of 6-8/year.	X	X	None	\$5,000-\$7,000 per year; faculty and staff time	Department; Graduate College	Quality and quantity of applications received and students admitted to the programs	3.1; 3.3
GEO 3.10	Add fulltime staff member to enhance departmental grant activities (especially in the Geography Education area), student recruiting, and community outreach	X	X	Staff line (same as GEO 4.3)	See Part III	Provost	Number of staff members	3.1
GEO 3.11	Maintain faculty leadership participation in regional/national/ international professional service positions; editorships, officers, etc. in the AAG and beyond	X	X	None	Faculty time	Department	Increased leadership positions by faculty	3.1
GEO 3.12	Host 2-5 international visiting scholars per year for collaborative research	X	X	None	Faculty time	Department	Number of visiting scholars	3.1
University Goal 4: Provide the necessary services, resources, and infrastructure to support the university's strategic direction.								
GEO 4.1	Maintain efforts to level Geography faculty salaries at Texas State with research-intensive, PhD-granting Geography departments in the	X	X	Salaries	To be determined	Provost	Salary increases and retention of faculty	4.1

	United States in support of retention and recruiting goals							
GEO 4.2	Maintain and enhance the participation of faculty and staff in professional development and training opportunities, including on-campus workshops, and AAG summer workshops, and others	X	X	None	\$3,000-\$5,000 annually	Department	Faculty participation numbers and professional growth	4.2; 4.11
GEO 4.3	Maintain and enhance student, faculty, and departmental presence on internet and social media, via departmental website enhancements, expansion of social media outlets, and online education	X	X	Staff line (same as GEO 3.9)	See Part III	Provost	Number of staff members	4.2