College of Education
San Diego State University

“Why Not Be the Best?”

September 19, 2014
Joe Johnson, Dean
Welcome!

&

Welcome Back!
Thanks for your understanding and kind support.
We work hard.

Why?
Why not...

be the best?
Because...

Too few faculty

Too few grant resources

Not enough doctoral programs

Ratings are based on reputation
Besides who's view
Who cares about ratings?
What was Joe doing in Amsterdam?
This summer?

Best in who's view
Insufficient Funds

Why worry about comparisons?
Why not... be the best in our own eyes & in the eyes of our stakeholders?
What would convince you that we were the BEST College of Education?
Grads who consistently lauded the quality of their SDSU preparation

Ability to attract great students

Ability to attract excellent faculty and staff

Outstanding support for faculty research and publication

Powerful coursework, fieldwork, and transformational experiences

Great environment to work and learn
We have many impressive accomplishments and many outstanding faculty and staff members; yet, I don’t anticipate that we will feel like we’re “the best” anytime soon. However, if we’re not working to become the best, what are we doing?
Legacy
The Pursuit of Our Legacy Requires Focus

• We need clarity about what we want our graduates to accomplish in their careers.

• We need clarity about what we want our graduates to know and be able to do as they leave our programs.

• We need clarity about what we will accept as evidence that our students are learning/have learned what we believe is most important.
The Pursuit of Our Legacy Requires Focus

• We need clarity about how we are shaping our programs to better ensure that our grads will accomplish great outcomes.

• We need clarity about the kinds of research that will help us pinpoint the results we seek, understand salient issues, and advance our fields (as well as our own practice) in meaningful ways.

• We need clarity about how we are shaping our policies and programs in ways that promote outstanding, useful research among our faculty.
**Focus: 2014-15 To-Do List**

- Statements of program outcomes w/stakeholder input by 9/30.
- Strategies for measuring program outcomes by 1/31/15
- Baseline data and program improvement plans by 5/31/15
- New Research Assigned Time Policy by 12/19/14
- New schedule of monthly site visits to be announced soon
The Pursuit of Our Legacy Requires People

• Each new faculty/staff position is a precious resource for pursuing our vision. We need clarity about the knowledge, skills, and dispositions we need in each position in order to build our capacity to become “the best.”

• Our existing faculty/staff positions are also precious resources for pursuing our vision. We need clarity about how we can build the capacity of our faculty/staff to help us pursue our legacy.
The Pursuit of Our Legacy Requires People

• We should only provide tenure and promotion to people who have excellent capacity to help us achieve our legacy. At the same time, we should have excellent supports to ensure that our faculty have a high likelihood of meeting tenure expectations.

• Each student is a precious resource for pursuing our vision. We need clarity about how we will recruit and attract students in every program who have the potential to help us build our legacy.
**People: 2014-15 To-Do List**

- Strong recruitment/hiring efforts for new searches – Position announcements that reflect the knowledge, skills, and dispositions needed in order to be “the best”
- Increased clarity from RTP committees about tenure/promotion expectations
- By 12/19/14, program strategies for recruiting and selecting students who have strong capacity to achieve our desired program outcomes
The Pursuit of Our Legacy Requires Resources

• Through the hard work of faculty and staff, this semester, we exceeded enrollment targets for the first time in years. We are 16% above enrollment targets, representing an increase of over 200 students.

• State funding provides only 19.8% of the costs of SDSU’s annual operations. We have cut more than we can afford to cut. Now, we must develop new streams of resources that build our capacity to pursue our legacy.
The Pursuit of Our Legacy Requires Resources

- We must wisely use every dollar in ways that help us pursue our legacy.

- We need a sophisticated strategy for helping our alumni and the philanthropic community understand how they can provide meaningful support that will help us become “the best.”

- New $1 million Barbara Meyers scholarship endowment for the College of Education
Resources: 2014-15 To-Do List

• We are implementing department-based budgeting for the first time in several years

• Critical academic support needs funds – proposals due to Dean’s office Oct. 24

• Today, we are launching the Improving Futures Fund
Q&A
Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness, that most frightens us. We ask ourselves, who am I to be brilliant, gorgeous, talented, and fabulous? Actually, who are you not to be?

Nelson Mandela