

MTSU THEATRE & DANCE

STRATEGIC PLAN, 2020-2025

Goal 1: Increase support to enable faculty and students to accomplish their goals.

Objective	Action Items	Timeline
1. Improve number, quality, and access to instructional spaces, support resources, and technology for all students in Theatre and Dance.	a) Develop a short and long range plan for addressing instructional and production facility needs to support departmental growth.	2020-2021
	b) Advocate for access to technology (presentation, software, WiFi, and instructional support hardware and software) for classrooms and discipline-specific training.	Ongoing
	c) Develop a plan to address scheduling of space to ensure constituents are served well (students, academic program, productions, and other users).	Fall 2019
	d) Provide sufficient funding and support to ensure the continued success of the localized script library housed in the department.	Ongoing
2. Advocate for additional faculty and staff to support the needs of a growing department.	a) Request recurring funds for accompanists to support the curricular and co-curricular offerings of the department.	Spring 2020
	b) Request a coordinator faculty position for sound and media design to support the needs of the department.	Fall 2019
	c) Request a tenure-track faculty position to support the growing needs of the dance program.	Fall 2020
	d) Request additional administrative staff support to provide operational assistance to students, faculty, the dance program and the chair, including effective administration of financial transactions.	Spring 2020
	e) Determine solutions to the need for oversight and production of properties and request funds to support this plan.	2019-2020
	f) Annually review and determine additional part-time and full-time faculty needs and communicate those needs to university administration.	Ongoing

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3. Review and revise degree and course offerings to meet the needs of students.	a) Explore the addition of concentrations to the existing BS Theatre degree.	2020-2021
	b) Explore BFA and other degree options, including interdisciplinary ones, for Theatre.	2021-2022
	c) Review all course offerings and submit paperwork to add EXL and/or Engage designation as appropriate.	2020-2021
	d) Review and delete/revise/add course offerings, at all levels and in all programs, to ensure currency in the disciplines and accuracy in communication of offerings.	Annually in the fall
4. Support student development.	a) Provide additional opportunities for students to engage in on-campus master classes, workshops, and guest artist visits.	Ongoing
	b) Develop a sustainable financial model to support student participation in conferences and internships, and to provide affordable study abroad experiences.	Fall 2019
	c) Request additional funding for student personnel to provide learning opportunities in production and administrative work.	Spring 2020
	d) Provide opportunities and support for student access to industry/art form exposure through on and off-campus professional performances and related experiences.	Ongoing
	e) Ensure transfer students have access to immediate opportunities for production participation.	Ongoing
	f) Facilitate and encourage quality coaching, mentoring, and career counseling by faculty.	Ongoing
	g) Establish stronger relationships with professional companies in dance, theatre, and entertainment to create recurring internship opportunities for students.	Ongoing

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5. Support faculty professional development.	a) Develop and support a guest artist program and faculty co-curricular rotation that provides systematic reassigned time for professional development activities.	2020-2021
	b) Increase funding for faculty and staff travel for professional development.	2020-2021

Goal 2: Enhance outreach and communication efforts.

Objective	Action Items	Timeline
1. Maximize recruiting effectiveness.	a) Review and revise recruiting strategies to improve efficiency and effectiveness and to ensure desired outcomes.	Fall 2019
	b) Review and revise recruiting media and program messaging for effectiveness.	2020-2021
	c) Recognize and promote student accomplishments.	Ongoing
	d) Actively develop and implement a strategy for addressing equity, diversity, and inclusion in recruiting efforts so as to increase the diversity of students.	2020-2021
	e) Develop a comprehensive and feasible plan for student scholarship awards and advocate for university support of it.	2020-2021
2. Enhance relationships with alumni and community partners.	a) Develop a regular rotation of alumni events to improve interactions.	Spring 2020
	b) Recognize and promote alumni accomplishments.	Ongoing
	c) Build strong connections to high school teachers through targeted communication and provision of ongoing development opportunities.	Ongoing
	d) Target selection and marketing of the production season to increase participation of off campus constituents.	Ongoing
	e) Work with the Development staff to increase donations to scholarship funds from individuals and corporations.	Ongoing

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Goal 3: Increase diversity and support for underrepresented faculty and students.

Objective	Action Items	Timeline
1. Work towards matching diversity of faculty and staff with diversity of the student body in the department.	a) Work with the College of Liberal Arts to complete an analytic study to define current imbalances in faculty and staff diversity.	2019-2020
	b) Identify strategies for increasing inclusiveness and to diversify faculty and staff in the department.	Fall 2020
2. Create opportunities for students and our communities to engage with diverse artists and artistic works.	a) Establish and support a plan to include diverse guest artists in both theatre and dance programs.	2019-2020
	b) Establish and support a plan to provide students with exposure to diverse artists in the Nashville community and beyond.	2019-2020
	c) Provide annual equity, diversity, and inclusion (EDI) training opportunities for faculty and students.	2020-2021
	d) Identify strategies for increasing inclusiveness in curriculum and course content.	
	e) Select plays and performance pieces that are inclusive of the department's current diverse constituencies and that increases future diversity.	Ongoing

Goal 4: Strengthen the sense of community.

Objective	Action Items	Timeline
1. Enhance interaction and engagement between the faculty, staff, and students of the Theatre and Dance disciplines.	a) Develop a departmental student advisory board to encourage informed decision-making.	Fall 2019
	b) Provide regular formal and informal activities to encourage faculty, staff, and student collegiality and interaction.	Ongoing

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Goal 5: Increase interdisciplinary programming and curricular opportunities.

Objective	Action Items	Timeline
Facilitate interdisciplinary interactions and activities.	a) Enhance partnerships with the School of Music to include the interdisciplinary minor in Musical Theatre Performance and co-production of musicals and operas.	Ongoing
	b) Enhance partnerships with the College of Media and Entertainment to include interdisciplinary curricular offerings and event production.	Ongoing
	c) Enhance partnerships with the College of Education for improvement of the training experience for future teachers of theatre.	Ongoing
	d) Develop opportunities for on and off campus interdisciplinary engagement through applied theatre training and outreach.	Ongoing