



DEPARTMENT OF
AGRICULTURE
Illinois State University

STRATEGIC PLAN

2021-2026

CREATE
YOUR
LEGACY

ILLINOIS.AG

MISSION, VISION, CORE VALUES

MISSION STATEMENT

The mission of the Department of Agriculture at Illinois State University is to provide a premier educational experience, conduct high-quality research, and provide timely outreach services to enhance the agriculture industry.

VISION

Inspiring innovation, opportunity, and the discovery of knowledge in agriculture through exceptional academic programs and experiential learning.

OUR CORE VALUES

The Department of Agriculture values:

- Responsibility, honesty, trust, respect, and integrity
- Diversity, inclusion, and equity
- Individualized attention
- Advancement of knowledge
- Interdisciplinary and collaborative research
- Shared governance
- Civic engagement and outreach
- Sustainable practices
- The multidisciplinary traditions of our department

GOAL 1

PROVIDE THE PREMIER EDUCATIONAL EXPERIENCE IN AGRICULTURE PREPARING STUDENTS FOR SUCCESS

1. Emphasize the role students, faculty, and staff play in the success of the Department of Agriculture.
2. Provide cutting-edge, accessible technologies within the Horticulture Center, University Teaching and Research Farm, and other facilities to support hands-on and experiential learning.
3. Ensure current course offerings are up-to-date and create new courses and programs to reflect the fast-moving, technologically advanced agriculture industry.
4. Provide individualized and transformative educational experiences: registered student organizations, internships, study abroad, service-learning, civic engagement, independent studies, job shadowing, and mentoring and professional development opportunities.
5. Partner with external constituents/stakeholders/donors to add additional scholarships and graduate assistantships to aid in student retention and recruitment.
6. Recruit, retain, and graduate diverse and academically talented students.
7. Encourage engagement of undergraduate and graduate students in scholarly and competitive activities.
8. Provide connections and networking opportunities to students and advertise and promote our students' career success.



GOAL 2

CULTIVATE AN ENVIRONMENT FOR EXCELLENCE IN TEACHING, SCHOLARSHIP, AND SERVICE

1. Enhance and support teaching, research, and service at the University Teaching and Research Farm and the Horticulture Center.
2. Improve, enhance, and expand facilities for teaching and research such as buildings, laboratory and greenhouse space, the University Teaching and Research Farm, and the Horticulture Center.
3. Mentor faculty and staff at all stages of their careers to promote job satisfaction and retention.
4. Provide and expand resources for teaching, research, and service activities.
5. Support and encourage innovation such as civic engagement, service-learning, study abroad, inter- and cross-disciplinary efforts within and beyond the Department.



GOAL 2

CULTIVATE AN ENVIRONMENT FOR EXCELLENCE IN TEACHING, SCHOLARSHIP, AND SERVICE

6. Encourage diversity while attracting and retaining high-caliber faculty and staff using a holistic approach to create a more sustainable department.
7. Identify and recruit talented, passionate, and collegial individuals.
8. Recognize and promote student, faculty, and staff achievements in teaching, research, and service in the department, on campus, in the community, regionally, nationally, and internationally.
9. Encourage and provide professional development opportunities to improve knowledge and skills in teaching, research, job performance, soft skills, and interpersonal communication skills.
10. Support, recognize, and reward performance and achievements in teaching, research, and service in the department, college, university, community, and industry.



GOAL 3

FOSTER A CULTURE OF DIVERSITY, INCLUSION, AND EQUITY THAT REACHES STUDENTS, FACULTY, STAFF, AND ALUMNI

1. Celebrate the collegial spirit of the department and its strong ties to the agriculture industry.
2. Support departmental, interdisciplinary, and multi-institutional collaboration.
3. Continue to offer and promote international opportunities related to teaching and research and develop long-term pathways to cultural immersion.
4. Globalize the curricula to address international issues that bear on the long-term sustainability of agriculture, including economics, social structures, environment, and technology.
5. Promote diversity amongst the faculty, staff, and student body while advocating inclusion, access, respect, and equity.



GOAL 4

DEVELOP AND MAINTAIN PRODUCTIVE RELATIONSHIPS WITH EXTERNAL CONSTITUENCIES

1. Encourage and support students, faculty, and staff to engage in professional experiences with external constituencies.
2. Strengthen and sustain relationships with alumni.
3. Explore collaborative research opportunities between the department and external constituencies.
4. Enhance public awareness of the department's projects, initiatives, and achievements.
5. Reward faculty and staff engagement with external constituencies.
6. Support community outreach initiatives undertaken by the department.

