

School of Science • The College of New Jersey
 Strategic Map, 2012-2015
Building Academically Excellent Programs That Will Garner National Recognition

2013–2014 IMPLEMENTATION PLAN

Strategic Priority	Strategic Objective	Projects for 2013-2014	Responsible Parties	Key Performance Indicators & Timelines
All Priorities and Objectives		Identify and enhance usage of appropriate instruments/approaches to measure program-based student learning outcomes, via hosting a visiting speaker with expertise in assessment of STEM learning outcomes and engaging with the new Director of the Center for Institutional Effectiveness.	Departments & Dean's Office	Assessment instruments and measures identified and timelines developed for curricular implementation (AY 2013-2014).
		Using new department-based comparator lists, conduct site visits to aspirant/peer institutions to help benchmark SoS programs.	Departments & Dean's Office	Completed visits (AY 2013-2014).
		Create a new School of Science Advisory group, comprised of national-level experts on cross-cutting topics.	Dean's Office & Chairs Council	Formation of group; inaugural on-site meeting (AY 2013-2014).

Building a Teaching and Research Supportive Infrastructure	Acquisition and Maintenance of Instrumentation and Computing	Provide Equipment Leasing Fund (ELF) funding for strategic laboratory and computing equipment/instrumentation replacement and acquisition plans.	Dean's Office & Departments	Completed purchases (AY 2013-2014).
		Finalize 5-year strategic plans for acquisition and maintenance of computing equipment.	Departments & Dean's Office	Completed plans (AY 2013-2014).
	SoS-focused Information and Technology Support	Advocate for modification/flexibility in IT policies, such that these take into account the special needs of scientific computing.	Dean's Office & Departments	Positive conversations with IT staff; action-oriented responses (ongoing).
	Facilities Planning to Support Current and Envisioned Programs	Engage in the planning process for the new STEM Building/STEM Complex and renovation of SoS facilities.	Dean's Office & Departments	Input included in programmed and designed spaces (AY 2013-2014).

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Enhancing Scholarship Broadly Across the SoS	Internal Direct Support of Faculty Research	Support new mini-grant program for faculty research.	Review Committee & Dean's Office	Number of proposals and awards; substantial final reports and outcomes from 2012-2013 inaugural grants (Fall 2013).
		Engage science librarians in conversations and presentations on enhancing support for faculty and faculty-student collaborative research.	Dean's Office, Departments, & Science Librarians	Positive conversations with librarians; action-oriented responses (ongoing).
		Facilitate the development of sustained scholarly writing groups.	Dean's Office, Chairs Council, & Departments	Number of faculty members participating in groups; nature of group interactions and outcomes (AY 2013-2014).
	Professional Travel Support for Faculty and Students	Support travel to scholarly conferences at a relatively high level.	Dean's Office & Departments	Number of faculty-supported trips and student-supported trips; funding level (AY 2013-2014).
	Faculty Support and Development of Grant Writing	Enhance the competitiveness of external grant proposals via trip to visit funding agencies in Washington, DC, engagement of consultant services/programs, and enhancement of on-campus support.	Dean's Office & Departments	Number of proposals submitted and grants awarded; nature of reviews; participation level in trips and programs (AY 2013-2014).

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Deepening Student Engagement	Small Classes, Manage Scheduling, Strategic Use of Adjuncts	Strategically manage course schedules and average class sizes to ensure deep student engagement.	Dean's Office, Chairs Council, & Departments	Well-planned/managed course schedules, enrollments, and average class sizes (ongoing).
	Increased Opportunities for Student Research, Internships, Capstones and Academic Clubs	Promote, encourage, and support student applicants for Barry Goldwater Scholarships, and other national- and international-level student fellowship programs.	Goldwater Comm., Departments, & Dean's Office	Number of applicants and awards; creation of list of other key opportunities (ongoing).
		Review learning outcomes, approval processes, and evaluation approaches for high-impact 'independent' courses (e.g., independent research, internship, capstone, etc.).	Departments & Dean's Office	Learning outcomes and processes updated and posted on Department and SoS websites and other sources (AY 2013-2014).
		Promote and support curricular and program development, focused on integration of engaged learning pedagogies, research, and interdisciplinary connections.	Departments & Dean's Office	Development of expanded or new curricular elements & programming for student clubs (AY 2013-2014).
	Enhanced Opportunities for Developmental Advising and Mentoring	Expand and support successful advising strategies from NSF-funded PERSIST program.	Chairs' Council, Departments, & Dean's Office	Identification of select strategies (Fall 2012); implementation of strategies for broader set of students (AY 2012-2013).
		Implement new SoS Academic Advising Policy.	Departments & Dean's Office	Policy posted on Department websites, shared with individual students by advisors, and shared with SoS Student Advisory Board (AY 2013-2014).

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Building a Robust Intellectual Community	Create More Time and Opportunities for Pedagogy, Scholarship and Professional Development for Faculty and Staff	Review and modify departmental approaches, conventions, and cultures to optimize faculty time for their primary role as teacher-scholars (e.g., organizational/committee structures and work, meeting agendas, e-mail communications, service responsibilities).	Chairs Council & Departments	Modifications adopted; sustained attention and conversation; faculty survey (AY 2013-2014).
		Hold an on-campus workshop on "Becoming a more Productive and Effective Teacher-Scholar: Best Practices for Student Mentoring."	Ad Hoc Committee, Dean's Office, & Departments	Participation level and workshop evaluation (Fall 2013).
		Support travel to professional development-type conferences/workshops related to pedagogy, teaching and learning, high-impact practices, scholarly practice, outcomes assessment, academic advising, time management, etc.	Dean's Office & Departments	Number of faculty- and staff-supported trips; funding level (AY 2013-2014).
	Recruitment and Support of Diverse and Intellectually Courageous People	Prepare advertisements, evaluation criteria, and interview schedules for faculty and staff positions that are well-aligned with the teacher-scholar model in a primarily undergraduate, residential institution and our mission.	Departments & Dean's Office	Successful hires (ongoing).
		Improve SoS and departmental websites.	Departments & Dean's Office	Enhanced content, images, and multimedia; # of hits (AY 2013-2014).
		Identify and submit grant proposals focused on supporting students traditionally underrepresented in the SoS; and implement funded grants.	Departments & Dean's Office	Number of proposals submitted and grants awarded; nature of reviews (AY 2013-2014).
	Increased Opportunities to Share Teaching and Scholarship within SoS and Campus Communities	Enhance SoS and departmental colloquium/seminar series.	Departments & Dean's Office	Program/schedule development; attendance level (ongoing).
		Hold a symposium/celebration event to showcase SoS faculty achievement (e.g., research, pedagogy, curricular development, etc.).	Ad Hoc Committee, Departments, & Dean's Office	Participation level and event evaluation (Fall 2013).
		Host a speaker and/or panel session on new pedagogical approaches in undergraduate STEM education (e.g., the flipped classroom).	Departments & Dean's Office	Participation level and event evaluation (AY 2013-2014).