

School of Science • TCNJ
Strategic Map, 2019-2022

Continue Developing Inclusive and Academically Excellent Programs that Garner National Recognition

2019–2020 IMPLEMENTATION PLAN

Strategic Priority	Strategic Objective	Projects for 2019-2020	Responsible Parties	Key Performance Indicators & Timelines
All Priorities and Objectives		Continue implementation of SoS Fostering Student Success/Inclusive Excellence work.	Committees/Working Groups, Departments, Chairs Council, & Dean's Office	Nature of discussions at the departmental- and school-levels; Nature of course, curricular, and programmatic changes; Broader understanding of issues; Enhanced student success (AY 2019-2020).

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Foster Equity, Inclusion, and Diversity across our Community of Students, Staff, and Faculty	Recruit and retain diverse and intellectually courageous students, staff, and faculty	Prepare advertisements, evaluation criteria, and interview schedules for faculty and staff positions that enhance our inclusive culture and that are well-aligned with our teacher-scholar culture in a primarily undergraduate, residential institution.	Departments & Dean's Office	Successful hires that embrace these SoS and institutional values (ongoing).
		Enhance department-level and school-level recruitment efforts for prospective students.	Departments & Dean's Office	Quality of open house presentations and materials; Quality of other promotional materials and events; Responses from guests; Recruitment yields (AY 2019-2020).
		Identify and submit grant proposals focused on supporting students and faculty traditionally underrepresented in the SoS; Implement funded grants.	Departments & Dean's Office	Number of proposals submitted and grants awarded; Nature of reviews (ongoing).
	Enhance community across the school	Increase awareness of, and invitations to, SoS events (e.g., colloquia, writing groups, brown bags, socials), particularly among SoS staff and adjunct faculty members.	Dean's Office & Departments	Increased staff and adjunct faculty attendance at events; Nature of feedback (AY 2019-2020).
		Hold at least one informal/social opportunity for SoS staff members to come together each semester.	Dean's Office	Events held; Level of attendance and participation; Nature of interactions (AY 2019-2020).
	Support a broad range of student paths and aspirations	Diversify the disciplinary and career fields represented in colloquia speakers, panel presentations in seminar classes, student organization events, alumni events, and career center events.	Colloquia Committees, Departments, Student Organizations	Quality and number of events; Nature of presentations and interactions with students (AY 2019-2020).
		Promote the broad range of career opportunities and post-graduate fellowship opportunities to SoS students.	Dean's Office & Departments	Quality and number of events/meetings held and communications sent; Collaborations enhanced with Career Services and Post-Graduate Fellowships Office (AY 2019-2020).

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Cultivate Student Learning and Success in and out of the Classroom	Support faculty development and wide adoption of evidence-based practices in pedagogy, course/curricular design, mentoring, and advising	Begin to implement practices and approaches learned at our inaugural (2019) Summer Institute on Scientific Teaching within and among all SoS departments.	Departments & Dean's Office	Course and curricular re-design initiated individually, by groups, and by departments; Progress and lessons-learned shared at department, SoS, and group meetings (AY 2019-2020).
		Create a new SoS Teacher-Scholar Discussion Group to hold focused conversations and share successes/challenges on rotating topics (e.g., strategies to balance teaching and research, pedagogical modalities, assessing group work, and supporting inclusion and diversity).	Faculty leaders, Departments, & Dean's Office	Group established; Quality and number of sessions; Nature of conversations; Individual participant action plans developed (AY 2019-2020).
		Host a second (2020) Summer Institute on Scientific Teaching at TCNJ, led by SoS faculty members.	Departments & Dean's Office	Summer Institute planned and held; Level of participation and engagement; Faculty leaders/facilitators trained (AY 2019-2020).
	Support equitable access to high-impact, deeply engaging educational experiences	Continue to integrate research experiences into departmental core and option courses, and to intentionally scaffold these experiences and learning outcomes throughout our four-year curricula.	Departments & Curricula Committees	Nature of departmental discussions and course/curricular modifications; Progress and lessons-learned shared at department, SoS, and group meetings (AY 2019-2020).
		Hold a mentoring workshop led by the University of Wisconsin's Center for the Improvement of Mentored Experiences in Research (CIMER).	Dean's Office & Departments	Workshop planned and held; Level of participation and engagement; Faculty leaders/facilitators trained (AY 2019-2020).
		Discuss departmental mechanisms, structures, and processes for student participation in research, internship, independent study, study abroad, and other high-impact experiences.	Departments, Chairs Council, & Dean's Office	Current situation compiled and summarized; Nature of departmental and SoS discussions; Needed modifications initiated (AY 2019-2020).
	Enhance faculty development, resources, and structures to support a dynamic range of student needs	Collaborate with relevant offices (i.e., Disability Support Services [DSS] and Counseling and Psychological Services [CAPS]) to host SoS-focused informational meetings, sessions, workshops, etc.	Departments, Chairs Council, & Dean's Office	Quality and number of events/meetings held and communications sent; Collaborations enhanced with DSS and CAPS (AY 2019-2020).
		Collaborate with relevant offices (i.e., Title IX, Student Conduct) to host SoS-focused informational meetings, sessions, workshops, etc.	Departments, Chairs Council, & Dean's Office	Quality and number of events/meetings held and communications sent; Collaborations enhanced with Title IX and Student Conduct offices (AY 2019-2020).

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Enhance Scholarship among our Teacher-Scholars and Student-Scholars	Support research and professional travel for faculty and students	Continued support of SoS internal grant programs (faculty research, external scholarly mentor program, scholarly writing groups, and catalysis conversations).	Review Committees & Dean's Office	Quality and number of proposals and awards; Substantial final reports and outcomes; Number and nature of group interactions and outcomes (AY 2019-2020).
		Continued support of travel to scholarly conferences at a high level.	Dean's Office & Departments	Number of faculty-supported trips and student-supported trips; Funding level (ongoing).
		Continued administrative support for post-award grant management in the SoS, including the transition to the Cloud and implementation of new P-Card and Travel Card procedures for PIs.	Dean's Office & Departments	Continued progress to streamline budget management processes with a variety of TCNJ offices; Enhanced quarterly budget reviews with individual PIs (AY 2019-2020).
	Broaden the grant/fellowship programs that we pursue and the range of faculty and student applicants	Increased faculty and student interest and ease with grant submissions via support sessions (brown bag lunches, workshops, planning sessions, writing groups) and topic-specific, on-campus support.	Dean's Office & Departments	Number of proposals submitted and grants awarded; Nature of reviews; Broaden faculty participation and attendance in programs, information sessions, and events (AY 2019-2020).
		Continued support of trips to funding agencies and grant-related conferences with a focus on increasing participation from all SoS departments.	Dean's Office & Departments	Increased faculty attendance at conferences and agency visits (AY 2019-2020).
		Hold department-focused and tailored sessions to discuss and identify grant opportunities and support.	Dean's Office & Departments	Number of sessions held; Nature and scope of conversations; Number and range of opportunities identified and pursued (AY 2019-2020).
	Leverage and support recent investments in facilities and scientific/computing instrumentation	Continue to implement broad usage of new laboratory and computing equipment/instrumentation.	Dean's Office & Departments	Nature and scope of curricular and research utilization (AY 2019-2020).
		Provide group and one-on-one training sessions on shared instrumentation and resources.	Dean's Office, HPC Advisory Comm., & Departments	Program/schedule development; Participation level (AY 2019-2020).

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Support Excellence among our Staff and Faculty	Support staff and faculty at all career stages	Continue to support travel to conferences/workshops related to professional development, pedagogy, teaching and learning, high-impact practices, scholarly practice, outcomes assessment, academic advising, time management, etc.	Dean's Office & Departments	Number of supported staff and faculty trips; Funding level (ongoing).
		Create a new rotating 'Faculty Fellow' position in the Dean's Office.	Dean's Office	Position created; Request for Proposals (RFP) developed and released; Inaugural Fellow(s) selected; Position piloted (AY 2019-2020).
	Enhance support for adjunct faculty and the classes they teach	Create an 'Adjunct/Course Coordinator' type role in SoS departments.	Departments & Dean's Office	Range of options for the Coordinator role compiled and discussed; Role created (AY 2019-2020).
		Create opportunities for 'common' office hours for multi-section, multi-instructor courses in SoS departments.	Departments & Dean's Office	Range of options reviewed, discussed, and piloted (AY 2019-2020).
	Support professional development, engagement, and collaboration for staff and faculty	Hold one or two area-focused discussion sessions each semester among SoS staff groups (i.e., program assistants, technical positions).	Dean's Office & Departments	Sessions planned and held; Level of attendance and participation; Nature of interactions (AY 2019-2020).
		Hold an SoS book club/discussion group on organizational effectiveness and leadership.	Dean's Office	Request for Proposals (RFP) developed and released; Faculty and staff participants selected; Group convened; Level of engagement (AY 2019-2020).