

STRATEGIC PLANNING AND INSTITUTIONAL EFFECTIVENESS
2011-2012 Unit Action Plan – Year Two

Unit Name: Department of Biology

<p>Unit Mission</p> <p>The mission of the Department of Biology at Rogers State University is to support students in their pursuit of knowledge in biology and life science.</p>
<p>Goal 1: Advance Academic Excellence</p> <p>This <i>Unit Action Plan</i> Specifically Supports Commitment(S) 1.1, 1.2 1.3.</p>

Plan for 2011-2012 This section due by April 1, 2011.				Report for 2011-2012 This section due by April 1, 2012.	
Objective	Evaluation Measure	Performance Standard	Action	Data/Findings	Status
1.1 Provide creative and innovative learning environments	Number of lab exercises reviewed and/or redesigned	2 lab exercises reviewed and/or redesigned in General and/or Cellular Biology per semester	Review/redesign of Gen/Cell lab exercises	Two lab exercises reviewed by Biology faculty and redesigned as a result of assessment of student learning outcomes	Completed
	Lab modifications to enhance student learning/faculty performance	Computer software reviewed/upgraded on yearly basis; 1 minor physical improvement to a lab space per semester; 1 major improvement to a lab space every 2 years	Upgrade labs, software, and equipment	Lab modifications made including computer software upgrade	Completed
	Number of outside speakers presented each year	2 invited speaker events sponsored per year	Pursue dialog with interested units to plan future events; Sponsor speakers	Two speakers spoke to student groups and faculty	Completed

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Plan for 2011-2012 This section due by April 1, 2011.				Report for 2011-2012 This section due by April 1, 2012.	
Objective	Evaluation Measure	Performance Standard	Action	Data/Findings	Status
1.2 Strengthen curricular and co-curricular programs to enrich the overall student learning experience	Alignment of courses	1 course sequence alignment of course objectives per year	Create matrix for Molecular Biology, Molecular Genetics, and Biochemistry	.Faculty who teach Molecular Biology met to discuss course sequence competencies and agree on curriculum alignment	Completed
	Number of collaborations with other institutions (Students/Faculty)	4 Faculty and/or Student collaborations per year	Involvement in TABERC, NSF Grants, etc.	TABERC involvement occurred (one collaborative agreement). Faculty will work with new Director of Research and Sponsored Programs	Ongoing

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Goal 2: Strengthen Enrollment Management					
This <i>Unit Action Plan</i> Specifically Supports Commitment(S) 2.1, 2.3					
2.1 Develop, implement, and advance a comprehensive enrollment management plan, including student recruitment, retention, and persistence toward graduation	Number of recitation sessions for General Biology and Cellular Biology	4 recitation sessions per semester	Conduct Tutor led recitation sessions for Cell Biology and General Biology courses	Four recitation sessions in fall and again in spring were conducted for the 2011-2012 academic year.	Completed
	Biology majors' retention and success (>DFW) rates	Statistically significant sample of students	Create and implement an internal tracking mechanism for student retention	Office of Accountability and Academics has created an annual retention and graduation report "Productivity Report" that provides program-level success rates	Ongoing
2.3 Involve all constituencies of the university in student recruitment and retention efforts	Number of participations in recruitment events	4 Recruitment events per year	Participate in recruitment events	Number of participants not report this year. Will report next year.	In progress
	Traffic on unit webpage	2% increase of page traffic per year	Redesign unit webpage	Department website updated. However, Department Head changed during this year, and website traffic not reported for this document. Will report in then academic year.	

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Goal 3: Increase Diversity This <i>Unit Action Plan</i> Specifically Supports Commitment(S) _____.					
3.1 Provide curricular and co-curricular experiences that increase student understanding of and appreciation for other cultures					
3.2 Recruit, retain, advance and recognize a diverse faculty, staff and administration					
3.3 Promote an environment of tolerance and acceptance of diverse peoples and opinions					
3.4 Increase enrollment of minority populations					

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<p align="center">Goal 4: Leverage Resources This <i>Unit Action Plan</i> Specifically Supports Commitment(S) _____.</p>					
4.1 Develop, implement and advance a comprehensive technology plan, including the use of sustainable technologies					
4.4 Update the capital project master plan for all campuses					
4.5 Develop, implement and advance comprehensive fundraising					

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Goal 5: Enhance Institutional Accountability This <i>Unit Action Plan</i> Specifically Supports Commitment(S) 5.5					
5.2 Evaluate continuously university processes, structures, activities and outcomes; modifying as appropriate					
5.3 Enhance and expand the operations of the Office of Institutional Research, Planning and Assessment					
5.5 Develop, implement and advance a comprehensive campus safety plan	Number of Safety training sessions	Quarterly safety training sessions attended by 85% of departmental faculty and staff	Schedule and conduct quarterly Safety training sessions	Safety training sessions conducted each semester.	Ongoing