

STRATEGIC PLANNING AND INSTITUTIONAL EFFECTIVENESS
2013 - 2014 Unit Action Plan – Year Four

Unit Name: Department of Biology

Unit Mission
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.
Goal 1: Advance Academic Excellence This <i>Unit Action Plan</i> Specifically Supports Commitment(S) 1.1, 1.2, 1.4.

Plan for 2013-2014 This section due by June 03, 2013.				Report for 2013-2014 This section due by May 1, 2014.	
Objective	Action or Activity	Evaluation Measure	Performance Standard	Data/Findings	Status*
1.1 Provide creative and innovative learning environments	1.1.1. Upgrade labs, software, and equipment	1.1.1. Lab modifications to enhance student learning/faculty performance	1.1.1. Computer software and course content 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	1.1.1a. New laboratory space was implemented as part of the new building construction on Pryor Campus. Included dedicated space for 24 biology students; large screen monitor for presentation display, shared storage area with MPS laboratory. 1.1.1b. 12 Leica DM 300 microscopes ordered to initiate multi-year microscope upgrade for Introductory classes. 1.1.1c. Equipment grants were submitted and awarded. A gas chromatograph and a Licor Western Blot system will be purchased in the following year.	Ongoing
	1.1.2. Pursue dialog with interested units to plan future events; Sponsor speakers	1.1.2. Number of outside speakers presented each year	1.1.2. Two invited speaker events sponsored per year	Speakers were invited as a component of the Pre-professional club. These included OU College of Medicine and OSU College of Medicine, as well as regional dentist, chiropractors, nurses, and other health professionals	Ongoing

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Objective	Action or Activity	Evaluation Measure	Performance Standard	Data/Findings	Status*
1.2 Strengthen curricular and co-curricular programs to enrich the overall student learning experience	1.2.1. Involvement in Grants such as TABERC, NSF Grants or Collaborations, such as EREN, etc.	1.2.1. Number of collaborations with other institutions and/or agencies (Students/Faculty)	1.2.1. Four faculty and/or Student collaborations per year	Six collaborations were undertaken. These were completed by student internships with regional institutions or Universities: 1 USGS in Tulsa; 2 US Army Corps of Engineers, 2 Grand River Dam Authority; and 1 OSU	Ongoing
	1.2.2. Seek funding using revenue from Retention Fee to employ Professional (Non-student) Tutors to supplement the current pool of student tutors.	1.2.2. Student success as defined by grades of A,B,C in high enrollment and traditionally-high attrition course General Cellular Biology (BIOL 1144)	1.2.2. Increase combined success rate (grads of A,B,C) of students enrolled in Cellular Biology sections during fall 2012 semester by 2.5% over the previous two-year average	Biology was successful in increasing A,B,C rates from an 64.5% for the previous two years (Fall 11 – Spring 13) to 76.9% for the current Summer 13/Fall 13 semesters (Spring grades were not yet available.) Although the goal was met and completed, Biology will continue to look for methods to improve student success and retention.	Completed
1.4. Provide effective faculty and staff development in support of intellectual, professional and personal development	1.4. Promote and support faculty participation in travel, scholarly activity through grant support, and enhancing research space.	1.4 Contribute funding for faculty travel to professional meetings and facilitate funding of Organized Faculty Research Grants	1.4 Provide assistance to fund seven opportunities for faculty to travel to state, regional, or national professional meetings, and facilitate successful funding of three Organized Faculty Research proposals.	Biology was not able to fund opportunities for faculty travel. It was planned to send the newer faculty to training/meetings. However, their schedules did not permit. All Organized faculty research proposals that were submitted were funded.	Ongoing

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Goal 2: Strengthen Enrollment Management This <i>Unit Action Plan</i> Specifically Supports Commitment(S) 2.3.					
Objective	Action or Activity	Evaluation Measure	Performance Standard	Data/Findings	Status*
2.3. Involve all constituencies of the university in student recruitment and retention efforts	2.3.1. Number of participations in recruitment events	2.3.1. Three Recruitment events per year	2.3.1. Participation in recruitment events	2.3.1. Biology faculty take advantage of opportunities to participate in recruitment events, such as Destination RSU and other enrollment events.	2.3.1. Ongoing

Goal 4: Leverage Resources This <i>Unit Action Plan</i> Specifically Supports Commitment(S) 4.2					
Objective	Action or Activity	Evaluation Measure	Performance Standard	Data/Findings	Status*
4.2. Pursue optimal staffing throughout the university	4.2.1. Develop an appropriate budgetary and programmatic justification and request to the RSU administration, advertise, and fill a faculty position in biology and department head.	4.2.1. Appropriate departmental leadership and faculty staffing is essential to providing quality instruction and programmatic excellence in the B.S. Biology degree program	4.2.1. Through successful justification to the RSU administration, obtain approval for an additional faculty position and department head prior to the fall 2013 semester	4.2.1. A new faculty member was retained at the level of Assistant Professor. The interim department head was upgraded to 'permanent' department head on a three year renewal. Additionally, a new laboratory support/adjunct position was initiated.	4.2.1. Completed

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Goal 5: Enhance Institutional Accountability This <i>Unit Action Plan</i> Specifically Supports Commitment(S) 5.5					
Objective	Action or Activity	Evaluation Measure	Performance Standard	Data/Findings	Status*
5.5. Develop, implement and advance a comprehensive campus safety plan	5.5.1. Schedule and conduct quarterly Safety training sessions	5.5.1. Number of Safety training sessions	5.5.1. Quarterly safety training sessions attended by 85% of departmental faculty and staff	5.5.1. A departmental 'Safety' committee was formed. The committee is reviewing topics for training sessions. Additionally, CITE training has been completed by Drs. Bowen, Kim, Katz, and Lee. Safety training continues to be a key component in the Introductory laboratories.	5.5.1. Ongoing

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Budget Request Supplement for Academic Year 2013-2014
 Year Three – Strategic Planning Cycle

This section due by June 03, 2013.							This section due by May 1, 2014
University Objective	Action for 2013-2014	Requested Resources				Estimated Cost	Was the Budget Request Approved?
		Human	Financial	(Enter Amount Approved)	Other (e.g., Technology)		(Enter Amount Approved)
4.2. Pursue optional staffing throughout the University	4.2.1. Develop an appropriate budgetary and programmatic justification and request, advertise, and fill a faculty position in biology.	Instructor-level faculty member	\$37,000				