

STRATEGIC PLANNING AND INSTITUTIONAL EFFECTIVENESS
2012-2013 Unit Action Plan – Year Three

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 and 1.2.

Plan for 2012-2013 This section due by May 4, 2012.				Report for 2012-2013 This section due by May 17, 2013.	
Objective	Evaluation Measure	Performance Standard	Action	Data/Findings	Status
1.1 Provide creative and innovative learning environments	1.1.1. Lab modifications to enhance student learning/faculty performance 1.1.2. Number of outside speakers presented each year	1.1.1. Computer software and course content reviewed/updated on yearly basis; 1 minor physical improvement to a lab space per semester; 1 major improvement to a lab space every 2 years 1.1.2. Two invited speaker events sponsored per year	1.1.1. Upgrade labs, software, and equipment Implement new lab manuals 1.1.2. Pursue dialog with interested units to plan future events; Sponsor speakers	1.1.1. New lab books were introduced for BIOL 1114, 1144, and 2215. Cameras were added to a 'teaching' microscope in two labs (1 in each) and interfaced with lab monitors. 55" monitors were added to 2 labs allowing increased visualization of biological detail in specimens. 1.1.2. No speakers were invited as an independent event. However, multiple speakers were invited during the course of the year to speak to classes (i.e. BIOL 3014) and to address the Pre-Professional Students Club (Community professionals and Professional School Advisors)	1.1.1. Ongoing 1.1.2. Ongoing
1.2 Strengthen curricular and co-curricular programs to enrich the overall student learning experience	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	1.2.1. Involvement in TABERC, NSF Grants, EREN, etc.	1.2.1. RSU placed a student in a TABERC internship as well as an additional student with a TABERC related laboratory experience. An additional student was placed in an internship with the Oklahoma Department of Wildlife. While another student is working on a research project in collaboration with the Oklahoma State University Department of Natural Resources.	1.2.1. Ongoing

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Objective	Evaluation Measure	Performance Standard	Action	Data/Findings	Status
	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	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. RSU has strategically imbedded an Advising/Retention Specialist into the School of Mathematics, Science, and Health Sciences. The Specialist is responsible for the freshman-level advising of students within the school and securing student and professional tutors. A new tutoring lab was established in TL 116 and oversight and accountability of hiring and scheduling tutors was given to the specialist position filled prior to the 2012-13 academic year.	1.2.2 Completed
	1.2.3 Student success as defined by grades of A,B,C in high enrollment and traditionally -high attrition course General Cellular Biology (BIOL 1144)	1.2.3 Increase combined success rate (grads of A,B,C) of students enrolled in Cell Biology sections during fall 2012 semester by 2.5% over the previous two-year average	1.2.3 Seek funding through the Retention Fee to employ instructors to teach Supplemental Instruction courses that augment the traditional Cellular Biology classrooms during the fall 2012 semester on all three RSU campuses.	1.2.3. RSU has strategically imbedded an Advising/Retention Specialist into the School of Mathematics, Science, and Health Sciences. The Specialist is responsible for the freshman-level advising of students within the school and securing student and professional tutors. A new tutoring lab was established in TL 116 and oversight and accountability of hiring and scheduling tutors was given to the specialist position filled prior to the 2012-13 academic year. Supplemental instruction sections were offered for General Cellular Biology (BIOL 1144) in spring 2013. Oversight, accountability, hiring and scheduling instructors and sessions is the responsibility of the new specialist position filled prior to the 2012-13 academic year.	1.2.3 Completed

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<p align="center">Goal 2: Strengthen Enrollment Management This <i>Unit Action Plan</i> Specifically Supports Commitment(S) 2.3.</p>					
Objective	Evaluation Measure	Performance Standard	Action	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 make every effort to provide support for University recruitment events. These include Destination RSU and early enrollment events.	2.3.1. Ongoing
<p align="center">Goal 4: Leverage Resources This <i>Unit Action Plan</i> Specifically Supports Commitment(S) 4.2.</p>					
Objective	Evaluation Measure	Performance Standard	Action	Data/Findings	Status
4.2 Pursue optimal staffing throughout the university	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 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 The department recommended to the administration and gained approval for Dr. Jerry Bowen to serve as the Department Head. In addition, approval was sought and granted to advertise and hire an assistant professor faculty to replace Dr. Bowen's faculty position.	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	Evaluation Measure	Performance Standard	Action	Data/Findings	Status
5.5 Develop, implement and advance a comprehensive campus safety plan	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 Schedule and conduct quarterly Safety training sessions	5.5.1. RSU provided 'Armed Intruder' training in conjunction with the University of Oklahoma. Laboratory safety training has been instituted in most Biology labs including BIOL 1114 and 1144. The Institutional Review Board requires CITE training for researchers using human subjects. CITE training has been completed by Dr. Bowen, Dr. Kim, and Dr. Katz-Amburn.	5.5.1. Ongoing.

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