

Biology Strategic Plan	Unit Goals	Unit Actions/Strategies	Measurable Outcomes	Persons responsible	dates for review	FY18 Budget	Outcomes Assessment
Strategic Goals 2020	Unit Goals	Unit Actions/Strategies	Measurable Outcomes	Persons responsible	dates for review	FY18 Budget	Outcomes Assessment
1: academic excellence, academic integration, student success	1. Advance critical thinking skills, mastery of content areas, effective communication and effective use of technology (tie to Goal 5)	1. Continue regularly scheduled academic outcomes assessment and undergraduate/graduate program review while integrating the results to promote improvement of the curriculum and instructional effectiveness	See outcomes assessment plan. Report results. Meets criteria set in outcome assessments.	Department outcomes assessment coordinator	Fall 2018 for review of 2017-2018 academic year		
		2. Integrate student research as a HIP as part of curriculum (courses, independent research, capstone)	Research is integrated into the curriculum map (introduced, reinforced, mastered). Students communicate results professionally and to the community	Department faculty			
	Ongoing activities	Assessment report and revised plan turned in August 2018. No budget considerations at this time					
	2. Advance knowledge in the sciences and professions via research and scholarly activity in conjunction with educational opportunities	1. Develop a plan for procedures/criteria for reassigning time (25%) for faculty with grants	A plan is developed for reassigning time for faculty with grants.	Department Chair, Department Faculty	Annually		
		2. Support professional development for grant writing, maintaining grants	Coordinate with the ORSP and other STEM departments to develop a STEM grant professional development program. Regular interdepartmental communication related to opportunities for PD. Interdepartmental agreement reached. Faculty participation each semester	INBRE liaison and active researchers in department	Annually		
		3. provide professional development for student research mentorship	Faculty members participate in mentoring workshop in conjunction with CTE	Graduate Coordinator	Annually		
		4. Support Animal Facilities	Report created on all the costs and requirements associated with the facility.	Department members actively involved in research using animal facilities and IACUC	Spring (initially), Annually (thereafter)		
			First year: increase funding in biology budget to cover all supplies for animal research facility. Animal facilities funded as part of University infrastructure. Partnership between researchers, facilities, ORSP.	Department members actively involved in research using animal facilities and IACUC	Spring 2018		
	Ongoing activities	#4 Action - A budget plan was developed to include funding for the animal facilities from the biology budget. Other sources of funding are being explored and will likely involve budget considerations.					
	3. Curriculum development linked to current professional schooling, STEM environment at NMHU and job market demands	1. Yearly department meeting to revise curriculum in cooperation with ARMAS and CTE	1. Admissions rates of former students to professional schools, graduate schools, jobs. Diversity of jobs obtained... Outcomes assessment job placement data used.	Department Chair, Department Faculty	Annually		
		2. Compare student performance against national standards to identify need for improved student content support	Compare available tests. Select a test that provides comparison to national standards and data challenges	Capstone course instructor	Fall 2017		

			Evaluate improvement of our students' performances versus national standards and data challenges	Capstone course instructor	Fall 2018 for review of 2017-2018 academic year		
		3. Develop a database of Biology majors to track job/school placement after graduate (tie to Goal 5) with the goal of improving employability (social media will be used to track graduates)	Database has been established and 50% of graduated majors from the last 2 years accounted for. Update database twice a year.	Department chair, department webmaster	Annually		
		4. Gather information about employability through contacts with relevant employers.	Employability data will be incorporated into curriculum.	Department faculty	Annually		
	Ongoing activities	#2 Action - A major field test from the national testing service ETS was administered in fall 2017. The tests were purchased from the biology budget. The results will be evaluated in fall 2018. #3 Action - The database continues to be developed. The main difficulty is in obtaining information to track students. No budget considerations.					
	4. Support success for underrepresented students in STEM	1. Provide high impact learning activities for students, including internships and professional development opportunities for underrepresented students in STEM	Summer internships and PD is available each year for STEM students (report numbers). Opportunities are communicated back and forth with ARMAS.	All faculty communicate opportunities to students and ARMAS	Annually		
	Ongoing activity						
	5. Develop a PULSE/AAAS Vision and Change Recognition Program in Biology	1. Grant 25% release to a Biology faculty member to partner with PULSE program in determining priorities for attaining PULSE Recognition	One faculty member has been given 25% release time by Fall 2017 to determine standing using PULSE Program Inventory Rubrics. Department has obtained PULSE recognition by Fall 2018	PULSE Coordinator	Fall 2017, Fall 2018		
	Ongoing activity						
2: Strategic enrollment management	1. Integrate high impact practices in biology courses to improve retention and increase enrollment	1. Collaborate with ARMAS and CTE to provide PD in high impact practices, including iterative training.	Biology faculty attend PD workshops and adapt lesson plans to include HIPS.	Department chair	Fall 2017		
		2. Focus on integrating HIPS in 100-200 level courses	All 100-200 level courses have 2 or more HIPS incorporated	Department faculty	Fall 2017		
	2. Increase recruitment of students to biology program	1. Grant 25% release each Fall and Spring semester for a Biology faculty member to develop a recruitment strategy and coordinate recruitment activities for the department	Recruitment strategy is developed; increase/improve partnerships with schools, colleges and centers; number of visits to local institutions; overall observed increase in students enrolled in biology program.	Faculty member assigned to recruitment	Spring 2018		
		2. Improve recruitment for local community including high schools; improve retention of dual enrollment students	Biology student numbers from local community increases by 5% - 10%.	Faculty member assigned to recruitment	Fall 2017		

		3. Review/develop transfer agreements with Santa Fe Community College, Luna Community College, UNM Taos to ensure ease of transfer credits	Track number of transfer students enrolled annually. Revised transfer agreements with SFCC and LCC. UNM Taos transfer agreement in place	Faculty member assigned to recruitment	Spring 2018		
		4. Identify new recruitment partnerships with schools/colleges	One or more new partnerships are identified and activities are developed each year	Faculty member assigned to recruitment	Spring 2018		
	Ongoing activities	#2 Action - In fall 2017, a budget increase request of \$5000 for the FY 19 budget for field trips related to classes and research was proposed. This was not funded.					
3: Vibrant campus life	1. Support linked clubs including Sigma Xi, Conservation Club, and International Service Group	1. Support visiting guest lectures including Science Cafes for the public	Guest scientists and professionals visit and give lectures, honorarium funded in part by Biology Dept	Faculty member/Sigma Xi representative	Spring 2018		
		2. Promote community projects among Biology students and faculty using social media	Community events are well-attended (faculty and students)	Club advisors	Fall 2018		
		3. Encourage student participation in cross-disciplinary activities on campus	Faculty regularly inform students of dynamic on-campus activities	All faculty	Fall 2018		
	All activities are ongoing						
4: Community partner	1. Identify and strengthen partnerships in the community	Inventory current partnerships; Students and faculty participate in community science events	Summarized calendar of community events per semester; communicate events to students and public	All faculty	Annually		
	2. Improve student activities in the community including local professional organizations and institutions	Identify job shadowing, internships available in the community; invite student participants to give peer presentations yearly	List of local job shadowing/internship opportunities; list of students who have completed these activities; students share experience with peers	Department Chair	Annually		
	All activities are ongoing.						
5: Technical advancement & innovation	1. Utilize existing technology and communication infrastructure (Banner, D2L, DegreeWorks) to track enrolled student progress and provide iterative feedback with students	1. All faculty in biology are trained in cooperation with CTE in NMHU technology infrastructure (D2L, Banner, DegreeWorks, Zoom)	1. Percentage of faculty actively using technology platforms	Department Chair	Annually		
			2. New faculty participate in newly developed D2L Certificate training program	Department Chair	Annually		
	2. Students are trained in state-of-the-art Biology technology critical to career success	1. Develop technological resources including a mobile computer lab for biology majors for data collection, simulation, analysis	1. Create proposal, plan, and identify resources to procure computer lab	All faculty	October 2016 initial budget request, followed up with a fall 2017 reassessment		
			2. Mobile computer lab for biology is established; computer lab integrated in biology coursework	All faculty	Annually		
		2. Develop a Biology outcomes assessment item to measure our technology training and student proficiency	1. Technology outcomes assessment item included	Department outcomes assessment coordinator	Annually		
		3. Reassess technology training in the Biology curriculum during curriculum development and mapping during yearly sessions that comply with AAAS Vision and Change guidelines (Goal 1)	1. Prescribe a course of action to meet AAAS guidelines.	PULSE Coordinator	Fall 2017		

			2. Technology training is improved incrementally on a yearly basis based on current AAAS guidelines.	PULSE Coordinator	Annually		
	#1 Goal - This goal has been met since all biology faculty are currently using the infrastructure. However, the activities are ongoing since more technology may become available and there may be changes in the infrastructure. #2 Goal - ongoing activities	# 2 Goal; # 1 Action - A budget increase request of \$10,000 for a mobile computer lab (laptops and cart) was made for the FY20 budget. # 2 Goal; #2 Action - This action was part of the assessment plan revision in fall 2017.					
6: Communication efficiency	1. Fully utilize technology infrastructure on campus to communicate student progress, outcomes, grades, etc.	1. Improve record keeping procedures in Degree Audit	1. All biology majors meet every semester with advisor, tracked in Degree Audit	Department Chair, All faculty	Annually		
		2. Provide access to a biology faculty member to reassign biology majors advisors and maintain an active list of biology majors	2. Advisor assigned to each biology major is accurate in Degree Audit and every student has an advisor.	Department Chair	Annually		
	Ongoing activities	#1 Action - ongoing #2 Action - All biology majors have been assigned advisors for the active list of biology majors.					
	2. Maintain web presence for Biology Dept.	1. Evaluate current website and improve online information for biology students and faculty	Current website contains up to date information each semester.	Department Webmaster	Annually		
	Ongoing activity	The website was updated in fall 2017. In spring 2018 a poster was developed listing required and elective courses and what semesters they are offered. The poster was put on the departmental web site and placed on a bulletin board in the science building. No budget considerations.					
	Note: A number of activities planned for spring 2018 were not carried out because of the focus on developing a one-year Master's degree program. Areas that were impacted included curriculum planning and mapping, PULSE certification and recruitment activities. Final action on the plan should occur in fall 2018. This would then allow us to consider these activities during the 2018-2019 academic year.						