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WKHLU DFDGHPLF SRWHQWLDO

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FRRUGLQDWLRQ ZLWK WKH +RQRUV &ROOHJH IXQGLQJ DQG GHYHORSPHQW  
E 'HYHORSIDLW DQG RQERDUGLQJ H[SHULHQFH WR LPSURYH VNLOOV PRWLYD  
GHSDUWPHQWV DQG &ROOHJH RI 6FLHQFHV  
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## College of Sciences Strategic Plan Implementation ±2024 (Goal 2)

Goal 2: Provide excellent graduate programs that attract, train, and graduate students prepared for careers in industry, the professions, research, and academia.

Strategies:

- a. Advocate for increased compensation and benefit graduate students
- b. Advance professional development opportunities to facilitate student training
- c. Establish and monitor benchmarks of success to ensure timely progression through the degree programs
- d. Support and promote excellent graduate student/advisor relationships
- e. Implement innovative recruiting approaches to increase the size and diversity of the applicant pool
- f. Increase the number of Ph.D. and M.S. degrees awarded
- g. Support and promote a strong and inclusive graduate student community.

Jan 1, 2024-Dec. 31, 2024

| Strategy | Action   | Deadline | Responsible Individuals             | 2024 Investment (source) |
|----------|--|----------|-------------------------------------|--------------------------|
| 2.a      | Conduct a survey of peer institutions and make recommendations for stipend increases as well as advocate for cost-of-living increases.               | Sep 2024 | Associate Dean for Graduate Affairs |                          |
| 2.a.     | Assess approaches to increase the health insurance subsidy and enable graduate students to pay in reasonable installments or fully cover healthcare. | Aug 2024 | Associate Dean Graduate School      |                          |

2.b.

|      |   |                      |  |          |
|------|---|----------------------|--|----------|
| 2.b. | Provide CV preparation assistance.  | May 2024             | Graduate Faculty<br>Career Development<br>Services |          |
| 2.b. | Increase awareness of the different professional paths that are available with a PhD in their subject area.   | Dec 2024             | Graduate Faculty<br>Internship and Co-Op<br>Office |          |
| 2.b. | Provide a comprehensive graduate student orientation.<br>x Add college piece to GTAI<br>x Consider collegewide orientation  | Aug 2024<br><br>2025 | GPDs   |          |
| 2.c. | Assess timely progress through the degree program meet benchmarks. Look for bottlenecks.  | Dec. 2024            | GPDs   |          |
| 2.c  | Consider a guideline that doctoral students in good standing give a minimum of one poster or oral presentation at a regional, national, or international conference. Assess needed resources. | Dec 2024             | Graduate Faculty<br>Chairs<br>Associate Dean       |          |
| 2.d  | Gather data on mentoring of graduate student in UH V H D U F K D Q G W H D F K L Q J í G  | Dec 2024             | Mentoring Assessment<br>Committee                  |          |
| 2.d. | Send 2-3 faculty to CIMER or similar training   | 2024                 | Associate Dean                                     | \$10,000 |
| 2.d. | Provide early advising to students who need pre-graduate courses in preparation for graduate level courses.   | July 2024            | GPDs, Undergraduate<br>Academic Advisors           |          |



## College of Sciences Strategic Plan Implementation ±2024 (Goal 3)

Goal 3: Promote a positive and productive environment which enhances current faculty research strengths and takes advantage of emerging research opportunities for all faculty.

Strategies:

a.

|      |  |             |                                    |  |
|------|--|-------------|------------------------------------|--|
| 3.b. | Plan and hold a faculty workshop on navigating the grant proposal process                              | Spring 2024 | Associate Dean                     |  |
| 3.b. | Improve communication to faculty on research opportunities beyond federal agencies                     | Spring 2024 | Associate Dean                     |  |
| 3.b. | Seek suggestions on appropriate incentives and recognition to encourage proposal submission            | Spring 2024 | Associate Dean<br>Research Council |  |
| 3.b. | Plan and hold a faculty development workshop on proposal organization and program manager interactions | Fall 2024   | Associate Dean                     |  |
| 3.b. | Review NASA connection and develop plan to enhance collaboration                                       | Fall 2024   | Associate Dean                     |  |

3.c.

# College of Sciences Strategic Plan Implementation ±2024 (Goal 4)

Goal 4: Attract, retain, and promote high performing, diverse faculty and support their research, teaching and life balance

Strategies:

- a. Provide comprehensive and consistent mentoring at college and departmental levels for faculty in research, teaching, and pursuit of promotion and tenure.
- b. Further improve the quality of teaching through improved information sharing, consistent and effective evaluations.
- c. Promote a climate and culture of diversity, inclusivity and belonging.
- d. Develop recruiting strategies and advocate for competitive start packages.
- e. Advocate for retention of high performing faculty through appropriate salary and teaching/service assignments

Jan 1, 2024 - Dec. 31, 2028

| Strategy | Action | Deadline | Responsible Individuals | 2024 Investment (source) |
|----------|--------|----------|-------------------------|--------------------------|
| 4.a.     | te     | te       | te                      | f                        |



4.a.

|      |  |               |  |  |
|------|--|---------------|--|--|
|      | <ul style="list-style-type: none"> <li>o ODU specific ways of dealing with teaching related issues</li> <li>o Best practices in teaching information</li> </ul>  |               |  |  |
| 4.b. | <p>Provide a repository for teaching materials and syllabi, at least within department.</p> <ul style="list-style-type: none"> <li>o Provide students with consistency across multiple section classes (similar instructional and assessment tools)</li> </ul> | December 2025 |  |  |

|      |  |                 |   |  |
|------|--|-----------------|---|--|
| 4.c. | Increase diversity in hires, overcoming the challenge of lack of diversity in applicant pools for some fields.   | On-going 202528 | College Diversity committee and Department Chairs |  |
| 4.d. | Survey faculty (tenure track) to determine issues related to starp; what worked, what<br>GLGQ ¶ W DQG KRZ FDQ ZH | Aug. 2025       | Assoc Dean for Faculty Affairs                    |  |
| 4.d. | Examine possible funding mechanisiming n   |                 |   |  |

# College of Sciences Strategic Plan Implementation ±2024 (Goal 5)

Goal 5: 6 X S S R U W H P S R Z H U D Q G S U R P R W H V W D I I D V N H \ S D U W Q H U V L Q W K H & R O O H J H ¶ V

## Strategies:

- a. Develop and maintain systems and processes that enable staff, faculty, and students to support the University mission efficiently and effectively.
- b. Promote a culture of integrity, mutual respect, excellence, collaboration, and innovation
- c. Provide professional development opportunities for staff.

| Strategy | Action | Deadline | Responsible Individuals |
|----------|--------|----------|-------------------------|
|----------|--------|----------|-------------------------|

|            |   |                       |   |  |
|------------|---|-----------------------|---|--|
| 5.a., 5.b. | Review regular business processes and determine where improvement in practice can be made in 2024: <ul style="list-style-type: none"> <li>x Endowment MOU library</li> <li>x Monthly budget reconciliation</li> </ul> | May 2024<br>Sept 2024 | Operations Manager<br>Director of Finance<br>Staff Advisory Board |  |
| 5.b.       | COS Graduate Committee, Chairs and Graduate Program staff meet about the timeline for the graduate support processes  | April 2024            |   |  |



## College of Sciences Strategic Plan Implementation ±2024 (Goal 6)

Goal 6: Promote community engagement to position the College of Sciences as a sought after STEM educational and research resource and partner.

Strategies:

- a. Set up a centralized communications plan to improve faculty, staff, and student awareness of Community Engagement events, opportunities, and initiatives across the College of Sciences.
- b. Establish an annual budget to support the planning and conduct of community engagement initiatives
- c. Establish and enhance direct relationships with regional schools that are recognized for their STEM programs
- d. Encourage and incentivize student organizations, graduate students, clubs, and alumni to directly support engagement with regional schools and participate in-campus as well as off-campus community engagement events.
- e. Expand and strengthen industry partnerships.

| Strategy   | Action   | Deadline                           | Responsible Individuals  | 2024 Investment (source) |
|------------|--|------------------------------------|--|--------------------------|
| 6.a        | Evaluate current communications; make recommendations                                  | June 2024 and each year thereafter | COS Outreach Committee Strategic Communications and Marketing Coordinator (Strat Comm) |                          |
| 6.a., 6.c. | Create website form for faculty and students to report community engagement activities | Summer 2024                        | Strat Comm   |                          |
| 6.a.       | Highlight outreach activities in Monday Matters  | AY24-25                            | Dean, Strat Comm   |                          |
| 6.a.       | Establish college award related to outreach  | May 2024                           | Dean   | \$1500 (1SH00)           |
| 6.b.       | Estimate amount spent in AY23 by College and Departments                               | June 2024                          | Director of Finance, Dept. Fiscal staff  |                          |
| 6.b.       | Solicit requests/recommendations for needed funding                                    | Summer 2024                        | Outreach Committee   |                          |
| 6.b.       | Establish budget and procedures for requesting funds                                   | AY24-25                            | Director of Finance  | \$3000                   |

|           |   |             |                                 |        |
|-----------|---|-------------|---------------------------------|--------|
| 6.b., 6.d | Establish incentives/rewards for community engagement activities  | AY25-26     | Dean, Outreach Committee        |        |
| 6.c.      | Send newsletter to local schools, civic leagues, and other organizations + develop list   | 2024        | Strat Comm                      |        |
| 6.c.      | Evaluate process of hosting school visits; make recommendations to increase capacity w/o placing too much burden on students and faculty                  | June 2024   | Outreach Committee              |        |
| 6.c.      | Invite key schools/classes to visit ODU   | Fall 2024   | Outreach Committee              |        |
| 6.c.      | Evaluate faculty and student visits to local schools; make recommendations  | Summer 2024 | Outreach Committee              |        |
| 6.c.      | Direct promotion to STEM schools/programs   | Spring 2024 | Strat Comm                      |        |
| 6.d.      | Provide support to expand Reign in Science  | Summer 2024 | Outreach Committee              | \$2000 |
| 6.d.      | Consider major spring outreach event similar to Reign in Science (Earth Day open house?)  | Spring 2025 | Outreach Committee              | \$3000 |
| 6.d.      | Engage with student organizations to discuss interest in community engagement & science communication; develop plan to train and support these activities | AY24-25     | (en-US)>> BDC q546.92 286.13 Tm |        |



