

FLORIDA **A&M** UNIVERSITY

College of Science and Technology



Strategic Plan

2014-2019

Dr. Maurice Edington, Dean

Mission Statement

The mission of the College of Science and Technology is to deliver outstanding and innovative instruction, conduct high-quality research, and provide impactful service.

Vision Statement

The College of Science and Technology will be a national leader in science and technology, influencing global society through excellence in high quality academic programs, forward-looking research, and meaningful community partnerships.

Values

*Transparency • Integrity • Collegiality • Responsiveness • Excellence
Collaboration • Persistence • Forward Thinking • Accountability
Shared governance • Diversity*



Strategic Initiatives

1

Provide high quality academic experiences through excellence in teaching and assessment of student learning.

2

Recruit, retain and graduate a larger number of undergraduate and graduate students.

3

Enhance community outreach and service.

4

Increase college fundraising efforts.

5

Enhance the research capacity and productivity of the college.

6

Enhance the quality and efficiency of the various services offered by the college.

1

Provide high quality academic experiences through excellence in teaching and assessment of student learning.

Goal 1: Enhance the quality of the educational experiences of students in all degree programs.

Strategies

1. Improve student professional development opportunities.
2. Enhance faculty professional development opportunities.
3. Strengthen program assessment activities.
4. Institute ongoing staff professional development.
5. Institute ongoing curriculum review and enhancement in all departments.
6. Develop new graduate and undergraduate degree programs.
7. Enhance instructional technology resources.
8. Increase the number of available “smart” classrooms for use by CST faculty.
9. Increase distance learning course offerings.
10. Provide consistent support for acquisition of equipment and instrumentation for use in teaching laboratories.
11. Establish an academic resource center within the College.



Goal 2: Develop a program accreditation maintenance plan for all relevant degree programs by 2015.

Strategies

1. Establish a calendar of activities for an annual internal review process in collaboration with the FAMU Office of Institutional Effectiveness (OIE).
2. Provide support to faculty to travel to accreditation workshops and meetings.
3. Provide resources to departments to address accreditation concerns.

“Our job is to help students find their passion, challenge their mind, and push them beyond the limits of their current thinking.”

- Maurice Edington, Dean

Goal 3: Increase external funding to be used for academic program development by 30% by 2019.

Strategies

1. Coordinate and strengthen the College’s fundraising efforts.
2. Increase solicitation efforts to foundations, corporations, and College alumni for financial support.
3. Increase grant-writing efforts to secure funding for student and faculty support.



2 Recruit, retain and graduate a larger number of undergraduate and graduate students.

Goal 1: Improve second-year retention rates by 5% and six-year graduation rates by 5% by 2019.

Strategies

1. Enhance instructional technology resources.
2. Equip faculty with technological resources needed for instruction.
3. Increase the number of available “smart” classrooms for use by CST faculty.
4. Increase distance learning course offerings.
5. Improve student advising and career counseling.
6. Establish an academic resource center and enhance academic support services within the college.
7. Enforce completion of course/program pre-requisites.
8. Implement academic monitoring/intervention activities.
9. Enhance math placement instruments within the college.

Goal 2: Increase the number, quality, and diversity of students recruited into the undergraduate and graduate degree programs by 20% by 2019.

Strategies

1. Establish a college recruiter position.
2. Establish a college recruitment budget.
3. Develop innovative and exciting recruitment materials for the college and all programs.
4. Increase recruitment activities at local high school and community college campuses.
5. Increase college participation in FAMU recruiting events and programs.
6. Cultivate and maintain relationships with faculty/guidance counselors in high schools and community colleges.
7. Provide support for faculty/staff recruitment trips to high schools and community colleges throughout Florida and surrounding states.
8. Cultivate and maintain relationships with faculty at other HBCUs and sister institutions to facilitate recruitment of graduate students.
9. Provide support for faculty/staff recruitment trips to other HBCUs, sister institutions and professional conferences to recruit graduate students.
10. Increase the number of local high school graduates who enroll in CST programs.

Goal 3: Improve student academic performance in courses with high failure rates.

Strategies

1. Enhance instructional technology resources.
2. Equip faculty with technological resources needed for instruction.
3. Increase the number of available “smart” classrooms for use by CST faculty.
4. Increase distance learning course offerings.
5. Establish an academic resource center and enhance academic support services within the College.
6. Provide faculty with professional development activities highlighting best practices.
7. Implement academic monitoring/intervention activities.
8. Enhance math placement instruments within college.

Goal 4: Increase the annual number of graduates who go on to pursue graduate and professional degrees in STEM related disciplines by 20% by 2019.

Strategies

1. Increase student participation in professional development activities.
2. Establish a Science Seminar Series to increase student interest in pursuing STEM careers.
3. Cultivate and maintain relationships with faculty in graduate and professional programs at various institutions.
4. Provide support and resources for students to participate in test preparation courses, workshops, and seminars.
5. Provide students with assistance in applying for graduate fellowships.



3 Enhance community outreach and service.

Goal 1: Increase the College's presence in the local community beginning 2015.

Strategies

1. Promote and encourage faculty and student involvement in community service activities.
2. Sustain and grow the college's annual STEM Day community outreach event.

Goal 2: Increase the number of faculty and student mentors in local K-12 schools, including the FAMU DRS beginning 2015

Strategies

1. Establish strategic partnerships with local institutions and organizations.
2. Provide acknowledgements and incentives to reward excellence in service.

Goal 3: Increase the annual number of faculty and student community service projects by 10%.

Strategies

1. Provide acknowledgements and incentives to reward excellence in service.



4 Increase college fundraising efforts.

Goal 1: Increase the annual amount of financial donations to the College from external sources by 25% by 2019.

Strategies

1. Develop and implement a strategic plan for fundraising.
2. Establish annual fundraising orientation sessions for graduating students.
3. Enhance communication efforts with alumni and external donors.
4. Create a college newsletter to be disseminated to stakeholders.

Goal 2: Increase the number of industrial/corporate partnerships by 35% by 2019.

Strategies

1. Increase faculty and student participation in FAMU Cluster activities.
2. Enhance communication efforts with alumni and external donors.
3. Create a staff/administrative position to establish and manage corporate relationships for the college.



5 Enhance the research capacity and productivity of the college.

Goal 1: Increase the number of tenure-track research-active faculty members by 20% by 2019.

Strategies

1. Provide necessary financial and administrative support to conduct national searches to fill vacant positions.
2. Enhance existing research facilities and resources.
3. Provide start-up funds to new faculty.
4. Submit funding requests to the Provost to establish faculty lines in areas of need.

Goal 2: Increase the annual number of proposals and solicitations submitted to external agencies by 10% by 2017.

Strategies

1. Provide acknowledgements and incentives to reward excellence in research.
2. Provide start-up funding to new faculty.
3. Work with Sponsored Research and Graduate Studies to reinstitute faculty starter research grants.
4. Provide research release time for faculty.
5. Establish a mentorship program for new faculty.
6. Provide support to faculty for travel to grant writing workshops.
7. Provide grant writing assistance to faculty members.
8. Sponsor on-campus visits/workshops by representatives from research funding agencies.

Goal 3: Increase the annual amount of external research funding by 20% by 2019.

Strategies

1. Provide acknowledgements and incentives to reward excellence in research.
2. Increase start-up packages to new faculty.
3. Work with Sponsored Research and Graduate Studies to reinstitute faculty starter research grants.
4. Provide increased research release time for faculty.
5. Establish a mentorship program for new faculty.
6. Provide support to faculty for travel to grant writing workshops.
7. Provide grant writing assistance to faculty members.
8. Sponsor on-campus visits/workshops by representatives from research funding agencies.

9. Facilitate College-wide research symposia and related activities.

Goal 4: Increase the annual number of research publications/presentations by faculty and students by 40% by 2019.

Strategies

1. Increase student involvement in research.
2. Introduce an undergraduate student research project requirement into curricula.
3. Enhance student professional development opportunities.
4. Establish an invited lecture series.
5. Encourage and support student participation in off-campus conferences and workshops.
6. Enhance faculty professional development opportunities.
7. Provide support to faculty for travel to professional conferences and workshops.
8. Facilitate on-campus workshops and training activities.
9. Increase faculty participation in interdisciplinary research activities.

Goal 5: Increase annual faculty and student participation in professional meetings by 20% by 2018.

Strategies

1. Encourage and support professional development activities.
2. Provide support for faculty and students to travel to professional meetings.



6 Enhance the quality and efficiency of the various services offered by the college.

Goal 1: Increase faculty and staff morale within the College.

Strategies

1. Provide annual training/development workshops for department chairs, staff and administrators.
2. Demonstrate a commitment to accountability and transparency.
3. Administer annual customer service satisfaction surveys to College faculty, staff and students.

Goal 2: Enhance the reputation and image of the College.

Strategies

1. Hire a marketing/communications coordinator.
2. Create an appealing and informative college website.
3. Develop a communications and marketing plan for the college.
4. Develop a college newsletter.
5. Enhance the college's social media presence.
6. Increase the visibility of college achievements and those of individual faculty members and students.

Goal 3: Enhance the atmosphere of collegiality and cooperation within the College.

Strategies

1. Hold college-wide meetings at least twice each academic year.
2. Sponsor social gatherings for the college faculty and staff.
3. Highlight achievements of faculty, staff and students in the college newsletter and other communications.

Goal 4: Improve customer service to all stakeholders.

Strategies

1. Provide acknowledgements and incentives to reward excellence in customer service, productivity, teaching, and research.
2. Regularly update the college website.
3. Provide timely responses to all communications.
4. Demonstrate a commitment to accountability and transparency.
5. Administer annual customer service satisfaction surveys to college faculty, staff and students.