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| **Program/Date** | **B.S/B.A. in Biology** | **TWO YEAR PLAN** | **FIVE YEAR** **PLAN** |
| **REVIEW RECOMMENDATIONS** | **PROGRAM CITATION AND RATIONALE** | **RESPONSIBLE PARTIES** | **RESOURCE IMPLICATIONS** | **DELIVERABLE** | **DELIVERABLE** |
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| **PROGRAM PURPOSE AND UNIVERSITY GOALS** |
| Revise the Biology mission statement to include a statement about research and its role in student training.  | External review (IA); Dean | Biology chair and faculty |  |  Write a revised mission statement  |   |
| Revisit program structure and bylaws. Hold regular face-to-face program meetings.  | External review (IA; IVA); Dean | Biology chair and faculty |   | Program will hold regular faculty meetings. Develop Revised Program By-Laws |   |
| **ACHIEVING EDUCATIONAL OUTCOMES/ASSESSMENT** |
| Curriculum discussions, including how faculty research interests and student research fit with/connect to the curriculum | Dean, self-study, External Review (II.A.; V) | Biology chair and faculty |   | Address current curriculum and whether there are needed changes | Revise curriculum as necessary. |
| Consider ways to best manage student advising given large number of majors. Consider mandatory advising |  External review (IA, IID,F,G); Dean | Biology chair and faculty; Dean | Additional assigned time for Biology faculty |  Consider options for providing mandatory advising for our majors and will seek additional assigned time for advising commensurate with enrollment growth. |   |
|  Use assessment tools already in place to gather data. Gather data on outcomes of biology program graduates. |  External review (IIB, C); Dean |  Biology faculty; institutional support | Additional assigned time for Biology faculty; institutional support for data collection. | Develop plans to collect data on student and program learning outcomes, in line with resources available to engage in assessment.  | Implement assessment plans as resources allow. |
| **DEVELOPING RESOURCES TO ENSURE SUSTAINABILITY** |
| Develop Biology Program Personnel Standards (PPS) rather than using University GPPS. Consideration should include addressing expectations for scholarship involving CI students.  |  External review (IA, IIID, IVA); Dean | Biology chair and faculty |  |  Prepare Biology program personnel standards and revise as needed to secure relevant approvals. |   |
| Plan for additional research space needs, including analysis of needs and cost estimates. Make research space available to new faculty in a timely manner. Provide modular laboratories. | External review (IIE, IIIA, IIIE); Dean | Biology program, Dean, Provost | Fiscal and physical resources. | Create plan for growth in Biology faculty and related space needs. Provide at least one modular laboratory building.  | Use plan as basis for potential modular laboratory buildings to accommodate new faculty until permanent solutions are implemented. |
| Provide more opportunities for students to participate in meaningful research. To do so, additional tenure track faculty are critically needed. |  External review (IIE, IIIA); Self-study | Biology program, Dean, provost |  Tenure-track faculty, support staff | Hire additional tenure-track faculty and support staff aligned with enrollment growth and in context of broader campus needs. | Hire additional tenure track faculty and support staff aligned with enrollment growth and in context of broader campus needs. |
| Discuss, and then possibly work on, developing a Masters of Science degree in Biology | External review (IIIF); Dean | Biology program, Dean, Provost |  Fiscal and physical resources: tenure-track faculty, research facilities | Hold discussions on feasibility of developing a MS in Biology degree; potentially begin planning. | Potentially plan program and curriculum, write and submit required documents. |
| **CREATING A LEARNING CENTERED ORGANIZATION/STRUCTURE** |

The Program Action Plan is an agreement among appropriate AVPAA and Program to implement recommendations that emerged during the program review process.  These recommendations were derived from the program’s self-study, the external review, administrator input, and the Continuous Improvement review.  Through the Program Action Plan, the goal is to integrate program review results into Academic Affairs planning and budgeting.  To the extent that resources and changes in program and division strategic priorities permit, the Action Plan identifies two-year and five-year targets for implementation of recommendations.