

## Program Action Plan for Chemistry

### Implementation of Program Review Recommendations Developed from Program Review Conducted 2012-13

The Program Action Plan is an agreement among the Provost, Dean of Faculty, and Program Chair to implement recommendations that emerged during the program review process. These recommendations were derived from the program's self-study, the external review, and the PARC 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.

REVIEW RECOMMENDATIONS	PROGRAM CITATION AND RATIONALE	RESPONSIBLE PARTIES	RESOURCE IMPLICATIONS	TWO YEAR PLAN	FIVE YEAR PLAN
				DELIVERABLE 2015	DELIVERABLE 2018
<b>PROGRAM PURPOSE AND UNIVERSITY GOALS</b>					
<b>ACHIEVING EDUCATIONAL OUTCOMES/ASSESSMENT</b>					
Hire tenure-track faculty in the areas of Physical and Inorganic Chemistry.	External Review p4, p8	Program, AVP, Provost	Tenure-Track Faculty hires	Hire two additional tenure-track faculty members, as suggested by our hiring plan, for a total of five for the beginning of the 2015	Hire seven additional tenure-track faculty members, for a total of ten for the beginning of the 2018 academic year.
Implement an assessment plan, including alignment of program and course learning outcomes.	External Review p4	Program Faculty	Assigned time for assessment activities. Resources for standardized	Hire two additional tenure-track faculty members, as suggested by our hiring plan, for a total of five for the beginning of the 2015	Implement the assessment plan <del>as resources allow</del> .
Follow-up with students who are having difficulty getting their transfer courses processed.	External Review p5	Program Faculty, Enrollment Services, Advising		Hire two additional tenure-track faculty members, as suggested by our hiring plan, for a total of five for the beginning of the 2015	Electronic transcripts implemented by system. Revisit advising plan.
<b>DEVELOPING RESOURCES TO ENSURE SUSTAINABILITY</b>					
Hire more support staff for prep/stock room, instrument technician	External Review p6	Program Faculty, AVP, Provost	Staff hires	Hire an additional 0.5 technician, for a total of 2 full-time techs.	Hire an additional technician, possibly an instrument technician.
Additional space for instruction including an additional instructional lab and separate	External Review p6	Program, AVP, Provost	Space	Develop a space plan that includes classroom, lab, and research space needs for at least the next 7 years. Work with AVP, Provost, and OPC on this.	Assess progress on the space plan and needs.
Improve contacts with local industry	External Review p7	Program Faculty, Advancement		Implement a seminar series that includes community partners. Develop an alumni event. Increase internship opportunities. Work with advancement, AVP, and Provost to strengthen community ties.	Develop an <i>entrepreneurial</i> track for majors interested in starting their own business. Develop a community event/mixer with faculty and possibly students.
Restore ACS Journal Subscriptions	External Review p7	Program, Library, AVP, Provost		Restore ACS Journal Subscriptions, either through department funding or library.	Evaluate journal resource needs.
Funding for equipment maintenance, repair, replacement	External Review p8	Program Faculty, AVP, Provost	Equipment/Service Contract Budget	Fund service contract for NMR through department/AVP/Provost funds. Develop a plan to fund repairs and maintenance of instruments that is sustainable.	Hire instrument technician. Fund service contracts through grants/IDC/salary savings for new instruments.
<b>CREATING A LEARNING CENTERED ORGANIZATION/STRUCTURE</b>					
Use retention and graduation data to drive decision-making, what areas might this data help	External Review p8	Program, Institutional Research		Create a plan assessing needed data and time of data availability.	Assess plan and needs on a regular basis.