

Program Action Plan for ESRM

Implementation of Program Review Recommendations

Developed from Program Review Conducted 2008-2010

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.

				TWO YEAR PLAN	FIVE YEAR PLAN
REVIEW RECOMMENDATIONS	PROGRAM CITATION AND RATIONALE	RESPONSIBLE PARTIES	RESOURCE IMPLICATIONS	DELIVERABLE 2012	DELIVERABLE 2015
PROGRAM PURPOSE AND UNIVERSITY GOALS					
Distinctiveness of CI's ESRM program -- interdisciplinary nature, STEM focus, restoration ecology, coastal sustainability emphasis -- should be featured to enhance program opportunities and growth.	Self Study, p. 21; External Review p. 1; PARC Report, p. 2.	Dean/Chair	To be continued.	ESRM has developed undergraduate research opportunities as part of the HSI STEM initiatives on campus during the summer research institute. Throughout the academic year ESRM faculty have mentored STEM students in undergraduate research, as well as embedding undergraduate research into the ESRM	
Revise the program mission statement to more clearly fit the vision and goals of the program.	External Review, p. 2	Chair/Dean	Strategic Plan	Have not completed.	
ESRM should take advantage of CI's 'green campus' commitment to create links for learning opportunities for students.	External Review, p. 5; PARC Report, p. 2, which notes opportunities for ESRM capstones based on campus-based fieldwork.	Chair/Faculty	Campus Sustainability Initiative	ESRM serves on the CI Environmental Sustainability Task Force. ESRM students have incorporated real world environmental by working with departments across campus such as OPC and the Library, and have shared the results of their studies with the stakeholders and	
ESRM should continue its strong linkages with state and national agencies	PARC Report, p. 4; External Review p. 3 says the University should support activities 'such as assisting in strengthening ties between the program and the National Park Service.'	Chair/Dean	To be continued.	ESRM continues to maintain strong connections with the national and state parks systems, wildlife biology research with the US Fish and Wildlife Service Condor Recovery Program, Land use Planning activities with the US Bureau of Ocean Energy Management (BOEM) and	

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ACHIEVING EDUCATIONAL OUTCOMES/ASSESSMENT					
With assistance from Faculty Development, ESRM should review its course learning outcomes and map these outcomes to its seven program outcomes.	Self Study, p. 24-28; PARC Report, p. 3.	Chair/Faculty Development	Assessment Plan	Complete: ESRM worked with faculty development to map its course learning outcomes to its seven program learning outcomes.	
ESRM continues developing an assessment of both program and course learning outcomes, linking the two, and identifying ways of making assessment data available.	Self Study, p. 23-33; PARC Report, p. 3 and 6. External Review, p. 3 suggests development of an assessment cycle.	Chair/Faculty Development	Assessment Plan	We have no assessment plan. We have worked to develop rubrics to assess student performance on capstone projects.	
Refocus assessment activities on evaluation of writing competencies and oral presentation skills in capstone courses	Self Study, p. 5.	Chair/Faculty Development	Assessment Plan	Involvement in the writing learning and assessment community that produced the writing guide. The writing element has been integrated throughout the curriculum from	
As a small major, ESRM should monitor course availability.	Self Study, p. 36-37; External Review, p. 6; and PARC Report, p. 3, which suggests ESRM publish a 2-year course	Chair	Road Maps on the web site	ESRM has developed a course availability schedule to insure courses are offered in a predictable fashion. Many courses are routinely offered every semester and those that aren't are	
Faculty involvement in student field trips, travel-study, and co-curricular activities, is a program strength that should be retained. Active student advising also is a strength.	External review, p. 2; PARC report, p. 4.	Chair/Faculty	To be continued.	Courses that involve travel: Tall-ship based research in the Santa Barbara Channel and Santa Cruz Island, New Orleans field experience; Mexico ecosystem field study; Costa Rica ecosystem field study. Local travel and field experiences involve: field camp on	

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DEVELOPING RESOURCES TO ENSURE SUSTAINABILITY					
ESRM should work with OPC and the Physical Master Planning committee to identify space on campus that could be modified to accommodate the program's lab and storage needs	Self Study, p. 19; External Review, p. 5; PARC Review, p. 2	Associate Dean/Chair	Costs associated with OPC	ESRM will occupy the new West Hall facility that includes labs for hydrology, restoration and GIS as well as increased storage space, and prep facilities. The program currently operates a 2000 sq. Ft. greenhouse, a shared Modoc lab with Biology, and storage facility at Malbu Hall. The program may have additional storage space on Santa Rosa Island (for research gear, and at the	
ESRM should obtain funds to purchase or lease suitable transportation vehicles for field studies.	ESRM Self-Study, p. 19; External Review, p. 4-5; PARC Report, p. 2.	Provost		This was never done. This continues to be a huge trouble spot for a field based program like ours.	
ESRM has excellent teaching space, GIS classroom, and new wet-lab, but should monitor size of GIS classroom space as the program expands.	Self Study, p. 54; External Review, p. 1; PARC Report, p. 5			See above. The program also expanded it's existing GIS lab by 5 additional work stations increasing the capacity from 20 to 25. The presence of GIS teaching and geographic research on campus continues to expand, with sufficient demand for multiple class sections.	
As program grows, ESRM should actively pursue new advisory board members with various expertise.	External Review, p. 6; PARC Review, p. 5	Chair/Dean		The program has done this by reaching out through the Career Development Day activity. We currently engage about 45 community partners with this program. We have also expanded to include working professional	
Non-tenured ESRM faculty serve on too many committees and program should reduce faculty service to one or two committees.	External Review, p. 5; PARC Report, p. 5	Chair		Yes. The program has worked to reduce the committee service and through the new faculty hires, this has happened.	
Additional chair release time.	External Review, p. 5; PARC Review, p. 5	Dean	Base Assigned Time has been increased	Chair release has gone from 3 WTU's to 6 WTU's officially in 2013.	
Continue links to ORSP and University Advancement in identifying grant opportunities.	External Review, p. 5; PARC Report, p. 5.	Chair/Dean/ORSP		See WORD doc.	

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CREATING A LEARNING CENTERED ORGANIZATION/STRUCTURE					
Using its strategic plan developed in 2008 (self study, p. 18-21), ESRM identify two and five year strategic objectives, reflecting program, resource and assessment priorities.	PARC Report, p. 6	Chair/Faculty	Revisit Strategic Plan	Have not completed.	
As future program directions, ESRM consider sustainable agriculture and/or coastal management as either undergraduate emphases or a graduate program.	Self Study, p. 4. External Review p. 6; PARC Report, p. 6	Chair/Smith School	Explore collaborations with the Smith School	Program is working with extended university on a MS in Coastal Sustainability. It is on the Master Plan for 2015	
ESRM should prepare for future program growth and its implications for staff support, advising, and faculty.	External Review, p. 6; PARC Report, p. 6.	Chair/Dean	Revisit Strategic Plan	Have not completed.	

Other Comments: