

Program Action Plan for Biology

Implementation of Program Review Recommendations

Developed from Program Review Conducted 2007-2009

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					
Biology program's Personnel Program Standards (PPS) be completed and approved. (An approved RTP document is important.)	PARC self study (p. 1); External review (p. 2)	Provost/Program		Biology faculty are currently working on the PPS	
ACHIEVING EDUCATIONAL OUTCOMES/ASSESSMENT					
Curriculum should be streamlined. (During program review process biology eliminated its biotechnology emphasis and its certificate in biotechnology.) Faculty should consider reducing number of classes in some options.	External review (p. 5 and 11); PARC review (p. 2)	Chair/Faculty		A major modification to the Biology curriculum was undertaken in Fall, 2012. The modification was approved by the curriculum committee and will appear in the 2013/2014 catalogue. The curriculum was streamlined by eliminating emphases and faculty are currently working in roadmaps to direct students to courses that suit	
Administration/faculty work to create a plan that allows for further development of infrastructure, instrument maintenance, and grant writing to encourage student participation in research.	PARC review (p. 2); External review (p. 6)	Program/Associate Dean/ORSP	equipment replacement will become a significant issue in the next few years; grant writing support; physical lab space	The biology program is still in dire need of physical lab space.	
Administration and tenure track faculty recognize contributions of lecturers with space, salary range elevations, and recognition as teacher/scholars.	PARC review (p. 2)	Dean/Chair		Since the program review, 3 lecturers have received sabbaticals and all lecturers that have requested units and funds to support undergraduate research have received them. The collective bargaining agreement dictates	
Biology faculty should consider requiring the full year of BIOL 200 and 201 for entry into higher level biology courses. Also faculty should consider allowing internship/research units in the emphasis on evolution/ecology/organismal biology.	External review (p. 4)	Program	Curriculum Review	1) Although requiring both Biol 200 and 201 would be desirable, the Biology program does not feel this is in the best interest of our students. This requirement may be punitive for transfer students and slow their time to graduation since they often transfer in without Biol 200/201 or only one of these courses and need to take courses in an efficient manner. 2)	

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Biology should continue using its excellent assessment plan, breaking the plan down into small, minimally time consuming goals based on program learning priorities.	External review (p. 5)	Chair/Faculty	Assessment plan	A new assessment plan is being designed which will be easier to implement.	
Faculty should consider a standardized laboratory curriculum across sections of the same course.	External review (p. 4)	Chair/Faculty		This has always been our practice. Standard lab manuals are used in multi-lab section courses.	

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DEVELOPING RESOURCES TO ENSURE SUSTAINABILITY					
Increase the number of tenure track faculty in biology. Consideration of hiring from within the program lecturers is financially sound and easy to accommodate institutionally.	PARC review (p. 2); External review (p. 7); Program self-study.	Provost/Dean/Chair	Hiring plan based on FTES growth	Since the program review, one new tenure-track faculty member has been hired and one tenure-track faculty member has retired. The AVP for A&S has requested a 5-year hiring plan which the biology chair is currently working on.	
Faculty search process should be only for positions that are funded and the hiring process should be transparent.	PARC review (p. 2); external review (p. 11)			These decision occur above the program level.	
Development of facilities appropriate to support the role of research experience for undergraduates and scholarly development of faculty is critical to growth of the program.	External review (p. 8); PARC review (p. 3).	Provost/Dean/Chair	Use of CERF/IDC to support research	The lack of adequate lab space and reassigned time for scholarship continues to be a problem.	
When fiscally possible, new laboratory facilities are needed and existing space needs to be enhanced. "Simple lab renovations to Chaparral Hall would greatly enhance the utility of the space. . . ." (External review, p. 10)	PARC review (p. 4); External review (p. 10). Biology self-study.	Associate Dean/Chair		See above	
In the RTP process, faculty should have the ability to recalibrate the terms of their PDP should university-related circumstances have rendered that the PDP is overly ambitious.	External review (p. 8)			The RTP policy (SP 10-10) already allows for this (Section I).	

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CREATING A LEARNING CENTERED ORGANIZATION/STRUCTURE					
Creation of a small grants program to provide faculty with seed money and release time. An alternative or complementary approach is provision of a start-up package at the time of appointment.	External review (p. 8); PARC report (p. 3)	Provost/Faculty Development/Dean	Resource need	Minigrants for faculty are available and start-up funds for tenure-track faculty hires have been offered (although below what is needed). Negotiations for start-up are above the program level.	
The program should develop a five-year plan that specifies the areas it intends to maintain, develop or change, and describes how the plan addresses both the program's and the university's mission	External review (p. 9)	Chair/Faculty	Revisit Strategic Plan	As mentioned previously, the biology program chair is working on a 5-year hiring plan.	