

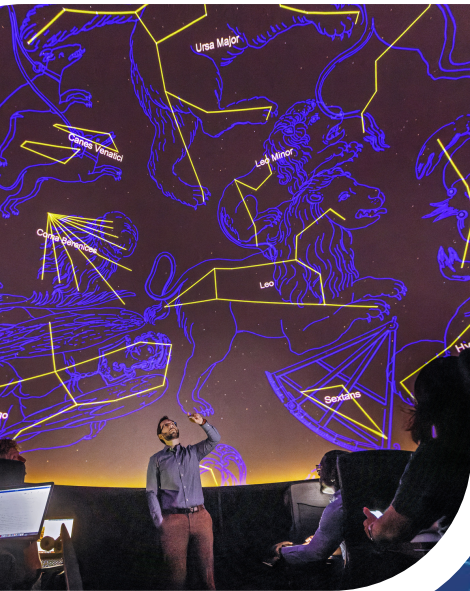


OLD DOMINION UNIVERSITY

College of Sciences

DISCOVER MONARCH SCIENCE

COLLEGE OF SCIENCES STRATEGIC PLAN 2024 - 2029





Mission

The faculty and students of the College of Sciences at Old Dominion University are engaged in fundamental and applied research that advances the state of human knowledge and increases our capacity to address critical problems. The College provides a learning environment that prepares students to be effective leaders, problem solvers, scientists, and citizens. We teach students to solve problems through evidence based scientific reasoning. We engage the community to support awareness and use of science in children and adults.

Vision

The College of Sciences will provide outstanding research and educational opportunities for students, assisting them in reaching their potential and career goals. Through the achievements of our faculty and students, we will enhance Old Dominion University's national and international prominence.

Monarch Sciences Commitment

The College of Sciences at Old Dominion University is committed to providing undergraduate and graduate programs of the highest quality. Our objective is to create and maintain a strong academic environment where students can learn and discover.

Our students learn in the classroom, in the laboratory, in the field, and around the world. Many of them work with faculty on innovative research, developing skills that will benefit them in whatever career path they choose. We support ODU's commitment to provide meaningful experiential learning to all students, through research, internships, and other work-based opportunities. The College of Sciences will provide outstanding research and educational opportunities for students, assisting them in reaching their potential and career goals.

The College offers eight M.S. degree programs and nine Ph.D. degree programs. The local proximity of Thomas Jefferson National Accelerator Facility, NASA Langley Research Center, Eastern Virginia Medical School (planned for integration with ODU on July 1, 2024), the Virginia Aquarium, and many other local institutions make ODU an excellent location for pursuing an advanced degree in science.



Values

The College of Sciences endorses and confirms our commitment to ODU's Core Values as articulated in the university 2023-2028 Strategic Plan.

Accessibility

Nurture an accessible culture that grants educational, social, professional, and scholarly opportunities for all members of our diverse community

Collaboration

Foster a sense of collaboration through synergistic approaches and shared governance

Excellence

Pursue excellence through student success and faculty and staff achievements

Global Engagement

Promote global engagement through intercultural understanding, shared knowledge, and innovative approaches to advancing international collaborations and stewardship

Inclusion

Commit to building an inclusive community that encourages empathy, mutual understanding, and the recognition of differences

Innovation

Leverage our strengths to cultivate and educate the next generation of innovators by solving today's regional and global demands and addressing tomorrow's challenges

Respect

Nurture a climate of care, concern, civility, and respect for self, others, the institution, and our society



Goals and Strategies

The College of Sciences five-year strategic plan encompasses six key areas: undergraduate education, graduate education, research growth and support, faculty affairs, staff and administrative affairs, and community engagement, partnerships, and outreach. This plan is aligned with the ODU 2023-2028 strategic plan, *Forward-Focused: Where Innovation Meets Possibilities*, and lays out the college goals and strategies for supporting that vision. A specific implementation plan will be developed each fall to provide a roadmap for addressing these goals during the upcoming year.

Goal 1: Provide an accessible, challenging, supportive and rewarding undergraduate educational experience so all students can achieve their academic potential.

Strategies:

- a. Increase the number/percentage of students involved in research and internships through communication, curriculum design, coordination with the Honors College, funding, and development of standard processes to engage students.
- b. Develop first-year and onboarding experiences to improve skills, motivation, sense of belonging, and connections to the departments and College of Sciences.
- c. Develop processes to increase evaluation of the student experience, including alumni and current, graduating, and stop-out students, in order to inform decisions.
- d. Update, improve, and increase relevance of curriculum, such as incorporating general education course requirements into the majors, adding/subtracting majors, and consulting with industry.
- e. Develop new and strengthen current academic support services, including advising and tutoring services, to foster student success.



Goal 2: Provide excellent graduate programs that attract, train, and graduate students prepared for careers in industry, the professions, research, and academia.

Strategies:

- a. Advocate for increased compensation and benefits for graduate students
- b. Advance professional development opportunities to facilitate student training
- c. Establish and monitor benchmarks of success to ensure timely progression through the degree programs
- d. Support and promote excellent graduate student/advisor relationships
- e. Implement innovative recruiting approaches to increase the size and diversity of the applicant pool
- f. Increase the number of Ph.D. and M.S. degrees awarded
- g. Support and promote a strong and inclusive graduate student community.

Goal 3: Promote a positive and productive environment which enhances current faculty research strengths and takes advantage of emerging research opportunities for all faculty.

Strategies:

- a. Transition to a shared use model for research infrastructure including acquisition and ongoing support of major instrumentation and services.
- b. Support individual faculty to pursue opportunities for research growth
- c. Promote faculty engagement internally, nationally, and internationally to expand the impact of their research
- d. Use seed funding to encourage collaboration among faculty seeking larger and more diverse research opportunities.
- e. Promote research excellence in allocation of faculty lines.
- f. Advocate for faculty input on university research policies and procedures



Goal 4: Attract, retain, and promote high-performing, diverse faculty and support their research, teaching, and life balance.

Strategies:

- a. Provide comprehensive and consistent mentoring at both College and departmental levels for faculty in research, teaching, and pursuit of promotion and tenure.
- b. Further improve the quality of teaching through improved information sharing, and consistent and effective evaluations.
- c. Promote a climate and culture of diversity, inclusivity and belonging.
- d. Develop recruiting strategies and advocate for competitive start-up packages.
- e. Retain high-performing faculty by advocating for appropriate salary and teaching/service assignments.

Goal 5: Support, empower, and promote staff as key partners in the College's research, teaching, and service mission.

Strategies:

- a. Develop and maintain systems and processes that enable staff, faculty, and students to support the University mission efficiently and effectively.
- b. Promote a culture of integrity, mutual respect, excellence, collaboration, and innovation
- c. Provide professional development opportunities for staff.

Goal 6: Promote community engagement to position the College as a sought-after STEM educational and research resource and partner.

Strategies:

- a. Set up a centralized communications plan to improve faculty, staff, and student awareness of Community Engagement events, opportunities, and initiatives across the College.
- b. Establish an annual budget to support the planning and conduct of community engagement initiatives
- c. Establish and enhance direct relationships with regional schools that are recognized for their STEM programs
- d. Encourage and incentivize student organizations, graduate students, post-docs, and alumni to directly support engagement with regional schools and participate in on-campus as well as off-campus community engagement events.
- e. Expand and strengthen industry partnerships.

