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College of Sciences Strategic Plan Implementation ±2024 (Goal 2)

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 benefit 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.

Jan 1, 2024-Dec. 31, 2024

Strategy	Action	Deadline	Responsible Individuals	2024 Investment (source)
2.a	Conduct a survey of peer institutions and make recommendations for stipend increases as well as advocate for cost-of-living increases.	Sep 2024	Associate Dean for Graduate Affairs	
2.a.	Assess approaches to increase the health insurance subsidy and enable graduate students to pay in reasonable installments or fully cover healthcare.	Aug 2024	Associate Dean Graduate School	

2.b.

2.b.	Provide CV preparation assistance.	May 2024	Graduate Faculty Career Development Services	
2.b.	Increase awareness of the different professional paths that are available with a PhD in their subject area.	Dec 2024	Graduate Faculty Internship and Co-Op Office	
2.b.	Provide a comprehensive graduate student orientation. x Add college piece to GTAI x Consider collegewide orientation	Aug 2024 2025	GPDs	
2.c.	Assess timely progress through the degree program meet benchmarks. Look for bottlenecks.	Dec. 2024	GPDs	
2.c	Consider a guideline that doctoral students in good standing give a minimum of one poster or oral presentation at a regional, national, or international conference. Assess needed resources.	Dec 2024	Graduate Faculty Chairs Associate Dean	
2.d	Gather data on mentoring of graduate student in UH V H D U F K D Q G W H D F K L Q J í G	Dec 2024	Mentoring Assessment Committee	
2.d.	Send 2-3 faculty to CIMER or similar training	2024	Associate Dean	\$10,000
2.d.	Provide early advising to students who need pre-graduate courses in preparation for graduate level courses.	July 2024	GPDs, Undergraduate Academic Advisors	

College of Sciences Strategic Plan Implementation ±2024 (Goal 3)

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.

3.b.	Plan and hold a faculty workshop on navigating the grant proposal process	Spring 2024	Associate Dean	
3.b.	Improve communication to faculty on research opportunities beyond federal agencies	Spring 2024	Associate Dean	
3.b.	Seek suggestions on appropriate incentives and recognition to encourage proposal submission	Spring 2024	Associate Dean Research Council	
3.b.	Plan and hold a faculty development workshop on proposal organization and program manager interactions	Fall 2024	Associate Dean	
3.b.	Review NASA connection and develop plan to enhance collaboration	Fall 2024	Associate Dean	

3.c.

College of Sciences Strategic Plan Implementation ±2024 (Goal 4)

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 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, consistent and effective evaluations.
- c. Promote a climate and culture of diversity, inclusivity and belonging.
- d. Develop recruiting strategies and advocate for competitive start packages.
- e. Advocate for retention of high performing faculty through appropriate salary and teaching/service assignments

Jan 1, 2024 - Dec. 31, 2028

Strategy	Action	Deadline	Responsible Individuals	2024 Investment (source)
4.a.	te	te	te	f

4.a.

	<ul style="list-style-type: none"> o ODU specific ways of dealing with teaching related issues o Best practices in teaching information 			
4.b.	<p>Provide a repository for teaching materials and syllabi, at least within department.</p> <ul style="list-style-type: none"> o Provide students with consistency across multiple section classes (similar instructional and assessment tools) 	December 2025		

4.c.	Increase diversity in hires, overcoming the challenge of lack of diversity in applicant pools for some fields.	On-going 202528	College Diversity committee and Department Chairs	
4.d.	Survey faculty (tenure track) to determine issues related to starp; what worked, what GLGQ¶W DQG KRZ FDQ ZH	Aug. 2025	Assoc Dean for Faculty Affairs	
4.d.	Examine possible funding mechanisiming n			

College of Sciences Strategic Plan Implementation ±2024 (Goal 5)

Goal 5: 6 X S S R U W H P S R Z H U D Q G S U R P R W H V W D I I D V N H \ S D U W Q H U V L Q W K H & R O O H J H ¶ V

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.

Strategy	Action	Deadline	Responsible Individuals
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5.a., 5.b.	Review regular business processes and determine where improvement in practice can be made in 2024: <ul style="list-style-type: none"> x Endowment MOU library x Monthly budget reconciliation 	May 2024 Sept 2024	Operations Manager Director of Finance Staff Advisory Board	
5.b.	COS Graduate Committee, Chairs and Graduate Program staff meet about the timeline for the graduate support processes	April 2024		

College of Sciences Strategic Plan Implementation ±2024 (Goal 6)

Goal 6: Promote community engagement to position the College of Sciences 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 of Sciences.
- 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, and alumni to directly support engagement with regional schools and participate in-campus as well as off-campus community engagement events.
- e. Expand and strengthen industry partnerships.

Strategy	Action	Deadline	Responsible Individuals	2024 Investment (source)
6.a	Evaluate current communications; make recommendations	June 2024 and each year thereafter	COS Outreach Committee Strategic Communications and Marketing Coordinator (Strat Comm)	
6.a., 6.c.	Create website form for faculty and students to report community engagement activities	Summer 2024	Strat Comm	
6.a.	Highlight outreach activities in Monday Matters	AY24-25	Dean, Strat Comm	
6.a.	Establish college award related to outreach	May 2024	Dean	\$1500 (1SH00)
6.b.	Estimate amount spent in AY23 by College and Departments	June 2024	Director of Finance, Dept. Fiscal staff	
6.b.	Solicit requests/recommendations for needed funding	Summer 2024	Outreach Committee	
6.b.	Establish budget and procedures for requesting funds	AY24-25	Director of Finance	\$3000

6.b., 6.d	Establish incentives/rewards for community engagement activities	AY25-26	Dean, Outreach Committee	
6.c.	Send newsletter to local schools, civic leagues, and other organizations + develop list	2024	Strat Comm	
6.c.	Evaluate process of hosting school visits; make recommendations to increase capacity w/o placing too much burden on students and faculty	June 2024	Outreach Committee	
6.c.	Invite key schools/classes to visit ODU	Fall 2024	Outreach Committee	
6.c.	Evaluate faculty and student visits to local schools; make recommendations	Summer 2024	Outreach Committee	
6.c.	Direct promotion to STEM schools/programs	Spring 2024	Strat Comm	
6.d.	Provide support to expand Reign in Science	Summer 2024	Outreach Committee	\$2000
6.d.	Consider major spring outreach event similar to Reign in Science (Earth Day open house?)	Spring 2025	Outreach Committee	\$3000
6.d.	Engage with student organizations to discuss interest in community engagement & science communication; develop plan to train and support these activities	AY24-25	(en-US)>> BDC q546.92 286.13 Tm	

