

Academic Program Review Action Plan

Department: Earth and Planetary Sciences

Nov. 20, 2014

#	Goals and Objectives Action Item	Individual(s) Responsible	Resources Needed	Action Taken/ Status	Projected Start Date	Target Date for Completi on	Progress Review Date (if needed)	Funding Request	Dean's Support
Recommendation 1: Summer Field Courses									
	EPS should work with A&S Dean's office to establish a mechanism that ensures secure, reliable, and predictable funding of the capstone summer field course (required for all EPS majors)								
	Submission of request for Field School Program	EPS Chair and Field School instructors (G. Meyer, K. Karlstrom, T. Fischer)	support for summer courses: \$9000 for 319 (required for EPS majors), \$9000 for 420/520, and \$9000 for volcanology =	in progress for 2015 start	Summer 2015		Fall 2018	none	Yes, given continued flexibility in A&S summer programs.
Recommendation 2: Academic counseling of majors									
	EPS, in coordination with A&S, should strive to improve academic counseling of undergraduates, particularly for ENV5 majors	Faculty undergraduate advisors, A&S advisor	Dedicated A&S advisor for EPS	Brian Vineyard to be dedicated to EPS as of Jan.	Spring 2015		annual review	none additional	Yes (already in place)
	Development of new core courses for ENV5	undergrad committee	Additional Lecturer position for Envi Sci; Faculty line in Geoscience Education (See also rec. 10)	in progress for 2016 start	Fall 2015	Fall 2017	annual review	\$70K - \$80K	Yes: authorized to request these positions in the FY17 hiring plan
Recommendation 3: consistency in qualifying exams									

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	EPS should implement mechanisms to ensure consistency in administration of qualifying exams for the PhD and MS degrees, and to ensure adequate communication of expectations to all faculty								
	Clarifications in grad.student handbook	EPS Chair, grad comm.	none	in progress	Fall 2015			none	Yes
	Assessment Plan for MS/PhD	EPS Chair, Grad.	none	Plans approved Fall		ongoing	per CAS schedule		Yes
	Re-instituting of student progress review	EPS Chair, grad	none	in progress	Fall 2015			none	Yes
Recommendation 4: Research staff									
	EPS should articulate to higher administration the vital importance to its success of the contributions by its research staff								
	Annual report of research activities to A&S and OVPR	EPS Chair, facilities comm.	FTE	planned	Fall 2015				Yes
	request for sustained and additional tech support	EPS Chair, facilities comm.	1 to 1.5 FTE	job posted	Fall 2015			\$20K	College contributed .25 FTE
Recommendation 5: Strategic Planning									
	EPS should implement an effective, inclusive, and visionary means of strategic planning								
	Regular meetings and actions for the Strategic Planning Committee (SPC)	EPS Chair, Assoc. Chair,	none	in progress	in progress			none	
	Replace faculty lines in key strategic areas	EPS Chair, SPC Chair		hiring plans	Spring 2014	Fall 2015			Yes (faculty lines replaced)
Recommendation 6: Alumni relations									
	EPS, in partnership with the A&S Dean's Office and the UNM Foundation, should initiate a sustainable and effective alumni relations / development operation								
	Alumni newsletter	EPS Chair, Alumni Cmte, A&S	none additional	in progress	in progress		annual	none	Yes

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	Alumni annual homecoming event	EPS Chair, Alumni Cmte, A&S Development	UNM Foundation/AS Development Office	in progress	Fall 2014		annual	none	Yes
Recommendation 7: employment options for graduates									
	EPS should initiate a sustainable program aimed at identifying and expanding employment options for its graduates								
	Seminars by alumni who work in industry	EPS chair, departmental	employer database	in progress	in progress			minor travel support	Yes
	Establishment of Visiting Professor in Applied Geosciences	EPS Chair, Dean, Caswell Silver Foundation	matching costs for Visiting Professor; two financial models under consideration	budget planning, CSF approval needed	Fall 2015		annual	\$30K plus fringe from UNM to match CSF component; or model 2 sabbatical replacement (approx. \$20K)	Yes
Recommendation 8: Natural Science program/ & STEM K-12									
	EPS should partner with all other relevant stakeholders in the University to resolve the status of the Natural Science education program in a way that ensures its continued success.								
	Faculty/A&S/COE discussions about viable program for training Natural Sciences and STEM K-12 teachers	Chair, Dean of A&S and COE	permanent Director, lecturer positions	planned	Spring 2015	Spring 2018		2 lecturer positions (approx. \$90K)	<i>Pending mtg with Hector Ochoa 11/21</i>
	Cluster Hire: A&S/COE EPS role in secondary ed training (see GeoSci faculty under Rec. 2)							joint faculty hire	
Recommendation 9: Increase TA support									

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	EPS, in partnership with the A&S Dean's office and/or the Graduate Office, should identify means to rapidly increase the TA support available, in terms of both numbers and levels of support								
	Increase TA salaries	Chair, OGS, Dean	\$20,000/year	some increase has occurred	Fall 2014			\$20,000/year	Yes
	Increase TA numbers	Chair, OGS, Dean	\$40,000/year	some increase in numbers has occurred	Fall 2014			\$40,000/year	Yes
Recommendation 10: Salary inequities									
	EPS should work with the higher administration to continue to address salary inequities within the faculty ranks, exploring options beyond the remedies so far employed; and to whatever extent possible, action should be taken to render salaries in EPS competitive with those in competing departments in its peer institutions.								
	Assistant professors hired at market rate			has occurred					
	College allocated resources to correct salary inversion			has occurred, more needed					Pending budgets
	Adjust salaries to market rate for all professors	Dean	\$80,000/year		Fall 2015	Fall 2018		\$80,000/year	
Recommendation 11: Infrastructure improvements									
	EPS should coordinate with the higher administration to ensure that a well-justified, carefully constructed strategic plan will eventually lead to infrastructural improvements that will ensure the long-term excellence of EPS's extraordinary laboratory facilities								
	Renovation of Northrop Hall for stable isotope center			on-going	in progress				Yes
	Renovation of petrology/structure lab		\$500,000	has occurred	completed				Yes
	Renovation of min. lab/installation of computer lab		\$1.5M	has occurred	completed				Yes

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	Further renovations and lab space increases, with possibility of moving some labs into new ISE building.		\$5M						Pending building planning discussions