Introduction

In AY2022-2023, the Gupta College of Science began to write down objectives to proactively work on moving our College forward. This approach is being continued in AY2023-2024. Many of the objectives listed below began a year ago and will continue as much progress was made on these issues. Other objectives are new and have been identified through additional meetings with faculty and staff this past year as well as from the data collected from the College from the visioning/strategic planning survey. In addition, there is now a draft of the new CCU strategic plan. Some of the objectives below are listed to move our College forward towards these new strategic priorities of the University. Finally, this list has been reviewed by College Council to make sure important departmental objectives are included when appropriate. A full list of our College’s strategic priorities, goals and objectives will be completed this year by our Visioning/Strategic Planning Committee, but until that is completed, these objectives will help us move forward with the important work that we will do together during AY2023-2024. This is going to be an exciting year for our students, faculty and staff! I look forward to us continuing to work together towards our shared future.

Dr. Chad L. Leverette
Dean, Gupta College of Science

Objectives (no particular order)

Visioning

- Complete the College visioning/strategic planning process
  - Create a vision statement for the College, a revised mission statement, and strategic priorities/goals/objectives that support our University strategic plan to further solidify our place as a premier STEM provider
  - Professionally print, post, and share the College strategic plan

College Communication and Furthering Our “One College” Approach

- Continue the multi-faceted approach established in AY2022-2023 to further improve our communication both internally and externally while continuing to build excitement, awareness, appreciation, and support for all seven departments, and the BCCMWS
  - Continue to share information about the College as well as faculty/staff/student accomplishments regularly and broadly through a variety of platforms (i.e., Teams, email, social media, web) while reducing the use of email
    - Link posts to TV boards in science buildings and around campus on new University platform
    - Continue to tweak our College website, Teams page, the use of Progression, College summary reports, and other communication platforms to improve effectiveness of communication
    - Offer two College Town Halls during year (one per semester)
    - Continue to increase communication and connection between dean’s office and students/faculty/staff/departments – visits to departments, invited classroom visits, supporting student presentations, field activities and sharing outcomes of visits
• Continue/expand the activities/initiatives that have helped support the “family feel” of the college (e.g., College baseball game, Science Scoop etc.)
• Create new marketing materials (i.e., flyers, brochures, posters, banners, etc.) for our College, departments and the BCCMWS based on completed visioning/strategic plan
• Consider new ways to share the message of our College more broadly to grow our College brand (i.e., targeted advertising, social media campaigns)

Excellent Teaching, Student Success, and Supporting the Teacher-Scholar Model
• Help departments that have needs for new/updated classroom resources/technology for teaching
• Continue to work with faculty and departments to brainstorm possible future curricular revisions/new programs/accreditations that helps our curriculum remain current and relevant based on today’s STEM needs in our state, region, and country
  o Possible programs/accreditations for us to consider this coming year (*this objective and subsequent discussions will be ongoing*): Coastal Engineering, Clinical Lab Science, graduate programs in Biology, Cyber/Intelligence interdisciplinary degree, ACS approval for Chemistry program, stackable certificates, graduate certificate in Environmental Law and Policy, CLE course titled “Conversations along the Coast”, and other ideas from departments
  ▪ Explore ways to support and encourage interdisciplinary STEM approaches
  o Support new degree programs that were approved in AY2022-2023 (i.e., MCES, BA and BS programs in scientific education)
• Increase support and help grow/expand programs that allow for deeper, richer experiential learning opportunities for students based on nationally recognized high-impact practices (HIPs) to help build belonging for students while providing rich academic experiences
  o Work to organize and share more broadly the experiential learning (i.e., capstones, internships, FYE, undergraduate and graduate research, etc.) we do in the Gupta College of Science
  o Fully support 1st year of our new “Research Fellows Program” as the premier undergraduate STEM research award for students and faculty mentors
  o Soft launch the VIP program to grow distinctive undergraduate and graduate research opportunities for students
  o Continue to share opportunities with students so that they can become more involved in experiential learning opportunities (e.g., national scholarship opportunities, activities on campus)
  o Support departments and the BCCMWS with their ideas/initiatives to grow/develop these types of experiences
  o Consider our involvement with CUR (Council for Undergraduate Research) to see if we can leverage these resources for our faculty and students
  o Continue to support students interested in obtaining at least one regional presentation of their research (e.g., possibly the SC Academy of Science)
  o Consider/brainstorm/apply for grant opportunities that are College-wide where the Dean’s Office would work with department faculty to seek funds to help our students (e.g., NSF – Women in STEM, NSF – LSAMP – programs designed to grow underrepresented groups in science/STEM)
  o Look at national models focused on the First Year Experience to assess our UNIV 110 course offering and its future
    ▪ Leverage this course to help students connect to their majors early
• Continue to work with the Provost’s Office and campus on an overall strategy for graduate programs
  o Continue to work on processes and policies that support graduate students (i.e., parking options, resources if graduate students are teaching, tuition waivers, roles of GAs, ways GAs are paid-yearly compared to 9-month, etc.)
  o Work with Computing Sciences to amend our M.S. degree and reconfigure our key scholarship that supports this program.
• Work with Office of Admissions on future strategy for targeted recruitment of STEM students into majors (both in-state and out-of-state students)
  o Summer STEM Day in Summer 2024
  o Partnership with the SuccessTeam to help recruit and support students of color
• Work with Office of Provost, Dean’s Office, and departments to think about strategies to aid with student persistence/retention and reduce number of students on probation/suspension
• Continue to work on strategy for “on the water” locations that might allow us to grow our teaching and research opportunities (e.g. Waties Island, Georgetown, Belle Baruch, Murrells Inlet, etc.)
  ◦ Continue to lead out for the campus on negotiations with the Waties Island and ATB Coastal Reserve
• Consider targeted DEI activities and initiatives to help our wonderfully diverse students be more successful in the classroom and with college life.
• Begin thinking about opportunities that can be created for students to help with career preparation

Professional Development and Support for Faculty and Staff
• Engage in national conversations related to STEM (e.g., AAC&U Annual Meetings, AAC&U Transforming STEM conference, webinars, speaker series, resources to faculty) and work to disseminate new ideas/approaches to the College as a whole
• Consider ways to support professional development of department chairs and associate deans
• Consider ways to better support professional development of staff
• Consider/create new initiatives that promote the appreciation of our faculty and staff
  ◦ Work with College Council and departments to determine if College specific faculty and staff honors/awards could be created
  ◦ Creation of spring “Celebration of Excellence” event to recognize outstanding GCOS faculty, staff, and student accomplishments throughout the year
  ◦ Pilot programs like the “Thank You Project” to recognize faculty and staff for their help to others
• Work with departments to look at faculty load and ways to support increased faculty involvement in experiential learning opportunities
• Provide support and guidance for faculty going up for P&T, post-promotion/post-tenure review, and third year review
• Continue to fully support our NTT faculty
  ◦ Work with NTT committee, College Council, GCOS Promotion and Tenure Committee, and the College Handbook Committee to define Principal Lecturer in P&T processes
  ◦ Support administratively and possibly financially the activities requested by the NTT committee
• Consider ways to engage and support new faculty
• Consider DEI measures that help us attract and retain a diverse faculty and staff
• Work with departments to hire in critical areas where there is faculty shortage

Administrative Processes that Support Faculty Governance and Good Stewardship of Resources
• Continue to share communication of budgets, personnel decisions, objectives, processes
• Work with departments to more fully utilize student lab fees to make sure we are being good stewards with these funds and using them to create state-of-the-art experiences for students in our classrooms and labs
• Work to fully utilize the new College program fee to grow and maintain premier, state-of-the-art research and teaching equipment/instrumentation/vessels
• Work with campus partners to improve our processes related to hiring, purchasing, and pursuing external grants.
  ◦ Work to specifically address perceived bottlenecks to purchasing and hiring (i.e., terms and conditions, use of pcards, ePro, what is actually required or not related to purchasing, increase efficiency in hiring timeline, work on the on-boarding process for new hires)
  ◦ Continue to work to speed up process within GCOS for personnel decisions and work to minimize failed searches based on what we can control
  ◦ Work on an internal GCOS hiring guide to help department search committees navigate the full process for hiring
• Work with College faculty/staff and current University and GCOS committees on specific processes
  ◦ Work to clarify and update the College Handbook where ambiguities may exist
    ▪ Work to possibly add language in Handbook about certain P&T processes that made increase clarity for faculty
• Work to add language that clarifies roles and duties of department chairs, associate deans, associate chairs, etc.
• Create a Travel Authorization process document to help provide clarity to this process for faculty and administrative support
  o Work with departments to clarify faculty evaluation process to help create advocacy and support for our faculty for career advancement
• Work to expand travel opportunities for students and faculty to share their scholarship

Community Outreach/STEM Awareness/External Partnerships

• Continue to support departments in department seminars/series to help bring in speakers to campus to build our reputation and facilitate STEM awareness and outreach (e.g., advertising, planning of events, funds)
  o Consider a possible College speaker series for future years
• Continue to support departments and the BCCMWS with current outreach events to community that help support STEM awareness and build our reputation – in addition, work to create strategy on future outreach events for the College (both for the broad community and K-12 audiences)
• Continue to build our external partnerships
  o Tap into the insight of the BOV to gather advice on strategies that will help the GCOS be more successful and effective
  o Grow new partnerships/connections and participate in regional opportunities to become aware of new partners
    ▪ Determine external companies/contacts that departments would like to connect with and begin making these connections

Total preliminary College objectives AY2023-2024: 32