

Russ College Strategic Plan
Revised April 7, 2010

PURPOSE

To educate “meta-engineers and -technologists,” (well-rounded engineering and technology leaders of the future), create and expand engineering and technology knowledge, support the engineering and technology professions, and serve as a technical resource for public concerns.

VISION

Nationally, the Russ College will be a top choice for students, faculty, and prospective employers of graduates, and will be recognized for its world-class research and scholarly activities in energy and the environment, and transportation..

MISSION

- **Education:** To provide a learner-centered, highly engaging education, producing graduates who are ready to succeed professionally and contribute to the betterment of our world.
- **Research/scholarship:** To lead world-class, collaborative research and scholarship in energy and the environment, and transportation, and to expand and deepen research in biomolecular diagnostics and therapeutics.
- **Service:** To contribute to the engineering and technology professions, serve as a technical resource on matters of concern to the public, and commercialize viable technologies developed at the Russ College.

OBJECTIVES

- **Education:** The learner-centered education provided by the Russ College will employ both curricular requirements and extracurricular opportunities. Small class sizes, active learning strategies, and ready access to instructors outside of the classroom will facilitate student-faculty and student-student interactions and relationships. The college will support and emphasize student participation in research experiences, engineering design projects, cooperative education assignments, and professional society activities. Graduates will have “learned how to learn”, have strong communication and multidisciplinary collaboration skills, and understand the need to continue their professional development. They will be prepared to contribute to the betterment of the world because they will have experienced how engineering solutions fit within cultural and ethical contexts. They will be meta-engineers and -technologists – the engineers and technologists of the future who possess the global societal appreciation and skills to lead a highly technological nation.
- **Research/scholarship:** The Russ College will build excellence in the research and scholarship areas of energy and the environment, and transportation. In addition, the College will continue to focus its bioengineering efforts in biomolecular diagnostics and

therapeutics via strategic partnerships with the College of Osteopathic Medicine, the College of Arts and Sciences, and the new College of Health Professions.

- **Service:** Faculty and alumni will have an awareness of the social and political implications of engineering and technology; will help shape university and public policy; will assist in technology assessment, management and commercialization, especially within the southeastern Ohio region; and will participate in and support engineering and technology professional societies.

GOALS and ACTION PLANS

Education

Goal 1: Increase enrollment headcount to achieve the college metrics.

Action 1.1 Identify and implement high-yield strategies to improve recruitment and retention of academically able students.

Action 1.2 Provide incentives to regional campuses to offer courses applicable to Russ College programs.

Action 1.3 Recruit transfer students from selected community colleges and Ohio University's regional campuses.

Action 1.4 Continue the college's retention efforts by providing targeted mathematics instruction, learning communities, and quality advising.

Goal 2: Increase the diversity of the student population to meet the college metrics.

Action 2.1 Develop and support appropriate orientation and development programs for students, faculty, and staff in order to increase the understanding of the importance of diversity and justice.

Action 2.2 Develop and implement strategies for scholarship programs for women and minority groups to meet College metrics for the enrollment of both groups.

Goal 3: Enhance the engagement of students to achieve the objective of producing meta-engineers.

Action 3.1 Reward the development and deployment of effective and engaging educational methods.

Action 3.2 Reward and facilitate the involvement of undergraduate students in research.

Action 3.3 Increase student participation in cooperative education and/or internships to achieve the College metrics. Pursue state incentives for co-op participation, provide scholarship incentives for first-time co-op participants, and educate students about the long-term professional and economic benefits of cooperative education.

Action 3.4 Support service learning, such as Engineers without Borders and senior design projects.

Action 3.5 Reward outstanding advising, as measured by the College's standard advising evaluation.

Action 3.6 Reward outstanding teaching in the merit raise evaluation process.

Goal 4: Foster academic and professional integrity.

Action 4.1 Encourage vitality in the Russ College Faculty and Student Honor Councils.

Action 4.2 Display the Russ College Honor Code prominently and widely.

Action 4.3 Encourage periodic discussion among Russ College personnel regarding how commitment to teaching and learning is reflected in the Statements of Responsibility.

Action 4.4 Promote ethical conduct in research by encouraging faculty and graduate students to participate in training opportunities.

Research

Goal 1: Increase sponsored research and other external sources of funding to a per faculty member per year level consistent with our peer institutions as per college metrics.

Action 1.1 Communicate how research funding is important to the financial health of the College and departments, and provide research funding workshops to Group I faculty.

Action 1.2 Reward successful faculty via merit raises, bonuses, other monetary incentives, and promotion.

Action 1.3 Develop merit evaluation processes that credit faculty for both independent and collaborative research efforts.

Action 1.4 Promote collaborative initiatives that increase research productivity and efficient use of resources.

Action 1.5 Hire one or more grant writers to increase faculty success rate in funded proposals.

Action 1.6 Provide travel funds for faculty to visit prospective sponsors.

Action 1.7 Provide seed funding for promising new research proposal efforts.

Action 1.8 Provide monetary incentives for writing proposals and enhanced incentives for winning proposals.

Action 1.9 Ensure that faculty release dollars flowing to the departments are strongly emphasized in promotion and tenure documents and merit review processes.

Goal 2: Improve national rankings of graduate programs, in particular those of U.S. News & World Report and the National Research Council.

Action 2.1 Aggressively pursue participation by faculty and graduate students in new and renamed Ph.D. programs.

Action 2.2 Communicate our successes to the engineering educational peers in a timely and professional fashion.

Action 2.3 Ensure completeness, accuracy, and consistency of responses to surveys used for ranking purposes.

Action 2.4 Financially support students and faculty applying for national awards, the elevation of faculty to high rank in professional societies, and the election of faculty to the National Academies.

Goal 3: Increase college journal publication and peer-reviewed conference participation to achieve the college metrics.

Action 3.1 Develop merit evaluation processes that credit faculty for both independent and collaborative publications.

Action 3.2 Provide financial incentives for writing high quality archival journal publications with high impact factors as defined by the Journal Citation Report.

Goal 4: Upgrade research infrastructure and space allocation using a metric-driven allocation procedure (e.g., the report of the Space Allocation Working Group) to provide the fundamental support to selected areas of excellence.

Action 4.1 Develop a specific plan for the allocation of space in Stocker Center in response to occupancy of the Academic and Research Center and the Russ College Space Inventory and Analysis.

Action 4.3 Encourage researchers to collaborate on the use of space.

Action 4.4 Update the Russ College Space Inventory and Analysis biennially.

Service

Goal 1: Increase participation of faculty in professional service consistent with the college metrics.

Action 1.1 Increase faculty participation in professional societies, especially in leadership roles, and support participation with travel funds and other logistical support.

Action 1.2 Increase faculty participation on review panels of federal funding agencies.

Goal 2: Increase the number of conferences and workshops sponsored/hosted by the Russ College.

Action 2.1 Provide funding for logistical support and communications and marketing.

Goal 3: Meet Institutional Equity's goals for faculty/staff diversity at all ranks and levels.

Action 3.1 Mentor all new faculty and staff for professional advancement, such that diversity will grow to be characteristic of the college at all ranks and levels.

Action 3.2 Assess the retention and advancement of recent hires to identify opportunities to improve recruitment, selection, support, and mentoring.