

**College of Natural and Behavioral Sciences Academic Plan 2006-2010**

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Academic Affairs Objectives	Action Tasks	College Objectives	Implementation Timeline	Resource Implications
<p><b>Academic Programs</b> AP1.1) Initiate new programs designed to be responsive to the needs of our current students and the communities we serve.</p>	<ul style="list-style-type: none"> <li>• Explore the full range of possible resources to support existing and new academic programs.</li> <li>• Develop professional masters programs.</li> <li>• Develop new discipline masters programs.</li> <li>• Support the development of joint doctoral degree programs.</li> </ul>	<p>NBS 1.1.1) Build, secure initial grant funding, find projects, get NBS departments and faculty involved, build links with campus community, off-campus organizations, international organizations for new NBS Centers. (NBS SP 1.1) NBS 1.1.1a) Urban Community Research Center (NBS SP 1.1.1) NBS 1.1.1b) Center for Urban Environmental Research (NBS SP 1.1.2) NBS 1.1.2) Build undergrad and grad Science Education programs for prospective and practicing science teachers. Ongoing effort supported by QED partnership, Center for Math &amp; Science Education, NBS departments. (NBS SP 1.2) NBS 1.1.3) Master's program should be available to every department (NBS SP 1.4) NBS 1.1.4) Interdisciplinary master's programs will be an important step toward achieving this goal. By 2010 every discipline should participate in a department based or interdisciplinary master's program. (NBS SP 1.4.1) NBS 1.1.5) Develop Urban Community Research Center and Center for Urban Environmental Research as key revenue generators providing funds for programs throughout the college (NBS SP 6.1)</p>	<p>2006-2007 2007-2011 2006-2007 2006-2011 2010-2011 2008-2009 2007-2008</p>	<p>Coordinator .5 FTEF, support staff 1 FTE and \$5,000 for off-campus outreach. Coordinator .75 FTEF and \$5,000 for operating expenses. Self support by FY 2007-08. 24 wtus (\$36,120) of faculty release time needed to support the center. Fully funded by QED. Coordinator .25 for each Master's program. 2 additional FTEF (\$130,000) for Computer Science. Coordinator .25 FTEF and 2 FTEF for interdisciplinary master's program. Resource included in 1.1.1a and 1.1.1b.</p>
<p>AP1.2) Initiate and offer academic and academic support programs that attract the full continuum of traditional and non-traditional college-age students from fully admissible to high achieving.</p>	<ul style="list-style-type: none"> <li>• Identify and develop new majors/programs that are attractive to high school students in our service area</li> </ul>	<p>NBS 1.1.1) Build, secure initial grant funding, find projects, get NBS departments and faculty involved, build links with campus community, off-campus organizations, international organizations for new NBS Centers. (NBS SP 1.1.1)</p>	<p>2006-2007</p>	<p>Included in 1.1.1a.</p>

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	<ul style="list-style-type: none"> <li>Identify and develop new majors/ programs that are competitive majors in sibling CSU, UC and private institutions including enrollment figures and graduation rates.</li> <li>Identify and develop new majors/ programs that are responsive to the needs of the community. (Alumni Survey and Employer Survey – SG4)</li> </ul>	<p>NBS 1.1.1c) Center for Excellence in Knowledge Management and Computational Science (NBS SP1.1.3)</p> <p>NBS 1.2.1) Obtain state approval for Subject Matter Preparation (“waiver”) program for prospective high school science teachers. (NBS SP 1.2.1) NBS 1.2.2) Create direct path freshman year to teacher induction for future science math teachers. (NBS SP 1.2.2) NBS 1.2.3) Find means to build programs that connect departments from different colleges. (NBS SP 1.4.1.1)</p>	<p>2006-2007 2006-2007 2007-2008 2006-2007</p>	<p>Fully supported through grants. Fully funded through SCALE/QED grants. QED grant. No additional resource required.</p>
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<p>AP1.3) Strengthen and support existing academic programs and provide the resources faculty need for excellence.</p>	<ul style="list-style-type: none"> <li>Provide an infrastructure to support high quality teaching and learning environments that include a variety of facilities (e.g., enhanced classrooms, laboratories, studios), equipment, and supplies. <ul style="list-style-type: none"> <li>Develop and implement the Academic Technology Plan.</li> <li>Develop and implement an Academic Affairs Space and Facilities Plan to inform the Campus Physical Master Plan.</li> </ul> </li> <li>Explore approaches to funding instructional needs beyond general funds.</li> </ul>	<p>NBS 1.3.1) Offer more Friday, evening and weekend classes, and hybrid on-line/on-campus classes (NBS SP 1.8) NBS 1.3.2) Faculty and administrators will support this goal by obtaining more grant money to pay for release time. (NBS SP 2.1.1) NBS 1.3.3) Scholarships and research assistantships can help to recruit/retain good students if we advertise them. (NBS SP 3.1.1) NBS 1.3.4) Obtain new science building, research labs for faculty. (NBS SP 4.1) NBS 1.3.5) Allocate existing space more effectively. (NBS SP 4.2) NBS 1.3.5a) Create/revive NBS Space Allocation Committee. Develop objective criteria for evaluating space needs and requests. NBS SP 4.2.1) NBS 1.3.6) Improve quality of research and instructional equipment, labs and faculty offices to meet or exceed CSU standards. Replace outdated/broken/unsafe equipment/furniture. (NBS SP 4.3)</p>	<p>2006-2007 2006-2011 2008-2009 2010-2011 2008-2009 2006-2007 2008-2009</p>	<p>6 wtus release time for faculty to develop hybrid on-line/oncampus courses. Fully funded by indirect money from Foundation. \$300,000 for scholarships and research assistantships. Goal: Endowment. \$50,000 to revise architectural drawings and renderings. No additional resource required. No additional resource required. \$5,000,000 through university resources, grants and fund raising.</p>

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		<p>NBS 1.3.7) All NBS classrooms should be Enhanced Technology Classrooms with computer projector, internet hookup, etc. This should include training for faculty. (NBS SP 4.4) NBS 1.3.8) Provide student lounge space. Should have facilities, e.g. coffeemaker, that would encourage faculty to drop in, interact with students. (NBS SP4.5) NBS 1.3.9) Promote sharing across departments to optimize use of existing resources. (NBS SP 4.6) NBS 1.3.10) Develop Urban Community Research Center and Center for Urban Environmental Research as key revenue generators providing funds for programs throughout the college. (NBS SP 6.1) NBS 1.3.11) Ensure that NBS, NBS departments, and NBS researchers get fair share of indirect cost revenue from grant budgets. (NBS SP 6.3) NBS 1.3.12) Eliminate campus restrictions that prevent more than one college from pursuing funding opportunities with a single donor (e.g. Computer Science can't ask Boeing for money because our rules allow only College of Business to solicit Boeing). (NBS SP 6.4) NBS 1.3.13) Lab fees should be requested &amp; obtained to Dept's to help maintain &amp; replace lab equipment. (NBS SP 6.5)</p>	<p>2009-2010 2007-2008 2007-2008 2006-2010 2008-2009 2006-2007</p>	<p>\$120,000 to upgrade classroom equipment. \$50,000 to furnish student lounge. 50% of the funds will be generated through fund raising activities. No additional resource required. Included in 1.1.1a and 1.1.1b. \$150,000 indirect money return to NBS from Foundation. No additional resource required. No additional resource required.</p>
<p>AP2.1) Assess the viability of all existing programs and make decisions to foster, maintain, modify, or eliminate as determined through assessment.</p>	<ul style="list-style-type: none"> <li>• Enhance and support the ongoing implementation of the University Student Learning Outcomes Assessment (USLOA) process.</li> <li>• Support the revised program review process that includes the PEAT (Program Effectiveness Assessment Tool) to promote timely review &amp; use of data to modify &amp; strengthen existing programs.</li> </ul>			
<p><b>Academic Affairs Objectives</b></p>	<p><b>Action Tasks</b></p>	<p><b>College Objectives</b></p>	<p><b>Implementation</b></p>	<p><b>Resource</b></p>

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			<b>Timeline</b>	<b>Implications</b>
AP2.2) Promote excellence in academic programs and teaching practices by reestablishing clear standards through academic program reviews and accreditation self-studies, as set forth in an Academic Master Plan.	<ul style="list-style-type: none"> <li>• Encourage and support voluntary accreditation efforts, if appropriate.</li> <li>• Support all mandatory accreditation efforts</li> </ul>			
AP2.3) Develop, implement and enforce standards, practices, and policies that support academic excellence and encourage high expectations of students.	<ul style="list-style-type: none"> <li>• Develop, implement and enforce standards, practices, and policies related to student academic integrity and conduct.</li> <li>• Develop, implement and enforce standards, practices, and policies related to academic performance (i.e., grading policies, declaration of major, advisement, repeating or dropping courses).</li> <li>• Strengthen consistency among units' standards, practices, and policies to support academic excellence and encourage high expectations of students</li> </ul>	<p>NBS 2.3.1) Staff, faculty, administrators should be helpful and courteous at all times. Solve problems; don't just send student to another office. (NBS SP 1.6.1) NBS 2.3.2) Simplify procedures and paperwork wherever possible, eliminate unnecessary red tape (e.g. gathering multiple signatures where permission is routinely granted; could one suffice?). Improve procedures for checking prerequisites. Depends on department and legal requirements; requires central administrative cooperation. (NBS SP 1.6.2) NBS 2.3.3) Create ways to provide faculty advisers with complete, up-to-date, easy-to-read records for advising. (NBS SP 1.6.3) NBS 2.3.4) Better advising and record keeping can help spot students with problems. (NBS SP 3.1.2) NBS 2.3.5) Support enforcement of realistic but high standards. May hurt enrollment in the short term, but will help it in the long term as reputation of campus rises. (NBS SP 3.1.3) NBS 2.3.6) Improve classroom decorum and enforce standards of courtesy. (NBS SP 3.1.4) NBS 2.3.7) Provide scholarships and research and on-campus tutoring opportunities for students. (NBS SP 3.2)</p>	<p>2006-2007 2009-2010 2006-2007 2008-2009</p>	<p>No additional resource required. No additional resource required. \$25,000 for technical support staff. Coordinator .5 FTEF, support staff 1 FTE and \$2,000 for supplies. No additional resource required. No additional resource required. \$50,000 for scholarship and tutoring.</p>
<b>Academic Affairs Objectives</b>	<b>Action Tasks</b>	<b>College Objectives</b>	<b>Implementation</b>	<b>Resource</b>

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			<b>Timeline</b>	<b>Implications</b>
AP3.1) Identify, disseminate, and implement in academic programs those "best practices," including civic engagement, which will maximize learning for a diverse student population.	<ul style="list-style-type: none"> <li>• Provide opportunities for faculty to learn how to infuse multicultural content and perspectives into academic programs and courses.</li> </ul>	NBS 3.1.1) Increase scholarship and grant output of faculty. Increase number of training grant proposals (e.g. MBRS, USTAR) that attempt to increase diversity of students majoring in science and math. (NBS SP 2.3)	2008-2009	\$400,000, 1 course release per semester for each faculty. 30% will be funded through grants.
AP3.2) Increase and enhance community partnerships that prepare students for a multicultural global society.	<ul style="list-style-type: none"> <li>• Define policy and procedures and identify resources to encourage culminating activities that integrate academic programs and community resources.</li> <li>• Expand student opportunities for national and international student experiences.</li> </ul>	NBS 3.2.1) Organize an NBS Advisory Committee. Promotes ethic of service and economic, social, and civic responsibility to campus and community. (NBS SP 1.3)	2006-2007	\$15,000 for outreach and reception for Advisory committee
AP3.3) Identify, disseminate, and implement "best practices" in excellence in teaching and learning including academic technology.	<ul style="list-style-type: none"> <li>• Expand opportunities for national and international faculty exchanges and experiences.</li> </ul>	NBS 3.3.1) Center for Urban Environmental Research (NBS SP 1.1.2)	2006-2007	Included in 1.1.1b.
AP3.4) Identify, disseminate, and implement "best practices" in research and scholarship and creative activities.	<ul style="list-style-type: none"> <li>• Periodic identification of social and economic trends in the University's service area that impact instruction and scholarship.</li> </ul>	See NBS 3.2.1 above	2006-2007	Included in 3.2.1.

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<p><b>Faculty and Staff</b> F1.1) Establish recruitment and hiring practices that create and sustain an environment for new faculty to achieve educational and professional development outcomes resulting in retention, tenure, promotion, and excellence.</p>	<ul style="list-style-type: none"> <li>• Implement a faculty recruitment, retention, and development plan, including “start-up” budget, release time, facilities for scholarly and creative activities, and mentoring for new faculty.</li> <li>• Increase the number of new tenured/tenure track faculty.</li> <li>• Increase the proportion of tenured/tenure track to non-tenure track faculty.</li> <li>• Establish programs that identify, recruit, and support international faculty.</li> </ul>	<p>Colleges &amp; CAA Colleges &amp; CAA Colleges &amp; CAA Colleges &amp; CAA</p>	<p>NBS F 1.1.1) Increase (some say decrease) the size of lower division classes to free resources for faculty release time and research. (NBS SP 1.7) NBS F 1.1.2) Faculty and administrators will support this goal by obtaining more grant money to pay for release time. (NBS SP 2.1.1) NBS F1.1.3) Recruit faculty to meet present and projected future needs. (NBS SP 2.2)</p>	<p>2006-2007 2006-2011 Ongoing: 2006-2011</p>	<p>No additional resource required. No additional resource required. \$200,000 for startup and additional 7 FTEF (10%) to meet college growth.</p>
<p>F1.2) Identify needs and develop new policies and procedures for recruiting and retaining outstanding and diverse faculty and staff.</p>	<ul style="list-style-type: none"> <li>• Provide number of new faculty hires, unfilled searches, and projected hires for last 3-5 years by department by college.</li> <li>• Provide number of new staff hires, unfilled searches, and projected hires for last 3-5 years by college.</li> <li>• Develop and implement staff recruitment and retention plans per Faculty Assigned Time/Staff Support Rubric.</li> </ul>	<p>Colleges &amp; AA Personnel Services Colleges &amp; AA Personnel Services Colleges, CAA &amp; Human Resources</p>	<p>NBS F1.2.1) Need systematic efforts to promote cooperation between departments, and interdisciplinary projects, to combat faculty isolation and optimize use of faculty talents. (NBS SP 2.4)</p>	<p>2009-2010</p>	<p>No additional resource required.</p>

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F2.1) Enhance the infrastructure including increased funding and resources to support high quality research, scholarly, and creative activities and teaching.	<ul style="list-style-type: none"> <li>• Provide support for the growing investment in information technology as a strategic resource to the campus.</li> <li>• Continue and expand support for faculty travel for scholarly and creative activities.</li> <li>• Continue and expand support for faculty research for scholarly and creative activities.</li> </ul>	Colleges & CAA Colleges, CTL & CAA RFP, CAA, Colleges & UA	NBS F2.1.1) Faculty and administrators will support this goal by obtaining more grant money to pay for release time. (NBS SP 2.1.1)		No additional resource required.
F2.2) Enhance support for faculty development, recognition, and provide incentives to promote academic excellence and student success.	<ul style="list-style-type: none"> <li>• Enhance and expand support for faculty development and mentoring.</li> <li>• Encourage the use of distinguished adjunct faculty via visiting scholars, practitioner-in-residence (i.e., teacher-in-residence, executive-in-residence), Fulbright Scholars, etc.</li> <li>• Seek resources to support distinguished adjunct and/or visiting faculty.</li> <li>• Expand opportunities for faculty recognition, incentives, and awards.</li> </ul>	Colleges, CTL & CAA Colleges & CAA UA, Colleges & CAA CAA, Colleges, AA Personnel Services			

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F2.3) Fully integrate non-tenure track faculty into the University's student centered academic community.	<ul style="list-style-type: none"> <li>• Develop and implement professional faculty development plan for all nontenure-track faculty.</li> <li>• Develop and implement a consistent process for ongoing evaluation.</li> </ul>	Colleges, CTL & CAA Colleges & AA Personnel Services			
F3.1) Enhance support for staff development, recognition, and provide incentives to promote academic excellence and student success.	<ul style="list-style-type: none"> <li>• Expand opportunities for staff recognition, incentives, and awards.</li> </ul>	Colleges & Human Resources			
<b>Academic Reputation</b> AR1.2) Highlight and celebrate evidence of faculty and student excellence in achievement AR1.3) Showcase program excellence. AR1.4) Promote a positive reputation to internal constituents to foster high morale.	<ul style="list-style-type: none"> <li>• Expand the alumni database to track our students' advanced degrees and professional endeavors.</li> <li>• Promote increased awareness of Dominguez Hills by hosting more professional conferences and meetings.</li> <li>• Create and maintain a faculty database to catalog faculty success and productivity in research, scholarship, and teaching.</li> </ul>	UA & Colleges Colleges & CAA Colleges, RFP & GSR	NBS AR1.2.1) Quality: Monitor ("assess") and where necessary improve quality of instruction, raise standards to improve campus reputation, and keep programs current. <a href="#">(NBS SP 1.5)</a>	2007-2008	\$75,000 for faculty professional development, training and conferences.