

Alfred University
Inamori School of Engineering
Strategic Plan 2017-22

Theme 1: Transform Student Lives and Better our World

University Goal	SOE Objective	SOE Tactics	Timeline & Responsibility	Assessment	Action/Next Steps
Define, deliver and promote the Alfred University Brand	Define and deliver a vibrant educational experience that ensures common learning outcomes for all undergraduate students.	Review and revise SoE learning outcomes to meet newly proposed ABET criterion 3 outcomes, if adopted.	SoE Faculty. Timing dependent on expected ABET 2016-2017 actions.	Continued Middle States and ABET accreditation	Faculty retreats; participation in university-wide assessment committee
	SoE faculty will be familiar with and encouraged to incorporate high-impact practices in their teaching	Require and fund untenured faculty to attend NETI and ABET assessment workshops. Encourage tenured faculty to attend these workshops. Host workshops on campus	Dean's office and individual faculty /ongoing, assess annually.	# faculty completing workshops; # of high-impact practices incorporated in classes	Untenured faculty to identify schedule for NETI and ABET workshops and complete TER forms
	SoE faculty will be familiar with contemporary trends in engineering education and their specific disciplines	Identify faculty liaisons with key professional groups Support faculty attendance of professional society meetings, workshops, etc.	Dean's office and individual faculty.	# faculty attending meetings and workshops # of faculty holding offices, presenting papers, et.	Faculty to discuss professional development plan with chairs and/or dean
Help our students identify and develop the confidence to pursue their passions	Invest in dynamic and innovative curricular and co-curricular pedagogy that challenges students to grow as creative and critical thinkers	Students will have access to and gain experience with the tools used in modern engineering practice		Assessment of student outcomes related to "modern tools" # of courses using modern tools	Period surveys as part of ABET assessment activities Dean to appoint computing and laboratory committees
Prepare our graduates for professional success and societal impact	Enhance our efforts to help students to successfully transition from Alfred University to careers or advanced degree programs	Continue to support student engagement in professional society meetings: regional and national Seek additional funding to support student travel. Better advertise opportunities for external support	Club advisors, dean	# or % of students participating, seminar survey	

		Conduct critical review of graduate programs (2015-2016); Agree upon and implement recommendations.	Graduate committee (recommendations by December 2015). Faculty discussion, actions, and implementation by Fall 2017	Assessment of student outcomes	Graduate committee to meet
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Theme 2: Forge strength through inclusivity.

University Goal	SOE Objective	SOE Tactics	Timeline & Responsibility	Assessment	Action/Next Steps
Build on our 181 year history of inclusivity	Reaffirm and advance our pledge to make all members of the AU community feel that they belong	High-quality first-year experience	TBD	Student satisfaction survey, retention	Dean to appoint coordinating committee
		High-quality transfer experience	TBD	Student satisfaction survey, retention	Dean to appoint transfer coordinating committee
		High-quality retention program for students on academic probation	Assistant Dean, ongoing	Retention	
		Sustained activity of student engineering groups	Seminar instructor & advisors	# of students participating	
		Sustained engagement of entire graduate student population	Graduate committee (recommendations by December 2015). Faculty discussion, actions, and implementation by Fall 2017	Student survey	In motion
		Increased interaction among academic units	on-going		
	SOE will expand development of non-traditional delivery formats, and implement these formats to meet the needs of non-traditional students	encourage faculty to support distance-learning delivery	on-going; Dean & faculty	increase in number of DL course offering	
Enhance the global and multi cultural awareness of our students	SOE will collaborate with campus programs to increase opportunities for student interactions				

	Sustained activity of underrepresented engineering student professional groups: SWE, SHPE, SBE, international graduate advisory group	Encourage student activity through seminar	Seminar instructor & advisors	# of students participating	Dean to recruit dedicated advisors.
Improve our success with students of color	Increase number of under-represented students pursuing graduate programs	Join GEMS. Actively recruit graduate students for diversity fellowships.			Appoint SoE faculty member as SoE diversity coordinator
	Improved and more intentional visiting scholars program	tbd	Tbd		
	Increase number of under-represented students pursuing graduate programs	Join GEMS. Actively recruit graduate students for diversity fellowships.			Appoint SoE faculty member as SoE diversity coordinator
	Improved and more intentional visiting scholars program	tbd	Tbd		
	Increased faculty diversity	Better understand and apply best practices in advertising available faculty positions			
Engage with and help build our community	Sustained K-12 STEM outreach programs	Build upon current activities, and encourage more faculty and students in K-12 outreach activity	SMP et al.	# of projects # of interactions	
	Increase number of students completing projects for not-for-profits	Apply for NYSID grants to sponsor engineering design projects	XW to advertise to undergraduate students during seminar; Instructor(s) of design course	# of projects	
	Continuing education opportunities for HS science teachers	Determine interest, explore collaborations with ASC	Tbd	# projects	
	Increase number of student collaborating with start-up companies in region	Solicit start-up companies to sponsor student design and research projects; cost share through CACT	MH et al.	# student participating	
	Build reputation as positive contributor to the region's economic development, especially as it relates to advanced	Continue to collaborate with region's economic development agencies	DE, MH, ongoing	# of connections # of grants, \$ # of workshops	Develop and communicate more detailed plan for SoE's contribution to

		<p>continue to seek funding to support entrepreneurship, advanced manufacturing, renewable energy</p> <p>Host industry workshops / conferences in collaboration in established named lectures</p> <p>Explore collaborations with School of Business</p>			regional economic development
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Theme 3: Amplify our Impact

University Goal	SOE Objective	SOE Tactics	Timeline & Responsibility	Assessment	Action/Next Steps
Foster an engaged, innovative, and collaborative culture	A work place that acknowledges and respects the wide range of individual contributions to the AU enterprise.	Help establish and support a culture of courtesy at AU.			
	A workplace that encourages highest level performance from employees	Adhere to annual review process / employment policies that encourage excellence. Support professional development of faculty and staff	Modification of annual review forms to better meet department needs. (360 reviews?) Annual review process that includes professional development plan.		
	Compensation that is equitable and strives to meet regional/national benchmarks, as appropriate	Regularly review compensation and strive for equity and competitive packages. Awareness and communication of national benchmarking studies, UMC, ASEE, etc.			

	Attractive and safe facilities	Identify individual responsibility for offices, labs, common space etc.; Periodic & routine inspections			
Enhance the robustness of our business model	SOE will monitor enrollment and revenue in current graduate programs to determine cost-effectiveness.				
	SOE will increase enrollment in all master degree programs.				
	SOE will expand the number and dollar value of external research grants	Prepare for CACT re-designation proposal	MH / DE 2018-2020	Re-designation	
		Develop CHTC business plan	DE / MH with consultation, Spring 2016	tbd	
		Update research strategy to reflect new faculty, facilities, etc. Example tactics: Define and build strategic partnerships to better compete for federal and state agency awards; Regular strategic visits to federal agencies; Increase awareness of federal funding opportunities. Assign faculty to monitor specific agencies.; Support participation in federal regional and federal working groups	Research strategy committee, ongoing	# of proposals submitted value of grants awarded	