

<b>GOAL 1 – INTELLECTUAL CLIMATE</b>							
Create an intellectual climate that encourages the creative exchange of ideas and increases the quality of the professional environment							
<b>University Strategies for Goal 1</b>							
<ul style="list-style-type: none"> <li>• Faculty and staff recruitment, support, and development of leaders</li> <li>• Attract and financially support competitive graduate students</li> <li>• Creatively use physical and virtual space</li> </ul>							
<b>UNIT (Built Environment) OBJECTIVE</b> – to provide faculty, staff and students necessary professional and academic tools for success							
<b>STRATEGY</b>	Describe the strategy or strategies required to achieve the stated objective. Below, detail the necessary actions and related indicators, measures, etc. required to achieve the specified strategy.						
ACTION ITEMS	SUCCESS INDICATORS	MEASURES/ DATA SOURCES	TIME ESTIMATE			LEAD (Office) RESPONSIBILITY	Resources
			2022 - 2024	2024 - 2026	2026 - 2030		
Faculty and staff recruitment, support, and development of leaders	Mixture of professional full time and adjunct faculty with related experiences and academic professionalism. Experienced staff with professional skills and attitudes.	Ensure each program is adequately staffed and reflect all credentialing and accreditation requirements. Development of recruitment plan. Recruitment of non-academic staff.	x	x	X	Dean, Chair, and Search Committees	<b>Source: State Funding, Grants</b>
Attract and financially support competitive graduate and undergraduate students	Attractive graduate programs; Increased graduate and undergraduate funding. Graduate enrollment increase.	Develop new Master’s Program, implement Certificates program, explore PhD tracks of AET Program. Track grant/scholarship support for students; Develop matrix for tracking funding sources.	X	X	x	Dean, Chair and Faculty	<b>Source: Grant Funding/Tuition-State</b>

Creatively use Physical and virtual space	Renovation of Price Halls, Optimize space usage for offices for faculty and graduate researchers	4 new research labs (EHS/GIS/CM, Virtual Room )- Rearrange Office Space with Price Renovation	x	x		Dean, Chair , Faculty	Source: State
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<b>GOAL 2 – EXCELLENCE IN TEACHING, RESEARCH AND ENGAGEMENT</b>							
Commit to excellence in teaching, research, public service and engagement							
<b>University Strategies for Goal 2</b>							
<ul style="list-style-type: none"> <li>• Create and sustain a culture that supports teaching excellence across all academic units</li> <li>• Support faculty development, innovative instructional methods, course design, and curricular development</li> <li>• Enhance faculty use of systems to effectively monitor and improve student progress</li> </ul>							
<b>UNIT (Built Environment ) OBJECTIVE</b> – provide all tenure-track and tenured faculty appropriate academic workloads and support to engage in quality teaching.							
<b>STRATEGY</b>		Describe the strategy or strategies required to achieve the stated objective. Below, detail the necessary actions and related indicators, measures, etc. required to achieve the specified strategy.					
<b>ACTION ITEMS</b>	<b>SUCCESS INDICATORS</b>	<b>MEASURES/ DATA SOURCES</b>	<b>TIME ESTIMATE</b>			<b>LEAD (Office) RESPONSIBILITY</b>	<b>Resources</b>
			<b>2022 - 2024</b>	<b>2024 - 2026</b>	<b>2026 - 2030</b>		
Create and sustain a culture that supports teaching excellence across all academic units	Develop appropriate faculty workloads policy and align with any University coming changes	Monitor workload annually and modify accordingly based on faculty strength, weaknesses, grants, and service activities	X	X	x	Chair, University Policies Dean Support	<b>Source: State, Grant</b>
Support faculty development, course design, and curricular development	Professional development plans that address each faculty specific area; Documented records of course designs and curriculum revisions.	PDP's monitored annually and modified accordingly based on faculty strength and weakness, enrollment in professional development, Increase Faculty evaluation scores	X	X	X	Admin/ faculty/Center for Teaching Excellence, Blackboard and Online Development	<b>Source: State</b>
Enhance faculty use of systems to effectively monitor and improve student progress	Use of Blackboard and embedded systems (advising and tracking of students)	Track faculty teaching effectiveness annually and pair with experienced faculty. Track Blackboard content and use of systems	X	X	X	Admin and Faculty	<b>Source: None</b>

Innovative instructional methods	Virtual technology; use of e-learning system; smart board and software application	All student/faculty use of laptops, i-pads, etc. in the classroom, Student positive surveys, Company survey on technology needs.	X	X	X	Chair, Dean, Faculty	<b>Source: State Funding for Technology</b>
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GOAL 3 – PREMIER RESEARCH, SCIENCE AND TECHNOLOGY-FOCUSED INSTITUTION							
Position the university to become a national, premier research-intensive, doctoral, science and technology-focused learning institution							
<b>University Strategies for Goal 3</b> <ul style="list-style-type: none"> <li>Enhance and develop new research-funding relationships to broaden the university’s research portfolio and increase related funding</li> <li>Promote a vigorous STEM-oriented academic environment and increase the number of students entering STEM careers</li> <li>Strengthen the capacity and quality of STEM-oriented graduate/professional degree programs and the number of overall graduate student enrollment</li> </ul>							
UNIT (Built Environment ) OBJECTIVE – provide attractive undergraduate and graduate degree programs							
STRATEGY	Describe the strategy or strategies required to achieve the stated objective. Below, detail the necessary actions and related indicators, measures, etc. required to achieve the specified strategy.						
ACTION ITEMS	SUCCESS INDICATORS	MEASURES/ DATA SOURCES	TIME ESTIMATE			LEAD (Office) RESPONSIBILITY	Resources
			2022 - 2024	2024 - 2026	2026 - 2030		
Enhance and develop new research-funding relationships	Increase research grants, submit proposals to involve undergraduate and graduate students. Provide opportunity for faculty to attend grant workshops (e.g., grant identification, proposal writing, etc.). Form relationships with funding agencies.	Submit at minimum ten grants per year for department. Track student involvement in grants. Track faculty grant training. Document number of funded grants per academic year.	X	X	X	Admin/ faculty	Source: Grants, DoRED
Increase the number of students entering STEM careers	Provide attractive STEM undergraduate and graduate programs. Participate in university recruitment activities. Provide outreach activities in STEM	Track increase in undergraduate enrollment by 5% each year EHS: 10-12 % Geom 8%. Expand enrollment in certificate programs and later MS and PhD. Track outreach events to high school and others	X	X	X	Admin/ faculty (Focus additional on increase in EHS and GEOM-increase full time enrollment.	Source: Advisory Board/Tuition/Private Industry Source: Dean’s support for recruitment, grants

	through grants (STEM summer camps, ..)						
Strengthen STEM-oriented undergraduate/ professional degree programs	Provide attractive STEM undergraduate and graduate programs Increase STEM trainings and internships Recruit students for the department student organizations	Approve MS and PhD programs by 2026. Increase innovative approaches in classroom Track student organization activities		X	x	Admin/ faculty	<b>Source: Advisory Board/Tuition/Private Industry/Grants</b>
Provide dual degree programs and Major/Minor Programs	Develop major/minor and dual degree programs and encourage enrollment.	Minors have been developed, but track and consider dual program to be implemented.	x	X	X	Admin/ faculty	<b>Source: Dean support</b>

<b>GOAL 4 – ENTREPRENEURIAL SPIRIT AND CIVIC ENGAGEMENT</b>							
Enhance an entrepreneurial spirit that intentionally engages university and community partners to expand economic development and civic engagement							
<b>University Strategies for Goal 4</b>							
<ul style="list-style-type: none"> <li>• Create programs that support educational credentialing of adult workers</li> <li>• Strengthen strategic relationships with community colleges and other educational partners</li> </ul>							
<b>UNIT (Built Environment Department ) OBJECTIVE</b> – Provide programs for non-traditional students, professionals and collaborative dual degree programs							
<b>STRATEGY</b>	Describe the strategy or strategies required to achieve the stated objective. Below, detail the necessary actions and related indicators, measures, etc. required to achieve the specified strategy.						
ACTION ITEMS	SUCCESS INDICATORS	MEASURES/ DATA SOURCES	TIME ESTIMATE			LEAD (Office) RESPONSIBILITY	Resources
			2022 - 2024	2024 - 2026	2026 - 2030		
Strengthen strategic relationships with community colleges, companies and groups	Improve existing programs and explore articulations and professional certifications	Track and increase enrollment in current certificate/professional programs. Track increases in articulations, and GUILD program engagement	X	X	X	Admin/ faculty/Articulation Office/Online University Office	<b>Source: Manpower across all entities</b>

Engage students and faculty in civic and community engagement opportunities	Create community economic outreach projects that engage faculty and students	Student surveys, blackboard of engagement opportunities-up to 25% of students are involved in community outreach; documented evidence of faculty community outreach projects.	X	X	X	Admin/ faculty	Source: None
Increase grants that focus on community engagement	Increased number of grants	Track Community engagement in Grants and Activities: InfoEd Tracking	x	x	x	Chair, Faculty and Department Admin	Source: Grants and Outside Opportunities, Advisory Board

**GOAL 5 – DIVERSE AND INCLUSIVE CAMPUS COMMUNITY**

Foster a more diverse and inclusive campus community by promoting cultural awareness, collegiality, and by cultivating respect for diverse people and cultures

**University Strategies for Goal 5**

- Develop programs that demonstrate the value of varied global perspectives and support international collaborations, research alliances and partnerships
- Graduate students with global credentials through experiences abroad, international studies, and domestic and international internships
- Develop curricula that imparts global relevance in a manner that increases knowledge of people, cultures and nations

**UNIT (Built Environment ) OBJECTIVE** – provide intra-related programs and curricula that address the Global Human Environment

STRATEGY	Describe the strategy or strategies required to achieve the stated objective. Below, detail the necessary actions and related indicators, measures, etc. required to achieve the specified strategy.						
ACTION ITEMS	SUCCESS INDICATORS	MEASURES/ DATA SOURCES	TIME ESTIMATE			LEAD (Office) RESPONSIBILITY	Resources
			2022 - 2024	2024 - 2026	2026 - 2030		
Increase grants that focus on issues of global importance (e.g., climate change)	Increase in grants have global implications/impact.	Use InfoEd to Track Grants topics and issues related to global issues	X	x	x	Admin/ faculty	Source: Grants
Increase global relevant topics in courses. Encourage Electives that focus on global issues and diversity issues	Number of courses that cover global topics and ideas	Track courses that focus on some global issue	X	X	X	Admin/ faculty	Source: Effort
Increase the global experience for Faculty and Students	Provide international experiences for faculty/students, Encourage MOUs	Collaborative agreements with Office of International Programs. Track MOUs	X	X	X	Admin/ faculty/Office of International Programs	Source: Tuition, State

GOAL 6 – ACHIEVE EXCELLENCE IN ACADEMIC AND OPERATIONAL EFFICIENCY AND EFFECTIVENESS							
<b>University Strategies for Goal 6</b> <ul style="list-style-type: none"> <li>Utilize best practices and technological enhancements to improve program effectiveness and efficiency</li> <li>Enact processes to create an environment that is accessible and welcoming to students, staff, faculty, retirees, alumni and the greater community</li> </ul>							
<b>UNIT (Built Environment ) OBJECTIVE</b> – provide effective web based admission and information							
STRATEGY	Describe the strategy or strategies required to achieve the stated objective. Below, detail the necessary actions and related indicators, measures, etc. required to achieve the specified strategy.						
ACTION ITEMS	SUCCESS INDICATORS	MEASURES/ DATA SOURCES	TIME ESTIMATE			LEAD (Office) RESPONSIBILITY	Resources
			2022 - 2024	2024 - 2026	2026 - 2030		
Enhance web sites	Annually update websites	Track updates to news, research and student scholarships	X	X	X	Admin/ Faculty/Lab Manager	Source: Effort
Enhance program accreditation	Reaccreditation of programs through ACCE/ABET	Track ACCE/ABET strong accreditation reviews	X	x	x	Admin/ faculty	Source: None
Technology Enhancements	Classrooms and labs are state of the art	Track labs updated with latest technology			X	Dean and Chair and Lab Manager	Source: State
Improve department operational effectiveness	Improve process for enrollment and advising, student hiring, and grant procedures	Increased graduation rates, decrease processing time for grant processing (track)	X	X	X	Chair/Admin/ faculty	Source: Department and State