K-State 2025 Strategic Action and Alignment Plan
College or Major Unit: Arts and Sciences
Department: Geology

1. **What are your Department's mission and vision and how does your organization contribute to achieving the University's and your College's/Major Unit's vision for K-State 2025?**

   Our mission is to deliver excellence in teaching, research and service so that our students are equipped with the knowledge to understand and predict how our planet works and to apply that knowledge to the key challenges facing society today: meeting demands for energy, minerals, water, and food, while responsibly managing our environment.

2. **What are your Department's _key_ strategic activities and outcomes? Identify [in brackets] which of your Department's strategic outcomes are directly linked to your College's/Major Unit's outcomes.**

Key Activities	Short Term (2014 - 2015) Key Outcomes	Intermediate (2016 - 2020) Key Outcomes	Long Term (2021 - 2025) Key Outcomes
What we plan to do…	*What we expect to happen…*	*What we expect to happen…*	*What we expect to happen…*
1. Implement departmental policies to ensure that faculty research is a high priority (College Theme II, X)	1A. Develop and implement a flexible strategy for allocating the standard research-teaching-service balance [Theme II-A, II-D] B. Form interdisciplinary research teams that capitalize on the strengths existing in our department [Theme X-C, X-D]	1C. Position our interdisciplinary research teams to respond to national funding opportunities D. Increase faculty participation in professional development activities [Theme X-A] E. Improve peer-reviewed publication record [Theme VI-G]	1F. Enhance international collaborations within our interdisciplinary research teams [Theme X-A] G. Achieve a teaching – research – service balance consistent with a PhD program [Theme II-B] H. Continue to improve peer-reviewed publication record [Theme VI-G]
2. Enhance the department's graduate program (College Theme VI)	2. A. Strive for at least 50% of new hires to be women or under-represented minorities. B. Explore opportunities for a joint hire with Engineering in Environmental Engineering area C. Increase number of students with external grants and fellowships D. Increase offerings of graduate research seminars, inviting Distinguished Lecturers through professional organizations such as AAPG, IAS, SEG, SEPM, MSA, GeoPRISMS, etc.	2E. Increase rate of publications with graduate students as lead or co-author, discussing with Graduate School future changes in the format to incorporate submitted manuscripts in the final document. F. Prepare graduate students to be competitive in the marketplace or for an advanced degree G. Increase stipends for graduate students	2H. Prepare Geology students to emerge as highly trained graduates who are actively sought by employers and institutions of graduate/professional education I. Develop plans for introducing a Doctoral Program. J. Increase funding for students to present at professional meetings
3. Expand and enhance opportunities for undergraduate research (College Theme V)	3A. Designate a point person to assess and coordinate undergraduate research (e.g., track number of students, publications involving student, activities of former	3D. Expand number of undergraduate students involved in mentored research with faculty (10% of majors) [Theme V-E]	3G. Expand number of undergraduate students involved in mentored research with faculty (20% of majors) [Theme V-E]

	students, and help bring faculty and students together for research) B. Continue current efforts of REU, and independent study offerings C. Highlight undergraduate research [Theme V-E]	E. Develop an independent study research course during which students engage in a competitive application process F. Continue to highlight undergraduate research in new ways	H. Prepare top undergraduate majors to be competitive in good graduate programs [Theme V-C] K. Continue support of the independent study research course [Theme V-E]
4. Enhance the department's research and teaching facilities and infrastructure (College Themes IV, VI)	4A. Continue to upgrade the physical infrastructure of the department's teaching and research lab facilities [Theme IV-A, VI-E] B. Continue to upgrade the department's graduate student office space and department seminar room [Theme IV-A, IV-C] C. Increase the number of majors and minors by 15% D. Work with others in A&S and Central Admin to plan for the construction of a building that will provide multi-disciplinary science teaching and research space as well as general-use classrooms	4E. Continue to upgrade the physical infrastructure of the department's teaching and research lab facilities F. Provide a student common room to engender a sense of community within the department G. Enhance the financial capacities of the department H. Plans for the construction of the building will appear in the University's campus master plan I. Work with industry colleagues, alumni and other departments at K-State to enhance opportunities for graduate and undergraduate students to network with potential employers	4J. Continue to upgrade the physical infrastructure of the department's teaching and research lab facilities K. Continue to upgrade the department's graduate student office space L. Develop new research centers linked to the department [Theme IV-E] M. Continue to work with industry colleagues, alumni and other departments at K-State to enhance opportunities for graduate and undergraduate students to network with potential employers N. Building under construction
5. Enhance our capability to deliver high quality undergraduate education (College Theme I, V, VIII, IX)	5A. Hire two additional faculty members in: sedimentology and solid Earth geophysics [Theme I-B, I-C] B. Provide state-of-the art technologies in undergraduate instructional environment C. Adjust class sizes strategically to maximize course offerings and enhance student learning experiences [Theme VIII-C] D. Undertake external curriculum review to ensure students are provided with the training needed to be competitive in the job market E. Contribute to K-State First activities [theme V-D1	5F Secure space to enhance student/faculty interactions G. Strategically reduce faculty teaching load to enhance quality of teaching [Theme VIII-C] H. Enhance state-of-the art technologies in undergraduate instructional environment I. Increase the diversity of undergraduate student majors [Theme IX-B] J. Provide high quality student advising K. Provide access to analytical facilities to improve student research abilities and enhance faculty	5L. Provide scholarships to attract high quality undergraduate students [Theme I-B M. Enhance state-of-the art technologies in undergraduate instructional environment N. Continue to Increase the diversity of undergraduate student majors [Theme IX-B] O. Prepare students for leadership roles that respond to global, technological, economic, and societal challenges P. Continue to adjust class sizes strategically to maximize course offerings and enhance student learning experiences [Theme VIII-C]

		research productivity [Theme IV-C, IV-D]	
6. Enhance compensation for all faculty, including non-tenure track (Instructors, Teaching Scholars) using data from University peer group institutions. (II)	6A. Work with other units in A&S to develop new professional titles B.. Work with the college to identify sources of funding for non-tenure track colleagues pursuing innovative teaching methods and technologies. C. Work with the Faculty Compensation Task Force to establish range of competitive salaries for all faculty	6D. Departmental promotion criteria for non-tenure track colleagues will have been established 6E. Provide opportunities for non-tenure track colleagues to attend professional development events in order to enhance their teaching and mentoring skills.	6F. Stable, talented and fairly-compensated group of tenured, tenure track and non-tenure track faculty and unclassified staff

3a. What resources and/or opportunities exist for your Department to achieve its vision and outcomes?

- Demonstrated excellence by faculty members in teaching, research, and professional service
- Generous, motivated and proactive alumni who support the department with time and donations
- High demand for geology classes at the undergraduate and graduate levels
- Numerous geology classes that support K-State 8 program
- Demonstrated success by faculty in interdisciplinary and multidisciplinary research and teaching activities across the university
- Demonstrated success in securing extramural research funding that supports faculty, graduate student, and departmental activities

3b. What resources and/or opportunities are needed for your Department to achieve its vision and outcomes?

- A new building to house research-quality laboratory space, classrooms appropriate for modern pedagogically proven interactive learning methods and quality faculty and graduate student office space
- Two renewable term or base-funded faculty positions to teach lower level undergraduate classes (e.g., GEOL 100, 102, 115, 125)
- At least two new tenure track faculty positions to expand the expertise of the department for graduate level instruction and research mentoring
- Improved graduate student stipends
- Tuition wavier for graduate research assistants (GRAs)
- Dollars from student credit hour fee to support both infrastructure and teaching technology upgrades
- Dedicated IT support at no or minimal cost to the department

4. How do you propose to acquire the resources needed for your Department to accomplish its vision and outcomes?

- Work with the K-State Foundation to secure donations from department alumni
- Work with the College to secure faculty positions
- Work with the College to identify new space on campus for the Geology Department
- Work with the College to secure a portion of funds generated by the "course enhancement fee" for recurring teaching lab upgrades

5. How does your plan link to the K-State 2025 University Benchmark Metrics, Common Elements, and Thematic Goals, Outcomes, and Metrics? *(See below)*

5. Departmental Links to K-State 2025 University Benchmark Metrics, Common Elements, and Thematic Goals, Outcomes, and Metrics

Links to Benchmark Metrics
B-1 - Total research and development expenditures
B-2 - Endowment pool
B-4 - Number of faculty awards
B-6 - Freshman-to-sophomore retention rate
B-7 - Six-year graduation rate
B-8 - Percent of undergraduate students involved in research

Links to Common Elements
CE-1 - Communications and Marketing
CE-2 - Culture
CE-3 - Diversity
CE-5 - Funding
CE-6 - International
CE-7 - Sustainability
CE-8 - Technology

Links to University Thematic Goals, Outcomes, and Metrics			
Links to 2025 **Thematic Goals and Metrics**	**Links to Short Term Outcomes (2011 – 2015)**	**Links to Intermediate Outcomes (2016 – 2020)**	**Links to Long Term Outcomes (2021 – 2025)**
T1 - Research, Scholarly and Creative Activities, and Discovery (RSCAD) **Theme 1 Metrics:** T1-1 - # of interdisciplinary research projects, institutes, and centers T1-2 - Total sponsored extramural funding expenditures T1-4 - # of refereed scholarly publications per academic year and allocated faculty member T1-5 - Total international research and development expenditures	T1-A - Increased intellectual and financial capital to support RSCAD T1-B - More clusters/centers of collaborative RSCAD focus T1-C - Increased funding for investigator-based research, research centers, and graduate training grants T1-D - Tuition waivers for all GRAs T1-E - Competitive compensation and support available to GRAs, GTAs, and GAs T1-F - Enhanced and systematic approach for UG research T1-G - Successful recruitment, retention, evaluation, compensation,	T1-I - Intellectual and financial capital in place for expanded RSCAD efforts T1-J - Greater proportion of nationally and internationally recognized award-winning faculty in RSCAD programs T1-L - Recognized for prominent and productive placement of our graduates T1-M - Increased participation by undergraduates in expanded opportunities in research	T1-O - Extramural funding competitive with our benchmark institutions T1-P - Research and development expenditures competitive with benchmark institutions T1-Q - Competitive amongst our peers in the percentage of undergraduates involved in research

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	and rewards strategies in place to support RSCAD needs T1-H - Enhanced visibility and appreciation for research, discovery, and scholarly and creative activities		
T2 - Undergraduate Educational Experience (UEE) **Theme 2 Metrics:** T2-1 - # and % of undergraduate students participating in a meaningful international experience T2-2 - # and % of undergraduate students completing an experiential learning experience T2-3 - Total funding awarded for undergraduate scholarship support T2-4 - # and % of students participating in an undergraduate student success program T2-5 - # of students awarded national and international prestigious scholarships T2-6 - % of undergraduate enrollment by demographic group	T2-A - Excellent, customized academic advising and services available to all students to support their success and degree completion T2-B - Engaged students benefitting from high impact educational practices used by excellent faculty and staff across the university T2-C - Increased participation by undergraduates in expanded opportunities for meaningful research T2-D - Successful integration of undergraduate education and meaningful research is standard practice T2-E - Effective evaluation practices that recognize and reward teaching, advising, and life-long learning/professional development T2-F - Effective system in place that supports and promotes teaching	T2-I - Integrated learning communities experienced by students, faculty, and staff that promote student success within a culture of excellence T2-J - Excellent reputation for high quality teaching and advising that prepares students for their professional, community, social, and personal lives T2-K - Superior and diverse faculty recognized for teaching excellence T2-L - All UG students engaged in a diversity of experiences that expand their viewpoint T2-M - Increased undergraduate contributions in the creation of scholarship through research T2-N - Ongoing improvement of six-year graduation rates and retention ratios	T2-O - An undergraduate educational experience recognized as one of the best among the nation's Top 50 Public Research Universities T2-P - Faculty teaching and advising awards comparable to our benchmark institutions T2-Q - Freshman to Sophomore retention ratios comparable to benchmark institutions T2-R - Six-Year graduation rates comparable to benchmark institutions

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T2-7 - Student satisfaction and utilization rates	excellence T2-H - Improved six-year graduation rates and retention ratios		
T3 - Graduate Scholarly Experience **Theme 3 Metrics:** T3-1 - # and % of graduate students with assistantships, endowed scholarships, and fellowships T3-2 - Total funds awarded for graduate assistantships, endowed scholarships, and fellowships T3-3 - # and % of graduate programs offering competitive compensation and support packages T3-4 - # of private/public sector partnerships supporting graduate experiential training opportunities T3-5 - # of graduate students participating in a unique high level learning and experiential training T3-6 - # of graduate terminal degrees awarded	T3-A - Competitive compensation and support available for GRAs, GTAs, and GAs T3-B - Tuition waivers for all GRAs T3-C - Engaged graduate students integrated in university life with enhanced visibility and appreciation T3-D - Outstanding mentoring for our graduate students T3-E - Expectation of excellence for the graduate scholarly experience T3-F - Increased capacity to secure funding for graduate research and teaching T3-G - Broader spectrum and greater overall number of courses offered at the graduate, and especially at the PhD level T3-H - Expanded partnerships with industry and government to provide high level learning and experiential training opportunities for graduate	T3-I - Increased participation by our graduate students in unique high level learning and experiential training T3-J - Expanded reputation for outstanding graduates with the critical skill sets needed to excel in their careers in a global environment T3-K - Increased funding for graduate research and teaching T3-L - Increased number of nationally and internationally recognized award-winning graduate faculty	T3-N - National and international reputation for outstanding graduates with demonstrable career success T3-O - World-class reputation as a preferred destination for outstanding graduate students T3-P - Stable funding for graduate research and teaching competitive with benchmark institutions

Links to University Thematic Goals, Outcomes, and Metrics			
Links to 2025 **Thematic Goals and Metrics**	**Links to Short Term Outcomes (2011 – 2015)**	**Links to Intermediate Outcomes (2016 – 2020)**	**Links to Long Term Outcomes (2021 – 2025)**
T3-7 - Total graduate students enrolled by demographic group and degree type T3-8 - Graduate student satisfaction and utilization rates	students		
T4 - Engagement, Extension, Outreach and Service	T4-B - Increased participation by undergraduates in expanded opportunities for meaningful Engagement experiences	T4-H - Exposure on a national level as a leader/partner engaged in significant social, political, health, economic and, environmental issues	T4-N - Nationally recognized as a leader in and model for a re-invented and transformed land -grant university integrating research, education, and engagement
T5 - Faculty and Staff **Theme 5 Metrics:** T5-1 - # of national and international faculty awards T5-2 - # and % of faculty with endowed chairs, professorships, and fellowships T5-3 - Competitive compensation packages for faculty and staff T5-4 - # and % of faculty and staff participating in international experiences T5-5 - % of tenure/tenure-track faculty by demographic group	T5-A - Total compensation competitive with aspirant university and regional employers for faculty and staff in high priority areas T5-C - Career-long learning recognized by the university and its employees as a shared value and responsibility T5-D - Effective evaluation processes that result in accountable faculty and staff with a clear understanding of their job expectations and how they contribute to the University's mission	T5-E - Total compensation competitive with aspirant university and regional employers for all employees T5-F - Faculty and staff current with developments in their fields and the skills needed to achieve excellence in performing their jobs T5-G - Successful recruitment and retention of a talented and high performing, diverse workforce	T5-H - Talented and high performing, diverse workforce recognized for excellence and award-winning faculty and researchers T5-I - Stable funding available for recruitment and retention of top level faculty and staff T5-J - Optimal number of faculty and staff comparable with our benchmark institutions

Links to University Thematic Goals, Outcomes, and Metrics			
Links to 2025 **Thematic Goals and Metrics**	**Links to Short Term Outcomes (2011 – 2015)**	**Links to Intermediate Outcomes (2016 – 2020)**	**Links to Long Term Outcomes (2021 – 2025)**
T5-6 - % of fulltime staff by demographic group T5-7 - % of faculty and staff reporting satisfaction in the work environment			
T6 - Facilities and Infrastructure **Theme 6 Metrics:** T6-1 - # and % of technology enabled classrooms T6-4 - Total funding available to support facilities and infrastructure needs T6-5 - % of faculty, staff, and students reporting satisfaction with facilities and infrastructure	T6-A - Responsive, timely, and strategic facilities services aligned with campus operational needs as well as future planning and implementation T6-C - Robust and reliable information technology ensuring business continuity and consistent with the achievement of the highest quality levels of support for research, instruction, student services, and administration	T6-D - Adequate office space for all K-State employees equipped to support their work and productivity T6-E - Enhanced campus community experience and collaborative learning and working environments promoted by facilities that support multidisciplinary work and integrated interaction between students, faculty, researchers, staff, and administrators	T6-G - High quality, technology enabled, flexible and adaptable classroom space appropriate to the evolving needs of the learning environment and readily available to K-State faculty and students T6-H - High-quality research laboratories and specialty spaces that enhance research and scholarly activities T6-K - Signature facilities that promote collaborative learning and working environments, multidisciplinary work, and integrated interaction between students, faculty, researchers, staff, and administrators