

# COSM Strategic Plan

## 2018 to 2020

### **Strategic Imperative # 1 - Student Success: Enhanced learning, access, progression, and development**

Goal 1: Increase student persistence and timely progression to degree agreement

- *Action 1:* Implement co-requisite remediation model.
- *Action 2:* Reduce class size in targeted core classes and increase number of faculty lines for core and upper division courses.

Goal 2: Attract students with characteristics consistent with our vision and mission who will choose UWG as a top choice institution

- *Action 1:* Recruit well-prepared and diverse students by developing targeted recruiting strategies at events sponsored by Admissions.
- *Action 2:* Secure funding for student scholarships via current programs such as LSAMP, SEEP and future programs such as S-STEM, industry-sponsored donations.

### **Strategic Imperative # 2 – Academic Success: Academic programming and faculty support**

Goal 1: Assure that all academic programs have the capacity to transform lives and address the needs of the region, state, and beyond.

- *Action 1:* Support innovative, high-impact pedagogical practices.
- *Action 2:* Establish new funding programs for professional development and curriculum development.

Goal 2: Develop and implement specific initiatives, aimed at enhanced recruitment, retention, compensation, and development of high-quality faculty from diverse backgrounds who demonstrate a commitment to UWG values and contribute to UWG's mission and vision.

- *Action 1:* Increase funding for research grants, conference travel, and new COSM faculty start-up requests.
- *Action 2:* Offer competitive salaries, faculty development, release time, sabbaticals, research leave, etc. to help recruit high quality faculty.
- *Action 3:* Create a formal mentoring program.

### **Strategic Imperative # 3 – Successful Partnerships: Building engaged, mutually beneficial collaborations**

Goal 1: Create and cultivate new partnerships to support strategic initiatives

- *Action 1:* Establish external boards, composed of internal and external members, to advise on academic programs and opportunities in industry, government, professional and graduate schools.
- *Action 2:* Establish a Development Council to collaborate with University Advancement for fund raising.

Goal 2: Expand community awareness, visibility, and support of university activities and mutually beneficial partnerships

- *Action 1:* Host regional, national, and international events such as the Georgia Academy of Science Conference and the West Georgia Regional Science and Engineering Fair.
- *Action 2:* Support and encourage faculty outreach activities.

### **Strategic Imperative # 4 – Operational Success: Effectiveness and sustainability**

Goal 1: Create a workplace of choice distinguished by talented, engaged, and diverse employees

- *Action 1:* Create fair and effective policies related to faculty workload, promotion and tenure, paid leave, etc.
- *Action 2:* Implement policies to enhance work-life balance for faculty and staff.
- Develop staff advisory committee.

Goal 2: Foster a culture of strategic planning and institutional effectiveness so that the University decisions at all levels are collaborative and driven by data, assessment, continual improvement, and prioritization of resources aligned with the stated mission and vision.

- *Action 1:* Support the maintenance and improvement of existing physical infrastructure and natural spaces on campus to enhance the COSM and research objectives.
- *Action 2:* Advocate for a new College of Science and Mathematics complex in the next university master plan.

Approved: Spring 2018