CNAS ACADEMIC PLAN DRAFT

UCR College of Natural & Agricultural Sciences

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CNAS' Mission

To transform lives through discovery, communication, translation, application, and preservation of knowledge.

CNAS' Vision

To enhance our position as a preeminent research college that epitomizes excellence in all that we do: advancing and communicating knowledge; developing and inspiring future leaders; transforming communities; and demonstrating that diversity is both a measure of excellence and a means of achieving it.

UCR College of Natural & Agricultural Sciences

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CNAS Academic Plan

Strategic Goal I: Support Faculty and Staff Success			
Objectives	**Initiatives**	**Action Items**	**Metrics**
Enhance college culture	• **Increase staff: faculty ratios**	• **Hire more staff**	• **staff: faculty ratios**
	• **Increase faculty diversity**	• **CNAS actively reviews applicant pools**	• **faculty diversity data (women, URG)**
	• **Grow endowed funding for SoS initiatives**	• **CNAS identifies donors and corporations**	• **track donor and corporate support**
	• **Increase research funds for faculty**	• **Create at least one endowed chair per Department**	• **# endowed chairs**
Promote staff success	• **Frequently assess work environment (remote/in-person/hybrid)**	• **Quarterly survey**	• **Quant: % of time spent remote/in-person/hybrid** • **Qual: relative happiness**
	• **Promote professional development**	• **Incentivize/reward enrollment in courses**	• **# of staff who took classes (LMS/UCR/LinkedIn)**
	• **Increase staff diversity**	• **CNAS actively reviews applicant pools**	• **staff diversity data (women, URG)**

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CNAS Academic Plan

Strategic Goal II: Enhance Graduate Student Success			
Objectives	**Initiatives**	**Action Items**	**Metrics**
Create robust financial support	• **Increase # of graduate students training grants**	• **Hire C&G staff, pre- and post-award**	• **Track submissions of GAANN, NIH T32 proposals**
	• **Increase # of graduate fellowships**	• **create one endowed fellowship fund per Department**	• **# Applications, % yield**
Increase # of MS as pipeline for PhD students	• **Increase # of students in MS programs**	• **Update graduate program websites, including faculty and GradDiv**	• **# of MS applications**
	• **Increase # of MS programs, including 4+1 BS/MS programs**	• **Each graduate program reviews curricula**	• **# of MS applications in new programs**
	• **Create work-flexible MS programs (e.g., remote, PT, weekends)**	• **Each graduate program reviews curricula**	• **# of MS applications in work-flex program**
Increase # of PhD students	• **Engage faculty in recruitment**	• **Participation in SACNAS – Field of Dreams type of conference/recruitment events (faculty)**	• **# of PhD applicants**
	• **Improve stipends upon admission**	• **create one endowed fund per Department to support PhD program**	• **# Applications, % yields**

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CNAS Academic Plan

Strategic Goal III: Enhance the Undergraduate Student Experience			
Objectives	**Initiatives**	**Action Items**	**Metrics**
Reduce time-to-degree	• Strive for no waitlisted courses	• Obtain data on bottleneck courses to share with programs	• No waitlists
	• Simplify degree pathways	• Each undergraduate program reviews curricula	• reduced time-to-degree
Improve student success	• Offer high impact experiences to make careers more visible and accessible	• Increase faculty engagement in student research	• # students with internships
		• Increase faculty participation in LCs	• # faculty teaching LCs
		• Coordinate with Career Center on external internships	• # students with internships
		• Generate funds to support summer research stipends	• # students supports with summer stipends
Enhance student diversity	• Grow NR enrollment	• Review outreach and admissions practices	• # of international students
		• Review outreach and admissions practices	• # of out-of-state students
	• Increase % URG degrees	• track URG %	• # URG students enrolled • URG Time-to-degree

DRAFT

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CNAS Academic Plan

• What's missing?

• What's next?
  ‣ Reviewed with provost in Dec.
  ‣ Shared with CNAS C-D Jan. 18
  ‣ Shared with CNAS EC Jan. 24
  ‣ Presented to UCR deans early Feb.
  ‣ Reviewed with CNAS departments in Feb-Mar
  ‣ Final version to campus

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