

One Year Goals for the College of Natural and Health Sciences (July 2007 through June 2008)

Budget	<ul style="list-style-type: none"> • Work with other campus offices to secure the funds necessary to successfully complete the College's hiring plan (i.e., funds for the actual search process and new faculty start-up) * • Successfully participate in the University's budget process • Continue to request funding adequate to support our College's operations (e.g., staffing, OCE, equipment, etc.) • Successfully function under the institution's new roll-forward policy
Collaborations and Partnerships	<ul style="list-style-type: none"> • Continue to work with academic, business, and community partners on effective collaborations in support of the College's mission and goals, such as with CSU and UCDHSC on the Colorado School of Public Health initiative and North Colorado Medical Center on nursing initiatives
Enrollment Management of College Programs	<ul style="list-style-type: none"> • Continue to work with under-subscribed programs on planning and strategies to increase enrollment and/or undertake modifications aimed at addressing enrollment issues • Continue to work with high-demand programs on planning and strategies to effectively manage enrollment and/or assist students who are unsuccessful in gaining admittance to these programs into others
Diversity	<ul style="list-style-type: none"> • Ensure that searches are conducted in ways attentive to the College's diversity goals, e.g., developing a robust recruitment plan, advertising in venues likely to attract a diverse applicant pool; providing training to search chairs on effective search protocols; etc. • Participate in and undertake activities supportive of the University's diversity initiatives
Efficiency (staffing, class size, etc.)	<ul style="list-style-type: none"> • Continue to examine staffing to ensure efficiency of operations and make modifications (such as transfer of faculty and/or staff lines or changes to personnel assignments) needed to enhance efficiency • Carefully manage course offerings and the enrollments of courses in the regular academic year according to College and University protocols • Carefully manage course offerings and the enrollments of courses in the interim session and summer session to ensure overall profitability
Facilities	<ul style="list-style-type: none"> • Implement facilities advisory committees for Gunter Hall and (in collaboration with HSS) Ross Hall, to assist in addressing space utilization issues • Work with Facilities to ensure the installation of signage accurately reflecting the College's structure • Complete and disseminate the College's Emergency Response Manual
Faculty and Staff Morale	<ul style="list-style-type: none"> • Provide faculty recognitions through the College's faculty awards program • Initiate and award the Administrative Assistant of the Year recognition • Continue to hold College-wide finals week functions • Encourage the reporting of faculty, staff, and program achievements to the Dean's Office for posting on the College's "highlights" website • Develop and disseminate a College newsletter *
Faculty Evaluation	<ul style="list-style-type: none"> • Successfully implement pre-tenure review and external review as part of the College's promotion and tenure processes • Fully implement the College's online Course/Instructor Evaluations form and protocol
Faculty Workload	<ul style="list-style-type: none"> • Initiate a Faculty Roles and Rewards initiative with the goal of establishing a College-level differentiated faculty workload policy, to better support faculty professional development and achievement • Fully implement as a planning and reporting tool the College's Faculty Workload Assignment Summaries
Fundraising	<ul style="list-style-type: none"> • Finalize and submit for approval the College's fundraising priorities • Encourage giving among NHS personnel to the Student Research Fund through a third annual Dean's "challenge" • Successfully complete the search for the College's Associate Director of Development • Successfully offer the third annual Student Research Celebration * • Develop and disseminate a College newsletter *
Improving Communications	<ul style="list-style-type: none"> • Continue to have regular meetings of the NHS Leadership Team (approximately twice monthly) and College (once per semester) * • Continue to hold Leadership Team Retreats at least once per semester * • Request and hold meetings of the Dean with each School at least once per semester * • Continue to request and hold meetings of the Dean and the College's faculty senators * • Continue to hold Dean's Open Office Hours in Gunter and Ross Halls approximately twice monthly during the academic year *

	<ul style="list-style-type: none"> • Initiate web postings of the College's Leadership Team agendas and discussion items • Continue to expand and enhance the College's website • Continue to feature a rotating display of the College's activities, units, and programs in the display case outside the Dean's Office • Develop and disseminate a College newsletter *
Planning	<ul style="list-style-type: none"> • Finalize and implement the College's 2007-08 Action Plan. • Once it is finalized, support and participate in the University's Academic Plan.
Professional Development for Faculty and Staff	<ul style="list-style-type: none"> • Offer through the College office a series of faculty professional development workshops, to include faculty evaluation, sabbatical leave, and new faculty workshops • Offer through the College office a series of staff professional development workshops, focusing on training and dissemination of information to administrative assistant staff • Support leadership development in the College through the implementation of the new Faculty Associate to the Dean program • Support leadership development at the Director level by funding the participation of all new Directors who are new to administration in a national "new chairs/directors workshop"
Programs	<ul style="list-style-type: none"> • Successfully participate in the University's five year and annual programs review process • Successfully participate in accreditation activities in College programs with external accreditations • Request approval for the new MAT degree in Physical Education • Participate in activities associated with NCATE re-accreditation • Increase the viability and visibility of the MA in K-12 Natural Science Teaching degree
Promoting Collegiality within College	<ul style="list-style-type: none"> • Request and hold meetings of the Dean with each School at least once per semester * • Continue to request and hold meetings of the Dean and the College's faculty senators * • Continue to hold Dean's Open Office Hours in Gunter and Ross Halls approximately twice monthly during the academic year * • Continue to hold monthly brown bag lunches with the Dean for NHS faculty and staff
Recruitment and Retention - Faculty	<ul style="list-style-type: none"> • Successfully propose and carry out the College's hiring plan, including the hiring of new Director and Interim Director in the Schools of Human Sciences and Chemistry, Earth Sciences, and Physics, respectively • Complete revisions to the College's Guide to Faculty Hiring and make it available electronically • Offer programming and social networking opportunities for new faculty, such as a new faculty reception held at the Dean's home, brown bag lunches with the Dean and Associate Dean for new faculty, and professional development workshops • Work with other campus offices to secure the funds necessary to successfully complete the College's hiring plan (i.e., funds for the actual search process and new faculty start-up)*
Recruitment and Retention - Students	<ul style="list-style-type: none"> • Implement a College Recruitment and Retention Committee to compile a list of the College's recruitment and retention efforts; identify any barriers to recruitment and retention; and make suggestions for improvement in these areas • Support the efforts of Biological Sciences BIOTA and GAANN programs, which focus on recruitment and retention of undergraduate and graduate students, respectively • Continue to take advantage of opportunities to deliver "niche" academic programs • Participate at a high level in student recruitment and retention events, such as Preview Days, the UNC Majors Fair, and the Aims College Transfer fair
Research, Scholarship, and Grant-writing	<ul style="list-style-type: none"> • Facilitate through the College office the submission of at least one major grant proposal in support of the College's activities and priorities, such as to the National Science Foundation's ADVANCE program • Continue to facilitate the placement of NHS faculty onto grant proposal review panels • Participate in the University's efforts to develop a grant incentives policy or, in the absence of University action, develop one for our College and recommend its adoption by the University • Support the MAST Institute as a key participant in grant-writing, research, and service and in its efforts to modify its emphases and activities: (for example: increased focus on scholarly research on teaching and learning in the sciences and mathematics; updating of the hotline program) • Continue to facilitate the activities of the College's Research Interest Groups (RIGs)

	<ul style="list-style-type: none"> • Continue to make available the Student Research Fund • Successfully offer the third annual Student Research Celebration *
Shared Governance in the College	<ul style="list-style-type: none"> • Continue to have regular meetings of the NHS Leadership Team (approximately twice monthly) and College (once per semester) * • Continue to hold Leadership Team Retreats at least once per semester * • Request and hold meetings of the Dean with each School at least once per semester * • Request and hold meetings of the Dean and the College's faculty senators at least once per semester * • Establish protocols for and activate the College's Policies and Procedures Committee • Participate as appropriate in the recently announced Charting the Future evaluation process
Student Support and Programming	<ul style="list-style-type: none"> • Ensure that the College has a functional College Student Council • Expand the College's Student Ambassadors program • Successfully offer the third annual Student Research Celebration * • Successfully offer the second annual Undergraduate Academic Scholar Awards event • Encourage NHS faculty to offer internal course options for students

* indicates an item that appears in more than one category

Three Year Goals for the College of Natural and Health Sciences (July 2008 through June 2010)

Budget	<ul style="list-style-type: none"> • Work with other campus offices to secure the funds necessary to successfully complete the College's hiring plan (i.e., funds for the actual search process and new faculty start-up)* • Successfully participate in the University's budget process • Continue to successfully function under the institution's roll-forward policy • Continue to request funding adequate to support our College's operations (e.g., staffing, OCE, equipment, etc.) • Secure from the institution base funds for faculty travel related to professional development for individuals in the former Arts and Sciences units. If the institution is unable to provide dedicated base funds, continue to provide one-time travel funds to these individuals.
Collaborations and Partnerships	<ul style="list-style-type: none"> • Be a full participant in the planned Colorado School of Public Health and undertake activities supportive of becoming a CEPH-accredited school * • Continue to work with academic, business, and community partners on effective collaborations in support of the College's mission and goals
Enrollment Management of College Programs	<ul style="list-style-type: none"> • Continue to work with under-subscribed programs on strategies to increase enrollment and/or undertake modifications aimed at addressing enrollment issues • Continue to work with high-demand programs on strategies to effectively manage enrollment and/or assist students who are unsuccessful in gaining admittance to these programs into others
Diversity	<ul style="list-style-type: none"> • Continue to ensure that searches are conducted in ways attentive to the College's diversity goals, e.g., developing a robust recruitment plan, advertising in venues likely to attract a diverse applicant pool; providing training to search chairs on effective search protocols, etc. • Continue to participate in and undertake activities supportive of the University's Diversity initiatives • Develop and implement at least one college-level program, such as the proposed Avanza program, that focuses on the recruitment and retention of under-represented individuals
Efficiency (staffing, class size, etc.)	<ul style="list-style-type: none"> • Continue to examine staffing to ensure efficiency of operations and make modifications (such as transfer of faculty and/or staff lines or changes to personnel assignments) needed to enhance efficiency • Carefully manage course offerings and the enrollments of courses in the regular academic year according to College and University protocols • Carefully manage course offerings and the enrollments of courses in the interim session and summer session to ensure overall profitability
Facilities	<ul style="list-style-type: none"> • Continue to utilize facilities advisory committees for Gunter Hall and (in collaboration with HSS) Ross Hall, to assist in addressing space utilization issues • Develop and implement a protocol for assignment of office space within the College
Faculty and Staff Morale	<ul style="list-style-type: none"> • If approved by Academic Affairs, implement and seek funding for the proposed NHS Distinguished Faculty program * • Recruit the second holder of the Winchester Distinguished Professorship following completion of the current holder's term • Continue to provide faculty recognitions through the College's faculty awards program • Continue to hold College-wide finals week functions • Continue to encourage the reporting of faculty, staff, and program achievements to the Dean's Office for posting on the College's "highlights" website
Faculty Evaluation	<ul style="list-style-type: none"> • Ensure the alignment of faculty evaluation processes with the College's differentiated workload policy
Faculty Workload	<ul style="list-style-type: none"> • Fully implement a College-level differentiated faculty workload policy
Fundraising	<ul style="list-style-type: none"> • Make progress on addressing the College's fundraising priorities • Achieve an overall increase in the amount of funds raised annually by the College • Make significant progress on fully funding the College's Student Research Fund • Once the current three-year sponsorship of the annual Student Research Celebration is completed, secure continued sponsorship for the event • If approved by Academic Affairs, implement and seek funding for the proposed NHS Distinguished Faculty program *
Improving Communications	<ul style="list-style-type: none"> • Continue to request and hold meetings of the Dean with each School at least once per semester * • Continue to request and hold meetings of the Dean and the College's faculty senators * • Continue to hold Dean's Open Office Hours in Gunter and Ross Halls approximately twice monthly during the academic year *

	<ul style="list-style-type: none"> • Regularly (at least once per semester) produce and disseminate a College newsletter
Planning	<ul style="list-style-type: none"> • Continue to annually develop and implement the College's Action Plan • Implement the institution's Academic Plan at the College and School levels
Professional Development for Faculty and Staff	<ul style="list-style-type: none"> • Continue to offer through the College office and expand our series of faculty professional development workshops • Continue to offer through the College office a series of staff professional development workshops, focusing on training and dissemination of information to administrative assistant staff • Continue the Faculty Associate to the Dean program • Continue to support leadership development at the Director level by funding the participation of all new Directors who are new to administration in a national “new chairs/directors workshop”
Programs	<ul style="list-style-type: none"> • Be a full participant in the planned Colorado School of Public Health and undertake activities supportive of becoming a CEPH-accredited school * • Continue to successfully participate in the University's five year and annual programs review process, using the results of the processes to tangibly improve program quality • Continue to successfully participate in accreditation activities in College programs with external accreditations • Achieve an increase in enrollment in the MA in K-12 Natural Science Teaching degree • Explore and formally propose the implementation of at least one new academic program
Promoting Collegiality within College	<ul style="list-style-type: none"> • Continue to request and hold meetings of the Dean with each School at least once per semester * • Continue to request and hold meetings of the Dean and the College's faculty senators * • Continue to hold Dean's Open Office Hours in Gunter and Ross Halls approximately twice monthly during the academic year * • Continue to hold brown bag lunches with the Dean for NHS faculty and staff
Recruitment and Retention - Faculty	<ul style="list-style-type: none"> • Achieve an overall reduction in faculty turnover in the College from that experienced in the College's first two years • Successfully propose and carry out the College's hiring plan • Continue to offer programming and social networking opportunities for new faculty, such as a new faculty reception held at the Dean's home, brown bag lunches with the Dean and Associate Dean for new faculty, and professional development workshops • Work with other campus offices to secure the funds necessary to successfully complete the College's hiring plan (i.e., funds for the actual search process and new faculty start-up)*
Recruitment and Retention - Students	<ul style="list-style-type: none"> • Implement recommendations arising from the College Recruitment and Retention Committee • Continue to support and see through to a successful conclusion Biological Sciences' BIOTA and GAANN programs • Continue to take advantage of opportunities to deliver “niche” academic programs • Continue to participate at a high level in student recruitment and retention events, such as Preview Days, the UNC Majors Fair, and the Aims College Transfer fair
Research, Scholarship, and Grant-writing	<ul style="list-style-type: none"> • Secure at least one major grant proposal in support of the College's activities and priorities • Fully implement in the College a grant incentives policy • Increase opportunities for junior faculty involvement in science education research and outreach • Continue to facilitate the activities of the College's Research Interest Groups (RIGs); achieve at least one grant proposal submission annually from each group • Continue to make available the Student Research Fund • Continue to offer and expand the number of participants in the annual Student Research Celebration *
Shared Governance in the College	<ul style="list-style-type: none"> • Complete and make available a comprehensive College governance document • Continue to have regular meetings of the NHS Leadership Team (approximately twice monthly) and College (once per semester) • Continue to request and hold meetings of the Dean with each School at least once per semester * • Continue to request and hold meetings of the Dean and the College's faculty senators * • Utilize the Leadership Team and the College's Policies and Procedures Committee to consider and effect modifications in the College's policies and procedures, securing faculty participation in all proposed major modifications • Fully implement any organization modifications resulting from the Charting the Future evaluation process

Student Support and Programming	<ul style="list-style-type: none">• Support the activities of the College Student Council• Continue to offer the College's Student Ambassadors program• Continue to offer and expand the number of participants in the annual Student Research Celebration *• Continue to successfully offer the annual Undergraduate Academic Scholar Awards event
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* indicates an item that appears in more than one category

Five Year Goals for the College of Natural and Health Sciences (July 2010 through June 2012)

Budget	<ul style="list-style-type: none"> • Work with other campus offices to secure the funds necessary to successfully complete the College's hiring plan (i.e., funds for the actual search process and new faculty start-up)* • Successfully participate in the University's budget process • Continue to successfully function under the institution's roll-forward policy • Continue to request funding adequate to support our College's operations (e.g., staffing, OCE, equipment, etc.) • Secure from the institution base funds for faculty travel related to professional development for individuals in the former Arts and Sciences units. If the institution is unable to provide dedicated base funds, continue to provide one-time travel funds to these individuals.
Collaborations and Partnerships	<ul style="list-style-type: none"> • Be a full participant in the planned Colorado School of Public Health and, with our partners, achieve CEPH-accreditation for the school * • Continue to work with academic, business, and community partners on effective collaborations in support of the College's mission and goals.
Enrollment Management of College Programs	<ul style="list-style-type: none"> • Continue to work with under-subscribed programs on strategies to increase enrollment and/or undertake modifications aimed at addressing enrollment issues • Continue to work with high-demand programs on strategies to effectively manage enrollment and/or assist students who are unsuccessful in gaining admittance to these programs into others
Diversity	<ul style="list-style-type: none"> • Continue to ensure that searches are conducted in ways attentive to the College's diversity goals, e.g., developing a robust recruitment plan, advertising in venues likely to attract a diverse applicant pool; providing training to search chairs on effective search protocols, etc. • Continue to participate in and undertake activities supportive of the University's Diversity initiatives • Fully implement at least one college-level program, such as the proposed Avanza program, that focuses on the recruitment and retention of under-represented individuals
Efficiency (staffing, class size, etc.)	<ul style="list-style-type: none"> • Continue to examine staffing to ensure efficiency of operations and make modifications (such as transfer of faculty and/or staff lines or changes to personnel assignments) needed to enhance efficiency • Carefully manage course offerings and the enrollments of courses in the regular academic year according to College and University protocols • Carefully manage course offerings and the enrollments of courses in the interim session and summer session to ensure overall profitability
Facilities	<ul style="list-style-type: none"> • Continue to utilize facilities advisory committees for Gunter Hall and (in collaboration with HSS) Ross Hall, to assist in addressing space utilization issues
Faculty and Staff Morale	<ul style="list-style-type: none"> • If not already attained, continue to seek funding for the proposed NHS Distinguished Faculty program * • Continue to provide faculty recognitions through the College's faculty awards program • Continue to hold College-wide finals week functions • Continue to encourage the reporting of faculty, staff, and program achievements to the Dean's Office for posting on the College's "highlights" website
Faculty Evaluation	<ul style="list-style-type: none"> • Ensure the alignment of faculty evaluation processes with the College's differentiated workload policy
Faculty Workload	<ul style="list-style-type: none"> • Continue to utilize a College-level differentiated faculty workload policy
Fundraising	<ul style="list-style-type: none"> • Make continued progress on addressing the College's fundraising priorities • Continue to achieve an overall increase in the amount of funds raised annually by the College • Fully fund the College's Student Research Fund • Achieve continued sponsorship of the annual Student Research Celebration • If not already attained, continue to seek funding for the proposed NHS Distinguished Faculty program *
Improving Communications	<ul style="list-style-type: none"> • Continue to request and hold meetings of the Dean with each School at least once per semester * • Continue to request and hold meetings of the Dean and the College's faculty senators * • Continue to hold Dean's Open Office Hours in Gunter and Ross Halls approximately twice monthly during the academic year * • Regularly (at least once per semester) produce and disseminate a College newsletter
Planning	<ul style="list-style-type: none"> • Continue to annually develop and implement the College's Action Plan

	<ul style="list-style-type: none"> Engage in continual planning at the College and School levels as part of the institution's Academic Plan
Professional Development for Faculty and Staff	<ul style="list-style-type: none"> Continue to offer through the College office our series of faculty professional development workshops Continue to offer through the College office a series of staff professional development workshops, focusing on training and dissemination of information to administrative assistant staff Continue the Faculty Associate to the Dean program Continue to support leadership development at the Director level by funding the participation of all new Directors who are new to administration in a national “new chairs/directors workshop”
Programs	<ul style="list-style-type: none"> Be a full participant in the planned Colorado School of Public Health and, with our partners, achieve CEPH-accreditation for the school * Continue to successfully participate in the University's five year and annual programs review process, using the results of the processes to tangibly improve program quality Continue to successfully participate in accreditation activities in College programs with external accreditations Continue to achieve an increase in enrollment in the MA in K-12 Natural Science Teaching degree Explore and formally propose the implementation of at least one additional new academic program
Promoting Collegiality within College	<ul style="list-style-type: none"> Continue to request and hold meetings of the Dean with each School at least once per semester * Continue to request and hold meetings of the Dean and the College's faculty senators * Continue to hold Dean's Open Office Hours in Gunter and Ross Halls approximately twice monthly during the academic year * Continue to hold brown bag lunches with the Dean for NHS faculty and staff
Recruitment and Retention - Faculty	<ul style="list-style-type: none"> Sustain a low level of faculty turnover in the College Successfully propose and carry out the College's hiring plan Continue to offer programming and social networking opportunities for new faculty, such as a new faculty reception held at the Dean's home, brown bag lunches with the Dean and Associate Dean for new faculty, and professional development workshops Work with other campus offices to secure the funds necessary to successfully complete the College's hiring plan (i.e., funds for the actual search process and new faculty start-up)*
Recruitment and Retention - Students	<ul style="list-style-type: none"> Continue to implement recommendations arising from the College Recruitment and Retention Committee Continue to take advantage of opportunities to deliver “niche” academic programs Continue to participate at a high level in student recruitment and retention events, such as Preview Days, the UNC Majors Fair, and the Aims College Transfer fair
Research, Scholarship, and Grant-writing	<ul style="list-style-type: none"> Secure at least one additional major grant proposal in support of the College's activities and priorities Assess the impact of the College's implementation of a grant incentives policy and recommend any needed modifications Continue to increase opportunities for junior faculty involvement in science education research and outreach Continue to facilitate the activities of the College's Research Interest Groups (RIGs); achieve at least one grant proposal submission annually from each group Continue to make available the Student Research Fund Continue to offer and expand the number of participants in the annual Student Research Celebration *
Shared Governance in the College	<ul style="list-style-type: none"> Continue to have regular meetings of the NHS Leadership Team (approximately twice monthly) and College (once per semester) Continue to request and hold meetings of the Dean with each School at least once per semester * Continue to request and hold meetings of the Dean and the College's faculty senators * Continue to utilize the Leadership Team and the College's Policies and Procedures Committee to consider and effect modifications in the College's policies and procedures, securing faculty participation in all proposed major modifications
Student Support and Programming	<ul style="list-style-type: none"> Support the activities of the College Student Council Continue to offer the College's Student Ambassadors program Continue to offer and expand the number of participants in the annual Student Research Celebration * Continue to successfully offer the annual Undergraduate Academic Scholar Awards event

* indicates an item that appears in more than one category