**Chemistry/Natural Science  
Strategic Plan**

**February 28, 2020**

Chemistry Mission Statement:

Students majoring in chemistry will be provided with a sound and comprehensive grasp of the basic principles of chemistry and practical laboratory skills necessary for them to be successful in the wide range of professional careers into which they enter. The students will have a thorough content knowledge and related problem-solving skills that will enable them to succeed in graduate or a pre-professional school. The importance of research to chemical education is recognized and the chemistry faculty requires majors to participate in undergraduate research and present their results at various meetings.

Chemistry Vision Statement:

The chemistry program endeavors to be the leader in its region for undergraduate education in the chemical sciences. To achieve this vision the program is committed to providing various tracks for study for undergraduates in chemistry which combines distinctive curriculum, service opportunities, research and scholarly activities.

1. Goal Description: To hire a high-quality faculty member on the Tahlequah campus to

replace Dr. Ratnakar Deole.

1. Relationship to NSU Mission/Vision

The University provides quality teaching, challenging curricula, research and scholarly activities to local community.

1. Relationship to NSU Strategic Goal(s)

Advance a culture of academic excellence and student success. Engage in creativity and innovation. Ensure program effectiveness through continuous improvement.

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| Outcome # 1 Faculty search | |
| Action Steps:  a. Form a search committee and prepare a job description for the position.  b. Advertise for the job position and review applications.  d. Conduct phone interviews with candidates and references.  e. Conduct on-site interviews and make recommendation to the department chair and dean for hire. | |
| Performance Measure(s)  a. Hiring a faculty member that will be excel in the classroom and be engaged in scholarly activities while providing service to the program, department, college, and university. | |
| Time Frame: Spring/Summer 2020 | Point Person(s): Dr. Nathan Green |
| Assessment methods: Hiring a faculty member that will be a good fit for the program. | |
| Budget Needs: Cost for advertising the position, cost for bringing candidates for on-site interviews. | |

2. Goal Description: To expand recruitment efforts to increase the enrollment in all chemistry tracks.

1. Relationship to NSU Mission/Vision

Providing diverse community with lifelong learning program through the undergraduate degree program. With high expectations for student success, the University provides quality teaching, challenging curricula, research and scholarly activities to local community.

1. Relationship to NSU Strategic Goal(s)

Advance a culture of academic excellence and student success.

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| Outcome # 1 Development of recruitment plan | |
| Action Steps:  a. Develop embedded certificate for ACS certified degrees.  b. Use the embedded certificate as a recruitment tool in our introductory courses and inform the academic advisors. | |
| Performance Measure(s)  a. Creation of embedded certificate.  b. Development of a plan to use the certificate as a recruitment tool. | |
| Time Frame: Development of plan – Spring 2020; Begin implementation – Fall 2020 | Point Person(s): Chemistry faculty |
| Assessment methods: Program chair will review each goal to see if the tasks were completed. | |
| Budget Needs: Cost for promotional materials | |

3. Goal Description: Maintain high quality laboratory and research experiences.

1. Relationship to NSU Mission/Vision

The University provides quality teaching, challenging curricula, research and scholarly activities, and immersive learning opportunities. Modern instrumentation is required to maintain our quality lab teaching efforts and immersive learning opportunities.

1. Relationship to NSU Strategic Goal(s)

Secure and sustain the resources necessary to maximize the University’s capacity for excellence. Ensure institutional effectiveness through continuous improvement.

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| Outcome # 1 Development of equipment replacement plan | |
| Action Steps:  a. Complete and update instrumentation inventory.  b. Identify and prioritize maintenance and equipment replacement.  c. Identify new equipment needs. | |
| Performance Measure(s)  a. Have a complete inventory.  b. Have a prioritized list of equipment replacement and new equipment needs. | |
| Time Frame: Annually | Point Person(s): Jody Buckholtz, Nathan Green, Dragos Albinescu |
| Assessment methods: Department chair will review list to make sure it is complete. | |
| Budget Needs: As needed after careful consideration | |

4. Goal Description: Revise the chemistry curriculum as needed to update current curricula and align with ACS standards.

1. Relationship to NSU Mission/Vision

The University provides challenging curricula and immersive learning opportunities.

1. Relationship to NSU Strategic Goal(s)

Ensure institutional effectiveness through continuous improvement.

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| Outcome # 1 Review and maintain alignment with ACS standards | |
| Action Steps:  a. Keep up with updated with guidelines put forth by the ACS Committee for Professional Training (CPT) | |
| Performance Measure(s)  a. Have a curricula aligned with ACS guidelines. | |
| Time Frame: Ongoing | Point Person(s) Chris Burba |
| Assessment methods: Review of tasks to make sure they are completed | |
| Budget Needs: None | |