

Unit Level Goals

Below please outline those goals your unit or department will pursue between January 2019-December 2021 (3 years). Should you have goals with implementation timelines that extend beyond 3 years, those may also be included, but units are encouraged to focus on 3 year planning when at all possible. The unit not limited in the number of goals it can set—add additional goals and action plans as needed.

Additionally, indicate how the unit-level goal ties to the specific campus-level priorities articulated in Washburn's Strategic Plan for Learner Success (e.g., Goal 4.b Expand community-engaged learning experiences, courses, and partnerships to enhance our students' education and benefit the community partner.)

The Department of Chemistry began the strategic planning process by looking at the mission statement as previously adopted. The department was unanimously dissatisfied with the previous statement and undertook a process to develop and adopt as of May 2019 the following:

Vision: Washburn Chemistry Department strives to create a supportive, diverse, and inclusive environment to promote life-long learning, to develop analytical and critical thinking skills, and to grow the body of knowledge for our students, faculty, and community.

Mission: Consistent with the mission of the University and the College of Arts and Sciences, the Department of Chemistry is committed:

- **to provide a broad spectrum of undergraduate students with a supportive environment in which to develop the necessary understanding of chemical principles, and analytical and critical thinking skills,**
- **to engage in scientific research,**
- **to serve the scientific and local communities.**

Three Year Goal Setting and Planning

Unit-level planning for Washburn University's Strategic Plan for Learner Success

Shaun Schmidt

Once the department had a clear vision for the future and clarity in its shared mission, we conducted a SWOT analysis (strengths, weaknesses, opportunities and threats). From this analysis we agreed upon five goals for us to work towards over the next three years.

Goal 1: Evaluate and revise curriculum to reflect development of critical and analytical thinking skills focused on student learning.

Associated university goal(s): Primarily Goal 1 Academic Excellence and Innovation, Part a) Offer quality degree programs and courses supporting and valuing continual improvement and innovation in content, learning pedagogies, and course delivery modes to meet the needs of students and the workplace. In addition, 1b, 1c, 1d, & 4a.

Goal 2: Maintain ACS, KS Dept. of Ed, and CAEP accreditations of existing programs, work toward FEPAC accreditation of the Forensic Chemistry Program, and investigate ASBMB accreditation of the Biochemistry program.

Associated university goal(s): Primarily Goal 1 Academic Excellence and Innovation, Part c) Create various educational pathways and distance learning opportunities for students enabling the attainment of desired skills, certifications and degree completion for all students. In addition, 1a, & 1b.

Goal 3: Continued faculty engagement with students in research and internships with 100% of students involved presenting or publishing their work.

Associated university goal(s): Goal 1 Academic Excellence and Innovation, Part e) Foster opportunities and support for faculty to engage in scholarship recognizing its importance for excellence in the classroom and valuing the many forms of scholarship including pedagogy, teaching and learning.

Goal 4: Faculty and students involved in Chemistry Club/Forensic Science Club will participate in a minimum of 6 outreach activities each year.

Associated university goal(s): Primarily Goal 4 Valuable Community Partner, Part e) Continue and enhance student outreach in Topeka and abroad. In addition, 2a, 2b, 2d, 2e, 4b, & 4d.

Goal 5: Update the Chemical Hygiene Plan to reflect pertinent regulations, discuss the application of the policies to entities beyond chemistry, and if deemed appropriate, propose its addition to the WUPRPM.

Associated university goal(s): Primarily Goal 3 Engaging Work Environment, Part e) Provide a work environment that supports overall health and well-being. In addition, 2d, 3, & 5f.

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Action planning

For each goal listed above, provide a high-level plan for achieving that goal, including actions your unit will take, key dates by which those actions will be complete, resources you will draw upon, the key leaders and stakeholders in implementation, and how you will measure success (assessment). Add additional tables as needed for goals and add rows to tables as needed to accommodate additional actions.

Goal 1: Evaluate and revise curriculum to reflect development of critical and analytical thinking skills focused on student learning.

ACTIONS	TARGET (what will success look like?)	TIMING (key dates for implementation)	KEY/LEAD PERSONNEL
Evaluate and revise the department Program Learning Outcomes (PLOs) to consider content and development of analytical and critical thinking skills.	Faculty adopted PLOs	May 2020	Department Assessment Coordinator and all Department faculty
Evaluate and revise degree programs and coursework based on PLOs	Proposed curriculum changes	May 2021	Department Assessment Coordinator and all Department faculty
Specify Learning Outcomes for all courses offered by the department	Learning Outcomes stated on course syllabi	May 2021	Department Faculty
Submit curricular changes through the faculty governance process	Approval of changes	May 2022	Department Chair, Department faculty, Faculty governance
Implement use of Learning Outcomes in pedagogy in all courses offered by the department	LO driven pedagogy	May 2022 and beyond	Department faculty

Goal 2: Maintain ACS, KS Dept. of Ed, and CAEP accreditations of existing programs, work toward FEPAC accreditation of the Forensic Chemistry Program, and investigate ASBMB accreditation of the Biochemistry program.

ACTIONS	TARGET (what will success look like?)	TIMING (key dates for implementation)	KEY/LEAD PERSONNEL
Meet all guidelines and criteria for ACS accreditation including submission of annual and periodic reports	Submission of reports and continued accreditation	Annual reports and periodic reports as scheduled by ACS	Department Chair and faculty

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In collaboration with the Washburn Education department, meet all guidelines and criteria for KS Dept of Education and CAEP accreditation including submission of annual and periodic reports	Submission of reports and continued accreditation	Annual reports and periodic reports as scheduled	UTEC representative and Department Chair
Analyze the requirements for FEPAC accreditation to establish a timeline	Estimated timeline established	Dec 2020	Dir Forensic Chem in collaboration with Dir of Forensic Biology
Revise and redesign website for Forensic Programs to meet FEPAC guidelines	Website updated	May 2021	Dir Forensic Chem in collaboration with Forensic Committee
Analyze requirements/guidelines for ASBMB accreditation to determine fit and feasibility (will require collaboration with Department of Biology)	Report of analysis	May 2021	Tenure track Biochemist

Goal 3: Continued faculty engagement with students in research and internships with 100% of students involved presenting or publishing their work.

ACTIONS	TARGET (what will success look like?)	TIMING (key dates for implementation)	KEY/LEAD PERSONNEL
Students interview faculty about research/internship opportunities	Completed research selection form	Ongoing	Students and faculty
Student work with their chosen faculty mentor/advisor to register for courses or apply for grants	Registration complete or grant submitted	Ongoing	Students and faculty mentors/advisors
Students complete the project in collaboration with their mentor/advisor	New knowledge	Ongoing	Students and faculty mentors/advisors
Students prepare and present their research/internship outcomes in collaboration with their mentor/advisor	Presentation or submission of publication	Ongoing	Students and faculty mentors/advisors
Research mentor/advisor reports these grants, presentations, and publications as part of their faculty annual reports	Inclusion in Activity reports	Annual as scheduled	Faculty mentors and advisors

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Goal 4: Faculty and students involved in Chemistry Club/Forensic Science Club will participate in a minimum of 6 outreach activities each year.

ACTIONS	TARGET (what will success look like?)	TIMING (key dates for implementation)	KEY/LEAD PERSONNEL
Faculty advisors will inform and advise student organization leadership about outreach opportunities	Faculty advisors will be active	During planning before semesters start and continued support through year	Sponsored organization faculty advisors and dept faculty
Student leadership will see opportunities to completion with the advice and guidance of faculty advisors.	Outreach activities happen	Ongoing	Student leadership and faculty advisers
Faculty advisors will report outreach activities as part of the annual activity report	Inclusion in Activity reports	Annual as scheduled	Faculty mentors and advisers

Goal 5: Update the Chemical Hygiene Plan (required by ACS accreditation) to reflect pertinent regulations, discuss the application of the policies to entities beyond chemistry, and if deemed appropriate, propose its addition to the WUPRPM.

ACTIONS	TARGET (what will success look like?)	TIMING (key dates for implementation)	KEY/LEAD PERSONNEL
Complete revision to reflect Chemistry department	CHP policies related to chemistry are up to date	May 2020	Laboratory and Environmental Supervisor and Dept Chair
Engage CAS Dean and select Department Chairs, VPAA, and VPAT in a conversation about scope	Scope of the CHP is defined	Dec 2020	Dept Chair(s), CAS Dean, VPAA, VPAT
Depending on the decision of scope, lead revision of the CHP to encompass campus	Addition of policy to WUPRPM	May 2022	Chem Dept chair and others campus wide