

Russ College Strategic Plan
Revised March 10, 2008
Approved May 1, 2008

PURPOSE

To educate well-rounded engineering and technology leaders, create and expand engineering and technology knowledge, support the engineering and technology professions and serve as a technical resource for public concerns.

VISION

Nationally, the Russ College will be a top choice for students, faculty, and prospective employers of graduates and recognized for its world-class research and scholarly activities in several areas.

MISSION

- **Education:** To provide a learner-centered education, producing graduates who are ready to succeed professionally and contribute to the betterment of our world.
- **Research/scholarship:** To produce focused and collaborative research and scholarship in select areas of strengths.
- **Service:** To contribute to the engineering and technology professions and to serve as a technical resource in matters of concern to the public.

OBJECTIVES

- **Education:** The learner-centered education provided by the Russ College will employ both curricular requirements and extracurricular opportunities. Small class sizes, active learning strategies, and easy access to instructors outside the classroom will facilitate student-faculty and student-student interactions. The college will support and emphasize student participation in research experiences, engineering design projects, co-op assignments, and professional society activities. Graduates will have learned how to learn, will have strong communication and multidisciplinary collaboration skills, and will understand the need to continue their professional development. They will be prepared to contribute to the betterment of the world because they will have learned how engineering solutions fit within cultural and ethical contexts.
- **Research/scholarship:** The Russ College will maintain excellence in avionics and its other areas of strength and will build excellence in the research and scholarship areas of smart civil infrastructures, bioengineering, and energy and the environment. Program quality will be improved by adding Ph.D. degrees in civil engineering, mechanical engineering, and computer science.
- **Service:** Faculty and alumni will have an awareness of the social and political implications of engineering and technology; will help shape university and public policy; will assist in technology assessment and management, especially within the southeastern Ohio region; and will participate in and support engineering and technology professional societies.

GOALS and ACTION PLANS

Education

Goal 1: Increase the enrollment headcount to achieve the college metrics.

Action 1.1 Identify and implement high-yield strategies to improve recruitment and retention of academically-able students.

Goal 2: Increase the diversity of the student population to meet the college metrics.

Action 2.1 Develop and support appropriate orientation and development programs for students, faculty, and staff that lead to an increased understanding of the importance of diversity and justice.

Goal 3: Achieve the college metrics for student engagement as measured by the NSSE Survey

Action 3.1 Reward the development and deployment of effective and engaging educational methods.

Action 3.2 Reward and facilitate the involvement of undergraduate students in research.

Action 3.3 Increase student participation in Co Operative Education and/or internships to achieve the college metrics

Action 3.4 Support service learning, such as Engineers without Borders and senior design projects, that address service to our constituents.

Goal 4: Institute a finalized version of the “Faculty Workload Policy” .

Goal 5: Maintain and/or improve students’ performance in attaining scholarships, competing in the job market and receiving competitive scores on nationally normed examinations.

Action 5.1 Ensure that students’ grades (gpa) reflect their attainment of the learning outcomes for the course (curriculum).

Goal 6: Foster academic and professional integrity.

Action 6.1 Encourage vitality in the Russ College Faculty and Student Honor Councils.

Action 6.2 Display the Russ College Honor Code prominently and widely.

Action 6.3 Encourage periodic discussion among Russ College personnel of how commitment to teaching and learning is reflected in the Statements of Responsibility.

Research

Goal 1: Increase sponsored research and other external sources of funding to a per faculty member per year level consistent with our peer institutions as per college metrics.

Action 1.1 Foster a greater presence of research faculty, research engineers, and post-doctoral researchers.

Action 1.2 Reward successful faculty via merit raises, bonuses, and promotion.

Action 1.3 Develop merit evaluation processes that credit faculty for both independent and collaborative research efforts.

Action 1.4 Promote collaborative initiatives that increase research productivity and efficient use of resources.

Goal 2: Improve national rankings of graduate programs, in particular those of USN&WR and the National Research Council

Action 2.1 Aggressively pursue approval for doctoral programs in CE, ME, and CS

Action 2.2 Communicate our successes to the engineering community in a timely and professional fashion.

Action 2.3 Ensure completeness, accuracy, and consistency of responses to surveys used for ranking purposes.

Action 2.4 Support students and faculty applying for national awards, the elevation of faculty to high rank in professional societies, and the election of faculty to the National Academies.

Goal 3: Increase the college journal publication and conference participation to achieve the college metrics.

Action 3.1 Develop merit evaluation processes that credit faculty for both independent and collaborative publications.

Goal 4: Upgrade research infrastructure and space allocation using a metric-driven allocation procedure (e.g., the report of the Space Allocation Working Group) to provide the fundamental support to selected areas of excellence.

Action 4.1 Develop a specific plan for the allocation of space in Stocker Center in response to occupancy of the Academic and Research Center.

Action 4.2 Update the report of the Space Allocation Working Group to reflect current space utilization and specific needs to maintain a safe working environment.

Action 4.3 Encourage natural research collaborators in the joint use of space.

Goal 5: Promote ethical conduct in research.

Action 5.1 Establish guidelines to prevent conflict between private consulting and/or company

ownership and research in the college.

Action 5.2. Form a committee to define and oversee conflict of interest issues.

Service

Goal 1: Increase participation of faculty in professional service consistent with the college metrics

Action 1.1 Increase faculty participation in professional societies especially in leadership roles

Action 1.2 Increase faculty participation on review panels of federal funding agencies

Goal 2: Increase the number of conferences and workshops sponsored/hosted by Russ College

Goal 3: Meet Institutional Equity's goals for diversity in faculty and staff at all ranks and levels

Action 3.1 Mentor all new faculty and staff for professional advancement, such that diversity will grow to be characteristic of the college at all ranks and levels.

Action 3.2 Assess the retention and advancement of recent hires and to identify opportunities to improve recruitment, selection, support, and mentoring.