

Strengths:

- New departmental leadership
- Strong and cooperative spirit
- Location
- Highlands Biological Station
- High quality of training of graduate students
- Confident students with enthusiasm for their research and teaching

Recommendations:

Recommendation	Strategic Action	Person(s) responsible	Date of review	Adjusted strategic action
1) Improve financial support for graduate students serving as Graduate Teaching Assistants	Increase funding for CHEM and BIOL assistantships to \$8000-\$8500	Office of the Provost Graduate School	Spring, 2006	
2) Provide adequate facilities and equipment for the student to carry out their research projects (including upgrades of equipment)	Increase external funding for undergraduate and graduate research <ul style="list-style-type: none"> • Write in stipends, assistantships, equipment Propose floor and ceiling adjustments to GTAs—review policy for compensation—new policy allows for flexibility	Biology Dept. Graduate School		
3) Provide more faculty mentors for graduate students	Hire qualified faculty for 2 new positions awarded Assign student to new faculty and assess issue	Biology Dept. Biology Dept.	Fall, 2006 Spring, 2007	
4) Increase the number of graduate courses offered for students	Will be addressed by #3			
5) Monitor student progress more uniformly and consistently based on program goals	Establish effective advising model	Biology Dept.	Fall, 2006	

6) Recruit more students into the program	Develop short term marketing plan in collaboration with the Graduate School	Biology Dept. & Graduate School	February, 2006	
	Develop program “niche” to use in short and long term marketing—include in the long range plan	Biology Dept. and Graduate School	Fall, 2006	
7) Track progress of students after graduation	Develop spreadsheet and communication process for tracking information on graduates—referring to quality of training received program needs	Biology Dept.		
8) Increase space and start-up funds for new faculty	Review lab spaces with faculty and develop plan for allocating office and research space for new faculty	Biology Dept. committee	Spring, 2006	
9) Develop long range plan	Develop long range plan which emphasizes three areas: biodiversity, biotechnology, and forensics (~3 pages)—including academic directions to serve the students and the region	Biology Dept.	Fall, 2006	
10) Increase grant funding	Increase external funding encompassing “grant salary savings”—portion to Dean, Dept. and possibly Provost offices	Biology Dept. Graduate School	Spring, 2006	