



STRATEGIC PLAN

Our strategic plan outlines the department's strategy to achieve specific goals that are in line with our mission, vision, and core behaviors. It's a dynamic guideline that we'll regularly review to ensure progress and relevance.



Mission

We develop knowledge and tools that inspire tomorrow's engineers to design sustainable water, food, energy, and agricultural systems among our ever-changing world.

Vision

The preeminent engineering department addressing societal needs for sustainable water, food, energy, and agricultural systems.

Core Behaviors

- We foster community and respect individuality
- We make others feel welcome (students, new departmental personnel, guests, each other)
- We provide timely and outstanding service
- We all contribute and make room for each other's contributions
- We are leaders in our college, division, and professional society endeavors
- We continuously improve our departmental processes
- We communicate transparently
- We celebrate each other's successes

STRATEGIC PLAN

COMMUNITY



Year One - 2025:

- Initiate a survey every April 1 and use it to identify areas to improve
- Build a framework for graduate student professional group
- Build a thriving research seminar series (external, campus, internal, and students)

Year Three - 2027:

- Have a thriving graduate student professional group

DEVELOPMENT



Year One - 2025:

- Identify one faculty position to seek to endow
- Identify four development initiatives and create position papers for them

Year Five - 2029:

- Raise funds for one endowed faculty position
- Successfully secure funds for two development initiatives
- Grow combined endowed accounts for scholarships to \$400,000
- Award \$75,000 annually for BENG scholarships

RECRUITMENT AND GROWTH



Year One - 2025:

- Recruit 40 incoming sophomores/yr
- Grow grad student population to 25 across all faculty
- Add three new faculty
- Move baseline GA for MS to \$22k and PhD to \$25k
- Develop a graduate student recruiting process and allocate resources for it

Year Three - 2027:

- Develop a 1000-level course as an exposure/feeder to BENG

Year Five - 2029:

- Recruit 50 incoming sophomores/yr
- Grow grad student population to 40 across all faculty (10 new students/yr)
- Add five new faculty
- Move baseline GA for MS to \$25k and PhD to \$30k
- Build an ABET-accredited MS in Ecological Engineering
- Grow 1000-level course to 200 students annually

PRODUCTIVITY



Year One - 2025:

- Average research expenditures of \$300,000 per year per faculty member
- Publish 50 peer reviewed publications

Year Five - 2029:

- Average \$500,000 of research expenditures per faculty member
- Publish 75 peer reviewed publications
- Generate 10 IP disclosures and 3 patents
- Have one cohort of BAEG faculty lead a center-style proposal

DEPARTMENT AND STUDENT EXCELLENCE



Year One - 2025:

- Three student entries in ASABE (or similar) contests annually
- Review graduate curriculum and suggest improvements
- Undergraduate curriculum review to include focus on Methods courses

Year Two - 2026:

- Survey peers for best way to implement experiential learning into curriculum

Year Three - 2027:

- Implement improved graduate curriculum

Year Five - 2029:

- Implement results of the peer survey on experiential learning
- Five student entries in ASABE (or similar) contests annually

BUSINESS PROCESS



Year One - 2025:

- Develop BAEG handbook for processes and procedures
- Review and revise graduate student handbook to include office etiquette and performance expectations
- Develop advising handbook and process for its maintenance
- Create a comprehensive communication plan for the Department with identifiable action steps

Year Two - 2026:

- Implement communication plan with key growth metrics

SPACES AND FACILITIES



Year One - 2025:

- Initiate annual facility review and create priority renovation list

Year Two - 2026:

- Create plan to office graduate students equitably