



# 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

## 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

## CULTURE



### Year One - 2025

- Initiate a culture survey every April 1 and use it to identify areas to improve
- Build a framework for Graduate Student Association
- Build a thriving research seminar series (external, campus, internal, and students)

### Year Three - 2027

- Have a thriving Graduate Student Association

## 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
- Average one major ASABE award winner and 0.5 ASABE Fellows per year

## 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
- Double AABAE endowment
- Double BAEG Scholarship funds

## PRODUCTIVITY



### Year One - 2025

- Increase grant funding to 1.2x of FY2023
- Produce 1.1x of FY2023 peer-reviewed publications

### Year Five - 2029

- Increase grant funding to 2x of FY2023
- Produce 1.5x of FY2023 peer-reviewed publications annually
- Generate 10 IP disclosures and 3 patents
- Have one cohort of BAEG faculty lead a center-style proposal

## 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 standard 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 standard 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

## 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