



FLORIDA ATLANTIC UNIVERSITY

Charles E. Schmidt
College of Science

Strategic Plan

2025–2030



Charles E. Schmidt College of Science Strategic Plan

2025 – 2030

Mission

The mission of the Charles E. Schmidt College of Science is to engage in pioneering research that addresses fundamental and applied questions across the breadth of the sciences, recognizing our unique strengths in environment, health, and data science. Through the fusion of our strengths in research and education, we equip the next generation of scientists, problem solvers, decision makers, and leaders to employ the powerful tools of scientific discovery for the benefit of humanity and society. By sharing our research outcomes with the broader public, we catalyze curiosity and inspire discussion and deeper learning for a scientifically informed society.

Vision

The Charles E. Schmidt College of Science aspires to be nationally and internationally recognized for excellence in the topic areas under our purview. We strive to cultivate novel internal and external collaborations to create effective solutions that meet the increasing scale and complexity of the scientific questions and problems of today and tomorrow. As the most racially, culturally, and ethnically diverse college in the State University System of Florida, our vision is to be the place where everyone with a passion for the sciences can pursue a degree and succeed with an impactful career.

Values

The Charles E. Schmidt College of Science values:

- Excellence – in all that we do
- Intellectual Curiosity – fostering an environment that stimulates discovery and innovation
- Student success – providing the training and support needed to ensure our students are well prepared with career- and life skills
- Integrity – conducting our work honestly, ethically, and professionally
- Collaboration – supporting and promoting multi-disciplinary team science across and within our units and as part of our ethos for everyday operations
- Transparency – prioritizing open dialogue, shared governance, and clear processes as a basis for decision making
- Fairness – ensuring that faculty, staff, and students are treated equitably with regard to workloads, evaluations, opportunities, and compensation
- Inclusiveness – providing an open and welcoming environment that fosters a sense of belonging for all

Overarching (bold) and Specific (numbered) Goals

In collaboration with the College's departments, centers, and programs, we aim to:

- **Raise the impact and visibility of our research internally and externally**
 1. Attract and retain new faculty with evidence of or high potential for innovative externally funded research success while maintaining high research expectations of existing faculty
 2. Expand our externally funded research portfolio by increasing grant numbers, size, and multi-disciplinary collaborations
 3. Develop, grow, and promote the School of Environmental, Coastal, and Ocean Sustainability (ECOS)
 4. Grow the number of graduate students and postdocs in the College and provide them with professional development opportunities
 5. Re-evaluate and retool the College's centers to maximize impact
 6. Encourage participation in outreach and community engagement
 7. Mobilize knowledge of our research through various media

- **Strengthen the quality of our graduate and undergraduate programs by prioritizing student success and providing more career-relevant opportunities for our students**
 8. Support and strengthen student advising at all levels to improve recruitment, retention, and timely degree completion
 9. Strategically integrate teaching innovations and new tools (e.g., active learning, AI, etc.) across our curricula
 10. Grow STEM talent through increasing the number of paid research opportunities and internships
 11. Encourage and recognize students who engage in research
 12. Raise student awareness of the many and varied careers in science
 13. Enhance career readiness by partnering with external entities (e.g., industry, government, non-governmental organizations) and by providing coordinated training in high priority skills

- **Support our people and infrastructure**
 14. Prioritize and support faculty and staff professional development, mentoring, and sense of belonging/community
 15. Strengthen engagement with our alumni and donors
 16. Maintain and upgrade our facilities and infrastructure to ensure cutting-edge instrumentation for both research and teaching
 17. Be responsible stewards of our space and infrastructure to optimize usage across our units

CoS Strategic Plan 2025 - 2030

Overarching Goals	Specific Goals	Strategic Actions & Mechanisms	Lead(s)	Timing
Raise the impact and visibility of our research internally and externally	1. Attract and retain new faculty with evidence of or high potential for innovative externally funded research success while maintaining high research expectations of existing faculty	Use departmental strategic plans, together with quantitative data (e.g., on enrollment trends, research strengths) to prioritize hiring	Dean, ADs, & Chairs	Annually; chairs update hiring priorities in April; requests reviewed/approved by dean; submitted to provost in May; advertising starts in early August. Each spring semester
		Use annual evaluation process to give faculty constructive feedback Support faculty travel grant program	Chairs, Dean, and AD for Faculty Dean, Faculty Committee Dean	April and October deadlines Conduct search for support person in September 2024; foster team-building of grant support staff across the college through regular meetings Once per semester Monthly or as new opportunities arise Consider on a case-by-case basis
	2. Expand our externally funded research portfolio by increasing grant numbers, size, and multi-disciplinary collaborations	Strengthen pre- and post-award support by growing staffing as needed	AD for Research in collaboration with DoR AD for Research Dean & Chairs	
		Offer grantsmanship training for new faculty Share information on funding opportunities Incentivize faculty to lead large, multi-unit projects (i.e., larger and more administratively complex than typical grants) by providing teaching buyouts or admin stipends		
	3. Develop, grow, and promote the School of Environmental, Coastal, and Ocean Sustainability (ECOS)	Develop strategic plan for ECOS that includes seeking state funding & philanthropy Recruit new ECOS Director Align educational programming with new structure	Dean, ECOS Director/Associate Director, Affiliated Faculty Dean & Search Committee ECOS Director/Associate Director & Program Directors Dean and ADs	Begin initial drafting Fall 2024 with aim to finalize after new director begins. Conduct search fall 2024 Begin in AY 24-25 and continue as needed
		4. Grow the number of graduate students and postdocs in the College and provide them with professional development opportunities	Continue and grow the Jumpstart Postdoc Program	
	5. Re-evaluate and retool the College's Centers to maximize impact	Conduct external searches for CUES and CCS	Dean & Search Committee	Begin fall 2024
		Request center annual reports to assess performance Update center strategic plans and websites as needed	Dean and ADs Center Directors & Communications Team	Deadline end of January each year starting Jan 2025 Dean to discuss with center directors in fall 2024
	6. Encourage participation in outreach and community engagement	Foster outreach and community engagement by reaching out to local organizations (e.g., Broken Sound, St. Andrews) interested in hearing from our faculty	Communications Team, Development, Chairs	Ongoing
		7. Mobilize knowledge of our research through various media	Produce content for newsletters, press releases, social media postings that highlight our science Publish CoS Annual Report Host events that highlight our expertise (e.g., Frontiers in Science Panels)	Communications Team Communications Team, Dean, ADs Communications Team
Strengthen the quality of our graduate and undergraduate programs by prioritizing student success and providing more career-relevant opportunities for our students	8. Support and strengthen student advising at all levels to improve recruitment, retention, and timely degree completion	Collect metrics on key KPIs to assess where more efforts are needed; improve tracking of student progress (especially graduate students)	ADs for Undergraduates & Graduates, Program Directors, Advisors	Align with FAU-wide goal-setting process timing
		Support and strengthen student advising at all levels	ADs for Undergraduates & Graduates, Grad Program Directors	
	Coordinate participation in strategic recruitment events and marketing initiatives with a high ROI Attract external funding to support GRAs and gifts for graduate scholarships; increase stipends where feasible; offer signing bonuses to very top students	ADs for Undergraduates & Graduates, Program Directors Dean, AD for Graduate Students, Development, Grad Program Directors	Ongoing Ongoing	
	9. Strategically integrate teaching innovations and new tools (e.g., active learning, AI, etc.) across our curricula	Identify selected courses across our existing curricula that would benefit from integration of teaching innovations and emerging technologies, and work with faculty on implementation Encourage faculty to participate in ACUE training	ADs for Undergraduates & Graduates, Chairs, selected faculty Dean, AD for Faculty, Chairs	Begin fall 2024 with first pilot Identify & encourage selected faculty who could benefit from this training to apply when calls come out
10. Grow STEM talent through increasing the number of paid research opportunities and internships	Support OURI SURF fellows and other student research initiatives; strengthen collaboration with Career Center to increase number of paid internships; grow philanthropic gifts and industry partnerships for paid student opportunities	Dean, AD for Undergraduates, Development, CMBB Director, ECOS Director	Ongoing	

	11. Encourage and recognize students who engage in research	Eric Shaw poster competition; student excellence awards; support student travel to present research at conferences; showcase SURF Fellows and other research-active students through social media posts, videos, etc.	Dean, ADs for Undergraduates and Research, Development, Communications Team	Science Social October 2024; announce ECOS student travel fund fall 2024
	12. Raise student awareness of the many and varied careers in science	Work with Career Center to host career fairs in different focus areas (e.g., pre-health, biotech, environment, etc.)	AD for Undergraduates	Begin with two career fairs in fall 2024
	13. Enhance career readiness by partnering with external entities (e.g., industry, government, non-governmental organizations) and by providing coordinated training in high priority skills	Build/strengthen collaborations with future employers of our graduates to ensure our students have the skills they need to succeed; collaborate with partners on workforce training Host an annual college-wide bootcamp (or similar) to help graduate students develop their awareness and skills in research conduct, prestigious fellowships, teaching skills, scientific writing, etc.	Dean, ADs for Undergraduates & Graduates, Development, COS Career Liaison, and Chairs and Directors as needed AD for Graduate Studies, Grad Program Directors	Ongoing Begin planning first event spring 2025
Support our people and infrastructure	14. Prioritize and support faculty and staff professional development, mentoring, and sense of belonging/community	Conduct periodic salary equity analyses and make adjustments as needed	Dean, AD for Faculty, Budget Manager	Once per year during fall semester
		Organize regular faculty brown-bag lunches or coffee hours targeted for assistant professors	All ADs	At least once per semester
		Nominate faculty & staff for leadership training opportunities	Dean, AD for Faculty, Chairs	Ongoing
		Organize regular leadership retreats	Dean	Once per year at start of fall semester
		Support CoS Excellence Awards with cash prizes and winners nominated to university level	Dean, ADs, Communications Team	Call for Proposals early November each year; recognition event early December
		Raise awareness of external professional development opportunities	Dean and ADs	Ongoing
		15. Strengthen engagement with our alumni and donors	Expand Advisory Board to include more alumni; nominate alumni for university awards and use the opportunity to engage them with the college; organize alumni-focused events and opportunities for alumni to engage with current students.	Dean, Development, ExCom
16. Maintain and upgrade our facilities and infrastructure to ensure cutting-edge instrumentation for both research and teaching	Get input on needs from department chairs and other unit leaders during budget process	Dean, AD for Research, Budget Manager	Ongoing	
17. Be responsible stewards of our space and infrastructure to optimize usage across our units	Maintain up-to-date building/occupancy diagrams and conduct periodic space audit to determine if any adjustments to space utilization are needed	AD for Research	Review annually	