



Student Enrollment and Success Plan: 2014-2017

Department: Earth & Environmental Systems

Department Chair: Russell Stafford

Department Mission: The mission of the Department of Earth and Environmental Systems is to provide undergraduate and graduate education grounded in the geosciences, geography and anthropology in order to prepare students for environmentally oriented careers and/or graduate studies. The department is committed to interdisciplinary studies of the environment, the earth, and human adaptation and interaction with the environment with an emphasis on experiential learning and community engagement.

Department Enrollment Goal(s):

Increase the number of Earth and Environmental Systems majors by 2% annually through Fall 2017.

Action Steps (with dates & person(s) responsible):

- A. Arrange on-campus visits for interested applicants each March/April/. Fall 2014; Dept. Chair
- B. E-mail and phone contact with applicants each March. Person Responsible: Spring 2014; Undergraduate Affairs Committee
- C. Contact high-school counselors in the west-central Indiana, east-Central Illinois region to familiarize them with EES undergraduate programs each August. August 2014; Undergraduate Affairs Comm.

<i>Total Enrollment Benchmarks</i>	Fall 2013 Baseline:	Fall 2014:	Fall 2015:
	82	84	86
	Fall 2016:	Fall 2017:	
	88	90	

Other Enrollment Related Benchmarksⁱ

None

Department Retention Goal(s):

Increase retention of Earth and Environmental Systems majors by 60% by Fall 2017.

Action Steps (with dates & person(s) responsible):

- A. Arrange that each first-year major meet with faculty member other than their UC advisor to discuss their educational and career goals and interests to help them engage with the discipline and to have a faculty support network. Fall 2014; Undergrad Program Coordinator
- B. Increase Environmental Science Club (and other clubs) effectiveness and participation by majors. Fall 2014; Club's Faculty Advisors,
- C. Offer tutoring for EES classes in the Science Tutoring Center for 10 hours per week. 1 hour of tutoring is required of each assistantship-supported graduate student in EES. Fall 2014; ENVI 110 Lab Coordinator

<i>Retention Benchmarks</i>	Fall 2013 Baseline: 54%	Fall 2014: 55%	Fall 2015: 56%
	Fall 2016: 58%	Fall 2017: 60%	

Other Retention Related Benchmarks

None

Department Completion Goal(s):

Increase the 6-year completion rate of EES majors to 80% by Fall 2017.

Action Steps (with dates & person(s) responsible):

- A. Maintain 2-year class rotation as currently established, with annual adjustments for critical classes to maintain 4-year graduation possibility. January 2015; Dept. Chair
- B. Allow advisors sufficient flexibility to substitute or petition for substitute for required courses whose learning goals are met by alternative courses. January 2015; Dept. Chair
- C. Maintain quality advising by following advising center guidelines and following up with students after the first week of classes regarding their schedules. Fall 2014; EES Advisors
- D. Follow-up with majors who have achieved “deficient” midterm grades via (at minimum) e-mail or an in-person meeting. Advise students on best course of action in cases where deficient midterm grades may jeopardize on-time degree completion. Fall 2014; Dept. Chair

<i>Completion Benchmarks</i>	Fall 2013 Baseline: 74%	Fall 2014: 75%	Fall 2015: 76%
	Fall 2016: 78%	Fall 2017: 80%	

Other Completion Related Benchmarks

None

Post-College Achievement Goal(s) (e.g., employment & graduate school):

Work with the Career Center to establish baseline data for post-college employment or graduate school admission of EES graduates within 6 months of graduation.

Action Steps (with dates & person(s) responsible):

- A. Contact graduates since Spring 2012 via online questionnaire regarding their professional activities since graduation, asking about post-college employment and/or graduate student attendance and when those activities started. Fall 2014; Dept. Chair
- B. Use Career Center data at graduation and at six months after graduation starting with Fall 2014 graduation (if applicable), EES call 1 year after graduation. Fall 2015; Undergrad Affairs Comm.

<i>Employment & Graduate School Benchmarks</i>	Fall 2013 Baseline: N/A	Fall 2014: Baseline Set	Fall 2015: +2%/+2%
	Fall 2016: +2%/+2%	Fall 2017: +2%/+2%	

Other Goal(s) and Action Stepsⁱⁱ:

None

ⁱ *Note on Other Enrollment, Retention, and Completion Benchmarks:* Departments are encouraged to develop other benchmarks as may be relevant to measuring progress toward goal achievement.

ⁱⁱ Departments may have other goals that do not fit into the four areas previously indicated or adequately subsumable as an action step within one of the four goal areas. They may be placed here.