

Earth Science Department Goals

GOAL 1: Increase Visibility of the ES Department on Campus and to our Community

- ACTION** Improve Communication & Marketing
 Collaborate with counselors
 Add ES courses to pathways
 Create flyers through Public Relations
 Utilize social media
 Designate a lab tech to manage social media
- MEASURE** Use data from IERP to track # of students transferring with a GEOG AA-T or GEOL
 Use data from National Student Clearinghouse Data to track number of students that transferred with an alternative degree yet majored in an ES discipline

GOAL 2: Increase Environmental Awareness

- ACTION** Research and develop new Environmental or Sustainability AA
 Create Environmental Literacy Certificate
 Add environmental literacy to coursework
 Add Sustainability courses to curriculum
 Integrate ES environmental courses in pathways
 Environmental focused marketing
 Develop community/industry/educational partnerships
- MEASURE** Track number of students earning an Environmental Literacy certificate
 Track enrollment in environmental classes
 Actively manage a database of partnerships
 Survey faculty on integration of environmental literacy to coursework
 Track changes in coursework inclusion in pathways

GOAL 3: Increase Diversity of ES majors

- ACTION** Improve marketing for Latino & Black majors
 Improve marketing for female majors
 Improve marketing for veteran majors
 Hold more Earth Science socials - in person and via zoom
 Invite more guest speakers and alumni that represent diversity
 Involve students in ES conferences that focus on diverse participants
 Add diversity into language and discussions in coursework
- MEASURE** Track changes in diversity of ES majors
 Informally survey faculty on integration of diverse language to coursework

GOAL 4: Diversify Course Offerings and Scheduling

- ACTION** Full-time instructors offer an increased variety of classes
 Write new course curriculum
 Increase online teaching up to 40% for full-time faculty
 Balance sections across the week
 Increase Monday/Wednesday courses
 Increase evening and weekend courses
- MEASURE** Department chair will each semester monitor and track

GOAL 5: Increase Departments Overall Percentage on SLO Assessments

- ACTION** All faculty will be trained to use Elumen
 SLO's will be assessed and uploaded in the Spring and Fall semesters
 Instructors develop individualized "actions plans" to modify delivery of instruction related to SLOs where data shows significant # of students testing as emergent
 Create SLO assessments in department Canvas page
 Link questions to outcomes
 Write rubrics
 Learn how to submit outcome data on Canvas to Elumen
- MEASURE** Annually analyze SLO data to identify where there are significant emergent vs satisfactory and good performance