

- Goal 1: Continue to provide an outstanding education in the biomedical sciences that includes practical and global experiences for professional, graduate and undergraduate students.**
- Goal 2: Enhance the research profile of the department through high impact interdisciplinary research with an emphasis on One Health.**
- Goal 3: Ensure a safe, supportive and collegial working environment for faculty, staff and students.**

**1. Continue to provide an outstanding education in the biomedical sciences that includes practical and global experiences for professional, graduate and undergraduate students.**

*1.1 Provide learning opportunities to prepare students for lives and careers in a dynamic, global community.*

Metrics:

- Number of students who participate in immersive educational experiences (e.g. study abroad programs, student exchange programs, faculty-student research projects, summer scholar programs).
- Number of students who enrich their learning experience through placement with public, private and non-profit sectors.

*1.2 Continue to improve the educational experience offered to professional, graduate and undergraduate students.*

Metrics:

- Number of faculty participating in college Teaching and Learning Community activities
- Number of faculty working with CELT to improve classroom effectiveness
- Student evaluations, senior exit survey responses, Veterinary Educational Assessment (VEA)
- Evidence of scholarship of teaching (e.g. presentations at national meetings and publications in educational journals)

*1.3 Grow impact of BMS graduate programs and undergraduate offerings*

Metrics:

- Number of Biomedical Sciences Ph.D. degrees awarded
- Number of Ph.D. graduates placed in scientific positions
- Maintain BMS One Year MS program enrollment, increase graduation rate and enhance the program applicant pool
- Number of students enrolled in Pharm/Tox minor
- Number of students enrolled in BMS 329

Related actions:

Adoption of peer-review of teaching following university defined best practices.

Graduate student learning community

Facilitate establishment/utilization of student testing center at CVM at college level

Participation in faculty development and teaching continuing education

Development of an undergraduate major

Wider adoption of classroom teaching tools and novel pedagogy

**2: Enhance the research profile of the department through high impact interdisciplinary research with an emphasis on One Health.**

*2.1 Diversify departmental research portfolio through interdisciplinary research*

Metrics:

- Number of extramural awards from non-traditional funding agencies (i.e. not NIH or NSF, and including industrial, philanthropic and non-profit sources)
- Number of faculty engaged in documented interdisciplinary research
- External funding through programs that explicitly call for interdisciplinary research
- Number of faculty involved in team-based research

*2.2 Improve key research metrics*

Metrics:

- Extramural research expenditure (including non-federal sources)
- Faculty membership in national academies
- Number of prestigious awards
- Number of citations
- Number of postdoctoral associates and research graduate assistants

*2.3 Emphasize importance of One Health and Translation Research*

Metrics:

- Research metrics (above) specifically related to the intersection of animal and human health
- Number of faculty engaged in existing One Health related programs (including Center for Food Security and Public Health, and USDA National Centers for Animal Health)
- Number of patents and intellectual property licensing agreements
- Number of DVM students involved in departmental research

Related actions:

Recognition of/support for faculty efforts to commercialize research

Expand DVM scholarship opportunities related to research

Evaluate concurrent DVM-PhD/MS program

Participation in NIH T35 submission

Engage ISU Foundation to explore opportunities for studentship support

**Goal 3: Ensure a safe, supportive and collegial working environment for faculty, staff and students.**

*That the Faculty of the Iowa State University Senate stand united for the ideals of diversity and inclusion at our university. We welcome all students to learn to the best of their abilities on our campus in an environment free from racism, sexism, bigotry, harassment, and oppression. We uphold these ideals ourselves, and strongly encourage our colleagues across the university both to uphold these ideals, and to teach them when appropriate to our students as a way to move human society forward. (passed by the Faculty Senate November 8, 2016)*

*3.1 Continue to improve the safety and security of all faculty, staff and students*

Metrics:

- Number of faculty staff and students that participate in safety training (e.g. VIRT)
- Communication from CVM security officer to faculty, staff and students
- Mechanism to communicate security concerns from faculty staff and students

### 3.2 *Increase the diversity of BMS graduate students*

#### Metrics:

- Number of applicants to BMS graduate programs from underrepresented groups
- Number of recruiting activities targeted at underrepresented groups (e.g. SACNAS)
- Number of faculty participating in diversity related continuing education.

### 3.3 *Nurture cultural and ethnic diversity by supporting inclusive activities initiated by students, faculty or staff.*

#### Metrics:

- Number of faculty, staff and students participating in activities that promote sharing cultural differences within the department (e.g. departmental holiday potluck)
- Departmental support for student activities that emphasize cultural diversity
- Number of faculty, staff and students participating in university and college wide surveys to evaluate campus climate

#### Related actions:

Increase availability of counseling services

Establishment of a CVM Wellness Center