



Goal	Metrics/ Current Metric Status	Strategies/Tactics	Timeline	Responsible Group/Individual(s)
<b>2. Attract and retain high quality and diverse faculty, staff, and students.</b>				
1. Reduce student to faculty ratio	24:1 by 2005  [25:1]	1. Increase number of tenure track faculty (first choice, combination second, third go to 2.) <b>4 added this year - propose to convert position to lecturer (Rank 1)</b>	1. Yearly	1. Chair & Executive Committee
	20:1 by 2010	2.Reduce undergraduate enrollment through higher admission standards <b>Increased ENGPA to 2.75 (from 2.5) to transfer from ECOA to ME (Rank 4)</b>	2. Review Yearly	2. Chair
2. Make salaries competitive	Within Top 25 by 2010	1. Benchmark salaries against other top twenty-five ME programs <b>Continue to lead effort</b> 2. Benchmark salaries for staff <b>Initiate with HR</b>	1. Yearly  2. Yearly	1. Chair  2. Chair
3. Continue to improve the quality of recruited faculty	One NSF CAREER award from every 5 hires	1. Aggressively pursue top quality faculty candidates <b>Successful this year (4 great hires) Faculty networking (Rank 1)</b>	1. Yearly	1. Faculty and Chair
		2. Start up packages competitive with benchmark universities <b>Successful this year (Rank 1)</b>	2. Yearly	2. Chair
		3. Continue to secure named professorships for new tenured and untenured faculty <b>Maintain \$ support, increase # of MGO's for campaign, engage Corporate Services</b>	3. Ongoing	3. Chair & MGOs <i>Duane Aho 100%</i> <i>John Lagow 75%</i> <i>New Hire MGO 50%</i> <i>Shea McGrew 10%</i>
		4. Continue to provide mentoring for new faculty <b>(Rank 1)</b>	4. Ongoing	<b>Total 2.35 fte &amp; WWP Need at least 3</b>  4. Senior Faculty & Chair

Objectives

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<b>2. Attract and retain high quality and diverse faculty, staff, and students. (con't.)</b>				
Objectives  4. <i>Improve diversity</i>	Faculty: 10% of faculty minority by 2010 15 % of faculty female by 2010	1. Insure diversity is a criterion during recruitment of faculty and students. <b>(Rank 1)</b> 2. Assess the environment for minority and female faculty and students. <b>(Rank 1)</b>	1. Yearly  2. Biennial	1. Chair  2. Executive Committee
	Students by 2005: 6% minorities 25% out-of-state 6% minorities	3. Work with administration on programs directed at increasing diversity <b>(Rank 2)</b> 4. Recruit minority and female students from the Summer Programs.	3. Yearly  4. Each summer	3. Chair & Associate Chairs  4. Faculty & Chair
	Students by 2010: 8% minorities 30% out-of-state (15% outside 4-state region) 6% minorities	<b>Dept. supported 4 SY students from UPR; 2 supported by GS &amp; JKG; &amp; 2 more supported by faculty 4 AA working with TDH (Rank 2)</b> 5. Design marketing materials to attract minorities and female students. <b>(Rank 2)</b>	5. Quarterly & Yearly	5. Chair & Staff
Objective  5. <i>Continue to improve the quality of graduate students</i>	By 2010: 25% from other top domestic universities, GRE min. 2000	1. Seek resources to recruit quality domestic graduate students <b>(Rank 2)</b>  2. Require GRE of all applicants	1. Yearly  2. AY2006-2007	1. Director of Grad Studies & Chair  2. Director of Grad Studies & Grad Committee
<b>3. Grow department resources.</b>				
Objective  1. <i>Increase department funding</i>	Achieve Phase II Campaign Goal of \$54 million by 2010	1. Execute Phase II of MEEM Building for the Future Campaign Endowing Excellence <b>Raised to date ~ \$11 m Maintain \$ support</b> 2. Increase the number of major gifts officers assigned to MEEM Campaign <b>(Rank 1)</b> 3. Expand alumni and friends interaction via major gifts officers and chair trips	1. Ongoing  2. Ongoing  3. Ongoing	1. Chair & MGOs  2. Chair  3. MGOs & Chair

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<b>3. Grow department resources (con't.)</b>				
<b>Objective</b> 2. Increase space for research and education	Secure high-bay addition by 2010	1. Lobby and seek funds for a high-bay addition <b>similar to ATDC</b> <b>Developing brochure to submit to donor</b> 2. Lobby for the eleventh floor <b>(Rank 5)</b>	1. Ongoing  2. Ongoing	1. Chair & MGOs  2. Chair
<b>4. Strengthen the department's educational programs.</b>				
<b>Objectives</b> 1. Develop curricular innovations	One NSF grant every three years	1. Seek funding from government and industrial agencies <b>Maintain \$ support</b>	1. Yearly	1. Director of Undergrad Studies
2. Infuse entrepreneurship into the undergraduate and graduate curricula		1. Modify existing undergraduate courses at first year through senior year <b>Include in proposals in 1</b> 2. Introduce minors in entrepreneurship <b>(Rank 4)</b>	1. AY 2005-2006 2. AY 2005-2006	1. Form Ad Hoc Committee 2. Ad Hoc Committee in #1.
3. Pursue five-year programs that culminate in MS degrees		1. Develop five-year BS in Eng/MS in Engineering <b>(Rank 3)</b> 2. Develop MS in Business Administration <b>(Rank 3)</b>	1. AY 2005-2006 2. AY 2005-2006	1. Form committee to propose curriculum 2. Same as 1.
4. Produce leaders		1. Increase participation in study abroad, co-op, and undergraduate research programs. <b>(Rank 3)</b> 2. Create research certificate/minor <b>(Rank 2)</b> 3. Initiate leadership forum/seminar series <b>(Rank 4)</b> 4. Institute outreach component in senior design <b>(Rank 3)</b> 5. Increase participation in student led publications. <b>(Rank 2)</b> 6. Introduce current events content into all senior technical elective courses <b>(Rank 2)</b>	1. AY 2005-2006 2. Ongoing 3. AY 2005-2006 4. AY 2005-2006 5. Yearly 6. AY 2005-2006	1. Curriculum Committee to propose curriculum 2. Started - need to finish 3. Connect to Entrepreneurship 4. Design Committee 5. Grad Committee 6. Curriculum Committee develop plan

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<b>4. Strengthen the department's educational programs (con't.)</b>					
<b>Objectives</b> 5. Provide professional development opportunities for graduate students.		1. Increase participation at national/international conferences by providing matching travel funds. <b>50% match by Chair (Rank 2)</b> 2. Provide more opportunities for students to present their research on campus. <b>(Rank 2)</b> 3. Provide opportunities for students to improve their writing <b>(Rank 1)</b>	1. AY 2005-2006  2. AY 2005-2006  3. AY 2005-2006	1. Grad Committee develop plan  2. Grad Committee develop plan  3. Grad Committee develop plan	
	<b>5. Achieve international leadership positions in all of the department's strategic research thrust areas.</b>				
	<b>Objective</b> 1. Secure National Centers	Two by 2005	1. Secure at least one endowed faculty chair per each department strategic research area <b>Secured 3</b> <b>Maintain \$ support</b>	1. Ongoing	1. Chair & MGOs
Four by 2010		2. Establish a research center at the national level in the department strategic research thrust areas (Engines, NVH, Manufacturing Processes, Composites/Nanomechanics) <b>IGERT is a start</b> <b>Adv. Powertrain group progressing (Rank 1)</b>	2. Ongoing	2. Faculty	
		3. Grow the graduate program competitive with other top twenty-five ME programs <b>Program growing (Rank 1)</b>	3. Ongoing	3. Faculty & Director of Grad Program	

