

Comparative Biomedical Sciences Strategic Plan

March 21, 2011

GOALS

The goals of the Department of Comparative Biomedical Sciences will be to seek and obtain excellence in our performance of research, professional and graduate education, and service to the School and the greater community. Our goals are grounded in the Flagship Mission of Louisiana State University:

Advance knowledge and intellectual inquiry by promoting groundbreaking discovery; produce enlightened citizens by fostering critical thinking, ethical reflection, historical understanding, and cultural appreciation in an environment enhanced by diversity; enhance Louisiana by converting scientific and technological discoveries into new products and processes, by preparing an informed and creative labor force, and by applying university resources to solve economic, environmental, and educational challenges.

LEARNING

1. Professional program: Developing Leaders in Veterinary and Biomedical Careers: CBS will focus on a learning environment that develops LSU graduates who are recognized as leaders in Veterinary and Biomedical careers and are among the most qualified professionals in North America

Performance indicators:

- *Averages of departmental faculty ratings on student evaluations of teaching.*
- *Innovations/new materials developed in presenting professional curricular content.*
- *Faculty awards for teaching.*

Strategies:

- Provide instructional materials to students (notes, PowerPoint presentations, web sites) to facilitate in-class learning.
- Provide organized syllabi containing suggested or required texts, course objectives, grading criteria and schedule of class meetings.
- Integrate basic science concepts into transitional courses taught through CBS.
- Integrate clinical correlates into basic science courses taught through CBS.
- Identify deficiencies in faculty expertise needed for the professional curriculum and recruit new, qualified faculty to meet those needs

2. DVM/PhD Combined Degree Program: Provide an opportunity for future leaders in the profession to fast track their research career in veterinary medicine.

Performance Indicators:

- *Number of students completing the program.*
- *Post-graduate job placement of program graduates.*
- *Number of publications from DVM/PhD students.*

Strategies:

- Establish a program to recruit DVMs to our graduate program.
- Maintain contact with DVM graduates following graduation from LSU.
- Establish teaching opportunities for DVM/PhD students.

3. Graduate Degree Program: Attain national recognition for training biomedical scientists.**Performance Indicators:**

- *The number, diversity and quality (based on average GRE) of graduate students.*
- *The average stipend and salary for graduate trainees compared with other veterinary schools.*
- *The number of international and national meeting presentations, abstracts, and publications generated by graduate students.*
- *The number of extramural grant and fellowship awards obtained by graduate trainees.*

Strategies:

- Maintain high admission standards.
- Increase the number and amount of stipends and salaries for graduate education from all sources.
- Enhance graduate program promotion and awareness through all available media.
- Establish a program to recruit DVM's to our graduate program.
- Perform advanced study student surveys to obtain feedback for program improvement.
- Maintain complete, clear, and concise guidelines for graduate programs in each department on departmental web sites, consistent with rules of the Graduate School and the philosophy of the SVM umbrella program.
- Establish teaching opportunities for PhD students.

DISCOVERY**4. Research: Achieve national prominence through enhanced basic, applied and translational research productivity of the SVM's faculty, graduate students and staff.****Performance indicators:**

- *The amount of annual extramural research funding.*
- *The number of CBS faculty with extramural research funding.*
- *The number of papers published annually in peer-reviewed journals.*
- *The number of professional/scholarly presentations and activities.*
 - *Presentations at regional, national & international meetings.*
 - *Memberships on national/international review panels (research/policy).*
 - *Manuscript reviews for journals; membership on journal editorial boards.*
 - *Participation in leadership of scholarly societies.*
 - *Regular departmental research seminar program.*

- *Number of graduate students and postdocs.*

Strategies:

- Maintain high performance criteria (publication in peer-reviewed journals, extramural research funding) for faculty with research appointments.
- Link tenure to the establishment and maintenance of an extramurally funded research program.
- Maintain an effective faculty mentoring program.
- Provide adequate start-up funds to attract new hires and enhance their competitiveness for extramural funding.
- Obtain support for departmental seminar series.
- Identify research focus areas of proven strength to establish special emphasis research groups.
- Maintain state-of-the-art research equipment and infrastructure.
- Encourage external collaborations to promote programmatic grant applications and funding.
- Align recruitment of new faculty with established departmental research focus areas in accordance with needs.
- Recruit and fully support superior graduate students and post-docs.
- Support multidisciplinary or special emphasis research groups with enhanced funding for pilot projects.
- Maximize utilization of research space by reallocation to active/funded programs.

DIVERSITY

5. Student and Faculty Diversity: Provide an optimally diverse environment in the SVM.

Performance Indicators:

- *The diversity of the applicant pool for the Graduate Academic Program.*
- *The diversity of faculty*

Strategies:

- Recruit students from Historically Spanish Institutions (HSI), Historically Black Colleges & Universities (HBCU), and Native American Tribal Colleges (NATC).
- Establish a program to recruit minorities to our graduate program.
- Establish collaborative research programs with faculty at HBCU's in Louisiana.
- Establish an outreach plan for biomedical research and veterinary medicine utilizing the expertise of faculty and graduate students in the K through 12 systems, particularly of East Baton Rouge Parish.
- Identify, recruit, interview and hire minority faculty

ENGAGEMENT

6. CBS Central Services:

- **Microscopy Center**

- **Analytical Systems Laboratory**
- **Aquatic Toxicology Facility**
- **Inhalation Facility**
- **Histopathology Preparation Facility**

Performance Indicators:

- *Number of manuscripts published involving use of a CBS Central Service.*
- *Number of research presentations at national meetings including data from a CBS Central Service.*
- *Number of faculty/student/post-doc uses of a CBS Central Service.*
- *Number of grants/contracts submitted/awarded involving a CBS Central Service.*

Strategies:

- Evaluate on a regular basis the efficacy and cost-effectiveness of each CBS Central Service and cost center; determine the need for additional centers.
- Maintain up-to-date training of personnel associated with each service.
- Provide opportunities for departmental faculty/student/post-doc/staff to receive training on specified equipment in CBS Central Services where feasible.
- Maintain accurate records of all users to assess contributions of CBS Central Service units to research productivity.

7. Advancement: Identify funding sources beyond those of state appropriations and sponsored programs to enhance research and graduate instruction.

Performance indicators:

- *Annual Development Income for CBS.*
 - *Graduate teaching enhancement funds*
 - *Research enhancement funds*
 - *Graduate stipends*
 - *Seed money support*
 - *Research infrastructure replacement/upgrades*

Strategies:

- Develop ties with local and national pharmaceutical, environmental, and other relevant industries and agencies.
- Promote intellectual property disclosures and patent applications of applicable spinoffs from research.