

2016 WSU DEPARTMENT OF ENTOMOLOGY BALANCED SCORECARD



Vision:
 "Integrating Natural Sciences, Educating Communities with Technology and Science." (INSECTS)

Mission:
 "The Department of Entomology engages in teaching, research, and outreach to promote the well-being and profitability of stakeholders, protect the environment, and develop the next generation of scientists."

Values:
 Creativity & Innovation
 Passion & Commitment
 Competence
 Growth
 Integrity
 Respect

Long Term Goals	Long Term Performance Measures	Initiatives	Lead
<p>Financial: We provide maximum value from funds received through responsible management and high levels of impactful productivity. We are resilient to changing funding sources.</p>	<ul style="list-style-type: none"> Maintain/increase dollars per FTE Grant dollars per state FTE Maintenance/%increase in annual expenditures Citable publications and other scholarships per \$ Total dollar value of grants Number of research papers Total dollar overhead Success rates for grant proposals Number of citations Numbers of commission funds leveraged for accessing public funds 	<p>1. Develop an annual faculty-accessible financial report for the Department. This shall include the aggregation of affiliated programs located throughout the state, to include outputs (e.g. publications) from extramural grants.</p>	W. Sheppard
<p>Customer: We provide innovative and effective solutions for local to global stakeholders, deliver high-quality courses, and graduate well-prepared students.</p>	<ul style="list-style-type: none"> Number of high-impact examples of scholarship Number of press contacts/releases (e.g. TV, radio, print –not social media) Teaching at load by teaching FTEs Number of courses taught by any department member Total number of students Extension contact hours Employment rate/placement rate of recent graduates Levels of satisfaction in courses and extension workshops Number of technology transfer products, publications of newsletters, extension publications, website references, and public presentations Numbers of graduate students 	<p>2. Develop a flexible and adaptable system for teaching that is not reliant on new faculty hires.</p> <p>3. Create External Advisory Board with industry and stakeholders.</p>	<p>J. Owen</p> <p>W. Snyder & V. Jones</p>
<p>Public Value & Benefit: We are leaders in providing knowledge, skills, and tools to solve insect pest problems, protect our ecosystems and human health, and promote food security.</p>	<ul style="list-style-type: none"> Number of extension and for-credit courses Participation in boards, committees and civic organizations Economic impact of department in terms of employing students, staff, etc. on grants/revenue Number people whose behavior is impacted Success rates of graduates New pesticide registrations Quantifiable environmental and economic benefits (e.g., reduced sprays, reduced food safety risks, etc.) Number of faculty Numbers of inquiries answered, number of IPM recommendations, number of databases Number of grant reviews, service on panels, number of journal papers reviewed (includes editorial service) Number of symposia organized and/or participated in 	<p>4. Develop expectations (requirements) for outreach, publication and grantsmanship by graduate students to ensure students produce outputs of public value and benefit.</p> <p>5. Create a systematic approach to improve website and public outreach efforts.</p>	<p>J. Owen</p> <p>D. James</p>
<p>Internal Process: We utilize efficient, effective, and adaptable tools to support faculty, staff and students.</p>	<ul style="list-style-type: none"> Publicized departmental successes within WSU Reduction in turn-around-time for all departmental paperwork Increased use of digital documents and automation Website maintenance/changes turnaround time Support for faculty, student, and staff development Successfully attain promotion and retention of faculty and staff 	<p>6. Develop and implement a comprehensive hiring strategy that is aligned with department goals and metrics (SWOT analysis, performance metrics, etc.) and report to faculty, College and stakeholders. This strategy must be discussed and reaffirmed annually.</p> <p>7. Develop a set of measurable standards for graduate student performance that can be used to determine if students are prepared to graduate and be competitive in the post-graduate marketplace; with annual graduate survey reporting results to faculty and students.</p>	<p>D. Crowder</p> <p>J. Owen</p>
<p>Learning & Growth: We attract, develop and retain top talent. We invest in technology to facilitate departmental communication to overcome geographic challenges.</p>	<ul style="list-style-type: none"> Number of professional development enrollments Number of leadership activities in professional societies Number of new faculty who get seed grants Maintain/increase professional recognitions for faculty and students Student satisfaction rates Maintain quality of student achievement Maintain high quality and quantity of grad student applicants Turnover rates (faculty, staff, students) Number of collaborative grants/contracts/publications Investment in communication technology 	<p>8. Create a visual and informational framework that describes how all the faculty fit into research, teaching and outreach priorities of the Department. This graphic will be presented on the Department website.</p> <p>9. Develop a procedure whereby all faculty members present a departmental colloquium on a three year rotational basis (i.e. 1/3 of the faculty each year) to provide an overview of their research and extension program and to improve student and faculty awareness.</p>	<p>A. Felsot</p> <p>Colloquium Leader & W. Sheppard</p>