

2017-18 WSU DEPARTMENT OF ENTOMOLOGY BALANCED SCORECARD



Vision:
"Studying insects for the betterment of society"

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 awards Total dollar value of expenditures per PI in Entomology Number of research papers Total dollar overhead (F & A/indirect costs) Success rates for grant proposals Number of citations Numbers of commission funds leveraged for accessing public funds 	<p>1. Develop an annual financial report that identifies the status of Long Term Performance Measures for the Department.</p>	<p>Steve & Adam</p>
<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) Number of courses taught by any department member Total number of students credit hours Extension contact hours 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 per faculty member Student graduation rate 	<p>2. Create External Advisory Board with industry and stakeholders, to include alumni, industry representatives, donors, and collaborators. The first official meeting will be held at the annual department retreat.</p>	<p>Doug Bill, Vince & Laura</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 workshops 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 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>3. Implement systematic approach to marketing and communications for the department.</p>	<p>Adam</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>4. Develop and implement an annual plan that identifies high-value potential personnel opportunities that aligned with department goals and metrics (SWOT analysis, performance metrics, etc.) and report to department at annual retreat. This can include possible partnerships with the University of Idaho, USDA, etc.</p>	<p>David C. Rich Vince & Laura</p>