

## Summary of Online Survey Results-SNS' Long-Range Planning: Invitation for Feedback

The survey was posted for comments from December 18, 2019-January 6, 2020. The respondent demographic is as follows:

- Graduate Student- 10
- Postdoctoral Scholar- 0
- Staff- 18
- Lecturer- 5
- Ladder Rank Faculty- 32

**Q2.1. We know that being a R1 institution means increased research expenditures, laboratory staff and PhD production. What else does it mean to you?**

<b>Comment summary</b>	<b>Talley of comments</b>
More high impact publications that are widely cited	7
Prestige/Name recognition for institution and faculty	4
Recognition for research (vs just educational mission)	3
High-level placement of graduates	2
More post-docs	2
Increased grants and research expenditures	2
More intensive research culture (and more pressure)	2
More diverse faculty	1
Increased support for grant submission and management	1
Collaboration with top external groups	1
Teaching relief	1
Support for promoting research (e.g. help with websites)	1
Improved quantity and quality of graduate students	1
More internal funding for graduate students	1
More research facilities with associated technical staff	1
More frequent (and relevant) seminars	1
Patents, start-up companies	1
Faculty awards	1
More diverse STEM curriculum	1

**Q2.2. Given those items you identified, what existing strengths could we build on?**

<b>Comment summary</b>	<b>Talley of comments</b>
Increase technical support and research infrastructure	5
Put greater emphasis on research vs teaching and service	4
Increase administrative support (and keep it in SNS, not centralized)	3
Hire more senior faculty to increase recognition and/or to take on service load	2
Resources should be allocated to build on existing strengths	1
Additional opportunities for undergraduate research	1
Increase opportunities for graduate student initiated research	1
Create better balance of service load between faculty	1
Strength of young faculty	1
Add spaces that facilitate student-centered teaching	1
Use interdisciplinary strengths to bring extramurally funded centers to campus	1
Leverage well-established quality of the entire UC system	1
Strengths in environmental science, sustainability, and related fields	1
Collaboration with top external groups and industrial partners	1
Improved quantity and quality of graduate students and post-docs	1
Increase internal research funding opportunities	1
Increase mentoring for junior faculty	1
Make teaching a higher priority with emphasis on applicable knowledge	1
Focus on unique regional research opportunities	1

**Q2.3. What do you envision are the challenges/obstacles to achieving your vision (focusing on what SNS can control)?**

<b>Comment summary</b>	<b>Talley of comments</b>
Better advertising of programs and research success to outside world	2
Lack of support for grant writing and management	2
Too much emphasis on teaching needs in hiring	2
Need for more qualified technical/infrastructure support	2
Increase in space for research labs, staff and facilities	2
Attract more top-quality research faculty	2
Programs need more autonomy	1
Lack of appreciation of the importance of diversity	1
Reluctance of faculty to embrace student-centered teaching methods	1
High turnover of support staff	1
Cumbersome processes for hiring	1
Faculty need more time to focus on research (vs teaching and administrative tasks)	1
Need to teach more practical/marketable skills to graduate students	1
Improved quantity and quality of graduate students and post-docs	1
Better designed curricula	1
Need ways to reward “good behaviors”	1
Improved interactions between faculty and lecturers	1
Increase mentoring for faculty	1
Promote faculty based on research record	1
Inadequate administrative support	1
Reward high-risk research endeavors	1

**Q3.4. If we did achieve your vision, how would we measure success?**

<b>Comment summary</b>	<b>Talley of comments</b>
Graduate student success, timely graduations and graduate alumni’s satisfaction with their experience at UC Merced	8
Increased ranking of graduate program	2
Improved undergraduate student learning and retention	2
More high impact publications	2
More research grants	2
Faculty morale	1
Faculty and students from more diverse backgrounds would feel better supported	1
Established fields where UC Merced is able to attract top graduate students	1
Increased course and degree offerings	1
Offer STEM teacher credentials	1

**Q4.1 - Campus-level goals focus on retention and graduation rates. What other characteristics will make the School of Natural Sciences a national leader in STEM Education?**

<b>Comment summary</b>	<b>Talley of comments</b>
Increased support for first-generation (and other) students, such as summer bridge programs	4
Increased research experiences for students	4
Attract undergraduate students with skills to be successful in STEM majors and UC-quality courses	3
Graduating students who are competitive in job market or professional or graduate school	2
Increase offerings of relevant courses for undergraduates (e.g. anatomy) and improve curricula	2
Innovative teaching	2
Increased research productivity	1
More rigorous STEM courses	1
Emphasis on learning, not just retention and graduation	1

**Q4.1 - Campus-level goals focus on retention and graduation rates. What other characteristics will make the School of Natural Sciences a national leader in STEM Education?**

<b>Comment summary</b>	<b>Talley of comments</b>
Attract undergraduate students with skills and motivation to be successful in STEM majors and UC-quality courses	3
Build on strong undergraduate research programs	2
The motivation and energy of our students	1
Faculty and staff dedication to teaching	1
Provide more mentoring and guidance to students	1
Increase interactions between education and research	1
Existing strong student support staff	1
Provide pre-entry student preparation	1
Graduating students who are competitive in job market	1
Implement exams and/or portfolios to assay overall student learning	1
New facilities	1
Dedicated teaching faculty	1
The many campus resources for student support	1

**Q4.3 - What do you envision are the challenges/obstacles to achieving your vision (focusing on what SNS can control)?**

<b>Comment summary</b>	<b>Talley of comments</b>
Lack of sufficient knowledge or attention to STEM education by senior faculty and administration	3
Attract undergraduate students with skills and motivation to be successful in STEM majors and UC-quality courses	3
Improved and more innovative curricula	2
Biology curriculum needs revision	1
Family support for first-generation students	1
Finding ways to identify students who are struggling before it is too late	1
Difficult to attain funding for undergraduate research	1
Bad attitudes about the compatibility of inclusion and academic excellence	1
Lack of funding limits ability to offer innovative academic programs like first year seminars	1

**Q4.4 - If we did achieve your vision, how would we measure success?**

<b>Comment summary</b>	<b>Talley of comments</b>
Track student success after graduation and their entry into important and/or meaningful professions	4
Measure retention and graduations rates	3
Evaluate specific scientific learning such as lab skills	2
Use standardized exams to compare our students with those at other universities as well as diagnostic exams at beginning of classes	2
Evaluate faculty attitudes about students	1
Increased campus reputation	1
More publications and awards	1
Measure student satisfaction	1

**Q5.1 - What does a diverse, equitable, and inclusive School of Natural Sciences look like to you?**

<b>Comment summary</b>	<b>Talley of comments</b>
SNS is already doing okay at this	4
A place with increased ethnic diversity	3
Evaluation and hiring based on scientific merit alone	3
Better reflection of the diversity of California in UCM and SNS	2
A place that keeps track of success of different protected groups	2
A place where all groups as well as research and teaching styles that work for all students are supported	2
This will require a lot of change from status quo	1
More inclusion of diverse ideas	1
More focus increasing retention of diverse student in K-12 STEM pipeline	1
Teaching needs to be valued more in faculty evaluation	1
Where everyone from any background feels welcome	1
Where everyone is treated as an individual vs part of a group	1
More tangible rewards for contributions to DEI	1

**Q5.2 - Given those items you identified, what existing strengths could we build on?**

<b>Comment summary</b>	<b>Talley of comments</b>
Make research number one priority which will attract diverse faculty	2
Reasonable gender representation in some programs	1
More inclusion of diverse ideas	1
Need to assist regional schools to better prepare students for UC and support them once they are here	1
We are helping students meet and share their stories	1
More efforts and programs to hire diverse faculty	1
The commitment of staff to DEI training	1
Some departments have done well in creating DEI environment	1
Our diverse faculty	1
Programs and staff in Office of Campus Climate	1

**Q5.3 - What do you envision are the challenges/obstacles to achieving your vision (focusing on what SNS can control)?**

<b>Comment summary</b>	<b>Talley of comments</b>
Lack of priority of and success in diverse faculty hiring	2
Lack of priority of and success in diverse faculty hiring	2
Lack of awareness on most DEI issues by faculty and administrators	1
Non-diverse senior administration	1
Limited resources and time	1
Clearer guidelines on how to evaluate DEI contributions	1
Small number of DEI trainers on campus	1
Lack of participation in DEI workshops and events	1
Detrimental school culture for some diverse faculty	1
Student fears of expressing their feelings	1

**Q5.4 - If we did achieve your vision, how would we measure success?**

<b>Comment summary</b>	<b>Talley of comments</b>
Faculty search committee effectively advertise jobs to diverse candidates	2
When groups are not facing discrimination and feel safe in work environment	2
Need to go beyond just numbers to measure attitudes and feelings	1
An undergrad population that mirrors diversity of California	1
Increased numbers of students willing to participate in events	1
A more diverse faculty	1
More diversity in all campus roles	1
Course offerings representing diverse experiences	1

**Q6.1 - What does it mean for SNS to have global impact? What does it mean for SNS to have regional impact? What does it mean to publicly engage through our research, teaching, and service?**

<b>Comment summary</b>	<b>Talley of comments</b>
Increasing regional recognition by having programs for local kids and other community programs	5
Greater recognition of UC Merced for its own contribution	2
High impact papers and grants	2
More international scientific recognition	2
Being leader in innovative teaching	1
Building collaborations with regional colleges/universities	1

**Q6.2 Given those items you identified, what existing strengths could we build on?**

<b>Comment summary</b>	<b>Talley of comments</b>
Administrative support for programs for regional students and community outreach	2
Attract more international students and post-docs	1
Strengths in environmental science, sustainability, and related fields	1
Administration needs to focus on path to R1	1
Building more collaborations with regional colleges/universities	1
Need more innovative teaching spaces like TEAL rooms	1
Hosting conferences to build profile	1
Large number of alumni working on campus	1
Strong set of outreach programs	1
Proximity to Yosemite and Sierra Nevada	1

**Q6.3 - What do you envision are the challenges/obstacles to achieving your vision (focusing on what SNS can control)?**

<b>Comment summary</b>	<b>Talley of comments</b>
Few incentives for hiring international students and post-docs	1
Low rate of faculty and staff hiring	1
Small number of graduate students	1
Insufficient administrative commitment to reaching R1 status	1
Better support for faculty to present research at international conferences	1
More effective communication and activities to connect to community	1
More innovative teaching spaces	1
Low recognition for outreach activities in promotions	1
Regional resistance to change	1

**Q6.4 - If we did achieve your vision, how would we measure success?**

<b>Comment summary</b>	<b>Talley of comments</b>
Recognition as a leader by external world at all levels	2
High impact papers and grants	2
Better connections to community	2
More collaborators	2
More innovative teaching spaces	1
High placement in university rankings	1
More invitations to speak at conferences	1
Making impact in big fields vs niche areas	1
Increased donations	1