Productivity
• Class size:
  \[ \text{FTE ratio} = \frac{(\text{credit hrs}/\text{contact hrs}) \times \text{enrollment}}{\text{FTE (Fac Hr)}} \]

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Efficiency
• Graduation rates:
  • Low enrollment: less than 12 graduates per year per program
  • Our department was operating 6 baccalaureate programs, reduced to 3 programs (and 3 minor programs and one MA program)

Accountability
• SSHE in 2000 mandated assessment plans for all programs.
  • BS: Core Geology, BS Environmental Geology, BS Earth Systems
  • BSEd: Praxis Content Knowledge Tests

New Curricula
BS Geology
- BS Environmental Geology
- BS Earth Systems
- BS Geology, BS Earth Systems
- BS Geology, BSEd Environmental Geology
- BSEd Astronomy
- BSEd Earth & Space Science

BS Earth Sys & BSED
- PA Teaching Certification

Other stuff
Document student success
Debt chair led Dean search
Dept faculty are campus leaders
Manage dept. for admin metrics