

21-26  
STRATEGIC PLAN

**Department of Forestry and Natural Resources**

COLLEGE OF AGRICULTURE  
Purdue University  
West Lafayette, Indiana



Forestry and Natural Resources

## OUR VISION

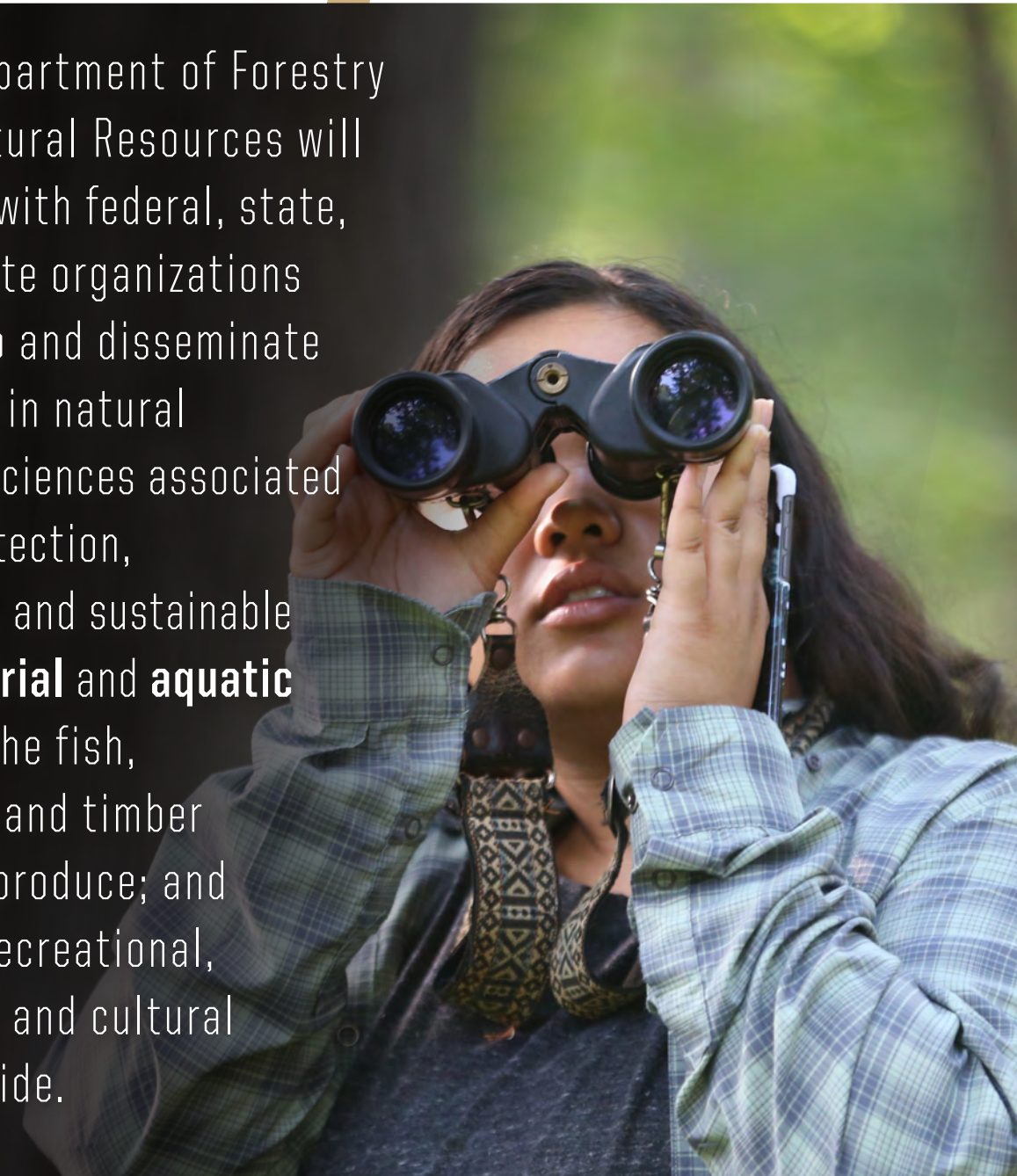
The Department of Forestry and Natural Resources (FNR) will be a **world leader** in **natural resources sciences** and **stewardship**, as evidenced by excellence in:

- ▶ Educating and training undergraduate and graduate students to the highest standards
- ▶ Conducting leading research that advances science and helps solve problems of regional, national, and global significance
- ▶ Engaging and educating stakeholders through Extension programs and outreach efforts
- ▶ Integrating teaching, research, and Extension missions
- ▶ Creating inclusive culture that supports and respects all people



## OUR MISSION

The Department of Forestry and Natural Resources will partner with federal, state, and private organizations to develop and disseminate knowledge in natural resources sciences associated with the protection, management, and sustainable use of **terrestrial** and **aquatic ecosystems**; the fish, wildlife, water, and timber resources they produce; and the ecological, recreational, aesthetic, social, and cultural benefits they provide.



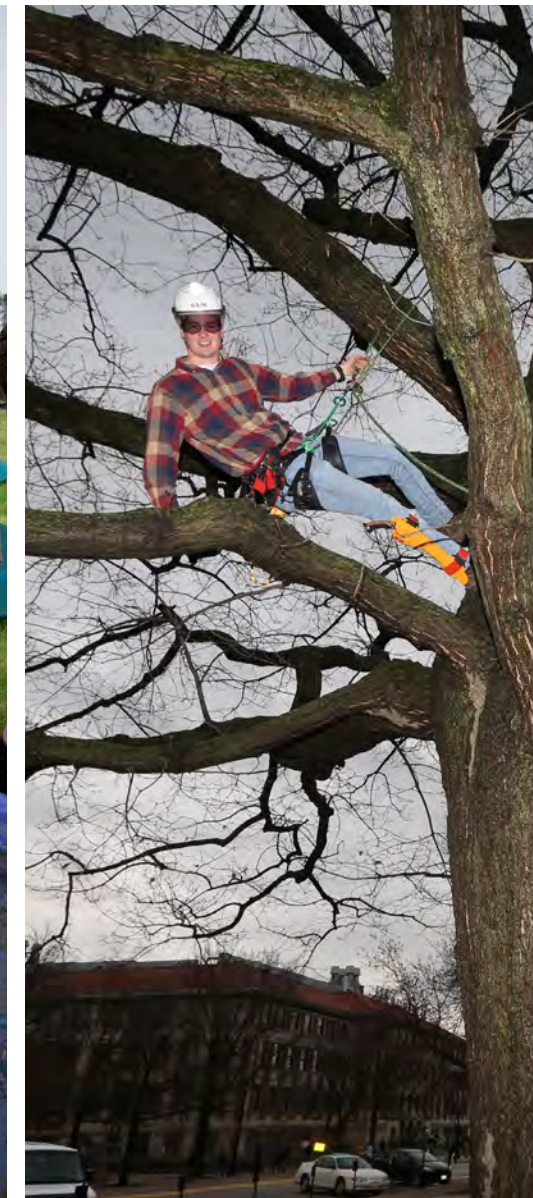


## OUR GOALS

The Department of Forestry and Natural Resources is led by its **CORE VALUES** and **CULTURE**.

This includes the following **COMMITMENTS** and **ASPIRATIONS**:

- ▶ Our values and culture guide all of our interactions, at home and around the world.
- ▶ We create an environment that nurtures the academic and professional career development of all faculty, staff, and students.
- ▶ We expect our work to be done ethically, honestly, and with integrity.
- ▶ We design our work to benefit the environment, education, and society.
- ▶ We promote mutual respect for all by pursuing diversity, equity, and inclusion in all that we do.





## OUR GOALS



### 1 TEACHING AND LEARNING

**OBJECTIVE:** Ensure that Purdue is globally recognized as a preferred source of natural resources graduates who are well prepared to lead, rise to challenges, and make a positive impact throughout their career.

#### INITIATIVES

- 1 Increase recruitment and retention of well-qualified students.
- 2 Emphasize development, recognition, and support of faculty and staff in teaching and learning as it relates to the student experience.
- 3 Prioritize efforts for global impacts by proactively and strategically deepening collaborations with existing partners and establishing new partnerships.
- 4 Develop, promote, and support a culture of continuous innovation to ensure that course content and teaching techniques reflect state-of-the-art knowledge and practices.
- 5 Involve undergraduate students in research and Extension throughout their academic program.
- 6 Facilitate opportunities for graduate students and postdoctoral associates to gain experience in all departmental mission areas. Ensure that graduate students are prepared for a wide array of career paths both within and beyond the university.

### 2 RESEARCH

**OBJECTIVE:** Create and support a community of diverse, engaged, productive, and collaborative scholars who are world leaders in their respective disciplines, advance the frontiers of natural resources sciences, and address society's most pressing challenges and opportunities through creative and high-impact disciplinary, cross-disciplinary, and interdisciplinary research.

#### INITIATIVES

- 1 Elevate basic and applied research to address global challenges and leverage strategic alliances with key stakeholders.
- 2 Enhance research capacity by building and improving infrastructure to foster cutting-edge research in collaborative spaces that facilitate interactions within and among disciplines.
- 3 Invest in the future of natural resources sciences through holistic undergraduate, graduate, and postdoctoral education and training programs that prepare trainees to become successful leaders.

### 3 ENGAGEMENT

**OBJECTIVE:** Be recognized as the premier institution engaging stakeholders in Indiana and beyond by identifying and addressing priority issues to enhance their quality of life and the environment through research-based education in natural resources.

#### INITIATIVES

- 1 Create innovative, multi-disciplinary, inclusive, and impactful educational programming to address contemporary natural resources and associated social and economic issues relevant to Indiana and beyond.
- 2 Enhance existing multi-partner and multi-state collaborations, while exploring novel partnerships that promote collaboration among common missions and increase program reach and impact.
- 3 Develop new signature programs that capture departmental Extension and engagement efforts and link to initiatives within the College of Agriculture.
- 4 Enhance Extension efforts within the department by pursuing engagement assignments for new and existing tenure-track faculty.

### 4 Diversity, Equity, and Inclusion

**OBJECTIVE:** Build and sustain a climate and culture in which everyone in the department is included, respected, and supported, and individuals are able to achieve their full potential for success.

#### INITIATIVES

- 1 Recruit diverse staff, faculty, and students.
- 2 Develop and sustain an environment where a diverse community can thrive by actively pursuing the goals of justice, equity, diversity, and inclusion in all that we do.
- 3 Empower and incentivize administrators, faculty, staff, and students to innovate and participate in the creation of a diverse and inclusive environment.
- 4 Adopt policies and procedures as well as pursue structural changes that reflect our institutional commitment to inclusive excellence.

*To elevate the profile of FNR,  
we intend to increase:*



## TEACHING AND LEARNING

### 1. RECRUITMENT AND RETENTION

- Wright graduate assistantships
- Graduate assistantships reserved for underrepresented and minoritized (URM) students
- Undergraduate-relevant career experiences
- Graduate and undergraduate students
- Students graduating on time

### 2. FACULTY AND STAFF

- Faculty and staff nominated for teaching awards annually
- Mandatory faculty training
- Quantity and quality of scholarly teaching publications

### 3. GLOBAL IMPACT

- Graduate student theses done abroad and the number of countries represented
- International graduate students that apply to FNR and conduct research in their home countries
- Graduate and undergraduate study abroad participation and opportunities
- Co-op classes for all majors
- Formal partnerships with global organizations offering experiential learning experiences, e.g., Organization for Tropical Studies (OTS)

### 4. COURSE CONTENT AND TEACHING TECHNIQUES

- Year-round faculty/staff involved in teaching courses or units
- Incentives for training that leads to innovative teaching techniques to create online, hybrid, and/or flipped classrooms

### 5. UNDERGRADUATE RESEARCH AND EXTENSION

- Students participating in College of Agriculture Transformational Experiences
- Investment of resources to support student involvement in research and extension, especially for URM students

### 6. GRADUATE STUDENT AND POSTDOC EXPERIENCE AND CAREER PATHWAY

- Participation in poster competitions
- Extension documents published
- Student and postdoc representation on departmental committees

## RESEARCH

### 1. PUBLICATIONS

- Quantity of research publications per FTE
- Mean quality of research publications as measured by journal impact factor or related bibliographic measures

### 2. TRAINEES AND VISITORS

- Quantity of graduate students, postdoctoral associates, visiting scientists, and sabbatical visitors
- Quality of graduate students, postdoctoral associates, visiting scientists, and sabbatical visitors

### 3. GRANTS AND CONTRACTS

- The mean number of annual research awards per FTE
- The mean size of annual research awards per FTE

### 4. STAFFING

- Faculty research FTEs
- Staff research FTEs

### 5. EDITORIAL BOARDS AND REVIEW PANELS

- Representation on prominent journal editorial boards and grant review panels

### 6. NATIONAL/INTERNATIONAL ACTIVITIES

- Mean annual number of research awards per FTE
- Presentations at national and international conferences

### 7. STAKEHOLDER CONNECTIONS

- Connections and involvement with state, regional, and federal stakeholders



## ENGAGEMENT

### 1. EDUCATIONAL PROGRAMMING

- Programs targeting underrepresented groups
- Programs incorporating application of current science
- Programs directed at natural resource professional development

### 2. COLLABORATIONS AND PARTNERSHIPS

- On-campus, state, and multi-state collaborations and partnerships
- Collaborative grant funds

### 3. NEW SIGNATURE PROGRAMS

- ANR signature programs involving FNR faculty and staff
- FNR faculty and staff participating in ANR signature programs
- Extension educators implementing FNR signature programs

### 4. STAFFING

- Faculty and staff nominated for extension awards annually
- Extension faculty FTEs
- Faculty who receive extension summer salary
- Extension products and scholarship of extension produced by extension faculty



## DIVERSITY, EQUITY, AND INCLUSION

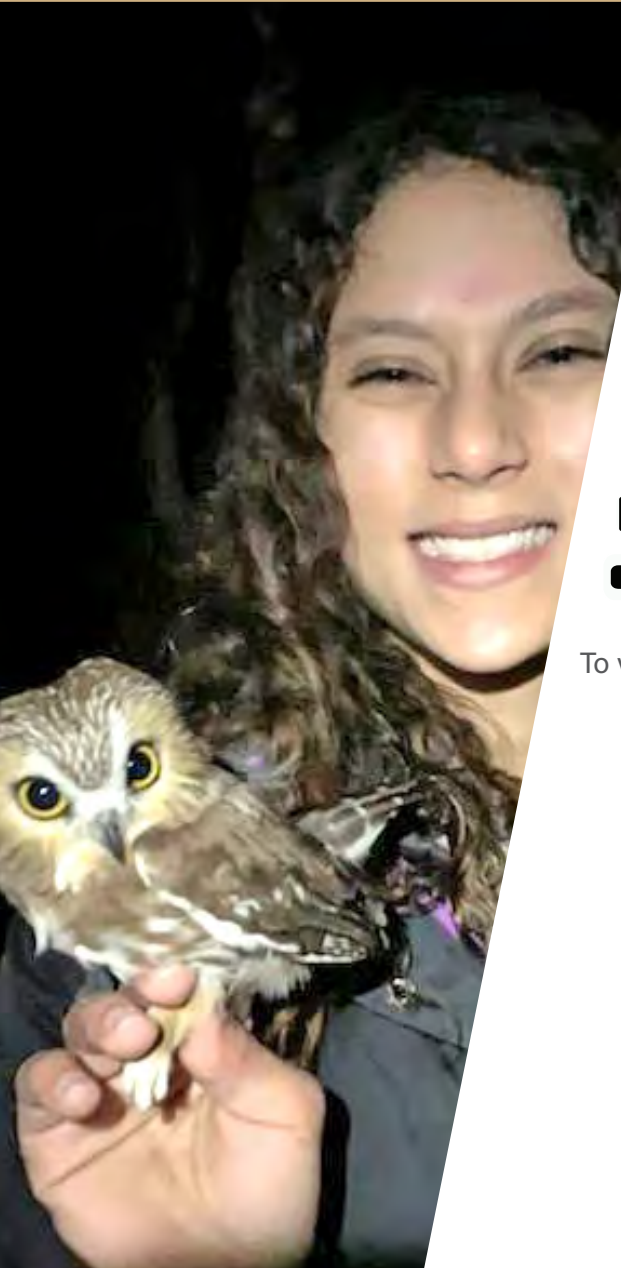
### 1. DIVERSITY OF STAFF, FACULTY, AND STUDENTS

- Faculty and staff diversity; diversity of applicant pools for all positions
- Recruitment of URM grad and undergrad students
- Fraction of recruitment efforts that target URM grad and undergrad students

### 2. DIVERSE, EQUITABLE AND INCLUSIVE DEPARTMENTAL CLIMATE

- Satisfaction among faculty, staff, and students in the department-wide climate surrounding DEI
- Equity in student retention and graduation rates across all demographic groups
- Faculty/staff participation in DEI-related campus trainings for all positions that require teaching, mentoring, advising, training, etc.
- Efforts to secure external funding sources that prioritize the recruitment, retention, and support of URM students
- Exposure of FNR grad and undergrad students to DEI topics as they intersect with the core concepts in FNR through courses and social events
- Use of FNR social media presence to advance FNR's DEI strategic goals





## LEARN MORE

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 [Purdue University, Department of Forestry and Natural Resources](https://www.linkedin.com/company/Purdue%20University%2C%20Department%20of%20Forestry%20and%20Natural%20Resources)

 [@PurdueFNR](https://www.youtube.com/PurdueFNR)

To view the plan online, visit [ag.purdue.edu/fnr/Pages/about.aspx](http://ag.purdue.edu/fnr/Pages/about.aspx)

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