

Doctoral Program in Gerontology (DPG)

Post APR Meeting - September 28, 2016

Attending: Tony Moreira, Scott Casper, Pat McDermott, Erin Golembewski, John Schumacher, Denise Orwig, Karen Fedderly

Post-APR Action Plan - Doctoral Program in Gerontology, UMBC/UMB

Recommendation	DEPT	COLLEGE	PROVOST	Action Plan
1. Identify a new UMBC director	X -UMBC	X -UMBC	X -UMBC	Completed: John Schumacher, Ph.D. hired as the new DPG Director, 8/23/16
2. Identify senior administrator	X-UMB	X-UMB	X-UMB	Scott Casper is Senior Administrator at UMBC. Further clarification is needed at UMB. Bi-campus meetings will be scheduled to discuss organizational structure and hierarchy. Please see supplement document attached.
3. Consider structural change in location of the DPG	X-UMB	X-UMB	X-UMB	At UMBC, DPG will remain as a program in CAHSS; however, DPG directors would like to explore alternatives where the program has a bi-campus administrative structure able to recognize both campuses equally. Please see supplement document attached.

Note: See attached document [DPG APR Action Plan Supplement] with fuller explanations

<p>4. Commit dedicated faculty resources to DPG</p>	<p>X-UMB X-UMBC</p>	<p>X-UMB X-UMBC</p>	<p>X-UMB X-UMBC</p>	<p>At UMBC a joint search between SAHAP/DPG is currently underway with 50% of faculty effort dedicated to the DPG. The Director, in conjunction with appropriate Department chairs, may request consideration of additional faculty positions through the regular College prioritization process.</p> <p>DPG program directors, UMBC, and UMB campus administrators will assess recognition of DPG program faculty effort in terms of workload (e.g., teaching, research, service) and ways to optimize recognition on each campus.</p> <p>UMB hiring process differs substantially. DPG program must evaluate how current (and future) faculty effort (e.g., teaching, committee involvement, service, etc) is recognized and rewarded in the current environment at both UMBC & UMB.</p>
<p>5. Identify faculty instructional resources/ compensation on both campuses</p>	<p>X-UMB X-UMBC</p>	<p>X-UMB X-UMBC</p>	<p>X-UMB</p>	<p>DPG will review instructional resource use and report to Dean on its effectiveness.</p> <p>UMB will schedule a meeting with the directors and GPILS to gain clarity on the DPG budget.</p>
<p>6. Increase to 6-8 GRAs to recruit students</p>	<p>X-UMB X-UMBC</p>	<p>X-UMB X-UMBC</p>		<p>DPG will continue to seek diversified opportunities to fund its graduate students; e.g. T-32 grants, agencies, etc.</p> <p>Currently UMB has 3 GRAs and UMBC has 2. The Program will seek ways to increase GRA funding by 1 or 2 positions through identifying other on-campus and off-campus GRA opportunities.</p>

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7. Improve internal/external communication.	X-UMB X-UMBC	X-UMB X-UMBC		DPG program will review the content and scope of its communication and marketing efforts internally and externally to the university. A revised communication and marketing strategy will be tested and implemented with tracking of outcomes. Program will seek unified branding across both campuses.
8. Increase support staff	X-UMB X-UMBC			DPG will review coordination of staff support effort to evaluate division of duties across campuses.
9. Establish operational budget for growth.	X-UMB X-UMBC	X-UMB X-UMBC		DPG will conduct 5 year budget review and projection to be shared with CAHSS dean and UMB deans for planning purposes.
10. Involve DPG in development efforts on both campuses.	X-UMB X-UMBC	X-UMB X-UMBC	X-UMB X-UMBC	DPG will submit funding priorities through upcoming capital campaign process. DPG will evaluate the viability of an external advisory committee in the next 24 months. The DPG will discuss the creation of an Advisory Board with relevant individuals at UMBC (i.e., individuals in programs with external advisory boards).
11. Diversify sources external support.	X-UMB X-UMBC	X-UMB X-UMBC		DPG will seek external funding opportunities beyond the federal level.
12. Explore mechanism to send back indirect costs to DPG.	No action required	No action required	No action required	No action required
13. Consider model of new tenure stream faculty of partial state and partial soft money.	No action required	No action required	No action required	Recommendation is not consistent with direction of CAHSS toward permanent funding of faculty lines. No action anticipated.

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14. Consider employment placement strategy.	X-UMB X-UMBC			DPG will engage its alumni network through events and outreach. Program will explore development of relationships with key area employers (e.g., CMS, Social Security, non-profits)
15. Support training grant development.	X-UMB X-UMBC			DPG will continue submission of T-32 training grants and consider other collaborative submissions.
16. Encourage submission of K awards to NIH.	X-UMB X-UMBC			DPG will encourage affiliate faculty in the submission of K awards and respond to requests for relevant data on the program.
Stage 2. Implement a strategic planning process to address longer term issues.	X-UMB X-UMBC			DPG will conduct a systematic strategic planning process in the next 12 months with report to CAHSS dean and UMB deans.

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