Post-APR Action Plan - Information Systems			
September 5, 2018			
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Recommendation	DEPARTMENT ACTION	COLLEGE ACTION	PROVOST'S OFFICE ACTION	Action Plan
a) UMBC should address the growing faculty workload imbalance -- indicated mainly by the increasing student-to-faculty ratio -- through the allocation of additional tenure-track lines to the department;	✓	✓	✓	Allocation of faculty lines to the college is an action that will require collaboration between the college and academic affairs. Correspondingly, the department's approach to advising results could be revised to redistribute responsibility to professional advising staff and current lecturers. Each of these actions will be under discussion throughout this academic year.
b) UMBC should address the paucity of senior faculty leadership -- and consequent deficits in terms of mentoring for junior and mid-career faculty -- by offering mentoring support in the form of programmatic assistance (e.g., leadership training), hiring more full professors, and accelerating the promotion of long-time associate professors to the rank of full professor;	✓	✓	✓	The hiring of the new department chair and one tenure track position has been approved. A national search for a new department chair will be conducted during this academic year and the new chair will be charged with helping address this concern. The college and department also anticipate that a number of current Associate Professors will be promoted in the next two or three years. The hiring of one senior lecturer and one tenure track position has been requested through the college budget prioritization process. In addition, challenges with faculty retention that have resulted in the current situation are under discussion between the college and academic affairs.
c) UMBC should address deficiencies in the quality and consistency of instruction, particularly in the Health Information Technology degree program, by reducing dependence on adjunct faculty and hiring more permanent faculty (e.g., lecturers);	✓	✓		For the degree programs that are managed by the IS department, this is being partially addressed in a) above. In addition, the department chair and the college dean will develop a plan for ensuring quality and consistency of instruction by the adjunct faculty. For the Health IT degree program that is managed by the IS Department in partnership with the Division of Professional Studies, the college dean and the vice provost for the Division of Professional Studies will develop a plan to improve the quality and consistency of instruction in the Health IT degree program. Regarding a timeline: DPS, the COEIT Dean, and the IS Chair have addressed a HIT program leadership concern that contributed to early challenges. The new program director has been working to improve the quality of instruction across the program. If enrollments rise sufficiently to merit the addition of a second full-time faculty member, we will move to hire an additional faculty member. Headcount enrollment of approximately 100 students would trigger the hire of an additional faculty member. The timeline will be goverened by enrollment.
d) UMBC should address outdated lab furnishings and equipment by replacing obsolete computers and installing new chairs and tables -- particularly in the public labs that are used heavily by undergraduates;	✓	✓	✓	The college and department have earmarked funds for both furniture and computers. During fall 2018 semester the department and college will develop a plan for addressing these concerns and during spring 2019 semester the plans will be implemented. The Vice Provost for Academic Affairs will look into the status of discussions to develop a university-wide approach to maintaining public areas in academic buildings.
(e) UMBC should further consider the question of creating an independent School of Information or College of Computing in the context of its growth strategy for the campus and the College of Engineering and Information Technology.		✓		The principal challenge for the college in this context is the college's strong emphasis on computing is not reflected in its name. In concert with a branding effort taking place for the campus, a proposal to change the name of the college to include the word "computing", has been submitted by the dean and is under consideration. The recommendation of creating an independent School of Information or College of Computing has been considered and will not be pursued at this time.