

# Program Review for Biological Sciences

## Development of Action Steps

### General Comment:

The reviewers were impressed with the curriculum, highlighted student satisfaction with the program, but also identified challenges that could impede the program's growth and erode some core strengths (plant biology expertise and collaborations related to it)

### Commendations:

1. The curriculum is "well designed and up to date."
2. Broad student satisfaction with the education they are receiving, teachers/mentors, and advising
3. Opportunity to grow the program

### Identified Issues:

1. Growth-related challenges (staffing and physical space)
2. Potential roadblocks to timely graduation
3. Questions about the viability of the Master's programs due to declining enrollment, failure of many students to graduate, delayed graduation for many other students ("significantly" beyond the "two-year expectation for the MA and MS programs). The absence of funding for fellowships is impeding enrollment.
4. The Greenhouse is in a state of disrepair (Science Hall).
5. Lack of assistant professors studying plant biology could erode Lehman's expertise, collaboration with the NYBG, investments in the Greenhouse, and prestige it has built over decades

### Recommendations:

Recommendation	Strengths Leveraged/Issues Addressed	Notes	Responsible Party	Actions Taken
1. New CLT hires	Issue 1		Dean Program	Course offerings are being changed to help accommodate the issue
2. New faculty hires	Issue 1	Space limitations/start up funds have constrained hiring	Dean Program	
3. Institutional planning to utilize, apportion, remodel and prioritize existing space	Issue 1	The reviewers noted that spacing issues could undercut plans for program growth and the attainment of R2 designation by Lehman College	Provost A&F Deans	
4. Increase the number of doctoral	Commendation 3	Would need to increase Grad A lines, the number of research labs,	Provost Dean	

students (currently 15-20)		and develop opportunities to onboard and maintain a sense of community for doctoral students	Program	
5. Analysis into graduation rates and development of strategies to improve them	Issues 2 and 3	Department could meet with Office of Institutional Research to discuss data needs for the analysis e.g. where students who have taken BIO 166 go. Majors-to-graduates ratio is high.	Program	
4. Reassess research thesis expectations for the Master's program to put less emphasis on in-person labs and more on computation-based work	Issues 2 and 3	Not a priority. Research is critical.	Program	
5. Identify possible funding opportunities to support MS students (possibly in collaboration with the Albert Einstein College of Medicine and NYBG)	Issue 3		Dean Program	
6. Consider hiring a manager to oversee the Animal Care Facility (ACF)	Issue 1	Could facilitate Lehman's attainment of an R2 designation and expand the use of the ACF in research and instructional uses	Program	
7. Implementation of the 10-year plan for the ACF	Issue 1	Could facilitate Lehman's attainment of an R2 designation and expand the use of the ACF in research and instructional uses; reviewers felt that if a hard choice must be made between funding the ACF or providing funding for the diversity of biological disciplines, the latter should receive priority  3 faculty are currently using the ACF.	Program	
8. Address the Greenhouse infrastructure issues (temperature control systems, broken windows, missing portions of the roof) at Science Hall	Issue 4	Would strengthen the program's ability to recruit new plant biologists and its ability to collaborate with the NYBG		
9. Program leadership should hold monthly meetings with the Dean in preparation for faculty searches to identify lab spaces	Issue 1	Would advance Lehman's R2 aspirations		Meetings are ongoing but monthly meetings aren't needed.

and prioritize renovations				
10. Advocate for City/State funding to complete the “other half of the Science Hall Building”	Issue 1	Would advance Lehman’s R2 aspirations	President Provost Institutional leadership	President has been discussing it (10-year period)
Develop a plan to recruit and hire two assistant professors in plant biology during the current academic year (AY 2024-25)	Issue 5	Departmental priority  Hiring priority:  1 plant biology assistant professor (space is available/would replace a retiring professor)  1 CLT afterward  Another plant biology assistant professor afterward	Dean Program	