
The Department of Biology underwent a program review in 2018/19, and the external review panel made 7 recommendations which informed the department's action plan. Below is an itemized summary of our progress towards addressing the recommendations and actions, two years later.

Recommendations and Action Plan:

1) Faculty and Staff:

Recommendations: For consistency and quality programming, there is a demonstrated need for more full-time tenure-track faculty. While we realize finances are tight, if the Department is to maintain its high quality of teaching in small classes, and respond to increasing demands for Faculty to engage in research, **at least one more full time Faculty position would be a recommendation.**

Alternatively, or in addition, if it is possible to offer LTAs three- to five-year contracts instead of hiring year by year, that may impart a greater sense of stability to the Department. The Biology program at UBC has developed a novel mentoring system that also adds stability to LTA contracts. It would be worthwhile consulting them on their rationale and procedures.

Nursing, who also use the Chilliwack lab, would have to happen as well as careful co-ordination with the Chemistry Department. Providing supplemental funding to the innovative student-run bus system would help to facilitate this while keeping expenses to a minimum.

Action plan: Deficiencies that affect health and safety of students and staff will be addressed as they arise. Upgrades and renovations are being considered for the next phase of renovations occurring this coming year in conjunction with the exterior building envelope upgrade of Building A East. However, continuing space needs will need to be addressed institutionally as there is the need for a Science/Research building.

Schedule for implementation: inloeopd t

4) Equipment:

Recommendation: That the university commit to a stable and predictable budget for equipment acquisition, replacement and emergency repair. This fund may be supported in part by user fees for grant-supported researchers, assuming that they have budgeted for such in their grants. Going forward, some level of research overhead and/or requirement for researchers to include equipment use fees in grant proposals would help in this area. Implementing student lab fees as part of their tuition may be an

PROGRESS up to 2021 (from UFV Biology Department):

We have a five-year plan for offering all our courses in place with some courses given every term, some courses annually, and some courses every two years. We have minimized the numbers of 'special topics' courses we give to concentrate on our regular course offerings. Several obsolete upper-level courses have been removed from the calendar. We have updated

continue to offer a core second year course in ecology and several upper-level courses in ecology (including a newly offered BIO340: Population and Community Ecology).

6) Advising:

Recommendations: Better coordination between Advising and the Department Head regarding scheduling will allow for students to plan their degree completion pathways with more efficiency. Efforts should be made to better gauge student demand for various courses, especially ecology and Special Topics courses and to ensure that the offering of these courses has been decided and announced well in advance of registration.

Action plan: The department will work with Advising to clarify the three-year plan for course offerings and will ensure the department website clearly indicates all the main courses that will be offered. The department will also try to add extra sections of high demand courses (e.g., BIO 309 Microbiology) based on previous year wait lists. Furthermore, the department will limit the offering of special topic courses to ensure the main courses listed in the calendar are offered annually or every two years in the fall or winter semesters. The department will also evaluate whether courses should be discontinued if they are low demand or no longer offered. To inform students of course offerings well in advance, faculty will be encouraged to consult with the Science Communications specialist to update relevant web-pages and other communication venues. This will be facilitated by the Department Assistant as well as the Faculty of Science Administrative Assistant and the Science Communicator.

Schedule for implementation: over the current academic year and ongoing, with curriculum review components to be implemented starting in 2020/21.

PROGRESS up to 2021 (from UFV Biology Department):

We have clarified and published (on the UFV biology website) a three-year plan for courses offered so students can organize the

We recognize that the transition from being a College to a University, where research is an expectation, is not an easy one. Many or most of the Faculty at UFV were in place during the transition, and not all of them may want to create large research programs at this point in their careers. While we feel that all Faculty at a university should be involved in research at some level, it is likely that some Biology Faculty will be more interested than others in the work required to develop a research program. Those Faculty members should be able to identify themselves and should have access to funds and programs that will allow them to excel in that area. Future hires should be made with research in mind. Workloads for both teaching and research then need to be considered and balanced depending on Faculty output in both areas. The Department should also make use of the Canada Research Chairs program to bring in new faculty or to retain existing faculty who would like to spend more of their time pursuing research, as the CRC program can be leveraged within an institution to improve the research output of other faculty members beyond the Chair.

Action plan: The Dean's office has been providing discretionary amounts of funding to facilitate research and support student researchers. This is obviously not enough, and faculty will be encouraged to become more active in seeking external research funds as well as in seeking internal sources of funding. Along with the Office of Research, the faculty has been made aware of various funding opportunities including the Alliance grants and it is expected that some faculty may apply within the foreseeable future.

Schedule for implementation: ongoing.

PROGRESS up to 2021 (from UFV Biology Department):

Many of our faculty have continued to pursue research projects with the majority of these including UFV students. Several faculty have collaborations with faculty from other institutions or with industrial or community partners. A number of our faculty have research focused on the local community.

UFV has made some funding available to help faculty establish research projects (e.g., hiring work-study students). The Dean's office has continued to support our offerings of directed studies courses (e.g., BIO408, BIO409) which are