RIT College of Science
Strategic Plan

2025 → 2030

Mission

The College of Science (COS) prepares graduates for impactful careers in the physical, life, and mathematical sciences while providing all RIT students with strong scientific and mathematical foundations. Our research advances scientific understanding and drives innovations that benefit society. We are committed to fostering access, equity, and belonging throughout our college and the communities we serve.

Vision

The College of Science will be a national leader in expanding the frontiers of science and mathematics and in using our expertise to tackle the world's current and emerging challenges. We envision a vibrant community where every individual feels included, valued, supported, and inspired to reach their fullest potential.

Implementation

The College of Science Strategic Plan outlines five overarching pillars that define our aspirations and that will be employed to guide our direction over the next five years. Each pillar is supported by example focus areas that highlight current priorities and the activities to implement the goals under each pillar. All members of our community are invited to contribute in ways that reflect their strengths, passions, and expertise to achieve these goals.

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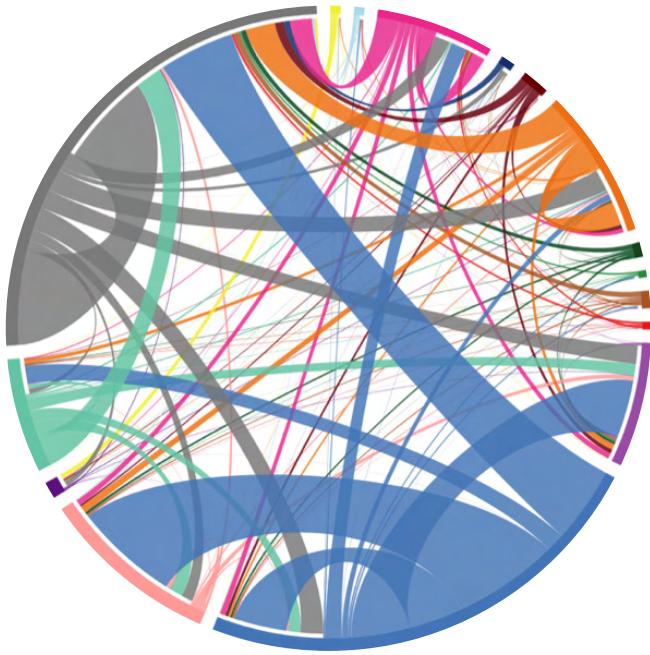
Our
Pillars

Student Success

Provide a holistic student success ecosystem within COS that enables all RIT students to thrive in and out of our classrooms.

Happy People

Foster a community where faculty, staff, and students feel valued, supported, and empowered to thrive.

Research and Scholarship

Actively develop a research enterprise that attracts great faculty and students and enables them to produce great scholarship.

Academic Excellence

Ensure an academic environment that cultivates excellence and promotes innovation through the quality of our faculty and programmatic offerings.

Operational Effectiveness

Make data-driven decisions, embrace continuous improvement, and streamline our working environments.
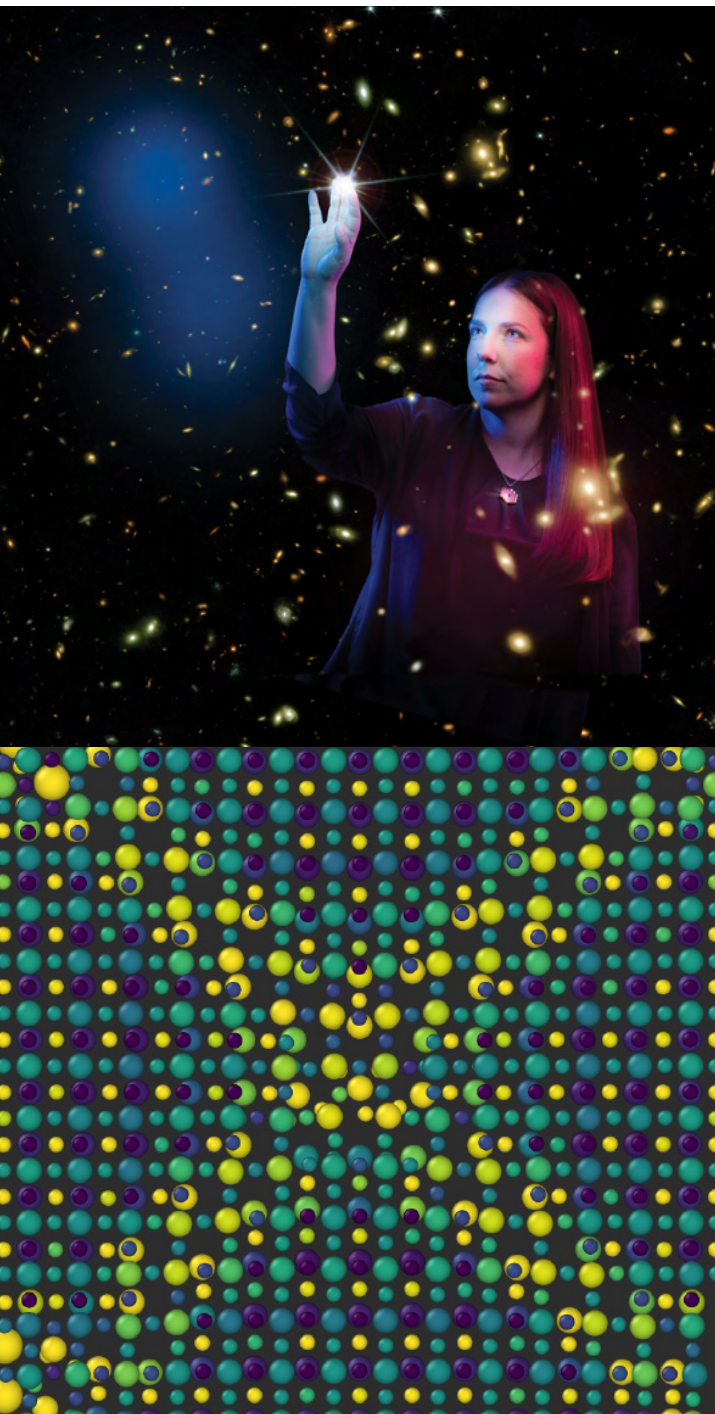
STUDENT SUCCESS

Provide a holistic student success ecosystem within COS that enables all RIT students to thrive in and out of our classrooms.

This goal centers on building a supportive and adaptive academic environment that improves persistence rates, graduation rates, and overall student well-being.

It includes targeted efforts to strengthen gateway and introductory courses that affect every RIT student, ensure strong graduation outcomes for COS majors, especially across demographics, and increase the visibility and impact of both faculty and professional advising.

Actions also focus on reimagining the first-year experience to help students start strong and develop a meaningful sense of belonging within their academic home. These initiatives are grounded in data and committed to reducing barriers to success across the student lifecycle.

1

Boost first year persistence and retention rates above 90% by focusing on introductory and gateway courses

We are committed to giving students the best possible start by creating supportive learning environments, expanding academic resources, and reimagining how we teach. Every student will know they belong here, have the tools to overcome challenges, and be empowered to reach their full potential.

2

Increase graduation rates for COS majors to above 80% across all student demographics, populations, and identities

We will help every student reach graduation by making academic paths clear, reliable, and easy to navigate. With better tools, transparent information, and thoughtful course planning, students will feel empowered to make confident choices and complete their degrees on time.

3

Develop a strong faculty advising model that partners with professional staff advising to provide cohesive student support

We will strengthen the faculty advising model in partnership with professional academic advising to create a seamless support system. Together, this team will collaborate with the co-op office to guide students through academics, research, and career and graduate school opportunities, helping them build confidence, find belonging, and prepare for the future.

HAPPY PEOPLE

Foster a community where faculty, staff, and students feel valued, supported, and empowered to thrive.

This goal is focused on cultivating a healthy, inclusive, and equitable culture within the College of Science.

Actions under this goal aim to improve workload equity, clarify expectations, and enable self-accountability through initiatives like a rolling 3-year Plan of Work. It also prioritizes community-building through extended onboarding, peer mentorship, and affinity group support, especially during the critical early months and years for students, faculty, and staff.

Efforts to enhance morale, strengthen institutional alignment, and celebrate individuals as people are central to creating a sense of belonging, purpose, and shared identity within COS.

1

Improve workload equity and increase clarity of expectations and self-accountability

We are committed to fair and transparent workload models that balance teaching, research, service, and staff responsibilities. By aligning work with long-term goals, we will create clarity, foster growth, and ensure everyone contributes meaningfully to the success of COS.

2

Build structures that enhance equity and inclusion, and dismantle those that don't

We will build a truly welcoming community by fostering inclusive teaching, fair policies, and authentic student voice. Through training, open feedback, and a commitment to equity, COS will be a place where everyone feels valued and supported to succeed.

3

Foster a culture of belonging within COS for students, faculty, and staff

We will strengthen belonging by welcoming students, faculty, and staff into supportive communities from the very start. Through meaningful connections, shared purpose, and a spirit of inclusion, COS will be a place where everyone feels part of something greater than themselves.

RESEARCH AND SCHOLARSHIP

Actively develop a research enterprise that attracts great faculty and students and enables them to produce great scholarship.

This goal focuses on growing the college's research enterprise by increasing scholarly outputs and external funding.

A key strategy involves developing a coherent research infrastructure plan that ensures facilities, equipment, and support services are aligned with faculty and student research needs.

Additionally, the college will begin to implement the broad use of graduate teaching assistants, aligning COS with national norms that enable faculty to devote more time and energy to research and scholarship. Together, these efforts strengthen the foundation for long-term research growth and excellence.
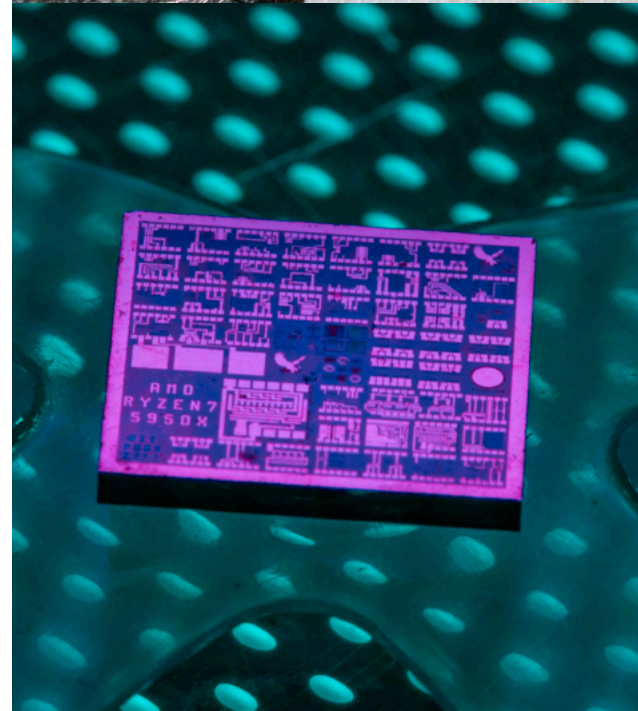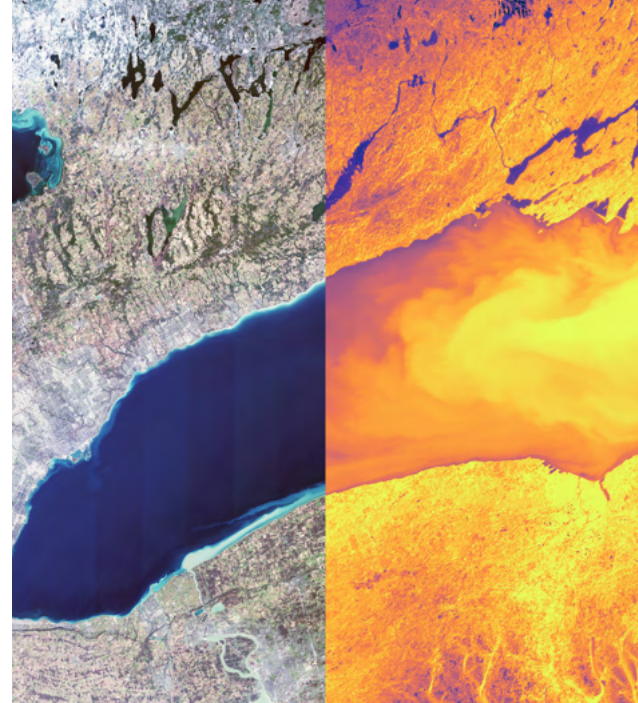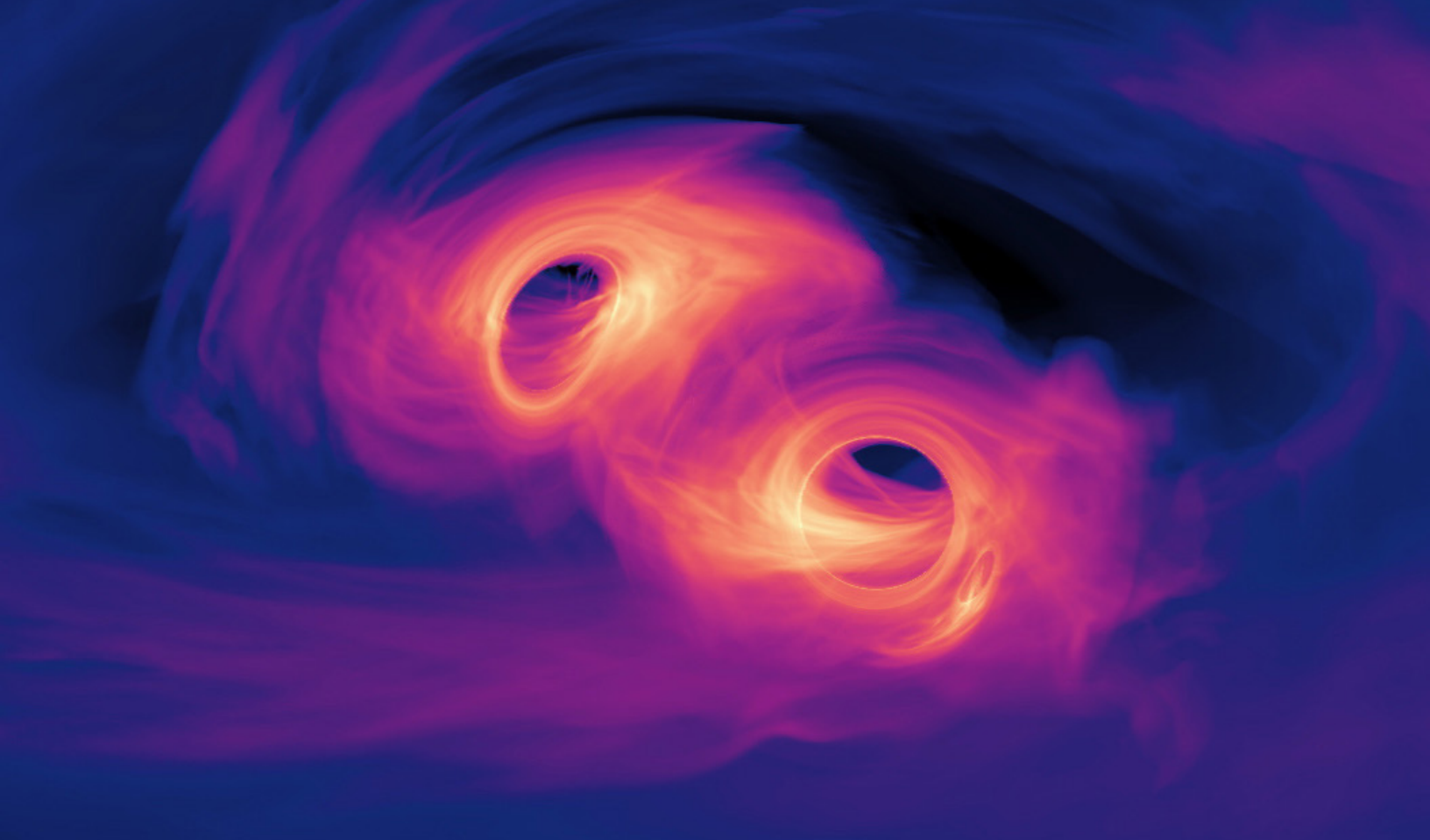
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Increase peer reviewed publications and external funding across COS disciplines

We will grow the COS reputation by expanding faculty research, funding, and publications. By supporting strong proposals, encouraging high-quality scholarship, and celebrating impactful work, we will increase visibility, advance discovery, and strengthen our place among leading research institutions.

2

Create a long term research infrastructure plan

We will plan strategically for the future of research by investing in shared resources, modern facilities, and spaces that fuel discovery. With a long-term vision, COS will maximize its strengths, support faculty success, and create the foundation for continued growth.

3

Implement the broad use of graduate teaching assistantships across academic programs

We will strengthen both teaching and research by expanding the use of graduate teaching assistants across COS. This investment will enhance student learning, support faculty innovation, and make our programs more competitive on the national stage.

ACADEMIC EXCELLENCE

Ensure an academic environment that cultivates excellence and promotes innovation through the quality of our faculty and programmatic offerings.

This goal emphasizes the continuous development of strong academic programs and the faculty who deliver them.

Key actions focus on launching innovative undergraduate and doctoral offerings that respond to emerging scientific fields, student interests, and our faculty research strengths. The integration of artificial intelligence into the curriculum and academic practices is a strategic priority, ensuring that students and faculty have the tools and knowledge to lead in a rapidly evolving technological landscape.

Additionally, efforts to attract and retain top faculty aim to solidify the COS reputation for academic excellence and innovation.
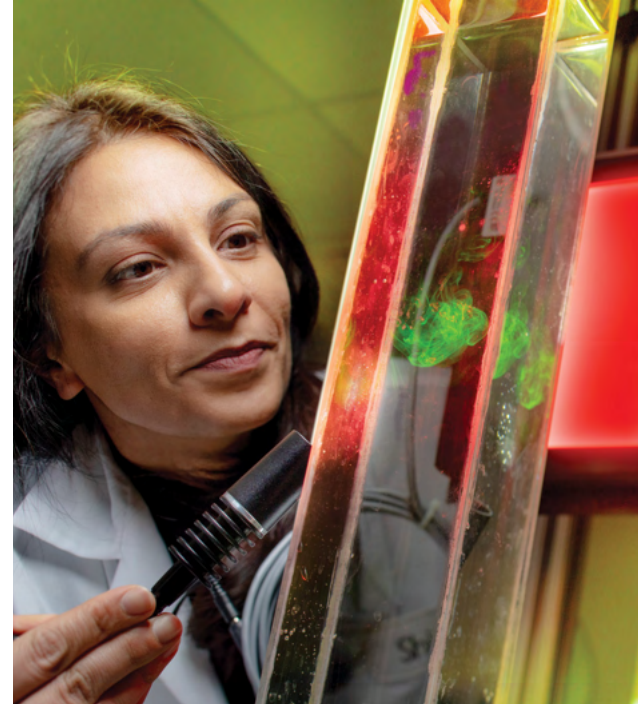
1

Offer a rigorous, innovative, and relevant suite of programs

We will expand and strengthen our academic programs to meet student interests and future needs. By growing Ph.D. opportunities and launching innovative undergraduate degrees, COS will prepare the next generation of scientists and elevate our standing as a leader in research and education.

2

Integrate AI into academics and provide basic training for all on relevant tools

We will embrace artificial intelligence as an essential tool for teaching, learning, and research. By providing clear guidance, training, and access for all, COS will stay at the forefront of innovation and prepare our community for a rapidly evolving world.

3

Attract and retain top faculty

We will attract and keep outstanding faculty by investing in their success from the start. With strong support, competitive opportunities, and flexible pathways, COS will build a vibrant community of scholars who shape the future of science and education.

OPERATIONAL EFFECTIVENESS

Make data-driven decisions, embrace continuous improvement, and streamline our working environments.

This goal focuses on improving the effectiveness and efficiency of the college's operations through better coordination, smarter use of data, and ongoing refinement of internal systems.

Actions include increasing the college's capacity to access and use data to inform decisions aligned with strategic goals, building shared protocols to reduce variability across units, and investing in structural changes that eliminate redundancies and improve clarity.

Efforts also target improved communication and mutual accountability between administration and faculty, alongside the regular use of AI tools to streamline academic and administrative tasks. The aim is to make COS easier to navigate, more consistent, and better aligned with its mission.
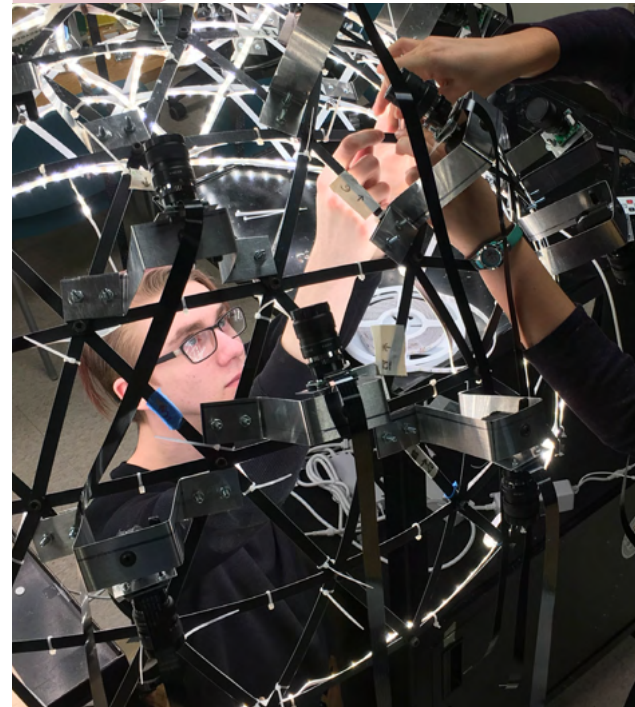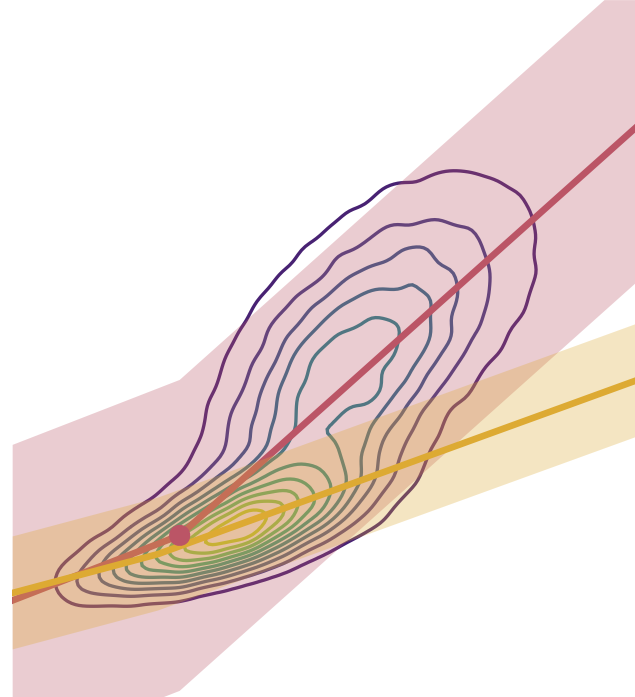
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Use data to inform actions pursuant to goals

We will use data as a powerful tool to guide decisions and strengthen our impact. By focusing on key indicators and building capacity across COS, we will make smarter choices that improve efficiency, support success, and drive lasting progress.

2

Engage in transparent communication, planning, and mutual accountability

We will strengthen trust and collaboration through open communication, clear expectations, and shared responsibility. By creating transparent structures and investing in leadership development, COS will build a culture where everyone's voice is valued and accountability is embraced.

3

Invest in structural changes that create efficiencies

We will streamline our work by adopting smart tools and consistent practices that save time and reduce duplication. These efficiencies will free our community to focus on collaboration, innovation, and the mission-driven work that matters most.

Expanding the frontiers of science and mathematics

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