Action Plan

With the imminent departure of, well everyone, the action plan will focus on the future hirings of both the physics and engineering faculty.

1. Hiring of Engineering Faculty: Our plan at this point is to hire two full-time faculty in mechanical engineering. Several excellent candidates were interviewed during the 2018-2019 academic year, and several offers were extended, but unfortunately without success. One of the candidates, Dan Jensen, has agreed to serve as a consultant for mechanical engineering, and has indicated a willingness to come to Westmont after two years. Dan Jensen (Air Force Academy Engineering program for 20 years, increased their grand funding from under $2M to over $20M, has experience in ABET accreditation, built extensive ties with industry for collaborative student/industry work). A side note, Adam Goodrich was just hired in Kinesiology and could play a role in Mechanical Engineering as well. We are also in need of a (more or less) full-time lab coordinator. We should also cultivate relationships with potential adjunct instructors in the area.

2. Hiring of Physics Faculty: We are still in the process of filling the vacancy left by the departure of Warren Rogers in 2016. Jonathan Mitchell (an alum and UCLA prof) came for a year but returned to UCLA. This year's search (like last year's) was ultimately unsuccessful in part because two attractive candidates dropped out from consideration. While we can handle next year with the help of adjunct faculty (including one of the candidates who dropped out), the next year's search must be successful. We do have two strong possibilities in Oleksiy Svitelskiy and David Lee from Gordon. Oleg was given a terminal contract due to retrenchment but has a large NSF grant. David has expressed interest in coming in perhaps a couple years. Our current lab coordinator, Tom Whittemore is unlikely to stay more than another year or two and would also need to be replaced along with the need to hire a machinist/lab coordinator for engineering.

3. Lab Space/Equipment: With an engineering program coming in and the need to share space there will likely be additional needs. Some spaces can be shared but a large "messy" space will eventually be needed for senior projects. This will likely not be in Winter Hall. Perhaps some large storage space could be converted without needed to make a Master Plan change. Acquisition of equipment for the engineering labs will need to start this year.

4. Address Report Writing Issues: While this doesn't inspire our passion, it needs to be done. Issues include (a) determine if our learning outcomes equally apply to the new engineering program or whether new ones need to be developed (ultimately engineering will have its own six year cycle and would need its own assessment for ABET accreditation) (b) involve new hires in ongoing revisions of action plan/key

questions. (c) get feedback from other schools who have added engineering in recent years (especially on the effects on related departments like physics). (d) Consider earlier, rather than later, a new alumni survey with a focus on the new engineering program.

5. Integrate New Engineering Faculty into the Life of the College: We should be proactive in gathering colleagues together with the new engineering faculty to (a) bring them into the intellectual life of the college (b) explore interdisciplinary opportunities (c) ensure the engineering program never becomes siloed off from the rest of the campus (d) help new faculty deepen a vision of the liberal arts as integral to the development of the new engineering major.