



## Foreword

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This strategic plan was developed, primarily by the faculty of the OU School of Meteorology (SoM), with generous input from some SoM students, staff, and community members, over a period of almost two years. Its progress was slowed by the Covid-19 pandemic, which required the SoM faculty to invest a disproportionate amount of time into their student-centered responsibilities; the increased demands on the faculty's research and service activities due to Covid made the completion of strategic planning activities an arduous task at times. Nonetheless, the faculty gave generously of their time and energy, and to this end, produced a document that we are collectively very proud of. As is the case with all strategic planning activities, the strategic plan itself is but one of the activities' many outcomes. In addition to creating the plan, the faculty had many meaningful exchanges about their vision for the School in the future. We agreed and respectfully disagreed, we reviewed the past and anticipated the future, we prioritized certain objectives and deprioritized others, and in the end, we coalesced around the collaborative plan presented here.

As the Director of the School, I am grateful for the many days and weeks invested by the creators of this plan, and the sacrifices of personal time with family and loved ones. In the same vein, the faculty would like to thank the many contributors and reviewers of the plan, including members of our student body, staff, affiliates and adjuncts, the College of Atmospheric and Geographic Sciences and the University of Oklahoma leadership, as well as the many contributors from partnering institutions and funding agencies.

Jens Redemann, Director, SoM (2018-2023)

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## Summary

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This document constitutes the executive summary of the Strategic Plan for the time period 2021-2030 (hereafter, SP2030) for the OU School of Meteorology (SoM, hereafter “the School”). The full plan is available as a separate document [here](#). While this executive summary contains the School’s mission and vision statements, core values, the four overarching goals, and the objectives and actions to support each goal, the full plan expands on various other aspects, such as the motivation for all goals and the metrics to measure success in all objectives and actions.

SP2030 is intended to cover a 5-10 year horizon with goals, objectives, and actions covering time periods that are determined by the activities themselves. It consists of mission and vision statements, a set of five (5) core values for which we want the School to be known, as well as four (4) strategic goals that aim **to improve the cultural fluency of our community (G1), to enhance the learning experience and outcomes for our students (G2), to increase the School’s research notability and performance (G3), and to increase our contributions to the socioeconomic welfare of Oklahoma, the nation, and the world (G4)**. Each strategic goal (G) is supported by a set of 4-5 objectives (O), and each objective is supported by a set of actions (A) as listed below.

While all elements of SP2030 are important, the two main components of SP2030 can be summarized as (i) leveraging our existing research, teaching, and service strengths so as to broaden the scope of our work into a more comprehensive atmospheric science program with increased societal impacts, and (ii) becoming an actively antiracist and broadly inclusive community that provides a place of belonging to all who would like to belong. By focusing on these two components, each well aligned with the vision of OU, we too **aspire to change lives**.

### Mission Statement

*“We provide a world-class academic experience that promotes collaborative, innovative, and inclusive education and research opportunities in the atmospheric sciences with a positive impact on Oklahoma, the nation, and the world.”*



## Vision Statement

*"Develop the School into a just and equitable, globally-engaged, student-centered atmospheric science program to advance the Nation's Weather, Water, and Climate enterprise, by leveraging our strengths in research, education, and community engagement."*

## Core Values

- We value **Diversity** in the backgrounds of the members of our community and in our approach to the pursuit of collaborative activities, as an essential component in defining the success of our mission.
- We pursue **Excellence** in everything we do and define it as the unceasing dedication to the highest standards of our performance in the context of our abilities and available resources.
- We employ **Creativity** in all our activities, with the ultimate goal of transforming our imagination into measurable, positive outcomes for all members of our community and our stakeholders alike.
- We are **Transformative** in our efforts to make the School a place of belonging for people from all backgrounds, to improve the educational, scientific, and socioeconomic outcomes, and thereby change the lives of all members of our community.
- Our approach to all activities is **Student-Centered** – we embrace and celebrate our opportunity to prepare the students in our program to become the next generation of leaders in atmospheric science.





## The Schools Strategic Goals

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Goal 1 – Cultural Fluency: Promote a culture that fosters justice, equity, diversity, and inclusion (JEDI)

### Objectives to Support Goal 1

- O1.1 Become a proactively antiracist and inclusive SoM community
- O1.2 Enhance cultural fluency of all SoM community members
- O1.3 Improve diversity of faculty, students and staff through new recruitment, retention and inclusion activities
- O1.4 Reward cultural and academic context in contributions of community members

### Actions to Support Goal 1

- A1.1 Follow best practices in diversity recruitment and cultural fluency assessments of students, staff, and faculty (Year 1+)
- A1.2 Implement proven strategies to create supportive SoM environment (Q1 and Year 1+)
- A1.3 Incorporate the assessment of cultural fluency into the annual evaluations of all SoM community members and follow best practices that consider community members' diverse strengths and interests (Year 2+)
- A1.4 Advance community outreach activities including collaboration with historically underserved communities (Year 2+)
- A1.5 Hold all SoM community members, including leadership, accountable for continuously pursuing its JEDI objectives



## Goal 2 – Education: Enhance the Educational Experience and Outcomes

### Objectives to Support Goal 2

- O2.1 Position SoM as an international leader in advancement of education in atmospheric and related sciences
- O2.2 Develop effective mentorship models for undergraduate and graduate students in addition to scientists, staff, and faculty
- O2.3 Improve assessment and tracking of student outcomes
- O2.4 Improve the ability of the School to help students succeed in their careers
- O2.5 Ensure a diverse, equitable, and inclusive educational experience for all students, staff, scientists, and faculty

### Actions to Support Goal 2

- A2.1 Increase SoM student preparation by regularly revising curricula (2021 and repeating every 3 years)
- A2.2 Enhance and broaden course offerings to important disciplines in atmospheric and related sciences through targeted and joint hires (2021 and ongoing)
- A2.3 Expand students' educational experience by offering interdisciplinary opportunities and exposure to additional career options (2021 and ongoing)
- A2.4 Provide a framework for continuing education and professional development of students, staff, faculty and scientists (2021)
- A2.5 Implement innovative teaching practices and use of technology (Late 2021 and ongoing)



### Goal 3 – Research: Increase the School’s National and International Research Notability

#### Objectives to Support Goal 3

- O3.1 Increase research impact and expenditures in a measurable way
- O3.2 Maintain the School’s excellence in severe weather and leverage it to diversify the faculty research portfolio
- O3.3 Facilitate award nomination and recognition for people in the School
- O3.4 Enhance service to the community by increasing leadership and participation on key committees and projects
- O3.5 Improve national and international collaboration in research and education

#### Actions to Support Goal 3

- A3.1 Create cross-cutting, transdisciplinary research activities (2021 and ongoing)
- A3.2 Improve number of publications and citations, particularly in high-impact journals (2021 and ongoing)
- A3.3 Promote teaching by SoM faculty at advanced courses and summer schools (2022 and ongoing)
- A3.4 Rebranding the School to more accurately reflect the School’s expertise (Late 2021 and 2022)
- A3.5 Improve/expand existing infrastructure (lab/office space) and resources to facilitate research (2021 and ongoing)



**Goal 4 – Socioeconomic Welfare: Collaboratively increase the School’s contribution to the socioeconomic welfare of Oklahoma, the Nation, and the World**

**Objectives to Support Goal 4**

- O4.1 Expand partnerships with local, national, and international business
- O4.2 Recognize and encourage student and faculty participation in societal and entrepreneurship activities
- O4.3 Support technology development by faculty, students and affiliated scientists
- O4.4 Expand and communicate activities that directly lead to societal benefits

**Actions to Support Goal 4**

- A4.1 Create an extensive database of private companies (Year 1, Q1, and annually thereafter)
- A4.2 Establish an annual Partners Workshop (Year 1, Q1)
- A4.3 Enhance guidelines for faculty evaluation (Year 1, Q1)
- A4.4 Establish new student scholarships and student/faculty awards (Year 1, Q2)
- A4.5 Increase community engagement in research (Year 1)



## Connections with the Strategic Plans of the OU Vice President for Research and Partnerships (VRPR) Office, OU, and External Partners

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Among the most relevant related strategic plans for the School of Meteorology are OU's "Lead on, University" plan, the Vice President for Research and Partnerships (VRPR) Office's strategic plan for convergence research, the College of AG&S's strategic plan that is currently under development, the Vice President for Research and Partnerships (VPRP) Office's strategic research verticals, and the strategic plans for various relevant professional institutions, such as the American Meteorological Society (AMS, 2020) and the University Corporation for Atmospheric Research (UCAR, 2019). The detailed mapping of the elements of SP2030 to the components of the various strategic plans of our stakeholder institutions are provided in the full plan.





Mission	Goals (G)	Objectives (O) Column 2-5 = Relevance to other Goals	Actions(A) Column 2-4 = Relevance to other Objectives		
We provide a world-class academic experience that promotes collaborative, innovative, and inclusive education and research opportunities in the atmospheric sciences with a positive impact on Oklahoma, the nation, and the world.	<b>Goal 1 Cultural Fluency:</b> Promote a culture that fosters justice, equity, diversity, and inclusion (JEDI)	O1.1 Become a proactively antiracist and inclusive SoM community	G2 G3 G4	A1.1 Follow best practices in diversity recruitment and cultural fluency assessment of students, staff, and faculty (Year 1+)	O2.5 O3.1 O4.4
		O1.2 Enhance cultural fluency of all SoM community members	G2 G3 G4	A1.2 Implement proven strategies to create a supportive SoM environment (Q1 and Year 1+)	O2.2 O2.5 O3.1
		O1.3 Improve diversity of faculty, students, and staff through new recruitment, retention and inclusion activities	G2 G3 G4	A1.3 Incorporate the assessment of cultural fluency into the annual evaluations of all SoM community members and follow best practices that consider community members' diverse strengths and interests (Year 2+)	O2.3 O2.4 O4.2
		O1.4 Reward cultural and academic context in contributions of community members	G2 G3 G4	A1.4 Advance community outreach activities including collaboration with historically underserved communities (Year 2+)	O2.5 O3.4 O4.4
			G2 G3 G4	A1.5 Hold all SoM community members, including leadership, accountable for continuously pursuing its JEDI objectives (Q1+)	O2.1 O2.5 O3.1
	<b>Goal 2 Education:</b> Enhance the Educational Experience and Outcomes	O2.1 Position SoM as an international leader in advancement of education in atmospheric and related sciences	G1 G3 G4	A2.1 Increase SoM student preparation by regularly revising curricula (2021 and repeating every 3 years)	O3.1 O4.3 O4.4
		O2.2 Develop effective mentorship models for undergraduate and graduate students in addition to scientists, staff, and faculty	G1 G3	A2.2 Enhance and broaden course offerings to important disciplines in atmospheric and related sciences through targeted and joint hires (2021 and ongoing)	O1.3 O3.1 O4.1
		O2.3 Improve assessment and tracking of student outcomes	G1 G3	A2.3 Expand students' educational experience by offering interdisciplinary opportunities and exposure to additional career options (2021 and ongoing)	O1.4 O3.1 O4.4
		O2.4 Improve the ability of the School to help students succeed in their careers	G1 G3 G4	A2.4 Provide a framework for continuing education and professional development of students, staff, faculty, and scientists (2021)	O1.3 O3.4 O4.1
		O2.5 Ensure a diverse, equitable, and inclusive educational experience for all students, staff, scientists, and faculty	G1 G3 G4	A2.5 Implement innovative teaching practices and use of technology (Late 2021 and ongoing)	O3.1 O4.2 O4.3
Develop the School into a just and equitable, globally-engaged, student-centered atmospheric science program to advance the Nation's Weather, Water, and Climate enterprise, by leveraging our strengths in research, education, and community engagement	<b>Goal 3 Research:</b> Increase the School's National and International Research Notability	O3.1 Increase research impact and expenditures in a measurable way	G1 G2 G4	A3.1 Create cross-cutting, transdisciplinary research activities (2021 and ongoing)	O2.1 O2.4 O4.3
		O3.2 Maintain the School's excellence in severe weather and leverage it to diversify the faculty research portfolio	G1 G2	A3.2 Improve # of publications and citations, particularly in high-impact journals (2021 and ongoing)	O2.1 O4.1 O4.3
		O3.3 Facilitate award nomination and recognition for people in the School	G1 G2 G4	A3.3 Promote teaching by SoM faculty at advanced courses and summer schools. (2022 and ongoing)	O2.1 O4.1 O4.4
		O3.4 Enhance service to the community by increasing leadership and participation on key committees and projects	G1 G4	A3.4 Rebranding the School to more accurately reflect the School's expertise. (Late 2021 and 2022)	O2.1 O2.4 O4.1
		O3.5: Improve national and international collaboration in research and education	G1 G2	A3.5 Improve/expand existing infrastructure (lab/office space) and resources to facilitate research (2021 and ongoing)	O1.3 O2.4 O4.2
<b>Goal 4 Socioeconomic Welfare:</b> Collaboratively increase the School's contribution to the socioeconomic welfare of OK, the Nation and the World	O4.1 Expand partnerships with local, national and international businesses	G2 G3	A4.1 Create an extensive database of private companies (Year 1, Q1, and annually thereafter)	O2.4 O3.2 O3.5	
	O4.2 Recognize and encourage student and faculty participation in societal and entrepreneurship activities	G1 G2 G3	A4.2 Establish an annual Partners Workshop (Year1, Q1)	O1.3 O2.4 O3.1	
	O4.3 Support technology development by faculty, students, and affiliated scientists	G2 G3	A4.3 Enhance guidelines for faculty evaluation (Year 1, Q1)	O1.4 O2.1 O3.1	
	O4.4 Expand and communicate activities that directly lead to societal benefits	G1 G2 G3	A4.4 Establish new student scholarships and student/faculty awards (Year 1, Q2)	O1.3 O2.5 O3.3	
		G1 G2 G3	A4.5 Increase community engagement in research (Year 1)	O1.4 O3.1 O3.4	
<b>Values</b>					