

IMPLEMENTATION TIMELINE

The following serves as a guide for how the College of Agriculture and Natural Resources (CANR) will advance the priorities and strategic initiatives outlined within its 2025 - 2030 strategic plan. This document is intended to provide a structured yet flexible framework to support the sequencing and execution of strategies. It is meant to serve as a guide for further implementation planning that can provide clarity around action steps, while still allowing for the flexibility needed to ensure work continues to align with the college's goals over time. Strategies are organized by immediate (next 12 months), medium-term (1-3 years) and long-term (4-5+ years). Many of these initiatives are interrelated, and actions meant to drive forward one strategy will support the achievement of others.



UNIVERSITY OF DELAWARE
**AGRICULTURE &
NATURAL RESOURCES**

2025-2030 Strategic Plan

PRIORITY 1:

Drive Innovative and Impactful Research

STRATEGY	SHORT-TERM (Next 12 Months)	MEDIUM-TERM (1-3 Years)	LONG-TERM (4-5+ years)
COLLABORATE ON BIG IDEAS THAT ADDRESS SOCIETAL CHALLENGES			
Identify and build support for areas of research focus and multidisciplinary collaboration across the college and university to facilitate knowledge exchange, idea generation, and collaborative proposal development	●		
Leverage faculty recruitment and hiring processes to strengthen cross-disciplinary collaboration within the college		●	
Develop a process to gather input from stakeholders, such as industry leaders, community members, and other partners to identify pressing needs that can be addressed through our expertise and research	●		
Establish ongoing communication channels to promote internal knowledge-sharing and highlight research successes, funding opportunities, and collaborative efforts	●		
INVEST IN ROBUST RESEARCH SUPPORT			
Elevate the Associate Dean of Research role to a primary appointment overseeing the college's research portfolio	●		
Provide consistent pre- and post-award support and lifecycle management to streamline processes, reduce administrative burden, and ensure continuity in grant management		●	
Assist faculty and professional research staff in the identification and pursuit of diversified funding sources, including federal, industry, and philanthropic sources, to sustain research growth and expand student funding		●	
Support the identification of interdisciplinary and multidisciplinary funding opportunities and the development of competitive grant applications		●	
Expand availability of college-level research support and increase awareness and access to university funding opportunities		●	
Continue to attract and retain high-quality faculty and research professionals to support the college's research portfolio		●	

PRIORITY 2:

Foster Teaching and Learning Excellence

STRATEGY	SHORT-TERM (Next 12 Months)	MEDIUM-TERM (1-3 Years)	LONG-TERM (4-5+ years)
ELEVATE TEACHING EXCELLENCE			
Appoint an Associate Dean of Academic Programs to serve as a strategic leader and champion for academic programs, support innovation, and foster integration, responsiveness, modernization, and continuous improvement across all programs	●		
Elevate the importance of high-quality instruction across the college by formalizing a system to highlight teaching excellence through awards, recognition, and visibility within evaluation processes		●	
Develop and formalize structures for student input in teaching award nominations to ensure student perspectives are incorporated		●	
Pursue named professorships and endowed positions for continuing-track faculty roles and provide discretionary funding for exemplary teaching efforts		●	
Expand continuing-track faculty and primary teaching appointment faculty hires, positioning these educators to continually monitor and evolve programming and teaching strategies to align with the ever-changing demands of students		●	
SUPPORT INSTRUCTIONAL PROFESSIONAL DEVELOPMENT AND ASSESSMENT			
Support adoption and broad use of the new university Teaching Quality Framework across promotion and tenure and assessments to ensure alignment with evolving best practices	●		
Implement structured cross-department peer observations and evaluations to facilitate continuous improvement, promote knowledge-sharing, and foster a culture of teaching excellence		●	
Support ongoing teaching development by designating faculty teaching mentors collegewide to provide guidance and encourage pedagogical innovation		●	

STRATEGY	SHORT-TERM (Next 12 Months)	MEDIUM-TERM (1-3 Years)	LONG-TERM (4-5+ years)
EXPAND ACCESS TO HIGH-QUALITY, RELEVANT, AND APPLIED LEARNING EXPERIENCES			
Maintain responsive and forward-looking curricula, reinforcing CANR's role as a leader in innovative, applied teaching and learning in agriculture, natural resources, and other data-driven, applied science disciplines that address pressing societal challenges	●		
Conduct a holistic review of academic programs to identify synergies and opportunities for cross-department integration and embed this framework into new program development		●	
Provide support, resources, and recognition for faculty-led curricular reviews and significant contributions to academic program assessments	●		
Offer dedicated financial support for faculty to expand hands-on and applied learning opportunities that offer unique learning experiences for students			●
Work to ensure equitable access to existing applied learning opportunities, ensuring all students have access to the benefits of experiential learning			●
Work collaboratively with Extension faculty, staff, and partners to identify and provide applied learning opportunities for CANR students through current Extension programming and initiatives	●		
Develop and leverage outdoor learning spaces to deliver signature immersive educational experiences for students			●

PRIORITY 3:

Promote Student Experience and Recruitment

STRATEGY	SHORT-TERM (Next 12 Months)	MEDIUM-TERM (1-3 Years)	LONG-TERM (4-5+ years)
ENHANCE RECRUITMENT EFFORTS AND STRENGTHEN PIPELINES			
Better showcase and market the diverse skill sets (both hard and soft) students develop at CANR, highlighting the rich hands-on learning and applied research opportunities offered and the career paths available after graduation	●		
Develop targeted recruitment strategies focused on building on our strong base of enrollment across the state of Delaware while increasing our geographic reach, positioning CANR as the premier educational destination for future professionals in agriculture, natural resources, and other data-driven, applied science disciplines		●	
Strengthen current graduate student recruitment with a dedicated initiative highlighting CANR's strengths, including hands-on research opportunities, collaborative potential, and competitive funding packages, where applicable		●	
Improve and expand transfer and degree pathways through partnered programs and streamlined requirements to improve student access to CANR		●	
CULTIVATE STUDENT SUCCESS AND CAREER PREPAREDNESS			
Identify and dedicate a collaborative space in Townsend Hall that serves as a landing and community-building hub for graduate students		●	
Advocate for greater transportation options on the Newark campus and connectivity between physical campuses across the state		●	
Increase utilization of Townsend Hall for classroom instruction and pursue the addition of large, flexible instructional spaces on South Campus and Webb Farm to meet growing educational needs		●	
Implement and communicate structured processes that allow students to provide feedback, elevate concerns, and navigate conflict effectively, ensuring responses are timely and can affect change	●		
Expand college-funded and departmental professional development initiatives for students to enhance career readiness and build practical skills	●		

STRATEGY	SHORT-TERM (Next 12 Months)	MEDIUM-TERM (1-3 Years)	LONG-TERM (4-5+ years)
Provide staff support for career development and placement services to foster professional growth and facilitate internships and experiential learning opportunities		●	
Develop and maintain a centralized, user-friendly online information hub with consolidated career resources, internship and research opportunities, advising information, and student engagement offerings		●	
Institutionalize support structures for student organizations to ensure they have the resources, guidance, and expectations needed to continue providing meaningful engagement opportunities	●		
Support the establishment of a college-wide graduate student organization	●		
Set clear standards for quality and access in academic advising to promote consistent and meaningful experiences for all students	●		

PRIORITY 4:

Strengthen External Partnerships and Engagement

STRATEGY	SHORT-TERM (Next 12 Months)	MEDIUM-TERM (1-3 Years)	LONG-TERM (4-5+ years)
STREAMLINE COORDINATION AND COMMUNICATION			
Conduct an internal inventory of existing partners and stakeholders to build a comprehensive, accessible database that supports relationship management and targeted engagement	●		
Develop and implement targeted, multimedia communication strategies to raise awareness of CANR's expertise and showcase successful partnerships		●	
Develop a media engagement strategy positioning CANR faculty and Extension Specialists as subject-matter experts to increase their visibility in regional and national news coverage		●	
Streamline communication platforms and website presence and consolidate databases to create a unified system that ensures consistent, coordinated, and strategic external communications	●		
Incorporate clear action items and engagement opportunities into partner and alumni communications	●		
DEEPEN INDUSTRY AND PARTNER ALIGNMENT			
Position CANR as the preferred partner for regional and national industries, government agencies, and other organizations that support internship placements and further research areas		●	
Facilitate ongoing conversations with stakeholders to identify key challenges facing communities, inform research agendas, and further align teaching and engagement efforts with industry needs	●		
Establish and expand advisory groups across all academic programs to strengthen alignment between CANR's curriculum and the evolving needs of partners		●	
Develop targeted pathways for collaboration with Extension to translate research and community-based solutions into industry and agency partnerships, fostering innovation and impact	●		

STRATEGY	SHORT-TERM (Next 12 Months)	MEDIUM-TERM (1-3 Years)	LONG-TERM (4-5+ years)
Pursue formalized agreements and partnerships that position CANR as a leader in providing expertise, applied research, and innovative solutions to industry and community partners			●
Better leverage college assets, such as Newark and Carvel Farms, the Creamery, University of Delaware Botanic Gardens, and Extension programs, to host community workshops, outreach events, and industry training sessions		●	
GROW ALUMNI ENGAGEMENT			
Develop a comprehensive alumni engagement strategy offering multiple pathways for alumni to stay connected and contribute to the success of the college, including guest lecturing opportunities, panel discussions, and career talks		●	
Embed virtual engagement strategies into alumni outreach efforts to expand the network of engaged alumni		●	
Celebrate and amplify alumni achievements through enhanced communication highlighting their impact on industries and communities	●		
Create opportunities for alumni to serve as ambassadors and advocates for CANR, sharing positive stories of their experiences and outcomes to attract prospective students and promote the college		●	
STRENGTHEN EXTENSION PARTNERSHIPS AND COMMUNITY OUTREACH			
Expand the use of Extension as a bridge between CANR and community stakeholders, identifying opportunities for reciprocal knowledge sharing, service, and engagement	●		
Leverage Extension programs and events as platforms for showcasing CANR's expertise and reinforcing its reputation as a trusted resource for communities throughout Delaware and beyond		●	
Further integrate Extension within CANR departments and units to create seamless pathways for collaboration, allowing faculty and Extension professionals to co-develop applied research and outreach initiatives	●		

PRIORITY 5:

Invest in Facilities and Infrastructure to Support Excellence

STRATEGY	SHORT-TERM (Next 12 Months)	MEDIUM-TERM (1-3 Years)	LONG-TERM (4-5+ years)
ASSESS, PRIORITIZE, AND MAINTAIN INFRASTRUCTURE			
Conduct a comprehensive, college-wide facilities and instrumentation audit to assess current assets, identify maintenance schedules, and determine future needs	●		
Develop and implement college-level maintenance schedules and long-term management plans that align with audit findings and provide a roadmap for ongoing care and improvement		●	
Establish a repair fund as part of all funding requests for facilities and instrumentation		●	
Work with departments and units to identify and prioritize critical infrastructure needs for research, teaching, and Extension, incorporating insights into long-term planning and capital campaigns		●	
Incorporate usage analytics and feedback from faculty and students to assess how facilities are used and where additional investments or modifications may be necessary			●
ELEVATE CANR'S NATURAL RESOURCES			
Develop a strategic master plan to grow the farms as state-of-the-art models for integrated, modern production practices across multiple crop and animal systems, strengthening the farm's role as a model for sustainable practices and production	●		
Explore opportunities to expand existing crop and field areas, including the potential acquisition of new space to support production, innovative research, hands-on student learning, and community engagement		●	
Actively manage and enhance CANR natural areas as demonstrations of the ecological and educational value of nature in human-dominated landscapes		●	

STRATEGY	SHORT-TERM (Next 12 Months)	MEDIUM-TERM (1-3 Years)	LONG-TERM (4-5+ years)
STANDARDIZE PROCESSES AND ENHANCE TRANSPARENCY			
Implement a standard process for proactive repair, renovation, and facility requests that include iterative updates and proactive planning		●	
Create a centralized information hub with up-to-date data on facility resources, upcoming maintenance, and usage protocols		●	
Provide transparent, easily accessible information about available facilities, equipment, and instrumentation, enabling faculty, staff, and students to maximize the use of existing resources		●	



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