

Characteristics of a thriving geoscience department:

1. they are dynamic and upwardly mobile, they manage change creatively and willingly,
 - a. they appear to know where they want to go and can articulate this to those who haven't a clue where that is and why anyone would want to go there,
 - b. they are willing to take charge of their own destiny
 - c. Curriculum/program is continually striving for improvement and shows innovation
2. Highly valued degree
 - a. Happy, productive students, faculty, staff and grads
 - b. Fundraising capacity and success
 - c. Appropriate skills and knowledge acquisition
 - d. Successful graduates who are able to pursue employment, grad school or other opportunities
 - e. Recognized by employers, other departments and community
3. they are student-centered, Alumni are loyal
4. they know and play by the rule
 - a. they have enrollments at levels comparable to similar units
 - b. they can provide internal and external validation of their excellence or potential and they know how to tell this story in the context of the institution's vision, mission, goals, and objectives
 - c. Quality of instruction and research
 - d. Balance between research, teaching and service appropriate to the institution
 - e. Students meet stated program and learning goals
 - f. Successful recruiting of students leads to appropriate numbers of students, majors, and a diversity population of students
5. they are congenial and collaborative, they work hard and have fun, they play nice with others and others come to their defense, they don't whine
6. Successful recruiting of faculty leads to a diverse faculty with appropriate balance of skills and interests, they mentor, as opposed to eating, their young faculty, their staff like to work there and stay a long time,