



Post- Program Review Response and Action Plan

Instructions: The program prepares an action plan for the next 5 years. This step is an opportunity for the program to reflect on the findings of the self-study, and external and internal program review reports. Through the development of the action plan, the program may address areas of concern with plans for improvement and/or new opportunities. Categorize all actions into one of the following areas: Program/Curriculum, Student Learning & Assessment, Student Success, Faculty, Staff, Facilities/Space, Equipment, Computing Resources, Operating Budget and Other. The Dean of the College reviews the self-study, program review reports, and action plan draft, and provides their recommendation(s). It is advisable that a draft of the action plan be shared with the program's tenured/tenure-track faculty prior to the discussion with the dean. Program tenured/tenure-track faculty sign the final document after discussion with the dean.

Name of Degree Program(s): BS and MS Chemistry

Name of Department: Chemistry and Biochemistry

Name of College: Science

Program Response:

An external review of the B.S. and M.S. Chemistry programs was conducted in Spring 2025 by Professors Alison McCurdy (CSU Los Angeles), Nicholas Salzameda (CSU Fullerton), and Craig Aspinwall (University of Arizona). The associated internal review was conducted by two members of the Cal Poly Pomona Program Review Committee.

We thank both review teams for their careful evaluation of our programs, their insightful questions, and their constructive recommendations. We are pleased that the reviewers highlighted the strengths of our department, including our strong and inclusive culture, the dedication of our faculty and staff to student success, our well-maintained instrumentation, and the extensive laboratory training provided to our undergraduates and graduates. The reviewers also noted our accomplished faculty research, our strong mentoring culture, and our supportive Dean's leadership.



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At the same time, the review teams identified significant challenges that we must address. These include the urgent need for laboratory and safety infrastructure improvements, strengthening EH&S oversight, updating the undergraduate curriculum, revising the graduate seminar (CHM 5500) to provide differentiated and meaningful experiences, increasing the availability of elective courses, and building stronger connections to industry for internships. Concerns were also raised about advising coordination, faculty support for grant activity, and the lack of a departmental operating budget.

We carefully reviewed these findings in department meetings and discussed short-term and long-term priorities for improvement. The action plan below emphasizes immediate steps to modernize the undergraduate curriculum (including the development of a track in Cosmetic and Natural Product Chemistry), increase tenure-track faculty hiring, revise and differentiate our graduate seminar courses, and work with EH&S and campus leadership to improve laboratory safety and facilities. Over the longer term, we will expand elective offerings, strengthen industry partnerships, improve advising coordination, and advocate for increased infrastructure and financial support to sustain excellence in our programs.

Our faculty are committed to advancing the mission of the College of Science and ensuring the continued success of our students. This action plan represents a roadmap for program enhancement over the next five years.

Strengths

- Strong, inclusive, and supportive departmental culture with effective leadership and high morale among faculty, staff, and students.
- Well-maintained instrumentation that supports both teaching and research, with strong faculty collaboration and shared resources.
- Undergraduate program with extensive laboratory hours, a successful pilot cohort model, and strong faculty mentoring and advising.
- Graduate program with flexible scheduling, robust TA training, strong faculty support, and timely degree completion.
- Accomplished faculty with strong research records, extramural funding, and a strong mentoring culture for junior faculty and students.
- Strong leadership and support from the Dean, with effective teaching training and faculty development opportunities.

Weaknesses

- Inadequate office space for faculty and graduate TAs, limiting student support.
- Outdated laboratory infrastructure (insufficient fume hoods, obsolete vacuum/chiller systems, and delayed repairs).
- Inconsistent EH&S oversight and safety inspections; insufficient certification of showers/eyewashes.



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- Undergraduate curriculum has not been significantly updated in years; irregular electives and scheduling conflicts.
- Graduate students face low elective availability, overreliance on 4000-level courses, and duplication in CHM 5500 seminar.
- Centralized advising has increased time-to-degree due to high turnover and high caseloads.
- Limited institutional support for grant submissions and post-award management, increasing faculty workload.
- Lack of a departmental operational budget to support curricular innovation, safety improvements, and professional development.

Short Term Priorities – Minimum of 5 key items identified that will take 1 to 2 years to implement

Category	Proposed Action	Responsible Party (Department)	Responsible Party (University)	Resources	Timeframe – Start and End
Program/Curriculum	Increase tenure-track hiring to facilitate the increased workload and maintain rigor associated with growth of other colleges, including in the affected areas of organic chemistry, general chemistry, and biochemistry	Department Chair	Provost's Office	Institutional support	2026-2027
Program/Curriculum	Update undergraduate curriculum, including development of a track in Cosmetic and Natural Product Chemistry.	Department Curriculum Committee; Tenure-Track Faculty	Institutional support; University Curriculum Committee	Faculty time	2025–2027
Facilities/Safety	Replace outdated water aspirators with modern vacuum pumps and recirculating chillers to reduce water waste and improve safety.	Department Chair; Lab Coordinators		Equipment funding	2025–2027
Facilities/Safety	Work with EH&S to establish annual safety inspections and certification schedule for	Department Chair	EH&S	Institutional support	2025–2026

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	showers/eyewashes; improve lab decommissioning process.				
Advising	Improve coordination with centralized advising by creating departmental advising liaisons and clear course planning guides.	Faculty Advising Committee		Faculty time	2025–2027
Program/Curriculum	Revise CHM 5500 seminar courses to differentiate content between offerings (e.g., research focus, professional skills).	Graduate Committee; Seminar Coordinator		Faculty time	2025–2027

Long Term Priorities – Minimum of 5 key items identified that will take 3 to 5 years to implement.

Category	Proposed Action	Responsible Party (Department)	Responsible Party (University)	Resources	Timeframe – Start and End
Program/Curriculum	Increase frequency and diversity of elective offerings at undergraduate and graduate levels; expand industrial partnerships for internships.	Department Chair; Industry Liaison Faculty		Time; external partnerships	2026–2030
Program/Curriculum	Develop an Industrial Advisory Board (IAB) to help develop opportunities for our students through partnerships	Department Chair; Industry Liaison Faculty		Time; external partnerships	2026-2030
Student Learning & Assessment	Develop individual development plans (IDPs) for graduate students to guide research advisor	Graduate Committee		Faculty time	2026–2028

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	selection and career preparation.				
Facilities/Safety	Advocate for modernized teaching laboratories with additional fume hoods, snorkels, and downdraft devices.	Department Chair	Dean's Office; EH&S	Capital funding	2026–2030
Facilities/Safety	Update supporting facilities, such as chemical stockrooms so that they meet regulations and requirements of OSHA/EPA including chemical storage.	Department Chair	Dean's Office; EH&S	Capital funding	2026–2030
Facilities/Safety	Provide sufficient space for faculty and TA's to offer office hours, decreasing hallway congestion.	Department Chair	Dean's Office	Institutional Resources	2025-2030
Operating Budget	Establish a departmental operational budget plan to sustain curricular innovations, safety improvements, and student/faculty development.	Department Chair	Dean's Office	Recurring funds	2026–2030



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Signature Page

Department Faculty Name	Signature
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Rohit Bhide	<i>Rohit Bhide</i>
Matt Capobianco	<i>Matt Capobianco</i>
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Alex John	<i>Alex John</i>
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Yan Liu	<i>Yan Liu</i>
Kathryn McCulloch	<i>Kathryn McCulloch</i>
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Rakesh Mogul	<i>Rakesh Mogul</i> Rakesh Mogul (Oct 20, 2025 11:13 PDT)
Stephanie Mora Garcia	<i>Stephanie Mora Garcia</i>
Thomas Osberger	<i>Thomas Osberger</i> Thomas Osberger (Oct 21, 2025 13:19:07 PDT)
Bohdan Schatschneider	<i>Bohdan Schatschneider</i>
Chantal Stieber	<i>S. Chantal E. Stieber</i>
Peng Sun	<i>Peng Sun</i>
Taylor Thane	<i>Taylor Thane</i>
Instructions: All tenured and tenure track faculty should review the response and action plan, and sign the document after discussion between the college dean and department chair. The final signed copy should be sent to the Office of Assessment and Program Review, apr@cpp.edu .	

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Signature: *Gregory Barding*
Gregory Barding (Oct 23, 2025 14:13:54 PDT)
Email: gabarding@cpp.edu

Click or tap to enter a date.

 Dean

Alison Baski

Click or tap to enter a date.

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Office of Assessment and Program Review

Signature: *Jocelyn S. Chong*
Jocelyn S. Chong (Dec 15, 2025 12:40:03 PST)
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