



DEPARTMENT OF
ENVIRONMENTAL
SCIENCE & TECHNOLOGY
www.enst.umd.edu



ENST Strategic Plan

2021 - 2026



OUR MISSION

The mission of the Department of Environmental Science and Technology is to promote understanding and conscientious management of natural, agricultural, and urban ecosystems by:

- Creating and implementing technologies that enhance the environment and reduce climate change impacts
- Examining human impacts and values on ecosystem structure, function, and services
- Investigating the effects of environmental conditions on human health
- Understanding the interactions among air, water, soil, living organisms, and people
- Designing and implementing technologies to enhance environmental quality

OUR VISION

The Department of Environmental Science and Technology will continue to grow its prestige and distinguish itself as a department that:

- Applies science, technology, and modeling to promote healthy and sustainable ecosystems
- Enhances watershed and clean water initiatives, including increasing the health of the Chesapeake Bay and its surrounding ecosystems and watersheds
- Promotes healthy and sustainable soils
- Increases the sustainability of built environments in urban and rural areas
- Transfers our understanding of environmental science and technology to stakeholders through proven Extension and outreach methodologies
- Deconstructs underlying problems in the environment, develops applied solutions, and provides evidence-based management to protect ecosystem health, biodiversity, and food production
- Develops food production methods that preserve land, water, and ecological resources
- Fosters an inclusive, diverse culture that is welcoming and promotes research, teaching, and extension DEIR initiatives that improves environmental justice and equity.

OUR CORE VALUES

The core values of the Department of Environmental Science and Technology reflect our strengths, but include areas that we will continue to advance given our collective resources and collaborative culture:

- Diversity and Inclusion as a core practice that radiates throughout the department
- Creativity, Innovation, and Discovery
- Cooperation and Collegiality
- Personal development
- Integrity
- Resourcefulness



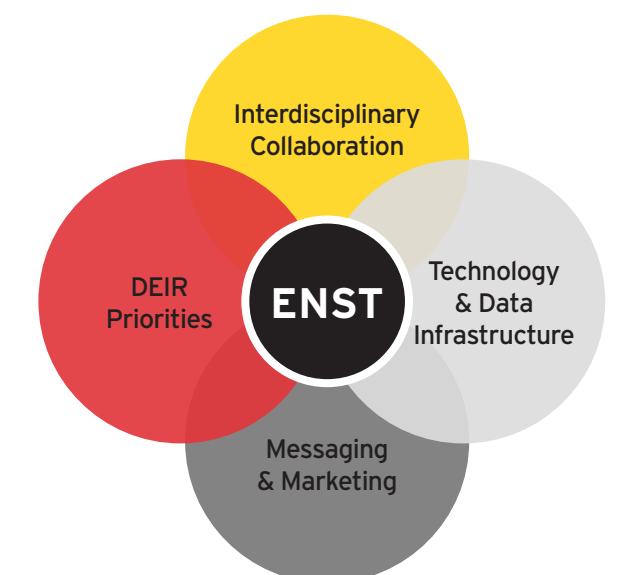
ENST STRATEGIC INITIATIVES

We have identified three primary strategic initiatives for the 2021-2026 time period:

- Enhancing Interdisciplinary Collaboration to Expand the Impact of our Expertise
- Expanding Technology and Data Infrastructure for Problem Solving in Research and Teaching
- Targeted Messaging and Marketing to Enhance ENST's Branding and Visibility

ENST Diversity, Equity, Inclusion and Respect (DEIR) Priorities and Goals

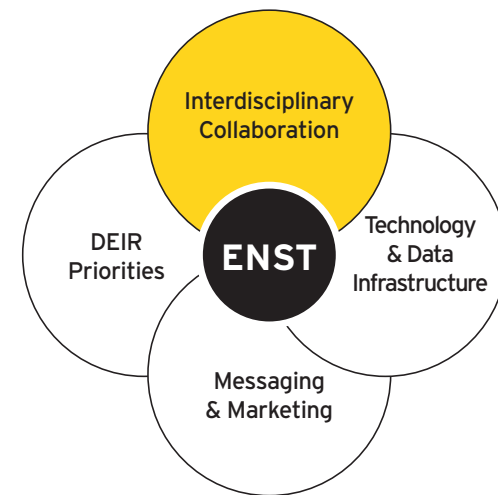
This document will serve as a living document, as we continue to refine and enhance our DEIR initiatives and align our priorities with existing University of Maryland and College of Agricultural and Natural Resources' DEIR initiatives and activities.





1 Enhancing Interdisciplinary Collaboration to Expand the Impact of our Expertise

ENST will facilitate significant interdisciplinary research by creating research groups organized around our core areas of expertise. Individuals from both within and beyond the department (local, national, and international collaborators) will be invited to participate. Groups will encourage leadership in large, multi-year, multi-institution grants and expand interdisciplinary education within the departmental curriculum.



Goal 1:

Build working groups with members inside and outside the Department and University around our Research Themes, such as Chesapeake Bay, nutrient management, food waste, innovative technologies, impacts of climate change, urban ecology, infectious disease, and water resource management.

Goal 2:

ENST will be the lead institution for a large, multi-year grants (greater than \$5 million), involving at least 2 ENST Faculty as PIs and at least 2 PIs from outside the Department, College, or University.

Goal 3:

Bring more interdisciplinary and DEIR teaching to the ENST curriculum.

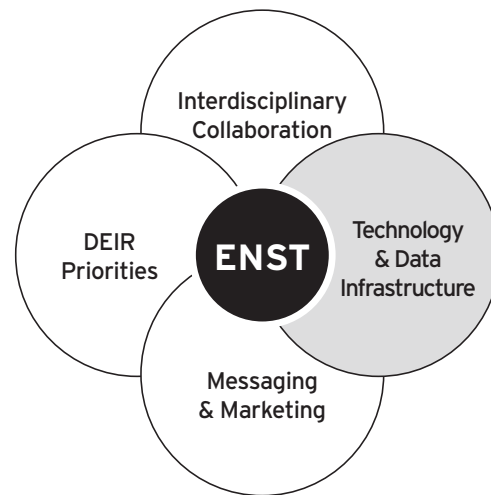
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2 Expanding Technology and Data Infrastructure for Problem Solving in Research and Teaching

ENST will expand technology utilization and data infrastructure within teaching, Extension, and research to enhance our analytical abilities, the skill sets of our students, and our ability to solve complex environmental problems. In ENST, we define environmental technology as the development and application of tools and processes, grounded in science and engineering, to advance solutions to environmental challenges.



Goal 1:

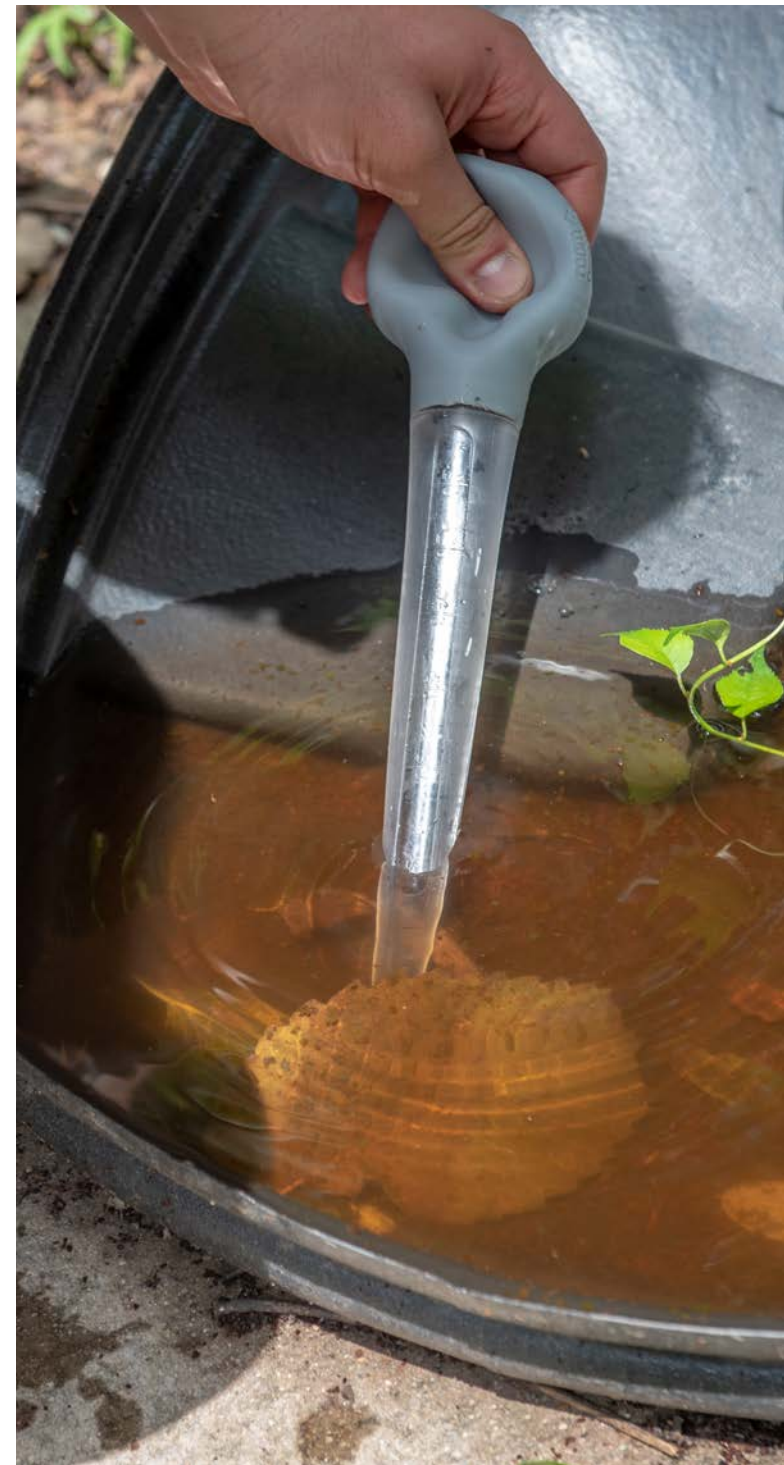
Define the meaning of “environmental technology” as broadly interpreted in the ENST department and outline how it is reflected in our teaching, Extension, and research programs.

Goal 2:

Explore how specific environmental technologies can be expanded in our teaching, Extension, and research programs, or communicated more clearly to stakeholders where it already exists.

Goal 3:

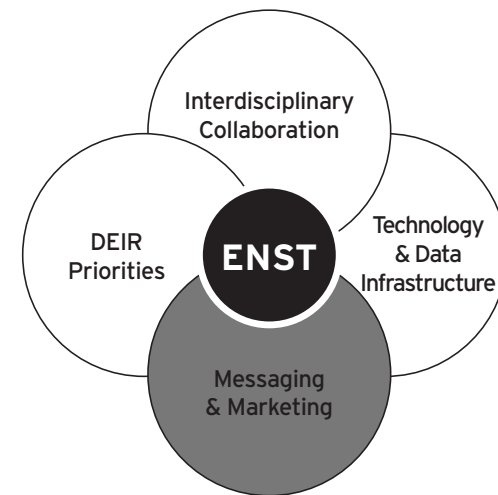
Integrate the incorporation and communication of environmental technology into an ongoing process of self-assessment and action.





3 Targeted Messaging and Marketing to Enhance ENST's Branding and Visibility

Enhanced ENST marketing will increase engagement of the public, key target audiences, and stakeholders to better illustrate our offerings and activities. We will develop messaging with thought-provoking visuals and memorable and moving stories about ENST's novel work, people, and accomplishments.



Goal 1:

Develop a Marketing Plan and Committee for ENST.

Goal 2:

Enhanced marketing and messaging to increase recruitment to ENST.

Goal 3:

Create a departmental culture that embraces digital marketing.

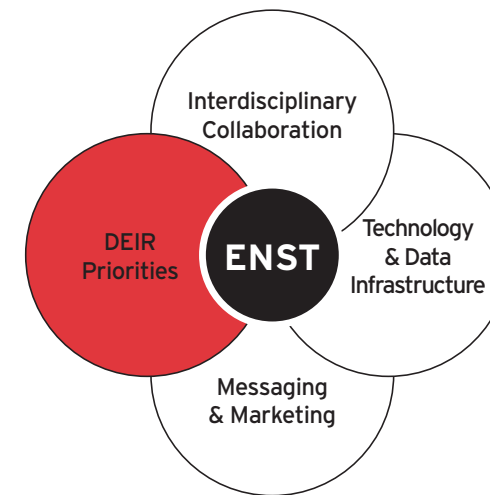
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ENST Diversity, Equity, Inclusion and Respect (DEIR) Priorities and Goals

This document will serve as a living document, as we continue to refine and enhance our DEIR initiatives and align our priorities with existing and forthcoming University of Maryland and College of Agricultural and Natural Resources' DEIR initiatives and activities. The priority areas were developed and refined by 10 members of the ENST Diversity and Mentoring Committee, with written feedback received from the circulated draft ENST DEIR document by 23 stakeholders, including 11 faculty, 5 staff members, and 7 graduate/undergraduate students. The ENST Community voted 37-0 in favor of the priority areas during the November 18th, 2020 faculty and staff meeting.



Goal 1:

Enhance ENST Culture and Climate within the DEIR Context.

Goal 2:

Enhance and Sustain DEIR Initiatives through Securing Grants and Resources.

Goal 3:

Increase Integration of DEIR into Course Content.

Goal 4:

Enhance Visibility of our DEIR Initiatives to Aid in Recruitment.



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