



OFFICE OF THE
PROVOST AND VICE PRESIDENT
FOR ACADEMIC AND STUDENT AFFAIRS

UNIVERSITY STRATEGIC PLAN
2009 - 2012

FACULTY/STAFF

We will attract, retain and value outstanding faculty and staff who are committed to student success, development of knowledge and service.

Objective 1: We will seek out and value input from faculty and staff on decisions affecting the future of the university.

Strategy	Responsible Party	Timeline	Performance Measure	Cost
1.1 Conduct bi-monthly meeting with Deans and Directors in Academic & Student Affairs	Provost	On-going	Documented in meeting minutes.	N/A
1.2 Update VPAA listserv to include all full-time and part-time faculty and directors and post pertinent information.	Assistant to Provost	On-going each semester	Listserv master document; emails to VPAA listserv	N/A
1.3 Host informal and formal sessions with faculty and staff in Academic & Student Affairs Division	Provost	On-going	Sign-in sheets	N/A
1.4 Meet regularly with Faculty Senate	Provost	On-going	Documented in minutes	N/A

Objective 2: We will ensure that faculty and staff salaries, for both current and new employees, are highly competitive and at a level that will attract and retain outstanding individuals committed to the successful implementation of the vision, mission and values of the university.

Strategy	Responsible Party	Timeline	Performance Measure	Cost
2.1 Conduct salary comparison studies that are market driven by all positions, disciplines, and locations of service.	Institutional Research and Human Resources	Annual—by February of each year	Documents indicating salary comparisons	To be determined.
2.2 Develop methodology for implementation of salary comparison studies.	Human Resources Deans Council Faculty Senate PAC	March 2008	Documents describing methodology	To be determined
2.3 Continue to clarify criteria for meritorious service for faculty and staff.	Deans, Department Heads, and Directors	Ongoing	Documents describing examples of meritorious service that result in shaping behavior to targeted outcomes.	N/A
2.4 Formally assess all processes to improve quality and efficiency and determine justified needs for additional faculty and staff based on enrollment goals.	Provost Deans Directors PIT	Process defined October 2007 by PIT; personnel identified each March.	Improved efficiency and justified listing of additional faculty and staff	To be determined

Objective 3: We will reward faculty and staff who demonstrate excellence in teaching and recruiting, retaining, and graduating our students.

Strategy	Responsible Party	Timeline	Performance Measure	Cost
3.1 Establish accountability standards and expectations for all direct reports and reward accordingly.	President, Provost, Deans, Department Heads, and Directors	January 2008 and ongoing	Increases in enrollment, retention, and graduation rates.	N/A
3.2 Implement differential faculty workload framework where appropriate.	Deans and Department Heads	September 2008 and ongoing	Increases in enrollment, retention and graduation rates.	N/A

Objective 4: We will reward faculty and staff who demonstrate excellence in creative activity and scholarship in the form of grants, research, and publications.

Strategy	Responsible Party	Timeline	Performance Measure	Cost
3.2 Establish tenure and promotion incentives for grants.	Deans and Department Heads	December 2007	Documented College and Departmental Plans	N/A
3.3 Establish workload reassignment guidelines that foster accountability.	Deans and Department Heads	December 2007	Documented Guidelines	N/A
3.4 Provide reassignments, where appropriate, to foster proposal development and grant awards, research, and scholarship	Provost, Deans and Department Heads	Ongoing	Faculty Workload Report	To be determined.

