

Implementation Plan: Goal 4: Elevating Faculty & Staff Engagement

Legend: Implementation Timeline	Goal 4: Elevating Faculty & Staff Engagement
Initiate	<i>Attract, retain and develop faculty who are high-impact teachers and engaged scholars, and foster a campus environment that embraces all employees as collaborators in the educational enterprise.</i>
In Progress	
Complete	
Continuous USD Practice	

Opportunity Area: Faculty and Staff Development

Metrics: Track attendance at training programs; assess effectiveness of training sessions for chairs and leadership development for employees; campus climate surveys for faculty and staff; inventories/surveys of development and needs assessment for faculty and staff; evaluate contributions of Changemaker Faculty Fellows contributions.

Strategic Initiative: Chair and Faculty Development		F17	Sp18	F18	Sp19	F19	Sp20	F20	Sp21	F21	Sp22	F22	Sp23	F23	Sp24	F24
Actions	Develop an internal training program for all department chairs and directors															
	At the institutional level, develop a comprehensive understanding of faculty development with needs assessment (solicited by Provost's Office)															

Strategic Initiative: Staff and Admin Development		F17	Sp18	F18	Sp19	F19	Sp20	F20	Sp21	F21	Sp22	F22	Sp23	F23	Sp24	F24
Actions	Create and implement two new leadership development programs for employees by 2018															
	Re-introduce to departments the availability of customized development opportunities for their area															
	Refresh the professional development needs assessment for staff and administrators															
	Realign or develop curriculum for staff/admin based on needs assessment															
	Create and implement career development program for staff and administrators															

Strategic Initiative: Changemaker Faculty Fellows Development Program		F17	Sp18	F18	Sp19	F19	Sp20	F20	Sp21	F21	Sp22	F22	Sp23	F23	Sp24	F24
Actions	Track Faculty Fellows since the program's inception (2015-present)															
	Explore ways in which faculty fellows identify the significance of their contributions to the program.															

Strategic Initiative: Practice of Joining		F17	Sp18	F18	Sp19	F19	Sp20	F20	Sp21	F21	Sp22	F22	Sp23	F23	Sp24	F24
Actions	Explore ideas around continuous onboarding/joining															
	Implement new recruitment system															
	Redesign New Employee Orientation															
	Implement re-orientation plan															
	Implement Action Plan - Collaboratorium, Story Telling Kiosks, Service Hours															

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Opportunity Area: Faculty and Staff Recognition

Metrics: Review consultants' analyses of faculty and staff compensations; track plan's progress for implementing compensation recommendations; comprehensive inventories of faculty workload; unit progress plans on reaching targets or goals for workload recommendations. Review campus climate survey to help assess recognition programs and reassess changes.

Strategic Initiative: Faculty and Staff Compensation

		F17	Sp18	F18	Sp19	F19	Sp20	F20	Sp21	F21	Sp22	F22	Sp23	F23	Sp24	F24
Actions	Work with consulting firms to benchmark and evaluate compensatory salary levels for faculty and staff.															
	Plan for and implement recommended changes															

Strategic Initiative: Faculty Workload

		F17	Sp18	F18	Sp19	F19	Sp20	F20	Sp21	F21	Sp22	F22	Sp23	F23	Sp24	F24
Actions	Conduct an institutional analysis to determine how each academic unit addresses faculty workload.															
	Review and assess progress toward unit goals and recommendations for faculty workload.															

Strategic Initiative: Staff and Admin Recognition

		F17	Sp18	F18	Sp19	F19	Sp20	F20	Sp21	F21	Sp22	F22	Sp23	F23	Sp24	F24
Actions	Assess current recognition programs in combination with campus climate survey															
	Review, redesign, and implement recognition programs designed to increase staff/admin engagement															