

**Strategic Vision – Faculty and Staff Development**

End Result:	Actions to Achieve End Result	Unit(s) responsible	Budget Impact	Start Date	End Date	Comments
<p><b>A. Ensure best practices in hiring, evaluation, promotion and retention of faculty and staff</b></p>	<p><i>Action 1A: Develop an active recruitment program for women and other minorities</i>  <b>Target #1:</b> Identify jobs where women and minorities have been traditionally or previously excluded                      Measure #1: Jobs identified                      Status #1:  <b>Target #2:</b> Actively recruit women and minorities to apply for jobs, including those identified in Target #1.                      Measure #2: Increased numbers of women and minority applicants                      Status #2:  <b>Target #3:</b> Offer positions to more women and minorities                      Measure #3: More job offers to women and minorities                      Status #3:</p>					
<p><b>Objective 2:</b> To clearly articulate and systematize the staff evaluation process                      Status:</p>	<p><i>Action 2A: Conduct a thorough assessment of the current staff evaluation process</i>  <b>Target #1:</b> Identify strengths and weaknesses of current evaluation process                      Measure #1: Strengths and weaknesses of current process identified                      Status #1:</p>					

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<p><b>Objective 3:</b> To improve retention of faculty and staff Status:</p>	<p><b>Target #2:</b> Revise the evaluation process to address the identified strengths and weaknesses  <b>Measure #2:</b> New evaluation process completed  <b>Status #2:</b>  <b>Target #3:</b> Require completion of staff evaluations by supervisors as a component of salary increases  <b>Measure #3:</b> All staff evaluations completed on yearly basis; supervisors who do not complete evaluations do not get yearly salary increases  <b>Status #3:</b>  <b>Target #4:</b> Link the staff evaluation process to the career pathway plan  <b>Measure #4:</b> Career pathway plan requires regular evaluation as part of the advancement process  <b>Status #4:</b></p>					
	<p><b>Action 3A:</b> <u>Insure that the promotion process is clear and well articulated</u>  <b>Target #1:</b> Review the promotion process  <b>Measure #1:</b> Review completed with recommendations for change  <b>Status #1:</b>  <b>Target #2:</b> Implement changes to promotion process  <b>Measure #2:</b> New promotion process implemented  <b>Status #2:</b></p>					

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	<p><u>Action 3B. Develop a system of comprehensive career advancement pathways for faculty and staff</u>  <u>Target #1: Identify specific career pathways for staff</u>                      Measure #1: Career pathways identified                      Status #1:  <u>Target #2: Design career pathway process</u>                      Measure #2:                      Status #2:  <u>Target #3: Design a career track for interested faculty to prepare for and transition to administrative roles</u>                      Measure #3: Faculty career track designed and approved                      Status#3:</p>					
	<p><u>Action 3C. Improve retention through recognition of faculty and staff excellence</u>  <u>Target #1: Conduct an evaluation of the current faculty and staff recognition process and activities</u>                      Measure #1: Evaluation completed with recommendations for improvement                      Status #1:  <u>Target #2: Implement recommendations for improvement</u>                      Measure #2: Recommendations implemented                      Status #2:</p>					

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<p><b>B. Provide ongoing faculty and staff development activities and opportunities at all campuses</b></p> <p><b>Objective 1:</b> To support activities of the Office of Faculty Development centered on excellence in teaching and learning at all campuses Status:</p>	<p><b>Target #3:</b> Survey faculty and staff about effectiveness of new recognition process and activities Measure #3: Survey complete; process modified to address any remaining issues Status #3:</p> <p><b>Action 1A:</b> <u>Implement the key recommendations of the Clayton report and other faculty development needs assessments</u></p> <p><b>Target #1:</b> Develop a timeline for implementation of the key recommendations of the Clayton report Measure #1: Timeline developed and implementation begun Status #1:</p> <p><b>Target #2:</b> Prioritize additional faculty development needs and design a plan for addressing those needs Measure #2: Needs prioritized and implementation plan formed Status #2:</p> <p><b>Target #3:</b> Conduct ongoing evaluation of faculty development activities through systematic participant surveys Measure #3: Surveys completed Status #3:</p>					

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	<p><b>Target #4:</b> Modify faculty development programs to address ongoing needs as well as incorporate survey result recommendations</p> <p><b>Measure #4:</b> Programs modified</p> <p>Status #4:</p>					
	<p><b>Action 1B: Increase financial support for faculty development opportunities</b></p> <p><b>Target #1:</b> Increase assistance to new faculty in establishing research programs and using new pedagogies</p> <p><b>Measure #1:</b> Financial assistance increased by ___% and numbers of new faculty served increased</p> <p>Status #1:</p> <p><b>Target #2:</b> Increase funds available by x% for professional development opportunities for faculty to maintain cutting-edge knowledge of curriculum areas and currency in field</p> <p><b>Measure #2:</b> Funds increased; more faculty served</p> <p>Status #2:</p>					

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<p><b>Objective 2:</b> To offer staff development program opportunities at all locations Status:</p>	<p><u>Action 2A:</u> Design a staff development program that addresses needs at all levels and campus locations  <u>Target #1:</u> Assess staff development needs throughout the UAF system            Measure #1: Needs identified            Status #1:  <u>Target #2:</u> Based on assessment, design a comprehensive program of staff development            Measure #2: Staff development program complete            Status #2  <u>Target #3:</u> Fund, implement and deliver staff development programs on a regular basis            Measure #3: Staff development programs scheduled and delivered at all locations on a regular basis            Status #3:  <u>Target #4:</u> Determine the need for an Office of Staff Development based on program evaluation            Measure #4: Staff Development Office created if a clear and present need is determined            Status #4::</p>					