

## Affirming/Updating the UH System Strategic Plan

Strategic Plan Goals/Objectives		Action			
		Keep	Dump	Revise	Suggested Measure
<b>Goal 1</b>	<b>Educational Effectiveness and Student Success</b>	√		<b>Tone down EEO/AA emphasis?</b> Overemphasis on targeted groups perhaps coming from era of AA with limited resources, emphasis on specific groups will take away from the whole	
Objective 1	To achieve a shared institutional culture that makes student learning and success the responsibility of all.	√√			
Action 1	Design & implement an effective plan to improve the entry, retention, & success of diverse groups, including Native Hawaiians and underrepresented ethnic groups. (See page 10 of the UH System Strategic Plan for more details).	√√		Emphasize all underrepresented groups.	<b>Operational definition of “success” = program completion?</b> Identify and track.
Action 2	Enhance the involvement of undergraduate students in the creation & transfer of knowledge through research-intensive courses & other opportunities (see page 10 of the UH System Strategic Plan for more details).	√	√	<b>Most applicable to 4-yr institutions</b> Enhance learning opportunities through creation of practical experiences relevant to the student’s field of knowledge	Identify programs and track them
Action 3	Enhance the student experience by implementing programs such as student leadership training, community service opportunities and career networks, and learning communities.	√	√	<b>Mandate as required?</b> [Same as above]	<b>Correlate w/ improved retention</b>
Objective 2	To achieve a shared institutional culture that treasures diversity and inclusion, honors collegiality, and continuously strives for exceptional performance.	√		<b>Add concept of “integrity” [in objective]</b>	<b>Presence of these goals – campus mission</b>
Action 1	Improve the structure of decision-making, promote core values, and build quality conversations among different parts of the system.	√			<b>Broad-based participation among system constituents on system issues – not “top-down”!</b>
Action 2	Develop processes that enable students, faculty, & administrators to evaluate faculty and administrative effectiveness & encourage faculty to improve their pedagogies & curricula.	√	√		<b>Student evals, peer reviews; clear indication of use of data to improve performance</b>
Action 3	Continue to give admission preference to qualified residents, increase participation of underrepresented populations, & actively recruit non-resident students.	√		<b>“...admission preference to qualified residents <i>in high demand programs</i>, increase...”</b>	<b>Focused marketing w/ data to show effectiveness; enrollment data</b>
Action 4	Continue active recruitment of underrepresented faculty and staff and support for spousal hire, domestic partnerships, mentoring, and related programs.	√		<b>“...of underrepresented faculty and staff <del>and support for spousal hire, domestic partnerships, mentoring, and related programs.</del>”</b>	<b>Hiring and employment data; evidence of contractual language</b>
Action 5	Recruit & support academic achievers by providing financial support & honors opportunities.	√			<b>Financial aid data; honor society; scholarships (merit-based)</b>