

Affirming/Updating the UH System Strategic Plan

| Strategic Plan Goals/Objectives | | Action | | | |
|---------------------------------|--|--------|------|---|-------------------|
| | | Keep | Dump | Revise | Suggested Measure |
| Goal 4 | Investment in Faculty, Staff, Students, and Their Environment | | | | |
| Objective 1 | To create a University culture of excellence by recruiting, rewarding, and empowering top-performing faculty and staff and to foster a spirit of joint enterprise and appreciation for all University employees, including graduate assistants and student employees. | | | | |
| Action 1 | Establish competitive and equitable faculty workloads that encompass teaching, research, scholarship, and service to the University and community at large. | | | Define benchmarks for “competitive” & “equitable” | |
| Action 2 | Improve employment and retirement benefits and raise faculty and staff salaries to competitive levels; ensure fair treatment of part-time employees. | | | “Improve employment and retirement <i>and housing</i> benefits...” | |
| Action 3 | Ensure that the University’s teaching, research, and service enterprises are supported by adequate levels of high quality support staff and resources. | | | Define “adequate” | |
| Action 4 | Support faculty and staff excellence by facilitating professional and career development opportunities. | | | Change “facilitating” to “requiring” | |
| Action 5 | Create cross-campus teams, including students, to define excellence and enhance communication in the domain of faculty and staff performance. | | √ | | |
| Action 6 | Resolve issues that create barriers to faculty participation in distance and technology-enhanced learning, including intellectual property, workload, financial incentives for participation in entrepreneurial programs, and recognition in tenure and promotion processes. | | | Include community service in tenure & promotion | |
| Action 7 | Facilitate faculty, staff, and student participation in collegial governance, including planning, assessment, and communication needs. | | | Add “community” to mix | |
| Action 8 | Promote wellness of faculty, staff, and students through education, health and counseling services, and policy guidance. | | | UH needs to develop a medical pool to service needs of faculty, staff, students Change “wellness” to “quality of life” | |
| Objective 2 | To create positive, healthful, resource efficient, and sustainable physical environments on the campuses of the University that enhance the psychological well-being of the students, employees, and community members. | | | Change “healthful” to “safe” Remove “resource efficient” Add “physical” and “psychological” | |
| Action 1 | Partner with the communities surrounding UH campuses to extend campus life into those communities in ways that add vitality to both campus and community. | | | | |
| Action 2 | Maintain and improve campus structures and landscaping to ensure the safety of people who use them and to provide an attractive and nurturing learning and working environment. | | | | |
| Action 3 | Pursue the timely progress of facilities development and establish capital improvement priorities in accordance with the academic priorities of the University system. | | | | |
| Action 4 | Ensure that new construction and renovation projects maximize environmental and economic sustainability principles with attention to the health and well-being of occupants. | | | | |

Affirming/Updating the UH System Strategic Plan

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|---------------------------------|--|--------|------|--------|-------------------|
| | | Keep | Dump | Revise | Suggested Measure |
| Action 5 (add) | Create a fitness environment of activities, such as passive walking, to encourage well-being for faculty, staff, and students. | | | | |
| Action 6 (add) | Stipend, subsidy, or tuition break—housing assistance for students not w/in 50 miles of campus. | | | | |