

## Affirming/Updating the UH System Strategic Plan

| Strategic Plan Goals/Objectives |  | Action |      |  |                   |
|---------------------------------|--|--------|------|--|-------------------|
|                                 |  | Keep   | Dump | Revise   | Suggested Measure |
| <b>Goal 4</b>                   | <b>Investment in Faculty, Staff, Students, and Their Environment</b>   |        |      |  |                   |
| 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.  | ✓✓✓    |      |  |                   |
| Action 2                        | Improve employment and retirement benefits and raise faculty and staff salaries to competitive levels; ensure fair treatment of part-time employees.   | ✓✓✓    |      | Create a separate union, business partnerships, etc. |                   |
| Action 3                        | Ensure that the University's teaching, research, and service enterprises are supported by adequate levels of high quality support staff and resources.   | ✓✓✓    |      |  |                   |
| Action 4                        | Support faculty and staff excellence by facilitating professional and career development opportunities.  | ✓✓✓    |      |  |                   |
| 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. | ✓✓✓    |      |  |                   |
| Action 7                        | Facilitate faculty, staff, and student participation in collegial governance, including planning, assessment, and communication needs.   | ✓✓✓    |      |  |                   |
| Action 8                        | Promote wellness of faculty, staff, and students through education, health and counseling services, and policy guidance.   | ✓✓✓    |      |  |                   |
| 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.  | ✓✓✓    |      |  |                   |
| 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.   | ✓✓✓    |      | Important to pursue outside partnerships             |                   |
| 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.   | ✓✓✓    |      |  |                   |