

## Affirming/Updating the UH System Strategic Plan

Strategic Plan Goals/Objectives		Action			
		Keep	Dump	Revise	Suggested Measure
Goal 1	<b>Educational Effectiveness and Student Success</b>	√√√		<p>Goals should be stated in complete sentences or at least include a verb to eliminate vagueness. The UH system seeks to achieve educational effectiveness and student success.</p> <p>Revise to reflect educational needs of each student at each student's workable level, as such varies.</p>	
Objective 1	To achieve a shared institutional culture that makes student learning and success the responsibility of all.	√√	√	<p>How do we know when we've done that? Perhaps through measuring SLOs. The system for doing that should be simplified and made more consistent throughout the system. I think each faculty and staff should list their SLOs and simply at the beginning of the semester (using scantrons for multiple choice answers) ask the students to what extent they are able to do each of them. a. Very well b. somewhat c. not hardly. Then at the end of the semester do the same thing and compare the results. Record the data.</p> <p>Keep all of that but add to it the fact that people have lives outside of school. Many people have outside issues that get in the way of their college education. Foster programs that help people overcome those obstacles and make sure that the student is the #1 concern of the campus.</p>	<p>In a history class ask students about this SLO. At the beginning of the semester how well were you able to: 'Discuss the historical dimensions of contemporary world affairs and issues?' a. Very well b. somewhat c. not hardly. At the end of the semester how well are you able to: 'Discuss the historical dimensions of contemporary world affairs and issues?' a. Very well b. somewhat c. not hardly.</p> <p>The outcome will be that students will feel that they are cared for by their college. This will give them power to push themselves further.</p>

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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).	√√√		<p>student advising/tracking is a low priority on all campuses</p> <p>Look closely at programs that are already available to the students for this purpose. Then, back that program to make sure they are allowed to do their job properly. There is a program at MCC whose mission is to do all of the above mentioned. That program is called the Reach for Your Dreams program.</p>	<p>Enrollment and retention should be easy to document and compare year to year. I think we are already doing this.</p> <p>1st year of college enrollment; matriculation by demographics</p> <p>Give these programs all the tools they need to be successful and then measure the amount of successful entry's, retention and success of the students.</p> <p>Provide more grants and scholarships, but also support for those who work or have family situations that make being a traditional student difficult. Provide mentoring.</p>
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).	√√√		<p>It's too vague. Of course courses should meet the students' needs and societies needs - not the faculty's personal interest.</p>	<p>Continue as before. The charts presented by Linda Johnsrud at the meeting seemed to demonstrate that the relationship of student preparedness for Hawaii's job market to the State's needs can be measured.</p> <p>How many courses are doing this? How many degrees require this?</p> <p>More field schools and participation research projects.</p>
Action 3	Enhance the student experience by implementing programs such as student leadership training, community service opportunities and career networks, and learning communities.	√√√√			<p>participation numbers in such programs vs. total enrollment</p> <p>More internships with necessary support, both academic and financial.</p>
Objective 2	To achieve a shared institutional culture that treasures diversity and inclusion, honors collegiality, and continuously strives for exceptional performance.	√√√√			<p>We do this through our Search and Tenure/Promotion processes. But I think it is excessive; too time consuming; too much of a waste of time and resources. A measurable outcome would be to reduce the number of pages allowable in a promotion dossier. Streamline the Search process for new hires.</p> <p>Strive to promote this at all levels, but cast out those who claim to support it but in fact are working against it. Take stands even when it rocks the boat.</p>

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Action 1	Improve the structure of decision-making, promote core values, and build quality conversations among different parts of the system.	√√√√		Get more input from alumni and students and keep the Regents from getting too involved.	See Chancellor Peter Quigley's plan for LCC. It seems like a good one. faculty and student survey data reflecting success of this goal
Action 2	Develop processes that enable students, faculty, & administrators to evaluate faculty and administrative effectiveness & encourage faculty to improve their pedagogies & curricula.	√√		<p>What systems are in place to promote faculty professional development? For example---in Manoa... if faculty wish to learn many new technologies, they must PAY 'Pacific New Media'; Tenure and promotion devalues professional development entirely. Without an infrastructure that values PD in meaningful ways---no improvements will occur; Require professional development in the tenure/promotion process and find additional rewards</p> <p>Students should be able to make suggestions and comments about faculty and instructors without fearing any kind of recourse. Their comments should be used to improve the service they receive as students.</p>	<p>We already do this through student evaluations and the tenure and promotion process.</p> <p>Cause faculty who only want to research and not teach to not teach and allow those who are poised to teach take over the classroom aspects.</p>
Action 3	Continue to give admission preference to qualified residents, increase participation of underrepresented populations, & actively recruit non-resident students.	√	√	<p>Increasing out-of-state on-campus students would improve the likelihood of a central culture. Preferential admissions diminishes the institution as a whole.</p> <p>Relax the red tape that is involved in claiming residency. It's a lot of unneeded paperwork that needs to be presented to the college to establish residency.</p> <p>Give preference to residents who will work toward improvement and only recruit as many non-residents as facilities can handle after qualified residents are accepted.</p>	<p>This is racist. We all came to Hawaii 'in different boats' but we are all 'in the same boat' now. All state citizens should be treated the same.</p> <p>Students will come to school sooner rather than later. If someone is a resident there is no way their going to pay non-res tuition. Therefore some students leave and never come back.</p>

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Action 4	Continue active recruitment of underrepresented faculty and staff and support for spousal hire, domestic partnerships, mentoring, and related programs.	√√√	√	Add to this mentorship of the students. The Reach for Your Dreams program does also do mentorship but it should be expanded.	This sounds like preferential treatment. I believe in fair and equal. When students feel that they are not alone they do better in school and life.
Action 5	Recruit & support academic achievers by providing financial support & honors opportunities.	√√√√		Keep this but also add a sports component. Many athletes from Maui, Molokai, and Lanai are also academic achievers but they are forced to go to other colleges and universities because we do not offer any sports programs.	Count how many benefited at the end of each semester and compare results semester by semester. Boost financial support.

**Additional Comments:**

Since these are the same goals as 2002-2007, we should be able to see the results. Has Anything been achieved during those years?????? Are we just spinning our wheels; pushing papers? doing busy work?