

## 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	√√√		<p>Be consistent. Start with a verb 'Invest' not investment</p> <p>Goal too vague...what investment categories? Totally immeasurable goal</p> <p>Make a more concerted effort to obtain monies for upgrading facilities on Manoa campus. Not enough is being done. Make a goal to rehab, refurbish or rebuild at least two buildings every year on the Manoa campus.</p> <p>Infrastructure is in disrepair and is not being maintained. This applies to Goal 4 item 32 also.</p>	
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.	√√√	√	<p>Keep your objectives but add too this to help retain students. Make campus more like a family. All programs truly working together to assure the success of the student. We do this by incorporating full time employees as Educational Concierges. These Educational Concierges help students with all their college needs.</p>	<p>This is too vague and open to dangerous interpretation. The outcome will be continued retention.</p> <p>make sure they are relevant to Hawaii</p>
Action 1	Establish competitive and equitable faculty workloads that encompass teaching, research, scholarship, and service to the University and community at large.	√√√√ √			<p>Count how many students each teacher is teaching. Make enrollment caps for fair and equitable.</p> <p>Set a date to accomplish gender-equity in the pay structure. Likewise with race-equity.</p>
Action 2	Improve employment and retirement benefits and raise faculty and staff salaries to competitive levels; ensure fair treatment of part-time employees.	√√√√ √			<p>Compare with other universities. The union has these statistics.</p>
Action 3	Ensure that the University's teaching, research, and service enterprises are supported by adequate levels of high quality support staff and resources.	√√√√ √			<p>Survey the faculty for satisfaction in these areas.</p>

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Action 4	Support faculty and staff excellence by facilitating professional and career development opportunities.	√√√		Have all employees be trained in customer service. If they deal with students directly then they should know how to treat them correctly. The correct way to treat them is to realize that they are our customers!	Count opportunities for training and travel. Count and compare with previous years the number of Assigned time and grants. Student retention more opportunities for appropriate advancement
Action 5	Create cross-campus teams, including students, to define excellence and enhance communication in the domain of faculty and staff performance.	√√	√		Too vague; waste of time.
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.	√√√	√		Too vague, too cumbersome, covered elsewhere. Help them learn how to use technology and make a firm standard for income from research projects and patents
Action 7	Facilitate faculty, staff, and student participation in collegial governance, including planning, assessment, and communication needs.	√√√ √			Identify and count who has completed their SLO assessments.
Action 8	Promote wellness of faculty, staff, and students through education, health and counseling services, and policy guidance.	√√√		Create childcare solution for staff who have small children.	Identify, count and compare PE courses and health programs on each campus. Students are too sedentary; and are gaining too much weight. Increase intramural sports and activities. Fund them. Keeps staff working, yet close to their most precious gifts, their children. Provide as comprehensive as possible health care system for the universities people - one that is competitive professionally and accessible easily and not personally expensive. Universal Health Care for the University.

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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.	√√√√		<p>To promote healthful, resource efficient, and sustainable physical and economic development in the State of Hawaii by focusing efforts in teaching, research and service in the fields of food, energy, and economic sustainability.</p> <p>Add: To make sustainability ideas part of the education of all our students.</p> <p>Let the students decide what this means. Do not let the older, more conservative powers that be make the decorating decisions.</p> <p>See comment at Goal 4 item 4.</p>	<p>Identify, count and compare PE courses and health programs on each campus. Students are too sedentary; and are gaining too much weight. Increase intramural sports and activities. Fund them.</p> <p>Number of courses offered on sustainable agriculture Number of courses offered on sustainable energy sources Number of courses offered on sustainable business development Number of research projects on all of the above Number of faculty/staff/students involved in community organizations focused on sustainability</p> <p>Require a course that addresses sustainability as part of general education programs.</p> <p>Students will feel more at home in an environment that reflects their style and age.</p> <p>See comment at Goal 4 item 4. If Edmonson Hall is in such bad condition and shape, what about the rest of the campus. Why have the buildings been allowed to deteriorate?</p>
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.	√√√√		<p>Be open to all facets of the community. Some of the people who need a college education the most are over looked because of their temporary lot in life. Low income, homeless, and recovering drug addicted people should all be looked at as worthy candidates.</p>	<p>Identify and Count examples of these. Then compare results with previous years.</p> <p>The outcome will be that we will help our community grow by educating the people who need it most. This population of people are more likely to want to repay people who help them, therefore, volunteering their time to help others.</p> <p>Force them to allow the university to be in certain areas for everyone's good but with respect to Private Property.</p>
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.	√√√√ √			<p>Identify and Count examples of these. Then compare results with previous years.</p>

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Action 3	Pursue the timely progress of facilities development and establish capital improvement priorities in accordance with the academic priorities of the University system.	√√√√ √			Identify and Count examples of these. Then compare results with previous years. Be realistic.
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.	√√√√ √			Identify and Count examples of these. Then compare results with previous years.

**Additional Comments:**

Where are the results of all this from 2002-2007? Has anything been accomplished? Is this just more busy work?

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