

## 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>	✓		<i>“Invest in the University workforce and the institutional facilities and infrastructure in order to create a University culture of excellence”</i>	1. Goal statements are categories, not goals → have no measurement 2. All statements have too much jargon – not clear & understandable by ordinary citizen 3. Action stages too generic & neither specifies needed action nor inspires the taking of action
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.	✓		Need to clarify since it has multiple objectives and appears “elitist” <del>“To create a University culture of excellence by Recruiting, rewarding, and empowering top performing faculty and personal staff and to foster...”</del> Objective 1: ***	
Action 1	Establish competitive and equitable faculty workloads that encompass teaching, research, scholarship, and service to the University and community at large.			Action steps too generic and still in language that neither inspires specifies action needed nor inspires to take action	
Action 2	Improve employment and retirement benefits and raise faculty and staff salaries to competitive levels; ensure fair treatment of part-time employees.			↓	
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.				

## Affirming/Updating the UH System Strategic Plan

Strategic Plan Goals/Objectives		Action			
		Keep	Dump	Revise	Suggested Measure
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.				