

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			Remove “students” from this goal	
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.	√			Credits taught/class hours, research published
Action 2	Improve employment and retirement benefits and raise faculty and staff salaries to competitive levels; ensure fair treatment of part-time employees.	√			Compare to national standards, average amounts
Action 3	Ensure that the University’s teaching, research, and service enterprises are supported by adequate levels of high quality support staff and resources.	√			Equate budget & funding
Action 4	Support faculty and staff excellence by facilitating professional and career development opportunities.	√			P.D. activities attended, certifications
Action 5	Create cross-campus teams, including students, to define excellence and enhance communication in the domain of faculty and staff performance.		√	“...to define excellence...”?	
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.	√			# of distance courses offered; # training workshops, # participants offered
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.	√			Increase wellness programs (# of programs, # participants); staff tasked w/ wellness
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.	√		Create a green campus; low water level toilets	
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.	√		Create a “green campus”, environmentally friendly; projects that address campus community needs	Amount energy used