

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				How to measure all: 1. Track increase in retention rate 2. See if included in collective bargaining contracts 3. Increase % of opportunities for prof. dev.
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.			Too Mānoa-centric as written Delete “top-performing”; sends message that only intend to reward top performers when you recruit from outside. “To create a University of excellence by recruiting outstanding faculty and staff, fostering a spirit of joint enterprise and appreciation for all university employees, and rewarding top performing members of the university community.” Note: We felt that as written, objective 1 is not in alignment with the actions, and believe our rewrite is better aligned with the actions.	
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.			To include portability of retirement contributions	
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.		✓	This item is not appropriately placed in this document	
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.	✓			Monitor & track participation of various groups/survey to assess ease of participation

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Action 8	Promote wellness of faculty, staff, and students through education, health and counseling services, and policy guidance.			And phys. ed. facilities	Seeing facilities constructed for phys. ed. activities
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.	✓			Decrease in # of accidents
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.	✓			