

Collaborative Charts
SNS Strategic Planning Workgroup

1.15.20

Group 1

- Common Values
 - Research
 - Excellence in teaching and research go together.
 - Better support for research - administrative and technical.
 - No barriers to interdisciplinary work – including research collaborations, graduate student trainings, etc.
 - Improve mentoring support network for new faculty.
 - Increase “research intensity”, e.g. hours in the lab, grants and papers submitted.
 - Change primary grad student support from TA to GSR/fellowships.
 - Academic Programs
 - Teaching innovation.
 - Educational access, all students can access all majors.
 - Diversity
 - Faculty diversity should mirror undergraduate diversity.
 - Global and Regional Impact
 - Innovation and tech transfer.
 - Improve teacher trainings.
 - Water resources.
 - Food sustainability.
 - Staff experience
 - Research support.
 - Student support (including advising).
- Common Goals
 - Visibility
 - Host more on-campus conferences.
 - Faculty Support/Research
 - Availability of an organized pre-submission grant review process for new faculty including research plan, budget & broader implications.
 - Improve support and incentives for grant writing.
 - Improve mentorship of junior/new faculty.
 - Nominate more faculty for international awards.
 - Recruit more grad students from outside the Central Valley.
 - Enhance research grant proposal support (both pre & post award)
 - Create more patents & intellectual property
 - Teaching
 - Classes in teaching methods/innovation (i.e. support) and “credit” for implementing

- Options for alternative teaching formats (flipped, online, etc.) for many core classes in SNS majors.
- Student Support
 - Program that allows grad students to create cross discipline course curricula in collaboration with advisors.
 - Formation of interdisciplinary graduate programs aligned with interdisciplinary department/program for support.
 - Recruit more Central Valley students to UCM.
 - Additional resources and support for undergrad resources.

Group 2

- Common Values
 - Communication & Collaboration across faculty, staff and students/Retention of Faculty/staff (APWS, UCOP, UCAP, SNS GRI, SNS SE)
 - Collaborative spirit.
 - Staff-Faculty interactions promote staff well-being. Sufficient staffing.
 - Communication/interactions between faculty, staff and students.
 - Continuity and opportunities for staff.
 - Innovation in Teaching & Research (UCOR, UCAP, SNS GRI)
 - Pedagogical innovations, support, recognition.
 - Innovative teaching.
 - Be innovative – build upon structures/practices that are proven.
 - Research (UCQR, UCAP, SNS GRI)
 - undergraduate research
 - collaboration/interdisciplinary/centers
 - intensive culture
 - research recognition/prestige/awards
 - Student Success (UCAP, SNS GRI)
 - Grad student and postdoc success after leaving
 - Grad student support
 - Graduate success post UCM
 - Undergraduate advising.
 - Communication/interaction with outside world. (SNS GRI, UCQR)
 - Communication to external world.
 - Diversity (UCD)
 - Diversity of faculty and students
 - Diversity in faculty
 - Develop practices and allocate resources for faculty retention.

Group 3

- Common Values
 - Cluster 1 (UCQR, UCAP, D, SE)
 - Collaboration
 - Collaboration between faculty and staff
 - Building community (grad students, undergrad)
 - Cluster 2 (UCQR, UCAP)
 - Interdisciplinary
 - Interdisciplinary research
 - Cluster 3 (UCAP, D, UQR)
 - Attention to undergraduate progress and experiences (LLC, innovative teaching, research)
 - Student success post-UCM
 - Cluster 4 (SE, UCAP, D)
 - Transparency
 - Cluster 5 (Diversity, UCQR, UCQAP)
 - Diverse, highly productive faculty, students and post docs
 - Recruit and retain excellent faculty and staff
 - Diversity and inclusivity
 - Cluster 6 (UCQR, GRI)
 - Better branding and marketing
 - Build robust selection within community in Merced and beyond
 - Better communication (grant writing/news)
 - Cluster 7 (GRI, AP, R)
 - Local regional impacts and outreach
 - Improve education and economy in the valley
- Common Goals
 - Cluster 1
 - Develop trainings and advancement opportunities for staff
 - Cluster 2
 - Develop a more research intensive culture and achieve higher recognition in research (awards/recognitions)
 - increase grant funding to ~100K/year per SNS faculty
 - promote research excellence
 - GSR rate increase to 50%
 - Build an ecosystem for intensive research
 - Cluster 3
 - Make UCM not the last choice of the UCs for a majority of UC bound students (graduate and undergraduate)
 - Invest in interdisciplinary collaborative research
 - Establishment of innovative interdisciplinary research, programs and ventures with global recognition

- Cluster 4
 - Bringing and evaluating innovations in teaching into curriculum
 - Become a campus widely recognized for innovative teaching approaches
 - Incentivize innovative teaching and undergraduate research
- Cluster 5
 - Promote student success
 - invest in skill building for a variety of careers
 - student success
 - 1st year retention in major greater than 90%
 - 6-year grad rate in SNS majors greater than 85%
- Cluster 6
 - Building close community with local stake holders through programs and joint projects
- Cluster 7
 - Develop better processes that enable transparent and collaborative work between staff and faculty
 - Promote faculty/staff/student facetime/interaction/well-being.
 - Clear articulation of structure and processes to support collaboration between and within constituents
 - Support: facilities, endowments, trained staff, grant writing/management, recruitment
 - Increased # of faculty receiving outside offers but staying at UCM
- Cluster 8
 - Establish robust linkages with communities so that we can learn and better serve them
 - Promote communication of research to external world/get donations
 - Increased # of articles on research results
 - Alumni support \$ per year to SNS
 - Promote communication/collaboration within groups across
- Cluster 9
 - Grad student population reflects undergraduate population
 - Staff population reflect SNS undergrad population
 - Faculty population reflects SNS undergrad population

Group 4

- Common Values
 - Diversity
 - Lecturer/faculty/staff diversity
 - Diverse faculty
 - Build diversity of faculty (including lecturers) to better match student body
 - Global & regional impact
 - Better communicating strengths to outside world

- Staff
 - More staff support for research and teaching
 - Incentives to keep good staff
- Research
 - UC quality research -> faculty support for staff, funding, and training especially for junior faculty
 - A strong research admin staff
 - Collaborative atmosphere for faculty
 - Communication and coordination between faculty (including TAs & lecturers), staff and other groups.
 - Undergraduate research experience (build and maintain)
- Academic Programs
 - UC quality academic programs -> more guide for students via advising and career help or undergrad research
 - Innovative teaching methods
 - Grad student and post-doc support for research but also for community mental health
 - Rewarding faculty for engaging in active-learning based teaching, interdisciplinary research and other time consuming highly valuable practices.
- Common Goals
 - Diversity
 - Hire Latino/a faculty
 - Improve faculty diversity
 - Identify which departments are closer vs farther from diversity goals (based on national percentages for field) and use to set up discussions on hiring practices (sharing strategies)
 - Staff
 - Hire/retain more:
 - Research support staff
 - Undergraduate advisors (metrics suggested in APWG final)
 - Higher retention of faculty and staff
 - Better interactions between faculty and staff
 - Research
 - Enhance research intensity by supporting graduate students and postdocs via a fellowship or GSR appointment
 - Establish SNS faculty seed grant fund/GSR
 - Global & Regional Impact
 - Market our programs professionally in global media.
 - More interaction with local community
 - Include how to contact communications people for press releases etc. in faculty orientation

- Academic
 - Have a “surviving” grad student lunch session open to all grad students to learn key skills, get peer support (more of a specific idea than a broad goal)
 - Maintain/strengthen undergraduate research
 - Value innovations in teaching