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.
  o 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
  o 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.
  o Innovation in Teaching & Research (UCOR, UCAP, SNS GRI)
    • Pedagogical innovations, support, recognition.
    • Innovative teaching.
    • Be innovative – build upon structures/practices that are proven.
  o Research (UCQR, UCAP, SNS GRI)
    • undergraduate research
    • collaboration/interdisciplinary/centers
    • intensive culture
    • research recognition/prestige/awards
  o Student Success (UCAP, SNS GRI)
    • Grad student and postdoc success after leaving
    • Grad student support
    • Graduate success post UCM
    • Undergraduate advising.
  o Communication/interaction with outside world. (SNS GRI, UCQR)
    • Communication to external world.
  o 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 (UQAP, 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
o 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

o 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%

o Cluster 6
  - Building close community with local stakeholders through programs and joint projects

o 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

o 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

o Cluster 9
  - Grad student population reflects undergraduate population
  - Staff population reflect SNS undergrad population
  - Faculty population reflects SNS undergrad population

Group 4

- Common Values
  o Diversity
    - Lecturer/faculty/staff diversity
    - Diverse faculty
    - Build diversity of faculty (including lecturers) to better match student body
  o 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