UC QUALITY RESEARCH

Goal 1: Establish innovative interdisciplinary research, programs, and centers with global recognition

Objectives and/or Sub-Goals
- innovation

Goal 2: Establish collaborative research-intensive culture

Goal 3: Ensure professional success of alumni and post docs, faculty, and grad students

Objectives and/or Sub-Goals
- new faculty mentorship
- mentoring faculty
- standard Ucm website for faculty (go-to website)

Goal 4: Achieve higher recognition of research

Objectives and/or Sub-Goals
- prestige and recognition

UC QUALITY GRADUATE PROGRAMS

Goal 1: Increase GS ranking and name recognition

Objectives and/or Sub-Goals
- highlight grad students – more visibility
- effective pipelines/pathways to successful careers for grads
- ease of grad student immersion into their careers

Goal 2: Enhance graduate student training experience

Objectives and/or Sub-Goals
- teaching foundations and how to teach
- think critically
- good work ethics
UC QUALITY UNDERGRADUATE PROGRAMS

**Goal 1:** Successful and diverse career paths  
*Objectives and/or Sub-Goals*  
- give students a UC quality education  
- produce more graduates that are ready for the next step  
- increase UG majors

**Goal 2:** Make positive impact in society  
*Objectives and/or Sub-Goals*  
- undergrad parent programs  
- be more honest with students about “medical school dream”

**Goal 3:** Develop students who are critical, inquisitive, open minded  
*Original wording:* Critical, inquisitive, open minded  
*Objectives and/or Sub-Goals*  
- develop students who are inquisitive and open-minded  
- cultivate class offerings for well-rounded scholars  
- learn to think critically  
- develop students to have problem solving skills  
- promote student independence

**Goal 4:** Advocate for inclusion and diversity in STEM education  
*Original wording:* Advocate for STEM (inclusion, diversity)  
*Objectives and/or Sub-Goals*  
- passion for teaching our student population (1st generation, diverse, low-economic background)  
- bi-lingual website and marketing  
- create waitlist for student courses that are impacted

**Goal 5:** Increase undergraduate international exchange opportunities.

DIVERSITY, EQUITY AND INCLUSION

**Goal 1:** Support diverse research and academic programs  
*Objectives and/or Sub-Goals*  
- value alternative/non-traditional forms of knowledge and ways of knowing
Goal 2: Improve faculty and staff diversity
*Objectives and/or Sub-Goals*
- faculty representative of student population

Goal 3: Maintain culture of equity and inclusion [original wording: Maintain equity and inclusion]
*Objectives and/or Sub-Goals*
- Maintain/encourage continuation of diversity, equity and inclusion

GLOBAL AND REGIONAL IMPACT

Goal 1: Increase international and regional recognition of faculty
*Objectives and/or Sub-Goals*
- increase international recognition of faculty research

Goal 2: Increase global and regional reputation of educational programs
*Objectives and/or Sub-Goals*
- more international exchange students
- also increase this recognition within the UC system

Goal 3: Enhance regional and community interactions [Original wording: Regional community interaction]
*Objectives and/or Sub-Goals*
- Promote community outreach and collaboration that support UCM
- Make visible more integration into regional/local community
- Have UCM teach in community ex. SMI

Goal 4: Communicate achievements to outside world

STAFF EXPERIENCE

Goal 1: Highly trained and satisfied staff with opportunities for advancement
*Objectives and/or Sub-Goals*
- clear path for advancement
- staff feel that the work they do is contributing to a better society – both locally and globally
- staff retention

**Goal 2: Mutually respectful and productive working environment for staff and faculty**

*Objectives and/or Sub-Goals*
- faculty and staff collaboration
- ensure staff has access to a space that is comfortable at work (having their own space)
- better communication between staff and faculty
- staff and faculty collaborate and support one another’s work

**Goal 3: Staff can articulate the tangible impact of their work in achieving the vision and mission of the school.**

*Objectives and/or Sub-Goals*
- staff are empowered agents that contribute value and they know it
- foster culture for staff to feel contributors for change
- staff culture of innovation, creativity and value driven work
- all staff, regardless of functional role, understand value and feel like they are part of the university’s mission of research, teaching and public service.
- staff having sense of self-worth/value in the workplace
- have a staff attitude that welcomes/takes advantage of change

**Goal 4: Ensure leadership understands responsibilities of their staff.**