

**Group Work - Goals**  
**SNS Staff Council, Feb 14, 2020**

New goals added by SNS Staff Council (SNSSC) in orange

**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.