Group Work
SNS Long Range Planning Workgroup
Feb 19, 2020
Topic: Things we should start in the context of prioritized goals to date.

UC Quality Scholarship

UC Quality Scholarly and Creative Activity

- Establish innovative interdisciplinary research, programs, and centers with global recognition
  - ORUs and Centers organized around thematic areas of research.
  - Collaborate with global partners.
- Establish collaborative research-intensive culture
  - Documented Grant Lifecycle with clear roles and responsibilities for administration. Assume easier process to submit and manage.
  - Improvement in grant writing, especially for junior faculty.
  - Graduate students become more successful through mentorship.
- Achieve higher recognition of research -Research and Development Expenditures – Achieving the goals above will lead to increased R&D expenditures
  - Have a greater proportion of PIs as Associate or Full Professors. A more mature/seasoned faculty.
  - Diversified revenue streams to support graduate education.
  - STEM centric research with expenditures equivalent to typical R1 programs.
  - Increase Research output and lower student/faculty ratios. Create depth and breadth within and across programs.
  - Have external partners support the research endeavor through donations. More funds to allow for various infrastructure needs across the research spectrum.
  - Create financial model to stimulate pursuit of more complex and financially sizable grants.
  - Either have more core facilities, more staff support within core facilities, or base funding for core facilities to minimize the impacts to grant expenses.
  - Fund graduate students through research grants, not core funds.

Research Staff

- Ensure professional success of alumni and post docs
  - Improve grad, post docs and faculty professional development through mentorship.
  - Have internship network to leverage career development and placement.
  - Develop research faculty and staff to improve future probability of research success.
  - Optimize faculty time spent on research and education through the minimization of administrative burden.
  - Focus all actions on Value Added activities, not compliance and busy work.

UC Quality Academic Programs

UC Quality Education

- o Be intentional about the growth of the school/depts/university.
- o Focus on specific subjects
- o Required courses create a rigid curriculum and can impact time to degree. Select required courses with intentionally.
- o Learn what methods work, what don't and improve over time.
- o Enable experimentation to encourage different/better results.

- Make positive impact in society
  - o Improve the education locally, in the community with learning programs.
- *Develop students who are* critical, inquisitive, open minded
  - o Ensure undergraduates are capable of critical thinking with curriculum requirements.
  - o Invest in transforming the curriculum (into what?).
  - o Enable experimentation to encourage different/better results.
- Increase *graduate program* ranking and name recognition
  - o Create interdisciplinary departments that have a breadth of expertise.
  - o Graduate training grants develop graduate students as researchers. Increase the quantity of training grants.

Student Success

- Enhance graduate student training experience
  - o More graduate students are mentored by Faculty through additional resources.
  - o Provide support to students as soon as they begin to struggle, not when its too late.
- *Identify* successful and diverse career paths
  - o Enable strong placement of recent graduates through alumni & industry networks.

Breadth in Research and Teaching Programs

- Support diverse research and academic programs
  - o Goal – Hire enough faculty for Core Disciplines

Diversity

Diversity of Faculty and Staff

- Improve faculty and staff diversity
  - o Goal – Diversify Faculty
- Maintain culture of equity and inclusion

Global and Regional Impact

- Increase international recognition of faculty
  - o Nominate more faculty for national and international awards.
  - o Write more stories on research that receives international attention.
  - o Create a campus wide process for nominating faculty for awards and other recognitions, potentially a dedicated committee.
  - o Start nominating for awards and stabilize seed grants funding.
- Increase global and regional reputation of educational programs

- o Create Word-of-Mouth and Brand Awareness for UC Merced globally.
  - o Advertising individual programs globally
- Regional community interaction
  - o Build stronger ties with local industries and collaborate efforts with nearby higher education institutions
  - o Work with community partners on…
- Communicate achievements to outside world
  - o Provide press releases to media and the press.

Staff Experience

- Highly trained and satisfied staff with opportunities for advancement.
  - o Enable Staff Professional Development
  - o Hire grant writers to enable quality proposals and/or more proposals submitted.
  - o Minimize impacts of internal poaching.
  - o Stronger workforce planning to enable staff growth and mobility.

- Mutually respectful and productive working environment for staff and faculty.
  - o Have more meaningful conversations between faculty and staff
  - o Stronger/more team engagement
  - o Stronger teaming
  - o Less burden on "client" to support the service.
  - o Trained research administration
  - o Create face time with staff and reduce impacts of being off campus to deliver better administrative services.