

Transcribed Notes from January 22 discussion of goals, objectives and metrics by the SNS Leadership Council and EC. When provided, the number of dots indicates the number of votes that item received. **Bold type** marks where I've changed some wording. Please let me know if the meaning was lost in translation.

UC QUALITY RESEARCH

GOAL #1

Establish innovative interdisciplinary research, programs, and centers with global recognition (8 dots)

Objectives

- support and incentives for grant writing
- support for endowments, grant writing & management and facilities/labs
- hire and retain more research support staff (1 dot)
- form organized pre-submission grant review
- enhance research intensity w/fellowships and GSR appointments
- higher faculty and staff retention
- enhance proposal support (pre and post award)
- promote collaboration and communication
- increase research articles

GOAL #2

Establish collaborative research-intensive culture (7 dots)

Objectives

- develop research intensive culture
- building community through collaboration/joint projects
- invest in collaborative, interdisciplinary research
- establish faculty seed grant fund—increase current funding
- promote research excellence
- build ecosystem for research
- new faculty mentorship

GOAL #3

Ensure professional success of alumni and post docs (4 dots)

GOAL #4

Achieve higher recognition of research (2 dots)

Objectives

- create more patents and intellectual property
- increase grant funding

- establish effective internal and external communication modalities
- more donor support

UC QUALITY GRADUATE PROGRAMS

GOAL #1

Increase GS ranking and name recognition (11 dots)

GOAL #2

Enhance graduate student training experience (11 dots)

Objectives

- in collaboration with advisors, allow grad students to ??? discipline course curricula
- interdisciplinary grad programs aligned w/ interdisciplinary programs/depts for support.
- teach grad students the skills they will need as grad students (1 dot)
- teach grad students the skills they will post graduation
- increase conference presentations, fellowship awards
- student driven research scholarly activities (i.e, journal clubs)
- increase intensity of grad programs

Metrics

- increase GSR rates and fellowships
- recruit more grad students from outside the central valley
- increase graduate specific training grants

UC QUALITY UNDERGRADUATE PROGRAMS

GOAL #1

Successful and diverse career paths (10 dots)

GOAL #2

Make positive impact in society (6 dots)

GOAL #3

Develop students who are critical, inquisitive, open minded [**original wording - Critical, inquisitive, open minded**] (5 dots)

GOAL #4

Advocate for inclusion and diversity in STEM education [**original wording - Advocate for STEM (inclusion, diversity)**] (1 dot)

Objectives

- increase 1st year retention in a major
- better advising
- hire and retain more undergraduate advisors
- hire and retain more undergrad advisors
- faculty to teach diverse courses
- increase focus on externally funded training grants
- recognize and reward efforts in obtaining training grants
- training grants
- teaching faculty innovative teaching methods
- value innovative teaching
- innovative teaching-creating rewarding the creation of and being recognized for it
- options for alternate class formats in core courses
- promote robust undergrad research

Metrics

- increase 4 year and 6 year graduation rates
- increase alumni support

DIVERSITY, EQUITY AND INCLUSION

GOAL

Support diverse research and academic programs

GOAL

Improve faculty and staff diversity

GOAL

Maintain culture of equity and inclusion [**original wording - Maintain equity and inclusion**]

Objectives

- hire latino/a faculty
- faculty population reflects undergrad population
- faculty and staff populations reflects undergrad and grad student populations

Metrics

- staff population reflects undergrad population
- grad student population reflects undergrad student population
- identify which departments are closer (vs farther) from diversity goals and set up discussions on hiring practices.

GLOBAL AND REGIONAL IMPACT

Goal #1

Increase international recognition of faculty (9 dots)

Objective

- coordinate and nominate faculty for international awards and fellowships
- promote faculty experts for media content

Goal #2

Increase global and regional reputation of educational programs (5 dots)

Objectives

- conduct a professional marketing campaign for national and international media
- recruit more central valley students
- recruit more out of state and international graduate students

Goal #3

Enhance regional and community **interactions [Original wording - Regional community interaction]** (3 dots)

Objectives

- more community ___ science talks and lectures downtown
- formalized and facilitated continuous dialogue with community
- establish more effective community focused programs and collaboration

Goal #4

Communicate achievements to outside world (2 dots)

Objective

- hire full time staff liaison with communications and promote SNS achievements
- Hold more conferences on campus
- Better support for faculty websites

STAFF EXPERIENCE

GOAL #1 (11 dots)

Highly trained and satisfied staff with opportunities for advancement.

Objective

-staff training and opportunities for advancement and incentives

Metric

-higher staff retention

GOAL #2 (11 dots)

Mutually respectful and productive working environment for staff and faculty.

Objective

-enable transparent and collaborative work b/w staff and faculty.

-faculty/staff club

-promote consistent face time and communication

-better interactions b/w faculty and staff