

Group Work - Goals
SNS Managers, Feb 7, 2020
Suggested modifications of goals in orange

UC QUALITY RESEARCH

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

-this is an outcome of Goal 3

Goal 2: Establish collaborative research-intensive culture

Objectives

-reduce level of service requirements on faculty to improve performance

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

Objectives

-more training, grant writing support

-clear guidance on proposal development

-provide staff support for faculty to achieve this (students)

Goal 4: Achieve higher recognition of research

Objectives

-leader in inquiry STEM based education

-communicate research stories via outreach

-increase international research and exchange activity

UC QUALITY GRADUATE PROGRAMS

Goal 1: Increase GS ranking and name recognition

Objectives

-academic programs-improve graduate level course offerings

-realign ES and ESS (same School)

-training into Teaching Fellow

- faculty training
 - how to work with and mentor grad students
 - how to teach/lead a diverse grad student population
- more time in research lab versus of teaching

Goal 2: Enhance graduate student training experience

Objectives

- provide more outside training experiences
- focus on mental health in grad student success
- more time in research lab versus of teaching

UC QUALITY UNDERGRADUATE PROGRAMS

Goal 1: Successful and diverse career paths-**success and growth**

Objectives

- student success-increase opportunities/experiences in preparation for post grad life
- student chance to obtain UC jobs
- undergrad major to career success
- student success-achieve recognition as ‘go to’ university for majors not always highlighted (ESS, Chem)
- support innovative programs for student success and career path

Metric

- see increase in grad school admission

Goal 2: Make positive impact in society

Objective

- improve student experience-pride in being a UC Merced alumni
- make positive socioeconomic impact on society by creating accessibility to UC education
- student success-achieve recognition as ‘go to’ university for majors not always highlighted (ES, Chem)

Metric

- see increase in grad school admission

Goal 3: Develop students who are critical, inquisitive, open minded [original wording: Critical, inquisitive, open minded]

Objective

- support innovative programs for student success and career path
- do they have to be doctoral conferrals to be critical, inquisitive, open minded?
- be known for high quality undergraduate education (not just UC Quality)
- think outside the “UC Box”
- boost under enrolled majors through innovative programs
- student success—identify support strategies
- collaboration with academic programs
- identify learning gaps for students
- innovative teaching for new generation of students

Goal 4: Advocate for inclusion and diversity in STEM education [original wording: Advocate for STEM (inclusion, diversity)]

Objective

- enhance undergrad student training experience
- train faculty and grad students on how to work w/a diverse student population

Goal 5: Increase retention in STEM majors

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]

Objective

- provide mentoring and inclusion support for Unit 18 lecturers
- value diverse expertise

GLOBAL AND REGIONAL IMPACT

Goal 1: Increase international and regional recognition of faculty

Goal 2: Increase global and regional reputation of educational programs

Objectives

- work with local industries
- increase local presence
- UC Merced extension campus

Goal 3: Enhance regional and community interactions [Original wording: Regional community interaction]

Objectives

- create collaboration/culture of practice
- equity and inclusion includes embracing and supporting the community

Goal 4: Communicate achievements to outside world

Objectives

- create an office for campus/community collaboration
- communicate achievements to ____ campus
- communicate achievements to outside world for faculty and staff and others

STAFF EXPERIENCE

Goal 1: Highly trained and satisfied staff with opportunities for advancement (add something here about innovative systems)

Objective

- clear growth pathways
- staff promotion steps
- effective and useful staff development
- ensure professional success of staff
- continued growth when you have reached your cap
- more faculty involvement with staff

- partnerships in support of global/regional impact
- faculty know what staff roles and responsibilities are
- tours of campus/labs for off campus/diverse staff
- encourage career development
- option to choose or decline open concept workspace
- well rounded staff experience—they understand what a research driven mission means (‘research, teaching, public service’) and their part in achieving research driven goals. **engaged in research and connection to research

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

Objectives

- provide opportunities for collaboration across campus
- flexible work schedules
- say in space arrangement
- work flexibility
- encourage collaboration across units
- encourage autonomy/decision making
- encourage and allow staff input in process development
- consistent leadership and guidance
- communication with staff
- 5-year workforce plan for the School (need roadmap to make decisions)
- current and future FTE