

## **STRATEGIC PLAN PRIORITIZATION**

**Update: March 2015**

The University of Michigan-Flint's 2011-2016 Strategic Plan was reviewed by the campus community in November 2014 during two town hall meetings and through an online survey. The campus identified four priorities for review and action before the end of the Strategic Plan in 2016. Under each of the four priorities, the top initiatives in each area are listed. These priorities and initiatives represent the highest areas of consensus among the town halls and online respondents. The numbering below corresponds to the numbers used in the original Strategic Plan document.

### **Priority #1: Enhance the quality and breadth of academic programs, and be a school of first choice.**

#### **Enhanced Academic Quality:**

- Increase the percentage of faculty with terminal degrees.
- Expand endowed funding available for competitive scholarships.
- Increase faculty-student research partnerships.
- Ensure that First Year Experience courses are challenging, robust, provocative and a catalyst for critical thinking.

#### **Targeted Program Growth:**

- Increase educational partnerships with K-12 schools and districts.
- Develop new graduate programs and new concentrations within existing graduate programs.
- Target program growth in science, technology, engineering, math (STEM) areas on the basis of demonstrated student interest and available funding.
- Establish a fund of \$250,000 per year to support competitive funding for new academic programs.

### **Priority #2: Foster a culture in which faculty are supported in pursuing disciplinary and interdisciplinary teaching, scholarship, and creative activity, and expand faculty professional development.**

#### **Promote Teaching Excellence:**

- Increase funding for pedagogical innovation grants, summer course design fellowships, and faculty teaching awards.
- Institutionalize the Catalyst Course Design/Art of Teaching program for new faculty through the Thompson Center for Learning and Teaching (TCLT).

#### **Support Scholarship and Creativity:**

- Increase funding for Research and Creative Activity Committee awards by 25% over the next five years, and require external submission of a research or creative product as a condition of acceptance.

#### **Strengthen Support for Research:**

- Increase merit compensation to faculty who are successful in obtaining external funds.

**Reassigned Teaching:**

- Establish clear eligibility policy to reassign teaching workload so faculty can pursue professional development and external funding opportunities.
- Establish a policy of reassigned teaching responsibilities or overload compensation for supervising students.

**Interdisciplinary Learning, Teaching, Research, and Development:**

- The Associate Provost and Dean of Undergraduate Studies, working with the TCLT, the Office of Research, and interdisciplinary planning team(s) will identify and pursue research opportunities and cross-collaborations at all levels of teaching, learning, and scholarship.
- Support joint appointments.

**Priority #5: Fulfill our student-centered mission as we serve a growing and increasingly diverse student population.****Promote Student Success:**

- Build a faculty-student mentorship program.
- Offer year-round scheduling, and ensure sufficient course offerings so students graduate in a timely manner.
- Student Affairs in cooperation with Academic Affairs—review services to students to ensure that they are timely and coordinated.
- Systematically connect student with every aspect of institution to foster academic, social, career, and personal development as well as experiential learning.

**Grow Student Activities and Club Sports:**

- Develop a strong club advisor program that facilitates smooth transitions for new club advisors, promotes discipline-specific clubs, and encourages compliance with university expectations for all clubs.

**Promote Student Health and Wellbeing:**

- Create a committee chaired by a newly created Campus Health and Well-Being Coordinator in the Urban Health and Wellness Center to coordinate campus-wide initiatives on issues related to student health and well-being.
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**Priority #7: Increase enrollment, student retention and degree completion to achieve planned growth.****Grow New Student Enrollment:**

- Build strong relations with transfer feeder institutions.
- Grow competitive scholarships.
- Develop targeted program growth.

**Raise Retention and Graduation Rates:**

- Increase research opportunities.
- Enhance coordination and responsiveness of student services.