

Support Unit Name Vice Provost for Faculty

Long term focus which supports the University of Idaho Strategic Plan:

(Narrative including which university goal(s) will be advanced and supported by the unit's highest priority activities over the next nine years and a brief description of anticipated tactics deployed to help the University of Idaho meet goal(s))

The office of the Vice Provost for Faculty has a lead role in developing short- and long-term strategies that support the recruitment, development, retention, and retirement of high quality faculty who engage in and foster a culture of academic, scholarly, and outreach excellence and innovation. The focus on the long-term plan is articulated in three broad themes: shaping the faculty of the future, supporting the faculty life cycle, and providing faculty development. These three overarching elements address strategic actions in support of the plan.

Shaping the faculty of the future. The academy is undergoing changes in the number and types of faculty appointments. Positions and titles have been defined or redefined to meet the various needs of departments and colleges. The goal of the University of Idaho is to define the nature of faculty work, the corresponding requirements and expectations of faculty positions, and the periodic review and refinement of policies and practices in support of faculty appointments. Activities that support this goal include analyzing of current practices nationally, defining and articulating the goals and expectations of University of Idaho faculty positions, reviewing and/or refining policies and practices, and refining positions over the nine-year period. Goal 4, Objective 1 and impacting all goals indirectly.

Faculty life cycle. The focal point of this goal is to review, evaluate, and assess faculty success through their career at the University of Idaho, from recruitment and initial appointment to, potentially, retirement. Programs, policies, and process should be defined and well known and support faculty from intimal appointment to, potentially, retirement from the university. Faculty interests and needs change as they move through the different stages of their career path. Activities to systematically support this goal include analysis of data on faculty career paths and success in processes such as tenure and promotion(s), review current practices and trends, evaluation of potential action items, and implementation of recommendations. Specific examples include orientation programs, informational series for faculty advancement in rank, periodic reviews and up-dates of policies and processes, and recognitions and awards for excellence. Goal 4, Objective 2 and impacting all goals indirectly.

Faculty development. The goal of this initiative is the implementation of the Center for Excellence in Teaching and Learning. Building on the purpose, mission, vision, and metrics developed by the Teaching and Advising Committee, the first action will be a search for the director for this center (to be hired by summer 2017). Action items include coordinating existing and developing units/programs and resources to enhance the quality of teaching and the student experience, developing protocols and implementing a peer review and feedback process for instructional analysis and improvement, assisting faculty with course development and delivery in the classroom and online, and implementing a collaborative classroom observation, feedback, and mentoring program to support faculty seeking in-class advice and input. Goal 3 indirectly.

Mapping and assessing long-term activities with respect to the strategic plan goals and priority institutional metrics (page 6 of university strategic plan):

University Strategic Goal	Focus for unit? (Y or N)	Unit's high priority activities to support and advance this goal	Corresponding measure of success (metrics and / or milestones)
Innovate (especially terminal degrees)			
Engage (especially Go-on rates)			
Transform (especially Enrollment and Retention)			
Cultivate (especially Work Environment and Inclusivity)	Y	Define pathways for faculty appointments Monitor and support faculty through UI career	Faculty positions defined Faculty retention and satisfaction

		Open Center for Excellence in Teaching and Learning	Director hired, programs in place for faculty development, analysis of success
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Waypoint 1 goal(s) and objective(s), and tactics (short narrative description):

Key tactics described here in narrative form, as a numbered list that will be performed during the first three years of the plan. Include a cross referencing to strategic plan goals and objectives where possible.

Shaping the faculty of the future.

1. Research and analyze practices nationally.
2. Refine/develop and approve definitions in policy for faculty appointments.
3. Evaluate and refine annually based on results.

Faculty life cycle.

4. Analyze data on faculty life cycles (progression) at UI
5. Expand resources and support for faculty on all tracks
6. Develop a path for long-time associate professors to meet expectations for promotion top full professor.

Faculty development.

7. Hire director.
8. Provide individual and group instructional programs for faculty.
9. Develop working relationships and coordinate with other faculty development providers.
10. Provide tools for faculty to assess instruction (e.g, in in class assessments, SET)
11. Develop and implement peer review an feedback on instruction
12. Establish a peer mentoring program.

Waypoint 1 Metric Targets for Unit:

For each numbered tactic on the prior page, please link to the appropriate strategic plan goal/objective and suggest a means of measuring progress over the course of the next three years (e.g. completion dates for milestones, specific measures of progress unique to your unit).

Initiative Number	Strategic plan goal and objective supported	Proposed means to assess progress	Progress by July 2017	Progress by July 2018	Progress by July 2019	Comments
Shaping the Faculty of the Future						
1. Research and Analysis		Report on results	Survey Developed	Report		
2. Refine/Develop practices/policies		Data used to inform faculty appointments/refinements		Policy review complete	Policy change if needed	
3. Evaluate project completion		Annual review of impact/needs			Annual analysis	
Faculty Life Cycle						
4. Analyze faculty data		Data used to analyze faculty progression	Determine data to gather	Report findings		

Initiative Number	Strategic plan goal and objective supported	Proposed means to assess progress	Progress by July 2017	Progress by July 2018	Progress by July 2019	Comments
5. Support faculty on all tracks	4A	Great Colleges Survey	Survey faculty and identify initial support programs	Provide programs/ services as needed	Program in place with periodic review/ refinement	
6. Path for long-time associate professors to full	4A	Number of faculty promotes	Data analysis	Program development	Program in place	
Faculty Development						
7. Programs for faculty dev.		Analysis of input from faculty	Survey completed and analyzed	Recommendations integrated in offerings for faculty	Annual assessment of interest/needs	
8. Coordination across units supporting faculty dev.		Integration of faculty support programs across units	Develop roster of partner programs	Coordinate offerings, as appropriate		
9. Tools for assessing instruction		Multiple options to assess instruction available	Assessment	Survey best practice in course assess.	Multiple strategies in place	

Initiative Number	Strategic plan goal and objective supported	Proposed means to assess progress	Progress by July 2017	Progress by July 2018	Progress by July 2019	Comments
10. Peer mentoring program dev.		Peer mentor program in place		Review programs and develop best practice model	Pilot peer mentoring program	