

College Council Strategic Initiatives

3/15/2022

Theme 1: Shared governance with leadership

1. Participate in discussions setting future directions of the College
 - a. Align role with College Council bylaws and update bylaws if needed.
 - b. What is the relationship between the College Council and the Dean?
 - i. Mutual understanding of communication
 - ii. Is there a relationship at all?
 - c. Dean's level leadership search involvement (all COEHP deans)
 - d. Participate in discussions of departmental overhaul (the movement of programs from one department to another)
 - i. Ensure that all faculty and all departments feel part of the mission(s) of COEHP
2. Consider ways to facilitate and disseminate communication from and to administration and faculty
 - a. Clear written policy and procedures
 - b. Consider ways to reveal the depth and breadth of work done within COEHP
3. Consider ways to build up the culture of COEHP
 - a. Faculty retention, especially underrepresented faculty
 - b. How are we demonstrating our culture? Family friendly, etc.
 - c. Consider how best to "brand" the work and programs of COEHP and share that brand more deliberately.
 - i. Caring professions?
 - ii. How does development brand us?
4. More deliberate interface with our media professional; How to optimize the engagement of our media professional?
 - a. What is the role of our media professional?
 - b. How responsive are they to the faculty? Rotating through the departments, etc.
 - c. Advocate for better national and international recognition of faculty through media office
 - i. Highlight accomplishments through a specific process
 - ii. Report to Dean's Office (Research and Innovation)
 - iii. New Media background (develop short videos, etc....)

Theme 2: Faculty Flourishing

1. Continuously update award criteria as applicable
2. Increase/enhance interdisciplinary work (the expression *transdisciplinary* was also used in this context).
 - a. Dean's office grants
 - b. CLASS

- c. Barriers with teaching because we don't have the resources; added on work; programs of study
 - d. Look for ways to embed it within the college
 - e. Rewards and incentives
3. Faculty Salary
- a. Merit pay
 - i. Make the relationship between merit evaluation score and salary increases more transparent. For instance, does everyone in the department who earns the same merit score get the same merit pay?
 - ii. Exactly how much money is available in COEHP each year for merit pay
 - b. Promotion increases
4. Other faculty interests
- a. Discuss ways to avoid duplication of courses within COEHP, especially research courses
 - b. Center/Hub for research within the college
 - c. Newsletter for tips on research