

## Members

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## Recommendations

- 1. Recruit and retain exceptional faculty and staff for creating and sustaining pre-eminent programs of learning, engagement, and research and scholarship.**
  - Raise faculty and staff salary and compensation.
  - Reduce faculty-to-student ratio to a level consistent with that of peer institutions.
  - Strengthen the existing spousal/partner hiring program with a budget.
  - Offer day care for children of faculty, staff, and students, and beyond as feasibility permits.
  - Monitor faculty and staff retention rates.
  - Establish a process to identify and monitor impediments to successful recruitment of faculty and staff, and monitor such impediments annually.
- 2. Provide support to departments, faculty, and staff to develop increasingly nationally prominent teachers, scholars, and researchers and to foster policies that support the accomplishment of the academic mission. Develop and sustain an Office of Faculty and Staff Development that coordinates all development activities.**
  - Develop policies on compensation increases, promotion and tenure guidelines, and related programs that reward excellence and accomplishments in discovery, teaching, learning, and engagement.
  - Encourage and facilitate the development of interdisciplinary programs, and recognize excellence and significant contributions (both research and teaching) when considering tenure and promotion or awards.
  - Set realistic faculty workload expectations, including the possibility of variable and differential workloads that include other activities, such as advising.
  - Develop and sustain an Office of Faculty and Staff Development that coordinates all development activities; create a comprehensive Faculty and Staff Development Program.
- 3. Establish and implement recruitment and hiring practices that lead to an increasingly diverse and inclusive academic community.**
  - Develop a multiyear funding strategy for multicultural scholarships that enable the University to be competitive in the recruitment of such students.
  - Establish a comprehensive hiring program with the President's Diversity Hiring Initiative as the foundation and with appropriate incentives.
- 4. Strategically recruit, support, develop, and retain academically talented undergraduate and graduate students.**
  - Provide additional resources to assist in student recruitment.
  - Provide more resources for the Office of Student Financial Aid and the Office of Graduate Studies.
  - Invest in programs designed to raise undergraduate retention.
  - Expand the Office of Nationally Competitive Awards to include graduate-student and faculty awards; create both an assistant director position and a full-time support staff position for ONCA.
  - Explore expanded Universitywide undergraduate honors opportunities.

## Progress/Accomplishments

- The Budget Planning Council is working on the development of a long-term plan to raise the faculty and staff salaries and compensation.
- Through the development of a strategic budget-planning process, funds have been allocated to address strategic priorities, including faculty positions.
- The Faculty Senate and the Academic Leadership Group are currently working on establishing guidelines on faculty workloads.
- The deans have been asked to identify impediments to faculty recruitment and retention, and to report their faculty retention rates annually.
- The president is considering a proposal for reorganizing and strengthening the Office for Diversity.
- One-time-only funds have been provided to the Office of Undergraduate Admissions and individual colleges to enhance their recruitment efforts.
- The Faculty Commons in Alden Library is in the planning stage. The search is under way for the Center for Teaching and Learning's director, who also will be responsible for faculty development.
- Discussions on reinvestment in graduate education are under way.
- A Child-care Task Force is working on identifying faculty/staff/student child-care needs.

## The Future

- To achieve the strategic Vision OHIO goals related to faculty, staff, and student quality and diversity, a number of issues should be addressed over the next four years. These include:**
- Reduce faculty-to-student ratio to a level consistent to that of peer institutions.
  - Strengthen the existing spousal/partner hiring program.
  - Recruit and retain quality faculty.
  - Recruit and retain quality students.
  - Increase campus diversity.

FOUNDERS DAY

