

A&S Strategic Planning Proposal

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Utilize the EXISTING A&S Structure to: **E**mpower All, **E**nforce Accountability, **E**ntrust the Units, and **E**xpect and **E**ncourage **E**xcellence

1. **E**mpower All

- a. Reorganize the college into voting groups to empower the existing divisions
 - i. Voting Groups consist of (1 vote each)
 1. Full Professors
 2. Associate Professors
 3. Untenured Assistant Professors
 4. Term Faculty and PTL's who is currently employed and has taught 4 of the previous 10 semesters
 5. A&S staff who are direct reports of the dept. chairs and UBM's who work for the depts.
- b. Authorize Each Division to:
 - i. Vote on a Chair & a Faculty Affairs Rep.
 - ii. Create divisional committees (personnel, curriculum, etc.)
- c. Represent the Division on the **Dean's Counsel** (*new committee with broad powers*)
 - i. 3 Vice-deans

2. **E**nforce Accountability

- a. Address poor performers
- b. Targeted Hires
- c. Weed-out Courses

3. **E**ntrust the Divisions

- a. Delegate
- b. Assign
- c. Deliver

4. **E**xpect and **E**ncourage **E**xcellence

- a. **E**fficiency
 - i. Streamline the processes
- b. **E**conomy
 - ii. Create incentives to save money and find ways to trim the fat.
 - iii. Encourage retention by penalizing depts. with poor records of retaining students.
- c. **E**quity
 - iv. Protected depts.
 - v. Empower the diversity office
 - vi. Targeted Hires
 - vii. Teaching Tenure-track lines