

2015-2020 UL Lafayette Strategic Plan

<p>Faculty SI 1: Significantly upgrade academic facilities related to instruction in order to meet or exceed the quality of those at peer institutions.</p>	<p>Faculty KPI 1: <i>Within the first year, develop a master plan to evaluate and prioritize upgrades to academic facilities.</i></p>
	<p>Faculty KPI 2: <i>Increase spending for instruction and academic support to correct significant deficits in these areas and strive to reach our comparison peer averages for instructional and academic support.</i></p>
	<p>Faculty KPI 3: <i>Equip 90 percent of all classrooms with minimum digital technology: internet access, laptop/computer workstations, LCD projectors, screens, and sound systems.</i></p>
	<p>Faculty KPI 4: <i>Allocate sufficient funds to increase library expenditures for provision of research and information resources to meet or exceed the average of our comparative peer institutions.</i></p>
	<p>Faculty KPI 5: <i>Determine and provide the minimum supply budget required by each department.</i></p>
	<p>Faculty KPI 6: <i>Meet the comparative peer average for maintenance, space allocation, ADA standards, and adjacency to faculty offices for instructional spaces.</i></p>
<p>Faculty SI 2: Expand faculty staffing to meet or exceed peer standards for student to faculty ratios, choices of course offerings, and faculty diversity</p>	<p>Faculty KPI 7: <i>Reduce the full-time undergraduate student to faculty ratio for students taking traditional curricula to the current comparison peer average of 15:1 and ensure that the staffing for distance learning meets or exceeds the peer average for instruction.</i></p>
	<p>Faculty KPI 8: <i>Expand the recruitment and retention of new tenured and tenure-track faculty.</i></p>
	<p>Faculty KPI 9: <i>Ensure diversity and equity in faculty appointments with the aid of the Office for Campus Diversity.</i></p>
<p>Faculty SI 3: Offer competitive faculty salaries to recruit and retain the best faculty</p>	<p>Faculty KPI 10: <i>Offer salaries competitive with those offered by our comparative peer institutions.</i></p>
<p>Faculty SI 4: Provide professional development</p>	<p>Faculty KPI 11: <i>Establish a campus center to train faculty in new pedagogical and instructional techniques and technologies that support both traditional and distance delivery of curricula.</i></p>
	<p>Faculty KPI 12: <i>Provide faculty with the infrastructure needed to observe, evaluate, and provide constructive feedback on their instruction.</i></p>
	<p>Faculty KPI 13: <i>Provide faculty support including but not limited to computing technology, relocation support, travel funding, start-up budgets, and GA/TA assistance that is competitive with institutions in our peer group.</i></p>
<p>Student SI 1: Recruit, retain, and graduate outstanding students (undergraduate and graduate; traditional and nontraditional; transfer and returning adults).</p>	<p>Student KPI 1: <i>Implement and sustain student support to retain and graduate students.</i></p>
	<p>Student KPI 2: <i>Expand recruitment of high-potential undergraduate and graduate students, which embraces diversity and enhances the university's image nationally and internationally, in both distance and traditional degree programs.</i></p>
	<p>Student KPI 3: <i>Maximize opportunities for student enrollment and progression in traditional and distance education curricula, including strengthening transfer partnerships with community colleges.</i></p>
	<p>Student KPI 4: <i>Improve student success through engagement in high impact practices.</i></p>
	<p>Student KPI 5: <i>Expand and enhance incentives for graduate students' enrollment.</i></p>
<p>Student SI 2: Enhance student engagement in co-curricular activities through a vigorous, energetic, and culturally diverse university community</p>	<p>Student KPI 6: <i>Develop and institute a defined plan/model for co-curricular activity at UL Lafayette.</i></p>
	<p>Student KPI 7: <i>Implement a co-curricular transcript for all students.</i></p>
	<p>Student KPI 8: <i>Obtain Carnegie Foundation's Classification for Community Engagement recognition.</i></p>

<p>Student SI 3: Increase student productivity and success through engagement in mentored research, innovative projects, and creative endeavors.</p>	<p>Student KPI 9: Expand support for graduate programs; develop new doctoral programs in areas of graduate excellence and new graduate programs in areas of undergraduate excellence.</p>
	<p>Student KPI 10: Promote a comprehensive chain of research mentoring for graduate students via student-faculty interactions, peer activities, and apprenticeships.</p>
	<p>Student KPI 11: Develop an undergraduate research initiative that will provide research opportunities for all undergraduate students, regardless of major.</p>
<p>Student SI 4: Expand and strengthen UL Lafayette's relationship with alumni and the community locally, nationally, and globally, in direct support of student achievement.</p>	<p>Student KPI 12: Double the proportion of alumni giving to the University.</p>
<p>Research SI 1: Enhance supporting infrastructure for the conduct of research and innovation.</p>	<p>Research KPI 1: Ensure that support services are sufficient to sustain the efforts of University researchers.</p>
	<p>Research KPI 2: Provide incentives and training to increase faculty and staff engagement in research and innovation.</p>
	<p>Research KPI 3: Establish a mechanism for tracking unit-level performance metrics.</p>
<p>Research SI 2: Increase and diversify external funding revenue through grants and contracts, entrepreneurial activities, and fund-raising.</p>	<p>Research KPI 4: Provide more resources and enhance administrative infrastructure to support procurement of external funding, intellectual property development, entrepreneurial start-ups, and patents.</p>
	<p>Research KPI 5: Invest in research mentoring, and professional development efforts aimed at increasing research productivity.</p>
	<p>Research KPI 6: Collaborate with University Advancement to increase the number of external relationships and explore various opportunities for fund-raising and gifts to support research, graduate education, and entrepreneurial ventures.</p>
<p>Research SI 3: Expand research programs beyond our existing strengths and take advantage of our historical, cultural, and geographical setting for research and scholarly purposes.</p>	<p>Research KPI 7: Develop interdisciplinary initiatives leading to the growth and creation of research centers and institutes</p>
	<p>Research KPI 8: Provide programs and incentives for collaborations across disciplines, including on-going research networks (Communities of Interest) that regularly provide opportunities for researchers to extend their activity outside of their disciplines and colleges.</p>
<p>Governance SI 1: Establish a shared governance model that facilitates trust, teamwork, and cross-functional collaboration, and aligns all stakeholders to the Vision and Mission.</p>	<p>Governance KPI 1: Establish an elected, representative body of governance for each of the primary constituent groups on campus: faculty, students, classified staff, and unclassified staff.</p>
	<p>Governance KPI 2: Establish a University Senate, with representatives from each of the above governance bodies, which will support broad participation in the determination of University initiatives and resource allocations.</p>
	<p>Governance KPI 3: Connect each stakeholder to the primary and support activities that drive University performance toward achieving the Vision.</p>
	<p>Governance KPI 4: Provide each stakeholder with a clearly articulated authority structure and method of performance evaluation, with both tied to the Vision and Mission.</p>
	<p>Governance KPI 5: Align All UL Lafayette Committees' Mission, Membership, and Reporting With The Governance model.</p>
<p>Governance SI 2: Provide each level of governance with data analytics capabilities that create a collaborative culture and increase the University's overall impact.</p>	<p>Governance KPI 6: Build enterprise-wide data analytics capabilities that provide a wide array of performance metrics that are transparent, based on our Vision and Mission, and broadly embraced.</p>
<p>Governance SI 3: Develop the Human Resources function in support of the Mission and Vision.</p>	<p>Governance KPI 7: Establish an HR System that will manage all stages of the employment relationship to provide a community of employees focused on achieving the Mission and Vision of the University.</p>
<p>Governance SI 4: Establish a process for continuous academic and nonacademic professional development.</p>	<p>Governance KPI 8: Cultivate professional development programming that has a measurable impact on improving pedagogical innovation, managerial effectiveness, and essential job skills in support of the effective operation and governance of the University.</p>