

CAST STRATEGIC PLAN 2011-2014

Academic Affairs Priorities		Academic Affairs Objectives	CAST Goals				
1-Student Success		Support the initiative to require advising in the first year.	Meet or exceed institute persistence and graduation rates.				
CAST Objectives		Outcome Measurements	Lead Person(s)	Target	Updates and Notes		
1a).	Meet/exceed the current 1st- and 2nd-year retention rate for our college <p style="font-size: small; text-align: center;">Freshman Cohort one year after entry: Example: Fall 2012 cohort and the % that has persisted one year later to fall 2013</p>	CAST 1st- and 2nd-year retention rates (done annually)	Senior Associate Dean	Data collected. my analytics	<u>Fall 2011 Cohort persists to 2012</u> <u>Completed but not met CAST 84.2 RIT Rates 89.2</u>	<u>Fall 2012 Cohort persists to 2013</u> <u>Completed but not met CAST 84.5 RIT Rates 86.9</u>	<u>Fall 2013 Cohort persists to 2014</u> <u>Completed but not met CAST 85.1 RIT Rates 86.3</u>
1b).	Implement compulsory 1st-year advising	% college-wide implementation	DCs and Advisors	100%	Complete.		
1c).	Ensure that systemic institute advising is appropriately staffed and assessed	% college-wide implementation	DCs and Advisors	100%	Complete.		
1d).	Assess/baseline institute performance on persistence and graduation rates	Institute persistence/graduation rates	Senior Associate Dean	Data collected	Complete.		
1e).	Assess/baseline CAST performance on persistence and graduation rates	CAST persistence/graduation rates	Senior Associate Dean	Data collected	Complete.		
1f).	Implement the CAST Student Support Model (SSM) <i>**See Appendix A</i>	% college-wide implementation	Assistant Dean	100%	Complete.		
1g).	Analyze CAST SSM elements/components for participation, success, points for continuous improvement	% analysis complete	Assistant Dean	100%	Complete. Updates: IAP advising sessions complete for all CAST students. Preliminary risk points identified along with paths forward. Semester specific risk points to be assessed.		
1h).	Analyze CAST SSM input, process, and output factors	Most important input, process, and output factors identified	Assistant Dean	Input factors identified	Complete. Updates: Learning communities have lost institutional momentum. All Freshman have mandatory advising		
1k).	Explore an integrated approach to out-of-classroom experiences	% analysis complete	Task force	100%	Complete.		
Legend-Lead Person(s)		Legend-Other Items					
CCC	CAST Curriculum Committee	SSM	Student Support Model	CETEMS	Civil Engineering Technology , Environmental Management & Safety		
DC	Department Chair	FSM	Faculty Support Model	Color Legends	Tabled or Revisit.		
SPC	Strategic Planning Committee	StSM	Staff Support Model		On hold		
SC	Scholarship Committee	FEAD	Faculty Evaluation &		In Progress		
FASA	Faculty Associate for Scholarly Affairs	GEE	Global Education Experience		Complete		

CAST STRATEGIC PLAN 2011-2014

#2 RESEARCH & INNOVATION							
Academic Affairs Priorities	Academic Affairs Objectives	CAST Goals					
2-Research & Innovation	Increase campus scholarship and research, particularly sponsored research.	Create the environment, values, structures, and align resources needed to support the institute mission for increased scholarship, and innovation, particularly through annual sponsored research activity and creative works.					
CAST Objectives	Outcome Measurements	Lead Person(s)	Target	Updates and Notes			
Research							
2a).	Conduct an analysis to identify/articulate CAST needs for research space/equipment. <i>Side Note:</i> (built in Dean's Letter of Expectations for 2013/2014) <i>Side Note:</i> we will have to build a follow-up to this	% analysis complete	FASA and SC	100%	<u>2011/2012</u>	<u>2012/2013</u>	<u>2013/2014</u> Complete.
2b).	Analyze the Scholarship Productivity Guidelines.	% analysis complete every three years	FASA and SC	100%	<u>2011/2012</u> In revision.	<u>2012/2013</u> Complete.	<u>2013/2014</u> Complete.
2c).	Recommend mechanisms to encourage research, scholarship, and creative works involving faculty, staff, and students from multiple academic units.	Recommendations	FASA and SC	Recommendations are delivered to the Dean	<u>2011/2012, 2012/2013 and 2013/2014</u> <i>Update</i> : Enhanced scholarship communications and feedback on a continuous basis, from the FASA, SC and the Dean. <i>Update</i> : The third annual event was changed to present an opportunity to faculty for showcasing their scholarship agendas, completed scholarship, scholarship works in progress, student supported scholarship, and individual interests and skill sets available for collaborative scholarship. As an added dimension, select individuals outside of the college having the ability to support our scholarship and promote collaboration were invited. Complete.		

CAST STRATEGIC PLAN 2011-2014

#2 RESEARCH & INNOVATION

CAST Objectives		Outcome Measurements	Lead Person(s)	Target	Updates and Notes		
Research							
2d).	Meet or exceed college target for externally funded scholarship.	\$	Dean and FASA	<u>2011 Target</u> 1.2 M <u>2012 Target</u> 1M <u>2013 Target</u> 1.5M	<u>2011/2012</u> \$565,106 Completed but not met.	<u>2012/2013</u> \$861,689 Completed but not met.	<u>2013/2014</u> \$409,088 Completed but not met.
2e).	Meet or exceed secondary targets for external funding (grants awarded)	Review # of grant applications	Dean and FASA	<u>2011 Target</u> 1.2 M <u>2012 Target</u> 1M <u>2013 Target</u> 1.5M	<u>2011/2012</u> \$565,106 Completed but not met. *Numbers taken off of RAPID databse 2_20_15 -numbers can change as updates occur per sponsored research.	<u>2012/2013</u> \$869,339 Completed but not met.*Numbers taken off of RAPID databse 2_20_15 numbers can change as updates occur per sponsored research.	<u>2013/2014</u> \$391,615 Completed but not met.*Numbers taken off of RAPID databse 2_20_15 numbers can change as updates occur per sponsored research.
2f).	Meet or exceed secondary targets for external funding PIs, Co PIs -Increase number of proposals -Increase the number of PI's <i>Side Note: Dollars for scientific research harder to get.</i>	Review all targets in Rapid Database	Dean and FASA	<u>2011/2012</u> 30-Proposals 10# of PI's <u>2012/2013</u> 38-Proposals 13-# of PI's <u>2013/2014</u> 45-Proposals 15# of PI's	<u>2011/2012</u> Completed. 31-Proposals 11-# of PI's** taken off RAPID database 2_20_15 numbers can change as updates occur per sponsored research.	<u>2012/2013</u> Completed 38-Proposals 19-# of PI's taken off RAPID database 2_20_15 numbers can change as updates occur per sponsored research.	<u>2013/2014</u> Completed but not met. 28-Proposals 14-# of PI's**numbers taken off of RAPID databse 2_20_15 numbers can change as updates occur per sponsored research.
2g).	Analyze/Refine SIG and FEAD grant programs	% analysis complete	FASA, SC, and FEAD Selection Committee	100%	<u>2011/2012</u> Complete.	<u>2012/2013</u> Complete.	<u>2013/2014</u> Complete.
2h).	Conduct annual CAST faculty/staff/student scholarship colloquia or scholarly celebration	Conduct annual event	FASA and DCs	1	<u>2011/2012</u> Complete.	<u>2012/2013</u> Complete.	<u>2013/2014</u> Update: CAST Scholarship committee will not be hosting a colloquia this year. Update: Committee revisiting this process.

CAST STRATEGIC PLAN 2011-2014

#2 RESEARCH & INNOVATION							
CAST Objectives		Outcome Measurements	Lead Person(s)	Target	Updates and Notes		
Research							
2i).	Establish a resource pool for scholarship assignments Side note: Gap with career Associate Professors embracing course releases	Course releases provided	Dean and SC	15	<u>2011/2012</u> Funds were not allocated for this during this year.	<u>2012/2013</u> These were added as an adhoc basis.	<u>2013/2014</u> Made successful progress. Update: Three year cycle from CAST & Provost office.
2j).	Conduct annual scholarship skills enhancement	Conduct annual event	FASA and SC	1	<u>2011/2012</u> Completed. Scholarship Colloquium.	<u>2012/2013</u> Completed. Scholarship Colloquium.	<u>2013/2014</u> Update: Committee reviewed format of colloquium, structure, and effectiveness and it was decided not to hold the colloquium this year. Will revisit.
2k).	Establish a scholarship recognition system	% system designed	FASA, SC, and Associate Dean	100%	Completed		
2l).	Participate in summer undergraduate research symposium	Average # of student participants from the college	DCs	5 students	2011/2012 Not implemented	2012/2013 Completed. Not	2013/2014 Tabled.
2m).	CAST Students participate in off campus scholarship activities, e.g., IEEE, ASEE, EuroChrie.	Average # of CAST student participants	DCs	2 students	<u>2011/2012</u> Complete. Exceeded target.	<u>2012/2013</u> Complete. Exceeded target.	<u>2013/2014</u> Complete. Exceeded target.
2n).	All tenure and tenure track rated satisfactory or better in scholarship or creative work.	% faculty receiving satisfactory or better rating in research, scholarship, and creative works	DCs	100%	<u>2011/2012</u> Completed-not met. 60%	<u>2012/2013</u> Completed-not met. 73%	<u>2012/2013</u> Completed-not met. 80%
2o).	All tenure and tenure track faculty publically disseminate scholarship or creative work.	% faculty who disseminated scholarship or creative work publically	DCs	100%	<u>2011/2012</u> Completed-not met. 66%	<u>2012/2013</u> Completed-not met.	<u>2013/2014</u> Completed-not met. 49%
Innovation		Meet or exceed last year's achievement for annual student participation in innovation from CAST.					
2p).	Students participate in Imagine RIT. Side Note: Will rework these objectives in the next Strategic Plan items: 2p; 2q;2r	# of students participating from each department	DCs	10 students	<u>2011/12</u> Complete.	<u>2012/2013</u> Complete.	<u>2013/2014</u> Complete

CAST STRATEGIC PLAN 2011-2014

#2 RESEARCH & INNOVATION

CAST Objectives		Outcome Measurements	Lead Person(s)	Target	Updates and Notes		
Research							
2q).	Faculty participate in Imagine RIT.	% of faculty participation from each department each year	DCs	50%	<u>2011/12</u> Complete.	<u>2012/2013</u> Complete.	<u>2013/2014</u> Complete.
2r).	Staff participate in Imagine RIT.	% of staff participation from each department each year	DCs	50%	<u>2011/12</u> Complete.	<u>2012/2013</u> Complete.	<u>2013/2014</u> Complete.
2s).	Meet or exceed the number of new exhibits from previous year for students, faculty, and staff.	New exhibits/or substantially revised exhibits	DCs	5	<u>2011/12</u> Complete.	<u>2012/2013</u> Complete.	<u>2013/2014</u> Completed but not met.
2t).	Incorporate innovation content into academic programming for all CAST undergraduate programs. <i>Side Note: systemically addressed this during calendar conversion</i>	% CAST undergraduate programs including innovation content	CCC, CAST Program Chairs, and DCs	100%	<u>2011/12</u> Complete.	<u>2012/2013</u> Complete.	<u>2013/2014</u> Complete.
2u).	Incorporate innovation content into academic programming for all CAST graduate programs.	% CAST graduate programs including innovation content	CCC, CAST Program Chairs, and DCs	100%	Tabled-is not at this point-a priority of the university. Will revisit.		
2v).	Establish innovation outcomes for all CAST undergraduate students.	% CAST undergraduate programs with innovation outcomes	CAST Program Coordinators and CCC	100%	Complete.		
2w).	Establish innovation outcomes for all CAST graduate students.	% CAST graduate programs with innovation outcomes defined	CAST Program Coordinators and CCC	100%	Innovation content in graduate programs CAST report (and RIT request) only focused on undergraduate programs. We did not need to report on graduate.		
2x).	Establish outcomes assessments specific to innovation for undergraduate programs.	% CAST undergraduate programs with innovation outcomes assessment defined	CAST Program Coordinators and CCC	100%	Complete.		
2y).	Establish outcomes assessments specific to innovation for graduate programs.	% CAST graduate programs with innovation outcomes assessment defined	CAST Program Coordinators and CCC	100%	Tabled at this point in time.		
2z).	Engage students, faculty and staff in RIT Innovation Center events/programming/projects.	Activities conducted	DCs	5	<u>2011/2012</u> Complete	<u>2012/2013</u> Complete	<u>2013/2014</u> Complete
2a.a).	Student participation in innovation.	% of graduating students who have participated in an innovation experience	DCs	100%	<u>2011/2012</u> 100%	<u>2012/2013</u> 100%	<u>2013/2014</u> 100%

CAST STRATEGIC PLAN 2011-2014

#3 INCLUSIVE & GLOBAL EDUCATION

Academic Affairs Priorities		Academic Affairs Objectives	CAST Goals					
3-Inclusive & Global Education		Support the recruitment, retention, and mentoring of AALANA and women faculty members.	Create and sustain an organizational environment and structure that acknowledges and celebrates diversity and employs inclusive practices throughout its daily operations.					
CAST Objectives		Outcome Measurements	Lead Person(s)	Target	Update(s)			
Inclusive								
Access, Success, and Equity:								
3a).	Increase the academic success of AALANA, first-generation, and female students.	First-to-second year persistence rate for AALANA, first-generation, and female students	Assistant Dean, DCs, and Program Chairs	Meet or exceed current rate	<u>Fall 2010</u> Completed-not met. FEMALE 82.1% AALANA 76.9%	<u>Fall 2011</u> Completed-not met. FEMALE 90.2% AALANA 82.9%	<u>Fall 2012</u> Completed-not met. FEMALE 91.2% AALANA 75.5% (Inconclusive, small #'s).	<u>Fall 2013</u> Completed-not met. FEMALE: 94.1% AALANA: 82.3%
3b).	Increase the academic success of AALANA, first-generation, and female students.	Seven year graduation rate for AALANA, first-generation, and female students	Assistant Dean, DCs, and Program Chairs	Meet or exceed current rate	<u>2004 COHORT</u> Completed-not met. FEMALE 72.2% AALANA 43.5%	<u>2005 COHORT</u> Completed-not met. FEMALE 85.7% AALANA 56.0%	<u>2006 COHORT</u> Completed-not met. FEMALE 64.1% AALANA 44.4%	<u>2007 COHORT</u> No data available at this time.
Campus Climate and Intergroup Relations:								
3c).	Create/sustain an environment that celebrates diversity and employs inclusive priorities.	Expand faculty/staff recognition program to embrace contributions that advance diversity	Assistant Dean, DCs, and (SSEC)	Diversity appreciation award created	<u>2011/2012</u> In-progress	<u>2012/2013</u> In-progress	<u>2013/2014</u> Progress made. Implementation of new Enhancing Diversity Award for Staff implemented during 2014/15. Will visit this award with faculty.	

CAST STRATEGIC PLAN 2011-2014

#3 INCLUSIVE & GLOBAL EDUCATION

CAST Objectives		Outcome Measurements	Lead Person(s)	Target	Updates and Notes		
Inclusive							
Campus Climate and Intergroup Relations:							
3d).	Create/sustain an environment that celebrates diversity and employs inclusive priorities.	Post/celebrate "RIT Principles of Community" in college work spaces and web presence	Assistant Dean, DCs, and (SSEC)	Principles statement posted	<u>2011/2012</u> In-Progress.	<u>2012/2013</u> Progress made but not completed. Core values and diversity included in each job posting and on website.	<u>2013/2014</u> Complete.
Education and Scholarship:							
3e).	Offer undergraduate programs that achieve diversity and inclusion learning outcomes.	% CAST undergraduate programs with cultural awareness and diversity appreciation	CCC and Program Chairs	100% of programs	Complete. Gen Ed reform accomplished.		
3f).	Increase the multicultural competencies and capacities of faculty and staff. <i>Side note: Include items such as: Partners in Pluralism; ADA classes, Professional Development sessions, job searches, onboarding processes, etc.</i>	# of faculty and staff participating in professional development programs related to diversity, disability, or internationalization	Senior Associate Dean, Assistant Dean, and DCs	10	<u>2011/2012</u> Complete.	<u>2012/2013</u> Complete.	<u>2013/2014</u> Complete.
Institutional Infrastructure:							
3g).	Future Faculty Recruitment Program.	College participation	Dean or Designee	Participation	<u>2011/2012</u> Complete.	<u>2012/2013</u> Complete.	<u>2013/2014</u> Complete.
3h).	Diversity Recruitment, COMPACT Expo, "The Institute on Teaching and Mentoring."	College participation	Dean or Designee	Participation	<u>2011/2012</u> Complete.	<u>2012/2013</u> Complete.	<u>2013/2014</u> Complete.
Global		Create the environment, values, structures, and align resources needed to support global education in CAST.					
3i).	Incorporate global education content and academic programming for all CAST undergraduate programs.	% of undergraduate programs with global education content and academic programming	CAST Program Coordinators, CCC and DCs	100%	Complete. Academic profile assessment goals submitted in conversion documents		
3j).	Establish viable site locations/opportunities for undergraduate global education experience (GEE).	% college-wide undergraduate programs with viable GEE's	CAST Program Coordinators and CCC	100%	<u>2011/2012</u> Complete. Laid ground work for Ireland.	<u>2012/2013</u> Complete. Made connections and visits to Ireland.	<u>2013/2014</u> Complete. DIT fall 2014 program starts. To-date 12/5/13- Two (2) students accepted.

CAST STRATEGIC PLAN 2011-2014

#3 INCLUSIVE & GLOBAL EDUCATION

CAST Objectives		Outcome Measurements	Lead Person(s)	Target	Updates and Notes		
Global		Create the environment, values, structures, and align resources needed to support global education in CAST.					
3k).	Establish global education outcomes for all CAST undergraduate students.	% CAST undergraduate programs with general education outcomes defined	CAST Program Coordinators and	100%	Complete.		
3l).	Establish outcomes assessment specific to global education for undergraduate programs.	% CAST undergraduate programs with global education outcome assessment defined	CAST Program Coordinators and CCC	100%	Complete.		
3m).	Meet and or exceed 10% of Hospitality and Tourism Management (HTM) students study at RIT global campus prior to graduation.	10%	Academic Program Chairs and DCs	20	<u>2011/2012</u> Complete. 46 26%	<u>2012/2013</u> Complete. 36 21%	<u>2013/2014</u> Complete. 22 13%
3n).	Meet and/or exceed 2.5% of Engineering Technology students study/intern abroad. <i>Side Note: Need to revisit 2.5%.</i>	2.5%	Academic Program Chairs and DCs	5	<u>2011/12</u> Completed-not met.	<u>2012/2013</u> Completed-not met.	<u>2013/2014</u> Complete. Had 8 2013/2014 AY.

CAST STRATEGIC PLAN 2011-2014

#4 ACADEMIC EXCELLENCE					
Academic Affairs Priorities		Academic Affairs		CAST Goals	
4-Academic Excellence		Support the calendar conversion process, particularly ensuring that CAST programs meet the conversion		Create the environment, values, structures, and align resources needed to support the institute mission and college-level academic operations.	
CAST Objectives		Outcome Measurements	Lead Person(s)	Target	Updates and Notes
Curriculum					
4a).	Complete curriculum conversion process within the time provided.	% CAST programs approved as having successfully completed curriculum conversion process on time	Senior Associate Dean	100%	Complete.
4b).	Refine use of Faculty Workload Capacity Model to help each unit within the college to meet its budget.	Count of CAST departments meeting institutional budget	Associate Dean, Financial Analyst, DCs	5	Complete.
4c).	Refine use of Faculty Workload Capacity Model to ensure measured program growth Side note: Faculty to student head count.	Count of CAST departments with incoming freshman capacity identified	Associate Dean, Financial Analyst, DCs	5	Complete.
4d).	Align faculty distribution in rank with institute goals for tenured/tenure-track, lecturers, and adjuncts (50, 25, 25% respectively).	% difference between CAST and institute goals	Dean	0	Completed-not met. 2014-2015 40%/30%/31%
4e).	Align proportion of CAST faculty vs. institute faculty based on student head count.	% difference between CAST and institute proportions	Dean	0	This is ongoing-with reasonable compliance.
4f).	All faculty and staff Position Control Numbers (PCN) fully funded.	\$ liability without dedicated funding	Dean	0	Tabled per institute expectations.
4g).	Introduce/align appropriate discipline undergraduate feeder programs for all CAST masters programs in the department. Side note: Each CAST MA program has a department based undergraduate	% of graduate programs have feeder programs	Graduate Program Coordinators and CCC	100%	All programs done except SLI, HRD and ATL. ATL--HRD & SLI 2014.
4h).	Maintain accreditation for existing undergraduate academic programs.	Reaccreditation self-study and application submitted	Program Coordinators, DCs, Sr. Associate Dean	Accreditation granted	Complete.
4i).	Seek professional accreditation for Facility Management (FM) program.	Accreditation self-study and application submitted	FM Program Coordinator and CETEMS DC	Accreditation granted	Complete.

CAST STRATEGIC PLAN 2011-2014

#4 ACADEMIC EXCELLENCE					
CAST Objectives		Outcome Measurements	Lead Person(s)	Target	Updates and Notes
Curriculum					
4j).	Implement a scheduled external review process for academic programs without professional accreditation.	% external reviews complete	DCs	100%	No action to-date. Will incorporate into institution process
4k).	Participate in the general education redesign efforts at the institute level.	% general education redesign implemented into CAST curriculum	CAST Representative	General education curriculum complete	Complete.
4l).	Develop and gain approval for one CAST course per department as part of general education reform.	Course proposals developed by CAST faculty		6	Tabled
4m).	Gain approval for at least one writing-intensive course in each undergraduate program within CAST.	Writing course approved	Program Coordinators also CCC	% CAST undergraduate programs with	Complete.
4n).	Highlight accreditation and/or external review participation for each academic unit within CAST.	% accreditation and or external review participation highlighted on college website and print materials	Technical Services Manager, Communications Manager, and DCs	100%	Complete.
Miscellaneous					
4o).	Develop and implement a college-wide communications strategy.	% strategy developed and implemented	CAST Communications Manager	100%	Complete.
4p).	Reallocate selected space to promote academic program growth.	# reallocations planned	Senior Associate Dean	2	Complete.
4q).	Establish a school structure throughout the college (no directors, no budget changes, no reporting changes).	% of school structure implemented	Dean	100%	Complete.
4r).	Explore the creation of a School of Applied Science.	Recommendations report completed by task force	CAST Task Force	Report with recommendations completed	Complete.
4s).	Implement Industrial/Business Advisory Board for each academic unit within the college.	% CAST departments with Industrial/Business Advisory Boards	DCs	100%	Complete.
4t).	Implement a college-level Dean's Industrial Council.	% Dean's Industrial Council formed	Dean	100%	In progress -waiting on capital campain for further discussion.

CAST STRATEGIC PLAN 2011-2014

#5 FACULTY & STAFF SUCCESS

Academic Affairs Priorities	Academic Affairs Objectives	CAST Goals
5-Faculty and Staff Success	Support the success and development of our pre-tenure faculty members, with a particular focus on faculty-peer mentoring. Working with the Provost, continue to closely track the pre-tenure faculty for their progress towards tenure and promotion.	Ensure performance expectations are clearly articulated, workloads are fair and consistent throughout the college, and that appropriate support resources are identified and provided for faculty and staff success/support.

CAST Objectives		Outcome Measurements	Lead Person(s)	Target	Updates and Notes		
Faculty							
5a).	Utilize appropriate venues for dialogue about performance expectations.	# of dialogues per year	Dean	3 Total = 2 pre-tenure 1 college	<u>2011/2012</u> Complete.	<u>2012-2013</u> Complete.	<u>2013-2014</u> Complete.
5b).	Utilize a portfolio system to level tenure-track workloads throughout the college.	% portfolio implementation for tenure-track faculty	Dean	100%	Completed-but discontinued per institute policy. Expectations on scholarship.		
5c).	Utilize a portfolio system to provide workload flexibility for tenured faculty professional growth and advancement.	% portfolio implemented for tenured faculty	Dean	100%	Complete.		
5d).	Implement CAST Tenure-Track Faculty Support Model (FSM). <i>**see Appendix B</i>	% tenure-track faculty support model implemented	Dean, Associate Dean	100%	Complete.		
5e).	Develop tenured faculty support model.	% tenured faculty support model developed	Dean and Tenured Faculty	100%	In process during 2014/2015.		
5f).	Develop and implement a faculty recognition plan.	% faculty recognition plan developed	Dean, Associate Deans, and DCs	100%	Complete.		
5g).	Develop a strategy to raise visibility for faculty success.	% strategy developed	Senior or Associate Dean	100%	Complete.		
5h).	Conduct two dialogues per year with faculty to assess needs, challenges, and desires for success (this is in addition to the three CAST-All and Town Hall meetings).	Event	Dean	Event(s) conducted	<u>2011/2012</u> Complete.	<u>2012/2013</u> Complete.	<u>2013/2014</u> Complete.

CAST STRATEGIC PLAN 2011-2014

#5 FACULTY & STAFF SUCCESS

CAST Objectives		Outcome Measurements	Lead Person(s)	Target	Updates and Notes		
Staff							
5i).	Implement the CAST Staff Support Model (StSM) <i>**See Appendix C</i>	% college-wide implementation	Assistant Dean	100%	Complete.		
5j).	Create individualized staff success plans	% college-wide individualized staff success plans created	Supervising Manager	100%	Complete.		
5k).	Develop and implement a staff recognition program	% staff recognition plan developed	Staff Recognition Committee	100%	Complete.		
5l).	Ensure staff participate in appropriate decision making processes	Baseline data determined via CAST data points	Assistant Dean and DCs	Baseline data developed	Complete.		
5m).	Conduct two (2) dialogues per year with staff to assess needs, challenges, and desires for success	Events conducted	Dean	2	Complete.		
5n).	Compare advisor workloads with institute goals. <i>Side Notes:</i> Institute Goals 272-CAST is consistent with university metrics.	% difference between CAST and institute goals (in # of advisees assigned each graduate/undergraduate advisors)	Dean	# graduate/undergraduate advisees assigned to each advisor matching institute goals	<u>2011/2012</u> Complete.	<u>2012/2013</u> Complete.	<u>2013/2014</u> Complete.
5o).	Compare CAST staffing levels with institute goals	% difference between CAST and the institute	Dean	0	Tabled-pending university priorities		

CAST STRATEGIC PLAN 2011-2014

#6 CONTINUOUS IMPROVEMENT

Academic Affairs Priorities

Academic Affairs

CAST Goals

6-Continuous Improvement

Integrate continuous improvement with strategic and operational planning.

CAST Objectives

Outcome Measurements

Frequency

Lead Person(s)

Target

Data Source

Updates and Notes

Faculty

6a).	Ensure all units within the college have training needed to conduct continuous improvement analysis, planning, and implementation.	Training conducted		Dean	1		Ongoing
6b).	Develop a college-wide continuous improvement plan.	% plan developed		Dean	100%		Complete.
6c).	Conduct annual environmental scans at the college and department levels	% environmental scans complete		DCs, CAST SPC, Deans Advisory Council	100%		Complete.
6d).	Use environmental scan data to inform strategic planning and related documents	Annual strategic plan revision		CAST SPC	Annual revision completed		Completed
6e).	Use environmental scan data to inform operational planning and related documents	Annual operational plan revision		Dean and DCs	Annual review completed		Completed
6f).	Develop and implement mechanisms for sharing best practices through the college on an annual basis (<i>see 5a</i>).	% best practices shared		Dean and DCs	100%		Completed