Infrastructure and Support

January 31st, 2018

**It will be critically important to our organizational effectiveness to make strategic investments in infrastructure, both human and physical, to enhance quality and achieve further excellence in support of the University Strategic Priorities. Thinking creatively and boldly to ensure our academic infrastructure (people and facilities) is aligned with and supports the University’s mission and vision will be fundamental to achieving that end.**

# **Strategy 1: Prioritize investment in our people**

| Goals | Plans |
| --- | --- |
| 1. Recruit and retain top tier talent | Evaluate recruitment competitiveness; succession planning and mentoring; reward and recognize innovation |
| 2. Develop and enhance a culture and climate of inclusion | Develop a recruitment plan with best practices for building diverse pools of talent; train search committees; consistent faculty/staff onboarding |
| 3. Increase leadership and professional development (faculty and staff) | Postdoc professional development as a pipeline for faculty talent; faculty development around emerging technologies; focus on developing future leaders |

# Strategy 2: Invest in physical resources creatively and systematically

| Goals | Plans |
| --- | --- |
| 1. Improve the quality of space to attract and retain students and faculty | Renewal funding to reduce our facility deferred backlog; more integrated review of Capital Plan; refine facility condition assessments |
| 2. Create/develop more innovative space and expand the use of shared space | Identify emerging trends; review existing facilities to expand in this area; create spaces that can bring an entire community together |
| 3. Create/develop additional space to provide expanded research opportunities at all locations | Review Capital Plan to allow for enhancement of research and co-curricular space; the potential for flexible use space |