Proposed Initiative: All academic units will develop a plan to maintain and develop the academic excellence of its faculty. This plan is filed with the appropriate Dean’s Office.

Proposed by: College of Business and Economics

What strategic goal does this initiative support?
Distinctive Academic Excellence

Describe how the initiative supports the goal(s).
Academic Excellence is derived from the excellence of faculty. When a person is hired, that person is at or near the boundary of knowledge in their field. However, with the passage of time and a heavy teaching load, the boundary begins to move away from the faculty member. It takes concerted effort over many years to stay at or near the boundary of knowledge in the field that is being taught. To preserve academic excellence we must make certain that the efforts required to maintain the excellence of faculty are planned and ready for implementation. It is not as simple as saying “we need more money” or “we need new staff”. By planning the required efforts to maintain excellence, a department may work with their Dean to implement the plan.

Based on the definition of university-wide initiative, indicate how the proposed initiative has a university-wide impact.
This initiative requires action by all academic units in all colleges.

Please provide a set of benchmarks and/or indicators of success to support your initiative.
The success of this initiative is measured by the completion of plans and the plans being filed with the respective Dean’s Office.

What elements are involved in the initiative?
Sustainability, Human Capital, Technology, Finance

Indicate how each element would be/would not be affected by the initiative.
- **Sustainability**: Sustainability of academic excellence by academic units requires planned effort to maintain qualifications of faculty.
- **Inclusiveness**: This initiative applies to all faculty.
- **Human Capital**: This initiative is designed as the first step in maintain the quality of the faculty at the University. Effort is require by departments to develop detailed plans; however, this type of effort is necessary to maintain academic excellence and is welcomed by most faculty.
- **Technology**: Part of the effort to maintain academic excellence is the training required to use existing and new technology and databases. This is included in the individual plans.
- **Facilities**: Facilities are not included in the individual maintenance plans.
- **Finance**: The development of plans does not have a budget impact. If and when plans are implemented, there may be an impact, but Deans, department chairs, and faculty have time to develop those resources.
- **Other:**