

# STRATEGIC PLANNING FOR ACADEMIC DEPARTMENTS AND SCHOOLS

## **A** ELEMENTS OF A STRATEGIC PLAN (5-YEAR HORIZON, UPDATED PERIODICALLY)

**Vision:** *Who are we? How should we be evolving & why?*

- | Mission and impact in teaching, research, and service; vision for future disciplinary standing and areas of distinction; metrics for success

**Research:** *Where will we make our mark?*

- | Research and other creative activities, professional engagements: current strengths and how these should evolve given available resources

**Education:** *What are our educational goals?*

- | Undergraduate education – size and capacity of major program(s); service teaching for non-majors; student learning goals and assessment; resources for student services and advising
- | Graduate education – current & ideal size of degree program(s); goals and planned developments; resources for student support
- | Proposals and rationales to establish, disestablish, consolidate, or modify degree programs – planned or contemplated

**Faculty Strategic Hiring Plan:**

- | Multi-year plan for hiring ladder/teaching faculty necessary to achieve the unit's goals

**Resources and Administration:**

- | Academic staffing; physical facilities and infrastructure; revenue and expenditures; unit governance and administration

**Equity and Inclusion Plan**

- | Current status and plans for improvement (if needed) of diversity of the faculty, students, and staff; strategies for enhancing equity & inclusion

## **B** ELEMENTS OF A FACULTY STRATEGIC HIRING PLAN (5-YEAR HORIZON, UPDATED ANNUALLY)

**Overarching objective:**

- | Multi-year faculty hiring plan that will allow the unit to achieve its goals – including diversity, equity, and inclusion.

**Disciplinary areas:**

- | Current areas of strength that must be maintained to maintain/achieve preeminence
- | Development opportunities (*e.g.*, cross-cutting or peripheral areas, bridges to other disciplines)

**Faculty profile and distribution:**

- | Current faculty rank distribution
- | Number of faculty currently in each area, based on primary research and teaching interests
- | Anticipated retirements in the coming 5 years

**Hiring priorities:**

- | Critical faculty hires vis-à-vis goals, challenges, and opportunities for the unit. Indicate for each:
  - Area(s)
  - Level and ladder/teaching

**Additional considerations:**

- | Availability of space, start-up requirements, *etc.*
- | Outcomes of recent/earlier recruitment efforts

## **C** ELEMENTS OF A FACULTY FTE PROPOSAL (ANNUAL CALL FROM EVCP)

**1. Background** (*synopsis of A*):

- (a) Unit profile
- (b) Unit strengths
- (c) Unit challenges
- (d) Unit efforts around diversity

**2. Faculty strategic hiring plan:**

- | Include any updates to **B** (*e.g.*, recent faculty hires and separations)

**3. Requests for new FTE:**

- | Ranked list indicating area, level, ladder, or teaching
- | For each, describe relation to:
  - unit's diversity, equity, and inclusion goals
  - unit's faculty strategic hiring plan
  - campus priorities
  - FTE requests of other units
  - Enrollment pressures
  - Lack of other resources for teaching

## ADDITIONAL RESOURCES ONLINE

[vpasp.berkeley.edu/toolkit](http://vpasp.berkeley.edu/toolkit)

- ❑ Academic repository (Box)
- ❑ Academic planning dashboard
- ❑ Academic unit profiles