

## Pamplin 2023 Strategic Plan — Implementation Plan

Focus Area	2018-19	2019-20	2020-21	2021-22
<b>Focus Area 1: Teaching &amp; Learning</b>	<p><i>Beginning Fall 2018, Academic Policies Committee* and two members of the FC/Strategic Planning Committee will meet at least 3 times per semester (through 2021) to discuss tactics for implementing new curricula.</i></p> <p><i>*In Feb 2019, this committee was renamed the Curriculum Committee, per approved change to the Pamplin bylaws.</i></p>	<p><i>In Fall 2019, FC/Strategic Planning Committee will conduct a focus group with department chairs and faculty who have served as Peer Evaluators to determine the sufficiency of the existing Peer Evaluation of Teaching process and recommend improvements.</i></p> <p><i>The Dean's Office will establish a Teaching and Learning Development Grant to provide support for faculty participating in external training and development workshops. A call for applications will be disseminated annually, beginning Spring 2019.</i></p> <p><i>Pamplin's representatives on the Senate BAITUR Committee will work with the Dean's Office to develop and administer a survey to all Pamplin faculty in Spring 2019 to assess current and future instructional technology needs. The results will be shared with BAITUR.</i></p>		
<b>Focus Area 2: RSCA</b>	<p><i>By May 2019, the Dean's Office will hire a college-embedded Associate Director of Development to oversee fundraising to advance college priorities, including support for RSCA.</i></p>	<p><i>In Fall 2019, the Pamplin Faculty Research and Development Committee and the Dean's Office will develop and administer a survey to all faculty to assess college-wide library and research resource needs. The results will be shared with upper administration and the libraries.</i></p> <p><i>In Fall 2019, FC/Strategic Planning Committee will conduct an analysis of faculty salary, workload equity, and service time in comparison with assigned percentage of effort.</i></p>	<p><i>In Fall 2020, the Pamplin FR&amp;D Committee will establish and host an additional research presentation forum (separate from the Life of the Mind series), to be continued annually thereafter.</i></p> <p><i>In Fall 2020, FC/Strategic Planning Committee and the Dean's Office will develop and administer a survey to all faculty to assess college-wide space needs for teaching, research, and creative collaboration.</i></p> <p><i>In Spring 2021, begin fundraising (via the AU Comprehensive Campaign) to support faculty RSCA.</i></p>	

<p><b>Focus Area 3: Visibility</b></p>	<p><i>In Fall 2018, develop and disseminate the first issue of a Pamplin news magazine highlighting program and faculty achievements, alumni news, Dean's diaries, and student journals from Study Abroad/Away programs, with an online version on the website.</i></p> <p><i>In Fall 2018, implement a Retired Faculty Club with a luncheon in fall and a reception in spring, recurring annually.</i></p> <p><i>In Fall 2018, the College P&amp;T Committee will make recommendations for an expanded Pamplin Awards Ceremony, which in Spring 2019, the Dean's Office will plan and host to recognize outstanding faculty achievement.</i></p>	<p><i>In Fall 2019, establish local alumni clubs to promote ongoing engagement with Pamplin.</i></p>	<p><i>During AY2020-21, FC/Strategic Planning Committee will develop and launch a high-visibility event highlighting Pamplin programs and involving Pamplin alumni.</i></p>	
<p><b>Focus Area 4: Community/ Collegiality</b></p>	<p><i>In AY2018-19, the FR&amp;D Committee will study and make recommendations for a program of faculty mentorship.</i></p>		<p><i>During AY2020-21, FC/Strategic Planning Committee will develop and launch a high-visibility event highlighting Pamplin programs and involving Pamplin alumni.</i></p>	<p><i>In Fall 2021, based on the results of a space needs survey, FC/Strategic Planning Committee will identify and make recommendations for spaces for faculty lunches and information gatherings, as well as for Pamplin majors to meet, study, and socialize.</i></p> <p><i>In Fall 2021, FC/Strategic Planning Committee will conduct an analysis of faculty salary, workload equity, and service time in comparison with assigned percentage of effort.</i></p>

<p><b>Focus Area 5: Diversity</b></p>	<p><i>In Fall 2018, the College P&amp;T Committee will make recommendations for an expanded Pamplin Awards Ceremony—including an award for teaching/RSCA that honors “the diversity of the human experience”—which the Dean’s Office will award in Spring 2019.</i></p> <p><i>Beginning Fall 2018, APC* and two members of the FC/Strategic Planning Committee will meet at least three times per semester (through 2021) to discuss tactics for implementing new curricula. Some of these meetings should include explicit attention to diversity and inclusion in the curriculum, programs, and institutional requirements.</i></p> <p><i>*In Feb 2019, this committee was renamed the Curriculum Committee, per approved change to the Pamplin bylaws.</i></p>	<p><i>In Fall 2019, in conjunction with SGA, Pamplin will co-sponsor an annual speaker series that addresses issues of diversity and inclusion.</i></p> <p><i>In Fall 2019, FC/Strategic Planning Committee will conduct an analysis of faculty salary, workload equity, and service time in comparison with assigned percentage of effort.</i></p>		
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