

Action Plan

Goal I	Specific	Measurable	Actionable	Relevant	Time-bound
<p>Create a sense that we are all on the same team</p>	<p>Create a viewable document of regularly scheduled meetings for: <i>Faculty</i> <i>Area</i> <i>Director and Area Coordinators</i> <i>Junior Faculty</i></p> <p>Create a committee of junior faculty in order to allow them to have a voice.</p> <p>Create a Google doc in which all faculty will enter their recruitment efforts.</p>	<p>Faculty will be more proactive when they have a problem.</p> <p>Issues and conflicts are resolved.</p> <p>Faculty will be well informed.</p> <p>A Google doc will be available in which all faculty will enter their recruitment activities.</p> <p>Metrics employed: <i>Survey and Self-report</i></p>	<p>Meetings will allow the School to coordinate ideas and head collectively in the same direction.</p> <p>The google doc will allow us to develop and maintain a cohesive recruiting plan and provide documentation for evaluating the School's effectiveness in recruitment efforts.</p>	<p>Frequent meetings will allow for continuity of communication and will develop a well informed School.</p> <p>Improved relationships administrators and faculty will help the School of Music reach our overall goal of all being on the same team.</p>	<p>All team building activities will be completed within the next 10 months</p> <p>Key milestones: March 8th Submit action plans</p> <p>October 18th Evaluate & reassess</p> <p>December 6th Final report</p>
<p>SMART Goal: Through increasing communication and team building, the School of Music will build better relationships between administrators and faculty. All specific initiatives are to be completed by December 2019. Based on these efforts administrators and faculty will be proactive in discussing issues and developing strategies that are efficient and effective. This will ultimately lead to a greater sense of serving on the same team.</p>					

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Goal II	Specific	Measurable	Actionable	Relevant	Time-bound
<p>Involve faculty in planning through discussing changes with faculty prior to implementation.</p>	<p>Include all faculty as participants in shared governance in issues that affect them.</p> <p>Area faculty are consulted in identifying qualified instructors to teach courses that pertain to their area when assigned to non-specialists and will be in concert with SACSCOC guidelines for FACULTY CREDENTIALS Standard 6.2.a (Faculty qualifications)</p>	<p>Courses will be taught by faculty specialized in the area or related discipline.</p> <p>When this is not possible, the Director of the School of Music will consult with area faculty in identifying qualified instructors to teach courses that pertain to their area.</p> <p>Metrics employed: <i>Data collection, Survey and Self-report</i></p>	<p>If courses taught by non-area faculty need improvements, area faculty offer feedback, provide mentorship, and training.</p>	<p>Involving faculty to ensuring quality in the School of Music.</p>	<p>All team building activities will be completed within the next 10 months</p> <p>Key milestones: March 8th Submit action plans</p> <p>October 18th Evaluate & reassess</p> <p>December 6th Final report</p>
<p>SMART Goal: Through discussing changes with faculty prior to implementation and involving faculty in planning, the School of Music will build better relationships between administrators and faculty. All specific initiatives are to be completed by December 2019. Based on these efforts administrators and faculty will be proactive in discussing issues and developing strategies that are efficient and effective. This will ultimately lead to a great sense of serving on the same team.</p>					

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Goal IIa	Specific	Measurable	Actionable	Relevant	Time-bound
<p>Involve faculty in planning through discussing changes with faculty prior to implementation.</p>	<p>Include all faculty as participants in shared governance in issues that affect them</p> <p>Develop a prioritized list of faculty and staff line needs.</p>	<p>Faculty will prepare a list of most urgent needs in terms of faculty and staff lines.</p> <p>Success will be measured by Director using this list to make requests for faculty and staff lines.</p> <p>Metrics employed: <i>Data collection, Survey and Self-report</i></p>	<p>A subcommittee will be assembled to do a comparative analysis of similar (like or aspiring) institutions, e.g. UTEP, UTSA, TT, SFA, UTA, TAMUK, NMS, UNM, TSU, TAMUC.</p> <p>Comparative analysis will allow us to see where we have gaps</p>	<p>involving faculty in decisions that affect the School's future.</p>	<p>All team building activities will be completed within the next 10 months</p> <p>Key milestones: March 8th Submit action plans</p> <p>October 18th Evaluate & reassess</p> <p>December 6th Final report</p>
<p>SMART Goal: Through discussing changes with faculty prior to implementation and involving faculty in planning, the School of Music will build better relationships between administrators and faculty. All specific initiatives are to be completed by December 2019. Based on these efforts administrators and faculty will be proactive in discussing issues and developing strategies that are efficient and effective. This will ultimately lead to a great sense of serving on the same team.</p>					