

STRATEGIC INITIATIVES UPDATE

November 2018 | Volume 2



WORKLOAD POLICY

We are pleased to announce the finalization of the draft UTRGV faculty workload policy, which was voted on and approved by Faculty Senate on November 2 and subsequently submitted to President Guy Bailey for his review. Committee members were nominated by Faculty Senate and college deans. An important consideration in determining a new workload policy was the need to attend to discipline-specific needs (e.g., clinical supervision; accreditation required student-teacher ratios); thus, the draft institutional policy provides an overarching framework for determining workload, allowing for differentiation in teaching, research, and service. Once approved, colleges and/or departments will develop discipline-specific guidelines for review and approval at the EVP level. Dr. Patricia McHatton would like to thank the committee for its work on this very important endeavor as well as their commitment to continue to work together to develop guidelines to support chairs and faculty in implementing the proposed workload policy. Please connect with your college representatives from the committee should you have any questions. Stay tuned for updates on our progress.



CAMPUS CONNECT

The Campus Connect Committee (C3) hosted a kick-off retreat on November 2. The purpose of the C3 is to promote greater consistency in programs and services of all types for students,

faculty, and staff across UTRGV's multiple campuses. The initial three-hour working retreat was facilitated by Dr. Nikkie Hodgson (C3 chair), Dr. Selma Yznaga, Dr. Mark Kaswan, and Michael Aldape. Approximately 60 faculty and staff members were invited to take part in the retreat. The meeting began with a welcome from Dr. Patricia McHatton. Dr. Kaswan provided an overview on strategic initiatives currently underway. Drs. Hodgson and Yznaga and Mr. Aldape provided an overview of the charge of the C3 and the purpose of the retreat. The group engaged in an affinity mapping exercise during which several opportunities and solutions were identified and discussed and possible champions for each opportunity area were identified. The next step for C3 is to compile results and submit a summary report to Dr. McHatton in the coming weeks. She will review results and reach out to individuals identified as champions for each opportunity in order to discuss further action. The next C3 meeting is scheduled for early spring.



STRATEGIC PLAN REVIEW COMMITTEE

The Strategic Plan Review Committee is currently developing action plans for initiatives in all of the Core Priorities and Other Areas of Focus in the UTRGV [Transforming Our World Strategic Plan](#). Many of the initiatives—such as the Campus Climate survey and various student success initiatives—are already under way. Others are still in the early planning stages. Once the draft action plans are in, we will take a close look at them to find synergies and connections, while keeping an eye out for conflicts and

duplication. The goal is to break down the silos and identify a set of overarching initiatives that incorporate elements of all the action plans. In the Spring semester, we will present these meta-initiatives in a public forum to the Strategic Plan Council, which will be made up of both internal and external UTRGV stakeholders, to get their input and formally launch a new stage for the UTRGV Transforming Our World Strategic Plan. Coming soon is a revised Strategic Plan website that includes the action plans and provides all UTRGV stakeholders with opportunities for input.



STRATEGIC ENROLLMENT PLANNING

We kicked off our first Strategic Enrollment Planning process in August. Three cross-functional working groups (undergraduate, graduate, and health-related programs) were created and are in the first phase of planning. The first phase involves development of situation analysis documents through the review of data and the identification of key performance indicators. Strategies and goals will be developed in phases two and three occurring in the next few months. Our next two-day facilitated visit will be in late January with final prioritization of the plan scheduled for Spring 2019. It is an aggressive timeline but critically important for planning and meeting the needs of our students. Thank you to all the faculty and staff who have worked tirelessly on the draft plans.



MERIT

We are excited to inform you, that on November 16 the Office of Human Resources issued merit guidelines for faculty and staff to all division heads of UTRGV. This is UTRGV's first add-to-base merit program. The increases will be based on a 2% merit pool and will be added to the base salary. Individual merits will have a minimum increase of \$1,000 and the maximum shall be 4% or \$4,000 if 4% exceeds \$4,000. The effective date for the merit will be December 1, 2018, with an initial payout on January 3, 2019. Eligibility for merit includes current satisfactory performance appraisal on file, employee/faculty in good standing and up-to-date compliance training. Staff need to have had uninterrupted employment at UTRGV since prior to December 1, 2017 and faculty must have been hired into a tenured, tenure-track, or a 3-year non-tenure track position with an appointment date prior to September 1, 2017.



SACSCOC

UTRGV learned at the December 2017 SACSCOC Board meeting that while we had successfully addressed the items originally cited in the January 2017 notification letter, the SACSCOC Board wanted validation from an external auditor that issues cited in our FY 2016 audit had been fully addressed. A Special Committee of our peers visited campus last month to review evidence of compliance with specific standards of the principle cited in the January 2017 notification letter. The results of the visit are very encouraging, and the visiting committee's report may be obtained by clicking [here](#). Please keep in mind that the findings of this visiting committee represent a preliminary assessment of the institution at this time; final action on the report rests with the Commission on Colleges. We await a decision from the SACSCOC Board in December.



SCHOOL OF MEDICINE

The UTRGV School of Medicine continues to expand its range of clinical, educational, and research activities. Through UTRGV's clinical network, UT Health RGV, employee health sites opened in Edinburg and Harlingen in September, with a planned opening in Brownsville this spring. Additional outpatient sites will open in all three communities this spring as well. Clinical services that will be brought online this upcoming year include primary care, pediatrics, surgical specialty care, and vision/eye care. Employees and their families insured through UT Select enjoy reduced copays and fees at all UT Health RGV locations. The SOM accepted its third class of medical students in July, and its inaugural class began clinical rotations in facilities across Hidalgo and Cameron Counties this past summer. Lastly, research activities continue to be active in Brownsville at the South Texas Diabetes and Obesity Institute, with additional research programs planned for McAllen and Harlingen in 2019.

RIBBON CUTTINGS AND UPCOMING EVENTS

PRESIDENT'S HOLIDAY RECEPTIONS

Tuesday, December 11, 2018

2:30 – 4:00 p.m.

Ballroom, Edinburg

Thursday, December 13, 2018

2:30 – 4:00 p.m.

Salon Cassia, Brownsville

FALL 2018 COMMENCEMENT CEREMONIES

Brownsville

Friday, December 14, 2018

4:00 p.m.

Student Union Lawn, Brownsville, Texas

**Inclement weather location: McAllen*

Convention Center, 4 p.m.

McAllen Convention Center

Saturday, December 15, 2018

9:00 a.m.

Vackar College of Business

College of Health Professions

College of Social Work

College of Nursing

FALL 2018 COMMENCEMENT

CEREMONIES- *continuation*

Saturday, December 15, 2018

1:00 p.m.

College of Education and P16 Integration

College of Engineering and Computer Science

College of Science

5:00 p.m.

College of Fine Arts

College of Liberal Arts

STARGATE TECHNOLOGY CENTER

RIBBON CUTTING AND GRAND OPENING

Friday, December 21, 2018

10:00 a.m.

Boca Chica Blvd. (near Boca Chica Beach), Brownsville

SCIENCE BUILDING

RIBBON CUTTING AND GRAND OPENING

Thursday, January 10, 2019

5:30 p.m.

ESCNE Courtyard, Edinburg

MUSIC, SCIENCE AND LEARNING CENTER

RIBBON CUTTING AND GRAND OPENING

Friday, January 11, 2019

5:30 p.m.

BMSLC Lobby, Brownsville

The University of Texas
Rio Grande Valley