

Action Plan for (Department/College Name) School of Rehabilitation Services and Counseling / College of Health Professions

Date: 12-23-2021

Action plans are due December 2021. Progress Reports are due October 2022, and May 2023.

Area of Focus/Opportunity (Dimension): Collegiality and Collaboration

1. Goal (S.M.A.R.T.): Increase strong and healthy collegial relationships among faculty. Faculty may feel appreciated by their colleagues.

Action Steps to Achieve Goal	Responsible Person <i>(who will take the lead on this action step, who else is involved)</i>	Timing <i>(when, how often)</i>	Metrics/Indicators of Success <i>(how you measure progress, success, and completion)</i>	Status/Comments <i>(anticipated start date, date started, ongoing, completed, pending)</i>
Communicate, in a timely manner, faculty contributions to SRSC, CoHP, UTRGV and/or Community.	School Leadership Team (SLT)	Faculty meetings and/or via email, as needed.	1. SLT solicit contributions. 2. Share faculty contributions. 3. Faculty Satisfaction Survey.	Start Spring 2022.
Communicate, in a timely manner, faculty Research and Teaching accomplishments.	School Leadership Team (SLT)	Faculty meetings and/or via email, as needed.	1. SLT solicit accomplishments. 2. Share faculty accomplishments. 3. Faculty Satisfaction Survey.	Start Spring 2022.
Create a platform for faculty members to share unique experiences and knowledge with each other.	School Leadership Team (SLT)	Once per semester	Dates, attendance, and feedback.	Start Spring 2022.

Area of Focus/Opportunity (Dimension): Mentoring Feedback

2. Goal (S.M.A.R.T.): Increase mentoring opportunities for faculty members.

Action Steps to Achieve Goal	Responsible Person <i>(who will take the lead on this action step, who else is involved)</i>	Timing <i>(when, how often)</i>	Metrics/Indicators of Success <i>(how you measure progress, success, and completion)</i>	Status/Comments <i>(anticipated start date, date started, ongoing, completed, pending)</i>
Establish SRSC Initiative Mentoring Program for faculty for individualized mentoring opportunities for professional growth.	School Leadership Team (SLT)	Ongoing	1. Guidelines established. 2. Faculty Satisfaction Survey.	Start Fall 2022.

Reflection:

How do your goals support UTRGVs [strategic plan](#) and [mission](#)? How do your goals align with student success? How do they make a positive impact on the student experience? Communicating faculty member’s contributions and accomplishments may encourage faculty members to be collaborative to help build good rapport with each other which helps them work better individually and collectively, while the Mentoring Program for individualized mentoring promotes opportunities for professional growth. In turn, by nurturing a collegial culture and creating mentoring opportunities, SRSC may experience growth in scholarly productivity e.g., dissemination of new knowledge, external funding, and student success e.g., increased retention and graduation rates, which aligns with UTRGV’s mission.