

Action Plan for (Department/College Name) Physics and Astronomy/COS Date: 12/06/2021

Select 2-3 areas of opportunities you want to focus on and identify goals and action steps to work toward your goals. Make sure that your action steps are within your area's control. If you have suggestions for your division leadership, please collect them on the last page and follow the chain of command to share those. If you have ideas you would like to share with institution leadership, please collect on the last page and share along with your action plans with your campus climate liaisons, as well as assigned division contact.

Framing your goals and objectives as S.M.A.R.T. goals (Specific, Measurable, Actionable, Realistic, and Time-bound) is a great way to ensure that your team is aligned and on-track. It will also help with progress reporting.

2021 results and recorded townhalls can be viewed on the [campus climate website](#).

To review action plans and progress reports from the last survey, please visit: <https://www.utrgv.edu/strategic-plan/strategic-initiatives/campus-climate/2018/action-plans/index.htm>

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

*Please contact your assigned campus climate liaison for questions.*

Survey Dimensions:
Job Satisfaction/Support
Professional Development
Compensation, Benefits, & Work/Life Balance
Facilities
Policies, Resources, & Efficiency
Shared Governance
Pride
Supervisors/Department Chairs/Directors
Senior Leadership
Faculty, Administration, & Staff Relations
Communication
Collaboration
Respect & Appreciation

Area of Focus/Opportunity (Dimension):

1. Goal (S.M.A.R.T.): Communication

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>
Improve communication among faculty, such as openly speaking about issues that impact each other's work, formally in departmental meeting and informally	Department Chair and Associate Chair	09/01/21-09/01/23	Collect faculty satisfaction surveys.	Ongoing. Collect data for 2 consecutive AYs.
Improve communication on matters that affect faculty promotion and evaluation, via open discussions among tenured and tenure-track faculty in formal departmental meetings	Department Chair and Associate Chair	09/01/21-09/01/23	Collect faculty satisfaction surveys.	Ongoing. Collect data for 2 consecutive AYs.

Area of Focus/Opportunity (Dimension):

2. Goal (S.M.A.R.T.): Collaboration

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>
Increase collaboration among PHYA faculty, by promoting external proposal submissions by groups of PHYA faculty as PIs/Co-PIs and Senior Personnel	Department Chair and Associate Chair	09/01/21-09/01/23	Number of submitted external proposals that include at least two PHYA faculty	Pending. Collect data for 2 consecutive AYs.
Increase collaboration among between PHYA faculty and faculty from other departments, by promoting external proposal submissions, which involve PHYA and non-PHYA faculty as PIs/Co-PIs and Senior Personnel	Department Chair and Associate Chair	09/01/21-09/01/23	Number of submitted external proposals that include PHYA faculty with faculty from other departments	Pending. Collect data for 2 consecutive AYs.

--	--	--	--	--

**Area of Focus/Opportunity (Dimension):**

**3. Goal (S.M.A.R.T.): Respect & Appreciation**

<b>Action Steps to Achieve Goal</b>	<b>Responsible Person</b> <i>(who will take the lead on this action step, who else is involved)</i>	<b>Timing</b> <i>(when, how often)</i>	<b>Metrics/Indicators of Success</b> <i>(how you measure progress, success, and completion)</i>	<b>Status/Comments</b> <i>(anticipated start date, date started, ongoing, completed, pending)</i>
<b>Recognize faculty achievement via the internal physcall mailing list and in exceptional cases via postings in the website departmental page.</b>	<b>Department Chair and Associate Chair</b>	<b>09/01/21-09/01/23</b>	<b>Collect faculty satisfaction surveys.</b>	<b>Ongoing. Collect data for 2 consecutive AYs.</b>

--	--	--	--	--

**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?

The above actions are in the areas of faculty Communication, Collaboration, and Respect & Appreciation. Improvements in these areas are aligned with UTRGV strategic plan and mission and its path towards R1. Specifically, the above action are aligned with UTRGV values of Shared Governance and Engagement and Impact. Further improvements in the above areas will positively affect faculty performance and in turn enhance student success.

**Division Leadership Ideas (if applicable):**

- 1)
- 2)
- 3)

**Institutional Leadership Ideas (if applicable):**

- 1)
- 2)
- 3)