

**Action Plan for (Department/College Name) Robert C. Vackar College of Business & Entrepreneurship Date: 01/03/2022**

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): Resources

1. Goal (S.M.A.R.T.): Generate New Resources for RCV

<b>Action Steps to Achieve Goal</b> 1. Increase RCV's endowment by 50 percent to \$7.75 million. 2. Increase total operating budget to \$22.5 million by end of FY 2024 (3 percent increase per year). 3. Provide funding of at least \$250, 000 per year to support research and faculty development. 4. Achieve a total external funding level at least 2.5% of RCV's budget. 5. Generate funded research of at least 2% of RCV's faculty salary budget	<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>
Develop Incentives for obtaining sponsored research	Dr. Lance Nail Michael Ramos	Summer Semesters	Number of Summer Grants offered	Ongoing
Organize annual college level fundraising and donor appreciation events and develop infrastructure to support fundraising efforts (e.g. alumni database, donor recognitions across multiple platforms)	Dr. Lance Nail Development Office Dr. Linda Matthews	Yearly	Number of Fundraising initiatives or funds collected. Creation of alumni database.	Fall 2022
Adequate Faculty/Staff to Achieve our Goals	Department Chairs Dr. Lance Nail Michael Ramos	Start of each Academic Year	Number of positions filled.	Ongoing
Establish and support departmental fundraising initiatives	Department Chairs Dr. Lance Nail	Yearly	Number of Fundraising initiatives or funds collected	Fall 2022

Area of Focus/Opportunity (Dimension): Communication

2. Goal (S.M.A.R.T.): Increase Communication Across the College

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>
RCVCOBE Quarterly Newsletter	Dr. Bin Wang	Quarterly	Four newsletters per Academic Year as enough information is available.	Ongoing
To increase communication of issues related to faculty & staff: new hires and departures, and information to faculty & staff as appropriate	Department Chairs-Faculty Michael Ramos-Staff	As new information is received.	Communicate new hires and departures, and information to faculty & staff as appropriate.	Ongoing
Communicate openly about issues that impact each other's work	Department Chairs-Faculty Michael Ramos-Staff	Monthly as needed	Number of brownbag department meetings and staff meetings.	Ongoing

**Reflection:**

How do your goals support UTRGV's [strategic plan](#) and [mission](#)? How do your goals align with student success? How do they make a positive impact on the student experience? The goals we have identified support UTRGV's strategic plan and mission and align with student success in several ways. Developing incentives for obtaining sponsored research for instance allows us to increase research opportunities and productivity while engaging both faculty and students. Our communication goal aligns well with UTRGV's strategic plan for cultivating a welcoming, inclusive, and nurturing climate for all faculty and staff. We will achieve this with our ongoing communication about important issues and through our RCVCOBE quarterly newsletter.

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

- 1)
- 2)
- 3)

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

- 1)
- 2)
- 3)