

Goal III: Attract, Develop and Retain a Distinguished Faculty

The College will be recognized for its outstanding faculty working in partnership with superior staff at the county and campus levels to discover and disseminate new knowledge. The successful achievement of our mission depends upon commitment to quality, appropriate compensation, recognition of excellence, and the building of excellent support for faculty and staff.

Objectives

1. The College will recruit and develop an outstanding and diverse junior faculty.
2. The College will selectively reallocate resources to identify, recruit and support exceptional mid-career faculty who bring elevated recognition and leadership to targeted programs.
3. The College will aggressively seek to recognize and reward superior achievement and scholarship by both faculty and staff.
4. The College will improve recruitment, retention and remuneration of technical, clerical and professional staff to ensure the highest quality of support for all programs.

Strategies

1. Develop institutional policies and incentives that help retain superior faculty and staff.
2. Seek additional funding to better compensate professional staff and address the growing disparity between county agent salaries and those of our benchmark institutions.
3. Develop and implement a strategy for professional development and mentoring of new faculty.
4. Continue to review and improve evaluation and coaching procedures, with appropriate rewards, that match performance expectations for all employees.

Key Indicators

By 2006 the College will have:

1. Decreased by half the disparity between average salary and the benchmark median for all professional categories.
2. Increased the number of faculty receiving national awards and honors.
3. Increased the number of active or emeritus faculty with membership in the National Academy of Engineering or National Academy of Sciences.