

N2025 AIM:






Prioritize participation and professional development for all Nebraska students, staff, and faculty





CAS AIM:

INVESTING IN LEADERSHIP AND PROFESSIONAL GROWTH

CAS Goals:

- We will build and sustain a culture that promotes participation and professional development for everyone in the college – faculty, staff, and students.
- We will ensure CAS is a place where student, staff, and faculty satisfaction makes people want to learn, work, and grow.

Strategies	Expectations	Metrics	Responsibility	Progress
Hold annual graduate student recognition celebration each spring.	We will build community and recognize outstanding achievements of graduate students by showcasing excellent graduate student research, creative work, teaching contributions, and engagement.	Annual participation from every unit with a graduate program.	DO and faculty nominators	
Pursue staff salary initiative to establish benchmarks for competitive salaries in CAS	CAS staff salaries will be equalized with other colleges by position type; staff retention will increase	Increase staff salary parity across all position types by FY23	DO and HR	
Provide outside expert mentorship training and annual symposium dedicated to fostering excellence in mentoring	Training in mentoring will support the professional development of faculty, graduate students, and staff	Annual growth in the number of faculty and staff participating in mentor training; host mentoring symposium by no later than AY 22-23	DO and Staff Council; all faculty and staff	
— Establish college-wide mentoring pools of faculty, staff, and student leaders	— Faculty, staff, and students will have access to a group of peer mentors selected by area and domain of expertise	— Mentoring pools established by AY 22-23; track utilization through AY 25-26	— DO and all faculty, staff, and students	
— Expand and promote CAS Connections	— College-wide network to support staff leadership and career development	— Increase CAS Connector events; annual increases in % staff participation	— DO and Staff Council; all units and staff	 Complete and ongoing
Create Individual Professional Development Plans for CAS Finance Staff	Individual Development Plans will support professional growth and mentoring for staff	Documented professional development plans for all finance staff by end of AY 23-24.	DO	

Strategies	Expectations	Metrics	Responsibility	Progress
Promote widespread engagement with NCFDD; expand access to Faculty Success Program for pre-tenured and Associate Professors	NCFDD membership promoted with all new faculty hires; college-unit partnerships to support Faculty Success Program participation	Annual increases in faculty using NCFDD (measured by new faculty enrollments); increase participation in Faculty Success Program: goal of 5-6 faculty per semester (4 in fall 2020)	DO and DEOs; EVC	
Establish NU Fund to support student participation in leadership training opportunities	Student leaders will receive CAS funding to support participation in regional and national leadership conferences	5-10 students per year supported by CAS	DO and NU Foundation; Alumni Advisory Council	
Streamline a consistent annual college staff evaluation process	CAS will have a reliable, equitable, and informative review process that promotes professional development and job satisfaction	New college staff evaluation process completed in AY 20-21	DO and Staff Council; Human Resources	
Build positive incentives for leadership and professional development training completion tied to evaluation and merit process	Increase staff awareness and participation in professional development and leadership training opportunities	Annual increases in staff participation in professional development and leadership training programs	Staff Council and DO	
Expand Staff Awards and Recognition in support of positive, inclusive, and respectful work environment	In collaboration with Staff Council – CAS will expand recognition opportunities and promote staff nominations and recipients via CAS Matters, social media	2-3 additional recognition opportunities identified in AY 22-23; new staff highlight section added to CAS Matters; increased nominations for staff across all eligible categories	CAS Staff Council and all CAS units. DO and Marketing and Communication.	
Improve orientation and onboarding process for lecturers and research faculty.	All new faculty in CAS will have the opportunity to learn about the college, meet and interact with colleagues, and ask questions as part of their onboarding process.	Annual new faculty orientation open to all faculty position types.	DO	

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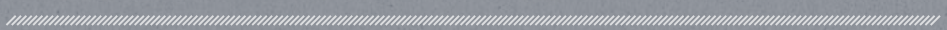
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Strategies	Expectations	Metrics	Responsibility	Progress
Assess feasibility of standard platform for faculty merit evaluations	Increase clarity, consistency, and fairness in annual faculty evaluation process	Consider common framework for possible unit adoption by 2025	DO, DEOs, all faculty	

PLAN APPENDICES



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Strategies	Expectations	Metrics	Responsibility	Progress
Conduct needs assessment of leadership and professional development goals for all students, staff, and faculty	Needs assessment will inform CAS strategies for facilitating and investing in professional development for undergraduate and graduate students; faculty and staff	Needs assessment conducted in fall 2021; professional development action plan established by spring 2022	DO, Staff Council, CASSAB and Student Ambassadors	 >50%
Assess graduate student mentoring programs in all CAS units	Facilitate best practices in support of graduate student mentoring, student life and wellness	Collect and analyze plans in AY 21-22; formulate guidance for units and CAS resource plan	DO, Graduate Chairs, Graduate Students	 50%
College bylaw change will include lecturers in college faculty meetings	Lecturers will have standing as voting members of the faculty in college meetings	Spring 2021 lecturer right to vote in college-wide faculty meetings	All faculty, DO	
College will provide new guidelines for hiring, promoting, and evaluating lecturers	Working conditions for lecturers will be improved through clear and transparent guidelines	Implementation by the start of AY 21-22	DO, DEOs, and all faculty	
College-wide staff meetings will be held at the start of each new semester	Staff will be actively engaged participants in advancing the strategic goals of the college	Twice annual all-college staff meetings	DO and Staff Council	 >50%
Documented mentoring plans in all units	A robust culture of mentoring is sustained throughout the college for staff and faculty of all ranks	Mentoring plans in 100% of CAS units by AY 20-21	All faculty and staff; DO	
Establish annual Mentoring Award for faculty and staff	Honor and reward exemplary mentoring by faculty and staff	2 Awards made for AY 2020-21; expand the # of awards to 4 by AY 21-22 (2: faculty and 2: staff)	DO with support from all faculty and staff	

Strategies	Expectations	Metrics	Responsibility	Progress
<p>Provide a database list of professional development opportunities for staff Promote staff leadership and development funding opportunities through CAS Matters; CAS website</p> <hr/> <p>Sponsor and promote targeted leadership and professional development opportunities by shared staff positions</p>	<p>Increase staff awareness and participation in professional development and leadership training opportunities</p>	<p>Annual increases in staff participation in professional development and leadership training programs</p>	<p>Staff Council and DO</p>	<p>✓</p> <p>✓</p>
<p>Encourage shared office coverage or authorize office closures to support staff professional development</p> <hr/> <p>Promote and encourage staff to attend and join CAS Staff Council, University Staff Council, UNOPA/UAAD</p>	<p>CAS provides a culture where staff are encouraged to attend professional development opportunities</p>	<p>Sustain and grow events like CAS Connections</p> <hr/> <p>Increased participation in Staff Councils and professional organizations</p>	<p>DO, DEOs, and Staff Council</p> <hr/> <p>DO, DEOs, and CAS Staff Council</p>	<p>✓</p> <p>✓</p>

