Goal 4: People – Recruit, develop and retain excellent faculty and staff

Goal Leader: Vice President of Human Resources

Strategy 4-A: Strengthen and expand professional development opportunities at all levels of the organization

**Action Step 4-A-1:** Strengthen focus on and opportunities for faculty development

**Action Step 4-A-2:** Continue to strengthen, design and implement professional development experiences to improve ability of faculty and staff to operate in an increasingly diverse workplace

**Action Step 4-A-3:** Continue to strengthen and develop employee programs and services to enhance employee satisfaction and engagement

**Action Step 4-B-4:** Implement leadership training and development program for Department Chairs, Directors and other key leaders

Strategy 4-B: Review and optimize recruitment, performance evaluation, and recognition processes to promote excellence and align with strategic goals

**Action Step 4-B-1:** Develop recognition programs to recognize faculty and staff contributions and/or efforts to Mines 2020 Strategic Plan

**Action Step 4-B-2:** Review personnel evaluation and performance planning process to promote excellence, and align with the values, mission and goals of the university

**Action Step 4-B-3:** Reassess Best Hiring Practices program layout and requirements

**Strategy 4-C:** Provide tools and resources to assist our faculty in their continuing efforts to become more effective teachers

**Action Step 4-B-1:** Develop programs to provide tools for faculty to help improve effectiveness of teaching

**Action Step 4-B-2:** Develop and implement a plan to review student satisfaction data with departments

**Action Step 4-B-3:** Develop task force led by faculty to gain insight on what other tools can be provided to assist in this area.