

Strategy 1.2 Elevate the institutional research infrastructure and reputation

Initiative 1.2.1 Fully support development of new research/ scholarship focused degree programs

Action	Responsible	Begin Date	End Date	Outcome/Metrics/KPIs
Add new research-focused graduate degrees based on market need as determined by annual Hanover reports and direct interactions with industry and government.	DCGS; VPAP	August 2025	ongoing	Metric 1: Develop one new researched-focused graduate degree by May 2026. Metric 2: Monitor enrollment in research-focused degree programs annually.
Encourage the full use of available Graduate Teaching Assistants (GTAs).	DCGS; VPR; VPFSI (Director, Center for Teaching and Mentoring)	January 2026	ongoing	Metric 1: Track number and percentage of GTAs serving as instructors of record or actively engaged in classroom instruction each semester and annually. Target: Year-over-year increase. Metric 2: Student evaluations of teaching related to GTA-led instruction. Metric 3: -Course load redistribution analysis before and after implementation of GTA as instructor of record. Metric 4: Track number of GTA who complete training courses through the Center for Teaching and Mentoring.

Initiative 1.2.2 Invest appropriately in faculty and their scholarship

Action	Responsible	Begin Date	End Date	Outcome/Metrics/KPIs
Encourage deans to consider cluster hires over multiple years in targeted growth areas.	UP; VPR	August 2025	ongoing	Metric 1: Track number of research cluster hires approved annually Metric 2: Track total external grant dollars secured annually tied directly to cluster hires
Explore ways to increase faculty travel funding for conferences, workshops, training, professional development, non-instructional assignments (NIAs), and internal seed grants for scholarship.	VPAAR; VPR	August 2025	ongoing	Metric 1: Track -amount of funding allocated annually for the activities cited in the action item. Metric 2: -Administer faculty survey on the impact of each of these activities on their scholarship Target:- Increase faculty research and creative productivity (e.g., peer-reviewed papers) and external funding.

Initiative 1.2.3 Adjust policies and staffing structures to support excellence in research and creative activity

Action	Responsible	Begin Date	End Date	Outcome/Metrics/KPIs
Provide training and professional development for all department chairs and school directors in areas of research and creative activity.	VPFSI (Director, Center for Teaching and Mentoring)	August 2025	ongoing	Metric 1:-Track number of training sessions per year and chair attendance rate Metric 2: -Administer chair satisfaction and self-assessment survey
Create reporting mechanism for assessment of reassigned time.	VPAAR; VPFSI	August 2025	ongoing	Metric 1: Track use of reassigned time; ensure that reassigned time led to goal/output