

# CAFE Work-Life Goals 2015-2016

## Goal 1

### Item 47: Improve physical working conditions (e.g., ventilation, temperature, space to work) in CAFE

**Objective, Initiative, Action Step Addressed in Strategic Plan:** CAFE Goal 6: Build state-of-the-art facilities equipped with cutting-edge technology. UK Strategic Objective 6.3.3.

**Metrics Chosen:** 1. Cooper House renovation/expansion project; 2. broadband initiative for all outlying stations; 3. being included in the campus plan for facility infrastructure improvement; 4. Grain Crops Center at Princeton; 5. new natural resources and environmental sciences building to replace aging/substandard facilities

**Assessment Method/Tools:** We will provide quarterly progress reports on these projects.

**Target:** Our target is to be able to demonstrate incremental progress on these projects to our faculty/staff/students/stakeholders

**Improvement Actions:** We have teams working on these projects, engaging in active fundraising, and identifying facility improvements for CAFE buildings.

**Resources Applied:** A vision for the renovated and expanded Cooper House facility has been developed; \$80,000 has been committed for architectural plans for use in fundraising; and the project is a priority for the CAFE Office of Development. An architectural rendering of the Grain Crops Center has been completed; fundraising efforts are under way; and CAFE administration is working with KADB and others for support of this project. CAFE administration is hoping that CAFE buildings besides Erikson and Funkhouser are included in the campus facility improvement plan.

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## Goal 2

### Item 49: Ensure sufficient staffing in departments to handle workload

**Objective, Initiative, Action Step Addressed in Strategic Plan:** CAFE Goal 3. Recruit, develop, and retain exceptional faculty and staff who are leaders in expanding knowledge to improve the quality of life and sustainability of the human and physical environment. UK Strategic Objective 6.2.2, 6.3.3.

**Metrics Chosen:** Metrics will be qualitative, with improvement indicated through progress on improvement actions.

**Assessment Method/Tools:** We will provide quarterly progress reports on this new initiatives; we will survey departments in 12-18 months.

**Target:** Be able to show an improvement in staff support provided to college units, including but not limited to the impact of new faculty hires on currently excessive teaching and extension loads on faculty.

**Improvement Actions:** 1. The CAFE Business Center has increased efforts to provide more analytical support to the CAFE units. 2. Facilities Management increased staffing of mechanics and farm technicians to support research. 3. Creation of a Project Manager/superintendent for trades/farm research support. 4. 18 faculty searches in process or completed and implementation of administrative faculty vacancy reviews. 5. Development Office staffing initiative. 6. Cooperative Extension Administrative restructuring & staffing. 7. Cooperative Extension HR support expansion. 8. Academic Coordinators - college goal of one per undergraduate academic program.

**Resources Applied:** Reclassification of positions to provide more business analytical support to the departments in the college. An investment in a new senior director of development position and reorganization of the development department. Competitive salaries for new faculty hires and start-up packages. Strategic investment in research support (farm techs, mechanics, project manager, etc.). Restructuring and expansion of Extension administration and HR support. Investment in academic coordinators.

## CAFE Work-Life Goals 2015-2016

### Goal 3

**Item 18: I have the equipment/resources I need to do my work effectively.**

**Objective, Initiative, Action Step Addressed in Strategic Plan:** CAFE Goal 3: Recruit, develop, and retain exceptional faculty and staff who are leaders in expanding knowledge to improve the quality of life and sustainability of the human and physical environment. Micro Goals: Goal 3D: Increase recognition and professional satisfaction by supporting scholars through all career phases.

Goal 3E: By 2020, enable the CAFE Office for Advancement staff to increase external funding through gifts and endowments by 15 percent, or 3 percent annually.

Goal 3F: By 2020, increase grant and contract funding by 20 percent. UK Strategic Objective: 6.3.2, 6.3.3, 6.3.4.

**Metrics Chosen:** Show an increase in external funding through gifts and endowments, an increase grant and contract funding, and an increase in support to new faculty members.

**Assessment Method/Tools:** 1. Measurement of OSPA grant and contract data. 2. Measurement of SAP gift and endowment data. 3. In conjunction with the CAFE Faculty Council, offer two new faculty workshops (in addition to the two already being offered) and survey participants. 4. Show progress in an initiative to realign federal formula funding (Hatch and Multi-State funding) to the 14 academic departments and encourage more faculty to participate in Hatch/Multi-State projects. 5. Re-write CV and teaching portfolio guidelines for faculty performance reviews and solicit comments. 6. Make maximum possible start-up funds available to new faculty.

**Target:** Show an annual increase and/or improvement in all these areas.

**Improvement Actions:** 1. Targeted efforts by the Research Office to increase grants and contracts. 2. Targeted efforts by college administration to realign the Alumni & Development Office. 3. Targeted effort by college administration to work with the CAFE Faculty Council in offering new workshops. 4. Targeted initiative by the Research Office. 5. Targeted initiative by the Dean's Office. 6. Targeted initiative by the Research Office and the Dean's Office.

**Resources Applied:** 1. The Research Office is coordinating with chairs to identify faculty with 20% or more research appointments and assist them in developing Hatch and Multistate projects. 2. The Dean commissioned an external review of the A&D Office. 3. There is a team working on new workshops. 4. The Research Office and Associate Dean for Research is developing this plan. 5. There is a team working on this initiative. 6. This is a priority of the Dean and Associate Dean for Research and plans are being formulated.

## CAFE Work-Life Goals 2015-2016

### Goal 4 (In consultation with the provost)

#### Item 28: I feel a sense of community at UK.

**Objective, Initiative, Action Step Addressed in Strategic Plan:** UK Strategic Plan 2015-2020 - Diversity and Inclusion: Enhance the diversity and inclusivity of our University community through recruitment, promotion, and retention of an increasingly diverse population of faculty, administrators, staff, and students, and by implementing initiatives that provide rich diversity-related experiences for all to help ensure their success in an interconnected world.  
CAFE Strategic Plan 2015-2020 - Show CAFE commitment to diversity and inclusion to attract and retain students, staff, and faculty, and provide a culturally aware environment for successful engagement in a global society.

**Metrics Chosen:** We will work towards a higher score on the next survey.

**Assessment Method/Tools:** This goal will be assessed through the results of the follow up Work-Life survey.

**Target:** The goal is an increase in the CAFE overall up to 76% and for the faculty score to increase to 69%.

**Improvement Actions:** There are several initiatives under way that are aimed at the college community. A sampling follows:

1. Dean Cox provided additional funding to allow more staff members the opportunity to attend the UK College Business Management Institute (CBMI)
2. Dean Cox attended the annual Chi Epsilon Cooperative Extension meeting in Paintsville, KY, where she interacted with Extension staff. This is the first time in recent memory that the college dean has attended this county staff conference.
3. Dean Cox and CAFE Associate Deans met with StaffLinks representatives; Dean Cox has encouraged StaffLINKS (the college's staff council) representatives to foster greater engagement with CAFE administration
4. Dean Cox is considering a plan to initiate a monthly breakfast for staff and faculty to increase engagement

5. Dean Cox is considering a plan for a dean's blog
6. Dean Cox initiated Intercultural Awareness Day in fall of 2015 and sponsored the creation of diversity murals located in four CAFE buildings. Intercultural Awareness Day Two is scheduled for fall 2016.
7. Dean Cox developed six action teams to implement the CAFE strategic plan developed in 2014-2015
8. Associate Dean Workman solicited the opinions of staff through StaffLINKS concerning the TP Cooper House project
9. Associate Dean Workman solicited the opinions of staff for the Ag campus master plan
10. Associate Dean Workman is implementing signage changes on the Ag campus suggested by StaffLINKS
11. Associate Dean Grabau was a co-leader in a new teaching portfolio workshop aimed at instructional faculty members
12. Associate Dean Henning was a co-leader in a new CV workshop aimed at Extension title faculty members
13. Associate Dean Henning has spearheaded an initiative to define and codify faculty extension publications and other activities and output
14. Dean Cox hosted a holiday reception for all CAFE staff and faculty in December 2015

**Resources Applied:** The deans are doing more outreach and activities with faculty and staff. They are also providing additional resources for faculty in research, teaching, and Extension.