Academic and Faculty Excellence
Goal 3: Achieve academic excellence with exceptional programs and outstanding faculty.

Strategies		Critical Tasks	Deadline	Date Completed
(1) Ensure the relevancy of academic programs: Update the curriculum regularly to provide students with the latest industry-relevant knowledge and experiences.	(a)	Offer new academic programs (including certificate programs and badging) that meet workforce needs and demonstrate a high ROI and eliminate those that don't.	Ongoing	
	(b)	Enhance the current academic program review and curriculum development process by including external participants (e.g., alumni and Industry Advisory Board members) where appropriate.	Dec 2025	
	(c)	Recognize academic programs with strong and growing student enrollments, rankings, retention rates and career placements.	Ongoing	
(2) Ensure continuous improvement of instruction: Provide opportunities for faculty to continuously improve their instructional skills.	(a)	Conduct third-year review of tenure-track faculty that includes a midpoint assessment of promotion dossier.	Mar 2026	
	(b)	Conduct five-year reviews of all tenured faculty.	Ongoing	
	(c)	Through professional development training, enhance pedagogical improvements and student engagement in the classroom.	Ongoing	
	(d)	Encourage industry-supported and other professional development opportunities for faculty, and for those faculty selected for prestigious awards.	Ongoing	
	(e)	Expand faculty peer-mentoring programs (including peer-review of teaching).	Ongoing	**May 2025**
(3) Expand faculty role in student retention initiatives: Involve faculty in designing and evaluating measures to improve retention rates through collaboration with academic support units.	(a)	Conduct continuous, data-driven, closed-loop evaluation and improvement of courses and programs.	Dec 2025	
	(b)	Engage faculty in the regular review of all courses taught in their programs, including the redesign of courses where students consistently underperform and those with varying effectiveness (e.g., DFW rates) across different	Dec 2025	
	(c)	Redesign courses to allow for meaningful experiential learning assignments, service learning opportunities and cross-campus projects.	Dec 2025	
(4) Recruit and support outstanding faculty: Enhance best practices for faculty recruitment and retention.	(a)	Provide training for faculty search committees.	Aug 2023	**Dec 2023**
	(b)	Take necessary actions to ensure that all faculty searches attract an outstanding pool of candidates.	Ongoing	
	(c)	Partner with other universities and industry to develop talent pipelines for faculty candidates.	Dec 2025	
	(d)	Develop mentorship programs to retain and promote faculty.	Dec 2024	**May 2025**

updated 08-12-25

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Performance Metrics	FY-23 baseline	FY-24 Goal	FY-25 Goal	FY-26 Goal	FY-27 Goal	FY-28 Goal
Metric 1 - Nationally Ranked Programs: Number of programs ranked in the top 10 by USNWR.	8	8 🔴	9 🔴	9	10	10
Metric 2 – Student Perception of Teaching Effectiveness: Percentage of faculty viewed as "excellent instructors" by end-of-semester teaching surveys.	55.0%	56.0% 🟢	57.0% 🟢	58.0%	66.0%	68.0%
Metric 3 - Faculty Honors: Number of faculty holding the rank of fellow in at least one professional society.	19	21 🟢	27 🟢	29	38	40

🟢🟢 Goal exceeded by 2x;　🟢 Goal achieved;　🟡 Goal achieved at 90-99% level;　🔴 Goal not achieved