

Academic and Faculty Excellence

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

Strategies	Critical Tasks	Deadline
(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 2024
	(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.	Dec 2024
	(b) Conduct five-year reviews of all tenured faculty.	Dec 2025
	(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.	Jun 2024
	(e) Expand faculty peer-mentoring programs (including peer-review of teaching).	Dec 2024
(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 2024
	(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 sections in the same course.	Dec 2024
	(c) Redesign courses to allow for meaningful experiential learning assignments, service learning opportunities and cross-campus projects.	Dec 2025
(4) Recruit and support under-represented faculty: Enhance best practices for faculty recruitment and retention.	(a) Provide diversity training for faculty search committees.	Fall 2023
	(b) Take necessary actions to assure that all faculty searches attract a diverse pool of candidates.	Ongoing
	(c) Partner with other universities and industry to develop talent pipelines for underrepresented faculty candidates.	Dec 2024
	(d) Develop mentorship programs to retain and promote faculty from underrepresented groups.	Dec 2024

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Performance Metrics	FY-22 actuals	FY-23 baseline ¹	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	8	9	9	10	10
Metric 2 – Student Perception of Teaching Effectiveness: Number of faculty viewed as "excellent instructors" by end-of-semester teaching surveys.	N/A						
Metric 3 - Faculty Honors: Number of faculty holding the rank of fellow in at least one professional society.	N/A	19	21	23	25	27	29
Metric 4 - Faculty Diversity: Percentage of faculty from traditionally underrepresented groups in STEM, Aviation and Aerospace disciplines.	36.2%	36.6%	37%	38%	39%	40%	41%