

# COACHE Proposed Implementation Strategies

Fall 2016

Recognition & Awards	
Increased Faculty Recognition	Publicly recognize excellence in meaningful ways (e.g., Provost/Vice Provost surprise visits to departmental meetings, recognition on web pages, etc.)
Increased Support for Faculty Recognition Opportunities	Provide financial support to facilitate recognition of excellence (e.g., increasing travel budget to award travel money to receive prestigious awards)
Promotion	
Associate Professor CPEs	Require at least one CPE for associate professors before they apply for promotion
Clearer Promotion Communications	Strengthening clarity and consistency of promotion and tenure standards, and improving the communication of expectations across all levels
Departmental Leadership	
Leadership Development Program	Creation of a new development program for chairs and directors
College/Departmental/Unit By-Laws	College-level policies on the appointment and reappointment of chairs in directors, with departmental by-laws to be developed in all units
Nature of Work	
FTE Assignment of Duties	University-wide initiative to re-evaluate FTE assignment allocations in terms of teaching, research and service, and better inform faculty and administrators of expectations
Course Release Awards	New “ <b>Collective Impact</b> Course Release Awards” for innovation in research, teaching and service
Personal and Family Leave	
Paid Family Emergency Leave	Must be addressed through Collective Bargaining
Tuition Waiver Transfer	Must be addressed through Collective Bargaining