Faculty Submitted Strategic Initiative Proposals – Brief Descriptions

Student Success	
1	Incent student mentoring (flexibility in post-tenure effort allocation; not tenure requirement; mentoring counts as teaching)
2	Co-host a multi-year annual conference that addresses quality of life issues that have become pressing in a context in which students can feel pressure to pursue careers less on the basis of significance and value and more on the basis of efficiency and expediency.
3	Provide incentives for faculty and graduate students to research and implement creative pedagogical approaches
4	Center for Graduate Pedagogical Praxis for TA training
5	Create a "Big Ideas" Program consisting of 12 multidisciplinary courses centered around topics of current interest to students and that connect with multidisciplinary faculty research collaborations, designed around themes and topics of current interest rather than discipline-specific courses, and taught by interdisciplinary teams of faculty.
6	Create a new Master's program in Financial Mathematics as a collaborative between multiple departments: Finance, Math, Department of Physics & Astronomy, and in departments within the Henry B. Tippie College of Business and the College of Engineering.
7	Strengthen the commitment to Interprofessional Education for healthcare students in Dentistry, Medicine, Nursing, Pharmacy, Physical Therapy, Public Health, Social Work and others we have yet to connect with.
8	Require all University of Iowa undergraduates to learn how to solve problems in their discipline using computer programming in order to diversify the Iowa economy from predominantly agriculture (i.e. Crops) to a more balanced portfolio based on attracting technology companies such as IBM, Google, Apple, Oracle, Microsoft, etc. (i.e. a Crops & Coding economy).
9	Mentoring for first generation or at-risk students
10	Develop UI pipeline for minority graduate professional students to become faculty
11	Recruit students from traditionally black/minority colleges to become graduate students at UI
12	Recruit graduate students from traditionally black/minority colleges to become UI faculty
13	Central administration $ for underrepresented faculty
14	Improve the climate for inclusion of underrepresented minority students of color, and women- for undergraduates, graduate students, faculty, and staff. Develop micro-communities of inclusion.
15	Determine what metrics can be easily collected and provided via an online query tool to prospective or current students and other stakeholders (e.g. time to graduation, post-graduation placement, debt load).
16	Assist academic programs in tracking where their students are placed. The extent to which UI students stay in Iowa after concluding their studies is part of serving Iowa.

17	Create more opportunities for faculty to listen to each other's teaching.

Enhance Knowledge Production and Research Status	
18	Study AAU criteria and gap between input and outcome and devote resources appropriately (e.g., hiring stars, sabbaticals?)
19	Provide greater levels of start-up funds for faculty in science department areas. This is currently a serious barrier to competitive hiring.
20	Evaluate potential changes for promotion criteria, e.g. include student mentoring as teaching.
21	Review expectations for allocation of faculty effort (post tenure) in teaching, research, and service. Develop new metrics and incentives for performance within each.
22	Modify indirect allocation to incentivize funded clinical research in the health sciences.
23	Reconsider the size of salary raises for tenure and promotion compared to peer institutions.
24	Rework the distribution of indirect cost recovery.
25	Create a Center for Interdisciplinary Studies that would both provide space and "mini-sabbaticals" (6 - 8 weeks, or summer support) for faculty interested in developing a major research portfolio around some critical social or scientific issue, and conduct research on how to facilitate effective interdisciplinary research.
26	Create a STEM@UIOWA Network to provide an avenue for a more unified STEM presence across campus, as well as throughout the state and nation. Two main goals of the STEM@UIOWA network would be 1) increasing the number of STEM majors at the University of Iowa without decreasing majors in other areas and 2) developing a cohesive community that would be more capable of pursuing, applying for and securing funding for innovative STEM activity and research. This unified effort would be instrumental in helping develop STEM literate citizens in our state and nation by providing quality STEM education for all students. The network would also engage with K-12 and community college education to support STEM at that level and build interest in STEM degrees at UI.
27	Make a formal investment in sustainability by restructuring current assets to form a meta-department, or a School of Sustainability.
28	Create a cross-campus program addressing sound and voice that would involve Otolaryngology, Communication Sciences and Disorders, the School of Music, Communication Studies, Cinematic Arts, and other interested departments.
29	Cluster hiring initiative in Renewable Energy Science and Technology that includes Humanities, Social Sciences faculty, and Biocatalysis faculty.
30	Establish a University-based institute on Systems Science that is headquartered in and managed by the Office of the Vice President for Research. Systems science is fundamentally a mathematically-based approach to better understand, plan, structure, predict and execute complex phenomena. This will require campus-wide strategic engagement.
31	Tap Iowa's excellence in communication more systematically to enrich the education of its students. The foundation for this initiative is already extensive. Specific projects to build on it can reach from greater education in most fields for writing, speaking, and electronic communication to student contests, workshops, internships, and certificates as well as professional conferences and publications.

32	Studying and promoting physical activity - potentially including researchers from across disciplines, ranging from medicine, health and leisure studies, physical therapy, exercise science, public health and nursing. This could involve numerous colleges, such as CCOM, COPH, CON and CLAS.
33	Significantly invest resources and protected faculty time into investigating novel redox biology based therapy interventions that show promise of therapeutic efficacy in large patient populations.
34	Develop a robust endowment specifically supporting basic discovery biomedical research.
35	The clusters that are doing well should be allowed to expand to at least 20 positions with recurring and start-up costs being provided by central administration.
36	Create more venues and opportunities for faculty to listen to each other's research.
37	Create an Institute for Advanced Study in Law and Policy, the centerpiece of which would be an internationally competitive scholar-in-residence program. In addition to having full access to the rich collections of a superb Law Library, scholars in residence at the proposed Institute for Advanced Study in Law and Policy would benefit from presenting their research within the special workshop tradition at the College of Law. Reaching well beyond the College of Law, scholars in residence at the proposed Institute for Advanced Study in Law and Policy would contribute to and benefit from the interdisciplinary, cross-collegiate intellectual life of the University. Moreover, the Institute would contribute to the University's public mission by fostering the very best research on important matters of law and legal policy.
38	Create a Center for Interdisciplinary Studies that would both provide space and "mini-sabbaticals" (6 - 8 weeks, or summer support) for faculty interested in developing a major research portfolio around some critical social or scientific issue, and conduct research on how to facilitate effective interdisciplinary research.
39	Create an Office of Sustainability within the Provost's Office to amass information about current offerings in sustainability across the university and create a plan to include education in sustainability across the curriculum, and dovetail its operations with the Facilities Management placed Office of Sustainability.
40	International collaboration.
41	The Clinical Trials Statistical and Data Management Center (CTSDMC), a Center within the Department of Biostatistics in the College of Public Health serves as the Data Coordinating Center for the Network of Excellence in Neuroscience Clinical Trials (NeuroNEXT). Per the NIH data sharing policy, we need to make data from the clinical trials completed in the Network available to external investigators at the end of the study. Through discussions, we have found that there is a requirement to share data from the Institute - but limited infrastructure in place regarding how the data are shared and/or made accessible to an external user. We aim to use NeuroNEXT as a template that we can use across other studies - where data sets can be stored and made accessible to these external users. There is a lot of potential to expand the offerings available. This could include any number of informatics components that would allow a user to perform more complicated tasks (like querying across different data sets - i.e., looking for males above 55 with Parkinson's disease, etc.). Given the lack of existing infrastructure, we feel that having something already in place might be very attractive to market to the Institute - and could

	potentially become a broader data repository across studies conducted at different institutions.

New Frontiers in the Arts	
42	Create a cross-campus program addressing sound and voice that would involve Otolaryngology, Communication Sciences and Disorders, the School of Music, Communication Studies, Cinematic Arts, and other interested departments.

Better Futures for Iowans

43	Make the activities and focus of the Office of Engagement and Outreach a major priority of the University. Reapply for the Carnegie designation for engaged campuses.
44	Make a formal investment in sustainability by restructuring current assets to form a meta-department, or a School of Sustainability.
45	Place more recycling bins in the neighborhoods around Kinnick Stadium.
46	Expand support for cross-disciplinary collaborations across campus and the community to recognize, celebrate, and legitimize the creative talents and literacies of our multicultural and socio-economically diverse communities.
47	Create an adverse childhood event surveillance and treatment team as a partnership including the College of Medicine, College of Public Health, College of Education, School of Social Work, the ICTS, the Injury Prevention Research Center, RVAP, and the Threat Assessment Team and explore educational and research opportunities, methods to implement Trauma Informed Care (TIC), and opportunities to partner with state and national agencies.
48	Develop UI pipeline for minority graduate professional students to become faculty
49	Enhanced communication with the state, starting with elected officials, e.g. educational outcomes articulated for our undergraduate program collectively.
50	Explore and evaluate multiple cost-effective wastewater treatment options that may be suitable for small Iowa communities. 1. Build and operate a Small Community Wastewater Technology Park to test existing commercial systems in Iowa weather and to research how to improve, or develop new, systems for enhanced point source nitrogen removal. 2. Design and implement a testing program for a handful of recently built small community wastewater systems to learn how to optimize performance and how to size them appropriately. Appropriately sized systems save capital costs and operate more efficiently. 3. Create and maintain an online operator training program for all of Iowa.
51	Do not seek to charge public schools, or public agencies for services and research supplied by the university.
52	1) systematically engage state officials on the great things going on at this University 2) articulate the educational outcomes for the undergraduates
53	Determine what metrics can be easily collected and provided via an online query tool to prospective or current students and other stakeholders (e.g. time to graduation, post-graduation placement, debt load).
54	Assist academic programs in tracking where their students are placed. The extent to which UI students stay in Iowa after concluding their studies is part of serving Iowa.

University Community Success	
55	Create an adverse childhood event surveillance and treatment team as a partnership including the College of Medicine, College of Public Health, College of Education, School of Social Work, the ICTS, the Injury Prevention Research Center, RVAP, and the Threat Assessment Team and explore educational and research opportunities, methods to implement Trauma Informed Care (TIC), and opportunities to partner with state and national agencies.
56	Implicit bias training for searches
57	Address the rape culture and racism by identifying creative and proactive ways to address these issues rather than simply giving a cookie-cutter warning at each occurrence.
58	Continue the initiative begun last fall to have critical discussions around issues of race on this campus. This was an important first step.
59	Tuition-free Graduate Degree programs for all faculty.
60	Paid Pregnancy leave throughout the College of Liberal Arts
61	Add a college tuition benefit for immediate family of faculty.
62	Studying and promoting physical activity - potentially including researchers from across disciplines, ranging from medicine, health and leisure studies, physical therapy, exercise science, public health and nursing. This could involve numerous colleges, such as CCOM, COPH, CON and CLAS.
63	Engage in a holistic effort to modify policies and programs that provide more opportunities for aging faculty and staff to remain healthy and productive.
64	Provide one "Box at Kinnick" available to reward staff for a job well done throughout the year
65	Reconsider the size of salary raises for tenure and promotion compared to peer institutions.
66	Review and overhaul of faculty termination and dispute procedures to provide more flexibility to terminate individuals who are not meeting expectations of performance.
67	Re-instate the Faculty Scholar and Global Scholar awards that have been defunct since 2009.
68	Improved pay and benefits for adjunct teaching staff, non-tenured faculty, and postdocs.
69	Create more opportunities for faculty to listen to each other's teaching.