**Vision:** Who are we? How should we be evolving & why?
- Mission and impact in teaching, research, and service; vision for future disciplinary standing and areas of distinction; metrics for success

**Research:** Where will we make our mark?
- Research and other creative activities, professional engagements: current strengths and how these should evolve/given available resources

**Education:** What are our educational goals?
- Undergraduate education—size and capacity of major program(s); service teaching for non-majors; student learning goals and assessment; resources for student services and advising
- Graduate education—current & ideal size of degree program(s); goals and planned developments; resources for student support
- Proposals and rationales to establish, disestablish, consolidate, or modify degree programs—planned or contemplated

**Faculty Strategic Hiring Plan:**
- Multi-year plan for hiring ladder/teaching faculty necessary to achieve the unit’s goals

**Resources and Administration:**
- Academic staffing; physical facilities and infrastructure; revenue and expenditures; unit governance and administration

**Equity and Inclusion Plan**
- Current status and plans for improvement (if needed) of diversity of the faculty, students, and staff; strategies for enhancing equity & inclusion

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**Elements of a Faculty Strategic Hiring Plan**

**Overarching objective:**
- Multi-year faculty hiring plan that will allow the unit to achieve its goals—including diversity, equity, and inclusion.

**Disciplinary areas:**
- Current areas of strength that must be maintained to maintain/achieve preeminence
- Development opportunities (e.g., cross-cutting or peripheral areas, bridges to other disciplines)

**Faculty profile and distribution:**
- Current faculty rank distribution
- Number of faculty currently in each area, based on primary research and teaching interests
- Anticipated retirements in the coming 5 years

**Hiring priorities:**
- Critical faculty hires vis-à-vis goals, challenges, and opportunities for the unit. Indicate for each:
  - Area(s)
  - Level and ladder/teaching

**Additional considerations:**
- Availability of space, start-up requirements, etc.
- Outcomes of recent/earlier recruitment efforts

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**Additional Resources Online**
- Academic repository (Box)
- Academic planning dashboard
- Academic unit profiles