

## OPERATIONAL SUPPORT

<b>Goal 4.1: We will diversify and expand our fiscal resources by increasing fundraising, donations, sponsorships and/or auxiliary revenue procurement.</b>	<b>Strategy 4.1.1:</b> Develop a strong program of alumni engagement through regional and national events and activities.
	<b>Strategy 4.1.2:</b> Recruit and engage industry partners in industry affiliates programs.
	<b>Strategy 4.1.3:</b> Implement business processes to consolidate data from FAMU and FSU Foundations into an internal dashboard for fundraising success. Key data to be captured includes cash received, pledges received, # of alumni solicited, # of alumni donors, industry giving, etc.
	<b>Strategy 4.1.4:</b> Establish annual plans and calendars that engage college stakeholders and develop protocols to ensure college sponsored/supported events are coordinated effectively.
	<b>Strategy 4.1.5:</b> Steward donated funds properly by managing and expending in accordance with university policies and donor requests.
<b>Goal 4.2: We will increase our access to high-quality research and educational space for the benefit of all faculty, staff, and students.</b>	<b>Strategy 4.2.1:</b> Advocate and support the LBR's of both universities for the establishment of Building C.
	<b>Strategy 4.2.2:</b> Pursue funding and physical space for additional research centers located within Innovation Park and/or on the universities' main campuses.
	<b>Strategy 4.2.3:</b> Provide centralized administrative services to support the establishment and growth (seed-funding, start-up, etc.) of College-affiliated research and educational centers and institutes.
	<b>Strategy 4.2.4:</b> Create a policy for naming rights for the physical space within the College campus that is endorsed by both universities.
<b>Goal 4.3: We will recruit, retain, and engage highly qualified staff and pay them at a competitive and equitable rate within Florida and the nation.</b>	<b>Strategy 4.3.1:</b> Create a job board on the College's website for vacant staff positions, directing applicants to the applicable parent university to apply.
	<b>Strategy 4.3.2:</b> Improve internal communications and engagement to help staff better understand roles and activities within academic and support departments, and to celebrate the accomplishments and accolades of faculty and staff.
	<b>Strategy 4.3.3:</b> Conduct an internal (college-level) salary analysis for each vacant position and request internal (university-level) and external analyses from the position's funding institution.
	<b>Strategy 4.3.4:</b> Develop focused training aids for College staff and workshops for new and veteran staff as appropriate.
	<b>Strategy 4.3.5:</b> Achieve pay equity, including starting salary, increases and bonuses, for college staff appointments with similar job classifications and codes, using metrics based on experience, achievements, and evaluations.
<b>Goal 4.4: We will ensure an equitable and transparent operation of the joint college by clarifying and standardizing the duties and roles for all faculty and staff.</b>	<b>Strategy 4.4.1:</b> Ensure consistency of position descriptions among departments for positions with similar roles and responsibilities.
	<b>Strategy 4.4.2:</b> Create, distribute, and update an organizational chart for the college that also identifies relationships between research centers and universities.
	<b>Strategy 4.4.3:</b> Create standardized college-wide policies and procedures for human resources functions.
	<b>Strategy 4.4.4:</b> Ensure that all COE employees have joint appointments at both universities.
<b>Goal 4.5: We will adopt a standardized instructional technology and cyber-infrastructure that is uniformly accessible.</b>	<b>Strategy 4.5.1:</b> Provide a solution that allows all valid users (students, faculty, staff) to authenticate to the multi-user workstations at the college (in computer labs, classrooms, teaching labs, etc.) using their home university credentials.
	<b>Strategy 4.5.2:</b> Ensure that all Engineering users have access to a virtual software delivery platform to access appropriate Engineering software via a web browser, preferably using their home university credentials to authenticate to the platform.
	<b>Strategy 4.5.3:</b> Ensure that all Engineering users that require the services of a research computing center can obtain those services successfully and easily.
	<b>Strategy 4.5.4:</b> Create and distribute a survey annually to all college users to determine the specific IT services, features, and capabilities that are deemed necessary and/or important for all students, faculty, and staff.
	<b>Strategy 4.5.5:</b> Maintain a high level of consistency of tools between the Canvas instances at FAMU, FSU, and the college, to provide consistency for students and instructors.