STRATEGIC PRIORITY

2.0 Research

SUB-PRIORITY

2.2 Attract and retain outstanding academics

EXECUTIVE SPONSOR
Teresa Balser
Provost & VP, Academic

PROJECT LEADS
Susan Spence
Vice-Provost, Planning and Analytics

SECONDARY SPONSOR
Ian Nason
VP, Finance & Administration

Jasmine Walsh
AVP, Human Resources & Planning

RELATIONSHIP TO OTHER STRATEGIC PRIORITIES

1.1,1.5,2.1,5.1,5.3

DESCRIPTION

The success of Dalhousie centres on the excellence of faculty members. Strategic priority 2.2 focusses on the strategy and tactics related to recruitment and retention of “outstanding professors”. Faculty members are core to the academic mission and the University needs to ensure leadership approaches, processes, practices, supports and recognition are in place to support recruitment of outstanding faculty members and to retain them. We also need to articulate the components of “outstanding” faculty.

This strategic priority links to the broader human resource strategy contained in strategic priority 5.1 “Develop a human resource strategy that allows us to attract, support, and reward the best faculty and staff”. There will also be considerable interface with related initiatives.

SPECIFIC GOALS

1. Renew and develop consistent best practices for academic leadership and faculty member recruitment across all Faculties by January 2016 (recruitment practices, orientation, mentorship; and best practice guidance regarding grant writing/application).
2. Articulate the dimensions of “outstanding” faculty.
3. Develop specific retention practices and goals that support and recognize teaching and research excellence in support of retaining outstanding professors.