Goal 1: Focused Recruitment and Retention
Western Illinois University is committed to becoming the destination of choice for students, faculty, and staff. We specifically seek those individuals who value academic excellence and are committed to successfully achieving their educational goals. Therefore, we will actively compete for and contribute to the ongoing development of our most valuable resource: the students, faculty, and staff of the University—and this includes resource allocation to support our strong academic programs, with educational and cocurricular opportunities that reinforce learning and socialization inside and outside of the classroom.

Therefore, strong fiscal commitments are necessary to achieve our ideals. Successful student recruitment will become increasingly competitive in the years ahead due to demographic and economic trends. Within Illinois, this includes a projected decrease in the number of high school graduates; the high percentage of interstate migration by college bound seniors; the continued relocation of business, industry, and families to other areas of the country; and continued concerns of college costs.

With focused recruitment and retention, supported by resources to support these efforts and controlled growth in our comprehensive educational environment, Western Illinois University will become the destination of choice for students, faculty, and staff.

Action 2. Provide the resource base and support to recruit and retain an excellent faculty and staff representative of the diverse and global society and committed to supporting the University’s vision, mission, values, and goals.

Current Priorities
a) Provide faculty and staff salaries that meet and exceed the mean of peer institutions.
Successful strategies include:
(1) Completing and supporting faculty equity reviews [Board of Trustees; President; Vice Presidents; University Professionals of Illinois; Planning, Budget and Institutional Research]
(2) Examining and implementing, if approved, Pay for Exceptional Performance for non-negotiated staff [Board of Trustees, President, Vice Presidents, Human Resources, Civil Service Employees Council, Council of Administrative Personnel]

(3) Allocating resources to support Market Equity Reviews for non-negotiated staff [Board of Trustees, President, Vice President, Human Resources, Civil Service Employees Council, Council of Administrative Personnel]

(4) Negotiating contracts that support salary increases and market equity for negotiated staff [Board of Trustees, President, Vice President, Human Resources, bargaining units]

b) Provide institutional resources to support Higher Values in Higher Education 2008-2018 and the academic mission and service operations of Western Illinois University [President, Vice Presidents, Deans, Department Chairs, and Directors]

c) Through the Comprehensive Campaign, obtain funds to augment faculty support through endowed professorships and chairs [President, Provost, Western Illinois University Foundation, Advancement and Public Services, Deans, Western Illinois University-Quad Cities Development Officer]

d) Conduct needs analyses to inform professional development opportunities and programming for faculty and staff [Center for the Innovation in Teaching and Research, Human Resources]

e) Provide opportunities, as demonstrated in annual Underrepresented Groups Reports, to increase the participation and achievement of faculty and staff from traditionally underrepresented groups in higher education and in academic disciplines [All academic departments and administrative units, Affirmative Action and Equal Opportunity Council, Web Accessibility Committee, Americans with Disabilities Advisory Committee, University Committee on Sexual Orientation, Anti-Harassment Education and Awareness Committee, Western Organization of Women, all other affinity groups]

New Opportunities

f) Develop and expand fiscally responsible, family-friendly policies and procedures across all employee classifications that assist in faculty and staff recruitment and retention and enable employees to continue advancement of professional goals and the values of the University, even in times of significant personal/family stress [President, Vice Presidents, Human Resources, Center for Innovation in Teaching and Research, Civil Service Employees Council, Council of Administrative Personnel,
g) Consistent with a family-friendly environment:
(1) Conduct a needs and feasibility analysis for establishing permanent, academically-based summer infant and childcare on the Macomb campus to complement services provided to the Western Illinois University community in the spring and fall semesters [Provost’s Office, College of Education and Human Services]

(2) Conduct a needs and feasibility analysis for establishing permanent, academically-based summer, fall, and spring infant and childcare on the Quad Cities campus [Provost’s Office, College of Education and Human Services]

(3) Develop a university-wide committee, and including representation from all governance groups on both campuses, to study how the University might best support its employees when they are dealing with issues of elder care and/or catastrophic care [President, President’s Cabinet]