

Welcome to the fourth communique “From the Dean’s Desk”, the platform for bi-weekly news, sharing new ideas and initiatives. This communique, will focus on “Process” within the Rosen College of Hospitality Management; which is highlighted as one of our nine strategic directions.

In this New Era of the Rosen College, we will strive to maintain a “Process” that allows our entire team to share in the management and direction of the college. Towards achieving this mission, I would like to share the actions taken to enhance the process of the following key functions and roles within the college: **Strategic Plan, Annual Evaluation Standards & Procedures (AESP), Promotion & Tenure (P&T), and Faculty Assembly** for Faculty Governance.



- First, thank you for your efforts in assisting the Rosen College in revising and updating our **Strategic Plan**. This will be the document that guides the college when it comes to metrics and objectives for increasing Student Access, Success and Prominence; Strengthening our Faculty and Staff; Growing Our Research and Graduate Programs; Creating Impacts through Partnerships; and Innovations in Higher Education. For several months, a committee has been working to finalize the updates for the new Strategic Plan, which was last revised in 2011. With input from faculty and staff, the framework of the plan is in place and it will be finalized by mid-November. The Rosen College Strategic Plan will align with UCF’s Strategic Plan and its goals for pre-eminence.
- Another key process function within the College is the **Annual Evaluation Standards and Procedures (AESP)**. Departments are currently working to revise and update the AESP to more closely match the goals and mission of the college and to take into account the workload and responsibilities of the person being evaluated. We want the AESP to be fair and unbiased for all our faculty and staff.
- **Promotion & Tenure (P&T)** is a very important issue in the life of a college. Professors are attracted to universities where they can contribute to academics, conduct research and work towards the goal of moving up the ranks to become a tenured faculty member. This is a lengthy process which requires dedication, patience and commitment. We will be revising the P&T Guidelines in the next few months to ensure transparency of the process while maintaining high standards.
- **Faculty Assembly** is the governing body for faculty governance overseeing academic and curriculum policies, course updates, new program review and curriculum revisions. I am pleased to announce that the faculty assembly was restructured and various committees have been formed to conduct necessary business to advance faculty governance and academic excellence.

With a clear “Process” for managing all the distinct roles and numerous functions, the Rosen College would remain as a top-ranked hospitality management program. This has

been demonstrated by the most recent ranking the No. 1 Master's of Science in Hospitality and Tourism Management and the No. 4 Entertainment Management B.S. degree program in the nation.

I look forward to sharing more great things with you...Charge On!

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