1. University Priority

“What solution are you proposing?”

Develop and implement an action plan for using the results from the UW System Climate Survey to address issues identified related to campus climate.

**Linkage to Strategic Plans:**

**Linkage to enduring goals:**
- Offer high quality, challenging academic programs that influence and respond to a changing society.
- Preserve and enhance our educational processes through the application of active learning principles.
- Promote excellence in teaching, research, scholarship and service.
- Recruit and retain a diverse university population.
- Foster a collegial, trusting and tolerant campus climate.
- Provide safe, accessible, effective, efficient and inviting physical facilities.
- Provide responsive, efficient, and cost-effective educational support programs and services.

**Linkage to FOCUS 2015 goals:**
- Develop knowledge, respect and validation of differing values, cultures and beliefs in students, faculty and staff
- Expand early and ongoing experiential learning opportunities including undergraduate applied research and entrepreneurship
- Develop and execute integrated enrollment management
- Focus on sustainability: President’s Climate Commitment and classroom initiatives

**Linkage to action plans:**
- Academic Plan
- Inclusive Excellence (Equity Scorecard)
- Climate Action Plan
- IT Plan
- Marketing Plan
- Capital Plan
- Division Plans
- Training and Development Plan
- High Risk Drinking Prevention Plan
- AQIP Action Plan
2. Statement of the Issue:

One to two sentences summarizing the answer to the question: “What issue are you trying to solve?”

Possible University Priorities to advance the FOCUS 2015 goals were solicited from all faculty, staff and students. In addition, the SPG reviewed FOCUS 2015 progress updates, facts and figures and emerging issues.

A list of possible University Priority ideas was developed based on the above data and information, and was presented to the SPG on 6/6. Small groups made recommendations as to which items should move forward as a University Priority in fall 2011.

The Chancellor reviewed the recommendations from the small groups and approved the university priority statements.
### 3. Action Plan:

<table>
<thead>
<tr>
<th>“What has to be done for this priority to succeed?”</th>
<th>Responsible:</th>
<th>Timeline:</th>
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<tbody>
<tr>
<td>Present the results from the Campus Climate Survey to the campus</td>
<td>Sue Rankin</td>
<td>October, 2011</td>
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<tr>
<td>Develop a proposal for a face-to-face, large-scale change event, using the format of the fall 2011 engagement sessions as a model, to cultivate an inclusive response to the Campus Climate Survey results. The goal of the event is to develop strategies for Stout community members to enhance campus climate. As part of the proposal, methods to sustain the systematic process for change will be critical to maintain the momentum for the project beyond the date of the actual event.</td>
<td>Implementation Team to propose a format and process for the Chancellor’s approval. The team will be as follows: Kate Thomas ~ Chancellor’s Equity, Diversity, and Inclusion Coalition, chair Joan Thomas ~ Dean of Students Kat Lui ~ Training and Development expert Meridith Wentz ~ Planning, Assessment, Research and Quality Student rep ~ to be appointed by the chair Implementation team has the flexibility to add additional reps to the committee as needed</td>
<td>Proposal submitted to the Chancellor by March 1, 2012 Approval of concept by July 1, 2012 Implementation ~ 2012-2013</td>
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| Repeat a modified version of Climate Survey again, in approximately three years. The following must be addressed:  
  - Language of survey was ambiguous to students. No time parameter on when issues may have happened.  
  - Consider the timing for when the survey was given (i.e. it was given at a time when the budget issues were of main concern) | Applied Research center to submit a proposal for timeline, survey development process, and survey administration to the Chancellor DLT and CEDIC as resources | Proposal submitted by January 1, 2012 Implementation on schedule approved by the Chancellor |
### 4. Implication for Resources:

“What is needed for this priority to succeed?”
(Human, fiscal, physical, other)

To be determined based on proposals submitted

### 5. Key Measures of Performance:

It is the expectation that priority owners will be using/maintaining the process measures to assess action plan deployment. At the end of the fiscal year, the Strategic Planning Group will review and discuss the implementation progress and impact.

**Process Measures:**
Identify no more than two process measures when answering the question:

“**What information will be collected to assess successful deployment of the action plan?**”

**Performance Indicators:**
PARQ is responsible for benchmarking overall performance to answer the question:

“**What information will be collected to benchmark and measure the priority’s success?**”