1. University Priority

“What solution are you proposing?”

Implement a program to maintain first to second year retention rates at or above 74%.

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:

- Advance diversity knowledge, skill sets, and dispositions 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
FOCUS 2015 University Priority

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.

Our goal is to increase our retention rates to 74% by 2025. Looking at our Retention Strategies and ROI study one of the Tier 1 strategies that had an impact on retention was students who worked on campus.

3. Action Plan:

<table>
<thead>
<tr>
<th>“What has to be done for this priority to succeed?”</th>
<th>“Who are the positions or people that will be responsible for each step?”</th>
<th>Timeline:</th>
</tr>
</thead>
</table>
| Develop a proposal to create meaningful work experiences for at least 250 new freshmen (that continue for 2 years). The proposal must include a combination of funded positions and volunteer opportunities, and include criteria for determining whether the position is paid or unpaid. The group may propose to target more than 250 freshmen if needed to have an impact on university-wide retention from the first to second year. | Implementation team:  
• Randy Hulke, chair  
• Beth Boisen,  
• Sue Foxwell  
• Students (SSA, etc.), to be appointed by the chair  
• Amy Lane  
• Student Services rep, to be appointed | Proposal due by February 1, 2012  
Proposal approved by Chancellor by March 1, 2012  
Funding provided for 2012-13 and 2013-14. |
| Students who receive funding in year 1 but are not retained at Stout in year 2 would have the funding pulled back into a central pot for redistribution. | Chair to add additional members as appropriate |
| Funded positions must encourage student involvement in research. | PARQ as resource for developing the evaluation process |
| The proposal must include an evaluation process to assess the effectiveness of the program, including specific metrics and targets for determining if the program was successful in achieving the goal of 74% retention from the first to second year. | | |

focus 2015  | inspiring innovation
Develop a proposal for changing the way that work study dollars are allocated to departments in order to ensure that: 1) dollars are allocated where they will be used, and 2) some funding can be used to support the meaningful work experience program. After implementing this proposal, the year-end workstudy balance should be less than $20,000.

<table>
<thead>
<tr>
<th>Task</th>
<th>Implementation team</th>
<th>Timeline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advertise program and solicit proposals for meaningful work</td>
<td>Implementation team;</td>
<td>Proposals accepted March through April - April 2013, for funding in 2012-13</td>
</tr>
<tr>
<td>experiences for freshmen (that continue for 2 years) using the</td>
<td>Covenant Coordinator, Dean of Students</td>
<td></td>
</tr>
<tr>
<td>process identified by the implementation team.</td>
<td></td>
<td>March, 2012</td>
</tr>
<tr>
<td>Share a resume template and job applications from existing offices</td>
<td>Implementation team;</td>
<td>May, 2012</td>
</tr>
<tr>
<td>for students to develop job seeking skills. Parent newsletter and</td>
<td>retention committee</td>
<td>Summer/early fall, 2012</td>
</tr>
<tr>
<td>website will promote working on campus as well as during</td>
<td></td>
<td></td>
</tr>
<tr>
<td>orientation. As part of this process, educate students on the</td>
<td></td>
<td></td>
</tr>
<tr>
<td>difference between loan money and work-study program; encourage</td>
<td></td>
<td></td>
</tr>
<tr>
<td>use of work-study awards.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Implementation team will review applications and approve new</td>
<td></td>
<td></td>
</tr>
<tr>
<td>positions.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Workshops or brown bag seminars for supervisors to understand their</td>
<td>Implementation team;</td>
<td></td>
</tr>
<tr>
<td>role as mentors and importance to retention. It is important to</td>
<td>retention committee</td>
<td></td>
</tr>
<tr>
<td>emphasize to supervisors that this is a retention tool.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Showcase success stories and testimonials or students who</td>
<td>Implementation team;</td>
<td>July, 2013</td>
</tr>
<tr>
<td>participated in the program and had a good experience and/or were</td>
<td>University Communications office</td>
<td></td>
</tr>
<tr>
<td>retained into the following year</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

4. Implication for Resources:

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

To be determined after proposal is submitted. May include the following:

- $850 x 100 positions x 2 years = $170,000 some of this can be off-set by work study residual funds if the student is eligible for work study positions.
- Funds for refreshments at brown bag seminars
- Staffing to coordinate?
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?*