

**UW-Stout**  
**University Priority C- culture of affirmation**

<b>1. University Priority</b>
<p><b><i>“What solution are you proposing?”</i></b>                      Ensure a culture of affirmation that enhances an engaging and supportive environment inside and outside the classroom. (Some terms that may be considered as descriptive are: respectful, engaging, inviting, welcoming, inclusive, accepting, enjoyable, genuine, collaborative, intellectually stimulating, supportive, and challenging).</p> <p>Linkage to Strategic Plans  <i>University of Wisconsin-Stout Strategic Plan</i></p> <p>Linkage to FOCUS 2010 goals                      Goal 1: Prepare alumni for success.                      Goal 2: Create a learning community that supports and encourages the engagement of its members in active learning.</p> <p>Linkage to Enduring Goals                      Goal 2: Preserve and enhance our educational processes through the application of active learning principles.                      Goal 3: Promote excellence in teaching, research, scholarship and service.                      Goal 5: Foster a collegial, trusting and tolerant campus climate.</p>

<b>2. Statement of the Issue:</b>
<p><b><i>“What issue are you trying to solve?”</i></b></p> <p>There is a need to increase student learning and engagement, as demonstrated by the findings in the NSSE survey. There is a need to increase faculty/staff/student morale.</p>

<b>3. Action Plan:</b>	<b>Responsible:</b>	<b>Timeline:</b>
<b><i>“What has to be done for this priority to succeed?”</i></b>	<b><i>“Who are the positions or people that will be responsible for each step?”</i></b>	<b><i>MUST be specific target completion date.</i></b>
Identify best practices (internal and external) of teaching, learning and engagement which are to be shared campus-wide	Director, Teaching and Learning Center	Fall 2005
Develop expectations of behavior. (This will also serve as the “core values of a learning community”)	Implementation Team	Spring/Summer 2006

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Obtain commitment from faculty/staff/students to the expectations, and publicize the culture of affirmation/expectation statement (obtain endorsement by Senates).	<b>Provost</b> working with Senates	Summer 2006
Hold a 'student centered' in-service for the faculty/academic staff to clarify responsibilities and expectations, and share best practices	Provost	Fall 2006
Review findings of NSSE survey and identify areas of focus	<b>Provost</b> working with EAC	Spring 2007

#### 4. Implication for Resources:

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

This priority will require faculty and staff time and effort (commitment and tenacity)

#### 5. Key Measures of Performance:

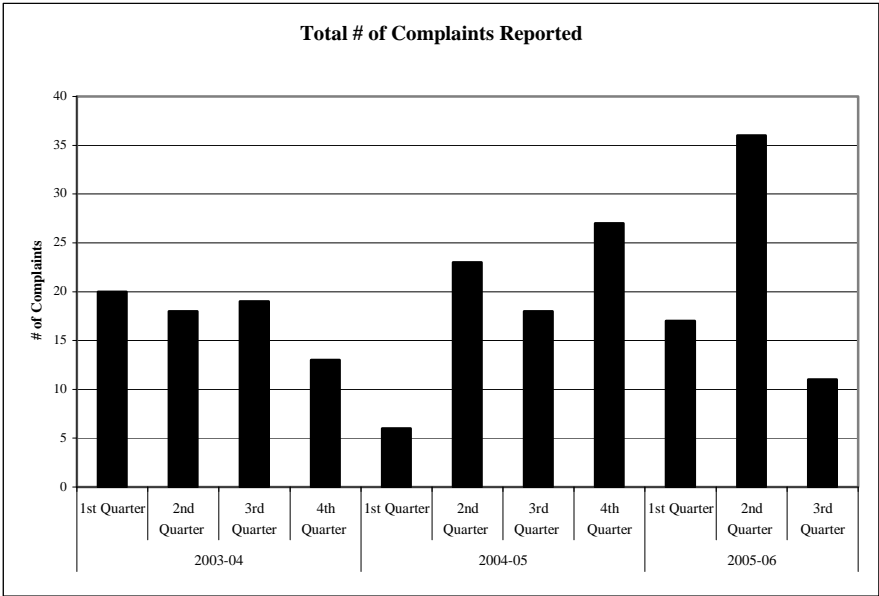
It is the expectation that priority owners will be using/maintaining the process measures to assess action plan deployment. At the end of the fiscal year, the Strategic Planning Group will review and discuss the implementation progress and impact.

*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?”***

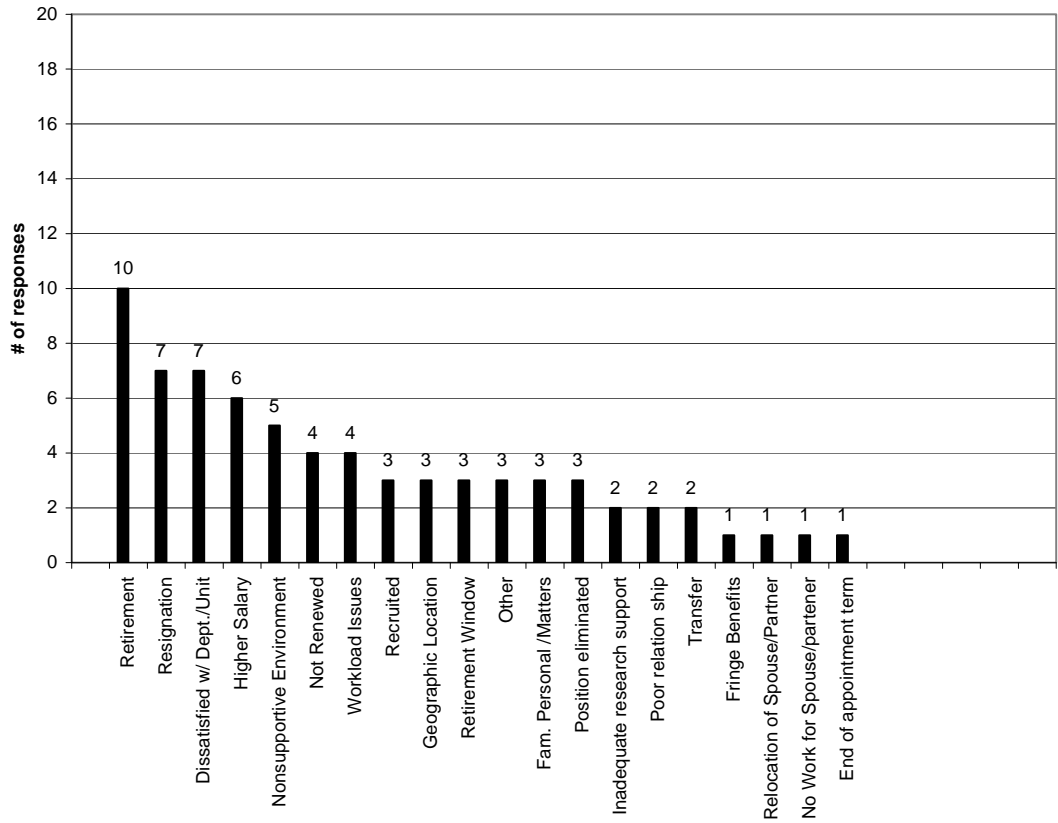
-Complaint tracking results



-Exit interview results

**Figure 1. UW-Stout Unclassified Exit Interview Survey**

Factors that influenced Unclassified Employees' decisions to leave for 2003-2005.



-Faculty and staff development program evaluations

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-Student satisfaction/perception questionnaires, surveys, etc.  
See university performance indicators listed below

-Tasks completed according to timeline  
See university priorities progress updates

*Performance Indicators:*

BPA is responsible for benchmarking overall performance to answer the question:

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

-Student engagement (NSSE), <http://www.uwstout.edu/bpa/ir/performance/engagement.pdf>

-Student Satisfaction Survey (ACT), <http://www.uwstout.edu/bpa/ir/performance/actsurvey.pdf>

-Overall level of morale, <http://www.uwstout.edu/bpa/ir/performance/morale.doc>