

## **Advance diversity knowledge, skill sets, and dispositions in students, faculty and staff:**

### **Potential Risks:**

- Competing resources
- Lack of focus on minority student recruitment
  - o No ownership?
  - o No creative ideas?
- Faculty retention is a significant concern, also in the administration level
- Problems with faculty retention
- Funding current and adding program array
- Faculty/ staff research support. I.e.: labs, info resources
- Stress levels of faculty and staff to meet position expectations are at a breaking point
- Lack of leadership development
- Fewer professor development opportunities
- Ineffective S&S process
- Reputation for faculty and students
- Admin has little time to lead
- Supporting the developmental needs/ expectations of those new people we attract
- Sustaining the programs started for these purposes
- Lack of human and financial resources to fund diversity
- How much of an institution's resources should be ear marked versus the return on investment?  
Is that how we should measure?
- Aging faculty and staff will cause turnover and how to keep able personnel
- Ability to recruit decent staff
- Demographic changes will help our increase in numbers, but can we retain?

### **Emerging Issues:**

- Need for realistic understanding of changed world
- Changing faculty expectations
- Faculty turnover
- Newer faculty tend to be quite egocentric
- Reduce competition at UW-Stout but increase productivity
- Need to develop an effective diversity plan (inclusive excellence)
- Promote professorships, sabbaticals for faculty and staff to ensure cutting edge delivery on the promise of the polytechnic. Turnover of the decrease resulted in lots of interim leadership between 07-08 and 08-09. People who have demonstrated skilled leadership were put in interim positions. We as a university didn't treat them very well. If we truly want to develop a leader training program we need to treat people differently. At the same time a director/ associate VC

of diversity was appointed and we continue to fund the diversity/ minority interim program with the goal of increasing diversity in administration.

- Retention issues- Stout has strong strategic implementations of keeping convert students until graduation as well as good faculty members until retirement.
- How do we attract a diverse student body and faculty/ staff?
- Requiring/ implementing a leadership/ skill transfer program for future leaders
- Recruitment/ retention of quality faculty/ staff
- concern with decrease in state funding
- Attract diverse students
- Lack of interpersonal skills/ communication
- Challenge of who our learners are
- Need for networks and support structures for pooling the strengths of a diverse population
- We have an opportunity to invest in raising LGBT and Hmong populations but at a potential cost to other needs. Should we venture that direction if it were to raise NSSE/ACT data?
- The ethics of connections
- Global economy
- Retention issues of minority faculty, staff and students in a competitive atmosphere