

# YEAR-END PLANNING GAPS

University of  
Wisconsin-Stout



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# Gap overview

- Gaps are university action plan items that are cancelled, incomplete, or otherwise behind schedule
- Goal is to have less than 5% of action items on the gap list
- There are 260 items on the action plans we are reviewing today, so the goal is to have under 13 items on the gap list.

# Gap overview

- Gaps continue to be tracked until completion or until the Chancellor has approved removing the item from the action plan

# Gap overview, cont.

Three types of gaps:

1. Larger items requiring discussion  
(will discuss today)
2. Items requiring Cabinet decision
3. Smaller items not requiring  
discussion

# Gap overview, cont.

Next steps:

1. Make recommendations today regarding larger items
2. Memo will be going to division administrators asking for an update and recommended resolution for smaller items.

# Larger items requiring discussion

1. Inclusive Excellence drill-down items
2. Training and Development roles and responsibilities
3. AQIP action plan documentation vs. action

# Inclusive Excellence

Previous concerns with Plan 2008:

- Initiatives were all targeted toward senior administration
- No drill down to individuals, departments and units

# Inclusive Excellence cont.

Inclusive Excellence included several of these drill down initiatives:

- Review retention and graduation rates for each undergraduate program and make plans for improvement as needed.
- Review retention and graduation rates for each graduate program and make plans for improvement as needed.
- Review pass rates in courses and make plans for improvement as needed.
- Provide training on Inclusive Excellence to supervisors and department chairs.
- Require department chairs and unit supervisors to include Inclusive Excellence in department and unit plans and review progress towards the goals in this action plan.



# Inclusive Excellence, cont.

- Progress on these initiatives is more limited and uneven
- Lack of understanding of expectations and why it is important

How do we make these drill down initiatives successful?

# Training & Development

- Several responsible persons are unclear as to how they got added to the list and what their responsibilities are.
- As a result, progress updates are uneven, and minimal participation lists are provided.

How do we ensure that the items on the training and development plan reflect the priorities of the university, and that people understand their roles and responsibilities?

# AQIP Improvement Plans

- Many action items are to document existing processes or better explain how we do things for the next AQIP portfolio
- There are a limited number of items that involve addressing a problem or a process improvement
- The purpose of the AQIP action plans was to formalize and systematize our process for performance improvement

How do we ensure that this goal is met?