

Theme	Definition	Frequency (% of 22)	Example
Faculty/Staff Positions	Suggestions for additional campus positions, salary concerns, and workload issues.	6 (27%)	<ul style="list-style-type: none"> • <i>Equitable Salaries</i> • <i>Giving faculty bonus points in the tenure criteria for working with learning communities; give faculty 1 credit of teaching waiver for working with learning communities.</i> • <i>Support a minority recruiter for Athletics.</i>
Program Initiatives	Comments include ideas for student-oriented programming aimed at increasing achievement and retention, and supporting and developing academic programs.	6 (27%)	<ul style="list-style-type: none"> • <i>Developing an intervention program for second-year students who have a GPA between 2.0 and 2.5 to hopefully catch them before they are academically dismissed or on probation. Right now, the Advisement Center intervenes with Freshman with less a 2.0, and Housing intervenes with Freshman between 2.0 and 2.5. But no one intervenes with Sophomore between 2.0 and 2.5.</i> • <i>The campus should purchase the MAP-Works program (Making Achievement Possible), a student success and retention program available through EBI (Educational Benchmarking, Inc). This program can be used by faculty and staff to identify Freshman who are at early risk of not being retained in school or at UW-Stout.</i> • <i>Develop applied humanities majors focused on critical thinking skills, communication skills, leadership skills, and visioning skills.</i>
Environmental Sustainability	Campus initiatives to increase environmental sustainability including transportation suggestions.	5 (23%)	<ul style="list-style-type: none"> • <i>Bottle Filling Stations should be installed in every campus building (at least a couple of them to start) and then stop selling non-flavored bottled water in the vending machines and the dining carts.</i> • <i>Add more recycling containers to the outdoor areas of the campus. The blue trash/recycling units along the main walkways in the block that the Commons is on are well utilized by students - the rest of the campus should</i>

Theme	Definition	Frequency (% of 22)	Example
			<p><i>have them too (and they are sort-of Stout blue!).</i></p> <ul style="list-style-type: none"> • <i>Look at where telecommuting is viable and attainable, and allow departments some latitude in implementation. You can be productive without being visible to your supervisor. This would help ease parking as well as offsetting the commuting costs against money lost to furlough days.</i>
Administrative	Includes gathering information from stakeholders, creating new focus groups, aligning plans with goals, and implementing administrative changes.	5 (23%)	<ul style="list-style-type: none"> • <i>Create a university wide Program Director's Senate to give the PDs a collective voice on campus and the ability to respond collectively to ideas and suggestions that influence programs, recruiting, and enrollment.</i> • <i>Remove the all-day advisement day from the academic calendar. This day, usually a Tuesday, provides a day that all students are on campus with no requirements the next day, thus a drinking night on Monday. On advisement day most meetings happen late in the day (noon or 1:00), why not just have advisement day on a Tuesday afternoon, allowing classes to be held as normal, and do advisement after 2:00. This would allow the majority of courses to still meet and then allow advisement in the afternoon.</i> • <i>Consider aligning the training & development plan with university strategic goals.</i>