**Goal:** Develop Knowledge, Respect, Validation

Potential Initiatives:

- Outcome if inclusive excellence like ethics is one of value change or adoption – need to follow model of applied ethics center exp. The need of training development of changing at ? one in each division to one in each dept. also need one from SSA.
- There seem to be numerous 'council's, 'committees,' and advisory groups dealing with this goal. I understand an inventory of these efforts has been conducted. I wonder how we can leverage the expertise to move forward as a unified easily recognizable group versus what exits now.
- Inclusive excellence tool kits incorporate into depths so that the goals/learning objectives, etc, where they are seems less by part of the curriculum. Focus at instructor/course level.
- Clarify once again – inclusive excellent implementation categories and reporting statement.
- Drill down to individual levels
  - Use ? model
  - Bottom up
  - Expand inclusive excellence buy and system def. to really create a climate in inclusion.

FOCUS 2015 Feedback Form
May 16, 2011

Goal: Expand Experiential Learning

Potential Initiatives:

- Include only those areas that actually involve exp. Learning. Remove ind. Study – this is false info and accts for approx 16% of the total. Maybe we are missing something else.

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Goal: Enrollment Management

Potential Initiatives:

- Have made a lot of headway.

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Goal: Sustainability

Potential Initiatives:

- Route/schedule for campus shuttle should be posted in more places.

Other Comments

Potential Initiatives:

- Year-end gap
  - Training and development
    - Need to link this to performance evaluation for all levels.

- Training and Development concern
  - We need a champion – in many organizations a Chief Learning Officer oversees this strategic level of training and development
  - All training efforts must be linked to strategies and all participants must understand how their participation in a training event relates to organizational improvement.
  - Ultimately all training must show a return on investment – although difficult to measure, it is important as it moves training from an event to organizational learning and effectiveness.