

UNIVERSITY OF WISCONSIN-LA CROSSE

# SUSTAINING EXCELLENCE



## **Strategic plan May 2018 update** **Here's how UWL is 'Sustaining Excellence'**

Colleagues,

As of next month, Kate Parker, associate professor of English, will begin leading Sustaining Excellence bringing great energy and enthusiasm to this position. Kate will be an excellent and effective voice to coordinate the successful completion of Sustaining Excellence's upcoming action steps. It has been a great honor for me to have had the opportunity to lead the university-wide strategic planning process for the last 2.5 years. During this time, I have worked with and met many outstanding students, staff and faculty who have been focused and driven to carry out the university's mission of "provid[ing] a challenging, dynamic, and diverse learning environment in which the entire university community is fully engaged in supporting student success."

As has been my custom at the end of the last three terms ([May 2017](#), [August 2017](#) and [December 2017](#)), please note the outlined update from Sustaining Excellence below.

Thank you all for your help in making Sustaining Excellence a success!

Have a good summer,

Enilda A. Delgado  
Professor, Department of Sociology and Criminal Justice  
Special Assistant to the Provost-Strategic Planning

## Increasing community engagement



**Community Outreach and Engagement position:** On April 25, 2018 the Joint Planning and Budget committee approved a director of community outreach and engagement position. You can read the draft of the position description voted on by the members of the JPB here. The final position description will be completed in the fall for a January 2019 start date. [[See position description](#)]



**Service/Collaborative Learning Resources:** CATL's Deb Hoskins has developed a website with resources focused on service learning. [[See service learning website](#)]



**Workshops:** In collaboration with Wisconsin Campus Compact, a series of four community-based CATL workshops were held in the spring term, 2018. [[See wicampuscompact.org](#)]



**High-Impact Practices:** CATL Special Projects: Lindsay Steiner and Mary Hamman will be working on CATL projects during fall 2018. Their specialties are in "collaborative learning" and "community-engaged learning," respectively.

## Achieving excellence through equity & diversity



**Equity Liaisons:** For academic departments, Institutional Research, Assessment, and Planning (IRAP) created common

data sets that provide an analysis of retention, grades and enrollments for academic departments. Liaisons were encouraged to use the data to engage their department in meaningful discussion on equity patterns. Further, they were asked to work with their department chairs to integrate findings within their end-of-the-academic year Inclusive Excellence report. [[See data sets](#)]

- Discussion and help sessions were held with Equity Liaisons in mid-February 2018.
- Non-academic unit liaisons met on Wednesday, May 9, for training and to finalize the development of their specific unit's equity plan.



**Inclusive Teaching:** A small cohort of Equity Liaison faculty members were selected to pilot The Course in Effective Teaching Practices developed by the Association of College and University Educators (ACUE). The selected faculty will complete eight teaching modules by the end of summer 2018. [[See ACUE course](#)]



**Restorative Justice:** Following a two-day restorative justice training in mid-January, Residence Life has started incorporating some restorative justice practices in cases that align with these practices. In addition, the RJ committee is planning on having further training this upcoming fall.

## Investing in our people



**Employee Engagement Survey:** In March 2018, the UWL Employee Engagement Survey was conducted with the purpose of assessing current employee perceptions and informing ways UWL could improve as an employer. [[See survey report](#)]. The following process has been outlined to address the results of the survey:

- In summer 2018, the leadership team (Bob Hetzel and Kim Vogt) will meet to identify priorities for the working groups in the IOP pillar.
- IOP working groups will start meeting to identify realistic/practical action steps and processes for implementation.
- In fall 2018, the leadership team will work with HR to identify action steps that can be implemented in HR before January 2019, based on the survey results. They will also identify/request resources necessary to set up and implement an on-going survey of engagement to track and improve employee engagement over time. Further, governance groups will be updated on action team progress in early fall.



**Employee Resources:** Human Resources has developed a Services for Employees website [[See website](#)]



**Prioritize employee compensation:** The state has approved a 4 percent pay plan for UW System in the 2017-19 biennium. The pay plan will be distributed to UWL employees on the basis of merit and solid performance with increases of 2 percent provided on July 1, 2018, and 2 percent on Jan. 1, 2019. Faculty and staff who were hired on or before June 30, 2018, will receive the 2017-19 pay plan increase.

## Transformational education



### **General Education Revision:**

- **Phase I:** In March, 2018, both the Student Association and the Faculty Senate passed a revision to the current General Education Program. Specifically, the program was cut from 48 to 42 credits. In addition to taking the minimum number of credits in each category (39 credits), a new mandatory first-year seminar (FYS100) has been added for all new students and transfer students with fewer than 30 credits. *A pilot of the FYS will run in*

*the fall of 2019, with full implementation starting in fall 2020.*

*Faculty: Please keep an eye out for an email from Anne Galbraith before the end of May requesting teaching interest in the fall 2019 pilot.*

In fall 2018 there will be 34 UWL100 sections offered under the coordination of Tim Dale. This is an increased number of sections (up from 25 sections in 2017, and 16 in 2016) to better accommodate demand for the course and, in part, to prepare for the fall 2019 pilot of the FYS100. Many of the fall 2018 sections will be linked to other General Education courses, which means students enrolled in a linked section of UWL100 will also be enrolled in another General Education course. The purpose of the link is to provide opportunities for students to connect with each other and develop a sense of community beyond sharing only one class together. A new online version of instructor training for UWL100 is also being developed for summer 2018, focusing on teaching key elements of a First Year Seminar.

- **Phase II:** The General Education Working Group will continue working with campus on the distribution portion of GE to develop an integrative model that will allow students to better understand the goal of GE. The student member of the group has held about a dozen student focus groups this spring to gather information from students about their GE experiences. Other group members have met with all academic department chairs. The group will be using the information collected this spring to develop a proposal throughout the summer. Progress will be posted periodically on the General Education Revision website and feedback will be solicited. Open fora will be held in the first few weeks of the fall semester. The goal is to bring a proposal for Phase II to Faculty Senate for approval in early fall 2018. [[See General Education Revision website](#)]



#### **High-Impact Practices:**

- **Globalization:** ACE Internationalization Lab timeline is progressing. A campus-wide survey was conducted in late April-early May, 2018. [[See timeline](#)]
- **Learning Communities:** Residence Life has started working on the development of three learning communities with an anticipated launch for fall 2019.
- In March 2018, as part of new Outcomes-Based Funding, a

director of student success position was approved. The primary duties of the position are related to the coordination of student success and retention efforts by working with faculty development, programming, and data across UWL divisions with a particular focus on high-impact practices. The position has a preferred start date of Aug. 1, 2018. [[See job posting](#)]



**Graduate Education:**

• Mission, vision and values have been updated and three grants were awarded to support work on the development of new graduate programs. In addition, to improve communication and coordination of activities among programs, monthly meetings of graduate program directors with the graduate studies director have been held. [[See mission, vision & values](#)]



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