

A message from UW-La Crosse

UNIVERSITY OF WISCONSIN-LA CROSSE

SUSTAINING EXCELLENCE



Strategic plan December 2017 update Here's how UWL is 'Sustaining Excellence'

Colleagues,

The end of 2017 marks the end of the first full year of implementing UWL's 2017-2020 Strategic Plan. *Sustaining Excellence* has maintained a healthy momentum with much involvement and effort from students, staff and faculty

Consistent with the practice of updating the campus at the end of each term (see [Spring](#) and [Summer](#) 2017 updates), please note the accomplishments from this fall 2017 term below.

I'd like to thank you for your continued commitment to *Sustaining Excellence* and for your continuous engagement in supporting student success.

Cheers,

Enilda A. Delgado

Special Assistant to the Provost- Strategic Planning

Increasing community engagement



CAMPUS COMPACT: UWL has joined [Campus Compact](#). Campus Compact will [provide resources](#) to support our work with “community-

based teaching, scholarship and action in the service of public good.”



PROMOTING UWL'S GOOD WORK: [La Crosse Tribune's](#) 'Campus Connections' appears every third Sunday during the academic school year and highlights UWL's faculty and student achievements as prepared by the UComm team.



FACULTY SURVEY: Survey of faculty service learning and community-based research practices and attitudes. [Findings](#) will be used to help guide CATL workshops for spring.

Achieving excellence through equity & diversity



EQUITY LIAISON INITIATIVE: [Equity Liaison initiative](#)- positions developed, individual identified, orientation session held. Departments/units are now developing plans with data metrics supplied to liaisons.



RESTORATIVE JUSTICE: Following this summer's [committee recommendations](#), restorative justice will be piloted in the Residence Halls starting this spring, 2018. A two-day, by invitation, training will take place in January.

Investing in our people



EMPLOYEE EDUCATIONAL ASSISTANCE: [Employee Educational Assistance](#) was endorsed by Joint Planning and Budget Committee. Staff and faculty may begin using this benefit in January, 2018. All

academic staff and faculty who hold appointments of half time or greater and University Staff who hold project appointments or appointments with an expectation of continued employment are eligible. Reimbursement request form and details on eligibility are outlined on the [HR website](#).



EMPLOYEE ENGAGEMENT SURVEY- A confidential, campus-wide employee engagement survey will be carried out during Spring 2018. In gathering input from our diverse and valuable UWL employees, the goal is to:

- Assess the current state of employee engagement and work-related attitudes
- Create beneficial programs and initiatives to positively impact employees' experiences, engagement, and job satisfaction

The survey is being designed and facilitated by Dr. Christa Kiersch, Associate Prof. of Management, who will be acting as an internal consultant. Dr. Kiersch will be working collaboratively with the 'Invest in our People' strategic action team, in addition to various stakeholder groups including the Human Resources department, as well as faculty and staff governance groups.



LIVING WAGE - The Living Wage plan was approved by the Joint Planning and Budget Committee. The compensation plan will increase the minimum wage for University Staff positions to \$13.75 per hour beginning January 1, 2018. The Living Wage adjustment will impact 86 employees.

Transformational education



GENERAL EDUCATION: - The General Education Working Group has worked diligently and transparently this semester. They have sought (and continue to seek) feedback on a variety of proposals via their [website](#) and four open forums. In addition, this fall they attended GEC and GEAC meetings and have consistently updated Faculty Senate and Student Senate on changes to the proposal. An updated proposal will be posted on the General Education revision page no

later than January 5. Anne Galbraith will send out another email once that proposal is posted.

Additionally, prior to an early spring semester Faculty Senate vote, there will be two additional open forums:

- Friday, January 12 at 1 p.m. (150 Murphy)
- Thursday, January 18 at 9 a.m. (150 Murphy)



ENHANCING GRADUATE EDUCATION: Visit the new revised [Graduate Studies page](#).



GLOBAL LEARNING: UWL has become a cohort institution of the [American Council on Education's Internationalization Laboratory](#). This two-year lab will provide customized guidance and insight to assist in UWL's internationalization goals.



HIGH IMPACT PRACTICES: Educate campus on the Liberal Education and America's Promise initiative (LEAP) and HIPs, and promote/advertise the HIPs that are working for students at UWL. A hard copy of [this handout](#) will be provided to all instructional staff and faculty in early spring, in order to increase campus awareness of high-impact practices.



The University of Wisconsin-La Crosse aims to foster within each student the curiosity, creativity, and tenacity necessary to solve the regional, national, and international challenges of the 21st century.

uwlax.edu/strategic-plan

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