

UNIVERSITY OF WISCONSIN-LA CROSSE

SUSTAINING EXCELLENCE



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

Colleagues,

September 2018 marks the entry into a new phase of our strategic plan, Sustaining Excellence. Since May 2018 I have had the sincere privilege of continuing the incredible work of Dr. Enilda Delgado, who has served as a tireless advocate for students, faculty and staff at this University. Thanks in large part to her leadership, the collective work of Sustaining Excellence continues to move the UWL community forward in its commitment to increasing community engagement, achieving excellence through equity and diversity, investing in our people and advancing transformational education.

As has been Enilda's practice in the past, and in the service of our shared commitment to full transparency, this update notes significant accomplishments toward meeting Sustaining Excellence goals in summer 2018. As you read through these accomplishments please join me in expressing your gratitude for the continued hard work of our colleagues.

Should you be interested in more information regarding any of these initiatives, or should you have any questions regarding our ongoing strategic planning efforts, please feel free to reach out to me directly at kparker@uwlax.edu. Please note that all previous updates (May 2017, August 2017, December 2017, May 2018) remain available at <https://www.uwlax.edu/info/strategic-plan/>.

Thank you for your continued commitment to the work of Sustaining Excellence and all you do to advance strategic priorities at the university. Your hard work and dedication to our students and our community always inspire.

Cheers,

Kate Parker
Special Assistant to the Provost—Strategic Planning

Increasing community engagement



Please Note: Unfortunately, given the continuing tuition freeze for the UW System, and concerns regarding faculty and staff compensation as compared to our institutional peers, the Chancellor's Cabinet has chosen not to go forward with the Director of Community Engagement position at this time.

- ✓ **Updating “community” links on website:** Members of the Community Engagement Council reviewed and updated public-facing community engagement resources on the UWL website.
- ✓ **Service Learning through UGetConnected:** Beginning in January 2019, thanks largely to the support of Vice Chancellor for Student Affairs and Dean of Students Vitaliano Figueroa, instructors will be able to locate, assign, monitor and evaluate service-learning opportunities for students through this online portal. [<https://www.uwlax.edu/volunteer/>]
- ✓ **High-impact practices and community engagement:** The 20th annual Conference on Teaching and Learning featured five breakout sessions dedicated to HIPs (high-impact practices), including presentations by CATL Community Engagement specialist Mary Hamman (Economics) and Collaborative Learning specialist Lindsay Steiner (English) with Bryan Kopp (Writing Programs Coordinator).
- ✓ **2nd Annual Career Services Employer Meeting:** Over 50 area employers from 36 different organizations consulted with over 50 UWL faculty and staff representing 30 different departments at this August fair dedicated to employer partnerships that benefit our students and majors. [see the invite: https://app.joinhandshake.com/career_fairs/6836/employer_preview]
- ✓ **Learning Library series:** A collaboration between the Provost's Office and the La Crosse County Library will bring eight UWL faculty experts to give public presentations at the Holmen Public Library and the Hazel Brown Leicht

Memorial Library in West Salem throughout the 2018-19 academic year.
[<https://news.uwlax.edu/new-county-library-series-features-uwl-faculty/>]

Achieving excellence through equity & diversity



- ✓ **Equity Liaison Initiative (ELI):** Members of the ELI Steering Committee met throughout the summer to (a) clarify the purpose and role of the Equity Liaisons at the department/unit, College/Division, and University-wide level and (b) to develop rubrics to aid in compiling and reviewing departmental equity reports. These documents will be available on the ELI website in fall 2018.
[<https://www.uwlax.edu/equity/equity-liaison-initiative/>]
- ✓ **Prioritize the development of equity plans in key units:** Vice Chancellor for Diversity & Inclusion Barbara Stewart and Associate Dean of the College of Science and Health Roger Haro will continue to work with key, public-facing units — University Communications, Advancement, Admissions, Alumni Association and Affirmative Action — to create equity plans.
- ✓ **Continued implementation of Restorative Justice efforts:** Staff from Residence Life, Student Affairs, and Diversity & Inclusion met to discuss the progress of the Restorative Justice pilot in Residence Life, along with upcoming plans for more RJ training and events in the 2018-19 academic year.
- ✓ **High-impact practices & Diversity Dialogue:** Deborah Hoskins (CATLWGSS) and Vice Chancellor for Diversity & Inclusion Barbara Stewart presented a workshop titled “High-Impact Diversity Experiences: Quality Dialogue” at the 20th Annual Conference on Teaching & Learning.

Investing in our people



- ✓ **Employee Engagement Survey (EES):** Results from the Employee Engagement Survey were presented by Prof. Christa Kiersch (Management) to

attendees at the University Staff Excellence Breakfast (July 12) and Employee Enrichment Day (July 18). [[link to survey report](#)]



Using the EES Results to identify goals and priorities: The Investing in our people action plan leads, Interim Dean of the College of Liberal Studies Kim Vogt and Vice Chancellor for Administration and Finance Bob Hetzel, will continue working with Prof. Kiersch, other pillar leads, Human Resources, and leadership to identify action steps based on survey results. The EES is scheduled to be repeated every two years.

Advancing transformational education



Student success:

Hire of new Director of Student Success: On July 1, Jo Arney (Political Science and Public Administration) joined the Provost's Office in the role of the Director of Student Success whose duties include special attention to High-Impact Practices and retention efforts. [Student Success Resources: <https://www.uwlax.edu/academic-affairs/student-success/>]

High-impact practices/experiential learning: Under the leadership of Scott Cooper and based on a grant from the Foundation's Margins of Excellence, videos highlighting several forms of experiential learning will soon be available to the campus and larger community.



General education:

Increased number of UWL100 sections this fall (2018): 34 sections are being offered – including special sections for transfer students and veterans.

First-Year Seminar pilot begins: 28 instructors will be offering pilot first-year seminars in fall 2019 and will participate in cohort-based course design workshops in AY 2018-19 thanks to a collaboration among the Office of Student Success, the FYS Working Group and CATL. Tim Dale also presented a workshop dedicated to first-year seminars as high-impact practices at the 20th annual Conference on Teaching & Learning.

General Education Revision, Phase II: The Phase II working group met throughout the summer to develop drafts of a General Education mission statement and program goals. [<https://www.uwlax.edu/faculty-senate/general->

[education/gened-program/](#)] These will be shared for feedback and revised throughout the fall.

General Education Working Group minutes and documents now online:

Summary minutes from all 2017-2018 meetings are now available for review on the general education website [<https://www.uwlax.edu/faculty-senate/general-education/gened-program/>]



Graduate education:

Outcomes-based funding from the State of WI was used to provide permanent salary for the Graduate Studies Coordinator position, and to create 5 new GA lines.

A Fall 2018 summit was held with graduate program directors for a discussion of the improvements made over the past year such as visual overhauls of graduate websites and increased use of financial aid to attract students to programs. Graduate Studies will work with campus partners to host the first-ever UWL Graduate School Visit Day in late September, to recruit students to our programs and increase our regional profile as a graduate institution.



Internationalization:

International/global learning opportunities: Successfully completed internationalization review of UWL as part of year one for the ACE Internationalization Laboratory. The ACE Lab committee members will be preparing recommendations for a UWL strategic internationalization plan, due by July 2019. [<https://www.uwlax.edu/committee/internationalization/>]



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.

[VISIT THE STRATEGIC PLAN WEBSITE](#)

uwlax.edu/Strategic-Plan

[Unsubscribe](#) (not available for @uwlax.edu email addresses)



UComm

University Communications, your go-to communications resource
for advancing UW-La Crosse.