

Vision & Goals for Academics, Student Development, Diversity & Globalization
UW-L Strategic Planning Update – Joint Planning & Budget (JP&B)
Executive Summary

Endorsed 1/25/2012

JP&B endorsed the updates and modifications of the visions and goals for academics, student development, diversity and globalization as indicated below.* In addition, JP&B added “compensation” as a key area for the future of UW-L’s planning for excellence.

Academics

VISION

Academic programs at UW-L deliver high-quality, well-rounded education in intellectually stimulating environments that foster and produce: critical thinkers, lifelong learners, skilled and collaborative practitioners, and global citizens who use knowledge and technology with wisdom and ethics. The academic programs are multidisciplinary, culturally relevant, and flexible in their design in order to be accessible and responsive to a diverse community of learners.

Student Learning and Faculty Development

GOAL #1: Provide opportunities for faculty to develop and assess strategies that promote student learning.

Growth, Quality & Access

- GOAL #1: Increase the number of Wisconsin residents graduating from UW-L. (GROWTH)
- GOAL #2: Improve academic quality and enhance the undergraduate experience by decreasing the student/faculty and student/staff ratio. (QUALITY)
- GOAL #3: Increase access to UW-L by ensuring that cost is not a barrier (ACCESS).

Workload and Equity

- GOAL #1: Address identified inequities in the compensation plans for summer and J-term instruction.
- GOAL #2: Address inequities in faculty and instructional academic staff workload.
- GOAL #3: Address inequities in non-instructional academic staff workload.

Graduate Studies

- GOAL #1: Define the role of Graduate Education at UW-L
- GOAL #2: Improve the financial support for graduate students
- GOAL #3: Provide resources needed to maintain and grow programs
- GOAL #4: Meet space needs for maintaining and growing programs
- GOAL #5: Address the issue of academic rigor in slash courses
- GOAL #6: Raise the profile of graduate studies at UW-L
- GOAL #7: Address faculty workload issues in the graduate programs
- GOAL #8: Work for more effective teaming, efficient operation, communication and collaboration at all levels of graduate program delivery

External Relations

GOAL #1. To develop an understanding of the advancement process, including the role of the UW-La Crosse Foundation and the supporting database amongst the leadership of academic affairs.

GOAL #2: To facilitate the implementation of the Liaison Model.

GOAL #3: To help plan the academic affairs component of a new comprehensive campaign.

Summer School

GOAL #1: Explore alternative funding and administrative models.

Compensation

VISION

Faculty and staff at UW-L provide exceptional, student-centered education and should be rewarded with competitive compensation. As a student-centered campus committed to excellence, UW-L will endeavor to hire and retain exceptional faculty and staff. A competitive compensation package is crucial to attracting, hiring and retaining individuals committed to UW-L's mission.

GOAL #1: Attract and hire high quality faculty and staff.

GOAL #2: Retain high quality faculty and staff with competitive compensation packages.

GOAL #3: Systematically analyze and address salary equity problems such as inversion and compression.

Student Development

Vision

As a student-centered campus, UW-L will enhance student development by providing services and programs that address the needs of all students. By supporting the personal, physical, spiritual, emotional, intellectual, vocational/ professional, social, cultural, and global development of students, UW-L will nurture a community of active citizens and involved life-long learners.

GOAL #1: Expand and enhance advising and mentoring programs

GOAL #2: Enrich learning opportunities both in and out of the classroom.

GOAL #3: Promote inclusive student involvement, leadership, service, and activism across the university and community.

GOAL #4: Foster programs and services that continue to optimize student health and quality of life issues throughout the curriculum.

GOAL #5: Continue to assess and enhance advising and mentoring programs.

GOAL #6: Enrich learning opportunities both in and out of the classroom.

GOAL #7: Promote inclusive student involvement, leadership, service, and engagement across the university and community.

GOAL #8: Foster programs and services that continue to optimize student health, inclusivity, sustainability, and quality of life issues.

GOAL #9: Provide and guide an organizational structure that provides effective student services and student development for the campus.

Diversity

Vision

UW-L is committed to ensuring an intellectually challenging and welcoming learning environment for all members of the campus community. Students, administrators, faculty, staff and community members learn and work in a physically and psychologically safe environment where they are valued for their similarities and their differences. Differences have been recognized as valued resources for the academic, cultural and personal development that has occurred in our country and our world; therefore, they are viewed as essential to an intellectually stimulating environment. An atmosphere that fosters the exploration of issues from multiple perspectives will be commonplace for academic exploration and growth. Because diversity, [equity and inclusion] is an integral part of UW-L, students graduate with a commitment to being culturally knowledgeable world citizens. This diversity vision is designed to supplement and not to duplicate or replace UW-L's Inclusive Excellence (IE) Initiative.

GOAL 1: Build a campus culture that fosters recruitment and retention of a diverse administration, faculty, staff and students.

GOAL 2: Increase diversity throughout the curriculum

GOAL 3: Develop a rewards structure for faculty and staff that includes and values diversity.

GOAL 4: Centralize and coordinate diversity resources and programs to optimize impact and efficiency.

GOAL 5: Foster the mutual expansion of diversity through reciprocal relationships between the campus and the community.

Globalization

VISION

UW-L desires to increase international participation for all students, faculty and staff in order to help them develop as global citizens. UW-L will continue and expand upon its reputation as a global university in Wisconsin and will strive to continue attracting internationally minded students, faculty and staff to the community.

Enrich international and cross cultural experiences.

GOAL #1: Increase opportunities for international teaching and research and creative activity.

GOAL #2: Increase the percentage of students studying abroad and increase international internships.

GOAL #3: Increase the number of international students on campus

GOAL #4. Increase international scholars and staff on campus.

Develop on-going campus programs to promote cultural competence and promote international awareness

GOAL #1: Create opportunities for faculty, staff and students to share their direct international experience.

GOAL #2: Encourage Departments and Colleges to develop globalization plans.

Promote greater globalization and cross-cultural curricular development

GOAL #1: Develop a process to ensure high quality academic standards for faculty-led programs.

GOAL #2: Provide support to encourage that all courses have an international component.

Develop opportunities for greater global interaction

GOAL #1: Develop an integrated approach to embracing an international perspective.

GOAL #2: Integrate international students into campus advising and support structures.

GOAL #3: Develop partnership opportunities with a network of international institutions and universities.

GOAL #4: Investigate the creation of an international center.

**The UW-L Strategic Plan was created in 2003. In 2011, JP&B asked coordinating groups across campus to review and revise the goals to better reflect current planning and practice. In 2012, JP&B endorsed the revised goals.*