

STRATEGIC PLAN STEERING TEAM UPDATES

November 21, 2024



GOAL 1: SUCCESS

SUCCESS FOR EVERY FALCON

Goal Group Team Lead:

Shamani Shikwambi,

Executive Director of Student Success



SUCCESS

Through **Soaring to New Heights**, UWRf commits to seeing every Falcon achieve success, in terms of student degree attainment as well as personal and professional satisfaction for both graduates and UWRf employees. To achieve this goal, students and employees of our community will bring their best to every opportunity, actively engaging in experiential education in a rigorous learning and fulfilling work environment. Through the liberal arts, interdisciplinary programs and hands-on experiences, students will build critical skills that will help them to succeed in a complex, rapidly changing world.

GOAL 1

Success for Every Falcon

UWRf challenges the students and employees of our vibrant academic community to bring their best to every opportunity. We provide rigorous liberal arts and graduate learning experiences and fulfilling work environments that build trust, empower participation, and offer compassionate support. Our faculty, staff, leadership and alumni stand for the education, health, and wellbeing of all, and live the values we seek to instill in UWRf students. Together, we help them build skills—like critical and creative thinking, inquiry and analysis, clear and fluent written and oral communication, effective teamwork, and ethical consideration and judgment—that can ensure success in a complex, diverse, and rapidly changing world.

Sub-Goal 1 Success in achieving the degree

Sub-Goal 2 Improved post graduate personal and professional satisfaction

Sub-Goal 3 Increased employee support (including student employees)



GOAL 2: BELONGING

INCLUSIVE EXCELLENCE AND INTERCULTURAL COMPETENCY

Goal Group Team Lead:

Wes Chapin

Interim Provost



BELONGING

Soaring to New Heights will enable UWRF to become a more diverse campus with improved retention of underrepresented students and employees and increased access to valuable high-impact practices that strengthen student retention, instill career competencies, and power lifelong success. In line with our **Land Acknowledgement** (<https://www.uwrf.edu/about/land-acknowledgement>), **Soaring to New Heights** will also help UWRF improve campus awareness of indigenous cultures, history and issues. The result of these actions will be a more inclusive campus culture, where people of different identities, views and backgrounds can productively interact, fostering a stronger sense of belonging for all.

GOAL 2

Inclusive Excellence and Intercultural Competency

UWRF is building a sense of belonging for all our students and employees. We're fostering an engaging, accessible, and equitable environment where people who may have different identities, views and backgrounds can productively interact. With high-impact practices and programs like first-year and URSCA (Undergraduate Research, Scholarly and Creative Activity) opportunities, peer mentoring, learning communities, internships, global education and study abroad, we're providing dynamic educational experiences that strengthen student retention, instill career competencies, and power lifelong success.

- Sub-Goal 1** Create a more diverse campus with improved retention rates of students and employees
- Sub-Goal 2** Establish a process for completing ongoing campus culture surveys and intercultural growth opportunities and address shortcomings
- Sub-Goal 3** Provide greater opportunity and access to High Impact Practices (HIPs)
- Sub-Goal 4** Fulfill our Land Acknowledgement commitment to indigenous nations of our region





SUB-GOALS 2 AND 3

- **Sub-Goal 2.A.**

Establish baseline and understand current challenges that lead to improved level of satisfaction of campus culture for students and employees.

- **Sub-Goal 3.A.**

Establish baseline and identify key HIPs for further investment and growth. (Paige Miller)



SUB-GOAL 4

- **Sub-Goal 4.B.**

Host at least two campus-wide education events annually that address indigenous peoples' issues and concerns.

- On November 7, 2023, Dr. Em Loerzel brought her ponies from “The Humble Horse” to visit campus. An estimated 100 people attended.
- **Talk on Local Indigenous Lands and Cultures and How Local Tribes are Working to Restore Each.** February 5, 2024, featured Dr. Brian McInnes from UW-Eau Claire who discussed indigenous lands. This event had about 90 attendees. PGIS, CETL, and the SSWA organized the event.

- **Sub-Goal 4.D.**

Establish at least one ongoing and active partnership with an indigenous nation of the area that provides support for ongoing needs they identify.

GOAL 3:

SUSTAINABILITY

INNOVATION FOR A SUSTAINABLE FUTURE

Goal Group Team Lead:

Mark Klapatch-Mathias

Sustainability Coordinator



SUSTAINABILITY

The **Soaring to New Heights** plan also formalizes UWRP's commitment to sustainability with increased educational opportunities for student creativity, research and entrepreneurship in this area. Innovation is a theme of this goal and its underlying mitigation and environmental preservation efforts. Also embedded in this goal area are actions that acknowledge the facets of sustainability related to social justice and addressing socioeconomic inequities.

GOAL 3

Innovation for a sustainable future

UWRP is working to create a healthier and more equitable future by embracing sustainability and accountability today. We're meeting the local and global needs of future generations through creativity, research, entrepreneurship and with new, interdisciplinary approaches to complex problems. By reducing our environmental impact and expanding public and private strategic partnerships that invest in best practices for economic, ecological, and social sustainability, our community is making lasting changes that make the world a better place.

Sub-Goal 1 Develop more curricular and co-curricular opportunities centered on sustainability

Sub-Goal 2 Protect and maintain campus ecology while increasing commitment to preserving the environment

Sub-Goal 3 Increase awareness of the impacts of social disparities on environmental resource access



SUB-GOAL 1

Develop more curricular and co-curricular opportunities centered on sustainability

Sub-Goal 1.A. Increase the number of academic programs with a sustainability component.

Sub-Goal 1.B. Increase student/staff participation in sustainability-focused programs and workshops.

Sub-Goal 1.C. Increase the number of co-curricular learning opportunities for sustainability across UWRF programs.



SUB-GOAL 2

Protect and maintain campus ecology while increasing commitment to preserving the environment

Sub-Goal 2.A. Decrease campus overall environmental impact as detailed in sustainability plan.

Sub-Goal 2.B. Identify and improve STARS rating indicators for UWRF.

Sub-Goal 2.C. Develop at least one new sustainability-based initiative per year through campus/community partnerships.



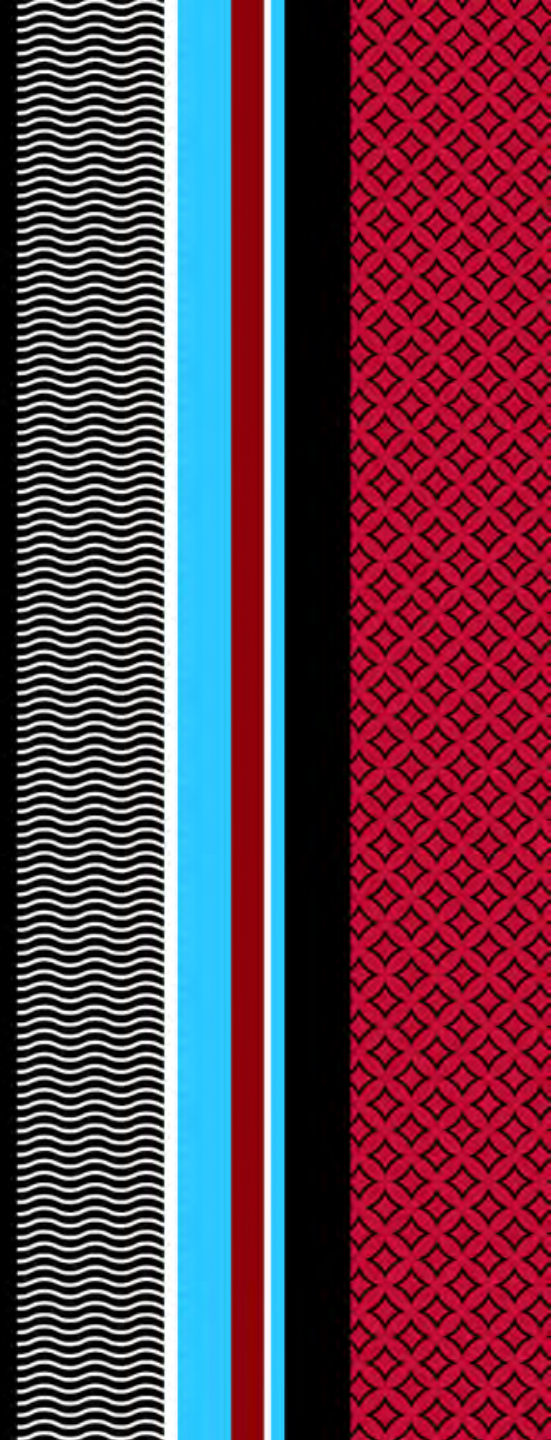


SUB-GOAL 3

Increase awareness of the impacts of social disparities on environmental resource access

Sub-Goal 3.A. Increase curricular programming on campus to address socioeconomic inequities per the Academic Plan.

Sub-Goal 3.B. Establish baseline and provide support for additional opportunities for students and employees to engage in projects that address environmental resource inequities.



CALL TO ACTION

Climate Action & Resiliency Planning Workshop

Friday, January 24
10:30 a.m. - 12:00 p.m.
UC Ballroom A

Shape Our Future: Climate Action & Resiliency Workshop

Be a voice for change!
Join us in creating a sustainable future for our campus & community.

Engage with Climate Stories:
Hear from the community about how climate change affects their lives.

Explore Challenges & Solutions:
Discussions on climate hazards, impacts, and real strategies.

Collaborate:
Join round table discussions on the topics that matter most to you.



Open to all students, faculty, staff, and community members

Register now by emailing sustainability@uwrf.edu
(Registration preferred but walk ins are welcome)

When:
Friday January 24, 2025
10:30 a.m. - 12:00 p.m.

Where:
University Center
Ballroom A

Refreshments & Snacks Provided

GOAL 4: VITALITY

A STABLE AND THRIVING INSTITUTION

Goal Group Team Lead:

Michael Gilmer

*Interim Vice Chancellor for Student Affairs and
Strategic Enrollment and Dean of Students*



VITALITY

Soaring to New Heights will support the management of the institution in a way that ensures stability while building towards a thriving future. Increased public awareness and advocacy will ensure UWRf remains seen as a valuable contributor to regional economic vitality. This will be achieved by investment in enrollment growth and refinement of the opportunities we are able to offer students, while building stronger partnerships with employers, alumni, agencies and other stakeholders.

GOAL

4

A Stable and Thriving Institution

UWRf leads the way in enrollment, retention, and financial management to keep our institution stable and thriving. We champion our community and funding for public higher ed, telling powerful stories about UWRf's impact that help forge transformative partnerships with employers, alumni, agencies, and others. Those strong ties provide support and financial contributions that fuel continual improvements to our campus, programs, and educational experiences.

- Sub-Goal 1** Increase and stabilize new enrollments for growth in net revenue while investing resources where needed in support of this effort
- Sub-Goal 2** Increased public awareness of campus-wide achievements at UWRf that have an impact on our region
- Sub-Goal 3** Increased understanding of workforce needs and opportunities for our students





SUB-GOAL 1

Increase and stabilize new enrollments for growth in net revenue while investing resources where needed in support of this effort

Sub-Goal 4.1.A.

Increase by 30% the number of first-time, first –year students.

Sub-Goal 4.1.B.

Increase by 50% the number of transfer students.

Sub-Goal 4.1.C.

Increase by 50% the number of new graduate students.



SUB-GOAL 2

Increased public awareness of campus wide achievements at UWRF that have an impact on our region

Sub-Goal 4.2.A.

Increase the media impact of UWRF by increasing published media reports.

Sub-Goal 4.2.B.

Increase the number of alumni and success stories published by UWRF.

Sub-Goal 4.2.C.

Maintain a focus on advocacy for enhanced support for UWRF for local, state and federal sources.



SUB-GOAL 3

Increased understanding of workforce needs and opportunities for our students

Sub-Goal 4.3.A.

Determine alumni perception of their contribution to the Wisconsin Idea.

Sub-Goal 4.3.B.

Increase the number of partnerships with public and private organizations that provide support to campus for ongoing and new programming.

SOARING TO NEW HEIGHTS



2023-25 Strategic Plan

Success. Belonging. Sustainability. Vitality.



UNIVERSITY OF WISCONSIN
RIVER FALLS

QUESTION & ANSWER