

Task Forces Stipulated in Campus Conversation Recommendations Document
Approved by Governance Groups
June 15, 2005

Formalize Leadership Education: Create a common understanding for 'leadership,' and then establish ad hoc committees charged with focusing on defined areas of need, e.g. teamwork, communication, policy and fiscal environment, and diversity. The task force and each sub committee will be responsible for reporting on actions and progress to each other group, establishing an approach for initial education as well as ongoing education. It is recognized that developing strong leadership is not a one-time initiative. The objective is to establish an approach that is systemic to the university now and in the future.

Subcommittee: Create a broader understanding and appreciation of diversity, modeling diversity at the highest levels of the institution to create a more welcoming and supportive campus.

Subcommittee: Encourage a leadership mindset and approach in all UNI employees by recognizing and rewarding leadership initiatives whenever and wherever they occur.

Subcommittee: Ensure that every employee feels valued for their contributions both through formal and informal recognition vehicles. Fully implement and raise awareness of the recently established employee recognition program.

Subcommittee: Ongoing process improvement: The process improvement team will be responsible for forming ad hoc committees to address campus processes including, but not limited to: diversity policies, parking needs, conservation and campus sustainability, staff needs, and safety. Team is created and educated in process improvement procedures during FY 06 and begins the process review cycle in FY 07.

Timing: The Task Force will be established by fall 2005 with responsibility for having a plan ready for implementation by fall 2006.

Student Employment: Task force to maximize the opportunities for students to work on campus and regardless of on- or off-campus to link their work to their academic program of study whenever possible. **Timing:** Establish a Task Force by fall 2005 and implement student employment plan by fall 2006.

Effectiveness of Communication on Campus: Ensure that the campus is adequately informed of, and has input to, issues of importance, including but not limited to: parking, conservation, and safety. University Marketing & Public Relations to create a task force to establish a template to achieve effective communication with all on-campus and off-campus audiences related to these topics. **Timing:** Task force to be formed by July 1, 2005 with template in place for implementation by January 1, 2006.

UNI/Community Connection: Goal 1: Increase the number of learning opportunities for UNI students using community-based experiences while assuring these learning opportunities simultaneously provide service to the community. Task Force to identify a mechanism to create the two portfolios necessary: 1) a portfolio of faculty, staff and students seeking community-based opportunity, and 2) a portfolio of community-based

opportunities for learning and service. **Goal 2:** Develop a campus value system that makes community connections important. Demonstrate how community based learning and service opportunities benefit participating faculty, staff and students. **Timing:** The Task Force will be established by fall 2005 with responsibility for having a plan ready for implementation by fall 2006.

Faculty/Staff Gathering Place: Establish a gathering place for use by faculty and staff that provides dining and meeting options. Dining Services to take the lead in assessing campus interests in a gathering place, e.g. location, services, etc. **Timing:** Report prepared by December 2005 with implementation as feasible.

Menu of Perquisites for Faculty and Staff: Establish a menu of perquisite options from which faculty and staff can select to respond to their individual interests. Task Force to explore a range of items, e.g. parking, WRC, event assistance, etc., which could be presented as a menu to employees and staff. **Timing:** Report prepared by December 2005 with implementation by fall 2006.

Re-establish the Center for Teaching and Learning Excellence: Faculty Senate to establish a committee to assess establishing a unit on campus that is more expansive in structure and scope than the previous CET, working cross-college to, among other things, set up the best teaching/learning experience, gain input to curriculum/degree programs, offer support to professors at all teaching experience levels, and implement outcomes assessment.

Campus Advisory Committee: Continue current committee, adding new members as appropriate.

Evaluation of Success

The Campus Advisory Committee identified three gauges of success for task force actions:

1. **Task force make up** – Each task force will include broad representation from campus groups. No one group will be established as making decisions independently of all others.
2. **Actions against specific goals and objectives** – As part of its initial responsibility, each task force will self-identify objectives and performance indicators against which it will operate.
3. **Regular communication to campus** – On a quarterly basis, each task force will be responsible for self-reporting to the campus its progress against its own performance indicators.