

Climate Survey Action Plan

Area of Focus/Opportunity (Dimension): Communication

Indicator: #21. In my department, we communicate openly about issues that impact each other's work. (55% Positive Response)

Goal (S.M.A.R.T.): Indicator #21 will improve by ranking above the bottom ten indicators in the next Climate Survey.

| Action Steps to Achieve Goal | Responsible Person <i>(who will take the lead on this action step, who else is involved)</i> | Timing <i>(when, how often)</i> | Metrics/ Indicators of Success <i>(how you measure progress, success, and completion)</i> | Status/Comments <i>(anticipated start date, date started, ongoing, completed, pending)</i> |
|---|--|---|---|--|
| Each department will develop and implement structures and processes for openly addressing individual, program, and department issues. | Department Chair | September 2022 Reviewed yearly (at end of academic year) | Written action plan | |

Area of Focus/Opportunity (Dimension): Communication

Indicator: #22. Changes that affect me are discussed prior to being implemented. (45% Positive Response)

Goal (S.M.A.R.T.): Indicator #22 will improve by ranking above the bottom ten indicators in the next Climate Survey.

| Action Steps to Achieve Goal | Responsible Person <i>(who will take the lead on this action step, who else is involved)</i> | Timing <i>(when, how often)</i> | Metrics/Indicators of Success <i>(how you measure progress, success, and completion)</i> | Status/Comments <i>(anticipated start date, date started, ongoing, completed, pending)</i> |
|--|--|---|---|---|
| Each department will develop and implement structures and processes for discussing changes prior to implementation | Department Chair | September 2022 Reviewed yearly (at end of academic year) | Written action plan | |
| CEP will develop and implement structures and processes for discussing changes prior to implementation | Dean | September 2022 Reviewed yearly (at end of academic year) | Written action plan | |

Area of Focus/Opportunity (Dimension): Respect & Appreciation

Indicator: #34. Our recognition and awards programs are meaningful to me. (46% Positive Response)

Goal (S.M.A.R.T.): Indicator #34 will improve by ranking above the bottom ten indicators in the next Climate Survey

| Action Steps to Achieve Goal | Responsible Person <i>(who will take the lead on this action step, who else is involved)</i> | Timing <i>(when, how often)</i> | Metrics/Indicators of Success <i>(how you measure progress, success, and completion)</i> | Status/Comments <i>(anticipated start date, date started, ongoing, completed, pending)</i> |
|--|--|--|---|--|
| Each department will develop and implement structures and processes for providing recognitions meaningful to faculty and staff | Department Chair | September 2022 Reviewed yearly (at end of academic year) | Written action plan | |
| CEP will develop and implement structures and processes for providing recognitions meaningful to faculty and staff | Dean | September 2022 Reviewed yearly (at end of academic year) | Written action plan | |

Reflection:

How do your goals support UTRGVs strategic plan and mission? How do your goals align with student success? How do they make a positive impact on the student experience?

Division Leadership Ideas (if applicable):

- 1)
- 2)
- 3)

Institutional Leadership Ideas (if applicable):

- 1)
- 2)
- 3)