

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)