

Action Plan for (Department/College Name) _____ Theatre _____

Date: _____ 1/15/2022 _____

Select 2-3 areas of opportunities you want to focus on and identify goals and action steps to work toward your goals. Make sure that your action steps are within your area's control. If you have suggestions for your division leadership, please collect them on the last page and follow the chain of command to share those. If you have ideas you would like to share with institution leadership, please collect on the last page and share along with your action plans with your campus climate liaisons, as well as assigned division contact.

Framing your goals and objectives as S.M.A.R.T. goals (Specific, Measurable, Actionable, Realistic, and Time-bound) is a great way to ensure that your team is aligned and on-track. It will also help with progress reporting.

2021 results and recorded townhalls can be viewed on the [campus climate website](#).

To review action plans and progress reports from the last survey, please visit: <https://www.utrgv.edu/strategic-plan/strategic-initiatives/campus-climate/2018/action-plans/index.htm>

Action plans are due December 2021. Progress Reports are due October 2022, and May 2023.

Please contact your assigned campus climate liaison for questions.

Survey Dimensions:
Job Satisfaction/Support
Professional Development
Compensation, Benefits, & Work/Life Balance
Facilities
Policies, Resources, & Efficiency
Shared Governance
Pride
Supervisors/Department Chairs/Directors
Senior Leadership
Faculty, Administration, & Staff Relations
Communication
Collaboration
Respect & Appreciation

Area of Focus/Opportunity (Dimension):

1. Goal (S.M.A.R.T.):

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>
<p>Policies, Resources, Efficiency The department of theatre along with the COFA has started updating its annual review and tenure/ promotion documents. The COFA meets once a month regarding this</p>	Chair, Peter Mikolasky	Monthly	Increase in productivity and use of new and current resources	ongoing
<p>Collaboration: The department of theatre continues to work on its collaboration both within the department and across departments with our theatrical productions. We are currently working on a creating a TA position with the department of music to assist in our musical productions.</p>	Chair, Peter Mikolasky	Monthly	New season planning using faculty and staff from other departments	ongoing

Area of Focus/Opportunity (Dimension):

2. Goal (S.M.A.R.T.):

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>

Area of Focus/Opportunity (Dimension):

3. Goal (S.M.A.R.T.):

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>

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?

As we continue to expand and improve, our collaboration and policy changes will increase student and faculty success, and create new relationships with both the university and the community.

Division Leadership Ideas (if applicable):

- 1)
- 2)
- 3)

Institutional Leadership Ideas (if applicable):

- 1)
- 2)
- 3)