Teaching and Learning

1) Define a set of core values and apply them across the curriculum and all aspects of student and faculty life.

2) Define measurable student learning outcomes for all majors, general education, and student life in order to evaluate program effectiveness based on those outcomes.

3) Develop additional courses delivered in the web-based environment and by other technologies such as cable television.

4) Provide release time, training, and technical support to faculty and staff wishing to infuse technology into courses.

5) Transform the focus of the Learn Center from broad based workshops to a more multiple one which includes opportunities for building instructional improvement plans.

6) Develop an undergraduate degree completion program which can be delivered at two, or more, off-campus sites and which will enroll 40 FTE per year.

7) Increase productivity in graduate programs from 5% of total FTE to 8% and from 10% of total headcount to 16%, an increase of 60% on each from 1998-99 baseline data.

8) Create a comprehensive physical development plan which results in building new instructional facilities and renovating existing ones to meet current and future academic demands.

Research and Service

9) Create a central fund for professional presentations of research at national and international conferences extending whatever resources are available at the department and college levels.

10) Create a central fund to support sabbaticals.

11) Create more opportunities, support infrastructure, and tangible rewards for faculty and staff involvement in “entrepreneurial” activities which help their department and college attain additional resources.

12) Increase funding to support undergraduate student research.

13) Partner with the community and region to offer improved housing opportunities, child care, and quality of life for all in Southeastern Wisconsin.

Students
14) Increase the undergraduate graduation rate for students after six years from 50 to 60 percent.

15) Develop a specific graduation rate statistic for student athletes comparable to the six year graduation rate for all students and graduate student athletes at a higher rate than that for all students.

16) Win the Sears Directors Cup for Division III Athletics

17) Improve the retention rate from the freshman to sophomore year by improving advisement, expanding the first-year experience, orientation, and creating a course on University life.

18) Create international learning opportunities for 10% of all students.

19) Increase experiential learning experience for students by 15%.

20) Increase the number of full payment, out-of-state tuition students by 50 FTE, while increasing the overall mean ACT score of entering freshmen from 22.3 to 23.3.

21) Increase the number of women and multicultural students participating in “extra curricular” activities.

22) Increase the percentage of multicultural students from the present 6.5%.

23) Increase the six year graduation rate of multicultural students to be comparable with the average for all students.

24) Develop and maintain an integrated student information system which controls enrollment by credits, prerequisites, major, minor and functionally meets other students' needs.

**Faculty, Staff, and Classified Personnel**

25) Add 40 full-time tenure earning faculty positions.

26) Coordinate the faculty and staff annual review system so that all reviews are rigorous, thorough, documented in writing, and inform all other evaluation processes.

27) Increase the percentage of ethnic minority faculty members from 11.8%, academic staff from 8.3%, and classified staff from 2.3%.

28) Increase the number of females and minorities in leadership positions on the campus.

29) Enhance developmental and training opportunities for faculty, academic staff, and classified employees.

**External Relations and Funding**
30) Increase the number of proposals submitted for external funding from the past three year average of 136 to 206 and the dollar amount from $3,300,000 to $5,000,000.

31) Increase the value of the endowment from $7,500,000 to $15,000,000.

32) Develop private funds to support a new academic building and improved student recreational and athletic facilities.

33) Move the average per student expenditure from $6,037 (actual for FY98-99), toward the average for the comprehensive institutions in the University System of $6,745.

34) Increase operational budget and number of staff to enhance and maintain the campus exterior and interior facilities consistent with a comprehensive, program driven facilities plan.

35) Create a system that connects qualitatively and quantitatively measured productivity at the unit level with allocation of resources and includes an open and participatory evaluation of priorities for funding.

36) Consider modification of the tuition structure from the current plateau model which charges the same for 12 to 18 hours toward a model which has one rate from 0-12 hours and another for each hour above 12.

37) Enhance visibility of institution through expanded marketing and use of multiple media delivery of the “institutional message.”

38) Develop outcomes based budgeting process for athletics that includes incentives for academic success, competitive success, entrepreneurial effort, and which takes into account comparable costs at other institutions.