

DSU Great Colleges Survey – Stoplight Report to Address Previous Great Colleges Survey

Teaching Environment

- There is a good balance of teaching, service and research at this institution.
- Teaching is appropriately recognized in the evaluation and promotion process.
- There is appropriate recognition of innovative and high quality teaching.

	How This Was Addressed	How This Aligns With The Strategic Plan
Complete		
Work In Progress		
	<ul style="list-style-type: none"> • The Provost has organized a task force to evaluate and propose changes to policies. Specifically faculty evaluation, workload, and compensation. Implementation of this task force will be Fall 2018 • Community Engagement Expansion – regarding service learning courses – Civic Engagement, Undergraduate Research, Internships, Study Abroad (tagging) ??? Not complete yet –started • Faculty Support - Faculty Role in Retention (First Gen coded, Web page), Workload Taskforce, GE Taskforce • Honors program – Cash donation to establish 500,000? • New Faculty Awards 	
Barriers		

Compensation, Benefits & Work/Life Balance

- I am paid fairly for my work.

- This institution's benefits meet my needs.
- My supervisor/department chair supports my efforts to balance my work and personal life.
- This institution's policies and practices give me the flexibility to manage my work and personal life.

	How This Was Addressed	How This Aligns With The Strategic Plan
Complete		
	<ul style="list-style-type: none"> • Market-Based Salary Compensation structure – CUPA similar institution comparisons • Increase of the adjunct salary • HR – Director, Hiring Cycle - faculty, and New Orientation Process – faculty and staff, Diversity Advocates, New benefit offerings – HSA and an additional offering 	
Work In Progress		
Barrier		

Job Satisfaction & Support

- My job makes good use of my skills and abilities.
- I am given the responsibility and freedom to do my job.
- I am provided the resources I need to be effective in my job.

	How This Was Addressed	How This Aligns With The Strategic Plan
Complete		
	<ul style="list-style-type: none"> • Professional Development – Development Day, Staff Professional Development Funding, Professional Development Tuesday, Safe Colleges, Center for Teaching and Learning, Faculty Develop (teaching) 	
Work In Progress		

Barrier		

Facilities

- The institution takes reasonable steps to provide a safe and secure environment for the campus.
- The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.

	How This Was Addressed	How This Aligns With The Strategic Plan
Complete		
	<ul style="list-style-type: none"> • New Office Space – North Burns Addition, North Admin Update, McDonald update, Smith Computing Center remodel, South Admin remodel • Housing Facility (Housing Staff) – primarily for students • Professional Development – Development Day, Staff Professional Development Funding, Professional Development Tuesday, Safe Colleges, Center for Teaching and Learning, Faculty Develop (teaching) • Infrastructure – Fiber Ring, Microsoft Licensing • Tasksteam, Qualtrics, Courseleaf, Dixie ID • Faculty Support - Faculty Role in Retention (First Gen coded, Web page), Workload Taskforce, GE Taskforce <p>Donation for Stadium from Legend Solar</p>	
Work In Progress		
	<ul style="list-style-type: none"> • Community Engagement Expansion – regarding service learning courses – Civic Engagement, Undergraduate Research, Internships, Study Abroad (tagging) ??? Not complete yet –started 	
Barriers		

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Professional Development

- I am given the opportunity to develop my skills at this institution.
- I understand the necessary requirements to advance my career.

	How This Was Addressed	How This Aligns With The Strategic Plan
Complete		
	<ul style="list-style-type: none"> • Professional Development – Development Day, Staff Professional Development Funding, Professional Development Tuesday, Safe Colleges, Center for Teaching and Learning, Faculty Develop (teaching) • Assessment Training 	
Work In Progress		
Barriers		

Policies, Resources & Efficiency

- Our review process accurately measures my job performance.
- My department has adequate faculty/staff to achieve our goals.
- Our orientation program prepares new faculty, administration and staff to be effective.
- This institution actively contributes to the community.
- This institution places sufficient emphasis on having diverse faculty, administration and staff.
- This institution is well run.

	How This Was Addressed	How This Aligns With The Strategic Plan
Complete		
	<ul style="list-style-type: none"> • 	

Work In Progress		
Barriers		

Shared Governance

- The role of faculty in shared governance is clearly stated and publicized.
- Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).
- Faculty, administration and staff are meaningfully involved in institutional planning.

	How This Was Addressed	How This Aligns With The Strategic Plan
Complete		
	<ul style="list-style-type: none"> • Strategic Plan was developed by campus. • HR – Director, Hiring Cycle - faculty, and New Orientation Process – faculty and staff, Diversity Advocates, New benefit offerings – HSA and an additional offering • Student Success Center • Policy development process and procedure improvement and transparency, Updated policies 	
Work In Progress		
	<ul style="list-style-type: none"> • 	
Barriers		

Pride

- I understand how my job contributes to this institution's mission.
- Overall, my department is a good place to work.
- I am proud to be part of this institution.
- This institution's culture is special - something you don't find just anywhere.
- All things considered, this is a great place to work.

	How This Was Addressed	How This Aligns With The Strategic Plan
Complete		
	<ul style="list-style-type: none"> • New Identity – branding – Mascot • Donation for Stadium from Legend Solar 	
Work In Progress		
Barriers		

Supervisors/Department Chairs

- My supervisor/department chair makes his/her expectations clear.
- I receive feedback from my supervisor/department chair that helps me.
- I believe what I am told by my supervisor/department chair.
- My supervisor/department chair regularly models this institution's values.
- My supervisor/department chair is consistent and fair.
- My supervisor/department chair actively solicits my suggestions and ideas.
- I have a good relationship with my supervisor/department chair.

	How This Was Addressed	How This Aligns With The Strategic Plan
Complete		
Work In Progress		

Barriers		

Senior Leadership

- Senior leadership provides a clear direction for this institution's future.
- Our senior leadership has the knowledge, skills and experience necessary for institutional success.
- Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.
- Senior leadership communicates openly about important matters.
- Senior leadership regularly models this institution's values.
- I believe what I am told by senior leadership.

	How This Was Addressed	How This Aligns With The Strategic Plan
Complete		
	<ul style="list-style-type: none"> • Strategic Plan, ILOs, SLO's, Values, Mission Statement, Vision Statement Revisions, Active Learning, Active Life • New Administration – President, Provost, VP Student Affairs, New HR Director, Associate Provosts • Communication/Transparency – Town Hall Meetings, Round Tables, Provost Newsletter, President Update, Listening Lunches (Burgers with Biff) 	
Work In Progress		
	<ul style="list-style-type: none"> • 	
Barriers		

Faculty, Administration & Staff Relations

- Faculty, administration and staff work together to ensure the success of institution programs and initiatives.

- There is regular and open communication among faculty, administration and staff.

	How This Was Addressed	How This Aligns With The Strategic Plan
Complete		
	<ul style="list-style-type: none"> • New Administration – President, Provost, VP Student Affairs, New HR Director, Associate Provosts • Strategic Plan, ILOs, SLO's, Values, Mission Statement, Vision Statement Revisions, Active Learning, Active Life • Communication/Transparency – Town Hall Meetings, Round Tables, Provost Newsletter, President Update, Listening Lunches (Burgers with Biff) 	
Work In Progress		
	<ul style="list-style-type: none"> • 	
Barriers		

Communication

- When I offer a new idea, I believe it will be fully considered.
- In my department, we communicate openly about issues that impact each other's work.
- Changes that affect me are discussed prior to being implemented.
- At this institution, we discuss and debate issues respectfully to get better results.

	How This Was Addressed	How This Aligns With The Strategic Plan
Complete		
	<ul style="list-style-type: none"> • New Website • Policy development process and procedure improvement and transparency, Updated policies 	

	<ul style="list-style-type: none"> • Strategic Plan, ILOs, SLO's, Values, Mission Statement, Vision Statement Revisions, Active Learning, Active Life • Communication/Transparency – Town Hall Meetings, Round Tables, Provost Newsletter, President Update, Listening Lunches (Burgers with Biff) • New Administration – President, Provost, VP Student Affairs, New HR Director, Associate Provosts 	
Work In Progress		
Barriers		

Collaboration

- We have opportunities to contribute to important decisions in my department.
- People in my department work well together.
- I can count on people to cooperate across departments.
- There's a sense that we're all on the same team at this institution.

	How This Was Addressed	How This Aligns With The Strategic Plan
Complete		
Work In Progress		
	<ul style="list-style-type: none"> • Strategic Plan, ILOs, SLO's, Values, Mission Statement, Vision Statement Revisions, Active Learning, Active Life • Policy development process and procedure improvement and transparency, Updated policies 	
Barriers		

Fairness

- I can speak up or challenge a traditional way of doing something without fear of harming my career.
- Promotions in my department are based on a person's ability.
- Issues of low performance are addressed in my department.
- This institution's policies and practices ensure fair treatment for faculty, administration and staff.
- This institution has clear and effective procedures for dealing with discrimination.

	How This Was Addressed	How This Aligns With The Strategic Plan
Complete		
Work In Progress		
	<ul style="list-style-type: none"> • Market-Based Salary Compensation structure – CUPA similar institution comparisons • Increase of the adjunct salary 	
Barriers		

Respect & Appreciation

- I am regularly recognized for my contributions.
- Our recognition and awards programs are meaningful to me.
- At this institution, people are supportive of their colleagues regardless of their heritage or background.
- We celebrate significant milestones and important accomplishments at this institution.

	How This Was Addressed	How This Aligns With The Strategic Plan
Complete		
Work In Progress		

	<ul style="list-style-type: none"> • Recognition – Mini Trailblazer Award, Faculty Recognition??, Board of Trustees Recognition, Increased awareness of current awards • Diversity – Chief Diversity Officer, Multicultural and Inclusion Center, Director of Multicultural and International – separate, • Recruiting Students of Diversity (recruiters) • Honors program – Cash donation to establish 500,000? 	
Barriers		

Dixie State University Custom Statements

- Senior leadership is providing effective planning and development to transition the institution to a university.
- Senior leadership takes action based on the results of assessment data.
- The institution develops quality educational exchanges and partnerships with the community
- The institution nurtures the growth of the regional economy.
- The institution offers quality programs and cultural, athletic and social events that bring the university and community together.

	How This Was Addressed	How This Aligns With The Strategic Plan
Complete		
Work In Progress		
	<ul style="list-style-type: none"> • Donation for Stadium from Legend Solar • Community Engagement Expansion – regarding service learning courses – Civic Engagement, Undergraduate Research, Internships, Study Abroad (tagging) ??? Not complete yet –started 	
Barriers		

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Kindra: Place document in Google Docs & Share, Take to Faculty Senate (on the agenda?)
Jordan Sharp

Jack: will take to Paul Morris – Ask him to take it to the directors meeting – ask for it to be put on the agenda, Athletics Jfreeman@dixie.edu

Allen: Athletics
fox@dixie.edu

Andrea: take to Deans Council, ESA, CSA (Feb 6 or 13?), Student Affairs
abrown@dixie.edu

Greg: Take to HR, Ken Beazer (Development & Alumni)
gesplin@dixie.edu

What you need to do:

Ask for additional efforts, changes, achievements, initiatives... on the part of each department, area, people, building, staff

Let them know this spotlight report will be used as our marketing push to promote the Great Colleges Survey and share how much we have accomplished over the last 3 years. Think about changes over 3 years...

Any initiatives, projects in process to improve areas of concern?

Feb 22

