Specific survey format is determined and developed.

Campus informed of survey process.

Survey is finalized and administered online to campus.

Survey results are tabulated and data is released to the campus community.

Topics are developed for focus groups based on survey results.

Focus groups are formed and a facilitator selected.
Focus groups are implemented.

Town hall meetings held to develop ideas regarding the most effective actions to take to address concerns identified in the survey.

Action items are prepared based on topics identified by focus groups and town hall participants.

Lack of leadership/ supervisory training is identified as an action item.

Administration commits to developing a scorecard of critical leadership skills.

Items are selected for scorecard and finalized with deans and other leaders.
A plan is developed for assessing needs for leadership training.

A plan for leadership training series, using the scorecard consistently in performance management reviews, is developed.

Vice Chancellors and Deans nominate candidates from their units for participation.

Candidates are selected for participation in the Leadership Development Series.

A facilitator is selected for the development series.

Training dates are selected.
Training workshops are developed.

Training is initiated.

Assessment process is implemented.

Effectiveness of training is evaluated and report given to the Chancellor.