

University of Wisconsin-Madison
Days of Listening & Discovery
1-2 May 2003

Individual Wishes

Individual wishes appear below recorded by session and, to protect privacy, by a participant code (session number + Agizmo@ number). Each participant was asked to share a single wish with others at his or her table. Where marked (e.g., with an asterisk, arrow, circle), the number of the wish sent forward appears in parentheses to the right of the participant code.

Session 1

1101

Wish there were greater openness (i.e., legislature and campus) from leadership

1102

Continued exchange of ideas like this that involves many organizations on campus

For everyone to have an open understanding of everyone else

1103

Having the university community recognized as a leader for social change/public policies that affect the university and community

1104

I wish the number of students of color would increase to 1/2 the student body
I wish social justice would be valued as much as tradition
People would be held more accountable for not creating a welcoming atmosphere for all students

1105

Make it clearer that each person is responsible for his/her own success here on this campus

That the university will support and back up people who are trying to succeed
That we had a better internal system for academic staff to change jobs either laterally or up and down

1106

Domestic partnership benefits

Help Historical Society library

1107 (2)

Increased staffing for Academic Personnel Office

More resources devoted to development of web-based business functions

Better parking

1108 (3)

More flexibility in rewarding classified staff

Code of conduct for faculty

Method of enforcing code of conduct for faculty

1109

Enough financial resources for scholarships for students of color and international students

A cure for mental illness and depression for our talented students, faculty and staff

That the campus community will always keep working on our listening and

communication skills

1110

Have a faculty that is more involved in student issues
Challenge myth that you can't tell faculty to do anything
Successes should be the first thing we talk about - no matter how small

1111 (2)

100% retention of students of color! :)
Sophomore seminar re: diversity
Full-ride financial aid for those who cannot afford college but could be successful

1112

Commitment to professional development for all staff and students -
opportunities outside of class and work environments
A very teaching-oriented faculty (lots of student-faculty interaction;
students in faculty homes and bars outside the classroom; engage with
students in teaching)
When there are technology changes, university staff considered customers too:
staff sit there all day long with these machines and get frustrated easily
- taking input from a wider pool of people on campus who engage selves with
the technology all day

1113

Send more students to study abroad
More resources for interdisciplinary studies
More ways for departments to reward and acknowledge support staff

1114 (1)

Meaningful involvement in department governance
Professional development opportunities for instructional staff (ASPD doesn't
apply well)

1115 (1)

Treat people with mutual respect
Provide more financial support for your work

1116

People be more tolerant of each other

1117 (1)

More opportunity for academic staff to participate in campus-level and
departmental governance without being elected
That growth were not limited by one=s status (faculty/academic staff) or
degree
That professional development were defined differently (e.g., that grants were
available to better oneself, not linked to specific job situations)

1118

UW was not so big and impersonal and decentralized
People would actually listen

1119 (3)

Administrator in her unit to value and seek out input from staff (more
sensitivity on the part of library administration)
Opportunities for professional growth and career development within the
university - university fostering pathways for individuals to grow
That she felt more free to be honest with her opinions and thoughts

1120 (1)

That there would be more positive interaction between faculty and staff
Would like to see more opportunities to explore academic pursuits (the
Aeducation bounty@ that exist on this campus)
That she could raise more honest opinions without risking negative
repercussions

1122 (1)

Hierarchical system and interaction dissolved
See everyone be treated in an equal and respected way

1123 (1)

Classified staff should be paid more and not taken advantage of - they should
also be reclassified
More emphasis placed on valuing students; More connection between campus
community and non-campus community and have it relate to course-work; Give
professors incentives to get more involved in the community and have them
lead students in doing same
Have more half-time positions; Be more sensitive to family and personal needs
of employees

1124 (2)

Improve minority recruitment and minority retention - reflect larger society
Increase opportunities for underrepresented groups (scholarships, aid, social
activities and professional growth)
Budgets for programs above [listed in wish #2] are maintained

1125 (1)

Everyone, regardless of level of appointment, be treated with equal respect
(e.g., professors say AHi@ to custodians); Everyone have equal personal
value regardless of title (equal value, equal respect)
Being in public safety - have zero/no crime
Get students more involved in campus community as a whole

1126

Wish that it was easier to implement campus-wide initiatives
Classified staff salary increase
Diversity - long-term initiative (e.g., active support of PEOPLE Program,
especially the Technology Academy)

1127

More teamwork in research (reward system looks at individuals in isolation)
Recognition in reward systems for teamwork in research
More diversity at faculty level - more attractive offers when we identify
candidates

1128 (2)

Better understanding of what University Police do in a positive way
Continue to find/hire staff with similar values

1129

Campus would teach more tolerance (race, gender, nationality)
More open dialogue in safe places
More collaboration between administration, students and community

1130 (2)

Financial security for campus
More diversified students, staff, faculty

1131 (3)

Funding for general instruction, projects, research
Openness to all ideas, cultures so as to share ideas

Mechanisms for building bridges for communication between all economic levels of the community

1132 (1)

More trust - more collective trust
Mutual respect

1133

Trusting environment
Pride in town and university

1134 (1)

More broad-based participation of faculty in union (run by few radicals)
Improve faculty=s perception of university (as opposed to own department)
Benefactor with deep pockets who loves research

1135

More demonstrable respect of support staff by faculty
More money could make a difference (alternative is growth and that creates problems)
Valuing others= contribution, including staff/faculty

1136 (2)

Senior level commitment to two-way communication around strategic issues
Debate/articulate a clear set of organizational values that can be meaningfully applied
Recognize and overcome the divide between corporate and program units

1138

Take a deeper look at the challenge of diversity
Continue to evolve the Wisconsin Idea in a way that is relevant to all the communities
Embrace a broader range, more diverse range, of leaders

1139 (1)

More skills training for manager types as they move higher in administration - they set the tone for an office - which equals more skilled leaders, including diversity
More understanding for different cultural backgrounds and gender

1140 (1)

Having professors/instructors who are sensitive - developing better relationships - like to teach and know how to teach
Dispersing money more evenly to departments; More opportunities for available internships within the school
More ways for students to get involved with professors

1142 (1)

Everyone on campus have time to do self-reflective professional development
Campus committees become a cross-section of the campus
Greater accessibility for peoples with dis-abilities (e.g., clearing sidewalks in winter)

1143

Hope effort to improve climate and diversity is successful - increase number of minority students retained and graduated
Better bike routes - more encouragement of biking

1144

Domestic partner benefits
More equity in pay between different classes of employees (TA=s, classified

staff, academic staff compared to faculty)
Great emphasis on supporting diversity - repeated and unending - keep working
on this through different administrations, weekly, etc.

1145

More diversity - both racial and ethnic

1146

Increase in fiscal support from state; Purchase resources - people and
property (tools we need to do work)
Clearer understanding - among faculty, classified and academic administrators,
students - through increased communication

1147

That the resources of the campus (cultural and educational) were made more
available to the classified staff; i.e., professional development
opportunities; tuition reimbursement; time for professional development
during the work day

1148

More respect for staff members or anyone with less formal education
Understanding for the goals of different programs - be less greedy about
funding/budget allocations
When a program hires a manager/administrator, hire someone with management
experience or require management training

1149

More systems for graduate students to get acclimated and to meet people
(existing one is not good - bad times)
More respect for classified staff members; listening, providing opportunities
Fix the decentralization of services - it's difficult to figure out where to
go for help, to find allies

1150

Need more feedback from processes
Want to fit into university structure - what impact does individual role have
on university?

1151

That diversity could just happen and not be a forced issue
Opportunities for students to get in contact with faculty are better
publicized - there should be more of them
In-state and out-of-state tuition brought into balance

1152

Eliminate rigid, hierarchical protocols
Pay classified staff as much as student assistants
Get message out to legislators, community about what the university does

1153

Develop campus core values and publicly advertise the institutional values
Treat one another with civility
UW becomes a much less Aclassist@ organization

1154

Like to see the university clearly define student service delivery and plan to
deliver it via technology
Wish for diversity in a voluntary way
Administrative overhead - raise to level of peer institutions; Responsibility
and accountability comes with some authority

1155

Respect and interact with each other in a positive way - not based on color of

skin alone, but appreciate everyone=s culture

1156

A definite accountability process for faculty, staff and students (civility)
Faculty/staff view students as complete people and vice versa
Wider recognition for more people doing a good job

1157

More action following discussion of important issues (diversity, etc.)
Majority students learn about privilege and can then make non-majority
students feel more understood

1191

Part of a structured constructive approach to collective bargaining
Develop resources for high quality faculty development
Reorganize administrative function in academic units

1192 (1)

All administrators to be supportive of those who report to them - to realize
when something is good enough - avoid micromanagement

Session 2

2130 (1)

Students would take a more active role in providing feedback and contributing
to the overall goal of campus diversity
Events like Day of Listening to occur more often and over time to give
feedback on climate
UW campus becomes more racially diverse

2158

All Campus Summit, patterned after what we are doing here on climate; Out of
that, coming ideas for the future
Top Administrators realize the answers can't come from them, they have to come
from the people
Really hear all voices - value all the people who work here and all the
contributions they make to make this campus run

2163

That every day I saw teaching and learning celebrated as much as research
That the campus worked harder at connecting the disparate pieces
That in my own department, and all of UW, the role that undergraduates could
play towards learning environment could be better understood

2171 (1)

Higher retention rates for students of color
Diversity seminar for credit Freshman year

2173

I=d like to see our departments Astraighten up@ - don=t see a lot of teamwork
- no information passing between higher-ups - director, assistant director,
personnel manager (one solution, change the people)
Share information - set up meetings where everyone can come
Improve morale - very poor now - worst I=ve ever seen in 27 years (no raises,
contract); Need raises for classified staff (cost of living); Need medical
coverage with no more than minimal charges or continued free

2174 (3)

Create greater diversity
Create an environment where there is mutual respect for differences of all
kinds
Training leaders, department chairs, deans, to be better people

2182

Stabilize/secure resources needed to do work (diversity work)
More sustained capacity-building opportunities for students

2193

More ways for students to find learning neighborhoods - small groups that feel comfortable to, at best, a personal-spiritual connection to other teachers and learners; Small liberal arts experience within big institution
Do something about alcohol problem - use alcohol responsibly
Faculty and Academic Staff - find ways to create community across divisional lines - richness of

2194

Repair roads
Manage traffic
Improve parking

2197

Improve the function of all departments
Drive out fear
Set aside egos

2198

More money to assist underrepresented students to attend and support services for them
Parking - more access and more reasonable in cost (more accessible and more affordable)
More respect for other people and for the campus itself (property) (no more littering)

Session 3

3101

Everybody would enter into every dialogue not preconceived/prejudged opinions
When someone speaks to someone, you don't interpret until you finish
Pause - do not react immediately

3102

Training for anyone becoming a supervisor - to develop skills to be a good manager; Merit for deans and chairs based on implementation of good climate
In every department (including students) a training or facilitated discussion to deal with respect, climate, race issues and classification issues, to help people be comfortable in dealing with issues as they arise
UW Housing and parking would be leased on need instead of rank - consideration of children at home, early hour to open office, etc. are Aneeds@; UW-Madison secede from system to be a sole stand-alone campus

3103 (3)

Continue to pay attention - physical plant and grounds - it is respected environment - consistency of building designs/colors
Continue to find ways to attract broad diversity and international students
Employee Assistance Program expanded and pay reasonable wages so all employees have support options in order to provide best service

3104 (1)

Fair wage for classified staff - a fairness issue and living wage - amazing people have stayed
Expand training availability - both professional and diversity training
Show respect to all employees including classified staff - respect everyone for what they do

3105 (3)

Accountable for incompetent supervisors/administrators;
Administration take more responsibility for diversity issues on campus - think
about who we are serving - actions that need to follow
Everyone would use appreciative inquiry*; Everyone required to study abroad

3106

I wish that the decision system had more flexibility like the people and
included all voices - would like people to take time to understand
individuals - flexibility and accountability in work environment
All committees represent all classifications and everyone have equal voice
All managers will go through some management course or skillset or training;
People to be valued for what they contribute to the university rather than
solely based on the amount of grant money they bring

3107

Welcoming, nurturing
Being there and participating

3108

More participation in decision making
Access to early retirement
More appreciative events; more fair distribution of resources

3109

Classified staff have more access to university resources - professional
development, etc, and have it provided during the workday and widely
accepted campuswide

3110

The campus environment should be more welcoming to people of color and other
ethnicities
Increase represented classified staff - parity on committees that impact
workplace
Better relationship with Classified Personnel Office

3111 (2)

Minority students - high success rate - graduation
That our society becomes color-blind
University reputation continues to improve

3112

Wishes students wouldn't ride their bicycles on the sidewalks
That students would care more about the campus
Hopes that alcohol is not the main focus of social gatherings

3113 (3)

Students/staff/faculty focus more about your responsibilities vs. rights
Hear more about what is right vs. what is wrong
Everyone could study abroad

3114 (1)

More on-campus childcare
More flexibility in scheduled work hours
Every student organization has an advisor/department home for continuity from
year to year

3115 (2)

Continue process with other topics
Encourage others to take action on other projects
Get specific people to participate

3116 (1)

That more people who are privileged would reach out and embrace those who feel oppressed

3117

Keep community welcoming (e.g., don't charge international students for SEVIS)
Keep admission open to all - various backgrounds - not just in-state

3118

Do better job of Wisconsin Idea outside of Research Park/Dane County - more could be driven outstate
Faculty would take a more positive attitude of the importance of state government and honor and value people involved in state politics - and share with students

3119 (3)

More diverse

More welcoming for students - opportunities for

Climate to reflect diversity and fairness for all; Need society that does best for all - provision of education for social mobility

3122 (1)

Every full-time (plus part-time) employee take a class free per semester

Pay equal to other states in the same bracket

People's perception of our campus with regard to diversity are low; Academic staff who work for the Wisconsin Union be allowed to work 40 hours/week normally and if they work more they can take comp time

3123 (1)

More tenured faculty appreciating diversity and valuing head, heart, hand theory

Domestic students of color increasing and feeling that UW-Madison is a viable place for them

Entire campus community understand importance of diversity and benefits to all

3124 (1)

Allow advanced (55+) age people to take courses without credit

To offer more classes at night - for example computer programming

More money for salaries

3125 (1)

People had enough guts to take a chance - willing to do things their own way

People remembering that we are all in this together, that we should offer to help each other

Encouraging listening without criticizing

3126 (2)

Less division between the faculty, staff, and student lines - real top down - still a caste system; Softening of faculty governance

Every UW employee needs to remember his or her mission is to educate -

customers are a vast group of students from many walks of life, countries and age groups - need to feel welcomed, part of a community

3127 (2)

Ability to advance - limited as classified - can do - but require writing skills

Be respectful, no matter what position

Acceptance of campus workers who don't have (and don't need) higher degrees

3128 (1)

More affordable

Less political

Less drinking on campus

3130 (3)

Friendlier

More nurturing environment

Undergraduate level personal interaction where classes are held (not so much multiple choice)

3131

Diversity

3132 (1)

Make a more diverse campus - racial diversity at all levels

For people to really value differences among them rather than fear and shun them

Have financial resources to really meet our potential - to implement all the great ideas people have

3133

Parking is a problem

3134

Better job security for academic staff

Improve space resources

Parking and transportation - need better parking resources

3135

Faculty become more positively involved in climate initiatives

More opportunities for everyone to study, work, etc., in areas they would like without barriers

Climate initiatives and training to be brought to unit level

3136

More interaction between alumni/students - appreciation of alumni and sharing experience

More student involvement in organizations - better way for organizations to advocate for themselves

Improve advising - advisors welcoming, knowledgeable - more consistent in advice

3137 (2)

Better parking

More flexibility in hiring, specifically the classified staff - lack of ability to advance current and/or prospective staff

Patching up budget - seeing an end to budget woes

3138 (1)

Improved parking

Recognition of good performance

Better diversity

3139 (1)

Take a more optimistic perspective on our environment

Emphasize the good!

Climate no longer an issue of concern

3140

Respect and equity for classified employees

Free classes for university employees

3141 (1)

Take seriously that with budget cuts, people will do less with less, not be asked/expected to do more with less

Campus leadership not respond that the university Acan=t do anything about

classified raises because of contract negotiated with state@ - want leadership to act on their behalf

We can learn how to deal with the fact that faculty have the most power on campus

3142 (1)

Wish we would talk about class as an issue among students and staff

Wish internal politics less vicious

Wish all staff had opportunities and be encouraged to attend programs to grow

3143 (1)

All campus members feel they belonged

More/greater equity and opportunity for employees

Faculty would continue to develop relationships with students

3144

Become more diverse (ethnically)

3145 (2)

Make classified staff happy!

Teach graduate students and faculty how to teach!

3146 (2)

See/respect people for who they really are

Slow down to reflect and help more to feel values

Build people up rather than being watched over their shoulders (from budget problems)

3147 (2)

Stronger links between divisions/departments

Have an environment where students of color feel comfortable on campus

Budget and financial could be more predictable and not so legislated

3148 (1)

Stronger links between divisions and departments

Creating a welcoming environment for students of color - wouldn't fall on a few

Budget doesn't confirm, prohibit, drive what we do

3149 (2)

Better communication at all levels

Less emphasis on titles and positions

3150 (1)

Mutual respect and shared learning in labor management dealings

Move to campus peer-coaching and mentoring model

For campus - all titles valued

Session 4

4101 (3)

Improved climate for students, esp. students of color - feel separated; More attention to students - too many seniors have many issues that should have been addressed earlier

Less hierarchical system (i.e., assistant professors referred to daily as Ajunior,@ Aprobationary,@ Auntenured@)

UW be valued by the State (legislature), constituents - recognized that the money is used extremely well and there is give back!

4102

That individuals at all levels would be valued

LGBT get a higher respect on campus

4104

More men participating in such programs as this
Wish all would be viewed equally and have an equal voice in administrative decisions for the institution
Students have more of a voice in the administrative decision processes - to be heard

4105 (2*)

More equal treatment of all staff; Being able award staff for a job well done
Salaries come into line for living expenses*; More flexibility with working schedule; More available parking (cheaper parking)
To be heard

4106

That we sit down and talk about what we wish to accomplish (this session is a first step)
That higher-ups take steps to make changes
To effectively announce that alcohol is a serious problem

4112

Chancellor and Provost to attend S.E.E.D.
Campus environment to improve for people of color
Faculty to attend professional development designed to help about teaching in a diverse community environment

4113 (2)

More ethnic diversity would make things more stimulating
Plan 2008 and diversity leads to welcoming environment for all - LGBT, international students, differently abled, etc., and support more groups
Domestic partner benefits

4114 (1)

Blurring the lines of hierarchy
Truly appreciate teaching in all aspects for tenure and promotion and merit
A more appreciative climate for women and minorities

4115 (3*)

Salaries meet our living expenses
Opportunities to advance with experience vs. exams
More flexibility in schedule*; more vacation days

4116 (2)

Stronger culture of leadership, esp. in faculty regarding diversity - it is how students think about and experience school - Faculty Senate showing initiative; Diversity training and leadership for faculty
More viewing white people as multi-cultural if white students would see some cultural similarities (see diversity in themselves and make the connection)
More money for programs that are positive - student organizations shouldn't squabble - it is DIVISIVE

4122 (3)

Greater diversity - ethnicity and gender
More funding for teaching and resources
Greener campus

4123 (1)

Improved computer technology, web support (How to: Study Indiana University=s (IUB) technology support -computers, software, etc. - websites, web networks)
Spousal (partner) hire support - improve (How to: Eliminate 3 year limit on terminal contracts)
Diversity (How to: Increased training)

4124 (2)

More students of color, more people of color also as faculty
That faculty/administrators go through diversity training as modeled at the
Atlanta Conference (Diversity Education Conference April 2003 Kennesaw
State University)

Transformation of racist faculty and staff members - those who refuse to
accept that students of color deserve access to education free of
intimidation and racism

4125

That people would be nice
That legislature would give us more money

4126 (1)

Wish more people had jobs enabling them to learn and work across campus
More people have opportunity for stimulation and growth on campus
Eliminate the barriers that keep people from doing their best work

4127 (2)

The UW would be a learning organization
Take advantage of the life experiences students bring - incorporate
Bigger, larger days like this listening session

4133 (1)

Every office=s managers were like mine (e.g., personal, helpful, caring about
atmosphere and consciously trying to create it)
Classified staff could be directly tied to university, especially salaries

4134 (1)

Unlimited budget
Classified staff - UW employees, not part of Athe state@

4135 (1)

Learning and collaboration is an automatic and expected part of
professional/student roles
Each person seeks to learn and understand other perspectives and roles (e.g.,
students understand faculty and vice versa)
Each takes personal responsibility to help build, create a positive climate

4136 (1)

New staff and students get a more complete orientation and introduction to UW
environment
More opportunities for faculty, academic staff, students and classified staff
to come together for interactive discussions
More support for continual professional development, learning and training for
everyone

4137 (3)

Find meaningful and significant way to discipline non-productive, non-
participating faculty members
Wish there were true diversity; Freedom not to be politically correct always
More humor instead of whining about not grave problems

4138 (2)

That we really valued and included everyone (faculty, students, academic staff
and classified staff)
Each person take personal responsibility to help build, create a positive
climate (move past complaining)
An emphasis on learning for everyone, faculty, students, academic staff,
classified staff

4145

Wish it were more diverse, especially re: race - African-American

4146 (1)
Be successful in reaching Plan 2008 goals
We would not have to worry about budget issues
More opportunities to grow professionally

4147 (1)
Leadership of institution would sincerely connect with the community and
people - use their position to leverage their power to improve community
Community service required for students and faculty/staff as part of being a
member of the institution

4148 (1)
Higher respect and collegiality that crosses positions, including faculty-
student boundary; leadership are role models
University leadership carries out improvements (e.g., have not increased
diversity on campus, even though it=s on lots of priority lists)
Mentoring - crossing departments and vertical/positional lines

4149
Privileged would reach out constantly to include the oppressed

4150 (1)
That it would be truly inclusive
That we didn=t have to worry about the budget
That they cleaned the sidewalks better in the winter

Session 5

5101 (2)
To dream is to wish and the ability to create is possible
Training for principal investigators

5102
More welcoming environment for people of color
Campus institution should value the heart as well as the mind
More initiatives to personalize campus and make it smaller

5103
Greater accountability of leadership to people under their authority
Hope the Ombuds initiative is successful
More cross-unit and department collaboration

5104
Greater compassion
Mutual respect

5105
Higher degree of cleanliness outdoors
More time for students to play - including off campus
More guidance counseling in GPA needed for grad school; how to drop courses
and take incompletes as a way to keep the GPA up

5106
More supported
Part of community
Respected

5107
That we wouldn=t have to cut any programs because of the budget cuts - if a
premier university is cutting one-of-a-kind programs, it=s not good
Enough money for everything we wanted to do
That Undergraduate Admissions put less emphasis on GPA

5108 (1)

More awareness and integration of persons with disabilities, GLBTQ; Feeling of being heard by decision-makers
Equalize role of women
Increase number of people of color

5109 (1)

Title and salary equity
Maintain progressiveness and liberalism of UW-Madison and not just rest on its laurels
Ensure diversity of students and staff; Respect for all by all

5110 (2)

More shared vision for effective leadership
Workplace where all aspects of identity are included and valued
All campus community members are engaged in the betterment of our community

5111

People be more patient and tolerant with one another
Treat each other like individual human beings - treat others the way they would like to be treated

5112

People could get involved with people not like themselves in the greater university
Everyone valued and respected
Paid more money

5113

A better way of influencing legislators
More diverse campus

5114

Interact more effectively with citizens of state to meet their needs
Deans, et al. more in touch with pulse of the employees
Too decentralized

5115

That we had more of a commitment to communication, making sure that people were talking
That there were more markers - ways of marking the start or end of a year/semester; We should make a big fuss about events - it would make us pause and reflect on the importance of what we're engaged in
That we could have conversations re: diversity that don't focus solely on race or minorities; Diversity is about the whole community working and learning together

5116

For students to take active role in campus community
That school would become more ethnically diverse without compromising quality
More activism by students

5117

Learning environments that recognize and promote the multiple type of contributions that reflect a diverse group of students and a diverse manner of thinking and learning

More racially diverse campus; Science classes should connect more with social justice issues

An easier/clearer process for institutionalizing programs and initiatives that promote diversity; Academic staff could teach varieties of classes rather than being limited to the basic ones

5118

More communication and collaboration among groups and departments

Get more students, faculty and staff involved in actualizing the Wisconsin Idea

Educate students as citizens

5119 (1)

More centralized authority/decision-making

Campus leaders would make more decisive decisions

State would confer more independence on the university

5122

That there was built-in time for everyone to be heard

Classified staff would get paid more

Classified staff have health insurance paid

5123

Everyone could find a way to value a diverse environment
Not a divide between faculty and classified staff - Wish classified staff
could be more valued on what they bring to the university with comparable
pay with faculty and academic staff
Wish employees could receive free tuition

5124 (3)

Would like campus physical work environment to be more inviting - i.e., need
to put more money into facilities
Free tuition for staff
Comparable pay plans for classified, academic, and faculty

5125

Better communication method to get more info out to people so they feel that
they know what=s going on
Other session for faculty, staff and students to get together and work side-
by-side for policy, practice, procedure, etc.
Recognition that everyone has value

5126

Broadening, continuing these sessions - keep them going with communication
everywhere, saturate to become part of culture, part of PD=s, etc.
More groups being held accountable for values/standards/core values - Weave
into things we do as well in students= studies (UW known for values)
Standards within education of students, etc., and held accountable and
followed through

5127 (2)

UW-Madison fulfill its promise to broaden faculty and students in terms of
diversity
Make diverse people - gender, race, etc. - be comfortable
That there would be more resources (money) for classrooms, materials, pay for
non-administrators

5129 (1*)

More opportunities for students to talk with faculty - Break down barriers
between faculty, academic staff, classified staff, and students*
Better academic and career advising
More student awareness/involvement with organizations

5130

Equity in salary - Classified staff not paid in proportion to contribution -
irrespective of title - Don=t overpay administrators - Salary should not be
motivator in work (Decoupling)
Administrators need to take more leadership in some issues - less lip service
- ex: when Chancellor goes to events; participate in campus community, like
eating at Union :), go to plays, football, dorm events (image is important)
More faculty in the classroom; More diversity of student body and faculty

5131 (1)

Respect education starting in kindergarten
Epithets non-existent on campus
Every human being on campus has some worth

5132

Stop the Ame/my unit@ mentality - share more
Improved mechanisms to resolve problems re personnel and then resolution of
them
Instead of people complaining about things that are wrong, putting energy into
fixing

5137

Revisions for the ethnic studies requirement
That everyone felt that they belong
That everyone could experience what it feels like to be a Aminority@ in an environment

5139

Develop an atmosphere of respect between academic and classified staff
Increase opportunities for managers and staff to do different tasks and jobs to bring expertise together
More diversity and opportunities for people to experience communicating across racial/ethnic lines

5140

More professional opportunities, rising within the system
Not so much controversy surrounding diversity and climate - Strident, polarized
More fiscally independent, university not having to answer to the state so much

5141 (1)

I wish the Union programs drew a more diverse audience through programming (new, alternate)
I wish that student organizations associated with minority groups were incorporated into the mainstream (through physical space and programming)
I wish the university was more responsible for its imagery (communications)

5142

Attend to diversity issues - Move forward in substantive way
Better procedures/structure for when things go wrong so that things can be made better
Increase importance of human connections (de-emphasize technology)

5143 (2)

More action, along with all the talk, about campus climate/community -
Communication lines are open, but no action that I can see
More diversity, not just in color/nationality, but in ideas as well

5144

More respect for the working class of the university
Health insurance for classified staff
Campus to be non-union; Campus more diverse; Classified staff represented (heard)

5145 (1)

More communication, e.g., more information on Plan 2008
Mentor - as new employee, hard to learn everything

5146

Provide training in personnel management for faculty and especially department chairs
Inclusionary decision-making at all levels so all parties impacted by a decision are heard (involved) before the decision is made
Promotion of respect in the workplace

5147 (1)

Hope that the university politics don=t get ugly because of the budget situation

5148

More respect among employee groups (faculty, academic staff, classified staff)
More encouragement by management to participate in activities such as today=s

listening session

5149

Develop mechanism so that all university employees are required to receive diversity education (e.g., Leadership Institute)

Develop a structured mechanism for conflict resolution - establish separate office with this responsibility

5150

Devote resources to minority children in area schools - Work with school officials and families so these children can be future students