



## CONFRONTING CHALLENGES IN ACADEMIC UNITS: *Reclaiming Departmental Mission And Goals* Advance Preparation Steps

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### Step One:

At the conference, one of the first working groups will ask you to develop a description of your goals with the unit that brings you to the conference. The questions in the discussion group are listed below. To provide you time to consider and reflect, we are sending the questions in advance.

1. *What does success look like?*
2. *Who will see that success? How?*
3. *What metrics will change? How?*
4. *What will be happening?*
5. *What will not be happening?*

### Step Two:

To support your work in developing an action plan, we are asking you/your group to complete an assessment of the unit's current status, starting with our AUDiT (Academic Unit Diagnostic Tool). You may well have other internal assessments or conclusions; this step is to create a common starting point for the conference working groups. The AUDiT can be found on the participant webpage:

<https://ccau.csl.illinois.edu/home/participant-material-2021/>

- A. Each members of your group would individually assign a rating to each of the 30 cells on the red/yellow/green table, assigning a numerical value as follows:
  - (1) for each green cell that applies, assign 5 positive points
  - (2) for each yellow cell, subtract 3 points
  - (3) for each red cell, subtract 5 points
- B. Tabulate a score for each column. The scores may be negative or positive.
- C. Record the column scores and also sum them for a total score. You can use the AUDiT score card if that helps you, also on the webpage.
- D. In your group, compare your ratings and scores, paying attention in particular to places where the unit is doing well, and clusters of topics that might help your group focus its workplace on challenges the unit is facing.