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Below, you will find three concepts of what **Personal Ownership** means to three subgroups of the Ad Hoc Strategic Planning group. We divided ourselves into staff, faculty, and administrative groups to try to put in words what we were thinking when this concept rose to the top of our Guiding Principles.



Staff Perspective

Personal Ownership Means I Am Wesleyan

- You are part of the puzzle and the puzzle isn't complete without you
- You're a partner, shareholder, you have a stake in this institution
- Wesleyan isn't Wesleyan without you, and you feel personal ownership because you're part of the fabric of the institution
- Also means Wesleyan needs your whole piece of the puzzle, can't do things half way
- You have to feel like Wesleyan isn't Wesleyan without you meaning...

You need to feel valued. Can be done through:

- Performance evaluations
 - Perhaps evaluated based on how we meet the Wesleyan Way or levels or personal ownership

- Awards based on who exceeded The Wesleyan Way expectations
- Employee of the Month or some recognition
- Through picking up the phone or sending someone an email

Faculty Perspective

Personal Ownership is to embrace the “Wesleyan Way” so that individual faculty members accept responsibility for exceeding high standards without waiting for direction or needing praise.

Personal ownership means acting according to each individual's integrity. The role of faculty is to educate students in subject areas in ways that prepare students for life after college. Owning student education means committing to students' needs as if those were the needs of the faculty member.

Simply put, every administrator, faculty, staff, and student should act like Wesleyan is his/her first responsibility.

Mentality to show the “Wesleyan Way”:

- Willingness to improve how our Wesleyan environment beyond our individual areas or "silos."
- Willingness to improve how we physically/orally present ourselves to the best of our ability.
- Willingness to improve and adapt how we teach "ANY" student to exceed his/her highest standards.
- Commitment to teach each student by identifying his/her initial aptitude in the subject, working to maximize strengths while minimizing weaknesses, and demonstrating growth according to assessment rubrics and best practices performance measurements.
- Commitment to tenets of liberal arts education.
- Willingness experiment with pedagogies to find which are most successful for individual subject areas to motivate students.
- Commitment to connecting individual subject areas to larger, holistic vision of higher education.
- Willingness to improve on personal outcome satisfactions not in the contract for the good of the STUDENT!

Administrative Perspective

Personal Ownership means, as a leadership group, our role and each individual's responsibility is to create an environment that supports faculty, staff, and students personally as well as professionally. This can best be accomplished by:

- Creating a collaborative, inclusive, courteous and civil working environment
- Being imaginative and forward thinking (entrepreneurial) in addressing and solving problems
- Providing timely and appropriate communications to the campus community
- Recognizing and acknowledging faculty and staff contributions to the college, as they are integral components of Wesleyan's success

- Ensuring that College policies and procedures are student centered and efficient
- Ensuring the College complies with federal, state, and other external regulatory bodies that oversee higher education
- Ensuring the college evolves as a progressive, relevant organization that meets the changing demands and expectations of higher education in the modern, dynamic, global environment of the 21st century
- Accepting personal responsibility to see that the job gets done correctly and on time

Trustee Perspective

As a Trustee, Personal Ownership is asking what have we done today to better the College? It means taking personal responsibility for the health and success of the College, so that it will make a difference in the lives of its students, faculty and staff. This can best be accomplished by:

- Investing our time, expertise, and financial resources in the College
- Being an Ambassador for the College and promoting the College wherever we go
- Making well-informed and wise decisions
- Seeking out any and all resources and solutions that will benefit the College
- Reaching out to other alumni to engage them for the benefit of the alma mater

