W.E. Succeed at-a-Glance

Four traits, each accompanied by six indicators, have been defined to guide the assessment and improvement efforts:

Teamwork: I will engage in teamwork by:
- Delegating and accepting responsibility, demonstrating leadership
- Adapting to change with flexibility
- Cooperating and working well with others, showing assertiveness when needed
- Showing a desire to improve, facilitating group self-evaluation of work
- Seeking and supporting consensus, and working to resolve conflict
- Celebrating successes of teammates and helping them remediate weaknesses

Integrity: I will act with integrity by:
- Interacting honestly in relationships with others
- Being honest about work created independently and by others
- Avoiding and reporting harmful or unethical behaviors
- Showing respect and being supportive in interactions with others (including those from different ethnic, cultural, economic, and gender groups)
- Demonstrating loyalty and trustworthiness to others and to the institution, keeping all appropriate confidences

Productivity: I will be productive by:
- Using time effectively; balancing work, studies, external responsibilities, and leisure
- Showing initiative and enthusiasm to exceed expectations
- Following directions; demonstrating self-discipline to meet deadlines and expectations
- Giving and receiving feedback willingly
- Requesting and using help willingly
- Showing dedication to hard work, success, accuracy, and excellence

Professionalism: I will demonstrate professional behavior by:
- Acting dependably, responsibly, and reliably
- Arriving punctually, ready to work
- Maintaining a neat and organized appearance and work environment
- Respecting my own property and the property of others
- Respecting and adhering to the chain of command, and following regulations
W.E. Succeed At-a-Glance

W.E. Succeed is a dynamic 5-year quality enhancement plan designed to improve Chattanooga State student success. Employers surveyed across the U.S. say that Work Ethic is one of the most important traits new graduates need to succeed when entering the workplace. The W.E. Succeed initiative incorporates the most critical aspects of Work Ethic, summarized in four key attributes: Teamwork, Integrity, Productivity, and Professionalism. W.E. Succeed provides a plan by which each student and employee of the College can better understand and practice Work Ethic through teaching and learning, mentoring and modeling opportunities.

The ultimate goal of W.E. Succeed is to enable everyone at Chattanooga State to demonstrate the kind of Work Ethic (W.E.) that supports overall success at the College and in the workplace.

A director and five College teams will help facilitate the W.E. Succeed initiative to achieve broad representation across the campus. Teams representing students, employers, faculty, staff will support assessment and technology matters:

- Executive W.E. Leadership Team
- Executive W.E. Corporate Partnership Team
- W.E. Student Support Team
- W.E. Faculty Support Team
- W.E. Staff Support Team

Phases of Implementation:
W.E. Succeed will be phased-in throughout the College so that the impact is realistic, measurable and sustainable. Because the entire campus will be participating, implementation will include classroom instruction and non-academic departments.

Preparation Years: 2008-2010
Includes a call for topics, research, pilot testing, construct definition, theme kick-off, and SACS review November, 2010. The plan begins by assessing the collective Work Ethic beliefs of College constituents, then proceeds with focused actions.

Year 1: 2010-2011
Planning and initiation – Analysis of other college models, refine instrumentation, establish W.E. Teams, & set benchmarks.

Year 2: 2011-2012
Begin faculty/staff training, Gen Ed classroom pilot introduction, College-wide policy review & modifications, & data collection. Broaden classroom introduction, begin program/major-specific classroom introduction, & collect data.

Year 3: 2012-2013
Pilot the mentoring/individual feedback phase in upper-level courses in fall, broadening to all upper-level courses in spring. Implement fully in all classrooms and throughout campus, collect data, revise & make improvements.

Year 4: 2013-2014
Continue with full implementation, review for growth/impact, make revisions & improvements, & begin portfolio development.

Year 5: 2014-2015
Continue with full implementation, review for growth/impact, and make revisions. Prepare 5-year summary.