

Chancellor's Expanded Cabinet Retreat -  
June 20, 2016

ACTION PLAN FOR 2016-17

Updates: July 2016, Sept. 2016, Oct. 2016

To Do Item	Description	Oversight Group	Responsible Group/Party	Due Date/Timeline
<b>Culture: Student Centeredness</b>				
Student Success Work Group: how do we best serve our students?	Create process map of student touch points from prospect to graduation; will include "Students First" perspective; note that this includes promoting "one stop shop", increasing student connectedness to UWM and each other, tracking alumni success to articulate outcomes to future students, tool kit for faculty and staff to know how to best interact with students, faculty training to recruit students including direct contact to admitted students to choose certain major)	Executive Sponsors: Chancellor, Provost, VC for FAA, VC for GIE, and Senior Student Affairs Officer	Work group co-chaired by Autumn Anfang and Margaret Noodin	1) Sept 15, 2016: report of scope of project, timeline and project plan; 2) Oct. 31, 2016: final report; 3) Nov. 2016 into 2017: implementation plan
Multicultural Student Services Review	Examine and make recommendations of changes for how multicultural student services are optimally delivered	Executive Sponsors: Provost, VC for GIE, and Senior Student Affairs Officer	Work group chaired by Rob Smith	1) Final report due fall, 2016; 2) Implement plan in 2016-17
Recruitment and retention: new areas	Examine retention of transfer students; build relationships with high school principals, teachers and counselors	Provost and Senior Student Affairs Officer	CEMAT, lead by Phyllis King and Office of Undergraduate Admissions	Efforts in both areas are ongoing; report on both items in Dec 2016 and May 2017
Increase visibility and accessibility of Chancellor with students	Create appearance and communication plan to increase visibility of the Chancellor to students, on campus and in general	University Relations VC and Senior Student Affairs Officer	Budget, Image and Chancellor Communication Support Team (in URC), partnering with Student Affairs	1) Fall Welcome plan, July-Sept 2016; 2) Create new plan for Chancellor student communication for 2016-17

Culture Competency training	Plan, design, and execute cultural competency training for students, faculty and staff	Executive Sponsors: Chancellor, Provost, VC for FAA, VC for GIE, and Senior Student Affairs Officer	Global Inclusion and Engagement; Inclusive Excellence Center	TBD
<b>Values of UWM</b>				
Resurrect values adopted and approved in 2011	Create and implement communication plan that showcases values: <a href="http://www4.uwm.edu/discover/mission.cfm">http://www4.uwm.edu/discover/mission.cfm</a>	Culture and Climate Panther Team co-chaired by VC of FAA and Chief Legal Counsel	University Relations	TBD
Re-invent performance evaluations	Revise AS and US performance evaluations; is mechanism to bring campus values to individuals	Culture and Climate Panther Team co-chaired by VC of FAA and Chief Legal Counsel	Human Resources, PREPs, Governance	TBD
Enhancements to recruitment process; striving to find the best candidates; how we promote UWM to prospective employees	Search and screen training or awareness: smaller committees and scheduling ahead to be efficient; create content (e.g., 1-pager, web) on what UWM employees value about workplace	Culture and Climate Panther Team co-chaired by VC of FAA and Chief Legal Counsel	Human Resources, PREPs, Legal Affairs, EDS, Governance	TBD
Flexible scheduling options	Building awareness of possibilities with flexible scheduling; being creative to allow people, when appropriate, to work at optimal times	Culture and Climate Panther Team co-chaired by VC of FAA and Chief Legal Counsel	Human Resources, PREPs, Governance	TBD; could publicize current models that are working well for UWM divisions/units
Employee education - tuition	Goal to offer tuition-free college credit courses to UWM employees	Culture and Climate Panther Team co-chaired by VC of FAA and Chief Legal Counsel	TBD	TBD
Employee education - GED	Goal to offer opportunity to UWM employees to earn GED	Culture and Climate Panther Team co-chaired by VC of FAA and Chief Legal Counsel	TBD	TBD
Training and development	Grow and enhance training and professional development opportunities provided to UWM workforce, including supervisor training and internal job shadowing	Culture and Climate Panther Team co-chaired by VC of FAA and Chief Legal Counsel	Human Resources	1) Training: Fall 2016 based on data from survey of UWM workforce; 2) Job shadowing: TBD
Valuing diversity of under-represented faculty and staff	Goal to increase our under-represented faculty and staff for student recruitment and retention	Chancellor, Provost, all VCs	Vice Chancellors/Deans/Division Heads/Human Resources	TBD

Build pride through service days within the community	Allow opportunity for service; wear black and gold	VCs of GIE and Alumni Relations	GIE/Alumni Relations/CCLBLR	TBD
<b>Change</b>				
School/College (S\C) plan for appropriate future scope	What should each S/C look like for SCH, student body, workforce? Where should resources be allocated?	Provost	Work groups to examine health-related S/C, other	Reports due December 2016
Implement workload policy	Ensure application in each S/C of Faculty Policy on Workload: <a href="https://www4.uwm.edu/secu/facdocs/2027.pdf">https://www4.uwm.edu/secu/facdocs/2027.pdf</a>	Provost	Workload Policy work group	Request for S/C planning issued in summer 2016
Develop metrics into more of our initiatives	To poise UWM for expected scrutiny of metrics for students, public, state, federal sources	Chancellor, Provost, all VCs	Deans and Division Heads	1) December 2015: due date for Div Heads to submit administrative metrics ; 2) Additional plans TBD
Managing changes in our workforce: research-productive faculty and tenure-track faculty	Goal to retain productive faculty and ensure well-rounded faculty that includes tenure track	Provost	Deans	TBD
Create incentives/infrastructure for team-based research	Opportunity through team-based research to increase funding opportunity, faculty productivity and student engagement	Provost, Office of Research	Deans	TBD
<b>Communication</b>				
Plan for Chancellor-directed communication on student-centeredness plan and efforts, once developed.	Create plan that highlights "Students First" environment among faculty and staff, including expectations of retaining our students , promoting "one stop shop" services especially for first year students, building student connectedness to each other and UWM, tool kit for faculty and staff to learn how to interact with students (e.g., how has your week been?" and personalizing communications to be relatable	Chancellor	CEMAT, University Relations	1) Plan finalized by November 2016, in coordination with Student Success Work Group final report; 2) Communications on CEMAT started in July 2016
Build culture and use tools whereby communication occurs in and between all levels of campus	Create communication plan/tool kit that develops ways to share information at all levels of University	Chancellor, Deans and Division Heads	University Relations, other?	TBD