**MISSION:** Deliver essential business services that provide a foundation for UWM’s student success, research excellence, community engagement, climate and culture, and visibility and image.

**VISION:** Respect, respond, excel, and lead.

**CORE VALUES:** Consistent with UWM’s Guiding Values, we strive in all we do to model and promote:

- Innovation & Collaboration
- Integrity & Responsibility
- Positive Transformation of Individuals
- Transparent & Inclusive Decisions
- Caring Community
- Stewardship of Resources
- Diversity in all of its Definitions
- Pride in our Vital Role

**GOALS:** In furtherance of our mission and vision:

### Influence UWM’s Culture and Climate for the Well-Being of UWM’s Employees
- Lead/contribute to UWM initiatives on Culture and Climate
- Provide vehicles for improving the competitiveness and equity of compensation
- Improve opportunities for leadership training and organizational development
- Support campus efforts in awareness and prevention of sexual assault, harassment, and discrimination
- Coordinate programs to reduce risk to individuals
- In FAA:
  - Implement FAA onboarding
  - Promote respect, inclusion, diversity, equal opportunity, and fair treatment for all employee groups in FAA

### Drive More Efficient & Effective Delivery of FAA’s Core Services:
- Business Services
- Facilities, Planning & Transportation
- Human Resources
- Information Technology
- Legal, Police, & Risk Management
- Workplace, Lab & Research Safety & Compliance
- Lead reorganization of shared business services
- Advance adoption of e-workflow tools and process, campus-wide and in FAA
- Enhance emergency planning major projects
- Review FAA’s core operations to ensure maximum efficiency and reduce UWM’s administrative expenses, by determining impact of each of the following:
  - Shared services;
  - Restructuring;
  - Automation/e-workflow;
  - Intra and inter-campus collaboration;
  - Outsourcing;
  - Down-sizing/service reduction.

### Lead UWM to Financial Sustainability and Integrity
- Enhance our culture of rigorous integrity, accountability, ethics, and compliance
- Lead final input gathering and implementation of a new budget model to better align resources with strategic priorities
- Lead efforts to improve net operating income, reduce unit specific negative balances and performance on other financial metrics
- Build BFS capacity to perform financial planning and analysis
- Drive refinancing of Kenilworth, Cambridge Commons and Riverview

### Partner Strategically to Effect Decision-Making and Transformation
- Lead and contribute to Chancellor’s transformational initiatives
- Lead “Eastern Collaboration” efforts among UW institutions to consolidate services
- Coordinate and advance UWM’s capital facilities plan, including for major capital projects, for 17-19
- Facilitate and advise on caring and strategic policies, practices and decision-making involving personnel especially during times of change
- Drive sustainable practices and decision-making
- Improve communications on major initiatives lead by FAA
- Understand and mitigate key campus risks including through ERM