



Action Priorities

- Becoming Student Centric and Moonshot for Equity
- Revising the Curriculum
- Increasing Diversity and Inclusion
- Aligning and Engaging the Workforce
- Reassessing Unit Alignment
- Redesigning the Research Infrastructure
- Updating the Budget Model
- Growing the Endowment



Becoming Student Centric and Moonshot for Equity

- Goal: Provide student centered services and supports that result in student success in the form of retention and graduation for all students
- Implementation Team Lead(s):
 - David Clark, Kay Eilers, Kelly Haag, Phyllis King, Chia Vang
- Team workgroups:
 - Commitment to Students' Academic Journey
 - Commitment to Students' Personal Growth and Financial Security
 - Commitment to an Inclusive and Supportive Panther Community
- Key relationships:
 - Revising the Curriculum; DEI; Growing Endowment
- Timeline:

С	ont	inued o	develop	ment a	and imp	olement	tation o	f strate	gies					On	-goin	g Effo	rts				
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Revising the Curriculum

- Goal: Offer a core curriculum that is focused on student needs, features the development of lifetime skills and abilities, and reduces the time needed to complete a degree
- Implementation Team Lead(s):
 - Scott Gronert
- Key relationships:
 - Reassessing Unit Alignment; Updating the Budget Model
- Timeline:

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2021				-			-			2022											

Senate presentation scheduled for March 17

Increasing Diversity and Inclusion

- Goal: Commit to UWM being an institution in which diversity, equity and inclusion penetrate our culture and inform campus-wide actions
- Implementation Team Lead(s):
 - Becky Freer, Wilkistar Otieno, Chia Vang
- Focus areas:
 - Student success, diverse workforce, climate and culture, community impact
- Key relationships:
 - All other action teams
- Timeline:

DEI	Frame	work;	Action	Plan			Implen	nentati	on of	Actio	n Pla	an				On	-goin	g effo	orts	
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2021									202	2										

Senate Presentation scheduled for April 21



Aligning and Engaging the Workforce

- Goal: Make cultural and policy changes to aid in the advancement, career success and other support of UWM employees
- Implementation Team Lead(s):
 - Mark Harris, Kathy Heath, Chia Vang
- Focus areas:
 - Research and Teaching Professor titles, Professional Development
- Key relationships:
 - Redesigning Research Infrastructure; DEI
- Timeline:

Identify goals and establish work groups	Implementation of Research and Teaching Professor titles Develop enhanced PD programs On-going efforts
Apr May Jun Jul Aug Sep Oct Nov	Dec J F M A M J J A S O N D
2021	2022

Senate Presentation scheduled for February 17



Reassessing Unit Alignment

- Goal: Reduce the number and composition of college-level units
- Implementation Team Lead(s):
 - Johannes Britz
- Key relationships:
 - Revising curriculum; Redesigning Research Infrastructure; Updating the Budget Model
- Workgroups: one workgroup for each of the four proposed new colleges
- Timeline:

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2021									202	2										

Senate presentation scheduled for May 12

Redesigning the Research Infrastructure

- Goal: Change our research infrastructure to support the shifting needs of investigators across UWM
- Implementation Team Lead(s):
 - Mark Harris
- Workgroups:
 - Faculty workload model
 - Graduate Student Support
 - Research infrastructure
- Key relationships:
 - Aligning and engaging workforce; Updating the budget model
- Timeline:

	E	stablis	h work	groups	and de	evelop	recomr	nendat	ions			Vett	ing/a	pprc	vals	/impl	emer	ntatio	n	
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2021									2022											

Senate Presentation scheduled for February 17



Updating the Budget Model

- Goal: Develop budget adjustments that preserve unit incentives and accommodate institutional change
- Implementation Team Lead(s):
 - Drew Knab
- Key relationships:
 - Reassessing unit alignment; Revising the curriculum; Redesigning research infrastructure
- Timeline:

	Pı	relimina	ary Ass	sessme	nt and	Plannir	ng		Deve	elop n	nodels	s/Trans	sition	planı	ning	Vetti	ng/Ap	prov	als	
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2021									2022) -										

Senate Presentation scheduled in Fall

Growing the Endowment

- Goal: Grow the endowment to \$500 million to enable priorities
- Implementation Team Lead(s):
 - Joan Nesbitt
- Key relationships:
 - Supports multiple action plans
- Timeline:

		Hir	ing of '	VC-De	velopm	ent			Asse	ssme	nt an	d plan	ning			Imple	emen	tation		
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2021									2022)										

Senate Presentation scheduled in Fall

2030 Action	Plar	BECOMING STUDENT CENTRIC/MOONSHOT FOR EQUITY	REVISING CURRICULUM	INCREASING DIVERSTIY	ALIGNING & ENGAGING WORKFORCE MARCH 2021 - IMPLEMENTA	RE-ASSESSING UNIT ALIGNMENT ATION TEAM FINAL REPORT	RE-DESIGING THE RESEARCH INFRASTRUCTURE	UPDATING THE BUDGET MODEL	ENDOWMENT
Simplified Schedule & Sequencing January 2022	YEAR 2021 JUNE JULY AUGUST SEPTEMBE OCTOBER NOVEMBE	FRANCEWORK	DEVELOP GUIDING PRINCIPLES & MODELS	DEVELOP STRATEGIES DEI FRAMEWORK & ONE YEAR ACTION PLAN	IDENTIFY GOALS ESTABLISH WORKGROUPS	DEVELOP CONCEPTUAL PROPOSAL	ESTABLISH WORKGROUPS & DEVELOP	PRELIMINARY ASSESSMENT & PLANNING	DEVELOP STRATEGY
	700 DECEMBER YEAR 2022		FORMAL PROPOSAL	IMPLEMENTATION		GOVERNANCE APPROVALS	RECOMMENDATIO NS		
January 27, 2022	ZZ FEBRUARY			PLAN	IMPLEMENTATION of Research & Teaching Professor Titles				
	MARCH APRIL MAY		GOVERNANCE APPROVAL		DEVELOP Enhanced Employee Development Program			DEVELOP MODELS	
	JUNE	IDENTIFY ACTIONS & IMPLEMENTATION				IMPLEMENTATION			
	AUGUST SEPTEMBE OCTOBER NOVEMBE		IMPLEMENTATIO N & BUDGET MODEL	ON-GOING DEI EFFORTS	ON-GOING Workforce efforts	TRANSITION PERIOD	GOVERNANCE APPROVAL IMPLEMENTATION	TRANSITION IMPLEMENTATION	IMPLEMENTATION
	2023 YEAR 2023	ON-GOING EFFORTS	IMPLEMENTATION	ON-GOING EFFORTS	ON-GOING EFFORTS	FORMAL IMPLEMENTATION	ON-GOING EFFORTS	FORMAL IMPLEMENTATION with UPDATED BUDGET	IMPLEMENTATION