General Education Administration Strategic Position Control Responses

The General Education Administration Division includes the following: the Chancellor’s Office, Global Inclusion & Engagement, University Relations, Alumni Relations, the Development Office, and the Secretary of the University. GEA has a budget of approximately $9.1 million and approximately 116 FTE’s in FY17.

The Chancellor’s Office is comprised of a small team supporting the Chancellor’s day to day activities. Global Inclusion & Engagement coordinates efforts that establish a healthy campus climate for students, staff and faculty. GIE also advances the many local, regional, national, and international relationships that form the UWM Family. University Relations is the bridge to the community and world. They work to build the University’s reputation and brand, as well as enhance relationships with everyone from government official to neighbors down the street. Alumni Relations works to maintain, strengthen, and grow the relationship between the University and our alumni. Development is focused on building relationships and finding funds that will help shape the future of our University and make a significant impact in the region. The Secretary of the University manages and maintains UWM’s policies & procedures and provides the support that empowers our faculty & staff governance teams.

a. The expected number of vacancies based on the unit’s historical vacancy rate over the last 3 years based on numbers compiled by Business and Financial Services; the current number of open positions; and likely upcoming planned and unplanned vacancies.

BFS projects that GEA will have 9 FTE’s turnover for a projected savings of $656,957.

A current analysis shows only one truly vacant position. There are several positions that are filled by Interim appointments, thus generating little actual savings.

GEA predicts some salary savings from staff positions temporarily held open and during the recruiting process.

Any additional expense reduction would likely be met with reduced spending on supplies, equipment, and contracts.
b. Expected hires that are needed to maintain financial returns.

GEA includes University Relations, Development, and Alumni Relations among other programs. University Relations markets the University. Reductions in our spending on marketing reduce the ability to do outreach and to market the University to possible students. This could hurt enrollment.

Additionally, Development and Alumni Relations are charged with establishing and developing relationships which benefit the University. Specifically in Development, reduced spending or eliminating or holding positions open will reduce the ability to raise funds for the University.

c. Expected hires that are needed to maintain accreditation of academic programs.

The Equity and Diversity Services office in Global Inclusion is an office mandated by the Federal government. We must maintain the office to maintain compliance.

d. Expected hires that are needed for continuity of essential academic and non-academic operations that broadly support the University’s mission (after alternatives for downsizing and reorganization have been considered).

We are not aware of any other impending departures that would effect this.

e. Expected hires from external funding, auxiliary funds, and funding restricted for specific purposes (source of funding must be described).

There are funds in fund 131 that are for a community grant program. There may be hires using these grant funds. At times, GEA does receive targeted funds that need to be used for a specific purpose.

f. Actions required to maintain R1 status and national and international reputation of programs.

GEA participates in the action to maintain R1 status in several ways. First, University Relations is the bridge to the community and world. They work to build the University’s reputation and brand, as well as enhance relationships with everyone from government official to neighbors down the street. Development is focused on building relationships and finding funds that will help shape the future of our University and make a significant impact in the region. Global Inclusion & Engagement coordinates efforts that establish a
healthy campus climate for students, staff and faculty. GIE also advances the many local, regional, national, and international relationships that form the UWM Family. While there are no specific actions that need to be taken at this time, reductions in certain areas will have an effect on R1 status.

g. Comparison of the expected savings (after considering a-f above) to the unit salary reduction target established by campus, and discussion of how any shortfall will be addressed (including the impact of these additional cuts on b-f above).

At this point, with the projected salary savings, taking into effect known and planned vacancies and hires, GEA does not projects significant savings from salaries. Any additional expense reduction would likely be met with reduced spending on supplies, equipment, and contracts.