

**MISSION:** We deliver essential business services and infrastructure that provide a foundation for UWM's strategic priorities (student success, research excellence, community engagement, climate and culture, and visibility and image) and advance strategic opportunities.

**VISION:** We will empower UWM's future as a premier urban research university through innovation, excellence and strategic partnership.

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

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

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

**Influence UWM's Culture and Climate for the Well-Being of the Campus Community**

- Lead/contribute to UWM initiatives on Culture and Climate
- Drive a comprehensive compensation strategy for employees, including:
  - Vehicles for improving the competitiveness of compensation
  - Recognition strategies
  - Professional development opportunities
- Improve opportunities for leadership training and organizational development, including campus-wide onboarding
- Support campus efforts in awareness and prevention of sexual assault, harassment, and discrimination
- Coordinate training programs to reduce risk to individuals and the institution, and to improve employee morale and performance
- In FAA, promote respect, inclusion, diversity, equal opportunity, and fair treatment for all employee groups in FAA

**Drive Operational Excellence & Efficiency**

- Maintain critical administrative functions and facilities despite depleted staff and funding
- Continue to drive operational excellence in each FAA department
- Lead campus-wide detailed design and implementation phases of Integrated Support Services Project with demonstrated improvement in outcomes
- Advance adoption of e-workflow tools and process, campus-wide and in FAA
- Enhance emergency preparedness
- Push for System-wide improvements in energy management to further fiscal and environmental stewardship
- Facilitate paradigm shift from on-campus IT systems to cloud-based tools

**Lead UWM to Financial Sustainability and Integrity**

- Promote rigorous integrity, accountability, ethics, compliance, risk mitigation and liability management
- Lead final input gathering and implementation of a new budget model to better align resources with strategic priorities and opportunities
- Lead efforts to improve net operating income, reduce unit specific negative balances and performance on other financial metrics and invest in strategic opportunities
- Build BFS capacity to perform financial planning, analysis, and reporting
- Drive refinancing of Kenilworth for long-term stability in Housing
- Coordinate implementation of UW System information security policies
- Support strategic enrollment management efforts, including development of retention practices and non-resident enrollment initiatives

**Partner Strategically to Effect Decision-Making and Transformation**

- Provide essential support to Chancellor's transformational initiatives including strategic opportunities
- Coordinate and advance UWM's capital facilities plan, including for major capital projects, for 19-21 and beyond, including:
  - Student Union Renovation
  - STEM building improvements
- Support use of data (academic, financial, student, HR, etc.) and analytics to enable improved academic and other campus decision-making
- Lead development of UWS regionalized efficiency efforts
- 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