UWM Best Place to Work & Strategic Planning

Progress Report

Faculty Senate
Shared Governance Meeting

December 13, 2012
BP2W: Our Focus....

• Campus vision and Chancellor Lovell’s charge: ...become a top-tier research university and best place to learn and work.

• ...foster a climate that better attracts, retains, and develops all employees and students.
Guiding Principles--Highlights

• Structured approach to small number of high priority initiatives, pacing subsequent work

• Highly communicative

• Existing administrative and governance structures, roles and responsibilities
Guiding Principles—Highlights

• Structured approach to small number of high priority initiatives, pacing subsequent work

• Highly communicative

• Existing administrative and governance structures, roles and responsibilities
Structured Action Planning

For each Climate Initiative, we are developing:

- **Actions** necessary to implement
- **Time frame** for action
- **Person(s) or area(s) responsible**
- **Assessment** (metrics and how to evaluate progress?)
- **Resources** required
- **How climate is affected** by this initiative
Beginning in August 2011, three campus retreats were held to identify and prioritize a series of action-oriented climate initiatives.

With the objective of making UWM "the best place to learn and work for students, faculty and staff," the UWM Best Place to Work Coordinating and Action & Leadership Teams have worked together over the 2011-12 academic year to develop and implement climate action plans.

**LEADERSHIP**
Initiatives focusing on professional development to empower leaders at UWM.

**CAREER**
Initiatives designed to foster meaningful career progression while at UWM.

**WORKPLACE**
Initiatives addressing civility and supporting a family-friendly workplace.

**REWARDS**
Initiatives recognizing contributions to making UWM the Best Place to Work.
Guiding Principles--Highlights

• Structured approach to small number of high priority initiatives, pacing subsequent work

• Highly communicative

• Existing administrative and governance structures, roles and responsibilities
Best Place to Work
Communication Plan

Purpose

To generate campus awareness and support for Best Place to Work (BP2W) initiatives, to foster BP2W adoption and ownership by all levels of campus leadership, and to encourage independent actions aligned with the spirit of BP2W.
Guiding Principles--Highlights

- Structured approach to small number of high priority initiatives, pacing subsequent work
- Highly communicative
- Existing administrative and governance structures, roles and responsibilities
Strategic Planning Overview
Disclaimer re: Strategic Planning

• Early in process

• Initial discussions with expanded cabinet (governance groups), provost’s retreat, chairs, APBC…

• Campus’s limited experience with strategic plans…and our resolve
Disclaimer re: Strategic Planning

• Early in process

• Initial discussions with expanded cabinet (governance groups), provost’s retreat, chairs, APBC…

• Campus’s limited experience with strategic plans…and our resolve
Disclaimer re: Strategic Planning

• Early in process

• Initial discussions with expanded cabinet (governance groups), provost’s retreat, chairs, APBC…

• Campus’s limited experience with strategic plans…and our resolve
Why Plan Strategically?

1. Today’s actions determine tomorrow’s future
2. Control our destiny vs. environmental control (digitization, demographics, declining state support, etc.)
3. Engages campus in comprehensive effort
4. Enable us to realize our vision, deliver our mission through our values
Values Statement Update

1. Values were initiated by Chancellor’s Cabinet and governance group representatives

2. Input and comments have been sought with Faculty and Staff governance groups (ASC, Faculty Senate, CSAC, ADC, Provost’s Leadership Retreat)

2. Hosted request for input on Chancellor’s website since September

3. All suggested changes incorporated; Guiding Values to be brought forward in January, 2013, to Staff and Faculty Senates for approval.
UWM Strategic Planning Phases

**Phase 1: Planning & Involving the Campus Community**
1. Forming the UWM Strategic Planning Team
2. Developing a charter with a clear statement of deliverables, communication plan and project timeframe
3. Working with the Campus’ established vision and mission statements, developing a process for establishing UWM’s guiding values
4. Crafting a structured set of interview/survey questions

**Phase 2: Assessing Environment, Engaging Stakeholders, & Collecting Data**
1. Conduct a complete environmental assessment and benchmark analysis
2. We design an inclusive, comprehensive approach to engage all stakeholders in the process
3. We would then commence with data collections

**Phase 3: Background, Best Practices & Crafting and Communicating the Plan**
1. Integrating knowledge from trends in higher education and other academic institutions via benchmarking practices
2. Careful data analysis and evaluation will be performed
3. Presentations of the draft strategic plan for feedback and consultation

**Phase 4: Refining & Finalizing the Plan**
1. Presenting the next and close to final plan to stakeholders to incorporate final feedback
2. The final deliverable will be a complete plan that contains strategic directions, prioritized action areas, ownership responsibilities, rollout timeframes, and metrics for evaluating progress, including measurable goals and objectives
Sample Areas to Integrate with UWM’s Strategic Plan

<table>
<thead>
<tr>
<th>Budget Model</th>
<th>Academic Planning</th>
<th>Units’ Strategic Plans</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master Plan</td>
<td>Best Place to Learn (BP2L)</td>
<td>Best Place to Work (BP2W)</td>
</tr>
<tr>
<td>Graduate School reorganization</td>
<td>Faculty and Staff Development Reorg’n</td>
<td>Space Planning</td>
</tr>
<tr>
<td>Faculty and Staff Compensation Planning</td>
<td>RRR (Recruitment, Retention &amp; Research)</td>
<td>SCE review</td>
</tr>
<tr>
<td>Comprehensive Campaign</td>
<td>Strategic Enrollment Management Plan</td>
<td>Athletics Strategic Plan</td>
</tr>
<tr>
<td>Cyber Redevelopment Infrastructure Plan</td>
<td>Internationalization</td>
<td>Research Strategic Plan</td>
</tr>
<tr>
<td></td>
<td></td>
<td>NWQ</td>
</tr>
<tr>
<td></td>
<td></td>
<td>UPS</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Travel Reorganization Plan</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Transportation Plan</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Enterprise Risk Management</td>
</tr>
</tbody>
</table>

UNIVERSITY of WISCONSIN
UWM MILWAUKEE
Goal of Strategic Planning Process

- **Engagement**—through interaction with all constituents
- **Understanding**—shared knowledge created
- **Ownership**—collective direction identified and pursued (bottom up and top down)
- **Outcome**—a strategic plan that becomes the roadmap to enable UWM to realize its vision
While we’ll create a strategic plan to guide UWM in 2013-2020…

it is the elements of this plan and how we execute them that will determine UWM’s future and how successfully we achieve our vision.