

## **2030 Aligning and Engaging our Workforce Action Team Update February 2022**

Chia Youyee Vang, Vice Chancellor for Diversity, Equity and Inclusion  
Kathy Heath, Director of Finance and Operations, Finance and Administrative Affairs

**Goal:** Make cultural and policy changes to aid in the advancement, career success and other support of UWM employees

**Priority Objective:** Employee Professional Development.

### **Members**

Andrew Tarr, Degree Progress and Curricular Specialist, University Staff representative  
Susan Cashin, Clinical Professor, Academic Staff representative  
Marcus Filippello, Associate Professor, Faculty representative

Co-led by Tim Danielson, Associate Vice Chancellor-Human Resources, and Chia Vang, Interim Chief DEI Officer, the committee was formed last September and held its first meeting on October 7, 2021 to consider ideas for professional development/career growth for employees. The group raised the following issues:

- Career growth is important for retention of talent.
- Intentional efforts are needed to uplift the workforce--opportunities to develop skills, feel valued, and be recognized. What is going to make employees excited to do their work?
- Employees should have access to equitable resources and advancement opportunities. Some people have others who tap them for opportunities while others are not for a variety of reasons.
- Onboarding is inconsistent. Career guidance and continuous improvement processes should consistently provided.
- CETL has good resources for instructors, but additional support would enhance teaching and learning. Peer evaluation should be done more often to support and improve pedagogy. Teaching across discipline should be encouraged.
- Professional development needs to be available for faculty who are interested in becoming administrators.

The group was asked to explore example efforts, ideas, and programs to be shared and prioritize at the next meeting. With the departure of the AVC-HR and the important role that HR plays in this Action Team, it was determined that the group should wait until the position is filled to meet. This caused a delay in the group's work. In January 2022, the Vice Chancellor for Finance and Administrative Affairs asked Kathy Heath, Director of Finance and Operations to co-lead this group rather than waiting for the new AVC-HR to be named.

A second meeting was convened on February 10. The group reiterated the importance of university-wide opportunities and the need for equitable professional development resources. Morale is low for many employees. Changes brought about by TTC have raised concerns about career path and advancement opportunities. Efforts to recognize employee skill development and

professional growth would increase morale and ensure that they feel valued. Ideas and examples of professional development from other institutions were compiled.

This semester the group will continue to identify examples/best practices and evaluate which may be strategies and tactics that could be implemented at UWM. Strategies and tactics may relate to 1) policies and procedures, 2) communication and awareness of opportunities, 3) supervisor and employee education and support. In addition, the UW-System Administrative Transformation Program (ATP) will include the implementation of a new enterprise system for Human Resources, planned for 2024. The group would like to learn more about how that system can be leveraged for support of professional development and career advancement.