

Investing in our People Year 2 2018

Priority: Investing in Our People: Vice Chancellor Bob Hetzel & Interim Dean Kim Vogt			
Action Step	Operationalized into components	Deadline	Point Person
Investing in Our People Goal 1: Prioritize employee compensation			Bob Hetzel & Robin Tuxen
Action 1. Use national data metrics for assessing employee compensation. Short Name: Use national data metrics for assessing employee compensation.	Participate in UWS Title and Total Compensation Study (continuing from year one)	December 2018	HR
Investing in Our People Goal 2: Promote an environment of employee inclusion, ownership, and engagement.			Kathy Accola
Action 2. Use engagement survey data to develop a fair and equitable system for the dissemination of workloads, responsibilities and the procurement of resources Short Name: Employee engagement survey findings implementation-equitable workloads	<ol style="list-style-type: none"> Review and share survey findings Identify feasible process for developing systems to address inequity concerns that are identified in the survey 	December 2018	Christa Kiersch Kathy Accola
Action 3. Create or identify existing opportunities to promote workplace happiness and reward effort Short Name: Employee engagement survey findings implementation-workplace engagement	<ol style="list-style-type: none"> Review and share survey findings Identify and implement feasible workplace engagement activities/processes 	December 2018	Christa Kiersch Kathy Accola
Investing in Our People Goal 3: Create clear and consistent assessment and accountability policies for all employees			Mary Grattan and Kathy Accola
Action 1. Explore best practice models of evaluation procedures for all higher education employees Short Name: Explore best practice models of employee evaluation	Continue from year 1 Research university evaluation processes at UW-system peers Research model evaluation tools/practices through professional associations, etc.	June 2018	Mary Grattan, Kathy Accola