

Leading from Inside the Whirlwind

Creating the New Vision for Public Education

University of Wisconsin-Eau Claire

26% reduction in State support to general fund

179 reduction in all staff/teaching staff
69

59% 1975 to present, declining state investment
↓
20%

Principle-Driven Change

Core Principles

- Mission-focused
- Preserve the classroom and distinctive advantages
- Position university for future strength
- Transparency
- Innovation and continuous improvement

Guidepost Goals

Four institution-wide goals:

- 100%** All students have a high-impact learning experience
- 90%** Second-year retention
- 50%** Four-year graduation
- 20%** Enrollment of students of color and close the opportunity gap

Rapid Action Task Forces

Engaged 75 faculty, staff and students in developing specific recommendations for strengthening the university. Groups had four weeks to create plans.

Change Initiatives

Based on Task Force recommendations, launched eight change initiatives, led by faculty, staff and student teams, to be completed within nine months. They are:

1. Centralized Advising Center
2. Blugold Central Student Services Center
3. Administrative Service Center
4. Equity, diversity and inclusivity plan
5. Facilities restructuring
6. Creative Services consolidation
7. Academic Master Plan
8. University Strategic Plan

Innovation: Administrative Service

Strengthened service to faculty and staff by consolidating human resources, purchasing, budgeting, accounts payable, accounting and risk management. Created new frontline service team to ease administrative demands on faculty and staff.

Innovation: Student Service

Guided by mission to support student success, created one-stop service center, benchmarked against national models. Consolidated five units.

Innovation: Advising

Guided by mission to improve student retention and graduation, created one-stop advising center, inspired by highly successful College of Business model. Consolidated advising across four colleges and one academic office.

Innovation: VSIP

We pioneered the first-in-Wisconsin voluntary separation incentive program (VSIP) to help meet our budget reductions. This investment helped us limit involuntary layoffs to 11 people.

Innovation: Alumni Discount

To support four-year graduation goal we created the Blugold Alumni Tuition discount program, offering 25 percent reduced undergraduate course tuition for returning alumni who complete their degree in four years. Eligible for five years.

Shared Governance

Shared governance is an important partner in task forces, implementation teams, and in budget decisions and communication.

Communication

Monthly open forums and campus communication to share all budget actions. Open communication with media.

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The Power of **AND**

University of Wisconsin
Eau Claire

What guides us.



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