



University of Idaho

Office of the Provost and
Executive Vice President

TO: University of Idaho Faculty and Staff
FROM: John Wiencek, Provost and Executive Vice President
DATE: April 30, 2018
SUBJECT: Congratulations on a Great Year!

Dear Faculty and Staff,

As we come to the close of the academic year, I wanted to briefly recap some significant accomplishments that have occurred, and point out projects that are still in progress.

Completed 2017-18 Projects

1. *Market-Based Compensation.* We started the year by finalizing our budget priorities with the University Budget and Finance Committee (UBFC) and then implementing the program prioritization process developed in the prior year, which generated funding for these priorities. Our highest priorities were salary adjustments to bring all faculty, staff and teaching assistants closer to market wages in their fields. These actions led to a consistent market-based compensation philosophy for the entire campus, which was kick-started by the mid-year raise process. Our regional accrediting body has given us positive feedback about these processes and their implementation and is eager to see continued improvement in their integration and utilization over time. They recognized the challenges associated with processes such as program prioritization but encouraged us to continue to take such necessary steps and to improve the process.
2. *Centralized Advising.* In late fall, ongoing discussions and proposals regarding advising, recruiting and student

success culminated in a recommendation by my office to move to a more coordinated approach to these efforts. The Vandal Success Coalition was formed and significant work has occurred that provides the needed context and data to inform next steps. The deans and I will meet to formalize these next steps in the coming weeks so that we can move into the next fiscal year with clarity as we align these important activities.

Projects in Process

1. *Financial Operations Refresh*. Due to historically declining enrollment, coupled with a highly decentralized financial structure, the institution's central reserve fund is nearly depleted. Brian Foisy, vice president for Finance and Administration, is chairing a committee to recommend a modified financial management model which will meet the short-term and long-term goals spelled out in the university's strategic plan. These discussions will continue into next year and complement discussions about potential organizational restructuring in finance, technology and other areas to improve efficiency and effectiveness.
2. *Restructuring Academic Units*. The provost will convene a group of faculty, staff and students to investigate alternative structures among academic units, with a special focus on the College of Art and Architecture, the College of Science and the College of Letters, Arts and Social Sciences. This group will convene next fall and the provost will chair this committee. In preparation for this work, the provost and deans will work over the summer months to more fully develop the charge and approach to engaging the university community.
3. *Program Prioritization – Modifying the Evaluation*. The provost has appointed a committee under the leadership of Ali Carr-Chellman, dean of the College of Education, Health and Human Sciences, to follow up on a recommendation from the Institutional Planning and Effectiveness Committee (IPEC). IPEC recommends that we modify criterion two of the current program prioritization process to replace current narrative-based assessments

with refreshed unit-level cascaded plans. Cascaded plans are more localized operational plans (perhaps at the college or mid-unit level) that will enable the successful completion of the university's strategic plan. The newly formed committee has begun their work; it has suggestions for the entire process, but is focused on criterion two as requested by IPEC. At present, the team anticipates the use of data as well as explanatory documents accompanying updated cascaded plans to offer context to the data demonstrating the units' support of the university's strategic plan. The committee is currently working on the process and specifics of this re-design.

4. *"Great Colleges to Work For" cascaded plan.* Under the leadership of Yolanda Bisbee, a workgroup developed a cascaded plan to address areas of concern that we have gleaned from the "Great Colleges to Work For" survey. This plan was shared in draft form earlier this spring. Over the summer months, we will continue to refine the plan and re-engage next fall with a final draft which will include a proposed implementation plan.

In closing, I am impressed with how far we have come and how quickly we have achieved these remarkable results. Our regional accreditors have taken notice and are impressed with the productivity that they are seeing as well. The credit belongs to every one of you. We can rightfully hold our heads high collectively as a campus community for achieving so much. I am very excited about starting up again in fall 2018 on the four projects in process listed above. I believe the last two tasks will be quickly executed but the first two tasks will take more time.

I hope you all have an enjoyable and refreshing summer.

Best wishes,
John

[Update Preferences](#) | [Unsubscribe](#)

Our mailing address is:

University of Idaho

875 Perimeter Drive

Moscow, ID 83844

[Add us to your address book](#)