



# 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  
Yolanda Bisbee, Chief Diversity Officer  
**DATE:** March 20, 2018  
**SUBJECT:** Making U of I a “Great College to Work For”

---

The annual survey “Great Colleges to Work For,” which measures our workplace environment, is out and we encourage everyone to take time to complete this important assessment.

Since last year’s assessment, much work has been done to address some areas where we as a university have an opportunity to improve. The Campus Culture and Climate subcommittee of the President’s Council on Diversity and Inclusion first analyzed the survey results and provided additional narrative and a summary of the issues of concern. Thanks to Rula Awwad-Rafferty and Ro Afatchao for this in-depth review. With the start of this academic year, a task force has been working to move this good work forward toward a plan of action to address these concerns. Thanks to task force members Dale Pietrzak, Patrick Hrdlicka, Patricia Baker, Ro Afatchao, Rula Awwad-Rafferty and Yolanda Bisbee, chair of the committee. The draft plan, written as a cascaded plan supporting our university strategic plan, is attached at the bottom of this email for your review. Please send your suggestions for improvements to this draft plan via email to [provost@uidaho.edu](mailto:provost@uidaho.edu) by April 4, 2018. Also, note this plan is not intended to address all issues and matters, just those of most immediate need for the next three years.

We are already moving forward on obvious strategies to improve our workplace, such as market-based compensation, improved internal communication and stronger shared governance. After careful review of all feedback, the committee will provide a summary of the major themes which will be shared with the university community. The committee will also propose any revisions to the plan. Those revisions will be presented to IPEC and, ultimately, to President Staben as the action plan to address opportunities for improvement that are identified from the “Great Colleges to Work For” survey results.

I am thankful to all of you for your hard work and dedication to this great university, to our students and to each other. We all feel worn down at times by the hard work, but there is great joy in seeing the impact on lives that comes from that hard work.  
Thank you!

**Best wishes,  
John and Yolanda**



**Cascaded Plan**

---