

UWSA Core Values & Performance Management

January 2023

UW System Human Resources

Agenda

- Welcome
- UWSA Core Values
- ePerformance Management
 - Steps in the Performance Management Process
 - Setting goals

UW SYSTEM'S CORE VALUES

What are the UWSA Core Values?

- Purpose-driven
 - Student-centered
 - Pursuit of truth
 - Advancement of knowledge
 - Service
- People-focused
 - Collaboration and teamwork
 - Diversity
 - Mutual respect and trust
- Commitment to Stewardship
 - Accountability
 - Integrity
 - Innovation
 - Sustainability

<https://www.wisconsin.edu/president/strategic-plan/>

Including the UWSA Core Values on the Performance Review Document

- The UWSA Core Values have been added to the electronic Performance Review document

UWSA Annual Evaluation
Define Criteria - Update

Mission Statement | Goals | Mandatory Training

Section 1 - Mission Statement

Expand | Collapse

Mission 1: Mission of the University of Wisconsin System

Description : The mission of the University of Wisconsin System is to develop human resources, to discover and disseminate knowledge, to extend knowledge and its application beyond the boundaries of its campuses, and to serve and stimulate society by developing in students heightened intellectual, cultural, and humane sensitivities, scientific, professional and technological expertise, and a sense of purpose. Inherent in this broad mission are methods of instruction, research, extended training, and public service designed to educate people and improve the human condition. Basic to every purpose of the UW System is the search for truth.

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Mission 2: Mission of the University of Wisconsin System Administration

Description : With the Board of Regents, the UW System Administration leads and serves the UW System institutions, as a champion of higher education and a responsible steward of resources.

Under the direction of the UW System President, the UW System Administration helps to develop, and then implements, monitors, and evaluates policies enacted by the Board of Regents, aligning university programs with the current and future needs of the state and the nation.

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Mission 3: UWSA Core Values

Description : UWSA Core Values

PURPOSE-DRIVEN: Our purpose drives all that we do.

Student Centered: A primary reason for our existence is to serve our students. We do so by fostering excellence in teaching and learning, research, scholarship, creative activity, and community service, and by supporting our students to reach their full potential.

Pursuit of truth: We support the pursuit of truth that drives the core research mission and serves as a foundation for teaching and learning.

Advancement of knowledge: The dissemination of knowledge, discovery of new truths and areas of inquiry, and the search for a deeper understanding of our world and our place in it are central to our work.

Service: An essential aspect of the System and the universities that comprise it is to serve the State of Wisconsin and the public good.

PEOPLE-FOCUSED: We value and promote all who work, live, and learn in the System, as well as those in communities we serve across the state.

Collaboration and teamwork: We appreciate and understand that our best work is done working together in teams in a collaborative and supportive environment.

Using Core Values to Drive Performance Discussions

- Purpose-driven
 - Our purpose drives all that we do.
- People-focused
 - We value and promote all who work, live, and learn in the UW System, as well as those in the communities we serve across the state.
- Commitment to Stewardship
 - We are accountable to each other, to the UW System, and to the Wisconsin Idea. The decisions we make are focused on the best interests of those who work and learn at the universities in the System and the state of Wisconsin.

<https://www.wisconsin.edu/president/strategic-plan/>

ePERFORMANCE MANAGEMENT & SMART GOALS

UWSA Performance Management Period

New cycle begins: SMART goals developed for the year. Prior year's annual evaluation is completed.

Mid-cycle evaluation: Reflect upon the previous six months; consider any adjustments to SMART goals.

End of cycle: Reflect upon the year's performance & goal attainment; begin planning for new year.

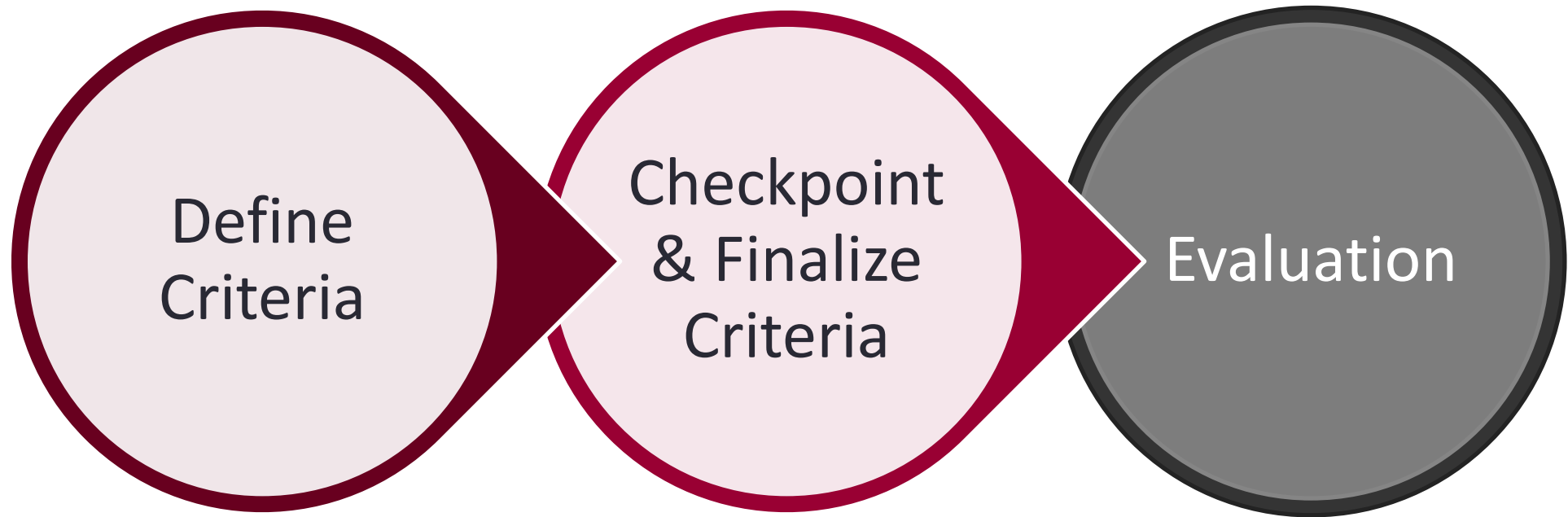
January

June-July

December



ePerformance Management (ePM) Steps



SMARTER GOAL-SETTING

<u>Specific</u>	What will be accomplished? What actions will you take?
<u>Measurable</u>	What data will measure the goal? (How much? How many? How well?)
<u>Attainable</u>	Challenging but achievable. Is the goal doable?
<u>Relevant</u>	How does the goal align with broader goals? Why is the result important?
<u>Timely</u>	What is the time frame for accomplishing the goal?
<u>Evaluate</u>	Evaluate progress towards goals
<u>Revise</u>	Revise as needed

SMART GOAL

Sample Goal Statement: Manage and support effective performance resulting in achievement of 75% of program and individual performance targets by the end of the fiscal year.

Goal Statement	What makes it SMART
Do...	Specific action taken
In order to...	To accomplish measurable, relevant result
By....	Within certain time frame
	And make sure it's achievable! (realistic timeframe, sufficient resources, and a feasible target)

Manage and support effective program performance resulting in **achievement of 75% of program and individual performance targets** by the **end of the fiscal year.**

Performance Management Resources

- Manager & Employee Tools & Tips for Performance Conversations
<https://www.wisconsin.edu/uwsa/hr/hr-services-and-support/performance/>
- Manager & Employee ePM Process Help
<https://uwservice.wisconsin.edu/help/performance-management>
- ePM Process FAQs: <https://kb.uwss.wisconsin.edu/96614>

HR Partner	Assigned Offices (includes all except where noted)
<p>Lori Fuller</p>	<p>Strategic Partner for these UWSA units:</p> <ul style="list-style-type: none"> • Office of the President • Office of the Board of Regents • Executive Searches of UW System • Office of Academic and Student Affairs (except UW Extended Campus) • Office of Administration (except UW-Shared Services & Office of Tech Svcs.) • Office of General Counsel • Wisconsin Intercollegiate Athletic Conference (WIAC) • Office of Finance and all subunits • Office of University Relations • Office of Internal Audit • Office of Compliance and Integrity
<p>Sarah Wilson</p>	<ul style="list-style-type: none"> • UW-Shared Services • Office of Learning and Information Technology • Office of Information Security • SBDC • Humanities • WIPPS
<p>Shelby Buchanan</p>	<ul style="list-style-type: none"> • UW Extended Campus

Questions?

