

Pathway Goal: Infrastructure and Shared Governance

Action Item #
2-3

Report:
 Mid-Year: December 2016
 Year-End: April 2017

Action Item Description:

UNLV's organizational structure: Is UNLV organized in a way to optimize its ability to achieve its Top Tier goals?

Submitted By:

Name	Department
Nancy Rapoport	Office of the President

Working Group Members:

Name	Department
Len Jessup	Office of the President
Kyle Kaalberg	Office of the President
Jim Thomson	Office of the President
Aaron Brown	Academic Success Center
Sue DiBella	Office of Community Engagement

Provide a written overview of the year-long process for your working group.

2016-2017:

- Develop strategies (actions) and measurable outcomes associated with optimizing infrastructure for achieving Top Tier goals.
- Identify/develop methods for tracking measurable outcomes and set benchmarks for improvement as well as timelines and assigned leads for each.
- Investigate how to track measurable outcomes of institutional processes designed to improve workplace quality while respecting the confidentiality of employees reporting problems.
- Evaluate standards associated with "best place to work" status in higher education and paths toward attaining these standards.

2016-17 Accomplishments

- Preliminary investigation of top workplace standards, variables, and practices in higher education.
- Ongoing evaluation of COACHE and climate survey data.
- Campus information sessions for discussion of COACHE data and additional outreach to gain feedback on it.
- Established the NAVEX hotline for continued monitoring of campus climate.

Recommendations

- Assign development of institutional strategies (actions), measurable outcomes, timelines, and assigned leads associated with establishing optimal infrastructure.
- Continue gathering input from campus community on issues identified in COACHE and campus climate surveys and how to address challenges.
- Assign new diversity officer responsibility for addressing climate issues identified by women and minority groups.
- Continue funding NAVEX hotline.

2017-18 Next steps

- **What should the goals / activities be for the subcommittee?**
- **Who should be responsible?**

See above recommendations. Nancy Rapoport and Sue DiBella will develop strategies, outcomes, timelines, and assigned leads to share with the working group. Peg Rees and her team are gathering input on the COACHE data and conducting outreach.

Please review the list below and “X” the appropriate box(es).

- Potential resources required
- Any reports generated by this working group
- Metrics to be used
- No additional reference material

Any additional information you wish to share.

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