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 Interim Chancellor
 2020-2022 Priorities Update
 June 30, 2021

Goals	Outcomes Achieved 2020-2021	Outcomes Achieved 2021-2022
<p>1. COVID-19: Work with university and system leaders, faculty, staff, students, alumni and community leaders to ensure that the university continues to provide high-quality teaching, learning, research and service during the COVID-19 Pandemic.</p>	<p>Issued a “Return To The Prairie Plan” for fall 20 operations & an updated fall 21 plan. Created/updated student and employee related policies to ensure safety and continuity of operations. Established on site saliva testing program and conducted approximately 60,000 tests. Established operating thresholds and an operating dashboard. Conduct weekly Zoom-COVID-briefings to ensure continuous quality communication. Issue periodic emails as needed. Established a COVID Rapid Response Team to review daily feasting results and recommend any operational mitigations. Completed all semesters as planned. Officiated 53 Commencements for the 2021 Class.</p> <p>Conducted more than 62,000 SHIELD COVID tests.</p>	<p>UIS successfully continued its teaching, research and service functions throughout the pandemic, completing all semesters as planned.</p> <p>UIS was a highly vaccinated (96%) university by establishing a primary series and booster vaccine requirements for all on-site students and employees.</p> <p>The Response Team. leadership convened as needed.</p> <p>Updated university policies throughout the year based on COVID-related evidence/ experiences.</p> <p>Since 2020, conducted 64 weekly COVID briefings via zoom.</p> <p>Conducted more than 33,000 SHIELD COVID tests.</p> <p>Conducted an in-person commencement.</p>

<p>2. Anti-Racism & Social Justice: Work with university and system leaders, faculty, staff, students, alumni and community leaders to build upon UIS’ efforts that advance our values of integrity, civic engagement, diversity, strategic thinking and accountability through our teaching, learning, research and service.</p>	<p>Established an Anti-Racism Taskforce with the purpose of reviewing university policy and procedures and recommend further review/changes to any policies and procedures that would reduce systemic racism at the university.</p> <p>Engaged various university leaders and committee’s providing observations of current practices with suggestions for better practices and specific policy areas to review in order to advance the university’s commitment to social justice through the university best operational practices.</p>	<p>Reduced the extent to which UIS enables systemic racism.</p> <p>The Taskforce engaged the Cabinet with ongoing observations and recommendations.</p> <p>The Cabinet leadership has committed to act on the Taskforce’s recommendations related to Student Residential Living Learning Communities; New Student Recruitment; Equitable Faculty Compensation; and Ensuring Best HR Practices all designed to better realize our commitment to diversity, equity, inclusion and social justice.</p>
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3. Enrollment:
Work with the provost, the Enrollment Management team, and the deans to enhance student recruitment efforts, implement the Common Application platform, and increase both undergraduate and graduate student enrollments.

Doubled the number of students enrolling in the “Fall Half Semester” from 121 to 242 students and almost tripled credit hours.
Introduced a new “Winter Term” that will occur between Fall and Spring with 17 course sections.
Increasing recruitment efforts in the central IL and Springfield metro areas.
Introduced new business graduate degrees including a 14 month MBA.
Increased applications 30% for spring 2021.

Increased undergraduate and graduate student enrollments.
Launched the Common Application.
Created/implemented a 24 month EM plan to increase new student enrollment.
Created/implemented a 24 EM plan to increase the retention of current students to graduation.
Almost all EM units are fully staffed, oriented and working effectively and efficiently.
Increased funding for EM staffing, training, and support.
Increased funding for marketing/communicating UIS programs to prospective students.
Engaged faculty and other staff (beyond EM) to review, plan and enact changes that will increase our enrollment.

<p>4. Academic Affairs Reorganization: Work with the provost, deans and faculty to finalize the college and department realignment and reorganization to optimize intellectual synergies and maximize realization of goals in the Strategic Compass.</p>	<p>College and departmental conversations continue. Various units progressed through a 3 Phase Process. College of Business Has Submitted Their Proposals. All other units are in process. The Campus Senate and the Office of the Provost co-hosted a series of Campus Conversations in Spring 21. College realignment and re-organization was substantially advanced.</p>	<p>College realignment and re-organization was substantially completed.</p>
<p>5. Labor Relations: Work with the President’s Office, the Provost’s Office, Human Resources, and faculty and staff leaders on various labor union contracts, including negotiation of successor agreement for faculty bargaining unit.</p>	<p>Regularly meet with labor unit leadership to ensure quality lines of communication and consultation related to the collective bargaining agreement. Regularly meet with UIS/UI System regarding on-going labor items.</p> <p>Worked to advance the various labor union contracts.</p> <p>Regarding work to complete the Faculty Union agreement included, to-date, meeting 12 times for a total of 25 hours. Participated in a group training with a professional mediator from the Federal Mediation and Conciliation Services (FMCS).</p>	<p>Negotiations for all union related agreements are completed.</p> <p>UIS has reached a tentative agreement on the UPI Support Staff, UPI Faculty, AFSCME, UPI AGE and IATSE unions. All agreements are currently routing for signatures.</p>

<p>6. Organizational Improvements: Work with all units of the university and the system CFO to continue identifying efficiencies to strengthen the university's budget model.</p>	<ul style="list-style-type: none"> -Developed a Faculty Incentive Separation Program. -Created the Strategic Hiring Committee to review all proposed hiring to confirm funding source and ensure workforce efficiency. -Enacted a "pause" on all open positions for a leadership review of each position to confirm need and to consider other staff approaches. -Used "student credit hour" and "student to employee" ratio data to review operational efficiency. -Issued a multi-part zoom webinar series (Show Me The Money) to describe/explain UIS Revenues/ Expenses/Fiscal Condition/Fiscal Decision-Making/University Budgeting. -Engaged university shared governance to understand and increase their involvement in the university's budget model. -Launched an initiative inviting all employees to identify efficiencies that could strengthen university operations. -Established the Finance & Administration Division; -Hired an Interim VC Finance & Administration, to strengthen financial planning, reporting, budgeting, and transparency. <p>In order to continue the professional development of employees during a pandemic the university entered into a contract with a firm that offers a broad range of professional development programs on line. Resulting in 564 total trainings taken by 150 people; 95 of this 150 have taken at least two trainings. Most</p>	<p>Identified and achieved efficiencies and improvements strengthening the university's budget model.</p> <p>Substantially completed the staffing and launching of the Division of Finance and Administration.</p> <p>Created and secured approvals and buy-in for a 5 year UIS Financial Recovery Plan from the System.</p> <p>Established a budget planning timetable that ensures a strategic and achievable approach to the operating budget with greater clarity.</p> <p>Engaged the Cabinet in strategic costs cutting exercises.</p> <p>Connected the financial planning of the university to the enrollment planning.</p> <p>Completed a reorganization of the 3 enrollment management units: Admissions; Financial Aid & Registrar in order to ensure future enrollment growth.</p>
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<p>7. Strategic Compass: Work with administration, faculty, staff and students to continue implementation of the Strategic Compass.</p>	<p>Reviewed the Strategic Compass with the Cabinet. Working to selectively advance the plan despite the pandemic.</p> <p>Implemented all 2020-2021 aspects of the Strategic Compass</p>	<p>Achieve the desired outcomes articulated in the plan.</p> <p>Spring 2022, Academic Affairs conducted an informal review of the Strategic Plan progress and achieved outcomes.</p> <p>Created the University Planning and Budget Committee to better link together strategic planning to the budgeting process.</p>
<p>8. Community Outreach: Work with university leaders to preserve and extend community outreach to the city of Springfield and the surrounding area.</p>	<p>Met weekly with university and community leaders to ensure our continued outreach despite the pandemic and to discuss future curricular and co-curricular efforts.</p> <p>Continued to institutionalize outreach efforts into UIS teaching, learning, research and service.</p>	<p>Continued to establish UIS as a capital city university dedicated to serving the public good.</p>
<p>9. Reaching Stellar Campaign: Work with the President, the Foundation, the Advancement Office and UIS friends to complete the \$40 million campaign.</p>	<p>Completed 99% of the campaign. Raised \$39M of the \$40M.</p>	<p>Achieved original overall \$40M campaign goal 10 months ahead of schedule.</p> <p>Completed campaign on 6/30/22 achieving 106% of goal or \$42M. Providing funds for student scholarships, academic excellence efforts, UIS Center for Lincoln Studies, and facilities and tech enhancements.</p>

<p>10. Innovation Agenda: Assist the President, the Discovery Partners Institute team, the Illinois Innovation Network leaders, and community leaders to continue building out the innovation agenda in Springfield and across the state.</p>	<p>Met with all major stakeholders related to the Innovation Agenda. Working with the UIS innovation leadership to confirm goals/actions/outcomes for next 12-18 months; the business model to sustain efforts and to establish a greater physical presence in downtown Springfield.</p>	<p>Finalized a 5 year operating and budget plan including a 5 year commitment of system financial support.</p> <p>Secured the release of state funds allowing for the acquisition of an existing building in downtown Springfield to expand the university's presence downtown.</p> <p>Continued to grow innovation and economic development services and programs.</p>
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