

Faculty & Staff Success: Funding Requests



1. \$7.5M of funding as been allocated to support Faculty and Staff Success out of the \$260M investments previously communicated by President Choi
2. Funds will only be available one-time over a five year period, but can be either operating or capital expenses
3. To the extent funding requests are OPEX that will extend beyond the 5 year period, it is the expectation that savings will be identified to fully fund these investments going forward
4. There is no presumption of when or how funds will be distributed over the five year period (e.g., \$2M per year, \$5M in first year, \$1M in years after, etc.)
5. Funds will be

- President
Choi – State of
the University

- HRC
Funding
Session
(11/19)

- HRC
Funding
Session
(12/17)

- HRC
Funding
Session
(1/14 &
1/30)

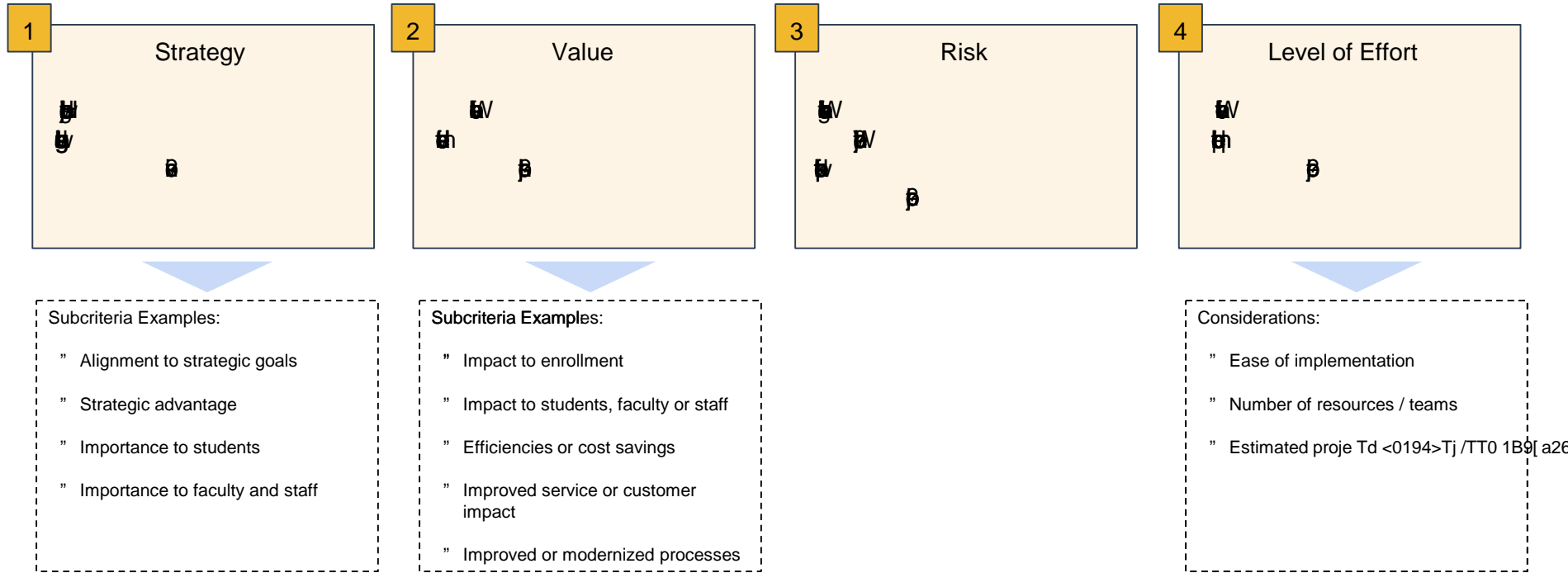
- HRC
Funding
Session
(2/5 & 2/25)

HRC developed a set of guiding principles for determining how to allocate funds to support these Faculty and Staff Success initiatives

1. Result in a direct impact to the success of faculty and staff - examples include:
 - a. Enabling greater individual or departmental performance
 - b. Supporting personal or professional growth
 - c. Improving and/or reducing burden of administrative processes
2. Enable UM's Employee Value Proposition - ensure initiatives improve employee engagement, pride, sense of belonging, and create a high-performing culture
3. Align with UM's Compacts and strategic goals - prioritize programs that directly enable or support faculty and student success areas communicated by President Choi ("employer of choice", professional and leadership development, recruiting and onboarding, rewards and recognition, personal well-being)
4. Impact on a broad set of stakeholder groups - ensure initiatives do not only impact a small group of stakeholders; while initiatives do not need to impact each campus equally, having an impact on all campuses is preferred
5. Prioritize the top 3- 5 ideas that will deliver significant impact - rather than several initiatives or projects that only result in marginal improvements

Criteria for Evaluating and Prioritizing Funding Needs

Prioritization Criteria



Leadership Group Vetting Sessions

Identified Proposals are being further vetted with the following groups in February:

- | IFC: 2/5
- | UMAO: 2/14
- | President's Staff: 2/18
- | ISAC: 2/20
- | GO's/Sr. Leaders: 2/28

Identified Proposals for Funding

1. Learning and Leadership Development
 - a. Faculty – Development Grants
 - b. Academic Leaders (Deans/Chairs)

