



PRESIDENTIAL *News*

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Fall 2013 Initiative Update

The Fall semester is in full swing at UWF. Our students are completing midterm exams and turning their attention to their team projects and research papers. It is a time of focus and concentration as we march toward the holidays and commencement. Last week was early warning and 95% percent of faculty participated to help us identify those students who need a little extra encouragement and assistance to be successful. I appreciate everyone's attention on these important retention efforts.

I want to share with you how we are progressing on our planned Fall 2013 activities:

Academic Reorganization is now in the "reaction" phase. Our fearless facilitator, Dean Bob Dugan has prepared his notes from the listening sessions to give us all time to react and respond. There are five sessions scheduled over the next few weeks for this purpose. I encourage your participation as Dean Dugan will finalize his recommendations by Thanksgiving.



The **Quality Enhancement Plan, QEP** Topic Selection Team has reviewed information gathered from Academic Visioning, Strategic Planning, SPARA proposals, QEP concept papers, input meetings with a variety of groups, and the recently administered QEP Topic Selection Survey. The QEP Topic Selection Team has recommended, and the SACSCOC Leadership Team has endorsed, the following general theme for UWF's QEP: **Communication for Professional Success: Delivering Results from Applied Critical Analysis**. Next, we will convene a QEP Development Team, which will work with the University community to take this general idea and provide recommendations regarding definitions, organizational structure, expected student learning outcomes, suggested high-impact strategies, potential assessment methodologies, and proposed budget.

Our 10 year **reaffirmation for accreditation**, often referred to as **SACSCOC**, is now in the certification phase. The 16 accreditation teams have completed their pre-certifications and are now working to ensure compliance with all of the accreditation principles. This stage must be complete by the end of February. While this is a tremendous effort, it is one of the most critical things we do as an institution. I appreciate everyone's hard work and commitment to ensuring we achieve reaffirmation.

Our new Chief Diversity Officer is now on board. Dr. Kim LeDuff is moving forward to develop a robust, multi-year **UWF Diversity and Inclusion Plan**. She has formed the President's Diversity and Inclusion Council into sub-teams to begin development of this important plan. She will be holding campus outreach and listening sessions this semester with an anticipated draft plan in early Spring.

Banner is operational. This long anticipated project is celebrating some major milestones in bringing up many new modules, including undergraduate and graduate admissions processing. Yet, Spring 2014 will be an especially busy time as the bulk of the remaining Banner modules enter use, including class scheduling, full financial aid processing, student academic history, DegreeWorks (advising and degree audit), course registration, and course curriculum management. This will be followed by cashiering, fees, and student accounts processing in July; academic early warning in August; graduation processing in September; and faculty activity reporting in November. More than 80 employees have worked intensely on Banner for the past two years. Congrats on some major successes.

Business Enterprise Incorporated is diligently moving forward

to make advancements on our **Campus Master Plan**. The master developer for University Park and West Campus Retirement Village, Balfour Beatty, is working to develop appropriate phases for the projects. We will know their recommendations in the Spring. Also, the ITN (Intent to Negotiate) period has closed for the electric car project, and BEI is considering the feasibility of the respondent's proposal. Stay tuned to the BEI website for the latest information.

We are making great strides on these initiatives, and I appreciate everyone's hard work. Most of all, however, we are transforming lives every day in our classrooms. Student learning and success is our hallmark. Thank you for making it happen.

Homecoming Spirit Abounds

We Celebrated UWF Homecoming 2013 October 7-12 and spirit was at an all-time high as students sought the golden fleece with the guiding theme, Argos Set Sail. Over 3,200 students participated in the activities, with many of these students participating in numerous events throughout the week. It was by all accounts, a huge success. Many thanks and congratulations go out to the Homecoming Executive Board, Brook Policicchio, Venise Evans, Michael Cassoni, Renee Richardson, Taela Rivera, Destin DeMarco, Johnny Denis, Nate Faust-Shucker, Karli Sherman, our many campus partners, and the Student Affairs Team.



Family Weekend was also a part of the Homecoming festivities this year. We had 450 individuals participate in the activities. Parental and family support is an integral part of student success and I applaud the Office of Family Programs for putting together a solid program that was enjoyed by all.

Focused on High Quality Faculty and Staff



We are making strides toward Strategic Priority 2.2 and 4.2, which focus on Recruiting, Retaining, Rewarding, and Developing High Quality Faculty and Staff that further UWF's mission.

Here are some of the activities occurring this year:

1. The legislature funded an across the board recurring increase of \$1000 or \$1400, dependent on annual salary, effective October 1. These increases appeared in your October 18 paychecks. This represents between a 7.8% and .3% increase, dependent on salary.
2. UWF is providing a \$500 lump-sum bonus to all eligible employees in December.
3. The legislature is funding a \$600 bonus based on meritorious service for 35% of eligible UWF employees. A staff team is developing the distribution model for staff; guided by the language in the General Appropriations

Also during the homecoming 2013 activities, history was made as the UWF Women's Swimming and Diving Team begin its inaugural season. The competition was fierce with the first meet against Division I FSU and Tulane. Yet, the Argos held their own and placed in the top five in freestyles, breaststroke, butterfly, backstroke, and relays. Women's Swimming and Diving is UWF's 14th sport and is currently ranked 7th in their first CollegeSwimming.com Division II rankings.



- Act, the Deans will develop the distribution model for faculty. These funds will be available in June 2014.
4. \$100,000 has been distributed for faculty equity/compression this year. These funds were distributed in accordance with the UFF negotiated formula.
 5. \$100,000 will be distributed for staff equity this year. A staff team is currently working on the distribution model. Only about 20% of UWF staff will be eligible based on their current salary compared with industry standard benchmarks. These funds will be distributed in the Spring.
 6. Academic Affairs reinstated the Staff LEAD program this year to focus on development of leadership skills for staff in that division.
 7. The Staff Quality of Life Team has partnered with a UWF graduate class to conduct focus groups and surveys on what can make UWF a first choice employer and efforts to improve UWF staff retention.
 8. The Affordable Health Care Act is now being rolled out in the State of Florida. Newly eligible UWF employees are now receiving notification from the State of Florida that they can enroll in state-sponsored benefits, including health insurance.

For more information on these initiatives please visit the Human Resources website at uwf.edu/ohr.

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