People, Our Greatest Resource Initiative: Pillar 5

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The goal of this initiative is to celebrate a healthy climate and also identify the opportunities for improvement pertaining to the overall health of our institution.
OHI Fall 2018

• 4,209 employees completed the survey
• 71% staff, 25% faculty, 1% Post-doc, 4% other
• Mirror Workshop with 50 campus leaders
Communicate Key Findings to Campus:

- **Work environment is a strength. Our university culture provides a sense that we are contributing to the community.**
  - Bureaucracy & internal politics hinder the work environment at times.
- **UA faculty/staff are highly motivated**
  - Improved management, development, and inspiration can enhance existing employee skills.
Areas of Emphasis for Praxis Workshops: Reflection & Action

- **Improve Role clarity** for increased accountability
- **Increase Strategic clarity** for better understanding of UA mission, strategy & plan
- **Improve/Implement People performance review** for enhanced coordination & control.
- **Enhance Operational management** with better metrics, and improved systems and processes

- *Invite participation in next steps to reflect on findings and discuss action steps*
Follow up to OHI results

1. Circulate campus-wide communications
2. Create an internal task force of faculty and staff to gather climate information beyond OHI
3. Hold praxis workshops for reflection & action planning
4. Form action planning committees
Praxis Workshops – Reflection & Action

• Engage key stakeholders to improve key areas in innovation & learning and direction

  • Invite participation in Praxis Workshops for Reflection & Action

  • *Step back, build consensus, focus on outcomes* (COACHE; Ott & Mathews, 2015)

  • Identify where and how we focus our energy
    • Identify workgroups & committee members
Workshop Plan

• Individual reflection:
  • *What are the strengths and weaknesses of UA as an organization?*
  • *How would you define campus climate?*

• Overview

• Gallery Walk:
  • Do you agree? What is missing? What are the next action steps?

• Choose one topic to join others to discuss action

• Share out to whole

• Sign up for action committees
# PRAXIS WORKSHOPS

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Interest Focus</th>
<th>Building/Room</th>
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</thead>
<tbody>
<tr>
<td>March 18, Monday</td>
<td>2:30-3:30 p.m.</td>
<td>Staff</td>
<td>ENR2 /S215</td>
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<tr>
<td>March 28, Thursday</td>
<td>2-3 p.m.</td>
<td>Faculty</td>
<td>AZHS College of Medicine/ 2216</td>
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<tr>
<td>March 28, Thursday</td>
<td>3-4 p.m.</td>
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<td>AZHS College of Medicine/2216</td>
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<tr>
<td>March 29, Friday</td>
<td>1-2 p.m.</td>
<td>Staff</td>
<td>AME S338</td>
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<tr>
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<td>AME S338</td>
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<tr>
<td>April 2, Tuesday</td>
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<td>Optical Sciences/821</td>
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<td>2-3 p.m.</td>
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<td>Optical Sciences/821</td>
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<tr>
<td>April 3, Wednesday</td>
<td>11-12 p.m.</td>
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<td>Old Main/Silver &amp; Sage</td>
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<tr>
<td>April 3, Wednesday</td>
<td>12-1 p.m.</td>
<td>Faculty</td>
<td>Old Main/Silver &amp; Sage</td>
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<td>April 10, Wednesday</td>
<td>10-11 a.m.</td>
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<td>Health Sciences Education Building C 206, Phoenix</td>
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<tr>
<td>April 10, Wednesday</td>
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<td>Health Sciences Education Building C 206, Phoenix</td>
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<td>April 12, Friday</td>
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<td>Chavez Building/307</td>
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<td>April 17th</td>
<td>11-12 p.m.</td>
<td>Faculty</td>
<td>Public Meeting Room, UA South, Sierra Vista. <a href="https://arizona.zoom.us/j/287928823">https://arizona.zoom.us/j/287928823</a></td>
</tr>
<tr>
<td>April 17th</td>
<td>12-1 p.m.</td>
<td>Staff</td>
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