

To: Members of the Western Illinois University Board of Trustees
Mike Houston, Chairperson Bill Griffin
Robert Cook George J. Guzzardo
Carolyn Ehlert Steve Nelson
Bill Epperly Chris Thomas

From: Joe Rives, Assistant to the President, Planning and Budget

Date: April 28, 2006

Re: April 2006 Strategic Plan Update

This month's *Higher Values in Higher Education* update focuses on:

1. Implementation of a market equity salary adjustment program for non-negotiated staff.
2. Fiscal Year 2006 accomplishments and Fiscal Year 2007 plans.
3. Master planning updates for Western Illinois University-Macomb and Quad Cities
4. University Theme for academic year 2006-2007
5. May's strategic planning meetings

Market Equity Salary Adjustment Program for Non-Negotiated Staff

Providing competitive salaries for all University faculty and staff that meet and exceed the mean of peer institutions is the highest priority identified in the Strategic Plan. Working with our collective bargaining units, Western Illinois University will continue to negotiate salary schedules which address compensation in the context of comparable higher education institutions.

At the same time and in keeping with our Strategic Plan goals, President Goldfarb announced implementation of a market equity salary adjustment program for non-negotiated staff based on longevity in current position and salary compared to peer group averages, effective May 1, 2006. This program enables base adjustments this year in addition to a projected annual salary increase at the start of the fiscal year July 1, 2006.

Within a few weeks, every non-negotiated staff member will have received a personal letter summarizing the methodology, noting the market adjustment, if any, and their individual calculation based on the institution peer group comparison and employee longevity in current position. Each employee will also have the opportunity to review their data in case there are discrepancies. The letter will indicate the procedure for employees to follow if they have specific questions regarding the process and their individual analysis.

Fiscal Year 2006 Accomplishments and Fiscal Year 2007 Plans

On April 19-20, approximately 200 members of the Western Illinois University campus community attended all morning sessions on accomplishments and plans for each vice presidential division and areas reporting to the President. Summary outlines of these presentations are available from the President's Website, www.wiu.edu/president/budgets/ and the Power Point presentations are available at www.wiu.edu/UniversityPlanning/ under "campus presentations." These and additional materials from the

accomplishment and planning sessions are also available on each vice president's Web site. Please contact me if you need individual Web addresses.

Your *May 2006 Strategic Plan Update* will contain a bullet point summary of institutional accomplishments and plans presented to the campus community and related to *Higher Values in Higher Education*. Additional information will also be presented by the vice presidents and me at your June Western Illinois University Board of Trustees meeting and at your annual retreat in July.

Western Illinois University-Macomb Master Plan

On April 24-26, approximately 225 Western Illinois University-Macomb students, faculty, and staff and local/regional community members participated in activities where representatives from Goody Clancy and Hitchcock Design, our campus master planners, gained additional ideas regarding the future physical development for facilities, grounds, technology, and infrastructure on the Macomb campus.

During the summer months, work of the Western Illinois University-Macomb Master Planning Steering Team will be focused on three areas: 1) Implementing a master planning Web site that allows for continuous campus input and feedback regarding the master plan and processes used; 2) working closely with our campus master planners on the preparation of three master plan design alternatives to be presented to the campus community September 6-8; and 3) designing a schedule for the campus master planners' visit in September that promotes maximum campus participation and builds on the eight different communications strategies (print, media, and Web) used to announce and remind the campus and external communities of master planning events.

The Facilities Forum Committee, which ensures consistency and integration of current campus construction projects with the newly developing master plan, will also continue to meet during the summer months. The status of current and planned master planned projects will be enhanced on the new campus master plan Web site.

Western Illinois University-Quad Cities Master Plan

The Western Illinois University-Quad Cities Master Plan is now ready for presentation and approval at your June Western Illinois University Board of Trustees meeting. The Quad Cities campus master plan received unanimous endorsement from the Quad Cities Faculty Council and Student Government Association. It has also been shared with all of the Macomb Campus governance groups (Civil Service Employees Council, Council of Administrative Personnel, Faculty Senate, and Student Government Association) as an information item. Additionally, it was shared at a VIP breakfast with 20 members of the Quad Cities area on April 21st. Bill Brewer and I are currently planning with Jim Bowman, Executive Director of Renew Moline, an informational master planning briefing with Quad Cities residents. I will provide additional details to you as they become available.

On May 2, the Western Illinois University-Quad Cities Riverfront Campus Users Group will reconvene. This committee is charged with identifying and addressing implementation issues as the University finalizes design and prepares for construction on the new Riverfront Campus.

University Theme for Academic Year 2006-07

Higher Values in Higher Education discusses the importance of the University Theme in expanding student learning and growth through opportunities that blend classroom learning and campus life. Through the University theme, our community has joined in common dialogue, activities, and events emphasizing civility, social justice, civic engagement, and global challenges and personal responsibility over the last four years. Our community embraced this year's theme, *Global Challenges and Personal Responsibility*, as seen in the activities of the First Year Experience; campus speakers such as Eric Schlosser, Jerry Greenfield and Juliet Schor; weekly campus dialogues hosted by Western faculty in the University Union and the Art Gallery; and, through the activities of the American Democracy Project.

In an April letter to the campus community, President Goldfarb announced that we will continue with the broad framework of *Global Challenges and Personal Responsibility* during academic year 2006-07 with an emphasis on cultural diversity. *Global Challenges and Personal Responsibility* has created a strong foundation by which we will continue our campus dialogues, expand disciplinary exploration, and foster a community of inclusion, accessibility,

and academic success. Additional information of University Theme programs and events will follow in future *Strategic Plan Updates*.

May's Strategic Planning Meetings

Following is a list of scheduled meetings for May related to the Strategic Plan.

- May 1, 4:00, discuss benchmarking with the Graduate Council.
- May 2, 2:00, Western Illinois University-Quad Cities Riverfront Users Group.
- May 4, 11, 18, and 25, Renew Moline Project Funding Meetings.
- May 4, 10:00, Western Illinois University-Quad Cities Campus Action Planning Team.
- May 5, 10:00, President's Recruitment and Retention Task Force for Western Illinois University-Macomb.
- May 5, 1:00, President's Western Illinois University-Quad Cities Advisory Council.
- May 6, 1:00, Alumni Council: Strategic and Master Planning Updates for both Western Illinois University campuses.
- May 9, TBD, meeting with Renew Moline's private developers to ensure their project consistency with the Western Illinois University-Quad Cities Riverfront Campus Master Plan.
- May 10, Renew Moline Meetings (Intellectual Property Institute; Urban Corridor, Design and Build Team).
- May 15, 12:00, Western Illinois University-Quad Cities Academic Program Planning Committee.
- May 16, 3:00, President's Technology Advisory Committee: Infrastructure Group.
- May 17, 1:00, Western Illinois University-Macomb Campus Action Planning Team.
- May 19, 8:30, Western Illinois University Energy Management/Utility Infrastructure Committee.
- May 24, 12:00, Western Illinois University-Macomb Master Planning Steering Team.
- May 24, 1:30, Western Illinois University-Macomb Facilities Forum.
- May 26, 3:00, President's Technology Advisory Committee: Users Group.

Please contact me if you would like to attend any of these meetings, have any questions, or if you have additional feedback for the continued successful implementation of *Higher Values in Higher Education*.

cc:	President Goldfarb	CSEC Chair Skien	Alumni Council Chair Green
	Provost Rallo	COAP Chair Maxwell	Associate Provost Clerc
	Vice President Hendricks	Faculty Council Chair Solymossy	Planning, Budget, and IR Staff
	Vice President Johnson	Faculty Senate Chair Rock	Staff Secretaries Mason and Markert
	Vice President Thompson	SGA Chairs Early and Wickard	Administrative Assistant Kerry Yadgar