Fostering an Engaged, Healthy, and Sustainable Campus - DRAFT

The specifics identified below are derived from the strategic planning consultation process. They may in some cases be more detailed than what can be included in the institutional plan and are provided here to provide greater clarity and context about intended directions. Some key areas of focus will be included in the final draft.
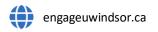
A University is its people: holistic, nimble and inclusive support for people and their work is fundamental to a sustainable model of student-centered, learning-oriented practice, to knowledge creation and innovation, and to a university that serves its communities and where everyone can thrive.

Building a climate that fosters mental and physical well-being and a healthy, respectful campus climate
- Establish and implement an employee mental health strategy with measurable metrics
- Establish and implement an employee engagement strategy based on the results of the 2022 Employee Engagement Survey and assess and report on progress
- Continue the reorganization of the human resources portfolio, employing an equity lens in supporting the work of addressing toxic work environments and fostering healthy work climates and respectful, collegial relations
- Establish an office of conflict resolution and build infrastructure that facilitates conflict mediation on campus

Reviving and enhancing the sense of energized belonging, connectedness, and engagement on campus
- Explore opportunities to establish physical and virtual social spaces on campus for students, faculty, and staff
- Establish a stand-alone Indigenous community, meeting, and programming space on campus
- Implement the recommendations of the ABR Task Force
- Enhance faculty and staff connectedness through social and learning opportunities
- Establish internal communications strategies and processes to enhance campus knowledge mobilization and campus pride
- Explore best practices to foster increased cross-unit collaboration and interaction, and implement programs that are consistent with our employment context
- Systematically build strong community relations
- Addressing our responsibilities as an institution to ensure that campus spaces are accessible and welcoming

Creating equitable and clear pathways for professional growth and innovation
- Develop and implement strong, inclusive, well-supported, and growth-oriented performance management and feedback conversation practices
- Establish and enhance inclusive leadership development and support developmental opportunities for staff and faculty in all areas and roles
- Establish best practice approaches to talent recruitment and retention, prioritizing approaches that foster transparency, equity, and the development of diversity in leadership teams and in the workforce
- Explore mechanisms to support, recognize and value staff contributions to institutional practice beyond their own units

Supporting capacity building for inclusive, equitable leadership in a context which embraces collective learning and new opportunities

Working towards an environmentally sustainable campus and campus culture, and foster strong partnerships that support and inspire regional participation with sustainable practice

- Work towards embedding sustainability in research, teaching and operations while fostering a culture of sustainability, both on and off campus.
- Sustainability Strategic plan (goals, actions, metrics, tracking)
- Align activities with UN Sustainable Development Goals, for campus operations, research and creative activity, teaching and community engagement
- Establish an institutional goal of carbon neutrality
- ESG in university investment and endowments
- Develop campus actions to reflect broader sustainability goals including use of single-use plastics, sustainable infrastructure, our water footprint, food waste, and procurement
- Measure and report campus engagement, actions, and outcomes
- Develop further institutional commitments including benchmarking University of Windsor relative to other Canadian and global universities

Continue to build a culture of trustworthiness and transparency by emphasizing individual and public accountability, strong bicameral governance practice, and a clear and navigable policy context
- Enhance support and training programs for managers and supervisors
- Report annually on progress against strategic plan, academic plan, and research plan metrics
- Establish and implement a strategic data plan aimed at creating accessible, integrated, reliable institutional data and informed approaches to institutional data use, focused on progress tracking, diagnostics, celebration, and public accountability. This plan will include data sets to support the work of equity, diversity, and inclusion and Truth and Reconciliation
- Establish regular and systematic opportunities for feedback, input, and consultation for students, faculty and staff. Report and act on findings.
- Implement trusted, safe, and navigable policies and mechanisms for addressing ethical concerns
- Tangibly recognize and celebrate positive contributions to the institution