



## UMB STRATEGIC PLAN 2022-2026

### Core Values Townhall

Dr. Judy L. Postmus  
Dean & Professor, School of Social Work

Dr. Roger J. Ward  
Provost & EVP (Interim)  
Dean, Graduate School

Co-Chairs, Strategic Planning Steering Committee

# Overview

**Goal:** Adopt UMB's FY22 – FY26 Strategic Plan by June 30, 2021

**23** Steering Committee (SC) Members – Meets every 3 weeks

**11** Logistics Team (LT) Members – Meets weekly

# Steering Committee

**Roger Ward, Co-Chair**

**Judy Postmus, Co-Chair**

Joshua Abzug – Faculty Senate

Bimbola Akintade – Nursing

Peter Danchin – Carey Law

Christina Fenwick – Staff Senate

Nivedita Hegdekar – USGA

Laura Kozak – External Relations

Jon Kucskar – President's Office

Lisa Lebovitz – Pharmacy

Flavius Lilly – Graduate School

Mark Macek – Dentistry

John McKee – Philanthropy

Peter Murray – CITS

Dennis Paffrath – ORD

Donna Parker – Medicine

Dawn Rhodes – A&F

Terry Rogers – Medicine

Wendy Shaia – Social Work

Emily Smith – GSA

Stephanie Suerth – Compliance

M.J. Tooey – HSHSL

Ashley Valis – Community Engagement

# Logistics Committee

**Roger Ward, Co-Chair**

**Judy Postmus, Co-Chair**

Cherita Adams

Jon Kucskar

Danielle Brown

Karen Matthews

Michael Brown

Tricia O'Neill

Nazanin Fouladi

Greg Spengler

Laura Kozak

# Strategic Planning Timeline

January –  
March

- Review Core Values
- Develop strategic plan themes and high-level strategic outcomes informed by:
  - Mission, Vision, Core Values
  - President's goals; USM goals; current strategic planning goals, MHEC, Other (?) ...
  - Involves deans, VPs, shared governance councils, others (?)

April – May

- University-wide feedback/input sessions on themes and outcomes
- Revise and refine themes and outcomes
- Draft plan

Mid-May –  
June

- Finalize and adopt plan
- Design implementation plan

# What are Core Values?

1. Core values are our guiding principles and value statements.
2. Core values guide our strategic direction, mission, and self-conception.
3. Core values are our essential and enduring tenets that ought not be compromised, ever.
4. Core values are relatively durable over time and function as anchors in times of uncertainty.
5. Core values speak to who we are as a community and what we stand for.



# Current Core Values

## **ACCOUNTABILITY**

The University is committed to be responsible and transparent in all areas.

## **CIVILITY**

Professional, ethical, respectful and courteous interactions are the expectation.

## **COLLABORATION**

Teamwork fosters insightful and excellent solutions and advancement.

## **DIVERSITY**

The University is committed to a culture that is enriched by diversity and inclusion, in the broadest sense, in its thoughts, actions and leadership.

## **EXCELLENCE**

The University is guided by a constant pursuit of excellence.


## **KNOWLEDGE**


The University's industry is to create, disseminate and apply knowledge.

## **LEADERSHIP**

The University continuously strives to be a leader and to develop leaders.

# Core Values Evolution

Civility/Accountability  **Respect and Integrity**

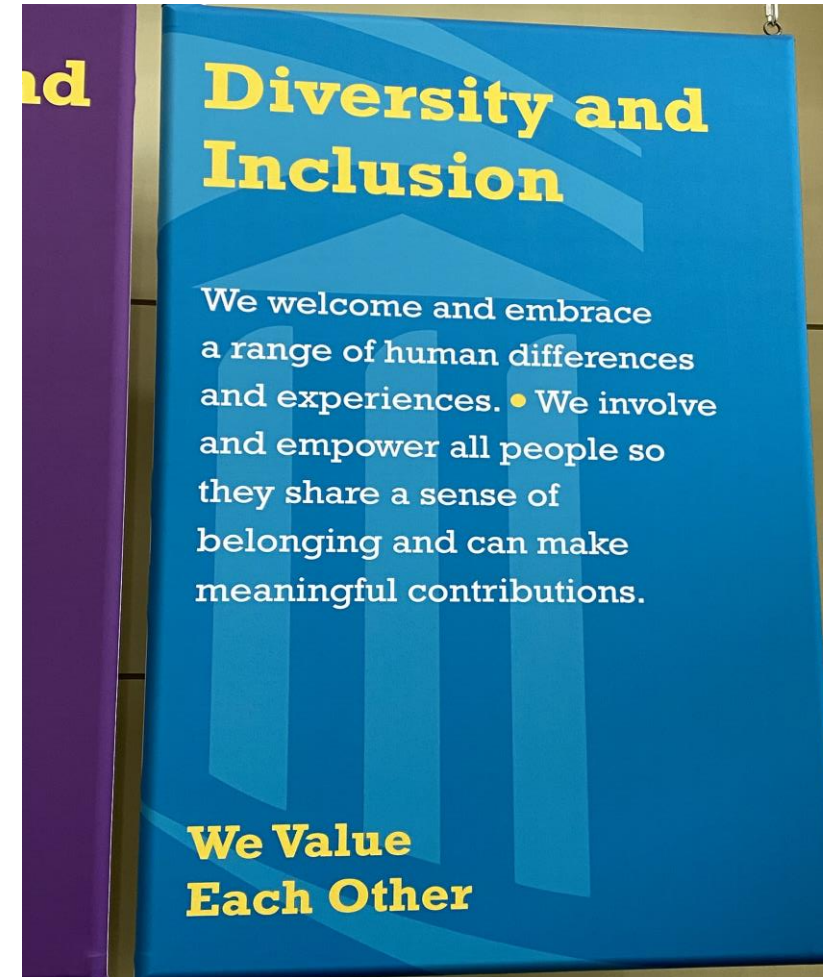
Leadership  **Well-Being and Sustainability**

Diversity  **Equity and Justice**

Excellence/Knowledge/Collaboration  **Innovation and Discovery**



# Proposed Values Format (UMMC Model)



# Civility/Accountability



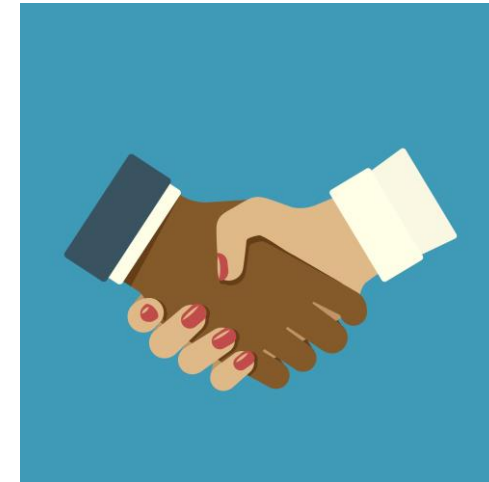
## RESPECT and INTEGRITY

### WHAT IT MEANS

We value each other and hold ourselves accountable for acting ethically and transparently.

### SYNONYMS/IDEAS TO CAPTURE IN THE FULLER NARRATIVE

Civility | Accountability | Transparency | Ethics



**Leadership**



# **WELL-BEING and SUSTAINABILITY**

## **WHAT IT MEANS**

We care about the welfare our people, planet, communities, and university.



## **SYNONYMS/IDEAS TO CAPTURE IN THE FULLER NARRATIVE**

Work & Academic Life Balance | Environmentally Friendly

Responsible Stewardship of Resources | Family Friendly | Mindfulness

# Diversity



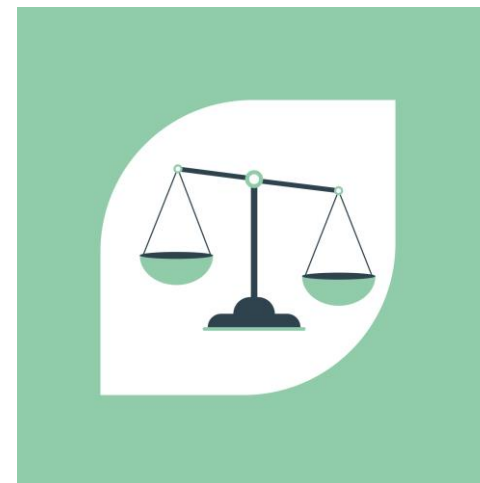
## EQUITY and JUSTICE

### WHAT IT MEANS

We embrace diversity and value inclusive and just communities.

### SYNONYMS/IDEAS TO CAPTURE IN THE FULLER NARRATIVE

Diversity | Inclusion | Social Justice



**Excellence/Knowledge/Collaboration**



## **INNOVATION and DISCOVERY**

### **WHAT IT MEANS**

We imagine new and improved ways to get things done.



### **SYNONYMS/IDEAS TO CAPTURE IN THE FULLER NARRATIVE**

Creativity | Discovery | Agility | Novel Thinking | Teamwork | Partnership

## Next Steps

1. Community & Stakeholder feedback
2. Leadership update and input
3. Review/reconcile draft values
4. Review/reconcile draft themes



# The End

Go in Peace and Spread Love