

Strategic Plan 2017 - 2021



Reaching **HIGHER**

Mission

As leaders in innovative problem-oriented policing, we value diversity and respect the dignity of all people. We uphold individual and constitutional rights, and promote campus community wellbeing through collaborative approaches to ensuring safety.

Vision

Serving in partnership to support and facilitate the educational mission of the University of Wisconsin-Madison, we seek to cultivate a campus environment in which all students, faculty, and staff are safe.

Core Values

Building on our RICH tradition, the University of Wisconsin-Madison Police Department strives for continuous improvement through a commitment to Reaching **HIGHER**:

Honor – We strive to fulfill the responsibilities of our profession with magnanimity and reverence for all members of our community.

Integrity – We are committed, at all times, to cultivating and upholding public trust through honest, moral, and ethical behavior that is above reproach.

Guardians – We dedicate ourselves to our role as guardians of our community, to the nobility of our charge and to the preservation of democratic ideals.

Health and Wellness – We understand that a healthy community is a safe community. Toward this end, we explore, support, and employ healthy-minded practices that promote individual, organizational, and community wellbeing.

Empathy – We engage others with empathy and consideration. We are dedicated to the fair, consistent, and compassionate treatment of all people.

Respect – We value diversity, believe in the dignity of all people, and respect individual and constitutional rights.

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Strategic Priorities

To advance the mission, vision, and core values of the Department, four strategic priorities have been identified:

- Employee Recruitment, Hiring, and Training
- Employee Health, Growth and Development
- Organizational Culture and Climate
- Community Outreach and Collaboration

All four of these strategic priority areas are inextricably linked and serve a primary objective: individual, organizational, and community wellness. Our success in recruiting and retaining qualified, diverse, and dedicated employees must be supported by a thoughtful and relevant hiring strategy. Once hired, our initial and ongoing training and departmental systems must promote individual employee health, growth, and development. This, in turn, fosters a healthy organizational culture in which employees feel included, empowered, prepared and motivated toward community engagement and collaboration – all in the service of ensuring safety and wellbeing.



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Strategic Priorities

Employee Recruitment, Hiring and Training (Coordinator- Mark Silbernagel)

- Develop recruitment, hiring and training strategies/programs focused on the creation of a diverse, dedicated, well-trained and well-rounded department.

Employee Health, Growth, and Development (Coordinator- Karen Soley)

- Explore, employ and support healthy-minded practices; provide ongoing education and training to foster employee growth and development; cultivate opportunities to empower employees, recognize positive performance, and promote individual, organizational, and community wellness.

Organizational Culture and Climate (Coordinator- Jason Whitney)

- Develop and establish departmental systems that promote procedural justice, transparency, accountability and inclusivity; create mechanisms to ensure consistent and effective communication; provide ongoing opportunities for employee input and feedback; foster commitment at all levels to continuous improvement.

Community Outreach and Collaboration (Coordinator- Ruth Ewing)

- Cultivate community trust through consistency, consideration, and care; develop outreach initiatives, promote community engagement, foster collaborative approaches to ensuring safety, and establish processes for community input, feedback, and service evaluation.

Action (Project) Planning

UWPD Executive Team has selected projects to support each strategy that will be implemented on a year by year basis starting with 2017. Projects will be tracked and monitored by the coordinator and reported by a project manager to ensure follow-through.