

# Strategic Plan 2018-2021

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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.

# Strategic Plan (cont.)

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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.



# Strategic Plan (cont.)

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## Strategic Priorities

### Employee Recruitment, Hiring and Training

- 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

- 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

- 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

- 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.