



**Facilities Planning
& Management**
UNIVERSITY OF WISCONSIN-MADISON

Why Take the EID Survey?

The Engagement, Inclusion, and Diversity (EID) survey is your chance to speak directly to FP&M and campus leadership about what is working well in FP&M and what is not.

Did you know that many of the new and ongoing improvements and initiatives within FP&M have grown out of the results of past surveys?

How the Survey Results Lead to Change...

Both the Facilities Leadership Team and the FP&M EID Team rely on these survey results to help focus their improvement efforts.

Here are just a few of the programs and initiatives that have been driven by past EID survey results:

- **Recruitment.** FP&M now has a standard Recruitment, Assessment, and Selection (RAS) policy that defines a standard process for recruitment of different positions across the division using common forms and checklists. Our goal is to provide opportunities for talented people from all backgrounds to help us maintain a highly productive, welcoming, empowering, and inclusive community.
- **Onboarding.** The FP&M Onboarding program provides a structured process for integrating new employees into the organization, and includes both new employee orientation and ongoing support for newly hired employees. Onboarding provides new employees with the appropriate tools, resources, and knowledge to become successful and productive FP&M employees.
- **Performance Management.** The FP&M Performance Management program uses a well-defined process and a standard set of forms to help supervisors work with their employees to recognize individual accomplishments, develop goals, and review performance expectations and opportunities for improvement.
- **Professional Development and Training.** FP&M provides support for training and professional development of its employees, both by providing access to specific courses as well as providing tuition reimbursement for qualifying coursework. Recent successful training events have included The 7 Habits of Highly Effective People, Leading at the Speed of Trust, as well as APPA supervisor training, conflict management course, and others.
- **Career Development.** The Career Resource Fair for FP&M Frontline Staff provided frontline staff with information about the tools available to advance their careers with division. FP&M also secured a campus-level grant to partner with the Veterans Administration to provide on-the-job vocational rehabilitation for qualifying veterans.
- **Employee Recognition.** FP&M recently began work on a division-wide employee recognition program, in addition to Length of Service awards, Employee of the Month awards, and others avenues of employee recognition.
- **Shared Governance and Committee Participation.** FP&M encourages and supports employee participation in campus shared governance groups, and other non-shared governance

committees convened by the university, within the division, and other appropriate government and professional organizations.

- **Employee Communications.** FP&M supports effective employee communications with all-staff and departmental mailing lists, newsletters, weekly vacancy announcements, a variety of printed materials, and *Inside FP&M*—a website that focuses entirely on tools and information for FP&M employees.
- **EID Initiatives.** The VCFA EID Council, the FP&M EID Team, and departmental EID teams have all grown out of the EID survey results, and the need to create initiatives to improve the university as a place to work.
- **Engagement Events.** The Diversity Forum, VCFA Listening Sessions, Ice Cream Socials, Length of Service Awards and other employee events both bring employees together, recognize their efforts, and give them a way to discuss important topics with each other.
- **Wellness.** FP&M created a pilot wellness initiative to support the overall well-being of FP&M employees by: creating opportunities for employees to explore, learn about, and enhance their health and well-being; increasing awareness about wellness supporting activities on the UW-Madison campus; and, identifying needs for and supporting policy and environmental changes that support wellness. This limited pilot is now beginning to expand to the entire division.

Many of these initiatives continue to evolve and improve. FP&M will rely in part on the results of the 2018 survey to expand and improve these existing programs, as well as to create new ones.