

The background of the report cover features a photograph of a large, multi-story brick building, likely a university hall, with a flagpole flying the American flag and a blue flag. In the foreground, there is a stone fountain with water cascading over several large, dark rocks. The scene is set during the day, with sunlight filtering through the trees on the right side.

2022-23 ANNUAL REPORT

Division of
Finance & Administration

University of Wisconsin
Eau Claire

Finance and
Administration

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Message from the Vice Chancellor

I am pleased to present the 2022-23 Annual Report for the Division of Finance and Administration at the University of Wisconsin-Eau Claire. Despite facing unprecedented challenges, we have demonstrated resilience and unwavering dedication to our mission.

Throughout the year, our Division has remained committed to providing an exceptional educational experience for our students while effectively managing resources. We have embraced the evolving higher education landscape, implementing strategies and initiatives to foster growth and innovation.

Financial responsibility has been a priority. By streamlining processes and seeking efficiencies, we have allocated resources responsibly, ensuring the University's financial stability without compromising quality.

Collaboration has been integral to our success. We have actively engaged with campus partners, fostering strong relationships and open communication. Together, we have developed creative solutions to meet evolving needs and seize new opportunities.

Our sustainability efforts have yielded significant progress. Through energy conservation, waste reduction, and sustainable practices, we continue to reduce our environmental footprint and promote responsible stewardship of resources.

I extend my heartfelt appreciation to our remarkable team. Your dedication, professionalism, and commitment to excellence have been instrumental in our success. Thank you for serving our students and the University community with unwavering devotion.

Looking ahead, we approach the future with optimism and excitement. The Division of Finance and Administration will adapt, evolve, and tackle challenges head-on. Our aim is to ensure the University of Wisconsin-Eau Claire remains a leader in providing a transformative educational experience.

Thank you for your ongoing support and dedication to our shared vision. I encourage you to explore this Annual Report, which showcases our accomplishments and initiatives. Together, let us continue working towards a brighter future.



Grace Crickette, Vice Chancellor

Grace Crickette

Vice Chancellor, Division of Finance and Administration

uwec.ly/fa

Directors & Executive Staff



Lisa Coen
Director of the
Children's Nature Academy



Jay Dobson
Director of University Police
& Chief of Police



Tracy Drier
Executive Director of
Finance & Administration



Brian Drollinger
Director of
Risk Management, Safety &
Sustainability



Cheri Falkner
Director of Procurement &
Strategic Sourcing



Kristin Fitzsimmons
Director of
University Centers



Jackie Kriesel
Director of University
Accounting & Controller



Troy Terhark
Director of Facilities &
Chief Facilities Officer



Kyran Hamill
Special Assistant
to the Vice Chancellor



Diane Christophersen
Executive Assistant
to the Vice Chancellor

Departments



Budget & Resource Planning

Strategic Highlights

Budget and Resource Planning serves UW-Eau Claire by providing financial information, analysis, and planning support to assist in decision making that advances the mission and goals of the University.

Goal	Contribution	Additional Information
An Exemplary Education	<ul style="list-style-type: none"> The budget officer is the liaison to the student senate finance commission. We support this group and help provide high impact practices 	Student Senate Finance Commission
Sustainable Campuses	<ul style="list-style-type: none"> The charter process helps with financial sustainability. In FY23 we helped facilitate the distribution of over \$6M in reserves to invest in strategic initiatives to grow enrollment, maintain facilities and ensure financial sustainability for projects such as the WEDC grant and County Materials Complex operations 	Practice Directive UWEC 910, Fiscal Administration Procedure 910.A, Funding Charter Process
Invest in Faculty & Staff	<ul style="list-style-type: none"> Budget manager meetings are held to provide training and campus budgeting updates to promote learning and transparency 	Budget Manager Meeting Recordings

Financial Highlights

The budget department assists the entire campus to advance the mission with the financial resources available. We do this by:

- Facilitating the annual budget development process
- Providing consistent, credible, and unbiased financial information and analysis internally and externally
- Supporting financial planning efforts through forecasting, modeling, and scenario planning

-
- Providing reports, tools, and training to enhance budget management throughout the university
 - Promoting budget transparency by providing a centralized resource for budget information and collaborating with stakeholders
 - Encouraging creativity and innovation through continuous process improvement

Operating Highlights

Submitting annual budget

Creating forecasts and other tools to help with decision making

Collaborated to create UW-Eau Claire's first published financial plan

Budget & Resource Planning plays a crucial role in allocating financial resources effectively and strategically to support academic programs, faculty, staff and infrastructure, ultimately influencing UW-Eau Claire's overall performance and ability to provide quality education and research opportunities.

Key Reports & Resources

[Budget & Resource Planning SharePoint site](#)

[2021-22 Budget Book \(previous Budget Books\)](#)

[FY22 & 23 Financial Plan](#)

[Financial Snapshot](#)

[Annual Report](#)

[PR Fund Balance 3-Year Summary](#)

Looking Ahead

The Budget team will be working with all divisions to create a budget plan to eliminate the structural deficit by FY25. This will include identifying budget expense reductions and revenue generation opportunities. The budget team will also be tracking the progress of these plans. Budget will be heavily involved with the upcoming transition to Workday. All current financial operations, including the budget will be migrating to the new system. An additional system for budgeting, Adaptive Planning, will also be implemented to replace Plan UW. Budget will be involved with the design, testing, training, and updating of business processes.

Tracy Drier, executive director of finance & administration



Children's Nature Academy

Strategic Highlights

The [Children's Nature Academy](#) provides care and learning to children of UW-Eau Claire students, faculty, staff and the greater Eau Claire community. Our highly qualified staff also provide mentoring and support to University students through hands-on learning and student employment. Embedding intentional elements of the strategic plan into our daily practices, our work with UW-Eau Claire's youngest Bugolds, creates a mutually beneficial situation for our many stakeholders. We have created a unique program where quality is second to none.

The Children's Nature Academy is recognized as a **5-Star Provider** by the Wisconsin Department of Children & Families' [YoungStar](#) child care quality rating and improvement system.

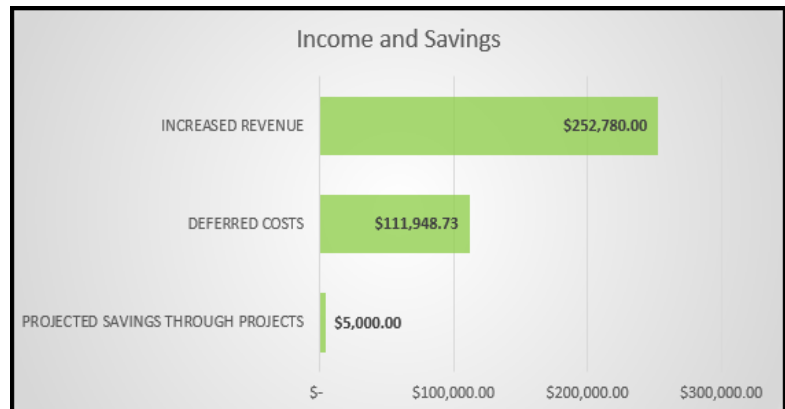


Goal	Contribution	Additional Information
Distinction in Health & Wellbeing	<ul style="list-style-type: none"> Implements reflective supervision to support a healthy workplace 	Reflective Supervision information
Leadership in Equity, Diversity & Inclusion	<ul style="list-style-type: none"> Empower educators to gain expanded knowledge in Equity, Diversity and Inclusion <ul style="list-style-type: none"> Inclusion Credential Autism Certificate 	Inclusion Credential information Autism Certificate information
Integrated Undergraduate Research & Creative Activity in all Disciplines	<ul style="list-style-type: none"> Offers social / emotional internships to advanced psychology students Serves as a data collection site for Autism research 	Article: <i>Blugold psychology grad says the biggest lesson from UW-Eau Claire was learning self-advocacy</i>
An Exemplary Education	<ul style="list-style-type: none"> Offers experiential learning opportunities to students 	

Goal	Contribution	Additional Information
Achieve our Guidepost Goals	<ul style="list-style-type: none"> Awarded \$9,000.00 in student scholarships 	
Invest in Faculty & Staff	<ul style="list-style-type: none"> Provided over 1,465 continuing education hours to staff 	

Financial Highlights

1. Increased revenue through expanded programming.
2. Supported staff, student and permanent, raises through grant funding to manage inflation and build reserves.
3. Worked with the program’s advisory board and community leadership class to brainstorm ideas for cost savings throughout the spring 2023 semester. Working with the advisory board on cost savings, rather than just raising our user fees to cover inflation, empowers families in the program.



Operating Highlights

Grant funding for staff training

Diversified staff expertise by utilizing grant funding to help them attain specialized certifications, including:

- o [Nature-Based Teacher Certification](#)
- o [Wisconsin Registry Inclusion Credential](#)
- o [CVTC Autism Certificate](#)
- o Family Infant Mental Health Specialist



Increased wages for student employees

“Increasing wages helped me pay my rent. Although money does not mean a lot to me, making more money puts me in a better position.” -Steven

“As a student you have a lot going on. There is not a lot of time to work so making more money helps.” -Marissa

Expanded infant programming to meet the needs of UW-Eau Claire student parents

“This program has helped me tremendously because it’s allowed me to really focus on school rather than needing to do work and school.” -Student Parent

*The **Children's Nature Academy** provides a vital service by offering a safe and nurturing environment for children of faculty, staff and students, allowing parents to balance their academic and professional responsibilities while fostering the wellbeing and development of their children.*

Key Reports & Resources

National Early Childhood Program Accreditation (NECPA) Accreditation Certificate

[Institute for Women's Policy Research: *Evaluating the Role of Campus Child Care in Student Parent Success*](#)

Looking Ahead

Expansion

The UWEC Children's Nature Academy is currently in the design process for expansion. This expansion will increase the capacity of the program from 180 to 240 children. The new space will be on the existing property in a building adjacent to the current building. We hope that this expansion will help ease the stress of families looking for care in times when childcare is limited.



Continue to support the wellbeing of children, families and staff

Post pandemic stress has impacted the overall health of children, families, and staff. The Children's Nature Academy is committed to seeking solutions that will help children, families and staff thrive.

Expand leadership opportunities for UW-Eau Claire students

Students are an important part of the Children's Nature Academy's success. Currently, we have a student advisory board, but we believe we can do more in student leadership.

Lisa Coen, director of the children's nature academy



Facilities



Strategic Highlights

The Department of Facilities provides services to support university students, faculty, staff, and administration by maintaining, managing, repairing, planning, and constructing the University's infrastructure.

Departmental Units include:

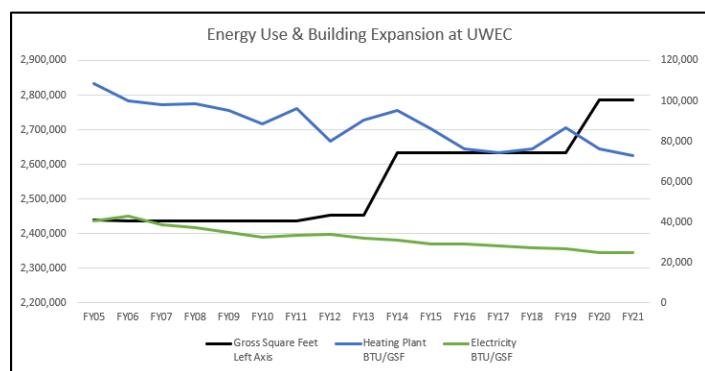
- Custodial
- Grounds
- Heating Plant
- Maintenance Operations
- Pablo Center at the Confluence
- Planning & Construction
- Surplus/Stores/Mail
- UWEC-Barron County Facilities

Goal	Contribution	Additional Information
Distinction in Health & Wellbeing	<ul style="list-style-type: none"> • Flexible staff work schedule when operationally possible 	
Leadership in Equity, Diversity & Inclusion	<ul style="list-style-type: none"> • Support Diverse Pablo Center at the Confluence Programming • Provide clean, well maintained and safe buildings and grounds • Developing ADA and All Gender restrooms • Developing lactation solutions 	Pablo Center at the Confluence website
Integrated Undergraduate Research & Creative Activity in all Disciplines	<ul style="list-style-type: none"> • Support academic mission and research by maintaining and repairing buildings, grounds, and equipment 	
An Exemplary Education	<ul style="list-style-type: none"> • Complete design of new Sciences & Health Sciences Building 	
Nationally Distinctive Partnerships	<ul style="list-style-type: none"> • APPA (Association of Physical Plant Administrators) member 	APPA website

Goal	Contribution	Additional Information
Sustainable Campuses	<ul style="list-style-type: none"> • Arboretum • Tree Campus USA • Sustainable Landscape Management • Standardized Sustainable Cleaning Products • Energy Management • Surplus • Supports the Putnam Park Commission 	Arboretum & Tree Campus USA webpage
Achieve our Guidepost Goals	<ul style="list-style-type: none"> • High impact student employment and internships • Partner with Registrar, Academic Affairs and LTS to enhance instructional spaces 	
Grow Enrollment to 10,200	<ul style="list-style-type: none"> • Partner with IMC for campus image and branding 	
Invest in Faculty & Staff	<ul style="list-style-type: none"> • Custodial minimum wage increase • Grounds minimum wage increase • All Heating Plant boiler operators certified • Support employee participation in University Staff Professional Development Conference • Unit leaders and emerging leaders participated in WEDGE training • Support staff EDI training 	

Financial Highlights

The Facilities department manages many finances for the campus including utilities, minor maintenance and repair of grounds, buildings and building systems, annual certifications for building systems including fire suppression, fire alarms, fire and smoke detection, elevators, backflow preventers, air/fuel, stormwater, waste, etc. Facilities also is the unit that requests funding from the state for larger repair items or state funded campus improvements and buildings.

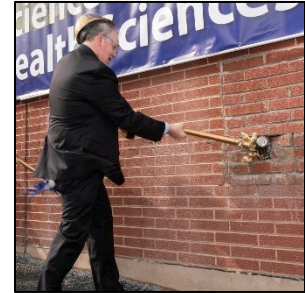


Collaborate with auxiliary units through use of an assessment to provide consistent and streamlined custodial and maintenance services.

Custodial services generated revenue by providing restorative floor care services to Pablo Center.

Operating Highlights

- 24/7 Utility production
- 24/7 Critical Services and Emergency Response
- 10,000 work orders processed annually
- KT Hall and Putnam Hall demo completed to ready site for new Science/Health Sciences Building
- Managed new Science/Health Sciences Building design process to get to final design phase



Facilities continues to search for operational and organizational efficiencies. Since 2015 staff and budget reductions, five buildings totaling 420,909 gross square feet have been added to the inventory and under Facilities responsibility without increasing FTE or services and supplies budget!

Key Reports & Resources

[Campus Physical Development 2022](#)

[Current UW-Eau Claire Facilities Projects](#)

[Master Planning Documents](#)

[Project Evaluations \(Space Modification\) Practice Directive](#)

[Building Floor Plans](#)

[Campus Furniture](#)

[Blugold Cleaning Standards](#)

[Snow Removal Procedures](#)

Looking Ahead

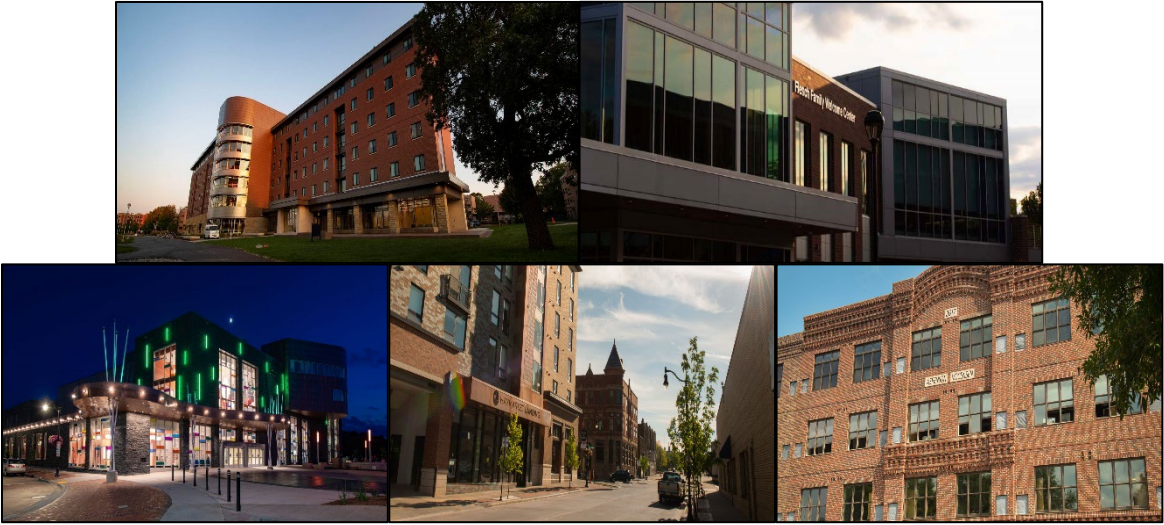
Implementation of Business Management Software (TMA) update to include customer work order look up capabilities, required tech notes and work order survey.

Complete final design of Science/Health Sciences Building and begin 3-year building construction.

New Supply Store catalogue in ShopUW+ as part of integration with Workday for FY24.



Complete Energy Master Planning Study.



Troy Terhark, director of facilities & chief facilities officer



Human Resources

Strategic Highlights

Human Resources supports UW-Eau Claire as a comprehensive university whose purpose is to foster intellectual, personal, social, and cultural development. Human Resources strives to incorporate the University’s strategic goals in everything we do.

Goal	Contribution	Additional Information
Distinction in Health & Wellbeing	<ul style="list-style-type: none"> Supported inaugural TGIS event Marshfield Clinic Mobile Unit Health Coaching on-site Wellbeing event at Barron 	Employee Wellbeing website
Leadership in Equity, Diversity & Inclusion	<ul style="list-style-type: none"> Recruitment efforts expanded to include postings in “Diverse: Issues in Higher Education.” Human Resources absorbed part of Affirmative Action Management of the ADA process for employees 	DiverseJobs website
An Exemplary Education	<ul style="list-style-type: none"> Wellbeing intern hired each year Human Resources intern this year worked on training first semester and benefits/FMLA 2nd semester Student jobs in Human Resources assisting with CBC process and other administrative tasks 	
Nationally Distinctive Partnerships	<ul style="list-style-type: none"> Participated in annual CUPA survey to receive discounted membership/access to data 	

Goal	Contribution	Additional Information
Invest in Faculty & Staff	<ul style="list-style-type: none"> • Annual employee recognition event held at Eau Claire and Barron • New tuition reimbursement program for employees taking undergraduate UWEC courses • Partnership with Hanover to conduct equity study • Conduct exit and stay interviews to collect feedback • Wedge removal training • Finishing Growth Mindset for Leaders this year 	

Financial Highlights

The Department of Human Resources continues to be cognitive of managing a reasonable budget and making efforts to reduce costs. This past year a restructuring was done between Human Resources and Budget & Resource Planning to realign the leadership of both divisions and redistribute work duties. This resulted in budget savings of over \$100,000 that will be ongoing. Staff are proactive in applying for annual wellness grants.

Operating Highlights

Tuition Reimbursement Program

Thank Goodness Its Summer! (TGIS)

Refreshed Human Resources website



Human Resources plays a pivotal role in managing UW-Eau Claire's workforce, from recruitment and hiring to training and development, ensuring effective employee engagement, satisfaction, and compliance with policies and regulations, ultimately contributing to the overall success and well-functioning of our university community.

Key Reports & Resources

[Human Resources website](#)

Exit and Stay interviews – this is an internal report to bring awareness to overall issues. Connection has been a theme this year and TGIS was developed to provide wellness and connection.

Workforce dashboard

Hanover Equity Study

Payroll and CBC audits

Looking Ahead

Our goals for the upcoming year are to create a recurring welcoming/onboarding event for new employees to attend in person. This will help to create more community and connection and be able to provide resources for new employees. We are also working on publishing an employee handbook that all employees can access on the website. This will be a single point of truth to help both supervisors and employees answer employment questions. Finally, the entire team will be working on the transition to Workday. Human Resources is looking forward to many efficiencies and improvements with recruiting, onboarding and training in the new system.



Tracy Drier, executive director of finance & administration



Procurement & Strategic Sourcing

Strategic Highlights

Goal	Contribution	Additional Information
Integrated Undergraduate Research & Creative Activity in all Disciplines	<ul style="list-style-type: none"> Supported NCUR activities by conducting an RFB for transportation services Reviewed contracts for other services related to NCUR Ensured proper procurement authority for NCUR purchases 	
An Exemplary Education	<ul style="list-style-type: none"> Support faculty and staff to ensure necessary supplies and equipment are available for classes 	
Sustainable Campuses	<ul style="list-style-type: none"> Sourced fixtures from a retail store going out of business to be used in the Blugold Store at the County Materials Complex 	
Invest in Faculty & Staff	<ul style="list-style-type: none"> Procurement staff member currently serves on the ShopUW+ Triage team Participated in the design and implementation of the ShopUW+ Sourcing module 	

Financial Highlights

- Procurement has provided data for the various spend analytics groups.
- Evaluation of P/PT card spend reports have provided insight to opportunities for future contracts.
- Working with one faculty member and the Department of Administration saved the University over \$12,000 in ONE lab modification project.
- Issued Requests for Bids and Requests for Proposals resulting in contracted value of over \$2 million.

-
- Collaborated with other UW System campuses on multiple solicitations to increase our buying power.

Operating Highlights

- The Procurement team is becoming more knowledgeable about the reports available from the US Bank portal, resulting in auditing improvements and efficiencies.
- Filled vacant positions. New employees all completed their 40 hours of training required by the Department of Administration.
- 95% of all purchase orders were issued to non-catalog suppliers, resulting in \$25.8 million of purchases flowing through the Procurement department. *(Actually more, since any catalog order over \$5,000 also comes to our department.)*

Procurement & Strategic Sourcing plays a critical role in the efficient acquisition of goods and services, managing vendor relationships, ensuring compliance with procurement policies and regulations, and optimizing cost-effectiveness, ultimately supporting UW-Eau Claire's operations, research and educational objectives while maximizing financial resources and fostering a transparent and fair procurement process.

Key Reports & Resources

[Procurement & Strategic Sourcing website](#)

Looking Ahead

- UW Eau Claire will be hosting the 2023 Fall UW System Procurement Conference.
- Working with campus departments to help them understand State of Wisconsin public procurement rules and why they exist. Foster relationships so departments come to Procurement at the beginning of the purchasing process.
- Redesign the P/PT card program in preparation for ATP.

Cheri Falkner, director of procurement & strategic sourcing

Risk Management, Safety & Sustainability

Strategic Highlights

The Department of Risk Management, Safety and Sustainability (“RMSS”) works to identify areas of risk, develop response strategies to mitigate loss and to maximize opportunities. RMSS strives to incorporate the University’s Strategic goals into everything we do.

Goal	Contribution	Additional Information
Distinction in Health & Wellbeing	<ul style="list-style-type: none"> Greater focus on youth safety and wellbeing First Aid, CPR, AED training program offered free to UWEC employees 	Youth Protection First Aid Program
Leadership in Equity, Diversity & Inclusion	<ul style="list-style-type: none"> The Hydroponics Program provides fresh produce for campus food pantry 	Hydroponics
Integrated Undergraduate Research & Creative Activity in all Disciplines	<ul style="list-style-type: none"> Sustainability research project on campus garden viability initiated in partnership with American Indian Studies and SOS 	Sustainability in Research
An Exemplary Education	<ul style="list-style-type: none"> Training on best practices when working with youth 	Youth Protection
Nationally Distinctive Partnerships	<ul style="list-style-type: none"> Active participant in the University Risk Management and Insurance Association (URMIA) 	URMIA website
Sustainable Campuses	<ul style="list-style-type: none"> A Heating/Cooling Planning Study was completed Seeking new sustainability-related campus certifications LEED Certification, from support of SOS, on the County Materials Complex and the new Sciences & Health Sciences building 	

Goal	Contribution	Additional Information
Achieve our Guidepost Goals	<ul style="list-style-type: none"> Employed Safety Academy student workers, graduate assistants, and student interns to help strive for high-impact learning and second year retention. 	
Grow Enrollment to 10,200	<ul style="list-style-type: none"> Supported student retention by provided high-impact employment opportunities to students 	
Invest in Faculty & Staff	<ul style="list-style-type: none"> LEED Credentialing is made available for free to 15 faculty/staff. 287 hours of department staff trainings 	LEED Certification Program

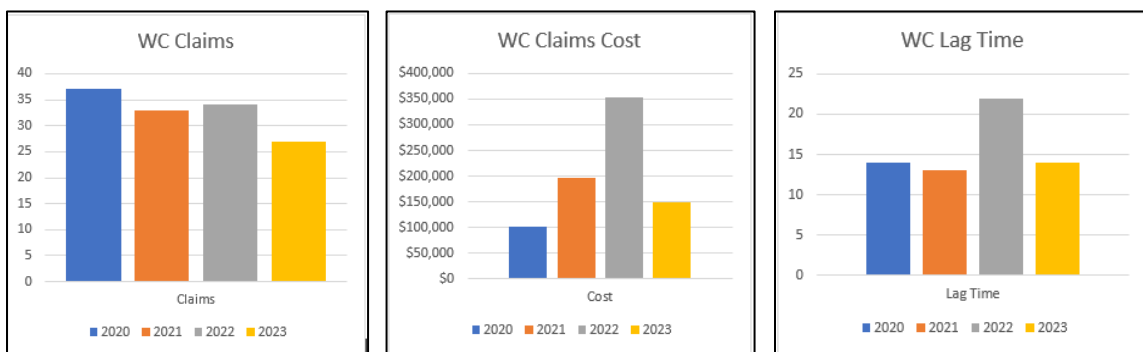
Financial Highlights

The Department of Risk Management, Safety and Sustainability continues to be cognitive of managing a reasonable budget and makes efforts at reducing costs. Staff are proactive in applying for grants and searching for resources or available funds to continue making the campus safe and sustainable.

RMSS received a \$1,000 grant through the Wisconsin Department of Administration’s “Injury Reduction Grant” program. Anti-slip tape was purchased and installed at various locations to help deter or reduce injuries from slips on stairs.



Worker’s Compensation is a benefit program that can help employees with recovery after a work-related injury or illness. UWEC was able to successfully reduce the number of claims, cost of claims and lag time in FY23.



Operating Highlights

In 2022, UW-Eau Claire purchased two [hydroponics units](#) in response to students advocating for the availability of more local, fresh produce.

RMSS created a new program, offering [free First Aid/CPR/AED certification training](#) to all University employees. Staff learn how to use critical lifesaving skills to help make UW-Eau Claire safer.

[Narcan boxes](#), or Nalox-Zone boxes, were installed throughout campus in the fall of 2022. These boxes contain resources used to help save a life during an opioid overdose.

All youth-related activities at UW-Eau Claire are registered through the [Youth Protection Program](#). This office assists activity organizers in complying with System policies on youth protection and employee screening.



The vision of Risk Management, Safety & Sustainability is to promote a culture of risk awareness by involving all University stakeholders in the day-to-day management of risks.

Key Reports & Resources

[Risk Management, Safety & Sustainability website](#)

[Youth Protection Program website](#)

[Administrative Office of Sustainability website](#)

[2021 Sustainability & Climate Action Task Force Finalized Recommendations](#)

[2020-21 Carbon Footprint Summary Report](#)

[2018 UW-Eau Claire Climate Action Plan](#)

Looking Ahead

We are planning on submitting information for the [Sustainability Tracking, Assessment & Rating System \(STARS\)](#) in March 2024. STARS is a transparent, self-reporting framework for colleges and universities to measure their sustainability performance.

Facilitate emergency response tabletop exercise training to additional groups, departments, and committees. Emergencies can happen at any time or for any reason, it is our responsibility to be better prepared to respond in those situations. Learn more on our [Emergency Management website](#).



Brian Drollinger, director of risk management, safety & sustainability



University Accounting

Strategic Highlights

Goal	Contribution	Additional Information
Distinction in Health & Wellbeing	<ul style="list-style-type: none"> • Work location flexibility 	
Leadership in Equity, Diversity & Inclusion	<ul style="list-style-type: none"> • Engagement in EDI Tier II offerings 	
Integrated Undergraduate Research & Creative Activity in all Disciplines	<ul style="list-style-type: none"> • Student travel and reimbursement assistance 	<p>Practice Directive UWEC 440, Travel and Reimbursement Assistance</p> <p>Procedure UWEC 440.A, Requesting Travel and Reimbursement Assistance</p>
Achieve our Guidepost Goals	<ul style="list-style-type: none"> • Supported travel for students on high-impact learning experiences 	<p>Travel “Info-pod” videos:</p> <ul style="list-style-type: none"> • Introduction to Firstsource + Travel • Student Travel Tips • Travel Cash Advance
Invest in Faculty & Staff	<ul style="list-style-type: none"> • Provided information and training for faculty and staff • Participated on the ATP Readiness Team • Relocation stipends submitted on behalf of new employees 	<p>Practice Directive UWEC 445, Travel Cash Advances</p> <p>Procedure UWEC 445, Obtaining a Travel Cash Advance</p>

Financial Highlights

We were the only comprehensive campus to apply for FEMA funds due to COVID-19. We applied for and received 2 separate claims totaling \$273,745.36.

Operating Highlights

ATP/Workday

Attended and participated in several ATP customer confirmation sessions, on various governance and other groups

Created New Practice Directives & Procedures

Related to clothing, food and taxable benefits

University Accounting serves as a central hub for financial management, responsible for maintaining accurate records, overseeing financial transactions, financial reporting and ensuring compliance with accounting principles and regulations, enabling UW-Eau Claire to effectively manage our resources, make informed financial decisions, and maintain fiscal responsibility.

Key Reports & Resources

[University Accounting website](#)

[Accounts Payable website](#)

[Travel website](#)

Looking Ahead

Women's Travel Safety Training Program in collaboration with UW System Travel and Travel, Inc.

Group Travel manual in collaboration with Procurement and Risk Management

Continue to become more efficient and sustainable by getting more vendors onboard with online invoicing

ATP implementation

Jackie Kriesel, director of university accounting & controller



University Centers

Strategic Highlights

Our Mission: University Centers supports the Blugold Community by creating a welcoming environment and offering holistically transformative experiences outside of the classroom through our services, spaces, programs and people.

Our Vision: We are the heart of the campus community and aim to be the top student center in the nation by providing developmental opportunities, robust services dedicated to the ongoing needs of students.

Our Values: With 25 full-time employees and over 100 student employees, University Centers places great weight in our five values: Students, Stewardship, Inclusivity, Collaboration & Community Development.

Goal	Contribution	Additional Information
Distinction in Health & Wellbeing	<ul style="list-style-type: none"> Blugold Dining healthy meal offerings 	
Leadership in Equity, Diversity & Inclusion	<ul style="list-style-type: none"> Centers staff completion towards EDI Tiers 1, 2 & 3 	Center for EDI Training, Development, and Education website
Integrated Undergraduate Research & Creative Activity in all Disciplines	<ul style="list-style-type: none"> Supported the 2023 National Conference on Undergraduate Research (NCUR) at UW-Eau Claire 	NCUR website
An Exemplary Education	<ul style="list-style-type: none"> Student Employment as a High Impact Practice 	
Nationally Distinctive Partnerships	<ul style="list-style-type: none"> Follett – Bookstore Sodexo – Dining U.S. Bank – Banking 	University Bookstore website Blugold Dining website
Sustainable Campuses	<ul style="list-style-type: none"> BluBox reusable container program Blugold Dining 	BluBox Program webpage Blugold Dining website
Grow Enrollment to 10,200	<ul style="list-style-type: none"> Recruitment influencer programs within Centers 	

Goal	Contribution	Additional Information
Invest in Faculty & Staff	<ul style="list-style-type: none"> Co-sponsor of the Professional Development Conference 	Professional Development Conference webpage

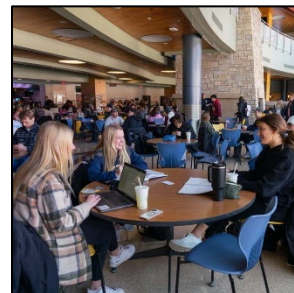
Financial Highlights

- Continually generate innovative ways to “grow olive trees” and think differently about **expense reduction, cost avoidance, revenue generation and reduction of overall operating costs.**
- Created a Sales Development Position to **generate revenue** to offset expenses.
- University Centers applied for and received two **new grants** this year.
- Combined 2 positions to one ultimately **eliminating** a .5 FTE position.
- Repurpose, reuse and redistribute equipment, supplies and more to financially align with the greater **campus’ sustainability** strategic plan.

Operating Highlights

Top achievements

- Each year University Centers successfully operates an 18 million dollar enterprise.
- Annually host between **700K and 1M people** through the doors.
- Supports and executes over **5,000 events annually.**
- Feeds over **10,000 meals weekly** to our campus community w/ Blugold Dining.
- Mobile credentialing for **10,000 campus stakeholders** w/ Blugold Card Office/LTS.
- Sold nearly 40K tickets** for campus events through the Service Center.
- Over **3,000 customer interactions** through Printing Services.
- Purchase, house and maintain two **hydroponics units** in response to students advocating for the availability of more local, fresh produce.



*As well as directing the programs, services and facilities of the Davies Student Center, the administration and staff of **University Centers** manages the unit budget and accounting operations, and oversees contracted services including dining, banking, bookstore, textbook rental and vending.*

Key Reports & Resources

[Campus Physical Development 2022](#)

Looking Ahead

In the next year, successfully research and implement a new scheduling software unique to the needs of University Centers, our partners and spaces.

In the next year, engage in emergency response tabletop exercise training for University Centers staff and units/personnel housed in WR Davies Student Center.



Kristin Fitzsimmons, director of university centers



Strategic Highlights

The UW-Eau Claire Police Department is committed to providing quality public safety and law enforcement services to students, faculty, staff and visitors. Our trained law enforcement officers are prepared for any emergency or situation on campus, but if you ask them "what is your job?" they would say it is to keep campus safe and maintain an environment where all can learn and prosper.

Goal	Contribution	Additional Information
Distinction in Health & Wellbeing	<ul style="list-style-type: none"> Self-Defense Training (R.A.D.) In-Person Active Threat Training (ALICE) On-Line Active Threat Training (Canvas) 	Rape Aggression Defense (R.A.D.) ALICE Canvas - Active Threat
Leadership in Equity, Diversity & Inclusion	<ul style="list-style-type: none"> Ongoing per-semester requirement for staff in EDI training (over 70 accumulated hours in FY23) GSRC support (The Fire Ball, The CookOUT, and providing Safe Space) Meetings with Multicultural Student Services and Center for Racial and Restorative Justice Present to Upward Bound students 	EDI Professional Development GSRC EDI Division Upward Bound
Integrated Undergraduate Research & Creative Activity in all Disciplines	<ul style="list-style-type: none"> Assisted Criminal Justice Program with undergraduate research on law enforcement and mental health Offer internships every academic semester and most summers to Criminal Justice students Campus Safety Officers 	CJ NCUR CJ Internships Campus Safety Officer

Goal	Contribution	Additional Information
An Exemplary Education	<ul style="list-style-type: none"> Every semester lecture on two occasions to CRMJ 319 students on two topics: Aspects of University Policing and Police Use of Force 	CRMJ 319
Nationally Distinctive Partnerships	<ul style="list-style-type: none"> Local participation with 30X30 initiative (women in law enforcement) Member of Regional Information Sharing Systems Program (MOCIC) Member of WI Dept. of Justice Internet Crimes Against Children (ICAC) 	30X30 MOCIC ICAC
Sustainable Campuses	<ul style="list-style-type: none"> In fall 2023 University Police will be enrolling in the Sustainable Office Certification Program 	Sustainable Office
Achieve our Guidepost Goals	<ul style="list-style-type: none"> With a priority to keep campus safe and maintain an environment where all can learn and prosper, University Police responsibilities may lead to recruitment and retention. Furthermore, high impact experiences include: <ul style="list-style-type: none"> Criminal Justice Internships Campus Safety Officers Residence Hall Liaison Program 	CJ Internships Campus Safety Officer
Grow Enrollment to 10,200	<ul style="list-style-type: none"> With a priority to keep campus safe and maintain an environment where all can learn and prosper, University Police responsibilities may lead to recruitment and retention 	
Invest in Faculty & Staff	<ul style="list-style-type: none"> Peer Support Program Departmental Wellness Team Training opportunities for all, including FBI-Law Enforcement Executive Development Association (FBI-LEEDA) 	PEER Support Wellness Solutions FBI-LEEDA

Financial Highlights

Despite increasing operational expenses and stagnant budget allocations, University Police have been good stewards of the department’s reasonable operating budget. In FY23, making small but effective changes to our operations, University Police were able to save approximately \$2,500 in

expenses. In addition, we were reimbursed \$1,500 for critical training expenses in police officers' response to mental health incidents through the National Alliance on Mental Illness.

In FY23, we received a \$2,224 grant from the Edward Byrne Memorial Justice Assistance Grant (JAG) Program. We also received a \$23,758 Law Enforcement Agency Grant from the Wisconsin Department of Administration.



Operating Highlights

For several years University Police have been offering in-person active threat training using the [ALICE Training Solutions](#) model. In-person training can be challenging for some to accommodate, and continuous active threat incidents across the country sparked University Police to introduce a self-paced [Active Threat Response Training Course](#) through Canvas. Monthly drawings for a University Bookstore \$25 gift card are held for both students and faculty/staff who complete the course in its entirety.



Scheduling a small group of dedicated police officers for a 24/7/365 operation is challenging. In January 2023, University Police discarded our paper and 3-ring binder scheduling system for a web-based application solution called [PACE Scheduler](#). PACE Scheduler allows work schedules to be built years in advance. Additionally, paid time off requests, sick leave requests and other shift adjustments are handled at any time of day using this application, ensuring round-the-clock public safety coverage for campus.

Main Schedule		Day Shift - 06:00 - 14:00																														
ID		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
Sgt. Rice	71	D	D	T							D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D
Sgt. Wilson	74																															
Ofc. Herd	65																															
Ofc. Trega	50																															
Ofc. McElroy	86																															
Ofc. Valentin	44																															

In collaboration with Housing + Residence Life - combining the previous Campus Cab and Student Patrol Programs - the Campus Safety Officer [SafeWalk/SafeRide Program](#) launched in fall of 2021. This free safety escort service, provided by student staff, is offered to all students, faculty and staff. The program services all on-campus locations and a large area



where many off-campus students reside. Since the program's inception, the use of this service has increased nearly 100%, with utilization of the program on 2,858 occasions during the 2022-23 academic year.

University Police play a crucial role in ensuring the safety and security of the campus community, responding to emergencies, providing crime prevention and awareness programs, and fostering a secure environment that allows students, faculty, staff and visitors to focus on their educational pursuits and campus activities with peace of mind.

Key Reports & Resources

[University Police website](#)

[University Police infographic](#)

[2022 Annual Security Report & Annual Fire Safety Report](#)

Looking Ahead

University Police are planning for expanded public safety operations for the anticipated 2024 completion of the [County Materials Complex](#) and [Simpson Field Complex](#).

We are also planning on training the last of our newly hired police officers in [Fair and Impartial Policing](#), and offering numerous professional development opportunities to all University Police staff members.



Jay Dobson, director of university police & chief of police



Collaboration



Compliance, Audit, Risk & Ethics (CARE)

Highlights

Risk events are interconnected across the University and execution of UW-Eau Claire's Strategic Plan is impacted daily by a variety of risk and compliance issues and challenges. The Compliance, Audit, Risk and Ethics (CARE) Committee was established to systematically share risk and internal control data, information, knowledge and solutions across all UW-Eau Claire colleges and departments, and achieve optimal and best practice driven results in support of the University's mission.

The CARE Committee collaborates to identify and manage the full range of risks that UW-Eau Claire faces. The committee champions the resultant successful strategies and is charged with communicating them to the campus for broader application. A common language for managing risk and identifying appropriate controls has been established with a balanced view - one that attempts to minimize hazards, recognize and influence uncertainties, and achieve collaborative success.

Key Reports & Resources

[CARE Committee website](#)

[Committee Charter](#)

[ERM Self-Assessment Tool](#)

[Internal Control Self-Assessment Tool](#)

[UW System Ethics Reporting website](#)



Process Improvement

Highlights

Working Smarter is UW-Eau Claire's cost savings and revenue generation initiative, designed to propel the university into a new era of financial sustainability and academic excellence.

Committed to maximizing operational efficiency and fostering innovation, this transformative initiative focuses on strategically identifying areas for cost reduction and implementing sustainable revenue-generating strategies, including streamlining administrative processes, optimizing resource allocation, and harnessing untapped revenue streams. With a holistic approach that encompasses the collective efforts of faculty, staff, and students, this program strives to secure a brighter and more prosperous future for UW-Eau Claire while upholding our unwavering commitment to Excellence.

Through the efforts of leaders, faculty, and staff from across the university, we have already begun identifying and implementing opportunities.

Leaders in each Division, College and department are working collaboratively to identify one-time and on-going opportunities for **expense reductions, cost avoidance and revenue increases**. These efforts will help us as we work towards the UW System goal of eliminating structural financial Deficits at UW-Eau Claire and in all units.

Spend Analytics is the process of examining and analyzing spending patterns and data to gain insights into expenses and financial performance. It involves collecting and analyzing data from various sources, such as invoices, purchase orders, and contracts, to understand where and how money is being spent. Our goal is to identify cost-saving opportunities, improve procurement processes and optimize overall financial decision-making. Workgroups have been formed, with a goal of finding opportunities for revenue generation, cost savings, cost avoidance and efficiency.

The **Administrative Transformation Program (ATP)** is dedicated to standardizing finance, human resources, and research administration business processes and implementing Workday and Huron Research Suite, integrated, cloud-based technology systems, at all UW System campuses. The end result will be a more resilient administrative environment that advances the UW's mission of research, teaching, and outreach.

Key Reports & Resources

[Working Smarter website](#)

[ATP website](#)



Highlights

The **Administrative Office of Sustainability**, working alongside the Student Office of Sustainability, is the catalyst for sustainability projects on campus. Located within the department of Risk Management, Safety and Sustainability in the Division of Finance and Administration, the AOS works to implement sustainability initiatives across campus.

The **Chancellor's Advisory Council on Sustainability & Climate Action** evolved out of the Chancellor's Task Force on Sustainability and Climate Action and consists of a group of experienced and knowledgeable participants to help foster collaborations for the purpose of increasing awareness of sustainability concepts throughout the campus community and educating/engaging students, faculty, staff and community members.

Key Reports & Resources

[Administrative Office of Sustainability website](#)

[2021 Sustainability & Climate Action Task Force Finalized Recommendations](#)

[2020-21 Carbon Footprint Summary Report](#)

[2018 UW-Eau Claire Climate Action Plan](#)



Highlights

[UW-Eau Claire's 2025 Strategic Plan](#) affirms our commitment to achieving distinction in health and wellbeing by: increasing collaborations across disciplines and colleges in support of health and wellbeing; expanding national partnerships to enhance opportunities for students, faculty and staff in health and wellbeing; developing new, nationally competitive academic and cocurricular programs; identifying ways to enhance the wellbeing of faculty, staff and students.

Supported by the [Vice Chancellor for Finance & Administration](#), the **Chancellor's Advisory Council on Wellbeing** advises the Chancellor and the executive team, communicates with all campus stakeholders and champions UW-Eau Claire's wellbeing initiatives in order to create a healthier workplace, foster a campus culture of wellbeing, encourage collaboration and engagement among faculty & staff within and across divisions, provide a communication "link" among faculty & staff and with University leaders, and form workgroups to execute and support initiatives that create a wellbeing benefit.

Key Reports & Resources

[UW-Eau Claire Employee Wellbeing website](#)

[UW System Employee Wellbeing website](#)

Connect with Us

Thank you for taking the time to read this Annual Report.

Your feedback and ideas serve as vital tools for our continuous improvement, enabling us to refine our programs and services to better meet your needs and the needs of our students, faculty, and staff.

There are several ways you can connect with me:

- Take our [Divisional Feedback Survey](#)
- Stop by my Open Office Hours (dates & times will be announced in the Blugold FYI)
- Attend one of our regular Town Halls and Forums
- Email me directly at cricketg@uwec.edu

As we continue **Working Smarter** together, I know our collective efforts will continue to drive positive change for UW-Eau Claire and our community.

Vice Chancellor Grace Crickette

University of Wisconsin
Eau Claire

**Finance and
Administration**

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