



Office of Compliance and Risk Management

FY24-25 Combined Goals

OCRM is committed to living out its core values in its daily operations, duties, and responsibilities. The following core values are reflected in OCRM's duties and functions for the benefit of those it serves.

Core Values

Purpose-Driven

- Service: An essential aspect of the UW System and the universities that comprise it is to serve the State of Wisconsin and the public good.

People-Focused

- Collaboration and teamwork: We appreciate and understand that our best work is done working together in teams in a collaborative and supportive environment.
- Diversity: We are committed to diversity, equity, inclusion, and belonging. These principles are key to our long-term success.
- Mutual respect and trust: We support an environment of civility, trust, collegiality, open and honest communication, and mutual respect by building a sense of community and caring among faculty, staff, students, and community partners.

Commitment to Stewardship

- Accountability: We are committed to live our core values and deliver excellence every day. As a premier public university system, we are committed to providing an excellent educational experience for our students while ensuring accessibility, affordability, and cost-effectiveness.
- Integrity: We adhere to high standards of ethics and professionalism and safeguard the reputation of our universities and the UW System.
- Innovation: We understand the importance of adapting to changing conditions in the world by being open to new ideas and continuously seeking solutions to challenges.
- Sustainability: We take the long-term view to ensure we are structured and supported to serve the people of Wisconsin for generations to come. We will leave the UW System better than we found it.

Strategic Goals and Objectives:

S2.7: Review and modify or eliminate any System policies that have a negative impact on the ability of the universities to meet the academic and career advising and student mental health needs.

- Develop and implement a new UWSA Records Management Policy to ensure that all records are collected, maintained, and disposed of in accordance with applicable policy and state law requirements.
- Participate in a systemwide workgroup to implement new and improved processes and protocols for academic labs and activities that collect, use and store donated cadavers and body parts.

- In collaboration with the Office of Academic Affairs, co-lead a research security and compliance systemwide workgroup to develop and implement new compliance-related programs, trainings, and guidance on non-financial compliance-related research activities at the comprehensive level.

S3.1: Monitoring and investigating allegations of misconduct that may impact advancing an inclusive workplace and retaining high-quality, diverse staff.

- Continue to expand expertise and capacity in investigative services to increase support to the UWSA and universities in handling investigations related to student and employee misconduct matters.

S3.1: Promote and provide a safe and healthy work environment which improves employee morale and decreases compensable workers' compensation claims.

- Work with university partners to create a virtual on-demand hazardous waste training program (currently training is only available once a year). Update the current hazardous waste website to ensure that it reflects current processes, is easier to navigate, and incorporates feedback from university partners.
- Expand the scope of our emergency management strategic focus by partnering with UW-Madison's Emergency Management Office to create systemwide trainings, events and activities for awareness and understanding of health and safety risks posed to our campus community. Conduct a systemwide virtual tabletop exercise on a student-related threat scenario. Review and update for accuracy the UWSA's Continuity of Operations Plans (COOP)(25 plans).

S4.4: Work with the universities to identify priority areas for strengthening or clarifying policies on cultivating critical thinking, civil discourse, freedom of expression, and academic freedom on all campuses and for all communities.

- Serve on the WICCD Steering Committee to provide guidance and support from a system-level compliance and risk perspective to ensure the goals and objectives of WICCD are aligned with the UW's policies and practices.

S5.2: Implement shared services in a cost-effective manner that preserves benefits for our universities.

- Reimagine the use and function of the UWSA Compliance Matrix to ensure that all compliance obligations across the UWSA and universities are known, fulfilled, and tracked in real time.
- Analyze the rates, terms, and coverage for the UW Administration's major insurance purchases, ensuring that the program is competitively priced given current market conditions.
- Continue to implement and fulfill the Risk Compliance and Audit (RCA) pilot program's risk assessment phase with the remaining six universities (UW Madison will do its own) and UW Administration. Use recent audit findings and risk assessment results to identify existing controls and opportunities for improvement to reasonably manage systemwide risks.
- Create a compliance monitoring process for improved accountability, communications, efforts, and results related to fulfillment of compliance obligations. Use information obtained from the UWSA compliance matrix, RCA results, audit findings, and general input from universities.
- Develop resources, charts, and other materials for the compliance monitoring process. Identify and share best practices for fulfilling compliance obligations and risk management efforts across the UW.

S7.4: Encourage a culture that recognizes that failure is a necessary by-product of an innovative process.

- Encourage and foster a risk management culture that recognizes that failure is a necessary by-product of an innovative process. Incorporate this concept into at least 10 presentations during this fiscal year. New this year, develop an annual risk control recognition award to recognize the university who makes the best identifiable change to reduce risk while preserving opportunities for innovation.
- Co-lead the UWSA effort to implement the new Title IX regulations during FY25, including providing expertise in revising applicable administrative codes, policies, and procedures. OCI will develop and offer training programs and communications to UWSA and universities to understand and fulfill the changes required by federal law.
- Develop an internal online Title IX training program for UWSA employees and students (due to discontinued use of outside vendor).
- Partner with Grand River Solutions to reimagine sexual discrimination online training for students. Serve as resident experts on student experiences and perspectives.