

Desired Outcomes for Achieving Robust Departments

At this stage in the CALS Organizational Redesign process, our focus is on departments. Our goal is to support structures and processes that will yield robust departments, each with excellence in our mission areas, and that are resilient over time. Over the next year, we will decide on new departmental configurations and implement new procedures for resource allocation and planning. Quantitative metrics and other criteria should be guideposts for decision-making and monitoring progress towards desired outcomes. With this in mind, it is desirable to identify the outcomes we want to emphasize for departments.

In order to assure a robust college, the desired outcomes for each department are that:

1. The department has, at its center, a **shared vision, mission and priorities** that unite its members and distinguish it from other departments in CALS.
2. The department **promotes collaboration on shared priorities and interdisciplinary partnerships** that strengthen the college and UW.
3. The department achieves **strength in all of its mission areas** through its unique activities and collaborative partnerships. "Strength" refers to the excellence and impact, as well as volume of activity.
 - 3a. Strength in research
 - 3b. Strength in instruction
 - 3c. Strength in extension and outreach
4. The department has **capacity to cover its responsibilities**, including administrative and governance processes.
5. The department effectively **leverages its GPR** and other state funding, by growing other revenue and through investments from collaborators/partners.
6. The department effectively **fosters diversity, equity and a positive, inclusive climate** among its personnel and in the delivery of its programs.
7. The department contributes effectively to **service** to the college, campus, discipline and/or broader community.

These concepts will help to develop a template for departmental five-year planning that will begin in FY19, aided by quantitative metrics and other criteria. A subset of outcomes and metrics will be used this year to guide decisions about departmental structure and resource allocation.