



QUANTUM LEAP UPDATE

CHANCELLOR MCRAVEN

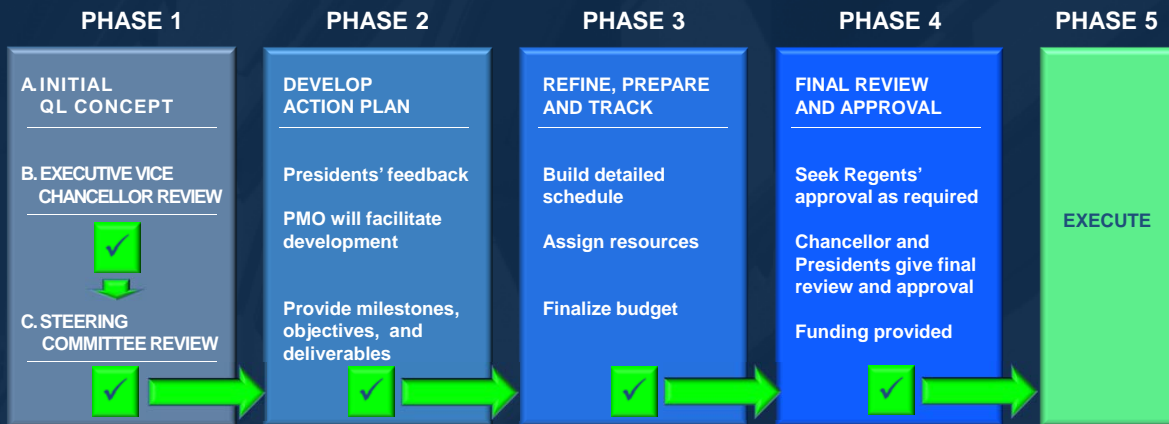
NOVEMBER 2016

QUANTUM LEAPS

1. TEXAS PROSPECT INITIATIVE
2. AMERICAN LEADERSHIP PROGRAM
3. WINNING THE TALENT WAR
4. ENHANCING FAIRNESS AND OPPORTUNITY
5. UT HEALTH CARE ENTERPRISE
6. LEADING THE BRAIN HEALTH REVOLUTION
7. UT NETWORK FOR NATIONAL SECURITY
8. HOUSTON EXPANSION
9. STUDENT SUCCESS INITIATIVE

A DISCIPLINED PROCESS

AGILE DECISION MAKING FOR THE QUANTUM LEAPS



THE RHYTHM OF COMMUNICATION



ACTIONS SINCE NOVEMBER 2015

NINE QUANTUM LEAPS OPERATIONALIZED:

- Each assigned by-name responsible leadership.
- Charges (guidance) issued.
- Concept plans developed and reviewed.

ALL QUANTUM LEAPS ARE NOW PROGRAMS OF RECORD, EACH WITH:

- Supporting projects identified.
- Project management talent assigned, translating concepts to measurable tasks against a schedule.
- Start-up budgets programmed.

A tempo of progress and milestone review is in place.

 QUANTUM LEAP #2

THE AMERICAN LEADERSHIP PROGRAM

LEAP LEADER: ANTHONY CUCOLO

PURPOSE

Develop inspired men and women of character with the confidence to lead and the propensity to serve.

Enhance selfless, ethical, servant leadership among serving academic and medical professionals.

Establish the U. T. System as an international authority on leadership, and on leadership in the academic and medical professions in particular.

GOALS AND OBJECTIVES

GOAL 1:

Produce men and women of character with the confidence to lead; strengthen leadership skills of employees.

▪ OBJECTIVES:

- Implement programs for all undergraduate, graduate, and professional degree students.
- Establish leadership education and development programs for all faculty, staff, and administrative leaders.

GOALS AND OBJECTIVES

GOAL 2:

Provide a world class leadership development experience for U. T. System students and employees; showcase U. T. System faculty expertise to the public and private sectors; establish a worldwide reputation for building leaders.

▪ OBJECTIVE:

- Build a brick and mortar, top-tier, in-residence, leadership and human performance institute to support U. T. System programs; provide leader development offerings to the public and private sector.

CURRENT ESTIMATED TIMELINE FOR PROJECTS AND WORK STREAMS

	2016			2017				2018		
	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3
	A P R Y N	M A Y J J A S O N D	J J A S O N D	J F M A M J J A S O N D	A M J J A S O N D	A M J J A S O N D	A M J J A S O N D	J F M A M J J A S O N D	A M J J A S O N D	J J A S O N D
ONE HOUR UPPER & LOWER DIVISION LEADERSHIP COURSE DEV										
Curriculum Planning	█	█	█	█	█	█	█			
Assess existing leadership-related curriculum	█	█	█	█	█	█	█			
Content Development				█	█	█	█			
Pilot Delivery							█	█	█	
Prepare for Deployment								█	█	█
SYSTEM LEADERSHIP PROGRAM										
Level 1 Leadership Pilot		█								
Curriculum Planning	█	█	█	█	█	█	█			
Deployment Planning	█	█	█	█	█	█	█			
Post-pilot Level 1 Course Follow-up / Review					█	█	█			
Level 1 Leadership Course Ready for Deployment					█	█	█			
Level 2-4 Leadership Course Content Created				█	█	█	█			
Post-pilot Level 2-4 Course Follow-up / Review								█		
Level 2-4 Leadership Courses Ready for Deployment									█	
BRICK & MORTAR LEADERSHIP INSTITUTE										
Develop initial concept for approval	█	█	█	█	█	█	█			
Draft multi-year project for approval	█	█	█	█	█	█	█			

PROGRESS TO DATE

STUDENT PROGRAMS:

- Engaging key stakeholders to understand challenge of curriculum implementation; conducting campus visits and taking inventory of existing programs; outline of a turn-key undergraduate curriculum in draft.

EXECUTIVE PROGRAMS:

- Assessed public and private sector programs with similar goals; conducting campus visits to inventory existing programs; developed four levels of curriculum to match levels of responsibility across the U. T. System; executed pilot course in August; executing on-call seminars.

LEADERSHIP INSTITUTE:

- Assessing public and private sector sites with similar goals; drafted general concept of the institute.

 **QUANTUM LEAP #4**

ENHANCING FAIRNESS AND OPPORTUNITY

LEAP LEADER: AMY SHAW THOMAS

PURPOSE

Ensure fairness and opportunity across the U. T. System by promoting diverse candidate interview pools for senior leadership positions.

Attract and retain the best and brightest faculty to U. T. System institutions by ensuring fairness in faculty compensation and closing the gender pay gap.

GOALS AND OBJECTIVES – OPPORTUNITY RULE

GOAL 1:

Promote successful implementation of the U. T. System Opportunity Rule (UTS187), which requires that qualified women, men, and members of underrepresented groups have an opportunity to be considered for senior level positions at U. T. System Administration and U. T. System institutions.

▪ OBJECTIVES:

- Raise awareness of UTS187 and the principles it is intended to promote.
- Monitor success rates for delivery of written job descriptions and diverse interview pools.

GOALS AND OBJECTIVES – OPPORTUNITY RULE

GOAL 2:

Monitor demographic changes in leadership positions.

▪ OBJECTIVES:

- Baseline identification of affected leadership positions.
- Review demographics of new leadership hires and evaluate the need for initiatives (in addition to UTS187) to enhance leadership diversity.

GOALS AND OBJECTIVES – GENDER PAY EQUITY

GOAL 1:

Promote fairness and equity in faculty compensation.

▪ OBJECTIVES:

- Establish sound guidelines and recommendations to: 1) identify gender pay differences, and 2) determine if inequity exists.
- Each U. T. System institution will have a 5-year plan to close the gender pay gap for faculty.

GOALS AND OBJECTIVES – GENDER PAY EQUITY

GOAL 2:

Close the gender pay gap.

- OBJECTIVES:

- Monitor plan compliance and assess progress in closing the gender pay gap.
- Address systemic issues to sustain gender pay equity.

PROGRESS TO DATE – OPPORTUNITY RULE

- UTS187 implemented February 1, 2016, and Systemwide webinar awareness training provided.
- Highly engaged working group with representatives from 14 U. T. System institutions and U. T. System Administration meeting monthly by phone to share best practices and institutional guidelines.
- Measures and annual reporting methodology and schedule established.

PROGRESS TO DATE – GENDER PAY EQUITY

- System-hosted working group of 22 institution and U. T. System representatives and experts convening every 60 days, chaired by Leap Leader Amy Shaw Thomas.
- Subcommittee of the working group developing U. T. System guidelines to: 1) identify gender pay differences, 2) determine if inequity exists, and 3) close pay gaps.
- Multiple specific initiatives to sustain gender pay equity in development.

 **QUANTUM LEAP #9**
STUDENT SUCCESS
LEAP LEADER: REBECCA KAROFF

PURPOSE

Dramatically change U. T. System student outcomes across the continuum of the student experience – from readiness, access, retention, graduation and beyond – by leveraging U. T. System resources in a concentrated effort focusing on **student preparation, finances, advising and belonging**.

Achieve national recognition for innovative and effective approaches to achieving student success.

GOALS AND OBJECTIVES

GOAL 1: Improve outcomes across measures of student success, in particular, retention and graduation.

- **OBJECTIVE:** Implement a student-centric initiative grounded in key drivers of affordability, access, persistence, quality learning, and completion.

GOAL 2: Employ traditional and alternative metrics to measure what we say matters.

- **OBJECTIVES:**
 - Identify inclusive metrics, clear benchmarks, and accountability for U. T. System Administration and U. T. System institutions.
 - Align goals and target objectives to baseline data.
 - Strengthen data-driven decision-making.

GOALS AND OBJECTIVES

GOAL 3: Build institution-wide ownership and accountability

- OBJECTIVES:
 - Convene campus stakeholders for initiative development and implementation through affinity groups and professional development.
 - Connect resources to institution-specific plans with results-driven goals and targets.

GOALS AND OBJECTIVES

GOAL 4: Foster an equity-minded culture among all U. T. System and campus stakeholders.

- OBJECTIVES:
 - Ensure students across all populations have access to and participate in high-quality learning, services, curricular, and co-curricular programs.
 - Ensure equity goals for underserved sub-groups of students are explicitly built into U. T. System goals metrics, campus action plans and accountability measures.

PROGRESS TO DATE

Identification of student-centric framework structured around commitments to students in the areas of **finances**, **belonging** and **advising** through:

- Weekly meetings of U. T. System Student Success Delivery Team.
- Monthly meetings of Student Success Guiding Coalition (campus leaders).
- Vetting with Presidents (September) and Provosts (October).
- September 2016 Student Success Summit I – Initiative launch with 8-member teams from every academic institution.

PROGRESS TO DATE

Design of collaborative process to build Systemwide and institutionwide engagement, shared responsibility, and accountability through:

- Fall 2016 – Post-Summit process development and communication.
- February 2017 – Launch of Affinity Groups and Keystone Projects.
- Spring 2017 – Goal-setting by U. T. System and Institutional leadership.
- June 2017 – Institution-specific projects due for QL funding review.
- September 2017 Student Success Summit II.



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