

Environmental Health & Safety Strategy Plan 2012-2015

MISSION	VISION	VALUES
<p>We partner with our stakeholders in meeting our shared responsibility to provide a safe campus and protect our environment.</p>	<p>Engage the UW Community to ensure a healthy and safe place for advancing learning, teaching, research and service.</p>	<ul style="list-style-type: none"> • Collaborative • Highly Qualified Staff • Accountable • Service Oriented • Effective & Efficient

Outcomes	Mission	Vision	Values
<p>The UW community will recognize EH&S as a proactive partner in creating the best health and safety outcomes in support of the UW mission</p>	<p>EH&S will align its work and make data driven decisions to address risk mitigation, client needs, and employee engagement</p>	<p>Highly qualified accountable EH&S professionals will meet current and future UW health and safety needs</p>	<p>EH&S will have a sustainable financial model that aligns with strategic goals and utilizes quality measures</p>

Priorities & Measures	Mission	Vision	Values
<p>EH&S has determined four strategic priorities to reach by 2015:</p> <ul style="list-style-type: none"> - The UW community incorporates safety into their programs and planning utilizing EH&S guidelines - EH&S supports coordinated outreach, training and programs that provide a pathway for the UW to assure compliance, health and safety. - EH&S retains and attracts highly qualified professionals who are service oriented, accountable and meet current and future UW health and safety needs. - EH&S develops a sustainable financial model that is aligned with strategic goals, prioritized risk mitigation and follows organizational effectiveness processes. 	<p><i>Measures of success include:</i></p> <ul style="list-style-type: none"> - Decrease in % of non-compliance findings - Increase rate of completion for workplace hazard analysis - Increase use of appropriate workplace protective equipment, practices and procedures - Improved measures of on-the-job injuries, near misses, accidents, and completed reporting - Increase to 100% annual evaluations for all EH&S employees - Client Surveys indicate increased satisfaction, awareness of roles, responsibilities, and compliance expectations. - Decrease in numbers of non-linked databases - Increase in % of actual costs captured in EH&S service rates - Increase in number of staff involved in process improvement 		

Approach
<p>Given the immediacy of the EH&S Review recommendations, EH&S chose to develop a three year strategic plan. In addition to the EH&S Review information and Research Roadmap process mapping and data collection, EH&S conducted customer and employee surveys to assess its future focus. The management team led the planning process which also included an all-staff retreat to discuss survey data and gain new ideas. Goals were vetted with various campus partners. After careful assessment of strategic priorities, goals and activities, the management team prioritized work for the next three years. The Strategy Map includes the high level deliverables. Implementation of the strategic plan will begin in November 2012.</p>

Background
<p>EH&S has dedicated itself to addressing the recommendations from the EH&S Review conducted in 2011. Review recommendations ranged from strategic directions planning and goal setting to service delivery, training, metrics and process improvement. EH&S partnered with the Organizational Effectiveness Initiative consultants to develop and implement a strategy planning approach which was conducted in phases and included collecting and analyzing data, determining strategic priorities and implementation timelines, and building the infrastructure in EH&S for ongoing improvement and sustained success. EH&S has initiated process improvements using LEAN approaches to improve services and ensure efficiencies are realized.</p>