

## 5.1A Our Best Work Environment

Our Best Work Environment (OBWE) Initiative is comprised of faculty and staff of the University of Arizona with the continual goal of building our best work environment. Praxis workshops were conducted in spring 2019 to help unpack the 2018 findings of the Occupational Health Index (OHI) Survey administered to faculty and staff (n =4,209, 33% response rate). The workshops sought to build consensus around the results across the University of Arizona Main Campus and Distance locations (n =329). The subsequent data as reported to senior leadership in fall 2019 revealed five key action areas from which five taskforces were created: assessment, annual review and pay equity, career conversations, motivation and work environment, and fostering a respectful workplace.

OBWE started off strong in 2020 with the support of an Administrative Assistant, with the establishment of five taskforces led by faculty and staff Co-Chairs, who began planning using participatory-based meetings with their teams to leverage strengths and address challenges discovered from the OHI and praxis workshop data. This momentum was severely curtailed in March 2020 by full elimination of OSI funding. This was further curtailed by the broader impacts of the pandemic and implementation of University furlough and furlough-based pay cuts, which caused significant burden to our team of 195 members. While members were encouraged to continue their OBWE work if possible, the vast majority of members were no longer able to volunteer their time for this work.

Despite these challenges and lack of SIF funding, some progress was made in collaboration with strategic partnerships: UAHS, Office of the Provost, Faculty Affairs, and the HSI strategic initiative under Marla Franco. This includes a healthy work climate speaker series; spotlighting diverse faculty and recognizing, celebrating, and honoring the contributions of diverse communities; reviewing, proposing, and implementing policy change recommendations and trainings for faculty; and assessment pilot work. A new climate measure developed by one of the taskforces was created and piloted. A report was provided. Some questions of the new climate measure were included in the COVID19 instructor survey. It is also being considered by Dr. Ivy Banks and her measurement team for future climate measures. These actions are strides toward our best work environment, which will hopefully be measurable in the future through a work climate assessment.

## 5.2A2 Trellis

The Trellis program aims to digitally transform the institution by enabling high-quality human interactions at scale on shared platforms that improve constituent experience, create operational efficiencies, and consolidate interaction data for institutional analytics. Our approach includes master data management, strategic analytics, change management, and cross-platform user experience optimization. Our aim is clear - improve experiences for all constituents, and enable university professionals to have more meaningful interactions, beginning with students. Two years in, we have delivered nine products to our university community, scaled onboarding of new organizations, and rapidly evolved our roadmap in the University's shift to remote learning, research, and operations.

Specifically, in the last year, the program has seen significant expansion, with many units onboarding into our service platform to support students. Additionally, we have witnessed widescale use of our marketing platform to support critical university communications and successfully beta tested a robust events management platform, which will launch broadly Summer 2021. In the upcoming year, we plan to continue the expansion of Trellis to support student success, including clubs and communities and structured engagement programs. Additionally, we will bring the service capabilities to provide a better digital experience for employees. Large areas of focus for the Trellis program in FY22 will include alumni support, parent and family engagement, corporate and government relations tracking, and supporting research centers and collaboration.

### **UAHS 5.3 Health Analytics Powerhouse**

Health Analytics Powerhouse will establish the technical infrastructure for obtaining and analyzing key datasets and data streams from partner institutions and external collaborators in a compliant manner. Although still in the early stages of development, the infrastructure, once implemented, will provide a secure environment for diverse interdisciplinary teams for performing collaborative analysis. With more access to advanced data science tools and analytics capabilities, Arizona Health Sciences is poised to pursue new leading-edge programs, generate inventive pilot programs, and bolster future grant submissions.