Office of Research iSTAR Initiative

Office Of Research Mission:
To Enable and Advance Research

Achieving Strategic Goals
- Add Value to the Overall Research Experience
- Attract & Retain Top, Diverse Staff
- Achieve Operational Excellence
- Add Value to the UW

Improving Organizational Effectiveness:
Organizational Climate & Structure
Process Improvement & Metrics
- Create Unit Goals & Objectives
- Set Metrics & Work Standards
- Establish Work Performance Expectations based on Unit Goals
- Create Process for Continuous Organizational Improvement
- Define Roles & Responsibilities
- Communicate Expected Deliverables
- Promote a Culture based on Customer, Staff & Compliance Needs

Building the Strategic Framework & Infrastructure
- Create Vision
- Develop Communication & Feedback Plan for:
  * Stakeholders
  * Process Partners
  * Staff
- Build Strategic Goals & Objectives
- Develop Mission
- Create Values & Guiding Principles

Gathering Information about Organization
- Facilitate stakeholder focus groups and conduct survey
- Facilitate employee focus groups and conduct survey

Phase 1:
Initiated 8/1/2007

Phase 2:
Initiated 2/1/2007

Phase 3:
Initiated 7/2008

Phase 4:
5 Year Plan