University staff at each campus participated in the President’s Conversation About the Future, discussing their vision for the future. In the course of these conversations, staff raised a number of common issues relevant to service delivery and the recruitment, development and retention of a quality workforce.

**Compensation**
- Place priority on bringing salaries to a competitive level with the private sector.
- Make equitable internal alignment of staff salaries an administrative priority.

**Training**
Support staff training and professional development by:
- Centrally funding training to make courses accessible to all.
- Promoting management support for participation in training.
- Promoting access to training through release time.
- Expanding the tuition-exemption benefit to cover more credits and provide access to UW Extension courses.
- Supporting participation in professional organizations, conferences and external training opportunities.

**Quality of work life**
- Develop programs and communication vehicles to promote a sense of campus-wide community (easing impact of multiple physical locations; bridging faculty-staff schism).
- Establish leadership standards for supervisors and managers (both staff and faculty).
- Mandate supervisory training and hold supervisors accountable through performance criteria.
- Develop and actively promote programs and services that support quality of work life including:
  - increased on-site childcare and subsidies for lower income employees;
  - use of flex time, telecommuting and job sharing;
  - expanded and fully supported employee assistance program;
  - tuition support for dependants.

**Diversity**
- Establish an active outreach program to expand and retain a diverse workforce.

**Career Development/Advancement**
- Articulate University-wide commitment to developing and promoting staff.
- Provide career counseling support.

**Recognition**
- Affirm the value of staff contributions through UW and departmental mission statements.
- Promote faculty/staff partnering in strategic planning.
- Include staff in policy development and decision making.
- Expand public recognition of all staff and encourage departmental recognition programs.

**Administrative and Campus Support Systems**
- Capitalize on technology to increase efficiency and improve and integrate administrative systems.
- Expand access to technology and training for staff to support academic/research goals and programs.
- Provide central resources to “poorer” departments to support development of technology.
- Provide facilities services that meet departmental needs quickly.