

THE UWI STRATEGIC FRAMEWORK 2012-17

18 JUL 2012

MISSION	To advance education and create knowledge through excellence in teaching, research, innovation, public service, intellectual leadership and outreach in order to support the inclusive (social, economic, political, cultural, environmental) development of the Caribbean region and beyond.
VISION	By 2017, the University will be globally recognised as a regionally integrated, innovative, internationally competitive university, deeply rooted in all aspects of Caribbean development and committed to serving the diverse people of the region and beyond.
CORE VALUES	INTEGRITY · INTELLECTUAL · FREEDOM · EXCELLENCE · CIVIC RESPONSIBILITY · ACCESSIBILITY · DIVERSITY · EQUITY
STAKEHOLDERS & PARTNERS	STUDENTS · STAFF · GOVERNMENTS · ALUMNI · INTERNATIONAL PARTNERS / DONORS · PRIVATE SECTORS

STRATEGIC PERSPECTIVES	FINANCIAL	EMPLOYEE ENGAGEMENT & DEVELOPMENT	INTERNAL OPERATIONAL PROCESSES	TEACHING, LEARNING & STUDENT DEVELOPMENT	RESEARCH & INNOVATION	OUTREACH
STRATEGIC THEMES	A. Income Source Diversification	A. Competency-Based Development	A. Efficient & Effective Academic & Administrative Processes	A. Academic Quality	A. Faculty-led Research & Innovation	A. National & Regional Development
GOALS	Reduce the reliance on government financial assistance and increase the contribution from other sources.	Improve leadership and management capabilities and job competencies of all employees so that they can effectively fulfil their roles.	Re-engineer academic and administrative operational processes and procedures to make them simpler, more transparent, efficient, and effective to achieve optimal stakeholder satisfaction within and across campuses.	Ensure excellence of academic processes.	Create an enabling environment to support, foster and increase the output of high quality research and innovation with an emphasis on the Caribbean.	Become the driving force for economic, social, educational, and other critical developmental needs of the region.
	B. Recapitalisation of UWI	B. Culture of Employee Engagement	B. Governance Arrangements	B. Student Engagement & Experience	B. Graduate Studies & Student Research	B. Internationalisation
	Restructure the UWI's capital base toward operational independence, renewal and expansion.	Create an organisational environment that promotes personal growth and development for employees and positive cognitive, emotional and behavioural states directed toward optimum organisational outcomes.	Integrate improved governance systems into the UWI's operations.	To provide a high quality student experience as a platform for enhanced regional and international student success and long-term commitment to the UWI.	Enhance graduate studies and increase postgraduate research output.	Enhance the global reach and impact of the UWI.
	C. Efficient Resource Utilisation	C. Strengthening Performance Management Systems	C. Management Structures	C. Open & Distance Education	C. Funding & Partnerships	C. Marketing & Communication
Introduce systems to promote a culture of greater efficiency and accountability in resource use.	Improve and upgrade all HR systems.	Improve the effectiveness of executive and senior management structures at campus and university levels.	Provide multiple, flexible paths for all constituencies to pursue tertiary education over their lifetime.	Increase funding and strengthen research partnerships.	Present a unified brand image for UWI aligned with its strategic vision and initiatives.	D. Alumni Engagement
						Facilitate the UWI development through alumni advocacy and structured involvement in UWI and campus life.