

Office of Risk Management FY20 Goals



Risk Management

1. Lead the 2019 ERM assessment process including development of mitigation strategies, connecting risks to appropriate Board Committees for oversight, and ensuring that key risks and mitigation strategies are appropriately considered in strategic plans.
2. Work with the VP – Administration to develop and implement a process for the identification and assessment of alternative revenues.
3. Develop a Risk Management web page that provides a comprehensive view of all risk management areas across the University including: ERM, Safety, XUPD, Clery, Title IX, Insurance Services, Audit and Compliance.

Safety/XUPD

1. Provide oversight and direction for the new Director of Public Safety/ Chief of Police in the following areas:
 - a. Establishing effective relationships on campus and in the surrounding communities
 - b. Finalizing the comprehensive Campus Emergency Management Plan including effective communication and training
 - c. Implementing effective active shooter training across the campus
 - d. Safety Committee – assessing committee scope and membership, moving prioritized projects forward
 - e. Campus Emergency Response Team – assessing scope of the team, ensuring effective training for the team and leadership through tabletop exercises
 - f. Define and execute steps to advance safety communications.

Audit & Compliance

1. Continue moving the Policy Gap Project forward in collaboration with campus leaders ensuring remaining University policies are moved through the Cabinet approval process and properly communicated.
2. Finalize the rollout of the de-centralized compliance oversight process and assign specific obligations to the applicable Direct Reports.

Insurance

1. Complete Policy Updates for RM&I university policies
2. Complete a review and update of our Fine Arts inventory & develop a procedure to ensure our inventory stays up to date

Diversity & Inclusion

1. Continue to emphasize diverse and inclusive representation on all Risk Management committees, teams, etc. (D&I Goal1: Obj. 1.1, Strategy 3)
2. Continue to include diversity and inclusion as a standing agenda item for all staff meetings and provide opportunities for facilitated discussion and reflection. (D&I Goal 6; Obj. 6.4, Strategy 3)
3. Require all members of the Risk Management leadership team attend at least two diversity-related training events during the academic year. (D&I Goal 6; Obj. 6.4, Strategy 3)
4. Require all XUPD officers to attend diversity training targeted specifically for law enforcement officers.
 - eOPOTA training on “Awareness of Cultural Diversity” and “Autism and Other Developmental Disabilities
 - Annual Bias and Diversity Awareness Training
 - Work with Diversity & Inclusion and Mission & Identity to develop in-house training for XUPD. (D&I Goal 6; Obj. 6.4, Strategy 3)
5. Work with HR to ensure that strong and deliberate efforts are made to obtain a diverse applicant pool for all position openings. For XUPD this would include reaching out to CPD Sentinel Organization and NOBLE (National Organization of Black Law Enforcement Officers). When developed, ensure that search committees receive training to manage implicit bias and strategies for recruiting underrepresented candidates. (D&I Goal 3: Obj. 3.1, Strategy 3)
6. Continue to work closely with HR and Student Affairs in identifying and addressing incidents of bias and discrimination.
7. Continue to encourage Risk Management employees to be involved in variety of events and activities throughout the University and the surrounding communities to cultivate a personal sense of Diversity & Inclusion. (D&I Goal 6; Obj. 6.4, Strategy 3)