



School of Medicine
and Public Health
UNIVERSITY OF WISCONSIN-MADISON

Winter Dean's Town Hall

Monday, Jan. 26, 2026



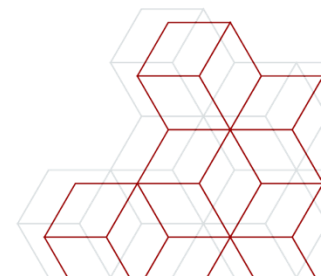
Happy New Year



**Thank you to all who
joined the Sweater
Weather Social!**



Congratulations to the
ugly sweater contest
winner: Mabel Peters

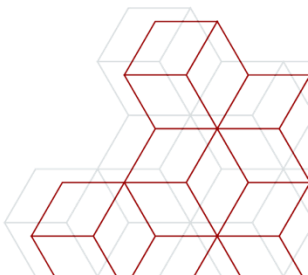


What's in a name?

This series now called “Dean’s Town Hall”

- All are welcome: staff, faculty, learners
- Keeping you updated on strategy and initiatives
- Engage, discuss, ask questions
- Share feedback on structure and format

For updates on budget, research funding, and more, see the State of the School from the fall.



Who We Are

Approximate headcounts and figures

OUR COMMUNITY

2,200+ 3,700+ 1,500

Faculty

Staff

Students

EXPENDITURES

\$1B

FY25

HISTORY

1907

College of Medicine
founded

PROGRAMS

5

Health professions
programs, plus
MD/PhD

27

Graduate programs
(administered and
affiliated)

80+

Residency and
fellowship programs

UNITS

18

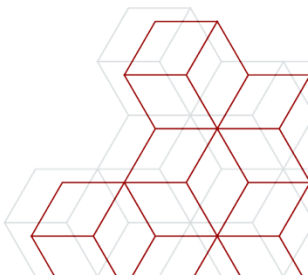
Clinical
departments

10

Basic science
departments

30+

Centers and
institutes

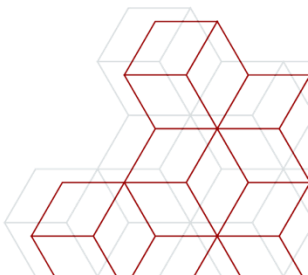


New year, new era, new beginnings

“”

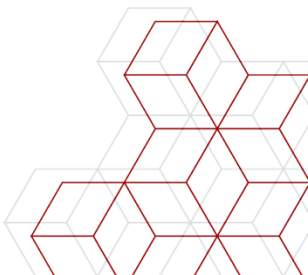
We will open the book. Its pages are blank. We are going to put words on them ourselves. The book is called Opportunity and its first chapter is New Year's Day.

-Edith Lovejoy Pierce, poet



Agenda

- Overview: Visualizing our journey
- Operational excellence and Project Agility
- Strategic planning
- Q&A
- Gratitude and Recognition



Together we will be the Wisconsin Idea in action

Why we are all here

The School of Medicine and Public Health, UW Health, and the UW–Madison are united in our **pursuit of excellence in the missions of academic medicine** to chart a better future for people across our **state and beyond**.

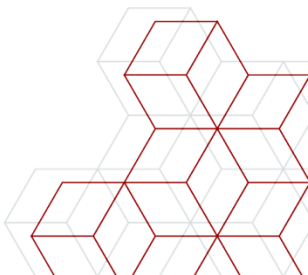


Together we will be the Wisconsin Idea in action

How do we get there?

Improving **how** we work

Charting our **future**



Visualizing our journey: Think of a road trip

Map

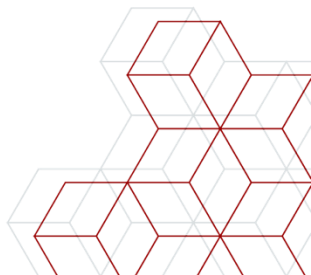
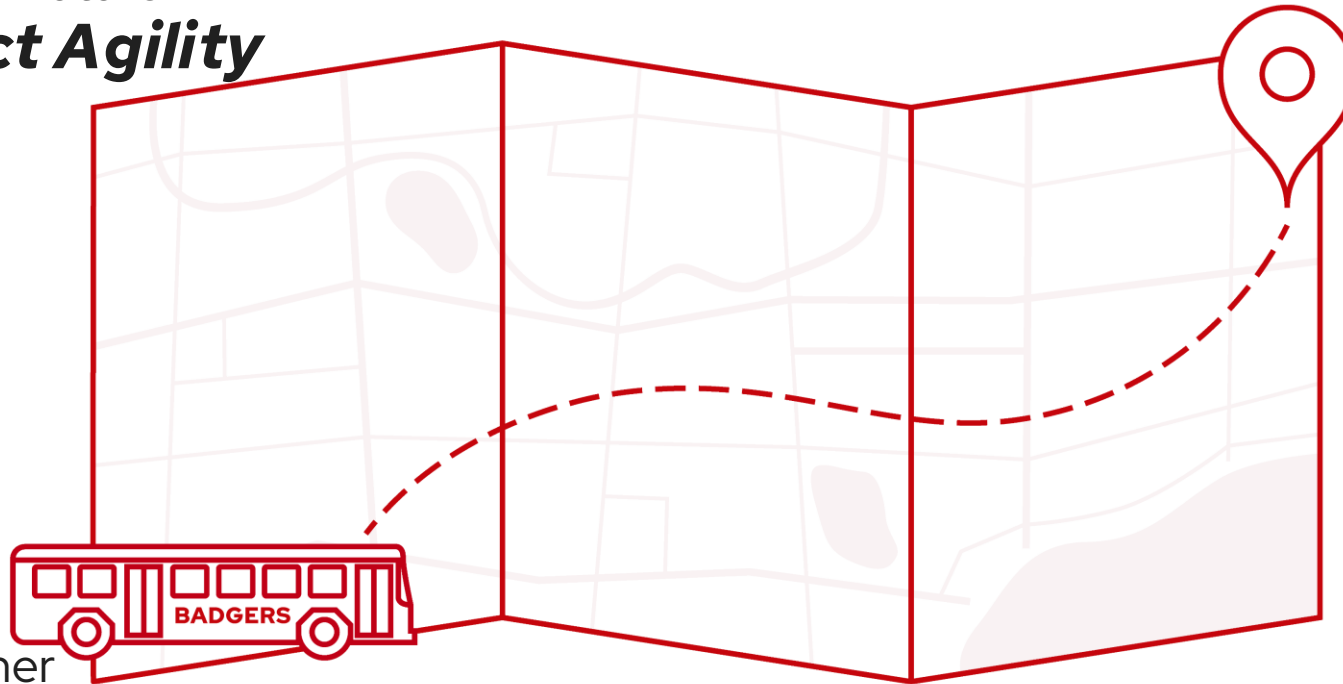
How we navigate
to our future
Project Agility

Our Destination

Where we are headed **for our future**
Strategic Planning

Vehicle

Our **foundation** that
carries us forward, together
Mission and Vision



Our Why is always constant

Unwavering in our foundational vision

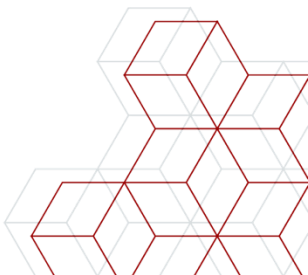
SMPH Vision

Healthy People,
Healthy Communities



Values

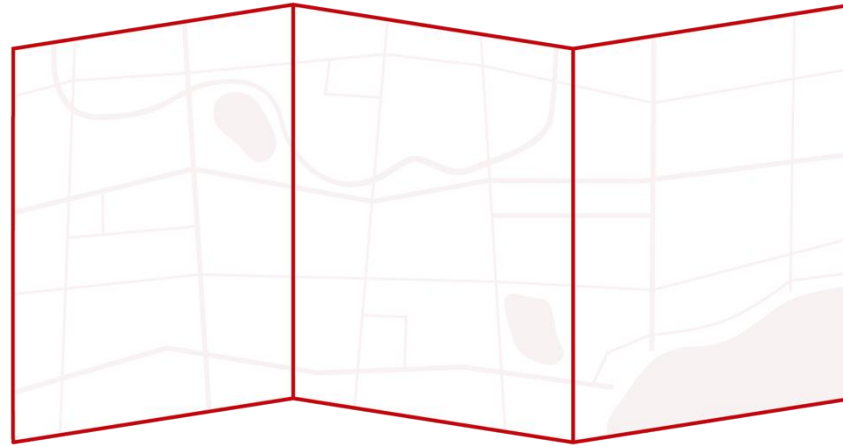
- Integrity and Accountability
- Compassion
- Social Impact and Belonging
- Excellence



The How

"Use GPS"

"Avoid tolls"



"Be on the fastest route"

"Find rest stops"

Project Agility is our continuous improvement work

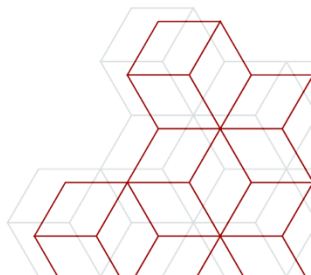
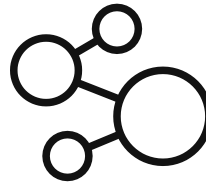
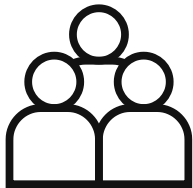
Talent
Development



Integration
and Collaboration



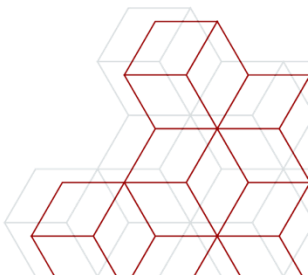
Systems
Transformation



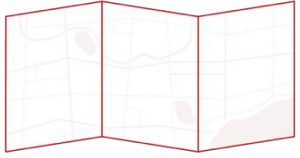
Our What Next

Strategic planning will chart our future

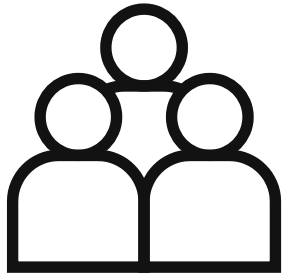
- Plan to become a top-tier institution
- Assess unique strengths that align with near-term opportunities
- Identify critical initiatives needed
- Increase collaborations
- Enable financial sustainability



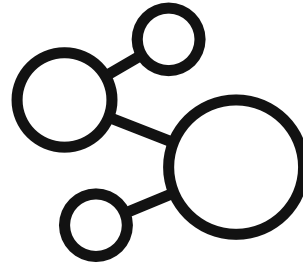
Project Agility overview of current work



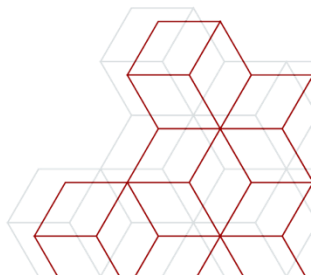
Talent Development



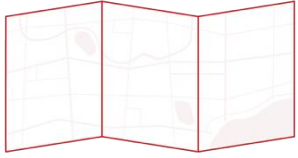
Integration and Collaboration



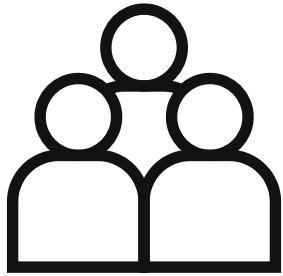
Systems Transformation



Project Agility overview of current work



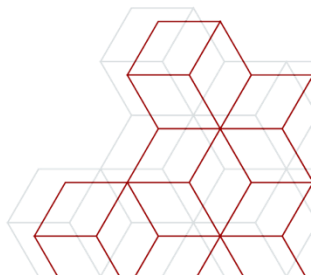
Talent Development



Art Walaszek, MD,
Associate Dean for
Faculty Affairs and Development



Hope Broadus, JD, Chief HR Officer



Vision for talent development

“”

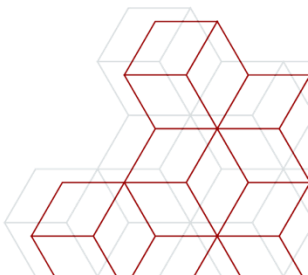
Foster a vibrant, inclusive working and learning environment where all faculty, staff, and learners have the **resources, relationships, and **opportunities** they need to thrive and advance our shared mission.**

We will...

- support continuous growth
- anticipate evolving needs
- cultivate future leaders

So that together we can...

- foster a vibrant and inclusive workplace
- grow as individuals and teams
- advance our institutional goals



Making the vision a reality

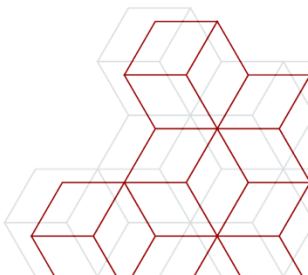
Faculty

- Educational Scholarship Retreat, mentorship workshops, promotions workshops, lunch and learns, rebooted New Leader Orientation
- Educational Essential series for health professions educators
- New Faculty Orientation on Oct. 9, 2026
- Facilitating national awards



Staff

- Lunch and Learns: Mental health awareness, Americans with Disabilities Act, FMLA, new Paid Parental Leave policy
- Demos, labs, open houses: Spring and summer on Workday systems and processes
- Campus Job Rotation Program involvement



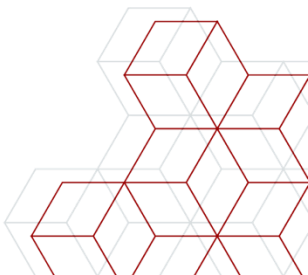
Two timely initiatives to highlight

Wisconsin Act 15

Regarding faculty instructional workload

Supervisor Toolkit

Designed to support our managers in fostering effective team dynamics and enhancing employee growth



Context on Wisconsin Act 15

Instructional workload

July 2025

State Leg approved &
Governor Evers signed
– new requirements for
teaching
responsibilities

Nov. 2025

UW Board of
Regents approved
revisions to Teaching
Workload Policy

Dec. 2025

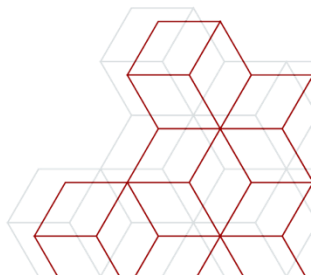
Wisconsin
Legislative
committee
approved the
revisions

Jan. 2026

UW System released
interim Teaching
Workload Policy

By Sept. 1, 2026

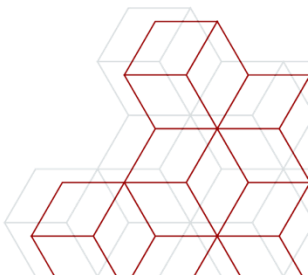
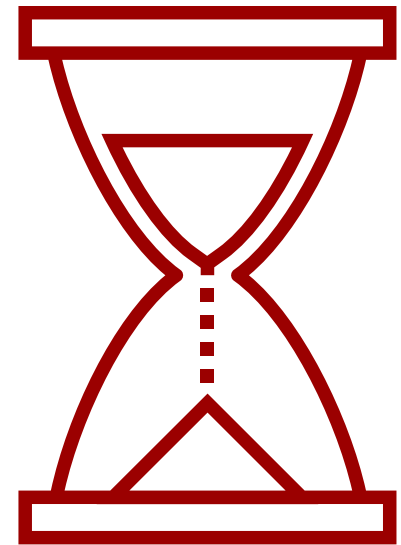
Implementation



Instructional workload next steps

Will be sharing updates when available

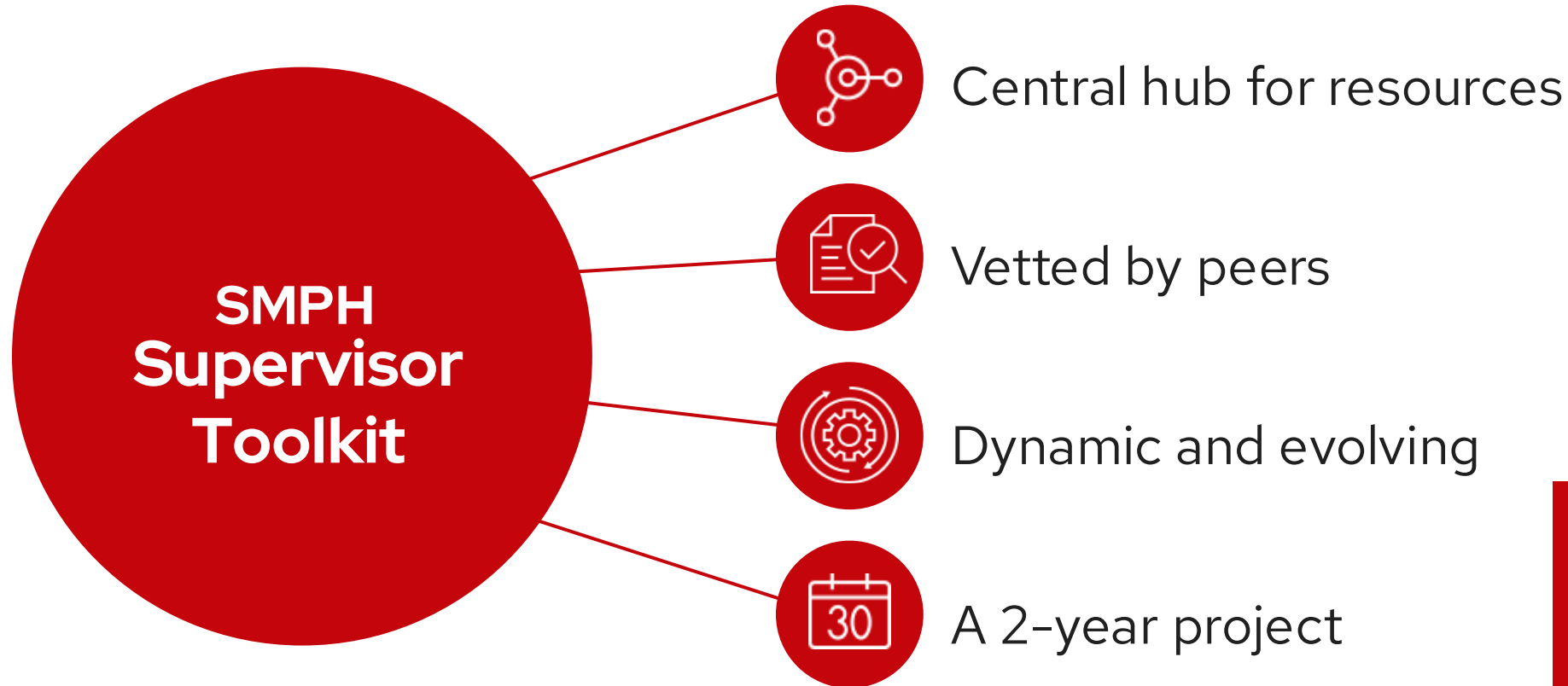
- We are listening to faculty and chairs, sharing concerns with campus leadership
- UW System released interim Teaching Responsibilities and Workload policy last week
- **Awaiting UW-Madison policy (ad hoc working group and other leaders)**
- We are partnering with Vet Med, Nursing, Pharm on processes for health sciences



Introducing the SMPH Supervisor Toolkit

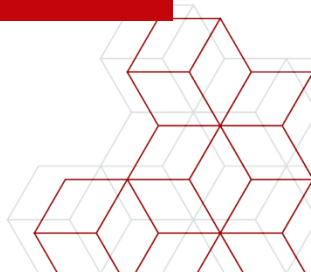
Launching tomorrow!

[View the Toolkit Now](#)

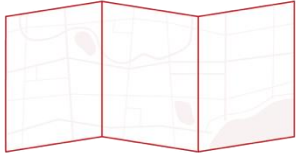


What's **not** included:

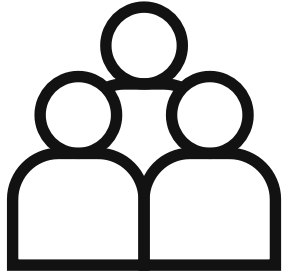
- Dept-specific info
- Most faculty appts
- UW Health info



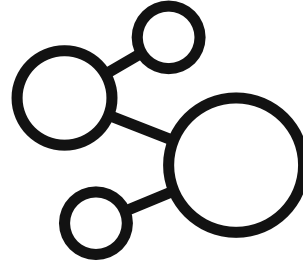
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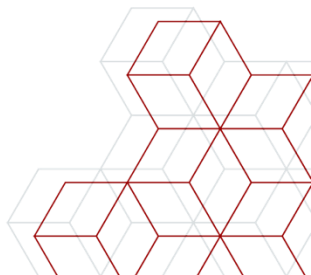
Talent Development



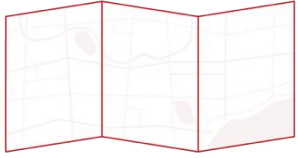
Integration and Collaboration



Systems Transformation

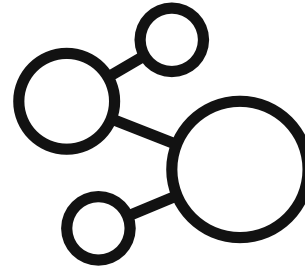


Project Agility overview of current work

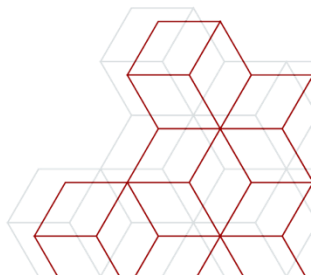
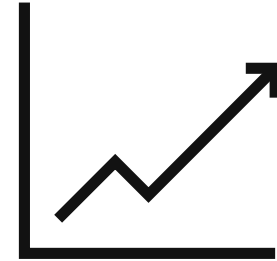


Heidi Conrad, MBA,
Chief Financial Officer

**Integration
and Collaboration**



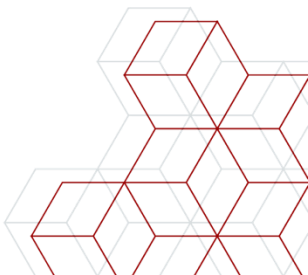
**Systems
Transformation**



“

You don't rise to the level of
your goals; you fall to the level
of your systems.”

—James Clear, Atomic Habits



Looking at our systems

Making our “map” the best it can be

Use GPS: Are we making it easy to find your way?

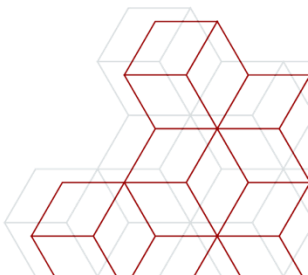
Avoid tolls: Are there hidden costs in what we do?

Take the fastest route: Or am I sticking to the one I know best?

Find rest stops: Are we making more time for what matters most?

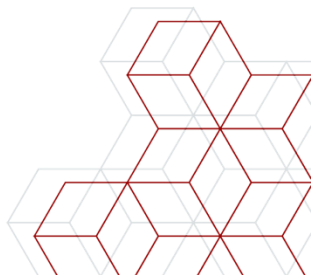
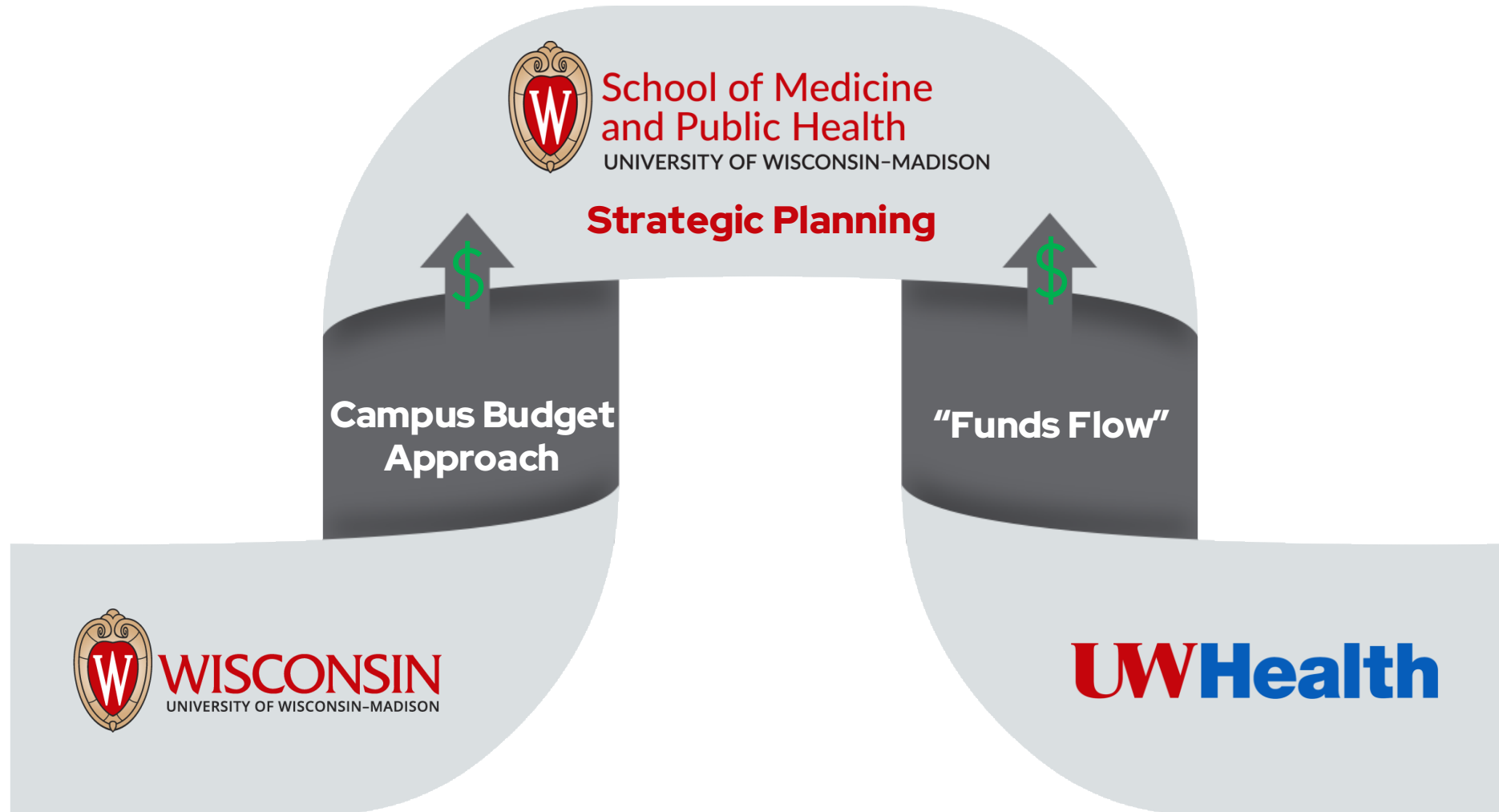


**What can we do to build firmer, faster systems
while the strategic plan is developing?**



The school receives funds from campus and UW Health

Current initiatives are evolving both processes



Long term goal for “Funds Flow”

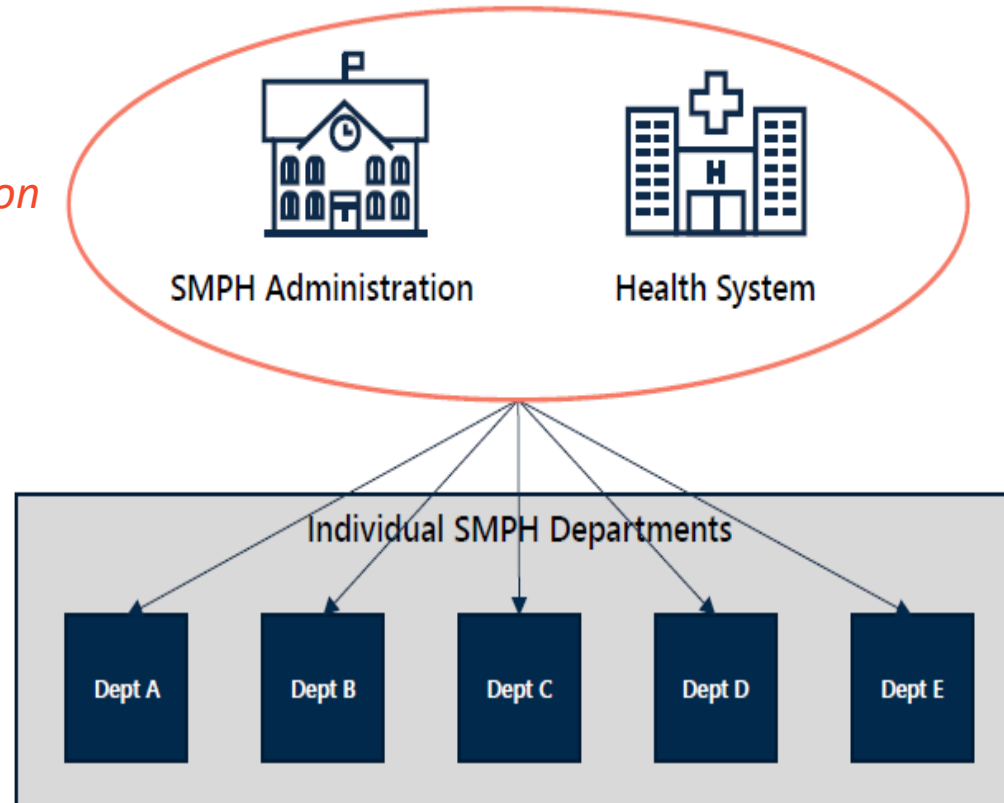
Funds flow and budget approach implementation

Proposed Model: Integrated Model with Functional Oversight

UW Health and SMPH align on overall strategy, goals, resourcing

SMPH reviews budgets and specific resources of education and research activities

UW Health reviews budgets and specific resourcing of clinical activities



New campus budget approach will...



efficiently and
fairly
distribute
resources



enable leaders
to act more
strategically



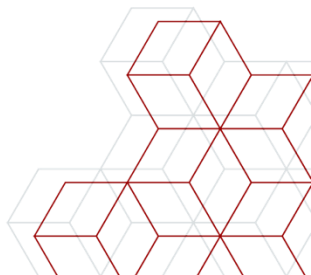
reward
collaboration,
innovation, and
entrepreneurship



maintain fiscal
health and
responsible
stewardship



provide greater
transparency
and
predictability



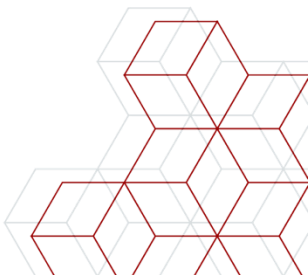
Workday

Work in progress

- PI reporting
- New budget system (adaptive) launch

Addressing pain points *Top priorities*

- Payroll accounting adjustments
- Reporting and analytics
- Performance management



Visualizing our journey: Think of a road trip

Map

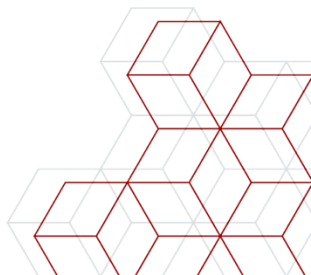
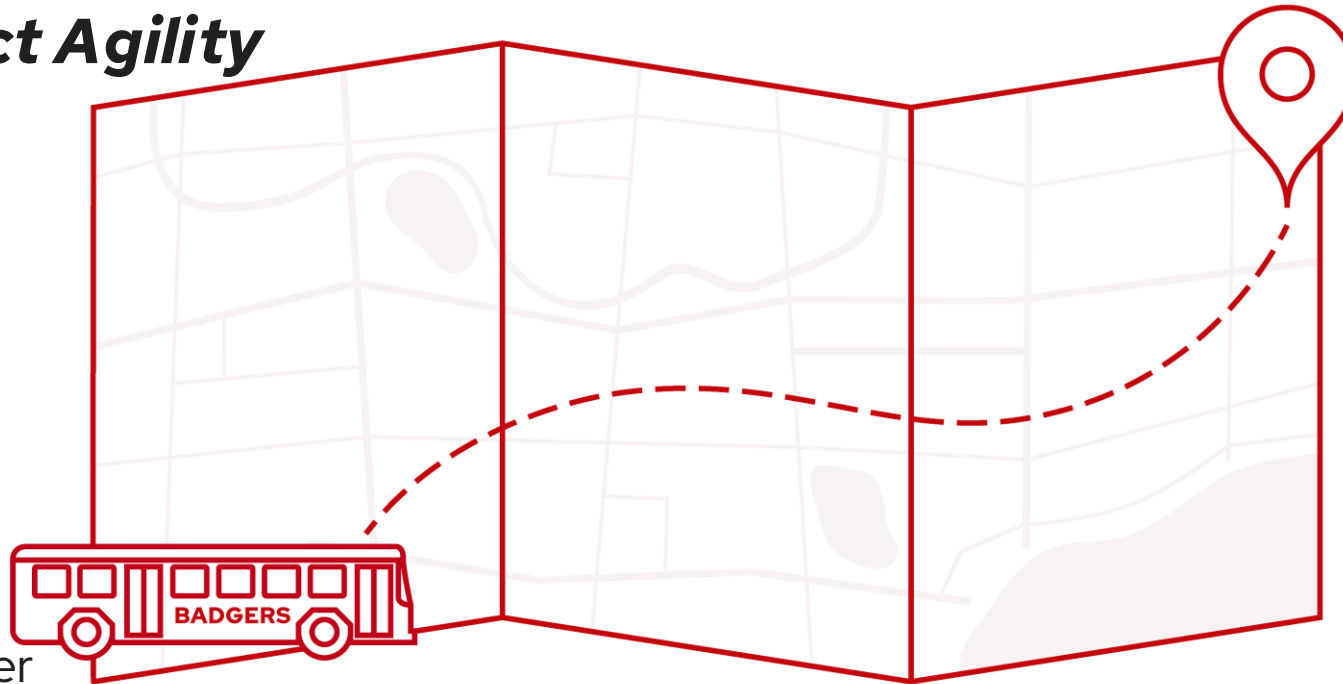
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Where we are headed **for our future**
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Our **foundation** that
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Mission and Vision



Our What Next

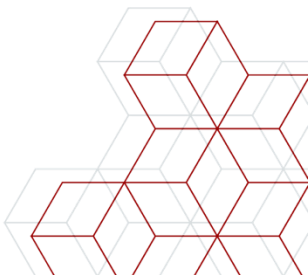
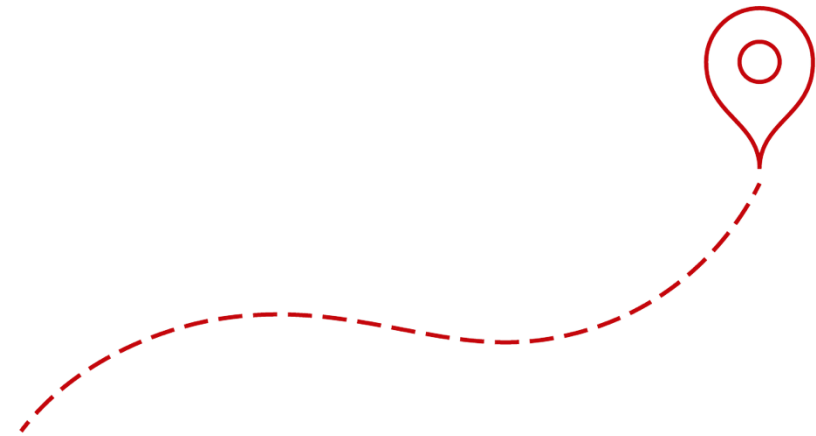
Becoming a national beacon for healthcare transformation

Learn more about
Strategic Planning



Genesis of strategic planning

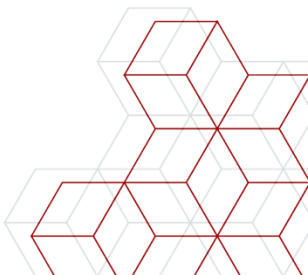
- Oct. 2025 leadership retreat: First time all chairs, health system, and university leadership in one room
- Need for unified strategy became clear
- Continually evolving landscape of higher ed and health care requires response
- Launched strategic planning in Dec. (school-wide announcement)



What could be our SMPH-specific vision of the Wisconsin Idea?

“”

Our efforts aim to set a trajectory as a **national beacon for health care transformation**, enabling us to elevate our impact on the health of **people and communities** across the entire state of Wisconsin and beyond through **clinical care, public health, education, and research**.



What does “strategy” mean?

Unlocking our potential

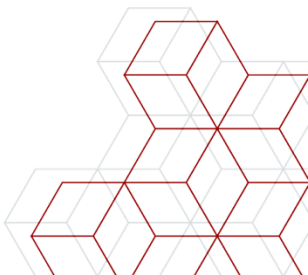
“Strategy lies at the heart of an organization's success.”

Putting in the work

“A careful, long-term plan or approach designed to achieve specific goals or a desired outcome.”

Answering a simple question

“If I have a dollar left over at the end of the day, what am I putting it toward?”



Desired outcomes

Become a **top-tier** institution and **increase collaborations.**

Identify critical initiatives needed in the research, education, and clinical missions.

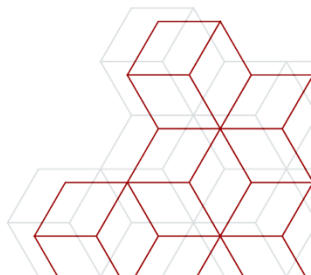


Leverage SMPH's integrated status as a school of medicine *and* public health.

Assess and align SMPH current strengths with opportunities.

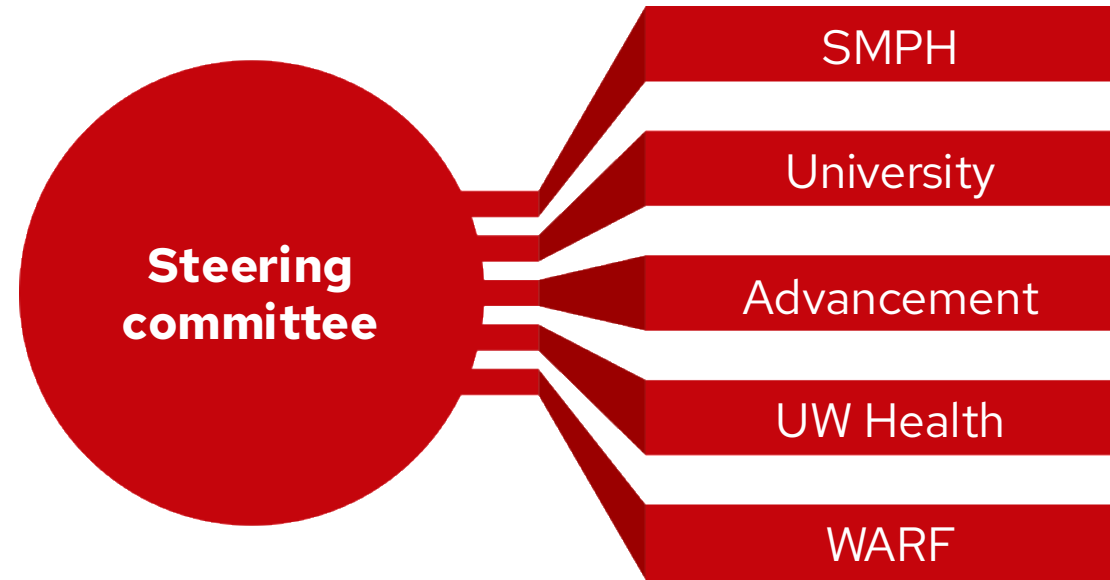
Enable our strategic priorities:

- Financial sustainability
- Talent acquisition and development
- Administrative and operational excellence
- Strategic partnerships

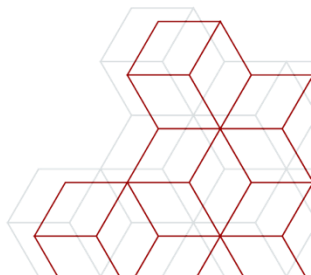


Strategic Planning Steering Committee

Broad representation

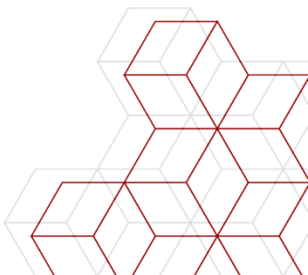


The core group of leaders from across the University and elsewhere providing leadership, guidance, and oversight throughout the strategic planning effort.



Timeline: Dec. 2025–July 2026

Designed to be highly engaging and iterative through a multi-phased approach



Who we have talked with so far

Stakeholder engagement is the foundation of the initial phases

245+

Total Stakeholders
Will Be Engaged in
Early Discovery

44

Stakeholder
Interviews

19

Focus Groups

7

Peer Institutions for
Benchmarking

We are gathering perspectives from:

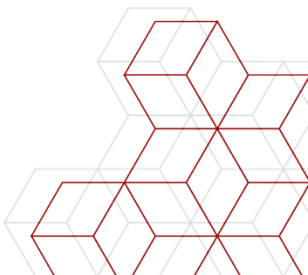
- **Department Chairs**
- **Faculty**
- **Health Professions and Graduate Learners**
- **Staff**
- Deans of UW–Madison Colleges and Schools
- UW–Madison Office of the Chancellor Leadership
- UW–Madison Technology Officers
- UW Health Leadership
- UW Medical Foundation Leaders
- Wisconsin Foundation & Alumni Association Leaders
- Wisconsin Alumni Research Foundation
- MD Admissions
- Academic Governance Groups (APC and CASI)
- Chief Administrative Officers
- Alumni and Donors
- Financial Officers and Directors
- Specialty Area Leaders (e.g., brain health, cancer & imaging, clinical trials, compliance, & informatics)
- Center and Institute Directors
- Public Health Leaders
- Education Leaders across Health Professions & Graduate Programs
- Other SMPH Leadership (e.g., faculty affairs, employee relations)



Next up is all of you!

Just announced: February All-School Discussion

**Monday, Feb. 16 from noon-1 p.m.
HSLC 3rd floor Interactive Learning Center B (ILC)**





School of Medicine
and Public Health
UNIVERSITY OF WISCONSIN-MADISON

Q&A with all presenters

In-person: Raise your hand for a microphone

Virtual: Put your question in the chat for consideration



School of Medicine
and Public Health
UNIVERSITY OF WISCONSIN-MADISON

Gratitude and Recognition

Kudos

A sampling of school and campus awards since the fall Dean's Town Hall



Tiffany Green, PhD

*Associate Professor of Population Health
Sciences and Obstetrics & Gynecology
UW-Madison 2026 Distinguished
Teaching Award*



Sarah Traynor, PhD

*Anatomy Teaching Faculty
SMPH Phase 1 Teaching Award*

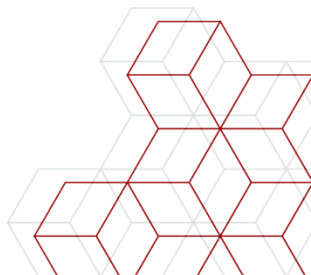


Aayush Agrawal and Pouya Mirzaei

*Medical Students
First place in the Self-Directed Innovation
Awards at Tech Exploration Lab Demo Night*



- Inaugural Dean's Research Staff Awards
- **Cynthia Kelm-Nelson, PhD** Scientist III, Department of Surgery
 - **John A. Russell, PhD**, Scientist III, Department of Otolaryngology-Head and Neck Surgery
 - **Christine Sorenson, PhD**, Scientist III, Department of Pediatrics
 - **Jamie M. Sperger, PhD**, Scientist III, Department of Medicine & Carbone Cancer Center



Kudos

National leadership



Rebecca M. Minter, MD, MBA
Chair, Department of Surgery
President, American Board of Surgery

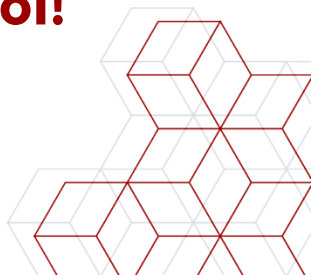


Terri Young, MD, MBA
*Chair, Department of Ophthalmology and
Visual Sciences*
President, Association of University
Professors of Ophthalmology



Stephen Y. Nakada, MD
Chair, Department of Urology
Immediate past president, American
Urological Association

Congratulations to all recent honorees and thank you for representing our school!

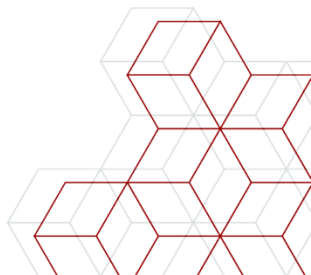


Chancellor Mnookin to assume presidency at Columbia University

Departing at the end of the academic year

UW accomplishments under Chancellor Mnookin

- UW–Madison ranked top five U.S. universities in research expenditures in National Science Foundation survey
- Launched Bucky's Pell Pathway and Wisconsin Tribal Educational Promise
- Established Research, Innovation and Scholarly Excellence (RISE) Initiative
- Started Wisconsin Entrepreneurship Hub



New Year's Resolutions

For ourselves, for our community, or both

*"Incorporate more joy
into the workplace"*

"Think 'we' not 'me' "

"Think IMPACT"

"Owning what we do"

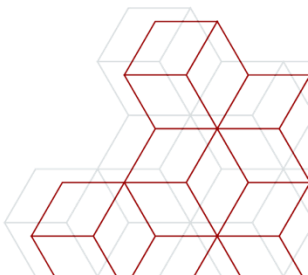
"Focus on strategy and innovation"

*"Take time for self-
care and professional
development"*

"Advance my own health"

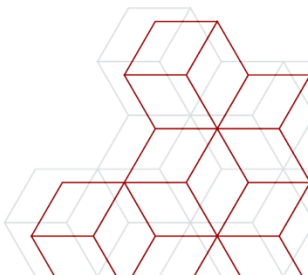
"Start writing fiction again!"

"Rise to the challenges we face"



While I'm no fortune teller, I can confidently share a few things 2026 will include:

- We will innovate strategically
- We will work together
- We will encounter, and overcome, barriers
- We will share some tough spots, and also some laughter
- **And we will be Badgers!**



Join us on March 31 for Camp Badger

**MARCH 31,
2026**

**3:30-
5:30 PM**

CAMP BADGER

HSLC ATRIUM

- Yard games
- Fun activities
- Make your own s'mores station
- Remarks from SMPH leadership