



## Finance and Administration: FY20 Key Goals

Mission/Role: Trusted partners and agents of positive change, in service to the academic community

<b>Financial Sustainability:</b> financial stewardship in a resource-constrained environment	<b>Campus Modernization:</b> physical and technical infrastructure for the 21 <sup>st</sup> century	<b>Staff Engagement:</b> making Brandeis a great place to work
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- Financial modeling of Framework for the Future priorities
- Implementation of Springboard program
- Continue long-term progress towards narrowing structural imbalances with endowment spending, salary equity and deferred maintenance.
- Refine new financial framework, aligning mission and financial contributions.
- Enhanced budgeting process through Committee on Strategy & Planning
- Continue to develop institutional Enterprise Risk Management (ERM) capacity
- Finalize ‘Brandeis as Socially Responsible Investor’ and ‘Investment Policy Statement’
- Increase internal management consulting capability, to realize operational efficiencies
- Review university gift and endowment fund financial policies and practices
- Generate endowment returns 2% above 5% real target spending rate to grow the endowment
- Development of F&A key performance metrics
- Submission and negotiation of indirect cost rate proposal (NICRA) to DHHS

- Leadership support to campus sustainability efforts, through Presidential Task Force on Campus Sustainability
- Improved dining services program
- Improved infrastructure dedicated to supporting campus safety
- Review organizational model for university-wide events management

- Lead Task Force Four of Framework for the Future
- Workday ‘Finance and HR’ post-implementation/ stabilization; ‘Student’ Implementation
- Continue ITS infrastructure and service improvements
- Administrative space planning to ensure sufficient and appropriate space to accommodate faculty/staff growth

- Enhanced benefits and wellness program
- In partnership with DEI develop a university process for culture shaping
- Improved campus public safety and emergency preparedness
- Key senior management hiring – VP, HR and VP, Campus Operations
- Implementation of HR Spot Rewards Program
- Enhance faculty/staff recruitment and onboarding process
- Continue to improve F&A internal communication
- Review and expand community engagement events/outreach
- Enhanced shuttle transportation/ alternatives
- Continue to support BUSAC during its nascent formative years
- Development of IT Strategic Plan; IT Governance and Data Governance Committees
- Continual review and updating of policies, including new process for rollout of policy changes
- Professional development F&A – DEI and OEO training series

The Top Ten Goals	
1.	Financial modeling of Framework for the Future priorities
2.	Implementation of Springboard program
3.	Continue long-term progress towards narrowing structural imbalances with endowment spending, salary equity, deferred maintenance.
4.	Refine new financial framework, aligning mission and financial contributions.
5.	Leadership support to campus sustainability efforts, through Presidential Task Force on Campus Sustainability
6.	Improved dining services program
7.	Lead Task Force Four of Framework for the Future
8.	Improved campus public safety and emergency preparedness
9.	Enhanced benefits and wellness program
10.	Develop a university process for culture shaping