

Campus	Offered by (Name of Department)	Name of Diversity Training, Program, or Resource	Short Description
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University of Missouri System

Last updated 12/2/2016

UMSYS	MoreNet	Results-Only Work Environment (ROWE)	Results-Only Work Environment (ROWE™) is the management strategy used at MOREnet, where employees are evaluated on performance, not presence. In a ROWE, leadership focuses only on results – increasing the organization’s performance while cultivating the right environment for people to manage all the demands in their lives...including work.
UMSYS	Office of Diversity, Equity and Inclusion	Not Anymore	Not Anymore is an interactive online program designed to prevent sexual assault, dating and domestic violence and stalking. It is required for all incoming and transfer students on each campus. While not required for employees, they have access to review this course. UM System funds the program and manages the contract.
UMSYS	Office of Diversity, Equity and Inclusion	Strategic initiative funding and project coordination	System-wide strategic initiatives related to Title IX, diversity, equity, and inclusion are coordinated and funded by the Office of Diversity, Equity and Inclusion. See comment section for full list.
UMSYS	Office of Diversity, Equity and Inclusion	Case management software tool	Cases of discrimination, harassment, and sexual misconduct are tracked through Conduct Coordinator. Implementation and governance of this tool for equity use has been coordinated at the system-level.
UMSYS	Office of Finance	UM Supplier Diversity program	Program led by The Office of Finance that proactively seeks to include suppliers into UM's purchasing across the system (campuses, health and extension).
UMSYS	Office of the General Counsel	Partner in UM System and campus diversity/equity work	The Office of the General Counsel is an integral partner in diversity and equity initiatives and operations, providing advice, training, defense, and policy development and implementation. See comment section for full description.
UMSYS	Talent Management	Building a Foundation: Discrimination Prevention and Title IX	This training program covers topics related to discrimination, harassment and Title IX, as well as university policies. All employees (including faculty and student hires) are responsible for successfully passing the mastery test (score of 80% or better) in order to fulfill the training requirement.
UMSYS	Talent Management	Diversity and Inclusion Training Courses	As an overall series, UM HR Talent Management launched a series of courses available to all System employees on concepts related to creating a workplace culture that is welcoming and inclusive.
UMSYS	Talent Management	Crucial Conversations	By the end of the 1-day or 2-day Crucial Conversations workshop, participants will have the tools to foster open dialogue that will surface the best ideas, create high quality decisions and have the unity and commitment to act on those decisions. This workshop teaches participants to speak persuasively, nurture teamwork and improve decision making, and build acceptance instead of resistance.

UMSYS	UMAARED	eLearning	A system-wide initiative to increase the number of online courses, programs, and degree offerings and to promote the use of technology in pedagogical delivery.
UMSYS	UMAARED	Online STEM courses	A system-wide initiative to increase the number of online STEM courses.
UMSYS	UMAARED	myVita	A web-based faculty activity reporting system that allows faculty members at all four campuses to report on their research, teaching, service, scholarship and creative works.
UMSYS	UMAARED	Leadership Development Program (LDP)	A system-wide faculty leadership development program during which participants come together to further development and growth as leaders, while expanding and enriching professional networks on personal and institutional levels
UMSYS	UMAARED	Graduate Student Leadership Development Program (GLDP)	A system-wide graduate student leadership development program during which participants come together to further development and growth as leaders, while expanding and enriching professional networks on personal and institutional levels
UMSYS	UMAARED	President's Awards	System-wide awards that recognize excellence within the university community.
UMSYS	UMAARED	Faculty Scholars	A system-wide program to assist faculty as they adjust to their new academic responsibilities and environments, to introduce them to innovative teaching methods, to support them in their scholarly work and to provide opportunities for them to network within their own campus as well as across the four campuses
UMSYS	UMAARED	Entrepreneurial Scholars & Interns Program	A system-wide program offering courses and internships designed to increase the number of students who will become entrepreneurs in their careers.
UMSYS	UMAARED	Campus Retention Initiative	A system-wide initiative including various programs, training opportunities, and technology investments to improve student retention.
UMSYS	UMAARED	Campus Workshops on Student Retention	A system-wide initiative to delivery training opportunities to improve student retention.