

Celebrating Aztec Faculty & Staff

SDSU Strategic Plan Working Group

March 2014 Update

Jessica Rentto

Associate Vice President, Administration

celebrating
AZTEC
FACULTY & STAFF

Committee Charge:

Create a faculty/staff advisory group to identify and recommend celebratory experiences to recognize institutional and individual excellence

(Formerly known as the Faculty/Staff Morale and Celebratory Experiences Committee)

CAFS Membership

- ❑ Committee is comprised of employees from across the university
 - ❑ Representatives from staff, faculty, students and management
 - ❑ Challenge: The University Senate did not appoint a faculty representative. Continue to try to find additional faculty to sit on committee
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First Step: Assessment and Inventory of Current Programs

- Identified a number of university-wide events, including staff awards, the Monty's, Diversity Awards, Provost Dinner, and President's Staff Excellence Awards
 - Identified a number of division, department or auxiliary specific events including Student Affairs Fall Kick-Off, CBA's Dean's Staff Excellence Awards, PSFA's online newsletter
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Inclusion Survey

- ❑ Beth Chung from CBA approached committee about using her inclusion survey to assess campus climate
 - ❑ Research survey, oversight by IRB
 - ❑ Challenges: long survey, limited by IRB in attempting to encourage employees to take survey, limited participation
 - ❑ Waiting on results
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Challenges for Employee Morale

- ❑ Employees are extremely busy and often don't want to take the time away from work to socialize
 - ❑ Employees feel disconnected from each other and some employees feel disconnected from main mission of university
 - ❑ Limited resources for creating celebratory experiences and opportunities for employees to connect
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Identified Solution

- Multi-faceted Programming Needs
 - Opportunities for socializing
 - Professional Development
 - Building Connections
 - Connect programming back to the university Mission and Strategic Plan
 - Identifying and awarding excellence
 - Communicating all of this effectively to our employees
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Identified Solution (cont.)

- Strategically roll out programming
 - Need to build a recognizable brand that excites employees and will draw them away from the day-to-day activities
 - Effectively Communicating with Employees
 - Since SDSUniverse was rolled into NewsCenter, many employees have complained that there isn't enough employee specific communication
 - Working with MarComm on solution
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Get Together, Give Back

- ❑ Created a program to provide opportunities for employees to socialize and connect, while providing a service component
 - ❑ Get Together, Give Back is the brand – multiple events throughout the year
 - ❑ Hope is to build the brand so that employees understand purpose, identify it with an enjoyable experience and continue to build support and participation
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Get Together, Give Back Programming

- Holiday Event
 - Cards for Service Members and families at RMH
 - Food Bank Volunteer Shifts
 - Explore SDSU Appreciation Station
 - Morning snacks for faculty and staff volunteers
 - May Event
 - Notes to students
 - Other service-related events as they come up
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Additional Programming

□ Inside SDSU

- Lecture Series for Faculty and Staff
 - Fun, SDSU-centric topics
 - Leveraging expertise of SDSU Faculty & Staff
 - Currently working on programming for FY 14/15 including lectures on Campus Arts, Sustainability (partnering with GreenFest), Healthy Cooking with Aztec Shop's Executive Chef, Inside Athletics, and other topics
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Additional Programming

- Presidential Staff Excellence Awards
 - Complaints that it is not as respected or prestigious as the Monty's and that auxiliaries aren't included
 - Working with Staff Affairs Committee on possible changes
 - Website for employees
 - Place to post notices and events
 - Creation of Affinity Groups – walking group, book clubs
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Additional Programming

SDSU Field Day

- Traditional team-building events
- Opportunity to unwind/regroup after graduation

Bowling League

- Working with Associated Students on creating a employee intramural league during the summer
 - Opportunity for employees to connect in a casual, fun environment
 - Self-supporting – fee to join
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An aerial, grayscale photograph of a university campus. A prominent, tall clock tower stands on the left side. The campus is filled with various buildings, including a large, multi-story building in the center and a smaller building with a dome on the right. The surrounding area includes parking lots and open spaces. Two horizontal red lines are positioned above and below the central text.

Questions?
