Celebrating Aztec Faculty & Staff

SDSU Strategic Plan Working Group

March 2014 Update
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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
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
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
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 the main mission of university.
- Limited resources for creating celebratory experiences and opportunities for employees to connect.
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
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
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
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
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
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
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
Questions?