Employee Success

Campus Town Hall Meeting

Monday, January 25, 2016

Key Questions

1. How can we ensure we hire the right faculty, in the right way and are accurately portraying our institution, our core values and our expectations in the hiring process?
2. How do we ensure continued professional development for all employees and increase the six-year retention rate of exempt and non-exempt staff?
3. What are the hallmarks of great teaching and how do we develop excellence and then reward it?
4. How do we attract and retain more minority faculty and staff?

#1. *How can we ensure we hire the right faculty, in the right way and are accurately portraying our institution, our core values and our expectations in the hiring process?*

1. Based on a faculty survey, there is concern that across disciplines, the core value of teaching isn't rewarded consistently, or recognized in light of other scholarly activities.
2. Better leadership training for department heads, and improved collegiality across departments/ colleges would contribute to overall job satisfaction among all faculty.
3. There is a need: to be granted hiring approval earlier in the year to ensure quality candidate pools, (b) for better training of search committees, and (c) to create consistent search advertising that reflects our campus core values and culture.

#2. *How do we ensure continued professional development for all employees and increase the six-year retention rate of exempt and non-exempt staff?*

1. On the topic of Targeted Salaries and based on a survey of staff, the policy of non-exempt employees beginning at the minimum pay grade range surfaced. Under the current policy, staff can't advance to mid-range pay for five years (and that is assuming funding availability). Recommend changing to three years, as that policy would better align with the exempt employee policy.
2. Increase employee fee waiver from 80% for 18 credits, to 100% (or, increase the credit limit instead). Percent could be raise incrementally over four years at 5% per year.
3. Some new employees find the cost of health coverage a financial burden. Recommend more options to reduce costs (e.g., a higher deductible).

#3. What are the hallmarks of great teaching and how do we develop excellence and then reward it?

1. There is a need for more mentoring support to new faculty who come here with limited experience in teaching methodology.
2. Develop a master teacher program targeting those who have demonstrated success in teaching, and desire to continue to grow and learn in the profession. The program would have an emphasis on teaching reflection and inquiry.
3. Design a place for faculty to engage in teaching innovation. This space would support cross discipline collaboration and active learning where students could explore course content and ideas in an environment that encourages learning in multiple formats.

#4. How do we attract and retain more minority faculty and staff?

1. Create a senior level position to help everyone interested in minority enrichment; establish a faculty hiring process focused on hiring minorities, provide for their professional development, and create a retention plan for minority groups.
2. For all faculty, implement a reduced course load concept utilizing a rotation strategy (e.g., as an incentive to current faculty, offer mentoring to new faculty, in exchange for a reduced teaching load).
3. Offer community wide programs for staff, faculty and administrators to educate them on diversity (e.g., classroom civility for all, and best practices for teaching a broad range of diverse students).