

Staff Development and Advancement Committee

June 4, 2014 Minutes

Representatives from HR joined the meeting to discuss effective ways to use the committee as partners on major projects. Some ideas for partnering were working with the committee to help promote new certificate programs on campus and working with the committee to promote and get feedback about the new mentoring program. The new mentoring program being designed by HR would be a peer mentoring type program in Phase I moving to a more formal mentoring program with a mentor/mentee relationship in Phase II. The pilot program will have possibly 10 people and the participants would be interviewed to be able to participate. A framework for the program is currently being worked on and HR will keep the committee updated on the progress.

The HR representative also discussed their new program for change management. The committee could help get the word out and promote the program. The program is designed to assist people during change in the work environment and teach skills to help employees be adaptable to a changing work environment.

The committee discussed other action priorities. The organizational learning plan was discussed as well as adding more trainings to the HR website. Having all the trainings listed in one central location on the web has been successful. A new performance management plan is also in progress and is tied to individual competencies which could then be tied to the family tree. It was decided to hold off on the goal of the family tree until the performance management is more concrete.

Other items discussed were increasing the funds available for the individual STDF awards. The morale funds recently given were also discussed and it was discovered that the restrictions for these funds were very inconsistent from area to area across campus and in some cases the restrictions on the morale funds decreased morale for some employees. Recent communication about raises was also not as effective as it could have been and many people were confused or unsure of their raise status. Communications across campus about a variety of issues concerning staff development and advancement are poor. The committee would like to work on better ways to effectively communicate important information.

Other ideas discussed during the meeting were the possibility of a training fair with a possible small pilot training fair for facilities and housing maintenance and rolling out Panther Perk of the month and promoting those perks.

The committee meetings will be regularly scheduled for the first Thursday of the month at 2:30pm.