



MSU Denver President's Council on Culture & Workplace

Cabinet Presentation
September 12, 2018



METROPOLITAN STATE UNIVERSITY™
OF DENVER

Bottom-line Upfront



Employees at MSU Denver want a rewarding, enjoyable work environment, that is both engaging and flexible, and recognizing members' achievements. Our recommendations include:

- Roadrunner culture sets professional development that is tailored, clearly communicated and puts health and well-being at the forefront (AnnJanette Alejano-Steele)
- Give the people what they want: Career progression guidance and purpose-driven evaluations (Amber Mozet)
- Desire to find the positive, recognize, acknowledge and praise all employees (Ruth Ann Nyhus)
- Introduce culture and inclusion from day one (Sarah Hunsinger)
- Focus on work/life balance so that employee engagement feels exciting rather than mandatory (Diane Yee)

Professional Development for Staff, Faculty & Administration

Presenter: AnnJanette Alejano-Steele

Professional Development

MSU Denver Employees

DEDICATED TO TEACHING AND LEARNING

diverse | **tenacious** | **primed** | **purposeful**

social justice warriors

ABLE TO DO MORE WITH LESS,  **CREATIVELY**

rely on tactical operations

aligned with CADRE values

Community | **Accessibility** | **Diversity** | **Respect** | **Entrepreneurial**



Professional Development at MSU Denver

- Strategic
- Instills a sense of belonging and feeling valued
- Designed to retain talent, especially faculty of color
- Taps employee potential and builds their competencies to achieve their goals

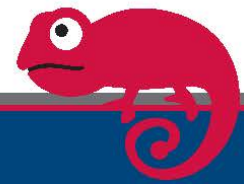
Comprehensive Clearinghouse

Sample centralized inventory matrix

Education and Professional Development

| PROGRAM NAME | OPEN TO | | | FORMAT |
|--|----------|-------|---------|-----------|
| | Students | Staff | Faculty | |
| The African-American Experience in Missouri Lecture Series | ✓ | ✓ | ✓ | In Person |
| Academic Hiring at Mizzou | | ✓ | ✓ | Online |
| Citizenship@Mizzou: A Taste of Things to Come | ✓ | | | In Person |
| CitizenshipToo | | ✓ | ✓ | In Person |
| Civility: You and Me (health care focus) | ✓ | ✓ | ✓ | Online |
| Civility, You and Mizzou | ✓ | ✓ | ✓ | Online |
| Constructive Communication Across Differences Series | | ✓ | ✓ | In Person |
| Core Concepts Series | ✓ | ✓ | ✓ | In Person |
| Diversity 101 | | ✓ | ✓ | Online |

Source: <https://diversity.missouri.edu/education/>



Culture Trainings



Individual Development Plans



Office of
Graduate
Studies

Graduate Individual Development Plan

for

Name _____ Date _____

| SKILLS ASSESSMENT (completed by student) | | | | |
|--|--|--|------------------------|------------------------|
| STRENGTHS | | DEVELOPMENT NEEDS | | |
| | | | | |
| GOALS | | | | |
| SHORT-TERM NEEDS FOR IMPROVING CURRENT PERFORMANCE | | | | |
| What additional skills do you need? | How are you going to acquire these skills? (e.g., training, courses, teaching, supervision) | When will you acquire them? (specify dates and duty or off-duty time) | Completion Date (Est.) | Completion Date (Act.) |
| | | | | |

| LONG-TERM CAREER GOALS YOU WISH TO PURSUE AND THE NECESSARY TOOLS TO MEET THEM | | | | | |
|--|--|--|--|------------------------|------------------------|
| What is important to me in a career? | What additional skills or tools will you need? (e.g., training, courses, teaching, supervision) | How are you going to acquire these skills? (training, courses, assignments) | When will you acquire them? (dates and duty or off-duty time) | Completion Date (Est.) | Completion Date (Act.) |
| | | | | | |
| What type of work would I like to be doing? | | | | | |



Increase Staffing Support



Career Progression

Presenter: Amber Mozet

Career Progression Committee

- Brett Haselton, ITS, classified employee
- Brandy Swanson, advising, administrator
- Margaret Thulson, School of Education, administrator
- Uwe Kackstaetter, Geology, Faculty-Cat I
- Brandi Scott, CESA, Administrator
- Aaron Johnson, Sociology, Faculty-Cat III
- Danielle Farrell, Human Resources, administrator
- Sarah Buller, Office of University Effectiveness, administrator
- Amber Mozet, CESA, administrator

Low Hanging Fruit

- HR webpage on employee progression
 - Define what it looks like at MSU Denver
 - Define title progression
 - Career goal planning
 - How to communicate these goals with supervisor
- Accountability training for supervisors
 - How to have development & progression conversations with employees

Low Hanging Fruit

- Purpose driven evaluations for all employees
 - Have meaningful conversations during evaluations
 - Add to self-evaluation for employees
- Expand faculty - Cat III employment opportunities
 - multi-year contract for affiliate faculty

Employee Awards and Recognition

Presenter: Ruth Ann Nyhus

Awards & Recognition

METROPOLITAN STATE UNIVERSITY OF DENVER

EMPLOYEE AWARDS AND RECOGNITION

Positive-Meaningful

Benefits range from increased productivity, employee satisfaction,
higher loyalty to enhanced teamwork.

Excellent Work

Staff, Administration, Faculty

**Praise, Recognition,
Acknowledgement**

For All MSU Denver Workers

Awards & Recognition



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ROCK STAR AWARDS

SHORT TERM

AWARD DATABASE

BIRTHDAY CARDS

LONGEVITY AWARDS

AWARD SUGGESTIONS

RECOGNITION EVENTS

WALL OF FAME

Long Term - Awards and Recognition

Add to the Data Base of Awards

Create a consistent process for adding awards

Add a physical place on campus for a Wall of Fame for Award Winners

Add Supervisor Training for Employee Recognition

Designate a budget for meaningful employee recognition

Onboarding and Orientation

Presenter: Sarah Hunsinger

Onboarding

- Beep Mentoring Program
- Campus Tour from our Crew-in-Blue
- Swag for our new student employees
- Deep dive with benefits/PERA questions

Employee Engagement

Presenter: Diane Yee

What is it? What does it look like?

Work-life Balance

- Work/Life Office which promotes faculty/staff work-life balance and wellbeing
- Work-life balance training for MSU Denver Leadership
- Wellbeing programs supported by Campus Recreation and other campus programs
- Summer Flex

Employee Involvement

- Webpage dedicated to opportunities to get involved cross-campus
- Online employee collaborative for information sharing
- Promote flex-time with specific guidelines for engaging in campus events and/or community service

Low Hanging Fruit

- Encourage time to volunteer or attend university events (4 hours/month)
- Retirement and benefit options workshops
- Create opportunities for community building
 - Pizza with the President
 - Battle of the Bands
 - Lunch Buddies
 - Variety/Talent Show
 - Cross-disciplinary Lunch-n-Learn

In Motion

- MSU Denver Faculty and Staff Facebook Group
- Wellness Committee
- Wellness Wednesdays & Fitness Fridays
- Database of existing engagement opportunities

Resources Needed

- Team to work on work-life balance training manual (time for supervisors to process and share the information)
- Collaboration between various campus programs that work on health and wellbeing and HR to house work-life programming
- Team to work on events calendar (to make it user friendly) and get featured in the Early Bird
- Funds to run a program, like *Communifire*, for campus community collaboration
- Clear guidelines on engagement

The Bottom-line



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Call for a Lead and Co-Lead!

In the coming month keep an eye out for a call for a new lead and co-lead for the *President's Council on Culture & Workplace*.

All interested full-time employees are eligible to submit. President Davidson will make the final selection later this semester.



Thank you for your time!



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