

GOAL 3 – Empowering employees to make ETSU a great place to learn, work, and grow

GOAL 3 FOCUS STATEMENTS and TACTICS

A – Employee Well-Being

Attention to Physical Space - The College will strategically align physical space (indoor and outdoor) with opportunities for collaboration; attention to safety protocols; warm, welcoming and community spaces; spaces for quiet, effective, work; for faculty, staff, and students. (Charge to be passed onto the CCOE Space Committee)

- ✓ Share with the Space Committee the list of suggestions from faculty regarding space

Cope with, and Achieve Less Stress, through Collaborative Relationships at Work – The College will routinely conduct workplace climate surveys and use the results to focus on physical and mental well-being of faculty, staff, and students with an emphasis on stress relief, health and wellness, and mentoring and promotion opportunities for teaching, research, and service.

- ✓ Conduct a climate survey for the College and make recommendations based on results
- ✓ Conduct an interest survey for faculty and staff to inquire as to health and wellness and stress relief ideas to offer at the College level, in an effort to increase health and wellness, reduce stress and strengthen a sense of community, and make recommendations based on results
 - For example, create a social committee and charge them with creating a monthly calendar for the COE which includes health/wellness activities and stress relief/mindfulness and social opportunities
 - Faculty/staff only health/wellness classes at the Mini-Dome for COE
 - Yoga
 - Strength training
 - Walking
 - Running
 - Seminars on stress relief
 - Faculty art show
 - Group challenges (fitbit, ropes, etc.)
 - Create a policy for having one day/week with no meetings and no emails
- ✓ Develop a College-wide process for mentoring new faculty

B – Decentralized Budget Model

The College will strategically align resources that advance the mission/common good of the College with attention on shared governance and transparency, and prioritization of salary increases and equity (especially market equity) for faculty and staff.

- ✓ Focus on shared governance and transparent process between the Dean and Department Chairs and Faculty and Staff
- ✓ Create a policy for indirect cost recovery
- ✓ Display standardized budget processes across departments
- ✓ Make prioritization of salary increases and equity for faculty and staff a priority

C – Professional Development

The College will provide a variety of opportunities for faculty and staff, both formal and informal, for mentoring, training, and leadership, both for credit (e.g., degree attainment) and not-for credit with a particular focus on collaboration within and between programs, and especially partnerships between the University School and the College of Education faculty and students.

- ✓ Department focus on developing stronger partnerships between University School and the College of Education faculty and staff
- ✓ Use current faculty for training and staff development in the COE
- ✓ Create a COE Calendar to promote trainings, events and activities for faculty, staff and students

D – Awards and Recognition

The College will create a culture of appreciation, recognition, and celebration for faculty (part time and full time), staff, students, and community partners, leaders, and mentors that is more personal, organized, and inclusive and that is more prominently communicated to the college, the university, and beyond.

- ✓ Expand the COE Awards Committee, which is currently in place for the April Awards Ceremony, to focus on the suggested recommendations from the faculty regarding awards and recognition
 - On-going recognitions
 - Complete the Alumni Hall of Fame
 - Group recognitions
 - More variety of awards and recognitions
 - Early year awards