THE TEAM

Team Co-Chairs
Shelly Cicero, Sr. Vice President’s Office
Jessica Ecock, Student Conduct & Conflict Resolution

Membership
Tammy Brongo, Student Conduct & Conflict Resolution
Jeff Cox, International Student Services
Ethel DiGiugno, Center for Residence Life
Jennifer Maltby, Assessment, Technology and Communications
Scott McVean, Athletics
Greg Moss, Recreation and Intramurals
Stacy Nation-Knapper, Academic Support Center
Chelsea Sims, Center for Residence Life
Cheryl Zielinski, English Language Center

THE PLAN

Dimension
Organizations that are committed to the development of innovative practices that facilitate and encourage new ideas in a culture of positive change are positioned to respond effectively to internal and external dynamics and opportunities. The Division of Student Affairs will continue to operate as a mission-centered and agile organization through the effective alignment, allocation, assessment and management of resources.

Objectives

4.1 Execute an effective operating plan for the management of existing fiscal, technological and facility resources in support of student success through an intentional and targeted continuous improvement taskforce.

4.2 Align division job descriptions and professional development plans with unit, division and university strategic and operational goals. Develop protocols for continuous review of these documents including mapping of individual outcomes with ongoing unit level assessment and resource allocation for training and professional development.

4.3 Promote good stewardship of university resources through increased cross-unit communication and collaboration, identification and reduction of duplicated efforts, and effective use of both centralized and decentralized platforms for marketing of division programs and services.
PROGRESS SUMMARY

Objective 1

Objective 2

1. Performance Appraisal Feedback and Updates

2. Focus on onboarding:
   
   Intended Outcomes:
   
   • Standard practices and guidelines for departments
   • Improved onboarding experience and new employee launch
   • Establish performance management base

   Strategies Employed:
   
   • Revising documents formerly crafted
   • Synchronize with HR web based processes
   • Being further developed

Objective 3

Outside of objectives in charge:

1. Survey
   
   Total completed surveys: 89
   
   Response rate: ~36%

2. Professional Development for Innovate Team
   
   • Intended Outcomes:
     
     • Continuous development of creative thinking for committee
     • Revitalize committee in year three
     • Aid acclimation of new committee members due to turnover

   • Strategies Employed:
• Encourage committee members to volunteer to bring article or video for discussion at each meeting
• Tours to various Innovative spaces on campus, ie MAGIC Center
• Enrich discussion and identify potential info to share out

3. Innovation Resources to Divisional Departments
   • Intended Outcomes
     • Provide materials for Innovative thought to representatives for departments within division
     • Develop and roll-out operational tools to aid leaders and operational assistants
   • Strategies Employed
     • Monthly(?) Brown Bag Conversations
       • Trial run in March with a “Creative Budgeting” session
     • Potential to expand our tour options to others
   • Marketing and Communications
     • Emails, Coordinating Council to share out to leaders