

Goal #4: To be a Great College at which to Work

Goal Group Leader:

Dave Mihalyov, VP for University Relations



The College at
BROCKPORT
STATE UNIVERSITY OF NEW YORK

Overview

To Be a Great College at Which to Work

- Areas of Focus
 - Communication
 - Employee recruitment/retention/development
 - Shared Governance



4.1: Comm Enhancement

- Budget town hall held spring 2019
- Open Office hours
 - 9 sessions, including one at REOC
- Leadership Summits
 - One half-day session January/August
- Launched monthly email update from the President
 - One per month during academic year
- College Senate evaluations
 - President Macpherson evaluated in 2018-19



4.1: Comm Enhancement

- No budget prioritization requests



4.2: Campus Climate Improvements

- Diversity recruiter/diversity program coordinator hired
- Diversity certification program w/BCSD
 - 24 members in first cohort
- Universal access ramps, power assist doors installed around campus
- PCDI, OEDI, other campus shareholders, developed definitions for Equity, Diversity, Inclusion
 - Ratified by College Senate



4.2: Campus Climate Improvements

- Permanently fund Diversity Recruiter
 - Currently funded through SUNY PIF



4.3: Recruitment & Onboarding

- NEST training continuing for new staff hires
- First-year mentoring program through Provost
- Supervisor 101 training this fall
- Finalizing Diversity and Recruitment Plan
- PRODiG grant successful



4.3: Recruitment & Onboarding

- No budget prioritization requests



4.4: Shared Governance

- Principles of shared governance document signed in December 2018
- College Senate includes students on all committees
- 30-day public review process for all policies
- Process ratified for constituting campus-wide committees



4.4: Shared Governance

- No budget prioritization requests



4.5: Retain & Develop Employees

- Investment Fund tweaked for Year 3
- Leadership Development program 1st cohort
- Grants Development
 - MACH form/searchable database makes easier to search for grant opportunities
 - 52 applications/21 grants/\$1.129M
- Provost initiatives:
 - Monthly Chairs meetings
 - Year-long faculty onboarding—monthly meetings (Fall '19)



4.5: Retain & Develop Employees

- Permanently fund Leadership Development program
 - ~\$10,000 for two cohorts per year



4.6: Recognition

- HR developing compensation plans for F/S
- Celebration Committee re-formed
 - 98 F/S on Corporate Challenge team—largest ever
- Senate resolution regarding faculty service passed 12/18



4.6: Recognition

- No budget prioritization requests



4.7: Continuous Improvm't

- AY 18-19 PPR in progress
 - Sociology, Modern Languages and Cultures, Anthropology, Psychology, English completed self-study
 - Following external review, faculty develop action plans
- Administrative assessment undergoing revisions
 - Will be reintroduced in summer/fall 2019
- General Education assessed fall 2018
 - Math, social sciences, other world civilizations, oral communication assessed
 - Faculty developed action plans to implement (3 yr. cycle)
- ***This MoS deleted from Goal 4, duplicative Goal 1***



4.8: Great College to Work For

- Analyzing survey results—shared summary with campus
- Asking Leadership Development cohort to assist in identifying strategies for improvement
 - Will receive report Fall 2019
- Will look to implement these strategies where feasible before surveying again



4.8: *Great College to Work For*

- No budget prioritization requests



Summary of Budget Prioritization Requests

4.2A: Recruit diverse faculty/staff

- Permanently fund diversity recruiter when SUNY PIF grant ends
 - Help coordinate PRODiG program

4.5A: Retain and develop employees

- Permanent funding for Leadership Develop Program
 - Successful first cohort
 - \$10,000 per year (2 cohorts per year)

