Core Principle: Composition (refers to the demographic make-up of the unit or institution)

Constituency: Administrative and Non-Academic Staff
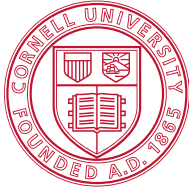
Target Population: N/A

Status: Continuing

Initiative Description: The Employee Assembly will create a communications strategy to increase participation in EA committees, particularly from employees on alternative schedules and the various Colleague Network Groups (LGBT, Veterans, Disability, Women of Color, Men of Color), following the successful restructuring of the Assembly.

What do you hope to achieve? Fully staffing all EA committees; uncapping membership constraints in the bylaws; increasing participation in all open committees.

How will you measure success? An increase in the number of individuals staffed and actively participating, via the Office of the Assemblies dashboard and staffing system.

Timeline: Bylaws to be updated during the fall; staffing to be completed in the fall.

Collaboration: N/A

Core Principle: Engagement (reflects personal, social, and professional commitment to institutional goals and activities)

Constituency: Administrative and Non-Academic Staff

Target Population: N/A
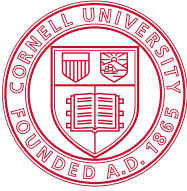
Status: New

Initiative Description: In collaboration with the Division of Human Resources and Institutional Research & Planning, analyze the results of the Employee Survey and conduct follow-up focus groups; and create an employee strategic engagement initiative similar to the Graduate & Professional Community Initiative.

What do you hope to achieve? To create a 5-year employee engagement initiative focused on key areas of importance to staff, based on the results of the survey.

How will you measure success? Successful analysis of all collected data; focus groups scheduled and held; employee engagement initiative drafted and passed by the Employee Assembly.

Timeline: Employee Survey to be completed in the fall, with results to be analyzed and shared in January. Focus groups conducted by March. Employee engagement initiative drafted and passed in May.

Collaboration: Division of Human Resources; Institutional Research & Planning

Core Principle: Inclusion/Engagement (comprises climate and interpersonal relations)

Constituency: Administrative and Non-Academic Staff

Target Population: N/A

Status: New

Initiative Description: The Employee Assembly will create a committee dedicated to diversity and inclusion and explore options for administering a grant for sustainable employee-sponsored initiatives that focus on fostering a climate of inclusion.

What do you hope to achieve? To create a committee focused on diversity and inclusion; and develop a framework for a grant.

How will you measure success? Updates to the EA bylaws.

Timeline: Update bylaws in the fall; develop grant framework in the spring.

Collaboration: N/A