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These are the engagement items on which we will focus:

Goal Category: Q7 Opinions Count

Area of Opportunity:
At work, my opinions seem to count.

This is what we will do to drive increased faculty engagement on this item:

A feedback loop process and communication forum process will be designed and implemented (with possible enhancements such as: an electronic suggestion box, a blog-like format, or a discussion board) to capture, archive, and respond to faculty/adjunct faculty opinions, ideas, recommendations, and suggestions.

A committee selection process will be designed and implemented to ensure that every faculty and adjunct faculty member has an equitable opportunity to participate as a member of several committees during the academic year.

This is what success will look like:

Success will be measured by the overall increase in utilization of the newly implemented feedback loop and communication forum by faculty and adjunct faculty. Increased communication and an enhanced level of respect between stakeholders including: faculty and adjunct faculty, faculty/adjunct faculty and administration/management, and faculty/adjunct faculty and students, will result following the acknowledgement and timely response to opinions, ideas, recommendations, and suggestions.

The new committee selection process will ensure balanced representation of faculty and adjunct faculty based upon: degree program levels, content area and skill set expertise. Every faculty and adjunct faculty member will have an opportunity to serve as an active member of a committee over the course of the academic year and all will have an equal opportunity to be selected from the wide-array of committee assignments available each academic year.
This is how we will know we are making a difference:

As measured and monitored by the amount of monitored usage of the feedback loop and communication forum, the faculty and adjunct faculty will utilize these implemented structures as their primary source for expressing their opinions and receiving timely feedback, as well as, progress or action updates.

As evidenced by the amount of “service” declarations (on the individual Faculty Load Matrix submitted by faculty members and the updated resume references submitted by the adjunct faculty members) every faculty and adjunct faculty member will serve on at least one committee during the academic year.

This is when we will review our progress:

Action plans will be reviewed at least twice prior to the start of the fall semester (July 2009) to determine the progress toward the implementation of the planned strategies.

Progress toward increasing the Q7 top box score will be measured upon receipt and analysis of the data from the October/November 2009, Gallup Engagement Survey.

Progress toward achieving the Q7 goal (Opinions Count) will be reviewed and discussed three times per year at the Faculty Retreat.