Faculty/Staff/Administration
Engagement Commitment Plan

These are the engagement items on which we will focus:

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

This is what we will do to drive increase faculty/staff/administration engagement on this item:
We will design and implement a formal process for submitting suggestions for new ideas and for improving current projects. The process will allow project managers to present an overview of the situation and/or problem; provide pertinent details and metrics; and offer recommendations or alternative solutions. To remind project managers of this opportunity, we will produce and post signs in common areas that read, “Your Opinion Counts!” and reminds the department of the process.

In addition to the formal process, supervisors agree to continue their open door policy and commit to helping staff members develop their critical thinking and problem-solving skills. Through a new departmental position titled Marketing Project Team Leader, project managers will have an additional, more-readily available resource to discuss challenges and proposed solutions. This individual will also host group brainstorming sessions to discuss solutions to recurring issues.

This is what success will look like:
Project managers will submit their ideas through the formal process. They will begin to feel enthusiastic about their role in the success of the department, the school, and the entire university. Also, the number of submissions is increasing over time.

Project managers will begin to feel empowered to meet daily challenges through increased confidence in their decision-making abilities.

This is how we will know we are making a difference:
We are making a difference when we are able to increase the number of projects that include an assessment and evaluation phase, which can be used for strategic planning and budgeting purposes. We are also making a difference when the project managers are recognized for their contributions to the mission of the organization. When considering the long term effects of our efforts, we will see our recommendations implemented and be viewed as a department that provides innovative, data-driven, and successful ideas.