2009 Faculty/Staff/Administration
Engagement Commitment Plan

Name: Dr. Kim Durham
Report ID: 484 Rollup
Unit Name: Supervisory Services at FSEHS

This is the engagement item on which we will focus:
Q08 - The mission or purpose of my University makes me feel my job is important.

Area of opportunity: Mission/Purpose

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

In an effort to increase engagement in the area of mission/purpose, our group decided to post signs in openly visible areas around the clinic stating the clinic’s mission and purpose. We also agreed to create a tag line or motto that we can all attach to our e-mail signatures as a daily reminder of our mission and purpose. And finally, we will also pay close attention to the feedback we receive from the surveys we distribute regarding how well we are meeting our mission/purpose.

This is what success will look like:
We will gauge our success as we review the feedback from relevant constituents who complete our surveys. Those constituents include (but are not limited to): the post doctoral students, the internship students, and our clientele. That feedback will help guide us in terms of identifying which areas need improvement.

This is how we will know we are making a difference:
We will know we are making a difference based on improved scores on the surveys listed above, particularly with regard to ratings directly associated to our mission/purpose. Academically, we will monitor the development of more academic courses and certification programs in line with our mission/purpose. We will also know we are making a difference by monitoring enrollment, our ability to branch out, and through formal and informal constituent reports.

This is when we will review our progress:
We collectively agreed that we will review our progress during our quarterly updates that occur during our staff meetings.
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This is the engagement item on which we will focus:

Q06 - There is someone at work who encourages my development

Area of strength: Development

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

In an effort to sustain engagement in the area of development, our group decided that supervisors would meet with respective employees to develop an understanding of what is expected of them for their position and their job. We wish to stimulate dialogue between the supervisor and employee. This will serve as a baseline by which supervisors and employees can identify professional development opportunities, engage in frequent feedback sessions, and follow through with professional development commitments. This will allow us to sustain the encouragement of professional development for the supervisee.

This is what success will look like:

Success will take the form of increased dialogue, as well as in-depth coverage of training and professional development opportunities. These items will also be discussed with the employee during the orientation period. The employee development touch-point worksheet will be reviewed with the staff to help gauge employee development progress and to identify additional needs.

This is how we will know we are making a difference:

We will know we are making a difference when the employee feels he or she has had the opportunity to enhance his or her skills and the improvement is reflected in the quality of their work.

This is when we will review our progress:

We collectively agreed that we will review our progress six months from the date of implementation.