

GOAL 2. CULTIVATE A DIVERSE, EQUITABLE, AND INCLUSIVE WORK ENVIRONMENT THAT FOSTERS EMPLOYEE ENGAGEMENT TO SUPPORT STUDENTS.



Years 3 and 4 Action Plans: July 1, 2023- June 30, 2025

ACTION PLAN 1. BROADEN EMPLOYEE KNOWLEDGE AND UNDERSTANDING OF ON-CAMPUS RESOURCES FOR GREATER STUDENT UTILIZATION.

Action Plan Leader: Julia Willis
Cabinet Champion: VP Sean Sullivan

1. Create comprehensive web-based and print resource guides on student supportive services to be utilized for a foundation for faculty and staff to facilitate student success.
2. Create opportunities for employee engagement and a sense of belonging.

Key Performance Indicators (KPIs):

1. Comprehensive resource guides developed and published by Aug 2024.
 - Drafts of the Student Handbook and Troy-Guide w/ Marketing for design, etc. to be published online, the portal, etc.
 - This is ongoing especially if updates need to be made or something changes with departments, people, numbers, and emails.
 - Departmental maps are being updated with IT. (Jason and Venus)
2. Identify three opportunities for employee engagement by Spring 2024 and implementation by Spring 2025.

Activities for Staff Engagement:

- A. Empower Hours-Once a semester or depending on activity: staff want more engagement on things going on around campus, resources to offer students and each other.
- B. List of Staff Engagement:
 1. Baseball Game-White Sox August
 2. Bowling Outing-Bowlero September
 3. Softball, Kickball among staff- August: Dates, Teams, and Times TBD
 4. Holiday Party December
 5. Spring 2025 Event

ACTION PLAN 2. STRENGTHEN CROSS-DEPARTMENTAL COMMUNICATION WITH OPPORTUNITIES FOR DIALOGUE AND REFLECTION.

Action Plan Leader: Colleen Rockafellow

Cabinet Champion: VP Jodi Koslow Martin

1. Develop an engagement survey to understand how departments would like communication strengthened between departments.
2. Host Authentic Triton department open house events to increase communication and highlight department successes in order to build a sense of community amongst employees.

Key Performance Indicators (KPIs):

1. Survey feedback received from at least 40% of department managers.
2. 10 unique cross-departmental open houses coordinated through a sign-up process.