

## MEMORANDUM: Mid-Year Report to Executive Staff Member

**To:** Beth Lunde, Associate Vice President for Human Resources

**From:** Richie Windley, Internal Relations Committee Chair

**Date:** January 29, 2019

**Subject:** Governance Committee Mid-Year Report 2018-2019

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**Charge:** IRC 2018-2019 Charge.

Analyze the *Great Colleges to Work For* survey results and make recommendations on ways to improve morale and improve survey results in the future. Recommend strategies to change employee perception and make our institution a better place to work, which in turn will create a better environment for our students.

**Note:** This will be multi-year effort and we will use the results from future *Great College to Work For* surveys to measure our success.

**Goals/Planned Actions/Approved Motions:**

1. In the process of developing recommendations and implementations for our 2018-2019 charge.
2. The President's Cabinet has implemented our recommendation to revive the College Picnic. In addition, we have a committee member serving on the Picnic Planning committee.
3. Delivered *Thank You* templates to HR to disseminate to Supervisors to use to show their appreciation for their staff.
4. The President's Cabinet has approved our recommendation to have Service Awards presented more timely. HR will now deliver the Service Awards to each President's Cabinet member on a monthly basis for distribution. Recognition for significant years of service will also occur at Convocation.
5. In the process of developing ways to implement the approved IRC recommendations by the President's Cabinet from our previous charge.

**Other:**

- The IRC will ask for Diversity and Inclusion Committee for assistance in our charge.