For what it's worth, I heard three themes coming out of today:
1) Overall Quality of Life solutions including: An Angie's list type service for the faculty/staff that is a clearinghouse for anything that might enhance finding housing, childcare, services, etc.
2) Social mixers for faculty and staff: These would include capitalizing on events already in place, such as the All-University Convocation, by enriching the scope. Also packaging events (such as the Rush Hour Series) to showcase the best kept secrets at the University in a friendly setting at a consistent time each week and to include the neighboring communities.
3) Special interest days as morale builders: "Bring Your Pet to Work Day," "Beach Clean-Up Day".

The following are responses to item 7 on the 9/14 “Charge to the Community Engagement Task Force” memo, which reads: The economic challenges of the current period have significantly impacted the morale of our faculty and staff members. What initiatives can we undertake to enhance faculty and staff morale despite our financial challenges?

1. More opportunities to interact with each other. I think structurally the events need to be thought out to ‘nudge’ faculty and staff to speak cross departmentally or across colleges.

2. Our dean is constantly asking us to do more with less. A campaign that reminds us why could really make a positive change in morale. For those of us who have been on campus for awhile, we need a reminder that helps us keep the big picture in mind.

3. I think the discounts for athletic events should be reinstated. The fac/staff card use[d] to be a great deal and encouraged engagement in campus pride. It is also upsetting that those of us that did have the fac/staff card were not given points towards session tickets. That should be changed.

4. Develop book end events throughout the year for faculty and staff.

5. Improve services – parking, cashiers to make them easier to access (hard for people on different schedules). Perks – free fitness center, free concert and lecture series, free prof. development (like we used to have BATS) classes. Starbucks line for faculty staff.

Can we find ways to offer additional professional development opportunities, enhance the health of our community, and enhance the appearance of our campus for the purpose of improving morale?
1. I like the C7L lunches (when I can go). I think there is A LOT of expertise here on campus. It would seem like there could be a way to leverage these resources.

2. Inspired by meetings and lectures offered in various subjects matters by the SDSU faculty and staff. Short, one hour or less, at introductory levels. For example; financial literacy, public health current issues, intro to art history, etc. In terms of appearance, if allowed by the Union, I would happily volunteer to be part of a “clean up” day or something similar.

3. One thing I experienced last year was being nominated for a staff award and the only way I found out was because I was on the selection committee. I think it is important that the staff and/or faculty award winner be recognized, but I think it would improve morale and participation in nominations for such awards if nominees are notified as well as winners. I think it is important that people are recognized for their contributions even if we didn’t win. I believe it would foster a boost in morale.

4. Annual women’s conference = development for female professionals. UCSD has a similar event, good for morale. UCSD ranks high on employment surveys = what are they doing, the membership privileges they offer their employees?

5. Bring back BATS classes
   Allow for opportunities for people in similar jobs/same classifications to get together
   Have faculty lead (brief) lecturers on topics such as: financial literacy, investments, etc.

6. Please expand some existing programs and make them more affordable and attractive!

The following are responses to item 8 on the 9/14 “Charge to the Community Engagement Task Force” memo, which reads: #8 The university’s location within the College Area community provides opportunities for our faculty and staff members to live near the university. At the same time, we have an opportunity to develop the College Area by helping our students who reside in the area develop into good neighbors and responsible citizens. What can we do to support faculty and staff members who wish to reside near the university?

Similarly, what can we do to build on our current initiatives to help our students be responsible members of our community?


2. I think that it would be a positive thing to have more rental opportunities for staff, faculty (particularly visiting faculty) owned or operated by the University. Perhaps, near student housing, but limited to non-student members of the community. Some units which are family-oriented, and include resources for people of various points in their [career].
3. Can we explore local area housing options for faculty/staff by providing discounted (?) priority apartments in the local area? With the child care center at or near capacity, can we identify local providers for this purpose as well?

4. Continue & Enhance: 1.) Associated Students Good Neighbor Program 2.) University Police responding to disturbances in neighborhoods surrounding SDSU 3.) Liaison (Director of Government & Community Relations) to the College Area Community Council

5. New Initiatives:
   1.) Have an open forum in the community and conduct an online survey
   2.) Appoint a community member to this Task Force
   3.) Hire an Off Campus Housing Coordinator to work on community housing issues (education, mediation, etc.)
   4.) Investigate ways to encourage faculty and staff to live in the neighborhoods adjacent to the community
   5.) Develop programs to engage local residents in the community by inviting them to attend on-campus events (lectures, cultural events, 360 campus tours, etc.)

6. Have the dialogue about campus benefits and the potential opportunities to create something unique for SDSU faculty/staff. Please explore!

Additional comments:
1. In our department office, we often wonder if we are “re-inventing the wheel”. More opportunities to interact with the people on campus that do what we do, would be welcomed. Maybe a day where there is an open-house kind of activity, or once a year, or something similar. I would love to know about other offices “best practices”.

2. I really like the idea of doing a rush hour event. I believe that the communication done by Athletics and Alumni Association for their events are good models for campus communication.

3. Include an inventory of staff morale activities in report.