Staff Training And Recognition
STAR Day

Presented by
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at California State University, Fresno

Professional Development
at Fresno State

- Strategic Plan for Excellence IV 2011-15
  - THEME IV: Developing our Campus Community

- As a result of the campus’ involvement with the Wellness Council Of America (WELCOA), it was revealed that a holistic approach to professional development could impact a variety of factors related to work performance.

Professional Development
at Fresno State – The Model

Incorporating the wellness wheel model (developed by the University of Texas) as its lens, the professional development program adopted a holistic, employee-centered approach to its program design.

Aligning the university’s strategic plan with the holistic needs of its staff creates a scenario that is mutually beneficial to its the following areas:

- Morale
- Burnout
- Engagement at Work
- Attendance (Due to Illness)
- Quality of Work
- Intrinsic Motivation
- Innovation
Professional Development at Fresno State - Integrated Programming

Occupational

› The ability to get personal fulfillment from our jobs or our chosen career fields while maintaining balance in our lives. Our desire to contribute in our careers to make a positive impact on our organization.

• Supporting staff in this area requires increased opportunities for engagement that promote recognition, time management, career path reflection and career counseling.

Environmental

› The ability to recognize our personal responsibility to improve the quality of our work environment, our homes, our communities and our planet to create a better environment.

• Supporting staff in this area can impact community engagement, stimulate involvement and innovation in areas of sustainability, and campus health and safety.
Social

- The ability to interact with the people involves using good communications skills, having positive and meaningful relationships, respecting ourselves and one another, and creating a support system that includes family members and friends.
- Supporting staff in this area can impact morale, stimulate involvement, innovation, participation, and engagement. It requires increased opportunities for engagement that promote social interaction, collaboration, and enhanced communication.

Physical

- The ability for members of our workforce to maintain a healthy quality of life, allowing them to get through their daily activities and external stressors without undue fatigue or physical stress.
- Supporting staff in this area requires the provision of engagement activities in health, exercise, nutrition and other benefits that will enable them to recognize behaviors that impact their physical health and identify preventative activities.

Emotional

- The ability to understand ourselves and cope with the challenges life can bring. It also involves being attentive to your thoughts, feelings, and behaviors, whether positive or negative and possessing the ability to acknowledge feelings in a productive manner.
- Supporting staff in this area requires opportunities for engagement that promote self awareness, open communication, and opportunities for expression.
Intellectual

- This ability will open the mind to new ideas and experiences that can be applied to personal decisions, group interaction and community improvement. The desire to learn new concepts, improve skills and seek challenges in pursuit of lifelong learning contributes to our Intellectual Wellness.

- Supporting staff in this area can impact engagement, quality of work and innovation. Lack of stimulation and learning can result in disengagement from work, poor performance and employee brain drain.

Spiritual

- The ability to establish peace and harmony in our lives between in the face of external stressors. It represents the ability to develop congruency between values and actions.

- Supporting staff in this area requires increased opportunities for engagement that promote reflection, visualization and relaxation.

STAR Day: The Goals

- Creates a day devoted entirely to staff by providing a conference-style professional development experience
- Provides staff with opportunities for professional development and personal growth
- Recognizes staff and administrators for their years of service
- Bolsters unity by celebrating the collective power of the campus community in completing a successful academic year of serving students
- Aligns the campus' strategic goals with an event theme
- Staff allowed 4 hours that day to attend workshops (as provided in the CBA's)
STAR Day: A Collaborative Event

- Representatives from each Division on campus to comprise the STAR Day Steering Committee
- Information Exchange draws businesses from the Fresno/Clovis community
- Professional Development Workshop Presenters - selected from faculty, staff & community
- Master of Ceremonies - local TV presenter & featured on his local morning show
- Community businesses donate prizes for raffle drawing

STAR Day: Schedule of Events

- Opening Ceremony with Guest "Keynote" Speaker
- Information Exchange/Vendor Fair
- Workshops: 5 Tracks (50 minutes/a.m. & p.m.)
  - Technology
  - Health & Wellness
  - Leadership
  - Business Skills
  - Leisure & Lifestyle
- Annual Service Awards Ceremony & Luncheon
  - Service Award Recipients recognized
  - Raffle of donated prizes

STAR Day: Overview of Success

- Over 240 employees participated in the opening ceremony, led by special guest speakers
- Over 750 employees participated in STAR Day workshops
- Presented over 250 service awards to campus community
- Involved over 50 volunteers & 18 on Steering Committee
- Over 20 community vendors participated in Information Exchange
- Served over 650 staff at the Service Recognition Luncheon
- Raffled over 20 prizes following Luncheon
- 99 staff receiving LEAD Certificate of Completion (attending 3 or more workshops in the previous year)
### STAR Day: Effectiveness of Workshops

#### Workshop Survey Results

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### STAR Day: Effectiveness of Opening Ceremony

#### Opening Ceremony Survey Results

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This survey is based on the opinions of participants. The results are intended to reflect the consensus of the attendees. Participants are encouraged to provide feedback and suggestions for improvement.
STAR Day:
Effectiveness of Staff Awards Ceremony

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STAR Day:
Awards Ceremony Video

http://www.csufresno.edu/etraining/starday.shtml

STAR Day:
Effectiveness of Information Exchange**

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STAR Day: What's in the Future
- Expand partnerships with campus & Central Valley community
- Continue to "theme" with campus' goals & initiatives – this year is "innovation & creativity"
- Programming workshops to ensure all dimensions of Wellness Wheel are incorporated
- Consider announcing other campus awards at the Service Awards Ceremony/Luncheon

Questions??

Thank You for the Opportunity!