

celebrating **AZTEC** **FACULTY & STAFF**

Celebrating Aztec Faculty and Staff Working Group

MISSION:

To increase employee morale by identifying and recommending celebratory experiences to recognize institutional and individual excellence.

GOALS:

- To provide increased opportunities for faculty and staff to become engaged in the campus community
- To better recognize faculty and staff excellence
- For employees to feel that they are appreciated and valued by the university
- To provide a vehicle for internal communications to help share institutional and individual excellence and to market opportunities for engagement and connection

PROGRAMMING:

Get Together, Give Back

Get Together, Give Back is a program created by CAFS to provide opportunities for employees to socialize and connect, while providing a service component. CAFS felt that although some employees would take advantage of opportunities to socialize and connect with other employees, some employees would need an added incentive to leave their desk. The optional service component of the event provides additional incentive.

Get Together, Give Back is the brand with multiple events of different natures throughout the year. CAFS hopes to build the brand so that employees understand purpose, identify it with an enjoyable experience and continue to build support and participation. The Get Together, Give Back signature events are the Holiday and Spring Socials. However, CAFS is looking to expand the Get Together, Give Back events throughout the year, including additional opportunities for university employees to participate in community service with faculty, staff and students.

Zuma Awards

CAFS has worked with the University Senate Staff Affairs Committee to expand the Presidential Staff Excellence Awards. The PSEA is an award program to recognize staff excellence. In the past, PSEA awardees received minimal acknowledgement when they receive the award. Additionally, the PSEA was only available to university employees and auxiliary employees were ineligible. Moving forward, the PSEA, or "Zuma Awards" will be awarded as part of All University Convocation. Additional categories have been added and auxiliary employees will be eligible.

Employee Survey

In December of 2013, 868 employees participated in a survey conducted by the Institute on Inclusiveness and Diversity in Organizations. The survey included questions relating to organizational commitment, perceived organizational support, climate for inclusion (a marker for employee satisfaction), turnover intentions, leader inclusiveness, task interdependence, job satisfaction, and engagement.

The results of the survey indicate that employees are reporting somewhat moderate attitudes relating to overall perception of climate, organizational support and other measures. The results of this survey provide CAFS with valuable data on areas of improvement and provide baseline data that can be used to measure future impacts of the committee's work.

IMPACT:

Get Together, Give Back Events

Launched in Fall 2013, Get Together, Give Back has hosted a handful of campus events, including a Holiday Social and a Spring Social. In addition, Get Together, Give Back has provided community service opportunities and hosted Appreciation Stations for our faculty and staff who volunteered during Explore SDSU.

Get Together, Give Back Socials

Holiday Social	Attendance: 320
Spring Social	Attendance: 200
Explore SDSU Appreciation Station Volunteers	Outreach: 225 Faculty and Staff

Get Together, Give Back Service Opportunities

4 Food Bank Volunteer Opportunities in 2013/14

UPCOMING EVENTS:

- Fall Semester Welcome Back Social (Late August 2014)
- Get Together, Give Back Holiday Social (December 2014) and Spring Social (April/May 2015)
- Get Together, Give Back Community Service Events (Food Bank volunteer shifts, campus clean-up event, other community outreach events)
- Inside SDSU Lecture Series
- Professional Development Opportunities for Staff
- SDSU Field Day (May/June 2015)
- Employee Affinity Groups
- Other events to be determined