Goal 3: Empowering employees to make ETSU a great place to learn, work and grow

Employee well-being
- Clear communication about the workplace
- Safety plans
- Model safety plans (on campus and off campus sites)
- Office space
- Time for quiet work
- Stress relief opportunities
- Establish a structure for new faculty to become a community of learners
- Create outside areas for informal collaboration (kiosk with coffee/tea, pavilion, additional seating)
- Make space for a faculty/student lounge in the building
- Fix temperature controls in offices/classrooms
- Clear vision/goals related to this
- Determine needs of people in the college and provide supports for this
- Involve more than direct supervisors in staff evaluations
- Establish a wellness program for the COE
- Work on worksite aesthetics
- Have opportunities for faculty to work on physical and mental health
- Provide resources for faculty who have safety concerns for themselves (e.g. student retaliation)
- Provide conflict resolution resources (list of go-to)
- Create an overall safe place for diverse faculty
- Provide mentoring for teaching, research and service
- Break down silos
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Decentralized budget model
- Clarification of budget model
- Transparency in how decentralization will work
- Shared governance for decisions regarding budget
- Value commitments
- Make sure there is a fidelity process
- Promote a spirit of generosity
- Build relationships
- Expand the Dean's grants at US to include multiple departments in one grant to increase collaboration
- Reward collaboration/cooperation
- Clear, consistent communication to everyone about the budget (avoid the telephone line of communication regarding new budget process)
- Support equity across COE to avoid jealousy/competition
- Salary increases
- Salary equity for professors who have been here (problem that new faculty make more money than some experienced faculty)
- Professional training for staff

- Support degree attainment for staff
- Transparency of budget (e.g. credit hours, student outcomes)
- Establish college-level faculty senate

Professional development
- Increase PD opportunities
- Increase collaboration with US
- Increase involvement of US teachers in teaching
- Establish a fellows program at the college level
- Establish a leadership fellows program
- Mentoring process to match new faculty with established faculty mentors
- Reward faculty mentors with time or other recognition
- More built-in PD based on best teaching practices

Awards and recognition
- Recognize college faculty and staff with personal notes, verbal thank you's and emails
- Establish an explicit award policy
- Establish multiple award points
- Obtain small gift cards from community members to distribute to faculty when recognizing great work
- Collect recognitions from departments to share on the monitor on 3rd floor, webpage…
- Student groups have an opportunity to recognize faculty for awards
- Student input on teaching, research and service awards
- MEANINGFUL recognitions
- Awards and recognition aligned with our values
- Awards and recognition for external stakeholders