

Staff Appreciation and Development (SAND) Committee's Annual Report 2016-2017

As always, the Committee would like to sincerely thank President Haynes for her consistent financial and visionary support of SAND. The creation of the Campus Climate Director underscores the President's belief in ensuring employee satisfaction and recognition at CSUSM. With the aid of Jennifer Williams, the committee emphasized the specific activities that staff most resonated with, expanded existing activities, and also took on exciting new initiatives in our efforts to continually support staff at CSUSM. We would also like to make a special thank you to Jennifer Williams for allowing Jessica Halsey to assist SAND. Jessica's social media and tech savvy have greatly improved the SAND website and social media presence via Instagram. She has been an invaluable asset to SAND this year and we look forward to continuing to work with her.

HIGHLIGHTS

- Lunch and Learn this year were particularly successful. The event was led by first time Lunch and Learn speaker, AVP/FAS Katy Rees, who discussed how to create a work/life balance, and the importance of finding a mentor and networking to improve professional skills. Katy also discussed how she was able to overcome language and culture barriers to her success. Her stories were inspiring and meet with much respect and praise from all who attended. SAND received much positive feedback and we look forward to hosting AVP Rees at future SAND events.
- Social events continued to receive glowing feedback and to grow in size and length of stay. Repeated favorites were the Summer Ice Cream Social, Summer Happy Hour, Spring Break Out the Bagels, and Summer Beat the Heat Ice Cream Grab.
- New events were added based on requests from staff for healthier options. We hosted two Step Challenge events. It is worth noting that due to the high number of participants and positive feedback, SAND decided to invest in a second Step Challenge event in an effort to support staff as they continue to make health and wellbeing a priority in their lives. These events give staff a chance to participate in a fun event that is both healthy and entertaining. SAND was able to use an app to help us track participant submission at the conclusion of the event. Combining health and technology was a new endeavor for SAND and we look forward to leveraging technology in the future to help to make SAND events successful.
- SAND gave out 20 copies of "Si, Se Puede" for the Common Read. This is a small but institutionalized program that staff appreciate and that supports the Library's programs. This event continues to grow in popularity and SAND looks forward to continuing our participation and support of this event.
- SAND helped to administer and support the President's Employee Appreciation Picnic, such that staff felt extremely appreciated and relaxed. SAND also contributed to the raffle with four gift cards this year.
- SAND promoted these departments' events, as a benefit to all staff and for connectivity: Human Resources information and trainings, President's Staff Open Forums, Staff Craft Fairs, Community Service & Volunteer Fair, and President's Employee Picnic.
- SAND welcomed six new committee members who joined us July 1: Natalie Fresca, Adrienne Tucker, Amanda Dalglish, Brooke Coutteau, Selma Cota, and Shannon Honour. Four members continued: Liz Baird, Noella Richer, Laura Nelson, Celeste Coleman. Two members retired, and their energy and expertise will be sorely missed: Lindsay Cunningham and Marivel Rojas. Of the original 13 members that began in July, we ended the year with 10 members. We know that SAND is completely volunteer based and that staff have limited time to give, but we thank everyone for the time they were able to invest in SAND this past year. We look forward to accepting new members and the

diverse talents they will bring to SAND. Liz Baird and Celeste Coleman will also be retiring at the end of July.

EVENTS

- July: Ice Cream Social (about 150 attendees)
- September: Off-Campus Happy Hour at Wing-n-Things (about 25 attendees)
- October: Common Read Book Giveaway (free book/E-book for 20 staff members)
- October: Ice Cream Social (150 attendees)
- November: Lunch and Learn with AVP Rees (50 attendees)
- December: Coffee and Donuts (about 200 attendees)
- February: Winter Break Happy Hour at Tabu Sushi (about 25 attended)
- March: Spring Break out the Bagels & Coffee (about 200 attendees)
- April: National Walking Day Step Challenge (25 participants)
- May: Beat the Heat Ice Cream Sandwich Grab (about 150 attendees)
- June: Assistance with President's Staff Picnic (about 1000 invited)
- June: Step Challenge

REVIEW OF 2014-2015 GOALS

- **GOAL:** Over the 10 school-year months, hold one social event every other month and one event every other month that links thematically to the other four (for a year-long theme).
UPDATE: Rather than trying to set a theme, SAND chose instead to hold one activity every month that matched staff interest. SAND also added (2) step challenge events and an additional off campus happy hour.
- **GOAL:** Review existing events to determine if funds would be better allocated to new and/or existing activities, because staff needs may have evolved over the past year.
UPDATE: This tied in directly with the above goal, and was also a great success.
- **GOAL:** Institutionalize the Thank You program into staff common practice such that over 100 letters are given.
UPDATE: This year the Thank You program was able to rally support and over 40 Thank Yous were given out.
- **GOAL:** Tie in even more closely with the Library's Common Read, in particular if that connection can be related to the SAND annual theme.
UPDATE: This was successful, with SAND distributing 120 copies of this year's Common Read book. We hope to continue to grow our collaboration with the Library.
- **GOAL:** Address gender equity as an interactive workshop, to help staff examine their relationship and understanding of their own and other's gender identities and the changes that are occurring on campus. Consider having this or a related topic as the SAND annual theme.
UPDATE: This was not offered. Instead SAND offered a Lunch and Learn event that address diversity and inclusion.

GOALS FOR NEXT YEAR

- **GOAL:** In tandem with the below, create an annual calendar ahead of time, and market those dates, such that all staff have ample time to plan to attend SAND events.
- **GOAL:** In conjugation with the above, analyze current allocation of resources, and change if necessary. (Includes assessing Off-Campus Happy Hour's success/weakness, fitness events and Thank You Program.)

- **GOAL:** Modernize and continue to expand the Thank You Program.
- **GOAL:** Revamp fitness activities, including working closely with the Campus Wellness Committee and Campus Climate Task Force, in hopes that people attend. Continue to grow our relationship with Campus Rec and Clarke Field House.
- **GOAL:** Partner with other office(s) on campus to offer gender rights, diversity/equity/inclusion training, as a professional development event since this is a civil rights issue about which students and staff are extremely passionate.
- **GOAL:** As SAND continues to grow, designate a SAND member to take on specific roles which would include monitoring and maintaining social media, marketing, website, and Thank You program.
- **GOAL:** Modernize, beautify and continue to expand our SAND webpages and better utilize social media and technology.

Respectfully submitted,

Shannon Honour & Noella Richer

SAND Co-Chairs 2016-17