

RISE 2030 | Strategic Plan Task Planning

4.2 Incentivize and Recognize Support for Mission and Values

Priority: Enrich the Employee Experience

Goal: Establish a Supportive Employee Culture

Strategic Action: *Establish a formal program that incentivizes and recognizes faculty and staff support of Waubonsee's mission and values.*

Goal Champions: Julie Olczyk: Employee Relations Manager; others TBD

STRATEGIC ACTION TASK PLAN

Phase 1: Define Recognition Program Goals and Criteria

1. Conduct Employee Feedback and Benchmarking
 - *Review faculty and staff feedback to identify what forms of recognition they value most.*
 - *Research best practices from other institutions with effective recognition programs.*
2. Develop Program Framework
 - *Define eligibility criteria for recognition in alignment with WCC mission and values (e.g., outstanding teaching, student impact, leadership, service).*
 - *Establish different types of recognition (e.g., monetary incentives, awards, public acknowledgement).*
3. Gain Leadership Buy-in and Approval
 - *Present the proposed framework to executive leadership for review and approval.*
 - *Secure funding or resource allocations for the program.*

Phase 2: Develop and Implement the Recognition Program

4. Design and Develop Recognition Mechanisms
 - *Create award categories and nomination processes.*
 - *Design branding and marketing for the program (e.g., website, nomination portal).*
5. Pilot Initial Recognition Efforts
 - *Select a small group of faculty and staff for initial awards.*

- *Host initial recognition event to introduce the program to the campus community.*
- 6. Launch Full Program
 - *Open nominations for faculty and staff.*
 - *Roll out a campus-wide communication plan.*

Phase 3: Evaluate and Optimize the Program

- 7. Assess Program Effectiveness
 - *Conduct post-implementation surveys to measure employee satisfaction.*
 - *Track retention rates and overall program engagement.*
- 8. Refine Program Based on Feedback
 - *Adjust nomination and selection processes based on participation levels.*
 - *Expand or modify recognition types based on employee preferences.*

TEAM AND INVESTMENT

Action Teams should include individuals who bring the following perspectives and expertise:

- Administer and oversee program logistics.
- Provide input on program design and selection.
- Support branding and promotional efforts.

Investment

- **Low investment** for WCC providing:
 - Initial costs for awards, events, and marketing
 - Potential costs for monetary incentives or stipends
 - Technology platform for nominations and voting