Staff Engagement Initiatives
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Overview

I. The Role of Staff at Texas A&M
II. Why are Staff so important to President Young?
III. What is Staff Engagement?
IV. What initiatives are on the horizon?
V. Engagement Action Plan
The Role of Staff

Staff serves the campus community in a variety of professional roles including, but not limited to:

- Advising or Counseling
- Business
- Development
- Food Services
- Information Technology
- Specialized Services
- Administrative Support
- Communications
- Facilities
- Human Resources
- Instructional Technology
The Role of Staff
Continued…

Other ways that staff support the campus community:

• Implementers of institutional priorities
• Keepers of institutional knowledge
• Supporters and implementers of faculty-led initiatives
• Stewards of tax payer dollars
• Supporters of classroom & lab activities
• Champions for students
The Role of Staff

Continued…

Often referred to as the “wheels on the bus,” staff at Texas A&M play an integral role in the success of the university.
Why are Staff important?
“Universities such as ours earn their stature in the world because of their people. Our staff at Texas A&M plays an integral role in the success of the special mission of the university.”

President Michael K. Young
Staff Engagement

The level of employee commitment to the organization and the extent to which he/she is actively involved in achieving its goals.
Factors Influencing Staff Engagement

- Communication
- Compensation
- Managers, supervisors, leadership
- Opportunities for advancement
- Recognition/rewards
- Sense of job security
- Training and/or professional development opportunities
Disengaged vs. Engaged

The Disengaged Employee

• Issues with absenteeism
• Minimum performance
• “Not my job”
• Uninvolved
• Pessimistic
• Continuously looking for a “better” job

The Engaged Employee

• Knows they contribute in a meaningful way
• High functioning
• Goes above and beyond (star performer)
• Encourages coworkers, spreads positivity, and boosts overall morale
• Personal goals directly tied to organizational goals
Engaged Staff Members

2016 Staff Appreciation Week Committee
Why invest in Staff Engagement?

Successful engagement initiatives lead to:

- Enhanced commitment and partnership
- Enhanced quality of work life
- Improved sense of community
- Increased retention
- Enhanced recruitment
The Future of Staff Engagement

Discovery Meetings
• Opportunities to listen.
• One size does not fit all!

Collaborations
• University Staff Council
• Human Resources
• Senior Leadership (Directors, VP’s, Deans, etc.)
Signature Events

Staff Appreciation Week, Staff Saturday, and University-Community Event
The Future of Staff Engagement

Continued…

• **Building the Engagement Network:**
  • Exchange information.
  • Share best practices.
  • Leverage resources.
Action Plan

Suggestions.
Ideas.
Feedback.
THANK YOU
for ALL that You Do!
Mary A. Schubert

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