

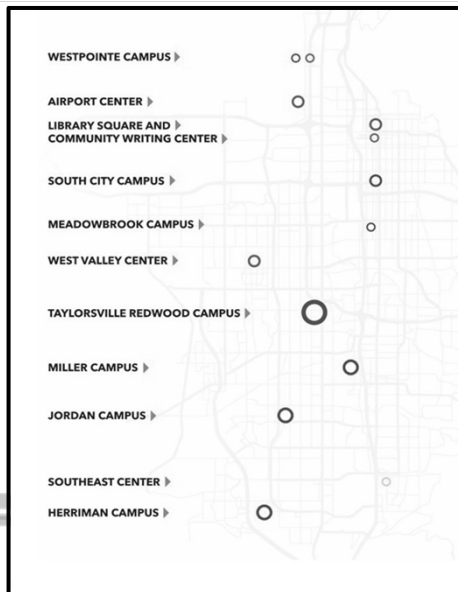


## Synergistic Investment: Employee Professional Development

APPA/PCAPPA/BayAPPA

July 22, 2017

### Salt Lake Community College



## Salt Lake Community College:

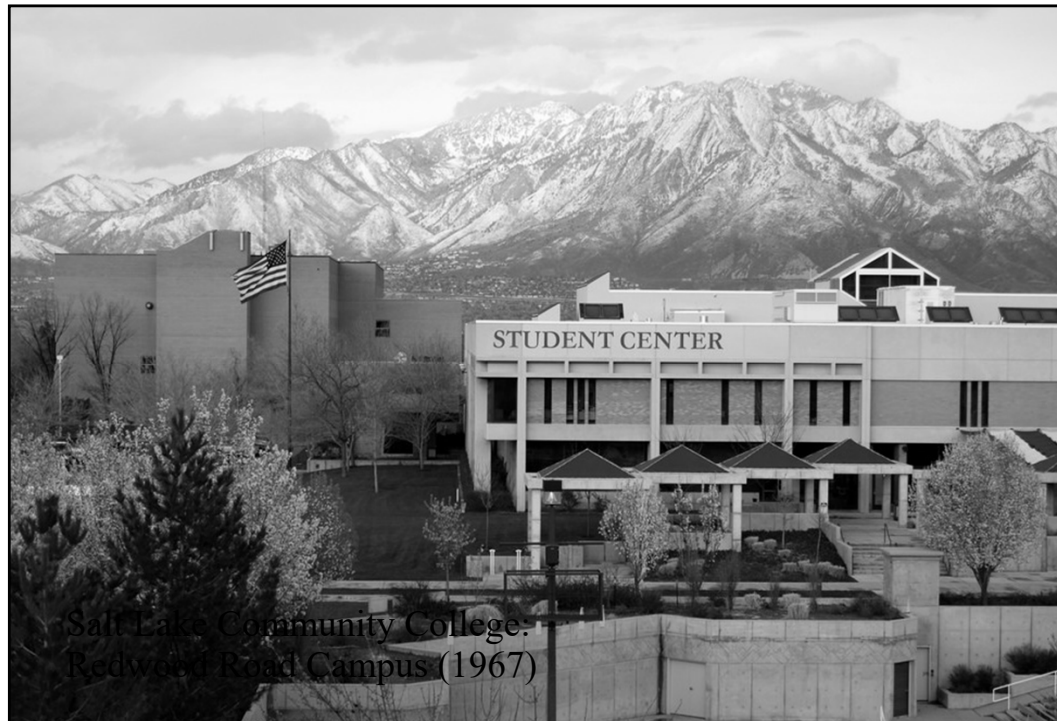
- Utah's Only (Public) Community College
- Founded 1948
- Two Year College
- 100+ Degrees & Program
- Partnerships with four-Year Schools:
  - University of Utah
  - Utah State University
  - Utah Valley University
  - Brigham Young University
  - Westminster College



## Salt Lake Community College: Students

- 61,150+ Students Served Each Year
- 23,355 Head Count
- 15,471 Annualized Full-Time Equivalent (AFTE)
- 19.21 Average Class Size
- 19:1 Student to Faculty Ratio
- 70% Work While Attending SLCC
- 73% Transfer to a 4-Year Institution
- 500+ Partnerships with Local Business & Educational Institutions

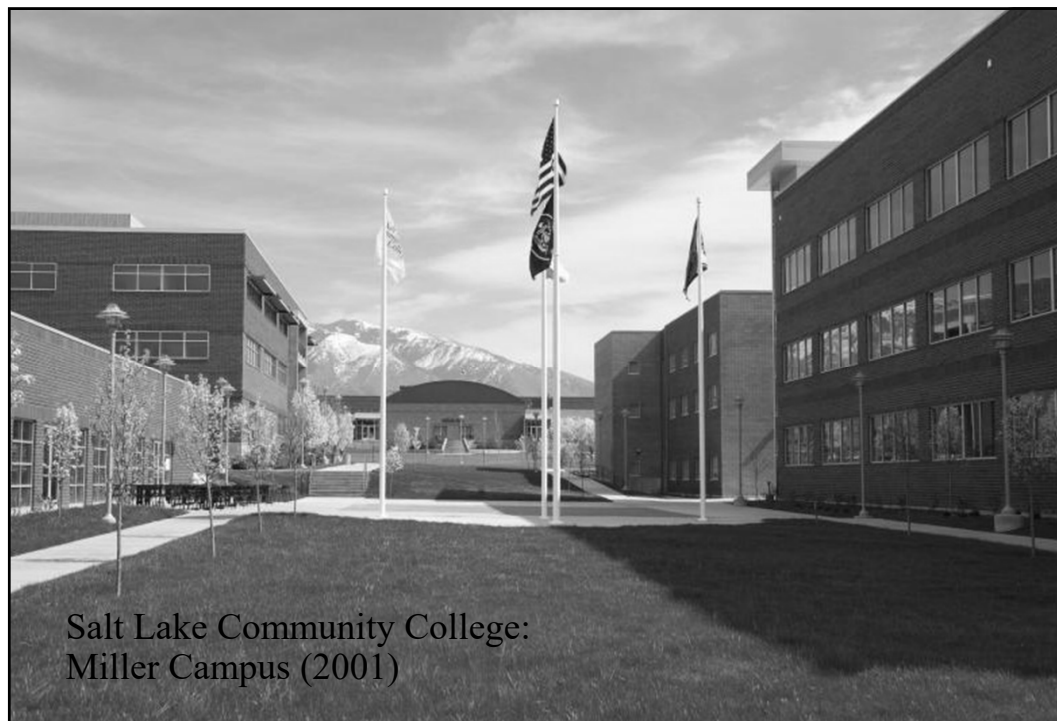




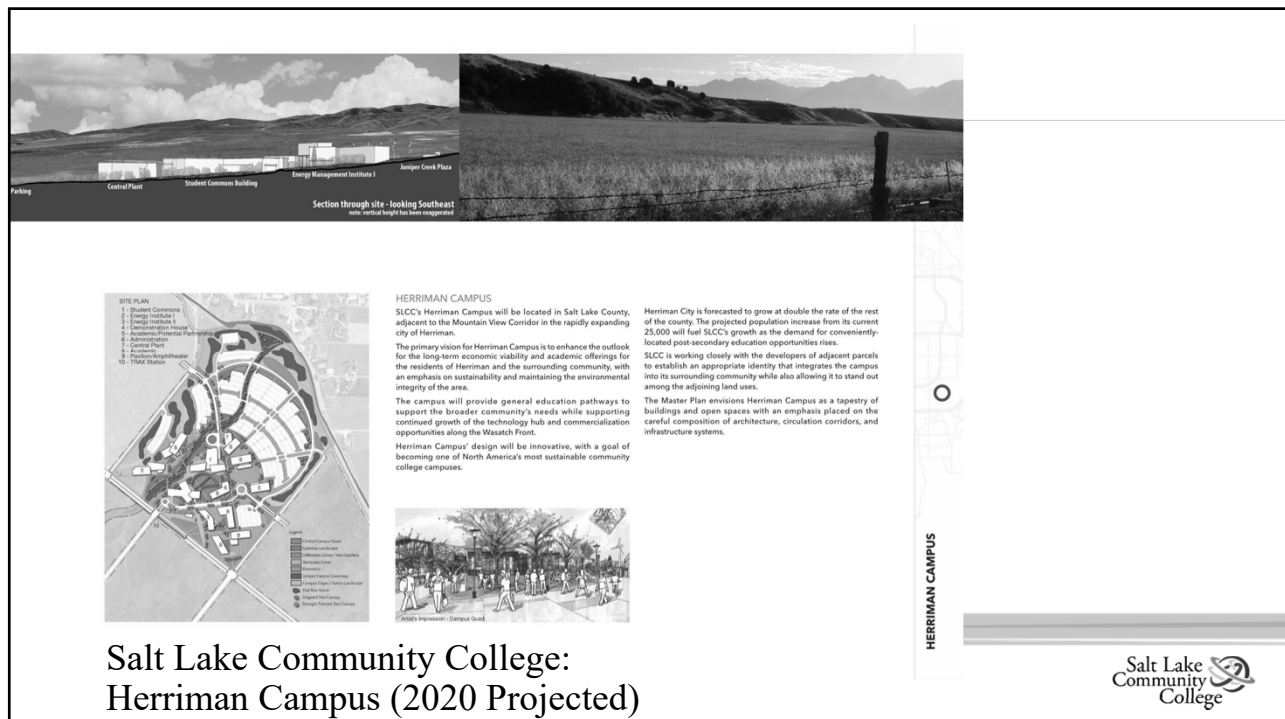
Salt Lake  
Community  
College



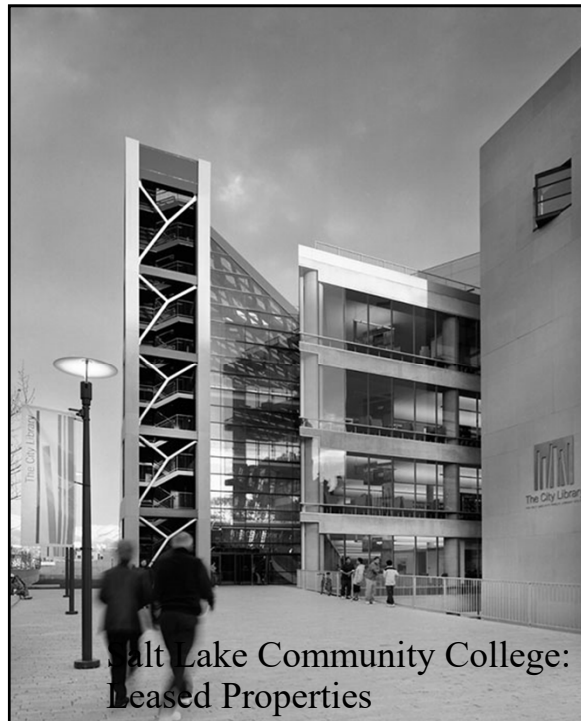
Salt Lake  
Community  
College



## Salt Lake Community College: Westpointe Campus (Opening 2018)





## Salt Lake Community College: Herriman Campus (2020 Projected)

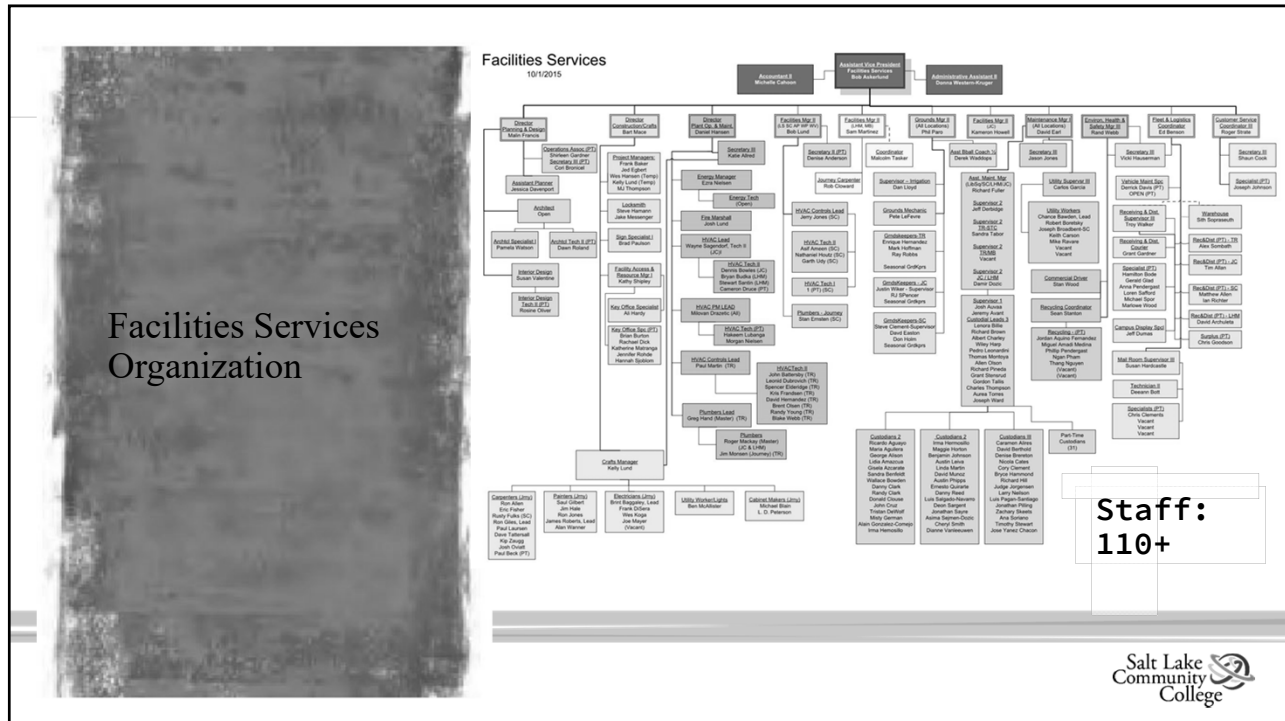


\* Across the street from our building....

35

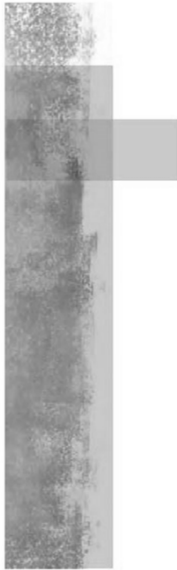


 <p>Facilities</p>	• Campuses:	11	(1 Future)
	• Facilities, BGSF:	2,400,000+	
	• Plant Operations:	\$18,468,624	
	• Budget:	8.9%	
	• Capital Value:	\$500+ M	
	• Remodel Projects, Annual:	\$4.5M to \$8.5M	
	• New Projects, Annual :	\$15M to \$25M	
			



## Employee Cost

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**? What is the percentage cost of your total institutional budget for employees?**

## Employee Cost

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**•80% of Total Budget**

## Employee Cost



- Training & On-Boarding
- Interview Expenses
- Advertising Costs
- Lowered Employee Engagement
- Lower productivity of New Hires
- Impact on Morale
- Less Effective Service

## SLCC

What does it mean to  
work at Salt Lake  
Community College?



## EMPLOYEE ENGAGEMENT

? What drives employee engagement?



One of the keys factors to employee engagement or involvement is understanding the organization's vision, mission and goals.

SLCC:

Vision

- Salt Lake Community College will be a model for inclusive and transformative education, strengthening the communities we serve through the success of our students.



SLCC:

**Mission**

Salt Lake Community College is your community college. We engage and support students in educational pathways leading to successful transfer and meaningful employment.



SLCC:

## Values

We live our values through dedicated, collective effort. Our values ground our future endeavors and help us realize our mission of being an open-access, comprehensive community college committed to the needs of our students

- \* COLLABORATION
- \* INCLUSIVITY
- \* INNOVATION
- \* TRUST
- \* COMMUNITY
- \* LEARNING
- \* INTEGRITY



How do we get our employees engaged?

## EMPLOYEE ENGAGEMENT

How do we  
engage  
employees?



- Onboarding
- Professional Development and Training
- Growth Planning and Support (GPS)
- Health and Wellness
- Legislative Training
- APPA

## ONBOARDING

## What is Onboarding

Onboarding refers to the processes through which new employees acquire the necessary knowledge, skills, and behaviors to become effective member of an organization



## ONBOARDING

## Goals of Onboarding

- Teach about SLCC
- Ensure employee feels welcomed and valued
- Clarify expectations for their new role
- Ensure the employee's resources are available on day one

The overall objective is to achieve these goals **consistently** with every new employee.

## ONBOARDING

### Benefits of Onboarding

- **Employees are productive more quickly**
  - On average, it typically takes eight months for a newly hired employee to reach full productivity (AlliedHR)
- **Increased employee engagement**
  - 69% of employees are more likely to stay with a company for three years if they experienced great onboarding (Aberdeen Group)
- **Increased employee retention**
  - Last year, annual turnover for higher ed positions was 13%, with 22% of turnover occurring in the first 45 days of employment (CUPA\_HR)
  - (SLCC 2016: Faculty 10% Staff 13% AVG 12%)



### Staff Development and Training Opportunities



## STAFF DEVELOPMENT

- Supervision, Management, Leadership
- Inclusion and Diversity
- Personal Effectiveness
- Financial and Business Processes
- Technology
- Specialized Training
- Strength Quest
- Universal Access Initiatives
- Time Management
- Retreat Work
- Writing Effectively



## PROFESSIONAL DEVELOPMENT CENTER



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Community  
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## PROFESSIONAL DEVELOPMENT CENTER



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## STAFF DEVELOPMENT

### Benefits

1. Increase Retention
2. Build confidence and credibility
3. Make succession planning easier
4. Reenergize your staff
5. Improved efficiency



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## GROWTH PLANNING AND SUPPORT (GPS)

Provides opportunities for supervisors and employees to meet and discuss goals, tasks, and progress on a regular basis throughout the year



- Supervisor's and the employee's jobs are enhanced.
- Employees are more effective, motivated and dedicated when they know what is expected of them.
- Enhance the relationship between employees and their supervisor.
- As employees meet their goals, departments meet their goals.
- As departments meet their goals, the College's vision, mission and values can be fully supported.

## TALENT MANAGEMENT

- Creating organized career pathways using career ladders
- Align salary structure to provide greater emphasis on competitiveness with the external labor market.
- Publish job descriptions and standards online.



## EMPLOYEE WELLNESS BENEFIT

The mission of the Employee Wellness Benefit is to empower employees to live healthy, prosperous and otherwise thriving lives through the implementation of quality, evidence-based health education programs.

- Open-entry, open-exit, and voluntary
- Give options and guidance to those who do not have a clear wellbeing path
- Online social network for health and health challenges



## EMPLOYEE WELLNESS BENEFIT



Tobacco Cessation



## LEGISLATIVE TRAINING



SLCC 2017 Legislative Priorities

<b>Compensation</b> <ul style="list-style-type: none"> <li>• 3% merit based compensation</li> <li>• 7% health/dental benefit increases</li> </ul>	<b>Compensation</b> <ul style="list-style-type: none"> <li>• 2% compensation</li> <li>• 8% health/dental benefits</li> </ul>
<b>Market Demand Programs</b> <ul style="list-style-type: none"> <li>• Competency Based Education (CBE) Program Support</li> <li>• Hospitality Management AAS Program</li> <li>• Physical Therapy Assistant Faculty</li> <li>• Construction Management Faculty</li> <li>• General Education Instruction Faculty</li> <li>• Admissions Office Staffing</li> </ul>	<b>Market Demand Programs</b> <ul style="list-style-type: none"> <li>• \$0</li> </ul>
<b>Performance Funding</b> <ul style="list-style-type: none"> <li>• Academic Advising Guided Pathways</li> <li>• Advisors</li> <li>• PACE Program</li> <li>• Advisors for FASFA Completion</li> <li>• Veterans Services Coordinator</li> <li>• Multicultural Student Success Coordinators</li> <li>• Chemistry Faculty</li> </ul>	<b>Performance Funding</b> <ul style="list-style-type: none"> <li>• \$6,500,000 (USHE, SLCC TBD)</li> </ul>
<b>Prison Education Funding</b> <b>Strategic Workforce Initiative – Industrial Automation Technician</b> <b>Regents Scholarships</b> <b>General Education Building at Herriman Site - \$47.2 million</b>	<b>Prison Education Funding (\$313,000)</b> <b>Strategic Workforce Investment (\$2,000,000 USHE, SLCC \$209,000)</b> <b>Regents Scholarship (\$8,000,000 – USHE, SLCC TBD)</b> <b>Business Resource Centers (\$500,000 – State wide, SLCC TBD)</b> <b>Engineering Initiative (\$4,000,000 USHE, SLCC TBD)</b> <b>Student Athlete Graduation Improvement (\$300,000)</b> <b>General Education Building at Herriman Site - \$0</b>



## APPA



- APPA Annual Conference
- APPA U
  - Institute for Facilities Management
  - Leadership Academy
  - Navigating the Facilities Portfolio
- Supervisor's Toolkit
- Drive-In Workshops
- Essentials of Facilities Management Training Seminar
- Women in Leadership Institute
- Facilitator's Bureau
- Online Learning
- Certifications: CEFP, EFP
- Fourteeners Mentorship
- Emerging Professionals



## EMPLOYEE ENGAGEMENT

How do we  
engage  
employees?



- Join the Faculty Association & Staff Association
- Volunteer at campus wide events
- Serve in the Community through the Thayne Center
- Join a committee
- Seek out new opportunities

## QUESTION

