

Staff Appreciation and Development (SAND) Committee's Annual Report 2015-2016

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 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. 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 Learns this year were particularly successful. The first was co-hosted by Student Health and Counseling Services and coincided with National Eating Disorders Awareness (NEDA) Week. An invited speaker presented to a rapt audience via Skype regarding how race, culture, and gender relate to eating disorders and body image issues within society. This was the first time that SAND and SHCSB had collaborated with IITS tech support to use Skype to allow an internationally well-known speaker to connect with CSUSM Staff members. The second was led by first time Lunch and Learn speaker, VP/FAS Linda Hawk, who discussed how to create a work/life balance, and the importance of finding a mentor and networking to improve professional skills. SAND received much positive feedback and look forward to hosting VP Hawk 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 (held on campus for the first time), Spring Break Out the Donuts, and Summer Beat the Heat Ice Cream Grab.
- New events were added, based on requests for healthier options submitted via our survey that was administered last year. We hosted a Fall Taco Tuesday Lunch Event, Winter Coco & Cookies, Spring Hula Hoop Hour, and Weekly Walkers. It is worth noting that few people attended the hula hoop and weekly walkers. Yet they are worth continuing, as they are both free and aligned with the Campus Wellness Committee.
- SAND gave out 16 copies of "I am Malala" for the Common Read. This is a small but institutionalized program that staff appreciate and that supports the Library's programs.
- SAND helped to envision, plan, and administer the President's Employee Appreciation Picnic, such that staff felt extremely appreciated and relaxed. SAND also contributed to the raffle, led games and a photo booth.
- 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: Liz Baird, Jay Rees, Gina Jones, Barbara Cervantes, Celeste Coleman, and Jenny Chernetskaya. Six members continued: Hilary Taylor, Noella Richer, Marivel Rojas, Laura Nelson, Mona Sabet, and Bhavisha Talsania. Three members retired, and their energy and expertise will be sorely missed: Jay Franklin, Crystal Villalobos, and Kelly Steele. Of the original 13 members that began in July, we ended the year with six 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.

EVENTS

- July: Ice Cream Social (about 150 attendees)
- August: Thirsty Thursday On-Campus Happy Hour (about 20 attendees)
- October: Taco Tuesday with Mr. Taco (\$5 vouchers for 50 randomly-selected staff)
- November: Common Read Book Delivery (free book for 16 randomly-selected staff)
- January: Bagels, Coffee and Tea (about 120 attendees)
- February: Winter Break Happy Hour at Pizza Nova (\$5 vouchers for 40 randomly-selected staff)
- February: Special Lunch and Learn co-hosted by SHCS (lunch for 50 randomly-selected staff)
- March: Spring Break out the Donuts & Coffee (about 200 attendees)
- March: SAND Lunch and Learn with VP/FAS Linda Hawk (lunch for 50 randomly-selected staff)
- April: Hula Hoop Hour (about 5 attendees)
- May: Beat the Heat Ice Cream Sandwich Grab (about 150 attendees)
- June: Assistance with President's Staff Picnic (about 800 invited)

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 a weekly walking event, an on-campus happy hour, and a coco & cookies event.
- **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 16 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 the special-event Lunch and Learn co-hosted by SHCS.

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 conjunction with the above, analyze current allocation of resources, and change if necessary. (Includes assessing first On-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.

Respectfully submitted,

Marivel Rojas & Noella Richer

Co-Chairs