

**RESULTS TO ACTION: Success Stories**

	<u>Planning Crd.</u>	<u>Survey Category</u>	<u>Updates December 2009</u>
<b>University Initiatives</b>	Jorene Richards	Benefits & Comp	# <b>Total Compensation Statements were mailed to the home of each full-time benefits eligible, faculty and staff member.</b> The statement provided an overview of all elements of the recipients' 2008 total compensation. # <b>During the month of April, all benefits-eligible faculty/staff age 50 or older were invited to attend two pre-retirement workshops at both campuses.</b>
		Sr. Leadership Communication	# Wayne Magdziarz, Diane Asaro, Kelly Shannon, Bernie Ward and Tom Kelly were featured on the cover of <i>Inside Loyola Weekly</i> . # <b>The 2009-2015 Strategic Plan was finalized with representation from all divisions/ schools and feedback gathered from the LUC community. Copies of the Plan have been distributed to all faculty and staff members making the goals and strategies of the university accessible to all.</b>
<b>Division / School</b>			
<b>Advancement</b>	Christine Zielke	Teamwork & Talent Management	#On September 17th the division participated in a one-half day training program "Engaging the Changing Generations at Work". This program increased their knowledge of the generational differences in the workplace and taught them how to improve their working relationships with those from a different generation.
<b>Marketing &amp; Communication</b>	Steve Christensen	Talent Management	#In order to address the staff's interest in professional development a 12 month calendar of programming has been developed; the programming will be conducted by internal and external experts in the areas of: communications (developing influence and persuasive skills, copywriting and editing skills, improving e-mail communications), technical skills (graphic design) and professional growth (career planning).
		Teamwork	#In April 2009, a MBTI Teamwork program was conducted for the division; the purpose of the program was to help team members better understand their "type" and associated work/communication styles and gain an appreciation for those whose type differs from their own.
<b>School of Nursing</b>	Lauren Groves	Teamwork	# <b>In February 2009, the SON held a meeting that focused on improving teamwork.</b> The meeting included the "Crucial Conversations" training program and opportunities for improving communications and problem-solving among team members.
<b>School of Business</b>	Faruk Guder	Resource & Efficiency	#All copiers have been replaced by new cost effective machines. #On going process to improve graduate scholar effectiveness. # <b>Faculty development Fund used to fulfill individual requests and support conference travels.</b> #SBA Advisory Committee is working on a proposal to reduce number of faculty working on with-in school committees.
		Management	# <b>All new staff (approximately 40% of the staff) has updated position descriptions.</b> #Various training seminars are being planned for supervisors and faculty to improve employee supervisor relationships.
<b>Mission &amp; Ministry</b>	Shannon Green	Resources & Efficiency	#Acting as an OD consultant, Jorene Richards, lead the division through activities designed to uncover concerns about resource sharing and division efficiencies; these sessions resulted in the formation of three committees that have presented solutions for improving efficiency.
<b>Universities Library</b>	Cathy Miesse	Faculty Supplement	# <b>Developed a new Library Faculty Checklist for supervisors.</b> It includes information from HR website, New Leader training and orientation plans. # <b>Mentoring program developed and is being implemented on 5 new librarians.</b> The group is in the process of completing a 6 month program evaluation.
		Teamwork	# <b>Guidelines for external communication has been established.</b> #A staff member has been designated to communicate and co-ordinate inter departmental contacts and maintain a list of information sources.
		Resource & Efficiency	#Space planning exercise has been stalled due to budget constraints.