Call to Action

Ideas for boosting employee morale and actions participants have used to boost morale in their respective areas.

September 21, 2016

- People are frustrated because high performance rewarded the same as low performance.
- Need ways to recognize high performers
- Flexibility – work hours
- Recognizing nonverbal ways
  - Thank you’s / emails
  - Small things like Starbucks cards
- Make sure people take vacation – Sabbaticals / and don’t feel guilty
- Create a culture where people aren’t afraid to make suggestions
- In performance review, ask how you can help
- Some people are afraid to respond to surveys
- Show that people’s concerns matter
- Explain decisions more
- Executive Team to take the time to visit across campus with different departments to chat about things happening, their thoughts, etc.
- Be intentional about being positive and having good demeanor. If leaders aren’t happy, why would others be? Communicate that even in hard times, there is a way out.
- Remember to make positive comments in difficult times.
- Notes of appreciation for work well done
- Public recognition of a team member
- Annual recognition events – staff, teaching, research and outreach
- Meet in faculty or staff offices
- Bring breakfast or lunch in for faculty and staff
- Communications and transparency
- President giving extra vacation at Christmas and Thanksgiving
- FLSA
- Clear communication at forums or opportunities for questions
- Input on helping other offices
- “Support groups” for mid-level managers
- Across campus discuss challenges and collaborate
• Sharing ideas by morning coffee
• Encourage lunch time exercise programs for staff
• Flexibility
• Co-division meetings (e.g., Admin & Finance and Advancement)
• Happy Hour celebration for birthdays
• Staff birthday cards
• NKU Anniversary (service)
• Personal recognition for job well done with written note
• Professional development committee
• Personally thank people by phone and in person
• Feed people
• Gatherings of fun people (allow the fun to show)
• Personal acknowledgment of good deeds by administrative lead
• Provide nominal gift to employees on a random basis throughout the year to help with morale. The library did this and it worked well to increase morale.
• More recognition and communication of publications, presentations that are done by faculty and staff. Make it part of regular communication.
• Free admissions to home athletic events
• Access to campus rec center for family members that are home for holidays or break
• Closing campus for period around holidays, (Thanksgiving, Christmas, and New Year’s).
• More staff recognition for accomplishments
• Change process for faculty and staff awards so nominees do not have to write a statement about themselves in order to be eligible for an award.
• NKU faculty and staff get salary increase finally!!
• Staff mentoring where staff creates the mentoring program and takes ownership
• College Voice – regular avenues for open communication regularly scheduled
• Focus on symbiotic relationship
• Saying genuinely “thank you”
• Creating a sense of being stronger together
• Respect reasonable responsible
• Rumor – nip it in the bud
Respectful interaction: action, reaction, administration with faculty, faculty with staff, faculty with administration.
A sense of respect in our interaction
Being open with our activities, (e.g., webinars, not to be limited).
Fair treatment of all faculty
Non-tenure track treated as equal to tenure track with workload, committee work, and most non-tenure related work.
Must ensure that renewable faculty is not exploited.
Stop by to say hello with staff and faculty weekly
Follow through on what staff and faculty requested
Is it hard on faculty and staff to not have enough parking specific to them? Some way (valets?) for faculty staff or a shuttle for faculty and staff.
Open up more spots that are reserved. Award reserved spots for award.
Hand-written thank you notes to staff and faculty; being specific
Be sure to thank people
Provide a staff/faculty lunch (perhaps in HIC)
Focus our priorities on those that we have the resources to executive
Hold meetings around not just in the “top” office (break down physical separation)
Provide extra days off for Thanksgiving and Christmas break
Provide compensation increase to faculty and staff
Say thank you more often
Be intentional about praise and gratitude
Go around and check with people to see how they are
Make a serious attempt to understand faculty workload issues and address these equitably in all colleges
Have a serious conversation about faculty workload
Send out accomplishments
  - One person per department
  - Share with dean as well