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# **Staffing for the New Mission Action Team**

## **FEEDBACK SESSIONS:**

**Tuesday, June 16, 10:30am**

**Thursday, June 18, 3:00pm**

**Essex Room, PRCC**

# Staffing for the New Mission Team Members

Member Name	University Organization
Bonilla, Angie	Housing & Residence Life
Clarke, Patty	Athletics
Cunha, Tony	University Facilities
DeMicco, Bob	RBS
Elahraf, Abeer	FAS-N (Dean's Office)
Gibbs, Aaron	RBS (Undergraduate Programs)
Giordano, Elaine	Law Library
Geddis, Melissa	Graduate Student/Researcher
Hartland, Melissa	FAS-N (MFA)
Hendrix, Jamie	Public Safety
Kabir, Arif	Newark Computing Services
Kressel, Ken	FAS-N (Psychology)
Leipold, Bil (co-chair)	SCJ
Nagle, Josephine	Law School
Perry, Kinna	Honors College/GS-N
Pinto-Figueroa, Sofia	FAS-N (Office of Academic Services)
Reyes, Sandy	GS-N
Rowe, Betsy	FAS-N (Dean's Office)
Santana, Engelbert	EOF
Strasburger, Christina (co-chair)	FAS-N (History/African American Studies)
Williams, Amber	Technology and Learning Spaces

# Staffing for the New Mission Reviewers

Name	University Organization
Bender, Patricia	ORSP
Cordero, Jasmine	RBS
Grant, Crystal	FAS-N
Janniger, Edmund	Library
Munoz-Bertram, Madelyn	FAS-N
Rodriguez, Gloria	Academic Srv
Rowlands, Victoria	Housing
Schaffer, Joe	RBS
Schantz, Dan	Admissions
Shapiro, Ronald	RBS
Smith, Jennifer	Development

## Spanish Translation

Name	University Organization
Ortega, Reyther (translator)	FAS-N (Spanish & Portuguese)
Caraballo, Mayra (reviewer)	Law School

# Staffing for the New Mission

## **Emerged from the Strategic Planning process**

- **1 of 4 action groups (Anchor Mission, Leveraging Diversity, and New Professoriate)**
- **Other initiatives (e.g. Seed Grants, Honors Living Learning Community)**

**For more information on the Strategic Plan visit [newark.rutgers.edu/strategic-plan-implementation](http://newark.rutgers.edu/strategic-plan-implementation)**

**\*The items included in this presentation are preliminary and feedback from all staff is critical moving forward**

# Staffing for the New Mission Process

- **Readings**
- **Researching**
- **Benchmarking**
- **Regularly scheduled meetings**
- **Draft preliminary report**
- **Summer feedback sessions with individual reviewers and all staff**
- **Final report due to Chancellor's Office in October**

# **Sub-teams**

- **Talent Management**
- **Professional Development**
- **Staff Recognition**
- **Communication**
- **Voice**

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# **TALENT MANAGEMENT**

**Betsy Rowe (chair), Aaron Gibbs, Jamie Hendrix**

# Talent Management Recommendations

- **Develop and implement a Talent Management philosophy throughout the University and ensure that HR is staffed to implement new philosophy**
- **Create a volunteer policy and opportunities for staff volunteerism**
- **Establish a Talent Management Advisory Group**
- **Integrate the staff and staffing with the Greater Newark Community by providing recruitment and training pathways for community members**
- **Create job sharing opportunities**



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# **PROFESSIONAL DEVELOPMENT**

**Kinna Perry (chair), Abeer Elahraf, Arif Kabir,  
Amber Williams**

# Professional Development Recommendations

- **Provide training opportunities through various platforms- classroom, online, hybrid**
- **Provide training and support for all staff, and target managers and supervisors**
- **Collaborate with the organizations in Newark to create a learning community that would share resources (e.g. Prudential, Audible)**
- **Revamp performance appraisal process**

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# **STAFF RECOGNITION**

**Angie Bonilla (chair), Tony Cunha,  
Melissa Hartland, Sandy Reyes**

# Staff Recognition Recommendations

- **Develop Staff Recognition programs and events *throughout* the year**
- **Revitalize and create awards for individuals, teams and departments that support and advance the mission**
- **Promote Staff Wellness through focused workshops, lunch series, and “De-Stress” week**
- **Implement *Employee of the Quarter* Program**

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# **COMMUNICATION**

**Bob DeMicco (chair), Patty Clarke,  
Elaine Giordano, Josephine Nagle**

# Communication Recommendations

- **Create a staff website and redesign the existing Newark Human Resources website**
- **Establish regularly scheduled public information sessions**
- **Launch a staff-focused monthly bulletin for RU-N**
- **Create a condensed version (1-2 page handout) of the RU-N Strategic Plan**
- **Communicate in multiple languages**

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# **STAFF VOICE**

**Ken Kressel (chair), Sofia Pinto-Figueroa,  
Engelbert Santana**

# Staff Voice Recommendations

- **Create a Staff Council**
- **Establish a one-day staff retreat**
- **Install a staff suggestion box (virtual or physical)**
- **Establish an Ombuds Office**



## **Final Thoughts**

- **The recommendations are preliminary**
- **Priorities will need to be established**
- **The action team will need to work on various implementation strategies**
- **Several of the recommendations may need to be negotiated**
- **Feedback from the session will be essential in how to move forward**
- **Thank you for your input!**

For more information or to provide feedback to  
team members, please email:

**staffact@newark.rutgers.edu**

**THANK YOU!**