

STRATEGIES WORKSHEET - Institutional Culture and Workplace Environment

Create a competitive salary program (with a funding plan) for faculty and staff.

A. Introduction and Background

The morale of faculty and staff is an important aspect in the determination of the long term successful growth of East Central University. ECU has identified factors which contribute in part to campus morale through town hall style forums with university students, personnel and members its community. Addressing both student and faculty concerns and adjusting to the changing needs in the local community to grow the campus-community relationship is important as ECU prepares for the future. ECU has placed emphasis on the theme of shared governance among its constituents as the university prepares to meet the challenges ahead.

This strategy seeks to create a competitive salary for ECU employees

4. Create a competitive salary program (with a funding plan) for faculty and staff.
 - a. Why important: In order to attract and retain the best ECU must offer a more competitive salary program
 - b. Who will be impacted: The impact of salary does affect all employees and their community
 - c. Who's involved: Employees who set the budget at ECU

B. Contribution to Other Goals

This strategy will significantly contribute to four of the strategic goals, which are:

- Goal 1: Achieve academic excellence though innovating programming and outstanding faculty
- Goal 2: Strong faculty and staff will help recruit and retain students
- Goal 4: Create a culture of effective communication
- Goal 5: Acquire, manage and leverage resources to achieve ECU's mission, vision and goals

Specific Actions, Elements, Steps, and Timelines

[To be left blank for now per consultants]

D. Potential Models and Useful Information

Oklahoma State Regents for Higher Education Average Salary
College and University Professional Association