**Staff Senate Priority Issues for Periodic Review Report**

**(10-16-09)**

* **Staffing Update – What has been the impact on the elimination of 46 staff positions in 2005? Which positions have been restored? New staff positions?**
* **President’s Diversity Initiative – Update on goals and progress. What is the most important diversity issues facing TCNJ?**
* **TCNJ Web Page – Need for improvement. Specifics?**
* **Student Development / Advising - Help student develop a “life plan.”**
* **Alcohol Concerns - Promote more non-alcoholic social activities for students. Response to programs such as Tucker Max?**
* **Customer Service – Needs improvement across campus. Define expectations across campus. Improve web site to communicate what offices offer, pictures of staff, “open house” for staff to visit other offices. Improved communication about availability of services and resources. Organizational titles and descriptions do not always communicate role and services accurately.**
* **Building Community / Internal and External - Need to develop stronger sense of community among all stakeholders. TCNJ should become more collaborative partner with local community. For example, signage is not welcoming or helpful internally and externally. Campus maps are not readily available and visible. Foster better relationships among staff – more activities. Greater acknowledgement of successful efforts to address community concerns, i.e. Campus Police. Define all stakeholders. Intentional efforts needed to improve and sustain morale, courtesy, friendliness. Promote and expand traditions to promote pride and connectedness for all.**
* **Professional Development / Staff Orientation & Training - Increase and improve orientation and professional development for staff. Need for employer relations services, especially employee assistance programs addressing mental health, wellness, etc. Offer specific training most needed by staff in a timely and useful manner. HR should offer proactive training for managers to improve team performance. More support for women’s professional development, i.e. “tenure clock” problem for women with children. Create more opportunities for staff to apply internally for open positions. More intentional effort to promote effective mentoring for staff.**
* **Foster Collaboration – Intentional efforts to empower units with related goals to work together more effectively. Focus on internal customer service – eliminate silos and create virtuous partnerships to improve efficiency and effectiveness.**
* **Promote Staff as Educators – Highlighting our impact on students and the campus community as “practitioner / scholar” (added value) and our unique role as mentors. More clearly defined goals for student learning and development in both curricular and co-curricular contexts.**
* **Students at Risk – Improve attention to needs of special populations, particularly non-traditional students.**
* **Transfer and Undesignated Students – Need more specific attention to their special needs.**
* **Green Campus – Administer policies and procedures that facilitate positive action to realize the goal of a greener campus. More green plants in offices.**
* **Participate Proactively in Governance Review – Ensure that staff contributions, issues and concerns are included.**
* **Transportation – For example, bus transport to train station does not run enough? Services may not be widely communicated.**
* **Articulation Agreements – Expand collaborations with other higher institutions, i.e. graduate programs.**
* **Facilities – Maintenance of internal areas of buildings needs significant improvement. Does not reflect beauty of grounds and external presentation.**
* **Interdisciplinary Majors – Expand opportunities for students to self-design or participate in a wider selection of options. Model – Interdisciplinary Concentrations.**
* **Revenue Generation – Fundraising.**