

**Committee:** Employee Engagement Committee

**Submitted By:** Jami Warrick

**Committee Chair(s):**

**Meeting Date:** 10/11/2016

**Present:** Michelle Renfrew and Carla Browning (facilitators), Kara Axx, Wendy Croskey, Michael Daku, Sydonia Bret-Harte, Carrie Santoro, Christina Thompson, Debu Misra, Jami Warrick and Lesli Walls

**Excused:**

**Absent:**

**Guests:**

**Report:**

This meeting was a brainstorming session to come up with methods to increase employee engagement, particularly in these challenging budgetary times. The long term goal was determined to be that we "develop a culture of respect, value, and appreciation within the University of Alaska Fairbanks". Strategies for this include: I. Build trust and mutual respect through improved two-way leadership communication II. Provide meaningful recognition. III. Build camaraderie and foster a sense of community and pride. IV. Reduce bureaucracy and increase flexibility. V. Balance Work-Life in workload allocation. Within each of those five strategies, we outlined possible tactics to achieve our goal. The draft is being finalized and will be submitted to the Chancellor.

**Action Items / Follow Up:**

**Next Meeting    Date                                  Time:**

**Location:**

**Meeting available by Google Hangout:**