Space Management Office (SMO)
EID Update

FPM EID Summit
February 13, 2014
**Strengths**

- I am comfortable providing feedback to my work unit on work issues (100%)
- I am asked for input on work-related matters (100%)
- My work unit feels safe to me (100%)
- My work unit is successful at accomplishing its mission (100%)
- My supervisor respects me and values my work (100%)
- Policies are applied fairly in my unit (100%)

**Areas for improvement**

- Recognition is based on performance in my work unit (27%)
- I am satisfied with the recognition I received in my work unit (36%)
- I am given a real opportunity to improve my skills (45%)
- It is clear to me what I need to learn to be adequately prepared for promotional opportunities (9%)
- My job makes good use of my skills and abilities (55%)
**SMOs EID Goals**

* **Goal 1:** Show a steady increase in the gender diversity and in the number of persons of color throughout the organization.

* **Goal 2:** Increase participation in the EID survey to at least 80%, with a specific goal of increasing participation among the various heritage groups.

* **Goal 3:** Increase the EID survey ratings of engagement on a long-term trend basis.

* **Goal 4:** Create a welcoming and inclusive work environment that allows all staff to contribute fully and be successful at their jobs.
Accomplishments since implementing the SMO EID plan
Goal 1: Show a steady increase in the gender diversity and in the number of persons of color throughout the organization

* Foster Student Talent
  * SMO staff work with our student staff to provide projects relevant to their field of study. This past summer both of our interior design students were given relevant projects. One student worked on the preliminary design studies for 30 N Mills St. project while the other student focused on ADA issues related to repurposing space in the Enzyme Institute.

* Develop Internal Talent
  * Every staff member has the opportunity to attend a professional conference or receive some form of professional development. Staff are also provided the tools needed to be successful.

* Increasing Engagement
  * SMO staff members are encouraged to serve on divisional and campus committees.
**Goal 2:** Increase participation in the EID survey to at least 80%, with a specific goal of increasing participation among the various heritage groups.

**Goal 3:** Increase the EID survey ratings of engagement on a long-term trend basis.

* Creation of a SMO EID team responsible for updating SMO’s vision, mission, core values, and creating the SMO EID Plan

* EID updates are a part of every All Staff Meeting
Goal 4: Create a welcoming and inclusive work environment that allows all staff to contribute fully and be successful at their jobs.

* SMO staff are housed in 5 buildings across campus. The first Wednesday of each month the SMO office is closed for 2 hours for our All Staff Meeting. These meetings are held in a different campus location to not only make it easier for all staff members to attend but also expose them to many of the unique spaces/buildings on campus. Locations of recent All Staff Meetings:
  * Washburn Observatory
  * Carson Gully
  * Education telepresence room
  * Sterling collaborative learning spaces
  * WEI
  * Tandem Press

* Increased optional social opportunities for staff including lunches and social gatherings after work

* An open door policy combined with a relaxed working environment creates a welcoming work environment where all staff are seen as approachable.

* When appropriate, staff members are encouraged to partner on projects

* A departmental mailing list is used to pass along departmental, divisional, and campus information to all staff.
Questions?