

Employee Engagement Committee

Purpose

Building an engaged workforce is essential to advancing the College's Mission and Vision. The employee engagement committee will work on efforts to enhance climate and workplace culture and increase the sense of community, engagement, and belonging to decrease turnover of the future and existing employees.

Primary Responsibilities

- Provide advice and recommendations on current and future measures of engagement throughout the organization to increase awareness and competencies for all employees.
- Provide coordination and engagement information with other SCTCC teams, council, committee, and taskforces.
- Solicit ideas and feedback from employees on how to increase engagement.

Cabinet Liaison

Vice President of Human Resources

Meeting Schedule

The chair will set the meeting schedule in consensus with the committee.

Membership and Terms

Vice President of Human Resources (Chair)
Academic Affairs Deans (2)
AFSCME Representative (1)
Cultural Fluency Leadership Council (1)

Human resources (1)
MAPE Representative (1)
MMA Representative (2)
MSCF Faculty (4)

Committee membership on this committee will rotate by half biannually. Rotations for the first members may be shorter than two years to establish continuity of members over time. Membership will be reviewed at the beginning of each academic year.

In the event there are insufficient nominations or insufficient diversity among nominees, the College President may appoint up to two (2) additional committee members to achieve a balanced committee and/or acquire desired subject-matter expertise.

Norms

The committee will uphold the College's Shared Beliefs.

- Education empowers individuals and transforms generations.
- Every individual has intrinsic value, and every voice deserves to be heard.
- Our differences enrich our community.
- An antiracist and antidiscrimination ethos is necessary for advancing social justice and equity.
- It is our responsibility to ensure equitable outcomes for our students. Each student can succeed.
- Innovation, flexibility, and life-long learning are critical for our community to thrive.
- Mutually accountable relationships built on trust are essential for our success.
- Community partnerships strengthen and sustain us.

Members will participate in all phases of the committees work.

Date Adopted 05/09/2023

Date Revised