Welcome to the Staff Advisory Council's All-Staff Meeting!





SAC Highlights & Updates

- Welcome new interim member Matthew Sherman!
- SAC will expand to 13 members
- Coffee and social hour in April
- Nominations are now open for SAC elections!
 - 1 seats in Administration & Finance
 - 2 seats in Academic/Student Affairs

ELECTIONS!

Please take a moment to nominate yourself and/or a colleague in the following divisions for SAC Representative:

- Administration & Finance
- Academic/Student Affairs

Due no later than April 9th, 2025 at 5PM CDT.



GIVE MACALESTER DAYS APRIL 2-4, 2025

- Wear your Mac Gear on April 3rd
- Share with your networks

macalester.edu/gtmd

Donate to your favorite causes



and unlock \$100 for gifts of \$10 or more

Choose to direct your
Macalester Fund gift to the
programs closest to your heart
or choose to support it all.
The Mac Fund Designations are:



Financial Aid



Program Support



Faculty Support



Racial Equity Support



Student Emergency Aid



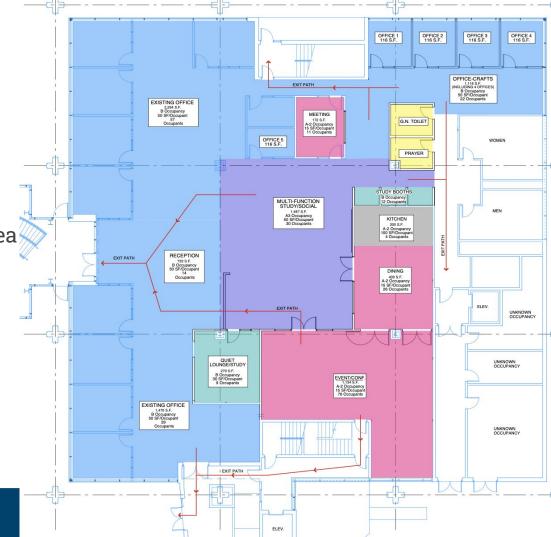
Athletics



Support It All

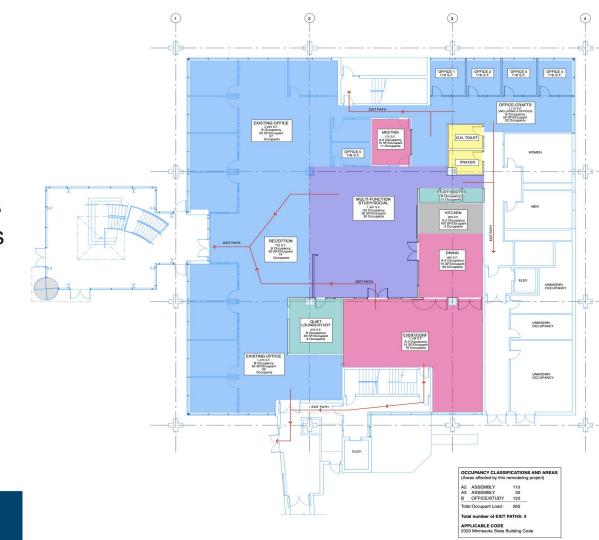
Changes to Kagin

- Moving front reception
- Warmer multifunctional/study space
- Expanded kitchen w/ dining area
- Event Space
- Meeting room
- GN Toilet
- Prayer room
- Quiet/lounge study
- Art installations mural



Timeline

- 5/23 Employees begin working from home
- 5/26 Demolition begins
- 8/08 Construction ends
- 8/11 Employees return to Kagin



What we're looking forward

- Creating a space that has a warmer community feel and exist physically more as a cohesive center.
- The event space with the full kitchen will change the energy, vibe, and use of this space
- LSC professional staff space being closer together





MAX Center Relocation / Library Mini-Renovation

Summer 2025



MAX Center Relocation

- As part of the Campus Comprehensive Plan, MAX
 Center will be relocated to library.
- The Quantitative and Science staff & tutoring center will be on main floor.
- Writing Center staff & tutors will be on the third floor.
- Move creates opportunities for partnerships with library staff such as co-locating writing support with Research and Instruction Librarians on the 3rd floor.





Library Mini-Renovation

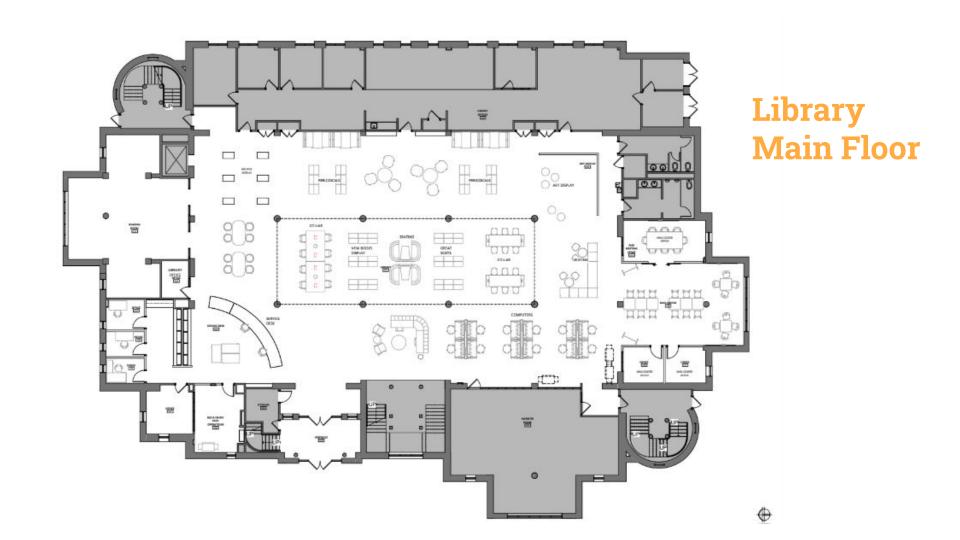
- MAX Center move means that additional office spaces required.
- In addition to MAX offices, more offices created for R&I librarians on 3rd floor.
- Update the main floor of the library to include more books and displays plus NEW furniture!
- No books are being removed, although shifts to reorganize stacks will happen.



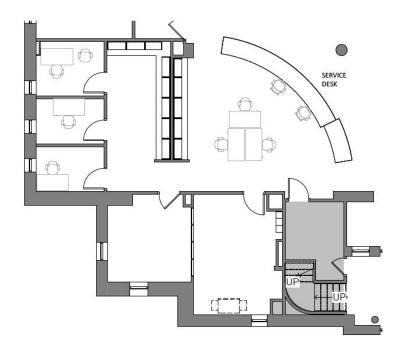


What will this look like?

Note that these drawings are drafts and some details are still being worked out!

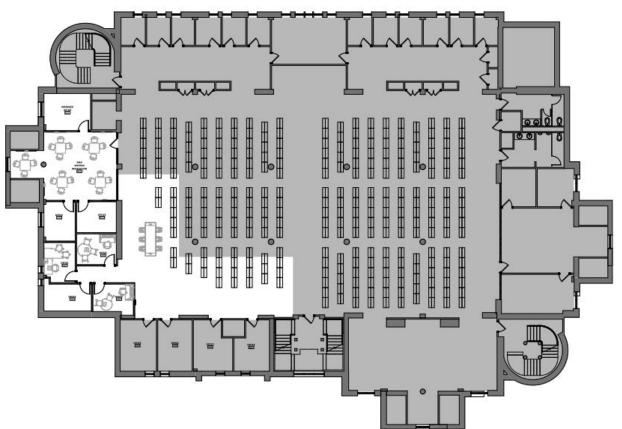








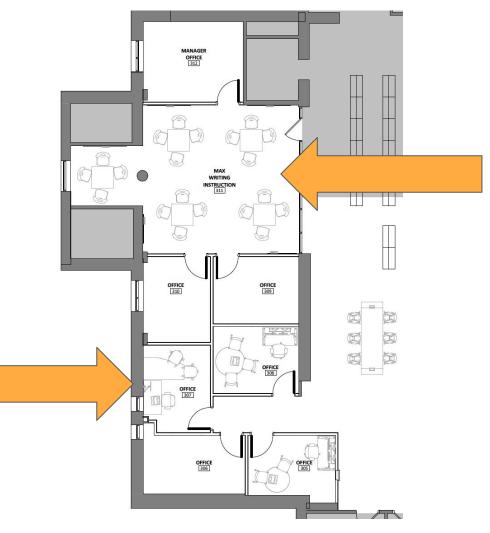




Library 3rd Floor

THIRD I EVEL FURNITURE PLAN - FOR REFERENCE ONLY

Library 3rd Floor



Writing
Center (in
SPACE room)

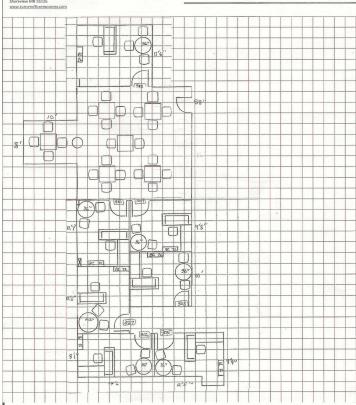
Additional R&I Offices



2/20/25 MACALESTER COLLEGE

3RD FLOOR LIBRARY

3558 Tiffany Lane Shoreview MN 55126



Tutoring Center Furniture Layouts

| T | 431/25 MACALESTER COLLEGE |
|---|---------------------------|
| Turner Office Resources | LIBRARY 1ST FL. |
| 3558 Tiffany Lane Shoreview MN 55126 www.tumerofficeresources.com | |
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| 2' 6624 | |
| 524 | |
| 12' | |

Benefits

- Improved access to supports and resources for students
- Improved spaces for student academic support
- Improved service, referrals, workflows
- A logical addition to library building partners' combined offerings
- Improved library functionality and aesthetics





Engagement Survey Review

SAC 3.27.25



Intentions

- 1. Overview of survey intent and structure
- 2. Review Engagement Survey Results at campus level
- 3. Discuss next steps



Survey Overview

- Key performance indicator for employee well-being and workplace culture
- 3rd measurement and feedback tool launched by HR this year
 - Exit surveys launched in February 2024
 - Onboarding surveys launched late fall of 2024
- Confidential
- Results shared with employees
- Leadership and employees will work together to create Action Plans

Participation (SAC slide)

57%

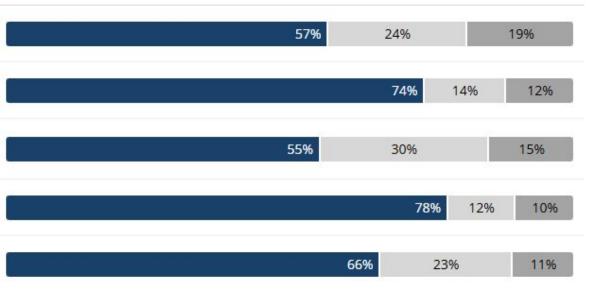
THANK YOU





Interpreting Results





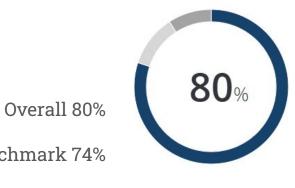
- Percent Favorable Top two most favorable responses (i.e., Strongly Agree and Agree)
- Percent Neutral Neither favorable nor unfavorable response (i.e., Neither Agree nor Disagree)
- Percent Unfavorable The two least favorable responses (i.e., Strongly Disagree and Disagree)

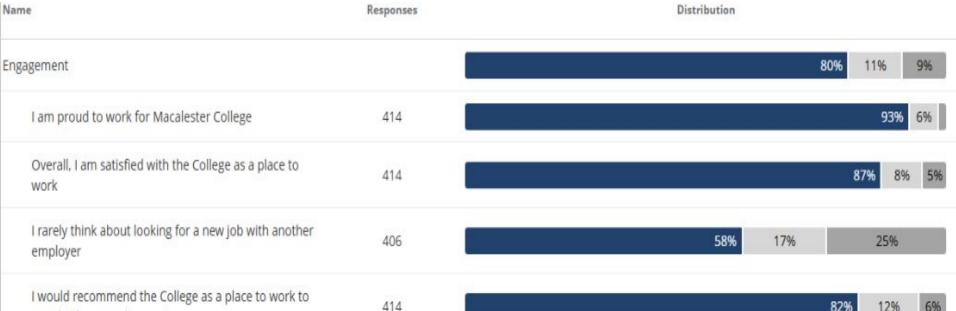


Engagement Index

people I know and respect



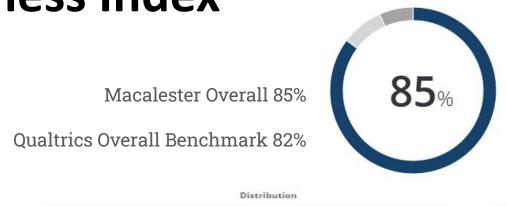




Manager Effectiveness Index

Responses

Name



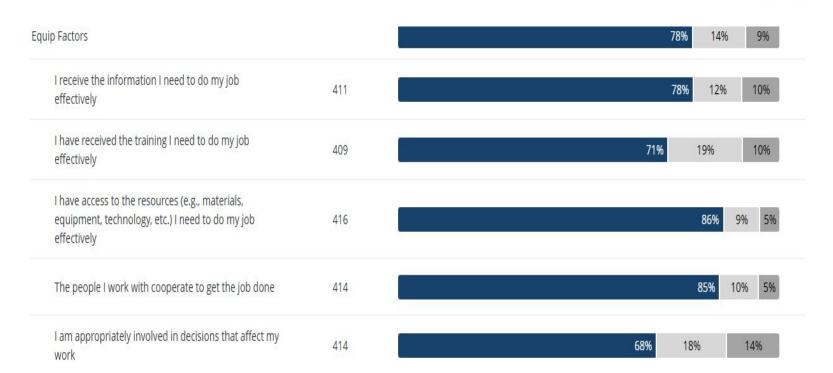


Equip Factors





Qualtrics Overall Benchmark 77%



Survey Credibility

I believe that positive change will happen as a result of this survey

| Favorable | Neutral | Unfavorable |
|-----------|---------|-------------|
| 32% | 44% | 25% |

Everyone is tasked with improving this survey outcome



Action Planning



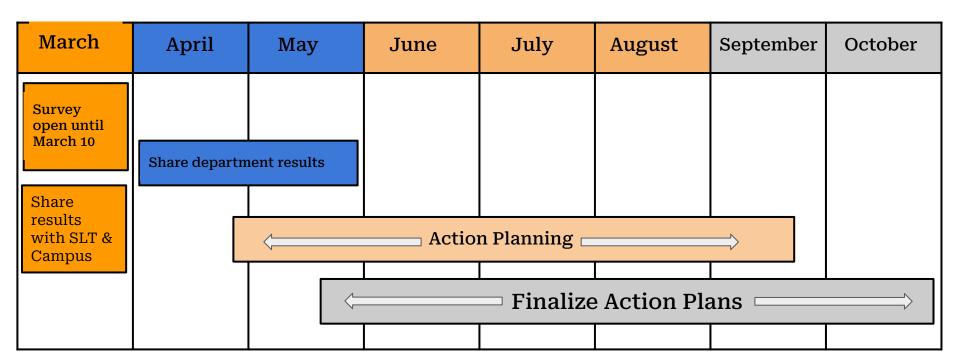
Action plans are collaborative initiatives that are created for 1-3 areas of the survey that the team wishes to work on improving in the next 12 months.

| | 18 | | Responsible Team Members | Target Completion Date | Actions |
|------|----|--|-----------------------------|---------------------------|--|
| EXAN | MP | I have received the training I need to do my job effectively | H. Coo | August 15, 2025 | Identify training needed for each team member and create a development goal to provide training by the end of the summer Host team lunch and learns 1x/quarter |
| | 2 | I receive the information I need to do my job effectively | Мас | May 1, 2025 | Move team meetings from monthly to biweekly Hold 1:1 meetings with all staff weekly Collaboratively create team meeting agendas prior to the team meetings-include topics and ?s |

Human Resources will provide training, coaching, and/or facilitation as well templates to assist teams with action planning.



Timeline



Questions?



SAC Wrap-up!

- Save the Date: Spring All Staff
 - Thursday May 29
- Look out for updates on:
 - Coffee & Social Hour
 - If you chair a committee you may hear from us soon!
 - SAC Elections

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