

# President's Town Hall

January 20, 2021

# Agenda: Happy New Year!

- Strategic Plan Update – Dean of Indigenous Learning
- COVID-19 Update – Lockdown
- Employee Engagement Survey Results
- COVID-19 Faculty Climate Survey Results
- Lecture Theatre Upgrade
- Have a HOOT

# Dean of Indigenous Learning

- To successfully meet the Indigenous Learning pillar in our Strategic Plan, we will add a Dean of Indigenous Learning
- Reports to VPA
- Responsible for Indigenous Programming (currently Shane Strickland) and Student Success (Leslie MacGregor)

# Dean of Indigenous Learning

- ILO and Faculty education will also be part of this role
- Funding for the position is from previous administrative restructuring
- Hope to have in place by early April

# COVID-19 Update

# COVID-19 Update

- Hybrid model indefinitely unless required to fully shut down
- Lockdown reduces numbers on campus
- Updated Return to Campus Plans online:  
[www.confederationcollege.ca/RTCplan](http://www.confederationcollege.ca/RTCplan)
- 2021 goal – focus on employee wellness

# COVID-19 Return to Campus Plan Updates (Jan. 7)

## Overview (Planning Components)

- phased approach has been updated to reflect and more closely align with the [Province of Ontario's 5 zones of public health measures](#) (colour-coded system)

## Personal Protection Equipment (PPE)

- updated to require three-layer masks for on-campus activities

## COVID-19 Symptoms/Exposure Reporting and COVID-19 Outbreak

- updated to clarify reporting requirements and to add new response measures for a confirmed case

## Travel

- updated to redefine the northwestern Ontario region to include Wawa

# Employee Engagement Survey Results



# Employee Engagement Survey Results

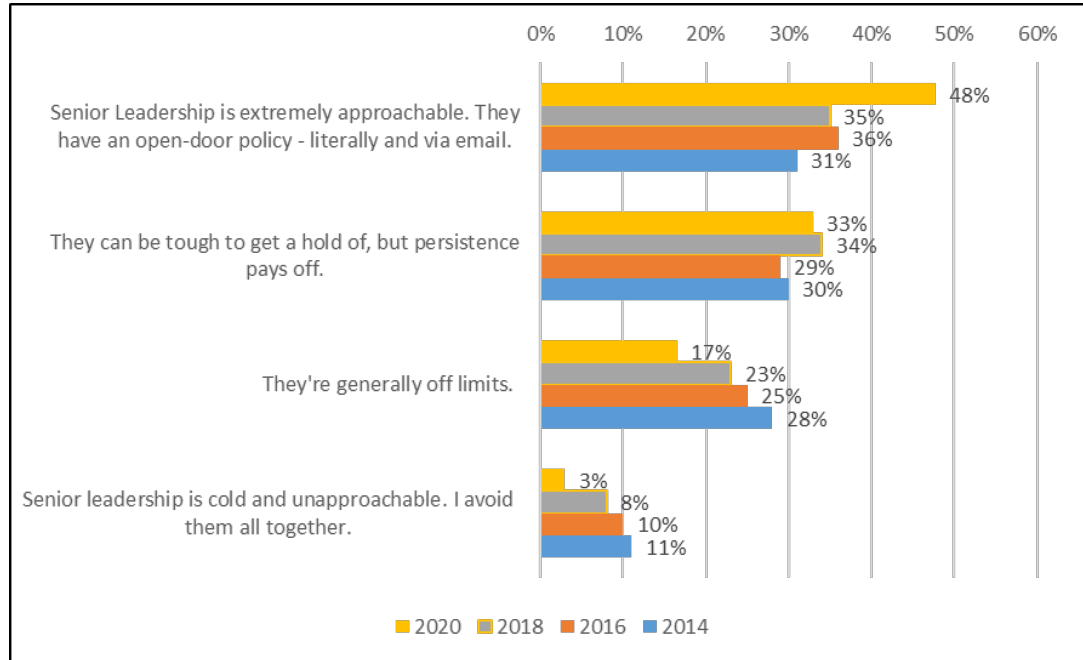
Employee Engagement is quantified as the aggregate total to specific questions falling into 7 categories:

- 1) Job / role satisfaction;
- 2) Satisfaction with the College;
- 3) Energy level;
- 4) Discretionary effort;
- 5) Co-worker satisfaction;
- 6) Work Pride; and
- 7) Perceived impact.

All Employee: Engagement Score				
	2014	2016	2018	2020
Highly Engaged	41.8	47.8	46.9	<b>49.8</b>
Engaged	47.2	39	42.4	<b>41.9</b>
Disengaged	8.8	10.9	9	<b>7.5</b>
Actively Disengaged	2.1	2.3	1.8	<b>0.9</b>

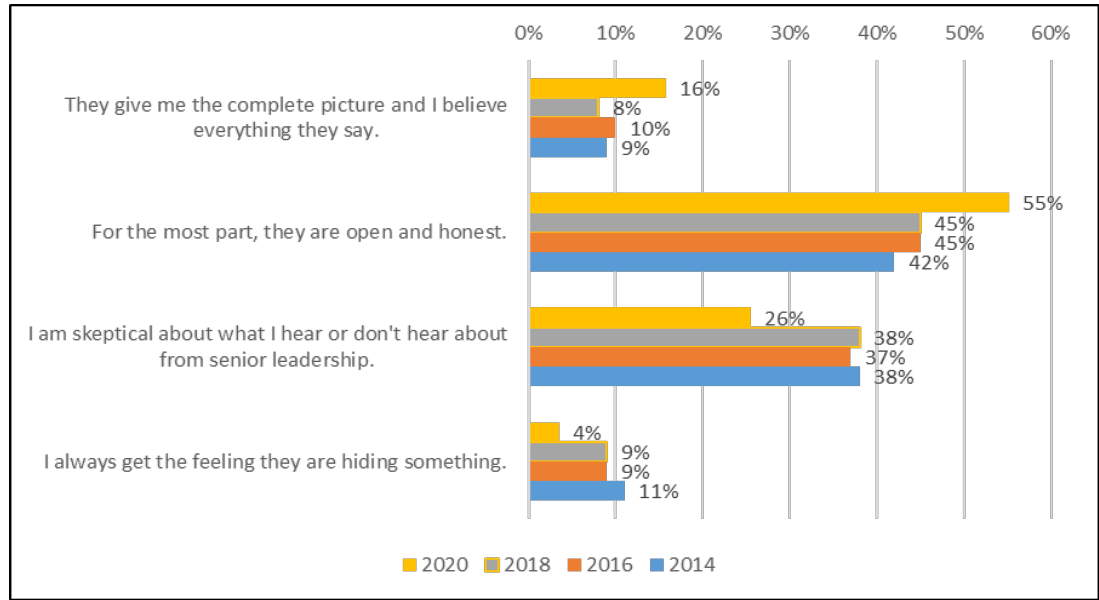
# Employee Engagement Survey Results

**Full-time results**  
How accessible is your senior leadership?



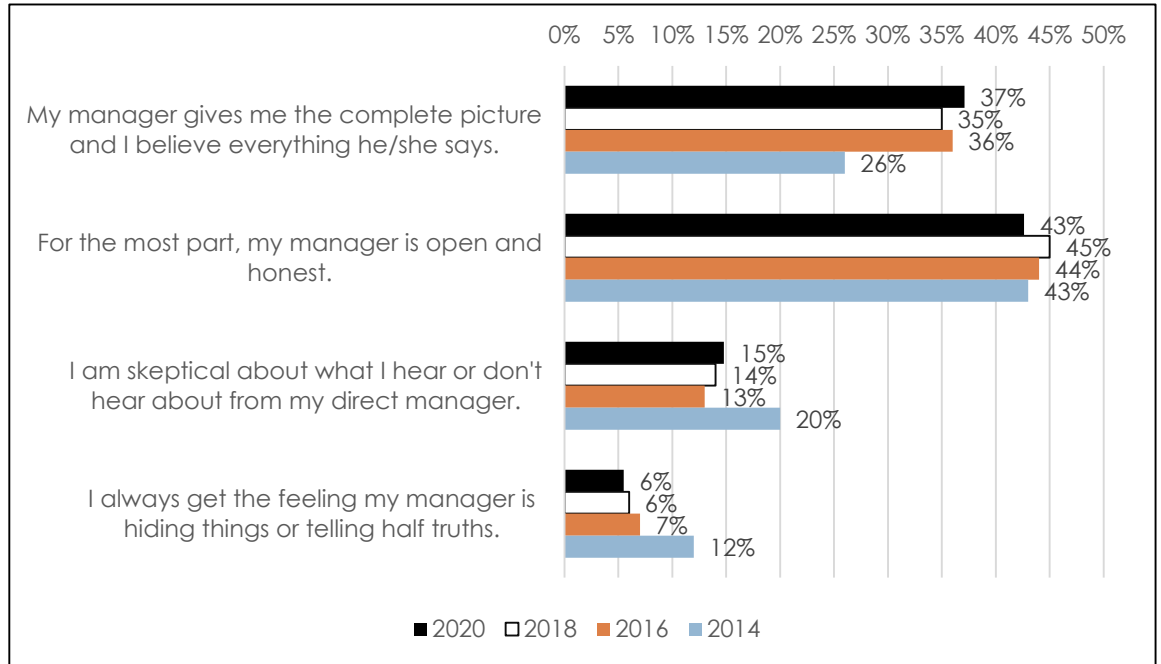
# Employee Engagement Survey Results

**Full-time results**  
 How open and honest is your senior leadership team?



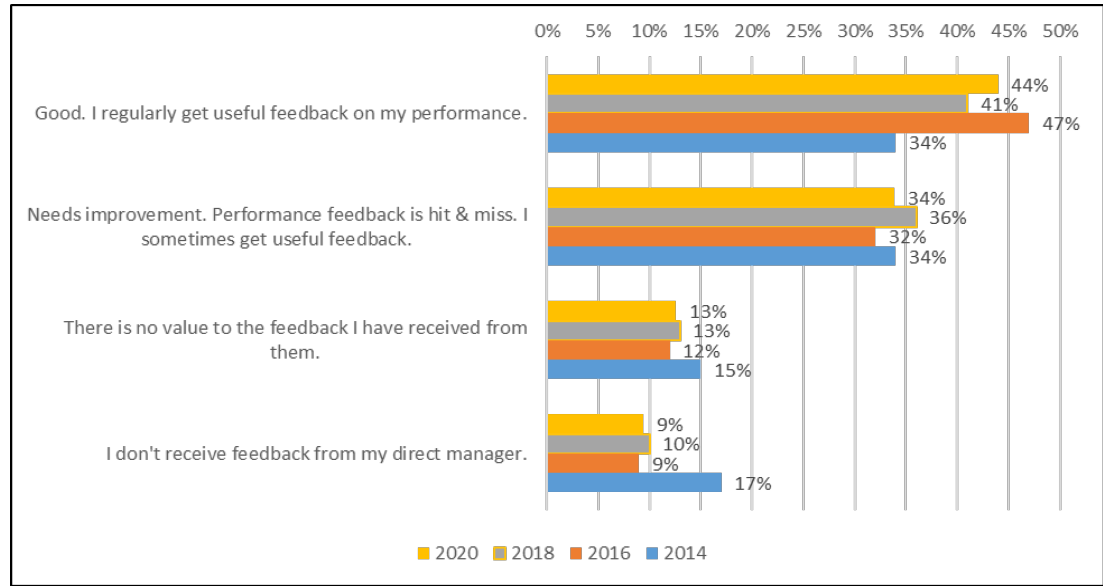
# Employee Engagement Survey Results

## Full-time results How honest and open is your direct manager?



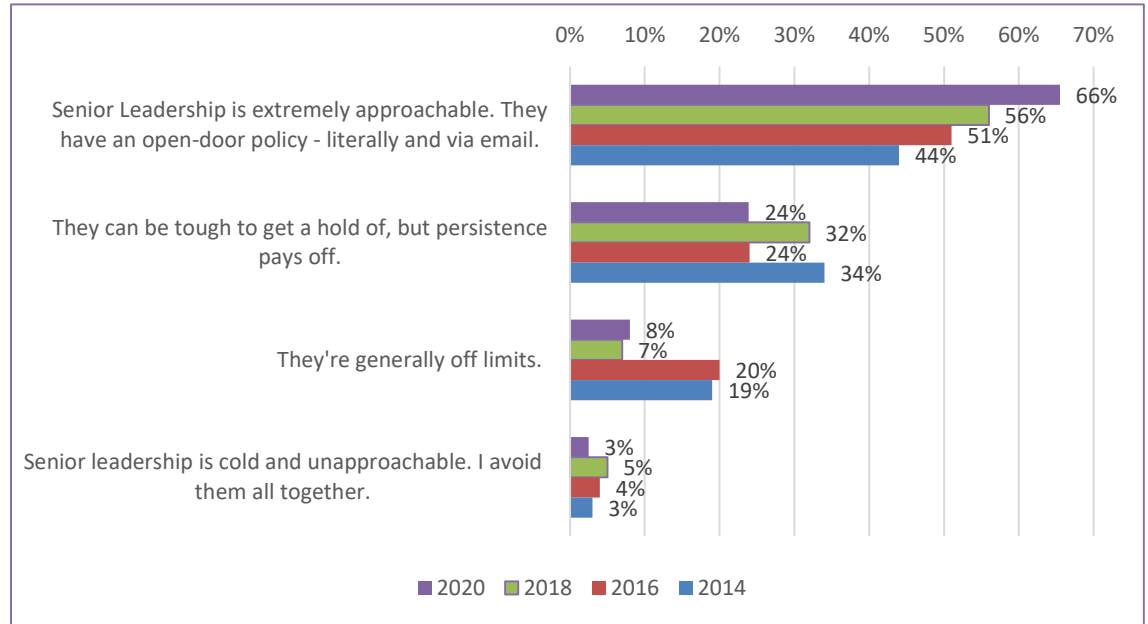
# Employee Engagement Survey Results

**Full-time results**  
 How useful is their performance feedback?  
 (Direct Manager)



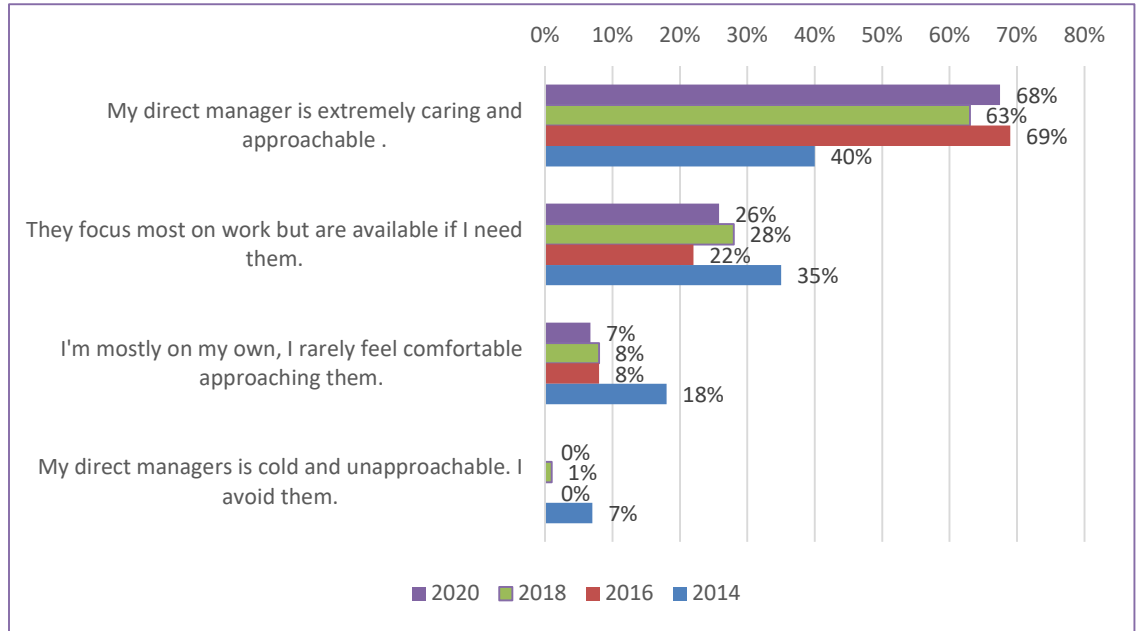
# Employee Engagement Survey Results

## Part-time results How accessible is your senior leadership?



# Employee Engagement Survey Results

## Part-time results How approachable is your direct manager?



# Employee Engagement Survey Results

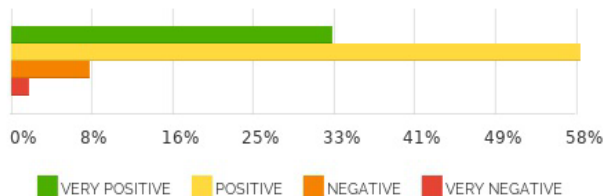
## COVID-19 Questions Full- and Part-time results

### Custom Questions

#### COVID-19

The ongoing COVID-19 pandemic has redefined what our work reality is. Some of us are working from home, while some are working on campus all or some of the time. No matter which is true for you, we know our work day and work environment look and feel different. This section asks you about how the College and your colleagues are doing in supporting you through COVID-19.

I have the tools I need to be effective.





# Employee Engagement Survey Results

## Next Steps

- Results to be posted to Employee News and shared with constituency groups
- Employee Engagement Committee will review reports and recommendations from Tembo Status and prepare an implementation plan

# COVID-19 Faculty Climate Survey Results

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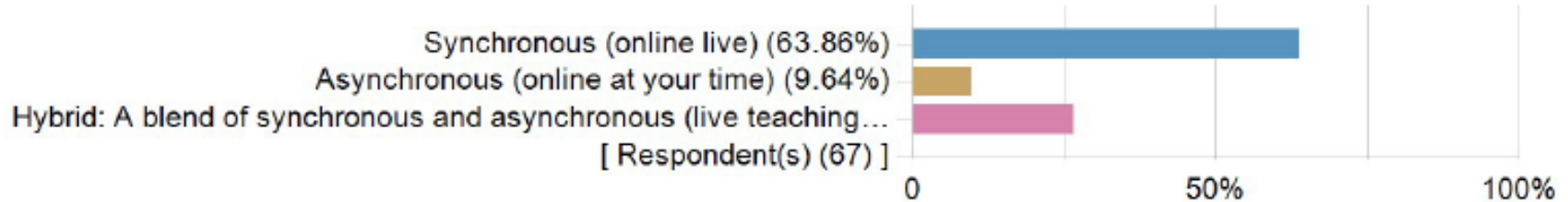
## Fall 2020

- Late fall, surveyed 590 faculty; 89 responded representing 15.08% of those surveyed
- Targeted full-time & part-time faculty across all programs, campuses and delivery modes
- 44.32% of faculty were full-time; 55.68% of faculty were part-time
- Over 37% of faculty responding have 10+ years of teaching experience
- Executive summary of faculty survey to be released shortly

# COVID-19 Faculty Climate Survey Results

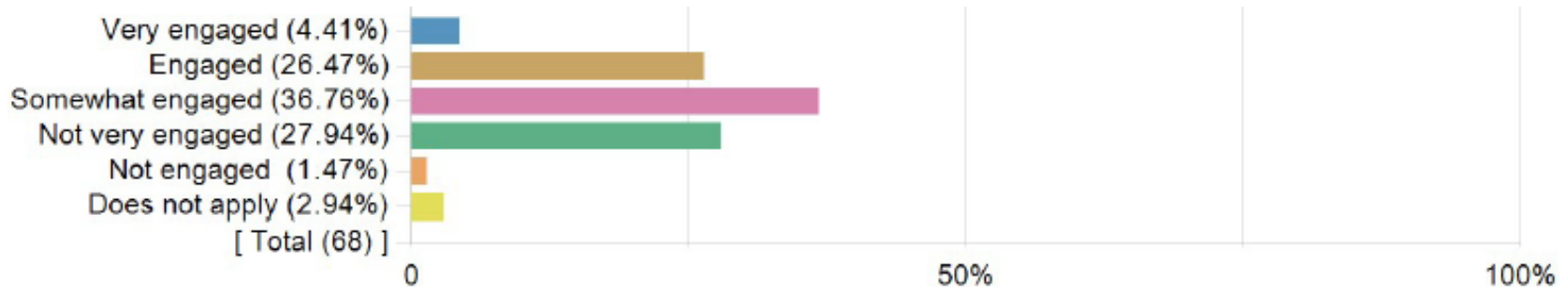
## Fall 2020

Faculty were asked to identify the online mode of delivery they primarily used:



# COVID-19 Faculty Climate Survey Results Fall 2020

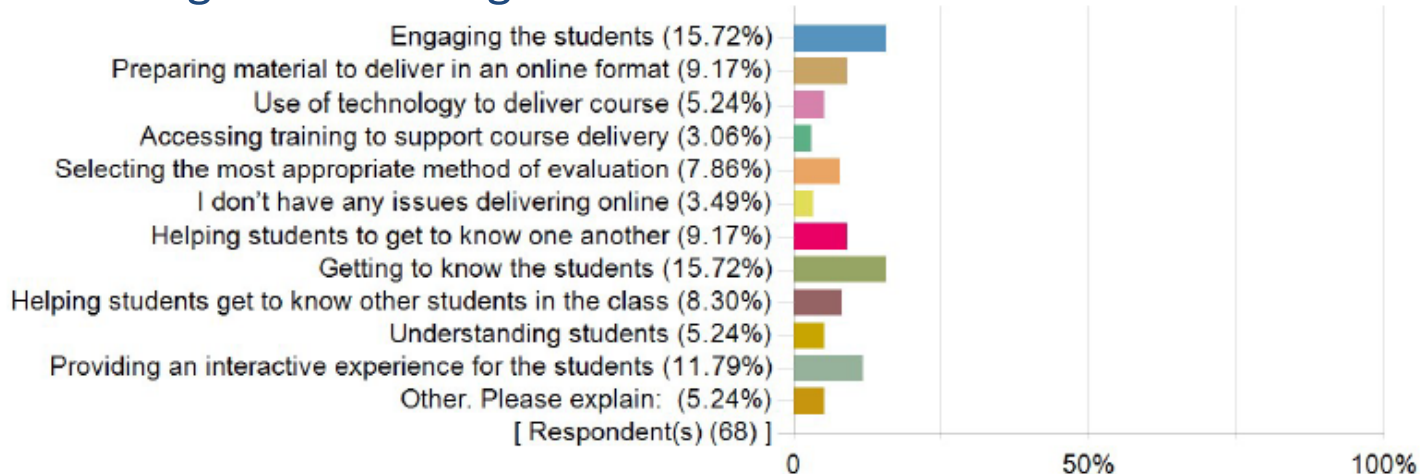
Faculty responded to a question about student engagement in synchronous online programming



# COVID-19 Faculty Climate Survey Results

## Fall 2020

Faculty identified the greatest challenges that they have experienced while teaching online during the fall semester:



# Lecture Theatre: Accessibility Upgrade

# Lecture Theatre: Accessibility Upgrade

- Working on a plan with extra funding through Facilities Renewal Fund to upgrade and refresh the Lecture Theatre
- Barrier-free access to the stage – adding a cantilever walkway on the exterior of the Balmoral entrance
- Remove asbestos
- New carpet, equipment, etc.
- Expected September completion date





  
Confederation  
COLLEGE

HAVE A  
**HOOT!**

In Support of the  
25th Annual  
Community Partners'  
Evening *at Home*

Thursday, January 28, 2021      \$135 each

*Proceeds from each box will go directly towards student scholarships and bursaries.* We hope you enjoy learning more about the College, its history and enjoy a unique event in the comfort and safety of your home.



# Questions?

# Employee Supports

Employee and Family Assistance Program (EFAP)  
remains available for all employees 24/7

**Morneau Shepell**

1-844-880-9142

[www.workhealthlife.com](http://www.workhealthlife.com)

**Thank you to everyone  
for your support!!**