

Employee Development & Recognition Committee AY24 Annual Report

In its second year as a combined committee, the Employee Development & Recognition Committee (EDRC) continued our focus on employee engagement activities in the fall and early spring semesters, managing the "ZSR Recognitions: Thank a Colleague" program, coordinating the annual employee awards in late spring, and hosting the annual Wanda K. Brown Staff Development Day and annual Employee Recognition Luncheon in May. As in 2022 and 2023, these last two events were combined into a single day. Committee members represented all seven library departments.

Throughout the year, we hosted the following events:

- September 29 - ZSR at WakerSpace visit
- December 19 - ZSR Board Game Break, co-sponsored with Wellness & Sustainability
- March 12 - Guided tour at the Hanes Gallery of the "Of Our Time" exhibition
- May 24 - Wanda K. Brown Staff Development Day & Employee Recognition Luncheon

We had strong participation in our events and activities throughout the year. Of particular note was the Employee Recognition Luncheon, where we had 42 guests, a notable increase over the two previous years.

The committee made two changes to the annual employee awards procedures this year:

1. Employees may submit only one nomination for each of the following awards: Outstanding Staff Employee of the Year, Outstanding Faculty Employee of the Year, Unsung Hero, and Student Employee of the Year. For the Dynamic Award, employees may submit up to four nominations, as up to four Dynamic Awards may be given annually.
2. Committee members adopted a ranked-choice voting system to simplify awards voting. Thanks to committee member Thomas Dowling for the suggestion and for setting up the votes.

We also received suggestions for improving the awards recognition ceremony next year that will be documented in the committee guidebook.

The EDRC committee members thank the Dean's Office for its support of our work this past academic year.

Molly Keener, DISC - Chair
Daisha Bunn, Administration
Thomas Dowling, Tech
Joy Gambill, RIO
Tara Hauser, Public Services
Steve Kelley, Resource Services
Melde Rutledge, SCA

Submitted June 20, 2024 by Molly Keener