TRAINING & DEVELOPMENT & EMPLOYEE RECOGNITION
TRAINING & DEVELOPMENT & EMPLOYEE RECOGNITION

• Launched revitalized Recognition Program – including Best of the Beach and Employee of the Month – to align with campus values
• Launched Road to Success Academy for Campus Support Professionals
• Customized and conducted Countering Implicit Bias workshops for University Art Museum
• Led training for two cohorts of HR Essentials for Leads program, including Principles of Leadership
• Led Principles of Supervision for MPPs
• Continued Insights Discovery program workshops campus-wide
• Beach 2030 – Action Team member, chaired DAF All Hands meeting; provided leadership for other DAF-wide events, contributed Division strategic ideas (Staff Development Center)
• Conducted Future Hire onboarding process training
TRAINING & DEVELOPMENT

INSTRUCTOR-LED PROGRAMS

Staff HR Training Workshops

<table>
<thead>
<tr>
<th></th>
<th>FY 16/17</th>
<th>FY 17/18</th>
<th>FY 18/19</th>
</tr>
</thead>
<tbody>
<tr>
<td># of Instructor-Led Training Events</td>
<td>76</td>
<td>65</td>
<td>96</td>
</tr>
<tr>
<td># of Participants</td>
<td>1,238</td>
<td>1,058</td>
<td>1,472</td>
</tr>
<tr>
<td>Training Expenses</td>
<td>$3,849.76</td>
<td>$2,652.73</td>
<td>$8,245.88</td>
</tr>
<tr>
<td>Training Cost Per Person</td>
<td>$3.11</td>
<td>$2.51</td>
<td>$5.60</td>
</tr>
</tbody>
</table>
INSTRUCTOR-LED PROGRAMS – STRATEGIC IMPACT

• Training and Development directly supports 33% of CSULB’s Strategic Goals for Staff Success.

• Staff professional development programs have grown tremendously with minimal resources.

• 175 Beach 2030 cards specifically highlighted a need for increased training and professional development opportunities for staff.
FEE WAIVERS
FEE WAIVERS

- Processed 750 Fee Waivers in FY18/19
- Continued analysis and streamlining of fee waiver processing for greater efficiencies
- Researched planning/implementation of automated Fee Waiver processing
FEE WAIVERS

CSULB FEE WAIVER PROGRAM
FY 18/19 TOTAL PROCESSED = 750

- Fall 2019: 248
- Summer 2019: 31
- Spring 2019: 334
- Fall 2018: 137
FEE WAIVERS

CSULB FEE WAIVER PROGRAM
FY 18/19

TOTAL PROCESSED = 750

- CSULB STAFF: 432
- CO STAFF: 167
- OTHER CSU: 151

Total Fee Waivers & Applications = 750

59 Enrollment Applications