

Drivers of Engagement	WE ACT Initiatives at Western Engineering since 2013
Work/Life Balance	<ul style="list-style-type: none"> · Wellness initiatives at Western as well as within the Faculty have been promoted to faculty and staff. · Wellness website launched to house all resources and current initiatives that are taking place. http://www.eng.uwo.ca/hr/training/we_wellness_did_you_know.html · Two (2) Wellness related lunch and learns have taken place at Western Engineering. · 7 teams participated in the “<i>Global Corporate Challenge</i>”.
Communication – Recognition, Respect and Collaboration	<ul style="list-style-type: none"> · New mission, vision and values statement established. · Departments and units within Western Engineering have received and hung a framed mission, vision and values statement in their offices. · Values have been integrated into the Western Engineering community in a variety of ways, including communications, recognition, recruitment and on-boarding/orientation practices for faculty and staff. · “Job Opportunity” email to all staff when employment opportunities at Western Engineering become available. New staff members are announced to the Faculty before their first day. · A collection of Western Engineering greeting cards are available in each department and unit to use to write thank you notes to colleagues and peers, etc. Ways to recognize colleagues have been featured on our website. · Western Engineering Awards continue to be promoted and awarded. · Email best practices were developed and shared with faculty and staff. · A “<i>Working Together</i>” Website was launched highlighting the work the three working groups have accomplished to date. In addition, this site houses key supports, resources and best practices tips for faculty and staff, as well as information on the Faculty’s mission and values. http://www.eng.uwo.ca/faculty_staff/index.html.
Mentorship & Career Advancement	<ul style="list-style-type: none"> · Faculty Mentorship Committee established · Staff Mentorship Resource Group established; staff on the committee were provided orientation and some have enrolled in a training workshop on Mentorship paid for by the Faculty · Several training & development opportunities were provided in conflict resolution, handling difficult conversations and high quality personnel supervision. Staff results indicated that they want more support in handling difficult conversations, leadership training, wellness workshops, conflict resolution and Office 365.