

Staff Advisory Council/Dr. Monteroso

Listening Sessions

Agenda

April 13, 2023

Attendance: Tasha Taylor, Mark Schulman, Interim President Monteroso, Bill Sliwa, Bree Blum, Kelly Young, Jason Coleman

Bill and Mark were very impressed with those who spoke and really got a better understanding of staff. We had approximately 60 attendees in total, which is about 1/3 of our staff. After reading through the concern cards and the notes, there are definitely some common themes. Dr. Monteross, Bill Sliwa and Mark Schulman will be working on an action plan to address issues that were raised.

The following are the main concerns raised and ideas submitted and discussed for actions moving forward:

- A. Compensation
 1. Line item in Budget for yearly Cost of Living Raises
 2. Desk audits-done by outside source
 3. Every staff should know the percentage of how close they are to the CUPA guidelines
 4. Better understanding of slotting positions, clear guidelines on compensation that are followed and applied to everyone.
 5. There needs to be a culture of rewarding long-term staff who have taken on additional duties from not replacing support staff.
- B. Lack of trust in HR
 1. Be held accountable
 2. Stop giving employees the run around-staff deserves direct transparent answers to legitimate questions.
 3. Be respectful
 4. Hold managers accountable – stop taking sides and blaming other for their mistakes
 5. Transparency with slotting positions and where staff stands with the CUPA compensation guidelines
 6. Change the culture that long-term employees are not valued and have no seniority or respect.
- C. Not feeling valued
 1. Treat employees equitable and fairly
 2. Communicate properly
 3. Ask for feedback and ideas from the people who are doing the work at the ground level, not just managers.
 4. Committees need more diversity-more staff involvement, not just magnagers.
 5. Help employees be seen and grow (professional development)
- D. Lack of trust in administration
 1. Let employees speak up and voice concerns without being fired.
 2. Transparency

- 3. Consistent approach and intentions
- 4. Information Sharing
- E. Lack of transparency
 - 1. Clear, timely communications
 - 2. Diverse committees
- F. Staff in general do not feel empowered to do their jobs.

- G. Fear of retaliation
 - 1. Consequences for those who have or do retaliate
Retaliations consist of: termination, demotion, denial of raises, denial of transfer, involuntary placement, reducing hours, preventing or denying mentoring, hostile or abusive workplace treatment.
 - 2. Create a process outside of HR for staff to express concerns, problems or issues.

- H. No accountability for managers
 - 1. True 360 evaluations-employees can evaluate managers.
 - 2. Training for managers