

2020 UHD Staff Climate Survey Results

Drafted by: Rhonda Scherer, President, Staff Council

Initial draft presented to SC, 7/1/20
Feedback received from SC, 7/6/2020
Revisions completed and released 7/9/2020

Methodology and Response Rate:

The Staff Council Executive Committee (SCEC) created and approved the Staff Council Climate Survey. The Staff Council Communications officer sent the 26-question survey to staff via available staff contact list on Dt_Staff on April 8, 2020 with a submission deadline of April 30, 2020 at midnight. The survey was created and administered via Qualtrics. Reminder emails to complete the Staff Council Climate survey were distributed on April 13th, 17th and 24th.

Staff Council Secretary and Staff Council President are the only two individuals with access to the raw data of the survey. This report reflects all quantitative and qualitative responses provided. All identifiers have been dropped for purposes of this report and the anonymity of responses.

Survey was tentatively scheduled to be conducted during March 2020; however, due to COVID-19 pandemic, schedule was delayed. Four questions relating to COVID-19 were added to gauge thoughts and concerns regarding the University's response to the pandemic and have been included with this report but will be eliminated in future data collection.

Demographics:

154 staff members out of 642 staff members attempted portions of the survey for a 24% attempt rate. Base year.

Longevity (n=121)

Less than 2 years at UHD	24%	29
3-6 years at UHD	29%	35
7-10 years at UHD	12%	15
11-15 years at UHD	19%	23
20-25 years at UHD	9%	9
More than 25 years at UHD	2%	2
Prefer not to answer	7%	8

Age (n=121)

18-24 years old	1%	1
25-34 years old	19%	23
35-44 years old	31%	38
45-54 years old	24%	29
55-64 years old	16%	19
65 years old or more	2%	2
Prefer not to answer	7%	9

Gender (n=121)

Male	27%	33
Female	54%	65
Other	1%	1
Prefer not to answer	18%	22

Ethnicity (n=121)

White/Caucasian	26%	31
Hispanic/Latino	25%	30
Black/African American	17%	21
Native American/Am. Indian	0%	0
Asian/Pacific Islander	4%	5
Other	2%	3
Prefer not to answer	26%	31

List of 2020 Survey Questions...

Q1 - To what extent do you agree with the following statements?

I am satisfied with the University's response to the COVID-19 pandemic.

I am satisfied with the University's response to the COVID-19 pandemic.

I feel the University is keeping me informed about their response to the COVID-19 pandemic.

I believe the University is concerned with my health and safety on the job during the COVID-19 pandemic.

So far, I have received adequate professional support during the COVID-19 pandemic.

So far, I have received adequate personal support during the COVID-19 pandemic.

Q2 - Do you have any unmet needs (professional or personal) during this difficult time?

Yes

No

Q3 - If so, how may Staff Council assist you with your unmet needs?

Q4 - In terms of assisting fellow employees, what, if anything, can you offer right now?

Q5 - I attended one or more Staff Council meetings in Fall 2019 - Spring 2020.

Yes

No

Q6 - I attended or participated in the following Staff Council sponsored / cosponsored events during Fall 2019. (Click all that apply)

Holiday Giving with UHDPD)

Holiday Office/Door Decorating

Homecoming Activities

Lunch and Learn Mortgage 101

I did not attend any Staff Council sponsored events during Fall 2019.

Q7 - Had we of not been affected by the COVID-19 pandemic, I would have attended or participated in the following scheduled Staff Council sponsored / cosponsored events during Spring 2020. (Click all that apply)

Bayou Bash on March 26

Chili Cook Off on April 17

Lunch and Learn Financial Topic on April 21

UHD Staff Awards on June 11

End of Year Staff Celebration in July

I did not plan to attend any Staff Council sponsored events during Spring 2020

Q8 - I am interested in Lunch and Learn topics on the following topics: (Click all that apply)

Mortgage/First Time Home Buyers

Life Insurance and Insurance Services

Credit 101: Understanding Your Credit Score and Report

Money Management

Budgeting and Savings

Healthy Issues

Caring for a Loved One

Other

Q9 - I would attend more Staff Council meetings in the future if they: (Click all that apply)

Were offered at alternative locations, i.e. Shea, Commerce, or Science buildings

- Were offered earlier in the day
- Were offered later in the day
- Were offered on a Friday
- Offered food
- Featured Administrators as guest speakers
- Were supported by my supervisor / manager
- Other
- Care to elaborate?

Q10 - I believe Staff Council should address staff concerns in the following ways: (Click all that apply)

- Behind the scenes
- Town hall meeting with administrators
- Surveys
- Focus Groups
- Monthly general meetings
- Other
- Care to elaborate?

Q11 - Regarding UHD Staff Council. To what extent do you agree with the following statements?

- I understand the role of Staff Council at UHD.
- I know how to contact my Staff Council representatives.
- I believe Staff Council effectively fosters communication between UHD staff and UHD administration.
- I believe Staff Council provides a unified voice when communicating on behalf of UHD staff.
- I believe Staff Council offers programs and/or events that benefit staff.
- Staff Council effectively communicates with staff via email.

Q12 - Regarding UHD Mission. To what extent do you agree with the following statements?

- I understand UHD's mission.
- I believe my work at UHD contributes to the overall mission of UHD.
- UHD's leadership has a clear vision for university's future.
- UHD is headed in a positive direction.

Q13 - Regarding Workplace Values and Work Environment. To what extent do you agree with the following statements?

- Morale is generally high among the staff I know.
- UHD is committed to my safety at work.
- I am recognized for the contributions I make at work.
- I understand why it is important for UHD to value diversity.
- My pay is fair compared to others at UHD.
- I am comfortable expressing my job related ideas/concerns with my supervisor.
- UHD's benefit programs meet my needs.
- My pay is fair compared to others outside UHD.
- UHD's physical facilities are adequate to support work and learning.
- Parking is adequate.

Q14 - Regarding Support from Leadership. To what extent do you agree with the following statements?

- I receive adequate training for my job.
- I have the resources necessary to do my work.
- My job description matches what I really do.
- I believe my workload is manageable.
- There are enough employees in my area/department/office to handle the work.
- I take advantage of training and/or professional development opportunities.
- I have the opportunity for advancement within the university.

Q15 - Regarding Professional Development/Resources. To what extent do you agree with the following statements?

- I receive adequate training for my job.
- I have the resources necessary to do my work.

My job description matches what I really do.

I believe my workload is manageable.

There are enough employees in my area/department/office to handle the work.

I take advantage of training and/or professional development opportunities.

I have the opportunity for advancement within the university.

Q16 - Regarding Sense of Community. To what extent do you agree with the following statements?

I would recommend UHD as a place of employment.

I believe there is a spirit of cooperation among those within my department.

I believe there is a spirit of cooperation among different departments.

I am proud to be a member of the UHD community.

I believe UHD values employee retention.

Q17 - Regarding University-wide Communication. To what extent do you agree with the following statements?

I am well informed about changes in policies and procedures that affect my employment.

I am able to check UHD's website while at work.

I can send and receive email while at work.

I know how to find information about events happening at UHD.

I visit the UHD website on a regular basis to find information.

Do you care to elaborate on any question(s) asked in this survey?

Q18 - Do you care to elaborate on any question(s) asked in this survey?

Q19 - Do you have any final thoughts that may help us better serve you as your Staff Council representatives?

Q20 - Are you interested in serving on Staff Council in the future?

Q21 - Please provide your first and last name. (not included in report)

Q22 - What is your UHD email? (not included in report)

Q23 - How long have you worked at the University of Houston-Downtown?

Q24 - What is your age?

Q25 - What is your gender?

Q26 - What is your ethnicity?

Discussion

Questions 1-4 in the climate survey were added following the COVID-19 pandemic in March 2020. Questions were designed to gauge feelings of staff regarding the University's response to the pandemic. These results were shared with UHD executive board prior to a Staff Council Town Hall Meeting held via Zoom on April 21, 2020. These questions will be removed or changed pending climate at the time of next survey.

Questions 5-10 are specific to Staff Council and the offering of services and programs. 52% surveyed reported attending a Staff Council meeting during the Fall 2019 and Spring 2020 semester. Regarding Fall 2019 Staff Council programming, 31% reported not attending any events with 11% participating in the Holiday Giving with UHDPD, 21% participated in Holiday Office/Door Decorating, 26% participated in Homecoming Activities and 11% participated in the lunch and learn mortgage 101. Regarding Spring 2020, which was cut shortshotted due to COVID-19 pandemic, 2% surveyed reported no plans to attend any Staff Council sponsored event during the Spring 2020 semester. 14% planned to attend the Bayou Bash in late March, 23% planned to attend the Chili Cook Off in April, 11% planned to attend a lunch and learn in late April, 27% planned to attend the UHD Staff Awards in June and finally 22% planned to attend an End of Year Staff Celebration in July. Additional suggestions on programming, meetings and types of staff concerns that Staff Council should address are also included. It is highly recommended that these questions be reviewed prior to programming and planning for FY21.

Question 11 includes fundamental questions concerning Staff Council. These questions help justify the existence of a Staff Council at UHD. No area met 80% of agreement, which leads to a greater need of both awareness of Staff Council and buy in by university community on the value, and contribution of Staff Council to UHD. Reviewing responses in questions 5-10 would assist with improving both how programs, meetings and services are delivered and received.

Question 12 addresses how well staff feel the mission of UHD is perceived by both the employee and UHD leadership. A possible other response could have been added to see how staff feel the mission could be better accomplished by both staff and university leaders.

Question 13 addresses workplace values and work environment. With only one of the 10 topic areas meeting the 80% threshold of accomplishment in this area, staff could benefit by SCEC championing these areas of concern. It is important to note that a merit increase took place within 6 months prior to this survey and the university has plans to conduct a market survey to address comparable pay scales within the industry. Evaluations also took place directly before the survey was administered. Despite merit increases and evaluation opportunities, staff predominately feel underappreciated, under paid, with low morale and a feeling of inability to express their concerns where their job is concerned.

Question 14 addresses support of leadership. 90% of responding staff reported that they understand what is expected of them to do their job and 83% report that they communicate regularly with their supervisor/manager. Other areas concerning this topic did not meet the 80% threshold of accomplished. Improved communication with Staff Council, staff and members of the executive board could improve these areas.

Question 15 addresses professional development. None of the seven topic areas met the 80% accomplishment threshold.

Question 16 addresses sense of community. None of the five topic areas met the 80% accomplishment threshold. Only 52% of responding staff felt that the university values employee retention.

Question 17 addresses University-wide communication. This topic area received higher agreement scores than any other area with four of the five topic areas meeting at least 80% accomplishment threshold. One question that could be added in the future is how effective the messaging from different modalities is where university communication is concerned.

Questions 18 and 19 encouraged staff to provide qualitative open ended responses regarding their thoughts and concerns about the survey in general or ways Staff Council could better serve the university. Those responses are provided below.

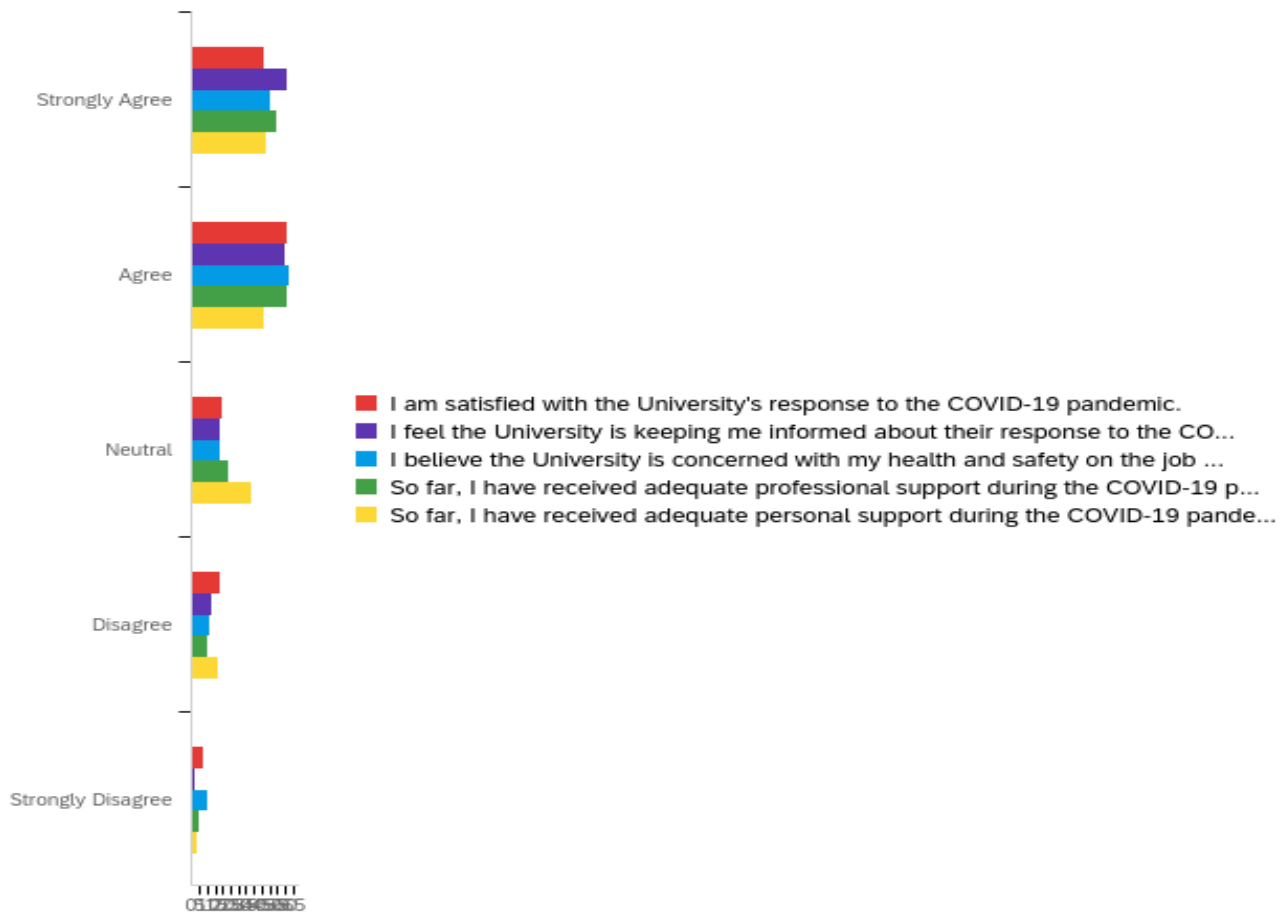
Question 20 asked if responding staff member was interested in serving on Staff Council. 34% of responding staff indicated that they were interested in serving on Staff Council in the future.

Question 21 and 22 asked for staff members that indicated an interest in serving on Staff Council to provide their name and email address. This information is confidential and has not been included in this report. For future elections, these individuals should be contacted as possible representation for Staff Council. This area should be revisited to make sure individuals who report their name and email clearly understand that the information is requested only for the purpose of being contacted to serve on Staff Council and not as an identifier for survey in any way.

Questions 23 – 26 were demographic questions presented above. These questions included length of employment at UHD, age, gender, and ethnicity.

Additional note, a tremendous amount of qualitative data was collected expressing concerns in each topic area highlighted above. Any blank, n/a, none, or incoherent responses are not included for the sake of brevity.

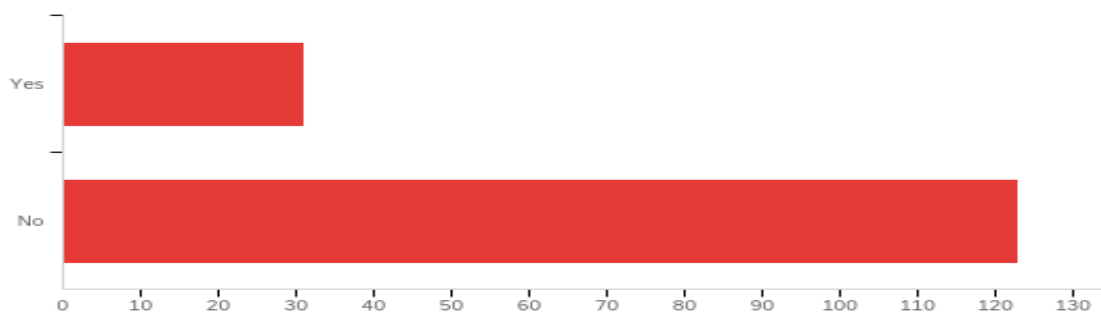
Q1 -To what extent do you agree with the following statements?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am satisfied with the University's response to the COVID-19 pandemic.	1.00	8.00	2.72	2.17	4.71	154
2	I feel the University is keeping me informed about their response to the COVID-19 pandemic.	1.00	8.00	2.22	1.74	3.04	154
3	I believe the University is concerned with my health and safety on the job during the COVID-19 pandemic.	1.00	8.00	2.56	2.10	4.41	154
4	So far, I have received adequate professional support during the COVID-19 pandemic.	1.00	8.00	2.31	1.79	3.20	154
5	So far, I have received adequate personal support during the COVID-19 pandemic.	1.00	8.00	2.65	1.96	3.84	154

#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
1	I am satisfied with the University's response to the COVID-19 pandemic.	30.52% 47	39.61% 61	12.99% 20	11.69% 18	5.19% 8	154
2	I feel the University is keeping me informed about their response to the COVID-19 pandemic.	39.61% 61	38.96% 60	11.69% 18	8.44% 13	1.30% 2	154
3	I believe the University is concerned with my health and safety on the job during the COVID-19 pandemic.	33.12% 51	40.91% 63	11.69% 18	7.79% 12	6.49% 10	154
4	So far, I have received adequate professional support during the COVID-19 pandemic.	35.71% 55	39.61% 61	14.94% 23	6.49% 10	3.25% 5	154
5	So far, I have received adequate personal support during the COVID-19 pandemic.	31.17% 48	29.87% 46	25.32% 39	11.04% 17	2.60% 4	154

Q2 - Do you have any unmet needs (professional or personal) during this difficult time?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Do you have any unmet needs (professional or personal) during this difficult time?	4.00	5.00	4.80	0.40	0.16	154

#	Answer	%	Count
4	Yes	20.13%	31
5	No	79.87%	123
	Total	100%	154

Q3 - If so, how may Staff Council assist you with your unmet needs?

If so, how may Staff Council assist you with your unmet needs?

In my role, I stay busy constantly, and working from home has heightened this fact. I'm not going to complain, because I'm thankful to be in the safety of my home and provide for my family. But I do not have time to attend any of the webinars or professional developments.

Reimbursement for the second computer screen I had to purchase to create an efficient workspace in my home.

From the responses I have gotten and especially NOT gotten to my questions/needs it does not seem like Staff council could help. Thank you though for at least asking this on your survey. Be safe everyone.

Administration has done a fairly decent job considering the students in some instances as it relates to the COVID-19 crisis, however employees, as usual, seem to be the forgotten. Please keep employee management and care before the administration.

By providing laptops for staff members to use

I have never teleworked before and everyone household is different. For example I have young kids under the age of 6, I have teleworking, Online school and teaching my kids school. Does UHD have teleworking guidelines or informational text? I feel like I will get in trouble if I am not teleworking consist 8 hours a day.

Have the administration be more transparent.

Communication across the university can be much improved. Please make things more timely in terms of getting the word out. Staff members who work with students should be provided copies of batch emails and similar communications as a courtesy before they are sent to students, for example.

Please ask why it took upper administration 3 weeks to even slightly acknowledge the monumental effort that faculty and staff have made to bring every course online. Messages of gratitude and motivation would have been appreciated sooner, and regular ones are still needed now.

it would be nice (not expected) if there was a way to help set up home offices. I was on a few calls where employees don't have access to proper chairs or equipment. It would be helpful.

I would like to know what is the criteria that has been stated that everyone needs to quarantine themselves for 14 days (with or without systems)? What is the criteria for those essential employees that is still on campus? Most if not all has been able to quarantine themselves.

Trying to borrow computer from IT, working from home on a my own computer which is 10 years old and very slow.

Our mental health benefits are grossly lacking. Concentrate on trying to get better mental health support for staff and faculty.

I don't believe that Staff Council has the power to do much as evidenced by asking about it over a month into the crisis. Safety was NOT a primary concern since social distancing once not supported until AFTER there was a case of a positive within the UHD community. Feet were drug, then messages were sent (in a rather condescending tone) at the end of a day. Messages from ESO were almost insulting and lacked any sense of compassion. Do this, or get fired. Take care of that, or get fired. It wasn't until this week, 3 weeks into sheltering in place was ordered by the State, that leadership began to display appreciation. Almost too little, too late? Is UHD leadership going to address parking reimbursement for staff? What about use of personal overhead (power, water, internet, equipment) while working from home, using our resources, hiking up our bills?

No unmet needs.

Facilitate the acquisition of second monitors and/or offer a stipend to cover them and additional personal internet data usage coverage.

Besides canceling the monthly meeting has the staff council even reached out to the staff since this started? I can't recall because of all the emails.

I

You cannot offer childcare, so you cannot help.

What sort of compensation will be provided to staff that used their own computer hardware for work? Freeing up hardware for others in need, but shaving battery life of their own devices? My laptop is on 10+ hrs since it is my work computer and my grad school computer. So it is detrimental to the battery of my device. How is the university accounting for workers who are now needing to take care of their children full time but are somehow asked to provide an accounting of their time?

Parking fees should be suspended as they were for students as we can only enter the building through the UHPD office and there's no point in parking in the garage.

I racked up some medical bills, not relevant to COVID-19 but do to COVID-19 I am unable to meet those payments.

Keep me advised, weekly and advise when we return to a semi normal routine.

Staff Council wouldn't be able to assist me at this time

I don't know if you can .I unfortunately have to work and am put at risk for that on a daily basis. If we have to work we should be paid hazard pay on top of emergency pay. What if I get sick for coming into work. I deal with contractors, faculty ,staff etc. Because idiots can get there stuff together. Where is IT during all this. Why did it take so long to shut the school down? Why are contractors allowed in beds when these guys are all over the city. God knows where they've been. What the have exposed themselves too. If anything happens to me or co worker rest assured I will take legal action.

At this time no, but I know a lot of families, including myself will eventually need assistance with feeding their families and paying their internet bill after awhile.

Q4 - In terms of assisting fellow employees, what, if anything, can you offer right now?

In terms of assisting fellow employees, what, if anything, can you offer right now?

Prayers of comfort

Kind words

I'm not sure. I just hope to be able to help when and I can.

I am just wondering if uhd is preparing the return of staff that have been out of the offices for a while. When we return, how will our work space change so that some of us in shared office space with more than 10 people are going to feel comfortable enough to return. How is uhd working now to keep us socially distant when working with students upon our return? Will we be able to wear masks? Just wondering if those conversations are happening. I am thankful that many of us can work remotely. I am very thankful that people can see that is important.

I'm not sure what I could do to assist but I would greatly appreciate being informed of opportunities that come up to help each other.

A listening ear and extra support to my team.

If not already in place, a support line or support group via Zoom, though I am sure one is already in place.

Clarification on information regarding my department

I can make calls or text/emails to check on other employees.

The EHS Office can provide information for at home work sites dealing with ergonomics, safety, or incident reporting.

Talking with people

Kindness and check in's

Transportation

We can pray for them and their family and just keep them lifted up.

I know students are our first priority, Is there any financial help for staff. More resources online regarding teleworking households with children, toddlers, elderly, managing stress, managing time. Perhaps accountability partners from UHD to vent or to have human connection on our progress. Someone caring goes a long way.

Unknown

When asked, I give my assistance and provide questions about what I know to regarding our current situation to my co-workers

For those who may need to get groceries and unable to, I would like to assist with that process.

Meditation practice

Continue to provide online resources for community.

Emotional and spiritual support.

Am creating virtual options for colleagues to accomplish their roles based on past expertise in telecommuting, etc.

Really enjoyed the encouragement words of the president and the provost and feel it helps to keep in touch with the university and keep everyone thinking positively.

I would encourage staff to virtually take those walks down the hall they used to do (to the restroom or simply to step away from their desks) and reach out to engage with folks they would typically see. I realized last week that there are staff and faculty I was used to engaging casually with regularly, so I've made it a point to reach out to them via Zoom chat simply to re-connect. Also remind folks, that we all used to step away from our desks in the office and it's ok to do that at home.

No, thanks. Thank you for all you do!

Donate money and/or sick time.

I would like to ask is anyone has masks? If yes, the Police Dept. needs some. Their mask order is on back order.

I am always logged into zoom and happy to chat to staff about their day and share ideas.

Mental health support

It may be a good idea to have a forum of some sort that will help alleviate social isolation.

Mentor

Prayers

We are being asked to provide daily reports. My staff feels pressured enough to work remotely and now it feels like they aren't being trusted.

Virtual peer support groups.

maybe provide an anonymous forum for staff to say something to the administration. some sort of (daily/weekly) poll with a comment box. Remember, we cannot see each other. There is no way the administration can get that 'feeling' that everything is okay with the staff. In fact, as of right now, I don't think the administration has even acknowledged the work staff is doing.

At this time my best offer to my fellow staff is to keep them informed of any information needed and assure their worked time and leave time is coded correctly and timely.

I believe there are many staff who earn very little and any assistance we can provide for those workers needs to be a priority.

A person to talk to

I can offer an ear for venting and a support group for parents of small children working from home.

I can help with finding any library resources that may be needed. I know a good amount of the staff are also students. I'd be more than happy to help them with their research needs.

i can provide reassurance, encouragement, and assist with anything remotely like helping people order stuff online, arrange for deliveries, or provide a list of resources.

Stipends

community solidarity event, health tips for good posture or neck and shoulder pain, mental health awareness, suggestions for meditation, homeschooling advice.

emotional and professional support.

Someone to talk too. A heads up on certain supplied hard to find because my sister works at a Walgreens in cypress and lets me know when new shipments come in. This has helped some of my office colleagues.

Emotional support.

learning and training strategies.

Nothing at this time

Moral support

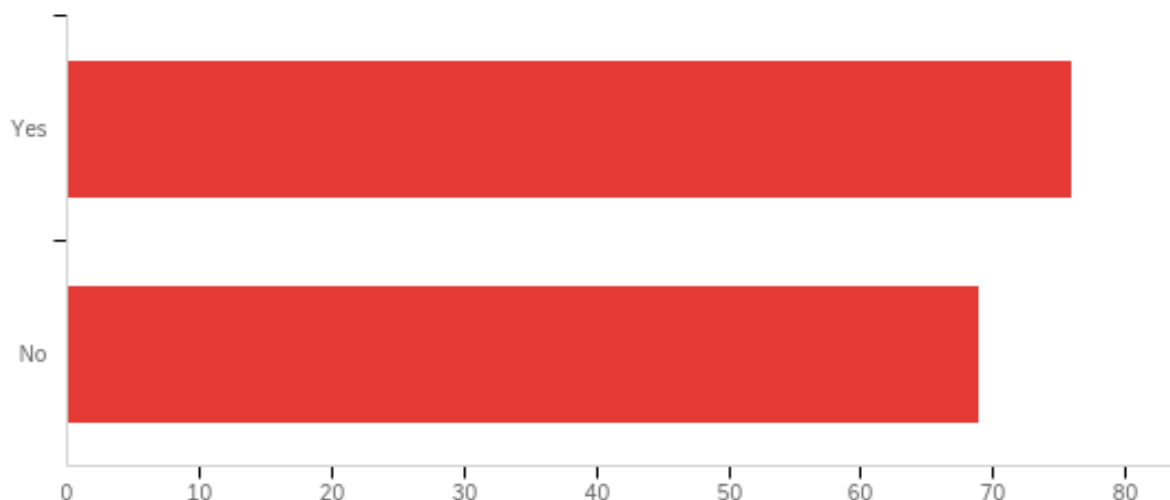
Professional development opportunities.

I can provide virtual and verbal support, any staff member that may need any encouragement or prayer I am here. in addition im here to serve our students and veteran

Can chip in with picking up groceries/other things as needed; can also give money if needed

I have reliable transportation and Sam's club membership if anyone needs bulk products. I am able to provide college counseling services if any employee has a high school senior graduating and heading off to higher education.

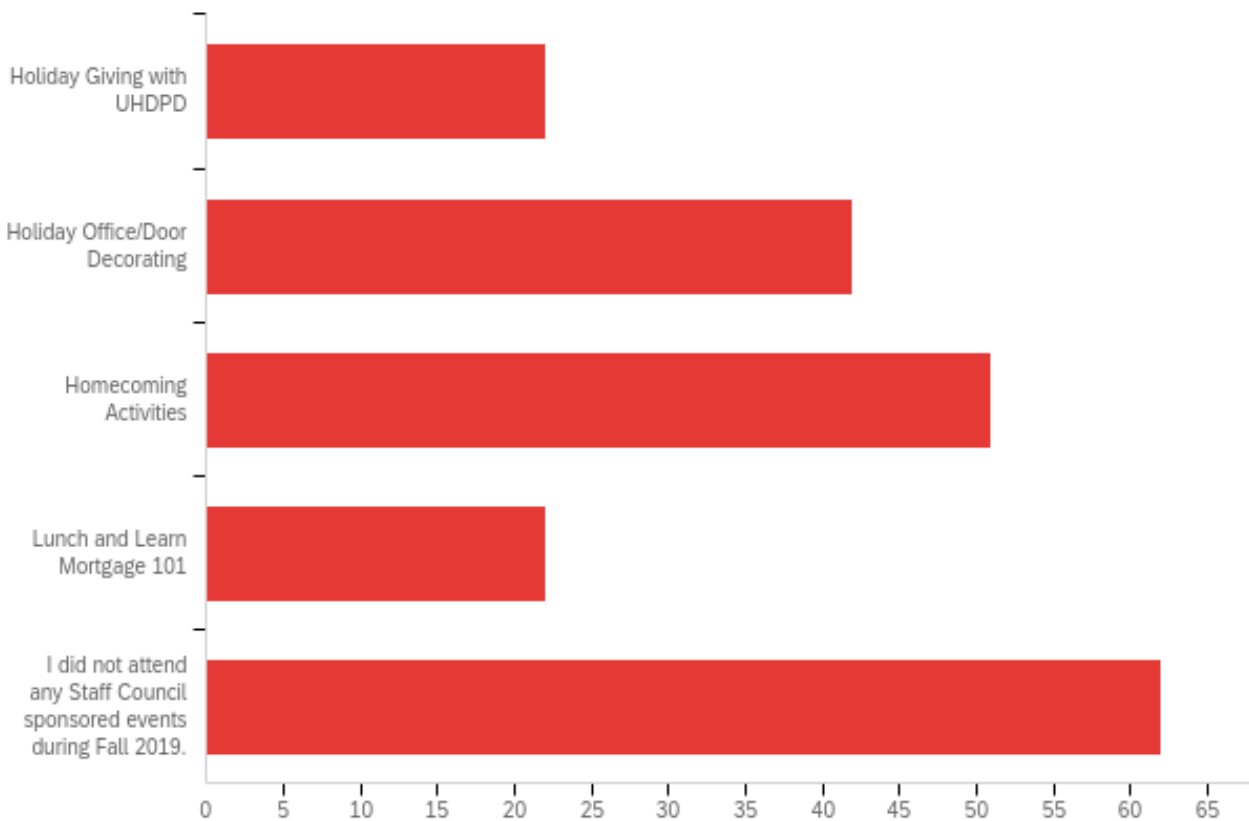
Q5 - I attended one or more Staff Council meetings in Fall 2019 - Spring 2020.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I attended one or more Staff Council meetings in Fall 2019 - Spring 2020.	1.00	2.00	1.48	0.50	0.25	145

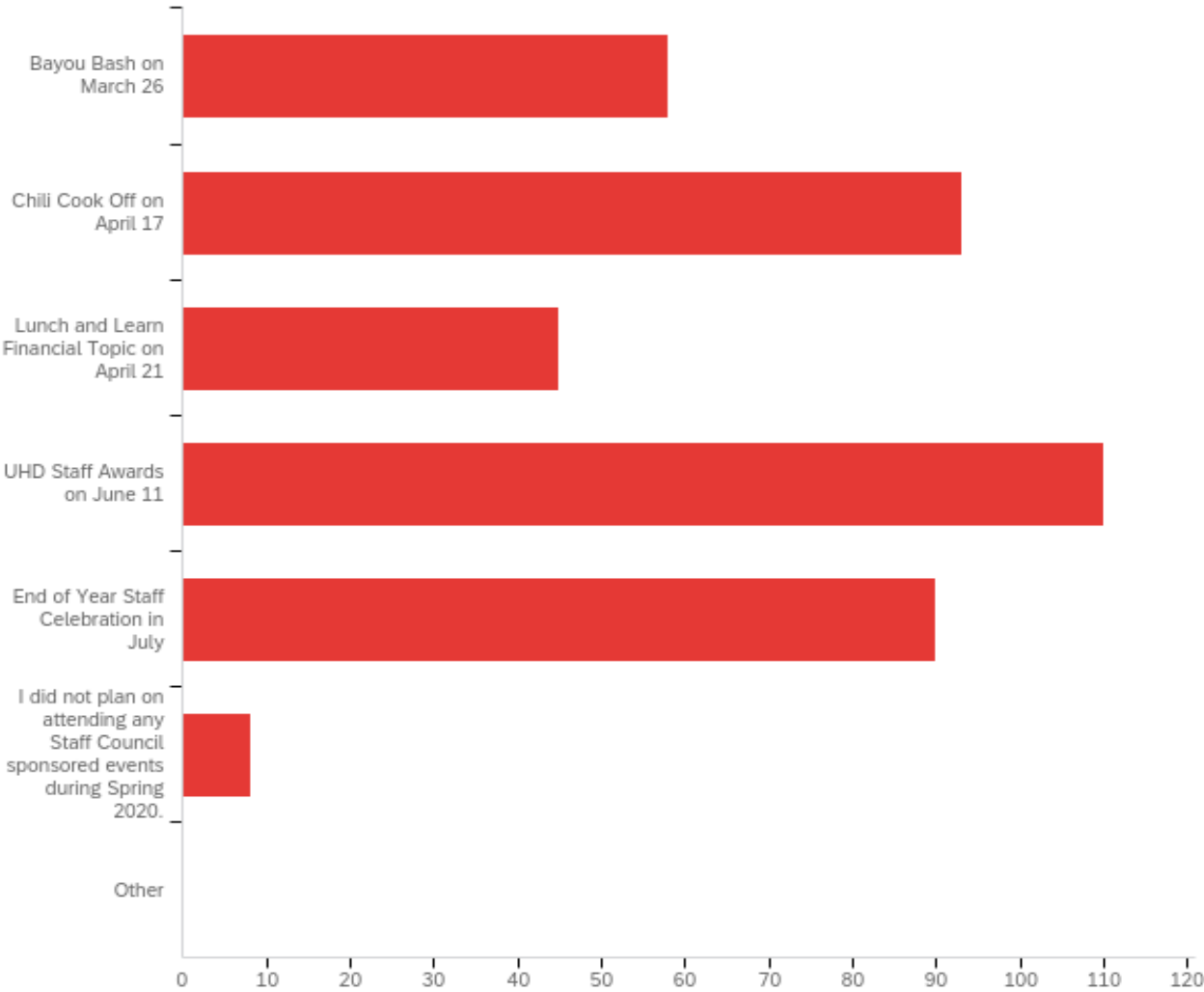
#	Answer	%	Count
1	Yes	52.41%	76
2	No	47.59%	69
	Total	100%	145

Q6 - I attended or participated in the following Staff Council sponsored / cosponsored events during Fall 2019. (Click all that apply.)



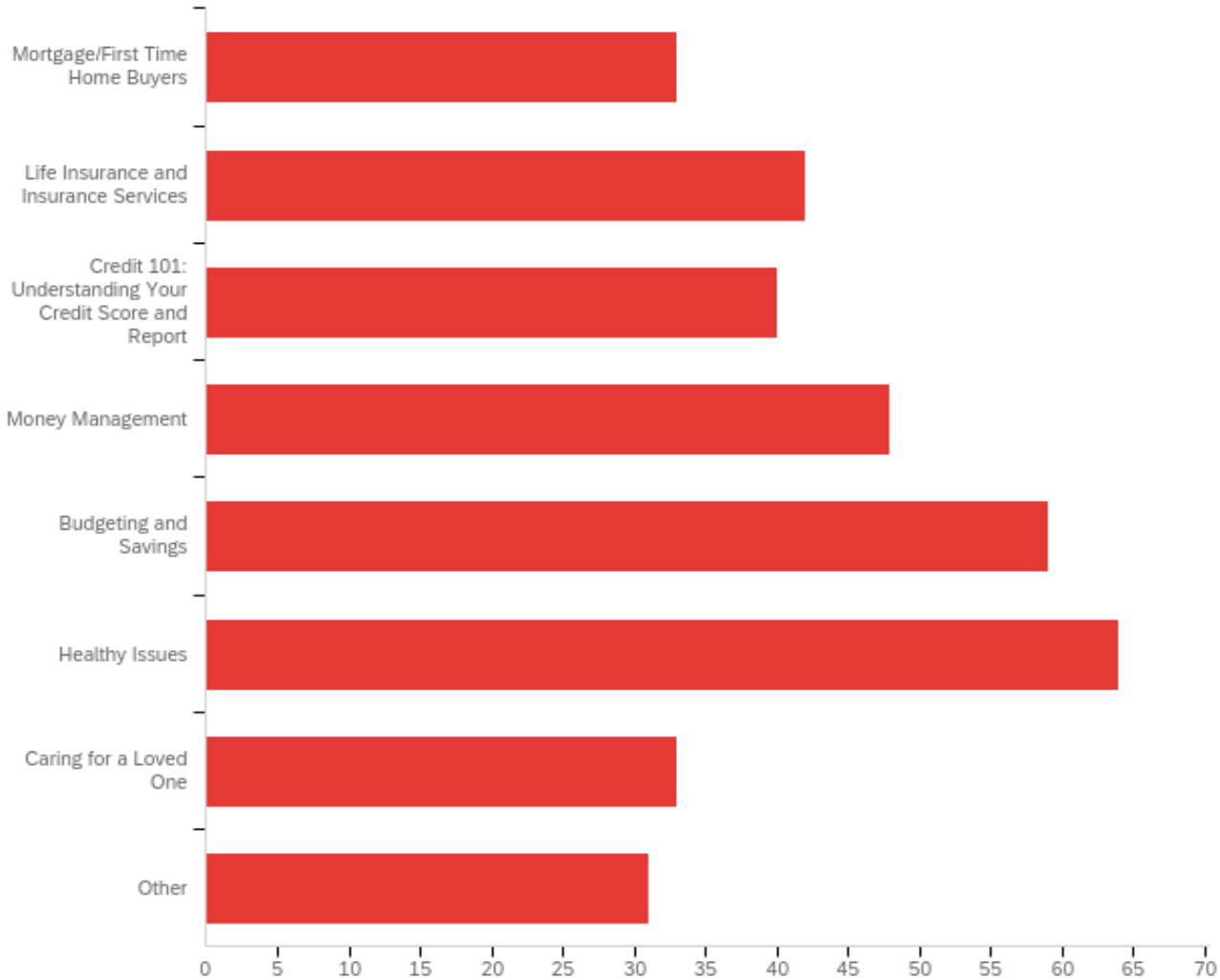
#	Answer	%	Count
1	Holiday Giving with UHDPD	11.06%	22
2	Holiday Office/Door Decorating	21.11%	42
3	Homecoming Activities	25.63%	51
4	Lunch and Learn Mortgage 101	11.06%	22
5	I did not attend any Staff Council sponsored events during Fall 2019.	31.16%	62
	Total	100%	199

Q7 - Had we of not been affected by the COVID-19 pandemic, I would have attended or participated in the following scheduled Staff Council sponsored / cosponsored events during Spring 2020. (Click all that apply.)



#	Answer	%	Count
1	Bayou Bash on March 26	14.36%	58
2	Chili Cook Off on April 17	23.02%	93
3	Lunch and Learn Financial Topic on April 21	11.14%	45
4	UHD Staff Awards on June 11	27.23%	110
5	End of Year Staff Celebration in July	22.28%	90
6	I did not plan on attending any Staff Council sponsored events during Spring 2020.	1.98%	8
7	Other	0.00%	0
	Total	100%	404

Q8 - I am interested in Lunch and Learn topics on the following topics: (Click all that apply)



#	Answer	%	Count
1	Mortgage/First Time Home Buyers	9.43%	33
2	Life Insurance and Insurance Services	12.00%	42
3	Credit 101: Understanding Your Credit Score and Report	11.43%	40
4	Money Management	13.71%	48
5	Budgeting and Savings	16.86%	59
6	Healthy Issues	18.29%	64
7	Caring for a Loved One	9.43%	33
8	Other	8.86%	31
	Total	100%	350

Other – Text

How to plan a retirement for the Millennial generation and what it really looks like.

Stress related solutions. Mindfulness, Self Awareness, activities to educate and destress while at work like painting, gardening area for UHD staff only, using FRT time for meditation.

Health insurance coverage options for alternative health care providers and modalities that treat the individual/whole person) and provide first line of defense for patients. Medications and surgeries should be last resort options! A need for this type of health care is more apparent in light of SARS-CoV-2. I would also like to learn about urban agriculture.

More direct UHD work-related topics

I am not interested in lunch and learn

Career development

MENTAL HEALTH

Networking/Professional advancement

Enjoyed the sustainability lecture (eating local) done last year? The Sustainability conference wasn't well publicized but it would be nice to have a session on how to grow fruit and veggies?

Retirement

None of the above.

Not interested

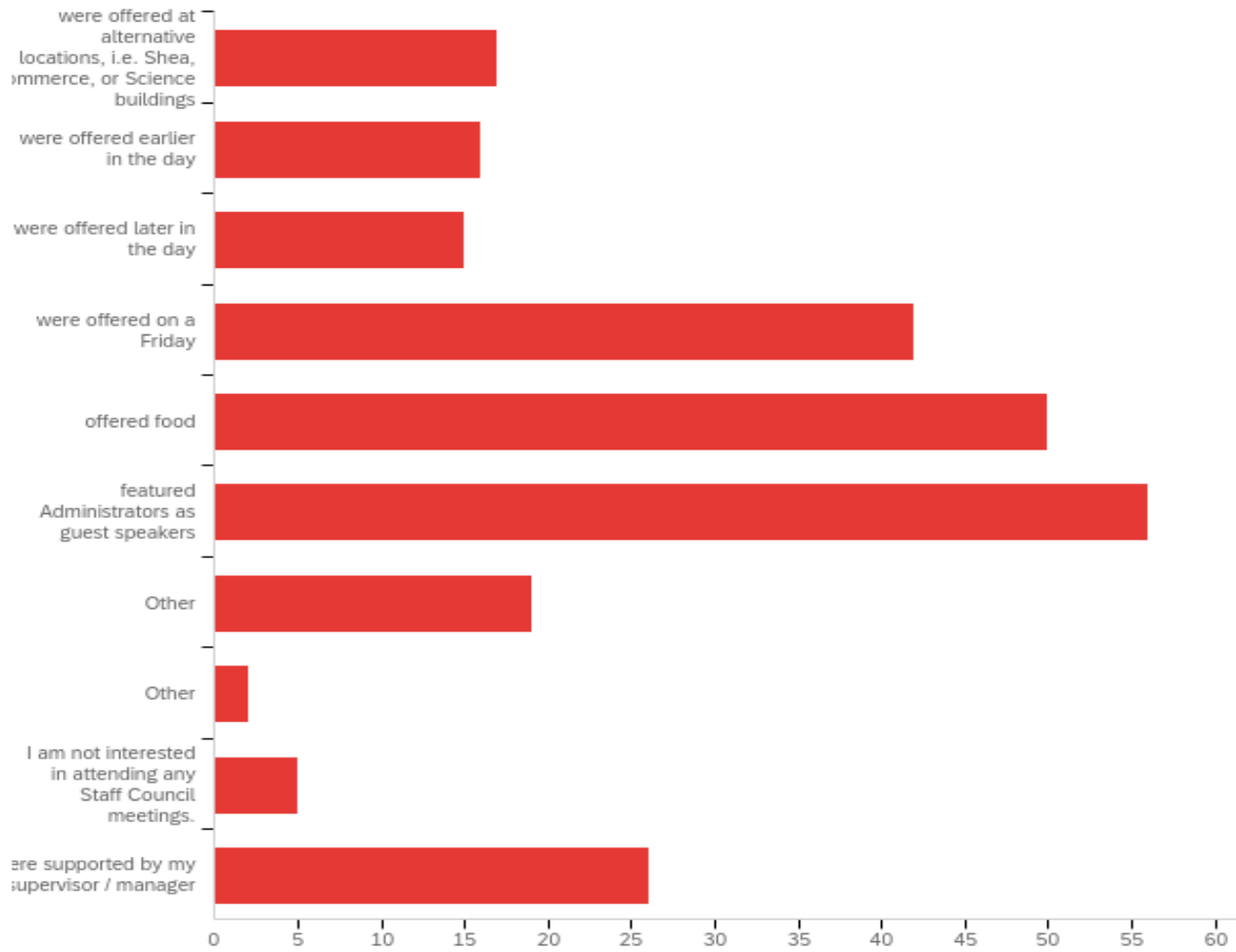
Sustainability

Sustainable living.

Presentations from our faculty about their topics.

Career advancement

Q9 - I would attend more Staff Council meetings in the future if they: (Click all that apply)



#	Answer	%	Count
1	were offered at alternative locations, i.e. Shea, Commerce, or Science buildings	6.85%	17
2	were offered earlier in the day	6.45%	16
3	were offered later in the day	6.05%	15
4	were offered on a Friday	16.94%	42
5	offered food	20.16%	50
6	featured Administrators as guest speakers	22.58%	56
10	Other	7.66%	19
7	Other	0.81%	2
8	I am not interested in attending any Staff Council meetings.	2.02%	5
9	were supported by my supervisor / manager	10.48%	26
	Total	100%	248

Other – Text

Love the online. Please continue the online version of the staff council meetings. Thank you!!!

look into Sandy Asch and Roar conference. Its very informational not only for leaders but when you are involved with helping people-and our students.

Healthy food options, not what is typically served at these events and that contribute to common health conditions (no carbs, sugar, processed white flower, factory farmed meat, etc.)

Were online

on Zoom

Anytime works; an event on my calendar prevents attendance

Were streamed online

It's difficult for me to get the time to attend these meetings. It's not that I'm not interested in supporting staff council, but depending on the time of the year, I cannot get out of the office.

Zoom option

Were communicated better. The emails announce date and location but rarely is there enough information to make me want to attend.

I usually never attend, but I will so that I am aware what goes on at UHD.

were recorded or live broadcast

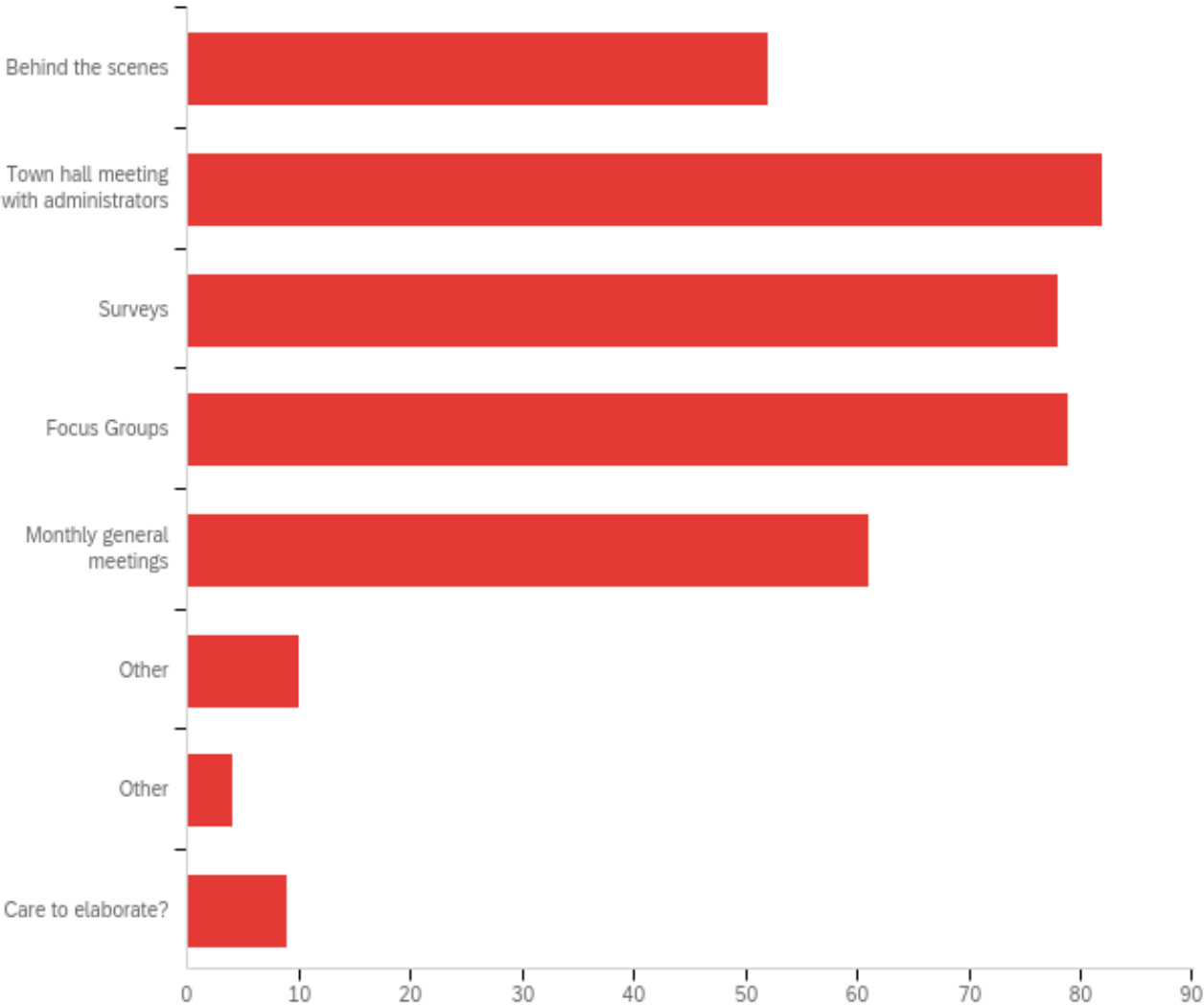
Do not occur during busy time because hard to step away from office

I attend as many as I want - most of them.

I just need to make time, it's my fault I don't attend, not staff council's fault

I recommend every meeting begin with a brief meditation centered around an intention, such as "Who would I be if I didn't judge myself or others."

Q10 - I believe Staff Council should address staff concerns in the following ways: (Click all that apply.)



#	Answer	%	Count
1	Behind the scenes	13.87%	52
2	Town hall meeting with administrators	21.87%	82
3	Surveys	20.80%	78
4	Focus Groups	21.07%	79
5	Monthly general meetings	16.27%	61
6	Other	2.67%	10
7	Other	1.07%	4
8	Care to elaborate?	2.40%	9
	Total	100%	375

Other – Text

Follow up meetings and surveys about the changes that have been made.

Sometimes town hall meetings with administrators can be intimidating. using more than one avenue would be good

In combination with other entities, such as Faculty

Each situation is different. So it would depend

Panel discussion with administrators. A certain level of transparency and accountability would be appreciated.

With "voting" representation on policy committees and any decisions impacting staff.

Asking for a seat on the President's cabinet.

<https://www.youtube.com/watch?v=pCnEAH5wCzo>

Behind the scenes depends on what the issue is. Engage only if appropriate

Asking for ESO to inform you of any RIFs or pending furloughs for staff.

Care to elaborate? – Text

Allow staff members to convene without the 'adults' (bosses, administrators) in the room so they are comfortable to speak freely and then come to a consensus and present their findings and provide possible solutions to the 'adults' in a way that is unified and without undue emotion.

Each of the listed approaches has a role to play in addressing staff concerns, depending on the nature of the concern.

Meeting with all staff who supervise to gather opinion on the perception that some managers are not receptive to their staff attending staff council meetings.

I personally enjoy surveys and I think it's easier for staff to say what is on their mind without fear of reprisal.

I think staff are reminded regularly that we are second-class citizens. Everything from parking, to time off at spring break, to more subtle issues such as how lending policies in the library differ for staff vs. faculty, - and staff always receive the less consideration despite the time and effort we contribute. With the coming budget impact after Covid-19, I know staff will be called on to continue to do even more with less. While Faculty Senate focuses on real issues of importance to their membership, about all I hear from Staff Council is parties and door decorating. If the Council is addressing some of these issues, great - tell those you represents about it. If no, please consider focusing something more substantive.

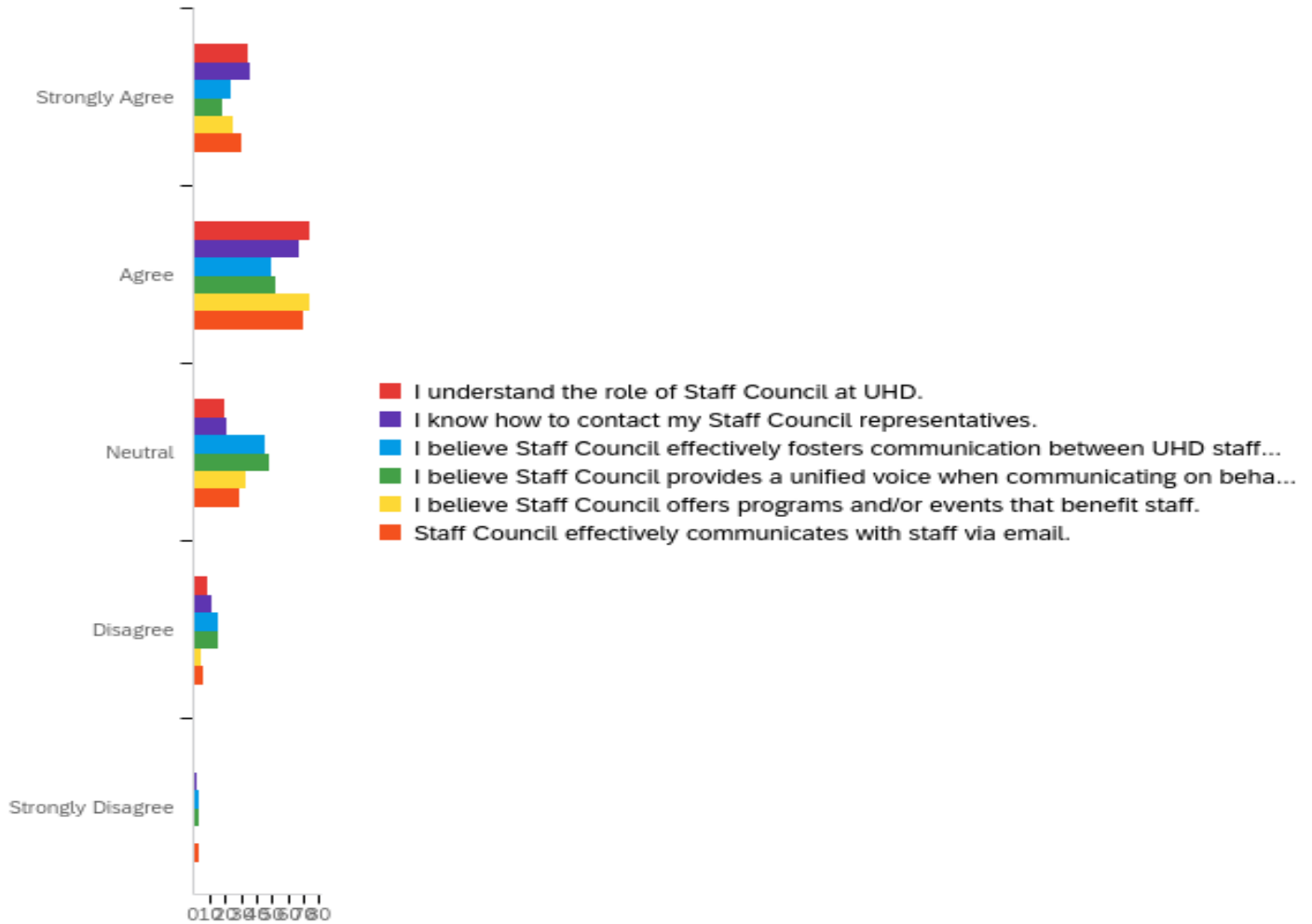
More surveys. This is a safe way to air grievances and you'll get better more honest responses.

<https://www.youtube.com/watch?v=pCnEAH5wCzo>

Staff council continues to do an excellent job. Thank you!!!

Q11 - Regarding UHD Staff Council

To what extent do you agree with the following statements?

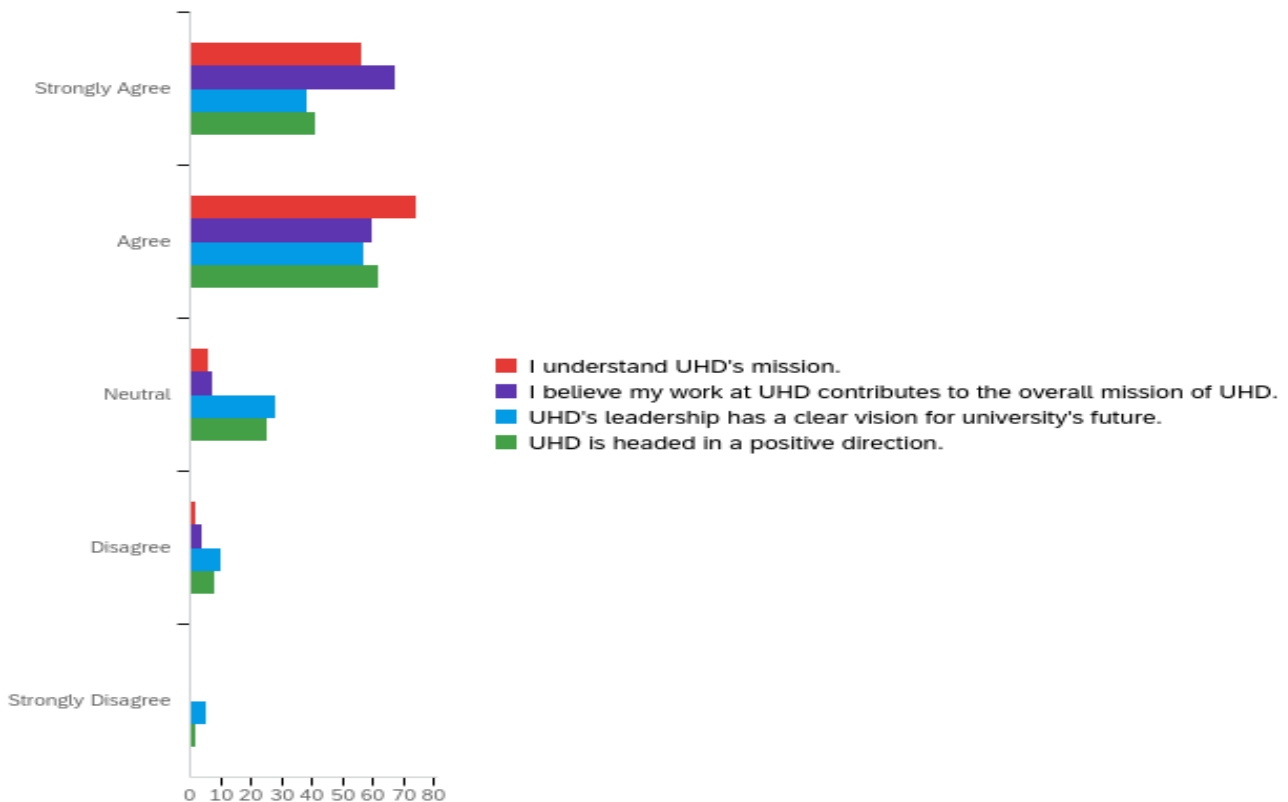


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I understand the role of Staff Council at UHD.	1.00	7.00	2.20	1.26	1.58	138
2	I know how to contact my Staff Council representatives.	1.00	7.00	2.31	1.44	2.07	138
3	I believe Staff Council effectively fosters communication between UHD staff and UHD administration.	1.00	7.00	2.73	1.54	2.37	138
4	I believe Staff Council provides a unified voice when communicating on behalf of UHD staff.	1.00	7.00	2.83	1.54	2.38	138
5	I believe Staff Council offers programs and/or events that benefit staff.	1.00	7.00	2.24	1.06	1.12	138
6	Staff Council effectively communicates with staff via email.	1.00	7.00	2.28	1.26	1.59	138

#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
1	I understand the role of Staff Council at UHD.	24.64% 34	53.62% 74	14.49% 20	6.52% 9	0.72% 1	138
2	I know how to contact my Staff Council representatives.	26.09% 36	48.55% 67	15.22% 21	8.70% 12	1.45% 2	138
3	I believe Staff Council effectively fosters communication between UHD staff and UHD administration.	17.39% 24	35.51% 49	33.33% 46	11.59% 16	2.17% 3	138
4	I believe Staff Council provides a unified voice when communicating on behalf of UHD staff.	13.04% 18	37.68% 52	34.78% 48	11.59% 16	2.90% 4	138
5	I believe Staff Council offers programs and/or events that benefit staff.	18.12% 25	53.62% 74	23.91% 33	3.62% 5	0.72% 1	138
6	Staff Council effectively communicates with staff via email.	21.74% 30	50.72% 70	21.01% 29	4.35% 6	2.17% 3	138

Q12 - Regarding UHD Mission

To what extent do you agree with the following statements?

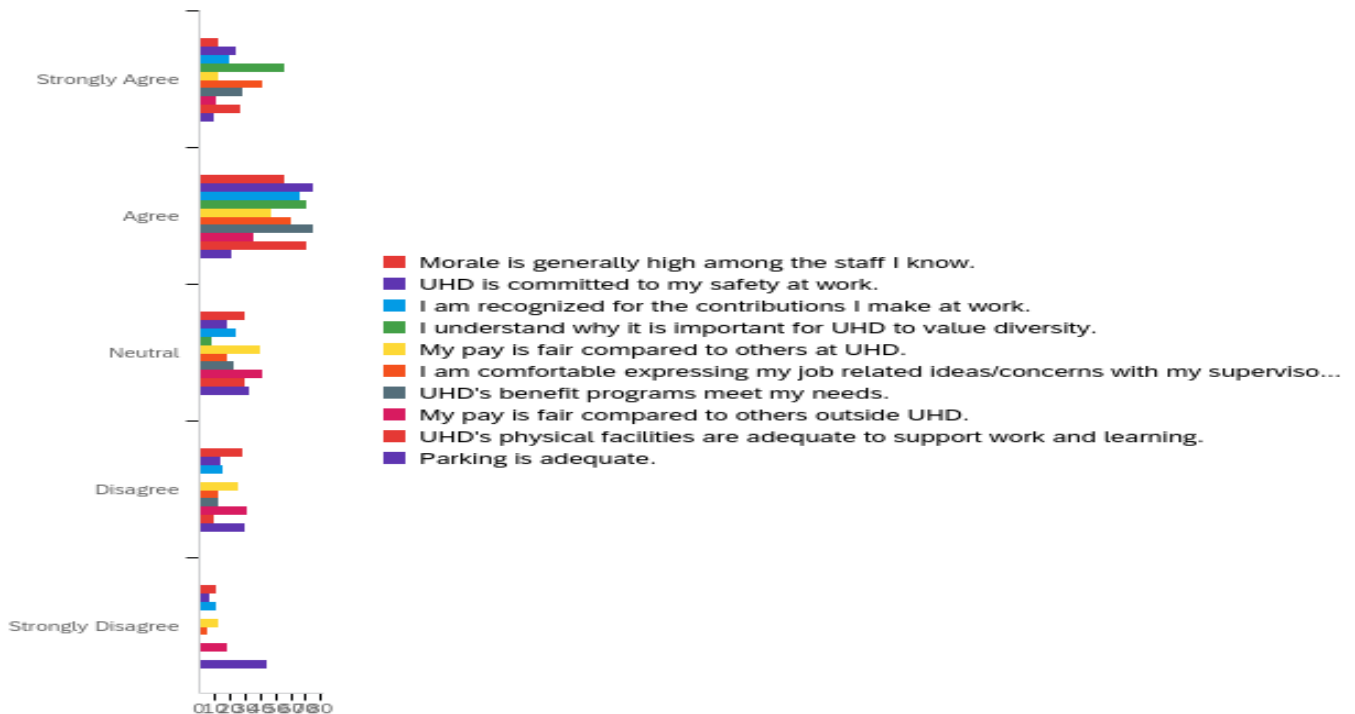


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I understand UHD's mission.	1.00	8.00	1.72	0.95	0.90	138
2	I believe my work at UHD contributes to the overall mission of UHD.	1.00	8.00	1.74	1.23	1.51	138
3	UHD's leadership has a clear vision for university's future.	1.00	9.00	2.62	2.12	4.48	138
4	UHD is headed in a positive direction.	1.00	9.00	2.33	1.78	3.16	138

#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
1	I understand UHD's mission.	40.58% 56	53.62% 74	4.35% 6	1.45% 2	0.00% 0	138
2	I believe my work at UHD contributes to the overall mission of UHD.	48.55% 67	43.48% 60	5.07% 7	2.90% 4	0.00% 0	138
3	UHD's leadership has a clear vision for university's future.	27.54% 38	41.30% 57	20.29% 28	7.25% 10	3.62% 5	138
4	UHD is headed in a positive direction.	29.71% 41	44.93% 62	18.12% 25	5.80% 8	1.45% 2	138

Q13 - Regarding Workplace Values and Work Environment

To what extent do you agree with the following statements?



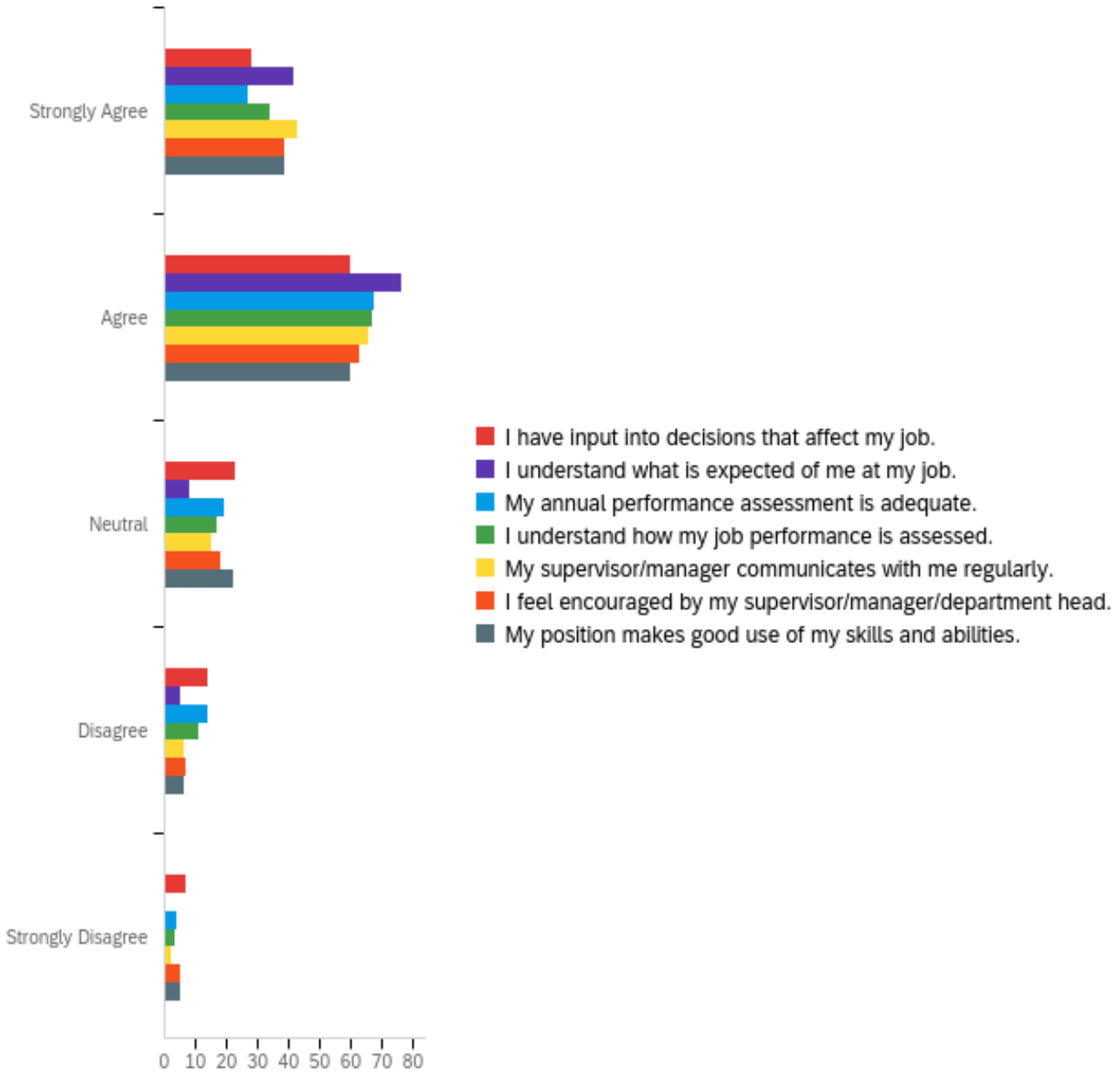
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Morale is generally high among the staff I know.	1.00	7.00	3.37	1.95	3.78	138
2	UHD is committed to my safety at work.	1.00	7.00	2.62	1.68	2.82	138
3	I am recognized for the contributions I make at work.	1.00	7.00	2.89	1.84	3.37	138
4	I understand why it is important for UHD to value diversity.	1.00	7.00	1.71	0.83	0.68	138
5	My pay is fair compared to others at UHD.	1.00	7.00	3.39	1.92	3.70	138
6	I am comfortable expressing my job related ideas/concerns with my supervisor.	1.00	7.00	2.36	1.61	2.61	138
7	UHD's benefit programs meet my needs.	1.00	6.00	2.33	1.33	1.76	138
8	My pay is fair compared to others outside UHD.	1.00	7.00	3.80	2.04	4.16	138
9	UHD's physical facilities are adequate to support work and learning.	1.00	7.00	2.32	1.24	1.54	138
10	Parking is adequate.	1.00	7.00	4.63	2.20	4.84	138

#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
1	Morale is generally high among the staff I know.	8.70% 12	40.58% 56	21.74% 30	21.01% 29	7.97% 11	138
2	UHD is committed to my safety at work.	17.39% 24	54.35% 75	13.04% 18	10.14% 14	5.07% 7	138
3	I am recognized for the contributions I make at work.	14.49% 20	48.55% 67	17.39% 24	11.59% 16	7.97% 11	138
4	I understand why it is important for UHD to value diversity.	41.30% 57	51.45% 71	5.80% 8	0.72% 1	0.72% 1	138
5	My pay is fair compared to others at UHD.	9.42% 13	34.06% 47	28.99% 40	18.12% 25	9.42% 13	138
6	I am comfortable expressing my job related ideas/concerns with my supervisor.	30.43% 42	43.48% 60	13.77% 19	8.70% 12	3.62% 5	138
7	UHD's benefit programs meet my needs.	20.29% 28	54.35% 75	15.94% 22	9.42% 13	0.00% 0	138
8	My pay is fair compared to others outside UHD.	7.97% 11	26.09% 36	29.71% 41	22.46% 31	13.77% 19	138

9	UHD's physical facilities are adequate to support work and learning.	19.57%	27	51.45%	71	21.74%	30	6.52%	9	0.72%	1	138
10	Parking is adequate.	7.25%	10	15.22%	21	23.91%	33	21.74%	30	31.88%	44	138

Q14 - Regarding Support from Leadership

To what extent do you agree with the following statements?

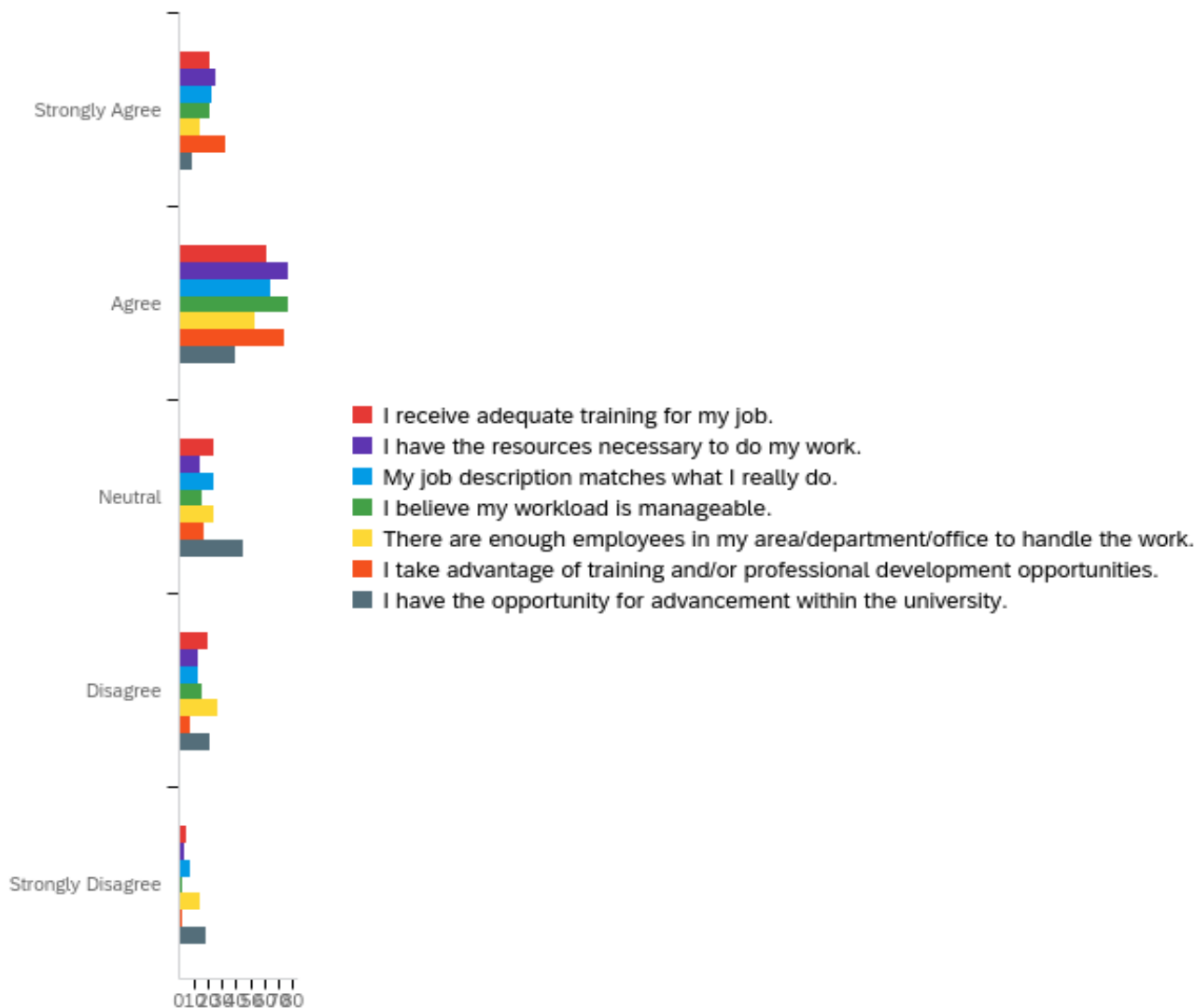


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I have input into decisions that affect my job.	1.00	5.00	2.33	1.08	1.18	132
2	I understand what is expected of me at my job.	1.00	4.00	1.82	0.71	0.50	132
3	My annual performance assessment is adequate.	1.00	5.00	2.24	0.99	0.99	132
4	I understand how my job performance is assessed.	1.00	5.00	2.11	0.96	0.91	132
5	My supervisor/manager communicates with me regularly.	1.00	5.00	1.92	0.87	0.75	132
6	I feel encouraged by my supervisor/manager/department head.	1.00	5.00	2.06	0.99	0.98	132
7	My position makes good use of my skills and abilities.	1.00	5.00	2.08	0.99	0.98	132

#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
1	I have input into decisions that affect my job.	21.21% 28	45.45% 60	17.42% 23	10.61% 14	5.30% 7	132
2	I understand what is expected of me at my job.	31.82% 42	58.33% 77	6.06% 8	3.79% 5	0.00% 0	132
3	My annual performance assessment is adequate.	20.45% 27	51.52% 68	14.39% 19	10.61% 14	3.03% 4	132
4	I understand how my job performance is assessed.	25.76% 34	50.76% 67	12.88% 17	8.33% 11	2.27% 3	132
5	My supervisor/manager communicates with me regularly.	32.58% 43	50.00% 66	11.36% 15	4.55% 6	1.52% 2	132
6	I feel encouraged by my supervisor/manager/department head.	29.55% 39	47.73% 63	13.64% 18	5.30% 7	3.79% 5	132
7	My position makes good use of my skills and abilities.	29.55% 39	45.45% 60	16.67% 22	4.55% 6	3.79% 5	132

Q15 - Regarding Professional Development/Resources

To what extent do you agree with the following statements?

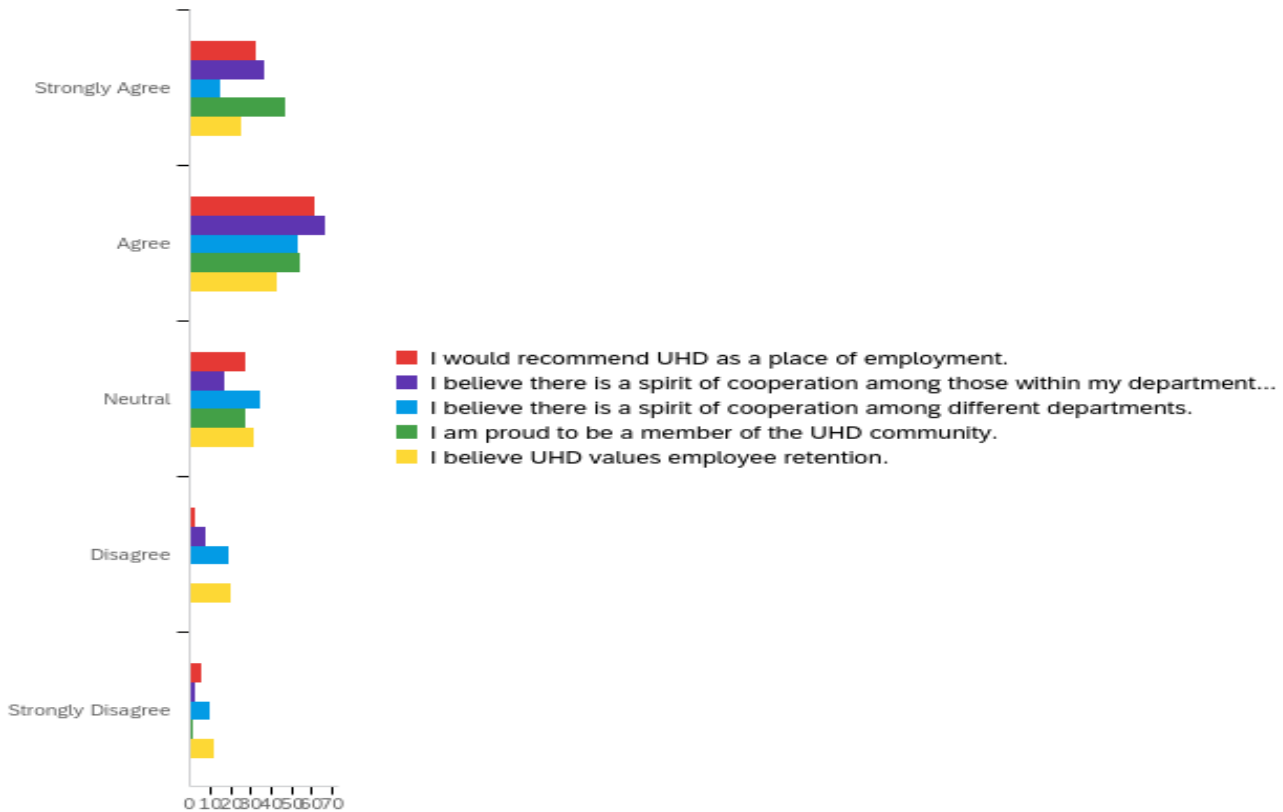


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I receive adequate training for my job.	1.00	7.00	3.00	1.80	3.26	132
2	I have the resources necessary to do my work.	1.00	7.00	2.52	1.58	2.49	132
3	My job description matches what I really do.	1.00	7.00	2.89	1.79	3.21	132
4	I believe my workload is manageable.	1.00	7.00	2.64	1.60	2.56	132
5	There are enough employees in my area/department/office to handle the work.	1.00	7.00	3.61	2.04	4.18	132
6	I take advantage of training and/or professional development opportunities.	1.00	7.00	2.30	1.38	1.89	132
7	I have the opportunity for advancement within the university.	1.00	7.00	3.93	1.91	3.65	132

#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
1	I receive adequate training for my job.	15.91% 21	46.97% 62	18.18% 24	15.15% 20	3.79% 5	132
2	I have the resources necessary to do my work.	19.70% 26	57.58% 76	10.61% 14	9.85% 13	2.27% 3	132
3	My job description matches what I really do.	17.42% 23	48.48% 64	18.18% 24	9.85% 13	6.06% 8	132
4	I believe my workload is manageable.	16.67% 22	57.58% 76	12.12% 16	12.12% 16	1.52% 2	132
5	There are enough employees in my area/department/office to handle the work.	10.61% 14	40.15% 53	18.18% 24	20.45% 27	10.61% 14	132
6	I take advantage of training and/or professional development opportunities.	24.24% 32	56.06% 74	12.88% 17	5.30% 7	1.52% 2	132
7	I have the opportunity for advancement within the university.	6.82% 9	29.55% 39	34.09% 45	15.91% 21	13.64% 18	132

Q16 - Regarding Sense of Community

To what extent do you agree with the following statements?

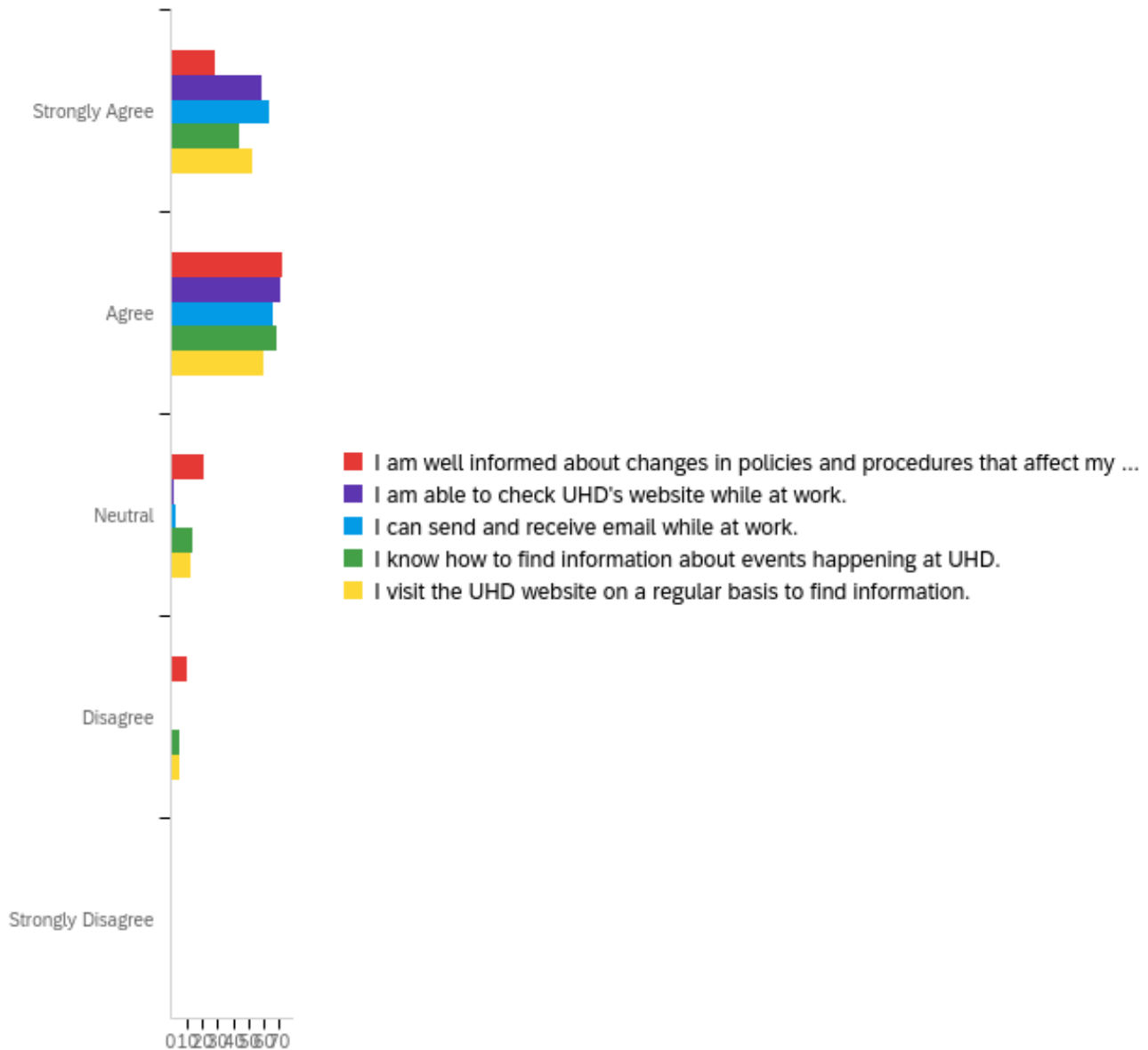


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I would recommend UHD as a place of employment.	1.00	5.00	2.14	0.97	0.94	132
2	I believe there is a spirit of cooperation among those within my department.	1.00	5.00	2.04	0.92	0.85	132
3	I believe there is a spirit of cooperation among different departments.	1.00	5.00	2.67	1.09	1.19	132
4	I am proud to be a member of the UHD community.	1.00	5.00	1.90	0.83	0.69	132
5	I believe UHD values employee retention.	1.00	5.00	2.63	1.21	1.46	132

#	Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
1	I would recommend UHD as a place of employment.	25.00%	33	46.97%	62	21.21%	28	2.27%	3	4.55%	6	132
2	I believe there is a spirit of cooperation among those within my department.	28.03%	37	50.76%	67	12.88%	17	6.06%	8	2.27%	3	132
3	I believe there is a spirit of cooperation among different departments.	11.36%	15	40.15%	53	26.52%	35	14.39%	19	7.58%	10	132
4	I am proud to be a member of the UHD community.	35.61%	47	41.67%	55	21.21%	28	0.00%	0	1.52%	2	132
5	I believe UHD values employee retention.	18.94%	25	32.58%	43	24.24%	32	15.15%	20	9.09%	12	132

Q17 - Regarding University-wide Communication

To what extent do you agree with the following statements?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am well informed about changes in policies and procedures that affect my employment.	1.00	6.00	2.24	1.24	1.53	132
2	I am able to check UHD's website while at work.	1.00	3.00	1.57	0.53	0.28	132
3	I can send and receive email while at work.	1.00	3.00	1.55	0.54	0.29	132
4	I know how to find information about events happening at UHD.	1.00	6.00	1.95	1.08	1.16	132
5	I visit the UHD website on a regular basis to find information.	1.00	6.00	1.88	1.10	1.21	132

#	Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
1	I am well informed about changes in policies and procedures that affect my employment.	21.97%	29	54.55%	72	15.91%	21	7.58%	10	0.00%	0	132
2	I am able to check UHD's website while at work.	44.70%	59	53.79%	71	1.52%	2	0.00%	0	0.00%	0	132
3	I can send and receive email while at work.	47.73%	63	50.00%	66	2.27%	3	0.00%	0	0.00%	0	132
4	I know how to find information about events happening at UHD.	33.33%	44	51.52%	68	10.61%	14	4.55%	6	0.00%	0	132
5	I visit the UHD website on a regular basis to find information.	40.15%	53	45.45%	60	9.85%	13	4.55%	6	0.00%	0	132

QID27 - Finally, you are welcome to share any additional thoughts you may have here.

Finally, you are welcome to share any additional thoughts you may have here.

Just seems like UHD has not really advocated for the wellbeing and genuine mental health of the staff. It's one thing to send out emails, but it is another thing to reach out and see if we are actually doing alright. Another thing is that as a staff member, it just feels like the university is really unappreciative of its employees. The president comes across as harsh and angry when he responds to issues being brought to his attention. This, in turn, creates a feeling of not wanting to speak up when we feeling frustrated by the university response in COVID-19. Maybe consider a University WIDE PAID day off. Where UHD emails the students and informs them that the entire UHD is off and will not be responding to emails until the next business day. this way we can have a day to relax without feeling guilty about it.

Any changes to the way vouchers, requisitions, and contracts are where red into PeopleSoft should be communicated to all staff and not just communicated within the departments. If corrections need to be made, please include all needed corrections in the first denial. Sending vouchers, contracts or requisitions through PeopleSoft 6-7 times due to denials is cumbersome and tedious.

Thank you Staff Council! You rock!

From this point forward all meeting should be on Zoom. This will allow Staff Council more opportunities to reach staff so they can participate in Staff Council.

Staff council leaders should have regular meetings with the Provost/President.

I do not appreciate ESO sending an email about pursuing our performance employee goals via email. The intention was good but not the delivery method/information. We are already stressed and have enough on our plates to juggles personal/professional. ESO is a big deal and I almost feel obligated to do as they say even if it further stretches me out. Be more mindful of what you send and when you send out. What messaging are you trying to convey and is it mandatory?

I think depending who is serving on staff council (SC) yearly is how visible the SC is, ... that is unfortunate.

I know not every UHD employee can telecommute like I can and they are able to use emergency leave. Sometimes I feel like taking a day off not because I'm sick but because I feel stressed out for the current situation. I wish I could use emergency leave instead of having to use my vacation time or sick leave.

I really hope the administration takes a step back and doesn't rush its staff back to work before the COVID-19 has dropped. There is no need to put all of us in danger. If the students are going to be off campus until at least July, then I believe it should be the same for staff.

My position is a part-time NSF grant-funded position and I'm crossing my fingers that I'll be employed by UHD full-time by year's end. I love my position and would greatly appreciate an additional part-time position to round-out the one I currently have. I greatly enjoy working at UHD because of the collective energy, caring staff and faculty, and diversity and inclusion of all stakeholders. Thanks for the survey!

I really hope the administration pushes for the overall safety of the Staff before rushing us back to work.

The career ladder program is contradicting because it does not benefit employees unless it's a new departmental position. Otherwise, employees are required to apply for job and 'if' hired this is considered a 'promotion.

I believe some employees are unable to work from home so they get to use emergency leave. I am able to do part of my job from home. If I want to take time, I will need to use my vacation time or sick leave. But this situation is causing more stress so I feel like I want to take a day off but I don't because I do not want to use my vacation time or sick leave. Maybe we could be allowed to use emergency leave even if we are telecommuting but thankfully we are not directly affected by the virus so we do not qualify for that type of leave. Maybe we could telecommute for four days and have one day of emergency leave.

I know the council has good intentions. I'd like to be more involved than I am able because it's rare that I can make it to a meeting in person. Please consider streaming them all. Other events should be streamed as well - like the President's message to the community. I like how you did that with the Staff Awards - great job!! I'd like to see more support in our work life. For example, I like how the council, in coordination with faculty too, created a resolution that pay increases should be of a minimum amount. But I'm unaware of action taking place to make that happen. And the head of ESO didn't come to meetings when she was the featured guest. These are more important things than chili cook-offs, although I appreciate the attempt to build camaraderie.

I would like to see the university contribute more to staff's education.

It is my understanding that the Provost has recently visited with faculty at all college meetings at the invitation of deans. The Provost needs to do the same with staff, especially those who support his academic goals. Additionally, the staff members of our area have YET to be invited to a meeting with the current Provost in his office, whereas the former one did so regularly.

The UHD community has lost its focus family. There seems to be a lack of community and participation among some departments at the University. There are several departments at the University that most employees do not know what they do. It would be nice to have departments come and speak about what they do.

Thank you for offering this survey. It felt good being able to share my thoughts.

I wonder if senior management takes on board and implements recommendations from staff council.

I love working at UHD, but there is a clear divide among departments and colleges. It seems that faculty are held at a much higher value than staff.

I enjoy the staff council and think it is a worthwhile organization.

It seems faculty are more valued and recognized than all the staff members. I don't believe the administration, especially the provost office, has ever recognized or acknowledged all the work staff does to advise, nurture and retain students and all the support that is behind the faculty. I do not believe staff members are valued by the administration. We're always told what to do, never what we think; And even when our input is asked it is never acknowledged or part of the final output. The administration keeps doing what it always sets out to do. Even when staff members are asked it seems they are checking off the 'shared governance' box. And that was before the mess we're all in. Nothing has changed and many staff members I speak with are worried for their jobs.

I think it is unfair as a staff member telecommuting, I that I am expected to still pay for parking during the almost two months of not being on campus.

I believe that staff council would be much more effective if they had support from leadership, at least a portion of the support shown to faculty senate. UHD has a clear class system, especially among faculty and staff, that can be discouraging and frustrating.

Since June 2017, we have lost 20 something Black staff to other universities because they actively searched for other jobs (most of these people were Black women). Our President is seriously chauvinistic and our Title IX Officer/DEI Officer is the most incompetent person I have ever met. Two of the five senior leadership positions that went to four white men (these were the only demographic of people the President gave jobs to at the senior leadership level) combined with the President are creating a culture that is dismissive of women, more specifically Black women. We have a "good ole boy" culture that must be addressed. It will only change if we stand united and call out this disturbing, counterproductive, and condescending culture towards women.

There is not enough on the job training. It's more of learn as go and/or make mistakes; but that isn't enough in certain job areas where one on one training is needed.

I thought the first email, a climate survey, from staff council since COVID, was an odd choice. i was sort of expecting to hear from staff council earlier to see how staff were doing.

It is time to institute yearly cost of living increases. I've been here three years with not a single pay increase.

The prevailing attitude at UHD is that the staff are just lucky to be employed here and barely deserve the crumbs that we're given. I'm so burned out I need therapy, but I'm afraid if I say anything I'll lose my job—I've seen it happen before. I feel invisible and isolated at work.

As one may understand, COVID-19 will change everything. At some point we will go back to UHD, and employees are going to need cleaning supplies. A return plan needs to be discussed in detail. UHD needs to secure SANITIZER, SANITIZING WIPES and possibly GLOVES and MASKS for employees on their return. Sanitizer needs to be placed all over campus, not just in certain areas. Supplies are limited but plans and orders need to be done now.

Survey was somewhat long, people may be discouraged to finish since everything requires a response.

I don't believe UHD had my best interest in mind when deciding when to work from home during the corona virus pandemic. I felt like they were a week late in choosing to work from home and it was a last minute decision. Now that we are working from home, the higher superiors think I don't do any work and now request daily reports to prove I work. This is entirely too much micro managing and I don't feel trusted.

I think it would be great to offer a relocation fee to those who have to relocate to work there. I had to relocate from 9 hours away and it was stressful because going from a low-income community to Houston prices was not an easy transition.

I was hoping to receive a one time stipends similar to a few years ago to appreciate our hard working and providing student information needs as well as attendances wise.

There are some typos and grammatical errors in this survey. Not trying to nitpick, but it's not a good look.

I left the question blank about what I can offer to colleagues during this time. I guess I could offer music. Music allows me to utilize my creativity and connect with others. It is something that brings peace to my life, and might be able to do the same for others. –Spencer

Q18 - Do you care to elaborate on any question(s) asked in this survey?

Do you care to elaborate on any question(s) asked in this survey?

Will the university still pay for a class taken by staff members for tuition reimbursement?

Thank you UHD for taking care of your employees!!

On the issue of adequate parking. The Metro ride share stipend should be advertised to a greater degree. In addition, car pooling benefits should be started. This is the only way to decrease the parking shortage, reduce emissions, and also aid the sustainability efforts for UHD.

I think the last question below, if "I would like to serve on SC " ... I could have said YES in past years. Not now, ... I do not see a sense of family here @ UHD. I think too many administrators are looking to pad their resumes than building a strong sense of belong among staff. Just my two cents!

My 'neutral' answers are due to not yet having had the experience or information to answer otherwise, as I've only been at UHD for 6 months. at The only exception is the question, "Do you have the resources to do your job?" - I answered neutral because I have yet to receive dedicated office space, including a phone and supplies to be more effective.

The salaries are based on departmental funding instead of the pay scale, experience, longevity. The annual evaluations pertain to the position held during appraisal period instead of the position(s) held throughout the remainder of the year.

I'll start by stating UHD can be a great place to work. I find the corporate culture has some issues that make it difficult to perform well in our roles and as a university. People don't often want to be held responsible or accountable so there are no consequences when things don't get done. Events across the university get planned extremely last minute yet everyone is supposed to stop work they have planned to be involved in activities or events that pop up because someone higher up just decides to create an event.. We don't follow our own policies or deadlines. My belief is that some of this is growing pains. The university needs to act as professional as the size and importance it is instead of the smaller, open enrollment institution of the past. This involves planning, developing processes and procedures to support our students and staff, people/departments not working in silos, and bodies like councils for Staff, Faculty, Advising, Academics, and etc. actually being leaders, experts and support in getting things done. One easy example is the Enrollment Challenge for the last two years. To have an event like this about 2 months before the Fall begins is way too late. We should be kicking off at that time the challenge for the NEXT year. Those numbers can be influenced for months, very limited in the last mile of the marathon, so to speak. (Then I heard there was a threat staff wouldn't get merit increases if we didn't hit the goal number.) We can be so much better! Then, we bring on new platforms like Peoplesoft and other student record systems but only provide minimum training. These systems are very robust and great tools for our jobs. But we end up with very little training and then lazy open session where the idea is to ask questions when we don't even know enough yet to know what to ask. Instead of organizing the processes before launch and including stakeholders, incomplete rollouts happen and then we'll just figure out the rest as we go along. We can do so much better!!

perhaps don't force responses; you are asking for answers I might not have wanted to answer....if i wanted to skip a question, let me. otherwise, you are risking (and not knowing) that i answered without meaning it.

I have no idea who my staff council representative is or how to find out this information.

Well written survey, strong questions.

my official UHD job description is out of date. I share the title with three other people on campus and they agree the description is out of date for what we actually do.

I feel that I cannot advance here because I am a Black woman and some of the searches are run behind the scenes by the President who only wants to hire white men.

I think staff council doesn't have a seat at the most important table - the President's cabinet. You are an advisory group to the president, and as such you should sit on cabinet and be part of the decision making. With previous presidents staff council were included.

Questions were quite nice. Thank you.

On pay comparisons - UHD does not have a pay increase mechanism that complies with established pay scale scheme in place. I understand the money is not there, but something needs to be done with that process before any job assessments are done. Let's fix what we have before anything else.

I'm grateful the benefits feel generous but the pay is pretty low. It's hard to justify continuing to work here each year as I don't receive cost of living raises.

I believe UHD should take a look at all the Great Employees they have and reevaluate their pay. A lot of employees are struggling to pay their bill and feed their families on their salaries, but they have been apart of the UHD family so long they wont leave due to their love for UHD and loyalty. Some may have health issues but still put UHD first.

Q19 - Do you have any final thoughts that may help us better serve you as your Staff Council representatives?

Do you have any final thoughts that may help us better serve you as your Staff Council representatives?

Just please take all these concerns seriously.

Most important thing for me is salary increases for staff members.

Staff Council is doing a great job

There appears to be a general lack of respect for staff at UHD and I'd like to see the council pursue that as a focus. For example, even getting leadership to come to a Staff Council meeting or getting responses to staff issues seems to be lacking. Communication is key. One of the things I found very strange about this survey even is that the timing seems to make me think the council is out of touch with what the staff is doing. The explanation of this being a good time to send out the survey seems strange. Registration for Summer and Fall started on the Monday when this survey was sent to staff as if it was an ideal time and we are just sitting at home with not enough work. I know for many departments, including mine, registration is one of the busiest times of year. It simply struck me as strange and that perhaps the council isn't as connected to the pulse of the staff as they should be.

put your minutes online; if FS has done it for years, there is no reason for SC not to do the same. It's been years since any have been added; how are we expected to know what is going on?

Thank you for the work that you do! I know we are all very busy, and you all are taking on this additional work to serve your colleagues. I would like to be a more active member; it is just difficult fitting it in with my job duties.

Good luck getting support to make any real differences other than some fun activities each year.

Staff Council should seek better ways to receive reassurances from Provost office, Finance and Administration office about at least an acknowledgement of the value our work and some sort of statement about the future solvency of UHD which translates to jobs. Even if the news isn't rosy, it is better to let us know something than be silent. Asking us to do busy work to justify jobs while we're in this mess isn't helpful either. Many staff members want to contribute but aren't given a meaningful opportunity to do so and instead managers seem to dream up useless busywork instead of asking ways in which we can contribute. How about helping to contact students? Help with social media? How about contacting staff members for a well being, health check. May be awkward but I'm sure if the effort was made it would be more valuable than assigned busywork like "research what other universities are doing about x".

It would be nice to have leadership present at the monthly meetings now and again. I don't believe that staff has even been address by Provost Link since he started. Speaks highly to how staff our viewed upon by leadership.

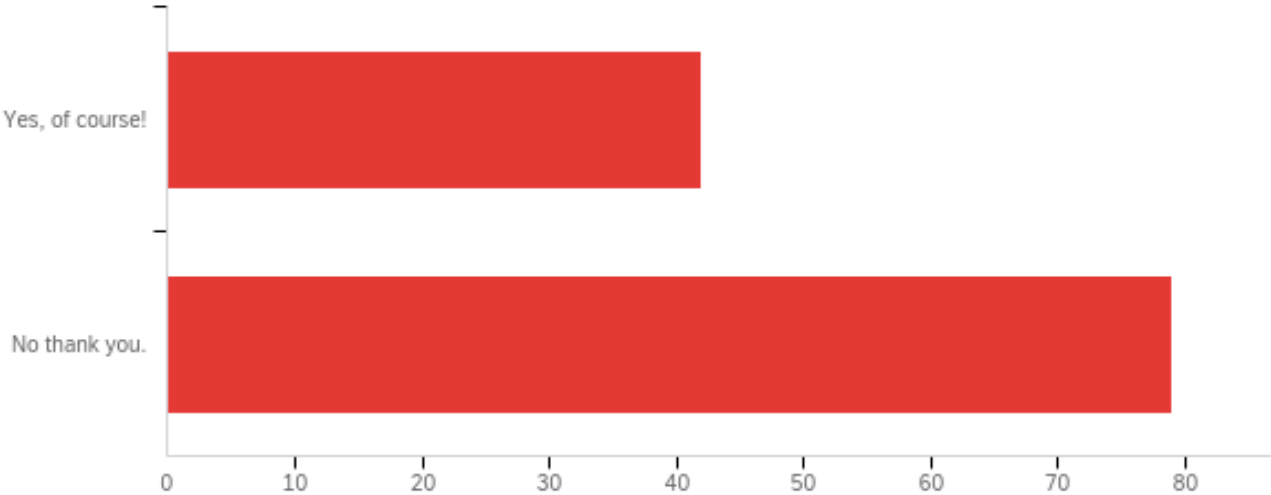
I don't have faith in Staff Council at this moment. "Real" issues are not being addressed. I suggest you a voice of agency for real change that matters.

More collaboration with Faculty. It would be nice to meet more Faculty members in a social setting.

Less social events - more collective bargaining!

Thank you for the work you do to represent us on top of your existing workloads.

Q20 - Are you interested in serving on Staff Council in the future?



#	Answer	%	Count
1	Yes, of course!	34.71%	42
4	No thank you.	65.29%	79
	Total	100%	121

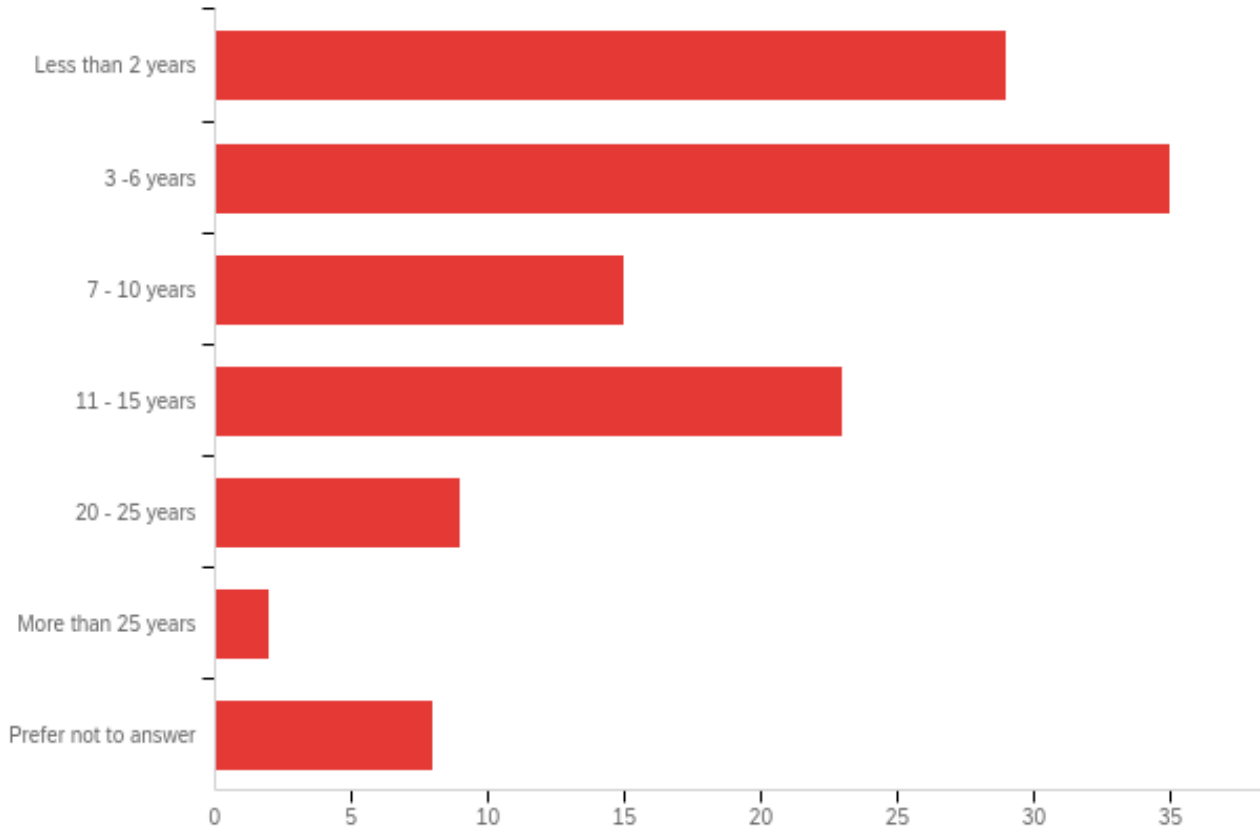
Q21 - Please provide your first and last name.

Data deleted for report purposes

Q22 - What is your UHD email?

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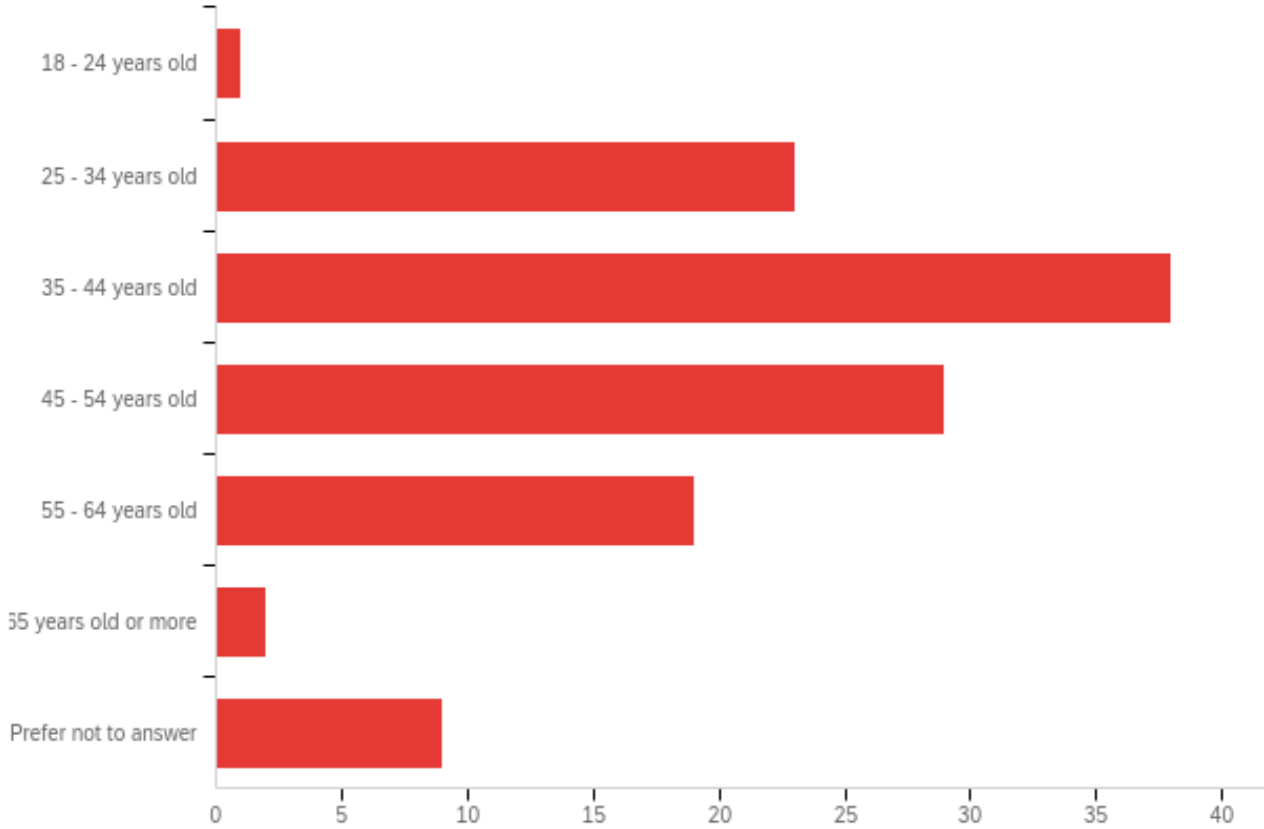
Q23 - How long have you worked at the University of Houston-Downtown?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How long have you worked at the University of Houston-Downtown?	1.00	8.00	2.95	1.88	3.53	121

#	Answer	%	Count
1	Less than 2 years	23.97%	29
2	3 -6 years	28.93%	35
3	7 - 10 years	12.40%	15
4	11 - 15 years	19.01%	23
5	20 - 25 years	7.44%	9
6	More than 25 years	1.65%	2
8	Prefer not to answer	6.61%	8
	Total	100%	121

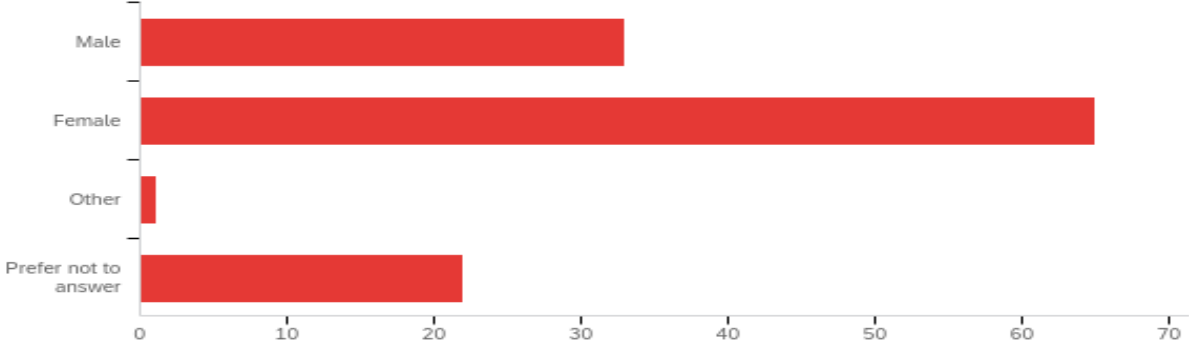
Q24 - What is your age?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What is your age?	1.00	7.00	3.69	1.40	1.95	121

#	Answer	%	Count
1	18 - 24 years old	0.83%	1
2	25 - 34 years old	19.01%	23
3	35 - 44 years old	31.40%	38
4	45 - 54 years old	23.97%	29
5	55 - 64 years old	15.70%	19
6	65 years old or more	1.65%	2
7	Prefer not to answer	7.44%	9
	Total	100%	121

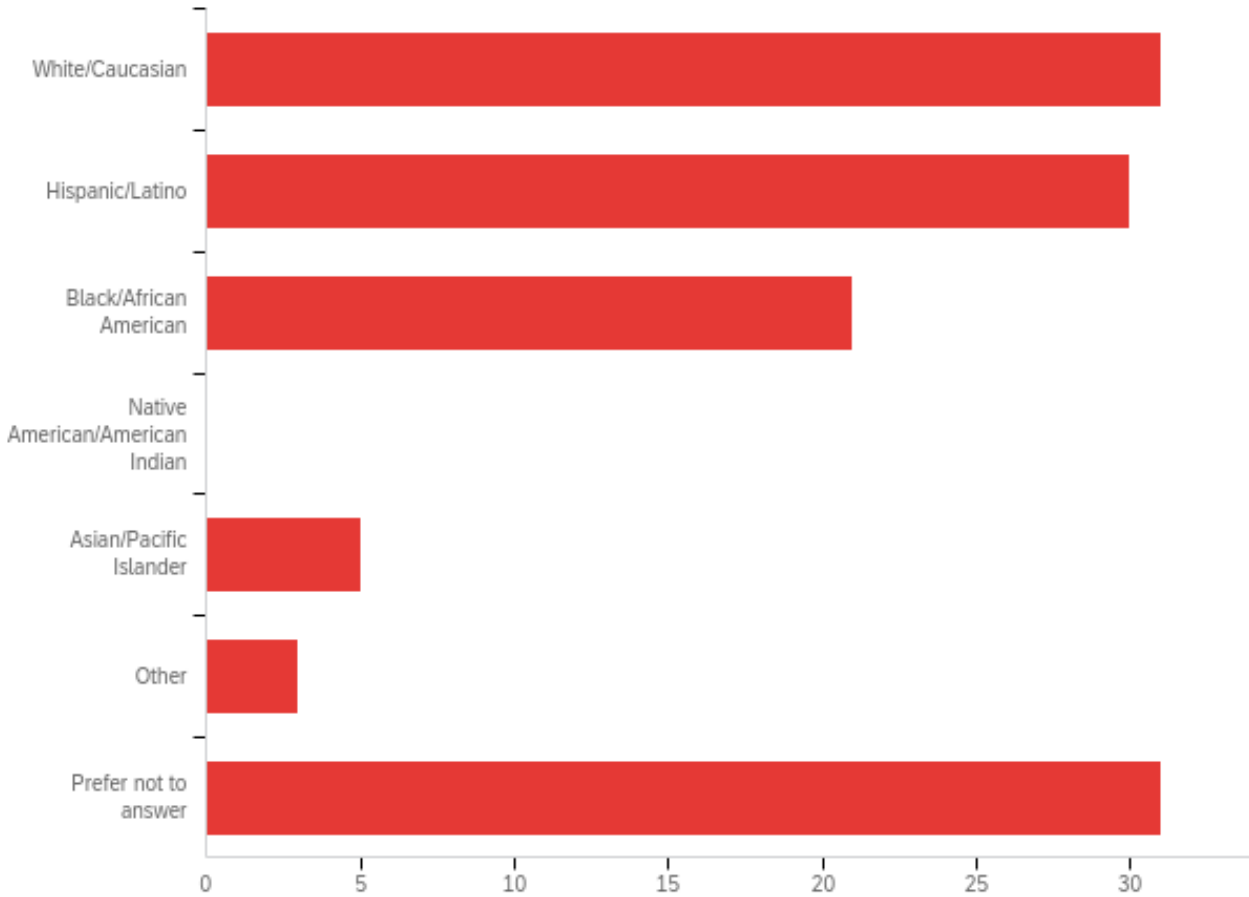
Q25 - What is your gender?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What is your gender?	1.00	4.00	2.10	1.00	1.00	121

#	Answer	%	Count
1	Male	27.27%	33
2	Female	53.72%	65
3	Other	0.83%	1
4	Prefer not to answer	18.18%	22
	Total	100%	121

Q26 - What is your ethnicity?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What is your ethnicity?	1.00	7.00	3.42	2.36	5.58	121

#	Answer	%	Count
1	White/Caucasian	25.62%	31
2	Hispanic/Latino	24.79%	30
3	Black/African American	17.36%	21
4	Native American/American Indian	0.00%	0
5	Asian/Pacific Islander	4.13%	5
6	Other	2.48%	3
7	Prefer not to answer	25.62%	31
	Total	100%	121