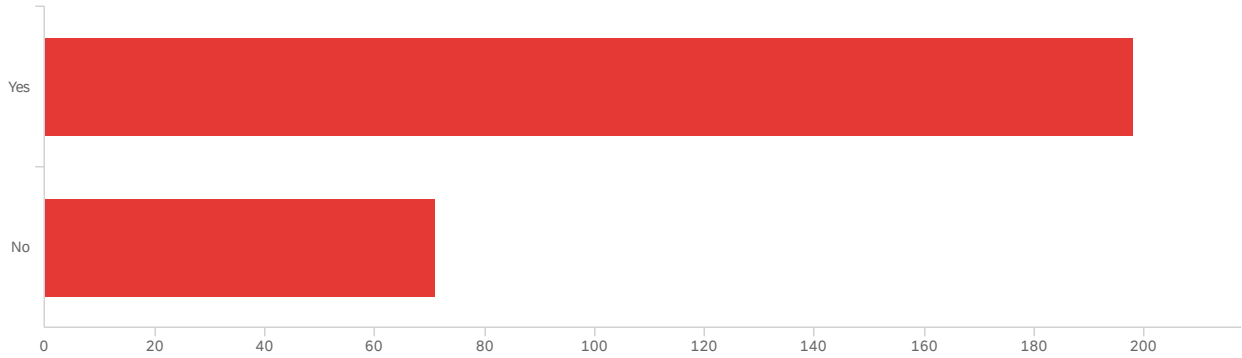


Staff Thoughts

Annual Staff Survey 2021

August 31, 2021 7:38 PM MDT

Q5 - I attended one or more Staff Council meetings in Fall 2020 - Spring 2021.



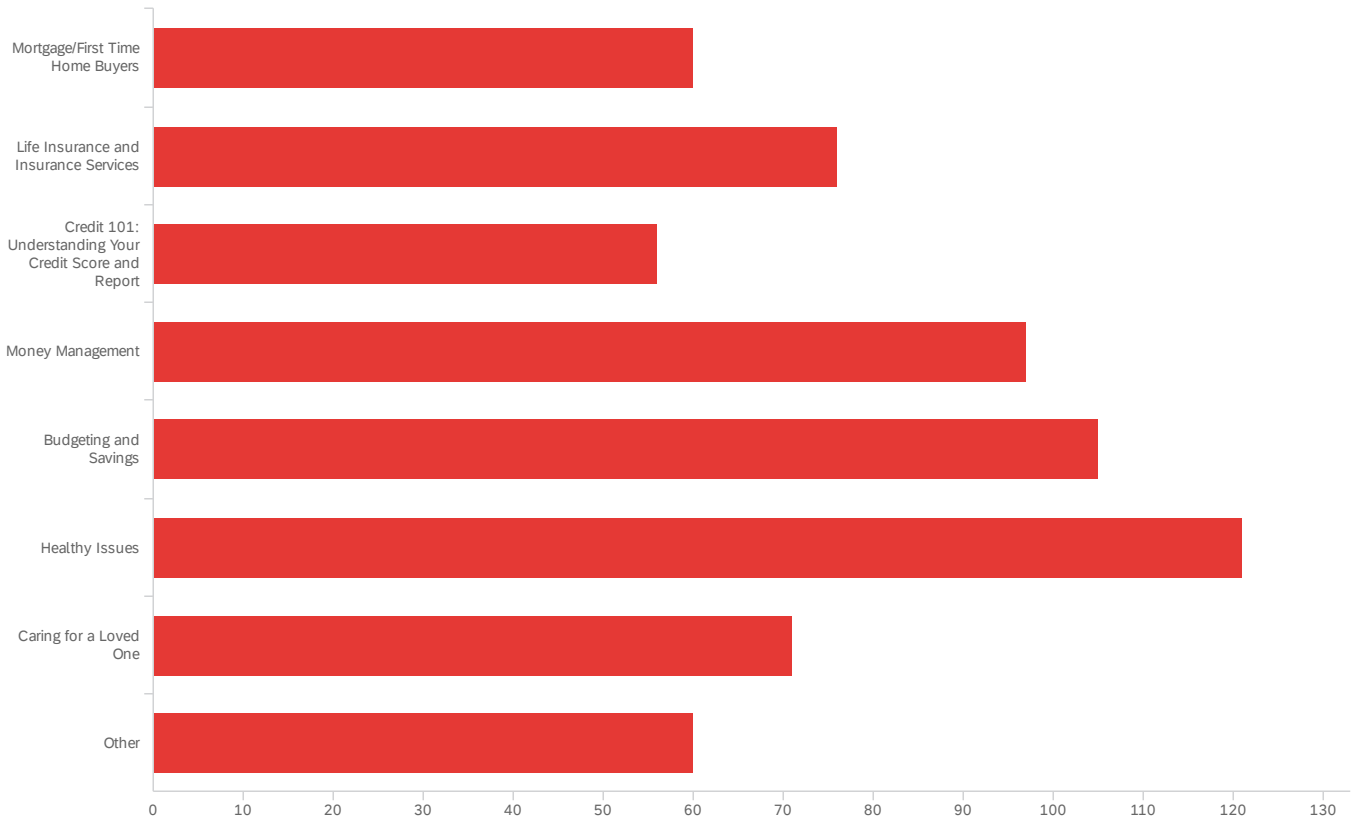
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I attended one or more Staff Council meetings in Fall 2020 - Spring 2021.	1.00	2.00	1.26	0.44	0.19	269

#	Field	Choice Count
1	Yes	73.61% 198
2	No	26.39% 71

269

Showing rows 1 - 3 of 3

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



#	Field	Choice Count
1	Mortgage/First Time Home Buyers	9.29% 60
2	Life Insurance and Insurance Services	11.76% 76
3	Credit 101: Understanding Your Credit Score and Report	8.67% 56
4	Money Management	15.02% 97
5	Budgeting and Savings	16.25% 105
6	Healthy Issues	18.73% 121
7	Caring for a Loved One	10.99% 71
8	Other	9.29% 60

646

Showing rows 1 - 9 of 9

Q8_8_TEXT - Other

Other

Work life balance strategies that actually work to alleviate stress.

Mental Health

Retirement , Medicare and TRS

Professional Criteria, in the open market, by affiliated associations.

none

How to know if my retirement will be enough when I retire? Hopefully, I don't retire and die the next day.

none

Leadership trainings, career paths

Work/Life Balance

None of the above

Staff engagement with UHD goals, faculty, and students. How can we support learning and student attitude initiatives.

Mental health and self care

Healthy aging topics.

More professional development topics in addition to these are nice.

Flexible Workplace Initiative Policy State Employee Rights Grievance Procedures UHS/UHD Policy Updates

Active Shooter Dealing with Angry Students- (Who to Report to) Campus Security- how can we help Recruiting- How can we help Programs for Students- how can we advertise

None of the above - these issues may be of interest to others but home ownership, life insurance, credit etc. are things I long ago figured out.

None of the above

None

Information tied into job and career track.

Environmental Sustainability around campus

Thank you

None

Protesting home appraisals

Other

career paths and development opportunities at the university. University budgeting and management, student population and success.

Parenting

None

UHD Staff working conditions and compensation.

Health, safety and morale of workers

UHD Benefits, UHD Policies, UHD Leave.

I am not interested in lunch and learn

Excercise techniques

NA

Volunteer for staff council.

UHD policies and procedures. Staff need to be aware of policy changes and I think it would be helpful to have reminders of processes we are to follow to perform our work

j

Lunch and Learns don't interest me much.

"Work Smarter Not Harder" type of topics

Caregiving for Aging Parent; Coping with a loved one with Dementia and or Alzheimer's

Job related issues.

none of these

I'm not interested in Lunch and Learns (and this should have been an option)

Anything that staff would be interested in learning.

na

The financial coaching and economic stability lab in CPS would be a great speaker on many of the financial topics

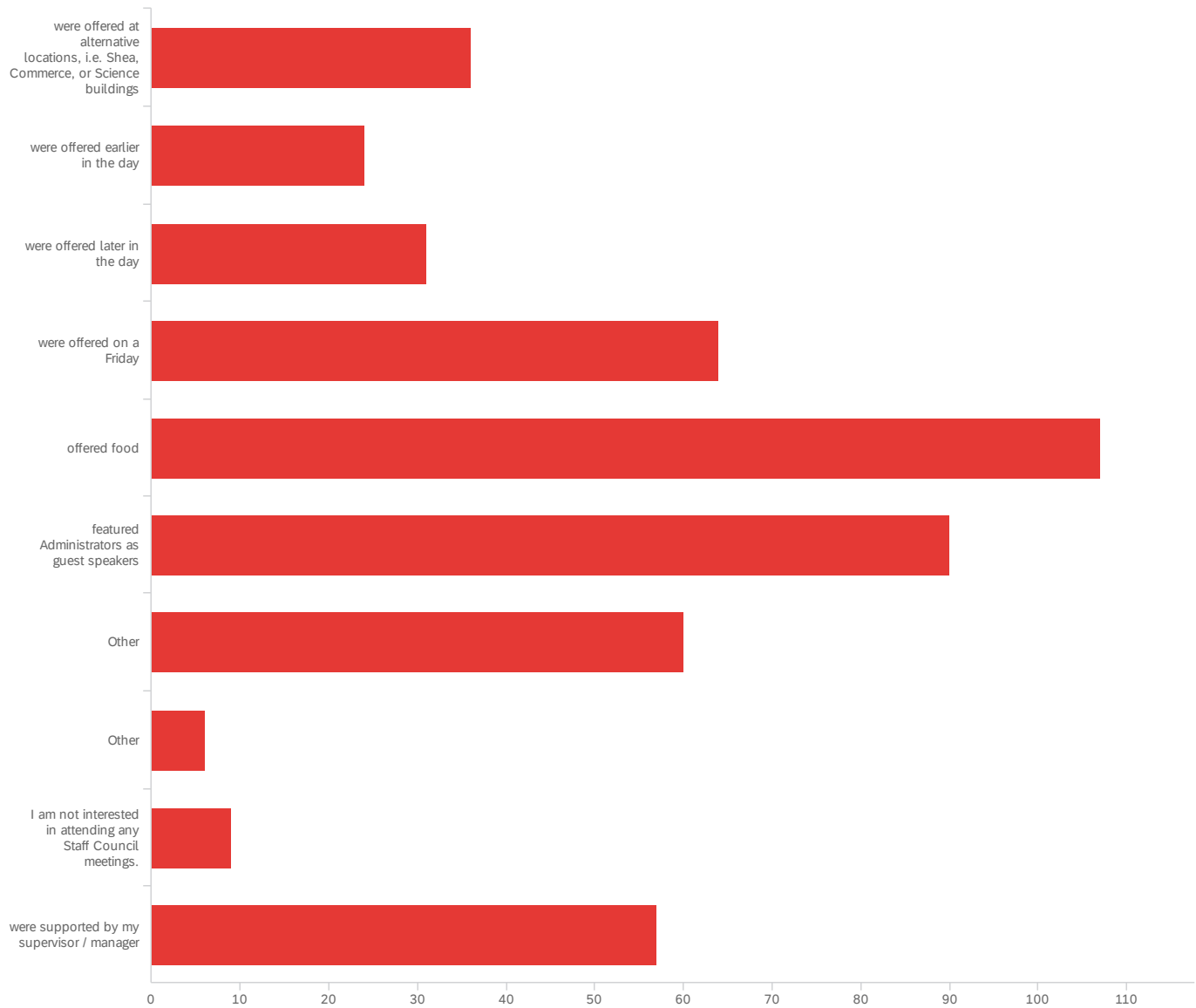
Professional Development.

Policy refreshers and updates impacting staff.

Other

I am not interested in any of these topics, they are completely unrelated to my experience as an employee at UHD. These are life skills and insulting to offer professional employees when Staff Council should be representing staff as a whole and advocating for greater staff benefits and support to make our jobs more fulfilling and satisfying.

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



#	Field	Choice Count
1	were offered at alternative locations, i.e. Shea, Commerce, or Science buildings	7.44% 36
2	were offered earlier in the day	4.96% 24
3	were offered later in the day	6.40% 31
4	were offered on a Friday	13.22% 64
5	offered food	22.11% 107
6	featured Administrators as guest speakers	18.60% 90
7	Other	12.40% 60

#	Field	Choice Count
8	Other	1.24% 6
9	I am not interested in attending any Staff Council meetings.	1.86% 9
10	were supported by my supervisor / manager	11.78% 57

484

Showing rows 1 - 11 of 11

Q9_7_TEXT - Other

Other

always via zoom

were more organized and didn't turn into gripe sessions.

If they would address and provide solutions to current staff issues. In reality, nothing happens unless, faculty is supporting any of the initiatives.

Were simultaneously offered online

Were available virtually

n/a

By Zoom

Were about our roles in education.

Remained with Zoom.

Keep virtual options for people who can't attend and to publish recordings on the Staff Council website when conflict does not allow attending live.

I am fine with the meetings.

Elaborated on what my role would be as an attendee.

I always have schedule conflicts with the meetings

Offered time and opportunity for meaningful discussion among staff.

offered after 5 via zoom

See below response

I felt Staff Council was an effective voice for staff with UHD leadership.

zoom

Other

Online

were available virtually

Staff Council was relevant at UHD

content

Were offered on a platform other than Zoom. We use Zoom for all day-to-day interactions with our students and we will be keeping all virtual components in addition to face-to-face. So, we can't be in two Zoom meetings at the same time.

were offered through Zoom or Team

Thank you

For example all the welcome back celebrations that happened this week were held on the One Main Building. They should also deliver some goodies, to the other buildings; especially with the Houston weather.

Send out an agenda ahead of time so I knew if the topics were important to me.

continued to be offered on Zoom

I try to attend all meetings

They would be more helpful if they provided more information on the overall operation of the university, what was happening in academics, business, student affairs.

n/a

I attend staff council meetings

I am an administrator at UHD, therefore I am not a member of staff council. I do not attend meetings, but keeping and sending out minutes of each meeting would be helpful so that administration can see what is discussed.

Zoom Option

In person & virtual option

offer snacks and drinks

NA

I would attend more Staff Council meetings if the Staff Council was more effective in getting the President and UHD leadership to actually listen to employees' underlying needs and make changes in employee culture instead of just reacting to what they hear with no intention of real or lasting important change. There is a disconnect between leadership and employees and it is killing UHD's culture. Until leadership understands this and makes significant changes, things will continue to spiral downward. Staff Council cannot seem to change this..

If senior administration was not in attendance. They are not members of staff council and having them attend makes it hard for staff to talk about real issues for fear of retaliation.

Other

When I have attended in the past, they felt very critical of UHD and I didn't like that

ZOOM

I attend as many as I can.

please keep a virtual option.

Virtual and later in the day, say afternoons

Anytime

I would attend more Council meetings if presentations were more interesting. I am not clear what the mission and vision of the Council is...to represent the staff and voice concerns, likes, dislikes, fellowship?

were offered via zoom

were better organized and interesting

If staff had the same rights to the first amendment without adverse consequences or retaliation.

I have tried to attend some virtually, but the links did not always work

meeting are fine how they are

via zoom

Allowed for open discussion among attendees.

If Staff Council actually advocated, or showed evidence of advocating for any actual change or staff support, I might be more engaged.

Q9_8_TEXT - Other

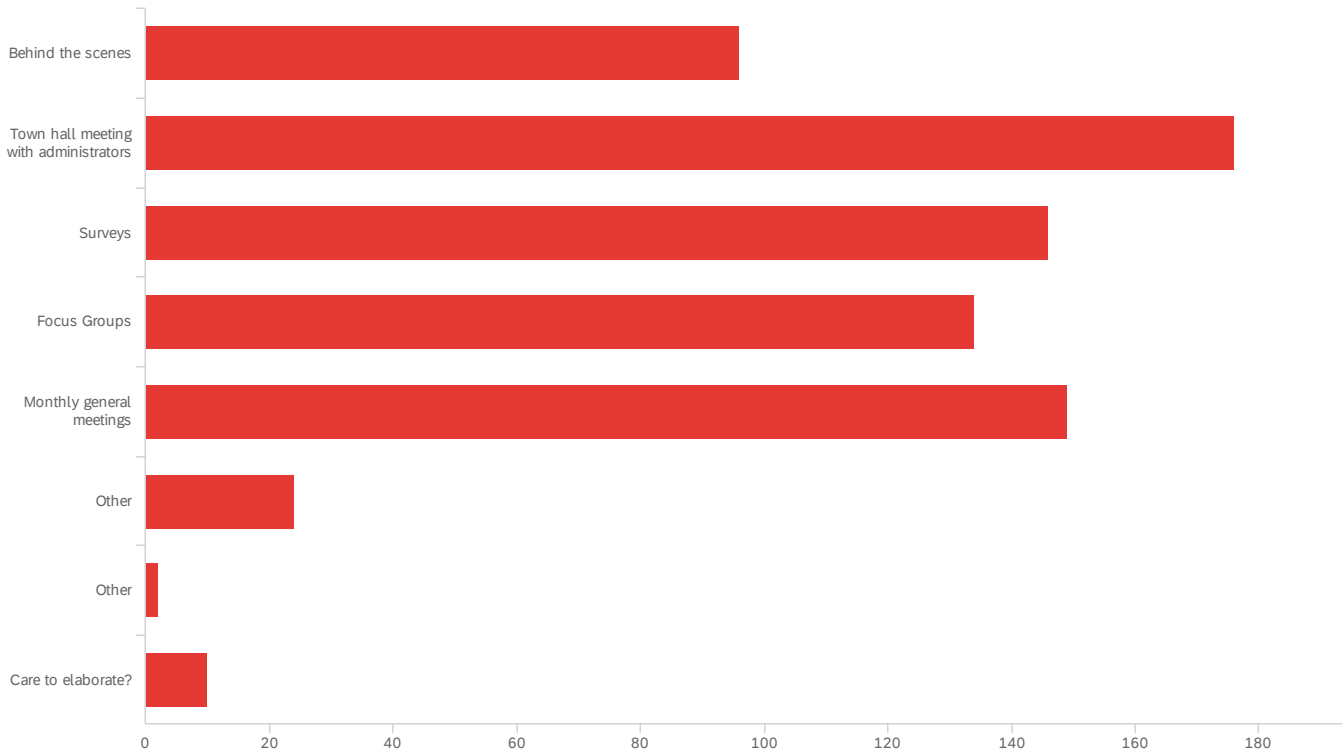
Other

remained via zoom

If ESO was not the advisor to staff council - it is a conflict of interest. The former Presidents of staff council should be the advisors and provide guidance when asked

please please please START POSTING MINUTES and recording them. There have been no minutes provided in years.

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



#	Field	Choice Count
1	Behind the scenes	13.03% 96
2	Town hall meeting with administrators	23.88% 176
3	Surveys	19.81% 146
4	Focus Groups	18.18% 134
5	Monthly general meetings	20.22% 149
6	Other	3.26% 24
7	Other	0.27% 2
8	Care to elaborate?	1.36% 10

737

Showing rows 1 - 9 of 9

Q10_6_TEXT - Other

Other

Other

Provide results to issues reported.

Consultations - anonymous comments submitted on specific questions/topics

Engage the staff in more on campus activities so that staff from around campus can interact with each other and faculty

Staff Ombudsman

Representation on administrative committees and university planning committees, etc.

Provide time and opportunity for meaningful discussion among staff with administrators present to respond to clarification questions.

Where your voice can be heard and actually listened to regarding staff concerns when it comes to said jobs that we hold and the interaction between employees/supervisors especially when raises/merit money are involved.

The pay scale and how pay is distributed among new and current employees. The pay at UHD is geared towards faculty and the directors. Pay should be balanced and fair especially for staff who focus and basically ensure that this University still runs.

Working to get a seat at the table.

Staff Council should be more transparent when they address staff concerns with the administration both in terms of when surveys, etc. indicate staff have a concern as well as when and how administration responds when those concerns are brought forward.

Special event planning for events happening on campus

Thank you

Behind the scenes, but updates should be provided in the meetings, and meeting minutes should be distributed to staff each month.

Create a welcome brochure for new employees to introduce staff council elected representative and activities that SC sponsors yearly. Can also send similar to currently employee and try to encourage people more to join the different social media websites. Let staff know about the monthly quarterly training drawing available.

I really like the idea of focus groups. There is a high number of staff who is afraid to state his/her concerns out of fear of retaliation. This is a very real problem at UHD

Obtaining a real seat at the table with administrators where they listen to better understand what is going on with employees.

Email announcements would be helpful to DT_staff.

Keeping staff informed about what happens behind the scenes.

Should be able to choose based on the issue at hand.

Placing "Behind the scenes" as the first option in this section is exactly why Staff Council is a joke and so poor participated in.

Transparent, monthly report

Other

An explanation of how promotions or applying for an internal positions work. What are the appropriate measures that need to be taken.

Empowering ambassadors.

Q10_8_TEXT - Care to elaborate?

Care to elaborate?

I really appreciate all that you do and have done to support us, especially during the Covid crisis. I'm a little concerned that nothing is being done about the Delta variant. I don't understand how UHD could possibly be on Green status when the state is on Yellow, and more importantly, the city is on Orange. Maybe we don't know what is going on "behind the scenes" but it would be helpful to have total transparency about this, especially since we are putting our lives at risk.

Some people feel more confident expressing their concerns under the veil anonymity.

the return to work in June was a bold politically motivated move and there is no reason some staff cannot continue to work from home, at least part time

They should focus on issues and not party's

Use the most effective delivery method according to the subject matter. Additionally, a Zoom is always a good option.

All staff concerns should be handled in a transparent manner.

I have concerns that staff is being overlooked. I mean overlooked in terms that some staff concerns are not being fully addressed. A high number of staff is afraid to go to ESO for any of their concerns. When a grievance is filed that requires immediate action, then nothing is done. (This is my opinion). A high number of staff is under undue stress. Most staff is under paid. The number of enrolled students have increased in light of COVID. Then why is it so difficult to reward staff? Why is it so difficult to move staff into other positions while other departments can freely move staff around? I have been told that positions must be posted, however I have seen departments promoted from within without posting positions. This is a problem that is not fair, never an explanation. I feel that administrators only listens to staff. Then often staff problems and concerns are not addressed.

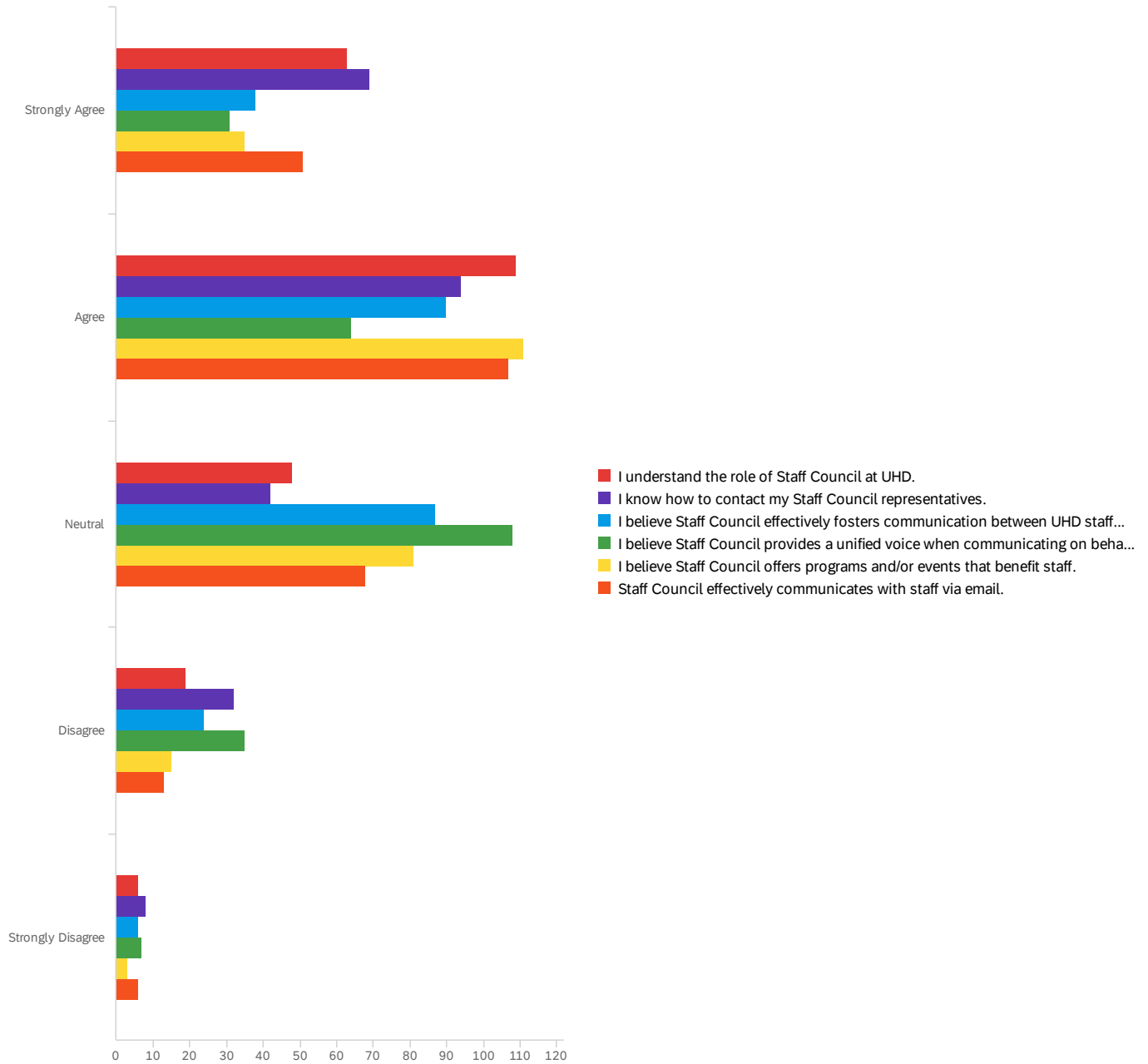
It depends upon the situation - but most issues should be transparent to staff.

Yes.

No one is going to speak up with concerns in a town hall because they don't want to be targeted.

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	2.37	1.47	2.17	245
2	I know how to contact my Staff Council representatives.	1.00	7.00	2.58	1.74	3.03	245

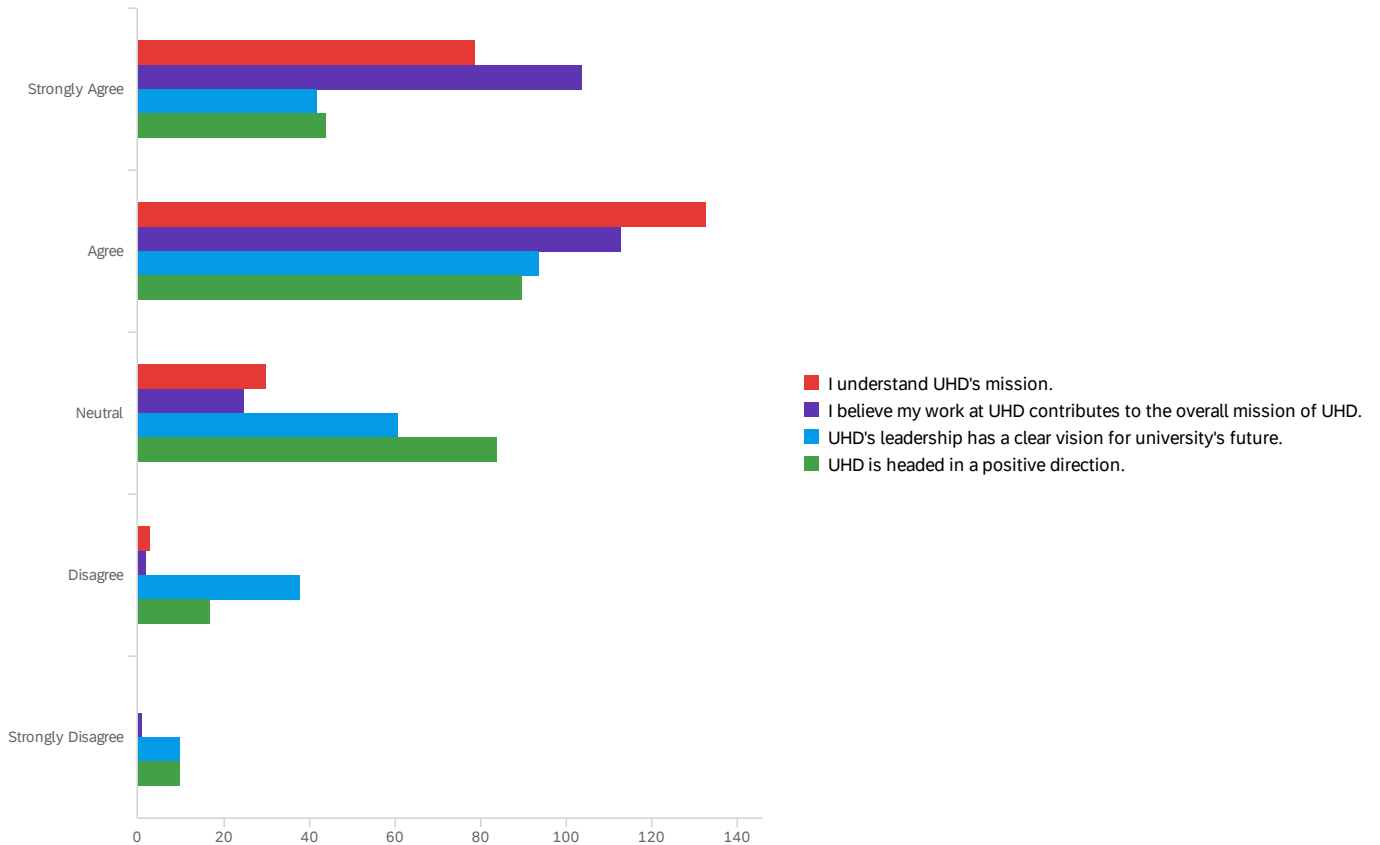
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
3	I believe Staff Council effectively fosters communication between UHD staff and UHD administration.	1.00	7.00	2.71	1.48	2.18	245
4	I believe Staff Council provides a unified voice when communicating on behalf of UHD staff.	1.00	7.00	3.03	1.58	2.51	245
5	I believe Staff Council offers programs and/or events that benefit staff.	1.00	7.00	2.49	1.23	1.52	245
6	Staff Council effectively communicates with staff via email.	1.00	7.00	2.40	1.34	1.78	245

#	Field	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
1	I understand the role of Staff Council at UHD.	25.71%	63	44.49%	109	19.59%	48	7.76%	19	2.45%	6	245
2	I know how to contact my Staff Council representatives.	28.16%	69	38.37%	94	17.14%	42	13.06%	32	3.27%	8	245
3	I believe Staff Council effectively fosters communication between UHD staff and UHD administration.	15.51%	38	36.73%	90	35.51%	87	9.80%	24	2.45%	6	245
4	I believe Staff Council provides a unified voice when communicating on behalf of UHD staff.	12.65%	31	26.12%	64	44.08%	108	14.29%	35	2.86%	7	245
5	I believe Staff Council offers programs and/or events that benefit staff.	14.29%	35	45.31%	111	33.06%	81	6.12%	15	1.22%	3	245
6	Staff Council effectively communicates with staff via email.	20.82%	51	43.67%	107	27.76%	68	5.31%	13	2.45%	6	245

Showing rows 1 - 6 of 6

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	1.87	0.93	0.87	245
2	I believe my work at UHD contributes to the overall mission of UHD.	1.00	9.00	1.76	0.98	0.96	245
3	UHD's leadership has a clear vision for university's future.	1.00	9.00	3.29	2.52	6.33	245
4	UHD is headed in a positive direction.	1.00	9.00	2.87	2.07	4.27	245

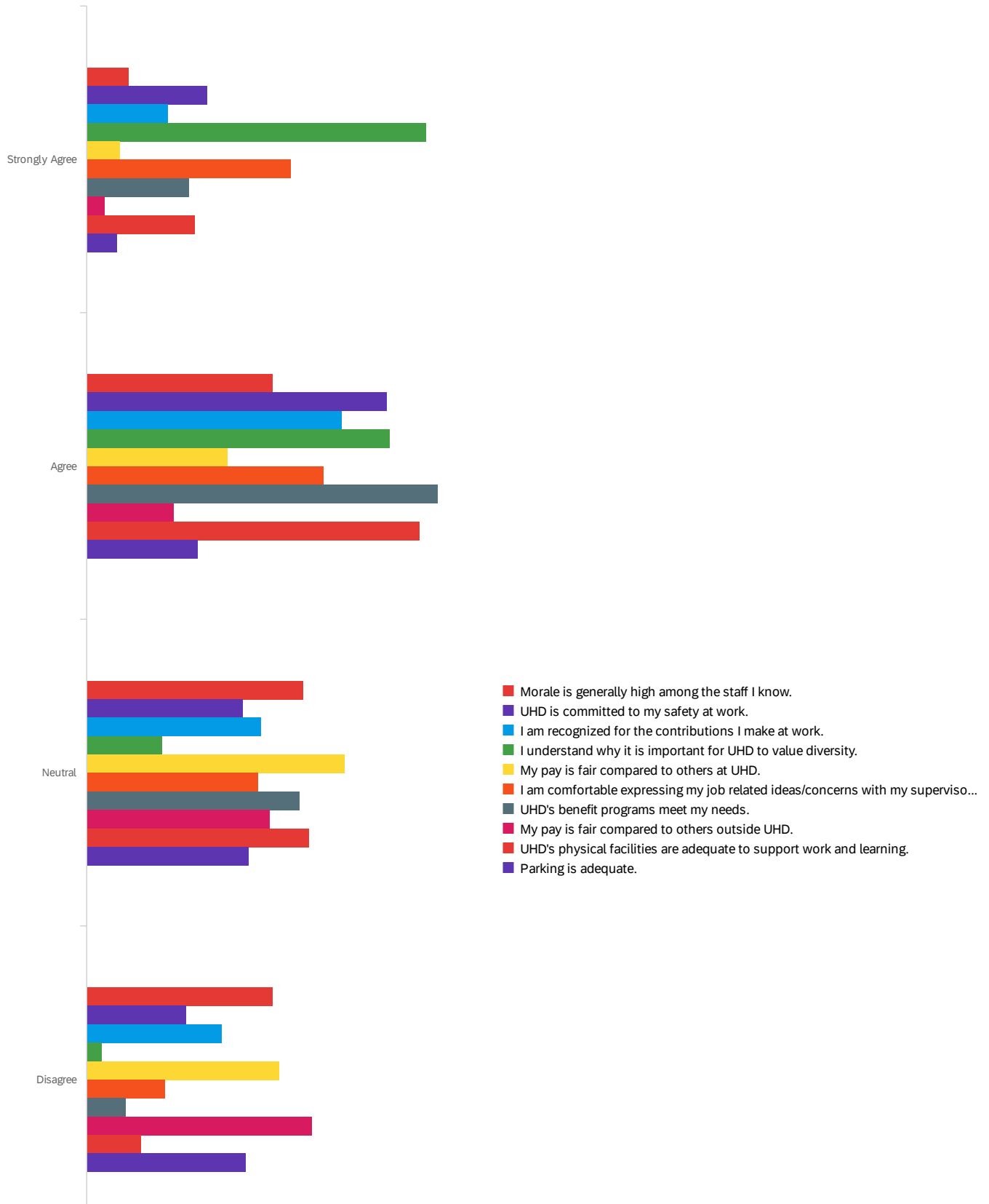
#	Field	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
1	I understand UHD's mission.	32.24% 79	54.29% 133	12.24% 30	1.22% 3	0.00% 0	245

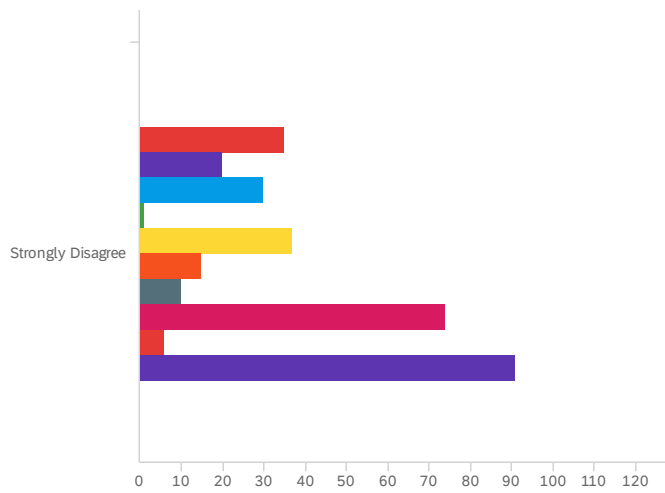
#	Field	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
2	I believe my work at UHD contributes to the overall mission of UHD.	42.45%	104	46.12%	113	10.20%	25	0.82%	2	0.41%	1	245
3	UHD's leadership has a clear vision for university's future.	17.14%	42	38.37%	94	24.90%	61	15.51%	38	4.08%	10	245
4	UHD is headed in a positive direction.	17.96%	44	36.73%	90	34.29%	84	6.94%	17	4.08%	10	245

Showing rows 1 - 4 of 4

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	3.96	2.03	4.12	245
2	UHD is committed to my safety at work.	1.00	7.00	3.00	1.89	3.58	245
3	I am recognized for the contributions I make at work.	1.00	7.00	3.47	2.04	4.18	245
4	I understand why it is important for UHD to value diversity.	1.00	7.00	1.74	0.96	0.93	245
5	My pay is fair compared to others at UHD.	1.00	7.00	4.11	1.98	3.92	245
6	I am comfortable expressing my job related ideas/concerns with my supervisor.	1.00	7.00	2.69	1.81	3.27	245
7	UHD's benefit programs meet my needs.	1.00	7.00	2.57	1.41	1.98	245
8	My pay is fair compared to others outside UHD.	1.00	7.00	4.96	1.99	3.97	245
9	UHD's physical facilities are adequate to support work and learning.	1.00	7.00	2.57	1.38	1.91	245
10	Parking is adequate.	1.00	7.00	4.90	2.14	4.59	245

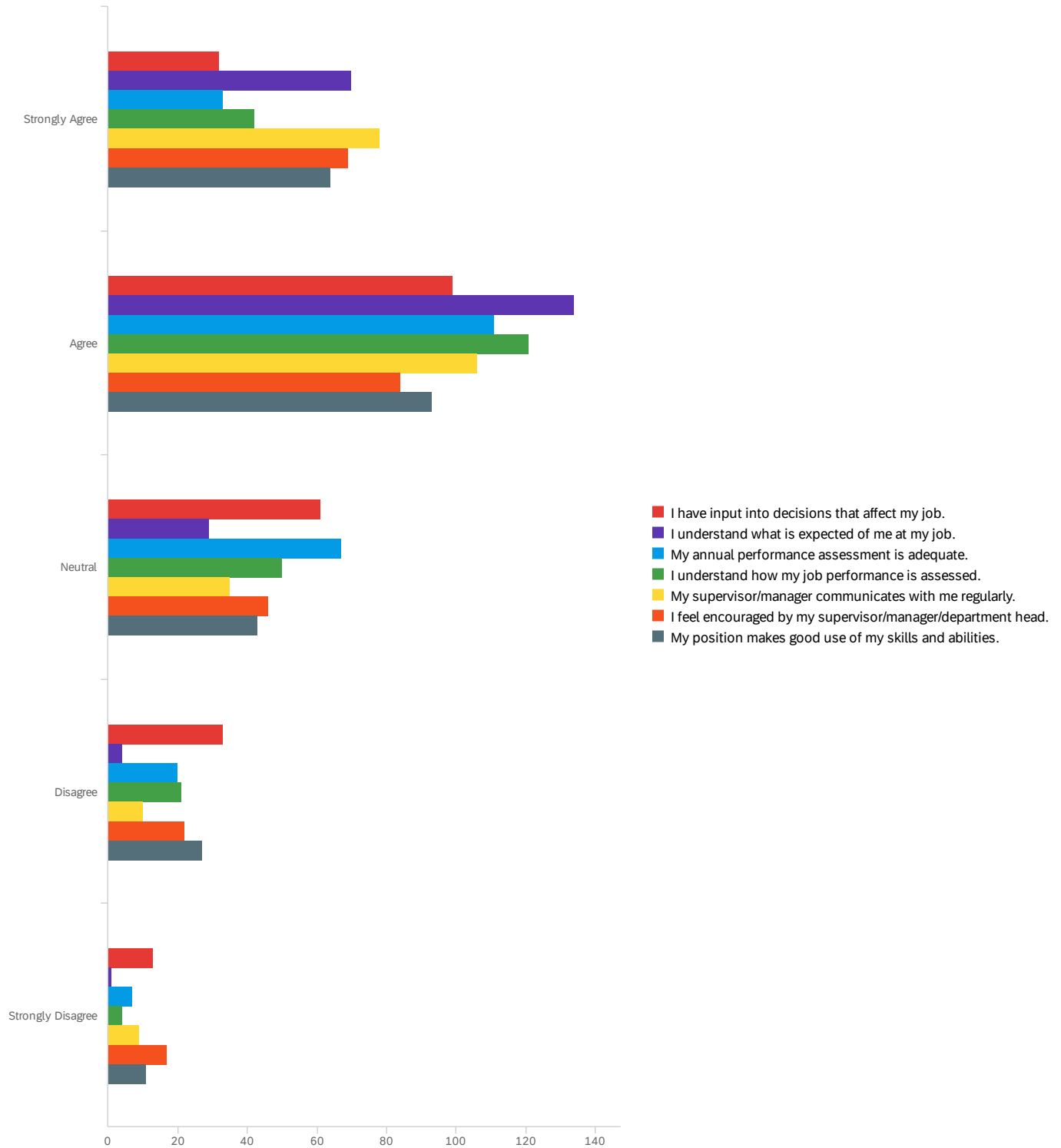
#	Field	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
1	Morale is generally high among the staff I know.	5.71% 14	25.31% 62	29.39% 72	25.31% 62	14.29% 35	245
2	UHD is committed to my safety at work.	16.33% 40	40.82% 100	21.22% 52	13.47% 33	8.16% 20	245
3	I am recognized for the contributions I make at work.	11.02% 27	34.69% 85	23.67% 58	18.37% 45	12.24% 30	245
4	I understand why it is important for UHD to value diversity.	46.12% 113	41.22% 101	10.20% 25	2.04% 5	0.41% 1	245

#	Field	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
5	My pay is fair compared to others at UHD.	4.49% 11	19.18% 47	35.10% 86	26.12% 64	15.10% 37	245
6	I am comfortable expressing my job related ideas/concerns with my supervisor.	27.76% 68	32.24% 79	23.27% 57	10.61% 26	6.12% 15	245
7	UHD's benefit programs meet my needs.	13.88% 34	47.76% 117	28.98% 71	5.31% 13	4.08% 10	245
8	My pay is fair compared to others outside UHD.	2.45% 6	11.84% 29	24.90% 61	30.61% 75	30.20% 74	245
9	UHD's physical facilities are adequate to support work and learning.	14.69% 36	45.31% 111	30.20% 74	7.35% 18	2.45% 6	245
10	Parking is adequate.	4.08% 10	15.10% 37	22.04% 54	21.63% 53	37.14% 91	245

Showing rows 1 - 10 of 10

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

statements?



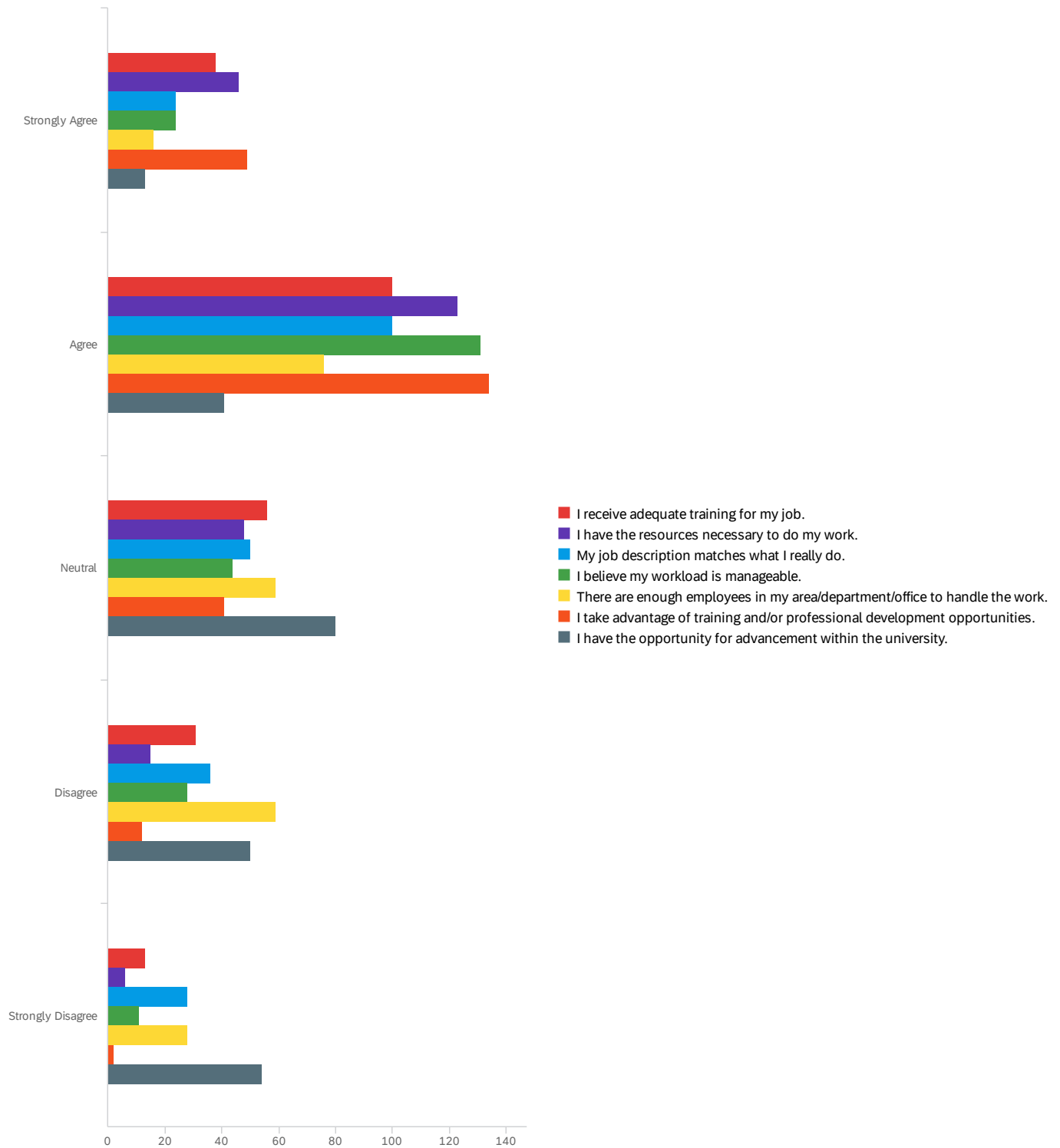
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I have input into decisions that affect my job.	1.00	5.00	2.56	1.06	1.12	238
2	I understand what is expected of me at my job.	1.00	5.00	1.87	0.71	0.51	238
3	My annual performance assessment is adequate.	1.00	5.00	2.40	0.93	0.86	238
4	I understand how my job performance is assessed.	1.00	5.00	2.26	0.91	0.82	238
5	My supervisor/manager communicates with me regularly.	1.00	5.00	2.02	0.99	0.98	238
6	I feel encouraged by my supervisor/manager/department head.	1.00	5.00	2.30	1.19	1.40	238
7	My position makes good use of my skills and abilities.	1.00	5.00	2.28	1.11	1.24	238

#	Field	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
1	I have input into decisions that affect my job.	13.45%	32	41.60%	99	25.63%	61	13.87%	33	5.46%	13	238
2	I understand what is expected of me at my job.	29.41%	70	56.30%	134	12.18%	29	1.68%	4	0.42%	1	238
3	My annual performance assessment is adequate.	13.87%	33	46.64%	111	28.15%	67	8.40%	20	2.94%	7	238
4	I understand how my job performance is assessed.	17.65%	42	50.84%	121	21.01%	50	8.82%	21	1.68%	4	238
5	My supervisor/manager communicates with me regularly.	32.77%	78	44.54%	106	14.71%	35	4.20%	10	3.78%	9	238
6	I feel encouraged by my supervisor/manager/department head.	28.99%	69	35.29%	84	19.33%	46	9.24%	22	7.14%	17	238
7	My position makes good use of my skills and abilities.	26.89%	64	39.08%	93	18.07%	43	11.34%	27	4.62%	11	238

Showing rows 1 - 7 of 7

Q15 - Regarding Professional Development/Resources To what extent do you agree with

the following statements?



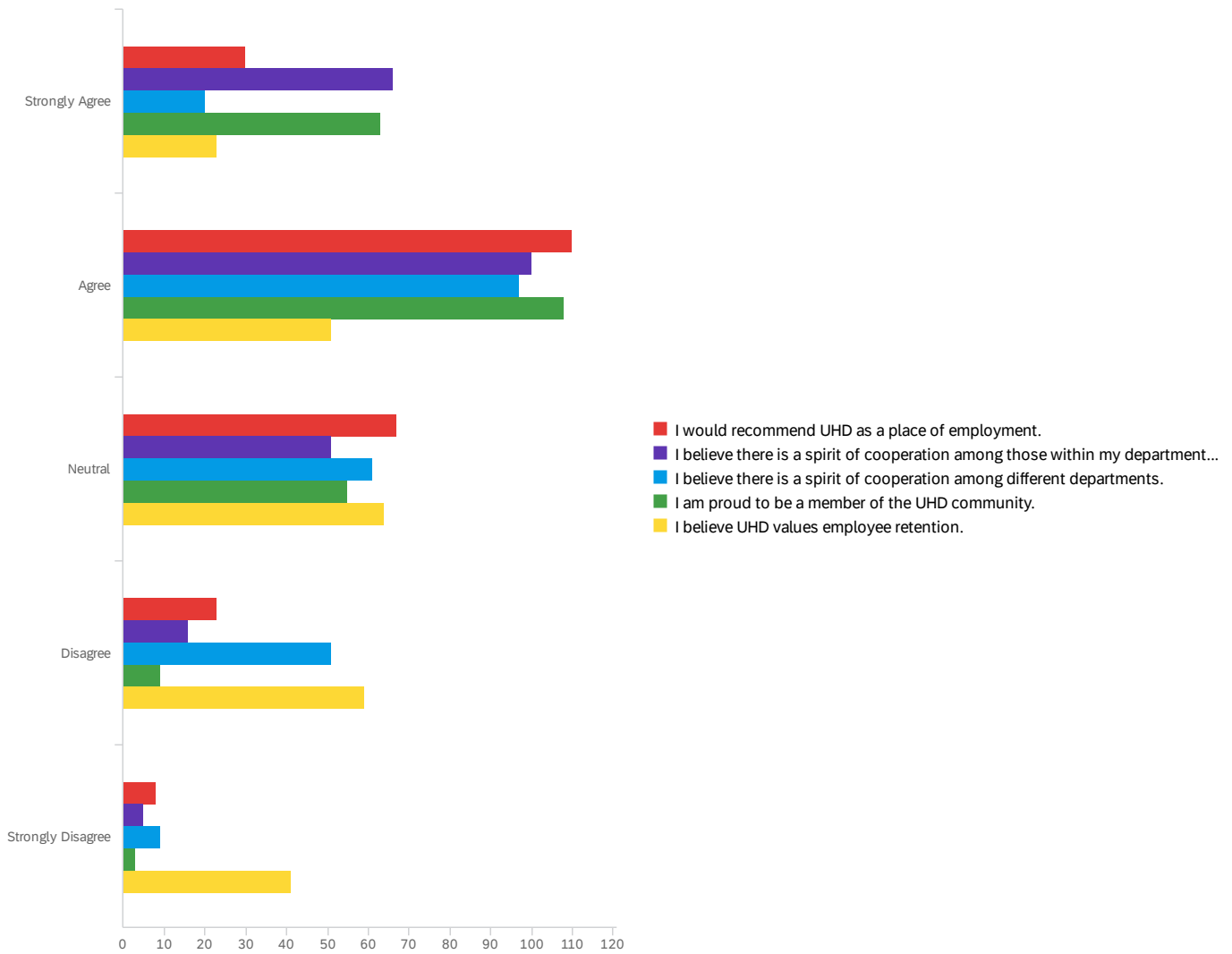
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I receive adequate training for my job.	1.00	7.00	3.11	1.82	3.33	238
2	I have the resources necessary to do my work.	1.00	7.00	2.59	1.51	2.29	238
3	My job description matches what I really do.	1.00	7.00	3.51	2.00	4.01	238
4	I believe my workload is manageable.	1.00	7.00	2.97	1.71	2.94	238
5	There are enough employees in my area/department/office to handle the work.	1.00	7.00	4.01	1.98	3.93	238
6	I take advantage of training and/or professional development opportunities.	1.00	7.00	2.38	1.33	1.77	238
7	I have the opportunity for advancement within the university.	1.00	7.00	4.59	1.93	3.71	238

#	Field	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
1	I receive adequate training for my job.	15.97% 38	42.02% 100	23.53% 56	13.03% 31	5.46% 13	238
2	I have the resources necessary to do my work.	19.33% 46	51.68% 123	20.17% 48	6.30% 15	2.52% 6	238
3	My job description matches what I really do.	10.08% 24	42.02% 100	21.01% 50	15.13% 36	11.76% 28	238
4	I believe my workload is manageable.	10.08% 24	55.04% 131	18.49% 44	11.76% 28	4.62% 11	238
5	There are enough employees in my area/department/office to handle the work.	6.72% 16	31.93% 76	24.79% 59	24.79% 59	11.76% 28	238
6	I take advantage of training and/or professional development opportunities.	20.59% 49	56.30% 134	17.23% 41	5.04% 12	0.84% 2	238
7	I have the opportunity for advancement within the university.	5.46% 13	17.23% 41	33.61% 80	21.01% 50	22.69% 54	238

Showing rows 1 - 7 of 7

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

statements?

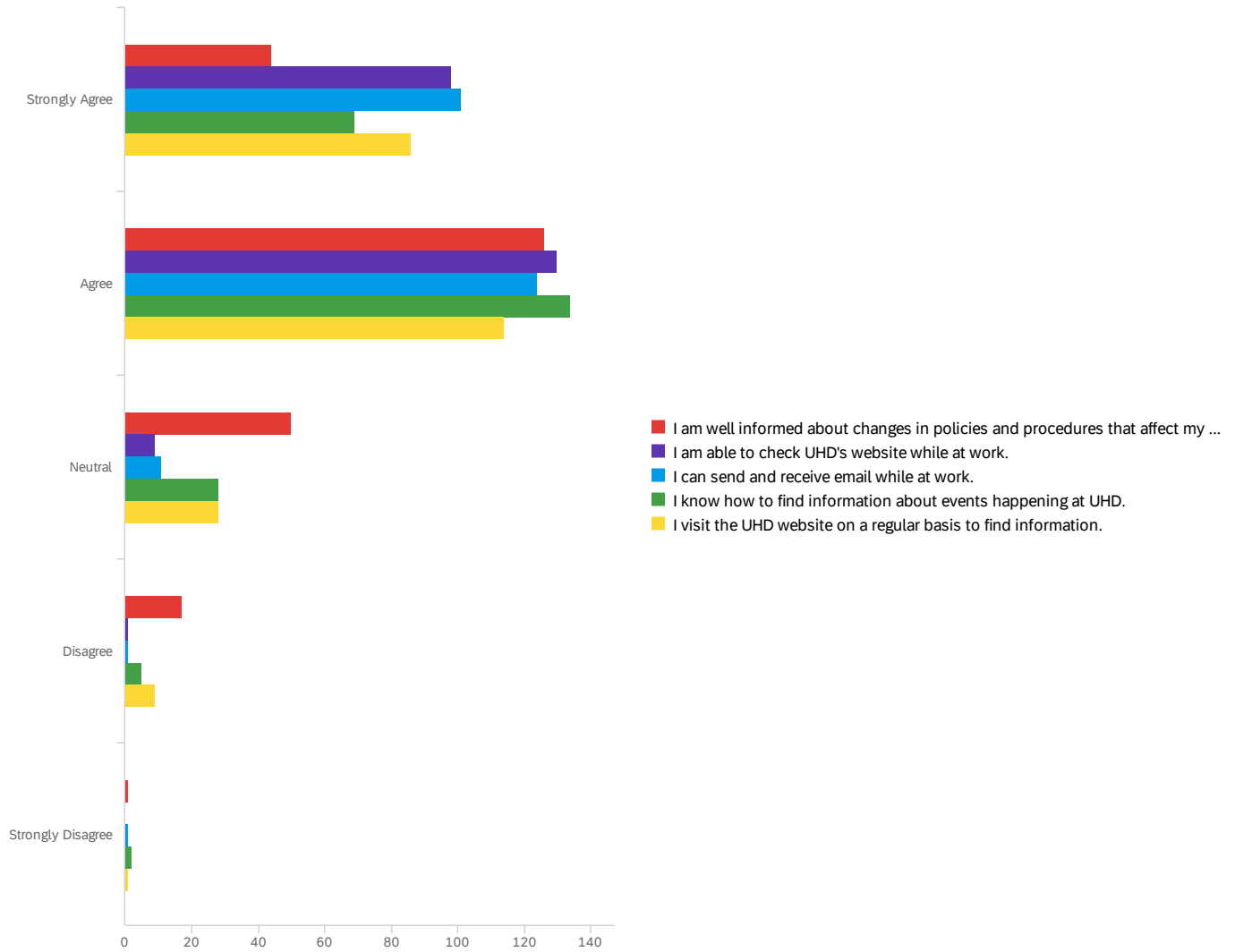


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I would recommend UHD as a place of employment.	1.00	5.00	2.45	0.95	0.89	238
2	I believe there is a spirit of cooperation among those within my department.	1.00	5.00	2.13	0.97	0.93	238
3	I believe there is a spirit of cooperation among different departments.	1.00	5.00	2.71	1.01	1.03	238
4	I am proud to be a member of the UHD community.	1.00	5.00	2.08	0.87	0.75	238
5	I believe UHD values employee retention.	1.00	5.00	3.18	1.23	1.50	238

#	Field	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
1	I would recommend UHD as a place of employment.	12.61% 30	46.22% 110	28.15% 67	9.66% 23	3.36% 8	238
2	I believe there is a spirit of cooperation among those within my department.	27.73% 66	42.02% 100	21.43% 51	6.72% 16	2.10% 5	238
3	I believe there is a spirit of cooperation among different departments.	8.40% 20	40.76% 97	25.63% 61	21.43% 51	3.78% 9	238
4	I am proud to be a member of the UHD community.	26.47% 63	45.38% 108	23.11% 55	3.78% 9	1.26% 3	238
5	I believe UHD values employee retention.	9.66% 23	21.43% 51	26.89% 64	24.79% 59	17.23% 41	238

Showing rows 1 - 5 of 5

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	7.00	2.33	1.24	1.53	238
2	I am able to check UHD's website while at work.	1.00	6.00	1.64	0.62	0.39	238
3	I can send and receive email while at work.	1.00	7.00	1.66	0.73	0.53	238
4	I know how to find information about events happening at UHD.	1.00	7.00	1.95	0.98	0.95	238
5	I visit the UHD website on a regular basis to find information.	1.00	7.00	1.93	1.09	1.18	238

#	Field	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
1	I am well informed about changes in policies and procedures that affect my employment.	18.49% 44	52.94% 126	21.01% 50	7.14% 17	0.42% 1	238
2	I am able to check UHD's website while at work.	41.18% 98	54.62% 130	3.78% 9	0.42% 1	0.00% 0	238
3	I can send and receive email while at work.	42.44% 101	52.10% 124	4.62% 11	0.42% 1	0.42% 1	238
4	I know how to find information about events happening at UHD.	28.99% 69	56.30% 134	11.76% 28	2.10% 5	0.84% 2	238
5	I visit the UHD website on a regular basis to find information.	36.13% 86	47.90% 114	11.76% 28	3.78% 9	0.42% 1	238

Showing rows 1 - 5 of 5

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...

I enjoyed working at UHD

I believe it is time to listen to faculty and staff on a consistent basis. They are the face of the university. If they have concerns and legitimate issues, it should be addressed in a timely manner.

With the Fall Semester fast approaching I have concerns due to COVID-19. I understand that we have to adhere to State guidelines but I am fearful for my health and safety. The university has done a fine job implementing measures to try and ensure health and public safety however some measures are no longer in place such as social distancing. I do hope for a successful and safe semester. Thank you.

I think the parking situation needs to be improved for faculty and staff, and it would be nice to add one more food vendor in the food hall.

UHD administration does not care about its staff. They don't care about our safety; they don't care about our mental health, they don't care if we are over worked, they don't care about anything except the bottom line. Our office is extremely understaffed and do you think we are getting compensated for the extra work being done? UH main is still working remote 3 days a week, why at UHD are we back full time? UHD obviously doesn't care about how we feel about it. UH main employees just get large stipends, where is our stipends? Our numbers only grew during the pandemic which meant more work was getting done. Do you think we were acknowledged for everything we did? No, we were only sent emails about coming back to work. The majority of my office has little kids at home that we are trying to keep safe and do you think UHD administration cares about them? Not a chance. Again, we were told to suck it up and show up regardless. I am so burned out by UHD's lack of flexibility that it is impacting my mental health. UHD needs to do better NOW.

As a person with a pre-existing condition who also had long term COVID earlier this year, I am a bit uncomfortable being back in the office full-time. My outings beyond work are limited too, not out of fear, but awareness of my health. I really wish UHD would help accommodate those (like me) who can prove these matters by affording us the opportunity to split our work in two halves; half in person and half telecommuting from home.

There should be more than one person who approved your vacation or doctor appts. because if it is an inconvenient time for my boss, I can not take my vacay or drs appts.

n/a

UHD is not valuing their employees. The recent 'compensation study' presentation makes this evident.

Communication is very focused on the top down, more needs to be done to engage staff at all levels. Benefits are not adequate and do not reflect an office in the 21st century. The pay is very below market value and UHD is at risk of losing good employees and not gaining good new hires because of the poor benefits and compensation. More needs to be done to provide leadership training and support to the employees that are dedicated to the institution and its mission.

It's frustrating to know we can work from home, but yet are forced to come into work.

Morale sucks, and i don't believe UHD is concerned about retention.

N/A

Please stop focusing on events that are only for staff. We are part of the university and would be more useful to the university if we collaborated with faculty. We continue to be isolated. Getting chili is not as satisfying as feeling useful to the students and the faculty.

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

UHD is stuck in time. There is no progress in trying to modernize the culture of the university. There is no desire from Administration to bring the university over to the 21st century. There is no desire to change antiquated thinking and systems to try to retain top young talent. There are excellent employees that have left or will be leaving soon because it seems UHD has learned nothing. Instead of providing flexibility and options for work/life balance, UHD is removing all flexibility and balance from staff. UHD's administration is contributing to an already negative and poor culture at the university. Unhappy staff will eventually equal unhappy students. Additionally, the difference in treatment between staff and faculty is mind-blowing. Why does Faculty have privileges that staff does not? For example, I am still trying to understand why faculty have reserved spaces and are still allowed to park in staff spaces, while staff all have to fight for whatever spaces are left. There is no real staff appreciation.

Space issues need to be managed. Rooms are and have been sitting empty.

N/A

Thank you, Staff Council, for being involved and listening to staff.

why are minutes not posted? or links to videos? faculty senate consistently posts yet staff council does not. how can you ask if I access the website for information yet THIS department refuses to post anything? How can I, as a staff member, feel confident, that you have my best interest in mind when you do not post communications? This completely boggles my mind.

UHD at one point in time was a fun and exciting place to work. However recently, since 2019 things have changed. There is no respect for employee loyalty that has been here for over 20+ years. Additionally work load continues to increase each day. We are overwhelmed with work, there is no appreciation. In IT, others continue to move up the ladder with promotions, changes of titles, pay increases, but the face of the university, IT Service desk are mistreated and not respected for our duties and responsibilities.

In the future please include question about, vacation, sick time and holidays. Do you think UHD has adequate number of Holidays compared to other Colleges or Universities in the area ?

none

One of the worse things here at UHD is how people work with one another within their own departments. As the saying goes, "It's not what you know but instead who you know", when it comes to giving out merit money/raises or even title changes when you know that you are doing the work of another position title and can't get.

UHD should value their staff much more and hear what their employees have to say Staff should be allowed to voice their concerns. Even if the concerns may not seem valid at the moment UHD should listen to these concerns and figure out how it will benefit UHD in the long run. The pay is INCOMPARABLE to other universities and companies in the State of Texas. The US government is in the works to boost minimum wage to \$15 and many employees with a Bachelor's degree are earning a \$1 above that. In a University education SHOULD be of HIGH value, but I am not seeing that here in UHD. Lastly, having staff/faculty return full time is unnecessary especially when there are departments proving that they can work from home and continue to keep this school running. The amount of expenses that UHD has possibly saved in the past year are large. In a business entity cutting expenses are critical and in my opinion allowing staff members to continue some sort of flexible schedule will cut those expenses. We just need to be valued a lot more for what is being done here.

I have high hopes for our new senior administration. Hopefully, they will move the needle on eliminating our toxic white male environment that is anti-Black woman. If not, I will be the 32nd Black woman to leave UHD in only four years. The retention of Black female administrators, staff, and faculty is absolutely disgraceful at UHD.

N/A

Our hiring process is a mess and needs to be addressed. It should not take months to hire for a Director or below position. In the private sector, HR would be fired and new people brought in immediately We need to resume the telecommute work that was more than sufficient and saw a productivity rise in the last year. The Covid-19 policies are a joke and a lie. The only reason we are back on campus is the Governor threatened to cut our funding

Thank you for your time and efforts.

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

Morale Issues: I think the moral and overall temperature of the staff has cooled significantly since the president fired David Bradley. It may not mean much to the newer staff, however, for veterans, those that have a lot to say and even more to offer, why would we want to stick my neck out only to get it chopped off? Really sad. WFH: I do not and have never had a problem coming into work. But since the pandemic, I think many staff members proved they can do the work from home without being 'watched'. Why not allow for a part time WFH policy? I know it may not work for every department and it may not seem fair to other departments who have to be here daily (FM, parking, student services, etc) but I think with some creative planning, it can be accommodated. But if we are not going to have such a policy, asking us to wfh on a weather related emergency without a real policy in place suggests UHD doesn't really care about their employees, just what is convenient for UHD administration. Also, how fair is it that you asked us to wfh but still pay people who did not or could not wfh. That was not fair. And without that policy, I doubt UHD will ever get as much people to work on another weather related emergency. Staff Council: I was disappointed there were no communication from our current or future staff council president regarding how or why David Bradley was fired. Maybe it could not be discussed but SOMETHING should've been communicated. This presented an opportunity for staff council to either help with the message and transition or to flat out get outraged. Understandably we live in a 'work at will' state but not one communication came from the council. Nothing. All I ever heard were rumors, exactly the things that Staff Council should've prevented by COMMUNICATING! It also sent a message that staff must agree or get fired. Very troubling. Fair compensation: For the past several years we were promised a raise -- a proper raise to our salary and not a 'one time merit pay'. That doesn't help our base pay. We were promised if enrollment increased and they have; then they held back because of the pandemic but while at the same time focusing and worrying about the enrollment numbers; to my knowledge, enrollment has trended in the positive direction for the past several semesters or may have been flat but it wasn't down and predictions for the fall term is also positive. Also, the pandemic is basically over. That excuse is done. We have now completed the new 'market study' but from recent emails from ESO they want to have meetings which tells me we probably won't get a raise? I mean, why meet if we are going to get a raise? What the staff don't see as fair is how the faculty can continue to provide raises for that group but not the support services? How does UHD 'find money' for these other purchases but cannot take care of their staff? Small wonder the university has a high turnover rate. Why isn't this talked about in a public forum instead of meetings of why we all aren't getting a raise? I think our administration is not tuned into our staff.... probably goes back to the firing of David Bradley

When we were told to come back last month, the cafeteria was closed. That was a disappointment. I did use the boost app once, didnt have a good experience, app told me food was ready when it wasnt. Had to wait. Today, i noticed the ice machine and water fountains are not turned on in the Shea building. We are all here as told M-F so building and access to water and ice should be too.

Thank you for your service.

Parking really is an issue for staff. I arrive at 6:45am just so i can get a spot in garage out of rain and not walk up that hill. By 7:30 it is full. mind you, my job starts at 8pm.

Would like staff council to address ESO about job titles that still do not have career ladders and have never had career ladders. Specifically why ESO has not stated that some job titles just do not have advancement.

this pandemic has been a thing for history books. I just wish that people who have traveled were honest about quarantining when coming back from countries outside the USA and not being vaccinated.

Pay and annual raises are inadequate. I'm effectively making less than I was 5 years ago because cost of living raises don't happen. Need to look into alternative working hours and/or remote working. I don't need to be on campus for 40 hours a week and waste my time with commuting.

NA

(1) It's not easy to transfer to other departments; too much favoritism (friends) & nepotism (relatives) at the university and not looking at a person's qualifications and experiences. (2) Create a policy to balance telecommuting and in-person on campus work that best meets the needs of the UHD and staff while ensuring that the fundamental in person character of UHD is maintained. (3) I have worked at other universities, and i can see that parking will never be adequate at UHD because of limited land available to purchase at a reasonable price in downtown. The cost for a permit is very reasonable & everybody can't park in the garage. That's life. It's that way at every university. Most days I drive, some days I park in the garage, some days I park in the parking lot and sometimes I ride Metro, my choice. The purchase of land in downtown Houston and building another parking garage will cause the annual parking rate to double maybe triple. I like the price of permit where it is right now.

None

Idea: As a merit for staff, each year that a staff member is employed at UHD, that staff member receives more funds for college.

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

ESO should be evaluated and possibly a separate third party entity. The relationships that members of ESO have personally and their deep involvement in staff council and other matters is alarming. I am among several university employees who have no faith in the capability of ESO to remain unbiased and work towards solutions. I have asked for help in the past with no response even after following up. There have been other times that I have asked for help only to be met with accusations about my behavior instead of, again, education or training. If staff members do not trust ESO, what resources are available to us?

Staff Council needs to operate in a completely separate stance from ESO. ESO's continued influence presents as a direct conflict to Staff interests.

Staff Council should not be influenced by ESO.

We need to move towards permanent working from home hours or a different schedule like 9/80

With so many changes in leadership, it is impossible to feel confident about the direction in which this university is heading. UHD is not concerned about my health or well being and providing me with a bbq sandwich to placate the fact that UHD employees have to return to work earlier than the other UH universities does not count as concern for my health. The Provost nor the President could not logically explain why. Further, it is beyond insult for ESO to send an email to supervisors regarding on campus attendance, when an employee has opted to use their hard earned vacation days. To clarify, supervisors were asked to have their employees switch days if their vacation day fell on a day they are scheduled to work on campus. This is in contrary to what the ESO VP said in one of the town hall meetings - "If an employee wants to stay at home, they can use their sick or vacation time".

would like to see staff council address ESO and why some job descriptions still do not have a career ladder.

Although, I appreciate the efforts of our Staff Council, I am not willing to share my concerns during meetings as administrators are also included in DT_Staff. It does not seem logical to have ESO so involved in staff council meetings. We should have a safe place to interact.

I would like to see outside speakers pertaining to training up and coming UHD staff leaders. These would be employees who are in positions of lead, supervisors, and new managers.

Employee culture is poor. Decisions by administrators are not helping matters. Administrators need to stop being "old school" and wake up to how their outdated leadership is making things worse instead of better.

I am very troubled by the latest rash staff firings. There are policies and procedures in place that should be followed. From the outside looking in, it doesn't appear as if that is the case. David Bradley was a champion of staff for decades. To send him packing on a Friday afternoon was awful and not the way we treat someone that has dedicated his career to UHD. He should have been given the opportunity to exit with grace if he was no longer wanted at UHD. We just should not treat people this way. Period. I am also troubled that the Staff Council president-elect (soon to be president) is not reflecting the voice of staff and is instead pushing her own personal agenda. This is not what staff council should be used for. Before she speaks on behalf of staff over these concerning firings of staff, she should speak to staff. If this continues then staff should remove her from this position. And lastly, UHD staff council should be meeting with other UH system staff councils so that they can see what the other universities are doing to provide for staff, and then they should all work together so that all system staff get the same benefits. Collective bargaining is available if you seek it out! Use it.

I think our University Administration has done an excellent job is how they have handled the COVID situation. They have looked out for the best interest of all employees!

I don't think anything is the same since Blanchard fired David Bradley, effectively shutting down any conversations or descent. So much for his "listening tour". Very disappointing and upsetting to the staff. I don't think there is anything the new president can do to recover that credibility, And many staff I've spoken with are afraid for their jobs.

please please please: post minutes. This is silly that it has been years since the staff council site had minutes added. Even faculty senate posts theirs but the staff council does not. NO organization should be allowed to meet as long as staff council has without the oversight showing that the minutes are not being posted; how are staff to know? Further - no Staff Council president should allow this to continue.

I love working at UHD Police Department. My only wish is that we had more space or possibly our own building because we're out growing the space. Oh, and there's horrible phone reception down here.

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

It was disappointing how disconnected Staff Council was from staff during the pandemic while so many were working from home. There could have been a virtual professional development series, a drive-through chili cook-off like Student Activities did for the Bayou Bash, virtual celebrations, etc. Meetings were disorganized and messy with a low level of care displayed in any presentations or communications. The awards ceremonies were awful. There should have been Impact Awards. Staff was evaluated when working from home, so one would think they could have been recognized for achievement. Altogether, it was a very sad year for Staff Council.

Our division has endured some big changes recently. I am a positive and hopeful person, but am objective as well. As usual, the people in our department will persevere and do what is best for the UHD community. That is all we can control. Losing our CFO and AVP is an adjustment. We are hopeful that their replacements are as ethical, talented, and compassionate as the people that currently work in the division.

I never know who my staff council representative is or how to contact them. Does staff council have a webpage? If so, it should be included with every email. And please email staff council meeting notes to all staff.

NA

I feel UHD has completely dropped the ball on COVID and our safety. Instead of focusing on our health and safety or what has worked in the year of remote work, they had a knee-jerk reaction to state officials. Other state institutions of higher learning allow for remote work, but they have no desire to even look into it. While we are still supposed to be ramping up, we have been exposed to COVID.

Employee Relations is lacking. There are no clear procedures in place, no set time frames that allow for a timely resolution. I would also like to see improvements in the supervisor evaluation. Since its inception, I have participated but not once have I received any feedback. They seems to disappear in a black hole, unlike staff evaluations that are considered extremely important regardless of their accuracy.

I think Staff Council should look into employee retention. I think that having some real data on the number of people who leave and the reasons why they do so would be eye opening for upper administration. Most of the people (esp director, asc., asst) who leave UHD end up in better paying positions at higher ranks at other universities and colleges in the region.

Please find a way to have work from home schedules evaluated/approved as an alternative work schedule. As shown over the past year and a half plus, we have been able to successfully complete and manage our workloads while working primarily from home.

I am sitting on an 18-year old office chair all day, and am having pain. I am not sure that UHD is supportive of ergonomic issues. We need an ergonomic workstation evaluator to visit the Davies College of Business and do an assessment on everyone.

Parking is a huge concern. I can't believe permits are continually sold regardless of how many spaces there are. I've never worked at an institution that did this.

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?

No

I feel Faculty and Staff do not have a say. The culture at UHD has digressed each year. There is no loyalty to employees. Leadership needs to evaluate all departments and their heads because they are getting away with a lot of wrongdoings and it needs to be exploited.

N/A

No.

No

N/A

UHD does not offer flexibility and does not promote work/life balance. The salary structure is low compared to other universities.

N/A

I'd like to see more transparency from UHD and college administration and managers/directors, plus a demonstrated value of staff and Staff Council. It's ok, yet can be vastly improved.

see above; most disappointed in the lack of transparency.

Yes

none

I think I may answered above for a question(s) that could have been elaborated on.

Will be getting more parking spots or garage expansion? - Will there be a limit to how many garage parking passes are sold? (Minimize crowding and rush to find a spot.) Will UHD be reviewing their schedule flexibility? Why is UHD brushing COVID under the rug as cases slowly rise again? (Hospitals aren't even doing that yet...) Will the state raises be announced soon? What are the proper procedures when it comes to applying for a job internally?

No

Using Outlook has become a challenge over the past few months. This affects my work. I am not the only one that's noticed it is having issues. It lags badly compared to a year ago. Please fix this. It causes unnecessary frustration and delays.

N/A

It seems there is miscommunication between departments due to overload in some departments. More support staff in certain departments is needed. As well as more training in project management.

Doesn't matter if we put down on annual evaluation, ESO can't move forward with pay increase or updated job title unless our supervisor is in favor of it. We are at a standstill. Been trying to get changes made for over 2 years.

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

Not at this time.

no

Is there an ongoing method for UHD staff to submit anonymous questions and concerns at any time?

Staff are not paid fairly for their contributions, there are not clear career paths available at UHD, the benefits are average at best. UHD needs to do more to advocate for and support its staff so that it can retain its effective and efficient employees and attract new talent.

NA

None

Parking at the university is awful. The new garage has fewer spots than the one that was torn down. Additionally, ALL staff has one floor to park on. A floor that is also open to faculty and those with reserved spots. There are many with mild disabilities and temporary injuries that would benefit from being able to park near the building. There are safety concerns with parking further away or at different buildings. Some staff are arriving 30min-1hr early for spots.

In light of recent events, staff retention concerns seem to be lacking.

Pay and annual raises are pretty poor. I effectively make less than I did 5 years ago because cost of living raises do not happen.

Stop asking about parking if there is no solution. You already know the answer. Parking is beyond inadequate.

Some departments have an Assistant Director/Manager and Director that supervises the staff. It would be beneficial if staff were able to answer certain questions in this survey for each role separately. The answers or comments pertaining to the Assistant Director/Manager, may not be the same for the Director.

There was a question about if I feel comfortable going to my supervisor. Yes, I do. However, that has not always been the case and going to ESO has never helped. ESO takes the side of Managers and then Managers find out you spoke to ESO and then come the repercussions of reaching out.

ESO should detach themselves from staff council. Let's be very clear - the role of ESO is to protect the university; the role of staff council is to be a voice of staff as an advisor to the president. ESO directing staff council is not in the best interest of staff.

Probably never a good time to hold staff council meetings. one thing for certain, you should continue to use zoom SC meetings as it's way more convenient.

No

I think our staff council leadership has done a great job at building reciprocity with faculty senate and addressed the needs of the whole community during this difficult period. My hope is that all student, staff, and faculty will continue with this spirit of unity and valuing each other going forward.

NA

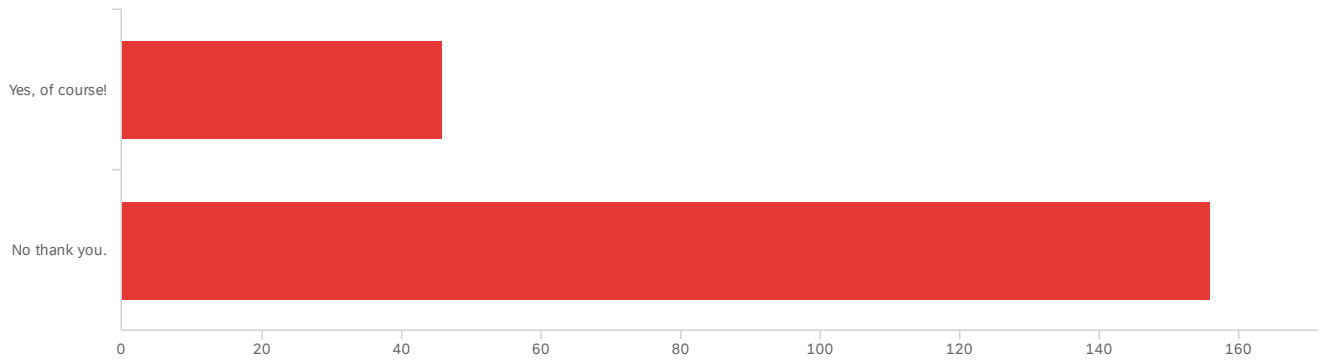
I do not attend meetings because I rarely have time to attend. Meetings should be mandatory; some supervisors do not encourage staff to attend, nor provide the time to employees.

no

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?



#	Field	Choice Count
1	Yes, of course!	22.77% 46
4	No thank you.	77.23% 156

202

Showing rows 1 - 3 of 3

Q21 - Please provide your first and last name.

Please provide your first and last name.

Hitesh Patel

Stephanie Olin

NA

Kris Zimmerman

Blake Trítico

Damian Walsh

Noel Baldovino

Bansari Moffe

Vivian Smith

Arrianna O'Quin

Noah Hester

Lisa Lyle

Lea Campbell

Blake Trítico

Belinda Hernandez

Edgar J Mendez

Jesús N. Serrato

Joseph Cunningham

Anthony Trevino

Leah Long

David Nguyen

Manuel Fernandez

Please provide your first and last name.

Sam Lai

Tesha Koltys

Damian Walsh

Bruce Greer

Debora Evans

Michael Manuel

Sandra Jacobson

Augustine Oladipo

Blake Tritico

L. DeVrone Suggs

Andrew Hannan

Branston Harris

Lisa Lyl

Robin Read

Dan Ko

Q22 - What is your UHD email?

What is your UHD email?

patelh@uhd.edu

olins@uhd.edu

NA@uhd.edu

zimmermank@uhd.edu

triticor@uhd.edu

walshd@uhd.edu

baldovinson@uhd.edu

moffeb@uhd.edu

smithv@uhd.edu

oquina@uhd.edu

hestern@uhd.edu

lylel@uhd.edu

campbellc@uhd.edu

triticor@uhd.edu

hernandezb@uhd.edu

mendezed@uhd.edu

serratoj@uhd.edu

cunninghamj@uhd.edu

trevinoa@uhd.edu

longl@uhd.edu

nguyend@uhd.edu

fernandezm@uhd.edu

What is your UHD email?

lais@uhd.edu

wardte@uhd.edu

walshd@uhd.edu

greerb@uhd.edu

evansd@uhd.edu

manuelm@uhd.edu

jacobsons@uhd.edu

oladipoa@uhd.edu

triticor@uhd.edu

Suggsl@uhd.edu

hannana@uhd.edu

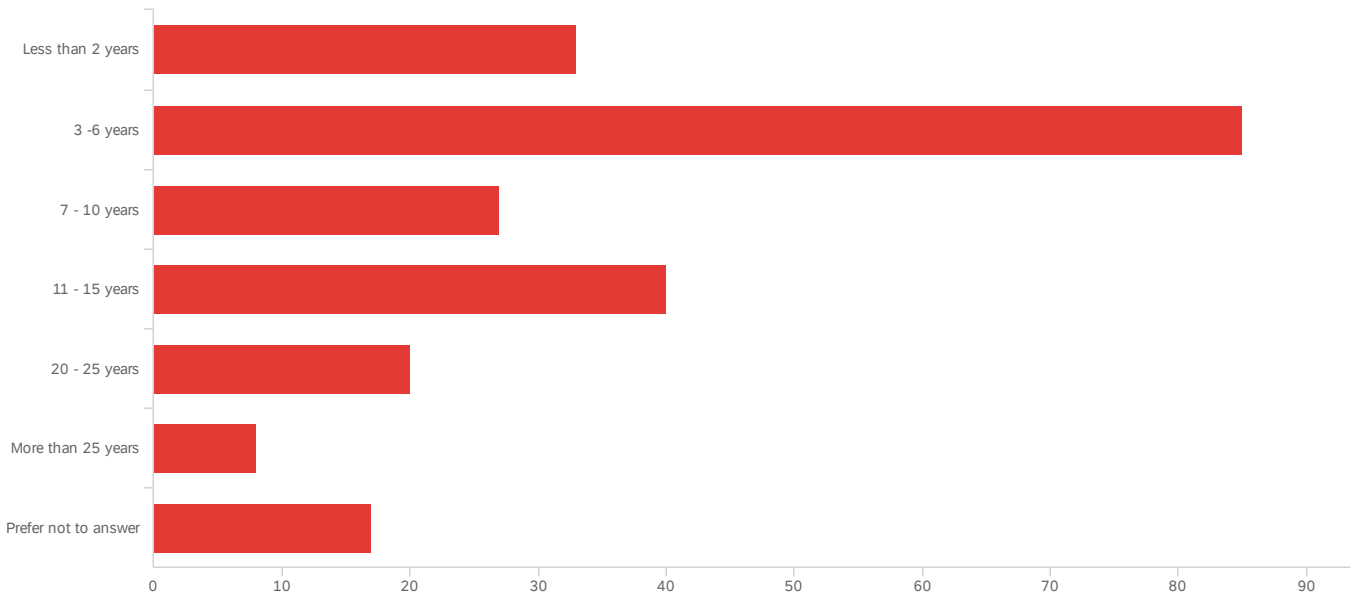
harrisb@uhd.edu

lytel@uhd.edu

readr@uhd.edu

kod@uhd.edu

Q45 - How long have you worked at the University of Houston-Downtown?

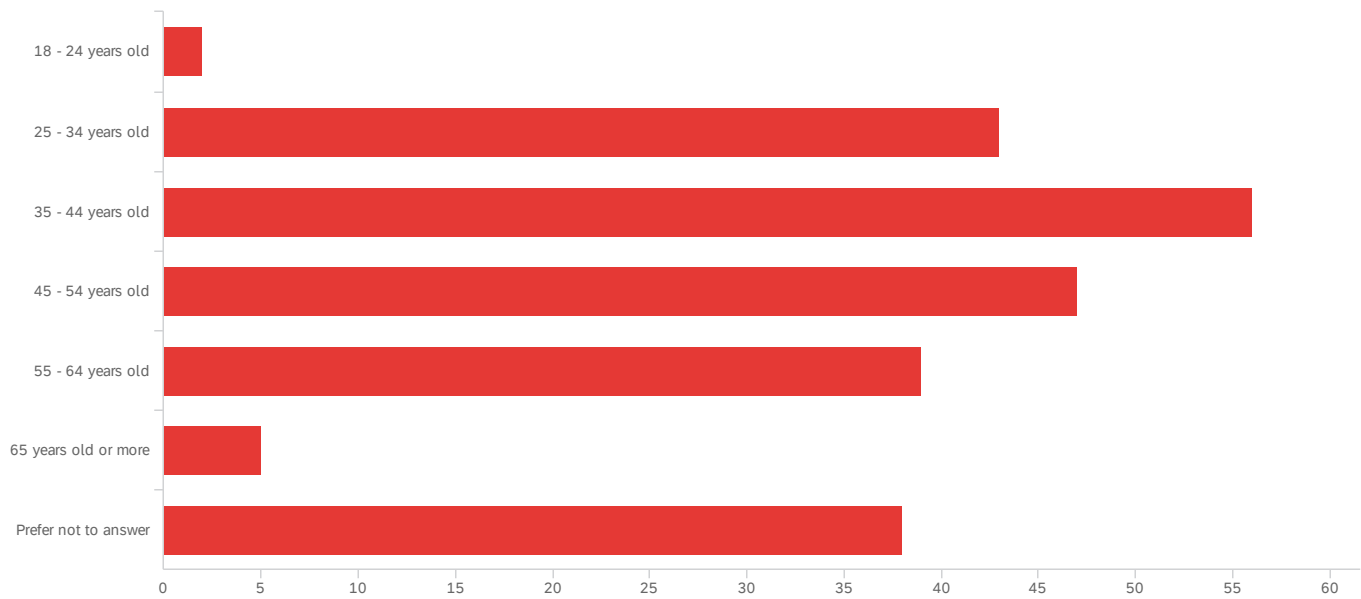


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How long have you worked at the University of Houston-Downtown?	1.00	8.00	3.17	1.90	3.60	230

#	Field	Choice Count
1	Less than 2 years	14.35% 33
2	3 - 6 years	36.96% 85
3	7 - 10 years	11.74% 27
4	11 - 15 years	17.39% 40
5	20 - 25 years	8.70% 20
6	More than 25 years	3.48% 8
8	Prefer not to answer	7.39% 17
		230

Showing rows 1 - 8 of 8

Q46 - What is your age?

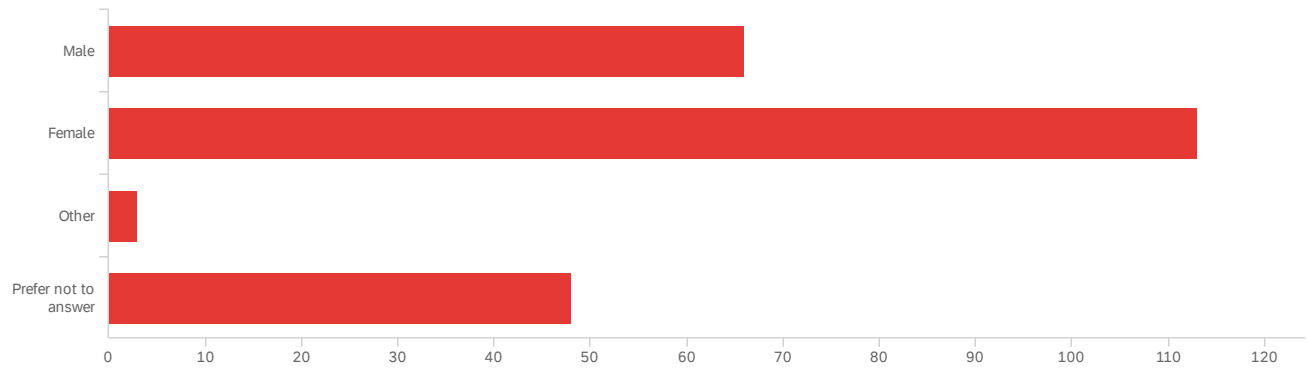


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What is your age?	1.00	7.00	4.07	1.68	2.81	230

#	Field	Choice Count
1	18 - 24 years old	0.87% 2
2	25 - 34 years old	18.70% 43
3	35 - 44 years old	24.35% 56
4	45 - 54 years old	20.43% 47
5	55 - 64 years old	16.96% 39
6	65 years old or more	2.17% 5
7	Prefer not to answer	16.52% 38
		230

Showing rows 1 - 8 of 8

Q47 - What is your gender?

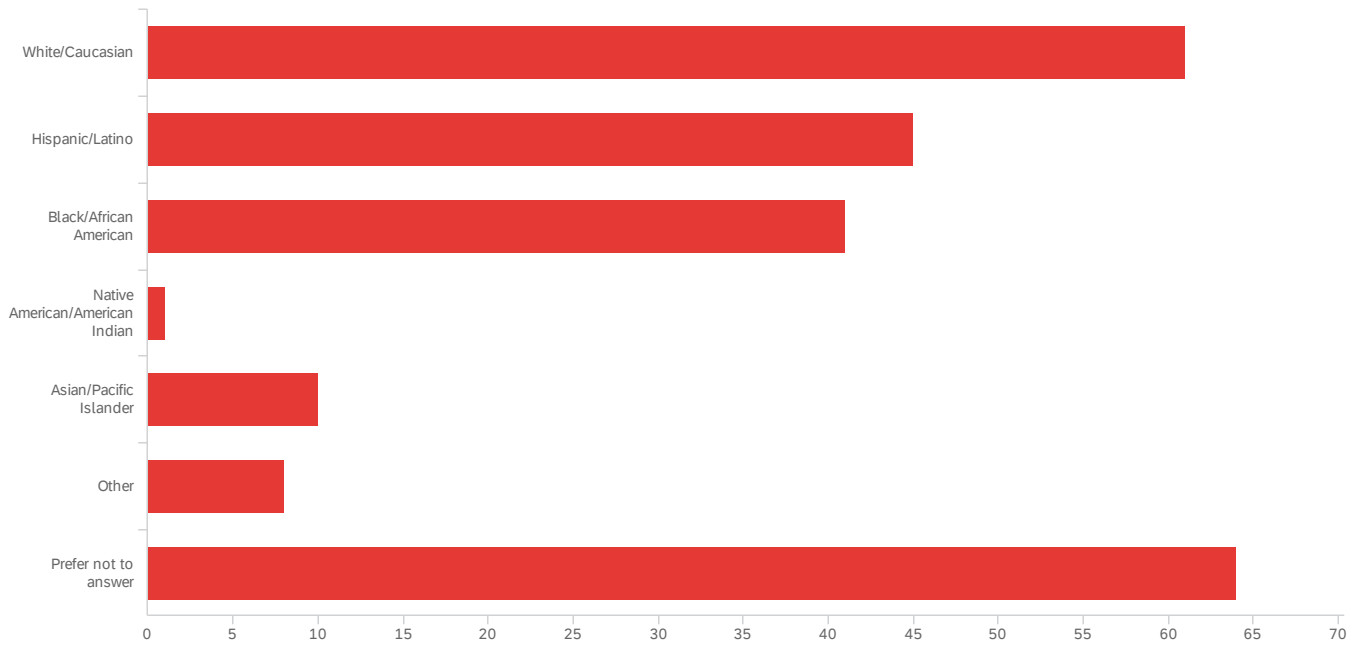


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What is your gender?	1.00	4.00	2.14	1.06	1.11	230

#	Field	Choice Count
4	Prefer not to answer	20.87% 48
3	Other	1.30% 3
1	Male	28.70% 66
2	Female	49.13% 113
		230

Showing rows 1 - 5 of 5

Q48 - What is your ethnicity?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What is your ethnicity?	1.00	7.00	3.58	2.42	5.86	230

#	Field	Choice Count
1	White/Caucasian	26.52% 61
2	Hispanic/Latino	19.57% 45
3	Black/African American	17.83% 41
4	Native American/American Indian	0.43% 1
5	Asian/Pacific Islander	4.35% 10
6	Other	3.48% 8
7	Prefer not to answer	27.83% 64
		230

Showing rows 1 - 8 of 8

End of Report

