

ATTACHMENT II

List up to four areas of weaknesses within HU.
SECTION A: Office of Human Resource
Poor Human Resources
Human resources, can't rely on them. Poor.
Human Resources.
Human Resources needs to be more professional.
Human resource office not employee friendly; no support either.
Human Resource department does not protect employee information and complaints.
Poor performance of HR.
Human resources not here for employees
Difficulty working with HR-Getting response.
Human Resources: Incompetent, unprofessional.
No follow-up on grievances.
Does not have a comfort zone to address dissatisfaction in the work place.
Human resources and Affirmative action shouldn't be the same employee.
Slow hiring of any new employees.
Too long to get HR paper work processed.
Need communication of policies and procedures.
Takes way too long to get jobs posted and hired unless it is of importance to administration (i.e. sports)
SECTION B: Equality and Fairness
Human resources seem to pick and chose what policies to follow. Why are the same jobs at different bands?
The hiring process some positions are never advertised. They just put the people they want in those positions without searching.
Favoritism throughout university.
too much favoritism (e.g. student affairs)
there are too many inequalities and inconsistencies in the salary bands (e.g. some secretaries are at 104 bands and some professional staff are at a 103 band - can someone explain!?)
So much politics.
Personal agendas
Promotions on "who you know" not what you know.
The bands are not very fair unless you belong to a group you get raises.
Bans are not fair only to an elite click (group).
Too much hiring friends and giving them better jobs.

Only "certain" employees are recognized (same ones over and over).
Equality regarding position. All advisors the equal.
I do not believe pay salary are fair to all.
I do not believe hiring procedures are followed.
Unfair hiring practices.
Inconsistent hiring policies and procedures with no check and balance.
Hiring practices.
Review of practices.
SECTION C: Salaries and Raises
No merit based increases.
What ever happened to "Merit" raises?
Salary band system needs to be trashed. Disliked widely on campus (unfair).
Pay scale is ABSURD!
Unfair pay/compensation levels.
Salary bands sholud be trashed (very unfair).
Salary bands.
Our salary bands are low.
Salary bands - some bands higher/lower-same duties-different depts.
Pay scale.
People are not fairly compensated.
Band system.
Levels of job positions (pay-level bands).
Salary bands are not up to par.
Pay increases (could be pro-rated better).
Scheduled raises based on anniversary date.
The raises should go across the board not on anniversary date.
Anniversary pay raises not justifiable.
State pay increases are not given to employee on the first day of the fiscal year.
The university does not give out raises at the beginning of the physical year, but waits until the anniversary date of the employee which might mean a year later.
Pay increases at time of anniversary instead of all annually.
Legislative cost of living increase needs to be given July 1 to employees.
Starting pay and raises on your anniversary doesn't make sense.
Some BA levels make more than MA's.
Does not consider experience with good performance as an asset or valuable for money.
Does not pay those who show productivity well.

Do not pay employees what they are worth.

SECTION D: Other Areas of Concern

Give raises to those who don't always do all the work

Some employees are paid more to do less.

Too many duties for some position (need to re-assess positions and/or duties.

Some administrators are not qualified or receptive to their staff.

Many employees are not recognized for their work.

Many jobs are announced at higher pay than upper supervisors receive.

Overworking some employees and letting others slide.

All leave balances should be updated bi-weekly (sick, vacation) on banner.

do not know how to communicate with staff.

Does not work with the staff.

Not taking advantage of banner timesheets and purchasing.

Salaries

Benefits

Better pay (needs).

Not enough recognition or benefits.

Salary is not competitive on a state wide level.

Low salaries.

Low salaries compared to comparable institutions.

Needs more competitive wages.

Pay

Very poor pay.

Competitive wages.

Not being able to take 2 classes that add up to 4 hours.

More employee incentives.