

ATTACHMENT III

<i>What improvements do you think need to get addressed to make progress in this area(s)?</i>
<i>SECTION A: Office of Human Resource</i>
Human resource needs major reorganization quickly-losing good employees.
Better HR office-should be pro labor not pro administration.
Get an HR director that listens to the needs of employees.
Need a new HR Director from outside LV area.
Better HR office to serve all of us.
Problems taken to HR should not linger.
staff needs to feel confident in going to HR with a problem, not feel chastised and uncomfortable that they confided in them. And also feel as though there is going to be a solution to their issue.
HR needs to be overseen by an outside source when it comes to hiring.
Increase HR staff and professionalize the office.
Have an open door policy.
We need to have an affirmative Action Office separate from HR. Most staff members are uncomfortable going to HR with issues.
Reinstate Affirmative Action to improve and enforce hiring policies and procedures to insure that employment candidates meet qualifications.
<i>SECTION B: Equality and Fairness</i>
Make Band System more equitable.
Equality in pay.
Equality and fairness to all regardless of age, sex, ethnicity.
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Respect all employees equally-too much favoritism today.
Recognize all employees for services and treat fairly.
Improve hiring practices by being fair.
Unionize employees. Not fair right now.
Recognize all employees for services and treat fairly.
Hiring resulting from favoritism of employees-stop this practice.
Quit hiring key personnel without a search "Student Affairs"
Student Affairs needs to comply with the staff hiring policies and procedure, like everyone else.
stop promoting people because you "like" them (e.g. student affairs)
Treat all employees equal-referring to policy - should be the same for everyone.

Treat your staff equal.
Pay increases resulting from job performance, not across the board.
Treat everyone equal and fair and pay accordingly-low employees do all the work.
Accountability of bans - not fair.
The Personnel Policies and Procedures manual should apply to everyone who gets hired.
Stop "creating" positions for certain people.
stop placing people in positions they are not qualified to be in!
Improved hiring practices- no more "done deals", earlier searches, more effort to recruit diverse faculty.
Promote from within and PAY accordingly!
SECTION C: Salaries and Raises
Raises should all be distributed on the same day for everyone.
give state raises on the first day of the fiscal year.
Change in anniversary date raises.
Pay increase.
Directors of programs must have master degree.
Salaries should be adjusted to accommodate years of experience as well as education.
Get paid more for education and degrees earned in order to keep employees from looking for other opportunities else where.
Supervisory positions should not be given to someone without experience just because they have a degree.
Re-evaluate job descriptions-work overload.
Increased pay for faculty at all ends of the payscale and staff.
Administrative Assistants are getting paid more than directors.
Do not pay coordinators more than directors.
Students getting paid more than some administrative assistants and secretaries.
Hiring should not be done by authority figures in that department.
Complete collective bargaining.
Salaries at lower ends not adm.
Staff needs better pay.
SECTION D: Trainings and Workshops
Train employess better-very low moral - more recognition.
Better esprit de corps
Train supervisors.
Attend a workshop in computers.
Sensitivity training-too much negativity in workplace.
not enough training and in house professional development

Team building to heal and move forward.
Customer service training for ALL employees-EVERYONE!
Encourage and allow employees to take classes.
more training, more in house professional development. Harassment should be the first topic (regular harassment, not only sexual harassment).
Trainings to all.
Lack of training of supervision.
Lack of customer service.
No real support for faculty development.
Little commitment to community and no customer service.
Poor leaders and supervisors. No skills.
Supervisors have no management skills/training.
Improve my computer skills.
Lack of professional development.
No printed materials for training new employees.
Lack of training.
Some departments should allow professional development.
Supervisors training on how to treat employees.
Lack of customer services training for ALL employees/faculty.
Lack of training to supervisors.
Training/support for payroll staff.
Provide faculty with time and funds for professional development of their choice.