

ATTACHMENT IV

Staff Participation and Communication
Establish a staff senate.
Employees don't have a voice.
Employees should have a representative on the board.
Include middle management and staff on presidents council and regent reports.
No moral right now. Need to improve before nobody cares.
Employee morale
Moral is low
not enough university wide communication, everyone needs to know what is going on and stop duplicating efforts and reinventing the wheel every time there is an issue.
Communication needs significant improvement immediately.
Communicate with the employees and get them involved.
Better communication and treat employees better and respect too.
Improve communication.
Communication, communication.
Communication.
Communication better now, still room for improveemt.
Open line of communication so there can be timely answers!
Lack of communication.
Communication
No trust or communication between staff, faculty and administration.
Bad communication.
Lack of communication with president, with faculty/staff.
Poor communication between administrators and staff.
no information delivered to staff/faculty.
Changes in departments and no one knows until last minute.
Poor communication amongst staff and faculty.
Communication on all levels.
Communication between departments.
administration - no communication.
Centers
I believe that not enough attention is paid to the centers. We need staffing so directors do not have to advice and create pos. Their time should be spent in management and recruiting.
Effectiveness of support to the centers.
Communication with center.
Support of center staff with schools.

Centers have minimal access to answers only main campus can provide!
Slow response form main campus.
No coordination for PSY and CJS program at SJC center.
Rio is not supervised closely enough.
No support of centers i.e student support.
Centers are put aside rather than looked on as a university center.
No money to help centers
More concerns for centers (we are part of the university)
More site involvement.
Increase services for students/staff on sites.
Spread some of the authority to the centers! Why are we here if we cannot make any positive improvements?!
Have site visits to hear from students/staff.
Stabilitiy and Accountability
It would be nice to see the president and VP (Academic Affairs) visiting and talking to employees and students about their needs and sorroundings.
Have all VPs and President mix with all employees.
Consistency in administration everytime there is a change we have to start from the beginning. You need to keep well qualified and knowledgeable employees at their positions.
Administration turnover.
Too many changes in the administration-back to square 1.
Need to keep administration personnel (stability).
To choose a president who will stay with the university for better changes.
Need president to stay longer so things do not change so often.
All the changes in directors and deans (no stability).
Administration - High turn over rate.
Too many administrators and VP's.
Too amny VP's for such a small Institution.
University to top heavy.
Too much administrative power to deans without accountability.
Weak administration and student affairs is in disarray.
Departments are not held accountable, more accountability.
Supervisors are not checking on the work of their staff.
Have VP hold deans more accountable for their management.
Some employees are not supervised properly (Ex. custodians).
Facilities supervisors should check buildings and have custodiands do better job.

