

2016-2017 Climate Survey Follow-up Findings

In high dissatisfaction areas, respondents were asked to suggest one idea for change. Multiple, specific and/or recurring suggestions are below:

The Physical:

Rid campus(es) of wildlife: cats, roosters, cockroaches, etc.

Paint and maintain older bldgs (research effects of color) (Q1)

Offer on-site training, advanced or next step training, target dept needs and have tech mentor (within department) (Q3)

Need tech manager, upgrades and non-Laulima options (Q4)

The Environment

Trust personnel to do job. Approach with “how can I help” rather than “What have you done?”

Reward good workers, don't overtax them

Become “servant leaders” learn to listen (Q5)

Create brainstorm sessions for innovation and consider ideas from out-groups as well as usual suspects

Need funding; allow all to apply for grants, (Q6)

Less committee work/ allow off-site call in

Employees burnt out, overworked (Q8)

Communal space: informal get-togethers (Q9)

Fairness: No fear or Favor (Q10)

The Process

Efficient ordering: all on-line, no paperwork, request forms with one (or two) clicks

Efficient hiring: faster, on-line applications

User-friendly access to supplies and small purchases

Post supply priority

Budget transparency (where does the money go?)

Less documentation= more time for innovation; cyber portfolio (Q6)

Decisions made behind doors: In hiring, transparency is criteria and qualifications not number of applicants

Newsletter or blog on meetings, hiring, events, etc. (Q7)

Less report writing: Streamline reviews, assessments, tenure reports etc. (Q8)

Tenure: mentors needed (now exercise in “cult of personality” Times change; our students have changed, our role in students’ lives have changed)

Manini-focused documents, lowest tenure rate in system (?)

Fairness: tenure without fear or favor (Q10)