2. Results of Great Colleges to Work for Survey from Modern Think
Taylor Lovell said the reason we did the survey is to do core themes analysis, campus climate survey, benchmark against other schools (peer institutions, average results for those who participated), key strengths and areas of improvement.

This survey consisted of 60 statements on UVU and employees agreed how they felt about them.
% of employees who strongly agreed or agreed

Differences between this survey and 2012.

Categories and average scores- highest is pride and facilities, lowest fairness, shared governance and communication

Went down slightly in employee satisfaction but still on par with peers
Campus climate – down slightly but still on par with peers
Down slightly, but 6% better than peers on administrative imperative 1

Most people agreed – best overall
This institution actively contributes to the community
This institution takes reasonable steps to provide a safe and secure environment for the campus

Job type
Administration was more likely to agree with statements than non-exempt staff
Faculty were down in taking reasonable steps to provide safe and secure environment for campus

Worst
Paid fairly for work – everyone disagreed – 6% below peers
Department has adequate faculty/staff to achieve goals
Recognition and rewards programs are meaningful to me – lowest in non-exempt
Issues of low performance are addressed in my department –
Promotions in my department are based on a person’s ability – lowest in non-exempt

Discussed the recognitions and recognition programs
Pat on the back
Institutional awards
Compliance issues and negative calls, etc. Are staff being supported by department leadership?

Robert Loveridge said it seems to be a general shift down overall, which is concerning
Brett said it is a better economy, and more opportunities in the community
Jeff said it is also based on expectations, he is also concerned it is across the board
Linda said one thing she wants to do to get more information out to everyone on what is reality
David C – so much is driven by faculty who talk to others and is anecdotal

Improvements over last survey
The facilities adequately meet my needs
Teaching is appropriately recognized in the evaluation and promotion process
Overall my department is a good place to work

Decrease
Senior leadership regularly models this institution’s values
   Linda says this merits PELC discussion item
   David C said this also relates to the university maturation – following policy, etc.
This institution’s benefits meet my needs
   Done in the middle of change in benefit plans and discontent
This institution places sufficient emphasis on having diverse faculty, administration and staff
   Before inclusion initiative
The role of faculty in shared governance is clearly stated and publicized
   More aware of compliance issues- Feeling of overall powerlessness
I am regularly recognized for my contributions
   Linda said the regular part could be part of the issue – need culture change – another PELC discussion and
   needs to go down through the organization
My supervisor/department chair regularly models this institution’s values – same PELC conversation

Better than our Peers
This institution’s culture is something special
At this institution we discuss and debate issues respectfully to get better results
All things considered, this is a great place to work
Teaching is appropriately recognized in the evaluation and promotion process
Senior leadership regularly models this institution’s values

Worse than our Peers
This institution places sufficient emphasis on having diverse faculty, administration and staff
   Feel like emphasis means outcome
Promotions in my department are based on a person’s ability (should include performance)
The role of faculty in shared governance is clearly stated and publicized
I am paid fairly for my work
I am regularly recognized for my contributions
Our review process accurately measures my job performance

Differences between Men and Women – Positive for men
In my departments we communicate openly about issues that impact each other’s work – 12% difference between men and women
Changes that affect me are discussed prior to being implemented – 5% difference

Women agree more than men
The role of faculty in shared governance is clearly stated and publicized – 15% difference
Our senior leadership has the knowledge, skills and experience necessary
Senior leadership provides a clear direction for this institution’s future
I understand the requirements to advance my career
This institution’s culture is special – something you don’t find just anywhere – minus 10%

Job Category Differences
Biggest differences in job categories are:
We have opportunities to contribute to important decisions in my department –
Promotions are based on ability
Understand requirements to advance my career
We communicate openly about issues that impact each other’s work
Senior leadership provides a clear direction for this institution’s future

Administration
Biggest difference from overall
- This institution places sufficient emphasis on diversity
+ we communicate openly about issues that impact each other’s work + 295
Senior leadership provides a clear direction for this institution’s future
Promotions in my department are based on a person’s ability
I am regularly recognized

Faculty
I understand the requirements to advance my career +
We have opportunities to contribute to important decisions in my department 13
Our review process accurately measures my job performance +
Issue of low performance are addressed in my department -
- Good balance of teaching, service and research at this institution -

Exempt staff
+ there is a good balance of teaching service and research
There is recognition of innovative and high quality teaching
Faculty are appropriately involved in decisions related to the education program
-I understand the requirements to advance my career – 11%
-review process accurately measures my job performance – 15%

Non-exempt staff
Institution places sufficient on having diversity +9%
-opportunities to contribute to important decisions in my department -24%
Promotions in my department are based on a person’s ability-19%
I understand the requirements to advance my career -17%
I am given opportunity to develop my skills at this institution -15%
Open ended questions
Top responses:
Co-workers
Student focused
Schedule flexibility
Teamwork/collaborative
Positive environment
Working with students
Quality of students
Freedom/autonomy
Senior leadership
Other 30%

What would make it better
Pay increase
Better communication
Better benefits
Supportive work environment
More space/facilities
Other 95%

Take to PELC first in January (may want to add an hour in January PELC)
How will this inform us?
Then disseminate more broadly

Specific HR questions – HR will be reviewing and used to inform the benefits committee
Linda said we need to be applying and informing what we do
UPAC self-evaluation
Influence planning and practices

Jeff asked if we do work beforehand in PELC. Distribute it in advance and come prepared to discuss this and have certain specific questions to review
Tim said if we had feedback from PELC on what they feel are the top issues and be prepared to talk about this
Send to PELC this week

Discussion topic, please review, come with questions, issues of concern and recommendations to address
Tim said they are also happy to present to any departments
David C asked them to come to Senate.


Nancy said there are over 200 federal regulations we must comply
Regents
State

Total report was printed for Cabinet

Nancy has a list of members of the committee. Her and Mike Francis co-chair
Inventory of all regulatory issues we are required to comply with
Appropriate plans in place for compliance – policy, procedure, internal control, measure, etc.
Have worked on this throughout the year

Report with more complete inventory
Majority of sexual assaults occur within 8 weeks of attending college

Other purpose is to take that inventory and look at it objectively and work together collaboratively in areas of overlap of resources

Determined 3 priorities to review each year:
PCI – credit card – build in security
Biosafety – not in compliance with OSHA (blood borne pathogens)
SaVE Act and Clery issues

Ensure that everything we need is in place. These three issues have the potential for high impact and a hazardous event.

Report has identified financial resources and policy review and upgrade

Have created a calendar with priorities listed under Tab 5
Linda asked to add the annual report to Northwest
Mitigation plan – problem, what we currently have, what is needed, and risks

Nancy asked as you review the report, anything you think needs to be added, to let her know.

Committee will be meeting with subgroups to evaluate their inventories and mitigation plans and assess where we are for next year.

Mike Jones – PCI (payment card industry data standard)
We are required if we accept cards to adhere to these standards
We already have an IT security person dedicated to PCI and think we need another individual on the finance side to train and teach and protect data - accounting position for internal control
Val said there are a lot of tasks we need to do, with timelines. Have had a consultant who has outlined a plan of things we need to do to be compliant. If we have a breach we are subject to fines of up to 1/2 million per breach with our credit card contracts. Being in compliance gives us some protection. Val said there are different levels based on dollar level of cards in transactions in your institution.
Odds are people can get it, but we don’t want them to find anything or share

David C suggested at some point we have a discussion on conflict of interest, and change the nature of what we have to do. This is also a PELC discussion.

4. Policy 115. Minors on Campus
Policy went out on HR Matters. Robin has been collecting many concerns on the policy
One of the big problems – in the email itself it says no minors in classrooms
It refers to bringing your children to work or class

Policy talks about electronic communications between a minor and the institution or activity sponsors
Point with faculty is that they don’t know if their students are a minor and that is an issue

Lots of questions about the two adults or more present during activities.
Aviation program planes only hold 2 people.
Academic counselors, faculty that meet with students
FERPA issues require confidentiality – training will cover this
Lots of questions on training
Do we have to wait to deal with minor until we have training
Is meeting with HR

Lots of questions on concurrent enrollment

Transporting minors
Transporting Wee Care

Legal definition of pornography is different for minors
Those enrolled in on-campus classes
Cara asked if we should specifically add something that addresses on-campus students who are minors. YES
David C – part of this is the ability for the faculty member to identify who the minors are. YES
Linda suggested having an FAQ with perhaps scenarios. Get with FS to see if we address concerns before we finish drafting the policy. Take feedback we have received, along with FS questions. David C said we could pull together focus groups. Also have student affairs list situations that we might be dealing with.

Supervisor would approve bringing children to campus, such as take your daughter to work day.

There are no exceptions if you graduate from high school early as long as you are still a minor – less than 18 years old
Can we get a blanket permission signature for multiple activities?

Linda said we need to be aware that every individual on campus is of age. It is to protect both you and the minor. The institution and individually.

Val said before we go to stage 2 we will address the legitimate concerns