RESPONSES:

HSC- Classified 6
HSC- P&A 14
Belknap- Classified 9
Belknap- P&A 19
Other
  All 3 campuses, classified 1
  HSC, N/A 1
  Belknap, N/A 2
  Shelby, P&A 1

53 respondents as of 04/29/08

SURVEY BREAKDOWN:

ABOUT YOU
1 Staff Category (select one):
   16 Classified
   34 P&A
   3 DNR

2 Work Unit Location (select one):
   30 Belknap
   21 HSC
   1 Shelby
   1 Combination

3 Senate Appointment (select one):
   32 Elected
   21 At-Large

4 Years of Service as a Staff Senator as of June 2008 (select one):
   17 In my 1st year
   7 1-2 years
   15 3-5 years
   14 5+ years
   1 DNR

YOUR SENATE APPOINTMENT
5 Why do you choose to participate in the Staff Senate? (Check all that apply.)

52 ☐ To have input on staff issues.
20 ☐ To participate in a specific committee or area of interest.
  1 ☐ To be invited to university events.
42 ☐ To know what is going on at the university.
  0 ☐ To get away from work for a couple of hours.
  7 ☐ Other, see comments below:

"To try to make a change"
"Open up communication channels to staff in my unit from the Univ. administration"
"Encouraged by my supervisor"
"To give back and assist staff"
"to gain a better understanding of the issues affecting staff on Belknap campus"

"shared governance"

"to give "accurate" information out to people"

6 The following represents how I feel about participating in the staff senate. (Check all that apply.)

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<tr>
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<tbody>
<tr>
<td>36</td>
<td>☐ My voice as an individual is heard within the senate.</td>
<td></td>
</tr>
<tr>
<td>37</td>
<td>☐ My contribution to my constituents is valued.</td>
<td></td>
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<tr>
<td>43</td>
<td>☐ The senate is an effective tool for staff participation in the university decision-making process.</td>
<td></td>
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<tr>
<td>30</td>
<td>☐ Central Administration respects the senate as a valued body representing university staff.</td>
<td></td>
</tr>
<tr>
<td>40</td>
<td>☐ Participation in the senate is a worthwhile endeavor</td>
<td></td>
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6 Other, see comments below:

"Needs to shut down and be replaced with a committee that meets quarterly with not more than four members from each campus"

"Unknown at this time"

"I am not convinced that it does any good with the administration"

"Keeps me in the know about University situations"

"We are asked to rubber stamps issues that have already been decided"

"We need to become more aggressive with our voice. Without us, there is no UofL"

7 Have you missed a monthly Staff Senate meeting this academic year? (Select one.)

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<tbody>
<tr>
<td>43</td>
<td>☑ Yes</td>
</tr>
<tr>
<td>10</td>
<td>☑ No, proceed to Question 9.</td>
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8 What caused you to miss the monthly Staff Senate meeting(s)? (Check all that are true.)

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<tbody>
<tr>
<td>25</td>
<td>☐ Work obligation.</td>
</tr>
<tr>
<td>28</td>
<td>☐ Personal obligation (including vacation or illness).</td>
</tr>
<tr>
<td>1</td>
<td>☐ Supervisor would not let you attend.</td>
</tr>
<tr>
<td>7</td>
<td>☐ Other: jury duty, parking, wife in hospital, maternity leave, gas budget- won't attend off campus mtg @ Dental; Web training, not supervisor priority</td>
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9 What is your preference for the location of monthly Staff Senate meetings? (Select one.)

<p>| | |</p>
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<tbody>
<tr>
<td>29</td>
<td>☑ Keep the majority of the meetings on Belknap campus, per the current by-laws.</td>
</tr>
<tr>
<td>17</td>
<td>☑ Alternate between Belknap and HSC, and revise the current by-laws.</td>
</tr>
<tr>
<td>5</td>
<td>☑ No preference.</td>
</tr>
<tr>
<td>1</td>
<td>DNR</td>
</tr>
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</table>

Note- all from Belknap campus, but 2

Note- all from HSC campus, but 1

Note- 2 from HSC, 1 Belknap, 1-combo
Other:

"I would be willing to alternate more often once the HSC-Belknap shuttle is established"

"Offer a shuttle service to assist with the cost of gas, parking and being more environmentally friendly"

"Meetings should be teleconferenced between campuses"

What would you like to hear more about in monthly Staff Senate meetings? (Check all that are true.)

- 39 Staff Senate Initiatives
- 35 Human Resource Policies
- 30 Benefits
- 28 Budget
- 20 Facilities
- 11 Other:

"Any other important topic that may affect staff….special speakers"

"I think it's pretty balanced now"

"We need to spend time working on core issues that have a timely impact"

"Positive recognition of staff"

"More reports from university-wide committees"

"More on the work from committees. What are they doing? Allegedly, this is where the work of the senate is completed"

"Ways to improve staff morale"

"So far I feel we have a good range of guests and topics"

"I would like the standing committees to report major initiatives/brief summary"

"Recycling – given green initiatives - staff and faculty need to be more involved with the student's projects"

"Start with the concerns of the month on time period and address it first"

How can we improve monthly Staff Senate meetings?

"Have less b.s. and stick to the questions at hand"

"Cut off non-productive discussion"

"Meetings can be improved by asking decision, making people to attend" (sic)

"Have updates later so voting can be done before quorum is lost - maybe start tracking early leaving as an absence"

"Stay on task, limit questions/comments in order to get the whole agenda in on time without rushing"

"Too much repetition (VPBA & VPAR probably do not need to speak every meeting)"

"I agree with putting our business first and Guest Speakers last"
"Start at 2:15pm"

"Senators are allowed to ramble too much. They should not be allowed to keep doing this"

"Eliminate guest speakers"

"Redesign to quarterly advisory committee"

"Remind members of Parliamentary Procedures!!!!"

"Continue to run ethically"

"In process- writing Standing Rules and revision of By-Laws"

"We should conduct the business first followed by regular and guest speakers"

"I'd like a full report in detail of issues being addressed in the standing committees"

"More interaction with Senate, not just reporting. Select a topic and let a senator research & report on it."

"Refreshments, Door Prizes, example-drawing for a day off"

"I think the monthly meeting works well"

"Adhere to 'Robert's Rule', (it) gets out of hand"

"The meetings are always informative, important and there is work to be done"

"Use Robert's Rules to enforce debate rules"

"Try to occasionally re-order the agenda based on importance- in case folks can't stay the whole time"

"Cut back on visiting speaker's time; maybe consider meeting 2p-4p or 1:30p-3:30p in order to keep quorum"

"Go back to raising hands to be recognized"

"I don’t know but the Senators who participated in the "mass exodus" at the last meeting should be ashamed of themselves"

"Stick to agenda, Brent has done an awesome job this year"

"More guest speakers, or perhaps a target topic"

"Have more meetings at HSC"

"More committee reports- greater accountability for committees both Senate and University wide"

"It’s been an interesting experience with no prior frame of reference, it's hard to offer constructive suggestions"

"Stick to the subject"

What would you like to hear more about from the Senate Officers?

"Progress of any kind"

"They do fine right now"
"Ways the Staff Senate can make an impression on the UofL Community"

"Stay informed on what's going on"

"Officers are highly effective in communicating with Senate body"

"Strategic planning for Senate, involve Senators in more University wide planning"

"Keep up the good work, thanks for adding Secretary/Treasurer's Report"

"I like Chair's report and would like to hear about the vice-Chair's committee"

"Educational opportunities, classes of interest, talking to our children about making wise decisions for taking classes, cost savings"

"They do a good job providing information"

"Whatever is most pertinent"

"Their (executive committee) meetings with Mr. Owsley and President Ramsey"

"Committee minutes from meeting"

"Meeting with Central Administration- budget, Provost. More information on HRAC meetings"

"It seems Brent's done an excellent job communicating through his monthly report, as well as other communications as needed"

"Progress of issues concerning staff. We hear the beginning and the end, but not the middle"

**STAFF SENATE MEETINGS**

13. Have you missed a standing committee meeting this academic year? (Select one.)

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No, proceed to Question 15.</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>34</td>
<td></td>
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</table>

14. What caused you to miss the standing committee meeting(s)? (Check all that are true.)

- [ ] Work obligation.
- [ ] Personal obligation (including vacation or illness).
- [ ] Lack of clear objectives for meeting.
- [ ] Standing committee meetings are generally unproductive.
- [ ] Supervisor would not let you attend.
- [ ] Other.

"I told C&N and the committee chair that my supervisor would not let me attend a standing committee meeting but I was placed anyway. In supervisor's defense, I work 90% time."

"No comment"

"Auto accident"
“I forgot”
“Maturity Leave”
“Actually, twice in a row I was the only one to show up. That’s why I resigned”

15
How can we improve standing committee meetings? (Check all that are true.)

7  □ Limit meetings to one hour.
13 □ Limit discussion to the matter(s) at hand.
28 □ Have a clear agenda for each meeting.
11 □ Meet every other month.
7  □ Meet quarterly.
18 □ Electronic meetings.
14 □ Other:

“Finalize decisions as soon as possible”
“Not sure that all standing committees need to meet except as an ‘as needed’ basis”
“Electronic meeting if no priorities going on”
“Some committees actually need to meet”
“Committee never seems to meet quorum, making travel and time wasted”
“Have never attended sorry”
“Have EC or officers (VP) work with committee chairs to move issues forward. Hold committees accountable.”
“I have yet to be asked to attend a committee meeting”
“This is the reason I am going to have to let my seat expire. Serving s/should be a decision, not an obligation”
“I am on a very well organized committee. My chair uses a mix of all of the above to effectively run our group”
“Reassign committees to be ”action only” committees, ie’ do away with committees such as S&F”
“Committee structure contains a lot of monitoring duties, monthly meeting may be too much”
“Do committees actually accomplish anything? Or, is the process of change here simply slow, its like glacier movement”? It’s been frustrating and disappointing”
“Allow for an email committee”

STAFF SENATE RETREAT
16 The senate has taken a half-day retreat, followed by lunch and a regularly scheduled Staff Senate meeting, each of the past four years. These retreats are an opportunity to meet each other and provide orientation for senators.
What would be your one preference for a retreat in the coming year(s)? (Select one.)

<table>
<thead>
<tr>
<th>Preference</th>
<th>Votes</th>
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<tbody>
<tr>
<td>Full day</td>
<td>18</td>
</tr>
<tr>
<td>Half day</td>
<td>23</td>
</tr>
<tr>
<td>Two hours</td>
<td>3</td>
</tr>
<tr>
<td>No retreat</td>
<td>1</td>
</tr>
<tr>
<td>Other:</td>
<td></td>
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</tbody>
</table>

17 If you selected “Full day” in the above question what would you like to see added to the retreat?

- “full day, not on a payroll entry day”
- “more team building”
- “be more informative as to objectives and what we need to do to meet them”
- “more educational breakout sessions, maybe Parliamentary procedures; how to run & participate in a meeting; ‘share’ fundraising session (brainstorm); etc. Senate 101- for new members”
- “I would rather have more activities from the upper administrators”
- “A study or report of what other university staff organizations are doing:”
- “More guest speakers, possible topics could include: leadership, communication or Robert’s Rules”
- “Robert’s Rules, Committee training and more guest speakers (like EAP last year)”
- “Address concerns brought up by new senators, with their fresh eyes, ears and voices, we can have a more productive meeting”

If you selected “Two hours” in the above question what would you eliminate from the retreat agenda?

- “Mostly limit the program to nuts and bolts senate/committee operations/procedures”
- “Assign a mentor to new hires”
- “Lunch”

GENERAL COMMENTS

18 What can we do to make the Staff Senate more effective?

- “Have at least three open forums a year for any and all employees to attend”
- “Put a limit on the number of terms a senator may serve. Seems like a few people monopolize the meetings- long term senators seem to be the ones holding up the meetings and not following Robert’s Rules for conducting meetings”
- “I am tired of hearing about individual issues. We need to encourage senators to know the current procedures for these situations. Why do staff senators think that Larry Owley and John Ralston can fix their unique problems?”
- “meet quorum on committee and staff senate. Somehow make it mandatory”
- “Reevaluate the role of standing committees. The Executive committee should ID specific tasks/projects to be completed during the year. They should be able to recruit people to serve on these special short-term task forces. Too much of the work of the standing committees is ‘monitored’.”
- “I think it’s important for committee members to attend their committee meetings and the chairs to convene all meetings and have a complete agenda. The chair of the Senate needs to hold people accountable if the committees don’t meet and review their progress. Some areas I’m interested in seem to have stalled and would like to see some movement.”
"Keep praying that leaders across this state realize the important areas, cost and the sacrifice that required to, provide 2nd Education" (sic)

"Better reporting from Senate committees. It seems like many always have no report during the senate meeting, so there is no way to know what they are doing"

"Figure out why so many senators resign mid-year. Perhaps an exit survey is needed."

What does P&P do? Is it just an added layer of bureaucracy"

"Rethink the committees- P&P does not need to meet. The Executive Board- or vice Chair- can serve in this capacity"

"Instead of having a committee for staff grievance, have various senators trained for the role instead of having a standing committee. By eliminating these committees, it would free up senators and their time to serve more effectively on other committees."

"Limit the number of committee assignments as the committees cannot meet quorum"

"Give the committees more decision making power"

"Some senators have been in staff senate for years on end, limit number of years"

"Possibly change meeting time to morning and alternate morning and afternoon."

"Discuss hot topics early in meeting"

"Stay on top of issues and keep senators informed"

"Shut it down! It does little to identify and focus on solutions"

"Encourage attendance for the entire meeting. I'm surprised to see how many people leave early"

"Generate reports and benchmarking data when reviewing issues. Work from fact or best practice. Have standing committees generate documents to inform future committees and the Senate. Help standing committee chairs run effective meetings and delegate work."

"Use survey monkey or other online polling tool for more immediate input. Strive to go completely paperless as an example to administration. A paperless university would have millions of saved dollars for salary and benefit increases."

"Keep doing what we are doing. Keep informed, inform all staff when we can"

"I think sending the agenda out before it great"

"Make our voice louder. Let Administration know what we think and not settle for the first option they give us. We need to take more of an aggressive approach"

"Maybe sponsor an event once a semester, or maybe during the summer for all employees. Not a fund raising event, just a gathering of some sort, like a cook-out near the SAC, or on the Admin lawn; have another one on HSC. Request donations for the food; have tables with info about the Senate, SHARE program, etc. Also try to become more visible in the city; maybe organize a 'clean a local park' event"
"Meeting are an interesting communication tool. It's good to hear from the university's leaders, but it particularly seems the information from John Ralston is not all that helpful. Matters like the physician practice groups not being a part of Humana are, I understand, not HR's area of involvement, but it impacts our employees and I wish HR was more active in seeking resolutions or proposing compromises"

"1- Better communication- top down and bottom up. Teach senators how to communicate with their constituents how to ask them for feedback. 2- Encourage Senators to serve on a committee they really care about- not just assign to be assigning. 3- Review committee structures- are all committees needed? SRP & FEW need more guidance from Chair- focus on one or two issues for staff"

"Considering that we are only an advisory body, and considering the comments made by our visiting UK senators; I'm not sure that we can be more effective. P.S. Considering the current budget climate, I believe it is important just to keep morale up"

**Additional Comments:**

"I enjoy my time in Staff Senate and getting information early in Staff issues"

"Faculty Senate update is repetitive"

"Surveys like this are extremely beneficial if we see the results. Also, this should be done electronically to save resources"

"I think it is really sad that Senate Representatives do not take seriously their responsibility to attend and stay at Staff Senate meetings."

"I look forward to another term of service and committee work in this body"

"The election of chairperson of the committees need to be reviewed. There are too many ineffective committee chairs. Perhaps consider an application process or appointment by executive committee"

"I would like a better way to learn names of Senators, perhaps asking members to state their names when standing to speak"

"I like the idea of guest speakers- let's us know what's going on campus- would like to have more presentations from Dental School (what can they offer us as customers/what is new technology), Cancer Center (new developments- what is the Garden of Hope doing and when is the park with bricks going to launch)? How does Fine arts impact the community other than pottery, paintings from St. James? What about a short music recital and is there a good scholarship program here?"

"I feel the Senate is listened to on the small staff, but that staff are considred second class citizens to facility"

"Right now, I am too new to have more significant feedback. However, there seems to be a lot of turnover. Why is that?"

"The staff meetings are very organized and informative"

"Thanks for the opportunity to provide feedback. When I think back to my first meeting and (frankly) the Libby Davis fiasco, it's been a far better experience than I expected. I wish my supervisor was more supportive"
"I hope this year has been atypical. Coming off a personnel action, losing several "seasoned" senators due to work load, has hurt us as body. Need to reignite the passion by effectively communicating the very real connection between our voices and the results we see in the policies and procedures of our University. I am still figuring out how to do that, maybe Larry Owsley or Mike Curtin could validate this to our constituents?"

"I've been on the S&F committee for years, and we've yet to do anything productive. Leadership has really been an issue. I'm not sure how to address it though. It's a "Catch-22". Most senators are probably too overwhelmed with their "day job" to be willing to put much effort in senatorial duties"