



VCU College of Humanities
and Sciences

CAPS 2021 Staff Climate Survey

Presentation - 2023



Overview

Survey Contents

The Climate Survey asked staff about the following areas:

- Staffing & Management of Responsibilities
- Awards & Recognition
- Career Development & Advocacy for Career Growth
- Atmosphere in their unit & CAPS Council Perceptions
- Dean's Office Leadership

68 Staff members responded to the survey

Staff had from January 10th, 2021 through February 10th, 2021 to complete the survey. The survey covered the 2021 calendar year

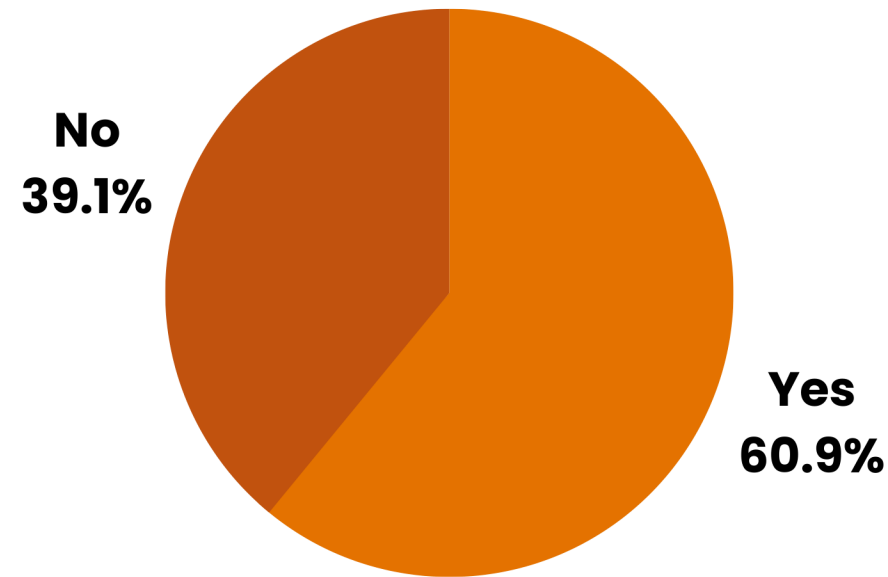
Results

Results are shared with the CAPS Council and the Dean in order to advocate for staff concerns

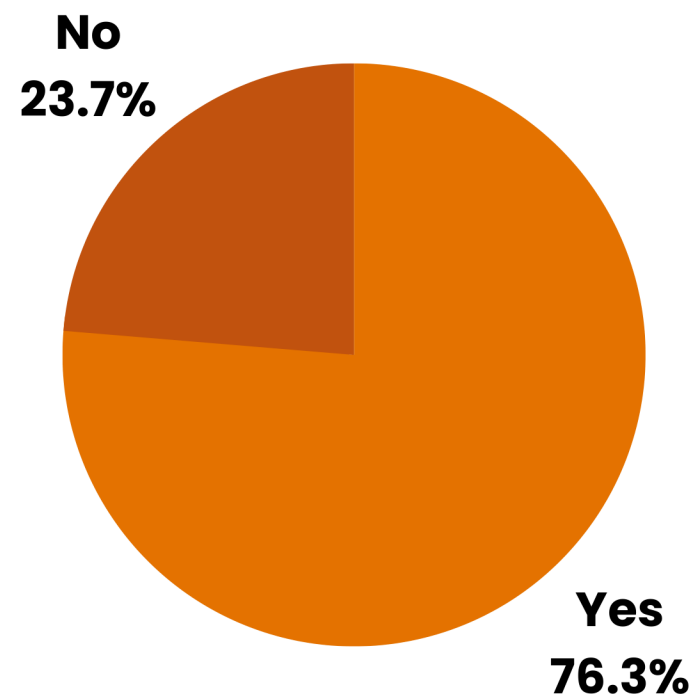
Responsibilities

Vacancy in Unit

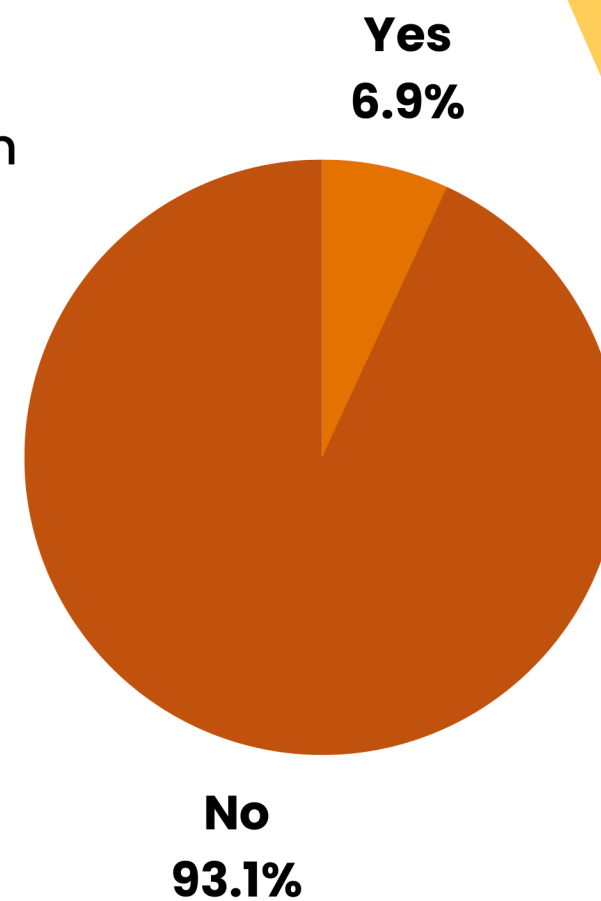
Have you been given additional responsibilities due to a vacancy in your unit, including temporary workforce reductions?



Do you feel that a change in compensation was warranted due to this addition of responsibility?



Was your compensation changed accordingly?



Samples of Free Response related to responsibilities

I feel undervalued, underpaid, overworked and frustrated for not being compensated when additional administrative duties are continually added on due to staff shortage and etc. I also feel it is unfair that certain department were allowed to compensate employees when they took on additional responsibilities due to staff shortage, whereas CHS did not even offer it as a option.

The CHS has a reputation for being low, non competitive and lacking the vision for career minded staff retention.

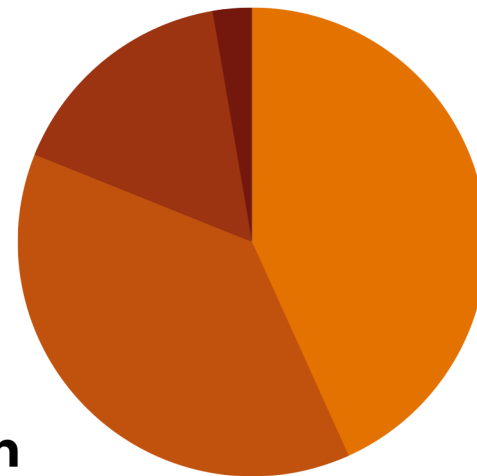
I volunteered to accept additional responsibilities when a co-worker was temporary out on leave and was compensated accordingly. I feel like the process and pay was fair. Felt supported throughout the process.

Responsibilities

Vacancy in Unit Cont.

What is the status of the applicable vacancy?

Position Filled
16.2%

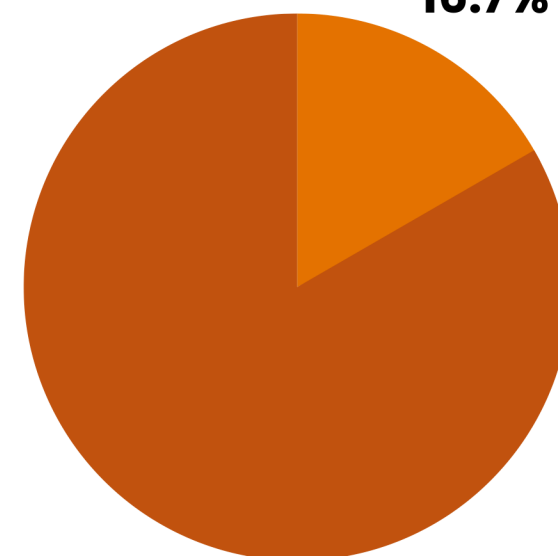


Not Filled, Ongoing Search
37.8%

Not Filled, No Ongoing Search
43.2%

Are you still responsible for the additional responsibilities since the position has been filled?

Yes
16.7%



No
83.3%

When vacancies ARE filled the additional workload is removed for most staff- However, almost half of vacancies were not currently posted

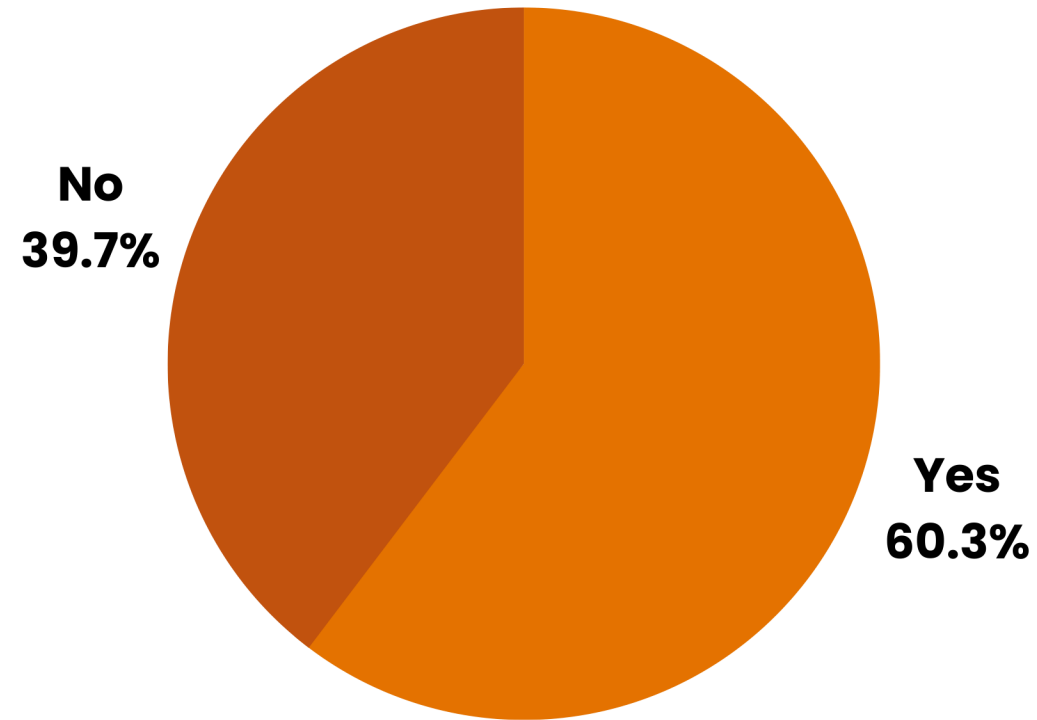
Samples of Free Response related to responsibilities

I wrote a request for a promotion in place a couple of months ago and it is going nowhere even though I have taken on supervisory responsibilities and more skilled tasks than when I began in my job.

Way too few staff in most units. Retention loss has put even further burden and stress on current staff. Turn around time to rehire is ridiculously long and in the interim, current staff providing coverage have not been compensated for the extra work- the whole process lacks incentive and reduces morale - what is the point when we are evaluated the same but not rewarded- sound like a lot of risk potential in being a team player

Responsibilities

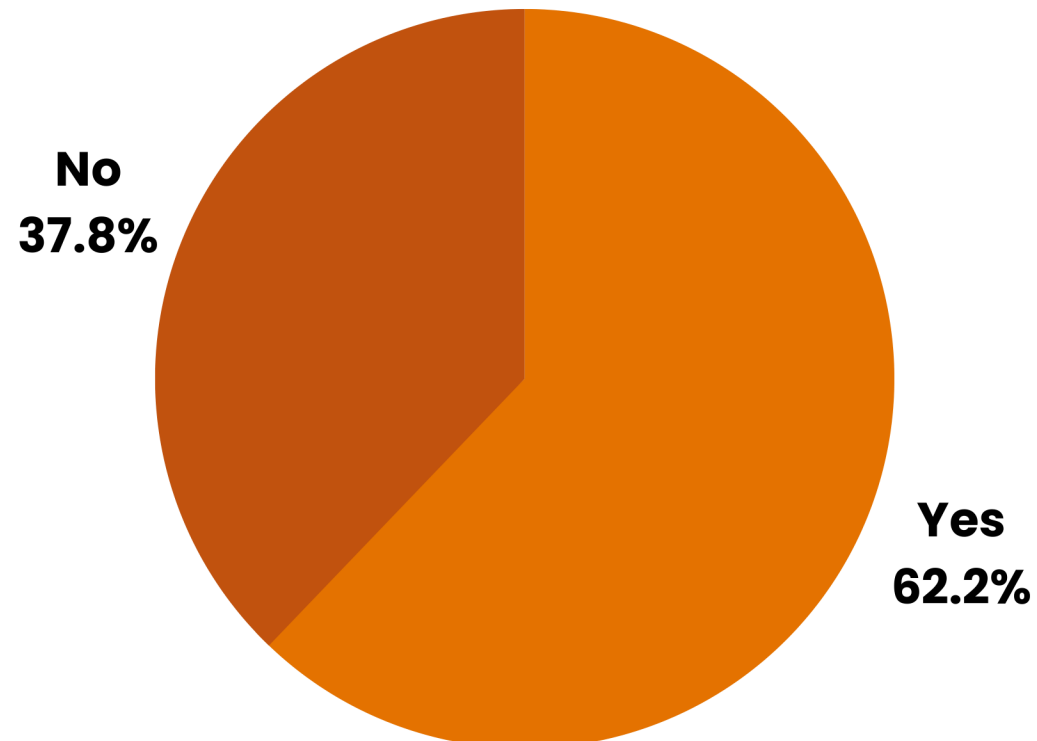
Have you ever been given additional responsibilities that were not due to a vacancy?



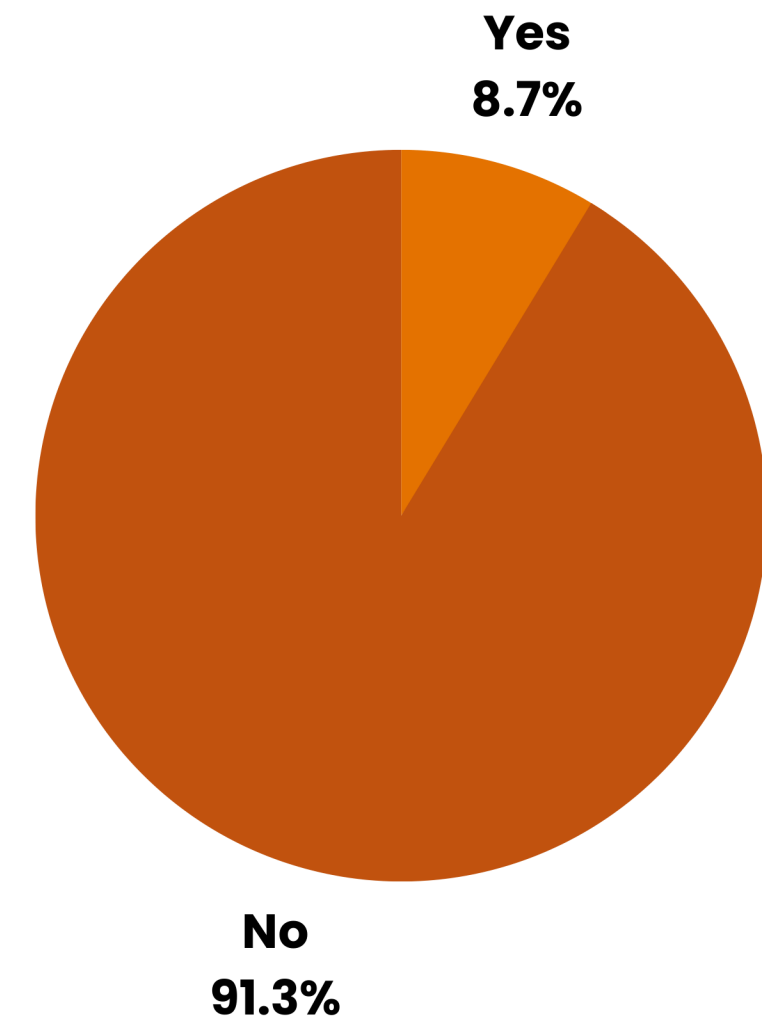
The majority of respondents reported the additional responsibilities as ongoing.

50% of respondents reported looking for another job as a result of additional responsibilities.

Do you feel that a change in compensation was warranted due to this addition of responsibility?



Was your compensation changed accordingly?



Career Development and Advocacy

An overwhelming number of staff feel they do not have enough time to pursue professional development, even though they are generally happy with the availability of resources and the process.

Staff feel very welcomed in their units, but do not feel they have an advocate within the Dean's Office who represents their interests.

77% of respondents

report having a positive experience with the process of pursuing professional/career development

76% of staff

report feeling welcomed by their units


46.5% of respondents

report that Dean's Office representation is adequate or better. The majority of respondents found it to be inadequate

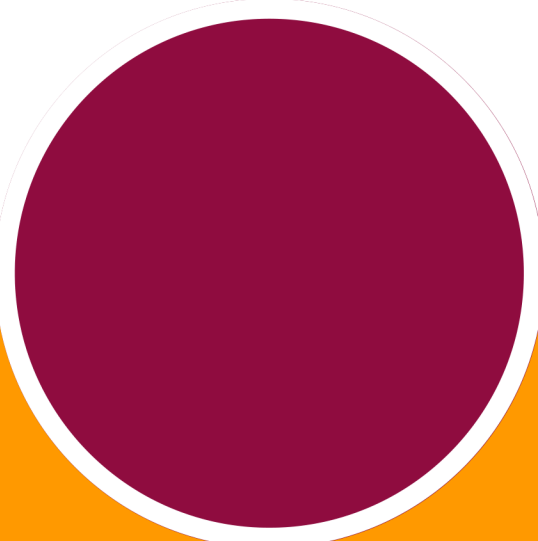


Career Development and Advocacy

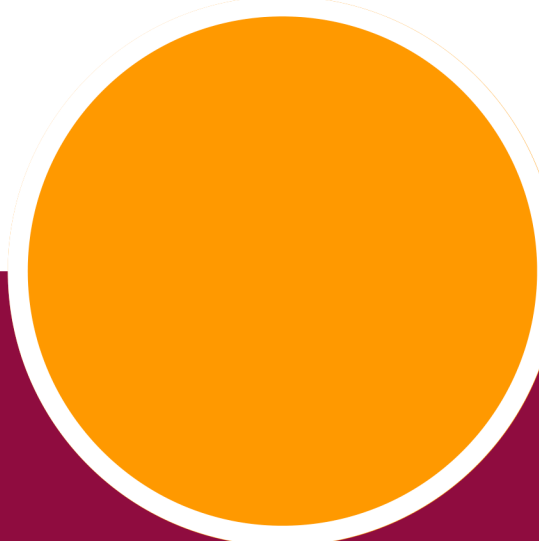
Free Responses



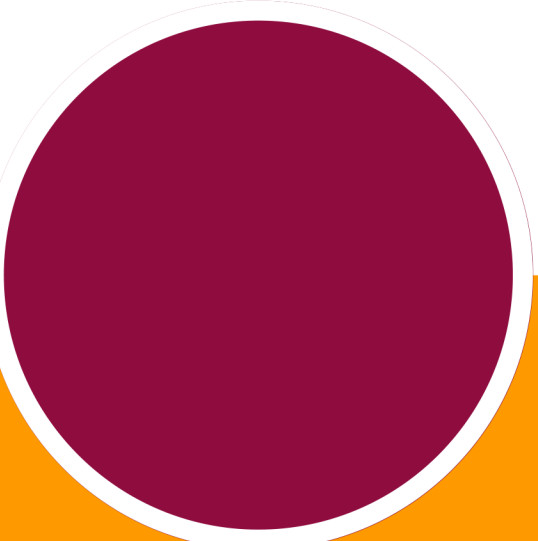
Having the time was the obstacle for me. We were so short staffed that I had opportunities but did not feel good about pursuing or if I did pursue learning seminars or virtual conferences, I usually did not give it my 100% because I was also trying to work to not fall further behind.



I am happy with the professional development opportunities. However, there doesn't seem to be an end game for ME, just for the College. I am not reward monetarily for my efforts. I am at a point where there isn't a whole lot more I can do to develop myself in my current role. So I am asking myself why I should bother anymore? If I don't get paid any more for getting better at my job, what's the point?



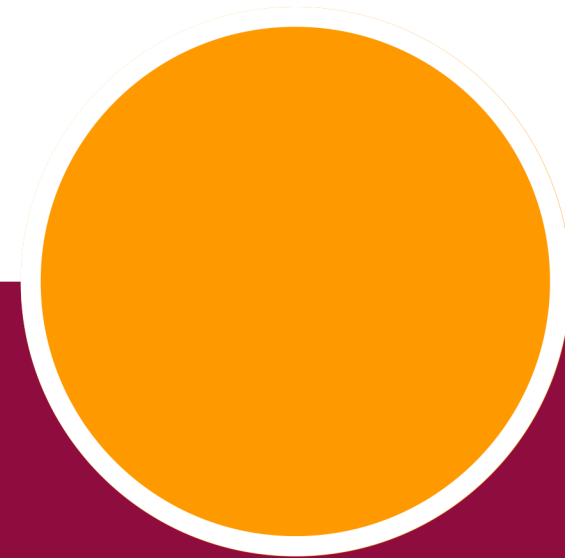
The Physics department especially, Dr Khanna, has been supportive of me and that is one of the reasons I have stayed in my job role. I feel lucky to have such support and encouragement.



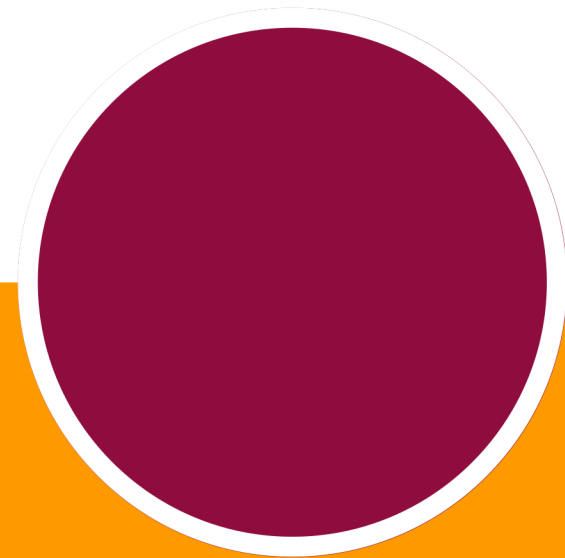
I see Danielle Hairston as a trusted staff advocate. However, her position has been so overburdened (for years) that things bottle-neck in CHS. Other than our Director of HR, it is hard to say if we have an advocate in the dean's office. The way staff concerns are usually brushed for other priorities aside or under the rug altogether leads me to believe that no, there is no true advocacy.

Career Development and Advocacy

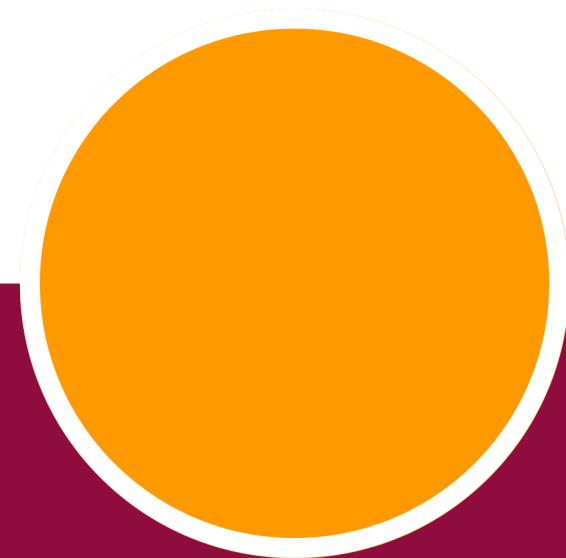
Free Responses



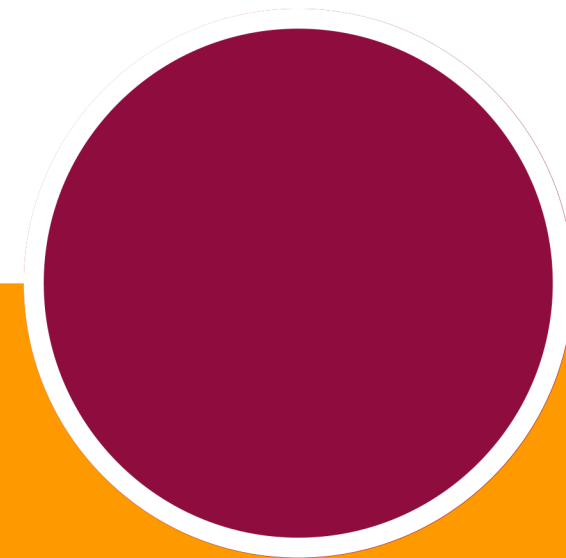
I do not feel as though staff-led shared governing bodies are listened to when bringing valid and prescient concerns to the table repeatedly.



Going back three dean's in the past I have asked each dean directly about the career development ladder created for advising. For three years now I have been told it was "under review" and that we would know shortly. It is painfully obvious the Dean's office could care less about staff and devote all their energies and resources to keeping faculty happy.



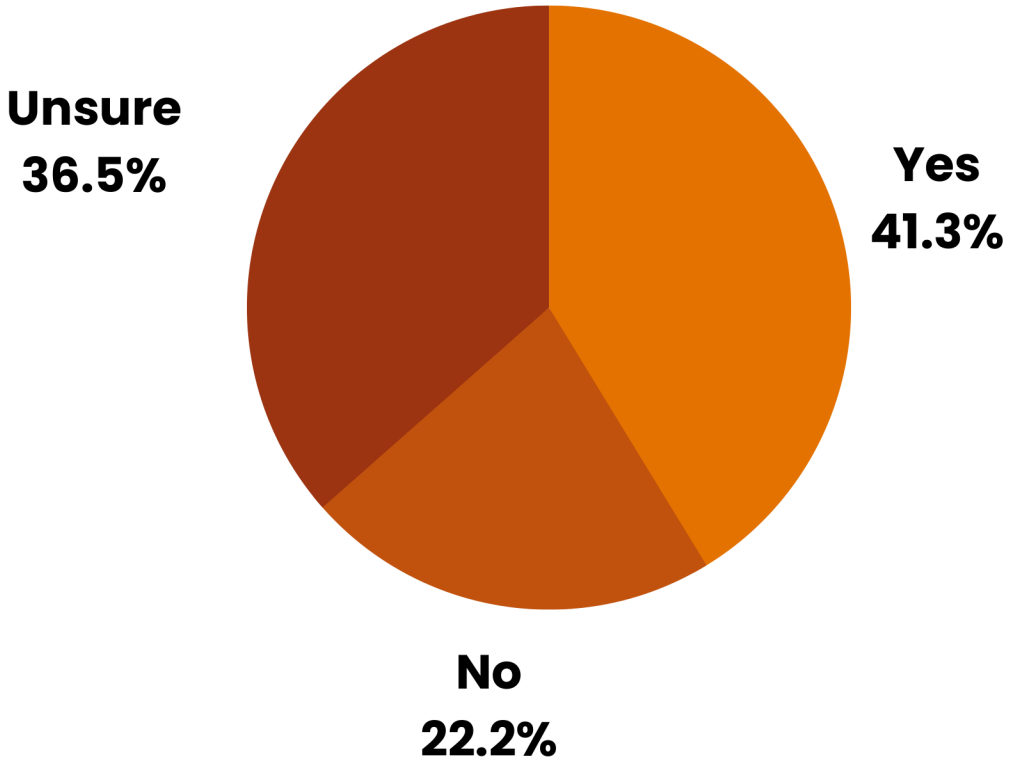
I have wanted to participate in the leadership program through GEHLI, but I've been told there are no funds in my unit to pay for this. Honestly, encouragement is one thing; helping employees fund professional development is another. This is NOT happening, nor do staff feel they have the bandwidth to pursue it, given the staffing problems and increased workloads.



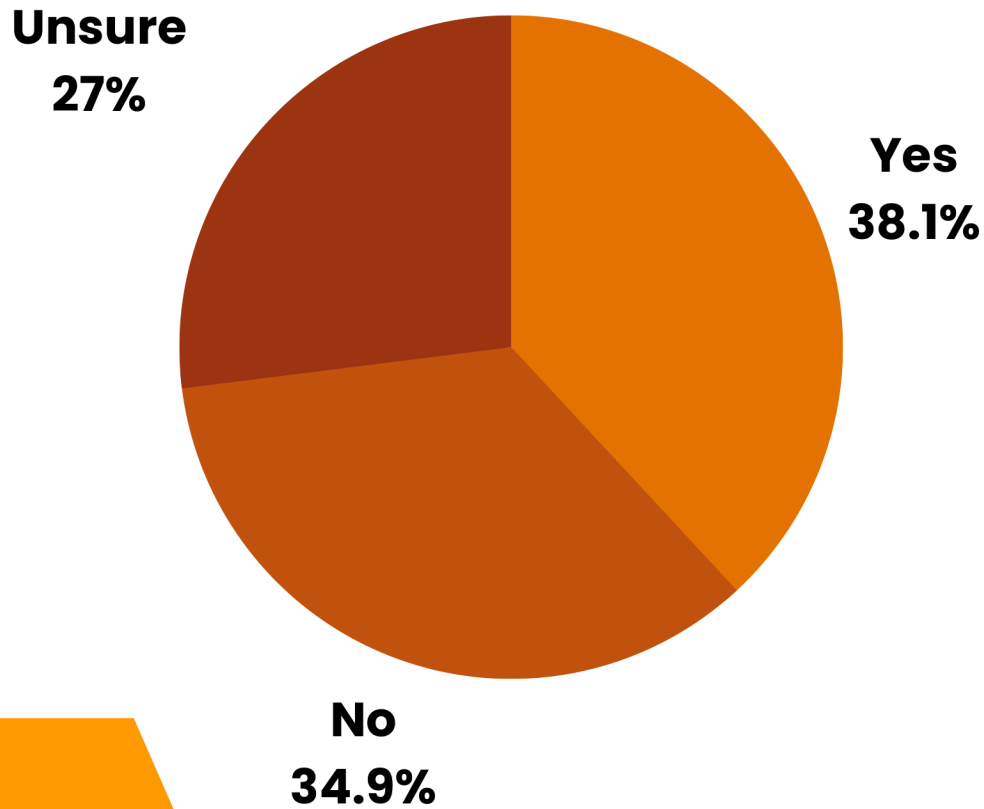
The allotment of funds this past year for professional development is a great step forward.

Awards

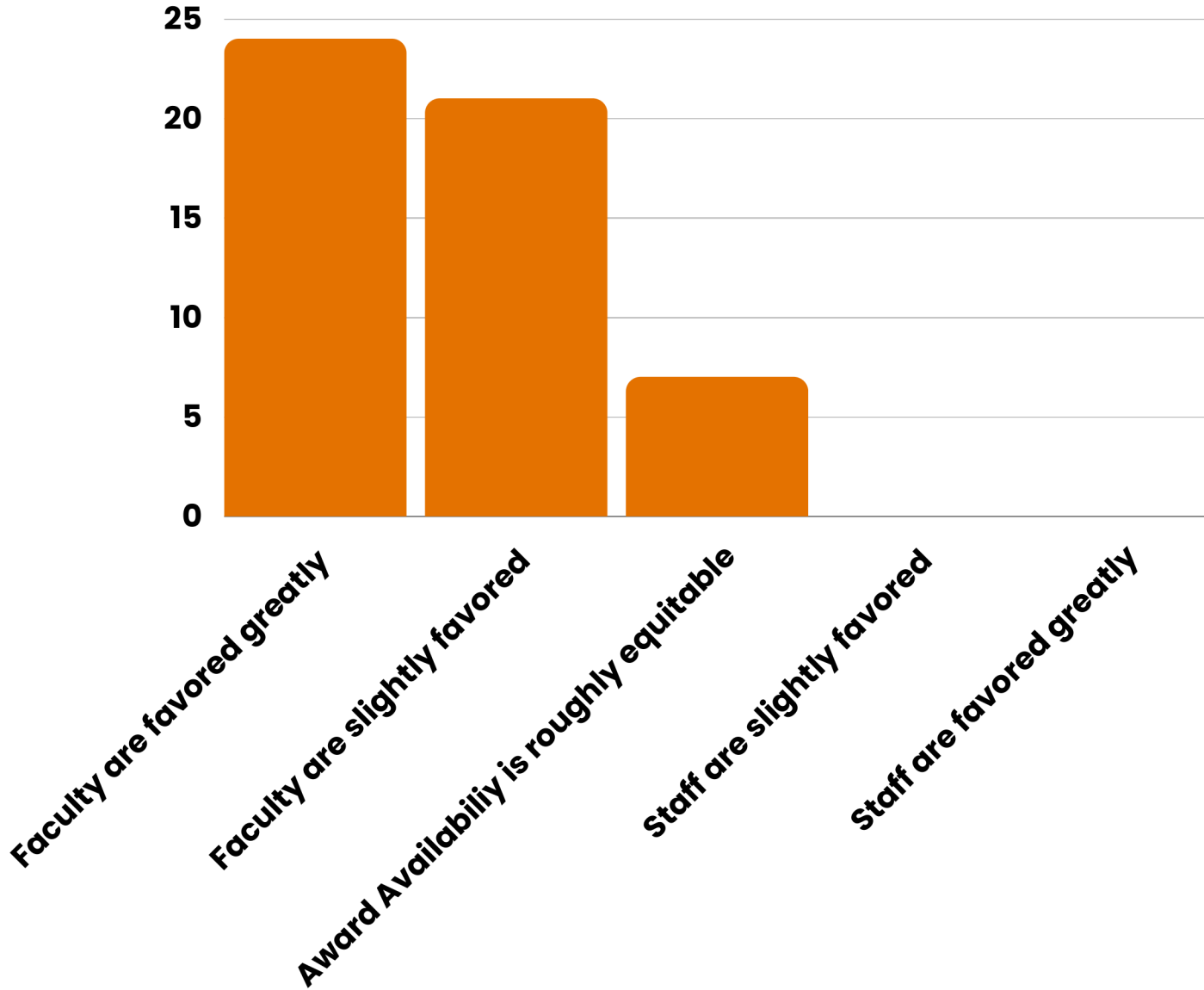
Does your unit provide awards, recognitions, or commendations for which faculty are eligible ?



Does your unit provide awards, recognitions, or commendations for which staff are eligible?



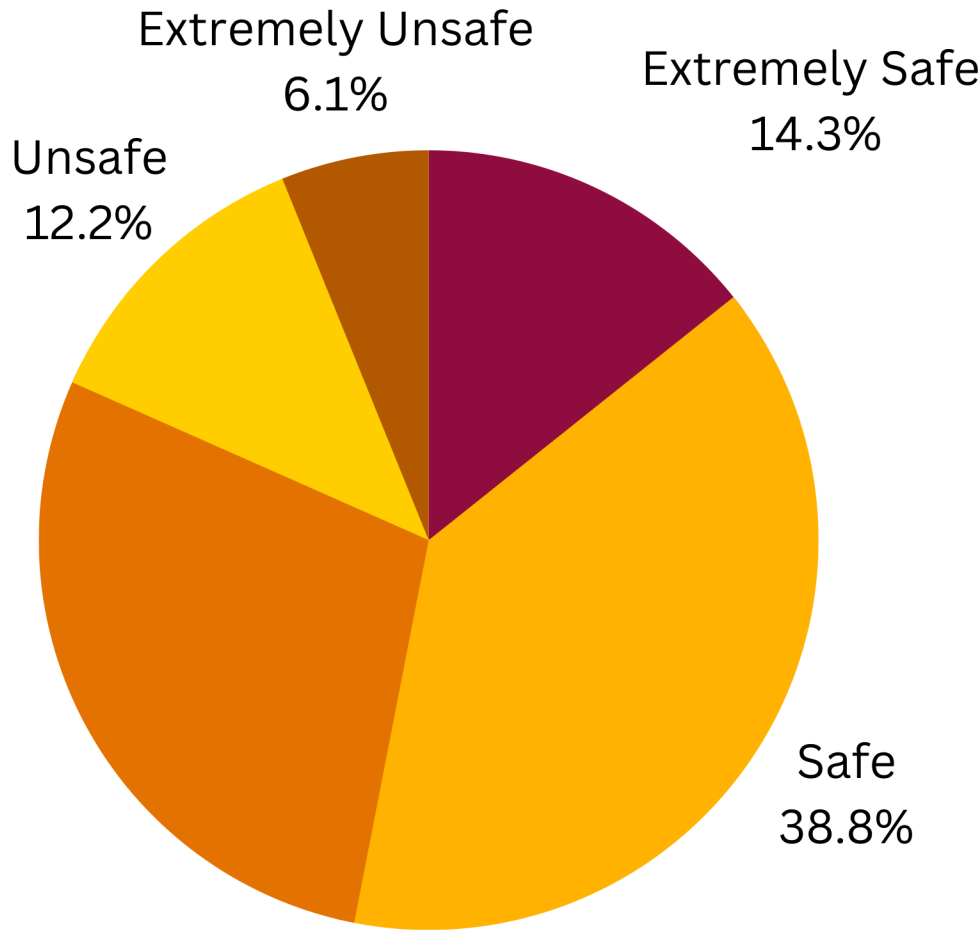
How equitable do you consider availability of awards for faculty and staff to be in the College of Humanities and Sciences as a whole



Return to Work

in a Covid-19 World

When asked about returning to an on campus work environment, a majority of staff responded feeling safe.

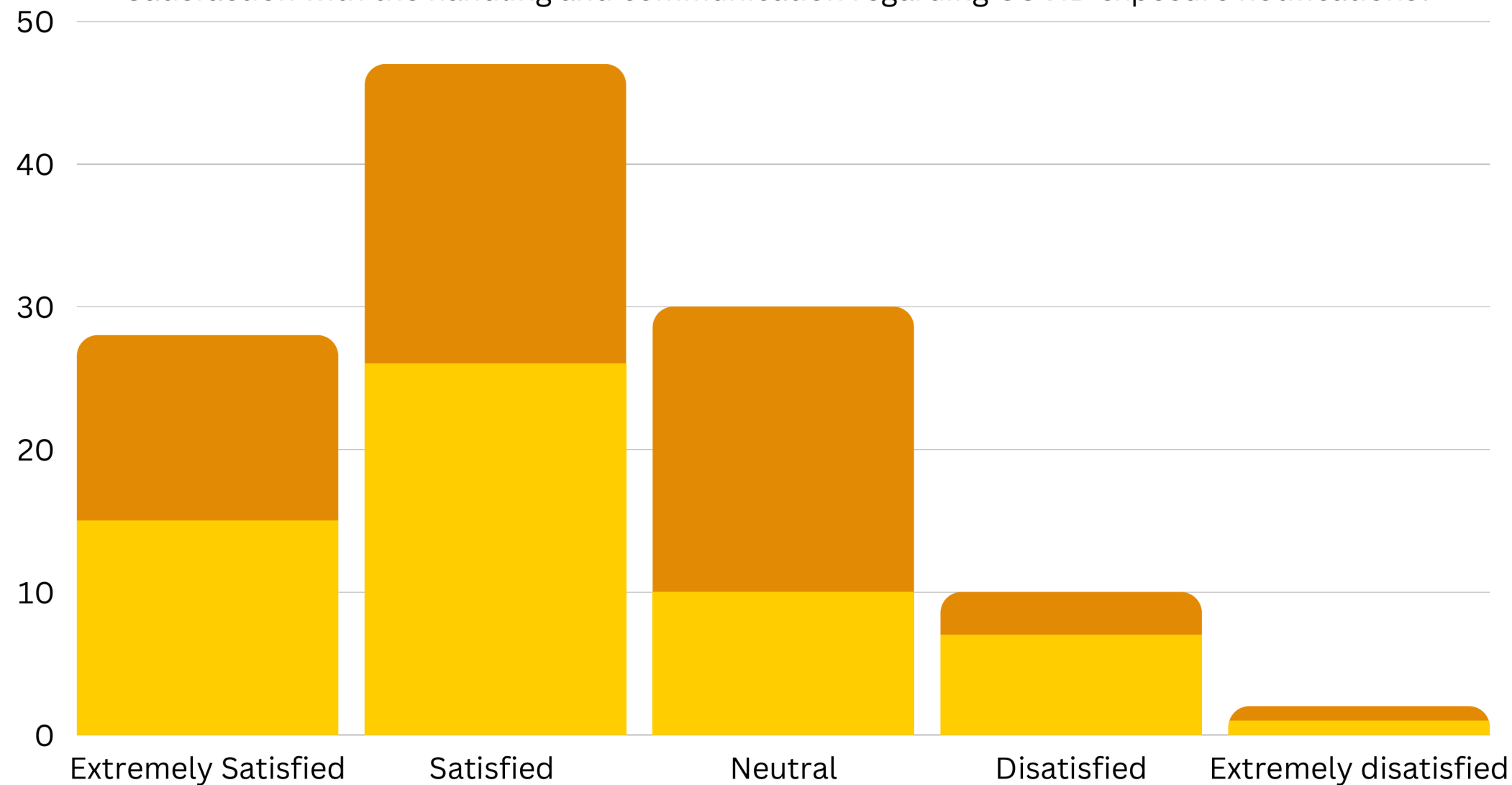


Neither Safe nor Unsafe
28.6%

Covid-19 Safety and Flexible Work

The majority of respondents reported feeling satisfied with the precautions their unit took to create a safe working environment.

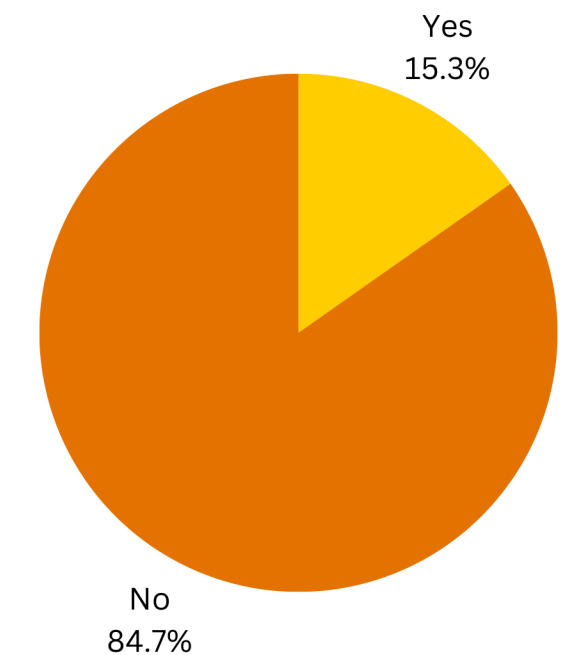
- Satisfaction with the measures taken to maintain a safe, healthy working environment?
- Satisfaction with the handling and communication regarding COVID exposure notifications?



Flexible Work Arrangements

The majority of respondents did not feel that they had to take on additional work as a result of colleagues working from home.

Are you performing more duties in your role due to others in your unit still working under Flexible Work Arrangements?



Do you feel like the additional duties and responsibilities hinder your performance in your primary role or duties?

