### 49 responses (65 attendees) 69% response rate

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<tr>
<th>Item</th>
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<th>Neither</th>
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### Open Ended Questions

**Program/Discussion most worthwhile**

- The discussion group
- Merit & Adm Leave
- Survey results and award
- Ways to reward employees
- w/Brandy Kosh on Adm Leave & Merit
- HR talk about raises, rewards, and reclass
- Lunch discussion & supervisor discussion groups
- Supervisor survey and lunch table discussion
- State of Diversity Talk
- HR update
- Table discussion
- All of it but really liked brainstorming and lunch discussion
- Q&A w/HR, great table discussion
- Supervisor group discussions
- Learning about mini-grants
- State of Diversity by Dr. Stanley
- Group Sessions
- Dr. Stanley's setting the stage for why our efforts/actions are important
- All was excellent
- HR
- Supv. Survey results, appreciate handouts
HR standard pay scale, better diversity understanding & group discussion(s)
HR Resources & New VP coming hanges to title pay
Merit & Adm Pay discussion
HR & upcoming items
Group discussion
Survey results & HR presentation
HR discussion
HR
New HR items
10:45 Human Resources
Supervisor Survey results
Lunch chat with Janelle in HR
Hearing other items, issues I liked SFAIR comments on the UAC advisor awards. There are several office with advisors that are not academic advisors & would be nice to recognize them
Survey results
Results of survey. Others think the same as me.
The HR part
Individual Table discussion
Rewards

Program would have been better if?

there was solutions or answers to comments & questions in survey
it was closer to the time was promoted to a supervisor
it was really all good
we discussed with the whole group that was talked about at the lunch tables
additional group discussion/networking conversations starters ...
there were more breakout/personal discussion
more time to bainstore best practices
we had more time! Everthing was great; just needed more time to discuss it
more discussion
do case studies on how to handle situations supervisors face
N/A
The work @ office would stop so I can fully focus
would like to see more data on diversity
each table had a lunch conversaton leader
more time for networking
more time in lunch discussion
Not on a Monday
more discussion between users
some training besides an overview
gave more opportunities to speak with other supervisors stuck at table
more sessions
Topic I would like to know more about

- establishing committees on how to honor employees within dept. How to contact the direct boss & how to find out who they are
- one time merit
- Administrative leave, why does it expire in 1 year? How much goes unused?
- FLSA Impact
- Awarding of Admin time/merit
- Hear about great places to work - what makes them great?
- Problem employees
- Promoting wellness with my staff
- Impact of standard plan scale implementation & equity implications
- New pay & title changes coming up
- Merit & ways to give

Rewarding across generations. How different generations like to be rewarded and recognized

- Path evaluation & merit/changes in title corrections don't seem to be directly informed of transparency to supervisors to see view what employees can get. All given through directors
- FLSA changes
- nothing at this time
- being consistent among supervisors as a team
- Labor law changes & opportunities for employee enhancement
- termination for poor performance
- changes to hourly staff

Anything else

- Wellness program - more information & how to manage workload when employees are out
- Thank you
- Less presentation, more discussion
- it was very good. Appreciate the information.
- Thank you so much for doing this
- need more of this? Maybe once a quarter?
- enjoyed it - learned new
- very well done! Thank you!
- appreciate the planning, it ran smoothly - was time well spent
- Good intro for someone new to AA
- continue to train supervisor
- all these information needs to be sent to all new hires (full time)
Great job
make people put away cell phones

Did you attend Supervisor Program 2014

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If yes (comment)

- How to write better award letters for employees
  Yes!
- Creating diversity language in our job posting incorporating
  N/A
- Expanded sources for job applicants to increase diversity
  No, but I don’t recall (?) more changes
  Staff recognition
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**Open Ended Questions**

*Program/Discussion most worthwhile*

- Human Resources
- Pay Scale, Incentives, Rewards
- Results of Supervisor Survey
- HR Presentation, Reviewing Survey results
- HR Presentation
- Supervisor Survey Results
- The lunch table conversations, particularly determining eligibility for merit raises
- Survey results
- Human Resources
- Supervisor Survey
- Merit Increases, admin leave, discussion on rewarding any employees
- Table conversations
I enjoyed the survey results & HR Presentations
HR Presentations
Just the information alone was helpful
Survey feedback and common problems
Lunch Table Discussions - Micro aggressions
Break out sessions that allowed for discussions & networking
Table Top discussions
HR Presentations
Supervisor Survey report- good to know this data & what is out there- discussion groups was a great way to get ideas & meet people.
The lunch discussion, however our table was overflowing b/c of interest in the topic
The HR Portion
Human Resources
HR and Table Discussion
really all, but I enjoyed the table top with Dr. Watson
Small group discussions
Table discussion on micro Aggressions
The HR & discussions
HR Presentation & Table discussions
All!
All, but the interactive was great!
HR Presentation
All the upcoming updates with HR, Opportunities for Professional development
Group discussions
Break out sessions were most helpful
Table discussions
Lunch discussion
Each session rocked!
Survey results
Hr Presentation
HR Updates
Lunch discussion - Micro Aggression

Program would have been better if?
We had been given more recommendations on best practices in additions to the discussion so we can focus the ideas for implementation
There had been sodas
The speaker had been to use the microphone - Difficult to hear the main speakers
Q/A with HR - Longer session
HR Sounded a little "one note" - Merit pay, Admin leave
The supervisor survey was not too helpful. It would have been better to ask more about needs and resources that need to be available
Real solutions were given
Geared to unit
More open discussions with HR
Someone from AABS to assist with HR Discussion on what will actually be approved versus what HR tell people is available
It was later in the day for 2nd shift workers
Adult Beverages? Just kidding- this was great!
More discussion about each topic of the supervisor survey
More time for discussions
A little bit longer some rushy
It was great!
Some ideas shared early is a google does
I had the opportunity to sit a two or more tables for discussions
NA

**Topic I would like to know more about**

Help addressing the public nidre of salaries- i.e., data posted on Texas Tribune
Identify causes of staff stress & how to manage them -> the lunch table discussion did not address this
How to get pay - like tenure - other than something called merit pay
Wish I could have gave to more table discussions - stress,difficult employees, mocro aggressions, communicating across cultures
Generational Employees
Shared information about how to handle merit/staff challenges
Common solutions for employee relation issues
Working with a difficult supervisors
Reclarification & skill level increases & the differences & what is appropriate with
Awards on campus - I will like more into this
I would like to have more information & time made available to rewarding, awarding employees, writing successful nominations
More diversity groups & how to join
Pay plan changes (When info is available)
Pay adjustments/ reclassification
Supervisor survey results
Implementing a flex schedule, best practices
Work force info
NA
Setting standards best practices for merits

Anything else

Hard to hear the lunch table discussion
I am a new supervisor, this was helpful, Thankyou.
I hope there are more similar sessions held regularly. More opportunity for in-depth unit review of office practices & areas for improvement
There was time for questions - that is appreciated
Unsweet iced tea in he morning? More on people management?
Information on 360 feedback
We need real solutions to these issues, the information is helpful but if we cannot address things it isn't completely helpful
Presentation on difficult dialogue
The moment of silence was very touching- my brother is an officer & that meant more than you know to me
Very good program
That was great overall!
I appreciate the investment in supervisors
Helping older employees transition to retire
Very well organized- stayed on task
Great topics! Thankyou!!
Great overall Program
Great program and I can’t wait to attend again
It was very good
Did you attend Supervisor Program 2014

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If yes (comment)

More transparency in merit process
I believe that I will be. I didn't know about same f its divisions efforts regarding diversity. I want to read the executive report.
Yes at the last workshop we learned where to find information on diversity & application pools. We also learned about Organizations to reach out to for applicants
Thankyou for lunch. Yes, interested in Mediation training
Student worker handbook
Writing nomination packets! WooHoo!
Great job!