

49 responses (65 attendees) 69% response rate	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Don't know
The time and date were convenient	1	1	0	19	26	0
Food/Snacks adequate	1	0	1	22	24	0
Info about AACDC and activies helpful	2	1	2	18	25	0
State of Diversity helpful	2	0	1	22	21	1
Supervisor Survey Results present informative	2	1	0	19	26	1
Discussion of Results w/other supervisors useful	3	0	3	15	25	1
HR presentation informative	1	1	3	17	24	1
Lunch table topic useful	1	1	2	24	19	2
Opportunities for networking	1	4	0	21	21	2
Recommend program to others	1	0	2	17	27	1

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 reaises, 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. Stanely'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 changes 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 conversation starters ...
there were more breakout/personal discussion
more time to brainstorm best practices
we had more time! Everything 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 conversation 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 wellnew 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 doesn't seem to be directly informed the offer of transparency for 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 session/trainings Is there a way to add this to our traintraq list of programs completed?

Great job

make people put away cell phones

Did you attend Supervisor Program 2014

Yes	No	Maybe/don't know
17	28	2

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

	No Response	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Don't know
54 responses (96 attendees) 56.25% response rate							
The time and date were convenient	0	0	2	2	18	32	0
Food/Snacks adequate	2	0	1	4	15	31	1
Info about AACDC and activies helpful	0	0	0	1	23	29	1
State of Diversity helpful	1	0	2	2	15	34	0
Supervisor Survey Results present informative	0	0	0	1	17	35	1
Discussion of Results w/other supervisors useful	1	0	0	5	19	28	1
HR presentation informative	1	1	3	1	15	32	1
Lunch table topic useful	4	0	1	2	10	35	2
Opportunities for networking	0	0	0	3	15	35	1
Recommend program to others	0	0	0	1	16	36	1

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
agressions, 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

Thankyou for your work on this!

Did you attend Supervisor Program 2014

Yes	No	Maybe/don't know
12	39	3

If yes (comment)

More transparency in merit process

I believe that I will be. I didn't know about some 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 applciants

Thankyou for lunch. Yes, interested in Mediation training

Student worker handbook

Writing nomination packets! WooHoo!

Great job!