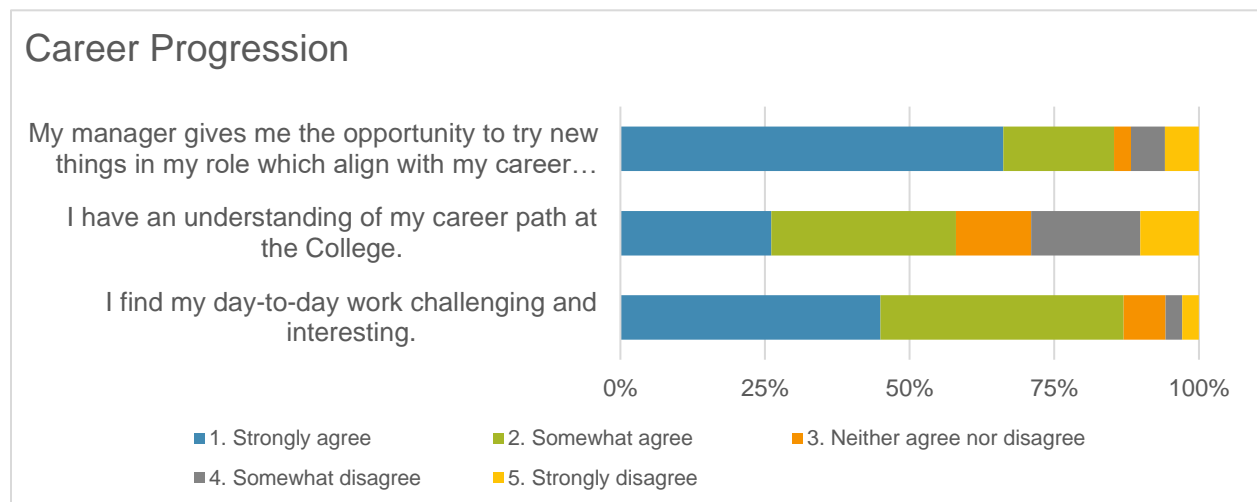
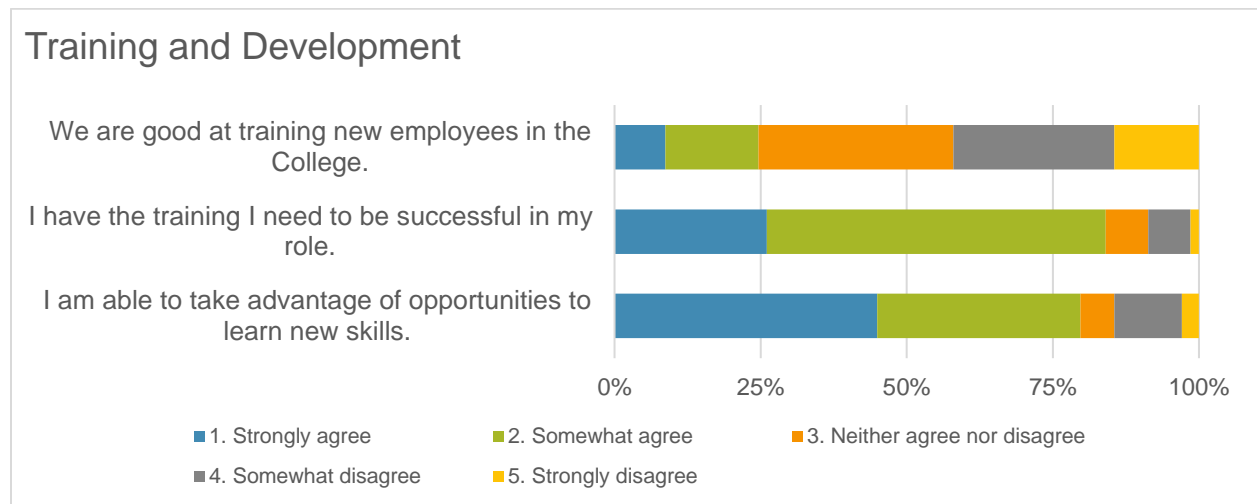


In the fall, a college-wide staff development survey was administered by a group of staff who are volunteering to implement Theme 5, Goal 2 “attract, retain and develop professional staff” of the UC Davis [College of Engineering’s Strategic Plan](#). The purpose of the survey was to identify areas of greatest need related to this goal.

The survey consisted of 15 questions, including two open-ended questions, on training/development, career progression, communication, and engagement. There were a total of 69 responses, representing 34 percent of college staff. The summarized results are below and will be discussed in additional detail at two upcoming open forums for staff on March 26 and April 4. All staff are welcome to attend.



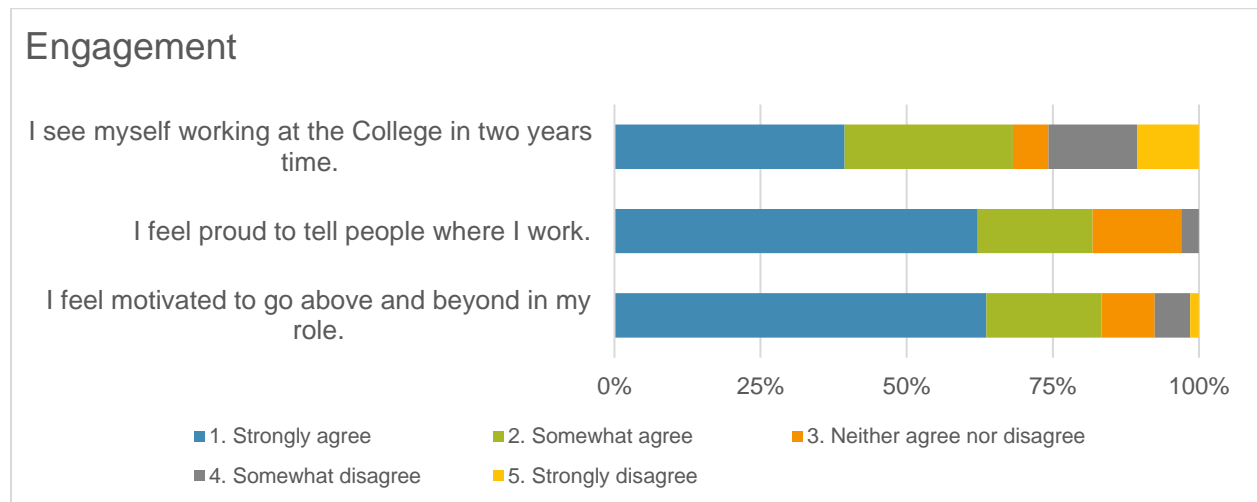
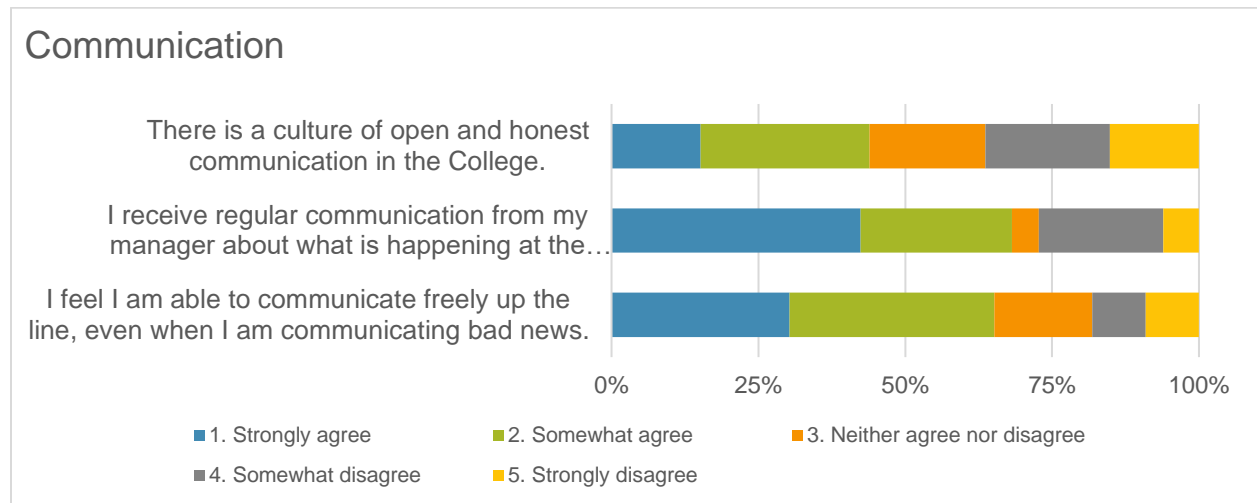
Training and Development

Staff identified a wide range of barriers to training and development, including heavy workload, a sense of urgency related to work, understaffing/lack of coverage, lack of formal development opportunities (e.g., trainings/workshops), lack of community and cohesion between employees with similar job functions across the college, and simply not making training and development a priority.

Career Progression

Staff feel some supervisors/managers are supportive of growth while others are not; some staff feel they get what they need from their managers, while a few feel no benefit or perhaps even feel discouraged by going above and beyond. Some acknowledge they have more to give but don't have opportunities or

incentives to do so. Many staff feel the college needs to improve in the areas of onboarding and training new staff, as well as reclassifying existing staff. Some staff feel they must leave the college in order to advance.



Communication

Staff concerns about communication include it being met with resistance or consequences, especially when communicating up the line. Others note inconsistency across units/departments; miscommunication; too much information to process; channeled rather than direct communication; a lack of transparency; and a lack of direct access to leadership. Some managers are communicative and supportive, while others are not.

Engagement

Concern exists about the staff to student/faculty ratio. Some feel faculty are valued more than staff, they can't talk openly about faculty issues, and faculty are much more powerful than staff. Other staff engagement issues include overwork/stress, not being consulted on issues that involve or affect staff, a lack of training for and poor morale among managers, and a lack of support from leadership.