

What does it mean to you to be valued and supported as a UND employee?

- Salary is important, to be compensated at our worth
 - Other means of compensation such as professional development
 - Would like a better introduction to benefits
 - More information on benefits during open enrollment
- Flexibility with remote work
 - Snow day closures
 - Better collaboration with those that are remote workers
 - Options and availability for remote workers to participate
 - Feeling distanced from campus due to COVID and remote work
- Mental Health Connection
 - Stigma around counseling
 - Difficult to make appointments
 - Waiting period with EAP is significant
- Recognition
 - Receiving the “thank you” from your boss or other whether in person or via email
 - Feeling lost in the crowd with large gatherings, having the option for more intimate events, gatherings and recognition options
 - Better mechanisms for recognition – being able to connect recognition and appreciation for employees something that is more easily shared or incorporated into evaluations, etc.
 - Fill your cup, recognition ideas for a small space/departmental recognition opportunities
 - Feedback forms
 - Areas that have means to collect feedback from users, what do they achieve?
What does that data look like?
 - Supervisors that aren’t aware of what their staff are doing, how do they know what to provide recognition for
- Communication
 - Connection for new staff to staff chat
 - Visibility to statistics
 - Knowledge of recruiting
 - Turnover
 - Surveys
- Evaluations
 - 360 evaluations
 - How can we give more feedback?
 - How do we get more involvement, making sure campus has an opportunity
- Leadership
 - Better grooming and shaping of leaders
 - Building trust and respect

- Recruiting
 - Being able to hire supervisors that have leadership attributes
 - Links for recruiting, provide easier access to job postings
 - Have a spot for people to drop in and apply on campus
- Policy change for purchasing meals and food – this was viewed as a negative change that now limits departments from being able to have basic foods at gatherings such as coffee, bottled water, snacks.