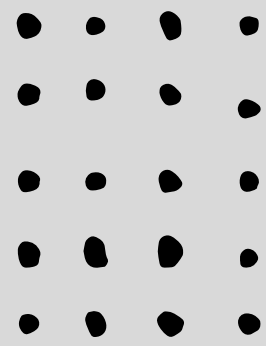
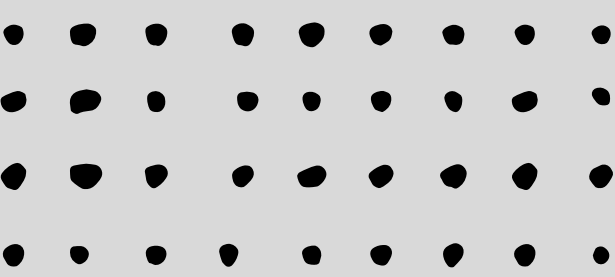


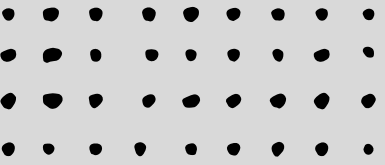
University Staff Advisory Council



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Staff Listening Sessions





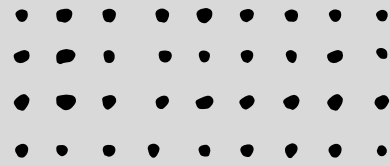
Purpose

The Inclusion, Equity, and Diversity Committee planned these sessions as a way of soliciting feedback from current staff members about their sense of community and belonging at Penn State.

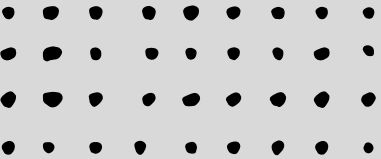
To USAC's knowledge, nothing like this currently exists specifically for staff.

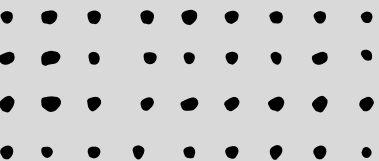


University Wide Participation



We are thrilled to report that approximately 400 staff members from across the University registered for the sessions. At least one person was registered from every campus except for one; Lehigh Valley.





Process


BEFORE

- Pre-registration for webinar
- Webinar links and passcodes sent out via email prior to event
- Offer participants a chance to sign up to speak or submit written comments

DURING

- Welcome and Ground Rules
- Scheduled Comments (very few)
- Open Comments
- Polls and additional comments

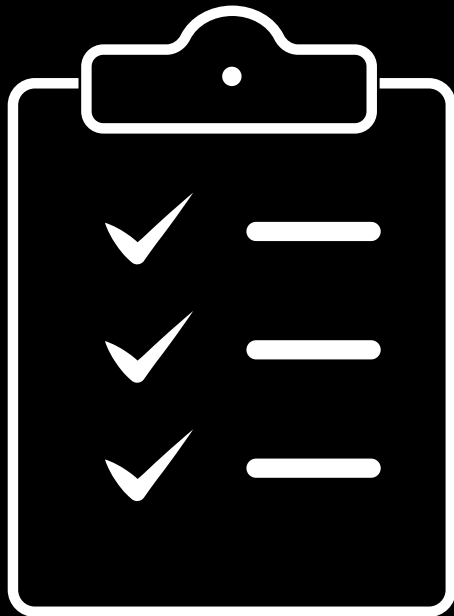
AFTER

- Analyze data collected
 - Create summary report
 - Pass important action items on to HR and administration
 - Begin planning for future sessions
-
- 

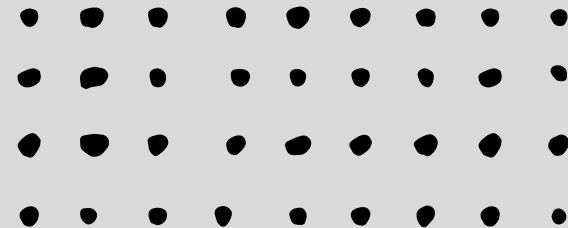
Poll Results

Poll Question #1:

I identify with Penn State's "One Penn State" philosophy and feel valued/included as a member of the university.



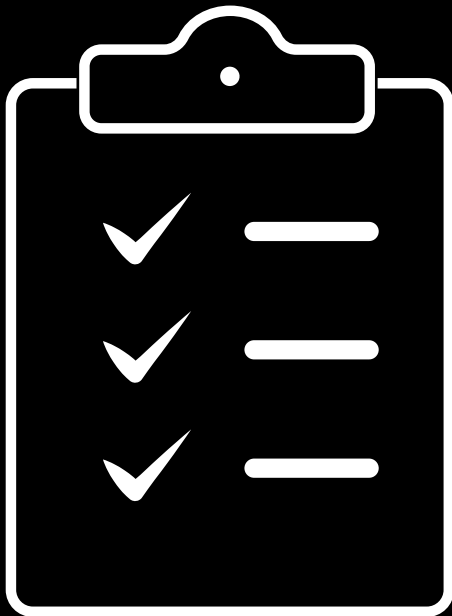
Strongly Agree:	4%
Agree:	46%
Disagree:	40%
Strongly Disagree:	10%



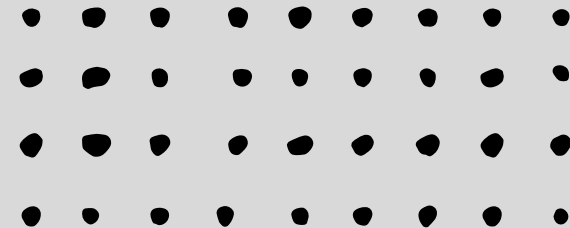
Poll Results

Poll Question #2:

I feel emotionally and physically safe in my workplace.



Strongly Agree:	23%
Agree:	56%
Disagree:	18%
Strongly Disagree:	3%



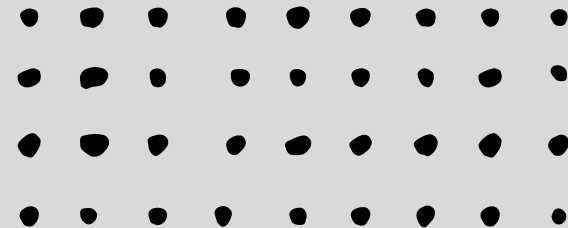
Poll Results

Poll Question #3:

I am satisfied with the remote work options provided by my unit/division.



Strongly Agree:	18%
Agree:	39%
Disagree:	22%
Strongly Disagree:	21%



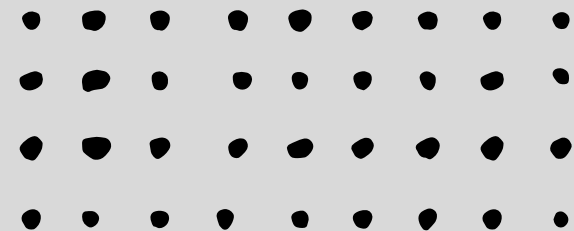
Poll Results

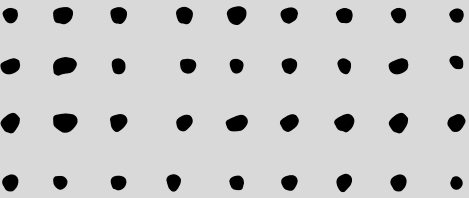
Poll Question #4:

The university is equally concerned about employee retention as they are student admissions.



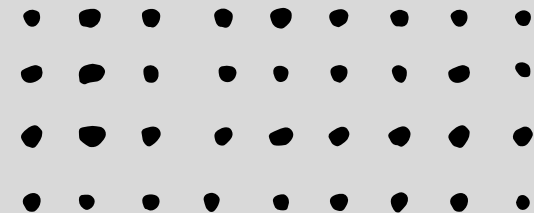
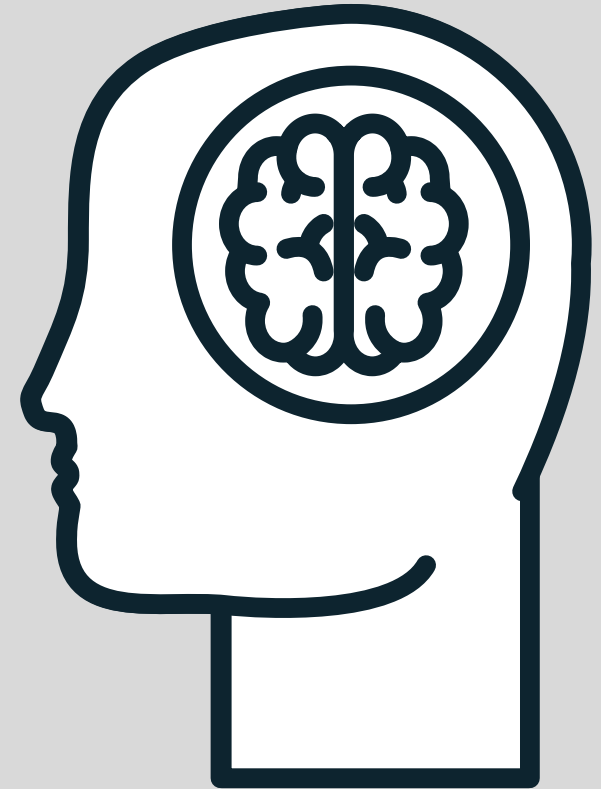
Strongly Agree:	<1%
Agree:	7%
Disagree:	38%
Strongly Disagree:	55%





Themes Identified


- Remote Work Policies
- Compensation Modernization Questions
- Cost of Living & Workload Concerns
- RevisedCampus Closure Policy
- Staff/Faculty Comparisons
- Full-time/Part -time Staff Comparisons




Future Plans



- Share summary report with HR and upper level administration
- Advocate for improvements based on staff input collected
- Identify additional areas for desired staff feedback
- Hold additional listening sessions

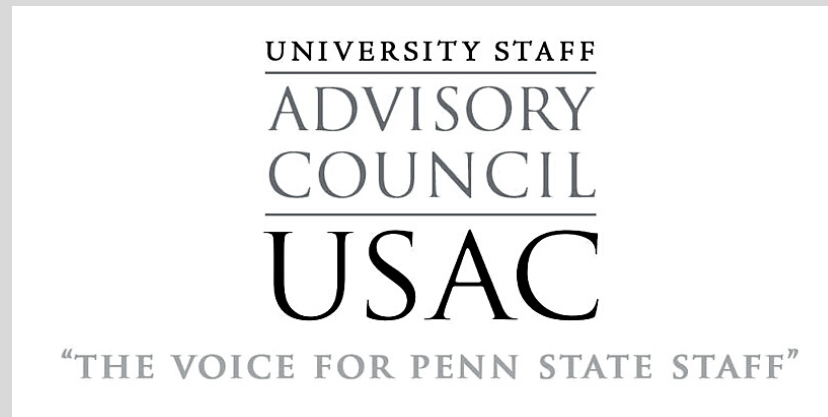


Thank you to all of the USAC
members who helped make the
listening sessions a success!

- Adidi Etim-Hunting, Co-chair IE&D Committee
 - Elizabeth Fegert, USAC Member
 - Rachel Galloway, USAC Secretary and Co-chair IE&D Committee
 - Terra Ingram, USAC Chair-Elect
 - Erin Loy, USAC Member
 - Dr. Nivedita Nagachar, USAC Member
 - Jane Pflaum, Chair Communication Committee
 - Benjy Romig, USAC Chair
 - Nicole Sturges, Past USAC Chair
- 

Questions?

Thank you for listening and for all your hard work at Penn State!



Your University Staff Advisory Council

@PSUUSAC on Instagram and Facebook