

The PAT Welfare Committee met on March 27th

The following items were brought up and discussed at the meeting. It was decided to present them to the general PAT group and to let the PAT Speaker (John Scheinman) decide what information should be shared with the President at their next meeting.

- Some PATs have shared concerns that the campus / divisional reorganizations have been taking place throughout the process without much input from stakeholders. In some situations changes have been made / are being made which could have been more effective if discussed with directors, managers, support staff, etc....to help those making the decisions understand the impact on operations / functions / services.
- PATs are wondering what the current timeline is for the institutional reorganization (when department / divisional structures will be settled and any resulting RIFs will be complete)? Basically staff want to know when duties, positions, defined office structures, RIFs, and other instability will be settled. It is understood that general RIFs are done however residual RIFs are still happening as part of ongoing reorganization (when the functions that a person oversees have changed and that person is no longer needed and their abilities cannot be utilized in another area of the campus). It's also our understanding that individuals impacted by the recent RIFs were offered positions in other areas but chose not to accept them.
- Coinciding with the proposed reorganization timeline....can the campus leadership share the intended final plan for the university structure? For example, we have heard the 3 academic Deans will be going away in favor of different academic leadership (what will that be?). We have also heard that academic departments will be going away....what is the ultimate plan for that redesign. Are there other changes planned in the overall structure? It would be great for the campus leadership to share the overall 'plan' as it stands now....and tentative settlement dates or a timeline (as mentioned above).
- The campus leadership should seriously consider this statement: "Employee morale directly impacts student success and retention". We keep hearing from administration and our change consultant how troublesome things have been and how we still need to change / improve....this tone doesn't help morale. Instead the campus leadership should address continual morale issues head-on by doing whatever they can to support staff and resolve concerns. Some items that could be impacting morale - that may still need attention: lack of transparency (related to decisions that impact staff – unknowns are scary and create stress), workload in some areas (positions moved but the work remains), salary inequity that occurs when new staff are hired above the rate of current longer-term employees.....with no specific intention or plan to rebalance the inequity (some staff are feeling they are not valued as a result).

PATs should, as always, send us any additional questions, concerns, or work items so we can follow-up.

Report submitted by Dave Carpentiere (PAT Welfare Committee Chair) on April 6, 2017.