

Budget Realignment Comments Regarding Personnel

Please submit your ideas and comments here:

Highly educated professionals who earn decent pay and have excellent benefits are leaving CAAR. In the last six-months five advisors and one senior advisor have put in their notice, with all but one leaving the institution. This loss will cost EWU, if conventional estimates are correct, more than \$80,000 in productivity costs. The cost to students? Immeasurable. University Budget Committee, please take the time to take a look at staff retention, especially those staff in direct student support positions, and how retaining staff will save the institution money.

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CAAR is so top heavy with "leadership" that it has made the work environment intolerable as evidenced the high turnover rate of academic advisors. CAAR's current structure consists of a "Leadership" team of an Executive Director, an Assistant Director, 4 Senior Advisors, and 4 Coordinators. That's 10 supervisors. There are only 10 academic advisors- that's a 1-1 ratio. CAAR does not need that kind of oversight- advisors do not need to be so micro managed. Reduce the "Leadership" team and increase the number of advisors who actually work with students. This would also help reduce the high turn over rate of advisors too.

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Enforce timesheet policy to avoid excessive vacation leave payouts. Significant numbers of employees never submit a timesheet reflecting leave taken. Omission of leave taken and approval of incorrect timesheets is fraud.

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Central funding of salary increases only to the state-funded amount. If PSE, WFSE, or UFE successfully negotiate a larger increase, layoffs within the employee group will be necessary to cover the funding gap.

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Perhaps productivity may be boosted if directed time management and similar trainings were available to staff and faculty. Good work habits and balancing work and home life are important to maintaining a motivated, satisfied, productive, and efficient workforce. Similarly, I think that it would benefit supervisors and their staff alike if supervisors were required to take training in leadership. People like to work for supervisors that are supportive and understanding, resulting in all the benefits listed above. Finally, I think that many of the staff and faculty here do not realize how they can utilize the EAP without needing to talk to their supervisors about it. Having more information readily available, or even sending out an email blast with the state link at key times during the year, may help people access this benefit and put them on a path to resolve personal problems which seep in and affect their professional life.

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Is the University here to serve the students and the community or is it here to serve itself? Hire an efficiency expert and get rid of positions that are unnecessary or that can be combined. Perhaps look into the egregious amount of upper and middle-level management positions?