

Staff Engagement Survey Recommendations in Progress

To Be Started

Recommendation	Solution	Who is Responsible
Clarity on acceptable departmental usage of resources	Budget Manager Handbook accessible via AU website	Financial Administration
Develop professional development and training resources catered to Staff positions	TBD	Staff Senate identify topics and work with HR on implementation
Continue to offer a variety of faith-based meetings and options for employees	TBD	Staff Senate to identify need and work with CFE on solutions
Supervisors be intentional about allowing employees to access University Chapels and other University-sponsored spiritual activities during work hours	Allow offices to close during chapel times and other University-sponsored spiritual activities	University Administration

In Progress

Recommendation	Solution	Who is Responsible
Routinely have evaluations, not only top-down, but also bottom-up	Create bottom-up evaluations for individuals with more than a set number of direct reports	Human Resources

Completed

Recommendation	Solution	Who is Responsible
Flexibility to maintain internal benefits such as ACW, dining services, and tuition benefits for employees affected by restructuring	Consideration given to these benefits when outsourcing is explored	University Administration