

Morale Group Discussion

Reasons for Low Employee Morale:

- Lack of funds
- Management needs to be direct & informative; 'stop beating around the bush'
- Management's lack of urgency in terms of the budget
- Management should showcase 'HRD's Science' in D.C.
- Outreach to NOAA/DOC and the public; should work w/Erica on press releases/PR for Science research
- CIMAS job security is uncertain.
- P-3 plane(s) are going to be obsolete or not?
- HRD's future career paths, promotions, jobs are uncertain
- Capricious decision from management
- Hostile behavior from management
- Disrespectful behaviors & attitudes from management & staff
- Lack of cohesiveness among staff
- Lack of HFP Field work
- Lack of support for management & travels (trips)
- Lack of Unified vision
- Perception that there is 'FAVORTISM'
- Uniqueness of field work going away

Possible Solutions for Improving Morale:

- Implement a Social & designated gathering area for HRD staff
- e.g.: coffee, tea, ping pong, wine ☺
- Make it a routine social event
- Improve for the work environment by acknowledging & proper recognition for a job well done; making the staff a part of the process
- Provide Leadership training for management & young scientists, CIMAS & all staff
- Reach out to UM for training (exploit UM)
- Organize an Advisory Committee (Steering Committee)