

HRD Spring Retreat Questionnaire Summary

Several main (recurring) topics:

1. Lack of communication (both horizontal and vertical) leads to a variety of issues
2. Questions regarding future science direction (what is it/what's best?)
3. Overall low morale within the division

General summary of responses – common issues (Note: order below is not 'ranked')

1. HRD focuses too much on modeling and not enough on observations; Need for development of new observing strategies and instrumentation
2. Too much time spent with modeling group and other groups feel less important
3. Management is dysfunctional and does not communicate well with employees or with other management within the lab; Some have too many responsibilities while others tend to interfere or micromanage
4. Issues with IT support staff – no respect, no cohesion with rest of the group
 - a. No recognition, imbalanced workload
 - b. Support staff should be hired on “as needed basis”
5. Older employees take up valuable office space – need to be relocated (or other options)
6. Lack of cohesion between the various groups and/or with individuals due to lack of interaction between groups
7. How do the remote workers get involved with the department?
8. CIMAS employees are important and need to be recognized for their work – not necessarily just with promotions
 - a. Some feel as if CIMAS employees are viewed as inferior to FTE's while others view them as equals
9. Funding needs to come from a variety of sources – need to keep CIMAS employees around
 - a. We need to prevent becoming an extension of NHC and be our own entity – requires searching for funds outside the normal avenues (i.e. JHT); CIMAS/FTE's need to aggressively search for funding
 - b. How will there be support for those hired under HFIP money?
10. Facilities need help – leaks, distractions, safety issues
 - a. Need to fix the A/C and the elevator(s)
 - b. Possibly update meeting room procedures – lack of communication with scheduling
11. Personalities play a large role in HRD dynamic – cause problems at seminars and in common areas through interruptions, loud talking, and other distractions
12. Several items need official policy descriptions or reevaluations – email policy, who is included in meetings (i.e. Science meeting), clear policy/eligibility for remote work outside of Miami, clear policy for promotions, policies for being rewarded or punished
13. Many said that there are a few scientists who are not productive yet not punished for lack of production – need stricter performance evaluations
14. Many commented that morale was either very low, low or below average – needs improvement
15. Should there be communication with other departments in AOML? How do they handle things?
16. Is there a point to the retreat? “Nothing will change, why bother...” How will we ensure that things will change?