

Non-Monetary PSO Survey - March 2009

Average Responses

AvgOfQ1	AvgOfQ2	AvgOfQ3	AvgOfQ4	AvgOfQ5	AvgOfQ6
3.44	3.48	3.41	2.87	3.26	2.64

Scale: Please rate the options as 5 being highly preferred and 1 being not preferred.

1. Flexible work schedule year round: (4) 9 hour workdays and 4 hours on Friday.
2. Flexible work schedule year round: (4) 10 hour workdays and closure on Friday.
3. Flexible work schedule year round: (4) 10 hour workdays with business hours remaining Monday-Friday (each person chooses which 4 days to work).
4. Flexible work schedule year round: (4) 9 hour workdays and a 4 hour workday with business hours remaining Monday-Friday (each person chooses which 4 days to work 9 hours).
5. How do you feel about telecommuting part-time?
6. Do you prefer to work normal business hours (Monday-Friday, 8 hour days)?

of Respondents per Question

CountOfQ1	CountOfQ2	CountOfQ3	CountOfQ4	CountOfQ5	CountOfQ6
55	56	56	54	57	56

Question 1 Comments

Q1Comments- Flexible work schedule year round: (4) 9 hour workdays and 4 hours on Friday.

Would allow me to have more family time which is a good morale booster.

Creates unpredictable schedule for students.

Personal and saves energy costs

If everyone takes off Friday afternoon, customer access and service suffers.

for those who commute, this is a poor choice. Too much car time relative to work time.

fits department and customers

Any chance to get off early for the weekend is a boon. Some people can't work later (4 10's) due to childcare, so it would be nice to have this option. However some of us would rather work 4 10's. It would be nice to have the option and be closed to the public on Fri.

personal reasons

see comments

Students still need assistance after noon on Friday.

This scenario will not work for all service points.

personal reasons

Fits department. Fridays are typically slow.

Department needs to be open all day on Friday

I selected it because I believe that it would fit my dept well and I like it for personal reasons.

This doesn't fit my department.

I love this option. We do this in the summer and it works very well. I feel this option has minimal impact on students because we are still open half-day on Fridays, and Friday afternoons are usually so dead on campus, the closure would be barely noticeable.

I do not see this as a viable alternative. The 4 hours on Friday are lost because most folks will not start a project with only 4 hours to work on it.

I travel from out of town, leave early, stay later...not so much a problem but I really don't want to travel here for only four hours...fuel/time/daycare etc.

Friday is dead on campus, no matter what time of year. This personally would save me using 4 hours of vacation once every two weeks so I can go and get my daughter.

This schedule works very well for our students and our department.

Customer service for all customer groups is compromised

Often students don't have classes on Friday so they are not here for services - but would be able to access services an extra hour each day for the rest of the week - would make alot of sense.

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Fits department and best for customers plus allows for employee increase in morale with longer weekend.

I like having Friday afternoon off or all day Friday when it only costs me 4 hours vacation.

Friday afternoons tend to be slow.

Personal reasons

I am part time and do not work Fridays. I do not want to work 9 hour days

Personal reasons

feasible

there really is no cost saving here, especially no energy cost savings.

fits my dept best

Personal reasons

Since I don't work normal business day hours, it won't help to be more flexible. I already work nights and weekends.

Personal reasons, adds a "perk" during a time when we won't see monetary increase, and saves \$\$ on light, heating, etc.

personal reasons

Not much work seems to be accomplished on Friday afternoons, so this might prove to be more productive and energy efficient.

Personal reasons

I feel productivity would not be affected, and generally student traffic is slow to none on Friday afternoons, so serving students wouldn't be a problem. Schedule would benefit personal reasons, too.

Works best for my schedule. Also give the campus a Friday presence.

Question2 Comments

Q2Comments- Flexible work schedule year round: (4) 10 hour workdays and closure on Friday.

Would allow me to have more family time which is a good morale booster.

Easy to communicate to our customers. Very real benefit to staff.

Personal and saves energy costs

Not good for customers and wouldn't want to work a 10 hour day.

Better for commuters.

fits department and customers

As stated previously, any chance to get off early for the weekend is wonderful. A three day work week would be appreciated by many. You may have less absences during the week. Although, it is impossible to get doctor/dentist appt's on Fridays because they take this day off also. This option may not work for people with kids in daycare (which I don't have).

I commute about 35 miles, so this would help me save money on gas.

see comment

Students still need assistance after noon on Friday.

This scenarion will not work for all service points

Fits department. Friday's are typically slow.

does not fit department schedule well

I think this would be the best flexible schedule for myself personally and would also fit well in my dept.

This is not feasible at all with my department

I personally find 10-hr days very difficult to work.

This will save on Electricity as long as folks shut down their machine and turn off lights.

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I love this idea as well, but I am not sure how practical it is. However, I give it two thumbs up!!

Some of my staff are already working this schedule. It works great because it allows us to be open during the evenings.

Customer service for all customer groups is compromised

Would give a nice break for employees, would also as mentioned above allow for the office to be open for a greater amount of time during "high traffic" times. Friday is most quiet day of the week by far in our office.

doesn't fit my families needs

This would present a nearly impossible challenge for NHS faculty due to the clinical scheduling.

Saves a trip down to campus one day a week. Saves costs.

I, personally, would love to work this schedule, but my supervisor will not allow it.

I don't believe this is a very productive work schedule for most individuals.

This would be nice, but I don't think it would benefit the students to have the campus shut down completely on Fridays.

Personal

same as above

Great idea to give us 3 day weekends since we won't be getting a raise.

Personal reasons. Would be fairly easy to reorganize the campus to use this schedule

most feasible, but makes for long work days

This is what I work in the summer and I like my Friday off. There may also be energy savings by closing on Friday. There are few students on campus Fridays as it is.

personal reasons

Would not work for our department.

Won't work for me in my department.

Personal reasons, adds a "perk" during a time when we won't see monetary increase, and saves \$\$ (lights, heating, etc.)

energy savings of not having offices lighted, heated, etc...

While it is much quieter on Fridays, it can be a day to take care of business that did not get accomplished earlier in the week. Would this limit student access to services. Should we be more student centered or staff centered?

IF I could work it out with home responsibilities, I would like this option.

Again, I feel productivity would not be affected. Friday student traffic is generally slower to none on Friday's. Serving students wouldn't be a problem once they became familiar to new hours. Cost savings to building, ie: heat/cool, lights. Schedule would benefit personal reasons, too.

10-hour days may be hard for many due to schedules - childcare in particular.

Question 3 Comments

Q3Comments- Flexible work schedule year round: (4) 10 hour workdays with business hours remaining Monday-Friday (each person chooses which 4 days to work).

Sounds like a scheduling nightmare. I would want to see models for how this has been successfully implemented at other academic institutions before considering further.

Personal and saves energy costs

same as above

Good idea, but I imagine, based on what one person wants, that not everyone will get his or her choice.

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fits department and customers

I think this will be confusing. Off time needs to be consistent.

It would still be nice to work 4 days. The people who get T-F may appreciate a Friday off on occasion and the office would have to cover for them, I assume there would only be half a staff. Plus, Mondays are usually a very busy day and again, I assume we would only have 1/2 the staff. My husband works M-TH and I would hate to get T-F.

"Flexible" indicates choice within a set of options. Therefore this scenario and the next are the only flexible ones. The others are alternative work weeks.

I commute 35 miles and would like to save money on gas.

see comments

A good compromise but becomes an issue when you have a Monday holiday.

Employees in department would both want Fridays (full or 1/2 days) off, so this wouldn't be the best choice for our department.

Fits department schedule well, with personal benefit of having 3 day weekends.

This would allow personal choice and keep the dept functioning five days a week.

I personally find 10-hr days very difficult to work.

This could pose a problem for service department areas. Less service will be available on days when personnel are off.

Long hours with travel time included

This could work for us, but I may have to have some say on the day off for each employee. We need to consider our students' needs first.

Customer service for all customer groups is compromised. Additional work burdens are placed on all employees for coverage.

This would allow for offices to be open but still account for more time available during the week for students who can't make it into services during the traditional 8-5 times.

If I could choose the day, it might work

This also seems to be very workable. Fits department - better for customers.

I like this schedule, but it would take some negotiating and "plan b" for times of sick leave, etc.

Other scheduling issues arise like vacation and sick leave.

This would be better than having the campus completely closed on Fridays.

Personal

would be best for customer service.

feasible, but makes for long work days, and some supervisors won't be able to offer this in some offices

For those offices who find Friday openings necessary, this may work best

wouldn't fit my department

personal reasons

It would be nice for employees to be able to choose.

Much greener! Personal reasons, adds a "perk" during a time when we won't see monetary increase, and saves \$\$ Most flexibility allows for max. customer service/coverage

still have to have office open, and covered when other staffers are out.

When someone calls in sick on a day that it is someone else's day off, it would create issues for coverage. We are too lean for this to work. And, scheduling meetings would be a nightmare.

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Again, I feel productivity would not be affected. This option would not affect Friday student traffic, though it is generally slower to none on Friday's. Schedule would benefit personal reasons, too.

Would work only if all in office could make it work with eachother. May be complex.

Question 4 Comments

Q4Comments- Flexible work schedule year round: (4) 9 hour workdays and a 4 hour workday with business hours remaining Monday-Friday (each person chooses which 4 days to work 9 hours).

Same as above.

Broken record. personal and saves energy costs

would be okay if regular hours are somehow covered well

same as 1st and 3rd questions.

fits department and customers

I think this will be confusing. Off time needs to be consistent.

It may be difficult for some to let 4 hours a week of pay go. As to choosing the 4 days, see my previous answer. Mondays are very busy, Fridays aren't as busy, but people like to take it off. If staff work either M-TH or T-F we would have 1/2 the staff on M and F.

see comments

Difficult for supervisors to track.

Employees in department would both want Friday afternoon off.

Would fit department schedule, most employees here prefer the 10 hour day option.

I like the four on three off work schedule better for it's consistency and myself personally.

This would be the next best alternative if we could not close the campus on Friday afternoons.

Productive hours during a 4 hour day is not realistic. Some work could be done, but I don't see it as a feasible alternative.

A flexible schedule is great. Some staggering of schedules would be necessary to make sure we have appropriate program coverage.

Customer service for all customer groups is compromised. Additional work burdens are placed on all employees for coverage.

Still would give some flexibility and additional time off.

Other scheduling issues arise like vacation, sick leave and who works all day Friday.

Personal

feasible, but some supervisors won't be able to offer this in some offices

no real cost savings, seems harder to coordinate days and times and alternating schedules

probably best for customers

personal reasons

Sure if it works in that department.

Much greener! Personal reasons, adds a "perk" during a time when we won't see monitary increase, and saves \$\$ Most flexibility allows for max. customer service/coverage

varying hours by staff member harder to make sure we have coverage if one is out

Same as #3.

Again, I feel productivity would not be affected. This option would not affect Friday student traffic, though it is generally slower to none on Friday's. Schedule would benefit personal reasons, too.

Same as above.

Question 5 Comments

Q5Comments- How do you feel about telecommuting part-time?

I do not feel that it is a realistic option for me.

Unrealistic given current position.

Depends on the individual but some don't do a lot of work from home.

Wouldn't work for very much of my hours and I imagine it would be a setup for further abuse by slackers.

So much of what we do is online, we should maximize the flexibility that online/telecommuting offers.

fits department and customers

This would not work for our office. The staff needs to be at the office. I would love to do it if I could. Occasionally there are days I could work at home, but I don't think I could get a full day in.

Love the idea - I can ALWAYS get so much more done when working from home away from phones, etc.

This would be great as I could save money on gas. I have a 35 mile commute.

Would not work for my department.

personal reasons

Telecommuting would work for some employees here, not all

Would not work for my job.

I wouldn't feel the need to telecommute if one of the alternate work schedules from above are approved; however, if we have to work 5 days a week, being able to telecommute one day per week would be nice.

Some positions will be okay for telecommuting while others will not. You will have problems with employees if their position is not feasible.

Personal reasons...travel time, daycare, work from home is great, lot of my work is phone, computer, email and travel time.

It would be very possible for me to do this on an occasional basis.

I like this idea, but I am not sure how to do this with our student population.

Customer service for all customer groups is compromised. Additional work burdens are placed on employees who are in the office covering for telecommuting employees.

Might be hard to do in the OSL department - although some aspects could be accomplished that way.

Excellent solution. I get way more done from home than in the office and can use Skype when an issue is too much to take on in email. More efficient and effective for all.

I would also like to do this, but it is not allowed in my department.

I don't believe this is a very productive work option for some individuals.

For my position, telecommuting would be an option depending on the project I was working on.

Worst for customers

works well with my schedule, and omits my commute

Unless it is an option for all (not just those living out of the Valley); I would be against it.

I already do it as a necessity and it works great

that would be nice, especially when I have to stay home with a sick child

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This would be impossible for our office's role and responsibility

wouldn't fit my department at all

would not work for our department

Not an option for me.

Much greener! One day a week would be a win/win. Personal reasons, adds a "perk" during a time when we won't see monetary increase, and saves \$\$ on lights, etc.

Usually need files from office to do job, not available online.

Some positions lend themselves to telecommuting, but many do not. How do you accommodate walk in traffic? How does one access all their files when needed, or do they and others have to wait until they are back in the office?

Would love it, but our department

This would certainly have many personal benefits, for paperwork or other administrative duties, though would lessen the number of personnel available for student walk-in traffic. Students would need to schedule appointments for when employee was on campus, rather than try to catch them available at their will.

A fine idea. Won't work for some depts/positions. Seems like it would really only benefit those who live long distances away.

Many people have jobs or parts of their jobs that could be done better without distractions of the office - some telecommuting could be a great fit for certain projects or times

Question 6 Comments

Q6Comments- Do you prefer to work normal business hours (Monday-Friday, 8 hour days)?

No. A four day, 10 hour per day work week is ideal.

It's fine.

can do entire job from home.

I don't mind it, but would rather get off early for the weekend.

I would prefer a 4 day workweek or to telecommunte part time since I have a 35 mile coummute.

Like for employees to have some flexibility.

Great incentive to go to 4-10's or 4-9's with 1/2 of Friday off!

less flexibility for employees

I think the flexibility to work different hours, whatever they may be, is a huge benefit to morale and a nice perk in light of no raises.

Customer service is the main focus, then this is the best for customers. Flexible hours may result in customers having to wait.

best due to travel time and day care hours

This schedule is fine, but more flexibility would be appreciated.

Provides maximum customer service and complies with the intent of Idaho state requirements and regulations

I think a flexible schedule would benefit both students and staff at this time.

I would like to set my own hours in terms of work hours/days.

Because it is the standard...this is more of being accustom to it than preferring it.

Best for customers, personal

Not if I can work 4 10's

Doesn't really make that much difference to me.

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it's okay, but doesn't leave much room for flexibility

I like compressing my hours and getting Friday off.

This schedule works for our department.

Yes, if I could get them, but that's not possible.

This is old school, least flexible, least green.

I prefer some sort of flexibility, makes me feel like I have some control over the situation.

This seems to be the most traditional, but summer hours give everyone a longer weekend. Let's try it and see what happens.

It would not be a problem if we stayed at regular hours.

I feel as long as the work could get done and students would be served as well on a 4-day work week, the benefit to the employee would be good as it would open up time to take care of personal and family needs.

This fine but flexibility as an option would be greatly appreciated.

General Comments

General comments and other possible scenarios (such as flexible daily hours (7a-4p):

None

Another scenario is four 9's and a 4 during the school year (like we do during summer) and 4 10's during the summer.

One-size doesn't fit all. There are differences between student and community needs as well as number of staff in LWS and CDA. Suggest each determine and implement best fit for demographic.

We currently offer flexible daily hours to all employees within the department as long as student/faculty needs can be met.

We would benefit from flexible daily hours, but only if it allowed the department to stay open in the evenings.

Rewarding people who rarely use their sick days and have hundreds of hours amassed, eg one vacation day for 100 sick hours.

I think whether or not one of the alternate scenarios from above is adopted, flexibility can and should be offered within departments where feasible.

Any decision needs to be customer (student) focused. We cannot jeopardize service to them.

Understand that non-monetary awards do not always work with employees. The awards must have value to each employee and with the varying generations on campus, this could prove effective for some and ineffective to others.

I have found that if I come to work early (6:30 to 7:00), I can get a lot done before students and staff arrive. I really like the idea of working 7 to 4.

I believe that flexible hours are best determined on an individual basis with supervisory input and approval.

I think the ability to have flexible schedules would be a good place to start if the administration did not want to move with one of the other scenarios. Staff having the opportunity to work a 7-4 schedule and having others maybe wanting to work a 9-6 or some variation would allow for flexibility that would be attractive to those with kids, other interests - give some feeling of autonomy to staff members to set more of their own schedule. Would possibly also add additional time for student services either earlier in the a.m. or later in the evening, depending on the situation.

Employment is based on the needs of the organization. Some employees may never need to be physically present on campus, and others must physically cover whatever the college expects. Each department has to work in a way that makes sense for the mission of the college.

Close the college for the month of July, and/or three weeks over Christmas.

Flex daily hours might be a good idea, I have staff that work until 6. If the college had limited evening hours, for the working non-trads, these individuals could serve the public while working to 6.

Whatever we do, we just need to make sure that the customer service is maintained and offices are covered when needed.

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flexible daily hours that vary within the week, but are the same from week to week, to allow for taking classes or other such things.

I have a problem with not getting a raise, yet still being required to work 40 hours plus each week. If we were really to be compensated fairly, our time would be reduced and our pay would stay the same. How about I keep my current salary, but I get two weeks vacation time in addition (the two weeks do not have to be taken in a block)?

With office coverage 8-5; flexible daily hours should be a "no brainer."

I'd like to see flexible hours allowed, such as 7-4 for some, 8-5, or 9-6 for others, based on personal lifestyles, need to accommodate other family members, especially those in day care.

I'd like to see people scheduled to work 40 hours actually do that. Too much visiting/gossiping, Internet browsing, personal phone calls, etc. takes place. Some departments already allow other options as long as there is coverage from 8-5.

I support flexible daily hours, per the individual as long as the coverage and the duties of the position would be fulfilled. For the sake of consistency, a set schedule is preferable just for scheduling purposes. But if it is best for the person and their personal needs to leave at 4:00 pm, then I think that should be a possibility as long as they put in their hours and their work is completed. Or perhaps it is better for one person to come in at 9:00 am but stay until 6:00 p.m., or work through their lunch hour, as best for coordinating and balancing their work/personal life.

I would prefer a year-round schedule of (4) 9 hour workdays and 4 hours on Friday. We adapted to this quite well in the Summer and I could see it working well all of the time. Friday afternoons are pretty quiet.

Supervisors really need to be more flexible in general. We're not robots!

Other Ideas Comments

Do you have any other ideas for non-monetary compensation and morale boosters?

None

Flexible work schedule is the best compensation available to employees. It is a proven fact.

We need more fun. Maybe every month a division can hold an open house with treats brought in by staff. I also think the competitions between divisions (like the bowling) is fun. Need to get more people involved. We have a huge gym to do things like volleyball, dodgeball, etc (or just cheer on your division). It would be fun to get off an hour or two early and do something like this monthly. I was going to suggest a big scavenger hunt to my division and everyone has to go around to other offices to find the items. We can do fun things that don't cost money.

Trust each unit and its members to put in 40+ hours whenever/however those hours best serve students, faculty, staff, and community.

continue the educational waivers, do not reduce the benefit for spouses. Need to reinstate bereavement leave.

Benefits like giving the children of employees a tuition break as other institutions do would not negatively impact the college and would help employees feel valued.

How about free use of the fitness center to spouses of employees?

How about free or discounted tuition for children to attend LCSC? Since the employee and spouse have that perk, and most of the time, unable to utilize the benefit, it should be transferable to a family member.

That will be a great perk for staff and faculty who has worked for over ten years at the college for little pay raises.

Work with the state to increase the amount of vacation each employee will earn per pay period. Look at donating sick leave to other employees instead of donating your vacation leave that ends up as sick leave to the receiving employee.

Stress the tuition reduction benefit that employees receive. Supervisors would need to be very flexible for employees pursuing a degree. Encourage graduate school.

Have a competition for a technology item such as an Ipod. Best cost savings idea is one.

Allow supervisors to award a free day off that is not tied to a vacation day to employees that perform well. Tie it to performance appraisals.

Adding additional college vacation time that does not accumulate from one year to the next, and cannot be cashed in.

I think the idea of a flexible work schedule would be a morale booster for a lot of people.

I do not believe that non-monetary compensation or morale boosters are necessary or should/need be expected by professional staff employees of LCSC - especially in these troubled economic times.

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Use of sick leave after a certain number of hours for personal leave/vacation time or extra pay - to reward those for not calling in sick.

Perhaps more time off????????

I would be wonderful to be able to go home early on days before major holidays. Or saying the campus is closed so that if people wanted to use a vacation day, they could.

Comp time

Summer all staff party, better Christmas celebration, it just seems to deteriorate each year. We need fun things to do where people must interact so that we build camaraderie (sp?). It doesn't have to cost much, just needs organization. But again people need to have the time to be planners.

Allow family members other than spouses to take courses at a reduced rate

- reduced prices for parking stickers
- employee of the year parking space
- reduced tuition/fees for ANY ONE family member (not just spouses)

A real morale booster would be to see administration and faculty realize that staff are the TRUE reason that this college runs every day. Favoritism toward faculty is NO way to boost morale!

free parking for staff

People should be very appreciative to have a job in this economy. How's that for a morale booster?

Better preventative healthcare, keep things like Winter Revels, etc.

Be able to cash-out your vacation hours once or twice a year- like before Christmas.

Some departments really give their staff members a hard time when they sign up for wellness classes...not allowing them to leave a few minutes early to dress for the class. Others are more flexible. Being able to take this wellness break during the daytime is extremely beneficial and employees shouldn't feel guilty about taking the time to keep themselves healthy. I'm lucky enough to have a boss that appreciates the value of healthy employees.

If we tried the 4-9's and 4 schedule, have potluck lunches once a month on Friday sponsored by different units to encourage networking and interaction between departments.

A longer lunch once a month paid

If college stayed with a M-F 8 - 5 day, then maybe an occasional Friday afternoon off as a reward or couple hours off as a reward to be used where desired.

LC has got to be one of the most uptight colleges in the Northwest. Do we ever do anything fun around here? Maybe the State Legislature/SBOE frown upon fun - this would explain a lot of things. We are WAY too busy trying to impress Boise and far too less concerned about what's happening in our own back yard.

Ideas:

1. Summer social of some kind. Yes, the faculty are gone but there are still many of us on campus who would like to feel appreciated. Contrary to popular belief the college continues functioning without the faculty in the Summer.
2. Let us take as many credits as we want. Why does the Provost have to monitor this? We are not children.
3. Morale booster: Stop firing people who disagree with upper administration. This is really starting to bum people out.

we are a higher education institution - we should encourage our faculty and staff to embrace and experience that as much as possible. with professional development budgets decreasing, let's use the resource we have around us every day - the classes and professors! encourage/allow staff to take a class during work (as a part of their work day) it can connect many more people on campus and be a valuable way to compensate, develop and appreciate our staff