AVP HR LISTENING SESSIONS

• Staff were invited to participate in Listening Sessions with Alison Miller, Interim AVP HR
  • Invitation was sent via mass mail on July 13th

• Sessions took place August - September 2023
  • 8 total sessions
  • 6 virtual; 1 Monroe Park, 1 Health Sciences

• Goals:
  • Increase AVP HR visibility and make direct connections with staff
  • Hear feedback on what HR programs/services are going well and what can be improved
  • Open avenues for staff to share continued feedback with HR
MAIN TAKEAWAYS

What is working well?
- Flexible work arrangements
- Career development resources
- Cross-departmental partnerships
- Work/life balance

Where can we improve?
- Manager resources and training
- Recruitment
- Work/life balance
- Performance management / merit
HR ACTION STEPS

• Keep the lines of communication open via a feedback form, Manager Town Halls, and an AVP listening session once/semester

• Continue:
  • The good work in the areas of flexible work arrangements and leave
  • Strengthening our career development programming through reinvigorated career communities and expanded career coaching
  • Partnership with Staff Senate

• Strengthen and affirm the role of the local HR team in HR service delivery

• Provide more training and development for managers

• Examine recruitment and hiring practices with a goal of reducing time to fill

• Improve understanding of merit based pay and how it works at VCU

• Support employees in having important conversations with managers (about workload, etc.)

• Share employee workload concerns at manager town hall