

# 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