

What issues do you face as an administrator?

- Tremendous workload
- Staffing
- Lack of departmental leadership
- Lack of recognition
- Job insecurity
- Don't have proper skills/training
- Lack of Communication
- Lack of support (getting less than faculty)
- Faculty not appreciating staff
- Solid support for Portland
- Cooperation between departments
- Existing technologies
- Budget
- Need more timely decisions
- Can't take time off unless you are prepared to meet the disaster when you come back
- Morale issues
- No time for strategic planning
- No respect from both faculty and upper administration
- Us/them....not working as a whole university team
- Disconnect with Portland campus

Why are you satisfied or dissatisfied?

- I love what I'm doing and everyone I work with
 - OIT treats myself and my family well
 - Like supervisor (respect and admire)
 - Students great
 - Enjoy positive attitude displayed by the community as a whole
 - Great benefits, enjoy work doing
- Campus culture is rigid and not open to change; lacking creativity and imagination
- Low morale
- Territorialism
- Poor leadership
- Abuse of resources and "in it for me" attitude
- Decisions made without input from the people it affects.
- Quality of work is lacking amongst administrators
- Job insecurity
- Went from us as a whole to departments surviving on their own
- Over worked and underpaid; fear of losing the "good ones" due to this.
- Resistance to change is a depressing
- Color of my office, no lighting , no window

How could Oregon Tech better recognize the efforts of administrators?

- Maintaining current compensation with COLAs; merit-pay increases for excellent work
- Titles that match roles and their expectations
- Recognition at Convocation
- Terminate ineffective directors and promote deserving staff
- Communicate achievements via different media outlets
- Awards based on:
 - Merit
 - Innovation or cost savings
 - With a professional development trip or activity paid for
- Better integration of admin teams
- Support professional development like faculty gets.
- Money is an issue so how about extra time off?
- Defined recognition program
- Empower administrators to make decisions; no micro-managing
- Multi-year contracts
- Sabbatical
- Consulting opportunities.
- Cross training/cross discipline teams
- New culture of caring...everyone show appreciation everyday
- Sr Staff show respect and gratitude instead nit picking and pointing fingers
- Not to be ignored or left out of decisions (rev generating committee)