

Employee Questions/Comments
2458-Professional Development

<u>Questions/Comments #1</u>	
Questions/Comments	I like this! Great job! Teressa Zink
Response(s)	N/A

<u>Questions/Comments #2</u>	
Questions/Comments	<p>My quick reading of this procedure change is it does not appear to change the substance of the procedure but is primarily 'wordsmithing' and possibly refining the procedure. Has there ever been consideration for these policy/procedures announcements to include some brief statement of purpose or reason for the change? I understand that may invite possible debate on the procedure which may be unwanted but it would be helpful to the reader to have some idea why a policy/procedure change was recommended.</p> <p>Secondly from an Accreditation perspective, are there any 'rules of the road' for training to be 'mandatory' at Barton, especially if it is mandatory for all employees? I understand we are often required by various stakeholders/legislation, etc. to do something but do we have any process to determine appropriateness of the 'training'? Also, are we/should we/can we require some data collection on the effectiveness of the mandatory trainings?</p> <p>Randy Thode</p>
Response(s)	<p>Randy,</p> <p>Thank you for your comments and questions. Adding a brief statement or summary when submitting additions and/or modifications to procedures is something to consider. President's Staff will need to discuss this further.</p> <p>At present, mandatory training is determined by administration. This is in response to state or federal compliance and/or best practices for operations. One example of mandatory training effectiveness has been shared by the IS Department. The number of employees who inappropriately click on staged emails is down. This is a result of cyber security training. Other effectiveness measures would need to be discussed with President's Staff.</p> <p>Thank you again for the feedback.</p> <p>Jenna Wornkey Coordinator of Professional Development</p>

Questions/Comments #3

Questions/Comments	<p>I don't have a comment regarding the policy, just a grammar correction. (Sorry, but I can't help it!)</p> <p>It is the supervisor's responsibility to ensure that their employees participate in mandatory training.</p> <p>This is an example of a pronoun/antecedent agreement error. "Supervisor's" is singular, but "their" is a plural pronoun.</p> <p>You could use "his or her" or if you don't like that, you could use "his/her."</p> <p>Kim Bradney</p>
Response(s)	<p>Please change the verbiage to his or her.</p> <p>Thank you!</p> <p>Jenna Wornkey</p>