

2019 BrCCC and AFSCME CLIMATE SURVEY

What brought us here?

Occupational Stress and a Toxic Environment

The progressive and continual **stress** we are experiencing is due to

- Unreasonable workloads,
- Working conditions,
- Toxic environment, and
- Leadership by fear in the workplace.

Unreasonable pressure to get short term results at expense of the long term strategies

Employees are not adverse to change, but the changes have been

- Unreasonable
- Not transparent
- Lacking input from stakeholders

Change in Advising Workload

Example:

- Increase in number of advisees from 120 to 250 students per advisor.
- Addition of “proactive advising” initiative to include career counseling and job preparation instruction in addition to academic review without training or input from professional advisers.
 - Advisers were told to go online to train for proactive advising during peak advisement period and to then write three reflection papers which were to be given to VP Ed Cabellon for review without clear understanding of the process or that the work was to be completed during their 37.5 hour work-week. This generated a great amount of fear and anxiety.

What happened to our College Community / Family?

The most appealing factors in working at Bristol for survey respondents included:

- Students,
- Coworkers,
- Diversity.

We have lost:

- Morale,
- Work autonomy, and
- Respect for employee professionalism.

CAUSES OF STRESS

- Toxic climate,
- Bullying,
- Low morale,
- Fear of termination,
 - In the last 3 years, approximately 65 individuals were terminated or have resigned, and 23 part time advisors terminated.
- Lack of transparency and communication issues,
- Inequity across campuses,
- Unfocused change and lack of vision were identified as the most frustrating factors for employment at Bristol.

CAUSES OF STRESS, continued

- High turnover,
- Loss of institutional knowledge,
- Lack of communication about why employees leave or have been terminated resulting in increased fear among employees.
 - Example: The word fear showed up 72 times in the open-responses on the climate survey and was the most dominant theme identified.
- A noted lack of presence, awareness, and investment from President Douglas.
 - Several respondents described her being absent or unengaged at the college and focusing solely on external relations.

EFFECTS OF STRESS

- Loss of
 - Dignity,
 - Self-esteem,
 - Confidence,
 - Joy,
 - Happiness, and
 - Quality of life.

EFFECTS OF STRESS, continued

- Lack of trust in senior levels of leadership at the college,
- Alleged incidents of hostile conduct, disrespect, and retaliation from the administration,
- Frustration with the pace of change at the institution (noting there is too much, too fast) and with a disregard for history, institutional identity, and stakeholder input.
- Many reporting having new supervisors or frequently changing supervisors who lack adequate communication skills or knowledge of their new position.

PREVENTION

How do we put a stop to this excessive job and workplace stress?

- Stop the firing of knowledgeable employees and hiring consultants,
- Suspend changes in personnel and further reorganizations,
- Adhere to contracts and MOAs,
- Create an Ombudsman position reporting directly to BOT,
- Include a faculty/professional staff and AFSCME seat on BOT.

VOTE OF NO CONFIDENCE

- Q1 I agree to a vote of no confidence in Bristol Community College President Dr. Laura Douglas.
- Total Answered: 157
 - Yes 87.9%
 - No. 12.10%

VOTE OF NO CONFIDENCE

- Q2 I agree to a vote of no confidence in Bristol Community College Vice President of Academic Affairs Dr. Suzanne Buglione.
- TOTAL Answered: 157
 - Yes. 89.8%
 - No. 10.2%

VOTE OF NO CONFIDENCE

- Q3 I agree to a vote of no confidence in Bristol Community College Vice President of Student Services and Enrollment Management Dr. Ed Cabellon
- TOTAL Answered :157
 - Yes. 89.2%
 - No. 10.8%

NEXT STEPS

We respectfully request from the Board of Trustees within 10 days a response to our concerns and recommendations.