The 2013 Values and Culture Survey indicated high rates of observed misconduct, intimidation, and a lack of trust and accountability within Finance & Business. We want to continue to address these issues and create a healthy environment in which everyone can do their best work.

WE ASKED.  
We asked you in follow-up surveys and focus groups for your specific concerns, suggestions, and expectations for improving trust and accountability within F&B.

YOU RESPONDED.  
Key feedback from the focus groups:

• There is fear of retaliation, which is a symptom of larger problems: trust and accountability.
• There is misconduct occurring.
• There are culture issues.
• There are performance management issues.
• There are communication issues.
• There are reporting concerns.

WE’RE TAKING ACTION.  
We heard you. Here is what we have done so far and what we will be doing over the next year to build a culture of trust and accountability.

WE HAVE published key feedback from the focus groups.
WE ARE improving workplace management by developing new training for all employees and supervisors via online learning modules.
WE WILL NOT tolerate bad workplace behavior.
WE WILL involve you in driving this change.

To monitor our progress and provide suggestions, please visit www.fandb.psu.edu/taking-action.