

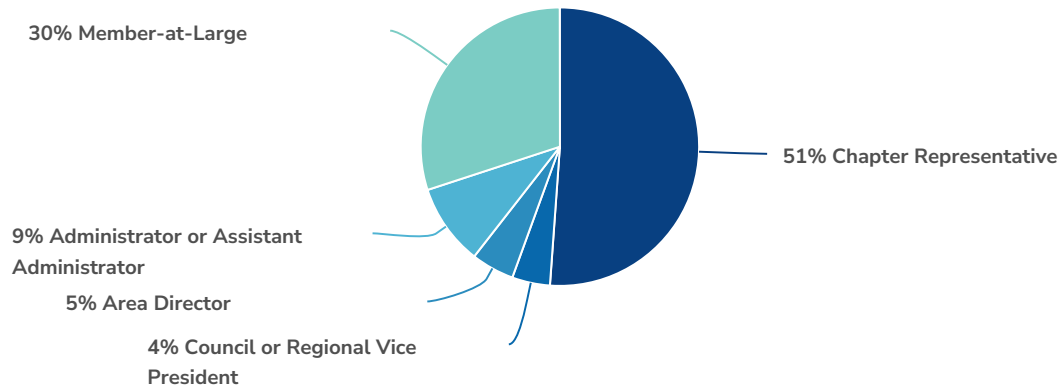
Report for ASSP Advisory Group 2022-2023 Experience Survey

Response Counts



Totals: 203

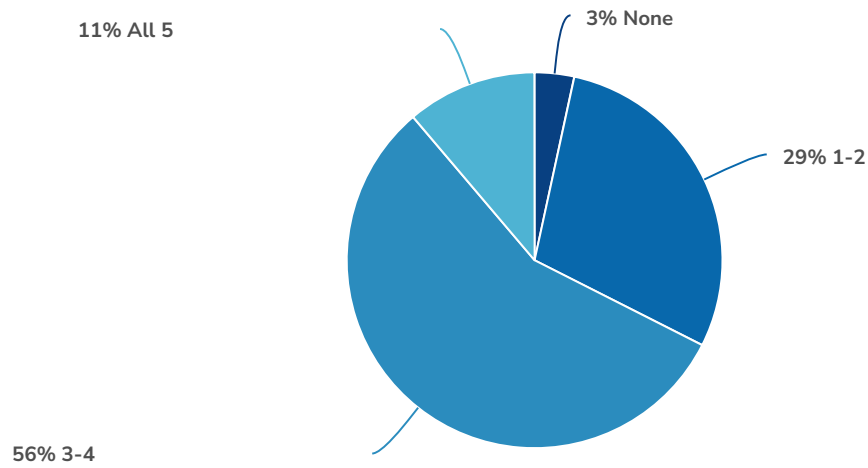
1. What type of Advisory Group member are you?



Value	Percent	Responses
Chapter Representative	51.1%	92
Council or Regional Vice President	4.4%	8
Area Director	5.0%	9
Administrator or Assistant Administrator	9.4%	17
Member-at-Large	30.0%	54

Totals: 180

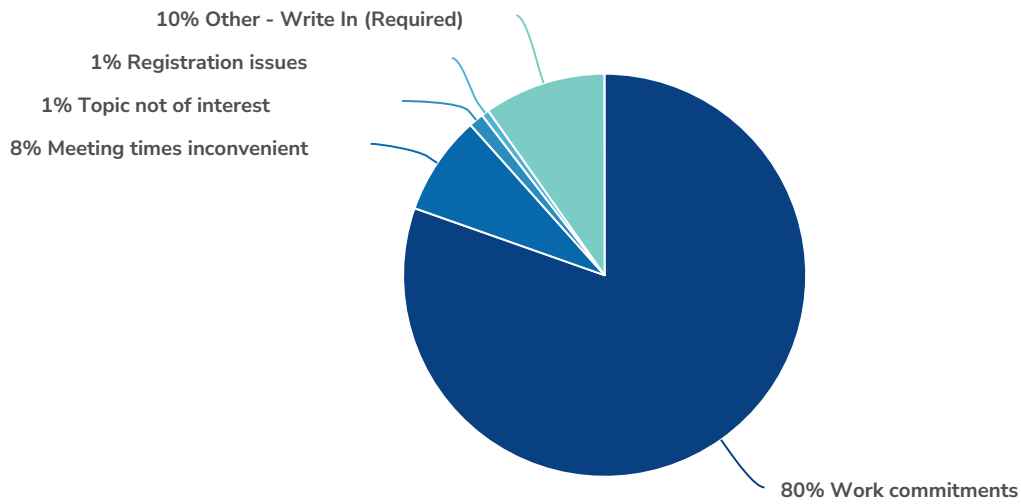
2. How many Advisory Group meetings did you attend in the 2022 – 2023 year (July 1, 2022 – Present)?



Value	Percent	Responses
None	3.4%	6
1-2	29.1%	52
3-4	56.4%	101
All 5	11.2%	20

Totals: 179

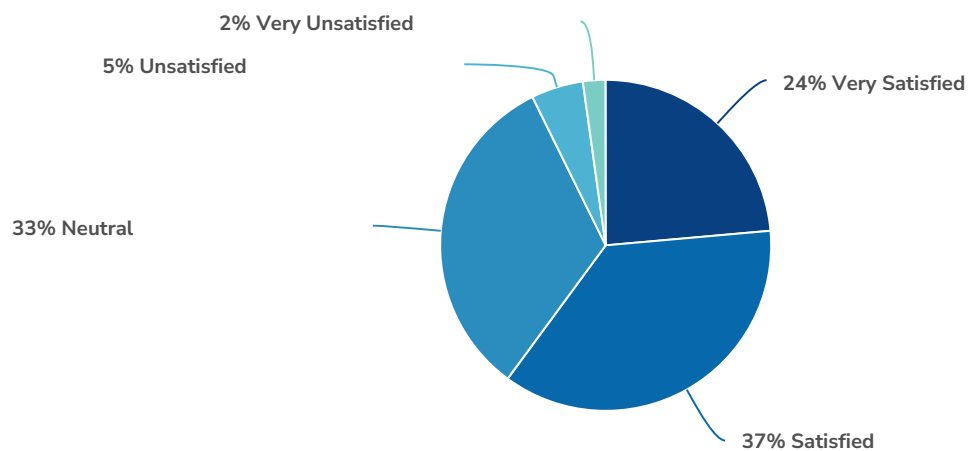
3. If you were not able to attend every meeting, please us know the top reason you were unable to participate.



Value	Percent	Responses
Work commitments	80.4%	131
Meeting times inconvenient	8.0%	13
Topic not of interest	1.2%	2
Registration issues	0.6%	1
Other - Write In (Required)	9.8%	16

Totals: 163

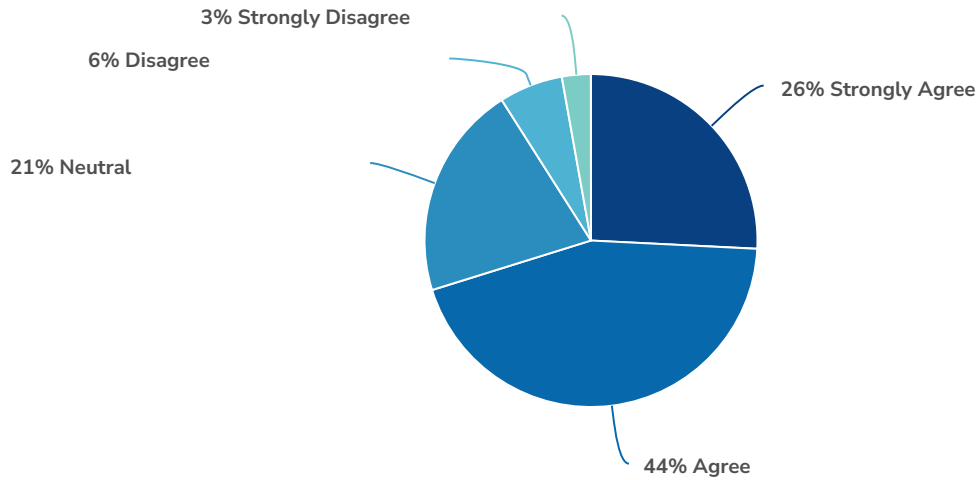
4. How satisfied are you with your time spent on the Advisory Group in its inaugural year?



Value	Percent	Responses
Very Satisfied	23.6%	42
Satisfied	36.5%	65
Neutral	32.6%	58
Unsatisfied	5.1%	9
Very Unsatisfied	2.2%	4

Totals: 178

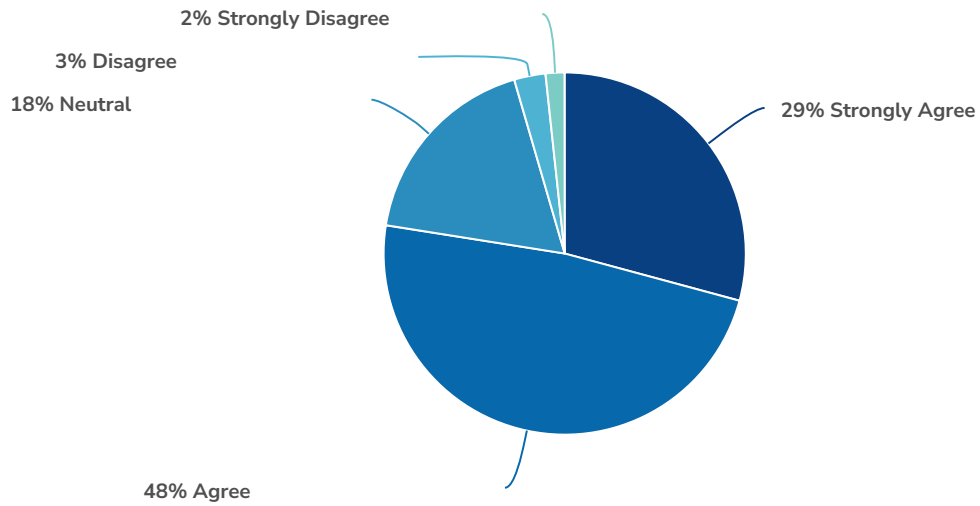
5. Communication regarding the Advisory Group, its workplan, and the meetings was clear and timely.



Value	Percent	Responses
Strongly Agree	25.8%	46
Agree	44.4%	79
Neutral	20.8%	37
Disagree	6.2%	11
Strongly Disagree	2.8%	5

Totals: 178

6. I had the opportunity to contribute to the topic being discussed at the meetings I was able to attend.



Value	Percent	Responses
Strongly Agree	29.2%	52
Agree	48.3%	86
Neutral	18.0%	32
Disagree	2.8%	5
Strongly Disagree	1.7%	3

Totals: 178

7. What worked well for you regarding your time on the Advisory Group this year?

ResponseID	Response
9	Being able to participate with numerous people and different people in each break out session.
10	Able to attend most meetings.
11	flow of information
12	break outs
13	Nothing
15	I was just appointed to the Advisory Group and sworn in Friday June 9th
16	Moderators set parameters with distinct topics and goals of each discussion that generated strong recommendations.
17	collaboration, learning others thoughts and feelings, learned more about what ASSP is about
18	1. Agenda ahead of time and helped be prepared for the data 2. Quality roll up of the data was great way see decision making - example was ranking of nominees for committees.
19	I really liked the breakout sessions. I felt I had a voice in the smaller forums.
20	The ability to contribute directly and to be interactive with the other members
23	Breakout sessions in the meetings
24	The open and honest dialoged that was allowed.
25	Meetings held did allow almost every member to contribute during each meeting during the smaller break out sessions.
26	online is helpful.
27	I loved the opportunity to provide feedback and insight.
28	Small breakouts to have conversations with other members to understand differing opinions.
31	I never fully understood the purpose of the advisory group. I was not able to engage as the Maine ASSP President to the extent I hoped so I know I have much of the blame for that, but I think the emails that I received could have been more clear on the mission.

ResponseID Response

32	I had the opportunity to voice my opinions in a respectful atmosphere.
33	Communication regarding meetings, opportunities to participate in discussions via breakout rooms.
34	The smaller breakout sessions
37	Enjoyed tackling key issues at each meeting and the small break out rooms that allowed the members of the group to engage and all be heard.
38	It's a great group of ASSP members.
39	Virtual meeting
40	No Comment due to my not being involved.
41	Opportunity to express opinions
42	Being able to interact with other team members. Break-outs so everyone has a chance to give their views
43	N/A
44	Open communication, Workshops to address issues
45	The structure
47	Plenty of opportunity to participate.
48	The advisory board provided an opportunity to increase engagement for change.
51	Breakout sessions were good. Had the ability to interact with others with different viewpoints and opinions.
52	Meeting times
53	Discussions concerning the careerfield.
54	Being involved in decision making
56	Meetings were extremely well orchestrated.
59	I took this is an opportunity to raise the issues faced particularly by ASSP Global members
60	Ease of joining in

ResponseID Response

61	My highlight was volunteering to participate as part of the group that selected the operation team, it was a delight to see people with so many years of volunteering journey still willing to serve. This has encouraged me to continue to volunteer more for ASSP
62	Simply the ability to join in and listen to updates.
63	Scheduling was good and had plenty of advanced notice
64	Having the opportunity to interact with others members of this group and comment on topics that may enhance our profession.
66	Virtual meetings
68	Advance notice of meetings with clear agendas
69	The virtual meeting
71	I think this is going nowhere. I am still unsure if we accomplished anything last year. My chapter has zero interest in this, and the notes I shared were barely acknowledged.
73	Nothing to add.
74	Advanced notice about meetings worked well from a scheduling standpoint. For some of us, our calendars fill up several months in advance.
77	I was able to participate in the discussions and provide input on each call.
78	Interaction with fellow ASSP Advisory Group members
81	I liked talking to other safety professionals about the questions that ASSP asked us. It was nice to connect and hear other's thoughts.
82	Providing feedback
83	Understanding other member's perspective.
84	The advisory group listened to my concerns about growth and the impact changes in governance to retaining members and recruiting new members.
85	break out groups
86	Topic discussion
87	Collaboration with peers during scheduled break out sessions.
89	Breakout sessions, I was able to communicate with people in my group

ResponseID Response

90 Later times because I'm in Hawaii.

91 Talking with other involved people and hearing their perspectives.

92 I like how it was run. It was an efficient use of my time with the breakout sessions

94 The breakout rooms on Zoom were very good in collecting the various points of view and allow the group to examine multiple questions efficiently.

95 The online platform is easy to use

96 I was able to perform some of the work from home (No rigid meeting times).

98 Knowing the Peers and contribution in the development of Advisory group operations.

99 The group discussions

101 Being included in the discussions about the direction of ASSP.

103 Getting into the smaller groups to discuss and have follow-up on items for consideration. This format worked well.

104 Using the zoom meetings

105 Dallas has been a fantastic administrator. She clearly outlines what is required of us as well as any deadlines.

108 good communication about meetings

110 The virtual meeting opposed to in person.

111 Waste of time.

112 Several initiatives that was brought on board and the level of engagement

113 Mostly just listened. Provided no feedback. Kept chapter updated on HQ plans.

116 IT was good to hear other members thoughts on the issues that were discussed. We need less talk and more action.

117 Virtual meetings

119 We addressed the topics on the agenda

120 Dynamic conversations/ideas in the breakout rooms with smaller groups.

121 Open communications. Transparency.

ResponseID Response

123	Learning more about the status of various Society activities and the ability to provide input
124	Gathering members together to gather input (in this Covid-19 period)...transition to a new structure.
125	Networking
126	Break out sessions to discuss issues confronting the society
127	Topics were well laid out
130	Remote attendance was helpful.
134	Did not know well in advance of the meetings. I am on the ET and lunch time is the best.
135	The breakout groups helped in gathering information to be discussed
139	Ample notice, with agenda and read-aheads.
140	Discussions
141	Topic of meetings was communicated and I had time to prepare my thoughts before the meetings.
144	I felt it was a cross section of workers who were able to connect on matters of safety leading a pathway to the future
145	I enjoyed getting to work together with fellow safety professionals from across the industry and globe.
146	break out rooms
147	Breakout rooms were engaging and interesting.
149	My schedule is extremely packed and traveling several weeks a month. I need to plan better to increase my participation.
150	Involvement from different people and hearing their perspectives.
156	Ability to participate and contribute even from a distance
157	I honestly thought that it was a complete waste of time.
158	The breakout rooms allowed us to connect on a smaller scale and delve into the issues. I like this part of the current plan.

ResponseID Response

159 Breakout sessions. Networking. Structurw.

160 When not a conflict with field work assignments I thought the meetings/exercises were worthwhile and well controlled.

162 Meeting format has been effective.

163 Agenda and pre-read sent in advance

164 Well planned out agendas that were clearly communicated.

166 Ability to participate

169 The breakout groups were good.

171 Learning more about the organization, its direction now and in the future. Also hearing from others and sharing of ideas

172 Small group discussion was helpful to me. I will be interested in seeing how the discussion points materialize.

175 Being able to provide valuable feedback, hear others issues and concerns and hopefully make a difference with those who are new to the Society process.

176 Short meetings with specific agenda

181 I liked the interaction and it brought it all together for me— what happens at the chapter and beyond.

185 Being informed for any updates and plans.

191 Involvement of group members in the meetings and making fruitful meetings

193 Virtual meetings with break out sessions of interest to me, then session leaders highlighting take aways to the larger group. Next year the virtual meeting should highlight what got done from this years meeting.

199 Open communication

201 Collaborating with others of varied backgrounds in virtual chat rooms-hyper-productive.

8. What is an enhancement or change you would recommend to the Operations Committee as they plan the 2023-2024 Advisory Group year starting July 1?

ResponseID	Response
9	No time for meetings will be ideal for everyone so not sure what recs to make regarding scheduling issues.
10	Nothing
11	keep up the communication and if possible enhance it
12	More participation of the board members vs. less ASSP staff
13	I feel like the AG is simply used for society to push their agenda with the illusion that it was developed by the Advisory Group members and consultant used. I was a previous Delegate in the old system and I don't feel the new process with way too many participants is completing anything useful. Utilizing consultants like this is very expensive and I don't feel like this is a good used of society funds and the money my employer pays each year.
16	More surveys prior to the meetings to discuss results and focus in on topics to explain responses identified as areas to improve.
17	a more planned out meeting schedule with opportunity to see the agenda and paln beforehand (not 3 weeks beforehand) would allow for more opportunities to engage Breakout sessions were great, though ended up not being free flowing enough due to time restrictions follow up from all the notes sent in seemed to only happen in the meetings, this does not allow for persons who may have to miss to know what happened.
18	Sign up of the meetings could be a little smoother than signing up for course in ASSP. Minor!
19	N/A
20	Possibly a few more meetings or a pre planned schedule further in advance so that work commitments would not affect the ability to attend as much.
23	Very brief agenda and previous meeting minutes summary sent out 10 minutes before the next meeting
24	None. I felt everything worked as effectively as it could.

ResponseID Response

- 25 Sharing of discussion topics in advance to allow thought and preparation. Potentially allowing each individual a chance to write down thoughts and suggestions. Some good idea may be lost due to session leader/ note takers note taking skills, language barriers, time restrictions, etc. Would be nice to see information shared and ability to weigh in on it beyond the few meetings held.
- 26 more meetings
- 27 I know you can't accommodate hundreds of people's calendars, but several meetings were in direct conflict with work obligations. Also, in one of the small groups I was in there were multiple people monopolizing the conversation and others who were unable to contribute. Last, I don't feel I have visibility to actions taken based on the input we are providing. I need to feel the time is value-added, and one way to demonstrate that is timely and visible action taken based on feedback received.
- 28 Time is always the challenge. Our paying jobs have to take priority over our volunteer work. Create an opportunity for members who cannot attend still contribute to the topics discussed at a meeting. A communication concept like Slack would be a great way to keep the conversations going between meetings.
- 32 Continue to have a diverse advisory group.
- 33 In order to appropriately advise ASSP I believe it would be of value to have a comprehensive update on how the organization is doing (e.g., financially, membership, challenges, etc.)
- 37 send a survey out to all members and have them vote on concerns that the advisory committee should evaluate and raise to the board.
- 38 We can have more interaction with the many ASSP and Chapters in our organization. I was disappointed that Our Society stopped the Region Caucasus meetings at the annual Safety Seminars. I know these were used in the advance of HOD meeting agendas, but to leave the format so Regions could have a formal meetings at conferences. Again Great work for our ASSP Advisory Team.
- 39 A central repository for documents or a Teams/Group Site
- 40 Looking forward to participating this year!
- 41 Better communication within the group
- 42 Perhaps have optional (multiple) meeting times. I'm having problems fitting these into my busy schedule.
- 43 N/A
- 44 None come to mind

ResponseID Response

47	NA
48	Provide tangible support to practice specialties and common interest groups so they can maintain motivation in continuing to support the mission of ASSP.
51	Move to a monthly or bi-quarterly meeting schedule to be able to discuss/present various topics and ideas. Moving to a more frequent schedule keeps people active and enraged.
52	Set expectation early on before meeting with team.
53	Hire recruiters to gain more members.
54	The operations committee should meet in person at least once
55	I liked the surveys and use of technology to participate.
56	The original idea of the advisory group seemed to be for origination of ideas and communication of represented member ideas, as opposed to discussing ideas handed down from the BOD/Staff.
59	Engage more global member's participation in the ASSP global members in Advisory group through more awareness sessions.
60	Build a calendar plan at the beginning of the year. The dates can be held even if the topics are later identified.
61	Come up with more programs that support equity and inclusion in ASSP. We need to start benchmarking our activities with similar bodies in other parts of the world. The branches outside America need to be supported more.
62	Communication seemed to, in some cases, have dropped off - such as related to the involvement of the third-party consultant. Communication was minimal between meetings - and there were presumptions of communication that did not happen. Also, communication/information was last minute sometimes. An enhancement comment would be that it could have been more apparent how comments provided by subgroup input were utilized. Also when questions were asked of the subgroups - there was sometimes much more to discuss than time available. So I'm wondering how the gaps were handled or if anyone compared input between the various subgroups to help ensure that all the desired topics for which information was requested were provided. Communication seemed clunky. Lastly, when there is output to share - why not send us a link, or send an email with updates - as opposed to expecting the group members to have to go seek it out off the web page? Or maybe at least tell us when it is posted via an email, and
64	Create subgroups that can work on specific initiatives allowing more interaction between our members which also may help to maximize the time we expend in our meetings.
66	Nothing to offer.

ResponseID Response

68	Perhaps an option for an in person meeting of the group at the annual convention.
69	N/A
71	Send calendar invites in one email. Do not pepper us with multiple emails and links to register for meetings.
73	Nothing to add.
74	I didn't get much out of the breakout sessions. The assignments at times were unclear, and it was an awkward interaction.
77	My view is that the Advisory Group is a very effective replacement for the HOD (the group is much more than the old HOD ever was). Continue to design the meetings that prompt input from the attendees...those that opposed dissolving the HOD were concerned that they'd lose their voice and voting influence - I think ASSP has proven that the Advisory Group has maintained the voice of the membership - input from the meetings go a long way as far as their voting influence is concerned.
78	Define the Goals and Objectives for 23-24 and identify what members can contribute in order to achieve success. Brief updates from Operations Committee we can share with our Chapter members.
81	Sometimes I didn't feel like talking in the break-out sessions. And I didn't want to be on camera. So I would leave the meeting entirely because I did not want to talk. I just wanted to listen.
82	Notes from each meeting that could be shared with our chapter members.
83	More notice for meetings.
84	More simple but effective communications from the governance committee regarding impact the ASSP has on Washington, D.C.
85	Be more receptive to member comments, at times it seemed the agenda/outcome items had been predetermined.
87	Provide recap notes after each session
89	Maybe have more than one option for each meeting, having duplicate meetings so we can choose which one works best
90	Share the topics well ahead of the meeting so feedback can be gathered from the chapter members before the meeting.
92	The difference on time made me miss one meeting. It was on a different time zone
94	Nothing.

ResponseID Response

- 95 Each breakout group needs a strong facilitator in each session - the groups that i was in, tended to devolve into conversations that were unproductive and unrelated. Current status is heavily reliant on the note taker to take good notes and upload them - not really sure what happens after that... The breakout groups are totally isolated from each other and do not benefit from being part of the larger group, cannot hear the ideas and thoughts of others. So far its been the blind leading the blind almost completely/totally useless and a waste of time.
- 96 Provide more flexibility on meetings. For example, provide an opportunity to participate even if you cannot attend a. meeting.
- 98 ESG is a growing market. The share of ESG will be 53 trillion USD in 2025. The avenue is open for ESG certification. The operations committee can promote inclusivity on ESG and promote the development of standards and qualifications.
- 99 More timely updates on feedback provided by the group
- 101 Clearer roles and responsibilities for all members between meetings. Often times there were no 'duties' until just before the next meeting, which is not an effective or efficient use of time or conducive to time management for the members.
- 103 I am not sure I would have any changes at this point. This group is developing and will become more effective with time.
- 104 Have more input/feedback into the actual workings of the society & day to day operations such as dues increases, adding focus groups, where PDC's are being held, format of the PDC's, what would be helpful to the chapters, etc. The pie in the sky long range is good to some extent but not be the only focus of the group. A poll of the advisory group members as to what they think is important to be discussed and what they would like to have input into should be conducted. As of right now during the first year it has been dictated as to what is discussed. Feedback to the Board of Directors and Operations Committee is what I believe this committee should be about.
- 105 Continuing to clearly communicate our responsibilities and the line of sight between our positions and the varying arms of ASSP e.g. Chapters, members, council etc. I feel that keeping our purpose in mind will help us work towards an achieve our goals, and knowing our audience will help us tap into those networks and gain better information.
- 106 More consistent schedule and understanding of role and responsibilities. I would like a monthly summary of items and information that I can take back to the chapter board and members instead of me trying to keep up with notes
- 108 more time for breakout sessions
- 110 Plan the meetings for the entire year so they can be worked into the work schedule.
- 111 Return to the Chapter Delegate method!

ResponseID Response

112	To keep tab with all the recommendations from the 2022-2023 Operations Committee for strategic implementation.
113	None
116	I would like to see action items that have due dates and those action items implemented.
117	Different Times
119	We could use more substantive discussion points. Sometimes, I felt like we were having meetings for the sake of having meetings.
120	During the push to have the advisory groups, many emails were sent out. It would be great to see the advisory board's information recapped and included in the emails currently sent to members.
121	None.
123	The time required for the meetings this past year was a lot compared to the prior Delegate model. I am also a Practice Specialty leader and I was attending for that representation, as well as for my chapter. The meetings seemed to be very long although I recognize this was a transition year and it will take additional time during this time..
124	None
125	Provide information prior to the meetings to review and prepare.
126	Select a few of the discussed topics to set as a goal for the group to work on.
127	N/A
130	Greater flexibility in meeting schedules. I had to miss too many due to my work schedule.
135	Send out questions for discussion ahead of time
139	Hosting a brief meeting, then breakout sessions where you ask someone to take notes (and email them after the fact to a central location) doesn't feel effective. First of all, it felt like a "black box" where discussion outputs were simply emailed into an abyss. Secondly, breakouts of 5-6 people means that not everyone's voice can be heard. Finally, breakouts without staff participation/representation felt a bit like operating blindly, without guardrails.
140	Material with key points to pass on to chapter from meetings
141	Use a poll for deciding meeting times and send meeting details (zoom link) with registration THE FIRST TIME. Having multiple follow up emails and calendar invitations was confusing and difficult to manage. Often my calendar would get double booked because the actual calendar invitations weren't sent until weeks after the save the date.

ResponseID Response

145	I would like to see the group more directly involved in advancing ASSP rather than what felt like doing the job of the consulting firm that was hired by ASSP to help grow membership.
146	Have a steward for break out rooms that has a better understanding of desired results to come out of the break out rooms
147	Group by geographic location or industry to provide opportunities for offline networking and enhancement discussions.
149	Na
156	acknowledgment to AG members' employers
157	less breakout rooms, more information from the President
158	More frequent meetings - either monthly or bi-quarterly. That would allow 8-12 meetings a year that would allow further discussion and exploration of issues/topics.
159	Know purpose before session.
160	Be clearer on what the points of emphasis will be.
162	NA
163	Select Advisory Group meetings for 2023-2024 now and communicate dates/times. Much easier to plan attendance months in advance.
164	No changes needed. The meetings I missed were because of travel commitments.
166	Nothing specific at this time.
169	It seems like the meetings were rushed. There was not enough time to fully engage the topics. Further having the third party run the agenda it did not seem like the members of the group were creating the genesis of ideas or topics but it felt like we were being lead. Hopefully this changes in the second year.
171	I like the break out groups but may think about having same groups throughout to build some continuity. At least have 1 or 2 with same groups.
172	
175	Continue to be given feedback from the 3rd party as to their perceptions of the information being gathered and continuing to assist us in providing direction for this group.
176	Breakout group seems to be ineffective, or maybe we are just not hearing the feedback... this could be much better.

ResponseID Response

177 Focus on chapter support. There did not seem to be (at least in our chapter) very much awareness or connection to the larger Advisory Group plans and how to keep chapters informed / connected

181 You should make all the meetings at the beginning of the year.

185 I think a good idea would be to send a poll of questions for the members to provide inputs for the upcoming agenda meeting items, or to select from priorities options, to help being more involved in these committees.

189 I would recommend having a calendar generated for the entire year and published to the Community. Of course, there may be additional meeting needs or sub-committee meetings, but have the year planned out.

191 Follow up with action items if any from previous meetings

193 More work on the opening session, what is new what impacts the members, news we can use and bring back to the chapters.

201 More time collaborating in virtual chat rooms.