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**COMPLETE**

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PAGE 2: About Agencies Scheduled for Study in 2015

**Q1: Please share any comments, suggestions or concerns you may have about these agencies. Please note your responses may be included verbatim in a Committee report, which may be posted online.**

Commission for the Blind

There are some significant problems within the SC Commission for the Blind, primarily in the Vocational Rehabilitation (VR) Division. The agency is responsible for providing VR services to the blind and visually impaired citizens of SC. There are serious problems with the leadership in the agency and the consumers are not receiving the services needed to adequately prepare them to obtain competitive employment (the mission of the agency). The SCCB has operated with a board at less than full capacity for more than a year and those on the board have little knowledge of the daily operations; staff are discouraged from attending board meetings. The VR division director resigned in January, and after an extended search, the person selected to fill the position had been removed from the same position at the Utah State Office of Rehabilitation (USOR) earlier this year after that agency faced a \$6.3 million deficit. Additionally, there is a 47% turnover rate for VR Counselors at the SC Commission for the Blind and current qualified staff have been denied opportunities for advancement. Staff are harrassed, mistreated, and given little guidance or support from management. The level of discrimination against employees witnessed on a day to day basis is appalling. There are also significant pay inequalities where individuals with Masters degrees earn the same or less than individuals with Bachelors degrees. With no opportunities for pay raises or upward mobility, staff have no choice but to seek opportunities outside the agency. What's more, the Human Resources Director is given complete authority over choosing candidates and refuses to forward applications to hiring managers even when requested. There are incongruencies in the agency's qualifications and the agency's and state's comprehensive system of personnel development (CSPD). Given recent issues with corruption and lack of oversight within SCDSS, SCSU, and SCDEW, I feel that these problems at SCCB should be addressed sooner rather than later.

PAGE 3: There are three questions seeking general information.

**Q2: What is your age?**

35-44 years old