Staff Survey Fall 2011

Data at a glance

- 171 out of 400 surveys were returned (43% response rate)
- 66% of respondents reported preferring the survey in electronic format (34% paper)

According to data, what are we doing well?

- At least half of respondents “Agreed” or “Strongly Agreed” with the following statements:
  - I feel that my role is personally satisfying.
  - I feel I have influence in determining how I carry out my job.
  - There is an appropriate amount of work-life balance in my job.
  - My work environment promotes a healthy lifestyle.
  - The MSSU benefits package meets the needs of me and my family.
  - I would recommend MSSU to my friends and family as a good place to work.
  - I enjoy working with my team.
  - I feel valued as a team member.
  - My supervisor treats me with respect.
  - My department works collaboratively with other departments on campus.
  - I feel comfortable approaching my supervisor with my concerns.
  - My supervisor effectively resolves interpersonal issues/conflict.
  - Diversity is valued in our department.
  - Employees within my department are respectful of differences.
  - Inappropriate comments or jokes are not tolerated in my department.
  - Staff whose race is a minority are welcomed and treated with respect.
  - In my department women are welcomed and treated with respect.
  - Employees within my unit are sensitive to religious and cultural differences.
  - Our work environment is welcoming to all, regardless of sexual orientation, gender identity or gender expression.
  - I receive encouragement to come up with new/creative ways of doing things.
  - I have the necessary data available for me to analyze and make decisions.
  - I feel confident making decisions.
  - I see my creative ideas implemented within my department.
  - My department leader uses effective methods of communication to pass on important information.
  - I feel comfortable communicating with my supervisor.
  - My supervisor uses employee feedback to make improvements.
  - E-mail communication is used appropriately within my department.
  - Staff meetings are used effectively to relay information in my department.
  - I receive the appropriate information I need to do my job.
  - My department Director or Vice President takes time to listen to me.
  - I am encouraged to develop and expand my skills.
Knowledge is freely shared in my department to further develop the skills of each team member.
I receive appropriate guidance or mentoring from my team.
I am encouraged to seek additional development and educational opportunities.
I understand how my work is being evaluated and the expectations of my job.
I am very encouraged to take the initiative in determining my own career development.
My current job makes good use of my skills and abilities.
I receive appropriate recognition from my supervisor for my individual contributions.
I have the support and authority to make the decisions necessary for accomplishing assigned tasks.
My supervisors’ leader is supportive of our department.
My supervisor contributes to a positive work environment.
Leadership demonstrates strong integrity and ethics.
My department has high performance standards.
I feel supported in achieving high standards.
I have the equipment and resources required to do my job.
My department has a focus on customer service.
My work environment supports great customer service.
My department sets a positive example of quality service for MSSU.
I clearly understand the vision of MSSU.
It is clear to me how my work contributes to MSSU’s overall vision and initiatives.
I understand the vision and initiatives of my department.
I understand how my department’s vision and initiatives advance MSSU’s vision.
I understand how my work contributes to the success of the department.

According to data, what are areas for improvement?

- 50.9% of respondents “Disagreed” or “Strongly Disagreed” with the statement: “I feel appropriately compensated for the work I am doing.”
- 33% of respondents “Disagreed” or “Strongly Disagreed” with the statement: “I feel positively about my chances for advancement at MSSU.”
- 25% of respondents marked “Not Applicable” to the following statements: “My most recent performance appraisal gave me a good indication of my strengths.” “My most recent performance appraisal effectively identified specific suggestions for continued growth, performance improvement, or professional development.”