

STAFF SURVEY

FALL 2018 HIGHLIGHTS

EXECUTIVE SUMMARY

Purpose | Focus SAC efforts strategically to best serve our constituents and to provide feedback to 1) help SAC plan future activities; 2) take a high-level “snapshot” of the current campus climate and UNO culture from a staff perspective.

Goal | Collect 200 responses for pilot survey. By survey closing date, 54% of UNO benefits-eligible staff completed the survey for a total of 521 responses; exceeded initial goal by over 150%.

Survey Dates | The survey was open between October 8–19, 2018 and promoted via University Communications and internally by SAC.

Approach/Methodology

- SAC developed 21 questions based on initiatives for the year as well as key campus topics related to staff members. Questions were a mix of free-response and multiple choice.
- Survey was administered by SAC PD Committee via Qualtrics; paper copies provided to departments for staff without computer access.
- Minimal demographic information was collected and responses were anonymous.
- No IRB needed.
- All free-response answers were reviewed by a committee and categorized by major themes; over 100 specific recommendations were provided by respondents.
- Results will be disseminated to UNO Senior Leadership and the campus community.

High-level Results | UNO’s mission and community are important to staff and central to their commitment to the institution. Colleagues, students, and the greater UNO community are stated as key motivators for this dedication. Staff generally like the climate in their immediate unit/work “family” and are happy with current benefits.

Compensation, campus climate, and culture/work environment were identified as three challenge areas for staff members. Faculty-staff relations, heavy workloads, and unclear career advancement options contribute to a desire for change in campus culture at a wider level. Respondents expressed perceived inequities in institutional value, compensation, and faculty-staff relations. There exists a strong desire for professional development opportunities and transparent, equitable policies for career advancement.

Recommendations

1. **SAC and UNO leadership work together to:**
 - › Examine specific suggestions from survey participants.
 - › Create an action plan to implement feasible ideas.
2. **SAC continue this type of survey annually or biennially**
3. **Creation of the PD Fund**
4. **Creation of Appreciation Events**
 - › Prize Patrol during Employee of the Month
 - › Pancake Breakfast in March
 - › Annual SAC Picnic in August

21-question, anonymous survey to assist SAC in planning and a high-level snapshot of UNO campus climate and culture

54% response rate of benefits-eligible staff (521 responses)

100+ specific recommendations provided by survey respondents

Staff understand and value UNO’s mission

Challenge areas include compensation, campus climate, work environment, and career advancement

Staff want to be recognized as vital contributors to NU’s mission and operations

Next Step: Create an action plan based on survey results

08/30/2018 Draft
10/22/18 rev 1
01/14/19 rev 2

KEY TAKEAWAYS

UNO's mission and community are important to staff and central to their commitment to the institution

Faculty-staff relations, heavy workloads, and unclear career advancement options contribute to a desire for change in campus culture at a wider level

Perceived inequities exist in institutional value, compensation, and faculty-staff relations

521

benefits-eligible staff completed survey

54%

response rate of benefits-eligible staff

76%

survey respondents interested in professional development opportunities

THEMES

Community
Workload
Culture
Equity

DATA BREAKDOWN

What do you enjoy most about working at UNO?

- People/Community (214)
- Students (82)
- Work Environment (102)
- Benefits/Flexibility (54)

What could be changed on campus?

- Culture/Climate/Work Environment (110)
- Communication (64)
- Wages/Benefits/Wellness (80)
- Parking (42)

In the last year, have you considered looking for a job outside of UNO?

- Yes: 47.2% (258)
- Prefer Not to Answer: 6.8% (37)
- No: 28.2% (154)
- Blank: 17.9% (98)

What is motivating you to look for a job outside of UNO?

- Low Pay/Compensation (119)
- Lack of Career Advancement Opportunities (45)
- Work Environment/Climate (72)
- Transparency/Uncertainty (39)

"The mission of the university and the community we serve that make it worth it."

"The amazing people who dedicate themselves to the students, UNO and the community."

"More connection between central staff (HR, IT, UComm, etc) and the college-level staff."

"Better faculty and staff relations. Staff are 'unimportant' or afterthoughts in the view of faculty (or so has been perceived)."

"I began looking for a job outside of UNO because I was capped out in my current position and asking for more to do, but wasn't allowed based on my current position's job description. I wanted a pay raise and was willing to take on extra work. That made it feel like the office was content with not re-evaluating my job description and didn't feel the need to keep me."

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