

Staff Climate Survey

Report to Lawrence Staff

May 12, 2015



1847



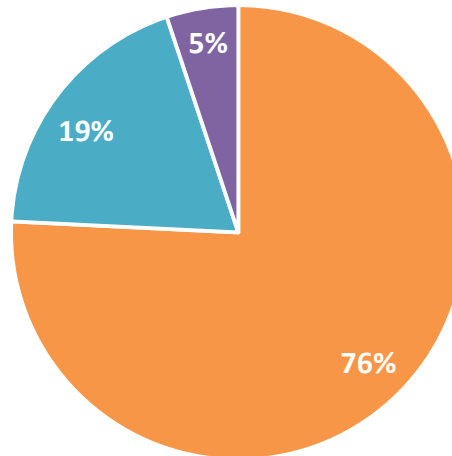
LAWRENCE
UNIVERSITY
APPLETON, WISCONSIN

Overview

- Survey taken in spring 2014
 - 244 staff surveys completed (68%)
 - 58 closed-ended questions in 5 categories
 - Communication and Morale
 - Job Satisfaction
 - Sources of Stress
 - Diversity
 - University Community

Communication and Morale

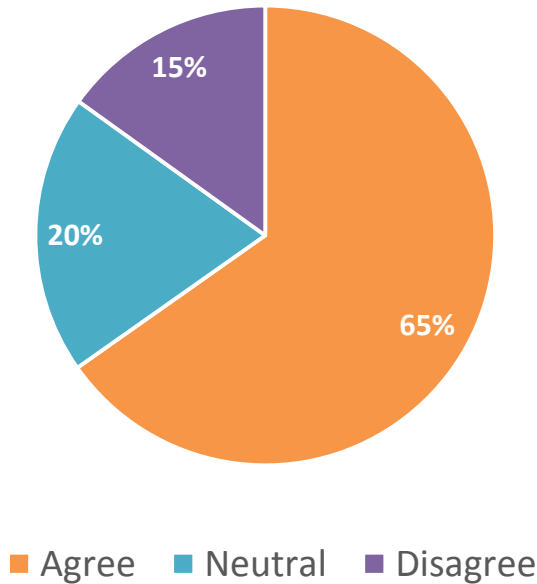
Senior Administration communicates openly
about important matters



■ Agree ■ Neutral ■ Disagree

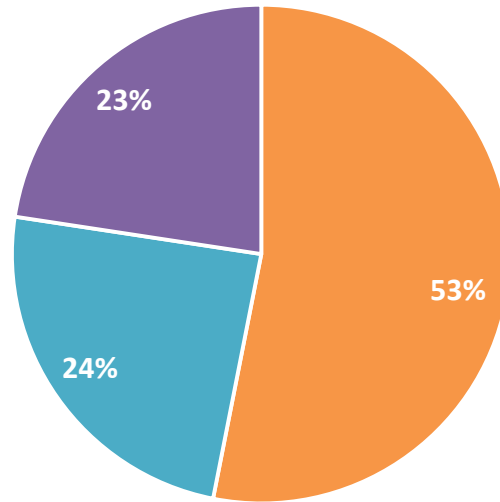
Communication and Morale

Staff are invited to offer input on decisions that directly affect them



Communication and Morale

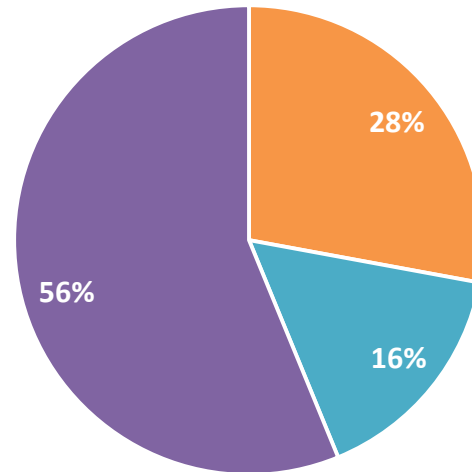
Procedures for raising concerns are clearly communicated to staff



■ Agree ■ Neutral ■ Disagree

Communication and Morale

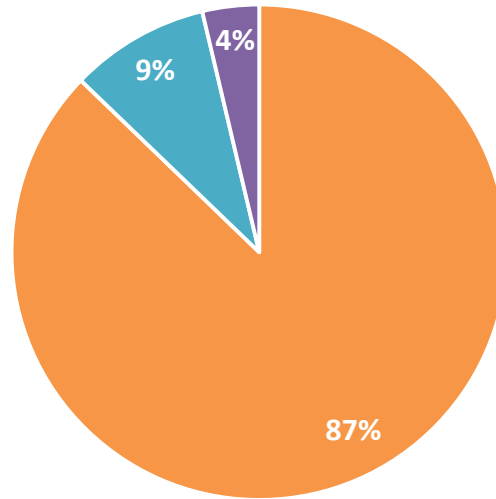
In the last two years, I have seriously considered looking elsewhere for a job due to my dissatisfaction with working at Lawrence.



■ Agree ■ Neutral ■ Disagree

Job Satisfaction

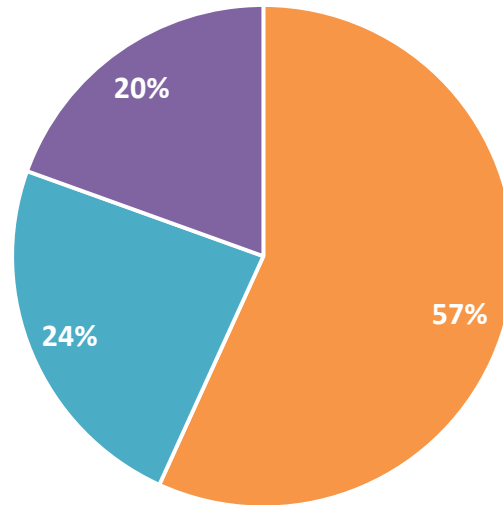
Feelings of personal accomplishment in my work



■ Satisfied ■ Neutral ■ Dissatisfied

Job Satisfaction

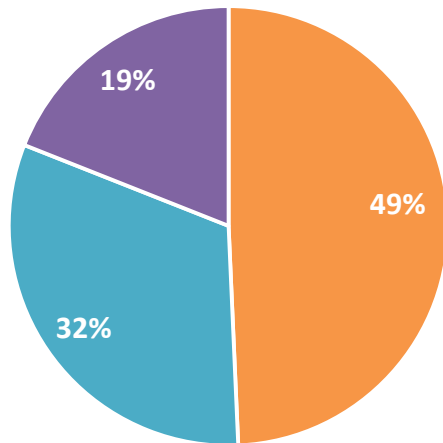
Opportunities for development and training



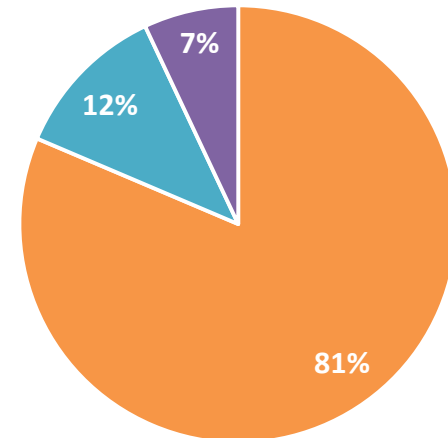
■ Satisfied ■ Neutral ■ Dissatisfied

Job Satisfaction & Sources of Stress

Performance Review/Evaluation Process



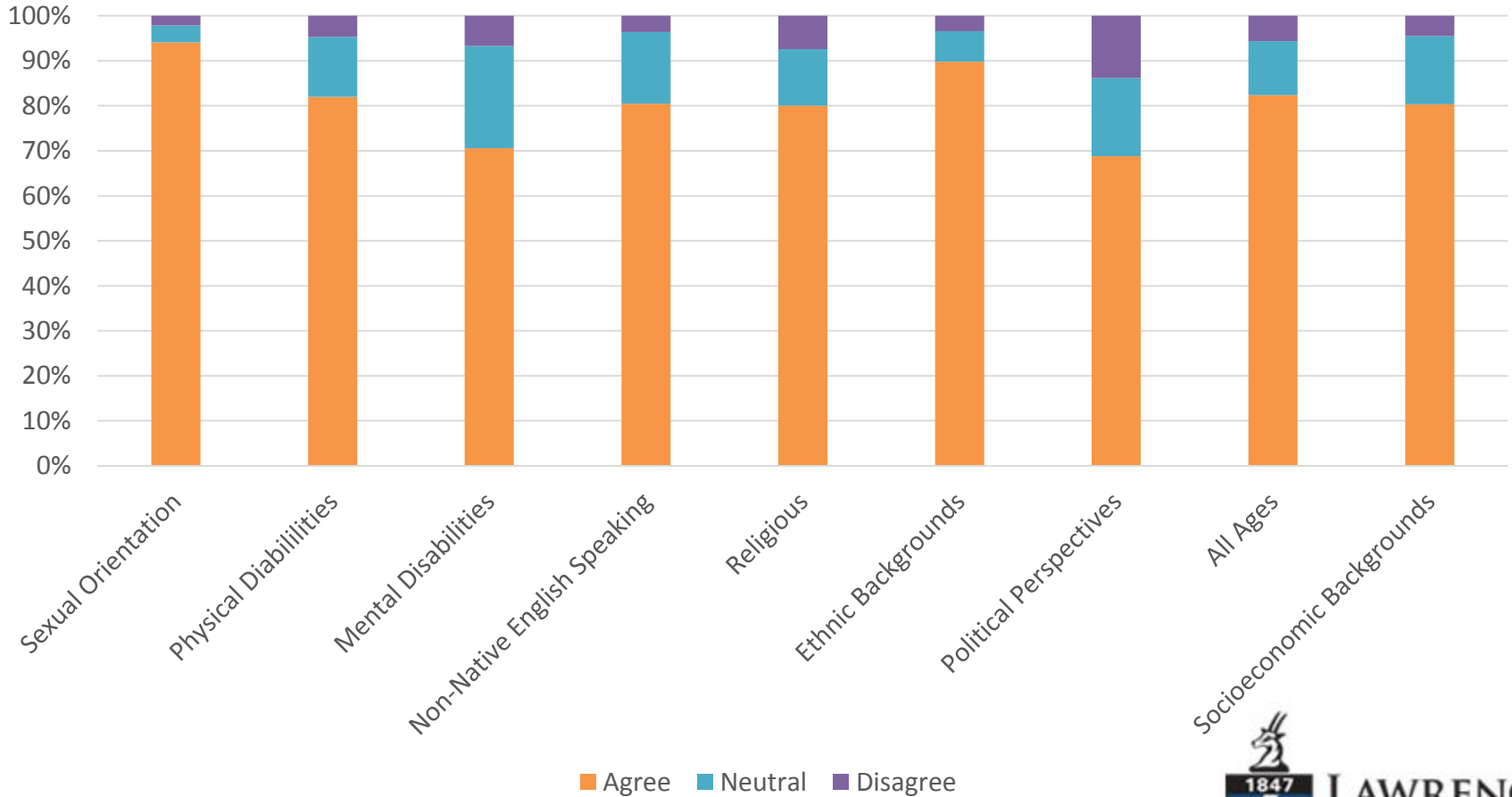
■ Satisfied ■ Neutral ■ Dissatisfied



■ Not at all/Slight ■ Moderate ■ Considerable/Extreme

Diversity

The University community is accepting of staff...



Grade for Lawrence

Average	
2008	2.77=B-
2010	2.95=B
2012	3.10=B
2014	3.24=B

B
Average

Where do we go from here?



Five Action Areas

1. Focus efforts on work that provides high value and minimize or eliminate work that provides low value to Lawrence while concentrating on developing efficiencies in our processes and procedure.
 - Reporting software change during FY 15-16
 - What role do you play?

Five Action Areas

2. Establish a clear process and provide a supportive environment for employees to share ideas and feedback.
 - Communication standards and frequency
 - Interdepartmental communication
 - Cross-departmental communication

Five Action Areas

3. Provide more training and development opportunities.
 - Conferences
 - Learning new skills
 - Onboarding process
 - Technology



Five Action Areas

4. Create an environment that embraces diversity and inclusion.
 - Awareness
 - Recruitment
 - Enhance onboarding process



Five Action Areas

5. Enhance the performance improvement process to ensure on-going, constructive feedback to align employee performance goals with University priorities.
 - Performance reviews
 - Job descriptions



Next Steps

- Senior staff will meet with their respective areas to discuss the results further
- Prioritize and develop plans to support improvement in the five action areas
- Continue to actively invite and listen to feedback
- Conduct future surveys to track progress

Questions

