Thank You Survey Committee!

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Bob Brady, Human Resources, senior human resources consultant
Jeanne Baron, Marketing and Communications, news and communication specialist
Kelly Bates, College of Aviation, budget analyst senior
James Cousins, College of Arts and Sciences, associate dean
Matthew Cronkhite, Facilities Management, utility technician-electrical
Alisa Heskin, Medieval Institute, graduate assistant
Marilyn Kritzman, School of Communication, faculty specialist II
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Lisa Minnick, Department of English, associate professor
Dennis Moore, Facilities Management electrician
Lindsey Palar, Office of Diversity and Inclusion, director of diversity training/education
Shannon Rininger, Miller Auditorium patron services manager
Kahler Schuemann, Office of the President, chief of staff and secretary to the Board of Trustees
Margaret von Steinen, offices of Government Affairs and Community Outreach, executive assistant senior
Carol Weideman, Department of Human Performance and Health Education, faculty specialist II
## Principles of Community

| Team work: | We make each other successful. No one person is greater than the institution, our mission, or our goals. |
| Accountable: | We are mission- and institution- focused. We are responsible for making decisions and behaving in a manner that engenders faith and confidence, treats people fairly, and puts our students and society first. We will ask the same of all faculty and staff. |
| Openness: | We communicate openly and honestly. We thoughtfully consider new ideas that are not our own. |
| Action: | We have a bias for action. We create a well-considered plan, do it, and iterate. We bring good ideas into the world first as small pilots, and then improve what works over time. |
| Collaborative Risk-Taking: | We have a high regard for those who go first in pursuit of bold, provocative, disruptive ideas that advance or mission. We learn from our mistakes, but they do not slow our pace. |
| Positive-Intent: | We make generous assumptions about our colleagues’ actions. And when actions have an unwelcome impact or make those assumptions difficult, we address it kindly, directly, and with the intent of positive resolution. |
How can we work as one collective team to advance our ideals?
Methodology
• Online survey administered: March 11 – April 5, 2019

Response Rates
• 2019 Overall Response rate: 1,860/3,734 – 50%

Benchmark
• 2019 WMU Peer Benchmark

Survey Overview

Survey statements on a 5-point agreement scale

60

Additional statements on a 5-point agreement scale

7

Benefit satisfaction questions on a 5-point satisfaction scale

19

Open-ended questions

3

Demographic questions

14
# Response Guidelines

**Response Options:** Strongly Agree, Agree, Sometimes Agree/Sometimes Disagree, Disagree, Strongly Disagree, Not Applicable

<table>
<thead>
<tr>
<th>Positive Responses</th>
<th>Negative Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree, Agree</td>
<td>Strongly Disagree, Disagree</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Guideline Score</th>
<th>Description</th>
<th>Guideline Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>75% +</td>
<td>Exceptional – Very Good</td>
<td>&lt; 10%</td>
</tr>
<tr>
<td>65 – 74%</td>
<td>Fair – Good</td>
<td>10 – 14%</td>
</tr>
<tr>
<td>55 – 64%</td>
<td>Yellow Flag</td>
<td>15 – 19%</td>
</tr>
<tr>
<td>45 – 54%</td>
<td>Red Flag</td>
<td>20 – 29%</td>
</tr>
<tr>
<td>&lt; 45%</td>
<td>Acute</td>
<td>30% +</td>
</tr>
</tbody>
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Pre-loaded Job Category

(Overall % Positive 1-60)

- Power Plant (MSEA) 82%
- Bargaining Police (POA) 69%
- Chairs 63%
- Research Staff 60%
- Graduate Assistants (TAU) 60%
- Exec/Sr Adm Officer 60%
- Coaches 60%
- Part-time Instructors (PIO) 58%
- Clerical/Tech (Staff Comp System, Nonexempt/Hourly) 57%
- Professional/Adm (Staff Comp System, Exempt/Salaried) 56%
- Contract/Professionals 56%
- Facilities (AFSCME) 54%
- Faculty (AAUP) 52%
- Bargaining Police (POA) 42%
Dimensions: Strengths & Areas of Improvement

- Pride: 69
- Job Satisfaction: 67
- Facilities: 67
- Supervisors/Dept Chairs: 67
- Benefits, Work/Life Balance: 64
- Professional Development: 63
- Respect & Appreciation: 52
- Teaching Environment: 50
- Shared Governance: 50
- Policies, Resources, and Efficiency: 49
- Senior Leadership: 49
- Fairness: 49
- Communication: 47
- Collaboration: 46
- Faculty, Administration, and Staff Relations: 42
Five Highest Survey Statements

I understand how my job contributes to this university's mission. 85%

I have a good relationship with my supervisor/department chair. 80%

I am given the responsibility and freedom to do my job. 78%

My supervisor/department chair supports my efforts to balance my work and personal life. 78%

I am proud to be part of this university. 77%
Five Lowest Survey Statements

1. There is regular and open communication among faculty, administration and staff. 35%
2. Our recognition and award programs are meaningful to me. 35%
3. Issues of low performance are addressed in my department. 32%
4. There's a sense that we're all on the same team at this university. 31%
5. My department has adequate faculty/staff to achieve our goals. 30%
Additional Questions

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