

Staff Council All-Staff Meeting



October 28, 2015

Staff Council Update

Blue Gold Days

October 30 • November 13 • December 4

Swensons Truck and Happy Hour



JCU Staff Connects

Staff Door Decorating Contest

Congrats, Psychological Science



New Employee Orientation

Campus Colleagues

JCU Night at the Cavaliers - Jan. 21, 2016

Staff Council
Faculty Council
Office of Alumni Affairs
Office of Student Engagement

See InsideJCU





sites.jcu.edu/staffcouncil

Employee Recognition Program

Alex Teodosio

Great Colleges to
Work For



The Great Colleges Working Group

Charge:

The charge of the Great Colleges Working Group is to analyze the data provided by Modern Think, present the data to the JCU Community and help facilitate conversations across campus.

Members:

Nick Santilli, Ph.D., OIE

Alex Teodosio, HR

Tina Facca, Ph.D., BSOB

Colin Swearengen, Ph.D., CAS

Eric Eickhoff, Alumni Relations & Staff Council

Mike Richwalsky, Integrated Marketing & Communications & Staff Council

Survey info and methodology

- Last participated in 2009
- In 2015, 63% response rate across all staff
- Answer options ranged from "strongly disagree" to "strongly agree"
- Modern Think separates the statements into 15 standard categories

Response Distribution

- 21% (97) - Administration
- 30% (138) - Faculty
- 3% (16) - Adjunct Faculty
- 20% (93) - Exempt Professional Staff (Monthly Pay)
- 18% (82) - Non-Exempt Staff (Bi-weekly Pay)
- 5% (24) - Unspecified

15 Dimensions

- Supervisors & Department Chairs
- Job Satisfaction & Support
- Pride
- Facilities
- Compensation, Benefits & Work-life Balance
- Teaching Environment
- Professional Development
- Respect & Appreciation
- Fairness
- Communication
- Collaboration
- Policies, Resources & Efficiency
- Shared Governance
- Senior Leadership
- Faculty, Administration & Staff Relations

Percentages

Percentages displayed represent the aggregate of strongly agree and agree responses.

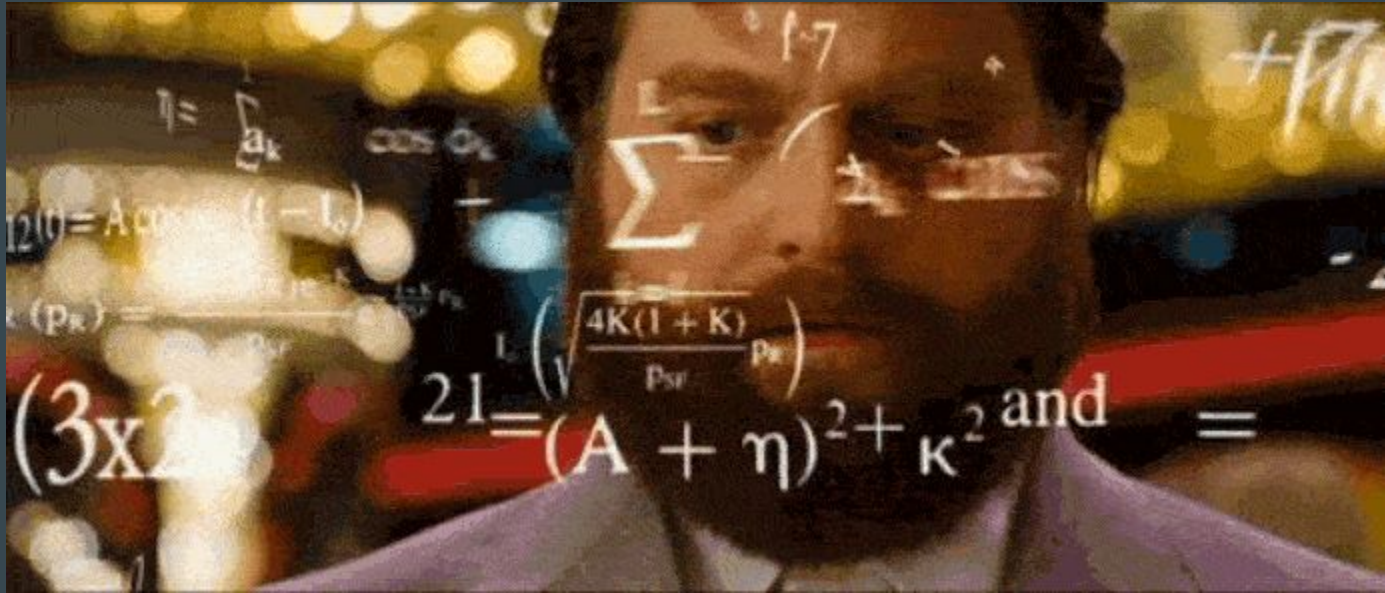
Defining Administration and Staff

Administrators have assignments which require management of the institution, or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution, department or subdivision. Assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment.

Exempt Professional Staff perform academic support, student service and institutional support. Exempt Professional Staff are not subject to FLSA overtime provisions and are paid an annual salary for all hours worked. Exempt employees include, but are not limited to, the following: professionals; those who exercise independent judgment and discretion in their roles; and/or those who manage other people.

Non-exempt Staff can be hourly or salaried. They are typically administrative, operational or production employees.

From <http://chroniclegreatcolleges.com/participation/job-category-descriptions/>



Pride

76%

Administration

76%

Exempt
staff

71%

Non-exempt
staff

78%

Carnegie
Classification

Pride:

How my job contributes to this institution's mission.

90%

Administration

90%

**Exempt
staff**

85%

**Non-exempt
staff**

Pride:

Overall, my department is a good place to work.

82%

Administration

79%

Exempt
staff

75%

Non-exempt
staff

Compensation, Benefits and Work/Life Balance

72%

Administration

65%

Exempt
staff

58%

Non-exempt
staff

71%

Carnegie
Classification

Compensation, Benefits & Work/Life Balance

I am paid fairly for my work.

47%

Administration

40%

Exempt
staff

25%

Non-exempt
staff

Compensation, Benefits & Work/Life Balance

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

89%

Administration

82%

Exempt
staff

79%

Non-exempt
staff

Job Satisfaction/Support

71%

Administration

74%

Exempt
staff

66%

Non-exempt
staff

74%

Carnegie
Classification

Job Satisfaction/Support:

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

83%

Administration

82%

Exempt
staff

79%

Non-exempt
staff

Job Satisfaction/Support:

I am provided the resources I need to be effective in my job.

71%

Administration

74%

Exempt
staff

66%

Non-exempt
staff

Facilities

66%

Administration

72%

Exempt
staff

68%

Non-exempt
staff

74%

Carnegie
Classification

Facilities:

The institution takes reasonable steps to provide a safe and secure environment for the campus.

78%

Administration

78%

Exempt
staff

75%

Non-exempt
staff

Facilities:

The facilities (e.g. classrooms, offices, laboratories) adequately meet my needs.

54%

Administration

67%

Exempt
staff

62%

Non-exempt
staff

Teaching Environment

64% 70%

Administration

Exempt
staff

66%

Non-exempt
staff

71%

Carnegie
Classification

Teaching Environment:

There is a good balance of teaching, service, and research at this institution.

73%

Administration

77%

Exempt
staff

80%

Non-exempt
staff

Professional Development

61%

Administration

58%

Exempt
staff

48%

Non-exempt
staff

72%

Carnegie
Classification

Professional Development:

I am given the opportunity to develop my skills at this institution.

67%

Administration

70%

Exempt
staff

45%

Non-exempt
staff

Policies, Resources & Efficiency

44%

Administration

48%

Exempt
staff

50%

Non-exempt
staff

62%

Carnegie
Classification

Policies, Resources & Efficiency

This institution actively contributes to the community.

95%

Administration

79%

Exempt
staff

86%

Non-exempt
staff

Policies, Resources & Efficiency

Our review process adequately measures my job performance.

43%

Administration

50%

Exempt
staff

41%

Non-exempt
staff

Policies, Resources & Efficiency

My department has adequate faculty/staff to achieve our goals.

22%

Administration

34%

Exempt
staff

37%

Non-exempt
staff

Collaboration

52%

Administration

51%

Exempt
staff

48%

Non-exempt
staff

64%

Carnegie
Classification

Collaboration

People in my department work well together.

75%

Administration

68%

Exempt
staff

65%

Non-exempt
staff

Collaboration

There's a sense we're all on the same team at this institution.

22%

Administration

34%

Exempt
staff

29%

Non-exempt
staff

Collaboration

Senior leadership engages in effective collaboration with faculty and staff.
(JCU Specific Question)

11%

Administration

31%

Exempt
staff

47%

Non-exempt
staff

Communication

52%

Administration

55%

Exempt
staff

49%

Non-exempt
staff

61%

Carnegie
Classification

Communication

At this institution, we discuss and debate issues respectfully to get better results.

31%

Administration

38%

Exempt
staff

42%

Non-exempt
staff

Communication

When I offer a new idea, I believe it will be fully considered.

63%

Administration

66%

Exempt
staff

58%

Non-exempt
staff

Communication

Changes that affect me are discussed prior to being implemented.

31%

Administration

38%

Exempt
staff

42%

Non-exempt
staff

Supervisors & Department Chairs

73%

Administration

77%

Exempt
staff

69%

Non-exempt
staff

74%

Carnegie
Classification

Supervisor/Department Chairs:

My supervisor/department chair actively solicits my suggestions and ideas.

73%

Administration

86%

Exempt
staff

85%

Non-exempt
staff

Supervisor/Department Chairs:

My supervisor/department chair regularly models this institution's values.

78%

Administration

79%

Exempt
staff

69%

Non-exempt
staff

Respect & Appreciation

50%

Administration

53%

Exempt
staff

58%

Non-exempt
staff

65%

Carnegie
Classification

Respect & Appreciation:

At this institution, people are supportive of their colleagues regardless of their heritage or background.

76%

Administration

72%

Exempt
staff

74%

Non-exempt
staff

Respect & Appreciation:

Our recognition and awards programs are meaningful to me.

24%

Administration

26%

Exempt
staff

40%

Non-exempt
staff

Collaboration

52%

Administration

51%

Exempt
staff

49%

Non-exempt
staff

64%

Carnegie
Classification

Collaboration:

Senior leadership provides a clear direction for this institution's future.

24%

Administration

26%

Exempt
staff

40%

Non-exempt
staff

Fairness

52%

Administration

54%

Exempt
staff

49%

Non-exempt
staff

63%

Carnegie
Classification

Fairness:

This institution has clear and effective procedures for dealing with discrimination.

65%

Administration

73%

Exempt
staff

75%

Non-exempt
staff

Fairness:

Issues of low performance are addressed within my department.

41%

Administration

43%

Exempt
staff

47%

Non-exempt
staff

Shared Governance

45% 50% 56% 65%

Administration

Exempt
staff

Non-exempt
staff

Carnegie
Classification

Shared Governance:

Faculty, administration and staff are meaningfully involved in institutional planning.

35%

Administration

38%

Exempt
staff

37%

Non-exempt
staff

Senior Leadership

41%

Administration

47%

Exempt
staff

47%

Non-exempt
staff

62%

Carnegie
Classification

Senior Leadership:

Senior leadership provides a clear direction for this institution's future.

24%

Administration

26%

Exempt
staff

40%

Non-exempt
staff

Senior Leadership:

Our senior leadership has the knowledge, skills and experience necessary for institutional success.

49%

Administration

61%

Exempt
staff

61%

Non-exempt
staff

Senior Leadership:

Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.

40%

Administration

45%

Exempt
staff

39%

Non-exempt
staff

Faculty, Administration & Staff Relations

27%

Administration

36%

Exempt
staff

41%

Non-exempt
staff

61%

Carnegie
Classification

Faculty, Administration & Staff Relations:

Faculty, administration and staff work together to ensure the success of institution programs and initiatives.

30%

Administration

35%

Faculty

45%

Exempt
staff

49%

Non-exempt
staff

Faculty, Administration & Staff Relations:

There is regular and open communication among faculty, administration and staff.

25%

Administration

24%

Faculty

28%

Exempt
staff

33%

Non-exempt
staff

JCU Specific Question:

Our Jesuit, Catholic values guide decision making throughout the University.

48%

Administration

55%

Exempt
staff

55%

Non-exempt
staff

JCU Specific Question:

Our efforts in diversity and inclusion will elevate our level of excellence as an institution of higher learning.

48%

Administration

53%

Exempt
staff

57%

Non-exempt
staff

What has Staff Council done since the survey?

- **Communication** - Staff Newsletter, update e-mails and development of the Staff Council website (sites.jcu.edu/staffcouncil)
- **Orientation and Advocacy** - Worked with HR to develop Campus Colleagues program in addition to reviewing JCU policies effective staff and faculty.
- **Staff Development** - Inaugural JCU Connects program
- **Community Building & Recognition** - In addition to Blue Gold Days, developed a partnership with HR on The Carroll STAR recognition program and development of additional recognition vehicles.various community building events, including Homecoming festivities, food trucks and the upcoming Cleveland Cavaliers game.

These are not in response to the results, but rather, we hope they will help further develop a sense of community and help improve morale at John Carroll University.

Next Steps

The data review group has reached out to divisions and academic areas across campus to present this data to them drilled down to each division, area, etc. These will be scheduled between Mid-November 2015 and February 2016.

Present report to SLT with steps we have taken, visits made, recommendations of further steps.

Questions?