Survey Overview

- The survey was sent to all staff members at UAA, including the community campuses
  - 1,079 according to Human Resource Services for FY 17 (including regular and term employees)

- Approximately 564 staff members completed the survey

- Response Rate: 52.3%

- FY17 Response Rate: 530 completed responses out of 1,142 employees (46.4%)

- The survey was created and administered by Staff Council
How long have you been a staff member at UAA?

[Bar chart showing the number of staff members in different tenure categories for FY18 and FY17.]

How long have you been in your current position?

[Bar chart showing the number of staff members in different tenure categories for FY18 and FY17.]
In the past year, how has your morale as a UAA staff member changed?

- **IT HAS DECLINED A GREAT DEAL**
  - FY18: 182
  - FY17: 212
- **IT HAS DECLINED SOMEWHAT**
  - FY18: 198
  - FY17: 205
- **IT HAS NOT CHANGED ONE WAY OR ANOTHER**
  - FY18: 72
  - FY17: 110
- **IT HAS IMPROVED SOMEWHAT**
  - FY18: 29
  - FY17: 55
- **IT HAS IMPROVED A GREAT DEAL**
  - FY18: 13
  - FY17: 10

FY17: 78.7% of respondents stated it has declined a great deal or somewhat
FY18: 67.4% of respondents stated it has declined a great deal or somewhat

Over the course of your employment at UAA, how do you compare morale now to morale in the past?

- **MORALE IS THE HIGHEST I HAVE SEEN IT**
  - FY18: 269
  - FY17: 292
- **MORALE IS SLIGHTLY HIGHER THAN I HAVE SEEN IT**
  - FY18: 182
  - FY17: 201
- **MORALE HAS NOT CHANGED**
  - FY18: 46
  - FY17: 31
- **MORALE IS SLIGHTLY LOWER THAN I HAVE SEEN IT**
  - FY18: 34
  - FY17: 34
- **MORALE IS THE LOWEST I HAVE SEEN IT**
  - FY18: 7
  - FY17: 6

FY17: 89.4% of respondents stated it was the lowest or slightly lower
FY18: 83.3% of respondents stated it was the lowest or slightly lower
What are the major factors that have led to a change in your morale?

- Lack of leadership in the University, lack of communication from leadership about changes, not getting staff input about changes, and problems with supervisors (i.e. not addressing poor performance, playing favorites, not appreciating staff members, etc.). (157 responses)

- Witnessing high turnover rates in departments, being asked to do more with less, and departments being understaffed while being asked to create new initiatives. (155 responses)

- Job security and an uncertainty about the future of their employment with the University. (79 responses)

- Lack of appropriate compensation and wage increases, especially given increase workloads, and lack of advancement opportunities. (51 responses)

- Reorganizations of divisions and colleges; mishandling by administration or reorganizations; moving regular employees to term positions. (49 responses)

I feel positive about the security of my job as a UAA staff member.

FY17: 51.9% of respondents stated strongly disagree or somewhat disagree
FY18: 45% of respondents stated strongly disagree or somewhat disagree
I am actively looking for employment outside UAA.

What are the top three reasons you are seeking employment outside UAA?

- **Job security/stability or lack thereof.** (85 responses)
- **Dissatisfaction with the workplace** (unappreciated, poor relationships with colleagues, attitude of others bringing down the morale of employees, belief the University is a “sinking ship”). (73 responses)
- **Lack of appropriate compensation; higher “unreasonable” work load and expectations from supervisors** are the same as when there were 2-3 people sharing the workload. (65 responses)
What do you think could be done to improve morale among UAA staff?

- Open, honest, timely, and transparent communication from UAA and UA leadership and among the campuses. Accountability for performance by supervisors and administrators. Transparency from leadership regarding changes and direction of divisions and colleges. (125 responses)

- Improvement of position stability/job security, improve trainings & professional development, stability of the budget at UAA and in the state. (108 responses)

- Recognition for staff (respect, value, appreciation, recognition of hard workers & longevity, staff involvement in decisions, flexible schedules, wage increases and step benefits). (93 responses)

Suggestions Comparison

<table>
<thead>
<tr>
<th>FY17</th>
<th>FY18</th>
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<tbody>
<tr>
<td>Better COMMUNICATION from UA and UAA leadership</td>
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<tr>
<td>RECOGNITION</td>
<td>JOB SECURITY/POSITION STABILITY – improve trainings, professional development, stability of budget</td>
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Increase in Morale v. Increase in Active Searchers

Increase in new employees

Stagnate environment at the institution and in the state

No change in morale when FY17 was “lowest I have ever seen it”

How is Staff Council trying to help?
Improved Communication

- Green & Gold announcements for meetings
- Staff Council updates following each meeting
- Updated website
- Staff Council Facebook page

Recognition

- Staff recognition award
- Online thank you cards
- Valentine truffles
- Staff emeritus award
- Institutional recognition mapping
- Staff Make Students Count
Position Stability

Professional development opportunities from Staff Council

Professional development system improvement through Chancellor’s Office

Staff wellness breaks through HPER

37.5 hour work week as definition for full-time

Advocacy via resolutions sent to Cabinet

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Final Thoughts & Questions