

# FY18 Staff Morale Survey Results

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PRESENTED BY: STAFF COUNCIL

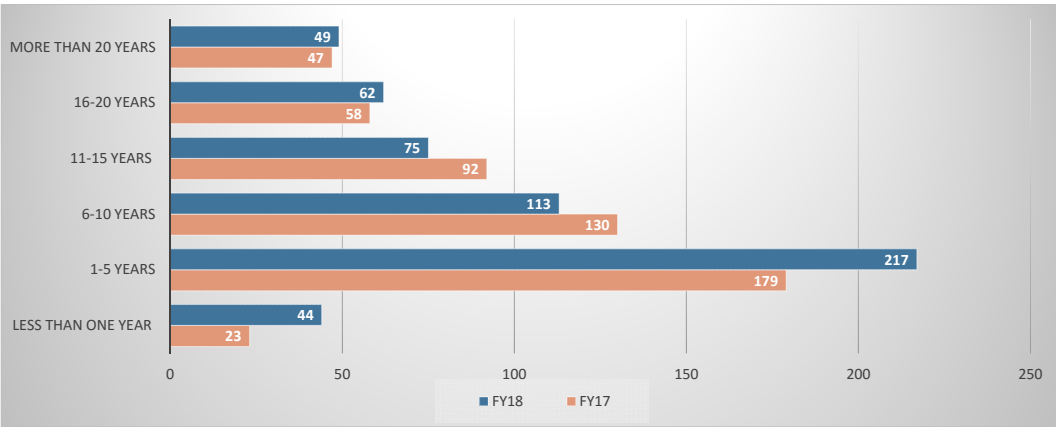
WEDNESDAY, DECEMBER 6, 2017

## Survey Overview

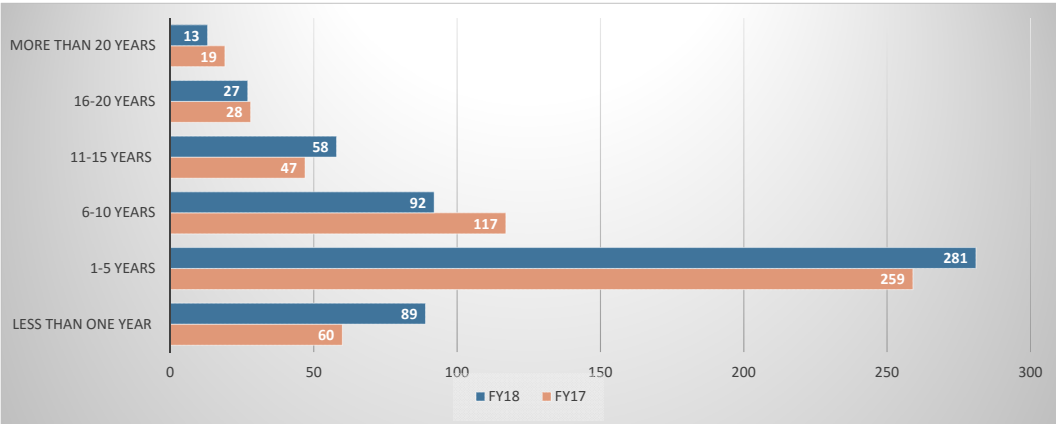
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- The survey was sent to all staff members at UAA, including the community campuses
  - 1,079 according to Human Resource Services for FY 17 (including regular and term employees)
- Approximately 564 staff members completed the survey
- Response Rate: 52.3%
- FY17 Response Rate: 530 completed responses out of 1,142 employees (46.4%)
- The survey was created and administered by Staff Council

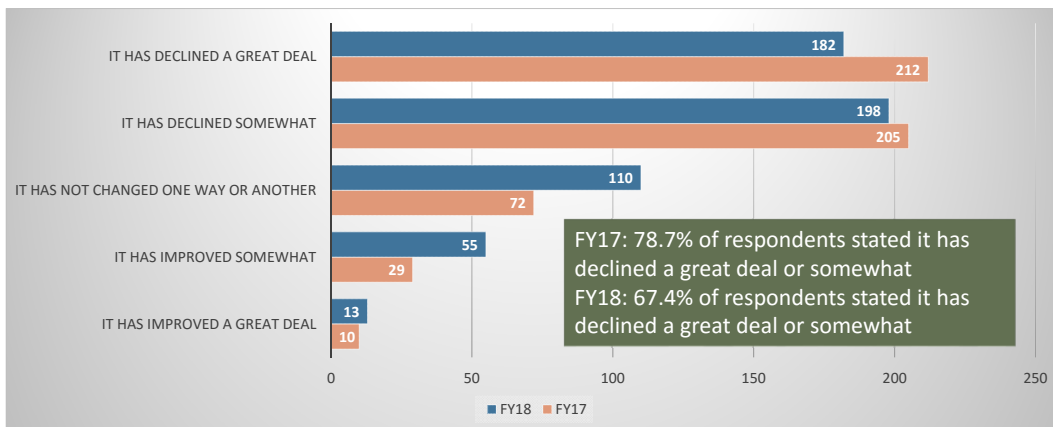
# How long have you been a staff member at UAA?



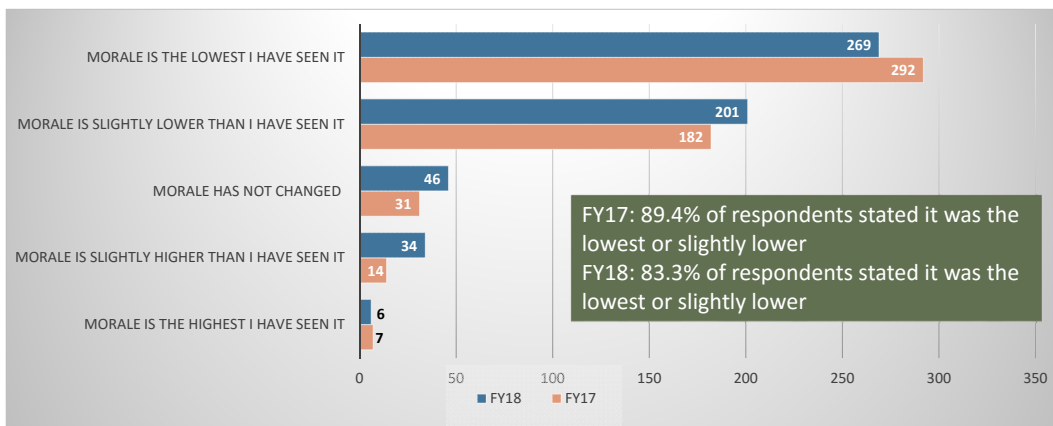
# How long have you been in your current position?



## In the past year, how has your morale as a UAA staff member changed?



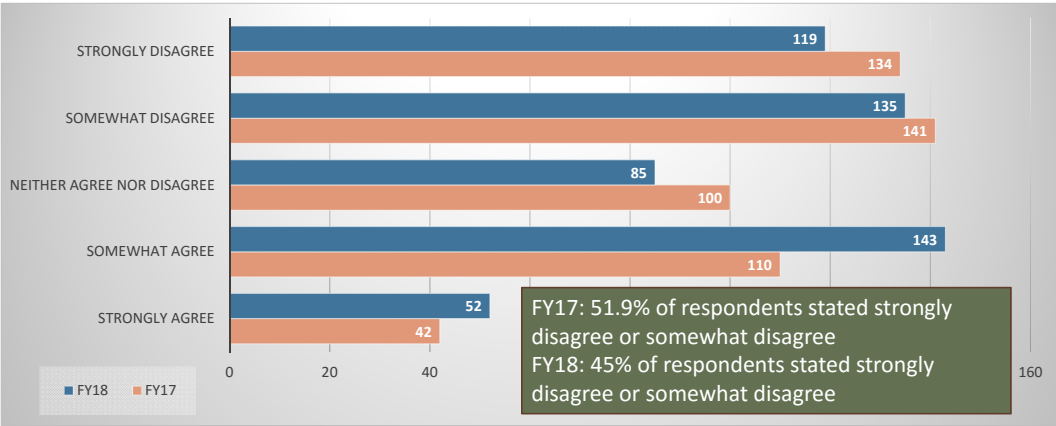
## Over the course of your employment at UAA, how do you compare morale now to morale in the past?



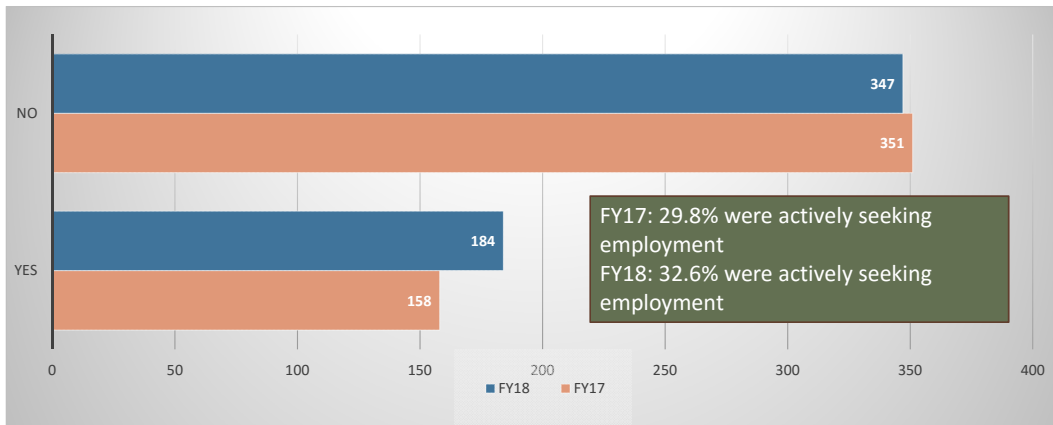
# What are the major factors that have led to a change in your morale?

- **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.



## 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

FY17	FY18
Better COMMUNICATION from UA and UAA leadership	Better COMMUNICATION from UA and UAA leadership
RECOGNITION	JOB SECURITY/POSITION STABILITY – improve trainings, professional development, stability of budget
JOB SECURITY/POSITION STABILITY – improve trainings, professional development, stability of budget	RECOGNITION

## Increase in Morale v. Increase in Active Searchers

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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?

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## Improved Communication

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Green & Gold announcements for meetings

Staff Council updates following each meeting

Updated website

Staff Council Facebook page



## Recognition

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Staff recognition award

Online thank you cards

Valentine truffles

Staff emeritus award

Institutional recognition mapping

Staff Make Students Count





# Position Stability

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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



# Final Thoughts & Questions

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