



**McMicken College of Arts &
Sciences
2016 Staff Survey**

Data Summary Report

Prepared for:

**Michael Sonntag, M.H.R.
Director of Human Resources
McMicken College of Arts &
Sciences**

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Evaluation Services Center
P.O. Box 210175 • Cincinnati, OH • 45221
<http://www.uc.edu/evaluationservices>



McMicken College of Arts & Sciences 2016 Staff Survey

Evaluation Services Center

Jacinda K. Dariotis, Ph.D., M.A.S., M.A., M.S., Director & Associate Professor

Report prepared by:

Audra Morrison, M.A., Assistant Director

Jacinda K. Dariotis, Ph.D., M.A.S., M.A., M.S., Director & Associate Professor

Kandyce Clark, Undergraduate Research Assistant

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University of Cincinnati
PO Box 210175
Cincinnati, OH 45221-0175
Tel: (513) 556-3900
Fax: (513) 556-3516
<http://www.uc.edu/evaluationservices/>
E-mail: eval@uc.edu

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McMicken College of Arts & Sciences 2016 Staff Survey

Data Summary

Program Description

The University of Cincinnati Evaluation Services Center (UCESC) was contracted by the Staff Advisory Board in the McMicken College of Arts & Sciences at the University of Cincinnati to conduct a staff survey to inform a staff retreat scheduled for August 2016. An initial assessment instrument was supplied; UCESC programmed it into Qualtrics (an online survey tool), modified response categories to include a 6-point Likert scale (with no middle category), and created a mailing list to ensure each staff member in the McMicken College of Arts & Sciences had the opportunity to participate.

Instrument & Methodology

Assessment instrument revisions and administration. The McMicken College of Arts & Sciences at the University of Cincinnati supplied an initial assessment instrument. Following best practices in survey design, UCESC proposed recommendations for revising the assessment instrument such that the scale for the closed-ended questions changed from five to six response options and omitted the middle category to aid in analysis and interpretation. The instrument consists of a set of demographic questions and four main topical sections. The first section included three demographic questions: Gender, Age Range, and Years Employed at A&S. The second section, Job Satisfaction, consisted of 13 closed-ended items and one open-ended item. The third section, Working Conditions, consisted of 15 closed-ended items and one open-ended item. The fourth and fifth sections, Communication & Management and Career & Longevity, respectively, each consisted of 8 closed-ended items and one open-ended item. The fifth section consisted of three open-ended items: suggestions for improvement, issues of importance, and additional comments.

Sample. The survey was emailed to 137 staff members. A total of 89 staff began the survey, and full or partial responses were recorded for 82 staff members, equating to 60% participation. Several staff members answered only the open-ended questions in the sixth section (n=3). Of the 82 who responded, 27% identified as male and 73% identified as female. Tables 1 and 2 show the age ranges represented and the years employed for those who completed at least one item of the survey. Nearly 70% of participants were 40 years old or older. Approximately one-third of participants were employed in A & S for 1-5 years and another third were employed more than 10 years.

Table 1. Age Categories of Survey Participants

	Frequency	Valid Percent
18-25	2	2.4
26-29	6	7.3
30-40	17	20.7
40-55	33	40.2
55+	24	29.3
Total	82	100.0

Table 2. Years Employed in A&S of Survey Participants

	Frequency	Valid Percent
Less than 1 year	14	17.1
1-5 years	27	32.9
5-10 years	13	15.9
More than 10 years	28	34.1
Total	82	100

Closed-Ended Responses

Overall means by question for the four major topic areas are reported in Tables 3-6 and Figures 1-4 and means as a function of employment years are reported in Tables 7-11. The scales for these items ranged from 1 = strongly disagree to 6 = strongly agree. Higher means denote greater agreement. The highest means are marked in grey, while the lowest means are marked in yellow. Open-ended question responses are reported in raw form in Tables 11-17.

Mean scores for Job Satisfaction (Table 3, Figure 1) were positively skewed with all but one having a mean value higher than 3.5 (which indicates more agreement than disagreement). The highest two items pertained to work being satisfying and being motivated to see the college succeed. The one item with more disagreement than agreement suggests staff do not perceive a clear advancement pathway.

Mean scores for Working Conditions (Table 4, Figure 2) are also positively skewed with the mean of only one item slightly below 3.5. The two highest items related to supervisors: opportunities to meet with one's supervisor and supervisor's interest in staff member's work. The least endorsed item asked about rewards for doing a good job. One item that received moderate agreement related to too much work expected in their area.

Mean scores for Communication and Management (Table 5, Figure 3) were slightly negatively skewed with the means of six of eight items below 3.5. Staff members agreed that Supervisors give credit for work done. The lowest agreed upon item assessed whether supervisors expect too much from staff; disagreement on this item may reflect a positive work environment. But, the remaining five lowest items suggests that management does not seek staff input and does not understand staff problems and challenges. Of the six topic areas, this one may have the greatest opportunity for growth in positive directions.

Mean scores for Career and Longevity (Table 6, Figure 4) are quite positively skewed. The lowest agreement is for a question asking about leaving one's current position within a year (greater disagreement denotes they do not intend to change positions). Staff most highly agreed with wanting to be promoted and stay in the college. On average, staff agree that they experience a lot of stress in their position.

Table 3. Section A – Job Satisfaction – Means

Section A - Job Satisfaction	Mean	Minimum	Maximum	Std. Dev.	Valid N
The work I do is satisfying to me.	5.1	2	6	.86	78
I feel a strong connection to the McMicken College of Arts & Sciences.	4.2	1	6	1.43	77
I am well informed about how my job fits in to the college.	4.4	1	6	1.20	78
My position makes me feel important.	4.2	1	6	1.27	78
I receive the right amount of training to do my job.	3.9	1	6	1.47	77
I have the tools and resources I need to do my job well.	4.0	1	6	1.27	78
My position responsibilities have been clearly explained to me.	4.3	1	6	1.27	78
I have a clear career path for advancement opportunities.	2.8	1	6	1.43	78
I am highly motivated to see the college succeed.	5.1	1	6	1.00	78
I have an opportunity to use my skills and abilities in my job.	5.0	2	6	.96	77
My morale is generally high.	4.2	1	6	1.48	78
I have opportunities for professional development.	3.7	1	6	1.63	77
I regularly receive feedback about the work that I do.	4.2	1	6	1.32	77

Figure 1. Section A – Job Satisfaction

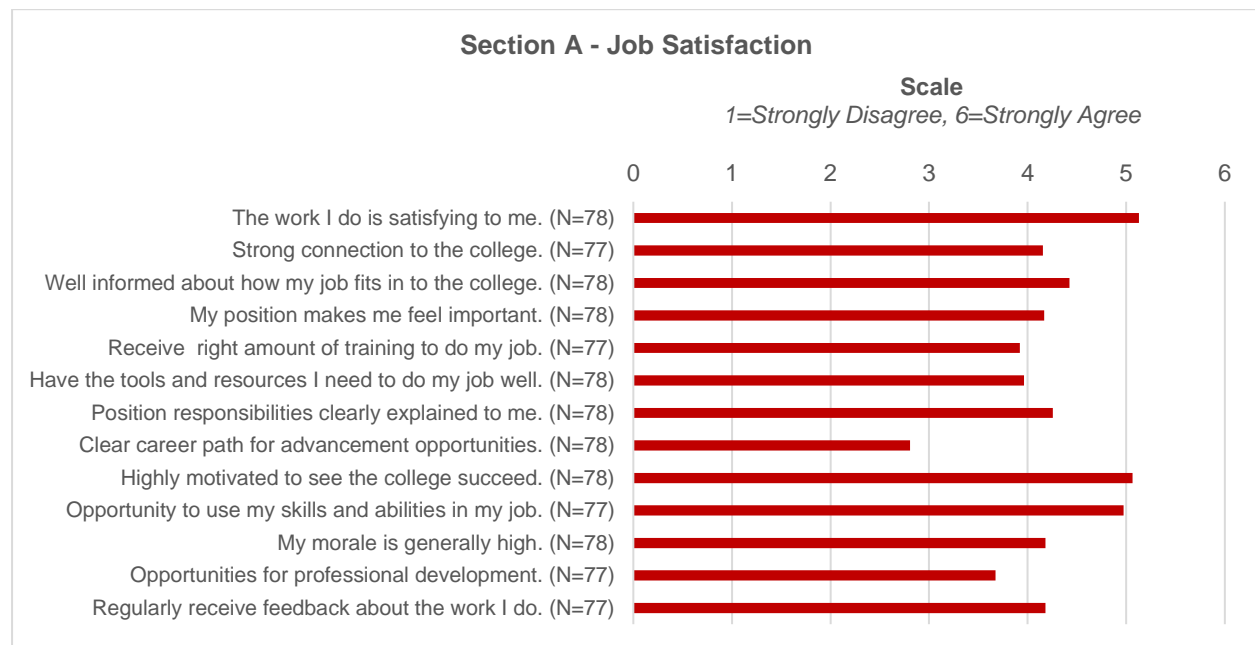


Table 4. Section B – Working Conditions – Means

Section B - Working Conditions	Mean	Minimum	Maximum	Std. Dev.	Valid N
The working conditions around my job are good.	4.3	1	6	1.36	77
I feel the workload is fairly distributed in my area.	3.9	1	6	1.54	77
My work area is clean and organized.	4.7	2	6	.97	77
Too much work is expected of the staff in my area.*	4.1	1	6	1.31	77
My area is adequately staffed to meet the day-to-day needs.	3.5	1	6	1.44	77
I feel safe in my workplace.	4.9	2	6	1.05	77
My working hours are agreeable.	4.9	1	6	1.08	76
I have the opportunity to meet with my Supervisor regularly.	5.0	1	6	1.16	76
My Supervisor shows interest in my work.	5.0	1	6	1.04	76
I am compensated fairly for the work I do.	3.6	1	6	1.52	76
I receive a Performance Evaluation on a regular basis.	4.8	2	6	1.10	75
I feel that staff employees are rewarded for doing a good job.	3.4	1	6	1.38	76
I am respected by my fellow staff members.	4.9	2	6	.89	76
I am respected by the faculty members I interact with at work.	4.6	2	6	1.14	75
The people I work with get along well together.	4.6	1	6	1.11	75

* Item worded in the opposite direction; lower mean is a more favorable response.

Figure 2. Section B – Working Conditions

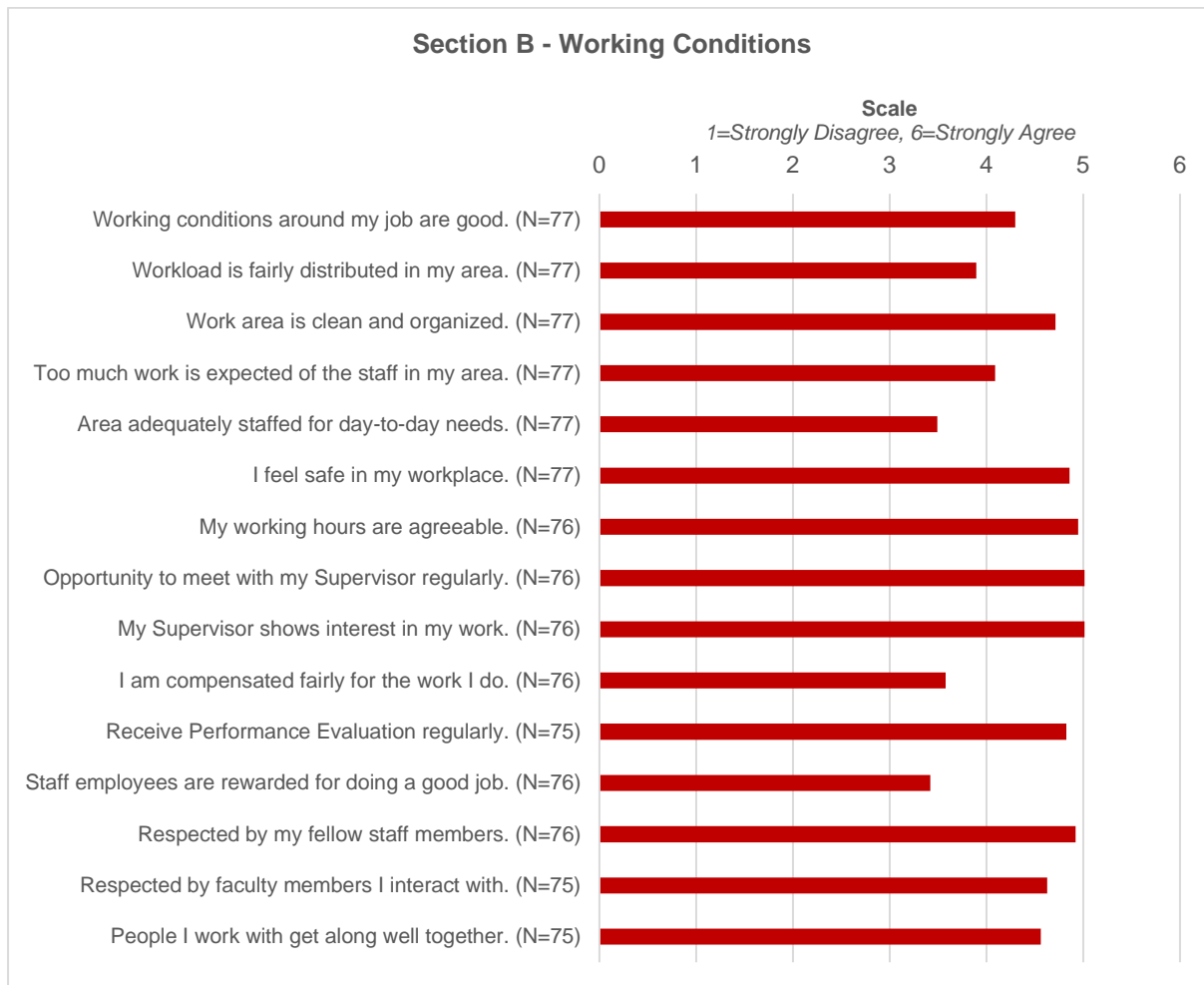


Table 5. Section C – Communication and Management - Means

	Mean	Minimum	Maximum	Std. Dev.	Valid N
Section C - Communication and Management					
I am aware of any changes that affect my work before they happen.	3.4	1	6	1.40	74
I am satisfied with the amount of communication in the college.	3.3	1	6	1.32	76
I am satisfied with the quality of the communication in the college.	3.4	1	6	1.32	76
My Supervisor expects too much from me.*	2.5	1	6	1.05	76
My Supervisor gives me credit for the work I do.	4.9	1	6	1.11	76
College management cares about the welfare of the staff employees.	3.6	1	6	1.40	75
College management understands staff problems and challenges.	3.2	1	6	1.23	75
College management seeks input from staff in decision-making that affects staff positions and their work.	3.0	1	5	1.30	74

* Item worded in the opposite direction; lower mean is a more favorable response. The second lowest value is highlighted in light yellow when the lowest item is worded in the opposite direction.

Figure 3. Section C – Communication and Management

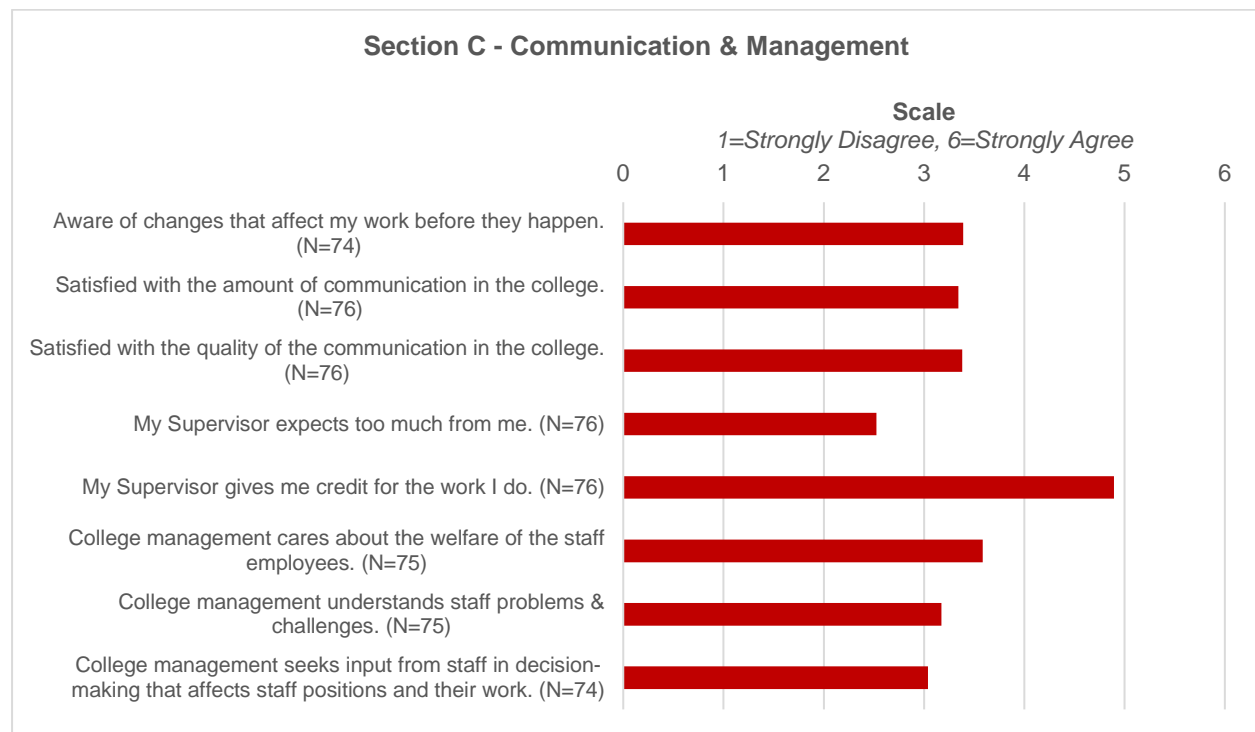
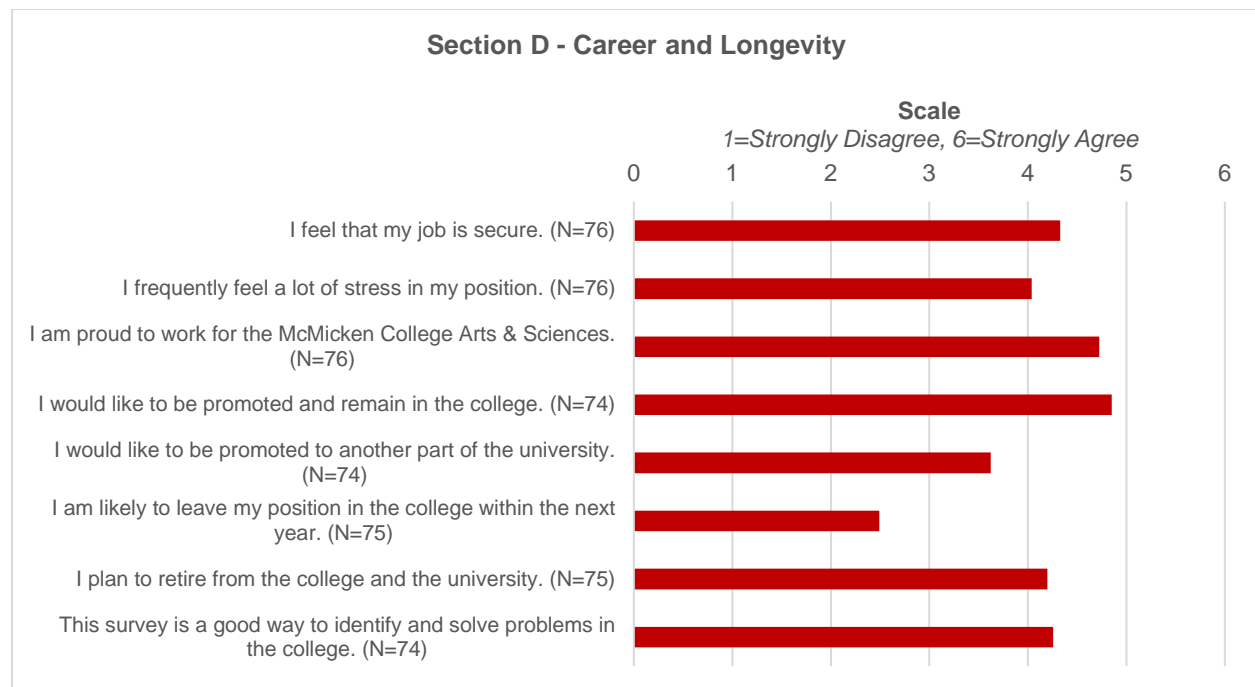


Table 6. Section D – Career and Longevity - Means

	Mean	Minimum	Maximum	Std. Dev.	Valid N
Section D - Career and Longevity					
I feel that my job is secure.	4.3	1	6	1.11	76
I frequently feel a lot of stress in my position.*	4.0	1	6	1.26	76
I am proud to work for the McMicken College of Arts & Sciences.	4.7	1	6	1.17	76
I would like to be promoted and remain in the college.	4.9	1	6	1.24	74
I would like to be promoted to another part of the university.	3.6	1	6	1.51	74
I am likely to leave my position in the college within the next year.*	2.5	1	6	1.25	75
I plan to retire from the college and the university.	4.2	1	6	1.56	75
This survey is a good way to identify and solve problems in the college.	4.3	1	6	1.03	74

* Item worded in the opposite direction; lower mean is a more favorable response. So, the second lowest value is highlighted in light yellow. The second lowest value is highlighted in light yellow when the lowest item is worded in the opposite direction.

Figure 4. Section D – Career and Longevity



In addition, we examined responses based on years employed at A&S in case this is of interest (Tables 7-11). For Job Satisfaction, Career and Longevity, and Communication and Management, items with highest and lowest agreement were very similar across categories of years employed. Some groups slightly differed on endorsements. One notable difference related to Communication and Management whereby staff employed 10 years or more had less agreement that college management seeks staff input. Patterns of agreement about Working Conditions varied more by years of employment.

Table 7. Section A – Job Satisfaction by Years Employed (Ordered by Total Mean)

Years Employed in A&S	N	Less than 1 year	1-5 years	5-10 years	More than 10 years	Total
The work I do is satisfying to me.	78	5.1	5.0	5.1	5.2	5.1
I am highly motivated to see the college succeed.	78	5.1	5.2	5.2	4.9	5.1
I have an opportunity to use my skills and abilities in my job.	77	5.0	4.8	5.0	5.1	5.0
I am well informed about how my job fits in to the college.	78	4.6	4.6	4.3	4.2	4.4
My position responsibilities have been clearly explained to me.	78	4.5	4.1	4.1	4.4	4.3
I feel a strong connection to the McMicken College of Arts & Sciences.	77	4.4	4.1	4.4	4.0	4.2
My position makes me feel important.	78	4.1	4.2	4.3	4.1	4.2
My morale is generally high.	78	4.4	4.3	4.5	3.7	4.2
I regularly receive feedback about the work that I do.	77	4.9	4.1	3.7	4.1	4.2
I have the tools and resources I need to do my job well.	78	4.0	3.7	4.1	4.1	4.0
I receive the right amount of training to do my job.	77	3.5	4.0	4.5	3.7	3.9
I have opportunities for professional development.	77	4.6	4.0	3.0	3.2	3.7
I have a clear career path for advancement opportunities.	78	3.4	3.0	2.2	2.5	2.8

Table 8. Section B – Working Conditions by Years Employed (Ordered by Total Mean)

	N	Less than 1 year	1-5 years	5-10 years	More than 10 years	Total
Years Employed in A&S						
I have the opportunity to meet with my Supervisor regularly.	76	5.7	4.7	4.8	5.1	5.0
My Supervisor shows interest in my work.	76	5.5	4.8	4.8	5.1	5.0
I feel safe in my workplace.	77	5.1	4.7	5.2	4.7	4.9
My working hours are agreeable.	76	5.0	5.0	4.8	5.0	4.9
I am respected by my fellow staff members.	76	4.9	4.9	4.8	5.0	4.9
I receive a Performance Evaluation on a regular basis.	75	4.7	4.5	5.0	5.1	4.8
My work area is clean and organized.	77	5.1	4.7	4.8	4.5	4.7
I am respected by the faculty members I interact with at work.	75	5.0	4.6	4.5	4.5	4.6
The people I work with get along well together.	75	4.9	4.4	4.4	4.6	4.6
The working conditions around my job are good.	77	4.4	4.2	4.0	4.5	4.3
Too much work is expected of the staff in my area.*	77	3.4	4.3	3.9	4.4	4.1
I feel the workload is fairly distributed in my area.	77	4.4	3.7	3.5	4.0	3.9
I am compensated fairly for the work I do.	76	4.2	3.2	3.7	3.5	3.6
My area is adequately staffed to meet the day-to-day needs.	77	4.2	3.0	3.7	3.5	3.5
I feel that staff employees are rewarded for doing a good job.	76	4.1	3.4	3.1	3.2	3.4

* Item worded in the opposite direction; lower mean is a more favorable response.

Table 9. Section C – Communication and Management by Years Employed (Ordered by Total Mean)

	N	Less than 1 year	1-5 years	5-10 years	More than 10 years	Total
Years Employed in A&S						
My Supervisor gives me credit for the work I do.	76	5.1	4.9	4.9	4.7	4.9
College management cares about the welfare of the staff employees.	75	3.8	3.7	3.9	3.1	3.6
I am aware of any changes that affect my work before they happen.	74	3.9	3.2	3.5	3.3	3.4
I am satisfied with the quality of the communication in the college.	76	3.8	3.2	3.3	3.3	3.4
I am satisfied with the amount of communication in the college.	76	3.8	3.2	3.2	3.3	3.3
College management understands staff problems and challenges.	75	3.8	3.2	3.2	2.8	3.2
College management seeks input from staff in decision-making that affects staff positions and their work.	74	3.4	3.2	3.3	2.5	3.0
My Supervisor expects too much from me.*	76	2.4	2.5	2.3	2.7	2.5

* Item worded in the opposite direction; lower mean is a more favorable response.

Table 10. Section D – Career and Longevity by Years Employed (Ordered by Total Mean)

	N	Less than 1 year	1-5 years	5-10 years	More than 10 years	Total
Years Employed in A&S						
I would like to be promoted and remain in the college.	74	5.3	4.8	4.8	4.7	4.9
I am proud to work for the McMicken College of Arts & Sciences.	76	4.6	4.7	5.0	4.7	4.7
I feel that my job is secure.	76	4.4	4.4	4.2	4.3	4.3
This survey is a good way to identify and solve problems in the college.	74	4.3	4.4	4.0	4.2	4.3
I plan to retire from the college and the university.	75	3.7	3.9	4.6	4.6	4.2
I frequently feel a lot of stress in my position.*	76	3.6	4.0	3.9	4.4	4.0
I would like to be promoted to another part of the university.	74	4.3	3.9	3.5	2.9	3.6
I am likely to leave my position in the college within the next year.*	75	2.5	2.9	2.2	2.2	2.5

* Item worded in the opposite direction; lower mean is a more favorable response.