Website Report

Aligning Priorities: Of the Staff Council's current priority areas, how important are each of

these areas to you?
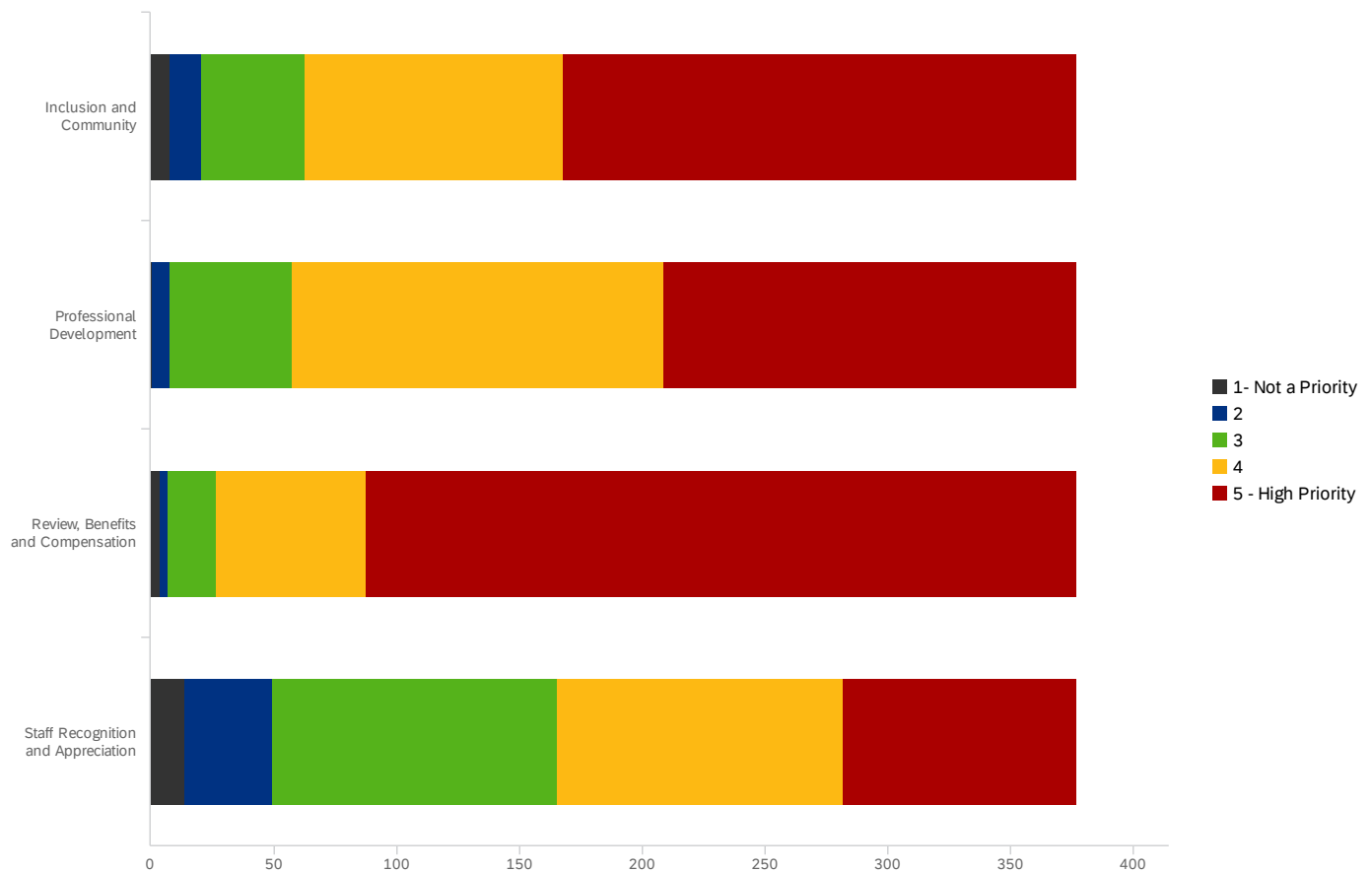
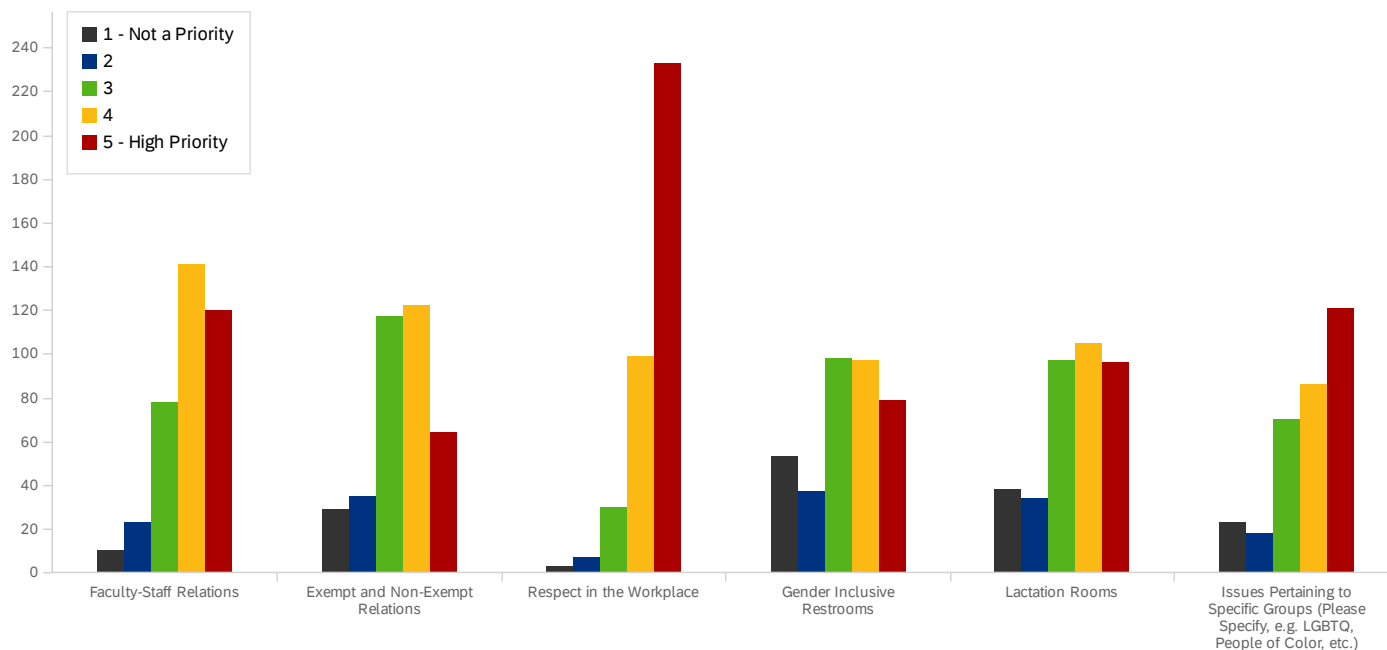| Field	1- Not a Priority		2		3		4		5 - High Priority		Total
Inclusion and Community	2.12%	8	3.45%	13	11.14%	42	27.85%	105	55.44%	209	377
Professional Development	0.27%	1	1.86%	7	13.26%	50	40.05%	151	44.56%	168	377
Review, Benefits and Compensation	1.06%	4	0.80%	3	5.31%	20	16.18%	61	76.66%	289	377
Staff Recognition and Appreciation	3.71%	14	9.55%	36	30.77%	116	30.77%	116	25.20%	95	377

Showing rows 1 - 4 of 4

Aligning Priorities: What priorities or concerns do you have that are not encompassed above?

Of the 104 qualitative responses received in response to this question, the above diagram represents the 40 most common words used throughout the responses.

During the survey analysis, the SUSC identified 3 main themes from within these responses:

1. Career Ladder (14.5%)
2. Compensation (13%)
3. Staff Voices in Decision Making (10.6%)

Inclusion and Community: What aspects of inclusion and community are most important to you?

Field	1 - Not a Priority		2		3		4		5 - High Priority		Total
Faculty-Staff Relations	2.69%	10	6.18%	23	20.97%	78	37.90%	141	32.26%	120	372
Exempt and Non-Exempt Relations	7.90%	29	9.54%	35	31.88%	117	33.24%	122	17.44%	64	367
Respect in the Workplace	0.81%	3	1.88%	7	8.06%	30	26.61%	99	62.63%	233	372
Gender Inclusive Restrooms	14.56%	53	10.16%	37	26.92%	98	26.65%	97	21.70%	79	364
Lactation Rooms	10.27%	38	9.19%	34	26.22%	97	28.38%	105	25.95%	96	370
Issues Pertaining to Specific Groups (Please Specify, e.g. LGBTQ, People of Color, etc.)	7.23%	23	5.66%	18	22.01%	70	27.04%	86	38.05%	121	318
Other (please specify)	30.49%	25	2.44%	2	25.61%	21	7.32%	6	34.15%	28	82

Showing rows 1 - 7 of 7

Importance of "Faculty-Staff Relations" by FLSA Status

Field	Exempt		Non-Exempt	
1 - Not a Priority	3.13%	7	2.26%	3
2	6.70%	15	5.26%	7
3	20.54%	46	23.31%	31

Field	Exempt	Non-Exempt
4	37.05% 83	38.35% 51
5 - High Priority	32.59% 73	30.83% 41
	224	133

Showing rows 1 - 6 of 6

Importance of "Faculty-Staff Relations" by Campus Area

Field	Academic Focus	Student Focus	Structural Focus
1 - Not a Priority	2.65% 3	1.50% 2	4.67% 5
2	4.42% 5	5.26% 7	8.41% 9
3	9.73% 11	27.07% 36	28.04% 30
4	38.94% 44	38.35% 51	35.51% 38
5 - High Priority	44.25% 50	27.82% 37	23.36% 25
	113	133	107

Showing rows 1 - 6 of 6

Importance of "Exempt and Non-Exempt Relations" by FLSA Status

Field	Exempt	Non-Exempt
1 - Not a Priority	8.56% 19	7.63% 10
2	11.26% 25	6.11% 8
3	31.98% 71	33.59% 44
4	31.53% 70	32.82% 43
5 - High Priority	16.67% 37	19.85% 26
	222	131

Showing rows 1 - 6 of 6

Importance of "Respect in the Workplace" by FLSA Status

Field	Exempt	Non-Exempt
1 - Not a Priority	0.89% 2	0.75% 1
2	1.78% 4	2.26% 3
3	9.78% 22	5.26% 7
4	29.78% 67	22.56% 30
5 - High Priority	57.78% 130	69.17% 92

Field	Exempt	Non-Exempt
	225	133

Importance of "Gender Inclusive Restrooms" by FLSA Status

Field	Exempt		Non-Exempt	
1 - Not a Priority	13.90%	31	14.96%	19
2	9.87%	22	10.24%	13
3	26.01%	58	27.56%	35
4	26.91%	60	27.56%	35
5 - High Priority	23.32%	52	19.69%	25
		223		127

Importance of "Lactation Rooms" by FLSA Status

Field	Exempt		Non-Exempt	
1 - Not a Priority	9.78%	22	11.45%	15
2	8.44%	19	11.45%	15
3	24.44%	55	29.01%	38
4	29.33%	66	25.95%	34
5 - High Priority	28.00%	63	22.14%	29
		225		131

Issues Pertaining to Specific Groups (Please Specify):

conversation
colleague disability binary
training employee
address parent color white
catholic appreciate
inclusion faith lgbtq staff bias
support poc children
identify able constituency
working people community
cultural conform america
consistent marginal women
population young gender
competent continuation
campus

Of the 98 qualitative responses to this question, the above diagram represents the 40 most common words.

Other (please specify):

inclusion
atmosphere behavior
considered center
access academy
employee share
department
respect color support
cross decision
age work staff working
culture
cis club
exempt faculty retention
base dean cater clarity
student equal body
connect governance constituency
continuation clarify accountable
campus
acknowledgement

Of the 33 qualitative responses to this question, the above diagram represents the 40 most common words.

Inclusion and Community: In what ways could Seattle University be more inclusive and community driven?

conversation
employee
respect
change
department student time
campus professional
open share area issue talk
building event staff equity
focus job group gender
diversity day great
mission faculty feel color
make work support
member training
benefit create
address opportunity space
development

Of the 159 qualitative responses received in response to this question, this diagram represents the 40 most common words used throughout the responses.

During the survey analysis, the SUSC identified 3 main themes from within these responses:

1. Treatment of Staff (24.5%)
2. Diversity and Inclusion, Supervisor Trainings (16.3%)
3. LGBTQIA+ inclusion (9.4%)

Professional Development: Does your office/department have professional development funds available to you?

15.07%

84.93%

■ Yes ■ No
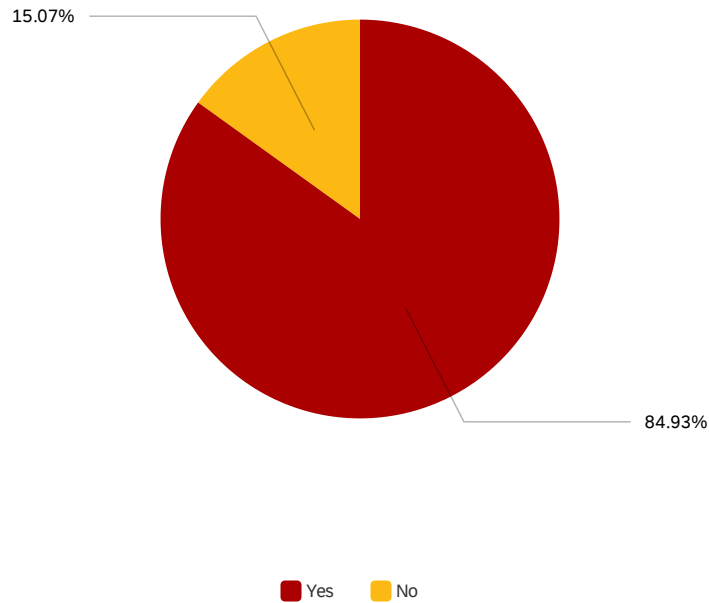
Availability of professional development funds by FLSA status

Field	Exempt ▲		Non-Exempt	
Yes	90.50%	181	68.25%	43
No	9.50%	19	31.75%	20
		200		63

Showing rows 1 - 3 of 3

Professional Development: What kinds of professional development opportunities would you like to see at Seattle U? What would enable you to participate in professional development opportunities?

Of the 209 qualitative responses received in response to this question, this diagram represents the 40 most common words used throughout the responses.

During the survey analysis, the SUSC identified 4 main themes from within these responses:

1. Manager/Supervison/Leadership Training: 26%
2. Funding: 21%
3. Time: 10%
4. Career Advancement: 9%

Staff Recognition and Appreciation: Please rate the following statement: Seattle University as a whole does a good job of recognizing employees.
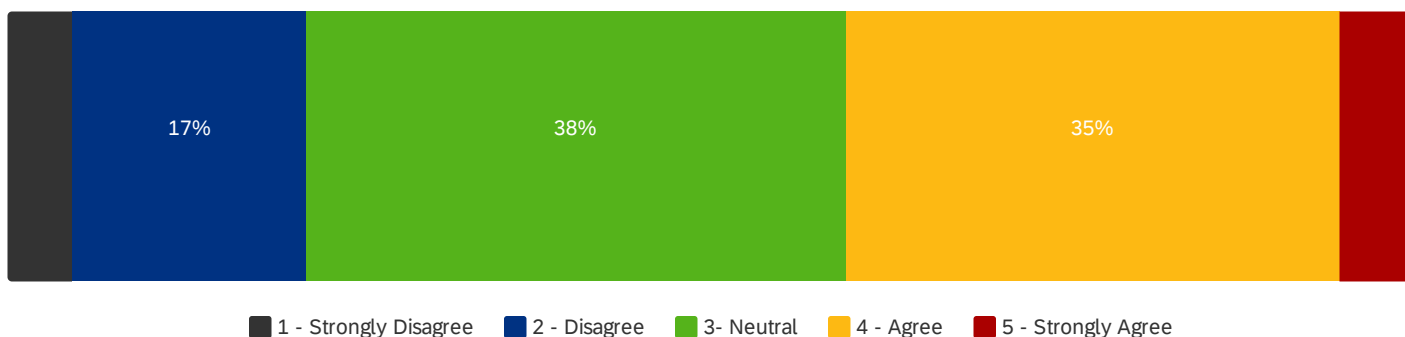
	17%	38%	35%	

- ■ 1 - Strongly Disagree
- ■ 2 - Disagree
- ■ 3- Neutral
- ■ 4 - Agree
- ■ 5 - Strongly Agree

Ratings for the statement "Seattle University as a whole does a good job of recognizing employees" by FLSA status

Field	Exempt	Non-Exempt
1 - Strongly Disagree	4.44% 10	5.26% 7
2 - Disagree	17.33% 39	15.04% 20
3- Neutral	39.56% 89	35.34% 47
4 - Agree	33.33% 75	38.35% 51
5 - Strongly Agree	5.33% 12	6.02% 8
	225	133

Showing rows 1 - 6 of 6

Ratings for the statement "Seattle University as a whole does a good job of recognizing employees" by Campus Area

Field	Academic Focus	Student Focus	Structural Focus
1 - Strongly Disagree	3.57% 4	7.46% 10	2.78% 3
2 - Disagree	20.54% 23	13.43% 18	15.74% 17
3- Neutral	38.39% 43	36.57% 49	39.81% 43
4 - Agree	33.04% 37	36.57% 49	36.11% 39
5 - Strongly Agree	4.46% 5	5.97% 8	5.56% 6
	112	134	108

Showing rows 1 - 6 of 6

Staff Recognition and Appreciation: What would make you feel appreciated as a staff member? What recognition programs should the university adopt to acknowledge and celebrate great team members?

Of the 188 qualitative responses received in response to this question, this diagram represents the 40 most common words used throughout the responses.

During the survey analysis, the SUSC identified 3 main themes from within these responses:
1. Livable wage (19.68%)
2. More awards given out (16.49%)
3. More recognition at the department of division level (15.43%)

Review, Benefits and Compensation: How satisfied are you with each of the below aspects?
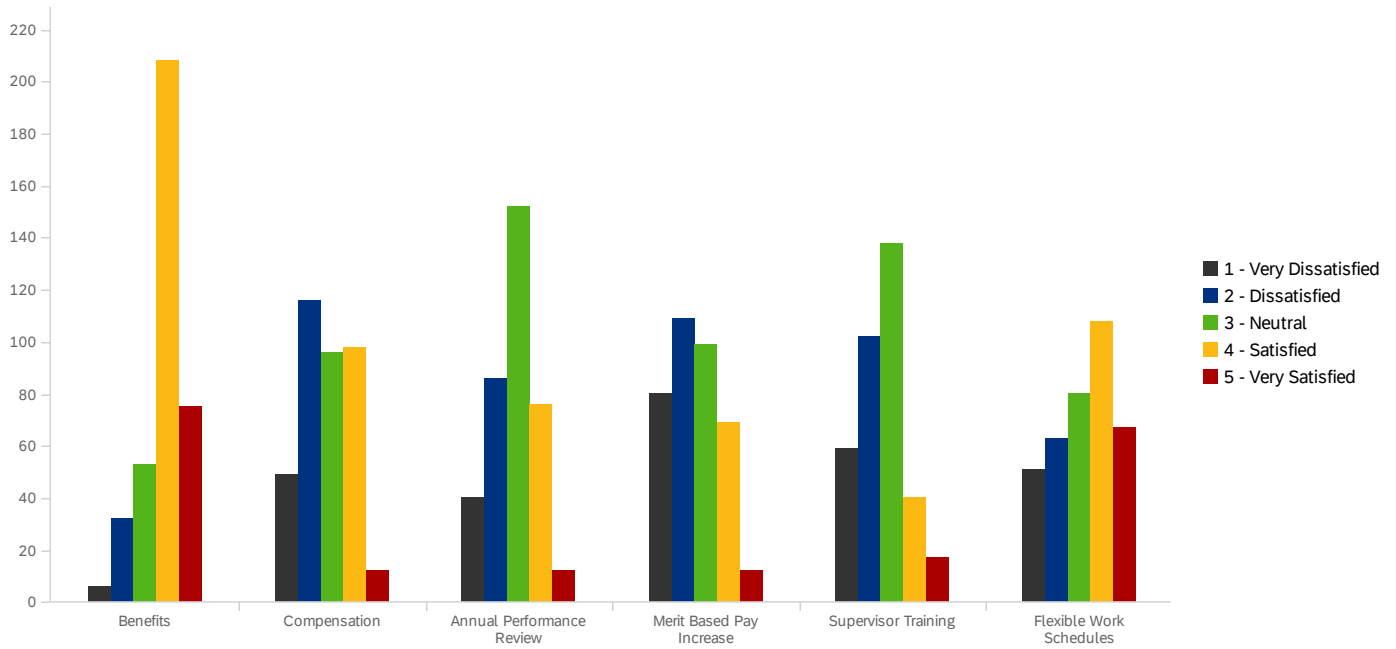
Field	1 - Very Dissatisfied		2 - Dissatisfied		3 - Neutral		4 - Satisfied		5 - Very Satisfied		Total
Benefits	1.60%	6	8.56%	32	14.17%	53	55.61%	208	20.05%	75	374
Compensation	13.21%	49	31.27%	116	25.88%	96	26.42%	98	3.23%	12	371
Flexible Work Schedules	13.82%	51	17.07%	63	21.68%	80	29.27%	108	18.16%	67	369
Merit Based Pay Increase	21.68%	80	29.54%	109	26.83%	99	18.70%	69	3.25%	12	369
Annual Performance Review	10.93%	40	23.50%	86	41.53%	152	20.77%	76	3.28%	12	366
Supervisor Training	16.57%	59	28.65%	102	38.76%	138	11.24%	40	4.78%	17	356

Showing rows 1 - 6 of 6

Satisfaction with Benefits by FLSA Status

Field	Exempt		Non-Exempt	
1 - Very Dissatisfied	1.32%	3	1.50%	2
2 - Dissatisfied	7.93%	18	7.52%	10
3 - Neutral	11.45%	26	18.05%	24
4 - Satisfied	59.03%	134	51.88%	69
5 - Very Satisfied	20.26%	46	21.05%	28

Field	Exempt	Non-Exempt
	227	133

Satisfaction with Compensation by FLSA Status

Field	Exempt		Non-Exempt	
1 - Very Dissatisfied	10.22%	23	18.18%	24
2 - Dissatisfied	30.67%	69	31.82%	42
3 - Neutral	27.11%	61	22.73%	30
4 - Satisfied	28.44%	64	24.24%	32
5 - Very Satisfied	3.56%	8	3.03%	4
		225		132

Satisfaction with Annual Performance Review by FLSA Status

Field	Exempt		Non-Exempt	
1 - Very Dissatisfied	9.42%	21	13.95%	18
2 - Dissatisfied	27.80%	62	16.28%	21
3 - Neutral	38.12%	85	47.29%	61
4 - Satisfied	21.08%	47	20.16%	26
5 - Very Satisfied	3.59%	8	2.33%	3
		223		129

Satisfaction with Supervisor Training by FLSA Status

Field	Exempt		Non-Exempt	
1 - Very Dissatisfied	17.81%	39	15.20%	19
2 - Dissatisfied	29.22%	64	28.00%	35
3 - Neutral	37.44%	82	41.60%	52
4 - Satisfied	10.50%	23	10.40%	13
5 - Very Satisfied	5.02%	11	4.80%	6
		219		125

Satisfaction with Flexible Work Schedules by FLSA Status

Field	Exempt		Non-Exempt	
1 - Very Dissatisfied	12.50%	28	16.79%	22
2 - Dissatisfied	16.07%	36	19.08%	25
3 - Neutral	18.75%	42	24.43%	32
4 - Satisfied	30.36%	68	27.48%	36
5 - Very Satisfied	22.32%	50	12.21%	16
		224		131

Showing rows 1 - 6 of 6

Review, Benefits and Compensation: How important to you are each of the below aspects?
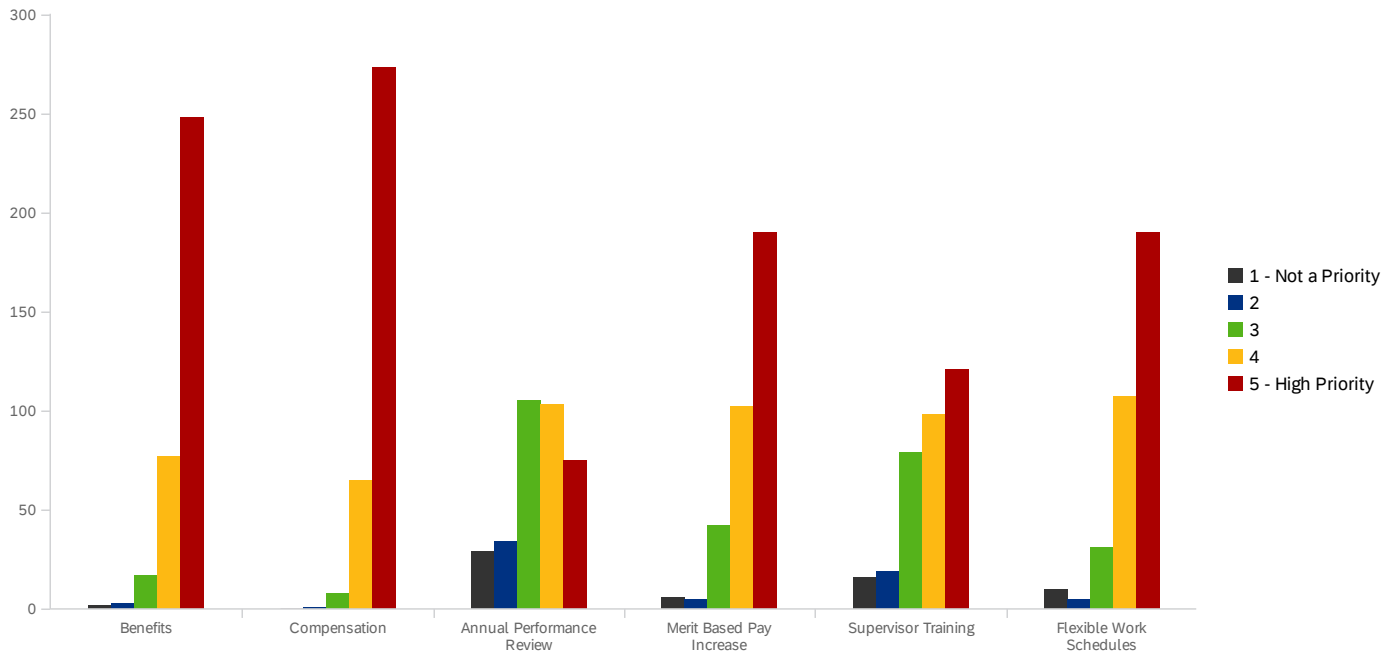
Field	1 - Not a Priority		2		3		4		5 - High Priority		Total
Benefits	0.58%	2	0.86%	3	4.90%	17	22.19%	77	71.47%	248	347
Compensation	0.00%	0	0.29%	1	2.31%	8	18.73%	65	78.67%	273	347
Annual Performance Review	8.38%	29	9.83%	34	30.35%	105	29.77%	103	21.68%	75	346
Merit Based Pay Increase	1.74%	6	1.45%	5	12.17%	42	29.57%	102	55.07%	190	345
Supervisor Training	4.80%	16	5.71%	19	23.72%	79	29.43%	98	36.34%	121	333
Flexible Work Schedules	2.92%	10	1.46%	5	9.04%	31	31.20%	107	55.39%	190	343

Showing rows 1 - 6 of 6

Review, Benefits and Compensation: Do you have a clear understanding of Seattle University's pay philosophy and structure?

44.77%

55.23%
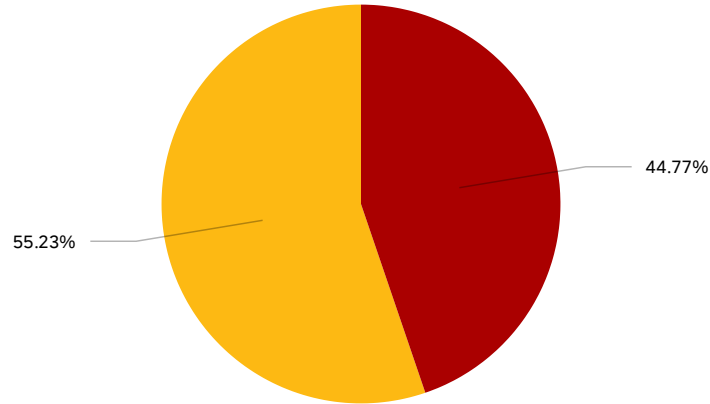
■ Yes ■ No

Field	Exempt		Non-Exempt	
Yes	45.37%	103	42.86%	57
No	54.63%	124	57.14%	76
		227		133

Showing rows 1 - 3 of 3

Review, Benefits and Compensation: Has your supervisor discussed your pay with you?

34.32%

65.68%

■ Yes   ■ No
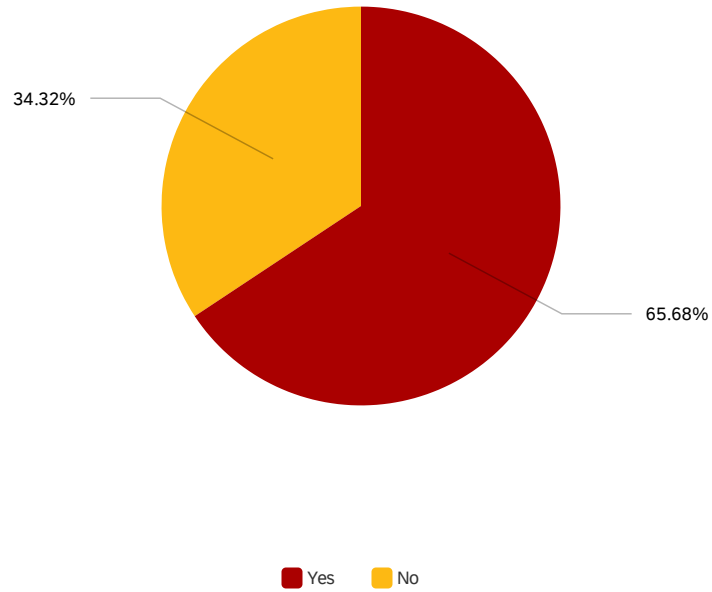
Field	Exempt		Non-Exempt	
Yes	71.37%	162	55.64%	74
No	28.63%	65	44.36%	59
		227		133

Showing rows 1 - 3 of 3

Review, Benefits and Compensation: How satisfied are you with the communication/rationale regarding compensation?
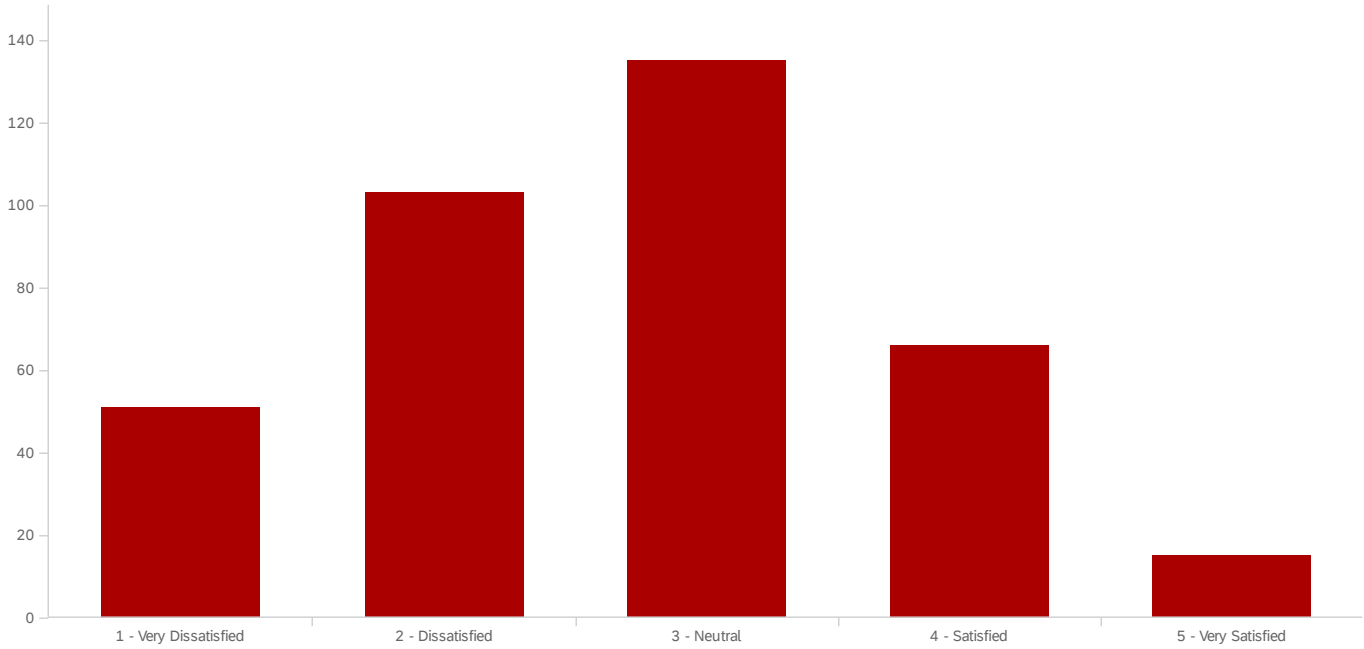
Field	Exempt		Non-Exempt	
1 - Very Dissatisfied	12.83%	29	14.50%	19
2 - Dissatisfied	27.43%	62	29.77%	39
3 - Neutral	35.40%	80	37.40%	49
4 - Satisfied	19.47%	44	15.27%	20
5 - Very Satisfied	4.87%	11	3.05%	4
		226		131

Showing rows 1 - 6 of 6

Additional comments about review, benefits, and compensation:
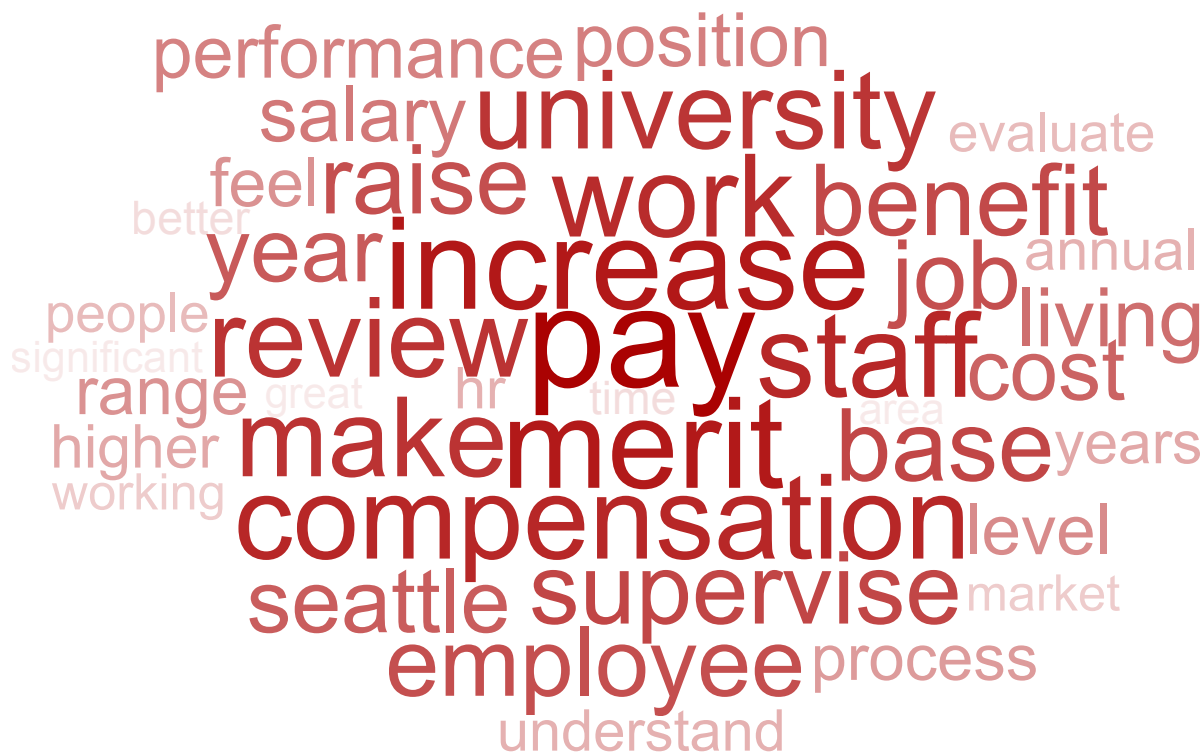
Of the 161 qualitative responses received in response to Q22, this diagram represents the 40 most common words used throughout the responses.

During the survey analysis, the SUSC identified 3 main themes from with these responses:

1. Pay/Pay increase (11%)
   Staff members would like to be educated and provided transparency on the pay scale and comparative review. They would like to understand why they are not at midpoint after Father Steve stating salaries are 100% at the median.

1. Merit (7%)
   Staff members are needing more information on the pay increase/merit policy. They have expressed that performance isn't tied to merit increase – Timeline of evaluations are one year behind. Several staff members have also discovered that merit increase does not make up for the cost of living in Seattle.

1. Compensation (3%)
   Staff are not clear about the percentages that lie in merit and COLA. They would like to see pay increase breakdowns and transparency, the breakdown of the entire compensation section that is located on Human Resource's website during the onboarding process

Communication: How would you like to receive communication from the Staff Council?
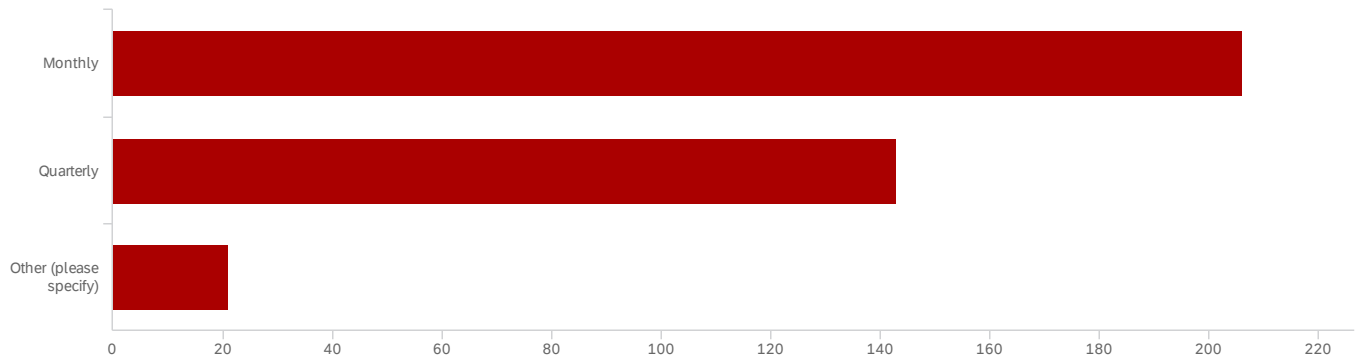
(Select all that apply)
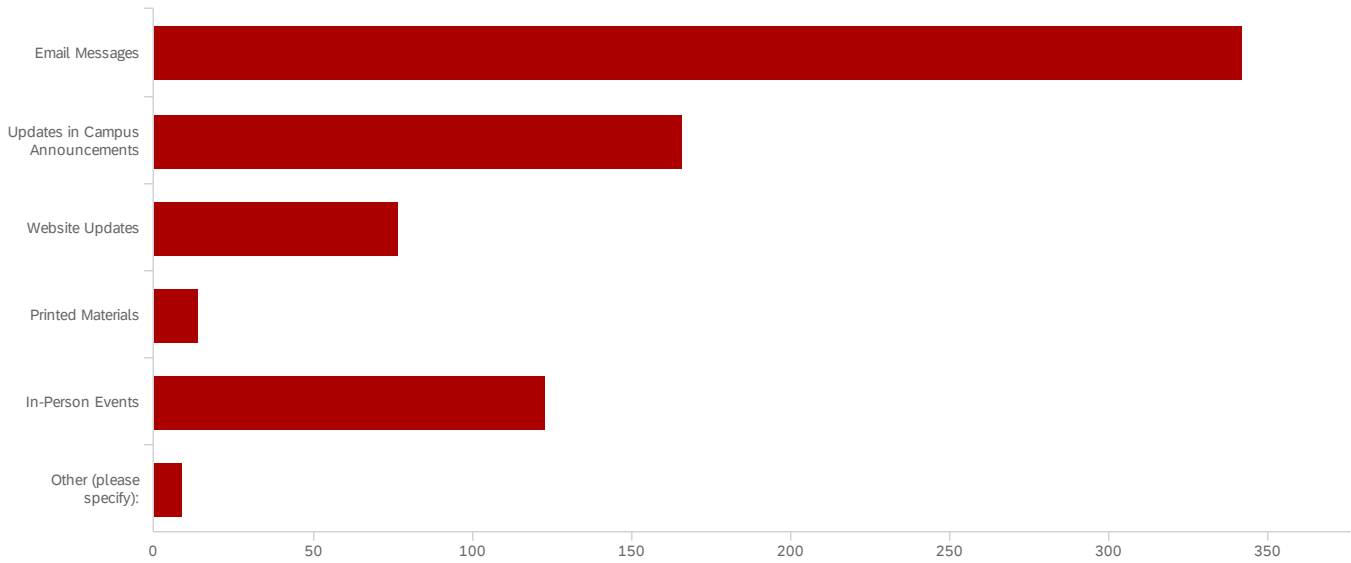
Field	Choice Count	
Email Messages	46.79%	342
Updates in Campus Announcements	22.71%	166
Website Updates	10.53%	77
Printed Materials	1.92%	14
In-Person Events	16.83%	123
Other (please specify):	1.23%	9
		731

Showing rows 1 - 7 of 7

Communication: How often would you like to receive updates from the Staff Council?

Field		Choice Count
Monthly	55.68%	206
Quarterly	38.65%	143
Other (please specify)	5.68%	21
		370

Showing rows 1 - 4 of 4

Communication: Best days/times for events
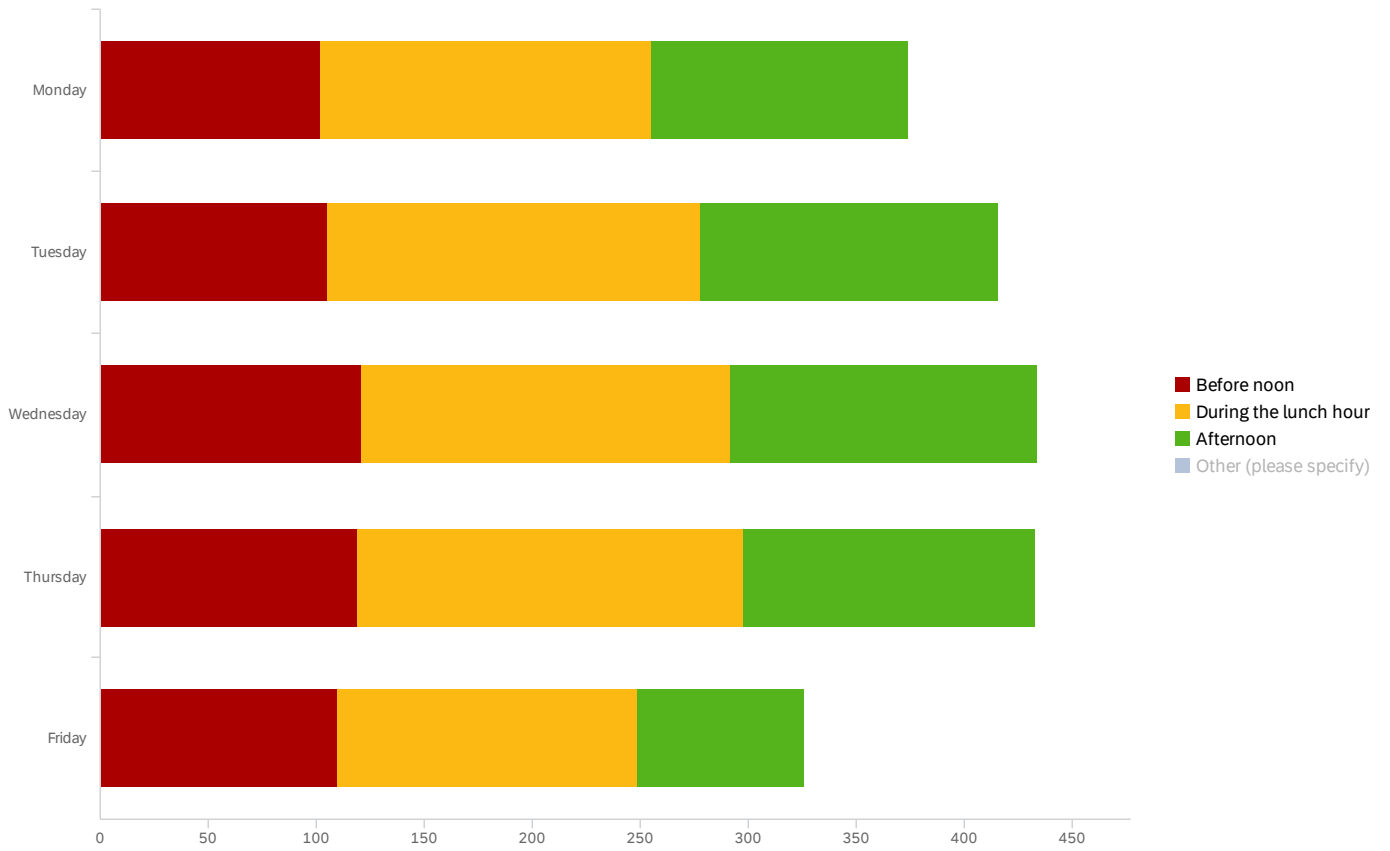
Field	Monday		Tuesday		Wednesday		Thursday		Friday		Total
Before noon	18.31%	102	18.85%	105	21.72%	121	21.36%	119	19.75%	110	557
During the lunch hour	18.77%	153	21.23%	173	20.98%	171	21.96%	179	17.06%	139	815
Afternoon	19.48%	119	22.59%	138	23.24%	142	22.09%	135	12.60%	77	611
Other (please specify)	22.03%	13	20.34%	12	20.34%	12	18.64%	11	18.64%	11	59

Showing rows 1 - 4 of 4

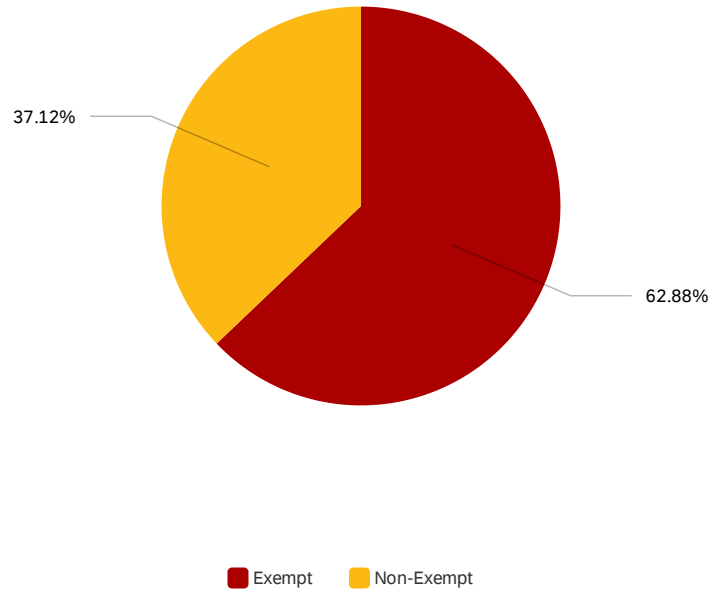# Demographics (optional): What campus area do you currently work in?

30.53%

31.65%

37.82%

■ Academic Focus ■ Student Focus ■ Structural Focus
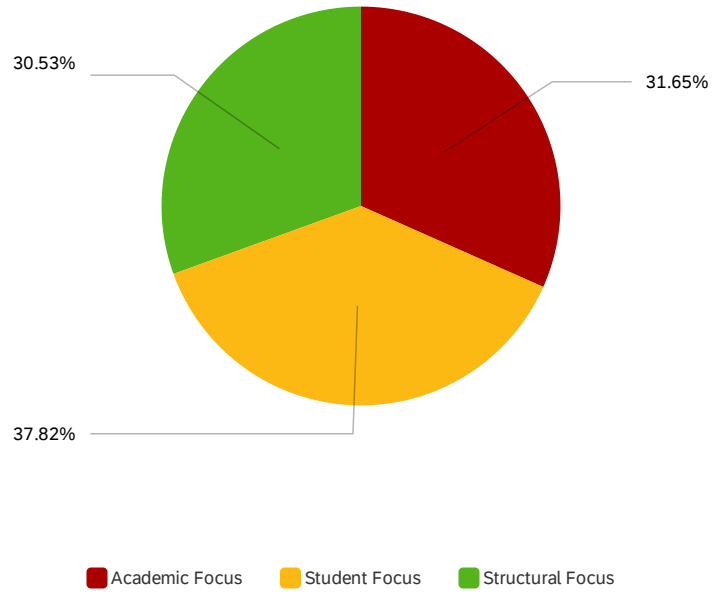
Field	Exempt		Non-Exempt		Total
Academic Focus	55.05%	60	44.95%	49	109
Student Focus	68.18%	90	31.82%	42	132
Structural Focus	64.81%	70	35.19%	38	108

Showing rows 1 - 3 of 3

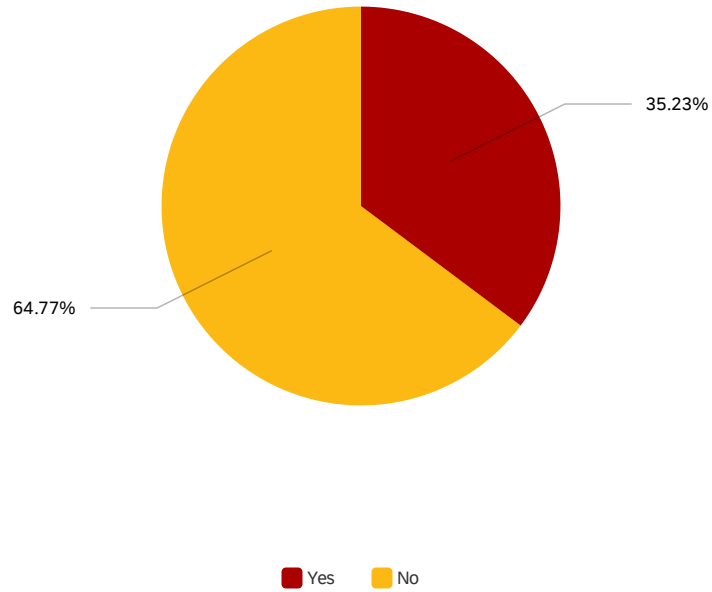## Demographics (optional): What is your employment status?

37.12%

62.88%

■ Exempt ■ Non-Exempt

Field ▲	Choice Count	
Non-Exempt	37.12%	134
Exempt	62.88%	227
		361

Showing rows 1 - 3 of 3

Demographics (optional): Are you currently supervising other staff members?

35.23%

64.77%

■ Yes ■ No

Field	Exempt		Non-Exempt		Total
Yes	85.04%	108	14.96%	19	127
No	50.85%	119	49.15%	115	234

Showing rows 1 - 2 of 2

Demographics (optional): How long have you been employed at Seattle University?
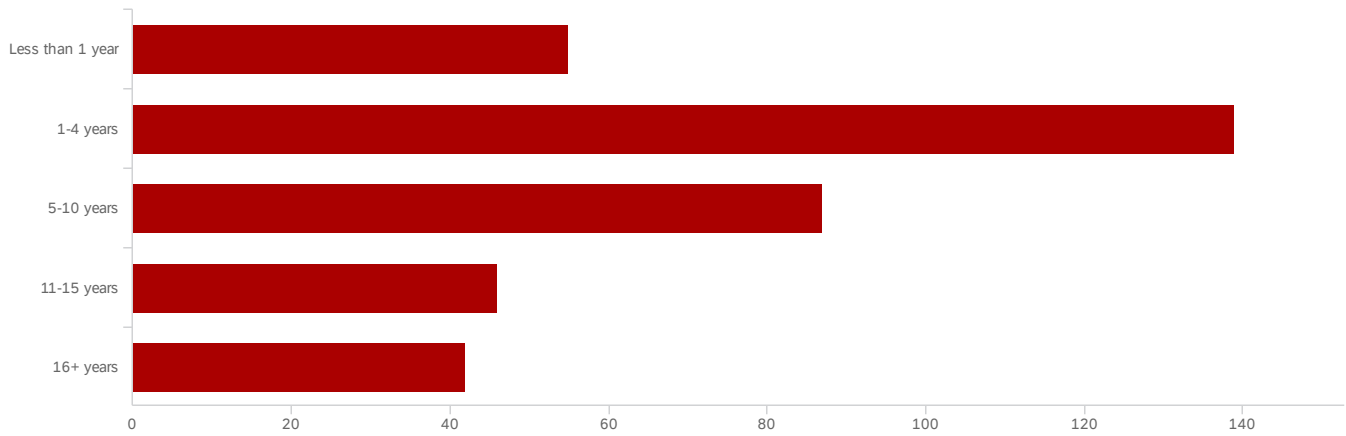
Field	Exempt		Non-Exempt	
Less than 1 year	8.85%	20	24.63%	33
1-4 years	38.50%	87	37.31%	50
5-10 years	28.76%	65	13.43%	18
11-15 years	12.83%	29	12.69%	17
16+ years	11.06%	25	11.94%	16
		226		134

Showing rows 1 - 6 of 6

End of Report