Great Colleges Survey and Process Improvements Inspired by Shared Leadership

Monthly Leadership Meeting
January 24, 2023
Great Colleges To Work For

Annual Survey

• One of the nation’s largest and most-respected workplace recognition programs. Recognizes institutions that have been successful in creating great workplaces.

• Results provide insight into many of the factors and dynamics that contribute to a truly engaged workforce.

• At NIU, we are intentional about using these results to recognize our strengths, as well as identify and set baselines for areas of improvement.
Great Colleges Survey Results

2022 survey response rate and job categories

2,904 surveys sent to full-time faculty/staff

- Response: 1,110
- No response: 1,794

<table>
<thead>
<tr>
<th>Job Category</th>
<th>n</th>
<th>prct</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>280</td>
<td>25%</td>
<td>34%</td>
</tr>
<tr>
<td>Adjunct Faculty</td>
<td>52</td>
<td>5%</td>
<td>18%</td>
</tr>
<tr>
<td>Administrator</td>
<td>60</td>
<td>5%</td>
<td>50%</td>
</tr>
<tr>
<td>Exempt Professional Staff</td>
<td>409</td>
<td>37%</td>
<td>45%</td>
</tr>
<tr>
<td>Non-exempt Staff</td>
<td>309</td>
<td>28%</td>
<td>41%</td>
</tr>
</tbody>
</table>
NIU’s top categories for two consecutive years:

★ Shared Governance
★ Diversity, Inclusion and Belonging
Great Colleges Survey Results

Foci Areas for 2023:

1. Job satisfaction and support.
2. Professional development.
3. Faculty and staff well-being.
5. Mission and pride.

University Goals: go.niu.edu/university-goals
Great Colleges Survey Results

Job Satisfaction and Support

- Agree/Strongly Agree: 65
- Sometimes Agree/Disagree: 19
- Disagree/Strongly Disagree: 17

Professional Development

- Agree/Strongly Agree: 56
- Sometimes Agree/Disagree: 24
- Disagree/Strongly Disagree: 20
Great Colleges Survey Results

Faculty and Staff Well-being

Collaboration

- Agree/Strongly Agree
- Sometimes Agree/Disagree
- Disagree/Strongly Disagree

[Charts showing survey results]
Great Colleges Survey Results

Mission and Pride

![Bar chart showing results for Mission and Pride]

- Agree/Strongly Agree: 66
- Sometimes Agree/Disagree: 20
- Disagree/Strongly Disagree: 14

Legend:
- Agree/Strongly Agree
- Sometimes Agree/Disagree
- Disagree/Strongly Disagree
Shared leadership in action

Student Employment Process Improvement Team

- Cathy Cradduck
- Vicky Guzman
- Mia Hannon
- Bill Hodson

- Salina Heller
- Murali Krishnamurthi (volunteer)
- Jim Slagstad
- Marianne Spring
- Liz Wright
Next Steps

Opportunities for HRS and Shared Leadership

• Support professional development and building capacity for shared leadership at NIU.
• Infuse the culture of shared leadership into employee onboarding.
• Continue to apply shared leadership principles to HRS initiatives and process improvement.
Questions/Discussion