



Staff Senate

Fall 2022 Staff Engagement Survey

Dear Staff Member,

The Staff Senate Policy and Welfare Committee is pleased to conduct the staff engagement survey. This survey will close on **November 3, 2022**. Your response to this anonymous survey will help the Staff Senate:

- inform our agenda
- start more conversations to address general employee morale
- create new approaches to improving our campus community

If you would like to see the results or outcomes of the previous survey please visit: www.coastal.edu/staffsenate/meetingsandminutes/. The results are at the bottom of the page.

This survey will be the baseline for a series of assessments into staff's concerns; future assessments may target smaller groups and/or focus on specific issues (possibly ones raised in this survey).

How long will it take?

The survey should take 5-15 minutes to complete. All answers are optional.

I'd prefer not to answer online.

No problem. If you would like to request a physical copy for you or a colleague, contact Ebony McCray, emmccray@coastal.edu, Staff Senate Secretary. Additional paper copies and drop boxes are located in Facilities 3, Hackler Grill, and Housing.

Who will see the answers? Is this anonymous?

This survey is anonymous, as it is a general assessment of the staff community at large. The Staff Senate Policy and Welfare Committee will process the results and report a summary of the survey results to the Staff Senate and the wider campus community.

What will happen with the results?

We will make the generalized survey results available to the campus community, and we will use these results to inspire action items taken up by the Staff Senate and other committees/functional groups across campus. We plan on conducting this survey annually.

I have suggestions, comments, or other questions.

Great! Make sure to include them in the last question of the survey. If you have feedback you would like to send directly to the Staff Senate, send them to your staff senator, or submit a topic suggestion at www.coastal.edu/staffsenate/submitatopic/. While we can't adjust the survey once it has been sent, we can make changes for future surveys.

Thank you for your time and service to the University.

Staff Senate

Q1 I would recommend Coastal Carolina University as an employer.

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

Q2 I feel excited to come to work.

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

Q3 What do you appreciate most about working at Coastal Carolina University? Select your top 3 responses.

	1st	2nd	3rd
Advancement/Opportunity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Campus	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communication within the University	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Compensation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Diversity & Inclusion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Equity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Faculty/Staff at Coastal – Colleagues across campus	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fulfillment/Purpose	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership/Administration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mentorship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professional Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recognition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervision/Management – My supervisor(s)/manager(s)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Team/Co-workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Workload/Resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

What is the other aspect you appreciate most?

Q5 I am proud to work for Coastal Carolina University.

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

Q6 I am satisfied with my current compensation.

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

Q7 I am satisfied with my current benefits.

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

Q8 I enjoy working with my team.

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

Q9 My work at Coastal Carolina University is meaningful to others.

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

Q10 My work gives me a sense of purpose.

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

Q **I feel my accomplishments are recognized.**

- 11 Strongly Agree
 Agree
 Disagree
 Strongly Disagree

Q **My supervisor is invested in my success.**

- 12 Strongly Agree
 Agree
 Disagree
 Strongly Disagree

Q **Coastal Carolina University's culture fosters a supportive work environment.**

- 13 Strongly Agree
 Agree
 Disagree
 Strongly Disagree

Q **University leaders are invested in and contributing to improving campus culture.**

- 14 Strongly Agree
 Agree
 Disagree
 Strongly Disagree

Q **I see myself working at Coastal in a year.**

- 15 Strongly Agree
 Agree
 Disagree
 Strongly Disagree

Q **There is a clear path for career advancement within or outside my department at Coastal Carolina University**

- 16 Strongly Agree
 Agree
 Disagree
 Strongly Disagree

Q **I have the resources needed to effectively perform my current position.**

- 17 Strongly Agree
 Agree
 Disagree
 Strongly Disagree

Q 18 I feel supported in my career goals.

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

Q 19 I am satisfied with the level of challenge my work offers me.

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

Q20 What areas do you see the most room for improvement about working at Coastal Carolina University? Select your top 3 responses.

	1st	2nd	3rd
Advancement/Opportunity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Campus	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communication within the University	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Compensation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Diversity & Inclusion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Equity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Faculty/Staff at Coastal – Colleagues across campus	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fulfillment/Purpose	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership/Administration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mentorship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professional Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recognition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervision/Management – My supervisor(s)/manager(s)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Team/Co-workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Workload/Resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

What is the other aspect that could be improved?

Q 22 How often have you thought about leaving Coastal Carolina University?

- Never
- Almost never/rarely
- Infrequently/sometimes
- Often
- Frequently/regularly
- Daily

Q23 What are the reasons you've thought about leaving Coastal? Select your top 3 responses.

	1st	2nd	3rd
Advancement/Opportunity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Campus	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communication within the University	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Compensation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Diversity & Inclusion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Equity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Faculty/Staff at Coastal – Colleagues across campus	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fulfillment/Purpose	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership/Administration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mentorship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professional Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recognition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervision/Management – My supervisor(s)/manager(s)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Team/Co-workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Workload/Resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal reasons not related to Coastal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

What is the other reason?

Q 24 Which of the previously selected reasons is your *primary* reason for thinking about leaving Coastal? Select the one that fits best.

- Team/Co-workers
- Faculty/Staff at Coastal – Colleagues across campus
- Supervision/Management – My supervisor(s)/manager(s)
- Students
- Leadership/Administration
- Communication within the University
- Community
- Campus
- Benefits
- Compensation
- Professional Development
- Diversity & Inclusion
- Equity
- Advancement/Opportunity
- Workload/Resources
- Recognition
- Fulfillment/Purpose
- Mentorship
- Personal reasons not related to Coastal
- Other

Q 25 Do you have any other comments?

The following questions are related to the inaugural Staff Recognition Awards and your response is appreciated in order to improve the awards and ceremony moving forward.

- Q 26 Did you nominate a staff member for any of the Staff Recognition Awards that were conducted recently?
- Yes
 - No
 - I was unaware of the awards/nomination process

- Q 27 Did you find the nomination process to be easy or difficult?
- Easy
 - Somewhat easy
 - Difficult
 - Very difficult

- Q 28 Why did you choose not to nominate a staff member? *Select all that apply.*
- The nomination process was too complicated
 - I didn't want to nominate anyone
 - I was unable to navigate the nomination form (technical difficulties)
 - Other

What is the other reason?

- Q 30 What, if anything, would you change about the Staff Recognition Awards nomination process?

Q 31 **Were you able to attend the Staff Recognition Awards ceremony on September 8, 2022?**

- Yes
- No
- I was unaware of the event

Q 32 **Please rate your level of satisfaction or dissatisfaction with the *food* at the event:**

- Very satisfied
- Satisfied
- Dissatisfied
- Very dissatisfied

Q 33 **Please rate your level of satisfaction or dissatisfaction with the *location/room* of the event:**

- Very satisfied
- Satisfied
- Dissatisfied
- Very dissatisfied

Q 34 **Please rate your level of satisfaction or dissatisfaction with the *time* of the event:**

- Very satisfied
- Satisfied
- Dissatisfied
- Very dissatisfied

Q 35 **Please rate your level of satisfaction or dissatisfaction with the *length of the ceremony* at the event:**

- Very satisfied
- Satisfied
- Dissatisfied
- Very dissatisfied

Q 36 **Do you have any comments about the event?**

Q 37 **Why did you not attend?**

- Inconvenient time
- Had no interest
- Couldn't leave my office due to staffing
- Other

Q 38 **What is the other reason?**

The following questions are demographic information. We are asking these questions to understand what groups might be underserved or face barriers and obstacles in their work. The demographics are not collected to determine any individual nor will they be associated with any one response.

Q 39 What category best describes your position at Coastal Carolina University? *Select all that apply.*

- Temporary/Part-Time
- Time Limited/Research Grant/Temporary Grant
- Classified
- Unclassified
- I'm not sure

Q 40 Please select your length of employment.

- Less than 1 year
- 1 - 5 years
- 6 - 10 years
- 11 - 15 years
- More than 15 years

Q 41 How do you identify your gender?

- Female
- Male
- Non-binary
- Other
- Prefer not to answer

Q 42 How do you identify your race? *Select all that apply.*

- American Indian or Alaskan Native
- Asian
- Black or African American
- Native Hawaiian or other Pacific Islander
- White
- Some other race
- Prefer not to answer