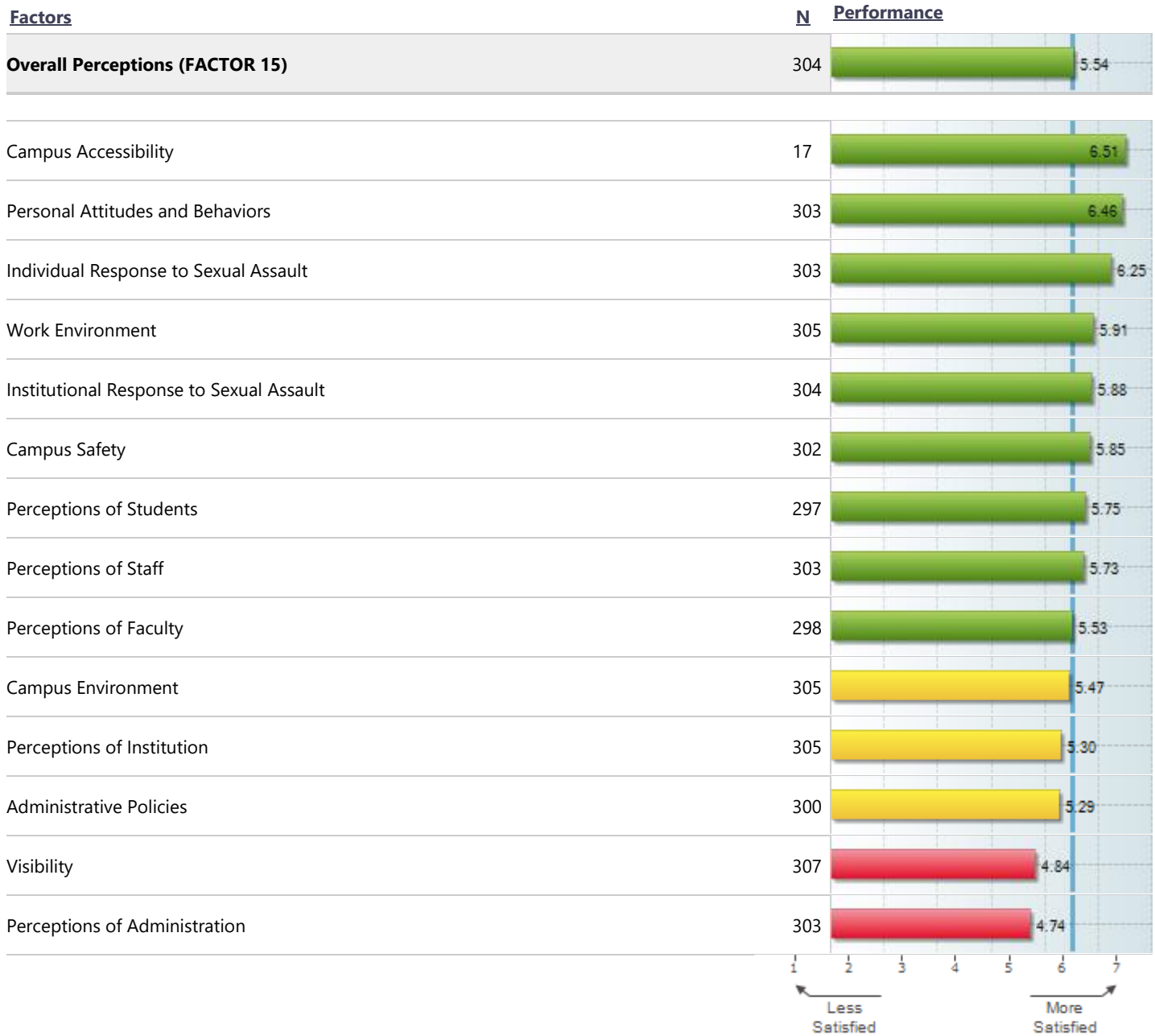


FACULTY STAFF SURVEY

Population: Black Hills State University (Number Responding = 309, 67% completion rate)

With which aspects of the experience are Black Hills State University faculty/staff most and least satisfied?

Population: Black Hills State University (Number Responding = 309)

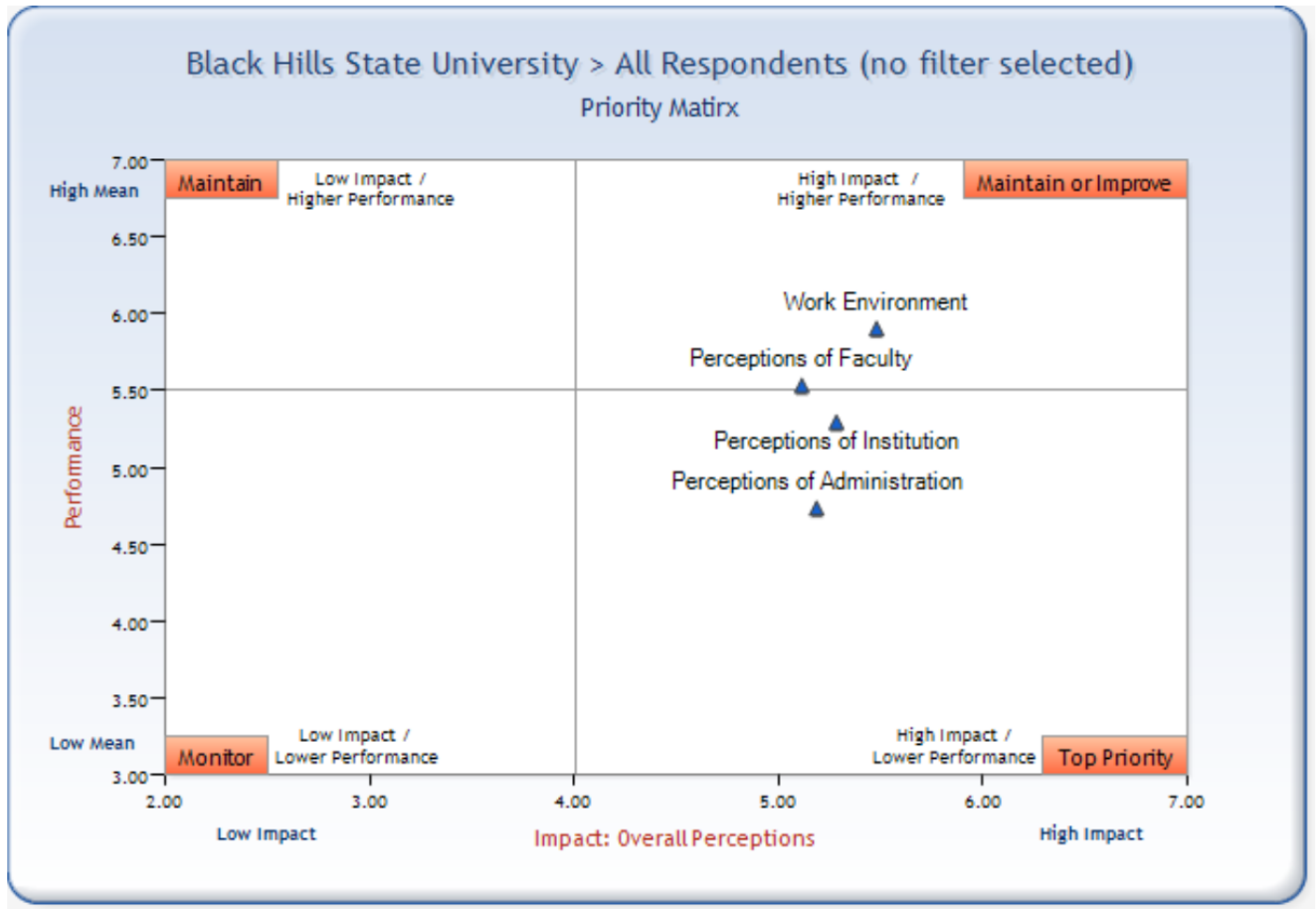


- = Your institution has a higher mean than the goal (5.5).
- = Your institution is within .25 of the goal (5.5).
- = Your institution has a lower mean than the goal (5.5) by more than .25

FACULTY STAFF SURVEY

Population: Black Hills State University (Number Responding = 309, 67% completion rate)

Priority Matrix for Black Hills State University



FACULTY STAFF SURVEY

Population: Black Hills State University (Number Responding = 309, 67% completion rate)

Where should Black Hills State University focus our attention?

<u>Overall Perceptions Factors</u>	<u>Impact on Overall Perceptions</u>	<u>Contribution to the Total Impact</u>	<u>Factor Performance</u>	<u>Recommendation Category</u>
🚨 High Impact Factors				
Work Environment	1st Predictor	21.8%	Above Goal ▲ (5.91)	Maintain or Improve
Perceptions of Institution	2nd Predictor	18.0%	Below Goal ▼ (5.30)	Top Priority
Perceptions of Administration	3rd Predictor	16.3%	Below Goal ▼ (4.74)	Top Priority
Perceptions of Faculty	4th Predictor	15.2%	Above Goal ▲ (5.53)	Maintain or Improve
🕒 No/Low Impact Factors				
Campus Environment	Non Predictor	0.0%	Below Goal ▼ (5.47)	Monitor
Visibility	Non Predictor	0.0%	Below Goal ▼ (4.84)	Monitor
Perceptions of Staff	Non Predictor	0.0%	Above Goal ▲ (5.73)	Maintain
Perceptions of Students	Non Predictor	0.0%	Above Goal ▲ (5.75)	Maintain
Administrative Policies	Non Predictor	0.0%	Below Goal ▼ (5.30)	Monitor
Campus Safety	Non Predictor	0.0%	Above Goal ▲ (5.85)	Maintain
Individual Response to Sexual Assault	Non Predictor	0.0%	Above Goal ▲ (6.25)	Maintain
Institutional Response to Sexual Assault	Non Predictor	0.0%	Above Goal ▲ (5.88)	Maintain
Personal Attitudes and Behaviors	Non Predictor	0.0%	Above Goal ▲ (6.46)	Maintain

Drivers of Overall Satisfaction: There are two crucial elements for identifying where to invest your time, energy and resources to improve Overall Satisfaction.

1. Level of Satisfaction: The lower the level of satisfaction the greater the opportunity to make improvements.
2. Impact on Overall Satisfaction: The level of impact of a factor on Overall Satisfaction is the degree to which the factor, if improved, will improve Overall Satisfaction. High impact factors, if improved, will do the most to improve Overall Satisfaction.

How to Improve Overall Satisfaction: The most efficient and effective way to improve Overall Satisfaction is to focus on improving the factors with the greatest impact and the lowest performance. These factors are listed below in the Top Priority box.

(NOTE: Improving an area with low satisfaction but little impact will do little to improve overall satisfaction. The greatest gains toward improving Overall Satisfaction are made by focusing on the factors that have high impact and low satisfaction).

FACULTY STAFF SURVEY

Population: Black Hills State University (Number Responding = 309, 67% completion rate)

Statistical details of the composition of the Priority Matrix: IMPACT

Factor	Regression Variables		Impact on Overall Perceptions		Performance of Factors	
	R ²	ΔR ²	Value	Description	Mean	Description
Top Priority						
Factor 1. Perceptions of Institution	0.398	0.180	5.28	High Impact	5.30	Good
Factor 8. Perceptions of Administration	0.561	0.163	5.19	High Impact	4.74	Good
Maintain or Improve						
Factor 4. Work Environment	0.218	0.218	5.48	High Impact	5.91	Excellent
Factor 5. Perceptions of Faculty	0.713	0.152	5.11	High Impact	5.53	Good
Maintain						
Factor 6. Perceptions of Staff	0.000	0.000	0.00	No Impact	5.73	Excellent
Factor 7. Perceptions of Students	0.000	0.000	0.00	No Impact	5.75	Excellent
Factor 11. Campus Safety	0.000	0.000	0.00	No Impact	5.85	Excellent
Factor 12. Individual Response to Sexual Assault	0.000	0.000	0.00	No Impact	6.25	Excellent
Factor 13. Institutional Response to Sexual Assault	0.000	0.000	0.00	No Impact	5.88	Excellent
Factor 14. Personal Attitudes and Behaviors	0.000	0.000	0.00	No Impact	6.46	Excellent
Monitor						
Factor 2. Campus Environment	0.000	0.000	0.00	No Impact	5.47	Good
Factor 3. Visibility	0.000	0.000	0.00	No Impact	4.84	Good
Factor 9. Administrative Policies	0.000	0.000	0.00	No Impact	5.30	Good

Notes	Hide
<p>The dependent variable in this regression is the factor Overall Perceptions. The factors above are categorized by predictor status and then sorted by Impact Value.</p>	
<p>The Top Priority quadrant reflects those factors that are lower performing but have significant impact on Overall Perceptions.</p>	
<p>The Maintain or Improve quadrant reflects factors that are high performing and have significant impact on Overall Perceptions.</p>	
<p>The Maintain quadrant reflects factors that are high performing but have little if any impact on Overall Perceptions.</p>	
<p>The Monitor quadrant reflects factors that are lower performing but have little if any impact on Overall Perceptions.</p>	
<p>Impact on Overall Perceptions: Impact is a scaled value of the variance from a range of 0 (no impact on Overall Perceptions) to 7 (an extreme impact on Overall Perceptions).</p>	
<p>Impact Description: Extreme: Impact > 6; High: Impact > 5; Moderate: Impact > 4; Slight: Impact > 3; Negligible: Impact > 2; No Impact: Impact = 0</p>	
<p>Performance Description: Superior: Mean >= 6.7; Excellent: Mean >= 5.62; Good: Mean >= 4.54; Fair: Mean >= 3.46; Poor: Mean >= 2.38; Very Poor: Mean >= 1.3; Extremely Poor: Mean < 1.3</p>	