

# Fall 2022 Employee Satisfaction Survey Report

# Background

Kishwaukee College regularly assesses Employee Satisfaction/Importance of the College Climate, Workplace & Goals

National Benchmarks based on IPEDs cohort.

Why?

Accreditation Bodies (HLC)

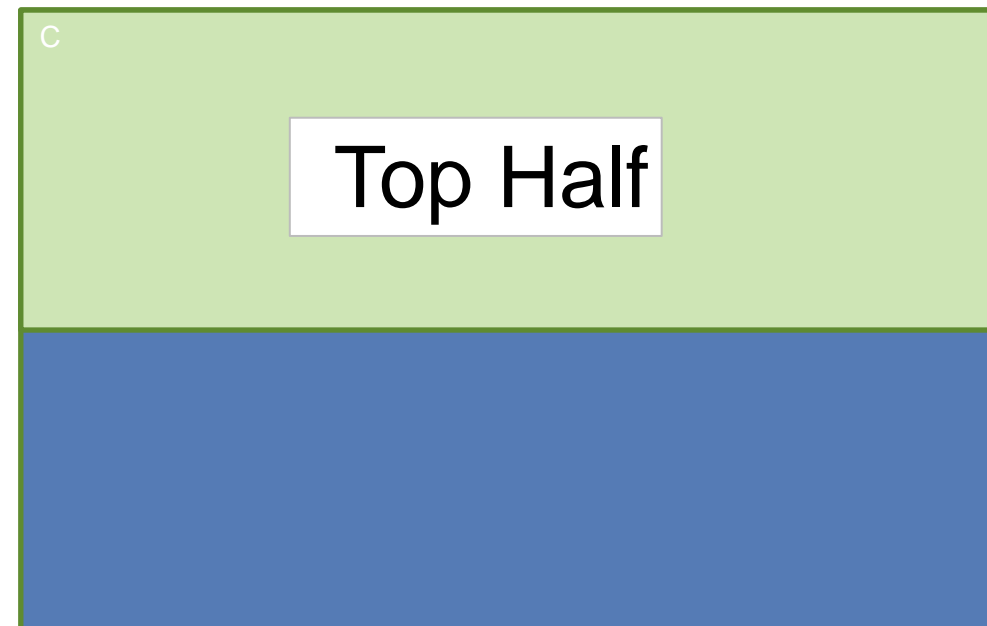
Understanding Employee Needs



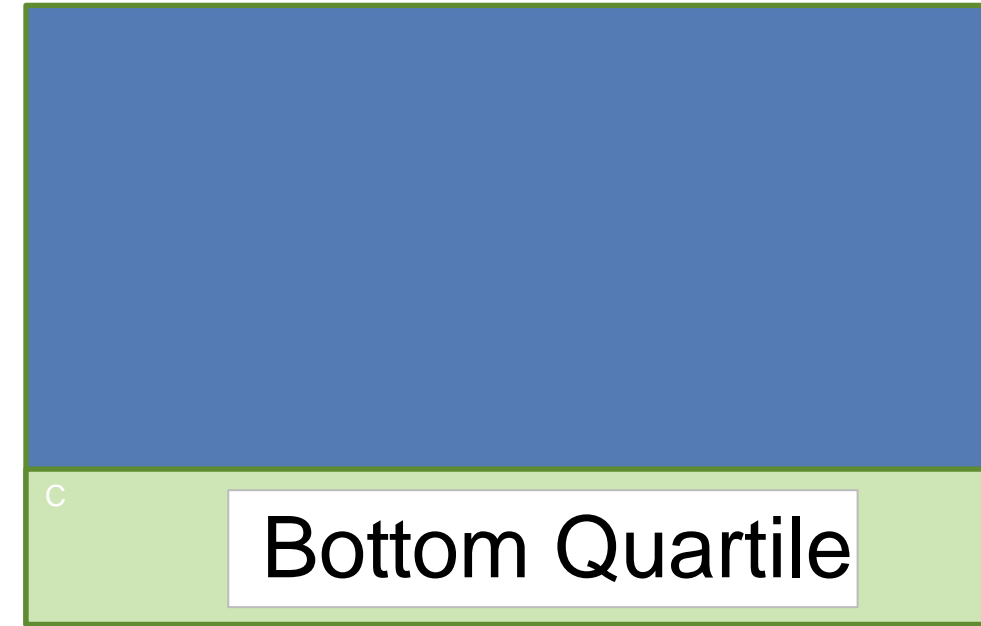


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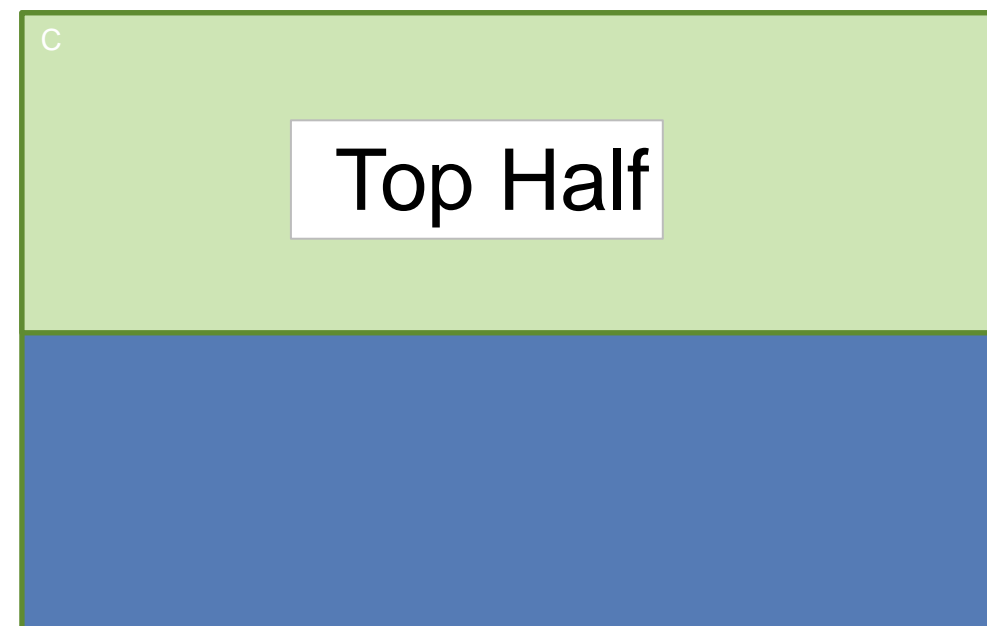
Challenge:



Importance



Satisfaction



Importance



Imp/Sat Gap



# Campus Culture: Challenges

1. The leadership of this institution has a clear sense of purpose
2. This institution plans carefully
3. There are effective lines of communication between departments

Down from 6 Challenges in Fall 2019

1. There is good communication between staff and the administration at this institution
2. There is a spirit of teamwork and cooperation at this institution
3. The reputation of this institution continues to improve
4. There is good communication between the faculty and the administration at this institution

# Workplace: Strengths

1. My supervisor pays attention to what I have to say
2. I feel safe on campus
3. The type of work I do on most days is personally rewarding
4. I have the opportunity to do what I do best everyday





# How do we Compare?

## Higher Satisfaction vs. National Benchmarks



1. Staff take pride in their work
2. My department meets as a team to plan and coordinate work

None Reported in Fall 2019

## Lower Satisfaction vs. National Benchmarks

1. This institution involves its employees in planning for the future
2. This institution plans carefully
3. The leadership of this institution has a clear sense of purpose
4. The reputation of this institution continues to improve
5. This institution is well -respected in the community
6. Employee suggestions are used to improve our institution
7. This institution consistently follows clear processes for selecting new employees\*
8. I am proud to work at this institution

\*Only different item from Fall 2019

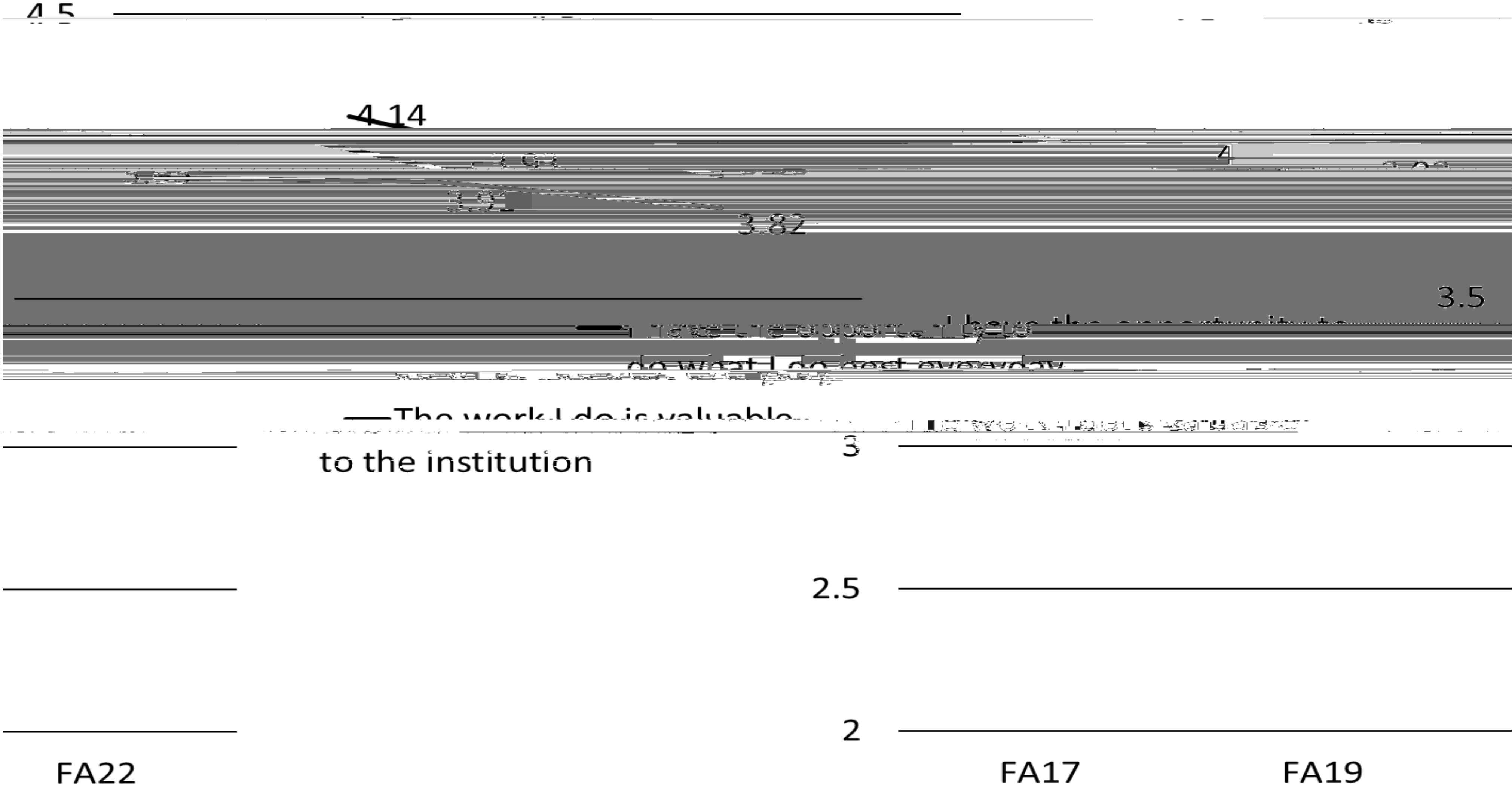
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1. Retain more of its current students to graduation
  2. Increase the enrollment of new students (#1 for First Priority)
  3. Improve employee morale
  4. Improve the quality of existing academic programs
  5. – P S U R Y H V X S S R U W V H U Y L F H V I R U V W X G H Q W V P H
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# Positive Net Climate Changes: 2017 to 2022

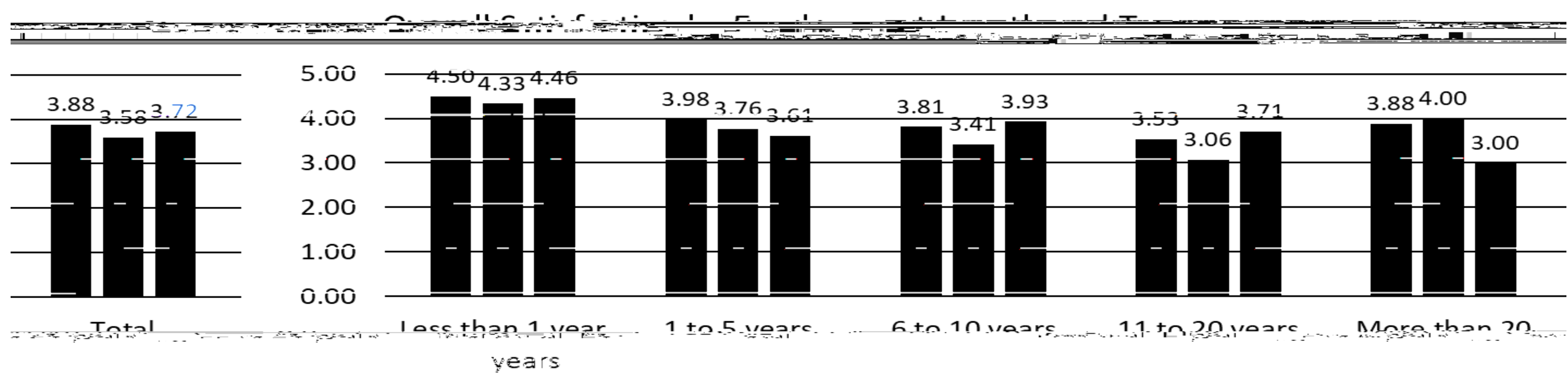
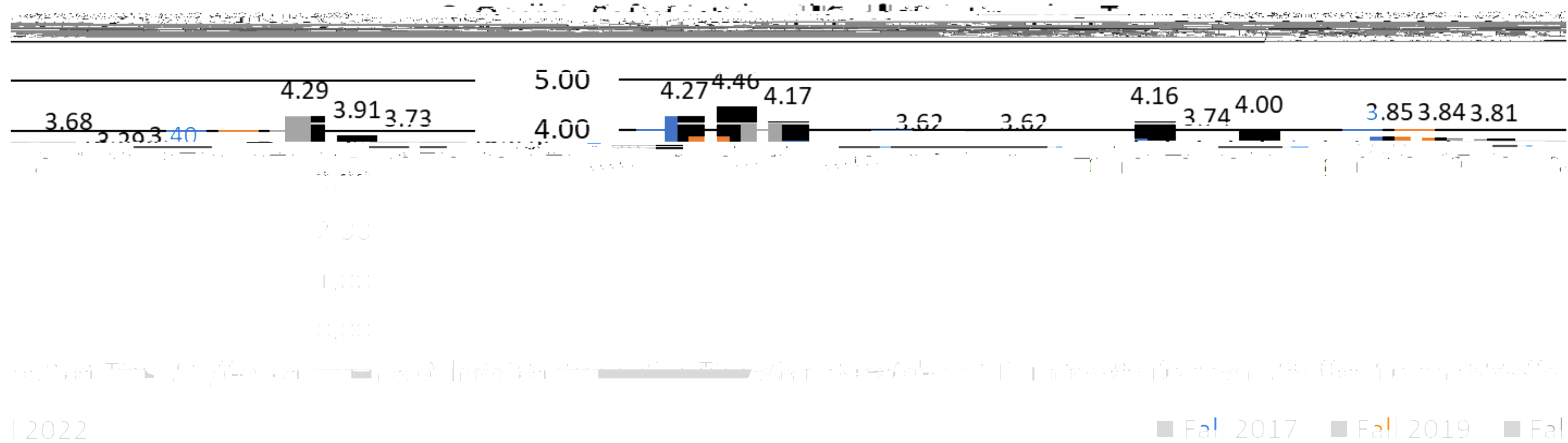
# Negative Net Climate Changes: 2017 to 2022

# Positive Net Workplace Changes: 2017 to 2022

# Negative Net Workplace Changes: 2017 to 2022



# Overall Kish Satisfaction Analysis





# Data Summary

## Strengths & Improvements

Overall Satisfaction increased from 3.58 to 3.72 and 56/64 items increased in satisfaction from Fall 2019 to Fall 2022

Most significant improvements observed in staff/resource budgeting, mission support, opportunities to grow, teamwork, and serving students

## The Challenges

Lower national benchmarks are unchanged and focus on planning, employee input usage and reputation

Areas of hiring, training/onboarding, and valuing work are among declines

