

Professional Staff Senate Staff Questionnaire Results

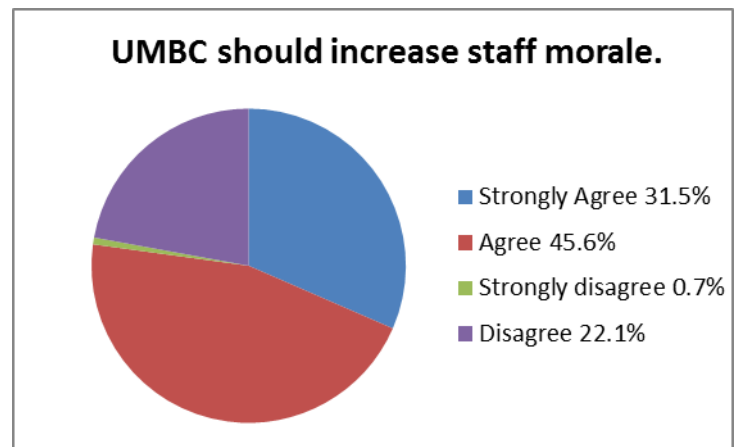
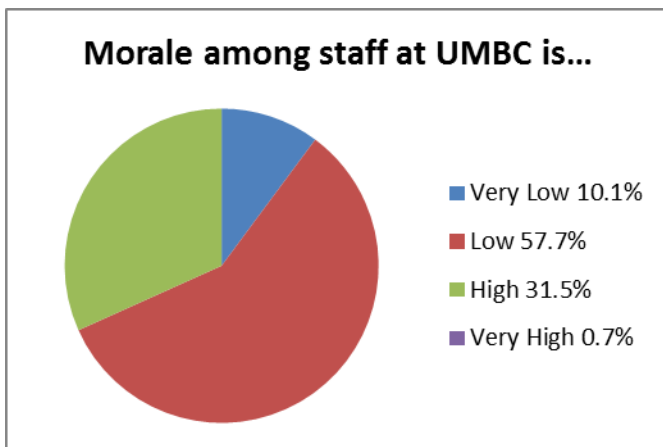
Overview: In May 2012, the Professional Staff Senate contacted 773 professional (exempt) staff at UMBC via email, inviting them to share anonymous responses online to questions on the following issues of interest to employees at UMBC:

- Staff morale
- Career pathways for advancement
- Employee Assistance Program

149 staff submitted answers to the questions (19% return rate).

Staff Morale

100% responded; figures show percentages of 149 responses



Themes from responses to “Current efforts or Ideas to increase staff morale”:

- Greater flexibility (telecommuting, four-day work week)
- Socializing/connecting

- Wellness activities
- Staff recognition
- Improving supervisor effectiveness
- Professional development

Respondent Quotes (Anonymous)

“Our department has tried to increase staff morale by providing more opportunities for flexible work schedules and training... We have also slightly loosened our dress code and had more social events...”

“More recognition of the role staff plays in supporting the University’s academic mission...”

“Supervisors should help staff adjust their priorities, ‘take things off the plate,’ encourage to take breaks, wellness activities, etc...”

“A salary plan...so that people are not paid different amounts for performing similar jobs...”

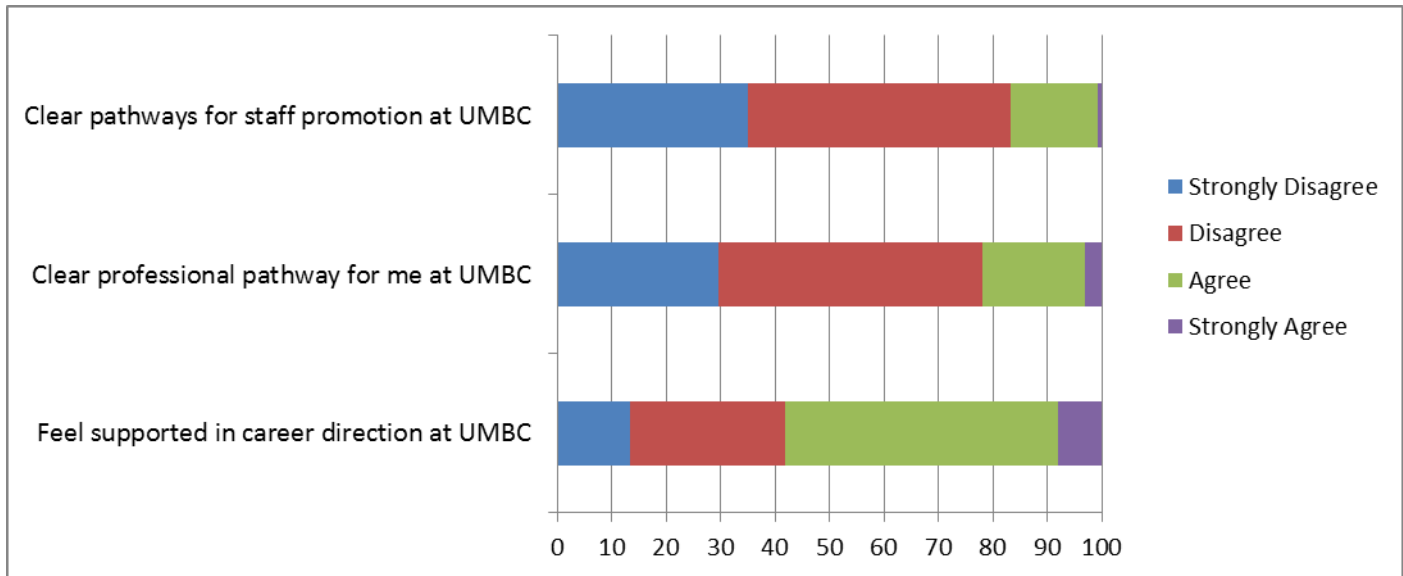
“Upper management in the division need to do a better job of communicating to the staff and providing positive feedback...”

“Recognition to folks who are going ‘above and beyond’. A simple award doesn’t cost much, but it goes far to make workers feel good...”

“Saying ‘thank you’...”

Career Pathways for Advancement

90% responded; figure shows percentages of 134 responses



Ideas shared on promoting career pathways:

- Transparency (career path processes), standardized pay
- Mentoring for career path
- Job audits more frequently
- Internal job postings/improved cross-departmental training/sharing of knowledge
- Merit attached to skills/certifications/"loyalty"

Respondent Quotes (Anonymous)

"UMBC should, on an institutional level, mentor more junior staff so as to develop the next generation of leadership..."

"Set up career pathways at the start of your job. Make it known what it would take to get another job on campus in another dept..."

"It's frustrating...that some folks get 'promoted' while others are required to go through a search process..."

"Like non-exempt staff, have 'tiers' through which staff can rise based on performance..."

"With my current work load and need to take on extra work to make ends meet, it's impractical for me to advance my education, even using the academic benefits provided as a UMBC employee..."

Employee Assistance Program

93% responded, figure shows percentages of 139 responses

