## Campus Culture Employee Engagement and Satisfaction Survey: Why we did it, why we need your help, and what it will do for our community?

We conducted this survey to better understand our collective workplace, campus culture, and employee engagement and satisfaction, and how these factors affect institutional performance. The data and process will help our community to better understand our lived workplace experiences, priorities, and the needs of our campus community. This, in turn, will help us identify strengths to leverage and areas for improvement that can be addressed through immediate short—term cross—divisional initiatives and long—term strategies to be embedded in the college's next strategic plan.

50% of staff, faculty, and administrators responded to the survey

**Your Input** 

## PHASE 1

Assess the Current State of BSC in spring 2020

We are here



Initial Campus Culture
and Employee
Engagement/Satisfaction
Study Report with spring
2020 survey data findings
shared with the campus
community

The Campus Community
Output

Join your colleagues for campus—wide focus groups to make sense of...

- What the spring 2020 data means?
- What has changed since spring 2020?
- What remains (essentially) the same as in spring 2020?

**Your Input** 

## PHASE 2

Engage the Community in Making Sense of the Data

Final Campus Culture and Employee Engagement/Satisfaction Study Report shared with the campus community that includes:

- 1. Summarized focus group findings partnered with spring 2020 data to inform the path forward.
- 2. Short–term plans that will be implemented immediately to address areas for improvement and strengths to leverage.
- 3. Recommendations for long-term strategies to include in our next strategic plan.

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Output

Join your colleagues during Town Hall meetings and during the strategic planning process to...

- Learn about and understand how you can contribute to the short—term strategies that address areas for improvement and strengths to leverage.
- Identify the long-term strategies and priorities suggested by the survey/focus group discussions that should appear in our next strategic plan.

**Your Input** 

## PHASE 3

Implement Strategies to Move From Our Past/Current State to a Desired Future State

- 1. Campus—wide short—term and long—term approach to address areas for improvement and strengths to leverage that members of the campus community can assist with.
- 2. Spring 2022 Campus Culture and Employee Engagement/
  Satisfaction Survey administration to check progress made and identify new strategies to support the path forward.

The Campus Community
Output