Employee Survey – 2021

Summary

Seattle Colleges Strategic Plan: Overall satisfaction with being an employee at one's primary work location appears in the Seattle Colleges Strategic Plan twice:

- Goal 2: Equity, Diversity, Inclusion, and Community, Measure 11b
- Goal 3: Organizational Excellence: Measure 11a

The target for this measure is to achieve a mean score of at least 4.0 on a five – point scale, where 5 is the most positive rating and one is the most negative rating.

The following table shows the trend in performance on this measure.

What is your overall satisfaction with being an employee at your primary physical work location?			
	2019	2020 [1]	2021 [2]
All Respondents	-	3.96	3.54
Non - Historically Underserved	3.60	4.00	3.67
Historically Underserved	3.50	4.08	3.60
Gap [3]	0.1	- 0.08	0.07
Footnotes [1] In 2020, 31.8 % of respondents did not indicate a race or ethnicity [2] In 2021, 23.0 % of respondents did not indicate a race or ethnicity [3] Gap = Non - Historically Underserved mean - Historically Underserved mean			

Mean satisfaction with being an employee at one's primary physical work location decreased between the 2020 and 2021 administrations of the district employee survey.

Overall Comment: Most mean ratings by primary work location do not meet 4.0 on a five - point scale across items on this survey. Additionally, mean ratings tended to decrease between the 2020 and 2021 administrations of the survey.

Results of Regression Analyses

Results of regression analyses for 2020 and 2021 for employee engagement items indicate that the following are consistent predictors of employee engagement:

- A work location that "values and supports differences of opinions and beliefs"
- Components of physical safety when one is on campus, i.e., physical safety in general, in one's office space, in restrooms, etc.
- Components of professional development, i.e., having opportunities for professional development and having resources for professional development.

Recommendation: The Seattle Colleges leadership should develop and implement, with employee input, interventions to improve performance on these key predictors of employee engagement. Seattle Colleges leadership should also identify persons to lead these interventions and to encourage participation in existing professional development opportunities.

Adjusted R^2 is a measure of the predictive power of a regression model. The adjusted R^2 of the various regression models indicate that the Seattle Colleges is not capturing most of what accounts for variation in scores on employee engagement items.

Recommendation: The Seattle Colleges leadership should gather input from employee groups to determine what employee engagement means to them. Seattle Colleges leadership should also identify persons to lead this employee input gathering process.

The Employee Survey Committee should then develop survey items that address any components of employee engagement not currently measured on the employee survey.

Other Issues to be Explored by the Employee Survey Committee:

- Survey length
- Missing demographic data