



To: Staff Senate President, Rachel Stevens
From: President Nichols and Vice President Mai *Janet S. Lowe for VP Mai*
Cc: Jeanne Durr, Associate Vice President for Human Resources
Emily Monago, Chief Diversity Officer
Date: October 4, 2017
Re: **Staff Senate Resolution 230**

We have received and discussed Staff Senate Resolution #230.

To better address campus morale, and as part of the newly released strategic plan, *Breaking Through*, we plan to conduct two surveys in the next 18 months. The first will happen spring of 2018 and will be the administration of the *Chronicle of Higher Education Great Colleges* job satisfaction survey. The data collected this spring will provide base line data from which we can develop an action plan to address areas of weakness with employee satisfaction. I plan to appoint a small workgroup to assist HR with campus communication, administration details, and analyzing survey results of the *Great Colleges* survey. Please forward to me 1-2 representatives from Staff Senate to serve on this group.

During the 2018-2019 academic year, our Chief Diversity Officer, Emily Monago, and her Diversity Council will be identifying and administering a campus climate survey. This is a survey that goes deeper into climate around issues of diversity, equity, inclusion and acceptance. While there may be some aspects of the survey that overlap with the *Great Colleges* survey, we hope it will provide a different perspective of our campus and specifically provide Dr. Monago and the Diversity Council baseline data from which to conduct further diversity and inclusion training, programming, etc.

Together, these will provide much-needed data to form strong action plans to improve overall employee satisfaction, as well as campus climate for students, staff and faculty.

Again, thank you for your resolution and we look forward to partnering with you to improve morale on campus.