

**1. Judging from response to the recent request for professional staff volunteers to serve on university-wide committees, professional staff members are very interested in getting involved in campus activities and administration. What other kinds of committees or activities would interest you? (Check all the apply)**

Social activities – List suggestions	Other ideas – List suggestions
	United Way
	College prep activities, high school kids
	Collaboration with Alumni Office for outreach
	Health and Weight Loss support sessions
	Presidential focus groups - help tackle strategic issues.
	Organizing training sessions for both professional development and for raising awareness of issues of student support. As a group, our campus professional staff still lack the ability to support a diverse student body, many of our policies present challenges in meeting best practices in higher education, and our Accreditation process was too cosmetic and not critical enough.
	Softball, kickball tournament, bowling comp.
	establishing a shared vision between academics and student affairs
	used book drive- perhaps books for refugee families
community fundraisers or donations, charity work, etc.	
Lunch-hour bowling	
Staff Week, Staff Picnic, Ice Cream socials, pancake breakfasts, etc	
University Picnic/BBQ	
Attend music department events, art exhibits, theatre productions, perhaps with a pre-concert/event talk by a Faculty member.	
Late fall social	
Movie Night (Flicks, Edwards Downtown)	
exercise, healthy living, healthy activities to participate on campus	
After hours or lunch time event	

"Get to know you" social meetings	
-----------------------------------	--

#	Answer	Response	%
1	Social activities – List suggestions	15	27%
2	Helping with the winter luncheon honoring the Professional Staff Employee of the Year	9	16%
3	Helping with the spring luncheon recognizing years of service	7	13%
4	Coordinating a volunteer activity, such as Rake Up Boise	23	42%
5	Organizing a friendly competition among professional staff members, athletic or otherwise	23	42%
6	Organizing a brown-bag networking series	15	27%
7	Helping the Professional Staff Association host a Bronco PrimeTime event	17	31%
8	Other ideas – List suggestions	9	16%

Social activities – List suggestions	Other ideas – List suggestions
	United Way
	College prep activities, high school kids
	Collaboration with Alumni Office for outreach
	Health and Weight Loss support sessions
	Presidential focus groups - help tackle strategic issues.
	Organizing training sessions for both professional development and for raising awareness of issues of student support. As a group, our campus professional staff still lack the ability to support a diverse student body, many of our policies present challenges in meeting best practices in higher education, and our Accreditation process was too cosmetic and not critical enough.
	Softball, kickball tournament, bowling comp.
	establishing a shared vision between academics and student affairs
	used book drive- perhaps books for refugee families
community fundraisers or donations, charity work, etc.	

Lunch-hour bowling	
Staff Week, Staff Picnic, Ice Cream socials, pancake breakfasts, etc	
University Picnic/BBQ	
Attend music department events, art exhibits, theatre productions, perhaps with a pre-concert/event talk by a Faculty member.	
Late fall social	
Movie Night (Flicks, Edwards Downtown)	
exercise, healthy living, healthy activities to participate on campus	
After hours or lunch time event	
"Get to know you" social meetings	

Statistic	Value
Total Responses	55

## 2. Would you be willing to coordinate or work on committees in any of these areas? If yes, what topic interests you the most?

#	Answer	Response	%
1	Yes	55	100%
2	No	0	0%
	Total	55	100%

Yes
United Way
Athletic competitions and community work
inter-dept relations
Host Bronco Prime Time
Volunteering

volunteering activity

help where needed

a brown-bag that addresses serious issues such as the salary survey, improving HR services, a benefits assessment, equitable treatment compared to faculty, one-year contracts and the fact that we cannot speak up for fear of our contracts not being renewed, opportunities for promotion etc. No social events please.

All topics

all marked items above

Helping out only...no time to coordinate

College prep

Volunteering or networking series

Community Service

HR

non-competitive events

Winter Luncheon

competition, brown bag, primetime event

Athletic Events

Would be willing to serve on committees but not coordinate at this time.

Helping with Prof. Staff Emp of the Year

Weight Loss

See my answer above

But difficult for me to schedule because I live far away

Trainings on contemporary issues in higher ed.

Social, Volunteering

Volunteer Activities- Clean Up Campus Day (pick up cigarette butts on campus)

Depends on the time of year

no preference

Helping with the spring luncheon or possibly brown bag networking

brown bag, volunteer activity

luncheons

Friendly Competition/Get to know each other events

Softball

Either winter or spring recognition luncheon

service opportunities

volunteer activity

i'd be happy to work on a committee

Volunteer activities

Volunteer activity
volunteer activity
Sports competition

Statistic	Value
Mean	1.00
Variance	0.00
Standard Deviation	0.00
Total Responses	55

**3. The role of the Professional Staff Association is to represent professional staff in policy matters and promote activities to enhance the Boise State workplace environment. What issues are most important to you as a university employee? (Check your top three)**

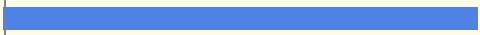


#	Answer		Response	%
1	Professional development opportunities		41	75%
2	Career pathways		27	49%
3	Collaboration with professional staff at other universities		16	29%
4	Understanding legislative and administrative policies affecting professional staff		22	40%
5	Workload issues		18	33%
6	Faculty-staff relations		20	36%
7	Workplace environment		25	45%
8	Other ideas – List suggestions		11	20%

Other ideas – List suggestions
Listed under the previous question
Staff Morale
Departmental exchange, so we could better understand the roles and challenges of our colleagues. work-life balance and flexible work arrangements to meet personal needs
Health Awareness
Compensation

pay issues
Raising awareness of how this all comes back to supporting students.
University Calendar for All Venues
Pay/salary and benefit issues
Open forum for critical thinking about our university

Statistic	Value
Total Responses	55

**4. Thinking about the three categories you identified as your top concerns, what specific issues within those categories do you think need to be addressed, and what are your thoughts on how that should be done?**

#	Answer	Response	%
1	Issue 1 	39	100%
2	Issue 2 	26	67%
3	Issue 3 	21	54%

Issue 1	Issue 2	Issue 3
available opportunities for current professional staff		
Faculty-staff relations		
Better development for employees	Have best practices from other Universities	Faculty and staff communicate better
Making supervisors accountable through the annual review process as to how they 'developed' their direct reports...	Make internal promotion easier...	Work on ways to move past the us-them mentality between faculty and Student Affairs...
creating productive work relationships across campus	Protecting the role of professional staff	building productive work relations up and down the professional ladder
lack of opportunities for promotion for professional staff while faculty have a structure for promotion	salary inequities and the salary survey	Workload issues reducing us to being worker bees rather than professionals who have time to initiate new, innovative programs
Working with limited budgets how do you provide opportunities		

Staff Morale -keep staff motivated and appreciated during tough budget times	relations with faculty - make sure faculty see us as their support and not their hindrances or police	Workload - help to make sure that staff is not spread too thin since work levels are maintained or increased but staffing levels are not
Professional development opportunities	Collaboration	Workplace environment
Making sure there is available funding to support professional development.	Increase opportunities for faculty and staff to get acquainted and realize the benefit each has to the other	Assure each staff member has fair and equitable treatment and knows the expectations for their position
+1 for Children/Spouse	+2 for children	+3 for Children
I don't think we understand each other's roles and so do not work as effectively as we should together as a larger University unit.		
Offer Professional Development trainings similar to what are offered to faculty	establish a mentor program for career path planning	
Advancement Opportunities		
Protecting Employee Benefits	Managing the Budget Reductions	Development of Flexible Work Schedules and Work/Life Balance Initiatives
Training opportunities to keep current of management practices - what other universities are doing	policy watch group - committee	
More input into the Skillsoft program	Growth after you reach the end of your career ladder	Emphasis on Healthy Lifestyles
University Strategic Plan - where's the accountability to the much hyped plan?	Allocation of resources - I do not see any professional staff involvement in the allocation of funding.	
Creating an inclusive workplace. Diversity education and progressive student support should be conditions of employment, not seen as political issues.	There is still a huge divide between professional staff and faculty, and it hurts our students.	We seem to just accept certain legislative impositions. How do we productively challenge these policies that obstruct supporting staff and students?
I'm a new, young, employee just out of college, so professional development is important to me. Issues to think about would be	Networking is important. Other universities outside Idaho may have ideas or advice for certain departments, and vice versa.	There are a lot of budgetary issues with the state of the economy right now. These seems to affect pay, benefits,

understanding how the university functions, and how to apply some of my skills to other job opportunities, or how to do my job better and build a portfolio to help me down the road.	Perhaps we could take advantage of all the new ways of communicating: Facebook, Twitter, etc. (even though I admit, I'm not a huge fan of Twitter for personal use, but maybe for work.)	etc., of which I am just trying to understand as a new employee. Some way of interpreting all these new policies, cutbacks, etc., and how they affect the employee would be good.
smoke-free campus policy among faculty, staff, and employees	continual prof development opportunities and funding	increase in social/ healthy activities on campus to interact with faculty-staff
Benefits		
more travel money		
Legislative and admin policies affecting professional staff	Workplace environment	Development opportunities
Working to connect Faculty and Staff		
Clearly identifying how time over 50 hours a week fits into a salaried position	clear vision that established a coordinated program between faculty and student affairs	being involved in commenting on new policies enacted by board of education that may cause increased and unnecessary implications
Professional Development.- Suggest having more opportunity for cross trainings between departments, ie.Enrollment Services and Academic Advising, ie. staff trainings as appropriate and sharing information on an ongoing basis.	Workload Issues-Dealing with stress and time management issues, possibly have a "buddy" system for professional staff in new positions, as well as related workshops or seminars.	Faculty/Staff Relations-Find more common ground with opportunity to connect ie. social gathering such as Bronco Prime Time.
adjusting workload in pro staff		
Professional development opportunities in a time of declining resources	Workload issues - what happens when professional staff jobs consistently require 50-60 hours per week	understanding legislative and administrative policies and how they affect professional staff
Working with and developing a collaborative environment and fun working environment	Knowing out options to moving upward as far as career paths within the university	Professionally developing myself more for the future
Pay equity both on-campus and off	workload - asking to do more with less	Voice in benefit allocations
open communication		
Academic Freedom - I'm not sure faculty and staff are able to freely express themselves	Research opportunities	Staff serving in the community

Training opportunities for growth in profession.	Address work place safety concerns	
offering in house development seminars, workshops	brown bag luncheon on policies	
Helping to interpret and sharing how legislative and university policies will affect staff in a timely manner is much appreciated.		
Communicate to professional staff the opportunities	Communicate to professional staff the opportunities	Communicate the issues and educate the professional staff
there is no career pathway due to the policy of having open recruitment for open positions		
We need to get to know each other.		

Statistic	Value
Total Responses	39

**5. Are you interested in serving on a sub-committee on any of the issues you identified (time commitment would be approximately four one-hour meetings per year)? If yes, which topic interests you the most?**

#	Answer	Response	%
1	Yes	41	80%
2	No	10	20%

Yes
Collaboration with professional staff at other universities
All...
Definitely, all of the above, but only if we take issues to the university administration; not if we just complain among ourselves and don't implement change
Any of them
faculty staff relations
any of the listed concerns
Workplace environment
1 for Children/Spouse

Career path planning
work-life flexibility
Athletic Participation
Faculty-Staff relations
Healthy Lifestyle promotion
any that I have mentioned above
legislative policies
any
MAYBE, the collaboration with other Universities.
Legislative & Administrative Policies
any
Faculty/Staff
faculty - staff
Workload Issues
any of the three
flex time
Pay equity
Academic Freedom
Workplace environment
seminars/ workshops
Any of the above
Professional development
Bronco PrimeTime event

Statistic	Value
Total Responses	51

**6. Is there anything else you would like to share with the Professional Staff Senate?**

#	Answer	Response	%
1	Yes	7	17%
2	No	34	83%

Yes

Advocate for professional staff with the hard issues such as those identified above and bring the university administration to the table on these issues

We need +1 altered to include a child vice spouse

Return to the question of can employees receive a tuition discount for dependent children as opposed to only spouses. Limit the benefit to 1 person/household but expand application.

Thank You!

Please make an attempt to diversify representation into academic units and not just campus administrative units

Would be nice to rotate people through the weekly meetings to get involved, never get to go

The relevance of the Professional staff senate needs to be made clear, in a concise way.

Statistic	Value
Total Responses	41