Ohio University's *Modern Think 2014 Great Colleges Survey* was undertaken to identify areas of the work climate, as perceived by full-time employees, where we should focus our attention. It was a collaborative effort of the leadership of the Faculty, Classified and Administrative Senates and the Executive Vice President and Provost.

Ohio University administered the *Great Colleges Survey* online from March 3 through April 14, 2014. Respondents included Executive Administration, Classified Staff, Administrative and Faculty. The overall response rate was 54%.

A Campus Climate Task Force was convened to review the survey data. Members included representatives from a range of job classifications, units, years of service and other categories.

**Survey Findings**

<table>
<thead>
<tr>
<th>Positive Findings</th>
<th>Areas of Concern</th>
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<tbody>
<tr>
<td>• Pride in the mission of Ohio University.</td>
<td>• That individual employees often are not effectively evaluated on, rewarded for, or held accountable for their performance.</td>
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<tr>
<td>• Positive assessment of job fit, flexibility and autonomy, and support for work-life balance.</td>
<td>• That the actions of faculty, staff, and administration and of different departments often are in conflict with or insensitive to one another.</td>
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<tr>
<td>• Strong sense of community within departments and positive relationships with direct supervisors.</td>
<td>• That senior leadership, the Senates, and individual employees often do not have a shared understanding of the strategic direction of the university or a mutual respect for one another’s roles in implementing it.</td>
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<tr>
<td>• Recognition of the challenges and pace of change at Ohio University and in higher education as a whole.</td>
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</tbody>
</table>

Detailed survey results and the Task Force’s report are available at [www.ohio.edu/instres/climate/index.html](http://www.ohio.edu/instres/climate/index.html).

For more information about the survey or the Campus Climate Task Force’s recommendations, contact:

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Recommendations

Based on the survey results, the Campus Climate Task Force has made several recommendations in 3 areas: Professional Development, University Wide Internal Communications and Senior Leadership & Strategic Direction. Recommendations noted as **High Potential** could be tackled within a few months. Recommendations noted as **Ongoing** are currently underway. Recommendations identified as **Consider** may require more deliberation to better define an effective approach to assess whether the likely impact will be substantially positive.

- **University Wide Internal Communications**
  - (High Potential) Increase employee recognition and use of the university-wide internal newsletter
  - (High Potential) Rebuild the Faculty/Staff front page with an audience focus
  - (Consider) Investigate the effectiveness of internal communications in reaching the intended audience
  - (Ongoing) Units that offer internal services should continue to improve their avenues for receiving lateral communication
  - (Ongoing) Continue to support the Alert!OHIO system
  - (Ongoing) Continue to communicate for targeted and selected purposes via media other than e-mail
  - (Consider) Consider how the online directory could be improved

- **Professional Development**
  - (High Potential) Improve the orientation process for employees new to Ohio University and for employees changing jobs within the university
  - (High Potential) Human Resources should work with units to improve annual employee evaluations so that they can be used to inform compensation and employment decisions
  - (Ongoing) Continue the HR Liaison program
  - (Ongoing) Continue to identify and publicize opportunities for leadership, management, and supervisory training
  - (Consider) Consider linking all training opportunities to a single Ohio University Employees’ Professional Development website

- **Senior Leadership and Strategic Direction**
  - (High Potential) Senior leadership should continue to communicate a consistent vision of how Ohio University furthers its education mission in this time of change
  - (High Potential) Undertake a review of the web presence on strategic initiatives and update the pages to reflect progress and current status
  - (Ongoing) Senior leadership and the Senates should clarify the pathways for shared governance to impact decision-making
  - (High Potential) Senior leadership and the Senates should define a process to continue monitoring campus climate.
  - (Ongoing) Senior leaders should continue to find avenues to interact directly with employees
  - (Ongoing) Continue initiatives to ensure that pay for Ohio University employees is competitive with national benchmarks and equitable internally

The Task Force recommends the formation of new committees, one for each of these areas, to determine how to implement the suggestions. Priority will be given to items noted as High Potential, with a goal of making these changes this semester where feasible.