Employee Engagement Survey Results

2022

DEMOGRAPHIC INFORMATION

Total employee population: 749
Total survey responses: 416**
Survey response rate: 55.54%

** not all questions were answered by each respondent

Q1 What category is your primary position at Bethel?

Administration:	25	(6.01%*)***
Faculty:	152	(36.54%*)
Staff:	239	(57.45% *)

*denotes percentage based on responses to this question
*** examples include cabinet, provosts, deans, etc.

Q2 Race/Ethnicity

American Indian or Alaskan Native	0.23%*
Asian or Pacific Islander	1.86%*
Black/African-American	1.86%*
Caucasian/White	82.13%*
Hispanic/Latinx	1.62%*
Other	0.70%*
Prefer not to respond	11.60%*

*note: some respondents checked multiple options

Q3 Gender

Female	62.11%*
Male	31.65%*
Prefer not to say	6.24%*

*denotes percentage based on responses to this question

Q27 How many years have you worked at Bethel?

One year or less	57	(14.69%*)
2-4 years	77	(19.85%*)
5-9 years	83	(21.39%*)
10-19 years	97	(25.00%*)
20+ years	74	(19.07%*)

*denotes percentage based on responses to this question

HOW TO READ THIS:

Left column =   Question/statement numbers from survey.

Center column =   Survey statements. (total # of responses)
                     Breakdown of total responses.

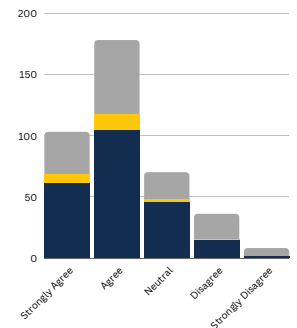Right column =   Breakdown of responses by respondent type

Q4

I am proud to work at Bethel University (397)

Strongly Agree	103	(25.94%)
Agree	179	(45.09%)
Neutral	71	(17.88%)
Disagree	36	(9.07%)
Strongly Disagree	8	(2.02%)

Q5

I would recommend Bethel as a good place to work (397)

Strongly Agree	57	(14.36%)
Agree	137	(34.51%)
Neutral	105	(26.45%)
Disagree	73	(18.39%)
Strongly Disagree	25	(6.30%)
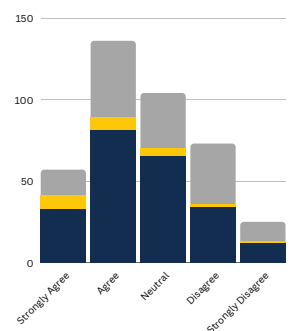
Q6

I have confidence in the work being done by senior leadership (396)

Strongly Agree	47	(11.87%)
Agree	133	(33.59%)
Neutral	104	(26.26%)
Disagree	74	(18.69%)
Strongly Disagree	38	(9.60%)
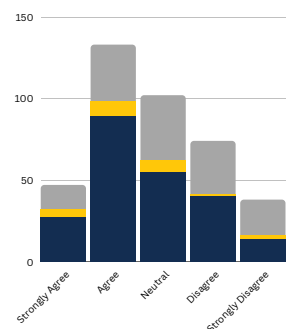
Q7

### Bethel has done a good job of clearly describing the work behaviors that demonstrate our mission, vision, & values (391)

Strongly Agree	53	(13.55%)
Agree	180	(46.04%)
Neutral	82	(20.97%)
Disagree	64	(16.37%)
Strongly Disagree	12	(3.07%)
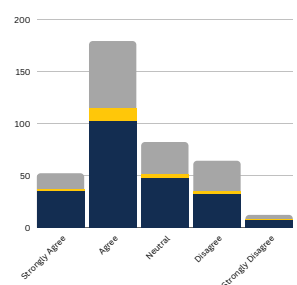
Q8

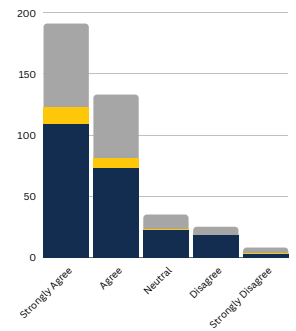### I have a good understanding of how my job contributes to Bethel's mission and vision (396)

Strongly Agree	177	(44.70%)
Agree	159	(40.15%)
Neutral	38	(9.60%)
Disagree	20	(5.05%)
Strongly Disagree	2	(0.51%)
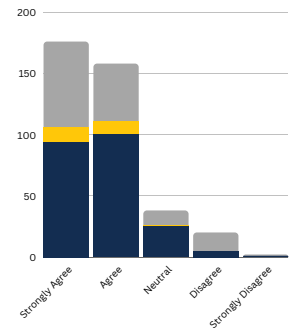
Q9

My workgroup operates effectively as a team (394)

Strongly Agree	193	(48.98%)
Agree	133	(33.76%)
Neutral	35	(8.88%)
Disagree	25	(6.35%)
Strongly Disagree	8	(2.03%)

Q10

### At Bethel, there is generally good teamwork between departments/offices (394)

Strongly Agree	41	(10.41%)
Agree	170	(43.15%)
Neutral	102	(25.89%)
Disagree	69	(17.51%)
Strongly Disagree	12	(3.05%)
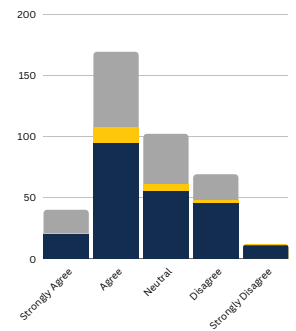
Q11

My work group gets the cooperation it needs from other work groups to achieve objectives (393)
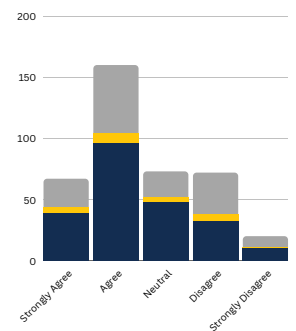
Strongly Agree	44	(11.20%)
Agree	176	(44.78%)
Neutral	105	(26.72%)
Disagree	52	(13.23%)
Strongly Disagree	16	(4.07%)
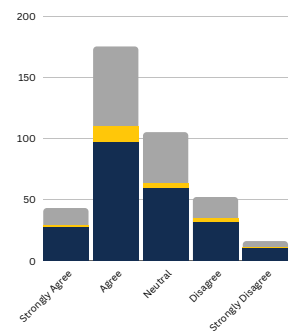
Q12

I am able to sustain the level of energy I need throughout the work day (394)
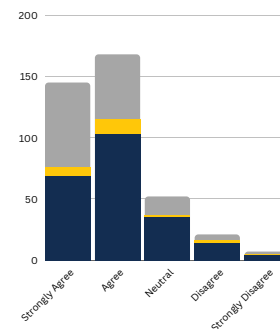
Strongly Agree	68	(17.26%)
Agree	161	(40.86%)
Neutral	73	(18.53%)
Disagree	72	(18.27%)
Strongly Disagree	20	(5.08%)

Q13

My work gives me a sense of personal accomplishment (395)

Strongly Agree	146	(36.96%)
Agree	169	(42.78%)
Neutral	52	(13.16%)
Disagree	21	(5.32%)
Strongly Disagree	7	(1.77%)

Q14

The stress levels at work are usually manageable(394)

Strongly Agree	56	(14.21%)
Agree	180	(45.69%)
Neutral	58	(14.72%)
Disagree	64	(16.24%)
Strongly Disagree	36	(9.14%)
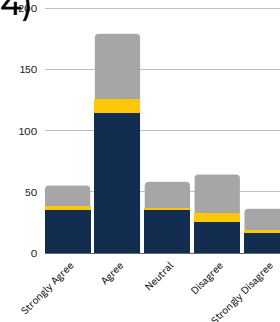
Q15

I feel valued as an individual at Bethel (395)

Strongly Agree	59	(14.94%)
Agree	144	(36.46%)
Neutral	81	(20.51%)
Disagree	60	(15.19%)
Strongly Disagree	51	(12.91%)
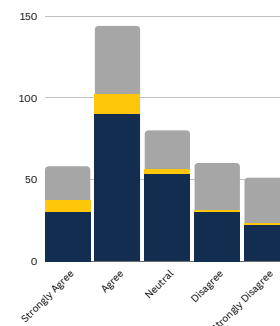
Q16

I personally contribute to Bethel's success (396)

Strongly Agree	158	(39.90%)
Agree	199	(50.25%)
Neutral	35	(8.84%)
Disagree	3	(0.76%)
Strongly Disagree	1	(0.25%)
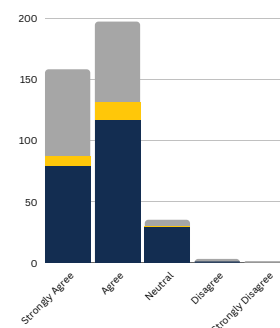
Q17

Currently, Bethel makes it possible for employees to have a healthy balance b/t work & life (395)
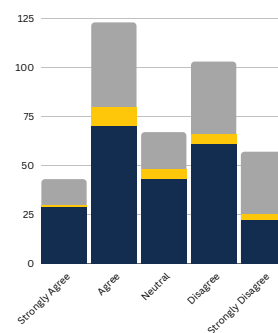
Strongly Agree	67	(16.96%)
Agree	137	(34.68%)
Neutral	69	(17.47%)
Disagree	76	(19.24%)
Strongly Disagree	46	(11.65%)
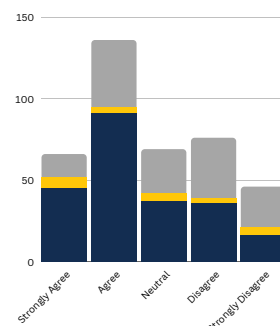
Q18

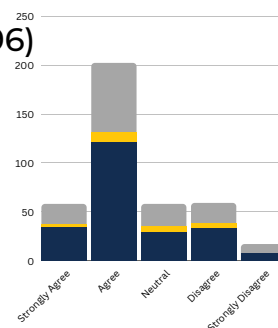There are no substantial obstacles
at work to doing my job well (395)

Strongly Agree	43	(10.89%)
Agree	125	(31.65%)
Neutral	67	(16.96%)
Disagree	103	(26.08%)
Strongly Disagree	57	(14.43%)

Q19

Bethel provides the resources necessary for
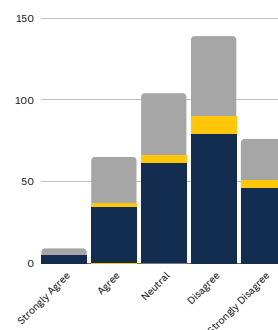me to work effectively (hardware, software, etc.) (396)

Strongly Agree	59	(14.90%)
Agree	203	(51.26%)
Neutral	58	(14.65%)
Disagree	59	(14.90%)
Strongly Disagree	17	(4.29%)

Q20

The university does a good job retaining
highly qualified employees (395)

Strongly Agree	9	(2.28%)
Agree	65	(16.46%)
Neutral	105	(26.58%)
Disagree	140	(35.44%)
Strongly Disagree	76	(19.24%)

Q21

I feel safe at Bethel (396)

Strongly Agree	143	(36.11%)
Agree	164	(41.41%)
Neutral	56	(14.14%)
Disagree	26	(6.57%)
Strongly Disagree	7	(1.77%)
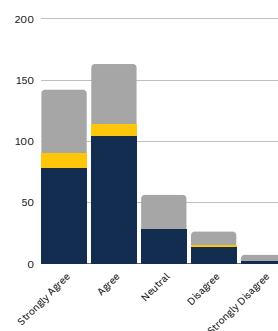
Q22

Note: Q22 was a follow up to Q21

This question was an effort to understand if employees felt physically,
cognitively, emotionally, relationally, or spiritually unsafe. When the final copy
of the survey was made and distributed, the display logic did not save in the
copying process. Thus, due to survey administrator error, this data was not
collected. This will be remedied in future surveys.

Q23

Bethel creates a supportive environment for employees from diverse backgrounds (388)
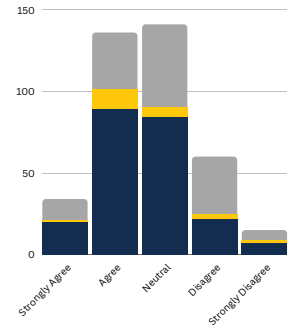
Strongly Agree   34   (8.76%)
Agree   137   (35.31%)
Neutral   142   (36.60%)
Disagree   60   (15.46%)
Strongly Disagree   15   (3.87%)

Q24

University leadership is effective in promoting inclusion and diversity at Bethel (389)

Strongly Agree   47   (12.08%)
Agree   164   (42.16%)
Neutral   119   (30.59%)
Disagree   47   (12.08%)
Strongly Disagree   12   (3.08%)
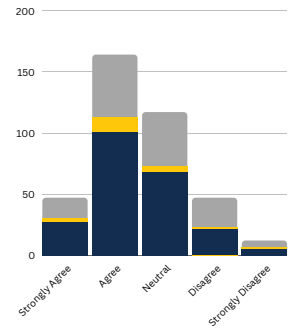
Q25

Bethel has effective processes in place to help employees if they experience unfair/inequitable treatment (384)

Strongly Agree   44   (11.46%)
Agree   145   (37.76%)
Neutral   153   (39.84%)
Disagree   35   (9.11%)
Strongly Disagree   7   (1.82%)
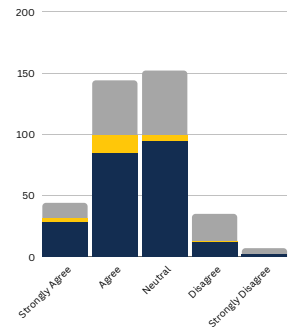
= FACULTY
= ADMINISTRATORS
= STAFF

Q26

If you could select one thing that would help you be more effective at work, what would it be?

This preliminary qualitative summary identifies all major THEMES and lists them below. All comments received are represented.

The NUMBER column represents the frequency of the theme.
The PERCENT is based off of approximately 260 comments.

The items under OTHER were only made once. This was done so that every comment would be represented - none were omitted.

THEME	NUMBER	PERCENT
More co-workers/Proper staffing	34	13%
Lowered stress/Not overworked/Only have one job	34	13%
Improved communication, collaboration, and/or kindness	25	9.6%
Better computer/equipment/technology	23	8.8%
Better wages and/or benefits	22	8.4%
Better supervisor/Leadership support/Skilled leaders/Less consultants/Mentor others	20	7.6%
Job security/Less fear of layoffs	17	6.5%
Feel valued/Appreciated/Respected/Higher Morale	14	5.3%
Remote work flexibility	8	3%
More IT support	7	2.6%
Budgets to meet required outcomes	6	2.3%
Training/Growth/Advancement opportunities	6	2.3%
Support from other departments	6	2.3%
Less meetings/Committee work	3	1.1%
OTHER: see next page		

OTHER	NUMBER	OTHER	NUMBER
Ergonomics	1	Less competition between departments	1
Better pay for student employees	1	Honesty, transparency, truth	1
Clearly defined policies	1	F2F work environment	1
Recruitment for diverse students	1	Review job descriptions	1
Mental health for students	1	Clear document on Bethel's beliefs	1
Staff have more days off similar to faculty	1	On campus child care	1
Vetting PSEO students	1	More cleaning in office - empty trash	1
Minimum ACT scores	1	Get rid of old practices/less complicated	1
Resume & interview templates	1	Get rid of bureaucracy	1
Eliminate middle management	1	Change management	1
Get rid of people who don't work hard	1	Less maintenance problems	1
Time for course prep	1		
More diversity	1		
Update P&T process	1		
Share items with management without fear	1		

Q28

What keeps you in your job at Bethel?

This preliminary qualitative summary identifies all major THEMES and lists them below.
All comments received are represented.

The NUMBER column represents the frequency of the theme.
The PERCENT is based off of approximately 300 people.

The items under OTHER were only made once. This was done so that every comment would be represented - none were omitted.

THEME	NUMBER	PERCENT
Co-workers/Teams/Friendships/Community	138	46%
Students	130	43%
Christ centered/Sense of calling	48	16%
Enjoy work/Positive work environment	40	13.3%
Mission, Four Pillars/Meaningful work	28	9.3%
Flexibility/Remote options	28	9.3%
Not much/Looking to leave	20	6.6%
Pay/Benefits	18	6%
Leadership/Department Chairs/feeling valued by leadership	17	5.6%
Tuition Waiver	16	5.3%
Love teaching	16	5.3%
Vacation time/PTO	10	3.3%
Fierce loyalty	6	2%
Need the job	5	1.6%
Planning to retire soon	4	1.3%
Alum/Give back	3	1%

OTHER	NUMBER	OTHER	NUMBER
Value Liberal Arts education	3 | 1%	Conversations	1
Loan forgiveness after 10 years at non-profit	1	Autonomy	1
Bethel's history	1	Contractually obligated	1
Fear	1	Guilt if I left	1
Not senior leadership	1	BUILD	1
Room for growth	1	Close to home	1
Stability	1	Stress free	1
Trust in the employee	1	Challenging environment	1
Implicit Bias	1		

Next steps

The collection of this data has established a baseline. The office of people and culture will partner closely with various leadership groups at Bethel to select themes to address in the university-wide action-planning process. Employees can anticipate updates over the course of the year.

Now established, employees can also expect an annual Employee Engagement Survey occurring each year in September.