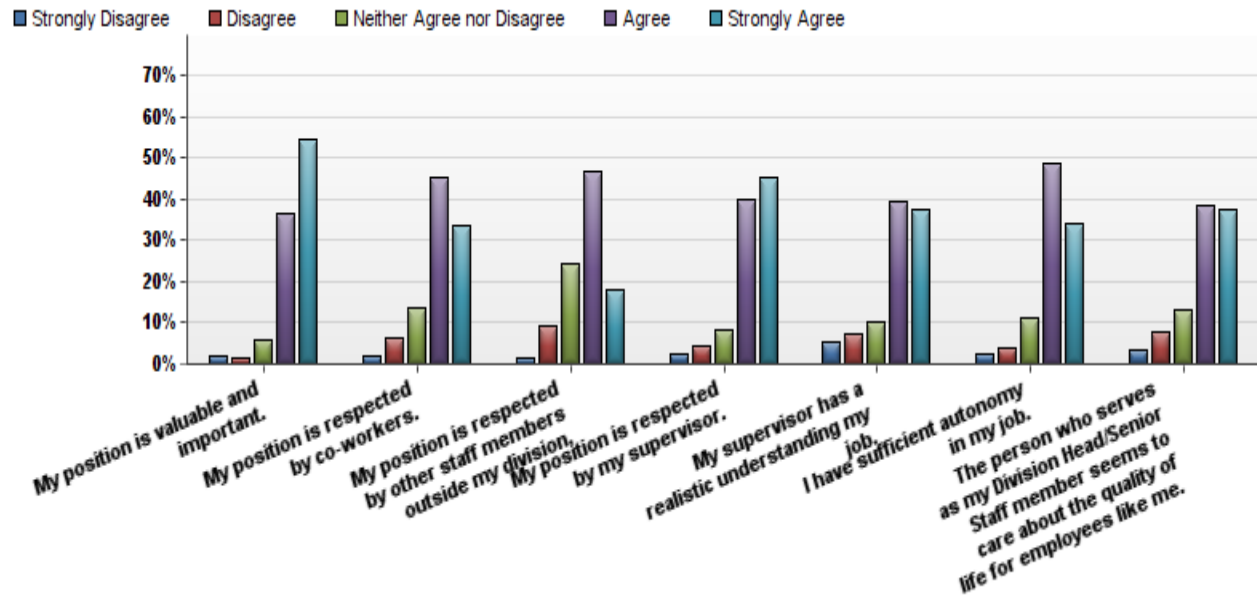


Employee Survey Report**Last Modified: 12/14/2015****1. EMPALL_DIVISION**

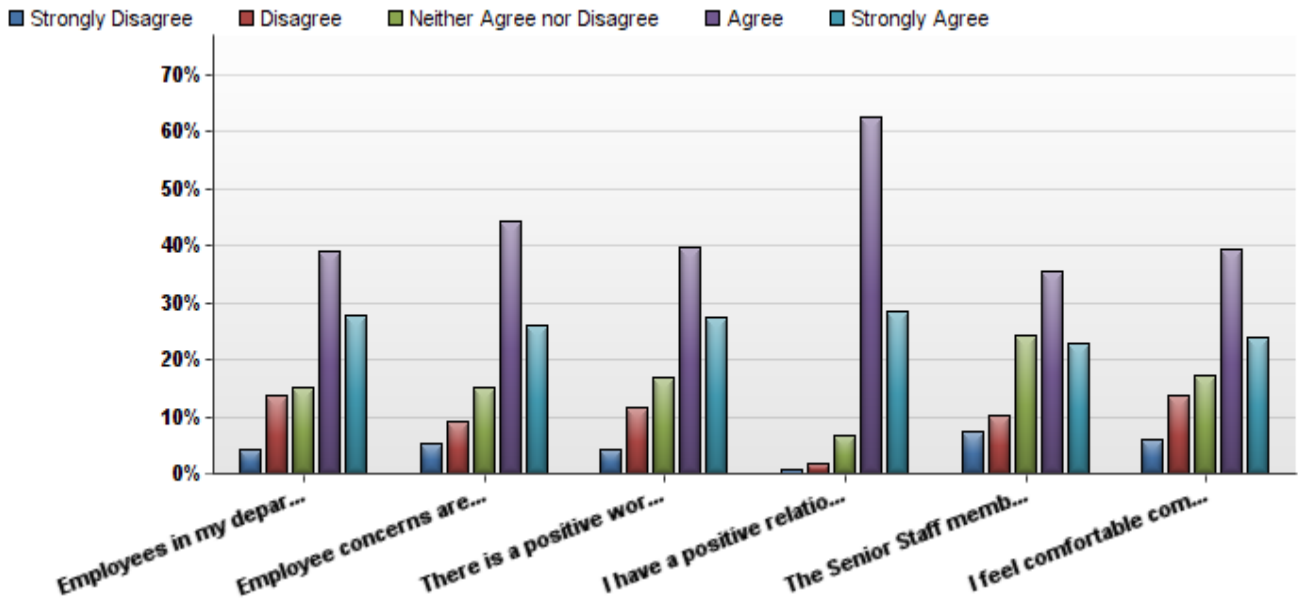
Value	Respondents	Invitees	Response Rate
ADM	24	29	83%
ACD	55	65	85%
CR	37	41	90%
SAC	76	120	63%
LBI	33	40	83%
PRS	21	28	75%
OPR	60	123	49%
OH5	5	5	100%
FIN	15	17	88%
Total	326	468	70%

2. Please indicate the extent to which you agree or disagree with the following statements about respect and communication in your department.



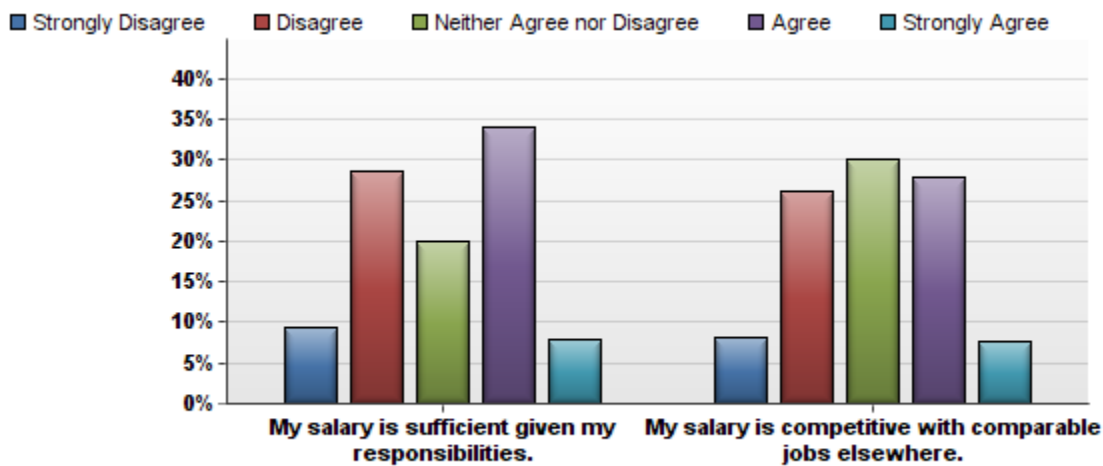
Statistic	My position is valuable and important.	My position is respected by co-workers.	My position is respected by other staff members outside my division.	My position is respected by my supervisor.	My supervisor has a realistic understanding of my job.	I have sufficient autonomy in my job.	The person who serves as my Division Head/Senior Staff member seems to care about the quality of life for employees like me.
Mean	4.39	4.02	3.70	4.21	3.97	4.08	3.98
Standard Deviation	0.83	0.94	0.93	0.94	1.12	0.90	1.07
Total Responses	308	309	307	309	308	304	308

3. Please indicate the extent to which you agree or disagree with the following statements about respect and communication in your department.



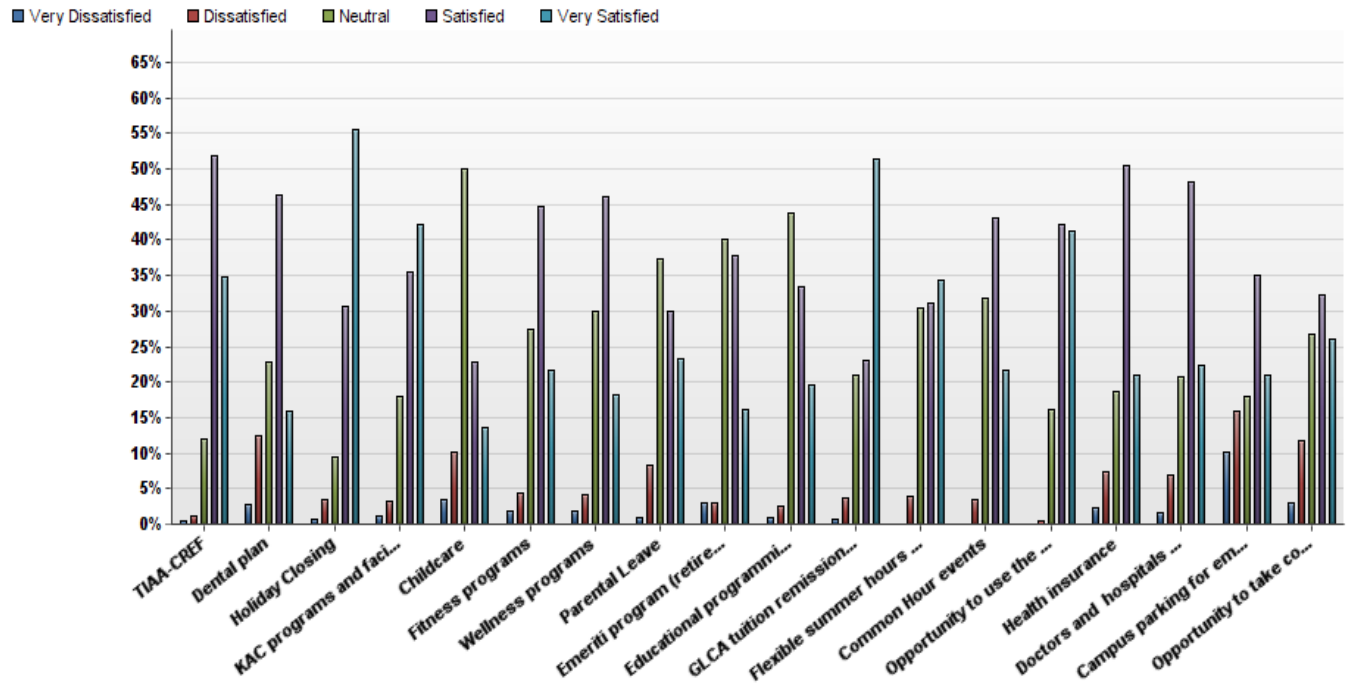
Statistic	Employees in my department are treated fairly.	Employee concerns are heard by supervisors.	There is a positive working relationship in my department.	I have a positive relationship with others outside of the department.	The Senior Staff member for my division communicates effectively to the rest of the staff.	I feel comfortable communicating openly in my department.
Mean	3.73	3.77	3.74	4.16	3.56	3.62
Standard Deviation	1.13	1.10	1.11	0.67	1.16	1.16
Total Responses	309	306	307	307	304	308

4. Please indicate the extent to which you agree or disagree with the following statements regarding your salary.



Statistic	My salary is sufficient given my responsibilities.	My salary is competitive with comparable jobs elsewhere.
Mean	3.02	3.00
Standard Deviation	1.15	1.08
Total Responses	306	305

5. Please indicate the extent to which you are satisfied or dissatisfied with your experiences with the following programs and benefits.



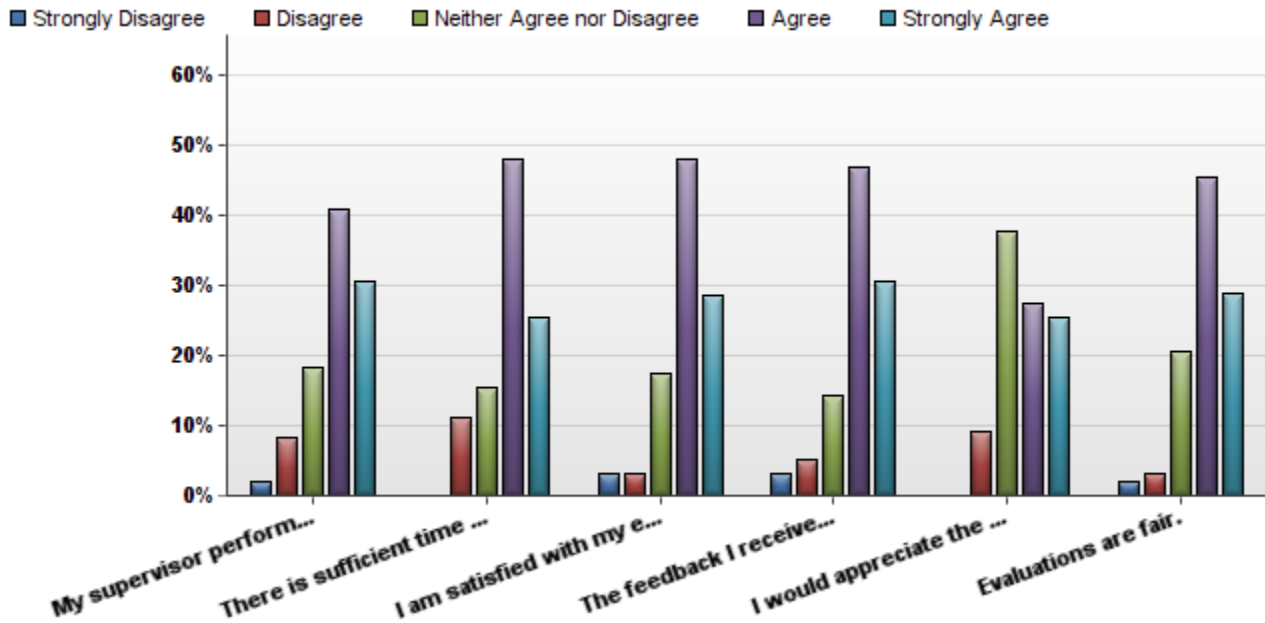
Statistic	TIAA-CREF	Dental plan	Holiday Closing	KAC programs and facilities	Childcare	Fitness programs	Wellness programs	Parental Leave	Emeriti program (retiree health benefits)	Opportunity to take courses.	Educational programming for retirement benefits
Mean	4.20	3.60	4.37	4.14	3.33	3.80	3.75	3.66	3.61	3.66	3.68
Standard Deviation	0.71	0.99	0.85	0.90	0.96	0.89	0.86	0.96	0.90	1.08	0.84
Total Responses	276	251	284	271	88	226	221	107	130	161	123

Statistic	GLCA tuition remission/exchange program	Flexible summer hours program	Common Hour events	Opportunity to use the library	Health insurance	Doctors and hospitals in network	Campus parking for employees
Mean	4.21	3.96	3.83	4.24	3.81	3.83	3.41
Standard Deviation	0.95	0.90	0.80	0.73	0.93	0.91	1.26
Total Responses	134	151	239	237	257	245	296

6. Have you had a performance evaluation in the last 12 months?				
#	Answer		Response	%
1	Yes		98	32%
2	No		204	68%
	Total		302	100%

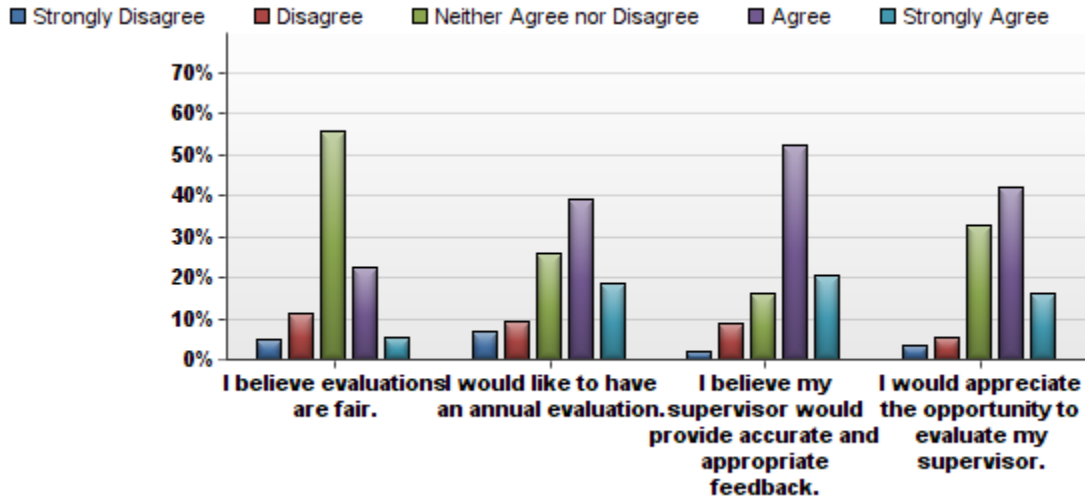
Question 7 was only offered to those staff who indicated that they had received an evaluation in the last 12 months. (See Question 21 for the responses of those staff who had not received an evaluation in the last 12 months.)

7. Please indicate the extent to which you agree or disagree with the following statements about performance evaluations at Kenyon.



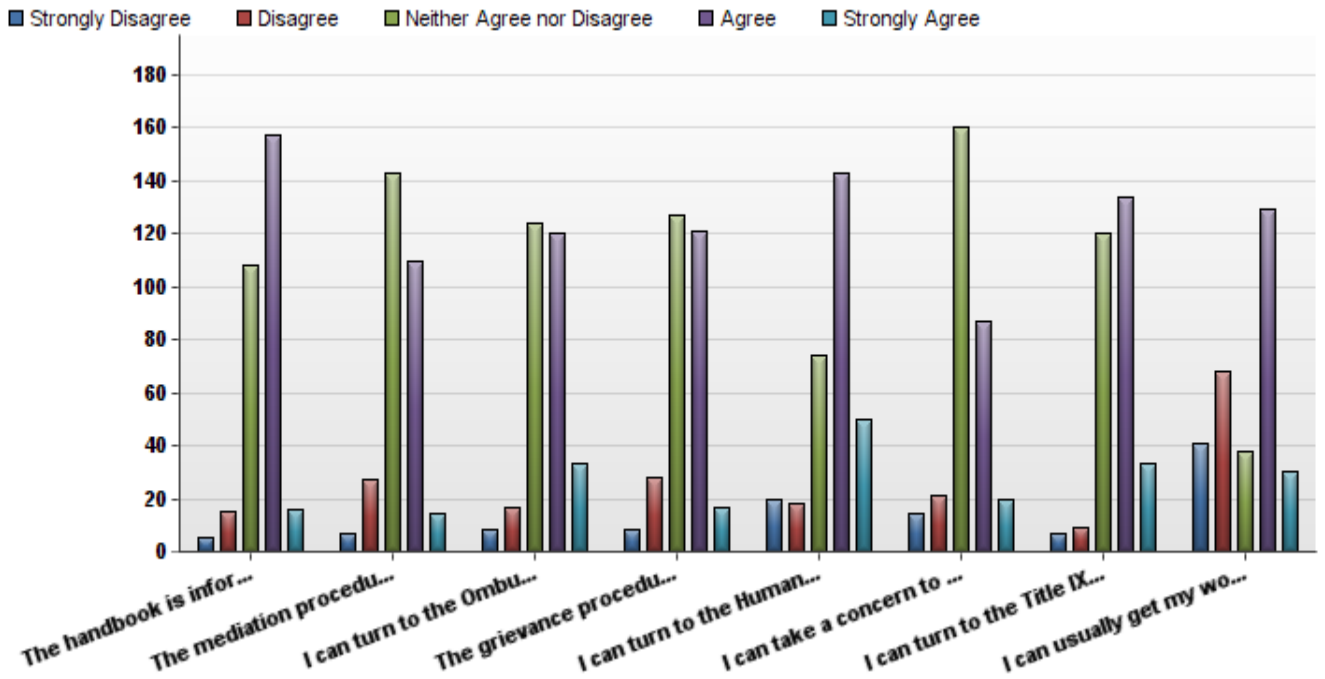
Statistic	My supervisor performs evaluations in a timely manner.	There is sufficient time for performance reviews.	I am satisfied with my evaluations.	The feedback I received is appropriate.	I would appreciate the opportunity to evaluate my supervisor.	Evaluations are fair.
Mean	3.90	3.88	3.96	3.97	3.69	3.96
Standard Deviation	1.00	0.92	0.93	0.97	0.96	0.90
Total Responses	98	98	98	98	98	97

21. Please indicate the extent to which you agree or disagree with the following statements about performance evaluations at Kenyon.



Statistic	I believe evaluations are fair.	I would like to have an annual evaluation.	I believe my supervisor would provide accurate and appropriate feedback.	I would appreciate the opportunity to evaluate my supervisor.
Mean	3.12	3.53	3.81	3.62
Standard Deviation	0.86	1.11	0.93	0.94
Total Responses	201	204	204	204

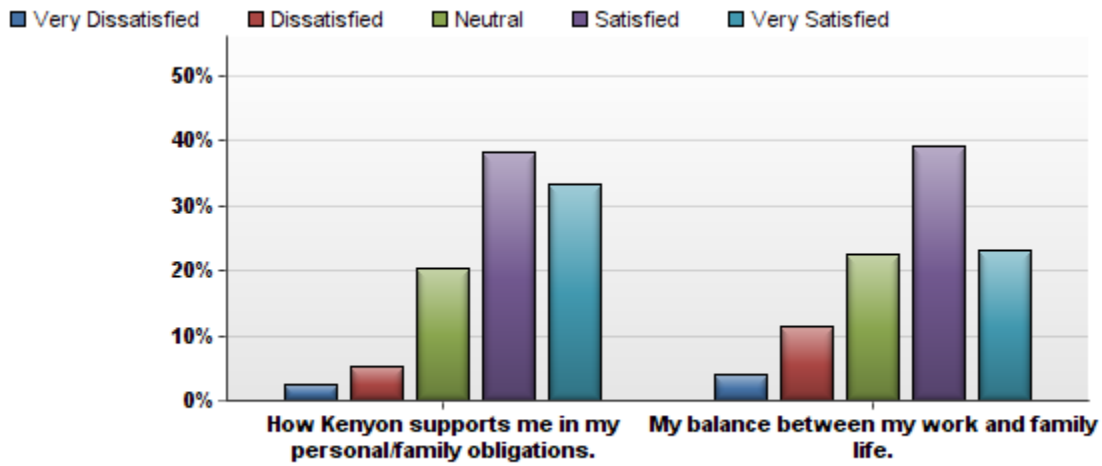
8. Please indicate to what extent you agree or disagree with the following statements regarding resources for employees.



Statistic	The handbook is informative.	The mediation procedures are clear.	I can turn to the Ombudsman for help.	The grievance procedures are clear.
Mean	3.54	3.32	3.51	3.37
Standard Deviation	0.75	0.80	0.86	0.83
Total Responses	301	301	302	301

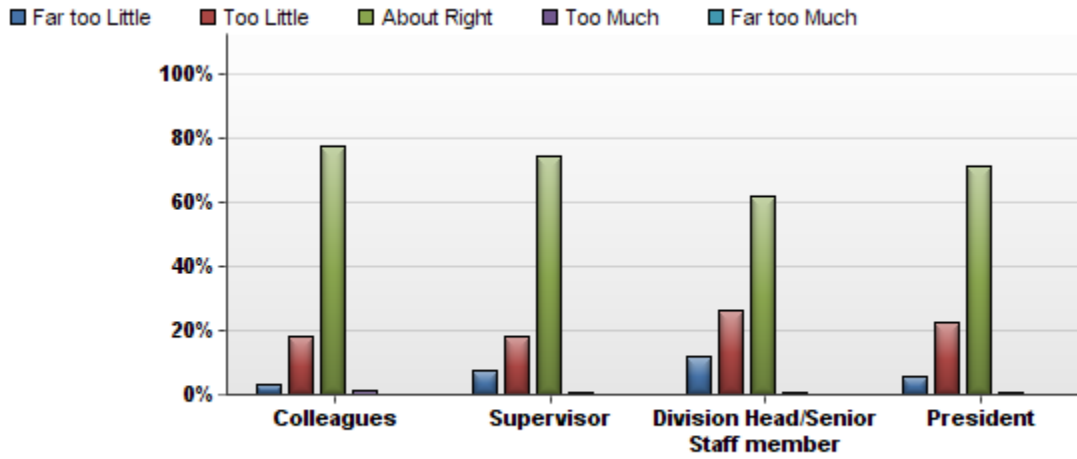
Statistic	I can turn to the Human Resources staff for help.	I can take a concern to Kenyon Staff Council to get it addressed.	I can turn to the Title IX and Civil Rights Coordinator for help.	I can usually get my work done during my normal work hours.
Mean	3.61	3.26	3.58	3.13
Standard Deviation	1.04	0.86	0.81	1.25
Total Responses	305	302	303	306

9. Rate your satisfaction regarding the following statements about balance and workload.



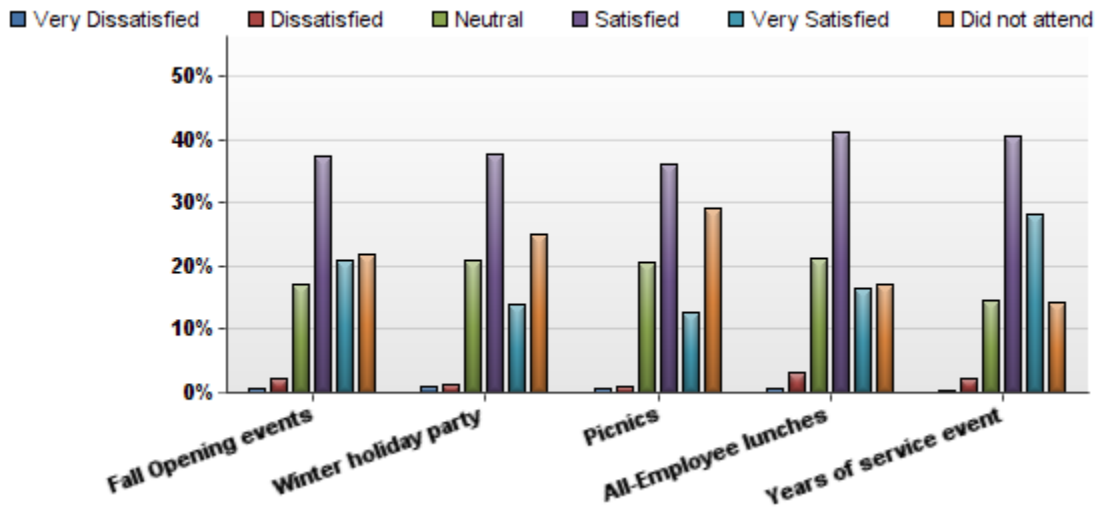
Statistic	How Kenyon supports me in my personal/family obligations.	My balance between my work and family life.
Mean	3.95	3.66
Standard Deviation	0.99	1.07
Total Responses	308	308

10. How much recognition do Kenyon employees receive from the following people?



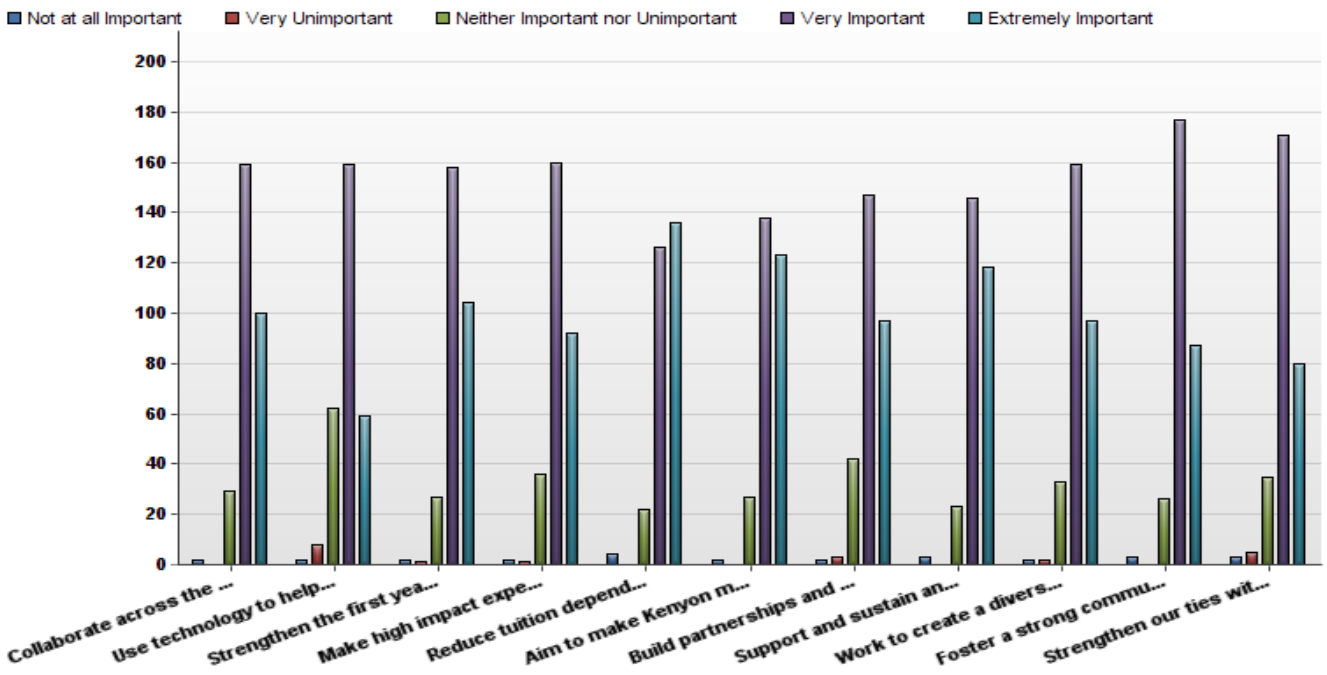
Statistic	Colleagues	Supervisor	Division Head/Senior Staff member	President
Mean	2.76	2.68	2.51	2.66
Standard Deviation	0.52	0.61	0.70	0.59
Total Responses	300	301	296	299

11. Rate your satisfaction regarding the following social events.



Statistic	Fall Opening events	Winter holiday party	Picnics	All-Employee lunches	Years of service event
Mean	4.41	4.38	4.47	4.21	4.36
Standard Deviation	1.11	1.16	1.18	1.10	1.00
Total Responses	308	307	308	308	307

12. In 2014, President Decatur announced ambitious plans to improve Kenyon as an educational institution and as a community by the year 2020. Please rate the importance of the following Kenyon 2020 goals.



Statistic	Collaborate across the Kenyon community to position students for post-graduate success.	Use technology to help students construct individual learning programs drawing from the full range of resources Kenyon offers.	Strengthen the first year experience to establish a firm foundation for success at Kenyon.	Make high impact experiences part of every student's learning program. ex: student/faculty research, internships, off campus study, etc.	Reduce tuition dependence through building the endowment and employing prudent spending patterns.
Mean	4.22	3.91	4.24	4.16	4.35
Standard Deviation	0.68	0.76	0.69	0.70	0.74
Total Responses	290	290	292	291	288

Statistic	Aim to make Kenyon more accessible for students from a range of socioeconomic groups, including making the total cost of Kenyon more predictable and clear for families.	Build partnerships and pathways to bring students from diverse groups to Kenyon.	Support and sustain an outstanding faculty and group of employees who together contribute to the quality of the academic environment.	Work to create a diverse and inclusive community of faculty, staff, and students.	Foster a strong community on campus and among our alumni and parents.	Strengthen our ties with our local community.
Mean	4.31	4.15	4.30	4.18	4.18	4.09
Standard Deviation	0.70	0.75	0.70	0.71	0.67	0.74
Total Responses	290	291	290	293	293	294

13. Out of the goals listed above, pick the goal that you believe should be the Institution's top goal.

Statistic	Goal 1
Most Common	Reduce tuition dependence through building the endowment and employing prudent spending patterns. (29.46%)
Total Responses	241

Answer	Total Responses
No response	61
Reduce tuition dependence through building the endowment and employing prudent spending patterns.	71
Collaborate across the Kenyon community to position students for post-graduate success.	31
Aim to make Kenyon more accessible for students from a range of socioeconomic groups, including making the total cost of Kenyon more predictable and clear for families.	26
Support and sustain an outstanding faculty and group of employees who together contribute to the quality of the academic environment.	25
Strengthen the first year experience to establish a firm foundation for success at Kenyon.	24
Work to create a diverse and inclusive community of faculty, staff, and students.	21
Make high impact experiences part of every student's learning program. ex: student/faculty research, internships, off campus study, etc.	18
Strengthen our ties with our local community.	8
Foster a strong community on campus and among our alumni and parents.	8
Build partnerships and pathways to bring students from diverse groups to Kenyon.	6
Use technology to help students construct individual learning programs drawing from the full range of resources Kenyon offers.	3
Total	302

14. Out of the goals listed above, pick the goal that you believe should be the Institution's second most important goal.

Statistic	Goal 2
Most Common	Aim to make Kenyon more accessible for students from a range of socioeconomic groups, including making the total cost of Kenyon more predictable and clear for families. (16.39%)
Total Responses	238

Answer	Total Responses
No response	64
Aim to make Kenyon more accessible for students from a range of socioeconomic groups, including making the total cost of Kenyon more predictable and clear for families.	39
Reduce tuition dependence through building the endowment and employing prudent spending patterns.	35
Collaborate across the Kenyon community to position students for post-graduate success.	34
Support and sustain an outstanding faculty and group of employees who together contribute to the quality of the academic environment.	30
Make high impact experiences part of every student's learning program. ex: student/faculty research, internships, off campus study, etc.	24
Strengthen the first year experience to establish a firm foundation for success at Kenyon.	23
Build partnerships and pathways to bring students from diverse groups to Kenyon.	13
Foster a strong community on campus and among our alumni and parents.	11
Work to create a diverse and inclusive community of faculty, staff, and students.	11
Strengthen our ties with our local community.	9
Use technology to help students construct individual learning programs drawing from the full range of resources Kenyon offers.	9
Total	302

15. Out of the goals listed above, pick the goal that you believe should be the Institution's third most important goal.

Statistic	Goal 3
Most Common	Make high impact experiences part of every student's learning program. ex: student/faculty research, internships, off campus study, etc. (14.35%)
Total Responses	237

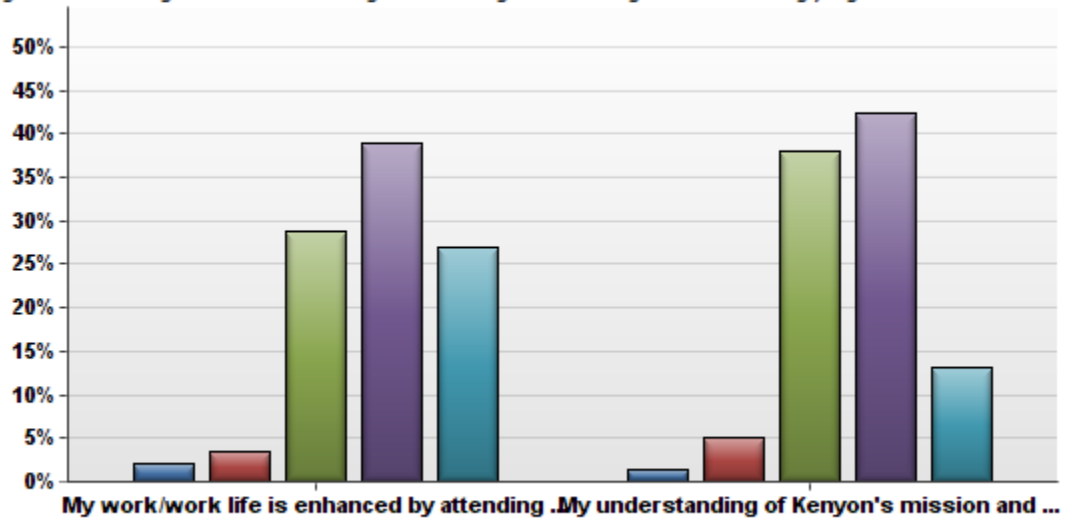
Answer	Total Responses
No response	65
Make high impact experiences part of every student's learning program. ex: student/faculty research, internships, off campus study, etc.	34
Strengthen our ties with our local community.	29
Reduce tuition dependence through building the endowment and employing prudent spending patterns.	27
Collaborate across the Kenyon community to position students for post-graduate success.	24
Foster a strong community on campus and among our alumni and parents.	24
Support and sustain an outstanding faculty and group of employees who together contribute to the quality of the academic environment.	23
Strengthen the first year experience to establish a firm foundation for success at Kenyon.	22
Aim to make Kenyon more accessible for students from a range of socioeconomic groups, including making the total cost of Kenyon more predictable and clear for families.	22
Work to create a diverse and inclusive community of faculty, staff, and students.	17
Build partnerships and pathways to bring students from diverse groups to Kenyon.	10
Use technology to help students construct individual learning programs drawing from the full range of resources Kenyon offers.	5
Total	302

16. Please indicate the number of professional development activities (training sessions, workshops, classes, speakers, conferences) you participate in during the average year.

#	Answer	Response	%
1	0	34	11%
2	1-2	121	41%
3	3-6	117	39%
4	7-12	18	6%
5	more than 12	8	3%
	Total	298	100%

17. Please indicate the extent to which you agree or disagree with the following statements.

■ Strongly Disagree
 ■ Disagree
 ■ Neither Agree nor Disagree
 ■ Agree
 ■ Strongly Agree



Statistic	My work/work life is enhanced by attending professional development activities both on and off campus.	My understanding of Kenyon's mission and goals is strengthened by attending professional development activities held on campus.
Mean	3.85	3.61
Standard Deviation	0.92	0.83
Total Responses	298	297

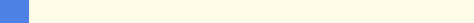

18. What year did you start working at Kenyon College?

Statistic	Year
Most Common	2015 (12.07%)
Total Responses	290

19. Are you a member of a union?

#	Answer	Response	%
1	Yes	42	14%
4	No	253	86%
	Total	295	100%

20. Please select if your position is Part-time or Full-time.

#	Answer		Response	%
1	Part-time		19	6%
2	Full-time		277	94%
	Total		296	100%