



A Union of Professionals

**Professional Staff Association at Rhode Island College
Local 3302**

**SURVEY OF THE MEMBERSHIP OF THE
PROFESSIONAL STAFF ASSOCIATION
AT RHODE ISLAND COLLEGE (PSA@RIC)**

AFT Local 3302

JUNE/JULY 2015

Document release date September 2015

ABOUT THE SURVEY

- Taken June-July 2015 (the response deadline was extended beyond June 24)
- Type of survey: paper
- Total distributed: 160, by mail to home addresses of members
- Total responses: 87, by return mail to home address of PSA President
- Response rate: 54.4%
- Total number of statements: 44

HOW TO INTERPRET THE CHARTS

In the survey, respondents were given seven different checkoff options; in addition, the respondent had the option of leaving any particular item blank, for a total of *eight* possible responses. Eight sets of data do not chart very well, so for the sake of clarity, responses have been combined as follows:

- the responses “strongly agree” and “agree” have been combined
- the responses “strongly disagree” and “disagree” have been combined
- “other” consists of the following responses:
 - “neither agree nor disagree”
 - “this statement is not relevant to me”
 - “prefer not to indicate”
 - respondent left the item blank

Admittedly, this does not accommodate the intensity of the response (e.g., “agree” v. “strongly agree”); however, assigning a higher value to a “strongly” response would skew the results. In these charts, each response has a value of 1.

All numbers in the charts are expressed as percentages (100% = 87 responses). For each statement, all 87 responses are represented.

It should be noted that for 36 of the 44 statements, a response of “strongly agree” or “agree” would indicate **employee satisfaction**. Each of these statements was phrased in a positive way. For **eight** of the statements, however, the same responses would indicate employee *dissatisfaction*, because these statements were phrased as negatives or otherwise represented a situation that does not currently exist. Statements for which a response of “strongly agree” or “agree” represent employee *dissatisfaction* are indicated by an asterisk (*).

Please note that the charts are expressed in terms of employee **satisfaction/dissatisfaction**, and not **agree/disagree**.

Finally, the order in which the statements were presented on the survey form was random. Each statement, however, was indicative of one of eight major categories that are common for surveys of this type. In this presentation, responses are organized in terms of those larger categories.

For additional information, please refer to the questionnaire on pp. 3-4.



ANONYMOUS SURVEY FOR MEMBERS OF THE PSA@RIC

This is the survey recently referenced by PSA@RIC President Dennis Sousa. To preserve strict anonymity, this survey is being conducted completely off-campus. Surveys have been mailed only to home addresses of members. The survey is printed on PSA stationery, there is an embossed mark, and replies do not come back to campus. No photocopies or responses using any other means will be accepted. When complete, please return in the self-addressed, stamped envelope no later than **June 24, 2015**.

SURVEY DIRECTIONS: All statements below relate to your employment experience at Rhode Island College. For each statement, please indicate your opinion in one of the seven boxes to the right. You will note that there is an option for statements that are not applicable to your experience, and also an option for statements for which you would prefer not to indicate. Of course, you may also leave the response area blank for any of the statements.

STATEMENT	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	THIS STATEMENT IS NOT RELEVANT TO ME	PREFER NOT TO INDICATE
At RIC, employees are encouraged to work together across departmental and divisional lines to achieve important goals.							
Rhode Island College embodies the concept of “shared governance.”							
Senior administrators have the experience necessary for the demands of their positions.							
I am given the opportunity to offer my input during the search process for senior officials (directors and above) within my office/department/school/division.							
Senior leadership regularly models the values of Rhode Island College.							
It is important that, in the future, collective bargaining negotiations be completed before the expiration of the current contract.							
I have been told by a superior to take an action that was against my professional judgment.							
I have been told by a superior to take an action that was against my personal ethics.							
Employees should have an opportunity to evaluate their supervisors annually.							
Hiring and promotions are based on a person’s qualifications, not politics.							
I have been given the opportunity to participate in the college’s strategic planning process.							
Administration regularly consults with employees about decisions that affect them.							
I trust that one of the main motivations behind the administration’s new evaluation instrument is not for the purpose of building a critical dossier on certain employees.							
It is vital that the RI Council on Postsecondary Education (successor to the Board of Governors) solicit input from members of the college community during the president’s contract renewal evaluation.							
I no longer volunteer for college events nor donate to the college to the extent I once did.							
If I were to apply for an open position at the college, I believe I will receive fair consideration.							
Rhode Island College is like family.							
For senior administration, students are the highest priority.							
The lack of an affirmative action officer independent from Human Resources has had no effect on the outcome of searches.							

STATEMENT	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	THIS STATEMENT IS NOT RELEVANT TO ME	PREFER NOT TO INDICATE
The administration spends money wisely.							
Any request for my assistance from another office should first be directed to my supervisor.							
RIC routinely provides new professional employees with guidance and support during their first year at the college.							
The senior administration operates with the highest standards of ethics.							
I have the opportunity to participate in professional development that would enhance my ability to do my job.							
The administration would never monitor an employee's email, online activity, or phone calls.							
The college's senior leadership genuinely cares about the well-being of staff and faculty.							
The president's vision for the future of Rhode Island College has been widely and frequently communicated to the college community.							
The president is leading the college in the right direction.							
My workload and/or responsibilities are too much for one person to handle with high quality and on a timely basis.							
The president is the academic leader of the college.							
The senior administration respects all employees equally, whether faculty, professional staff, or support staff.							
The president knows my name and what I do at RIC.							
I am better off today at the college than I was five years ago.							
If I were offered a position by another organization doing the same job I do now, for the same pay and benefits, and with a similar commute, I would accept that position.							
My job allows me to utilize all of my best strengths and abilities.							
In my office/department, staffing is adequate for providing essential services.							
The president is respectful of the history and traditions of Rhode Island College.							
The climate of RIC is characterized by transparency and inclusion.							
Senior administration regularly communicates with the campus community on important matters.							
I trust senior leadership.							
RIC policies and practices help me to achieve a better balance between work and my personal life.							
The administration makes every effort to minimize disruption and uncertainty.							
I am not afraid to speak out when I disagree with something the senior administration is doing.							
I am proud to work at Rhode Island College.							

OPTIONAL DEMOGRAPHIC QUESTIONS

(to preserve anonymity, NO DEMOGRAPHIC INFORMATION WILL BE RELEASED)

Gender:

- F
- M

Division/Unit:

- Academic Affairs
- Administration & Finance
- College Advancement & External Relations/
Professional Studies & Continuing Education
- Student Affairs

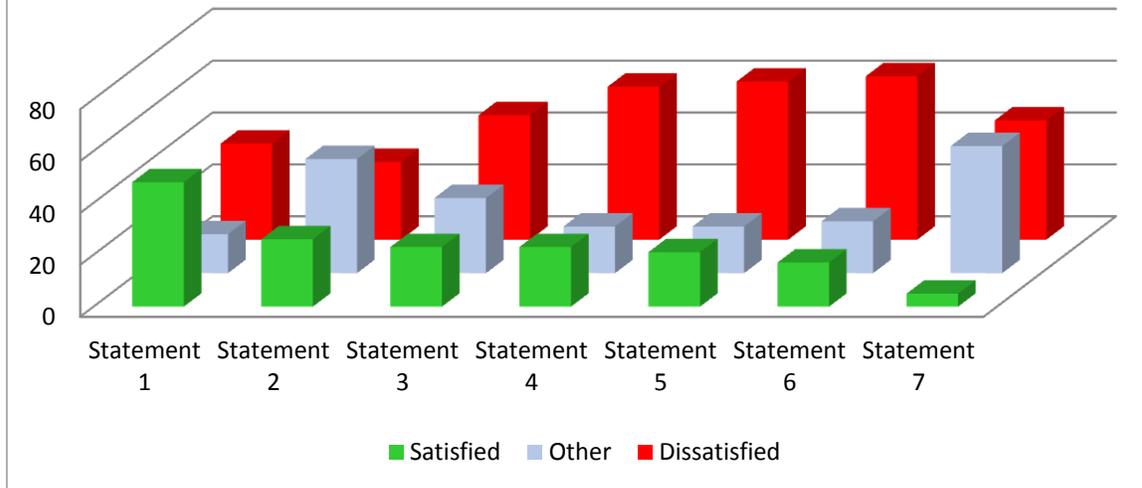
Years at RIC:

- 0-4
- 5-9
- 10-19
- 20-29
- 30 and over

Alumnus of RIC:

- yes
- no

OPPORTUNITIES FOR CAREER ADVANCEMENT



OPPORTUNITIES FOR CAREER ADVANCEMENT	% Satisfied	% Other	% Dissatisfied
I have the opportunity to participate in professional development that would enhance my ability to do my job.	48	15	37
I trust that one of the main motivations behind the administration's new evaluation instrument is not for the purpose of building a critical dossier on certain employees.	26	44	30
If I were to apply for an open position at the college, I believe I will receive fair consideration.	23	29	48
If I were offered a position by another organization doing the same job I do now, for the same pay and benefits, and with a similar commute, I would accept that position.* ¹	23	18	59
I am not afraid to speak out when I disagree with something the senior administration is doing.	21	18	61
Hiring and promotions are based on a person's qualifications, not politics.	17	20	63
The lack of an affirmative action officer independent from Human Resources has had no effect on the outcome of searches.	5	49	46
AVERAGE PERCENTAGES IN THIS CATEGORY²	23%	28%	49%

¹ The asterisk following a statement in this and all other charts in this document denotes a statement for which responses of "strongly agree" or "agree" indicate a dissatisfied employee

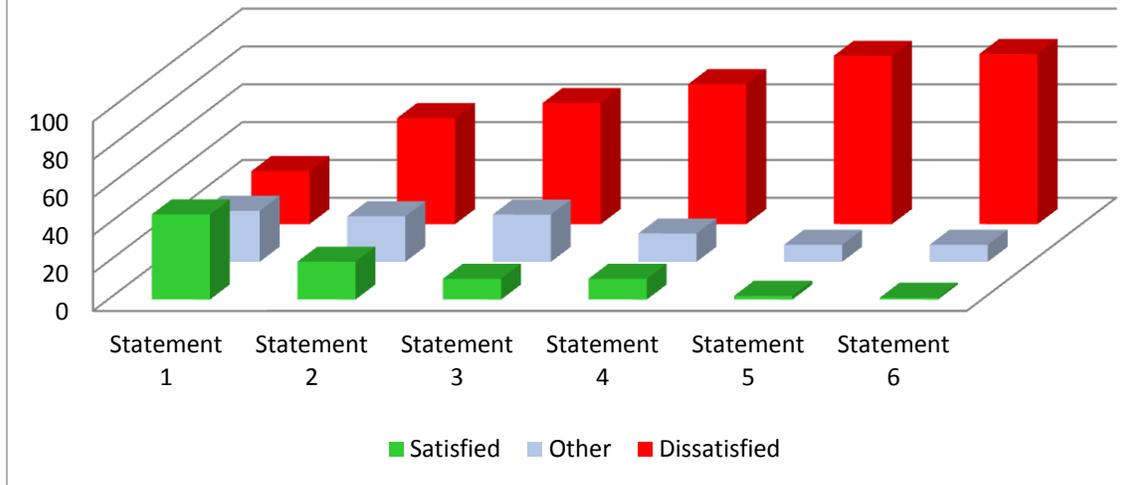
² For this and all other charts in this document, the average percentage is calculated by taking the **total number** of individual responses represented in each column and dividing by the number of statements in the chart; it is not the average of the averages shown

CONFIDENCE IN SENIOR ADMINISTRATION & ETHICAL LEADERSHIP



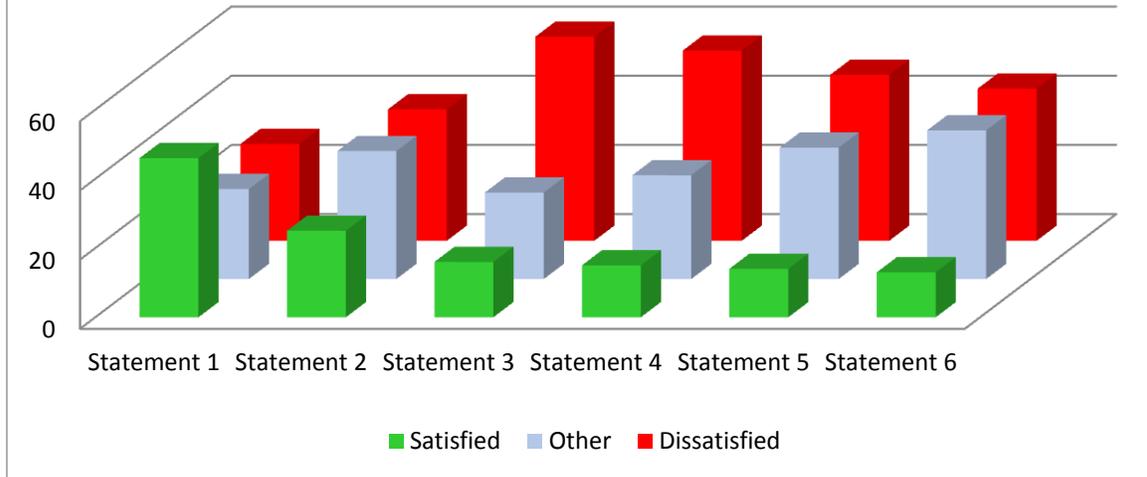
CONFIDENCE IN SENIOR ADMINISTRATION & ETHICAL LEADERSHIP	% Satisfied	% Other	% Dissatisfied
I have been told by a superior to take an action that was against my personal ethics.*	48	23	29
I have been told by a superior to take an action that was against my professional judgment.*	39	18	43
Senior administrators have the experience necessary for the demands of their positions.	31	28	41
The senior administration operates with the highest standards of ethics.	10	38	52
I trust senior leadership.	10	29	61
The climate of RIC is characterized by transparency and inclusion.	8	20	72
AVERAGE PERCENTAGES IN THIS CATEGORY	24%	26%	50%

COMMUNICATION & COLLABORATION IN COLLEGE GOVERNANCE



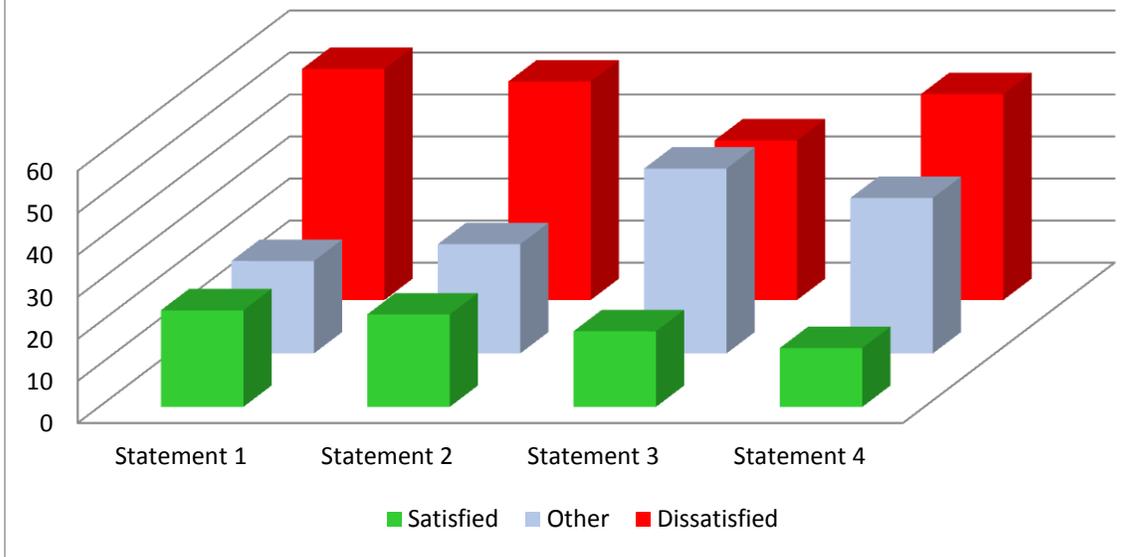
COMMUNICATION & COLLABORATION IN COLLEGE GOVERNANCE	% Satisfied	% Other	% Dissatisfied
I have been given the opportunity to participate in the college's strategic planning process.	45	27	28
I am given the opportunity to offer my input during the search process for senior officials (directors and above) within my office/department/school/division.	32	21	47
Senior administration regularly communicates with the campus community on important matters.	20	24	56
Rhode Island College embodies the concept of "shared governance."	11	25	64
Administration regularly consults with employees about decisions that affect them.	11	15	74
It is important that, in the future, collective bargaining negotiations be completed before the expiration of the current contract.*	2	9	89
It is vital that the RI Council on Postsecondary Education (successor to the Board of Governors) solicit input from members of the college community during the president's contract renewal evaluation.*	1	9	90
AVERAGE PERCENTAGES IN THIS CATEGORY	18%	19%	64%

EMPLOYEE CONNECTION TO COLLEGE AND PRIDE



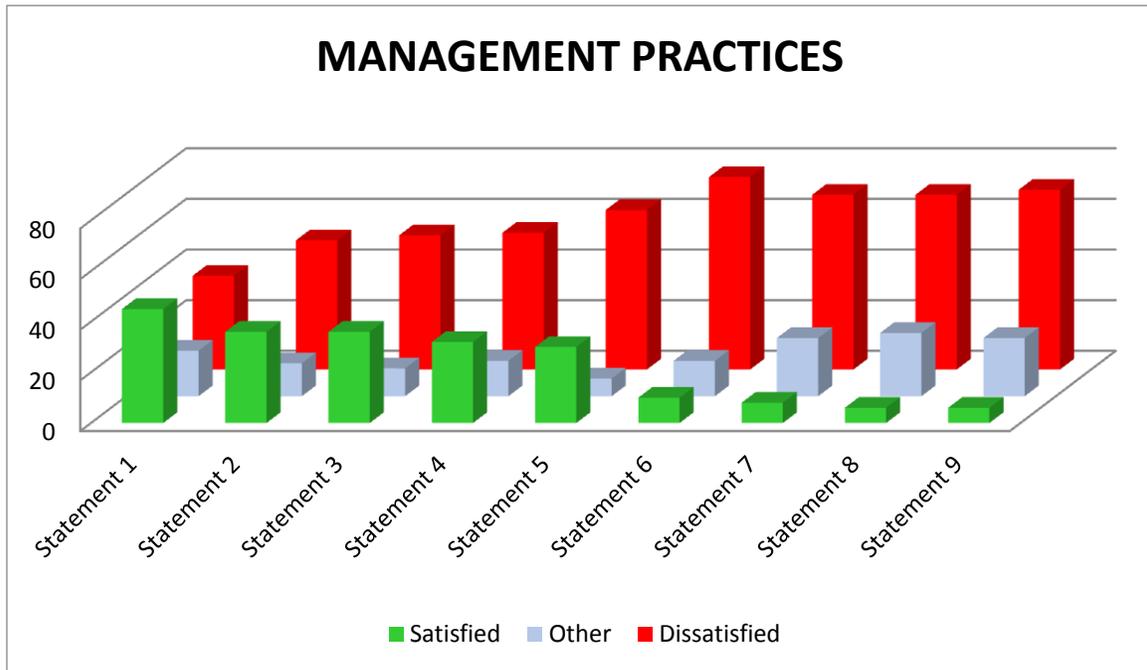
EMPLOYEE CONNECTION TO COLLEGE & PRIDE	% Satisfied	% Other	% Dissatisfied
I am proud to work at Rhode Island College.	46	26	28
The president is respectful of the history and traditions of Rhode Island College.	25	37	38
Rhode Island College is like family.	16	25	59
I am better off today at the college than I was five years ago.	15	30	55
I no longer volunteer for college events nor donate to the college to the extent I once did.*	14	38	48
Senior leadership regularly models the values of Rhode Island College.	13	43	44
AVERAGE PERCENTAGES IN THIS CATEGORY	21%	33%	45%

LEADERSHIP, VISION, AND PRIORITIES



LEADERSHIP, VISION, AND PRIORITIES	% Satisfied	% Other	% Dissatisfied
The president's vision for the future of Rhode Island College has been widely and frequently communicated to the college community.	23	22	55
For senior administration, students are the highest priority.	22	26	52
The president is the academic leader of the college.	18	44	38
The president is leading the college in the right direction.	14	37	49
AVERAGE PERCENTAGES IN THIS CATEGORY	19%	33%	49%

MANAGEMENT PRACTICES



MANAGEMENT PRACTICES	% Satisfied	% Other	% Dissatisfied
Any request for my assistance from another office should first be directed to my supervisor.	45	18	37
My job allows me to utilize all of my best strengths and abilities.	36	13	51
My workload and/or responsibilities are too much for one person to handle with high quality and on a timely basis.*	36	11	53
At RIC, employees are encouraged to work together across departmental and divisional lines to achieve important goals.	32	14	54
In my office/department, staffing is adequate for providing essential services.	30	7	63
Employees should have the opportunity to evaluate their supervisors annually.*	10	14	76
The administration makes every effort to minimize disruption and uncertainty.	8	23	69
The administration spends money wisely.	6	25	69
RIC routinely provides new professional employees with guidance and support during their first year at the college.	6	23	71
AVERAGE PERCENTAGES IN THIS CATEGORY	23%	17%	60%

RESPECT AND APPRECIATION TOWARD STAFF



RESPECT & APPRECIATION TOWARD STAFF	% Satisfied	% Other	% Dissatisfied
The president knows my name and what I do at RIC.	45	12	43
RIC policies and practices help me to achieve a better balance between work and my personal life.	18	38	44
The administration would never monitor an employee's email, online activity, or phone calls.	11	30	59
The senior administration respects all employees equally, whether faculty, professional staff, or support staff.	11	6	83
The college's senior leadership genuinely cares about the well-being of staff and faculty.	9	27	64
AVERAGE PERCENTAGES IN THIS CATEGORY	19%	24%	57%