



Staff Satisfaction Survey 2025-2026 Results

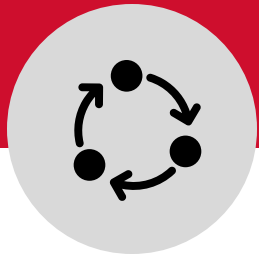
Staff Senate
Staff Satisfaction Committee



Objectives



Demonstrate
where to access
satisfaction data



Describe
satisfaction
survey methods



Identify
areas of
strength



Identify
areas for
growth



Discuss results and
next steps





Where to Access Satisfaction Data



Home and Suggestion Box

Members

Bylaws

Committees

Professional Development

Scholarship

Constitution

Calendar

Minutes

Employee Perks

Satisfaction Survey

MSU High Five Award

Department/Team Shoutout

Individual Employee Shoutout

Staff Emeritus

 [Minot State](#) / [Staff Senate](#) / Satisfaction Survey

Staff Senate

Satisfaction Survey

[2020-2024 MSU Staff Satisfaction Survey Power BI Report](#)

[2023-2024 MSU Staff Satisfaction Survey Report](#) [pdf]

[2022-2023 MSU Staff Satisfaction Survey Report](#) [pdf]

[2021-2022 MSU Staff Satisfaction Survey Report](#) [pdf]

[2020-2021 MSU Staff Satisfaction Survey Report](#) [pdf]

[2019-2020 MSU Staff Satisfaction Survey Report](#) [pdf]

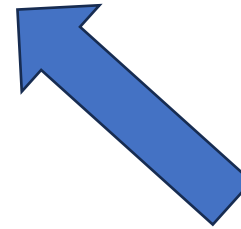
[2018-2019 MSU Staff Satisfaction Survey Report](#) [pdf]

[2017-2018 MSU Staff Satisfaction Survey Report](#) [pdf]

[2016-2017 MSU Staff Satisfaction Survey Report](#) [pdf]

[2015-2016 MSU Staff Satisfaction Survey Report](#) [pdf]

[2014-2015 MSU Staff Satisfaction Survey Report](#) [pdf]



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Staff Satisfaction Survey

1. Job Satisfaction

Select Survey Year(s)

Multiple selections

Guiding Questions: Which areas represent the highest or lowest levels of satisfaction?
Which areas are above or below the expected level of satisfaction?
Which areas demonstrate positive, negative, or neutral trends in satisfaction?

1 Very satisfied

2 Satisfied

3 Marginally
satisfied

4 Not at
all satisfied

Opportunity to implement new ideas

	Year	n	M	Mdn	SD
2024	2024	105	2.10	2	0.83
2025	2025	94	2.11	2	0.86
2026	2026	60	2.37	2	0.91

Recruiting of students

	Year	n	M	Mdn	SD
2024	2024	74	2.09	2	0.81
2025	2025	70	2.09	2	0.73
2026	2026	41	2.51	2	0.86

Working conditions (hours, location, etc).

	Year	n	M	Mdn	SD
2024	2024	108	1.85	2	0.77
2025	2025	95	1.80	2	0.73
2026	2026	59	1.83	2	0.78

Autonomy and Independence

	Year	n	M	Mdn	SD
2024	2024	108	1.64	2	0.70
2025	2025	94	1.68	2	0.73
2026	2026	60	1.60	2	0.69

Professional relationships with other staff

	Year	n	M	Mdn	SD
2024	2024	107	1.78	2	0.70
2025	2025	96	1.78	2	0.70
2026	2026	60	1.75	2	0.85

Social relationships with other staff

	Year	n	M	Mdn	SD
2024	2024	105	1.86	2	0.75
2025	2025	96	1.80	2	0.74
2026	2026	59	1.98	2	0.85

Competence of colleagues

	Year	n	M	Mdn	SD
2024	2024	107	1.89	2	0.73
2025	2025	96	1.96	2	0.73
2026	2026	59	1.98	2	0.83

Relationship with administration

	Year	n	M	Mdn	SD
2024	2024	106	2.07	2	0.82
2025	2025	95	2.20	2	0.87
2026	2026	59	2.41	2	0.96

I feel secure in my job

	Year	n	M	Mdn	SD
2024	2024	106	2.03	2	0.82
2025	2025	96	2.24	2	0.89
2026	2026	60	2.55	2	0.96

This institution listens to its staff

	Year	n	M	Mdn	SD
2024	2024	106	2.54	2	0.89
2025	2025	95	2.74	3	0.92
2026	2026	60	2.87	3	0.83

This institution involves its staff in planning for t...

	Year	n	M	Mdn	SD
2024	2024	104	2.50	2	0.90
2025	2025	96	2.70	3	0.89
2026	2026	58	3.02	3	0.88

This institution regularly conducts surveys to eva...

	Year	n	M	Mdn	SD
2024	2024	100	2.35	2	0.91
2025	2025	92	2.39	2	0.88
2026	2026	57	2.58	2	0.94

Each department or work unit has written, up-to...

	Year	n	M	Mdn	SD
2024	2024	105	2.61	3	0.94
2025	2025	91	2.68	3	0.84
2026	2026	54	2.80	3	0.89

Processes for selecting, orienting, training, empo...

	Year	n	M	Mdn	SD
2024	2024	104	2.82	3	0.94
2025	2025	93	2.74	3	0.83
2026	2026	56	2.89	3	0.79

Staff are empowered to resolve problems quickly

	Year	n	M	Mdn	SD
2024	2024	106	2.37	2	0.88
2025	2025	93	2.38	2	0.88
2026	2026	57	2.63	2	0.89

Staff are rewarded for outstanding job performa...

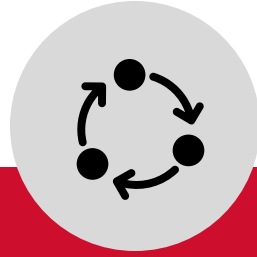
	Year	n	M	Mdn	SD
2024	2024	104	2.61	3	0.90
2025	2025	96	2.83	3	0.89
2026	2026	58	2.86	3	0.86

Staff are encouraged to provide suggestions on ...

	Year	n	M	Mdn	SD
2024	2024	105	2.41	2	0.88
2025	2025	96	2.46	2	0.93
2026	2026	58	2.59	3	0.81

Overall job satisfaction

	Year	n	M	Mdn	SD
2024	2024	105	2.04	2	0.75
2025	2025	97	2.08	2	0.77
2026	2026	60	2.17	2	0.80



Satisfaction Survey Methods



Respond to items
on a 4-point scale

1
Administer
survey
(n=61)

Comment on high
and low ratings

2
Identify areas of
strength based on
quantitative results

3
Identify areas for
growth based on
quantitative and
qualitative results





Areas of Strength



Areas of Strength

1 Very satisfied	2 Satisfied	3 Marginally satisfied	4 Not at all satisfied
1 Strongly agree	2 Tend to agree	3 Tend to disagree	4 Strongly disagree

Job Satisfaction

Autonomy and Independence

	Year	n	M	Mdn	SD
2024	2024	108	1.64	2	0.70
2025	2025	94	1.68	2	0.73
2026	2026	60	1.60	2	0.69

Professional relationships with other staff

	Year	n	M	Mdn	SD
2024	2024	107	1.78	2	0.70
2025	2025	96	1.78	2	0.70
2026	2026	60	1.75	2	0.85

State of the Institution

Minot State provides an engaging campus atmo...

	Year	n	M	Mdn	SD
2024	2024	107	2.02	2	0.71
2025	2025	94	1.90	2	0.65
2026	2026	60	2.02	2	0.56

The Minot State administration promotes acade...

	Year	n	M	Mdn	SD
2024	2024	103	2.04	2	0.71
2025	2025	92	2.00	2	0.68
2026	2026	56	2.11	2	0.75

State of the Staff

Minot State staff promote academic excellence

	Year	n	M	Mdn	SD
2024	2024	103	1.82	2	0.60
2025	2025	92	1.80	2	0.59
2026	2026	56	1.89	2	0.52

My supervisor helps me improve my job perfor...

	Year	n	M	Mdn	SD
2024	2024	105	1.75	2	0.79
2025	2025	96	1.78	2	0.82
2026	2026	59	1.69	2	0.70

Staff Governance

I am aware of Staff Senate activities.

	Year	n	M	Mdn	SD
2024	2024	104	1.82	2	0.69
2025	2025	91	1.79	2	0.69
2026	2026	57	1.91	2	0.60

My supervisor has confidence and trust in me.

	Year	n	M	Mdn	SD
2024	2024	105	1.47	1	0.69
2025	2025	92	1.37	1	0.57
2026	2026	58	1.34	1	0.51



Areas for Growth



Areas for Growth

From quantitative results on initial survey

1. Job security, influence on positive change
2. Planning, budgeting and communication
3. Faculty and staff relationships

From comments on initial survey

4. Communication & Transparency (24 comments)
5. Morale (17 comments)
6. Administration (24 comments)
7. Supervisors (36 comments)



Areas for growth

1 Very satisfied	2 Satisfied	3 Marginally satisfied	4 Not at all satisfied
1 Strongly agree	2 Tend to agree	3 Tend to disagree	4 Strongly disagree

1. Job security, influence on positive change

I feel secure in my job

	Year	n	M	Mdn	SD
2024	2024	106	2.03	2	0.82
2025	2025	96	2.24	2	0.89
2026	2026	60	2.55	2	0.96

This institution involves its staff in planning for t...

	Year	n	M	Mdn	SD
2024	2024	104	2.50	2	0.90
2025	2025	96	2.70	3	0.89
2026	2026	58	3.02	3	0.88

2. Planning, budgeting, and communication

This institution analyzes all relevant data before ...

	Year	n	M	Mdn	SD
2024	2024	96	2.42	2	0.75
2025	2025	90	2.34	2	0.75
2026	2026	51	2.63	3	0.79

This institution provides adequate financial/ bud...

	Year	n	M	Mdn	SD
2024	2024	102	2.49	2	0.78
2025	2025	93	2.47	2	0.80
2026	2026	56	2.79	3	0.86

3. Faculty and staff relationships

Minot State staff trust faculty

	Year	n	M	Mdn	SD
2024	2024	95	2.41	2	0.88
2025	2025	92	2.21	2	0.79
2026	2026	57	2.51	2	0.82

I feel staff and faculty work well together

	Year	n	M	Mdn	SD
2024	2024	101	2.41	2	0.83
2025	2025	94	2.22	2	0.83
2026	2026	57	2.40	2	0.75

Minot State faculty trust staff

	Year	n	M	Mdn	SD
2024	2024	93	2.43	2	0.90
2025	2025	87	2.36	2	0.88
2026	2026	55	2.60	2	0.84

Areas for Growth - Qualitative

4. Communication & Transparency e.g.,

- "I think the administration accepts and values feedback."
- "The timing and transparency related to the budget process is frustrating. "

5. Morale e.g.,

- "MSU is still a great place to work"
- "Feeling secure in one's job with the budget cuts that are coming is not really practical. "

6. Administration e.g.,

- "I also value the collaborative relationships between staff, faculty and administration."
- "If there is a long-term plan, it is not communicated down beyond the upper levels of admin."



Areas for Growth - Qualitative

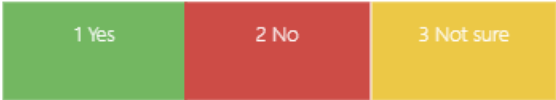
7. Supervisors e.g.,

- "My supervisor is a rock star! She constantly is being told to cut and being told no, but she somehow stays positive and keeps our work environment a pleasant place."
- "Better support for staff development. Although training opportunities are offered throughout the year, many staff are unable to attend because supervisors do not consistently allow the time or coverage needed."
- "It feels like there's a lot of running to supervisors/VPs to solve issues without even working with a person directly."

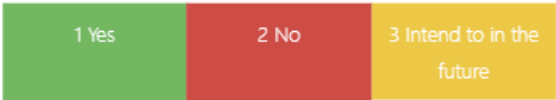
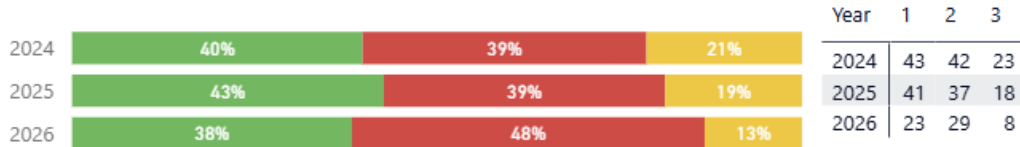


Staff Benefit Opportunities

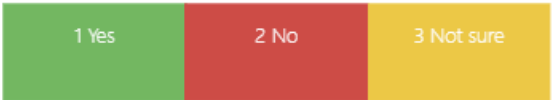
Are you aware of Minot State's Wellness Policy?



Do you currently use your wellness benefit at Minot State?



Are you aware of Minot State's policy regarding flexible work schedules?



Do you currently or have you in the past worked a flexible schedule at the approval o...



Would you be interested in working a flexible work schedule?



Diversity



Survey question:

In your opinion, how important is diversity to the following groups at Minot State?

Faculty members

	Year	n	M	Mdn	SD
2024	2024	109	2.03	2	1.05
2025	2025	93	1.98	2	1.07
2026	2026	60	1.97	2	0.97

Staff and administrators

	Year	n	M	Mdn	SD
2024	2024	109	2.06	2	1.01
2025	2025	94	2.13	2	1.09
2026	2026	60	2.02	2	0.99

Student government

	Year	n	M	Mdn	SD
2024	2024	109	1.98	2	0.99
2025	2025	94	1.99	2	1.10
2026	2026	59	1.83	2	0.96

Minot State students

	Year	n	M	Mdn	SD
2024	2024	108	1.98	2	1.04
2025	2025	94	1.87	2	0.98
2026	2026	59	1.88	2	0.98

Limitations

- Responses only represent perceptions at the times the surveys were completed
- Not all staff participated
- A different staff satisfaction committee may have interpreted the results differently



Discussion

- How do you feel about the results?
- What strategies could help respond to the results?
- What barriers could inhibit implementation of strategies?
- Do you have any questions for us?





Thank you!

