



# Northern Illinois University

## Great Colleges Survey and Process Improvements Inspired by Shared Leadership

Monthly Leadership Meeting  
January 24, 2023

# Great Colleges To Work For



## Annual Survey

- One of the nation's largest and most-respected workplace recognition programs. Recognizes institutions that have been successful in creating great workplaces.
- Results provide insight into many of the factors and dynamics that contribute to a truly engaged workforce.
- At NIU, we are intentional about using these results to recognize our strengths, as well as identify and set baselines for areas of improvement.

# Great Colleges Survey Results



## 2022 survey response rate and job categories

### 2,904 surveys sent to full-time faculty/staff

- Response: 1,110
- No response: 1,794

Job Category n=1110 (preloaded)	n	prct	Response Rate
Faculty	280	25%	34%
Adjunct Faculty	52	5%	18%
Administrator	60	5%	50%
Exempt Professional Staff	409	37%	45%
Non-exempt Staff	309	28%	41%

### Overall Scores

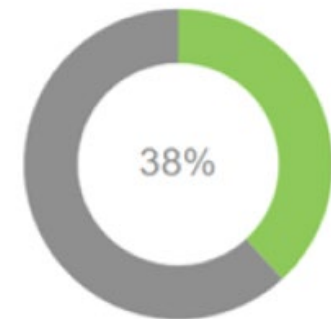
Percent Positive

Percent Negative

62

17

### Response Rate



# Great Colleges Survey Results



**NIU's top categories for two consecutive years:**

- ★ Shared Governance
- ★ Diversity, Inclusion and Belonging



# Great Colleges Survey Results



## Foci Areas for 2023:

1. Job satisfaction and support.
2. Professional development.
3. Faculty and staff well-being.
4. Collaboration.
5. Mission and pride.

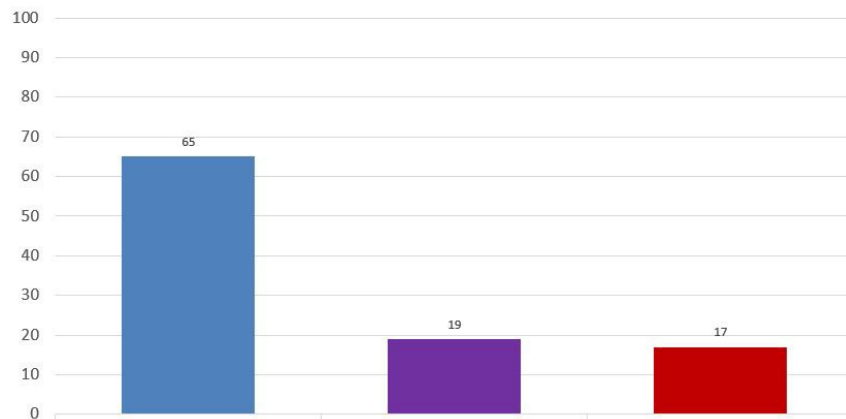


**University Goals:** [go.niu.edu/university-goals](https://go.niu.edu/university-goals)

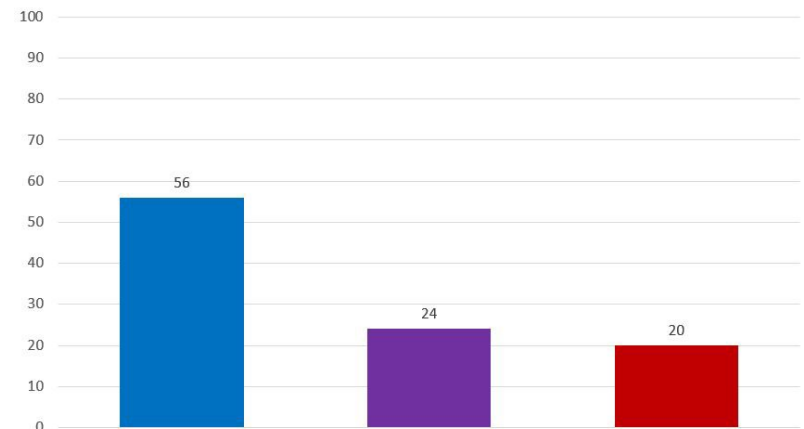
# Great Colleges Survey Results



## Job Satisfaction and Support



## Professional Development



■ Agree/Strongly Agree

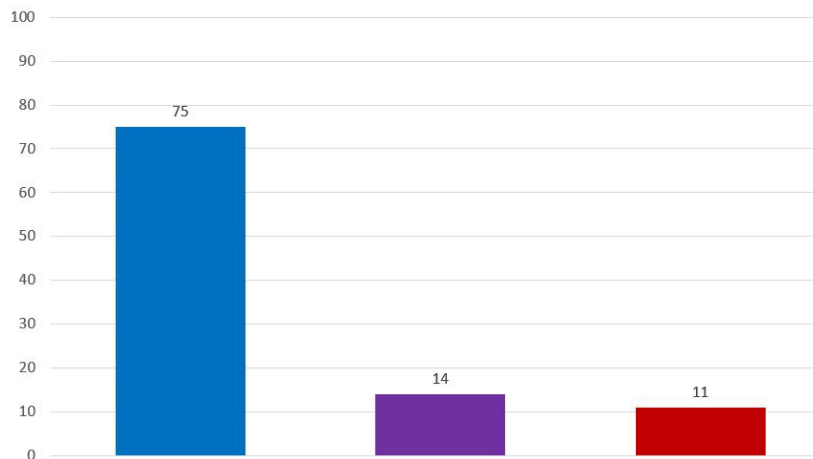
■ Sometimes Agree/Disagree

■ Disagree/Strongly Disagree

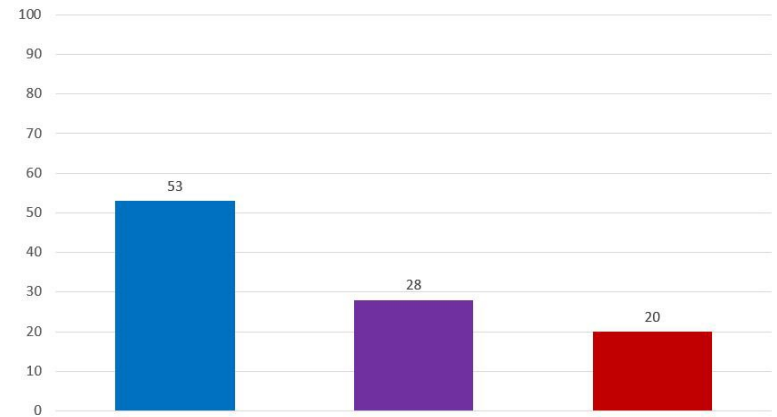
# Great Colleges Survey Results



## Faculty and Staff Well-being



## Collaboration



■ Agree/Strongly Agree

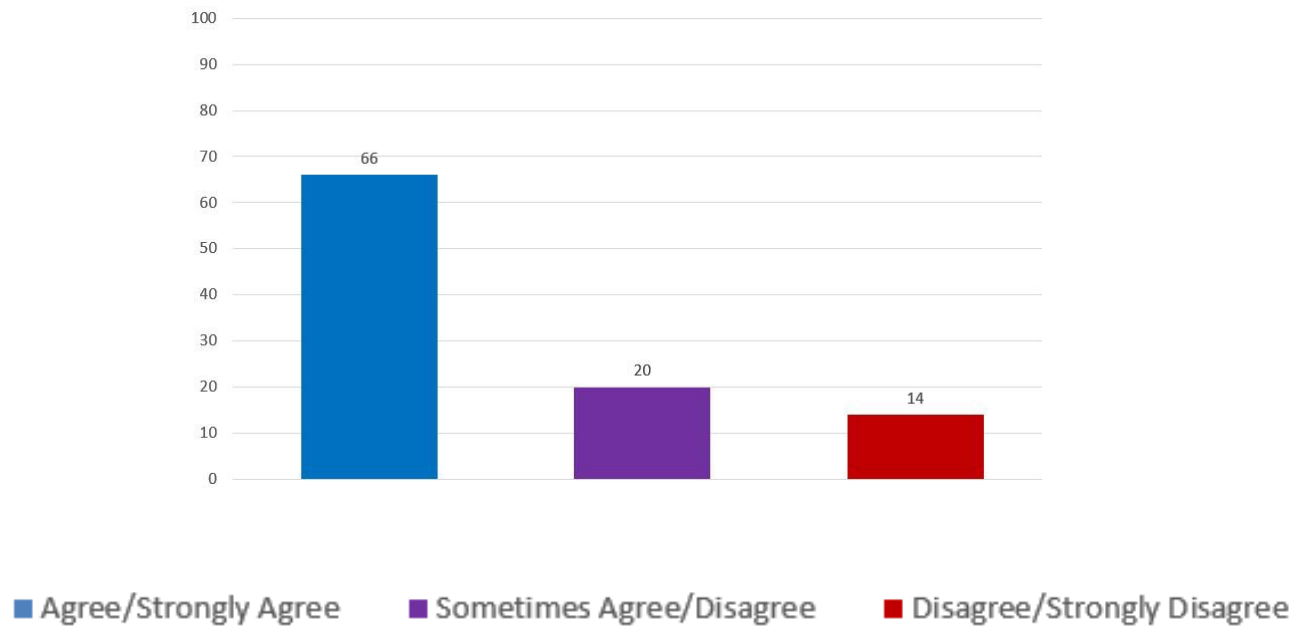
■ Sometimes Agree/Disagree

■ Disagree/Strongly Disagree

# Great Colleges Survey Results



## Mission and Pride





# Shared leadership in action



## Student Employment Process Improvement Team

- Cathy Craddock
- Vicky Guzman
- Mia Hannon
- Bill Hodson
- Salina Heller
- Murali Krishnamurthi (volunteer)
- Jim Slagstad
- Marianne Spring
- Liz Wright

# Next Steps



## Opportunities for HRS and Shared Leadership

- Support professional development and building capacity for shared leadership at NIU.
- Infuse the culture of shared leadership into employee onboarding.
- Continue to apply shared leadership principles to HRS initiatives and process improvement.

# Shared leadership in action



## Questions/Discussion