



Employee Survey

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Highlights

The respondents in the survey expressed the following key highlights:

1. They believe there is a clear connection between their work and LC State's Mission, and they perceive LC State as consistently operating within its Mission. They would recommend LC State as a good place to work.
2. They are satisfied with their professional relationships with colleagues and feel a sense of belonging in their office/department. They also feel valued, have access to necessary technology, and believe their job is meaningful.
3. They receive positive recognition for their work, are involved in decisions that affect their work, and are satisfied with their ability to perform interesting tasks within their role.
4. Co-workers treat each other respectfully, share helpful information, get along well, and are hardworking and adaptable.
5. They are satisfied with their professional relationships with their direct supervisors, who are seen as respectful, supportive, good communicators, and effective leaders.
6. They believe Deans, Division Chairs, Unit Heads, and Directors treat the LC State community respectfully, listen to concerns, and support employee work/life balance.
7. They believe the President and Vice Presidents are good communicators who treat the community respectfully and appropriately challenge them.
8. They understand and find the annual performance evaluation process fair. They are satisfied with the training and opportunities for skill improvement and expansion.
9. The benefits package provided by LC State meets their needs well.
10. The LC State culture is described as friendly, respectful, inclusive, and accessible, with respondents feeling safe and valued. They would choose to work at LC State again if given the chance.
11. Respondents expressed interest in attending Professional Development Training courses, wellness programming, and volunteer opportunities.
12. They are unlikely to leave the state of Idaho, their position, or LC State, with many intending to spend their remaining working years at LC State.

Overall, the survey results indicate a positive perception of LC State as a workplace, with strong satisfaction regarding mission alignment, relationships, and organizational culture.

Points of Improvement

Respondents expressed a neutral standpoint on various aspects, including the direction of LC State, institutional support for work-life balance, workload comparisons, career opportunities, professional development offerings, leadership effectiveness, and pay satisfaction. They also felt neither comfortable nor uncomfortable in expressing their ideas and opinions.

Introduction

During the 2023 spring semester, the Office of Institutional Research and Effectiveness at LC State sent a survey to employees through the college's LC State News email address. The purpose of the survey was to better understand employees' perceptions, experiences, and decisions. Data collection occurred over two weeks, beginning on April 10 of 2023 and ending on April 24 of 2023. Two hundred thirty-three employees (N = 233) responded to the survey. Of those, 167 completed the survey.

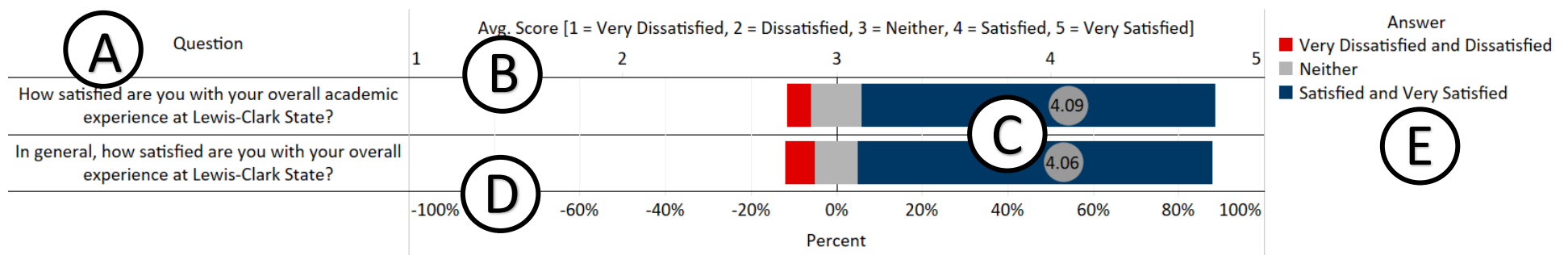
All responses were utilized in the analyses, including partial responses. This report provides basic descriptive statistics, not based on statistical significance, of the survey items with interpretations of key findings. It is important to note that the data in this report are self-reported and, therefore, may not reflect official records.

The purpose of this document is to review findings from the Employee Survey in a format that will provide LC State administrators, faculty, and staff with helpful information to make data-informed decisions.

Reading a Dual Axis Chart

Within the document, there are charts like the one below. This chart provides several pieces of information, including a dual axis, in which each axis operates independently. Please find an explanation for each alphabetical letter on the chart below:

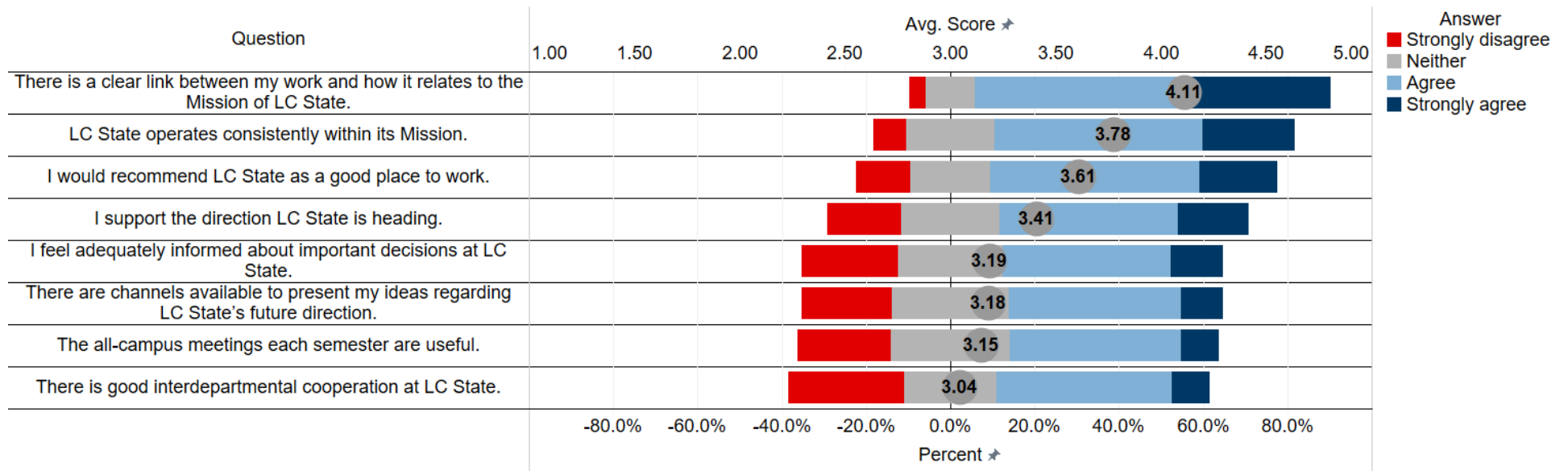
- A) Questions/Statements on the survey (i.e., How satisfied are you with your overall academic experience at Lewis-Clark State?)
- B) Axis line that contains the scale the respondents had to choose from for each question/statement (i.e., 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither, 4 = Satisfied, 5 = Very Satisfied)
- C) In the grey circles are the averages of the corresponding numerical values for each question/statement (i.e., 4.09, 4.06)
- D) Axis line that contains the percentage of respondents who fell within each category listed in (5) the legend (i.e., For the question, How satisfied are you with your overall academic experience at Lewis-Clark State?: 5.5% Very Dissatisfied and Dissatisfied; 12.0% Neither; 82.6% Satisfied and Very Satisfied)
- E) Legend that sorts respondents into categories by color (i.e., red = very dissatisfied and dissatisfied; grey = neither; blue = satisfied and very satisfied)



LC State

Respondents were asked about LC State's Mission and direction, LC State as a workplace, being informed of important decisions, channels available to present their ideas, all-campus meetings, and interdepartmental cooperation. On average, respondents agreed there is a clear link between their work and how it relates to the Mission of LC State ($M = 4.11$, $SD = 0.90$), LC State operates consistently within its Mission ($M = 3.78$, $SD = 1.04$), and they would recommend LC State as a good place to work ($M = 3.61$, $SD = 1.18$). Furthermore, on average, respondents neither agreed nor disagreed on whether they support the direction LC State is heading ($M = 3.41$, $SD = 1.28$), they feel adequately informed about important decisions at LC State ($M = 3.19$, $SD = 1.34$), there are channels available to present their ideas regarding LC State's future direction ($M = 3.18$, $SD = 1.28$). Last, on average, respondents neither agreed nor disagreed on whether the all-campus meetings each semester are useful ($M = 3.15$, $SD = 1.28$), and there is good interdepartmental cooperation at LC State ($M = 3.04$, $SD = 1.37$).

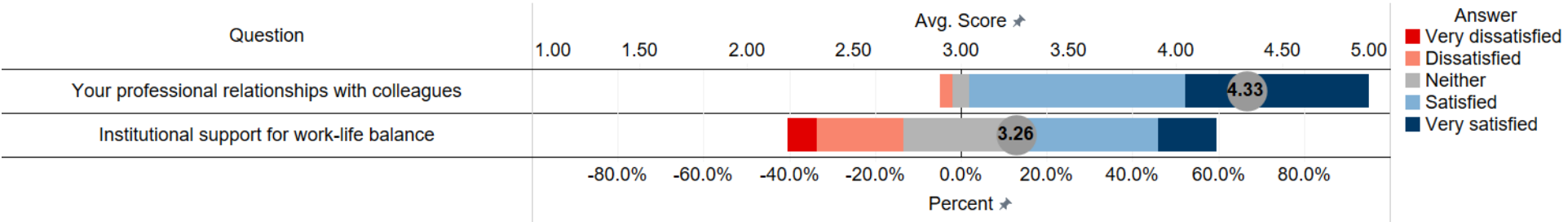
Please indicate to what degree you agree or disagree with the following statements.



Question	N	<i>M</i>	<i>SD</i>	% of <i>Strongly disagree</i> and <i>Disagree</i>	% of <i>Strongly agree</i> and <i>Agree</i>
There is a clear link between my work and how it relates to the Mission of LC State.	180	4.11	0.90	4%	84%
LC State operates consistently within its Mission.	178	3.78	1.04	8%	71%
I would recommend LC State as a good place to work.	179	3.61	1.18	13%	68%
I support the direction LC State is heading.	178	3.41	1.28	17%	59%
I feel adequately informed about important decisions at LC State.	178	3.19	1.34	23%	52%
There are channels available to present my ideas regarding LC State's future direction.	179	3.18	1.28	21%	51%
The all-campus meetings each semester are useful.	177	3.15	1.28	22%	50%
There is good interdepartmental cooperation at LC State.	178	3.04	1.37	28%	51%

Respondents were asked how satisfied they were with their professional relationships with colleagues and work-life balance. On average, respondents were satisfied with their professional relationships with colleagues ($M = 4.33$, $SD = 0.69$) and neither satisfied nor dissatisfied with institutional support for work-life balance ($M = 3.26$, $SD = 1.13$).

What is your level of satisfaction with the following?

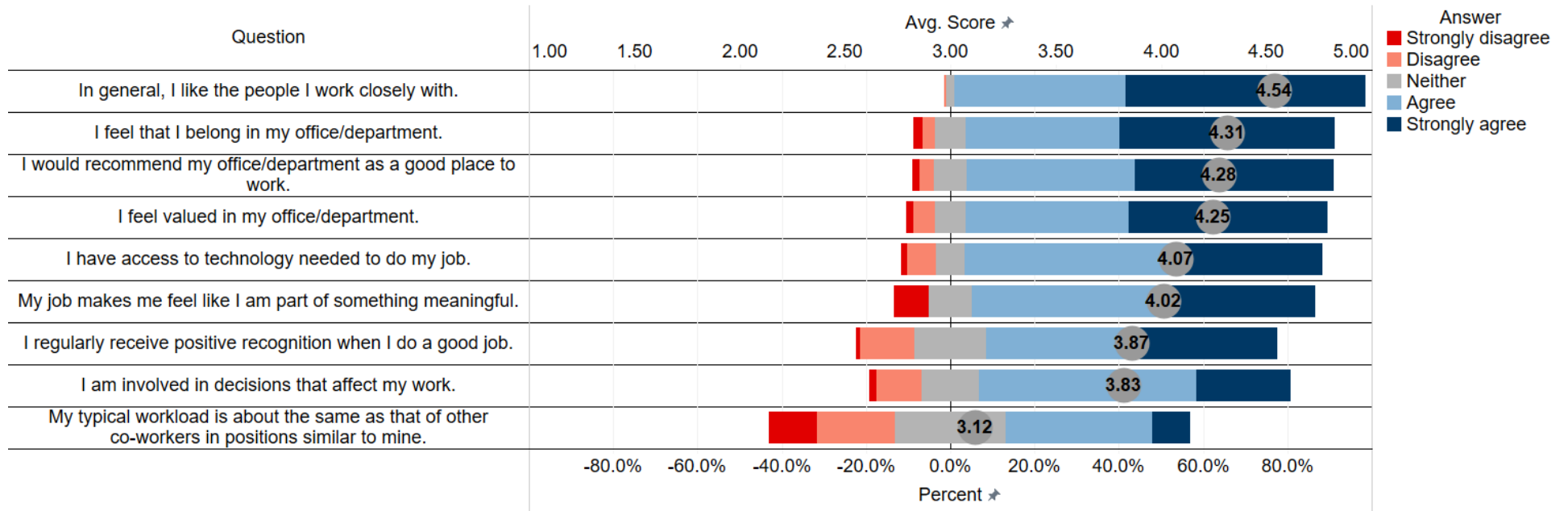


Question	N	M	SD	% of <i>Extremely dissatisfied and Dissatisfied</i>	% of <i>Extremely satisfied and Satisfied</i>
Your professional relationships with colleagues	177	4.33	0.69	3%	93%
Institutional support for work-life balance	177	3.26	1.13	27%	46%

Office and Work

Respondents were asked about their office and their work. On average, respondents strongly agreed they like the people they work closely with ($M = 4.54$, $SD = 0.57$). On average, respondents agreed they feel they belong in their office/department ($M = 4.31$, $SD = 0.90$), would recommend their office/department as a good place to work ($M = 4.28$, $SD = 0.87$), and feel valued in their office/department ($M = 4.25$, $SD = 0.92$). On average, respondents agreed that they have access to the technology needed for their job ($M = 4.07$, $SD = 0.90$), and their job makes them feel like they are part of something meaningful ($M = 4.02$, $SD = 1.11$). On average, respondents agreed they receive positive recognition when they do a good job ($M = 3.87$, $SD = 1.05$) and are involved in decisions that affect their work ($M = 3.83$, $SD = 0.96$). Last, on average, respondents neither agreed nor disagreed that their workload is the same as that of other co-workers in similar positions ($M = 3.12$, $SD = 1.16$).

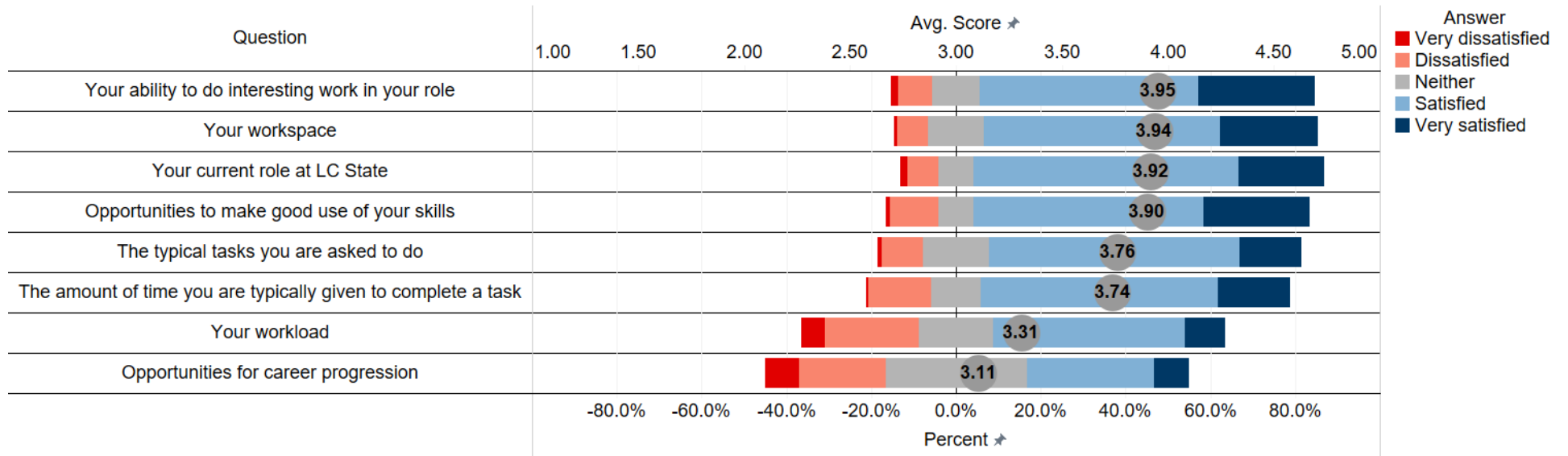
Please indicate to what degree you agree or disagree with the following statements.



Question	N	<i>M</i>	<i>SD</i>	% of <i>Strongly disagree</i> and <i>Disagree</i>	% of <i>Strongly agree</i> and <i>Agree</i>
In general, I like the people I work closely with.	165	4.54	0.57	1%	98%
I feel that I belong in my office/department.	178	4.31	0.90	5%	88%
I would recommend my office/department as a good place to work.	178	4.28	0.87	5%	87%
I feel valued in my office/department.	178	4.25	0.92	7%	86%
I have access to technology needed to do my job.	178	4.07	0.90	8%	85%
My job makes me feel like I am part of something meaningful.	180	4.02	1.11	8%	82%
I regularly receive positive recognition when I do a good job.	178	3.87	1.05	14%	69%
I am involved in decisions that affect my work.	178	3.83	0.96	12%	74%
My typical workload is about the same as that of other co-workers in positions similar to mine.	178	3.12	1.16	30%	44%

On average, respondents were satisfied with their ability to do interesting work in their role ($M = 3.95$, $SD = 0.93$), their workspace ($M = 3.94$, $SD = 0.84$), their current role at LC State ($M = 3.92$, $SD = 0.85$), the opportunities to make good use of their skills ($M = 3.90$, $SD = 0.94$), the typical tasks they are asked to do ($M = 3.76$, $SD = 0.86$), and the amount of time they are typically given to complete a task ($M = 3.74$, $SD = 0.93$). Last, on average, respondents were neither satisfied nor dissatisfied with their workload ($M = 3.31$, $SD = 1.09$) and the opportunities for career progression ($M = 3.11$, $SD = 1.07$).

What is your level of satisfaction with the following?



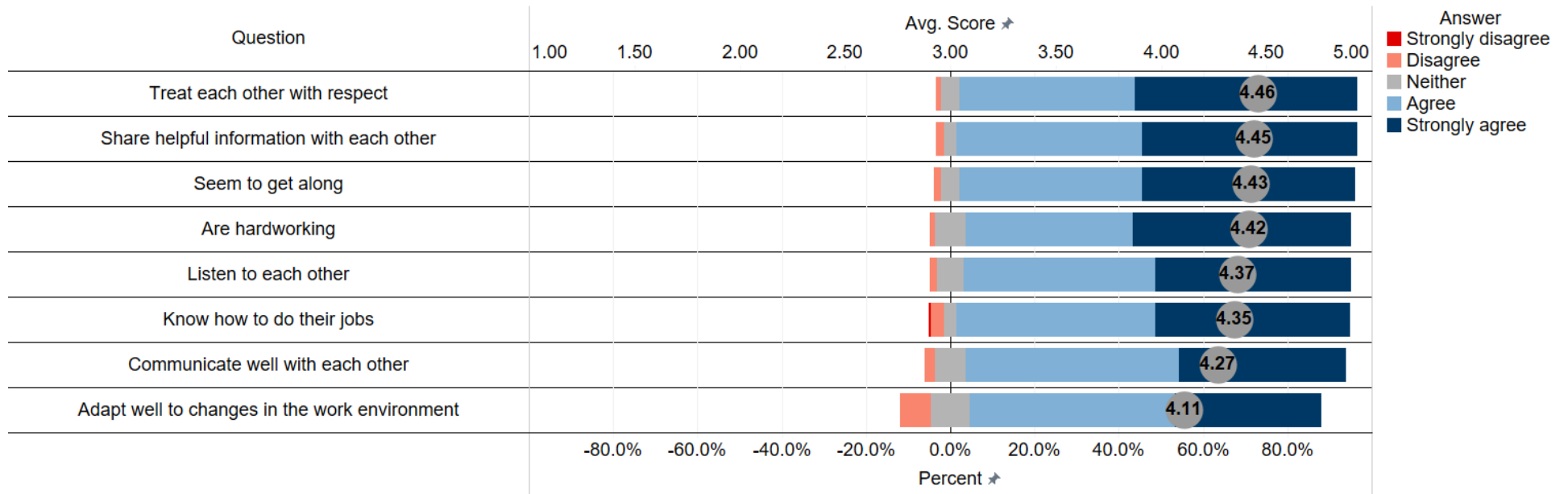
Question	N	M	SD	% of <i>Extremely dissatisfied and Dissatisfied</i>	% <i>Extremely satisfied and Satisfied</i>
Your ability to do interesting work in your role	177	3.95	0.93	10%	79%
Your workspace	176	3.94	0.84	8%	79%
Your current role at LC State	178	3.92	0.85	9%	83%
Opportunities to make good use of your skills	177	3.90	0.94	12%	79%
The typical tasks you are asked to do	178	3.76	0.86	11%	74%
The amount of time you are typically given to complete a task	177	3.74	0.93	15%	73%
Your workload	177	3.31	1.09	28%	55%
Opportunities for career progression	177	3.11	1.07	28%	38%

Co-workers

Respondents were asked about the members in their office/department. On average, respondents agreed their co-workers treat each other with respect ($M = 4.46$, $SD = 0.64$), share helpful information ($M = 4.45$, $SD = 0.65$), seem to get along ($M = 4.43$, $SD = 0.67$), are hardworking ($M = 4.42$, $SD = 0.68$), listen to each other ($M = 4.37$, $SD = 0.68$), know how to do their jobs ($M = 4.35$, $SD = 0.74$), communicate well with each other ($M = 4.27$, $SD = 0.70$), and adapt well to changes in the work environment ($M = 4.11$, $SD = 0.85$).

Please indicate to what degree you agree or disagree with the following statements.

Overall, members of your office/department:

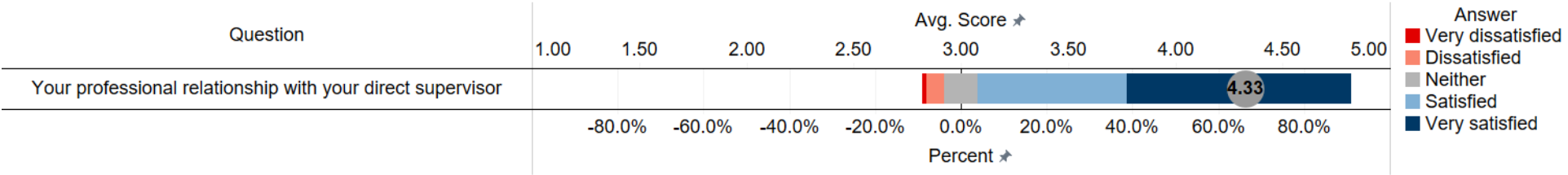


Question	N	M	SD	% Strongly disagree and Disagree	% Strongly agree and Agree
Treat each other with respect	163	4.46	0.64	1%	94%
Share helpful information with each other	164	4.45	0.65	2%	95%
Seem to get along	164	4.43	0.67	2%	94%
Are hardworking	164	4.42	0.68	1%	91%
Listen to each other	164	4.37	0.68	2%	92%
Know how to do their jobs	163	4.35	0.74	4%	93%
Communicate well with each other	164	4.27	0.70	2%	90%
Adapt well to changes in the work environment	164	4.11	0.85	7%	84%

Direct Supervisor

Respondents were asked about their direct supervisor. On average, respondents were satisfied with their professional relationships with their direct supervisors ($M = 4.33$, $SD = 0.87$).

What is your level of satisfaction with the following?

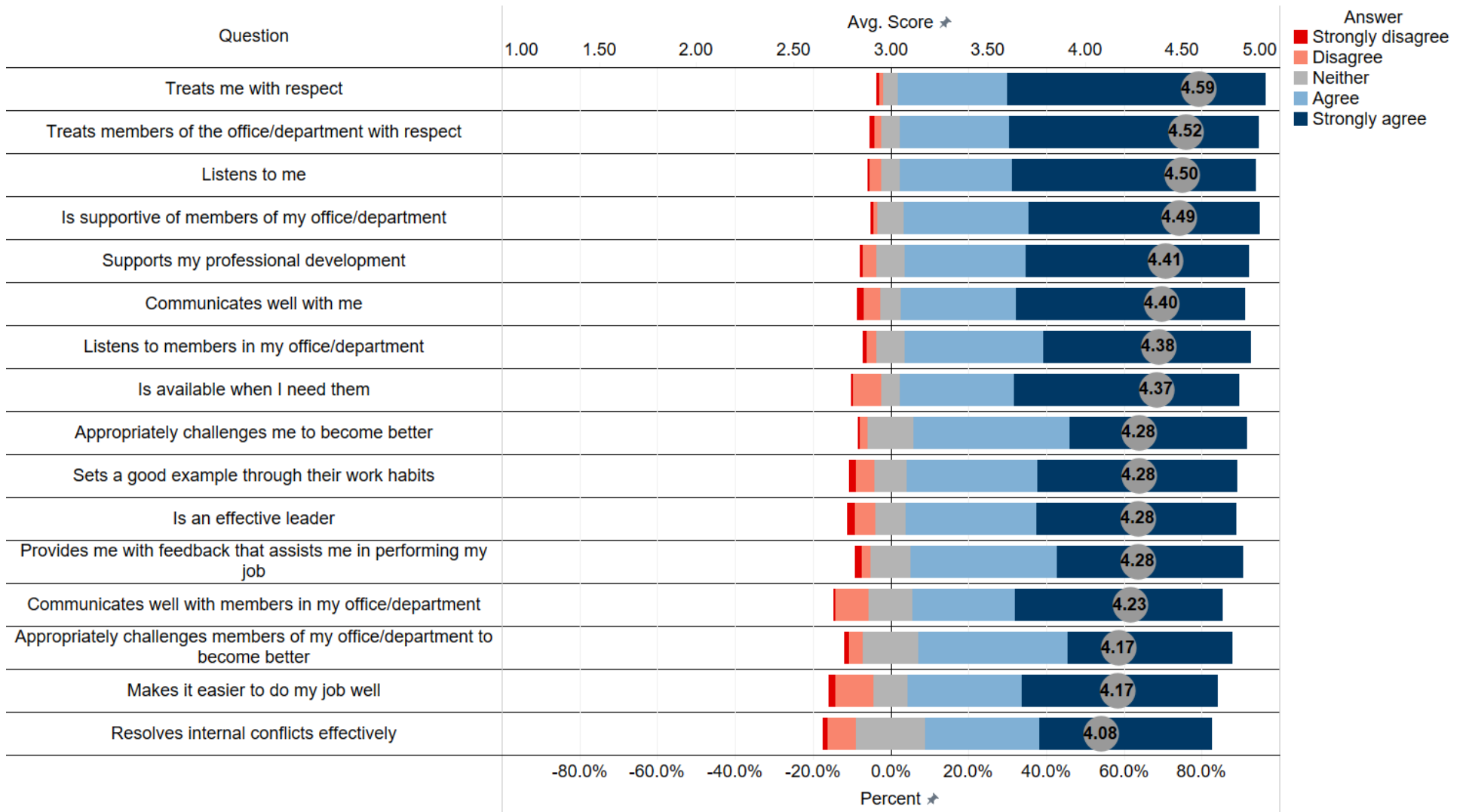


Question	N	M	SD	% Extremely dissatisfied and Dissatisfied	% Extremely satisfied and Satisfied
Your professional relationship with your direct supervisor	176	4.33	0.87	5%	87%

On average, respondents strongly agreed their direct supervisor treat them ($M = 4.59$, $SD = 0.68$) and members of the office/department ($M = 4.52$, $SD = 0.77$) with respect. On average, respondents agreed their direct supervisor listens to them ($M = 4.50$, $SD = 0.78$) and members in their office/ department ($M = 4.38$, $SD = 0.82$). On average, respondents agreed their direct supervisor is supportive of members of their office/department ($M = 4.49$, $SD = 0.73$), supports their professional development ($M = 4.41$, $SD = 0.82$), communicates well with them ($M = 4.40$, $SD = 0.91$) and members in my office/department ($M = 4.23$, $SD = 0.99$). Furthermore, on average, respondents agreed their direct supervisor is available when they need them ($M = 4.37$, $SD = 0.92$), sets a good example through their work habits ($M = 4.28$, $SD = 0.94$), appropriately challenges them ($M = 4.28$, $SD = 0.79$) and members of their office/department to become better ($M = 4.17$, $SD = 0.89$), and provides them with feedback that assists them in performing their job ($M = 4.28$, $SD = 0.88$). On average, respondents agreed their direct supervisor is an effective leader ($M = 4.28$, $SD = 0.95$), makes it easier to do their job well ($M = 4.17$, $SD = 1.06$), and resolves internal conflicts effectively ($M = 4.08$, $SD = 1.01$).

Please indicate to what degree you agree or disagree with the following statements.

Overall, my direct supervisor:



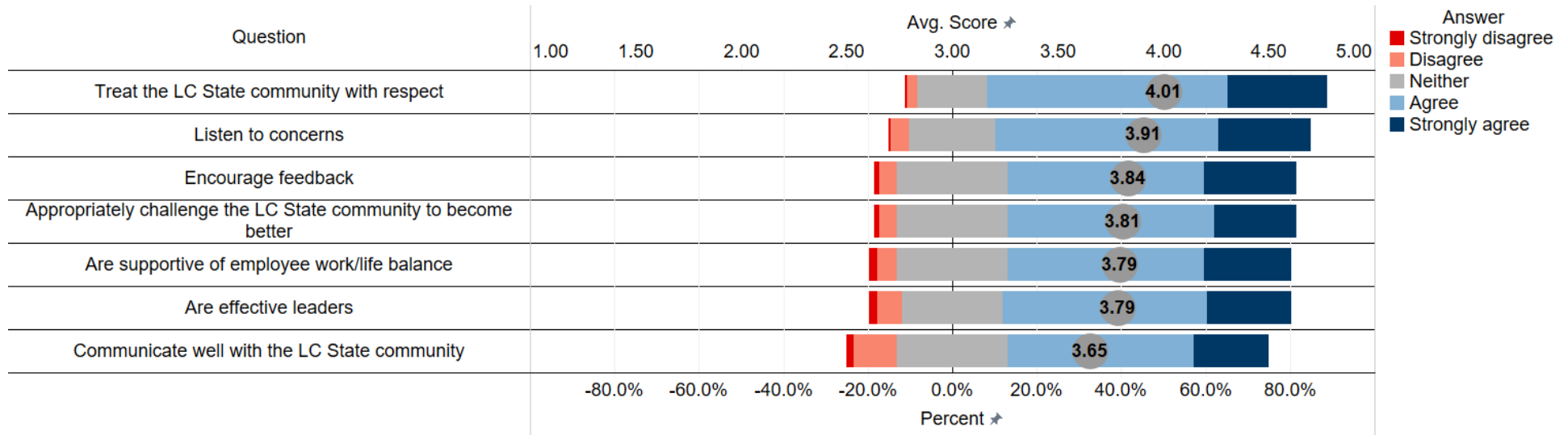
Question	N	M	SD	% <i>Strongly disagree</i> and <i>Disagree</i>	% <i>Strongly agree</i> and <i>Agree</i>
Treats me with respect	167	4.59	0.68	2%	95%
Treats members of the office/department with respect	167	4.52	0.77	3%	92%
Listens to me	167	4.50	0.78	4%	92%
Is supportive of members of my office/department	167	4.49	0.73	2%	92%
Supports my professional development	167	4.41	0.82	4%	89%
Communicates well with me	166	4.40	0.91	6%	89%
Listens to members in my office/department	166	4.38	0.82	4%	89%
Is available when I need them	167	4.37	0.92	8%	87%
Sets a good example through their work habits	167	4.28	0.94	7%	85%
Appropriately challenges me to become better	167	4.28	0.79	2%	86%
Provides me with feedback that assists me in performing my job	167	4.28	0.88	4%	86%
Is an effective leader	167	4.28	0.95	7%	85%
Communicates well with members in my office/department	167	4.23	0.99	9%	80%
Appropriately challenges members of my office/department to become better	167	4.17	0.89	5%	81%
Makes it easier to do my job well	167	4.17	1.06	11%	80%
Resolves internal conflicts effectively	167	4.08	1.01	8%	74%

Deans, Division Chairs, and Unit Heads/Directors

Respondents were asked about Deans, Division Chairs, Unit Heads, and Directors. On average, respondents agreed they treat the LC State community with respect ($M = 4.01$, $SD = 0.74$), listen to concerns ($M = 3.91$, $SD = 0.80$), encourage feedback ($M = 3.84$, $SD = 0.86$), appropriately challenge the LC State community to become better ($M = 3.81$, $SD = 0.84$), are supportive of employee work/life balance ($M = 3.79$, $SD = 0.89$), are effective leaders ($M = 3.79$, $SD = 0.90$), and communicate well with the LC State community ($M = 3.65$, $SD = 0.95$).

Please indicate to what degree you agree or disagree with the following statements.

Overall, Deans, Division Chairs, and Unit Heads/Directors:



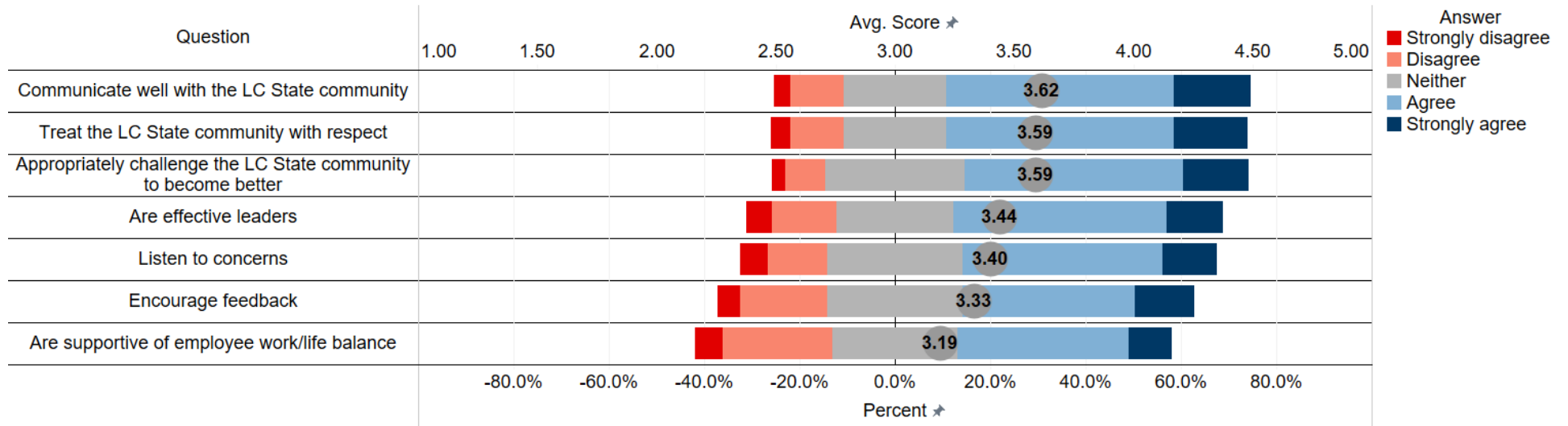
Question	N	M	SD	% Strongly disagree and Disagree	% Strongly agree and Agree
Treat the LC State community with respect	165	4.01	0.74	3%	81%
Listen to concerns	165	3.91	0.80	5%	75%
Encourage feedback	165	3.84	0.86	5%	68%
Appropriately challenge the LC State community to become better	165	3.81	0.84	5%	68%
Are supportive of employee work/life balance	165	3.79	0.89	7%	67%
Are effective leaders	165	3.79	0.90	8%	68%
Communicate well with the LC State community	165	3.65	0.95	12%	62%

President and Vice President

Respondents were asked about the President and Vice Presidents. On average, respondents agreed the President and Vice Presidents communicate well with the LC State community ($M = 3.62$, $SD = 1.00$), treat the LC State community with respect ($M = 3.59$, $SD = 1.01$), and appropriately challenge the LC State community to become better ($M = 3.59$, $SD = 0.93$). On average, respondents neither agreed nor disagreed the Presidents and Vice Presidents are effective leaders ($M = 3.44$, $SD = 1.04$), listen to concerns ($M = 3.40$, $SD = 1.04$), encourage feedback ($M = 3.33$, $SD = 1.06$), and are supportive of employee work/life balance ($M = 3.19$, $SD = 1.07$).

Please indicate to what degree you agree or disagree with the following statements.

Overall, the President and Vice Presidents:

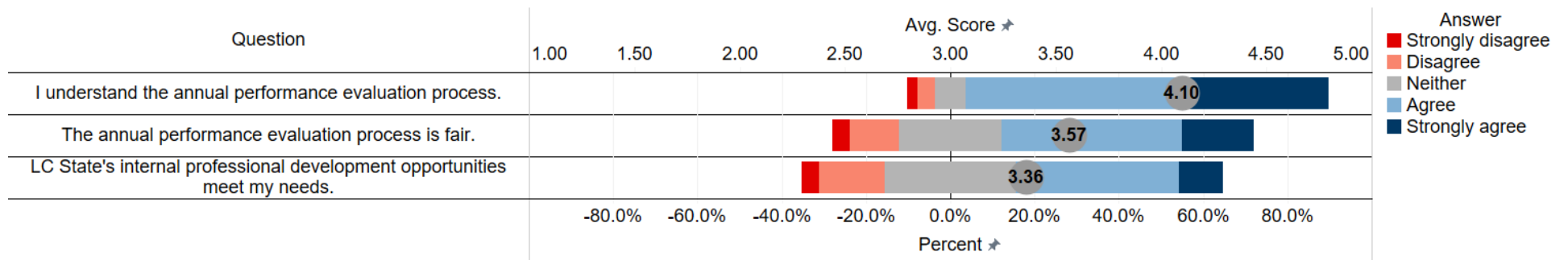


Question	N	M	SD	% Strongly disagree and Disagree	% Strongly agree and Agree
Communicate well with the LC State community	169	3.62	1.00	15%	64%
Treat the LC State community with respect	169	3.59	1.01	15%	63%
Appropriately challenge the LC State community to become better	168	3.59	0.93	11%	60%
Are effective leaders	170	3.44	1.04	19%	56%
Listen to concerns	169	3.40	1.04	18%	53%
Encourage feedback	169	3.33	1.06	23%	49%
Are supportive of employee work/life balance	169	3.19	1.07	29%	45%

Support and Professional Development

Respondents were about support and professional development. On average, respondents agreed they understand the annual performance evaluation process ($M = 4.10$, $SD = 0.89$) and that it is fair ($M = 3.57$, $SD = 1.04$). Last, on average, respondents neither agreed nor disagreed on whether LC State's internal professional development opportunities meet their needs ($M = 3.36$, $SD = 1.00$).

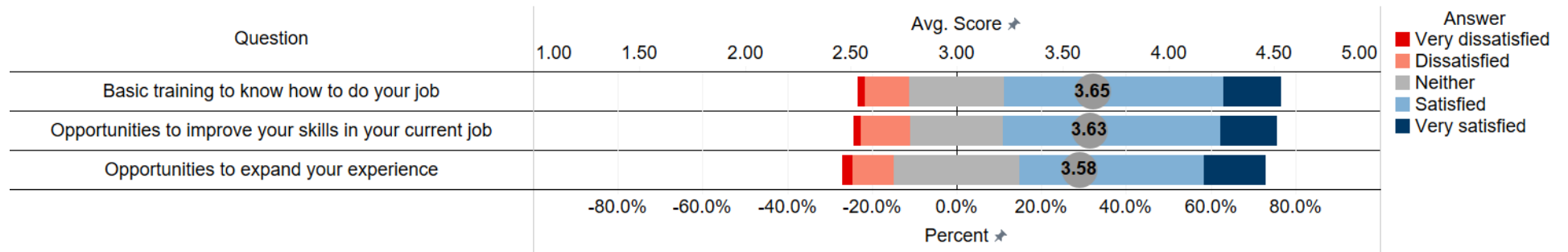
Please indicate to what degree you agree or disagree with the following statements.



Question	N	M	SD	% Strongly disagree and Disagree	% Strongly agree and Agree
I understand the annual performance evaluation process.	165	4.10	0.89	7%	86%
The annual performance evaluation process is fair.	164	3.57	1.04	16%	60%
LC State's internal professional development opportunities meet my needs.	152	3.36	1.00	20%	49%

On average, respondents were satisfied with the basic training to know how to do their job ($M = 3.65$, $SD = 0.90$), opportunities to improve their skills in their current job ($M = 3.63$, $SD = 0.92$), and opportunities to expand their experience ($M = 3.58$, $SD = 0.94$).

What is your level of satisfaction with the following?

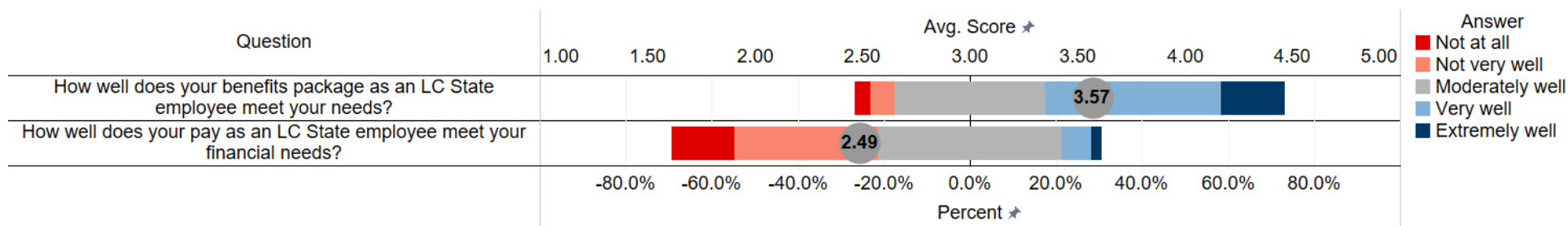


Question	N	M	SD	% Extremely dissatisfied and Dissatisfied	% Extremely satisfied and Satisfied
Basic training to know how to do your job	164	3.65	0.90	12%	65%
Opportunities to improve your skills in your current job	164	3.63	0.92	13%	65%
Opportunities to expand your experience	163	3.58	0.94	12%	58%

Compensation

Respondents were asked about their benefits package and their pay. On average, respondents reported their benefits package as an LC State employee meets their needs ($M = 3.57$, $SD = 0.94$) very well. However, on average, respondents reported that their pay as an LC State employee does not meet their financial needs ($M = 2.49$, $SD = 0.91$).

What is your level of satisfaction with the following?

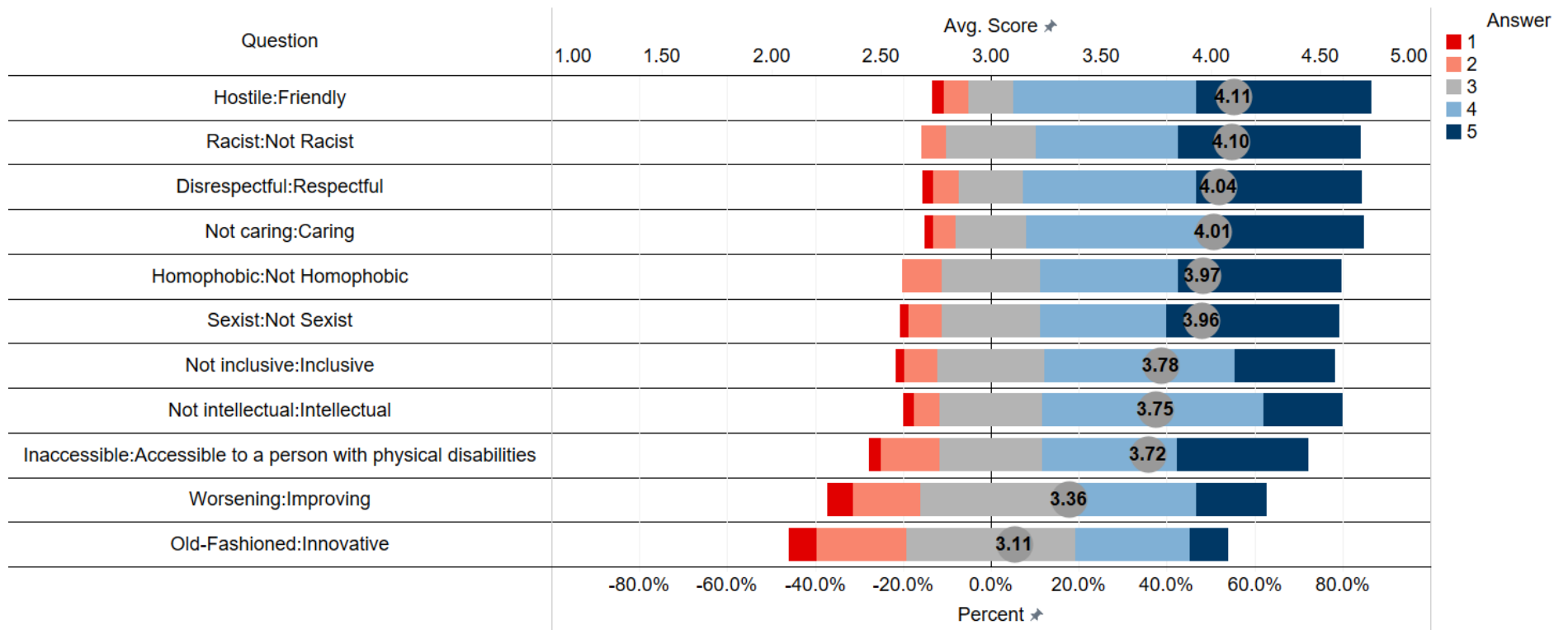


Question	N	M	SD	% <i>Not at all well and Not very well</i>	% <i>Extremely well and Very well</i>
How well does your benefits package as an LC State employee meet your needs?	162	3.57	0.94	9%	56%
How well does your pay as an LC State employee meet your financial needs?	165	2.49	0.91	48%	9%

Campus Climate

Respondents were presented with pairs of words with opposite meanings. Then, respondents were asked to rate the degree to which the LC State culture is more closely aligned with one set of words or the opposing. On average, respondents rated the LC State culture as friendly ($M = 4.11$, $SD = 0.97$), not racist ($M = 4.10$, $SD = 0.92$), respectful ($M = 4.04$, $SD = 0.99$), caring ($M = 4.01$, $SD = 0.94$), not homophobic ($M = 3.97$, $SD = 0.98$), not sexist ($M = 3.96$, $SD = 1.05$), inclusive ($M = 3.78$, $SD = 0.95$), intellectual ($M = 3.75$, $SD = 0.90$), and accessible to a person with physical disabilities ($M = 3.72$, $SD = 1.11$). Last, on average, respondents rated the LC State culture as neither worsening nor improving ($M = 3.36$, $SD = 1.10$) and neither old-fashioned nor innovative ($M = 3.11$, $SD = 1.03$).

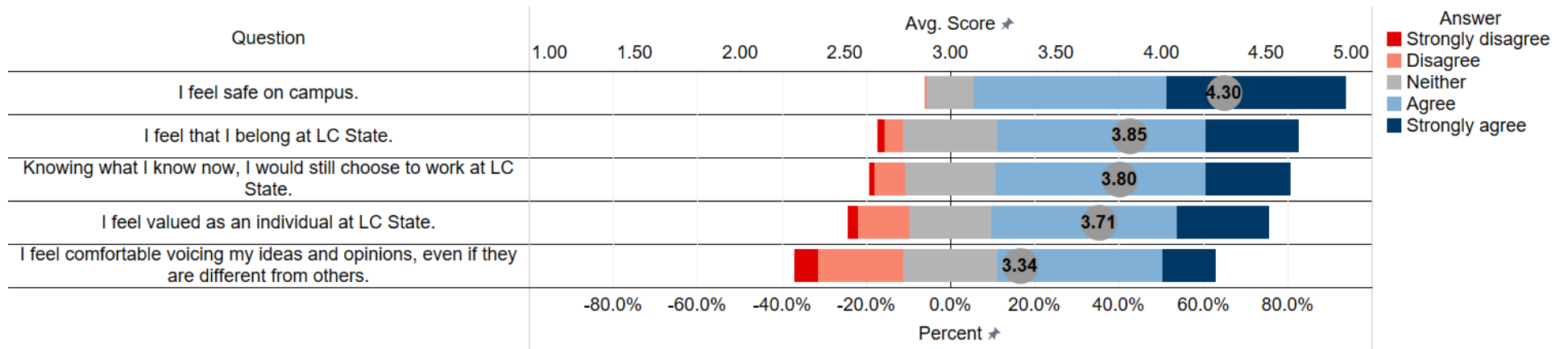
Please rate the degree to which LC State culture is more closely aligned with one phrase or the opposing phrase.



Question	N	<i>M</i>	<i>SD</i>	% 1 and 2	% 4 and 5
Hostile : Friendly	158	4.11	0.97	8%	82%
Racist : Not Racist	157	4.10	0.92	6%	74%
Disrespectful : Respectful	157	4.04	0.99	8%	77%
Not caring : Caring	156	4.01	0.94	7%	77%
Homophobic : Not Homophobic	156	3.97	0.98	9%	69%
Sexist : Not Sexist	157	3.96	1.05	10%	68%
Not inclusive : Inclusive	157	3.78	0.95	10%	66%
Not intellectual : Intellectual	157	3.75	0.90	8%	68%
Inaccessible : Accessible to a person with physical disabilities	157	3.72	1.11	16%	61%
Worsening : Improving	156	3.36	1.10	21%	47%
Old-Fashioned : Innovative	158	3.11	1.03	27%	35%

On average, respondents agreed they feel safe on campus ($M = 4.30$, $SD = 0.69$) and belong at LC State ($M = 3.85$, $SD = 0.87$). On average, respondents agreed knowing what they know now, they would still choose to work at LC State ($M = 3.80$, $SD = 0.89$), and they feel valued as individuals at LC State ($M = 3.71$, $SD = 1.02$). Last, on average, respondents neither agreed nor disagreed they feel comfortable voicing their ideas and opinions, even if they are different from others ($M = 3.34$, $SD = 1.10$).

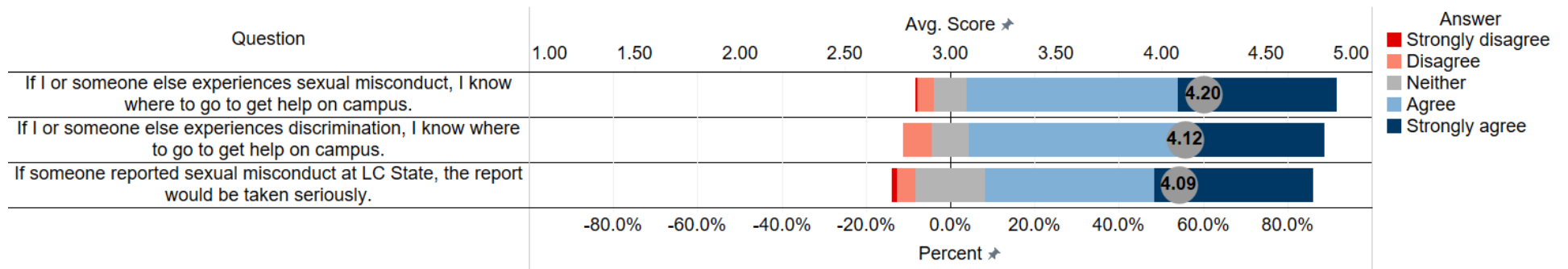
Please indicate to what degree you agree or disagree with the following statements.



Question	N	M	SD	% Strongly disagree and Disagree	% Strongly agree and Agree
I feel safe on campus.	162	4.30	0.69	1%	88%
I feel that I belong at LC State.	164	3.85	0.87	6%	71%
Knowing what I know now, I would still choose to work at LC State.	164	3.80	0.89	9%	70%
I feel valued as an individual at LC State.	164	3.71	1.02	15%	66%
I feel comfortable voicing my ideas and opinions, even if they are different from others.	164	3.34	1.10	26%	52%

On average, respondents agreed if they or someone else ever experienced sexual misconduct ($M = 4.20$, $SD = 0.79$) or discrimination ($M = 4.12$, $SD = 0.83$), they would know where to go to get help on campus, and that the report would be taken seriously ($M = 4.09$, $SD = 0.91$).

Please indicate to what degree you agree or disagree with the following statements.

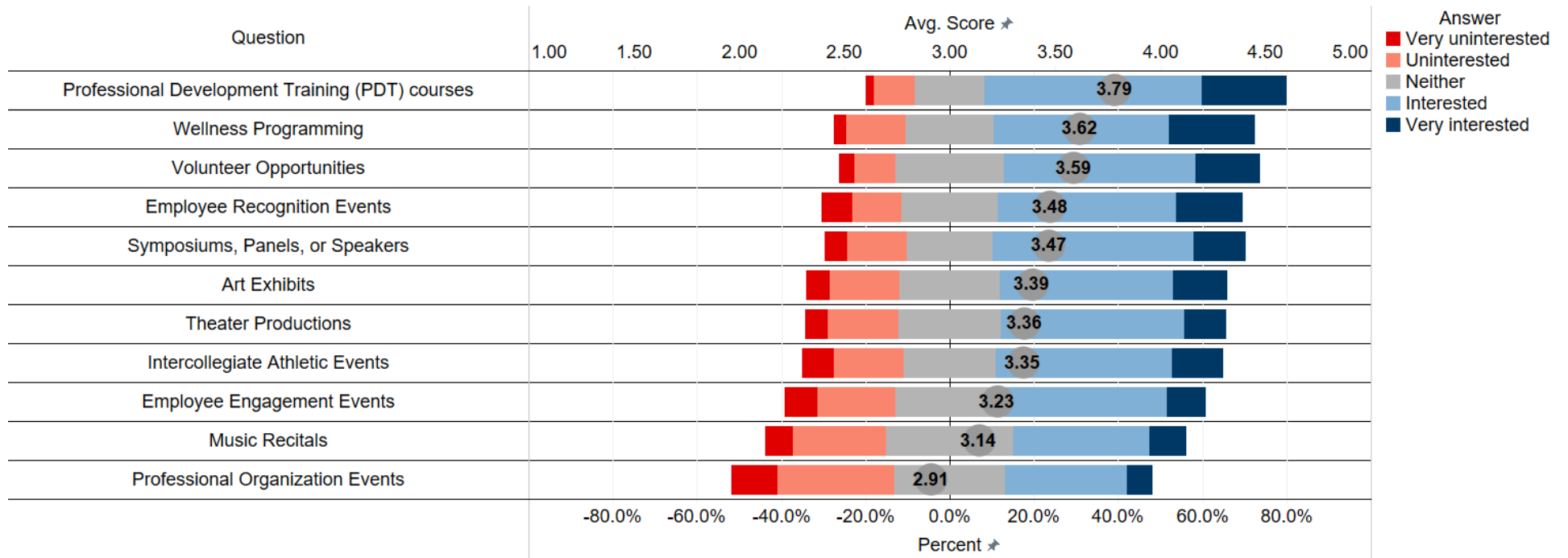


Question	N	M	SD	% Strongly disagree and Disagree	% Strongly agree and Agree
If I or someone else experiences sexual misconduct, I know where to go to get help on campus.	162	4.20	0.79	4%	88%
If I or someone else experiences discrimination, I know where to go to get help on campus.	162	4.12	0.83	7%	85%
If someone reported sexual misconduct at LC State, the report would be taken seriously.	162	4.09	0.91	6%	78%

Engagement

Respondents were asked about their interest in attending various LC State-sponsored events and activities (on a scale of 1 = *Very uninterested* to 5 = *Very interested*). On average, respondents were interested in attending Professional Development Training (PDT) courses ($M = 3.79$, $SD = 0.94$), wellness programming (e.g., Warrior Walks, Yoga, Diabetes Prevention, Healthy Eating, Hike with Professors, etc.) ($M = 3.62$, $SD = 1.06$), and volunteer opportunities (e.g., NAIA World Series, Art Under the Elms, LC Cares, Food Pantry, etc.) ($M = 3.59$, $SD = 0.99$). On the other hand, on average, respondents were neither interested nor uninterested in employee recognition events (e.g., appreciation coffee, longevity recognition, appreciation week, etc.) ($M = 3.48$, $SD = 1.12$), symposiums, panels, or speakers (e.g., Lecture series, etc.) ($M = 3.47$, $SD = 1.06$), art exhibits (e.g., Events in the Center for Arts and History, etc.) ($M = 3.39$, $SD = 1.08$), theater productions (e.g., Events in the Silverthorne theater) ($M = 3.36$, $SD = 1.05$), intercollegiate athletic events (e.g., LC State baseball, basketball, cross country, golf, tennis, track, volleyball, etc.) ($M = 3.35$, $SD = 1.12$), employee engagement events (e.g., Discover LC State series, lawn games, etc.) ($M = 3.23$, $SD = 1.10$), music recitals (e.g., Music Showcase, LC State Jazz band, etc.) ($M = 3.14$, $SD = 1.07$), and professional organization events (e.g., Professional or classified Staff Organizations (PSO & CSO), Phi Alpha Honor Society, etc.) ($M = 2.91$, $SD = 1.12$).

What is your level of interest in attending the following LC State-sponsored events and activities?

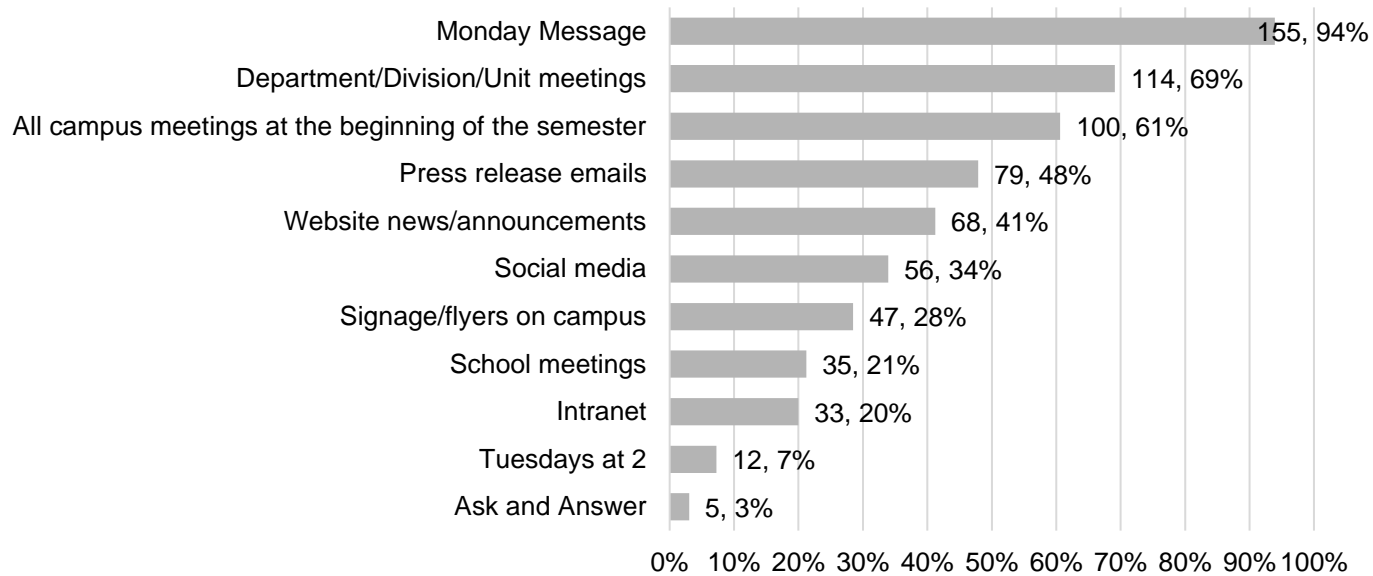


Question	N	<i>M</i>	<i>SD</i>	% <i>Very uninterested</i> and <i>Uninterested</i>	% <i>Very interested</i> and <i>Interested</i>
Professional Development Training (PDT) courses	163	3.79	0.94	12%	72%
Wellness Programming	163	3.62	1.06	17%	62%
Volunteer Opportunities	163	3.59	0.99	13%	61%
Employee Recognition Events	163	3.48	1.12	19%	58%
Symposiums, Panels, or Speakers	163	3.47	1.06	20%	60%
Art Exhibits	163	3.39	1.08	22%	54%
Theater Productions	163	3.36	1.05	22%	53%
Intercollegiate Athletic Events	163	3.35	1.12	24%	54%
Employee Engagement Events	163	3.23	1.10	26%	48%
Music Recitals	163	3.14	1.07	29%	41%
Professional Organization Events	163	2.91	1.12	39%	35%

Communication Sources

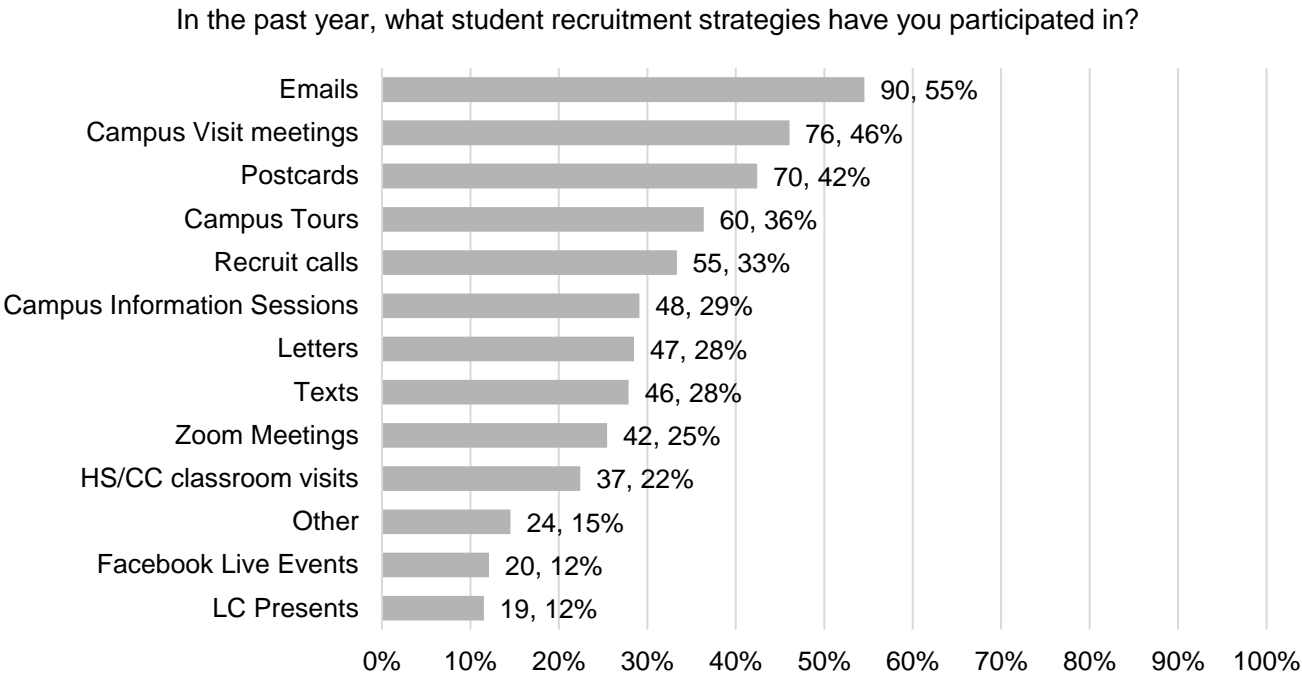
Respondents were asked which communication sources they use to get LC State information. Nearly all respondents reported they use the Monday Message to get their information. This may, however, be slightly inflated since the survey was mentioned in the Monday Message. Other common sources were Department/Division/Unit Meetings, and the all campus semester meetings.

Which communication sources do you use to get LC State information?



Recruitment Efforts

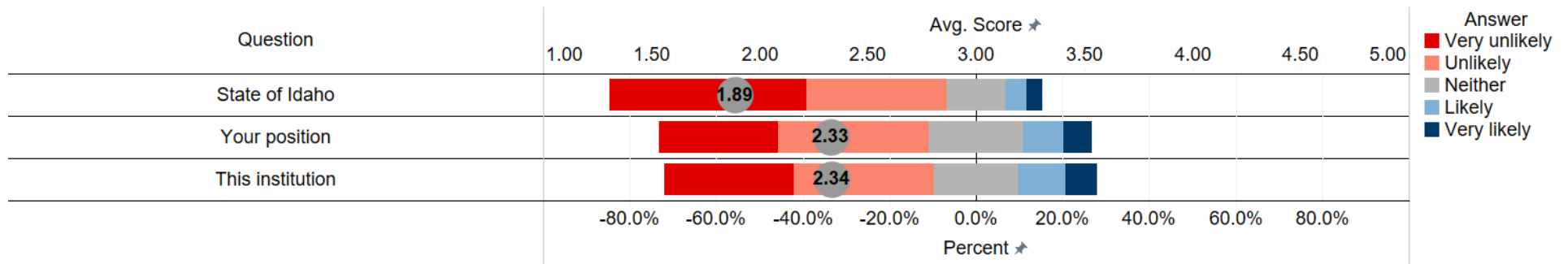
Respondents were asked in the past year, which student recruitment strategies they have participated. The majority of respondents indicated they have sent emails. Other common recruitment strategies respondents reported participating in were campus visit meetings, postcards, campus tours, and calls.



Staying at LC State

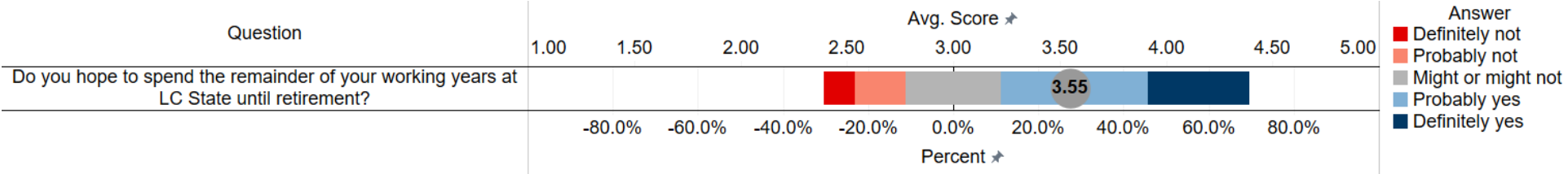
Respondents were asked how likely they were to leave the State of Idaho, their position, and LC State within the next year. On average, respondents were unlikely to leave the state of Idaho ($M = 1.89$, $SD = 1.05$), their position ($M = 2.33$, $SD = 1.17$), and LC State ($M = 2.34$, $SD = 1.22$).

Within the next year, how likely are you to leave:



Question	N	M	SD	% Very unlikely and Unlikely	% Very likely and Likely
State of Idaho	163	1.89	1.05	78%	9%
Your position	164	2.33	1.17	62%	16%
This institution	164	2.34	1.22	62%	18%

Respondents were asked whether they hoped to spend the remainder of their working years at LC State until retirement. On average, respondents reported that they would probably spend the remainder of their working years at LC State ($M = 3.55$, $SD = 1.19$).



Question	N	M	SD	% Definitely not and Probably not	% Definitely yes and Probably yes
Do you hope to spend the remainder of your working years at LC State until retirement?	177	3.55	1.19	19%	58%

For more information, contact the Office of Institutional Research and Effectiveness at instres@lcsc.edu.