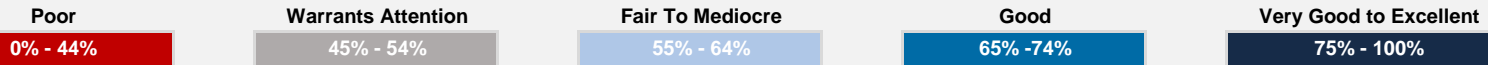


Pulse Survey Results

University of Mississippi

May 2022



	Admin and Finance, Compliance and IT	Athletics	Development, Alumni and Special Events	Student Affairs/Student Support	Staff in academic schools and colleges	Service/Technical *	Prefer not to answer	Average
	n=64	n=20	n=36	n=71	n=148	n=52	n=49	n=440
1 your level of joy in the workplace?	72	67	68	66	70	71	65	68
2 your understanding of how your role impacts the University's success?	80	70	78	76	76	79	70	76
3 the strong bonds within the team including celebrating shared successes?	76	60	65	68	72	74	60	68
4 your ability to do meaningful work in your role?	77	69	71	77	78	81	70	75
5 your ability to apply your skills in your role?	78	79	73	79	76	81	67	76
6 your opportunities for career progression?	58	53	56	49	48	59	49	53
7 your relationship with your supervisor/manager?	85	79	80	76	80	75	73	78
8 the University of Mississippi as an employer?	73	70	69	74	75	77	62	71

* Service/Technical (Facilities Management, Landscape Services, Airport)



Open-Ended Survey Questions (Comments) Summary

In May 2022, the Department of Human Resources launched the second quarter Pulse Survey. All 1,885 staff employees were invited to participate in the survey and 25% (473) participants provided responses. Some participants provided comments that fell into multiple categories.

280 comments were provided for “Question 1. What is something you think the university does well towards being a great place to work?”

University benefits: generous personal and major medical leave, paid holidays off, tuition reimbursement program	33%
Sense of community: team environment, collaboration among different departments	20%
Staff appreciation: staff recognition, opportunities for professional growth and engagement	10%
Work/life balance: supportive leaders of work/life initiatives, flex time policy	10%
University pride: staff expressed love and pride for working for UM	8%
Workplace wellness and health initiatives: RebelWell offerings for movement, nutrition, and balance	7%
Other: diversity, equity and inclusion initiatives, strong manager/employee relationships, university communications, university leadership	12%

247 comments were provided for “Question 2. What is something you think the university needs to improve towards being a great place to work?”

Salary/pay*	34%
Benefits: employee parking*, childcare options*, health insurance costs	18%
Flex time policies: universal application of policies, more work from home opportunities, flex schedules in the summer	10%
Improved processes: performance review process, 360 degree feedback*, JAQ process, connectU, succession planning	10%
Training: more opportunities for growth/advancement	9%
Communication: top-down communication, more collaboration opportunities	6%
Other	13%

The university is making positive strides with the suggestions you provide. Please see the following remarks addressing some of the most mentioned topics from the May pulse survey.

Salary: Currently, there is a university wide project to review and update our compensation approach. [View2022](#), launched on August 1, will provide a new compensation model that allows for a more consistent review and management of our employee's compensation. More detailed information can be found across many mediums (UM today messages, [View2022 website](#), or connecting with your leadership). We are excited to have an updated compensation program in the near future!

Parking: As an auxiliary service of the University of Mississippi, Parking and Transportation services receives no funding from the state or the University, being self-sufficient. Self-sufficiency means Parking and Transportation must find a way to pay their bills. This not only includes maintenance of parking spaces but also all the salaries of the Parking and Transportation staff, the free use of Oxford University Transit (OUT) buses, and just as important the preventative maintenance and debt from the building of current and future parking garages, just to name a few.

Everyone pays for parking on campus just like people pay for other services they use throughout the day. Free parking, especially if you live in a city, can be a huge perk, but the costs are often baked into many of the goods and services you buy for maintenance, creation, and upkeep. The annual salary threshold to qualify for the half-price employee parking permit (\$93) has increased to \$37,000 (up from \$30,000) to allow more staff to purchase lower price parking.

Childcare options: Thanks to a recent childcare research initiative, the Campus Climate Survey, and this Pulse survey, we are getting an increasingly fine-tuned understanding of what the UM community wants and needs in terms of child care. Based on this guidance, UM is planning and fundraising for several child care initiatives: offering child care support to student parents; establishing a drop-in child care center on campus; expanding our early learning lab school; and improving our ability to help UM students, staff, and faculty access existing child care resources such as the Mississippi Child Care Payment Program. Contact Lynn Wilkins in the Work-Life Resources office at lwilkins@olemiss.edu for more information.

360-Degree feedback: 360-Degree Performance Review development has begun. Randomly selected campus community members have been invited to participate in a focus-group pertaining to the upcoming 360-degree performance reviews. Participants will be provided a brief overview of the development and implementation of a new connectU performance management form, 360-Degree Review. The feedback will be collected and considered for the execution of the program.