

University Staff Advisory Committee

USAC SURVEY SUMMARY

Staff Compensation & Benefits Subcommittee conducted a “touch base” survey that was distributed via the USAC Quarterly newsletter. A summary is included below. Further analysis of the survey is being conducted and will be available for future use by USAC.

Demographics

- 990 total responses
- 73% Female (based on 785 responses)
- 88% White
- 37% obtain Master’s degrees
- 33% obtain a 4 year degree

Employment Background

- 37% (306) respondents employed at OSU for 0-5 years
- 21% (178) respondents employed at OSU from 6-10 years
- 15% (131) respondents employed at OSU for 21+ years
- 76% (630) A&P job classification

Employee Benefits

What employee benefits have you utilized in the past? – Multiple choices allowed

- 90% (739) use YP4H
- 69% (570) use free flu shots
- 30% (248) use affinity partnerships
- 28% (234) use tuition benefit (self)
- 20% (165) use tuition benefit (dependent)
- 16% (132) use EAP

USAC Events

Are you aware of the following events geared toward staff? (Arts & Crafts, Hidden Benefits, Rally for Wellness, Town Hall, Not Aware) – Multiple choices allowed

- 63% (519) Hidden Benefits
- 62% (510) Town Hall with President Drake
- 49% (407) Rally for Wellness
- 45% (370) Faculty/Staff Arts & Crafts Show
- 16% (138) Not aware of any events

USAC Event Attendance

Did you attend or participate in USAC events?

- 46% did not participate in events
 - Time of event was not ideal
 - Schedule did not permit
 - Not on Columbus Campus
 - Was not interested in events

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Flex Work

Does your unit support flexible work agreement (4-10 hr, days, and work from home?)

- 51% Yes
- 48% No

Professional Development

Have you attended or participated in professional development sessions lead by Ohio State?

- 62% Yes
- 37% No

Examples: Lunch and learn, REACH, Performance Management Training, HR trainings, MAPS, leadership summit, ASFW workshops, diversity training,

Career Mapping

Is a lack of career mapping a reason why you would leave OSU?

- 64% Yes
- 36% No

What suggestions do you have to support the need for a clear career mapping?

THEMES:

- Need for a “revamped” Classification & Compensation system, appropriate compensation for positions
- Offer more certification and/or education courses, unity across the university to support employees furthering their education
- Formalized mentoring program
- Move departments or leave the university in order to move up
- Transparency from senior leadership and supervisors regarding how to advance

USAC Next Steps

What is the most important issue USAC should be focusing on?

- Top Categories
 - Benefits (185) – increased cost of benefits, lack of sufficient merit increase
 - Compensation (214) – increased compensation to compete with other companies
 - Parking
 - Professional Development
 - Communication and transparency from Administration
 - Campus Culture – safety, diversity, inclusion, equality
 - Staff Retention
 - FLSA
 - Diversity & Inclusion
- Compensation had the most responses, main themes within compensation
 - Merit increases
 - Equality across university
- Professional Development
 - Career Mapping
 - Retaining staff