**2015 APAC AP Member Survey Results**

The UIS Academic Professional Advisory Committee (APAC) conducted a campus wide survey of AP members between March 10th and March 27th. The purpose of the survey was to gather information to assist in guiding APAC’s agenda for the next Academic year and increase Academic Professional Employee involvement.

Approximately 30% of Academic Professional Employees submitted a response to the survey (63). This report provides a high-level recap for each question on the survey.

1. **What would you list as your top priority for APAC to address in the comings years?**

*Results:* Approximately 67 suggestions

**Responses Percentage Topics**

* 22 33% HR/ AP Rights, Hiring/ HR processing etc.
* 14 21% Salaries/wages etc.
* 5 7% Job security
* 5 7% Professional development
* 4 6% Engaging/morale/retention
* 4 6% Benefits/pension
1. **Please indicate how you would like to be kept informed on APAC meetings, decisions, events, and other news.**
	1. Monthly campus wide email
	2. Quarterly campus wide email
	3. APAC website
	4. Email when website is updated

*Results:* Approximately 76 suggestions

**Responses Percentage Topics**

* 39 51 % Monthly email
* 15 20% Email when site updates
* 15 20% Quarterly email
1. **Please provide suggestions for non-monetary benefits.**

*Results:* Approximately 73 suggestions

**Responses Percentage Topics**

* 21 29% TRAC discounts/free
* 11 15% Auditorium discounts
* 9 12% Sporting events
* 9 12% Community discounts
* 7 10% Flex time/work from home
* 5 7% Food discounts
1. **Please provide suggestions for networking events: (On-campus and Off-campus activities)**

*Results:* Approximately 50 suggestions

**Responses Percentage Topics**

* 15 30% Happy Hour/network
* 8 16% Events/Social
* 4 8% New Hire Welcome
1. **Please provide suggestions for professional development events you would be interested in attending.**

Below are the full, unedited responses for professional development events.

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| **Professional Development** |
| \* Would like to see a list from APAC to vote. |
| Academic Affairs classroom speaker series featuring Student Affairs professionals. |
| Campus leadership activities and programs |
| communication methods: why email should not be the primary method of reaching out, rekindling face-to-face communication |
| communication skills, cultural awareness,respect in the work place |
| Conflict Resolution/Mediation Skills |
| Graphics, Photoshop, database creation and manipulation |
| How to communicate effectively, how to motivate and influence how to work with challenging personalities. |
| I think it is important to do more professional development on diversity issues. The brown bag that was done the other day was good, but mostly focused on Asian and Middle Eastern students, and was geared towards instructors. Those APs who work directly with students should be trained on culturally sensitive topics for all ethnic groups on campus. |
| I think the continued access of Professional Development funds each year from the Provost office is very important and should continue to be encouraged. |
| I'd be interested in learning more about the Indian culture since that is becoming our biggest population of students, and continuing education classes/workshops so that counselors and other professionals can receive credit to continue their licensure. |
| Love the web services - like how do code, 3D, Excel, etc. - but I can't make them during the day when I'm busy working. Any and all REAL development, not goo-goo stuff |
| Motivational speaker/dealing with stress |
| Not sure how you'd craft one that would be of interest across the campus, given the wide variety of fields in which APs can be found. |
| Open to anything |
| Project planning, organizing the work environment |
| Public speaking or speech giving |
| Repeat diversity sessionBeing a good supervisorDept. leadership training |
| Resume updating, Conflict resolution, Crisis management |
| Role of APs in terms of Leadership Lived; Effective Leadership; Managing & Motivating Employees |
| SupervisionWeb DevelopmentSocial Media UsesElectronic Storage OptionsEfficient work techniques |
| That’s difficult, since mine are very career (field) specific. |
| time management, decision-making, creativity, building teamwork, dealing with conflict and how to understand leadership styles |
| Trainings on student engagement; social media; international student issues |
| understanding of what a true student professional is, motivation for becoming career focused instead of job focused |
| Understanding rights and responsibilities for AP |
| Updates on state or federal laws/polices relating to higher education |

1. **Are you interested in on-campus activities? Yes or No**

*Results:*

* Campus involvement 63% yes response
1. **Are you interested in community involvement activities? Yes or No**

*Results:*

* Community involvement 55% yes response
1. **Use the space below to provide any suggestions not covered by previous questions**

Below are the full, unedited responses to open ended suggestions question.

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| **Suggestions** |
| Break down barriers between academic/student affairs/civil service groups |
| Faculty should be required to maintain more regular office hours to help facilitate interaction with students and staff, and to generate a more active campus environment. APAC and Campus Senate should meet together and share agenda items and goals for the campus. The APAC rep to the Campus Senate should report periodically to all APS and gather our ideas and feedback. What issues is he raising on our behalf? We don't hear enough from him, nor have enough chance for input. |
| Have you considered a community garden? fresh produce for students? |
| I hope APAC continues to be proactive in fighting the insidious efforts of SUCSS. |
| I'm not interested in campus involvement so long as the campus tobacco policy exceeds state law. |
| Loss of appropriations is moving in the direction of more and more to do and less and less personnel to do it. At some point, the system is going to fail because it isn't possible to keep piling it on and not assess the results of doing so without the necessary personnel. Customer service suffers. Responsiveness lags. In some cases, important items just don't happen or get done. It's very unprofessional and uncomfortable position for anyone that has a professional attitude. APAC needs to start assessing just how many personnel have been lost and how their work is currently being done. I would include all support staff because I believe civil service is also being overloaded to do more work because of the loss of personnel. What should staff do when steps are being taken to absorb additional duties into an already lengthy "to do" list. It's not a healthy environment to work. |
| More needs to be done to demonstrate to faculty, staff and students that APs are highly trained - in many cases, as highly trained as the faculty. |
| Most APs are engaged in community activities already. |
| Please provide more detailed information on pension changes as they develop. |
| Twice a year meeting with the Chancellor, maybe one of them being with the whole cabinet. I was very surprised at the low turn out where she recently spoke. Have some event with Civil Service as well. I'm not crazy about the separation between AP and Civil Service. There is already a division between faculty and staff and this makes another division between staff. |

**Recommendations:**

The survey subcommittee recommends the following actions:

* Publish results on APAC website and announcement to membership
* Create subcommittee for each item to come up with action plans to response or implement the survey top suggested items
* Share finding with Chancellor Koch
* Continue to reference survey when responding to survey suggestion or program offered
* Future survey to seek feedback on needs being met or additional topics to address