

## Organizational Climate

Each spring the Division of Student Affairs assesses the status of mission- and employee-success variables such as communication quality, supervisory relationships, and resource availability. During Spring 2022, the Division invited all staff members to complete the survey (student team members were not included in this distribution). One hundred and twenty-eight staff members accepted the request and completed at least one dependent variable in the survey, resulting in a 48% response rate, which is a 33% increase from last year.

Figure 1: Professional Experience

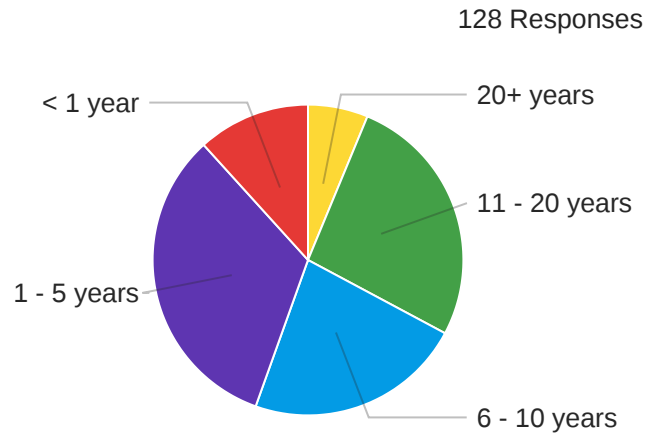
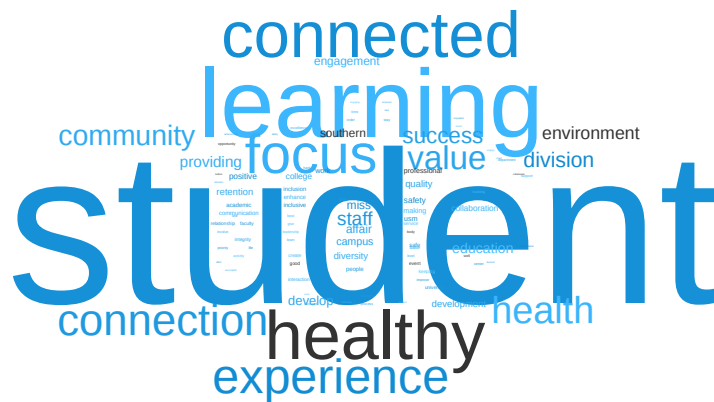
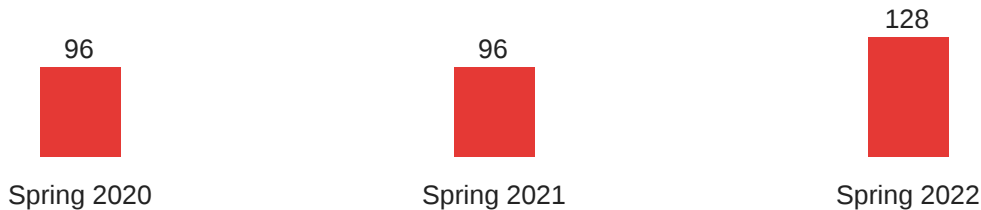


Figure 2: Professional Role



Figure 3: Participation Rates



This report presents aggregated results from the past three administrations of the Division's annual staff survey. Unless otherwise specified, variables are measured using 6-step Likert-type scales with higher values indicating desirable results.

### Mission Connection and Communication Satisfaction

Figures 4 and 5 display the average degree to which staff members believe their position contributes to their department's and the Division's missions. During Spring 2022, 88% and 74% of the respondents (respectively) agreed or strongly agreed that they understood these connections. Last year's results: 83% and 75%. Figures 6 and 7 report the degree of satisfaction staff members have with the information they receive about their department and the Division. During Spring 2022, 68% and 53% of the respondents (respectively) agreed or strongly agreed that they understood these connections. Last year's results: 61% and 68%.

Figure 4: Connection to Department Mission

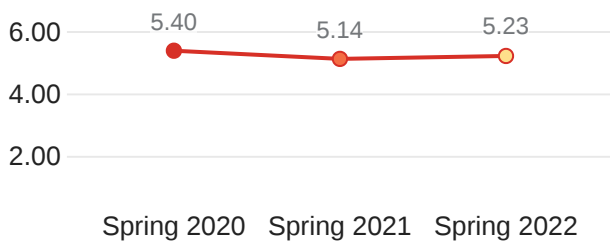


Figure 5: Connection to Division Mission

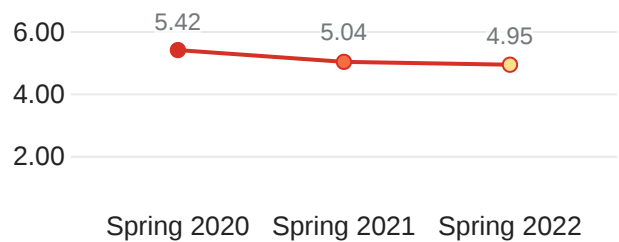


Figure 6: Communication Satisfaction: Home Department

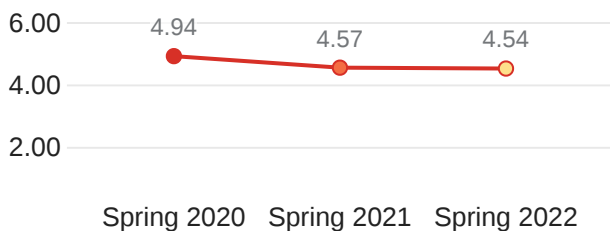
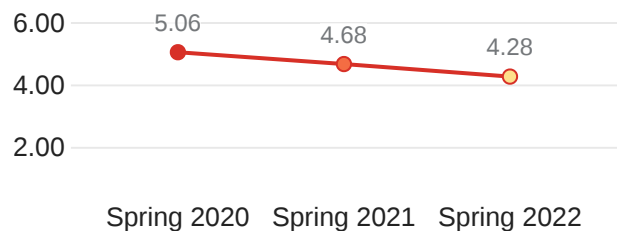


Figure 7: Communication Satisfaction: Division

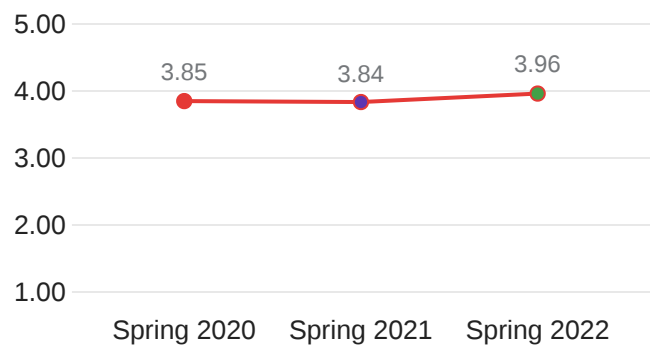


## Relationship Quality

The Leader-Member Exchange Theory (LMX) offers a compelling description and method of measuring the quality of relationships from the employee's perspective. Figure 8 reports results on the LMX-7, which measures relationship quality with seven 5-step Likert-type questions with higher numbers indicating closer relationships. Example items include, "How well does your supervisor understand your job problems and needs?" and "How would you characterize your working relationship with your leader?". During Spring 2022,

79% of the respondents scored their supervisory relationship with 3-5 stars and 6% scored the relationship with only 1-2 stars. Last year's results: 80% and 9%.

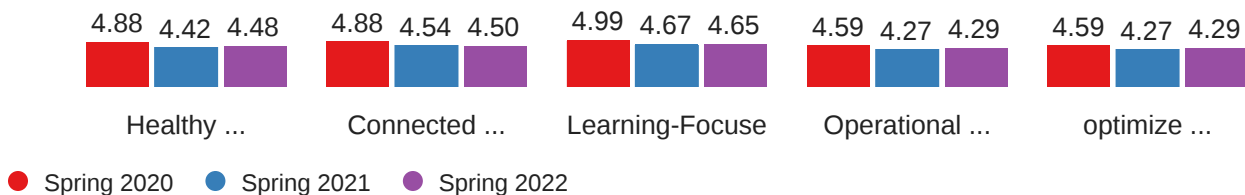
Figure 8: Relationship with Supervisor



## Resource Availability

Each staff member within the division requires specialized resources to carry out their duties. Figure 9 captures staff members' perceptions of the availability of resources they believe necessary to contribute toward the mission. Measured with 6-step Likert items, higher values reflect beliefs that resources are available. On average, 57% of respondents said they agreed or strongly agreed that they were provided the needed resources to impact organizational missions. Last year's result: 55%.

Figure 9: Needed Resources Available



## Appreciation, Accomplishment & Satisfaction

Figure 10 displays the degree to which respondents feel their organization is on the right track for the future. During Spring 2022, 47% of the respondents indicated that they agree or strongly agree that their department, the division, and the university are on the right track. Last year's result: 52%.

Figure 11 presents the degree to which staff members believe Division leadership appreciates their efforts. During Spring 2022, 52% of the respondents agreed or strongly agreed that their efforts were appreciated. Last year's result: 53%

Figure 12 reports the degree of accomplishment respondents gain from their work. During Spring 2022, 74% of the respondents agreed or strongly agreed that their work provides a sense of personal accomplishment. Last year's result: 80%.

Figure 13 displays the degree to which staff members are satisfied with their position at Southern Miss. During Spring 2021, 67% of the respondents agreed or strongly agreed that they are satisfied with their position. Last year's result: 67%.

Figure 10: On the Right Track

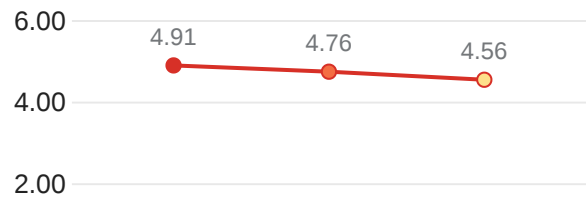


Figure 11: Appreciation of Efforts

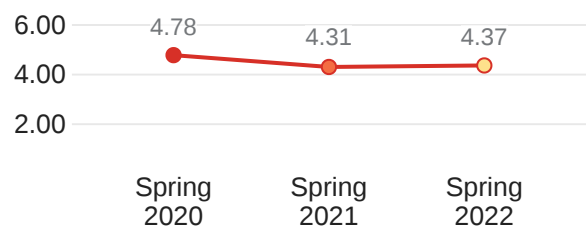


Figure 12: Sense of Accomplishment

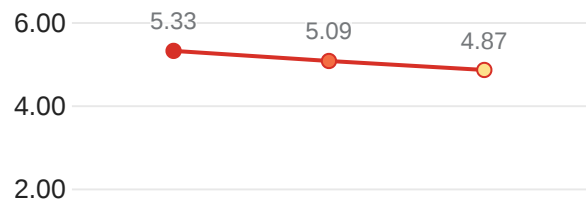
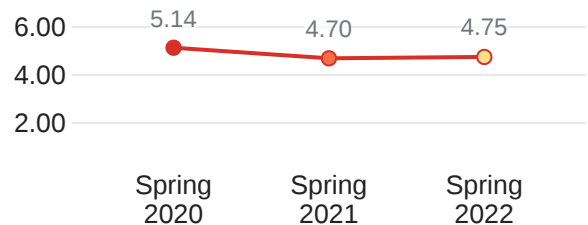


Figure 13: Position Satisfaction



## Value-Adding Activities

Student Affairs professionals from all areas of the division interact and develop relationships with thousands of students each year. Some interactions are brief while others are recurring exchanges. When managed intentionally, both instances provide opportunities to encourage students to take advantage of known beneficial activities like those listed in Figure 14. Survey respondents rated the importance of encouraging their students to engage in each activity type on a 5-step Likert-type scale where 1 = not important at all and 5 = very important.

On average, the Spring 2022 SuperAdvisors felt the least important activities to suggest were working with a faculty member on a project and study-abroad experiences. Rated most highly were participating in an internship, attending a campus programming event, and joining or creating a student organization.

Figure 14: Perceived Importance of Encouraging Value-Adding Activities

45 Responses

