As a UND faculty or staff member, what division are you affiliated?

Answer	%	Count
Division of Student Affairs	27.27%	9
Division of Research & Economic Development	0.00%	0
Division of Academic Affairs	18.18%	6
Athletics	3.03%	1
UND Alumni Association & Foundation	0.00%	0
Energy & Environmental Research Center	0.00%	0
Division of Marketing & Communications	0.00%	0
Division of Finance & Operations	39.39%	13
School of Medicine & Health Sciences	0.00%	0
No Response Given	12.12%	4
Total	100.00%	33

As a UND faculty or staff member, what college/school are you affiliated?

Answer	%	Count
Nistler College of Business & Public Administration	0.00%	0
College of Education & Human Development	0.00%	0
School of Aerospace Sciences	33.33%	2
College of Nursing & Professional Disciplines	0.00%	0
School of Law	0.00%	0
College of Arts & Sciences	0.00%	0
College of Engineering & Mines	66.67%	4
School of Medicine & Health Sciences	0.00%	0
School of Graduate Studies	0.00%	0
I am not affiliated with a college/school	0.00%	0
Total	100.00%	6

What does it mean to you to be a member of the UND community? [Please number each item within the text box below]

I am new. Still trying to figure that out

Proud to be a member of the UND commuity

That we are tough and hard workers, and good at helping others and respect others

To interact with employees, go to functions and meetings to keep up to date on things happening around the UND campus

Benefits, money, go to school here

Be supporting with co-workers and others. Answering questions if you know the answer

It means less and less with a class of 28 and inflation of 7.5%

It means to have the drive and ability to work with a team and be able to handlethings on your own knowing that help is right around the corner

Pride

Security

1) In my case, it is to ensure a clean, safe environment for all. 2) Supporting campus activiites including sports, facility events

1) In my understnading, community is the group of people living in the same village or towning toward a common good.

2) To be in a community should be careful each other about safety, protection, cleaning and in teaching others friendly as family

1) In my view community is the group of people living in the same area working toward a common goal. 2) To me community is the people interacting with each other peacefully in the same environment

The people, many options for classes. Good hockey team, football, basketball

1) Giving back to UND. 2) Hopefully stable job. 3) Proud to work here

It is just a job

If you are a higher up then it is good. If a custodian, you are just a cow in the pasture ready to be food

Family, good benefits, growth

I like the money, fair treatment of wokers

Go Sioux!!

I think working for the University means always moving forward to me. Working for the college encourages me to continue my education, and continue improving my life

1) Stressful, need to hire more people. 2) Unappreciated, made to feel you didn't do enough. 3) Not worker friendly, made to feel afraid to question "How things are done, or why"

UND is a great university among other higher institutions so, I am very happy to bea member of the great university

I am very greatful to be a part of the UND community. It means to me that I have to do whatever I can to better the community

Secure income source and insurance for my family

Pride of where I work

To me community is people interacting with each other peacefully in the same environment

Can't benefit from it

Long hours in small teams

Come to work to do the best I can for the students

It is a group of people who live and work together in a way that benefits everybody equally
You need to be UND employee or UND housing, also UND work lead, and UND staff

How can UND meet the needs of a dynamic campus with a focus on its growing student, faculty, and staff populations?
[Please number each item within the text box below]
1) Treat and respond to everyones needs like you would treat your own family. 2) Go the extra mile for everyone
Listen to UND community on how to improve areas on student, faculty, and staff populations
Have everybody on the same page, good communication, no lies, good pay, good equipment, good chemicals
To treat each employee with respect equally along with students and give employees raises when needed along with awards and recognition to all of them
Provide staff with better equipment, to make BST job more manageable
Keep doing what you are doing
By continuously asking questions on how to better themselves
Offering more hours if you are willing
Ensure that any concerns are being addressed
1) Dynamic campus salaries. 2) Dynamic jobs. 3) Dynamic staff directory. 4) Dynamic campus reviews
1) Dynamic campus salaries. 2) Dynamic jobs. 3) Dynamic staff directory. 4) Dynamic campus reviews
Lower tuiton- students. Staff- pay could be better
1) Pay more attention to employee input from lower part of pay scale. 2) Get pay bonuses like upper management. 3) Change their job description or job number to set a pay raise when no one else can pay raise freeze not fair at all
I really don't care
Listen to the custodians and don't steal their ideas
More money
Find out the needs of each student and staff
Rational assessment of the positive and negative of everything as well as the possible outcomes

I think food definitly always brings people together, and I still notice cafes, restraunts, dining areas around UND are still closed becase of the pandemic. Lets not lie to ouselves and say these last couple years haven't been hard, but a huge part of moving forward is opening all the dining areas including the ones are the airport
1) Listen!. 2) Think outside the box, be creative. 3) This is an everchanging process from year to year, it will be challenging
To me more computer science and software engineering is more important. To attract the students from different careers
I don't have any in mind
1) Raise salary.Match the competitors. 2) Show mission statement and explain about it
Raise money
Closer parking so you don't have to walk for lengths
Need available resources
Provide training
Hire more staff
Stop making freshmen live on campus

Able to meet the changing needs of students, staff, faculty, etc. better than before
Have something new that other schools don't have

What about UND do you believe needs attention to attract and retain students, faculty, and staff? [Please number each item within the text box below]
1) Showing that you care. 2) Better equipment and cleaning supplies
1) Have a good work environment so they want to come to work. 2) Have good equipment to complete the job with
Better pay and insurance, better breakrooms
Better maintenance on our cleaning equipment along with up to date equipment
that actually works. Better pay for night time staff along with functions at night
1) Equipment 2) Air conditioning during summer
Getting things repaired a little faster. Be a little cleaner on how things work around here. Keep things the same and quit changing things. Be more fair with people on FMLA.
Treat all students and employees and staff like human beings
A raise would always be nice
More money always works for the staff and retaining the good benefits helps
Makign UND more affordable. Feeling secure and safe from any harm that may come to them
1) Ensuring a safe environment. 2) Ensure any concerns are being addressed
1) Take the person aside and talk to him/her in private. 2) Being open minded and not judgemental. 3) Be honest and direct but not judgemental
1) Take the person aside and talk to him/her in private. 2) Being open minded and not judgemental. 3) Be honest and direct but not judgemental
Staff- better pay and raises. Hire new empoyees when someone is leaving so the new person can start in that area instead of having it open. Have the superviser help in building when short staffed
More money . More disipline losing good employees because the bad ones never get fired, al about H.R.
I don't know, don't care
Bring back the Fighting Sioux name, maybe that will help a little. For faculty and staff. That would be a 100 page repeat
Pay!!! Single parents would not be able to pay things with just this job. Would need another
Good quality workers
No micromanagement

I tink how upper management treats their employees. I believe a strong empoyee is only as strong as his employer. There are a lot of practices that need to be corrected, there is no training hardly done for any employee so everyone just does their own thing which is not always good. There is hardly ay communication
1) Be more open and engaging to what people have to say, they need their voices heard. 2) Redesign and develop procedures to engage with the people to make it a more positive and rewarding experience here at UND. 3) Happy students, happy faculty, happy workforce
More tournament facility, sports facility
To get more health benefits
1) Raise salary. 2) Advertise with social media. Facebook, instagram, youtube
Advertise social media

1) For new BST staff a higher wage to get them in the door. 2) Need to put the meaning of a BST in ( )'s cause some people will just skip by

Need available resources. Salaries/wages and benefits

Increase wages and salaries

Give more perspective students all info and show what it is relaly like so that there is not these surprises when they arrive. The longer staff is here UND shows less concern about them

Salaries or wages. Accountability systems, resources for teaching and learning

Jobs, pay check doesn't go up or down, place to eat and work

What challenges and/or barriers are in place that prevent UND from addressing the needs of those it serves or the needs of those who are part of the larger UND community? [Please number each item with the text box below]

1) Not caring about each other. 2) Double standards. 3) Not willing to go the extra mile.

1) Language is a big barrier and trying to communicate is hard. 2) management believes their way is the best way even when it is not.

Snow and the cold

1) Money 2) Not enough staff to do the job properly 3) Low morale on the employees

Provide a list of inventory/equipment, more badges

All the rules that are made don't comply with what needs to be done

Lack of trust. Lack of interest or lack of taking action

The weather

1) Not having the time to address any issues that come up. 2) Too much on our plates

1) There needs to be better communication between faculty. 2) We need a better and faster way of getting equipment repaired

1) Physical. 2) Social. 3) Occupational. 4) Take a course or workshop. 5) Giving a variety of healthy foods

1) Physical. 2) Social. 3) Occupational. 4) Take a course or workshop. 5) Giving a variety of healthy foods

The pay could be better

Upper management you realy are not smarter than people with less pay just because of your job title. You ask for opinions but it never gets discussed they know what they are doing (really)

It is just a job. They don't pay me to think

The higherups are the challenger putting up a barrier

School board- only get 1 raise per year and it doesn't matter if you are a good worker or not

Better parking

Social media, ultra PC environment, liberal ideology, just people in genderal, big brother

Need a more positive work and campus experience

I think financial challenges

When the electricity goes of, it is very challenges for me due to late coming of technolgy

Parking tickets for being on a line

Well being of employee

Friendly and hepful

Lack of repair in housing dorms

Lack of communication betweeen sometime it seems the left hand has no idea what the right
hand is doing. Ball is passed around because no one wants to make a decision
Uncertainty about the future
Parking sports for UND employees, if you want your own parking spot you have to pay more

How can UND enhance creativity and innovation of faculty, staff, and students? [Please number each item with the text box below]
1) Show them that you care. 2) Listen to the staff. 3) Show genuine appreciation
Try to implement things that allow people to grow and do their job
Place suggestion boxes around campus
1) Have someone train the employees getting hired properly 2) Employee functions 3) more pay for night time employees
Maybe change up people area/ core runs, so it's not the same thing weekly
Listen!
By being open to critisism and listening to the concerns of the faculty, staff, and students
Let people do things their way if a little different. Some will do it better, that is enhancement
By encouragement
If there isn't one already, some way for people to put down ideas and a way to implement them
1) Include a high percentage of class time. 2) Create opportunites for hand on fields work. 3) Encourage students to be interestingly motivated
1) Include a high percentage of class time. 2) Create opportunites for hand on fields work. 3) Encourage students to be interestingly motivated
Find ways to promote, job openings, at UND have discount on tickets to game even hockey games. Yearly bonuses for the staff
Be honest
!Raise!!!
There is no creativity or innovatio nat all in this college. They like to de-evolve
Work summer hours (limited) summers off
Not sure
Let the people think for themselves

I think putting more art whether its statues or paintings around the buildings would be nice, and putting more benches and walking paths so peopl, employees and
students alike can enjoy the outdoors
1) Opportunity for promotion, equitable reward structures. 2) Fair merit increases,
that are adaptable with the cost of living. 3) Support your workforce, meet their needs
More accesibility
Make better branding
Constantly interacting and sharing information
By contributing my time to it
Purchase more equipment
People in mangaement positions need to listen to all and not have decisionsmade before information gathering
Minimize bureaucracy

Bring in different jobs that other schools don't have, also make something to help farmers with tractor parts that other schools don't have

Please provide additional feedback you would like to leave for the Strategic Planning Committee.
I am new. Everyone that has 10 years or more respond to the lack of caring. How it used to feel like a family. The moral is very low amoungst employees (staff)
Leave a person who actually can fix the equipment and not sent it away to have it fixed. It costs too much money
Be more fairer with people on FMLA
Stop listening to yourselves, and work with the input you are given!
A raise would always be nice
Keep night BST's contractors will Rob the school blind
1) To be a hard worker. 2) To be frank to everyone. 3) TO be obediance to manager and supervisor. 4) To be respected
1) To be a hard worker. 2) To be frank to everyone. 3) TO be obediance to manager and supervisor. 4) To be respected
Be honest, quit lying to people about our jobs you jus tlike to manipulatepeople with less job status. Quit it
No thanks, leave me alone.
This survey sucks
Working with the mayor and police department in the safety of all students and staff
Better pay, people who show up consistently, epople who speak English
I think if we focused on building the communication between employer to employee all the staff would benefit, and would create a better work environment for everyone. Also why do employees hardly get any discounts in Grand Forks? Students do but employees don't.....
Hire who is strong at advertising and marketing who knows social media well
Great, good job carry on
Cost of living increases by year. Wages are below $15/hour. Groceries are going up, gas price too. Double worksame pay. Cleaning is a hard job but pay less. That is why nobody is interested to work in this place. I am really tired of working with short people for a long time. I fit goes continuously I might have to think forward to chagne
Rotating security cameras