

Bemidji State University/Northwest Technical College
2008-2009 Staff Development Grant
Final Report

Project Re-cap:

In November 2008, faculty and staff at Bemidji State University (BSU) and Northwest Technical College (NTC) were invited to participate in an on-line Engagement Survey administered by The Bailey Consulting Group. Participation in the on-line survey was outstanding! At BSU, 314 faculty and staff participated for a participation rate of 62%. The participation rate at NTC was even greater with 61 out of 71 faculty and staff participating for a 86% participation rate.

Survey administered by The Bailey Consulting Group: \$1,500 (discounted rate since we were part of beta group)

Feedback Sessions with University and College Leadership regarding Survey Results: \$1,000
Engaging Conversations Training (Two Days) for Leadership: \$5,000

Impact:

In early 2009, the results of the Engagement Survey were communicated to the President, Vice Presidents, and the Leadership Council; the meet and confer committees at BSU including IFO, MSUAASF, MMA, MAPE, and AFSCME, and the entire staff at NTC. The BSU/NTC HR website also make the results available electronically to all faculty and staff.

An online form as well as distributed paper forms are available for faculty and staff to make recommendations to address three areas of concern including: 1) Creating Greater Trust in Leadership; 2) Improving Manager/Staff Relationships; and offering more 3) Development Opportunities.

BSU and NTC leadership are committed to investing energy to make changes that respond to the results. The full-day (offered on two separate days) “Engaging Conversations” Workshop was enthusiastically attended by more than forty leaders, managers, and supervisors on May 13 and 14. Evaluations from attendees rated the content as practical and applicable.

The results of the Engagement Survey will add depth to our Higher Learning Commission accreditation visit in March 2010.

Reflections:

The level of participation in the survey reflects the desire of faculty and staff to be asked for their input in a confidential manner in order to enhance the learning climate and employment climate at Bemidji State University and Northwest Technical College.

Faculty and staff state clearly that one of the strongest drivers of engagement is their pride and connection to BSU and NTC students’ success and to the success of the organizations’ missions.

If additional funds are available next year, The Bailey Consulting Group will be invited back to present to interested faculty and staff utilizing the Taking Charge of Your Career workbook.