

//Rankin Climate
Staff Engagement & Well Being
Assessment

January 22, 2024



RANKIN CLIMATE

Rankin Climate's Foundational Pillars



About Rankin Climate

Rankin Climate has 25 years of climate assessment experience at 250 institutions/organizations including:

- Los Angeles County Workforce
- University of Florida (staff only)
- University of Northern Iowa
- University of Washington
- New York University
- Johns Hopkins University
- Boston University

Engagement & Well-Being

Well-being is defined as having both individual and community components that include but are not limited to physical health, mental health, wellness, learning/work/living environments, and overall organizational climate

Engagement is defined as experiences that are demonstrated by how staff think, feel, and act, as well as how they feel about Bates' environment and policies, which influence how they feel towards the organization, their work, and their team.

What's the Survey All About?



- ❑ Research indicates that staff who feel connected to and valued by their campus communities (greater overall well-being) have a higher likelihood of success.
- ❑ The purpose of the survey is to gather data about staff's experiences and perceptions of their health, wellness, work environments, and overall organizational climate at Bates College.
- ❑ All Bates College staff will be invited to take the survey.

Survey Themes



Key Process Points



Confidentiality

Confidentiality is vital to the success of well-being assessments and Rankin Climate has taken multiple precautionary measures to ensure participants confidentiality.



Confidentiality – Taking the Survey

No information already protected through regulation or policy (e.g., Social Security number) is requested in the survey.

There is one link for everyone to access the survey so there is no personal identifiers in the database of responses.

The survey is hosted behind the Bates College firewall, so only Bates College staff members have access to the survey.

No IP addresses (computer identifications) are collected.



Confidentiality – Reports from the Assessment

Rankin Climate will **NOT** report any data for groups of fewer than five individuals as those numbers may be small enough to compromise respondents confidentiality (IRB approval also ensures this).

Any comments submitted in response to an open-ended survey question will be separated when a respondent submits their survey so they are not attributed to the respondent.

Any identifiable information submitted in the comments will be removed (redacted).



Projected Scope & Timeline

Phase and Actions	Jan	Feb
Phase I: Campus Preparation		
Phase II: Tailoring assessment tool		
Phase II: Develop communications plan/IRB Proposal		
Phase III: Administer well-being assessment/data management		

Projected Scope & Timeline (continued)

Phase and Actions	March	April	May	June	July- Dec
Phase IV: Conduct quantitative and qualitative data analysis					
Phase V: Develop and present key findings report/develop data visualization dashboards					
Phase VI: Develop change management plan & accountability roadmap					

Q&A



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