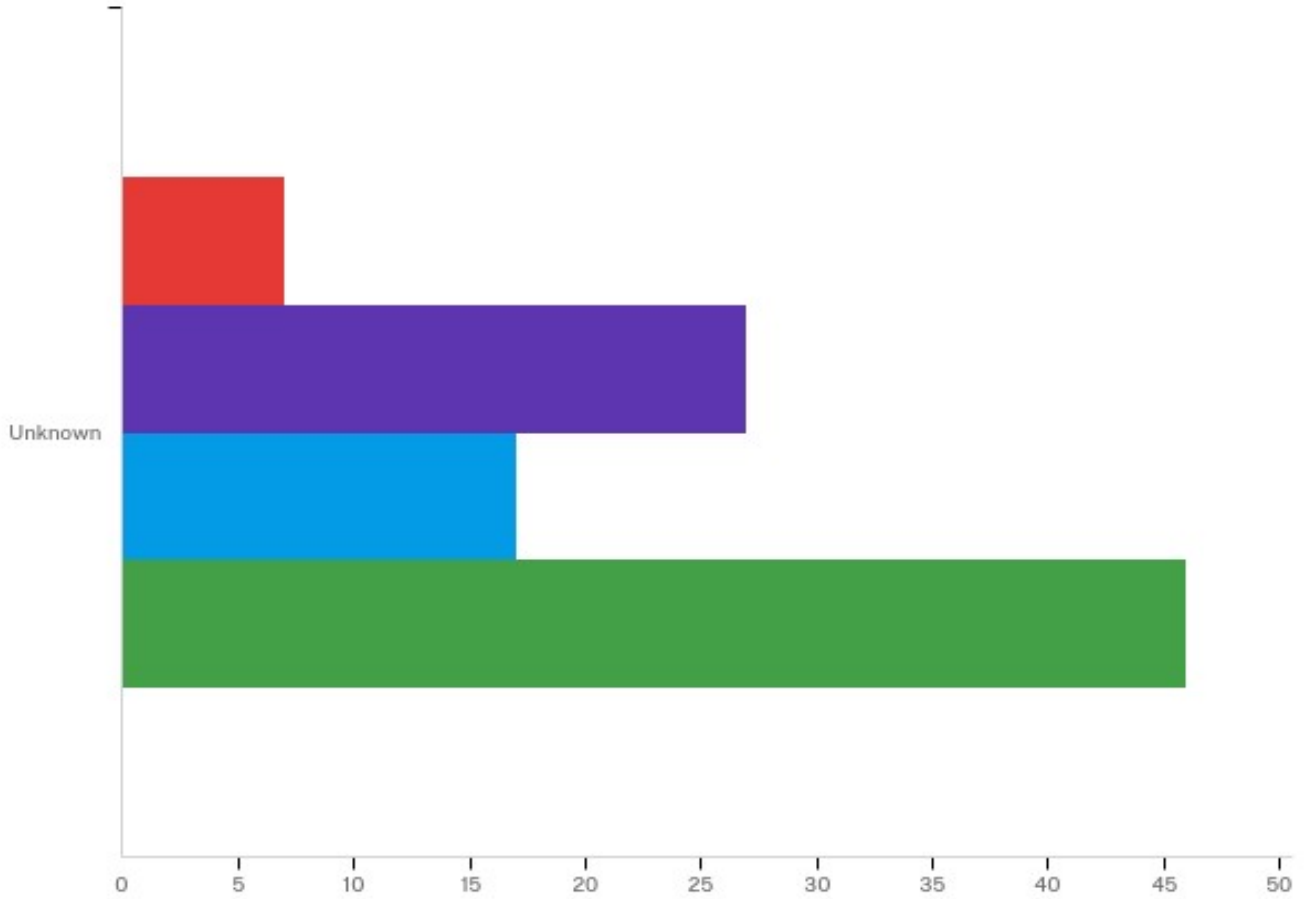




## How long have you worked at Lafayette?



#	Question	Unknown		Total
1	less than a year	100.00%	7	7
2	2-5 years	100.00%	27	27
3	6-10 years	100.00%	17	17
4	more than 10 years	100.00%	46	46

## What do you enjoy most about working at Lafayette?

What do you enjoy most about working at Lafayette?
my supportive colleagues
The positive atmosphere and interaction with the students
opportunity to tap into the best available resources- from visiting scholars to top-notch library resources to best built environments
Directors are pleasant to work with.
My co-workers and helping our students.
intellectual stimulation of job; collaborating with colleagues
General working environmet
Interaction with students and employees.
The student-athletes
I enjoy working with the students and also the collabaration with other areas
Collegiality
The quality of our colleagues and being part of the higher education mission.
camaraderie with other departments
The Lafayette community works well together, the benefits are great and just a wonderful environment to work.
Interacting with the students
People
I like the department I am working for. They are very open and understanding.
The faculty
sense of community and the challenge/rewards of my job
The people
Access to college resources: gym, library, arts...
The people
the people
Working within a college environment and all the benefits academia has to offer.
Having opportunity to engage with international students through the Friendship Partner Program. I also enjoy attending Brown Bag luncheon events.

Students
sense that everyone is working toward a common goal although that seems to be decreasing w/more focus on individual/divisional agendas
Flexibility it offers to balance professional and personal life.
Community & Flexibility
Great location. The people in my department.
Benefits and flexibility
The Mission of the College
the campus / environment. beautiful grounds and buildings, the chance to get outside during the course of a day - not being stuck in a stuffy office building.
Interacting with students
The very strong team, and the autonomy that management entrusts us with.
the people - colleagues and students
The people and the students
Community, though it is getting more difficult with so many new hires.
autonomy
The flexibility of my schedule and the camaraderie people across our division.
the people
our students, alumni and parents. they are inspiring, giving, and results oriented.
the people, work/life balance, the rec services offerings.
The academic environment, the students
The small community
Community
The people
The intellectual mission of the College, which allows for interesting programming, and, obviously, the physical surroundings and the students. I feel that I am very well treated as an employee due to the benefits of working here. I suspect this would not be the case in many places.
The intellectual environment and the sense of community.
The staff and students who are willing to work together and communicate, from facilities to the President!
The college community
The sense of community fostered both within the College and between the College and Easton.
The students, the campus & its activities, and the benefits
Feeling supported by my colleagues
Some of the staff are wonderful to work with.
relaxed working environment

the people who work here!
supporting students and thier families
Good people
Working with smart people eager to figure out how to solve problems
variety of work and working with students and faculty
Many of the people I work with
Work environment is respectful, and friendly.
The community
The people & community
The fast pace.
Opportunities for learning, ITS workshops, Fitness courses, time to connect with students and colleagues
Flexibility
The students
the traditions
Programs seem well funded
The level of professionalism and dedication we have to students
The leadership, people, and the campus
nature of work, people
The atmosphere. Beautiful surroundings and generally good people.
the academic environment, beautiful campus, and nice people
knowing the value in our work and representing the mission of the college
The variety of personalities I interact with on a daily basis
The Campus environment
the student interactions, working with great people
colleagues
being around students, ideas and the energy of a college campus.
free access to facilities like libraries, gym, pool
people
the lafayette community (faculty, staff, alumni, students, parents)
Flexibility & work environment
Working with interesting people, the flexibility
The people in my division, the focus on doing our best for our students

The campus culture is very open and discussion-friendly.
Most of the staff and faculty are great people.
The unusual division I work in and the collegial atmosphere of the people who work here.
Dealing with students.
working with students
Working with students.
coworkers, variety of experiences
Most employees are Happy & willing to help others
The integrity of the people in my dept.
Collaboration with colleagues and the knowledge that my works serves a purpose greater than myself.
The people. I find it is the greatest group of minds I've ever worked with.

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## What is one change Lafayette could make to be a better employer?

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there doesn't feel like a sense of community among the employees. for such a small institutions i thought there were be more community building opportunities. maybe a community newsletter about events that create an opportunity for staff engagement
I think it's great as it is, but maybe more opportunity for social interaction on campus with other employees and faculty
more established time to actually use the above mentioned 'best resources'
Bi weekly payroll
They could offer incentives,bonus,gift cards. The faculty, and union raise pool is always predetermined and it seems that the administrators only get what is left. There is also no holiday gathering that is only for administrators. There is a holiday appreciation luncheon for the union staff and also the facility planning staff but none for the administrators, it feels like we always get left out. Unless you are a high-end administrator the only thing we get invited to is the holiday reception hosted by the president but that is for everyone.
Give non-faculty members voting privileges on major issues that affect them
Implement flexible work hours (work from home option)
Lafayette is my second home...it is a great place to work and always goes above and beyond for employees.
Provide more FTE's
Open and more timely communication
Greater faculty-administrative staff interactions/cooperation
better support for professional development - advanced degrees, industry certification, etc
Offer free fitness classes to employees throughout the year including summer and breaks when employees have more time to attend. Right now they are cancelled when the students aren't here and that is when I have more flexibility to attend.
NA
Be more transparent on how salary increases are arrived at!
Better communication with higher up supervisors.
Provide adequate human and financial resources.
bigger raise
Better resources
Expanded tuition exchange/grant program
Better Communication
improve systems, business processes
Giving recognition to administrators who have completed 5, 10, 15, 20 years of employment. Employees want to be valued and appreciated for their service to the college.
Not much really... just continue to do what we do and do it better!

Transparency
Mentor employees for career progression.
Yearly wage increases. Make the same as faculty. Increases are not covering cost of health care increases
More opportunities to develop as a young professional & network/socialize with other young professionals across campus. Lafayette & Easton are really great if you have a family, but it is difficult if you are starting your career at Lafayette and are looking to meet new people and develop as a professional.
Better training by department or division
address the "class divide" among employees. this has always been part of the campus culture but it has worsened in recent years.
It feels like there's a real divide between faculty and all other employees of the college. Apart from top-level administrators, the rest of the administrative staff (mid-level on down) don't really feel as valued by the College the way faculty do. Truthfully, I'm not really sure how the College might address that, but it's something to consider. Also, as the College continues to move toward a pedestrian campus, keep in mind that those of us who do not (cannot afford to) live on College Hill still need to park here in order to do our jobs. Perhaps as a starting point, could we not invite the College Hill community to park on our decks during snow storms?
More opportunities (and more deliberate focus) for personal career advancement - continuing education, conferences, etc.
willingness to change internal processes and structures that inhibit success in our functional areas. I truly like my work and find it frustrating that we come up against some of the same challenges year after year.
Make salaries more competitive...The only way for me to get paid on par with other places would be to interview elsewhere and force my boss to go to bat for me.
With the influx of so many new positions and changes, can we post a new hire and left Lafayette list of some sort?
breaking down silos created by division leaders who insist upon being sole decision makers instead of relying on the expertise of individuals they have hired to do specific jobs. Role modeling behavior that is conducive to a positive working environment by promoting work/life balance and encouraging taking days off.
I work hard. The folks on our team whom I supervise work hard. Yet, I have to nickel and dime who gets a 2% raise versus a 2.5% raise and if they're exception a 3% raise. It's an embarrassingly low increase especially when I know our faculty colleagues are working from a 4% raise pool. When I worked at a state school, we all received 4% cost of living increases each year and we weren't part of a union. To me, this would be proof of the College valuing me as an employee rather than saying it values me as an employee.
more professional development opportunities including the ability to move up the career ladder
Better communication; more support for staff
less silos, more communication, less hierarchy/politics, and more focus on employee development
Cost of living increases need to be more, especially if health care is going up by almost twice what our annual increases are capped at.
offer tuition benefit for staff interested in pursuing graduate degrees.
Enhanced communication, taking advantage of the fact that we are a small community
Continue to create social opportunities that allow cross-divisional interactions hence helping develop understanding and cooperation among various groups.
Better benefits, increase annual raises for non-faculty, better culture
Hiring more people who are interested in the mission and the life of the College and are interested in contributing to it through service work.
Provide more training opportunities for staff. There are a variety of committees that have similar names ... charge of the committees is unclear.

To ensure as we grow, we remember to build upon our core facilities staff, along with our faculty & administration.
Increase pay for staff or increase staff in lacking areas.
Offer a mortgage assistance program, like certain other peer schools do, encouraging employees to live in the community in which they work.
Increase salaries
Equal maternity benefits for staff and faculty (currently faculty has many more months paid leave)
Stop treating the Administrators as 'the leftovers' - Faculty and Union always take priority and Administrators never appear to.
For those interested and with their supervisor's approval, a 4-day work week during the summer with either Monday or Friday off. Extend the hours in each workday to 9 hours. Employees could be flexible with what day they take off so that the office is covered in their absence.
equal input from Staff Senate type board,
offer staff health opportunities at no cost (e.g. yoga classes)
Better merit based pay raises
A wellness program with incentives (e.g. credits toward Lafayette merchandise, reduction in health care premium?) Also: more opportunities for employees to share and collaborate on community engagement initiatives.
reduce the cost of health care
Less meetings
Adequately staff the campus.
Guarantee the tuition exchange benefit, especially for employees with five or more years of service.
Growth opportunities
Work Life Balance, Salary is below the national average
Pay bi-weekly.
Incentives for wellness, health promotion, including fitness classes but also wellness more broadly
There is a serious lack of transparency at this institution that is magnified by a lack of clear protocols and procedures for grievances.
Tuition reimbursement; all-online expense reports;
Recognize that the expectations of staff employees are not equivalent to the amount of time and resources necessary to fulfill the expectations.
A bit more open to collaborations and support between faculty and staff
Better mentoring and professional development for support staff
not be so lean staffing wise
Facilities specific need: The work load is larger than the labor force can handle and the work demands have been steadily increasing. This has added to the stress and anxiety level as a front line supervisor. There has been an increase in the number of administrators and consultants in the Finance Division and decrease in Facilities labor force. This has created an additional morale issue that front line supervisors are having to deal with. Communication has not helped since the trust level within the labor force is low toward Administration in general. These all are factors that have a negative impact on the view of Lafayette as an employer, at least in the Facilities Dept.

access to policies and procedures - need to do a lot of research to find out how to get things done
have better accountability to encourage job growth and providing opportunities for that, also addressing the many issues with workplace drama and personality conflicts, this really affects moral and job retention
Maybe simply the organizational/departmental structure. I'd dare anyone to try and chart this organization on a single page
Treat Staff as it does Faculty
Offer competitive salaries, the salaries are far below the worth of the work done. Many stay here out of loyalty to the College but are extremely dissatisfied with their salary and can barely make ends meet.
recognize and address the need for additional staff
instead of summer hours, have extended days and then Fridays or Friday afternoons off. more importantly, a bigger pool of salary funds so that department heads can have more flexibility in merit raises
improve compensation so that when healthcare rates rise, employees don't end up with a decrease in pay (unlike faculty)
stop employees from taking advantage of sick time
Better communication across divisions
Salary raises and cost of medical benefits
Pay their adjuncts and lower paid staff better (secretaries, admissions staff, etc), and even out the workload
More robust wellness initiatives, more staff representation in institutional governance (as appropriate, I don't expect to be included in issues of curricula)
Have delayed openings/closure notifications sent via text message instead of only by e-mail.
The administration does not always recognize the expertise of their own people and trust judgement of outside entities instead.
Look into a four day work week
Communication between employees and departments. It would be nice to work in other departments to see how they do and why they do things. An understanding of other departmental functions.
address the grievances of professional staff and treat them with more respect by at least developing a fair grievance policy
Clearer institutional goals
<b>BETTER COMMUNICATION</b>
Communication & HR Policies
Both the Union employees and the faculty have a formal decision making process that considers their employment goals; it's time for the Administrative staff to have a formal role in decisions that effect their salaries and working conditions.
Professional development and mentorship
It would be nicer to have a better introduction of new employees to the college. It is true that you don't seem to be noticed until you've been at the college a while and they you fit in better, usually around 3 years. I believe that if there were some friendlier introductions to new people there might be even better employee retention.