



2022 Brandeis University Staff Advisory Committee (BUSAC) Staff Survey Summary

From the Chair:

Thank you for taking the time to fill out the survey and thanks to the Office of Institutional Research (OIR) for organizing and analyzing the results.

BUSAC reps have individually experienced many of the points you brought up in this survey. BUSAC will use this information to ground our work in ensuring this committee represents a unified staff in administrative decision-making on campus.

These survey results are critical to setting BUSAC’s goals and priorities. We shared this information with Human Resources, the Office of the Executive Vice President, Finance and Administration, and the Office of the Provost. All offices are committed to improving the staff experience at Brandeis.

Your district reps will continue to reach out for comment and feedback, and we invite you to use our anonymous form and attend future open meetings.

Thank you,
Christie Barone

Survey Results:

Out of the 1,209 members of Brandeis Staff (as of the census date), 325 staff members completed the survey (27%). The majority of respondents work full-time and nearly 85% were exempt, salaried employees.

Staff were asked to prioritize the following areas for BUSAC advocacy efforts. Below are the categories ranked as high priority:

	High Priority	
	N	%
Institute and post salary grades and ranges for employees and prospective hires	217	67%
Equalize benefits among employee groups	196	60%
Continue to have BUSAC participation in key senior admin searches	162	50%
Conduct employee culture survey with appropriate follow-up	143	44%
Define career ladders	138	42%
Gaining staff seat on governance committees	122	38%
Improve campus-wide performance review process	101	31%
Health and wellness programs	94	29%



	High Priority	
	N	%
Establish LGBTQIA+ benefits webpage	82	25%
Improve on-line employee directory	77	24%
Create a vacation bank	70	22%
Increase access to campus communication (translations)	55	17%
Sponsoring social events	45	14%
Supporting existing and establishing new employee affinity groups	43	13%

Out of 325 responses, 67% indicated that they would most like to see BUSAC advocate for instituting and posting salary grades and ranges for employees and prospective hires. 60% answered that they would like BUSAC to advocate for equalizing benefits among employee groups. 50% answered that they would like BUSAC to advocate for continuing to have BUSAC participation in key senior admin searches.

Respondents also provided general feedback to BUSAC. Below is a summary of the themes that emerged:

Staff Experience:

High rates of staff turnover and unfilled vacancies that lead to excessive workloads are a major concern, particularly as staff are not always compensated equitably or at all for taking on additional work. Salaries are also an ongoing issue, including increases and transparency in ranges. Other concerns included a lack of standardized, transparent, and accountable manager practices that can be/are improved upon with regular staff input. Staff members also mentioned the lack of professional development and promotion opportunities. Some others noted inadequate healthcare benefits and a need for ADA compliance, particularly with respect to structural and operational conditions and to office use.

Miscellaneous:

Food prices across the board continue to soar, and options are somewhat limited when staff are required to be on-campus (intercession, summer). These prices aren't standard across higher ed (some folks noted sticker shock on items that were not as expensive as at previous higher ed employers). Some staff remarked that their departments aren't working effectively or efficiently but don't have access to a resource who may be able to help them improve processes. Remote staff engagement opportunities remain a challenge.

About BUSAC itself:

Some staff were unsure how BUSAC functions and what the structure is. [Our charter](#) is available online, and additional information, including about campus affinity groups, can be found at the [BUSAC homepage](#). District reps include these resources in regular communications to all staff.