

From: [Official HR Information](#)
Cc: [Human Resources](#)
Subject: Inaugural Workforce Engagement Survey
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Hello Staff and Faculty Colleagues,

Alongside President Peñalver and Provost Martin, I am excited to announce that Seattle University has partnered with ModernThink, once again, to distribute an institution-wide engagement survey to all staff and faculty. The last time ModernThink conducted an institution-wide survey was in 2013, and in combination with changing leadership and the COVID-19 pandemic, it is safe to say that a lot has changed about SU since. Fittingly, it will launch on March 13th, 2023, which marks the 3rd year anniversary of the pandemic.

As the new leader of Human Resources at Seattle University, I know the importance of having access to current data is necessary to gauge the experience and satisfaction of the campus community. Through statements and open-ended questions covering various topics, we will have insight into the overall well-being of staff and faculty. The survey will include four modules:

1. Belief Statements – asked on Agreement Scale
2. Benefit Statements – asked on Satisfaction Scale
3. Open-Ended Questions
4. Demographics - Voluntary

The survey will run March 13th to March 27th and the delivery of the findings will begin to be reviewed in June in preparation to share to the campus community in September. In partnership with ModernThink, leadership will host two onsite days for in-person meetings to present results to SU campus community.

Anecdotally, we know that the campus climate has room for improvement, which is why we are doing it now as there has never been a better time for it. While ModernThink administers the Great Colleges to Work For[®] program, it is appropriate to say that campus leadership wants to leverage what we hear to make SU a good place to work for all current and future staff and faculty.

The confidential survey sent from ModernThink will include randomly generated usernames and

passwords to further ensure anonymity. Data will only be reported back to SU when there are five or more respondents in a particular demographic category. Multiple measures will be taken to keep our data safe, secure, and confidential. More information about process integrity will be posted on an HR workforce engagement webpage this week.

What's Next:

Survey Window	March 13 th – March 27 th	Open until 11:59PM on March 27 th
Survey Information Webpage	Week of March 6 th	Information and history about the survey and ModernThink for the campus to review.
Town Hall	March 21 st	Address campus community concerns and questions midway through the survey window. Additional details to follow. Please share questions in preparation for this event here: Engagement Survey Feedback . Accepting submissions until March 15 th at 11:59 pm.
Communication of Results	Fall 2023	Two in-person meetings hosted by ModernThink during fall 2023 to present results to SU campus community.
Action Planning	Winter 2024	Information received will inform the action planning process by work unit leaders, guiding the work to more pointedly focus on aspects of the employee experience that should be improved.

In alignment with our Jesuit values, this survey enables us to honor our way of proceeding by collecting meaningful feedback; through intentional discernment, we will continue our commitment to enhance the employee experience, overall workforce engagement, and well-being. Through your participation in the survey, you are helping us to cultivate a speak-up culture.

Thank you.

Jerron Lowe, J.D.

Vice President for Human Resources

SU People and Culture Strategies

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