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STUDENT AFFAIRS STAFF SURVEY

FALL 2021

*USC Student Affairs*

## HIGHLIGHTS & KEY THEMES

✓ 50% OF STAFF PARTICIPATED  
IN THE SURVEY

✓ 53% OF STAFF AGREE THAT  
PROFESSIONAL  
DEVELOPMENT HAS  
IMPROVED THEIR  
KNOWLEDGE/SKILLS

✓ THE MAJORITY OF STAFF  
RATED THEIR EXPERIENCES  
WITH STAFF ENGAGEMENT  
EVENTS AS "SOMEWHAT  
SATISFIED"



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## YOUR INPUT

### Professional Development

#### TOPICS WITH THE HIGHEST LEVEL OF INTEREST:

1. Communications strategy
2. Staff management
3. Diversity, Equity & Inclusion

#### NEW TOPICS STAFF WOULD LIKE TO EXPLORE

- Affirmative communication
- High impact practices
- Larger collaboration with university offices
- Opportunities for coordinator level staff to grow and collaborate together

#### FORMATS WITH THE HIGHEST LEVEL OF INTEREST:

1. Job embedded (i.e. mentoring, professional learning communities, reflective groups)
2. A series of topic related workshops
3. Virtual trainings

#### STAFF HOPE TO GAIN:

- Skill development
- Competencies within industry standards
- Wider knowledge base

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## YOUR INPUT

### Professional Development

#### **FEEDBACK TO IMPROVE PROFESSIONAL DEVELOPMENT**

- Special attention to new staff – opportunities to provide intersecting trainings
- More interaction, less talking at
- Explore more experts and less in-house trainings
- Certifications and tangible experiences
- Technology training
- Guidance on growing within student affairs
- Greater access to leadership

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## YOUR INPUT

Staff Engagement

### RECAP OF PAST EVENTS

- Holiday Celebration
- Fall Kickoff
- Welcome Back Coffee
- Virtual Coffee Breaks
- Book Club
- Article Discussions
- Personal Financial Planning Seminar
- Bite Size Goal Setting

### BARRIERS TO PARTICIPATION:

- No time
- Scheduling conflicts
- New to campus
- Topics did not spark their interest
- Were not aware of events, and need more notice in order to attend
- Work load is too high to attend events

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## YOUR INPUT

### Staff Engagement

#### **ENGAGEMENT EVENT IDEAS STAFF WOULD WANT TO PARTICIPATE IN**

- Food/coming together for meals
- Fitness competition
- Happy Hour/BBQ
- A challenge for the entire division – sponsoring kids for the holidays or something similar
- Bowling
- Bonding and team building outside of the scope of work, but tied to our values
- Community service project

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## LOOKING AHEAD - SPRING 2022

**ANNOUNCING: A REFRESHED STUDENT AFFAIRS STAFF RESOURCES WEBSITE, WILL LAUNCH SPRING 2022**

### **PROFESSIONAL DEVELOPMENT:**

- Professional Development events and resources available at the beginning of the semester to mark your calendars
- Outlook invites extended to all staff
- Recognizing & Responding to Students Training w/ Danielle Gaut of CMH
- Opportunities for richer connection at meetings and Student Affairs gatherings
- Continuing the Student Affairs New Staff Onboarding

### **STAFF ENGAGEMENT:**

- Monthly Coffee Hours
  - The second Thursday of each month
- End of the year celebration
- Staff Karaoke
- Community service project
- Team building activities

**THIS WORK IS CONSTANTLY EVOLVING AS WE DISCOVER NEW INTERESTS FROM STAFF AND CONTINUE TO GROW PARTNERSHIPS WITH CAMPUS AND COMMUNITY PARTNERS.**

# Questions & Ideas

Contact Student Affairs Project Specialist, Jonecia Mahan ([joneciam@usc.edu](mailto:joneciam@usc.edu))