

Executive Summary – Safety Perception Survey and Results

SCTCC sent an email to employees on February 4th, 2019 regarding the release of the Safety Perception Survey which is designed to gauge employee perception of overall safety on campus. The survey also gauged the difference between survey results from 2017 and the 2019 results.

In 2017, SCTCC had 99 participants. In 2019, that number increased to 140 participants. The next round of the survey will occur in 2021, and we hope to once again increase the number of employees participating in order to get an even more accurate account of the perception of the safety culture on the SCTCC campus.

The Safety Perception Survey contained 45 general questions about safety culture on campus which included the following areas:

- Employee Safety Involvement
- Safe Work Environment
- Workplace Safety Norms
- Safety Supervision
- Organizational Safety Leadership
- Safety Training and Development
- Job Satisfaction

Survey scores greater than 4.0 are viewed as indicators of a favorable safety culture. Minnesota State as a whole scored 3.81 in 2017. In 2019, Minnesota State as a whole scored 3.78. The aggregate average score at SCTCC for 2017 was 3.87. In 2019, the aggregate average score at SCTCC was 3.80.

The Safety Perception Survey included an open-ended questions section. The open-ended questions were designed to afford employees an opportunity to provide specific feedback on issues of concern to them that may not have been prompted or addressed in the objective survey questions. The survey asked employees two open-ended questions:

- “Please share any specific workplace safety hazards and offer improvement ideas”
- “Please share your ideas on how to improve the overall safety culture and attitudes”

Of the many responses we received to the open ended questions, the following themes were identified:

- Active Threat Response: Tools and Training
- Snow Removal and Parking Lot Conditions, Wet Floors
- General Public Safety Presence and Response
- General Safety Communication/Training

Below we outline the themes and provide information on current practices and new initiatives (*):

Active Threat Response: Tools and Training

The college supports the Run, Hide, Fight model of response to active threat situations that may occur on campus. Tools and training being provided are:

- Post cards have been created and distributed in the past that explains the run, hide, fight response to an active threat on campus

- The emergency guide books (red flip books) are posted inside every classroom, conference room, and office suite on campus. They are building specific and include information about run, hide, fight as well as evacuation maps of the building
- *In August of 2019, SCTCC entered into an agreement with the St. Cloud Police Department and now have a Campus Areas Police Services (CAPS) officer posted on campus Monday through Friday, 8am to 4pm. This officer is providing the following:
 - Uniformed and armed security presence on campus
 - Run, Hide, Fight training being developed
 - Speaking engagements and classroom discussions
 - Available for division meetings
 - Serves on the Safety Committee and Cyclones Care Team (behavioral intervention team)
 - Tabling at various locations across campus (resources and information)
 - A resource for all employees and students

Snow Removal and Parking Lot Conditions, Wet Floors

- *We have purchased some different equipment and found a new source for salt products that work at a lower temp
- *During the winter we will be putting wet floor signs at entrances and around different areas of the building to notify people to be careful of the wet floor
- *As we identify trouble spots, we will send out communication letting people know where the trouble spots are located to help prevent accidents
- *Evaluating continued problem areas and determining rug placement
- Balancing salt usage with MN Pollution Control requirements and assessing other ice removal alternatives

General Public Safety Presence and Response

- *CAPS Officer on duty Monday through Friday, 8am – 4pm
- SCSU Public Safety on campus Monday through Thursday, 4pm – 10pm
- Contact number for non-emergencies has stayed the same with 308-3333 being the primary number to call
- Employees urged to call 911 in case of emergency. Our CAPS officer will respond to all 911 calls
- Familiar face, reliable response

General Safety Communication/Training

- Working with Kate Wallace for a weekly safety topic for the Cyclone Spin
- Web page being updated with “Speaker Request” form for general information or training in and outside of the classroom (CAPS Officer, Safety/Security Director)
- ELM has been updated with new and updated training modules
- Survey responses will be posted at www.sctcc.edu/safety and communicated through meet and confer, faculty shared governance, safety committee, and cyclone spin