

Executive Summary

BOY 2026-2027 Employee Culture Survey

Total Responses: 344 employees

Participation Overview

Survey participation was broadly representative of the organization, with:

- 258 Campus-based employees (75%)
- 86 Department-based employees (25%)

Key Findings

Overall, survey results indicate a **highly positive organizational culture**, with strong levels of agreement across all measured areas. Positive responses (Strongly Agree + Agree) ranged from **75.9% to 95.3%**, demonstrating widespread employee confidence and satisfaction.

Strongest Areas

The highest-rated survey items were:

Question	Positive Responses
Question 5	95.0%
Question 7	95.3%
Question 2	89.5%

Question 5 received the highest level of enthusiasm, with **70.6% of respondents selecting Strongly Agree**, indicating an exceptionally strong perception in this area. Question 7 demonstrated similarly strong support, with **64.0% Strongly Agree** and only **0.9% disagreement overall**.

Areas of Opportunity

While results remain positive, several questions showed comparatively lower agreement and higher neutral responses:

- **Question 4:** 75.9% positive, 16.6% neutral, 7.6% negative.
- **Question 6:** 76.4% positive, 16.0% neutral, 7.6% negative.
- **Question 3:** 79.9% positive, 14.5% neutral, 5.5% negative.

These items may warrant further analysis to identify specific concerns or barriers that are preventing stronger employee endorsement.

Overall Sentiment

Across Questions 2-8:

- Positive responses consistently exceeded **75%** on every item.
- Neutral responses generally ranged between **4% and 17%**, suggesting opportunities to strengthen employee engagement and clarity in certain areas.
- Negative responses remained low, generally below **8%**, with several questions showing less than **2% disagreement**.

Executive Takeaways

1. **Employee culture is a significant organizational strength**, with overwhelmingly favorable feedback across all survey categories.
2. **Questions 5 and 7 are standout success areas** and may represent practices that should be maintained and replicated elsewhere.
3. **Questions 3, 4, and 6 present the greatest opportunity for improvement**, driven primarily by higher neutral and disagreement rates.
4. Leadership should consider reviewing employee comments (if collected) and conducting follow-up discussions focused on the topics represented by Questions 3, 4, and 6 to better understand underlying concerns and develop targeted action plans.

Conclusion: The survey reflects a healthy and positive workplace culture with strong employee endorsement. Focusing improvement efforts on the few lower-scoring areas while sustaining strengths identified in Questions 5 and 7 should help further increase employee engagement and organizational effectiveness.