# UNIVERSITY OF IDAHO 2013 STAFF SURVEY

1053 Respondents 58%

**Executive Summary** 

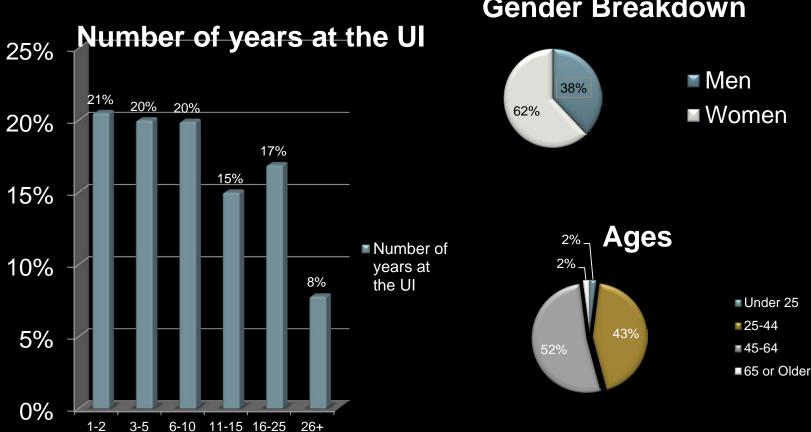
Institutional Research and Assessment Jane Baillargeon, Assistant Director



# **Presentation Summary**

- Demographics
- Job Satisfaction
- Campus Climate
- Management Conditions
- Working Environment
- Technology
- Organizational Climate

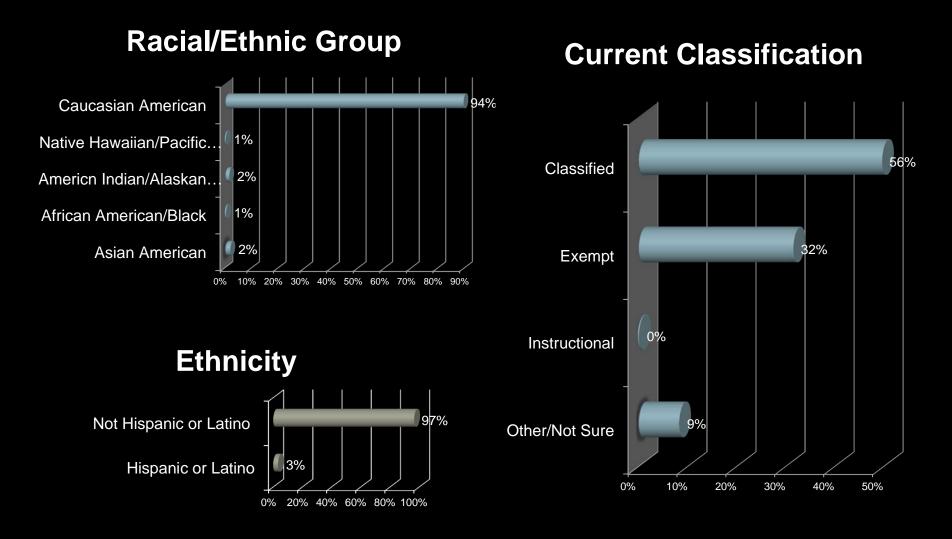
### **Demographics**



**Gender Breakdown** 

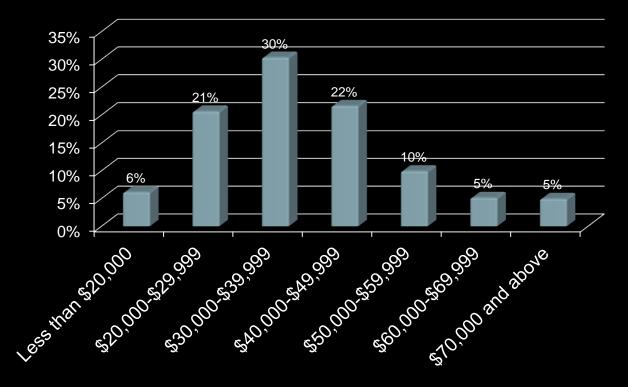
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### **Demographics**



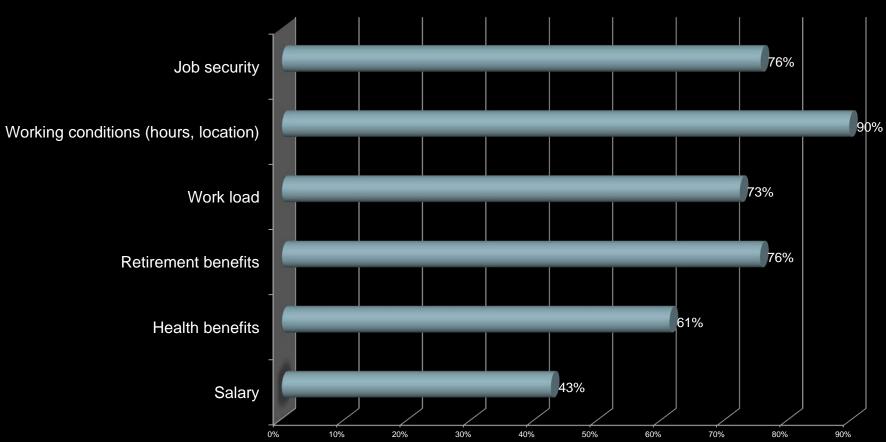
### **Demographics**

### **Annual Salary Range**



### **Job Satisfaction**

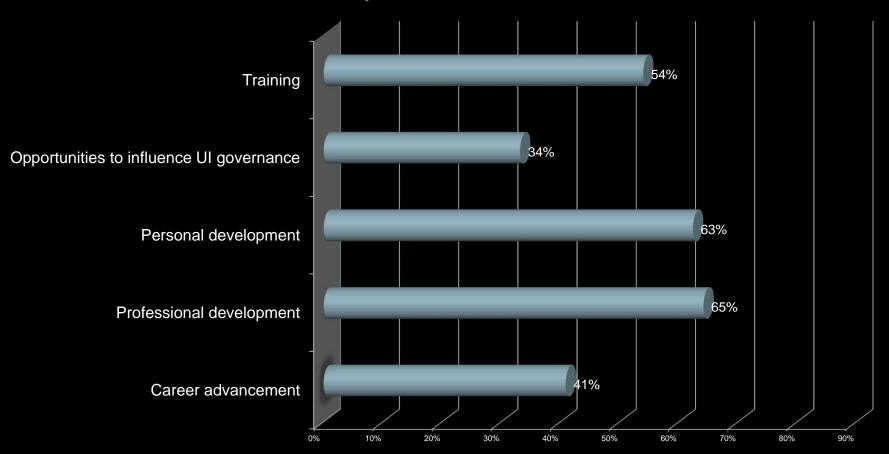
### "How satisfied are you with the following aspects of your job?"



% Very Satisfied or Satisfied

### **Job Satisfaction**

"How satisfied are you with the following opportunities available to you?"



% Very Satisfied or Satisfied

### **Campus Climate**

#### % Very Satisfied or Satisfied

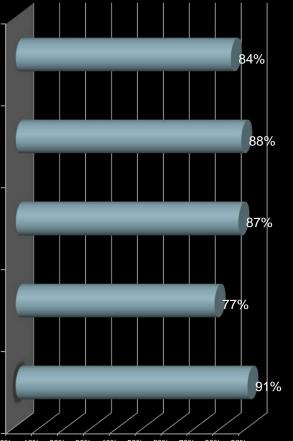
UI provides a comfortable atmosphere for students, faculty, and staff.

Most administrators with whom I interact treat me with respect.

Most faculty with whom I interact treat me with respect.

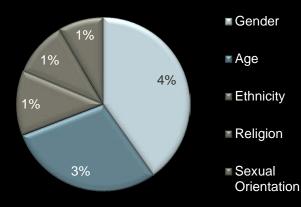
My supervisor treats all employees in my work area equitably.

My supervisor treats me with consideration and respect.



<sup>0% 10% 20% 30% 40% 50% 60% 70% 80% 90%</sup> 

#### I have been discriminated against because of:



### **Management Conditions**

#### "How closely do you agree with the following statements?"

Strongly Agree Agree

My evaluation is used to help plan my training and development in order to improve my performance.

My supervisor has been adequately trained to conduct my performance evaluations.

My supervisor takes appropriate action on my problems and complaints.

My supervisor takes employee ideas into account when making important decisions.

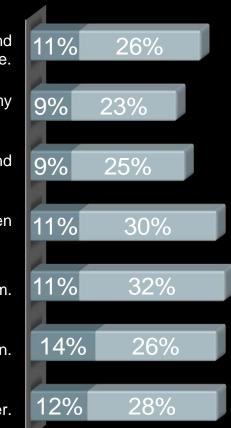
My supervisor is fair when giving criticism.

My supervisor fosters good two-way communication.

My supervisor is an effective and competent leader.

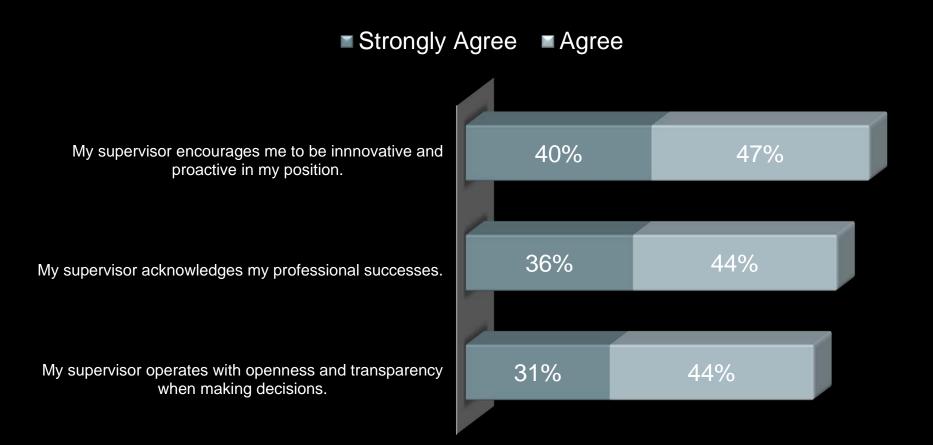
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### **Management Conditions**

#### "How closely do you agree with the following statements?"



### **Working Environment**

#### "How closely do you agree with the following statements?"

Strongly Agree Agree

My department gives attention to the needs of individuals with disabilities in the workplace.

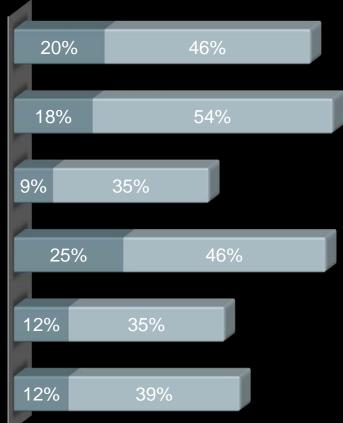
Health and safety concerns I express are effectively resolved.

My supervisor is fair in determining if courses taken during working hours should be work related release time.

My department is supportive of my needs to attend to my personal and family responsibilities.

The environment in my work area encourages respect for equality and dignity for all employees.

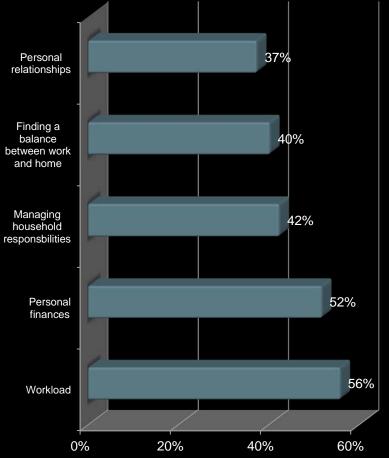
My work area is adequately staffed.



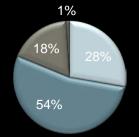
# **Working Environment**

# **Top Five Stressors**

**Extreme and Somewhat** 



### Stress Experienced in Past 2 Years



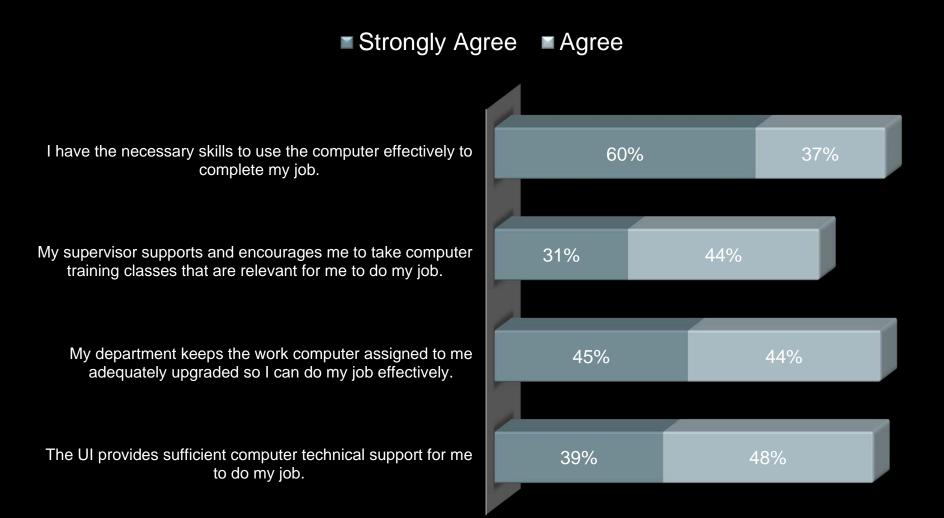
Extreme
Moderate
Little
None

### Technology

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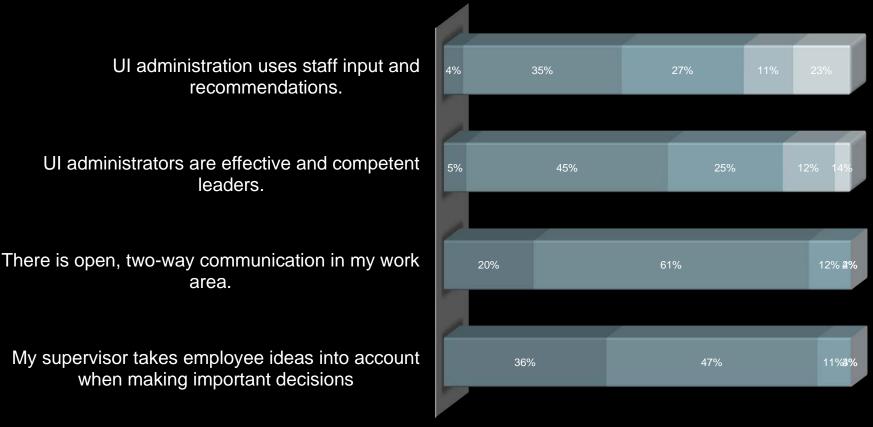
#### "How closely do you agree with the following statements?"



### **Organizational Climate**

"How closely do you agree with the following statements?"

Strongly Agree Agree Disagree Strongly Disagree Don't Know/NA



\*Totals will not equal 100% due to "don't know" responses.

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For more information visit:

http://www.webpages.uidaho.edu/ira/assess/index.htm

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