

UNIVERSITY OF IDAHO SURVEY OF STAFF 2013

Part I: Job Satisfaction

How satisfied are you with the following aspects of your job? (Mark one for each item.)

	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Not Applicable/ Don't Know
Salary	3.1%	39.6%	35.3%	21.4%	0.6%
Health benefits	6.5%	54.9%	23.1%	10.1%	5.4%
Retirement benefits	10.6%	65.1%	13.2%	4.4%	6.7%
Work load	7.7%	64.8%	20.3%	7.1%	0.1%
Working conditions (hours, location)	24.5%	65.3%	8.1%	2.1%	0.0%
Job security	11.0%	64.8%	15.7%	5.5%	2.9%
Employee Assistance Program	7.2%	39.4%	4.9%	2.3%	46.1%

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

	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Not Applicable/ Don't Know
Career advancement opportunities	2.7%	38.5%	34.0%	17.7%	7.2%
Professional development opportunities	8.4%	56.1%	21.9%	8.8%	4.8%
Personal development opportunities	6.5%	56.2%	21.7%	6.9%	8.7%
Opportunities to influence UI governance	2.1%	31.4%	27.2%	16.9%	22.4%
Training opportunities	5.8%	58.5%	23.8%	6.5%	5.4%

This section asks your assessment of your direct supervisor. If you have more than one position at UI, or more than one direct supervisor who completes an evaluation for you, you will be able to complete an assessment of each one. Please address each direct supervisor separately.

How closely do you agree with the following statements?

	Strongly Agree	Agree	Disagree	Strongly Disagree	N/A Don't Know
My supervisor treats me with consideration and respect.	49.9%	41.0%	6.0%	2.5%	0.6%
My supervisor is an effective and competent leader.	37.3%	43.9%	12.4%	5.4%	1.1%
My supervisor fosters good two-way communication.	37.3%	43.3%	15.0%	3.8%	0.6%
My supervisor is fair when giving criticism.	37.6%	47.4%	8.7%	3.6%	2.7%
My supervisor treats all employees in my work area equitably.	33.5%	43.8%	13.1%	5.7%	3.9%
My supervisor operates with openness and transparency when making decisions.	31.5%	44.7%	16.5%	5.1%	2.2%
My supervisor allows me to use University equipment (computer, printer) to look up my paycheck information on Vandal Web.	49.6%	43.0%	0.3%	0.3%	6.8%
My supervisor supports and encourages me to take computer training classes that are relevant for me to do my job.	30.7%	44.1%	9.6%	2.1%	13.6%
My work area is adequately staffed.	16.7%	40.7%	29.0%	12.4%	1.2%
The environment in my work area encourages respect for equality and dignity for all employees.	30.9%	50.1%	11.3%	6.2%	1.3%
My department is supportive of my needs to attend to my personal and family responsibilities.	45.6%	46.1%	5.1%	1.1%	2.2%
My supervisor is fair in determining if courses taken during working hours should be work related release time.	27.7%	36.7%	3.7%	1.4%	30.5%
My supervisor acknowledges my professional successes.	36.1%	44.9%	11.4%	3.7%	3.9%
My supervisor encourages me to be innovative and proactive in my position.	40.5%	47.3%	7.2%	2.6%	2.4%
My supervisor takes employee ideas into account when making important decisions.	36.0%	46.7%	10.5%	3.6%	3.2%
My supervisor takes appropriate action on my problems and complaints.	28.3%	45.6%	14.1%	5.1%	6.9%
My supervisor has been adequately trained to conduct my performance evaluations.	29.7%	46.0%	8.4%	5.2%	10.8%
My supervisor provides clear explanations and instructions regarding my performance expectations.	29.2%	50.6%	11.0%	5.3%	3.9%
My annual performance evaluation is important to me.	31.6%	43.3%	13.2%	7.2%	4.7%
My annual performance evaluation is conducted in a timely manner.	28.7%	52.3%	8.6%	3.5%	6.8%
My evaluation is used to help plan my training and development in order to improve my performance.	18.5%	44.6%	19.0%	8.6%	9.3%

Do you have another supervisor you want to evaluate?

94.7% No
5.3% Yes

For your second supervisor, how closely do you agree with the following statements?

	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable/ Don't Know
My supervisor treats me with consideration and respect.	20.4%	33.3%	20.4%	22.2%	3.7%
My supervisor is an effective and competent leader.	13.2%	30.2%	28.3%	26.4%	1.9%
My supervisor fosters good two-way communication.	14.8%	27.8%	25.9%	29.6%	1.9%
My supervisor is fair when giving criticism.	11.5%	34.6%	23.1%	25.0%	5.8%
My supervisor treats all employees in my work area equitably.	9.6%	26.9%	23.1%	30.8%	9.6%
My supervisor operates with openness and transparency when making decisions.	9.4%	30.2%	30.2%	28.3%	1.9%
My supervisor allows me to use University equipment (computer, printer) to look up my paycheck information on Vandal Web.	32.1%	49.1%	0.0%	3.8%	15.1%
My supervisor supports and encourages me to take computer training classes that are relevant for me to do my job.	9.3%	37.0%	25.9%	9.3%	18.5%
My work area is adequately staffed.	13.0%	40.7%	20.4%	22.2%	3.7%
The environment in my work area encourages respect for equality and dignity for all employees.	13.0%	37.0%	27.8%	18.5%	3.7%
My department is supportive of my needs to attend to my personal and family responsibilities.	25.9%	48.1%	11.1%	9.3%	5.6%
My supervisor is fair in determining if courses taken during working hours should be work related release time.	9.3%	37.0%	11.1%	11.1%	31.5%
My supervisor acknowledges my professional successes.	16.7%	38.9%	20.4%	22.2%	1.9%
My supervisor encourages me to be innovative and proactive in my position.	20.4%	35.2%	18.5%	22.2%	3.7%
My supervisor takes employee ideas into account when making important decisions.	11.1%	31.5%	25.9%	22.2%	9.3%
My supervisor takes appropriate action on my problems and complaints.	9.3%	25.9%	27.8%	27.8%	9.3%
My supervisor has been adequately trained to conduct my performance evaluations.	9.3%	24.1%	18.5%	18.5%	29.6%
My supervisor provides clear explanations and instructions regarding my performance expectations.	11.1%	24.1%	18.5%	27.8%	18.5%
My annual performance evaluation is important to me.	31.5%	31.5%	9.3%	13.0%	14.8%
My annual performance evaluation is conducted in a timely manner.	15.1%	37.7%	11.3%	15.1%	20.8%
My evaluation is used to help plan my training and development in order to improve my performance.	11.3%	28.3%	15.1%	24.5%	20.8%

Do you have another supervisor you want to evaluate?

92.9% No
7.1% Yes

For your third supervisor, how closely do you agree with the following statements?

	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable/ Don't Know
My supervisor treats me with consideration and respect.	0.0%	66.7%	33.3%	0.0%	0.0%
My supervisor is an effective and competent leader.	0.0%	33.3%	66.7%	0.0%	0.0%
My supervisor fosters good two-way communication.	0.0%	100.0%	0.0%	0.0%	0.0%
My supervisor is fair when giving criticism.	0.0%	66.7%	33.3%	0.0%	0.0%
My supervisor treats all employees in my work area equitably.	0.0%	50.0%	0.0%	50.0%	0.0%
My supervisor operates with openness and transparency when making decisions.	0.0%	33.3%	33.3%	33.3%	0.0%
My supervisor allows me to use University equipment (computer, printer) to look up my paycheck information on Vandal Web.	0.0%	66.7%	0.0%	0.0%	33.3%
My supervisor supports and encourages me to take computer training classes that are relevant for me to do my job.	0.0%	66.7%	33.3%	0.0%	0.0%
My work area is adequately staffed.	0.0%	0.0%	33.3%	66.7%	0.0%
The environment in my work area encourages respect for equality and dignity for all employees.	0.0%	0.0%	66.7%	33.3%	0.0%
My department is supportive of my needs to attend to my personal and family responsibilities.	66.7%	33.3%	0.0%	0.0%	0.0%
My supervisor is fair in determining if courses taken during working hours should be work related release time.	33.3%	33.3%	0.0%	0.0%	33.3%
My supervisor acknowledges my professional successes.	0.0%	33.3%	33.3%	33.3%	0.0%
My supervisor encourages me to be innovative and proactive in my position.	0.0%	33.3%	66.7%	0.0%	0.0%
My supervisor takes employee ideas into account when making important decisions.	0.0%	33.3%	33.3%	33.3%	0.0%
My supervisor takes appropriate action on my problems and complaints.	0.0%	0.0%	66.7%	0.0%	33.3%
My supervisor has been adequately trained to conduct my performance evaluations.	0.0%	33.3%	0.0%	0.0%	66.7%
My supervisor provides clear explanations and instructions regarding my performance expectations.	0.0%	0.0%	33.3%	0.0%	66.7%
My annual performance evaluation is important to me.	33.3%	0.0%	33.3%	0.0%	33.3%
My annual performance evaluation is conducted in a timely manner.	33.3%	0.0%	0.0%	0.0%	66.7%
My evaluation is used to help plan my training and development in order to improve my performance.	33.3%	0.0%	0.0%	0.0%	66.7%

How much stress have you experienced over the past two years?

27.6% Extreme
53.8% Moderate
17.8% Little
0.8% None

Please indicate the extent to which each of the following has contributed to your stress during the last two years.

	Extremely	Moderately	A Little	Not At All
Personal Relationships	11.4%	25.9%	33.1%	29.6%
Managing household responsibilities	10.6%	31.7%	32.9%	24.9%
Childcare	5.2%	9.0%	12.0%	73.8%
Care of elderly parent	7.0%	9.2%	13.2%	70.7%
My physical health	5.9%	22.3%	40.1%	31.8%
Personal finances	22.5%	29.2%	29.4%	18.8%

Employee evaluation process	6.8%	11.7%	28.8%	52.6%
Committee work	1.3%	8.0%	24.0%	66.7%
Staff meetings	2.1%	8.8%	25.6%	63.4%
Institutional policies and procedures	10.9%	20.7%	30.8%	37.7%
Workload	21.7%	34.1%	27.1%	17.0%
Finding a balance between work and home	15.7%	24.5%	30.6%	29.2%
Concern about job security	14.6%	18.4%	34.5%	32.5%
Concern about safety in the workplace	1.4%	5.5%	15.9%	77.2%

PART II: Working Environment and Conditions

How closely do you agree with the following?

	Strongly Agree	Agree	Disagree	Strongly Disagree	NA/ Don't Know
Most faculty with whom I interact treat me with respect.	24.9%	61.6%	7.2%	1.6%	4.7%
Most administrators with whom I interact treat me with respect.	21.3%	66.3%	7.6%	2.8%	1.9%
My department provides me with adequate equipment and/or materials with which to do my job.	27.7%	60.6%	8.3%	2.8%	0.6%
Health and safety concerns I express are effectively resolved.	17.8%	54.7%	4.7%	1.3%	21.5%
My department gives attention to the needs of individuals with disabilities in the workplace.	20.5%	46.7%	3.0%	1.0%	28.9%
Lighting on campus is adequate.	11.4%	55.4%	16.2%	2.6%	14.4%
I am satisfied with my ability to park on campus.	9.9%	40.5%	21.8%	14.2%	13.6%
U of I provides a comfortable atmosphere for students, faculty, and staff.	15.1%	68.5%	8.6%	2.1%	5.7%

	Yes	No
At UI, I have been discriminated against because of my gender.	10.5%	89.5%
At UI, I have been discriminated against because of my ethnic status.	3.2%	96.8%
At UI, I have been discriminated against because of my age.	7.7%	92.3%
At UI, I have been discriminated against because of my sexual orientation.	2.3%	97.7%
At UI, I have been discriminated against because of my religious affiliation.	2.8%	97.2%

I believe there are toxins in my work area that need to be removed (e.g. asbestos, chemicals, fumes).

91.0% No

9.0% Yes

If you want follow up on this situation, please include your contact information here, or download the "Report A Safety Concern" form at <http://www.uidaho.edu/public-safety-and-security/environmental-health-and-safety>.

100.0%

Please describe the technology in your workplace:

	Yes	No	N/A
I have access to University email in my workplace.	99.5%	0.4%	0.1%
I have access to Vandal Web in my workplace.	99.5%	0.3%	0.2%
I have access to a computer printer that I can use during my work day.	98.9%	0.9%	0.3%
I know how to access Vandal Web.	99.7%	0.2%	0.1%
I am aware of the variety of information on Vandal Web.	96.7%	3.0%	0.3%

How closely do you agree with the following statements about technology in the workplace?

	Strongly Agree	Agree	Disagree	Strongly Disagree	NA/ Don't Know
I have the necessary skills to use the computer effectively to complete my job.	60.1%	36.7%	2.5%	0.4%	0.4%
My department keeps the work computer assigned to me adequately upgraded so I can do my job effectively.	44.5%	44.4%	6.2%	2.7%	2.1%
The UI provides sufficient computer technical support for me to do my job.	38.8%	48.4%	8.3%	3.3%	1.1%

PART III: Organizational Communication

Please respond to the following statements:

	Strongly Agree	Agree	Disagree	Strongly Disagree	NA/ Don't Know
UI administration uses staff input and recommendations.	4.3%	35.1%	27.0%	10.9%	22.7%
UI administrators are effective and competent leaders.	5.0%	44.6%	25.4%	11.5%	13.5%
There is a open, two-way communication in my work area.	19.9%	60.9%	12.4%	4.4%	2.3%
Units across campus are encouraged to cooperate in a coordinated manner.	5.5%	45.0%	25.7%	6.5%	17.2%
It is a high priority for UI to develop a sense of community among staff, faculty, and students.	12.0%	43.3%	23.0%	6.9%	14.8%
I have adequate information about the staff ombudsman.	7.5%	46.1%	21.3%	9.9%	15.3%
I have adequate information about how to file a grievance.	5.0%	45.5%	24.9%	9.8%	14.9%
The Staff Affairs Committee has been responsive to my input or inquiries.	3.7%	19.4%	3.4%	1.9%	71.6%
I am aware of the purpose and functions of the Staff Affairs Committee.	6.5%	47.6%	17.0%	8.9%	19.9%
I have access to information about Staff Affairs Committee such as subcommittees, representatives, and officers.	6.9%	50.6%	10.9%	5.9%	25.7%

In the past 5 years have you been sexually harassed at the University of Idaho?

2.2% Yes
97.8% No

In the past 5 years have you experienced unwanted, uncivil and/or aggressive behavior from someone in your workplace? (i.e., inappropriate comments, unprofessional expectations, aggressive or unreasonable behavior)

33.4% Yes
66.6% No

Do you plan to work beyond the age of 70?

20.9% Yes
79.1% No

Sex:

38.5% Male
61.5% Female

Age:

2.1% Under 25
20.4% 25-34
23.7% 35-44
27.7% 45-54
24.7% 55-64
1.5% 65 or older

Number of years at UI:

20.7% 1-2
19.6% 3-5
20.2% 6-10
14.6% 11-15
17.1% 16-25
7.9% 26+

What is your ethnicity?

3.4% Hispanic or Latino
96.6% Not Hispanic or Latino

Race (please check all that you feel apply to you):

0.8% Black or African American
2.1% American Indian or Alaskan Native
2.5% Asian
0.7% Native Hawaiian or Other Pacific Islander
93.9% White

Annual salary range:

6.4% Less than \$20,000
10.2% \$20,000-\$24,999
10.5% \$25,000-\$29,999
17.6% \$30,000-\$34,999
12.8% \$35,000-\$39,999
22.4% \$40,000-\$49,999
9.5% \$50,000-\$59,999
5.4% \$60,000-\$69,999
5.2% \$70,000 and above

What is your current classification at UI?

57.9% Classified
32.9% Exempt
0.4% Instructional
4.3% Not Sure
4.5% Other

Please specify "Other"

100.0%