# Campus Workplace Survey

**Communication**

This survey asks about your impressions of the workplace climate at Boise State. Please respond to each question as openly and honestly as possible. If there are questions you do not want to answer, skip them and continue the survey. The survey will take about 10-15 minutes of your time.

Your responses are completely anonymous. At the end of the survey, you will be asked if you wish to be entered in a drawing for an iPad Mini. If you do, you will be directed to a different location to enter your personal information in order to maintain anonymity.

## Open communication is encouraged

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>N/A</th>
</tr>
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## There are effective ways for me to make suggestions for improvement

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</table>
 Relevant information such as policies and standards are communicated clearly to me

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Workload and Resources

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<tr>
<th></th>
<th>Strongly Agree</th>
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<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
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<tbody>
<tr>
<td>My work load is reasonable</td>
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<td>I have adequate resources and materials to execute my assignments</td>
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<tr>
<td>I am satisfied with the balance between my personal and professional life</td>
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<tr>
<td>There is support for attending to my personal and family responsibilities</td>
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Trust and Respect

During my employment at Boise State University, I have received fair and equal treatment.

- Yes
- No
<table>
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<tr>
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<th>Neutral</th>
<th>Disagree</th>
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<tbody>
<tr>
<td>I am comfortable offering dissenting opinions without fear of repercussions</td>
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<tr>
<td>Most faculty with whom I interact treat me with respect</td>
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<tr>
<td>Most staff with whom I interact treat me with respect</td>
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<td></td>
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<tr>
<td>Most students with whom I interact treat me with respect</td>
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<tr>
<td>The contributions of professional staff, faculty and classified staff are valued equally</td>
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If you have any comments regarding the issues of workload and communication that you would like to share, please do so here:

Recognition

My work is valued at Boise State University.

- [ ] Yes
- [ ] No
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<tr>
<td>My performance evaluation process is fair</td>
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<tr>
<td>People are recognized differently for the same accomplishments</td>
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<tr>
<td>I am adequately recognized for my accomplishments</td>
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**Organizational Commitment**

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<tr>
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<tr>
<td>I feel loyalty to this university</td>
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<td>I am allowed ample time for skill development and learning opportunities</td>
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<tr>
<td>My career development is encouraged</td>
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<tr>
<td>I would rather work for a different organization even if my pay and the benefits were the same</td>
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</table>
How likely is it that you will leave your job in the next two (2) years for reasons other than retirement?

- I will not be leaving
- I probably will not be leaving
- I am uncertain
- I probably will be leaving
- I definitely will be leaving
- I am leaving due to retirement

If you left Boise State University, where would you be likely to go?

- To another position in higher education
- To a position outside higher education
- I do not plan to leave

If you have any comments regarding your reasons for staying or leaving Boise State, please make them here:

**Leadership**
Campus administrators/supervisors are genuinely committed to promoting a campus climate that values everyone. This commitment is evident

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I am aware of favoritism in the workplace

<table>
<thead>
<tr>
<th>Often</th>
<th>Sometimes</th>
<th>Occasionally</th>
<th>Seldom</th>
<th>Never</th>
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<tr>
<td>My supervisor/administrator establishes clear direction for my work</td>
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<tr>
<td>When an administrator/supervisor makes a decision, it is usually based on a reasonable assessment of the issue or problem</td>
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<tr>
<td>Policies are applied consistently and fairly</td>
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Harrassment-Discrimination-Diversity

My experiences at Boise State University have been free of harassment and intimidation

- Yes
- No
### Grievances are handled fairly

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If I experienced unequal treatment, harassment or intimidation at Boise State, my first course of action would most likely be to contact:

- department head
- dean or division head
- human resources/EO
- ombuds
- faculty, classified staff or professional senate organization
- provost or vice president
- private attorney
- union representative
- co-worker
- other

If you have any comments about harassment, intimidation, or the handling of grievances, please make them here:

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**Satisfaction with Work Climate**
<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
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<tr>
<td>I would recommend Boise State as a good place to work</td>
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<td>How would you rate the overall morale among employees? (On a scale of 0 to 100 with 0 being the lowest morale and 100 being the highest morale)</td>
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<tr>
<td>Very poor morale</td>
<td>0</td>
<td>10</td>
<td>20</td>
<td>30</td>
<td>40</td>
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<td>Strongly Agree</td>
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<tr>
<td>I make a valuable contribution through my work at Boise State University</td>
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<tr>
<td>I experience a sense of isolation or exclusion in my department or area</td>
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<tr>
<td>There is a spirit of teamwork and cooperation in my area</td>
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<tr>
<td>I feel that I get the mentoring I need</td>
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<tr>
<td>My job makes good use of my skills and abilities</td>
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If you have any comments regarding satisfaction with the work climate, please make them here:

**Demographic Information**

My age is

- Under 30
- 30-39
- 40-49
- 50-59
- 60 or older
- I prefer not to respond

I am

- Male
- Female
- Transgender
- I prefer not to respond
My racial or ethnic background is
- American Indian or other Native American
- Asian American
- Hawaiian or Pacific Islander
- Black or African American
- Hispanic, Latino, or Spanish
- White
- Two or more races
- I prefer not to respond

I am a veteran
- Yes
- No
- I prefer not to respond

I have a permanent disability
- Yes
- No
- I prefer not to respond
I describe my sexual orientation as
- Heterosexual
- Homosexual (lesbian or gay)
- Bisexual
- Questioning or unsure
- I prefer not to respond

I describe my marital/relationship status as
- Legally married
- Unmarried living with partner
- Single (never married)
- Single (divorced or widowed)
- I prefer not to respond

Hours spent per week on the job
- 20 or less
- 21-30
- 31-40
- 41-50
- 51-60
- Over 60

Hours spent providing care for family members or others who depend on you
- None
- 1-10
- 11-20
- 21-30
- 31-40
- Over 40
How many years have you been employed at Boise State University

- Less than 1
- 1-5
- 6-10
- 11-15
- 16-20
- over 20

I am eligible for insurance benefits at Boise State University

- Yes
- No

I am

- Faculty or dean
- Professional staff
- Classified staff

Faculty

My tenure status is:

- Tenured
- Non-tenured, on tenure track
- Non-tenure track
My academic rank/position is:

- Adjunct faculty
- Lecturer or Instructor
- Assistant professor
- Associate professor
- Professor
- Research faculty
- Visiting faculty

My college or division is:

- Arts and Sciences – Arts and Humanities division
- Arts and Sciences – Sciences division
- Business and Economics
- Education
- Engineering
- Health Sciences
- Library
- Social Sciences and Public Affairs

Do you often feel your research area of expertise has been devalued because of your research topics?

- Yes
- No
- N/A
Do you often feel your teaching has been devalued due to your topic area(s)?
- Yes
- No
- N/A

Do you often feel that your service has been devalued due to your area of focus?
- Yes
- No
- N/A

If you have comments regarding the valuing of your research, teaching, or service, please make them here:

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**Professional and Classified Staff**

I supervise other employees in the scope of my work:
- Yes
- No
I am employed in:
- Academic Affairs (includes all colleges, Extended Studies, and the Library)
- Student Affairs
- Finance and Administration
- Athletics, University Advancement, Research Administration, or the President's Office
- Other (Please describe)

Do you feel your job classification reflects the job(s) you do on a regular basis?
- Yes
- No

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<td>I am empowered to make decisions within the scope of my job</td>
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If you have comments regarding your response to these questions, please make them here:

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Thank you very much for taking the time to provide your feedback on the workplace