

UNIVERSITY OF IDAHO SURVEY OF STAFF – 2008

FREQUENCY ANALYSIS OF RESPONSES IN PERCENTAGES

N = 1073 (approximately 69% of staff, fall 2008)

Part I: Job Satisfaction

How satisfied are you with the following aspects of your job? (Mark one for each item.)					
	Percentages				
	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Not Applicable/ Don't Know
Salary	5	48	34	12	1
Health benefits	3	31	32	29	6
Retirement benefits	5	56	21	10	7
Work load	6	66	19	8	1
Working conditions (hours, location)	24	62	11	3	<1
Job security	12	66	14	7	2
Employee Assistance Program	6	45	6	2	40
How satisfied are you with the following opportunities available to you?					
	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Not Applicable
Career advancement opportunities	4	47	30	12	7
Professional development opportunities	10	54	25	8	3
Personal development opportunities	8	60	20	7	5
Opportunities to influence UI governance	2	33	32	18	15
Training opportunities	7	55	26	8	4

How closely do you agree with the following statements?					
	Strongly Agree	Agree	Disagree	Strongly Disagree	NA/Don't Know
My supervisor treats me with consideration and respect.	47	41	7	4	1
My supervisor is an effective and competent leader.	38	39	15	7	2
My supervisor fosters good two-way communication.	37	38	16	7	1
Usually my supervisor is fair when giving criticism.	36	47	10	4	3
My supervisor treats all employees in my work area equitably.	33	40	16	7	3
My work area is adequately staffed.	14	39	29	17	1
The environment in my work area encourages respect for equality and dignity for all employees.	30	52	12	5	1
My department is supportive of my needs to attend to my personal and family responsibilities.	45	48	4	2	1
My supervisor is fair in determining if courses taken during working hours should be work related release time.	26	37	4	2	31
I receive clear explanations and instructions regarding my performance expectations.	24	51	17	6	2
My annual performance evaluation is important to me.	34	45	12	4	6
My annual performance evaluation is conducted in a timely manner.	24	51	9	4	12
My evaluation is used to help plan my training and development and improve performance.	14	39	29	17	1
How much stress have you experienced over the past two years?					
Extreme					38
Moderate					54
Little					9

Please indicate the extent to which each of the following has contributed to your stress during the last two years.			
Source of Stress:	Extreme	Somewhat	Not at all
Personal Relationships	13	45	42
Managing household responsibilities	12	52	36
Childcare	6	15	78
Care of elderly parent	7	20	74
My physical health	9	43	48
Personal finances	21	54	25
Employee evaluation process	6	29	65
Committee work	2	21	77
Staff meetings	4	24	71
Institutional policies and procedures	17	42	40
Workload	26	52	22
Finding a balance between work and home	19	47	34
Concern about job security	14	39	47
Concern about safety in the workplace	3	14	83

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	64	7	2	4
Most administrators with whom I interact treat me with respect.	22	67	7	3	1
Most staff with whom I interact treat me with respect.	28	66	4	1	0
My department provides me with adequate equipment and/or materials with which to do my job.	25	60	11	4	<1
Health and safety concerns I express are effectively resolved.	13	51	8	3	25
I believe there are toxins in my work area that need to be removed (e.g. asbestos, chemicals, fumes).	4	10	37	22	28
My department gives attention to the needs of handicapped individuals in the workplace.	15	50	5	1	29

	Strongly Agree	Agree	Disagree	Strongly Disagree	NA/Don't Know
My workspace is adequate.	20	64	11	3	2
Laboratory space is adequate.	5	18	6	2	69
Lighting on campus is adequate.	9	54	17	5	15
I am satisfied with my ability to park on campus.	7	36	19	21	16
UI's staff promotion policies are fair.	3	37	26	12	22
How closely do you agree with the following?					
	Strongly Agree	Agree	Disagree	Strongly Disagree	NA/Don't know
At UI, I have been discriminated against because of my gender.	2	8	45	37	7
At UI, I have been discriminated against because of my ethnic status.	1	1	47	40	12
At UI, I have been discriminated against because of my age.	2	10	46	34	7
At UI, I have been discriminated against because of my sexual orientation.	<1	1	46	39	13
At UI, I have been discriminated against because of my religious affiliation.	1	2	48	38	11
Minority staff members are treated fairly at UI.	13	65	8	2	13
Women staff members are treated fairly at UI.	14	63	13	2	7
U of I provides a comfortable atmosphere for minority students, faculty, and staff.	12	66	9	2	10
Please describe the technology in your workplace:					
	Yes	No	Not Applicable		
I have access to University email in my workplace.	99	1	<1		
I have access to the University's Web for Employees in my workplace.	98	1	1		
I have access to a computer printer that I can use during my workday.	98	2	<1		
I know how to access Web for Employees.	95	4	1		
On average, I access the Web for Employees at least twice a month.	80	18	2		
My supervisor allows me to use University equipment (computer, printer) to look up my paycheck information on the Web for Employees.	91	2	8		

How closely do you agree with the following statements about technology in the workplace?					
	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable / Don't
I use a computer to do my job.	80	17	1	<1	2
I have the necessary skills to use the computer effectively to complete my job.	63	33	3	<1	1
My supervisor supports and encourages me to take computer training classes that are relevant for me to do my job.	29	39	12	3	18
My department keeps the work computer assigned to me adequately upgraded so I can do my job effectively.	43	42	7	3	5
The UI provides sufficient computer technical support for me to do my job.	33	48	11	4	3

PART III: Organizational Communication

Please respond to the following statements:					
	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable / Don't
UI administration uses staff input and recommendations.	3	40	34	14	10
UI administrators are effective and competent leaders.	4	47	29	13	6
There is a high degree of open, two-way communication in my work area.	17	56	20	7	1
My supervisor takes employee ideas into account when making important decisions.	23	57	13	4	3
My supervisor takes appropriate action on my problems and complaints.	21	56	14	5	4
I feel my supervisor has been adequately trained to conduct my performance evaluations.	23	53	13	6	5
I have adequate information about the staff ombudsman.	8	47	26	12	8
I have adequate information about how to file a grievance.	6	48	29	10	7
The Staff Affairs Committee (SAC) has been responsive to my input or inquiries.	3	18	5	3	71
I am aware of the purpose and functions of the SAC.	8	51	22	11	8
I have access to information about SAC such as subcommittees, representatives, and officers.	8	57	15	8	12

For each of the following items, please mark Yes or No:		
	Yes	No
In the past 5 years have you been sexually harassed at the University of Idaho?	4	96
Do you plan to work beyond the age of 70?	23	77

PART IV: Demographics

Sex:	
Male	40
Female	60
Age:	
Under 25	5
25-34	21
35-44	20
45-54	31
55-64	21
65 or older	2
Length of years at the UI:	
1-2	23
3-5	19
6-10	22
11-15	10
16-25	20
26+	6
Length of years in current job title:	
1-2	39
3-5	24
6-10	20
11-15	8
16-25	8
26+	2
Racial/Ethnic groups:	
Asian American	1
African American/Black	<1
Caucasian American	88
Hispanic American	2
American Indian/Alaskan Native	<1
Native Hawaiian/Pacific Islander	<1
Other	<1
Unreported	8

Annual salary range:	
Less than \$20,000	12
\$20,000-\$24,999	8
\$25,000-\$29,999	12
\$30,000-\$34,999	14
\$35,000-\$39,999	13
\$40,000-\$49,999	21
\$50,000-\$59,999	8
\$60,000-\$69,999	5
\$70,000 and above	7
What is your current classification at UI?	
Clerical and Secretarial	22
Executive/Administrative and managerial	3
Other Professional	26
Skilled Crafts	5
Service/Maintenance	4
Technical and Paraprofessional	29
Other	13

Percentages may not total 100% due to rounding error.

For further information contact jane@uidaho.edu or call 208-885-5828.

Next we would like to ask your opinion on the following questions:

What is the University of Idaho doing well that should be continued?

What is the University of Idaho doing that needs improvement?

We greatly appreciate the time and effort you took to share your insights and experiences. Thank you for your assistance!

If you have any questions or comments about this survey, please contact the Office of Program Review and Assessment (885-5828), or email jane@uidaho.edu.