

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

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
At the university level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At the college/division level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At the department/unit level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

There are effective ways for me to make suggestions for improvement

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
At the university level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At the college/division level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At the department/unit level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Relevant information such as policies and standards are communicated clearly to me

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
At the university level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At the college/division level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At the department/unit level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Workload and Resources

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
My work load is reasonable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have adequate resources and materials to execute my assignments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the balance between my personal and professional life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is support for attending to my personal and family responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Trust and Respect

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

- Yes
- No

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I am comfortable offering dissenting opinions without fear of repercussions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Most faculty with whom I interact treat me with respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Most staff with whom I interact treat me with respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Most students with whom I interact treat me with respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The contributions of professional staff, faculty and classified staff are valued equally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
My performance evaluation process is fair	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Often	Sometimes	Occasionally	Seldom	Never
People are recognized differently for the same accomplishments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am adequately recognized for my accomplishments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Organizational Commitment

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I feel loyalty to this university	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am allowed ample time for skill development and learning opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My career development is encouraged	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would rather work for a different organization even if my pay and the benefits were the same	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
At the university level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At the college/division level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At the department/unit level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I am aware of favoritism in the workplace

	Often	Sometimes	Occasionally	Seldom	Never
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
My supervisor/administrator establishes clear direction for my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When an administrator/supervisor makes a decision, it is usually based on a reasonable assessment of the issue or problem	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Policies are applied consistently and fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Harrassment-Discrimination-Diversity

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

- Yes
- No

Grievances are handled fairly

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
At the university level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At the college/division level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At the department/unit level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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/EEO
- 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:

Satisfaction with Work Climate

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I would recommend Boise State to others as a good place to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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)

	Very poor morale			Neutral				Very high morale			
	0	10	20	30	40	50	60	70	80	90	100
At the university level											
At the department/unit level											

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I make a valuable contribution through my work at Boise State University	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I experience a sense of isolation or exclusion in my department or area	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is a spirit of teamwork and cooperation in my area	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that I get the mentoring I need	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My job makes good use of my skills and abilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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:

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

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I am empowered to make decisions within the scope of my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you have comments regarding your response to these questions, please make them here:

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