2020 Employee Engagement Survey Results - KDHS

Idaho State University Employee Engagement Survey - Fall 2020

April 28th 2021, 3:21 pm MDT
Q2 - Please rate the following statements.

*I know what is expected of me at work.*

- **Faculty**
  - Strongly agree: 38
  - Agree: 33
  - Somewhat agree: 10
  - Neutral: 1
  - Somewhat disagree: 7
  - Disagree: 1
  - Strongly disagree: 1

- **Classified Staff**
  - Strongly agree: 11
  - Agree: 7
  - Somewhat agree: 7
  - Neutral: 1
  - Somewhat disagree: 1
  - Disagree: 3
  - Strongly disagree: 1

- **Non-Classified Staff**
  - Strongly agree: 15
  - Agree: 10
  - Somewhat agree: 3
  - Neutral: 3
  - Somewhat disagree: 3
  - Disagree: 3
  - Strongly disagree: 3

- **Graduate Assistant**
  - Strongly agree: 3
  - Agree: 3
  - Somewhat agree: 3
  - Neutral: 3
  - Somewhat disagree: 3
  - Disagree: 3
  - Strongly disagree: 3

- **Student Employee**
  - Strongly agree: 3
  - Agree: 3
  - Somewhat agree: 3
  - Neutral: 3
  - Somewhat disagree: 3
  - Disagree: 3
  - Strongly disagree: 3

- **Student Intern/CPI**
  - Strongly agree: 2
  - Agree: 2
  - Somewhat agree: 2
  - Neutral: 2
  - Somewhat disagree: 2
  - Disagree: 2
  - Strongly disagree: 2

- **Adjunct/Temporary Employee**
  - Strongly agree: 5
  - Agree: 5
  - Somewhat agree: 5
  - Neutral: 5
  - Somewhat disagree: 5
  - Disagree: 5
  - Strongly disagree: 5
Q2 - Please rate the following statements.

I have the materials and equipment I need to do my job.
Q2 - Please rate the following statements.

At work, I have the opportunity to do what I do best every day.
Q2 - Please rate the following statements.

I regularly receive recognition or praise for doing good work.
Q2 - Please rate the following statements.

My supervisor, or someone at work, seems to care about me as a person.
Q2 - Please rate the following statements.

There is someone at work who encourages my development.
Q3 - Please rate the following statements.

At work, my opinion seems to count.
Q3 - Please rate the following statements.

The mission or purpose of Idaho State University makes me feel that my job is important.
Q3 - Please rate the following statements.

My associates or fellow employees are committed to doing quality work.
Q3 - Please rate the following statements.

I have a best friend at work.
Q3 - Please rate the following statements.

In the last six months, someone has talked to me about my progress.
Q3 - Please rate the following statements.

In the past year, I have had the opportunity at work to learn and grow.
Q4 - Please rate the following statements.

Knowledge and information sharing is practiced between my coworkers and me.
Q4 - Please rate the following statements.

I receive clear information about changes being made within Idaho State University.
Q4 - Please rate the following statements.

I receive clear information about changes being made within my college or area.
Q4 - Please rate the following statements.

I have confidence in the leadership and direction of my college/unit (Dean, Director, AVP).
Q4 - Please rate the following statements.

I have confidence in the leadership and direction provided by the University President and Vice Presidents.
Q5 - Please include any feedback or suggestions related to communication and/or your college/department.

**Summary of write in responses:**

- More opportunities for feedback on issues and leadership
- Improve division communication with consistency and structure
- Town halls are appreciated
- Transparency in budget discussions/decisions
- More department communications for adjuncts
- Workload and furloughs
- Stability (fewer reorgs) would improve communication
- Appreciate increased communication with COVID
- Improvements to performance eval/feedback process
- Appreciate cascading emails from Faculty Senate
Q6 - Please rate the following statements.

University leadership demonstrates a commitment to diversity through actions, policies, and programs.
Q6 - Please rate the following statements.

Idaho State University has an inclusive work environment.
Q6 - Please rate the following statements.

I am treated equitably at Idaho State University.
Q6 - Please rate the following statements.

I can identify people similar to myself in leadership positions at the University.
Q6 - Please rate the following statements.

In my unit, offensive behavior (sexual harassment, discrimination, insensitive remarks, etc.) is not tolerated.
Q7 - My unique attributes, traits, characteristics, skills, experience, and background are valued at work.
Q8 – If you answered no to the previous question, please tell us why.

Summary of write in responses:

• Input not solicited or considered equitably (related to org. structure, employee category, and marginalized groups)
• Lack of direction and feedback
• Disrespectful behavior from colleagues
• Workload
Q9 - Have you faced or witnessed prejudice or discrimination in your work setting?
Q10 – What is one thing the University can do to improve diversity, equity and inclusion?

Summary of write in responses:

• Acknowledge everyone equally
• Invite input/feedback from all organizational levels and employee types
• Increase awareness of gender differences
• Training and accountability for respectful behavior
• More education and awareness
• Create a safe environment to talk about it
• Actively recruit diversity
• Salary inequities
Q11 - Overall, how satisfied or dissatisfied are you with Idaho State University as your current employer?
Q12 - How would you rate overall internal communication at Idaho State University?
Q13 - How proud are you to work at Idaho State University?
Q14 – Please share any additional comments about working at Idaho State University

Summary of write in responses:

- Love ISU and our students
- Workload
- Difficult to navigate so much change
- Lack of connection with leadership
- Furloughs
- Salaries
- Improving
Q20 - How long have you worked at Idaho State University?
Q28 - Before you go, please provide some brief input regarding the University's handling of the COVID-19 pandemic. Please rate the following statements.

I am satisfied with the University's response to the COVID-19 pandemic.

![Bar chart showing satisfaction levels among different categories of employees.]

- Faculty: 34 Strongly Agree, 30 Agree, 13 Somewhat Agree, 7 Neutral, 5 Somewhat Disagree, 2 Disagree, 2 Strongly Disagree
- Classified Staff: 13 Strongly Agree, 7 Agree, 1 Somewhat Agree, 1 Neutral, 5 Somewhat Disagree, 1 Disagree, 2 Strongly Disagree
- Non-Classified Staff: 10 Strongly Agree, 7 Agree, 2 Somewhat Agree, 2 Neutral, 1 Somewhat Disagree, 1 Disagree, 1 Strongly Disagree
- Graduate Assistant: 4 Strongly Agree, 2 Agree, 2 Somewhat Agree, 1 Neutral, 1 Somewhat Disagree, 1 Disagree, 1 Strongly Disagree
- Student Employee: 2 Strongly Agree, 1 Agree, 1 Somewhat Agree, 1 Neutral, 1 Somewhat Disagree, 1 Disagree, 1 Strongly Disagree
- Student Intern/CPI: 1 Strongly Agree, 1 Agree, 1 Somewhat Agree, 1 Neutral, 1 Somewhat Disagree, 1 Disagree, 1 Strongly Disagree
- Adjunct/Temporary Employee: 3 Strongly Agree, 1 Agree, 1 Somewhat Agree, 1 Neutral, 1 Somewhat Disagree, 1 Disagree, 1 Strongly Disagree
Q28 - Before you go, please provide some brief input regarding the University's handling of the COVID-19 pandemic. Please rate the following statements.

I have the COVID-19 resources and guidance I need to do my job

- Strongly Agree
- Agree
- Somewhat Agree
- Neutral
- Somewhat Disagree
- Disagree
- Strongly Disagree

- Faculty
  - Strongly Agree: 35
  - Agree: 34
  - Somewhat Agree: 10
  - Neutral: 2
  - Somewhat Disagree: 2
  - Disagree: 1
  - Strongly Disagree: 2

- Classified Staff
  - Strongly Agree: 9
  - Agree: 9
  - Somewhat Agree: 2
  - Neutral: 2
  - Somewhat Disagree: 1
  - Disagree: 1
  - Strongly Disagree: 1

- Non-Classified Staff
  - Strongly Agree: 9
  - Agree: 9
  - Somewhat Agree: 2
  - Neutral: 2
  - Somewhat Disagree: 1
  - Disagree: 1
  - Strongly Disagree: 1

- Graduate Assistant
  - Strongly Agree: 1
  - Agree: 2
  - Somewhat Agree: 3
  - Neutral: 1
  - Somewhat Disagree: 1
  - Disagree: 2
  - Strongly Disagree: 2

- Student Employee
  - Strongly Agree: 1
  - Agree: 1
  - Somewhat Agree: 2
  - Neutral: 1
  - Somewhat Disagree: 1
  - Disagree: 1
  - Strongly Disagree: 1

- Student Intern/CPI
  - Strongly Agree: 1
  - Agree: 1
  - Somewhat Agree: 1
  - Neutral: 1
  - Somewhat Disagree: 1
  - Disagree: 1
  - Strongly Disagree: 1

- Adjunct/Temporary Employee
  - Strongly Agree: 5
  - Agree: 3
  - Somewhat Agree: 1
  - Neutral: 1
  - Somewhat Disagree: 1
  - Disagree: 1
  - Strongly Disagree: 1
Q28 - Before you go, please provide some brief input regarding the University's handling of the COVID-19 pandemic. Please rate the following statements.
Q28 - Before you go, please provide some brief input regarding the University's handling of the COVID-19 pandemic. Please rate the following statements.

I am satisfied with the quality of University communication related to COVID-19
Q29 - Please rank how you prefer to receive University communication related to COVID-19. (1 = most preferred method, 7 = least preferred method).
Q30 – Please provide any additional feedback you have regarding the University’s response to COVID-19

Summary of write in responses:

- Consistent messaging
- Fear
- Communication in multiple formats (requests for more/less)
- Students in clinical placements
- Access to PPE
- Response/follow up from self-reporting process
- Transparency in case reporting