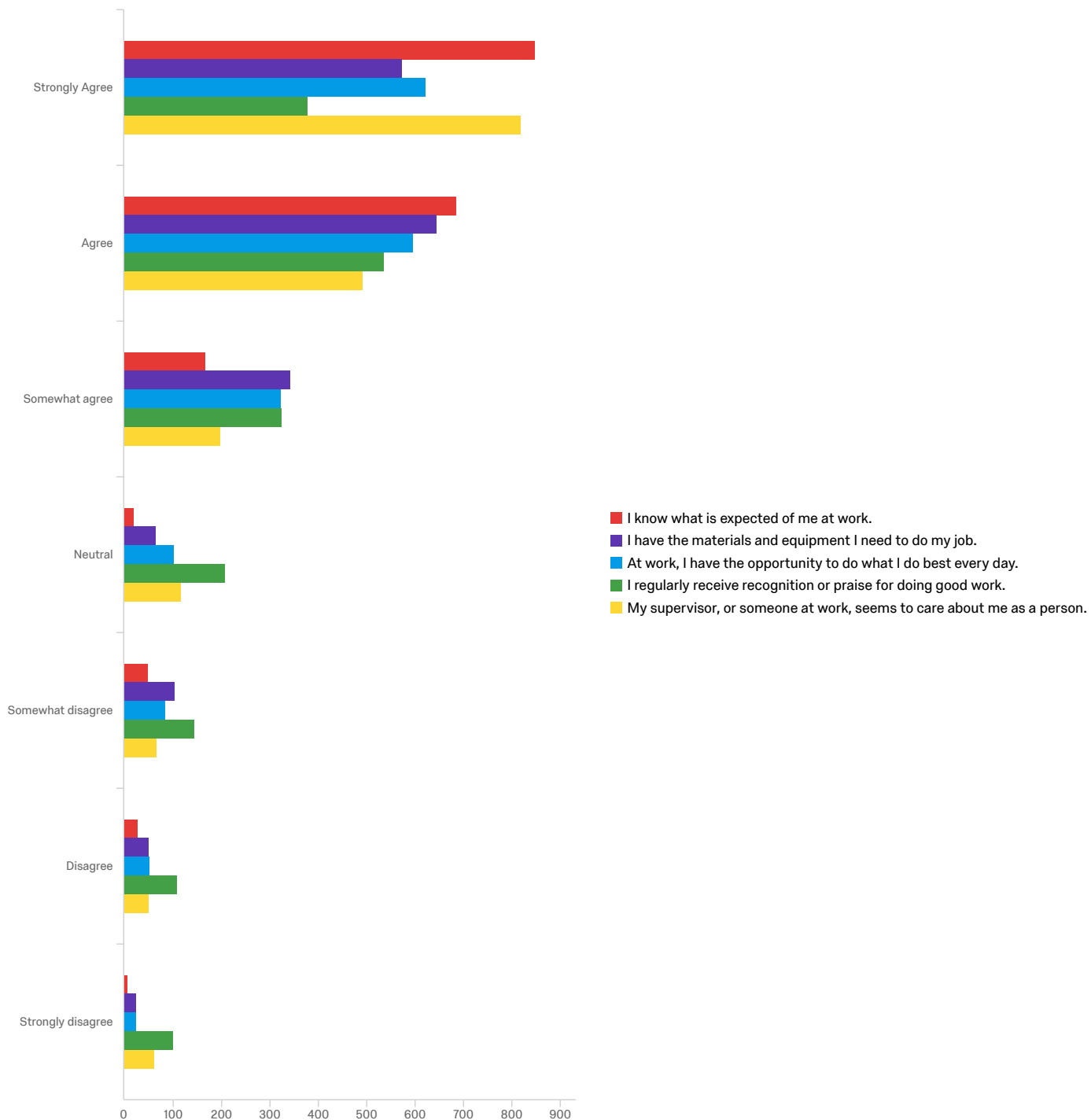


Full Report

Idaho State University Employee Engagement Survey - Fall 2018

October 24, 2018 10:21 AM MDT

Q1 - Please rate the following statements.



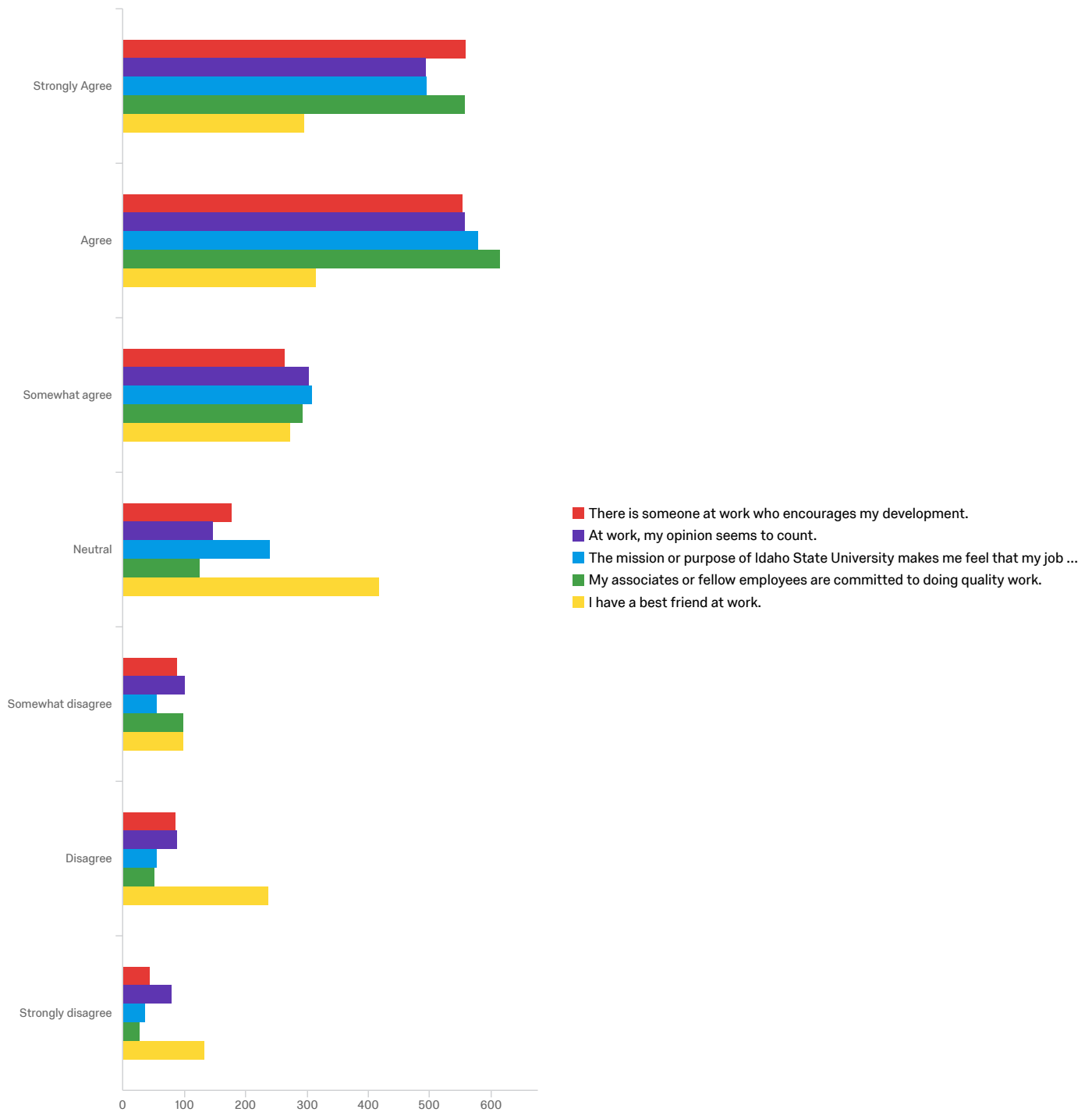
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
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1	I know what is expected of me at work.	1.00	7.00	1.81	1.09	1.18	1,809
2	I have the materials and equipment I need to do my job.	1.00	7.00	2.30	1.37	1.88	1,807
3	At work, I have the opportunity to do what I do best every day.	1.00	7.00	2.27	1.38	1.91	1,806
4	I regularly receive recognition or praise for doing good work.	1.00	7.00	2.97	1.74	3.02	1,807
5	My supervisor, or someone at work, seems to care about me as a person.	1.00	7.00	2.18	1.56	2.43	1,806

#	Field	Strongly Agree	Agree	Somewhat agree	Neutral	Somewhat disagree	Disagree	Strongly disagree
1	I know what is expected of me at work.	46.88% 848	37.92% 686	9.29% 168	1.16% 21	2.71% 49	1.60% 29	0.44% 8
2	I have the materials and equipment I need to do my job.	31.71% 573	35.69% 645	18.98% 343	3.60% 65	5.81% 105	2.82% 51	1.38% 25
3	At work, I have the opportunity to do what I do best every day.	34.44% 622	33.00% 596	17.88% 323	5.70% 103	4.71% 85	2.88% 52	1.38% 25
4	I regularly receive recognition or praise for doing good work.	20.97% 379	29.72% 537	18.04% 326	11.51% 208	8.08% 146	6.09% 110	5.59% 101
5	My supervisor, or someone at work, seems to care about me as a person.	45.29% 818	27.30% 493	10.96% 198	6.48% 117	3.71% 67	2.82% 51	3.43% 62

Showing rows 1 - 5 of 5

Q25 - Please rate the following statements.



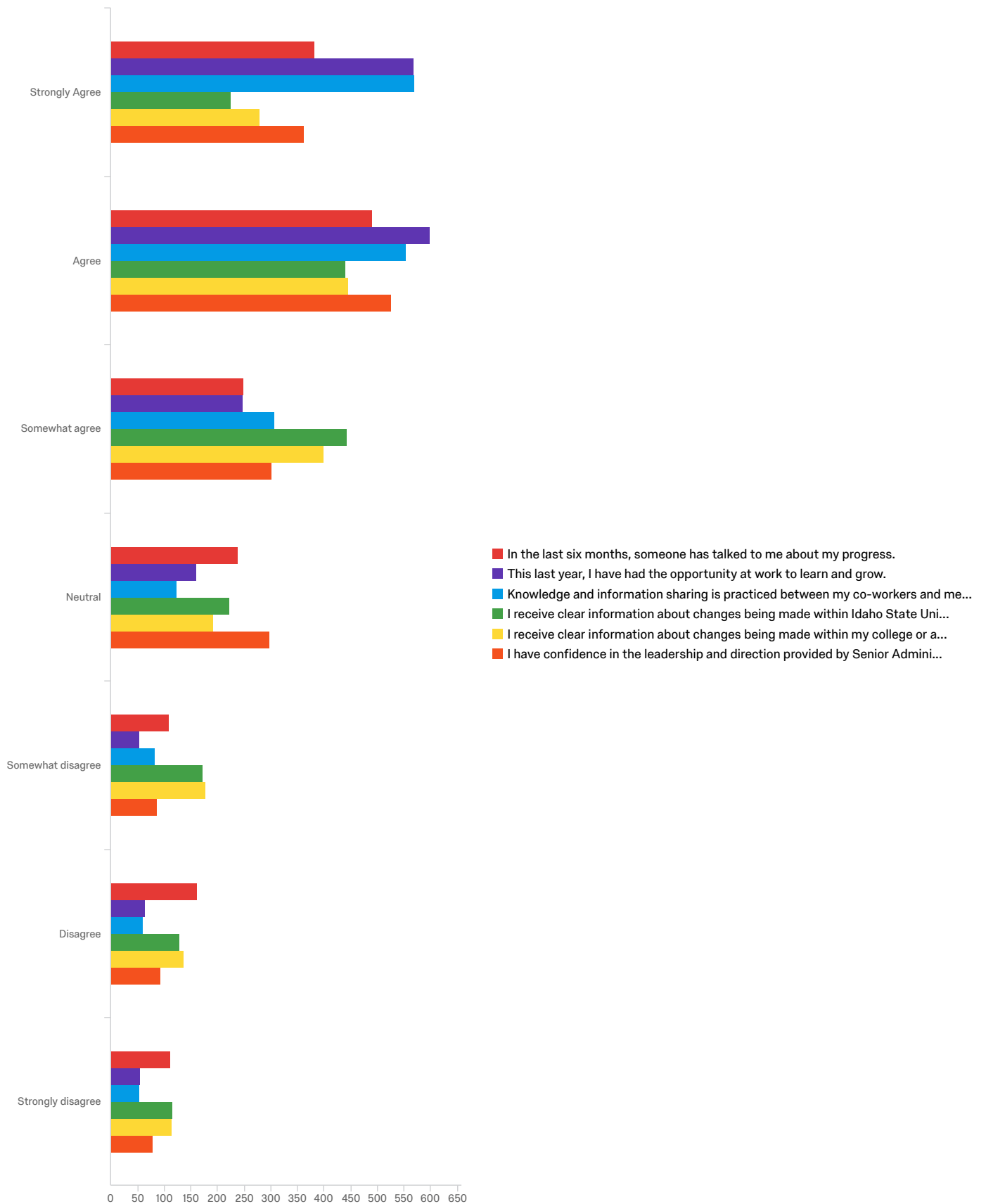
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	There is someone at work who encourages my development.	1.00	7.00	2.50	1.57	2.46	1,773
2	At work, my opinion seems to count.	1.00	7.00	2.65	1.67	2.79	1,771

3	The mission or purpose of Idaho State University makes me feel that my job is important.	1.00	7.00	2.48	1.43	2.05	1,771
4	My associates or fellow employees are committed to doing quality work.	1.00	7.00	2.35	1.41	2.00	1,771
5	I have a best friend at work.	1.00	7.00	3.54	1.85	3.42	1,771

#	Field	Strongly Agree		Agree		Somewhat agree		Neutral		Somewhat disagree		Disagree		Strongly disagree	
1	There is someone at work who encourages my development.	31.53%	559	31.30%	555	14.89%	264	9.98%	177	4.96%	88	4.85%	86	2.48%	44
2	At work, my opinion seems to count.	27.89%	494	31.51%	558	17.11%	303	8.30%	147	5.70%	101	4.97%	88	4.52%	80
3	The mission or purpose of Idaho State University makes me feel that my job is important.	28.01%	496	32.75%	580	17.45%	309	13.55%	240	3.11%	55	3.11%	55	2.03%	36
4	My associates or fellow employees are committed to doing quality work.	31.51%	558	34.78%	616	16.60%	294	7.06%	125	5.59%	99	2.88%	51	1.58%	28
5	I have a best friend at work.	16.71%	296	17.79%	315	15.42%	273	23.60%	418	5.59%	99	13.38%	237	7.51%	133

Showing rows 1 - 5 of 5

Q27 - Please rate the following statements.

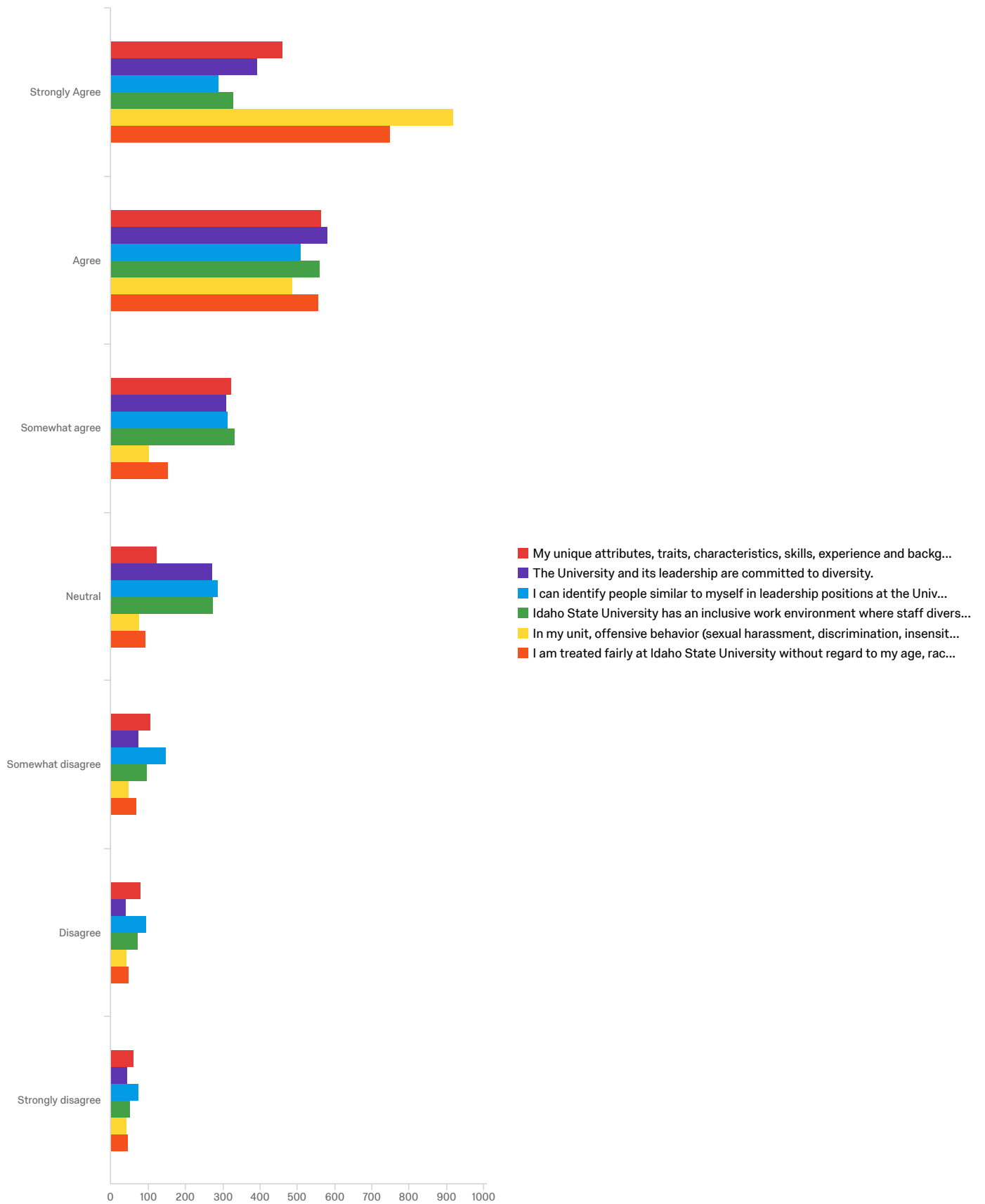


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	In the last six months, someone has talked to me about my progress.	1.00	7.00	3.08	1.85	3.40	1,744
2	This last year, I have had the opportunity at work to learn and grow.	1.00	7.00	2.40	1.53	2.33	1,749
3	Knowledge and information sharing is practiced between my co-workers and me.	1.00	7.00	2.42	1.53	2.34	1,750
4	I receive clear information about changes being made within Idaho State University.	1.00	7.00	3.30	1.71	2.92	1,749
5	I receive clear information about changes being made within my college or area.	1.00	7.00	3.23	1.76	3.11	1,746
6	I have confidence in the leadership and direction provided by Senior Administration.	1.00	7.00	2.89	1.64	2.69	1,749

#	Field	Strongly Agree	Agree	Somewhat agree	Neutral	Somewhat disagree	Disagree	Strongly disagree
1	In the last six months, someone has talked to me about my progress.	21.96% 383	28.15% 491	14.28% 249	13.65% 238	6.25% 109	9.29% 162	6.42% 112
2	This last year, I have had the opportunity at work to learn and grow.	32.48% 568	34.25% 599	14.18% 248	9.21% 161	3.09% 54	3.66% 64	3.14% 55
3	Knowledge and information sharing is practiced between my co-workers and me.	32.57% 570	31.66% 554	17.54% 307	7.03% 123	4.74% 83	3.43% 60	3.03% 53
4	I receive clear information about changes being made within Idaho State University.	12.86% 225	25.21% 441	25.33% 443	12.75% 223	9.83% 172	7.38% 129	6.63% 116
5	I receive clear information about changes being made within my college or area.	16.04% 280	25.54% 446	22.91% 400	11.00% 192	10.14% 177	7.85% 137	6.53% 114
6	I have confidence in the leadership and direction provided by Senior Administration.	20.75% 363	30.13% 527	17.27% 302	17.04% 298	4.97% 87	5.32% 93	4.52% 79

Showing rows 1 - 6 of 6

Q23 - Please rate the following statements.



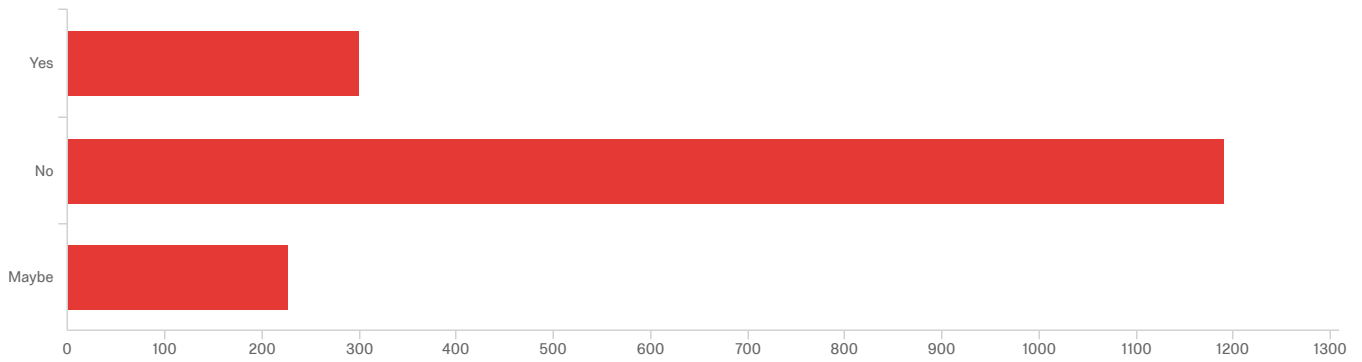
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	My unique attributes, traits, characteristics, skills, experience and background are valued at work.	1.00	7.00	2.61	1.60	2.56	1,722
2	The University and its leadership are committed to diversity.	1.00	7.00	2.62	1.44	2.08	1,719
3	I can identify people similar to myself in leadership positions at the University.	1.00	7.00	3.04	1.64	2.68	1,720
4	Idaho State University has an inclusive work environment where staff diversity at all levels is valued and encouraged.	1.00	7.00	2.81	1.52	2.30	1,718
5	In my unit, offensive behavior (sexual harassment, discrimination, insensitive remarks, etc.) is not tolerated.	1.00	7.00	1.92	1.43	2.04	1,719
6	I am treated fairly at Idaho State University without regard to my age, race, ethnic background, religion, gender, disability, sexual orientation, or veteran status.	1.00	7.00	2.13	1.49	2.21	1,718

#	Field	Strongly Agree		Agree		Somewhat agree		Neutral		Somewhat disagree		Disagree		Strongly disagree	
1	My unique attributes, traits, characteristics, skills, experience and background are valued at work.	26.83%	462	32.81%	565	18.76%	323	7.14%	123	6.21%	107	4.70%	81	3.54%	61
2	The University and its leadership are committed to diversity.	22.92%	394	33.80%	581	18.09%	311	15.88%	273	4.36%	75	2.33%	40	2.62%	45
3	I can identify people similar to myself in leadership positions at the University.	16.86%	290	29.71%	511	18.26%	314	16.69%	287	8.60%	148	5.52%	95	4.36%	75
4	Idaho State University has an inclusive work environment where staff diversity at all levels is valued and encouraged.	19.15%	329	32.65%	561	19.32%	332	16.01%	275	5.65%	97	4.19%	72	3.03%	52
5	In my unit, offensive behavior (sexual harassment, discrimination, insensitive remarks, etc.) is not tolerated.	53.46%	919	28.33%	487	5.93%	102	4.48%	77	2.85%	49	2.44%	42	2.50%	43

6	I am treated fairly at Idaho State University without regard to my age, race, ethnic background, religion, gender, disability, sexual orientation, or veteran status.	43.66%	750	32.48%	558	8.91%	153	5.47%	94	3.96%	68	2.79%	48	2.74%	47
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Showing rows 1 - 6 of 6

Q24 - Have you faced or witnessed prejudice or discrimination in your work setting?

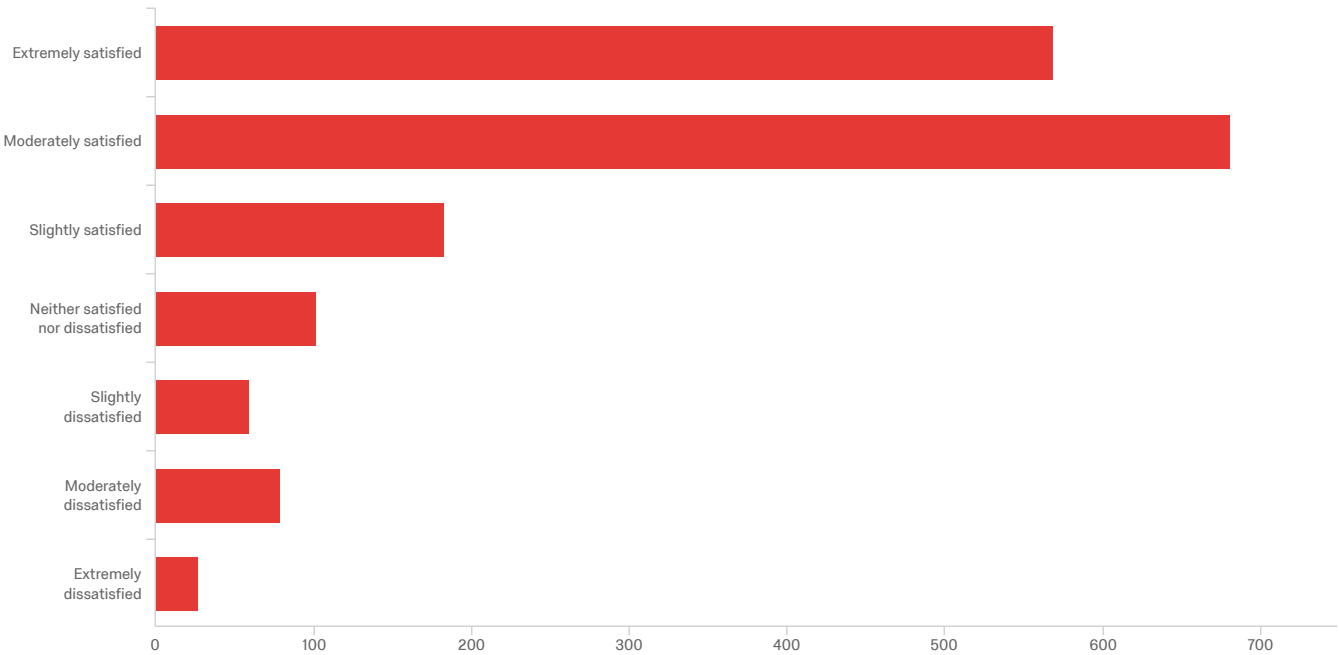


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Have you faced or witnessed prejudice or discrimination in your work setting?	1.00	3.00	1.96	0.55	0.30	1,718

#	Field	Choice Count
1	Yes	17.46% 300
2	No	69.32% 1191
3	Maybe	13.21% 227
		1718

Showing rows 1 - 4 of 4

Q23 - Overall, how satisfied or dissatisfied are you with Idaho State University as your current employer?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Overall, how satisfied or dissatisfied are you with Idaho State University as your current employer?	1.00	7.00	2.26	1.44	2.07	1,700

#	Field	Choice Count
1	Extremely satisfied	33.47% 569
2	Moderately satisfied	40.06% 681
3	Slightly satisfied	10.76% 183
4	Neither satisfied nor dissatisfied	6.00% 102
5	Slightly dissatisfied	3.47% 59
6	Moderately dissatisfied	4.65% 79
7	Extremely dissatisfied	1.59% 27
		1700

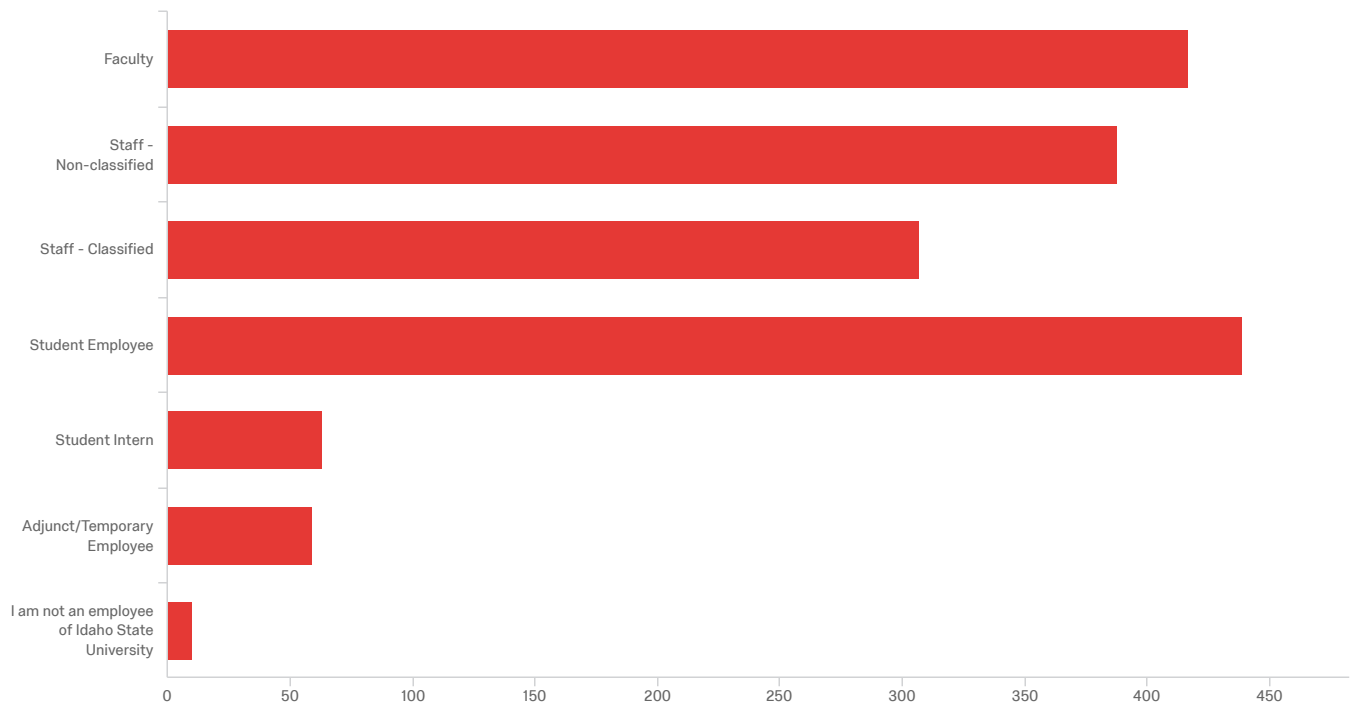
Q4 - How would you rate overall internal communication at Idaho State University?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Stars	1.00	5.00	3.27	1.10	1.21	1,691

Q18 - How proud are you to work at Idaho State University?

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Stars	1.00	5.00	3.99	1.08	1.17	1,690

Q20 - Indicate your employment category

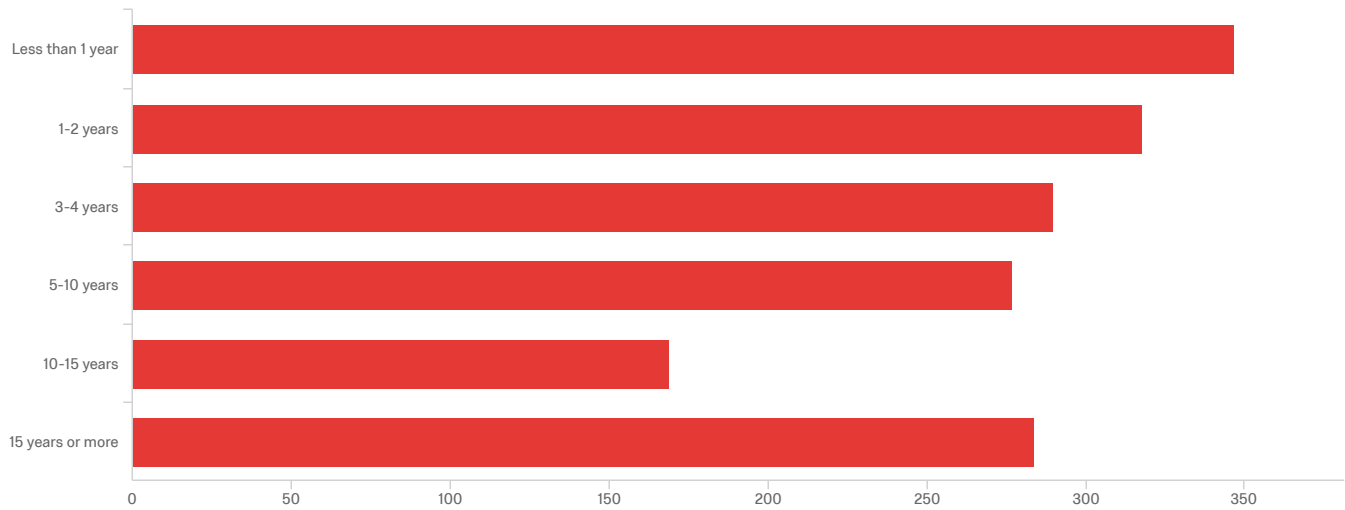


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Indicate your employment category	1.00	9.00	2.86	1.76	3.10	1,683

#	Field	Choice Count
1	Faculty	24.78% 417
2	Staff - Non-classified	23.05% 388
3	Staff - Classified	18.24% 307
4	Student Employee	26.08% 439
5	Student Intern	3.74% 63
6	Adjunct/Temporary Employee	3.51% 59
7	I am not an employee of Idaho State University	0.59% 10
		1683

Showing rows 1 - 8 of 8

Q17 - How long have you worked at Idaho State University?



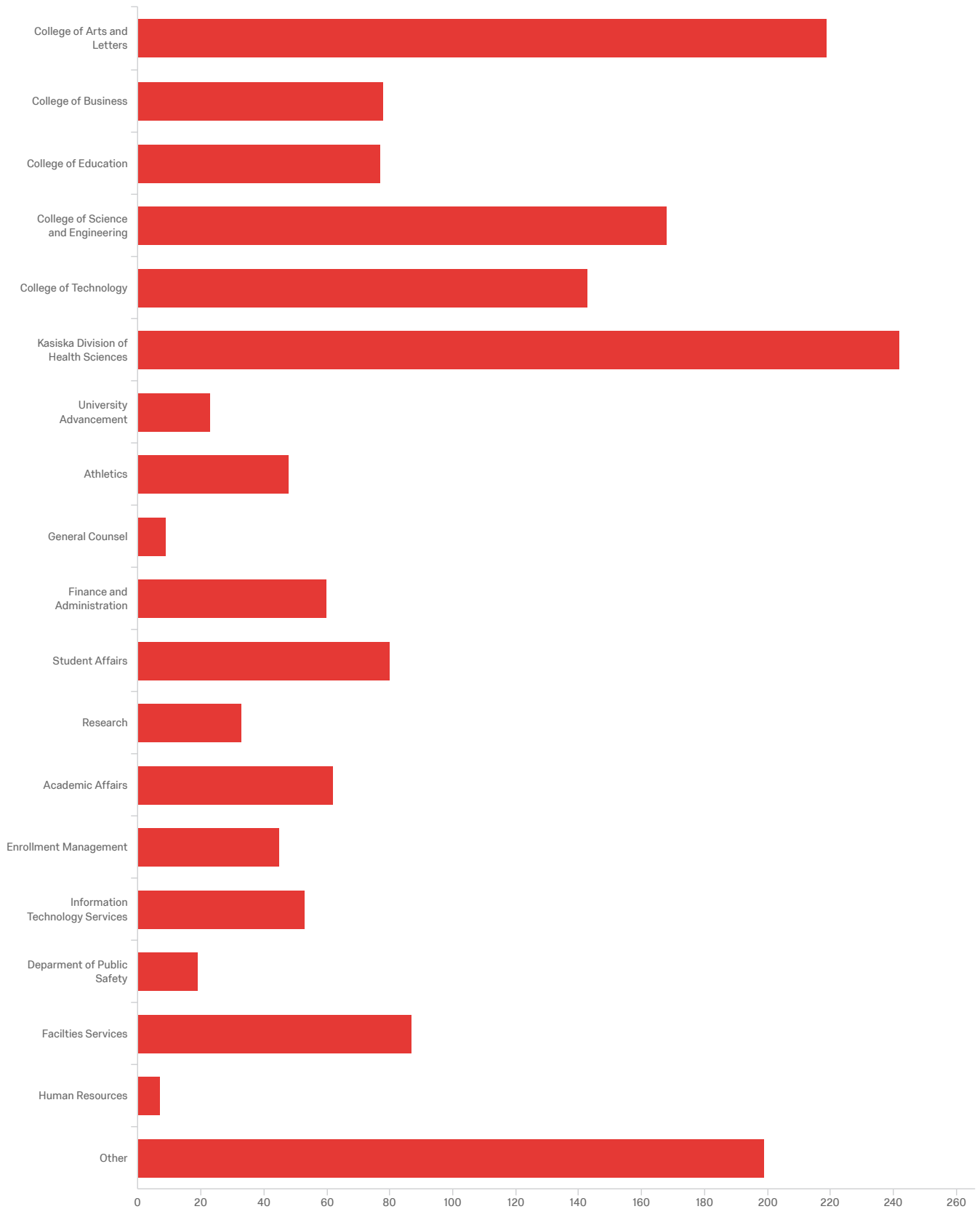
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How long have you worked at Idaho State University?	1.00	6.00	3.27	1.74	3.02	1,685

#	Field	Choice Count
1	Less than 1 year	20.59% 347
2	1-2 years	18.87% 318
3	3-4 years	17.21% 290
4	5-10 years	16.44% 277
5	10-15 years	10.03% 169
6	15 years or more	16.85% 284

1685

Showing rows 1 - 7 of 7

Q7 - College/Division

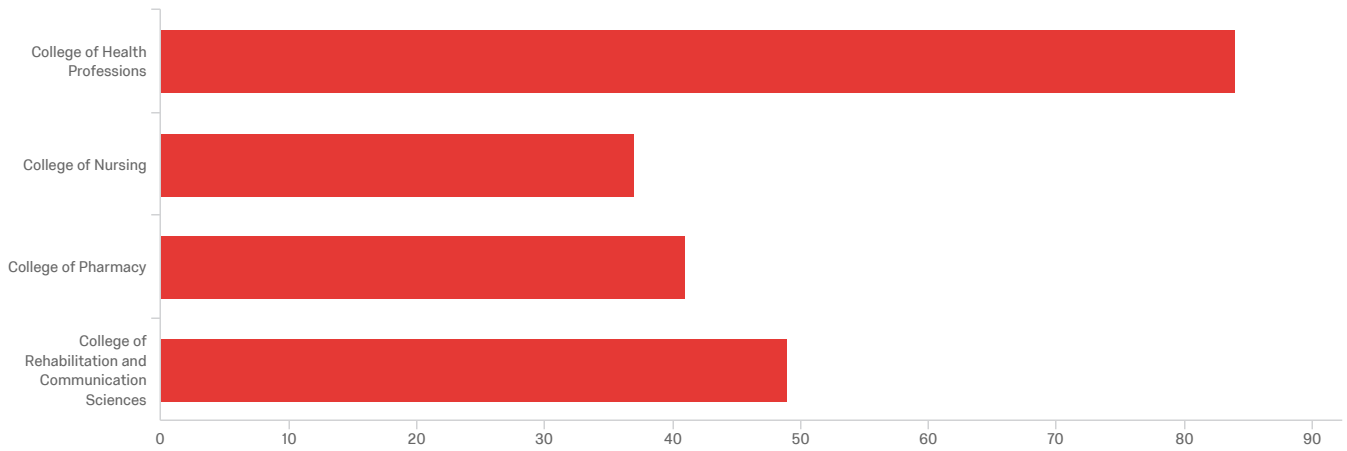


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	College/Division	1.00	20.00	8.82	6.49	42.14	1,652

#	Field	Choice Count
1	College of Arts and Letters	13.26% 219
2	College of Business	4.72% 78
3	College of Education	4.66% 77
4	College of Science and Engineering	10.17% 168
5	College of Technology	8.66% 143
6	Kasiska Division of Health Sciences	14.65% 242
7	University Advancement	1.39% 23
8	Athletics	2.91% 48
9	General Counsel	0.54% 9
10	Finance and Administration	3.63% 60
11	Student Affairs	4.84% 80
12	Research	2.00% 33
13	Academic Affairs	3.75% 62
14	Enrollment Management	2.72% 45
15	Information Technology Services	3.21% 53
16	Department of Public Safety	1.15% 19
17	Facilities Services	5.27% 87
18	Human Resources	0.42% 7
19	Other	12.05% 199
		1652

Showing rows 1 - 20 of 20

Q8 - Kasiska Division of Health Sciences



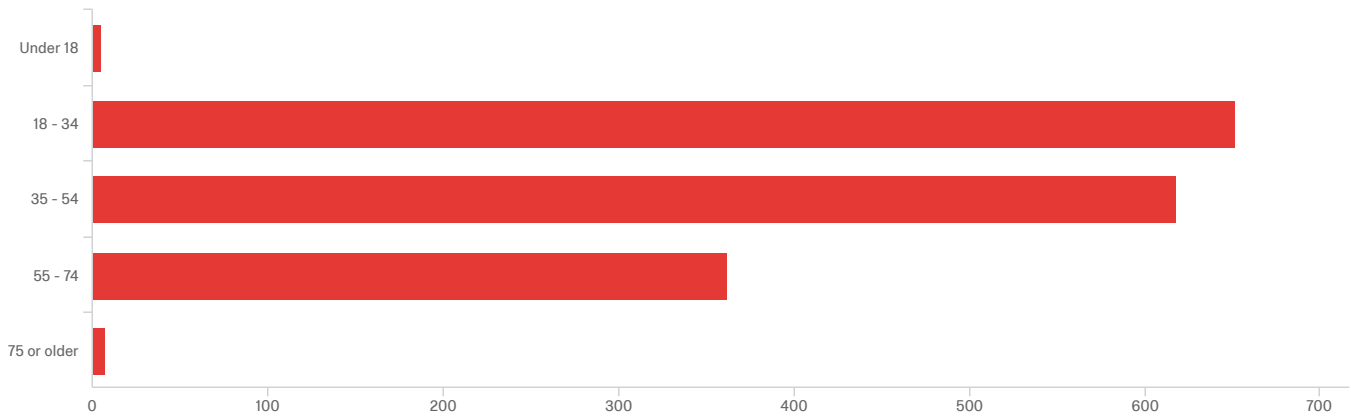
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Kasiska Division of Health Sciences	1.00	4.00	2.26	1.21	1.45	211

#	Field	Choice Count
1	College of Health Professions	39.81% 84
2	College of Nursing	17.54% 37
3	College of Pharmacy	19.43% 41
4	College of Rehabilitation and Communication Sciences	23.22% 49

211

Showing rows 1 - 5 of 5

Q6 - Age

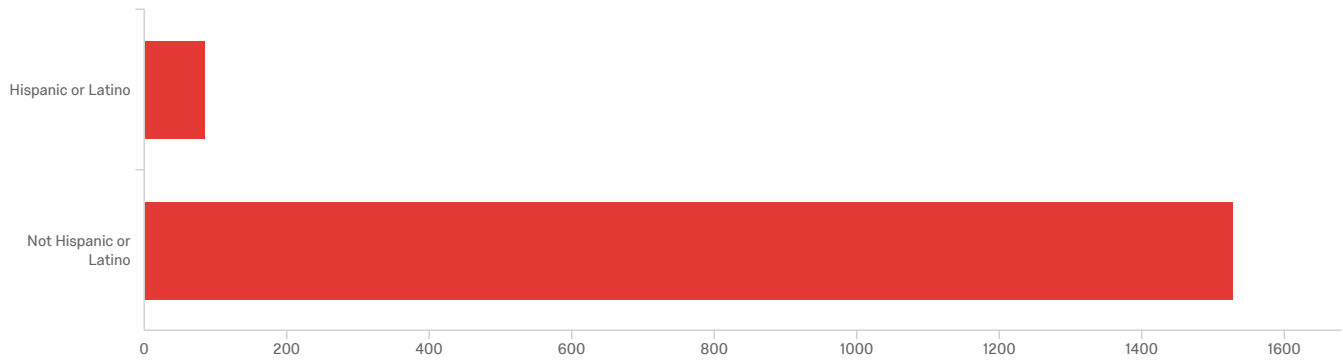


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Age	1.00	5.00	2.83	0.78	0.62	1,644

#	Field	Choice Count
1	Under 18	0.30% 5
2	18 - 34	39.66% 652
3	35 - 54	37.59% 618
4	55 - 74	22.02% 362
5	75 or older	0.43% 7
		1644

Showing rows 1 - 6 of 6

Q9 - Ethnicity



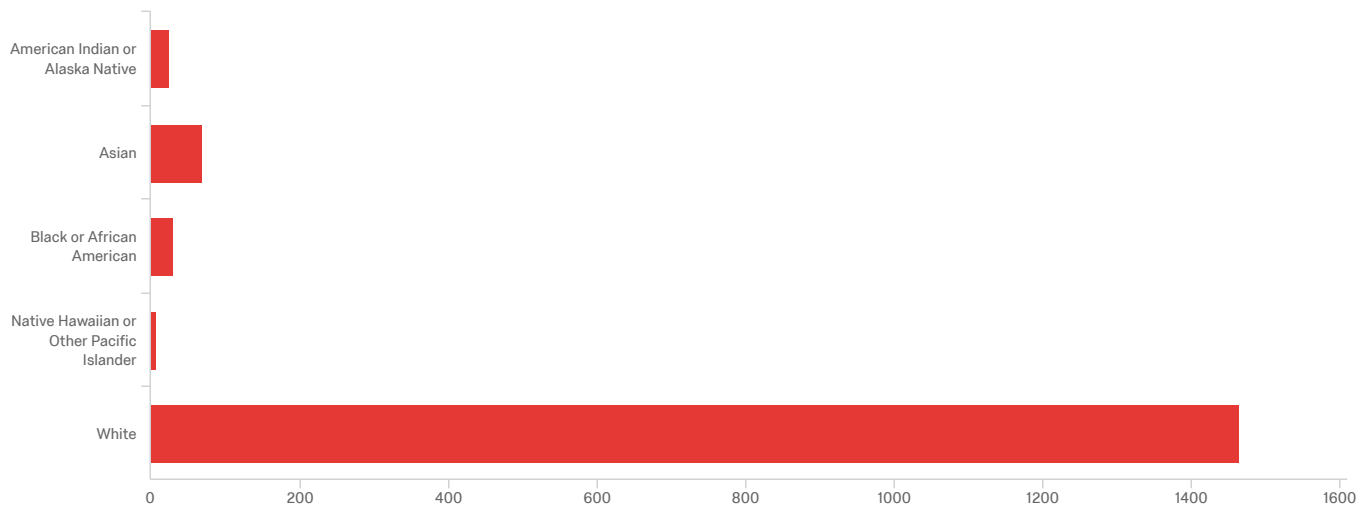
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Ethnicity	1.00	2.00	1.95	0.22	0.05	1,613

#	Field	Choice Count
1	Hispanic or Latino	5.27% 85
2	Not Hispanic or Latino	94.73% 1528

1613

Showing rows 1 - 3 of 3

Q10 - Indicate one or more races



#	Field	Choice Count
1	American Indian or Alaska Native	1.57% 25
2	Asian	4.33% 69
3	Black or African American	1.88% 30
4	Native Hawaiian or Other Pacific Islander	0.44% 7
5	White	91.79% 1464
		1595

Showing rows 1 - 6 of 6

End of Report