

Please rate the following statements.

| # | Question | Strongly Agree | Agree | Somewhat agree | Neutral | Somewhat disagree | Disagree | Strongly disagree | Response | Average Value |
|---|--|----------------|-------|----------------|---------|-------------------|----------|-------------------|----------|---------------|
| 1 | I know what is expected of me at work. | 21 | 28 | 7 | - | 1 | 2 | - | 59 | 1.95 |
| 2 | I have the materials and equipment I need to do my job. | 20 | 18 | 14 | 1 | 2 | 3 | 1 | 59 | 2.32 |
| 3 | At work, I have the opportunity to do what I do best every day. | 18 | 30 | 6 | 3 | 2 | - | - | 59 | 2.00 |
| 4 | I regularly receive recognition or praise for doing good work. | 5 | 13 | 9 | 8 | 11 | 9 | 3 | 58 | 3.79 |
| 5 | My supervisor, or someone at work, seems to care about me as a person. | 15 | 16 | 11 | 9 | 4 | 1 | 3 | 59 | 2.76 |

Please rate the following statements.

| # | Question | Strongly Agree | Agree | Somewhat agree | Neutral | Somewhat disagree | Disagree | Strongly disagree | Response | Average Value |
|---|--|----------------|-------|----------------|---------|-------------------|----------|-------------------|----------|---------------|
| 1 | There is someone at work who encourages my development. | 9 | 17 | 6 | 13 | 5 | 7 | 2 | 59 | 3.29 |
| 2 | At work, my opinion seems to count. | 7 | 13 | 10 | 10 | 7 | 7 | 5 | 59 | 3.64 |
| 3 | The mission or purpose of Idaho State University makes me feel that my job is important. | 9 | 24 | 6 | 16 | - | 2 | 1 | 58 | 2.72 |
| 4 | My associates or fellow employees are committed to doing quality work. | 12 | 26 | 9 | 7 | 3 | 1 | - | 58 | 2.41 |
| 5 | I have a best friend at work. | 4 | 10 | 7 | 15 | 2 | 14 | 7 | 59 | 4.20 |




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|---|--|----------------|-------|----------------|---------|-------------------|----------|-------------------|----------|---------------|
| 1 | In the last six months, someone has talked to me about my progress. | 7 | 6 | 10 | 12 | 4 | 11 | 8 | 58 | 4.12 |
| 2 | This last year, I have had the opportunity at work to learn and grow. | 11 | 16 | 6 | 15 | 4 | 4 | 3 | 59 | 3.15 |
| 3 | Knowledge and information sharing is practiced between my co-workers and me. | 9 | 14 | 10 | 5 | 6 | 10 | 5 | 59 | 3.59 |
| 4 | I receive clear information about changes being made within Idaho State University. | 4 | 18 | 11 | 9 | 7 | 5 | 5 | 59 | 3.54 |
| 5 | I receive clear information about changes being made within my college or area. | 3 | 15 | 9 | 10 | 8 | 9 | 5 | 59 | 3.88 |
| 6 | I have confidence in the leadership and direction provided by Senior Administration. | 8 | 18 | 10 | 12 | 4 | 5 | 2 | 59 | 3.15 |








Please rate the following statements.

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|---|---|----------------|-------|----------------|---------|-------------------|----------|-------------------|----------|---------------|
| 1 | My unique attributes, traits, characteristics, skills, experience and background are valued at work. | 10 | 13 | 17 | 8 | 4 | 5 | 2 | 59 | 3.10 |
| 2 | The University and its leadership are committed to diversity. | 7 | 21 | 11 | 15 | 2 | 2 | 1 | 59 | 2.90 |
| 3 | I can identify people similar to myself in leadership positions at the University. | 2 | 17 | 9 | 17 | 6 | 6 | 2 | 59 | 3.58 |
| 4 | Idaho State University has an inclusive work environment where staff diversity at all levels is valued and encouraged. | 4 | 16 | 12 | 17 | 4 | 4 | 1 | 58 | 3.29 |
| 5 | In my unit, offensive behavior (sexual harassment, discrimination, insensitive remarks, etc.) is not tolerated. | 24 | 22 | 5 | 4 | 1 | 1 | 1 | 58 | 2.02 |
| 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. | 20 | 19 | 8 | 3 | 1 | 5 | 3 | 59 | 2.54 |

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

| # | Answer | Bar | Response | % |
|---|--------|--|----------|---------|
| 1 | Yes |  | 12 | 20.34% |
| 2 | No |  | 42 | 71.19% |
| 3 | Maybe |  | 5 | 8.47% |
| | Total | | 59 | 100.00% |

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

| # | Answer | Bar | Response | % |
|---|------------------------------------|---|----------|---------|
| 1 | Extremely satisfied |  | 8 | 13.56% |
| 2 | Moderately satisfied |  | 28 | 47.46% |
| 3 | Slightly satisfied |  | 7 | 11.86% |
| 4 | Neither satisfied nor dissatisfied |  | 9 | 15.25% |
| 5 | Slightly dissatisfied |  | 2 | 3.39% |
| 6 | Moderately dissatisfied |  | 2 | 3.39% |
| 7 | Extremely dissatisfied |  | 3 | 5.08% |
| | Total | | 59 | 100.00% |







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

| # | Question | Responses | Mean |
|---|----------|-----------|------|
| 1 | Stars | 59 | 3.20 |








How proud are you to work at Idaho State University?

| # | Question | Responses | Mean |
|---|----------|-----------|------|
| 1 | Stars | 59 | 4.10 |




How long have you worked at Idaho State University?

| # | Answer | Bar | Response | % |
|---|------------------|---|----------|---------|
| 1 | Less than 1 year |  | 13 | 22.03% |
| 2 | 1-2 years |  | 5 | 8.47% |
| 3 | 3-4 years |  | 7 | 11.86% |
| 4 | 5-10 years |  | 20 | 33.90% |
| 5 | 10-15 years |  | 10 | 16.95% |
| 6 | 15 years or more |  | 4 | 6.78% |
| | Total | | 59 | 100.00% |



College/Division

| # | Answer | Bar | Response | % |
|----|-------------------------------------|---|----------|---------|
| 1 | College of Arts and Letters |  | 21 | 37.50% |
| 2 | College of Business |  | 1 | 1.79% |
| 3 | College of Education |  | 2 | 3.57% |
| 4 | College of Science and Engineering |  | 8 | 14.29% |
| 5 | College of Technology |  | 4 | 7.14% |
| 6 | Kasiska Division of Health Sciences |  | 8 | 14.29% |
| 7 | University Advancement | | 0 | 0.00% |
| 9 | Athletics |  | 1 | 1.79% |
| 10 | General Counsel | | 0 | 0.00% |
| 11 | Finance and Administration | | 0 | 0.00% |
| 12 | Student Affairs |  | 2 | 3.57% |
| 13 | Research | | 0 | 0.00% |
| 14 | Academic Affairs | | 0 | 0.00% |
| 15 | Enrollment Management | | 0 | 0.00% |
| 16 | Information Technology Services | | 0 | 0.00% |
| 17 | Department of Public Safety |  | 1 | 1.79% |
| 18 | Facilities Services |  | 1 | 1.79% |
| 19 | Human Resources | | 0 | 0.00% |
| 20 | Other |  | 7 | 12.50% |
| | Total | | 56 | 100.00% |




Age

| # | Answer | Bar | Response | % |
|---|-------------|---|----------|---------|
| 1 | Under 18 | | 0 | 0.00% |
| 2 | 18 - 34 |  | 8 | 13.79% |
| 3 | 35 - 54 |  | 28 | 48.28% |
| 4 | 55 - 74 |  | 22 | 37.93% |
| 5 | 75 or older | | 0 | 0.00% |
| | Total | | 58 | 100.00% |

Ethnicity

| # | Answer | Bar | Response | % |
|---|------------------------|--|----------|---------|
| 1 | Hispanic or Latino |  | 1 | 1.79% |
| 2 | Not Hispanic or Latino |  | 55 | 98.21% |
| | Total | | 56 | 100.00% |

Indicate one or more races

| # | Answer | Bar | Response | % |
|---|---|--|----------|---------|
| 1 | American Indian or Alaska Native |  | 1 | 1.85% |
| 2 | Asian |  | 4 | 7.41% |
| 3 | Black or African American | | 0 | 0.00% |
| 4 | Native Hawaiian or Other Pacific Islander | | 0 | 0.00% |
| 5 | White |  | 50 | 92.59% |
| | Total | | 55 | 100.00% |