

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.	131	130	25	3	7	8	3	307	1.90
2	I have the materials and equipment I need to do my job.	91	116	66	12	12	5	4	306	2.25
3	At work, I have the opportunity to do what I do best every day.	102	95	68	11	13	13	5	307	2.34
4	I regularly receive recognition or praise for doing good work.	64	86	53	33	26	28	17	307	3.07
5	My supervisor, or someone at work, seems to care about me as a person.	134	71	40	22	21	10	9	307	2.32

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.	91	79	53	32	24	18	10	307	2.72
2	At work, my opinion seems to count.	64	95	60	33	24	21	10	307	2.87
3	The mission or purpose of Idaho State University makes me feel that my job is important.	72	109	48	45	13	12	7	306	2.61
4	My associates or fellow employees are committed to doing quality work.	77	110	50	26	24	13	7	307	2.60
5	I have a best friend at work.	43	48	46	82	19	45	23	306	3.70




Please rate the following statements.

#	Question	Strongly Agree	Agree	Somewhat agree	Neutral	Somewhat disagree	Disagree	Strongly disagree	Response	Average Value
1	In the last six months, someone has talked to me about my progress.	70	82	55	34	16	33	15	305	3.01
2	This last year, I have had the opportunity at work to learn and grow.	84	101	45	38	8	22	9	307	2.63
3	Knowledge and information sharing is practiced between my co-workers and me.	81	96	57	32	23	7	11	307	2.63
4	I receive clear information about changes being made within Idaho State University.	26	85	68	42	40	23	23	307	3.48
5	I receive clear information about changes being made within my college or area.	35	76	74	34	35	27	25	306	3.45
6	I have confidence in the leadership and direction provided by Senior Administration.	49	94	63	50	18	20	13	307	3.02

Please rate the following statements.

#	Question	Strongly Agree	Agree	Somewhat agree	Neutral	Somewhat disagree	Disagree	Strongly disagree	Response	Average Value
1	My unique attributes, traits, characteristics, skills, experience and background are valued at work.	74	76	78	21	27	20	11	307	2.85
2	The University and its leadership are committed to diversity.	68	111	62	44	8	5	8	306	2.54
3	I can identify people similar to myself in leadership positions at the University.	34	89	54	61	34	20	14	306	3.29
4	Idaho State University has an inclusive work environment where staff diversity at all levels is valued and encouraged.	47	101	62	50	20	14	12	306	2.95
5	In my unit, offensive behavior (sexual harassment, discrimination, insensitive remarks, etc.) is not tolerated.	161	89	20	15	7	9	6	307	1.92
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.	117	110	29	24	8	7	11	306	2.22

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

#	Answer	Bar	Response	%
1	Yes		73	23.78%
2	No		194	63.19%
3	Maybe		40	13.03%
	Total		307	100.00%

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

#	Answer	Bar	Response	%
1	Extremely satisfied		105	34.31%
2	Moderately satisfied		130	42.48%
3	Slightly satisfied		25	8.17%
4	Neither satisfied nor dissatisfied		23	7.52%
5	Slightly dissatisfied		10	3.27%
6	Moderately dissatisfied		9	2.94%
7	Extremely dissatisfied		4	1.31%
	Total		306	100.00%







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

#	Question	Responses	Mean
1	Stars	304	3.16

How proud are you to work at Idaho State University?

#	Question	Responses	Mean
1	Stars	306	4.08




How long have you worked at Idaho State University?

#	Answer	Bar	Response	%
1	Less than 1 year		33	10.75%
2	1-2 years		41	13.36%
3	3-4 years		51	16.61%
4	5-10 years		72	23.45%
5	10-15 years		38	12.38%
6	15 years or more		72	23.45%
	Total		307	100.00%



College/Division

#	Answer	Bar	Response	%
1	College of Arts and Letters		15	5.10%
2	College of Business		4	1.36%
3	College of Education		6	2.04%
4	College of Science and Engineering		15	5.10%
5	College of Technology		26	8.84%
6	Kasiska Division of Health Sciences		35	11.90%
7	University Advancement		9	3.06%
9	Athletics		6	2.04%
10	General Counsel		3	1.02%
11	Finance and Administration		20	6.80%
12	Student Affairs		24	8.16%
13	Research		6	2.04%
14	Academic Affairs		17	5.78%
15	Enrollment Management		16	5.44%
16	Information Technology Services		8	2.72%
17	Department of Public Safety		7	2.38%
18	Facilities Services		35	11.90%
19	Human Resources		3	1.02%
20	Other		39	13.27%
	Total		294	100.00%





Age

#	Answer	Bar	Response	%
1	Under 18		0	0.00%
2	18 - 34		68	22.74%
3	35 - 54		125	41.81%
4	55 - 74		105	35.12%
5	75 or older		1	0.33%
	Total		299	100.00%

Ethnicity

#	Answer	Bar	Response	%
1	Hispanic or Latino		13	4.45%
2	Not Hispanic or Latino		279	95.55%
	Total		292	100.00%

Indicate one or more races

#	Answer	Bar	Response	%
1	American Indian or Alaska Native		9	3.20%
2	Asian		3	1.07%
3	Black or African American		2	0.71%
4	Native Hawaiian or Other Pacific Islander		1	0.36%
5	White		275	97.86%
	Total		290	100.00%