

1 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.	188	155	47	2	12	10	2	416	1.88
2	I have the materials and equipment I need to do my job.	66	150	107	18	46	21	8	416	2.81
3	At work, I have the opportunity to do what I do best every day.	128	126	75	25	32	21	9	416	2.53
4	I regularly receive recognition or praise for doing good work.	52	121	82	63	38	26	34	416	3.31
5	My supervisor, or someone at work, seems to care about me as a person.	163	126	50	20	16	18	22	415	2.38

2 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.	102	140	72	45	20	23	15	417	2.69
2	At work, my opinion seems to count.	100	138	74	29	30	22	24	417	2.79
3	The mission or purpose of Idaho State University makes me feel that my job is important.	105	137	87	46	18	12	11	416	2.56
4	My associates or fellow employees are committed to doing quality work.	120	138	86	24	23	19	7	417	2.47
5	I have a best friend at work.	74	82	62	81	33	57	28	417	3.48




3 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.	74	138	64	38	29	46	28	417	3.14
2	This last year, I have had the opportunity at work to learn and grow.	121	154	72	26	17	12	15	417	2.42
3	Knowledge and information sharing is practiced between my co-workers and me.	124	133	82	20	26	19	11	415	2.50
4	I receive clear information about changes being made within Idaho State University.	36	100	116	55	35	40	34	416	3.50
5	I receive clear information about changes being made within my college or area.	54	111	98	36	46	35	35	415	3.37
6	I have confidence in the leadership and direction provided by Senior Administration.	65	106	83	85	28	22	28	417	3.20








4 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.	90	150	83	22	28	24	20	417	2.76
2	The University and its leadership are committed to diversity.	70	107	99	75	31	17	17	416	3.02
3	I can identify people similar to myself in leadership positions at the University.	57	111	77	62	48	34	28	417	3.35
4	Idaho State University has an inclusive work environment where staff diversity at all levels is valued and encouraged.	53	102	97	82	34	31	17	416	3.25
5	In my unit, offensive behavior (sexual harassment, discrimination, insensitive remarks, etc.) is not tolerated.	182	124	29	24	24	18	16	417	2.29
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.	159	132	47	25	24	17	13	417	2.34

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

#	Answer	Bar	Response	%
1	Yes		92	22.22%
2	No		248	59.90%
3	Maybe		74	17.87%
	Total		414	100.00%

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

#	Answer	Bar	Response	%
1	Extremely satisfied		115	27.58%
2	Moderately satisfied		162	38.85%
3	Slightly satisfied		61	14.63%
4	Neither satisfied nor dissatisfied		21	5.04%
5	Slightly dissatisfied		17	4.08%
6	Moderately dissatisfied		29	6.95%
7	Extremely dissatisfied		12	2.88%
	Total		417	100.00%







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

#	Question	Responses	Mean
1	Stars	414	3.07

How proud are you to work at Idaho State University?





#	Question	Responses	Mean
1	Stars	416	3.71

How long have you worked at Idaho State University?

#	Answer	Bar	Response	%
1	Less than 1 year		39	9.38%
2	1-2 years		37	8.89%
3	3-4 years		64	15.38%
4	5-10 years		84	20.19%
5	10-15 years		66	15.87%
6	15 years or more		126	30.29%
	Total		416	100.00%

College/Division

#	Answer	Bar	Response	%
1	College of Arts and Letters		93	22.74%
2	College of Business		26	6.36%
3	College of Education		23	5.62%
4	College of Science and Engineering		64	15.65%
5	College of Technology		59	14.43%
6	Kasiska Division of Health Sciences		109	26.65%
7	University Advancement		0	0.00%
9	Athletics		0	0.00%
10	General Counsel		0	0.00%
11	Finance and Administration		0	0.00%
12	Student Affairs		0	0.00%
13	Research		1	0.24%
14	Academic Affairs		6	1.47%
15	Enrollment Management		4	0.98%
16	Information Technology Services		0	0.00%
17	Department of Public Safety		0	0.00%
18	Facilities Services		7	1.71%
19	Human Resources		0	0.00%
20	Other		17	4.16%
	Total		409	100.00%

#	Answer	Bar	Response	%
1	Under 18		1	0.25%
2	18 - 34		30	7.58%
3	35 - 54		230	58.08%
4	55 - 74		131	33.08%
5	75 or older		4	1.01%
	Total		396	100.00%

Ethnicity

#	Answer	Bar	Response	%
1	Hispanic or Latino		10	2.60%
2	Not Hispanic or Latino		375	97.40%
	Total		385	100.00%

Indicate one or more races

#	Answer	Bar	Response	%
1	American Indian or Alaska Native		3	0.79%
2	Asian		13	3.41%
3	Black or African American		4	1.05%
4	Native Hawaiian or Other Pacific Islander		2	0.52%
5	White		368	96.59%
	Total		390	100.00%