

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.	236	164	21	3	11	3	1	439	1.64
2	I have the materials and equipment I need to do my job.	214	147	44	6	16	9	3	439	1.87
3	At work, I have the opportunity to do what I do best every day.	162	151	75	27	12	6	5	438	2.12
4	I regularly receive recognition or praise for doing good work.	132	129	71	50	20	17	20	439	2.61
5	My supervisor, or someone at work, seems to care about me as a person.	233	116	32	27	10	9	11	438	1.94

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.	186	133	46	38	16	14	6	439	2.16
2	At work, my opinion seems to count.	145	143	65	37	9	18	20	437	2.44
3	The mission or purpose of Idaho State University makes me feel that my job is important.	140	128	69	71	8	16	7	439	2.44
4	My associates or fellow employees are committed to doing quality work.	165	138	55	35	26	11	8	438	2.28
5	I have a best friend at work.	77	72	74	108	22	44	41	438	3.51




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.	115	114	42	77	19	35	34	436	3.03
2	This last year, I have had the opportunity at work to learn and grow.	162	146	52	48	9	8	13	438	2.25
3	Knowledge and information sharing is practiced between my co-workers and me.	169	143	59	32	13	10	13	439	2.22
4	I receive clear information about changes being made within Idaho State University.	93	108	96	52	34	24	31	438	3.05
5	I receive clear information about changes being made within my college or area.	96	113	93	55	32	26	22	437	2.95
6	I have confidence in the leadership and direction provided by Senior Administration.	125	137	57	68	12	20	18	437	2.63







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.	153	141	72	31	16	13	13	439	2.33
2	The University and its leadership are committed to diversity.	138	162	50	62	15	6	6	439	2.31
3	I can identify people similar to myself in leadership positions at the University.	110	143	74	59	25	16	10	437	2.62
4	Idaho State University has an inclusive work environment where staff diversity at all levels is valued and encouraged.	138	166	60	48	13	7	7	439	2.27
5	In my unit, offensive behavior (sexual harassment, discrimination, insensitive remarks, etc.) is not tolerated.	263	115	23	14	9	5	8	437	1.71
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.	229	132	32	16	12	8	8	437	1.87

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

#	Answer	Bar	Response	%
1	Yes		36	8.22%
2	No		357	81.51%
3	Maybe		45	10.27%
	Total		438	100.00%

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

#	Answer	Bar	Response	%
1	Extremely satisfied		167	38.22%
2	Moderately satisfied		163	37.30%
3	Slightly satisfied		43	9.84%
4	Neither satisfied nor dissatisfied		26	5.95%
5	Slightly dissatisfied		21	4.81%
6	Moderately dissatisfied		15	3.43%
7	Extremely dissatisfied		2	0.46%
	Total		437	100.00%





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

#	Question	Responses	Mean
1	Stars	434	3.62















How proud are you to work at Idaho State University?

#	Question	Responses	Mean
1	Stars	433	4.07



How long have you worked at Idaho State University?

#	Answer	Bar	Response	%
1	Less than 1 year		187	42.60%
2	1-2 years		161	36.67%
3	3-4 years		86	19.59%
4	5-10 years		5	1.14%
5	10-15 years		0	0.00%
6	15 years or more		0	0.00%
	Total		439	100.00%






College/Division

#	Answer	Bar	Response	%
1	College of Arts and Letters		56	12.76%
2	College of Business		32	7.29%
3	College of Education		26	5.92%
4	College of Science and Engineering		58	13.21%
5	College of Technology		28	6.38%
6	Kasiska Division of Health Sciences		41	9.34%
7	University Advancement		2	0.46%
9	Athletics		11	2.51%
10	General Counsel		0	0.00%
11	Finance and Administration		8	1.82%
12	Student Affairs		14	3.19%
13	Research		3	0.68%
14	Academic Affairs		3	0.68%
15	Enrollment Management		2	0.46%
16	Information Technology Services		23	5.24%
17	Department of Public Safety		10	2.28%
18	Facilities Services		20	4.56%
19	Human Resources		0	0.00%
20	Other		102	23.23%
	Total		439	100.00%

Ethnicity

#	Answer	Bar	Response	%
1	Hispanic or Latino		42	9.70%
2	Not Hispanic or Latino		391	90.30%
	Total		433	100.00%

Indicate one or more races

#	Answer	Bar	Response	%
1	American Indian or Alaska Native		8	1.97%
2	Asian		37	9.09%
3	Black or African American		18	4.42%
4	Native Hawaiian or Other Pacific Islander		3	0.74%
5	White		360	88.45%
	Total		426	100.00%