University of Idaho

OVERALL: GREAT COLLEGES TO WORK FOR (2017-2021)
Abstract
The following Bar charts represent the percentage of positive responses to the Great Colleges to Work For survey for each year to each question going from question 1 to 70 and years 2017-2021. (note: some questions will only be answers by either faculty or staff.)
01. My job makes good use of my skills and abilities.

02. I am given the responsibility and freedom to do my job.
03. My supervisor/department chair makes his/her expectations clear.
04. I am provided the resources I need to be effective in my job.

05. I understand how my job contributes to this institution’s mission.
06. I am given the opportunity to develop my skills at this institution.

07. I receive feedback from my supervisor/department chair that helps me.
08. When I offer a new idea, I believe it will be fully considered.

09. I am regularly recognized for my contributions.
10. I understand the necessary requirements to advance my career.

11. I am paid fairly for my work.
12. I believe what I am told by my supervisor/department chair.

13. We have opportunities to contribute to important decisions in my department.
14. I can speak up or challenge a traditional way of doing something without fear of harming my career.

15. My supervisor/department chair regularly models this institution’s values.
15. My supervisor/department chair shows genuine interest in my well-being.

16. Promotions in my department are based on a person’s ability.
16. Promotions in my department are based on a person’s performance.

17. Our review process accurately measures my job performance.
18. Issues of low performance are addressed in my department.

19. My supervisor/department chair is consistent and fair.
20. My supervisor/department chair actively solicits my suggestions and ideas.

21. In my department, we communicate openly about issues that impact each other’s work.
22. Changes that affect me are discussed prior to being implemented.

23. People in my department work well together.
24. I have a good relationship with my supervisor/department chair.

24. The work I do is meaningful to me.
25. Overall, my department is a good place to work.

26. I can count on people to cooperate across departments.
27. Senior leadership provides a clear direction for this institution's future.

28. My department has adequate faculty/staff to achieve our goals.
28. I have access to the training I need to do my job well.

29. This institution takes reasonable steps to provide a safe and secure environment for the campus.
29. In my department, we welcome diversity in all of its forms.

30. Our orientation program prepares new faculty, administration and staff to be effective.
30. Our onboarding process prepares new faculty and staff to be effective.

31. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.
32. Our senior leadership has the knowledge, skills and experience necessary for institutional success.
33. There is a good balance of teaching, service and research at this institution.

33. This institution’s policies and practices give me the flexibility to manage my work and personal life.
34. This institution’s benefits meet my needs.

35. Our recognition and awards programs are meaningful to me.
36. I am proud to be part of this institution.

37. Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.
37. Senior leadership shows genuine interest in the well-being of faculty, administrators and staff.

38. The role of faculty in shared governance is clearly stated and publicized.
38. This institution has clear and effective procedures for dealing with discrimination.

39. Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).
39. This institution takes appropriate steps to protect the health and safety of faculty, staff and students.

40. Teaching is appropriately recognized in the evaluation and promotion process.
40. At this institution, diversity in all of its forms is valued.

41. Senior leadership communicates openly about important matters.
42. Faculty, administration and staff are meaningfully involved in institutional planning.

42. There are sufficient opportunities to participate in institutional planning.
43. At this institution, we discuss and debate issues respectfully to get better results.

44. The institution’s policies and practices ensure fair treatment for faculty, administration and staff.
44. At work, I know where to go for help with my mental or emotional well-being.

45. At this institution, people are supportive of their colleagues regardless of their heritage or background.
45. I believe what I am told by senior leadership.

46. Faculty, administration and staff work together to ensure the success of institution programs and initiatives.
46. We are making good progress towards becoming a more diverse and inclusive institution.

47. My supervisor/department chair supports my efforts to balance my work and personal life.
48. I feel a sense of belonging at this institution.

48. Senior leadership regularly models this institution’s values.
49. This institution actively contributes to the community.

50. This institution places sufficient emphasis on having diverse faculty, administration and staff.
50. This institution places sufficient emphasis on having diverse faculty, administrators and staff.

51. There is appropriate recognition of innovative and high quality teaching.
51. I would recommend working here to my family and/or friends.

52. We celebrate significant milestones and important accomplishments at this institution.
52. This institution is well run.

53. This institution’s policies and practices give me the flexibility to manage my work and personal life.
53. There’s a sense that we’re all on the same team at this institution.

54. This institution has clear and effective procedures for dealing with discrimination.
54. This institution’s culture is special — something you don’t find just anywhere.

55. There is regular and open communication among faculty, administration and staff.
55. All things considered, this is a great place to work.

56. I believe what I am told by senior leadership.
56. My department’s goals are directly aligned with the University’s strategic plan.

57. This institution is well run.
57. This institution has created the right balance if scholarship, research and student learning.

58. The faculty value the contributions of staff.
58. There’s a sense that we’re all on the same team at this institution.

59. This institution’s culture is special – something you don’t find just anywhere.
59. I believe we are moving forward as one University.

60. All things considered, this is a great place to work.
60. I am confident that concerns about disrespect or unfair treatment will be handled appropriately.

61. My department’s goals are directly aligned with the University’s strategic plan.
61. The University seeks to build a community that upholds the inherent worth of individuals in an atmosphere of mutual respect, trust, and civility.

62. This institution has created the right balance of scholarship, research and student learning.
62. The University encourages victims to report incidents of harassment, discrimination and sexual assault.

63. The faculty value the contributions of staff.
63. My senate or council (administrative, classified, or faculty) effectively communicates pertinent information.

64. I believe we are moving forward as one University.
64. The institution supports a work environment where everyone is entitled to dignity and respect, regardless of race, color, religion, age, disability, ethnicity, sexual orientation or gender identity.

65. I am confident that concerns about disrespect or unfair treatment will be handled appropriately.
65. All things considered, this is a better place to work than it was last year.

66. The University seeks to build a community that upholds the inherent worth of individuals in an atmosphere of mutual respect, trust, and civility.
66. The role of faculty in shared governance is clearly stated and publicized. (Faculty Only)

67. The University encourages victims to report incidents of harassment, discrimination and sexual assault.
67. Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation). (Faculty Only)

68. My senate or council (administrative, classified, or faculty) effectively communicates pertinent information.
68. There is appropriate recognition of innovative and high quality teaching. (Faculty Only)

69. The institution supports a work environment where everyone is entitled to dignity and respect, regardless of race, color, religion, age, disability, ethnicity, sexual orientation or gender identity.
69. Advancement and promotion processes are clear. (Faculty Only)

70. All things considered, this is a better place to work than it was last year.
70. There is a good balance of teaching, service and research at this institution. (Faculty Only)