University of Idaho

OVERALL THEME RESULTS:
GREAT COLLEGES TO WORK FOR (2017-2021)
Abstract

The following charts on the top of each page represent the overall ratio of positive and negative responses to each theme from the Great Colleges to Work For by year from 2017-2021. The bar charts below the theme’s chart shows the overall ratio of positive and negative responses to each question that makes up the theme’s overall score.
23. People in my department work well together.

13. We have opportunities to contribute to important decisions in my department.

26. I can count on people to cooperate across departments.

58. There’s a sense that we’re all on the same team at this institution.
21. In my department we communicate openly about issues that impact each other’s work.

08. When I offer a new idea I believe it will be fully combined.

43. At this institution we discuss and debate issues respectfully to get better results.

22. Changes that affect me are discussed prior to being implemented.
Compensation, Benefits & Work-Life Balance

47. My supervisor/department chair supports my effort to balance my work and personal life.

53. 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.

11. I am paid fairly for my work.
29. The institution takes reasonable steps to provide a safe and secure environment for the campus.

31. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.
46. Faculty, administration and staff work together to ensure the success of institution programs and initiatives.

55. There is regular and open communication among faculty, administration and staff.
54. This institution has clear and effective procedures for dealing with discrimination.

14. I can speak up or challenge a traditional way of doing something without fear of harming my career.

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

44. The institution’s policies and practices ensure fair treatment for faculty, administration and staff.

18. Issues of low performance are addressed in my department.
01. My job makes good use of my skills and abilities.

02. I am given the responsibility and freedom to do my job.

04. I am provided the resources I need to be effective in my job.
49. This institution actively contributes to the community.
50. This institution places sufficient emphasis on having diverse faculty, administration and staff.
17. Our review process accurately measures my job performance.
30. Our orientation program prepares new faculty, administration and staff to be effective.
57. This institution is well run.
28. My department has adequate to achieve our goals.
05. I am given the opportunity to develop my skills at this institution.

10. I understand the necessary requirements to advance my career.
45. At this institution, people are supportive of their colleagues regardless of their heritage or background.

52. We celebrate significant milestones and important accomplishments at this institution.

09. I am regularly recognized for my contributions.

35. Our recognition and awards programs are meaningful to me.
32. Our senior leadership has the knowledge, skills and experience necessary for institutional success.

48. Senior leadership regularly models this institution’s values.

56. I believe what I am told by senior leadership.

41. Senior leadership communicates openly about important matters.

27. Senior leadership provides a clear direction for this institution’s future.

37. Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.
39. Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).

38. The role of faculty in shared governance is clearly stated and publicized.

42. Faculty, administration and staff are meaningfully involved in institutional planning.
Supervisors/Department Chairs

24. I have a good relationship with my supervisor/department chair.
19. My supervisor/department chair is consistent and fair.
12. I believe what I am told by my supervisor/department chair.
15. My supervisor/department chair regularly models this institution’s values.
03. My supervisor/department chair makes his/her expectations clear.
20. My supervisor/department chair actively solicits my suggestions and ideas.
07. I receive feedback from my supervisor/department chair that helps me.

Positive, Negative by Question. Select a theme at top - Do the questions increase or decrease the theme average above?

83 71 70 69 68 66 62

Overall Positive
Overall Negative

80 60 40 20 0 20 40 60
33. There is a good balance of teaching, service and research at this institution.

51. There is appropriate recognition of innovative and high quality teaching.

40. Teaching is appropriately recognized in the evaluation and promotion process.
07. I receive feedback from my supervisor/department chair that helps me.

61. My department’s goals are directly aligned with the University’s strategic plan.

66. 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.

65. I am confident that concerns about disrespect or unfair treatment will be handled appropriately.

68. My senate or council (administrative, classified, or faculty) effectively communicates pertinent information.

70. All things considered, this is a better place to work than it was last year.

64. I believe we are moving forward as one University.
17

Collaboration

Positive, Negative by Theme

23. People in my department work well together.

13. We have opportunities to contribute to important decisions in my department.

26. I can count on people to cooperate across departments.

58. There’s a sense that we’re all on the same team at this institution.

Overall Positive

Overall Negative

Positive, Negative by Question. Select a theme at top - Do the questions increase or decrease the theme average above?
21. In my department, we communicate openly about issues that impact each other’s work.

08. When I offer a new idea, I believe it will be fully considered.

22. Changes that affect me are discussed prior to being implemented.

43. At this institution, we discuss and debate issues respectfully to get better results.
Compensation, Benefits & Work/Life Balance

47. My supervisor/department chair supports my efforts to balance my work and personal life.

53. 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.

11. I am paid fairly for my work.
29. This institution takes reasonable steps to provide a safe and secure environment for the campus.

31. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.
46. Faculty, administration and staff work together to ensure the success of institution programs and initiatives.

55. There is regular and open communication among faculty, administration and staff.
This institution has clear and effective procedures for dealing with discrimination.

14. I can speak up or challenge a traditional way of doing something without fear of harming my career.

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

44. The institution’s policies and practices ensure fair treatment for faculty, administration and staff.

18. Issues of low performance are addressed in my department.
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02. I am given the responsibility and freedom to do my job.

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17. Our review process accurately measures my job performance.

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

57. This institution is well run.

28. My department has adequate faculty/staff to achieve our goals.
06. I am given the opportunity to develop my skills at this institution.

10. I understand the necessary requirements to advance my career.
At this institution, people are supportive of their colleagues regardless of their heritage or background.

We celebrate significant milestones and important accomplishments at this institution.

I am regularly recognized for my contributions.

Our recognition and awards programs are meaningful to me.
32. Our senior leadership has the knowledge, skills and experience necessary for institutional success.

48. Senior leadership regularly models this institution’s values.

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

56. I believe what I am told by senior leadership.

41. Senior leadership communicates openly about important matters.

27. Senior leadership provides a clear direction for this institution’s future.
39. Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).

38. The role of faculty in shared governance is clearly stated and publicized.

42. Faculty, administration and staff are meaningfully involved in institutional planning.
24. I have a good relationship with my supervisor/department chair.

15. My supervisor/department chair regularly models this institution’s values.

03. My supervisor/department chair makes his/her expectations clear.

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19. My supervisor/department chair is consistent and fair.

20. My supervisor/department chair actively solicits my suggestions and ideas.

07. I receive feedback from my supervisor/department chair that helps me.
There is a good balance of teaching, service and research at this institution.

There is appropriate recognition of innovative and high quality teaching.

Teaching is appropriately recognized in the evaluation and promotion process.
61. My department’s goals are directly aligned with the University’s strategic plan.

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.

67. The University encourages victims to report incidents of harassment, discrimination and sexual assault.

68. My senate or council (administrative, classified, or faculty) effectively communicates pertinent information.

66. The University seeks to build a community that upholds the inherent worth of individuals in an atmosphere mutual respect, trust, and civility.

62. This institution has created the right balance of scholarship, research and student learning.

63. The faculty value the contributions of staff.

65. I am confident that concerns about disrespect or unfair treatment will be handled appropriately.

70. All things considered, this is a better place to work than it was last year.

64. I believe we are moving forward as one University.
23. People in my department work well together.

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Compensation, Benefits & Work/Life Balance

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31. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.
Faculty, Administration & Staff Relations

46. Faculty, administration and staff work together to ensure the success of institution programs and initiatives.

55. There is regular and open communication among faculty, administration and staff.
This institution has clear and effective procedures for dealing with discrimination.

I can speak up or challenge a traditional way of doing something without fear of harming my career.

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

Issues of low performance are addressed in my department.

The institution’s policies and practices ensure fair treatment for faculty, administration and staff.
01. My job makes good use of my skills and abilities.

02. I am given the responsibility and freedom to do my job.

04. I am provided the resources I need to be effective in my job.
39. I understand how my job contributes to this institution’s mission.

25. Overall, my department is a good place to work.

36. I am proud to be part of this institution.

60. All things considered, this is a great place to work.

59. This institution’s culture is special – something you don’t find just anywhere.
49. This institution actively contributes to the community.

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

17. Our review process accurately measures my job performance.

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

28. My department has adequate faculty/staff to achieve our goals.

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38. The role of faculty in shared governance is clearly stated and publicized.

42. Faculty, administration and staff are meaningfully involved in institutional planning.
Supervisors/Department Chairs

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15. My supervisor/department chair regularly models this institution's values.

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There is a good balance of teaching, service and research at this institution.

There is appropriate recognition of innovative and high quality teaching.

Teaching is appropriately recognized in the evaluation and promotion process.
67. The University encourages victims to report incidents of harassment, discrimination and sexual assault.

61. My department’s goals are directly aligned with the University’s strategic plan.

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.

68. My senate or council (administrative, classified, or faculty) effectively communicates pertinent information.

66. The University seeks to build a community that upholds the inherent worth of individuals in an atmosphere mutual respect, trust, and civility.

62. This institution has created the right balance of scholarship, research and student learning.

63. The faculty value the contributions of staff.

65. I am confident that concerns about disrespect or unfair treatment will be handled appropriately.

70. All things considered, this is a better place to work than it was last year.

64. I believe we are moving forward as one University.
23. People in my department work well together.

13. We have opportunities to contribute to important decisions in my department.

26. I can count on people to cooperate across departments.

53. There’s a sense that we’re all on the same team at this institution.
21. In my department, we communicate openly about issues that impact each other’s work.

14. I can speak up or challenge a traditional way of doing something without fear of harming my career.

08. When I offer a new idea, I believe it will be fully considered.

22. Changes that affect me are discussed prior to being implemented.

43. At this institution, we discuss and debate issues respectfully to get better results.
29. In my department, we welcome diversity in all of its forms.

40. At this institution, diversity in all of its forms is valued.

38. This institution has clear and effective procedures for dealing with discrimination.

48. I feel a sense of belonging at this institution.

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

46. We are making good progress towards becoming a more diverse and inclusive institution.
Faculty & Staff Well-being

47. My supervisor/department chair supports my efforts to balance my work and personal life.

15. My supervisor/department chair shows genuine interest in my well-being.

44. At work, I know where to go for help with my mental or emotional well-being.

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

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

66. The role of faculty in shared governance is clearly stated and publicized. (Faculty Only)

69. Advancement and promotion processes are clear. (Faculty Only)

70. There is a good balance of teaching, service and research at this institution. (Faculty Only)

68. There is appropriate recognition of innovative and high quality teaching. (Faculty Only)
Job Satisfaction & Support

24. The work I do is meaningful to me.
22. I am given the responsibility and freedom to do my job.
01. My job makes good use of my skills and abilities.
31. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.
34. This institution’s benefits meet my needs.
04. I am provided the resources I need to be effective in my job.
11. I am paid fairly for my work.
05. I understand how my job contributes to this institution’s mission.

25. Overall, my department is a good place to work.

49. This institution actively contributes to the community.

36. I am proud to be part of this institution.

55. All things considered, this is a great place to work.

51. I would recommend working here to my family and/or friends.

54. This institution’s culture is special – something you don’t find just anywhere.
Performance Management

17. Our review process accurately measures my job performance.

09. I am regularly recognized for my contributions.

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

18. Issues of low performance are addressed in my department.

35. Our recognition and awards programs are meaningful to me.
Professional Development

- 65, 62, 59, 42, 57, 11, 13, 18, 24

Positive, Negative by Theme

- 06. I am given the opportunity to develop my skills at this institution.
- 28. I have access to the training I need to do my job well.
- 10. I understand the necessary requirements to advance my career.
- 30. Our onboarding process prepare new faculty and staff to be effective.

Positive, Negative by Question. Select a theme at top - Do the questions increase or decrease the theme average above?
32. Senior leadership has the knowledge, skills and experience necessary for institutional success.

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