

University of Idaho Survey of Staff

2016 Staff Survey

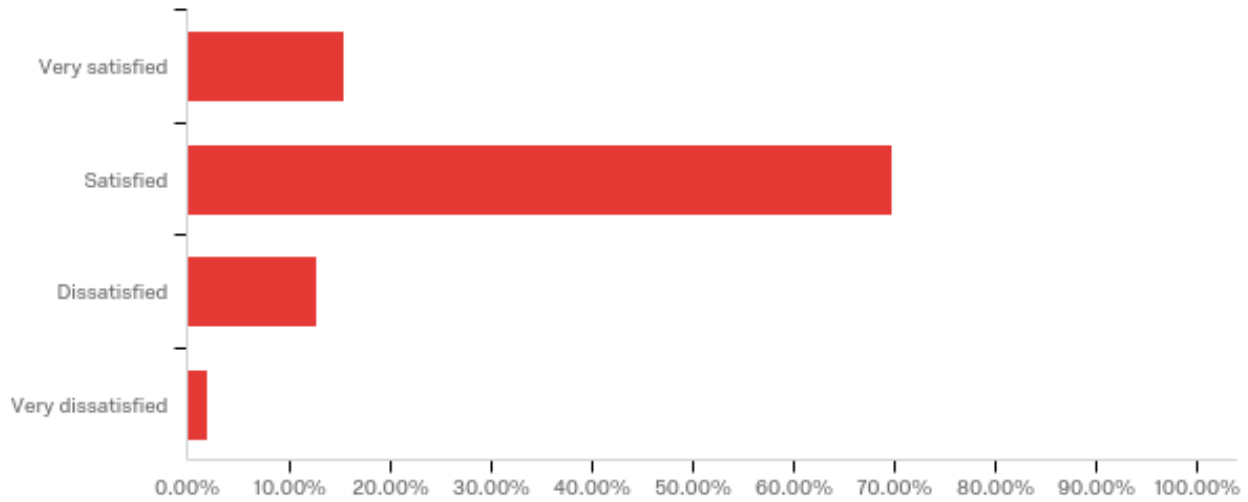
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The response rate for this survey was 934 of 1589 employees (58.9%). The margin of error (confidence interval) was 2.06.

Overall Satisfaction with Employment

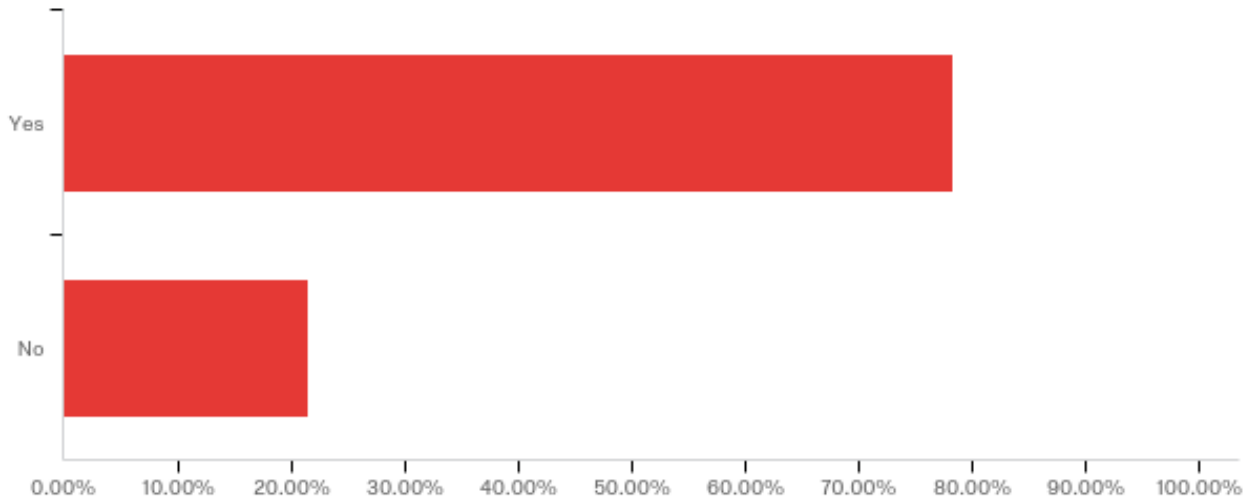
Overall, how satisfied are you with your employment at the University of Idaho?



Answer	%	Count
Very satisfied	15.52%	145
Satisfied	69.70%	651
Dissatisfied	12.74%	119
Very dissatisfied	2.03%	19
Total	100%	934

2 Year Turnover

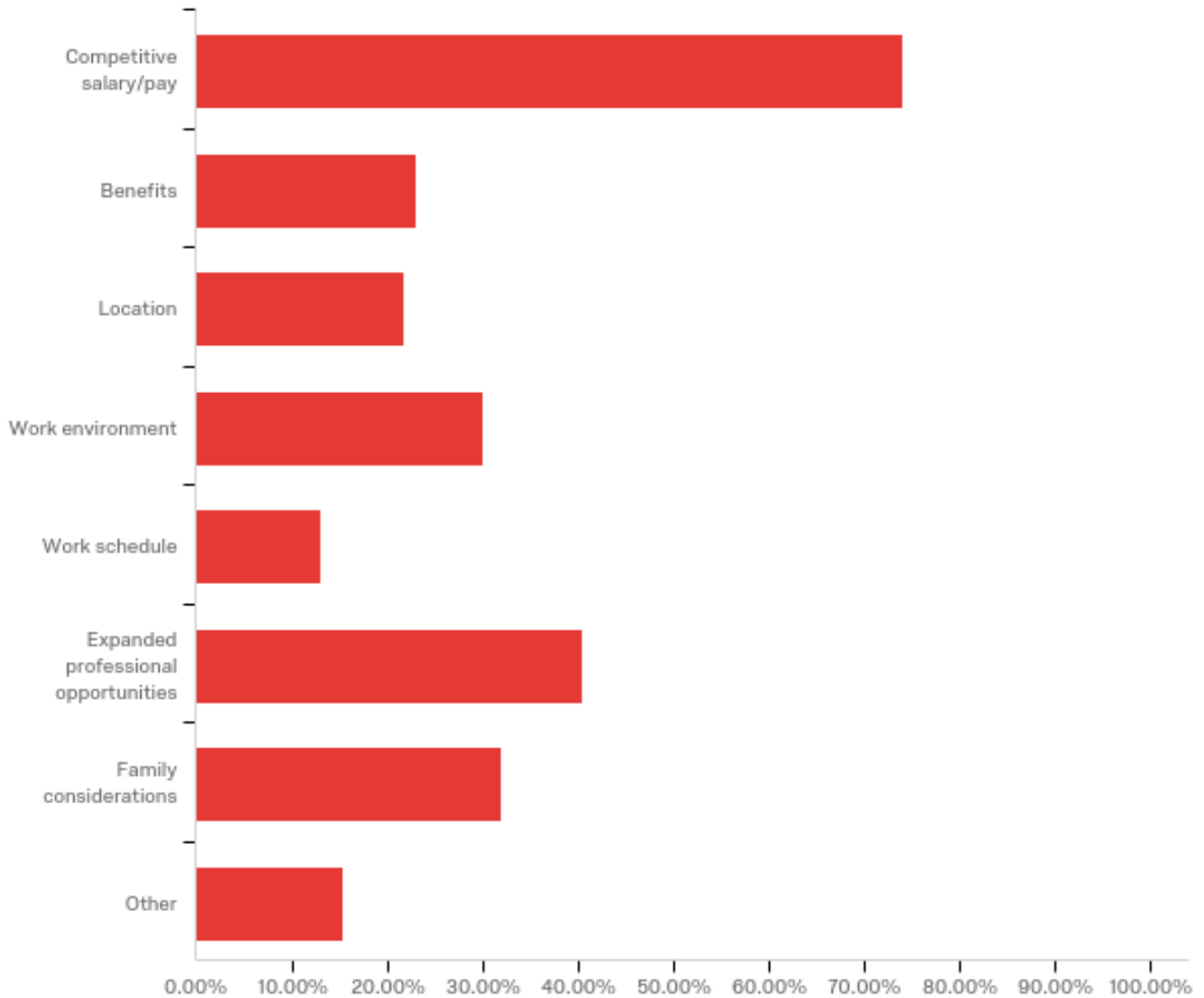
Do you expect to be employed at UI two years from now?



Answer	%	Count
Yes	78.37%	732
No	21.63%	202
Total	100%	934

Reason You Might Leave UI

If you were to leave UI in the future (in two years, or later), what might be the deciding factor(s)? Choose all that apply.



Satisfaction with Aspects of Job

How satisfied are you with the following aspects of your job? (Mark one for each item.)

Question	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Not applicable/ Don't know	Total
Salary	4.1%	47.8%	34.9%	13.1%	0.2%	934
Health benefits	17.3%	66.2%	12.3%	1.9%	2.2%	934
Retirement benefits	19.0%	65.6%	9.5%	2.5%	3.4%	934
Work load	9.6%	65.0%	19.3%	5.8%	0.3%	934
Working conditions (hours, location)	24.0%	62.8%	10.9%	1.9%	0.3%	934
Job security	20.9%	64.0%	10.0%	3.1%	2.0%	934
Employee Assistance Program	10.8%	44.4%	4.4%	1.7%	38.7%	934

Available Opportunities

How satisfied are you with the following opportunities available to you.

Question	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	Not applicable/ Don't know	Total
Career advancement opportunities	4.8%	40.6%	33.8%	13.9%	6.9%	934
Professional development opportunities	11.1%	55.5%	23.7%	5.9%	3.9%	934
Personal development opportunities	8.5%	57.9%	20.6%	5.4%	7.7%	934
Opportunities to influence UI governance	4.2%	39.6%	25.5%	13.0%	17.8%	934
Training opportunities	9.5%	60.3%	20.9%	5.6%	3.7%	934

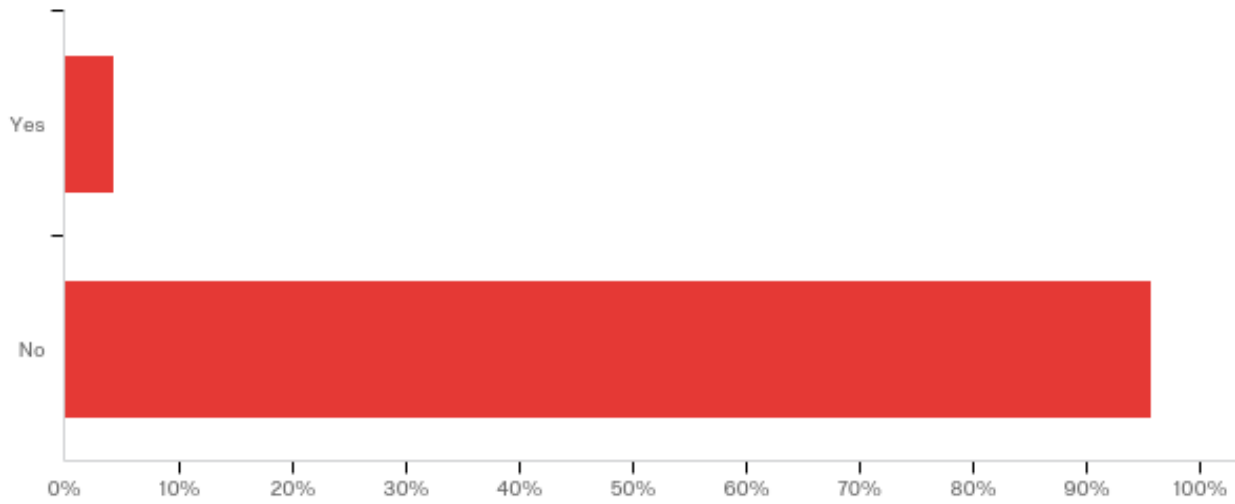
My Supervisor(s)

How closely do you agree with the following statements?

Question	Strongly agree	Agree	Disagree	Strongly disagree	Not applicable/ Don't know	Total
My supervisor treats me with consideration and respect.	54%	38%	6%	3%	0%	934
My supervisor is an effective and competent leader.	41%	38%	13%	6%	1%	934
My supervisor fosters good two-way communication.	41%	38%	15%	5%	0%	934
My supervisor is fair when giving criticism.	42%	42%	9%	4%	3%	934
My supervisor treats all employees in my work area equitably.	40%	36%	12%	8%	4%	934
My supervisor operates with openness and transparency when making decisions.	38%	38%	15%	8%	2%	934
My supervisor allows me to use University equipment (computer, printer) to look up my paycheck information on Vandal Web.	56%	34%	0%	0%	10%	934
My supervisor supports and encourages me to take computer training classes that are relevant for me to do my job.	32%	45%	8%	1%	14%	934
My work area is adequately staffed.	15%	44%	28%	11%	1%	934
The environment in my work area encourages respect for equality and dignity for all employees.	35%	48%	11%	4%	1%	934
My department is supportive of my needs to attend to my personal and family responsibilities.	51%	44%	3%	1%	1%	934
My supervisor is fair in determining if courses taken during working hours should be work related release time.	31%	36%	2%	1%	30%	934
My supervisor acknowledges my professional successes.	37%	45%	10%	3%	4%	934

My supervisor encourages me to be innovative and proactive in my position.	41%	44%	9%	3%	3%	934
My supervisor takes employee ideas into account when making important decisions.	35%	47%	11%	4%	4%	934
My supervisor takes appropriate action on my problems and complaints.	28%	46%	15%	4%	7%	934
My supervisor has been adequately trained to conduct my performance evaluations.	32%	44%	9%	4%	12%	934
My supervisor provides clear explanations and instructions regarding my performance expectations.	30%	46%	14%	5%	5%	934
My annual performance evaluation is important to me.	35%	45%	13%	6%	2%	934
My annual performance evaluation is conducted in a timely manner.	31%	51%	6%	1%	11%	934
My evaluation is used to help plan my training and development in order to improve my performance.	18%	46%	19%	4%	13%	934
My supervisor provides the following: Professional development opportunities	24%	50%	14%	3%	9%	934
Personal development opportunities	19%	48%	16%	3%	15%	934
Opportunities to influence UI governance	11%	35%	22%	7%	25%	934
Training opportunities	21%	53%	13%	3%	10%	934

Do you have another supervisor you want to evaluate?



Answer	%	Count
Yes	4%	40
No	96%	894
Total	100%	934

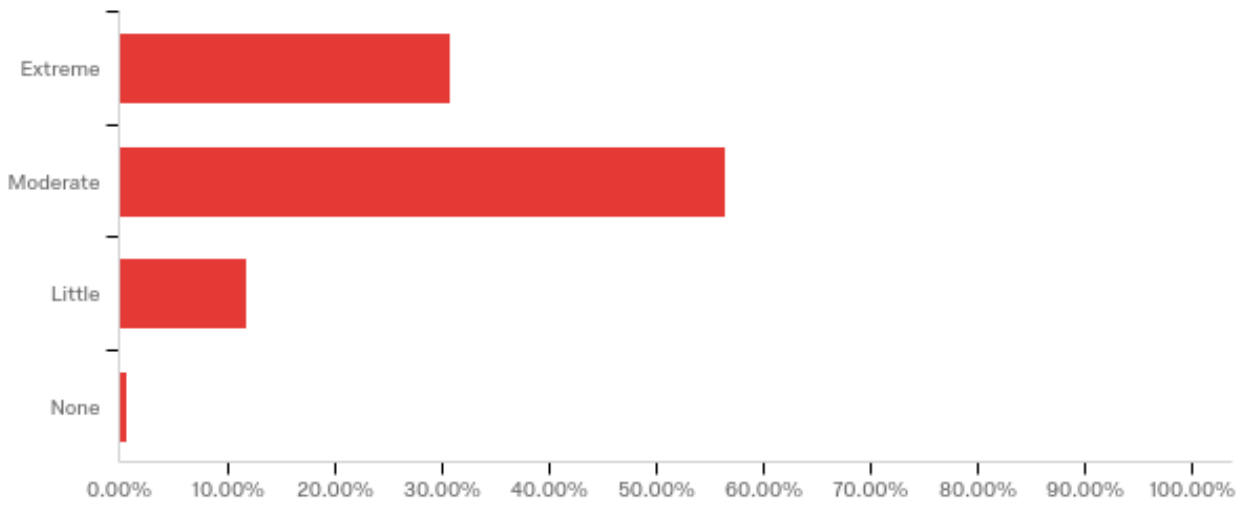
How closely do you agree with the following statements? (This assessment is for a second supervisor.)

Question	Strongly agree	Agree	Disagree	Strongly disagree	Not applicable/ Don't know
My supervisor treats me with consideration and respect.	21%	56%	5%	13%	5%
My supervisor is an effective and competent leader.	15%	28%	33%	15%	8%
My supervisor fosters good two-way communication.	13%	23%	31%	26%	8%
My supervisor is fair when giving criticism.	8%	41%	21%	18%	13%
My supervisor treats all employees in my work area equitably.	10%	36%	23%	21%	10%
My supervisor operates with openness and transparency when making decisions.	8%	28%	28%	26%	10%
My supervisor allows me to use University equipment (computer, printer) to look up my paycheck information on Vandal Web.	33%	41%	0%	3%	23%
My supervisor supports and encourages me to take computer-training classes that are relevant for me to do my job.	10%	38%	18%	5%	28%
My work area is adequately staffed.	8%	46%	26%	15%	5%
The environment in my work area encourages respect for equality and dignity for all employees.	13%	44%	26%	13%	5%
My department is supportive of my needs to attend to my personal and family responsibilities.	26%	51%	8%	5%	10%
My supervisor is fair in determining if courses taken during working hours should be work related release time.	18%	21%	5%	10%	46%
My supervisor acknowledges my professional successes.	18%	33%	21%	15%	13%
My supervisor encourages me to be innovative and proactive in my position.	15%	38%	23%	15%	8%
My supervisor takes employee ideas into account when making important decisions.	15%	31%	21%	18%	15%
My supervisor takes appropriate action on my problems and complaints.	10%	15%	41%	21%	13%
My supervisor has been adequately trained to conduct my performance evaluations.	13%	44%	10%	18%	15%
My supervisor provides clear explanations and instructions regarding my performance expectations.	13%	41%	15%	18%	13%
My annual performance evaluation is important to me.	41%	38%	5%	8%	8%

My annual performance evaluation is conducted in a timely manner.	13%	54%	8%	10%	15%
My evaluation is used to help plan my training and development in order to improve my performance.	10%	38%	23%	10%	18%
My supervisor provides the following: Professional development opportunities	10%	36%	26%	13%	15%
Personal development opportunities	13%	36%	23%	10%	18%
Opportunities to influence UI governance	5%	18%	31%	18%	28%
Training opportunities	13%	44%	21%	13%	10%

Stress

How much stress have you experienced over the past two years?



Answer	%	Count
Extreme	31%	287
Moderate	56%	524
Little	12%	110
None	1%	7
Total	100%	928

Please indicate the extent to which each of the following has contributed to your stress during the last two years.

Question	Extremely	Moderately	A Little	Not At All	Total
Concern about safety in the workplace	2.2%	5.1%	17.0%	75.8%	928
Childcare	5.6%	11.2%	11.4%	71.8%	928
Care of elderly parent	5.8%	9.6%	14.0%	70.6%	928
Committee work	1.6%	9.2%	21.4%	67.8%	928
Staff meetings	2.3%	11.2%	29.7%	56.8%	928
Employee evaluation process	3.7%	13.1%	32.4%	50.8%	928
Concern about job security	8.9%	17.0%	28.2%	45.8%	928
Institutional policies and procedures	11.0%	21.8%	26.8%	40.4%	928
My physical health	7.1%	23.5%	34.5%	34.9%	928
Personal Relationships	10.5%	24.8%	33.7%	31.0%	928
Finding a balance between work and home	16.3%	26.5%	31.1%	26.1%	928
Managing household responsibilities	11.2%	27.7%	37.9%	23.2%	928
Workload	23.7%	34.4%	25.3%	16.6%	928
Personal finances	20.4%	29.7%	29.4%	20.5%	928

Working Environment and Conditions

How closely do you agree with the following statements?

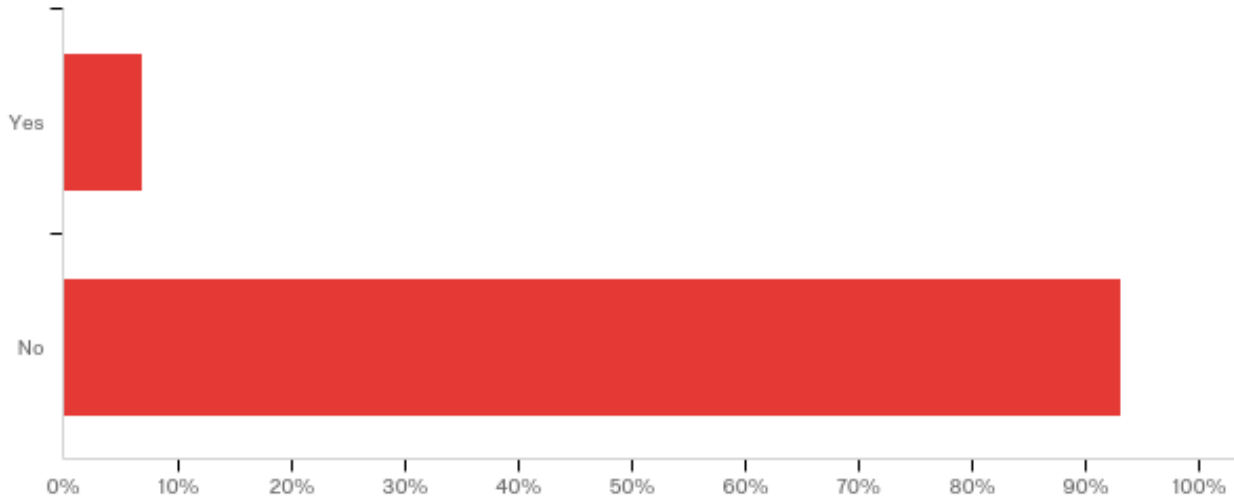
Question	Strongly agree	Agree	Disagree	Strongly disagree	Not applicable / Don't know	Total
Most faculty with whom I interact treat me with respect.	24.6%	61.1%	7.5%	1.6%	5.1%	918
Most administrators with whom I interact treat me with respect.	23.6%	64.7%	8.5%	1.5%	1.6%	918
My department provides me with adequate equipment and/or materials with which to do my job.	30.7%	57.8%	9.3%	1.7%	0.4%	918
Health and safety concerns I express are effectively resolved.	21.9%	47.1%	6.4%	1.5%	23.1%	918
My department gives attention to the needs of individuals with disabilities in the workplace.	25.2%	46.1%	2.5%	1.0%	25.3%	918
Lighting on campus is adequate.	14.6%	57.0%	13.6%	4.1%	10.7%	918
I am satisfied with my ability to park on campus.	11.8%	41.1%	18.7%	16.8%	11.7%	918
U of I provides a comfortable atmosphere for students, faculty, and staff.	19.0%	65.5%	10.1%	1.4%	4.0%	918

Discrimination at UI

Question	Yes	No	Total
At UI, I have been discriminated against because of my gender.	12.2%	87.8%	918
At UI, I have been discriminated against because of my ethnic status.	2.8%	97.2%	918
At UI, I have been discriminated against because of my age.	11.8%	88.2%	918
At UI, I have been discriminated against because of my sexual orientation.	0.5%	99.5%	918
At UI, I have been discriminated against because of my religious affiliation.	2.6%	97.4%	918

Toxins in Work Area

I believe there are toxins in my work area that need to be removed (e.g. asbestos, chemicals, fumes). Note: If you want follow up on this situation, please include your contact information here, or download the "Report A Safety Concern" form at <http://www.uidaho.edu/public-safety-and-security/environmental-health-and-safety>.



Answer	%	Count
Yes	6.97%	64
No	93.03%	854
Total	100%	918

Technology in Your Workplace

Please describe the technology in your workplace:

Question	Yes	No	Total
I have access to University email in my workplace.	99.7%	0.3%	917
I have access to Vandal Web in my workplace.	99.8%	0.2%	918
I have access to a computer printer that I can use during my workday.	98.0%	2.0%	915
I know how to access Vandal Web.	100.0%	0.0%	918
I am aware of the variety of information on Vandal Web.	98.4%	1.6%	917

How closely do you agree with the following statements about technology in the workplace?

Question	Strongly agree	Agree	Disagree	Strongly disagree	Not applicable/ Don't know	Total
I have the necessary skills to use the computer effectively to complete my job.	65.0%	33.1%	1.7%	0.0%	0.1%	918
My department keeps the work computer assigned to me adequately upgraded so I can do my job effectively.	50.5%	39.9%	6.8%	1.1%	1.7%	918
The UI provides sufficient computer technical support for me to do my job.	44.1%	44.9%	7.0%	2.6%	1.4%	918

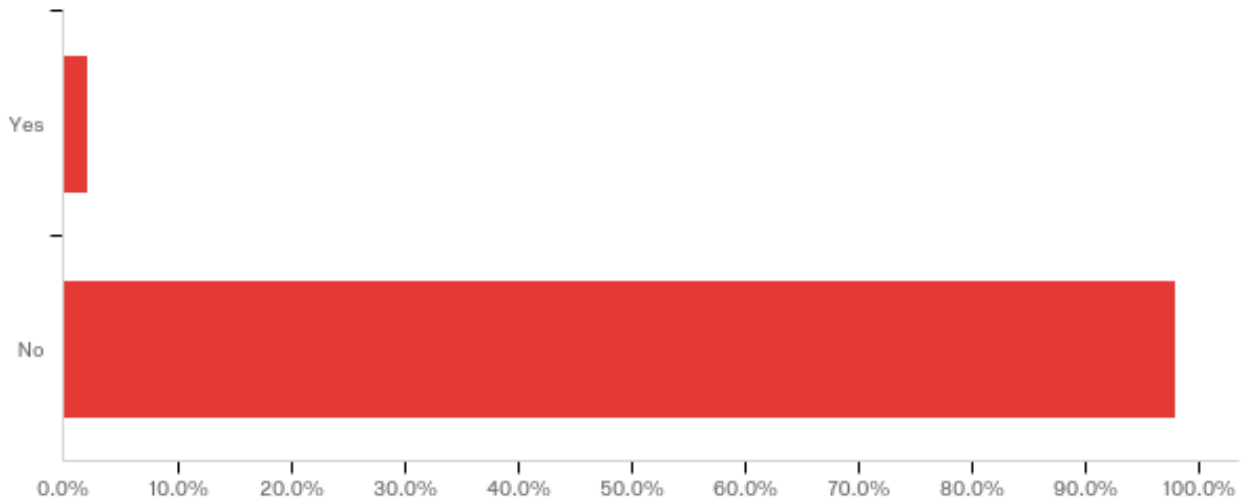
Organizational Communication

Please respond to the following statements:

Question	Strongly agree	Agree	Disagree	Strongly disagree	Not applicable / Don't know	Total
UI administration uses staff input	5.2%	45.3%	23.7%	8.2%	17.7%	912
UI administrators are effective & competent leaders.	8.4%	54.6%	19.6%	6.5%	10.9%	912
There is an open, two-way communication in my work area.	22.4%	58.2%	13.2%	4.7%	1.5%	912
Units across campus are encouraged to cooperate in a coordinated manner.	7.3%	48.0%	23.6%	8.2%	12.8%	912
It is a high priority for UI to develop a sense of community among staff, faculty, and students.	14.4%	49.6%	21.5%	6.4%	8.2%	912
I have adequate information about the staff ombudsman.	12.5%	55.6%	15.0%	5.4%	11.5%	912
I have adequate information about how to file a grievance.	9.0%	54.5%	20.1%	5.5%	11.0%	912
Staff Council (formerly Staff Affairs) has been responsive to my input or inquiries.	5.6%	16.7%	3.6%	2.0%	72.1%	912
I am aware of the purpose and functions of Staff Council.	7.7%	49.5%	20.5%	6.5%	15.9%	912
I have access to information about Staff Council such as subcommittees, representatives, and officers.	8.3%	50.0%	14.3%	4.8%	22.6%	912

Sexual Harassment

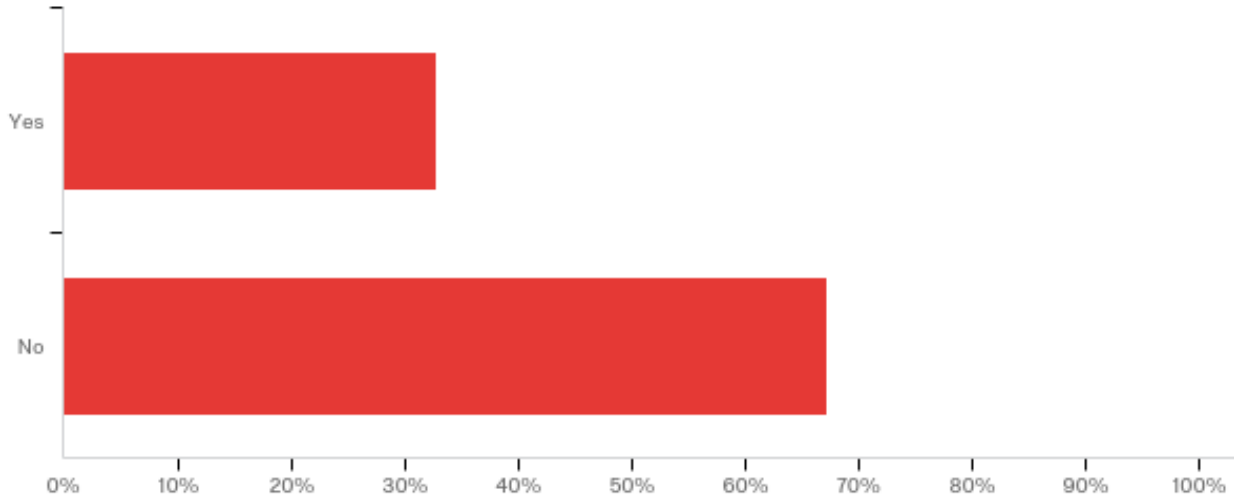
In the past 5 years have you been sexually harassed at the University of Idaho?



Answer	%	Count
Yes	2.1%	19
No	97.9%	883
Total	100%	902

Inappropriate Behavior

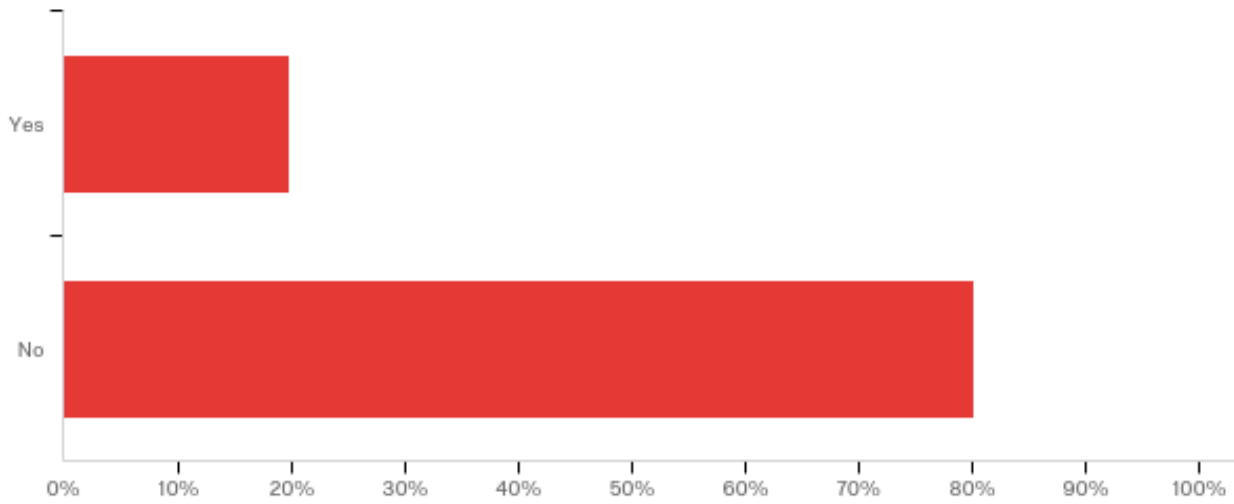
In the past 5 years have you experienced unwanted, uncivil and/or aggressive behavior from someone in your workplace? (i.e., inappropriate comments, unprofessional expectations, aggressive or unreasonable behavior)



Answer	%	Count
Yes	32.8%	296
No	67.2%	606
Total	100%	902

Plan to Work Beyond 70

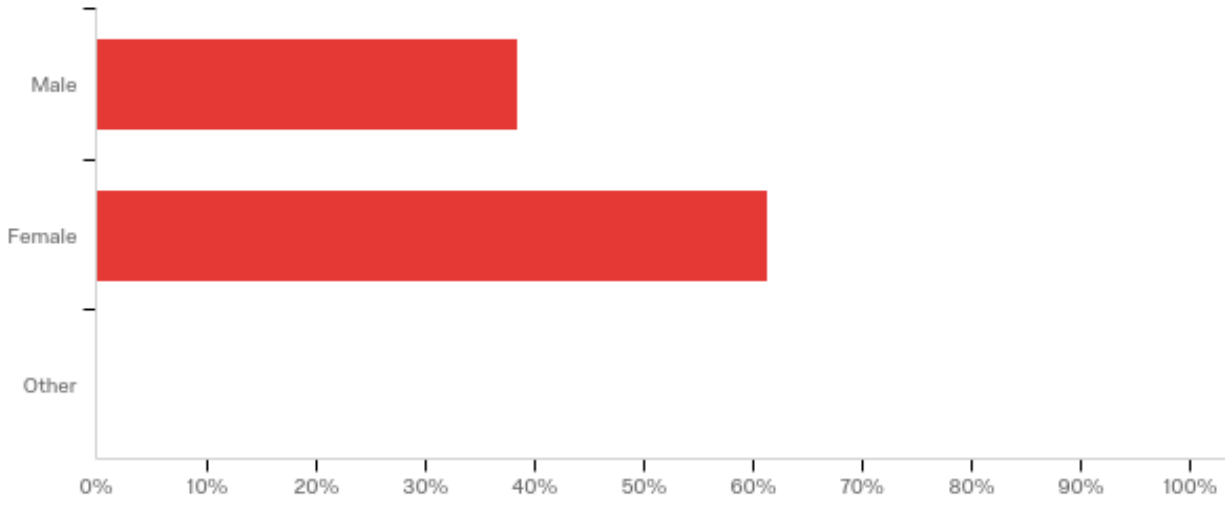
Do you plan to work beyond the age of 70?



Answer	%	Count
Yes	19.8%	179
No	80.2%	723
Total	100%	902

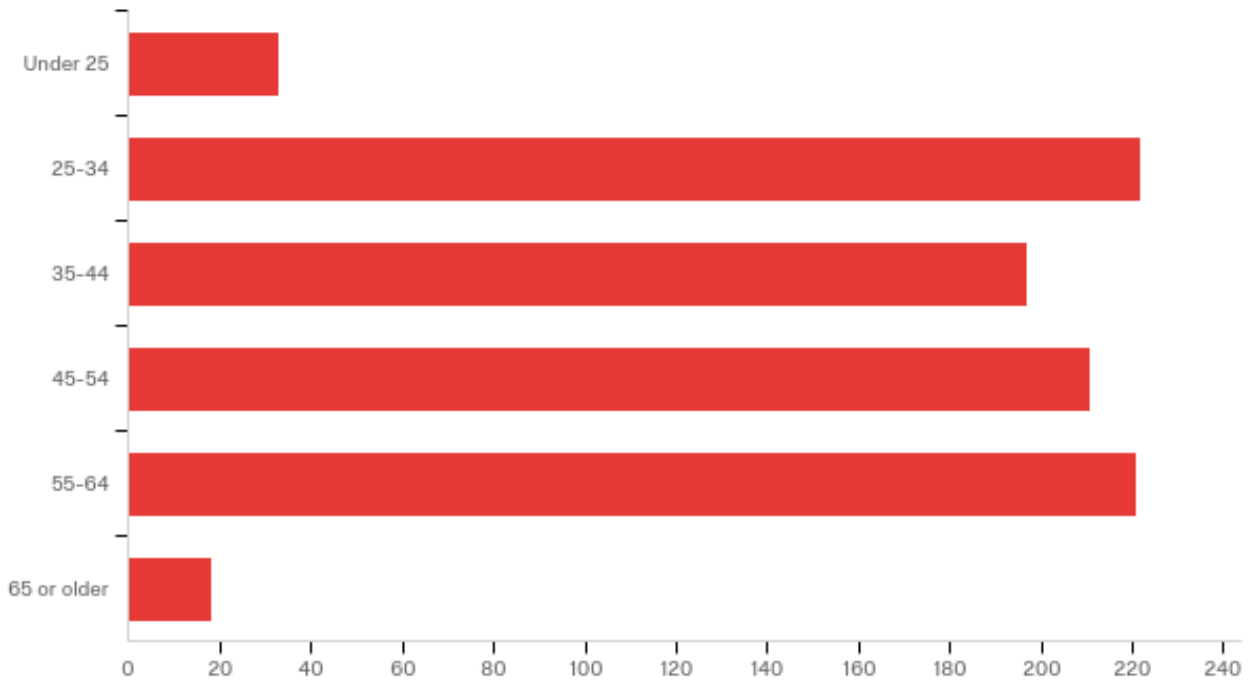
Demographic Information

Sex



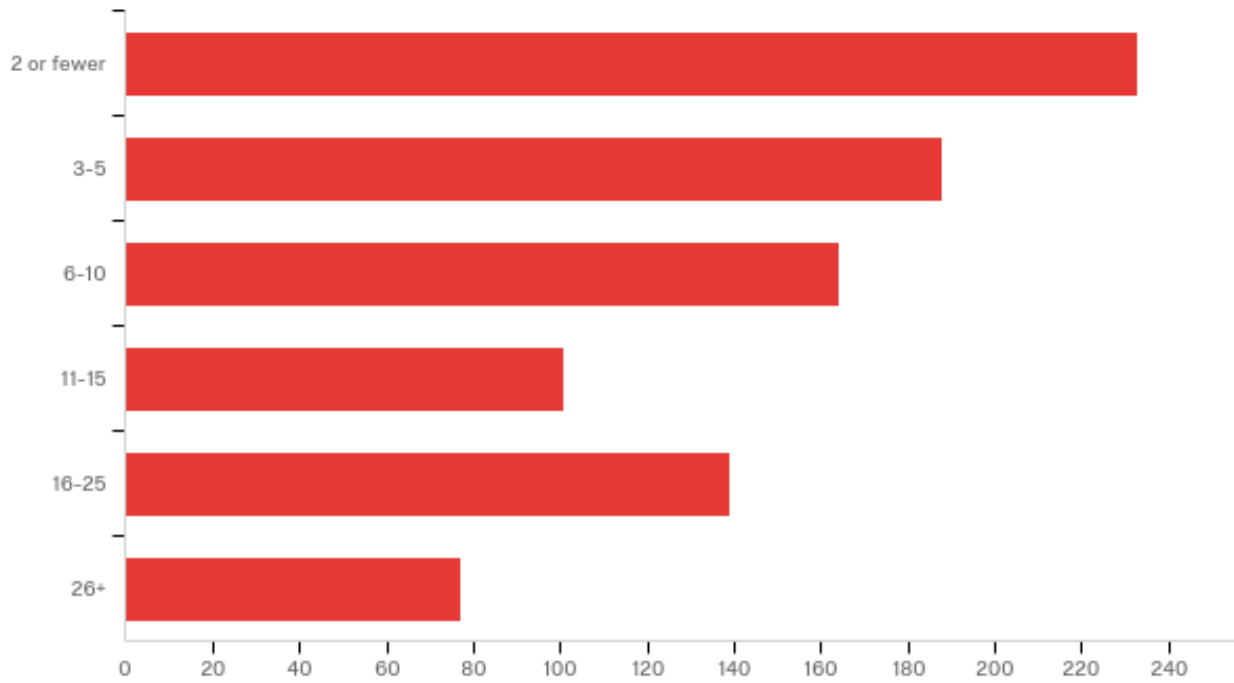
Answer	%	Count
Male	38.6%	347
Female	61.3%	552
Other	0.1%	1
Total	100%	900

Age



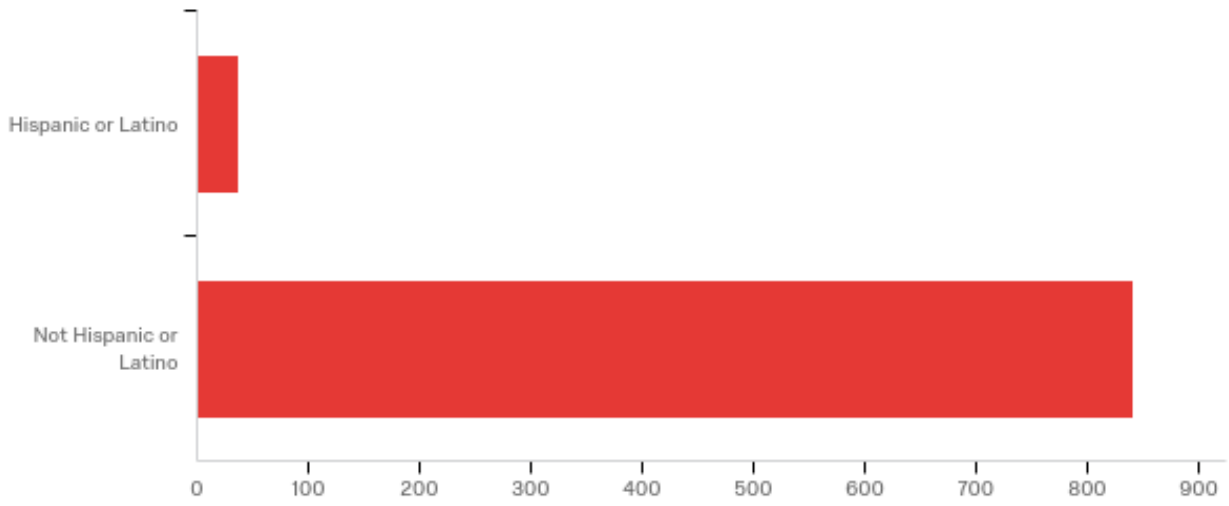
Answer	%	Count
Under 25	4%	33
25-34	25%	222
35-44	22%	197
45-54	23%	211
55-64	25%	221
65 or older	2%	18
Total	100%	902

Number of Years at UI



Answer	%	Count
2 or fewer	26%	233
3-5	21%	188
6-10	18%	164
11-15	11%	101
16-25	15%	139
26+	9%	77
Total	100%	902

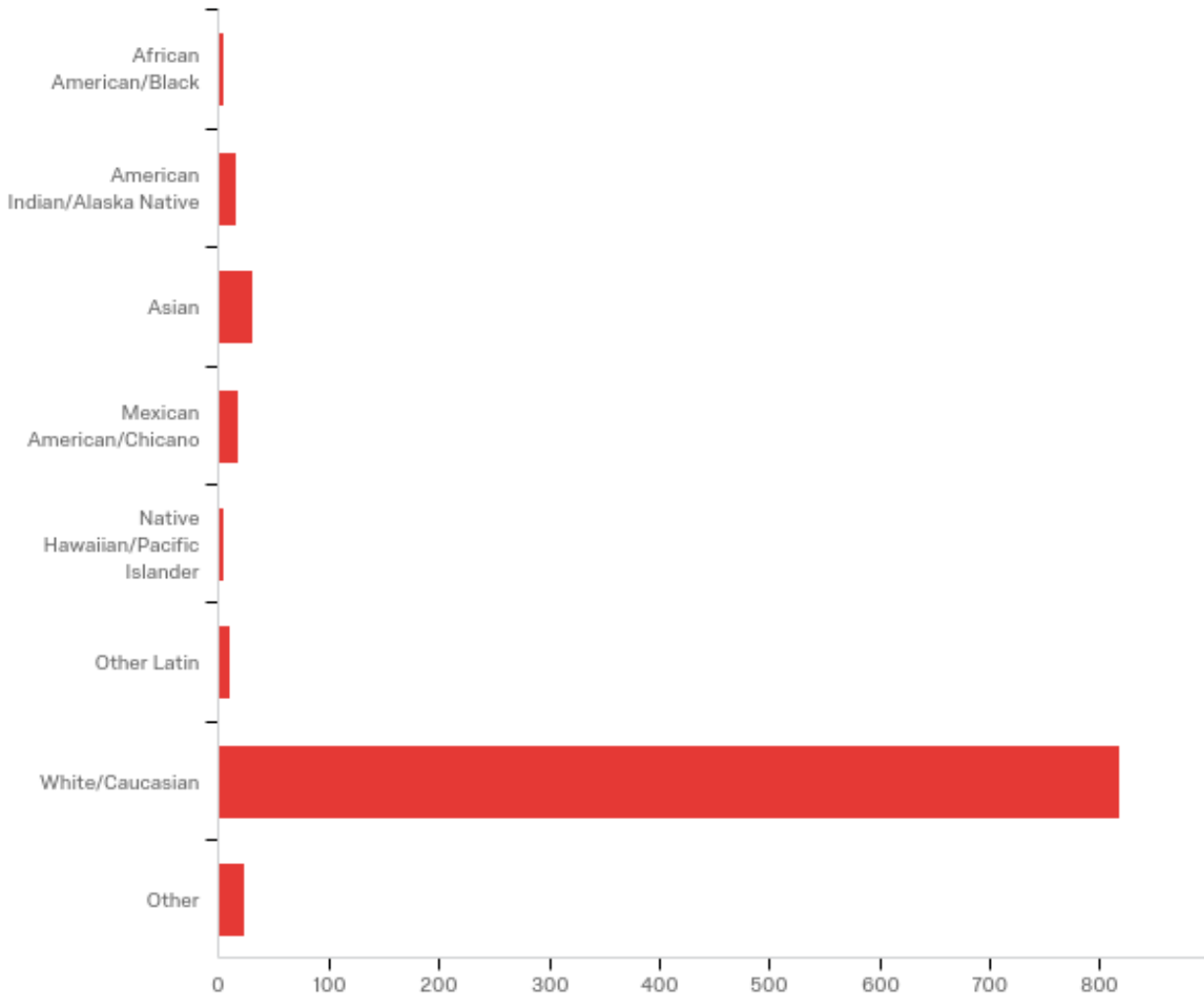
Ethnicity



Answer	%	Count
Hispanic or Latino	4%	37
Not Hispanic or Latino	96%	841
Total	100%	878

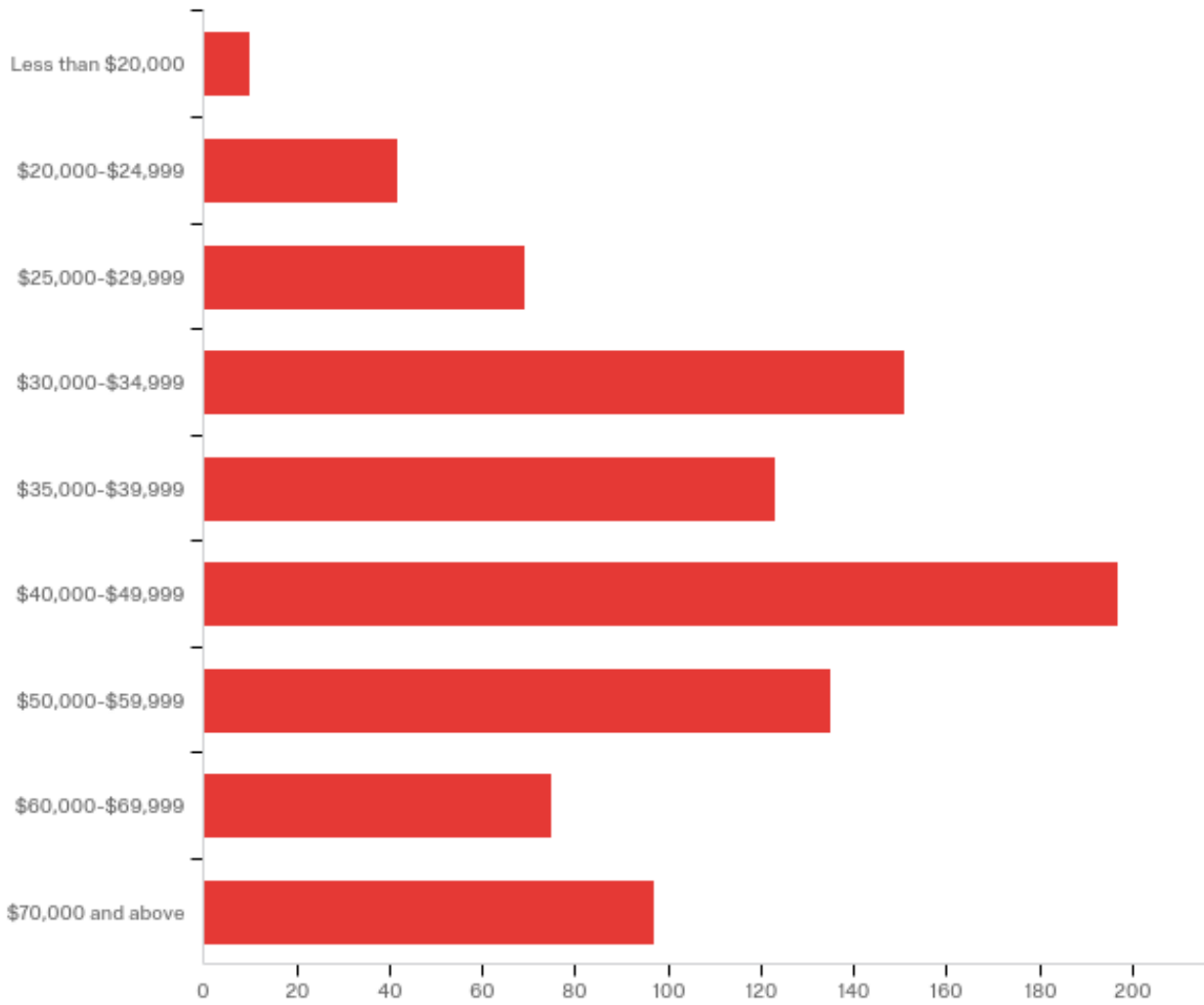
Race

Check all that applies:



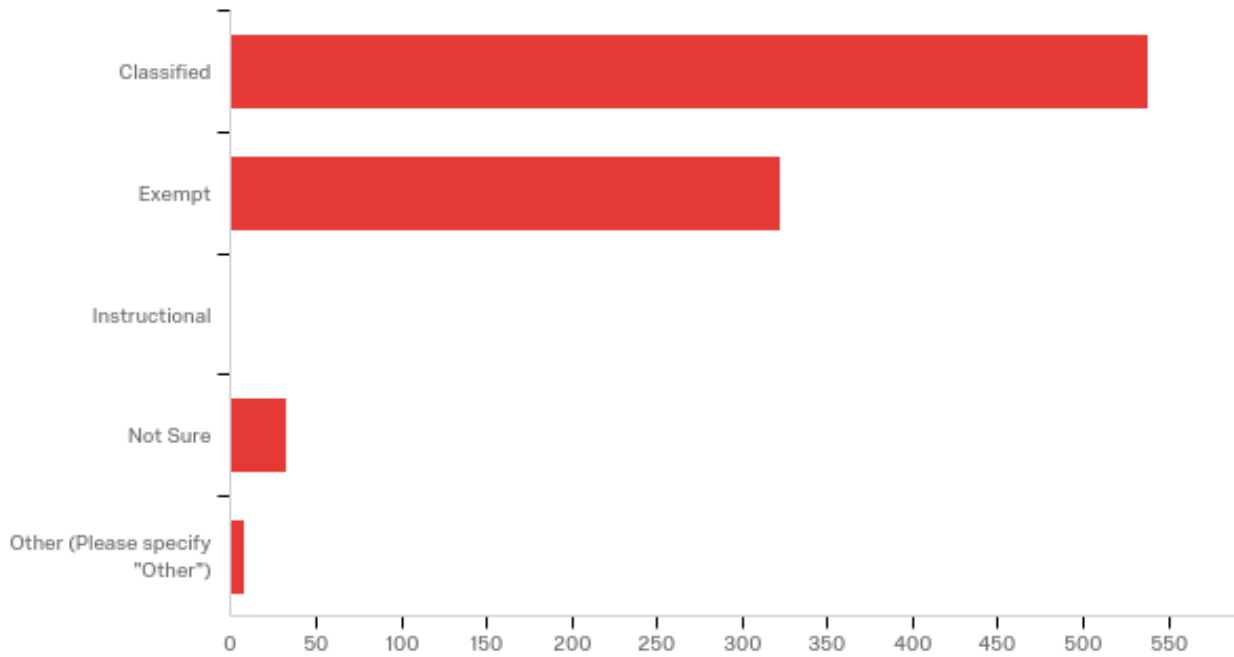
Answer	%	Count
African American/Black	0.6%	5
American Indian/Alaska Native	1.8%	16
Asian	3.5%	31
Mexican American/Chicano	2.0%	18
Native Hawaiian/Pacific Islander	0.6%	5
Other Latin	1.1%	10
White/Caucasian	92.4%	818
Other	2.6%	23
Total	100%	885

Salary



Answer	%	Count
Less than \$20,000	1.1%	10
\$20,000-\$24,999	4.7%	42
\$25,000-\$29,999	7.7%	69
\$30,000-\$34,999	16.8%	151
\$35,000-\$39,999	13.7%	123
\$40,000-\$49,999	21.9%	197
\$50,000-\$59,999	15.0%	135
\$60,000-\$69,999	8.3%	75
\$70,000 and above	10.8%	97
Total	100%	899

Classification



Answer	%	Count
Classified	59.6%	538
Exempt	35.7%	322
Instructional	0.1%	1
Not Sure	3.7%	33
Other	0.9%	8
Total	100%	902