

# Staff Attitudes Survey 2020

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Approach
<u>Executive Summary</u>
<u>Respondent Profile</u>
Survey Results









- insurance offerings (4.0+ / 5.0)
  - 89% are aware of the Healthy JINA worksite wellness program offered to employees.
  - 63% of respondents review the Staff Digest every time it is published
    - 44% are aware of the Staff Digest
    - Only 4% are unaware of the Staff Digest
  - 75% of respondents feel their job offers them opportunities to work with others
  - 66% of respondents feel their job offers them opportunities to learn new skills
  - Of the 21 respondents who commented on campus conditions, 10 indicated that buildings/facilities of the campus are outdated (38%)
  - Of the 18 respondents who commented concerning topics for next year's survey, the top two desires are addressing better

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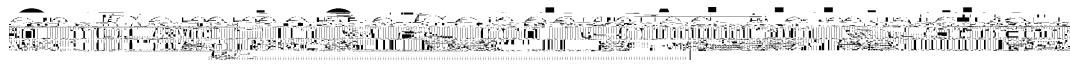
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Approach  
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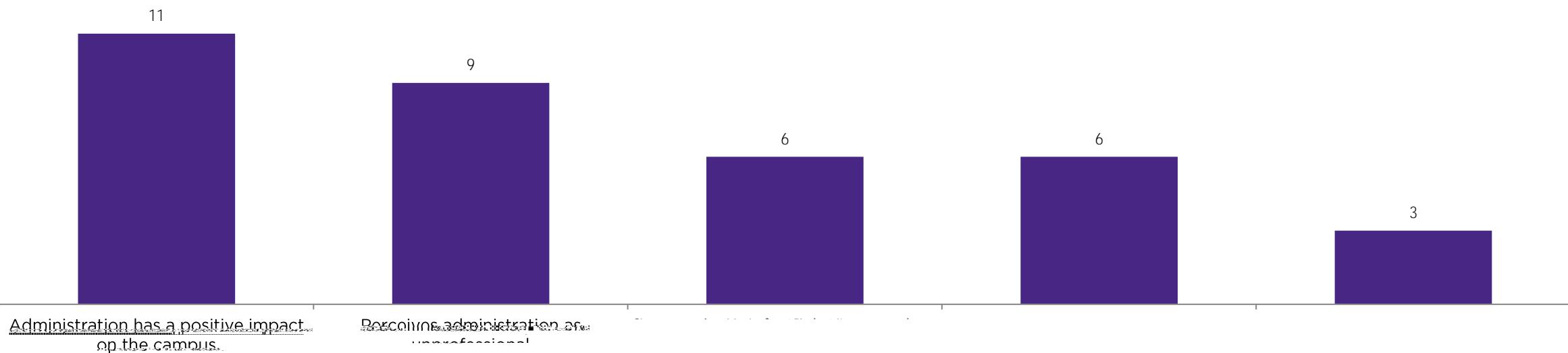




## Administration Comments N=12.9%

These comments were coded under the category of Administration.

Top 5 Coded Responses

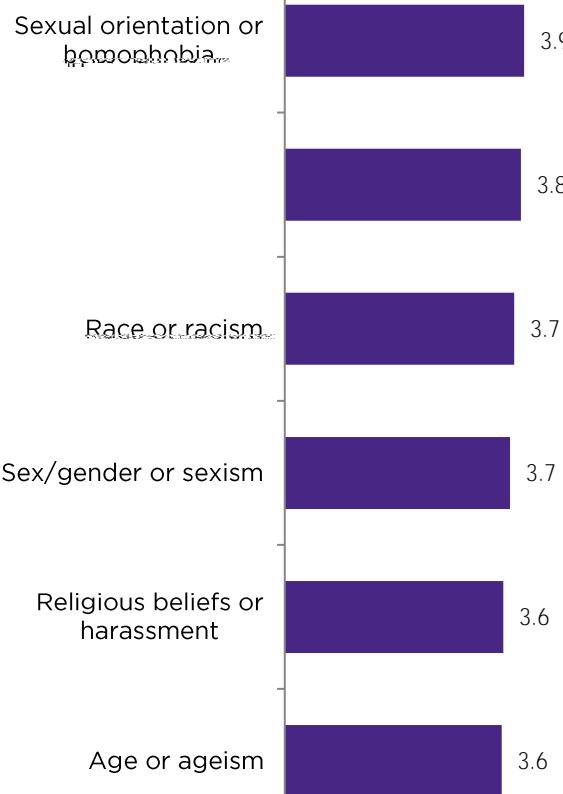


## Diversity Evaluation & Harassment Experience

### Diversity Issues Addressed

Concerning diversity: UNA thoroughly addresses campus issues related to:

N =



### Harassment Experienced N=99.5%

Concerning diversity: UNA thoroughly addresses campus issues related to:

Choice Count

Yes

59

No

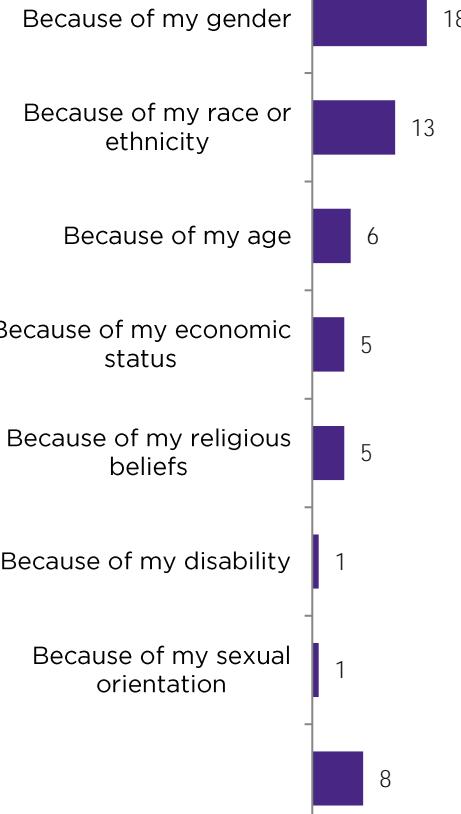
149



### Primary Reason - Discrimination N=27.3%

What do you believe is the primary reason that you have been discriminated against in the last 12 months?

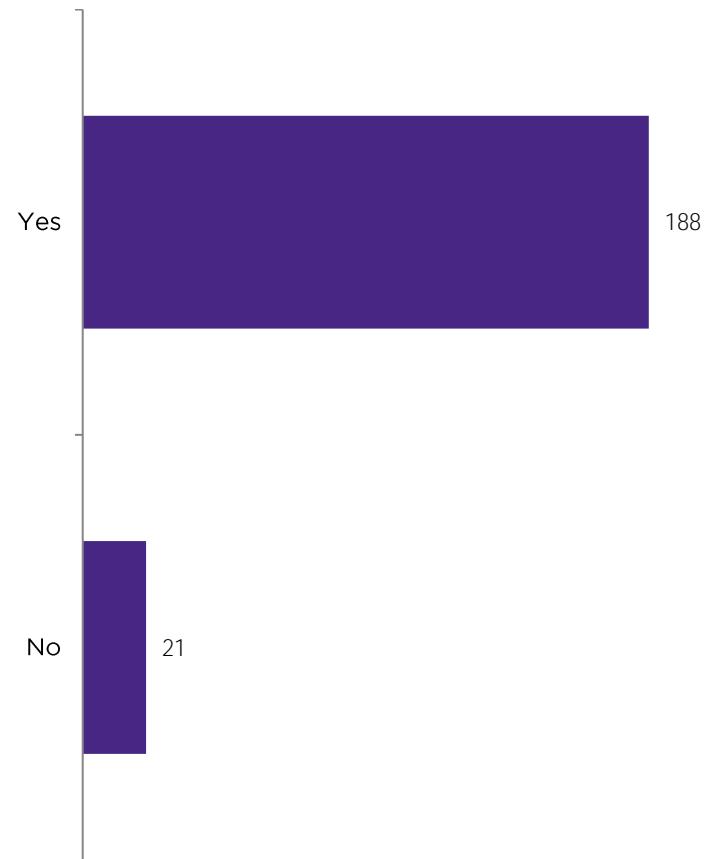
Choice Count





## Sufficient Technology Support N=100.0%

Choice Count



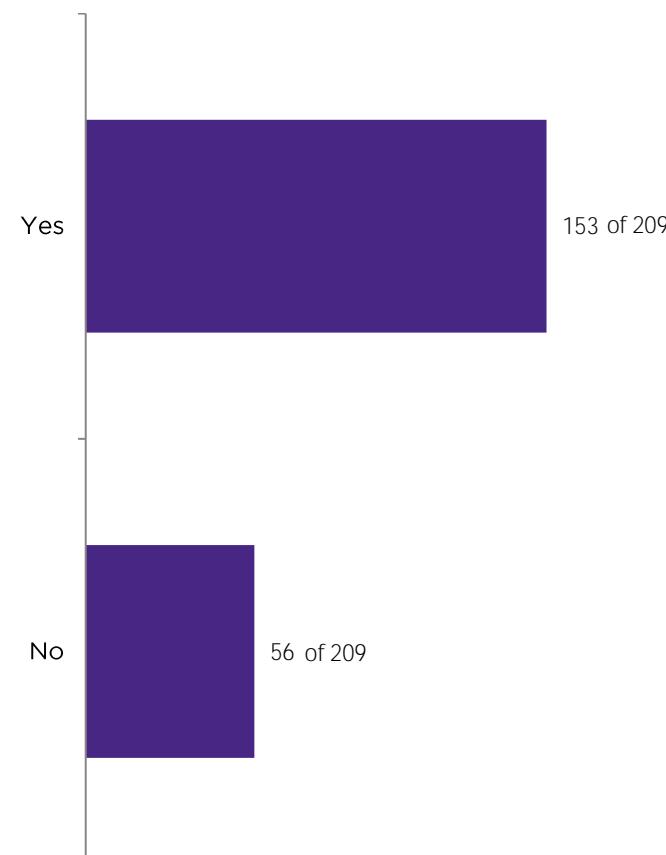
Please share any additional comments concerning technology on campus.

Top 5 Coded Responses

# Satisfaction With Physical Work Environment & Work Environment Comments

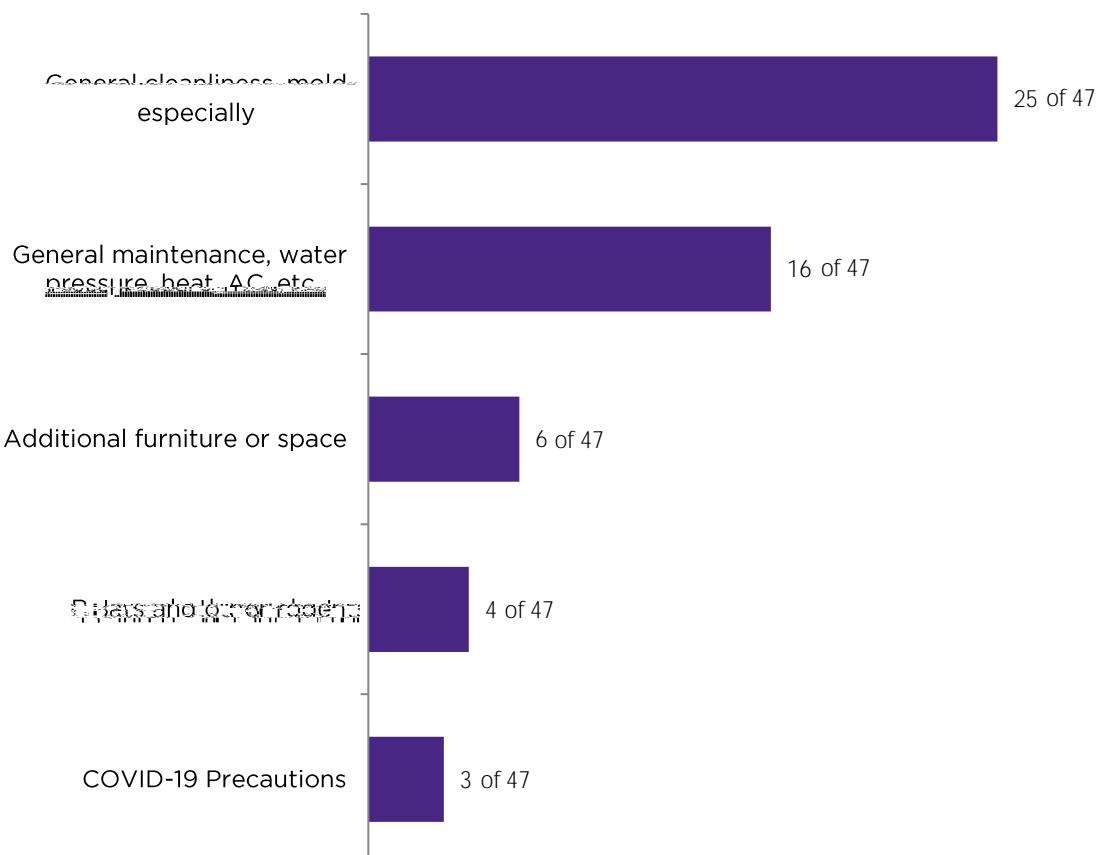
## Satisfaction With Physical Work Environment N=100.0%

I am satisfied with the conditions of my physical work environment.  
Choice Count



## Work Environment Comments N=47

Please share any additional comments concerning your work environment.  
Top 5 Coded Responses





## Salary, Support, and Benefit Attitudes

Concerning salaries:

More than fair, Fair, Slightly fair, Slightly unfair, Unfair, Very unfair

N =

96.2%

I believe that the hiring process is clear.

3.1

96.7%

I believe that the hiring process is fair.

3.0

91.9%

I am satisfied with the internal promotion opportunities.

2.9

91.9%

I receive adequate cost of living raises (COL).

2.8

82.3%

I've sought employment outside the University in the past year for opportunities that were not available at the University.

2.6

93.8%

Comments on other activities I compensated.

2.6

## Salary and Benefits Comments N=153

Please share any additional comments concerning technology on salaries and benefits.  
Top 5 Coded Responses

Could have better benefits (prescription co-pay)

11 of 32

Poor communication and ~~expectations from supervisor~~ higher salary

9 of 32

Need more pay raises

7 of 32

Little opportunity for advancement

6 of 32

Could have better compensation elsewhere

6 of 32

The purpose of this section is to determine if the policies are clear to most employees.

Most General Employee Characteristics

N =

99.0% I have at least a basic understanding of how the

3.5

98.6% I understand the processes by which employees are moved toward midpoint

3.2

Concerning the University's current insurance providers I am

Most General Employee Characteristics

### Healthy UNA Awareness and Usage

I am aware of the Healthy UNA worksite wellness program

Most General Employee Characteristics

Percent Selected

Yes

89%

No

11%

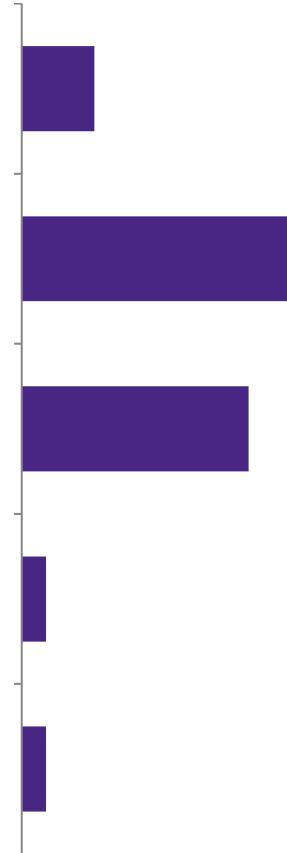


## Attitudes Towards Staff Senate / Shared Governance & Staff Senate Comments

### Attitudes Towards Staff Senate / Shared Governance N=22516

Effortless access to staff interests

Choice Count



### Staff Senate Comments N=26%

Top 5 Coded Responses

