

2009 IUPUI Staff Survey

Campus Summary

Office of Information Management and Institutional Research

May 2009

Sample Demographics

The results from the following Staff Survey Profile are tabulated using the responses from 2266 staff.

Gender

	N	%*	pop %
Female	1691	74.7%	72%
Male	572	25.3%	28%
TOTAL	2263	100.0%	non sig.
No Answer (Missing Values)	3	0.1%	

Age

	N	%*	pop %
Less than 23 years	17	0.8%	1.0%
23 to 30 years	341	15.0%	17.0%
31 to 40 years	523	23.1%	24.4%
41 to 50 years	627	27.7%	26.6%
51 to 60 years	602	26.6%	24.5%
Over 60 years	156	6.9%	6.4%
TOTAL	2266	100.0%	chi sq <.01
No Answer (Missing Values)	0	0.0%	

Racial/Ethnic Group

	N	%*	pop %
Asian/Asian Amer./Pacific Islander	92	4.1%	4.7%
Black/African American	281	12.4%	15.9%
Caucasian/White (non-Hispanic)	1848	81.7%	77.0%
Hispanic/Latino	33	1.5%	1.7%
Native American/American Indian/Aleutian	5	0.2%	0.3%
Other	2	0.1%	0.5%
TOTAL	2261	100.0%	chi sq <.01
No Answer (Missing Values)	5	0.2%	

*Percentages based on valid responses only (i.e., excludes missing values)

Length of Service at IUPUI

	N	%*
Less than 1 year	207	9.4%
1 to 4 years	641	29.2%
5 to 10 years	633	28.8%
11 to 15 years	250	11.4%
More than 15 years	467	21.2%
TOTAL	2198	100.0%
No Answer (Missing Values)	68	3.0%

Length of Service in Current Unit

	N	%*
Less than 1 year	251	13.5%
1 to 4 years	698	37.6%
5 to 10 years	512	27.6%
11 to 15 years	198	10.7%
More than 15 years	198	10.7%
TOTAL	1857	100.0%
No Answer (Missing Values)	409	18.0%

Occupational Types

	N	%*
Clerical support	735	32.6%
Nurse	23	1.0%
Other	5	0.2%
Practical Nurse	7	0.3%
Professional staff	1090	48.3%
Research Technician	69	3.1%
Service Maintenance	151	6.7%
Technical Support	177	7.8%
TOTAL	2257	100.0%
No Answer (Missing Values)	9	0.4%

*Percentages based on valid responses only (i.e. excludes missing values)

Organizational Area of Current Position

	N	%*
Academic Support	119	5.5%
Administration and Finance	138	6.4%
Other Central Administration	224	10.3%
Business	38	1.8%
Dentistry	130	6.0%
Liberal Arts	28	1.3%
Library	28	1.3%
Med School	1016	46.9%
Nursing	37	1.7%
Science	13	0.6%
University College	51	2.4%
UITS	78	3.6%
Other Academic Departments	158	7.3%
Other miscellaneous	108	5.0%
Total Appointed Staff	2166	95.6%
Total Hourly Staff	100	4.4%
TOTAL	2266	100.0%

*Percentages based on valid responses only (i.e. excludes missing values)

Highest Education Level Completed

	N	%*
Less than high school diploma or GED	11	0.5%
High school diploma or GED	187	8.3%
Some college courses	392	17.4%
Certificate, license, tech/trade school diploma	179	8.0%
Associate's degree	188	8.4%
Bachelor's degree	537	23.9%
Some graduate courses	195	8.7%
Post-baccalaureate certificate	15	0.7%
Master's degree	449	20.0%
Professional degree (e.g., J.D., M.D., D.D.S., etc.)	37	1.6%
Doctoral degree (Ph.D., Ed.D., DNS, etc.)	29	1.3%
Other	29	1.3%
TOTAL	2248	100.0%
No Answer (Missing Values)	18	0.8%

Do you have children at home?

	N	%*
Yes	1054	47%
No	1185	53%
<i>If yes, note the number in each category:</i>		
<i>Infant to 5</i>	345	25%
<i>6-11</i>	329	24%
<i>12-18</i>	424	30%
<i>Over 18</i>	301	22%

How do you get to work most of the time?

	N	%*
Alone in my car	1953	87.0%
Bus	3	0.1%
Car pool	27	1.2%
Van pool	219	9.8%
Other	44	2.0%
TOTAL	2246	100.0%
No Answer (Missing Values)	20	0.9%

*Percentages based on valid responses only (i.e., excludes missing values)

Section 1. Communication and Morale^{ab}

<i>Rating of IUPUI in the areas of...</i>	Valid N ^c	Mean ^d	STDV	Percentage				
				SD	D	N	A	SA
I have a good understanding of my unit's mission	2263	1.13	0.90	2%	5%	8%	49%	37%
I understand the connection between my work and the goals of my unit	2264	1.11	0.89	2%	5%	8%	50%	35%
My unit has good working relationships with organizations external to the university	2185	0.98	0.88	2%	3%	18%	49%	28%
Staff members in my unit are honest and ethical	2256	0.82	1.08	5%	8%	18%	41%	30%
I am satisfied with the amount of information I receive about what is going on in my unit	2254	0.49	1.18	8%	16%	13%	44%	18%
There is a climate of trust in my unit	2260	0.43	1.24	10%	14%	19%	37%	20%
I have a good understanding of objectives and plans for the next few years at IUPUI	2244	0.35	1.08	7%	15%	26%	41%	11%
When disagreements occur in my unit, ideas are criticized, not people	2225	0.35	1.15	8%	16%	23%	39%	14%

^a Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

^b Results sorted by mean from highest to lowest

^c Valid N excludes missing data

^d Mean includes neutral responses but excludes "not applicable" responses

Section 2. Recognition and Rewards^{ab}

Rating of IUPUI in the areas of...	Valid N ^c	Mean ^d	STDV	Percentage				
				SD	D	N	A	SA
I have a good understanding of what benefits I receive	2255	1.08	0.76	1%	3%	9%	60%	27%
I am satisfied with the recognition I receive for doing a good job	2254	0.30	1.22	11%	16%	18%	39%	15%
Success stories that occur in my unit are regularly shared among staff members	2230	0.30	1.17	9%	18%	23%	36%	14%
Staff members in my unit who generate new ideas or who create innovations that lead to improvements are recognized or rewarded	2194	-0.11	1.14	14%	23%	30%	27%	7%
Outstanding service to customers is recognized or rewarded	2116	-0.17	1.17	15%	25%	29%	24%	7%
High-performing staff receive non-monetary rewards (e.g., plaques, letter of appreciation, public recognition)	2164	-0.32	1.21	20%	27%	24%	22%	6%
Staff are asked about their preferences for different types of recognition and rewards	2136	-0.52	1.10	21%	32%	28%	14%	4%

^a Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

^b Results sorted by mean from highest to lowest

^c Valid N excludes missing data

^d Mean includes neutral responses but excludes "not applicable" responses

Section 3. Training and Development^{ab}

Rating of IUPUI in the areas of...	Valid N ^c	Mean ^d	STDV	Percentage				
				SD	D	N	A	SA
My supervisor lets me adjust my schedule so that I can participate in training opportunities	2179	1.09	0.97	3%	3%	13%	42%	38%
I am familiar with my rights and responsibilities related to the Family and Medical Leave Act (FMLA)	2228	0.90	0.92	2%	8%	13%	53%	24%
Overall, the training I have attended for my present job has helped me perform my job better	2134	0.89	0.92	3%	5%	16%	52%	24%
Overall, the training I have attended for my present job has contributed to my personal development	2116	0.82	0.96	3%	6%	19%	48%	23%
My unit provides leave time or other flexible scheduling so that I can take university courses (for credit or audit)	2013	0.70	1.04	5%	6%	25%	42%	22%
I am familiar with my rights and responsibilities related to the Americans with Disabilities Act	2161	0.69	1.00	2%	12%	19%	47%	20%
I have training opportunities available to me that are useful for my future career	2174	0.60	1.06	5%	10%	23%	44%	18%
I am satisfied with the kinds of training currently available to me	2216	0.56	1.05	6%	11%	20%	48%	15%
Training and career development opportunities are allocated fairly	2199	0.44	1.09	8%	11%	24%	45%	13%
My unit evaluates the success of the training and development opportunities being provided to our staff members	2141	0.04	1.07	9%	21%	36%	27%	8%

^a Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

^b Results sorted by mean from highest to lowest

^c Valid N excludes missing data

^d Mean includes neutral responses but excludes "not applicable" responses

Section 4. Performance Evaluations^{ab}

Rating of IUPUI in the areas of...	Valid N ^c	Mean ^d	STDV	Percentage				
				SD	D	N	A	SA
Written performance evaluations are conducted in my unit	2149	0.46	1.28	12%	13%	13%	41%	21%
Individual goals/objectives for improving work are included in staff performance evaluations	1996	0.44	1.19	11%	10%	21%	42%	16%
My last performance evaluation provided me with information I could use to improve my performance	1900	0.38	1.20	11%	11%	23%	39%	16%
My supervisor provides feedback and coaching to me on a consistent basis	2179	0.36	1.29	13%	13%	18%	35%	20%
Oral performance evaluations are conducted in my unit	2131	0.36	1.26	12%	15%	17%	39%	17%
I am satisfied with how performance evaluations are conducted in my unit	2099	0.20	1.28	15%	14%	22%	33%	16%

^a Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

^b Results sorted by mean from highest to lowest

^c Valid N excludes missing data

^d Mean includes neutral responses but excludes "not applicable" responses

Section 5. Work Environment^{ab}

Rating of IUPUI in the areas of...	Valid N ^c	Mean ^d	STDV	Percentage				
				SD	D	N	A	SA
My working conditions are safe	2251	1.07	0.82	2%	4%	10%	56%	29%
The campus grounds are attractive	2222	1.05	0.76	1%	3%	12%	59%	25%
IUPUI treats employee safety as a high priority	2242	0.92	0.88	2%	4%	18%	51%	25%
For the work I do, my physical working conditions are good	2250	0.88	0.97	4%	7%	11%	55%	24%
I am satisfied with my physical work environment at IUPUI	2244	0.74	1.08	5%	11%	12%	50%	22%
The custodial staff do a good job cleaning the public areas of my building (bathrooms, lobbies, hallways, classrooms)	2222	0.56	1.18	8%	12%	15%	44%	20%
My building is well maintained (heating, cooling, plumbing are kept in good order)	2230	0.50	1.15	8%	13%	17%	45%	17%

^a Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

^b Results sorted by mean from highest to lowest

^c Valid N excludes missing data

^d Mean includes neutral responses but excludes "not applicable" responses

Section 6. Supervision/Management^{ab}

Rating of IUPUI in the areas of...	Valid N ^c	Mean ^d	STDV	Percentage				
				SD	D	N	A	SA
My supervisor is generally available to discuss issues related to my work	2246	0.94	1.01	4%	5%	12%	48%	30%
Flexible work arrangements are fairly administered in my work unit	2213	0.92	1.08	6%	6%	11%	45%	32%
My supervisor supports free exchanges of opinions and ideas related to work	2244	0.91	1.08	5%	6%	12%	44%	32%
My supervisor supports initiatives to continually improve processes in our unit	2236	0.85	1.04	4%	7%	16%	45%	28%
My supervisor is open to new ways of doing things	2242	0.84	1.11	6%	8%	14%	42%	31%
My supervisor demonstrates that quality is important in his/her day-to-day activities (e.g., holding meetings to discuss quality issues, interacting with others)	2228	0.77	1.13	6%	8%	17%	40%	29%
My supervisor has the supervisory skills needed in his/her position as a supervisor	2244	0.74	1.19	7%	9%	15%	39%	30%
I receive adequate guidance from my supervisor to succeed in my job	2232	0.65	1.12	6%	10%	19%	42%	23%
My supervisor fairly distributes the workload among staff in my unit	2181	0.63	1.16	7%	10%	17%	42%	23%
My supervisor bases decisions primarily on facts and data rather than on opinions and feelings	2237	0.58	1.17	8%	11%	18%	40%	22%
My supervisor personally recognizes the contributions of individuals on a regular basis	2235	0.49	1.18	8%	14%	20%	37%	20%

^a Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

^b Results sorted by mean from highest to lowest

^c Valid N excludes missing data

^d Mean includes neutral responses but excludes "not applicable" responses

Section 7. Job Satisfaction^{ab}

Rating of IUPUI in the areas of...	Valid N ^c	Mean ^d	STDV	Percentage				
				SD	D	N	A	SA
I feel a sense of personal satisfaction when I do my job well	2257	1.43	0.73	1%	1%	4%	41%	53%
I like the work I do in my current position	2257	1.25	0.84	2%	3%	7%	45%	43%
I have the appropriate supplies, materials, and equipment to perform my job well	2250	1.10	0.85	2%	4%	9%	53%	32%
I am satisfied with the way work schedules are determined	2218	0.97	0.97	3%	6%	12%	48%	31%
My job is challenging enough for me	2254	0.94	1.04	3%	8%	14%	42%	33%
I know what is expected of me because my job responsibilities are clear	2254	0.86	1.00	4%	8%	13%	50%	26%
My job makes good use of my skills and abilities	2253	0.85	1.09	5%	9%	12%	45%	29%
I am satisfied with my involvement in decisions that affect my work	2252	0.67	1.14	6%	12%	15%	42%	25%
The stress experienced by staff members in my unit is at reasonable levels	2239	0.42	1.16	8%	15%	17%	45%	14%

^a Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

^b Results sorted by mean from highest to lowest

^c Valid N excludes missing data

^d Mean includes neutral responses but excludes "not applicable" responses

Section 8. Overall Satisfaction^{ab}

<i>Rating of IUPUI in the areas of...</i>	Valid N ^c	Mean ^d	STDV	Percentage				
				VD	D	N	S	VS
Paid time off benefits	2204	1.29	0.77	1%	2%	7%	46%	44%
Medical insurance benefits	2159	1.29	0.80	1%	2%	8%	43%	45%
Retirement benefits	2200	1.01	0.88	2%	5%	15%	49%	30%
My overall job satisfaction	2249	0.96	0.90	2%	6%	12%	54%	26%
Fee courtesy benefits	2105	0.93	0.99	3%	6%	16%	44%	31%
Dental insurance benefits	2130	0.77	1.07	4%	10%	13%	48%	24%
Staff development opportunities at IUPUI	2184	0.75	0.88	2%	5%	27%	49%	18%
The level of cooperation and teamwork in my unit	2238	0.62	1.14	6%	12%	17%	42%	22%
The identity and sense of community at IUPUI	2221	0.57	0.91	3%	8%	30%	47%	12%
The level of cooperation and teamwork at IUPUI	2186	0.56	0.88	3%	7%	33%	46%	11%
Staff development opportunities in my unit	2201	0.53	1.05	5%	10%	26%	43%	16%
The clarity of objectives and plans for the next few years at IUPUI	2210	0.32	0.96	4%	13%	37%	37%	8%
Staff morale in my unit	2240	0.31	1.19	10%	16%	20%	40%	14%
The clarity of objectives and plans for the next few years in my unit	2224	0.30	1.07	7%	16%	29%	38%	11%
The availability of parking on campus	2147	-0.13	1.26	19%	21%	21%	31%	8%
Staff salary levels	2225	-0.14	1.15	15%	24%	26%	30%	5%
The cost of parking on campus	2130	-0.34	1.21	23%	23%	26%	24%	5%

^a Responses provided on a 5-point scale where -2=Very Dissatisfied (VD), -1=Dissatisfied (D), 0=Neutral (N), 1=Satisfied (S), and 2=Very Satisfied (VS)

^b Results sorted by mean from highest to lowest

^c Valid N excludes missing data

^d Mean includes neutral responses but excludes "not applicable" responses

Section 9. Quality of IUPUI^{ab}

<i>Rating of IUPUI in the areas of...</i>	Valid N ^c	Mean	STDV	Percentage			
				PR	FR	GD	EX
Reputation of IUPUI in Indianapolis	2214	3.26	0.64	1%	8%	55%	36%
Quality of technology available to staff to get their work done	2207	3.13	0.72	2%	12%	55%	31%
Reputation of IUPUI in Indiana	2183	3.06	0.69	2%	16%	57%	26%
Quality of staff service to the institution	2183	3.06	0.64	1%	14%	62%	22%
Level of civility at IUPUI	2199	3.02	0.69	3%	14%	61%	22%
Quality of campus administrative leadership	2159	2.86	0.76	6%	20%	57%	18%
Quality of work spaces at IUPUI (offices, classrooms, labs, training facilities)	2167	2.73	0.80	8%	26%	52%	15%

^a Responses provided on a 4-point scale where 4=Excellent (EX), 3=Good (GD), 2=Fair (FR), and 1=Poor (PR)

^b Results sorted by mean from highest to lowest

^c Valid N excludes missing data

Section 10-A. Campus Climate for Diversity^{ab}

<i>Based on your experiences at IUPUI, please indicate your level of agreement with the following:</i>	Valid N ^c	Mean ^d	STDV	Percentage				
				SD	D	N	A	SA
Co-workers in my unit treat all individuals with respect, regardless of their ethnicity, cultural background or sexual orientation	2241	1.05	0.99	3%	6%	10%	44%	36%
IUPUI management is committed to promoting an environment that respects and celebrates diversity	2241	0.88	0.83	2%	3%	21%	53%	21%
I feel a sense of belonging at IUPUI	2247	0.81	0.86	2%	5%	22%	51%	19%
My work experiences have contributed to my appreciation of multiculturalism and diversity	2239	0.69	0.95	3%	7%	27%	43%	19%
IUPUI management is committed to helping me achieve my career goals	2243	0.50	0.92	3%	9%	35%	41%	12%
The diversity of IUPUI was one of the reasons I chose to work here	2240	-0.01	1.11	10%	23%	36%	22%	10%

^a Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

^b Results sorted by mean from highest to lowest

^c Valid N excludes missing data

^d Mean includes neutral responses but excludes "not applicable" responses

Section 10-B. Campus Climate for Diversity^{ab}

<i>Please indicate how often you have experienced each of the following as an employee at IUPUI:</i>	Valid N ^c	Mean	STDV	Percentage				
				NV	RA	ST	OF	VO
Socialized with co-workers, faculty, or students from backgrounds different than your own	2242	2.86	1.20	2%	8%	24%	32%	33%
Noticed the influence of multicultural and diverse perspectives in campus artwork, sculpture, or décor	2240	2.32	1.08	6%	15%	32%	33%	13%
Attended workshops, events, or activities that increased your understanding of multiculturalism and diversity	2242	1.74	1.13	17%	23%	35%	18%	6%
Felt a sense of negative conflict between diverse groups on campus	2241	0.82	0.93	46%	33%	16%	3%	2%
Seen or read racist, antigay/lesbian, or sexist material (including graffiti) on campus	2242	0.61	0.87	59%	27%	10%	3%	1%

^a Responses provided on a 5-point scale where 0=Never (NV), 1=Rarely (RA), 2=Sometimes (ST), 3=Often (OF), and 4=Very Often (VO)

^b Results sorted by mean from highest to lowest

^c Valid N excludes missing data

10-C. Staff Perceptions of Social Inclusion

Based on my ..

I Have Experienced...	Gender		Race/ Ethnicity			Sexual Orientation	Age	Disabilities	Religious Beliefs	Socio-economic Class	
	Male	Female	Total	Minority	Non-Minority	Total					
Negative or insulting comments	3.5%	7.6%	6.6%	18.0%	2.4%	5.2%	1.9%	6.5%	1.4%	4.1%	4.0%
Not being taken seriously	1.7%	4.0%	3.4%	5.6%	0.8%	1.6%	0.4%	1.4%	0.8%	0.7%	1.0%
Feeling isolated or unwelcome	2.6%	5.7%	4.9%	17.3%	1.9%	4.7%	0.5%	4.6%	0.9%	1.2%	1.5%
Discrimination	3.5%	3.6%	3.6%	15.8%	2.4%	4.8%	1.0%	3.9%	0.8%	1.9%	2.6%
Feeling connected to others on campus	1.2%	5.9%	4.7%	13.1%	1.2%	3.4%	1.6%	1.8%	0.8%	2.5%	1.2%
Offensive language or humor	2.4%	10.3%	8.3%	14.8%	0.9%	3.4%	0.5%	9.9%	0.7%	0.9%	3.5%
Discouragement in pursuing my career goals	1.0%	2.8%	2.4%	6.1%	0.4%	1.4%	0.1%	3.5%	0.4%	0.1%	1.5%
Encouragement in pursuing my career goals	1.0%	4.0%	3.3%	5.1%	0.4%	1.2%	0.2%	4.0%	0.4%	0.3%	1.3%
Harassment	1.9%	5.8%	4.8%	11.9%	1.0%	3.0%	1.3%	4.9%	0.4%	1.9%	1.8%
Joining a group or organized activity that promotes my interests	0.3%	2.8%	2.2%	10.5%	0.2%	2.1%	0.8%	1.7%	0.1%	1.1%	0.8%
Negative or insulting comments	20	129	149	74	44	118	42	147	31	93	90
Not being taken seriously	10	67	77	23	14	37	10	31	18	16	22
Feeling isolated or unwelcome	15	96	111	71	35	106	11	105	20	28	33
Discrimination	20	61	81	65	44	109	23	89	19	42	60
Feeling connected to others on campus	7	100	107	54	22	76	36	40	17	57	27
Offensive language or humor	14	175	189	61	17	78	12	224	15	21	79
Discouragement in pursuing my career goals	6	48	54	25	7	32	3	80	8	3	34
Encouragement in pursuing my career goals	6	68	74	21	7	28	4	90	8	6	29
Harassment	11	98	109	49	19	68	29	110	8	43	41
Joining a group or organized activity that promotes my interests	2	48	50	43	4	47	17	39	3	24	18

N of responses = 5455

N of respondents = 2266