



2013 IUPUI

STAFF SURVEY

SUMMARY REPORT

**INDIANA UNIVERSITY
PURDUE UNIVERSITY
INDIANAPOLIS**

Steven Graunke

Office of Student Data, Analysis, and Evaluation

February 2014

EXECUTIVE SUMMARY

- The IUPUI Staff Survey was designed to collect representative data about staff satisfaction with supervision, training, communication, IUPUI's climate for diversity, and IUPUI overall. The survey was administered by the Office of Information Management and Institutional Research (IMIR) in collaboration with Human Resources Administration, IUPUI Staff Council, and other leaders across campus.
- In fall 2013, a sample of 4,882 full- and part-time staff employed at the Indianapolis campus received an e-mail invitation to participate in the survey. Employees in Campus Facilities Services also received a postcard encouraging participation. A total of 2,284 staff responded to the survey for an adjusted response rate of 47.5%.
- Seventy-three percent of respondents were female compared to 69% of the entire sample (Table 1).
- Six percent of respondents were hourly employees compared to 14% of the entire sample (Table 1).
- employees and 35% of biweekly employees (Table 3).
- Approximately 71% of hourly employees and 71% of monthly employees strongly agreed or agreed that they were satisfied with their involvement in decisions that affect their work, compared to 61% of biweekly employees (Table 3).

Supervision, Evaluation, and Rewards

- Eighty-nine percent of hourly staff, 78% of monthly staff and 76% of biweekly staff strongly agreed or agreed that flexible work arrangements were fairly administered in their work unit (Table 5).
 - About 59% of monthly staff, 57% of biweekly staff, and 36% of hourly staff strongly agreed or agreed that they had received an annual written performance evaluation (Table 6).
 - Six out of ten monthly staff, 49% of biweekly staff, and 51% of hourly staff strongly agreed or agreed that oral performance evaluations were conducted in their unit (Table 6).
 - Approximately 63% of hourly staff, 47% of biweekly staff, and 50% of monthly staff strongly agreed or agree that they were satisfied with recognition received for doing a good job (Table 7).
- Overall Satisfaction**
- At least 44% of hourly, biweekly, and monthly employees were very satisfied or satisfied with the clarity of objectives and plans for the next few years at IUPUI (Table 2).
 - About 45% of monthly employees strongly agreed that they like the work in their current position, compared to 37% of hourly

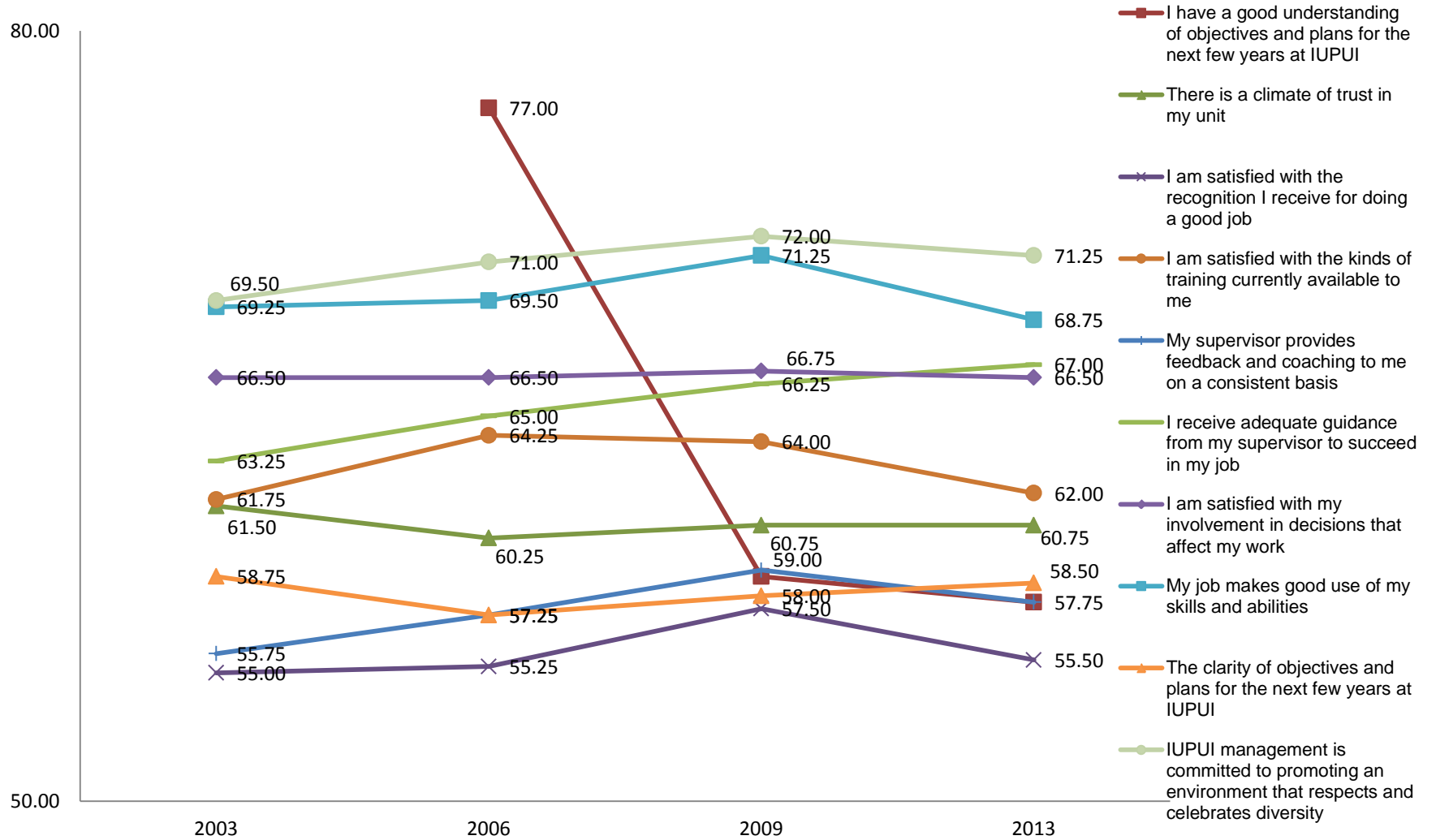
Climate for Diversity

- Seventy-eight percent of monthly, 69% of biweekly, and 68% of hourly employees strongly agreed or agreed that IUPUI management is committed to promoting an environment that respects and celebrates diversity (Table 8).
- One fourth of monthly employees reported that they attended workshops, events, or activities that increased their understanding of diversity very often or often, compared to 19% of biweekly and 15% of hourly employees (Table 9).
- Approximately 84% of monthly, 78% of biweekly, and 82% of hourly staff strongly agreed or agreed that administrators regularly speak about the value of diversity at IUPUI (Table 10).

Overall Job Environment

- About 67% of monthly employees, 59% of biweekly employees, and 71% of hourly employees strongly agreed or agreed that they were satisfied with the amount of information they receive about what is going on in their unit (Table 11).
- At least 41% of monthly, biweekly, and hourly employees strongly agreed or agreed that they have a good understanding of objectives and plans for the next few years at IUPUI (Table 11).
- Eight out of ten monthly employees, 73% of biweekly employees, and 77% of hourly employees strongly agreed or agreed that the training they have attended for their present job has helped them perform their job better (Table 13).

Overall Satisfaction by Year



^aItems scaled from 0–100 to account for differences in scales between years.

TABLE OF CONTENTS

	<u>Page</u>
INTRODUCTION	1
SECTION 1: OVERALL SATISFACTION	5
Overall Satisfaction	5
Job Satisfaction.....	8
Quality of IUPUI	10
SECTION 2: SUPERVISION, EVALUATION, AND REWARDS	11
Supervision and Management	11
Performance Evaluations.....	13
Recognition and Rewards.....	14
SECTION 3: CAMPUS CLIMATE FOR DIVERSITY	16
Diversity Attitudes	16
Diversity Activities	18
Campus Climate	19
SECTION 4: OVERALL JOB ENVIRONMENT	21
Communication and Morale	21
Work Environment	23
Training and Development.....	24
APPENDIX A: 2013 IUPUI STAFF SURVEY	26

LIST OF TABLES

	<u>Page</u>
TABLE 1—Demographic and Employment Characteristics of Respondents	2
TABLE 2—Overall Satisfaction	5
TABLE 3—Job Satisfaction	8
TABLE 4—Quality of IUPUI.....	10
TABLE 5—Supervision and Management.....	11
TABLE 6—Performance Evaluations	13
TABLE 7—Recognition and Rewards	14
TABLE 8—Diversity Attitudes.....	16
TABLE 9—Diversity Activities	18
TABLE 10—Campus Climate.....	19
TABLE 11—Communication and Morale.....	21
TABLE 12—Work Environment.....	23
TABLE 13—Training and Development	24

LIST OF FIGURES

	<u>Page</u>
Figure 1—Number of children.....	4
Figure 2—How do you get to work most of the time?	4

INTRODUCTION

The IUPUI Staff Survey was originally commissioned in 1997 by the vice chancellor for administration and finance for the purposes of collecting representative information on staff attitudes and opinions to inform planning decisions. The original survey was based on an instrument administered at the University of Michigan and has since been modified to better match IUPUI priorities and objectives. The survey was generated and administered by the Office of Information Management and Institutional Research (IMIR) in collaboration with Human Resources Administration and the IUPUI Staff Council.

In fall 2013, all staff at the Indianapolis campus of IUPUI who were not student workers ($n = 4,882$) were selected to participate. Of those, 74 had bad e-mail addresses or declined to participate, bringing the adjusted sample size to 4,808. Those who received an e-mail were provided both an invitation to participate in the IUPUI Staff Survey as well as an individual link to the survey itself. Staff in Campus Facilities Services were also sent reminder postcards in order to encourage participation. Reminder e-mails were sent to nonrespondents two, four, six, and eight weeks following the initial e-mail. A total of 2,284 staff responded to the survey for an adjusted response rate of 47.5%.

The following is a report of responses to the 2013 IUPUI Staff Survey. Demographic and academic characteristics of respondents and the entire sample are listed in Table 1. The report is divided by responses for staff coded as Hourly, Salaried Biweekly, and Salaried Monthly in order to highlight the differences in responses between those staff levels. For further information, including other reports and research briefs derived from the 2013 IUPUI Staff Survey data, please consult the Surveys section of the IMIR website, located at <http://imir.iupui.edu>.

Table 1
Demographic and Employment Characteristics of Respondents

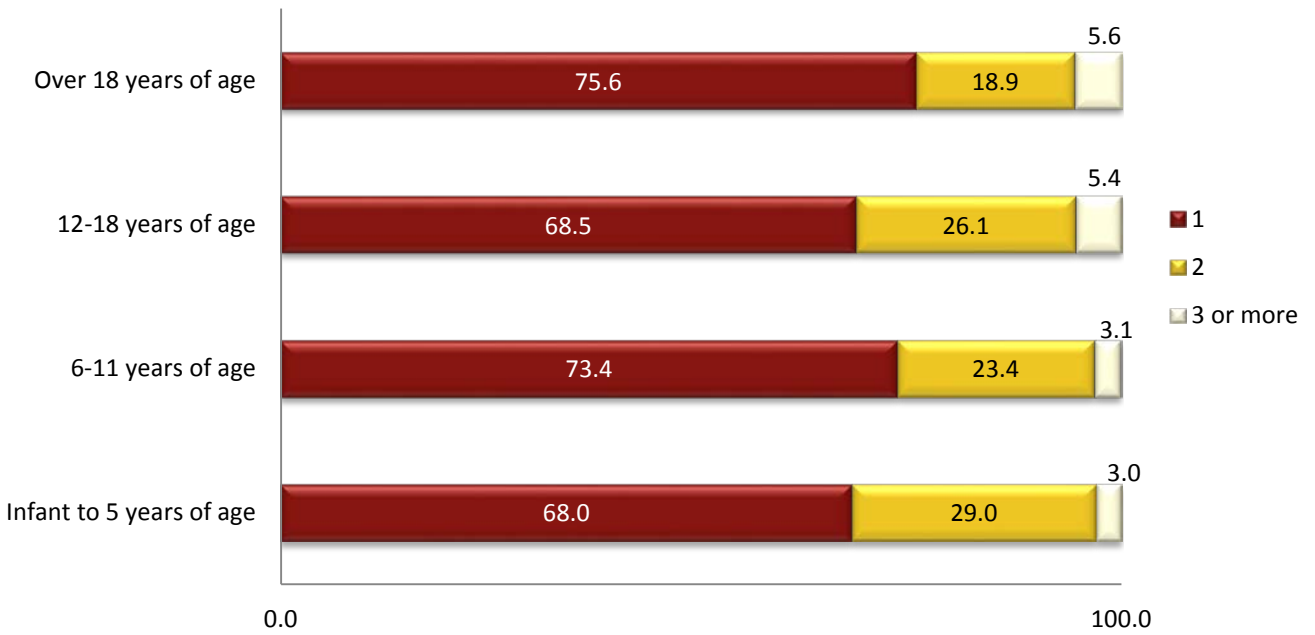
	Entire Sample	Respondents
	<i>Percentages</i>	
Gender*		
Female	68.9	72.9
Male	31.0	27.1
Unknown	0.1	0.0
Ethnicity*		
African American	15.2	13.0
Asian	4.9	4.1
Caucasian	76.6	80.3
Hispanic	1.4	1.3
Native American/Alaska Native	0.2	0.2
Pacific Islander/Native Hawaiian	0.0 [^]	0.0 [^]
Identifies as two or more races	1.5	1.1
Unknown	0.2	0.1
Age^{*a}		
Less than 30 years of age	15.1	12.0
30–44	37.3	35.3
45–59	35.9	39.5
60 years of age or more	11.7	13.3
Position Type*		
Hourly	13.9	5.8
Salaried Biweekly	52.9	56.6
Salaried Monthly	33.3	37.6

^aAs of September 2013

*Significant difference between percentage of respondents and full sample

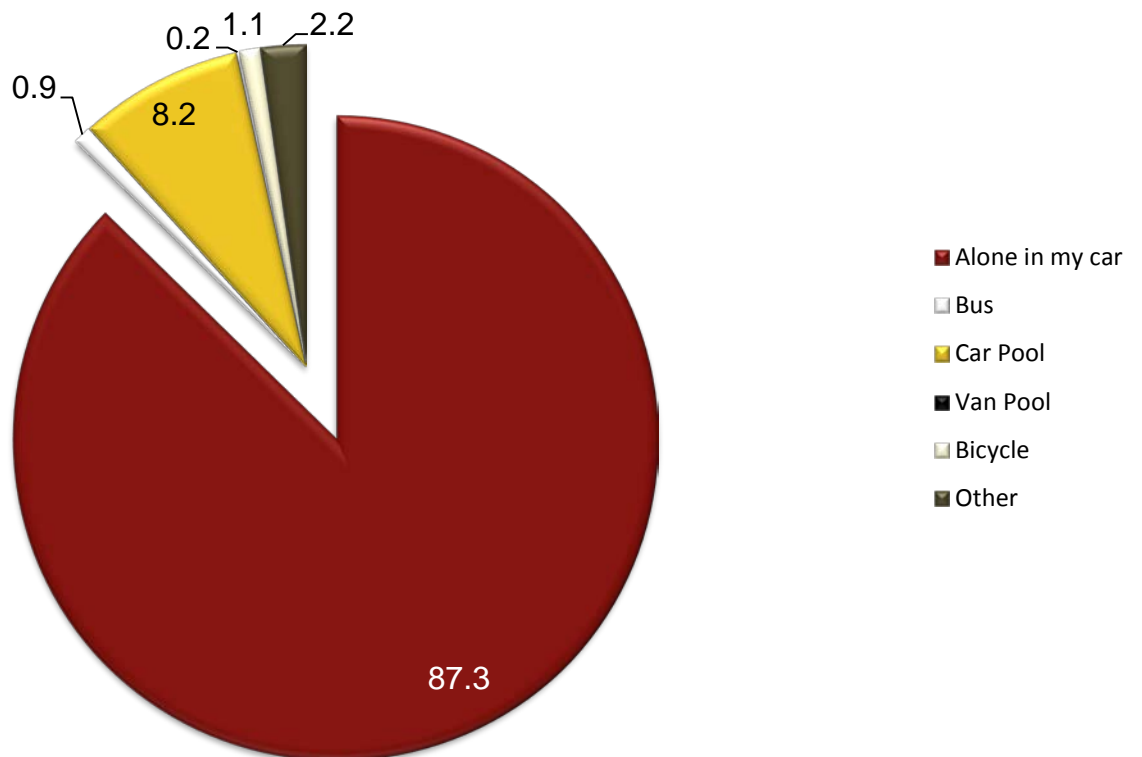
[^]Less than 0.01% identified as Native Hawaiian/Pacific Islander

Figure 1
Number of children*



*Of respondents who had at least one child in this category

Figure 2
How do you get to work most of the time?



SECTION 1: OVERALL SATISFACTION

Employees were asked to rate their satisfaction with their job, benefits, and the quality of IUPUI. Salaried monthly employees and hourly employees rated their overall job satisfaction and the clarity of objectives and plans for the next few years in their unit higher than salaried biweekly employees. Hourly employees rated their level of satisfaction with staff salary levels significantly higher than salaried monthly and salaried biweekly employees. Salaried monthly employees were more satisfied with the availability of parking than hourly or biweekly employees.

Monthly employees had a higher mean level of agreement than biweekly or

hourly employees when asked if they like the work they do in their current position or if they feel a sense of personal satisfaction when they do a job well. Both hourly and monthly employees had a higher mean level of agreement than biweekly employees when asked if they were satisfied with their involvement in decisions that affect their work.

Employees rated IUPUI's reputation in Indianapolis slightly higher than IUPUI's reputation in Indiana. Monthly employees and hourly employees rated the quality of technology available to staff to get their work done higher than biweekly employees.

Satisfaction

**Table 2
Overall Satisfaction**

	N	Mean	STD	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied
<i>Percentages</i>								
My overall job satisfaction	2155	3.86	0.98	2.5	9.3	12.9	50.6	24.7
Hourly	119	3.88	1.03	3.4	6.7	18.5	41.2	30.3
Salaried biweekly	1226	3.79	1.00	2.9	10.6	13.3	51.1	22.1
Salaried monthly	810	3.96	0.93	1.7	7.8	11.4	51.2	27.9
The clarity of objectives and plans for the next few years in my unit^a	2130	3.32	1.08	6.0	16.8	28.2	36.8	12.3
Hourly	109	3.49	1.02	5.5	10.1	26.6	45.9	11.9
Salaried biweekly	1214	3.25	1.09	7.1	17.1	30.2	34.4	11.1
Salaried monthly	807	3.41	1.06	4.5	17.1	25.4	39.0	14.0

Scale: 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neutral, 4 = Satisfied, 5 = Very Satisfied

^aEffect size difference between largest and smallest group mean greater than 0.2.

Table 2
Overall Satisfaction (con't.)

	N	Mean	STD	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied
	<i>Percentages</i>							
The clarity of objectives and plans for the next few years at IUPUI	2124	3.34	0.95	4.4	11.9	38.1	36.8	8.8
Hourly	108	3.31	1.01	7.4	9.3	37.0	38.0	8.3
Salaried biweekly	1213	3.30	0.97	4.9	13.2	37.5	35.6	8.8
Salaried monthly	803	3.39	0.90	3.2	10.3	39.2	38.4	8.8
The identity and sense of community at IUPUI	2140	3.53	0.92	3.2	8.8	30.9	45.8	11.2
Hourly	114	3.58	0.89	3.5	5.3	32.5	47.4	11.4
Salaried biweekly	1222	3.52	0.94	3.8	8.4	31.3	45.0	11.5
Salaried monthly	804	3.54	0.89	2.2	10.1	30.1	46.9	10.7
Staff morale in my unit^a	2145	3.25	1.18	10.4	17.0	22.0	38.5	12.1
Hourly	114	3.65	1.12	7.0	7.9	20.2	43.0	21.9
Salaried biweekly	1224	3.21	1.18	10.5	17.7	23.0	37.3	11.4
Salaried monthly	807	3.25	1.19	10.7	17.2	20.7	39.7	11.8
The level of cooperation and teamwork in my unit^a	2153	3.64	1.12	5.9	11.5	16.9	44.0	21.7
Hourly	118	3.92	1.01	5.1	2.5	17.0	45.8	29.7
Salaried biweekly	1227	3.58	1.13	6.7	12.0	17.9	43.7	19.8
Salaried monthly	808	3.70	1.10	4.8	12.0	15.5	44.2	23.5
The level of cooperation and teamwork at IUPUI	2129	3.57	0.87	2.7	6.8	32.1	48.0	10.5
Hourly	114	3.60	0.86	3.5	1.8	38.6	43.9	12.3
Salaried biweekly	1211	3.57	0.87	2.8	6.9	31.9	47.9	10.6
Salaried monthly	804	3.57	0.86	2.4	7.3	31.6	48.6	10.1
Staff salary levels^a	2140	2.65	1.17	19.7	28.5	22.8	24.8	4.3
Hourly	104	2.97	1.05	10.6	18.3	40.4	25.0	5.8
Salaried biweekly	1225	2.61	1.18	21.5	27.9	22.4	24.3	3.9
Salaried monthly	811	2.68	1.17	18.3	30.6	21.1	25.5	4.6
Medical insurance benefits^a	2062	3.82	1.02	4.0	8.0	14.8	48.7	24.5
Hourly	58	2.97	1.18	19.0	8.6	34.5	32.8	5.2
Salaried biweekly	1204	3.81	1.02	4.3	7.1	15.7	48.9	24.0
Salaried monthly	800	3.89	0.98	2.4	9.3	12.1	49.6	26.6
Dental insurance benefits^a	2055	3.69	1.04	4.5	10.4	16.5	48.6	20.0
Hourly	59	2.78	1.15	20.3	13.6	37.3	25.4	3.4
Salaried biweekly	1198	3.70	1.03	4.7	9.3	16.9	49.8	19.3
Salaried monthly	798	3.75	1.03	3.0	11.8	14.4	48.4	22.4

Scale: 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neutral, 4 = Satisfied, 5 = Very Satisfied

^aEffect size difference between largest and smallest group mean greater than 0.2.

Table 2
Overall Satisfaction (con't.)

	N	Mean	STD	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied
Retirement benefits^a	2096	3.90	0.89	2.3	4.5	18.0	50.9	24.2
Hourly	72	3.19	1.00	11.1	4.2	43.1	37.5	4.2
Salaried biweekly	1215	3.81	0.90	2.7	4.9	21.0	51.6	19.8
Salaried monthly	809	4.11	0.82	0.9	4.0	11.4	51.1	32.8
Paid time off benefits^a	2094	4.15	0.83	1.5	3.0	9.9	50.2	35.4
Hourly	55	3.07	1.15	14.6	9.1	40.0	27.3	9.1
Salaried biweekly	1226	4.06	0.81	1.4	3.3	11.2	55.8	28.3
Salaried monthly	813	4.35	0.75	0.7	2.1	6.0	43.3	47.9
Fee courtesy benefits^a	1916	3.75	1.01	4.2	6.3	22.0	45.2	22.3
Hourly	53	2.92	1.14	18.9	5.7	45.3	24.5	5.7
Salaried biweekly	1119	3.71	1.00	4.5	6.2	23.6	45.5	20.3
Salaried monthly	744	3.87	0.97	2.8	6.6	17.9	46.2	26.5
Staff development opportunities in my unit	2108	3.40	1.08	6.5	14.2	25.3	41.0	13.0
Hourly	99	3.40	1.06	8.1	7.1	33.3	39.4	12.1
Salaried biweekly	1205	3.32	1.08	7.0	15.4	27.6	39.3	10.8
Salaried monthly	804	3.52	1.09	5.6	13.3	20.9	43.8	16.4
Staff development opportunities at IUPUI	2101	3.54	0.94	4.0	7.7	31.0	45.1	12.2
Hourly	100	3.40	0.97	7.0	4.0	41.0	38.0	10.0
Salaried biweekly	1198	3.52	0.95	4.2	8.0	31.5	44.4	11.9
Salaried monthly	803	3.58	0.93	3.5	7.6	29.0	47.0	13.0
The availability of parking on campus	2077	2.70	1.25	22.9	23.4	20.0	28.0	5.7
Hourly	110	2.56	1.23	25.5	23.6	26.4	18.2	6.4
Salaried biweekly	1176	2.64	1.27	25.3	23.4	18.6	27.2	5.5
Salaried monthly	791	2.81	1.22	19.0	23.4	21.2	30.6	5.8
The cost of parking on campus	2061	2.27	1.13	31.2	31.0	19.3	16.3	2.3
Hourly	108	2.21	1.09	33.3	27.8	25.0	12.0	1.9
Salaried biweekly	1166	2.21	1.14	34.3	30.2	18.4	14.7	2.5
Salaried monthly	787	2.38	1.13	26.4	32.5	19.8	19.2	2.0
Support for staff enrolling in classes	1914	3.51	0.97	4.8	7.2	33.8	40.9	13.3
Hourly	85	3.45	0.96	5.9	3.5	42.4	36.5	11.8
Salaried biweekly	1092	3.47	1.02	5.6	8.1	34.5	37.6	14.2
Salaried monthly	737	3.58	0.91	3.4	6.4	31.8	46.3	12.2

Scale: 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neutral, 4 = Satisfied, 5 = Very Satisfied

^aEffect size difference between largest and smallest group mean greater than 0.2.

Table 2
Overall Satisfaction (con't.)

	N	Mean	STD	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied
Work/life opportunities	2076	3.50	0.91	3.7	7.0	35.2	43.4	10.6
Hourly	104	3.47	0.89	3.9	3.9	45.2	35.6	11.5
Salaried biweekly	1182	3.44	0.92	4.4	7.1	38.4	40.1	10.0
Salaried monthly	790	3.60	0.88	2.5	7.3	29.1	49.5	11.5
The food options available^a	2056	3.11	1.13	11.5	17.1	26.4	38.4	6.6
Hourly	109	2.90	1.07	11.0	23.9	34.9	24.8	5.5
Salaried biweekly	1166	3.07	1.14	12.4	18.1	26.1	37.4	6.1
Salaried monthly	781	3.21	1.11	10.4	14.7	25.7	41.7	7.4
The cost of food options^a	2046	3.00	1.07	11.5	18.8	32.1	33.5	4.1
Hourly	109	3.04	1.02	9.2	17.4	38.5	30.3	4.6
Salaried biweekly	1159	2.90	1.09	13.5	20.5	32.2	30.0	3.8
Salaried monthly	778	3.14	1.04	9.0	16.5	31.0	39.1	4.5

Scale: 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neutral, 4 = Satisfied, 5 = Very Satisfied

^aEffect size difference between largest and smallest group mean greater than 0.2.

Job Satisfaction

Table 3
Job Satisfaction

	N	Mean	STD	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
				<i>Percentages</i>				
I like the work I do in my current position^a	2188	4.19	0.84	1.4	3.3	8.6	47.7	38.9
Hourly	123	4.15	0.90	3.3	1.6	8.9	48.8	37.4
Salaried biweekly	1246	4.10	0.88	1.7	4.4	10.7	48.4	34.8
Salaried monthly	819	4.34	0.73	0.7	2.0	5.4	46.5	45.4
I feel a sense of personal satisfaction when I do my job well^a	2185	4.32	0.79	1.2	2.4	5.5	44.6	46.3
Hourly	123	4.29	0.82	1.6	2.4	5.7	45.5	44.7
Salaried biweekly	1245	4.25	0.83	1.5	3.1	6.5	47.0	41.9
Salaried monthly	817	4.44	0.71	0.7	1.5	3.9	40.8	53.1
My job is challenging enough for me^a	2183	3.92	1.02	2.6	8.6	14.7	42.8	31.3
Hourly	122	3.88	1.01	3.3	7.4	15.6	45.9	27.9
Salaried biweekly	1243	3.76	1.05	3.5	10.3	18.6	42.6	25.1
Salaried monthly	818	4.17	0.91	1.2	6.2	8.6	42.7	41.3

Scale: 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree

^aEffect size difference between largest and smallest group mean greater than 0.2.

Table 3
Job Satisfaction (con't.)

	N	Mean	STD	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
	<i>Percentages</i>							
I am satisfied with my involvement in decisions that affect my work^a	2174	3.66	1.13	5.3	13.1	16.0	42.0	23.6
Hourly	120	3.82	0.97	3.3	5.8	20.0	47.5	23.3
Salaried biweekly	1236	3.57	1.14	5.8	14.2	18.5	40.4	21.2
Salaried monthly	818	3.76	1.13	4.8	12.6	11.6	43.8	27.3
The stress experienced by staff members in my unit is at reasonable levels^a	2165	3.38	1.16	8.4	16.4	17.4	44.2	13.6
Hourly	119	3.75	0.91	1.7	10.1	16.8	54.6	16.8
Salaried biweekly	1232	3.36	1.15	8.4	16.6	18.7	43.4	12.8
Salaried monthly	814	3.37	1.19	9.2	17.1	15.6	43.7	14.4
I know what is expected of me because my job responsibilities are clear	2184	3.82	1.03	3.9	8.9	14.1	47.8	25.3
Hourly	123	3.95	0.90	2.4	4.9	13.0	54.5	25.2
Salaried biweekly	1243	3.80	1.05	4.6	8.6	14.0	47.8	25.0
Salaried monthly	818	3.82	1.02	3.1	10.0	14.3	46.8	25.8
My job makes good use of my skills and abilities^a	2190	3.75	1.13	5.9	10.0	13.2	44.6	26.3
Hourly	123	3.70	1.11	5.7	9.8	17.1	43.9	23.6
Salaried biweekly	1248	3.65	1.16	7.4	11.1	14.3	44.2	23.1
Salaried monthly	819	3.92	1.05	3.7	8.6	11.1	45.2	31.5
I have the appropriate supplies, materials, and equipment to perform my job well	2180	4.06	0.86	1.7	4.7	9.7	53.7	30.3
Hourly	122	3.95	0.98	2.5	7.4	13.1	46.7	30.3
Salaried biweekly	1240	4.06	0.84	1.7	4.1	10.2	54.6	29.4
Salaried monthly	818	4.09	0.86	1.5	5.1	8.3	53.3	31.8
I am satisfied with the way schedules are determined	2134	3.98	0.94	3.1	3.9	14.7	48.5	29.8
Hourly	118	4.16	0.78	0.9	1.7	13.6	48.3	35.6
Salaried biweekly	1217	3.90	0.96	3.6	4.5	16.6	48.9	26.4
Salaried monthly	799	4.07	0.92	2.8	3.4	11.9	47.8	34.2

Scale: 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree

^aEffect size difference between largest and smallest group mean greater than 0.2.

Table 4
Quality of IUPUI

	N	Mean	STD	Poor	Fair	Good	Excellent
	<i>Percentages</i>						
Reputation of IUPUI in Indianapolis	2146	3.22	0.62	0.8	8.3	59.1	31.8
Hourly	120	3.18	0.69	1.7	10.8	55.0	32.5
Salaried biweekly	1221	3.20	0.63	0.9	9.0	59.1	31.0
Salaried monthly	805	3.25	0.60	0.5	7.0	59.8	32.8
Reputation of IUPUI in Indiana	2126	3.08	0.66	1.4	14.4	59.5	24.7
Hourly	120	3.08	0.71	1.7	15.8	55.0	27.5
Salaried biweekly	1210	3.09	0.67	1.3	14.0	58.7	26.0
Salaried monthly	796	3.05	0.65	1.4	15.0	61.4	22.2
Quality of staff service to the institution	2101	3.09	0.63	1.4	11.5	63.5	23.6
Hourly	111	3.11	0.67	0.9	14.4	57.7	27.0
Salaried biweekly	1201	3.06	0.64	1.6	12.9	63.2	22.3
Salaried monthly	789	3.14	0.61	1.3	8.9	64.8	25.1
Quality of campus administrative leadership	2084	2.91	0.76	5.1	18.6	56.9	19.4
Hourly	109	3.02	0.78	4.6	15.6	53.2	26.6
Salaried biweekly	1188	2.88	0.77	6.0	18.6	56.7	18.8
Salaried monthly	787	2.93	0.73	3.8	19.1	57.8	19.3
Quality of work spaces at IUPUI (offices, classrooms, labs, training facilities, etc.)^a	2069	2.85	0.77	5.9	20.7	55.9	17.5
Hourly	108	2.99	0.78	3.7	19.4	50.9	25.9
Salaried biweekly	1175	2.81	0.80	6.8	22.6	53.5	17.0
Salaried monthly	786	2.89	0.73	5.0	17.9	60.1	17.1
Quality of technology available to staff to get their work done	2118	3.11	0.71	2.7	11.9	56.8	28.6
Hourly	114	3.10	0.76	2.6	16.7	49.1	31.6
Salaried biweekly	1202	3.06	0.71	3.3	12.7	58.9	25.1
Salaried monthly	802	3.20	0.68	1.8	10.0	54.9	33.4
Level of civility at IUPUI	2110	3.01	0.68	2.4	15.5	60.6	21.6
Hourly	112	3.10	0.72	0.9	18.8	50.0	30.4
Salaried biweekly	1199	2.97	0.70	2.8	17.2	59.8	20.2
Salaried monthly	799	3.06	0.65	1.9	12.4	63.3	22.4

Scale: 1 = Poor, 2 = Fair, 3 = Good, 4 = Excellent

^aEffect size difference between largest and smallest group mean greater than 0.2.

SECTION 2: SUPERVISION, EVALUATION, AND REWARDS

Employees were asked about their supervisors, performance evaluation, and recognition and rewards they receive. Hourly staff agreed more strongly than biweekly or monthly staff that their supervisor demonstrates the supervisory skills needed to be a supervisor or that their supervisor fairly distributes workload among staff in their unit. Monthly staff had a higher mean level of agreement than hourly or biweekly staff when asked if they had received an annual written performance evaluation or if oral performance evaluations were conducted in their unit.

When asked if they were satisfied with the recognition they receive for doing a good job, hourly staff had a higher mean level of agreement than biweekly or monthly staff. Similarly, hourly staff also had a higher mean level of agreement than biweekly or monthly staff when asked if high-performing staff receive nonmonetary awards, outstanding service to customers is recognized or rewarded, or if staff members in their unit who generate new ideas or who create innovations that lead to improvements are recognized or rewarded.

Supervision and Management

**Table 5
Supervision and Management**

	N	Mean	STD	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
	<i>Percentages</i>							
My supervisor demonstrates the supervisory skills needed in his or her position as a supervisor^a	2163	3.70	1.18	6.9	10.9	14.4	40.2	27.5
Hourly	117	3.91	1.08	5.1	6.0	13.7	42.7	32.5
Salaried biweekly	1236	3.65	1.18	7.6	10.7	15.4	41.3	25.0
Salaried monthly	810	3.75	1.19	6.2	12.0	13.1	38.2	30.6
My supervisor fairly distributes the workload among staff in my unit^a	2092	3.62	1.16	6.9	11.5	17.6	40.7	23.3
Hourly	113	3.84	1.02	4.4	4.4	21.2	42.5	27.4
Salaried biweekly	1195	3.57	1.17	7.1	12.9	18.2	39.9	21.9
Salaried monthly	784	3.67	1.16	6.9	10.5	16.2	41.7	24.7
My supervisor bases decisions primarily on facts and data rather than opinions and feelings^a	2150	3.63	1.16	6.8	11.0	19.0	38.8	24.4
Hourly	116	3.88	1.01	4.3	5.2	15.5	48.3	26.7
Salaried biweekly	1227	3.57	1.16	6.7	12.0	21.3	37.5	22.6
Salaried monthly	807	3.68	1.18	7.3	10.4	16.0	39.6	26.7

Scale: 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree

^aEffect size difference between largest and smallest group mean greater than 0.2.

Table 5
Supervision and Management (con't.)

	N	Mean	STD	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
	<i>Percentages</i>							
My supervisor supports free exchanges of opinions and ideas related to work	2160	3.91	1.05	4.5	6.5	13.1	45.3	30.5
Hourly	118	4.03	0.97	4.2	1.7	14.4	46.6	33.1
Salaried biweekly	1230	3.84	1.06	5.0	7.0	14.4	46.2	27.5
Salaried monthly	812	3.99	1.03	3.9	6.4	11.1	43.8	34.7
My supervisor is open to new ways of doing things^a	2156	3.86	1.07	4.4	7.5	16.8	40.8	30.6
Hourly	117	4.01	0.97	4.3	2.6	12.8	48.7	31.6
Salaried biweekly	1228	3.76	1.11	5.4	8.8	17.5	40.8	27.5
Salaried monthly	811	3.98	1.01	3.0	6.2	16.3	39.6	35.0
My supervisor demonstrates that quality is important in his or her day-to-day activities (e.g., holding meetings to discuss quality issues, asking for feedback from constituents/customers)^a	2156	3.80	1.09	4.7	8.9	16.6	41.0	28.8
Hourly	116	3.96	1.08	5.2	5.2	13.8	40.5	35.3
Salaried biweekly	1228	3.74	1.10	5.1	9.5	17.8	42.0	25.6
Salaried monthly	812	3.88	1.09	4.2	8.5	15.0	39.4	32.9
My supervisor personally recognizes the contributions of individuals on a regular basis^a	2153	3.52	1.20	7.3	14.6	19.9	35.1	23.1
Hourly	114	3.89	1.08	5.3	5.3	16.7	41.2	31.6
Salaried biweekly	1228	3.46	1.20	7.4	16.0	20.9	34.5	21.3
Salaried monthly	811	3.56	1.21	7.5	13.8	18.9	35.1	24.7
I receive adequate guidance from my supervisor to succeed in my job^a	2158	3.68	1.12	5.6	10.0	19.9	39.8	24.8
Hourly	120	3.91	1.05	5.0	4.2	17.5	41.7	31.7
Salaried biweekly	1229	3.65	1.11	5.6	10.7	20.3	40.4	23.1
Salaried monthly	809	3.71	1.12	5.6	9.8	19.7	38.6	26.5
My supervisor is generally available to discuss issues related to my work	2165	4.00	0.97	3.2	5.5	11.4	47.7	32.1
Hourly	120	4.08	0.91	3.3	2.5	10.0	51.7	32.5
Salaried biweekly	1234	3.97	0.97	3.4	5.2	12.3	49.0	30.1
Salaried monthly	811	4.03	0.99	3.0	6.5	10.2	45.1	35.1

Scale: 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree

^aEffect size difference between largest and smallest group mean greater than 0.2.

Table 5
Supervision and Management (con't.)

	N	Mean	STD	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
	<i>Percentages</i>							
My supervisor supports initiatives to continually improve processes in our unit	2160	3.87	1.05	4.1	6.7	17.2	42.1	29.9
Hourly	118	3.96	1.03	4.2	5.9	11.9	45.8	32.2
Salaried biweekly	1230	3.80	1.05	4.2	7.3	19.2	42.4	26.9
Salaried monthly	812	3.95	1.04	3.9	5.9	14.9	41.3	34.0
Flexible work arrangements are fairly administered in my work unit^a	2145	3.96	1.04	4.0	6.7	12.4	43.0	34.0
Hourly	118	4.31	0.72	0.8	0.0	10.2	44.9	44.1
Salaried biweekly	1228	3.93	1.05	4.1	7.3	13.1	42.9	32.7
Salaried monthly	799	3.97	1.05	4.3	6.8	11.5	42.8	34.7

Scale: 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree

^aEffect size difference between largest and smallest group mean greater than 0.2.

Performance Evaluations

Table 6
Performance Evaluations

	N	Mean	STD	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
	<i>Percentages</i>							
I received an annual written performance evaluation^a	1966	3.32	1.37	14.0	18.9	10.2	34.7	22.2
Hourly	80	2.88	1.34	18.8	25.0	20.0	22.5	13.8
Salaried biweekly	1125	3.29	1.37	14.8	18.5	10.0	36.0	20.6
Salaried monthly	761	3.41	1.37	12.4	18.8	9.5	34.0	25.4
Oral performance evaluations are conducted in my unit^a	2008	3.26	1.28	11.9	19.7	15.3	36.6	16.5
Hourly	96	3.28	1.25	11.5	16.7	20.8	34.4	16.7
Salaried biweekly	1145	3.15	1.29	13.9	20.2	17.0	34.7	14.2
Salaried monthly	767	3.42	1.26	9.0	19.4	12.0	39.6	20.0
I am satisfied with how performance evaluations are conducted in my unit	2010	3.17	1.24	12.4	18.0	24.6	30.7	14.3
Hourly	93	3.15	1.19	9.7	19.4	32.3	23.7	15.1
Salaried biweekly	1145	3.12	1.24	13.8	17.1	25.4	30.6	13.1
Salaried monthly	772	3.23	1.23	10.6	19.2	22.4	31.7	16.1

Scale: 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree

^aEffect size difference between largest and smallest group mean greater than 0.2.

Table 6
Performance Evaluations (con't.)

	N	Mean	STD	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
	<i>Percentages</i>							
My last performance evaluation provided me with information I could use to improve my performance	1847	3.31	1.17	9.6	14.5	25.2	36.3	14.3
Hourly	74	3.27	1.28	13.5	12.2	25.7	31.1	17.6
Salaried biweekly	1068	3.25	1.18	10.8	14.7	25.6	36.4	12.6
Salaried monthly	705	3.41	1.15	7.5	14.3	24.7	36.7	16.7
Individual goals/objectives for improving work are included in staff performance evaluations	1908	3.40	1.16	8.8	13.4	22.5	39.8	15.6
Hourly	83	3.30	1.26	12.1	12.1	28.9	27.7	19.3
Salaried biweekly	1092	3.32	1.17	9.9	14.3	23.0	39.5	13.4
Salaried monthly	733	3.53	1.13	6.7	12.1	21.0	41.6	18.6
My supervisor provides feedback and coaching to me on a consistent basis^a	2087	3.31	1.26	11.6	15.8	20.6	34.0	18.0
Hourly	108	3.57	1.19	9.3	7.4	23.2	37.0	23.2
Salaried biweekly	1189	3.23	1.26	12.7	16.7	21.0	33.9	15.7
Salaried monthly	790	3.39	1.26	10.4	15.6	19.5	33.8	20.8

Scale: 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree

^aEffect size difference between largest and smallest group mean greater than 0.2.

Recognition and Rewards

Table 7
Recognition and Rewards

	N	Mean	STD	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
	<i>Percentages</i>							
I am satisfied with the recognition I receive for doing a good job^a	2263	3.22	1.19	10.3	18.7	21.8	36.7	12.4
Hourly	128	3.54	1.16	8.6	10.2	18.0	45.3	18.0
Salaried biweekly	1283	3.17	1.21	11.4	19.5	22.1	35.1	12.0
Salaried monthly	852	3.25	1.16	9.0	18.8	22.1	37.9	12.2
Success stories that occur in my unit are regularly shared among staff members^a	2244	3.21	1.15	7.8	22.7	22.5	34.8	12.3
Hourly	127	3.51	1.05	7.1	7.9	25.2	46.5	13.4
Salaried biweekly	1271	3.12	1.18	9.4	24.4	22.2	32.6	11.5
Salaried monthly	846	3.29	1.12	5.4	22.5	22.6	36.3	13.2

Scale: 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree

^aEffect size difference between largest and smallest group mean greater than 0.2.

Table 7
Recognition and Rewards (con't.)

	N	Mean	STD	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	
				<i>Percentages</i>					
High-performing staff receive non-monetary rewards (e.g., plaques, letters of appreciation, public recognition)^a	2177	2.59	1.14	18.4	33.0	24.2	19.5	4.9	
Hourly	109	2.97	1.07	11.9	16.5	39.5	26.6	5.5	
Salaried biweekly	1233	2.55	1.14	19.6	33.7	23.4	18.3	5.0	
Salaried monthly	835	2.60	1.13	17.5	34.3	23.5	20.2	4.6	
Outstanding service to customers is recognized or rewarded^a	2113	2.78	1.11	13.3	29.6	28.9	22.6	5.6	
Hourly	102	3.08	0.99	8.8	13.7	43.1	29.4	4.9	
Salaried biweekly	1199	2.71	1.12	15.0	31.1	27.4	21.2	5.3	
Salaried monthly	812	2.84	1.10	11.3	29.3	29.4	23.9	6.0	
Staff members in my unit who generate new ideas or who create innovations that lead to improvements are recognized or rewarded^a	2192	2.86	1.09	12.0	26.5	30.7	25.3	5.4	
Hourly	116	3.20	1.02	6.9	13.8	40.5	30.2	8.6	
Salaried biweekly	1242	2.78	1.11	14.3	26.9	30.8	22.9	5.2	
Salaried monthly	834	2.93	1.07	9.4	27.7	29.4	28.2	5.4	
I have a good understanding of what benefits I receive^a	2248	3.92	0.79	1.4	4.3	14.4	61.2	18.7	
Hourly	117	3.62	1.02	4.3	10.3	22.2	46.2	17.1	
Salaried biweekly	1277	3.87	0.80	1.6	4.7	15.4	61.7	16.6	
Salaried monthly	854	4.02	0.71	0.7	2.8	11.9	62.4	22.1	
Staff are asked about their preferences for different types of recognition and rewards^a	2156	2.40	1.02	20.0	36.9	28.5	11.7	2.9	
Hourly	106	2.61	0.92	10.4	34.9	40.6	11.3	2.8	
Salaried biweekly	1219	2.37	1.05	22.6	35.2	27.8	11.1	3.4	
Salaried monthly	831	2.42	0.99	17.6	39.7	27.9	12.6	2.2	

Scale: 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree

^aEffect size difference between largest and smallest group mean greater than 0.2.

**SECTION 3:
CAMPUS CLIMATE FOR DIVERSITY**

Staff were asked to respond to a series of questions related to diversity and inclusion at IUPUI or IUPUC.

When asked if IUPUI management is committed to promoting an environment that respects and celebrates diversity, monthly employees had a higher mean level of agreement than biweekly or hourly employees. Monthly employees also had a higher mean level of agreement than biweekly employees when asked if they feel as if they can participate in programs, events, or activities related to diversity.

Salaried monthly employees indicated that they had attended workshops, events, or activities that increased their understanding of multiculturalism and diversity more frequently than biweekly or hourly employees.

When asked if IUPUI staff members treat individuals with respect, regardless of their ethnicity, cultural background, or gender orientations, hourly, biweekly, and monthly employees had a similar mean level of agreement.

Campus Climate for Diversity

**Table 8
Diversity Attitudes**

	N	Mean	STD	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
<i>Percentages</i>								
I feel a sense of belonging at IUPUI	2138	3.77	0.86	1.4	6.9	22.4	52.5	16.9
Hourly	119	3.74	0.88	0.8	6.7	30.3	42.0	20.2
Salaried biweekly	1219	3.71	0.86	1.5	7.6	23.5	52.8	14.6
Salaried monthly	800	3.85	0.85	1.3	5.8	19.5	53.6	19.9
IUPUI management is committed to helping me achieve my career goals	2139	3.37	0.95	3.4	12.7	37.4	36.2	10.3
Hourly	119	3.34	0.97	4.2	10.1	45.4	27.7	12.6
Salaried biweekly	1218	3.34	0.95	3.6	14.0	36.0	37.0	9.3
Salaried monthly	802	3.42	0.94	3.0	11.1	38.2	36.2	11.6
IUPUI management is committed to promoting an environment that respects and celebrates diversity^a	2130	3.85	0.83	1.4	4.2	21.9	53.0	19.5
Hourly	118	3.81	0.84	0.9	5.1	26.3	48.3	19.5
Salaried biweekly	1215	3.78	0.85	1.5	5.6	23.5	51.9	17.5
Salaried monthly	797	3.96	0.78	1.3	2.0	18.8	55.3	22.6

Scale: 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree

^aEffect size difference between largest and smallest group mean greater than 0.2.

Table 8
Diversity Attitudes (con't.)

	N	Mean	STD	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
	<i>Percentages</i>							
The diversity of IUPUI was one of the reasons I chose to work here	2141	2.97	1.06	9.1	22.5	38.3	22.0	8.1
Hourly	119	2.99	1.08	7.6	23.5	42.9	14.3	11.8
Salaried biweekly	122	2.99	1.06	8.9	22.1	38.0	22.9	8.1
Salaried monthly	800	2.95	1.06	9.6	22.9	38.3	21.8	7.5
My work experiences have contributed to my appreciation of multi-culturalism and diversity	2132	3.65	0.95	3.2	7.7	26.7	45.4	17.0
Hourly	118	3.64	0.93	0.9	11.0	28.8	41.5	17.8
Salaried biweekly	1214	3.63	0.96	3.5	8.1	27.0	45.3	16.1
Salaried monthly	800	3.70	0.95	3.1	6.6	26.0	46.1	18.1
Co-workers in my unit treat all individuals with respect, regardless of their ethnicity, cultural background, or sexual orientation	2134	4.04	0.94	2.1	6.0	11.2	47.0	33.6
Hourly	118	4.14	0.96	2.5	4.2	11.0	37.3	44.9
Salaried biweekly	1216	3.97	0.97	2.4	6.9	13.3	45.6	31.7
Salaried monthly	800	4.12	0.87	1.6	5.0	8.0	50.6	34.8
I have a voice in how diversity, equity, and inclusion are approached at IUPUI	2134	3.18	0.98	5.8	14.9	43.3	27.3	8.7
Hourly	119	3.19	1.05	6.7	13.5	47.1	19.3	13.5
Salaried biweekly	1216	3.14	0.98	6.3	15.5	43.7	26.7	7.8
Salaried monthly	799	3.24	0.97	4.9	14.3	42.3	29.3	9.3
I feel as if I can participate in programs, events, or activities related to diversity^a	2135	3.80	0.87	2.3	4.2	24.2	50.3	19.0
Hourly	119	3.78	0.94	3.4	3.4	26.9	44.5	21.9
Salaried biweekly	1217	3.72	0.91	2.7	5.5	26.2	48.2	17.3
Salaried monthly	799	3.91	0.80	1.5	2.4	20.7	54.3	21.2

Scale: 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree

^aEffect size difference between largest and smallest group mean greater than 0.2.

Table 9
Diversity Activities

	N	Mean	STD	Never	Rarely	Some- times	Often	Very Often
	<i>Percentages</i>							
Socialized with co-workers, faculty, or students from backgrounds different than your own	2125	3.84	0.99	1.7	6.7	27.4	34.0	30.1
Hourly	118	3.75	1.00	0.9	11.0	27.1	34.8	26.3
Salaried biweekly	1210	3.83	1.01	2.1	6.8	27.9	32.8	30.4
Salaried monthly	797	3.87	0.96	1.4	6.0	26.7	35.6	30.2
Attended workshops, events, or activities that increased your understanding of multiculturalism and diversity^a	2125	2.69	1.11	15.9	26.7	36.4	14.3	6.8
Hourly	118	2.51	1.15	22.9	26.3	34.8	9.3	6.8
Salaried biweekly	1210	2.61	1.09	17.8	28.1	35.0	13.6	5.5
Salaried monthly	797	2.85	1.10	12.1	24.6	38.6	15.9	8.8
Noticed the influence of multicultural and diverse perspectives in campus artwork, sculpture, or décor^a	2120	3.29	1.04	6.2	13.6	36.4	32.5	11.3
Hourly	116	3.09	1.18	14.7	10.3	36.2	28.5	10.3
Salaried biweekly	1208	3.25	1.04	6.6	14.4	36.2	32.6	10.2
Salaried monthly	796	3.37	1.01	4.4	12.9	36.8	32.8	13.1
Seen or read racist, antigay/lesbian, or sexist material (including graffiti) on campus	2120	1.61	0.85	57.4	29.2	9.4	3.1	0.9
Hourly	118	1.49	0.86	67.0	22.9	5.9	2.5	2.5
Salaried biweekly	1204	1.63	0.87	57.1	28.6	9.6	3.7	0.9
Salaried monthly	798	1.60	0.82	56.3	31.1	9.5	2.3	0.9
Felt a sense of negative conflict between diverse groups on campus^a	2118	1.75	0.87	47.1	35.4	13.4	3.4	0.8
Hourly	118	1.52	0.82	64.4	23.7	8.5	2.5	0.9
Salaried biweekly	1205	1.76	0.87	47.1	34.7	14.0	3.5	0.8
Salaried monthly	795	1.78	0.86	44.5	38.1	13.2	3.4	0.8

Scale: 1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Very Often

^aEffect size difference between largest and smallest group mean greater than 0.2.

**Table 10
Campus Climate**

<i>Based on your experiences at IUPUI, please indicate the degree with which you agree with the following statements:</i>	N	Mean	STD	Strongly Disagree	Disagree	Agree	Strongly Agree
				<i>Percentages</i>			
IUPUI students treat individuals with respect, regardless of their ethnicity, cultural background, or gender orientations	2108	3.08	0.46	0.5	5.6	79.3	14.6
Hourly	116	3.13	0.54	1.7	3.5	75.0	19.8
Salaried biweekly	1200	3.06	0.48	0.5	7.4	78.0	14.1
Salaried monthly	792	3.11	0.43	0.4	3.0	81.9	14.7
IUPUI faculty members treat individuals with respect, regardless of their ethnicity, cultural background, or gender orientations	2113	3.14	0.55	1.1	5.8	71.0	22.1
Hourly	115	3.18	0.67	3.5	4.4	62.6	29.6
Salaried biweekly	1206	3.12	0.56	1.3	6.5	70.7	21.5
Salaried monthly	792	3.16	0.51	0.5	4.9	72.6	22.0
IUPUI staff members treat individuals with respect, regardless of their ethnicity, cultural background, or gender orientations	2113	3.16	0.54	0.8	5.3	71.0	22.9
Hourly	115	3.17	0.65	2.6	6.1	62.6	28.7
Salaried biweekly	1205	3.14	0.54	0.9	5.9	71.6	21.6
Salaried monthly	793	3.19	0.51	0.4	4.2	71.4	24.1
IUPUI faculty, staff, and students are committed to promoting an environment that respects and celebrates diversity	2110	3.14	0.51	0.7	4.7	73.9	20.6
Hourly	113	3.19	0.57	1.8	2.7	69.9	25.7
Salaried biweekly	1204	3.13	0.52	0.8	5.3	74.3	19.5
Salaried monthly	793	3.17	0.50	0.4	4.2	73.9	21.6
Administrators regularly speak about the value of diversity at IUPUI^a	2096	2.98	0.67	2.1	17.0	61.8	19.0
Hourly	113	3.01	0.71	3.5	14.2	60.2	22.1
Salaried biweekly	1194	2.92	0.67	2.4	19.2	62.2	16.2
Salaried monthly	789	3.06	0.65	1.4	14.2	61.5	22.9
The campus climate at IUPUI appreciates differences in sexual orientation	2080	3.06	0.53	1.1	8.0	75.1	15.9
Hourly	110	3.06	0.64	2.7	9.1	67.3	20.9
Salaried biweekly	1184	3.04	0.51	0.8	8.4	76.4	14.4
Salaried monthly	786	3.08	0.53	1.2	7.3	74.3	17.3

Scale: 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree

^aEffect size difference between largest and smallest group mean greater than 0.2.

**Table 10
Campus Climate (con't.)**

<i>Based on your experiences at IUPUI, please indicate the degree with which you agree with the following statements:</i>							
	N	Mean	STD	Strongly Disagree	Disagree	Agree	Strongly Agree
				<i>Percentages</i>			
The campus climate at IUPUI appreciates racial/ethnic differences	2087	3.13	0.52	0.9	5.2	74.3	19.6
Hourly	113	3.12	0.64	2.7	7.1	66.4	23.9
Salaried biweekly	1189	3.11	0.50	0.7	5.5	75.5	18.3
Salaried monthly	785	3.15	0.52	0.9	4.3	73.6	21.2
The campus climate at IUPUI promotes an understanding of gender differences	2081	3.02	0.56	1.5	9.9	73.2	15.4
Hourly	110	3.08	0.64	2.7	8.2	67.3	21.8
Salaried biweekly	1186	3.02	0.54	1.4	9.8	74.8	14.1
Salaried monthly	785	3.03	0.58	1.7	10.2	71.7	16.4
IUPUI is welcoming to people of different ages	2106	3.17	0.55	1.0	5.0	69.5	24.5
Hourly	116	3.25	0.60	1.7	3.5	62.9	31.9
Salaried biweekly	1200	3.14	0.57	1.4	5.8	70.2	22.6
Salaried monthly	790	3.22	0.52	0.4	3.9	69.5	26.2
My experiences at IUPUI have prepared me to live and work in a diverse society	2075	3.07	0.61	2.0	9.5	68.3	20.1
Hourly	114	3.09	0.67	2.6	10.5	62.3	24.6
Salaried biweekly	1189	3.02	0.63	2.6	11.1	67.8	18.5
Salaried monthly	772	3.13	0.56	1.0	7.0	70.0	22.0

Scale: 1 = Strongly Disagree, 2 = Disagree, 3 = Agree, 4 = Strongly Agree

**SECTION 4:
OVERALL JOB ENVIRONMENT**

Respondents were asked to describe additional aspects of their work environment, including communication in their department, their work environment, and opportunities for training and development. Monthly employees had a higher mean level of agreement than biweekly employees when asked if they have a good understanding of their unit’s mission. Both monthly and biweekly employees also had a higher mean level of agreement when asked if staff members in their unit are honest and ethical or when disagreements occur in their unit, ideas are criticized, not people.

biweekly employees with regard to their building being well maintained or if the custodial staff does a good job cleaning the public areas of their building.

Monthly employees had a higher mean level of agreement than biweekly or hourly employees when asked if their supervisor lets them adjust their schedule so that they can participate in training opportunities. Monthly employees also had a higher mean level of agreement when asked if the training they have attended helped them perform their job better or has contributed to their personal development.

Hourly employees had a higher mean level of agreement than monthly or

Communication and Morale

**Table 11
Communication and Morale**

	N	Mean	STD	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
	<i>Percentages</i>							
I am satisfied with the amount of information I receive about what is going on in my unit^a	2268	3.51	1.14	6.0	17.0	13.9	46.1	16.9
Hourly	131	3.73	1.06	4.6	10.7	13.7	49.6	21.4
Salaried biweekly	1285	3.41	1.14	6.9	18.5	15.3	45.5	13.9
Salaried monthly	852	3.63	1.12	4.9	15.7	12.0	46.5	20.9
I understand the connection between my work and the goals of my unit^a	2267	4.07	0.88	2.0	4.8	8.8	52.8	31.6
Hourly	132	4.16	0.86	2.3	3.8	5.3	53.0	35.6
Salaried biweekly	1284	4.00	0.88	2.1	5.3	10.6	54.9	27.1
Salaried monthly	851	4.18	0.86	1.8	4.1	6.6	49.7	37.8

Scale: 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree

^aEffect size difference between largest and smallest group mean greater than 0.2.

Table 11
Communication and Morale (con't.)

	N	Mean	STD	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
	<i>Percentages</i>							
I have a good understanding of my unit's mission	2262	4.12	0.87	1.9	4.1	8.4	51.2	34.4
Hourly	132	4.18	0.90	3.0	2.3	7.6	47.7	39.4
Salaried biweekly	1282	4.05	0.87	2.0	5.2	8.9	54.5	29.6
Salaried monthly	848	4.22	0.84	1.8	2.8	7.8	46.8	40.8
I have a good understanding of objectives and plans for the next few years at IUPUI	2254	3.31	1.04	5.4	16.5	30.3	37.1	10.6
Hourly	127	3.21	1.08	7.1	17.3	33.9	30.7	11.0
Salaried biweekly	1281	3.26	1.06	6.6	17.3	28.7	38.1	9.4
Salaried monthly	846	3.39	1.00	3.4	15.4	32.3	36.5	12.4
There is a climate of trust in my unit^a	2261	3.43	1.23	9.6	14.6	18.6	37.4	19.9
Hourly	132	3.80	1.17	8.3	6.1	11.4	45.5	28.8
Salaried biweekly	1279	3.35	1.22	10.2	15.0	20.7	37.1	17.0
Salaried monthly	850	3.50	1.24	8.7	15.3	16.5	36.7	22.8
Staff members in my unit are honest and ethical^a	2251	3.89	1.00	3.0	7.0	16.7	44.2	29.1
Hourly	130	4.15	0.96	3.9	2.3	9.2	43.9	40.8
Salaried biweekly	1277	3.76	1.04	3.8	8.9	19.4	43.5	24.4
Salaried monthly	844	4.05	0.91	1.7	5.0	13.9	45.3	34.2
When disagreements occur in my unit, ideas are criticized, not people^a	2199	3.39	1.09	5.1	18.0	24.1	38.1	14.7
Hourly	117	3.62	1.02	2.6	11.1	28.2	37.6	20.5
Salaried biweekly	1254	3.28	1.11	6.6	19.1	25.6	36.5	12.1
Salaried monthly	828	3.53	1.07	3.1	17.3	21.3	40.6	17.8
When disagreements occur in my unit, both ideas and people are criticized^a	2187	2.77	1.13	13.9	30.9	25.0	25.0	0.5
Hourly	116	2.56	1.12	20.7	28.5	28.5	19.0	3.5
Salaried biweekly	1248	2.84	1.12	12.9	27.9	27.9	25.3	6.0
Salaried monthly	823	2.70	1.13	14.3	35.7	20.2	25.3	4.5
My unit has good working relationships with organizations external to the university^a	2196	3.90	0.86	1.6	4.4	19.7	50.7	23.5
Hourly	118	4.01	0.89	2.5	2.5	16.1	49.2	29.7
Salaried biweekly	1239	3.83	0.87	1.7	5.1	22.2	51.0	20.0
Salaried monthly	839	4.00	0.84	1.3	3.7	16.6	50.5	27.9

Scale: 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree

^aEffect size difference between largest and smallest group mean greater than 0.2.

Work Environment

Table 12
Work Environment

	N	Mean	STD	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
	<i>Percentages</i>							
I am satisfied with my physical work environment at IUPUI^a	2203	3.71	1.04	4.7	10.2	14.1	51.8	19.3
Hourly	117	3.87	0.97	4.3	4.3	15.4	52.2	23.9
Salaried biweekly	1259	3.66	1.04	5.0	10.6	15.6	51.6	17.2
Salaried monthly	827	3.77	1.04	4.2	10.4	11.6	52.0	21.8
For the work I do, my physical working conditions are good^a	2200	3.87	0.94	3.5	6.1	12.1	56.6	21.7
Hourly	118	4.02	0.92	3.4	3.4	10.2	54.2	28.8
Salaried biweekly	1256	3.81	0.95	3.7	6.4	14.0	56.5	19.4
Salaried monthly	826	3.93	0.93	3.2	6.1	9.6	57.0	24.2
My working conditions are safe^a	2196	4.03	0.81	1.4	4.1	9.2	57.9	27.4
Hourly	118	4.19	0.74	0.9	2.5	6.8	56.8	33.1
Salaried biweekly	1252	3.99	0.84	2.0	4.4	10.2	59.0	24.4
Salaried monthly	826	4.14	0.76	0.5	4.0	7.9	56.4	31.2
IUPUI treats employee safety as a high priority	2193	3.98	0.83	1.6	3.8	15.0	54.2	25.4
Hourly	118	4.07	0.77	0.9	0.9	18.6	50.0	29.7
Salaried biweekly	1252	3.92	0.89	2.2	4.8	17.1	51.3	24.7
Salaried monthly	823	4.07	0.74	0.7	2.8	11.2	59.3	26.0
My building is well maintained (heating, cooling, plumbing are kept in good order)^a	2186	3.68	1.07	4.8	11.6	14.3	49.2	20.1
Hourly	116	3.91	0.94	1.7	7.8	15.5	48.3	26.7
Salaried biweekly	1247	3.64	1.07	5.1	12.0	15.2	49.2	18.4
Salaried monthly	823	3.72	1.08	4.7	11.5	12.8	49.2	21.8
The custodial staff do a good job cleaning the public areas of my building (bathrooms, lobbies, hallways, classrooms, etc.)^a	2179	3.79	1.10	5.2	9.7	12.4	46.4	26.3
Hourly	115	4.09	0.81	1.7	1.7	13.0	53.0	30.4
Salaried biweekly	1243	3.70	1.12	5.9	11.2	14.1	45.3	23.6
Salaried monthly	821	3.89	1.08	4.8	8.7	9.6	47.3	29.7
The campus grounds are attractive	2179	4.00	0.78	1.3	3.4	12.9	59.0	23.5
Hourly	119	4.10	0.71	0.0	2.5	12.6	57.1	27.7
Salaried biweekly	1232	4.01	0.76	1.0	2.9	13.8	58.9	23.5
Salaried monthly	828	3.97	0.83	1.9	4.1	11.6	59.4	23.0

Scale: 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree

^aEffect size difference between largest and smallest group mean greater than 0.2.

Table 13
Training and Development

	N	Mean	STD	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
<i>Percentages</i>								
Training and career development opportunities are allocated fairly	2163	3.38	1.07	6.7	14.2	25.2	42.4	11.5
Hourly	113	3.42	1.04	7.1	8.9	31.0	41.6	11.5
Salaried biweekly	1234	3.29	1.09	8.1	14.7	26.7	40.8	9.8
Salaried monthly	816	3.49	1.04	4.5	14.3	22.3	44.9	14.0
I am satisfied with the kinds of training currently available to me	2176	3.48	1.06	5.6	14.2	20.0	47.5	12.9
Hourly	117	3.54	1.08	6.8	9.4	22.2	46.2	15.4
Salaried biweekly	1242	3.41	1.07	6.4	15.1	21.0	46.5	11.1
Salaried monthly	817	3.58	1.03	3.9	13.6	18.1	49.2	15.2
My supervisor lets me adjust my schedule so that I can participate in training opportunities^a	2135	4.10	0.89	2.4	2.4	13.2	46.8	35.2
Hourly	112	4.05	0.96	3.6	2.7	13.4	45.5	34.8
Salaried biweekly	1218	4.00	0.92	2.9	3.2	15.3	48.0	30.6
Salaried monthly	805	4.25	0.81	1.6	1.2	9.9	45.1	42.1
Overall, the training I have attended for my present job has helped me perform my job better^a	2100	3.88	0.90	2.6	4.9	17.1	52.8	22.7
Hourly	111	3.77	1.04	8.1	1.8	13.5	58.6	18.0
Salaried biweekly	1191	3.81	0.92	2.9	6.0	18.6	52.4	20.2
Salaried monthly	798	4.00	0.84	1.5	3.8	15.2	52.5	27.1
Overall, the training I have attended for my present job has contributed to my personal development^a	2098	3.72	0.95	3.0	7.6	22.4	48.3	18.7
Hourly	109	3.56	1.08	7.3	7.3	22.9	46.8	15.6
Salaried biweekly	1195	3.61	0.98	3.7	9.5	24.5	46.5	15.7
Salaried monthly	794	3.91	0.86	1.4	4.8	19.0	51.3	23.6
I have training opportunities available to me that are useful for my future career^a	2128	3.55	1.08	5.7	10.8	23.6	42.3	17.5
Hourly	107	3.39	1.16	10.3	8.4	29.0	36.5	15.9
Salaried biweekly	1214	3.46	1.10	6.8	12.3	24.4	41.3	15.2
Salaried monthly	807	3.71	1.01	3.5	8.9	21.7	44.7	21.2

Scale: 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree

^aEffect size difference between largest and smallest group mean greater than 0.2.

Table 13
Training and Development (con't.)

	N	Mean	STD	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
	<i>Percentages</i>							
My unit evaluates the success of the training and development opportunities being provided to our staff members	2087	2.97	1.05	8.6	24.3	35.9	24.3	6.9
Hourly	108	3.15	1.06	10.2	10.2	42.6	28.7	8.3
Salaried biweekly	1190	2.94	1.05	9.0	24.6	36.0	24.1	6.3
Salaried monthly	789	2.98	1.06	7.9	25.6	35.0	24.0	7.6
My unit provides leave time or other flexible scheduling so that I can take university courses (for credit or audit)	1896	3.70	1.04	4.4	7.1	26.1	39.0	23.5
Hourly	87	3.71	1.04	3.5	4.6	37.9	25.3	28.7
Salaried biweekly	1098	3.64	1.06	5.0	7.7	27.5	38.2	21.6
Salaried monthly	711	3.80	1.01	3.7	6.3	22.4	41.9	25.7
I am familiar with my rights and responsibilities related to the Family and Medical Leave Act (FMLA)^a	2176	3.91	0.87	1.4	7.2	13.2	55.3	22.9
Hourly	107	3.62	1.07	3.7	14.0	18.7	43.9	19.6
Salaried biweekly	1250	3.87	0.89	1.8	7.2	14.4	55.4	21.1
Salaried monthly	819	4.02	0.81	0.4	6.2	10.6	56.7	26.1
I am familiar with my rights and responsibilities related to the Americans with Disabilities Act	2061	3.75	0.92	1.9	8.7	19.9	51.0	18.4
Hourly	103	3.71	1.03	3.9	8.7	21.4	44.7	21.4
Salaried biweekly	1192	3.71	0.92	2.2	9.1	21.4	50.8	16.6
Salaried monthly	766	3.84	0.89	1.2	8.1	17.5	52.4	20.9

Scale: 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree

^aEffect size difference between largest and smallest group mean greater than 0.2.

**APPENDIX A:
2013 IUPUI STAFF SURVEY**

Introduction

We invite you to take part in a survey of staff opinion sponsored by the Staff Council and AFSCME Local 1477 in cooperation with Human Resources Administration. The survey is being administered by the Office of Information Management and Institutional Research (IMIR). This survey is designed to collect staff opinions and perceptions about IUPUI in general and about important aspects of the work environment. The findings will be used to help decision-makers understand and respond to the needs and interests of one of the campus' most important resources--the people who staff our programs and services. This questionnaire should take approximately 20 to 30 minutes to complete. The results will be tabulated by the Office of Information Management and Institutional Research.

ALL ANSWERS WILL BE KEPT STRICTLY CONFIDENTIAL— Survey responses may be merged with university records for the purposes preventing unnecessary reminder e-mails and analyzing differences between groups of respondents. However, all data will deidentified when analyzed. Names will never be connected to answers.

Even your confidential individual responses will be seen only by research staff in the Office of Information Management and Institutional Research. They will never be shared as individual responses with any other administrators, faculty, or staff at IUPUI or elsewhere. Only summarized group responses will be shared with the campus community. Upon completion of the survey, including extensive analysis of the responses, a report will be made available to all members of the campus community.

If you have any questions or concerns related to this survey, or would like assistance in completing the survey, please do not hesitate to contact any of the following individuals:

Steven Graunke	IMIR	274-3617	sgraunke@iupui.edu
Carleen Thompson	Human Resources	274-8932	thompcar@iupui.edu
Lee Stone	Staff Council	278-6150	leestone@iupui.edu
Darrel Marcum	AFSCME Local 1477	274-5081	demarcum@iupui.edu

Do you agree to participate in this survey?

- Yes
- No

Thank you in advance for your participation!

Page 1

Instructions

Please think about your experiences at IUPUI and in your unit over the past year. When referring to your unit we mean the office, department, or service group that includes the people you work with on a day-to-day basis. *It is very important that you keep the same unit in mind when responding to the items.* When answering items referring to your “supervisor”, please think of the person to whom you directly report; or the person you most often report to in performing your job.

There are no right or wrong answers. Please answer the questions according to the way you think things are, not the way they should be. Indicate your response by circling the letter corresponding to your answer.

Please indicate the extent to which you agree with the following statements.

Section 1: Communication and Morale

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
1. I am satisfied with the amount of information I receive about what is going on in my unit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I understand the connection between my work and the goals of my unit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. I have a good understanding of my unit's mission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. I have a good understanding of objectives and plans for the next few years at IUPUI.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. There is a climate of trust in my unit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Staff members in my unit are honest and ethical.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. When disagreements occur in my unit, ideas are criticized, not people.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. When disagreements occur in my unit, both ideas and people are criticized.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. My unit has good working relationships with organizations external to the university.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section 2: Recognition and Rewards

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
1. I am satisfied with the recognition I receive for doing a good job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Success stories that occur in my unit are regularly shared among staff members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. High-performing staff receive non-monetary rewards (e.g., plaques, letters of appreciation, public recognition)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Outstanding service to customers is recognized or rewarded	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Staff members in my unit who generate new ideas or who create innovations that lead to improvements are recognized or rewarded	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. I have a good understanding of what benefits I receive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Staff are asked about their preferences for different types of recognition and rewards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate the extent to which you agree with the following statements.

Section 3: Training and Development

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
1. Training and career development opportunities are allocated fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I am satisfied with the kinds of training currently available to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. My supervisor lets me adjust my schedule so that I can participate in training opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Overall, the training I have attended for my present job has helped me perform my job better	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Overall, the training I have attended for my present job has contributed to my personal development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. I have training opportunities available to me that are useful for my future career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. My unit evaluates the success of the training and development opportunities being provided to our staff members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. My unit provides leave time or other flexible scheduling so that I can take university courses (for credit or audit)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section 4: Performance Evaluations

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
1. I have received an annual written performance evaluation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Oral performance evaluations are conducted in my unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. I am satisfied with how performance evaluations are conducted in my unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. My last performance evaluation provided me with information I could use to improve my performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Individual goals/objectives for improving work are included in staff performance evaluations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. My supervisor provides feedback and coaching to me on a consistent basis	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section 5: Work Environment

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
1. I am satisfied with my physical work environment at IUPUI	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. For the work I do, my physical working conditions are good	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. My working conditions are safe	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. IUPUI treats employee safety as a high priority	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. My building is well maintained (heating, cooling, plumbing are kept in good order)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. The custodial staff do a good job cleaning the public areas of my building (bathrooms, lobbies, hallways, classrooms)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. The campus grounds are attractive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. I am familiar with my rights and responsibilities related to the Family and Medical Leave Act (FMLA)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. I feel that FMLA is being applied correctly at IUPUI	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. I am familiar with my rights and responsibilities related to the Americans with Disabilities Act	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Block 3

Section 6: Supervision/Management

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
1. My supervisor demonstrates the supervisory skills needed in his or her position as a supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. My supervisor fairly distributes the workload among staff in my unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. My supervisor bases decisions primarily on facts and data rather than on opinions and feelings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. My supervisor supports free exchanges of opinions and ideas related to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. My supervisor is open to new ways of doing things	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. My supervisor demonstrates that quality is important in his/her day-to-day activities (e.g., holding meetings to discuss quality issues, asking for feedback from constituents/customers)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. My supervisor personally recognizes the contributions of individuals on a regular basis	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. I receive adequate guidance from my supervisor to succeed in my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. My supervisor is generally available to discuss issues related to my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. My supervisor supports initiatives to continually improve processes in our unit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Flexible work arrangements are fairly administered in my work unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section 7. Job Satisfaction

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not applicable
1. I like the work I do in my current position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I feel a sense of personal satisfaction when I do my job well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. My job is challenging enough for me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. I am satisfied with my involvement in decisions that affect my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. The stress experienced by staff members in my unit is at reasonable levels	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. I know what is expected of me because my job responsibilities are clear	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. My job makes good use of my skills and abilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. I have the appropriate supplies, materials, and equipment to perform my job well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. I am satisfied with the way work schedules are determined	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Block 4

Section 8: Overall Satisfaction

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	Not Applicable
1. My overall job satisfaction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. The clarity of objectives and plans for the next few years in my unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. The clarity of objectives and plans for the next few years at IUPUI	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. The identity and sense of community at IUPUI	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Staff morale in my unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. The level of cooperation and teamwork in my unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. The level of cooperation and teamwork at IUPUI	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Staff salary levels	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Medical insurance benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Dental insurance benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Retirement benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Paid time off benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Fee courtesy benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Staff development opportunities in my unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Staff development opportunities at IUPUI	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. The availability of parking on campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. The cost of parking on campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. Support for staff enrolling in classes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. Work/life opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. The food options available	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. The cost of food options	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section 9: Quality of IUPUI

	Excellent	Good	Fair	Poor	Not Applicable
1. Reputation of IUPUI in Indianapolis	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Reputation of IUPUI in Indiana	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Quality of staff service to the institution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Quality of campus administrative leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Quality of work spaces at IUPUI (offices, classrooms, labs, training facilities)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Quality of technology available to staff to get their work done	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Level of civility at IUPUI	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Block 5

Section 10: Campus Climate for Diversity

For the purposes of this survey, "diversity" and "backgrounds" refers to differences among people in at least gender, race/ethnicity, sexual orientation, religious beliefs, socio-economic class, age, learning style, and disabilities.

Based on your experiences at IUPUI, please indicate whether you Strongly Agree (SA), Agree (A), are Neutral (N), Disagree (D), or Strongly Disagree (SD), with the following statements.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1. I feel a sense of belonging at IUPUI	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. IUPUI management is committed to helping me achieve my career goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. IUPUI management is committed to promoting an environment that respects and celebrates diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. The diversity of IUPUI was one of the reasons I chose to work here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. My work experiences have contributed to my appreciation of multiculturalism and diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Co-workers in my unit treat all individuals with respect, regardless of their ethnicity, cultural background or sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. I have a voice in how diversity, equity and inclusion are approached at IUPUI	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. I feel as if I can participate in programs, events or activities related to diversity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate how often you have experienced each of the following as an employee at IUPUI using the scale Very Often (VO), Often (OF), Sometimes (ST), Rarely (RA), or Never (NV).

	Very Often	Often	Sometimes	Rarely	Never
1. Socialized with co-workers, faculty, or students from backgrounds different than your own	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Attended workshops, events, or activities that increased your understanding of multiculturalism and diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Noticed the influence of multicultural and diverse perspectives in campus artwork, sculpture, or décor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Seen or read racist, antigay/lesbian, or sexist material (including graffiti) on campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Felt a sense of negative conflict between diverse groups on campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Based on your experiences at IUPUI, please indicate whether you Strongly Agree (SA), Agree (A), Disagree (D), or Strongly Disagree (SD), with the following statements.

	Strongly Agree	Agree	Disagree	Strongly Disagree
1. IUPUI students treat individuals with respect, regardless of their ethnicity, cultural background, or gender orientations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. IUPUI faculty members treat individuals with respect, regardless of their ethnicity, cultural background, or gender orientations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. IUPUI staff members treat individuals with respect, regardless of their ethnicity, cultural background, or gender orientations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. IUPUI faculty, staff, and students are committed to promoting an environment that respects and celebrates diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Administrators regularly speak about the value of diversity at IUPUI.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. The campus climate at IUPUI appreciates differences in sexual orientation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. The campus climate at IUPUI appreciates racial/ethnic differences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. The campus climate at IUPUI promotes an understanding of gender differences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. IUPUI is welcoming to people of different ages.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. My experiences at IUPUI have prepared me to live and work in a diverse society.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section 11: Demographics

For each of the following items, please mark the appropriate box:

Do you have children at home?

- No
 - Yes
-

If you have children at home, please indicate how many children you have in each category.

Infant to 5 years of age

6 - 11 years of age

12 - 18 years of age

Over 18 years of age

How do you get to work most of the time?

- Alone in my car
 - Bus
 - Car Pool
 - Van Pool
 - Bicycle
 - Other
-

Would you like to leave a comment?

- Yes
 - No
-

Your Comments (Optional)

What comments would you like to add about your work experiences at IUPUI?

Thank you for taking the time to complete this survey!

Your responses will be used to help improve the experiences of all IUPUI staff.



**INDIANA UNIVERSITY
PURDUE UNIVERSITY
INDIANAPOLIS**

For further information and questions about this survey, please contact Steve Graunke at sgraunke@iupui.edu or 274-3617
