

2013 Autumn Campus Climate Survey

***1. I am a member of (please choose one):**

- Support Staff Bargaining Unit
- Professional Bargaining Unit
- OPBA or Non-Bargaining Unit

2. I receive appropriate guidance from my direct supervisor to effectively perform my job.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

3. I receive the necessary amount of training to effectively perform my job.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

4. I know what is expected of me at work.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

5. I receive sufficient and genuine recognition or praise for doing good work.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

6. In the last six months, someone at work has talked to me about my performance.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

7. I have been given opportunities to provide feedback on my own supervisor's performance.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

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8. I feel I am trusted to do my job with autonomy and flexibility.

Strongly Agree

Agree

Disagree

Strongly Disagree

N/A



Comments (Optional):

9. In my current position, my greatest skills are used to their maximum potential.

Strongly Agree

Agree

Disagree

Strongly Disagree

N/A



Comments (Optional):

10. I am satisfied with the way my career has progressed at the College.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

11. I have had an assigned mentor at work who has encouraged my development.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

12. I have had an informal mentorship with someone at work who has encouraged my development.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

13. The College cultivates habits of lifelong learning for its employees.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

14. I find that the institution is supportive when I need professional leave time.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

15. I am usually satisfied with the way in which I am able to balance my professional and personal life.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

16. I find that the institution is supportive when I need family leave time.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

17. I am able to attend important events and activities in my personal life, while still meeting my professional responsibilities.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

18. All employees are valued equally, regardless of their positions and responsibilities.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

19. The College promotes a culture in which I am valued as an employee.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

20. The College values long term service to the institution.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

21. The College's treatment of its employees sets an example for other organizations.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

22. The College treats its employees with respect.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

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23. My supervisor conveys his/her respect for me as an employee at the College.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

24. My supervisor, or someone else at work, seems to care about me as a person.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

25. If I had to do it over again, I would accept my current position.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

26. I would recommend working at the College to a friend or family member.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

27. The general campus climate is respectful of differences in race or ethnicity, religious background, beliefs, sexual orientation, age, gender, and economic status.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

28. I have never been discriminated against at work because of my race or ethnicity, religious background, beliefs, sexual orientation, age or gender.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

29. I have never been denied opportunities to advance in my job because of my race, ethnicity, religious background, beliefs, sexual orientation, age or gender.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

30. In department and committee meetings, discourse is respectful and professional.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

31. During informal conversations with colleagues, conversation is respectful and professional.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

32. When I have questions related to my job duties, I can go to my direct supervisor for answers.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

33. When I share concerns, ideas or information with my direct supervisor, I am confident s/he will take those concerns to the next administrative level when appropriate.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

34. I believe some policy changes are a reflection of concerns, ideas, and/or information administration receives from faculty and staff.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

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35. Please rate your level of trust in the accuracy of information that you receive through each of the following:

	Yes, I trust	Slightly Trust	Slightly Distrust	No, I do not trust	N/A
The Verbatim newsletter	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The College website and Facebook page	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All-staff emails	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In-service presentations and workshops	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus forums with President	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Local media, e.g., radio, newspaper, television	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Department or unit meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal conversations with my direct supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The "grapevine"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional)

36. Assuming it is reliable and accurate, how would you prefer to receive regular campus information? Please rank in order of preference:

<input type="text"/>	The Verbatim newsletter
<input type="text"/>	The College website and Facebook page
<input type="text"/>	All-staff emails
<input type="text"/>	In-service presentations and workshops
<input type="text"/>	Campus forums with President
<input type="text"/>	Local media, e.g., radio, newspaper, television
<input type="text"/>	Department or unit meetings
<input type="text"/>	Personal conversations with my direct supervisor

37. The College places an appropriate emphasis on consensus building.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

38. The College encourages lively debate from a wide variety of perspectives when key decisions are being made.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

39. It's okay to voice my opinion freely at the college.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

40. The College values creativity.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

41. The College values innovative ideas.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

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42. The College continually attempts to find a better way to do things.

Strongly Agree

Agree

Disagree

Strongly Disagree

N/A



Comments (Optional):

43. I am satisfied with my health benefits.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

44. I am satisfied with my access to tuition reimbursement.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

45. I am satisfied with my retirement plan options.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

46. I am satisfied with the employee discounts and other perks offered to me.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

47. The general campus climate is friendly and welcoming.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

48. The general campus climate has been improving.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

49. The campus, overall, is clean and attractive.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

50. The campus is well lit at night.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

51. I feel safe on campus.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

52. My direct supervisor takes actions that support me as an employee.

Strongly Agree

Agree

Disagree

Strongly Disagree

N/A



Comments (Optional):

53. I have materials and equipment I need to do my work right.

Strongly Agree

Agree

Disagree

Strongly Disagree

N/A



Comments (Optional):

54. I have a close friend at work.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

55. I have opportunities for social interactions with other employees across the college.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

56. I have opportunities for social interactions within my department.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

57. The College continually pursues academic excellence.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

58. The College practices environmental sustainability.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

59. The College nurtures community partnerships.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

60. The College values public service.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

61. The College encourages civic responsibility.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

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62. The mission and purpose of this institution makes me feel my job is important.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

63. Overall, I am satisfied with my current position at Hocking College.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

64. In general, morale is high at the College.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

65. My personal morale is high working at the College.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

66. Whether it is positive or negative, the climate and culture of the College affects the quality of my work.

Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Optional):

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67. If there was one thing you could recommend to improve employee morale or the campus climate, what would it be?

