

UW 2008 Climate Survey Results

Mean Responses For Each Question

School/College: **Bothell and Seattle** Population: **Staff**

Scale 1: (very unfavorable) to 6 (very favorable) unless otherwise noted with " * " then; 1 = No and 2 = Yes

Item	UW Mean	Class Staff Mean	Pro Staff Mean
I am proud to work at UW	5.2	5.0	5.2
UW is a good place to work	5.0	4.9	5.1
I get a sense of personal accomplishment from work	4.8	4.5	4.9
I understand my role in relation to UW goals	4.8	4.7	4.8
I am willing to put in extra effort	5.2	5.1	5.3
Morale is generally good	4.0	3.9	4.2
I am respected by my coworkers/colleagues	4.9	4.8	5.0
I am respected by staff	4.8	4.7	4.9
I am respected by students	4.7	4.7	4.7
I am respected by my department/unit head	4.7	4.5	4.8
I am respected by my supervisor	4.9	4.7	5.0
I am respected by faculty	4.5	4.5	4.5
I am a participant in the problem-solving and decision-making in my unit.	4.4	4.1	4.8
I understand why and how decisions are made in my unit.	4.2	3.9	4.4
There is effective leadership in my unit.	4.2	4.0	4.3
I understand how the work of my unit contributes to the educational mission of UW.	4.9	4.9	5.1
I understand and support the goals in my unit.	5.0	4.9	5.1
Rewards and recognition are awarded fairly in my unit.	3.9	3.6	4.0
In my unit, committee or other special projects are assigned fairly.	4.2	4.0	4.4
I receive regular feedback regarding my work from my supervisor.	4.1	4.0	4.2
Rewards and recognition are awarded consistently in my unit.	3.6	3.3	3.8

Scale 1: (very unfavorable) to 6 (very favorable) unless otherwise noted with " * " then; 1 = No and 2 = Yes			
Item	UW Mean	Class Staff Mean	Pro Staff Mean
Accomplishments, anniversaries and other milestones are recognized and celebrated in my unit.	3.9	3.8	4.1
My supervisor shows interest in my professional/career development.	4.2	3.9	4.3
I understand how and why decisions are made at the university level.	3.4	3.5	3.6
The relationship between my group and central administration is good.	3.9	3.9	4.1
There are effective procedures in place to resolve problems between staff members and their supervisors.	3.9	3.7	4.0
I trust the leadership at the university-level.	4.1	3.9	4.3
There is effective leadership at the university level.	4.2	4.1	4.4
The university has made efforts to address issues of violence prevention and response.	4.7	4.7	4.8
The UW vision statement phrase "Discovery is at the heart of our University" is relevant to the work I do.	4.5	4.4	4.8
The UW vision and values have been discussed in my unit.*	1.7	1.8	1.7
Overall, how satisfied are you with your job?	4.5	4.4	4.7
How satisfied are you with . . .			
Your prospects for career growth.	3.9	3.7	4.1
Your prospects for career advancement.	3.8	3.5	3.9
Support for your career development.	4.0	3.7	4.2
The mentoring available to you.	3.8	3.5	3.9
The intellectual stimulation you get from work.	4.4	3.9	4.6
The formal recognition you receive for the work that you do.	3.7	3.5	3.9
The informal recognition you receive for the work that you do.	4.2	4.0	4.4
Professional Development Opportunities	4.0	3.7	4.2
Flexibility to balance work/life	4.8	4.7	5.1
Your UW salary (amount of your salary).	3.7	3.3	3.9
I have actively looked for a new job outside of UW in the past 12 months*	1.4	1.5	1.4
I have actively looked for a new job at UW in the past 12 months.*	1.4	1.4	1.4
How likely is it that you will stay at UW for at least the next 2 years?	4.6	4.5	4.6

Scale 1: (very unfavorable) to 6 (very favorable) unless otherwise noted with " * " then; 1 = No and 2 = Yes			
Item	UW Mean	Class Staff Mean	Pro Staff Mean
UW has a positive climate for diversity.	4.7	4.6	4.7
UW has a positive climate for female staff.	4.8	4.7	4.8
UW has a positive climate for male staff.	5.0	4.9	5.1
UW has a positive climate for staff of color.	4.7	4.5	4.6
UW has a positive climate for gay, lesbian, bisexual, and transgender (GLBT) staff.	4.8	4.7	4.8
UW has a positive climate for staff with disabilities.	4.6	4.5	4.6
UW has made effective efforts to promote or hire diverse individuals into leadership positions.	4.3	4.2	4.4
UW is supportive of staff who are attempting to balance their family and career lives.	4.4	4.3	4.6
Staff members with young children can thrive professionally at UW.	4.3	4.2	4.5
Staff members with elder care responsibilities can thrive professionally at UW.	4.3	4.2	4.4