



**INDIANA UNIVERSITY NORTHWEST**

# **Faculty/Staff Climate Survey**

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# Description of the sample:

<b>Dispositions</b>	<b>Faculty</b>	<b>Staff</b>	<b>Total</b>
Completion	133	142	<b>275</b>
Partial completion	3	3	<b>6</b>
Refused	1	3	<b>4</b>
No response	45	69	<b>114</b>
Mailing returned/Undeliverable	0	6	<b>6</b>
<b>Total</b>	<b>182</b>	<b>223</b>	<b>405</b>

**Completion/total mailings = 68%**

**Faculty = 73%**

**Staff = 63%**

# Description of the sample:

32% are female

48% are age 51 and over

70% have been employed at IUN 5 years or more

75% have at least a Bachelor's Degree

67% White (IUN 68.5%)

18% Black/African American (IUN 22.6%)

5% Hispanic/Latino (IUN 5%)

4% Asian (IUN 3%)

## Climate: % “Strongly Agree/Agree”

I am satisfied with the amount of information I receive about what is going on in my unit	75%
I am satisfied with the amount of information I receive about what is going on at IUN	63%
I understand the connection between my work and the goals of my unit	90%
I have a good understanding of my unit’s mission	90%
Members of my unit support one another	76%

## Climate: % “Strongly Agree/Agree”

There is a climate of trust in my unit	72%
Members of my unit are honest and ethical	81%
When disagreements occur in my unit, ideas are criticized, not people	70%
My unit has good working relationships with other units in the university	79%
My unit has good working relationships with organizations external to the university	86%

## Climate: % “Strongly Agree/Agree”

I like the work I do in my current unit	94%
I feel a sense of satisfaction when I do my job well	97%
My job is challenging	93%
I am satisfied with my involvement in the decisions that affect my work	75%
The stress experienced by faculty/staff members in my unit is at reasonable levels	65%

## Climate: % “Strongly Agree/Agree”

My job responsibilities are clear so that I know what is expected of me	84%
My job makes good use of my skills and abilities	79%
I have the appropriate supplies, materials, and equipment to perform my job	72%
I am satisfied with the way work schedules/schedules are determined	83%
I feel a sense of belonging at IUN	71%

## **Climate: % “Strongly Agree/Agree”**

The IUN administration is committed to helping me achieve my career goals	40%
The IUN administration is committed to promoting an environment that respects diversity	78%
The diversity of IUN was one of the reasons I chose to work here	40%
My work experiences have contributed to my appreciation of multiculturalism and diversity	72%
Co-workers in my unit treat all individuals with respect, regardless of their ethnicity, cultural background, or sexual orientation	88%

## Climate: % “Very Satisfied/Satisfied”

Faculty/staff morale in my unit	57%
Collaboration among colleagues on projects of mutual interest	80%
The level of collegiality in my unit	78%
The level of collegiality at IUN	57%
The identity and sense of community at IUN	46%

## Climate: % “Very Satisfied/Satisfied”

The level of civility at IUN	74%
The level of cooperation and teamwork in my unit	81%
The level of cooperation and teamwork at IUN	53%
Overall, my job	83%

**Climate: How often have you:  
% “Sometimes/Often/Very often”**

Socialized with staff, faculty, or students from backgrounds different from your own	90%
Attended workshops, events, or activities that increased your understanding of multiculturalism and diversity	69%
Noticed the influence of multicultural and diverse perspectives in campus artwork, sculpture, or decor	78%
Seen or read racist, anti-gay/lesbian, or sexist material (including graffiti) on campus	21%
Felt a sense of negative conflict between groups on campus over diversity issues	58%

**Climate: In the past year have you experienced negative or insulting comments at IUN because of your:**

	All	AA/L
Gender	10%	
Race/Ethnicity	11%	24.5%
Sexual Orientation	1.4%	
Age	6%	
Disabilities	0.7%	
Religious Beliefs	5%	
Socioeconomic Class	5%	

**Climate: In the past year have you experienced discrimination At IUN because of your:**

	All	AA/L
Gender	7.5%	
Race/Ethnicity	9.6%	21.3%
Sexual Orientation	1.1%	
Age	3.6%	
Disabilities	0.7%	
Religious Beliefs	1.8%	
Socioeconomic Class	2.5%	

**Climate: In the past year have you felt isolated or unwelcome at IUN because of your:**

	All	AA/L
Gender	4%	
Race/Ethnicity	7%	13.1%
Sexual Orientation	0.7%	
Age	3.2%	
Disabilities	1.1%	
Religious Beliefs	2.1%	
Socioeconomic Class	2.5%	

**Climate: In the past year have you encountered offensive language or humor at IUN because of your:**

Gender	7.5%
Race/Ethnicity	7.5%
Sexual Orientation	1.8%
Age	3.2%
Disabilities	0.4%
Religious Beliefs	2.8%
Socioeconomic Class	0.7%

**Climate: In the past year have you not been taken seriously at IUN because of your:**

Gender	7.8%
Race/Ethnicity	6.4%
Sexual Orientation	1.1%
Age	7.1%
Disabilities	0.4%
Religious Beliefs	1.4%
Socioeconomic Class	4.6%

**Climate: In the past year have you been discouraged in pursuing your career goals at IUN because of your:**

	All	AA/L
Gender	2.1%	
Race/Ethnicity	4.6%	11.5%
Sexual Orientation	0.7%	
Age	2.5%	
Disabilities	0.0%	
Religious Beliefs	0.4%	
Socioeconomic Class	1.8%	

**Climate: In the past year have you been encouraged in pursuing your career goals at IUN because of your:**

Gender	3.6%
Race/Ethnicity	2.1%
Sexual Orientation	0.4%
Age	4.3%
Disabilities	0.4%
Religious Beliefs	0.0%
Socioeconomic Class	0.7%

**Climate: In the past year have you joined a group or organized activity that promoted your interests because of your:**

Gender	3.9%
Race/Ethnicity	4.3%
Sexual Orientation	1.1%
Age	1.1%
Disabilities	0.4%
Religious Beliefs	2.1%
Socioeconomic Class	1.8%

**Quality: How would you rate each of the following aspects of IUN over the past year?  
% “Excellent/Good”**

Reputation of IUN in NW Indiana	42%
Reputation of my department in NW Indiana	65%
Quality of overall teaching in my department/program	86%
Quality of overall research in my department/program	58%
Quality of professional service provided by my department/program to those outside of IUN	74%

**Quality: How would you rate each of the following aspects of IUN over the past year?  
% “Excellent/Good”**

Quality of faculty service to IUN by members of my department/program	84%
Quality of administrative leadership in my department/program	65%
Quality of administrative leadership in my school	46%
Quality of administrative leadership in IUN campus administration	42%
Quality of administrative leadership in IU central administration	27%

**Work Environment: How satisfied are you with aspects of the faculty work environment?  
% “Very Satisfied/Satisfied”**

Faculty development opportunities at IUN	63%
Technology support for research and scholarly activity	60%
Technology support for teaching	69%
Technology support for students taking classes	71%
The clarity of objectives/plans for the next few years in my department/program	68%
The clarity of objectives/plans for the next few years in my school	50%

**Reward/Recognition/Evaluation: How satisfied are you with:**  
**% “Very Satisfied/Satisfied”**

Salary	33%
Fringe benefits (retirement, early retirement, healthcare, etc)	79%
Rewards and recognition for teaching (Faculty only)	56%
Rewards and recognition for research and scholarly activity (Faculty only)	59%
Rewards and recognition for professional service (Faculty only)	47%
Rewards and recognition for institutional service (Faculty and Staff)	42%

## Reward/Recognition/Evaluation:

**% “Strongly Agree/Agree”**

I am satisfied with the recognition I receive for doing a good job	57%
Success stories that occur in my unit are regularly shared among staff/faculty members	66%
High performing staff/faculty receive non-monetary awards (e.g., plaques, letters of appreciation, public recognition)	40%
Outstanding service to students or others is recognized or rewarded	43%
Staff/Faculty members in my unit who generate new ideas or innovations that lead to improvement are recognized or rewarded	43%

## Reward/Recognition/Evaluation:

**% “Strongly Agree/Agree”**

High performing staff in my unit get promoted (Staff only)	18%
Staff/Faculty are asked about their preferences for different types of recognition and rewards	22%
My last evaluation provided me with information I could use to improve my performance	63%
Individual goals/objectives for improving performance are included in evaluations	65%
My supervisor (staff)/department chair (faculty) provides useful feedback to me regarding my performance on a consistent basis	61%

## Reward/Recognition/Evaluation:

Written evaluations are conducted on my unit (Yes)	85%
Oral evaluations are conducted on my unit (Yes)	61%
I am satisfied with how evaluations are conducted in my unit (Strongly Agree/Agree)	68%

## **“I felt I could be open and honest in completing this survey”**

Strongly Agree	47%
Moderately agree	37%
Slightly Agree	10%
Slightly Disagree	3.3%
Moderately Disagree	1.8%
Strongly Disagree	1.1%

# Concerns:

- Minority concerns/perceptions
  - n is small but % is high
- Perception of Leadership
  - Lack of communication, support at school level and above
  - No clear understanding of “where we are going”
  - “Us versus them”
- Rewards
  - Salary (especially staff); salary compression
  - Lack of mobility (especially staff)
  - Lack of reward for merit