2013 IUPUI
STAFF SURVEY
SUMMARY REPORT

INDIANA UNIVERSITY
PURDUE UNIVERSITY
INDIANAPOLIS

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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).

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 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).

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).

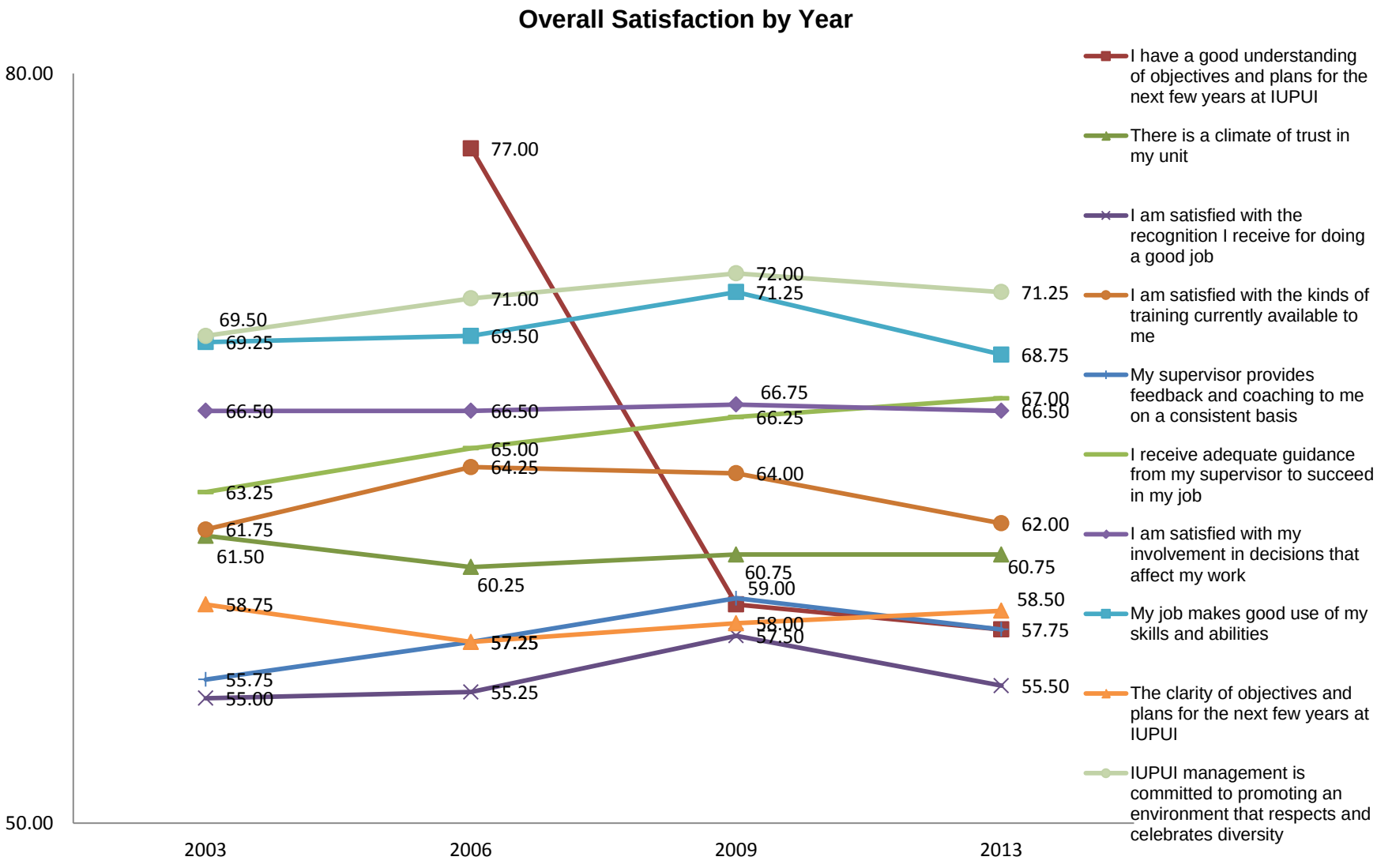
- Approximately 84% of monthly, 78% of biweekly, and 82% of hourly staff strongly agreed or agreed that administrators regularly speak about the value of diversity at IUPUI (Table 10).

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).



[a]Items scaled from 0–100 to account for differences in scales between years.

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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%.

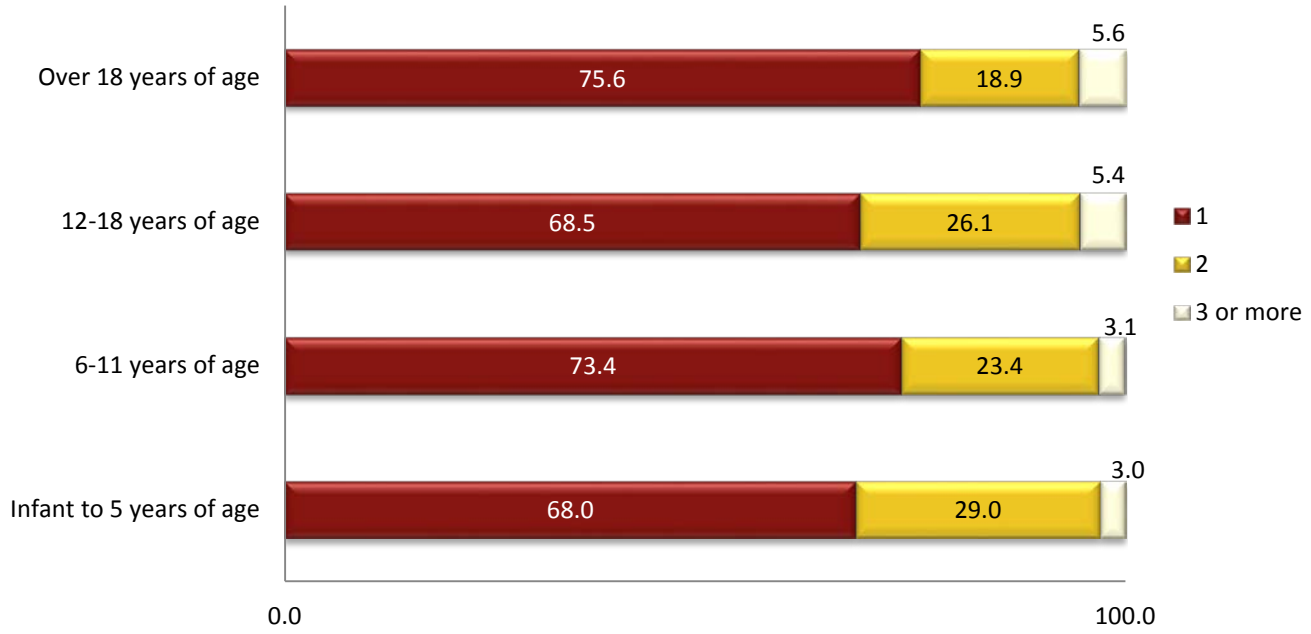
The following is a report of responses to the 2013 IUPUI Staff Survey. Demographic and academic characteristics of respondents and the entire sample are listed in Table 1. The report is divided by responses for staff coded as Hourly, Salaried Biweekly, and Salaried Monthly in order to highlight the differences 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
	Percentages	
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

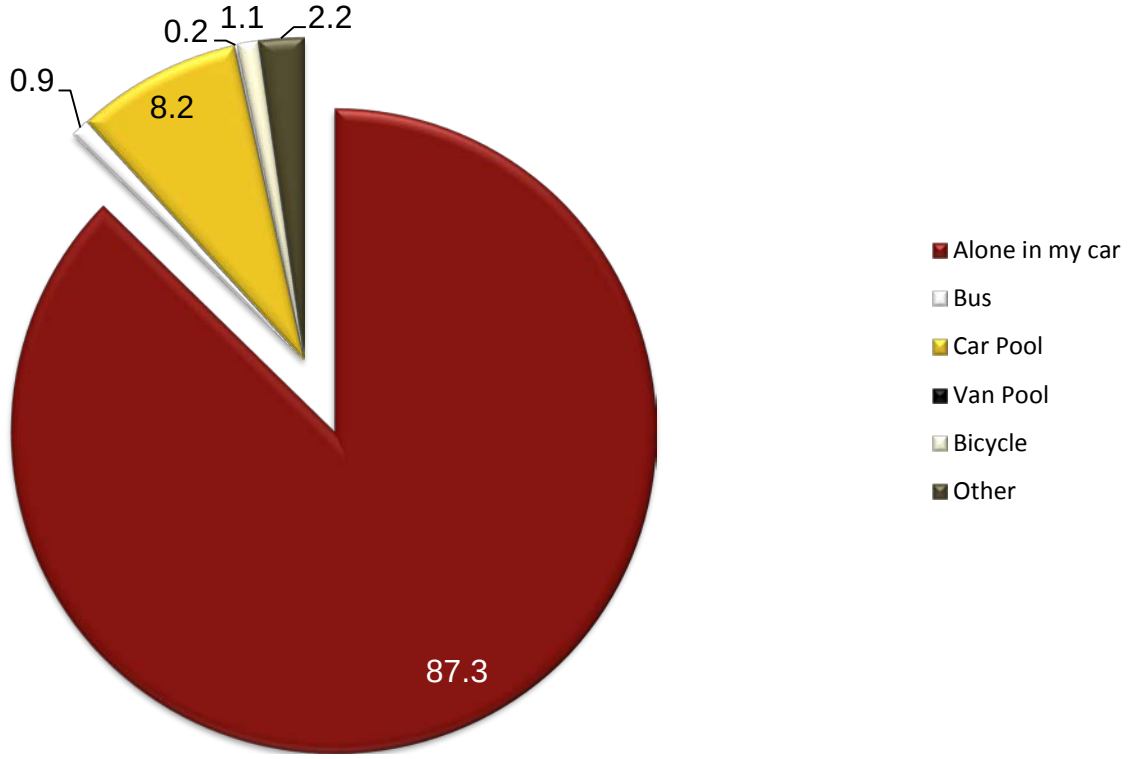
[a]As of September 2013
*Significant difference between percentage of respondents and full sample
^Less than 0.01% identified as Native Hawaiian/Pacific Islander

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 then 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
					Percentages			
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
[a]Effect 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
					Percentages			
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
[a]Effect 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
[a]Effect 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
[a]Effect 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
					Percentages			
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
[a]Effect 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
					Percentages			
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
[a]Effect size difference between largest and smallest group mean greater than 0.2.

Quality of IUPUI

Table 4
Quality of IUPUI

	N	Mean	STD	Poor	Fair	Good	Excellent
					Percentages		
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
[a]Effect 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
						Percentages		
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
[a]Effect 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
						Percentages		
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
[a]Effect 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
						Percentages		
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
[a]Effect 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
						Percentages		
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
[a]Effect 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
						Percentages		
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
[a]Effect 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
						Percentages		
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
[a]Effect 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
						Percentages		
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
[a]Effect 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
						Percentages		
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
[a]Effect 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
						Percentages		
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
[a]Effect 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
						Percentages		
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
[a]Effect size difference between largest and smallest group mean greater than 0.2.

Table 10
Campus Climate

Based on your experiences at IUPUI, please indicate the degree with which you agree with the following statements:	N	Mean	STD	Strongly Disagree	Disagree	Agree	Strongly Agree
					Percentages		
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
[a]Effect size difference between largest and smallest group mean greater than 0.2.

Table 10
Campus Climate (con't.)

Based on your experiences at IUPUI, please indicate the degree with which you agree with the following statements:	N	Mean	STD	Strongly Disagree	Disagree	Agree	Strongly Agree
					Percentages		
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.

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

Communication and Morale

Table 11
Communication and Morale

	N	Mean	STD	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
					Percentages			
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
[a]Effect 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
						Percentages		
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
[a]Effect 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
						Percentages		
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
[a]Effect size difference between largest and smallest group mean greater than 0.2.

Training and Development

Table 13
Training and Development

	N	Mean	STD	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
						Percentages		
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
[a]Effect 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
						Percentages		
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
[a]Effect 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 unnescessary 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!

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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.						
2. I understand the connection between my work and the goals of my unit.						
3. I have a good understanding of my unit's mission.						
4. I have a good understanding of objectives and plans for the next few years at IUPUI.						
5. There is a climate of trust in my unit.						
6. Staff members in my unit are honest and ethical.						
7. When disagreements occur in my unit, ideas are criticized, not people.						
8. When disagreements occur in my unit, both ideas and people are criticized.						
9. My unit has good working relationships with organizations external to the university.						

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						
2. Success stories that occur in my unit are regularly shared among staff members						
3. High-performing staff receive non-monetary rewards (e.g., plaques, letters of appreciation, public recognition)						
4. Outstanding service to customers is recognized or rewarded						
5. Staff members in my unit who generate new ideas or who create innovations that lead to improvements are recognized or rewarded						
6. I have a good understanding of what benefits I receive						
7. Staff are asked about their preferences for different types of recognition and rewards						

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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						
2. I am satisfied with the kinds of training currently available to me						
3. My supervisor lets me adjust my schedule so that I can participate in training opportunities						
4. Overall, the training I have attended for my present job has helped me perform my job better						
5. Overall, the training I have attended for my present job has contributed to my personal development						
6. I have training opportunities available to me that are useful for my future career						
7. My unit evaluates the success of the training and development opportunities being provided to our staff members						
8. My unit provides leave time or other flexible scheduling so that I can take university courses (for credit or audit)						

Section 4: Performance Evaluations

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

Section 5: Work Environment

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

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.						
2. My supervisor fairly distributes the workload among staff in my unit						
3. My supervisor bases decisions primarily on facts and data rather than on opinions and feelings						
4. My supervisor supports free exchanges of opinions and ideas related to work						
5. My supervisor is open to new ways of doing things						
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)						
7. My supervisor personally recognizes the contributions of individuals on a regular basis						
8. I receive adequate guidance from my supervisor to succeed in my job						
9. My supervisor is generally available to discuss issues related to my work						
10. My supervisor supports initiatives to continually improve processes in our unit.						
11. Flexible work arrangements are fairly administered in my work unit						

Section 7. Job Satisfaction

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

Block 4

Section 8: Overall Satisfaction

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

Section 9: Quality of IUPUI

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

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

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					
2. Attended workshops, events, or activities that increased your understanding of multiculturalism and diversity					
3. Noticed the influence of multicultural and diverse perspectives in campus artwork, sculpture, or décor					
4. Seen or read racist, antigay/lesbian, or sexist material (including graffiti) on campus					
5. Felt a sense of negative conflict between diverse groups on campus					

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

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.

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