

The Ohio State University 2008 Staff Culture Survey

1 Overall, how satisfied are you being an employee of The Ohio State University?

Very Satisfied	2,179	31.8%
Satisfied	3,683	53.8%
Neither Satisfied nor Dissatisfied	622	9.1%
Dissatisfied	289	4.2%
Very Dissatisfied	76	1.1%

**Please respond to the following items while thinking about Senior Leadership at Ohio State.
Senior Leadership - President, Provost, and Senior Vice Presidents.**

2 Senior Leadership at Ohio State ...	Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
Are committed to the mission of Ohio State.	2,507	37.0%	3,318	49.0%	779	11.5%	136	2.0%	27	0.4%
Provide a definite sense of direction and purpose.	1,617	24.1%	3,353	50.0%	1,282	19.1%	392	5.8%	63	0.9%
Make decisions for the greater good of the university.	1,486	22.1%	3,276	48.8%	1,466	21.8%	405	6.0%	87	1.3%

3 Please respond to the following items while thinking about the university as a whole.

	Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
Units usually cooperate well.	375	5.5%	3,418	50.5%	1,540	22.8%	1,290	19.1%	143	2.1%
There is a high level of focus on quality.	805	12.1%	3,449	51.8%	1,410	21.2%	887	13.3%	108	1.6%
Ohio State values diversity in its policies and practices.	1,496	22.1%	3,718	55.0%	1,029	15.2%	411	6.1%	103	1.5%
Staff are involved enough in campus decision-making.	235	3.5%	1,799	26.7%	2,320	34.4%	1,916	28.4%	478	7.1%
The people who benefit from my work treat me with respect.	1,555	22.9%	3,477	51.2%	922	13.6%	647	9.5%	187	2.8%
Ohio State pays its employees well.	277	4.1%	2,139	31.6%	1,760	26.0%	1,887	27.9%	698	10.3%
Ohio State values individual differences.	793	11.7%	3,496	51.6%	1,642	24.2%	667	9.8%	183	2.7%
Ohio State helps people progress in their careers.	734	10.8%	2,654	39.1%	1,868	27.5%	1,125	16.6%	413	6.1%

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**Please indicate whether the following statements accurately describe your supervisor.
Supervisor - the person to whom you directly report.**

4 My supervisor ...

	Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
Addresses poor performance.	900	13.4%	3,325	49.6%	1,321	19.7%	867	12.9%	289	4.3%
Holds <u>me</u> highly accountable for achieving results in my work.	1,878	27.9%	3,804	56.4%	723	10.7%	264	3.9%	70	1.0%
Holds <u>my peers</u> highly accountable for achieving results in their work.	1,291	19.1%	3,061	45.3%	1,295	19.2%	857	12.7%	257	3.8%
Encourages and empowers me.	1,916	28.5%	2,570	38.2%	1,128	16.8%	742	11.0%	364	5.4%
Has positively affected my decision to remain working here.	1,968	29.0%	2,080	30.7%	1,416	20.9%	848	12.5%	464	6.8%
Informs me about how well my unit is meeting its goals.	1,418	21.0%	2,852	42.2%	1,320	19.5%	849	12.6%	324	4.8%
Is held accountable for achieving the unit's goals.	1,617	23.9%	2,947	43.6%	1,413	20.9%	538	8.0%	245	3.6%
Provides me with clear work directions and expectations.	1,381	20.4%	2,901	42.9%	1,231	18.2%	899	13.3%	357	5.3%
Says what he/she means and means what he/she says.	1,784	26.3%	2,579	38.1%	1,198	17.7%	786	11.6%	425	6.3%
Shows concern for my well-being.	2,488	36.8%	2,624	38.8%	906	13.4%	447	6.6%	295	4.4%
Treats me with respect.	2,699	39.9%	2,774	41.0%	678	10.0%	375	5.5%	236	3.5%
Treats some employees better than others.	968	14.3%	1,396	20.7%	1,396	20.7%	2,084	30.8%	916	13.6%
Values the work that I do.	2,241	33.2%	3,108	46.0%	850	12.6%	371	5.5%	180	2.7%
Provides regular feedback.	1,350	20.0%	2,781	41.1%	1,320	19.5%	965	14.3%	348	5.1%

5 In the last year, have you been encouraged by your supervisor to pursue any professional development or educational opportunities?

Yes	4,193	61.9%
No	2,577	38.1%

6 When encouraged by your supervisor, did you take advantage of the opportunity?

Yes	3,658	87.5%
No	522	12.5%

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8 Did you receive an annual review in the past year?

Yes	5,155	87.0%
No	768	13.0%

9 Was your annual review provided to you in writing?

Yes	4,877	95.1%
No	249	4.9%

10 Please indicate your level of agreement or disagreement with the following statements.

	Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
My annual review adequately addresses my job functions.	1,126	21.8%	2,673	51.8%	680	13.2%	514	10.0%	163	3.2%
The feedback I received at my annual review helped me to improve my	915	17.8%	2,155	41.9%	1,219	23.7%	625	12.1%	233	4.5%

Please respond to the following questions while thinking about your unit.

Unit - the group of people with whom you work or the location where you work.

11 In my unit...

	Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
People usually cooperate.	1,599	23.7%	3,873	57.3%	648	9.6%	527	7.8%	107	1.6%
Rewards and recognition are based on work performance.	776	11.6%	2,370	35.4%	1,740	26.0%	1,334	19.9%	483	7.2%
There is a high level of focus on quality.	1,641	24.4%	3,250	48.4%	1,074	16.0%	595	8.9%	156	2.3%
We receive the training and professional development necessary to do our jobs	1,061	15.8%	3,088	45.8%	1,428	21.2%	889	13.2%	270	4.0%
The reward system is clear and fair.	530	7.9%	1,653	24.6%	2,310	34.3%	1,563	23.2%	674	10.0%
People look for more effective ways to do their jobs.	1,007	14.9%	3,312	49.1%	1,439	21.3%	793	11.8%	194	2.9%
People willingly do more than is expected of them.	1,393	20.6%	2,813	41.7%	1,374	20.4%	874	13.0%	293	4.3%

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12 My unit ...

	Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
Does a good job of measuring results.	849	12.6%	2,902	43.1%	1,834	27.2%	938	13.9%	212	3.1%
Is clean and comfortable.	1,444	21.8%	3,396	51.2%	828	12.5%	724	10.9%	237	3.6%
Provides support to balance work/personal responsibilities.	1,632	24.3%	3,185	47.4%	1,061	15.8%	613	9.1%	228	3.4%
Is a good fit for me.	1,858	27.7%	3,156	47.1%	1,226	18.3%	327	4.9%	135	2.0%
Has goals that match with the mission of the university.	1,929	28.6%	3,324	49.3%	1,151	17.1%	239	3.5%	93	1.4%
Is an emotionally healthy place to work.	1,314	19.5%	2,687	39.9%	1,328	19.7%	919	13.7%	481	7.1%
Is a physically safe place to work.	2,066	30.6%	3,570	53.0%	672	10.0%	330	4.9%	103	1.5%
Values productivity.	1,823	27.1%	3,469	51.6%	890	13.2%	384	5.7%	162	2.4%
Reviews past performance to make improvements.	1,123	16.7%	2,956	43.9%	1,739	25.9%	691	10.3%	217	3.2%

13 When I am at work ...

	Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
I am encouraged to be creative.	1,554	23.1%	2,998	44.5%	1,288	19.1%	675	10.0%	218	3.2%
I receive high levels of feedback and coaching.	740	11.1%	2,226	33.3%	1,829	27.3%	1,492	22.3%	401	6.0%
The environment is positive/optimistic.	1,055	15.8%	2,659	39.7%	1,450	21.7%	1,110	16.6%	422	6.3%
I feel appreciated/valued.	1,365	20.4%	2,717	40.7%	1,184	17.7%	941	14.1%	469	7.0%
There are high expectations for my performance.	1,958	29.2%	3,495	52.1%	900	13.4%	261	3.9%	99	1.5%
People have fun -- they enjoy themselves.	1,177	17.5%	3,030	45.1%	1,486	22.1%	720	10.7%	302	4.5%
People are open -- communicate candidly and openly.	1,047	15.6%	2,794	41.5%	1,393	20.7%	1,070	15.9%	421	6.3%
People are trustworthy.	1,204	17.9%	2,937	43.8%	1,409	21.0%	797	11.9%	364	5.4%
People look for opportunities to learn new things.	1,064	15.8%	3,242	48.2%	1,605	23.9%	611	9.1%	201	3.0%

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14 Please indicate your level of agreement or disagreement with the following statements.

	Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
I have a voice in the decision-making that affects the direction of my unit.	965	14.3%	2,600	38.6%	1,312	19.5%	1,285	19.1%	571	8.5%
University policies and procedures prevent me from doing my job to the best of my abilities.	461	6.9%	1,067	15.9%	1,926	28.7%	2,777	41.3%	486	7.2%
My coworkers have positively affected my decision to remain working here.	1,279	19.0%	2,872	42.8%	1,490	22.2%	823	12.3%	253	3.8%
I see the value in changes I am asked to make.	745	11.1%	3,378	50.5%	1,911	28.6%	512	7.7%	144	2.2%
My performance is measured against goals and objectives.	759	11.3%	3,352	50.0%	1,669	24.9%	710	10.6%	210	3.1%
I look for more effective ways to do my job.	2,683	40.0%	3,751	56.0%	241	3.6%	16	0.2%	9	0.1%
I have a clear understanding of the direction -- vision, mission, and goals -- of Ohio	1,412	21.0%	3,427	50.9%	1,298	19.3%	474	7.0%	117	1.7%
It is safe to say what I really think to my supervisor.	1,582	23.6%	2,616	39.0%	1,037	15.5%	869	13.0%	596	8.9%
My coworkers generally treat each other with respect.	1,467	21.8%	3,712	55.3%	804	12.0%	531	7.9%	201	3.0%
I can expect that the recommendations I make will be seriously considered.	1,133	16.9%	2,896	43.1%	1,457	21.7%	849	12.6%	386	5.7%
I have the resources (i.e. equipment, software, supplies) to do my job effectively.	1,488	22.1%	3,553	52.9%	795	11.8%	668	9.9%	216	3.2%
I feel physically safe when I am at work.	2,409	36.1%	3,530	52.8%	479	7.2%	188	2.8%	74	1.1%
My coworkers say what they mean and mean what they say.	844	12.6%	3,046	45.4%	1,760	26.2%	823	12.3%	237	3.5%
I willingly do more than is expected of me.	2,884	43.0%	3,419	51.0%	348	5.2%	44	0.7%	11	0.2%
There are clear career paths and opportunities for promotion.	468	7.0%	1,367	20.4%	1,901	28.3%	1,871	27.9%	1,102	16.4%

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15 Overall, how would you rate the reasonableness or your workload?

Much too light	34	0.5%
Too light	264	3.9%
About right	4,194	62.3%
Too Heavy	1,728	25.7%
Much too heavy	514	7.6%

16 How welcoming is the University environment for members of the following groups?

	Very Welcoming		Welcoming		Neither Welcoming nor Unwelcoming		Unwelcoming		Very Unwelcoming		Don't Know	
Older workers	1,010	17.3%	3,341	57.4%	960	16.5%	382	6.6%	132	2.3%	880	NI
Younger workers	1,700	27.5%	3,858	62.3%	471	7.6%	134	2.2%	30	0.5%	490	NI
Women	1,507	23.8%	4,092	64.6%	600	9.5%	101	1.6%	32	0.5%	368	NI
Men	1,618	26.1%	3,896	62.9%	598	9.6%	57	0.9%	29	0.5%	471	NI
Transgendered people	616	15.8%	1,871	48.1%	1,150	29.6%	170	4.4%	84	2.2%	2775	NI
Racial/Ethnic Minorities	1,508	25.1%	3,586	59.8%	652	10.9%	186	3.1%	68	1.1%	684	NI
People from different countries with different cultural customs or tradition	1,458	24.8%	3,465	59.0%	725	12.4%	163	2.8%	58	1.0%	841	NI
People with different religious beliefs or observances	1,239	21.9%	3,365	59.4%	830	14.6%	181	3.2%	52	0.9%	1033	NI
People with disabilities	1,099	20.1%	3,256	59.6%	812	14.9%	240	4.4%	53	1.0%	1226	NI
People who are gay, lesbian or bisexual	1,198	22.9%	3,059	58.5%	787	15.1%	136	2.6%	47	0.9%	1469	NI
Veterans	1,110	22.4%	3,000	60.5%	750	15.1%	69	1.4%	31	0.6%	1733	NI

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17 Please indicate your level of agreement or disagreement with the following statements.

	Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
I am committed to Ohio State's progress and success.	3,269	48.7%	3,020	45.0%	391	5.8%	26	0.4%	6	0.1%
I am proud to work at Ohio State.	3,637	54.4%	2,476	37.0%	475	7.1%	78	1.2%	21	0.3%
My work gives me a feeling of personal accomplishment.	2,709	40.5%	2,897	43.3%	630	9.4%	362	5.4%	88	1.3%
I am given a real opportunity to improve my skills at Ohio State.	1,697	25.4%	2,831	42.3%	1,348	20.1%	649	9.7%	169	2.5%
I am satisfied with the information I receive from the administration regarding what is going on at Ohio State.	1,166	17.4%	3,193	47.6%	1,380	20.6%	752	11.2%	219	3.3%
I like the kind of work that I do.	3,034	45.4%	2,857	42.7%	541	8.1%	193	2.9%	60	0.9%
My benefits were the main reason why I accepted this job at Ohio State.	968	14.4%	1,843	27.5%	1,870	27.9%	1,682	25.1%	336	5.0%
My benefits are the main reason why I still work at Ohio State.	1,140	17.1%	2,020	30.2%	1,707	25.5%	1,493	22.3%	325	4.9%
My job schedule can be adjusted to meet personal or family responsibilities when needed.	2,112	31.5%	3,178	47.3%	749	11.2%	448	6.7%	226	3.4%
My job schedule can be adjusted to pursue educational opportunities.	1,417	21.2%	2,657	39.7%	1,684	25.1%	632	9.4%	306	4.6%
I have a real opportunity to move up at Ohio State.	583	8.7%	1,639	24.4%	2,249	33.5%	1,475	22.0%	765	11.4%

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18 Please indicate the extent to which each of the following aspects of your life has been a source of stress to you in the past year.

	Not at all		Somewhat		Extensive		Not applicable	
My job at Ohio State	1,022	15.4%	3,634	54.8%	1,975	29.8%	41	NI
Columbus as a place to live	4,344	77.6%	1,110	19.8%	147	2.6%	1,058	NI
Managing household responsibilities	1,946	29.8%	3,583	54.8%	1,007	15.4%	120	NI
Infant care	2,334	79.6%	334	11.4%	265	9.0%	3,731	NI
Child care	2,107	58.1%	1,049	28.9%	470	13.0%	3,044	NI
Care of someone who is ill, disabled, aging, and/or in need of special services	1,988	49.7%	1,334	33.4%	676	16.9%	2,683	NI
My health	3,133	49.5%	2,680	42.3%	516	8.2%	359	NI
Finances	1,643	25.1%	3,283	50.3%	1,607	24.6%	134	NI
Friction with spouse or partner	3,767	68.1%	1,389	25.1%	374	6.8%	1,145	NI
Lack of personal time	2,126	32.7%	3,212	49.5%	1,157	17.8%	173	NI
Being part of a dual career couple	2,631	52.0%	1,952	38.6%	473	9.4%	1,617	NI
Self-imposed high expectations	1,565	24.3%	3,572	55.4%	1,313	20.4%	194	NI
Availability of computers on campus to check on-line payroll, etc.	5,443	93.4%	305	5.2%	82	1.4%	847	NI

19 In the next 3 years, how likely are to leave Ohio State?

Very Likely	805	12.0%
Somewhat Likely	1,252	18.6%
Neither Likely nor Unlikely	1,171	17.4%
Somewhat Unlikely	1,135	16.9%
Very Unlikely	2,362	35.1%

20 Do you plan to retire in the next 3 years?

Yes	397	6.4%
No	5,763	93.6%
Don't Know/Maybe	552	NI

21 Do you have children?

Yes	4,067	60.6%
No	2,643	39.4%

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22 How many children do you have in the following age ranges?

	None		One		Two		Three or More	
0 - 2 years	833	58.5%	517	36.3%	69	4.8%	4	0.3%
3 - 4 years	926	70.3%	376	28.5%	12	0.9%	3	0.2%
5 - 12 years	720	39.2%	723	39.3%	328	17.8%	67	3.6%
13 - 17 years	736	41.9%	772	43.9%	210	12.0%	39	2.2%
18-23 years	739	37.0%	804	40.3%	379	19.0%	73	3.7%
24 years or older	725	32.1%	520	23.0%	640	28.4%	371	16.4%

23 Are you currently using or in need of child care?

Yes, I am currently using child care	793	36.1%
Yes, I am currently in need of child care	117	5.3%
No	1,170	53.2%
No, but I expect to need child care in the near future	118	5.4%
Not applicable	111	NI

24 When do you first expect to need child care?

Within the next 12 months	93	77.5%
Within the next 3 years	24	20.0%
Within the next 5 years	3	2.5%

25 What is/are the ages of the child(ren) for whom you currently use child care?

(check all that apply)

6 months or younger	63	8.4%
7 - 11 months	53	7.1%
12 - 17 months	62	8.3%
18 - 23 months	67	8.9%
2 - 3 years	232	30.9%
4 - 5 years	274	36.5%
Not Applicable	168	NI

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26 What is/are the ages of the child(ren) for whom you need child care?

(check all that apply)

6 months or younger	29	24.2%
7 - 11 months	12	10.0%
12 - 17 months	9	7.5%
18 - 23 months	11	9.2%
2 - 3 years	38	31.7%
4 - 5 years	21	17.5%
Not Applicable	19	NI

27 How satisfied are you with the availability of child care at Ohio State?

Very Satisfied	56	6.7%
Satisfied	90	10.8%
Neither Satisfied nor Dissatisfied	471	56.6%
Dissatisfied	215	25.8%
Very Dissatisfied	186	18.3%

28 How valuable would Emergency/Back-up child care be in improving the overall quality of staff work-life at Ohio State?

Of great value	510	58.0%
Of some value	289	32.8%
Of little or no value	81	9.2%
Don't Know	82	NI
Not Applicable	64	NI

29 Are you currently caring for or managing care for an aging and/or ill parent, spouse/partner, other relative, or other adult?

Yes	1,337	19.9%
No	5,373	80.1%

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30 Please indicate your agreement or disagreement with the following statement.

I expect to have some responsibility caring for an elderly relative or adult in the next 3 or 4 years.

Strongly Agree	339	6.3%
Agree	1,197	22.2%
Neither Agree nor Disagree	1,172	21.8%
Disagree	1,395	25.9%
Strongly Disagree	1,277	23.7%

31 What services would be helpful to you as you care for an elderly relative?

(Check all that apply)

Adult day care	1,642	22.9%
Transportation services	1,671	23.3%
Eldercare case manager	1,436	20.0%
Eldercare resource and referral	2,418	33.7%
None of the above	3,207	NI

32 How long have you been employed by Ohio State?

Less than one year	563	8.4%
Between one and five years	1,902	28.3%
Between five and ten years	1,483	22.1%
More than 10 years	2,773	41.3%

33 How long have you been working in your current unit?

Less than one year	914	13.6%
Between one and five years	2,522	37.6%
Between five and ten years	1,505	22.4%
More than 10 years	1,769	26.4%

34 Have you worked in other units within Ohio State?

No	3,484	51.9%
Yes, one other unit	1,861	27.7%
Yes, more than one other unit	1,371	20.4%

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35 What is the highest level of education you've received?

Less than High School	28	0.4%
High School Diploma or GED	444	6.6%
Some College	1,571	23.4%
Bachelor's Degree	2,003	29.9%
Some Graduate or Professional	686	10.2%
Graduate or Professional Degree	1,975	29.4%

36 Please indicate your level of agreement or disagreement with the following statements.

	Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
Given the opportunity, I tell other people great things about working at Ohio State.	2,413	36.0%	3,032	45.3%	924	13.8%	257	3.8%	73	1.1%
I would recommend Ohio State to a friend seeking employment.	2,656	39.6%	3,169	47.3%	599	8.9%	198	3.0%	78	1.2%
If I had it to do over, I would work at Ohio State again.	2,873	42.8%	2,860	42.6%	691	10.3%	208	3.1%	76	1.1%