

The Ohio State University 2008 Staff Culture Survey

The Ohio State University 2008 Culture Survey will provide President Gee, Provost Alutto, college deans, the Office of Human Resources, and the entire university community with information to support Ohio State's move from excellence to eminence.

You are a valued member of the University community and are critical to its success - and your success is critical to whether or not we achieve our goals and work as one University. Therefore, we want to learn more from you about what motivated you to choose to work at Ohio State and what will keep you here as a satisfied, successful staff member. We will explore your responses to address challenges and pursue new opportunities in ways that will be beneficial to you and the entire University community.

Please note that data from the survey will be reported anonymously. Unique identifiers will be removed from the responses as soon as the survey administration ends. Your individual responses will not be revealed to anyone.

The survey should take approximately 15 - 20 minutes to complete. When you finish the survey, you will be entered into the drawing for one of 100 \$50 Barnes and Noble gift cards.

Thank you in advance for your help with this important project!!

Please enter your Employee Identification Number.

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

- Very Satisfied
- Satisfied
- Neither Satisfied nor Dissatisfied
- Dissatisfied
- Very Dissatisfied

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. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Provide a definite sense of direction and purpose. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Make decisions for the greater good of the university. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| There is a high level of focus on quality. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Ohio State values diversity in its policies and practices. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Staff are involved enough in campus decision-making. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The people who benefit from my work treat me with respect. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Ohio State pays its employees well. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Ohio State values individual differences. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Ohio State helps people progress in their careers. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Holds <u>me</u> highly accountable for achieving results in my work. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Holds <u>my peers</u> highly accountable for achieving results in their work. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Encourages and empowers me. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Has positively affected my decision to remain working here. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Informs me about how well my unit is meeting its goals. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Is held accountable for achieving the unit's goals. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Provides me with clear work directions and expectations. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Says what he/she means and means what he/she says. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Shows concern for my well-being. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Treats me with respect. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Treats some employees better than others. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Values the work that I do. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Provides regular feedback. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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

- Yes
- No Go to 7.

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

- Yes
- No

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

- Yes Go to 9.
- No Go to 11.

9. Was your annual review provided to you in writing?

- Yes
- No

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. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The feedback I received at my annual review helped me to improve my performance. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Rewards and recognition are based on work performance. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| There is a high level of focus on quality. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| We receive the training and professional development necessary to do our jobs effectively. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The reward system is clear and fair. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| People look for more effective ways to do their jobs. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| People willingly do more than is expected of them. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

12. My unit ...

| | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree |
|---|-----------------------|-----------------------|-----------------------------------|-----------------------|--------------------------|
| Does a good job of measuring results. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Is clean and comfortable. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Provides support to balance work/personal responsibilities. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Is a good fit for me. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Has goals that match with the mission of the university. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Is an emotionally healthy place to work. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Is a physically safe place to work. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Values productivity. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Reviews past performance to make improvements. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

13. When I am at work ...

| | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree |
|---|-----------------------|-----------------------|-----------------------------------|-----------------------|--------------------------|
| I am encouraged to be creative. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I receive high levels of feedback and coaching. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The environment is positive/optimistic. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I feel appreciated/valued. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| There are high expectations for my performance. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| People have fun -- they enjoy themselves. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| People are open -- communicate candidly and openly. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| People are trustworthy. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| People look for opportunities to learn new things. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| University policies and procedures prevent me from doing my job to the best of my abilities. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My coworkers have positively affected my decision to remain working here. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I see the value in changes I am asked to make. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My performance is measured against goals and objectives. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I look for more effective ways to do my job. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I have a clear understanding of the direction -- vision, mission, and goals -- of Ohio State. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| It is safe to say what I really think to my supervisor. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My coworkers generally treat each other with respect. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I can expect that the recommendations I make will be seriously considered. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I have the resources (i.e. equipment, software, supplies) to do my job effectively. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I feel physically safe when I am at work. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My coworkers say what they mean and mean what they say. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I willingly do more than is expected of me. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| There are clear career paths and opportunities for promotion. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I am proud to work at Ohio State. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My work gives me a feeling of personal accomplishment. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I am given a real opportunity to improve my skills at Ohio State. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I am satisfied with the information I receive from the administration regarding what is going on at Ohio State. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I like the kind of work that I do. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My benefits were the main reason why I accepted this job at Ohio State. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My benefits are the main reason why I still work at Ohio State. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My job schedule can be adjusted to meet personal or family responsibilities when needed. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My job schedule can be adjusted to pursue educational opportunities. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I have a real opportunity to move up at Ohio State. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Columbus as a place to live | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Managing household responsibilities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Infant care | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Child care | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Care of someone who is ill, disabled, aging, and/or in need of special services | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My health | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Finances | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Friction with spouse or partner | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Lack of personal time | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Being part of a dual career couple | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Self-imposed high expectations | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Availability of computers on campus to check on-line payroll, etc. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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

- Very Likely
- Somewhat Likely
- Neither Likely nor Unlikely
- Somewhat Unlikely
- Very Unlikely

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

- Yes
- No
- Don't Know/Maybe

21. Do you have children?

- Yes Go to 22.
- No Go to 29.

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

| | None | One | Two | Three or More |
|-------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 0 - 2 years | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3 - 4 years | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 5 - 12 years | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 13 - 17 years | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 18-23 years | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 24 years or older | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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

- Yes, I am currently using child care Go to 25.
- Yes, I am currently in need of child care Go to 26.
- No Go to 29.
- No, but I expect to need child care in the near future Go to 24.
- Not applicable Go to 29.

24. When do you first expect to need child care?

- Within the next 12 months
- Within the next 3 years
- Within the next 5 years

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
- 7 - 11 months
- 12 - 17 months
- 18 - 23 months
- 2 - 3 years
- 4 - 5 years
- Not Applicable

26. What is/are the ages of the child(ren) for whom you need child care? (check all that apply)

- 6 months or younger
- 7 - 11 months
- 12 - 17 months
- 18 - 23 months
- 2 - 3 years
- 4 - 5 years
- Not Applicable

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

- Very Satisfied
- Satisfied
- Neither Satisfied nor Dissatisfied
- Dissatisfied
- Very Dissatisfied

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
- Of some value
- Of little or no value
- Don't Know
- Not Applicable

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

- Yes Go to 31.
- No Go to 30.

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
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

**31. What services would be helpful to you as you care for an elderly relative?
(Check all that apply)**

- Adult day care
- Transportation services
- Eldercare case manager
- Eldercare resource and referral
- None of the above

32. How long have you been employed by Ohio State?

- Less than one year
- Between one and five years
- Between five and ten years
- More than 10 years

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

- Less than one year
- Between one and five years
- Between five and ten years
- More than 10 years

34. Have you worked in other units within Ohio State?

- No
- Yes, one other unit
- Yes, more than one other unit

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

- Less than High School
- High School Diploma or GED
- Some College
- Bachelor's Degree
- Some Graduate or Professional
- Graduate or Professional Degree

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. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I would recommend Ohio State to a friend seeking employment. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| If I had it to do over, I would work at Ohio State again. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |