

Engagement, Inclusion and Diversity Survey 2018

Your opinions about UW–Madison as a place to work are important. For that reason, the Office of the Vice Chancellor for Finance and Administration (VCFA) encourages you to participate in this survey about your work environment, relationships with co-workers, tools and opportunities, relationship with your supervisor, and job satisfaction.

All survey responses are confidential. Your supervisor and your unit will not be able to see your individual responses.

Definition of Terms

For purposes of this survey, the term **“work unit”** refers to the work group within your division where everyone is involved in the same tasks. Typically a work unit has a supervisor or manager. The term **“immediate supervisor”** means the person you report to directly. If you have more than one supervisor, please think about the supervisor who most directly affects your work as you respond to the survey questions.

If you have any questions about your work unit or your supervisor, please contact the EID Survey Coordinator for your unit.

1. How strongly do you disagree or agree with each of the following statements about the environment in your work unit?					
	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. A spirit of cooperation and teamwork exists in my work unit.	☐	☐	☐	☐	☐
b. The environment in my work unit is welcoming to employees of color.	☐	☐	☐	☐	☐
c. My work unit is welcoming to all people regardless of gender.	☐	☐	☐	☐	☐
d. My work unit is welcoming to all people regardless of sexual orientation.	☐	☐	☐	☐	☐
e. My work unit feels comfortable to me.	☐	☐	☐	☐	☐
f. My opinion counts at work.	☐	☐	☐	☐	☐
g. In the past six months, I have NOT seen disturbing conflicts within my work unit.	☐	☐	☐	☐	☐
h. I am comfortable providing feedback to my work unit on work issues.	☐	☐	☐	☐	☐
i. I am asked for input on work-related matters.	☐	☐	☐	☐	☐
j. My work unit feels safe to me.	☐	☐	☐	☐	☐
k. If I have a conflict with another employee, I know where to go to effectively resolve the issue.	☐	☐	☐	☐	☐
l. I am treated with respect at work.	☐	☐	☐	☐	☐

2. How strongly do you disagree or agree with each of the following statements about your relationships with your co-workers?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I receive support and encouragement from others in my work unit.	☐	☐	☐	☐	☐
b. In my unit, co-workers value and respect each other.	☐	☐	☐	☐	☐
c. In my work unit, my co-workers are open and welcoming to others who are different from them.	☐	☐	☐	☐	☐
d. I am satisfied with the relationships I have developed with my co-workers.	☐	☐	☐	☐	☐

3. The next statements refer to the tools and opportunities available to you in your work unit. How strongly do you disagree or agree with each of the following statements?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I have the resources to do my job well.	☐	☐	☐	☐	☐
b. I know what is expected of me on the job.	☐	☐	☐	☐	☐
c. My job makes good use of my skills and abilities.	☐	☐	☐	☐	☐
d. I have sufficient opportunities (such as challenging work assignments or projects) to earn a high performance rating.	☐	☐	☐	☐	☐
e. Recognition is based on performance in my work unit.	☐	☐	☐	☐	☐
f. I am satisfied with the recognition I receive for my work.	☐	☐	☐	☐	☐
g. I am satisfied with my pay/compensation.	☐	☐	☐	☐	☐
h. Important campus information is circulated to all members of my work unit.	☐	☐	☐	☐	☐
i. I am given real opportunity to improve my skills in my work unit.	☐	☐	☐	☐	☐
j. I am satisfied with opportunities to enhance my well-being at work.	☐	☐	☐	☐	☐
k. It is clear to me what I need to learn to be adequately prepared for promotional opportunities.	☐	☐	☐	☐	☐

4. How strongly do you disagree or agree with each of the following statements about your work unit?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. My work unit is successful at accomplishing its mission.	☐	☐	☐	☐	☐
b. My work unit produces high-quality products and services.	☐	☐	☐	☐	☐
c. The work I do is meaningful to me.	☐	☐	☐	☐	☐
d. I would recommend my unit as a good place to work.	☐	☐	☐	☐	☐

5. The next statements refer to interactions with your supervisor. How strongly do you disagree or agree with each of the following statements about supervisors in your work unit?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. My immediate supervisor responds effectively to conflicts in my work unit.	☐	☐	☐	☐	☐
b. My immediate supervisor provides me with useful feedback on my job performance.	☐	☐	☐	☐	☐
c. My immediate supervisor is an effective manager.	☐	☐	☐	☐	☐
d. I receive support and encouragement from my immediate supervisor.	☐	☐	☐	☐	☐
e. My immediate supervisor supports my well-being.	☐	☐	☐	☐	☐
f. My immediate supervisor respects me and values my work.	☐	☐	☐	☐	☐
g. Overall, I am satisfied with my immediate supervisor.	☐	☐	☐	☐	☐
h. Overall, I am satisfied with the managers/leaders above my immediate supervisor.	☐	☐	☐	☐	☐
i. My immediate supervisor is open and welcoming to others who are different from him/her.	☐	☐	☐	☐	☐
j. Policies are applied fairly in my unit.	☐	☐	☐	☐	☐
k. Work is distributed equitably in my unit	☐	☐	☐	☐	☐

6. Please respond to these next statements thinking about your job and work unit overall, including the kinds of duties you perform in your job. How strongly do you disagree or agree with each of the following statements about your overall satisfaction with your job and work unit?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Considering everything, I am satisfied with my job.	☐	☐	☐	☐	☐
b. Considering everything, I am satisfied with my work unit.	☐	☐	☐	☐	☐

7. Are you considering leaving your division within the next year?

☐ Yes

☐ No → Go to question 9

8. What are your plans if you decide to leave your division?

☐ To retire

☐ To take another job at UW-Madison

☐ To take another job outside UW-Madison

☐ Other plans → Please tell us:

9. Which factor most greatly affects your satisfaction with your work experience?

☐ Pay/benefits

☐ Work environment

☐ Immediate supervisor

☐ Work variety

☐ Training opportunities

☐ Advancement opportunities

☐ Opportunity to work at UW-Madison

☐ Other → Please tell us:

10. Please share any comments on your overall satisfaction with your job, environment in your work unit, managers or supervisor(s), co-workers, or anything else you would like to share.

Thanks for completing this survey!
Please return it to the UW Survey Center in the envelope provided.