

Campus Climate Survey December 2014, Updated June 2015

The IUPUC Campus Climate Survey was administered to IUPUC faculty and staff between April 28, 2014, and May 25, 2014, to gather feedback about various aspects of satisfaction/dissatisfaction with the

IUPUC work environment. The IUPUC Campus Climate Survey was administered by the Office of Institutional Research and Effectiveness to 137 IUPUC faculty and staff. Ninety respondents completed the survey for an overall response rate of 66%. Of the 90 respondents, 42% (38) were faculty and 58% (52) staff.

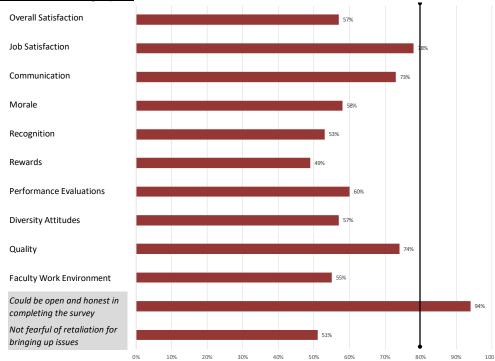
Respondents Employment		
	Years Worked	Years in
	at IUPUC	Current Unit
less than 1 year	13%	14%
1-4 years	40%	43%
5-10 years	27%	29%
11-15 years	12%	12%
more than 15 years	8%	2%

This was the first administration of the Campus Climate

Survey at IUPUC. In order to provide a comparison for IUPUC 2014 findings, Indiana University Northwest (IUN) campus climate survey data (2013) were used for benchmarking. IUN provided the survey tool for the IUPUC survey administration; the survey was conducted at IUN in 2006, 2009, and 2013. For information about IUN findings and responses to findings, visit http://www.iun.edu/institutional-effectiveness/surveys/index.htm. In addition, a comparison of IUPUC staff and faculty responses has been provided. Not all questions were asked of both staff and faculty.

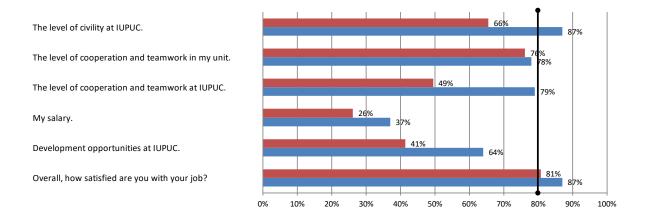
Summary of Responses

Survey questions and findings were clustered into the following 10 key areas. <u>A target satisfaction rate</u> of 80% is indicated on all graphs.



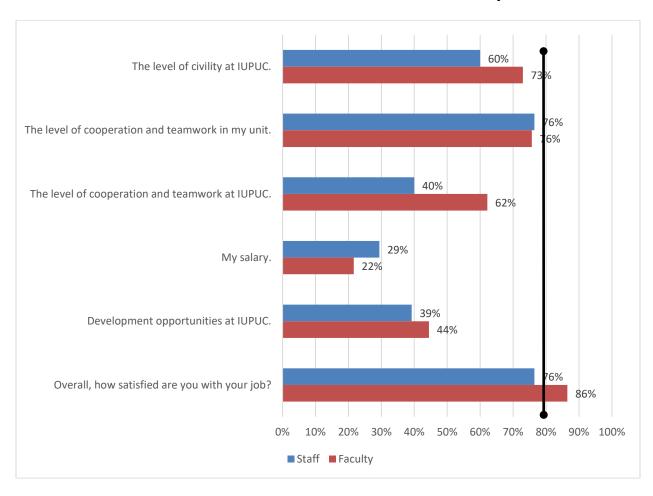
For additional information or questions, contact the IUPUC Office of Institutional Research and Effectiveness at 812.375.7506 or iupucoir@iupuc.edu.

Overall Satisfaction - IUPUC and IUN



Overall Satisfaction - IUPUC Staff and Faculty

■ IUPUC ■ IUN



Job Satisfaction - IUPUC and IUN

I like the work I do in my current position.

I feel a sense of personal satisfaction when I do my job well.

My job is challenging.

I am satisfied with my involvement in the decisions that affect my work.

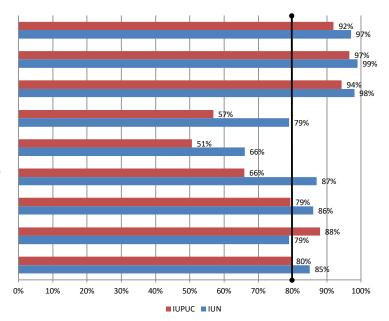
The stress experienced by staff / faculty members in my unit is at reasonable levels.

My job responsibilities are clear so that I know what is expected of me.

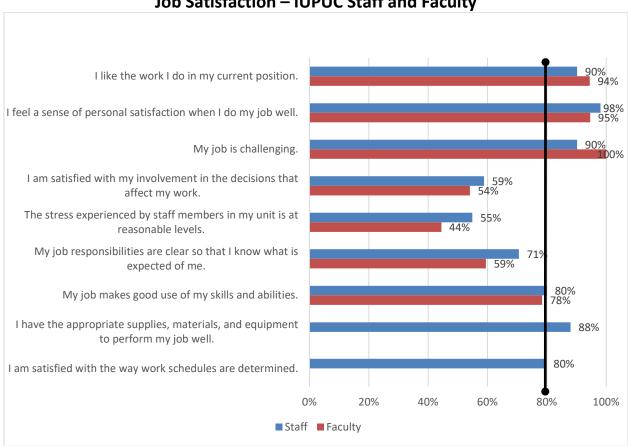
My job makes good use of my skills and abilities.

I have the appropriate supplies, materials, and equipment to perform my job well.

I am satisfied with the way work schedules are determined.



Job Satisfaction - IUPUC Staff and Faculty



Communication – IUPUC and IUN

I am satisfied with the amount of information I receive about what is going on in my unit.

I am satisfied with the amount of information I receive about what is going on at IUPUC.

I understand the connection between my work and the goals of my unit.

I have a good understanding of my unit's mission.

Members of my unit support one another.

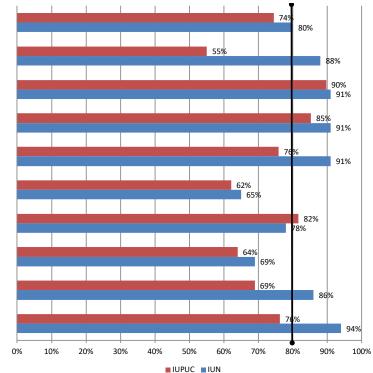
There is a climate of trust in my unit.

Members of my unit are honest and ethical.

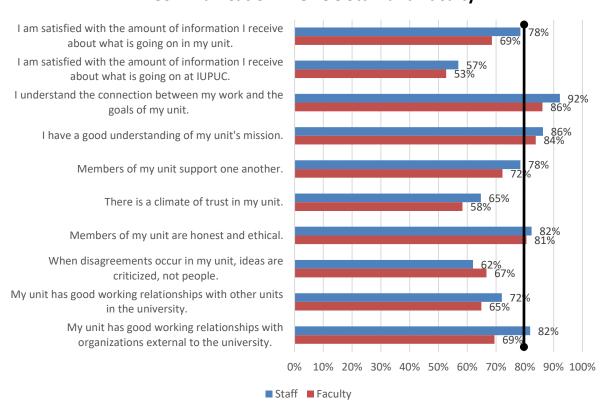
When disagreements occur in my unit, ideas are criticized, not people.

My unit has good working relationships with other units in the university.

My unit has good working relationships with organizations external to the university.



Communication – IUPUC Staff and Faculty



Morale - IUPUC and IUN

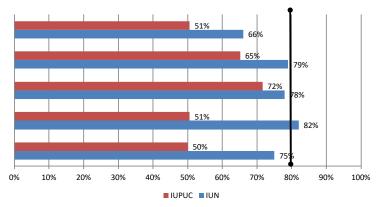
Faculty/staff morale in my unit.

Collaboration among colleagues on projects of mutua interest.

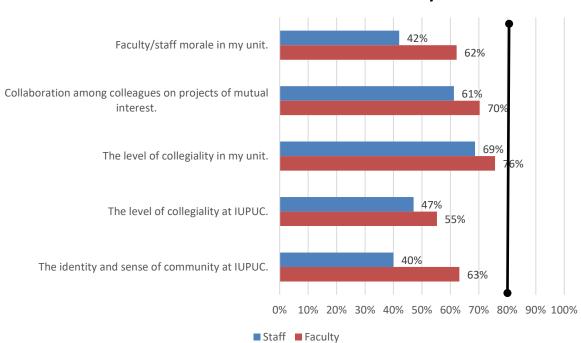
The level of collegiality in my unit.

The level of collegiality at IUPUC.

The identity and sense of community at IUPUC.



Morale – IUPUC Staff and Faculty



Recognition - IUPUC and IUN

I am satisfied with the recognition I receive for doing a good job.

Success stories that occur in my unit are regularly shared among staff / faculty members.

High-performing staff / faculty receive non-monetary rewards (e.g. plaques, letters of appreciation, public recognition).

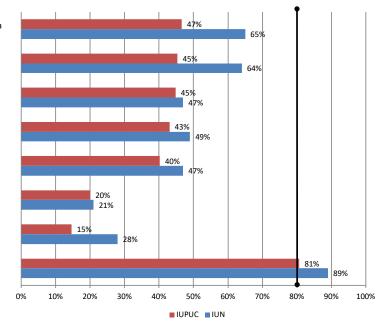
Outstanding service to students or others is recognized or rewarded.

Staff / faculty members in my unit who generate new ideas or who create innovations that lead to improvements are recognized or rewarded.

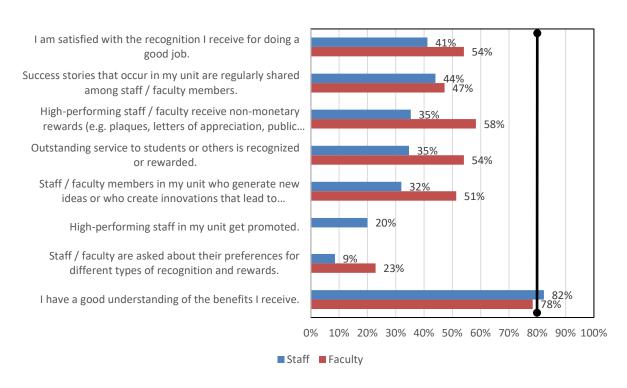
High-performing staff in my unit get promoted.

Staff are asked about their preferences for different types of recognition and rewards.

I have a good understanding of the benefits I receive.



Recognition - IUPUC Staff and Faculty



Rewards – IUPUC and IUN

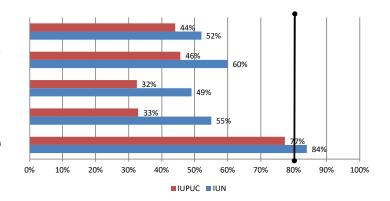
Rewards and recognition for teaching.

Rewards and recognition for research and scholarly activity.

Rewards and recognition for professional service.

Rewards and recognition for institutional service.

Fringe benefits (retirement, early retirement, health care, etc.)



Diversity Attitudes – IUPUC and IUN

I feel a sense of belonging at IUPUC.

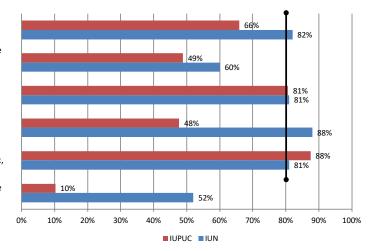
The IUPUC administration is committed to helping me achieve my career goals.

The IUPUC administration is committed to promoting an environment that respects diversity.

My work experiences have contributed to my appreciation of multiculturalism and diversity.

Co-workers in my unit treat all individuals with respect, regardless of their race/ethnicity, gender/sex, cultural background, or sexual orientation.

The diversity of IUPUC was one of the reasons I chose to work here.



Diversity Activities – IUPUC and IUN

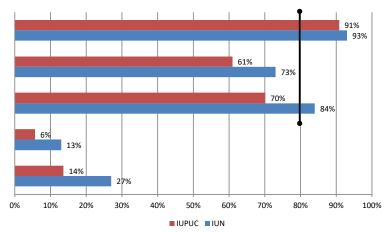
Socialized with staff, faculty members, or students from backgrounds different than your own.

Attended workshops, events, or activities that increased your understanding of multiculturalism and diversity.

Noticed the influence of multicultural and diverse perspectives in campus artwork, sculpture, or decor.

Seen or read racist, anti-gay/lesbian, or sexist materia (including graffiti) on campus.

Felt a sense of negative conflict between groups on campus over diversity issues.



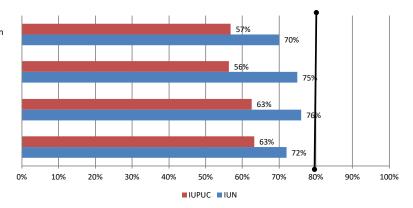
Evaluations – IUPUC and IUN

I am satisfied with how evaluations are conducted in my unit.

My last evaluation provided me with information I could use to improve my performance.

Individual goals and objectives for improving performance are included in evaluations.

My supervisor / department chair provides useful feedback to me regarding my performance on a consistent basis.



Faculty Work Environment – IUPUC and IUN

Faculty development opportunities at IUPUC.

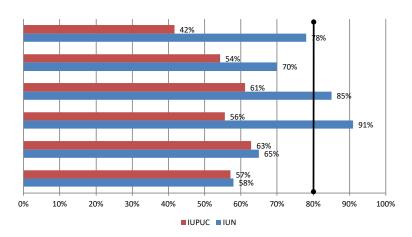
Technology support for research and scholarly activity.

Technology support for teaching.

Technology support for students taking classes.

The clarity of objectives/plans for the next few years in my department/program.

The clarity of objectives/plans for the next few years in my division.





The reputation of IUPUC in South Central Indiana.

The reputation of my department in South Central Indiana.

The quality of overall teaching in my division.

The quality of overall research in my division.

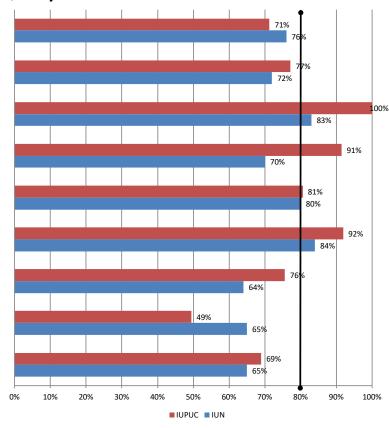
The quality of professional service (application of disciplinary expertise) provided by my division to those outside of IUPUC.

The quality of faculty service to IUPUC by members of my division.

The quality of administrative leadership in my unit/division.

The quality of administrative leadership in IUPUC campus administration.

The quality of administrative leadership in IU central administration.



Quality – IUPUC Staff and Faculty

