

Fresno State Workplace Quality Survey Results: 2017 and 2019

ModernThink
Workplace Quality Survey
California State University, Fresno
Year - to - Year Pre-loaded Job Category ScoreCard - Full Data Set

	2019 Overall		2017 Overall		2019		2017		2019		2017		2019		2017		2019		2017		2019		2017	
	Positive Response	Negative Response	Positive Response	Negative Response	+ Tenured, Tenure Track Faculty	- Tenured, Tenure Track Faculty	+ Tenured, Tenure Track Faculty	- Tenured, Tenure Track Faculty	+ Lecturers	- Lecturers	+ Lecturers	- Lecturers	+ Administration	- Administration	+ Administration	- Administration	+ Exempt Prof'l Staff	- Exempt Prof'l Staff	+ Exempt Prof'l Staff	- Exempt Prof'l Staff	+ Non-exempt Staff	- Non-exempt Staff	+ Non-exempt Staff	- Non-exempt Staff
Total number of survey respondents	1496	1496	1405	1405	316	316	233	233	209	209	263	263	163	163	129	129	303	303	314	314	505	505	466	466
Job Satisfaction/Support																								
1 My job makes good use of my skills and abilities.	76	6	77	6	79	5	75	7	85	5	82	5	84	6	84	3	72	5	79	6	70	7	71	7
2 I am given the responsibility and freedom to do my job.	82	5	82	4	79	6	78	4	84	3	86	4	86	2	83	5	82	6	83	4	81	5	81	4
4 I am provided the resources I need to be effective in my job.	57	14	57	15	39	26	38	27	60	13	59	16	63	10	53	17	55	13	61	13	67	10	64	11
Job Satisfaction/Support - Average																								
Teaching Environment																								
33 There is a good balance of teaching, service and research at this institution.	60	16	59	16	34	42	31	41	63	10	57	21	81	4	74	11	66	7	67	7	67	9	68	7
40 Teaching is appropriately recognized in the evaluation and promotion process.	61	12	62	12	65	14	67	14	57	18	61	16	78	4	73	2	59	10	58	8	55	10	57	13
51 There is appropriate recognition of innovative and high quality teaching.	61	11	64	8	57	17	60	13	51	14	59	16	77	3	74	3	63	7	67	3	65	7	68	4
Teaching Environment - Average																								
Professional Development																								
8 I am given the opportunity to develop my skills at this institution.	70	10	70	9	71	10	64	11	70	13	72	10	79	8	75	6	73	9	72	9	65	10	68	10
10 I understand the necessary requirements to advance my career.	64	15	65	13	82	6	80	6	63	16	71	10	74	10	66	15	52	21	55	18	56	19	61	16
Professional Development - Average																								
Compensation, Benefits & Work/Life Balance																								
11 I am paid fairly for my work.	39	34	37	36	49	26	39	34	46	31	43	35	55	20	49	18	35	39	37	35	27	43	30	42
34 This institution's benefits meet my needs.	78	5	76	5	78	7	69	7	75	6	73	7	91	2	85	2	77	5	80	3	77	6	77	5
47 My supervisor/department chair supports my efforts to balance my work and personal life.	77	8	81	8	72	11	70	16	77	8	82	8	76	8	78	6	82	7	82	7	78	7	85	5
53 This institution's policies and practices give me the flexibility to manage my work and personal life.	69	11	72	9	56	16	56	17	81	5	76	7	78	8	74	9	72	11	76	6	69	11	74	7
Compensation, Benefits & Work/Life Balance - Average																								
Facilities																								
29 The institution takes reasonable steps to provide a safe and secure environment for the campus.	77	7	78	6	65	11	67	9	78	5	79	8	90	2	83	6	79	4	76	5	78	8	82	5
37 The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	46	23	47	23	26	38	26	41	41	23	44	26	57	22	49	20	51	19	53	18	56	14	55	17
Facilities - Average																								
Policies, Resources & Efficiency																								
17 Our review process accurately measures my job performance.	54	18	52	20	54	17	50	20	53	21	55	21	58	15	55	23	54	21	50	20	54	18	53	20
28 My department has adequate faculty/staff to achieve our goals.	39	35	35	38	27	49	19	58	46	28	41	31	44	28	31	39	35	38	32	39	45	29	43	31
30 Our orientation program prepares new faculty, administration and staff to be effective.	47	21	40	23	52	18	42	21	45	24	45	19	49	18	24	38	42	26	34	26	46	21	46	19
49 This institution actively contributes to the community.	85	2	87	2	86	2	88	1	85	2	87	3	95	1	93	0	86	2	86	1	81	4	85	2
50 This institution places sufficient emphasis on having diverse faculty, administration and staff.	78	6	81	6	71	10	78	8	78	6	80	9	86	4	86	4	76	7	83	6	80	4	82	4
57 This institution is well run.	58	10	62	8	50	15	51	12	62	10	69	8	75	6	67	7	55	8	59	6	58	10	65	8
Policies, Resources & Efficiency - Average																								
Shared Governance																								
38 The role of faculty in shared governance is clearly stated and publicized.	57	13	58	12	55	16	58	12	58	16	63	11	72	3	65	9	54	15	51	12	54	12	57	14
39 Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	62	8	67	7	58	13	67	11	60	9	66	9	79	3	74	4	67	4	69	2	61	4	64	7
42 Faculty, administration and staff are meaningfully involved in institutional planning.	50	14	51	14	42	18	47	18	55	9	60	11	68	8	62	10	45	15	47	14	50	15	48	14
Shared Governance - Average																								
Pride																								
5 I understand how my job contributes to this institution's mission.	90	3	91	2	87	3	90	2	88	4	90	3	96	1	98	1	90	4	91	1	90	2	90	2
25 Overall, my department is a good place to work.	76	8	79	6	69	13	68	10	76	9	81	5	88	4	82	4	75	6	82	5	77	6	80	6
36 I am proud to be part of this institution.	81	4	84	3	70	7	75	5	82	5	84	2	93	1	87	2	81	2	85	1	83	3	86	2
59 This institution's culture is special - something you don't find just anywhere.	57	15	58	13	46	24	49	20	53	15	57	14	72	10	66	9	54	14	57	12	61	12	61	11
60 All things considered, this is a great place to work.	74	6	78	4	61	12	64	11	74	6	78	3	83	3	85	4	76	4	80	2	78	5	82	3
Pride - Average																								
Supervisors/Department Chairs																								
9 My supervisor/department chair makes his/her expectations clear.	72	10	72	10	68	13	64	16	78	9	77	10	78	6	72	7	70	12	71	8	72	9	75	9
7 I receive feedback from my supervisor/department chair that helps me.	64	15	63	14	55	21	49	23	62	18	65	15	73	9	72	10	63	11	60	13	68	13	68	12
12 I believe what I am told by my supervisor/department chair.	69	9	71	8	67	11	66	14	73	8	79	6	80	6	76	7	68	10	71	6	67	8	69	7
15 My supervisor/department chair regularly models this institution's values.	72	10	73	9	67	14	63	15	75	7	76	10	80	7	81	5	73	9	78	6	71	10	71	9
19 My supervisor/department chair is consistent and fair.	68	12	70	10	68	13	67	16	79	7	76	8	78	10	73	6	62	14	68	9	65	14	69	11
20 My supervisor/department chair actively solicits my suggestions and ideas.	64	13	64	11	68	15	60	15	57	15	60	14	78	7	81	9	63	12	69	7	60	15	61	11
24 I have a good relationship with my supervisor/department chair.	82	5	84	4	79	8	76	9	86	4	88	3	90	2	89	2	80	6	84	4	81	5	84	4
Supervisors/Department Chairs - Average																								
Senior Leadership																								
27 Senior leadership provides a clear direction for this institution's future.	55	17	61	12	44	24	53	16	60	14	66	11	73	7	64	8	52	18	59	12	56	17	64	13
32 Our senior leadership has the knowledge, skills and experience necessary for institutional success.	65	10	66	9	53	18	58	11	68	11	70	10	80	4	67	7	63	10	65	9	66	8	70	7
37 Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	59	16	62	12	49	26	56	14	62	11	68	12	78	8	71	11	59	14	59	11	59	16	62	12
41 Senior leadership communicates openly about important matters.	54	14	59	12	45	18	58	11	60	10	62	10	74	8	70	11	51	15	55	12	52	15	58	14
48 Senior leadership regularly models this institution's values.	66	10	71	7	57	15	64	9	72	7	73	7	80	6	73	6	64	8	69	6	66	9	73	6
56 I believe what I am told by senior leadership.	58	13	62	9	47	19	55	11	66	7	73	7	77	8	74	6	58	12	58	9	57	14	60	9
Senior Leadership - Average																								
Faculty, Administration & Staff Relations																								
46 Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	62	8	64	6	54	11	56	8	64	11	68	6	74	5	65	7	60	8	61	5	63	7	67	7
56 There is regular and open communication among faculty, administration and staff.	47	17	51	13	41	20	48	14	58	12	58	11	61	9	57	11	40	17	46	12	46	19	50	15
Faculty, Administration & Staff Relations - Average																								
Communication																								
8 When I offer a new idea, I believe it will be fully considered.	58	15	60	13	50	19	49	20	59	18	63	14	76	9	70	9	58	13	63	10	58	14	60	13
21 In my department, we communicate openly about issues that impact each other's work.	55	17	56	18	50	22	52	19	48	20	54	20	70	8	68	9	58	14	52	15	57	18	58	20
22 Changes that affect me are discussed prior to being implemented.	45	23	47	21	48	22	46	21	45	28	49	26	56	17	56	13	37	21	45	20	44	25	46	23
43 At this institution, we discuss and debate issues respectfully to get better results.	51	15	54	11	47	19	50	12	54	12	56	7	63	8	64	10	49	14	54	10	51	16	53	14
Communication - Average																								
Collaboration																								
13 We have opportunities to contribute to important decisions in my department.	59	15	61	14	70	11	69	11	51	21	59	21	76	9	74	12	57	15	64	11	52	18	52	15
23 People in my department work well together.	58	13	62	11	49	18	47	18	53	16	62	12	73	5	66	7	60	11	64	10	60	12	66	9
26 I can count on people to cooperate across departments.	53	14	55	11	47	15	50	11	51	16	55	13	63	9	55	13	51	15	56	8	54	13	56	13
58 There's a sense that we're all on the same team at this institution.	48	19	52	16	39	27	44	24	55	18	58	12	67	7	57	13	43	18	51	12	48	20	50	18
Collaboration - Average																								