

William & Mary

2015 Employee Climate Survey

Summary Report

Total William & Mary

How to Read the Summary Report

Results are reported as percentages. In order to ensure anonymity and confidentiality, no results are shown for fewer than 10 respondents.

William & Mary

2015 Employee Climate Survey

XYZ Division

Question Text	Valid N	Percent of Respondents		
		Favorable	Neutral	Unfavorable
W&M As A Place To Work				
1. Considering your experience here as well as what you know of other orgs, how would you rate William & Mary as a place to work?	1953	69	25	6
6. Rate William & Mary on: Treating you with respect as an individual	1917	71	20	8
75. I believe W&M cares about all employees and treats them fairly.	1839	58	24	18
14. Rate William & Mary on: Being an ethical organization worthy of public trust	1906	66	24	10
45. If I observed unethical behavior, I believe I could report it without fear of direct or indirect reprisal.	1870	71	15	14
46. Misconduct - unethical conduct or violations of policy - is usually not tolerated at W&M.	1859	67	21	12
28. W&M inspires me to do my best work.	1893	71	17	12
35. I would recommend W&M as a good place to work to a friend, family member or colleague.	1901	76	16	8
76. Given your choice, how long are you likely to continue working for William & Mary?	1504	72	20	8

Question text

Number responding to question.

Percent favorable, neutral and unfavorable responses to the survey item.

Total William & Mary

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35. I would recommend W&M as a good place to work to a friend, family member or colleague.	1901	76	16	8
76. Given your choice, how long are you likely to continue working for William & Mary?	1504	72	20	8
34. I am proud to work for W&M.	1902	87	9	4

Total William & Mary

Question Text	Valid N	Percent of Respondents		
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My Job				
29. I have a good understanding of my job responsibilities.	1898	92	5	3
30. My job makes good use of my skills and abilities.	1891	80	11	9
61. My talents and abilities are well used in my current position.	1862	79	9	12
2. Present job provides: An opportunity to experience a real sense of personal accomplishment?	1928	65	25	10
3. Present job provides: The authority to make decisions about how to do your job?	1932	68	22	10
4. Present job provides: A chance to have your ideas adopted and put in to use?	1924	58	26	16
5. Present job provides: A chance to learn new skills and develop your talents?	1928	60	25	15
12. Rate William & Mary on: Your opportunity for advancement	1906	31	36	32
37. Advancement at W&M is based primarily on merit.	1876	35	36	29

Total William & Mary

Question Text	Valid N	Percent of Respondents		
		Favorable	Neutral	Unfavorable
My Job (cont'd)				
13. Rate William & Mary on: Providing training so you can do your present job successfully	1899	48	36	16
19. Rate William & Mary on: Your job security	1898	67	27	6
15. Rate William & Mary on: The physical working conditions where you work (workspace, lighting, ventilation, heating/cooling, etc.)	1905	56	26	18
22. Rate William & Mary on: Having enough qualified people to do the work in your department	1898	46	30	24
23. Rate William & Mary on: Having the resources (tools, equipment, supplies) to perform your job effectively	1905	58	30	12
38. The amount of stress on my job is a real problem. *	1877	43	23	34
65. The amount of work I am expected to do is reasonable.	1860	66	16	18
63. The work duties and work load are distributed fairly within my department.	1852	53	19	27
33. W&M is sensitive to the relationship between my work life and my personal life.	1880	61	24	15

* Disagree is the favorable rating for this item.

Total William & Mary

Question Text	Valid N	Percent of Respondents		
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My Job (cont'd)				
21. Rate William & Mary on: Providing flexible work arrangements where possible	1893	69	25	7
70. People within my department or office collaborate with each other and work as a team.	1840	73	15	13
68. Communication and cooperation between my department or office and others and other departments at W&M is effective.	1854	58	26	16
71. When I am working with another W&M department, I find that department or office responsive to my needs.	1826	62	29	9
18. Rate William & Mary on: Cooperation between the Administration and Faculty	1862	43	43	14
67. My ideas and opinions are encouraged and valued by others in my department.	1860	73	17	10
72. I am challenged to think of ways to improve the way we do business.	1821	56	24	20

Total William & Mary

Question Text	Valid N	Percent of Respondents		
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My Pay & Benefits				
10. Rate William & Mary on: Your pay	1914	30	37	33
11. Rate William & Mary on: Your benefits	1901	61	30	9
73. I believe I am fairly compensated for the work I do.	1841	41	22	37

Total William & Mary

Question Text	Valid N	Percent of Respondents		
		Favorable	Neutral	Unfavorable
My Supervisor				
7. Rate William & Mary on: Providing you with a person you report to whom you respect	1908	73	17	10
51. Rate the person you report to on: Treating you with respect	1873	80	12	7
52. Rate the person you report to on: Responding to your problems, ideas, suggestions and complaints	1872	71	18	10
53. Rate the person you report to on: Dealing fairly with the people he/she manages - playing no favorites	1863	68	17	15
54. Rate the person you report to on: Letting you know what's expected of you in your job	1867	73	18	9
55. Rate the person you report to on: Letting you know what kind of job you are doing	1864	69	21	9
56. Rate the person you report to on: Being familiar with W&M policies and procedures	1866	77	17	7
57. Rate the person you report to on: Coaching you in your career development	1848	50	27	23
58. Rate the person you report to on: Encouraging your suggestions for improvement	1854	63	22	15

Total William & Mary

Question Text	Valid N	Percent of Respondents Selecting Each Category														
My Supervisor (Cont'd)																
<p>60. How long has it been since the person you report to discussed and evaluated how well you are doing in your job?</p> <ol style="list-style-type: none"> 1. Within the past 6 months 2. More than 6 months, up to 1 year 3. More than 1 year, up to 2 years 4. More than 2 years 5. Never 6. I do not remember 	1863	<table border="1" style="margin-top: 10px;"> <caption>Data for Question 60: How long has it been since the person you report to discussed and evaluated how well you are doing in your job?</caption> <thead> <tr> <th>Category</th> <th>Percent of Respondents</th> </tr> </thead> <tbody> <tr> <td>1. Within the past 6 months</td> <td>57</td> </tr> <tr> <td>2. More than 6 months, up to 1 year</td> <td>26</td> </tr> <tr> <td>3. More than 1 year, up to 2 years</td> <td>3</td> </tr> <tr> <td>4. More than 2 years</td> <td>2</td> </tr> <tr> <td>5. Never</td> <td>8</td> </tr> <tr> <td>6. I do not remember</td> <td>4</td> </tr> </tbody> </table>	Category	Percent of Respondents	1. Within the past 6 months	57	2. More than 6 months, up to 1 year	26	3. More than 1 year, up to 2 years	3	4. More than 2 years	2	5. Never	8	6. I do not remember	4
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		Favorable	Neutral	Unfavorable
My Supervisor (Cont'd)				
60a. Regarding your most recent performance review, how accurately do you feel your performance was evaluated?	1579	84	9	7
60b. How effective was this review in letting you know where you stand and how you can improve your performance?	1570	82		18
66. The person I report to has a good working relationship with his/her employees.	1859	77	13	10
69. I am provided with opportunities to participate in the goal setting and decision-making process in my department or office.	1837	66	15	19

Total William & Mary

Question Text	Valid N	Percent of Respondents		
		Favorable	Neutral	Unfavorable
Quality of Management				
74. I believe that W&M is a well-managed institution.	1837	55	26	19
8. Rate William & Mary on: Listening to your problems, suggestions, ideas and concerns	1906	59	28	13
9. Rate William & Mary on: Responding to your problems, suggestions, ideas and concerns	1905	49	33	17
16. Rate William & Mary on: Taking employee interests into account when making important decisions	1892	44	37	19
17. Rate William & Mary on: Applying policies and procedures the same way to all employees	1889	42	34	24
20. Rate William & Mary on: Keeping bureaucracy at W&M at reasonable levels	1886	29	42	29
64. The current organizational structure of my department provides for clear direction and decision making.	1852	59	20	21
25. Overall, how well are you being kept informed about what's going on at William & Mary?	1906	81		19

Total William & Mary

Question Text	Valid N	Percent of Respondents Selecting Each Category																				
Quality of Management (Cont'd)																						
<p>26. Through which of the following sources do you currently get your most useful information about what's going on at William & Mary?</p> <ol style="list-style-type: none"> 1. Through the "grapevine" - by speaking with other employees 2. The person you report to 3. E-mails distributed by HR and/or the Admin. to all (or a large group of) employees 4. University Web sites 5. W&M Digest 6. Departmental or office meetings 7. University-wide meetings with the Administration 8. Reading about it in local newspapers 9. Other 	1955	<table border="1" style="margin-top: 10px;"> <caption>Data for Question 26: Sources of Information</caption> <thead> <tr> <th>Category</th> <th>Percent of Respondents</th> </tr> </thead> <tbody> <tr><td>1. Through the "grapevine" - by speaking with other employees</td><td>56</td></tr> <tr><td>2. The person you report to</td><td>43</td></tr> <tr><td>3. E-mails distributed by HR and/or the Admin. to all (or a large group of) employees</td><td>63</td></tr> <tr><td>4. University Web sites</td><td>27</td></tr> <tr><td>5. W&M Digest</td><td>69</td></tr> <tr><td>6. Departmental or office meetings</td><td>45</td></tr> <tr><td>7. University-wide meetings with the Administration</td><td>10</td></tr> <tr><td>8. Reading about it in local newspapers</td><td>11</td></tr> <tr><td>9. Other</td><td>3</td></tr> </tbody> </table>	Category	Percent of Respondents	1. Through the "grapevine" - by speaking with other employees	56	2. The person you report to	43	3. E-mails distributed by HR and/or the Admin. to all (or a large group of) employees	63	4. University Web sites	27	5. W&M Digest	69	6. Departmental or office meetings	45	7. University-wide meetings with the Administration	10	8. Reading about it in local newspapers	11	9. Other	3
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Question Text	Valid N	Percent of Respondents Selecting Each Category																				
Quality of Management (Cont'd)																						
<p>27. Assuming you had the choice, how would you prefer to receive your most useful information about what's going on at William & Mary?</p> <ol style="list-style-type: none"> 1. Through the "grapevine" - by speaking with other employees 2. The person you report to 3. E-mails distributed by HR and/or the Admin. to all (or a large group of) employees 4. University Web sites 5. W&M Digest 6. Departmental or office meetings 7. University-wide meetings with the Administration 8. Reading about it in local newspapers 9. Other 	1955	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Category</th> <th>Percent</th> </tr> </thead> <tbody> <tr><td>1. Through the "grapevine" - by speaking with other employees</td><td>13</td></tr> <tr><td>2. The person you report to</td><td>47</td></tr> <tr><td>3. E-mails distributed by HR and/or the Admin. to all (or a large group of) employees</td><td>63</td></tr> <tr><td>4. University Web sites</td><td>24</td></tr> <tr><td>5. W&M Digest</td><td>51</td></tr> <tr><td>6. Departmental or office meetings</td><td>50</td></tr> <tr><td>7. University-wide meetings with the Administration</td><td>18</td></tr> <tr><td>8. Reading about it in local newspapers</td><td>2</td></tr> <tr><td>9. Other</td><td>2</td></tr> </tbody> </table>	Category	Percent	1. Through the "grapevine" - by speaking with other employees	13	2. The person you report to	47	3. E-mails distributed by HR and/or the Admin. to all (or a large group of) employees	63	4. University Web sites	24	5. W&M Digest	51	6. Departmental or office meetings	50	7. University-wide meetings with the Administration	18	8. Reading about it in local newspapers	2	9. Other	2
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Quality of Management (Cont'd)				
62. I understand the mission and goals of my department.	1861	89	7	4
24. Rate William & Mary on: Creating an environment of openness and trust	1899	49	33	17
32. Employees are reluctant to reveal problems or errors to management above them. *	1880	32	31	37
31. W&M insists upon high-quality work.	1890	75	16	9
36. Poor performance is usually not tolerated at W&M.	1879	36	30	33
59. When things go well in your job, how often are your contributions recognized?	1870	49	34	17

* Disagree is the favorable rating for this item.

Total William & Mary

Question Text	Valid N	Percent of Respondents		
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Diversity				
39. At W&M, employees are treated fairly without regard to gender, sexual orientation or gender identity or expression.	1879	70	18	13
40. At W&M, employees are treated fairly without regard to age.	1879	70	20	9
41. At W&M, employees are treated fairly without regard to race, color, or national origin.	1880	70	19	11
42. At W&M, employees are treated fairly without regard to disability status, religion, or any other personal factor.	1877	72	21	7
43. W&M actively seeks to recruit and develop a diverse group of employees.	1879	60	27	14
44. The values, experiences and viewpoints that a diverse group of employees brings to the job are valued by W&M.	1866	66	24	10
47. I have a good understanding of what constitutes discrimination, sexual violence or harassment.	1876	98		
48. If I observed, was made aware of, or was the victim of any discrimination, sexual violence or harassment at W&M, I know how to report it.	1875	92	5	3
49. If I observed, was made aware of, or was the victim of any discrimination, sexual violence or harassment at W&M, I would report it.	1872	89	9	2

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Diversity (Cont'd)				
50. I am confident that if I reported an incident of discrimination, sexual violence or harassment at W&M, appropriate action would be taken.	1873	69	22	10