

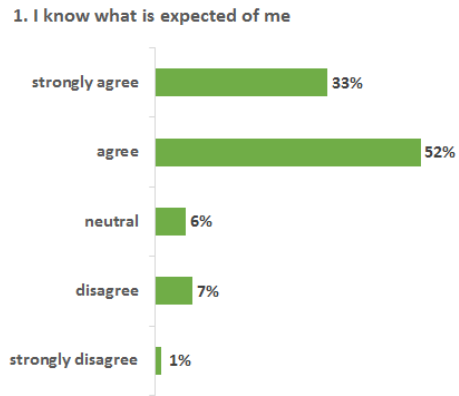


UNBC Faculty and Staff Opinion Survey, Spring 2016 Overall Results

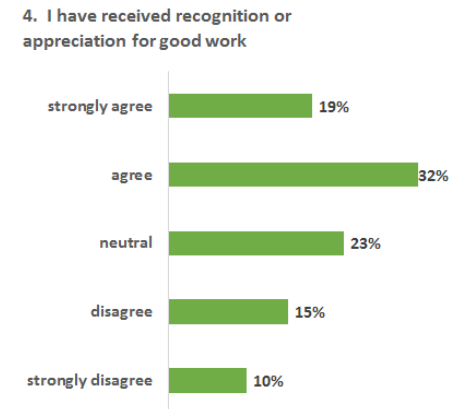


UNBC Faculty and Staff Opinion Survey Overall Results 2016: Engagement Items

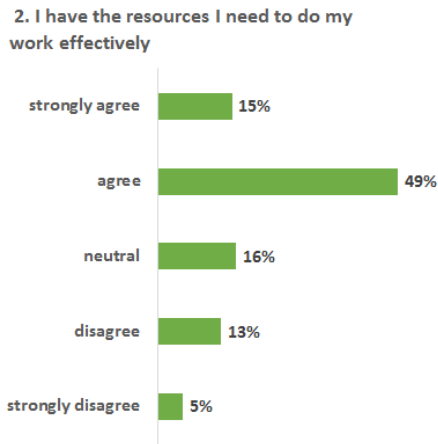
| 1. In my department/program I know what is expected of me | | |
|---|------------------|-------------|
| | No. of responses | % |
| strongly agree | 157 | 33% |
| agree | 242 | 52% |
| neutral | 28 | 6% |
| disagree | 34 | 7% |
| strongly disagree | 5 | 1% |
| no response to this item | 3 | 1% |
| Total | 469 | 100% |



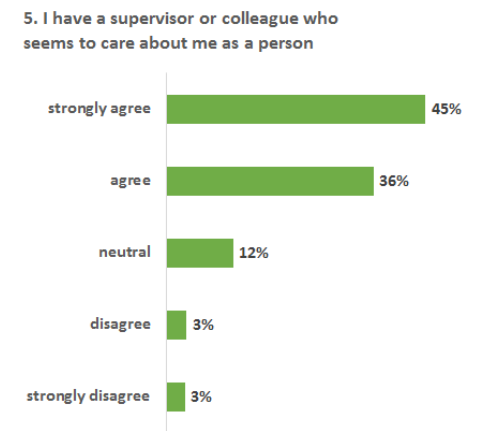
| 4. In my department/program in the last week, I have received recognition or appreciation for good work | | |
|---|------------------|-------------|
| | No. of responses | % |
| strongly agree | 87 | 19% |
| agree | 151 | 32% |
| neutral | 106 | 23% |
| disagree | 72 | 15% |
| strongly disagree | 47 | 10% |
| no response to this item | 6 | 1% |
| Total | 469 | 100% |



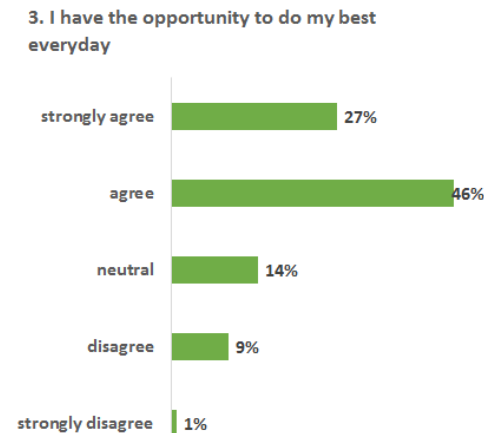
| 2. In my department/program I have the resources I need to do my work effectively | | |
|---|------------------|-------------|
| | No. of responses | % |
| strongly agree | 71 | 15% |
| agree | 231 | 49% |
| neutral | 75 | 16% |
| disagree | 60 | 13% |
| strongly disagree | 24 | 5% |
| no response to this item | 8 | 2% |
| Total | 469 | 100% |



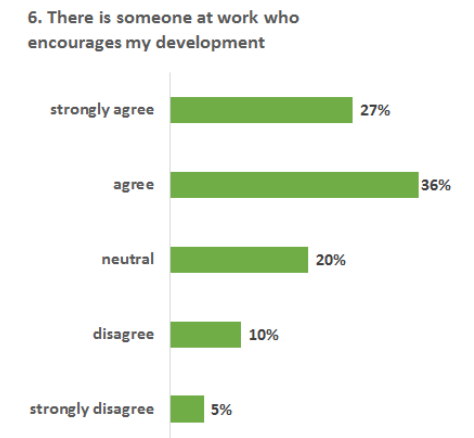
| 5. I have a supervisor or colleague who seems to care about me as a person | | |
|--|------------------|-------------|
| | No. of responses | % |
| strongly agree | 210 | 45% |
| agree | 168 | 36% |
| neutral | 54 | 12% |
| disagree | 16 | 3% |
| strongly disagree | 15 | 3% |
| no response to this item | 6 | 1% |
| Total | 469 | 100% |



| 3. In my department/program I have the opportunity to do my best everyday | | |
|---|------------------|-------------|
| | No. of responses | % |
| strongly agree | 128 | 27% |
| agree | 218 | 46% |
| neutral | 67 | 14% |
| disagree | 44 | 9% |
| strongly disagree | 4 | 1% |
| no response to this item | 8 | 2% |
| Total | 469 | 100% |

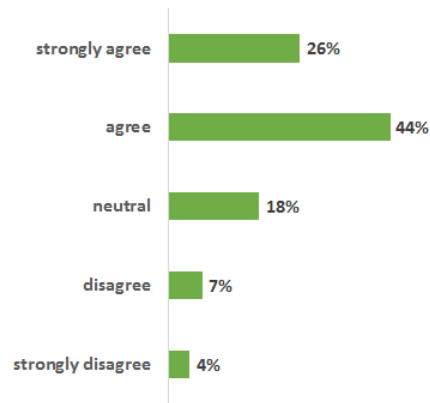


| 6. There is someone at work who encourages my development | | |
|---|------------------|-------------|
| | No. of responses | % |
| strongly agree | 126 | 27% |
| agree | 171 | 36% |
| neutral | 95 | 20% |
| disagree | 49 | 10% |
| strongly disagree | 23 | 5% |
| no response to this item | 5 | 1% |
| Total | 469 | 100% |



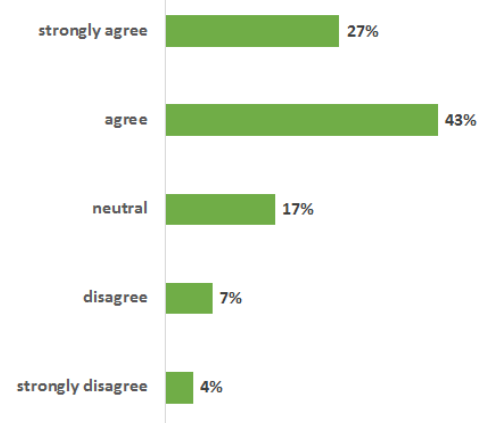
| 7. In my department/program, my opinions are valued | | |
|---|------------------|-------------|
| | No. of responses | % |
| strongly agree | 122 | 26% |
| agree | 207 | 44% |
| neutral | 84 | 18% |
| disagree | 31 | 7% |
| strongly disagree | 19 | 4% |
| no response to this item | 6 | 1% |
| Total | 469 | 100% |

7. In my department/program, my opinions are valued



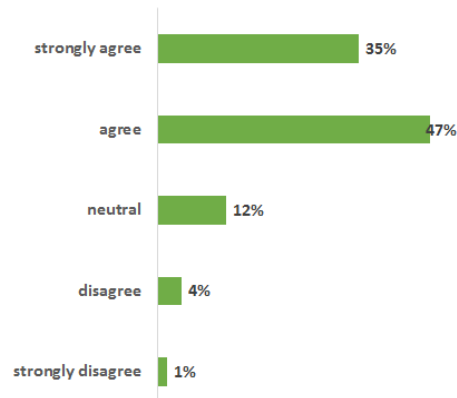
| 8. The vision or purpose of my department/program makes me feel my job is important | | |
|---|------------------|-------------|
| | No. of responses | % |
| strongly agree | 128 | 27% |
| agree | 200 | 43% |
| neutral | 81 | 17% |
| disagree | 35 | 7% |
| strongly disagree | 21 | 4% |
| no response to this item | 4 | 1% |
| Total | 469 | 100% |

8. I feel my job is important



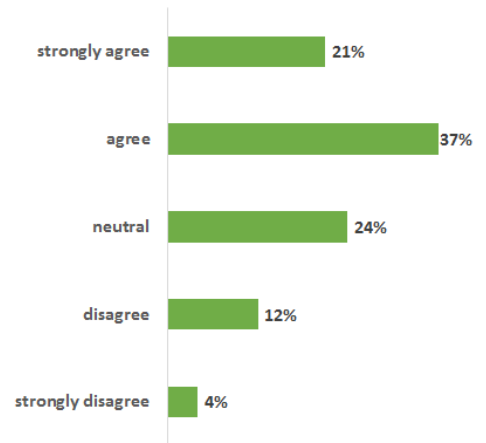
| 9. In my department/program, my colleagues are committed to doing quality work | | |
|--|------------------|-------------|
| | No. of responses | % |
| strongly agree | 162 | 35% |
| agree | 220 | 47% |
| neutral | 55 | 12% |
| disagree | 19 | 4% |
| strongly disagree | 7 | 1% |
| no response to this item | 6 | 1% |
| Total | 469 | 100% |

9. My colleagues are committed to doing quality work



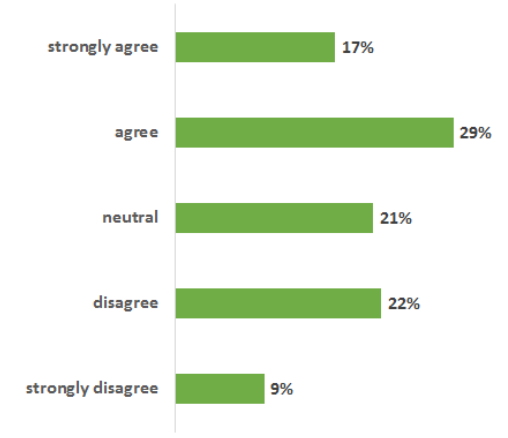
| 10. I have a close friend at work | | |
|-----------------------------------|------------------|-------------|
| | No. of responses | % |
| strongly agree | 100 | 21% |
| agree | 172 | 37% |
| neutral | 114 | 24% |
| disagree | 57 | 12% |
| strongly disagree | 19 | 4% |
| no response to this item | 7 | 1% |
| Total | 469 | 100% |

10. I have a close friend at work



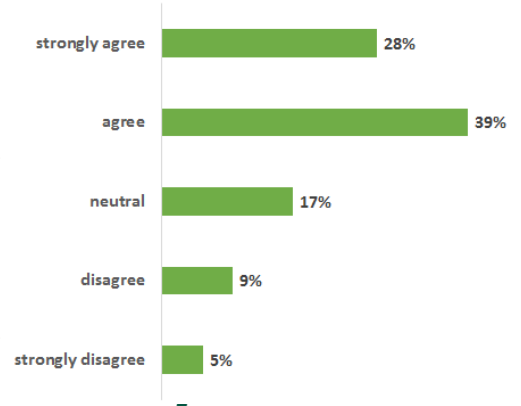
| 11. In the last six months, my supervisor has talked to me about my progress/performance | | |
|--|------------------|-------------|
| | No. of responses | % |
| strongly agree | 79 | 17% |
| agree | 138 | 29% |
| neutral | 98 | 21% |
| disagree | 102 | 22% |
| strongly disagree | 44 | 9% |
| no response to this item | 8 | 2% |
| Total | 469 | 100% |

11. My supervisor has talked to me about my progress/performance



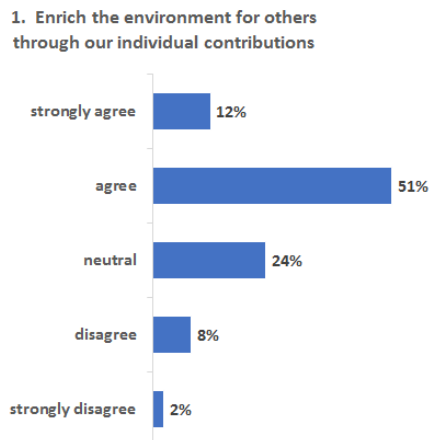
| 12. This past year I have had opportunities to learn and grow | | |
|---|------------------|-------------|
| | No. of responses | % |
| strongly agree | 130 | 28% |
| agree | 185 | 39% |
| neutral | 79 | 17% |
| disagree | 43 | 9% |
| strongly disagree | 25 | 5% |
| no response to this item | 7 | 1% |
| Total | 469 | 100% |

12. This past year I have had opportunities to learn and grow

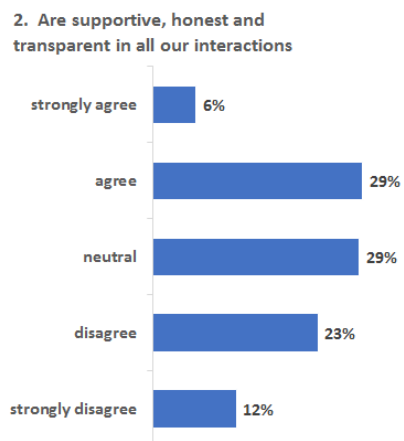


Institutional Values - We honour and...

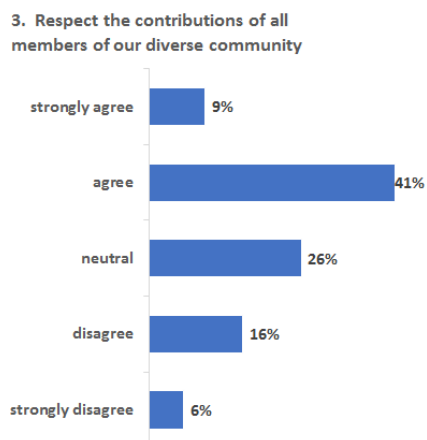
| 1. Enrich the environment for others through our individual contributions | | |
|---|------------------|-------------|
| | No. of responses | % |
| Strongly agree | 57 | 12% |
| Agree | 238 | 51% |
| Neutral | 112 | 24% |
| Disagree | 38 | 8% |
| Strongly disagree | 11 | 2% |
| No response to this item | 13 | 3% |
| Total | 469 | 100% |



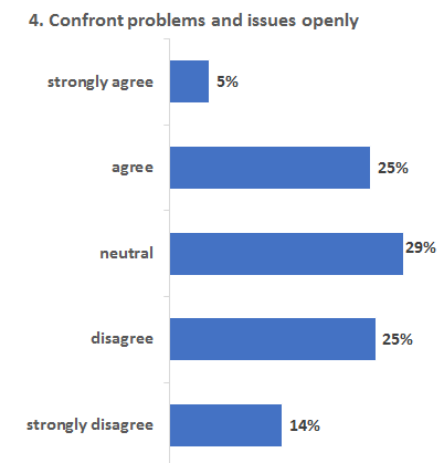
| 2. Are supportive, honest and transparent in all our interactions | | |
|---|------------------|-------------|
| | No. of responses | % |
| Strongly agree | 28 | 6% |
| Agree | 136 | 29% |
| Neutral | 134 | 29% |
| Disagree | 107 | 23% |
| Strongly disagree | 54 | 12% |
| No response to this item | 10 | 2% |
| Total | 469 | 100% |



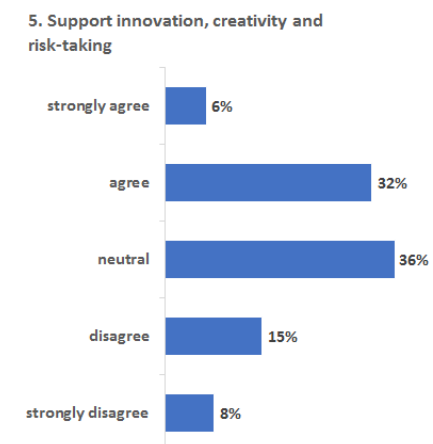
| 3. Respect the contributions of all members of our diverse community | | |
|--|------------------|-------------|
| | No. of responses | % |
| Strongly agree | 44 | 9% |
| Agree | 194 | 41% |
| Neutral | 120 | 26% |
| Disagree | 74 | 16% |
| Strongly disagree | 27 | 6% |
| No response to this item | 10 | 2% |
| Total | 469 | 100% |



| 4. Confront problems and issues openly and constructively | | |
|---|------------------|-------------|
| | No. of responses | % |
| Strongly agree | 23 | 5% |
| Agree | 116 | 25% |
| Neutral | 135 | 29% |
| Disagree | 119 | 25% |
| Strongly disagree | 65 | 14% |
| No response to this item | 11 | 2% |
| Total | 469 | 100% |



| 5. Support innovation, creativity and risk-taking | | |
|---|------------------|-------------|
| | No. of responses | % |
| Strongly agree | 30 | 6% |
| Agree | 152 | 32% |
| Neutral | 169 | 36% |
| Disagree | 71 | 15% |
| Strongly disagree | 36 | 8% |
| No response to this item | 11 | 2% |
| Total | 469 | 100% |



| 6. Celebrate our successes and learn from our failures | | |
|--|------------------|-------------|
| | No. of responses | % |
| Strongly agree | 28 | 6% |
| Agree | 187 | 40% |
| Neutral | 141 | 30% |
| Disagree | 81 | 17% |
| Strongly disagree | 23 | 5% |
| No response to this item | 9 | 2% |
| Total | 469 | 100% |

