**University of La Verne**

**Classified Staff Climate Survey**

**Instructions for Survey**

This is a climate survey of Classified Staff at the University of La Verne planned jointly by the Educational Effectiveness Committee and the Classified Committee. It is part of the periodic assessments for WASC every several years, and is intended to improve the effectiveness of the way the University functions. It will also help the University better support Classified Staff. This is an anonymous survey, so please do not place your name on the survey. You may skip any question you choose to or not respond to the survey at all. The information gathered here will only be used in summary form. Department Managers and administrative staff will not have access to individual responses.

**Demographic Information**

1. Gender:

\_\_\_ Male

\_\_\_ Female

\_\_\_ Other

2. Age: \_\_\_\_\_

3. Ethnic Background: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

4. Employment Status:

\_\_\_ Full-time

\_\_\_ Part-time

5. Years of service at the University of La Verne: \_\_\_\_\_

6. Location:

\_\_\_ Main Campus

\_\_\_ Off Campus:

\_\_\_ Ontario Law School

\_\_\_ Regional Campus

\_\_\_ Other

7. Number of miles traveled one way to work: \_\_\_\_\_\_\_\_

1. I have a voice about the things that affect me

Disagree Strongly Disagree Agree Agree Strongly

1. I actively participate in community building events such as the annual picnic, bowling night, holiday events, etc.

Disagree Strongly Disagree Agree Agree Strongly

1. I am treated fairly here

Disagree Strongly Disagree Agree Agree Strongly

1. I feel that there is a spirit of teamwork and cooperation

Disagree Strongly Disagree Agree Agree Strongly

1. I have considered leaving my job in the past year

Disagree Strongly Disagree Agree Agree Strongly

1. I am aware of the pro-environment (e.g. recycling, energy saving, etc.) efforts at the University of La Verne

Yes No

1. I am satisfied with the pro-environment (e.g. recycling, energy saving, etc.) efforts at the University of La Verne

Disagree Strongly Disagree Agree Agree Strongly

1. I actively participate in the pro-environment (e.g. recycling, energy saving, etc.) efforts at the University of La Verne

Disagree Strongly Disagree Agree Agree Strongly

1. I am satisfied with the amount of recognition or praise I get for doing good work

Disagree Strongly Disagree Agree Agree Strongly

1. I feel that my immediate supervisor keeps me up to date on workplace issues

Disagree Strongly Disagree Agree Agree Strongly

1. I would feel comfortable making a formal complaint or grievance

Disagree Strongly Disagree Agree Agree Strongly

1. I am aware of what is expected of me as described in my position description

Disagree Strongly Disagree Agree Agree Strongly

1. I feel that the culture of the University upholds ethical behavior on the part of every employee

Disagree Strongly Disagree Agree Agree Strongly

1. I am satisfied with the process for hiring Classified employees

Disagree Strongly Disagree Agree Agree Strongly

1. I am satisfied with the promotional opportunities at the University of La Verne for Classified Employees

Disagree Strongly Disagree Agree Agree Strongly

1. I am satisfied with the hiring opportunities from within the institution for Classified employees

Disagree Strongly Disagree Agree Agree Strongly

1. I am satisfied with the process for evaluation of performance

Disagree Strongly Disagree Agree Agree Strongly

1. I am satisfied with the process for orientating new employees

Disagree Strongly Disagree Agree Agree Strongly

1. I am satisfied with the opportunities to interface with employees in other departments

Disagree Strongly Disagree Agree Agree Strongly

1. I am satisfied with the opportunities for professional development

Disagree Strongly Disagree Agree Agree Strongly

1. I am satisfied with how workplace problems are solved

Disagree Strongly Disagree Agree Agree Strongly

1. I am treated with respect by my supervisors

Disagree Strongly Disagree Agree Agree Strongly

1. I am treated with respect by my coworkers

Disagree Strongly Disagree Agree Agree Strongly

1. I am treated with respect by faculty

Disagree Strongly Disagree Agree Agree Strongly

1. I am treated with respect by students

Disagree Strongly Disagree Agree Agree Strongly

1. I feel that the pace and pressure in my department have a negative influence on my personal or family life

Disagree Strongly Disagree Agree Agree Strongly

1. I feel comfortable, valued, and included by my colleagues

Disagree Strongly Disagree Agree Agree Strongly

1. I would encourage someone to work in my department

Disagree Strongly Disagree Agree Agree Strongly

1. I am encouraged to provide suggestions on ways to improve the work flow

Disagree Strongly Disagree Agree Agree Strongly

1. I feel empowered to resolve problems

Disagree Strongly Disagree Agree Agree Strongly

1. I feel that I have received the necessary training to do high quality work

Disagree Strongly Disagree Agree Agree Strongly

1. I feel that I have the necessary tools to do high quality work efficiently

Disagree Strongly Disagree Agree Agree Strongly

1. I feel that my workload is just right

Disagree Strongly Disagree Agree Agree Strongly

1. I feel that my workload is light and I am able to do more work

Disagree Strongly Disagree Agree Agree Strongly

1. I feel that the University of La Verne provides a welcoming environment for all employees

Disagree Strongly Disagree Agree Agree Strongly

1. I feel that my salary is equitable with my peers and colleagues at the

University of La Verne

Disagree Strongly Disagree Agree Agree Strongly

1. I feel that ethnic and cultural diversity is respected at the University of La Verne

Disagree Strongly Disagree Agree Agree Strongly

1. I have heard employees making inappropriate jokes about people at the University of La Verne

Disagree Strongly Disagree Agree Agree Strongly

1. I have experienced retaliation at the University of La Verne

Disagree Strongly Disagree Agree Agree Strongly

1. I feel that discrimination has affected my ability to work at the

University of La Verne

Disagree Strongly Disagree Agree Agree Strongly

1. I have experienced sexual harassment at the University of La Verne

Yes No

1. I have experienced discrimination at the University of La Verne based on:
   1. Age Yes No
   2. Ethnicity Yes No
   3. Religious intolerance Yes No
   4. Sexual orientation Yes No
   5. Disability Yes No
   6. Gender Yes No
2. I feel that the process for resolving complaints about sexual harassment and discrimination is effective

Disagree Strongly Disagree Agree Agree Strongly

Comments

We welcome any comments you have that have not been covered by any of the survey questions.