

Faculty – Staff Relationship Survey

Your thoughts and experiences will be of great help to make the College of Agricultural Sciences a more positive place to work. The survey should take approximately fifteen minutes to complete. Your participation in this survey is, of course, voluntary, and you may skip any items that you prefer not to answer. Your answers will be strictly confidential, and no individual results will ever be reported.

The items in this section are based on issues that have been raised by both faculty and staff in the College. Please select the response which reflects your perception of these issues.

1. The communication between faculty and staff in our department is...

- Very Good
- Good
- Not So Good
- Poor
- Don't Know, Not Sure

2. In general, the sense of mutual respect in our department between faculty and staff is...

- Very Good
- Good
- Not So Good
- Poor
- Don't Know, Not Sure

3. In our department, the sense of appreciation by the faculty for the skills, expertise and contributions of the staff is...

- Very Good
- Good
- Not So Good
- Poor
- Don't Know, Not Sure

4. The type of non-work related interaction between staff and faculty in our department...

- Very Good
- Good
- Not So Good
- Poor
- Don't Know, Not Sure

5. The treatment of the staff by the faculty in our department is...

- Very Good
- Good
- Not So Good
- Poor
- Don't Know, Not Sure

6. Our department efforts to create a more diverse work climate and establish mutual respect among faculty, staff, and students is...

- Very Good
- Good
- Not So Good
- Poor
- Don't Know, Not Sure

7. The staff in our department feel...

- They are part of a team.
- They are sometimes part of a team.
- They are never part of a team.
- Don't know, not sure

8. The work that a staff member contributes to a team is...

- Well understood and recognized by the faculty.
- Somewhat understood and recognized by the faculty.
- Not at all understood and recognized by the faculty.
- Don't know, not sure

9. In your department, would you say...

- Incidents of faculty treating staff with lack of respect are widespread.
- There are some incidents of faculty treating staff with lack of respect.
- There are few incidents of faculty treating staff with lack of respect.
- There are no incidents of faculty treating staff with lack of respect.
- Don't know, not sure.

10. Do the faculty in your department...

- Recognize these incidents and work with staff to eliminate them.
- Recognize these incidents, but do little to reduce them.
- Are not aware of these incidents.
- There are no incidents of faculty treating staff with lack of respect.
- Don't know, not sure.

11. Do the staff in your department...

- Recognize these incidents and work with faculty to eliminate them.
- Recognize these incidents, but do little to reduce them.
- Are not aware of these incidents.
- There are no incidents of faculty treating staff with lack of respect.
- Don't know, not sure.

12. Do the faculty in your department encourage staff to obtain new skills and training to advance their careers?

Yes

No

Don't know, not sure

13. Do faculty in your department consider their supervisory role part of their job responsibility?

Yes

No

Don't know, not sure

14. In your department, does the unit leader set the tone for faculty and staff interactions?

Yes

No

Don't know, not sure

15. Do faculty treat staff as valuable members of the work team?

Yes

No

Don't know, not sure

16. Are the staff kept informed by the faculty about what is going on in the department?

Yes

No

Don't know, not sure

17. Do the faculty in your department sometimes include the names of staff as co-authors of publications? Yes No Don't know, not sure

18. Are faculty accountable for their treatment of the staff? Yes No Don't know, not sure

19. Should faculty behavior toward staff be a factor in the faculty annual performance review? Yes No Don't know, not sure

20. Do faculty in your department recognize the expertise and skills of staff who work with them on a regular basis? Yes No Don't know, not sure

Please indicate how useful each of the following activities would be to create better working relationships between faculty and staff.

21. Discuss overall faculty-staff relationships in faculty-staff meetings.

- Very Useful
- Somewhat Useful
- Not Useful
- Don't Know, Not Sure

22. Discuss faculty-staff relationships at orientation meetings for new faculty.

- Very Useful
- Somewhat Useful
- Not Useful
- Don't Know, Not Sure

23. Recruit faculty who are team players and value staff.

- Very Useful
- Somewhat Useful
- Not Useful
- Don't Know, Not Sure

24. Have departmental retreats for faculty and staff to build a sense of team.

- Very Useful
- Somewhat Useful
- Not Useful
- Don't Know, Not Sure

25. Create an Ombudsman staff role.

- Very Useful
- Somewhat Useful
- Not Useful
- Don't Know, Not Sure

26. Handle the faculty-staff climate issue as we handle diversity and make it a priority.

- Very Useful
- Somewhat Useful
- Not Useful
- Don't Know, Not Sure

27. Have the staff be included in the interviewing process when hiring new faculty.

- Very Useful
- Somewhat Useful
- Not Useful
- Don't Know, Not Sure

28. Have sensitivity training for faculty and staff to address the issue of respect for staff, and make all in the department more aware of the importance of the contributions of the staff.

- Very Useful
- Somewhat Useful
- Not Useful
- Don't Know, Not Sure

29. Evaluate faculty on teamwork, diversity and communication on their annual performance review as staff are.

- Very Useful
- Somewhat Useful
- Not Useful
- Don't Know, Not Sure

The following demographic data will be used to group the results. While the data will be reported for groups, no individual results will be reported.

30. Gender

- Female
- Male

31. Years of service.

- Fewer than 3 years
- 3 through 7 years
- 8 through 15 years
- 16 through 25 years
- More than 25 years

32. Appointment type

- Standing (full-time with no specific ending date)
- Fixed-term (full-time contract for a minimum of six calendar months service with a specific ending date)

33. Position

- Administrators (including department heads)
- Managers and directors
- Staff exempt (excluding managers and directors)
- Staff non-exempt
- Technical service
- Faculty

34. Supervisory status

- I have supervisory responsibilities for faculty and staff.
- I do not have supervisory responsibilities for faculty and staff.
- I have supervisory responsibilities for staff only.
- I have supervisory responsibilities for faculty only.

35. Departments

- Administration
- Agricultural & Extension Education
- Agricultural Economics & Rural Sociology
- Agricultural & Biological Engineering
- Crop & Soil Sciences
- Dairy & Animal Science
- Entomology
- Food Science
- School of Forest Resources
- Horticulture
- Plant Pathology
- Poultry Science
- Veterinary Science