










Crookston Faculty All survey questions

					%Fav Diff
	Valid N	%Fav	%Neut	%Unfav	Sm System Campuses Faculty
1. My department or immediate work group has a strategy and goals that address our most important challenges and opportunities. (Clear & Promising Direction)	60	58	17	25	-5
2. I have the opportunity to set my goals in alignment with the strategic priorities of my college and department. (Clear & Promising Direction)	59	53	29	19	-11
3. The people in my department are committed to delivering high impact, high quality scholarship. (Commitment to Excellence)	61	67	16	16	-11
4. The people in my department are committed to delivering high quality service / clinical care. (Commitment to Excellence)	46	78	11	11	-7
5. Rate your department on being open and honest in communications to employees. (Confidence in Leaders)	61	59	21	20	-5
6. Rate your department on being student focused (seeking to understand and meet students' needs and requirements). (Commitment to Excellence)	61	79	13	8	-8




All survey questions (Continued)

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7. Rate your department on being innovative in how work is done (using new technologies or creative approaches to improve internal effectiveness). (Work, Structure, & Process)	61	64	26	10	+1
8. Rate the overall trust and confidence you have in your college's leadership team. (Confidence in Leaders)	60	67	10	23	+11
9. There is good cooperation and teamwork within my department. (Collaboration)	59	59	14	27	-8
10. My department supports and encourages interdisciplinary scholarship. (Collaboration)	58	55	16	29	-11
11. My job provides me the opportunity to do challenging and interesting work. (Effective Environment)	60	78	7	15	-6
12. I have enough authority to carry out my job effectively. (Authority & Empowerment)	60	73	10	17	+1




All survey questions (Continued)

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13. I am encouraged to be innovative to find more effective ways of doing things. (Authority & Empowerment)	60	57	27	17	-11
14. I understand the results expected of me in my work. (Clear Expectations and Feedback)	59	76	10	14	-2
15. I receive clear and regular feedback on how well I do my work. (Clear Expectations and Feedback)	59	37	24	39	-14
16. In my work, I am able to make full use of my skills and abilities. (Effective Environment)	60	63	13	23	-1
17. Rate your opportunities to achieve your personal career objectives at your campus (Crookston, Duluth, Morris, Rochester, Twin Cities). (Development Opportunities)	60	50	32	18	0
18. Rate your opportunities for learning and development. (Development Opportunities)	50	50	26	24	-3




All survey questions (Continued)

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19. My department offers effective mentoring and coaching to support my development. (Development Opportunities)	59	31	20	49	-7
20. I feel motivated to go beyond my formal job responsibilities. (Commitment and Dedication)	60	68	12	20	+1
21. I have the resources and support I need to pursue my scholarly interests. (Support and Resources)	59	32	25	42	-11
22. I have the resources and support I need to deliver high quality teaching. (Support and Resources)	60	70	15	15	-4
23. I have the resources and support I need to deliver high quality service / clinical care. (Support and Resources)	40	63	23	15	-2
24. My department proactively identifies and eliminates barriers to getting work done efficiently. (Effective Environment)	59	32	34	34	+2

All survey questions (Continued)

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25. There is an equitable distribution of workload within my department. (Work, Structure, & Process)	59	32	17	51	-6
26. Conditions in my job allow me to be as productive as I can be. (Effective Environment)	58	45	22	33	+3
27. I am treated with respect as an individual. (Respect & Recognition)	60	65	12	23	-8
28. I receive recognition from my department for my contributions to my field / discipline. (Respect & Recognition)	58	45	19	36	-4
29. My department demonstrates a commitment to supporting my overall wellbeing. (Respect & Recognition)	60	48	27	25	-3
30. Overall, my department demonstrates a strong commitment to diversity and inclusion. (Respect & Recognition)	59	63	25	12	-5

All survey questions (Continued)

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31. I feel proud to work on my campus of the University of Minnesota. (Commitment and Dedication)	60	82	13	5	+5
32. I would recommend my campus to peers at other institutions as a great place to work. (Commitment and Dedication)	60	53	30	17	-2
33. Given your choice, how long would you plan to continue working at your campus? (Commitment and Dedication)	59	58	17	25	-2