








Crookston Staff All survey questions

					%Fav Diff
	Valid N	%Fav	%Neut	%Unfav	Sm Campus Staff Benchmark
1. My department or immediate work group has a strategy and goals that address our most important challenges and opportunities. (Clear & Promising Direction)	88	84	7	9	+3
2. I understand what I can do to support my department's strategy and goals. (Clear & Promising Direction)	86	87	9	3	+3
3. The people in my department are committed to delivering high quality services. (Commitment to Excellence)	89	91	3	6	+1
4. Rate your department on the quality of customer support (i.e., responsiveness, flexibility, turnaround) provided. (Commitment to Excellence)	89	85	10	4	0
5. Rate your department on being innovative in how work is done (using new technologies or creative approaches to improve internal effectiveness). (Work, Structure, & Process)	81	73	20	7	-5
6. Rate the overall trust and confidence you have in your college's leadership team. (Confidence in Leaders)	90	76	14	10	+15



All survey questions (Continued)

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7. There is good cooperation and teamwork within my department. (Collaboration)	90	87	7	7	+2
8. There is good cooperation and sharing of ideas between my department and other departments. (Collaboration)	89	67	17	16	+4
9. There is open and honest communication between me and my manager / supervisor. (Confidence in Leaders)	90	80	8	12	-1
10. My job provides me the opportunity to do challenging and interesting work. (Effective Environment)	90	89	8	3	+6
11. I have enough authority to carry out my job effectively. (Authority & Empowerment)	90	80	8	12	+2
12. I am encouraged to be innovative to find more effective ways of doing things. (Authority & Empowerment)	90	81	14	4	+3




All survey questions (Continued)

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13. In my work, I am able to make full use of my skills and abilities. (Effective Environment)	90	73	10	17	+6
14. I understand the results expected of me in my work. (Clear Expectations and Feedback)	89	91	3	6	+6
15. Rate your opportunities to achieve your personal career objectives at your campus (Crookston, Duluth, Morris, Rochester, Twin Cities). (Development Opportunities)	87	53	23	24	+3
16. Rate your opportunities for learning and development. (Development Opportunities)	75	60	19	21	+6
17. My manager / supervisor provides clear and regular feedback on how well I do my work. (Clear Expectations and Feedback)	90	72	10	18	+8
18. My manager / supervisor coaches me in my development. (Development Opportunities)	88	61	24	15	+7




All survey questions (Continued)

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19. I feel motivated to go beyond my formal job responsibilities. (Commitment and Dedication)	90	74	22	3	+2
20. I have the resources I need to do my job effectively. (Support and Resources)	90	64	10	26	-1
21. I have the information I need to do my job well. (Support and Resources)	90	77	14	9	+2
22. My department proactively identifies and eliminates barriers to getting work done efficiently. (Effective Environment)	89	62	19	19	+8
23. I receive the training I need to handle my present job well. (Support and Resources)	89	76	9	15	+9
24. New employees receive the training they need to do their jobs well. (Support and Resources)	82	59	17	24	+6

All survey questions (Continued)

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25. There is an equitable distribution of workload within my department. (Work, Structure, & Process)	89	56	13	30	+4
26. Conditions in my job allow me to be as productive as I can be. (Effective Environment)	89	70	13	17	+8
27. I am treated with respect as an individual. (Respect & Recognition)	90	80	11	9	+2
28. I receive recognition when I do a good job. (Respect & Recognition)	89	67	16	17	+7
29. My department demonstrates a commitment to supporting my overall wellbeing. (Respect & Recognition)	89	71	19	10	+1
30. Overall, my department demonstrates a strong commitment to diversity and inclusion. (Respect & Recognition)	90	81	13	6	+1

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)	90	90	9	1	+3
32. I would recommend my campus to family or friends as a place to work. (Commitment and Dedication)	89	83	13	3	+3
33. Given your choice, how long would you plan to continue working at your campus? (Commitment and Dedication)	90	62	13	24	+4