

Workplace Quality

Assessing and Improving Workplace Quality

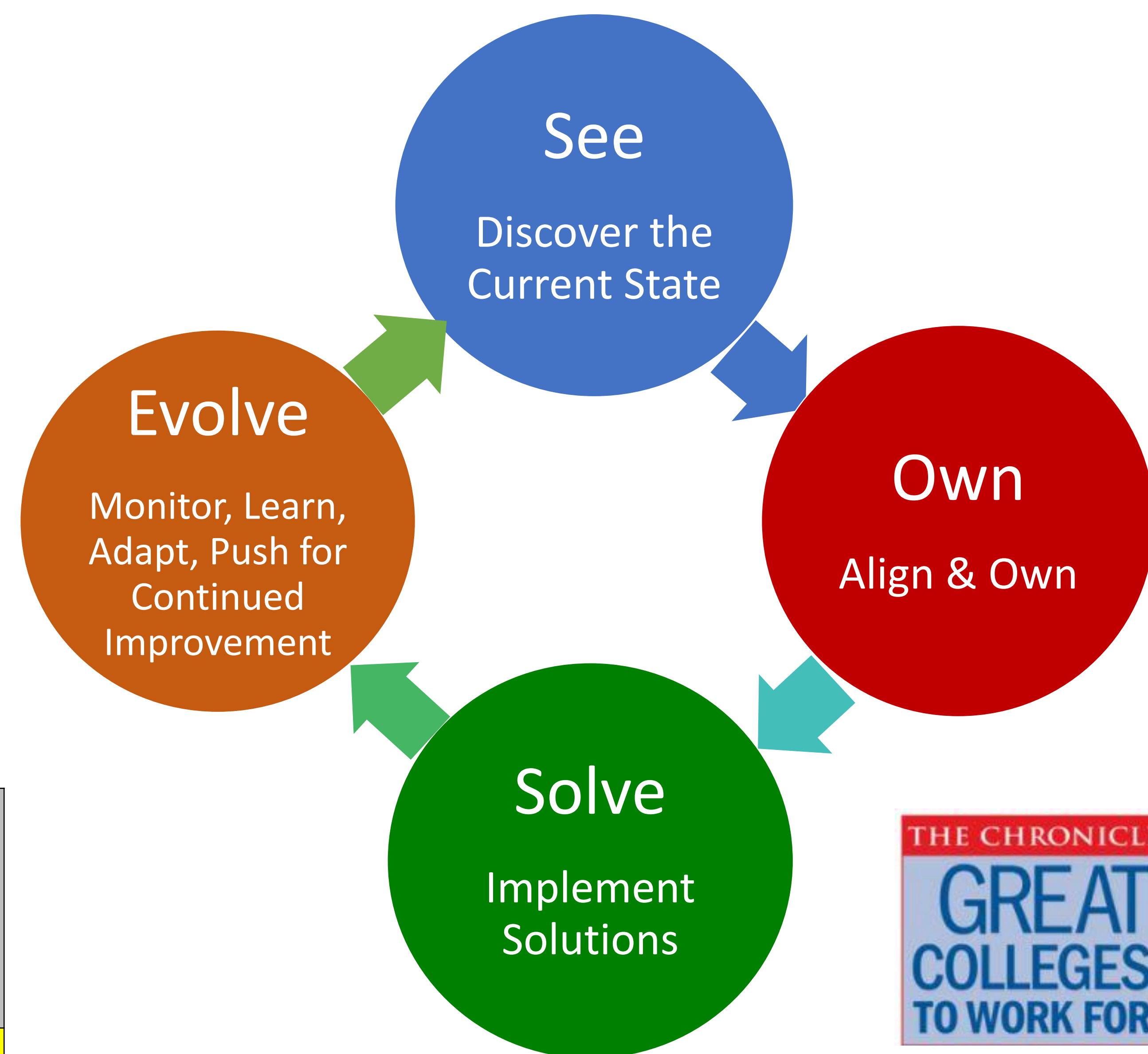
Survey Goals

- ✓ Understand faculty and staff perception of the workplace environment.
- ✓ Establish a baseline of strengths and assess areas that require focus and attention.
- ✓ Develop a framework to help us strengthen employee engagement.

Survey Dimensions – What We Measured

Job Satisfaction/Support	Policies, Resources & Efficiency	Faculty, Administration & Staff Relations
Teaching Environment	Shared Governance	Communication
Professional Development	Pride	Collaboration
Compensation, Benefits & Work/Life Balance	Supervisors/Department Chairs	Fairness
Facilities	Senior Leadership	Respect & Appreciation

Overall scoring	Excellent	Fair
	Good	Warrants Attention



University Actions to Address Feedback

1. Strengthen the quality of communication and dialogue.
2. Engage Campus Community in process to define desired behaviors.
3. Foster greater alignment and collaboration across the University by enhancing Senior Leadership visibility, interaction and relationships.
4. Address fairness concerns regarding performance management and accountability.
5. Define and articulate the unique value proposition (employment brand) of Fresno State so that faculty and staff have a greater sense of alignment and shared culture.

What We Do Well

- Survey Findings**
1. I understand how my job contributes to this institution's mission.
 2. I know what to do if I receive a report of sexual assault, harassment or interpersonal violence.
 3. This institution actively contributes to the community.
 4. Fresno State supports a work environment where everyone is entitled to dignity and respect, regardless of race, color, religion, age, disability, ethnicity, sexual orientation or gender identity.
 5. I am proud to be a part of this institution.

Opportunities for Improvement

1. My department has adequate faculty/staff to achieve our goals.
2. I am paid fairly for my work.
3. Issues of low performance are addressed in my department.
4. Promotions in my department are based on a person's ability.
5. The facilities (e.g. classrooms, offices, laboratories) adequately meet my needs.