

Additional Analysis for
2008 Climate Survey Results
Fresno

Department or Grouping:

All Departments

Prepared by

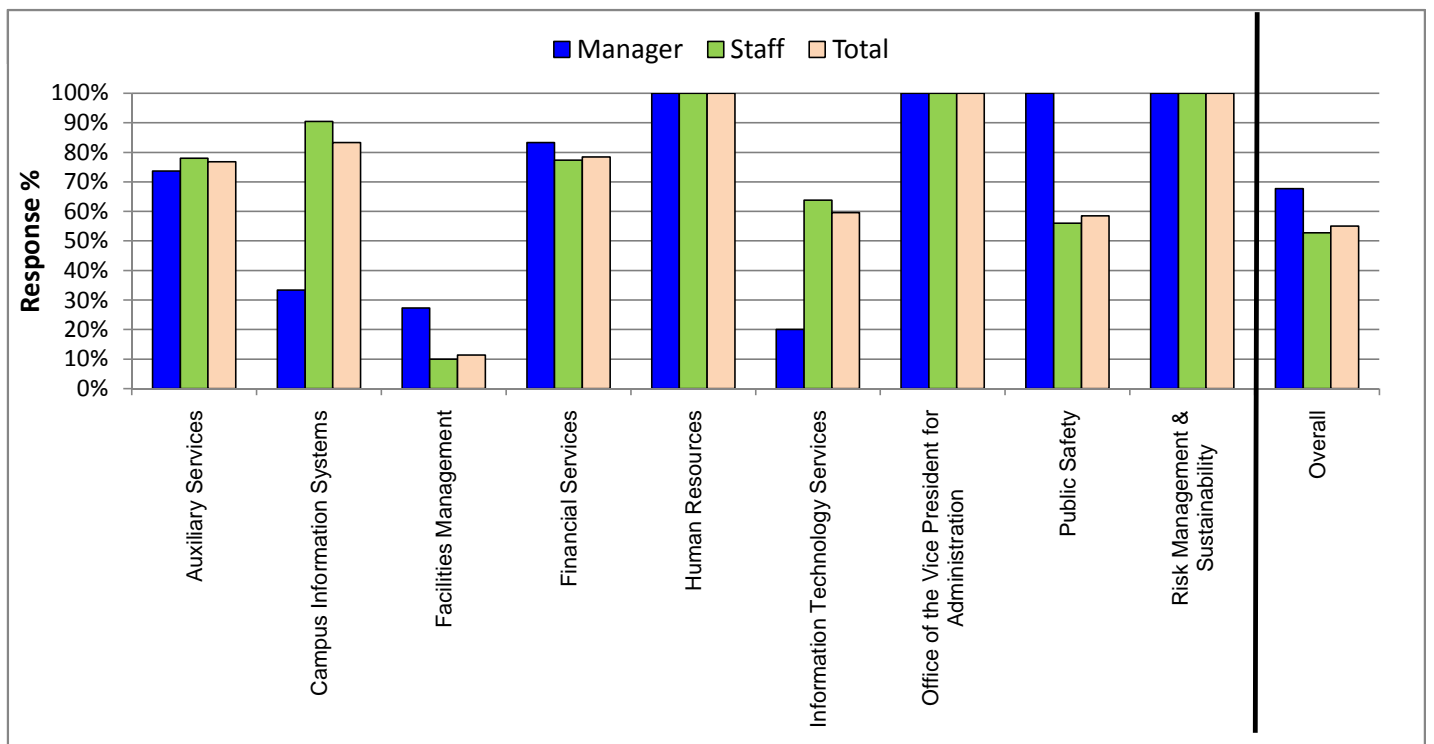
Ken DeVane
Business Solutions Services
Office of the Chancellor

Date
7/23/2009

2008 Fresno Climate Survey
 Survey Administered 10/6/08 to 10/20/08



Department	Manager			Staff			Total		
	Population	Response	%	Population	Response	%	Population	Response	%
Auxiliary Services	19	14	74%	50	39	78%	69	53	77%
Campus Information Systems	3	1	33%	21	19	90%	24	20	83%
Facilities Management	11	3	27%	121	12	10%	132	15	11%
Financial Services	12	10	83%	53	41	77%	65	51	78%
Human Resources	5	5	100%	13	13	100%	18	18	100%
Information Technology Services	5	1	20%	47	30	64%	52	31	60%
Office of the Vice President for Administration	3	3	100%	5	5	100%	8	8	100%
Public Safety	3	3	100%	50	28	56%	53	31	58%
Risk Management & Sustainability	4	4	100%	6	6	100%	10	10	100%
Overall	65	44	68%	366	193	53%	431	237	55%



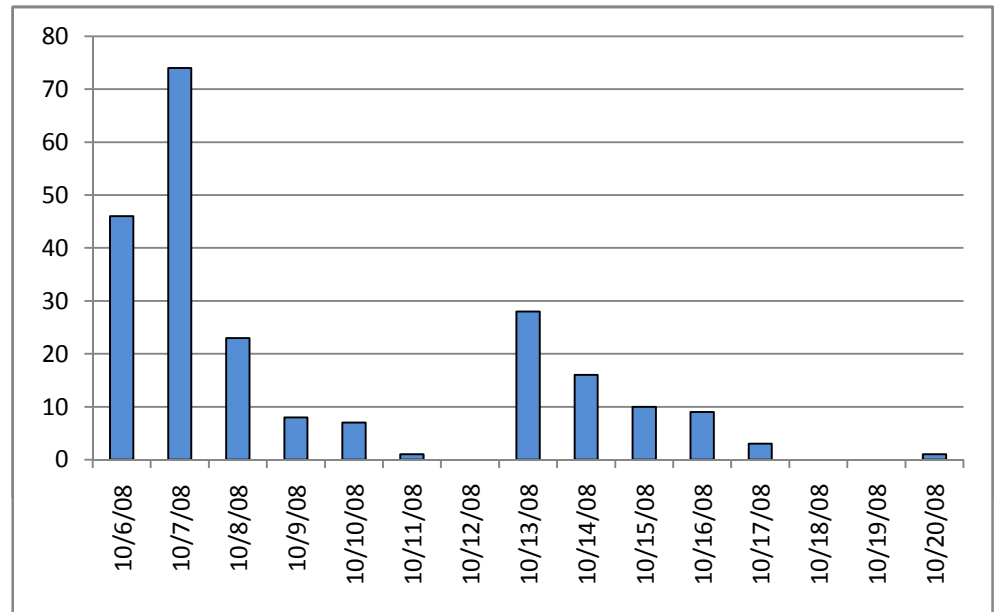
2008 Climate Survey Results
Fresno
All Departments

Total Number Responding for Group **237**

Responses to Survey

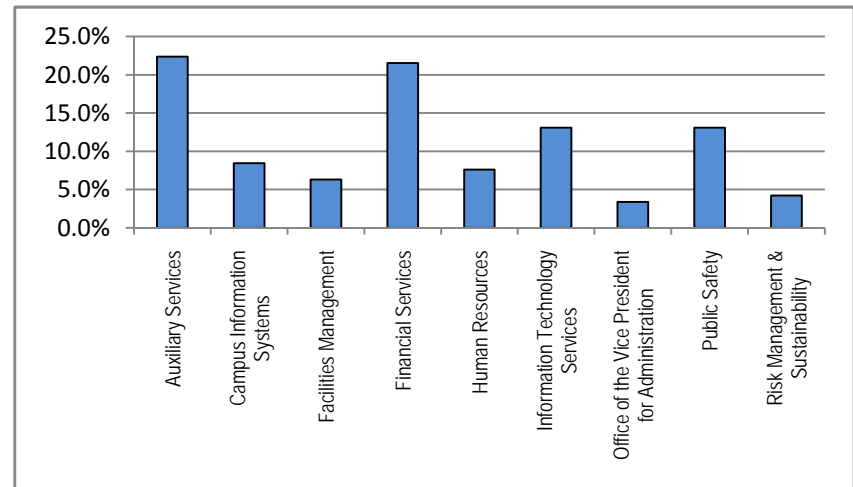
Date of Response	Count
10/6/08	46
10/7/08	74
10/8/08	23
10/9/08	8
10/10/08	7
10/11/08	1
10/13/08	28
10/14/08	16
10/15/08	10
10/16/08	9
10/17/08	3
10/20/08	1
Total	226

(Not including manually input responses from paper surveys)

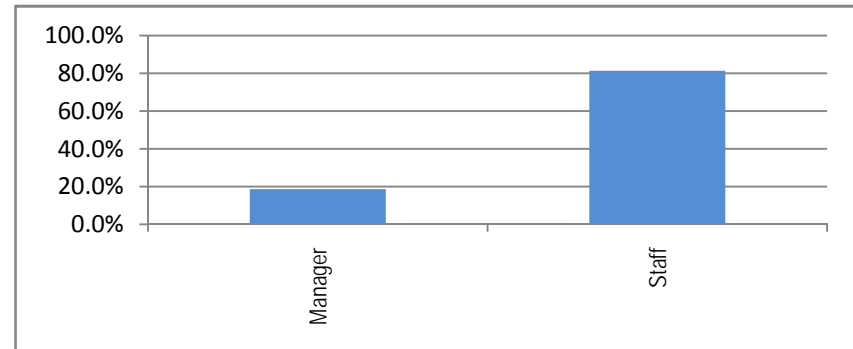


2008 Climate Survey Results
Fresno
All Departments

49_Please select your department	Count	Percent
Auxiliary Services	53	22.4%
Campus Information Systems	20	8.4%
Facilities Management	15	6.3%
Financial Services	51	21.5%
Human Resources	18	7.6%
Information Technology Services	31	13.1%
Office of the Vice President for Administration	8	3.4%
Public Safety	31	13.1%
Risk Management & Sustainability	10	4.2%
Grand Total	237	100.0%

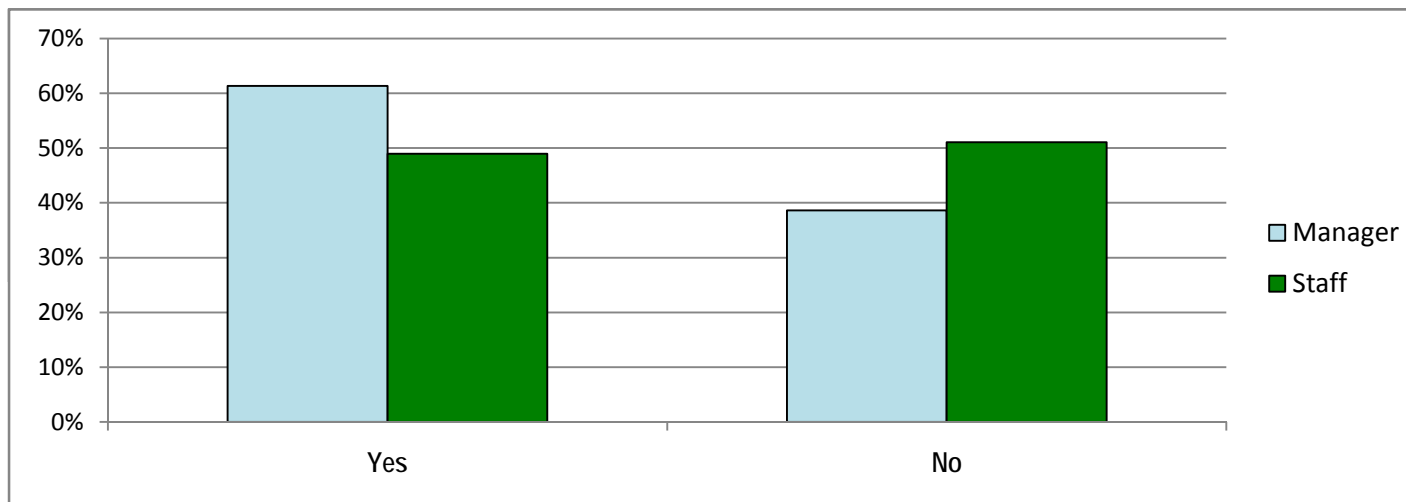


50_Please select whether you are MPP or staff	Count	Percent
Manager	44	18.6%
Staff	193	81.4%
Grand Total	237	100.0%



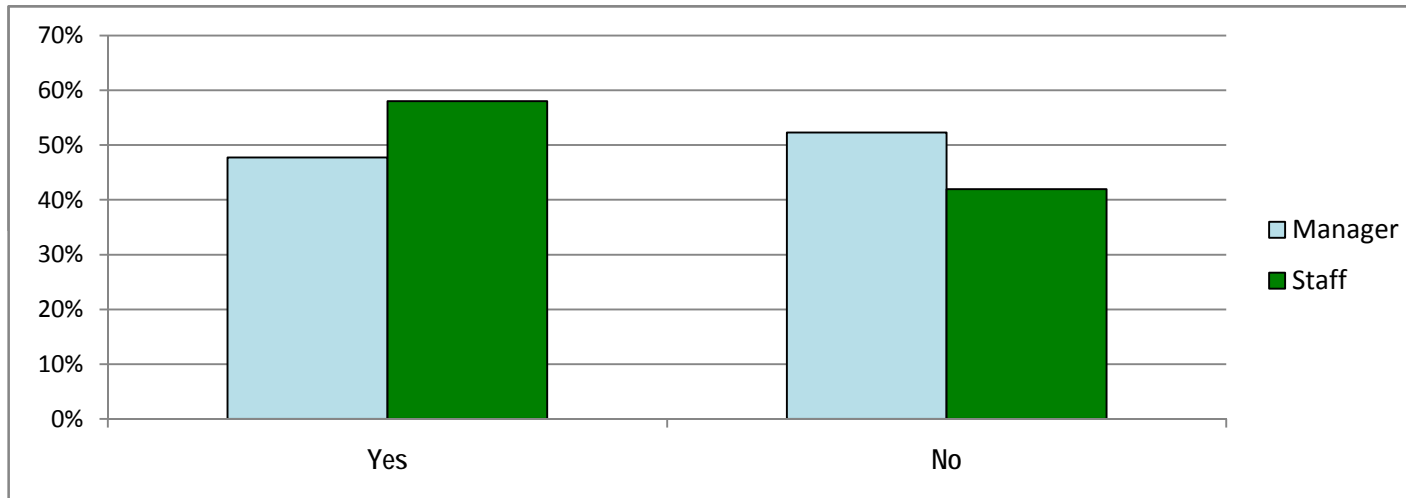
2008 Climate Survey Results
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46_Have you participated in any of our Wellness at Work programs?	Manager		Staff		Total	
	Count	Percent	Count	Percent	Count	Percent
Yes	27	61.4%	94	49.0%	121	51.3%
No	17	38.6%	98	51.0%	115	48.7%
Grand Total	44	100.0%	192	100.0%	236	100.0%



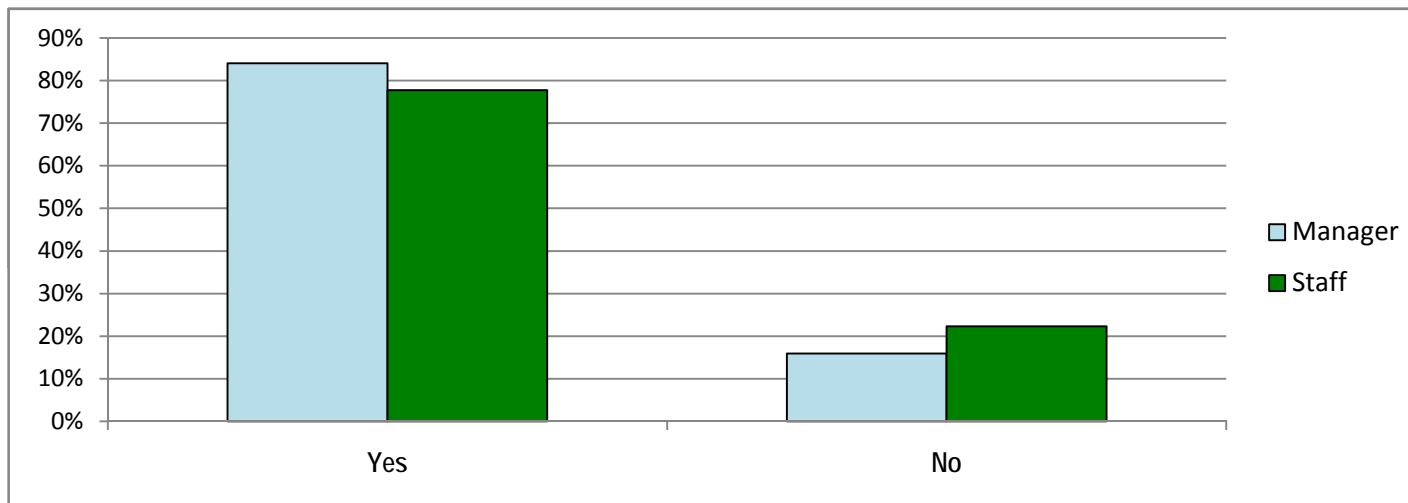
2008 Climate Survey Results
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All Departments

47_As expanded programs become available, are you interested in participating in alternative transportation (bus, carpool, biking) programs?	Manager		Staff		Total	
	Count	Percent	Count	Percent	Total	Percent
Yes	21	47.7%	112	58.0%	133	56.1%
No	23	52.3%	81	42.0%	104	43.9%
Grand Total	44	100.0%	193	100.0%	237	100.0%



2008 Climate Survey Results
Fresno
All Departments

48_I would be interested in working four 10-hour workdays during the summer	Manager		Staff		Total	
	Count	Percent	Count	Percent	Total	Percent
Yes	37	84.1%	150	77.7%	187	78.9%
No	7	15.9%	43	22.3%	50	21.1%
Grand Total	44	100.0%	193	100.0%	237	100.0%



2008 Climate Survey Results
Fresno
All Departments

The following tables and charts are for all employees in this department group

2008 Climate Survey Results
Fresno
All Departments

Agreement: Count of Responses

All Employees

For this group

Question	Weighting Value						Total	Average Score	Correlation to	
		1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree			"10...best places to work"	35...satisfied w/ leadership
1_I know how my job directly supports the division's goals		0	9	33	103	92	237	4.17	0.444	0.465
2_I have guidelines to assist me in making decisions that affect my work		4	16	36	120	61	237	3.92	0.467	0.448
3_My direct supervisor is accessible to me		0	9	19	75	134	237	4.41	0.373	0.459
4_In my work unit, we routinely talk about the quality of our work and the needs of those who we do business with		6	25	34	98	74	237	3.88	0.444	0.481
5_I take pride in my work		0	0	8	46	183	237	4.74	0.363	0.316
6_There is a direct connection between the work I do and the success of the university		2	5	37	91	102	237	4.21	0.315	0.315
7_I receive constructive feedback from my supervisor about the quality of my work		14	20	30	98	75	237	3.84	0.551	0.608
8_I would recommend Fresno State as a good place to work		4	10	38	91	94	237	4.10	0.685	0.602
9_I would recommend The California State University as a good place to work		2	3	46	95	91	237	4.14	0.542	0.443
10_My department is one of the best places to work		13	25	41	73	85	237	3.81	1.000	0.763
11_My division is one of the best places to work		5	16	53	94	69	237	3.87	0.792	0.627
12_I feel like my ideas and opinions are listened to by my supervisor		14	25	27	94	77	237	3.82	0.600	0.655
13_Employees in my work group respect each others' differences		8	20	36	119	54	237	3.81	0.502	0.450
14_My supervisor, or someone at work, seem to care about me as a person		6	18	28	97	88	237	4.03	0.567	0.560
15_I see career growth and advancement opportunities for myself at Fresno State		32	42	64	64	35	237	3.12	0.549	0.600
16_I am encouraged to be creative to resolve problems or accomplish assignments		6	21	39	93	78	237	3.91	0.608	0.621
17_My work group is receptive to my suggestions for improving our work		5	13	40	119	60	237	3.91	0.560	0.543
18_Employees in my work group resolve conflicts directly with each other		13	21	53	114	36	237	3.59	0.455	0.375
19_Teamwork is encouraged in my department		11	21	28	99	78	237	3.89	0.637	0.647
20_My opinions are valued in my work group		7	12	38	121	59	237	3.90	0.555	0.524

2008 Climate Survey Results
Fresno
All Departments

Agreement: Count of Responses, Continued

All Employees

For this group

Question	Weighting Value	1	2	3	4	5	Total	Average Score	Correlation to	
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree			"10...best places to work"	35...satisfied w/ leadership
21_There is cooperation between the work groups in my department		8	25	40	120	44	237	3.70	0.608	0.600
22_There is cooperation between departments in the division		6	18	79	107	27	237	3.55	0.446	0.507
23_I have access to sufficient information to do my job well		4	11	44	127	51	237	3.89	0.512	0.488
24_The tools, resources and equipment (including computer equipment I need to get my work done are readily available		10	10	28	119	70	237	3.97	0.458	0.428
25_My department has provided me with opportunities to broaden my skills and knowledge		16	24	60	85	52	237	3.56	0.557	0.650
26_I am empowered to make decisions that help me provide better		8	21	41	108	59	237	3.80	0.571	0.611
27_Employees in my immediate work unit are highly motivated to contribute to the success of the university		11	22	61	92	51	237	3.63	0.634	0.569
28_Meetings are well planned and executed at Fresno State		6	34	71	100	26	237	3.45	0.504	0.514
29_Employees in my immediate work unit consistently look for more efficient and effective ways of getting the job done		7	13	47	123	47	237	3.80	0.499	0.414
30_I handle the resources of the university as if they were my own		0	2	24	107	104	237	4.32	0.328	0.314
31_I generally feel informed about changes that affect me		12	38	56	98	33	237	3.43	0.532	0.657
32_An explanation is provided to me for short deadlines		14	31	52	104	36	237	3.49	0.536	0.634
33_My supervisor fairly evaluates my performance		12	20	46	88	71	237	3.78	0.543	0.620
34_I trust the employees in my work group		8	17	32	121	59	237	3.87	0.494	0.527
35_I am satisfied with the leadership in my department		21	31	36	89	60	237	3.57	0.763	1.000
36_My work contributes to the division's mission and vision		1	4	33	117	82	237	4.16	0.464	0.462
37_The mission and vision of the division make me feel that my job is important		8	11	54	106	58	237	3.82	0.501	0.504
38_I have someone at work who encourages my professional development		22	27	53	81	54	237	3.50	0.583	0.577
39_The Division clearly communicates its goals and strategies to me		10	25	54	111	37	237	3.59	0.512	0.584
40_Employees in my immediate work unit consistently put in extra effort beyond what is expected		7	19	40	109	62	237	3.84	0.421	0.345

2008 Climate Survey Results
Fresno
All Departments

Agreement: Count of Responses, Continued

All Employees

For this group

Question	Weighting Value	1	2	3	4	5	Total	Average Score	Correlation to	
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	"10...best places to work"			35...satisfied w/ leadership	
41_My immediate supervisor regularly acknowledges employees for a job well done and their contributions to the department		22	24	48	85	58	237	3.56	0.495	0.632
42_My direct supervisor involves me in determining performance goals		21	26	61	87	42	237	3.43	0.484	0.599
43_Disagreements among employees in my work group are managed effectively		24	14	68	102	29	237	3.41	0.563	0.600
44_I receive recognition for my good work		18	33	57	83	46	237	3.45	0.568	0.688
45_I feel my safety on campus is a priority		2	4	49	91	91	237	4.12	0.345	0.328

2008 Climate Survey Results
Fresno
All Departments

Agreement: % of Responses

All Employees

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Sum of Adverse (SD + D)	Sum of Positive (A + SA)
1_I know how my job directly supports the division's goals	0.0%	3.8%	13.9%	43.5%	38.8%	100.0%	3.8%	82.3%
2_I have guidelines to assist me in making decisions that affect my work	1.7%	6.8%	15.2%	50.6%	25.7%	100.0%	8.4%	76.4%
3_My direct supervisor is accessible to me	0.0%	3.8%	8.0%	31.6%	56.5%	100.0%	3.8%	88.2%
4_In my work unit, we routinely talk about the quality of our work and the needs of those who we do business with	2.5%	10.5%	14.3%	41.4%	31.2%	100.0%	13.1%	72.6%
5_I take pride in my work	0.0%	0.0%	3.4%	19.4%	77.2%	100.0%	0.0%	96.6%
6_There is a direct connection between the work I do and the success of the university	0.8%	2.1%	15.6%	38.4%	43.0%	100.0%	3.0%	81.4%
7_I receive constructive feedback from my supervisor about the quality of my work	5.9%	8.4%	12.7%	41.4%	31.6%	100.0%	14.3%	73.0%
8_I would recommend Fresno State as a good place to work	1.7%	4.2%	16.0%	38.4%	39.7%	100.0%	5.9%	78.1%
9_I would recommend The California State University as a good place to work	0.8%	1.3%	19.4%	40.1%	38.4%	100.0%	2.1%	78.5%
10_My department is one of the best places to work	5.5%	10.5%	17.3%	30.8%	35.9%	100.0%	16.0%	66.7%
11_My division is one of the best places to work	2.1%	6.8%	22.4%	39.7%	29.1%	100.0%	8.9%	68.8%
12_I feel like my ideas and opinions are listened to by my supervisor	5.9%	10.5%	11.4%	39.7%	32.5%	100.0%	16.5%	72.2%
13_Employees in my work group respect each others' differences	3.4%	8.4%	15.2%	50.2%	22.8%	100.0%	11.8%	73.0%
14_My supervisor, or someone at work, seem to care about me as a person	2.5%	7.6%	11.8%	40.9%	37.1%	100.0%	10.1%	78.1%
15_I see career growth and advancement opportunities for myself at Fresno State	13.5%	17.7%	27.0%	27.0%	14.8%	100.0%	31.2%	41.8%
16_I am encouraged to be creative to resolve problems or accomplish assignments	2.5%	8.9%	16.5%	39.2%	32.9%	100.0%	11.4%	72.2%
17_My work group is receptive to my suggestions for improving our work	2.1%	5.5%	16.9%	50.2%	25.3%	100.0%	7.6%	75.5%
18_Employees in my work group resolve conflicts directly with each other	5.5%	8.9%	22.4%	48.1%	15.2%	100.0%	14.3%	63.3%
19_Teamwork is encouraged in my department	4.6%	8.9%	11.8%	41.8%	32.9%	100.0%	13.5%	74.7%
20_My opinions are valued in my work group	3.0%	5.1%	16.0%	51.1%	24.9%	100.0%	8.0%	75.9%

2008 Climate Survey Results
Fresno
All Departments

Agreement: % of Responses, continued **All Employees**

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Sum of Adverse (SD + D)	Sum of Positive (A + SA)
21_There is cooperation between the work groups in my department	3.4%	10.5%	16.9%	50.6%	18.6%	100.0%	13.9%	69.2%
22_There is cooperation between departments in the division	2.5%	7.6%	33.3%	45.1%	11.4%	100.0%	10.1%	56.5%
23_I have access to sufficient information to do my job well	1.7%	4.6%	18.6%	53.6%	21.5%	100.0%	6.3%	75.1%
24_The tools, resources and equipment (including computer equipment I need to get my work done are readily available	4.2%	4.2%	11.8%	50.2%	29.5%	100.0%	8.4%	79.7%
25_My department has provided me with opportunities to broaden my skills and knowledge	6.8%	10.1%	25.3%	35.9%	21.9%	100.0%	16.9%	57.8%
26_I am empowered to make decisions that help me provide better	3.4%	8.9%	17.3%	45.6%	24.9%	100.0%	12.2%	70.5%
27_Employees in my immediate work unit are highly motivated to contribute to the success of the university	4.6%	9.3%	25.7%	38.8%	21.5%	100.0%	13.9%	60.3%
28_Meetings are well planned and executed at Fresno State	2.5%	14.3%	30.0%	42.2%	11.0%	100.0%	16.9%	53.2%
29_Employees in my immediate work unit consistently look for more efficient and effective ways of getting the job done	3.0%	5.5%	19.8%	51.9%	19.8%	100.0%	8.4%	71.7%
30_I handle the resources of the university as if they were my own	0.0%	0.8%	10.1%	45.1%	43.9%	100.0%	0.8%	89.0%
31_I generally feel informed about changes that affect me	5.1%	16.0%	23.6%	41.4%	13.9%	100.0%	21.1%	55.3%
32_An explanation is provided to me for short deadlines	5.9%	13.1%	21.9%	43.9%	15.2%	100.0%	19.0%	59.1%
33_My supervisor fairly evaluates my performance	5.1%	8.4%	19.4%	37.1%	30.0%	100.0%	13.5%	67.1%
34_I trust the employees in my work group	3.4%	7.2%	13.5%	51.1%	24.9%	100.0%	10.5%	75.9%
35_I am satisfied with the leadership in my department	8.9%	13.1%	15.2%	37.6%	25.3%	100.0%	21.9%	62.9%
36_My work contributes to the division's mission and vision	0.4%	1.7%	13.9%	49.4%	34.6%	100.0%	2.1%	84.0%
37_The mission and vision of the division make me feel that my job is important	3.4%	4.6%	22.8%	44.7%	24.5%	100.0%	8.0%	69.2%
38_I have someone at work who encourages my professional development	9.3%	11.4%	22.4%	34.2%	22.8%	100.0%	20.7%	57.0%
39_The Division clearly communicates its goals and strategies to me	4.2%	10.5%	22.8%	46.8%	15.6%	100.0%	14.8%	62.4%
40_Employees in my immediate work unit consistently put in extra effort beyond what is expected	3.0%	8.0%	16.9%	46.0%	26.2%	100.0%	11.0%	72.2%

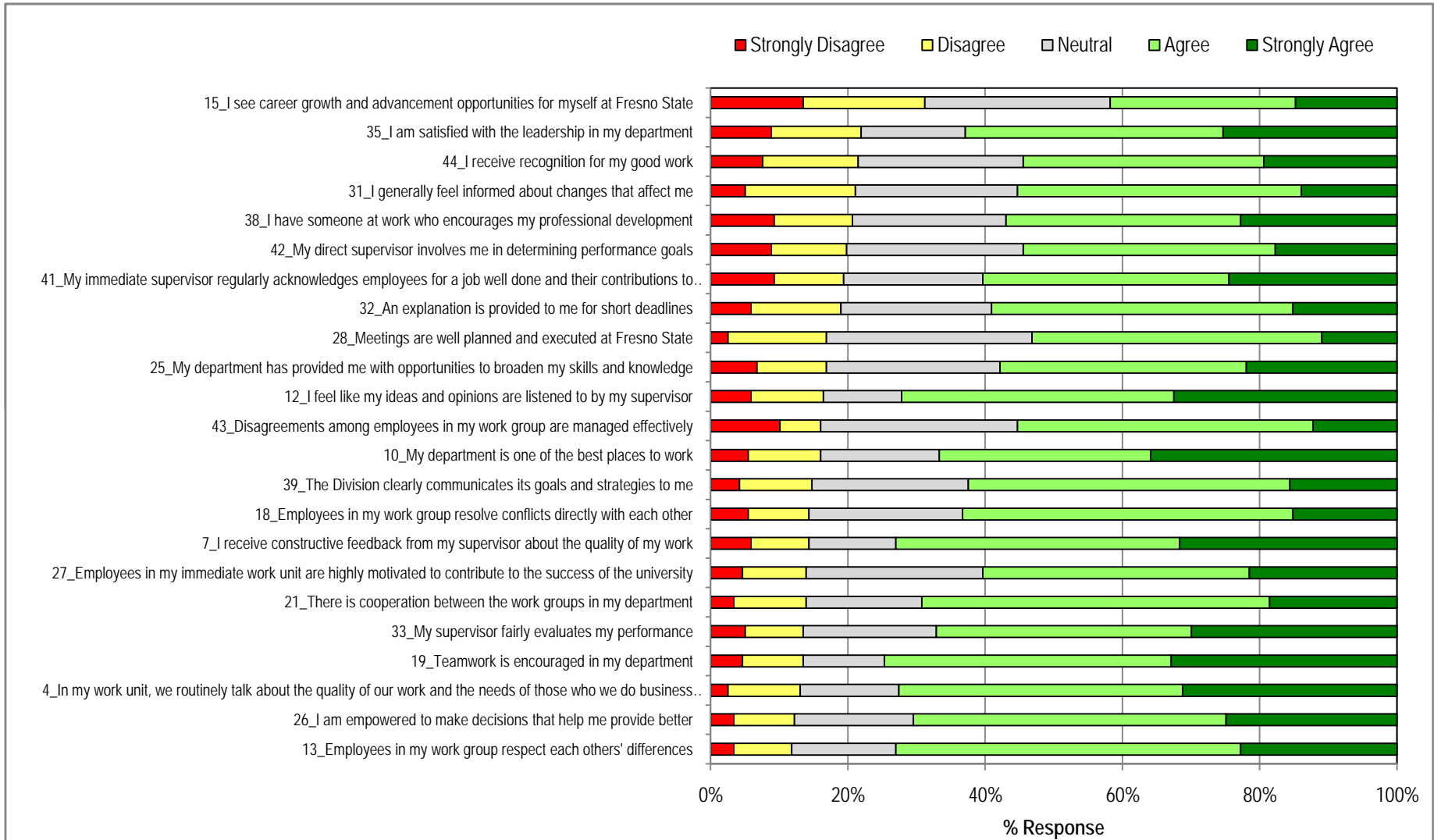
2008 Climate Survey Results
Fresno
All Departments

Agreement: % of Responses, continued **All Employees**

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Sum of Adverse (SD + D)	Sum of Positive (A + SA)
41_My immediate supervisor regularly acknowledges employees for a job well done and their contributions to the department	9.3%	10.1%	20.3%	35.9%	24.5%	100.0%	19.4%	60.3%
42_My direct supervisor involves me in determining performance goals	8.9%	11.0%	25.7%	36.7%	17.7%	100.0%	19.8%	54.4%
43_Disagreements among employees in my work group are managed effectively	10.1%	5.9%	28.7%	43.0%	12.2%	100.0%	16.0%	55.3%
44_I receive recognition for my good work	7.6%	13.9%	24.1%	35.0%	19.4%	100.0%	21.5%	54.4%
45_I feel my safety on campus is a priority	0.8%	1.7%	20.7%	38.4%	38.4%	100.0%	2.5%	76.8%

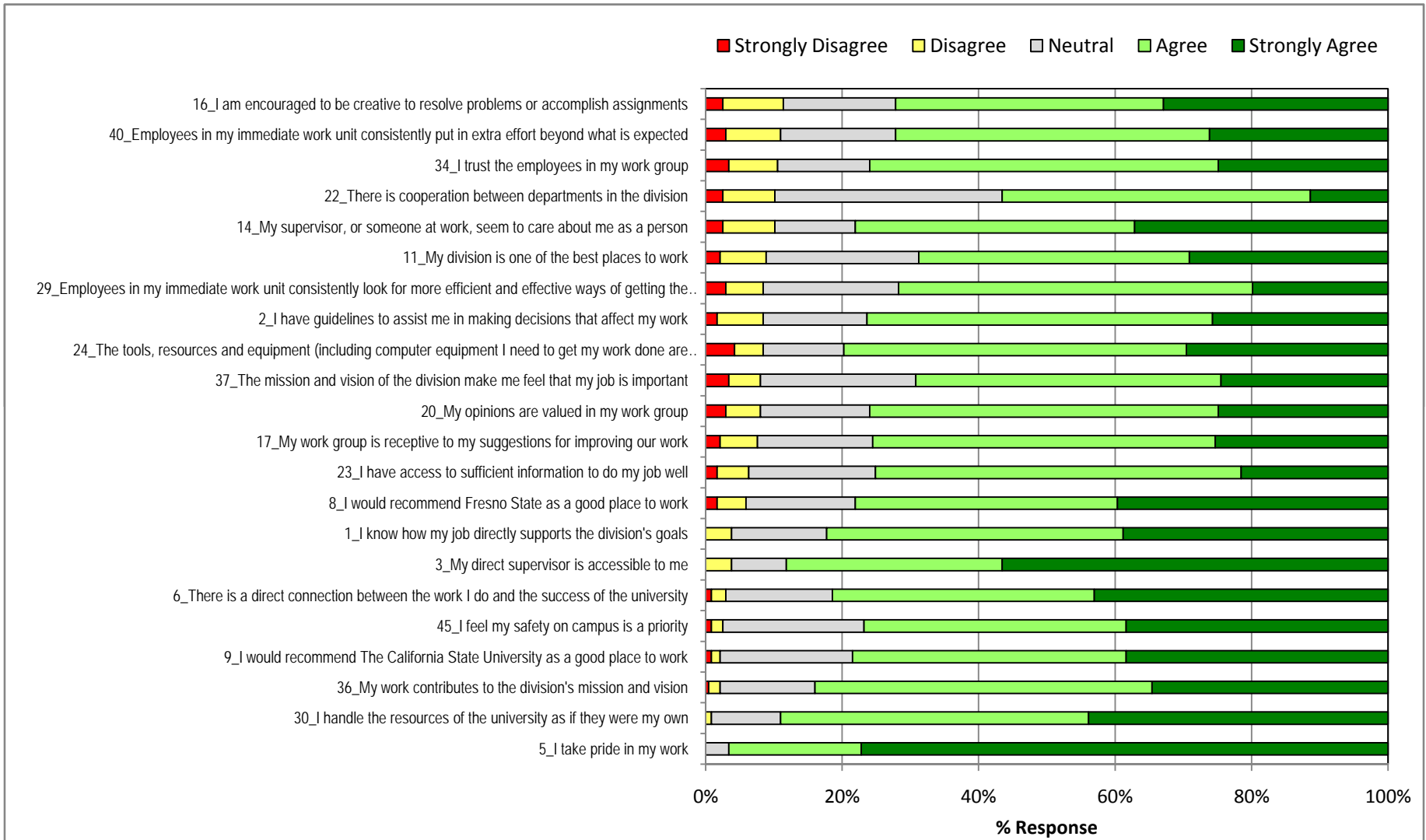
2008 Climate Survey Results
Fresno
All Departments

Chart # 1: Responses Sorted with Most Adverse at Top of Chart
All Employees



2008 Climate Survey Results
Fresno
All Departments

Chart # 2: Continued Responses Sorted with Most Adverse at Top of Chart
All Employees



2008 Climate Survey Results
Fresno
All Departments

The following tables and charts are for Staff Only in this department group

2008 Climate Survey Results
Fresno
All Departments

Agreement: Count of Responses

Staff

For this group

Question	Weighting Value	Staff					Total	Average Score	Correlation to	
		1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree			"10...best places to work"	35...satisfied w/ leadership
1_I know how my job directly supports the division's goals		0	9	31	86	67	193	4.09	0.456	0.469
2_I have guidelines to assist me in making decisions that affect my work	4	12	26	97	54	193	3.96	0.481	0.500	
3_My direct supervisor is accessible to me	0	8	18	54	113	193	4.41	0.399	0.470	
4_In my work unit, we routinely talk about the quality of our work and the needs of those who we do business with	6	21	26	78	62	193	3.88	0.460	0.497	
5_I take pride in my work	0	0	8	35	150	193	4.74	0.416	0.346	
6_There is a direct connection between the work I do and the success of the university	2	5	34	72	80	193	4.16	0.320	0.308	
7_I receive constructive feedback from my supervisor about the quality of my work	13	15	25	77	63	193	3.84	0.562	0.597	
8_I would recommend Fresno State as a good place to work	4	10	32	68	79	193	4.08	0.699	0.645	
9_I would recommend The California State University as a good place to work	2	3	37	74	77	193	4.15	0.589	0.506	
10_My department is one of the best places to work	13	24	35	53	68	193	3.72	1.000	0.786	
11_My division is one of the best places to work	5	16	47	70	55	193	3.80	0.813	0.662	
12_I feel like my ideas and opinions are listened to by my supervisor	14	22	24	76	57	193	3.73	0.603	0.635	
13_Employees in my work group respect each others' differences	8	17	32	89	47	193	3.78	0.486	0.445	
14_My supervisor, or someone at work, seem to care about me as a person	6	16	22	80	69	193	3.98	0.595	0.542	
15_I see career growth and advancement opportunities for myself at Fresno State	30	35	53	47	28	193	3.04	0.587	0.605	
16_I am encouraged to be creative to resolve problems or accomplish assignments	6	18	36	74	59	193	3.84	0.617	0.628	
17_My work group is receptive to my suggestions for improving our work	5	13	37	88	50	193	3.85	0.564	0.535	
18_Employees in my work group resolve conflicts directly with each other	11	17	43	92	30	193	3.59	0.443	0.380	
19_Teamwork is encouraged in my department	9	19	27	71	67	193	3.87	0.637	0.670	
20_My opinions are valued in my work group	7	12	35	94	45	193	3.82	0.552	0.508	

2008 Climate Survey Results
Fresno
All Departments

Agreement: Count of Responses, Continued

Staff

For this group

Question	Weighting Value	1	2	3	4	5	Total	Average Score	Correlation to	
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree			"10...best places to work"	35...satisfied w/ leadership
21_There is cooperation between the work groups in my department		8	21	38	90	36	193	3.65	0.598	0.606
22_There is cooperation between departments in the division		5	18	67	81	22	193	3.50	0.454	0.551
23_I have access to sufficient information to do my job well		3	10	39	100	41	193	3.86	0.498	0.537
24_The tools, resources and equipment (including computer equipment I need to get my work done are readily available		9	7	25	92	60	193	3.97	0.478	0.488
25_My department has provided me with opportunities to broaden my skills and knowledge		15	22	52	65	39	193	3.47	0.563	0.652
26_I am empowered to make decisions that help me provide better		8	19	36	86	44	193	3.72	0.565	0.615
27_Employees in my immediate work unit are highly motivated to contribute to the success of the university		11	19	56	66	41	193	3.55	0.652	0.599
28_Meetings are well planned and executed at Fresno State		6	26	62	75	24	193	3.44	0.539	0.551
29_Employees in my immediate work unit consistently look for more efficient and effective ways of getting the job done		7	13	40	96	37	193	3.74	0.526	0.444
30_I handle the resources of the university as if they were my own		0	2	24	84	83	193	4.28	0.344	0.295
31_I generally feel informed about changes that affect me		12	32	50	71	28	193	3.37	0.558	0.662
32_An explanation is provided to me for short deadlines		14	25	43	80	31	193	3.46	0.572	0.655
33_My supervisor fairly evaluates my performance		12	15	43	63	60	193	3.75	0.575	0.616
34_I trust the employees in my work group		8	16	26	96	47	193	3.82	0.495	0.521
35_I am satisfied with the leadership in my department		21	27	33	68	44	193	3.45	0.786	1.000
36_My work contributes to the division's mission and vision		1	4	33	93	62	193	4.09	0.467	0.449
37_The mission and vision of the division make me feel that my job is important		7	10	47	81	48	193	3.79	0.539	0.544
38_I have someone at work who encourages my professional development		22	22	42	61	46	193	3.45	0.595	0.572
39_The Division clearly communicates its goals and strategies to me		10	20	48	85	30	193	3.54	0.541	0.615
40_Employees in my immediate work unit consistently put in extra effort beyond what is expected		7	19	36	82	49	193	3.76	0.415	0.338

2008 Climate Survey Results
Fresno
All Departments

Agreement: Count of Responses, Continued

Staff

For this group

Question	Weighting Value	1	2	3	4	5	Total	Average Score	Correlation to	
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree			"10...best places to work"	35...satisfied w/ leadership
41_My immediate supervisor regularly acknowledges employees for a job well done and their contributions to the department		20	20	41	65	47	193	3.51	0.503	0.607
42_My direct supervisor involves me in determining performance goals		20	24	52	65	32	193	3.34	0.473	0.572
43_Disagreements among employees in my work group are managed effectively		24	10	61	74	24	193	3.33	0.549	0.600
44_I receive recognition for my good work		17	31	47	62	36	193	3.36	0.569	0.675
45_I feel my safety on campus is a priority		2	2	46	70	73	193	4.09	0.379	0.349

2008 Climate Survey Results
Fresno
All Departments

Agreement: % of Responses

Staff

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Sum of Adverse (SD + D)	Sum of Positive (A + SA)
1_I know how my job directly supports the division's goals	0.0%	4.7%	16.1%	44.6%	34.7%	100.0%	4.7%	79.3%
2_I have guidelines to assist me in making decisions that affect my work	2.1%	6.2%	13.5%	50.3%	28.0%	100.0%	8.3%	78.2%
3_My direct supervisor is accessible to me	0.0%	4.1%	9.3%	28.0%	58.5%	100.0%	4.1%	86.5%
4_In my work unit, we routinely talk about the quality of our work and the needs of those who we do business with	3.1%	10.9%	13.5%	40.4%	32.1%	100.0%	14.0%	72.5%
5_I take pride in my work	0.0%	0.0%	4.1%	18.1%	77.7%	100.0%	0.0%	95.9%
6_There is a direct connection between the work I do and the success of the university	1.0%	2.6%	17.6%	37.3%	41.5%	100.0%	3.6%	78.8%
7_I receive constructive feedback from my supervisor about the quality of my work	6.7%	7.8%	13.0%	39.9%	32.6%	100.0%	14.5%	72.5%
8_I would recommend Fresno State as a good place to work	2.1%	5.2%	16.6%	35.2%	40.9%	100.0%	7.3%	76.2%
9_I would recommend The California State University as a good place to work	1.0%	1.6%	19.2%	38.3%	39.9%	100.0%	2.6%	78.2%
10_My department is one of the best places to work	6.7%	12.4%	18.1%	27.5%	35.2%	100.0%	19.2%	62.7%
11_My division is one of the best places to work	2.6%	8.3%	24.4%	36.3%	28.5%	100.0%	10.9%	64.8%
12_I feel like my ideas and opinions are listened to by my supervisor	7.3%	11.4%	12.4%	39.4%	29.5%	100.0%	18.7%	68.9%
13_Employees in my work group respect each others' differences	4.1%	8.8%	16.6%	46.1%	24.4%	100.0%	13.0%	70.5%
14_My supervisor, or someone at work, seem to care about me as a person	3.1%	8.3%	11.4%	41.5%	35.8%	100.0%	11.4%	77.2%
15_I see career growth and advancement opportunities for myself at Fresno State	15.5%	18.1%	27.5%	24.4%	14.5%	100.0%	33.7%	38.9%
16_I am encouraged to be creative to resolve problems or accomplish assignments	3.1%	9.3%	18.7%	38.3%	30.6%	100.0%	12.4%	68.9%
17_My work group is receptive to my suggestions for improving our work	2.6%	6.7%	19.2%	45.6%	25.9%	100.0%	9.3%	71.5%
18_Employees in my work group resolve conflicts directly with each other	5.7%	8.8%	22.3%	47.7%	15.5%	100.0%	14.5%	63.2%
19_Teamwork is encouraged in my department	4.7%	9.8%	14.0%	36.8%	34.7%	100.0%	14.5%	71.5%
20_My opinions are valued in my work group	3.6%	6.2%	18.1%	48.7%	23.3%	100.0%	9.8%	72.0%

2008 Climate Survey Results
Fresno
All Departments

Agreement: % of Responses, continued

Staff

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Sum of Adverse (SD + D)	Sum of Positive (A + SA)
21_There is cooperation between the work groups in my department	4.1%	10.9%	19.7%	46.6%	18.7%	100.0%	15.0%	65.3%
22_There is cooperation between departments in the division	2.6%	9.3%	34.7%	42.0%	11.4%	100.0%	11.9%	53.4%
23_I have access to sufficient information to do my job well	1.6%	5.2%	20.2%	51.8%	21.2%	100.0%	6.7%	73.1%
24_The tools, resources and equipment (including computer equipment I need to get my work done are readily available	4.7%	3.6%	13.0%	47.7%	31.1%	100.0%	8.3%	78.8%
25_My department has provided me with opportunities to broaden my skills and knowledge	7.8%	11.4%	26.9%	33.7%	20.2%	100.0%	19.2%	53.9%
26_I am empowered to make decisions that help me provide better	4.1%	9.8%	18.7%	44.6%	22.8%	100.0%	14.0%	67.4%
27_Employees in my immediate work unit are highly motivated to contribute to the success of the university	5.7%	9.8%	29.0%	34.2%	21.2%	100.0%	15.5%	55.4%
28_Meetings are well planned and executed at Fresno State	3.1%	13.5%	32.1%	38.9%	12.4%	100.0%	16.6%	51.3%
29_Employees in my immediate work unit consistently look for more efficient and effective ways of getting the job done	3.6%	6.7%	20.7%	49.7%	19.2%	100.0%	10.4%	68.9%
30_I handle the resources of the university as if they were my own	0.0%	1.0%	12.4%	43.5%	43.0%	100.0%	1.0%	86.5%
31_I generally feel informed about changes that affect me	6.2%	16.6%	25.9%	36.8%	14.5%	100.0%	22.8%	51.3%
32_An explanation is provided to me for short deadlines	7.3%	13.0%	22.3%	41.5%	16.1%	100.0%	20.2%	57.5%
33_My supervisor fairly evaluates my performance	6.2%	7.8%	22.3%	32.6%	31.1%	100.0%	14.0%	63.7%
34_I trust the employees in my work group	4.1%	8.3%	13.5%	49.7%	24.4%	100.0%	12.4%	74.1%
35_I am satisfied with the leadership in my department	10.9%	14.0%	17.1%	35.2%	22.8%	100.0%	24.9%	58.0%
36_My work contributes to the division's mission and vision	0.5%	2.1%	17.1%	48.2%	32.1%	100.0%	2.6%	80.3%
37_The mission and vision of the division make me feel that my job is important	3.6%	5.2%	24.4%	42.0%	24.9%	100.0%	8.8%	66.8%
38_I have someone at work who encourages my professional development	11.4%	11.4%	21.8%	31.6%	23.8%	100.0%	22.8%	55.4%
39_The Division clearly communicates its goals and strategies to me	5.2%	10.4%	24.9%	44.0%	15.5%	100.0%	15.5%	59.6%
40_Employees in my immediate work unit consistently put in extra effort beyond what is expected	3.6%	9.8%	18.7%	42.5%	25.4%	100.0%	13.5%	67.9%

2008 Climate Survey Results
Fresno
All Departments

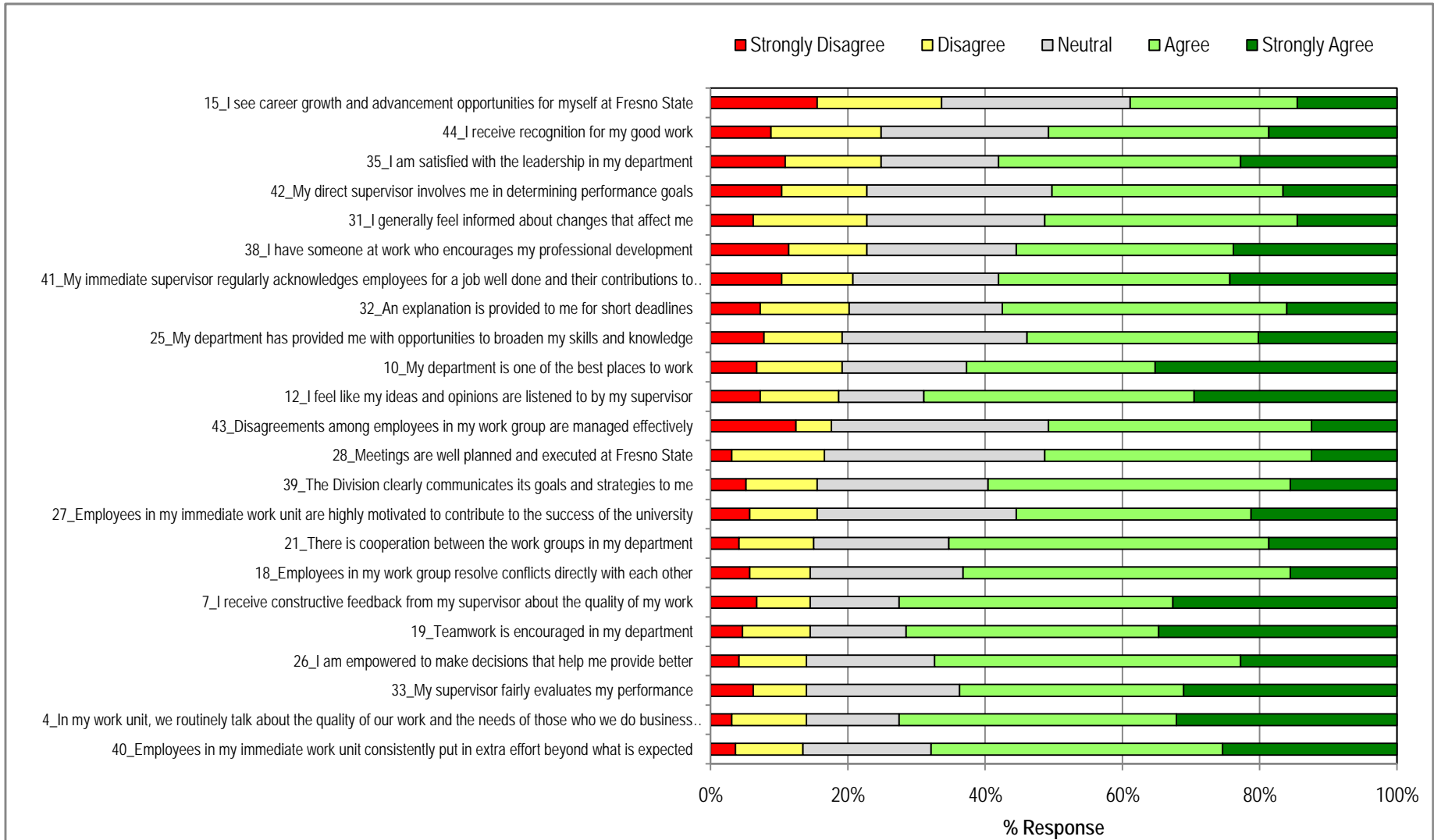
Agreement: % of Responses, continued

Staff

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Sum of Adverse (SD + D)	Sum of Positive (A + SA)
41_My immediate supervisor regularly acknowledges employees for a job well done and their contributions to the department	10.4%	10.4%	21.2%	33.7%	24.4%	100.0%	20.7%	58.0%
42_My direct supervisor involves me in determining performance goals	10.4%	12.4%	26.9%	33.7%	16.6%	100.0%	22.8%	50.3%
43_Disagreements among employees in my work group are managed effectively	12.4%	5.2%	31.6%	38.3%	12.4%	100.0%	17.6%	50.8%
44_I receive recognition for my good work	8.8%	16.1%	24.4%	32.1%	18.7%	100.0%	24.9%	50.8%
45_I feel my safety on campus is a priority	1.0%	1.0%	23.8%	36.3%	37.8%	100.0%	2.1%	74.1%

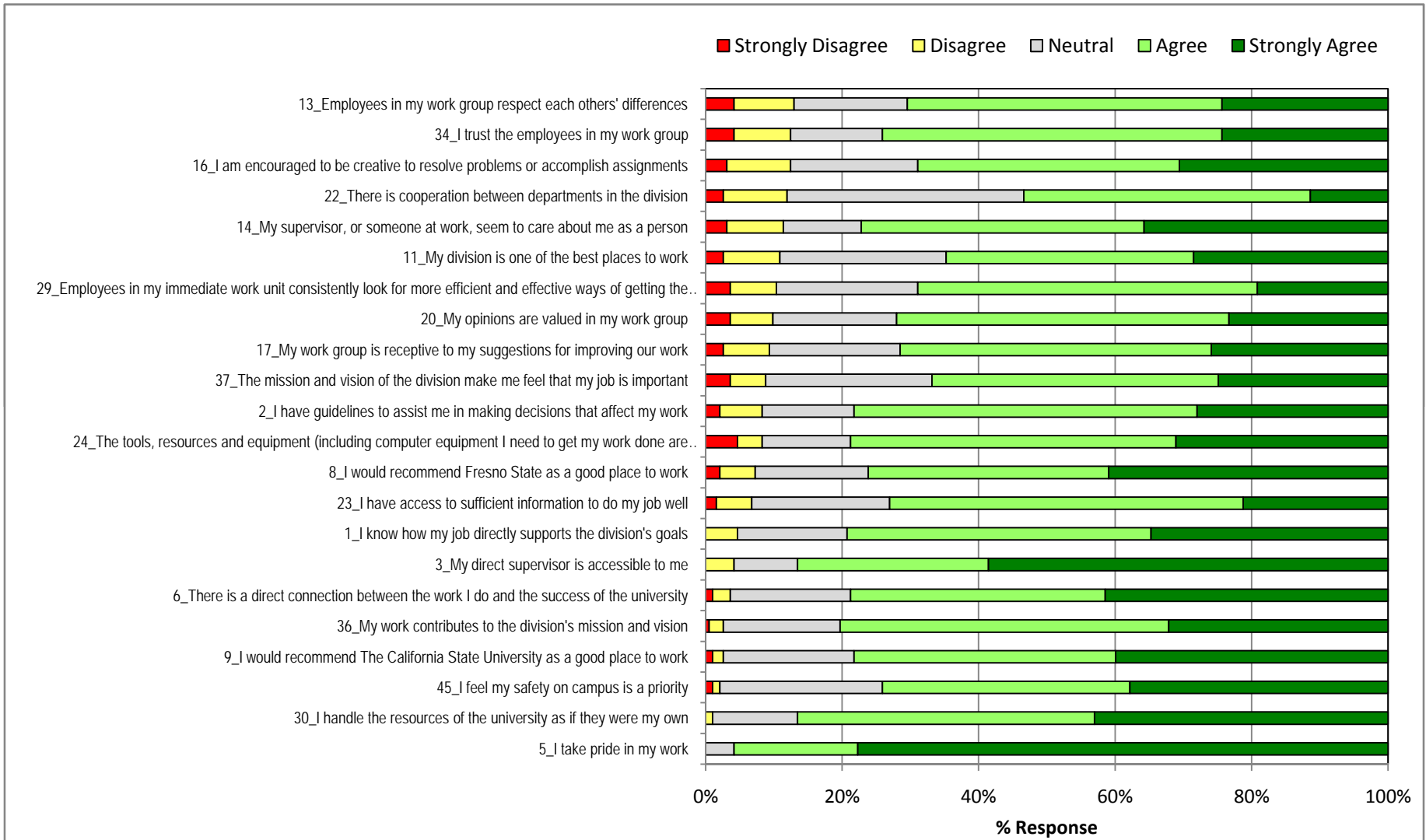
2008 Climate Survey Results
Fresno
All Departments

Chart # 1: Responses Sorted with Most Adverse at Top of Chart
Staff



2008 Climate Survey Results
Fresno
All Departments

Chart # 2: Continued Responses Sorted with Most Adverse at Top of Chart
Staff



2008 Climate Survey Results
Fresno
All Departments

Comparison of Performance and Importance (Correlation)

Staff

Used for Scatter Chart
 Correlations for all staff.

For Comparison Only
 Correlations for this dept.

Question	Label Number	This Group	All Staff	All Staff
		Performance	Correlation	Correlation
		Average	10_best places to work	35_satisfied w/ leadership
1_I know how my job directly supports the division's goals	1	4.093	0.456	0.469
2_I have guidelines to assist me in making decisions that affect my work	2	3.959	0.481	0.500
3_My direct supervisor is accessible to me	3	4.409	0.399	0.470
4_In my work unit, we routinely talk about the quality of our work and the needs of those who we do business with	4	3.876	0.460	0.497
5_I take pride in my work	5	4.736	0.416	0.346
6_There is a direct connection between the work I do and the success of the university	6	4.155	0.320	0.308
7_I receive constructive feedback from my supervisor about the quality of my work	7	3.839	0.562	0.597
8_I would recommend Fresno State as a good place to work	8	4.078	0.699	0.645
9_I would recommend The California State University as a good place to work	9	4.145	0.589	0.506
10_My department is one of the best places to work	10	3.720	1.000	0.786
11_My division is one of the best places to work	11	3.798	0.813	0.662
12_I feel like my ideas and opinions are listened to by my supervisor	12	3.725	0.603	0.635
13_Employees in my work group respect each others' differences	13	3.777	0.486	0.445
14_My supervisor, or someone at work, seem to care about me as a person	14	3.984	0.595	0.542
15_I see career growth and advancement opportunities for myself at Fresno State	15	3.041	0.587	0.605
16_I am encouraged to be creative to resolve problems or accomplish assignments	16	3.839	0.617	0.628
17_My work group is receptive to my suggestions for improving our work	17	3.855	0.564	0.535
18_Employees in my work group resolve conflicts directly with each other	18	3.585	0.443	0.380
19_Teamwork is encouraged in my department	19	3.870	0.637	0.670
20_My opinions are valued in my work group	20	3.819	0.552	0.508
21_There is cooperation between the work groups in my department	21	3.648	0.598	0.606
22_There is cooperation between departments in the division	22	3.503	0.454	0.551
23_I have access to sufficient information to do my job well	23	3.860	0.498	0.537

This Dept	This Dept
Correlation	Correlation
10_best places to work	35_satisfied w/ leadership
0.456	0.469
0.481	0.500
0.399	0.470
0.460	0.497
0.416	0.346
0.320	0.308
0.562	0.597
0.699	0.645
0.589	0.506
1.000	0.786
0.813	0.662
0.603	0.635
0.486	0.445
0.595	0.542
0.587	0.605
0.617	0.628
0.564	0.535
0.443	0.380
0.637	0.670
0.552	0.508
0.598	0.606
0.454	0.551
0.498	0.537

2008 Climate Survey Results

Fresno

All Departments

24_The tools, resources and equipment (including computer equipment I need to get my work done are readily available	24	3.969	0.478	0.488
25_My department has provided me with opportunities to broaden my skills and knowledge	25	3.472	0.563	0.652
26_I am empowered to make decisions that help me provide better	26	3.720	0.565	0.615
27_Employees in my immediate work unit are highly motivated to contribute to the success of the university	27	3.554	0.652	0.599
28_Meetings are well planned and executed at Fresno State	28	3.440	0.539	0.551
29_Employees in my immediate work unit consistently look for more efficient and effective ways of getting the job done	29	3.741	0.526	0.444
30_I handle the resources of the university as if they were my own	30	4.285	0.344	0.295
31_I generally feel informed about changes that affect me	31	3.368	0.558	0.662
32_An explanation is provided to me for short deadlines	32	3.461	0.572	0.655
33_My supervisor fairly evaluates my performance	33	3.746	0.575	0.616
34_I trust the employees in my work group	34	3.819	0.495	0.521
35_I am satisfied with the leadership in my department	35	3.451	0.786	1.000
36_My work contributes to the division's mission and vision	36	4.093	0.467	0.449
37_The mission and vision of the division make me feel that my job is important	37	3.793	0.539	0.544
38_I have someone at work who encourages my professional development	38	3.451	0.595	0.572
39_The Division clearly communicates its goals and strategies to me	39	3.544	0.541	0.615
40_Employees in my immediate work unit consistently put in extra effort beyond what is expected	40	3.762	0.415	0.338
41_My immediate supervisor regularly acknowledges employees for a job well done and their contributions to the department	41	3.513	0.503	0.607
42_My direct supervisor involves me in determining performance goals	42	3.337	0.473	0.572
43_Disagreements among employees in my work group are managed effectively	43	3.332	0.549	0.600
44_I receive recognition for my good work	44	3.358	0.569	0.675
45_I feel my safety on campus is a priority	45	4.088	0.379	0.349
Median	M	3.777	0.549	0.551

0.478	0.488
0.563	0.652
0.565	0.615
0.652	0.599
0.539	0.551
0.526	0.444
0.344	0.295
0.558	0.662
0.572	0.655
0.575	0.616
0.495	0.521
0.786	1.000
0.467	0.449
0.539	0.544
0.595	0.572
0.541	0.615
0.415	0.338
0.503	0.607
0.473	0.572
0.549	0.600
0.569	0.675
0.379	0.349

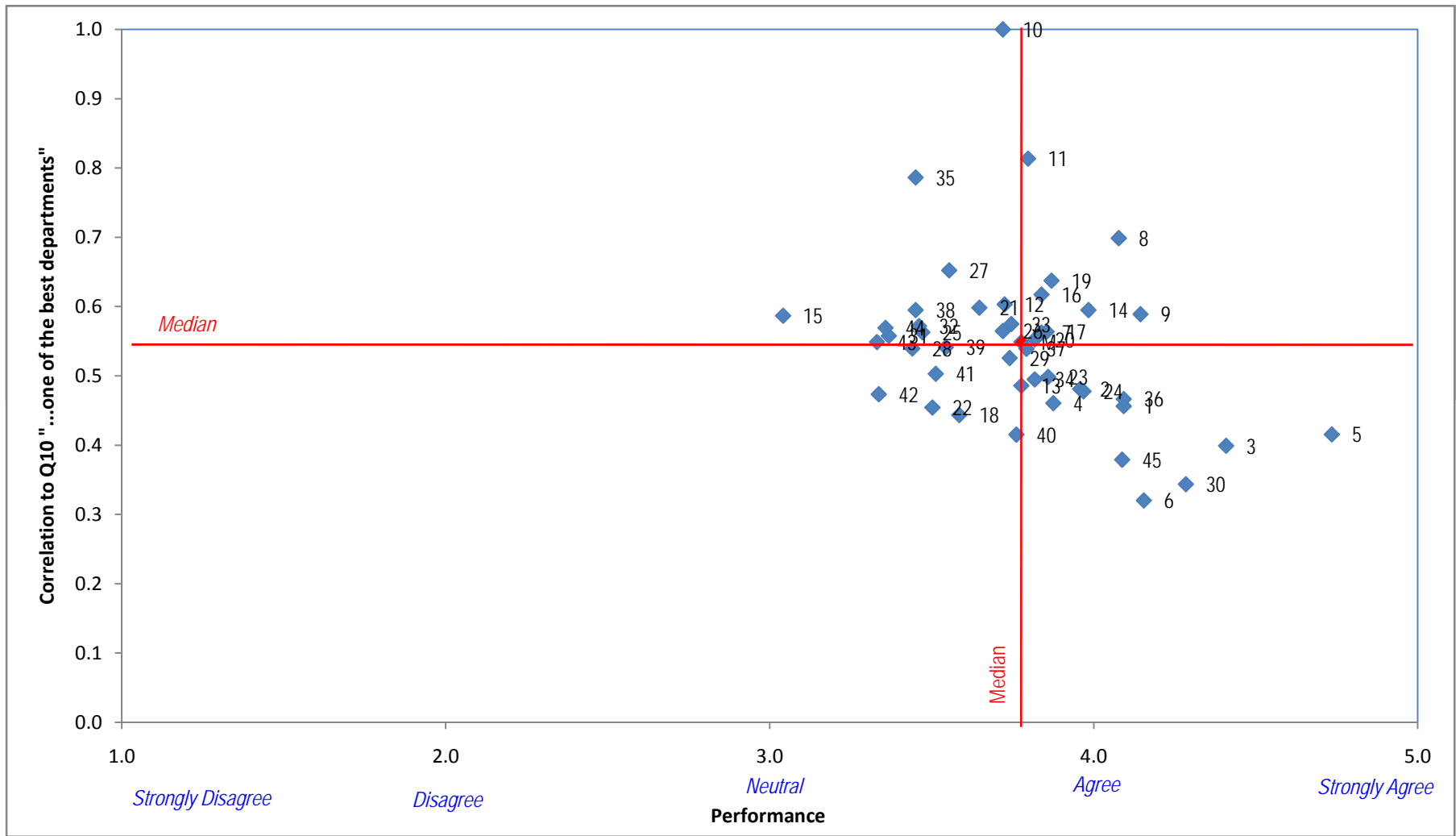
2008 Climate Survey Results
Fresno
All Departments

Comparison of Performance and Importance (Correlation)

Staff

Full Scale Shown (-0.1 to 1, 1 to 5)

Using correlation to all staff members/all depts response fo Question 10, "My department is one of the best places to work."



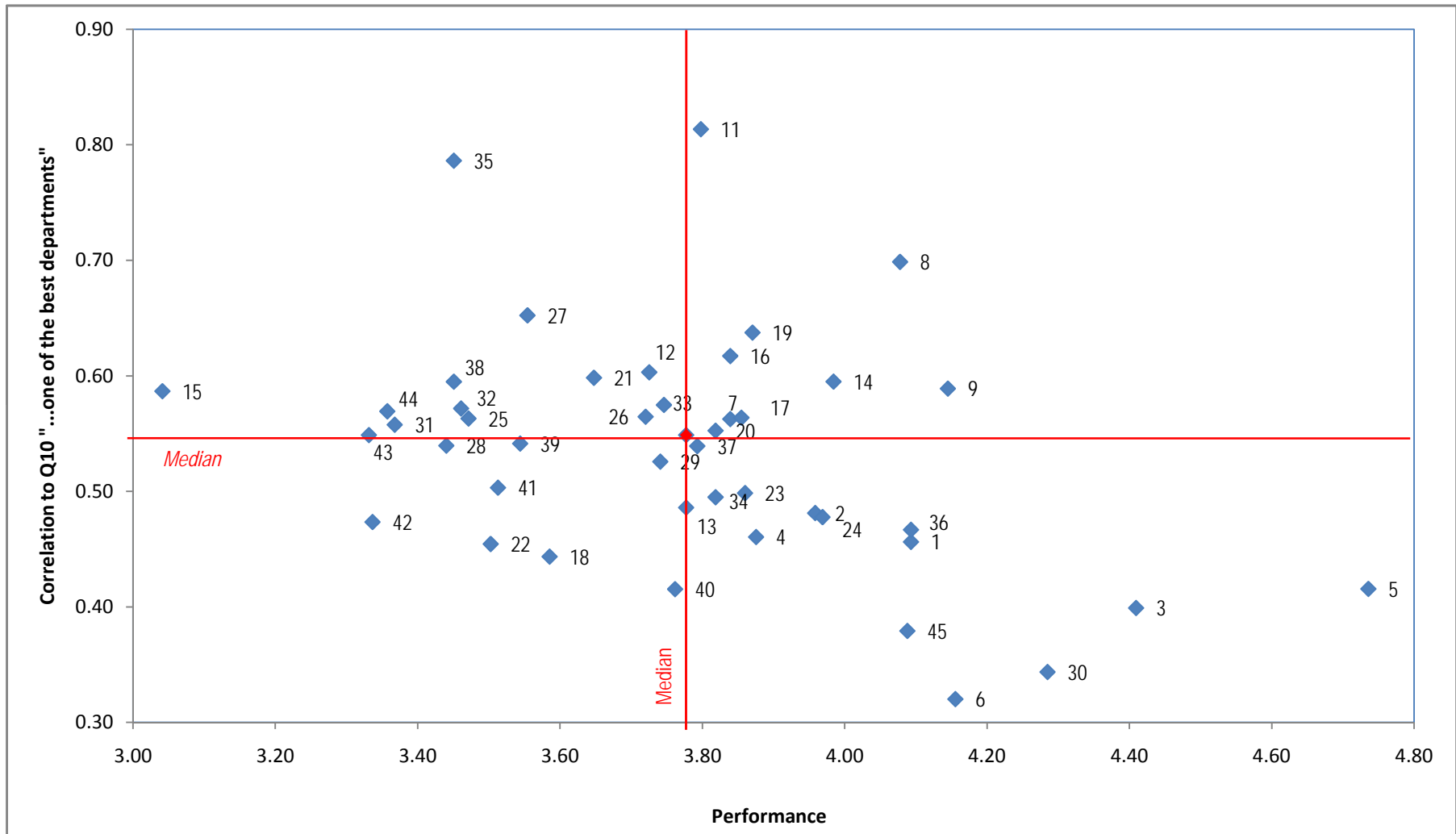
2008 Climate Survey Results
Fresno
All Departments

Comparison of Performance and Importance (Correlation)

Staff

Magnified scale

Using correlation to all staff members/all depts response for Question 10, "My department is one of the best places to work."



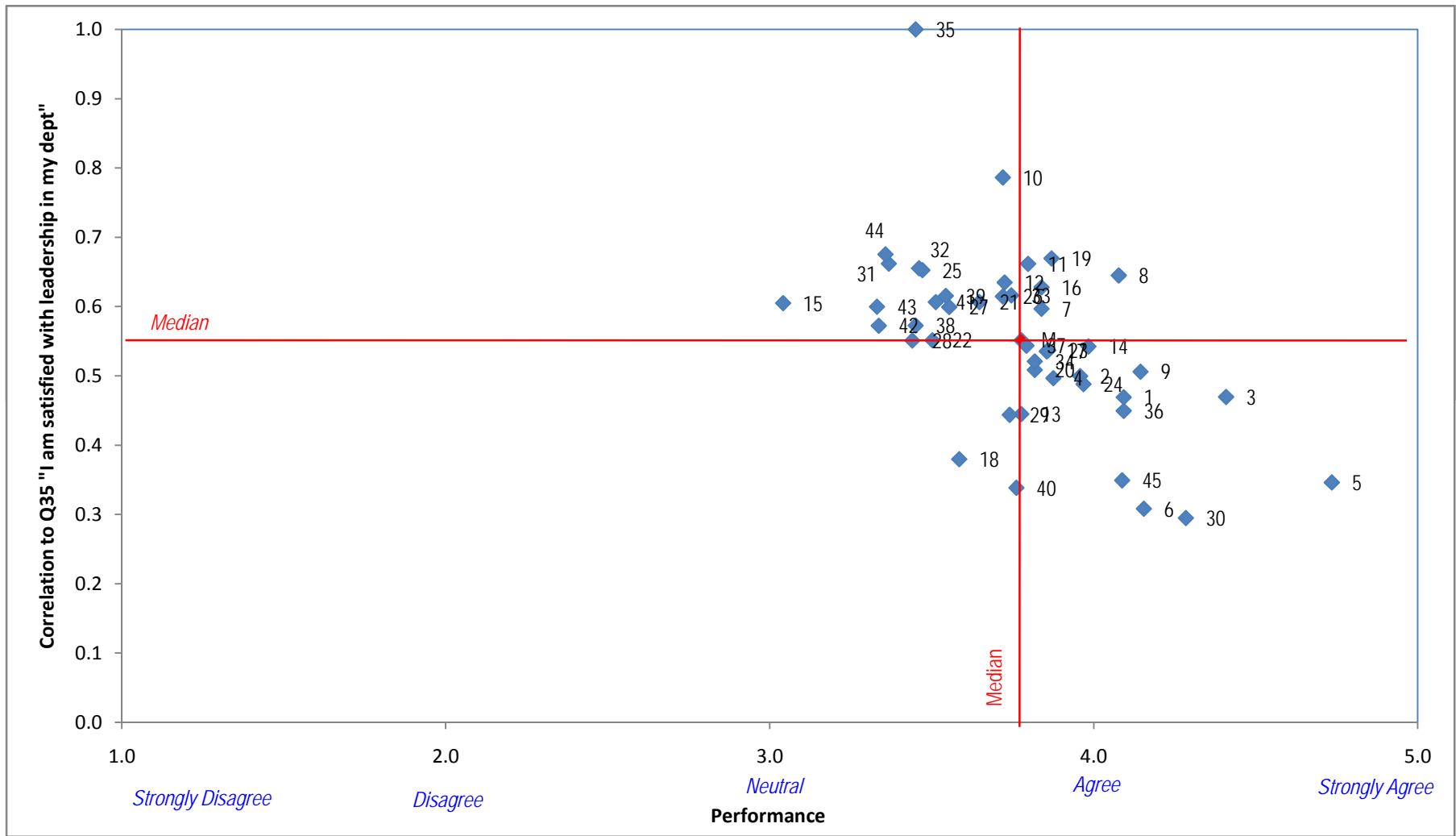
2008 Climate Survey Results
Fresno
All Departments

Comparison of Performance and Importance (Correlation)

Staff

Full Scale Shown (-0.1 to 1, 1 to 5)

Using correlation to all staff members/all depts response fo Question 35, "I am satisfied with the leadership in my department."



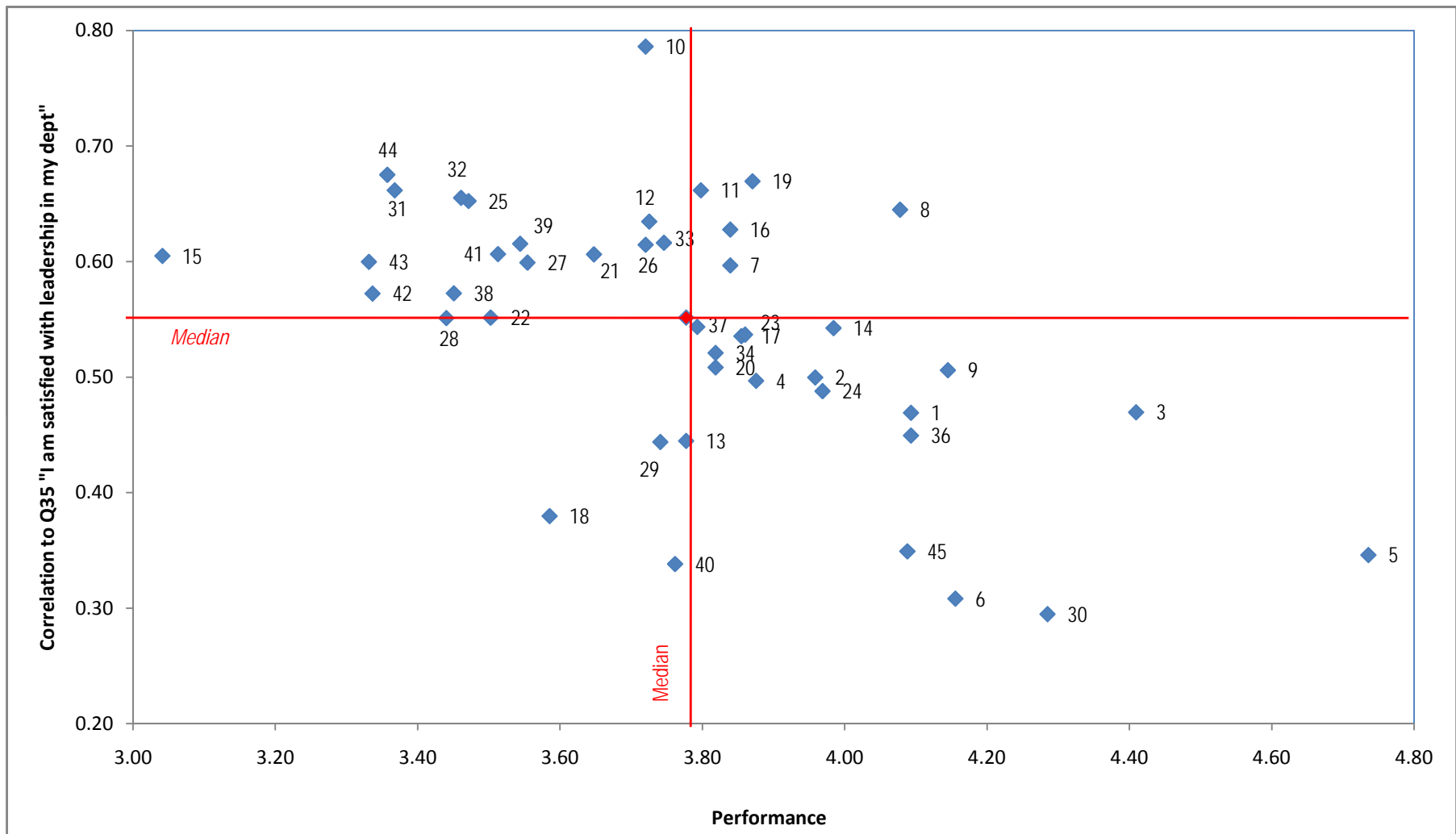
2008 Climate Survey Results
Fresno
All Departments

Comparison of Performance and Importance (Correlation)

Staff

Magnified scale

Using correlation to all staff members/all depts response for Question 35, "I am satisfied with the leadership in my department."



2008 Climate Survey Results
Fresno
All Departments

The following tables and charts are for Managers Only in this department group

2008 Climate Survey Results
Fresno
All Departments

Agreement: Count of Responses

Manager

For this group

Question	Weighting Value						Total	Average Score	Correlation to	
		1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree			"10...best places to work"	35...satisfied w/ leadership
1_I know how my job directly supports the division's goals		0	0	2	17	25	44	4.52	0.118	0.193
2_I have guidelines to assist me in making decisions that affect my work		0	4	10	23	7	44	3.75	0.589	0.349
3_My direct supervisor is accessible to me		0	1	1	21	21	44	4.41	0.199	0.472
4_In my work unit, we routinely talk about the quality of our work and the needs of those who we do business with		0	4	8	20	12	44	3.91	0.361	0.441
5_I take pride in my work		0	0	0	11	33	44	4.75	-0.052	0.133
6_There is a direct connection between the work I do and the success of the university		0	0	3	19	22	44	4.43	0.103	0.201
7_I receive constructive feedback from my supervisor about the quality of my work		1	5	5	21	12	44	3.86	0.541	0.803
8_I would recommend Fresno State as a good place to work		0	0	6	23	15	44	4.20	0.554	0.233
9_I would recommend The California State University as a good place to work		0	0	9	21	14	44	4.11	0.252	0.088
10_My department is one of the best places to work		0	1	6	20	17	44	4.20	1.000	0.441
11_My division is one of the best places to work		0	0	6	24	14	44	4.18	0.480	0.162
12_I feel like my ideas and opinions are listened to by my supervisor		0	3	3	18	20	44	4.25	0.448	0.713
13_Employees in my work group respect each others' differences		0	3	4	30	7	44	3.93	0.652	0.476
14_My supervisor, or someone at work, seem to care about me as a person		0	2	6	17	19	44	4.20	0.291	0.671
15_I see career growth and advancement opportunities for myself at Fresno State		2	7	11	17	7	44	3.45	0.165	0.495
16_I am encouraged to be creative to resolve problems or accomplish assignments		0	3	3	19	19	44	4.23	0.459	0.480
17_My work group is receptive to my suggestions for improving our work		0	0	3	31	10	44	4.16	0.380	0.504
18_Employees in my work group resolve conflicts directly with each other		2	4	10	22	6	44	3.59	0.631	0.419
19_Teamwork is encouraged in my department		2	2	1	28	11	44	4.00	0.679	0.525
20_My opinions are valued in my work group		0	0	3	27	14	44	4.25	0.409	0.485

2008 Climate Survey Results
Fresno
All Departments

Agreement: Count of Responses, Continued

Manager

For this group

Question	Weighting Value	1	2	3	4	5	Total	Average Score	Correlation to	
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree			"10...best places to work"	35...satisfied w/ leadership
21_There is cooperation between the work groups in my department		0	4	2	30	8	44	3.95	0.643	0.476
22_There is cooperation between departments in the division		1	0	12	26	5	44	3.77	0.288	0.075
23_I have access to sufficient information to do my job well		1	1	5	27	10	44	4.00	0.641	0.161
24_The tools, resources and equipment (including computer equipment I need to get my work done are readily available		1	3	3	27	10	44	3.95	0.391	0.094
25_My department has provided me with opportunities to broaden my skills and knowledge		1	2	8	20	13	44	3.95	0.402	0.532
26_I am empowered to make decisions that help me provide better		0	2	5	22	15	44	4.14	0.527	0.468
27_Employees in my immediate work unit are highly motivated to contribute to the success of the university		0	3	5	26	10	44	3.98	0.353	0.168
28_Meetings are well planned and executed at Fresno State		0	8	9	25	2	44	3.48	0.276	0.325
29_Employees in my immediate work unit consistently look for more efficient and effective ways of getting the job done		0	0	7	27	10	44	4.07	0.067	-0.056
30_I handle the resources of the university as if they were my own		0	0	0	23	21	44	4.48	0.042	0.340
31_I generally feel informed about changes that affect me		0	6	6	27	5	44	3.70	0.202	0.564
32_An explanation is provided to me for short deadlines		0	6	9	24	5	44	3.64	0.185	0.475
33_My supervisor fairly evaluates my performance		0	5	3	25	11	44	3.95	0.219	0.651
34_I trust the employees in my work group		0	1	6	25	12	44	4.09	0.394	0.496
35_I am satisfied with the leadership in my department		0	4	3	21	16	44	4.11	0.441	1.000
36_My work contributes to the division's mission and vision		0	0	0	24	20	44	4.45	0.236	0.347
37_The mission and vision of the division make me feel that my job is important		1	1	7	25	10	44	3.95	0.161	0.194
38_I have someone at work who encourages my professional development		0	5	11	20	8	44	3.70	0.426	0.589
39_The Division clearly communicates its goals and strategies to me		0	5	6	26	7	44	3.80	0.209	0.306
40_Employees in my immediate work unit consistently put in extra effort beyond what is expected		0	0	4	27	13	44	4.20	0.264	0.130

2008 Climate Survey Results
Fresno
All Departments

Agreement: Count of Responses, Continued

Manager

For this group

Question	Weighting Value	1	2	3	4	5	Total	Average Score	Correlation to	
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	"10...best places to work"			35...satisfied w/ leadership	
41_My immediate supervisor regularly acknowledges employees for a job well done and their contributions to the department	2	4	7	20	11	44	3.77	0.397	0.825	
42_My direct supervisor involves me in determining performance goals	1	2	9	22	10	44	3.86	0.445	0.680	
43_Disagreements among employees in my work group are managed effectively	0	4	7	28	5	44	3.77	0.591	0.475	
44_I receive recognition for my good work	1	2	10	21	10	44	3.84	0.447	0.705	
45_I feel my safety on campus is a priority	0	2	3	21	18	44	4.25	0.029	0.125	

2008 Climate Survey Results
Fresno
All Departments

Agreement: % of Responses

Manager

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Sum of Adverse (SD + D)	Sum of Positive (A + SA)
1_I know how my job directly supports the division's goals	0.0%	0.0%	4.5%	38.6%	56.8%	100.0%	0.0%	95.5%
2_I have guidelines to assist me in making decisions that affect my work	0.0%	9.1%	22.7%	52.3%	15.9%	100.0%	9.1%	68.2%
3_My direct supervisor is accessible to me	0.0%	2.3%	2.3%	47.7%	47.7%	100.0%	2.3%	95.5%
4_In my work unit, we routinely talk about the quality of our work and the needs of those who we do business with	0.0%	9.1%	18.2%	45.5%	27.3%	100.0%	9.1%	72.7%
5_I take pride in my work	0.0%	0.0%	0.0%	25.0%	75.0%	100.0%	0.0%	100.0%
6_There is a direct connection between the work I do and the success of the university	0.0%	0.0%	6.8%	43.2%	50.0%	100.0%	0.0%	93.2%
7_I receive constructive feedback from my supervisor about the quality of my work	2.3%	11.4%	11.4%	47.7%	27.3%	100.0%	13.6%	75.0%
8_I would recommend Fresno State as a good place to work	0.0%	0.0%	13.6%	52.3%	34.1%	100.0%	0.0%	86.4%
9_I would recommend The California State University as a good place to work	0.0%	0.0%	20.5%	47.7%	31.8%	100.0%	0.0%	79.5%
10_My department is one of the best places to work	0.0%	2.3%	13.6%	45.5%	38.6%	100.0%	2.3%	84.1%
11_My division is one of the best places to work	0.0%	0.0%	13.6%	54.5%	31.8%	100.0%	0.0%	86.4%
12_I feel like my ideas and opinions are listened to by my supervisor	0.0%	6.8%	6.8%	40.9%	45.5%	100.0%	6.8%	86.4%
13_Employees in my work group respect each others' differences	0.0%	6.8%	9.1%	68.2%	15.9%	100.0%	6.8%	84.1%
14_My supervisor, or someone at work, seem to care about me as a person	0.0%	4.5%	13.6%	38.6%	43.2%	100.0%	4.5%	81.8%
15_I see career growth and advancement opportunities for myself at Fresno State	4.5%	15.9%	25.0%	38.6%	15.9%	100.0%	20.5%	54.5%
16_I am encouraged to be creative to resolve problems or accomplish assignments	0.0%	6.8%	6.8%	43.2%	43.2%	100.0%	6.8%	86.4%
17_My work group is receptive to my suggestions for improving our work	0.0%	0.0%	6.8%	70.5%	22.7%	100.0%	0.0%	93.2%
18_Employees in my work group resolve conflicts directly with each other	4.5%	9.1%	22.7%	50.0%	13.6%	100.0%	13.6%	63.6%
19_Teamwork is encouraged in my department	4.5%	4.5%	2.3%	63.6%	25.0%	100.0%	9.1%	88.6%
20_My opinions are valued in my work group	0.0%	0.0%	6.8%	61.4%	31.8%	100.0%	0.0%	93.2%

2008 Climate Survey Results
Fresno
All Departments

Agreement: % of Responses, continued

Manager

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Sum of Adverse (SD + D)	Sum of Positive (A + SA)
21_There is cooperation between the work groups in my department	0.0%	9.1%	4.5%	68.2%	18.2%	100.0%	9.1%	86.4%
22_There is cooperation between departments in the division	2.3%	0.0%	27.3%	59.1%	11.4%	100.0%	2.3%	70.5%
23_I have access to sufficient information to do my job well	2.3%	2.3%	11.4%	61.4%	22.7%	100.0%	4.5%	84.1%
24_The tools, resources and equipment (including computer equipment I need to get my work done are readily available	2.3%	6.8%	6.8%	61.4%	22.7%	100.0%	9.1%	84.1%
25_My department has provided me with opportunities to broaden my skills and knowledge	2.3%	4.5%	18.2%	45.5%	29.5%	100.0%	6.8%	75.0%
26_I am empowered to make decisions that help me provide better	0.0%	4.5%	11.4%	50.0%	34.1%	100.0%	4.5%	84.1%
27_Employees in my immediate work unit are highly motivated to contribute to the success of the university	0.0%	6.8%	11.4%	59.1%	22.7%	100.0%	6.8%	81.8%
28_Meetings are well planned and executed at Fresno State	0.0%	18.2%	20.5%	56.8%	4.5%	100.0%	18.2%	61.4%
29_Employees in my immediate work unit consistently look for more efficient and effective ways of getting the job done	0.0%	0.0%	15.9%	61.4%	22.7%	100.0%	0.0%	84.1%
30_I handle the resources of the university as if they were my own	0.0%	0.0%	0.0%	52.3%	47.7%	100.0%	0.0%	100.0%
31_I generally feel informed about changes that affect me	0.0%	13.6%	13.6%	61.4%	11.4%	100.0%	13.6%	72.7%
32_An explanation is provided to me for short deadlines	0.0%	13.6%	20.5%	54.5%	11.4%	100.0%	13.6%	65.9%
33_My supervisor fairly evaluates my performance	0.0%	11.4%	6.8%	56.8%	25.0%	100.0%	11.4%	81.8%
34_I trust the employees in my work group	0.0%	2.3%	13.6%	56.8%	27.3%	100.0%	2.3%	84.1%
35_I am satisfied with the leadership in my department	0.0%	9.1%	6.8%	47.7%	36.4%	100.0%	9.1%	84.1%
36_My work contributes to the division's mission and vision	0.0%	0.0%	0.0%	54.5%	45.5%	100.0%	0.0%	100.0%
37_The mission and vision of the division make me feel that my job is important	2.3%	2.3%	15.9%	56.8%	22.7%	100.0%	4.5%	79.5%
38_I have someone at work who encourages my professional development	0.0%	11.4%	25.0%	45.5%	18.2%	100.0%	11.4%	63.6%
39_The Division clearly communicates its goals and strategies to me	0.0%	11.4%	13.6%	59.1%	15.9%	100.0%	11.4%	75.0%
40_Employees in my immediate work unit consistently put in extra effort beyond what is expected	0.0%	0.0%	9.1%	61.4%	29.5%	100.0%	0.0%	90.9%

2008 Climate Survey Results
Fresno
All Departments

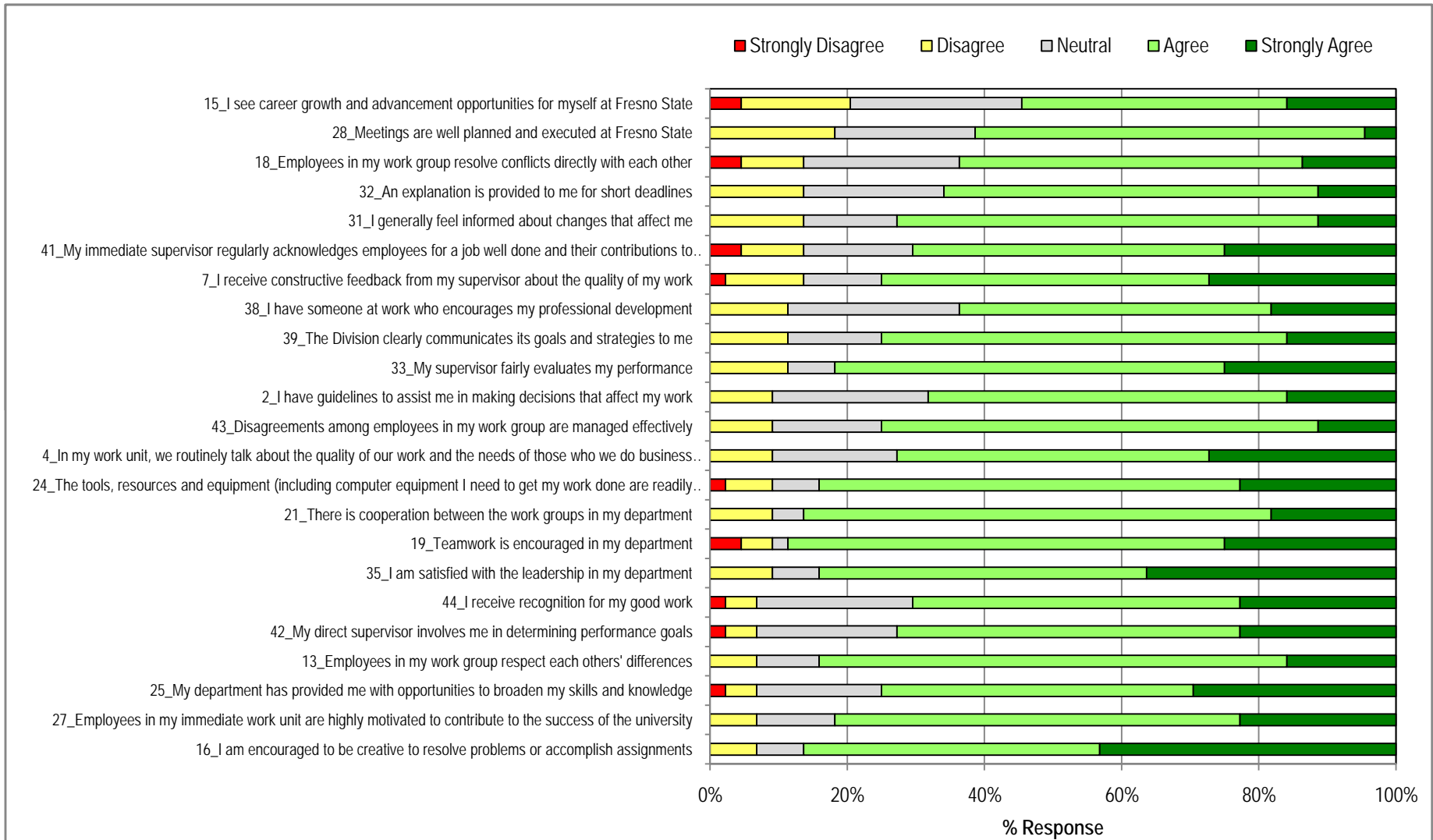
Agreement: % of Responses, continued

Manager

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Sum of Adverse (SD + D)	Sum of Positive (A + SA)
41_My immediate supervisor regularly acknowledges employees for a job well done and their contributions to the department	4.5%	9.1%	15.9%	45.5%	25.0%	100.0%	13.6%	70.5%
42_My direct supervisor involves me in determining performance goals	2.3%	4.5%	20.5%	50.0%	22.7%	100.0%	6.8%	72.7%
43_Disagreements among employees in my work group are managed effectively	0.0%	9.1%	15.9%	63.6%	11.4%	100.0%	9.1%	75.0%
44_I receive recognition for my good work	2.3%	4.5%	22.7%	47.7%	22.7%	100.0%	6.8%	70.5%
45_I feel my safety on campus is a priority	0.0%	4.5%	6.8%	47.7%	40.9%	100.0%	4.5%	88.6%

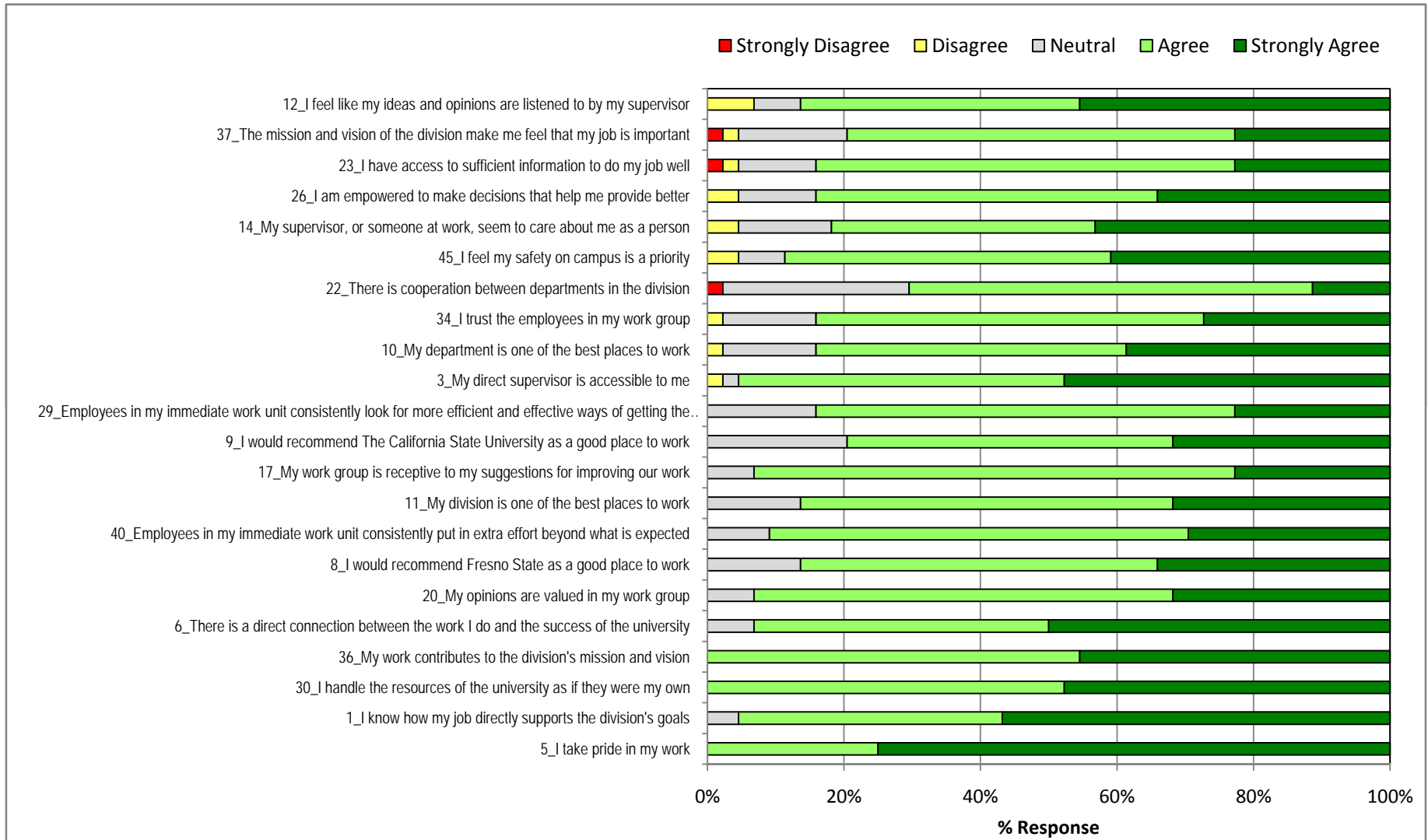
2008 Climate Survey Results
Fresno
All Departments

Chart # 1: Responses Sorted with Most Adverse at Top of Chart
Manager



2008 Climate Survey Results
Fresno
All Departments

Chart # 2: Continued Responses Sorted with Most Adverse at Top of Chart
Manager



2008 Climate Survey Results
Fresno
All Departments

Comparison of Performance and Importance (Correlation)

Manager

Used for Scatter Chart
 Correlations for all staff.

For Comparison Only
 Correlations for this dept.

Question	Label Number	This Group	All Managers	All Managers
		Performance	Correlation	Correlation
		Average	10_best places to work	35_satisfied w/ leadership
1_I know how my job directly supports the division's goals	1	4.523	0.118	0.193
2_I have guidelines to assist me in making decisions that affect my work	2	3.750	0.589	0.349
3_My direct supervisor is accessible to me	3	4.409	0.199	0.472
4_In my work unit, we routinely talk about the quality of our work and the needs of those who we do business with	4	3.909	0.361	0.441
5_I take pride in my work	5	4.750	-0.052	0.133
6_There is a direct connection between the work I do and the success of the university	6	4.432	0.103	0.201
7_I receive constructive feedback from my supervisor about the quality of my work	7	3.864	0.541	0.803
8_I would recommend Fresno State as a good place to work	8	4.205	0.554	0.233
9_I would recommend The California State University as a good place to work	9	4.114	0.252	0.088
10_My department is one of the best places to work	10	4.205	1.000	0.441
11_My division is one of the best places to work	11	4.182	0.480	0.162
12_I feel like my ideas and opinions are listened to by my supervisor	12	4.250	0.448	0.713
13_Employees in my work group respect each others' differences	13	3.932	0.652	0.476
14_My supervisor, or someone at work, seem to care about me as a person	14	4.205	0.291	0.671
15_I see career growth and advancement opportunities for myself at Fresno State	15	3.455	0.165	0.495
16_I am encouraged to be creative to resolve problems or accomplish assignments	16	4.227	0.459	0.480
17_My work group is receptive to my suggestions for improving our work	17	4.159	0.380	0.504
18_Employees in my work group resolve conflicts directly with each other	18	3.591	0.631	0.419
19_Teamwork is encouraged in my department	19	4.000	0.679	0.525
20_My opinions are valued in my work group	20	4.250	0.409	0.485
21_There is cooperation between the work groups in my department	21	3.955	0.643	0.476
22_There is cooperation between departments in the division	22	3.773	0.288	0.075
23_I have access to sufficient information to do my job well	23	4.000	0.641	0.161

This Dept	This Dept
Correlation	Correlation
10_best places to work	35_satisfied w/ leadership
0.118	0.193
0.589	0.349
0.199	0.472
0.361	0.441
-0.052	0.133
0.103	0.201
0.541	0.803
0.554	0.233
0.252	0.088
1.000	0.441
0.480	0.162
0.448	0.713
0.652	0.476
0.291	0.671
0.165	0.495
0.459	0.480
0.380	0.504
0.631	0.419
0.679	0.525
0.409	0.485
0.643	0.476
0.288	0.075
0.641	0.161

2008 Climate Survey Results

Fresno

All Departments

24_The tools, resources and equipment (including computer equipment I need to get my work done are readily available	24	3.955	0.391	0.094
25_My department has provided me with opportunities to broaden my skills and knowledge	25	3.955	0.402	0.532
26_I am empowered to make decisions that help me provide better	26	4.136	0.527	0.468
27_Employees in my immediate work unit are highly motivated to contribute to the success of the university	27	3.977	0.353	0.168
28_Meetings are well planned and executed at Fresno State	28	3.477	0.276	0.325
29_Employees in my immediate work unit consistently look for more efficient and effective ways of getting the job done	29	4.068	0.067	-0.056
30_I handle the resources of the university as if they were my own	30	4.477	0.042	0.340
31_I generally feel informed about changes that affect me	31	3.705	0.202	0.564
32_An explanation is provided to me for short deadlines	32	3.636	0.185	0.475
33_My supervisor fairly evaluates my performance	33	3.955	0.219	0.651
34_I trust the employees in my work group	34	4.091	0.394	0.496
35_I am satisfied with the leadership in my department	35	4.114	0.441	1.000
36_My work contributes to the division's mission and vision	36	4.455	0.236	0.347
37_The mission and vision of the division make me feel that my job is important	37	3.955	0.161	0.194
38_I have someone at work who encourages my professional development	38	3.705	0.426	0.589
39_The Division clearly communicates its goals and strategies to me	39	3.795	0.209	0.306
40_Employees in my immediate work unit consistently put in extra effort beyond what is expected	40	4.205	0.264	0.130
41_My immediate supervisor regularly acknowledges employees for a job well done and their contributions to the department	41	3.773	0.397	0.825
42_My direct supervisor involves me in determining performance goals	42	3.864	0.445	0.680
43_Disagreements among employees in my work group are managed effectively	43	3.773	0.591	0.475
44_I receive recognition for my good work	44	3.841	0.447	0.705
45_I feel my safety on campus is a priority	45	4.250	0.029	0.125
Median	M	4.000	0.391	0.468

0.391	0.094
0.402	0.532
0.527	0.468
0.353	0.168
0.276	0.325
0.067	-0.056
0.042	0.340
0.202	0.564
0.185	0.475
0.219	0.651
0.394	0.496
0.441	1.000
0.236	0.347
0.161	0.194
0.426	0.589
0.209	0.306
0.264	0.130
0.397	0.825
0.445	0.680
0.591	0.475
0.447	0.705
0.029	0.125

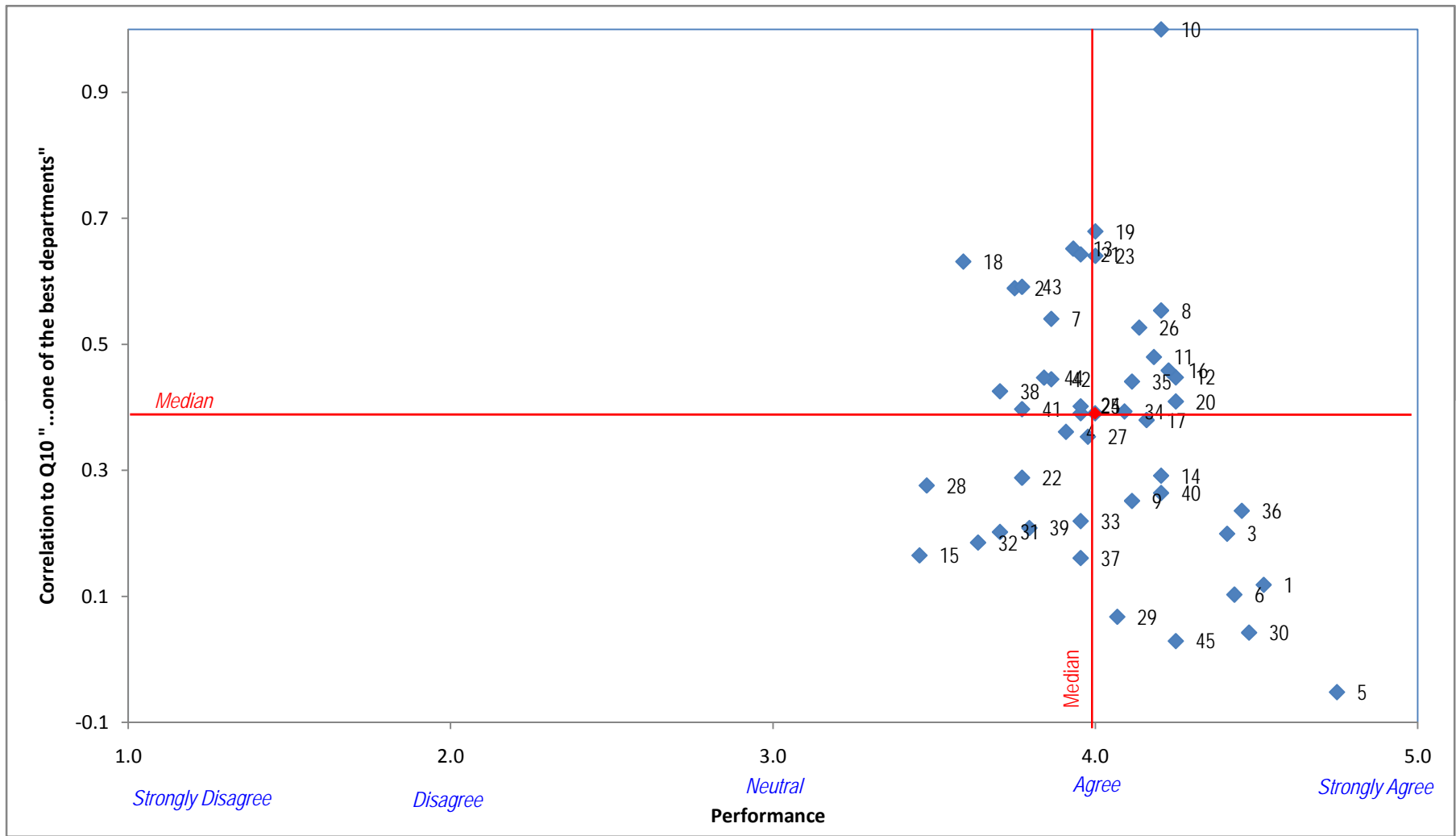
2008 Climate Survey Results
Fresno
All Departments

Comparison of Performance and Importance (Correlation)

Manager

Full Scale Shown (0 to 1, 1 to 5)

Using correlation to all staff members/all depts response fo Question 10, "My department is one of the best places to work."



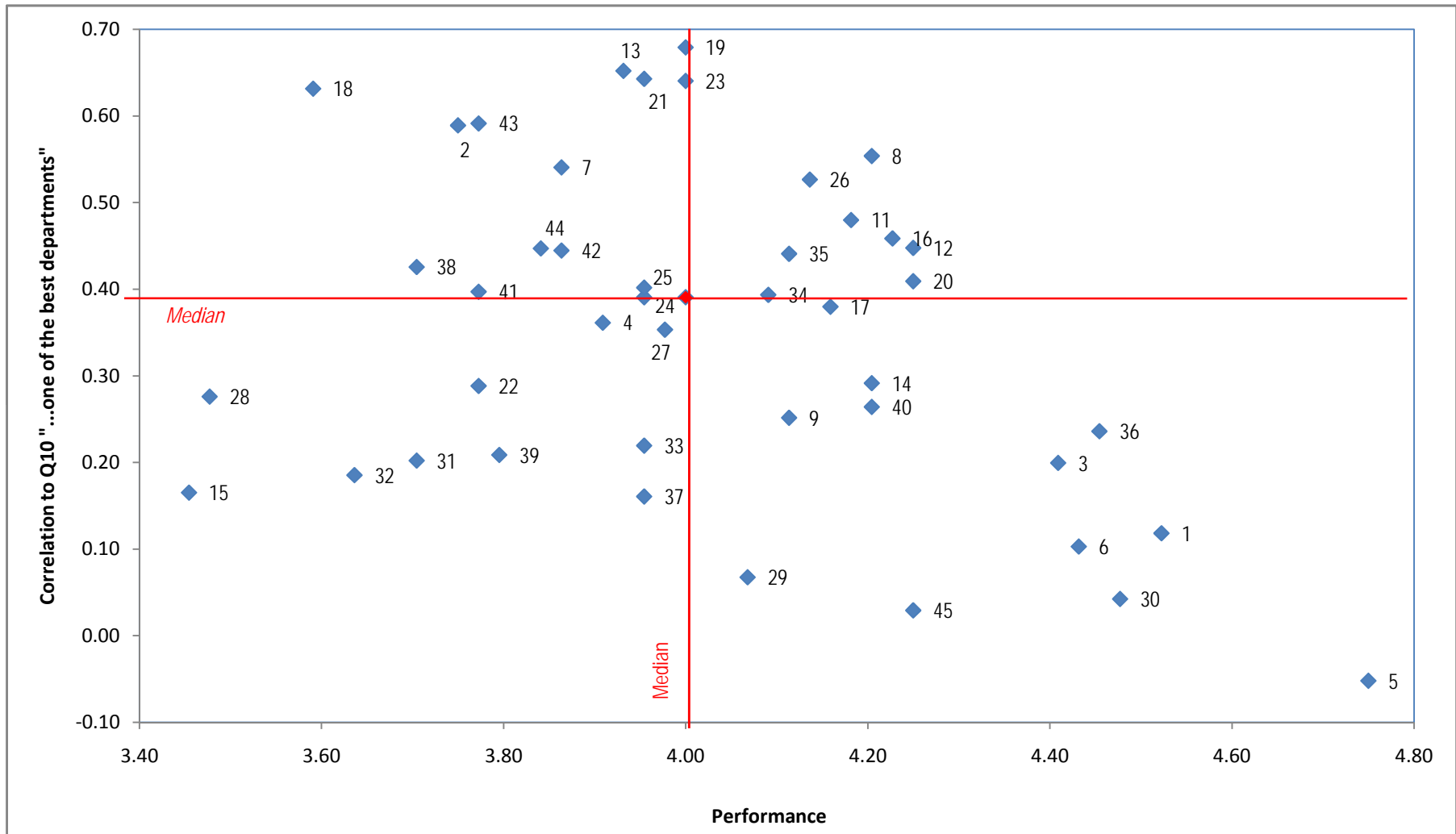
2008 Climate Survey Results
Fresno
All Departments

Comparison of Performance and Importance (Correlation)

Manager

Magnified scale

Using correlation to all staff members/all depts response fo Question 10, "My department is one of the best places to work."



2008 Climate Survey Results

Manager Compared to Staff

Fresno

Question	Average Score		
	Manager	Staff	Mgr-Staff
1_I know how my job directly supports the division's goals	4.52	4.09	0.43
2_I have guidelines to assist me in making decisions that affect my work	3.75	3.96	-0.21
3_My direct supervisor is accessible to me	4.41	4.41	0.00
4_In my work unit, we routinely talk about the quality of our work and the needs of those who we do business with	3.91	3.88	0.03
5_I take pride in my work	4.75	4.74	0.01
6_There is a direct connection between the work I do and the success of the university	4.43	4.16	0.28
7_I receive constructive feedback from my supervisor about the quality of my work	3.86	3.84	0.02
8_I would recommend Fresno State as a good place to work	4.20	4.08	0.13
9_I would recommend The California State University as a good place to work	4.11	4.15	-0.03
10_My department is one of the best places to work	4.20	3.72	0.48
11_My division is one of the best places to work	4.18	3.80	0.38
12_I feel like my ideas and opinions are listened to by my supervisor	4.25	3.73	0.52
13_Employees in my work group respect each others' differences	3.93	3.78	0.15
14_My supervisor, or someone at work, seem to care about me as a person	4.20	3.98	0.22
15_I see career growth and advancement opportunities for myself at Fresno State	3.45	3.04	0.41
16_I am encouraged to be creative to resolve problems or accomplish assignments	4.23	3.84	0.39
17_My work group is receptive to my suggestions for improving our work	4.16	3.85	0.30
18_Employees in my work group resolve conflicts directly with each other	3.59	3.59	0.01
19_Teamwork is encouraged in my department	4.00	3.87	0.13
20_My opinions are valued in my work group	4.25	3.82	0.43
21_There is cooperation between the work groups in my department	3.95	3.65	0.31
22_There is cooperation between departments in the division	3.77	3.50	0.27

Question	Percent Adverse		
	Manager	Staff	Mgr-Staff
1_I know how my job directly supports the division's goals	0.0%	4.7%	-4.7%
2_I have guidelines to assist me in making decisions that affect my work	9.1%	8.3%	0.8%
3_My direct supervisor is accessible to me	2.3%	4.1%	-1.9%
4_In my work unit, we routinely talk about the quality of our work and the needs of those who we do business with	9.1%	14.0%	-4.9%
5_I take pride in my work	0.0%	0.0%	0.0%
6_There is a direct connection between the work I do and the success of the university	0.0%	3.6%	-3.6%
7_I receive constructive feedback from my supervisor about the quality of my work	13.6%	14.5%	-0.9%
8_I would recommend Fresno State as a good place to work	0.0%	7.3%	-7.3%
9_I would recommend The California State University as a good place to work	0.0%	2.6%	-2.6%
10_My department is one of the best places to work	2.3%	19.2%	-16.9%
11_My division is one of the best places to work	0.0%	10.9%	-10.9%
12_I feel like my ideas and opinions are listened to by my supervisor	6.8%	18.7%	-11.8%
13_Employees in my work group respect each others' differences	6.8%	13.0%	-6.1%
14_My supervisor, or someone at work, seem to care about me as a person	4.5%	11.4%	-6.9%
15_I see career growth and advancement opportunities for myself at Fresno State	20.5%	33.7%	-13.2%
16_I am encouraged to be creative to resolve problems or accomplish assignments	6.8%	12.4%	-5.6%
17_My work group is receptive to my suggestions for improving our work	0.0%	9.3%	-9.3%
18_Employees in my work group resolve conflicts directly with each other	13.6%	14.5%	-0.9%
19_Teamwork is encouraged in my department	9.1%	14.5%	-5.4%
20_My opinions are valued in my work group	0.0%	9.8%	-9.8%
21_There is cooperation between the work groups in my department	9.1%	15.0%	-5.9%
22_There is cooperation between departments in the division	2.3%	11.9%	-9.6%

Question	Top Box		
	Manager	Staff	Mgr-Staff
1_I know how my job directly supports the division's goals	56.8%	34.7%	22.1%
2_I have guidelines to assist me in making decisions that affect my work	15.9%	28.0%	-12.1%
3_My direct supervisor is accessible to me	47.7%	58.5%	-10.8%
4_In my work unit, we routinely talk about the quality of our work and the needs of those who we do business with	27.3%	32.1%	-4.9%
5_I take pride in my work	75.0%	77.7%	-2.7%
6_There is a direct connection between the work I do and the success of the university	50.0%	41.5%	8.5%
7_I receive constructive feedback from my supervisor about the quality of my work	27.3%	32.6%	-5.4%
8_I would recommend Fresno State as a good place to work	34.1%	40.9%	-6.8%
9_I would recommend The California State University as a good place to work	31.8%	39.9%	-8.1%
10_My department is one of the best places to work	38.6%	35.2%	3.4%
11_My division is one of the best places to work	31.8%	28.5%	3.3%
12_I feel like my ideas and opinions are listened to by my supervisor	45.5%	29.5%	15.9%
13_Employees in my work group respect each others' differences	15.9%	24.4%	-8.4%
14_My supervisor, or someone at work, seem to care about me as a person	43.2%	35.8%	7.4%
15_I see career growth and advancement opportunities for myself at Fresno State	15.9%	14.5%	1.4%
16_I am encouraged to be creative to resolve problems or accomplish assignments	43.2%	30.6%	12.6%
17_My work group is receptive to my suggestions for improving our work	22.7%	25.9%	-3.2%
18_Employees in my work group resolve conflicts directly with each other	13.6%	15.5%	-1.9%
19_Teamwork is encouraged in my department	25.0%	34.7%	-9.7%
20_My opinions are valued in my work group	31.8%	23.3%	8.5%
21_There is cooperation between the work groups in my department	18.2%	18.7%	-0.5%
22_There is cooperation between departments in the division	11.4%	11.4%	0.0%

2008 Climate Survey Results

Manager Compared to Staff

Fresno

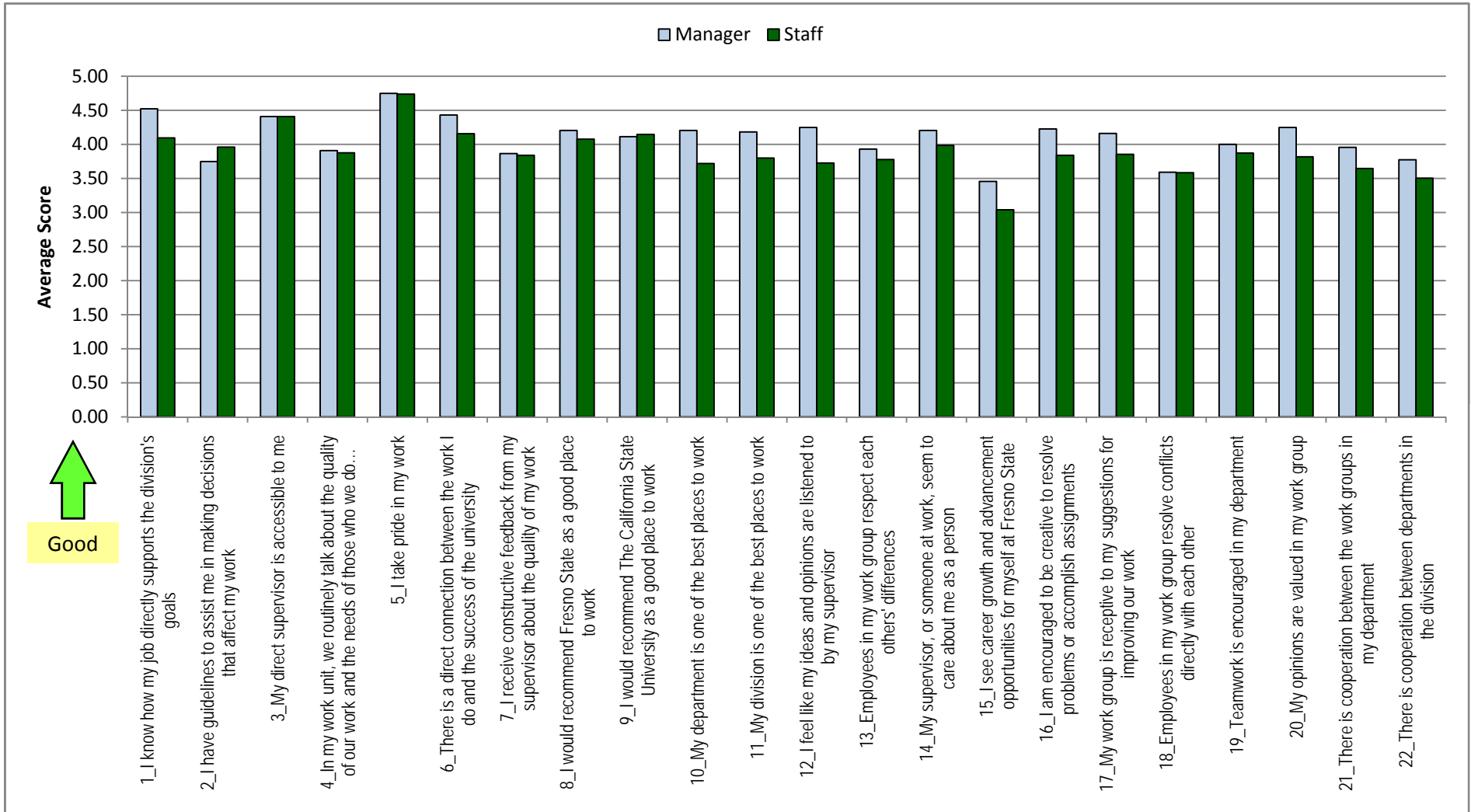
Question	Average Score		
	Manager	Staff	Mgr-Staff
23_I have access to sufficient information to do my job well	4.00	3.86	0.14
24_The tools, resources and equipment (including computer equipment I need to get my work done are readily available	3.95	3.97	-0.01
25_My department has provided me with opportunities to broaden my skills and knowledge	3.95	3.47	0.48
26_I am empowered to make decisions that help me provide better	4.14	3.72	0.42
27_Employees in my immediate work unit are highly motivated to contribute to the success of the university	3.98	3.55	0.42
28_Meetings are well planned and executed at Fresno State	3.48	3.44	0.04
29_Employees in my immediate work unit consistently look for more efficient and effective ways of getting the job done	4.07	3.74	0.33
30_I handle the resources of the university as if they were my own	4.48	4.28	0.19
31_I generally feel informed about changes that affect me	3.70	3.37	0.34
32_An explanation is provided to me for short deadlines	3.64	3.46	0.18
33_My supervisor fairly evaluates my performance	3.95	3.75	0.21
34_I trust the employees in my work group	4.09	3.82	0.27
35_I am satisfied with the leadership in my department	4.11	3.45	0.66
36_My work contributes to the division's mission and vision	4.45	4.09	0.36
37_The mission and vision of the division make me feel that my job is important	3.95	3.79	0.16
38_I have someone at work who encourages my professional development	3.70	3.45	0.25
39_The Division clearly communicates its goals and strategies to me	3.80	3.54	0.25
40_Employees in my immediate work unit consistently put in extra effort beyond what is expected	4.20	3.76	0.44
41_My immediate supervisor regularly acknowledges employees for a job well done and their contributions to the department	3.77	3.51	0.26
42_My direct supervisor involves me in determining performance goals	3.86	3.34	0.53
43_Disagreements among employees in my work group are managed effectively	3.77	3.33	0.44
44_I receive recognition for my good work	3.84	3.36	0.48
45_I feel my safety on campus is a priority	4.25	4.09	0.16

Percent Adverse		
Manager	Staff	Mgr-Staff
4.5%	6.7%	-2.2%
9.1%	8.3%	0.8%
6.8%	19.2%	-12.4%
4.5%	14.0%	-9.4%
6.8%	15.5%	-8.7%
18.2%	16.6%	1.6%
0.0%	10.4%	-10.4%
0.0%	1.0%	-1.0%
13.6%	22.8%	-9.2%
13.6%	20.2%	-6.6%
11.4%	14.0%	-2.6%
2.3%	12.4%	-10.2%
9.1%	24.9%	-15.8%
0.0%	2.6%	-2.6%
4.5%	8.8%	-4.3%
11.4%	22.8%	-11.4%
11.4%	15.5%	-4.2%
0.0%	13.5%	-13.5%
13.6%	20.7%	-7.1%
6.8%	22.8%	-16.0%
9.1%	17.6%	-8.5%
6.8%	24.9%	-18.1%
4.5%	2.1%	2.5%

Top Box		
Manager	Staff	Mgr-Staff
22.7%	21.2%	1.5%
22.7%	31.1%	-8.4%
29.5%	20.2%	9.3%
34.1%	22.8%	11.3%
22.7%	21.2%	1.5%
4.5%	12.4%	-7.9%
22.7%	19.2%	3.6%
47.7%	43.0%	4.7%
11.4%	14.5%	-3.1%
11.4%	16.1%	-4.7%
25.0%	31.1%	-6.1%
27.3%	24.4%	2.9%
36.4%	22.8%	13.6%
45.5%	32.1%	13.3%
22.7%	24.9%	-2.1%
18.2%	23.8%	-5.7%
15.9%	15.5%	0.4%
29.5%	25.4%	4.2%
25.0%	24.4%	0.6%
22.7%	16.6%	6.1%
11.4%	12.4%	-1.1%
22.7%	18.7%	4.1%
40.9%	37.8%	3.1%

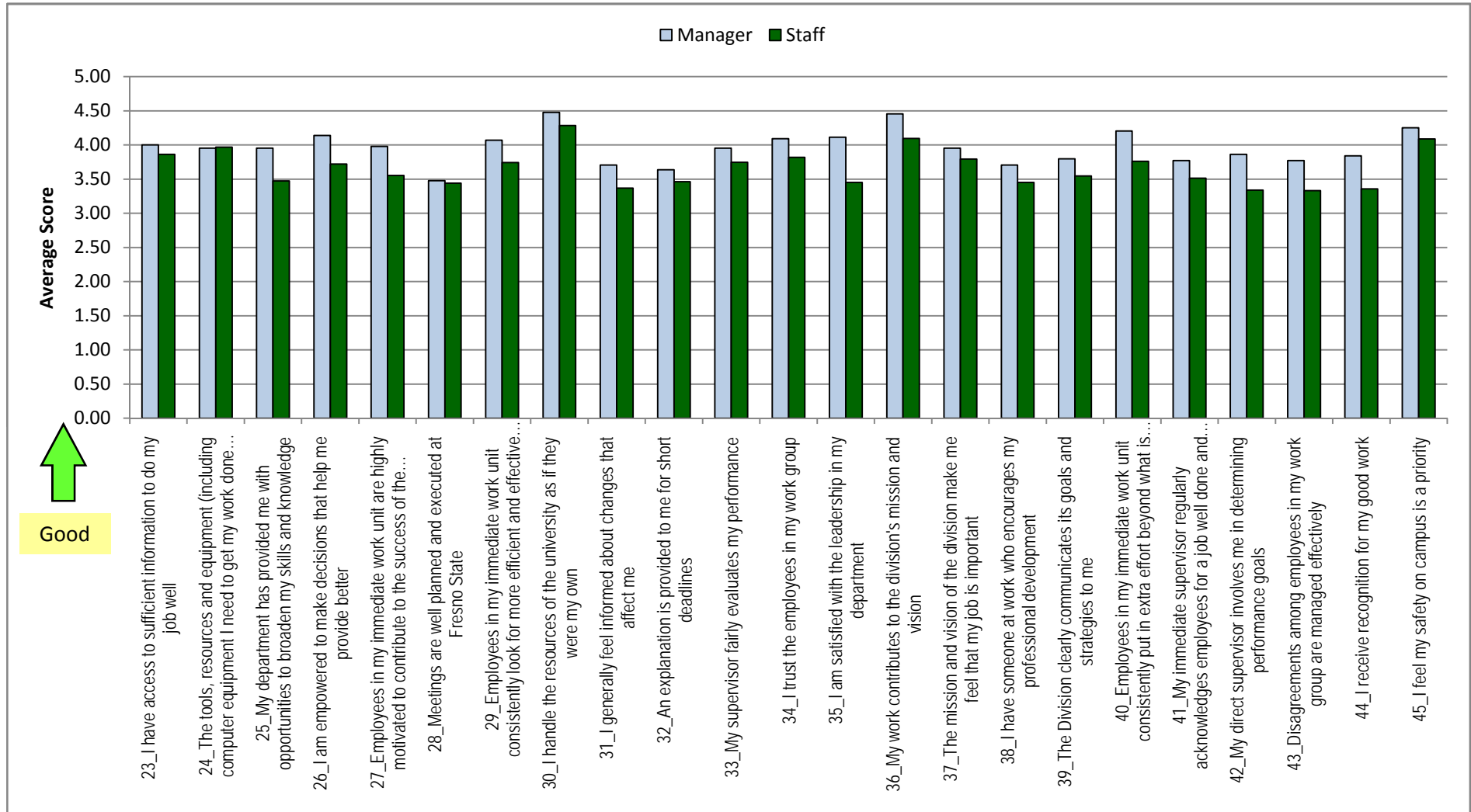
2008 Climate Survey Results Manager Compared to Staff Fresno

Compare Average Scores



2008 Climate Survey Results Manager Compared to Staff Fresno

Compare Average Scores

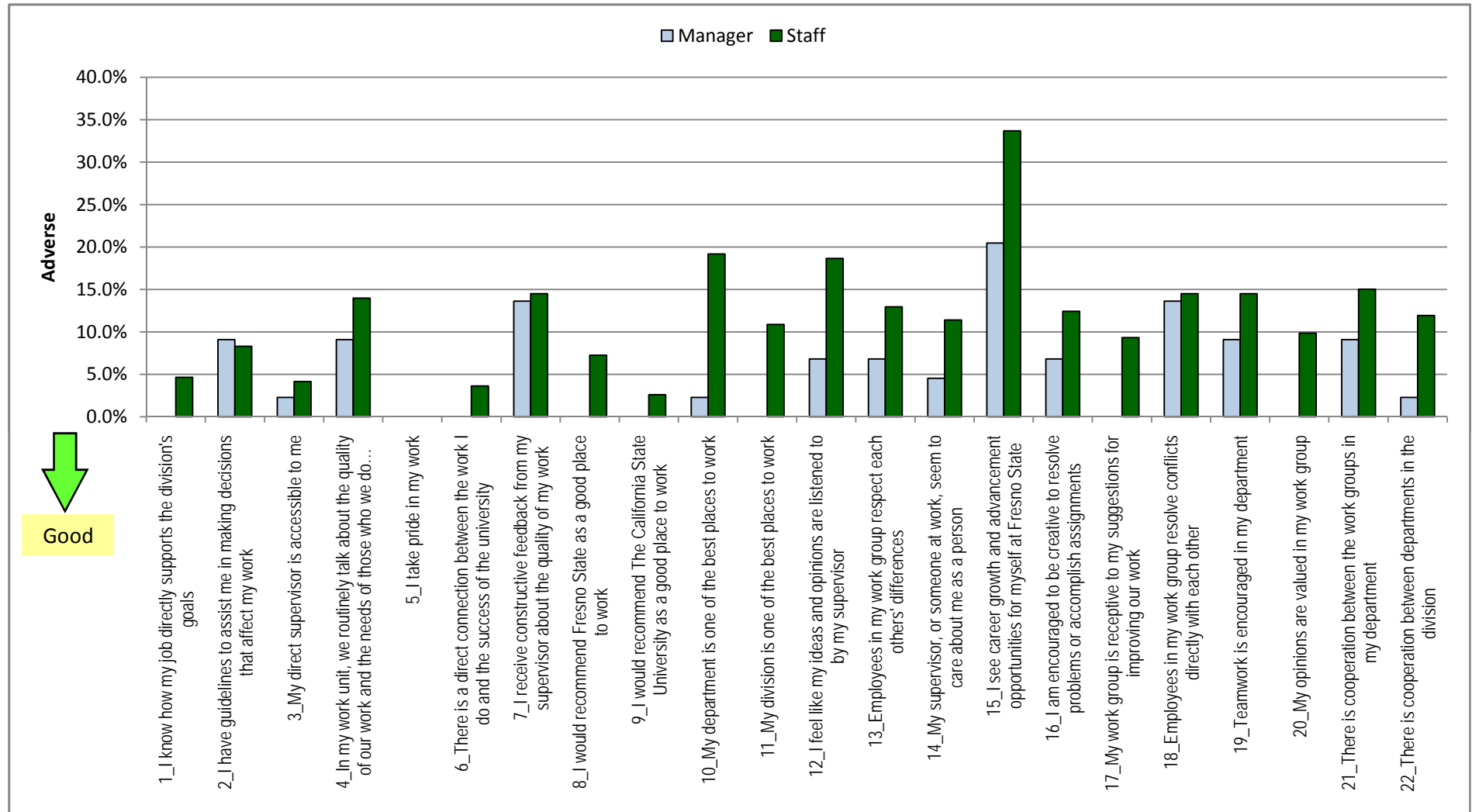


2008 Climate Survey Results

Manager Compared to Staff

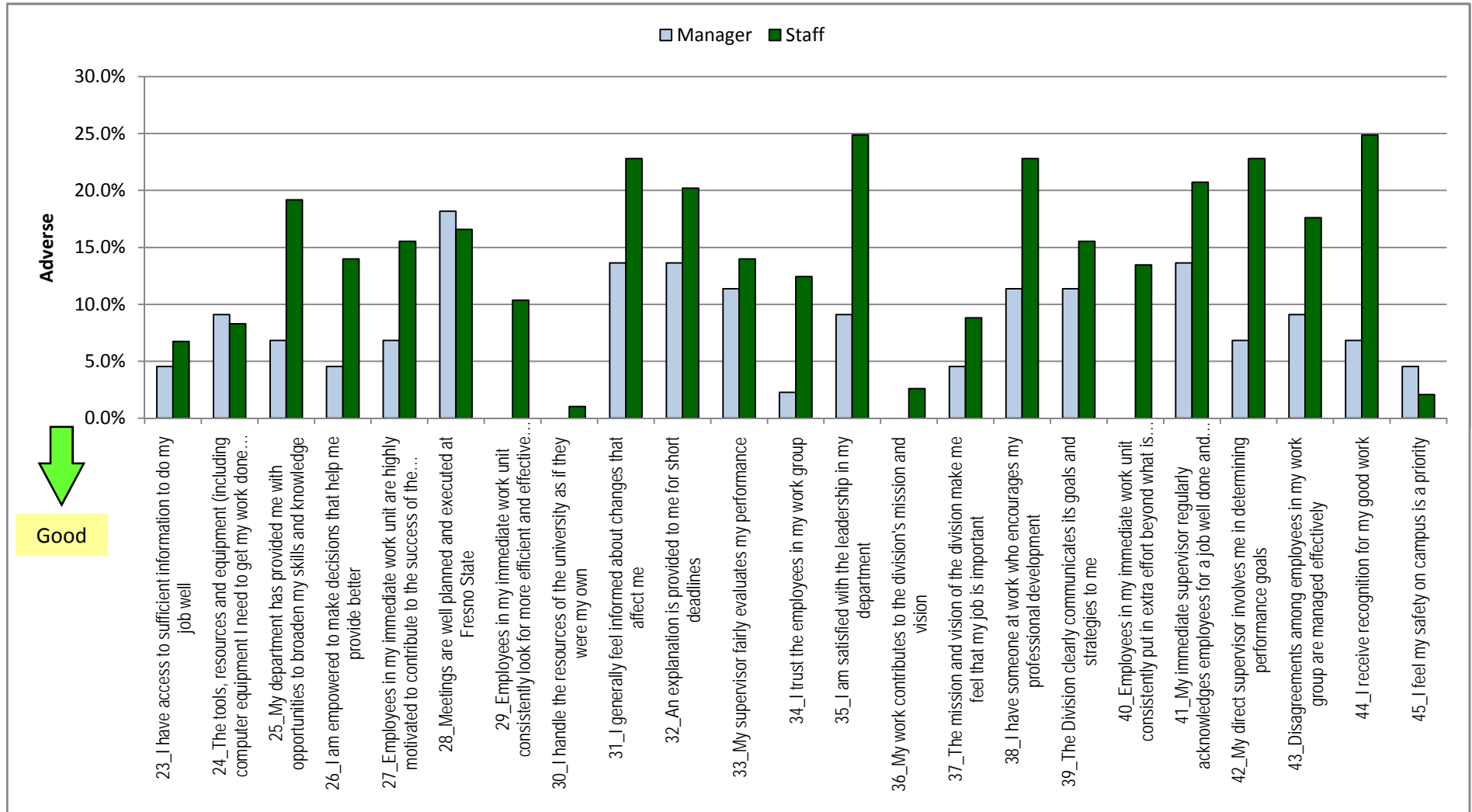
Fresno

Compare Percent Adverse (Strongly Disagree + Disagree)



2008 Climate Survey Results Manager Compared to Staff Fresno

Compare Percent Adverse (Strongly Disagree + Disagree)

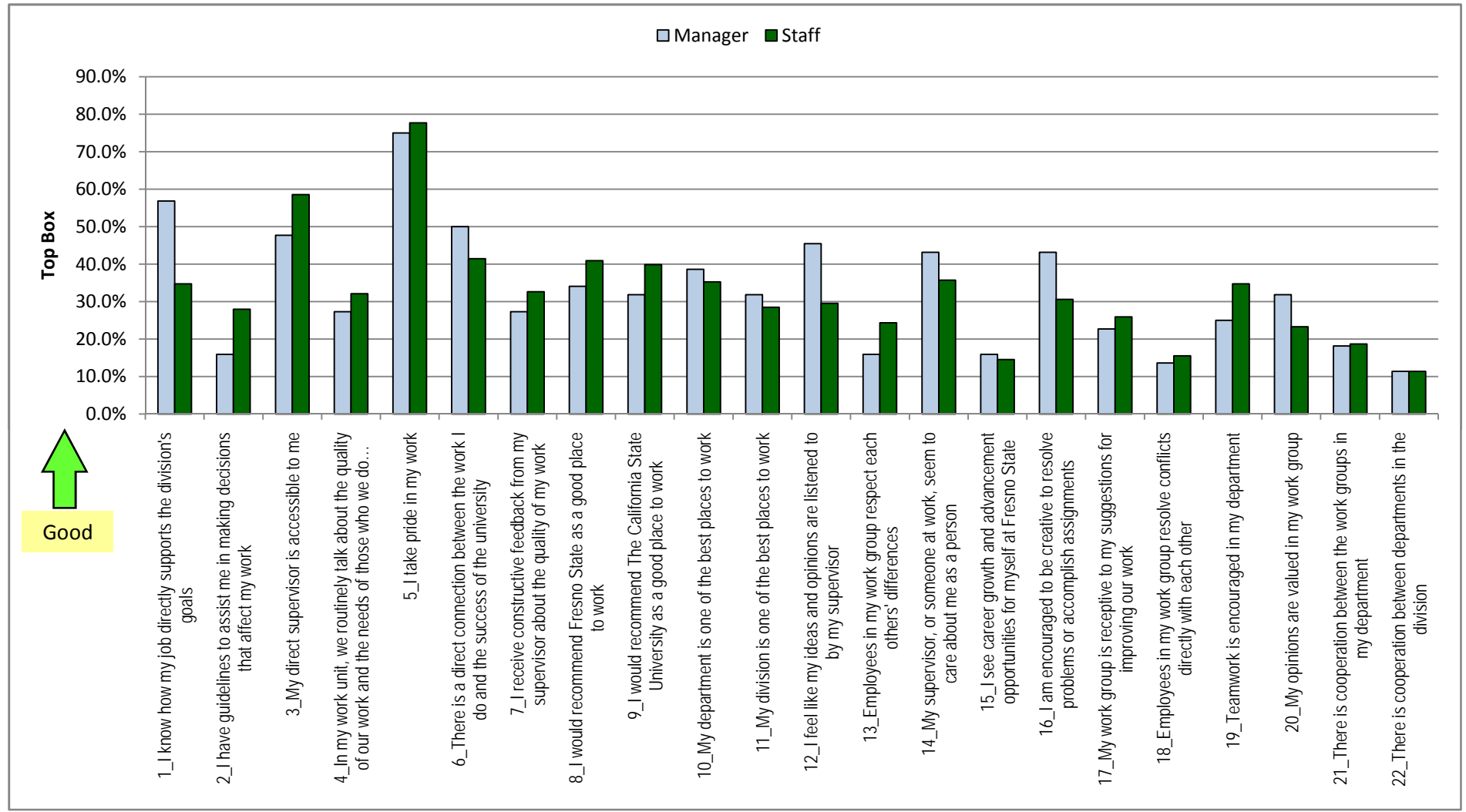


2008 Climate Survey Results

Manager Compared to Staff

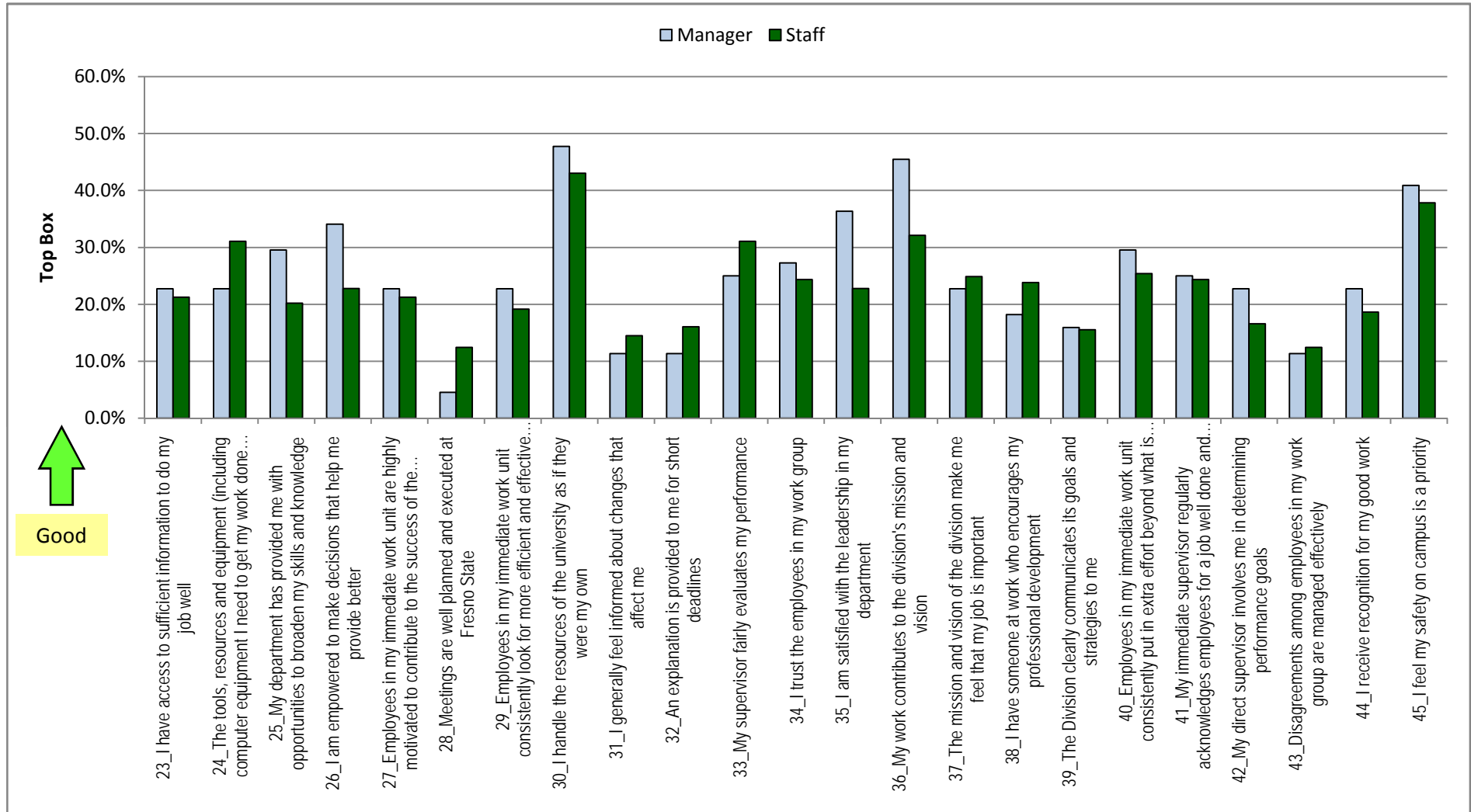
Fresno

Compare Percent Top Box (Strongly Agree)



2008 Climate Survey Results Manager Compared to Staff Fresno

Compare Percent Top Box (Strongly Agree)



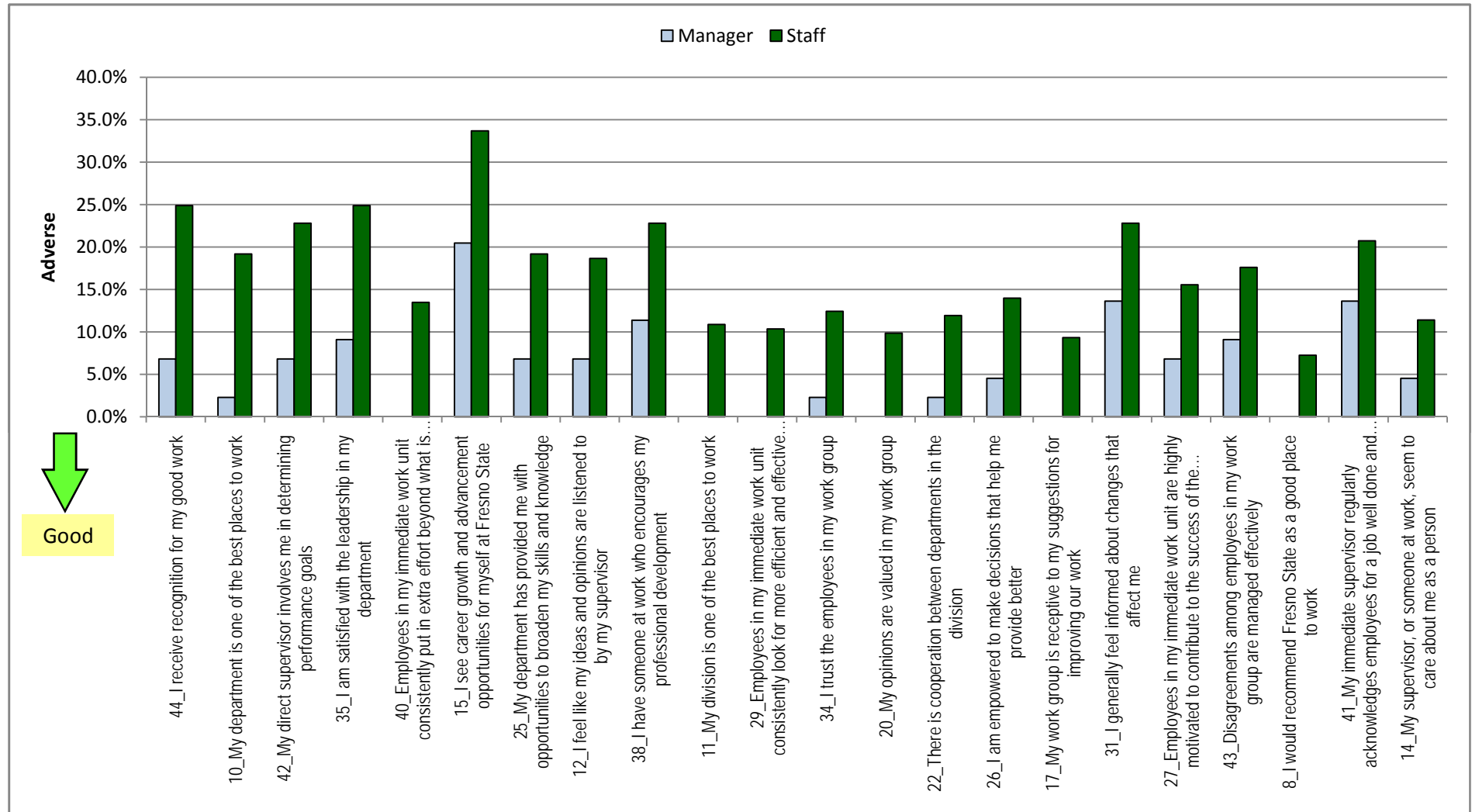
2008 Climate Survey Results
Manager Compared to Staff
Fresno

The following charts are sorted by the difference between manager and staff

2008 Climate Survey Results Manager Compared to Staff Fresno

Compare Percent Adverse (Strongly Disagree + Disagree)

Sorted by difference between manager and staff



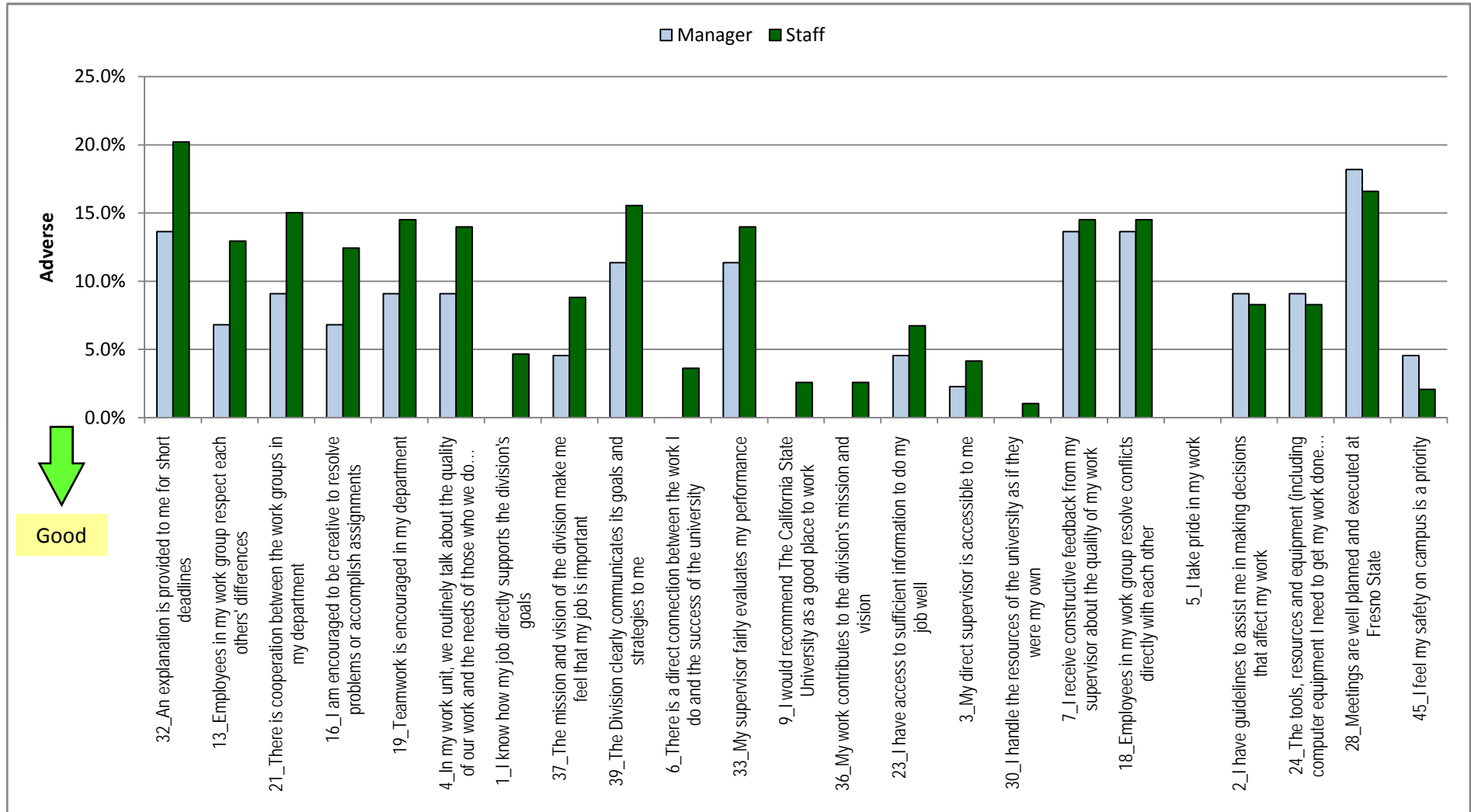
2008 Climate Survey Results

Manager Compared to Staff

Fresno

Compare Percent Adverse (Strongly Disagree + Disagree)

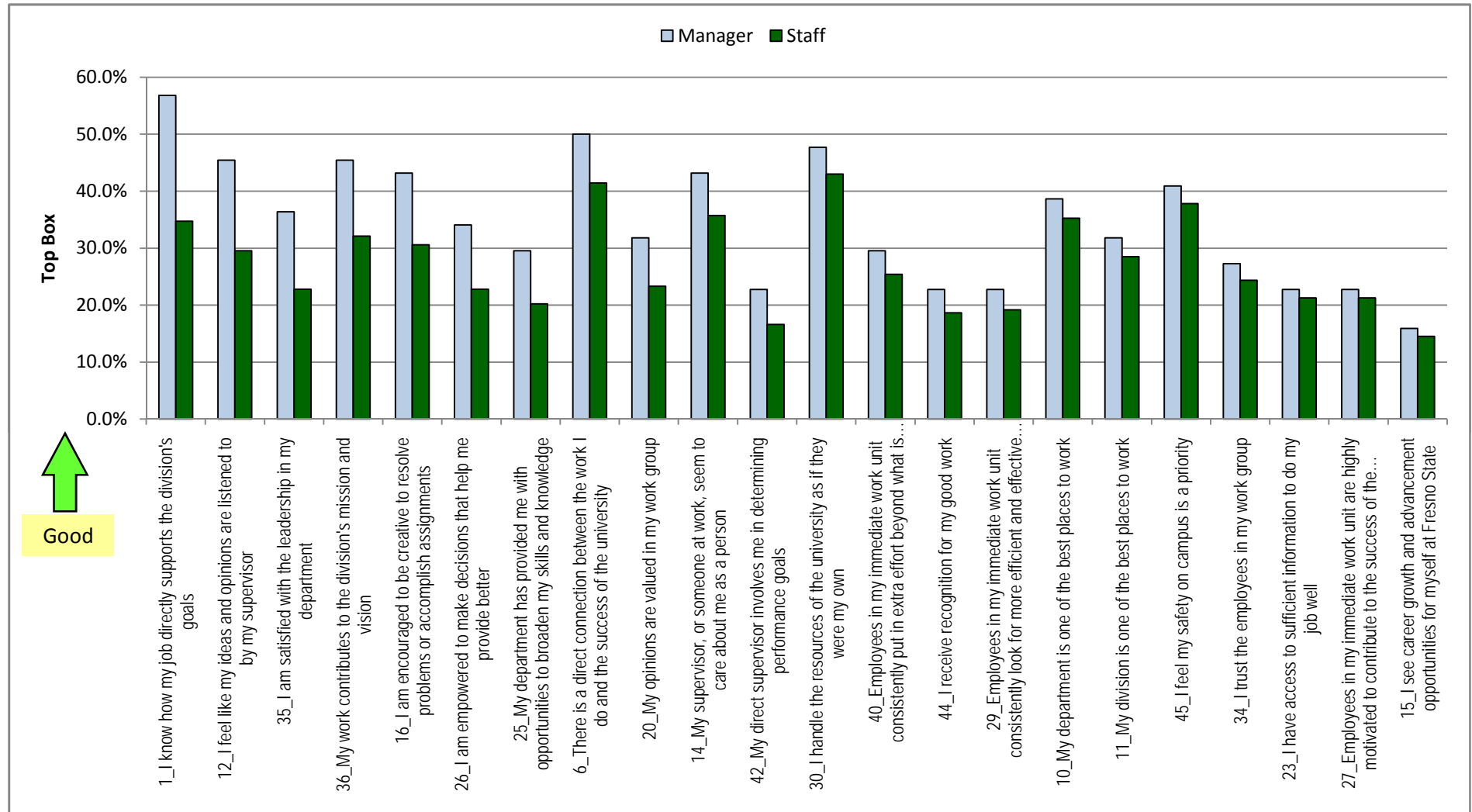
Sorted by difference between manager and staff



2008 Climate Survey Results Manager Compared to Staff Fresno

Compare Percent Top Box (Strongly Agree)

Sorted by difference between manager and staff



2008 Climate Survey Results Manager Compared to Staff Fresno

Compare Percent Top Box (Strongly Agree)

Sorted by difference between manager and staff

