

*Additional Analysis for*  
**2008 Climate Survey Results**  
**Fresno**

**Department or Grouping:**  
**Campus Information Systems**

Prepared by

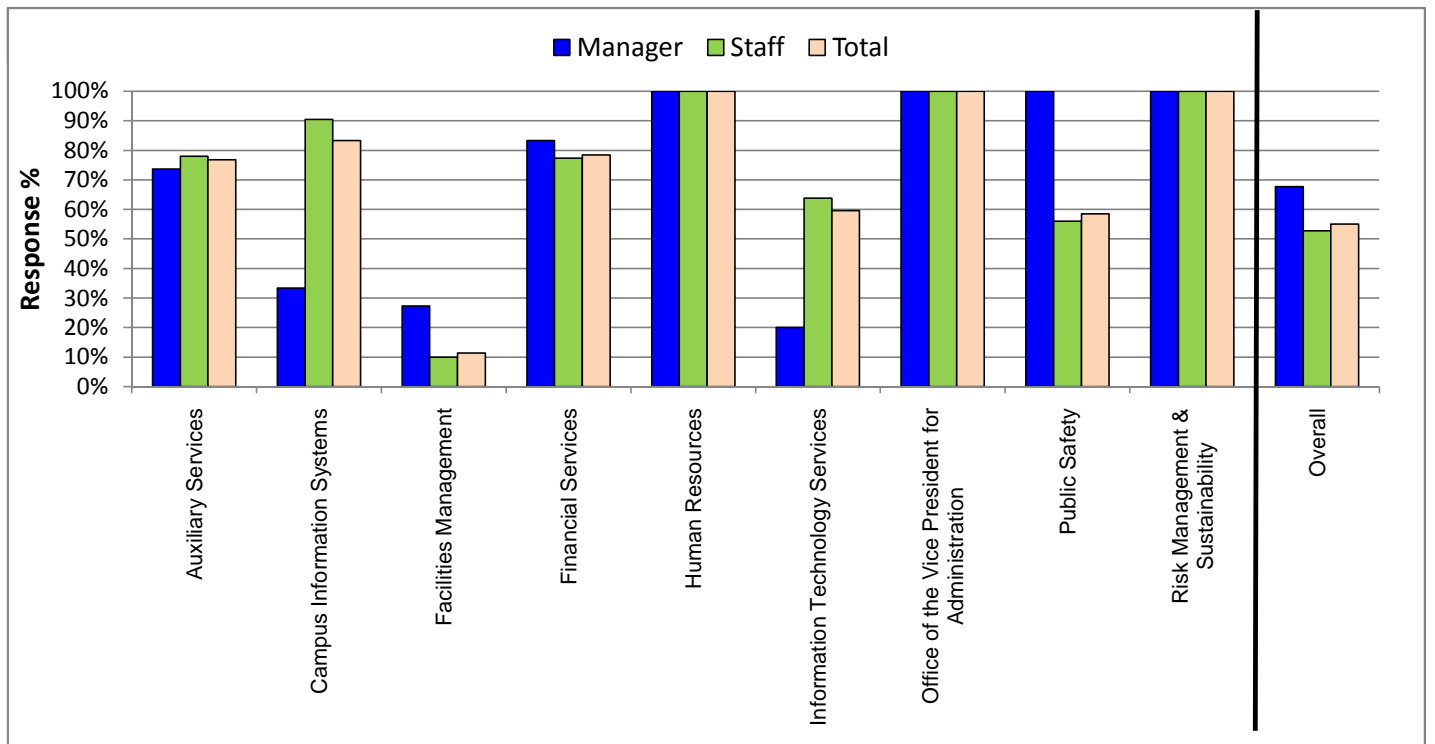
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Business Solutions Services  
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Date  
7/23/2009

**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%
<b>Overall</b>	<b>65</b>	<b>44</b>	<b>68%</b>	<b>366</b>	<b>193</b>	<b>53%</b>	<b>431</b>	<b>237</b>	<b>55%</b>



# 2008 Climate Survey Results

## Fresno

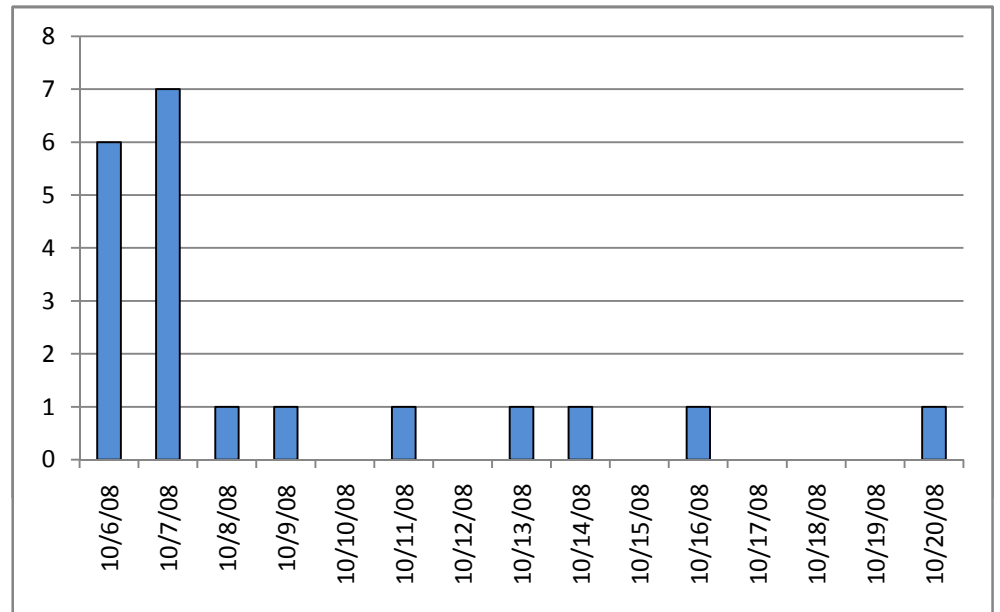
### Campus Information Systems

Total Number Responding for Group **20**

#### Responses to Survey

Date of Response	Count
10/6/08	6
10/7/08	7
10/8/08	1
10/9/08	1
10/10/08	0
10/11/08	1
10/13/08	1
10/14/08	1
10/15/08	0
10/16/08	1
10/17/08	0
10/20/08	1
<b>Total</b>	<b>20</b>

(Not including manually input responses from paper surveys)

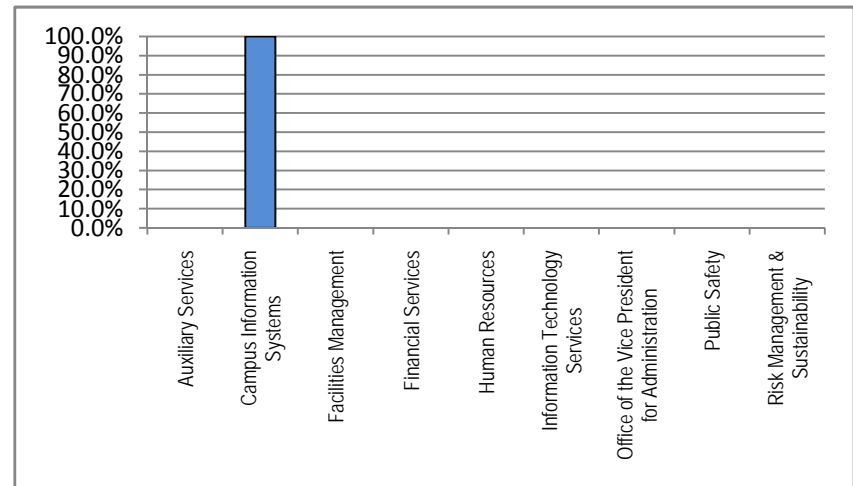


# 2008 Climate Survey Results

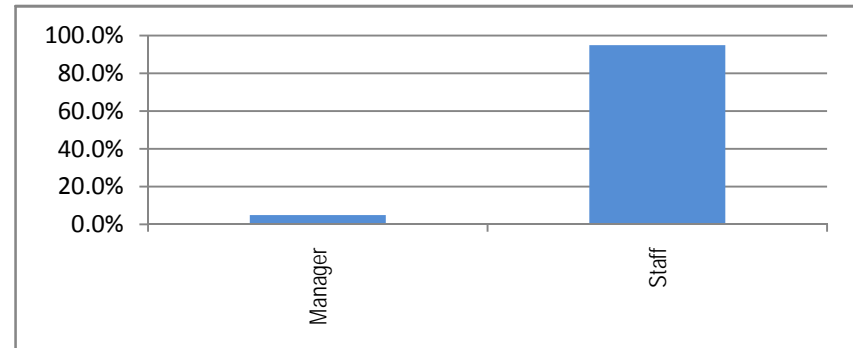
## Fresno

### Campus Information Systems

49_Please select your department	Count	Percent
Auxiliary Services	0	0.0%
Campus Information Systems	20	100.0%
Facilities Management	0	0.0%
Financial Services	0	0.0%
Human Resources	0	0.0%
Information Technology Services	0	0.0%
Office of the Vice President for Administration	0	0.0%
Public Safety	0	0.0%
Risk Management & Sustainability	0	0.0%
<b>Grand Total</b>	<b>20</b>	<b>100.0%</b>

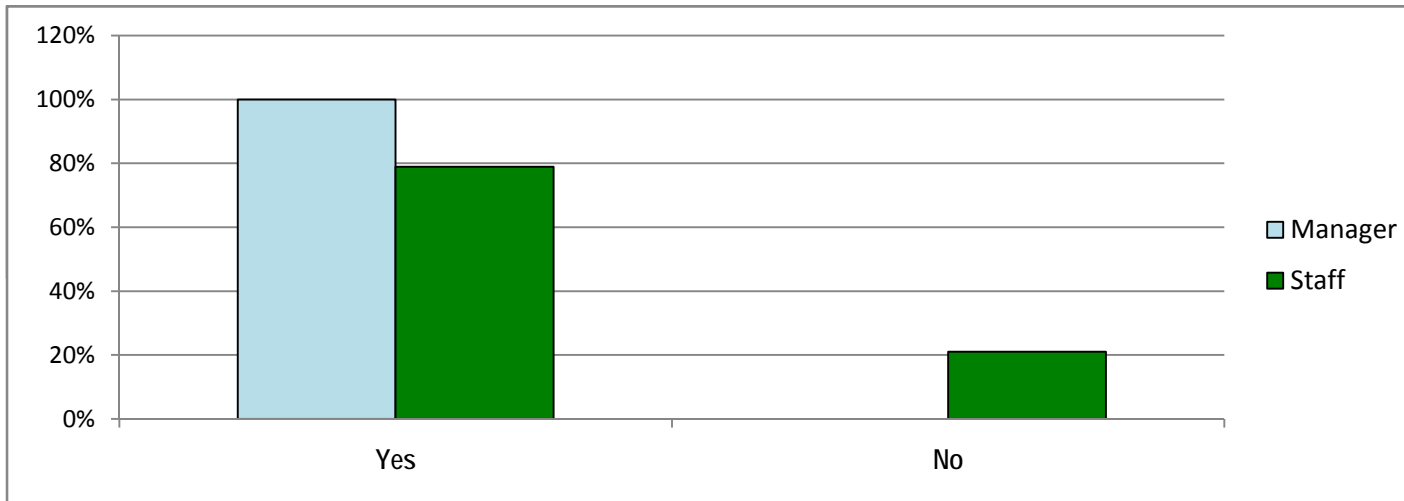


50_Please select whether you are MPP or staff	Count	Percent
Manager	1	5.0%
Staff	19	95.0%
<b>Grand Total</b>	<b>20</b>	<b>100.0%</b>



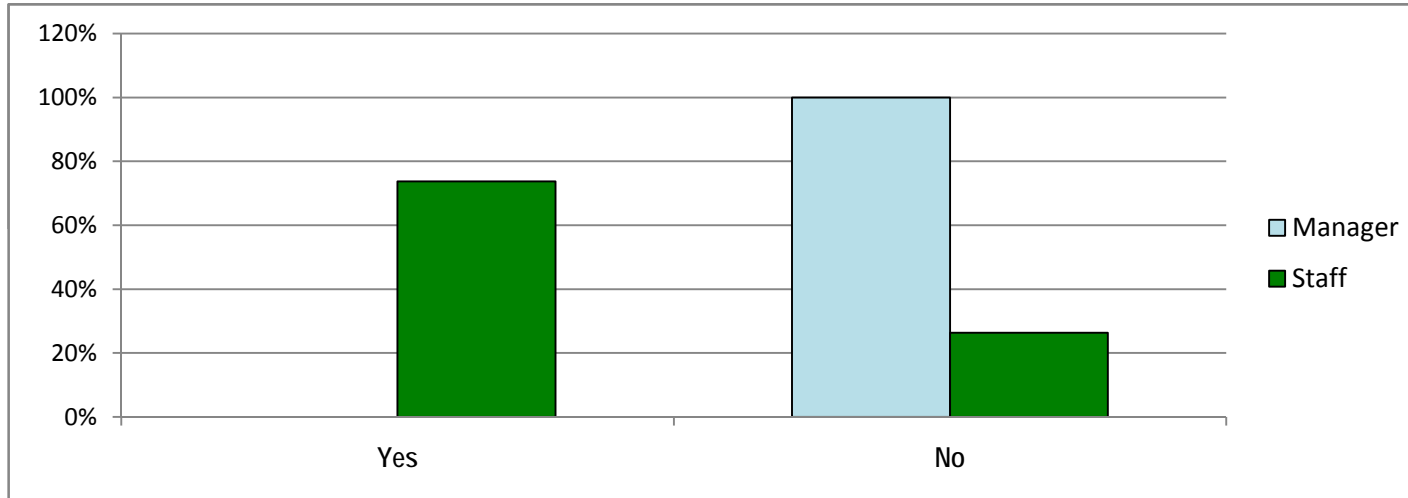
**2008 Climate Survey Results**  
**Fresno**  
**Campus Information Systems**

46_Have you participated in any of our Wellness at Work programs?	Manager		Staff		Total	
	Count	Percent	Count	Percent	Count	Percent
Yes	1	100.0%	15	78.9%	16	80.0%
No	0	0.0%	4	21.1%	4	20.0%
<b>Grand Total</b>	<b>1</b>	<b>100.0%</b>	<b>19</b>	<b>100.0%</b>	<b>20</b>	<b>100.0%</b>



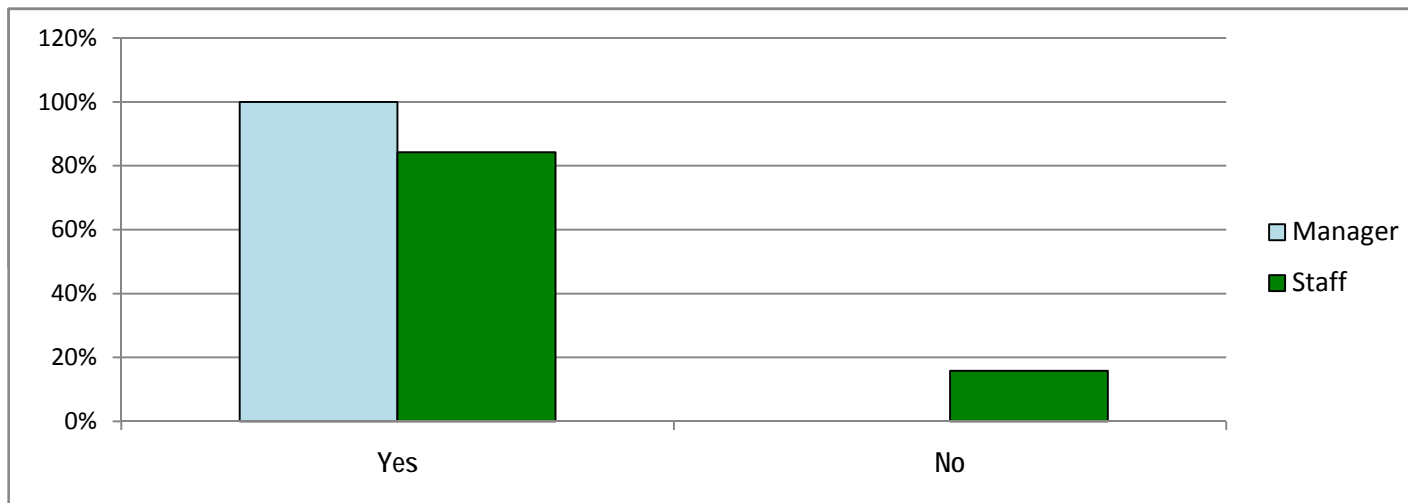
**2008 Climate Survey Results**  
**Fresno**  
**Campus Information Systems**

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	0	0.0%	14	73.7%	14	70.0%
No	1	100.0%	5	26.3%	6	30.0%
<b>Grand Total</b>	<b>1</b>	<b>100.0%</b>	<b>19</b>	<b>100.0%</b>	<b>20</b>	<b>100.0%</b>



**2008 Climate Survey Results**  
**Fresno**  
**Campus Information Systems**

48_I would be interested in working four 10-hour workdays during the summer	Manager		Staff		Total	
	Count	Percent	Count	Percent	Total	Percent
Yes	1	100.0%	16	84.2%	17	85.0%
No	0	0.0%	3	15.8%	3	15.0%
<b>Grand Total</b>	<b>1</b>	<b>100.0%</b>	<b>19</b>	<b>100.0%</b>	<b>20</b>	<b>100.0%</b>



**2008 Climate Survey Results**  
***Fresno***  
**Campus Information Systems**

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



**2008 Climate Survey Results**  
**Fresno**  
**Campus Information Systems**

*Agreement: Count of Responses*

**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	
1_I know how my job directly supports the division's goals	0	1	6	7	5	19	3.84	0.517	0.693	
2_I have guidelines to assist me in making decisions that affect my work	0	4	4	6	5	19	3.63	0.534	0.607	
3_My direct supervisor is accessible to me	0	0	3	9	7	19	4.21	0.543	0.542	
4_In my work unit, we routinely talk about the quality of our work and the needs of those who we do business with	1	4	2	9	3	19	3.47	0.663	0.733	
5_I take pride in my work	0	0	0	6	13	19	4.68	0.265	0.172	
6_There is a direct connection between the work I do and the success of the university	0	1	1	11	6	19	4.16	0.318	0.235	
7_I receive constructive feedback from my supervisor about the quality of my work	3	4	3	5	4	19	3.16	0.701	0.689	
8_I would recommend Fresno State as a good place to work	0	1	5	8	5	19	3.89	0.749	0.673	
9_I would recommend The California State University as a good place to work	0	0	8	7	4	19	3.79	0.527	0.426	
10_My department is one of the best places to work	1	7	6	2	3	19	2.95	1.000	0.778	
11_My division is one of the best places to work	0	2	11	4	2	19	3.32	0.766	0.487	
12_I feel like my ideas and opinions are listened to by my supervisor	2	5	2	6	4	19	3.26	0.768	0.756	
13_Employees in my work group respect each others' differences	0	0	4	12	3	19	3.95	0.300	0.442	
14_My supervisor, or someone at work, seem to care about me as a person	0	3	4	8	4	19	3.68	0.644	0.562	
15_I see career growth and advancement opportunities for myself at Fresno State	7	6	4	1	1	19	2.11	0.702	0.639	
16_I am encouraged to be creative to resolve problems or accomplish assignments	0	4	6	5	4	19	3.47	0.636	0.576	
17_My work group is receptive to my suggestions for improving our work	0	0	4	10	5	19	4.05	0.539	0.578	
18_Employees in my work group resolve conflicts directly with each other	0	1	4	9	5	19	3.95	0.275	0.087	
19_Teamwork is encouraged in my department	2	3	5	7	2	19	3.21	0.727	0.768	
20_My opinions are valued in my work group	0	1	3	10	5	19	4.00	0.520	0.590	

**2008 Climate Survey Results**  
**Fresno**  
**Campus Information Systems**

*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	0	1	5	11	2	19	3.74	0.112	0.230	
22_There is cooperation between departments in the division	0	2	8	7	2	19	3.47	0.083	0.259	
23_I have access to sufficient information to do my job well	0	2	4	10	3	19	3.74	0.473	0.562	
24_The tools, resources and equipment (including computer equipment I need to get my work done are readily available	0	1	1	13	4	19	4.05	0.338	0.464	
25_My department has provided me with opportunities to broaden my skills and knowledge	1	3	8	6	1	19	3.16	0.550	0.648	
26_I am empowered to make decisions that help me provide better	0	3	5	7	4	19	3.63	0.729	0.710	
27_Employees in my immediate work unit are highly motivated to contribute to the success of the university	0	4	7	4	4	19	3.42	0.459	0.534	
28_Meetings are well planned and executed at Fresno State	0	4	6	8	1	19	3.32	0.497	0.496	
29_Employees in my immediate work unit consistently look for more efficient and effective ways of getting the job done	0	1	4	12	2	19	3.79	0.251	0.527	
30_I handle the resources of the university as if they were my own	0	0	3	11	5	19	4.11	0.294	0.141	
31_I generally feel informed about changes that affect me	1	3	6	6	3	19	3.37	0.523	0.687	
32_An explanation is provided to me for short deadlines	1	6	4	5	3	19	3.16	0.628	0.710	
33_My supervisor fairly evaluates my performance	7	3	7	0	2	19	2.32	0.814	0.836	
34_I trust the employees in my work group	0	0	5	11	3	19	3.89	0.064	0.042	
35_I am satisfied with the leadership in my department	5	2	5	5	2	19	2.84	0.778	1.000	
36_My work contributes to the division's mission and vision	0	0	3	13	3	19	4.00	0.490	0.556	
37_The mission and vision of the division make me feel that my job is important	0	0	5	11	3	19	3.89	0.279	0.408	
38_I have someone at work who encourages my professional development	5	4	5	4	1	19	2.58	0.545	0.532	
39_The Division clearly communicates its goals and strategies to me	0	2	4	11	2	19	3.68	0.212	0.394	
40_Employees in my immediate work unit consistently put in extra effort beyond what is expected	0	3	2	12	2	19	3.68	0.143	0.274	

**2008 Climate Survey Results**  
**Fresno**  
**Campus Information Systems**

*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	5	3	5	5	1	19	2.68	0.536	0.746	
42_My direct supervisor involves me in determining performance goals	5	5	6	2	1	19	2.42	0.541	0.626	
43_Disagreements among employees in my work group are managed effectively	1	2	11	4	1	19	3.11	0.437	0.519	
44_I receive recognition for my good work	2	5	7	3	2	19	2.89	0.652	0.757	
45_I feel my safety on campus is a priority	0	0	8	6	5	19	3.84	0.274	0.458	

**2008 Climate Survey Results**  
**Fresno**  
**Campus Information Systems**

*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%	5.3%	31.6%	36.8%	26.3%	100.0%	5.3%	63.2%
2_I have guidelines to assist me in making decisions that affect my work	0.0%	21.1%	21.1%	31.6%	26.3%	100.0%	21.1%	57.9%
3_My direct supervisor is accessible to me	0.0%	0.0%	15.8%	47.4%	36.8%	100.0%	0.0%	84.2%
4_In my work unit, we routinely talk about the quality of our work and the needs of those who we do business with	5.3%	21.1%	10.5%	47.4%	15.8%	100.0%	26.3%	63.2%
5_I take pride in my work	0.0%	0.0%	0.0%	31.6%	68.4%	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%	5.3%	5.3%	57.9%	31.6%	100.0%	5.3%	89.5%
7_I receive constructive feedback from my supervisor about the quality of my work	15.8%	21.1%	15.8%	26.3%	21.1%	100.0%	36.8%	47.4%
8_I would recommend Fresno State as a good place to work	0.0%	5.3%	26.3%	42.1%	26.3%	100.0%	5.3%	68.4%
9_I would recommend The California State University as a good place to work	0.0%	0.0%	42.1%	36.8%	21.1%	100.0%	0.0%	57.9%
10_My department is one of the best places to work	5.3%	36.8%	31.6%	10.5%	15.8%	100.0%	42.1%	26.3%
11_My division is one of the best places to work	0.0%	10.5%	57.9%	21.1%	10.5%	100.0%	10.5%	31.6%
12_I feel like my ideas and opinions are listened to by my supervisor	10.5%	26.3%	10.5%	31.6%	21.1%	100.0%	36.8%	52.6%
13_Employees in my work group respect each others' differences	0.0%	0.0%	21.1%	63.2%	15.8%	100.0%	0.0%	78.9%
14_My supervisor, or someone at work, seem to care about me as a person	0.0%	15.8%	21.1%	42.1%	21.1%	100.0%	15.8%	63.2%
15_I see career growth and advancement opportunities for myself at Fresno State	36.8%	31.6%	21.1%	5.3%	5.3%	100.0%	68.4%	10.5%
16_I am encouraged to be creative to resolve problems or accomplish assignments	0.0%	21.1%	31.6%	26.3%	21.1%	100.0%	21.1%	47.4%
17_My work group is receptive to my suggestions for improving our work	0.0%	0.0%	21.1%	52.6%	26.3%	100.0%	0.0%	78.9%
18_Employees in my work group resolve conflicts directly with each other	0.0%	5.3%	21.1%	47.4%	26.3%	100.0%	5.3%	73.7%
19_Teamwork is encouraged in my department	10.5%	15.8%	26.3%	36.8%	10.5%	100.0%	26.3%	47.4%
20_My opinions are valued in my work group	0.0%	5.3%	15.8%	52.6%	26.3%	100.0%	5.3%	78.9%

**2008 Climate Survey Results**  
**Fresno**  
**Campus Information Systems**

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	0.0%	5.3%	26.3%	57.9%	10.5%	100.0%	5.3%	68.4%
22_ There is cooperation between departments in the division	0.0%	10.5%	42.1%	36.8%	10.5%	100.0%	10.5%	47.4%
23_ I have access to sufficient information to do my job well	0.0%	10.5%	21.1%	52.6%	15.8%	100.0%	10.5%	68.4%
24_ The tools, resources and equipment (including computer equipment I need to get my work done are readily available	0.0%	5.3%	5.3%	68.4%	21.1%	100.0%	5.3%	89.5%
25_ My department has provided me with opportunities to broaden my skills and knowledge	5.3%	15.8%	42.1%	31.6%	5.3%	100.0%	21.1%	36.8%
26_ I am empowered to make decisions that help me provide better	0.0%	15.8%	26.3%	36.8%	21.1%	100.0%	15.8%	57.9%
27_ Employees in my immediate work unit are highly motivated to contribute to the success of the university	0.0%	21.1%	36.8%	21.1%	21.1%	100.0%	21.1%	42.1%
28_ Meetings are well planned and executed at Fresno State	0.0%	21.1%	31.6%	42.1%	5.3%	100.0%	21.1%	47.4%
29_ Employees in my immediate work unit consistently look for more efficient and effective ways of getting the job done	0.0%	5.3%	21.1%	63.2%	10.5%	100.0%	5.3%	73.7%
30_ I handle the resources of the university as if they were my own	0.0%	0.0%	15.8%	57.9%	26.3%	100.0%	0.0%	84.2%
31_ I generally feel informed about changes that affect me	5.3%	15.8%	31.6%	31.6%	15.8%	100.0%	21.1%	47.4%
32_ An explanation is provided to me for short deadlines	5.3%	31.6%	21.1%	26.3%	15.8%	100.0%	36.8%	42.1%
33_ My supervisor fairly evaluates my performance	36.8%	15.8%	36.8%	0.0%	10.5%	100.0%	52.6%	10.5%
34_ I trust the employees in my work group	0.0%	0.0%	26.3%	57.9%	15.8%	100.0%	0.0%	73.7%
35_ I am satisfied with the leadership in my department	26.3%	10.5%	26.3%	26.3%	10.5%	100.0%	36.8%	36.8%
36_ My work contributes to the division's mission and vision	0.0%	0.0%	15.8%	68.4%	15.8%	100.0%	0.0%	84.2%
37_ The mission and vision of the division make me feel that my job is important	0.0%	0.0%	26.3%	57.9%	15.8%	100.0%	0.0%	73.7%
38_ I have someone at work who encourages my professional development	26.3%	21.1%	26.3%	21.1%	5.3%	100.0%	47.4%	26.3%
39_ The Division clearly communicates its goals and strategies to me	0.0%	10.5%	21.1%	57.9%	10.5%	100.0%	10.5%	68.4%
40_ Employees in my immediate work unit consistently put in extra effort beyond what is expected	0.0%	15.8%	10.5%	63.2%	10.5%	100.0%	15.8%	73.7%

**2008 Climate Survey Results**  
**Fresno**  
**Campus Information Systems**

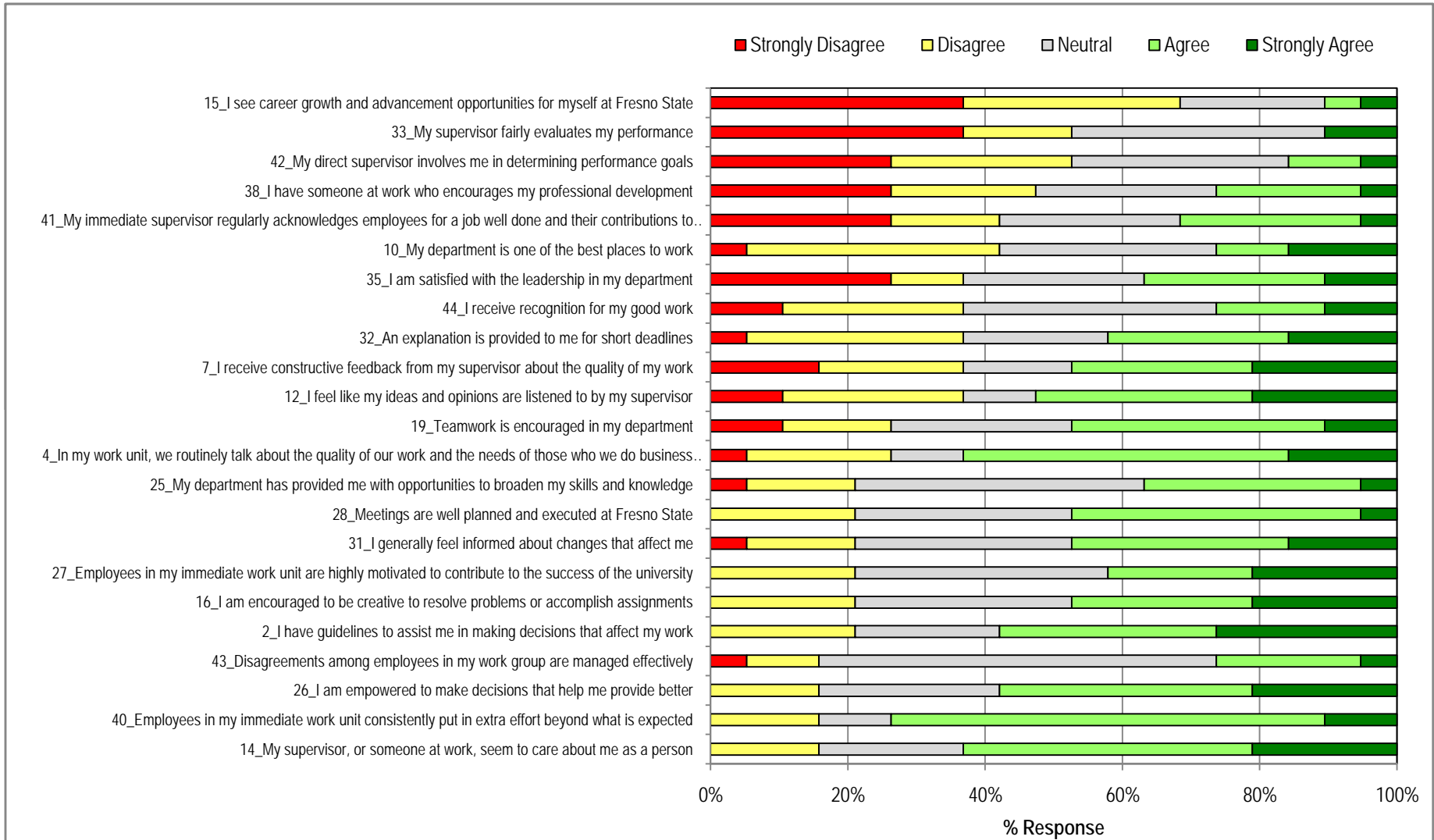
*Agreement: % of Responses, continued*

**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	26.3%	15.8%	26.3%	26.3%	5.3%	100.0%	42.1%	31.6%
42_My direct supervisor involves me in determining performance goals	26.3%	26.3%	31.6%	10.5%	5.3%	100.0%	52.6%	15.8%
43_Disagreements among employees in my work group are managed effectively	5.3%	10.5%	57.9%	21.1%	5.3%	100.0%	15.8%	26.3%
44_I receive recognition for my good work	10.5%	26.3%	36.8%	15.8%	10.5%	100.0%	36.8%	26.3%
45_I feel my safety on campus is a priority	0.0%	0.0%	42.1%	31.6%	26.3%	100.0%	0.0%	57.9%

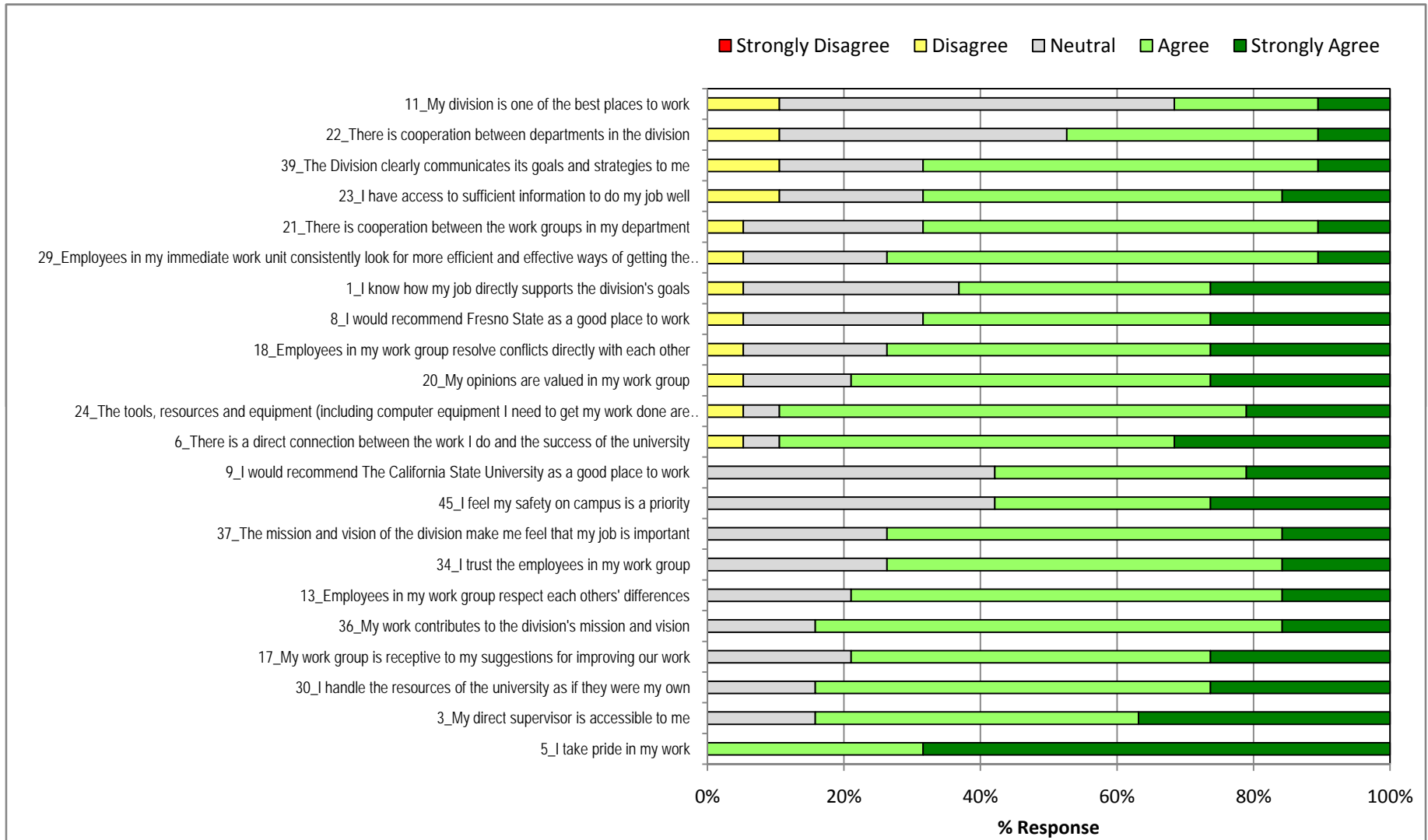
**2008 Climate Survey Results**  
**Fresno**  
**Campus Information Systems**

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



**2008 Climate Survey Results**  
**Fresno**  
**Campus Information Systems**

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





**2008 Climate Survey Results**  
**Fresno**  
**Campus Information Systems**

**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	3.842	0.456	0.469
2_I have guidelines to assist me in making decisions that affect my work	2	3.632	0.481	0.500
3_My direct supervisor is accessible to me	3	4.211	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	3.474	0.460	0.497
5_I take pride in my work	5	4.684	0.416	0.346
6_There is a direct connection between the work I do and the success of the university	6	4.158	0.320	0.308
7_I receive constructive feedback from my supervisor about the quality of my work	7	3.158	0.562	0.597
8_I would recommend Fresno State as a good place to work	8	3.895	0.699	0.645
9_I would recommend The California State University as a good place to work	9	3.789	0.589	0.506
10_My department is one of the best places to work	10	2.947	1.000	0.786
11_My division is one of the best places to work	11	3.316	0.813	0.662
12_I feel like my ideas and opinions are listened to by my supervisor	12	3.263	0.603	0.635
13_Employees in my work group respect each others' differences	13	3.947	0.486	0.445
14_My supervisor, or someone at work, seem to care about me as a person	14	3.684	0.595	0.542
15_I see career growth and advancement opportunities for myself at Fresno State	15	2.105	0.587	0.605
16_I am encouraged to be creative to resolve problems or accomplish assignments	16	3.474	0.617	0.628
17_My work group is receptive to my suggestions for improving our work	17	4.053	0.564	0.535
18_Employees in my work group resolve conflicts directly with each other	18	3.947	0.443	0.380
19_Teamwork is encouraged in my department	19	3.211	0.637	0.670
20_My opinions are valued in my work group	20	4.000	0.552	0.508
21_There is cooperation between the work groups in my department	21	3.737	0.598	0.606
22_There is cooperation between departments in the division	22	3.474	0.454	0.551
23_I have access to sufficient information to do my job well	23	3.737	0.498	0.537

This Dept	This Dept
Correlation	Correlation
10_best places to work	35_satisfied w/ leadership
0.517	0.693
0.534	0.607
0.543	0.542
0.663	0.733
0.265	0.172
0.318	0.235
0.701	0.689
0.749	0.673
0.527	0.426
1.000	0.778
0.766	0.487
0.768	0.756
0.300	0.442
0.644	0.562
0.702	0.639
0.636	0.576
0.539	0.578
0.275	0.087
0.727	0.768
0.520	0.590
0.112	0.230
0.083	0.259
0.473	0.562

# 2008 Climate Survey Results

## Fresno

### Campus Information Systems

24_The tools, resources and equipment (including computer equipment I need to get my work done are readily available	24	4.053	0.478	0.488
25_My department has provided me with opportunities to broaden my skills and knowledge	25	3.158	0.563	0.652
26_I am empowered to make decisions that help me provide better	26	3.632	0.565	0.615
27_Employees in my immediate work unit are highly motivated to contribute to the success of the university	27	3.421	0.652	0.599
28_Meetings are well planned and executed at Fresno State	28	3.316	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	3.789	0.526	0.444
30_I handle the resources of the university as if they were my own	30	4.105	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	3.158	0.572	0.655
33_My supervisor fairly evaluates my performance	33	2.316	0.575	0.616
34_I trust the employees in my work group	34	3.895	0.495	0.521
35_I am satisfied with the leadership in my department	35	2.842	0.786	1.000
36_My work contributes to the division's mission and vision	36	4.000	0.467	0.449
37_The mission and vision of the division make me feel that my job is important	37	3.895	0.539	0.544
38_I have someone at work who encourages my professional development	38	2.579	0.595	0.572
39_The Division clearly communicates its goals and strategies to me	39	3.684	0.541	0.615
40_Employees in my immediate work unit consistently put in extra effort beyond what is expected	40	3.684	0.415	0.338
41_My immediate supervisor regularly acknowledges employees for a job well done and their contributions to the department	41	2.684	0.503	0.607
42_My direct supervisor involves me in determining performance goals	42	2.421	0.473	0.572
43_Disagreements among employees in my work group are managed effectively	43	3.105	0.549	0.600
44_I receive recognition for my good work	44	2.895	0.569	0.675
45_I feel my safety on campus is a priority	45	3.842	0.379	0.349
<b>Median</b>	<b>M</b>	<b>3.632</b>	<b>0.549</b>	<b>0.551</b>

0.338	0.464
0.550	0.648
0.729	0.710
0.459	0.534
0.497	0.496
0.251	0.527
0.294	0.141
0.523	0.687
0.628	0.710
0.814	0.836
0.064	0.042
0.778	1.000
0.490	0.556
0.279	0.408
0.545	0.532
0.212	0.394
0.143	0.274
0.536	0.746
0.541	0.626
0.437	0.519
0.652	0.757
0.274	0.458

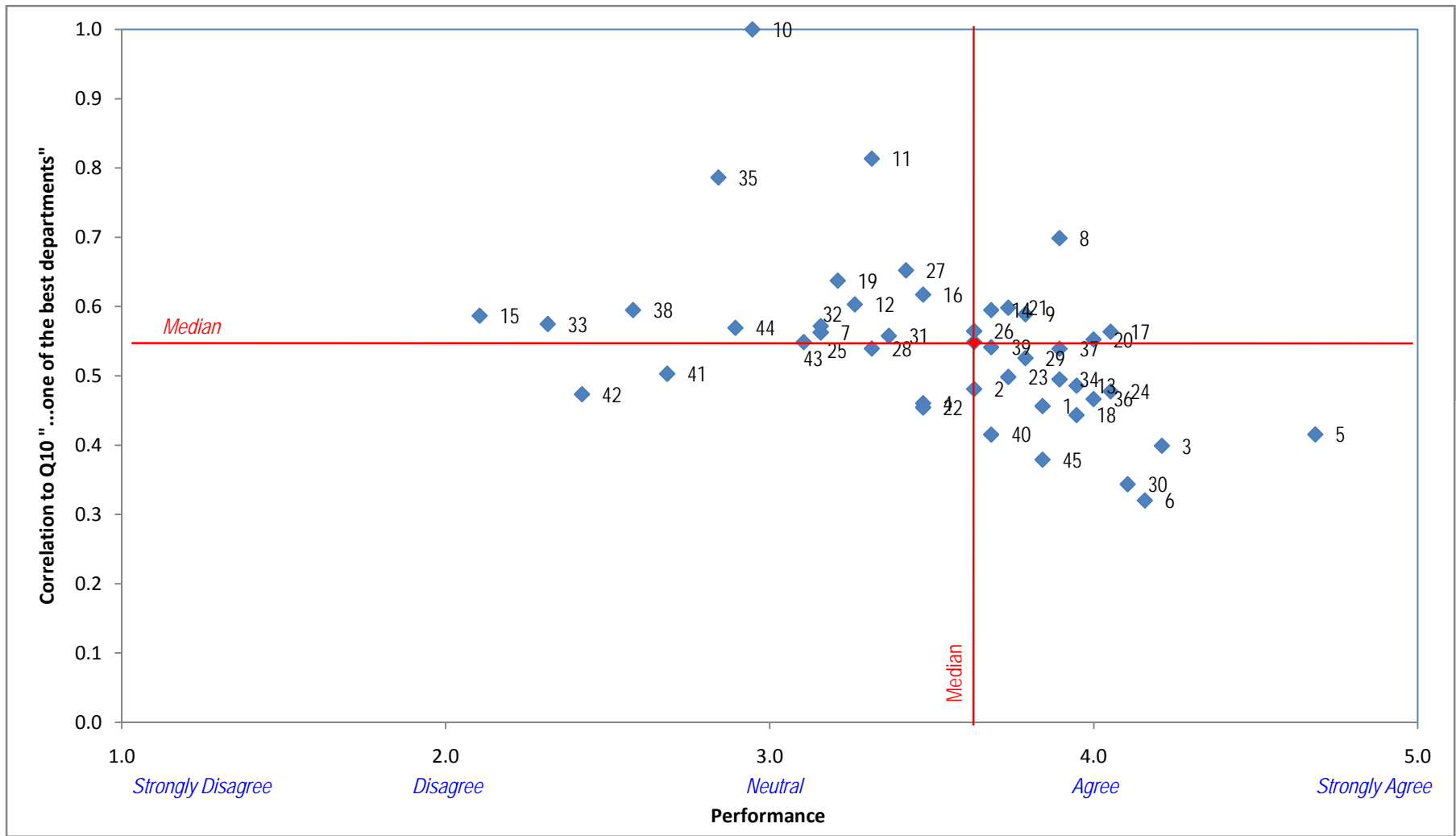
**2008 Climate Survey Results**  
**Fresno**  
**Campus Information Systems**

**Comparison of Performance and Importance (Correlation)**

Staff

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."



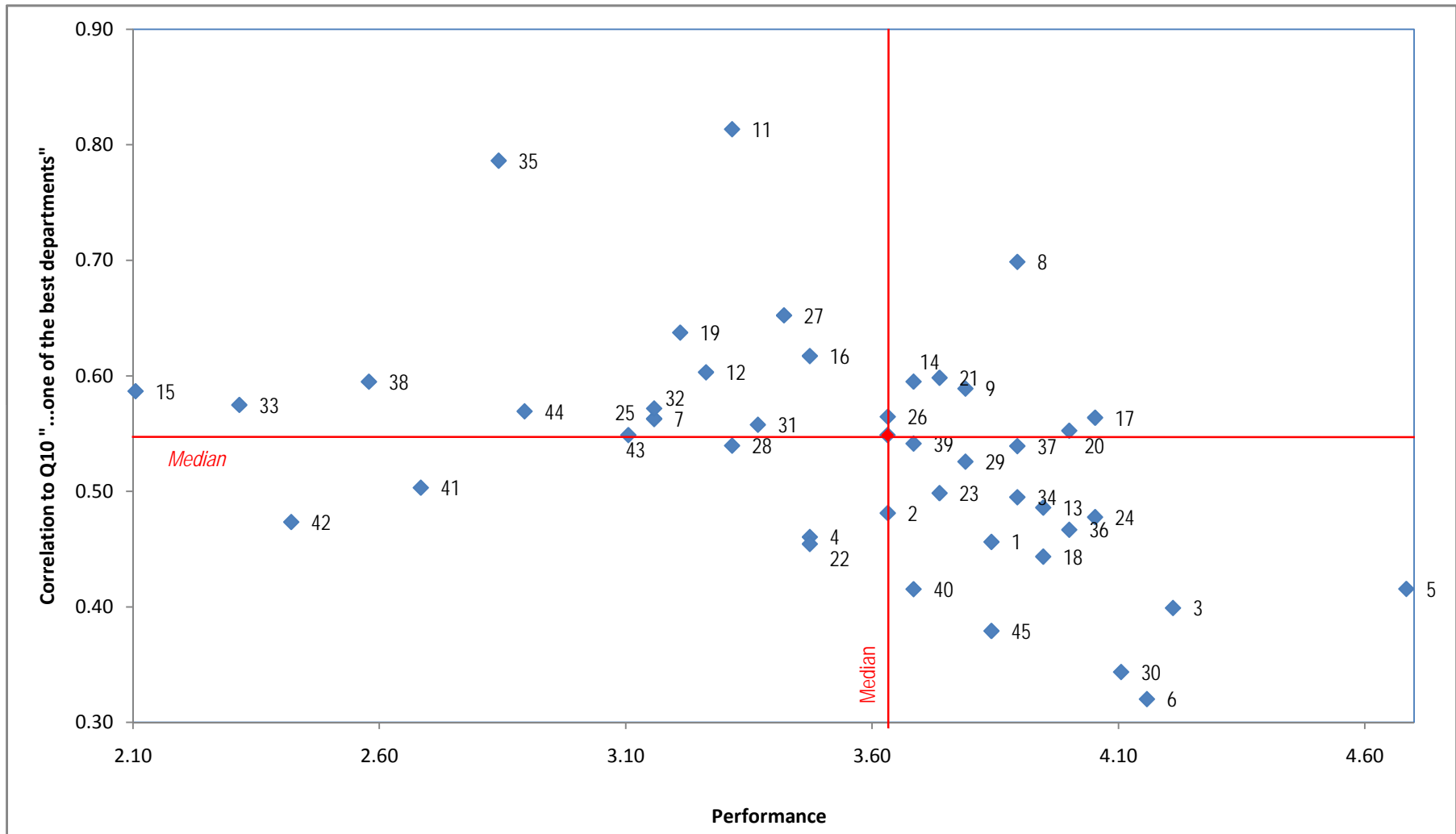
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**Fresno**  
**Campus Information Systems**

**Comparison of Performance and Importance (Correlation)**

Staff

Magnified scale

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



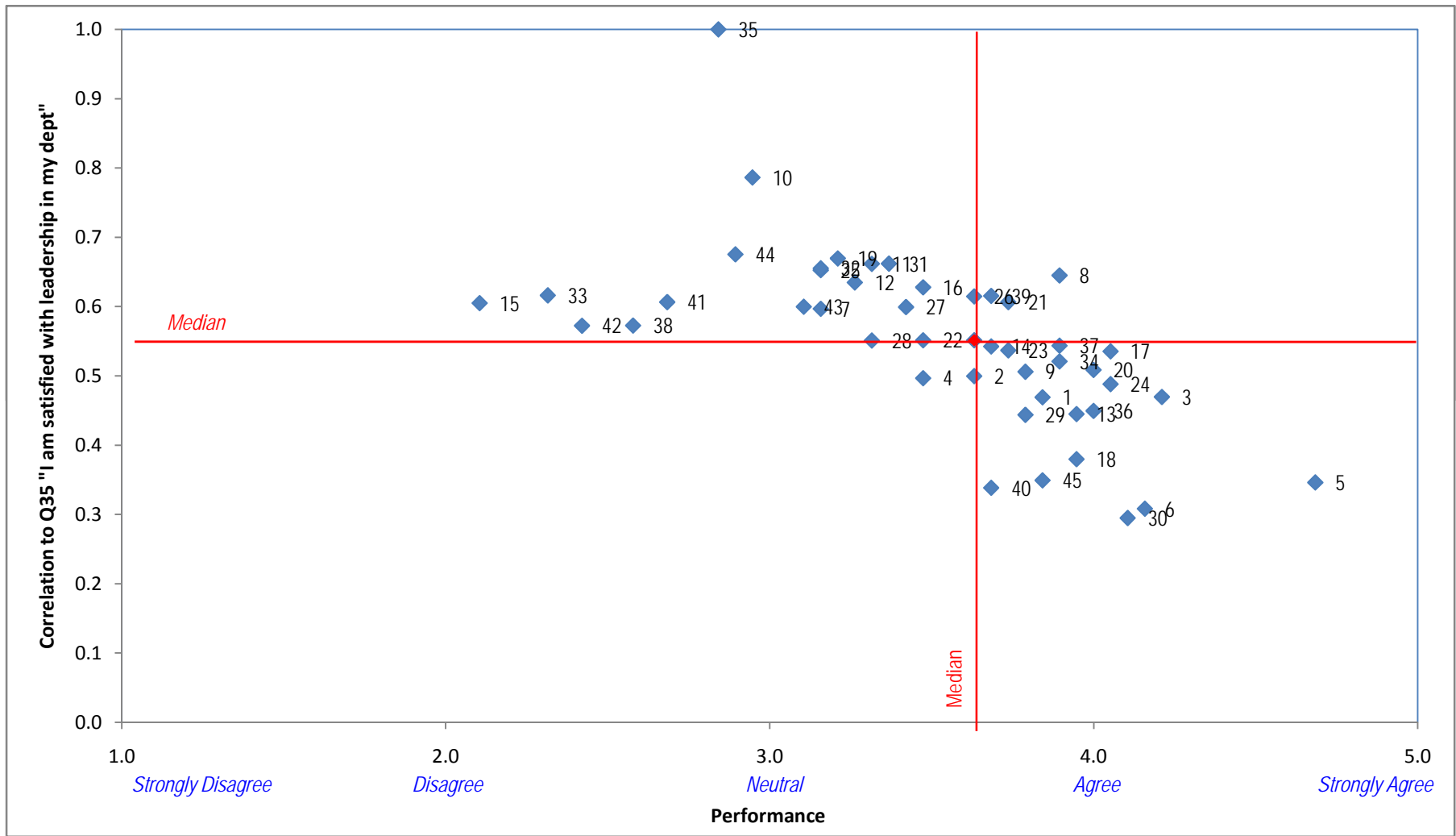
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**Comparison of Performance and Importance (Correlation)**

**Staff**

*Full Scale Shown (0 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**  
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**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."

