

Additional Analysis for
2008 Climate Survey Results
Fresno

Department or Grouping:

Financial Services

Prepared by

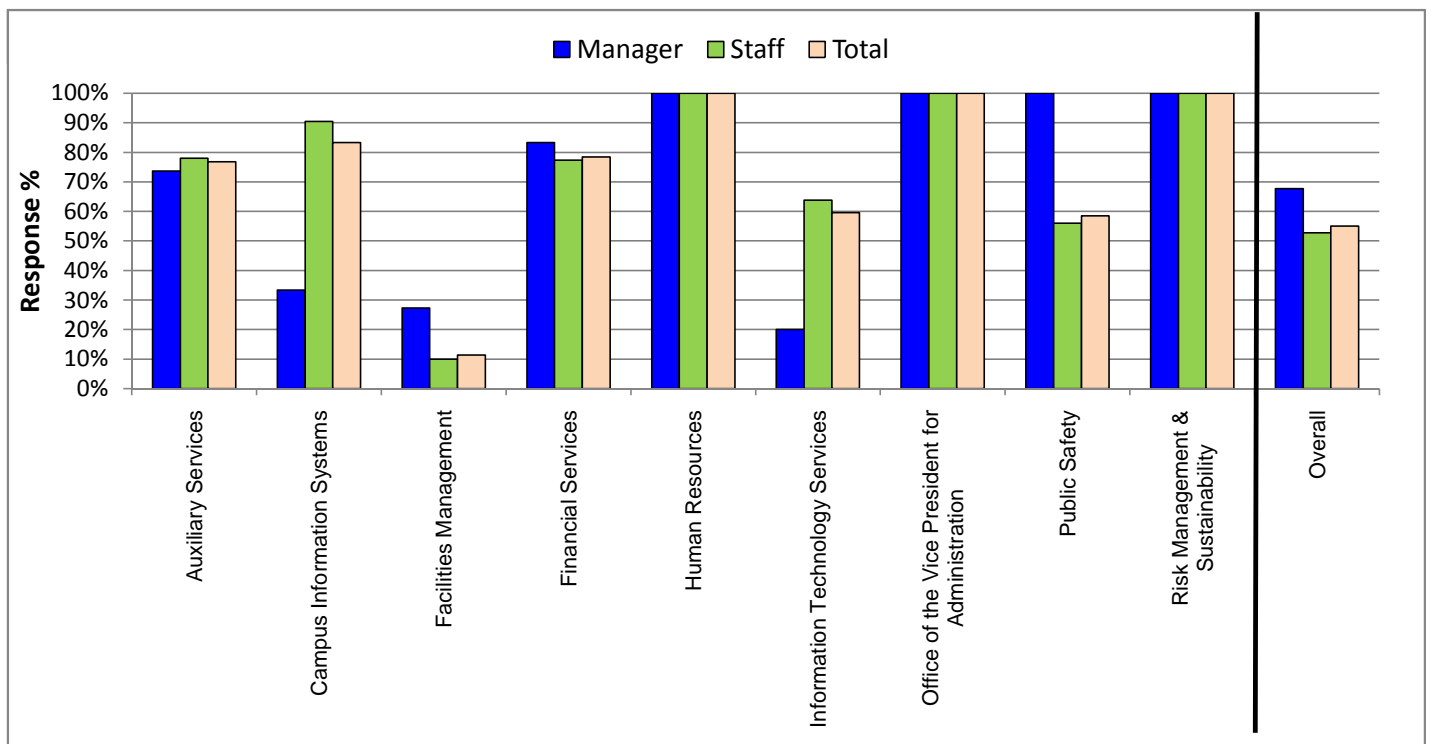
Ken DeVane
Business Solutions Services
Office of the Chancellor

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
Financial Services

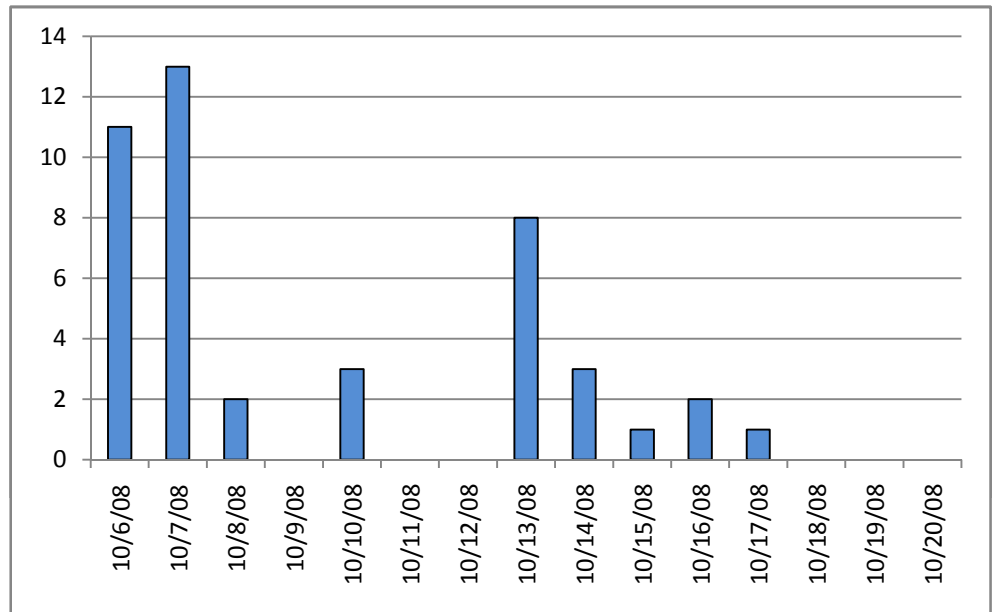
Total Number Responding for Group

51

Responses to Survey

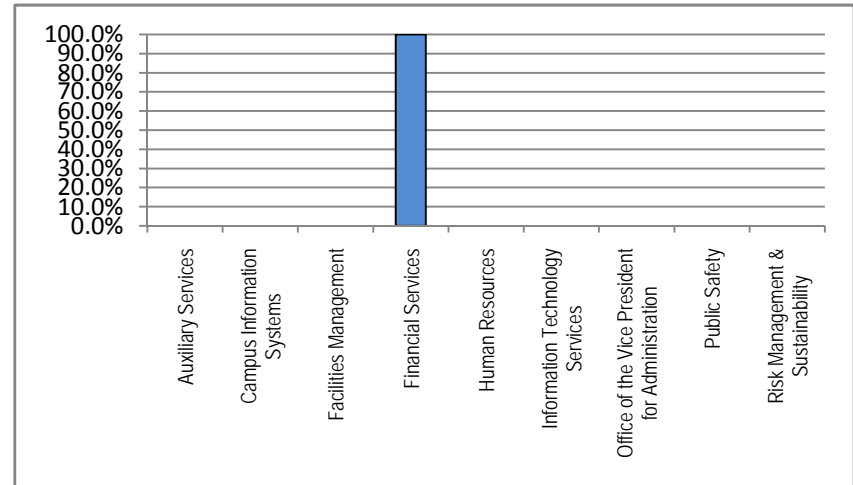
Date of Response	Count
10/6/08	11
10/7/08	13
10/8/08	2
10/9/08	0
10/10/08	3
10/11/08	0
10/13/08	8
10/14/08	3
10/15/08	1
10/16/08	2
10/17/08	1
10/20/08	0
Total	44

(Not including manually input responses from paper surveys)

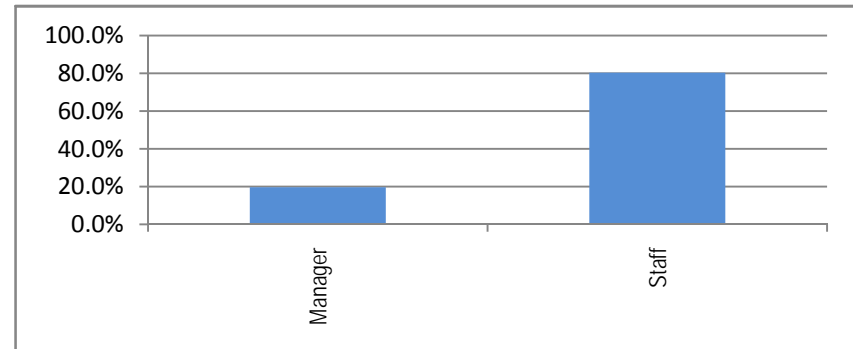


2008 Climate Survey Results
Fresno
Financial Services

49_Please select your department	Count	Percent
Auxiliary Services	0	0.0%
Campus Information Systems	0	0.0%
Facilities Management	0	0.0%
Financial Services	51	100.0%
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%
Grand Total	51	100.0%

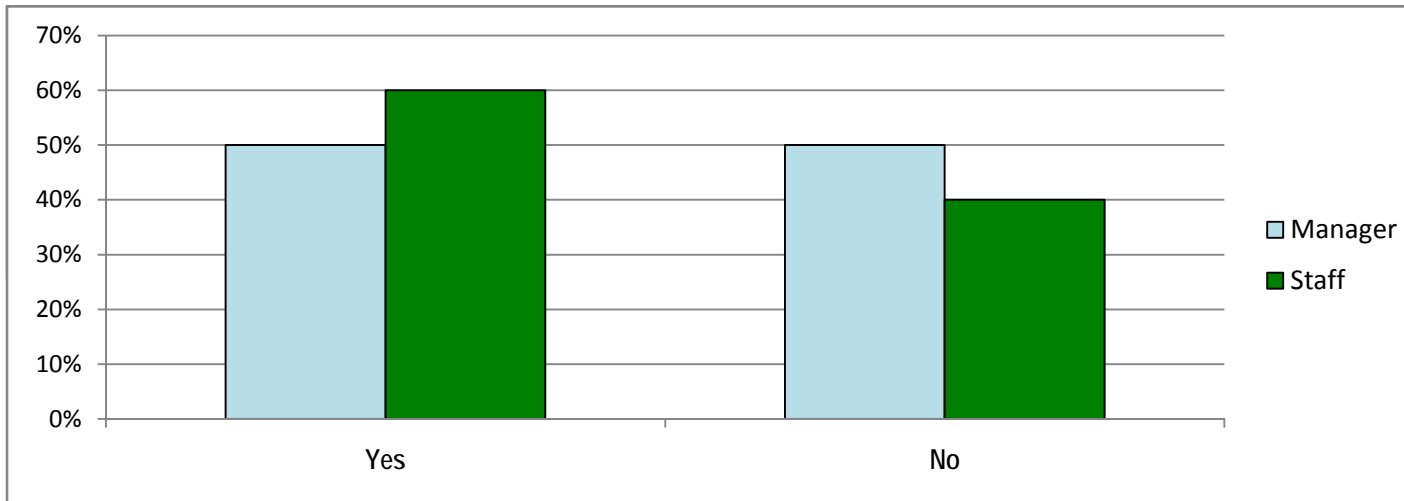


50_Please select whether you are MPP or staff	Count	Percent
Manager	10	19.6%
Staff	41	80.4%
Grand Total	51	100.0%



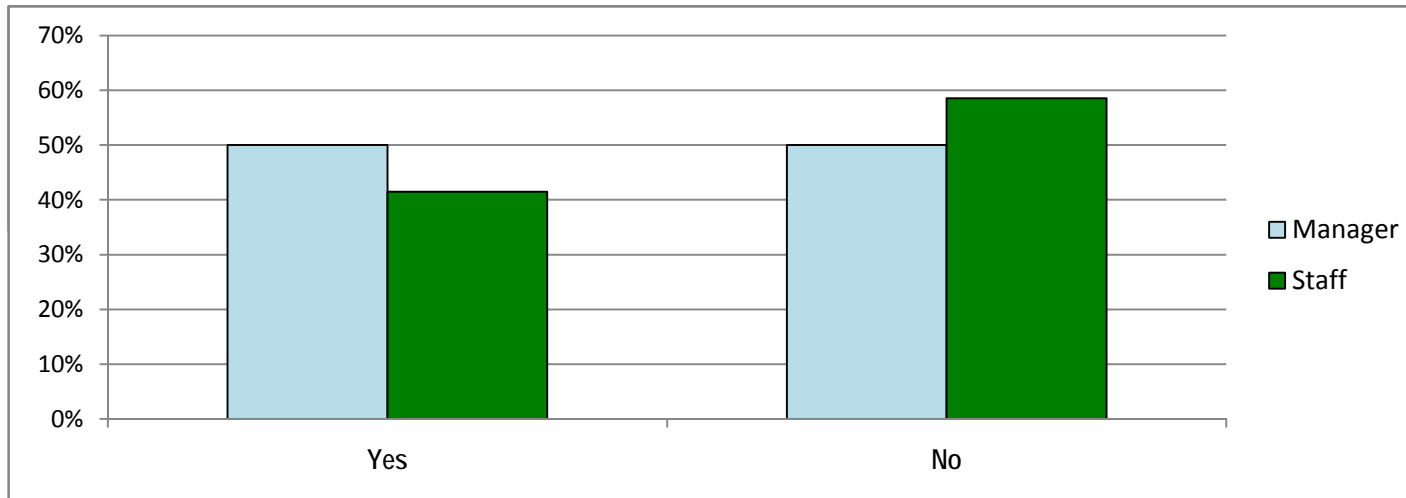
2008 Climate Survey Results
Fresno
Financial Services

46_Have you participated in any of our Wellness at Work programs?	Manager		Staff		Total	
	Count	Percent	Count	Percent	Count	Percent
Yes	5	50.0%	24	60.0%	29	58.0%
No	5	50.0%	16	40.0%	21	42.0%
Grand Total	10	100.0%	40	100.0%	50	100.0%



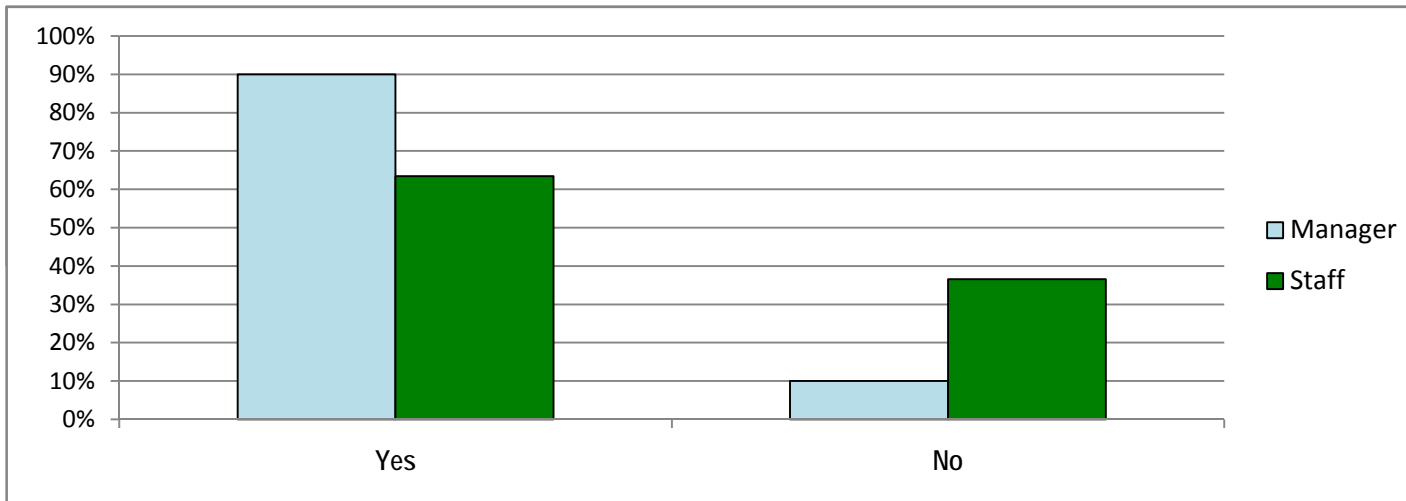
2008 Climate Survey Results
Fresno
Financial Services

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	5	50.0%	17	41.5%	22	43.1%
No	5	50.0%	24	58.5%	29	56.9%
Grand Total	10	100.0%	41	100.0%	51	100.0%



2008 Climate Survey Results
Fresno
Financial Services

48_I would be interested in working four 10-hour workdays during the summer	Manager		Staff		Total	
	Count	Percent	Count	Percent	Total	Percent
Yes	9	90.0%	26	63.4%	35	68.6%
No	1	10.0%	15	36.6%	16	31.4%
Grand Total	10	100.0%	41	100.0%	51	100.0%



2008 Climate Survey Results
Fresno
Financial Services

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

2008 Climate Survey Results
Fresno
Financial Services

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	1	5	23	22	51	4.29	0.338	0.317
2_I have guidelines to assist me in making decisions that affect my work		0	5	7	22	17	51	4.00	0.451	0.391
3_My direct supervisor is accessible to me		0	2	2	17	30	51	4.47	0.066	0.260
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	6	7	17	17	51	3.73	0.487	0.479
5_I take pride in my work		0	0	2	10	39	51	4.73	0.269	0.149
6_There is a direct connection between the work I do and the success of the university		1	0	6	19	25	51	4.31	0.114	0.227
7_I receive constructive feedback from my supervisor about the quality of my work		7	4	8	13	19	51	3.65	0.519	0.602
8_I would recommend Fresno State as a good place to work		1	1	8	13	28	51	4.29	0.548	0.447
9_I would recommend The California State University as a good place to work		0	0	11	12	28	51	4.33	0.532	0.261
10_My department is one of the best places to work		2	6	6	15	22	51	3.96	1.000	0.677
11_My division is one of the best places to work		1	4	9	18	19	51	3.98	0.689	0.520
12_I feel like my ideas and opinions are listened to by my supervisor		5	2	9	18	17	51	3.78	0.554	0.583
13_Employees in my work group respect each others' differences		2	6	8	21	14	51	3.76	0.528	0.315
14_My supervisor, or someone at work, seem to care about me as a person		3	5	7	15	21	51	3.90	0.538	0.521
15_I see career growth and advancement opportunities for myself at Fresno State		9	8	10	16	8	51	3.12	0.391	0.409
16_I am encouraged to be creative to resolve problems or accomplish assignments		3	5	5	15	23	51	3.98	0.441	0.438
17_My work group is receptive to my suggestions for improving our work		3	3	9	22	14	51	3.80	0.673	0.607
18_Employees in my work group resolve conflicts directly with each other		5	2	10	24	10	51	3.63	0.387	0.164
19_Teamwork is encouraged in my department		5	4	5	14	23	51	3.90	0.646	0.490
20_My opinions are valued in my work group		3	1	10	23	14	51	3.86	0.516	0.491

2008 Climate Survey Results
Fresno
Financial Services

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		3	6	4	25	13	51	3.76	0.660	0.515
22_There is cooperation between departments in the division		1	4	14	27	5	51	3.61	0.521	0.476
23_I have access to sufficient information to do my job well		2	1	7	25	16	51	4.02	0.322	0.226
24_The tools, resources and equipment (including computer equipment I need to get my work done are readily available		1	2	4	25	19	51	4.16	0.371	0.244
25_My department has provided me with opportunities to broaden my skills and knowledge		5	3	13	18	12	51	3.57	0.493	0.563
26_I am empowered to make decisions that help me provide better		3	5	8	23	12	51	3.71	0.611	0.578
27_Employees in my immediate work unit are highly motivated to contribute to the success of the university		1	3	14	16	17	51	3.88	0.564	0.385
28_Meetings are well planned and executed at Fresno State		1	7	17	18	8	51	3.49	0.462	0.465
29_Employees in my immediate work unit consistently look for more efficient and effective ways of getting the job done		2	1	9	23	16	51	3.98	0.401	0.190
30_I handle the resources of the university as if they were my own		0	0	5	19	27	51	4.43	0.223	0.202
31_I generally feel informed about changes that affect me		5	10	6	17	13	51	3.45	0.596	0.718
32_An explanation is provided to me for short deadlines		2	7	13	17	12	51	3.59	0.457	0.471
33_My supervisor fairly evaluates my performance		0	9	9	13	20	51	3.86	0.355	0.493
34_I trust the employees in my work group		1	5	8	25	12	51	3.82	0.411	0.461
35_I am satisfied with the leadership in my department		3	9	10	14	15	51	3.57	0.677	1.000
36_My work contributes to the division's mission and vision		0	1	7	23	20	51	4.22	0.434	0.459
37_The mission and vision of the division make me feel that my job is important		1	3	7	23	17	51	4.02	0.464	0.445
38_I have someone at work who encourages my professional development		5	6	9	17	14	51	3.57	0.463	0.503
39_The Division clearly communicates its goals and strategies to me		2	4	14	22	9	51	3.63	0.461	0.524
40_Employees in my immediate work unit consistently put in extra effort beyond what is expected		0	5	7	20	19	51	4.04	0.496	0.297

2008 Climate Survey Results
Fresno
Financial Services



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	6	5	8	13	19	51	3.67	0.396	0.574	
42_My direct supervisor involves me in determining performance goals	6	3	12	18	12	51	3.53	0.378	0.517	
43_Disagreements among employees in my work group are managed effectively	2	5	7	25	12	51	3.78	0.462	0.416	
44_I receive recognition for my good work	7	4	13	13	14	51	3.45	0.589	0.722	
45_I feel my safety on campus is a priority	0	1	10	15	25	51	4.25	0.230	0.238	

2008 Climate Survey Results
Fresno
Financial Services

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%	2.0%	9.8%	45.1%	43.1%	100.0%	2.0%	88.2%
2_I have guidelines to assist me in making decisions that affect my work	0.0%	9.8%	13.7%	43.1%	33.3%	100.0%	9.8%	76.5%
3_My direct supervisor is accessible to me	0.0%	3.9%	3.9%	33.3%	58.8%	100.0%	3.9%	92.2%
4_In my work unit, we routinely talk about the quality of our work and the needs of those who we do business with	7.8%	11.8%	13.7%	33.3%	33.3%	100.0%	19.6%	66.7%
5_I take pride in my work	0.0%	0.0%	3.9%	19.6%	76.5%	100.0%	0.0%	96.1%
6_There is a direct connection between the work I do and the success of the university	2.0%	0.0%	11.8%	37.3%	49.0%	100.0%	2.0%	86.3%
7_I receive constructive feedback from my supervisor about the quality of my work	13.7%	7.8%	15.7%	25.5%	37.3%	100.0%	21.6%	62.7%
8_I would recommend Fresno State as a good place to work	2.0%	2.0%	15.7%	25.5%	54.9%	100.0%	3.9%	80.4%
9_I would recommend The California State University as a good place to work	0.0%	0.0%	21.6%	23.5%	54.9%	100.0%	0.0%	78.4%
10_My department is one of the best places to work	3.9%	11.8%	11.8%	29.4%	43.1%	100.0%	15.7%	72.5%
11_My division is one of the best places to work	2.0%	7.8%	17.6%	35.3%	37.3%	100.0%	9.8%	72.5%
12_I feel like my ideas and opinions are listened to by my supervisor	9.8%	3.9%	17.6%	35.3%	33.3%	100.0%	13.7%	68.6%
13_Employees in my work group respect each others' differences	3.9%	11.8%	15.7%	41.2%	27.5%	100.0%	15.7%	68.6%
14_My supervisor, or someone at work, seem to care about me as a person	5.9%	9.8%	13.7%	29.4%	41.2%	100.0%	15.7%	70.6%
15_I see career growth and advancement opportunities for myself at Fresno State	17.6%	15.7%	19.6%	31.4%	15.7%	100.0%	33.3%	47.1%
16_I am encouraged to be creative to resolve problems or accomplish assignments	5.9%	9.8%	9.8%	29.4%	45.1%	100.0%	15.7%	74.5%
17_My work group is receptive to my suggestions for improving our work	5.9%	5.9%	17.6%	43.1%	27.5%	100.0%	11.8%	70.6%
18_Employees in my work group resolve conflicts directly with each other	9.8%	3.9%	19.6%	47.1%	19.6%	100.0%	13.7%	66.7%
19_Teamwork is encouraged in my department	9.8%	7.8%	9.8%	27.5%	45.1%	100.0%	17.6%	72.5%
20_My opinions are valued in my work group	5.9%	2.0%	19.6%	45.1%	27.5%	100.0%	7.8%	72.5%

2008 Climate Survey Results
Fresno
Financial Services

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	5.9%	11.8%	7.8%	49.0%	25.5%	100.0%	17.6%	74.5%
22_There is cooperation between departments in the division	2.0%	7.8%	27.5%	52.9%	9.8%	100.0%	9.8%	62.7%
23_I have access to sufficient information to do my job well	3.9%	2.0%	13.7%	49.0%	31.4%	100.0%	5.9%	80.4%
24_The tools, resources and equipment (including computer equipment I need to get my work done are readily available	2.0%	3.9%	7.8%	49.0%	37.3%	100.0%	5.9%	86.3%
25_My department has provided me with opportunities to broaden my skills and knowledge	9.8%	5.9%	25.5%	35.3%	23.5%	100.0%	15.7%	58.8%
26_I am empowered to make decisions that help me provide better	5.9%	9.8%	15.7%	45.1%	23.5%	100.0%	15.7%	68.6%
27_Employees in my immediate work unit are highly motivated to contribute to the success of the university	2.0%	5.9%	27.5%	31.4%	33.3%	100.0%	7.8%	64.7%
28_Meetings are well planned and executed at Fresno State	2.0%	13.7%	33.3%	35.3%	15.7%	100.0%	15.7%	51.0%
29_Employees in my immediate work unit consistently look for more efficient and effective ways of getting the job done	3.9%	2.0%	17.6%	45.1%	31.4%	100.0%	5.9%	76.5%
30_I handle the resources of the university as if they were my own	0.0%	0.0%	9.8%	37.3%	52.9%	100.0%	0.0%	90.2%
31_I generally feel informed about changes that affect me	9.8%	19.6%	11.8%	33.3%	25.5%	100.0%	29.4%	58.8%
32_An explanation is provided to me for short deadlines	3.9%	13.7%	25.5%	33.3%	23.5%	100.0%	17.6%	56.9%
33_My supervisor fairly evaluates my performance	0.0%	17.6%	17.6%	25.5%	39.2%	100.0%	17.6%	64.7%
34_I trust the employees in my work group	2.0%	9.8%	15.7%	49.0%	23.5%	100.0%	11.8%	72.5%
35_I am satisfied with the leadership in my department	5.9%	17.6%	19.6%	27.5%	29.4%	100.0%	23.5%	56.9%
36_My work contributes to the division's mission and vision	0.0%	2.0%	13.7%	45.1%	39.2%	100.0%	2.0%	84.3%
37_The mission and vision of the division make me feel that my job is important	2.0%	5.9%	13.7%	45.1%	33.3%	100.0%	7.8%	78.4%
38_I have someone at work who encourages my professional development	9.8%	11.8%	17.6%	33.3%	27.5%	100.0%	21.6%	60.8%
39_The Division clearly communicates its goals and strategies to me	3.9%	7.8%	27.5%	43.1%	17.6%	100.0%	11.8%	60.8%
40_Employees in my immediate work unit consistently put in extra effort beyond what is expected	0.0%	9.8%	13.7%	39.2%	37.3%	100.0%	9.8%	76.5%

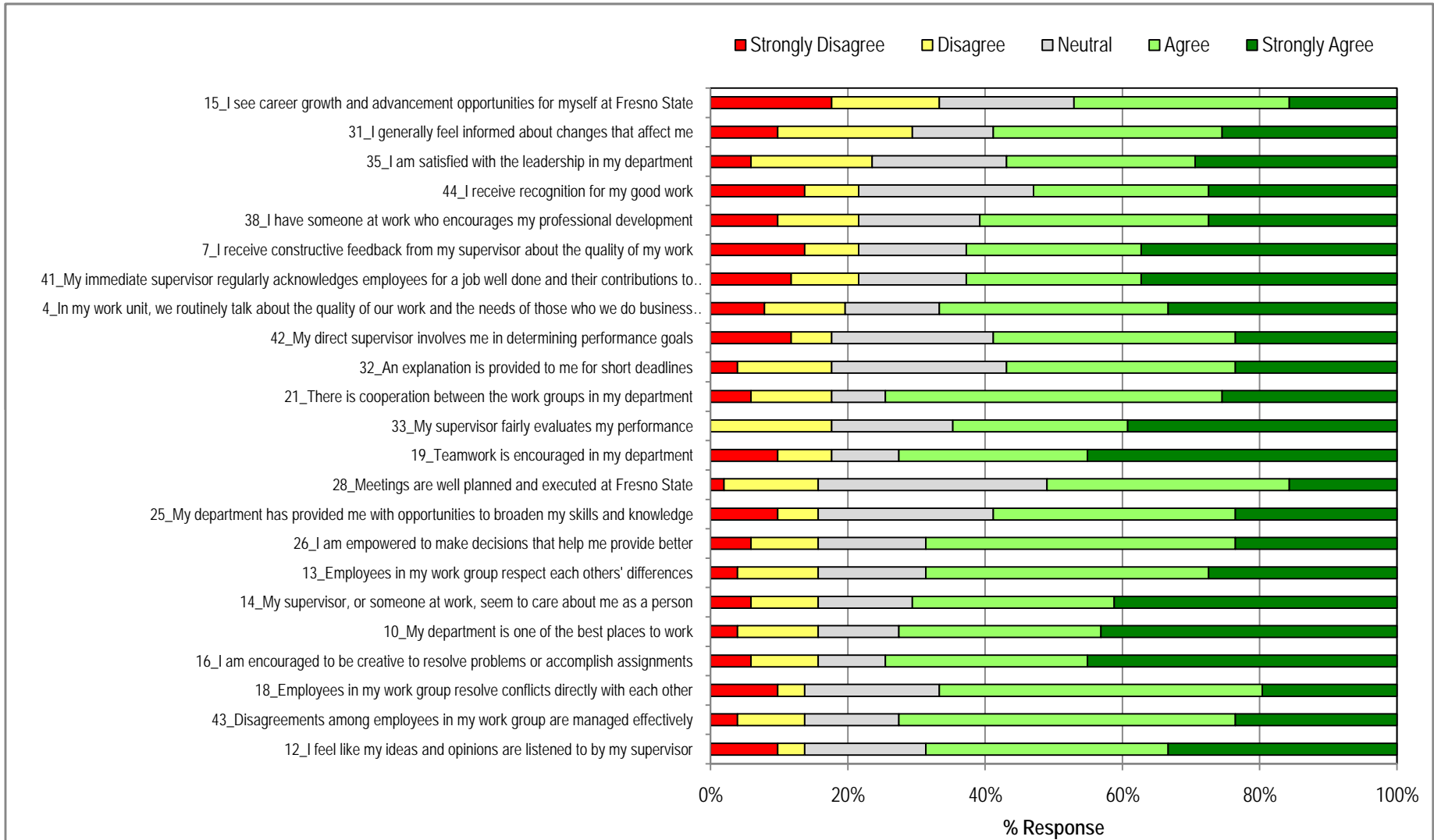
2008 Climate Survey Results
Fresno
Financial Services

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	11.8%	9.8%	15.7%	25.5%	37.3%	100.0%	21.6%	62.7%
42_My direct supervisor involves me in determining performance goals	11.8%	5.9%	23.5%	35.3%	23.5%	100.0%	17.6%	58.8%
43_Disagreements among employees in my work group are managed effectively	3.9%	9.8%	13.7%	49.0%	23.5%	100.0%	13.7%	72.5%
44_I receive recognition for my good work	13.7%	7.8%	25.5%	25.5%	27.5%	100.0%	21.6%	52.9%
45_I feel my safety on campus is a priority	0.0%	2.0%	19.6%	29.4%	49.0%	100.0%	2.0%	78.4%

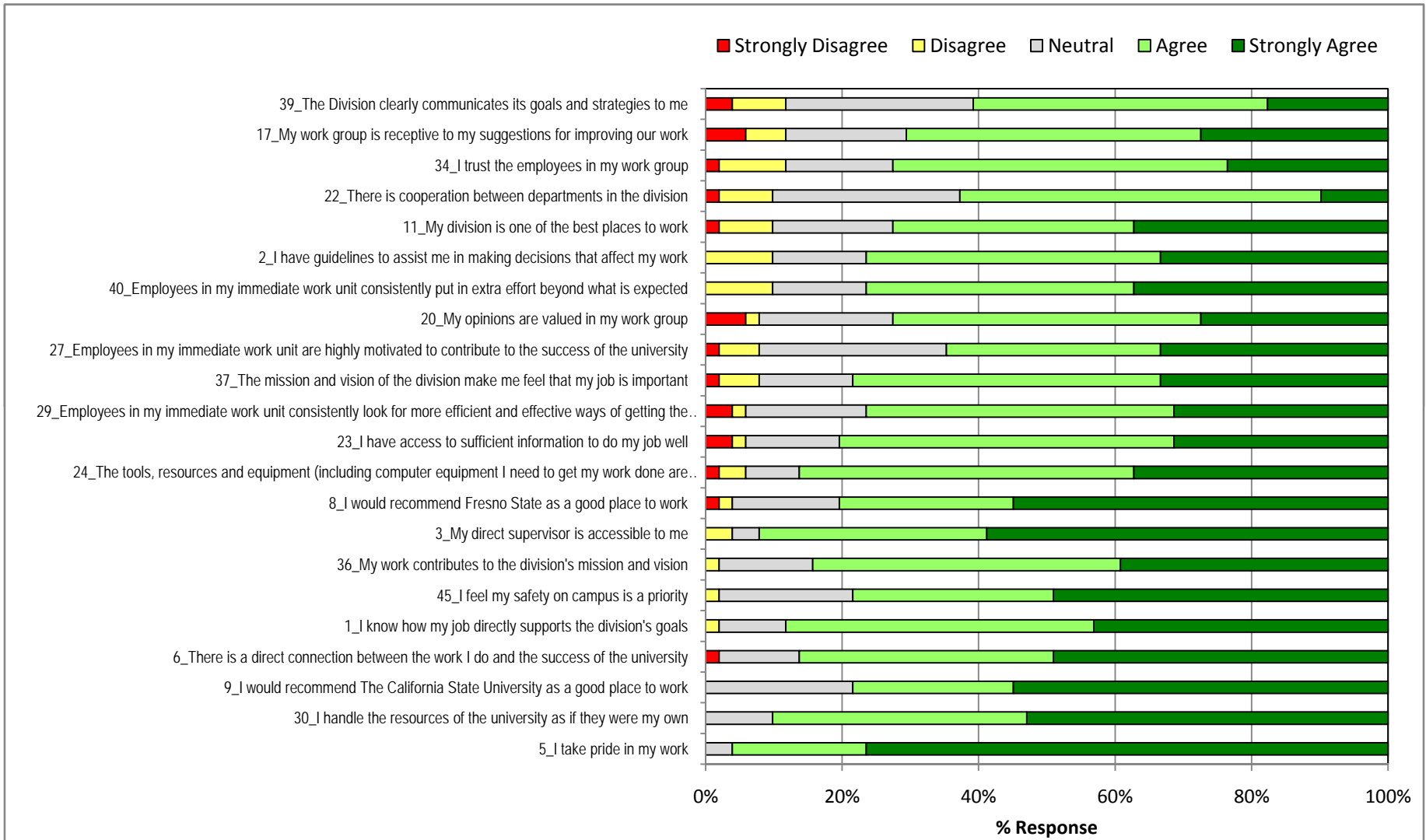
2008 Climate Survey Results
Fresno
Financial Services

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



2008 Climate Survey Results
Fresno
Financial Services

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



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

2008 Climate Survey Results
Fresno
Financial Services

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	5	20	15	41	4.20	0.463	0.378
2_I have guidelines to assist me in making decisions that affect my work		0	4	4	17	16	41	4.10	0.389	0.433
3_My direct supervisor is accessible to me		0	2	1	12	26	41	4.51	0.105	0.247
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	4	14	16	41	3.85	0.488	0.496
5_I take pride in my work		0	0	2	6	33	41	4.76	0.418	0.215
6_There is a direct connection between the work I do and the success of the university		1	0	6	14	20	41	4.27	0.205	0.277
7_I receive constructive feedback from my supervisor about the quality of my work		6	1	4	13	17	41	3.83	0.527	0.568
8_I would recommend Fresno State as a good place to work		1	1	6	8	25	41	4.34	0.557	0.535
9_I would recommend The California State University as a good place to work		0	0	8	9	24	41	4.39	0.585	0.385
10_My department is one of the best places to work		2	5	3	12	19	41	4.00	1.000	0.759
11_My division is one of the best places to work		1	4	7	14	15	41	3.93	0.755	0.635
12_I feel like my ideas and opinions are listened to by my supervisor		5	0	7	14	15	41	3.83	0.621	0.541
13_Employees in my work group respect each others' differences		2	3	7	16	13	41	3.85	0.460	0.295
14_My supervisor, or someone at work, seem to care about me as a person		3	3	3	14	18	41	4.00	0.617	0.468
15_I see career growth and advancement opportunities for myself at Fresno State		7	5	10	13	6	41	3.15	0.497	0.368
16_I am encouraged to be creative to resolve problems or accomplish assignments		3	3	4	14	17	41	3.95	0.467	0.391
17_My work group is receptive to my suggestions for improving our work		3	3	7	16	12	41	3.76	0.745	0.601
18_Employees in my work group resolve conflicts directly with each other		3	0	9	20	9	41	3.78	0.295	0.177
19_Teamwork is encouraged in my department		3	3	5	8	22	41	4.05	0.620	0.552
20_My opinions are valued in my work group		3	1	8	17	12	41	3.83	0.567	0.462

2008 Climate Survey Results
Fresno
Financial Services

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	3	3	4	19	12	41	3.83	0.634	0.547	
22_There is cooperation between departments in the division	0	4	11	23	3	41	3.61	0.556	0.651	
23_I have access to sufficient information to do my job well	1	0	7	20	13	41	4.07	0.241	0.355	
24_The tools, resources and equipment (including computer equipment I need to get my work done are readily available	0	1	4	20	16	41	4.24	0.306	0.408	
25_My department has provided me with opportunities to broaden my skills and knowledge	4	3	9	15	10	41	3.59	0.534	0.613	
26_I am empowered to make decisions that help me provide better	3	3	7	19	9	41	3.68	0.633	0.642	
27_Employees in my immediate work unit are highly motivated to contribute to the success of the university	1	1	12	14	13	41	3.90	0.610	0.517	
28_Meetings are well planned and executed at Fresno State	1	2	15	15	8	41	3.66	0.544	0.489	
29_Employees in my immediate work unit consistently look for more efficient and effective ways of getting the job done	2	1	6	20	12	41	3.95	0.511	0.320	
30_I handle the resources of the university as if they were my own	0	0	5	14	22	41	4.41	0.318	0.169	
31_I generally feel informed about changes that affect me	5	7	6	13	10	41	3.39	0.676	0.708	
32_An explanation is provided to me for short deadlines	2	4	10	16	9	41	3.63	0.581	0.468	
33_My supervisor fairly evaluates my performance	0	5	7	12	17	41	4.00	0.467	0.471	
34_I trust the employees in my work group	1	4	6	21	9	41	3.80	0.396	0.457	
35_I am satisfied with the leadership in my department	3	6	8	12	12	41	3.59	0.759	1.000	
36_My work contributes to the division's mission and vision	0	1	7	17	16	41	4.17	0.559	0.515	
37_The mission and vision of the division make me feel that my job is important	1	3	6	17	14	41	3.98	0.545	0.480	
38_I have someone at work who encourages my professional development	5	3	6	14	13	41	3.66	0.474	0.507	
39_The Division clearly communicates its goals and strategies to me	2	3	11	18	7	41	3.61	0.539	0.568	
40_Employees in my immediate work unit consistently put in extra effort beyond what is expected	0	5	6	14	16	41	4.00	0.538	0.386	

2008 Climate Survey Results
Fresno
Financial Services

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		4	2	6	12	17	41	3.88	0.428	0.505
42_My direct supervisor involves me in determining performance goals		5	1	7	18	10	41	3.66	0.346	0.467
43_Disagreements among employees in my work group are managed effectively		2	2	5	21	11	41	3.90	0.380	0.414
44_I receive recognition for my good work		6	3	8	11	13	41	3.54	0.628	0.723
45_I feel my safety on campus is a priority		0	1	9	13	18	41	4.17	0.355	0.250

2008 Climate Survey Results
Fresno
Financial Services

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%	2.4%	12.2%	48.8%	36.6%	100.0%	2.4%	85.4%
2_I have guidelines to assist me in making decisions that affect my work	0.0%	9.8%	9.8%	41.5%	39.0%	100.0%	9.8%	80.5%
3_My direct supervisor is accessible to me	0.0%	4.9%	2.4%	29.3%	63.4%	100.0%	4.9%	92.7%
4_In my work unit, we routinely talk about the quality of our work and the needs of those who we do business with	9.8%	7.3%	9.8%	34.1%	39.0%	100.0%	17.1%	73.2%
5_I take pride in my work	0.0%	0.0%	4.9%	14.6%	80.5%	100.0%	0.0%	95.1%
6_There is a direct connection between the work I do and the success of the university	2.4%	0.0%	14.6%	34.1%	48.8%	100.0%	2.4%	82.9%
7_I receive constructive feedback from my supervisor about the quality of my work	14.6%	2.4%	9.8%	31.7%	41.5%	100.0%	17.1%	73.2%
8_I would recommend Fresno State as a good place to work	2.4%	2.4%	14.6%	19.5%	61.0%	100.0%	4.9%	80.5%
9_I would recommend The California State University as a good place to work	0.0%	0.0%	19.5%	22.0%	58.5%	100.0%	0.0%	80.5%
10_My department is one of the best places to work	4.9%	12.2%	7.3%	29.3%	46.3%	100.0%	17.1%	75.6%
11_My division is one of the best places to work	2.4%	9.8%	17.1%	34.1%	36.6%	100.0%	12.2%	70.7%
12_I feel like my ideas and opinions are listened to by my supervisor	12.2%	0.0%	17.1%	34.1%	36.6%	100.0%	12.2%	70.7%
13_Employees in my work group respect each others' differences	4.9%	7.3%	17.1%	39.0%	31.7%	100.0%	12.2%	70.7%
14_My supervisor, or someone at work, seem to care about me as a person	7.3%	7.3%	7.3%	34.1%	43.9%	100.0%	14.6%	78.0%
15_I see career growth and advancement opportunities for myself at Fresno State	17.1%	12.2%	24.4%	31.7%	14.6%	100.0%	29.3%	46.3%
16_I am encouraged to be creative to resolve problems or accomplish assignments	7.3%	7.3%	9.8%	34.1%	41.5%	100.0%	14.6%	75.6%
17_My work group is receptive to my suggestions for improving our work	7.3%	7.3%	17.1%	39.0%	29.3%	100.0%	14.6%	68.3%
18_Employees in my work group resolve conflicts directly with each other	7.3%	0.0%	22.0%	48.8%	22.0%	100.0%	7.3%	70.7%
19_Teamwork is encouraged in my department	7.3%	7.3%	12.2%	19.5%	53.7%	100.0%	14.6%	73.2%
20_My opinions are valued in my work group	7.3%	2.4%	19.5%	41.5%	29.3%	100.0%	9.8%	70.7%

2008 Climate Survey Results
Fresno
Financial Services

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	7.3%	7.3%	9.8%	46.3%	29.3%	100.0%	14.6%	75.6%
22_There is cooperation between departments in the division	0.0%	9.8%	26.8%	56.1%	7.3%	100.0%	9.8%	63.4%
23_I have access to sufficient information to do my job well	2.4%	0.0%	17.1%	48.8%	31.7%	100.0%	2.4%	80.5%
24_The tools, resources and equipment (including computer equipment I need to get my work done are readily available	0.0%	2.4%	9.8%	48.8%	39.0%	100.0%	2.4%	87.8%
25_My department has provided me with opportunities to broaden my skills and knowledge	9.8%	7.3%	22.0%	36.6%	24.4%	100.0%	17.1%	61.0%
26_I am empowered to make decisions that help me provide better	7.3%	7.3%	17.1%	46.3%	22.0%	100.0%	14.6%	68.3%
27_Employees in my immediate work unit are highly motivated to contribute to the success of the university	2.4%	2.4%	29.3%	34.1%	31.7%	100.0%	4.9%	65.9%
28_Meetings are well planned and executed at Fresno State	2.4%	4.9%	36.6%	36.6%	19.5%	100.0%	7.3%	56.1%
29_Employees in my immediate work unit consistently look for more efficient and effective ways of getting the job done	4.9%	2.4%	14.6%	48.8%	29.3%	100.0%	7.3%	78.0%
30_I handle the resources of the university as if they were my own	0.0%	0.0%	12.2%	34.1%	53.7%	100.0%	0.0%	87.8%
31_I generally feel informed about changes that affect me	12.2%	17.1%	14.6%	31.7%	24.4%	100.0%	29.3%	56.1%
32_An explanation is provided to me for short deadlines	4.9%	9.8%	24.4%	39.0%	22.0%	100.0%	14.6%	61.0%
33_My supervisor fairly evaluates my performance	0.0%	12.2%	17.1%	29.3%	41.5%	100.0%	12.2%	70.7%
34_I trust the employees in my work group	2.4%	9.8%	14.6%	51.2%	22.0%	100.0%	12.2%	73.2%
35_I am satisfied with the leadership in my department	7.3%	14.6%	19.5%	29.3%	29.3%	100.0%	22.0%	58.5%
36_My work contributes to the division's mission and vision	0.0%	2.4%	17.1%	41.5%	39.0%	100.0%	2.4%	80.5%
37_The mission and vision of the division make me feel that my job is important	2.4%	7.3%	14.6%	41.5%	34.1%	100.0%	9.8%	75.6%
38_I have someone at work who encourages my professional development	12.2%	7.3%	14.6%	34.1%	31.7%	100.0%	19.5%	65.9%
39_The Division clearly communicates its goals and strategies to me	4.9%	7.3%	26.8%	43.9%	17.1%	100.0%	12.2%	61.0%
40_Employees in my immediate work unit consistently put in extra effort beyond what is expected	0.0%	12.2%	14.6%	34.1%	39.0%	100.0%	12.2%	73.2%

2008 Climate Survey Results
Fresno
Financial Services

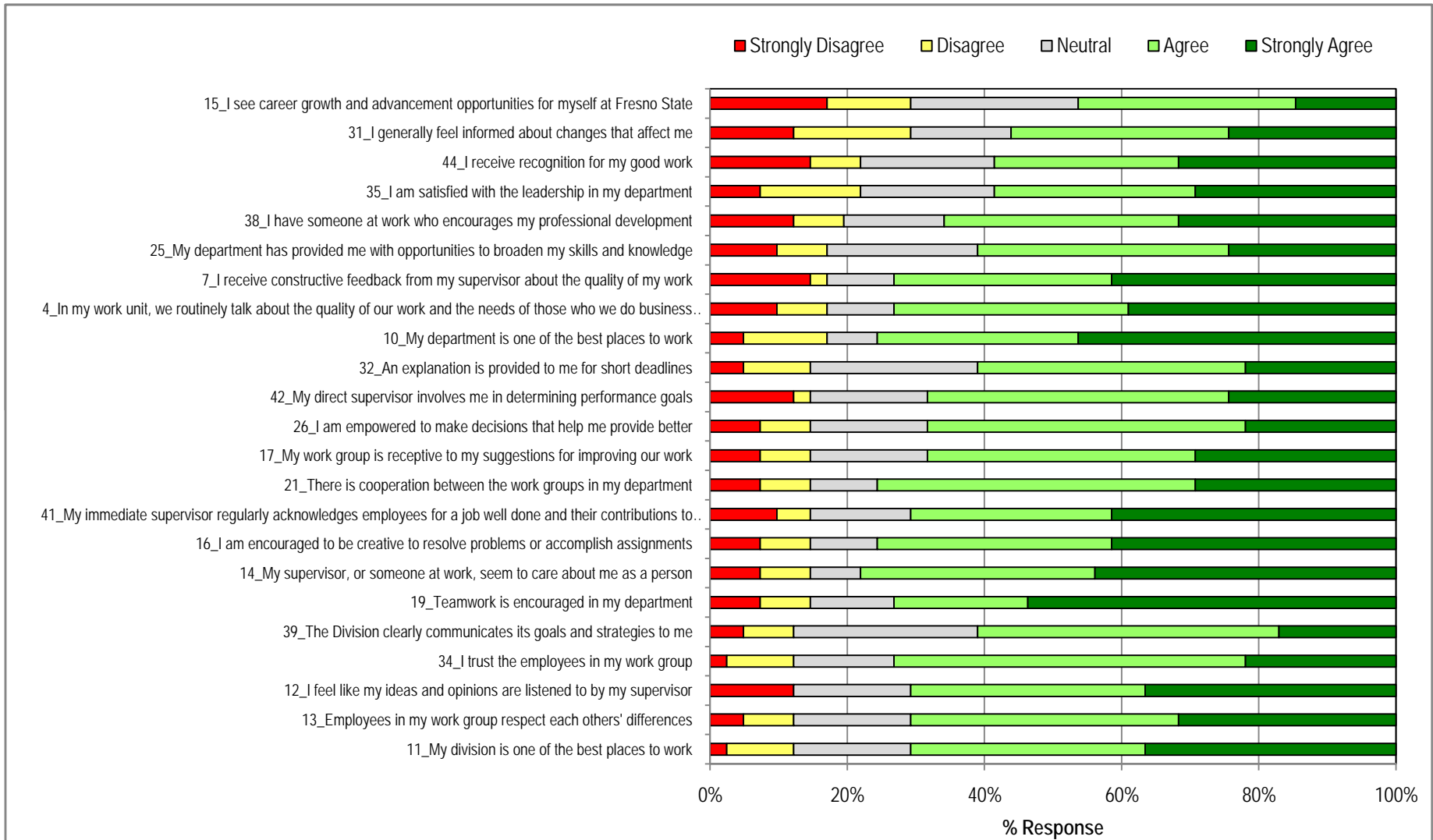
Agreement: % of Responses, continued

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	9.8%	4.9%	14.6%	29.3%	41.5%	100.0%	14.6%	70.7%
42_My direct supervisor involves me in determining performance goals	12.2%	2.4%	17.1%	43.9%	24.4%	100.0%	14.6%	68.3%
43_Disagreements among employees in my work group are managed effectively	4.9%	4.9%	12.2%	51.2%	26.8%	100.0%	9.8%	78.0%
44_I receive recognition for my good work	14.6%	7.3%	19.5%	26.8%	31.7%	100.0%	22.0%	58.5%
45_I feel my safety on campus is a priority	0.0%	2.4%	22.0%	31.7%	43.9%	100.0%	2.4%	75.6%

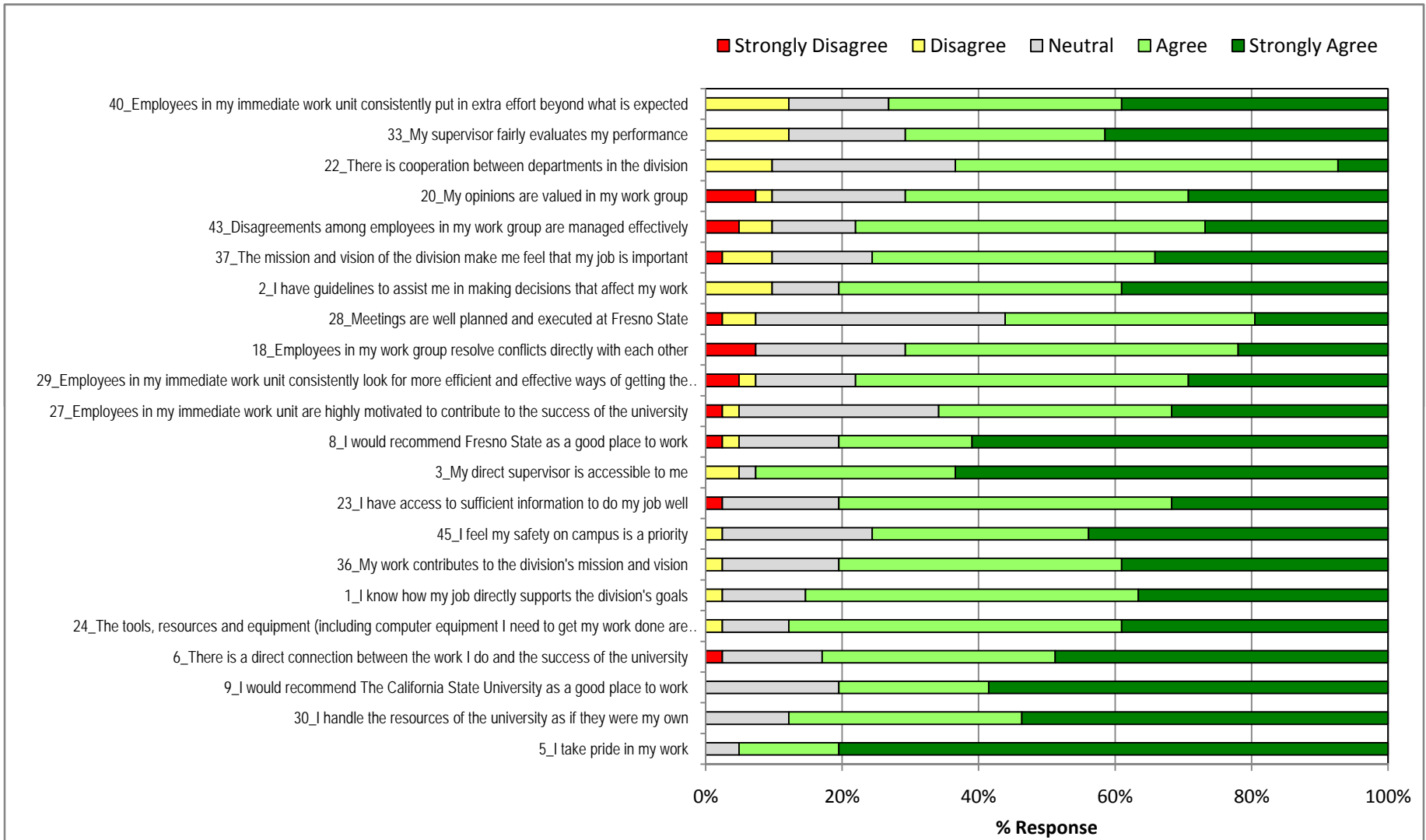
2008 Climate Survey Results
Fresno
Financial Services

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



2008 Climate Survey Results
Fresno
Financial Services

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



2008 Climate Survey Results
Fresno
Financial Services

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	4.195	0.456	0.469
2_I have guidelines to assist me in making decisions that affect my work	2	4.098	0.481	0.500
3_My direct supervisor is accessible to me	3	4.512	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	3.854	0.460	0.497
5_I take pride in my work	5	4.756	0.416	0.346
6_There is a direct connection between the work I do and the success of the university	6	4.268	0.320	0.308
7_I receive constructive feedback from my supervisor about the quality of my work	7	3.829	0.562	0.597
8_I would recommend Fresno State as a good place to work	8	4.341	0.699	0.645
9_I would recommend The California State University as a good place to work	9	4.390	0.589	0.506
10_My department is one of the best places to work	10	4.000	1.000	0.786
11_My division is one of the best places to work	11	3.927	0.813	0.662
12_I feel like my ideas and opinions are listened to by my supervisor	12	3.829	0.603	0.635
13_Employees in my work group respect each others' differences	13	3.854	0.486	0.445
14_My supervisor, or someone at work, seem to care about me as a person	14	4.000	0.595	0.542
15_I see career growth and advancement opportunities for myself at Fresno State	15	3.146	0.587	0.605
16_I am encouraged to be creative to resolve problems or accomplish assignments	16	3.951	0.617	0.628
17_My work group is receptive to my suggestions for improving our work	17	3.756	0.564	0.535
18_Employees in my work group resolve conflicts directly with each other	18	3.780	0.443	0.380
19_Teamwork is encouraged in my department	19	4.049	0.637	0.670
20_My opinions are valued in my work group	20	3.829	0.552	0.508
21_There is cooperation between the work groups in my department	21	3.829	0.598	0.606
22_There is cooperation between departments in the division	22	3.610	0.454	0.551
23_I have access to sufficient information to do my job well	23	4.073	0.498	0.537

This Dept	This Dept
Correlation	Correlation
10_best places to work	35_satisfied w/ leadership
0.463	0.378
0.389	0.433
0.105	0.247
0.488	0.496
0.418	0.215
0.205	0.277
0.527	0.568
0.557	0.535
0.585	0.385
1.000	0.759
0.755	0.635
0.621	0.541
0.460	0.295
0.617	0.468
0.497	0.368
0.467	0.391
0.745	0.601
0.295	0.177
0.620	0.552
0.567	0.462
0.634	0.547
0.556	0.651
0.241	0.355

2008 Climate Survey Results

Fresno

Financial Services

24_The tools, resources and equipment (including computer equipment I need to get my work done are readily available	24	4.244	0.478	0.488
25_My department has provided me with opportunities to broaden my skills and knowledge	25	3.585	0.563	0.652
26_I am empowered to make decisions that help me provide better	26	3.683	0.565	0.615
27_Employees in my immediate work unit are highly motivated to contribute to the success of the university	27	3.902	0.652	0.599
28_Meetings are well planned and executed at Fresno State	28	3.659	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	3.951	0.526	0.444
30_I handle the resources of the university as if they were my own	30	4.415	0.344	0.295
31_I generally feel informed about changes that affect me	31	3.390	0.558	0.662
32_An explanation is provided to me for short deadlines	32	3.634	0.572	0.655
33_My supervisor fairly evaluates my performance	33	4.000	0.575	0.616
34_I trust the employees in my work group	34	3.805	0.495	0.521
35_I am satisfied with the leadership in my department	35	3.585	0.786	1.000
36_My work contributes to the division's mission and vision	36	4.171	0.467	0.449
37_The mission and vision of the division make me feel that my job is important	37	3.976	0.539	0.544
38_I have someone at work who encourages my professional development	38	3.659	0.595	0.572
39_The Division clearly communicates its goals and strategies to me	39	3.610	0.541	0.615
40_Employees in my immediate work unit consistently put in extra effort beyond what is expected	40	4.000	0.415	0.338
41_My immediate supervisor regularly acknowledges employees for a job well done and their contributions to the department	41	3.878	0.503	0.607
42_My direct supervisor involves me in determining performance goals	42	3.659	0.473	0.572
43_Disagreements among employees in my work group are managed effectively	43	3.902	0.549	0.600
44_I receive recognition for my good work	44	3.537	0.569	0.675
45_I feel my safety on campus is a priority	45	4.171	0.379	0.349
Median	M	3.902	0.549	0.551

0.306	0.408
0.534	0.613
0.633	0.642
0.610	0.517
0.544	0.489
0.511	0.320
0.318	0.169
0.676	0.708
0.581	0.468
0.467	0.471
0.396	0.457
0.759	1.000
0.559	0.515
0.545	0.480
0.474	0.507
0.539	0.568
0.538	0.386
0.428	0.505
0.346	0.467
0.380	0.414
0.628	0.723
0.355	0.250

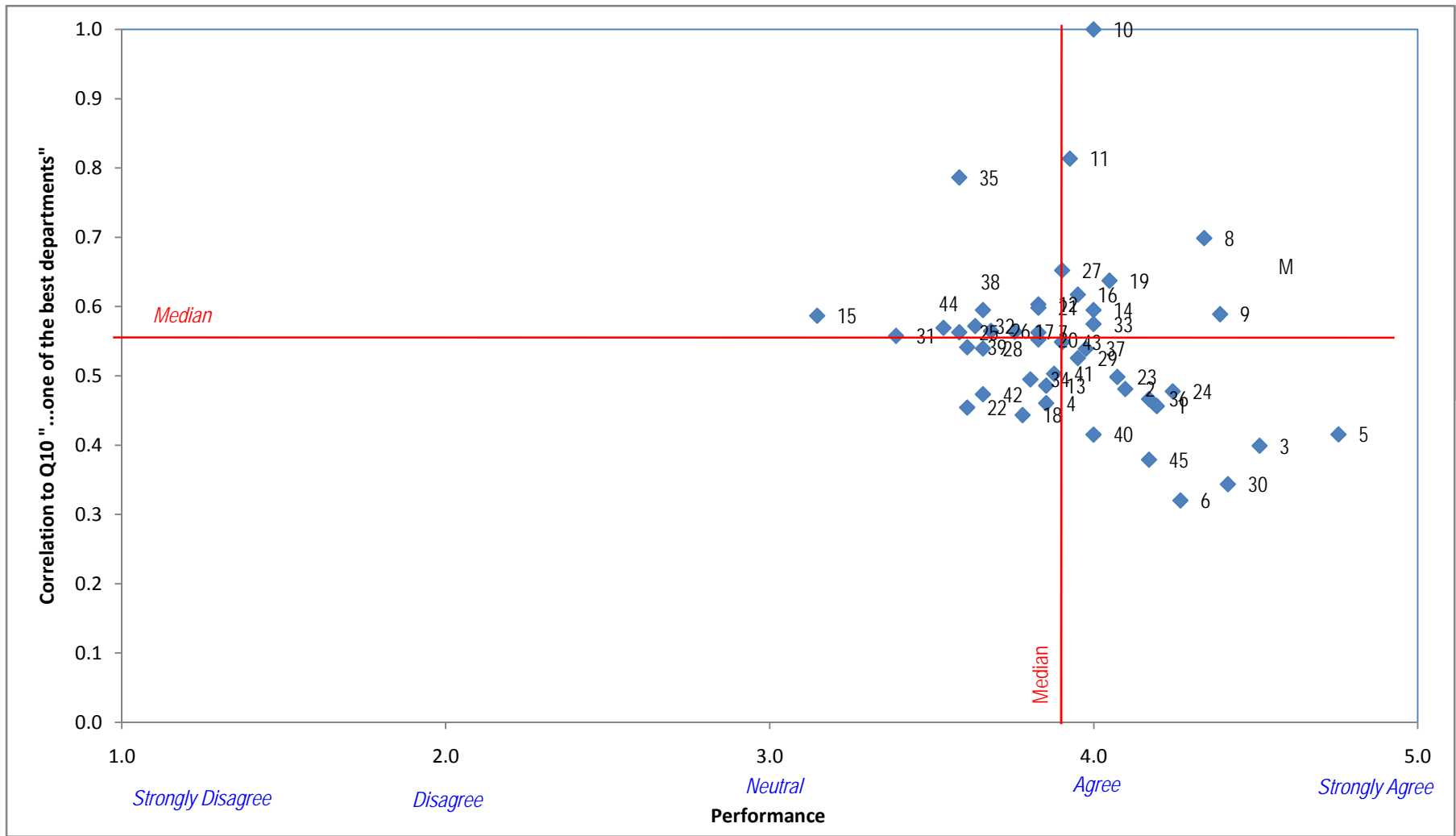
2008 Climate Survey Results
Fresno
Financial Services

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."

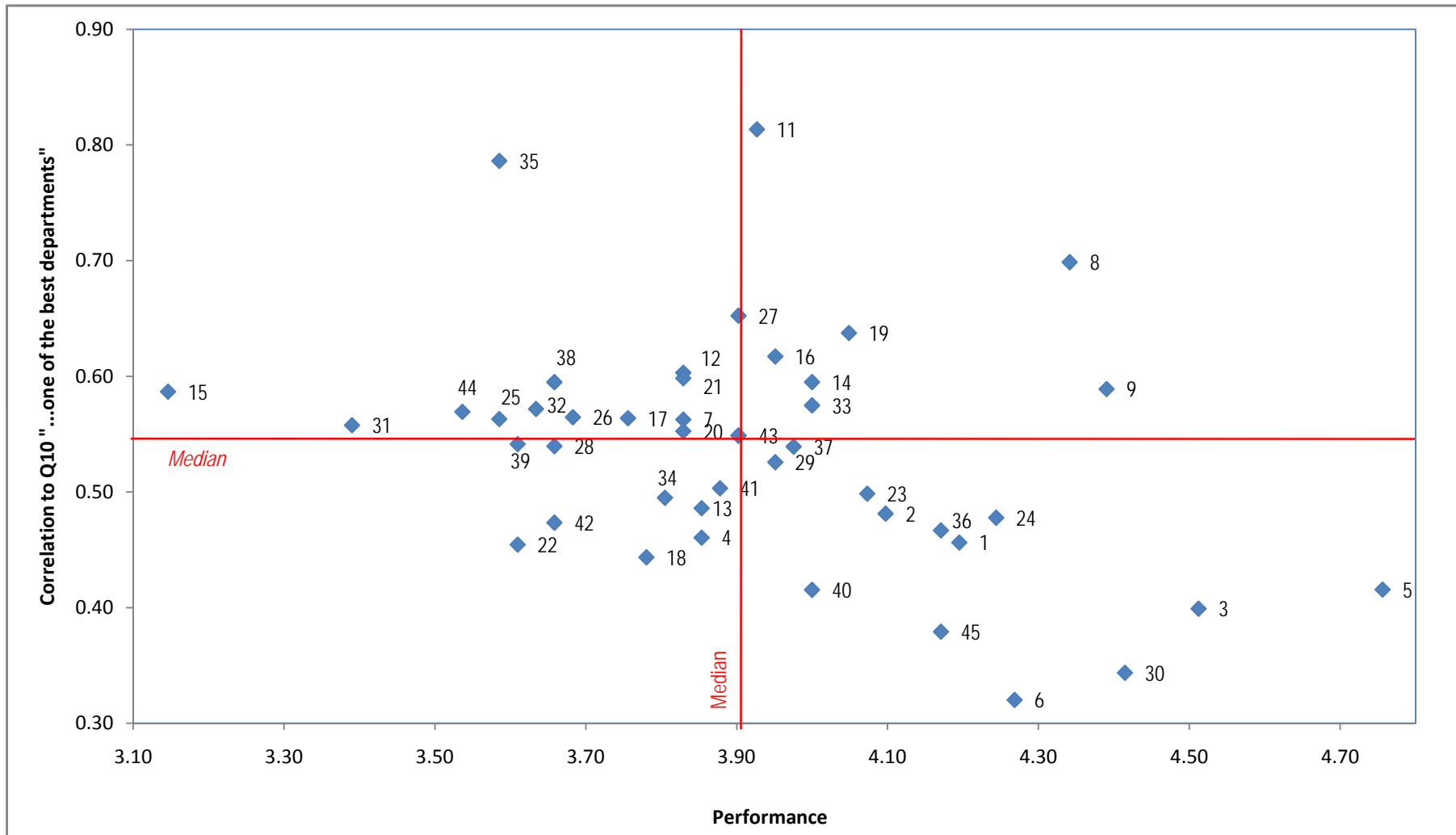


Comparison of Performance and Importance (Correlation)

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."



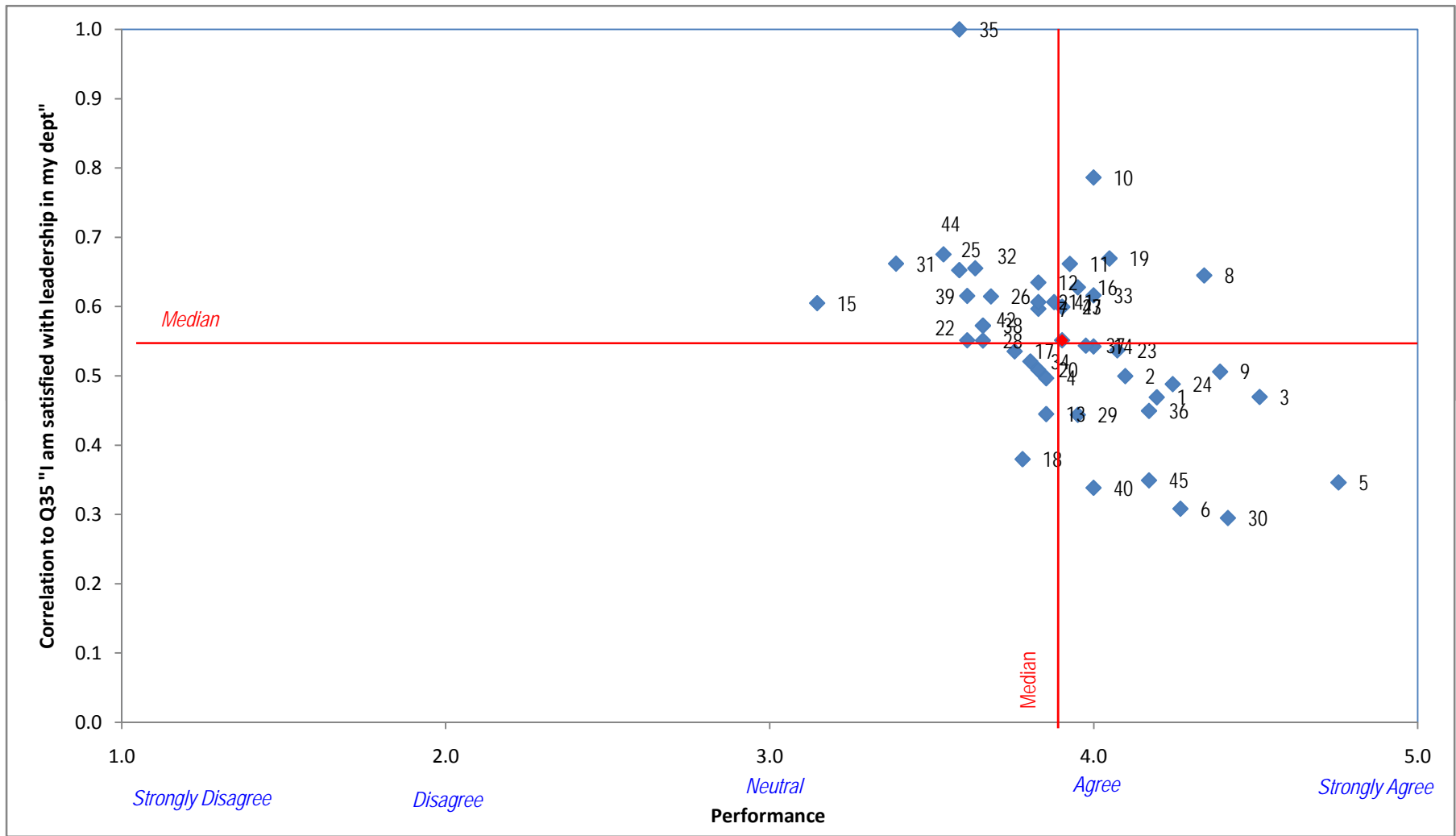
2008 Climate Survey Results
Fresno
Financial Services

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."



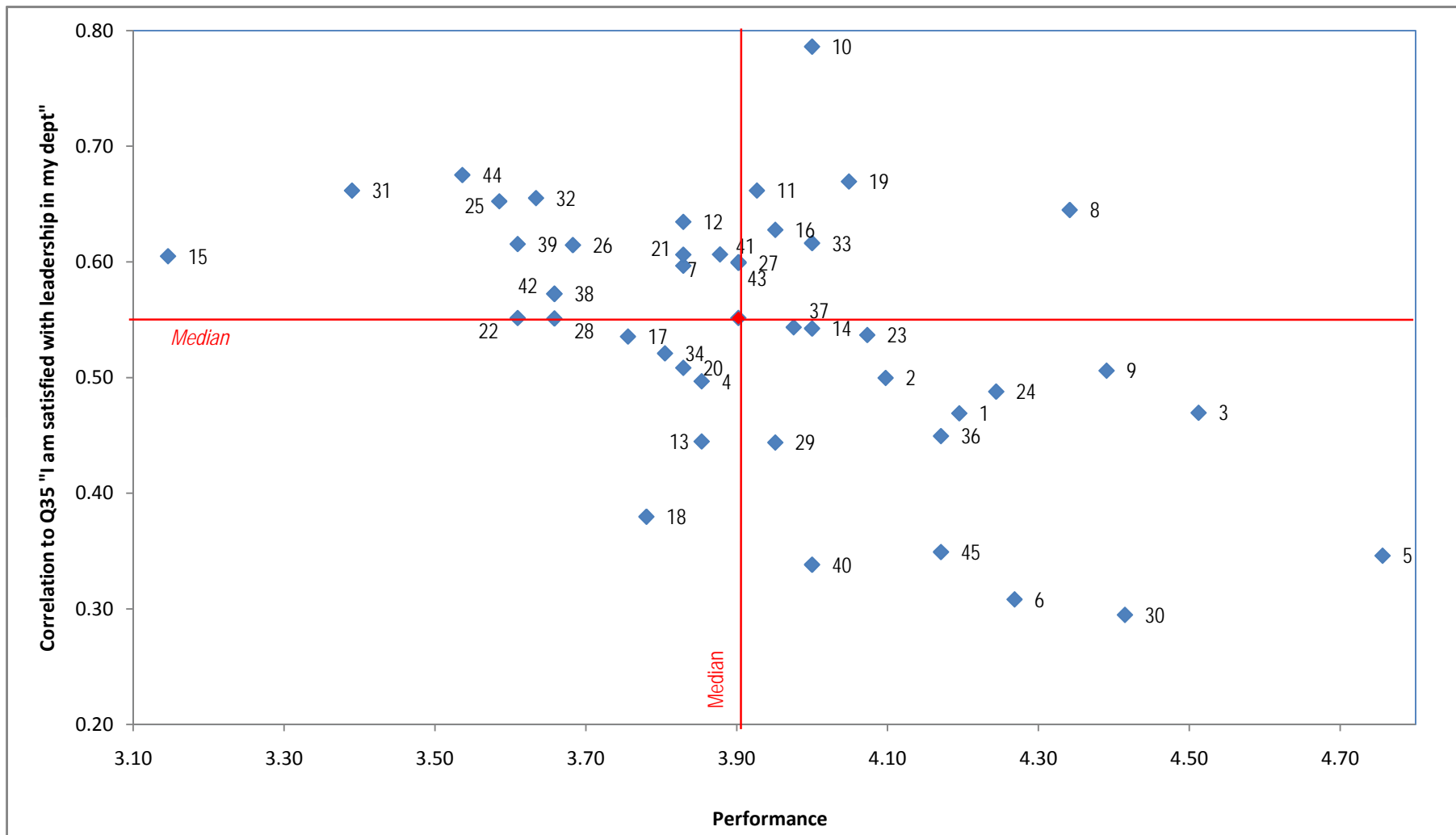
2008 Climate Survey Results
Fresno
Financial Services

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
Financial Services

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

2008 Climate Survey Results
Fresno
Financial Services

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	0	3	7	10	4.70	-0.356	0.091
2_I have guidelines to assist me in making decisions that affect my work		0	1	3	5	1	10	3.60	0.791	0.208
3_My direct supervisor is accessible to me		0	0	1	5	4	10	4.30	-0.223	0.324
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	3	3	3	1	10	3.20	0.458	0.424
5_I take pride in my work		0	0	0	4	6	10	4.60	-0.583	-0.170
6_There is a direct connection between the work I do and the success of the university		0	0	0	5	5	10	4.50	-0.612	-0.083
7_I receive constructive feedback from my supervisor about the quality of my work		1	3	4	0	2	10	2.90	0.485	0.850
8_I would recommend Fresno State as a good place to work		0	0	2	5	3	10	4.10	0.467	-0.059
9_I would recommend The California State University as a good place to work		0	0	3	3	4	10	4.10	0.270	-0.250
10_My department is one of the best places to work		0	1	3	3	3	10	3.80	1.000	0.254
11_My division is one of the best places to work		0	0	2	4	4	10	4.20	0.327	-0.111
12_I feel like my ideas and opinions are listened to by my supervisor		0	2	2	4	2	10	3.60	0.120	0.814
13_Employees in my work group respect each others' differences		0	3	1	5	1	10	3.40	0.881	0.407
14_My supervisor, or someone at work, seem to care about me as a person		0	2	4	1	3	10	3.50	0.091	0.780
15_I see career growth and advancement opportunities for myself at Fresno State		2	3	0	3	2	10	3.00	-0.069	0.560
16_I am encouraged to be creative to resolve problems or accomplish assignments		0	2	1	1	6	10	4.10	0.351	0.646
17_My work group is receptive to my suggestions for improving our work		0	0	2	6	2	10	4.00	0.161	0.788
18_Employees in my work group resolve conflicts directly with each other		2	2	1	4	1	10	3.00	0.761	0.124
19_Teamwork is encouraged in my department		2	1	0	6	1	10	3.30	0.804	0.278
20_My opinions are valued in my work group		0	0	2	6	2	10	4.00	0.161	0.788

2008 Climate Survey Results
Fresno
Financial Services

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	3	0	6	1	10	3.50	0.797	0.365
22_There is cooperation between departments in the division		1	0	3	4	2	10	3.60	0.477	0.000
23_I have access to sufficient information to do my job well		1	1	0	5	3	10	3.80	0.621	-0.133
24_The tools, resources and equipment (including computer equipment I need to get my work done are readily available		1	1	0	5	3	10	3.80	0.621	-0.133
25_My department has provided me with opportunities to broaden my skills and knowledge		1	0	4	3	2	10	3.50	0.274	0.334
26_I am empowered to make decisions that help me provide better		0	2	1	4	3	10	3.80	0.531	0.308
27_Employees in my immediate work unit are highly motivated to contribute to the success of the university		0	2	2	2	4	10	3.80	0.403	-0.071
28_Meetings are well planned and executed at Fresno State		0	5	2	3	0	10	2.80	0.070	0.476
29_Employees in my immediate work unit consistently look for more efficient and effective ways of getting the job done		0	0	3	3	4	10	4.10	-0.221	-0.450
30_I handle the resources of the university as if they were my own		0	0	0	5	5	10	4.50	-0.408	0.415
31_I generally feel informed about changes that affect me		0	3	0	4	3	10	3.70	0.206	0.804
32_An explanation is provided to me for short deadlines		0	3	3	1	3	10	3.40	-0.102	0.484
33_My supervisor fairly evaluates my performance		0	4	2	1	3	10	3.30	-0.113	0.622
34_I trust the employees in my work group		0	1	2	4	3	10	3.90	0.519	0.484
35_I am satisfied with the leadership in my department		0	3	2	2	3	10	3.50	0.254	1.000
36_My work contributes to the division's mission and vision		0	0	0	6	4	10	4.40	-0.458	0.170
37_The mission and vision of the division make me feel that my job is important		0	0	1	6	3	10	4.20	-0.102	0.277
38_I have someone at work who encourages my professional development		0	3	3	3	1	10	3.20	0.354	0.509
39_The Division clearly communicates its goals and strategies to me		0	1	3	4	2	10	3.70	0.045	0.323
40_Employees in my immediate work unit consistently put in extra effort beyond what is expected		0	0	1	6	3	10	4.20	0.238	-0.277

2008 Climate Survey Results
Fresno
Financial Services

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	3	2	1	2	10	2.80	0.262	0.949	
42_My direct supervisor involves me in determining performance goals	1	2	5	0	2	10	3.00	0.518	0.772	
43_Disagreements among employees in my work group are managed effectively	0	3	2	4	1	10	3.30	0.873	0.454	
44_I receive recognition for my good work	1	1	5	2	1	10	3.10	0.313	0.756	
45_I feel my safety on campus is a priority	0	0	1	2	7	10	4.60	-0.431	0.250	

2008 Climate Survey Results
Fresno
Financial Services

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%	0.0%	30.0%	70.0%	100.0%	0.0%	100.0%
2_I have guidelines to assist me in making decisions that affect my work	0.0%	10.0%	30.0%	50.0%	10.0%	100.0%	10.0%	60.0%
3_My direct supervisor is accessible to me	0.0%	0.0%	10.0%	50.0%	40.0%	100.0%	0.0%	90.0%
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%	30.0%	30.0%	30.0%	10.0%	100.0%	30.0%	40.0%
5_I take pride in my work	0.0%	0.0%	0.0%	40.0%	60.0%	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%	0.0%	50.0%	50.0%	100.0%	0.0%	100.0%
7_I receive constructive feedback from my supervisor about the quality of my work	10.0%	30.0%	40.0%	0.0%	20.0%	100.0%	40.0%	20.0%
8_I would recommend Fresno State as a good place to work	0.0%	0.0%	20.0%	50.0%	30.0%	100.0%	0.0%	80.0%
9_I would recommend The California State University as a good place to work	0.0%	0.0%	30.0%	30.0%	40.0%	100.0%	0.0%	70.0%
10_My department is one of the best places to work	0.0%	10.0%	30.0%	30.0%	30.0%	100.0%	10.0%	60.0%
11_My division is one of the best places to work	0.0%	0.0%	20.0%	40.0%	40.0%	100.0%	0.0%	80.0%
12_I feel like my ideas and opinions are listened to by my supervisor	0.0%	20.0%	20.0%	40.0%	20.0%	100.0%	20.0%	60.0%
13_Employees in my work group respect each others' differences	0.0%	30.0%	10.0%	50.0%	10.0%	100.0%	30.0%	60.0%
14_My supervisor, or someone at work, seem to care about me as a person	0.0%	20.0%	40.0%	10.0%	30.0%	100.0%	20.0%	40.0%
15_I see career growth and advancement opportunities for myself at Fresno State	20.0%	30.0%	0.0%	30.0%	20.0%	100.0%	50.0%	50.0%
16_I am encouraged to be creative to resolve problems or accomplish assignments	0.0%	20.0%	10.0%	10.0%	60.0%	100.0%	20.0%	70.0%
17_My work group is receptive to my suggestions for improving our work	0.0%	0.0%	20.0%	60.0%	20.0%	100.0%	0.0%	80.0%
18_Employees in my work group resolve conflicts directly with each other	20.0%	20.0%	10.0%	40.0%	10.0%	100.0%	40.0%	50.0%
19_Teamwork is encouraged in my department	20.0%	10.0%	0.0%	60.0%	10.0%	100.0%	30.0%	70.0%
20_My opinions are valued in my work group	0.0%	0.0%	20.0%	60.0%	20.0%	100.0%	0.0%	80.0%

2008 Climate Survey Results
Fresno
Financial Services

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%	30.0%	0.0%	60.0%	10.0%	100.0%	30.0%	70.0%
22_ There is cooperation between departments in the division	10.0%	0.0%	30.0%	40.0%	20.0%	100.0%	10.0%	60.0%
23_ I have access to sufficient information to do my job well	10.0%	10.0%	0.0%	50.0%	30.0%	100.0%	20.0%	80.0%
24_ The tools, resources and equipment (including computer equipment I need to get my work done are readily available	10.0%	10.0%	0.0%	50.0%	30.0%	100.0%	20.0%	80.0%
25_ My department has provided me with opportunities to broaden my skills and knowledge	10.0%	0.0%	40.0%	30.0%	20.0%	100.0%	10.0%	50.0%
26_ I am empowered to make decisions that help me provide better	0.0%	20.0%	10.0%	40.0%	30.0%	100.0%	20.0%	70.0%
27_ Employees in my immediate work unit are highly motivated to contribute to the success of the university	0.0%	20.0%	20.0%	20.0%	40.0%	100.0%	20.0%	60.0%
28_ Meetings are well planned and executed at Fresno State	0.0%	50.0%	20.0%	30.0%	0.0%	100.0%	50.0%	30.0%
29_ Employees in my immediate work unit consistently look for more efficient and effective ways of getting the job done	0.0%	0.0%	30.0%	30.0%	40.0%	100.0%	0.0%	70.0%
30_ I handle the resources of the university as if they were my own	0.0%	0.0%	0.0%	50.0%	50.0%	100.0%	0.0%	100.0%
31_ I generally feel informed about changes that affect me	0.0%	30.0%	0.0%	40.0%	30.0%	100.0%	30.0%	70.0%
32_ An explanation is provided to me for short deadlines	0.0%	30.0%	30.0%	10.0%	30.0%	100.0%	30.0%	40.0%
33_ My supervisor fairly evaluates my performance	0.0%	40.0%	20.0%	10.0%	30.0%	100.0%	40.0%	40.0%
34_ I trust the employees in my work group	0.0%	10.0%	20.0%	40.0%	30.0%	100.0%	10.0%	70.0%
35_ I am satisfied with the leadership in my department	0.0%	30.0%	20.0%	20.0%	30.0%	100.0%	30.0%	50.0%
36_ My work contributes to the division's mission and vision	0.0%	0.0%	0.0%	60.0%	40.0%	100.0%	0.0%	100.0%
37_ The mission and vision of the division make me feel that my job is important	0.0%	0.0%	10.0%	60.0%	30.0%	100.0%	0.0%	90.0%
38_ I have someone at work who encourages my professional development	0.0%	30.0%	30.0%	30.0%	10.0%	100.0%	30.0%	40.0%
39_ The Division clearly communicates its goals and strategies to me	0.0%	10.0%	30.0%	40.0%	20.0%	100.0%	10.0%	60.0%
40_ Employees in my immediate work unit consistently put in extra effort beyond what is expected	0.0%	0.0%	10.0%	60.0%	30.0%	100.0%	0.0%	90.0%

2008 Climate Survey Results
Fresno
Financial Services

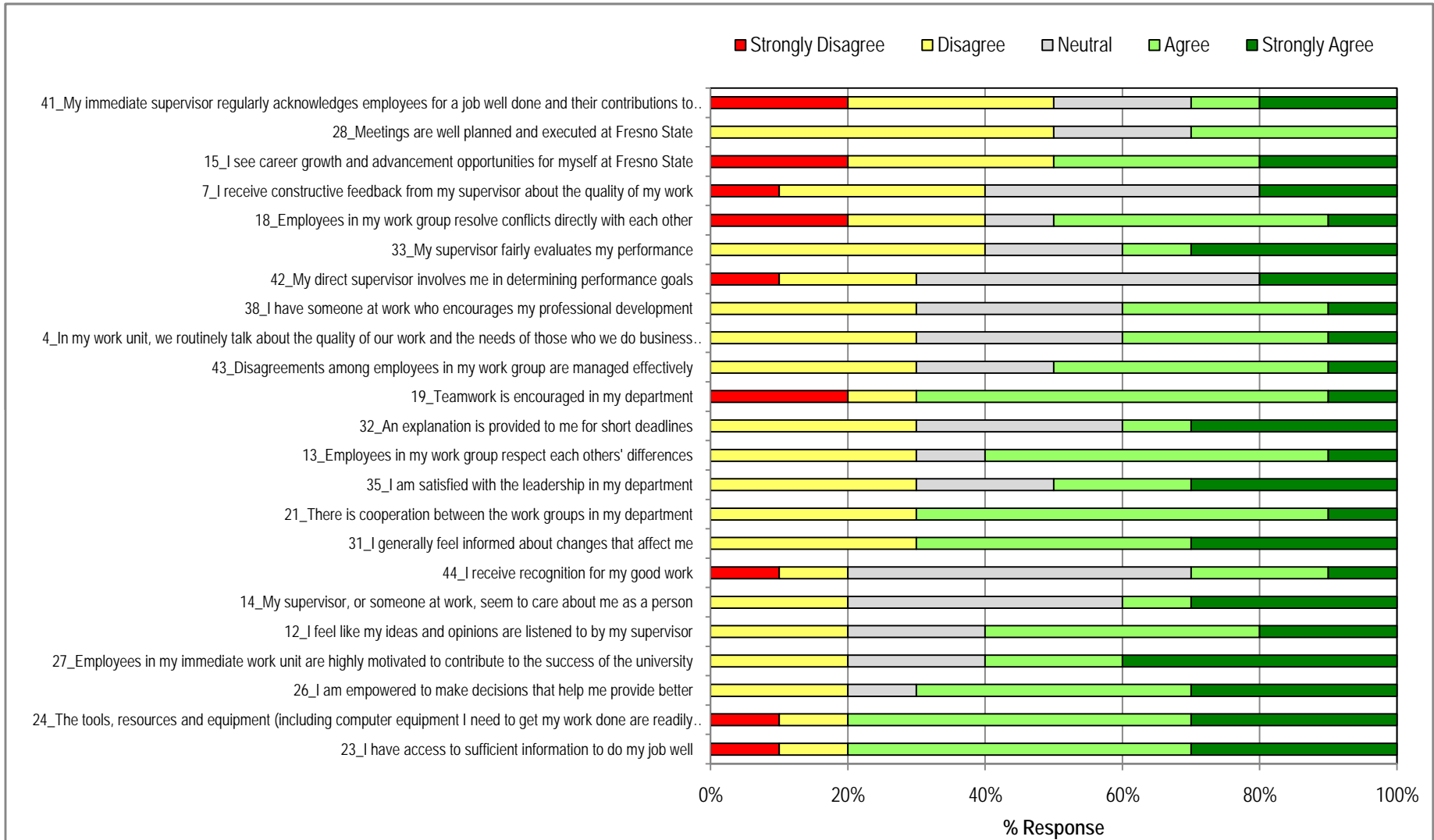
Agreement: % of Responses, continued

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	20.0%	30.0%	20.0%	10.0%	20.0%	100.0%	50.0%	30.0%
42_My direct supervisor involves me in determining performance goals	10.0%	20.0%	50.0%	0.0%	20.0%	100.0%	30.0%	20.0%
43_Disagreements among employees in my work group are managed effectively	0.0%	30.0%	20.0%	40.0%	10.0%	100.0%	30.0%	50.0%
44_I receive recognition for my good work	10.0%	10.0%	50.0%	20.0%	10.0%	100.0%	20.0%	30.0%
45_I feel my safety on campus is a priority	0.0%	0.0%	10.0%	20.0%	70.0%	100.0%	0.0%	90.0%

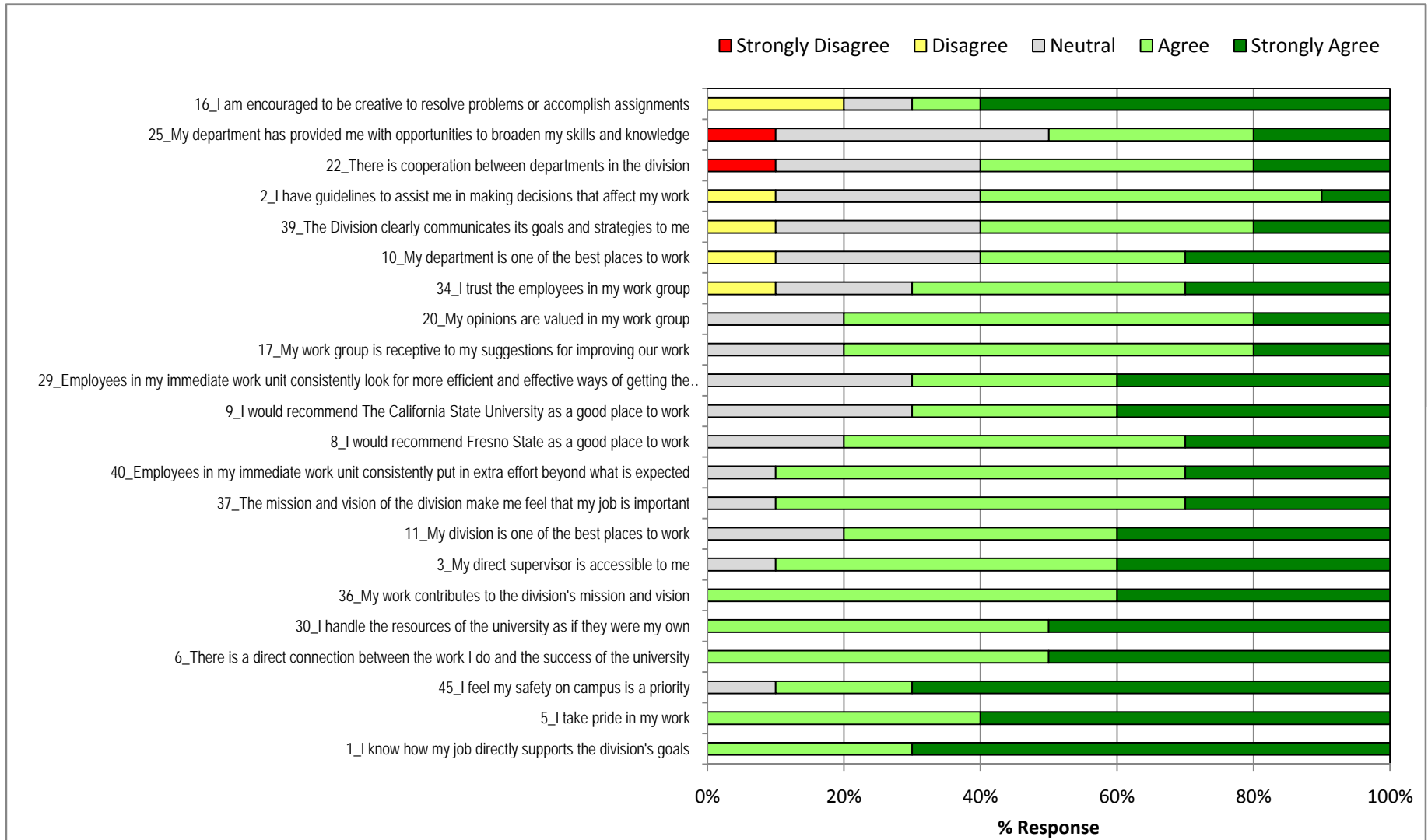
2008 Climate Survey Results
Fresno
Financial Services

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



2008 Climate Survey Results
Fresno
Financial Services

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



2008 Climate Survey Results
Fresno
Financial Services

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	4.700	0.118	0.193
2_I have guidelines to assist me in making decisions that affect my work	2	3.600	0.589	0.349
3_My direct supervisor is accessible to me	3	4.300	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	3.200	0.361	0.441
5_I take pride in my work	5	4.600	-0.052	0.133
6_There is a direct connection between the work I do and the success of the university	6	4.500	0.103	0.201
7_I receive constructive feedback from my supervisor about the quality of my work	7	2.900	0.541	0.803
8_I would recommend Fresno State as a good place to work	8	4.100	0.554	0.233
9_I would recommend The California State University as a good place to work	9	4.100	0.252	0.088
10_My department is one of the best places to work	10	3.800	1.000	0.441
11_My division is one of the best places to work	11	4.200	0.480	0.162
12_I feel like my ideas and opinions are listened to by my supervisor	12	3.600	0.448	0.713
13_Employees in my work group respect each others' differences	13	3.400	0.652	0.476
14_My supervisor, or someone at work, seem to care about me as a person	14	3.500	0.291	0.671
15_I see career growth and advancement opportunities for myself at Fresno State	15	3.000	0.165	0.495
16_I am encouraged to be creative to resolve problems or accomplish assignments	16	4.100	0.459	0.480
17_My work group is receptive to my suggestions for improving our work	17	4.000	0.380	0.504
18_Employees in my work group resolve conflicts directly with each other	18	3.000	0.631	0.419
19_Teamwork is encouraged in my department	19	3.300	0.679	0.525
20_My opinions are valued in my work group	20	4.000	0.409	0.485
21_There is cooperation between the work groups in my department	21	3.500	0.643	0.476
22_There is cooperation between departments in the division	22	3.600	0.288	0.075
23_I have access to sufficient information to do my job well	23	3.800	0.641	0.161

This Dept	This Dept
Correlation	Correlation
10_best places to work	35_satisfied w/ leadership
-0.356	0.091
0.791	0.208
-0.223	0.324
0.458	0.424
-0.583	-0.170
-0.612	-0.083
0.485	0.850
0.467	-0.059
0.270	-0.250
1.000	0.254
0.327	-0.111
0.120	0.814
0.881	0.407
0.091	0.780
-0.069	0.560
0.351	0.646
0.161	0.788
0.761	0.124
0.804	0.278
0.161	0.788
0.797	0.365
0.477	0.000
0.621	-0.133

2008 Climate Survey Results

Fresno

Financial Services

24_The tools, resources and equipment (including computer equipment I need to get my work done are readily available	24	3.800	0.391	0.094
25_My department has provided me with opportunities to broaden my skills and knowledge	25	3.500	0.402	0.532
26_I am empowered to make decisions that help me provide better	26	3.800	0.527	0.468
27_Employees in my immediate work unit are highly motivated to contribute to the success of the university	27	3.800	0.353	0.168
28_Meetings are well planned and executed at Fresno State	28	2.800	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	4.100	0.067	-0.056
30_I handle the resources of the university as if they were my own	30	4.500	0.042	0.340
31_I generally feel informed about changes that affect me	31	3.700	0.202	0.564
32_An explanation is provided to me for short deadlines	32	3.400	0.185	0.475
33_My supervisor fairly evaluates my performance	33	3.300	0.219	0.651
34_I trust the employees in my work group	34	3.900	0.394	0.496
35_I am satisfied with the leadership in my department	35	3.500	0.441	1.000
36_My work contributes to the division's mission and vision	36	4.400	0.236	0.347
37_The mission and vision of the division make me feel that my job is important	37	4.200	0.161	0.194
38_I have someone at work who encourages my professional development	38	3.200	0.426	0.589
39_The Division clearly communicates its goals and strategies to me	39	3.700	0.209	0.306
40_Employees in my immediate work unit consistently put in extra effort beyond what is expected	40	4.200	0.264	0.130
41_My immediate supervisor regularly acknowledges employees for a job well done and their contributions to the department	41	2.800	0.397	0.825
42_My direct supervisor involves me in determining performance goals	42	3.000	0.445	0.680
43_Disagreements among employees in my work group are managed effectively	43	3.300	0.591	0.475
44_I receive recognition for my good work	44	3.100	0.447	0.705
45_I feel my safety on campus is a priority	45	4.600	0.029	0.125
Median	M	3.700	0.391	0.468

0.621	-0.133
0.274	0.334
0.531	0.308
0.403	-0.071
0.070	0.476
-0.221	-0.450
-0.408	0.415
0.206	0.804
-0.102	0.484
-0.113	0.622
0.519	0.484
0.254	1.000
-0.458	0.170
-0.102	0.277
0.354	0.509
0.045	0.323
0.238	-0.277
0.262	0.949
0.518	0.772
0.873	0.454
0.313	0.756
-0.431	0.250

2008 Climate Survey Results
Fresno
Financial Services

Comparison of Performance and Importance (Correlation)

Manager

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."

