

Business and Finance Division
2009 Employee Climate Survey



Measure	B&F Average	Budget		CO Administration		CPDC		Financial Services	
		Average	Prior Year	Average	Prior Year	Average	Prior Year	Average	Prior Year
1. My work assignments are clearly and completely explained to me.	4.02	4.02	4.17	4.17	4.31	4.05	4.11	4.26	4.00
2. An explanation is provided to me for short deadlines.	4.00	4.00	4.17	4.00	4.33	4.00	3.89	4.36	4.02
3. I understand the mission and vision of our department.	4.19	4.19	4.17	4.17	4.38	4.05	4.46	4.32	4.29
4. My work contributes to the department mission and vision.	4.37	4.37	4.50	4.25	4.50	4.40	4.61	4.52	4.44
5. I clearly understand my job responsibilities.	4.16	4.16	4.17	3.92	4.58	4.00	4.57	4.42	4.20
6. I am satisfied with the amount of feedback I receive on my work performance.	3.88	3.88	4.33	3.75	3.92	4.00	3.78	4.12	4.05
7. I have the right tools/resources to do my job.	3.83	3.83	4.50	3.92	4.08	3.80	3.96	3.96	4.07
8. I am encouraged to be creative to resolve problems or accomplish assignments.	4.08	4.08	4.67	3.92	3.85	4.15	4.21	4.10	4.15
9. Opportunities to play a leadership role on an assignment/project are available to me.	3.97	3.97	4.17	3.75	3.77	4.05	4.32	4.02	4.07
10. Individual initiative is encouraged in my department.	3.96	3.96	4.33	3.83	4.08	3.90	4.36	4.06	4.03
11. Interpersonal relationships within my department are courteous and professional.	4.11	4.11	4.33	3.67	4.00	4.00	4.04	4.37	4.20
12. Teamwork is encouraged in my department.	4.09	4.09	4.33	3.75	4.23	3.95	4.07	4.34	4.24
13. I take action to identify and implement ways to improve my department.	4.19	4.19	4.33	3.92	4.17	4.30	4.18	4.28	4.29
14. My department management seeks and values the perspective of staff members.	3.90	3.90	4.17	3.50	3.92	3.95	4.00	4.20	4.02
15. My department management has shared his/her values, priorities and sense of mission.	3.90	3.90	3.67	3.75	4.00	3.80	4.04	4.16	3.90
16. My direct supervisor is accessible to me.	4.32	4.32	4.50	4.42	4.38	4.25	4.54	4.57	4.41
17. My direct supervisor responds in a timely manner to my questions and concerns.	4.22	4.22	4.50	4.25	4.46	4.10	4.29	4.48	4.28
18. My direct supervisor involves me in determining performance goals.	4.10	4.10	4.33	3.92	4.08	4.10	4.32	4.20	3.98
19. I actively participate in the evaluation of my performance objectives.	4.12	4.12	4.00	3.75	3.92	4.25	4.30	4.14	4.03
20. I am satisfied with the level of management support I receive for professional development.	3.90	3.90	4.17	3.75	4.00	4.00	4.21	4.02	4.05

Business and Finance Division
2009 Employee Climate Survey



Measure	B&F Average	ITS - TIS		ITS - CMS		ITS - Academic		ITS - Other	
		Average	Prior Year	Average	Prior Year	Average	Prior Year	Average	Prior Year
1. My work assignments are clearly and completely explained to me.	4.02	3.97	3.86	3.79	3.86	3.68	3.67	3.85	
2. An explanation is provided to me for short deadlines.	4.00	3.88	3.85	3.85	3.87	3.95	4.00	4.05	
3. I understand the mission and vision of our department.	4.19	4.21	4.15	4.18	4.14	3.95	3.81	4.25	
4. My work contributes to the department mission and vision.	4.37	4.37	4.31	4.38	4.29	4.05	4.14	4.45	
5. I clearly understand my job responsibilities.	4.16	4.16	4.11	3.95	4.12	3.84	3.86	4.30	
6. I am satisfied with the amount of feedback I receive on my work performance.	3.88	3.84	3.83	3.67	3.74	3.42	3.52	4.05	
7. I have the right tools/resources to do my job.	3.83	3.86	3.55	3.74	3.74	3.21	3.40	3.85	
8. I am encouraged to be creative to resolve problems or accomplish assignments.	4.08	4.07	4.08	3.85	4.08	4.21	4.24	4.45	
9. Opportunities to play a leadership role on an assignment/project are available to me.	3.97	4.08	3.96	3.82	3.99	3.79	4.00	4.40	
10. Individual initiative is encouraged in my department.	3.96	4.10	4.11	3.62	4.00	3.79	4.00	4.20	
11. Interpersonal relationships within my department are courteous and professional.	4.11	4.21	4.19	3.74	4.09	3.89	3.86	4.35	
12. Teamwork is encouraged in my department.	4.09	4.23	4.17	3.85	4.03	3.95	3.81	4.25	
13. I take action to identify and implement ways to improve my department.	4.19	4.32	4.22	3.97	4.19	4.05	4.00	4.40	
14. My department management seeks and values the perspective of staff members.	3.90	3.90	3.96	3.56	3.91	3.95	3.67	4.15	
15. My department management has shared his/her values, priorities and sense of mission.	3.90	3.90	3.93	3.79	3.81	3.68	3.62	4.00	
16. My direct supervisor is accessible to me.	4.32	4.48	4.41	4.10	4.22	4.05	3.90	4.35	
17. My direct supervisor responds in a timely manner to my questions and concerns.	4.22	4.30	4.22	4.13	4.09	3.95	3.81	4.25	
18. My direct supervisor involves me in determining performance goals.	4.10	4.19	4.09	3.90	3.90	4.16	3.86	4.15	
19. I actively participate in the evaluation of my performance objectives.	4.12	4.27	4.14	3.97	3.89	4.05	3.86	4.05	
20. I am satisfied with the level of management support I receive for professional development.	3.90	3.96	3.99	3.69	3.76	3.84	3.70	4.00	