## 2014 Dixie State University Employee Engagement Survey

### School Data - Full Data Set

<table>
<thead>
<tr>
<th>Total number of survey respondents</th>
<th>Dixie State University (Full Data)</th>
<th>Business &amp; Communication</th>
<th>Education</th>
<th>Health Sciences</th>
<th>Humanities</th>
<th>Science &amp; Technology</th>
<th>Visual &amp; Performing Arts</th>
<th>Library</th>
<th>Academic &amp; Community Outreach</th>
</tr>
</thead>
<tbody>
<tr>
<td>495</td>
<td>36</td>
<td>28</td>
<td>24</td>
<td>72</td>
<td>46</td>
<td>23</td>
<td>18</td>
<td>9</td>
<td></td>
</tr>
</tbody>
</table>

### Job Satisfaction/Support

1. My job makes good use of my skills and abilities. 79 83 92 91 83 84 86 61 55
2. I am given the responsibility and freedom to do my job. 87 91 92 87 94 91 62 83 55
3. I am provided the resources I need to be effective in my job. 65 69 75 63 69 76 56 52 66

### Job Satisfaction/Support - Average

77 81 86 82 83 74 65 58

### Teaching Environment

33. There is a good balance of teaching, service and research at this institution. 58 54 50 66 57 55 56 37 100
40. Teaching is appropriately recognized in the evaluation and promotion process. 56 62 65 80 69 61 61 83 71
51. There is appropriate recognition of innovative and high quality teaching. 53 42 40 56 58 60 39 50 85

### Teaching Environment - Average

77 81 86 82 83 74 65 58

### Professional Development

6. I am given the opportunity to develop my skills at this institution. 67 57 64 87 72 75 65 47 55
10. I understand the necessary requirements to advance my career. 65 57 72 78 72 84 56 62 55

### Professional Development - Average

66 57 68 82 72 67 52 54 55

### Compensation, Benefits & Work/Life Balance

11. I am paid fairly for my work. 31 38 14 33 18 30 26 50 66
34. This institution's benefits meet my needs. 69 60 60 64 65 61 65 52 85
47. My supervisor/department chair supports my efforts to balance my work and personal life. 82 85 92 90 85 91 82 50 55
53. This institution's policies and practices give me the flexibility to manage my work and personal life. 77 82 75 91 78 84 73 77 66

### Compensation, Benefits & Work/Life Balance - Average

64 66 59 76 62 67 60 69 68

### Facilities

29. The institution takes reasonable steps to provide a safe and secure environment for the campus. 80 88 82 95 70 86 95 29 100
31. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs. 72 71 50 86 70 58 47 75 88

### Facilities - Average

76 79 66 90 70 72 71 52 84

### Policies, Resources & Efficiency

17. Our review process accurately measures my job performance. 45 39 44 57 59 35 54 21 50
28. My department has adequate faculty/staff to achieve our goals. 34 14 16 50 30 39 17 29 55
30. Our orientation program prepares new faculty, administration and staff to be effective. 42 38 40 61 50 50 52 17 66
49. This institution places sufficient emphasis on having diverse faculty, administration and staff. 83 69 67 75 44 52 83 84 100
57. This institution is well run. 62 63 57 83 60 65 65 52 100

### Policies, Resources & Efficiency - Average

55 50 53 71 54 56 57 40 76

### Shared Governance

38. The role of faculty in shared governance is clearly stated and publicized. 53 50 58 72 51 42 54 69 71
39. Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation). 66 53 64 78 61 59 77 58 85
42. Faculty, administration and staff are meaningfully involved in institutional planning. 47 58 51 47 45 42 59 31 77

### Shared Governance - Average

55 53 57 65 52 47 63 52 77

### Pride

5. I understand how my job contributes to this institution's mission. 91 91 96 95 86 97 91 100 88
25. Overall, my department is a good place to work. 86 80 96 91 94 89 82 82 77
36. I am proud to be part of this institution. 78 75 75 87 68 78 82 61 100
59. This institution's culture is special - something you don't find just anywhere. 67 61 67 75 60 69 69 72 100
60. All things considered, this is a great place to work. 77 75 82 83 73 80 82 77 100

### Pride - Average

79 76 83 86 76 82 81 78 93

### Supervisors/Department Chairs

3. My supervisor/department chair makes his/her expectations clear. 73 69 92 79 80 84 69 27 55
7. I receive feedback from my supervisor/department chair that helps me. 64 50 82 70 76 69 69 35 33
12. I believe what I am told by my supervisor/department chair. 73 80 92 75 84 76 65 61 66
19. My supervisor/department chair regularly models this institution's values. 70 63 92 89 87 82 68 56 66
19. My supervisor/department chair is consistent and fair. 72 82 96 79 91 86 56 33 55
20. My supervisor/department chair actively solicits my suggestions and ideas. 67 61 85 82 71 89 54 44 55
24. I have a good relationship with my supervisor/department chair. 83 80 96 87 94 91 73 72 66

### Supervisors/Department Chairs - Average

72 72 90 79 83 82 64 46 56

### Senior Leadership

27. Senior leadership provides a clear direction for this institution's future. 56 53 57 76 54 60 56 50 100
32. Our senior leadership has the knowledge, skills and experience necessary for institutional success. 69 68 75 75 66 70 73 81 100
37. Senior leadership shows a genuine interest in the well-being of faculty, administration and staff. 54 65 57 70 48 53 52 41 100
41. Senior leadership communicates openly about important matters. 58 65 46 69 45 45 45 58 100

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2014 Dixie State University
Employee Engagement Survey
School Data - Full Data Set
48. Senior leadership regularly models this institution’s values.  
51. I believe what I am told by senior leadership.  

| Senior Leadership - Average | 59 | 64.6 | 74 | 56 | 57 | 58 | 54 | 36 |

**Faculty, Administration & Staff Relations**

46. Faculty, administration and staff work together to ensure the success of institution programs and initiatives.  
55. There is regular and open communication among faculty, administration and staff.  

| Faculty, Administration & Staff Relations - Average | 53 | 59 | 66 | 58 | 53 | 75 | 52 | 71 |

**Communication**

4. When I offer a new idea, I believe it will be fully considered.  
21. In my department, we communicate openly about issues that impact each other’s work.  
22. Changes that affect me are discussed prior to being implemented.  
35. At this institution, we discuss and debate issues respectfully to get better results.  

| Communication - Average | 52 | 49 | 68 | 48 | 54 | 54 | 41 | 57 |

**Collaboration**

13. We have opportunities to contribute to important decisions in my department.  
23. People in my department work well together.  
26. I can count on people to cooperate across departments.  
38. There’s a sense that we’re all on the same team at this institution.  

| Collaboration - Average | 59 | 46 | 76 | 66 | 63 | 63 | 46 | 68 |

**Fairness**

14. I can speak up or challenge a traditional way of doing something without fear of harming my career.  
16. Promotions in my department are based on a person’s ability.  
18. Issues of low performance are addressed in my department.  
44. This institution has clear and effective procedures for dealing with discrimination.  

| Fairness - Average | 54 | 56 | 62 | 64 | 54 | 55 | 43 | 66 |

**Respect & Appreciation**

9. I am regularly recognized for my contributions.  
35. Our recognition and awards programs are meaningful to me.  
45. At this institution, people are supportive of their colleagues regardless of their heritage or background.  
52. We celebrate significant milestones and important accomplishments at this institution.  

| Respect & Appreciation - Average | 53 | 51 | 55 | 58 | 52 | 55 | 66 | 48 | 69 |

**Dixie State University Custom Statements**

61. Senior leadership is providing effective planning and development to transition the institution to a university.  
62. Senior leadership takes action based on the results of assessment data.  
63. The institution develops quality educational exchanges and partnerships with the community.  
64. The institution nurtures the growth of the regional economy.  
65. The institution offers quality programs and cultural, athletic and social events that bring the university and community together.  

| Dixie State University Custom Statements - Average | 67 | 59 | 66 | 65 | 68 | 63 | 73 | 55 | 90 |

**Overall Survey Average 1 - 65**

| Overall Survey Average 1 - 65 | 62 | 60.67 | 72 | 63 | 64 | 64 | 52 | 74 |

**Overall Survey Average 1 - 60**

| Overall Survey Average 1 - 60 | 62 | 61 | 67 | 71 | 63 | 64 | 63 | 52 | 73 |