Proposed Engage West Survey

Annual Modules (always included) – 29 questions – Scaled 1 to 5 Strongly Disagree to Strongly Agree

Engagement (17 questions)

1. The work I do is meaningful.
2. My work positively impacts the success of our students.
3. Within my workplace, there is a feeling of community.
4. I feel personally driven to help this university succeed.
5. I go beyond what’s expected of me to ensure the success of the university.
6. My ideas and opinions count at work.
7. My job meets my expectations.
8. The amount of work I am asked to do is reasonable.
9. I feel a sense of pride when I tell people where I work.
10. I feel my efforts count.
11. I believe I have a career with this institution.
12. The University invests in my individual development.
13. I have a clear understanding of what is expected of me in my work.
14. I receive the support needed to accomplish my work objectives.
15. I am given credit for my contributions and achievements.
16. I am provided with adequate funding for my professional development.
17. I recommend this University as a good place to work.

Demographics (10 questions)

1. My highest level of education is:
   a. Did not finish high school
   b. High school graduate (or GED)
   c. Some college
   d. Associate’s degree
   e. Bachelor’s degree
   f. Master’s degree
   g. Doctoral degree
2. Which of the following best describes your gender identity? (CHECK ALL THAT APPLY)
   a. Male
   b. Female
   c. Transgender
   d. Other (Please specify)
3. My age (in years) is:
   a. 16-29
   b. 30-39
   c. 40-49
   d. 50-59
   e. 60 or older
4. I have been with UWG for:
a. Less than one year
b. 1-2 years
c. 3-5 years
d. 6-10 years
e. 11-15 years
f. 16-20 years
g. More than 20 years

5. Which of the following best describes you?
   a. Asian
   b. American Indian or Alaska Native
   c. Black or African American
   d. Native Hawaiian or other Pacific Islander
   e. White
   f. Multiracial (Two or more)
   g. Other (Please specify)

6. Are you of Hispanic, Latino, or Spanish origin?
   a. Yes
   b. No

7. Which of the following best describes you?
   a. Married
   b. Living together as if married/Cohabitating
   c. Widowed
   d. Divorced
   e. Separated
   f. Never married
   g. Other (Please specify)

8. I am:
   a. Tenured Faculty
   b. Tenure-track Faculty
   c. Full-time Non Tenure-track Faculty
   d. Part-time Faculty
   e. Staff – Full Benefits Eligible (30 or more hours per week)
   f. Staff – Partial Benefits Eligible (20 to 29 hours per week)
   g. Staff – Non-Benefits Eligible (19 or less hours per week)
   h. Staff – Temporary (employment is short in duration)

9. Are you a -
   a. Disabled Veteran
   b. Armed Forces Service Medal Veteran
   c. Other Protected Veteran
   d. Recently Separated Veteran
   e. Not a Veteran
10. Are you the caregiver for someone who cannot care fully for themselves, like a child or an aging adult?
   a. Yes
   b. No

**Additional Questions (2 questions)**
1. I believe we will use the information from this survey to improve our performance.
2. Do you have any additional comments? (Open-ended)

**Optional Modules – 9 Modules**

**Leadership (18 questions)**
- Senior Leadership Subscale (fill in names of senior leadership to clarify question)
  a. I think highly of Senior Leadership.
  b. Senior Leadership is sincere in wanting to know how I feel.
  c. With the current Senior Leadership, I am confident UWG will be successful.
  d. Senior Leadership communicates openly on University issues.
  e. Senior Leadership is transparent when making decisions.
  f. Senior Leadership is helping to move UWG in a positive direction.
- Institutional Leadership Subscale (fill in names of institutional leadership to clarify)
  a. I think highly of Institutional Leadership.
  b. Institutional Leadership is sincere in wanting to know how I feel.
  c. With the current Institutional Leadership, I am confident UWG will be successful.
  d. Institutional Leadership communicates openly on University issues.
  e. Institutional Leadership is transparent when making decisions.
  f. Institutional Leadership is helping to move UWG in a positive direction.
- Department Leadership Subscale (fill in names of department leadership to clarify; only ask if applicable)
  a. I think highly of Department Leadership.
  b. Department Leadership is sincere in wanting to know how I feel.
  c. With the current Department Leadership, I am confident UWG will be successful.
  d. Department Leadership communicates openly on University issues.
  e. Department Leadership is transparent when making decisions.
  f. Department Leadership is helping to move UWG in a positive direction.

**Immediate Supervision (9 questions) (Fill in name of immediate supervisor to clarify)**
- I have confidence in the abilities of my immediate supervisor.
- My immediate supervisor cares about me as a person.
- My immediate supervisor treats me fairly.
- My immediate supervisor gives me feedback about my performance.
- My immediate supervisor recognizes outstanding work.
- My immediate supervisor gives me the opportunity to do my best work.
g. I work with my immediate supervisor to set clear objectives and goals.
h. My immediate supervisor supports my attempt to balance my work and home responsibilities.
i. My immediate supervisor has worked with me this year on my development.

Communication (4 questions plus 6 overlap)
   a. I find the University website helpful in keeping up with the latest developments.
   b. I am kept informed on matters that affect UWG.
   c. The right information gets to the right people at the right time.
   d. Open and honest communication is encouraged at UWG.
   e. (Add questions d & e from each subscale in the Leadership module if it is not being asked)

Environment/Campus Climate (10 questions)
   a. Faculty are treated fairly at UWG.
   b. Staff are treated fairly at UWG.
   c. Employees here are treated better than employees at other academic institutions.
   d. This is a comfortable environment in which to work.
   e. The University is consistent in handling issues for all employees.
   f. Policies are applied fairly to all faculty and staff.
   g. In my workplace, I believe people are generally treated fairly, without favoritism.
   h. Discrimination is NOT tolerated at UWG.
   i. UWG is effective at retaining valuable people.
   j. In general, employees in this university take initiative to help others when the need arises.

Pay and Benefits (10 questions)
   • Pay Subscale
      a. My pay is fair when compared with similar colleagues in similar organizations.
      b. My pay is fair when compared to my colleagues here at UWG with similar responsibilities.
      c. My pay keeps pace with the cost of living.
      d. I am paid adequately for the level of work I do.
      e. Leadership around campus is working to improve my pay.
   • Benefits Subscale
      a. Benefits at UWG are comparable to those provided by other academic institutions.
      b. I understand my benefits plan.
      c. Benefits can be selected to meet individual needs.
      d. I know where to go if I have questions about my benefits plan.
      e. Leadership around campus is working to improve my benefits plan.

Work/Life Balance (3 questions plus 1 overlap)
   a. I feel supported in my attempt to balance work and personal life.
   b. Staffing levels in my department are appropriate for the workload.
c. I find I am able to balance my home and work life effectively.
d. (Add question h from the Immediate Supervisor module if it is not being asked)

Mission and Goals (15 questions)

- University Subscale
  a. I have a good understanding of the mission and goals of UWG.
  b. I am committed to the mission and goals of UWG.
  c. I have a clear understanding of the future direction of UWG.
  d. I am encouraged by the progress I see at UWG.
  e. My work is important to the success of UWG.

- Division/College/School Subscale (tailor this question to fill in division, college, or school for clarification)
  a. I have a good understanding of the mission and goals of my Division/College/School.
  b. I am committed to the mission and goals of my Division/College/School.
  c. I have a clear understanding of the future direction of my Division/College/School.
  d. I am encouraged by the progress I see in my Division/College/School.
  e. My work is important to the success of my Division/College/School.

- Department Subscale (only ask if applicable)
  a. I have a good understanding of the mission and goals of my Department.
  b. I am committed to the mission and goals of my Department.
  c. I have a clear understanding of the future direction of my Department.
  d. I am encouraged by the progress I see in my Department.
  e. My work is important to the success of my Department.

Faculty Only (9 questions)

a. The tenure process is clear and transparent.
b. The promotion process is clear and transparent.
c. The standards for tenure at UWG are difficult to achieve.
d. The standards for promotion at UWG are difficult to achieve.
e. Faculty who receive tenure at UWG, deserve it.
f. Faculty who receive promotion at UWG, deserve it.
g. Faculty who deserve tenure at UWG, receive it.
h. Faculty who deserve promotion at UWG, receive it.
i. Promotion and Tenure guidelines align with institutional goals and priorities.

Staff Only (3 questions)

a. I feel secure in my position.
b. Promotions go to the best qualified people.
c. I am provided with adequate opportunities for advancement.