



UNIVERSITY OF SASKATCHEWAN

	Item	Valid N	% Fav	% Neu	% Unfav
◇	Employee Engagement		61	24	15
01.	I feel proud to work for the university	2,369	71	22	7
02.	I would recommend USask as a good place to work	2,366	65	24	11
03.	Given my own choice, I plan to continue working for USask for more than 5 years or until retirement	2,409	65	18	17
04.	I feel motivated to do more than is required of me	2,372	61	23	16
05.	The university motivates me to do more than is required	2,367	42	32	26
◇	Employee Enablement		64	17	19
06.	My role makes good use of my skills and abilities	2,371	73	15	12
07.	My role provides opportunities to do challenging and interesting work	2,375	78	15	7
08.	There are no significant barriers at the university to doing my work well	2,381	46	20	34
09.	Conditions in my role allow me to be about as productive as I can be	2,369	58	19	24
◇	Clear & Promising Direction		64	25	11
10.	I have a good understanding of the university's strategic priorities and goals	2,374	64	22	14
11.	I believe that the university has the right strategic priorities and goals	2,366	49	37	14
12.	I understand how my work contributes to the university's strategic priorities and goals	2,371	72	19	9
13.	I believe that the university will be successful over the next 2-3 years	2,417	69	23	8
◇	Confidence in Leadership		46	30	23
14.	Overall, the university is effectively managed and well-run	2,420	43	32	25
15.	My college/school or unit is effectively managed and well-run	2,377	56	21	22
16.	I have trust and confidence in the university's President's Executive Committee (President and VPs)	2,364	43	38	19
17.	The university is open and honest in communications with faculty and staff	2,364	43	30	26
◇	Image & Reputation		38	41	21
18.	The university is doing a good job of attracting the best and brightest faculty	2,368	39	43	18
19.	The university is doing a good job of attracting the best and brightest staff	2,378	37	39	24
◇	Respect & Recognition		67	18	15

20.	I am treated with respect as an individual	2,377	79	13	8
21.	I receive recognition when I do good work	2,368	59	20	21
22.	The university supports me in achieving a reasonable balance between my work life and my personal life	2,382	64	20	16
◇	Diversity & Inclusion		70	19	10
23.	The university does a good job of creating an inclusive environment for all faculty and staff	2,376	63	24	13
24.	Overall, the university is committed to equal opportunity for all faculty and staff	2,396	62	24	14
25.	Faculty and staff are given fair and equitable treatment without regard to sex, age, race/ethnicity, sexual orientation, gender identity, religion, physical abilities/disabilities, language, country of origin or social class	2,370	68	21	11
26.	I am provided a work environment free of harassment	2,368	82	11	7
27.	The university will not tolerate behaviour that discriminates against people of different sex, age, race/ethnicity, sexual orientation, gender identity, religion, physical abilities/disabilities, language, country of origin, or social class	2,365	77	16	7
◇	Development Opportunities		63	21	17
28.	I have opportunities to achieve my career goals at the university	2,373	56	23	21
29.	I have good opportunities for learning and professional development at the university	2,373	59	24	18
30.	My people leader (immediate manager) supports me in my learning and professional development	2,387	73	15	12
◇	Pay & Benefits		59	19	22
31.	I believe I am paid fairly for the work I do	2,375	54	20	26
32.	I believe my pay is fair considering the pay of people doing similar work in other organizations	2,356	46	25	29
33.	The university provides employee benefits that meet my needs	2,372	76	12	12
◇	Performance Management		60	19	21
34.	The university expects a high level of performance from its faculty and staff	2,367	72	17	11
35.	I understand the results expected of me in my role	2,366	79	12	9
36.	I receive clear and regular feedback on how well I do my work	2,378	54	19	27

37.	There is a clear link between my performance and my compensation	2,413	36	27	38
◇	Authority & Empowerment		60	22	19
38.	I have enough authority to do my work well	2,375	72	14	15
39.	I am encouraged to come up with new or better ways of doing things	2,382	66	21	13
40.	I have opportunities to have my ideas adopted and put into use	2,378	64	22	14
41.	The university makes efforts to get the ideas and opinions of people like me	2,410	43	30	27
42.	I can freely express my views without fear of negative consequences	2,378	53	21	26
◇	Resources		57	17	26
43.	I have the resources I need to do my work effectively	2,412	60	16	24
44.	I have the information I need to do my work well	2,357	71	16	13
45.	There are enough people to do the work in my department	2,359	39	19	41
◇	Training		48	27	25
46.	The university provides training so that I can perform my present work well	2,376	56	24	19
47.	My role leaves adequate time to take advantage of work-related training opportunities	2,371	46	23	31
48.	New faculty and staff receive the training and professional development they need to do their work well	2,362	41	34	25
◇	Collaboration		59	24	18
49.	There is effective sharing of ideas and resources across the university	2,371	38	34	28
50.	My department receives high quality support from other parts of the university we depend on	2,359	44	33	23
51.	The people in my department are committed to delivering high quality work (teaching, research, services, etc.)	2,420	81	12	7
52.	There is good cooperation and teamwork within my department	2,373	72	15	13
◇	Work, Structure & Process		49	27	23
53.	The university is effectively organized and structured	2,360	40	34	26
54.	My college/school or unit is effectively organized and structured	2,355	53	23	24
55.	The work is well organized in my college/school or unit	2,359	52	25	22
56.	The university is innovative in how work is done (e.g., uses new technologies or creative approaches to continuously improve)	2,372	48	32	20
57.	Leaders in my college/school or unit do a good job communicating change that will impact my work	2,369	53	23	23

◇	Health & Safety		78	14	8
58.	I feel safe on campus during the day	2,378	94	5	1
59.	The university does a good job of creating a safe workplace for me to do my work	2,377	88	9	3
60.	My people leader (immediate manager) cares about safety in the workplace	2,381	83	13	4
61.	The university supports my well-being	2,370	63	24	13
62.	Leaders in my college/school or unit care about my health and well-being	2,377	67	19	14
63.	I feel supported by my people leader (immediate manager) in achieving my optimal health and well-being	2,379	72	16	12