

Climate Survey Summary

Climate Constructs

<p>410 Cybersecurity (CS)</p> <p>392 Supervision (SV)</p> <p>383 Workplace (WP)</p> <p>383 Employee Engagement (EE)</p> <p>378 Strategic (S)</p>	<p>374 Workgroup (WG)</p> <p>368 Community (C)</p> <p>366 Information systems (IS)</p> <p>366 Employee development (ED)</p> <p>365 Job Satisfaction (JS)</p> <p>355 Climate (CL)</p>	<p>348 Internal communication (IC)</p> <p>333 Benefits (B)</p> <p>242 Pay (P)</p> <p>(NMSU) indicates question was included for NMSU only</p>
---	--	--

Item Scores >3.75 “Positive Perceptions”

- **4.33 I have a clear understanding about my work responsibilities (S, EE)**
- **4.30 I understand how to keep my computer and the institution’s information safe from threats (NMSU)**
- **4.10 I feel safe working on my campus (NMSU)**
- **4.12 my institution does a good job at keeping us up-to-date on cyber security policies and procedures (CS)**
- **4.07 We receive regular & useful updates on how to keep our computer & sensitive information secure from cyber attack (CS)**
- **4.04 Research is valued in the promotion & tenure process (NMSU)**
- **4.04 My work group cooperates to get job done (WG)**
- **4.04 I know my work impacts others in the institution (S, EE)**
- **4.01 I understand how my position contributes to NMSU’s vision, mission, and goals (NMSU)**
- 3.99 Harassment is not tolerated (CL)
- 3.98 Given the type of work I do, my physical space meets my needs (WP)
- 3.98 I feel comfortable reporting issues of suspected or actual violations of law or university policy (NMSU)
- 3.98 I am proud to tell people that I work for this institution (JS)
- 3.97 There are sufficient procedures to ensure the safety of employees in the workplace (WP)
- 3.93 My supervisor evaluates my work fairly (S, EE)
- 3.93 I have a good understanding of our mission, vision & strategic plan (S)
- 3.91 We develop services to match the needs of those we serve (S)
- 3.90 in my workgroup, my opinions and ideas count (WG, EE)
- 3.89 I’m given the opportunity to do my best work (S)
- 3.87 NMSU is well respected in community
- 3.81 The people I work with treat each other with respect (C)
- 3.81 Employees are ethical in my workplace (CL) be
- 3.80 The people I work with care about my personal well-being (C, EE)
- 3.79 My supervisor recognizes outstanding work (S, EE)

Crimson items scored >3.75 and are associated with “Positive Perceptions,”; Black items are neutral (scored 3.25 to 3.75); Blue Items scored <3.25 and are associated with “General Dissatisfaction”. (NMSU) indicates question was included for NMSU only.

Item Scores 3.74 to 3.25

- 3.74 Support is available for the technologies we use (IS)
- 3.73 I am treated fairly in my workplace (NMSU)
- 3.73 I am treated fairly in my workplace (CL)
- 3.72 Our computer systems provide reliable information (IS)
- 3.72 Faculty and staff in my department generally display a positive attitude (NMSU)
- 3.71 My workplace is well maintained (WP)
- 3.68 My supervisor is consistent when administering policies concerning employees (S)
- 3.68 I believe I have a career with this institution (ED)
- 3.67 Our institution is known for the quality of work we provide (S, EE)
- 3.67 Learning opportunities/training are made available to me so that I can do my job better (ED, EE)
- 3.65 I have adequate resources to do my job (WP, EE)
- 3.65 I feel free to be myself at work (JS)
- 3.64 Our computer systems enable me to quickly find the information I need (IS)
- 3.63 I trust the people in my workplace (C, EE)
- 3.62 Learning opportunities/training are made available to me for professional growth/skills development (ED, EE)
- 3.61 In my workgroup, there is a real feeling of teamwork (WG)
- 3.57 Teaching is well supported on my campus (NMSU)
- 3.54 I feel appreciated and valued at work (NMSU)
- 3.53 My workgroup uses the latest technology to communicate and interact (IS)
- 3.50 The communications I receive it work are timely and informative (IC)
- 3.50 Teaching is valued in the Promotion and Tenure process (NMSU)
- 3.50 My work environment supports the balance between work and personal life (JS)
- 3.48 The communication channels I must go through at work or reasonable (IC)
- 3.48 My institution works to attract, develop and retain people with diverse backgrounds (C)

- 3.45 The amount of work I am asked to do is reasonable (JS)
- 3.45 My work atmosphere encourages open and honest communication (IC)
- 3.45 Faculty and staff treat each other with dignity and respect (NMSU)
- 3.39 My workgroup regularly uses performance data to improve the quality of our work (WG)
- 3.38 Benefits can be selected to meet individual needs (B)
- 3.36 Retirement benefits are competitive with similar jobs in the community (B)
- 3.35 Our institution communicates effectively with the public (S)
- 3.33 Our administration effectively communicates important information (CL)
- 3.29 Service, outreach and extension are well supported on my campus (NMSU)
- 3.25 There is a spirit of teamwork and cooperation in NMSU (NMSU)

Item Scores <3.25 “General Dissatisfaction”

- 3.24 I am satisfied with the opportunities I have to give feedback on my supervisor’s performance (CL)
- 3.24 Health insurance benefits are competitive with similar jobs in the community (B)
- 3.22 Service/outreach/extension/leadership is valued and rewarded in the P&T process (NMSU)
- 3.20 I believe we will use this information to improve our workplace (CL)
- 3.12 Research is well supported on my campus (NMSU)
- 2.89 Leadership has realistic expectations of faculty (NMSU)
- 2.86 There is a basic trust among administration & faculty (NMSU)
- 2.60 I’m paid fairly for the work I do (P)
- 2.34 Salaries are competitive with similar jobs in the community or comparable institutions (P)
- 2.32 My pay keeps pace with cost of living (P)