# 2017 Williams Staff Survey

## <u>Please indicate your level of agreement with the following statements...</u>

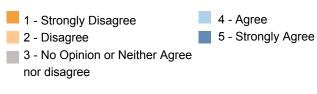
Question	Avg.	п			
The work I do is valuable to the institution.	4.4	629		44%	48%
I know what is expected of me at work.	4.2	628		56%	34%
The College is responsive when personal or family needs arise.	4.2	628	14	<mark>4%</mark> 45%	38%
l am satisfied overall with Williams as a place to work.	4.1	628	13	<mark>3%</mark> 50%	32%
My supervisor appreciates my work.	4.0	628	12	<mark>2%</mark> 41%	38%
I am satisfied with my employee benefits	4.0	628	8	<mark>3%</mark> 52%	30%
My supervisor listens to what I have to say.	4.0	628	9% 9	<mark>)%</mark> 43%	36%
I would recommend working at Williams to a friend with skills and interests similar to mine.	4.0	627	14	4% 46%	32%
I have the materials and equipment I need to do my work well.	4.0	627	9	<mark>)%</mark> 55%	26%
My associates or fellow employees are committed to doing quality work.	4.0	626	14	4% 48%	29%
I feel welcomed at college events and activities.	3.9	629	19	9% 48%	25%
The type of work I do on most days is personally rewarding.	3.9	629	17	7% 52%	23%
My department meets as a team to plan and coordinate work.	3.7	626	12% 17	7% 44%	23%
There is a safe way for me to bring up problems at work.	3.6	629	12% 20	0% 45%	19%
I have appropriate control over things that happen to me at work.	3.6	628	14% 20	0% 48%	15%
I regularly interact with employees outside of my department.	3.5	624	17% 14	4% 46%	17%
I have adequate opportunities for training to improve my skills.	3.5	629	14% 22	2% 41%	16%
The college clearly communicates its procedures and policies.	3.5	626	16% 21	1% 42%	15%
I am paid fairly for the work I do.	3.3	628	8% 20% 18	8% 42%	12%
I have adequate opportunities for professional advancement.	3.1	628	24% 25	5% 28%	13%
The evaluation process helps me improve my job performance.	2.9	627	<mark>12%</mark> 23% 37	7% 22%	
			-	0%	+

1 - Strongly Disagree

- 2 Disagree
- 3 No Opinion or Neither Agree nor Disagree
- 4 Agree
- 5 Strongly Agree

(1) Strongly disagree -- (5) Strongly agree

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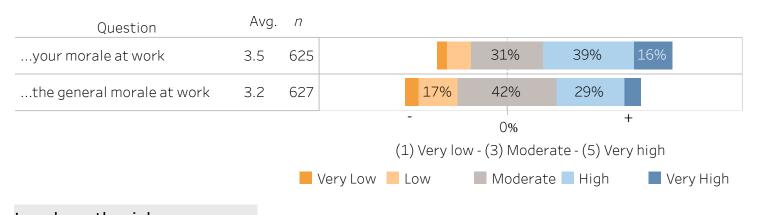


Question	Avg.	п				
sexual orientation	3.9	623		21%	51%	23%
religion	3.9	624		23%	48%	23%
race/ethnicity	3.8	623		20%	47%	22%
physical ability	3.8	623		25%	48%	19%
gender	3.7	623		19%	48%	21%
age	3.7	623		22%	48%	18%
class	3.5	622	15%	24%	37%	19%
position at Williams	3.0	624	31%	22%	27%	
			-	0%		+

#### *Everyone is treated fairly at Williams regardless of their...*

(1) Strongly disagree -- (5) Strongly agree

## How would you rate...



l work another job						
	Yes	No				
Count	124	496				
%	20.0%	80.0%				

# Staff Survey: 2014 Averages Compared to 2017

I know what is expected of me at work.	3.6 4.2
I am satisfied with my employee benefits.	4.0 4.4
The College is responsive when personal or family needs arise.	3.9 4.2
am paid fairly for the work I do.	3.4
I have appropriate control over things that happen to me at work.	3.5
My associates or fellow employees are committed to doing quality work.	3.9
There is a safe way for me to bring up problems at work.	3.6
I feel welcomed at college events and activities.	4.0
I regularly interact with employees outside of my department.	3.6
I am satisfied overall with Williams as a place to work.	4.1
I have adequate opportunities for training to improve my skills.	3.4
I have adequate opportunities for professional advancement.	3.0
My department meets as a team to plan and coordinate work.	3.7
The work I do is valuable to the institution.	4.4
I would recommend working at Williams to a friend with skills and interests similar to mine.	4.0
My supervisor listens to what I have to say.	4.0
The evaluation process helps me improve my job performance.	2.9
The type of work I do on most days is personally rewarding.	3.9
I have the materials and equipment I need to do my work well.	4.0
The college clearly communicates its procedures and policies.	3.5
My supervisor appreciates my work.	4.0

# Staff Survey: 2014 Averages Compared to 2017

Everyone is treated fairly at Willia	oms regardless o	ftheir		2014	1 2017
religion				3.9	
race/ethnicity				3.9	
sexual orientation				3.9	
physical ability				3.8	
age				3.7	
class				3.5	
gender				3.7	
position at Williams			3.0		
	1 Strongly disagree	2 Disagree	3 No opinion/Neit agree nor disag		5 Strongly agree
How would you rate					
the general morale at work			3.1		
your morale at work				3.6	
	1	2	3	4	5
	Very low	Low	Moderate	High	Very high