VPFO Culture Survey

There are no right or wrong answers on the questionnaire - please just give your honest opinion. Remember the responses to this questionnaire will be anonymous but not confidential. Any comments will be summarized as aggregated group data, it is not possible to identify individuals through the survey.

*F	Please choose the area of VPFO where you work
0	University Systems
0	Financial Planning and Operations (including budget, pension, campus planning & sustainability, risk management and insurance)
0	Human Resources
0	Internal Audit
0	Financial Services (accounting, research accounting and purchasing services)
0	Facilities Management
0	Campus Security
0	Legal Services
0	Other (please specify)

*Which area of University Systems do you work?

- Academic and Administrative Services
- O Infrastructure Services
- O UVic Online
- Systems Leaders

*Which area of Facilities Management do you work?

- C Capital Development
- Maintenance and Operations
- Finance and Administration
- Customer Service and Program Integration (incl. Janitorial Services)

≭Which area of Financial Services do you	ı work?	
Accounting (payroll, AR, AP, general accounting, research accounting)		
C Purchasing		
How long have you been working in your o	department?	
C Less than 3 years		
C 4-10 years		
C 10 years or more		

To what extent would you agree or disagree with the following aspects of the climate where you work? Strongly Disagree Agree Disagree Neutral Agree Slightly Agree Can't Answer Disagree Slightly Strongly 0 0 0 0 0 0 0 0 1. Policies, goals, and expectations within my department are fully explained 0 0 0 0 0 0 0 0 2. Managers within my department are prepared to listen to the suggestions and problems of staff 0 0 3. The people in my department have a strong sense of being a team 4. The people in my 0 0 0 0 0 department will go out of their way to help you with your work 5. People are generally 0 0 0 0 0 0 consulted before changes are initiated or major decisions are made within my department 0 0 0 0 0 0 0 0 6. Complaints or problems within my department are normally dealt with promptly 0 0 0 7. The process of settling complaints and dealing with problems in my department are generally viewed as fair 0 0 0 0 0 0 0 0 8 There is sufficient recognition given for doing good work in my department 0 9. I am satisfied with the 0 0 0 amount of challenge in my 0 10. The recognition and 0 0 0 0 0 0 encouragement I get within my department usually outweigh criticism and complaints. 11. People are encouraged to speak their minds even if it means disagreeing with superiors or coworkers within my department 0 0 0 12. When I have a difficult 0 0 0 work problem, I can usually count on getting assistance from coworkers in my

department								
13. We set very high standards for performance and people take pride in	O	O	0	O	O	O	0	O
their work 14. The quantity of work	0	0	0	O	0	0	0	O
expected is about right 15. My job requires me to do many different things at work using a variety of skills and talents	O	O	O	O	O	O	O	O
16. The results of my work are likely to significantly affect the lives or wellbeing of students, faculty and/or staff	0	0	0	0	0	0	0	О
17. I am able to decide on my own how to go about doing my work	O	O	O	O	O	O	0	O
18. Coworkers within my department demonstrate respect and fair treatment in their relationships with me	O	O	O	©	O	©	O	0
19. People outside my department demonstrate respect and fair treatment in their relationships with me	O	0	O	O	O	O	O	O
For my kind of job, the working conditions are reasonable	O	O	0	O	0	O	0	0
21. The people I work with get along well together	0	0	0	0	0	O	0	0
22. I have the right resources to do my work	O	0	O	0	O	0	0	O
23. The people I work with are very friendly	0	0	O	O	0	O	0	O
24. I receive regular feedback that is accurate and useful	О	0	O	O	C	O	O	O
25. I have opportunities to use my abilities in my job	O	O	0	O	0	O	О	O
26. I get enough instruction and training about how to do my job	0	O	0	O	0	O	O	O
27. I have career conversations with my supervisor/manager about opportunities for me to grow	©	0	O	0	©	0	C	0
28. I get regular coaching from my supervisor/manager to help	O	O	0	O	0	O	O	O

For what extent do you agree with the following statement "I would recommend my department as a place to work?" Strongly Disagree Disagree Disagree Slightly Neutral Agree Slightly Agree Strongly Agree How would you rate the effectiveness and efficiency of? Low results, lots of Medicore results, much OK results but Good results, little wasted time inefficiency improvement possible wasted time results Yourself? Your department? Very Low Low Neutral High Very high Yourself? Your department as a O O O O O O What aspects of working in your department do you find most satisfying? What's going well? What aspects of working in your department do you find least satisfying? What do we need to improve?	Would rather be doing something else	Very unhappy	Unhappy	It's OK	Нарру	Very happy	All this fun and money too?
Strongly Disagree Dis	O	0	0	O	0	0	O
Strongly Disagree Disagree Disagree Slightly Neutral Agree Slightly Agree Strongly Agree Clow Would you rate the effectiveness and efficiency of? Low results, lots of Wasted time W	Γο what exten	t do you agr	ee with tl	ne following s	tatement "I wo	ould recomme	end my
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