

2021 STAFF CLIMATE SURVEY



Question	2021 Rating
I actively contribute to achieving my department's goals.	4.65
I actively seek ways to improve my department.	4.55
I am aware of and know where to locate the University's policies and Code of Ethics.	4.47
I know how my job impacts the mission of the University.	4.46
My area's level of service contributes towards Pepperdine being known for its personal touch.	4.43
I have a very clear idea of the goals and objectives set for my job, and understand what is expected of me at work.	4.43
I have a positive relationship with my supervisor.	4.40
During remote work, I am able to fully contribute to the Pepperdine mission, vision, culture, and community.	4.37
During remote work, my department is able to fully contribute to the Pepperdine mission, vision, culture, and community.	4.36
I receive a performance review annually.	4.34
My supervisor appreciates me as an individual.	4.33
My school/department has a clear purpose.	4.33
In my department, we care about one another, not just as colleagues but as people.	4.32
I find purpose and a sense of personal accomplishment in my work.	4.30
I understand the University's affiliation with the Churches of Christ.	4.27
My supervisor keeps my department informed of University policies.	4.25
I know how, and to whom, to report security concerns regarding my campus location.	4.25
During remote work, students are kept at the heart of the educational enterprise.	4.22
My area continually seeks ways to streamline processes and create efficiencies.	4.21
I know how to choose the benefits plan that will best meet my needs and/or my family's needs.	4.21
I learn from my supervisor.	4.19
My department encourages diversity.	4.18
I know how, and to whom, to report threats/safety concerns about colleagues and students (including sexual misconduct).	4.18
My supervisor cares about my growth and development.	4.17
I receive praise and recognition when I do good work.	4.15
My work group/department is well motivated to do its job.	4.15

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My supervisor discusses how our department's work ties into the overall University mission.	4.14
My supervisor is an effective manager.	4.13
My supervisor addresses challenges raised by my coworkers and me.	4.12
My supervisor is an effective leader.	4.11
Regardless of my role or background, I understand and feel a connection with the University's values and mission.	4.11
My supervisor engages staff in opportunities to provide feedback and creative/innovative ideas.	4.07
My supervisor helps me find opportunities to use my strengths in my job.	4.07
My department communicates together openly and effectively on a regular basis.	4.07
My supervisor regularly communicates with staff regarding strategic goals.	4.06
My job is enjoyable and satisfying.	4.06
My supervisor provides me with regular feedback that is summarized in my annual performance assessment.	4.06
I am satisfied with opportunities available to me to be involved in service at the University.	4.05
I feel that Pepperdine University is a good place to work.	4.05
I know the value of my total compensation package.	4.01
My department is well managed.	3.99
This past year, I have had opportunities at work to learn and grow.	3.98
There are opportunities for me to grow, not just professionally but also spiritually and personally.	3.98
My supervisor is an effective mentor.	3.95
I have the resources I need to do my work well.	3.94
My supervisor and I have identified goals that will further my professional development.	3.92
I know how, and to whom, to report suspected or actual child, senior, or dependent adult abuse and neglect.	3.91
I view my work at the University as service to God.	3.89
Information flows effectively in my area.	3.89
The University views/values me not just as an employee, but as a person.	3.84
Poor performance is not tolerated in my department.	3.83
The University encourages a working atmosphere of mutual trust and respect.	3.82
I know how to grow my career.	3.81

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During remote work, I still feel part of Pepperdine's close-knit community.	3.81
The heritage and Christian mission of the University was important in my decision to apply for or accept a position at Pepperdine.	3.78
Pepperdine is committed to ensuring equal opportunities for all employees.	3.76
The morale in my department is usually high.	3.72
I took advantage of the wellness and learning opportunities offered throughout the last year.	3.72
The heritage and Christian mission of the University is part of the reason why I stay at Pepperdine.	3.72
Pepperdine University encourages diversity.	3.63
University policies are administered fairly and consistently.	3.62
I experience Pepperdine University as an inclusive organization.	3.57
Pepperdine celebrates the many diverse aspects of its community members.	3.56
There is little likelihood that I will seek employment outside the University within the next year.	3.53
The University is well managed.	3.53
I have witnessed Pepperdine's commitment to diversity, which flows from its Christian mission.	3.52
The University adequately monitors employee satisfaction.	3.33
I feel that my compensation, benefits, etc., is fair.	3.29
I know where to locate Suggestion/Concern boxes at Pepperdine campuses and on the HR website.	3.10