

STAFF CLIMATE SURVEY



FULL SURVEY

University wide, the average response was 3.92 out of 5.0 (in 2012, the average was 3.88). The following table shows average ratings for each question (sorted by rating).

Question	Section Grouping	2013 Rating
I actively contribute to achieving my department's goals.	Individual Performance	4.50
I actively seek ways to improve my department.	Individual Performance	4.39
I know how my job impacts the mission of the University.	Personal Growth and Well-Being	4.36
My area's level of service contributes towards Pepperdine being known for its personal touch.	Team Performance	4.32
I understand the University's affiliation with the Churches of Christ.	Sense of Belonging-University	4.27
I understand and feel a connection with the University's values and mission.	Sense of Belonging-University	4.27
I am aware of and know where to locate the University's policies and Code of Ethics.	Individual Performance	4.25
I find purpose and a sense of personal accomplishment in my work.	Personal Growth and Well-Being	4.24
I feel that Pepperdine University is a good place to work.	Satisfaction in Association/Overall Satisfaction	4.24
I receive a performance review annually.	Supervisor Performance	4.22
I know the value of my benefits package.	Satisfaction in Association/Overall Satisfaction	4.20
My school/department has a clear purpose.	Team Performance	4.18
I have a very clear idea of the goals and objectives set for my job.	Individual Performance	4.16
My job is enjoyable and satisfying.	Satisfaction in Association/Overall Satisfaction	4.12
In my department, we care about one another, not just as colleagues but as people.	Sense of Belonging-Department	4.06
My area continually seeks ways to streamline processes and create efficiencies.	Team Performance	4.01
I am satisfied with opportunities available to me to be involved in service at the University.	Personal Growth and Well-Being	3.99
My supervisor is aware and keeps my department informed of University policies.	Supervisor Performance	3.96
My work group/department is well motivated to do its job.	Satisfaction in Association/Overall Satisfaction	3.96
My department encourages diversity.	Sense of Belonging-Department	3.91
The University views/values me not just as an employee, but as a person.	Personal Growth and Well-Being	3.90
My supervisor engages staff in opportunities to provide feedback and creative/innovative ideas.	Supervisor Performance	3.87
The University encourages a working atmosphere of mutual trust and respect.	Sense of Belonging-University	3.86
My supervisor discusses how our department's work ties into the overall University mission.	Supervisor Performance	3.86
My supervisor regularly communicates with staff regarding strategic goals.	Supervisor Performance	3.83
My supervisor encourages me to grow professionally	Development & Compensation	3.83
My supervisor is an effective leader.	Supervisor Performance	3.83
My supervisor is an effective manager.	Supervisor Performance	3.83
Our department communicates together openly and effectively on a regular basis.	Sense of Belonging-Department	3.81
My supervisor regularly provides me with fair, accurate, and constructive feedback about my job performance.	Supervisor Performance	3.81

Mean Value Score --- A "5" for a "Strongly Agree" response; "4" for an "Agree" response; "3" for a "Neither Agree nor Disagree" response; "2" for a "Disagree" response; and "1" for a "Strongly Disagree" response

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Question	Section Grouping	2013 Rating
Pepperdine is committed to ensuring equal opportunities for all employees.	Development & Compensation	3.77
Employees have the opportunity to give feedback within the University.	Satisfaction in Association/Overall Satisfaction	3.74
My supervisor is an effective mentor.	Supervisor Performance	3.72
My department is well managed.	Team Performance	3.70
I experience Pepperdine University as an inclusive organization.	Sense of Belonging-University	3.69
My supervisor and I have identified goals that will further my professional development.	Development & Compensation	3.63
University policies are administered fairly and consistently.	Satisfaction in Association/Overall Satisfaction	3.63
The morale in my department is usually high.	Sense of Belonging-Department	3.62
(In order to achieve its mission,) Pepperdine University encourages diversity.	Sense of Belonging-University	3.62
In the past year, I have not personally observed acts that would discourage Pepperdine's mission of encouraging a diverse environment.	Sense of Belonging-University	3.62
Information flows effectively in my area.	Team Performance	3.61
The University is well managed.	Satisfaction in Association/Overall Satisfaction	3.59
There is little likelihood that I will seek employment outside the University within the next year.	Satisfaction in Association/Overall Satisfaction	3.59
The University adequately monitors employee satisfaction.	Satisfaction in Association/Overall Satisfaction	3.56
Pepperdine celebrates the many diverse aspects of its community members	Sense of Belonging-University	3.52
Poor performance is not tolerated in my department.	Team Performance	3.49
I feel that my total compensation, including benefits, is fair.	Development & Compensation	3.45