

2017 WORKPLACE SURVEY - Question Set



COMMITMENT
Taking everything into account, I am satisfied with Yale University as a place to work
I am proud to work for Yale University
I would recommend Yale University to others as a great place to work
I am not seriously considering leaving Yale University
COMMUNICATION
Yale University's mission and core values are clear
Yale University does an excellent job of keeping employees informed about matters affecting us
I trust the communications I receive from:
a) Yale University
b) My Manager
DECISION MAKING
Decisions in my unit are not unreasonably delayed while waiting for approval from:
a) Higher Levels of Management
b) Other Units
c) My Manager
d) Peers
I have a clear understanding of my decision-making authority
I have the appropriate amount of decision-making authority for my level/position
DEVELOPMENT
My manager has had a meaningful discussion with me about my professional development in the last 12 months.
My manager encourages me to take advantage of learning and development opportunities available to me
As long as I perform well, I have the same opportunity to advance my career as peers/colleagues in similar roles.
I feel that I have the opportunity for professional growth at Yale University
DIVERSITY
Yale University has an inclusive work environment where staff diversity at all levels is valued and encouraged
Employees are treated with respect at Yale University regardless of their position
In my unit, offensive behavior (<i>sexual harassment, discrimination, insensitive remarks, etc.</i>) is not tolerated
My manager values the diverse perspectives and ideas that come from staff members from different cultures and life experiences
I am treated fairly at Yale University without regard to my age, race, ethnic background, religion, gender, disability, sexual orientation, or veteran status
a) In what area(s) is your concern: Age, Race, Ethnic Background, Religion, Gender, Disability, Sexual Orientation, Veteran Status
INNOVATION
In my unit, we are constantly looking for new and better ways of getting work done
In my unit, differing opinions are invited and thoughtfully considered in reaching the best possible decision
I am encouraged to make suggestions on how my unit might be improved
In my unit, I can change the way work is done in order to improve the processes
LEADERSHIP
I feel confident that Yale University has a clear plan to ensure the long-term success of the University
I feel labor-management relations are changing for the better in:
a) Yale University
b) My Unit
Workplace policies are administered fairly and consistently at Yale University
I have confidence in the decisions made by the senior leadership of the University
Yale University is changing for the better
The overall morale in my unit is high
My manager establishes priorities well
My manager leads by example and is a positive role model
PERFORMANCE MANAGEMENT
During the past year, my manager provided me with a thorough and thoughtful performance review
I have clear performance goals and I know what my manager expects of me
My manager motivates and encourages me to give my very best
My manager provides sufficient informal feedback on how I am doing my job
NEW - My manager recognizes employees for high quality performance

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PRODUCTIVITY	
In my unit, employees pay attention to costs and expenses, and use Yale University resources wisely	
My unit continuously works to eliminate unnecessary bureaucracy and waste	
I have the resources (<i>equipment, budget, etc.</i>) I need to do my job well	
REWARDS	
Compared to other organizations with which you are familiar, please rate the following programs of the University:	
a) Pay	
b) Medical/Dental benefits	
c) Paid Time off	
d) Retirement Benefits	
Thinking about your Total Rewards Package please rate the following:	
a) I feel that my Health Insurance benefits are comprehensive and provide great protection in the event of injury or illness.	
b) I feel that my Paid Time Off benefits are generous and allow adequate time away from my job.	
c) I feel that my Retirement benefits offer me important future financial security.	
d) I feel that I am paid fairly in comparison to my colleagues in comparable roles within Yale University.	
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TEAMWORK	
The various units of Yale (<i>schools, departments, etc.</i>) cooperate with one another in the best interest of the University as a whole	
Within my unit, there is a high degree of teamwork	
In my unit, workplace conflicts and disagreements are handled openly and constructively	
WELL BEING - NEW	
My manager is open to flexible work arrangements	
University policies and programs help employees balance work and personal life responsibilities	
NEW I do not feel stressed by my work responsibilities	
NEW I am aware of Yale's commitments to sustainability in the following areas:	
a) Food	
b) Buildings	
c) Waste Management	
d) Transportation	
e) Procurement/Purchasing	
NEW I am aware of Yale's commitment to health and well-being in the following areas:	
a) Tobacco Free Yale Assistance Program	
b) Yale's virtual physical activity challenges	
c) Yale's weight management offerings	
d) Yale's commitment to stress management	
e) Yale's meditation programs	
OPEN ENDED	
What should Yale University do differently to enhance performance and/or make Yale a better place to work?	
What is Yale University doing well that is contributing to making Yale a high performing and/or a great place to work?	