

2013-14 Williams College Staff Survey Results

Response Rate: 72%

Please indicate your level of agreement with the following statements.

	Strongly Disagree (1)	Disagree (2)	No Opinion or Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean
I am satisfied overall with Williams as a place to work.	1%	4%	10%	52%	33%	4.1
I have a clear job description that matches the work expected of me.	5%	11%	17%	50%	17%	3.6
I have the materials and equipment I need to do my work well.	1%	8%	11%	56%	25%	4.0
I have a pleasant work space.	4%	9%	13%	47%	27%	3.8
The work I do is appreciated by my supervisor.	3%	8%	11%	41%	37%	4.0
I am proud to work at Williams College.	1%	2%	10%	40%	48%	4.3
The work I do is valuable to the institution.	0%	1%	5%	45%	49%	4.4
The type of work I do on most days is personally rewarding.	2%	6%	16%	52%	24%	3.9
I have adequate opportunities for training to improve my skills.	6%	17%	19%	45%	13%	3.4
I have adequate opportunities for professional advancement.	11%	22%	28%	30%	8%	3.0
The evaluation process helps me improve my job performance.	14%	20%	36%	24%	6%	2.9
I am paid fairly for the work I do.	7%	19%	15%	43%	16%	3.4
I need to work other jobs to supplement my Williams income.	15%	28%	24%	20%	13%	2.9
The employee benefits available to me are valuable.	1%	2%	5%	38%	55%	4.4
The college is supportive of my family's needs.	2%	6%	25%	42%	26%	3.9
My supervisor listens to what I have to say.	3%	8%	11%	45%	33%	4.0
My department meets as a team to plan and coordinate work.	6%	13%	13%	47%	21%	3.6
My associates or fellow employees are committed to doing quality	2%	10%	15%	45%	28%	3.9
I regularly interact with employees outside of my department.	4%	17%	18%	41%	21%	3.6
There is a safe way for me to bring up problems at work.	6%	14%	17%	45%	18%	3.6
I have appropriate control over things that happen to me at work.	6%	15%	23%	43%	14%	3.4
The college clearly communicates its procedures and policies.	4%	18%	18%	47%	13%	3.5
I feel welcomed at college events and activities.	1%	5%	17%	51%	26%	4.0
I would recommend working at Williams to a friend with skills and interests similar to mine.	2%	5%	15%	46%	33%	4.0

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

	Strongly Disagree (1)	Disagree (2)	No Opinion or Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean
race	2%	8%	18%	48%	24%	3.8
class	4%	20%	19%	39%	18%	3.5
gender	3%	10%	20%	46%	21%	3.7
sexual orientation	2%	5%	21%	50%	22%	3.9
physical ability	2%	6%	24%	48%	20%	3.8
age	2%	11%	21%	47%	19%	3.7
religion	1%	2%	21%	53%	23%	3.9
position at Williams	14%	26%	21%	27%	12%	3.0

How would you rate...

	Very Low (1)	Low (2)	Moderate (3)	High (4)	Very High (5)	Mean
...your morale at work	3%	10%	29%	41%	16%	3.6
...the general morale at work	7%	16%	45%	27%	4%	3.1