

**2012 CUCSA UC Staff Engagement Survey  
Categories and Items  
December, 2012**

## Categories

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## BASE CATEGORY SET

### CATEGORY 1: Career Development

1. I believe I have the opportunity for personal development and growth at UC. (A-TA-?-TD-D)
9. UC provides people with the necessary information and resources to manage their own careers effectively. (A-TA-?-TD-D)
14. I am confident I can achieve my personal career objectives with UC. (A-TA-?-TD-D)
18. My UC campus/location is doing a good job of planning for management succession. (A-TA-?-TD-D)

### CATEGORY 2: Communication

2. UC does an excellent job of keeping employees informed about matters affecting us. (A-TA-?-TD-D)
10. I feel able to openly and honestly communicate my views upwards. (A-TA-?-TD-D)

### CATEGORY 3: Engagement

3. I feel motivated to go beyond my formal job responsibilities to get the job done. (A-TA-?-TD-D)
11. UC inspires me to do my best work. (A-TA-?-TD-D)
15. I am satisfied with my involvement in decisions that affect my work. (A-TA-?-TD-D)
19. I have the equipment/tools/resources I need to do my job effectively. (A-TA-?-TD-D)
21. There is usually sufficient staff in my department to handle the workload. (A-TA-?-TD-D)
23. My work schedule allows sufficient flexibility to meet my personal/family needs. (A-TA-?-TD-D)
25. I would recommend UC as a good place to work. (A-TA-?-TD-D)
29. At the present time, are you seriously considering leaving UC? (Y-N-DK <No>)

### CATEGORY 4: Image/Brand

4. UC is highly regarded by its employees. (A-TA-?-TD-D)

### CATEGORY 5: Organizational Change

5. Generally, recent major organizational changes at UC have been: (A-TA-?-TD-D)
  - a. Well planned
  - b. Well communicated

### CATEGORY 6: Performance Management

6. I feel my personal contributions are recognized. (A-TA-?-TD-D)
12. I think my performance on the job is evaluated fairly. (A-TA-?-TD-D)
16. I feel UC does a good job matching pay to performance. (A-TA-?-TD-D)

## BASE CATEGORY SET

### CATEGORY 7: Supervision

7. My supervisor gives me regular feedback on my performance. (A-TA-?-TD-D)
13. My supervisor does a good job of building teamwork. (A-TA-?-TD-D)
17. My supervisor treats me with respect. (A-TA-?-TD-D)
22. My supervisor develops people's abilities. (A-TA-?-TD-D)
24. My supervisor communicates effectively. (A-TA-?-TD-D)
26. I have a clear understanding of how my job contributes to the departmental objectives. (A-TA-?-TD-D)
27. Regarding suggestions for change from employees, my supervisor is usually responsive. (A-TA-?-TD-D)
20. Please indicate the extent to which you agree with the following statements about your supervisor: (A-TA-?-TD-D)
  - a. Effectively deals with poor performers
  - b. Listens carefully to different points of view before coming to conclusions
  - c. Encourages new ideas and new ways of doing things
28. My supervisor helps me make time to participate in training and development activities. (StA-A-Neither-D-StD)

### CATEGORY 8: Working Relationships

8. There is good cooperation between my department and other departments at my campus/location. (A-TA-?-TD-D)