

ENVIRONMENT OF WORK UNIT			
How strongly do you disagree or agree with each of the following statements about the environment in your work unit?			
		VCFA	FP&M
Q1A. A spirit of cooperation and teamwork exists in my work unit.	Favorable	76.8%	75.1%
	Neutral	13.5%	14.7%
	Unfavorable	9.8%	10.1%
	Mean	3.93	3.86
Q1B. The environment in my work unit is welcoming to employees of color.	Favorable	82.6%	80.6%
	Neutral	12.8%	13.8%
	Unfavorable	4.7%	5.6%
	Mean	4.16	4.08
Q1C. My work unit is welcoming to all people regardless of gender.	Favorable	86.4%	84.2%
	Neutral	8.8%	10.3%
	Unfavorable	4.8%	5.5%
	Mean	4.24	4.13
Q1D. My work unit is welcoming to all people regardless of sexual orientation.	Favorable	82.6%	76.9%
	Neutral	13.8%	18.2%
	Unfavorable	3.6%	4.9%
	Mean	4.18	4.00
Q1E. My work unit feels comfortable to me.	Favorable	80.6%	79.9%
	Neutral	11.0%	11.8%
	Unfavorable	8.4%	8.4%
	Mean	4.07	4.02
Q1F. My opinion counts at work.	Favorable	69.2%	67.4%
	Neutral	16.8%	18.0%
	Unfavorable	14.0%	14.6%
	Mean	3.79	3.70
Q1G. In the past six months, I have NOT seen disturbing conflicts within my work unit.	Favorable	64.2%	64.9%
	Neutral	13.7%	13.7%
	Unfavorable	22.1%	21.4%
	Mean	3.62	3.62
Q1H. I am comfortable providing feedback to my work unit on work issues.	Favorable	76.9%	76.9%
	Neutral	11.5%	12.0%
	Unfavorable	11.6%	11.1%
	Mean	3.92	3.88
Q1I. I am asked for input on work-related matters.	Favorable	73.0%	69.5%
	Neutral	14.3%	16.1%
	Unfavorable	12.7%	14.4%
	Mean	3.84	3.73
Q1J. My work unit feels safe to me.	Favorable	85.2%	84.7%
	Neutral	9.5%	9.5%
	Unfavorable	5.3%	5.8%
	Mean	4.19	4.13
Q1K. If I have a conflict with another employee, I know where to go to effectively resolve the issue.	Favorable	77.6%	76.7%
	Neutral	13.6%	13.5%
	Unfavorable	8.8%	9.8%
	Mean	3.97	3.93
Q1L. I am treated with respect at work.	Favorable	78.4%	78.5%
	Neutral	13.5%	12.9%
	Unfavorable	8.1%	8.7%
	Mean	4.01	3.97
ENVIRONMENT OF WORK UNIT - Total	Favorable	77.8%	76.3%
	Neutral	12.7%	13.7%
	Unfavorable	9.5%	10.0%
	Mean	3.99	3.92

**RELATIONSHIP WITH CO-WORKERS**

How strongly do you disagree or agree with each of the following statements about your relationship with your co-workers?

		VCFA	FP&M
Q2A. I receive support and encouragement from others in my work unit.	Favorable	76.3%	73.6%
	Neutral	16.5%	18.1%
	Unfavorable	7.3%	8.3%
	Mean	3.94	3.83
Q2B. In my unit, co-workers value and respect each other.	Favorable	72.1%	69.0%
	Neutral	17.3%	19.4%
	Unfavorable	10.6%	11.6%
	Mean	3.84	3.75
Q2C. In my work unit, my co-workers are open and welcoming to others who are different from them.	Favorable	76.9%	73.2%
	Neutral	16.4%	19.0%
	Unfavorable	6.7%	7.8%
	Mean	3.98	3.85
Q2D. I am satisfied with the relationships I have developed with my co-workers.	Favorable	79.0%	79.2%
	Neutral	15.6%	15.7%
	Unfavorable	5.4%	5.2%
	Mean	4.01	3.97
RELATIONSHIP WITH CO-WORKERS - Total	Favorable	76.1%	73.8%
	Neutral	16.4%	18.0%
	Unfavorable	7.5%	8.2%
	Mean	3.94	3.85

TOOLS AND OPPORTUNITIES			
How strongly do you disagree or agree with each of the following statements?			
		VCFA	FP&M
Q3A. I have the resources to do my job well.	Favorable	75.3%	76.9%
	Neutral	13.3%	12.6%
	Unfavorable	11.4%	10.5%
	Mean	3.86	3.87
Q3B. I know what is expected of me on the job.	Favorable	87.0%	89.6%
	Neutral	8.1%	6.4%
	Unfavorable	4.9%	4.1%
	Mean	4.12	4.15
Q3C. My job makes good use of my skills and abilities.	Favorable	73.4%	73.3%
	Neutral	15.0%	14.9%
	Unfavorable	11.5%	11.8%
	Mean	3.85	3.81
Q3D. I have sufficient opportunities (such as challenging work assignments or projects) to earn a high performance rating.	Favorable	70.0%	67.3%
	Neutral	18.5%	21.1%
	Unfavorable	11.5%	11.6%
	Mean	3.82	3.75
Q3E. Recognition is based on performance in my work unit.	Favorable	58.9%	58.5%
	Neutral	23.2%	23.2%
	Unfavorable	18.0%	18.3%
	Mean	3.55	3.50
Q3F. I am satisfied with the recognition I receive for my work.	Favorable	60.9%	61.1%
	Neutral	21.8%	19.7%
	Unfavorable	17.3%	19.2%
	Mean	3.59	3.53
Q3G. I am satisfied with my pay/compensation.	Favorable	34.4%	30.1%
	Neutral	22.6%	21.8%
	Unfavorable	42.9%	48.1%
	Mean	2.81	2.65
Q3H. Important campus information is circulated to all members of my work unit.	Favorable	73.1%	71.4%
	Neutral	16.0%	17.3%
	Unfavorable	10.9%	11.3%
	Mean	3.84	3.79
Q3I. I am given real opportunity to improve my skills in my work unit.	Favorable	65.1%	65.6%
	Neutral	22.0%	21.8%
	Unfavorable	12.9%	12.7%
	Mean	3.69	3.67
Q3J. I am satisfied with opportunities to enhance my well-being at work.	Favorable	62.2%	61.7%
	Neutral	24.5%	25.4%
	Unfavorable	13.3%	12.9%
	Mean	3.63	3.61
Q3K. It is clear to me what I need to learn to be adequately prepared for promotional opportunities.	Favorable	49.2%	51.4%
	Neutral	25.7%	25.4%
	Unfavorable	25.1%	23.2%
	Mean	3.30	3.33
TOOLS AND OPPORTUNITIES - Total	Favorable	64.5%	64.3%
	Neutral	19.2%	19.0%
	Unfavorable	16.4%	16.7%
	Mean	3.64	3.61

WORK UNIT			
How strongly do you disagree or agree with each of the following statements about your work unit?			
		VCFA	FP&M
Q4A. My work unit is successful at accomplishing its mission.	Favorable	82.8%	82.5%
	Neutral	12.3%	12.5%
	Unfavorable	4.8%	5.0%
	Mean	4.07	4.03
Q4B. My work unit produces high-quality products and services.	Favorable	82.1%	80.4%
	Neutral	12.9%	13.7%
	Unfavorable	5.0%	5.9%
	Mean	4.12	4.05
Q4C. The work I do is meaningful to me.	Favorable	84.5%	84.4%
	Neutral	11.0%	11.4%
	Unfavorable	4.6%	4.2%
	Mean	4.19	4.14
Q4D. I would recommend my unit as a good place to work.	Favorable	75.4%	75.0%
	Neutral	15.3%	15.2%
	Unfavorable	9.3%	9.7%
	Mean	3.97	3.92
WORK UNIT - Total	Favorable	81.2%	80.6%
	Neutral	12.9%	13.2%
	Unfavorable	5.9%	6.2%
	Mean	4.09	4.04

**SUPERVISORS IN WORK UNIT**

How strongly do you disagree or agree with each of the following statements about supervisors in your work unit?

		VCFA	FP&M
Q5A. My immediate supervisor responds effectively to conflicts in my work unit.	Favorable	70.7%	70.3%
	Neutral	17.0%	17.6%
	Unfavorable	12.4%	12.0%
	Mean	3.83	3.82
Q5B. My immediate supervisor provides me with useful feedback on my job performance.	Favorable	75.9%	75.6%
	Neutral	14.8%	14.3%
	Unfavorable	9.3%	10.1%
	Mean	3.95	3.92
Q5C. My immediate supervisor is an effective manager.	Favorable	72.5%	72.0%
	Neutral	16.5%	17.2%
	Unfavorable	11.0%	10.8%
	Mean	3.89	3.87
Q5D. I receive support and encouragement from my supervisor.	Favorable	78.7%	76.8%
	Neutral	12.4%	12.9%
	Unfavorable	9.0%	10.3%
	Mean	4.03	3.96
Q5E. My immediate supervisor supports my well-being.	Favorable	78.4%	75.9%
	Neutral	14.7%	15.6%
	Unfavorable	7.0%	8.5%
	Mean	4.06	3.96
Q5F. My immediate supervisor respects me and values my work.	Favorable	82.8%	81.4%
	Neutral	10.0%	10.7%
	Unfavorable	7.2%	7.9%
	Mean	4.13	4.05
Q5G. Overall, I am satisfied with my immediate supervisor.	Favorable	78.7%	77.3%
	Neutral	12.0%	13.3%
	Unfavorable	9.4%	9.4%
	Mean	4.05	4.00
Q5H. Overall, I am satisfied with the managers/leaders above my immediate supervisor.	Favorable	59.5%	55.4%
	Neutral	22.6%	24.9%
	Unfavorable	17.9%	19.7%
	Mean	3.58	3.47
Q5I. My immediate supervisor is open and welcoming to others who are different from him/her.	Favorable	83.7%	80.4%
	Neutral	12.0%	14.2%
	Unfavorable	4.3%	5.5%
	Mean	4.19	4.07
Q5J. Policies are applied fairly in my unit.	Favorable	68.2%	66.0%
	Neutral	16.7%	17.3%
	Unfavorable	15.1%	16.7%
	Mean	3.74	3.64
Q5K. Work is distributed equitably in my unit.	Favorable	60.5%	62.9%
	Neutral	20.1%	18.6%
	Unfavorable	19.3%	18.6%
	Mean	3.56	3.57
SUPERVISORS IN WORK UNIT - Total	Favorable	73.6%	72.2%
	Neutral	15.3%	16.1%
	Unfavorable	11.1%	11.8%
	Mean	3.91	3.85

**OVERALL SATISFACTION**

How strongly do you disagree or agree with each of the following statements about your overall satisfaction with your job and work unit?

		VCFA	FP&M
Q6A. Considering everything, I am satisfied with my job.	Favorable	76.6%	74.6%
	Neutral	14.5%	16.2%
	Unfavorable	8.9%	9.2%
	Mean	3.90	3.85
Q6B. Considering everything, I am satisfied with my work unit.	Favorable	75.8%	73.5%
	Neutral	15.1%	17.3%
	Unfavorable	9.1%	9.2%
	Mean	3.91	3.86
OVERALL SATISFACTION - Total	Favorable	76.2%	74.0%
	Neutral	14.8%	16.7%
	Unfavorable	9.0%	9.2%
	Mean	3.91	3.85

Other Questions

		VCFA	FP&M
Q9. Are you considering leaving your division within the next year?	Yes	26.8%	27.9%
	No	73.2%	72.1%
Q10. What are your plans if you decide to leave your division?	To Retire	11.6%	9.4%
	To take another job at UW-Madison	30.9%	31.8%
	To take another job outside UW-Madison	38.6%	40.8%
	Other	18.9%	18.0%
Q11. Which factor most greatly affects your satisfaction with your work experience?	Work environment	29.4%	20.5%
	Pay/benefits	27.7%	34.0%
	Immediate supervisor	10.4%	11.7%
	Work variety	8.8%	8.2%
	Advancement opportunities	2.5%	3.8%
	Opportunity to work at UW-Madison	7.4%	6.6%
	Training opportunities	6.6%	8.0%
	Other	7.2%	7.2%

Composite Scales and Respect Related Questions			
		VCFA	FP&M
<b>Engagement</b>			
	Engaged	50.5%	46.6%
	Somewhat Engaged	38.8%	43.0%
	Not Engaged	10.8%	10.4%
	Engagement Mean (16-80 point scale)	62.25	61.51
	Engagement Mean (1-5 point scale)	3.89	3.84
<b>Diversity and Inclusion</b>			
	High	60.7%	56.2%
	Medium	31.7%	35.3%
	Low	7.6%	8.5%
	D&I Mean (15-75 point scale)	60.70	59.37
	D&I Mean (1-5 point scale)	4.05	3.96
<b>Best places to work components</b>			
Q6A. Considering everything, I am satisfied with my job.	Favorable	76.6%	74.6%
	Neutral	14.5%	16.2%
	Unfavorable	8.9%	9.2%
	Mean	3.90	3.85
Q4D. I would recommend my unit as a good place to work.	Favorable	75.4%	75.0%
	Neutral	15.3%	15.2%
	Unfavorable	9.3%	9.7%
	Mean	3.97	3.92
Q6B. Considering everything, I am satisfied with my work unit.	Favorable	75.8%	73.5%
	Neutral	15.1%	17.3%
	Unfavorable	9.1%	9.2%
	Mean	3.91	3.86
BP2W Score	Favorable	75.9%	74.3%
	Neutral	15.0%	16.3%
	Unfavorable	9.1%	9.4%
	Mean	3.93	3.88
<b>Respect-related questions</b>			
Q1L. I am treated with respect at work.	Favorable	78.4%	78.5%
	Neutral	13.5%	12.9%
	Unfavorable	8.1%	8.7%
	Mean	4.01	3.97
Q2B. In my unit, co-workers value and respect each other.	Favorable	72.1%	69.0%
	Neutral	17.3%	19.4%
	Unfavorable	10.6%	11.6%
	Mean	3.84	3.75
Q5F. My immediate supervisor respects me and values my work.	Favorable	82.8%	81.4%
	Neutral	10.0%	10.7%
	Unfavorable	7.2%	7.9%
	Mean	4.13	4.05
Respect Index	Favorable	77.7%	76.3%
	Neutral	13.6%	14.3%
	Unfavorable	8.6%	9.4%
	Mean	3.99	3.92