University of Minnesota Employee Survey

Instructions: For each statement, select the response that seems most appropriate. If you feel the statement doesn’t apply to you or you have no opinion, please select N/A (Not Applicable).

"Management" refers to the department head/director and his/her leadership team if you work in an academic department or center, or to the dean and his/her leadership team if you personally work in or directly report to a Dean or Dean's Office.

1. Management demonstrates the importance of integrity and ethical behavior to their employees.
   - Strongly Agree (SA)
   - Agree (A)
   - Disagree (D)
   - Strongly Disagree (SD)
   - N/A

2. Management is open to employee suggestions to improve productivity and quality.
   - Strongly Agree (SA)
   - Agree (A)
   - Disagree (D)
   - Strongly Disagree (SD)
   - N/A

3. Management sometimes overrides University policies, procedures or workplace rules (e.g., takes shortcuts that are contrary to policy).
   - Strongly Agree (SA)
   - Agree (A)
   - Disagree (D)
   - Strongly Disagree (SD)
   - N/A

4. Management has the right knowledge, skills, and training to effectively perform their duties.
   - Strongly Agree (SA)
   - Agree (A)
   - Disagree (D)
   - Strongly Disagree (SD)
   - N/A

5. Non-management (support) staff has the right knowledge, skills, and training to effectively perform their duties.
   - Strongly Agree (SA)
   - Agree (A)
   - Disagree (D)
   - Strongly Disagree (SD)
   - N/A

6. Management effectively monitors and provides oversight and direction for the activities in my unit.
   - Strongly Agree (SA)
   - Agree (A)
   - Disagree (D)
   - Strongly Disagree (SD)
   - N/A

7. Management is concerned with and responsive to customer feedback or suggestions.
   - Strongly Agree (SA)
   - Agree (A)
   - Disagree (D)
   - Strongly Disagree (SD)
   - N/A

8. I understand workplace policies and rules, and have an effective resource for obtaining clarification of policies when needed.
   - Strongly Agree (SA)
   - Agree (A)
   - Disagree (D)
   - Strongly Disagree (SD)
   - N/A

9. Management has not effectively communicated my job duties and responsibilities to me.
   - Strongly Agree (SA)
   - Agree (A)
   - Disagree (D)
   - Strongly Disagree (SD)
   - N/A

10. Management would take appropriate corrective action if policy, procedure, or workplace rule violations were detected.
    - Strongly Agree (SA)
    - Agree (A)
    - Disagree (D)
    - Strongly Disagree (SD)
    - N/A

11. I believe I would be protected from retaliation if I report a suspected violation.
    - Strongly Agree (SA)
    - Agree (A)
    - Disagree (D)
    - Strongly Disagree (SD)
    - N/A

12. I am familiar with how to report violations of law or policy, including the University’s confidential reporting line.
    - Strongly Agree (SA)
    - Agree (A)
    - Disagree (D)
    - Strongly Disagree (SD)
    - N/A

Would you like to tell us anything else about the operations of your (college, department, center, or other term as appropriate)?