

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.

	Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
1 Management demonstrates the importance of integrity and ethical behavior to their employees.	SA	A	D	SD	N/A
2 Management is open to employee suggestions to improve productivity and quality.	SA	A	D	SD	N/A
3 Management sometimes overrides University policies, procedures or workplace rules (e.g., takes shortcuts that are contrary to policy).	SA	A	D	SD	N/A
4 Management has the right knowledge, skills, and training to effectively perform their duties.	SA	A	D	SD	N/A
5 Non-management (support) staff has the right knowledge, skills, and training to effectively perform their duties.	SA	A	D	SD	N/A
6 Management effectively monitors and provides oversight and direction for the activities in my unit.	SA	A	D	SD	N/A
7 Management is concerned with and responsive to customer feedback or suggestions.	SA	A	D	SD	N/A
8 I understand workplace policies and rules, and have an effective resource for obtaining clarification of policies when needed.	SA	A	D	SD	N/A
9 Management has not effectively communicated my job duties and responsibilities to me.	SA	A	D	SD	N/A
10 Management would take appropriate corrective action if policy, procedure, or workplace rule violations were detected.	SA	A	D	SD	N/A
11 I believe I would be protected from retaliation if I report a suspected violation.	SA	A	D	SD	N/A
12 I am familiar with how to report violations of law or policy, including the University's confidential reporting line.	SA	A	D	SD	N/A

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