

2008 B&F Employee Survey



Business and Finance 2008 All-Staff Survey Survey Open March 10-24, 2008 INTRODUCTION TO PAPER SURVEY

Thank you for participating in the 2008 Business and Finance Employee Survey. Your thoughts are important and we are pleased that you are taking the time to share them.

The paper survey is 19 pages long and consists of 42 questions or sections. Each section contains between 1 and 9 items. Except where noted, most of the sections will ask you to indicate your agreement or disagreement with the statements listed there on a ten point scale.

It typically takes about 20-40 minutes to complete the survey. However, you'll have as much time as you need. Your individual answers will remain anonymous and all responses will be grouped by organizational area when reported. You may skip specific questions if you want to. However, at least 2/3 of the scale questions (e.g. those with 1-10 answers) must be answered for your survey to be considered valid.

For each item, please circle the number directly below that item as your response. The 1-10 response scale is printed at the beginning of each section so that you can refer to it whenever you want to. If you have any questions about this or anything else about the survey, please ask your survey liaison.

Your liaison will be sending the completed surveys from your area directly and confidentially to the Research Assistant we have contracted with (in coordination with CFI Group, an international specialist in employee surveys) to administer this survey.

Please give your completed paper survey to your survey liaison no later than March 24, 2008 or obtain a pre-addressed campus mail envelope from your liaison and send it to our Research Assistant, Kristy Garvey, 710 Dennison, Campus Zip 1042

Thank you again. We appreciate your time and your participation.

*The Business and Finance Employee Satisfaction Survey Committee
(bfess@umich.edu)*

2008 B&F Employee Survey

Introduction and Definitions

During the survey you will see references to the following terms:

- Supervisor
- Upper Management
- Unit/Department
- Co-worker
- Workgroup
- Customers

For purposes of the survey, these terms are defined as follows:

Supervisor refers to the level of management that coordinates your weekly/daily workload and meets with you for yearly reviews and/or performance management plans.

Upper Management refers to all levels of management above your direct supervisor (may include Managers, Assistant Directors, Directors, Associate Vice Presidents and the EVPCFO.)

Unit/Department refers to the B&F unit or department of which you are a part. (See list on pages 3 & 4.) For purposes of the survey, keep this group in mind when answering questions about unit/department.

Co-worker refers to the people working within your Unit/Department, excluding your supervisor or manager.

Workgroup refers to the smaller group of people you generally work closely with on a daily basis. This group may or may not have a formal name or title.

Customers, for most of us, are defined as those we serve outside the B&F organization.

1. Department Affiliation

Please indicate from the list on the next page, in which B&F unit/department you work. The list is shown alphabetically by AVP area. (Check one box only.)

**FOR THE REST OF THE SURVEY, WHERE YOU SEE THE PHRASE
“UNIT/DEPARTMENT”,
PLEASE THINK OF THE GROUP YOU CHECKED ON THE NEXT
PAGE.**

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Areas reporting to the AVP for Facilities and Operations (Hank Baier)

- AEC - AEC Lead Team/Senior Staff
 - AEC - Architecture & Engineering
 - AEC - Code Inspection
 - AEC - Construction Management
 - AEC - Planning & Design, includes:
 - Information Technology
 - P&D Design Manager
 - University Planners Office
 - AEC - Real Estate & Design, includes:
 - Commissioning and Plan Review
 - Interior Design
 - Real Estate and Leasing
 - Space Information/FIC
 - AEC - UAO and Project Support, includes:
 - Business Office
 - Contracts Administration
 - University Architects Office
-
- Department of Public Safety (DPS)
 - Occupational Safety & Environ Health (OSEH)
 - Office of the AVPFO
 - Parking & Transportation - Attendant Services
 - Parking & Transportation - Fleet and Garage Services
 - Parking & Transportation - Parking Customer Services
 - Parking & Transportation - Parking Facilities and Maintenance
 - Parking & Transportation - Transit Services

Areas reporting to the Director of Plant Operations (Rich Robben)

- Plant Ops - Building & Grounds Services (Associate Director - John Lawter)
 - Plant Ops – Building Services
 - Plant Ops – Grounds & Waste Management
 - Plant Ops - Construction Services (Director - Paul Guttman)
-
- Plant Ops - Facilities Maintenance - Building Automation Services (Manager - David Anderson)
 - Plant Ops - Facilities Maintenance - FM Electric Shops (Manager - Mike Gramza)
 - Plant Ops - Facilities Maintenance - Mechanical Systems (General Foreman - Craig Butcher)
 - Plant Ops - Facilities Maintenance - Plant Hospital Maintenance (Business Manager - Matthew Hicks)
 - Plant Ops - Facilities Maintenance - Roofs, Metal Shops & Elevators (General Foreman - Dennis Krieg)
 - Plant Ops - Facilities Maintenance - Zone Maintenance including Key Office (Business Manager - Jim Vibbart)
-
- Plant Ops - Plant Administration (Division Controller – Rich Steiner)
 - Plant Ops - Plant Materials & Moving Services (Manager - Lynette Wright)
 - Plant Ops - POLT Administration (POLT members and their direct reports including Executive Director's Office & Wolverine Team)
-
- Plant Ops - Utilities & Plant Engineering (Associate Director - Bill Verge)
 - Plant Ops - Central Power Plant
 - Plant Ops - Plant Engineering
 - Plant Ops - Utilities Administration
 - Plant Ops - Utilities Trades Shops (Tunnels, Outlying Boilers and Electric Shops)
 - Plant Ops - Work Control (Interim Associate Director - Cindy Schaedig)

Areas reporting to the AVP for Finance (Peggy Norgren)

- Office of the AVPF
 - Financial Analysis
-
- FinOps Accounting Services
 - FinOps Payroll Office
 - FinOps Sponsored Programs
 - FinOps Student Business Operations
-
- Procurement Services - Accounts Payable
 - Procurement Services - Administration and Technology
 - Procurement Services - Print-Copy-Mail
 - Procurement Services - Procurement
-
- Risk Management
 - Treasurer's Office

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Areas reporting to the AVP for Human Resources (Laurita Thomas)

- UHR - Ad Services 2-South
- UHR - Benefits Office
- UHR – Children’s Centers
- UHR – HRRIS - Records & Info Svcs/Computer Support
- UHR - HRRIS - Service Center/Benefits Transaction Team
- UHR - Prof & Org Develop
- UHR - Staff HR Services
- UHR - Strategy and Planning

Areas reporting to the AVP for MAIS (Laura Patterson)

- MAIS Fin/Physical CPU and Development Systems
- MAIS Human Resources CPU
- MAIS Leadership & Admin, includes:
 - MAIS ITSS
 - MAIS Leadership & Admin
- MAIS Research Admin Systems
- MAIS Shared Services
- MAIS Student Admin CPU
- MAIS Technical Infrastructure, includes:
 - MAIS BFIT
 - MAIS Technical Infrastructure

Areas reporting to the EVCFO (Tim Slottow) or the CIO (Erik Lundberg)

- Investment Office
- Office of EVPCFO

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2. The following items ask about your work.

(Circle one number under each statement below indicating the degree to which you agree or disagree.)

1 2 3 4 5 6 7 8 9 10

Strongly

Strongly

Disagree

Agree

I have control over how I do my work

1 2 3 4 5 6 7 8 9 10

My opinion counts at work

1 2 3 4 5 6 7 8 9 10

I have a say in decisions that affect my work

1 2 3 4 5 6 7 8 9 10

3. The following items ask about the tools and resources needed to do your work.

(Circle one number under each statement below indicating the degree to which you agree or disagree.)

1 2 3 4 5 6 7 8 9 10

Strongly

Strongly

Disagree

Agree

The physical environment allows me to do my job

1 2 3 4 5 6 7 8 9 10

I have the necessary resources, tools or equipment to do my job

1 2 3 4 5 6 7 8 9 10

4. The following items ask about your workload within your workgroup. ("Workgroup" refers to the smaller group of people you generally work closely with on a daily basis. This group may or may not have a formal name or title.)

(Circle one number under each statement below indicating the degree to which you agree or disagree.)

1 2 3 4 5 6 7 8 9 10

Strongly

Strongly

Disagree

Agree

Work is distributed fairly within my workgroup

1 2 3 4 5 6 7 8 9 10

My workgroup has enough employees to handle the work

1 2 3 4 5 6 7 8 9 10

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5. The following items ask about recognition and praise that you receive for your work.

(Refer to list of definitions on page 2, as needed.)

(Circle one number under each statement below indicating the degree to which you agree or disagree.)

1 2 3 4 5 6 7 8 9 10
Strongly Disagree Strongly Agree

In the last 7 days I have received recognition or praise for doing good work

1 2 3 4 5 6 7 8 9 10

My customers recognize my good work

1 2 3 4 5 6 7 8 9 10

I get appropriate recognition when I have done something extraordinary

1 2 3 4 5 6 7 8 9 10

Expressions of thanks and appreciation are common in my unit/department

1 2 3 4 5 6 7 8 9 10

My contributions are valued by members of the U- M Community outside of Business and Finance

1 2 3 4 5 6 7 8 9 10

6. The following items ask about collaboration and teamwork.

(Refer to the list of definitions on page 2, as needed.)

(Circle one number under each statement below indicating the degree to which you agree or disagree.)

1 2 3 4 5 6 7 8 9 10
Strongly Disagree Strongly Agree

My workgroup collaborates effectively with other workgroups

1 2 3 4 5 6 7 8 9 10

My co-workers and I work as part of a team

1 2 3 4 5 6 7 8 9 10

I can count on my co-workers to help out when needed

1 2 3 4 5 6 7 8 9 10

I am consistently treated with respect by my co-workers

1 2 3 4 5 6 7 8 9 10

When I joined my unit/department, I was made to feel welcome

1 2 3 4 5 6 7 8 9 10

One or more of my co-workers cares about me as a person

1 2 3 4 5 6 7 8 9 10

People care about each other in my unit/department

1 2 3 4 5 6 7 8 9 10

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The following items ask about your supervisor's relationship with you.

("Supervisor" is defined as the person who coordinates your weekly/daily work schedule and meets with you for yearly reviews and/or performance management plans.)

7. My Supervisor:

(Circle one number under each statement below indicating the degree to which you agree or disagree.)

| | | | | | | | | | |
|----------|---|---|---|---|---|---|---|---|----------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Strongly | | | | | | | | | Strongly |
| Disagree | | | | | | | | | Agree |

Considers my ideas

1 2 3 4 5 6 7 8 9 10

Recognizes me for doing good work

1 2 3 4 5 6 7 8 9 10

Treats me with respect

1 2 3 4 5 6 7 8 9 10

Cares about me as a person

1 2 3 4 5 6 7 8 9 10

Gives me constructive feedback on my performance

1 2 3 4 5 6 7 8 9 10

Communicates well

1 2 3 4 5 6 7 8 9 10

Is approachable and easy to talk with

1 2 3 4 5 6 7 8 9 10

Deals effectively with poor performance

1 2 3 4 5 6 7 8 9 10

Manages people effectively

1 2 3 4 5 6 7 8 9 10

Is an effective decision-maker

1 2 3 4 5 6 7 8 9 10

Is ethical in day-to-day practices

1 2 3 4 5 6 7 8 9 10

8. Overall, how would you rate your supervisor?

(Circle one number below.)

| | | | | | | | | | |
|-----------|---|---|---|---|---|---|---|---|-------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Far Below | | | | | | | | | Outstanding |
| Average | | | | | | | | | |

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The following items ask about your upper management.

(Upper Management refers to all levels of management above your direct supervisor -may include Managers, Assistant Directors, Directors, Associate Vice Presidents and the EVPCFO.)

(Circle one number under each statement below indicating the degree to which you agree or disagree.)

1 2 3 4 5 6 7 8 9 10
Strongly Disagree Strongly Agree

9. Upper management:

Keeps employees informed in a timely manner

1 2 3 4 5 6 7 8 9 10

Effectively communicates the goals and strategies of our unit/department

1 2 3 4 5 6 7 8 9 10

Demonstrates leadership practices that are consistent with the stated values of our unit/department

1 2 3 4 5 6 7 8 9 10

Are effective decision-makers

1 2 3 4 5 6 7 8 9 10

Cares about my well-being

1 2 3 4 5 6 7 8 9 10

10. Overall, how would you rate your upper management?

(Circle one number below.)

1 2 3 4 5 6 7 8 9 10
Far Below Outstanding
Average

11. The following items ask about your training and development.

(Circle one number under each statement below indicating the degree to which you agree or disagree.)

1 2 3 4 5 6 7 8 9 10
Strongly Disagree Strongly Agree

There is someone at work who encourages my development

1 2 3 4 5 6 7 8 9 10

Someone has talked to me about my progress in the past year

1 2 3 4 5 6 7 8 9 10

I receive training (including updates) necessary for me to do my job

1 2 3 4 5 6 7 8 9 10

I have opportunities for training that improve my performance in my current job

1 2 3 4 5 6 7 8 9 10

I have opportunities for training that support my development and/or advancement

1 2 3 4 5 6 7 8 9 10

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12. The following items ask about communication as it applies to you.

(Refer to the list of definitions on page 2, as needed.)

(Circle one number under each statement below indicating the degree to which you agree or disagree.)

1 2 3 4 5 6 7 8 9 10
Strongly Disagree Strongly Agree

I am informed about matters that affect my job

1 2 3 4 5 6 7 8 9 10

I am informed about activities occurring within my unit/department

1 2 3 4 5 6 7 8 9 10

I am comfortable expressing my opinions about work openly among my co-workers

1 2 3 4 5 6 7 8 9 10

I am comfortable expressing my opinions about work openly to my supervisor

1 2 3 4 5 6 7 8 9 10

I am comfortable expressing my opinions even if they are contrary to prevailing beliefs

1 2 3 4 5 6 7 8 9 10

13. The following items ask about communication within your unit/department.

(Keep in mind the group you checked on page 3 or 4 of the survey.)

(Circle one number under each statement below indicating the degree to which you agree or disagree.)

1 2 3 4 5 6 7 8 9 10
Strongly Disagree Strongly Agree

Reasons for making changes are communicated at all levels before changes are made

1 2 3 4 5 6 7 8 9 10

Customer feedback is shared throughout my unit/department

1 2 3 4 5 6 7 8 9 10

Information about the University is shared openly in my unit/department

1 2 3 4 5 6 7 8 9 10

Everyone is encouraged to voice their opinions, even if they are contrary to prevailing beliefs

1 2 3 4 5 6 7 8 9 10

Changes in service standards are communicated effectively

1 2 3 4 5 6 7 8 9 10

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14. The following items ask about your work as it relates to the mission and goals of your unit/department and of U-M.

(Circle one number under each statement below indicating the degree to which you agree or disagree.)

1 2 3 4 5 6 7 8 9 10
Strongly Disagree Strongly Agree

I know what is expected of me at work

1 2 3 4 5 6 7 8 9 10

I understand how my work supports the mission of my unit/department

1 2 3 4 5 6 7 8 9 10

I understand how my work supports the mission of Business and Finance

1 2 3 4 5 6 7 8 9 10

I understand how my work supports U- M's mission of research, teaching, and service

1 2 3 4 5 6 7 8 9 10

The goals of my unit/department are clear to me

1 2 3 4 5 6 7 8 9 10

My supervisor has a clear view of where our unit/department is going and how to get there

1 2 3 4 5 6 7 8 9 10

15. The following questions ask you to think about your annual salary or base pay rate, not including benefits.

(Circle one number under each statement below indicating the degree to which you agree or disagree.)

1 2 3 4 5 6 7 8 9 10
Strongly Disagree Strongly Agree

I understand how my current salary or base pay rate is determined

1 2 3 4 5 6 7 8 9 10

I am fairly paid for the work I do

1 2 3 4 5 6 7 8 9 10

Salary/pay increases are appropriate

1 2 3 4 5 6 7 8 9 10

My salary/pay rate is competitive when compared to similar jobs at other organizations

1 2 3 4 5 6 7 8 9 10

My salary/pay rate is a significant factor in my decision to stay at U-M

1 2 3 4 5 6 7 8 9 10

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16. The following items ask you to evaluate U- M's employee benefits package.

(Circle one number under each statement below indicating the degree to which you agree or disagree.)

1 2 3 4 5 6 7 8 9 10
Strongly Disagree Strongly Agree

U-M's benefits package has been adequately explained to me

1 2 3 4 5 6 7 8 9 10

U-M's benefits package meets my needs

1 2 3 4 5 6 7 8 9 10

My costs associated with the benefits plan (co-pays, deductibles, premiums) are reasonable

1 2 3 4 5 6 7 8 9 10

The benefits package is a significant factor in my decision to stay at U-M

1 2 3 4 5 6 7 8 9 10

17. The following items ask you to evaluate the culture of your unit/department and of Business and Finance as a whole.

(Circle one number under each statement below indicating the degree to which you agree or disagree.)

1 2 3 4 5 6 7 8 9 10
Strongly Disagree Strongly Agree

People in my unit/department are treated fairly

1 2 3 4 5 6 7 8 9 10

If I am unfairly treated, I believe I will be given a fair shake if I appeal

1 2 3 4 5 6 7 8 9 10

Integrity is a hallmark of my unit/department

1 2 3 4 5 6 7 8 9 10

I am aware of the Business and Finance values

1 2 3 4 5 6 7 8 9 10

The Business and Finance values govern the way we do business in Business and Finance

1 2 3 4 5 6 7 8 9 10

18. The following items ask you to evaluate opportunities for promotion and advancement within U-M.

(Circle one number under each statement below indicating the degree to which you agree or disagree.)

1 2 3 4 5 6 7 8 9 10
Strongly Disagree Strongly Agree

Opportunities for advancement or promotion exist within U-M

1 2 3 4 5 6 7 8 9 10

I have opportunities for advancement or promotion within U-M

1 2 3 4 5 6 7 8 9 10

I know what is required of me to advance within U-M

1 2 3 4 5 6 7 8 9 10

Information about job vacancies within U-M is readily available

1 2 3 4 5 6 7 8 9 10

Internal candidates receive fair consideration for open positions

1 2 3 4 5 6 7 8 9 10

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19. The following items ask you about your feelings about your job.

(Circle one number under each statement below indicating the degree to which you agree or disagree.)

1 2 3 4 5 6 7 8 9 10
Strongly Disagree Strongly Agree

I enjoy the type of work I do

1 2 3 4 5 6 7 8 9 10

My job is interesting

1 2 3 4 5 6 7 8 9 10

I make a difference in my unit/department

1 2 3 4 5 6 7 8 9 10

My job gives me a sense of accomplishment

1 2 3 4 5 6 7 8 9 10

20. Overall, how satisfied are you with your job?

(Circle one number on the scale below.)

1 2 3 4 5 6 7 8 9 10
Very Dissatisfied Very Satisfied

21. Consider all the expectations you had when you started your current job. To what extent does your current job fall short or exceed those expectations?

(Circle one number on the scale below.)

1 2 3 4 5 6 7 8 9 10
Falls Short Exceeds
Of Expectations Expectations

22. Imagine your ideal job (in a similar position). How well does your current position compare to that ideal job?

(Circle one number on the scale below.)

1 2 3 4 5 6 7 8 9 10
Not very close to the ideal Very close to the ideal

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23. Thinking about your job and your unit/department, please respond to the following items: (Keep in mind the group you checked on page 3 or 4 of the survey.)

(Circle one number under each statement below indicating the degree to which you agree or disagree.)

1 2 3 4 5 6 7 8 9 10
Strongly Disagree Strongly Agree

If it is up to me, I will be working in my unit/department one year from now

1 2 3 4 5 6 7 8 9 10

I would leave my unit/department for a similar job within U-M at a 5% higher salary

1 2 3 4 5 6 7 8 9 10

I would leave my unit/department for a similar job within U-M at the same salary

1 2 3 4 5 6 7 8 9 10

24. Thinking about your job and U-M, please respond to the following items:

(Circle one number under each statement below indicating the degree to which you agree or disagree.)

1 2 3 4 5 6 7 8 9 10
Strongly Disagree Strongly Agree

If it is up to me, I will be working at U-M one year from now

1 2 3 4 5 6 7 8 9 10

I would leave U-M for a similar job at a 5% higher salary

1 2 3 4 5 6 7 8 9 10

I would leave U-M for a similar job at the same salary

1 2 3 4 5 6 7 8 9 10

25. The following items ask about the climate within your unit/department.

(Keep in mind the group you checked on page 3 or 4 of the survey.)

(Circle one number under each statement below indicating the degree to which you agree or disagree.)

1 2 3 4 5 6 7 8 9 10
Strongly Disagree Strongly Agree

My supervisor creates an environment that fosters trust

1 2 3 4 5 6 7 8 9 10

My supervisor trusts me

1 2 3 4 5 6 7 8 9 10

I trust my supervisor

1 2 3 4 5 6 7 8 9 10

A climate of trust exists in my unit/department

1 2 3 4 5 6 7 8 9 10

I trust my coworkers

1 2 3 4 5 6 7 8 9 10

People in my unit/department follow through on their commitments

1 2 3 4 5 6 7 8 9 10

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26. The following items ask about your experience working with customers.

(“Customers” for most of us are defined as those we serve outside the B&F organization.)

(Circle one number under each statement below indicating the degree to which you agree or disagree.)

1 2 3 4 5 6 7 8 9 10
Strongly Disagree Strongly Agree

I am able to address my clients’/customers’ concerns

1 2 3 4 5 6 7 8 9 10

I do all that I can within budgetary constraints to satisfy customers

1 2 3 4 5 6 7 8 9 10

I enjoy helping solve customers’ problems

1 2 3 4 5 6 7 8 9 10

I respond in a timely manner to customer requests/questions

1 2 3 4 5 6 7 8 9 10

Satisfying customers is a top priority in my unit/department

1 2 3 4 5 6 7 8 9 10

My unit/department understands the needs of our customers

1 2 3 4 5 6 7 8 9 10

My unit/department adapts to changing customer needs

1 2 3 4 5 6 7 8 9 10

My unit/department communicates service changes effectively to customers

1 2 3 4 5 6 7 8 9 10

My unit/department implements service changes effectively

1 2 3 4 5 6 7 8 9 10

27. The following items ask about your feelings toward your unit/department.

(Keep in mind the group you checked on page 3 or 4 of the survey.)

(Circle one number under each statement below indicating the degree to which you agree or disagree.)

1 2 3 4 5 6 7 8 9 10
Strongly Disagree Strongly Agree

I am proud to work for my unit/department

1 2 3 4 5 6 7 8 9 10

I have a strong commitment to my unit/department

1 2 3 4 5 6 7 8 9 10

I care about the future of my unit/department

1 2 3 4 5 6 7 8 9 10

I think of ways to improve how we do things in my unit/department

1 2 3 4 5 6 7 8 9 10

I feel a strong sense of belonging to my unit/department

1 2 3 4 5 6 7 8 9 10

I would recommend my unit/department to someone who is looking for a good place to work

1 2 3 4 5 6 7 8 9 10

I enjoy discussing my unit/department with people who do not work here

1 2 3 4 5 6 7 8 9 10

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28. The following items ask about your feelings toward U-M.

(Circle one number under each statement below indicating the degree to which you agree or disagree.)

1 2 3 4 5 6 7 8 9 10

Strongly

Strongly

Disagree

Agree

I am proud to work for U-M

1 2 3 4 5 6 7 8 9 10

I have a strong commitment to U-M

1 2 3 4 5 6 7 8 9 10

I care about the future of U-M

1 2 3 4 5 6 7 8 9 10

I feel a strong sense of belonging to U-M

1 2 3 4 5 6 7 8 9 10

I enjoy discussing U-M with people who do not work here

1 2 3 4 5 6 7 8 9 10

I would recommend U-M to someone who is looking for a good place to work

1 2 3 4 5 6 7 8 9 10

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Open Ended Comments: (These comments are anonymous. They will be distributed verbatim in a summary form to the upper management level only.)

29. What are three recommendations you would make to improve your work environment? Please explain below or on the reverse side. (3000 character limit)

30. What are the top three things that matter most to you about your current job? Please explain below or on the reverse side. (3000 character limit)

31. Are there obstacles that prevent you from doing your best work? Please explain below or on the reverse side. (3000 character limit)

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Blank page for additional comments.

32.

33.

34.

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35. Please tell us about your perceptions of the B&F Employee Satisfaction Survey.

(Circle one number under each statement below indicating the degree to which you agree or disagree.)

1 2 3 4 5 6 7 8 9 10
Strongly Disagree Strongly Agree

This survey is an important element in improving my work environment

1 2 3 4 5 6 7 8 9 10

If the survey results show that improvements are needed, actions will be taken to improve the work environment in my department

1 2 3 4 5 6 7 8 9 10

Issues raised by past Business & Finance surveys were addressed

1 2 3 4 5 6 7 8 9 10

36. Other comments? If so, please write below.

(50 characters)

DEMOGRAPHICS

The Business and Finance Survey Committee assures you that very effort has been taken to make sure that your answers are confidential and cannot be linked back to you. This information will be reported in large groupings (e.g. all males, all females) only. Please answer honestly or skip the question.

37. What is your current designation? (Check one.)

- Bargained-For
 Exempt (paid monthly)
 Non-Exempt (paid bi-weekly)

38. What is your supervisory status? (Check one.)

- I supervise or manage B&F employees
 I don't supervise others

39. What is your gender? (Check one.)

- Male
 Female

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40. What is your age? (Check one.)

- 25 years or younger
- From 26 up to 35 years
- From 36 up to 45 years
- From 46 up to 60 years
- 61 years or older

41. Do you identify yourself as a member of a racial or ethnic minority? (Check one.)

- Yes
- No

42. How many total years have you been employed in a regular position at the University of Michigan in any unit or department, not just in Business and Finance? (Check one.)

- 5 years or fewer
- From 6 years up to 10 years
- From 11 years up to 20 years
- More than 20 years

**THANK YOU FOR TAKING THE 2008 SURVEY.
YOUR TIME AND THOUGHTFULNESS ARE APPRECIATED.**