

Preliminary Overview

NEW MEXICO STATE UNIVERSITY Employee Climate Survey



Background

- Roles and Rewards Task Force
- Commission on Status of Women
- Advance grant
 - All of these groups recommended that survey be done to determine salient issues for employees
- Employee Climate Survey Committee
 - Began work in Fall, 2003
 - Input from all campuses and all employee classes

Purpose

- Done to determine which issues are the most important for NMSU employees.
- Results to form basis for recommendations.
- ECS committee to make recommendations to administration and Board of Regents.
- Approved recommendations would become part of the institutional objectives of NMSU.

Question Categories

- General University
 - Missions and goals, University atmosphere, Administration/leadership, Communication, Voice, My Job, Cooperation, Coworkers/Students.
- Work Issues
 - Hiring, Promotion, Policy Enforcement, Problems/Grievances, Work load, Work schedule, Rewards/Appreciation, Orientation/Continuing Education, Discrimination/Harassment
- Faculty issues
- Resources
- Benefits
 - Child care, Salary, Benefits

Additional Comments Categories

- Benefits
 - Vision Care, Tuition Waiver, Other Benefits
- Physical environment
- Research
- Students
- Sense of Contributing

Methodology-Comments

- There were 11,192 separately coded comments
- 5085 comments following grouped questions
 - 11 sections following questions
 - Prompt provided by questions above section
 - Some sections contained questions about many different themes
 - Some respondents mentioned one issue in every section therefore prompted sections analyzed separately

Methodology-Comments

- Comments – open ended
 - 6,107 separately coded comments in these two sections
 - Question 12 – What do you like about working at NMSU?
 - Question 13 – What would you change about working at NMSU?

Comment Analysis

- With the exception of child care, faculty responses to sections 10 and 11, and prompted comments on discrimination after section 5, **only the comments following sections 12 and 13 that received 5% or more of the positive or negative comments are included in this report.**



Methodology - Comments

- Each comment was entered verbatim into a database.
- Comments then analyzed by one person to maintain consistency.
 - Initially used one noun plus 1 or 2 descriptors
 - Examples – “My salary at the branch is lower than that at NMSU” branch, salary, inequitable
 - Produced too many variables to analyze at this time
- Comments then recoded into 37 categories with positive, negative, or neutral direction indicated.

Results

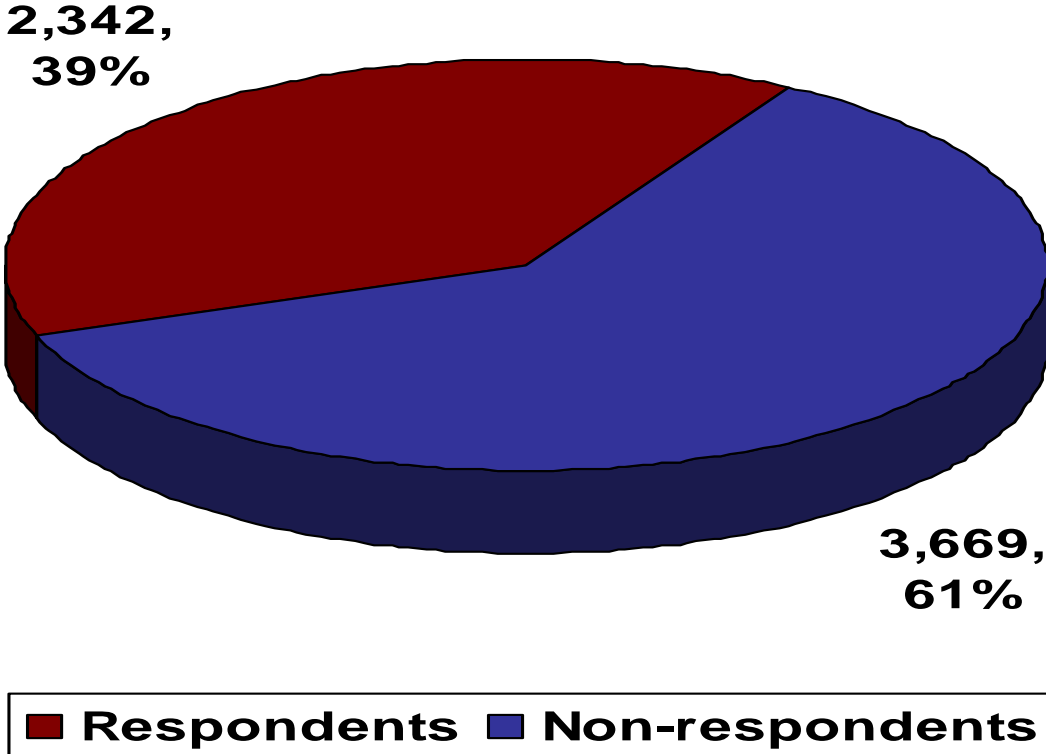
All Campuses and Locations



Respondents versus Non-respondents

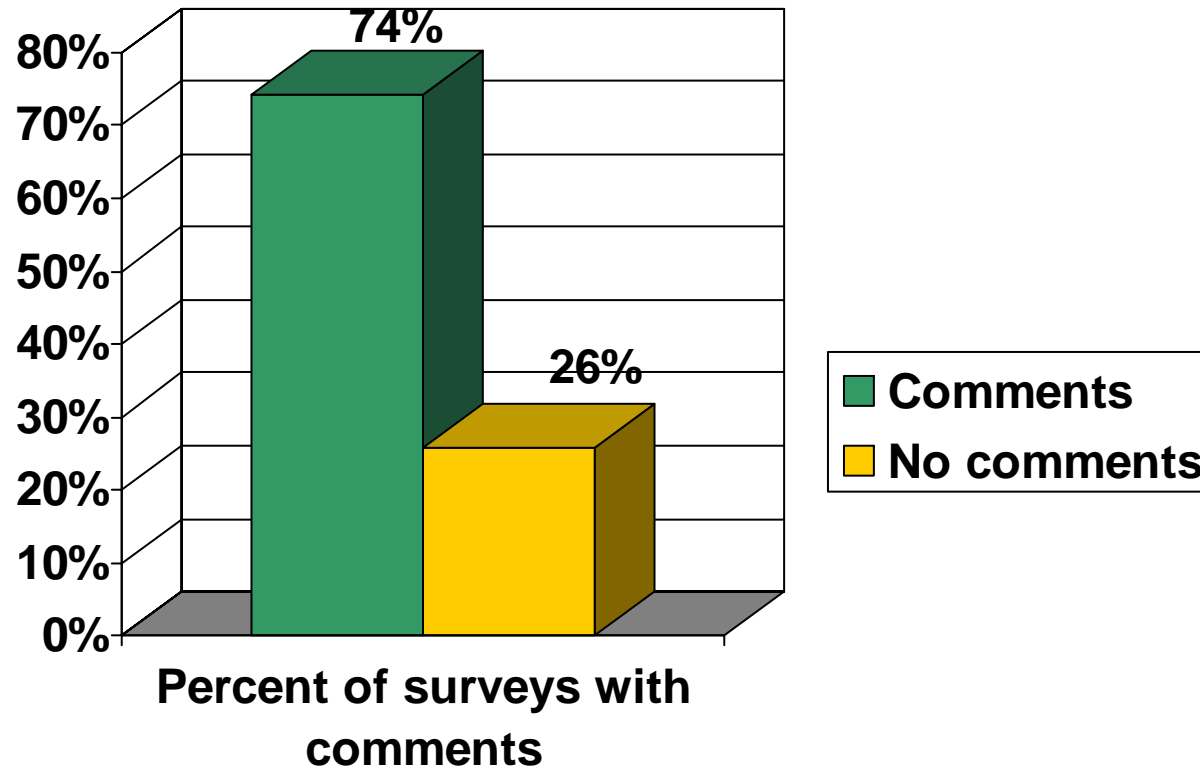
All Campuses and All Locations

6,011 Surveys were distributed.



Comments - Of the 2,342 surveys returned 74% included comments

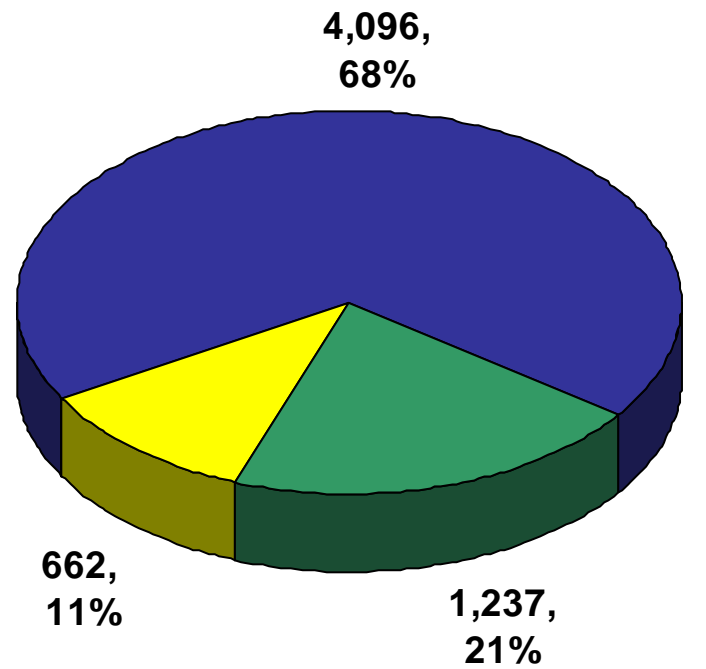
All Campuses and All Locations



Distribution of All Employees versus Respondents by Employment Type

All Campuses and All Locations

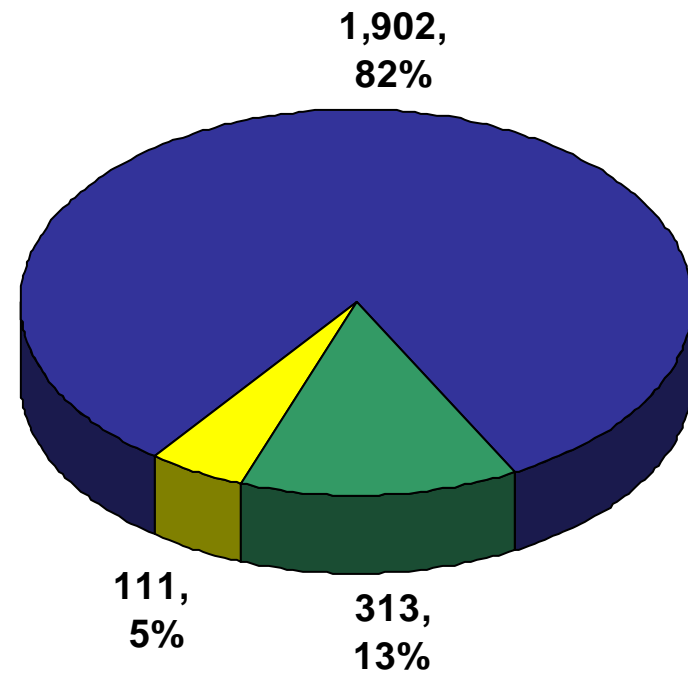
All Employees



■ Occasional ■ Regular ■ Temporary

16 unknown

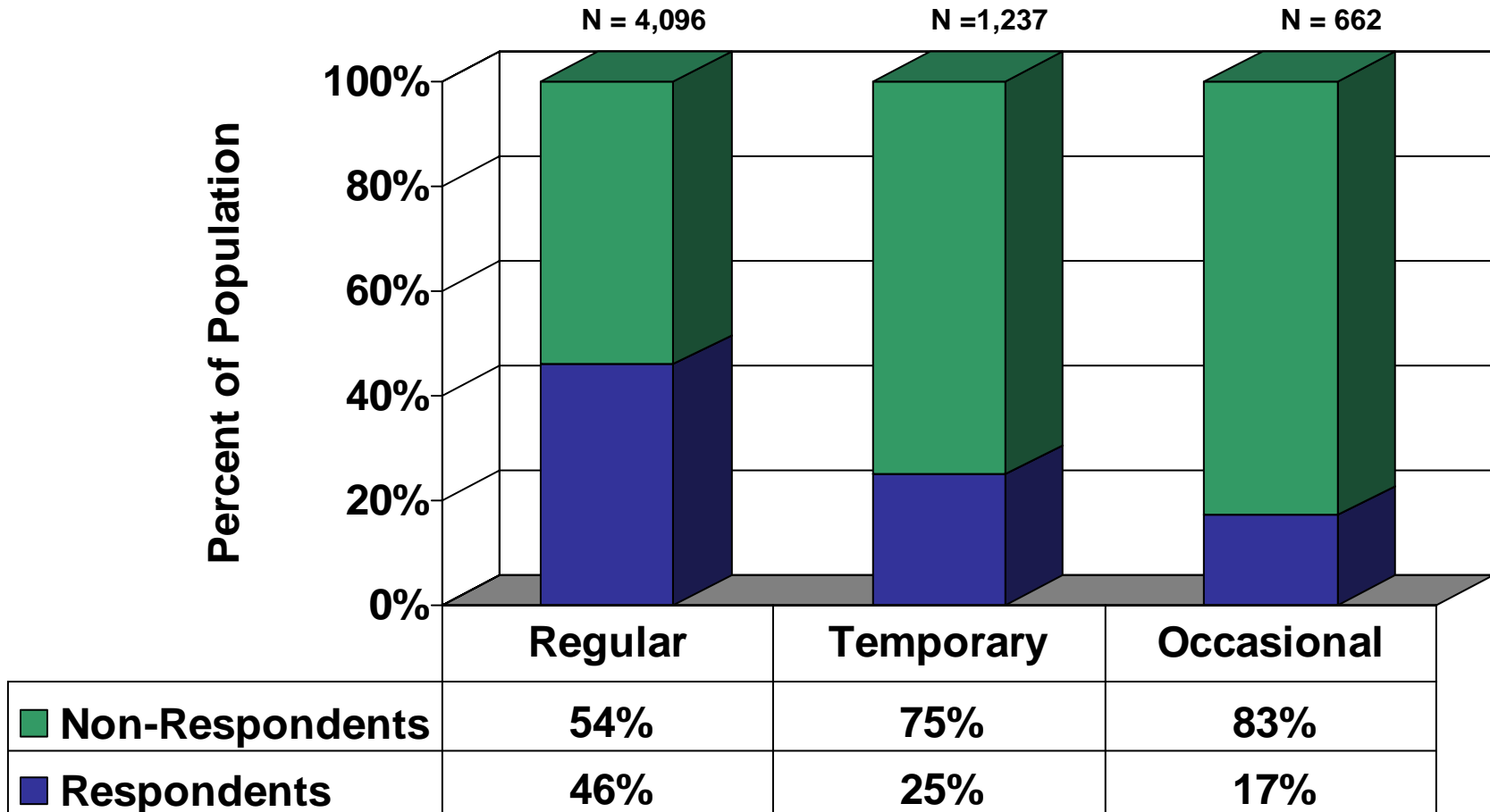
Respondents



■ Occasional ■ Regular ■ Temporary

Percent of Respondents versus Non-respondents by Employment Type

All Campuses and All Locations

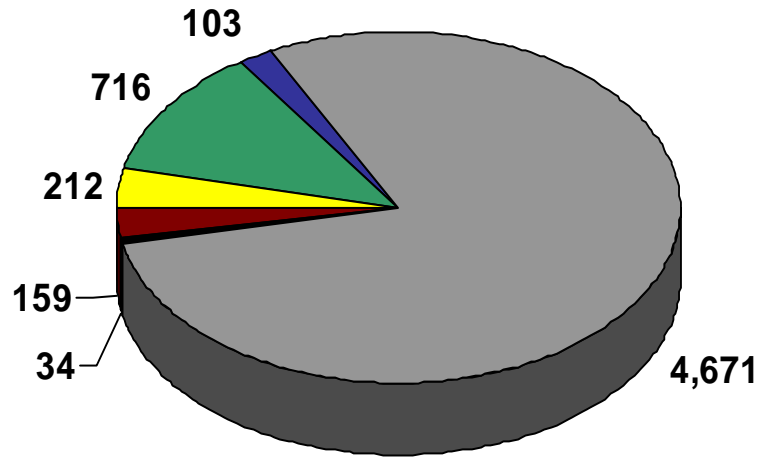


Employment type unknown for 16 respondents

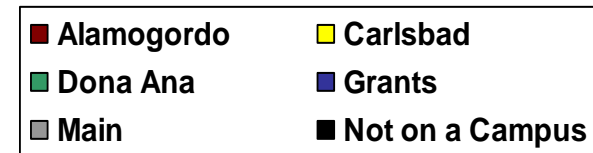
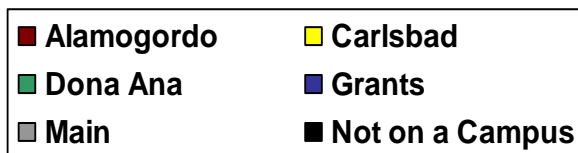
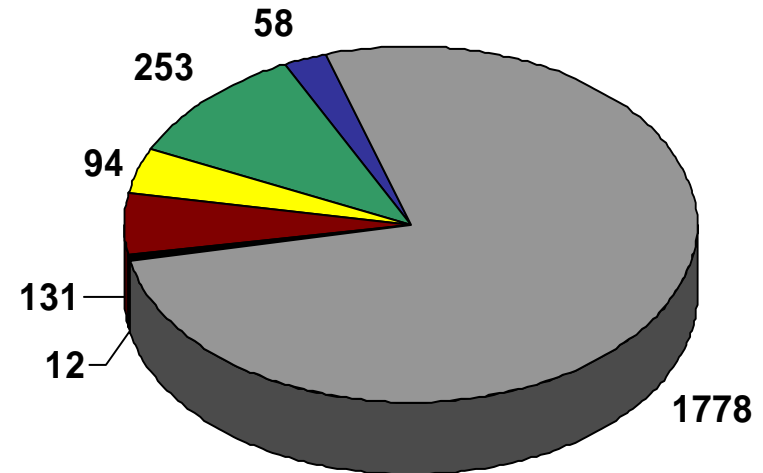
Distribution of All Employees versus Respondents by NMSU Campus

All Campuses and All Locations

All Employees

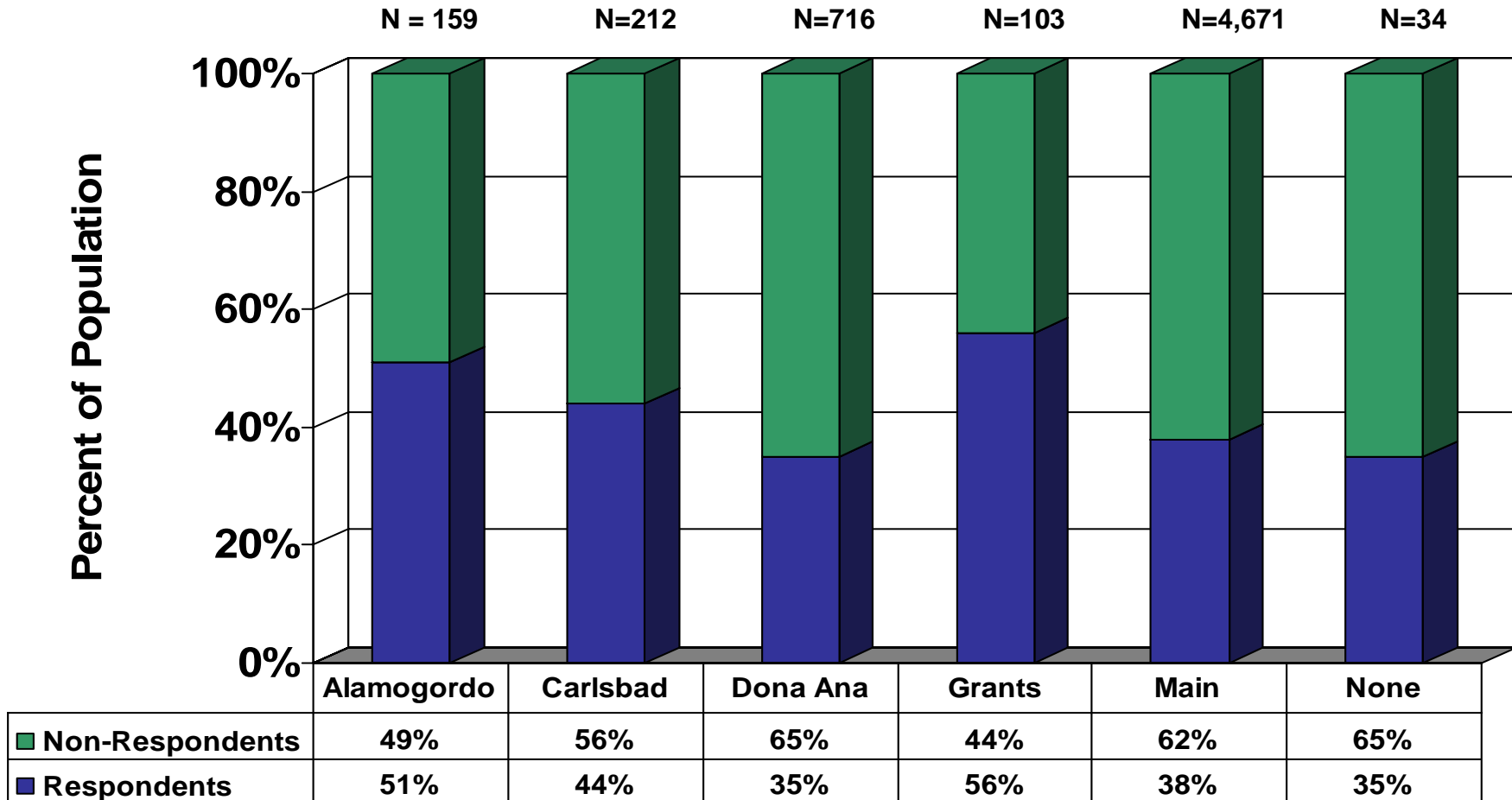


Respondents



16 unknown

Percent of Respondents versus Non-respondents by NMSU Campus

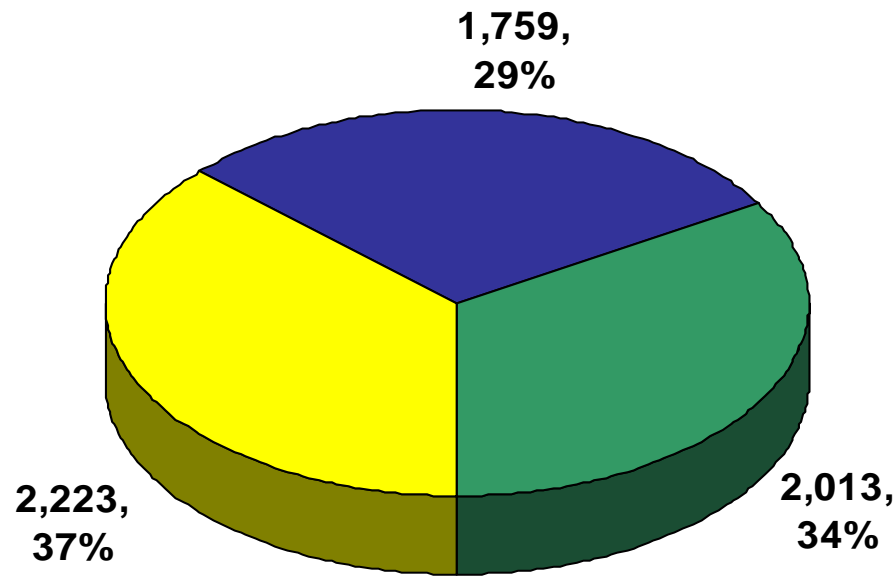


Campus unknown for 16 respondents

Distribution of All Employees versus Respondents by Employee Classification

All Campuses and All Locations

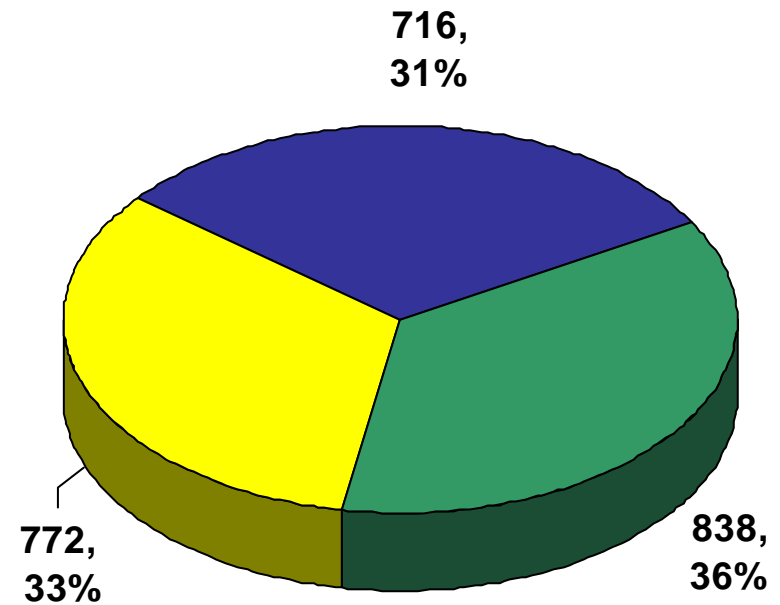
All employees



Classified Faculty Professional

16 unknown

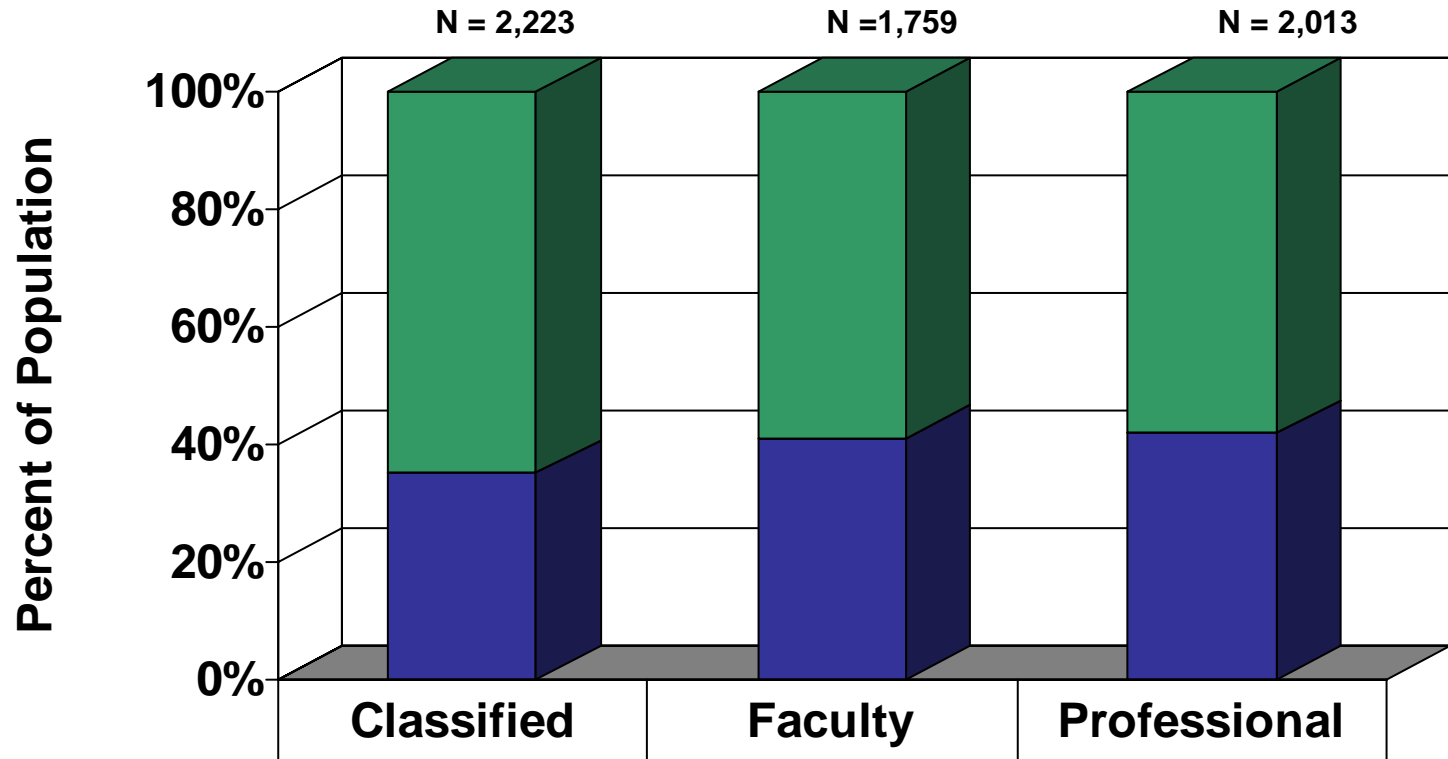
Respondents



Classified Faculty Professional

Percent of Respondents versus Non-respondents by Employee Classification

All Campuses and All Locations



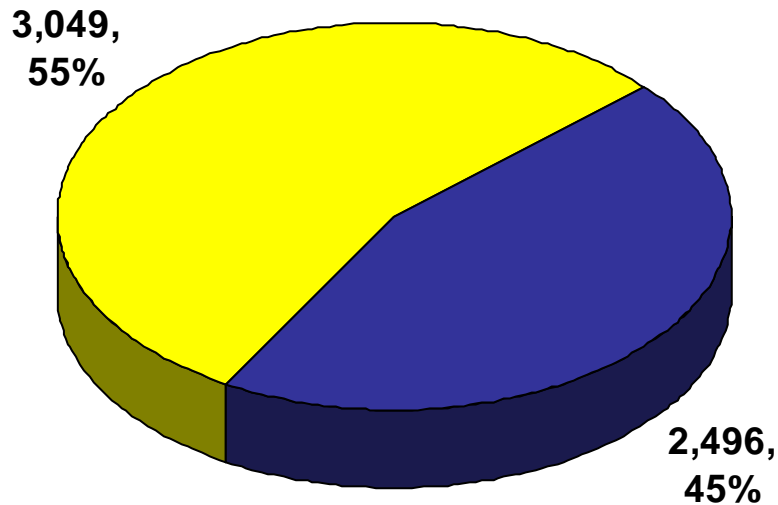
■ Non-Respondents	65%	59%	58%
■ Respondents	35%	41%	42%

Employee classification unknown for 16 respondents

Distribution of All Employees versus Respondents by Gender

All Campuses and All Locations

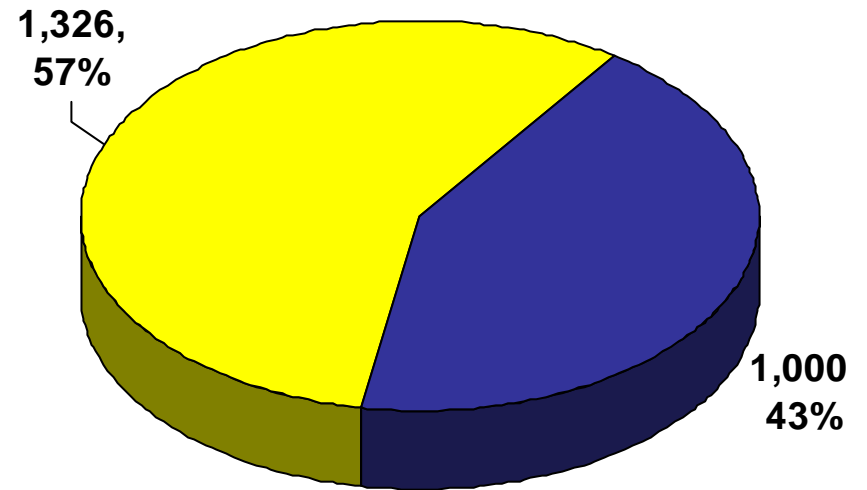
All Employees



Female Male

16 unknown

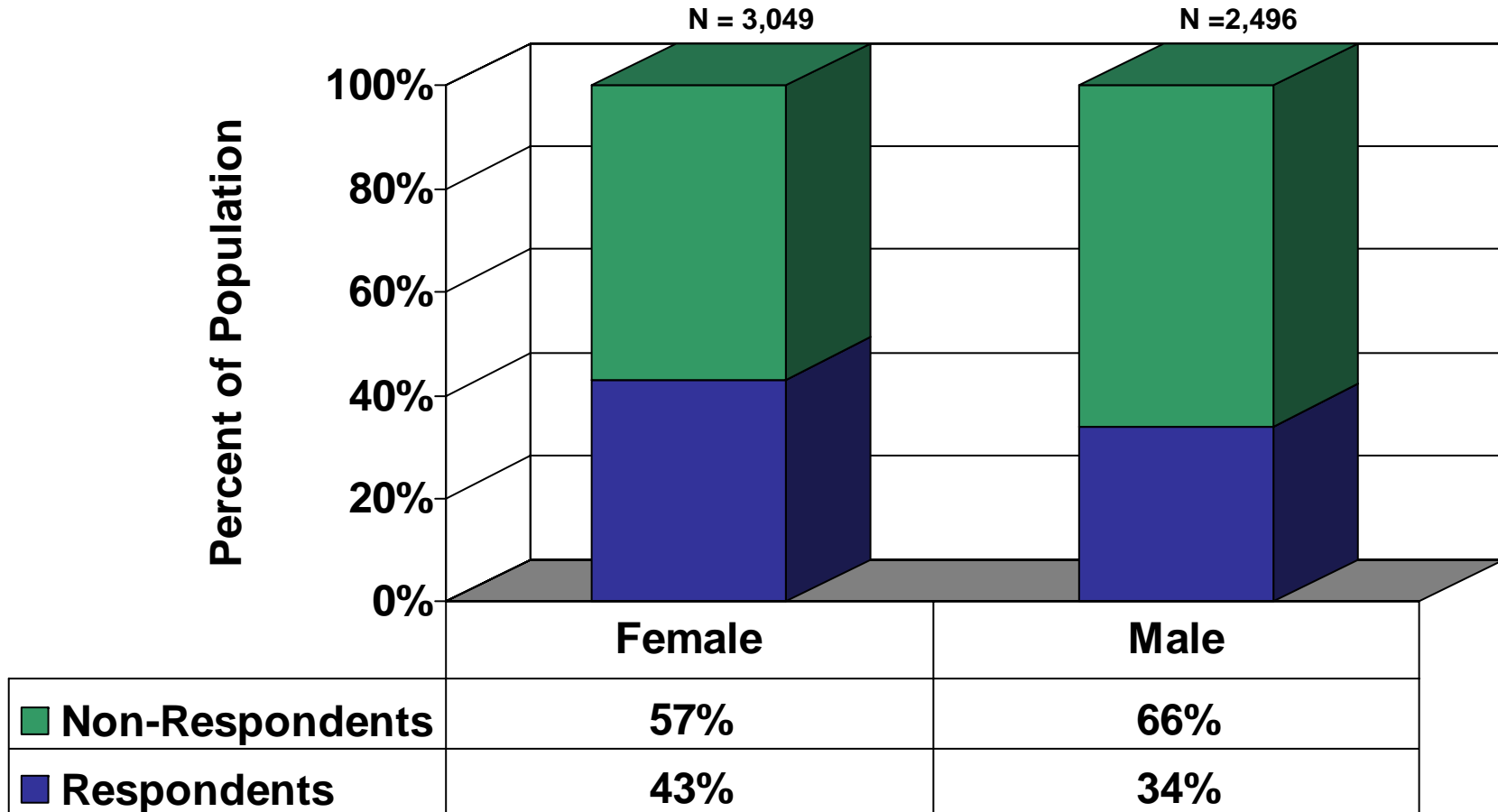
Respondents



Female Male

Percent of Respondents versus Non-respondents by Gender

All Campuses and All Locations

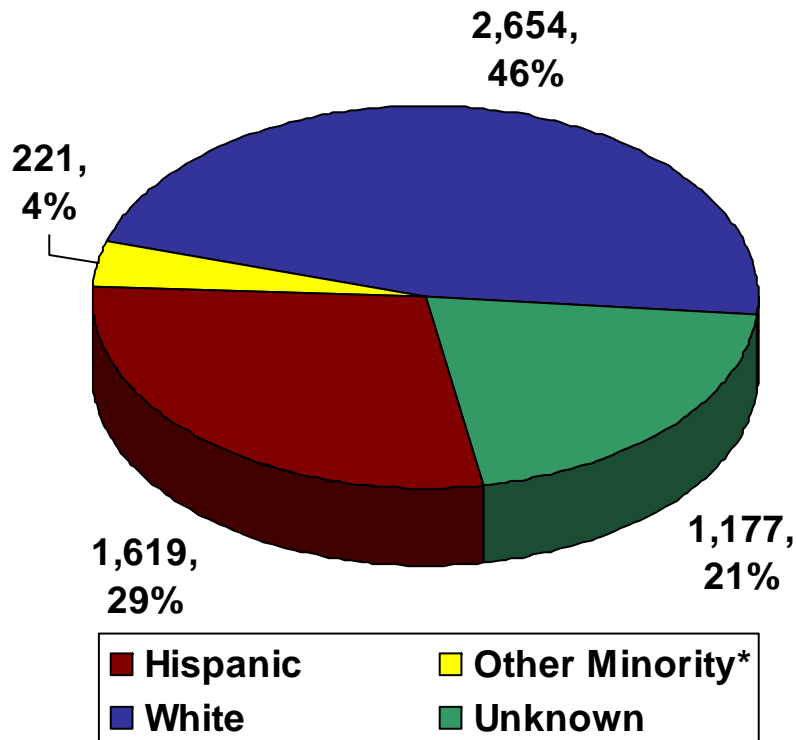


Gender unknown for 16 respondents

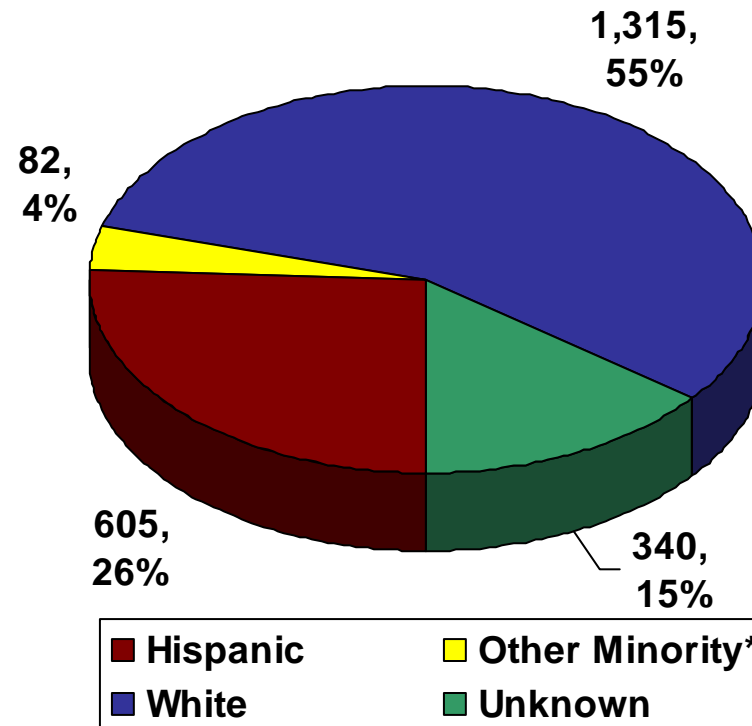
Distribution of All Employees versus Respondents by Race/Ethnicity

All Campuses and All Locations

All Employees



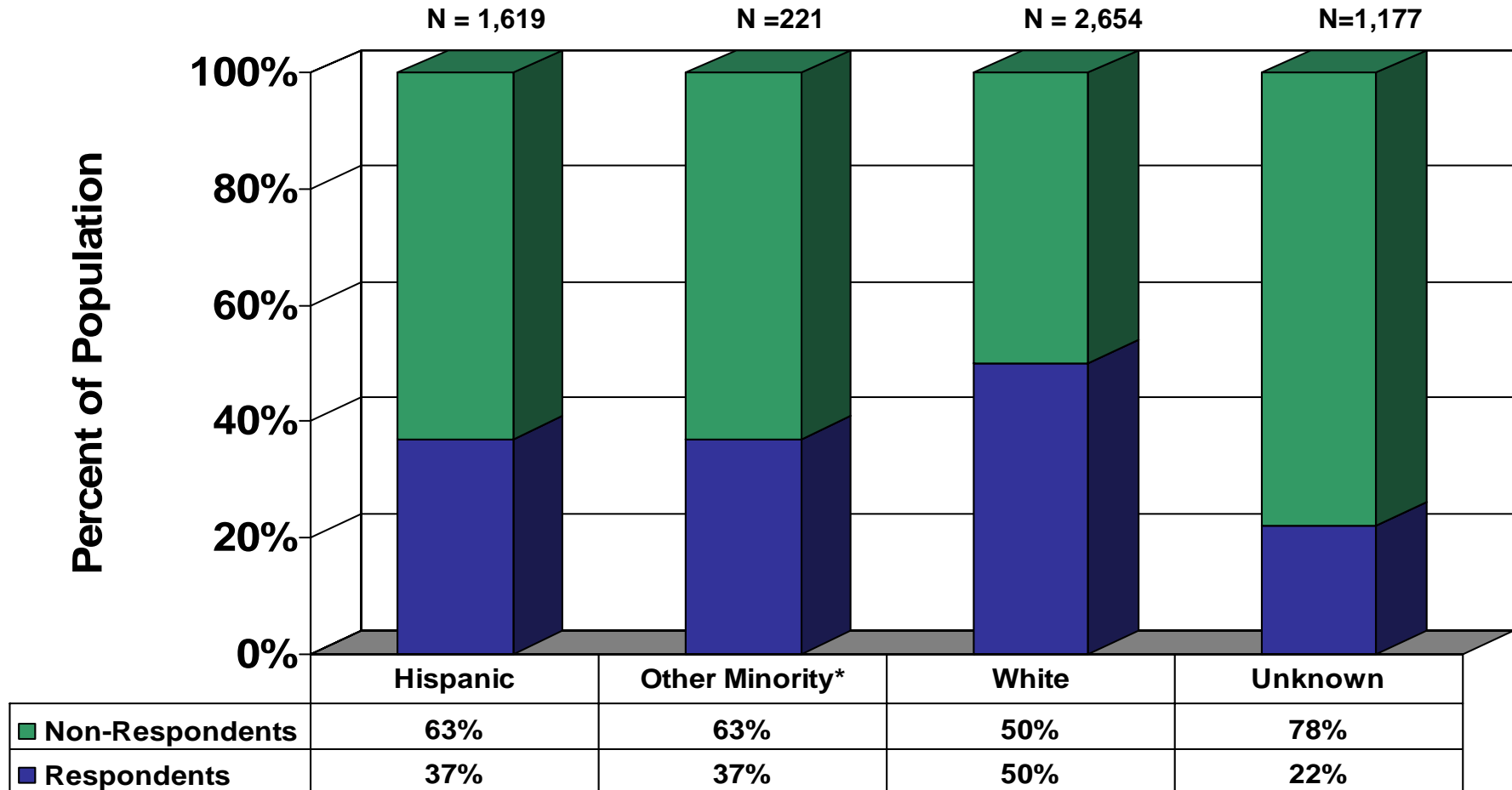
Respondents



*Other Minority = Black, Native American and Asian

Percent of Respondents versus Non-respondents by Race/Ethnicity

All Campuses and All Locations

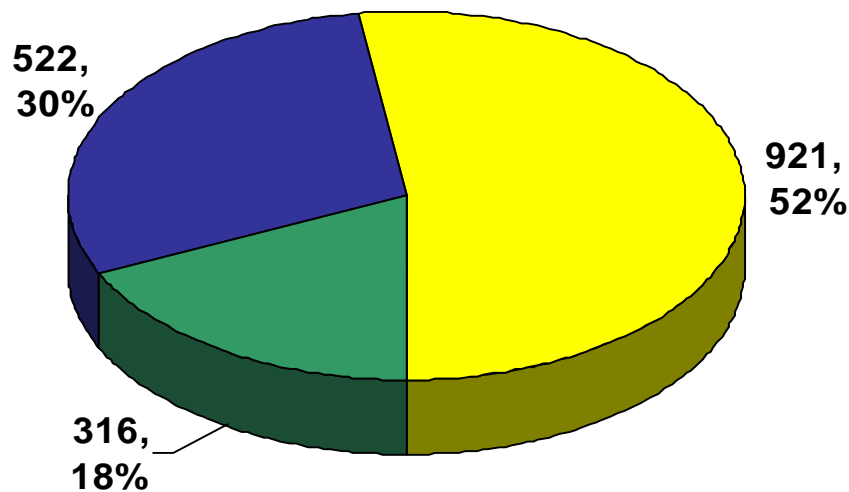


***Other Minority = Black, Asian and Native American**

Distribution of Faculty Respondents versus Faculty Non-respondents by Tenure Status

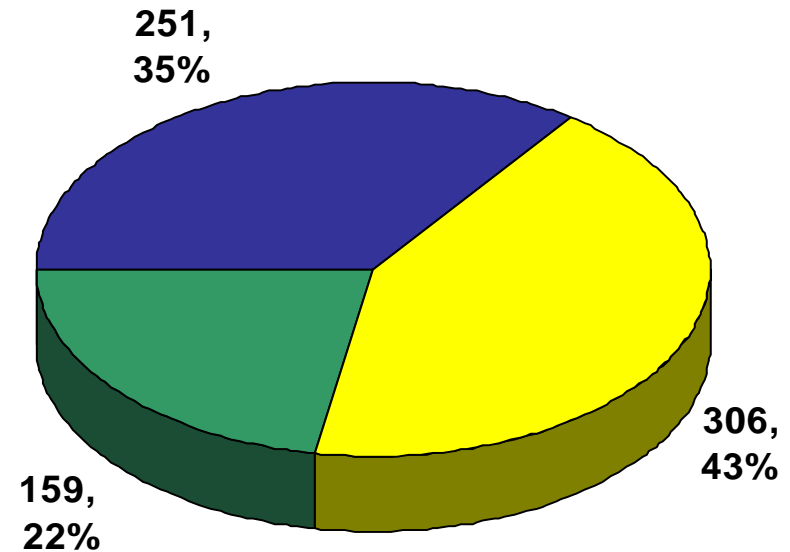
All Campuses and All Locations

All Faculty



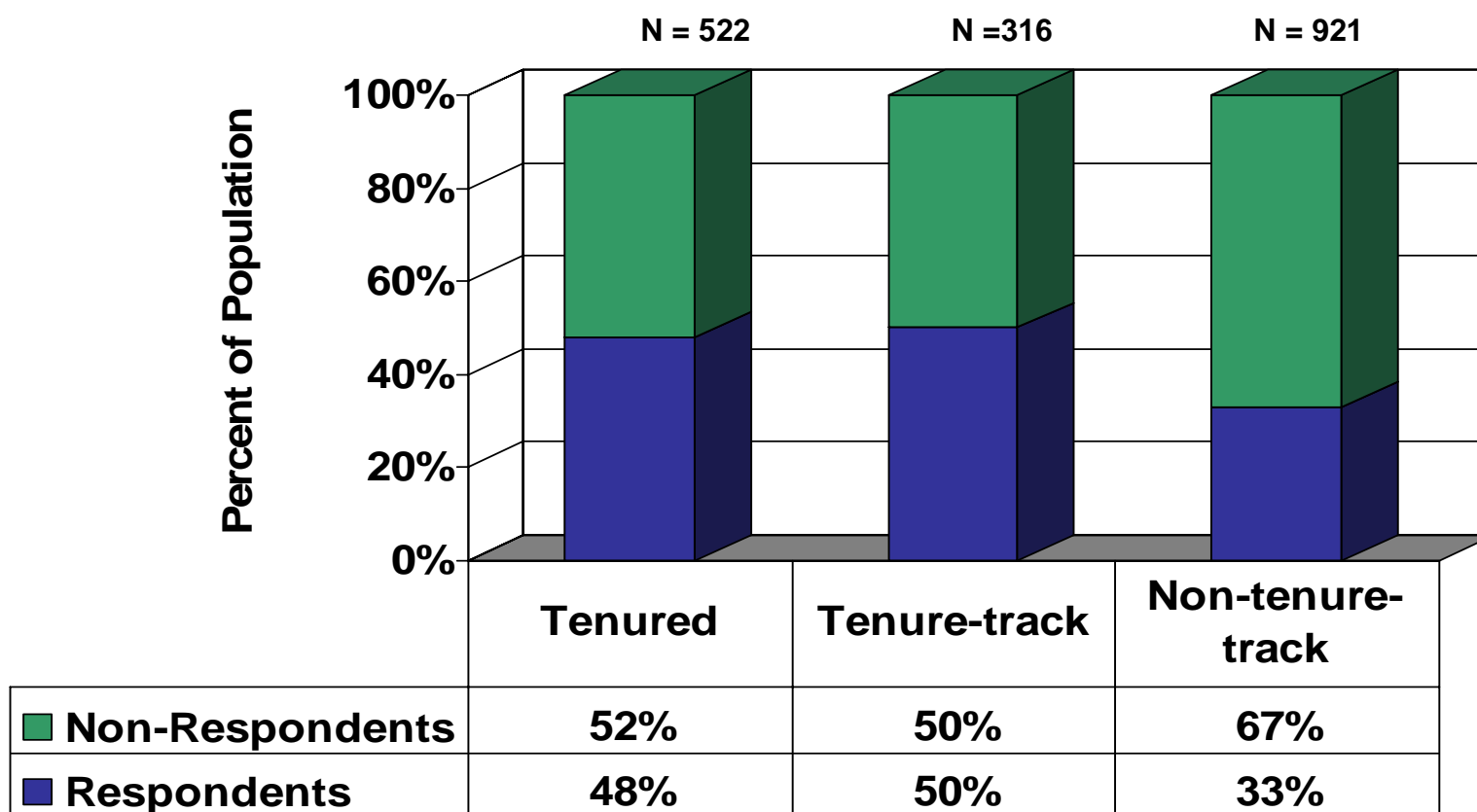
16 unknown

Respondents



Percent of Faculty Respondents versus Faculty Non-respondents by Tenure Status

All Campuses and All Locations

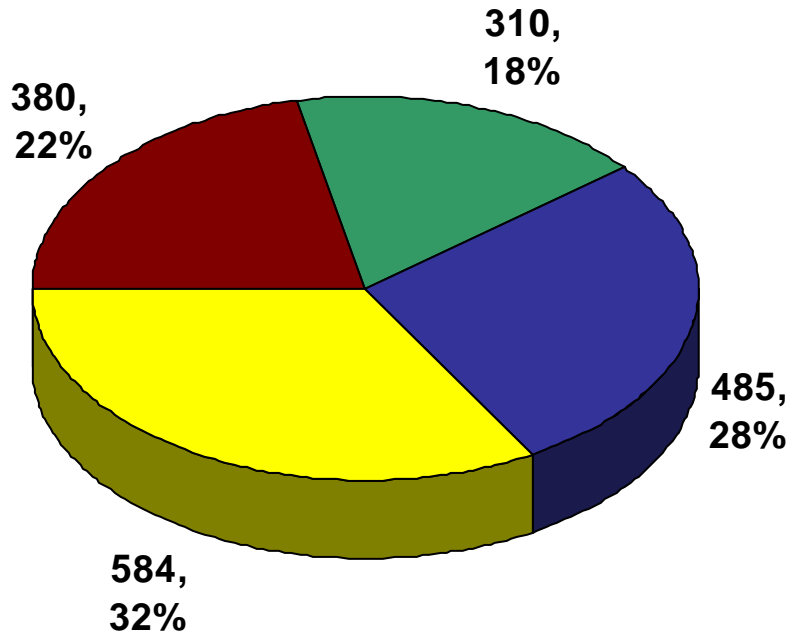


Employee classification unknown for 16 respondents

Distribution of All Faculty versus Faculty Respondents by Academic Rank

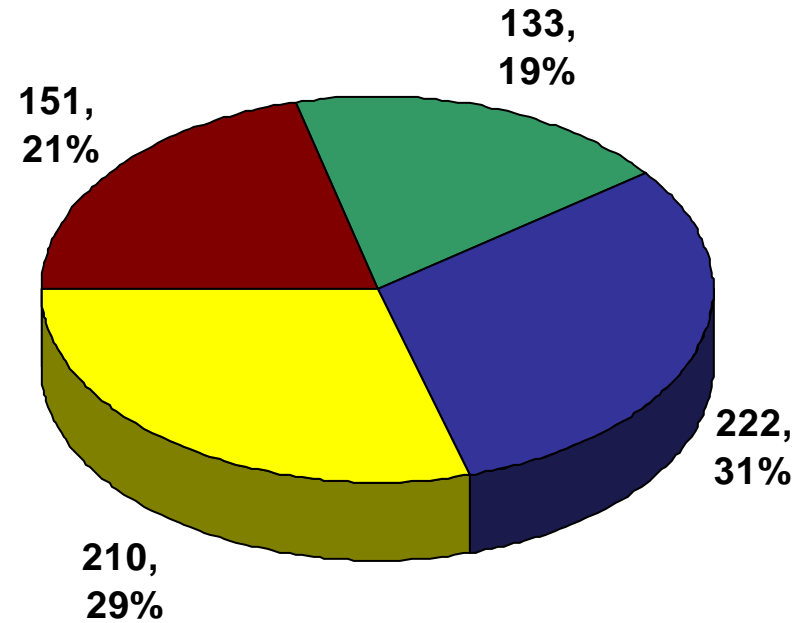
All Campuses and All Locations

All Faculty



■ PROF ■ ASSC ■ ASST ■ INST

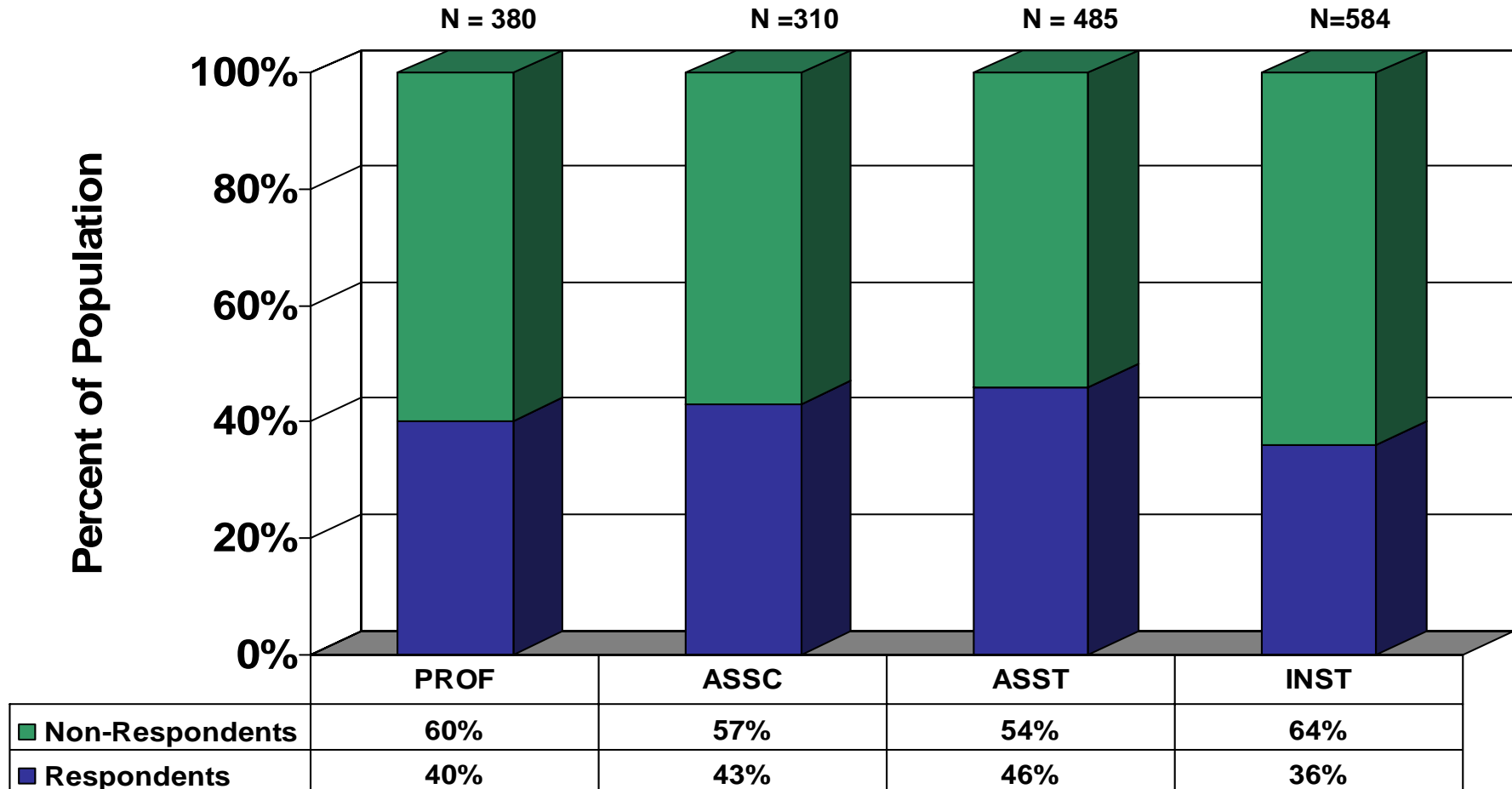
Faculty Respondents



■ PROF ■ ASSC ■ ASST ■ INST

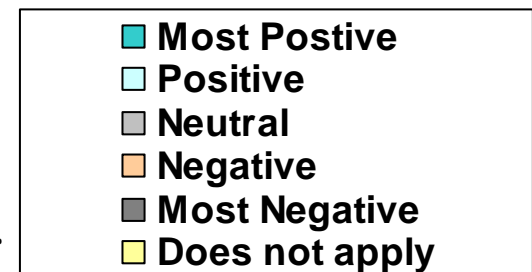
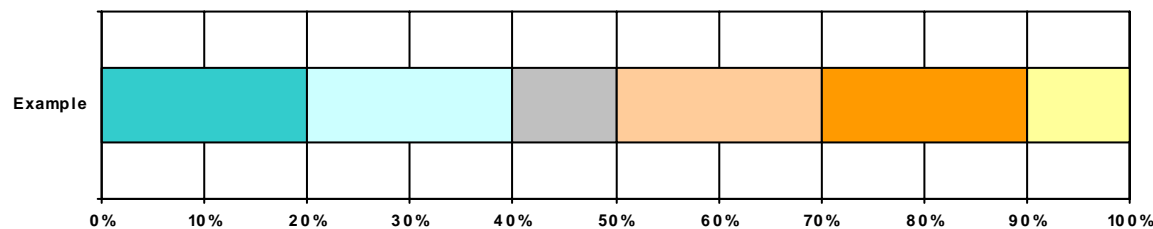
Percent of Faculty Respondents versus Faculty Non-respondents by Academic Rank

All Campuses and All Locations



Question Scales

- Bar graphs are color coded.
- Except where indicated
 - **Teal** shades are **positive**
 - **Orange** shades are **negative**
 - **Gray** is **neutral**
 - **Yellow** indicates **does not apply**

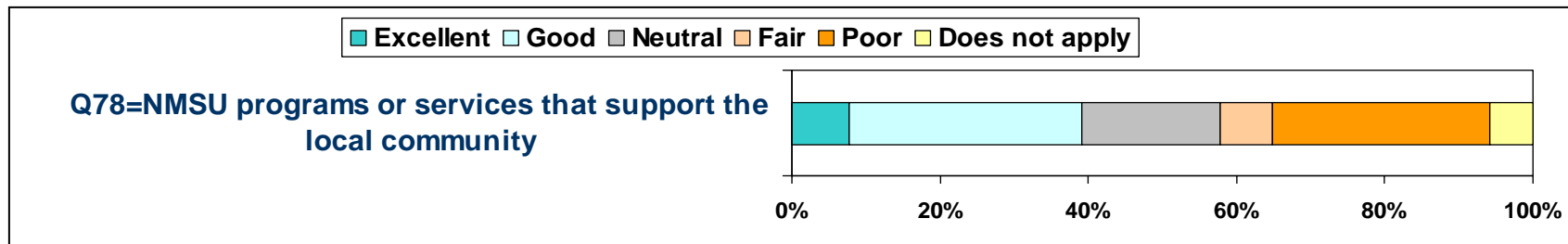
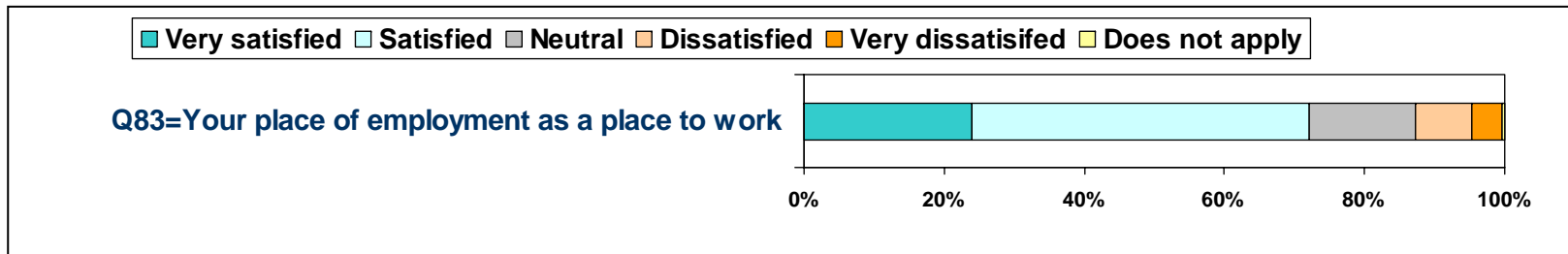
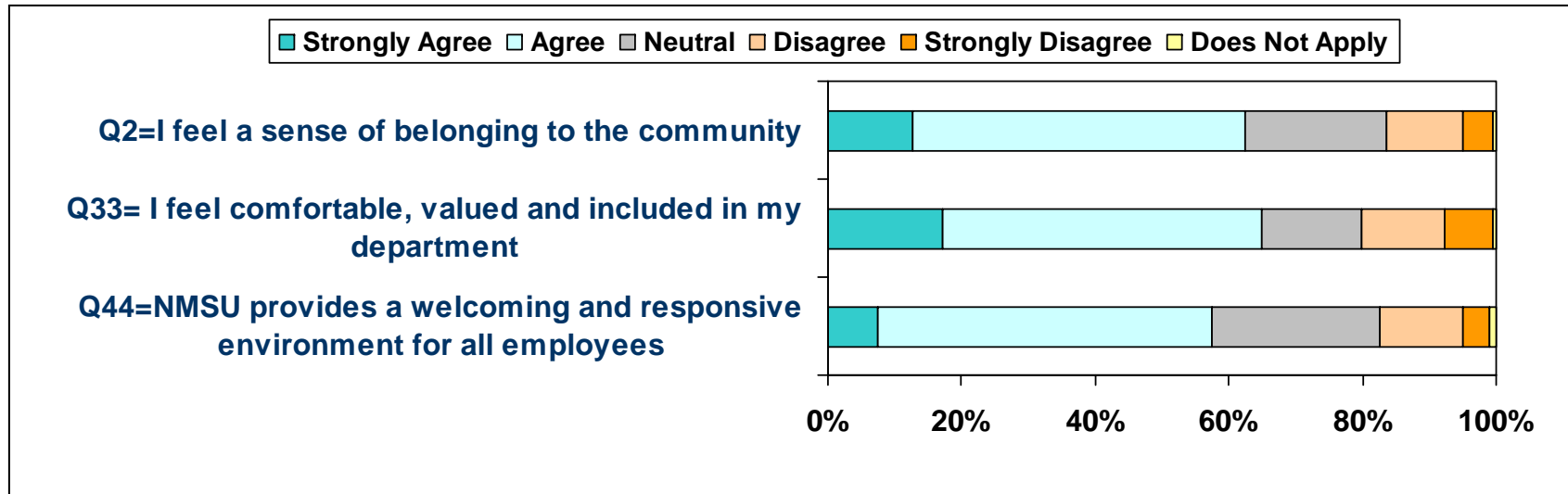


The University Atmosphere



University Atmosphere

All Campuses and All Locations



University Atmosphere

All Campuses and All Locations

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply
Q2. I feel a sense of belonging to the community	13%	50%	21%	11%	5%	0%
Q33. I feel comfortable, valued and included in my department.	17%	48%	15%	12%	7%	1%
Q44. NMSU provides a welcoming and responsive environment for all employees.	7%	50%	25%	13%	4%	1%
	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	Does Not Apply
Q83. Your place of employment as a place to work.	24%	48%	15%	8%	4%	1%
	Excellent	Good	Don't Know	Fair	Poor	Does Not Apply
Q78. NMSU programs or services that support the local community	8%	31%	29%	19%	7%	6%

The University Atmosphere: Comments

All Campuses and All Locations

- Of the things respondents like best (Q12), 2nd highest number of comments
- 423 comments
 - 393 positive – 93%
 - 15 negative – 3.5%
 - 15 neutral – 3.5%
- Includes the educational environment, the perception of prestige, the cultural opportunities of the collegiate environment

Physical Environment

All Campuses and All Locations



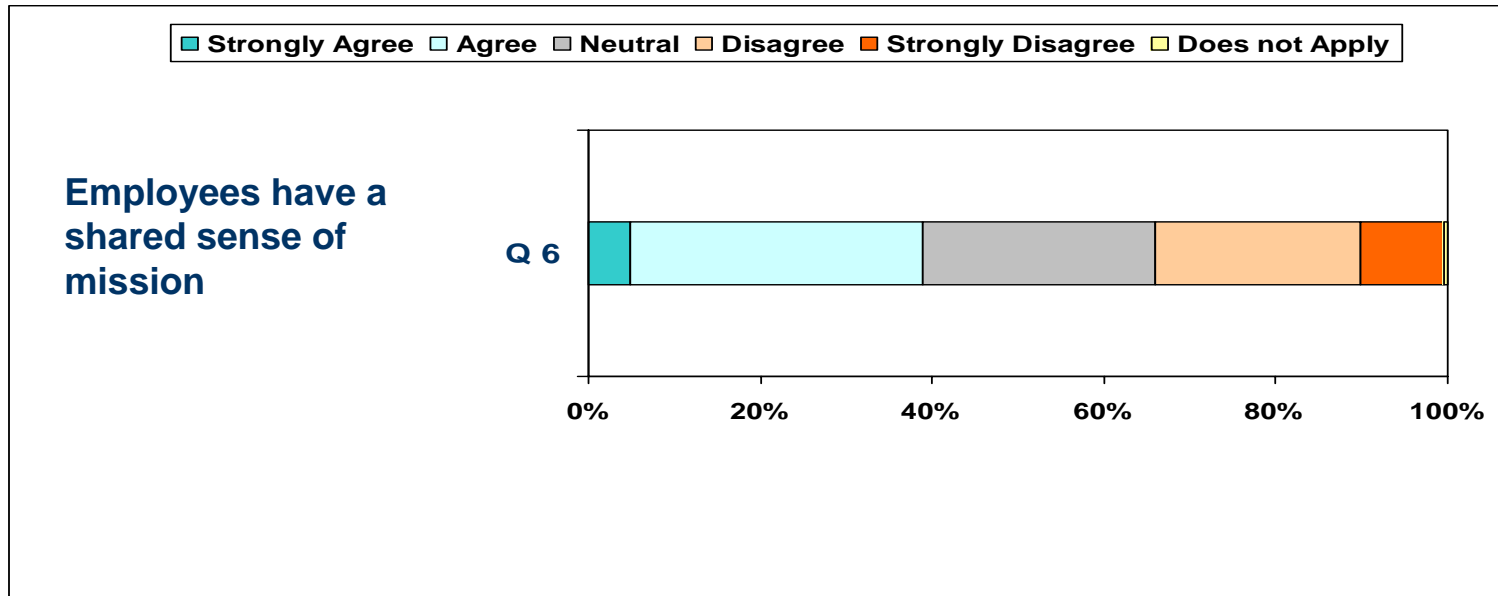
Physical Environment: Comments

All Campuses and All Locations

- Of the things respondents like best (Q12), 5th highest number of comments
- 186 comments
 - 184 (99%) positive
 - 2 (1%) negative
- Includes the campus grounds, Las Cruces, the general area and environment.

Mission and Goals

All Campuses and All Locations

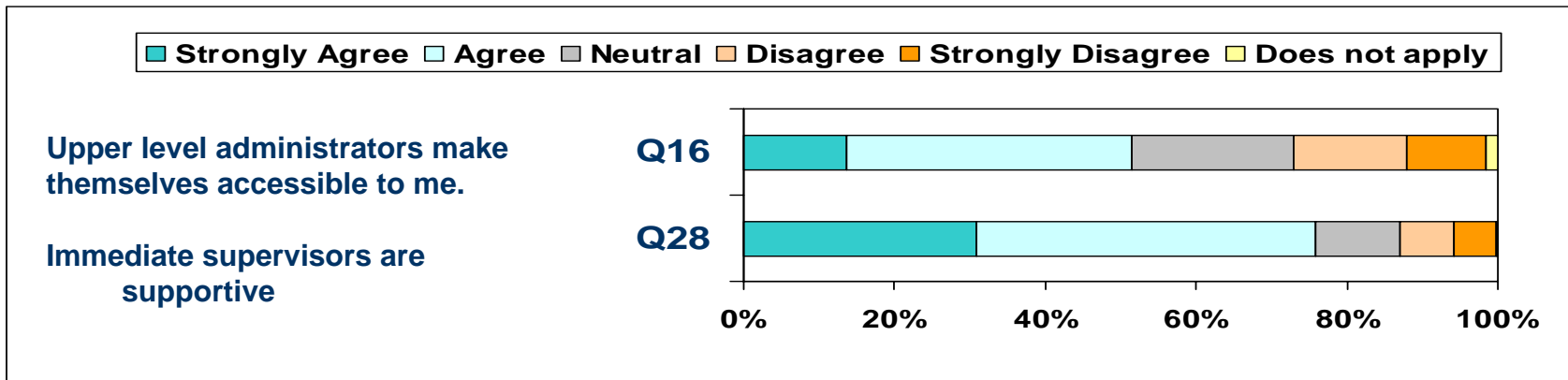
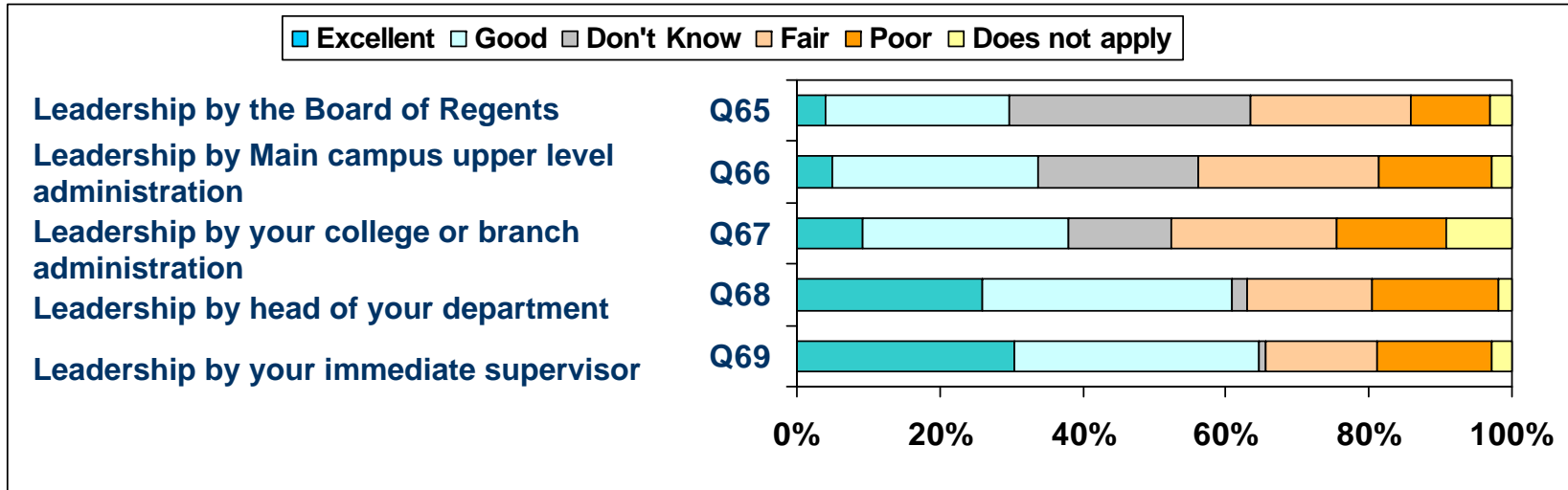


Mission and Goals

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply
Q6. Employees have a shared sense of mission	5%	34%	27%	24%	9%	1%

Administration/Leadership

All Campuses and All Locations



Administration/Leadership

	Excellent	Good	Don't Know	Fair	Poor	Does Not Apply
Q65. Leadership by the Board of Regents	4%	26%	34%	22%	11%	3%
Q66. Leadership by Main Campus upper level administration	5%	29%	22%	25%	16%	3%
Q67. Leadership by your college or branch administration	9%	29%	15%	23%	15%	9%
Q68. Leadership by head of your department	26%	35%	2%	17%	18%	2%
Q69. Leadership by your immediate supervisor	30%	34%	1%	16%	16%	3%
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply
Q16. Upper level administrators make themselves accessible to me	13%	38%	21%	15%	11%	2%
Q28. Immediate supervisors are supportive	31%	45%	11%	7%	6%	0%

Administration/Leadership: Comments

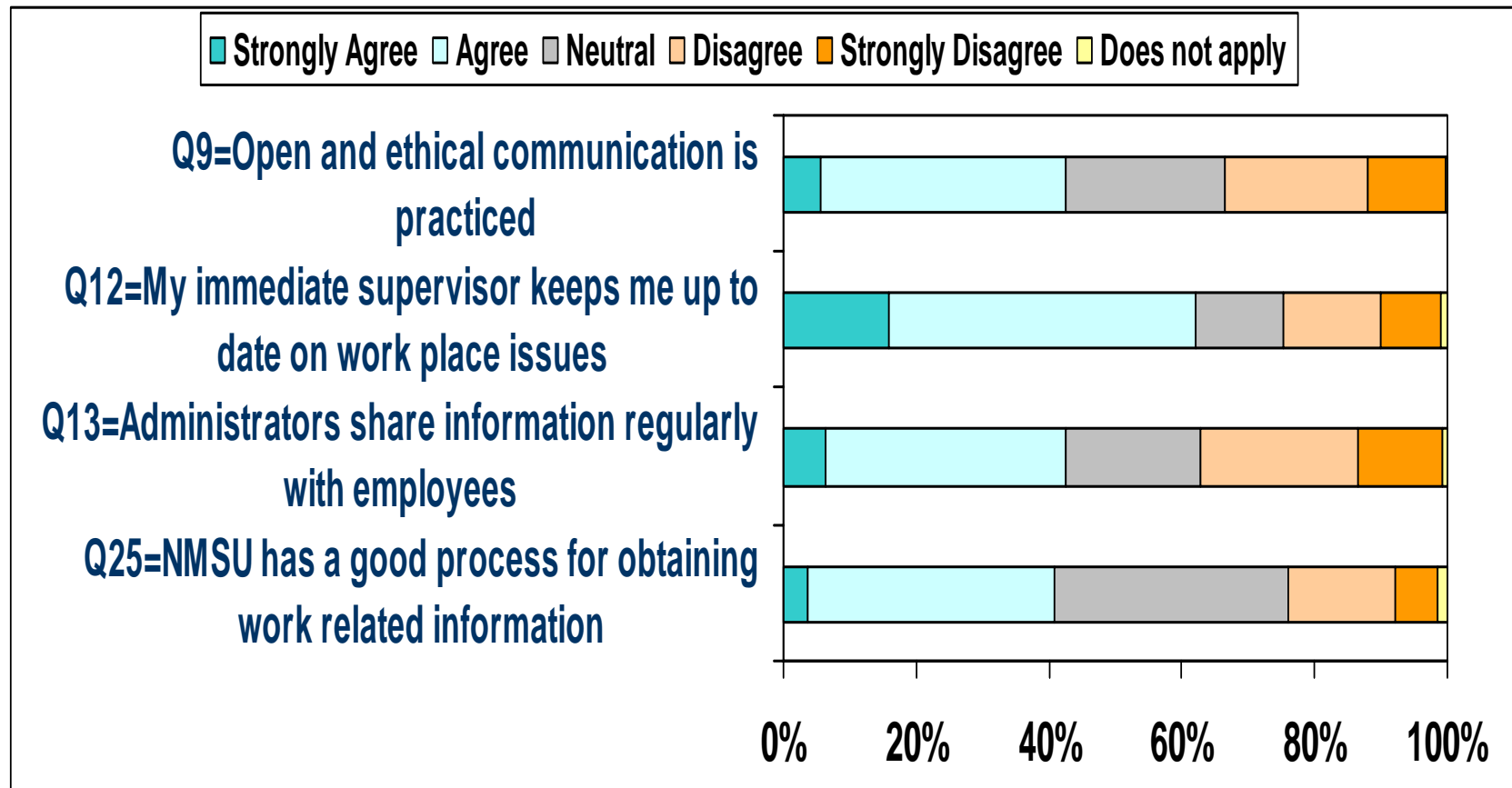
All Campuses and All Locations

- Of the things we would like to change (Q13) Administration received the second highest number of negative comments.
- 244 comments
 - 3 positive (1%)
 - 215 negative (88%)
 - 26 neutral (11%)



Communication

All Campuses and All Locations

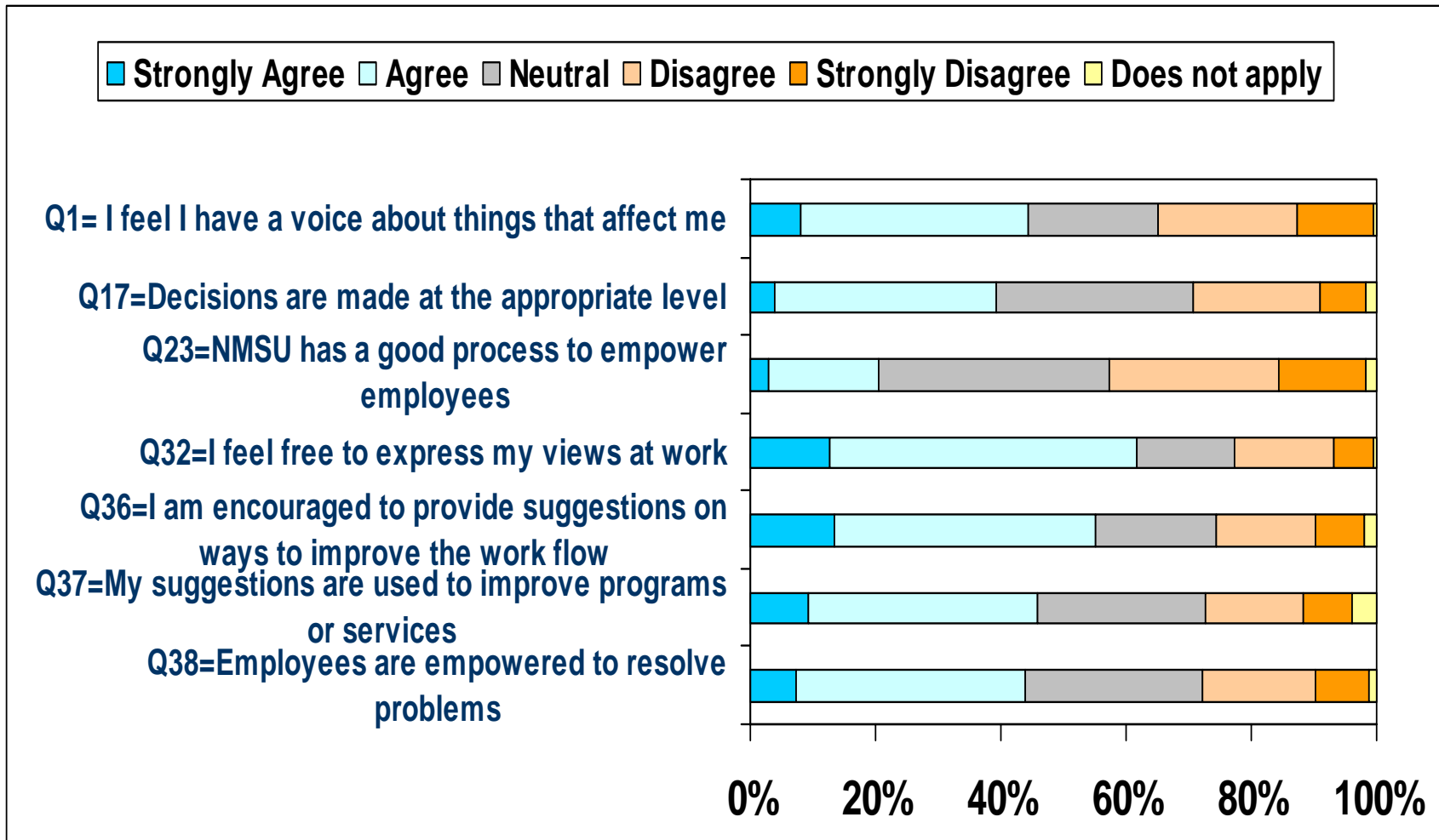


Communication

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply
Q9. Open and ethical communication is practiced	6%	37%	24%	21%	11%	1%
Q12. My immediate supervisor keeps me up to date on work place issues	16%	46%	13%	15%	9%	1%
Q13. Administrators share information regularly with employees	6%	36%	20%	24%	13%	1%
Q25. NMSU has a good process for obtaining work related information	4%	37%	35%	16%	6%	2%

Voice

All Campuses and All Locations

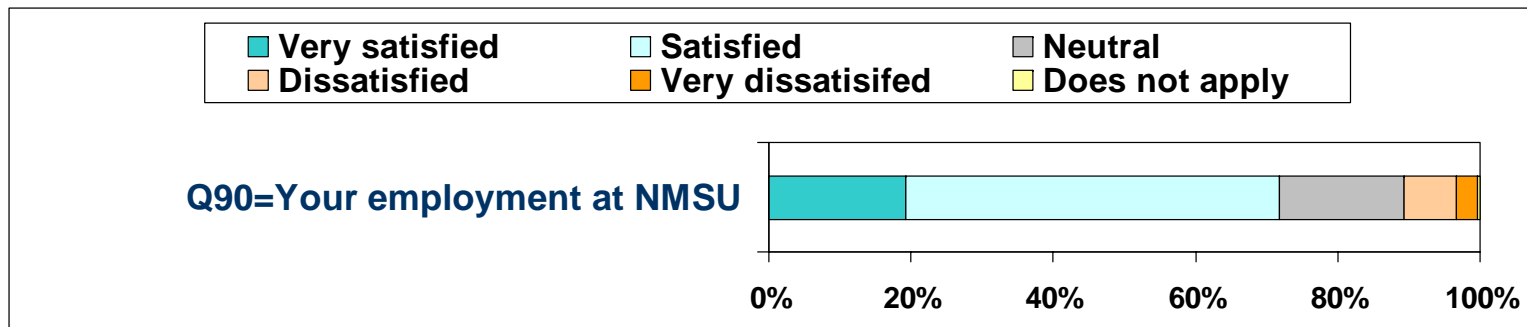
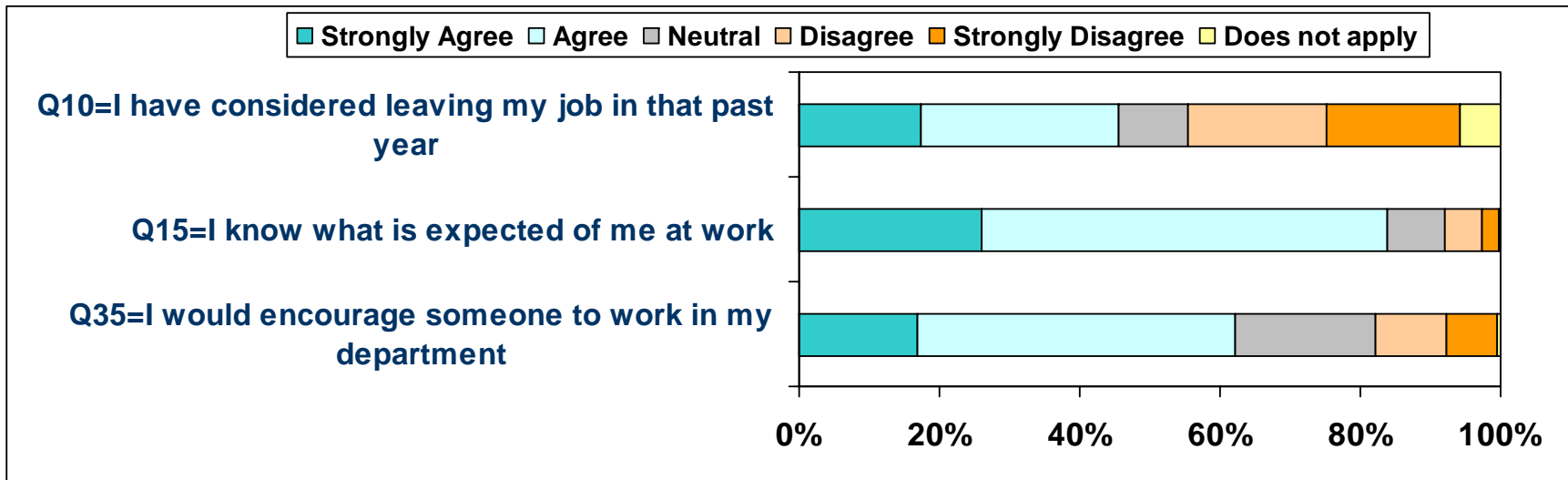


Voice

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply
Q1. I feel I have a voice about things that affect me	8%	36%	21%	22%	12%	1%
Q17. Decisions are made at the appropriate level	4%	35%	32%	20%	7%	2%
Q23. NMSU has a good process to empower employees	3%	17%	37%	27%	14%	2%
Q32. I feel free to express my views at work	13%	49%	15%	16%	6%	1%
Q36. I am encouraged to provide suggestions on ways to improve the work flow	13%	42%	19%	16%	8%	2%
Q37. My suggestions are used to improve programs or services	9%	37%	27%	15%	8%	4%
Q38. Employees are empowered to resolve problems	7%	37%	28%	18%	9%	1%

My Job

All Campuses and All Locations



My Job

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply
Q10. I have considered leaving my job in the past year	17%	28%	10%	20%	19%	6%
Q15. I know what is expected of me at work	26%	58%	8%	5%	3%	0%
Q35. I would encourage someone to work in my department	17%	45%	20%	10%	7%	1%

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	Does Not Apply
Q90. Your employment at NMSU	19%	52%	18%	7%	3%	1%

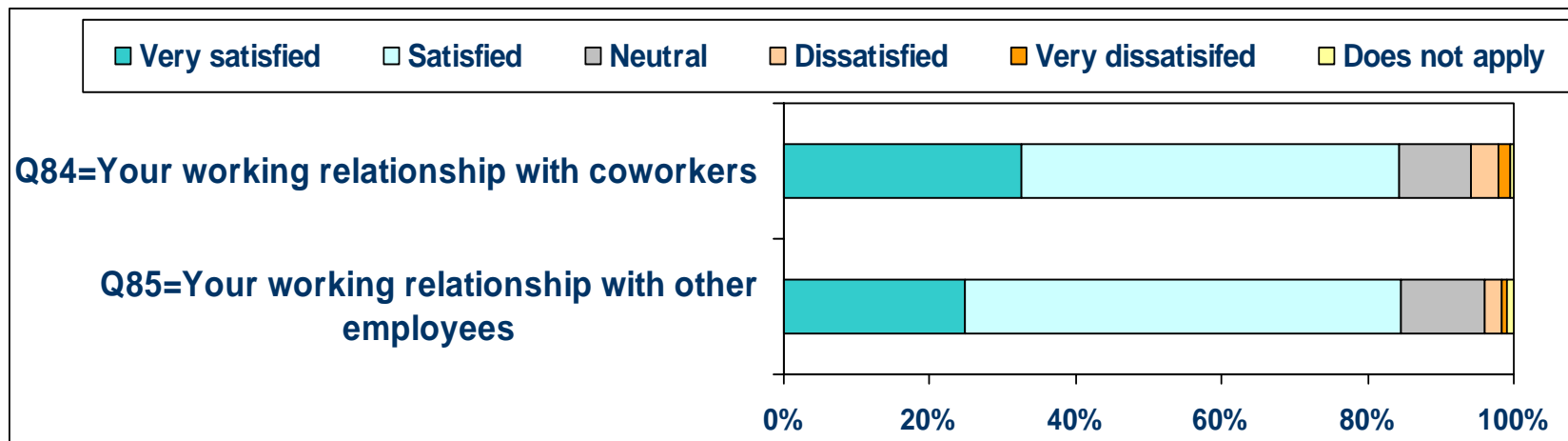
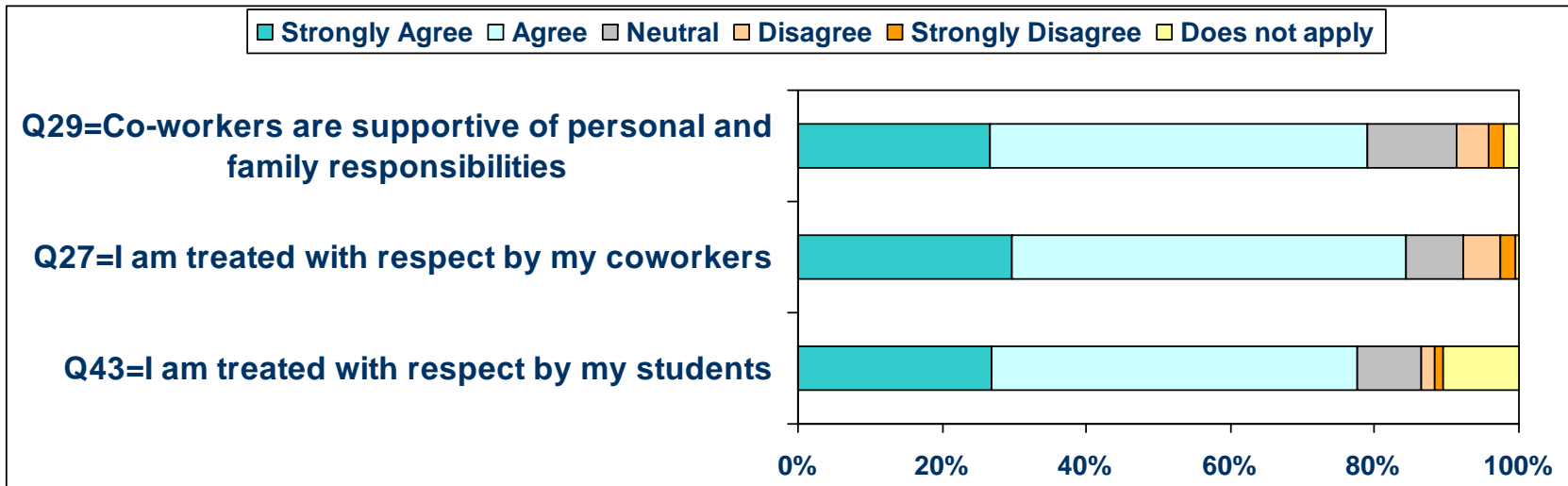
My Job: Comments

All Campuses and All Locations

- Of the things respondents like best (Q12), 3rd highest number of comments
- 339 Comments
 - 320 (94%) positive
 - 6 (2%) negative
 - 13 (4%) neutral
- Negative comments referred to excessive work load or low salary
- Positive factors mentioned independence and a sense of contributing to students and community

Coworkers/Students

All Campuses and All Locations



Coworkers/Students

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply
Q29. Coworkers are supportive of personal and family responsibilities	27%	52%	13%	4%	2%	2%
Q27. I am treated with respect by my coworkers	30%	55%	8%	5%	2%	0%
Q43. I am treated with respect by my students	27%	51%	9%	2%	1%	10%

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	Does Not Apply
Q84. Your working relationship with coworkers	33%	52%	10%	3%	1%	1%
Q85. Your working relationship with other employees	25%	60%	11%	2%	1%	1%

Coworkers: Comments

All Campuses and All Locations

- The thing respondents like best (Q12), highest number of positive comments
- 516 comments on co-workers
 - 503 (97%) positive
 - 2 (0.5%) negative
 - 11 (2%) neutral

Students: Comments

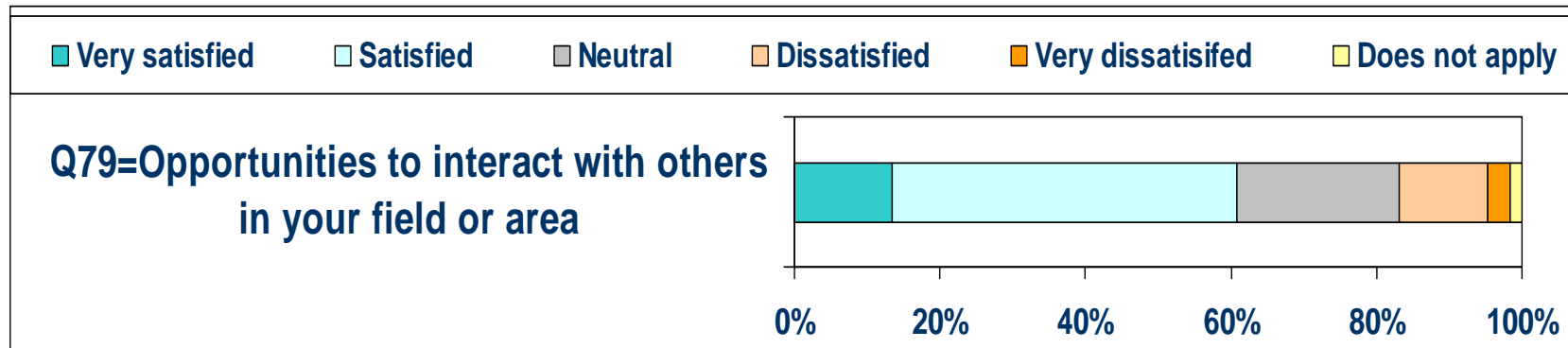
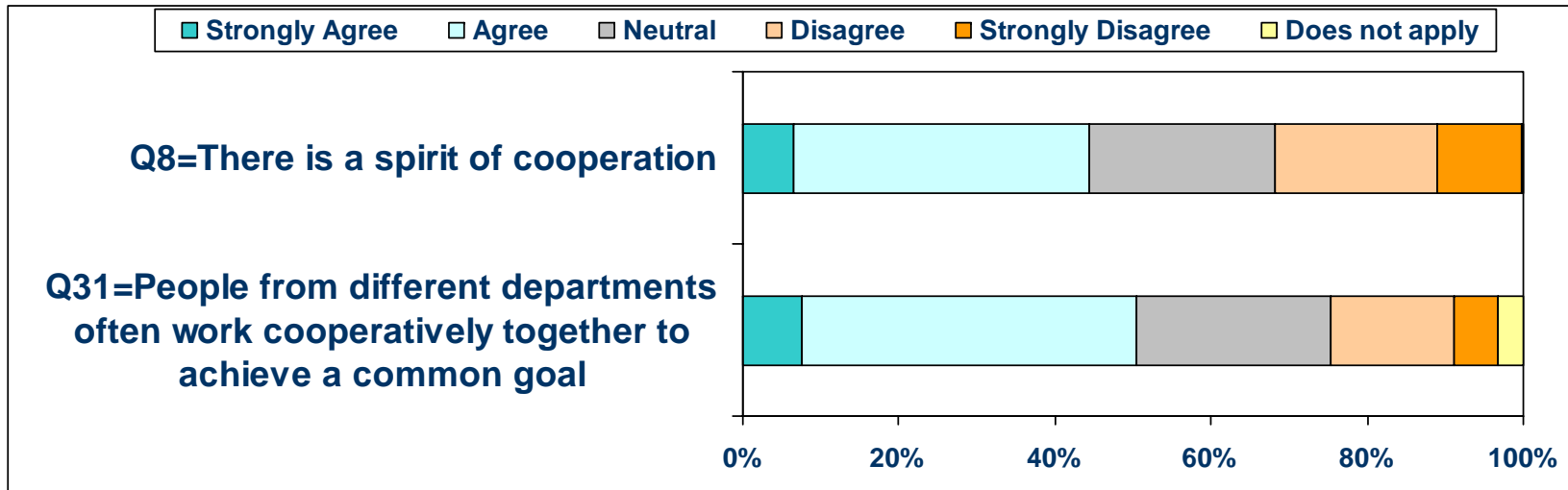
All Campuses and All Locations

- Of the things respondents like best (Q12), 4th highest number of comments
- 247 comments on students
 - 240 (97%) positive
 - 1 (0.5%) negative
 - 6 (2.5%) neutral



Cooperation

All Campuses and All Locations



Cooperation

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply
Q8. There is a spirit of cooperation	6%	38%	24%	21%	11%	0%
Q31. People from different departments often work cooperatively together to achieve a common goal	7%	43%	25%	16%	6%	3%

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	Does Not Apply
Q79. Opportunities to interact with others in your field or area	13%	48%	22%	12%	3%	2%

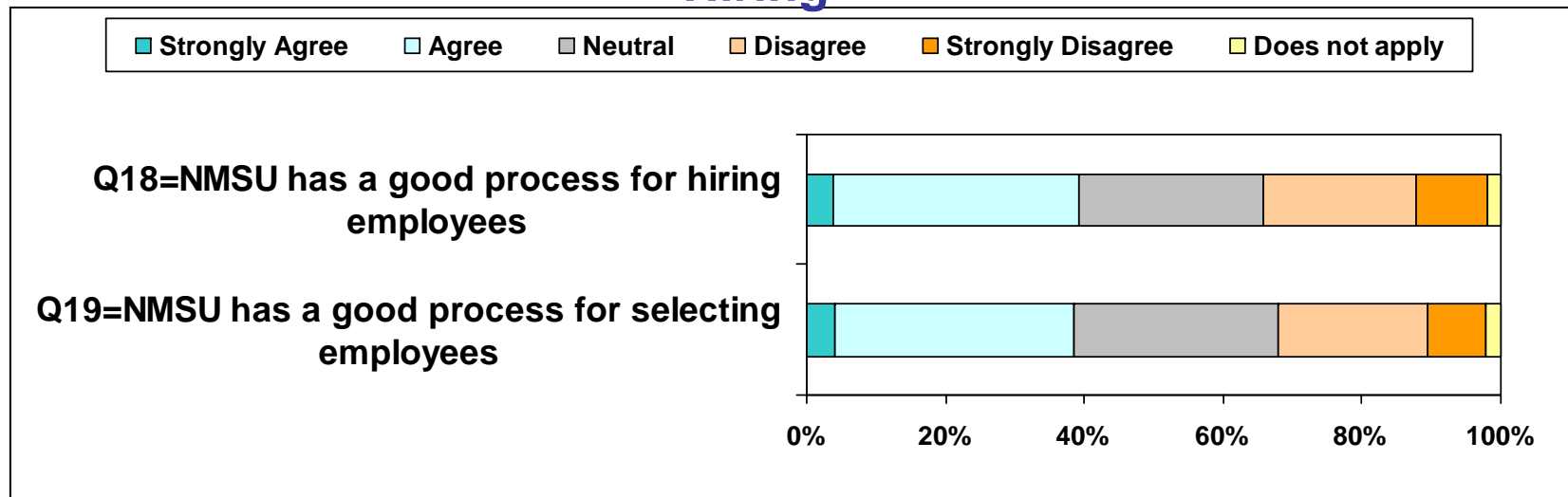
WORK ISSUES

- Included under this category are the processes of hiring, evaluation, promotion, grievances, enforcement of policies, work schedules and workloads, orientation and work-related education.

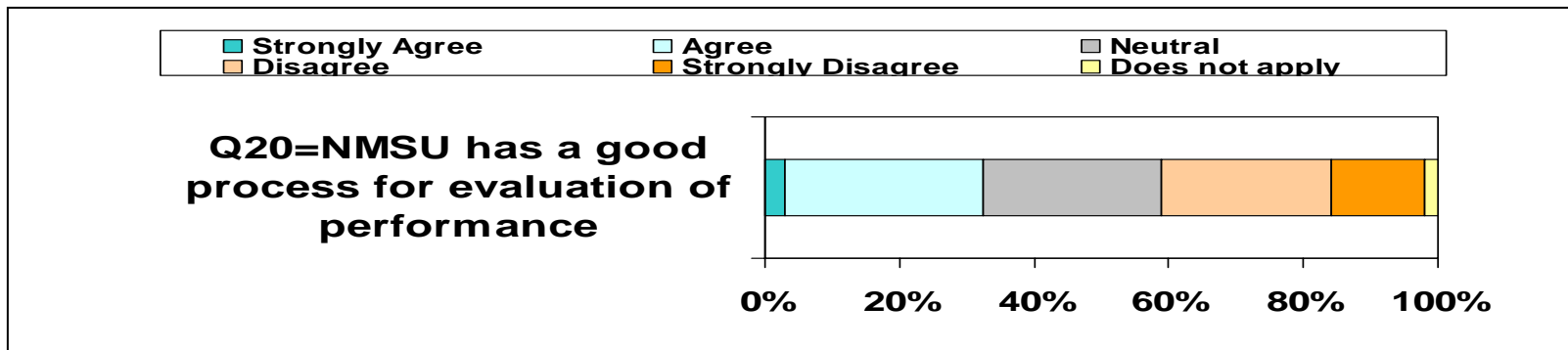
WORK ISSUES: Hiring & Evaluation

All Campuses and All Locations

Hiring



Evaluation



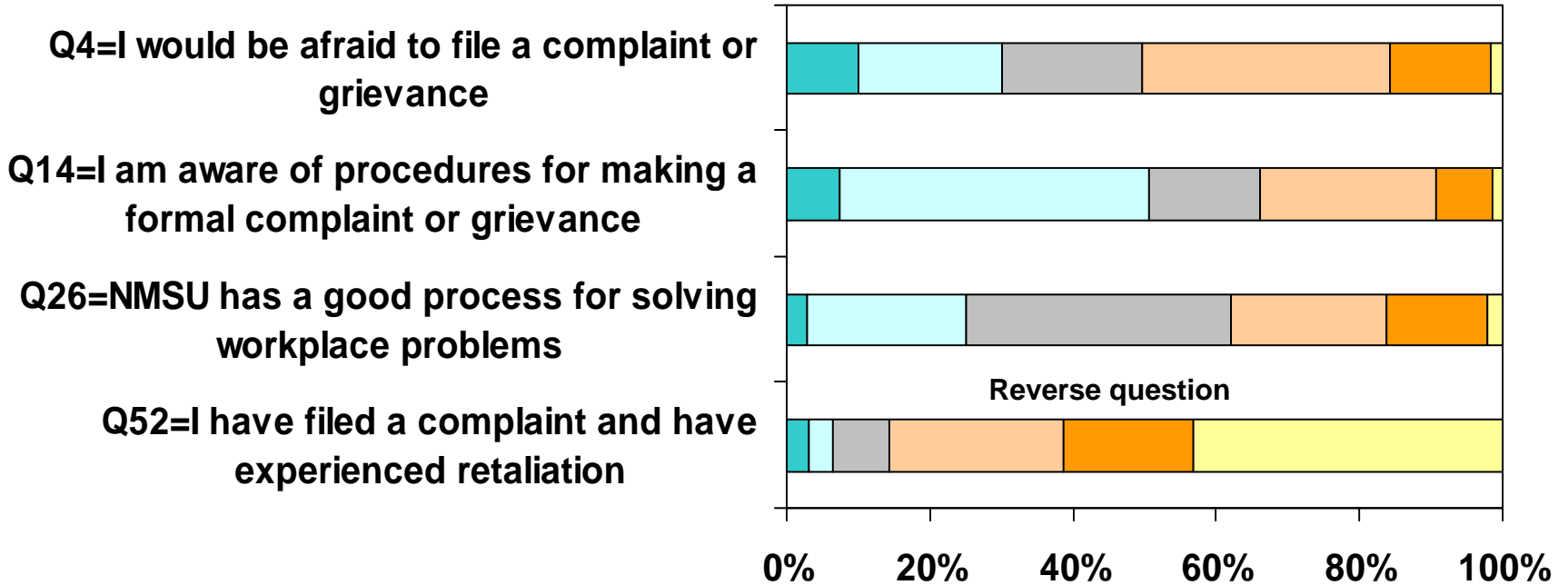
WORK ISSUES: Hiring & Evaluation

HIRING						
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply
Q18. NMSU has a good process for hiring employees	4%	36%	26%	22%	10%	2%
Q19. NMSU has a good process for selecting employees	4%	34%	30%	22%	8%	2%
EVALUATION						
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply
Q20. NMSU has a good process for evaluation of performance	3%	30%	26%	25%	14%	2%

WORK ISSUES: Problems and Grievances

All Campuses and All Locations

■ Strongly Agree
 ■ Agree
 ■ Neutral
 ■ Disagree
 ■ Strongly Disagree
 ■ Does not apply

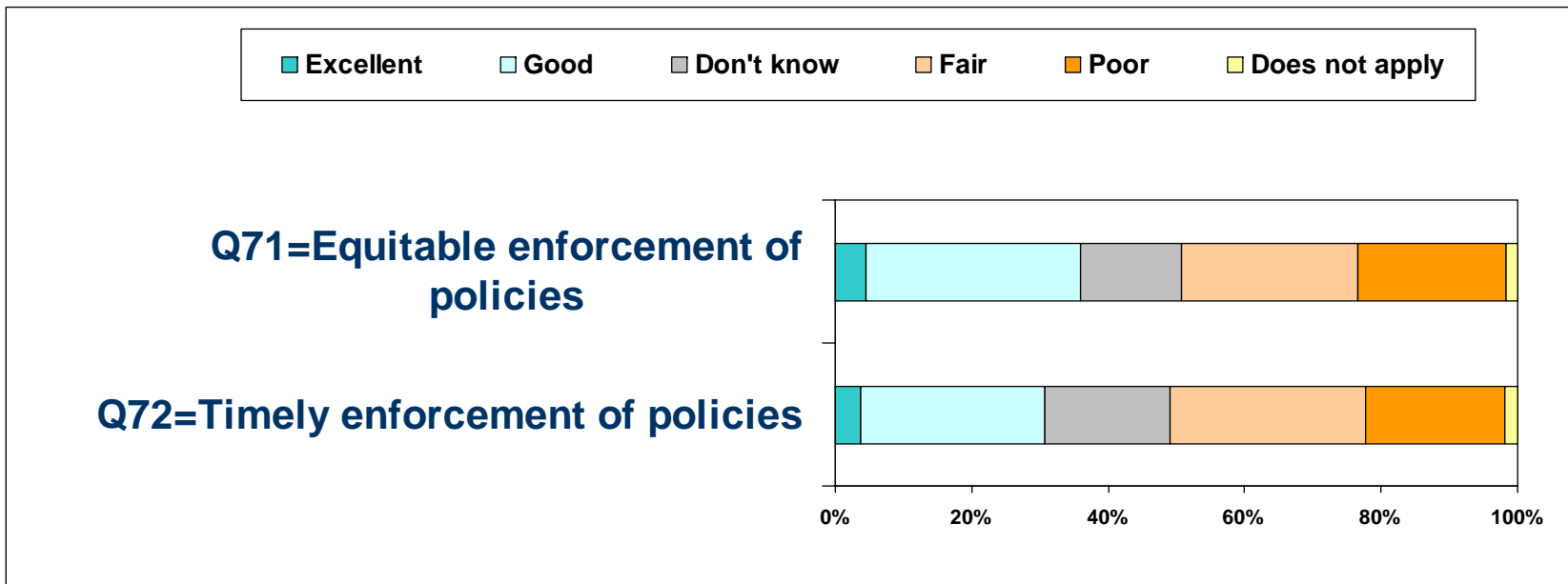


WORK ISSUES: Problems and Grievances

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply
Q4. I would be afraid to file a complaint or grievance	10%	20%	19%	35%	14%	2%
Q14. I am aware of procedures for making a formal complaint or grievance	7%	43%	16%	25%	8%	1%
Q26. NMSU has a good process for solving workplace problems	3%	22%	37%	22%	14%	2%
Q52. I have filed a complaint and have experienced retaliation	3%	4%	8%	24%	18%	43%

WORK ISSUES: Policy Enforcement

All Campuses and All Locations



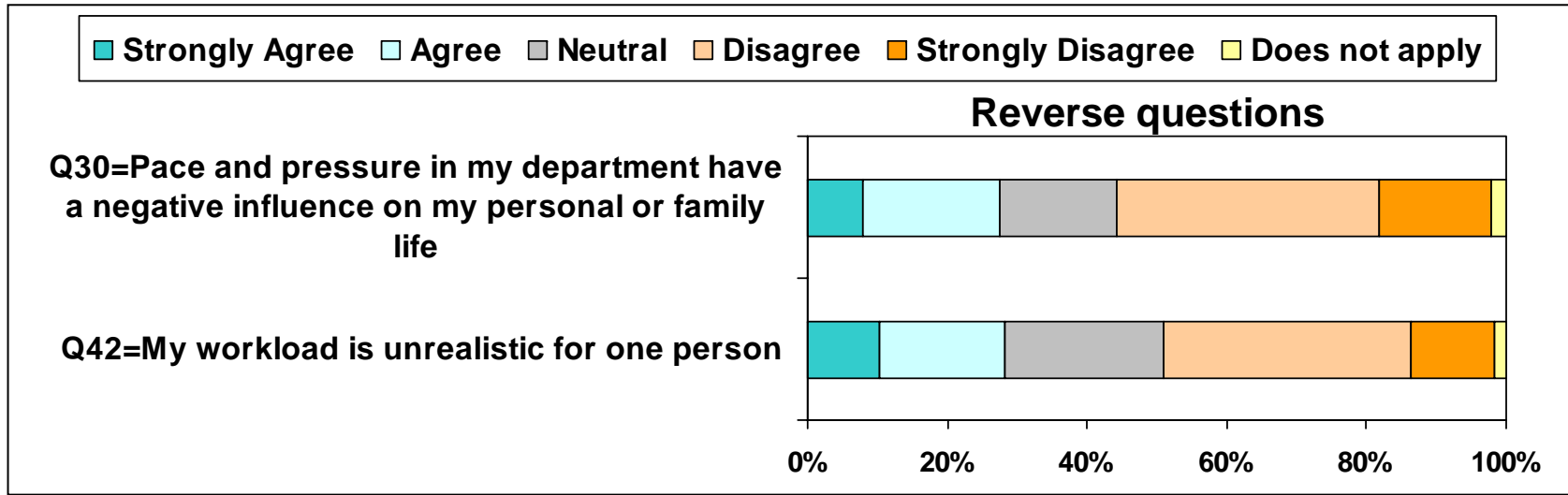
WORK ISSUES: Policy Enforcement

	Excellent	Good	Don't Know	Fair	Poor	Does Not Apply
Q71. Equitable enforcement of policies	4%	31%	15%	26%	22%	2%
Q72. Timely enforcement of policies	4%	27%	18%	29%	20%	2%

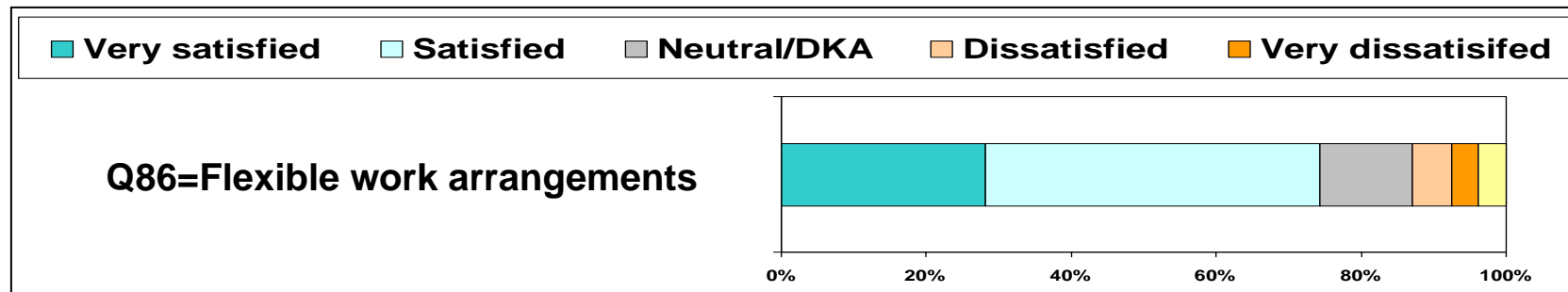
WORK ISSUES: Work Load and Work Schedule

All Campuses and All Locations

Work Load



Work Schedule



WORK ISSUES:

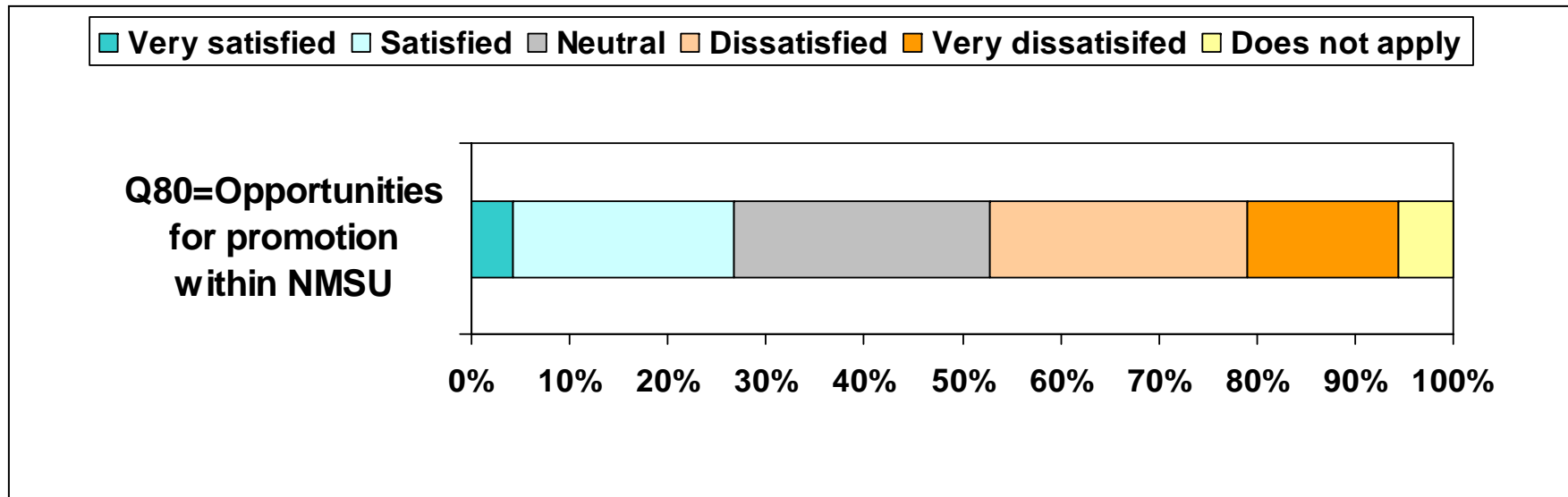
Work load and Work Schedule

WORK LOAD						
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply
Q30. Pace and pressure in my department have a negative influence on my personal or family life	8%	20%	17%	37%	16%	2%
Q42. My workload is unrealistic for one person	10%	18%	23%	35%	12%	2%

WORK SCHEDULE						
	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	Does Not Apply
Q86. Flexible work arrangements	28%	46%	13%	5%	4%	4%

WORK ISSUES: Promotion opportunities

All Campuses and All Locations

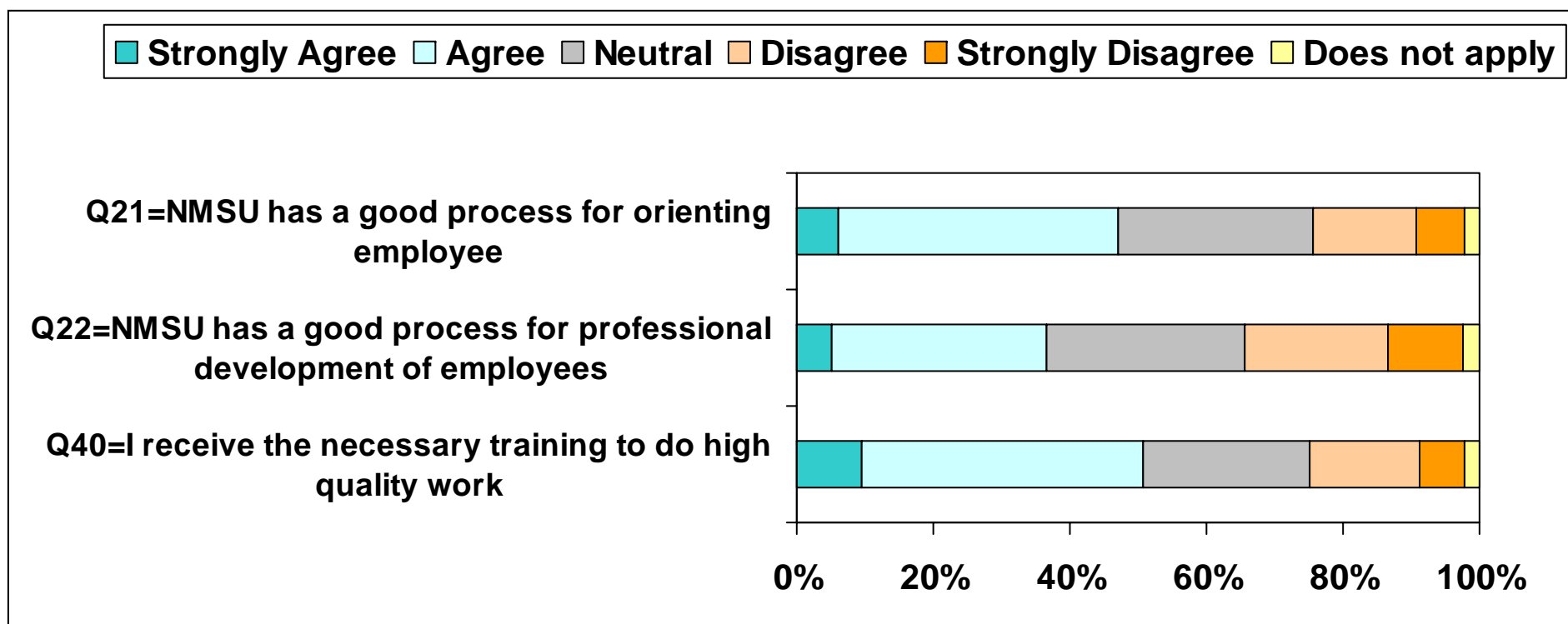


WORK ISSUES: Promotion opportunities

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	Does Not Apply
Q80. Opportunities for promotion within NMSU	4%	23%	26%	26%	15%	6%

WORK ISSUES: Orientation/Continuing Education

All Campuses and All Locations



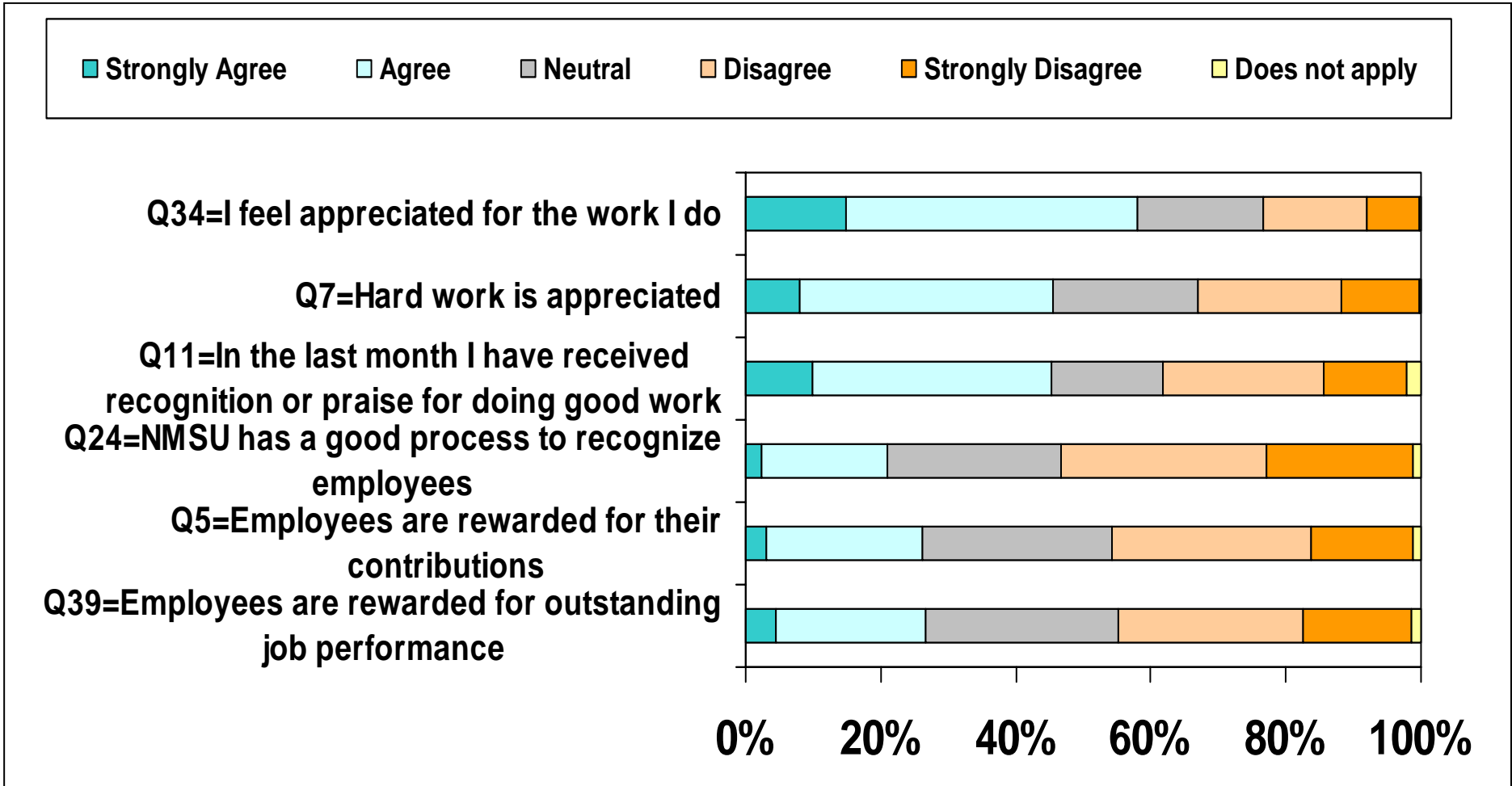
WORK ISSUES:

Orientation/Continuing Education

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply
Q21. NMSU has a good process for orienting employee	6%	41%	29%	15%	7%	2%
Q22. NMSU has a good process for professional development of employees	5%	31%	29%	21%	11%	3%
Q40. I receive the necessary training to do high quality work	10%	41%	25%	16%	6%	2%

WORK ISSUES: Rewards/Appreciation

All Campuses and All Locations



WORK ISSUES: Rewards/Appreciation

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply
Q34. I feel appreciated for the work I do	15%	43%	19%	15%	8%	0%
Q7. Hard work is appreciated	8%	37%	21%	21%	12%	1%
Q11. In the last month I have received recognition or praise for doing good work	10%	35%	17%	24%	12%	2%
Q24. NMSU has a good process to recognize employees	3%	23%	33%	27%	13%	1%
Q5. Employees are rewarded for their contributions	3%	23%	29%	29%	15%	1%
Q39. Employees are rewarded for outstanding job performance	4%	22%	29%	28%	16%	1%

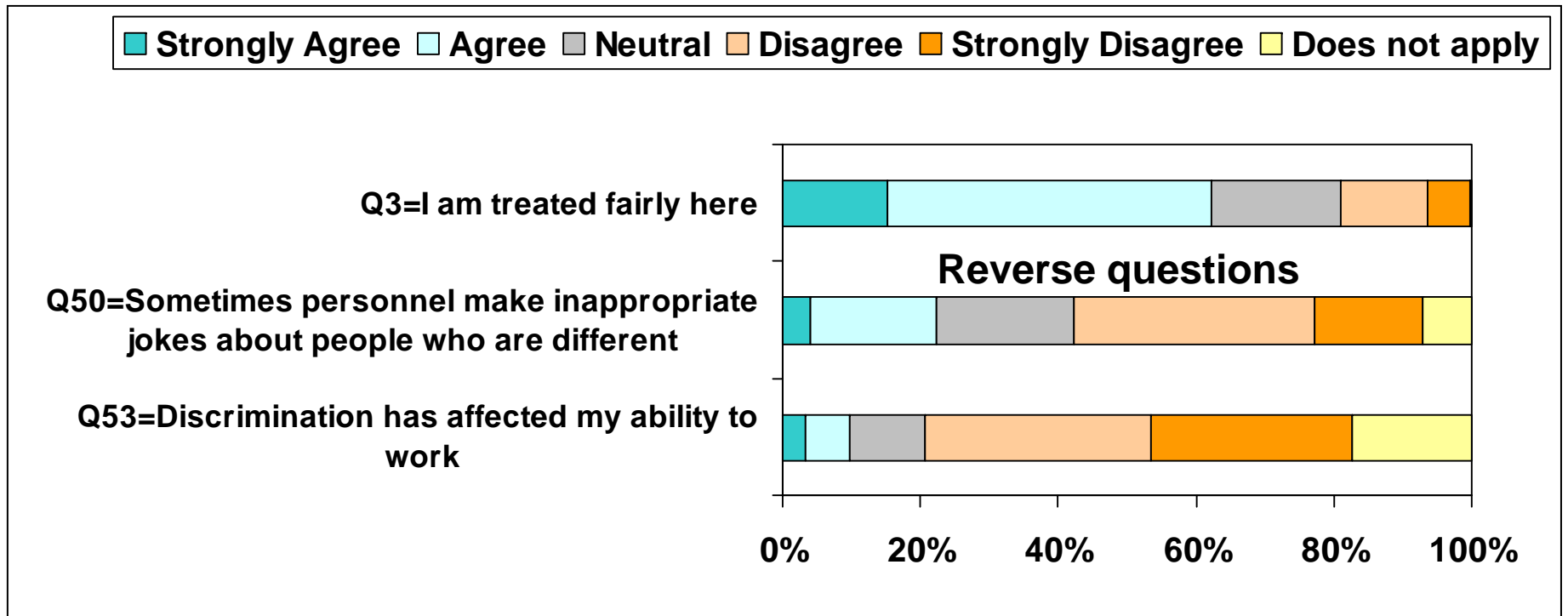
Comments – Work Issues

- Of the things respondents would like to change (Q13), human resource processes received the 6th highest number.
- 145 comments
 - 0 positive
 - 131 (90%) negative
 - 14 (10%) neutral



Discrimination

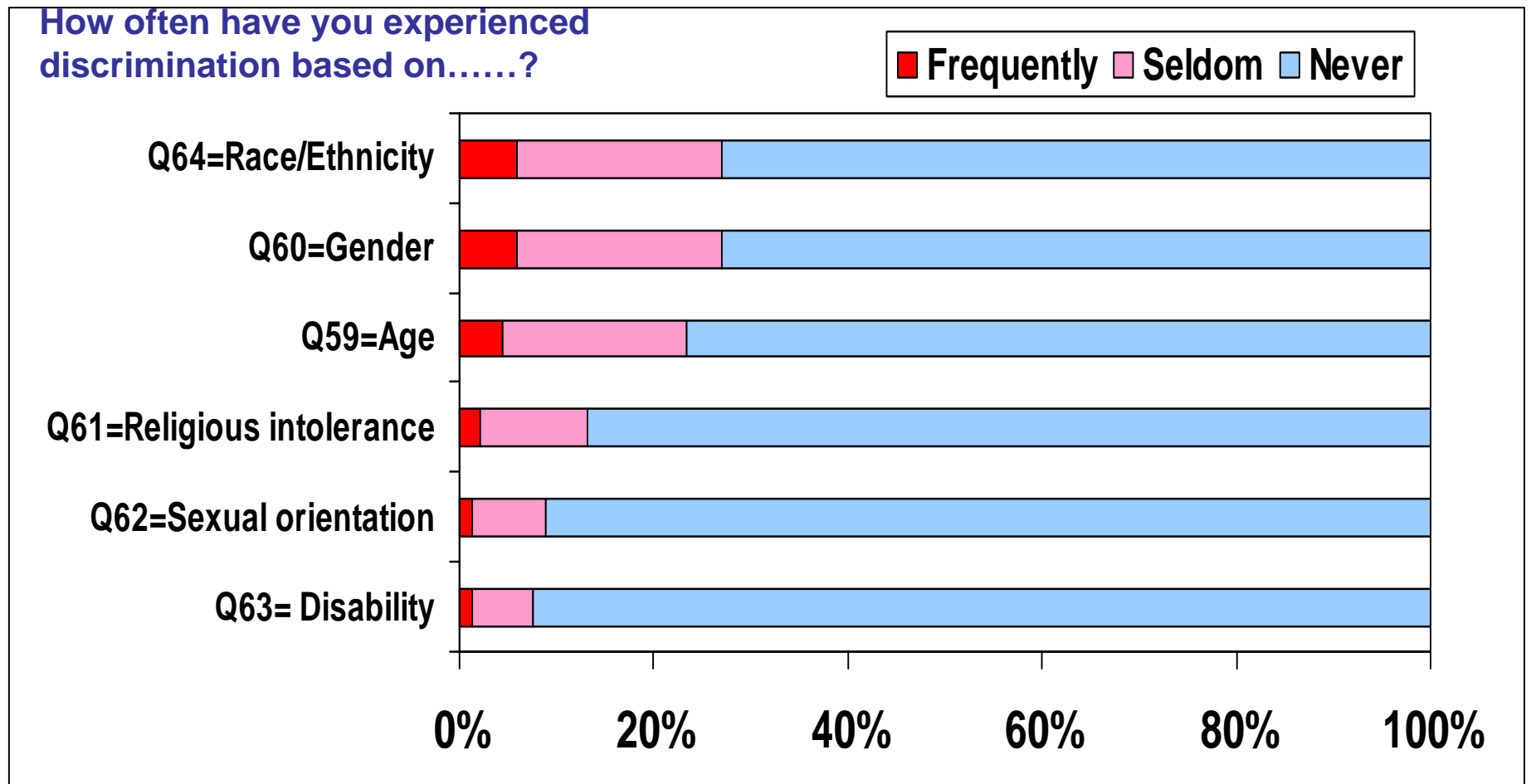
All Campuses and All Locations



Discrimination

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply
Q3. I am treated fairly here	15%	47%	19%	12%	6%	1%
Q50. Sometimes personnel make inappropriate jokes about people who are different	4%	18%	20%	35%	16%	7%
Q53. Discrimination has affected by ability to work	3%	6%	11%	33%	29%	18%

Discrimination

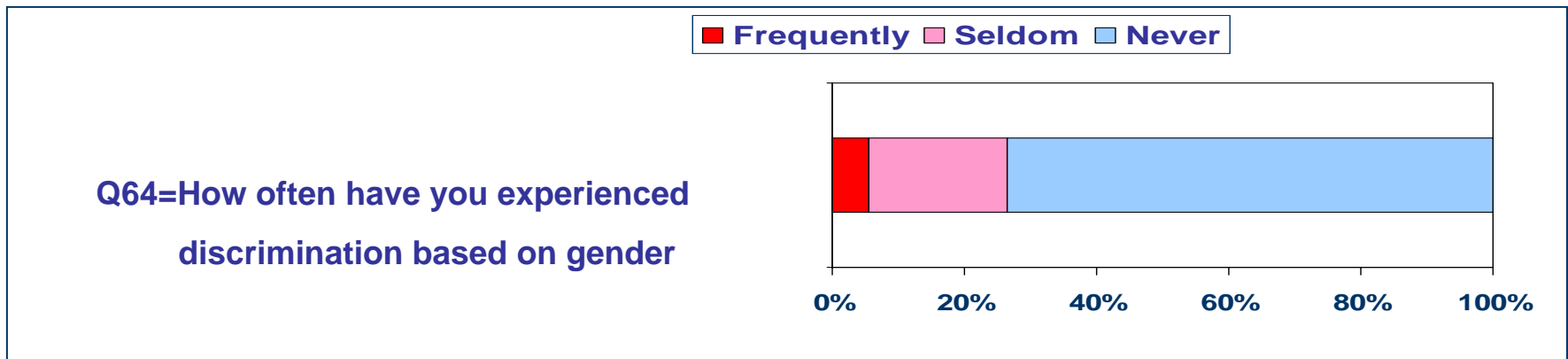
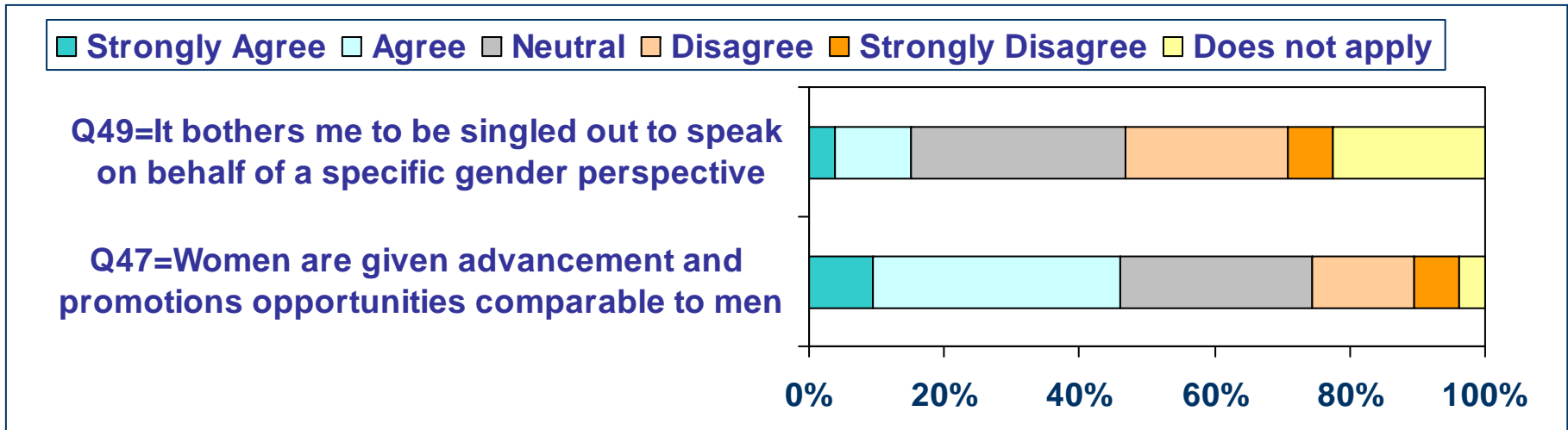


Discrimination

	Frequently	Seldom	Never
Q59. How often have you experienced discrimination based on age	4%	19%	77%
Q61. How often have you experienced discrimination based on religious intolerance	2%	11%	87%
Q62. How often have you experienced discrimination based on sexual orientation	1%	8%	91%
Q63. How often have you experienced discrimination based on disability	1%	7%	92%

Values for gender and race/ethnicity appear on later slides

Discrimination: Gender



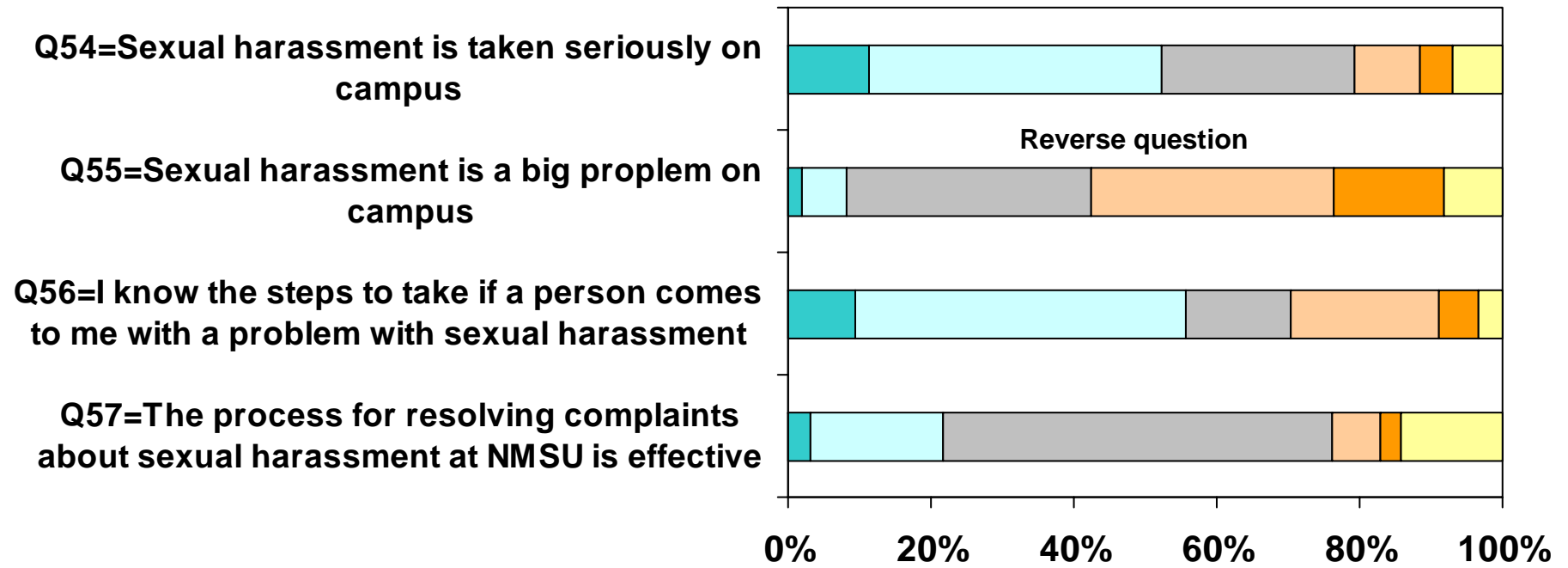
Discrimination: Gender

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply
Q49. It bothers me to be singled out to speak on behalf of a specific gender perspective	4%	11%	32%	24%	7%	22%
Q47. Women are given advancement and promotion opportunities comparable to men	10%	36%	28%	15%	7%	4%

	Frequently	Seldom	Never
Q64. How often have you experienced discrimination based on gender	6%	21%	73%

Sexual Harassment

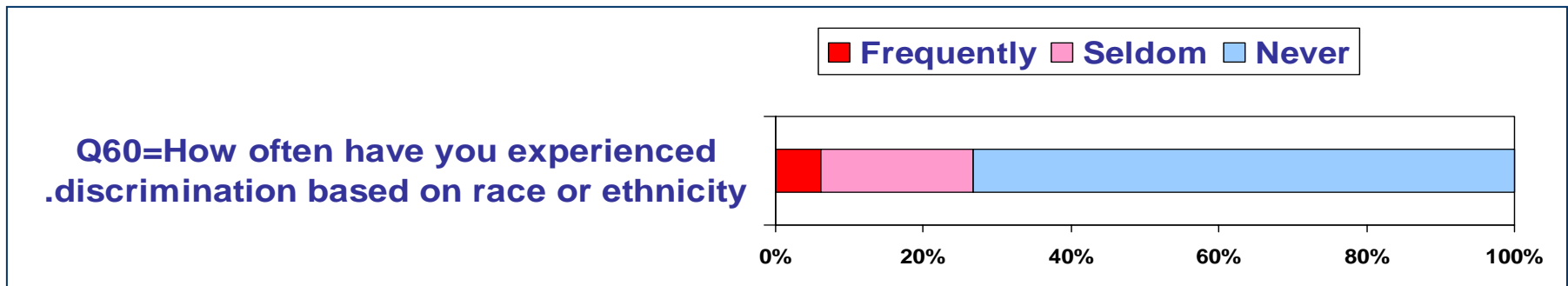
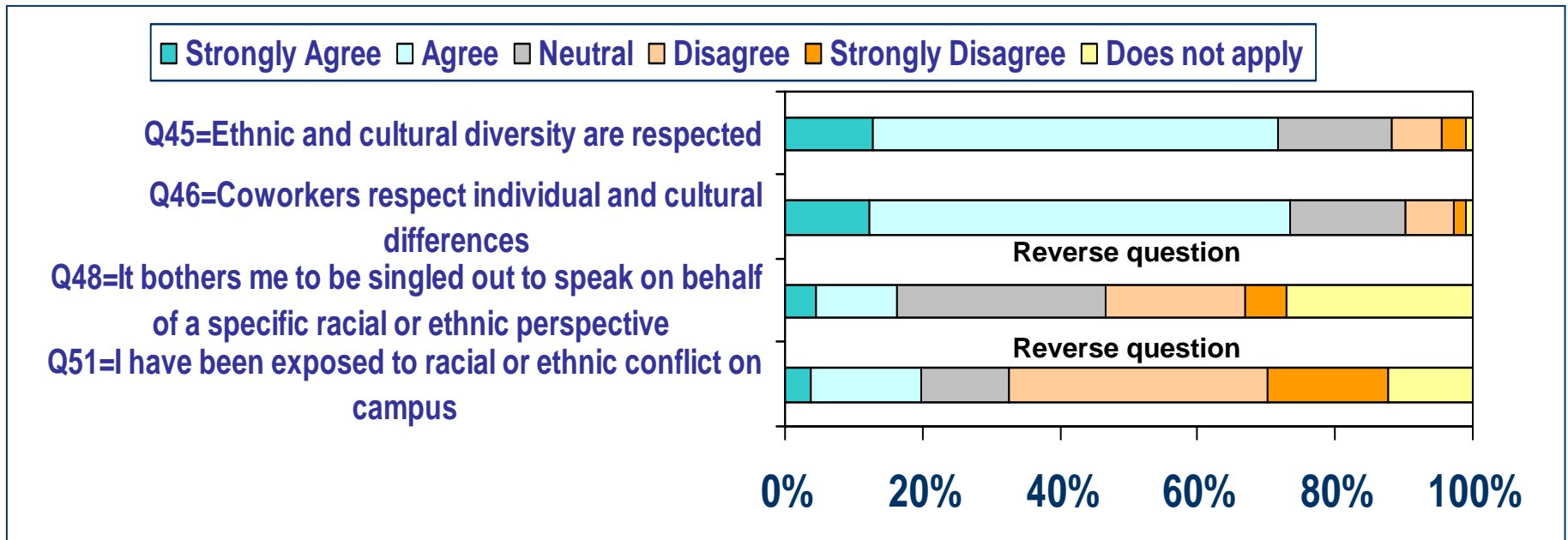
All Campuses and All Locations



Sexual Harassment

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply
Q54. Sexual harassment is taken seriously on campus	11%	41%	27%	9%	5%	7%
Q55. Sexual harassment is a big problem on campus	2%	6%	34%	34%	16%	8%
Q56. I know the steps to take if a person comes to me with a problem with sexual harassment	9%	46%	15%	21%	6%	3%
Q57. The process for resolving complaints about sexual harassment at NMSU is effective	3%	19%	54%	7%	3%	14%

Discrimination: Race/Ethnicity



Discrimination: Race/Ethnicity

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply
Q45. Ethnic and cultural diversity are respected	13%	59%	17%	7%	3%	1%
Q46. Coworkers respect individual and cultural differences	12%	61%	17%	7%	2%	1%
Q48. It bothers me to be singled out to speak on behalf of a specific racial or ethnic perspective	4%	12%	30%	21%	6%	27%
Q51. I have been exposed to racial or ethnic conflict on campus	4%	16%	13%	37%	18%	12%

	Frequently	Seldom	Never
Q60. How often have you experienced discrimination based on race or ethnicity	6%	21%	73%

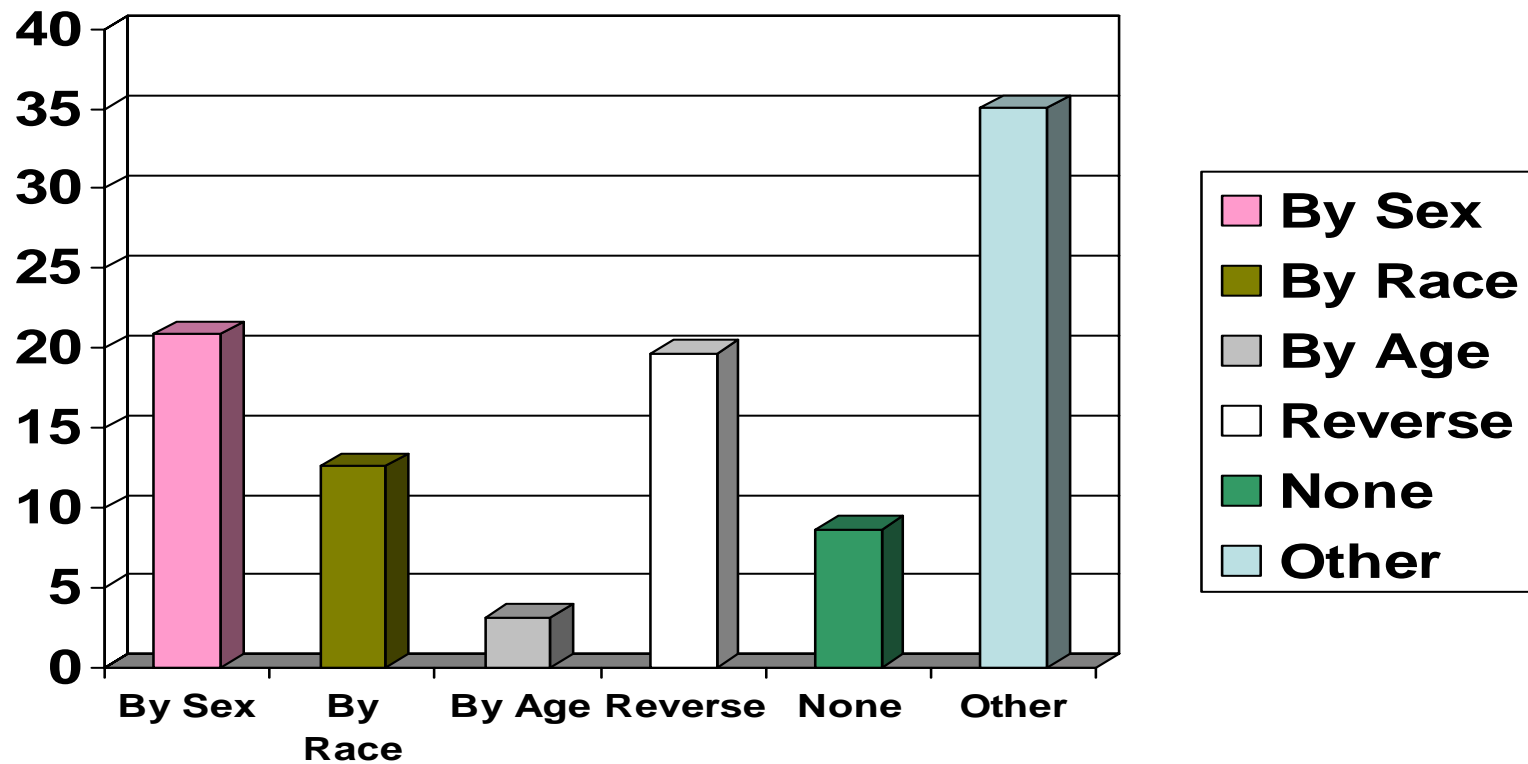
Comments – Discrimination

All Campuses and All Locations

- Among the unprompted comments (#12 & 13) there were very few references to discrimination – 9 positive, 20 negative, 8 neutral.
- Among prompted comments (following section 5) – 254 comments
- Discrimination by
 - Gender 20.87%
 - Race/Ethnicity – 12.6%
 - Reverse – 19.69%

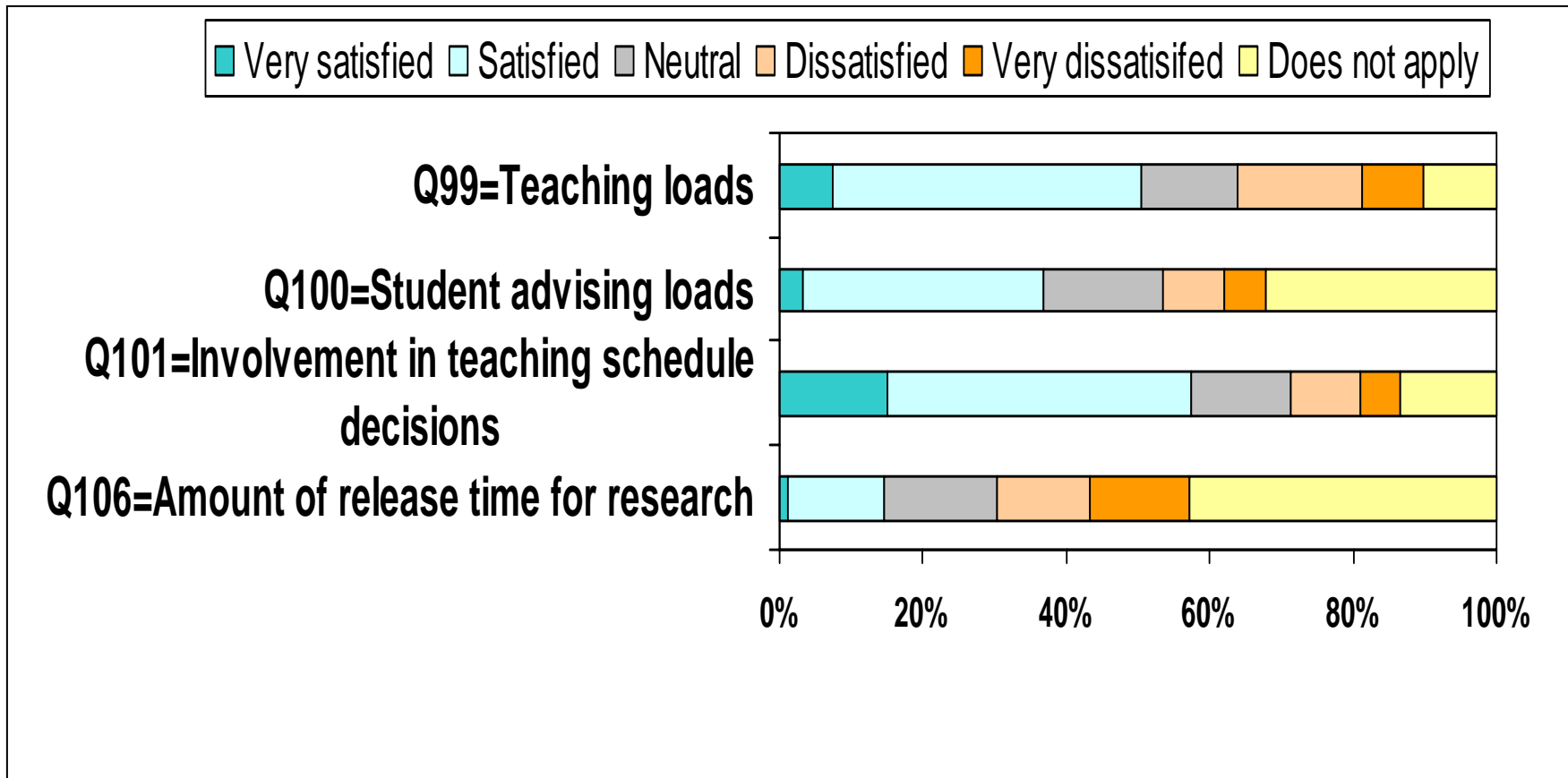
Comments – Discrimination

All Campuses and All Locations



Faculty Issues

All Campuses and All Locations

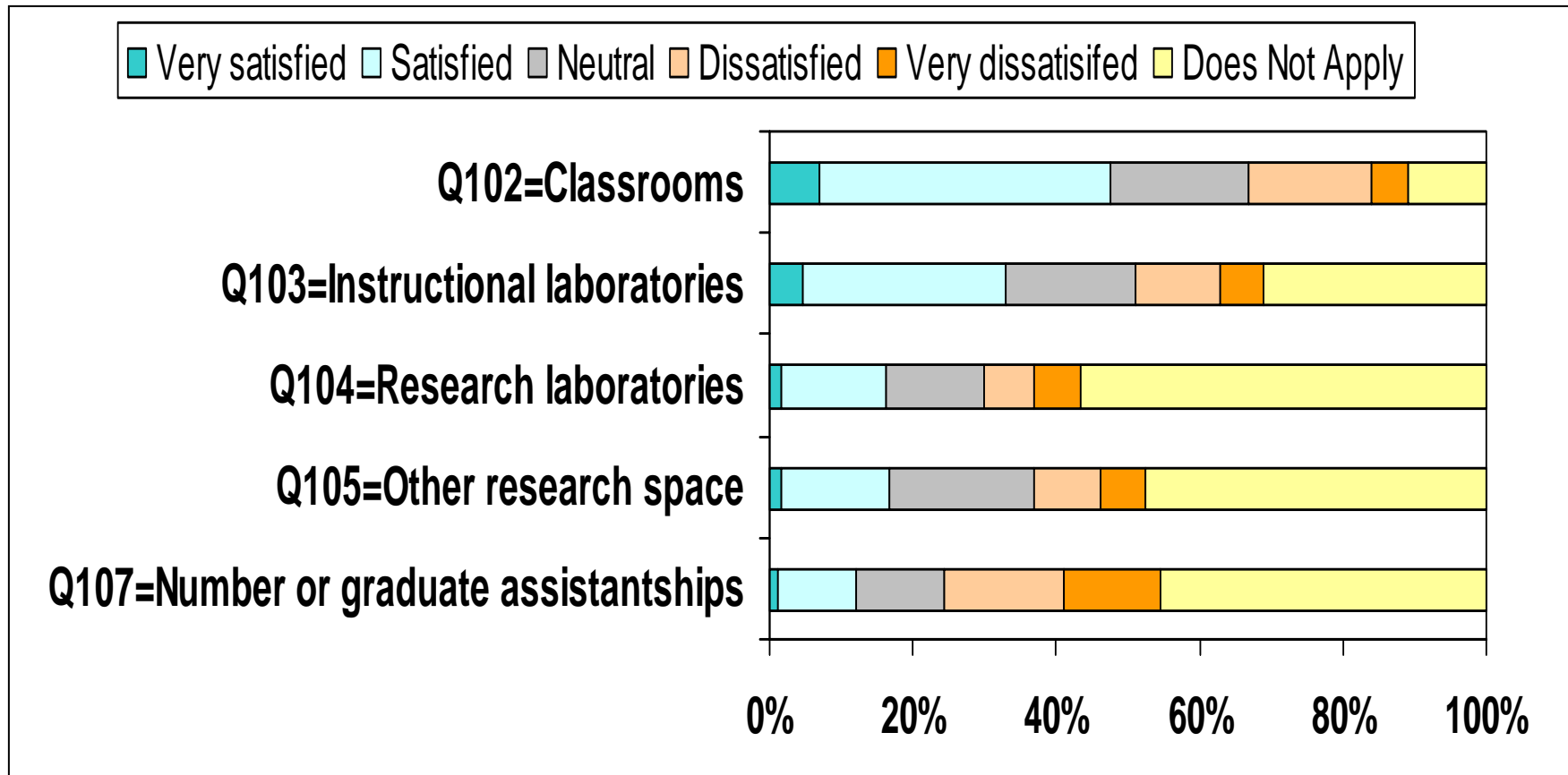


Faculty Issues

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	Does Not Apply
Q99. Teaching loads	8%	43%	13%	17%	9%	10%
Q100. Student advising loads	3%	33%	17%	9%	6%	32%
Q101. Involvement in teaching schedule decisions	15%	42%	14%	10%	6%	13%
Q106. Amount of release time for research	1%	13%	16%	13%	14%	43%

Faculty Issues: Resources

All Campuses and All Locations



Faculty Issues: Resources

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	Does Not Apply
Q102. Classrooms	7%	41%	19%	17%	5%	11%
Q103. Instructional laboratories	5%	28%	18%	12%	6%	31%
Q104. Research laboratories	2%	14%	14%	7%	7%	56%
Q105. Other research space	2%	15%	20%	9%	6%	48%
Q107. Number of graduate assistantships	1%	11%	12%	17%	13%	46%

Comments - Faculty Issues

All Campuses and All Locations

- Overall few comments
- 166 following section 10 (Resources)
 - 50 (30%) comments on resources
 - 45 (90%) negative
 - 43 (26%) comments on work load
 - 34 (79%) negative

Comments - Faculty Issues

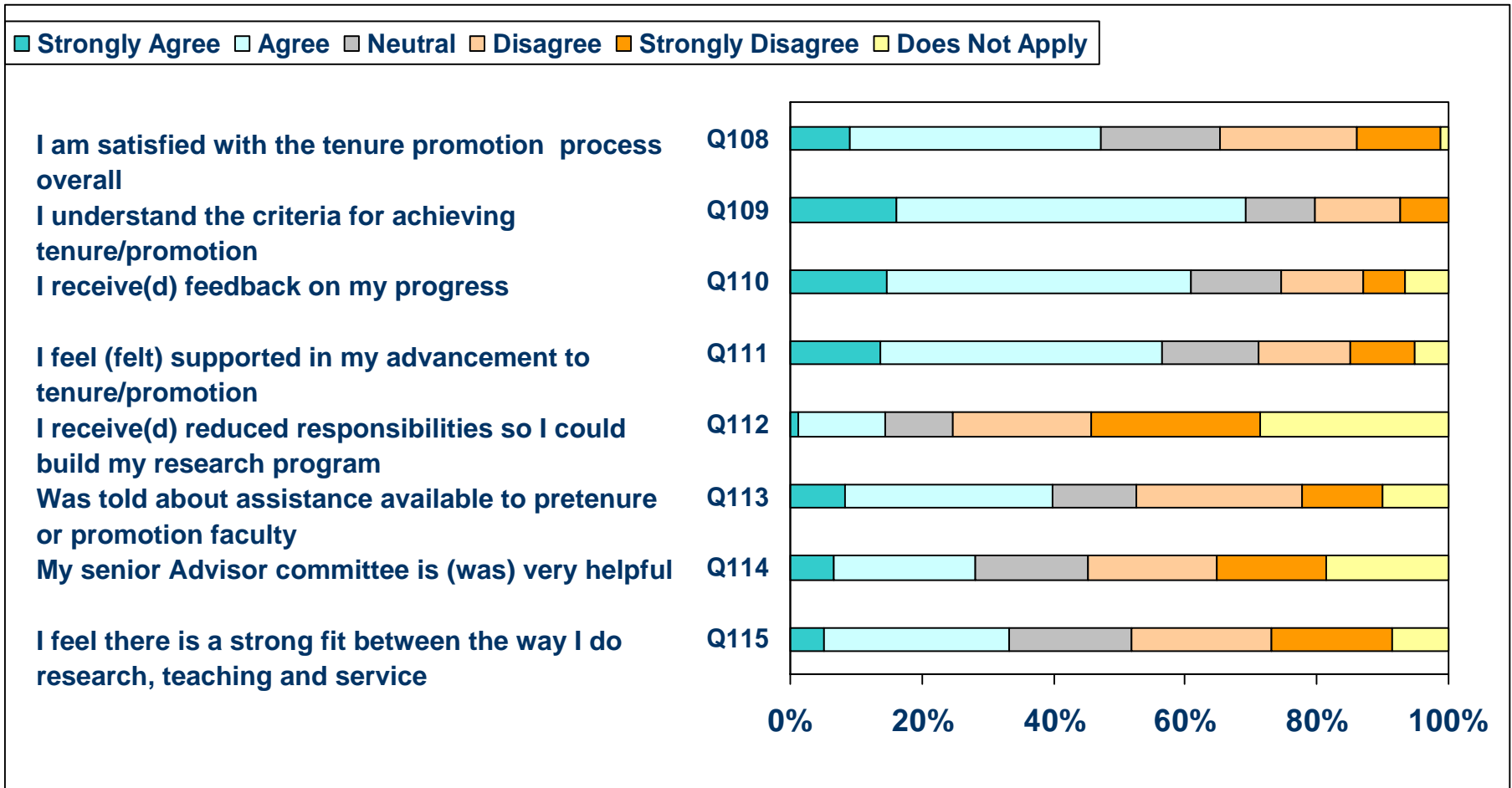
All Campuses and All Locations

- Overall few comments
- 126 following section 11 (P & T)
 - 46 (30%) comments on promotion
 - 38 (83%) negative



Faculty: Tenure/Promotion (Tenure track only)

All Campuses and All Locations

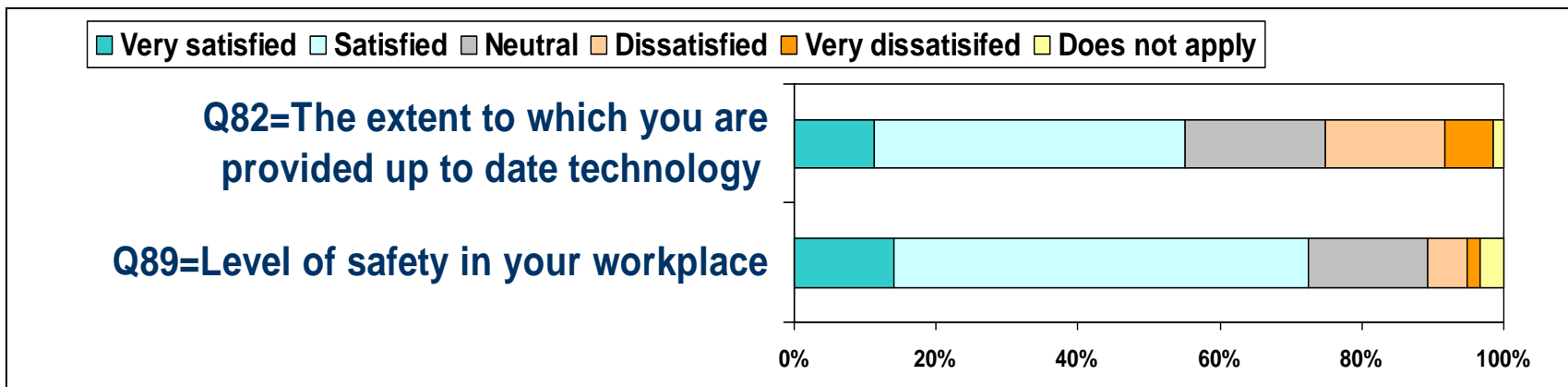
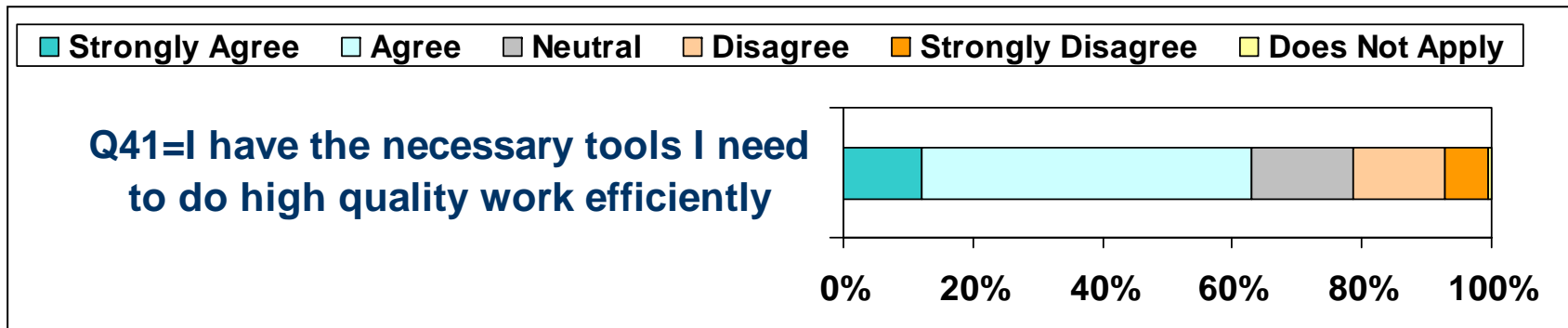


Faculty: Tenure/Promotion (Tenure-track only)

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	Does Not Apply
Q108. I am satisfied with the tenure promotion process overall	9%	38%	18%	21%	13%	1%
Q109. I understand the criteria for achieving tenure/promotion	16%	53%	11%	13%	7%	0%
Q110. I receive(d) feedback on my progress	15%	46%	14%	12%	6%	7%
Q111. I feel (felt) supported in my advancement to tenure/promotion	14%	42%	15%	14%	10%	5%
Q112. I receive(d) reduced responsibilities so I could build my research program	1%	13%	10%	21%	26%	29%
Q113. Was told about assistance available to pretenure or promotion faculty	8%	32%	13%	25%	12%	10%
Q114. My senior Advisor committee is (was) very helpful	7%	21%	17%	19%	17%	19%
Q115. I feel there is a strong fit between the way I do research, teaching and service	5%	28%	19%	21%	19%	8%

Resources

All Campuses and All Locations



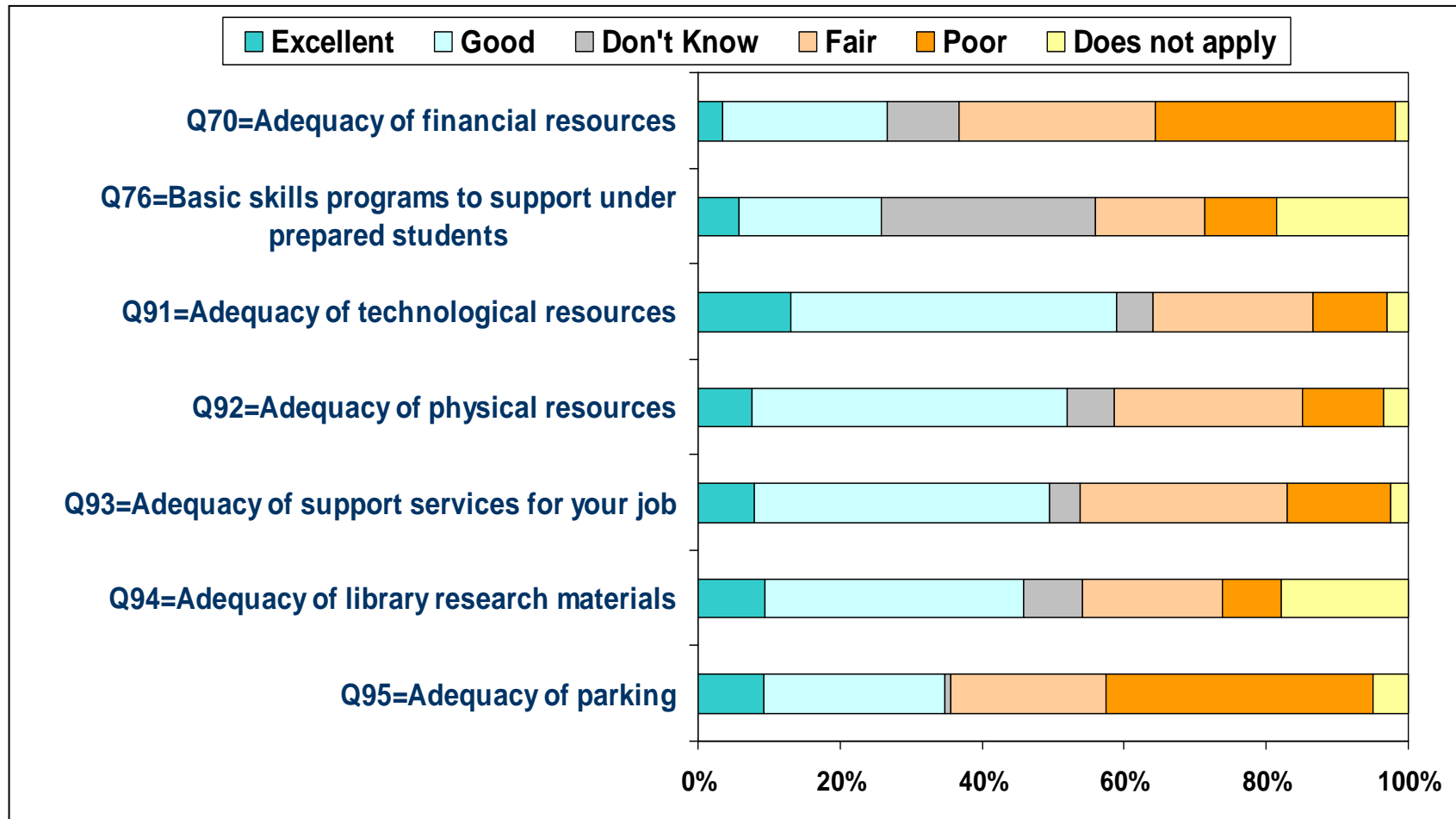
Resources

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply
Q41. I have the necessary tools I need to do high quality work efficiently	12%	51%	15%	14%	7%	1%

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	Does Not Apply
Q82. The extent to which you are provided up to date technology in your job.	11%	44%	20%	17%	7%	1%
Q89. Level of safety in your workplace	14%	58%	17%	6%	2%	3%

Resources

All Campuses and All Locations



Resources

	Excellent	Good	Don't Know	Fair	Poor	Does Not Apply
Q70. Adequacy of financial resources	3%	23%	10%	28%	34%	2%
Q76. Basic skills programs to support under prepared students	6%	20%	30%	15%	10%	19%
Q91. Adequacy of technological resources	13%	46%	5%	23%	10%	3%
Q92. Adequacy of physical resources	8%	44%	7%	26%	11%	4%
Q93. Adequacy of support services for your job	8%	42%	4%	29%	15%	2%
Q94. Adequacy of library research materials	9%	36%	9%	20%	8%	18%
Q95. Adequacy of parking	9%	25%	1%	22%	38%	5%

Comments - Resources

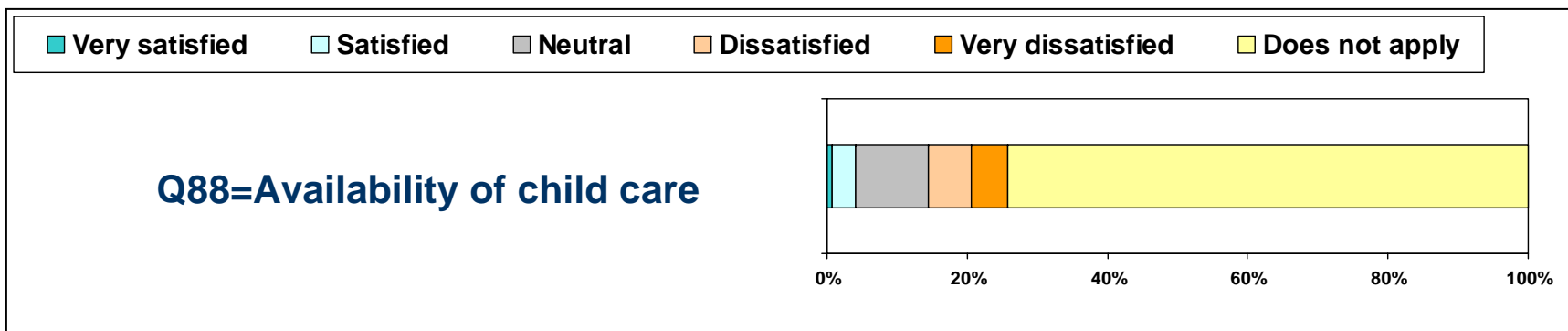
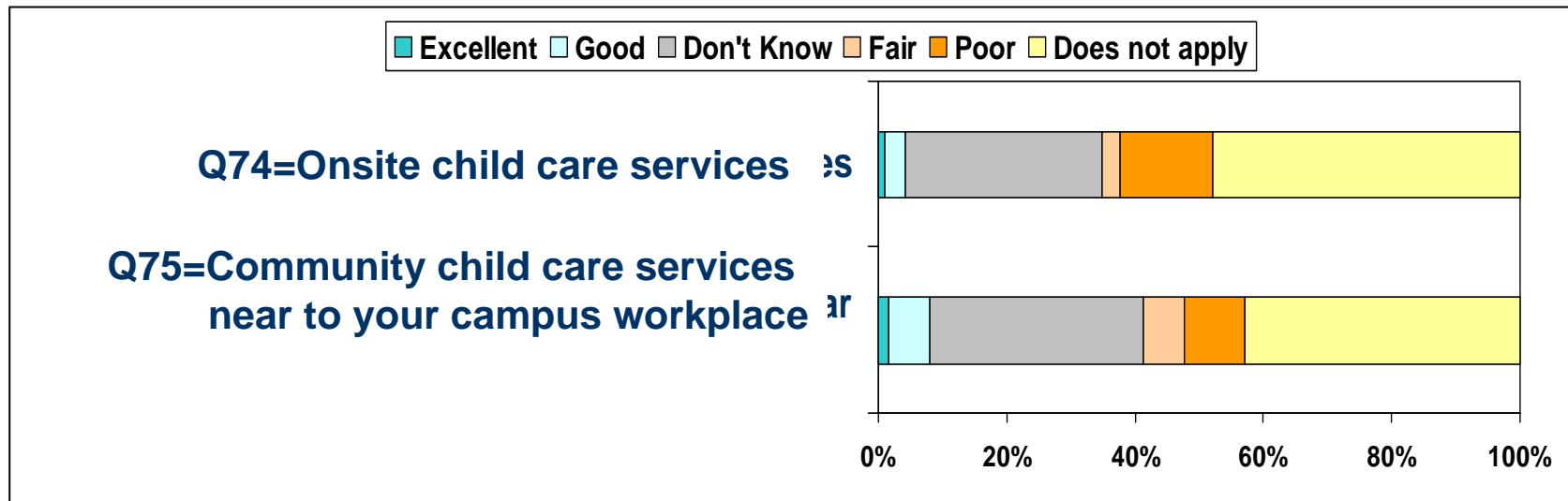
All Campuses and All Locations

- Of the things respondents would like to change (Q13), resources received the 3rd highest number
- 189 comments
 - 2 (1%) positive
 - 164 (87%) negative
 - 23 (12%) neutral



Child Care

All Campuses and All Locations



Child Care

	Excellent	Good	Don't Know	Fair	Poor	Does Not Apply
Q74. Onsite child care services	1%	3%	31%	3%	14%	48%
Q75. Community child care services near to your campus workplace	2%	7%	33%	6%	9%	43%

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	Does Not Apply
Q88. Availability of child care	1%	3%	11%	6%	5%	74%

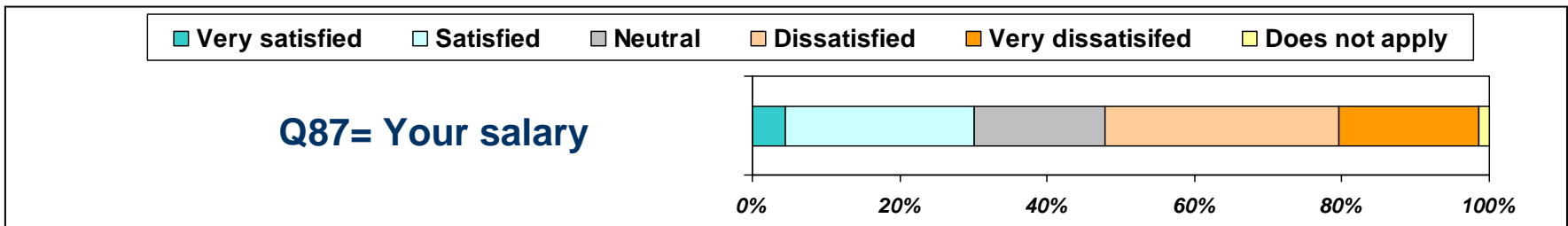
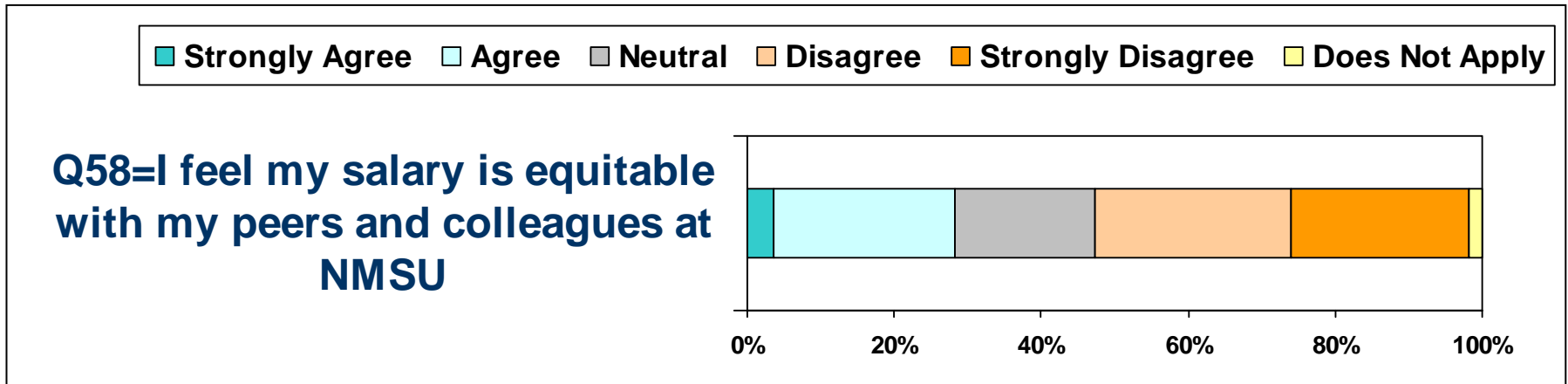
Child Care

All Campuses and All Locations

- Open ended (Q12 & 13)
 - 18 comments of 6,107
 - All negative
- After section 6 which contained question on child care
 - 39 comments (9% of total)
 - 2 (5%) positive
 - 32 (82%) negative
 - 5 (13%) neutral

Salary

All Campuses and All Locations



Salary

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply
Q58. I feel my salary is equitable with my peers and colleagues at NMSU	4%	24%	19%	27%	24%	2%

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	Does Not Apply
Q87. Your salary	4%	26%	18%	32%	19%	1%

Comments - Salary

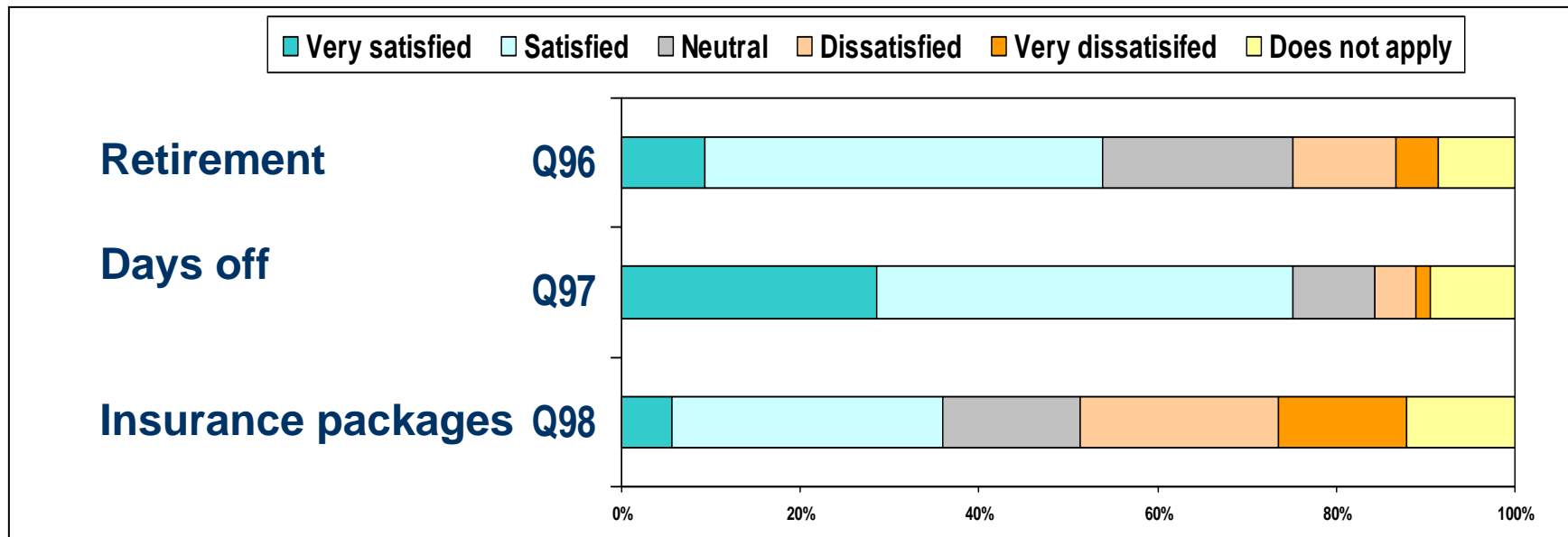
All Campuses and All Locations

- #1 thing respondents would like to change
- 432 comments
 - 402 (93%) negative
 - 0 positive
 - 30 (7%) neutral



Benefits

All Campuses and All Locations



Benefits

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	Does Not Apply
Q96. Retirement	9%	45%	21%	12%	5%	8%
Q97. Days off	29%	47%	9%	4%	1%	10%
Q98. Insurance packages	6%	31%	15%	22%	14%	12%

Comments – Benefits: Health Insurance

All Campuses and All Locations

- Of the things respondents would like to change (Q13), 4th highest number of comments referred to health insurance
- 176 comments
 - 156 (89%) negative
 - 1 (.5%) positive
 - 19 neutral (11%)



Comments – Benefits: Paid time off

All Campuses and All Locations

- Of the things respondents like best (Q12), paid time off had the 6th highest number of comments
- 160 comments
 - 157 (98%) positive
 - 1 (1%) negative
 - 2 neutral (1%)



Summary of what respondents liked best about working at NMSU

Comments after section 12:

- Coworkers (16%)
- University atmosphere (13%)
- My job (10%)
- Students (8%)
- Physical Environment (6%)
- Paid time off (5%)



Summary of what respondents would like to change at NMSU

Comments after section 13:

- Salary (15%)
- Administration (9%)
- Resources (7%)
- Health Insurance (6%)
- Rewards (5%)
- Human Resource Processes (5%)

Proposed Timeline for Completion of Report and Recommendations

May/June '05: IRPOA staff perform detailed analyses and prepare final results

July '05: Results shared with ECS committee for discussion on recommendations

Results and recommendations discussed at Regents' annual retreat

Sept '05: Final results and recommendations shared with university community for discussion and identification of action plans.



For further information contact

**Office of Vice President for
Human and Physical Resources
646-2356**