

The 33 question CEHD Staff Climate survey was sent to 177 recipients via e-mail address [coe - staff@langate.gsu.edu](mailto:coe_staff@langate.gsu.edu) on February 17, 2017, the survey closed on March 3, 2017.

Response Rate: A total of 54 CEHD staff members completed the survey. It is important to note there were a total of 173 staff members in the CEHD as of March 3, 2017. Of 173 CEHD staff members, 44 staff members are sponsor-funded leaving 129 state-funded staff members. The response rate @ 177 is **30.51%**, @ 173 is **31.22%**, @ 129 is **41.86%**

JOB SATISFACTION

Q2 - I like my job.

34.55%	Strongly Agree
52.73%	Agree
12.73%	Neither Agree or Disagree
0.00%	Disagree
0.00%	Strongly Disagree

I feel that I have a very supportive work environment and that my colleagues respect me and value my contributions. I also really enjoy what I do!
I enjoy what I do, I can honestly say that no two days are the same in my position.
I would enjoy more if I had more autonomy and get some respect from bosses.
I enjoy the offered via the written job description, but I am very disappointed in the lack of training and systems potentially available to make performing this job more efficient and enjoyable. Often times I feel handicapped.
Some days I like my job. Other days I hate to come to work. I spend most of my days repeating information that I have already sent out. Staff and faculty do not read their e-mails and obviously have never heard of the search function in e-mails. Also, most information can be found via the GSU web site, but staff and faculty would rather not use the search function because it is too difficult to put forth the effort.
I would like to see opportunity for professional development and mentoring to grow my job and self. More importantly, I would like to see the salary be in line with the responsibilities for the position. Too many times the phrase "and other duties as assigned" is taken for granted. Note: This may not be intentional, but it is the outcome.
Although I really enjoy my job, the college needs to consider offering a structured post-award grant management training program designed for Business Managers and department-level sponsored projects staff.
For the most part, I enjoy getting up coming to work. I enjoy working with faculty, staff, and students and take great pride in doing my job.
I like my job, however parts of the supervisory team tend to bring down morale.
I like my job, I have been in the same position for the last almost 14 years, and have never felt more belittled, attacked and unappreciated than by the Director this office in the last 8 years.
My duties are fine, my office is so-so.
I have been allowed to further my education. I have been given access to software training and the funds to purchase technical software.

Q4 - My job makes good use of my skills and abilities.

34.55%	Strongly Agree
43.64%	Agree

5.45%	Neither Agree or Disagree
16.36%	Disagree
0.00%	Strongly Disagree

Within my current position and unit my technical and soft skills are not being adequately leveraged.
I believe that my supervisor supports multiple ways that I can use my unique skills and abilities in my job.
I feel that my job benefits from my wealth of knowledge at times, however more often than not, I feel disadvantaged, not because I don't have the skills or aptitude to perform but because I am not well informed.
I am consistently busy with no down time.
Not most of the time.
Some of my job responsibilities afford me the opportunity to use some of my skills and abilities.
I believe I have more to offer, but my position is a pretty narrow one.
Since the office is divided into teams to accommodate the many directors and supervisors of an office that consist of 14 people. Most of the positions except for a few are considered beneath and unimportant therefore I feel that my ability are not utilized for the good or productivity of the office. It is not a very inviting area.
I could definitely do more with my skills.
I am going full force with all my knowledge and skills.

Q14 - I have a good work-life balance.

22.22%	Strongly Agree
48.15%	Agree
18.52%	Neither Agree or Disagree
9.26%	Disagree
1.85%	Strongly Disagree

I believe R&R makes everyone better; no one is indispensable as such taking time for YOU is most important.
Over time I have learned to focus on what is important and when it is important. I usually determine how my day will go therefore I'm able to concentrate on my job and prioritize my time and duties.
Agree because of my own effort. I feel guilty if I do not work during weekend or have to take time off for events related to my children.
I believe my work-life balance could be improved with greater training and preparation efforts by my superiors.
I have so much work to do that I spend my nights and weekends trying to catch up. Some staff have nothing to do throughout the day and their abilities are not utilized. Other staff like myself have too much work to do. It would be nice to even out the workload.
This could be better.
I am intentional about creating and maintaining a good work-life balance by leaving work at work and home related issues at home. Sometimes the two have a way of feeding into the other.
I have been very fortunate to have a supportive and trusting direct supervisor.
I have a great manager who encourages balance.
I enjoy my job and working with my coworkers. It would be much better if the top official in office was more transparent and supportive.

No issues here. I don't take work home.

My salary gives me the opportunity to have a great life.

Q36 - Overall, I would recommend the CEHD as a good place to work.

29.63%	Strongly Agree
44.44%	Agree
22.22%	Neither Agree or Disagree
1.85%	Disagree
1.85%	Strongly Disagree

The College as a whole is fine, just not in the office I work in or maybe under different leadership.

There are some departments/offices I would definitely tell people to avoid.

If the CEHD made a more conscience effort to invest in its staff via meaningful and purposeful training immediately after the point of hire and faculty were held to a higher standard of ethics, communication and consideration, my response would be agree or strongly agree.

There is a caste system within the college. Faculty first; students second; and staff on bottom. Faculty treat staff like servants even when many staff have advanced degrees and are experts in their areas. Staff build relationships with each other and know who to call when there are issues.

Staff must always have tough skin.

Depends on the department or unit.

I have worked here for over 20 years and feel that I have benefited each year that I have been here.

Q56 - Given the opportunity to reconsider, would you work in the same job type?

27.78%	Strongly Agree
50.00%	Agree
11.11%	Neither Agree or Disagree
7.41%	Disagree
3.70%	Strongly Disagree

This position enabled me to enter the university system. I've been able to leverage the resources such as training, and pursuit of my M.S. so I would.

Absolutely, I enjoy working with the students and helping them to make this process as easy as possible.

I would work in the same job if given greater resources and training, otherwise no.

If I had this experience and information as I was going through my bachelor's degree, I would have chosen a different field.

I find that it does not pay well at all for the volume and degree of work expected.

I enjoy my job as a whole I just wish there was more respect towards staff as a whole.

I would work in the same job type, but different office.

I think I would but everything would be in writing and I would job shadow to feel the climate before accepting. The work/job type is fine, the environment isn't.

I like the tasks and challenges that I face.

Q58 - Given the opportunity to reconsider, would you work in the same unit?

33.33%	Strongly Agree
44.44%	Agree
9.26%	Neither Agree or Disagree
9.26%	Disagree
3.70%	Strongly Disagree

If given the opportunity I would choose an environment more open to communication across job titles and positions. That is the reasoning behind my answer. I would also like a job that better utilized my technical and soft skills.
Absolutely, just under different management.
I would work in the same unit if given greater resources and training, otherwise no.
I would work in the same unit but not for the same university, if given the opportunity.
I believe it is time for a change. The job doesn't lead anywhere; an employee must transition elsewhere.
My department is a good department. But at the end of the day Department chairs are part of faculty and they like to keep faculty happy. What faculty want, faculty get, even at the expense of staff. That's just a part of the hierarchy within the university system. It really doesn't depend on departments or units. This issue needs to be addressed by the Dean. It would be great if the Dean would directly speak to all CEHD faculty about staff treatment, not just the department chairs.
Knowing what I know now and how people are treated I probably would not work in this office.
Not if I knew the climate beforehand.
My department is a great place to work!

Q60 - Are you considering leaving the CEHD? What factor(s) are influencing this decision:

22.22%	Salary
9.26%	Promotion
12.96%	Better Work Environment
7.41%	Other
48.15%	I am not planning on leaving

The factors include salary first, promotion which I view as a position that stimulates and challenges me more, better work environment and also working within a college more open to innovation. I feel the CEHD is too far behind in its practices both within the staff and operations and also faculty within its departments and curriculum. Education is falling way behind in comparison to other majors and disciplines and the CEHD is not making proactive moves to engage trends such as incorporating technology in new ways, offering more hybrid courses, expanding partnerships with other colleges such as the college of law, RCB and AYS to integrate courses on how to instruct across disciplines etc... I believe the talent here within the college is not being leveraged anywhere near its capacity.
Of course money is important and just as anyone I feel that I deserve to make more money. But being in an environment where you are being paid less and feel your value is lesser than yes the decision to leave is an easy one.
In some ways the benefits of working in CEHD can out way the cons if your supervisor is only mildly terrible but it's hard to get around the low salary especially when there are other universities in the area both public and private that pay more for the same job.

I do not always feel safe in the Education Building. Better and more attentive security is needed. And I think the university and the city of Atlanta need to address the homeless problem that is increasingly surrounding the building.
Salary is also a factor, but is not selectable as a second option.
If I were to leave, it would be because of the university and not because of CEHD.
Other options include promotion, opportunity for growth, new challenges.
Health insurance and salary are strong reasons why I stay in the college and university.
The reply only allowed for one selection, but I would add: Promotion and Other (the opportunity to train and/or shadow for other positions)
When the time comes, I would leave because of salary. Budget cuts do not allow for departmental raises or reclassification because of an increase in salary.
Have in the past for a better work environment & salary
Yes, and I would select multiple items: salary, promotion, better work environment. My direct environment is good now, but the culture issues with faculty and staff really bother me. I'd rather work somewhere where the staff are treated better.
I am not planning on leaving however my position is grant funded and ends in August 2017. I hope to secure another position within CEHD.
If I were it would be for better faculty treatment and/or salary/promotion.
Have in the past for better work environment & salary
My duties are increasing but salary does reflect and I don't feel that I am appreciated especially by in house management team.
Salary, promotion, and work environment. I'm giving time for a chance at promotion and hope that the environment will change with people leaving. If I feel stuck in 3-5 years I'll likely leave.
I am not planning on leaving, but I am very conscious of the financial pressures on me.
If I were to ever leave it would be because of the inequity in salaries and lack of promotion possibilities.
Both promotion and salary
Sometimes I wish I could clone myself.

LEADERSHIP

Q10 My department/unit handles poor performance by staff effectively.

7.41%	Strongly Agree
42.59%	Agree
35.19%	Neither Agree or Disagree
14.81%	Disagree
0.00%	Strongly Disagree
I've observed individuals that have routinely exhibited mediocre to poor performance receive promotions.	
They are normally rewarded by re-classifications and higher raises.	

The college has staff in leadership positions that should not be there. They do no work throughout the day. They search the internet or look out the windows at the birds. These people are not looked well upon at the university level and give CEHD a bad name. These staff represent CEHD and do a poor job at it.
They see it, but turn a deaf ear. Not all employees are treated the same.
Receptionist area could be professionally maintained; staff could use chain of command to handle certain situations.
I think there are notorious members (Director-level) of staff in the College who underperform, aren't very good managers/supervisors, not easy to work with or for and they regularly get a pass. I think when the poor performance of supervisors/directors aren't addressed by higher ups, it's a particularly pernicious morale killer for subordinates in an office. It's hard to keep qualified and dynamic staff in an environment where the supervisor is incompetent, insecure or threatened by staff or talented subordinates.
The supervisory unit is getting better. However, they talk among themselves if there is poor performance and generally does not put a plan in place unless they are quote directly affected. The head of the management team is quick to throw blame. The head of management does not support the office.
Most of the poor performances in this office get rewarded and continues, while others that do their jobs and are present on a regular bases are often overlooked, especially for reclassification and merit raises.

Q22 My supervisor recognizes excellent workplace performance.

24.07%	Strongly Agree
57.41%	Agree
9.26%	Neither Agree or Disagree
5.56%	Disagree
3.70%	Strongly Disagree

I don't believe my supervisor is aware of what individuals in our unit do. Specifically the job duties so I don't believe they know how to recognize excellent workplace performance. Secondly there are no clear measures of performance that indicate how performance is measured within my unit.
Usually my Immediate Supervisor does when there is a specific situation that involves him. But in all fairness It would be hard for much of upper management to recognize my performance, when they don't know what I do.
I am now in a situation where I think my work is respected to a degree but I have worked under enough supervisor who are still in CEHD that very clearly do not respect their employees.
I have one of the best supervisors in the university. If my supervisor leaves the college, I would seriously think about leaving.
I would say that they recognize excellent workplace performance, but don't reward equally and/or fairly.
Again, greater emphasis on staff professional development would be appreciated. I think that it is very important for supervisors to work closely with their staff to discuss career interests and goals.
Co-workers recognize each other more often than upper management.
My supervisor has given me good reviews.
I have a great supervisor

Q24 I feel comfortable expressing job related concerns to my supervisor/department chair.

24.07%	Strongly Agree
42.59%	Agree
14.81%	Neither Agree or Disagree
11.11%	Disagree

7.41%	Strongly Disagree
Within my unit dissident ideas are not encouraged and more often disregarded by the unit supervisor. This has negatively influenced office morale.	
My Supervisor is to new and has not been allowed to actually find out my job and his Supervisor won't allow him to learn. She feels that my position even through He's over me is just not that important.	
Whenever I have open discussion about my work-related concerns, my boss seem to listen. However, I felt as if she put revenge on me with extra work, putting me off the paper when I disagree about the authorship, or complaining about my progress even though I make steady progress (just not fast enough). After a few repeated incidents, I never discuss any of my concerns.	
For me, it's more an aspect of my personality that keeps me from expressing myself if I have concerns about something.	
I don't feel comfortable because I don't feel they really value my input.	
My current direct supervisor is a pleasure to work for.	
It depends on the concern. I am very uncomfortable addressing faculty concerns	
My immediate supervisor will listen to my concerns but generally will have to discuss with his supervisor prior to commenting or making a decision. If the concerns are negative and are not in line with the top official's thinking, he/she tends to treat you differently almost to the point of holding a grudge. Sometimes he/she may avoid speaking for an extended time.	
There are management levels where I work, so I am comfortable speaking with one level but not the other.	
When I have a serious concern related to my work I go to my supervisor without reservation. I know she is concern about our workplace and has always been supportive of new needs and changes.	
My supervisor listens to my concerns and respects me	

Q26 I feel my supervisor/department chair has addressed my concerns, when applicable.

22.64%	Strongly Agree
45.28%	Agree
16.98%	Neither Agree or Disagree
13.21%	Disagree
1.89%	Strongly Disagree
Because I do not feel it is an open environment to share my concerns I do not have the opportunity for concerns to be addressed.	
I'm to the point that I have no confidence in the Director of the department. Opinions don't matter and options don't exist, most decisions and department policies are made unitary by the Director.	
I think resolution tends more towards sweeping things under the rug and placating unhappy employees than actually remedying a situation. If a supervisor is behaving inappropriately they may have a talk with HR or go to a seminar but there seems to be no follow up or visible plan of action that actually changes things.	
I can voice my opinions and concerns but I do think anything comes of them. I have voiced about how overwhelmed I am and that the workload is not manageable but nothing has changed.	
It depends on the concern. I have addressed faculty concerns as it relates to the treatment of staff. I have no knowledge it was addressed by the department chair. If it was it has not made a difference.	
My immediate supervisor usually tries to address concern, however sometimes his hands are tied because of his supervisor.	
Still waiting to hear back regarding things spoken about in my interview (1 yr. ago).	
My chair has been a driving force behind getting me a raise.	

Q38 Do you have a mentor within Georgia State University?

22.64%	Yes
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77.36%	No
There is no infrastructure to support mentoring within the CEHD and I'm not aware of a university wide staff mentoring program.	
Not an official mentor, but mentoring relationships.	
I have several.	
Really...who knows how to be a mentor? There is not a person in the college that I respect enough to want as a mentor except maybe my supervisor. If a mentor system set up in the college, the mentors need to be trained first.	
I do not feel the need for one at this stage in my career.	
My supervisor and chair look out for my advancement.	

Q40 Do you feel comfortable to discuss process improvement with your supervisor?

24.07%	Strongly Agree
48.15%	Agree
12.96%	Neither Agree or Disagree
11.11%	Disagree
3.70%	Strongly Disagree
I do not feel comfortable. I've observed and experienced on numerous occasions my supervisor disregard suggestions on process improvement even with data and evidence to support the suggestion.	
There is not so much a problem in speaking to my supervisor, the problem come with me valuing my time. It has been proven over and over again our opinion doesn't matter, so any such discussion is a waste of valuable time.	
The environment is basically to do as you are instructed.	
Yes, I feel comfortable discussing operational efficiencies with my supervisor and always look for ways to improve/enhance my overall job performance.	
Depends on what the process is related to. I've expressed faculty concerns, disrespectful to staff and unappreciative. They feel and express their entitlement. Their lack of preparation must become my emergency. When it was all said and done I was the one being chastised. I was told faculty are over me and they are my indirect supervisors. I cannot speak to them in the same manner that they speak to me. If they are disrespectful, I have to take it, and I cannot be disrespectful back. I feel this is not equal. We are all adults and we all work together to make CEHD great... but apparently not... I will not be addressing faculty concerns again.	
Depends on mood of office at particular time.	
I've mentioned my concerns about gossip and things offered when I was hired with my direct supervisor, nothing's changed.	
Yes	

Q50 I feel respected by my supervisor/department chair.

33.33%	Strongly Agree
51.85%	Agree
12.96%	Neither Agree or Disagree
1.85%	Disagree
0.00%	Strongly Disagree
Based on a lack of openness to suggestion and input I would say that I cannot answer this question in the affirmative.	
A respect everyone as I want to be respected, I don't have confidence in them.	
The only reason I have not moved on from my position is that I like my supervisor and immediate colleagues.	

I feel that I have a good relationship with both my supervisor and the department chair.
I have a good staff manager and a good department chair who value me for my excellent work ethic. They both have expressed gratitude on multiple occasions.
At times but supervisor can also make you feel as though you are not important or your function is beneath him.
Yes

DEVELOPMENT

Q8 I have access to the resources I need to do my job well.

34.55%	Strongly Agree
50.91%	Agree
7.27%	Neither Agree or Disagree
7.27%	Disagree
0.00%	Strongly Disagree
Although I will say training within my unit is not high quality and did not adequately prepare me for my duties. I learned to develop my own systems of workflow procedures.	
More support for classes, conferences, workshops related to my job would be very beneficial.	
I have access to resources because I search them out myself and find the experts I need to help me do my job. The resources are not given to me.	
I agree, however, many times there is no time for training because you are so taxed with the job.	
During my tenure at the university, I have learned the importance of establishing and maintaining professional relationships with colleagues within the university.	
I'd love to attend conferences for my job, but I know we are in tight budget times. I do believe staff are last on the priority list when it comes to conferences and training.	
Most of the time, I have what I need to do an effective job, but most of my information comes from the departments that are housed in the college. Information is filtered to us at the discretion of the director.	
We have access to all the Adobe products.	

Q16 - I have the opportunity to advance in my career at Georgia State University.

18.52%	Strongly Agree
37.04%	Agree
22.22%	Neither Agree or Disagree
16.67%	Disagree
5.56%	Strongly Disagree
In my 2 year experience working within the University I believe advancement is more about your network and not necessarily reflective of competence or performance. I've seen behavior rewarded more than performance.	
I agree that I have the opportunity to advance to another position at the University, just not in my current position.	
It seems that if you do not have a relationship with someone who is making an immediate hiring decision then you will not be hired.	
I'm not sure where I could go other than make lateral moves in my type of position. I'd have to leave the college to move up or make more money. But there is opportunity to take classes and get advanced degrees, so that's a plus.	

I agree. But that can only happen if I leave my current position. My current position has no opportunity to advance. That is very sad.
There are no opportunities to advance in my career. I've never seen a career path/ladder for staff to advance their career.
We don't get the support that is required to pursue the advancement that is needed for the open opportunity.
I strongly agree about the opportunity to advance in my career at Georgia State University versus at the CEHD College level. I feel that it is necessary to invest in your own future and would like to see a greater emphasis on staff professional development.
My department encourages higher self-education and trainings.
Although my workload continues to increase, I do not feel there is opportunity with CEHD. I am looking at other jobs within the university.
I hope I do, still waiting to see on this one.
I have received a Master's degree through the Tuition Remission Program.

Q28 - My supervisor allows time during the workday to attend training and development.

18.52%	Strongly Agree
37.04%	Agree
22.22%	Neither Agree or Disagree
16.67%	Disagree
5.56%	Strongly Disagree

I've been told by my supervisor that training and or education during the day is to be avoided.
While this opportunity is available, my experience has been that said training would be most impactful after those responsible for hiring and management have done adequate in-house training.
I am unable to attend training because I am too busy doing my job. I am envious of the staff who are continually attending training (i.e. they do not have enough to do in their jobs).
They allow it, but it is often discouraged.
Yes, I can attend events and lectures as they come up.

COMMUNICATION

Q18 - I am informed of university related updates.

16.98%	Strongly Agree
66.04%	Agree
11.32%	Neither Agree or Disagree
3.77%	Disagree
1.89%	Strongly Disagree

It depends on what it's related to. If it's related to my job, I may hear about it. If not, I won't.
I am informed on some of university related updates.
There are times when the head chooses not share information because he/she feels it is not relevant at the time. But I have been in meetings and others thought the information was shared and I would be clueless.

Not informed unless it comes to me directly. If it goes to business managers or is faxed I likely won't hear about it.

We get emails concerning College and University events. At the Staff meetings the Dean gives us updates on the budget and enrollment.

Q20 - I am informed of CEHD events and related updates.

33.33%	Strongly Agree
53.70%	Agree
5.56%	Neither Agree or Disagree
3.70%	Disagree
3.70%	Strongly Disagree

I am informed on some of CEHD events and related updates.

They have weekly lectures on Professional Development Wednesdays, and the periodical events are well advertised.

Q42 - Do you understand how you fit into the strategic goals of the University and your department/unit?

33.33%	Strongly Agree
53.70%	Agree
5.56%	Neither Agree or Disagree
3.70%	Disagree
3.70%	Strongly Disagree

I understand this because I've made it a point to learn what the strategic goals of the University at large and the college are. This information is not clearly communicated by my unit supervisors which I believe also influences morale within the unit. I've observed a sort of lull in performance because individuals do not recognize how their work is significant to the success of the college and university at large. I also believe this is cause due to disparity in how staff are viewed within hierarchy of the university at large. Faculty are viewed as more valuable than staff even though we are all employees of the university and service students as our primary customers. Without the students and support of state and donor funding no one would be employed.

I know what my job function and that it is necessary work but it sometimes feels that is doesn't really matter.

I have read the Strategic Plan and as currently constructed, as a staff member I have little to no fit in the Strategic Plan.

It has been made abundantly clear by the CEHD Strategic Planning Committee that staff are not included in the strategic plan. In the university strategic plan staff are not even mentioned.

I believe, if staff were an active part of the strategic plan, they would have more buy-in, would be more productive, and happier employees.

What is the goal for staff? I still do not know what that is. I think we are mentioned one time in the University strategic plan.

We are striving to stay diverse, caring, and accessible.

I do not feel that others in CEHD understand how my unit fits into the goals of CEHD and GSU

Q64 - Are you aware of the GSU grievance policies and procedures?

74.07%	Yes
25.93%	No

limited knowledge

There's no point in filing one out when you know it won't make a difference. I love my department but I disagree a lot with how GSU does things. They are not here for the employees and most importantly the students. They are only hurting the students.

Q66 - Do you know that the Faculty and Staff Assistance Program has counseling opportunities?

75.93%	Yes
24.07%	No

CULTURE

Q6 - My job performance is valued.

21.82%	Strongly Agree
60.00%	Agree
12.73%	Neither Agree or Disagree
3.64%	Disagree
1.82%	Strongly Disagree

Although it is not often acknowledged. I'm aware that what I do within the unit is valued.
My position and performance is valued so much until no body especially management in my department will or wants to do it. My position is considered beneath them.
I rarely get positive feedback on what I accomplish. But my bosses tend to be quick to point out what else needs to be done.
I believe as with many departments, gestures and shows of appreciation are routinely provided and/or offered, however, I feel that the greatest form of appreciation is adequate resources and training.
I feel like I am competent at my job which is rewarded by giving me more work to do.
It doesn't always feel like it is. I do my job and don't expect feedback on how I am doing, because it just doesn't happen.
By most of the team. But when it comes to rewarding you for what you do at the work place it not much valued.
I feel as though my job performance is valued to a certain degree. It is most valued when it benefits others and less valued when I advise or reinforce the university policies and procedures. I would like to see a much stronger effort toward staff professional development.
Valued by my fellow staff not really faculty members. Some faculty members value my role and others do not; whereas I feel all staff do.
The students continuously show appreciation, however the parts of management team does not make the employees feel valued. The senior person in charge of give the appearance that some jobs beneath his/her level.
Because upper management feels that my position is unimportant, only the individuals and our students as well as other faculty and staff value our performances. My immediate supervisory, is fairly new and seems to place value on our entire team, because he is still learning.
It is valued by some, looked down upon by others.
I have received compliments from the faculty and students, thanking me for my assistance.
I think the job performance of my unit is valued within my department but not always valued outside of my department

Q12 - I have good working relationships with my colleagues.

40.74%	Strongly Agree
53.70%	Agree
3.70%	Neither Agree or Disagree
0.00%	Disagree
1.85%	Strongly Disagree

Since most of the individuals I work with are treated equally unfair, we work together as a team to help cushion the work load.
The staff I work with are great. I enjoy working with most of them.
If it were not for my colleagues, I would be gone. They help to bridge the difficulties and we support one another.
I enjoy working with my colleagues and think that we all have strengths that work for the betterment of the department.
Staff colleagues more than faculty.
I work well with fellow co-workers. The only strained relationship is with some of the management team.
My office is full of gossip so it's hard to trust or build relationships when they may spread your business the next day. We get our work done though.
We have the greatest time when we go out to lunch together.

Q30 - I have a safe working environment.

26.42%	Strongly Agree
64.15%	Agree
3.77%	Neither Agree or Disagree
5.66%	Disagree
0.00%	Strongly Disagree

Mostly made unpleasant by the lack of morale.
The urban environment of downtown has many risks. Daily there are concerns about the safety of coming in to work.
Physically safe, yes. Emotionally safe, not so much.
Safety is a concern in our department. We have access to the GSU police and counseling services.
But I don't always feel safe coming to and from the building each day
The CEHD building has glaring security issues on most floors, particularly when compared to the Petit Science Center. Some faculty have opposed basic access limitations because the building allegedly exists to offer restroom access to transients. The first floor needs expensive remodeling to put the elevators behind card-controlled access. Our AEDs should be next to the elevators on any floor that has them.

Q32 - I feel I have a healthy workplace environment.

22.22%	Strongly Agree
59.26%	Agree
5.56%	Neither Agree or Disagree
11.11%	Disagree
1.85%	Strongly Disagree

Due to persistent issues of discrimination and favoritism within the unit the environment is not a healthy one.

When certain members of management is not present or commits to spending most of their time in their office.
My immediate work environment in not always an emotionally healthy place to work.
Partially agree. There are times when employees are put at risk during
Overall yes it is healthy.
There tends to be a lot of tension our office at times. Upper management is not open and many times unfair in treatment which has caused the morale to be very low.
Full of gossip and mistrust from all levels.
I feel motivated to come to work.

Q34 - At CEHD I have never felt threatened because of my race, gender, ethnicity, religion or sexual orientation.

37.04%	Strongly Agree
38.89%	Agree
11.11%	Neither Agree or Disagree
11.11%	Disagree
1.85%	Strongly Disagree

There have been occasions where things were said that should not have been said. Consequently, I was very angry and offended (management /faculty didn't even recognize they were offensive).
once
Once
I feel very comfortable that my private life and feelings are respected.
It's actually kind of tough being a white male around here sometimes, you know? We're the bad guys in the dominant narrative. What we value, say, or suggest can be swept away and under a rug called "privilege" when nothing else works.

Q44 - Do you feel co-workers respect each other here?

12.96%	Strongly Agree
57.41%	Agree
18.52%	Neither Agree or Disagree
9.26%	Disagree
1.85%	Strongly Disagree

I believe some do and some do not. At large most employees in the unit do not obstruct the flow of work for others with actions that can be classified as disrespectful.
In some department and offices people may have a lot of respect for the work others do but there are enough examples here of people and places where that is not true.
My response is based on an overall perspective.
Staff to Staff I do. However, some faculty have a distant approach at times.
Overall must of them do. But some of the upper management don't they do the less and expect the most
My colleagues and I have a good working relationship and sometimes participate in activities outside of work.

most
I feel like our college suffers from a defensive blame culture. It's like everyone walks around with PTSD (though where the PTSD originates, I have no idea) so when errors happen, everyone is quick to blame everyone else instead of just understanding errors happen, fix it and move on. It's like walking on eggshells and it's weird.
Faculty do not respect staff. The fact that staff received grief from faculty over last year's staff development day at Indian Creek Lodge proved that. I do feel staff respect staff, faculty not so much.
The co-workers in my office respect each other. However, there is very little respect for the top management. And the top management does not always respect employees.
We have our work and private lives. We can share both if we want too.
Although there are cold differences between different scholars, the distance is not unique nor does it necessarily represent a problem.

Q46 - I feel respected by faculty in my department.

12.96%	Strongly Agree
48.15%	Agree
24.07%	Neither Agree or Disagree
7.41%	Disagree
7.41%	Strongly Disagree

I do not have much interaction with faculty, although on the rare occasions that I have the interactions have been non-confrontational.
There are no faculty in this department, however the faculty that visit or works in conjunction with our office are always respectful.
I feel as if faculty don't truly understand what staff do and how it is designed to work in concert with the work they do.
Faculty pay lip service to the concept of social justice and equality. They treat staff like the dirt on their shoes. Faculty think because they have a doctorate in one area that they know everything about the college and university. Really...do they know how to create a web site, update information in Banner, create data using excel or access, work a copier, turn on their computers, etc.?! Faculty are not as smart as they think they are in all areas of life.
However, some faculty have a distant approach at times
Most of them are respectful, there are just a hand full that seem to feel "better than" staff.
There are a few faculty members that tend to forget that both faculty and staff are here because of the students and we all should be treated fairly.
most
Some are respectful and some are not. A few of the ones I interact with on a daily basis are rude, demanding, and have belittled me when they were at fault but needed me to help them correct an error.
Most

Q48 - I feel respected by faculty across CEHD.

9.26%	Strongly Agree
40.74%	Agree
33.33%	Neither Agree or Disagree
9.26%	Disagree
7.41%	Strongly Disagree

I do not have much interaction with faculty, although on the rare occasions that I have the interactions have been non-confrontational.
I haven't had enough interactions to say.
Again a caste system exists in the college. I continually send faculty information but they refuse to read it. I spend my time sending the same information. How did the faculty receive their doctorates if they are unable to read?
However, some faculty have a distant approach at times
No, I don't feel respected by all CEHD faculty. I believe this needs to be modeled by leadership. If our leaders respected staff as equals, faculty would too.
Faculty from other departments have given me attitude and been rude.
I don't know them personally, but I do feel comfortable around them.
By some faculty, yes – by others, not at all

Q52 - I have witnessed or experienced disrespectful behavior from faculty towards staff.

18.87%	Strongly Agree
26.42%	Agree
11.32%	Neither Agree or Disagree
37.74%	Disagree
5.66%	Strongly Disagree

Yes I have seen and hear multiple instances of faculty being disrespectful to staff.
Faculty are brave over e-mail and send some nasty ones.
One example was a biased comment about the staff person.
Yes, I have been told by a faculty member "I'm going to exert my power over you" when asking for help. I have witnessed faculty being disrespectful to other staff members as well.
Yes, I have witnessed and experienced faculty disrespectful behavior towards staff and feeling entitled.
not recently
I've worked in other colleges at GSU and what has struck me most about the CEHD is there exists a very strict caste system between faculty and staff that doesn't seem to exist as strongly in other colleges. Faculty in CEHD do not treat staff very well or seem to think very highly of their ideas and skills. To be more clear, I have been in meetings with CEHD faculty where staff input on large college issues is disparaged. Publicly. Snarkily. The faculty in this college convey an attitude that their position as faculty equals superior intellect in everything- not just their area of their degree/educational specialty and that the staff (at all levels) equals the secretarial pool. This is a huge culture problem in CEHD. Faculty do not handle student systems like Banner & yet will still try to dictate banner processes to staff versed in correct University policy, student records & Banner policy. To say that attitude is frustrating is an understatement. It's also *incredibly* demeaning. The culture here is a HUGE issue. Faculty treat each other like the experts (in things they actually don't have any experience doing) and the staff (who actually do have experience) like the lowest admins. Very odd and hubristic attitudes.
I have witnessed faculty members yelling at staff, making them cry, blaming them for their lack of preparation, sending rude and unprofessional emails. It is very disturbing to see and hear about this type of behavior from faculty. I've seen staff cry to other staff and leave the office for the day due to faculty treatment. It literally broke my heart to witness. I have also been on the receiving end on more than one occasion in the past year. I have cried to staff co-workers behind closed doors. Vented it out to get myself together in order to remain professional for the remainder of the day. It is a very disturbing issue!

Not recently

The faculty often give gifts at Christmas and provide funds for staff pizza.

Q54 - I feel comfortable working with students.

43.40%	Strongly Agree
41.51%	Agree
13.21%	Neither Agree or Disagree
1.89%	Disagree
0.00%	Strongly Disagree

I feel comfortable working with students, but I do not typically interact with students on a day to day basis.

I advised students of my boss in the past on research. We present paper together then when it comes to writing the manuscript, my boss always find a way to put me off. Not fun! I am not comfortable at all to work with students. I, however, enjoy supervising them.

Some students are difficult to work with due to their situations in which they were placed in by the university.

My job does not involve me working directly with students. I have limited interaction with students and I like it that way.

They have a great deal of respect for me as a staff person.

Yes, I enjoy working with students except when I have to constantly remind them about being responsible and taking action on time sensitive issues.

The students are great here.

If/Once Campus Carry passes, I will no longer feel comfortable working with students until CEHD has a more secure building.

Q62 - Have you ever had any interactions with the Office of the Ombudsperson?

14.81%	Yes
85.19%	No

Yes during my initial on boarding and orientation.

Held a professional development seminar for KH staff with representative from the Office of the Ombudsperson.

It was positive and helpful in resolving the situation.