The University Staff Survey is designed to provide a range of benefits to the institution and its employees by providing information about staff perceptions regarding the nature of their work, policies and practices, and the general climate at Georgia State as well as identifying areas where staff feel the operational effectiveness of the university could be enhanced.

While all questions are optional, your opinions matter. The information you provide will help guide the actions of the Staff Council, the Administrative Council, the University Senate, and other representative bodies in the University.

The information you provide is anonymous. Your responses will be grouped with those of other staff and reported as summary measures. At no time will your individual responses be reported or identified with you in any way.

1. Please indicate the extent to which you agree with the following statements:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly agree</th>
<th>DISagree</th>
<th>Strongly disagree</th>
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</thead>
<tbody>
<tr>
<td>1.1 My job makes good use of my skills and abilities.</td>
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<td>1.2 I have access to the resources I need to do my job well.</td>
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<td>1.3 My immediate supervisor encourages me to increase my workplace skills.</td>
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<td>1.4 My department/unit deals effectively with poor performance by staff.</td>
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<td>1.5 I am confident that my unit/department is meeting the needs of Georgia State.</td>
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<tr>
<td>1.6 My department/unit encourages teamwork.</td>
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<td>1.7 My department/unit actively supports a shared and inclusive understanding of diversity.</td>
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<td>1.8 I have developed close relationships with colleagues in my department/unit.</td>
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<tr>
<td>1.9 My department/unit enables me to achieve a good balance between work and my personal life.</td>
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<td>1.10 I have the opportunity to advance my career at Georgia State.</td>
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<td>1.11 My supervisor keeps me informed about university developments that may have a significant effect on me and my work.</td>
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<td>1.12 I can communicate important information to those in higher levels of administration.</td>
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<td>1.13 I feel comfortable using the procedures in place at Georgia State to report violations of regulations.</td>
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<td>1.14 Georgia State provides me with a safe working environment.</td>
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<tr>
<td>1.15 I would recommend my department/unit as a good place to work.</td>
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<tr>
<td>1.16 Overall, I would recommend Georgia State University as a good place to work.</td>
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</tbody>
</table>
2. Note. The following questions are subject to branching. Depending on your response, an appropriate followup item will appear.

3. Professional Development

3.1 Do you have someone in the university who mentors you in your professional workplace role?  
Yes  No

3.2 Please describe the kinds of mentoring activities that you have engaged in.

3.3 Are you able to take advantage of training or professional development opportunities?  
Yes  No

3.4 Why are you not able to take advantage of training or professional development opportunities?

3.5 Have you seriously considered leaving your job in the past year?  
Yes  No

3.6 Which of the following activities have you done over the past year? (Check all that apply.)
- Updated my resume
- Looked at job openings outside the university
- Looked at job openings within the university (outside of my department)
- Applied for a job opening outside the university
- Applied for a job opening within the university (outside of my department)
- Had a job interview
- Had a job offer
- Other

3.7 Why have you seriously considered leaving your job?

3.8 You may provide general comments (or explanations and examples related to your responses to any of the questionnaire items) in the following box.
### 4. Demographics

#### 4.1 Gender
- [ ] Female
- [ ] Male

#### 4.2 Ethnicity
- [ ] Hispanic or Latino (a)
- [ ] Not Hispanic or Latino(a)

#### 4.3 Race (Choose all that apply.)
- [ ] American Indian or Alaska Native
- [ ] Native Hawaiian or Pacific Islander
- [ ] Asian
- [ ] White
- [ ] Black or African American

#### 4.4 Age
- [ ] Under 20 years of age
- [ ] 20-29 years
- [ ] 30-39 years
- [ ] 40-49 years
- [ ] 50-59 years
- [ ] Over 59 years of age

#### 4.5 Highest degree earned
- [ ] Did not finish high school
- [ ] High school degree or GED
- [ ] Completed an associate’s degree
- [ ] Completed a bachelor’s degree
- [ ] Completed a master’s degree

#### 4.6 Do you perform a supervisory role in your current position?
- [ ] Yes
- [ ] No

#### 4.7 Length of time in your current position
- [ ] Less than a year
- [ ] 7-8 years
- [ ] 16-19 years
- [ ] 1-3 years
- [ ] 9-10 years
- [ ] 20 or more years
- [ ] 4-6 years
- [ ] 11-15 years

#### 4.8 Length of time employed at Georgia State
- [ ] Less than a year
- [ ] 7-8 years
- [ ] 16-19 years
- [ ] 1-3 years
- [ ] 9-10 years
- [ ] 20 or more years
- [ ] 4-6 years
- [ ] 11-15 years

Thank you for taking the time to complete this survey. As soon as the results are tabulated, we will post a report on the Staff Council and Office of Institutional Research websites.