

Alignment of QC Workplace Survey Items to COACHE Survey Items

AREA	ITEM	COACHE
Nature of Work	The type of work I do on most days is personally rewarding.	
	On most days, my workload is manageable.	
	I have enough time to do high-quality work.	
	I have the information I need to do my job well.	
	I have the skills I need to do my job well.	
	I have the equipment/tools I need to do my job well.	
	I have the autonomy I need to do my job well.	
	How well do your current tasks align with your job description?	
Work-Life Balance	I have been able to find the right balance, for me, between my professional life and my personal life.	X
	I have been able to take leave when I need to (annual, personal, sick leave, etc.).	X
	What can the college do to help staff feel more engaged, supported, and motivated in their roles at QC?	
Expectations & Support	How satisfied are you with the clarity of your supervisor's expectations?	X
	How satisfied are you with the reasonableness of your supervisor's expectations?	X
	My supervisor acknowledges my contributions.	
	My supervisor includes staff in departmental decision-making.	
	My supervisor supports me in managing a healthy work-life balance.	
	My supervisor supports me in pursuing professional development opportunities.	
	What support, training, or professional development would be helpful for staff in supervisory positions?	
Department Operations	My department meets as a team to plan and coordinate our work.	
	Workloads are distributed fairly within my department.	
	There is a spirit of teamwork and cooperation in my department.	
	Staff are kept well-informed about departmental goals and operations.	
	In the past academic year, has your department engaged in any self-assessment activities?	
	Has your department encountered any challenges in being able to run smoothly or achieve its most important goals? If yes, in what ways might the college be able to help?	
Performance Evaluations	The evaluation provides a fair assessment of my performance.	X
	The evaluation acknowledges my achievements.	
	The evaluation provided me with useful feedback.	
	The performance goals set for next year are my own.	
	Do you have any thoughts, concerns, or suggestions related to the annual performance evaluation process?	
Employee Benefits	Have you begun a professional development journey on LinkedIn Learning?	
	Have you taken advantage of [CUNY Staff Tuition Waivers] to further your education?	
Climate & culture	Quality of staff-student relations	
	Quality of staff-faculty relations	
	Quality of staff-staff relations	
	Quality of communication between departments	
	Quality of cross-departmental cooperation	
	Please share any thoughts, concerns, or suggestions related to QC's campus culture below.	
Campus Services & Environment	ITS / Communications / Public Safety / Food Services / Custodial Services / HR	X
	Office spaces / Elevators / Restrooms / Physical accessibility of campus spaces	X
	Please share any thoughts concerns, or suggestions related to QC services or the campus environment below.	
Global Satisfaction	Overall, how satisfied are you with your job at Queens College?	
	How would you rate your department as a place to work?	X
	How would you rate Queens College as a place to work?	X
	If you had it to do all over, would you choose to work at Queens College again?	X