

Pennsylvania State University Employees Share Opinions

By Laura Karinch

Last January, full-time Pennsylvania State University faculty and staff completed opinion surveys of their workplace. The survey was administered by Opinion Research Corporation (ORC), who reported that the response rate at Penn State was 70 percent, significantly above the average response rate of 50-60 percent seen commonly in the surveys.

According to Dr. Bryce Jordan, President of Penn State University, detailed reports will be sent to deans and administrative officers surveying major academic and administrative areas. "This information will help the University to develop program and resource allocations for the future," he said in a memo to Penn State faculty and staff.

The following are some of the general results submitted to President Jordan by the ORC:

Faculty and Administration Results:

View of the University: 58% of the faculty and administration rate Penn State as "one of the best" or "above average" as

a place to work. Only 8% rate Penn State as "below average."

Affirmative Action - Minorities: 57% agree or strongly agree that "Penn State is committed to affirmative action for minorities." 20% disagree or strongly disagree. Among minority faculty and administrators, 47% agree and 29% disagree.

Affirmative Action - Women: 53% of faculty and administration agree or strongly agree that "Penn State is committed to affirmative action for women," while 24% disagree or strongly disagree. Among female respondents, 29% agree and 53% disagree.

Sexual Harassment: 16% of all faculty and administration believe "sexual harassment is a problem at Penn State." Among female respondents, however, 33% agreed with this statement, while 28% said it was hard to decide.

Equipment: The availability of equipment and supplies at Penn State was rated as average by 42% of respondents. 38% gave favorable and 19% gave unfavorable responses.

Research Support: 39% rate research support as good or very good, 37% rate it

as average, and 22% rate it as poor or very poor, showing a mixed response.

Clerical Support: More than half (55%) respond that Penn State's clerical support is good or very good, while only 15% rate it as poor or very poor.

Salary: 27% rate Penn State's salaries good or very good, 40% give salaries an average rating, and 32% give poor or very poor ratings.

Staff Results:
Commitment to Penn State: 75% of Penn State's staff agree that they are committed to Penn State's growth and success. Ratings of job security are high, with 78% of the staff respondents giving good or very good ratings, and only 3% rating job security as poor or very poor.

Job Satisfaction: 75% of staff members say they like their jobs. 57% rate their jobs as good or very good on providing a chance to do challenging and interesting work. Only 12% gave their jobs poor or very poor ratings.

Affirmative Action - Minorities: 67% of all staff members agree or strongly agree that "Penn State is committed to affirmative action for

minorities." 8% disagree or strongly disagree. Among minority staff members, 54% agree and 19% disagree.

Affirmative Action - Women: 53% of all staff members agree or strongly agree that "Penn State is committed to affirmative action for women." 18% disagree or strongly disagree. Among female staff members, 45% agree and 24% disagree.

Sexual Harassment: 16% of University staff members agree that "Sexual harassment is a problem at Penn State." 31% say it is "hard to decide," and 52% disagree that sexual harassment is a problem. Among female staff members, 18% agree and 51% disagree that this is a problem.

Salary: 42% of employees rate their salaries as average. 36% rate it as good or very good, and 21% rate it as poor or very poor. However, 42% disagree that their salaries are "set fairly in relation to other jobs at Penn State," while 35% agreed with that statement.

51% of staff members disagree with the statement, "In general, employees' job grades are appropriate, given their job duties." 26% agree with the statement.

ATTENTION STUDENTS!

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--Photo by Brian Humble

Meade Heights resident assistants at the Nittany Lion Shrine at University Park are (l to r) Joe Demnitski, Becky Aaron, Denise Reinas, Penny McDonald (alternate), Roy Trent, Sandy Ratcliff and Joe Kupec (standing).

Look for a feature on the dormitory residence assistants in the next issue of the *Capital Times*!



--Photo by Joe Kupec

Resident Living Coordinator of Meade Heights, George Young and Assistant Resident Living Coordinator of the residence halls, Brian Humble at the Nittany Lion Shrine at University Park.

RAs Prepare for Semester

By Joe Kupec

While most students moving onto campus this week are still settling into some kind of routine, the resident assistants in the dormitories and Meade Heights have been getting ready to greet new and returning students.

This year Residence Living Coordinator George Young and his assistant, Brian Humble, have 15 resident assistants (R.A.s) and two alternate R.A.s working in Meade Heights and on each floor of the residence halls.

Each floor in Church and Wrisberg Halls has a resident assistant who acts as a source of information, conducts social and educational programs and floor meetings. The three R.A.s for Church Hall are Eugene McCoy, room 125; Kimberly Ahner, room 216; and Mark Olenick, room 316.

Wrisberg Hall resident assistants are Joanne Smith, room 125; Scott Squeglia, room 216; and Saul Pellicano, room 316.

There are six resident assistants assigned to Meade Heights. They are: Denise Reinas, 815B Weaver Ave.; Becky Aaron, 831A Nelson Dr.; Joe Kupec, 848B Kirtland Ave.; Roy Trent 949B Kirtland Ave.; Joe Demnitski, 938B Mars Dr.; and Sandy Ratcliff, 912B Weaver Ave.

A map in *The Hill Topper*, a university publication of student and community services, lists the resident assistants' telephone numbers and residence locations for students interested in contacting their R.A.s.