

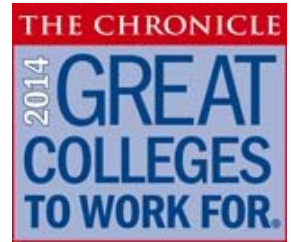
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
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Average All Statements (1-70)

| Group | Average | Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|-------------------------------|---------|----------------|-------|--------------------------------------|----------|-------------------|
| Your Overall (2001) | 3.48 | 17.9% | 37.3% | 26.4% | 11.1% | 7.2% |
| Executive Administration (45) | 4.12 | 36.6% | 43.7% | 14.9% | 4.2% | 0.6% |
| Faculty (688) | 3.41 | 17.4% | 35.2% | 26.7% | 12.3% | 8.4% |
| Administrator (659) | 3.63 | 20.6% | 39.9% | 25.8% | 9.5% | 4.2% |
| Classified Staff (455) | 3.29 | 13.2% | 36.1% | 27.7% | 12.4% | 10.7% |
| Adjunct Faculty (10) | 3.91 | 23% | 56.3% | 12.2% | 5.3% | 3.1% |

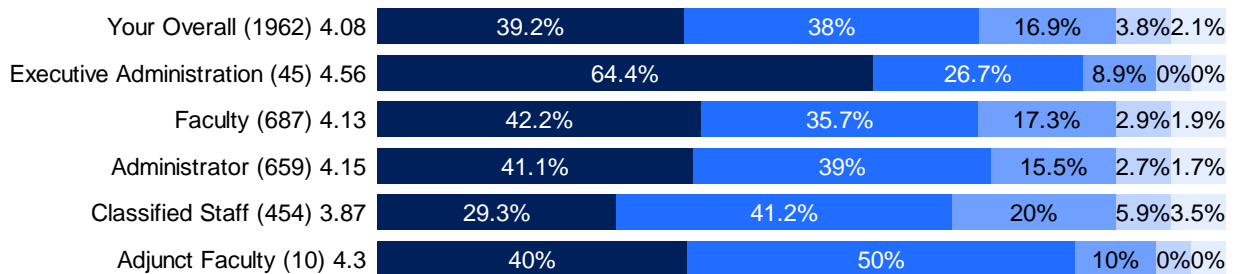
1. My job makes good use of my skills and abilities.

| Group | Average | Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|-------------------------------|---------|----------------|-------|--------------------------------------|----------|-------------------|
| Your Overall (1959) | 4.03 | 38.1% | 36.9% | 17.5% | 4.5% | 3% |
| Executive Administration (45) | 4.69 | 73.3% | 22.2% | 4.4% | 0% | 0% |
| Faculty (687) | 4.14 | 44.4% | 33% | 16.4% | 4.1% | 2% |
| Administrator (659) | 4.14 | 40.1% | 39.6% | 15.9% | 2.7% | 1.7% |
| Classified Staff (451) | 3.65 | 23.5% | 39.2% | 22.6% | 7.8% | 6.9% |
| Adjunct Faculty (10) | 4.4 | 40% | 60% | 0% | 0% | 0% |

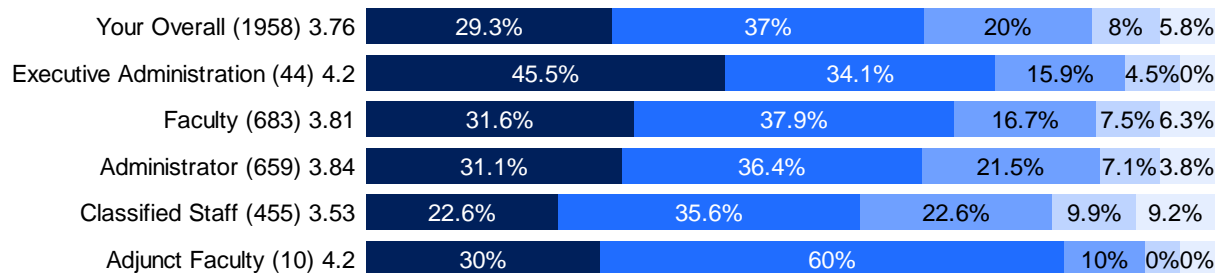


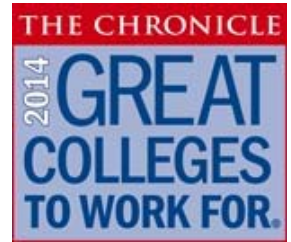
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
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2. I am given the responsibility and freedom to do my job.



3. My supervisor/department chair makes his/her expectations clear.





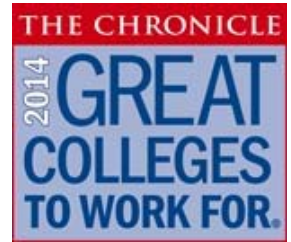
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
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4. I am provided the resources I need to be effective in my job.

| Group | Score | Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|-------------------------------|-------|----------------|-------|--------------------------------------|----------|-------------------|
| Your Overall (1963) | 3.49 | 18.1% | 34.7% | 30.8% | 10.8% | 5.6% |
| Executive Administration (45) | 3.98 | 28.9% | 44.4% | 22.2% | 4.4% | 0% |
| Faculty (687) | 3.37 | 16.9% | 29.8% | 34.2% | 11.8% | 7.3% |
| Administrator (659) | 3.62 | 19.1% | 39% | 29.6% | 9.4% | 2.9% |
| Classified Staff (455) | 3.44 | 18% | 34.1% | 28.4% | 13% | 6.6% |
| Adjunct Faculty (10) | 4.1 | 40% | 40% | 10% | 10% | 0% |

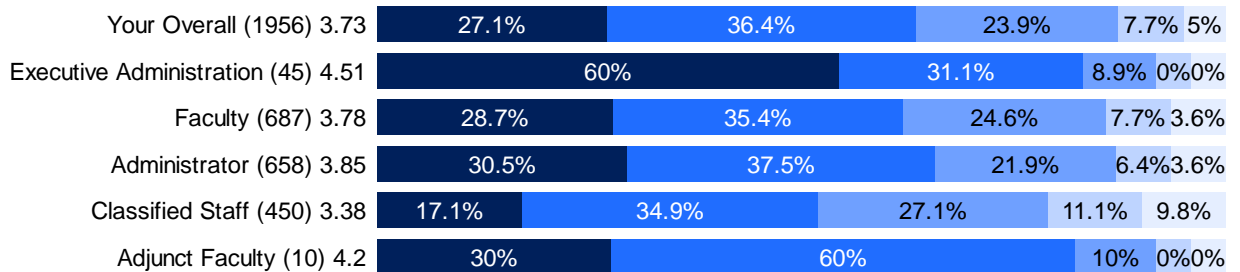
5. I understand how my job contributes to this institution's mission.

| Group | Score | Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|-------------------------------|-------|----------------|-------|--------------------------------------|----------|-------------------|
| Your Overall (1963) | 4.24 | 43.5% | 41.8% | 11.2% | 2.5% | 1.1% |
| Executive Administration (45) | 4.78 | 82.2% | 13.3% | 4.4% | 0% | 0% |
| Faculty (687) | 4.17 | 42.2% | 39% | 14% | 3.3% | 1.5% |
| Administrator (659) | 4.37 | 49.6% | 39.8% | 8.8% | 1.5% | 0.3% |
| Classified Staff (455) | 4.12 | 33.6% | 51% | 10.5% | 3.1% | 1.8% |
| Adjunct Faculty (10) | 4.5 | 50% | 50% | 0% | 0% | 0% |

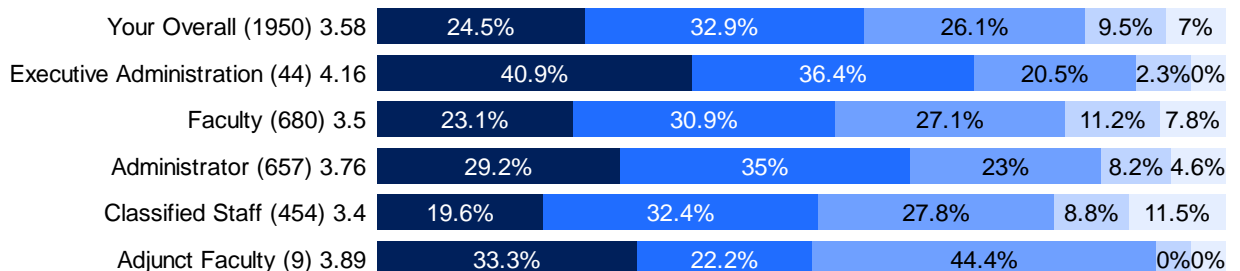


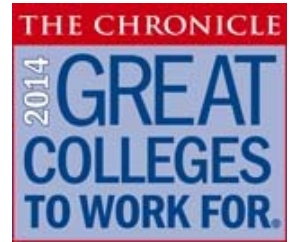
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
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6. I am given the opportunity to develop my skills at this institution.



7. I receive feedback from my supervisor/department chair that helps me.





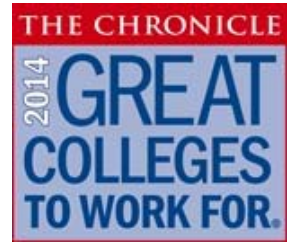
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
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8. When I offer a new idea, I believe it will be fully considered.

| | | | | | |
|------------------------------------|-------|-------|-------|-------|-------|
| Your Overall (1951) 3.53 | 23.3% | 31.9% | 27.5% | 9.1% | 8.2% |
| Executive Administration (45) 4.29 | 48.9% | 35.6% | 11.1% | 4.4% | 0% |
| Faculty (686) 3.47 | 19.4% | 34% | 29.3% | 8.5% | 8.9% |
| Administrator (657) 3.8 | 31.8% | 31.7% | 25.4% | 6.8% | 4.3% |
| Classified Staff (449) 3.15 | 15.4% | 26.3% | 30.7% | 13.1% | 14.5% |
| Adjunct Faculty (9) 4.11 | 33.3% | 44.4% | 22.2% | 0% | 0% |

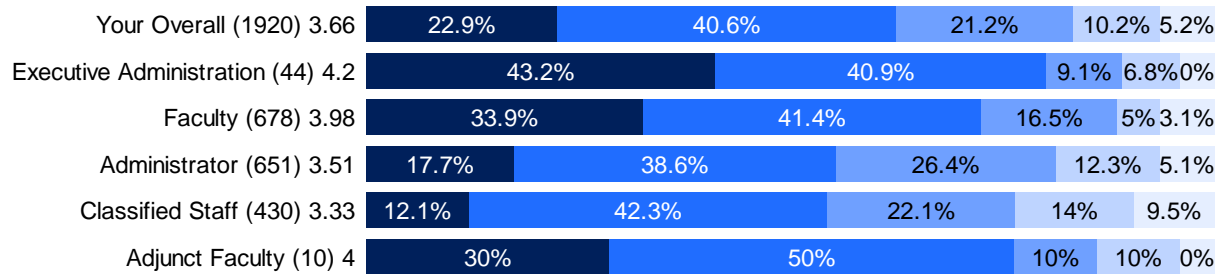
9. I am regularly recognized for my contributions.

| | | | | | |
|------------------------------------|-------|-------|-------|-------|-------|
| Your Overall (1947) 3.28 | 16% | 31.1% | 27.8% | 14.6% | 10.4% |
| Executive Administration (44) 4.09 | 36.4% | 43.2% | 13.6% | 6.8% | 0% |
| Faculty (684) 3.31 | 15.2% | 33.6% | 28.7% | 11.8% | 10.7% |
| Administrator (657) 3.43 | 18.6% | 32.3% | 28.8% | 14.2% | 6.2% |
| Classified Staff (448) 2.93 | 11.8% | 25.4% | 24.6% | 20.1% | 18.1% |
| Adjunct Faculty (9) 4 | 33.3% | 44.4% | 11.1% | 11.1% | 0% |

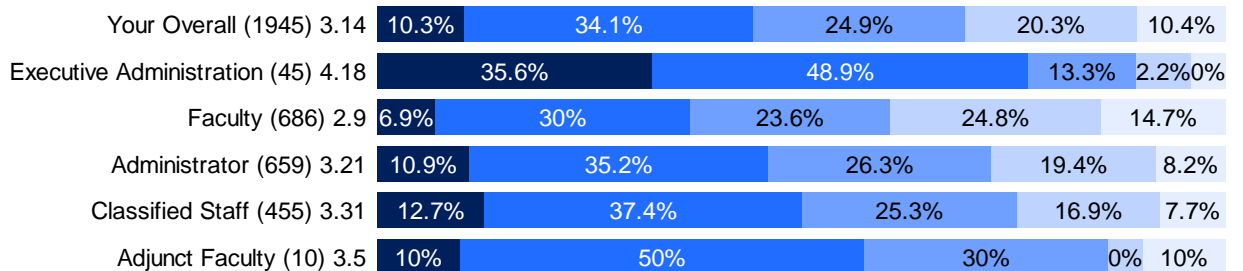


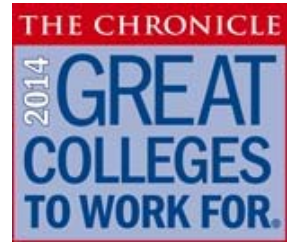
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
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10. I understand the necessary requirements to advance my career.



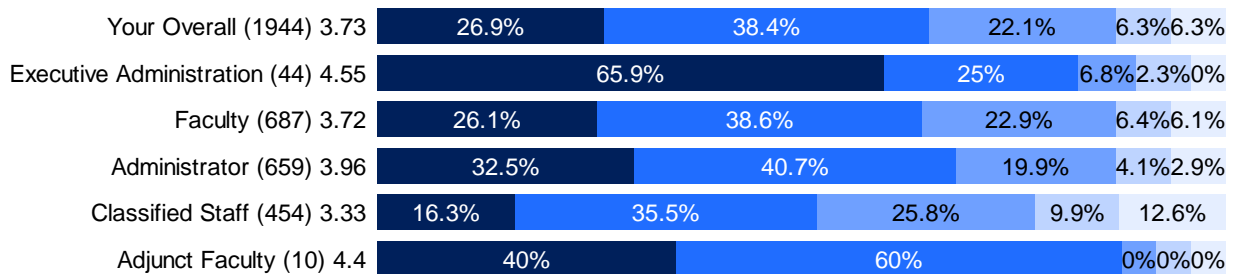
11. I am paid fairly for my work.



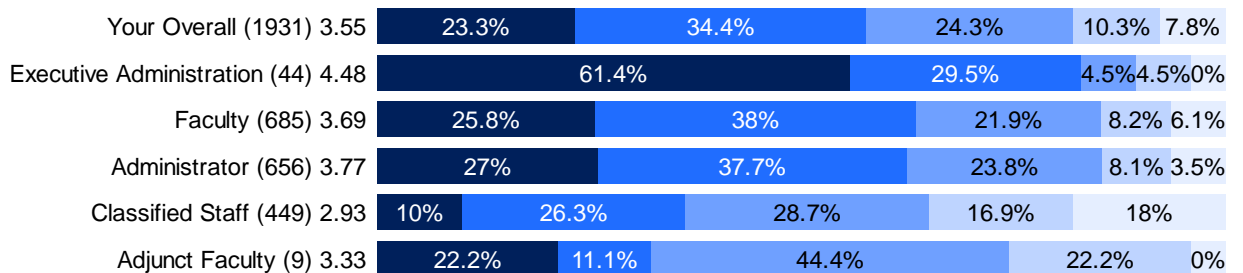


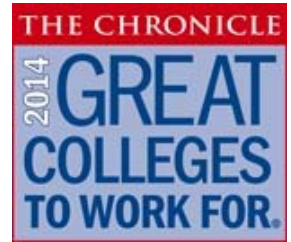
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
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12. I believe what I am told by my supervisor/department chair.



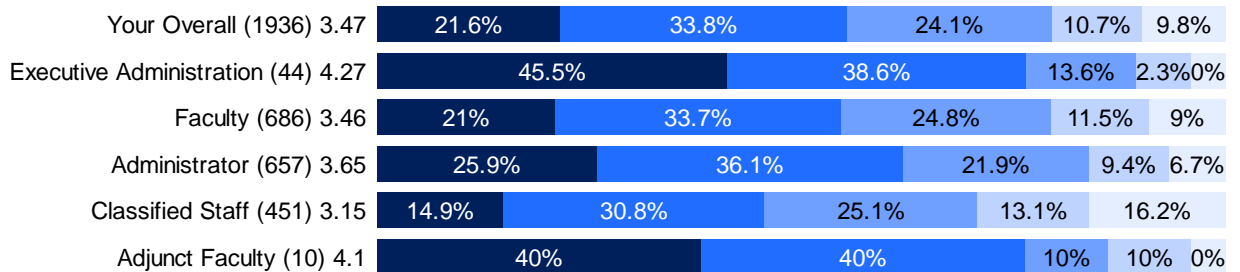
13. We have opportunities to contribute to important decisions in my department.



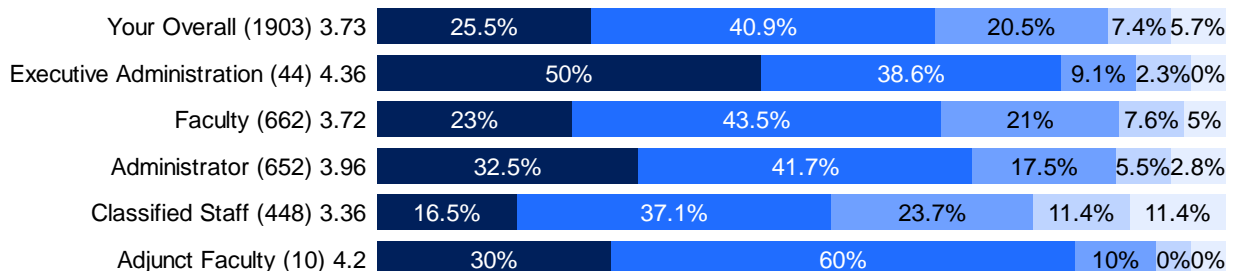


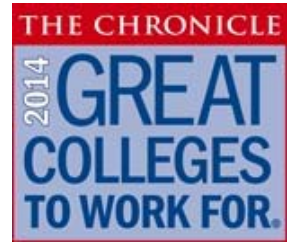
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
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14. I can speak up or challenge a traditional way of doing something without fear of harming my career.



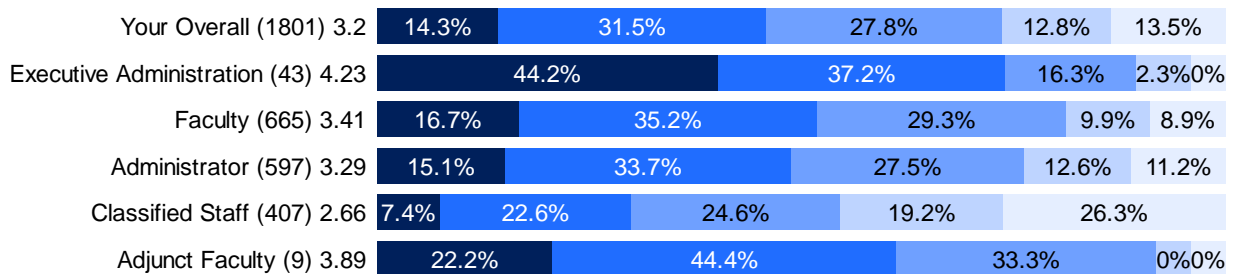
15. My supervisor/department chair regularly models this institution's values.



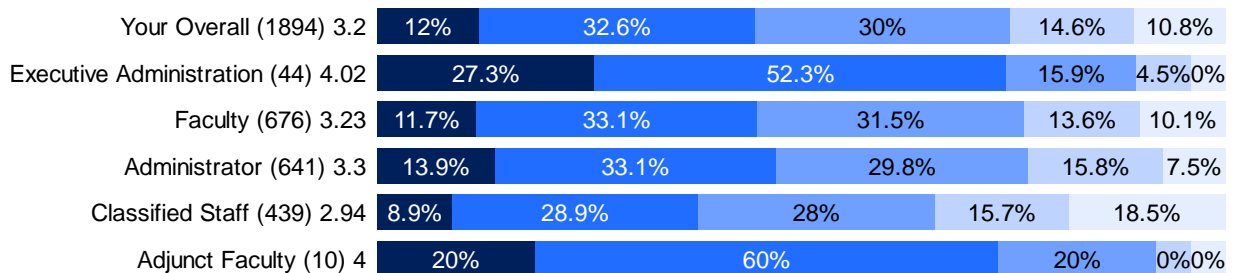


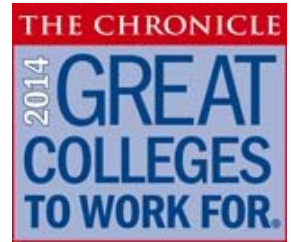
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
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16. Promotions in my department are based on a person's ability.



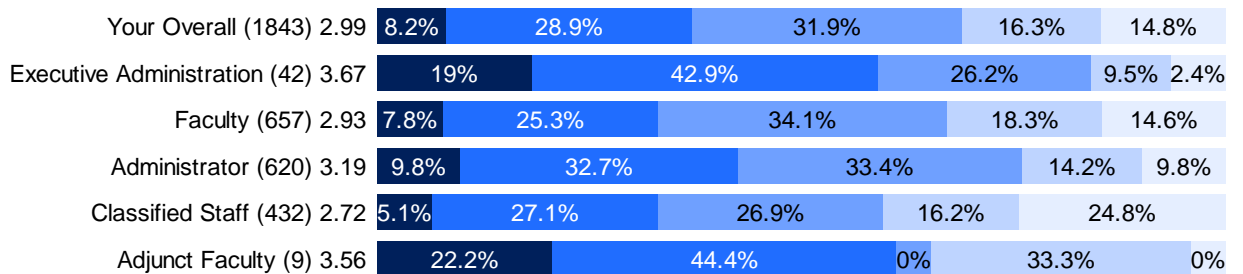
17. Our review process accurately measures my job performance.



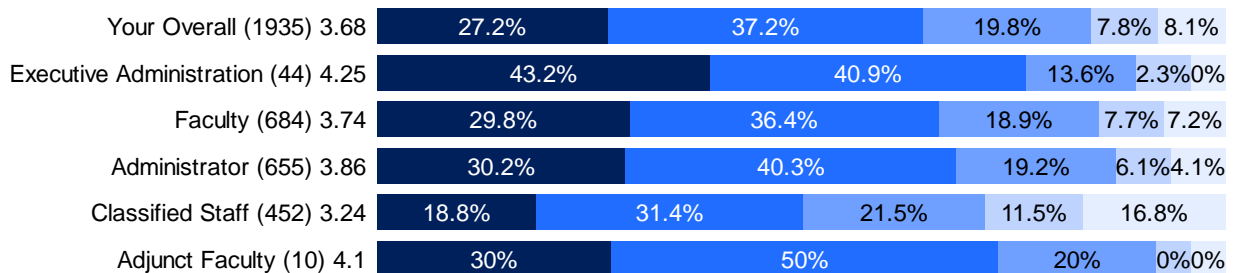


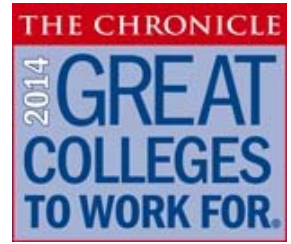
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
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18. Issues of low performance are addressed in my department.



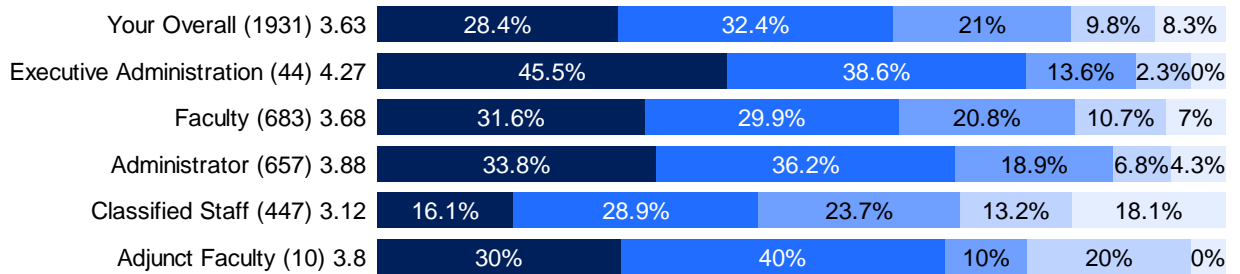
19. My supervisor/department chair is consistent and fair.



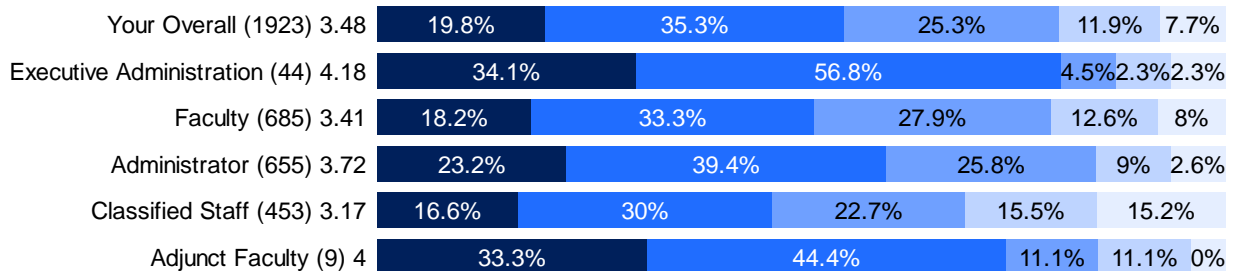


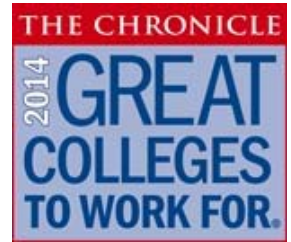
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|----------------|-------|--------------------------------------|----------|-------------------|
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20. My supervisor/department chair actively solicits my suggestions and ideas.



21. In my department, we communicate openly about issues that impact each other's work.





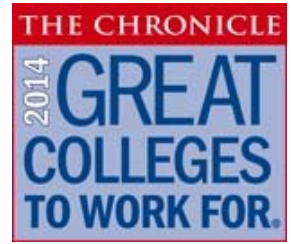
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|----------------|-------|--------------------------------------|----------|-------------------|
|----------------|-------|--------------------------------------|----------|-------------------|

22. Changes that affect me are discussed prior to being implemented.

| Group | Score | Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|-------------------------------|-------|----------------|-------|--------------------------------------|----------|-------------------|
| Your Overall (1923) | 3.15 | 11.5% | 30.8% | 30.6% | 15.2% | 12% |
| Executive Administration (44) | 3.84 | 18.2% | 56.8% | 18.2% | 4.5% | 2.3% |
| Faculty (685) | 3.26 | 13.1% | 31.8% | 32.6% | 12.7% | 9.8% |
| Administrator (657) | 3.26 | 12.2% | 33% | 32.1% | 13.7% | 9% |
| Classified Staff (450) | 2.75 | 7.1% | 24.2% | 26.4% | 21.3% | 20.9% |
| Adjunct Faculty (9) | 3.89 | 22.2% | 55.6% | 11.1% | 11.1% | 0% |

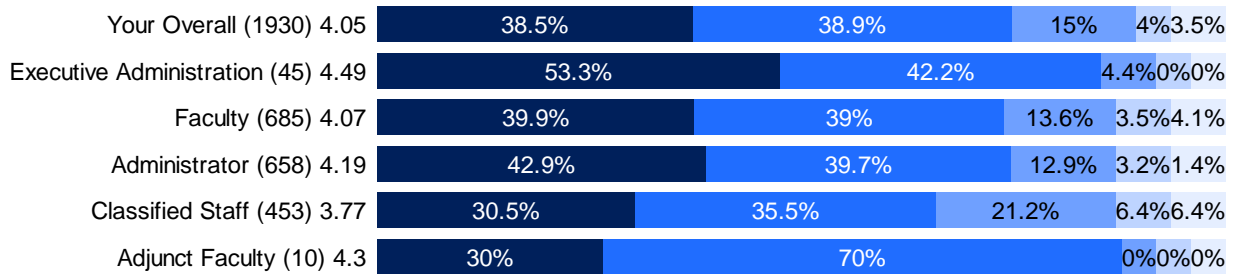
23. People in my department work well together.

| Group | Score | Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|-------------------------------|-------|----------------|-------|--------------------------------------|----------|-------------------|
| Your Overall (1933) | 3.64 | 22.9% | 36% | 28.3% | 8% | 4.8% |
| Executive Administration (45) | 4.18 | 40% | 40% | 17.8% | 2.2% | 0% |
| Faculty (686) | 3.48 | 20.1% | 31.5% | 31.2% | 10.6% | 6.6% |
| Administrator (658) | 3.88 | 26.9% | 42.4% | 23.7% | 5.3% | 1.7% |
| Classified Staff (455) | 3.49 | 20.7% | 31.4% | 31.9% | 8.6% | 7.5% |
| Adjunct Faculty (10) | 4 | 10% | 80% | 10% | 0% | 0% |

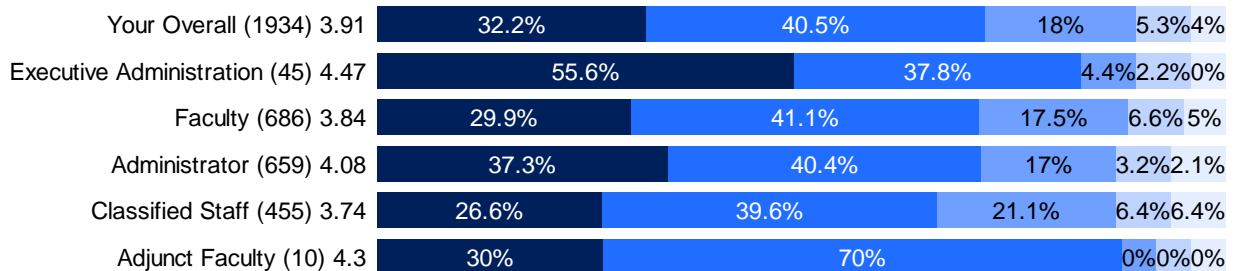


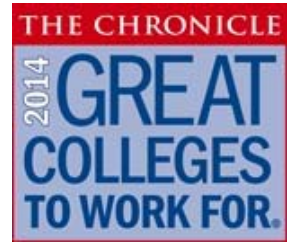
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
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24. I have a good relationship with my supervisor/department chair.



25. Overall, my department is a good place to work.





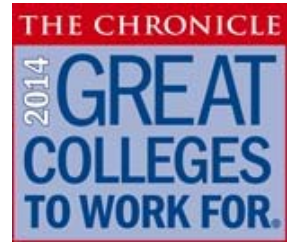
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|----------------|-------|--------------------------------------|----------|-------------------|
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26. I can count on people to cooperate across departments.

| Group | Score | Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|-------------------------------|-------|----------------|-------|--------------------------------------|----------|-------------------|
| Your Overall (1907) | 3.38 | 12.3% | 34.7% | 36.9% | 11% | 5.1% |
| Executive Administration (45) | 3.87 | 20% | 51.1% | 24.4% | 4.4% | 0% |
| Faculty (673) | 3.38 | 10.7% | 36.1% | 37.6% | 11.6% | 4% |
| Administrator (656) | 3.44 | 14.5% | 33.8% | 37.7% | 9.6% | 4.4% |
| Classified Staff (449) | 3.23 | 10.2% | 31.6% | 36.7% | 13.4% | 8% |
| Adjunct Faculty (7) | 4.14 | 14.3% | 85.7% | 0% | 0% | 0% |

27. Senior leadership provides a clear direction for this institution's future.

| Group | Score | Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|-------------------------------|-------|----------------|-------|--------------------------------------|----------|-------------------|
| Your Overall (1920) | 3.1 | 10.4% | 29.2% | 32.6% | 15.5% | 12.3% |
| Executive Administration (45) | 3.78 | 28.9% | 33.3% | 26.7% | 8.9% | 2.2% |
| Faculty (684) | 2.88 | 9.1% | 23% | 30.7% | 21.1% | 16.2% |
| Administrator (656) | 3.35 | 12.5% | 35.1% | 34.5% | 10.7% | 7.3% |
| Classified Staff (449) | 3 | 7.6% | 29% | 33.6% | 15.6% | 14.3% |
| Adjunct Faculty (9) | 3.67 | 11.1% | 66.7% | 11.1% | 0% | 11.1% |



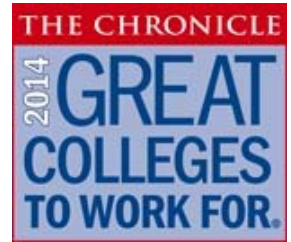
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|----------------|-------|--------------------------------------|----------|-------------------|
|----------------|-------|--------------------------------------|----------|-------------------|

28. My department has adequate faculty/staff to achieve our goals.

| Response | Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|------------------------------------|----------------|-------|--------------------------------------|----------|-------------------|
| Your Overall (1927) 2.7 | 6.2% | 21.5% | 27.5% | 25.5% | 19.3% |
| Executive Administration (44) 3.34 | 11.4% | 36.4% | 29.5% | 20.5% | 2.3% |
| Faculty (686) 2.54 | 5.8% | 17.8% | 24.6% | 28% | 23.8% |
| Administrator (655) 2.8 | 6.4% | 20.6% | 33.6% | 25.5% | 13.9% |
| Classified Staff (453) 2.71 | 6.2% | 25.6% | 23.6% | 22.3% | 22.3% |
| Adjunct Faculty (10) 3.5 | 20% | 50% | 0% | 20% | 10% |

29. The institution takes reasonable steps to provide a safe and secure environment for the campus.

| Response | Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|------------------------------------|----------------|-------|--------------------------------------|----------|-------------------|
| Your Overall (1927) 3.81 | 20.3% | 51.5% | 20.1% | 5.3% | 2.8% |
| Executive Administration (45) 4.33 | 42.2% | 51.1% | 4.4% | 2.2% | 0% |
| Faculty (684) 3.78 | 20.2% | 49.7% | 21.1% | 5.8% | 3.2% |
| Administrator (658) 3.91 | 21.7% | 55% | 17% | 4.6% | 1.7% |
| Classified Staff (452) 3.68 | 15.5% | 49.8% | 25.2% | 6% | 3.5% |
| Adjunct Faculty (10) 4 | 30% | 60% | 0% | 0% | 10% |



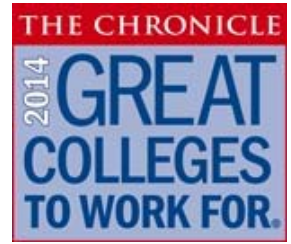
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
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30. Our orientation program prepares new faculty, administration and staff to be effective.

| | | | | | |
|------------------------------------|------|-------|-------|-------|-------|
| Your Overall (1692) 3.14 | 7% | 33% | 36.2% | 15.2% | 8.6% |
| Executive Administration (40) 3.43 | 15% | 35% | 32.5% | 12.5% | 5% |
| Faculty (598) 3.21 | 8.9% | 32.3% | 37% | 14.5% | 7.4% |
| Administrator (579) 3.12 | 5.9% | 33% | 37.3% | 14.9% | 9% |
| Classified Staff (393) 3.06 | 4.3% | 34.1% | 34.9% | 16.3% | 10.4% |
| Adjunct Faculty (10) 3.6 | 20% | 40% | 20% | 20% | 0% |

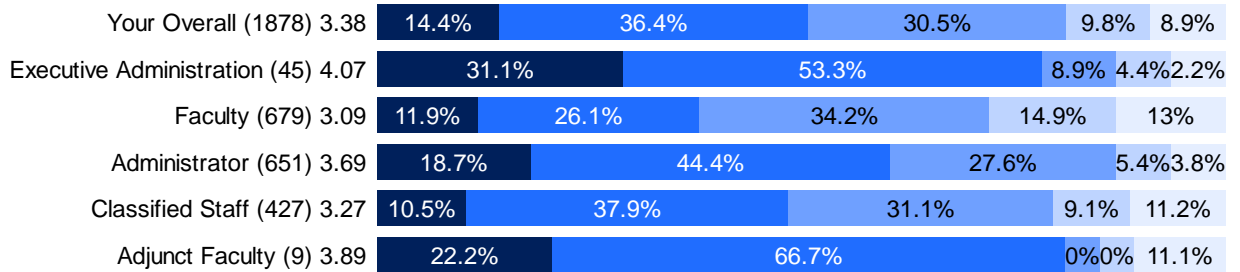
31. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.

| | | | | | |
|------------------------------------|-------|-------|-------|-------|-------|
| Your Overall (1781) 3.34 | 10.7% | 39.6% | 30.4% | 11.7% | 7.6% |
| Executive Administration (43) 3.63 | 11.6% | 55.8% | 23.3% | 2.3% | 7% |
| Faculty (687) 3.14 | 11.1% | 30.6% | 32.2% | 13.5% | 12.7% |
| Administrator (628) 3.48 | 10.8% | 44.9% | 29.6% | 11.1% | 3.5% |
| Classified Staff (346) 3.41 | 9.5% | 44.2% | 30.1% | 10.4% | 5.8% |
| Adjunct Faculty (10) 3.9 | 10% | 70% | 20% | 0% | 0% |

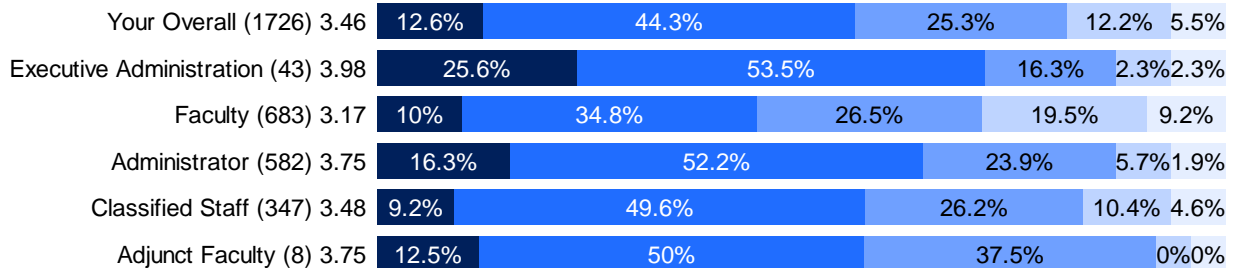


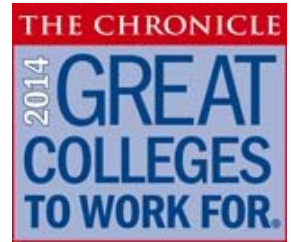
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
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32. Our senior leadership has the knowledge, skills and experience necessary for institutional success.



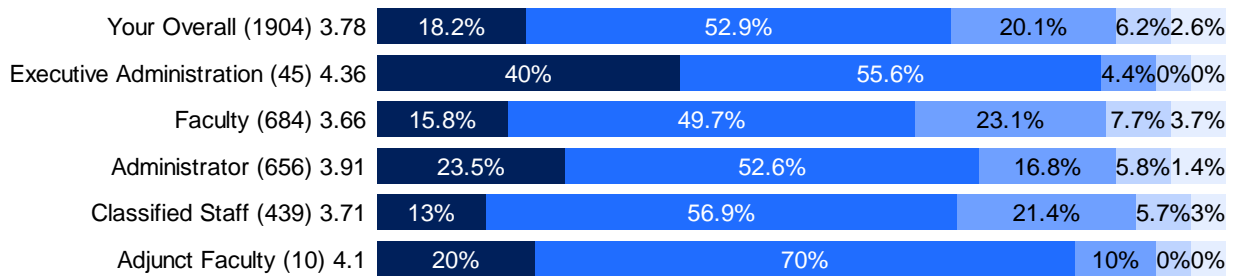
33. There is a good balance of teaching, service and research at this institution.



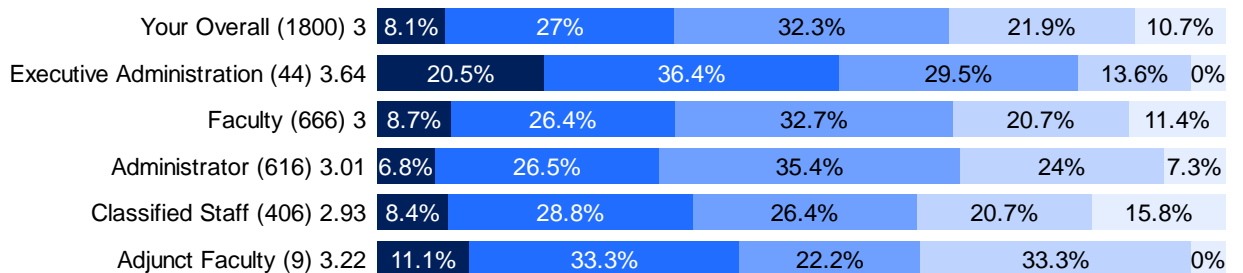


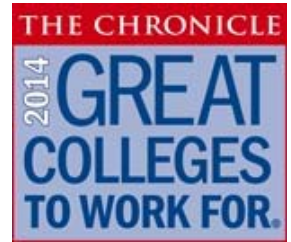
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|----------------|-------|--------------------------------------|----------|-------------------|
|----------------|-------|--------------------------------------|----------|-------------------|

34. This institution's benefits meet my needs.



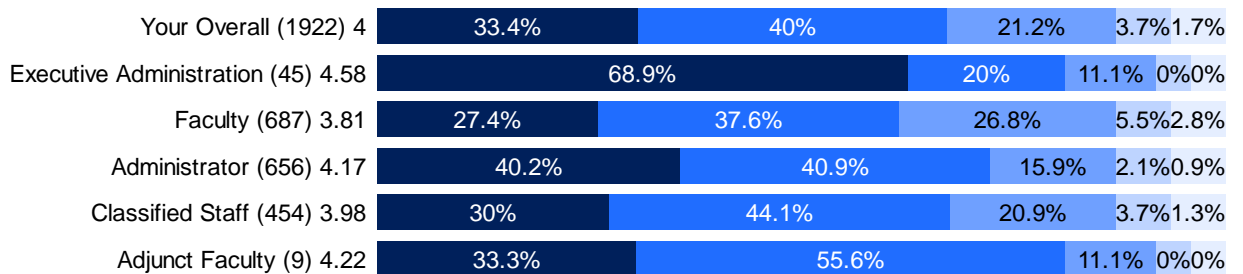
35. Our recognition and awards programs are meaningful to me.



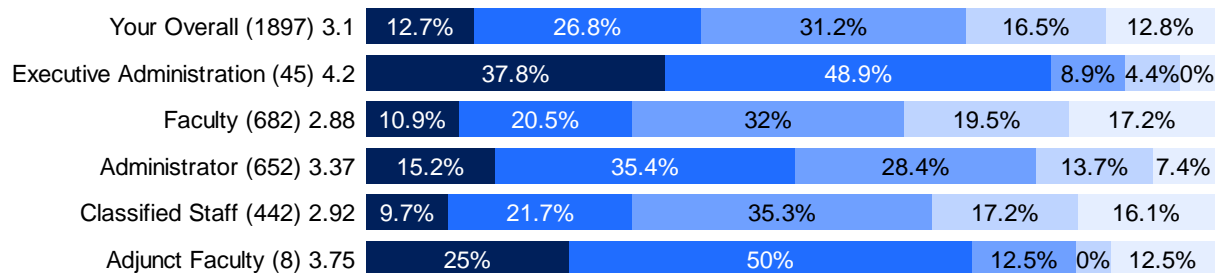


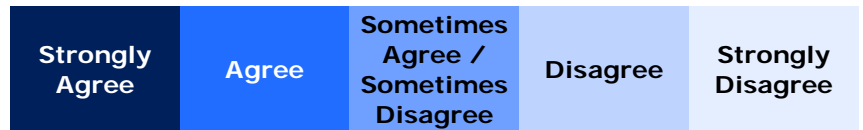
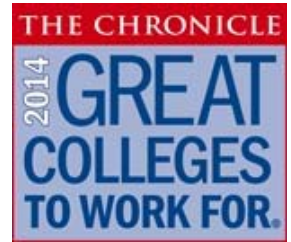
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|----------------|-------|--------------------------------------|----------|-------------------|
|----------------|-------|--------------------------------------|----------|-------------------|

36. I am proud to be part of this institution.

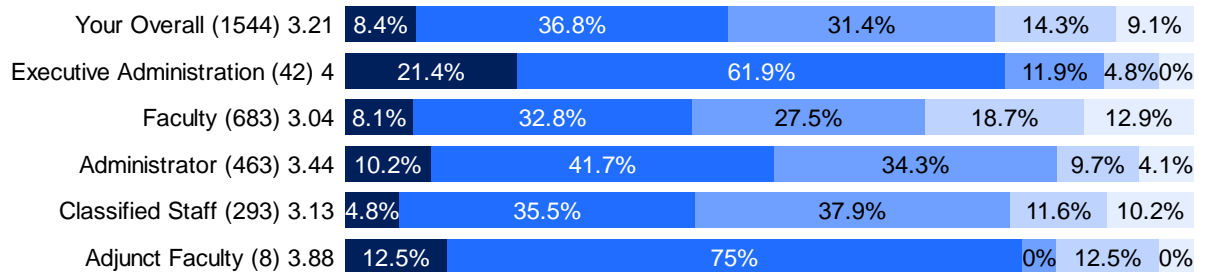


37. Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.

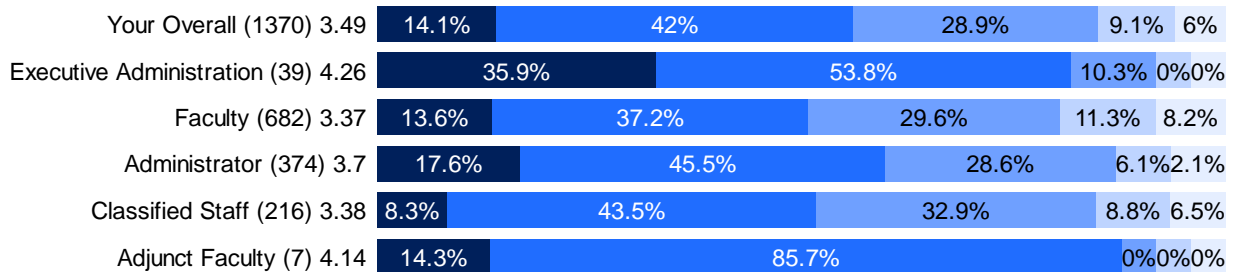


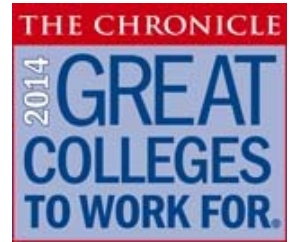


38. The role of faculty in shared governance is clearly stated and publicized.



39. Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).





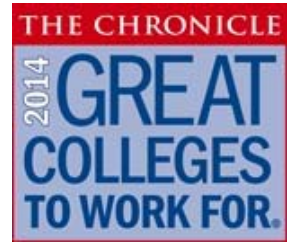
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|----------------|-------|--------------------------------------|----------|-------------------|
|----------------|-------|--------------------------------------|----------|-------------------|

40. Teaching is appropriately recognized in the evaluation and promotion process.

| Response | Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|------------------------------------|----------------|-------|--------------------------------------|----------|-------------------|
| Your Overall (1273) 3.35 | 11.7% | 39.5% | 27.8% | 13.7% | 7.3% |
| Executive Administration (32) 3.72 | 31.3% | 31.3% | 18.8% | 15.6% | 3.1% |
| Faculty (672) 3.26 | 12.1% | 37.2% | 25.3% | 16.1% | 9.4% |
| Administrator (325) 3.53 | 12.3% | 44% | 30.8% | 9.8% | 3.1% |
| Classified Staff (189) 3.24 | 7.4% | 39.7% | 31.7% | 11.6% | 9.5% |
| Adjunct Faculty (9) 3.89 | 11.1% | 66.7% | 22.2% | 0% | 0% |

41. Senior leadership communicates openly about important matters.

| Response | Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|------------------------------------|----------------|-------|--------------------------------------|----------|-------------------|
| Your Overall (1888) 3.09 | 9% | 28.4% | 36.6% | 14.6% | 11.5% |
| Executive Administration (45) 3.82 | 24.4% | 40% | 28.9% | 6.7% | 0% |
| Faculty (683) 2.95 | 9.1% | 24.3% | 35% | 16.3% | 15.4% |
| Administrator (657) 3.32 | 10.5% | 34.4% | 37.3% | 12.3% | 5.5% |
| Classified Staff (439) 2.87 | 4.6% | 25.5% | 37.6% | 17.1% | 15.3% |
| Adjunct Faculty (8) 3.63 | 25% | 37.5% | 25% | 0% | 12.5% |



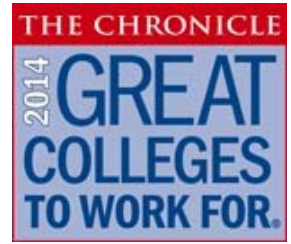
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|----------------|-------|--------------------------------------|----------|-------------------|
|----------------|-------|--------------------------------------|----------|-------------------|

42. Faculty, administration and staff are meaningfully involved in institutional planning.

| | | | | | |
|------------------------------------|-------|-------|-------|-------|-------|
| Your Overall (1848) 3.01 | 6.7% | 27.3% | 36.4% | 19.8% | 9.7% |
| Executive Administration (45) 3.76 | 17.8% | 51.1% | 20% | 11.1% | 0% |
| Faculty (679) 2.92 | 6.6% | 26.2% | 33% | 21.1% | 13.1% |
| Administrator (646) 3.22 | 7.9% | 30.8% | 40.1% | 17.6% | 3.6% |
| Classified Staff (417) 2.76 | 3.8% | 21.1% | 36.9% | 24% | 14.1% |
| Adjunct Faculty (7) 3.57 | 14.3% | 57.1% | 14.3% | 0% | 14.3% |

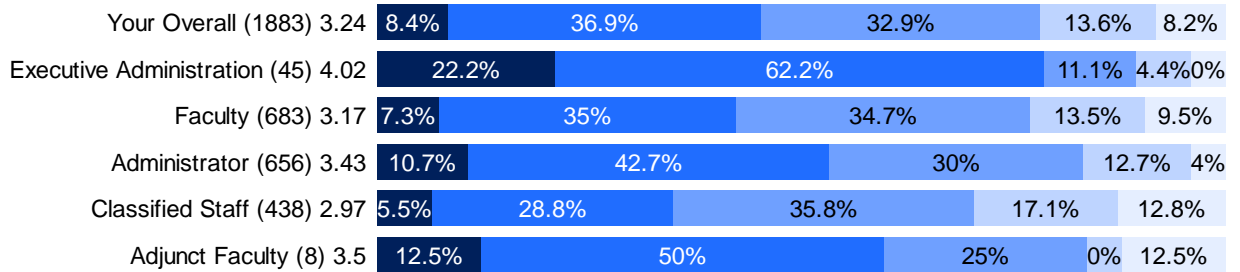
43. At this institution, we discuss and debate issues respectfully to get better results.

| | | | | | |
|-----------------------------------|-------|-------|-------|-------|-------|
| Your Overall (1849) 3.14 | 7.2% | 31.2% | 38.3% | 15% | 8.3% |
| Executive Administration (45) 3.8 | 13.3% | 57.8% | 24.4% | 4.4% | 0% |
| Faculty (680) 3.13 | 7.5% | 29.7% | 39.1% | 15.1% | 8.5% |
| Administrator (639) 3.33 | 8.5% | 36.2% | 39.4% | 12.4% | 3.6% |
| Classified Staff (423) 2.8 | 4% | 23.2% | 37.1% | 20.6% | 15.1% |
| Adjunct Faculty (7) 3.43 | 14.3% | 42.9% | 28.6% | 0% | 14.3% |

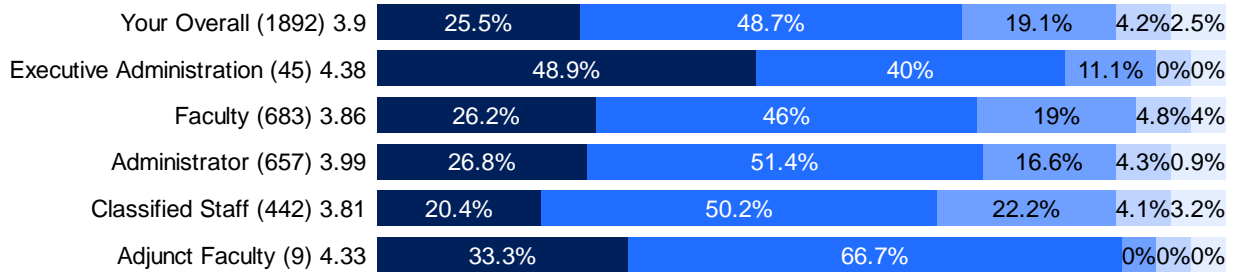


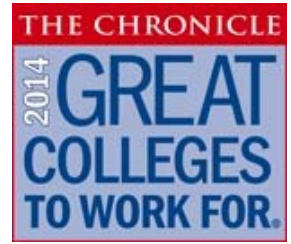
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|----------------|-------|--------------------------------------|----------|-------------------|
|----------------|-------|--------------------------------------|----------|-------------------|

44. This institution's policies and practices ensure fair treatment for faculty, administration and staff.



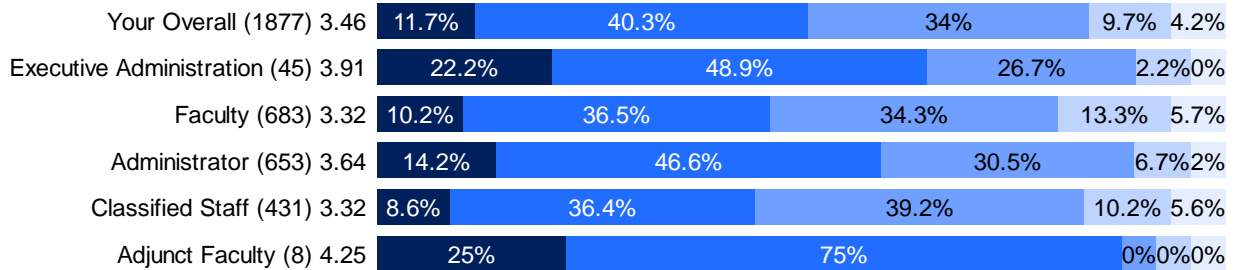
45. At this institution, people are supportive of their colleagues regardless of their heritage or background.



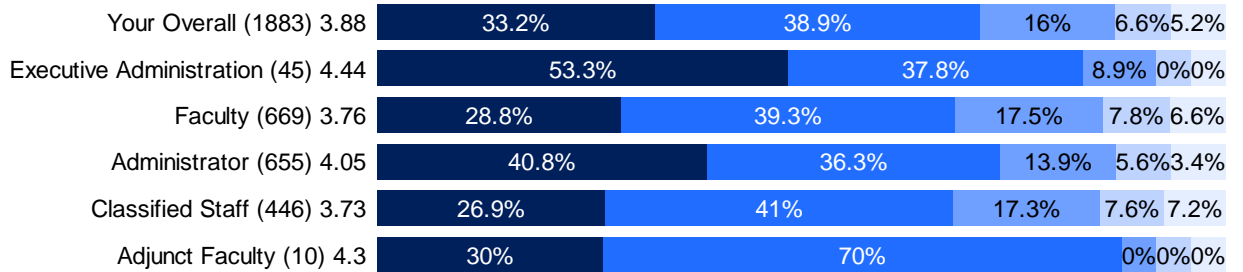


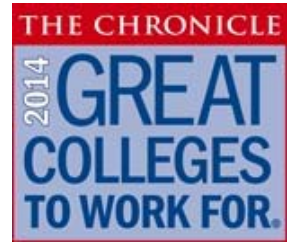
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|----------------|-------|--------------------------------------|----------|-------------------|
|----------------|-------|--------------------------------------|----------|-------------------|

46. Faculty, administration and staff work together to ensure the success of institution programs and initiatives.



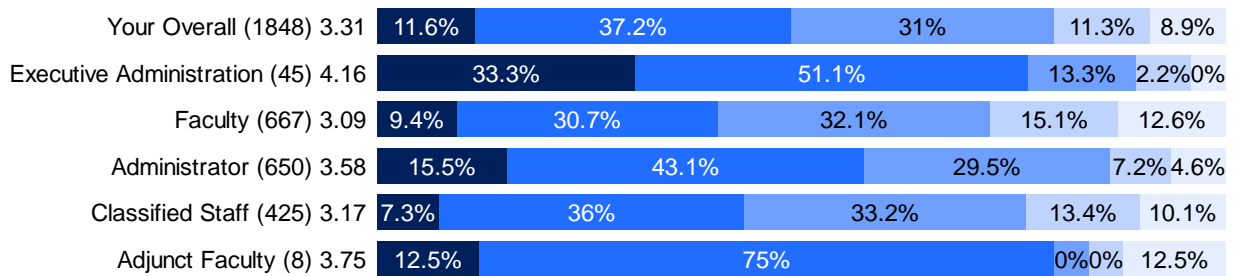
47. My supervisor/department chair supports my efforts to balance my work and personal life.



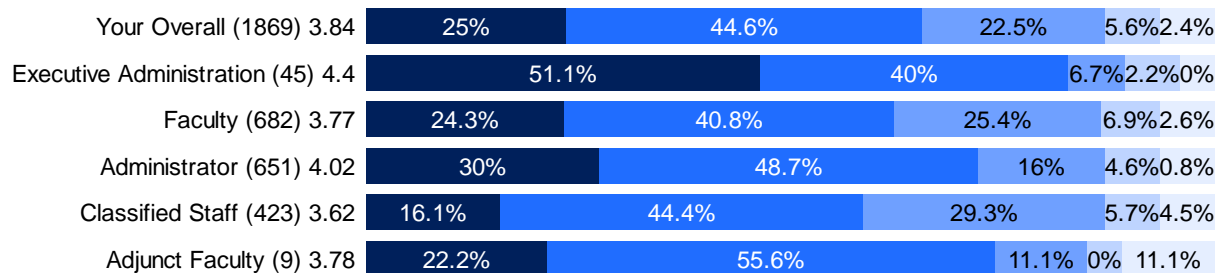


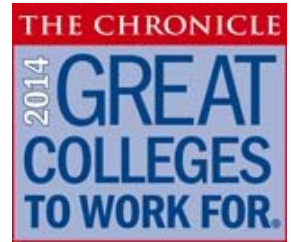
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|----------------|-------|--------------------------------------|----------|-------------------|
|----------------|-------|--------------------------------------|----------|-------------------|

48. Senior leadership regularly models this institution's values.



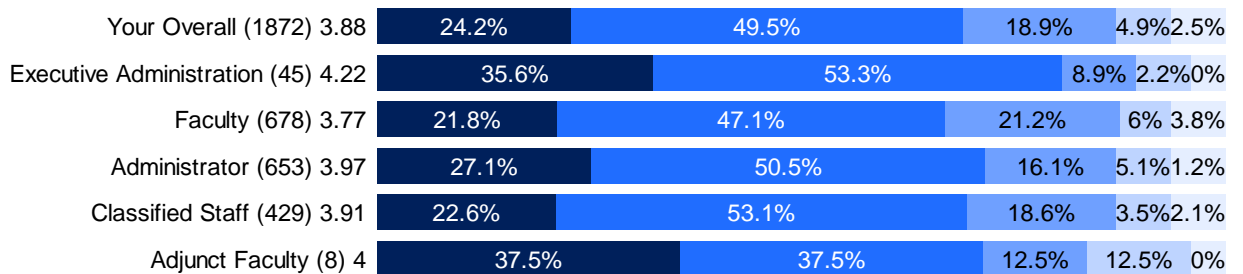
49. This institution actively contributes to the community.



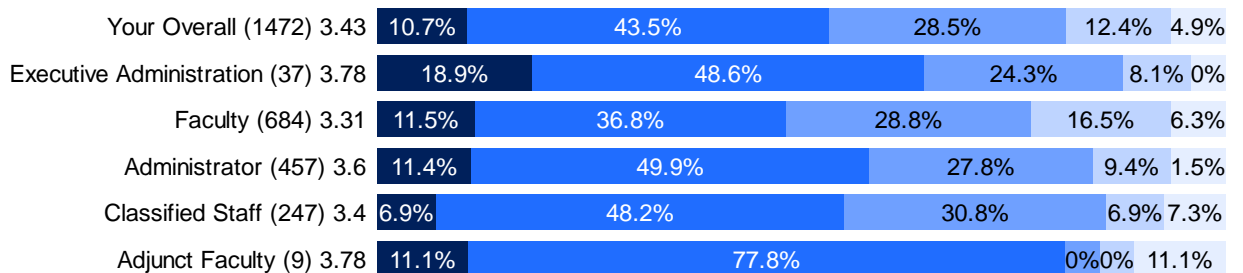


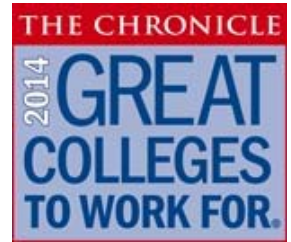
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|----------------|-------|--------------------------------------|----------|-------------------|
|----------------|-------|--------------------------------------|----------|-------------------|

50. This institution places sufficient emphasis on having diverse faculty, administration and staff.



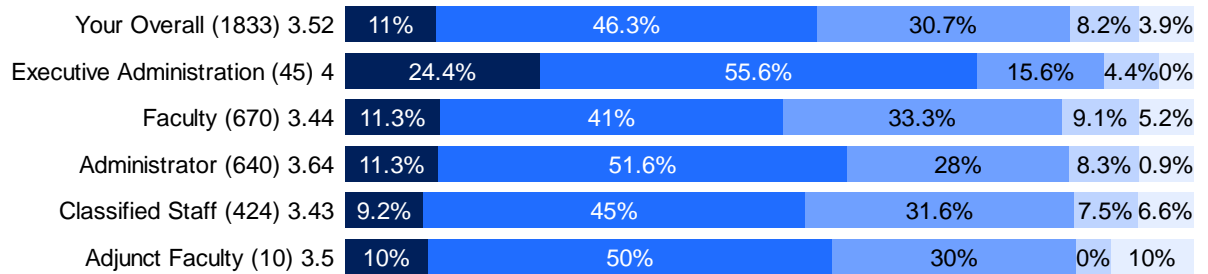
51. There is appropriate recognition of innovative and high quality teaching.



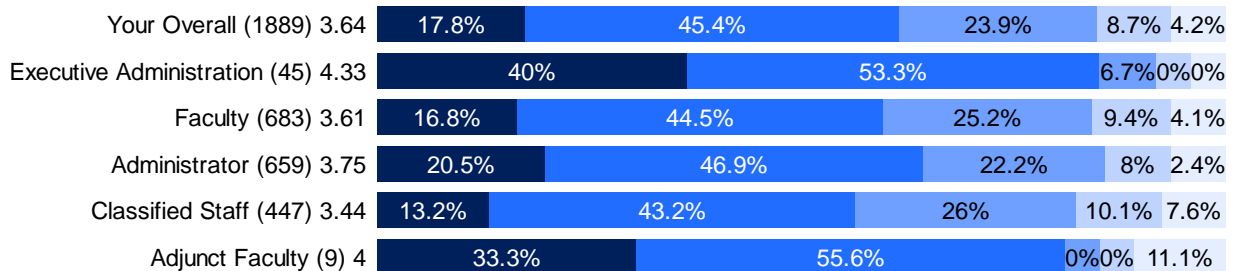


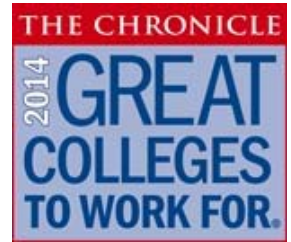
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|----------------|-------|--------------------------------------|----------|-------------------|
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52. We celebrate significant milestones and important accomplishments at this institution.



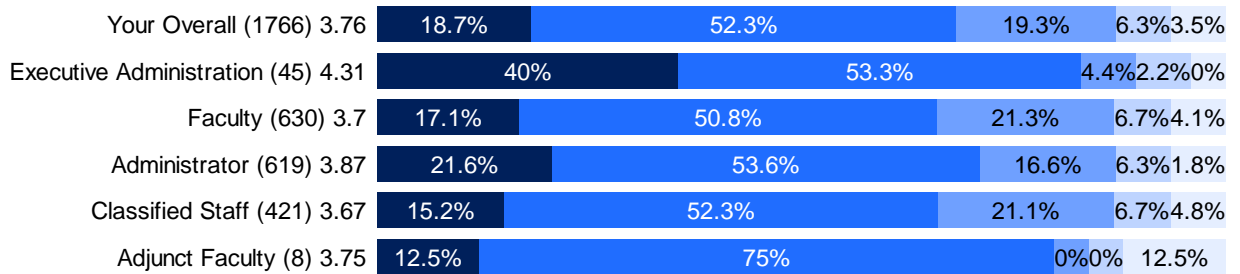
53. This institution's policies and practices give me the flexibility to manage my work and personal life.



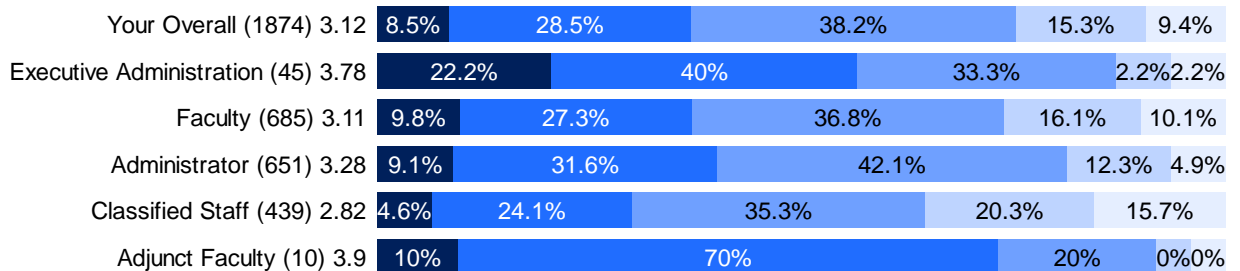


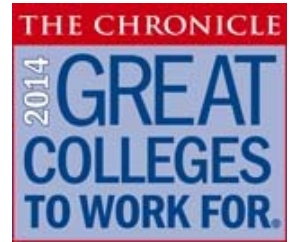
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|----------------|-------|--------------------------------------|----------|-------------------|
|----------------|-------|--------------------------------------|----------|-------------------|

54. This institution has clear and effective procedures for dealing with discrimination.



55. There is regular and open communication among faculty, administration and staff.





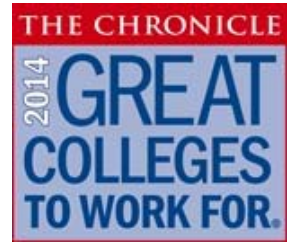
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|----------------|-------|--------------------------------------|----------|-------------------|
|----------------|-------|--------------------------------------|----------|-------------------|

56. I believe what I am told by senior leadership.

| | | | | | |
|------------------------------------|-------|-------|-------|-------|-------|
| Your Overall (1889) 3.12 | 10.2% | 29.9% | 34.3% | 13.5% | 12.2% |
| Executive Administration (45) 4.09 | 33.3% | 44.4% | 20% | 2.2% | 0% |
| Faculty (683) 2.88 | 8.1% | 23.4% | 34.4% | 17.1% | 17% |
| Administrator (657) 3.45 | 13.7% | 37.6% | 33.8% | 9.6% | 5.3% |
| Classified Staff (451) 2.91 | 5.5% | 26.8% | 37% | 14.2% | 16.4% |
| Adjunct Faculty (9) 3.78 | 22.2% | 55.6% | 11.1% | 0% | 11.1% |

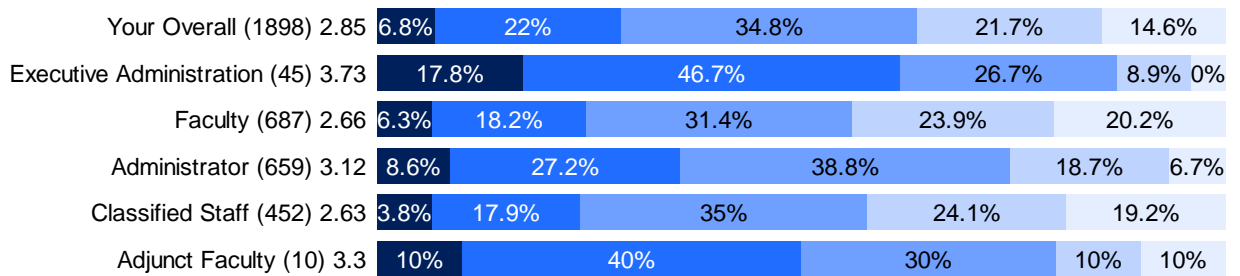
57. This institution is well run.

| | | | | | |
|---------------------------------|-------|-------|-------|-------|-------|
| Your Overall (1894) 3.07 | 8% | 28.6% | 37.2% | 15.4% | 10.9% |
| Executive Administration (45) 4 | 35.6% | 37.8% | 17.8% | 8.9% | 0% |
| Faculty (686) 2.87 | 7.1% | 21.9% | 35.7% | 21.6% | 13.7% |
| Administrator (657) 3.39 | 9.9% | 38.5% | 37.6% | 9% | 5% |
| Classified Staff (452) 2.82 | 3.5% | 23.9% | 39.6% | 16.8% | 16.2% |
| Adjunct Faculty (9) 3.56 | 22.2% | 33.3% | 33.3% | 0% | 11.1% |

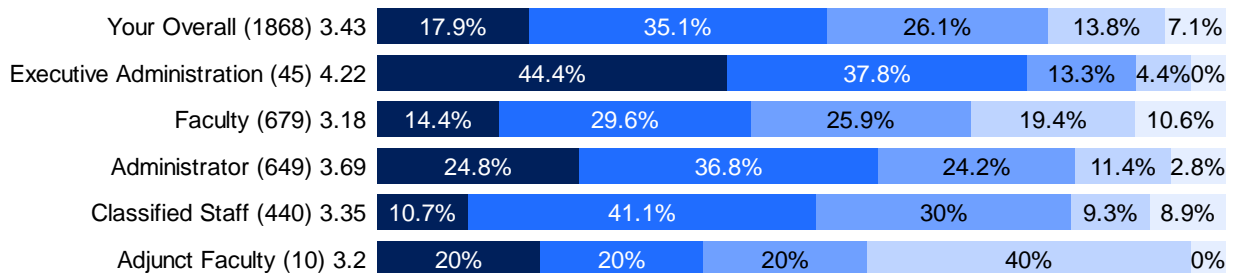


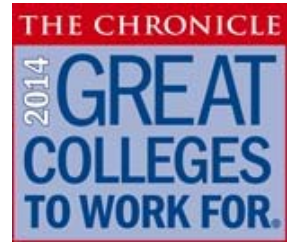
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|----------------|-------|--------------------------------------|----------|-------------------|
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58. There's a sense that we're all on the same team at this institution.



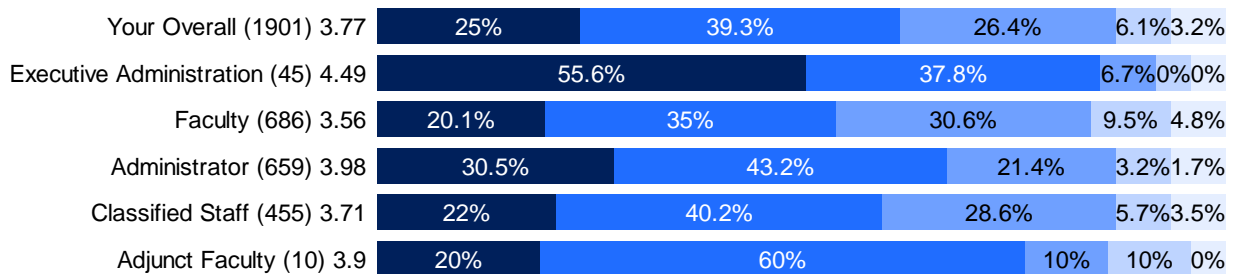
59. This institution's culture is special - something you don't find just anywhere.



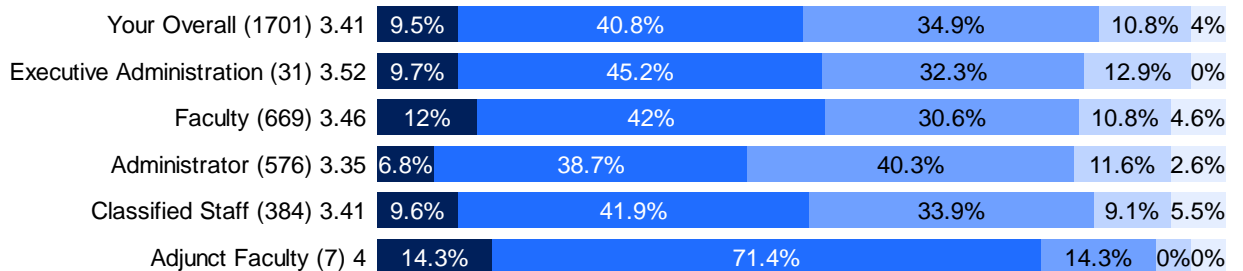


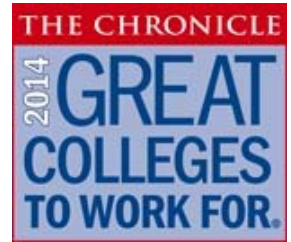
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|----------------|-------|--------------------------------------|----------|-------------------|
|----------------|-------|--------------------------------------|----------|-------------------|

60. All things considered, this is a great place to work.



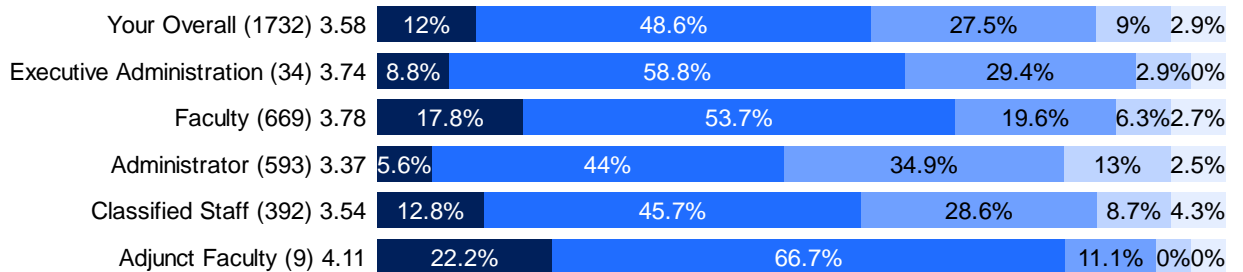
61. My senate (administrative, classified, or faculty) effectively represents my needs and interests.



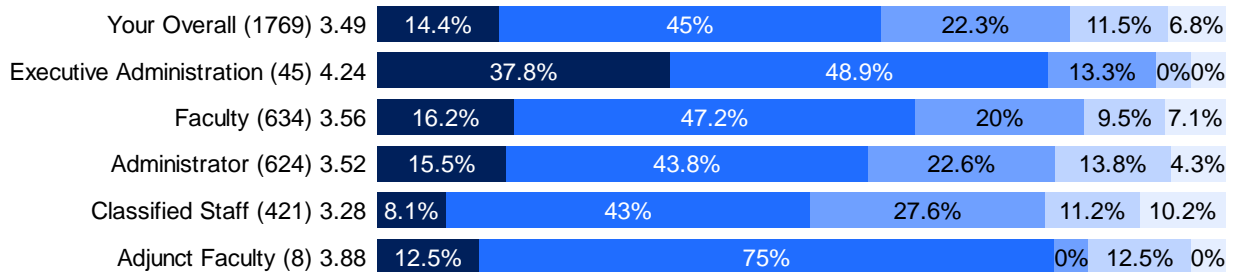


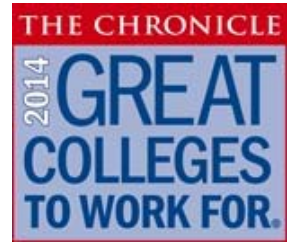
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|----------------|-------|--------------------------------------|----------|-------------------|
|----------------|-------|--------------------------------------|----------|-------------------|

62. My senate (administrative, classified, or faculty) effectively communicates pertinent information.



63. I can report an ethical or regulatory issue or concern without having to worry about losing my job or harming my career.





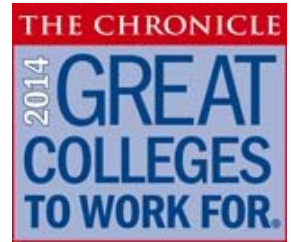
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|----------------|-------|--------------------------------------|----------|-------------------|
|----------------|-------|--------------------------------------|----------|-------------------|

64. I expect that action will be taken based on the results of this survey.

| Response | Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|------------------------------------|----------------|-------|--------------------------------------|----------|-------------------|
| Your Overall (1860) 2.91 | 7.8% | 27.4% | 26.2% | 24.8% | 13.8% |
| Executive Administration (45) 3.76 | 20% | 51.1% | 15.6% | 11.1% | 2.2% |
| Faculty (671) 2.71 | 6.4% | 23.7% | 23.2% | 27.6% | 19.1% |
| Administrator (652) 3.03 | 7.2% | 29.6% | 31.1% | 22.7% | 9.4% |
| Classified Staff (442) 2.97 | 9.7% | 27.6% | 25.6% | 23.8% | 13.3% |
| Adjunct Faculty (10) 3.5 | 10% | 60% | 10% | 10% | 10% |

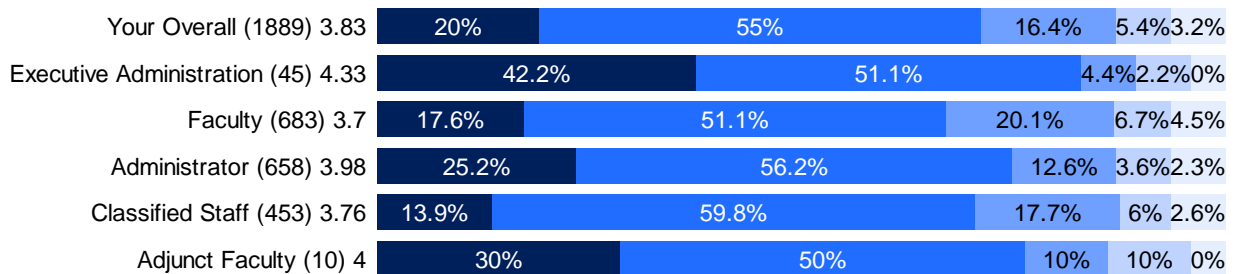
65. Merit salary increases in my department are determined through a fair process.

| Response | Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|------------------------------------|----------------|-------|--------------------------------------|----------|-------------------|
| Your Overall (1655) 3.06 | 8.7% | 32.7% | 27.6% | 17.6% | 13.4% |
| Executive Administration (42) 4.02 | 23.8% | 57.1% | 16.7% | 2.4% | 0% |
| Faculty (664) 3.14 | 9.3% | 33.9% | 29.1% | 16.6% | 11.1% |
| Administrator (603) 3.09 | 9.8% | 33.8% | 25.2% | 17.7% | 13.4% |
| Classified Staff (307) 2.7 | 3.6% | 25.4% | 29% | 21.5% | 20.5% |
| Adjunct Faculty (7) 3.57 | 14.3% | 42.9% | 28.6% | 14.3% | 0% |

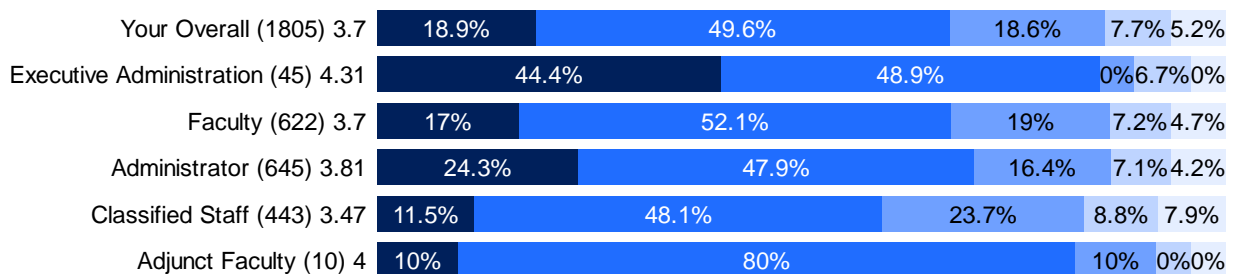


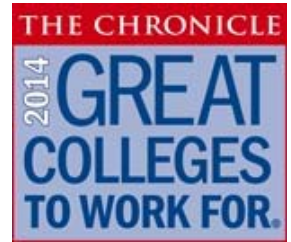
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|----------------|-------|--------------------------------------|----------|-------------------|
|----------------|-------|--------------------------------------|----------|-------------------|

66. My benefits (such as insurance, educational benefits, etc.) are fair for the work that I do.



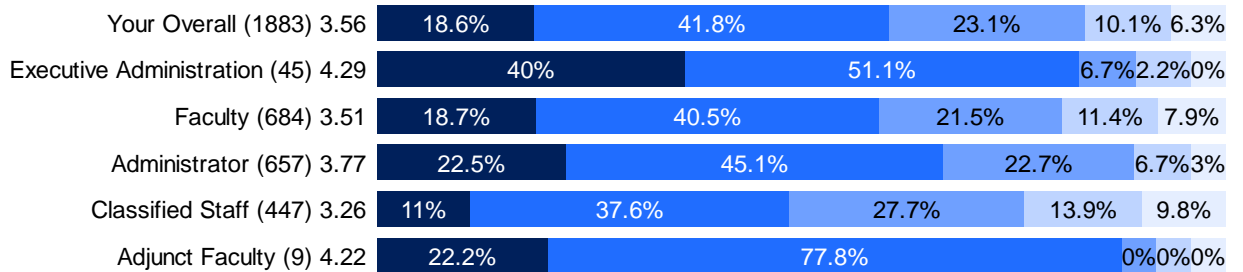
67. I feel comfortable pursuing university benefits (such as flex-time/place, educational, parental leave, etc.) that exist to assist employees in maintaining balance between their personal and professional lives.



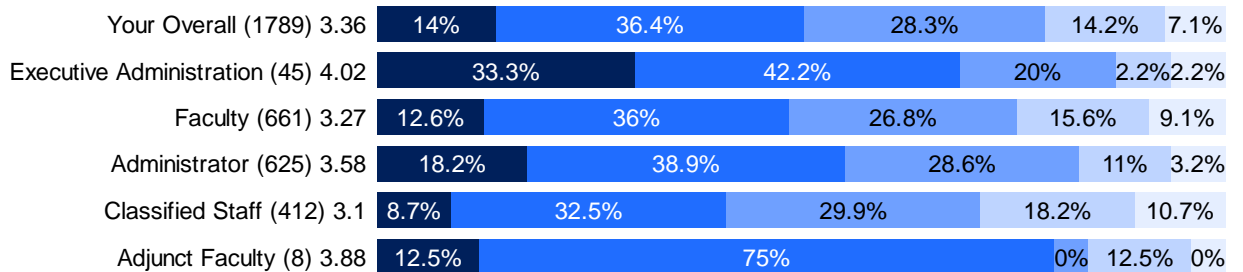


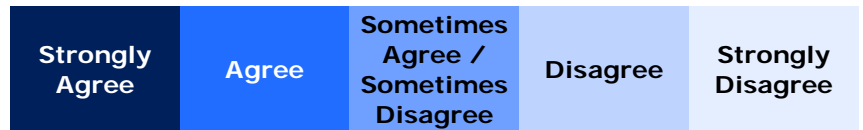
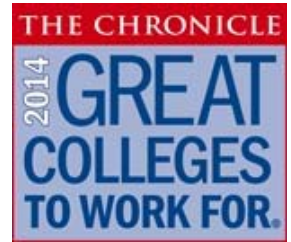
| Strongly Agree | Agree | Sometimes Agree / Sometimes Disagree | Disagree | Strongly Disagree |
|----------------|-------|--------------------------------------|----------|-------------------|
|----------------|-------|--------------------------------------|----------|-------------------|

68. My department engages in continuous quality improvement (striving to achieve acceptable quality) of its effectiveness.



69. My department uses outcome data to continuously improve its effectiveness.





70. The institution's technology adequately meets my needs.

