

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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**Average All Statements (1-72)**

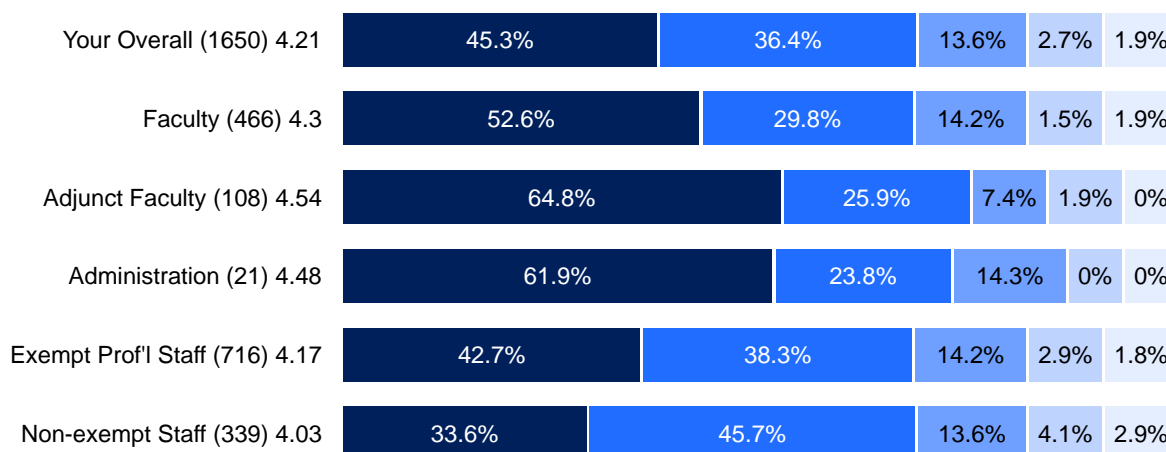
Your Overall (1650) 3.62	22.6%	38.3%	24%	9.2%	5.9%
Faculty (466) 3.53	22.9%	33.3%	25.6%	10.2%	8%
Adjunct Faculty (108) 3.78	29.5%	38.8%	18%	7.4%	6.3%
Administration (21) 4.27	49.1%	33.5%	13.6%	2.6%	1.2%
Exempt Prof'l Staff (716) 3.65	22.2%	39.6%	24.1%	8.9%	5.2%
Non-exempt Staff (339) 3.63	19.4%	42.9%	23.7%	9.3%	4.6%

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

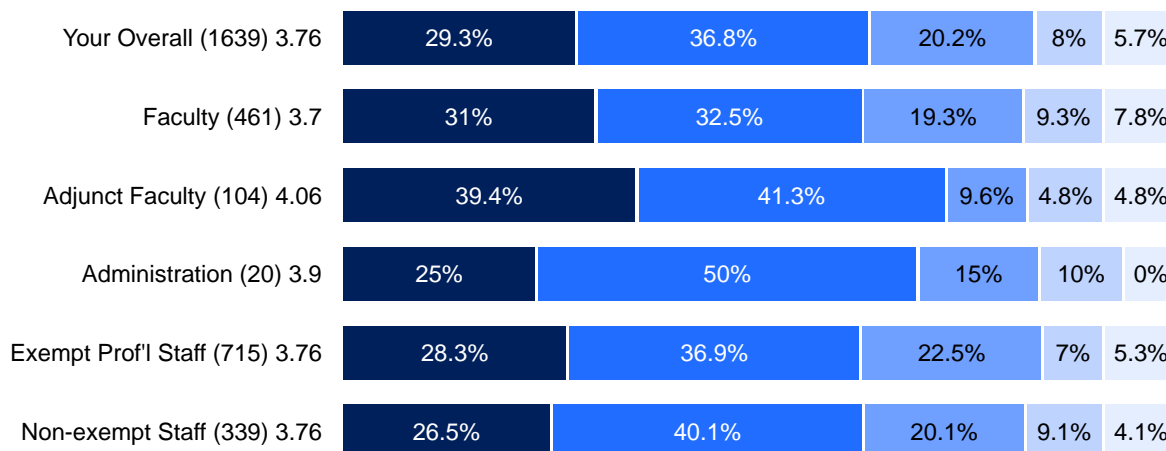
Your Overall (1648) 4.01	37.3%	36%	19.5%	4.7%	2.5%
Faculty (465) 4.18	46.2%	32.9%	15.7%	3.4%	1.7%
Adjunct Faculty (108) 4.28	50.9%	34.3%	8.3%	4.6%	1.9%
Administration (21) 4.71	71.4%	28.6%	0%	0%	0%
Exempt Prof'l Staff (716) 3.99	35.3%	37.2%	21.5%	3.6%	2.4%
Non-exempt Staff (338) 3.66	22.5%	39.1%	25.1%	8.9%	4.4%

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 (1649)	3.55	20.3%	36%	28.3%	9.5%	5.8%
Faculty (465)	3.36	18.3%	29%	32%	11.4%	9.2%
Adjunct Faculty (108)	3.89	36.1%	34.3%	17.6%	6.5%	5.6%
Administration (21)	3.43	9.5%	47.6%	23.8%	14.3%	4.8%
Exempt Prof'l Staff (716)	3.58	18.9%	38.1%	29.2%	9.6%	4.2%
Non-exempt Staff (339)	3.68	21.8%	41%	25.1%	7.4%	4.7%

**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 (1648)	4.26	45.1%	40.9%	10.3%	2.5%	1.2%
Faculty (465)	4.23	47.5%	35.5%	11.4%	3.4%	2.2%
Adjunct Faculty (108)	4.35	47.2%	44.4%	5.6%	1.9%	0.9%
Administration (21)	4.67	76.2%	14.3%	9.5%	0%	0%
Exempt Prof'l Staff (715)	4.3	45.7%	41.5%	9.9%	2.2%	0.6%
Non-exempt Staff (339)	4.18	37.8%	47.5%	11.2%	2.4%	1.2%

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.**

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1639)	3.88	32.5%	37%	20.8%	5.7%	4%
Faculty (465)	3.92	34.8%	35.7%	20.4%	4.7%	4.3%
Adjunct Faculty (101)	3.94	34.7%	41.6%	13.9%	3%	6.9%
Administration (21)	4.52	57.1%	38.1%	4.8%	0%	0%
Exempt Prof'l Staff (715)	3.92	33.3%	37.5%	20.6%	5.6%	3.1%
Non-exempt Staff (337)	3.7	25.5%	36.5%	24.9%	8.3%	4.7%

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

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1634)	3.59	25%	35.1%	22.2%	9.4%	8.3%
Faculty (459)	3.46	24%	31.4%	22.7%	10.5%	11.5%
Adjunct Faculty (104)	3.45	25%	29.8%	23.1%	9.6%	12.5%
Administration (20)	4.1	40%	35%	20%	5%	0%
Exempt Prof'l Staff (712)	3.65	25.8%	36.1%	22.3%	8.7%	7%
Non-exempt Staff (339)	3.66	23.6%	39.8%	21.2%	9.7%	5.6%

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.**

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1635)	3.62	24.7%	35.3%	24.4%	8.9%	6.7%
Faculty (466)	3.48	23.2%	30.5%	26.4%	10.7%	9.2%
Adjunct Faculty (97)	3.85	32%	42.3%	11.3%	7.2%	7.2%
Administration (21)	4.19	42.9%	33.3%	23.8%	0%	0%
Exempt Prof'l Staff (714)	3.73	27.3%	36.1%	23.9%	7.7%	4.9%
Non-exempt Staff (337)	3.5	18.1%	38.3%	26.4%	10.1%	7.1%

**9. I am regularly recognized for my contributions.**

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1628)	3.36	19.7%	30.8%	26%	13.4%	10.2%
Faculty (462)	3.32	22.7%	27.1%	22.5%	14.9%	12.8%
Adjunct Faculty (98)	3.21	17.3%	31.6%	24.5%	8.2%	18.4%
Administration (19)	4.11	42.1%	31.6%	21.1%	5.3%	0%
Exempt Prof'l Staff (715)	3.41	18.7%	33%	27%	13.1%	8.1%
Non-exempt Staff (334)	3.32	16.8%	30.8%	29.3%	13.8%	9.3%

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

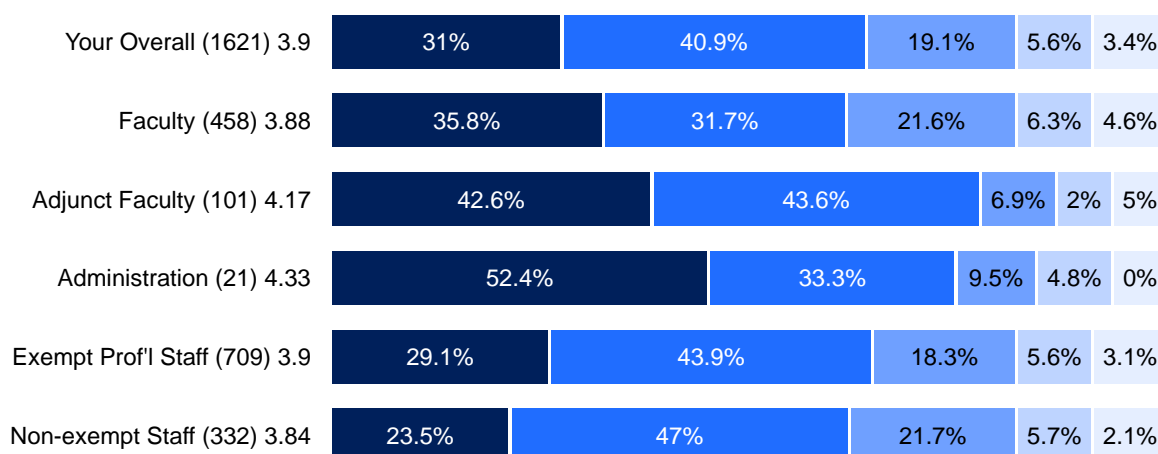
Your Overall (1593) 3.48	22.3%	33.5%	22.5%	14%	7.8%
Faculty (458) 3.84	34.5%	34.7%	16.4%	9.2%	5.2%
Adjunct Faculty (83) 3.35	21.7%	31.3%	19.3%	15.7%	12%
Administration (19) 4.26	57.9%	21.1%	15.8%	0%	5.3%
Exempt Prof'l Staff (701) 3.32	17.1%	31.5%	26.7%	16%	8.7%
Non-exempt Staff (332) 3.32	14.5%	37%	23.2%	16.9%	8.4%

**11. I am paid fairly for my work.**

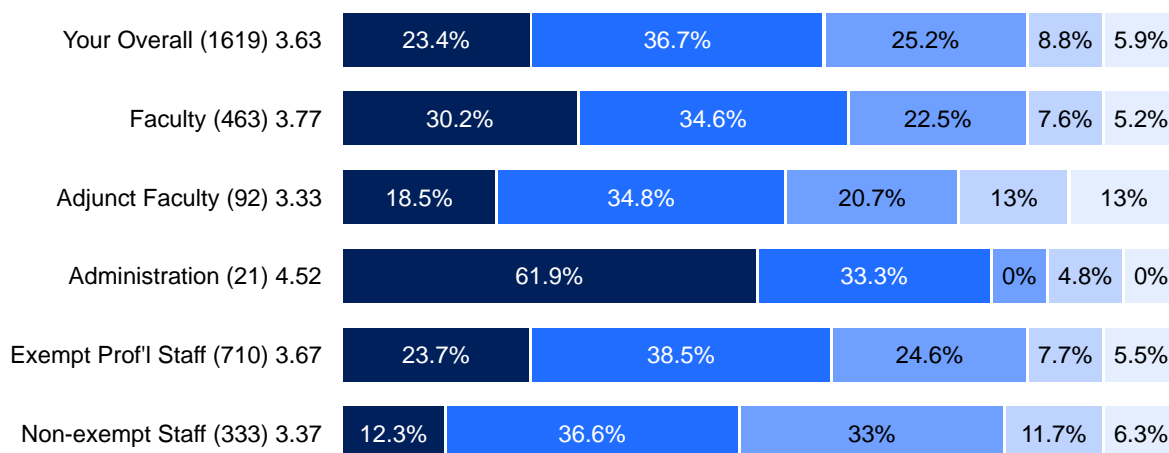
Your Overall (1630) 2.87	9.1%	27.4%	23.7%	20.7%	19%
Faculty (462) 2.97	13.2%	25.1%	26%	17.3%	18.4%
Adjunct Faculty (102) 2.68	7.8%	22.5%	23.5%	21.6%	24.5%
Administration (21) 4.14	47.6%	28.6%	19%	0%	4.8%
Exempt Prof'l Staff (711) 2.9	7.6%	30.7%	22.6%	21.9%	17.2%
Non-exempt Staff (334) 2.65	4.8%	25.1%	23.4%	24%	22.8%

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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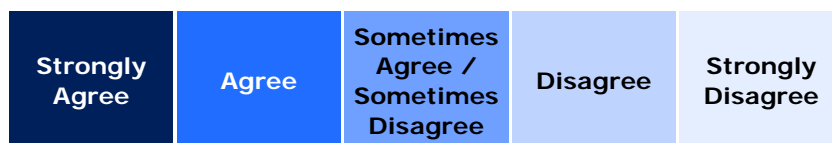
**14. I can speak up or challenge a traditional way of doing something without fear of harming my career.**

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1614)	3.53	21.1%	38.6%	21.8%	9.7%	8.8%
Faculty (460)	3.41	22.2%	32%	22.6%	11.1%	12.2%
Adjunct Faculty (91)	3.62	24.2%	42.9%	15.4%	5.5%	12.1%
Administration (20)	4.65	65%	35%	0%	0%	0%
Exempt Prof'l Staff (712)	3.6	21.8%	41.2%	19.5%	10.1%	7.4%
Non-exempt Staff (331)	3.48	14.5%	41.4%	28.7%	8.8%	6.6%

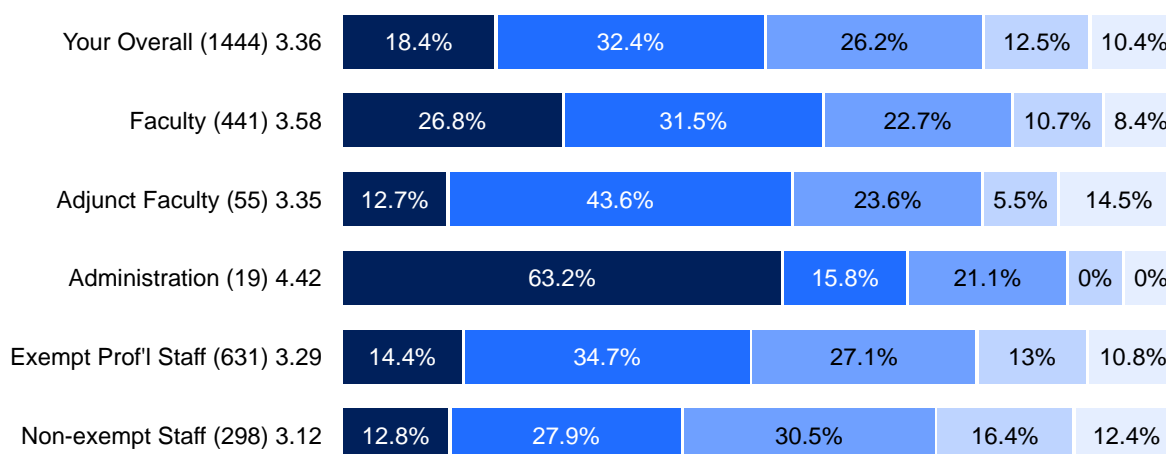
**15. My supervisor/department chair regularly models this institution's values.**

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1613)	3.9	33%	38.9%	17.6%	6.1%	4.4%
Faculty (454)	3.83	35%	32.6%	18.7%	7.3%	6.4%
Adjunct Faculty (96)	4.1	40.6%	41.7%	9.4%	4.2%	4.2%
Administration (21)	4.62	71.4%	19%	9.5%	0%	0%
Exempt Prof'l Staff (710)	3.95	33.9%	39.6%	17.6%	5.4%	3.5%
Non-exempt Staff (332)	3.79	23.8%	46.4%	19%	6.9%	3.9%

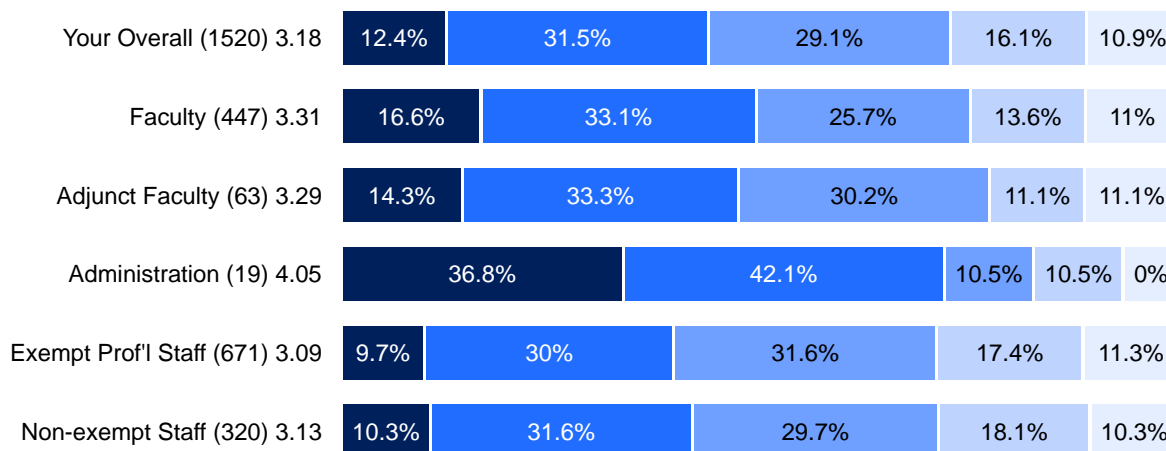


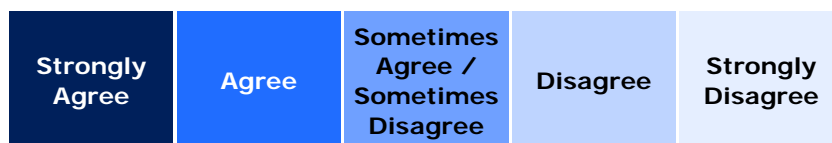


**16. Promotions in my department are based on a person's ability.**

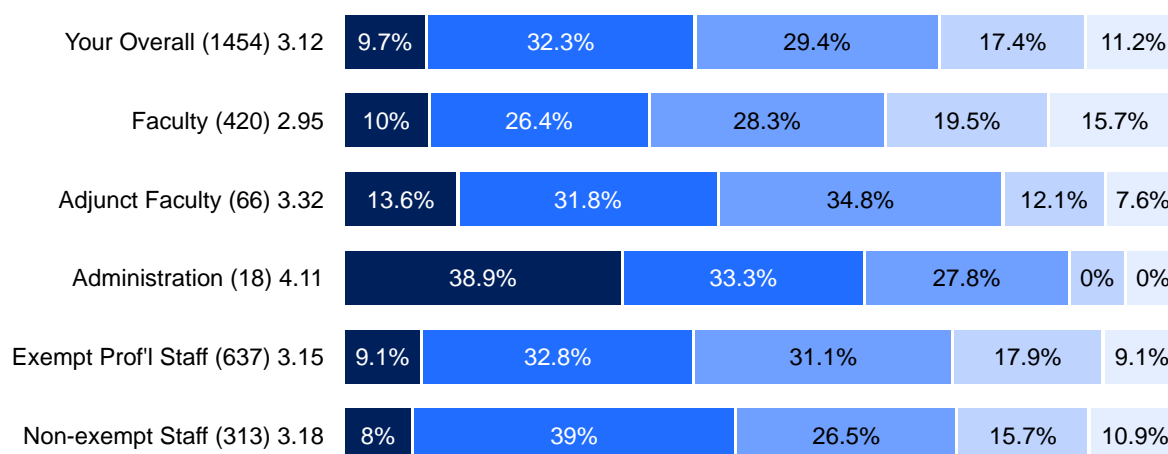


**17. Our review process accurately measures my job performance.**

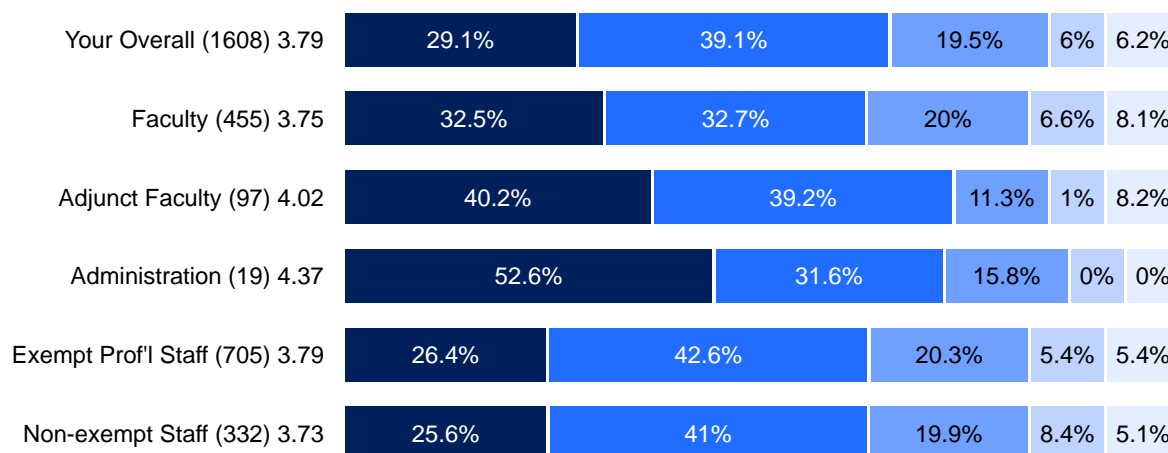


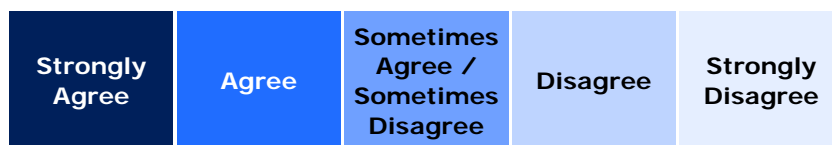


**18. Issues of low performance are addressed in my department.**

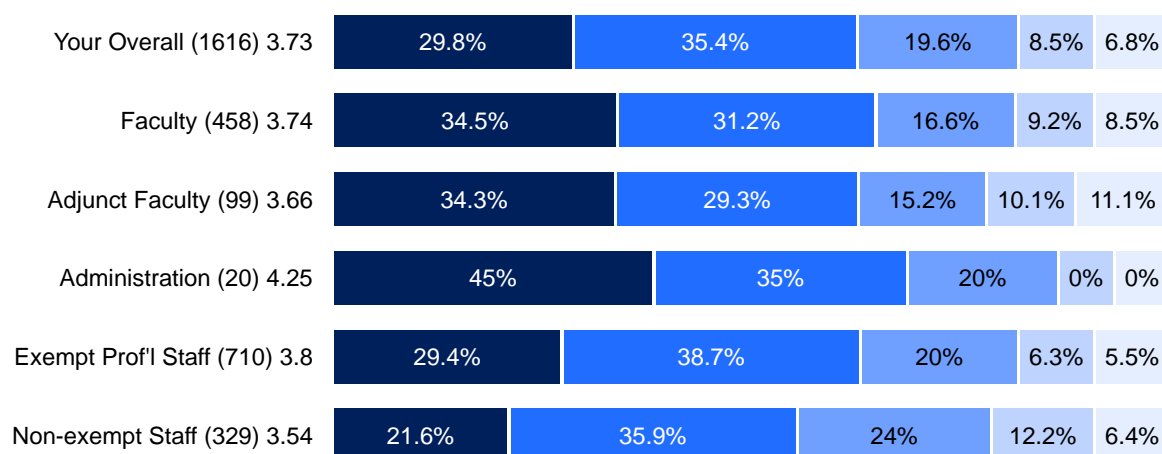


**19. My supervisor/department chair is consistent and fair.**

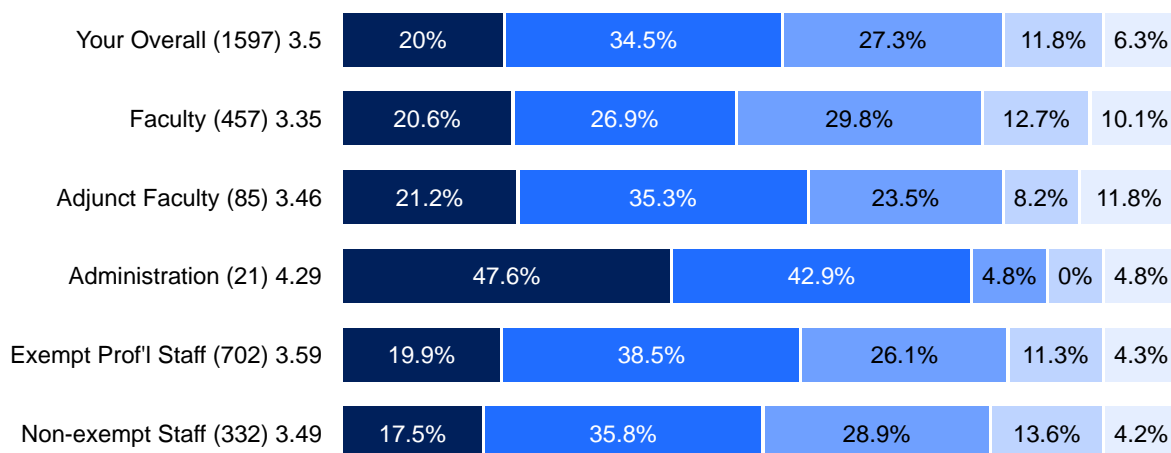


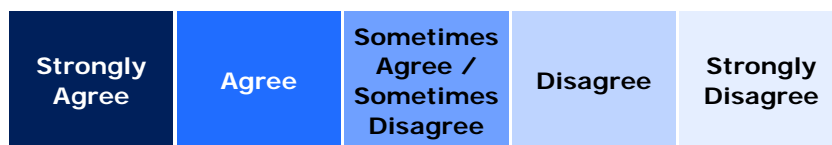


**20. My supervisor/department chair actively solicits my suggestions and ideas.**

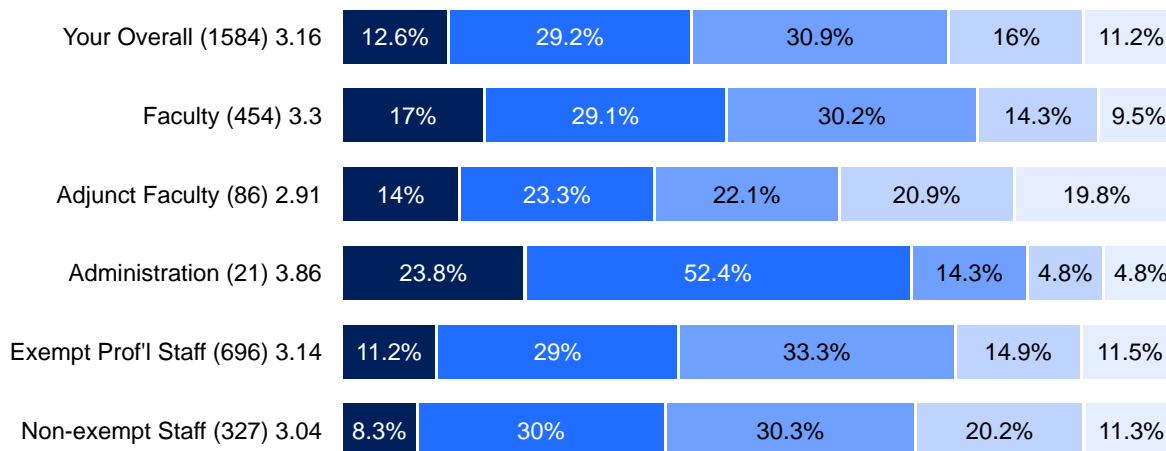


**21. In my department, we communicate openly about issues that impact each other's work.**

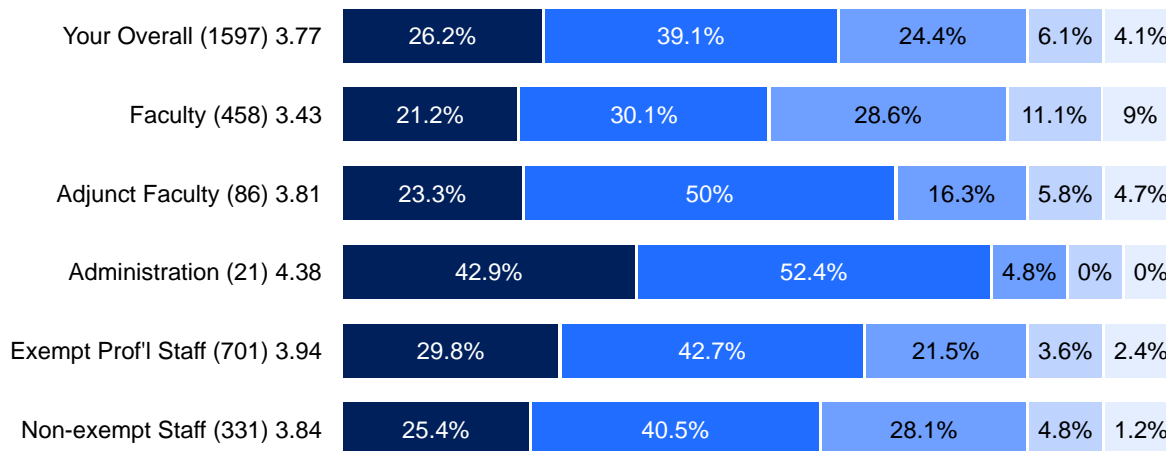




**22. Changes that affect me are discussed prior to being implemented.**



**23. People in my department work well together.**



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.**

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1605) 4.14	42.1%	37.9%	14.3%	3.1%	2.6%
Faculty (456) 4.12	44.3%	32.5%	17.3%	3.1%	2.9%
Adjunct Faculty (97) 4.18	42.3%	43.3%	7.2%	4.1%	3.1%
Administration (21) 4.71	76.2%	19%	4.8%	0%	0%
Exempt Prof'l Staff (700) 4.14	41.1%	39.9%	13.6%	3%	2.4%
Non-exempt Staff (331) 4.1	38.7%	41.1%	14.5%	3.3%	2.4%

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

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1607) 3.99	35.7%	39%	17.2%	4.7%	3.4%
Faculty (459) 3.88	34.9%	34.2%	19.6%	6.8%	4.6%
Adjunct Faculty (94) 4.13	43.6%	38.3%	11.7%	0%	6.4%
Administration (21) 4.48	52.4%	42.9%	4.8%	0%	0%
Exempt Prof'l Staff (701) 4.02	34.5%	42.1%	17.4%	3.3%	2.7%
Non-exempt Staff (332) 3.99	35.8%	39.2%	15.7%	6.6%	2.7%

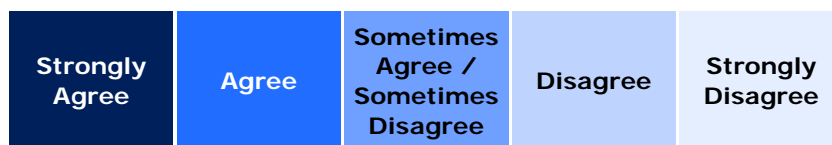
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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**26. I can count on people to cooperate across departments.**

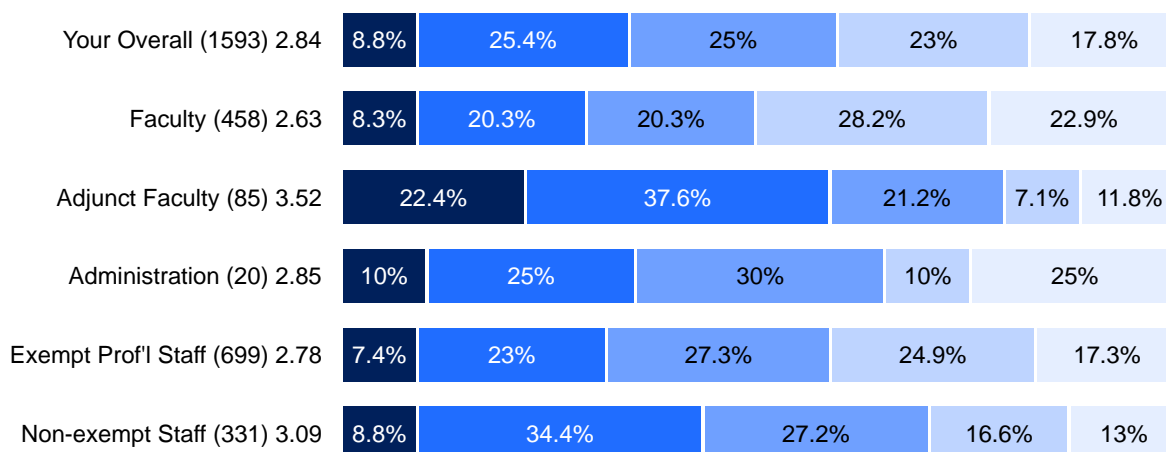
Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1572)	3.43	12.8%	37.8%	33.8%	10.9%	4.7%
Faculty (446)	3.38	13.2%	35%	34.1%	12.3%	5.4%
Adjunct Faculty (78)	3.65	20.5%	48.7%	16.7%	3.8%	10.3%
Administration (21)	3.67	23.8%	28.6%	38.1%	9.5%	0%
Exempt Prof'l Staff (699)	3.43	12.2%	37.3%	35.8%	10.9%	3.9%
Non-exempt Staff (328)	3.43	11.3%	40.5%	32.9%	10.7%	4.6%

**27. My unit leader (dean, vice chancellor, vice provost, etc.) provides a clear direction for this institution's future.**

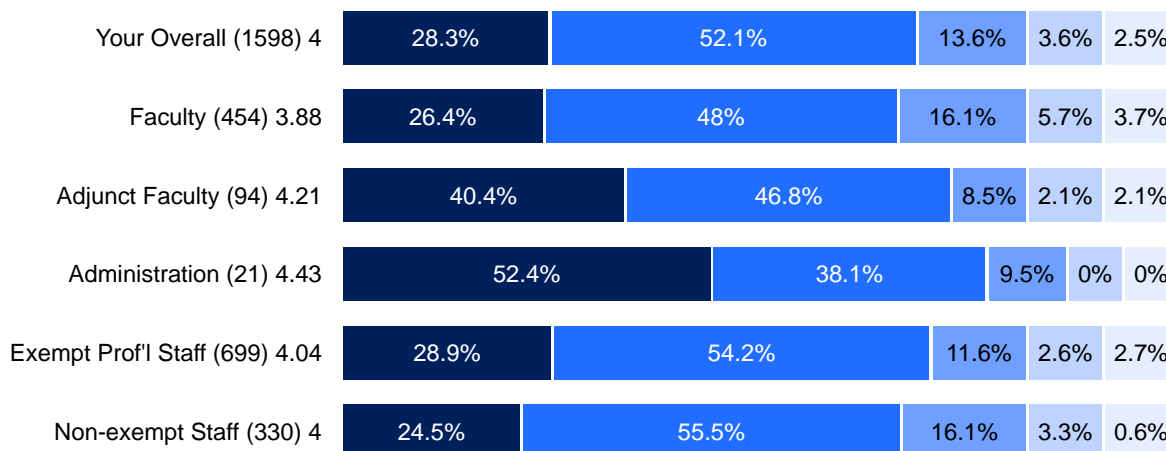
Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1593)	3.58	22.8%	37.9%	21.7%	9.6%	8%
Faculty (455)	3.46	23.1%	33%	21.5%	12.1%	10.3%
Adjunct Faculty (91)	3.79	29.7%	36.3%	23.1%	5.5%	5.5%
Administration (21)	4.38	61.9%	19%	14.3%	4.8%	0%
Exempt Prof'l Staff (701)	3.59	23.4%	37.9%	20.8%	9.6%	8.3%
Non-exempt Staff (325)	3.62	16.9%	46.5%	23.7%	7.7%	5.2%



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



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



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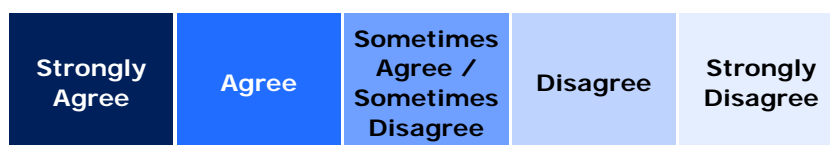
**30. Our orientation program prepares new faculty, administration and staff to be effective.**

Your Overall (1400) 3.37	12%	39.1%	29.4%	13.1%	6.3%
Faculty (372) 3.22	9.4%	33.3%	33.6%	16.7%	7%
Adjunct Faculty (77) 3.51	24.7%	29.9%	24.7%	13%	7.8%
Administration (17) 3.47	17.6%	41.2%	23.5%	5.9%	11.8%
Exempt Prof'l Staff (626) 3.38	11.7%	39.9%	29.7%	12.6%	6.1%
Non-exempt Staff (308) 3.51	12.3%	46.8%	25.3%	10.4%	5.2%

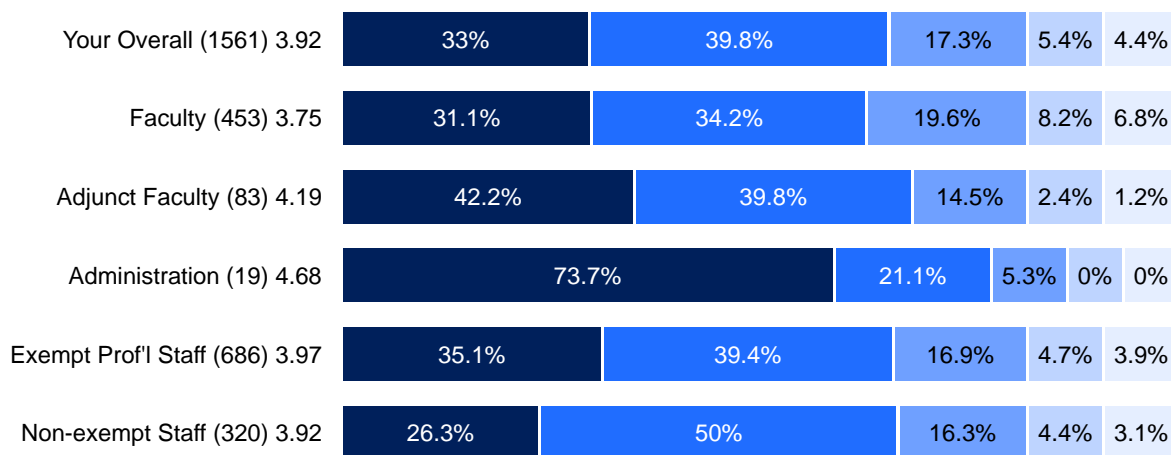
**31. The facilities (e.g., classrooms, offices) adequately meet my needs.**

Your Overall (1541) 3.54	17.3%	40.4%	26%	11.4%	4.9%
Faculty (455) 3.37	16.9%	33%	27.9%	14.7%	7.5%
Adjunct Faculty (80) 3.86	36.3%	27.5%	23.8%	11.3%	1.3%
Administration (20) 3.45	20%	35%	25%	10%	10%
Exempt Prof'l Staff (675) 3.55	15.7%	43.3%	26.2%	10.1%	4.7%
Non-exempt Staff (311) 3.68	16.1%	48.9%	23.5%	9.6%	1.9%

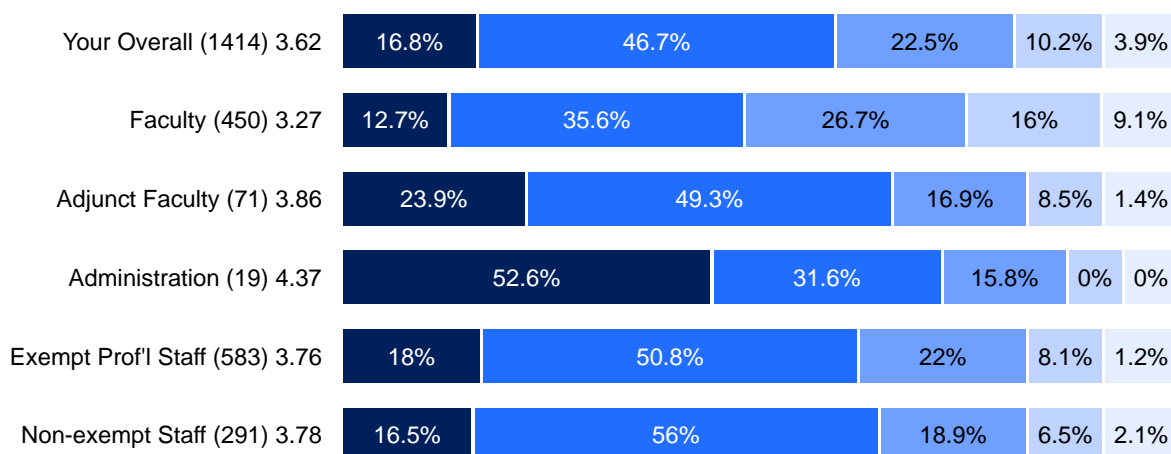




**32. My unit leader (dean, vice chancellor, vice provost, etc.) has the knowledge, skills and experience necessary for institutional success.**



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



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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**34. This institution's benefits meet my needs.**

Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1543) 3.64	18.5%	45.6%	22.5%	8.1%	5.2%
Faculty (450) 3.5	13.8%	44%	27.3%	8.7%	6.2%
Adjunct Faculty (58) 3.05	15.5%	34.5%	12.1%	15.5%	22.4%
Administration (21) 3.95	42.9%	28.6%	14.3%	9.5%	4.8%
Exempt Prof'l Staff (690) 3.71	20.1%	47.5%	20%	7.8%	4.5%
Non-exempt Staff (324) 3.77	20.7%	46.9%	23.5%	6.5%	2.5%

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

Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1480) 3	9.5%	24.9%	33%	21%	11.5%
Faculty (437) 2.99	8.9%	27%	30.4%	21.1%	12.6%
Adjunct Faculty (67) 3.01	13.4%	23.9%	26.9%	22.4%	13.4%
Administration (20) 3.75	35%	20%	35%	5%	5%
Exempt Prof'l Staff (647) 2.91	7.3%	22.7%	36.3%	21%	12.7%
Non-exempt Staff (309) 3.16	12.6%	27.2%	31.1%	21.7%	7.4%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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**36. I am proud to be part of this institution.**

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1598) 4.04	36.4%	38.1%	20.6%	3.2%	1.8%
Faculty (457) 3.88	29.5%	39.4%	24.1%	3.9%	3.1%
Adjunct Faculty (95) 4.38	57.9%	28.4%	8.4%	4.2%	1.1%
Administration (21) 4.52	71.4%	9.5%	19%	0%	0%
Exempt Prof'l Staff (696) 4.07	36.4%	39.9%	19.5%	2.3%	1.9%
Non-exempt Staff (329) 4.08	37.4%	37.1%	21.6%	4%	0%

**37. My unit leader (dean, vice chancellor, vice provost, etc.) shows a genuine interest in the well-being of faculty, administration and staff.**

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1574) 3.72	29.9%	34.6%	19.8%	8.8%	6.9%
Faculty (455) 3.64	30.1%	28.6%	25.7%	6.4%	9.2%
Adjunct Faculty (85) 3.79	34.1%	29.4%	22.4%	9.4%	4.7%
Administration (19) 4.79	78.9%	21.1%	0%	0%	0%
Exempt Prof'l Staff (693) 3.73	30.6%	35.9%	16%	10.8%	6.6%
Non-exempt Staff (322) 3.73	24.2%	42.5%	20.2%	8.1%	5%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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**38. The role of faculty in shared governance is clearly stated and publicized.**

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1154)	3.3	13.1%	33.8%	30.3%	15.3%	7.5%
Faculty (450)	3.29	16.4%	28.7%	32%	12.9%	10%
Adjunct Faculty (73)	3.25	15.1%	31.5%	24.7%	20.5%	8.2%
Administration (18)	4.17	38.9%	38.9%	22.2%	0%	0%
Exempt Prof'l Staff (395)	3.21	9.4%	34.9%	30.6%	17.5%	7.6%
Non-exempt Staff (218)	3.42	10.1%	42.7%	28.9%	16.1%	2.3%

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

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1012)	3.66	18.4%	44.8%	25%	8.1%	3.8%
Faculty (448)	3.54	19.4%	37.7%	26.1%	10.7%	6%
Adjunct Faculty (77)	3.49	18.2%	37.7%	26%	11.7%	6.5%
Administration (15)	4.53	66.7%	20%	13.3%	0%	0%
Exempt Prof'l Staff (290)	3.77	16.6%	51.7%	25.2%	5.5%	1%
Non-exempt Staff (182)	3.77	14.8%	56%	22.5%	4.9%	1.6%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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**40. Teaching is appropriately recognized in the evaluation and promotion process.**

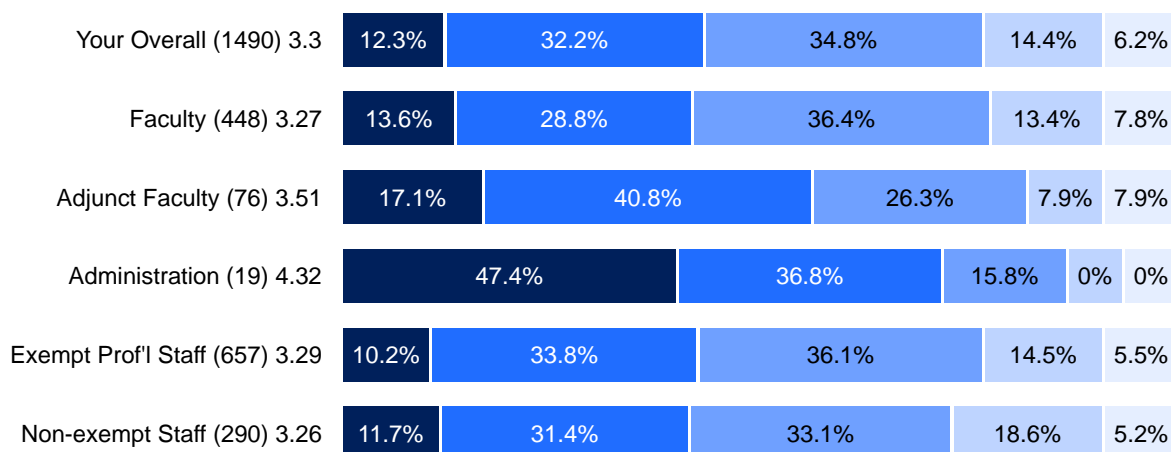
	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (923) 3.44	14.7%	39.5%	27.7%	10.6%	7.4%
Faculty (431) 3.41	16.9%	34.3%	29.5%	11.1%	8.1%
Adjunct Faculty (56) 3.27	16.1%	35.7%	19.6%	16.1%	12.5%
Administration (14) 4.29	57.1%	28.6%	0%	14.3%	0%
Exempt Prof'l Staff (249) 3.39	9.6%	43.4%	30.5%	8.8%	7.6%
Non-exempt Staff (173) 3.57	12.7%	49.1%	24.3%	9.8%	4%

**41. My unit leader (dean, vice chancellor, vice provost, etc.) communicates openly about important matters.**

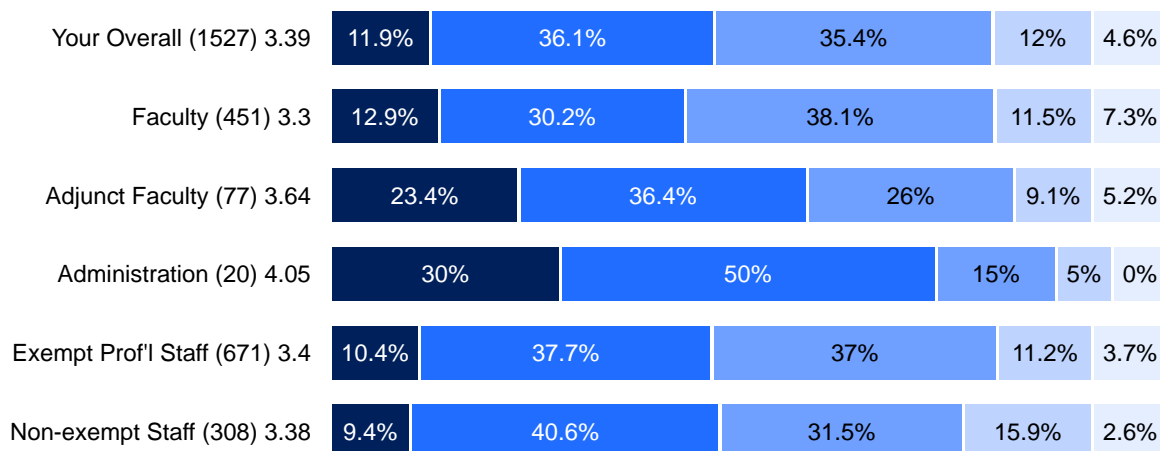
	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1552) 3.59	23.5%	35.3%	24.9%	9.3%	6.9%
Faculty (453) 3.52	24.3%	29.4%	28.5%	9.5%	8.4%
Adjunct Faculty (81) 3.7	24.7%	40.7%	21%	7.4%	6.2%
Administration (19) 4.47	52.6%	42.1%	5.3%	0%	0%
Exempt Prof'l Staff (685) 3.6	24.4%	34.9%	23.9%	9.6%	7.2%
Non-exempt Staff (314) 3.61	18.5%	43%	24.2%	9.6%	4.8%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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**42. Faculty, administration and staff are meaningfully involved in institutional planning.**

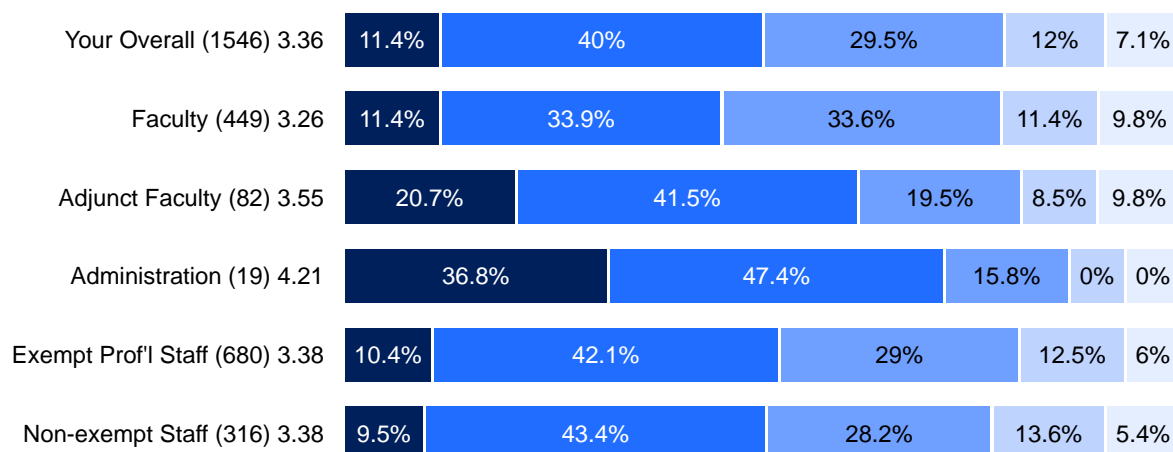


**43. At this institution, we discuss and debate issues respectfully to get better results.**

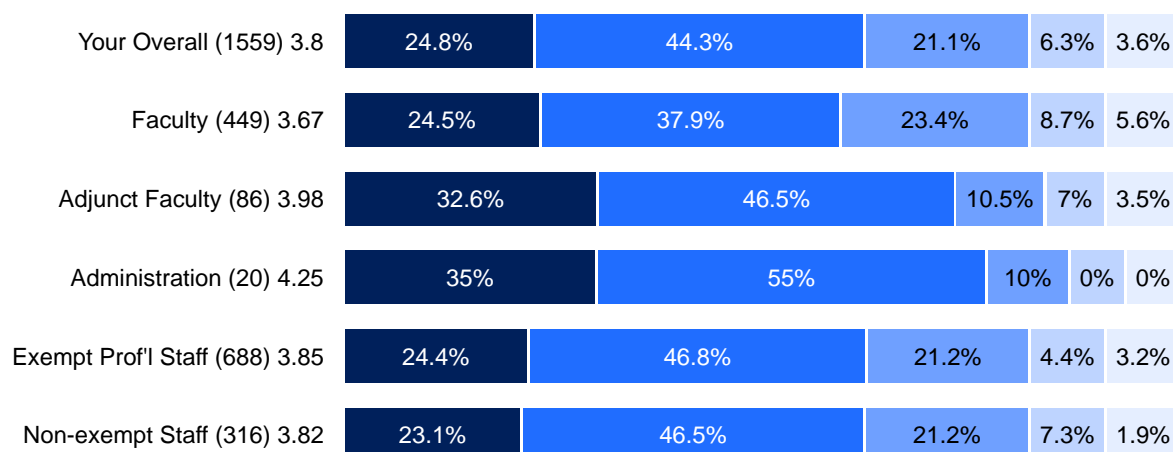


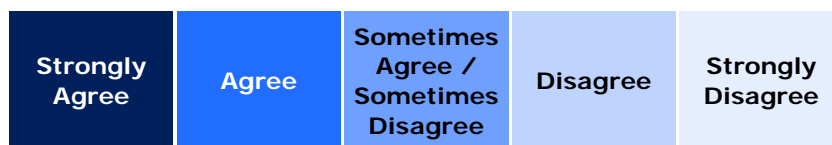
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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**44. This institution's policies and practices ensure fair treatment for faculty, administration and staff.**

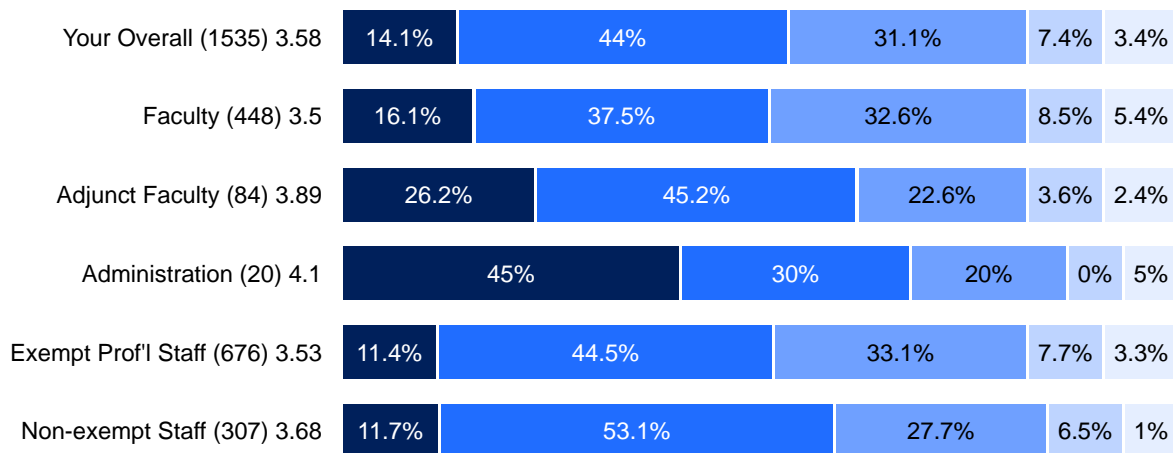


**45. At this institution, people are supportive of their colleagues regardless of their heritage or background.**

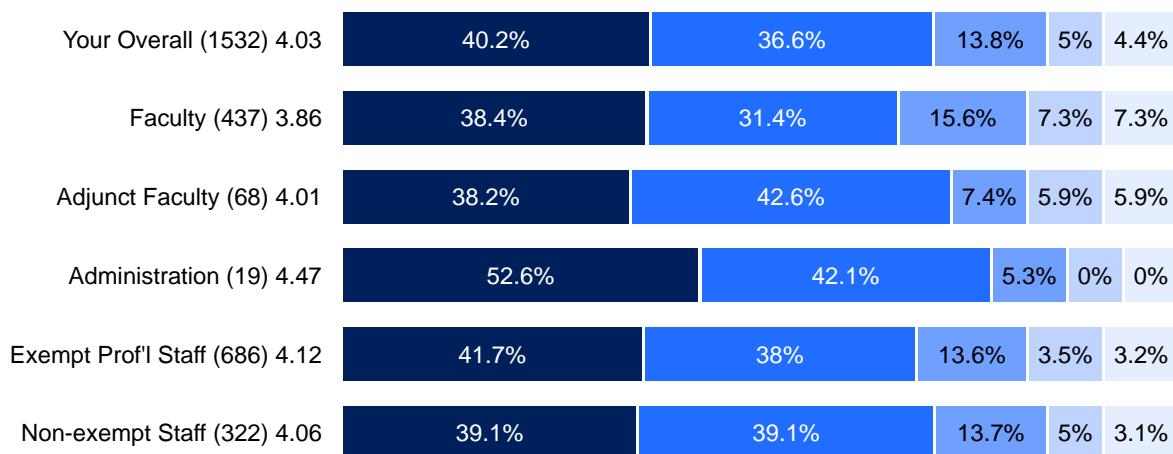




**46. Faculty, administration and staff work together to ensure the success of institution programs and initiatives.**



**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
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**48. My unit leader (dean, vice chancellor, vice provost, etc.) regularly models this institution's values.**

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1540)	3.85	28.4%	42.2%	19.4%	5.7%	4.3%
Faculty (450)	3.75	29.8%	34.9%	22%	7.1%	6.2%
Adjunct Faculty (80)	3.96	28.8%	48.8%	15%	5%	2.5%
Administration (19)	4.53	63.2%	26.3%	10.5%	0%	0%
Exempt Prof'l Staff (681)	3.89	29.4%	43.8%	17.5%	5.4%	4%
Non-exempt Staff (310)	3.83	22.3%	48.7%	21.3%	4.8%	2.9%

**49. This institution actively contributes to the community.**

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1540)	3.97	28.4%	46.9%	19.3%	3.9%	1.6%
Faculty (452)	3.89	29.6%	38.7%	25%	4.2%	2.4%
Adjunct Faculty (82)	4.17	36.6%	47.6%	12.2%	3.7%	0%
Administration (20)	4.5	55%	40%	5%	0%	0%
Exempt Prof'l Staff (673)	3.98	27.3%	49.6%	18.1%	3.4%	1.5%
Non-exempt Staff (313)	3.96	24.9%	53%	16.3%	4.8%	1%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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**50. This institution places sufficient emphasis on having diverse faculty, administration and staff.**

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1546)	3.55	20.3%	38.1%	24.4%	10.8%	6.4%
Faculty (449)	3.36	18.3%	31.4%	27.6%	13.8%	8.9%
Adjunct Faculty (85)	3.75	27.1%	41.2%	16.5%	10.6%	4.7%
Administration (20)	4.4	55%	30%	15%	0%	0%
Exempt Prof'l Staff (679)	3.57	19.9%	40.1%	23.6%	10.3%	6.2%
Non-exempt Staff (313)	3.67	20.1%	43.1%	24.3%	8.3%	4.2%

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

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1087)	3.47	14.2%	41.1%	27.4%	12.1%	5.2%
Faculty (442)	3.33	14.3%	34.6%	28.5%	15.4%	7.2%
Adjunct Faculty (77)	3.39	23.4%	29.9%	22.1%	11.7%	13%
Administration (16)	4.25	50%	31.3%	12.5%	6.3%	0%
Exempt Prof'l Staff (354)	3.51	11.9%	44.6%	29.4%	10.7%	3.4%
Non-exempt Staff (198)	3.68	11.6%	54.5%	24.7%	8.1%	1%

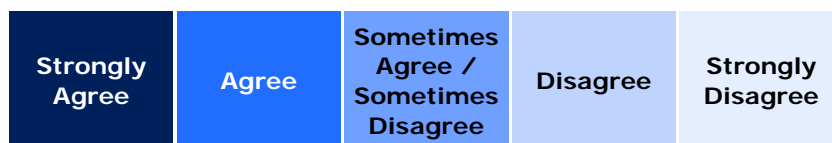
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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**52. We celebrate significant milestones and important accomplishments at this institution.**

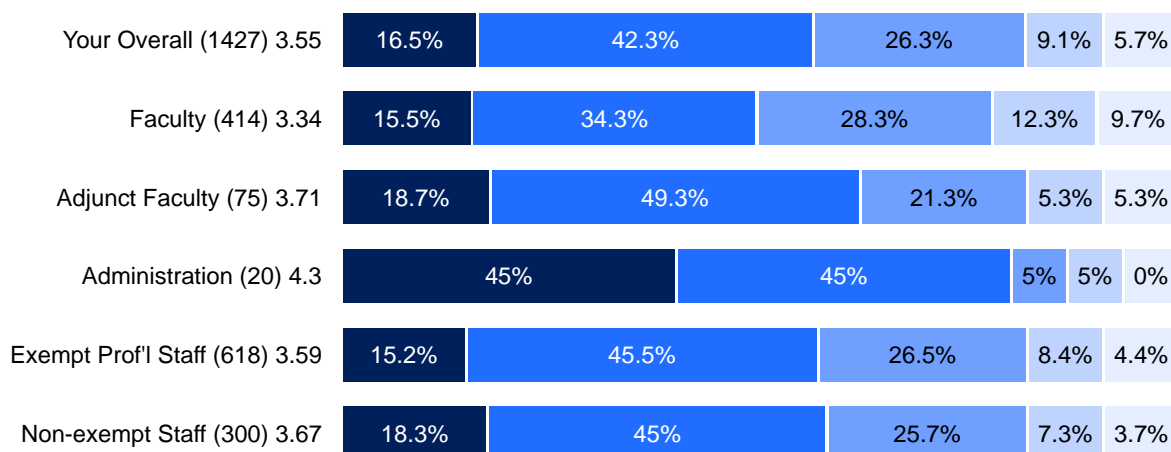
Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1508)	3.54	13.4%	43.8%	30.2%	9%	3.6%
Faculty (446)	3.45	15%	37.7%	30.7%	10.5%	6.1%
Adjunct Faculty (77)	3.71	22.1%	45.5%	18.2%	10.4%	3.9%
Administration (19)	3.95	26.3%	42.1%	31.6%	0%	0%
Exempt Prof'l Staff (661)	3.52	11.8%	43.4%	33%	8.9%	2.9%
Non-exempt Staff (305)	3.66	11.5%	53.4%	26.2%	6.9%	2%

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

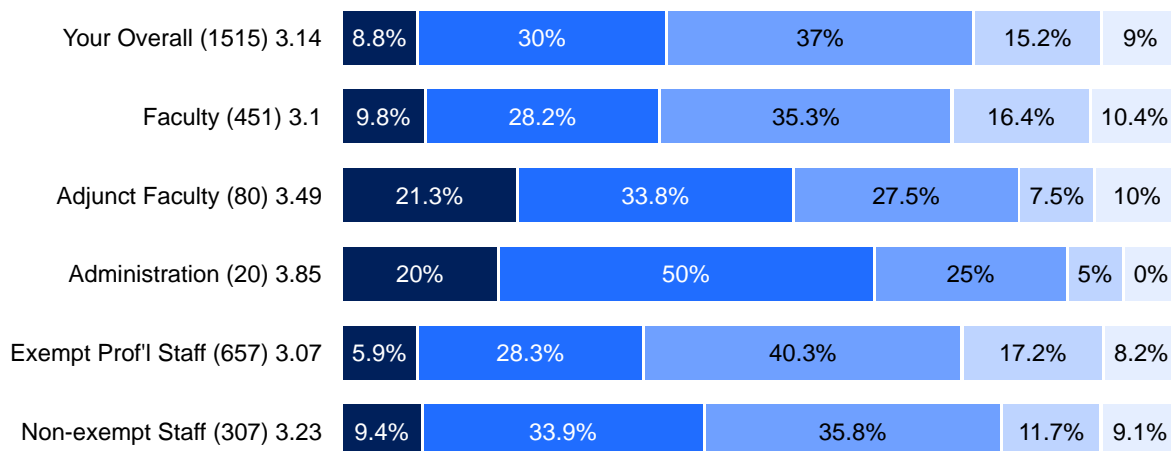
Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1545)	3.78	25%	43%	20.9%	6.9%	4.2%
Faculty (450)	3.71	26%	38.4%	21.3%	9.3%	4.9%
Adjunct Faculty (80)	3.86	31.3%	42.5%	13.8%	6.3%	6.3%
Administration (20)	4.25	40%	45%	15%	0%	0%
Exempt Prof'l Staff (676)	3.8	23.8%	45.3%	21.7%	5.6%	3.6%
Non-exempt Staff (319)	3.76	23.5%	44.5%	20.7%	6.9%	4.4%



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

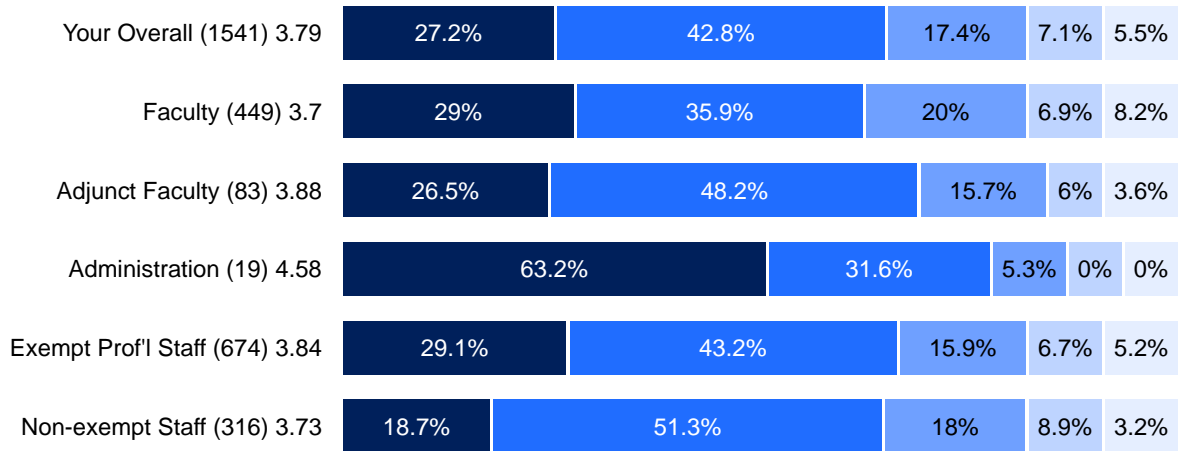


**55. There is regular and open communication among faculty, administration and staff.**

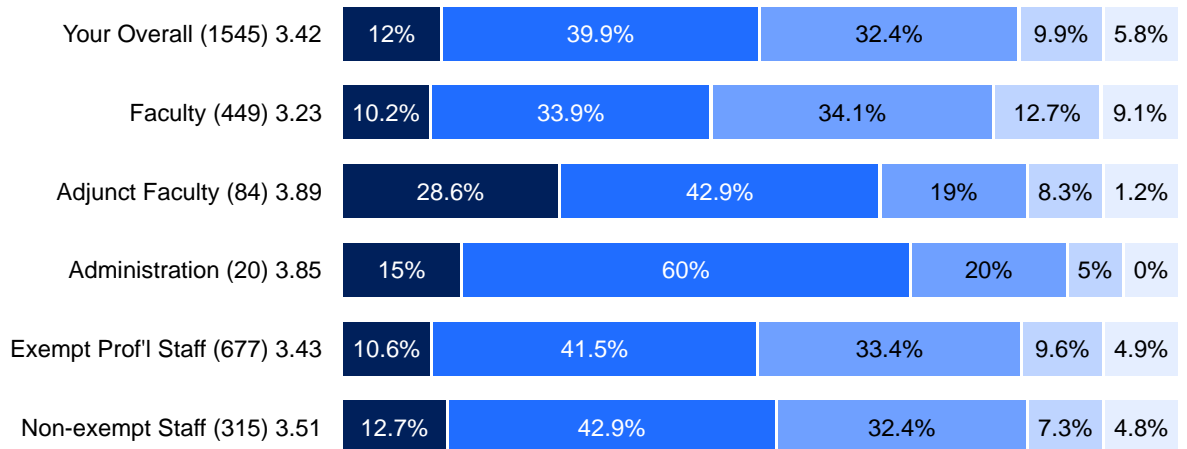


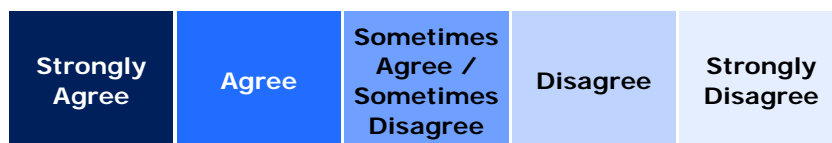
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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**56. My unit leader (dean, vice chancellor, vice provost, etc.) is credible in their communications.**

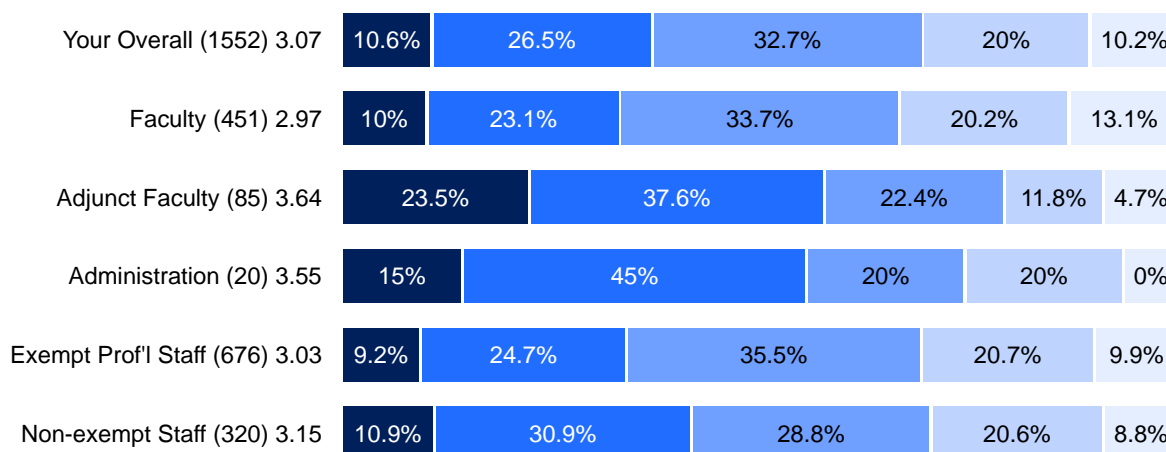


**57. This institution is well run.**

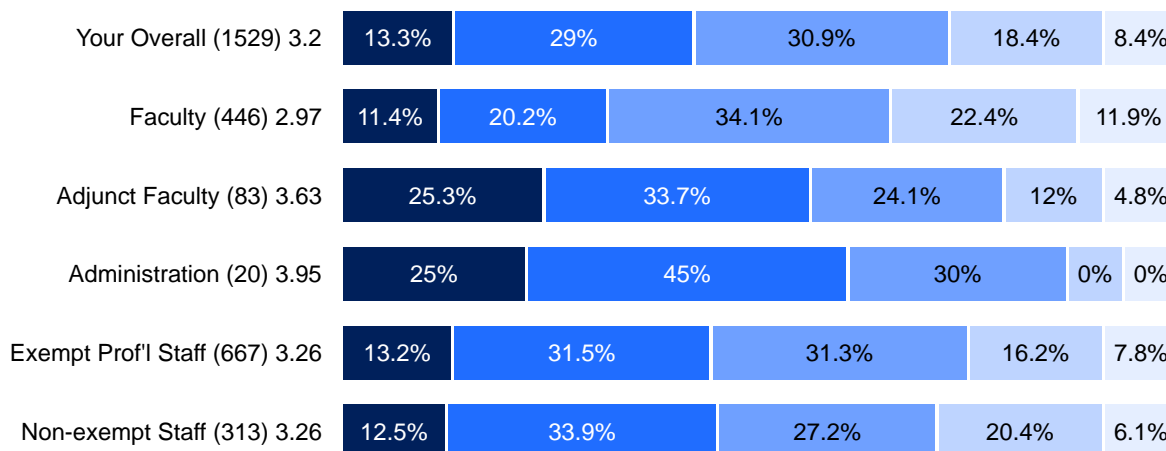




**58. There's a sense that we're all on the same team at this institution.**



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



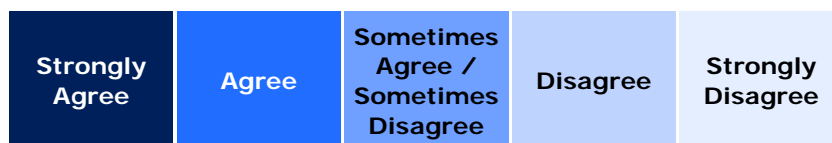
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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**60. All things considered, this is a great place to work.**

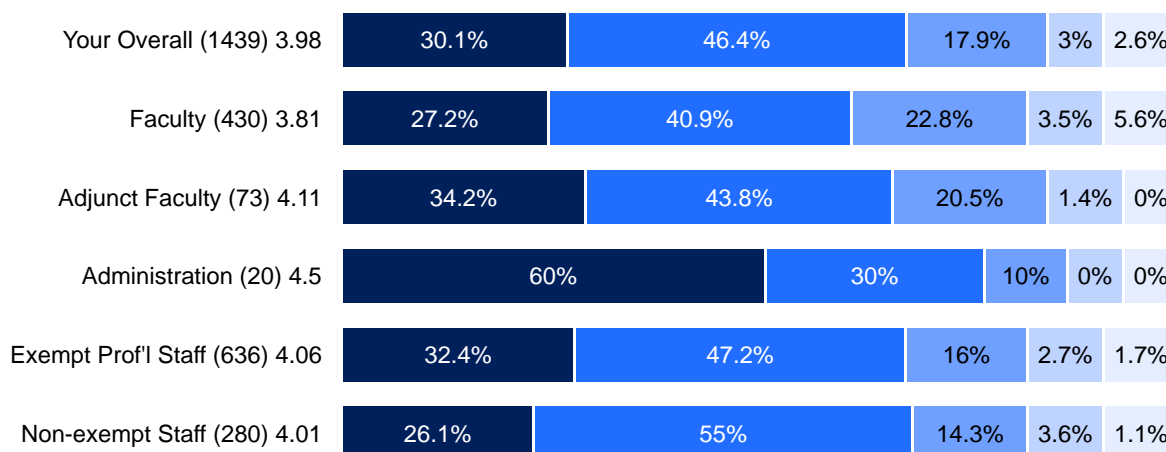
Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1555)	3.83	27.1%	39.5%	25.1%	5.4%	2.8%
Faculty (450)	3.7	22.9%	38.2%	28.4%	6.7%	3.8%
Adjunct Faculty (86)	4.09	41.9%	34.9%	17.4%	2.3%	3.5%
Administration (20)	4.4	55%	30%	15%	0%	0%
Exempt Prof'l Staff (677)	3.83	25.4%	42.1%	25.7%	4.1%	2.7%
Non-exempt Staff (322)	3.89	31.1%	37.9%	22%	7.5%	1.6%

**61. The Chancellor provides a clear direction for this institution's future.**

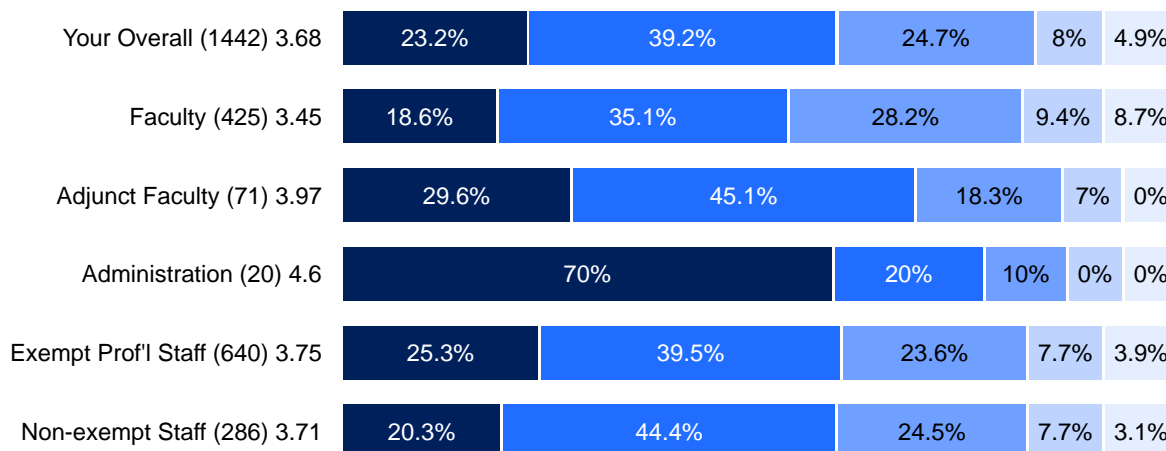
Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1494)	3.82	24.4%	44.8%	22.4%	5.2%	3.3%
Faculty (442)	3.56	20.1%	37.1%	28.3%	7.5%	7%
Adjunct Faculty (75)	3.97	30.7%	42.7%	21.3%	4%	1.3%
Administration (20)	4.4	50%	40%	10%	0%	0%
Exempt Prof'l Staff (659)	3.92	27%	46.6%	19.9%	4.7%	1.8%
Non-exempt Staff (298)	3.9	21.5%	53.4%	20.1%	3.4%	1.7%



**62. The Chancellor has the knowledge, skills and experience necessary for institutional success.**



**63. The Chancellor shows a genuine interest in the well-being of faculty, administration and staff.**





Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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**64. The Chancellor communicates openly about important matters.**

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1471)	3.7	21.7%	41.6%	26.3%	5.8%	4.6%
Faculty (434)	3.45	18.9%	34.1%	29.5%	8.1%	9.4%
Adjunct Faculty (75)	4.03	32%	41.3%	24%	2.7%	0%
Administration (20)	4.35	50%	35%	15%	0%	0%
Exempt Prof'l Staff (651)	3.77	22.7%	42.9%	26.1%	5.4%	2.9%
Non-exempt Staff (291)	3.79	18.9%	50.5%	23.4%	4.8%	2.4%

**65. The Chancellor regularly models this institution's values.**

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1449)	3.94	27.8%	47.2%	18.8%	3%	3.1%
Faculty (427)	3.73	23.4%	42.4%	24.1%	3.5%	6.6%
Adjunct Faculty (72)	4.18	38.9%	41.7%	18.1%	1.4%	0%
Administration (20)	4.55	65%	25%	10%	0%	0%
Exempt Prof'l Staff (642)	4.02	30.4%	48.1%	16.8%	2.3%	2.3%
Non-exempt Staff (288)	3.96	23.3%	55.2%	16.3%	4.5%	0.7%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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**66. The Chancellor is credible in their communications.**

Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1464) 3.88	26.3%	46.3%	19.7%	4.2%	3.5%
Faculty (433) 3.65	22.2%	40.4%	24.9%	4.8%	7.6%
Adjunct Faculty (76) 4.08	32.9%	46.1%	17.1%	3.9%	0%
Administration (20) 4.55	65%	25%	10%	0%	0%
Exempt Prof'l Staff (648) 3.97	29.3%	46.6%	17.7%	4.2%	2.2%
Non-exempt Staff (287) 3.92	21.3%	56.1%	17.8%	3.5%	1.4%

**67. The Provost provides a clear direction for this institution's future.**

Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1227) 3.59	16.1%	44%	27.4%	7.7%	4.7%
Faculty (385) 3.44	15.6%	37.1%	30.6%	8.8%	7.8%
Adjunct Faculty (56) 3.82	21.4%	44.6%	28.6%	5.4%	0%
Administration (18) 4.22	44.4%	38.9%	11.1%	5.6%	0%
Exempt Prof'l Staff (526) 3.58	15%	44.9%	27.2%	9.1%	3.8%
Non-exempt Staff (242) 3.75	16.1%	53.3%	23.6%	3.7%	3.3%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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**68. The Provost has the knowledge, skills and experience necessary for institutional success.**

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1233)	3.84	24.3%	46.7%	21.2%	3.9%	3.8%
Faculty (381)	3.72	24.4%	42.3%	21.5%	4.7%	7.1%
Adjunct Faculty (56)	3.98	26.8%	46.4%	25%	1.8%	0%
Administration (18)	4.61	77.8%		11.1%	5.6%	0%
Exempt Prof'l Staff (535)	3.84	23.4%	47.5%	22.1%	4.1%	3%
Non-exempt Staff (243)	3.93	21.8%	54.7%	19.3%	2.5%	1.6%

**69. The Provost shows a genuine interest in the well-being of faculty, administration and staff.**

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1217)	3.61	20.5%	38.9%	27.4%	7.6%	5.5%
Faculty (379)	3.55	21.6%	35.1%	28.2%	6.3%	8.7%
Adjunct Faculty (54)	3.8	24.1%	40.7%	25.9%	9.3%	0%
Administration (18)	4.67	72.2%		22.2%	5.6%	0%
Exempt Prof'l Staff (527)	3.57	18.6%	39.1%	27.9%	9.5%	4.9%
Non-exempt Staff (239)	3.69	18%	45.6%	27.2%	5.9%	3.3%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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**70. The Provost communicates openly about important matters.**

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1219)	3.51	16.5%	39.3%	28.6%	10.1%	5.5%
Faculty (381)	3.39	18.4%	30.7%	31.2%	10.8%	8.9%
Adjunct Faculty (56)	3.8	23.2%	44.6%	23.2%	7.1%	1.8%
Administration (18)	4.28	38.9%	50%	11.1%	0%	0%
Exempt Prof'l Staff (522)	3.46	13.4%	40.6%	29.5%	11.7%	4.8%
Non-exempt Staff (242)	3.69	16.9%	47.9%	25.2%	7%	2.9%

**71. The Provost regularly models this institution's values.**

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1211)	3.74	20.6%	47.2%	22.6%	4.6%	5%
Faculty (376)	3.59	20.2%	40.7%	25.5%	5.3%	8.2%
Adjunct Faculty (55)	3.93	23.6%	50.9%	20%	5.5%	0%
Administration (18)	4.83	83.3%	16.7%	0%	0%	0%
Exempt Prof'l Staff (523)	3.75	18.5%	50.7%	22%	4.4%	4.4%
Non-exempt Staff (239)	3.82	20.1%	51.5%	21.8%	4.2%	2.5%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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**72. The Provost is credible in their communications.**

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1214) 3.71	20.8%	44.7%	24.3%	5.2%	5%
Faculty (380) 3.55	20.8%	36.3%	28.4%	6.1%	8.4%
Adjunct Faculty (57) 3.86	21.1%	52.6%	19.3%	5.3%	1.8%
Administration (17) 4.82	82.4%	17.6%	0%	0%	0%
Exempt Prof'l Staff (521) 3.74	20%	47%	24%	4.6%	4.4%
Non-exempt Staff (239) 3.79	18%	53.1%	21.3%	5.4%	2.1%