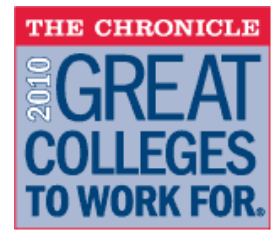


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	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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Average All Statements (1-80)

Overall (793) 3.45	17.2%	37.6%	26.1%	11.4%	7.8%
Administration (190) 3.57	19.5%	39.4%	24.7%	11%	5.3%
Faculty (297) 3.37	17.5%	34.2%	26.1%	12.6%	9.6%
Affiliate Faculty (105) 3.61	19%	42.8%	23.7%	9%	5.5%
Classified Staff (142) 3.34	11.9%	39%	29.5%	10.5%	9.1%

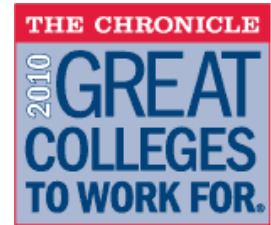
1. My job makes good use of my skills and abilities.

Overall (781) 3.99	36.5%	36.7%	19.1%	4.6%	3.1%
Administration (189) 4.03	37.6%	37%	18.5%	4.8%	2.1%
Faculty (297) 4.03	38.7%	35.7%	18.2%	4.7%	2.7%
Affiliate Faculty (105) 4.23	43.8%	41%	11.4%	1.9%	1.9%
Classified Staff (142) 3.71	24.6%	38.7%	26.1%	4.2%	6.3%

2. I am given the responsibility and freedom to do my job.

Overall (781) 4.03	39.7%	35.6%	15.6%	6.4%	2.7%
Administration (189) 4.02	41.8%	33.3%	13.2%	7.9%	3.7%
Faculty (297) 4.03	39.1%	35.4%	16.8%	7.1%	1.7%
Affiliate Faculty (105) 4.41	55.2%	35.2%	6.7%	1%	1.9%
Classified Staff (142) 3.85	26.8%	43%	21.1%	6.3%	2.8%

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

Overall (777) 3.84	35.3%	33.1%	18.5%	6.7%	6.4%
Administration (189) 3.7	30.7%	30.7%	24.3%	6.9%	7.4%
Faculty (295) 3.98	41.7%	32.2%	13.9%	6.8%	5.4%
Affiliate Faculty (105) 3.93	40%	31.4%	14.3%	10.5%	3.8%
Classified Staff (141) 3.66	24.1%	39.7%	23.4%	3.5%	9.2%

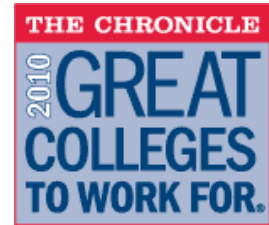
4. I am provided the resources I need to be effective in my job.

Overall (780) 3.18	11.7%	28.7%	36.4%	12.7%	10.5%
Administration (189) 3.21	13.8%	28.6%	33.9%	12.2%	11.6%
Faculty (297) 2.95	9.1%	23.6%	36.4%	15.5%	15.5%
Affiliate Faculty (105) 3.5	18.1%	31.4%	36.2%	11.4%	2.9%
Classified Staff (142) 3.3	8.5%	36.6%	38%	10.6%	6.3%

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

Overall (780) 4.22	42.4%	41.9%	11.9%	2.3%	1.4%
Administration (189) 4.3	48.1%	39.2%	8.5%	3.2%	1.1%
Faculty (296) 4.19	41.6%	40.5%	14.2%	2.4%	1.4%
Affiliate Faculty (105) 4.29	45.7%	42.9%	7.6%	1.9%	1.9%
Classified Staff (142) 4.11	32.4%	51.4%	12.7%	1.4%	2.1%

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6. I am given the opportunity to develop my skills at this institution.

Overall (777) 3.58	22.4%	34.4%	27.5%	10.3%	5.4%
Administration (188) 3.84	30.9%	36.7%	20.7%	8.5%	3.2%
Faculty (295) 3.5	20%	33.6%	29.8%	9.8%	6.8%
Affiliate Faculty (104) 3.72	23.1%	41.3%	23.1%	9.6%	2.9%
Classified Staff (142) 3.26	10.6%	33.8%	35.2%	12%	8.5%

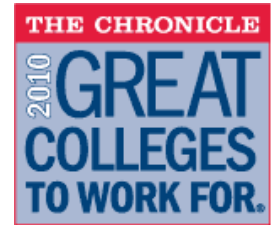
7. I receive feedback from my supervisor/department chair that helps me.

Overall (774) 3.67	27.8%	34%	22.4%	9.4%	6.5%
Administration (188) 3.63	25%	35.1%	23.4%	10.6%	5.9%
Faculty (294) 3.79	33.7%	32.3%	19%	9.2%	5.8%
Affiliate Faculty (105) 3.64	28.6%	30.5%	22.9%	12.4%	5.7%
Classified Staff (141) 3.57	21.3%	39%	24.1%	6.4%	9.2%

8. When I offer a new idea, I believe it will be fully considered.

Overall (771) 3.47	20.5%	31.4%	31.3%	8.3%	8.6%
Administration (187) 3.58	24.6%	30.5%	31%	6.4%	7.5%
Faculty (297) 3.44	21.9%	27.6%	32.3%	9.1%	9.1%
Affiliate Faculty (101) 3.59	20.8%	36.6%	29.7%	6.9%	5.9%
Classified Staff (141) 3.33	14.2%	34.8%	30.5%	10.6%	9.9%

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	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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9. I am regularly recognized for my contributions.

Overall (774) 3.33	15.8%	32.6%	30.4%	11.8%	9.6%
Administration (189) 3.48	18.5%	35.4%	29.1%	9.5%	7.4%
Faculty (296) 3.33	16.2%	33.4%	29.7%	8.8%	11.8%
Affiliate Faculty (101) 3.16	12.9%	25.7%	32.7%	21.8%	6.9%
Classified Staff (141) 3.23	12.8%	34%	28.4%	13.5%	11.3%

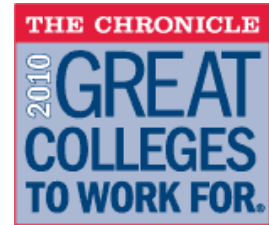
10. I understand the necessary requirements to advance my career.

Overall (759) 3.58	20.4%	39.4%	23.6%	10.7%	5.9%
Administration (185) 3.57	21.1%	38.4%	21.1%	15.7%	3.8%
Faculty (291) 3.7	26.8%	36.8%	23.4%	6.2%	6.9%
Affiliate Faculty (97) 3.43	11.3%	47.4%	20.6%	14.4%	6.2%
Classified Staff (140) 3.36	9.3%	43.6%	28.6%	10.7%	7.9%

11. I am paid fairly for my work.

Overall (776) 2.59	4.9%	25.5%	19.5%	24%	26.2%
Administration (189) 2.96	9%	30.7%	21.7%	24.9%	13.8%
Faculty (297) 2.16	1.3%	18.2%	15.5%	25.3%	39.7%
Affiliate Faculty (105) 2.59	3.8%	29.5%	17.1%	21%	28.6%
Classified Staff (142) 2.85	6.3%	28.2%	26.8%	21.8%	16.9%

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12. I believe what I am told by my supervisor/department chair.

Overall (772) 3.86	30.7%	40.2%	18.1%	6.2%	4.8%
Administration (189) 3.89	34.4%	36%	18%	7.4%	4.2%
Faculty (293) 3.8	30%	38.2%	19.5%	6.5%	5.8%
Affiliate Faculty (105) 4.13	37.1%	48.6%	8.6%	1.9%	3.8%
Classified Staff (142) 3.7	20.4%	46.5%	21.1%	7%	4.9%

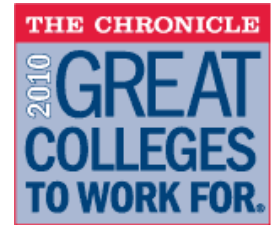
13. We have opportunities to contribute to important decisions in my department.

Overall (764) 3.55	22.8%	33.9%	25.5%	10.9%	6.9%
Administration (188) 3.77	28.7%	34.6%	26.1%	5.9%	4.8%
Faculty (296) 3.83	29.1%	40.9%	19.3%	6.1%	4.7%
Affiliate Faculty (97) 2.87	10.3%	14.4%	40.2%	21.6%	13.4%
Classified Staff (142) 3.18	12%	34.5%	23.9%	18.3%	11.3%

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

Overall (768) 3.29	17.4%	30.6%	26.8%	14.1%	11.1%
Administration (189) 3.48	22.8%	35.4%	18%	14.8%	9%
Faculty (295) 3.25	16.3%	29.2%	29.5%	13.6%	11.5%
Affiliate Faculty (99) 3.26	14.1%	29.3%	34.3%	13.1%	9.1%
Classified Staff (142) 3.17	14.1%	28.9%	29.6%	14.8%	12.7%

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

Overall (761) 3.81	30.7%	38.2%	19.2%	5.4%	6.4%
Administration (189) 3.88	33.9%	37%	16.4%	8.5%	4.2%
Faculty (291) 3.81	32.6%	34.4%	21%	5.2%	6.9%
Affiliate Faculty (99) 4.01	35.4%	41.4%	16.2%	3%	4%
Classified Staff (140) 3.6	20%	42.9%	23.6%	4.3%	9.3%

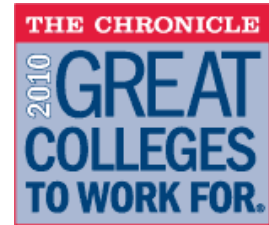
16. Promotions in my department are based on a person's ability.

Overall (684) 3.14	12.1%	30.8%	29.7%	14%	13.3%
Administration (168) 3.18	13.7%	32.1%	26.2%	14.9%	13.1%
Faculty (280) 3.37	15.4%	35.7%	29.3%	9.6%	10%
Affiliate Faculty (73) 3	8.2%	26%	32.9%	23.3%	9.6%
Classified Staff (126) 2.75	4%	25.4%	33.3%	15.9%	21.4%

17. Our review process accurately measures my job performance.

Overall (740) 2.98	7.2%	29.6%	31.2%	18.1%	13.9%
Administration (179) 3.09	8.4%	33.5%	27.9%	19%	11.2%
Faculty (292) 2.82	6.5%	24.3%	31.2%	20.5%	17.5%
Affiliate Faculty (88) 3.3	6.8%	39.8%	36.4%	10.2%	6.8%
Classified Staff (138) 2.86	4.3%	29.7%	29.7%	19.6%	16.7%

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

Overall (701) 3.11	8.1%	33%	31.4%	16.5%	11%
Administration (175) 3.14	9.7%	32.6%	31.4%	14.9%	11.4%
Faculty (275) 3.13	8.7%	32.4%	30.5%	19.6%	8.7%
Affiliate Faculty (79) 3.09	3.8%	34.2%	38%	15.2%	8.9%
Classified Staff (135) 2.9	3%	35.6%	28.9%	14.1%	18.5%

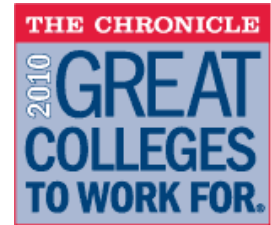
19. My supervisor/department chair is consistent and fair.

Overall (763) 3.8	31.7%	37.1%	17.8%	6.2%	7.2%
Administration (186) 3.67	28.5%	34.4%	19.4%	10.8%	7%
Faculty (293) 3.94	36.5%	37.9%	14.3%	5.5%	5.8%
Affiliate Faculty (100) 4.03	33%	46%	15%	3%	3%
Classified Staff (142) 3.54	26.1%	31%	26.8%	3.5%	12.7%

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

Overall (765) 3.68	29.2%	31.6%	24.7%	7.1%	7.5%
Administration (187) 3.74	32.1%	28.9%	26.7%	5.9%	6.4%
Faculty (296) 3.86	33.8%	35.5%	19.9%	4.7%	6.1%
Affiliate Faculty (99) 3.32	21.2%	22.2%	32.3%	16.2%	8.1%
Classified Staff (142) 3.52	22.5%	35.2%	24.6%	7%	10.6%

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	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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21. In my department, we communicate openly about issues that impact each other's work.

Overall (763) 3.53	20.2%	37%	24.4%	12.6%	5.9%
Administration (188) 3.62	25%	35.6%	21.3%	12.8%	5.3%
Faculty (297) 3.61	23.6%	35.7%	24.6%	10.1%	6.1%
Affiliate Faculty (97) 3.48	19.6%	35.1%	23.7%	17.5%	4.1%
Classified Staff (142) 3.34	10.6%	41.5%	27.5%	12%	8.5%

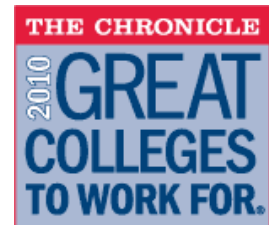
22. Changes that affect me are discussed prior to being implemented.

Overall (759) 3.16	9.7%	33.1%	31.6%	14.9%	10.7%
Administration (185) 3.35	13%	37.8%	28.6%	12.4%	8.1%
Faculty (297) 3.2	10.4%	35.7%	29%	13.5%	11.4%
Affiliate Faculty (95) 2.92	8.4%	21.1%	37.9%	18.9%	13.7%
Classified Staff (142) 3	4.9%	30.3%	36.6%	16.2%	12%

23. People in my department work well together.

Overall (765) 3.71	23.1%	39.6%	27.1%	5.5%	4.7%
Administration (189) 3.76	27.5%	37%	23.8%	7.4%	4.2%
Faculty (297) 3.79	25.9%	38.7%	27.3%	4.4%	3.7%
Affiliate Faculty (99) 3.71	16.2%	50.5%	25.3%	4%	4%
Classified Staff (142) 3.53	19%	36.6%	31%	4.9%	8.5%

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24. I have a good relationship with my supervisor/department chair.

Overall (769) 4.12	42.9%	37.2%	12.2%	4.3%	3.4%
Administration (188) 4.05	42%	34.6%	13.3%	6.9%	3.2%
Faculty (296) 4.24	51%	32.4%	9.8%	3%	3.7%
Affiliate Faculty (104) 4.23	44.2%	43.3%	5.8%	4.8%	1.9%
Classified Staff (142) 3.91	28.9%	45.1%	19%	2.1%	4.9%

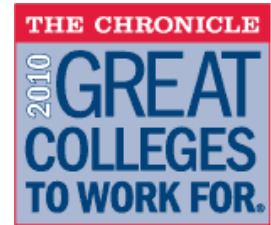
25. Overall, my department is a good place to work.

Overall (771) 4.03	36.3%	40.3%	16.2%	4.2%	3%
Administration (189) 4.03	37%	38.6%	17.5%	4.2%	2.6%
Faculty (297) 4.09	39.4%	39.4%	14.8%	4%	2.4%
Affiliate Faculty (104) 4.12	35.6%	46.2%	14.4%	1.9%	1.9%
Classified Staff (142) 3.87	29.6%	42.3%	19%	3.5%	5.6%

26. I can count on people to cooperate across departments.

Overall (729) 3.3	10%	33.7%	38.4%	11.5%	6.3%
Administration (188) 3.49	15.4%	36.7%	32.4%	12.2%	3.2%
Faculty (288) 3.2	8.3%	31.6%	39.6%	12.8%	7.6%
Affiliate Faculty (77) 3.51	13%	40.3%	36.4%	5.2%	5.2%
Classified Staff (141) 3.13	5.7%	30.5%	43.3%	12.1%	8.5%

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

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Overall (752) 3.25	12.2%	34.7%	28.7%	14.6%	9.7%
Administration (189) 3.41	16.9%	35.4%	27%	12.7%	7.9%
Faculty (295) 3.15	11.2%	31.9%	29.8%	14.9%	12.2%
Affiliate Faculty (92) 3.54	18.5%	37%	27.2%	15.2%	2.2%
Classified Staff (139) 3.04	3.6%	36%	33.1%	15.8%	11.5%

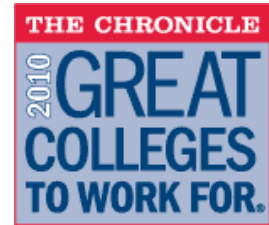
28. My department has adequate faculty/staff to achieve our goals.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Overall (759) 2.54	5%	21.1%	22.1%	26.1%	25.7%
Administration (188) 2.69	4.3%	23.4%	27.7%	26.6%	18.1%
Faculty (297) 2.24	4.7%	15.5%	14.8%	29%	36%
Affiliate Faculty (95) 2.98	11.6%	27.4%	25.3%	18.9%	16.8%
Classified Staff (141) 2.55	1.4%	22.7%	27.7%	25.5%	22.7%

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
Overall (761) 3.82	17.9%	58%	16.4%	4.1%	3.7%
Administration (185) 3.93	20%	60%	14.6%	3.8%	1.6%
Faculty (297) 3.77	16.2%	57.9%	17.2%	4%	4.7%
Affiliate Faculty (100) 3.89	25%	54%	11%	5%	5%
Classified Staff (141) 3.7	12.8%	56%	23.4%	3.5%	4.3%

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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.

Overall (678) 3.03	5.8%	31.4%	33.6%	18%	11.2%
Administration (164) 3.15	6.7%	31.7%	37.8%	17.7%	6.1%
Faculty (272) 2.89	4.4%	29.4%	32%	18.8%	15.4%
Affiliate Faculty (85) 3.14	9.4%	35.3%	24.7%	21.2%	9.4%
Classified Staff (124) 2.98	2.4%	31.5%	39.5%	15.3%	11.3%

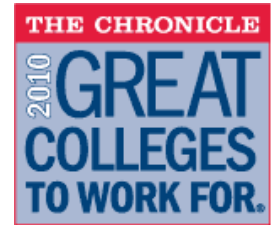
31. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.

Overall (752) 2.92	4.8%	30.7%	30.3%	20.2%	14%
Administration (182) 3.14	7.1%	37.9%	26.9%	17.6%	10.4%
Faculty (297) 2.58	2.7%	20.5%	29.3%	26.9%	20.5%
Affiliate Faculty (104) 3.03	7.7%	31.7%	28.8%	19.2%	12.5%
Classified Staff (135) 3.21	3%	41.5%	37%	11.1%	7.4%

32. Our senior leadership has the knowledge, skills and experience necessary for institutional success.

Overall (750) 3.49	14.1%	41.5%	29.5%	9.6%	5.3%
Administration (190) 3.71	17.9%	45.8%	27.4%	6.8%	2.1%
Faculty (295) 3.33	12.9%	35.9%	30.2%	12.9%	8.1%
Affiliate Faculty (90) 3.83	18.9%	53.3%	22.2%	3.3%	2.2%
Classified Staff (141) 3.32	7.8%	39.7%	35.5%	10.6%	6.4%

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Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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33. There is a good balance of teaching, service and research at this institution.

Overall (700) 3.06	5.9%	36.1%	26.9%	20.1%	11%
Administration (163) 3.44	8%	46.6%	28.8%	14.7%	1.8%
Faculty (297) 2.67	5.1%	23.6%	24.9%	25.9%	20.5%
Affiliate Faculty (88) 3.33	5.7%	47.7%	23.9%	19.3%	3.4%
Classified Staff (120) 3.21	5%	42.5%	28.3%	16.7%	7.5%

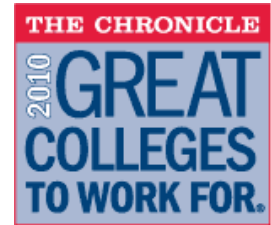
34. This institution's benefits meet my needs.

Overall (740) 3.2	9.6%	39.1%	25%	14.5%	11.9%
Administration (186) 3.67	16.1%	50.5%	20.4%	9.7%	3.2%
Faculty (292) 3.2	8.2%	39.4%	27.7%	13%	11.6%
Affiliate Faculty (86) 2.28	2.3%	20.9%	16.3%	23.3%	37.2%
Classified Staff (141) 3.11	5.7%	36.2%	31.2%	17.7%	9.2%

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

Overall (702) 2.74	7.3%	19.7%	28.2%	29.1%	15.8%
Administration (173) 2.94	9.8%	24.3%	26.6%	28.3%	11%
Faculty (286) 2.69	5.2%	18.5%	31.1%	30.1%	15%
Affiliate Faculty (80) 2.54	8.8%	12.5%	25%	31.3%	22.5%
Classified Staff (132) 2.63	8.3%	18.2%	23.5%	28%	22%

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

Overall (765) 4.02	34.6%	39.2%	20.9%	3.5%	1.7%
Administration (190) 4.19	45.3%	33.2%	18.4%	1.6%	1.6%
Faculty (295) 3.94	32.5%	37.3%	23.1%	5.4%	1.7%
Affiliate Faculty (103) 4.09	30.1%	51.5%	16.5%	1%	1%
Classified Staff (141) 3.87	26.2%	44%	23.4%	3.5%	2.8%

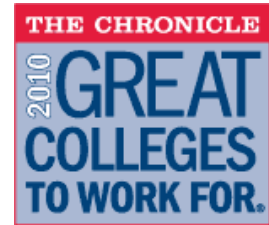
37. Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.

Overall (757) 3.24	12.8%	33.8%	29.5%	12.8%	11.1%
Administration (189) 3.44	14.8%	40.7%	26.5%	10.1%	7.9%
Faculty (296) 3.17	13.2%	30.1%	30.4%	13.2%	13.2%
Affiliate Faculty (97) 3.43	12.4%	41.2%	29.9%	10.3%	6.2%
Classified Staff (140) 2.98	9.3%	26.4%	32.9%	15.7%	15.7%

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

Overall (618) 3.13	9.7%	30.7%	32.7%	17%	9.9%
Administration (124) 3.55	16.9%	39.5%	28.2%	12.1%	3.2%
Faculty (290) 2.92	7.6%	26.9%	31.7%	17.9%	15.9%
Affiliate Faculty (85) 3.16	9.4%	28.2%	36.5%	21.2%	4.7%
Classified Staff (89) 3.18	9%	29.2%	38.2%	18%	5.6%

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

Overall (579) 3.42	11.6%	44%	27.5%	9.2%	7.8%
Administration (96) 3.84	22.9%	47.9%	22.9%	3.1%	3.1%
Faculty (294) 3.27	9.9%	40.5%	27.6%	11.2%	10.9%
Affiliate Faculty (88) 3.32	8%	44.3%	27.3%	12.5%	8%
Classified Staff (74) 3.51	5.4%	51.4%	36.5%	2.7%	4.1%

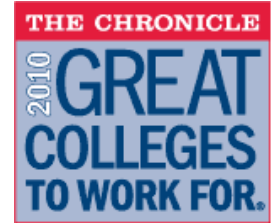
40. Teaching is appropriately recognized in the evaluation and promotion process.

Overall (558) 3.37	11.8%	41.2%	27.2%	11.6%	8.1%
Administration (92) 3.61	20.7%	40.2%	25%	7.6%	6.5%
Faculty (294) 3.29	12.2%	38.8%	24.8%	14.3%	9.9%
Affiliate Faculty (85) 3.28	7.1%	42.4%	30.6%	11.8%	8.2%
Classified Staff (62) 3.37	3.2%	48.4%	35.5%	8.1%	4.8%

41. Senior leadership communicates openly about important matters.

Overall (750) 3.34	11.3%	37.6%	31.1%	13.9%	6.1%
Administration (190) 3.46	13.2%	40%	30.5%	12.6%	3.7%
Faculty (297) 3.29	11.4%	35.4%	31%	15.5%	6.7%
Affiliate Faculty (97) 3.69	17.5%	47.4%	24.7%	7.2%	3.1%
Classified Staff (139) 3.07	5%	31.7%	38.8%	14.4%	10.1%

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

Overall (729) 3.16	6.3%	34.2%	34.8%	18.2%	6.4%
Administration (183) 3.34	9.3%	41%	29%	15.8%	4.9%
Faculty (296) 3.09	6.4%	30.7%	35.8%	19.9%	7.1%
Affiliate Faculty (88) 3.34	5.7%	43.2%	35.2%	11.4%	4.5%
Classified Staff (135) 2.97	3.7%	25.9%	42.2%	20%	8.1%

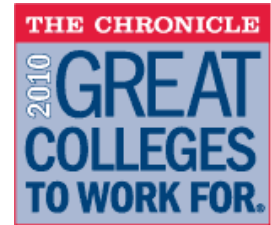
43. At this institution, we discuss and debate issues respectfully to get better results.

Overall (725) 3.16	5.8%	32%	41.2%	14.5%	6.5%
Administration (186) 3.13	5.4%	28.5%	44.6%	17.2%	4.3%
Faculty (294) 3.19	7.5%	32%	39.8%	13.9%	6.8%
Affiliate Faculty (83) 3.49	8.4%	45.8%	34.9%	8.4%	2.4%
Classified Staff (135) 2.96	2.2%	26.7%	46.7%	13.3%	11.1%

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

Overall (748) 3.1	7.1%	32.2%	34.9%	15.6%	10.2%
Administration (189) 3.31	9.5%	39.2%	30.2%	14.8%	6.3%
Faculty (297) 3.01	7.1%	28.3%	34.7%	18.2%	11.8%
Affiliate Faculty (95) 3.32	8.4%	40%	34.7%	8.4%	8.4%
Classified Staff (140) 2.94	3.6%	25.7%	44.3%	13.6%	12.9%

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

Overall (751) 3.84	24.6%	47.1%	18.8%	6.3%	3.2%
Administration (190) 3.86	25.8%	45.3%	20%	6.8%	2.1%
Faculty (296) 3.77	25.3%	43.6%	18.9%	7.4%	4.7%
Affiliate Faculty (97) 4.07	32%	50.5%	11.3%	5.2%	1%
Classified Staff (141) 3.76	17%	53.2%	22%	4.3%	3.5%

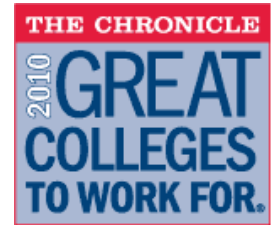
46. Faculty, administration and staff work together to ensure the success of institution programs and initiatives.

Overall (746) 3.42	9.5%	41.4%	35.1%	9%	5%
Administration (190) 3.48	10.5%	43.7%	32.6%	10%	3.2%
Faculty (297) 3.32	9.4%	37%	36.7%	10.1%	6.7%
Affiliate Faculty (94) 3.72	14.9%	50%	29.8%	3.2%	2.1%
Classified Staff (138) 3.35	6.5%	41.3%	38.4%	8%	5.8%

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

Overall (738) 3.99	35.6%	41.1%	14.4%	4.2%	4.7%
Administration (188) 4.06	37.2%	42.6%	13.3%	3.2%	3.7%
Faculty (289) 3.93	34.6%	39.8%	14.9%	5.5%	5.2%
Affiliate Faculty (93) 4.19	43%	43%	7.5%	3.2%	3.2%
Classified Staff (142) 3.91	33.1%	39.4%	18.3%	3.5%	5.6%

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

Overall (722) 3.45	13.7%	41.8%	27.1%	10.8%	6.5%
Administration (189) 3.6	16.9%	44.4%	23.8%	11.6%	3.2%
Faculty (292) 3.37	13%	37.7%	30.5%	11%	7.9%
Affiliate Faculty (82) 3.84	20.7%	52.4%	20.7%	2.4%	3.7%
Classified Staff (133) 3.21	7.5%	39.8%	29.3%	12.8%	10.5%

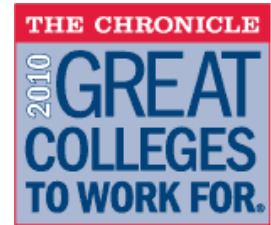
49. This institution actively contributes to the community.

Overall (742) 3.99	26.8%	51.1%	18.2%	2%	1.9%
Administration (188) 4.01	26.6%	52.1%	17.6%	2.7%	1.1%
Faculty (294) 4.04	31.6%	46.3%	18.7%	1.7%	1.7%
Affiliate Faculty (99) 4.12	29.3%	57.6%	11.1%	0%	2%
Classified Staff (135) 3.77	16.3%	54.8%	22.2%	3%	3.7%

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

Overall (748) 3.97	26.6%	52.9%	14%	4%	2.4%
Administration (190) 4.02	32.6%	46.3%	14.2%	4.2%	2.6%
Faculty (293) 3.95	26.6%	51.2%	15%	4.8%	2.4%
Affiliate Faculty (98) 4.07	23.5%	64.3%	9.2%	2%	1%
Classified Staff (141) 3.87	19.9%	57.4%	15.6%	3.5%	3.5%

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

Overall (611) 3.29	7%	40.1%	33.9%	12.9%	6.1%
Administration (121) 3.51	9.9%	42.1%	38%	9.1%	0.8%
Faculty (294) 3.17	6.8%	36.1%	33%	16%	8.2%
Affiliate Faculty (95) 3.2	6.3%	34.7%	37.9%	14.7%	6.3%
Classified Staff (81) 3.47	6.2%	53.1%	28.4%	6.2%	6.2%

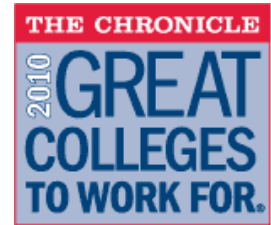
52. We celebrate significant milestones and important accomplishments at this institution.

Overall (715) 3.44	8.7%	43.8%	34.1%	9.5%	3.9%
Administration (184) 3.57	10.3%	47.8%	32.1%	7.6%	2.2%
Faculty (286) 3.28	7.7%	37.8%	34.6%	14.3%	5.6%
Affiliate Faculty (92) 3.62	10.9%	50%	31.5%	5.4%	2.2%
Classified Staff (130) 3.41	6.2%	43.8%	39.2%	6.2%	4.6%

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

Overall (745) 3.45	12.8%	42.7%	27.1%	11.9%	5.5%
Administration (189) 3.53	12.2%	48.1%	24.3%	11.1%	4.2%
Faculty (296) 3.34	12.8%	36.8%	29.1%	13.9%	7.4%
Affiliate Faculty (95) 3.78	18.9%	49.5%	24.2%	5.3%	2.1%
Classified Staff (141) 3.4	9.9%	43.3%	29.8%	11.3%	5.7%

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

Overall (689) 3.71	17.3%	50.8%	21.6%	6.1%	4.2%
Administration (179) 3.79	20.7%	51.4%	17.3%	7.8%	2.8%
Faculty (271) 3.62	17%	45.4%	25.1%	7.7%	4.8%
Affiliate Faculty (88) 4.01	21.6%	61.4%	14.8%	1.1%	1.1%
Classified Staff (130) 3.58	10.8%	54.6%	23.8%	3.8%	6.9%

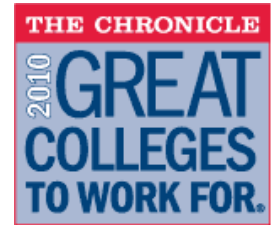
55. There is regular and open communication among faculty, administration and staff.

Overall (741) 3.16	8%	29.3%	40.1%	16.2%	6.5%
Administration (188) 3.1	8.5%	23.9%	42.6%	19.1%	5.9%
Faculty (295) 3.17	9.2%	29.5%	36.9%	18%	6.4%
Affiliate Faculty (98) 3.45	9.2%	42.9%	34.7%	10.2%	3.1%
Classified Staff (136) 3.01	4.4%	25%	47.1%	14%	9.6%

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

Overall (746) 3.35	11.1%	39.1%	31.4%	10.3%	8%
Administration (190) 3.52	13.7%	40.5%	34.2%	6.8%	4.7%
Faculty (296) 3.2	9.8%	34.5%	31.1%	15.5%	9.1%
Affiliate Faculty (95) 3.78	16.8%	54.7%	21.1%	4.2%	3.2%
Classified Staff (141) 3.17	7.8%	35.5%	36.2%	7.1%	13.5%

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57. This institution is well run.

Overall (751) 3.25	8.1%	35.2%	37.9%	11.6%	7.2%
Administration (190) 3.42	10%	37.9%	40%	8.4%	3.7%
Faculty (296) 3.12	8.1%	30.4%	36.5%	15.5%	9.5%
Affiliate Faculty (98) 3.5	12.2%	40.8%	36.7%	5.1%	5.1%
Classified Staff (142) 3.13	4.2%	34.5%	40.1%	12.7%	8.5%

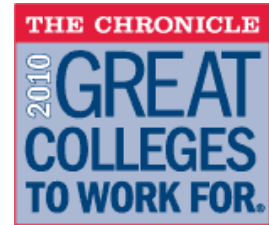
58. There's a sense that we're all on the same team at this institution.

Overall (749) 3.07	8.8%	28.4%	34.6%	17.6%	10.5%
Administration (190) 3.22	9.5%	32.1%	34.7%	17.9%	5.8%
Faculty (295) 3.02	10.8%	23.4%	35.3%	18.3%	12.2%
Affiliate Faculty (98) 3.3	11.2%	35.7%	31.6%	14.3%	7.1%
Classified Staff (141) 2.86	3.5%	27%	36.9%	17%	15.6%

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

Overall (740) 3.51	20.3%	35%	26.2%	13%	5.5%
Administration (189) 3.77	26.5%	40.7%	19%	11.1%	2.6%
Faculty (290) 3.41	20.7%	30%	26.2%	15.5%	7.6%
Affiliate Faculty (98) 3.56	16.3%	41.8%	26.5%	12.2%	3.1%
Classified Staff (139) 3.4	15.1%	32.4%	36%	10.8%	5.8%

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

Overall (757) 3.69	23%	37.3%	29.1%	7%	3.7%
Administration (190) 3.87	29.5%	39.5%	23.2%	4.7%	3.2%
Faculty (296) 3.57	23%	30.1%	33.1%	9.1%	4.7%
Affiliate Faculty (105) 3.85	21.9%	46.7%	26.7%	3.8%	1%
Classified Staff (142) 3.58	16.2%	41.5%	30.3%	8.5%	3.5%

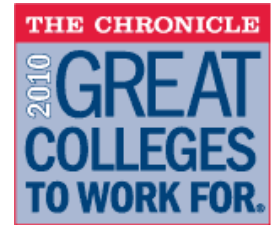
61. In my department, we address conflicts effectively when they arise.

Overall (729) 3.4	15.2%	37%	28.1%	11.4%	8.2%
Administration (185) 3.41	16.2%	35.7%	28.6%	11.9%	7.6%
Faculty (296) 3.44	17.6%	35.1%	27.7%	13.2%	6.4%
Affiliate Faculty (88) 3.61	15.9%	47.7%	22.7%	9.1%	4.5%
Classified Staff (141) 3.18	7.8%	36.9%	34%	7.8%	13.5%

62. In my department, we make good use of our resources, time and budget.

Overall (737) 3.73	24.2%	43.7%	18.3%	9.1%	4.7%
Administration (189) 3.76	29.1%	35.4%	21.2%	10.6%	3.7%
Faculty (296) 3.81	27.4%	42.9%	16.6%	9.8%	3.4%
Affiliate Faculty (91) 3.77	17.6%	56%	16.5%	5.5%	4.4%
Classified Staff (142) 3.56	16.2%	49.3%	17.6%	7.7%	9.2%

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63. Our evaluation process is user-friendly and efficient.

Overall (723) 2.73	4.4%	25.9%	27.5%	22.4%	19.8%
Administration (180) 3	6.1%	28.9%	31.7%	25.6%	7.8%
Faculty (297) 2.25	3.7%	13.8%	21.5%	25.6%	35.4%
Affiliate Faculty (90) 3.44	6.7%	46.7%	34.4%	8.9%	3.3%
Classified Staff (137) 2.91	1.5%	34.3%	30.7%	20.4%	13.1%

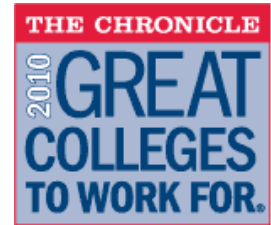
64. I can make an official complaint without having to worry about losing my job or harming my career.

Overall (674) 3.05	10.7%	30.4%	27.9%	15.3%	15.7%
Administration (170) 3.14	10%	36.5%	24.1%	16.5%	12.9%
Faculty (271) 3.01	12.5%	24%	32.1%	14.8%	16.6%
Affiliate Faculty (86) 3.26	9.3%	40.7%	25.6%	15.1%	9.3%
Classified Staff (129) 2.94	7.8%	29.5%	29.5%	15.5%	17.8%

65. Individual performance is adequately factored into merit increases.

Overall (631) 2.52	4.4%	19.2%	26.1%	24.7%	25.5%
Administration (166) 2.83	5.4%	28.9%	26.5%	21.7%	17.5%
Faculty (259) 2.38	4.2%	14.3%	25.9%	26.3%	29.3%
Affiliate Faculty (62) 2.48	6.5%	17.7%	22.6%	24.2%	29%
Classified Staff (127) 2.45	2.4%	17.3%	29.1%	25.2%	26%

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66. People of different genders are treated equally at this institution.

Overall (734) 3.74	21.1%	48.9%	18%	6.8%	5.2%
Administration (189) 3.81	21.7%	51.3%	15.9%	8.5%	2.6%
Faculty (286) 3.64	21.7%	42.3%	21.7%	7%	7.3%
Affiliate Faculty (100) 4.07	25%	61%	11%	2%	1%
Classified Staff (139) 3.65	16.5%	52.5%	17.3%	7.2%	6.5%

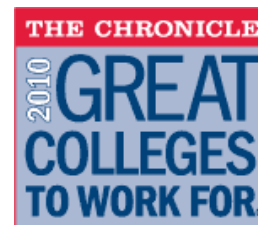
67. People of different races/ethnicities are treated equally at this institution.

Overall (730) 3.78	21.9%	49.9%	16.8%	7.4%	4%
Administration (190) 3.81	21.6%	52.1%	14.7%	8.4%	3.2%
Faculty (284) 3.67	21.8%	43.3%	20.4%	9.2%	5.3%
Affiliate Faculty (98) 4.14	29.6%	60.2%	6.1%	3.1%	1%
Classified Staff (139) 3.71	16.5%	53.2%	19.4%	5.8%	5%

68. People of different sexual orientations are treated equally at this institution.

Overall (705) 3.87	21.7%	52.2%	19.4%	4.4%	2.3%
Administration (187) 3.86	21.4%	52.4%	18.2%	7%	1.1%
Faculty (270) 3.81	22.2%	48.5%	21.1%	4.8%	3.3%
Affiliate Faculty (93) 4.14	28%	59.1%	11.8%	1.1%	0%
Classified Staff (136) 3.79	16.9%	55.1%	22.1%	2.2%	3.7%

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Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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69. People of different abilities are treated equally at this institution.

Overall (709) 3.72	18.6%	47.8%	23.8%	6.8%	3%
Administration (187) 3.74	18.7%	51.3%	17.6%	9.6%	2.7%
Faculty (274) 3.66	18.2%	44.2%	26.3%	8%	3.3%
Affiliate Faculty (93) 4.01	24.7%	54.8%	18.3%	1.1%	1.1%
Classified Staff (137) 3.63	13.9%	47.4%	30.7%	3.6%	4.4%

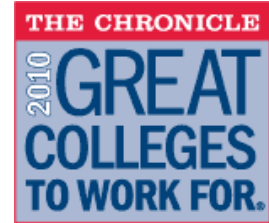
70. People of different religious beliefs are treated equally at this institution.

Overall (699) 3.9	22.3%	53.6%	18.2%	3.1%	2.7%
Administration (180) 3.89	20.6%	56.7%	16.1%	4.4%	2.2%
Faculty (273) 3.87	24.5%	48.7%	19.8%	2.9%	4%
Affiliate Faculty (92) 4.14	27.2%	59.8%	13%	0%	0%
Classified Staff (135) 3.8	16.3%	57%	20%	3.7%	3%

71. The environment at this institution is supportive of the expression of different opinions, styles and perceptions.

Overall (744) 3.52	12.6%	45.7%	28.1%	8.3%	5.2%
Administration (190) 3.63	12.6%	50%	27.4%	7.4%	2.6%
Faculty (295) 3.42	11.5%	42%	29.5%	10.5%	6.4%
Affiliate Faculty (99) 3.88	22.2%	50.5%	22.2%	3%	2%
Classified Staff (141) 3.41	8.5%	46.1%	31.2%	6.4%	7.8%

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	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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72. The overall appearance of the campus is pleasing.

Overall (751) 3.67	15%	51.5%	21.7%	8.5%	3.2%
Administration (190) 3.72	14.2%	55.3%	21.1%	6.8%	2.6%
Faculty (296) 3.52	13.9%	44.6%	26%	10.5%	5.1%
Affiliate Faculty (104) 3.77	15.4%	54.8%	23.1%	4.8%	1.9%
Classified Staff (142) 3.84	17.6%	58.5%	14.8%	8.5%	0.7%

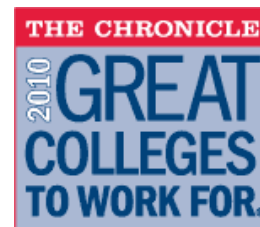
73. This institution makes a genuine effort to involve a diverse group of faculty/staff on college initiatives.

Overall (724) 3.74	17.4%	50.8%	23.2%	5.7%	2.9%
Administration (189) 3.8	20.1%	50.8%	20.6%	5.8%	2.6%
Faculty (292) 3.67	17.5%	47.9%	22.9%	7.9%	3.8%
Affiliate Faculty (90) 3.88	16.7%	57.8%	23.3%	1.1%	1.1%
Classified Staff (135) 3.68	12.6%	53.3%	26.7%	4.4%	3%

74. Overall, I am satisfied with the institution's efforts to support and encourage the valuing of differences.

Overall (739) 3.71	16.5%	50.9%	22.7%	6.6%	3.2%
Administration (190) 3.81	19.5%	54.2%	16.8%	6.8%	2.6%
Faculty (291) 3.55	14.8%	45.4%	25.4%	9.3%	5.2%
Affiliate Faculty (99) 3.97	19.2%	62.6%	15.2%	2%	1%
Classified Staff (140) 3.69	12.9%	51.4%	30%	3.6%	2.1%

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75. Our institution's values guide decision-making throughout the institution not just in theory but also in our day-to-day action.

Overall (710) 3.34	9.7%	37%	36.9%	10.4%	5.9%
Administration (184) 3.46	10.3%	39.1%	40.2%	7.1%	3.3%
Faculty (286) 3.18	10.1%	32.2%	32.9%	15.4%	9.4%
Affiliate Faculty (90) 3.62	11.1%	50%	32.2%	3.3%	3.3%
Classified Staff (131) 3.34	6.9%	37.4%	42.7%	8.4%	4.6%

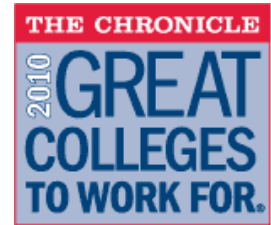
76. I feel a strong sense of loyalty to this institution.

Overall (747) 3.68	24.8%	38.3%	23.4%	7.6%	5.9%
Administration (190) 3.86	31.1%	38.9%	18.4%	7.9%	3.7%
Faculty (295) 3.59	25.4%	33.2%	23.7%	9.8%	7.8%
Affiliate Faculty (102) 3.74	21.6%	45.1%	23.5%	4.9%	4.9%
Classified Staff (141) 3.62	19.1%	41.8%	27.7%	5%	6.4%

77. My workload is reasonable.

Overall (749) 3.03	8.1%	32%	27.9%	18.3%	13.6%
Administration (190) 3.21	7.9%	36.8%	30.5%	17.9%	6.8%
Faculty (297) 2.6	6.1%	21.5%	22.9%	25.3%	24.2%
Affiliate Faculty (102) 3.73	18.6%	47.1%	25.5%	5.9%	2.9%
Classified Staff (142) 3.18	4.9%	38%	36.6%	11.3%	9.2%

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78. This institution commits appropriate resources to having sufficient technology.

Overall (743) 2.95	6.7%	30.8%	27.3%	21%	14.1%
Administration (186) 2.98	5.9%	32.8%	27.4%	21%	12.9%
Faculty (296) 2.75	7.1%	22%	27%	26.7%	17.2%
Affiliate Faculty (102) 3.33	8.8%	43.1%	27.5%	13.7%	6.9%
Classified Staff (140) 3.04	6.4%	35.7%	27.9%	15%	15%

79. I trust senior leadership enough to follow them, even when I disagree with their decisions.

Overall (729) 3.29	8.8%	39.4%	31.7%	11.9%	8.2%
Administration (188) 3.51	11.2%	45.7%	28.7%	11.7%	2.7%
Faculty (295) 3.11	8.1%	32.9%	32.9%	13.9%	12.2%
Affiliate Faculty (90) 3.58	10%	50%	32.2%	3.3%	4.4%
Classified Staff (137) 3.2	5.8%	40.1%	32.1%	11.7%	10.2%

80. The role of staff in shared governance is clearly stated and publicized.

Overall (678) 2.98	6.5%	28.3%	31.7%	23.3%	10.2%
Administration (183) 3.18	7.7%	35%	31.1%	20.2%	6%
Faculty (262) 2.84	5.7%	24.8%	29.4%	27.5%	12.6%
Affiliate Faculty (81) 3.26	9.9%	29.6%	42%	13.6%	4.9%
Classified Staff (133) 2.82	4.5%	25.6%	32.3%	22.6%	15%