

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

Your Overall (2076) 3.74	26.2%	39.1%	21.7%	8.2%	4.8%
Administrative & Professional (A&P) (486) 3.91	31.1%	40.2%	19.9%	6.1%	2.7%
Faculty (606) 3.65	26.4%	34.8%	22.5%	9.9%	6.3%
Staff (Classified) (984) 3.71	23.7%	41.2%	22.1%	8.1%	5%

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

Your Overall (2075) 4.11	40.9%	36.9%	16.2%	3.9%	2%
Administrative & Professional (A&P) (486) 4.26	49.4%	33.3%	13.4%	1.4%	2.5%
Faculty (605) 4.24	48.4%	33.4%	13.2%	4%	1%
Staff (Classified) (984) 3.95	32.1%	40.9%	19.5%	5.1%	2.4%

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

Your Overall (2075) 4.16	45.3%	34.1%	14.4%	4%	2.2%
Administrative & Professional (A&P) (486) 4.24	49.6%	31.3%	14%	3.5%	1.6%
Faculty (605) 4.29	51.7%	31.2%	12.7%	2.5%	1.8%
Staff (Classified) (984) 4.05	39.2%	37.2%	15.7%	5.2%	2.7%

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

Your Overall (2073) 4.04	39.9%	35.2%	16.3%	5.7%	2.8%
Administrative & Professional (A&P) (484) 4.14	45.2%	32.6%	15.5%	4.3%	2.3%
Faculty (605) 4.13	44.5%	33.6%	14.7%	5.1%	2.1%
Staff (Classified) (984) 3.93	34.6%	37.5%	17.6%	6.8%	3.6%

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.

Your Overall (2073) 3.67	24.8%	35.7%	26.2%	8.3%	4.9%
Administrative & Professional (A&P) (486) 3.75	27.4%	36.6%	23.9%	7.6%	4.5%
Faculty (605) 3.53	23.5%	29.4%	30.2%	10.7%	6.1%
Staff (Classified) (982) 3.72	24.4%	39.2%	24.8%	7.2%	4.3%

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

Your Overall (2072) 4.4	53.3%	36.5%	7.8%	1.6%	0.8%
Administrative & Professional (A&P) (486) 4.53	62.3%	30.9%	5.3%	0.8%	0.6%
Faculty (605) 4.36	53.6%	32.6%	10.9%	2.1%	0.8%
Staff (Classified) (981) 4.36	48.6%	41.8%	7%	1.6%	0.9%

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

Your Overall (2069) 3.9	33.4%	36.9%	19.7%	6.4%	3.6%
Administrative & Professional (A&P) (484) 4.05	38.6%	36.2%	19.2%	3.3%	2.7%
Faculty (603) 3.92	35.2%	35.3%	18.6%	7.8%	3.2%
Staff (Classified) (982) 3.82	29.8%	38.2%	20.6%	7.1%	4.3%

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

Your Overall (2067) 3.91	35.2%	35.4%	18.6%	6.7%	4.1%
Administrative & Professional (A&P) (485) 4.11	42.1%	35.1%	16.5%	4.1%	2.3%
Faculty (600) 3.77	33.8%	29.3%	22.2%	9.3%	5.3%
Staff (Classified) (982) 3.9	32.7%	39.3%	17.5%	6.3%	4.2%

	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 (2050) 3.75	29.7%	33.3%	23.9%	8.2%	4.9%
Administrative & Professional (A&P) (485) 4.01	38.6%	34.6%	19.4%	4.5%	2.9%
Faculty (588) 3.69	29.3%	29.6%	27.4%	8.5%	5.3%
Staff (Classified) (977) 3.65	25.6%	34.9%	24.1%	9.8%	5.6%

9. I am regularly recognized for my contributions.

Your Overall (2051) 3.54	24%	32.2%	25.4%	11.1%	7.4%
Administrative & Professional (A&P) (484) 3.8	31%	33.7%	24.2%	7%	4.1%
Faculty (592) 3.38	22.1%	27.7%	26.5%	13.5%	10.1%
Staff (Classified) (975) 3.51	21.6%	34.2%	25.3%	11.6%	7.3%

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

Your Overall (2039) 3.69	25.9%	38.2%	20%	10.7%	5.1%
Administrative & Professional (A&P) (482) 3.78	29.3%	37.6%	19.1%	10.4%	3.7%
Faculty (594) 3.83	31.3%	35.7%	21.7%	7.1%	4.2%
Staff (Classified) (963) 3.56	21%	40.1%	19.3%	13.2%	6.4%

11. I am paid fairly for my work.

Your Overall (2052) 2.9	10.8%	26%	23.6%	22.1%	17.5%
Administrative & Professional (A&P) (480) 3.33	17.5%	32.7%	22.5%	19.8%	7.5%
Faculty (595) 2.82	11.4%	23.5%	22.2%	21.3%	21.5%
Staff (Classified) (977) 2.75	7.1%	24.2%	25.1%	23.7%	20%

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.

Your Overall (2052) 3.99	35.8%	38.4%	17.4%	5.5%	2.9%
Administrative & Professional (A&P) (479) 4.15	42.4%	37.4%	15%	3.8%	1.5%
Faculty (596) 4.08	41.6%	34.9%	15.8%	5.2%	2.5%
Staff (Classified) (977) 3.85	29.1%	41%	19.7%	6.4%	3.8%

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

Your Overall (2040) 3.7	27.5%	35%	23.2%	8.8%	5.4%
Administrative & Professional (A&P) (475) 4.01	37.1%	36.8%	18.7%	5.3%	2.1%
Faculty (590) 3.86	33.1%	34.9%	21.5%	5.9%	4.6%
Staff (Classified) (975) 3.46	19.5%	34.3%	26.4%	12.3%	7.6%

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

Your Overall (2029) 3.61	25.5%	34.7%	22%	10.3%	7.4%
Administrative & Professional (A&P) (475) 3.83	31.2%	35.8%	22.5%	6.3%	4.2%
Faculty (582) 3.52	25.9%	30.9%	21.3%	13.2%	8.6%
Staff (Classified) (972) 3.55	22.5%	36.5%	22.2%	10.5%	8.2%

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

Your Overall (2034) 4.11	40%	39.8%	14.2%	3.7%	2.4%
Administrative & Professional (A&P) (480) 4.28	46%	40.4%	10.2%	2.5%	0.8%
Faculty (586) 4.15	43.2%	36.2%	15.4%	2.9%	2.4%
Staff (Classified) (968) 4.01	35%	41.7%	15.4%	4.8%	3.1%

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.

Your Overall (1878) 3.4	19.6%	32.2%	26.7%	11.1%	10.3%
Administrative & Professional (A&P) (437) 3.64	25.9%	33.2%	25.9%	9.2%	5.9%
Faculty (552) 3.59	23.9%	35.5%	23.6%	9.2%	7.8%
Staff (Classified) (889) 3.16	13.9%	29.7%	29%	13.3%	14.1%

17. Our review process accurately measures my job performance.

Your Overall (1998) 3.55	19.7%	37.8%	26%	10.4%	6.2%
Administrative & Professional (A&P) (467) 3.66	22.7%	38.1%	25.7%	9.2%	4.3%
Faculty (565) 3.43	18.4%	32.2%	31%	10.8%	7.6%
Staff (Classified) (966) 3.56	19%	40.9%	23.2%	10.7%	6.2%

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

Your Overall (1866) 3.45	16.9%	37.9%	25.7%	11.8%	7.6%
Administrative & Professional (A&P) (446) 3.67	22.6%	39%	25.6%	8.7%	4%
Faculty (521) 3.33	15.5%	31.9%	30.7%	13.6%	8.3%
Staff (Classified) (899) 3.4	14.9%	40.8%	22.9%	12.3%	9%

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

Your Overall (2031) 4.04	39.3%	37.4%	15.3%	4.4%	3.6%
Administrative & Professional (A&P) (480) 4.2	42.5%	41%	12.1%	2.7%	1.7%
Faculty (581) 4.15	46.3%	32%	15%	3.4%	3.3%
Staff (Classified) (970) 3.91	33.5%	38.9%	17.1%	5.8%	4.7%

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.

Your Overall (2026) 3.98	37.5%	36%	17.1%	5.6%	3.8%
Administrative & Professional (A&P) (478) 4.25	47.5%	35.6%	13.2%	2.1%	1.7%
Faculty (583) 4.02	41.7%	31.7%	16.5%	7%	3.1%
Staff (Classified) (965) 3.82	30.1%	38.8%	19.5%	6.5%	5.2%

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

Your Overall (2007) 3.74	27.4%	37%	22.6%	8.8%	4.2%
Administrative & Professional (A&P) (466) 4	34.3%	39.9%	18.7%	5.6%	1.5%
Faculty (578) 3.71	26.6%	37.4%	21.5%	9.7%	4.8%
Staff (Classified) (963) 3.64	24.5%	35.3%	25.1%	9.9%	5.2%

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

Your Overall (2000) 3.31	17.5%	28.9%	29.7%	15.1%	9%
Administrative & Professional (A&P) (464) 3.49	19.2%	33.6%	28.9%	13.4%	5%
Faculty (573) 3.37	18.3%	30.4%	29.3%	14.3%	7.7%
Staff (Classified) (963) 3.18	16.1%	25.6%	30.2%	16.3%	11.7%

23. People in my department work well together.

Your Overall (2011) 3.97	33.4%	40.5%	19%	4%	3.1%
Administrative & Professional (A&P) (468) 4.2	40.6%	42.3%	14.3%	1.7%	1.1%
Faculty (580) 3.81	30.3%	36.9%	21.4%	6.2%	5.2%
Staff (Classified) (963) 3.96	31.7%	41.7%	19.9%	3.7%	2.9%

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.

Your Overall (2020) 4.3	49.5%	36.8%	9.9%	1.9%	1.9%
Administrative & Professional (A&P) (470) 4.43	54.9%	35.3%	8.1%	0.9%	0.9%
Faculty (585) 4.35	53%	34%	9.4%	2.4%	1.2%
Staff (Classified) (965) 4.21	44.7%	39.3%	11.1%	2.2%	2.8%

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

Your Overall (2020) 4.13	41.9%	37.3%	14.8%	3.4%	2.5%
Administrative & Professional (A&P) (469) 4.33	50.3%	36.9%	10%	1.3%	1.5%
Faculty (585) 4.09	42.1%	35.6%	15.2%	3.8%	3.4%
Staff (Classified) (966) 4.05	37.8%	38.6%	16.9%	4.2%	2.5%

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

Your Overall (1976) 3.61	20.5%	35.6%	31.7%	8.1%	4%
Administrative & Professional (A&P) (463) 3.8	26.8%	38%	26.6%	5.4%	3.2%
Faculty (556) 3.59	20.9%	32.6%	34.2%	9.2%	3.2%
Staff (Classified) (957) 3.52	17.3%	36.3%	32.7%	8.9%	4.8%

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

Your Overall (2011) 3.53	22.2%	33.2%	27%	10.7%	6.9%
Administrative & Professional (A&P) (467) 3.76	29.3%	33%	26.6%	6.9%	4.3%
Faculty (583) 3.35	18.5%	30%	28.3%	14.4%	8.7%
Staff (Classified) (961) 3.53	21%	35.3%	26.3%	10.3%	7.1%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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28. My department has adequate faculty/staff to achieve our goals.

Your Overall (2001) 2.88	12.6%	22.6%	23.7%	22.3%	18.7%
Administrative & Professional (A&P) (463) 2.97	13%	21.2%	29.8%	21.8%	14.3%
Faculty (579) 2.68	14%	16.2%	18.1%	26.9%	24.7%
Staff (Classified) (959) 2.96	11.6%	27.2%	24.2%	19.7%	17.3%

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

Your Overall (1999) 4.11	35.2%	46.3%	14.4%	2.4%	1.8%
Administrative & Professional (A&P) (466) 4.22	39.5%	46.8%	11.2%	1.7%	0.9%
Faculty (580) 4.04	33.4%	44.3%	16.7%	3.6%	1.9%
Staff (Classified) (953) 4.09	34.1%	47.3%	14.5%	2%	2.1%

30. Our orientation program prepares new faculty, administration and staff to be effective.

Your Overall (1778) 3.53	15.4%	41.4%	28.7%	10.1%	4.5%
Administrative & Professional (A&P) (428) 3.53	12.9%	44.4%	28.7%	10.7%	3.3%
Faculty (481) 3.44	16.8%	34.5%	30.4%	12.7%	5.6%
Staff (Classified) (869) 3.58	15.8%	43.7%	27.7%	8.3%	4.5%

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

Your Overall (1836) 3.68	19.7%	45%	23%	8.5%	3.8%
Administrative & Professional (A&P) (436) 3.82	21.3%	49.5%	20.2%	7.3%	1.6%
Faculty (568) 3.46	18.3%	35.9%	26.8%	11.6%	7.4%
Staff (Classified) (832) 3.76	19.7%	48.8%	22%	7%	2.5%

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.

Your Overall (1980) 3.74	25.1%	41%	21.8%	7.4%	4.7%
Administrative & Professional (A&P) (463) 4	32.4%	43.8%	16.8%	5.2%	1.7%
Faculty (572) 3.48	21.2%	32.5%	27.1%	11.5%	7.7%
Staff (Classified) (945) 3.77	23.8%	44.8%	21%	6%	4.4%

33. There is a good balance of teaching, service and research at this institution. (Faculty-Only)

Your Overall (1762) 3.68	18.9%	46.5%	22%	9%	3.6%
Administrative & Professional (A&P) (399) 3.89	21.6%	53.6%	18.5%	4.8%	1.5%
Faculty (574) 3.38	16.6%	35.2%	24.9%	16.2%	7.1%
Staff (Classified) (789) 3.8	19.3%	51.2%	21.5%	5.8%	2.2%

34. This institution's benefits meet my needs.

Your Overall (1957) 4.01	28.4%	51.8%	14.3%	4%	1.5%
Administrative & Professional (A&P) (459) 4.16	35.1%	49.7%	12.2%	2.2%	0.9%
Faculty (561) 3.86	25%	47.4%	18.5%	6.6%	2.5%
Staff (Classified) (937) 4.04	27.1%	55.5%	12.8%	3.3%	1.3%

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

Your Overall (1886) 3.18	12.9%	28%	30.9%	19.8%	8.3%
Administrative & Professional (A&P) (435) 3.23	13.3%	28.7%	32.6%	17.9%	7.4%
Faculty (544) 3.19	14.9%	25.6%	31.1%	21.1%	7.4%
Staff (Classified) (907) 3.14	11.6%	29.2%	30%	20%	9.3%

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

Your Overall (2002) 4.13	40.4%	37.1%	19%	2.4%	1.1%
Administrative & Professional (A&P) (466) 4.31	49.1%	35.8%	12.9%	1.5%	0.6%
Faculty (579) 4.01	36.4%	34.7%	23.5%	3.8%	1.6%
Staff (Classified) (957) 4.12	38.5%	39.2%	19.3%	2%	1%

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

Your Overall (1983) 3.44	21.7%	31%	26.3%	11.4%	9.5%
Administrative & Professional (A&P) (462) 3.71	27.7%	34.4%	23.2%	10.2%	4.5%
Faculty (577) 3.18	17.9%	24.4%	30.2%	13.2%	14.4%
Staff (Classified) (944) 3.47	21.2%	33.4%	25.5%	11%	8.9%

38. The role of faculty in shared governance is clearly stated and publicized. (Faculty-Only)

Your Overall (1375) 3.39	15.5%	35.2%	28.6%	13.8%	6.9%
Administrative & Professional (A&P) (254) 3.7	24%	36.2%	27.2%	11%	1.6%
Faculty (569) 3.08	12.3%	26.7%	29.3%	19.9%	11.8%
Staff (Classified) (552) 3.56	14.9%	43.5%	28.4%	8.9%	4.3%

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

Your Overall (1170) 3.65	20.3%	42.9%	23.7%	8.2%	5%
Administrative & Professional (A&P) (200) 3.98	27.5%	47.5%	21%	3%	1%
Faculty (570) 3.48	18.1%	40%	21.9%	11.8%	8.2%
Staff (Classified) (400) 3.74	19.8%	44.8%	27.5%	5.8%	2.3%

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.

Your Overall (1095) 3.49	16.4%	40%	26.7%	10%	6.8%
Administrative & Professional (A&P) (184) 3.76	21.2%	42.9%	28.3%	6%	1.6%
Faculty (551) 3.31	13.8%	37.9%	24.1%	13.6%	10.5%
Staff (Classified) (360) 3.63	18.1%	41.7%	29.7%	6.7%	3.9%

41. Senior leadership communicates openly about important matters.

Your Overall (1957) 3.49	19.2%	36.3%	26.3%	11.2%	7%
Administrative & Professional (A&P) (457) 3.77	27.1%	36.8%	25.4%	7.7%	3.1%
Faculty (562) 3.31	16.7%	32.4%	26.9%	13.3%	10.7%
Staff (Classified) (938) 3.47	16.7%	38.5%	26.3%	11.7%	6.7%

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

Your Overall (1880) 3.26	12.5%	31.2%	34.3%	14.2%	7.8%
Administrative & Professional (A&P) (441) 3.48	17%	34.5%	31.5%	13.2%	3.9%
Faculty (556) 3.15	13.7%	26.4%	32.7%	15.6%	11.5%
Staff (Classified) (883) 3.23	9.5%	32.5%	36.7%	13.8%	7.5%

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

Your Overall (1868) 3.42	14.2%	36.4%	32.6%	10.5%	6.3%
Administrative & Professional (A&P) (449) 3.53	16.3%	37.4%	33.9%	8.2%	4.2%
Faculty (546) 3.37	15.8%	33.9%	30.2%	11.7%	8.4%
Staff (Classified) (873) 3.39	12.3%	37.5%	33.4%	10.9%	6%

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.

Your Overall (1932) 3.48	15.5%	40.1%	27.8%	10.1%	6.4%
Administrative & Professional (A&P) (452) 3.69	19.7%	43.1%	27.4%	5.5%	4.2%
Faculty (555) 3.28	14.8%	32.3%	29%	14.4%	9.5%
Staff (Classified) (925) 3.5	13.8%	43.4%	27.4%	9.8%	5.6%

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

Your Overall (1954) 3.96	31.5%	43.7%	17.2%	4.8%	2.9%
Administrative & Professional (A&P) (457) 4.1	34.4%	46.6%	15.3%	2%	1.8%
Faculty (561) 3.89	33.3%	37.6%	17.5%	7.5%	4.1%
Staff (Classified) (936) 3.94	29.1%	45.8%	17.9%	4.5%	2.7%

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

Your Overall (1928) 3.75	20.4%	45.6%	25.6%	5.7%	2.7%
Administrative & Professional (A&P) (456) 3.87	23.2%	47.8%	23.2%	4.4%	1.3%
Faculty (558) 3.59	19.4%	38.5%	29.2%	8.1%	4.8%
Staff (Classified) (914) 3.79	19.6%	48.9%	24.6%	4.8%	2.1%

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

Your Overall (1936) 4.14	42.9%	37.9%	12.1%	4.2%	2.9%
Administrative & Professional (A&P) (456) 4.24	45.2%	39.7%	10.5%	3.1%	1.5%
Faculty (542) 4.11	41%	38.6%	13.8%	3.7%	3%
Staff (Classified) (938) 4.1	42.9%	36.7%	11.9%	5%	3.5%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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48. Senior leadership regularly models this institution's values.

Your Overall (1926) 3.71	22.9%	41.7%	23.9%	6.6%	4.9%
Administrative & Professional (A&P) (455) 3.91	29.7%	41.8%	21.8%	4%	2.9%
Faculty (551) 3.52	20.5%	36.5%	25.8%	9.3%	8%
Staff (Classified) (920) 3.72	21%	44.8%	23.8%	6.3%	4.1%

49. This institution actively contributes to the community.

Your Overall (1904) 4.07	31.8%	49%	15.3%	2.6%	1.3%
Administrative & Professional (A&P) (452) 4.21	37.8%	47.3%	13.5%	0.9%	0.4%
Faculty (543) 4	31.5%	45.9%	16.4%	3.9%	2.4%
Staff (Classified) (909) 4.05	28.9%	51.7%	15.5%	2.8%	1.1%

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

Your Overall (1928) 3.91	31.1%	42.3%	16.8%	6.2%	3.7%
Administrative & Professional (A&P) (455) 3.96	32.5%	41.8%	17.6%	5.7%	2.4%
Faculty (559) 3.83	33.1%	36.5%	16.3%	8.2%	5.9%
Staff (Classified) (914) 3.93	29.1%	46.1%	16.7%	5.1%	3%

51. There is appropriate recognition of innovative and high quality teaching. (Faculty-Only)

Your Overall (1313) 3.56	16.6%	42.2%	26.4%	9.7%	5%
Administrative & Professional (A&P) (252) 3.77	20.2%	48.4%	21%	8.7%	1.6%
Faculty (549) 3.31	13.3%	33.9%	31%	14%	7.8%
Staff (Classified) (512) 3.72	18.4%	48%	24.2%	5.7%	3.7%

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.

Your Overall (1870) 3.69	18.2%	45.1%	27%	6.7%	3%
Administrative & Professional (A&P) (440) 3.78	20.9%	45%	27.3%	5%	1.8%
Faculty (544) 3.51	14.9%	40.1%	31.1%	9.6%	4.4%
Staff (Classified) (886) 3.75	19%	48.2%	24.4%	5.8%	2.7%

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

Your Overall (1922) 3.79	21.9%	48.3%	20%	6.5%	3.4%
Administrative & Professional (A&P) (453) 3.81	23%	45.7%	23.2%	5.3%	2.9%
Faculty (550) 3.76	22.2%	46.4%	19.6%	8.9%	2.9%
Staff (Classified) (919) 3.79	21.1%	50.7%	18.6%	5.5%	4%

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

Your Overall (1851) 3.86	26.4%	46.7%	17%	6%	3.8%
Administrative & Professional (A&P) (438) 3.97	31.3%	43.8%	18.3%	3.7%	3%
Faculty (533) 3.68	23.5%	41.7%	19.9%	9.8%	5.3%
Staff (Classified) (880) 3.91	25.8%	51.3%	14.7%	4.9%	3.4%

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

Your Overall (1881) 3.39	14.1%	35.7%	31.5%	12.2%	6.5%
Administrative & Professional (A&P) (442) 3.55	17.2%	38.5%	31.2%	8.4%	4.8%
Faculty (553) 3.29	15.2%	32.7%	27.5%	15%	9.6%
Staff (Classified) (886) 3.36	11.9%	36.1%	34.2%	12.3%	5.5%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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56. I believe what I am told by senior leadership.

Your Overall (1930) 3.53	19.7%	36.4%	27.6%	9.4%	6.8%
Administrative & Professional (A&P) (453) 3.85	26.3%	42.6%	23%	5.7%	2.4%
Faculty (556) 3.31	17.8%	29.9%	28.6%	12.6%	11.2%
Staff (Classified) (921) 3.5	17.6%	37.4%	29.3%	9.3%	6.4%

57. This institution is well run.

Your Overall (1927) 3.49	16%	38.5%	30.5%	9.1%	6%
Administrative & Professional (A&P) (453) 3.73	20.5%	44.4%	26%	5.5%	3.5%
Faculty (556) 3.26	14.6%	29.9%	32.6%	13.1%	9.9%
Staff (Classified) (918) 3.52	14.6%	40.7%	31.4%	8.5%	4.8%

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

Your Overall (1930) 3.31	16.1%	31%	30.1%	13.4%	9.3%
Administrative & Professional (A&P) (454) 3.54	19.8%	34.8%	29.3%	11.5%	4.6%
Faculty (556) 3.13	13.5%	29.1%	28.8%	14.6%	14%
Staff (Classified) (920) 3.31	15.9%	30.3%	31.3%	13.7%	8.8%

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

Your Overall (1904) 3.44	18.3%	33.7%	28.5%	12.5%	7%
Administrative & Professional (A&P) (454) 3.62	21.8%	34.6%	30.4%	10.4%	2.9%
Faculty (542) 3.26	17.5%	28%	27.5%	16.8%	10.1%
Staff (Classified) (908) 3.45	17.1%	36.6%	28.2%	11%	7.2%

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.

Your Overall (1935) 3.9	28.8%	41.4%	22.8%	4.6%	2.4%
Administrative & Professional (A&P) (454) 4.09	35%	44.3%	16.7%	2.6%	1.3%
Faculty (556) 3.71	23.2%	38.7%	27.3%	7%	3.8%
Staff (Classified) (925) 3.92	29.2%	41.6%	23%	4.1%	2.1%

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

Your Overall (1724) 3.21	10.1%	33.1%	31%	19.5%	6.2%
Administrative & Professional (A&P) (416) 3.25	11.1%	31.7%	32.9%	19.7%	4.6%
Faculty (460) 3.02	10.2%	25.2%	29.1%	26.7%	8.7%
Staff (Classified) (848) 3.3	9.6%	38.1%	31.1%	15.6%	5.7%

62. Staff are appropriately involved in decisions related to administrative and operational matters and programs (e.g., curriculum policy development, evaluation).

Your Overall (1676) 3.06	8.8%	27.4%	33.8%	20.7%	9.3%
Administrative & Professional (A&P) (407) 3.17	10.3%	28.5%	33.9%	22.6%	4.7%
Faculty (437) 3.05	9.6%	28.8%	29.7%	21.1%	10.8%
Staff (Classified) (832) 3	7.6%	26.2%	35.8%	19.6%	10.8%

63. I understand what it means for UTSA to be an Hispanic Serving Institution (HSI).

Your Overall (1889) 4.1	34.9%	48.7%	10%	4.4%	2%
Administrative & Professional (A&P) (446) 4.21	39.5%	47.5%	8.7%	2.9%	1.3%
Faculty (544) 4.19	41.7%	43.6%	8.6%	4.6%	1.5%
Staff (Classified) (899) 3.99	28.6%	52.3%	11.5%	5%	2.7%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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64. At UTSA, there are opportunities and support for my professional growth.

Your Overall (1899) 3.59	19.9%	39.1%	26.2%	9.5%	5.3%
Administrative & Professional (A&P) (445) 3.75	24.9%	38.2%	27.2%	5.8%	3.8%
Faculty (546) 3.6	20%	39.4%	26.4%	9.3%	4.9%
Staff (Classified) (908) 3.5	17.4%	39.3%	25.6%	11.5%	6.3%

65. We have opportunities to actively contribute to the community.

Your Overall (1878) 3.92	24.4%	51.2%	18.6%	4.2%	1.7%
Administrative & Professional (A&P) (442) 4.1	29.4%	54.1%	14%	1.8%	0.7%
Faculty (537) 3.88	25.3%	46.6%	20.5%	5.8%	1.9%
Staff (Classified) (899) 3.87	21.4%	52.5%	19.7%	4.4%	2%

66. At UTSA, people are supportive of their colleagues regardless of their identity. These identities include, but are not limited to, race, age, religion, socioeconomic status, gender identity, immigration status, intellectual differences, national origin, ability, ethnicity, sex and sexual orientation.

Your Overall (1899) 3.97	29.8%	47.6%	15.7%	4%	2.9%
Administrative & Professional (A&P) (444) 4.1	33.8%	48.9%	13.1%	2.5%	1.8%
Faculty (546) 3.87	30.8%	39.9%	19%	6.2%	4%
Staff (Classified) (909) 3.97	27.3%	51.5%	15.1%	3.4%	2.8%

67. The environment at UTSA is supportive of the expression of different opinions, styles and perceptions.

Your Overall (1900) 3.76	22.2%	46.1%	21.5%	6.7%	3.6%
Administrative & Professional (A&P) (445) 3.86	25.4%	46.5%	20%	4.9%	3.1%
Faculty (546) 3.62	22%	39.6%	23.1%	9.5%	5.9%
Staff (Classified) (909) 3.8	20.7%	49.7%	21.2%	5.9%	2.4%

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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68. UTSA makes a genuine effort to involve a diverse group of faculty/staff on university initiatives.

Your Overall (1833) 3.84	24.5%	47.2%	18.9%	6.4%	3%
Administrative & Professional (A&P) (433) 3.92	25.6%	49.2%	18.5%	4.8%	1.8%
Faculty (538) 3.73	24.9%	41.8%	19.5%	8.6%	5.2%
Staff (Classified) (862) 3.87	23.7%	49.7%	18.7%	5.8%	2.2%

69. I feel that UTSA provides faculty, staff and administrators with the necessary resources to ensure accessible and inclusive work environments.

Your Overall (1873) 3.78	21.2%	47.3%	22.9%	5.4%	3.2%
Administrative & Professional (A&P) (443) 3.88	22.1%	51.2%	21.2%	3.8%	1.6%
Faculty (539) 3.66	21.3%	41.2%	24.9%	7.4%	5.2%
Staff (Classified) (891) 3.8	20.8%	48.9%	22.6%	4.9%	2.8%

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

Your Overall (1901) 3.86	24.6%	47.9%	19.1%	5.5%	2.8%
Administrative & Professional (A&P) (446) 3.96	26%	51.1%	17.3%	3.8%	1.8%
Faculty (546) 3.73	24.9%	41.2%	20.1%	9.2%	4.6%
Staff (Classified) (909) 3.89	23.8%	50.4%	19.5%	4.2%	2.2%

71. My workplace is free from bullying (i.e., the persistent use of aggressive, overbearing, or unreasonable behaviors) directed toward me by a member of the UTSA community.

Your Overall (1896) 3.91	34.7%	39.3%	14.1%	6.5%	5.4%
Administrative & Professional (A&P) (440) 4.09	38%	43%	11.8%	5%	2.3%
Faculty (544) 3.9	37.1%	36.2%	12.5%	7.9%	6.3%
Staff (Classified) (912) 3.83	31.6%	39.4%	16.1%	6.5%	6.5%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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72. Research is appropriately recognized in the evaluation and promotion process for faculty.

Your Overall (1028) 3.93	27%	48.6%	17.3%	4.6%	2.4%
Administrative & Professional (A&P) (159) 4.18	30.2%	58.5%	10.1%	1.3%	0%
Faculty (492) 3.91	29.3%	44.7%	17.5%	5.1%	3.5%
Staff (Classified) (377) 3.86	22.8%	49.6%	20.2%	5.3%	2.1%

73. Service is appropriately recognized in the evaluation and promotion process for faculty.

Your Overall (1157) 3.48	18.2%	38.5%	23.9%	12.3%	7.3%
Administrative & Professional (A&P) (186) 3.74	24.2%	42.5%	20.4%	9.1%	3.8%
Faculty (517) 3.29	16.2%	33.5%	24%	15.3%	11%
Staff (Classified) (454) 3.59	17.8%	42.5%	25.1%	10.1%	4.4%

74. There is appropriate recognition of innovative and high quality service.

Your Overall (1688) 3.41	14.1%	38.2%	28.3%	13.7%	5.7%
Administrative & Professional (A&P) (384) 3.56	16.7%	40.6%	28.1%	11.5%	3.1%
Faculty (521) 3.22	14.4%	29.8%	28.2%	18.4%	9.2%
Staff (Classified) (783) 3.47	12.6%	42.7%	28.4%	11.7%	4.6%

75. There is appropriate recognition of innovative and high quality research.

Your Overall (1296) 3.89	24.9%	48.4%	19.4%	5%	2.2%
Administrative & Professional (A&P) (244) 4.07	27.5%	55.3%	13.9%	2.9%	0.4%
Faculty (509) 3.85	29.1%	40.7%	19.6%	7.3%	3.3%
Staff (Classified) (543) 3.84	19.9%	52.5%	21.7%	3.9%	2%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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76. Senior leadership regularly updates the faculty and staff on initiatives taking place at the University.

Your Overall (1863) 3.84	24.7%	46.2%	20.6%	5.9%	2.7%
Administrative & Professional (A&P) (430) 4.06	32.3%	46.7%	16.5%	3.5%	0.9%
Faculty (542) 3.82	26.8%	41.7%	21.6%	6.8%	3.1%
Staff (Classified) (891) 3.75	19.8%	48.6%	21.9%	6.5%	3.3%

77. I have a good sense of the strategic vision for UTSA.

Your Overall (1891) 3.77	21.7%	47.5%	20.4%	7%	3.4%
Administrative & Professional (A&P) (440) 3.98	29.3%	47%	17.5%	4.3%	1.8%
Faculty (544) 3.63	22.1%	39.5%	24.1%	8.5%	5.9%
Staff (Classified) (907) 3.76	17.9%	52.5%	19.6%	7.4%	2.6%

78. In my department, we communicate respectfully, even when we disagree.

Your Overall (1900) 4.03	35.5%	43.5%	13.2%	4.1%	3.7%
Administrative & Professional (A&P) (441) 4.24	42.2%	45.1%	9.3%	1.8%	1.6%
Faculty (544) 4.03	39.3%	38.6%	12.5%	4.4%	5.1%
Staff (Classified) (915) 3.93	29.9%	45.7%	15.5%	5%	3.8%

79. UTSA's commitment to being an HSI is clearly stated and publicized.

Your Overall (1857) 4.05	33.3%	47.3%	12.9%	3.9%	2.5%
Administrative & Professional (A&P) (435) 4.17	39.1%	45.3%	10.8%	3.7%	1.1%
Faculty (543) 4.03	37.4%	40.5%	13.8%	4.2%	4.1%
Staff (Classified) (879) 4	28%	52.6%	13.3%	3.9%	2.3%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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80. This institution is taking appropriate action in response to the Covid-19 pandemic.

Your Overall (1903) 4.3	49%	37.4%	9.9%	2.1%	1.6%
Administrative & Professional (A&P) (442) 4.4	54.3%	34.6%	8.4%	1.8%	0.9%
Faculty (547) 4.35	52.3%	36%	8%	2.2%	1.5%
Staff (Classified) (914) 4.22	44.4%	39.6%	11.7%	2.2%	2.1%