

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

2012	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	9%	34%	44%	10%	3%	578
Administration	6%	33%	51%	9%	1%	194
Faculty	13%	44%	32%	9%	2%	234
Support Staff	5%	22%	53%	13%	7%	150
2009	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	18%	44%	26%	8%	4%	359
Administration	22%	50%	20%	6%	2%	110
Faculty	19%	43%	24%	10%	4%	134
Support Staff	13%	39%	33%	8%	8%	106

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

2012	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	21.0%	46.0%	25.0%	7.0%	1.0%	578
Administration	23.0%	50.0%	20.0%	6.0%	1.0%	195
Faculty	21.0%	42.0%	28.0%	8.0%	1.0%	233
Support Staff	19.0%	46.0%	26.0%	7.0%	2.0%	150
2009	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	42%	32%	17%	6%	3%	365
Administration	55%	27%	12%	5%	2%	110
Faculty	43%	34%	16%	3%	4%	134
Support Staff	31%	34%	22%	11%	3%	107

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

2012	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	37.0%	39.0%	20.0%	3.0%	1.0%	580
Administration	40.0%	37.0%	20.0%	3.0%	0.0%	195
Faculty	40.0%	35.0%	19.0%	4.0%	2.0%	235
Support Staff	27.0%	47.0%	22.0%	3.0%	1.0%	150
2009	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	43.3%	37.2%	11.7%	6.4%	1.4%	360
Administration	53.6%	37.3%	6.4%	2.7%	0.0%	110
Faculty	39.6%	32.8%	14.2%	9.7%	3.7%	134
Support Staff	37.4%	41.1%	15.0%	6.5%	0.0%	107

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

2012	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	33%	44%	17%	4%	2%	580
Administration	30%	44%	20%	4%	2%	195
Faculty	45%	39%	12%	3%	1%	235
Support Staff	21%	53%	21%	2%	3%	150
2009	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	34%	51%	10%	4%	1%	360
Administration	45%	48%	5%	2%	1%	110
Faculty	34%	52%	13%	2%	0%	134
Support Staff	24%	56%	12%	7%	1%	107

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

2012	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	22%	43%	27%	6%	2%	579
Administration	30%	37%	27%	5%	1%	194
Faculty	20%	48%	24%	4%	4%	235
Support Staff	13%	46%	31%	9%	1%	150
2009	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	24%	43%	20%	7%	6%	362
Administration	34%	46%	15%	6%	1%	110
Faculty	24%	40%	17%	10%	9%	134
Support Staff	18%	44%	27%	5%	7%	107

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

2012	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	42%	35%	19%	3%	1%	580
Administration	40%	38%	17%	3%	2%	195
Faculty	46%	34%	17%	3%	0%	235
Support Staff	36%	34%	25%	3%	2%	150
2009	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	49%	35%	9%	4%	3%	362
Administration	65%	28%	4%	2%	2%	110
Faculty	49%	34%	10%	5%	3%	134
Support Staff	38%	42%	12%	7%	1%	107

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

2012	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	14%	39%	33%	11%	3%	580
Administration	13%	38%	35%	12%	2%	195
Faculty	17%	44%	27%	9%	3%	235
Support Staff	10%	34%	40%	13%	3%	150
2009	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	24%	38%	24%	11%	3%	360
Administration	34%	36%	23%	6%	2%	110
Faculty	22%	37%	24%	13%	4%	134
Support Staff	17%	39%	26%	14%	4%	107

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

2012	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	39%	50%	8%	3%	0%	578
Administration	46%	43%	8%	3%	0%	194
Faculty	43%	49%	6%	2%	0%	235
Support Staff	25%	60%	9%	5%	1%	149
2009	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	52%	38%	6%	2%	2%	365
Administration	66%	31%	2%	2%	0%	110
Faculty	53%	34%	9%	2%	3%	134
Support Staff	41%	46%	8%	4%	2%	107

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

2012	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	27%	40%	21%	9%	3%	579
Administration	24%	42%	21%	10%	3%	194
Faculty	31%	36%	21%	9%	3%	235
Support Staff	23%	45%	20%	9%	3%	150
2009	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	32%	34%	21%	7%	7%	363
Administration	40%	30%	21%	4%	6%	110
Faculty	27%	40%	17%	11%	6%	133
Support Staff	31%	32%	26%	6%	6%	107

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

2012	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	39%	52%	8%	1%	0%	577
Administration	36%	57%	7%	0%	0%	195
Faculty	43%	48%	6%	3%	0%	232
Support Staff	37%	51%	11%	1%	0%	150
2009	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	48%	41%	8%	2%	2%	361
Administration	63%	32%	2%	3%	0%	109
Faculty	45%	44%	7%	3%	2%	134
Support Staff	38%	45%	13%	0%	4%	107

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

2012	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	12%	44%	34%	8%	2%	579
Administration	13%	41%	35%	9%	2%	194
Faculty	13%	49%	31%	5%	2%	235
Support Staff	10%	42%	39%	9%	0%	150
2009	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	19%	44%	29%	6%	3%	357
Administration	26%	48%	22%	3%	1%	109
Faculty	17%	44%	29%	9%	2%	130
Support Staff	15%	39%	36%	6%	4%	107

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

2012	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	25%	53%	16%	5%	1%	579
Administration	25%	54%	16%	3%	2%	195
Faculty	24%	51%	16%	8%	1%	235
Support Staff	28%	53%	16%	3%	0%	149
2009	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	33%	46%	13%	5%	3%	358
Administration	44%	43%	7%	4%	2%	109
Faculty	27%	46%	17%	7%	4%	133
Support Staff	29%	48%	15%	6%	3%	107

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

2012	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	14%	45%	29%	11%	1%	579
Administration	14%	50%	27%	8%	1%	195
Faculty	18%	43%	27%	10%	2%	234
Support Staff	8%	43%	34%	14%	1%	150
2009	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	14%	40%	30%	11%	5%	354
Administration	20%	41%	28%	9%	2%	108
Faculty	14%	40%	29%	13%	5%	133
Support Staff	9%	39%	30%	12%	11%	103

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

2012	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	27%	47%	19%	6%	1%	578
Administration	33%	41%	19%	7%	0%	195
Faculty	29%	44%	19%	6%	2%	233
Support Staff	19%	59%	17%	5%	0%	150
2009	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	30%	38%	20%	9%	3%	355
Administration	43%	39%	15%	3%	1%	108
Faculty	26%	32%	21%	14%	6%	133
Support Staff	22%	42%	23%	11%	3%	105

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

2012	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	21%	54%	18%	6%	1%	577
Adminstration	24%	49%	19%	7%	1%	195
Faculty	23%	50%	18%	8%	1%	232
Support Staff	16%	66%	17%	1%	0%	150
2009	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	28%	49%	14%	6%	3%	356
Adminstration	31%	49%	11%	8%	1%	109
Faculty	24%	44%	18%	8%	5%	133
Support Staff	29%	57%	11%	2%	1%	105

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

2012	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	38%	44%	16%	2%	0%	578
Adminstration	43%	44%	12%	1%	0%	195
Faculty	41%	40%	15%	4%	0%	233
Support Staff	29%	47%	23%	1%	0%	150
2009	Strongly Agree	Agree	Sometimes A & Sometimes D	Disagree	Strongly Disagree	N =
Overall	47%	34%	14%	2%	3%	360
Adminstration	56%	39%	3%	2%	1%	110
Faculty	48%	27%	18%	3%	5%	134
Support Staff	37%	39%	20%	2%	2%	107