

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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Average All Statements (1-61)

Your Overall (1529) 3.5	20.3%	35.5%	25.8%	10.2%	8.1%
SHRA (744) 3.54	19.6%	38.1%	26.1%	9.2%	7%
EHRA Non-Faculty (356) 3.7	27.3%	34.8%	23.5%	8.9%	5.4%
Faculty (429) 3.27	16%	31.8%	27.3%	13%	11.9%

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

Your Overall (1529) 4.04	35.6%	41.7%	16.3%	3.7%	2.6%
SHRA (744) 3.92	29%	44.1%	19.9%	3.6%	3.4%
EHRA Non-Faculty (356) 4.28	48.3%	37.4%	9.8%	2.8%	1.7%
Faculty (429) 4.06	36.6%	41.3%	15.4%	4.7%	2.1%

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.

Your Overall (1529) 4.15	43.2%	35.9%	15.6%	3.2%	2.1%
SHRA (744) 4.06	39.8%	35.8%	17.9%	3.9%	2.7%
EHRA Non-Faculty (356) 4.34	52.8%	33.1%	10.4%	2.5%	1.1%
Faculty (429) 4.15	41.3%	38.5%	15.9%	2.6%	1.9%

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

Your Overall (1523) 3.99	38.1%	36%	16.8%	4.9%	4.1%
SHRA (743) 3.95	35.3%	37.4%	18%	5.2%	4%
EHRA Non-Faculty (353) 4.12	44.2%	32.9%	16.7%	3.7%	2.5%
Faculty (427) 3.96	38.2%	36.3%	14.8%	5.4%	5.4%

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 (1527) 3.56	21.9%	35%	26.2%	10.7%	6.2%
SHRA (744) 3.75	25.3%	39.7%	24.1%	7%	4%
EHRA Non-Faculty (356) 3.74	26.1%	36.5%	26.1%	7.6%	3.7%
Faculty (427) 3.06	12.4%	25.5%	30%	19.9%	12.2%

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

Your Overall (1527) 4.25	44%	42.2%	10%	2.6%	1.2%
SHRA (743) 4.26	41.6%	47.1%	7.5%	2.8%	0.9%
EHRA Non-Faculty (356) 4.47	58.4%	33.4%	5.9%	0.8%	1.4%
Faculty (428) 4.07	36.2%	40.9%	17.8%	3.7%	1.4%

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.

Your Overall (1521) 3.92	33%	38.7%	19.4%	5.3%	3.6%
SHRA (740) 3.89	31.2%	39.7%	20%	4.9%	4.2%
EHRA Non-Faculty (354) 4.23	45.2%	37.9%	12.7%	3.1%	1.1%
Faculty (427) 3.73	26%	37.7%	23.9%	8%	4.4%

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

Your Overall (1523) 3.84	31.9%	37.4%	19%	6.6%	5.2%
SHRA (743) 3.81	30.4%	38.4%	18.6%	7.4%	5.2%
EHRA Non-Faculty (353) 3.98	38%	34.3%	18.7%	5.9%	3.1%
Faculty (427) 3.78	29.5%	38.2%	19.9%	5.6%	6.8%

	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 (1520) 3.61	26.2%	32.2%	25.7%	8.6%	7.3%
SHRA (740) 3.59	24.7%	33.8%	24.7%	9.1%	7.7%
EHRA Non-Faculty (355) 3.92	38.9%	27.9%	23.4%	6.5%	3.4%
Faculty (425) 3.4	18.1%	33.2%	29.2%	9.6%	9.9%

9. I am regularly recognized for my contributions.

Your Overall (1514) 3.34	18.6%	29.3%	29.1%	13.5%	9.6%
SHRA (738) 3.33	18%	29.4%	29.9%	12.6%	10%
EHRA Non-Faculty (352) 3.59	25.9%	30.4%	25.9%	12.5%	5.4%
Faculty (424) 3.14	13.4%	28.1%	30.2%	15.8%	12.5%

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 (1506) 3.72	24.6%	41.8%	19.4%	9.4%	4.8%
SHRA (732) 3.55	19.7%	40.4%	21.9%	11.2%	6.8%
EHRA Non-Faculty (352) 3.84	31.8%	36.4%	18.5%	10.5%	2.8%
Faculty (422) 3.91	27%	48.8%	15.9%	5.2%	3.1%

11. I am paid fairly for my work.

Your Overall (1510) 2.58	6%	21.8%	21.9%	25.4%	25%
SHRA (734) 2.79	6.1%	25.3%	27%	24.7%	16.9%
EHRA Non-Faculty (351) 2.82	9.7%	26.5%	19.1%	25.6%	19.1%
Faculty (425) 2.03	2.6%	11.8%	15.5%	26.4%	43.8%

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.

Your Overall (1512) 3.86	31.6%	37.6%	20.4%	5.6%	4.8%
SHRA (736) 3.79	28.3%	38.6%	22.4%	5.3%	5.4%
EHRA Non-Faculty (351) 4.1	41%	36.2%	16.5%	4%	2.3%
Faculty (425) 3.78	29.6%	37.2%	20%	7.5%	5.6%

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

Your Overall (1504) 3.63	22.3%	38.9%	23.9%	9.2%	5.7%
SHRA (729) 3.42	16.6%	36.2%	27.8%	11.1%	8.2%
EHRA Non-Faculty (350) 3.93	32.6%	39.4%	19.1%	6.3%	2.6%
Faculty (425) 3.75	23.8%	43.1%	20.9%	8.5%	3.8%

	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.

Your Overall (1504) 3.5	21.1%	35.6%	24.5%	9.6%	9.1%
SHRA (729) 3.47	18.5%	38.7%	23.3%	9.9%	9.6%
EHRA Non-Faculty (351) 3.76	29.3%	36.5%	21.1%	7.4%	5.7%
Faculty (424) 3.34	18.9%	29.7%	29.2%	11.1%	11.1%

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

Your Overall (1498) 3.92	32.1%	42.6%	15.4%	5.4%	4.5%
SHRA (730) 3.86	29.6%	43.8%	15.1%	5.8%	5.8%
EHRA Non-Faculty (345) 4.19	43.5%	39.7%	11%	4.3%	1.4%
Faculty (423) 3.82	27.2%	42.8%	19.4%	5.7%	5%

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 (1392) 3.17	14.8%	30%	27.6%	12.6%	15.1%
SHRA (667) 2.93	10.8%	25.8%	28.5%	15.7%	19.2%
EHRA Non-Faculty (312) 3.37	21.5%	30.1%	24.4%	11.9%	12.2%
Faculty (413) 3.4	16.2%	36.6%	28.6%	8%	10.7%

17. Our review process accurately measures my job performance.

Your Overall (1469) 3.36	14.2%	37.6%	27.4%	11.6%	9.2%
SHRA (718) 3.29	12.5%	36.5%	28.4%	12.4%	10.2%
EHRA Non-Faculty (336) 3.51	17.3%	40.5%	25%	10.1%	7.1%
Faculty (415) 3.37	14.7%	37.1%	27.5%	11.6%	9.2%

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

Your Overall (1427) 3.12	10.2%	31.8%	30.1%	15.6%	12.3%
SHRA (698) 3.14	10.2%	35.1%	26.1%	15.9%	12.8%
EHRA Non-Faculty (325) 3.22	14.2%	31.4%	29.8%	12%	12.6%
Faculty (404) 3	6.9%	26.5%	37.4%	18.1%	11.1%

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

Your Overall (1502) 3.84	32.8%	36.7%	18.8%	5.6%	6.2%
SHRA (735) 3.75	29.8%	35.6%	21.2%	6.5%	6.8%
EHRA Non-Faculty (348) 4.07	39.9%	37.9%	14.7%	4.6%	2.9%
Faculty (419) 3.81	32%	37.5%	17.9%	4.8%	7.9%

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 (1504) 3.8	31.7%	34.8%	20.7%	7.7%	5.1%
SHRA (730) 3.65	24.9%	35.1%	24.9%	9.7%	5.3%
EHRA Non-Faculty (350) 4.14	43.4%	35.7%	14.3%	4.3%	2.3%
Faculty (424) 3.8	33.7%	33.5%	18.6%	7.1%	7.1%

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

Your Overall (1486) 3.61	22.8%	36.5%	25.2%	9.6%	5.9%
SHRA (720) 3.6	22.2%	37.4%	24.4%	9.9%	6.1%
EHRA Non-Faculty (349) 3.89	33.8%	35.2%	21.8%	4.9%	4.3%
Faculty (417) 3.39	14.6%	36.2%	29.3%	13.2%	6.7%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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22. Changes that affect me are discussed prior to being implemented.

Your Overall (1478) 3.23	12.7%	30.6%	33.5%	13.5%	9.7%
SHRA (715) 3.18	11.9%	29.9%	33.6%	13.8%	10.8%
EHRA Non-Faculty (348) 3.4	16.7%	32.5%	31%	13.5%	6.3%
Faculty (415) 3.18	10.8%	30.4%	35.4%	12.8%	10.6%

23. People in my department work well together.

Your Overall (1487) 3.8	26.8%	39.9%	23.9%	5.5%	3.9%
SHRA (722) 3.84	26.9%	42.1%	22.9%	4%	4.2%
EHRA Non-Faculty (348) 4.03	35.1%	40.2%	18.7%	5.2%	0.9%
Faculty (417) 3.55	19.7%	35.7%	30.2%	8.4%	6%

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.

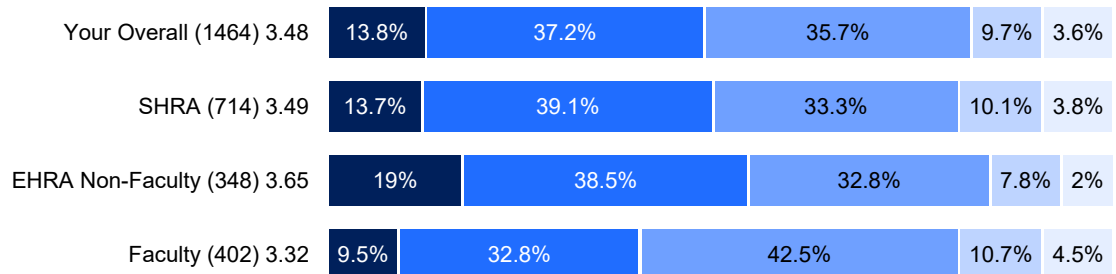
Your Overall (1488) 4.21	46.8%	35.9%	11.7%	2.8%	2.9%
SHRA (722) 4.15	41.7%	40.2%	12.3%	3.2%	2.6%
EHRA Non-Faculty (349) 4.38	56.7%	30.9%	8%	2.6%	1.7%
Faculty (417) 4.16	47.2%	32.6%	13.7%	2.2%	4.3%

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

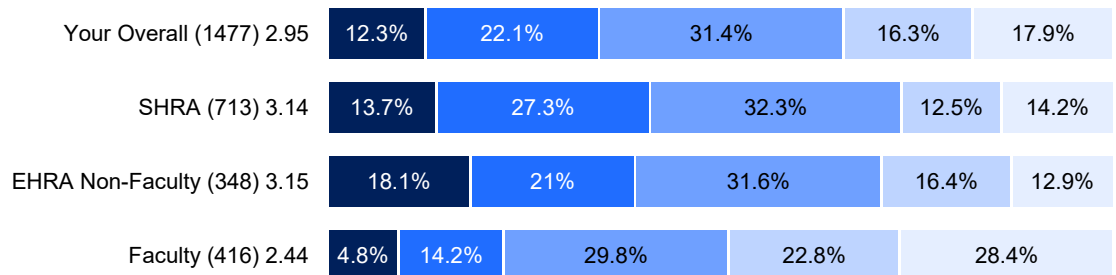
Your Overall (1491) 4.04	39%	36.5%	16.6%	4.7%	3.2%
SHRA (724) 4.04	38.4%	37.6%	16.2%	5%	2.9%
EHRA Non-Faculty (350) 4.22	46.3%	35.1%	14.3%	3.1%	1.1%
Faculty (417) 3.88	34.1%	35.7%	19.4%	5.5%	5.3%

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



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



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.

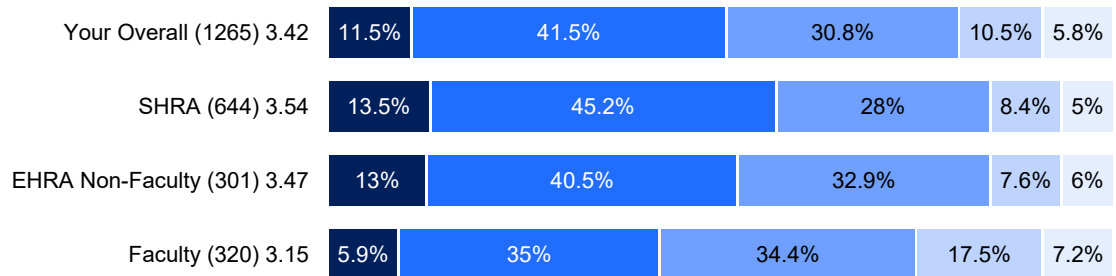
Your Overall (1482) 2.8	8.6%	23.6%	24.6%	25.7%	17.4%
SHRA (718) 3	9.1%	28.7%	28.3%	21.3%	12.7%
EHRA Non-Faculty (349) 2.95	11.7%	25.2%	22.3%	27.8%	12.9%
Faculty (415) 2.34	5.3%	13.5%	20.2%	31.6%	29.4%

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

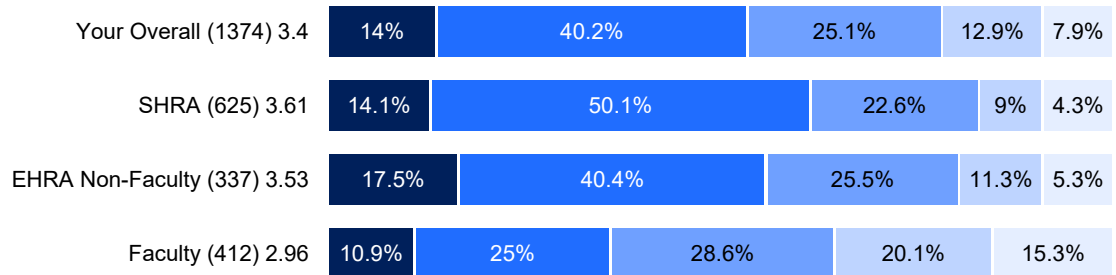
Your Overall (1483) 3.85	23.3%	51%	17.2%	5.1%	3.5%
SHRA (722) 3.94	24.8%	53.9%	14.4%	4%	2.9%
EHRA Non-Faculty (349) 4.06	32.7%	47.6%	14.9%	2.9%	2%
Faculty (412) 3.54	12.6%	48.8%	24%	8.7%	5.8%

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.



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



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 (1443) 3.2	13.2%	31.2%	30.7%	11.9%	13%
SHRA (688) 3.37	14.1%	37.4%	30.5%	7.8%	10.2%
EHRA Non-Faculty (344) 3.44	21.5%	29.1%	28.5%	13.4%	7.6%
Faculty (411) 2.7	4.9%	22.6%	32.8%	17.3%	22.4%

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

Your Overall (1268) 3.56	14.9%	47%	22.6%	10.5%	5%
SHRA (560) 3.71	14.1%	53.9%	23.8%	5.7%	2.5%
EHRA Non-Faculty (298) 3.81	21.5%	50%	18.5%	7.7%	2.3%
Faculty (410) 3.18	11.2%	35.4%	24.1%	19%	10.2%

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

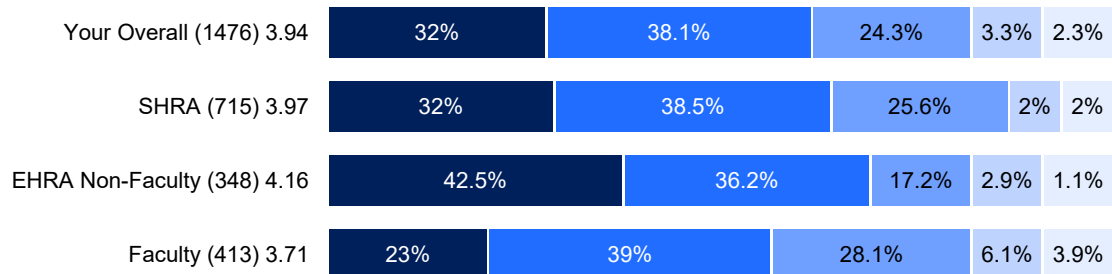
Your Overall (1465) 3.43	12.3%	42.6%	28.3%	10%	6.9%
SHRA (704) 3.63	13.4%	48.4%	29%	5.8%	3.4%
EHRA Non-Faculty (348) 3.65	16.7%	46%	27%	6.6%	3.7%
Faculty (413) 2.92	6.8%	29.8%	28.1%	19.9%	15.5%

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

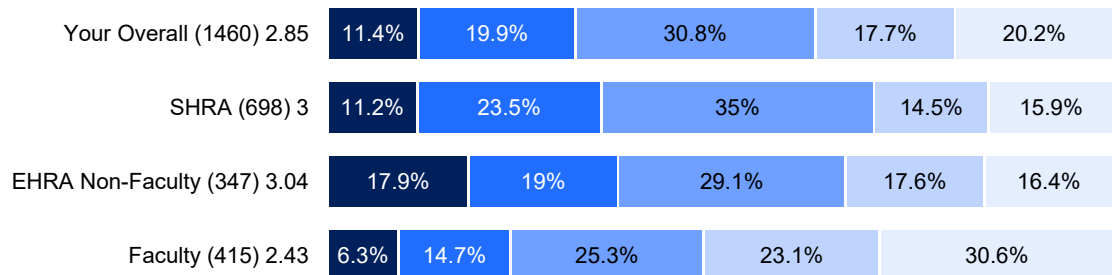
Your Overall (1393) 3.02	8.3%	26.7%	33.5%	21.2%	10.3%
SHRA (669) 3.08	9.7%	27.7%	33.5%	19%	10.2%
EHRA Non-Faculty (322) 3.07	9%	28%	32.3%	22.7%	8.1%
Faculty (402) 2.87	5.5%	24.1%	34.6%	23.6%	12.2%

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



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



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.

Your Overall (1026) 3.3	10.7%	36.5%	32.7%	12.2%	7.9%
SHRA (392) 3.41	11.5%	41.3%	29.6%	12.2%	5.4%
EHRA Non-Faculty (225) 3.59	18.7%	39.1%	28%	10.7%	3.6%
Faculty (409) 3.03	5.6%	30.6%	38.1%	13%	12.7%

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

Your Overall (906) 3.47	14.1%	39.7%	31.6%	8.5%	6.1%
SHRA (310) 3.53	12.3%	44.2%	31.9%	7.4%	4.2%
EHRA Non-Faculty (182) 3.77	22.5%	44.5%	23.1%	7.1%	2.7%
Faculty (414) 3.3	11.8%	34.3%	35%	9.9%	8.9%

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 (863) 3.56	15.8%	43.3%	26.9%	8.8%	5.2%
SHRA (300) 3.53	12.7%	44.7%	30%	8.3%	4.3%
EHRA Non-Faculty (156) 3.76	22.4%	41%	28.2%	6.4%	1.9%
Faculty (407) 3.5	15.5%	43.2%	24.1%	10.1%	7.1%

41. Senior leadership communicates openly about important matters.

Your Overall (1444) 2.8	7.2%	21.8%	34.2%	17.8%	19%
SHRA (695) 2.97	6.9%	27.2%	35.4%	17.1%	13.4%
EHRA Non-Faculty (337) 2.98	13.1%	19.9%	35%	16%	16%
Faculty (412) 2.38	2.9%	14.3%	31.6%	20.4%	30.8%

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.

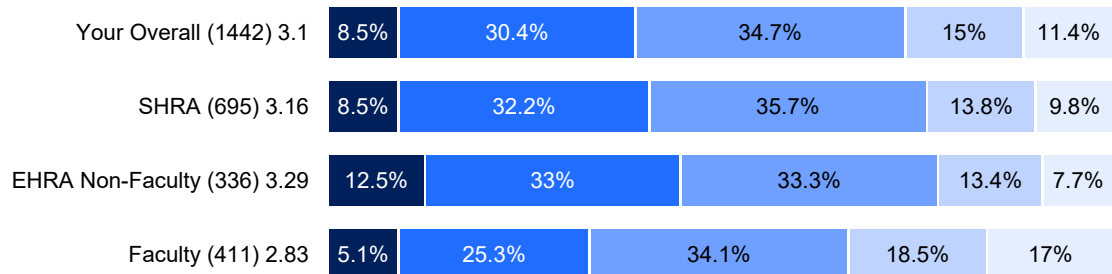
Your Overall (1366) 2.85	6.4%	22.1%	36.4%	20.1%	15%
SHRA (642) 2.93	6.4%	23.8%	37.5%	20.9%	11.4%
EHRA Non-Faculty (320) 3.1	11.6%	24.7%	36.6%	16.6%	10.6%
Faculty (404) 2.52	2.5%	17.3%	34.4%	21.5%	24.3%

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

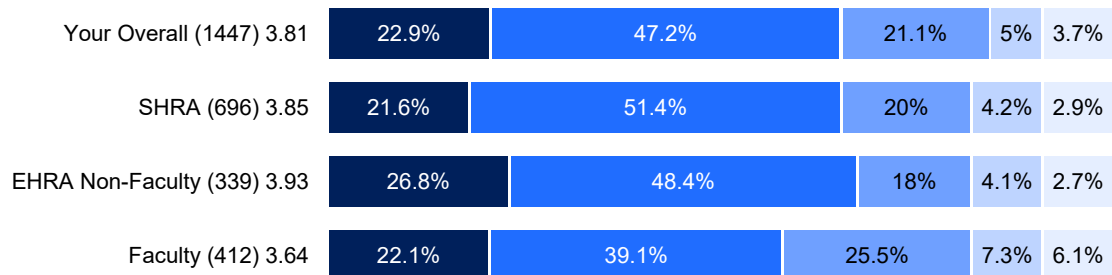
Your Overall (1378) 3.03	7.3%	26.2%	39.8%	16%	10.7%
SHRA (646) 3.06	7.3%	26.9%	39.8%	16.3%	9.8%
EHRA Non-Faculty (324) 3.17	11.4%	25%	41.4%	13.3%	9%
Faculty (408) 2.89	3.9%	26%	38.7%	17.6%	13.7%

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.

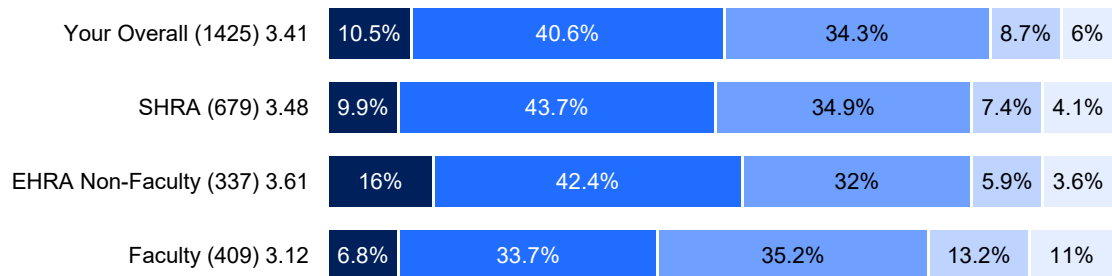


45. At this institution, people are supportive of their colleagues regardless of their heritage or background.

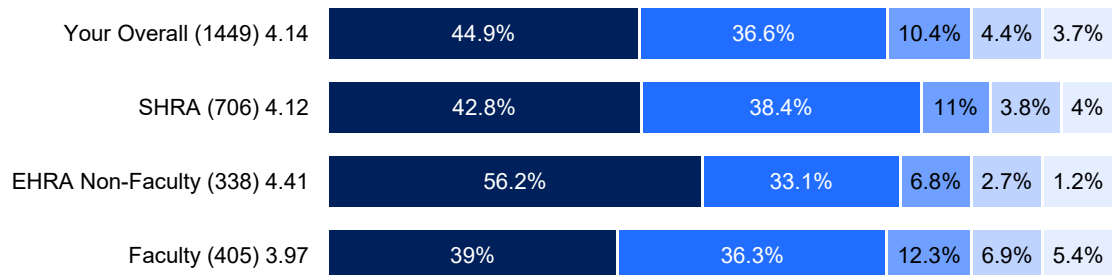


Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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46. Faculty, administration and staff work together to ensure the success of institution programs and initiatives.



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. Senior leadership regularly models this institution's values.

Your Overall (1413) 3.06	10.4%	28.7%	33.1%	12%	15.8%
SHRA (674) 3.21	10.2%	34.1%	34%	9.6%	12%
EHRA Non-Faculty (333) 3.32	17.1%	29.7%	31.5%	11.7%	9.9%
Faculty (406) 2.59	5.2%	18.7%	33%	16.3%	26.8%

49. This institution actively contributes to the community.

Your Overall (1436) 3.86	26.7%	44.1%	21.4%	4.6%	3.3%
SHRA (687) 3.85	23.6%	47.7%	21.8%	3.8%	3.1%
EHRA Non-Faculty (339) 4.12	41%	36.9%	17.4%	2.9%	1.8%
Faculty (410) 3.67	20%	43.9%	23.9%	7.3%	4.9%

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.

Your Overall (1434) 3.64	19.7%	44.6%	21.8%	7.7%	6.2%
SHRA (688) 3.91	22.8%	52.3%	19.9%	2.9%	2%
EHRA Non-Faculty (338) 3.5	20.4%	36.7%	25.1%	8.3%	9.5%
Faculty (408) 3.29	13.7%	38%	22.3%	15.4%	10.5%

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

Your Overall (965) 3.45	10.2%	44.5%	30.1%	11%	4.4%
SHRA (354) 3.7	11.9%	53.1%	29.4%	4.2%	1.4%
EHRA Non-Faculty (208) 3.64	13.9%	48.6%	26.9%	8.7%	1.9%
Faculty (403) 3.14	6.7%	34.7%	32.3%	18.1%	8.2%

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 (1393) 3.46	10.1%	43.6%	32.9%	9.1%	4.3%
SHRA (670) 3.58	10.4%	49.6%	30.7%	6.1%	3.1%
EHRA Non-Faculty (328) 3.58	15.9%	41.2%	31.7%	7.9%	3.4%
Faculty (395) 3.15	4.6%	35.7%	37.5%	15.2%	7.1%

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

Your Overall (1443) 3.7	19.6%	45.5%	24.4%	6.3%	4.2%
SHRA (697) 3.73	19.8%	45.9%	25.1%	5.6%	3.6%
EHRA Non-Faculty (340) 3.87	25.6%	45.3%	21.8%	5%	2.4%
Faculty (406) 3.52	14.3%	45.1%	25.4%	8.6%	6.7%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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54. This institution has clear and effective procedures for dealing with discrimination.

Your Overall (1326) 3.64	16.6%	47.8%	23.5%	7.4%	4.7%
SHRA (645) 3.83	19.2%	54.3%	20%	3.6%	2.9%
EHRA Non-Faculty (312) 3.66	18.3%	46.2%	22.8%	9.3%	3.5%
Faculty (369) 3.29	10.6%	37.9%	30.4%	12.5%	8.7%

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

Your Overall (1405) 3.02	7.8%	26.6%	37.5%	16.1%	12%
SHRA (666) 3.1	8.1%	29.4%	36.6%	15.8%	10.1%
EHRA Non-Faculty (334) 3.22	12%	28.1%	38%	14.1%	7.8%
Faculty (405) 2.73	4%	20.7%	38.5%	18.3%	18.5%

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 (1437) 2.94	9.5%	23.8%	35.8%	13.2%	17.7%
SHRA (693) 3.1	10%	27.6%	38.2%	10.8%	13.4%
EHRA Non-Faculty (337) 3.23	16.6%	24.3%	35.3%	12.5%	11.3%
Faculty (407) 2.45	2.9%	17%	32.2%	17.7%	30.2%

57. This institution is well run.

Your Overall (1437) 2.96	7.6%	24.5%	39%	13.8%	15.2%
SHRA (694) 3.05	7.5%	26.8%	41.8%	11.2%	12.7%
EHRA Non-Faculty (337) 3.27	13.9%	27.3%	38.6%	12.2%	8%
Faculty (406) 2.53	2.5%	18.2%	34.5%	19.5%	25.4%

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

Your Overall (1443) 2.8	7.3%	21.1%	33.7%	19.9%	17.9%
SHRA (697) 2.88	6.9%	24.1%	34.6%	18.9%	15.5%
EHRA Non-Faculty (340) 3.09	12.9%	23.8%	33.2%	18.8%	11.2%
Faculty (406) 2.43	3.4%	13.8%	32.5%	22.4%	27.8%

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

Your Overall (1411) 3.51	20.6%	34.9%	26.4%	10.7%	7.4%
SHRA (673) 3.55	21.1%	35.8%	26.7%	9.8%	6.5%
EHRA Non-Faculty (335) 3.77	28.1%	36.4%	23.9%	8.1%	3.6%
Faculty (403) 3.21	13.6%	32%	28%	14.4%	11.9%

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 (1450) 3.73	23.4%	38.1%	29.4%	6%	3.1%
SHRA (702) 3.81	24.6%	40.9%	28.2%	3.7%	2.6%
EHRA Non-Faculty (340) 3.96	33.2%	36.5%	24.4%	4.7%	1.2%
Faculty (408) 3.39	13.2%	34.6%	35.5%	11%	5.6%

61. My institution is committed to building a culture that actively promotes diversity and inclusion for students, faculty, and staff. (Diversity and inclusion means the intentional efforts undertaken to create an institutional culture and a working and learning environment that offers acceptance, support, and respect for a diversity of individuals.)

Your Overall (1424) 3.72	20.1%	45.6%	24.5%	5.9%	3.9%
SHRA (682) 3.87	20.8%	52.2%	21.8%	2.9%	2.2%
EHRA Non-Faculty (336) 3.72	25%	37.5%	26.5%	6.3%	4.8%
Faculty (406) 3.48	14.8%	41.1%	27.3%	10.6%	6.2%