

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

**Average All Statements (1 - 30)**

Your Overall (1346) 3.63	26.8%	33.1%	23.8%	8.9%	7.4%
SHRA (584) 3.69	25.7%	37%	23.9%	7.6%	5.8%
EHRA Non-Faculty (360) 3.85	35.3%	32.2%	19.9%	7.7%	4.9%
Faculty (402) 3.35	20.9%	28.6%	26.9%	11.8%	11.8%

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

Your Overall (1344) 4.07	38%	39.1%	16.8%	4.3%	1.7%
SHRA (582) 3.99	32.5%	42.8%	18.2%	4.5%	2.1%
EHRA Non-Faculty (360) 4.26	49.7%	32.5%	13.1%	3.1%	1.7%
Faculty (402) 4.03	35.6%	39.8%	18.2%	5.2%	1.2%

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

Your Overall (1344) 4.19	45.4%	35.7%	13.4%	3.9%	1.6%
SHRA (582) 4.18	43.3%	39%	12.4%	3.4%	1.9%
EHRA Non-Faculty (360) 4.28	51.9%	31.4%	10.8%	4.2%	1.7%
Faculty (402) 4.13	42.5%	34.8%	17.2%	4.5%	1%

**3. My supervisor/department chair makes their expectations clear.**

Your Overall (1339) 4.06	42.2%	33.4%	15.8%	5.4%	3.2%
SHRA (581) 4.02	37.9%	37.5%	16.5%	5%	3.1%
EHRA Non-Faculty (358) 4.17	50.6%	27.4%	14%	5%	3.1%
Faculty (400) 4.02	41%	32.8%	16.5%	6.3%	3.5%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

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

Your Overall (1344) 4.27	46.9%	38.7%	10.2%	2.7%	1.6%
SHRA (582) 4.3	45.5%	43.1%	8.2%	1.9%	1.2%
EHRA Non-Faculty (360) 4.43	58.6%	30.8%	6.9%	2.5%	1.1%
Faculty (402) 4.07	38.3%	39.3%	15.9%	4%	2.5%

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

Your Overall (1341) 3.94	35.6%	34.8%	20.8%	5.9%	2.9%
SHRA (582) 3.9	33.3%	35.2%	22.3%	6.2%	2.9%
EHRA Non-Faculty (359) 4.21	47.1%	33.7%	14.8%	2.5%	1.9%
Faculty (400) 3.77	28.8%	35%	24%	8.5%	3.8%

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

Your Overall (1334) 3.9	33.1%	37.9%	18.9%	5.6%	4.5%
SHRA (580) 3.88	30%	40.9%	19.1%	6.7%	3.3%
EHRA Non-Faculty (357) 4.02	39.2%	36.1%	16.5%	3.9%	4.2%
Faculty (397) 3.81	32.2%	35%	20.7%	5.5%	6.5%

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

Your Overall (1333) 3.72	29.9%	31.8%	24.5%	8%	5.8%
SHRA (577) 3.73	28.4%	33.6%	25.1%	8.1%	4.7%
EHRA Non-Faculty (357) 4.03	41.2%	31.9%	19%	4.8%	3.1%
Faculty (399) 3.43	22.1%	29.1%	28.6%	10.5%	9.8%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

**8. Promotions in my department are based on a person's performance.**

Your Overall (1208) 3.31	19.9%	28.4%	26.4%	13.2%	12.1%
SHRA (516) 3.02	14.9%	23.6%	26.6%	18.2%	16.7%
EHRA Non-Faculty (311) 3.48	24.4%	29.9%	24.4%	11.3%	10%
Faculty (381) 3.56	22.8%	33.6%	27.8%	8.1%	7.6%

**9. In my department, we are adapting well to changes in work conditions due to the Covid-19 pandemic.**

Your Overall (1334) 3.96	33.6%	39.9%	18.6%	4.6%	3.3%
SHRA (579) 4.07	36.6%	41.3%	17.8%	1.6%	2.8%
EHRA Non-Faculty (355) 4.08	39.4%	38.9%	14.6%	4.5%	2.5%
Faculty (400) 3.68	24%	38.8%	23.3%	9.3%	4.8%

**10. My supervisor/department chair shows genuine interest in my well-being.**

Your Overall (1337) 4.26	55.3%	27.8%	9.3%	3%	4.6%
SHRA (580) 4.21	50.3%	31.2%	11.2%	3.3%	4%
EHRA Non-Faculty (358) 4.47	65.1%	25.1%	4.5%	2.8%	2.5%
Faculty (399) 4.16	53.9%	25.3%	10.8%	2.8%	7.3%

**11. At work, I know where to go for help with my mental or emotional well-being.**

Your Overall (1306) 3.79	24.9%	46.7%	14.4%	10.9%	3.1%
SHRA (570) 3.84	24.2%	50.5%	13.2%	9.1%	3%
EHRA Non-Faculty (350) 4.05	34.3%	46.9%	10%	7.4%	1.4%
Faculty (386) 3.49	17.4%	40.9%	20.2%	16.6%	4.9%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

**12. The work I do is meaningful to me.**

Your Overall (1337) 4.19	44%	36.9%	15%	2.1%	2%
SHRA (579) 4.02	34.4%	42.1%	17.4%	2.8%	3.3%
EHRA Non-Faculty (358) 4.37	52.5%	35.5%	10.1%	0.8%	1.1%
Faculty (400) 4.27	50.3%	30.5%	16%	2.3%	1%

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

Your Overall (1335) 4.02	41.2%	34.2%	15.1%	4.3%	5.2%
SHRA (579) 3.99	37.5%	37.3%	16.6%	4%	4.7%
EHRA Non-Faculty (357) 4.2	49.3%	31.9%	11.5%	4.2%	3.1%
Faculty (399) 3.9	39.3%	31.8%	16%	5%	7.8%

**14. In my department, we welcome diversity in all of its forms.**

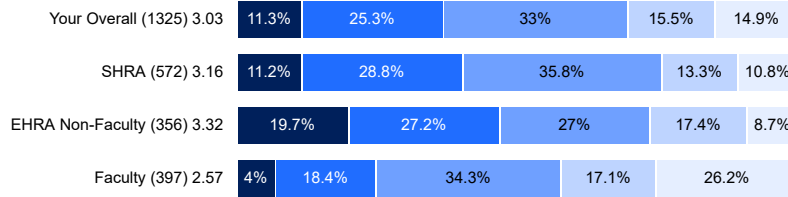
Your Overall (1327) 4.13	44.4%	35.4%	12.6%	4.2%	3.4%
SHRA (572) 4.27	47.6%	39.9%	7%	3.7%	1.9%
EHRA Non-Faculty (357) 4.31	51.3%	34.5%	9.5%	3.1%	1.7%
Faculty (398) 3.77	33.7%	29.9%	23.4%	6%	7%

**15. I feel a sense of belonging at this institution.**

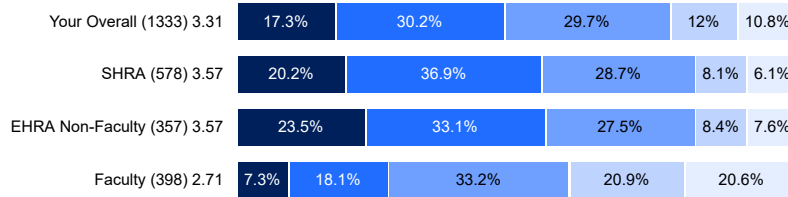
Your Overall (1332) 3.66	25.8%	33.8%	26.7%	8%	5.8%
SHRA (575) 3.63	23.3%	35.7%	27.5%	8.3%	5.2%
EHRA Non-Faculty (357) 3.94	37.5%	32.5%	20.2%	5.9%	3.9%
Faculty (400) 3.45	19%	32.3%	31.3%	9.3%	8.3%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

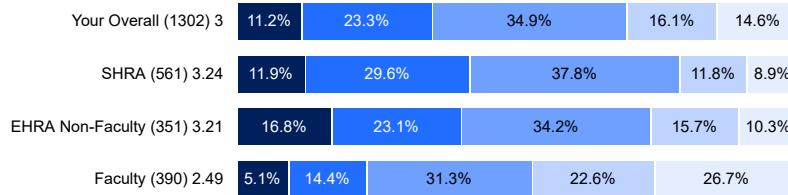
**16. Senior leadership provides a clear direction for this institution's future.**



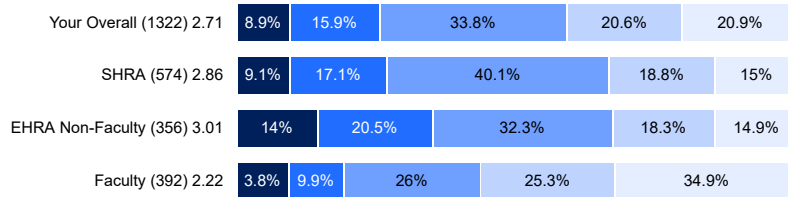
**17. This institution takes appropriate steps to protect the health and safety of faculty, staff and students.**



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



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



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

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

Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1316) 2.97	11.6%	23.3%	33.1%	15%	16.9%
SHRA (571) 3.08	11.2%	27%	33.3%	15.9%	12.6%
EHRA Non-Faculty (353) 3.29	19.5%	26.3%	28.9%	13.9%	11.3%
Faculty (392) 2.54	4.8%	15.3%	36.7%	14.8%	28.3%

**21. This institution has communicated clear policies and guidelines to assist faculty/staff during the Covid-19 pandemic.**

Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1329) 3.47	20.4%	34.2%	26.2%	10.2%	9.1%
SHRA (575) 3.71	23.8%	41%	23.5%	5.7%	5.9%
EHRA Non-Faculty (355) 3.66	27.6%	33.8%	22.3%	9.9%	6.5%
Faculty (399) 2.94	9%	24.6%	33.6%	16.8%	16%

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

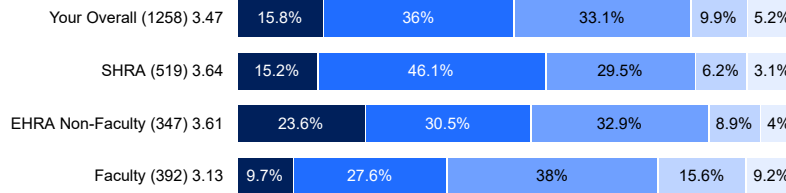
Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (873) 3.36	15.9%	36.9%	25.9%	10.2%	11.1%
SHRA (251) 3.46	13.5%	43.4%	26.7%	8.4%	8%
EHRA Non-Faculty (226) 3.78	28.3%	38.5%	20.4%	8.4%	4.4%
Faculty (396) 3.06	10.4%	31.8%	28.5%	12.4%	16.9%

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

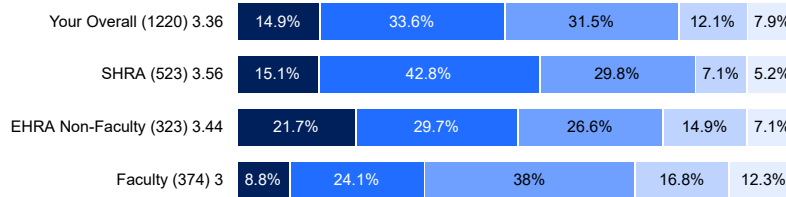
Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (953) 3.46	15.3%	40.1%	26.9%	11.2%	6.5%
SHRA (306) 3.58	12.7%	47.7%	29.1%	5.6%	4.9%
EHRA Non-Faculty (254) 3.81	26.8%	42.1%	20.1%	7.9%	3.1%
Faculty (393) 3.15	9.9%	32.8%	29.5%	17.8%	9.9%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

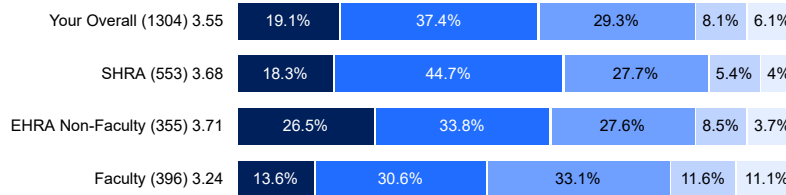
**24. We are making good and measurable progress towards becoming a more diverse and inclusive institution.**



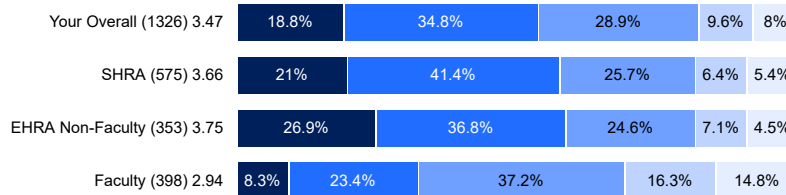
**25. This institution has clear and effective procedures for dealing with discrimination.**



**26. 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.)**



**27. This institution is taking appropriate action in response to the Covid-19 pandemic.**



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

**28. This institution is well run.**

Your Overall (1322) 2.93	9.5%	23.2%	35.5%	14.4%	17.4%
SHRA (571) 2.98	7.4%	26.3%	38.4%	13.5%	14.5%
EHRA Non-Faculty (354) 3.27	18.4%	25.7%	31.4%	14.1%	10.5%
Faculty (397) 2.54	4.5%	16.6%	35%	16.1%	27.7%

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

Your Overall (1307) 3.42	19.7%	31.8%	27.6%	12%	8.8%
SHRA (562) 3.45	18.7%	33.5%	29.2%	11.7%	6.9%
EHRA Non-Faculty (355) 3.75	30.7%	33.5%	22%	7.9%	5.9%
Faculty (390) 3.06	11.3%	27.9%	30.5%	16.2%	14.1%

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

Your Overall (1331) 3.63	22.5%	35.8%	29.1%	7.5%	5%
SHRA (577) 3.72	22.4%	38.8%	30.5%	4.9%	3.5%
EHRA Non-Faculty (356) 3.91	33.1%	35.7%	22.8%	5.9%	2.5%
Faculty (398) 3.26	13.3%	31.7%	32.7%	12.8%	9.5%