

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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Average All Statements (1 - 41)

Your Overall (1355) 3.58	26.4%	32.5%	22.5%	9.6%	8.9%
SHRA (515) 3.63	25.5%	34.9%	23.5%	8.8%	7.3%
EHRA Non-Faculty (379) 3.76	32%	33.4%	19.6%	8.6%	6.4%
Faculty (461) 3.38	22.9%	29.2%	23.9%	11.4%	12.6%

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

Your Overall (1353) 4.1	39.9%	38.4%	15.5%	3.7%	2.4%
SHRA (514) 3.99	34.2%	39.1%	20.4%	3.9%	2.3%
EHRA Non-Faculty (379) 4.25	45.6%	40.4%	9%	3.2%	1.8%
Faculty (460) 4.09	41.5%	36.1%	15.4%	3.9%	3%

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

Your Overall (1355) 4.2	47.4%	33.3%	14.1%	2.8%	2.4%
SHRA (515) 4.16	45.8%	32.4%	16.5%	2.3%	2.9%
EHRA Non-Faculty (379) 4.35	54.1%	32.2%	10%	1.8%	1.8%
Faculty (461) 4.13	43.6%	35.1%	14.8%	4.1%	2.4%

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

Your Overall (1351) 4.14	46.3%	32.4%	13.5%	4.2%	3.6%
SHRA (514) 4.03	41.4%	33.5%	16%	4.9%	4.3%
EHRA Non-Faculty (379) 4.23	50.1%	31.4%	12.4%	4%	2.1%
Faculty (458) 4.18	48.7%	32.1%	11.6%	3.7%	3.9%

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

Your Overall (1354) 4.31	49.6%	35.9%	11.2%	2%	1.3%
SHRA (515) 4.33	48.5%	39.6%	8.7%	2.3%	0.8%
EHRA Non-Faculty (379) 4.45	57%	33.5%	7.4%	1.6%	0.5%
Faculty (460) 4.16	44.8%	33.7%	17%	2%	2.6%

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

Your Overall (1353) 4.01	38.3%	35.8%	17.3%	5.8%	2.9%
SHRA (514) 3.97	35%	38.3%	18.3%	5.1%	3.3%
EHRA Non-Faculty (379) 4.27	49.6%	34.6%	10%	4.7%	1.1%
Faculty (460) 3.84	32.6%	33.9%	22.2%	7.4%	3.9%

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

Your Overall (1337) 4	38.8%	35.4%	16.9%	5.2%	3.7%
SHRA (507) 3.9	32%	39.4%	19.1%	5.3%	4.1%
EHRA Non-Faculty (375) 4.21	46.4%	35.2%	13.3%	2.7%	2.4%
Faculty (455) 3.96	40.2%	31%	17.4%	7.3%	4.2%

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

Your Overall (1340) 3.76	31.3%	31%	24.9%	7.5%	5.3%
SHRA (507) 3.69	28%	32%	27.2%	7.1%	5.7%
EHRA Non-Faculty (375) 4.02	40.5%	32%	20%	4.3%	3.2%
Faculty (458) 3.6	27.3%	29.3%	26.4%	10.5%	6.6%

8. I am regularly recognized for my contributions.

Your Overall (1334) 3.55	24.9%	30.9%	25.4%	11.6%	7.2%
SHRA (506) 3.52	26.1%	27.3%	27.5%	10.7%	8.5%
EHRA Non-Faculty (373) 3.77	29.8%	34.9%	22%	9.7%	3.8%
Faculty (455) 3.39	19.6%	31.6%	25.9%	14.3%	8.6%

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

Your Overall (1323) 3.77	25.8%	41.6%	20.7%	7.6%	4.4%
SHRA (500) 3.62	22.8%	38.6%	23.6%	8%	7%
EHRA Non-Faculty (370) 3.77	25.9%	42.4%	18.1%	10%	3.5%
Faculty (453) 3.92	28.9%	44.2%	19.6%	5.1%	2.2%

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

Your Overall (1336) 3.36	22%	29%	25.1%	11.3%	12.6%
SHRA (505) 3.5	24.8%	30.7%	24.4%	10.5%	9.7%
EHRA Non-Faculty (374) 3.56	26.7%	29.9%	24.3%	10.2%	8.8%
Faculty (457) 3.05	15.1%	26.3%	26.5%	13.1%	19%

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

Your Overall (1328) 4.27	56.3%	25.3%	11.4%	3.5%	3.5%
SHRA (500) 4.16	50%	27.6%	14%	5%	3.4%
EHRA Non-Faculty (373) 4.47	63.3%	24.1%	9.9%	1.3%	1.3%
Faculty (455) 4.24	57.4%	23.7%	9.9%	3.7%	5.3%

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

Your Overall (1216) 3.48	24.7%	29.6%	25.1%	10.6%	10%
SHRA (450) 3.17	18%	26.4%	26.2%	12.9%	16.4%
EHRA Non-Faculty (326) 3.59	27.3%	30.1%	24.8%	9.5%	8.3%
Faculty (440) 3.73	29.5%	32.5%	24.1%	9.1%	4.8%

13. The work I do is meaningful to me.

Your Overall (1332) 4.29	48.8%	36%	11.4%	3.1%	0.8%
SHRA (501) 4.07	35.7%	42.9%	15%	5.2%	1.2%
EHRA Non-Faculty (373) 4.39	54.2%	34.3%	8.8%	2.1%	0.5%
Faculty (458) 4.45	58.7%	29.7%	9.6%	1.5%	0.4%

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

Your Overall (1243) 3.28	14.9%	32.2%	29.5%	12.7%	10.7%
SHRA (469) 3.27	13.9%	34.5%	27.7%	12.6%	11.3%
EHRA Non-Faculty (345) 3.48	19.1%	35.1%	27.2%	11.6%	7%
Faculty (429) 3.13	12.6%	27.3%	33.3%	13.8%	13.1%

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

Your Overall (1324) 4.02	41%	34.4%	15.6%	4%	5.1%
SHRA (499) 3.87	35.3%	35.7%	16.8%	5.4%	6.8%
EHRA Non-Faculty (371) 4.21	47.4%	33.7%	13.7%	2.4%	2.7%
Faculty (454) 4.04	42.1%	33.5%	15.6%	3.7%	5.1%

16. People in my department work well together.

Your Overall (1318) 4	34.2%	39.4%	20.3%	3.9%	2.1%
SHRA (496) 4.05	36.3%	38.9%	20.2%	3%	1.6%
EHRA Non-Faculty (368) 4.19	43.8%	39.4%	11.1%	3.8%	1.9%
Faculty (454) 3.78	24.2%	39.9%	28%	5.1%	2.9%

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

Your Overall (1321) 4.11	41.6%	37.5%	14.2%	3.5%	3.2%
SHRA (496) 4.13	42.1%	37.3%	15.1%	2.4%	3%
EHRA Non-Faculty (369) 4.3	49.6%	36%	10.6%	1.9%	1.9%
Faculty (456) 3.93	34.6%	38.8%	16.2%	5.9%	4.4%

18. Our review process accurately measures my job performance.

Your Overall (1294) 3.61	22.2%	38.9%	22.7%	10.4%	5.8%
SHRA (488) 3.46	19.1%	35%	26.2%	12.1%	7.6%
EHRA Non-Faculty (360) 3.7	25.6%	40.3%	18.1%	10.6%	5.6%
Faculty (446) 3.71	22.9%	41.9%	22.6%	8.5%	4%

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

Your Overall (1311) 2.95	14.4%	23.9%	24.4%	17.2%	20.1%
SHRA (491) 3.14	14.5%	28.5%	27.9%	14.9%	14.3%
EHRA Non-Faculty (365) 3.22	21.1%	26%	21.1%	17%	14.8%
Faculty (455) 2.54	9%	17.1%	23.3%	19.8%	30.8%

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20. I have access to the training I need to do my job well.

Your Overall (1314) 3.82	25.8%	42.9%	22.5%	5.4%	3.3%
SHRA (493) 3.83	26.8%	42%	22.1%	5.9%	3.2%
EHRA Non-Faculty (370) 4.02	32.7%	44.1%	17.8%	3.5%	1.9%
Faculty (451) 3.65	19.1%	43%	26.8%	6.4%	4.7%

21. In my department, we welcome the many identities and attributes of faculty and staff.

Your Overall (1292) 4.23	44.9%	40.2%	9.4%	3.7%	1.8%
SHRA (478) 4.21	40.6%	46.4%	8.2%	2.9%	1.9%
EHRA Non-Faculty (366) 4.37	50.3%	39.9%	7.1%	1.9%	0.8%
Faculty (448) 4.13	45.1%	33.7%	12.7%	6%	2.5%

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

Your Overall (1308) 3.75	28.2%	37.4%	20.9%	8.4%	5%
SHRA (491) 3.85	28.3%	41.3%	21%	5.7%	3.7%
EHRA Non-Faculty (368) 3.86	34.8%	33.2%	18.8%	9.8%	3.5%
Faculty (449) 3.56	22.7%	36.5%	22.7%	10.2%	7.8%

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

Your Overall (1249) 3.14	12.4%	28.5%	30%	18.9%	10.2%
SHRA (463) 3.11	10.2%	31.1%	28.9%	19.7%	10.2%
EHRA Non-Faculty (348) 3.21	15.2%	27.6%	28.2%	20.7%	8.3%
Faculty (438) 3.12	12.6%	26.5%	32.6%	16.7%	11.6%

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

Your Overall (1311) 3.75	29%	32.3%	28.5%	5.6%	4.7%
SHRA (491) 3.84	30.1%	34.2%	28.1%	4.7%	2.9%
EHRA Non-Faculty (369) 3.92	34.4%	32.5%	26.6%	4.1%	2.4%
Faculty (451) 3.51	23.3%	29.9%	30.4%	7.8%	8.6%

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

Your Overall (890) 3.38	19.3%	32.4%	25.7%	11.9%	10.7%
SHRA (224) 3.5	21.4%	32.6%	28.1%	10.7%	7.1%
EHRA Non-Faculty (218) 3.64	26.6%	32.6%	23.9%	11.9%	5%
Faculty (448) 3.19	14.7%	32.1%	25.4%	12.5%	15.2%

26. This institution has clear and well-defined procedures for dealing with discrimination.

Your Overall (1240) 3.39	17.7%	34%	26.5%	13.3%	8.5%
SHRA (467) 3.67	20.6%	41.5%	24.8%	10.3%	2.8%
EHRA Non-Faculty (350) 3.55	22.3%	36.6%	22%	12.6%	6.6%
Faculty (423) 2.96	10.9%	23.6%	31.9%	17.3%	16.3%

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

Your Overall (1287) 3.31	16.6%	32.8%	26.5%	12.7%	11.4%
SHRA (482) 3.54	19.5%	35.5%	30.3%	8.7%	6%
EHRA Non-Faculty (362) 3.51	21.3%	37.3%	21.5%	11.3%	8.6%
Faculty (443) 2.88	9.7%	26.2%	26.4%	18.1%	19.6%

28. At this institution, we welcome the many identities and attributes of faculty and staff.

Your Overall (1278) 3.57	22.5%	36.2%	25%	9.1%	7.3%
SHRA (471) 3.86	27.2%	42.7%	22.3%	4.9%	3%
EHRA Non-Faculty (365) 3.67	24.9%	37.5%	24.1%	6.6%	6.8%
Faculty (442) 3.19	15.4%	28.1%	28.7%	15.6%	12.2%

29. Senior leadership communicates openly about important matters.

Your Overall (1293) 2.63	10.5%	18.5%	24.6%	16.2%	30.2%
SHRA (482) 2.91	10.8%	25.1%	28.4%	15.8%	19.9%
EHRA Non-Faculty (368) 2.79	13.9%	19.8%	25.3%	13.6%	27.4%
Faculty (443) 2.19	7.4%	10.2%	19.9%	19%	43.6%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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30. There is appropriate recognition of innovative and high quality teaching.

Your Overall (1038) 3.45	14.1%	40.2%	29.9%	8.8%	7.1%
SHRA (300) 3.59	15.3%	44%	30%	6%	4.7%
EHRA Non-Faculty (296) 3.65	18.2%	43.6%	27.4%	6.1%	4.7%
Faculty (442) 3.23	10.4%	35.3%	31.4%	12.4%	10.4%

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

Your Overall (1262) 3.77	24.4%	47.3%	14%	9.6%	4.7%
SHRA (471) 3.83	24.6%	51.4%	11.5%	7.9%	4.7%
EHRA Non-Faculty (361) 3.99	33.2%	45.4%	11.1%	7.8%	2.5%
Faculty (430) 3.52	16.7%	44.4%	19.3%	13%	6.5%

32. I feel a sense of belonging at this institution.

Your Overall (1291) 3.58	21.2%	37.3%	25.7%	9.3%	6.4%
SHRA (478) 3.63	21.1%	38.9%	26.8%	7.9%	5.2%
EHRA Non-Faculty (367) 3.77	28.1%	38.7%	20.4%	7.9%	4.9%
Faculty (446) 3.36	15.7%	34.5%	28.9%	11.9%	9%

33. This institution works to collaborate effectively with the community.

Your Overall (1260) 3.04	13.5%	24.7%	30.3%	15.8%	15.7%
SHRA (467) 3.13	13.9%	29.8%	26.3%	15.8%	14.1%
EHRA Non-Faculty (356) 3.25	18.8%	24.7%	32.3%	11%	13.2%
Faculty (437) 2.78	8.7%	19.2%	33%	19.7%	19.5%

34. This institution places sufficient emphasis on having faculty, administrators, and staff with varying disciplines and backgrounds.

Your Overall (1228) 3.39	15.4%	36.1%	28.7%	12.1%	7.7%
SHRA (445) 3.62	16.9%	44%	26.7%	8.8%	3.6%
EHRA Non-Faculty (349) 3.56	19.5%	37%	28.7%	9.7%	5.2%
Faculty (434) 3.03	10.6%	27.2%	30.9%	17.3%	14.1%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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35. I would recommend working here to others.

Your Overall (1295) 3.57	22.3%	34.2%	28.5%	8%	7%
SHRA (480) 3.69	23.5%	37.3%	28.5%	6%	4.6%
EHRA Non-Faculty (368) 3.81	30.7%	34.5%	23.9%	6.8%	4.1%
Faculty (447) 3.24	14.1%	30.6%	32.2%	11%	12.1%

36. This institution is well run.

Your Overall (1285) 2.71	7.4%	20.4%	31.4%	17.9%	23%
SHRA (479) 2.82	7.1%	22.1%	35.3%	16.3%	19.2%
EHRA Non-Faculty (363) 3	11.8%	25.9%	29.2%	16.8%	16.3%
Faculty (443) 2.37	4.1%	14%	28.9%	20.5%	32.5%

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

Your Overall (1288) 2.62	8.1%	16.2%	29.6%	21.7%	24.5%
SHRA (479) 2.76	8.1%	17.5%	34.7%	21.1%	18.6%
EHRA Non-Faculty (365) 2.87	10.4%	23.8%	26.3%	21.4%	18.1%
Faculty (444) 2.26	6.1%	8.6%	26.8%	22.5%	36%

38. Senior leadership shows genuine interest in the well-being of faculty, administrators and staff.

Your Overall (1278) 2.51	8.4%	17.1%	23.2%	20%	31.3%
SHRA (476) 2.73	8.8%	22.1%	25.6%	20.6%	22.9%
EHRA Non-Faculty (361) 2.82	13.6%	20.5%	23.5%	19.4%	23%
Faculty (441) 2.02	3.6%	9.1%	20.2%	20%	47.2%

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

Your Overall (1249) 2.77	8.3%	21.1%	30.8%	19.2%	20.6%
SHRA (455) 3.02	9.5%	25.5%	35.6%	16.3%	13.2%
EHRA Non-Faculty (355) 2.92	10.7%	25.4%	25.6%	21.7%	16.6%
Faculty (439) 2.4	5.2%	13%	30.1%	20.3%	31.4%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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40. This institution's culture is special - something you don't find just anywhere.

Your Overall (1270) 3.19	15.5%	28.9%	28.7%	12.8%	14%
SHRA (470) 3.35	17%	32.3%	30.4%	9.4%	10.9%
EHRA Non-Faculty (362) 3.43	21%	31.2%	26%	13%	8.8%
Faculty (438) 2.82	9.4%	23.3%	29.2%	16.4%	21.7%

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

Your Overall (1292) 3.53	21.1%	32.4%	31.4%	8.1%	7%
SHRA (480) 3.69	24.2%	35.6%	29.6%	6.3%	4.4%
EHRA Non-Faculty (366) 3.75	27.6%	33.1%	29.5%	6%	3.8%
Faculty (446) 3.17	12.6%	28.3%	35%	11.9%	12.3%