

ModernThink
2018 UNC System Employee Engagement Survey
Appalachian State University
Response Distribution Report



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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Average All Statements (1-60)

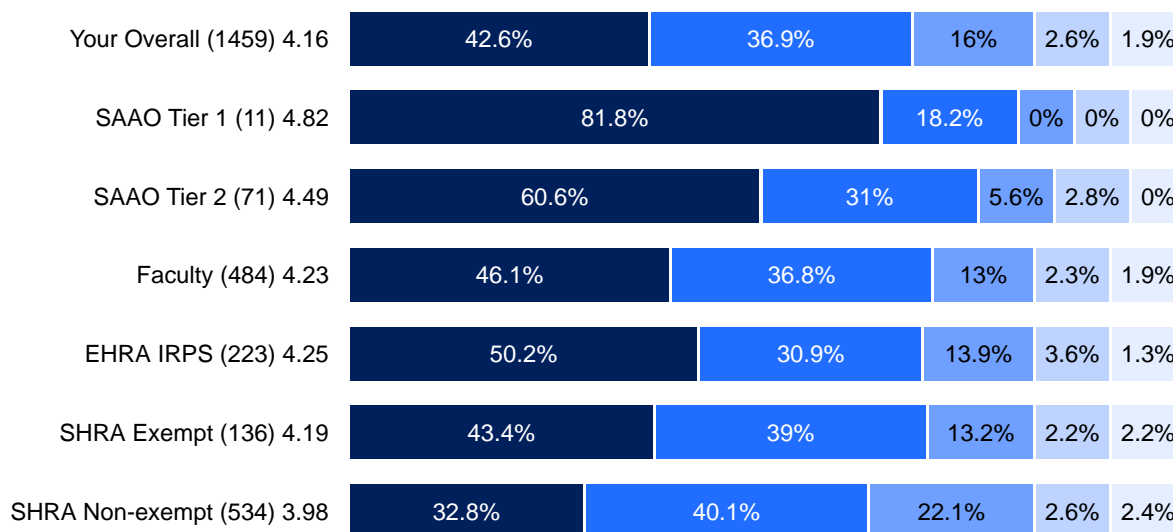
Your Overall (1460) 3.67	23.8%	38.1%	24.6%	8.2%	5.3%
SAAO Tier 1 (11) 4.41	57%	31%	9.4%	1.7%	0.9%
SAAO Tier 2 (71) 4	35.7%	37.3%	20.6%	4.6%	1.8%
Faculty (484) 3.61	23.1%	36.3%	25.1%	9.4%	6.1%
EHRA IRPS (223) 3.75	25.5%	39.3%	23.8%	7.9%	3.5%
SHRA Exempt (136) 3.61	18.8%	42.3%	26%	7.4%	5.5%
SHRA Non-exempt (535) 3.64	22.8%	38.5%	24.9%	8%	5.8%

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Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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1. My job makes good use of my skills and abilities.

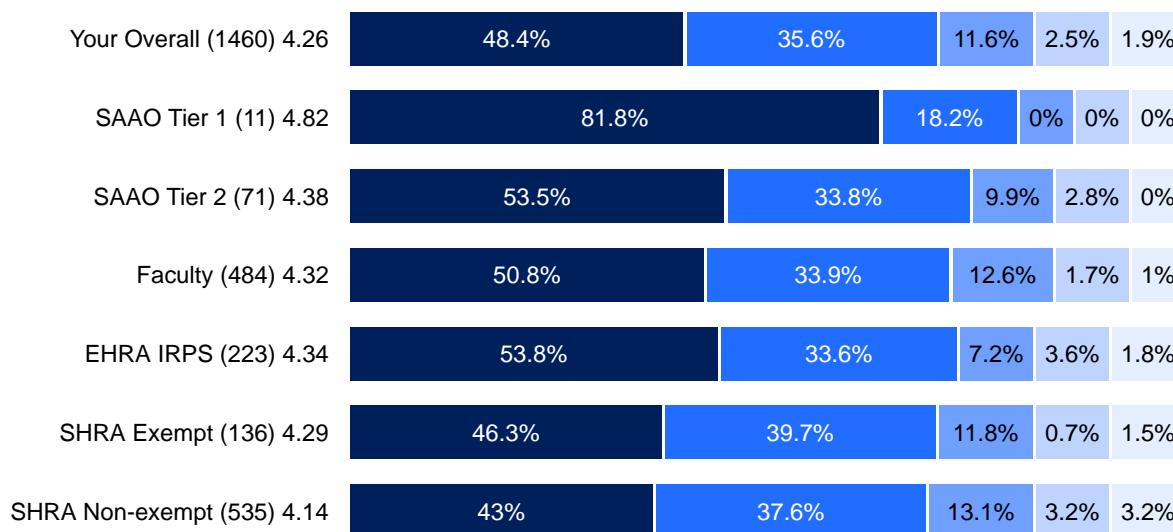


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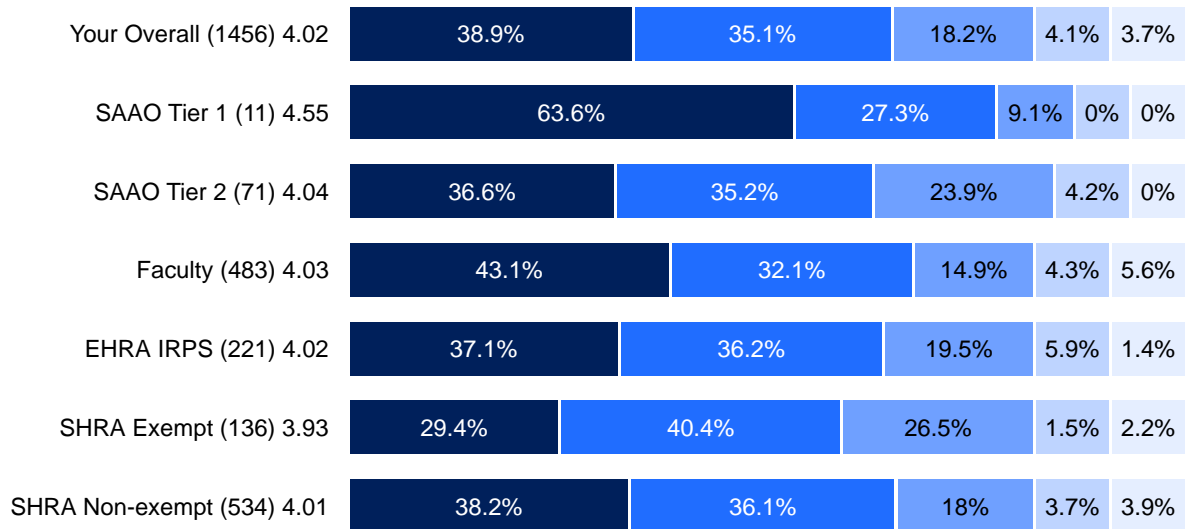
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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2. I am given the responsibility and freedom to do my job.



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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3. My supervisor/department chair makes his/her expectations clear.



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.

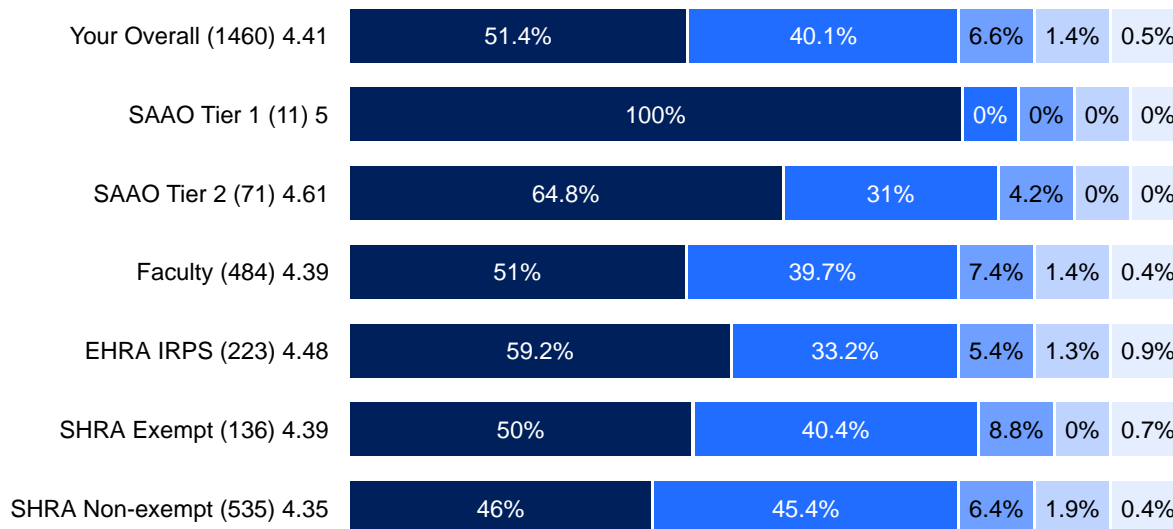
Your Overall (1459) 3.63	23.2%	34.5%	28.6%	8.9%	4.7%
SAAO Tier 1 (11) 3.91	36.4%	36.4%	18.2%	0%	9.1%
SAAO Tier 2 (71) 3.69	28.2%	28.2%	31%	9.9%	2.8%
Faculty (483) 3.35	17.6%	26.9%	35.4%	13.3%	6.8%
EHRA IRPS (223) 3.75	26.5%	35.4%	27.4%	8.1%	2.7%
SHRA Exempt (136) 3.54	17.6%	38.2%	30.1%	8.1%	5.9%
SHRA Non-exempt (535) 3.83	27.5%	40.9%	22.4%	5.6%	3.6%

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Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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5. I understand how my job contributes to this institution's mission.



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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.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1459) 4.03	37%	38.4%	18.1%	3.8%	2.7%
SAAO Tier 1 (11) 4.73	72.7%	27.3%	0%	0%	0%
SAAO Tier 2 (71) 4.46	56.3%	33.8%	9.9%	0%	0%
Faculty (484) 3.96	33.3%	39.7%	19.4%	5.2%	2.5%
EHRA IRPS (223) 4.24	46.2%	37.7%	12.1%	2.2%	1.8%
SHRA Exempt (136) 3.99	36%	40.4%	14.7%	3.7%	5.1%
SHRA Non-exempt (534) 3.95	33.5%	37.8%	21.7%	3.7%	3.2%

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Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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7. I receive feedback from my supervisor/department chair that helps me.

Your Overall (1455) 3.86	33.1%	35.8%	19.9%	6.4%	4.7%
SAAO Tier 1 (11) 4.36	54.5%	27.3%	18.2%	0%	0%
SAAO Tier 2 (71) 3.94	29.6%	40.8%	23.9%	5.6%	0%
Faculty (480) 3.81	33.8%	34.8%	17.3%	7.5%	6.7%
EHRA IRPS (222) 3.93	33.8%	36.5%	22.1%	4.1%	3.6%
SHRA Exempt (136) 3.77	26.5%	40.4%	19.9%	10.3%	2.9%
SHRA Non-exempt (535) 3.88	34%	34.8%	20.9%	5.6%	4.7%

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 (1455) 3.68	27.3%	34.4%	23.4%	8.9%	5.9%
SAAO Tier 1 (11) 4.64	72.7%		18.2%	9.1%	0%
SAAO Tier 2 (71) 4.04	35.2%	39.4%	21.1%	2.8%	1.4%
Faculty (483) 3.6	25.3%	34.4%	22.2%	11.2%	7%
EHRA IRPS (223) 3.91	30%	41.7%	20.6%	4.9%	2.7%
SHRA Exempt (136) 3.57	20.6%	38.2%	25.7%	8.1%	7.4%
SHRA Non-exempt (531) 3.63	27.7%	30.1%	25.8%	9.8%	6.6%

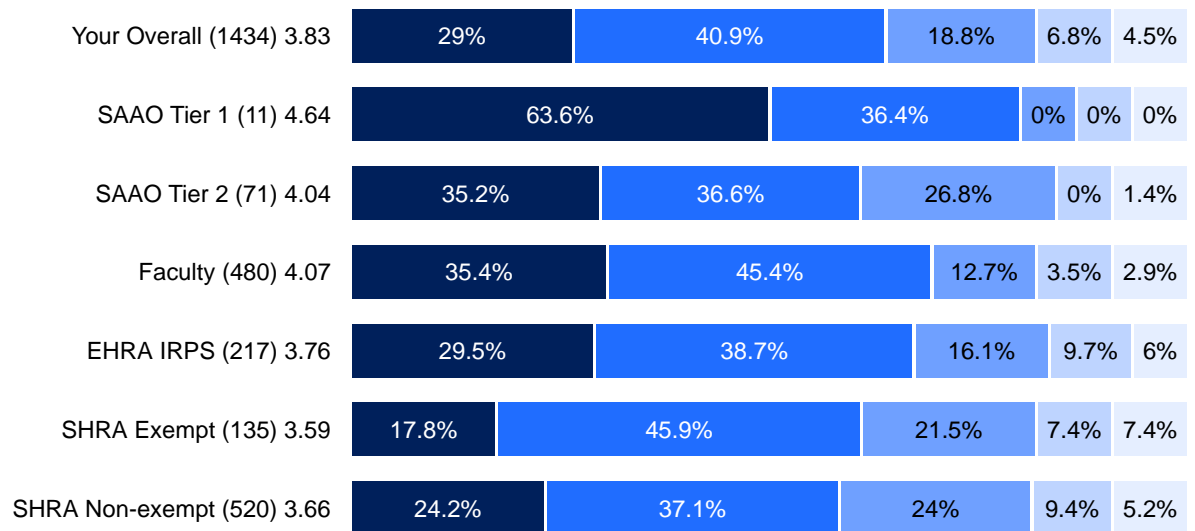
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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9. I am regularly recognized for my contributions.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1446) 3.41	20.3%	30.5%	28.6%	11.3%	9.3%
SAAO Tier 1 (11) 4.09	54.5%	9.1%	27.3%	9.1%	0%
SAAO Tier 2 (70) 3.84	28.6%	38.6%	24.3%	5.7%	2.9%
Faculty (479) 3.3	18.8%	28.4%	28.6%	12.9%	11.3%
EHRA IRPS (222) 3.64	25.2%	33.3%	27.5%	8.6%	5.4%
SHRA Exempt (135) 3.23	11.9%	31.1%	35.6%	11.1%	10.4%
SHRA Non-exempt (529) 3.39	20%	30.4%	28%	11.7%	9.8%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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10. I understand the necessary requirements to advance my career.



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Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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11. I am paid fairly for my work.

Your Overall (1448) 2.94	7.9%	29.3%	26.7%	21.1%	14.9%
SAAO Tier 1 (11) 3.91	27.3%	36.4%	36.4%	0%	0%
SAAO Tier 2 (70) 3.41	15.7%	42.9%	15.7%	18.6%	7.1%
Faculty (480) 2.84	7.1%	28.8%	23.3%	22.3%	18.5%
EHRA IRPS (223) 3.18	10.3%	35.4%	25.1%	20.6%	8.5%
SHRA Exempt (134) 3.19	9.7%	35.1%	29.9%	15.7%	9.7%
SHRA Non-exempt (530) 2.79	5.8%	23.8%	30.9%	22.5%	17%

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12. I believe what I am told by my supervisor/department chair.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1445) 3.94	35.6%	36.2%	19.1%	5.4%	3.7%
SAAO Tier 1 (11) 4.36	54.5%	36.4%	0%	9.1%	0%
SAAO Tier 2 (70) 4.33	48.6%	37.1%	12.9%	1.4%	0%
Faculty (479) 3.92	37.8%	32.8%	18.2%	6.3%	5%
EHRA IRPS (221) 4.1	35.3%	45.7%	14%	3.6%	1.4%
SHRA Exempt (133) 3.92	30.8%	39.1%	22.6%	6%	1.5%
SHRA Non-exempt (531) 3.85	32.8%	34.5%	22.4%	5.6%	4.7%

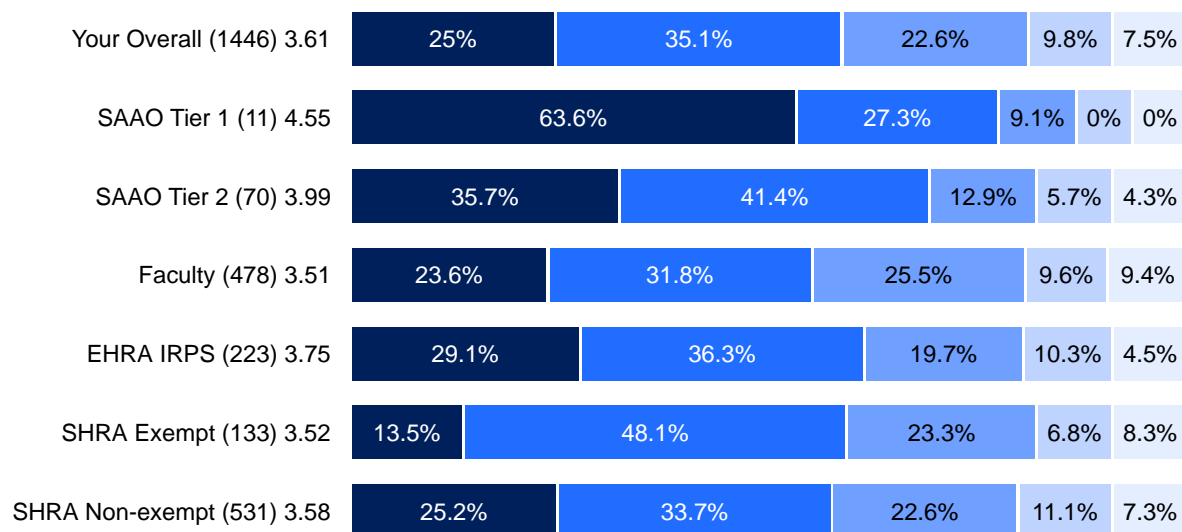
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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13. We have opportunities to contribute to important decisions in my department.

Your Overall (1445) 3.76	28.2%	36.7%	22.1%	8.6%	4.4%
SAAO Tier 1 (11) 4.73	72.7%		27.3%	0%	0%
SAAO Tier 2 (70) 4.17	37.1%	44.3%	17.1%	1.4%	0%
Faculty (480) 3.87	32.7%	37.3%	19.8%	4.8%	5.4%
EHRA IRPS (222) 3.91	30.6%	41%	18.9%	7.2%	2.3%
SHRA Exempt (133) 3.62	16.5%	45.9%	24.8%	9%	3.8%
SHRA Non-exempt (529) 3.55	24%	31.2%	25.9%	13.6%	5.3%

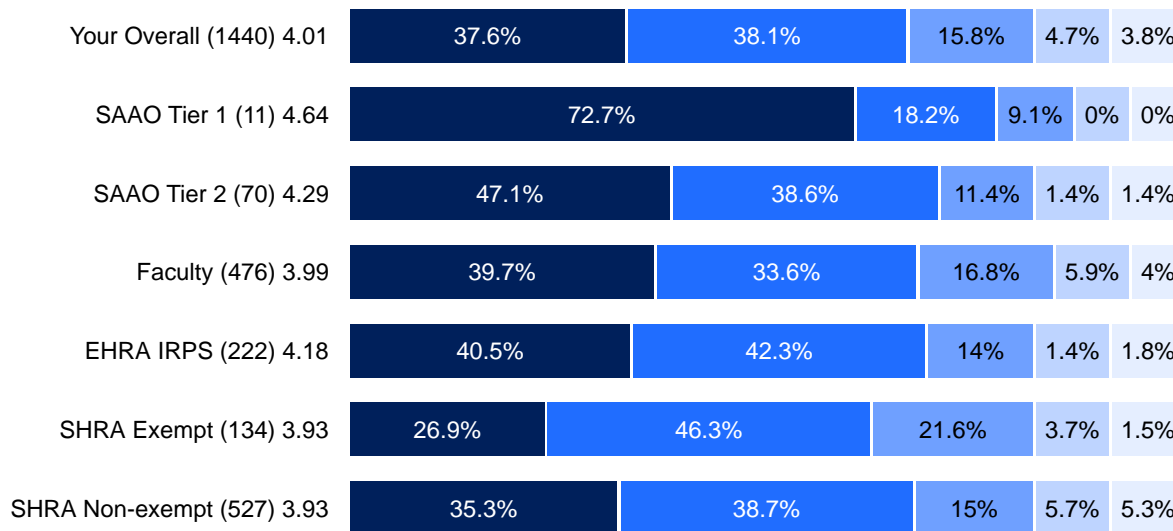
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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14. I can speak up or challenge a traditional way of doing something without fear of harming my career.



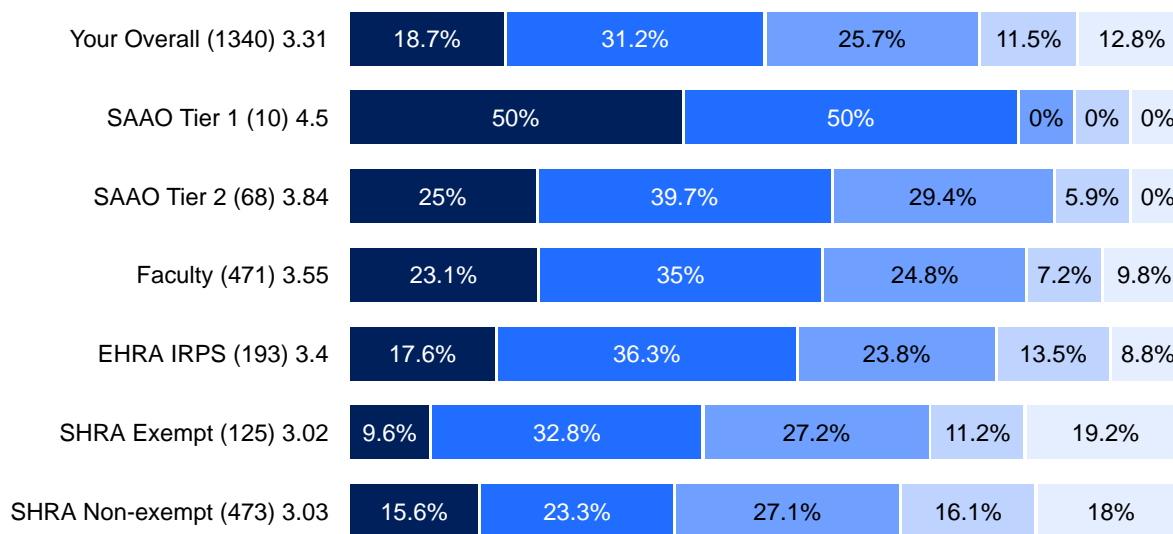
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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15. My supervisor/department chair regularly models this institution's values.



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.



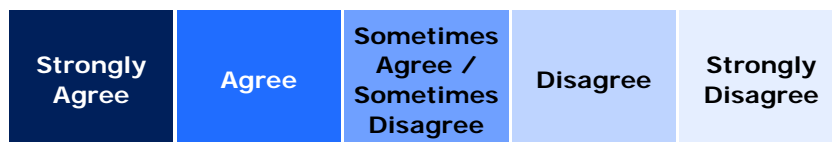
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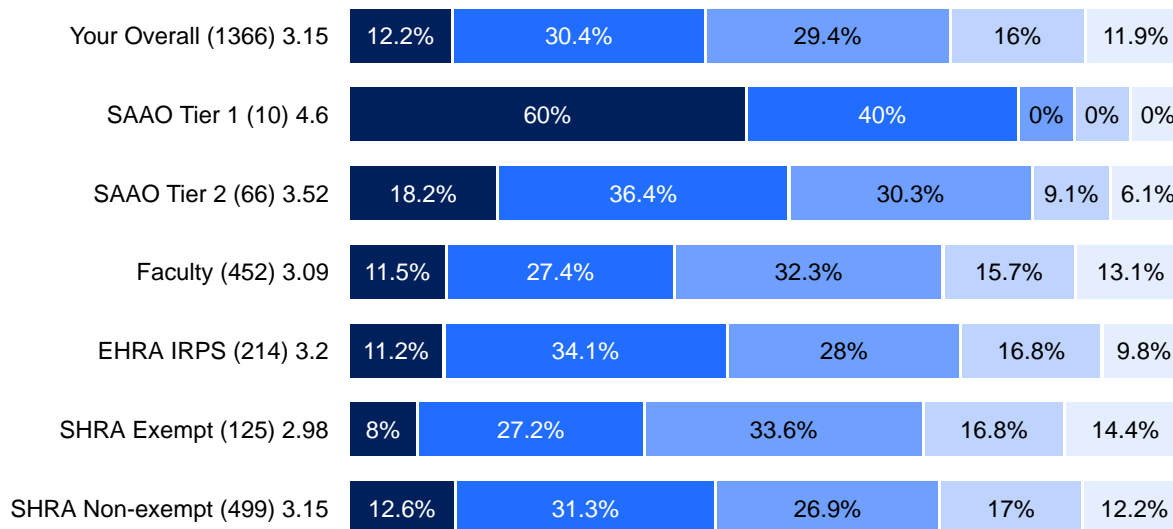
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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17. Our review process accurately measures my job performance.

Your Overall (1414) 3.45	16.5%	37.8%	27.9%	10.1%	7.7%
SAAO Tier 1 (11) 4	36.4%	36.4%	18.2%	9.1%	0%
SAAO Tier 2 (63) 3.56	17.5%	34.9%	36.5%	7.9%	3.2%
Faculty (477) 3.52	18.9%	39.8%	23.1%	10.9%	7.3%
EHRA IRPS (213) 3.48	12.7%	45.5%	27.2%	6.6%	8%
SHRA Exempt (132) 3.19	10.6%	37.1%	26.5%	12.1%	13.6%
SHRA Non-exempt (518) 3.42	16.8%	33.2%	32.2%	10.6%	7.1%



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



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Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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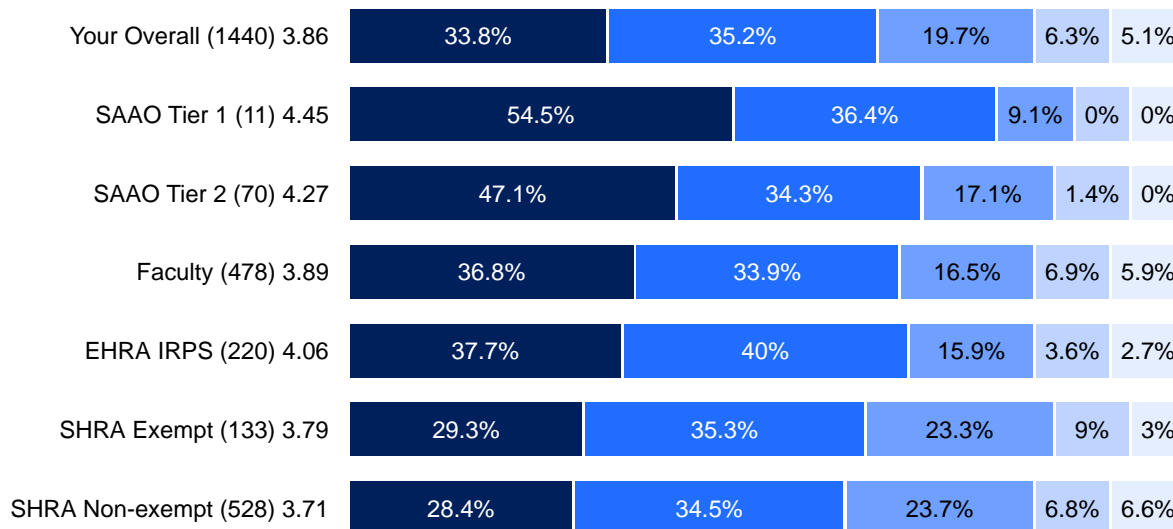
19. My supervisor/department chair is consistent and fair.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1440) 3.86	35.1%	34.2%	18.4%	6.2%	6.1%
SAAO Tier 1 (11) 4.55	63.6%	27.3%	9.1%	0%	0%
SAAO Tier 2 (69) 4.19	42%	36.2%	20.3%	1.4%	0%
Faculty (475) 3.87	38.9%	30.9%	15.6%	7.2%	7.4%
EHRA IRPS (221) 3.96	33.5%	38.5%	20.8%	5.4%	1.8%
SHRA Exempt (133) 3.75	27.1%	39.1%	21.8%	6%	6%
SHRA Non-exempt (531) 3.78	32.8%	34.1%	19%	6.4%	7.7%

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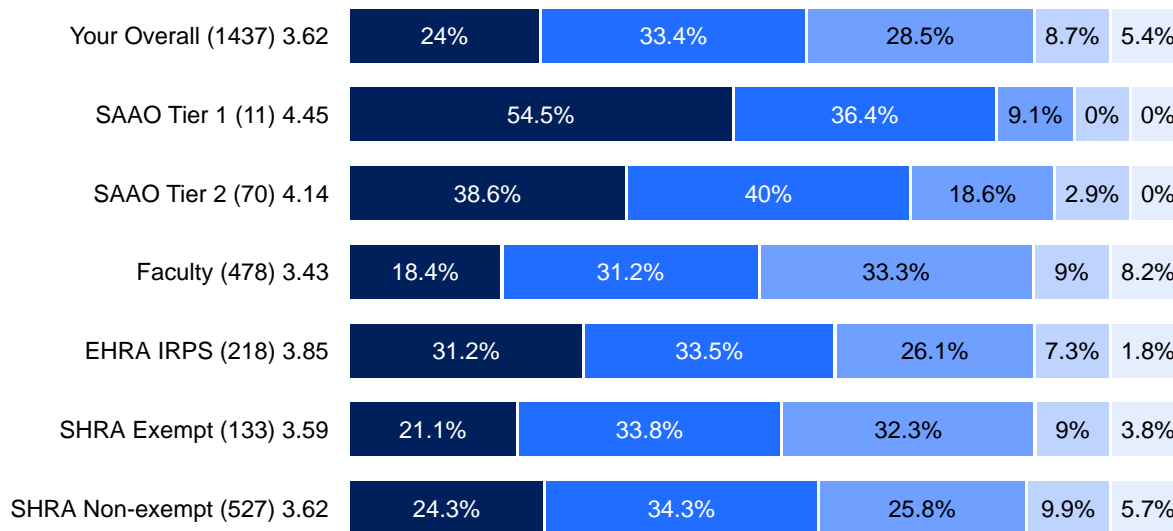


20. My supervisor/department chair actively solicits my suggestions and ideas.



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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21. In my department, we communicate openly about issues that impact each other's work.



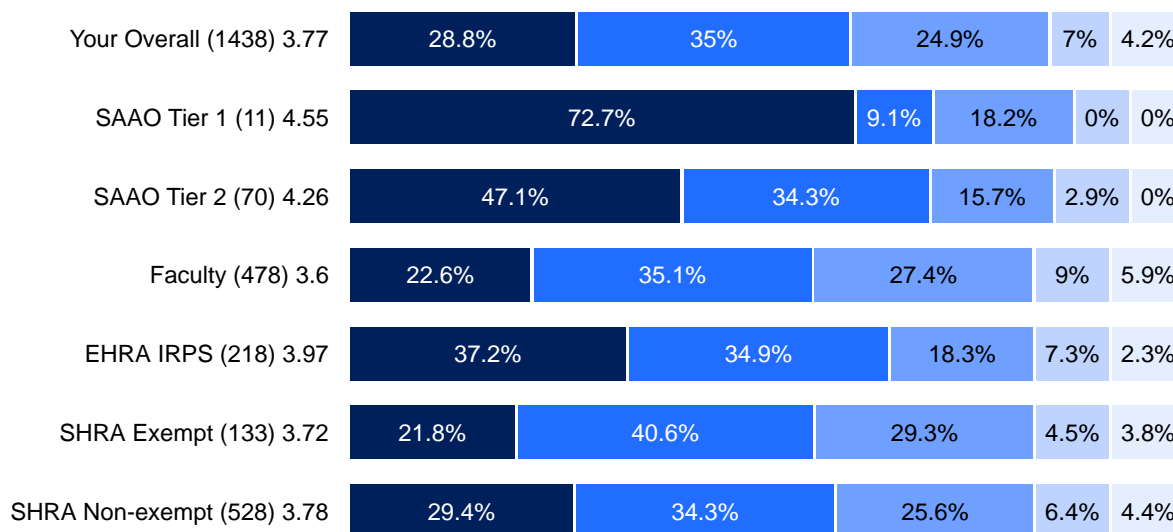
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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22. Changes that affect me are discussed prior to being implemented.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1433) 3.35	15.9%	30.1%	35%	11.4%	7.6%
SAAO Tier 1 (11) 3.82	36.4%	9.1%	54.5%	0%	0%
SAAO Tier 2 (69) 3.61	20.3%	29%	44.9%	2.9%	2.9%
Faculty (477) 3.36	16.1%	30.4%	34.8%	10.3%	8.4%
EHRA IRPS (218) 3.54	18.8%	33%	34.9%	9.6%	3.7%
SHRA Exempt (133) 3.11	9%	24.1%	43.6%	15%	8.3%
SHRA Non-exempt (525) 3.3	15.2%	30.9%	31.2%	13.5%	9.1%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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23. People in my department work well together.

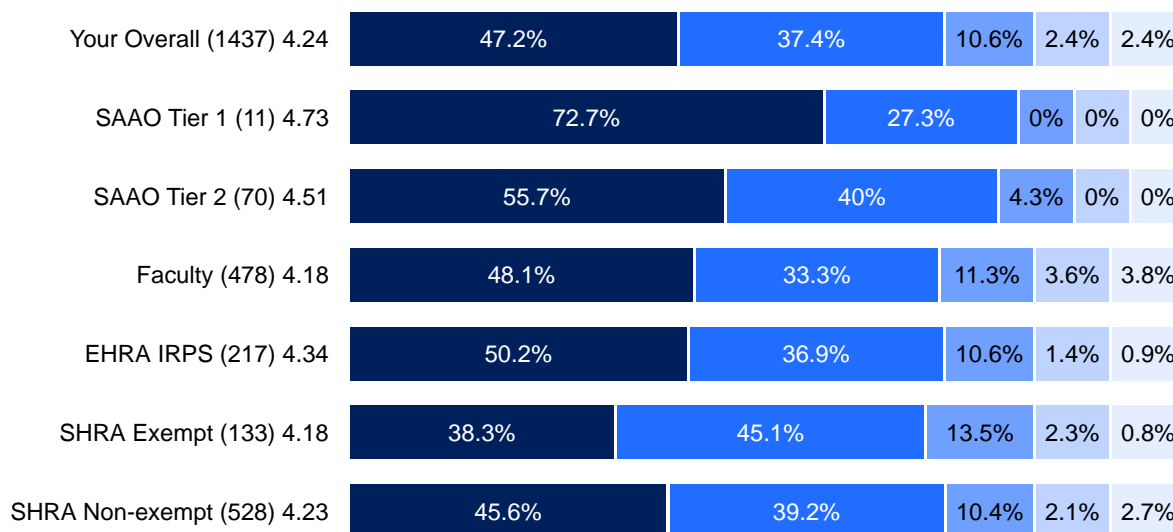


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Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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24. I have a good relationship with my supervisor/department chair.

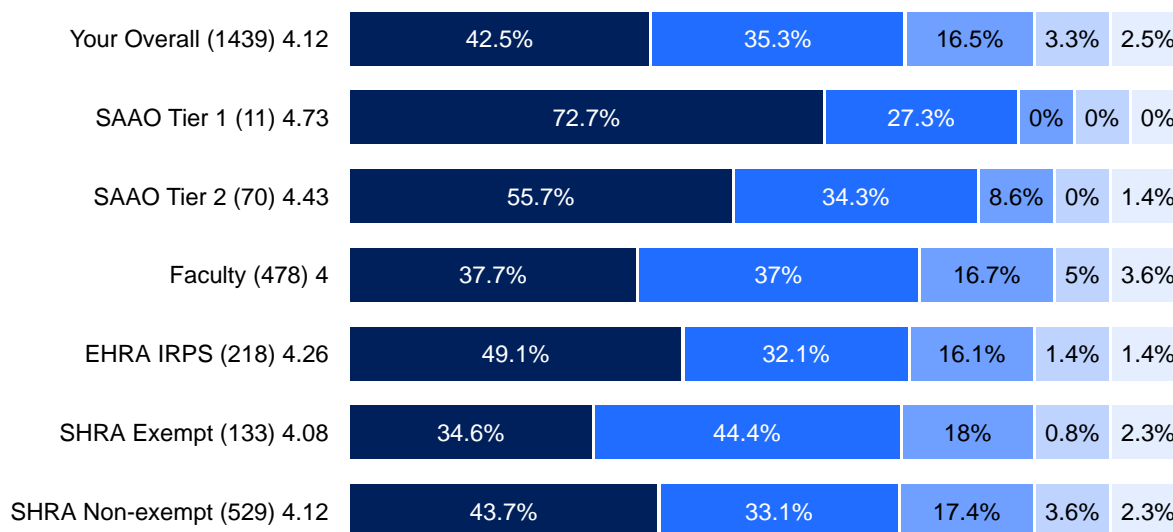


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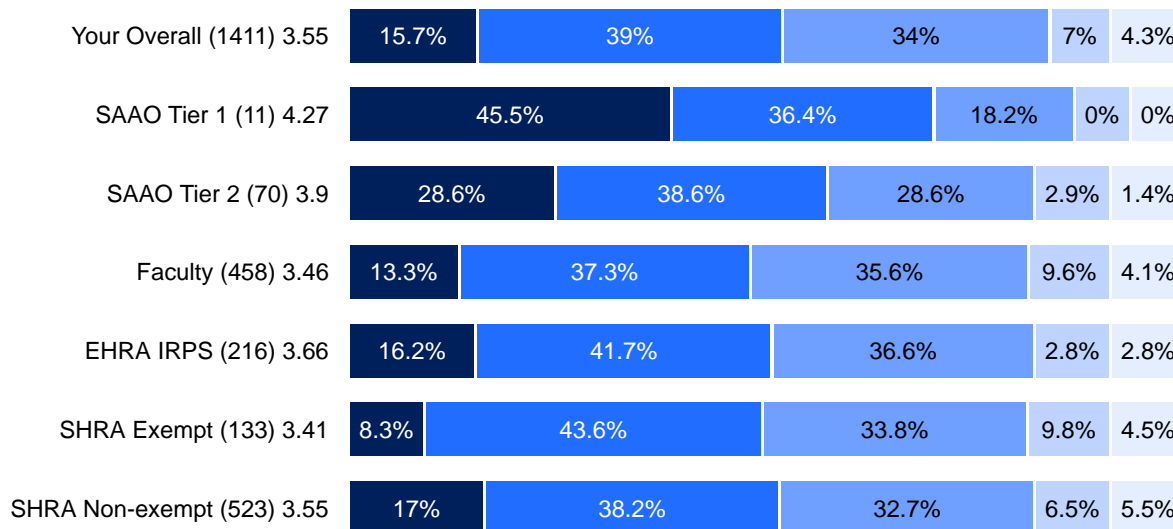
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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25. Overall, my department is a good place to work.



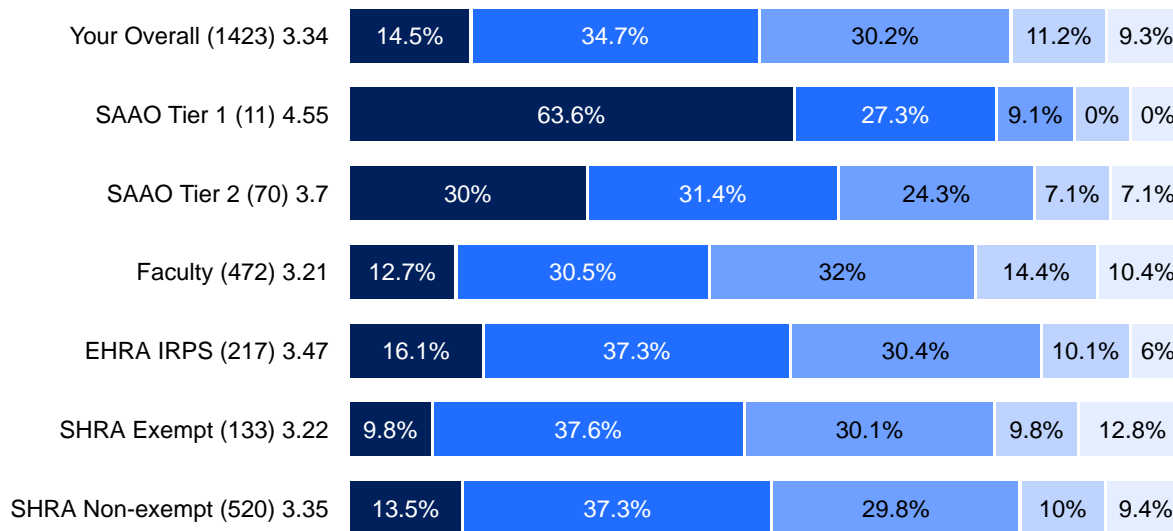
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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26. I can count on people to cooperate across departments.





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



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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 (1427) 2.83	8.7%	24%	25.4%	24.9%	17%
SAAO Tier 1 (11) 3.55	18.2%	54.5%	9.1%	0%	18.2%
SAAO Tier 2 (70) 2.89	11.4%	24.3%	17.1%	35.7%	11.4%
Faculty (471) 2.66	7.6%	18.9%	25.3%	27.8%	20.4%
EHRA IRPS (218) 2.83	7.3%	22%	29.4%	28.9%	12.4%
SHRA Exempt (133) 2.71	6.8%	19.5%	28.6%	27.8%	17.3%
SHRA Non-exempt (524) 2.98	10.1%	30%	24.6%	18.9%	16.4%

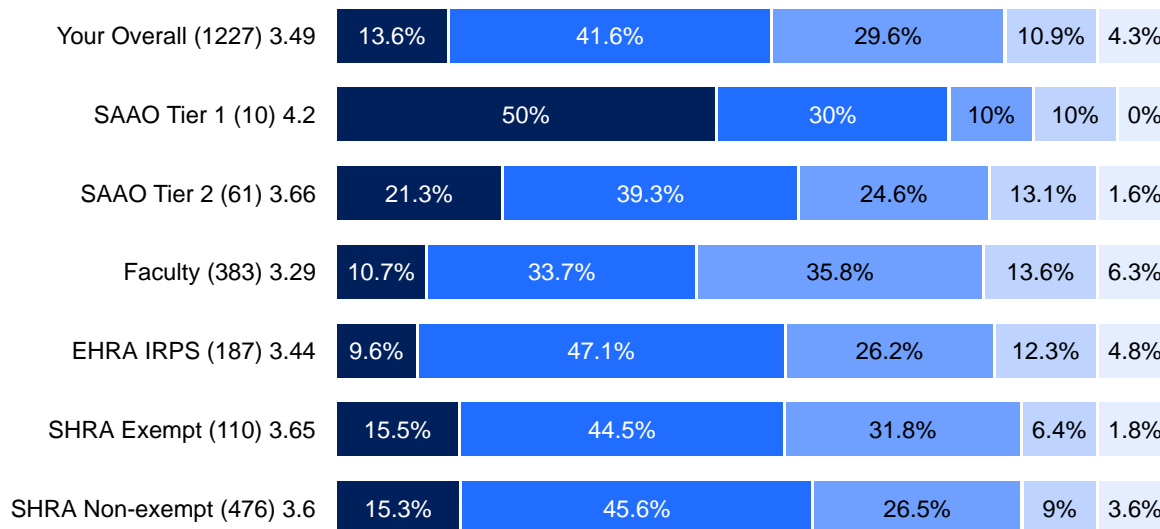
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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29. The institution takes reasonable steps to provide a safe and secure environment for the campus.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1431) 3.99	27.6%	51.8%	15%	3.3%	2.4%
SAAO Tier 1 (11) 4.55	54.5%	45.5%	0%	0%	0%
SAAO Tier 2 (70) 4.43	50%	44.3%	4.3%	1.4%	0%
Faculty (475) 3.88	22.7%	52.4%	18.1%	4%	2.7%
EHRA IRPS (218) 4.05	28.9%	52.8%	14.2%	2.8%	1.4%
SHRA Exempt (133) 3.98	24.1%	57.1%	13.5%	3.8%	1.5%
SHRA Non-exempt (524) 3.99	28.8%	50.6%	14.5%	3.1%	3.1%

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.



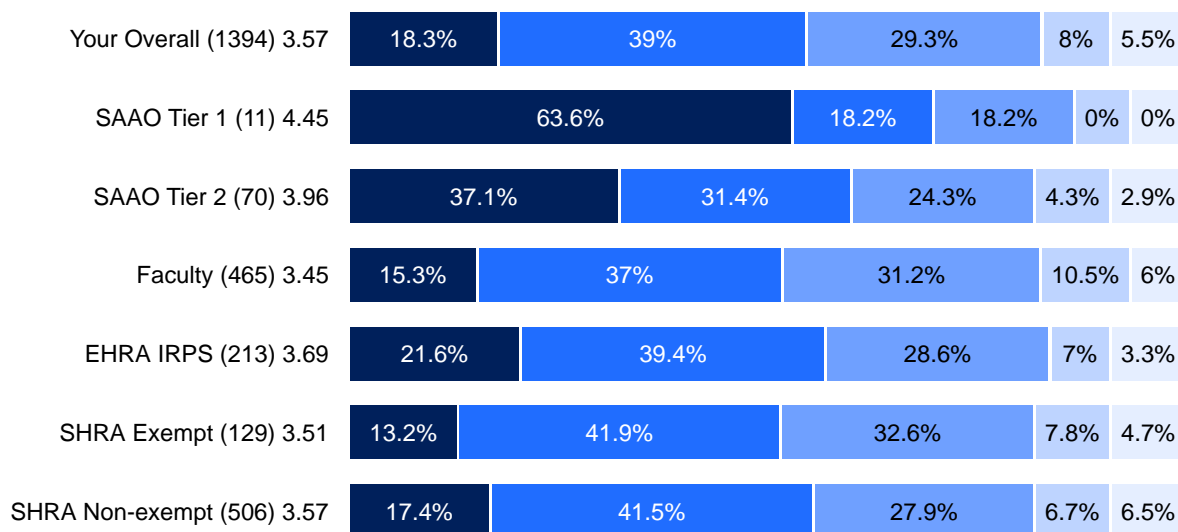
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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31. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.

Group	Score	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1333)	3.4	14%	40.2%	25.9%	11.9%	8%
SAAO Tier 1 (8)	3.25	37.5%	12.5%	12.5%	12.5%	25%
SAAO Tier 2 (64)	3.47	18.8%	32.8%	32.8%	7.8%	7.8%
Faculty (474)	3.04	9.7%	27.8%	31%	19.2%	12.2%
EHRA IRPS (212)	3.56	17%	41%	27.8%	9.4%	4.7%
SHRA Exempt (118)	3.56	11.9%	53.4%	19.5%	9.3%	5.9%
SHRA Non-exempt (457)	3.67	16.6%	50.8%	20.6%	6.6%	5.5%

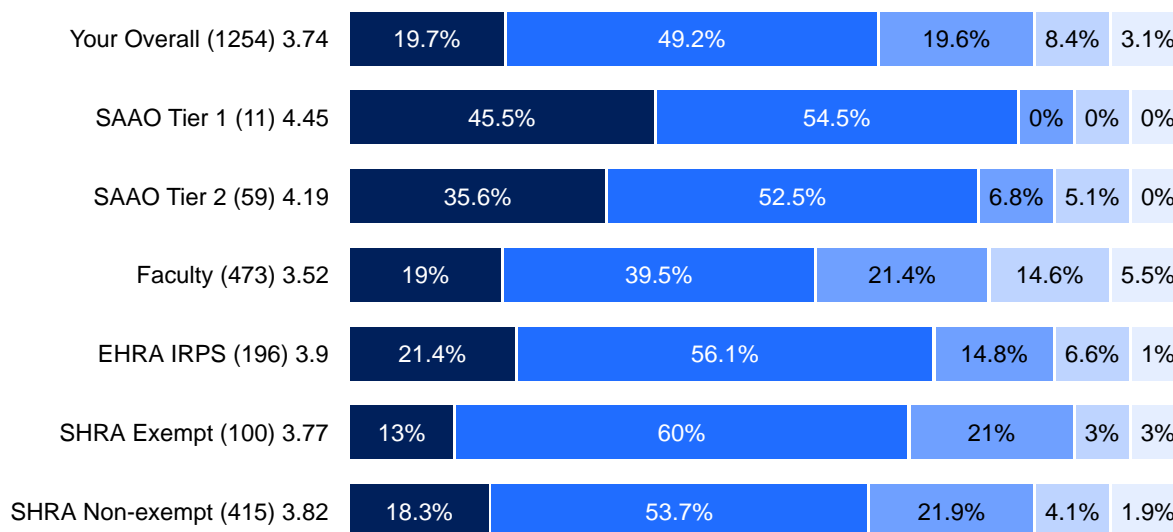
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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32. Our senior leadership has the knowledge, skills and experience necessary for institutional success.



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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33. There is a good balance of teaching, service and research at this institution.

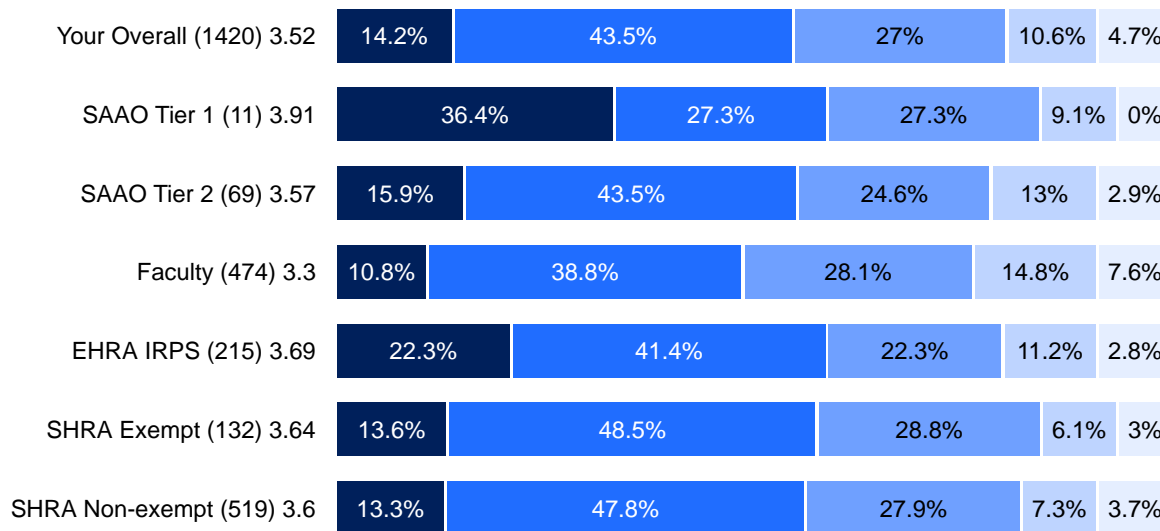


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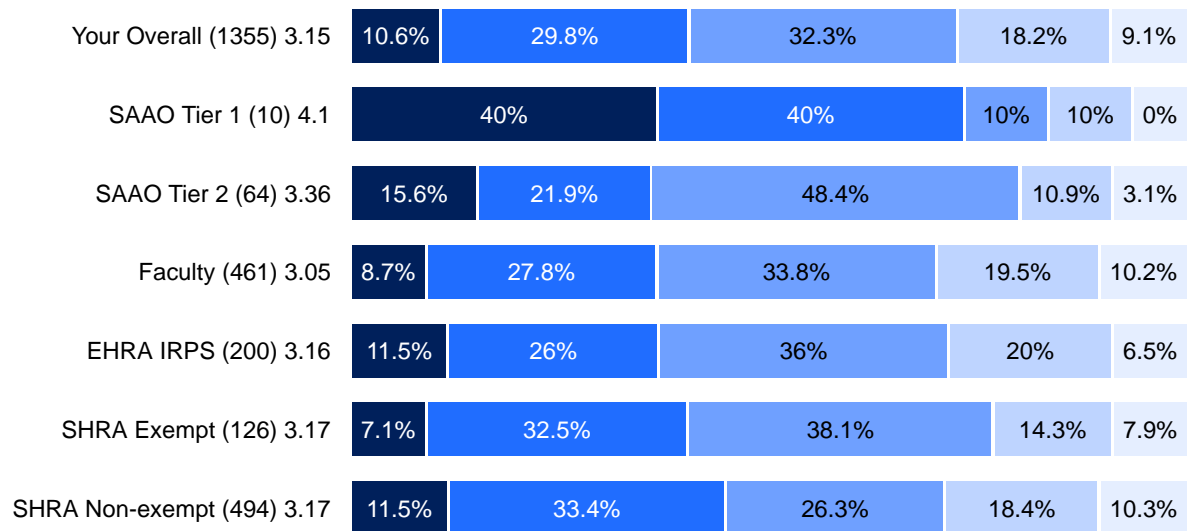
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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34. This institution's benefits meet my needs.



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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35. Our recognition and awards programs are meaningful to me.

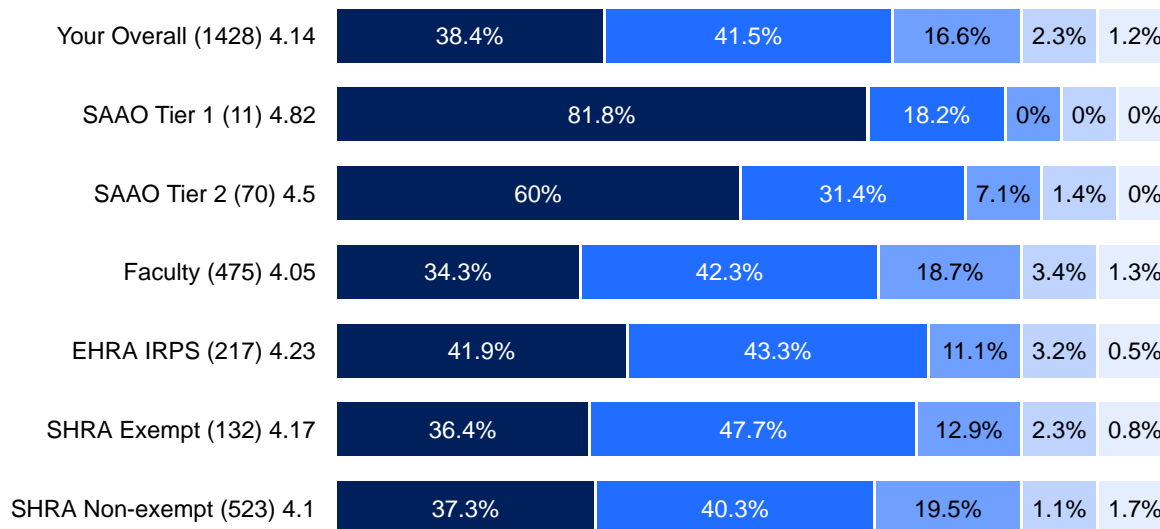


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Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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36. I am proud to be part of this institution.



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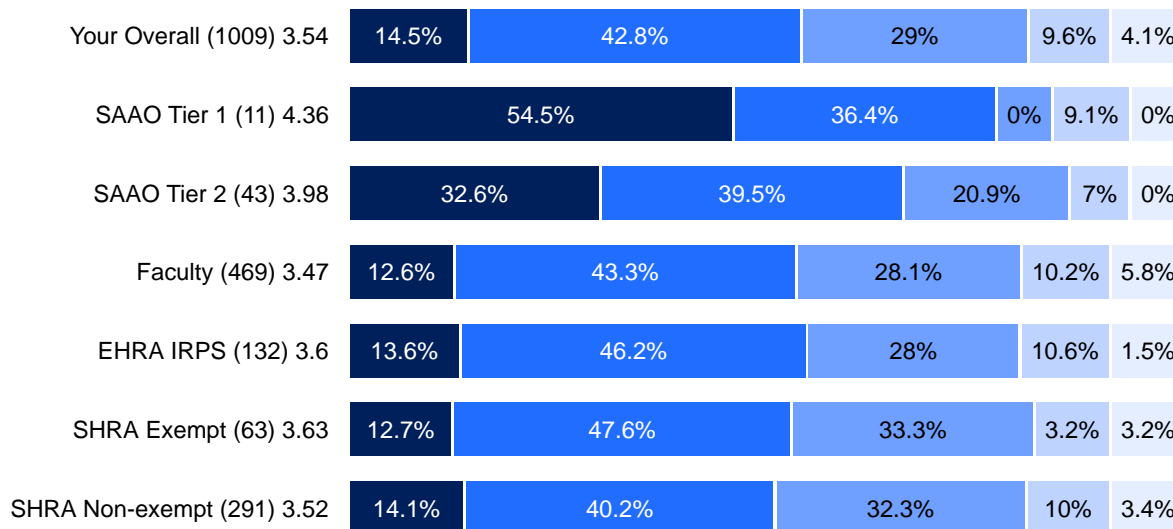
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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37. Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1411) 3.35	15.9%	32.8%	31%	11.3%	9%
SAAO Tier 1 (11) 4.64	63.6%	36.4%	0%	0%	0%
SAAO Tier 2 (68) 3.9	29.4%	45.6%	14.7%	5.9%	4.4%
Faculty (473) 3.3	15.4%	31.1%	31.3%	12.5%	9.7%
EHRA IRPS (215) 3.45	16.7%	33%	34.9%	8.8%	6.5%
SHRA Exempt (128) 3.23	10.9%	33.6%	33.6%	11.7%	10.2%
SHRA Non-exempt (516) 3.3	14.5%	32.4%	31.2%	12%	9.9%

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.

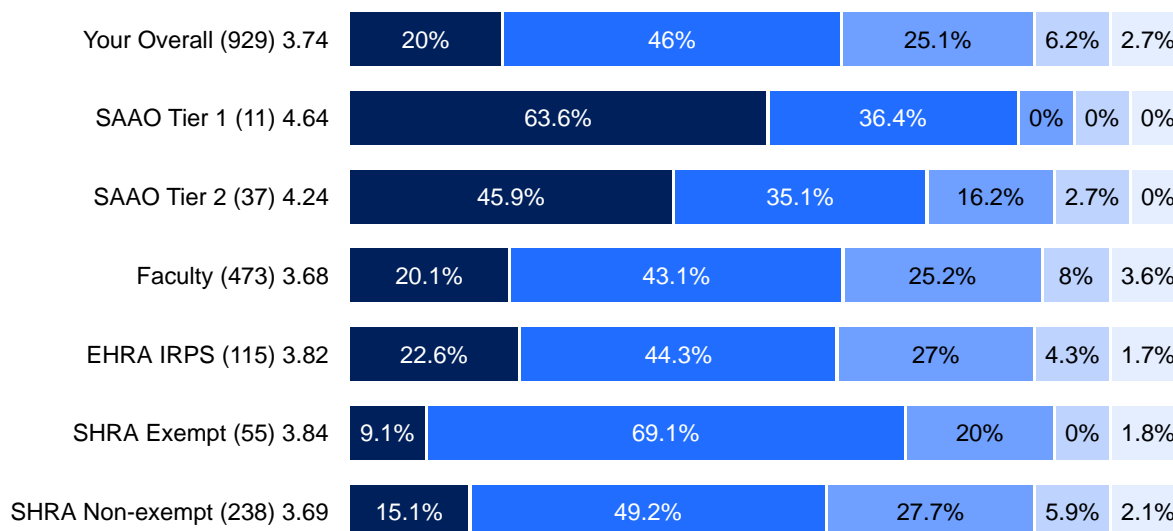


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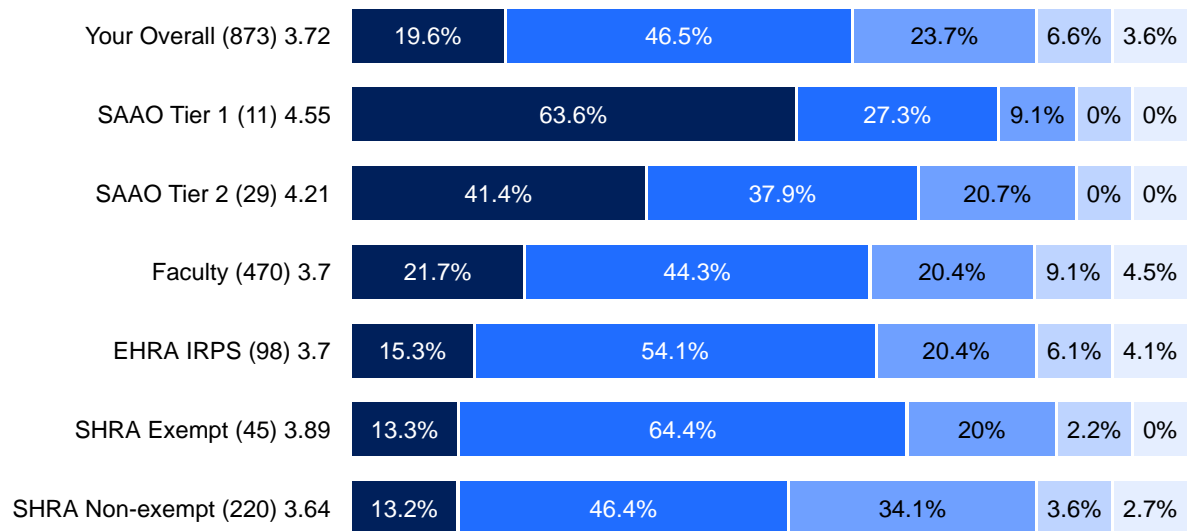
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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39. Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).



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.



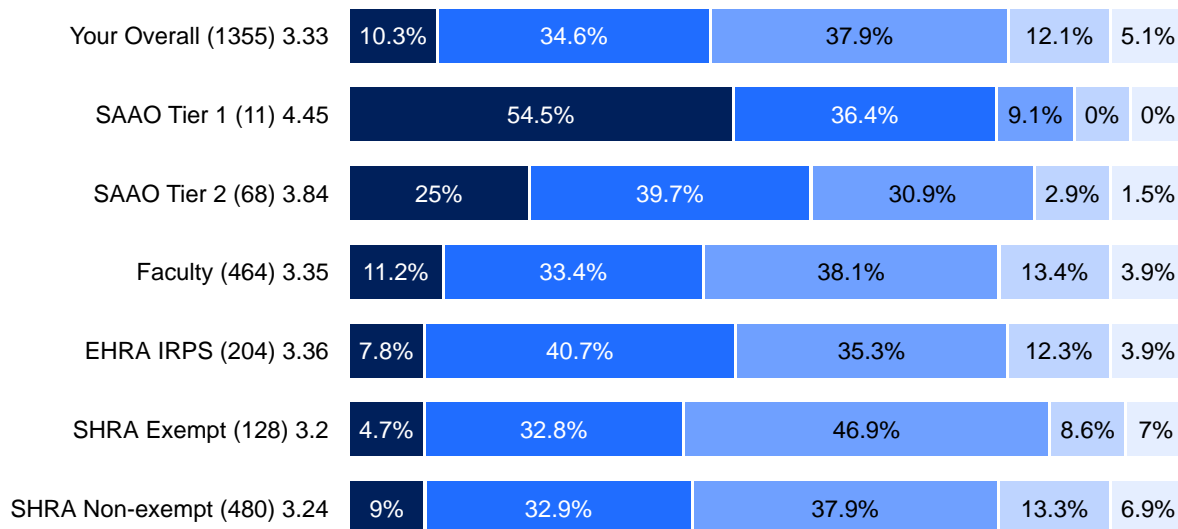
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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41. Senior leadership communicates openly about important matters.

Your Overall (1398) 3.3	12.3%	32%	37.1%	10.9%	7.7%
SAAO Tier 1 (11) 4.27	54.5%	18.2%	27.3%	0%	0%
SAAO Tier 2 (70) 3.81	22.9%	40%	34.3%	1.4%	1.4%
Faculty (468) 3.28	12.2%	32.3%	35.7%	11.5%	8.3%
EHRA IRPS (212) 3.33	10.8%	32.5%	40.6%	10.8%	5.2%
SHRA Exempt (129) 3.16	4.7%	37.2%	38%	10.1%	10.1%
SHRA Non-exempt (508) 3.25	12.6%	29.5%	37.2%	12%	8.7%

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.



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Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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43. At this institution, we discuss and debate issues respectfully to get better results.

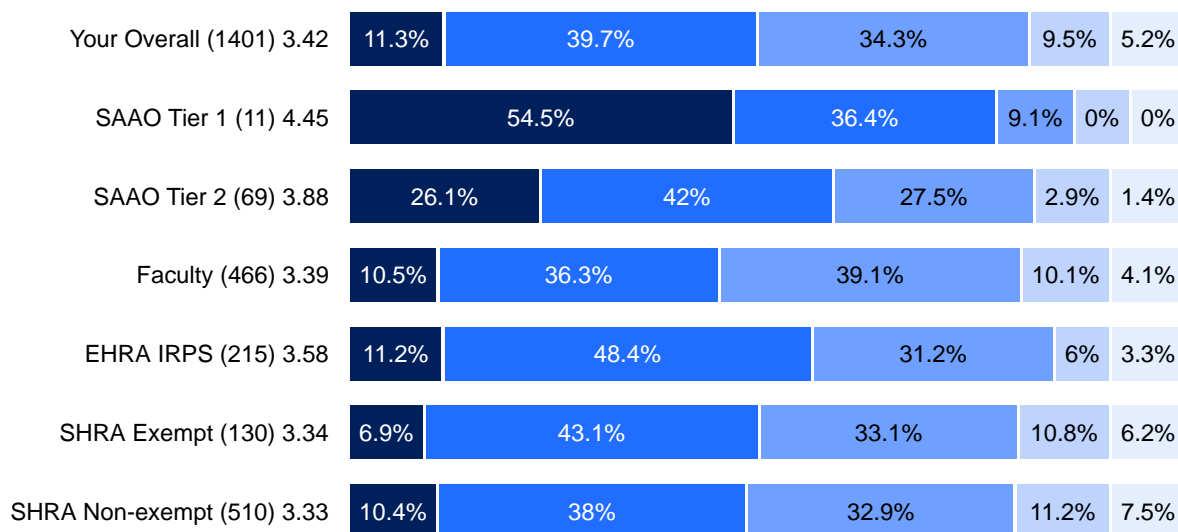
Your Overall (1355) 3.37	9.7%	37.5%	37.7%	10.4%	4.7%
SAAO Tier 1 (11) 4.45	45.5%	54.5%	0%	0%	0%
SAAO Tier 2 (68) 3.66	22.1%	30.9%	39.7%	5.9%	1.5%
Faculty (462) 3.4	10%	38.3%	37.2%	10.4%	4.1%
EHRA IRPS (210) 3.38	9.5%	37.6%	38.1%	11%	3.8%
SHRA Exempt (126) 3.22	3.2%	37.3%	44.4%	8.7%	6.3%
SHRA Non-exempt (478) 3.31	8.6%	37.2%	36.8%	11.5%	5.9%

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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.

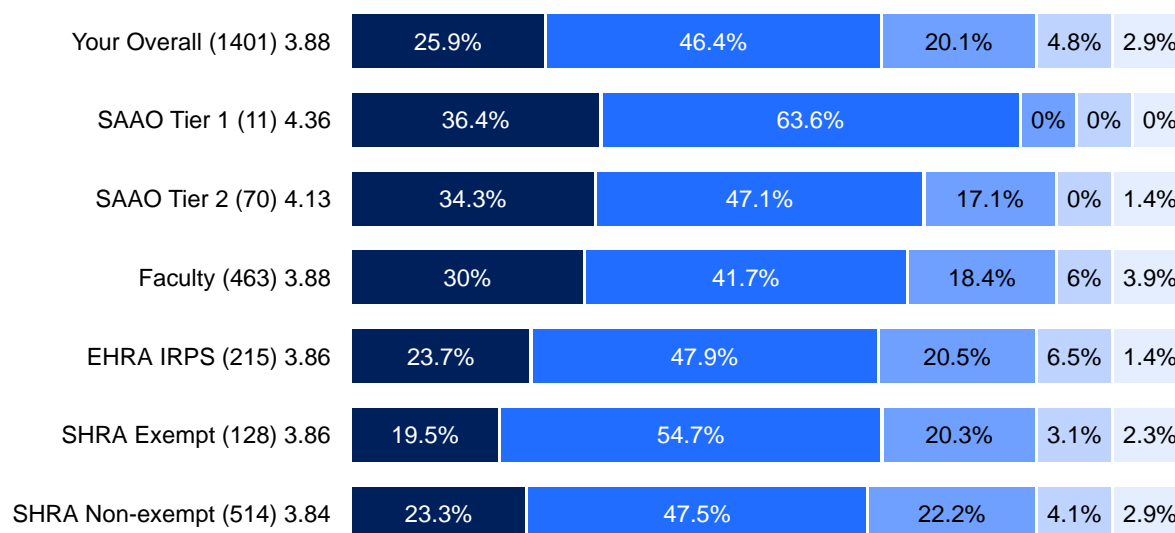


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Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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45. At this institution, people are supportive of their colleagues regardless of their heritage or background.

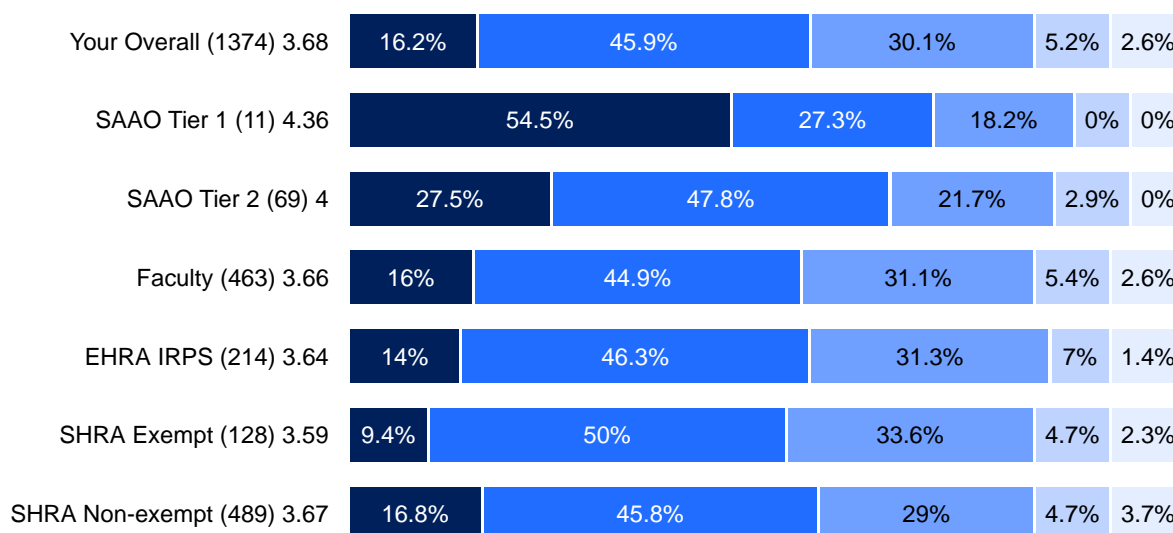


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Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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46. Faculty, administration and staff work together to ensure the success of institution programs and initiatives.



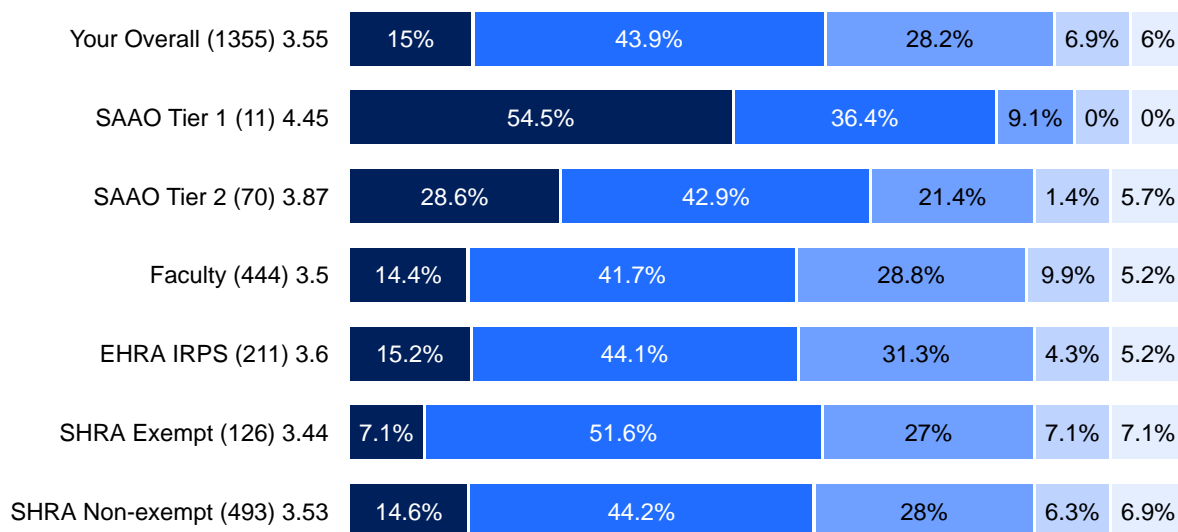
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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47. My supervisor/department chair supports my efforts to balance my work and personal life.

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1409) 4.16	43.4%	39%	10.9%	3.7%	3.1%
SAAO Tier 1 (10) 4.6	60%	40%	0%	0%	0%
SAAO Tier 2 (70) 4.31	48.6%	37.1%	11.4%	2.9%	0%
Faculty (464) 4.05	39.9%	38.1%	12.7%	5.4%	3.9%
EHRA IRPS (215) 4.26	51.2%	32.1%	11.2%	2.8%	2.8%
SHRA Exempt (129) 4.16	42.6%	41.1%	8.5%	4.7%	3.1%
SHRA Non-exempt (521) 4.19	42.6%	42.2%	9.8%	2.5%	2.9%

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



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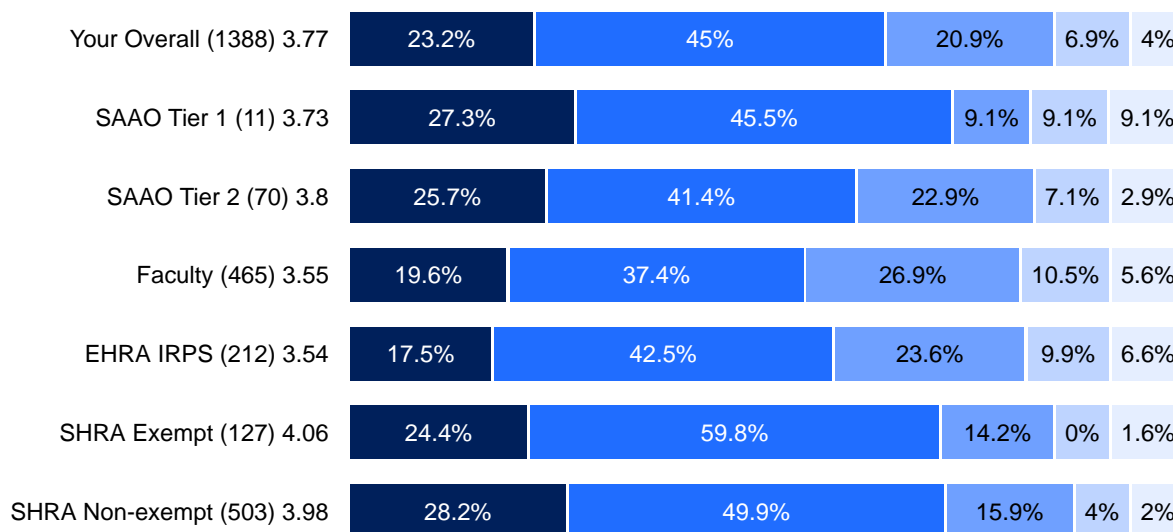
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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49. This institution actively contributes to the community.

Your Overall (1380) 4.09	35%	45.1%	15.7%	2.4%	1.7%
SAAO Tier 1 (11) 4.82	81.8%	18.2%	0%	0%	0%
SAAO Tier 2 (70) 4.57	65.7%	25.7%	8.6%	0%	0%
Faculty (462) 4.13	36.1%	45%	15.8%	1.7%	1.3%
EHRA IRPS (214) 4.21	41.1%	44.4%	10.3%	3.3%	0.9%
SHRA Exempt (127) 3.89	26.8%	47.2%	18.9%	2.4%	4.7%
SHRA Non-exempt (496) 3.97	28%	48.4%	18.5%	3%	2%

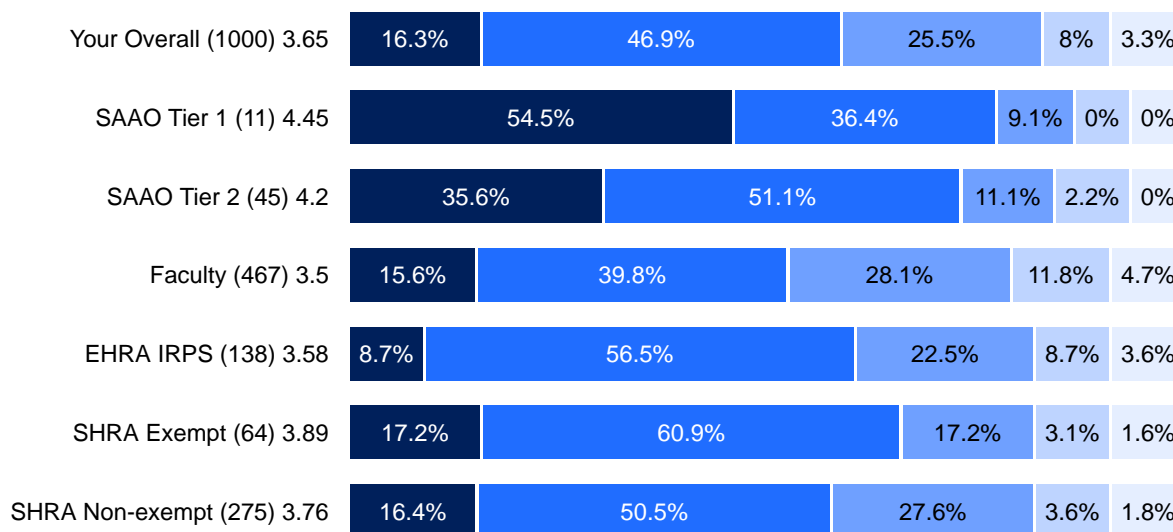
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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50. This institution places sufficient emphasis on having diverse faculty, administration and staff.



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



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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 (1362) 3.66	14.4%	49%	27.2%	7%	2.3%
SAAO Tier 1 (11) 3.91	36.4%	36.4%	9.1%	18.2%	0%
SAAO Tier 2 (70) 3.87	24.3%	45.7%	24.3%	4.3%	1.4%
Faculty (464) 3.56	13.1%	44.2%	31.3%	8.2%	3.2%
EHRA IRPS (210) 3.66	12.9%	51%	27.1%	7.6%	1.4%
SHRA Exempt (127) 3.69	8.7%	59.1%	25.2%	6.3%	0.8%
SHRA Non-exempt (480) 3.72	15.8%	51%	24.8%	6%	2.3%

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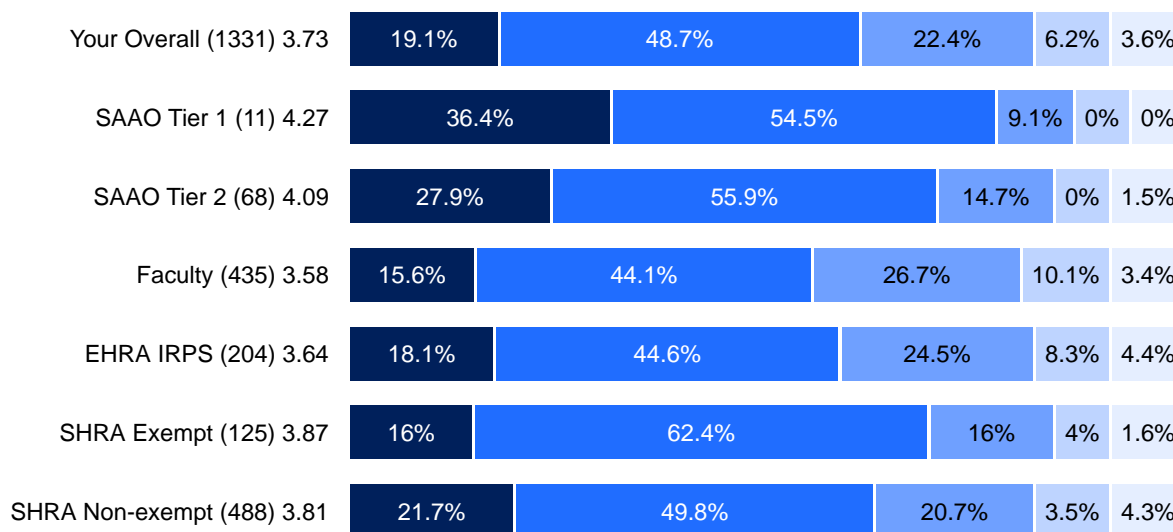
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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53. This institution's policies and practices give me the flexibility to manage my work and personal life.

Your Overall (1403) 3.83	24%	46%	21.7%	5.3%	2.9%
SAAO Tier 1 (11) 4.82	81.8%		18.2%	0%	0%
SAAO Tier 2 (70) 4.14	40%	40%	15.7%	2.9%	1.4%
Faculty (467) 3.8	24.8%	43.3%	22.7%	5.8%	3.4%
EHRA IRPS (215) 3.78	25.6%	40.5%	23.7%	6.5%	3.7%
SHRA Exempt (130) 3.72	17.7%	50%	23.1%	5.4%	3.8%
SHRA Non-exempt (510) 3.84	20.8%	51.4%	21%	4.7%	2.2%

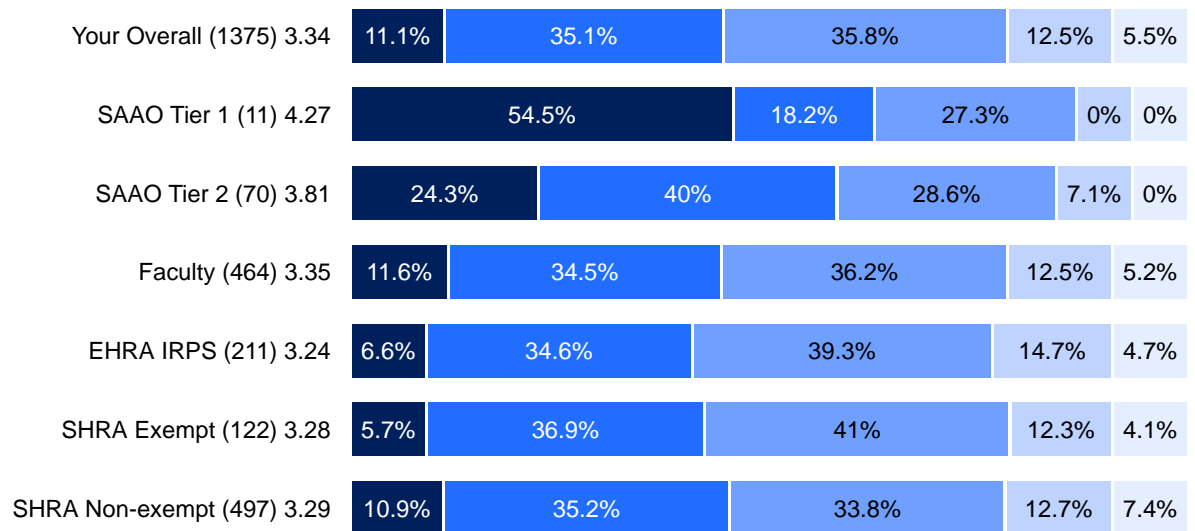
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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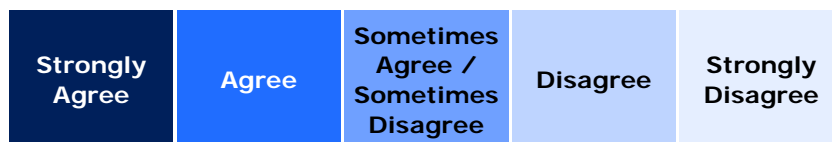
54. This institution has clear and effective procedures for dealing with discrimination.



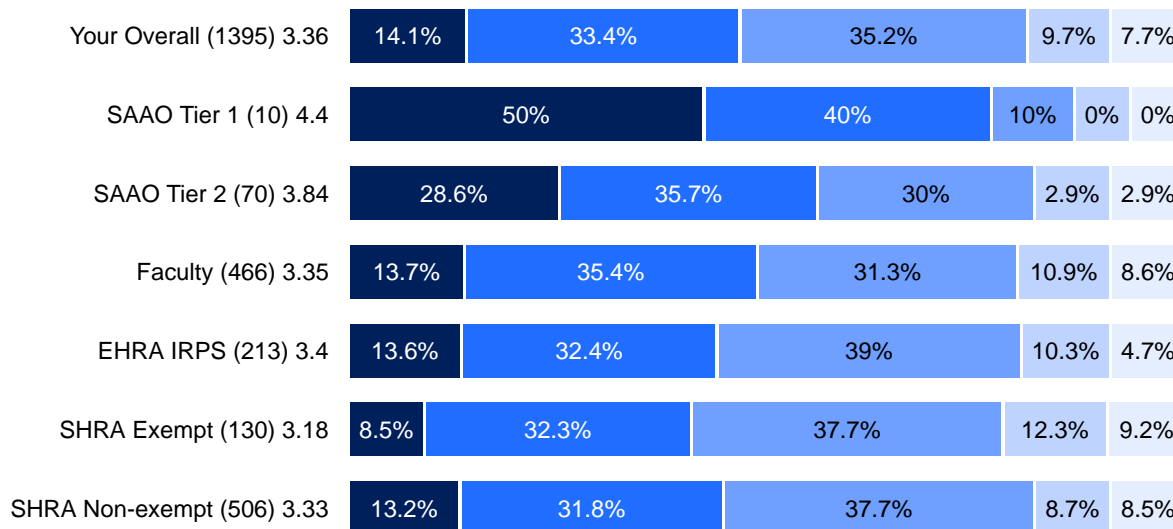
Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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55. There is regular and open communication among faculty, administration and staff.





56. I believe what I am told by senior leadership.



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Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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57. This institution is well run.

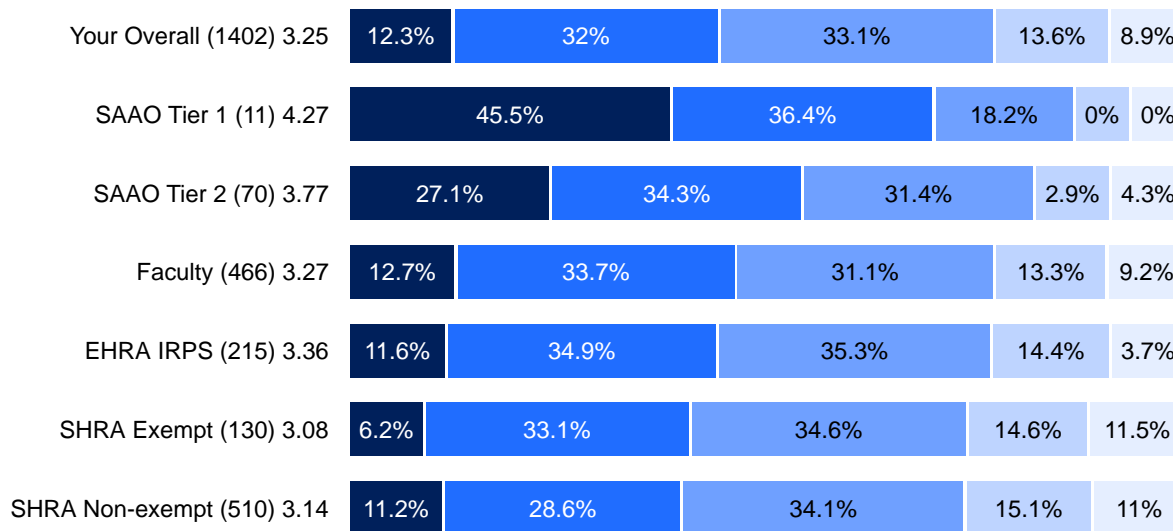
Your Overall (1396) 3.41	12.1%	37.4%	36.2%	8.4%	5.9%
SAAO Tier 1 (11) 4.45	54.5%	36.4%	9.1%	0%	0%
SAAO Tier 2 (69) 3.9	34.8%	30.4%	27.5%	4.3%	2.9%
Faculty (466) 3.4	11.4%	39.9%	32.6%	9.9%	6.2%
EHRA IRPS (212) 3.5	10.4%	42.5%	36.8%	7.1%	3.3%
SHRA Exempt (128) 3.31	7.8%	37.5%	41.4%	4.7%	8.6%
SHRA Non-exempt (510) 3.33	10.6%	33.9%	39.8%	9.2%	6.5%

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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.



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

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (1387) 3.8	27.5%	38.9%	22.9%	6.9%	3.7%
SAAO Tier 1 (11) 4.64	72.7%		18.2%	9.1%	0%
SAAO Tier 2 (70) 4.51	65.7%		21.4%	11.4%	1.4%
Faculty (464) 3.67	25.4%	35.8%	25%	8.4%	5.4%
EHRA IRPS (213) 3.93	31.5%	39.4%	21.1%	6.6%	1.4%
SHRA Exempt (127) 3.82	27.6%	42.5%	18.9%	6.3%	4.7%
SHRA Non-exempt (502) 3.73	21.5%	43.6%	24.5%	6.8%	3.6%

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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.

