



SEE

SURVEY OF EMPLOYEE ENGAGEMENT

The University of Texas at Austin

Executive Summary

2017



Executive Summary

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Institute for Organizational Excellence
The University of Texas at Austin
1925 San Jacinto Blvd., D3500
Austin, Texas 78712

www.survey.utexas.edu
orgexcel@utexas.edu
Phone (512) 471-9831
Fax (512) 471-9600

Introduction

THANK YOU for your participation in the Survey of Employee Engagement (SEE). We trust that you will find this information helpful in your leadership planning and organizational development efforts. The SEE is specifically focused on the key drivers relative to the ability to engage employees towards successfully fulfilling the vision and mission of the organization.


Inside this report, you will find many tools to assist you in understanding the engagement of your employees. Your first indication of engagement will be the response rate of your employees. From there, we share with you the overall score for your organization, averaging all survey items. You will also find a breakdown of the levels of engagement found among your employees. We have provided demographic information about the employees surveyed as well as what percent are leaving or retiring in the near future. Then, this report contains a breakdown of the scoring for each construct we surveyed, highlighting areas of strength and areas of concern. Finally, we have provided Focus Forward action items throughout the report and a timeline suggesting how to move forward with what you have learned from the survey results.

Your report represents aggregate data, but some organizations will want further information. For example, the SEE makes it possible to see results broken down by demographic groupings. We would enjoy hearing how you've used the data, and what you liked and disliked about the SEE experience. We are here to help you engage your employees in achieving your vision and mission.



Noel Landuyt
Associate Director
Institute for Organizational Excellence

Organization Profile

 The University of Texas at Austin	Survey Administration
The University of Texas at Austin	Collection Period: 04/17/2017 through 05/12/2017
Organizational Leadership: Greg Fenves, President	Survey Liaison: John Moore HR Director UT at Austin 101 E. 27th St. Stop J5600 Austin, TX 78712-1573
Benchmark Categories: Size 6: Organizations with 10,000+ employees Mission 3 : Education	(512) 475-8062 john.moore@austin.utexas.edu

The Survey

48
Primary
Items

Primary Items

The Survey of Employee Engagement (SEE) consists of a series of 48 primary items used to assess essential and fundamental aspects of how the organization functions. The items are on a 5-point scale from Strongly Disagree (1) to Strongly Agree (5).

Demographic Items

Also included on the SEE instrument are a series of items to ascertain the demography of the respondents.

Constructs

Similar items are grouped together, and their scores are averaged to produce twelve construct measures. These constructs capture the concepts most utilized by leadership and drive organizational performance and engagement.

12
Constructs



2
Key
Scores

Overall Score

The Overall Score is an average of all survey items and represents the overall score for the organization. It is a broad indicator for comparison purposes with other entities.

Levels of Employee Engagement

Twelve items crossing several survey constructs have been selected to assess the level of engagement (high, moderate, or low) among individual employees.

310 Breakout
Categories

Organizations can use breakout categories to get a cross-sectional look at specific functional or geographic areas. Your organization had a total of 310 breakout categories.

6 Additional
Items

Organizations can customize their survey with up to 20 additional items. These items can target issues specific to the organization. Your organization added 6 additional items.

Employee Engagement

44.6%

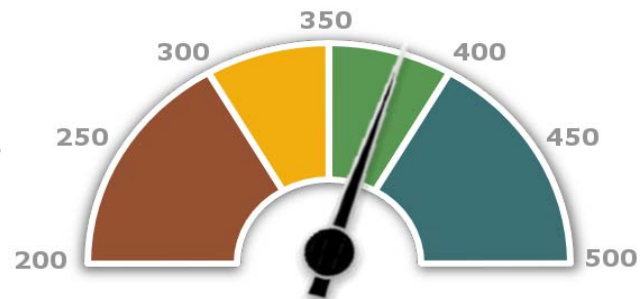
Up 13.5%

Response Rate

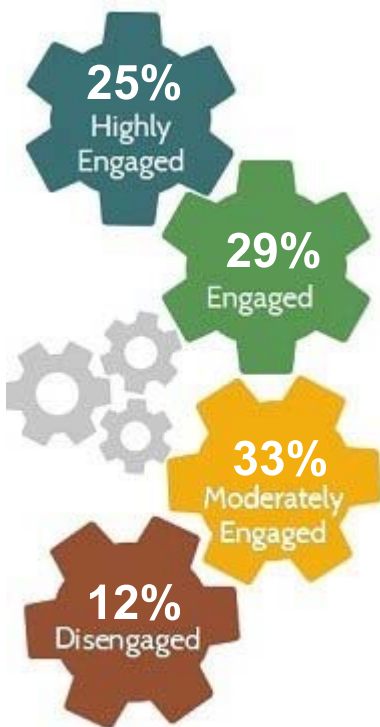
The response rate to the survey is your first indication of the level of employee engagement in your organization. Of the 12232 employees invited to take the survey, 5450 responded for a response rate of 44.6%. As a general rule, rates higher than 50% suggest soundness, while rates lower than 30% may indicate problems. At 44.6%, your response rate is considered average. Average rates suggest possible issues of trust within the organization, and employees may be reluctant to engage in improvement efforts until leadership demonstrates a clear commitment to change.

Overall Score

The overall score is a broad indicator for comparison purposes with other entities. Scores above 350 are desirable, and when scores dip below 300, there should be cause for concern. Scores above 400 are the product of a highly engaged workforce. **Your Overall Score from last time was 371.**



Overall Score: 379



Levels of Employee Engagement

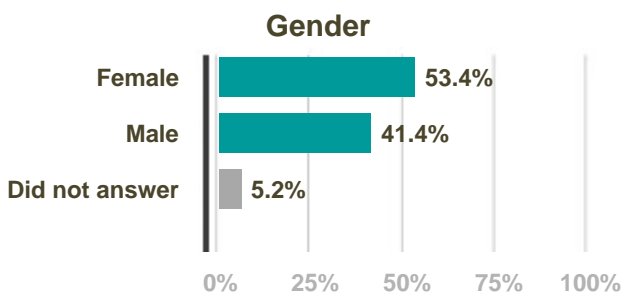
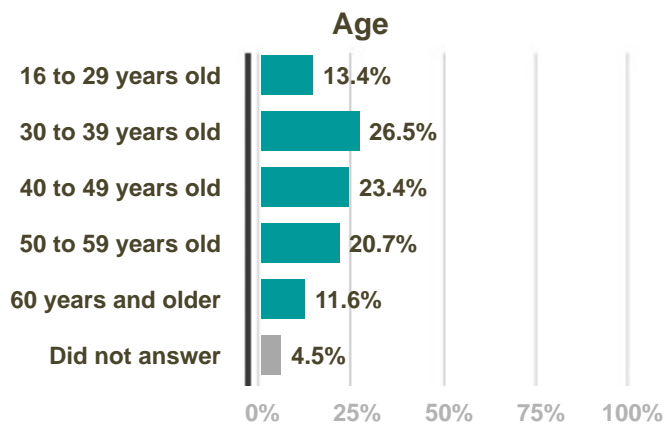
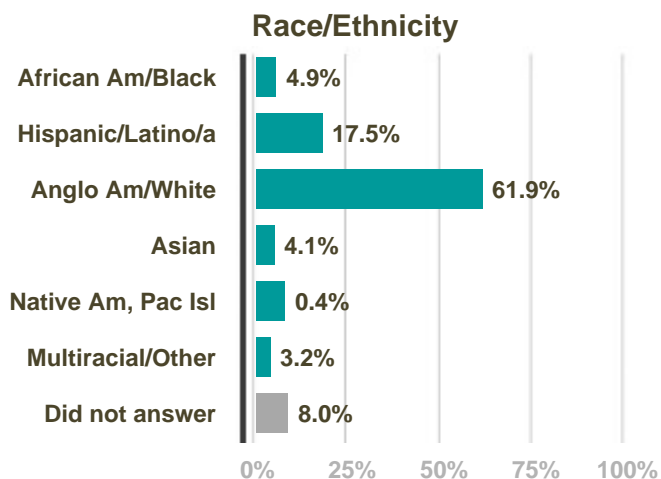
Twelve items crossing several survey constructs have been selected to assess the level of engagement among individual employees. For this organization, 25% of employees are Highly Engaged, 29% are Engaged, 33% are Moderately Engaged, and 12% are Disengaged.

Highly Engaged employees are willing to go above and beyond in their employment. Engaged employees are more present in the workplace and show an effort to help out. Moderately Engaged employees are physically present, but put minimal effort towards accomplishing the job. Disengaged employees are disinterested in their jobs and may be actively working against their coworkers.

For comparison purposes, according to nationwide polling data, about 30% of employees are Highly Engaged or Engaged, 50% are Moderately Engaged, and 20% are Disengaged. While these numbers may seem intimidating, they offer a starting point for discussions on how to further engage employees. Focus on building trust, encouraging the expression of ideas, and providing employees with the resources, guidance, and training they need to do their best work.

People

Examining demographic data is an important aspect of determining the level of consensus and shared viewpoints across the organization. A diverse workforce helps ensure that different ideas are understood, and that those served see the organization as representative of the community. Gender, race/ethnicity, and age are just a few ways to measure diversity. While percentages can vary among different organizations, extreme imbalances should be a cause for concern.



YEARS OF SERVICE With this Organization



26% New Hires (0-2 years)
 36% Experienced (3-10 years)
 34% Very Experienced (11+ years)
 4% Did Not Answer

Each figure represents about 60.6 employees.

FOCUS FORWARD >>>

8% INTEND TO LEAVE

Understand why people are leaving your organization by examining retention factors such as working conditions, market competitiveness, or upcoming retirement. Focus efforts on the factors with the greatest impact on turnover and consider using exit surveys to target specific issues.

13% CAN RETIRE

This percentage of respondents indicated that they are eligible for retirement, or will be within the next two years.

Constructs

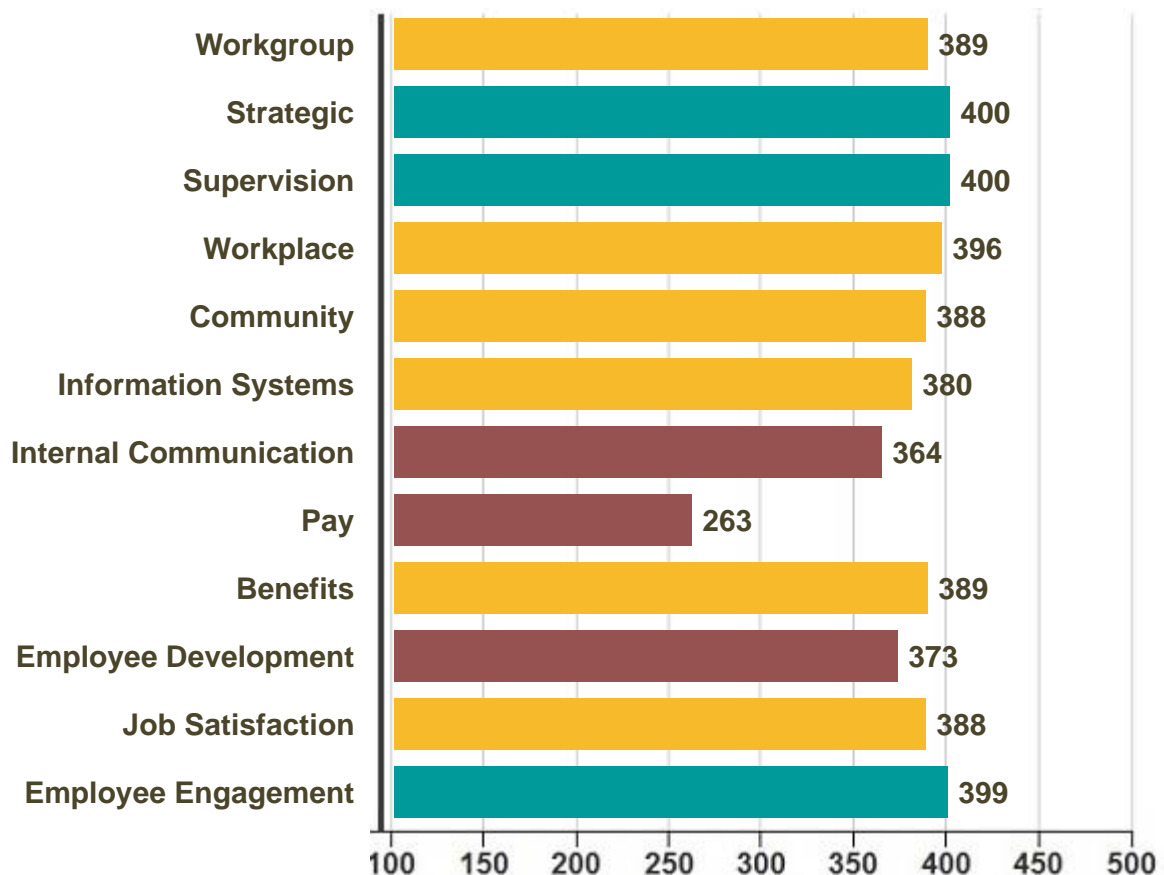
Similar items are grouped together and their scores are averaged and multiplied by 100 to produce 12 construct measures. These constructs capture the concepts most utilized by leadership and drive organizational performance and engagement.

Each construct is displayed below with its corresponding score. Constructs have been coded below to highlight the organization's areas of strength and concern. The three highest are green, the three lowest are red, and all others are yellow. Scores typically range from 300 to 400, and 350 is a tipping point between positive and negative perceptions. The lowest score for a construct is 100, while the highest is 500.

FOCUS FORWARD >>>

Every organization faces different challenges depending on working conditions, resources, and job characteristics. On the next page, we highlight the constructs that are relative strengths and concerns for your organization. While it is important to examine areas of concern, this is also an opportunity to recognize and celebrate areas that employees have judged to be strengths. All organizations start in a different place, and there is always room for improvement within each area.

Constructs



Areas of Strength and Concern

Areas of Strength



Strategic

Score: 400

The strategic construct captures employees' perceptions of their role in the organization and the organization's mission, vision, and strategic plan. Higher scores suggest that employees understand their role in the organization and consider the organization's reputation to be positive.



Supervision

Score: 400

The supervision construct captures employees' perceptions of the nature of supervisory relationships within the organization. Higher scores suggest that employees view their supervisors as fair, helpful and critical to the flow of work.



Employee Engagement

Score: 399

The employee engagement construct captures the degree to which employees are willing to go above and beyond, feel committed to the organization and are present while working. Higher scores suggest that employees feel their ideas count, their work impacts the organization and their well-being and development are valued.

Areas of Concern



Pay

Score: 263

The pay construct captures employees' perceptions about how well the compensation package offered by the organization holds up when compared to similar jobs in other organizations. Lower scores suggest that pay is a central concern or reason for discontent and is not comparable to similar organizations.



Internal Communication

Score: 364

The internal communication construct captures employees' perceptions of whether communication in the organization is reasonable, candid and helpful. Lower scores suggest that employees feel information does not arrive in a timely fashion and is difficult to find.






Employee Development

Score: 373

The employee development construct captures employees' perceptions about the priority given to their personal and job growth needs. Lower scores suggest that employees feel stymied in their education and growth in job competence.

Climate

The climate in which employees work does, to a large extent, determine the efficiency and effectiveness of an organization. The appropriate climate is a combination of a safe, non-harassing environment with ethical abiding employees who treat each other with fairness and respect. Moreover, it is an organization with proactive management that communicates and has the capability to make thoughtful decisions. Below are the percentages of employees who marked disagree or strongly disagree for each of the 6 climate items.

<p>23.6%</p> <p>feel there aren't enough opportunities to give supervisor feedback.</p> <p>Leadership skills should be evaluated and sharpened on a regular basis. Consider implementing 360 Degree Leadership Evaluations so supervisors can get feedback from their boss, peers, and direct reports.</p>	<p>19.2%</p> <p>believe the information from this survey will go unused.</p> <p>Conducting the survey creates momentum and interest in organizational improvement, so it's critical that leadership acts upon the data and keeps employees informed of changes as they occur.</p>	<p>Highest Level of Disagreement</p> 
<p>16.1%</p> <p>feel that upper management should communicate better.</p> <p>Upper management should make efforts to be visible and accessible, as well as utilize intranet/internet sites, email, and social media as appropriate to keep employees informed.</p>	<p>8.1%</p> <p>feel they are not treated fairly in the workplace.</p> <p>Favoritism can negatively affect morale and cause resentment among employees. When possible, ensure responsibilities and opportunities are being shared evenly and appropriately.</p>	
<p>6.4%</p> <p>feel workplace harassment is not adequately addressed.</p> <p>While no amount of harassment is desirable within an organization, percentages above 5% require a serious look at workplace culture and the policies for dealing with harassment.</p>	<p>4.5%</p> <p>feel there are issues with ethics in the workplace.</p> <p>An ethical climate is the foundation of building trust within an organization. Reinforce the importance of ethical behavior to employees, and ensure there are appropriate channels to handle ethical violations.</p>	 <p>Lowest Level of Disagreement</p>

FOCUS FORWARD >>>

After the survey data has been compiled, the results are returned approximately one to two months after data collection stops. Survey results are provided in several formats to provide maximum flexibility in interpreting the data and sharing the data with the entire organization. The quick turnaround in reporting allows for immediate action upon the results while they are still current.

Survey Results Received

Executive Summaries, Data Reports, and Excel data are provided for the organization as a whole and for breakout categories. Any of these formats can be used alone or in combination to create rich information on which employees can base their ideas for change.



JUN
2017

JUL
2017



Review Survey Data

Review the data and summaries with the executive staff, and develop a plan for circulating the data to all employees. Several types of benchmark scores provide relevant external comparisons, and breakdown categories can be used to make internal comparisons.

Share with All Employees

Share results by creating reports, newsletters, or PowerPoint presentations providing data along with illustrations pertinent to the organization. Have employees participate in small work unit groups to review reports as they are distributed.



AUG
2017

SEP
2017



Engage Employees in Change

Designate the Change Team composed of a diagonal slice across the organization that will guide the effort. Review the organization's strengths and brainstorm on how to best address weaknesses. Provide employees with comment cards to express their ideas.

Move Forward with Change

Have the Change Team compile the priority change topics and action points, and present them to the executive staff. Discuss the administrative protocols for implementing the changes. Determine the plan of action, set a reasonable timeline, and keep employees informed of changes.



NOV
2017

JAN
2018



Sharpen Your Focus

Further data breakdowns and custom reports are available. We also offer leadership assessments, employee pulse and exit surveys, and customer satisfaction surveys. Consultation time for presentations and focus groups is available as well. Please contact us at any time: www.survey.utexas.edu

Resurvey

Administer the Survey of Employee Engagement again to document the effectiveness of your change efforts.



MAR
2019

Demographic Items

Survey respondent information reports the response rate and frequency information for all demographic variables that were asked of participants. Response Rate is a good indicator of employees' willingness to engage in efforts to improve the organization. Scope of Participation is a gauge to see whether or not employees by demographic characteristics participated in the survey.

Response Rate

Your response rate is the percentage of surveys distributed divided by the number of valid surveys received. For category reports, we only report the response rate for the organization as a whole.

What is a good response rate?

If your organization sampled employees, the answer must take into consideration size, sampling strategy, variance, and error tolerance. When all employees are surveyed (census), a general rule for organizations of at least 500, is that a 30% rate is a low, but an acceptable level of response. In general, response rates of greater than 50% (regardless of number of employees) indicate a strong level of participation.

What about non-respondents?

First, you should review the scope of participation discussed in the following paragraph. Second, you need to ascertain whether or not a more focused effort is needed to determine why some groups did not respond.

Scope of Participation

Respondent information is used as a gauge of the scope of participation. For example, the percentages of male and female respondents should roughly mirror your organization's gender composition. This should be true for the other demographic categories. If not, consider whether or not additional efforts need to be made to engage those low participating categories. It is important to note the following:

- If less than five respondents selected a demographic variable, "Less Than Five" and "Not Available" is reported to protect the respondents' anonymity.
- Participants have the option to skip items or select prefer not to answer. Both of these non-responses are combined to give a total "Prefer not to answer" count.

Demographic Items

Total Respondents: 5450
 Surveys Distributed: 12232
 Response Rate: 44.56%

**Number
of Survey
Respondents**

**Percent
of Survey
Respondents**

My highest education level

Did not finish high school:	71	1.30%
High school diploma (or GED):	396	7.27%
Some college:	655	12.02%
Associate's Degree:	213	3.91%
Bachelor's Degree:	2000	36.70%
Master's Degree:	1405	25.78%
Doctoral Degree:	544	9.98%
Prefer not to answer:	166	3.05%

I am

Female:	2909	53.38%
Male:	2259	41.45%
Prefer not to answer:	282	5.17%

My annual salary (before taxes)

Less than \$15,000:	94	1.72%
\$15,000-\$25,000:	371	6.81%
\$25,001-\$35,000:	503	9.23%
\$35,001-\$45,000:	887	16.28%
\$45,001-\$50,000:	583	10.70%
\$50,001-\$60,000:	733	13.45%
\$60,001-\$75,000:	754	13.83%
More than \$75,000:	1168	21.43%
Prefer not to answer:	357	6.55%

My age (in years)

16-29:	733	13.45%
30-39:	1443	26.48%
40-49:	1273	23.36%
50-59:	1126	20.66%
60+:	632	11.60%
Prefer not to answer:	243	4.46%

Demographic Items

Total Respondents: 5450
 Surveys Distributed: 12232
 Response Rate: 44.56%

**Number
of Survey
Respondents**

**Percent
of Survey
Respondents**

Years of service with this organization

Less than 1:	585	10.73%
1-2:	855	15.69%
3-5:	962	17.65%
6-10:	988	18.13%
11-15:	710	13.03%
16+:	1141	20.94%
Prefer not to answer:	209	3.83%

My race/ethnic identification

African-American or Black:	266	4.88%
Hispanic or Latino/a:	956	17.54%
Anglo-American or White:	3372	61.87%
Asian:	222	4.07%
American Indian or Pacific Islander:	24	0.44%
Multiracial or Other:	172	3.16%
Prefer not to answer:	438	8.04%

I am currently in a supervisory role.

Yes:	1830	33.58%
No:	3343	61.34%
Prefer not to answer:	277	5.08%

I received a promotion during the past two years.

Yes:	1212	22.24%
No:	3905	71.65%
Prefer not to answer:	333	6.11%

I received a merit increase during the past two years.

Yes:	3455	63.39%
No:	1638	30.06%
Prefer not to answer:	357	6.55%

Demographic Items

Total Respondents: 5450
 Surveys Distributed: 12232
 Response Rate: 44.56%

**Number
of Survey
Respondents**

**Percent
of Survey
Respondents**

I plan to be working for this organization in one year.

Yes:	4368	80.15%
No:	446	8.18%
Prefer not to answer:	636	11.67%

I am eligible for retirement within the next two years.

Yes:	702	12.88%
No:	4428	81.25%
Prefer not to answer:	320	5.87%

Primary Items

For the primary items (numbered 1-48), participants were asked to indicate how they agreed with each positively phrased statement. If participants did not have information or the item did not apply, they were to select don't know/not applicable.

Each primary item is returned with the item text and two types of reported numerical data, response data and benchmark data. The following definitions correspond to survey items:

Response Data

- **Score** is calculated by averaging all item responses on a five point scale ranging from 5=Strongly Agree to 1=Strongly Disagree. If the participant selected Don't Know/Not Applicable, their response is considered a valid response, but it is not used in the calculation of the score.
- **Standard Deviation** calculates the level of agreement. Large deviations indicate greater levels of disagreement. For this report, you can expect standard deviations to be between .7 and 1.10.
- **Total Respondents** is the number of valid responses including Don't Know/Not Applicable. If everyone did not answer every item, the number of respondents for an item is less than the number of respondents reported in your response rate.
- **Respondents** is the number of participants who selected each item (strongly agree, agree, etc.).
- **Percentage** is the number of participants who selected each item (strongly agree, agree, etc.) divided by the total number of valid responses.
- **Percent Agreement** is the number of participants who agreed with the item (strongly agree or agree) divided by the total number of valid responses.

Benchmark Data

- **Past Score** is your organization's score reported from the previous iteration, if available.
- **Similar Mission** is the average score from organizations that share a similar mission to your organization.
- **Similar Size** is the average score from organizations that are a similar size to your organization.
- **All Organizations** is the average score from all organizations.
- **Organizational Categories** are benchmarked against the organization as a whole.





Interpreting Data

Any interpretation of data must be done in context of the organizational setting and environmental factors impacting the organization. Regardless of the averages, scores range from areas of strength to areas of concern. In general, most scores are between 3.00 and 4.00. Scores below a 3.25 are of concern because they indicate general dissatisfaction. Scores above 3.75 indicate positive perceptions. When available, over time data provides previous scores from and benchmark data comparative scores. In general (because various factors and statistical test would be needed to confirm), scores that have changed or differ by .2 may be significant.

Primary Items

	1. My work group cooperates to get the job done.	86% Agreement																					
		SCORE: 4.25 Std. Dev.: 0.89 Total Respondents: 5409																					
<table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>2428</td> <td>2226</td> <td>381</td> <td>214</td> <td>100</td> <td>59</td> </tr> <tr> <td>Percentage:</td> <td>44.89%</td> <td>41.15%</td> <td>7.04%</td> <td>3.96%</td> <td>1.85%</td> <td>1.09%</td> </tr> </tbody> </table>		Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	2428	2226	381	214	100	59	Percentage:	44.89%	41.15%	7.04%	3.96%	1.85%	1.09%	BENCHMARKS Past Score: 4.22 Similar Mission: 4.22 Similar Size: 3.96 All Orgs: 4.18
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																	
Respondents:	2428	2226	381	214	100	59																	
Percentage:	44.89%	41.15%	7.04%	3.96%	1.85%	1.09%																	
	2. In my work group, my opinions and ideas count.	79% Agreement																					
		SCORE: 4.07 Std. Dev.: 1.00 Total Respondents: 5397																					
<table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>2070</td> <td>2202</td> <td>590</td> <td>308</td> <td>168</td> <td>59</td> </tr> <tr> <td>Percentage:</td> <td>38.35%</td> <td>40.80%</td> <td>10.93%</td> <td>5.71%</td> <td>3.11%</td> <td>1.09%</td> </tr> </tbody> </table>		Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	2070	2202	590	308	168	59	Percentage:	38.35%	40.80%	10.93%	5.71%	3.11%	1.09%	BENCHMARKS Past Score: 3.69 Similar Mission: 3.63 Similar Size: 3.31 All Orgs: 3.70
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																	
Respondents:	2070	2202	590	308	168	59																	
Percentage:	38.35%	40.80%	10.93%	5.71%	3.11%	1.09%																	
	3. My work group regularly uses performance data to improve the quality of our work.	47% Agreement																					
		SCORE: 3.38 Std. Dev.: 1.12 Total Respondents: 5387																					
<table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>813</td> <td>1743</td> <td>1378</td> <td>824</td> <td>315</td> <td>314</td> </tr> <tr> <td>Percentage:</td> <td>15.09%</td> <td>32.36%</td> <td>25.58%</td> <td>15.30%</td> <td>5.85%</td> <td>5.83%</td> </tr> </tbody> </table>		Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	813	1743	1378	824	315	314	Percentage:	15.09%	32.36%	25.58%	15.30%	5.85%	5.83%	BENCHMARKS Past Score: 3.40 Similar Mission: 3.46 Similar Size: 3.42 All Orgs: 3.60
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																	
Respondents:	813	1743	1378	824	315	314																	
Percentage:	15.09%	32.36%	25.58%	15.30%	5.85%	5.83%																	
	4. In my work group, there is a real feeling of teamwork.	71% Agreement																					
		SCORE: 3.85 Std. Dev.: 1.11 Total Respondents: 5398																					
<table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1681</td> <td>2154</td> <td>778</td> <td>467</td> <td>256</td> <td>62</td> </tr> <tr> <td>Percentage:</td> <td>31.14%</td> <td>39.90%</td> <td>14.41%</td> <td>8.65%</td> <td>4.74%</td> <td>1.15%</td> </tr> </tbody> </table>		Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1681	2154	778	467	256	62	Percentage:	31.14%	39.90%	14.41%	8.65%	4.74%	1.15%	BENCHMARKS Past Score: 3.83 Similar Mission: 3.82 Similar Size: 3.57 All Orgs: 3.82
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																	
Respondents:	1681	2154	778	467	256	62																	
Percentage:	31.14%	39.90%	14.41%	8.65%	4.74%	1.15%																	





Primary Items

 <p>5. Our institution is known for the quality of work we provide.</p> <p>80% Agreement</p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1946</td> <td>2370</td> <td>738</td> <td>191</td> <td>79</td> <td>64</td> </tr> <tr> <td>Percentage:</td> <td>36.12%</td> <td>43.99%</td> <td>13.70%</td> <td>3.54%</td> <td>1.47%</td> <td>1.19%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1946	2370	738	191	79	64	Percentage:	36.12%	43.99%	13.70%	3.54%	1.47%	1.19%	<p>80% Agreement</p> <p>SCORE: 4.11 Std. Dev.: 0.88 Total Respondents: 5388</p> <p>BENCHMARKS Past Score: 4.06 Similar Mission: 3.94 Similar Size: 3.53 All Orgs: 3.93</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1946	2370	738	191	79	64																
Percentage:	36.12%	43.99%	13.70%	3.54%	1.47%	1.19%																
 <p>6. I know how my work impacts others in the institution.</p> <p>85% Agreement</p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>2194</td> <td>2377</td> <td>523</td> <td>184</td> <td>50</td> <td>54</td> </tr> <tr> <td>Percentage:</td> <td>40.77%</td> <td>44.17%</td> <td>9.72%</td> <td>3.42%</td> <td>0.93%</td> <td>1.00%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	2194	2377	523	184	50	54	Percentage:	40.77%	44.17%	9.72%	3.42%	0.93%	1.00%	<p>85% Agreement</p> <p>SCORE: 4.22 Std. Dev.: 0.83 Total Respondents: 5382</p> <p>BENCHMARKS Past Score: 4.12 Similar Mission: 4.03 Similar Size: 3.96 All Orgs: 4.12</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	2194	2377	523	184	50	54																
Percentage:	40.77%	44.17%	9.72%	3.42%	0.93%	1.00%																
 <p>7. We develop services to match the needs of those we serve.</p> <p>80% Agreement</p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1901</td> <td>2396</td> <td>649</td> <td>239</td> <td>92</td> <td>115</td> </tr> <tr> <td>Percentage:</td> <td>35.26%</td> <td>44.44%</td> <td>12.04%</td> <td>4.43%</td> <td>1.71%</td> <td>2.13%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1901	2396	649	239	92	115	Percentage:	35.26%	44.44%	12.04%	4.43%	1.71%	2.13%	<p>80% Agreement</p> <p>SCORE: 4.09 Std. Dev.: 0.90 Total Respondents: 5392</p> <p>BENCHMARKS Past Score: 4.19 Similar Mission: 3.93 Similar Size: 3.67 All Orgs: 3.97</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1901	2396	649	239	92	115																
Percentage:	35.26%	44.44%	12.04%	4.43%	1.71%	2.13%																
 <p>8. Our institution communicates effectively with the public.</p> <p>58% Agreement</p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>890</td> <td>2247</td> <td>1365</td> <td>479</td> <td>162</td> <td>237</td> </tr> <tr> <td>Percentage:</td> <td>16.54%</td> <td>41.77%</td> <td>25.37%</td> <td>8.90%</td> <td>3.01%</td> <td>4.41%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	890	2247	1365	479	162	237	Percentage:	16.54%	41.77%	25.37%	8.90%	3.01%	4.41%	<p>58% Agreement</p> <p>SCORE: 3.63 Std. Dev.: 0.98 Total Respondents: 5380</p> <p>BENCHMARKS Past Score: 3.69 Similar Mission: 3.89 Similar Size: 3.54 All Orgs: 3.97</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	890	2247	1365	479	162	237																
Percentage:	16.54%	41.77%	25.37%	8.90%	3.01%	4.41%																

Primary Items

	9. I have a good understanding of our mission, vision, and strategic plan.	75% Agreement																					
<div style="background-color: #009688; color: white; padding: 5px; text-align: center;">75% Agreement</div>		SCORE: 3.93 Std. Dev.: 1.10 Total Respondents: 5387																					
<table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Response:</th> <th style="color: #009688;">Strongly Agree</th> <th style="color: #009688;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th style="color: #009688;">Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1575</td> <td>2447</td> <td>800</td> <td>381</td> <td>139</td> <td>44</td> </tr> <tr> <td>Percentage:</td> <td>29.24%</td> <td>45.42%</td> <td>14.85%</td> <td>7.07%</td> <td>2.58%</td> <td>0.82%</td> </tr> </tbody> </table>		Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1575	2447	800	381	139	44	Percentage:	29.24%	45.42%	14.85%	7.07%	2.58%	0.82%	BENCHMARKS Past Score: 3.90 Similar Mission: 3.96 Similar Size: 4.02 All Orgs: 4.13
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																	
Respondents:	1575	2447	800	381	139	44																	
Percentage:	29.24%	45.42%	14.85%	7.07%	2.58%	0.82%																	
	10. I have a clear understanding about my work responsibilities.	87% Agreement																					
<div style="background-color: #009688; color: white; padding: 5px; text-align: center;">87% Agreement</div>		SCORE: 4.26 Std. Dev.: 0.86 Total Respondents: 5404																					
<table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Response:</th> <th style="color: #009688;">Strongly Agree</th> <th style="color: #009688;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th style="color: #009688;">Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>2431</td> <td>2268</td> <td>389</td> <td>223</td> <td>72</td> <td>21</td> </tr> <tr> <td>Percentage:</td> <td>44.99%</td> <td>41.97%</td> <td>7.20%</td> <td>4.13%</td> <td>1.33%</td> <td>0.39%</td> </tr> </tbody> </table>		Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	2431	2268	389	223	72	21	Percentage:	44.99%	41.97%	7.20%	4.13%	1.33%	0.39%	BENCHMARKS Past Score: 4.23 Similar Mission: 3.97 Similar Size: 3.97 All Orgs: 4.10
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																	
Respondents:	2431	2268	389	223	72	21																	
Percentage:	44.99%	41.97%	7.20%	4.13%	1.33%	0.39%																	
	11. My supervisor recognizes outstanding work.	74% Agreement																					
<div style="background-color: #009688; color: white; padding: 5px; text-align: center;">74% Agreement</div>		SCORE: 3.93 Std. Dev.: 1.10 Total Respondents: 5405																					
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Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																	
Respondents:	1882	2099	720	413	244	47																	
Percentage:	34.82%	38.83%	13.32%	7.64%	4.51%	0.87%																	
	12. I am given the opportunity to do my best work.	75% Agreement																					
<div style="background-color: #009688; color: white; padding: 5px; text-align: center;">75% Agreement</div>		SCORE: 3.98 Std. Dev.: 1.05 Total Respondents: 5397																					
<table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Response:</th> <th style="color: #009688;">Strongly Agree</th> <th style="color: #009688;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th style="color: #009688;">Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1955</td> <td>2098</td> <td>717</td> <td>441</td> <td>162</td> <td>24</td> </tr> <tr> <td>Percentage:</td> <td>36.22%</td> <td>38.87%</td> <td>13.29%</td> <td>8.17%</td> <td>3.00%</td> <td>0.44%</td> </tr> </tbody> </table>		Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1955	2098	717	441	162	24	Percentage:	36.22%	38.87%	13.29%	8.17%	3.00%	0.44%	BENCHMARKS Past Score: 3.99 Similar Mission: 4.02 Similar Size: 3.90 All Orgs: 4.09
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																	
Respondents:	1955	2098	717	441	162	24																	
Percentage:	36.22%	38.87%	13.29%	8.17%	3.00%	0.44%																	





Primary Items

 <p>13. My supervisor is consistent when administering policies concerning employees.</p> <p style="text-align: center;">69% Agreement</p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Response:</th> <th style="color: #008080;">Strongly Agree</th> <th style="color: #008080;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th style="color: #008080;">Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1672</td> <td>2016</td> <td>794</td> <td>483</td> <td>314</td> <td>101</td> </tr> <tr> <td>Percentage:</td> <td>31.08%</td> <td>37.47%</td> <td>14.76%</td> <td>8.98%</td> <td>5.84%</td> <td>1.88%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1672	2016	794	483	314	101	Percentage:	31.08%	37.47%	14.76%	8.98%	5.84%	1.88%	<p style="text-align: center; color: #008080;">69% Agreement</p> <p>SCORE: 3.80</p> <p>Std. Dev.: 1.15</p> <p>Total Respondents: 5380</p> <p>BENCHMARKS</p> <p>Past Score: 3.73</p> <p>Similar Mission: 3.84</p> <p>Similar Size: 3.71</p> <p>All Orgs: 3.85</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1672	2016	794	483	314	101																
Percentage:	31.08%	37.47%	14.76%	8.98%	5.84%	1.88%																
 <p>14. My supervisor evaluates my performance fairly.</p> <p style="text-align: center;">75% Agreement</p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Response:</th> <th style="color: #008080;">Strongly Agree</th> <th style="color: #008080;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th style="color: #008080;">Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1884</td> <td>2170</td> <td>725</td> <td>261</td> <td>176</td> <td>174</td> </tr> <tr> <td>Percentage:</td> <td>34.95%</td> <td>40.26%</td> <td>13.45%</td> <td>4.84%</td> <td>3.27%</td> <td>3.23%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1884	2170	725	261	176	174	Percentage:	34.95%	40.26%	13.45%	4.84%	3.27%	3.23%	<p style="text-align: center; color: #008080;">75% Agreement</p> <p>SCORE: 4.02</p> <p>Std. Dev.: 1.00</p> <p>Total Respondents: 5390</p> <p>BENCHMARKS</p> <p>Past Score: 3.81</p> <p>Similar Mission: 3.77</p> <p>Similar Size: 3.57</p> <p>All Orgs: 3.86</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1884	2170	725	261	176	174																
Percentage:	34.95%	40.26%	13.45%	4.84%	3.27%	3.23%																
 <p>15. Given the type of work I do, my physical workplace meets my needs.</p> <p style="text-align: center;">80% Agreement</p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Response:</th> <th style="color: #008080;">Strongly Agree</th> <th style="color: #008080;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th style="color: #008080;">Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1806</td> <td>2497</td> <td>525</td> <td>383</td> <td>148</td> <td>39</td> </tr> <tr> <td>Percentage:</td> <td>33.46%</td> <td>46.26%</td> <td>9.73%</td> <td>7.10%</td> <td>2.74%</td> <td>0.72%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1806	2497	525	383	148	39	Percentage:	33.46%	46.26%	9.73%	7.10%	2.74%	0.72%	<p style="text-align: center; color: #008080;">80% Agreement</p> <p>SCORE: 4.01</p> <p>Std. Dev.: 0.99</p> <p>Total Respondents: 5398</p> <p>BENCHMARKS</p> <p>Past Score: 3.92</p> <p>Similar Mission: 3.92</p> <p>Similar Size: 3.67</p> <p>All Orgs: 3.98</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1806	2497	525	383	148	39																
Percentage:	33.46%	46.26%	9.73%	7.10%	2.74%	0.72%																
 <p>16. My workplace is well maintained.</p> <p style="text-align: center;">74% Agreement</p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Response:</th> <th style="color: #008080;">Strongly Agree</th> <th style="color: #008080;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th style="color: #008080;">Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1454</td> <td>2528</td> <td>768</td> <td>437</td> <td>168</td> <td>47</td> </tr> <tr> <td>Percentage:</td> <td>26.92%</td> <td>46.80%</td> <td>14.22%</td> <td>8.09%</td> <td>3.11%</td> <td>0.87%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1454	2528	768	437	168	47	Percentage:	26.92%	46.80%	14.22%	8.09%	3.11%	0.87%	<p style="text-align: center; color: #008080;">74% Agreement</p> <p>SCORE: 3.87</p> <p>Std. Dev.: 1.00</p> <p>Total Respondents: 5402</p> <p>BENCHMARKS</p> <p>Past Score: 3.82</p> <p>Similar Mission: 3.78</p> <p>Similar Size: 3.47</p> <p>All Orgs: 3.82</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1454	2528	768	437	168	47																
Percentage:	26.92%	46.80%	14.22%	8.09%	3.11%	0.87%																





Primary Items

	17. There are sufficient procedures to ensure the safety of employees in the workplace.	79% Agreement																												
		SCORE: 4.01 Std. Dev.: 0.91 Total Respondents: 5386																												
<table border="1"> <thead> <tr> <th></th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Response:</td> <td>Agree</td> <td>Agree</td> <td>Neutral</td> <td>Disagree</td> <td>Strongly Disagree</td> <td>Don't Know/NA</td> </tr> <tr> <td>Respondents:</td> <td>1593</td> <td>2660</td> <td>658</td> <td>278</td> <td>113</td> <td>83</td> </tr> <tr> <td>Percentage:</td> <td>29.58%</td> <td>49.39%</td> <td>12.22%</td> <td>5.16%</td> <td>2.10%</td> <td>1.54%</td> </tr> </tbody> </table>			Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Response:	Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1593	2660	658	278	113	83	Percentage:	29.58%	49.39%	12.22%	5.16%	2.10%	1.54%	BENCHMARKS Past Score: 4.05 Similar Mission: 3.98 Similar Size: 3.66 All Orgs: 4.02
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																								
Response:	Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																								
Respondents:	1593	2660	658	278	113	83																								
Percentage:	29.58%	49.39%	12.22%	5.16%	2.10%	1.54%																								
	18. I have adequate resources and equipment to do my job.	77% Agreement																												
		SCORE: 3.94 Std. Dev.: 0.97 Total Respondents: 5397																												
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	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																								
Response:	Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																								
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Percentage:	28.92%	48.25%	12.10%	8.04%	2.30%	0.39%																								
	19. The people I work with treat each other with respect.	79% Agreement																												
		SCORE: 4.03 Std. Dev.: 0.98 Total Respondents: 5404																												
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	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																								
Response:	Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																								
Respondents:	1903	2359	670	285	165	22																								
Percentage:	35.21%	43.65%	12.40%	5.27%	3.05%	0.41%																								
	20. My institution works to attract, develop, and retain people with diverse backgrounds.	58% Agreement																												
		SCORE: 3.59 Std. Dev.: 1.10 Total Respondents: 5395																												
<table border="1"> <thead> <tr> <th></th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Response:</td> <td>Agree</td> <td>Agree</td> <td>Neutral</td> <td>Disagree</td> <td>Strongly Disagree</td> <td>Don't Know/NA</td> </tr> <tr> <td>Respondents:</td> <td>1131</td> <td>2024</td> <td>1264</td> <td>571</td> <td>294</td> <td>111</td> </tr> <tr> <td>Percentage:</td> <td>20.96%</td> <td>37.52%</td> <td>23.43%</td> <td>10.58%</td> <td>5.45%</td> <td>2.06%</td> </tr> </tbody> </table>			Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Response:	Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1131	2024	1264	571	294	111	Percentage:	20.96%	37.52%	23.43%	10.58%	5.45%	2.06%	BENCHMARKS Past Score: 3.62 Similar Mission: 3.68 Similar Size: 3.43 All Orgs: 3.76
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																								
Response:	Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																								
Respondents:	1131	2024	1264	571	294	111																								
Percentage:	20.96%	37.52%	23.43%	10.58%	5.45%	2.06%																								

Primary Items

 <p>21. The people I work with care about my personal well-being.</p> <p style="text-align: center;">78% Agreement</p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Response:</th> <th style="color: #008080;">Strongly Agree</th> <th style="color: #008080;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th style="color: #008080;">Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1758</td> <td>2449</td> <td>769</td> <td>237</td> <td>154</td> <td>39</td> </tr> <tr> <td>Percentage:</td> <td>32.52%</td> <td>45.30%</td> <td>14.22%</td> <td>4.38%</td> <td>2.85%</td> <td>0.72%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1758	2449	769	237	154	39	Percentage:	32.52%	45.30%	14.22%	4.38%	2.85%	0.72%	<p style="text-align: right; color: #008080;">78% Agreement</p> <p>SCORE: 4.01</p> <p>Std. Dev.: 0.95</p> <p>Total Respondents: 5406</p> <p>BENCHMARKS</p> <p>Past Score: 4.02</p> <p>Similar Mission: 4.01</p> <p>Similar Size: 3.67</p> <p>All Orgs: 3.98</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1758	2449	769	237	154	39																
Percentage:	32.52%	45.30%	14.22%	4.38%	2.85%	0.72%																
 <p>22. I trust the people in my workplace.</p> <p style="text-align: center;">73% Agreement</p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Response:</th> <th style="color: #008080;">Strongly Agree</th> <th style="color: #008080;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th style="color: #008080;">Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1542</td> <td>2385</td> <td>910</td> <td>343</td> <td>173</td> <td>31</td> </tr> <tr> <td>Percentage:</td> <td>28.64%</td> <td>44.30%</td> <td>16.90%</td> <td>6.37%</td> <td>3.21%</td> <td>0.58%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1542	2385	910	343	173	31	Percentage:	28.64%	44.30%	16.90%	6.37%	3.21%	0.58%	<p style="text-align: right; color: #008080;">73% Agreement</p> <p>SCORE: 3.89</p> <p>Std. Dev.: 1.00</p> <p>Total Respondents: 5384</p> <p>BENCHMARKS</p> <p>Past Score: None</p> <p>Similar Mission: None</p> <p>Similar Size: None</p> <p>All Orgs: None</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1542	2385	910	343	173	31																
Percentage:	28.64%	44.30%	16.90%	6.37%	3.21%	0.58%																
 <p>23. My work group uses the latest technologies to communicate and interact.</p> <p style="text-align: center;">60% Agreement</p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Response:</th> <th style="color: #008080;">Strongly Agree</th> <th style="color: #008080;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th style="color: #008080;">Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>986</td> <td>2257</td> <td>1149</td> <td>686</td> <td>228</td> <td>65</td> </tr> <tr> <td>Percentage:</td> <td>18.36%</td> <td>42.02%</td> <td>21.39%</td> <td>12.77%</td> <td>4.25%</td> <td>1.21%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	986	2257	1149	686	228	65	Percentage:	18.36%	42.02%	21.39%	12.77%	4.25%	1.21%	<p style="text-align: right; color: #008080;">60% Agreement</p> <p>SCORE: 3.58</p> <p>Std. Dev.: 1.06</p> <p>Total Respondents: 5371</p> <p>BENCHMARKS</p> <p>Past Score: 3.60</p> <p>Similar Mission: 3.55</p> <p>Similar Size: 3.31</p> <p>All Orgs: 3.58</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	986	2257	1149	686	228	65																
Percentage:	18.36%	42.02%	21.39%	12.77%	4.25%	1.21%																
 <p>24. Our computer systems provide reliable information.</p> <p style="text-align: center;">76% Agreement</p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Response:</th> <th style="color: #008080;">Strongly Agree</th> <th style="color: #008080;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th style="color: #008080;">Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1187</td> <td>2912</td> <td>787</td> <td>293</td> <td>121</td> <td>70</td> </tr> <tr> <td>Percentage:</td> <td>22.10%</td> <td>54.23%</td> <td>14.66%</td> <td>5.46%</td> <td>2.25%</td> <td>1.30%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1187	2912	787	293	121	70	Percentage:	22.10%	54.23%	14.66%	5.46%	2.25%	1.30%	<p style="text-align: right; color: #008080;">76% Agreement</p> <p>SCORE: 3.90</p> <p>Std. Dev.: 0.89</p> <p>Total Respondents: 5370</p> <p>BENCHMARKS</p> <p>Past Score: 3.90</p> <p>Similar Mission: 3.80</p> <p>Similar Size: 3.54</p> <p>All Orgs: 3.80</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1187	2912	787	293	121	70																
Percentage:	22.10%	54.23%	14.66%	5.46%	2.25%	1.30%																





Primary Items

<p> 25. Support is available for the technologies we use.</p> <p style="text-align: center;">77% Agreement</p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Response:</th> <th style="color: teal;">Strongly Agree</th> <th style="color: teal;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th style="color: teal;">Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1409</td> <td>2719</td> <td>730</td> <td>361</td> <td>103</td> <td>53</td> </tr> <tr> <td>Percentage:</td> <td>26.21%</td> <td>50.59%</td> <td>13.58%</td> <td>6.72%</td> <td>1.92%</td> <td>0.99%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1409	2719	730	361	103	53	Percentage:	26.21%	50.59%	13.58%	6.72%	1.92%	0.99%	<p style="text-align: right; color: teal;">77% Agreement</p> <p>SCORE: 3.93</p> <p>Std. Dev.: 0.92</p> <p>Total Respondents: 5375</p> <p>BENCHMARKS</p> <p>Past Score: None</p> <p>Similar Mission: None</p> <p>Similar Size: None</p> <p>All Orgs: None</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1409	2719	730	361	103	53																
Percentage:	26.21%	50.59%	13.58%	6.72%	1.92%	0.99%																
<p> 26. Our computer systems enable me to quickly find the information I need.</p> <p style="text-align: center;">71% Agreement</p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Response:</th> <th style="color: teal;">Strongly Agree</th> <th style="color: teal;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th style="color: teal;">Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1154</td> <td>2648</td> <td>861</td> <td>470</td> <td>177</td> <td>60</td> </tr> <tr> <td>Percentage:</td> <td>21.49%</td> <td>49.31%</td> <td>16.03%</td> <td>8.75%</td> <td>3.30%</td> <td>1.12%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1154	2648	861	470	177	60	Percentage:	21.49%	49.31%	16.03%	8.75%	3.30%	1.12%	<p style="text-align: right; color: teal;">71% Agreement</p> <p>SCORE: 3.78</p> <p>Std. Dev.: 0.99</p> <p>Total Respondents: 5370</p> <p>BENCHMARKS</p> <p>Past Score: 3.64</p> <p>Similar Mission: 3.53</p> <p>Similar Size: 3.33</p> <p>All Orgs: 3.61</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1154	2648	861	470	177	60																
Percentage:	21.49%	49.31%	16.03%	8.75%	3.30%	1.12%																
<p> 27. The communication channels I must go through at work are reasonable.</p> <p style="text-align: center;">67% Agreement</p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Response:</th> <th style="color: teal;">Strongly Agree</th> <th style="color: teal;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th style="color: teal;">Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>927</td> <td>2666</td> <td>994</td> <td>543</td> <td>194</td> <td>48</td> </tr> <tr> <td>Percentage:</td> <td>17.26%</td> <td>49.63%</td> <td>18.50%</td> <td>10.11%</td> <td>3.61%</td> <td>0.89%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	927	2666	994	543	194	48	Percentage:	17.26%	49.63%	18.50%	10.11%	3.61%	0.89%	<p style="text-align: right; color: teal;">67% Agreement</p> <p>SCORE: 3.67</p> <p>Std. Dev.: 1.00</p> <p>Total Respondents: 5372</p> <p>BENCHMARKS</p> <p>Past Score: 3.53</p> <p>Similar Mission: 3.56</p> <p>Similar Size: 3.37</p> <p>All Orgs: 3.70</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	927	2666	994	543	194	48																
Percentage:	17.26%	49.63%	18.50%	10.11%	3.61%	0.89%																
<p> 28. My work atmosphere encourages open and honest communication.</p> <p style="text-align: center;">65% Agreement</p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Response:</th> <th style="color: teal;">Strongly Agree</th> <th style="color: teal;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th style="color: teal;">Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1219</td> <td>2245</td> <td>931</td> <td>597</td> <td>350</td> <td>28</td> </tr> <tr> <td>Percentage:</td> <td>22.70%</td> <td>41.81%</td> <td>17.34%</td> <td>11.12%</td> <td>6.52%</td> <td>0.52%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1219	2245	931	597	350	28	Percentage:	22.70%	41.81%	17.34%	11.12%	6.52%	0.52%	<p style="text-align: right; color: teal;">65% Agreement</p> <p>SCORE: 3.63</p> <p>Std. Dev.: 1.14</p> <p>Total Respondents: 5370</p> <p>BENCHMARKS</p> <p>Past Score: 3.50</p> <p>Similar Mission: 3.45</p> <p>Similar Size: 3.26</p> <p>All Orgs: 3.57</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1219	2245	931	597	350	28																
Percentage:	22.70%	41.81%	17.34%	11.12%	6.52%	0.52%																

Primary Items

	29. The communications I receive at work are timely and informative.	64% Agreement																					
<div style="background-color: #008080; color: white; padding: 5px; display: inline-block;">64% Agreement</div>		SCORE: 3.63 Std. Dev.: 1.01 Total Respondents: 5380																					
<table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>894</td> <td>2554</td> <td>1165</td> <td>506</td> <td>232</td> <td>29</td> </tr> <tr> <td>Percentage:</td> <td>16.62%</td> <td>47.47%</td> <td>21.65%</td> <td>9.41%</td> <td>4.31%</td> <td>0.54%</td> </tr> </tbody> </table>		Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	894	2554	1165	506	232	29	Percentage:	16.62%	47.47%	21.65%	9.41%	4.31%	0.54%	BENCHMARKS Past Score: None Similar Mission: None Similar Size: None All Orgs: None
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																	
Respondents:	894	2554	1165	506	232	29																	
Percentage:	16.62%	47.47%	21.65%	9.41%	4.31%	0.54%																	
\$	30. My pay keeps pace with the cost of living.	23% Agreement																					
<div style="background-color: #008080; color: white; padding: 5px; display: inline-block;">23% Agreement</div>		SCORE: 2.44 Std. Dev.: 1.22 Total Respondents: 5389																					
<table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>254</td> <td>1012</td> <td>1073</td> <td>1449</td> <td>1518</td> <td>83</td> </tr> <tr> <td>Percentage:</td> <td>4.71%</td> <td>18.78%</td> <td>19.91%</td> <td>26.89%</td> <td>28.17%</td> <td>1.54%</td> </tr> </tbody> </table>		Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	254	1012	1073	1449	1518	83	Percentage:	4.71%	18.78%	19.91%	26.89%	28.17%	1.54%	BENCHMARKS Past Score: 2.30 Similar Mission: 2.44 Similar Size: 1.96 All Orgs: 2.50
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																	
Respondents:	254	1012	1073	1449	1518	83																	
Percentage:	4.71%	18.78%	19.91%	26.89%	28.17%	1.54%																	
\$	31. Salaries are competitive with similar jobs in the community or comparable institutions.	24% Agreement																					
<div style="background-color: #008080; color: white; padding: 5px; display: inline-block;">24% Agreement</div>		SCORE: 2.58 Std. Dev.: 1.17 Total Respondents: 5372																					
<table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>250</td> <td>1066</td> <td>1273</td> <td>1499</td> <td>1126</td> <td>158</td> </tr> <tr> <td>Percentage:</td> <td>4.65%</td> <td>19.84%</td> <td>23.70%</td> <td>27.90%</td> <td>20.96%</td> <td>2.94%</td> </tr> </tbody> </table>		Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	250	1066	1273	1499	1126	158	Percentage:	4.65%	19.84%	23.70%	27.90%	20.96%	2.94%	BENCHMARKS Past Score: 2.48 Similar Mission: 2.46 Similar Size: 2.13 All Orgs: 2.56
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																	
Respondents:	250	1066	1273	1499	1126	158																	
Percentage:	4.65%	19.84%	23.70%	27.90%	20.96%	2.94%																	
\$	32. I feel I am paid fairly for the work I do.	34% Agreement																					
<div style="background-color: #008080; color: white; padding: 5px; display: inline-block;">34% Agreement</div>		SCORE: 2.86 Std. Dev.: 1.19 Total Respondents: 5389																					
<table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>384</td> <td>1473</td> <td>1344</td> <td>1287</td> <td>851</td> <td>50</td> </tr> <tr> <td>Percentage:</td> <td>7.13%</td> <td>27.33%</td> <td>24.94%</td> <td>23.88%</td> <td>15.79%</td> <td>0.93%</td> </tr> </tbody> </table>		Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	384	1473	1344	1287	851	50	Percentage:	7.13%	27.33%	24.94%	23.88%	15.79%	0.93%	BENCHMARKS Past Score: 2.71 Similar Mission: 2.79 Similar Size: 2.22 All Orgs: 2.81
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																	
Respondents:	384	1473	1344	1287	851	50																	
Percentage:	7.13%	27.33%	24.94%	23.88%	15.79%	0.93%																	





Primary Items

 <p>33. Retirement benefits are competitive with similar jobs in the community.</p> <p>66% Agreement</p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1006</td> <td>2519</td> <td>1090</td> <td>263</td> <td>158</td> <td>316</td> </tr> <tr> <td>Percentage:</td> <td>18.80%</td> <td>47.07%</td> <td>20.37%</td> <td>4.91%</td> <td>2.95%</td> <td>5.90%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1006	2519	1090	263	158	316	Percentage:	18.80%	47.07%	20.37%	4.91%	2.95%	5.90%	<p>66% Agreement</p> <p>SCORE: 3.78</p> <p>Std. Dev.: 0.93</p> <p>Total Respondents: 5352</p> <p>BENCHMARKS</p> <p>Past Score: 3.76</p> <p>Similar Mission: 3.73</p> <p>Similar Size: 3.47</p> <p>All Orgs: 3.78</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1006	2519	1090	263	158	316																
Percentage:	18.80%	47.07%	20.37%	4.91%	2.95%	5.90%																
 <p>34. Health insurance benefits are competitive with similar jobs in the community.</p> <p>80% Agreement</p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1594</td> <td>2682</td> <td>635</td> <td>175</td> <td>76</td> <td>197</td> </tr> <tr> <td>Percentage:</td> <td>29.74%</td> <td>50.05%</td> <td>11.85%</td> <td>3.27%</td> <td>1.42%</td> <td>3.68%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1594	2682	635	175	76	197	Percentage:	29.74%	50.05%	11.85%	3.27%	1.42%	3.68%	<p>80% Agreement</p> <p>SCORE: 4.07</p> <p>Std. Dev.: 0.83</p> <p>Total Respondents: 5359</p> <p>BENCHMARKS</p> <p>Past Score: 4.04</p> <p>Similar Mission: 4.03</p> <p>Similar Size: 3.86</p> <p>All Orgs: 4.03</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
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 <p>35. Benefits can be selected to meet individual needs.</p> <p>71% Agreement</p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>973</td> <td>2853</td> <td>960</td> <td>312</td> <td>83</td> <td>180</td> </tr> <tr> <td>Percentage:</td> <td>18.15%</td> <td>53.22%</td> <td>17.91%</td> <td>5.82%</td> <td>1.55%</td> <td>3.36%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	973	2853	960	312	83	180	Percentage:	18.15%	53.22%	17.91%	5.82%	1.55%	3.36%	<p>71% Agreement</p> <p>SCORE: 3.83</p> <p>Std. Dev.: 0.86</p> <p>Total Respondents: 5361</p> <p>BENCHMARKS</p> <p>Past Score: 3.92</p> <p>Similar Mission: 3.88</p> <p>Similar Size: 3.72</p> <p>All Orgs: 3.92</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
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 <p>36. I believe I have a career with this institution.</p> <p>67% Agreement</p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1357</td> <td>2261</td> <td>1050</td> <td>383</td> <td>201</td> <td>122</td> </tr> <tr> <td>Percentage:</td> <td>25.25%</td> <td>42.07%</td> <td>19.53%</td> <td>7.13%</td> <td>3.74%</td> <td>2.27%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1357	2261	1050	383	201	122	Percentage:	25.25%	42.07%	19.53%	7.13%	3.74%	2.27%	<p>67% Agreement</p> <p>SCORE: 3.81</p> <p>Std. Dev.: 1.16</p> <p>Total Respondents: 5375</p> <p>BENCHMARKS</p> <p>Past Score: 3.74</p> <p>Similar Mission: 3.81</p> <p>Similar Size: 3.71</p> <p>All Orgs: 3.89</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
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Percentage:	25.25%	42.07%	19.53%	7.13%	3.74%	2.27%																





Primary Items

	37. Learning opportunities/training are made available to me so that I can do my job better.	67% Agreement																												
		SCORE: 3.72 Std. Dev.: 1.02 Total Respondents: 5379																												
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	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																								
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	38. Learning opportunities/training are made available to me for professional growth/skills development.	65% Agreement																												
		SCORE: 3.67 Std. Dev.: 1.06 Total Respondents: 5368																												
<table border="1"> <thead> <tr> <th></th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Response:</td> <td>Agree</td> <td>Agree</td> <td>Neutral</td> <td>Disagree</td> <td>Strongly Disagree</td> <td>Don't Know/NA</td> </tr> <tr> <td>Respondents:</td> <td>1106</td> <td>2393</td> <td>1026</td> <td>532</td> <td>252</td> <td>59</td> </tr> <tr> <td>Percentage:</td> <td>20.60%</td> <td>44.58%</td> <td>19.11%</td> <td>9.91%</td> <td>4.69%</td> <td>1.10%</td> </tr> </tbody> </table>			Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Response:	Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1106	2393	1026	532	252	59	Percentage:	20.60%	44.58%	19.11%	9.91%	4.69%	1.10%	BENCHMARKS Past Score: 3.72 Similar Mission: 3.58 Similar Size: 3.45 All Orgs: 3.66
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																								
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	39. My work environment supports a balance between work and personal life.	70% Agreement																												
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	40. I feel free to be myself at work.	73% Agreement																												
		SCORE: 3.81 Std. Dev.: 1.02 Total Respondents: 5381																												
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Percentage:	23.92%	48.65%	15.11%	7.38%	4.33%	0.61%																								

Primary Items

 <p>41. The amount of work I am asked to do is reasonable.</p> <div style="background-color: #00968f; color: white; padding: 5px; text-align: center; margin-bottom: 10px;">69% Agreement</div> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th></th> <th style="color: #00968f;">Strongly Agree</th> <th style="color: #00968f;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th style="color: #00968f;">Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Response:</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Respondents:</td> <td>921</td> <td>2805</td> <td>829</td> <td>551</td> <td>235</td> <td>28</td> </tr> <tr> <td>Percentage:</td> <td>17.15%</td> <td>52.24%</td> <td>15.44%</td> <td>10.26%</td> <td>4.38%</td> <td>0.52%</td> </tr> </tbody> </table>		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Response:							Respondents:	921	2805	829	551	235	28	Percentage:	17.15%	52.24%	15.44%	10.26%	4.38%	0.52%	<p style="text-align: center; color: #00968f; font-weight: bold;">69% Agreement</p> <p>SCORE: 3.68</p> <p>Std. Dev.: 1.02</p> <p>Total Respondents: 5369</p> <p>BENCHMARKS</p> <p>Past Score: 3.67</p> <p>Similar Mission: 3.79</p> <p>Similar Size: 3.32</p> <p>All Orgs: 3.71</p>
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																							
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 <p>42. I am proud to tell people that I work for this institution.</p> <div style="background-color: #00968f; color: white; padding: 5px; text-align: center; margin-bottom: 10px;">85% Agreement</div> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th></th> <th style="color: #00968f;">Strongly Agree</th> <th style="color: #00968f;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th style="color: #00968f;">Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Response:</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Respondents:</td> <td>2299</td> <td>2282</td> <td>585</td> <td>112</td> <td>66</td> <td>26</td> </tr> <tr> <td>Percentage:</td> <td>42.81%</td> <td>42.50%</td> <td>10.89%</td> <td>2.09%</td> <td>1.23%</td> <td>0.48%</td> </tr> </tbody> </table>		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Response:							Respondents:	2299	2282	585	112	66	26	Percentage:	42.81%	42.50%	10.89%	2.09%	1.23%	0.48%	<p style="text-align: center; color: #00968f; font-weight: bold;">85% Agreement</p> <p>SCORE: 4.24</p> <p>Std. Dev.: 0.82</p> <p>Total Respondents: 5370</p> <p>BENCHMARKS</p> <p>Past Score: 4.09</p> <p>Similar Mission: 3.96</p> <p>Similar Size: 3.63</p> <p>All Orgs: 3.97</p>
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																							
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Percentage:	42.81%	42.50%	10.89%	2.09%	1.23%	0.48%																							
 <p>43. Harassment is not tolerated at my workplace.</p> <div style="background-color: #00968f; color: white; padding: 5px; text-align: center; margin-bottom: 10px;">84% Agreement</div> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th></th> <th style="color: #00968f;">Strongly Agree</th> <th style="color: #00968f;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th style="color: #00968f;">Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Response:</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Respondents:</td> <td>2296</td> <td>2230</td> <td>444</td> <td>224</td> <td>118</td> <td>64</td> </tr> <tr> <td>Percentage:</td> <td>42.71%</td> <td>41.48%</td> <td>8.26%</td> <td>4.17%</td> <td>2.19%</td> <td>1.19%</td> </tr> </tbody> </table>		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Response:							Respondents:	2296	2230	444	224	118	64	Percentage:	42.71%	41.48%	8.26%	4.17%	2.19%	1.19%	<p style="text-align: center; color: #00968f; font-weight: bold;">84% Agreement</p> <p>SCORE: 4.20</p> <p>Std. Dev.: 0.92</p> <p>Total Respondents: 5376</p> <p>BENCHMARKS</p> <p>Past Score: 4.15</p> <p>Similar Mission: 4.17</p> <p>Similar Size: 3.91</p> <p>All Orgs: 4.15</p>
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																							
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 <p>44. Employees are generally ethical in my workplace.</p> <div style="background-color: #00968f; color: white; padding: 5px; text-align: center; margin-bottom: 10px;">86% Agreement</div> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th></th> <th style="color: #00968f;">Strongly Agree</th> <th style="color: #00968f;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th style="color: #00968f;">Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Response:</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Respondents:</td> <td>1943</td> <td>2656</td> <td>499</td> <td>153</td> <td>89</td> <td>33</td> </tr> <tr> <td>Percentage:</td> <td>36.16%</td> <td>49.43%</td> <td>9.29%</td> <td>2.85%</td> <td>1.66%</td> <td>0.61%</td> </tr> </tbody> </table>		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Response:							Respondents:	1943	2656	499	153	89	33	Percentage:	36.16%	49.43%	9.29%	2.85%	1.66%	0.61%	<p style="text-align: center; color: #00968f; font-weight: bold;">86% Agreement</p> <p>SCORE: 4.16</p> <p>Std. Dev.: 0.83</p> <p>Total Respondents: 5373</p> <p>BENCHMARKS</p> <p>Past Score: 4.08</p> <p>Similar Mission: 4.11</p> <p>Similar Size: 3.72</p> <p>All Orgs: 4.06</p>
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																							
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Primary Items

 <p>45. I believe we will use the information from this survey to improve our workplace.</p> <p>49% Agreement</p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>805</td> <td>1827</td> <td>1608</td> <td>643</td> <td>386</td> <td>99</td> </tr> <tr> <td>Percentage:</td> <td>15.00%</td> <td>34.04%</td> <td>29.96%</td> <td>11.98%</td> <td>7.19%</td> <td>1.84%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	805	1827	1608	643	386	99	Percentage:	15.00%	34.04%	29.96%	11.98%	7.19%	1.84%	<p>49% Agreement</p> <p>SCORE: 3.38</p> <p>Std. Dev.: 1.11</p> <p>Total Respondents: 5368</p> <p>BENCHMARKS</p> <p>Past Score: 3.32</p> <p>Similar Mission: 3.40</p> <p>Similar Size: 3.13</p> <p>All Orgs: 3.57</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
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 <p>46. I am satisfied with the opportunities I have to give feedback on my supervisor's performance.</p> <p>50% Agreement</p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>899</td> <td>1774</td> <td>1223</td> <td>730</td> <td>535</td> <td>207</td> </tr> <tr> <td>Percentage:</td> <td>16.75%</td> <td>33.05%</td> <td>22.78%</td> <td>13.60%</td> <td>9.97%</td> <td>3.86%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	899	1774	1223	730	535	207	Percentage:	16.75%	33.05%	22.78%	13.60%	9.97%	3.86%	<p>50% Agreement</p> <p>SCORE: 3.34</p> <p>Std. Dev.: 1.22</p> <p>Total Respondents: 5368</p> <p>BENCHMARKS</p> <p>Past Score: 3.13</p> <p>Similar Mission: 3.32</p> <p>Similar Size: 3.25</p> <p>All Orgs: 3.47</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	899	1774	1223	730	535	207																
Percentage:	16.75%	33.05%	22.78%	13.60%	9.97%	3.86%																
 <p>47. Our administration effectively communicates important information.</p> <p>60% Agreement</p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>816</td> <td>2418</td> <td>1225</td> <td>573</td> <td>291</td> <td>46</td> </tr> <tr> <td>Percentage:</td> <td>15.20%</td> <td>45.04%</td> <td>22.82%</td> <td>10.67%</td> <td>5.42%</td> <td>0.86%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	816	2418	1225	573	291	46	Percentage:	15.20%	45.04%	22.82%	10.67%	5.42%	0.86%	<p>60% Agreement</p> <p>SCORE: 3.54</p> <p>Std. Dev.: 1.05</p> <p>Total Respondents: 5369</p> <p>BENCHMARKS</p> <p>Past Score: 3.52</p> <p>Similar Mission: 3.45</p> <p>Similar Size: 3.22</p> <p>All Orgs: 3.68</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	816	2418	1225	573	291	46																
Percentage:	15.20%	45.04%	22.82%	10.67%	5.42%	0.86%																
 <p>48. I am treated fairly in my workplace.</p> <p>77% Agreement</p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1479</td> <td>2640</td> <td>796</td> <td>261</td> <td>177</td> <td>24</td> </tr> <tr> <td>Percentage:</td> <td>27.51%</td> <td>49.10%</td> <td>14.80%</td> <td>4.85%</td> <td>3.29%</td> <td>0.45%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1479	2640	796	261	177	24	Percentage:	27.51%	49.10%	14.80%	4.85%	3.29%	0.45%	<p>77% Agreement</p> <p>SCORE: 3.93</p> <p>Std. Dev.: 0.96</p> <p>Total Respondents: 5377</p> <p>BENCHMARKS</p> <p>Past Score: None</p> <p>Similar Mission: None</p> <p>Similar Size: None</p> <p>All Orgs: None</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1479	2640	796	261	177	24																
Percentage:	27.51%	49.10%	14.80%	4.85%	3.29%	0.45%																

Additional Items

Organizations participating in the Survey are invited to submit up to 20 additional items for inclusion in the Survey. These items are included at the end of the online survey or are printed on an insert and included in each employee's survey packet. Please refer to the survey customization sheet that has been included later in this report for more information on additional items submitted by this organization.

*Additional Items are not included if none were submitted.

Each additional item is returned with the item text and two types of reported numerical data, response data and benchmark data. The following definitions correspond to additional items:

Response Data

- **Score** is calculated by averaging all item responses on a five point scale ranging from 5=Strongly Agree to 1=Strongly Disagree. If the participant selected Don't Know/Not Applicable, their response is considered a valid response, but it is not used in the calculation of the score.
- **Standard Deviation** calculates the level of agreement. Large deviations indicate greater levels of disagreement. For this report, you can expect standard deviations to be between .7 and 1.10.
- **Total Respondents** is the number of valid responses including Don't Know/Not Applicable. If everyone did not answer every item, the number of respondents for an item is less than the number of respondents reported in your response rate.
- **Respondents** is the number of participants who selected each item (strongly agree, agree, etc.).
- **Percentage** is the number of participants who selected each item (strongly agree, agree, etc.) divided by the total number of valid responses.
- **Percent Agreement** is the number of participants who agreed with the item (strongly agree or agree) divided by the total number of valid responses.




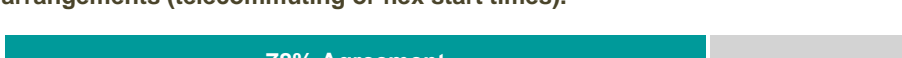
Benchmark Data

Benchmark and over time data are not available for Additional Items.

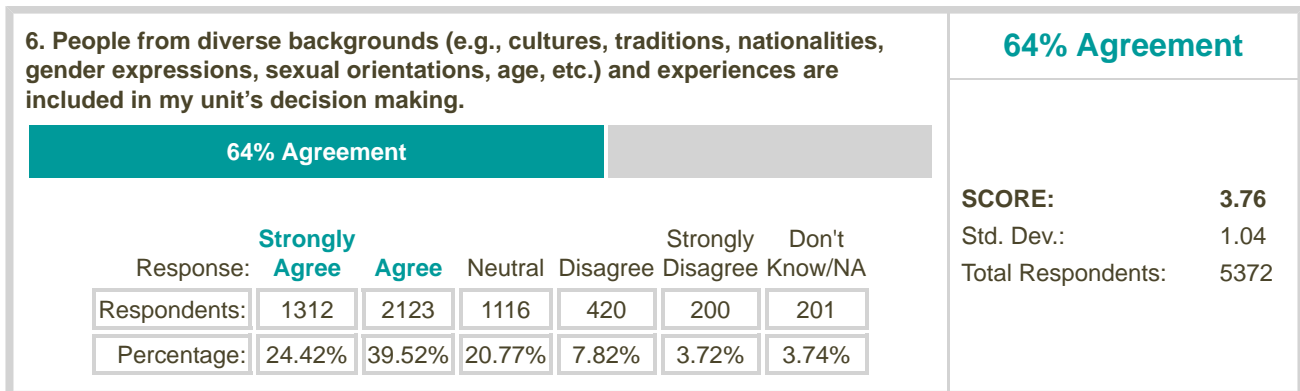
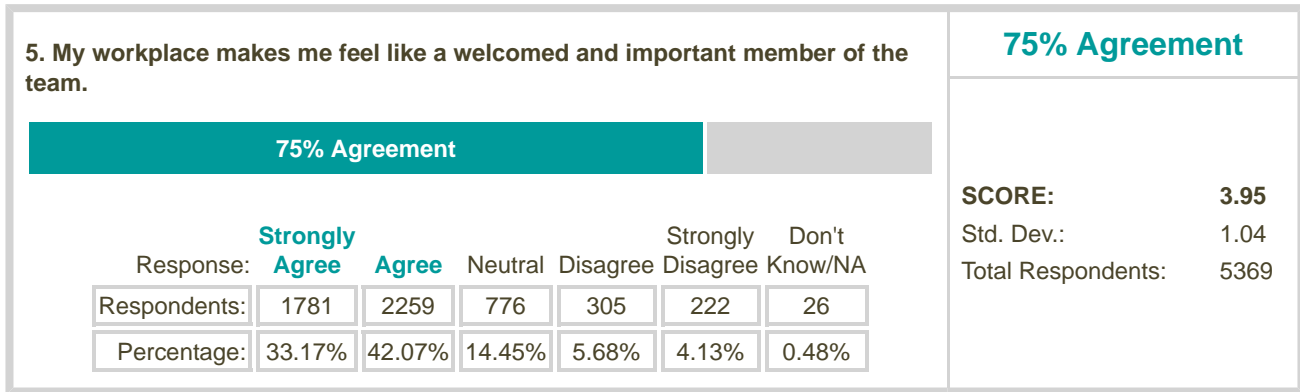
Interpreting Data

Any interpretation of data must be done in context of the organizational setting and environmental factors impacting the organization. Regardless of the averages, scores range from areas of strength to areas of concern. In general, most scores are between 3.00 and 4.00. Scores below a 3.25 are of concern because they indicate general dissatisfaction. Scores above 3.75 indicate positive perceptions. When available, over time data provides previous scores from and benchmark data comparative scores. In general (because various factors and statistical test would be needed to confirm), scores that have changed or differ by .2 may be significant.

Additional Items

<p>1. My supervisor allows me to participate in University sponsored activities such as staff council, wellness, or university training.</p> <div style="text-align: center;">  <p>79% Agreement</p> </div> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th></th> <th style="color: #008080;">Strongly Agree</th> <th style="color: #008080;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th style="color: #008080;">Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Response:</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Respondents:</td> <td>1979</td> <td>2253</td> <td>657</td> <td>120</td> <td>78</td> <td>284</td> </tr> <tr> <td>Percentage:</td> <td>36.85%</td> <td>41.95%</td> <td>12.23%</td> <td>2.23%</td> <td>1.45%</td> <td>5.29%</td> </tr> </tbody> </table>		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Response:							Respondents:	1979	2253	657	120	78	284	Percentage:	36.85%	41.95%	12.23%	2.23%	1.45%	5.29%	<p>79% Agreement</p> <p>SCORE: 4.17 Std. Dev.: 0.85 Total Respondents: 5371</p>
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																							
Response:																													
Respondents:	1979	2253	657	120	78	284																							
Percentage:	36.85%	41.95%	12.23%	2.23%	1.45%	5.29%																							
<p>2. I would know where to report concerning or threatening behavior witnessed on campus.</p> <div style="text-align: center;">  <p>89% Agreement</p> </div> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th></th> <th style="color: #008080;">Strongly Agree</th> <th style="color: #008080;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th style="color: #008080;">Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Response:</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Respondents:</td> <td>1988</td> <td>2781</td> <td>317</td> <td>176</td> <td>54</td> <td>56</td> </tr> <tr> <td>Percentage:</td> <td>37.01%</td> <td>51.77%</td> <td>5.90%</td> <td>3.28%</td> <td>1.01%</td> <td>1.04%</td> </tr> </tbody> </table>		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Response:							Respondents:	1988	2781	317	176	54	56	Percentage:	37.01%	51.77%	5.90%	3.28%	1.01%	1.04%	<p>89% Agreement</p> <p>SCORE: 4.22 Std. Dev.: 0.78 Total Respondents: 5372</p>
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																							
Response:																													
Respondents:	1988	2781	317	176	54	56																							
Percentage:	37.01%	51.77%	5.90%	3.28%	1.01%	1.04%																							
<p>3. I feel comfortable asking my supervisor for flexible work arrangements.</p> <div style="text-align: center;">  <p>73% Agreement</p> </div> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th></th> <th style="color: #008080;">Strongly Agree</th> <th style="color: #008080;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th style="color: #008080;">Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Response:</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Respondents:</td> <td>1845</td> <td>2058</td> <td>682</td> <td>439</td> <td>271</td> <td>83</td> </tr> <tr> <td>Percentage:</td> <td>34.31%</td> <td>38.27%</td> <td>12.68%</td> <td>8.16%</td> <td>5.04%</td> <td>1.54%</td> </tr> </tbody> </table>		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Response:							Respondents:	1845	2058	682	439	271	83	Percentage:	34.31%	38.27%	12.68%	8.16%	5.04%	1.54%	<p>73% Agreement</p> <p>SCORE: 3.90 Std. Dev.: 1.12 Total Respondents: 5378</p>
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																							
Response:																													
Respondents:	1845	2058	682	439	271	83																							
Percentage:	34.31%	38.27%	12.68%	8.16%	5.04%	1.54%																							
<p>4. There are parts of my job I feel could be performed through flexible work arrangements (telecommuting or flex start times).</p> <div style="text-align: center;">  <p>78% Agreement</p> </div> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th></th> <th style="color: #008080;">Strongly Agree</th> <th style="color: #008080;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th style="color: #008080;">Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Response:</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Respondents:</td> <td>2329</td> <td>1889</td> <td>621</td> <td>247</td> <td>98</td> <td>194</td> </tr> <tr> <td>Percentage:</td> <td>43.31%</td> <td>35.12%</td> <td>11.55%</td> <td>4.59%</td> <td>1.82%</td> <td>3.61%</td> </tr> </tbody> </table>		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Response:							Respondents:	2329	1889	621	247	98	194	Percentage:	43.31%	35.12%	11.55%	4.59%	1.82%	3.61%	<p>78% Agreement</p> <p>SCORE: 4.18 Std. Dev.: 0.95 Total Respondents: 5378</p>
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																							
Response:																													
Respondents:	2329	1889	621	247	98	194																							
Percentage:	43.31%	35.12%	11.55%	4.59%	1.82%	3.61%																							

Additional Items



Engagement Items

Employee Engagement items span several constructs, and capture the degree to which employees are willing to go above and beyond, feel committed to the organization and are present while working. This construct measures the degree to which employees feel that their ideas count, their work impacts the organization and their well being and development is valued.

Each engagement item is returned with the item text and two types of reported numerical data, response data and benchmark data. The following definitions correspond to survey items:

Response Data

- **Score** is calculated by averaging all item responses on a five point scale ranging from 5=Strongly Agree to 1=Strongly Disagree. If the participant selected Don't Know/Not Applicable, their response is considered a valid response, but it is not used in the calculation of the score.
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- **Percent Agreement** is the number of participants who agreed with the item (strongly agree or agree) divided by the total number of valid responses.

Benchmark Data

- **Past Score** is your organization's score reported from the previous iteration, if available.
- **Similar Mission** is the average score from organizations that share a similar mission to your organization.
- **Similar Size** is the average score from organizations that are a similar size to your organization.
- **All Organizations** is the average score from all organizations.

Interpreting Data

Any interpretation of data must be done in context of the organizational setting and environmental factors impacting the organization. Regardless of the averages, scores range from areas of strength to areas of concern. In general, most scores are between 3.00 and 4.00. Scores below a 3.25 are of concern because they indicate general dissatisfaction. Scores above 3.75 indicate positive perceptions. When available, over time data provides previous scores from and benchmark data comparative scores. In general (because various factors and statistical test would be needed to confirm), scores that have changed or differ by .2 may be significant.

Engagement Items

	2. In my work group, my opinions and ideas count.	79% Agreement																												
		SCORE: 4.07 Std. Dev.: 1.00 Total Respondents: 5397																												
<table border="1"> <thead> <tr> <th></th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Response:</td> <td>Agree</td> <td>Agree</td> <td>Neutral</td> <td>Disagree</td> <td>Strongly Disagree</td> <td>Don't Know/NA</td> </tr> <tr> <td>Respondents:</td> <td>2070</td> <td>2202</td> <td>590</td> <td>308</td> <td>168</td> <td>59</td> </tr> <tr> <td>Percentage:</td> <td>38.35%</td> <td>40.80%</td> <td>10.93%</td> <td>5.71%</td> <td>3.11%</td> <td>1.09%</td> </tr> </tbody> </table>			Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Response:	Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	2070	2202	590	308	168	59	Percentage:	38.35%	40.80%	10.93%	5.71%	3.11%	1.09%	BENCHMARKS Past Score: 3.69 Similar Mission: 3.63 Similar Size: 3.31 All Orgs: 3.70
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																								
Response:	Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																								
Respondents:	2070	2202	590	308	168	59																								
Percentage:	38.35%	40.80%	10.93%	5.71%	3.11%	1.09%																								
	5. Our institution is known for the quality of work we provide.	80% Agreement																												
		SCORE: 4.11 Std. Dev.: 0.88 Total Respondents: 5388																												
<table border="1"> <thead> <tr> <th></th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Response:</td> <td>Agree</td> <td>Agree</td> <td>Neutral</td> <td>Disagree</td> <td>Strongly Disagree</td> <td>Don't Know/NA</td> </tr> <tr> <td>Respondents:</td> <td>1946</td> <td>2370</td> <td>738</td> <td>191</td> <td>79</td> <td>64</td> </tr> <tr> <td>Percentage:</td> <td>36.12%</td> <td>43.99%</td> <td>13.70%</td> <td>3.54%</td> <td>1.47%</td> <td>1.19%</td> </tr> </tbody> </table>			Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Response:	Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1946	2370	738	191	79	64	Percentage:	36.12%	43.99%	13.70%	3.54%	1.47%	1.19%	BENCHMARKS Past Score: 4.06 Similar Mission: 3.94 Similar Size: 3.53 All Orgs: 3.93
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																								
Response:	Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																								
Respondents:	1946	2370	738	191	79	64																								
Percentage:	36.12%	43.99%	13.70%	3.54%	1.47%	1.19%																								
	6. I know how my work impacts others in the institution.	85% Agreement																												
		SCORE: 4.22 Std. Dev.: 0.83 Total Respondents: 5382																												
<table border="1"> <thead> <tr> <th></th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Response:</td> <td>Agree</td> <td>Agree</td> <td>Neutral</td> <td>Disagree</td> <td>Strongly Disagree</td> <td>Don't Know/NA</td> </tr> <tr> <td>Respondents:</td> <td>2194</td> <td>2377</td> <td>523</td> <td>184</td> <td>50</td> <td>54</td> </tr> <tr> <td>Percentage:</td> <td>40.77%</td> <td>44.17%</td> <td>9.72%</td> <td>3.42%</td> <td>0.93%</td> <td>1.00%</td> </tr> </tbody> </table>			Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Response:	Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	2194	2377	523	184	50	54	Percentage:	40.77%	44.17%	9.72%	3.42%	0.93%	1.00%	BENCHMARKS Past Score: 4.12 Similar Mission: 4.03 Similar Size: 3.96 All Orgs: 4.12
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																								
Response:	Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																								
Respondents:	2194	2377	523	184	50	54																								
Percentage:	40.77%	44.17%	9.72%	3.42%	0.93%	1.00%																								
	10. I have a clear understanding about my work responsibilities.	87% Agreement																												
		SCORE: 4.26 Std. Dev.: 0.86 Total Respondents: 5404																												
<table border="1"> <thead> <tr> <th></th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Response:</td> <td>Agree</td> <td>Agree</td> <td>Neutral</td> <td>Disagree</td> <td>Strongly Disagree</td> <td>Don't Know/NA</td> </tr> <tr> <td>Respondents:</td> <td>2431</td> <td>2268</td> <td>389</td> <td>223</td> <td>72</td> <td>21</td> </tr> <tr> <td>Percentage:</td> <td>44.99%</td> <td>41.97%</td> <td>7.20%</td> <td>4.13%</td> <td>1.33%</td> <td>0.39%</td> </tr> </tbody> </table>			Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Response:	Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	2431	2268	389	223	72	21	Percentage:	44.99%	41.97%	7.20%	4.13%	1.33%	0.39%	BENCHMARKS Past Score: 4.23 Similar Mission: 3.97 Similar Size: 3.97 All Orgs: 4.10
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																								
Response:	Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																								
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Percentage:	44.99%	41.97%	7.20%	4.13%	1.33%	0.39%																								

Engagement Items

	<p>11. My supervisor recognizes outstanding work.</p>	<p>74% Agreement</p>																					
<p style="text-align: center;">74% Agreement</p>		<p>SCORE: 3.93 Std. Dev.: 1.10 Total Respondents: 5405</p>																					
<table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1882</td> <td>2099</td> <td>720</td> <td>413</td> <td>244</td> <td>47</td> </tr> <tr> <td>Percentage:</td> <td>34.82%</td> <td>38.83%</td> <td>13.32%</td> <td>7.64%</td> <td>4.51%</td> <td>0.87%</td> </tr> </tbody> </table>		Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1882	2099	720	413	244	47	Percentage:	34.82%	38.83%	13.32%	7.64%	4.51%	0.87%	<p>BENCHMARKS Past Score: 3.85 Similar Mission: 3.89 Similar Size: 3.74 All Orgs: 3.95</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																	
Respondents:	1882	2099	720	413	244	47																	
Percentage:	34.82%	38.83%	13.32%	7.64%	4.51%	0.87%																	
	<p>12. I am given the opportunity to do my best work.</p>	<p>75% Agreement</p>																					
<p style="text-align: center;">75% Agreement</p>		<p>SCORE: 3.98 Std. Dev.: 1.05 Total Respondents: 5397</p>																					
<table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1955</td> <td>2098</td> <td>717</td> <td>441</td> <td>162</td> <td>24</td> </tr> <tr> <td>Percentage:</td> <td>36.22%</td> <td>38.87%</td> <td>13.29%</td> <td>8.17%</td> <td>3.00%</td> <td>0.44%</td> </tr> </tbody> </table>		Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1955	2098	717	441	162	24	Percentage:	36.22%	38.87%	13.29%	8.17%	3.00%	0.44%	<p>BENCHMARKS Past Score: 3.99 Similar Mission: 4.02 Similar Size: 3.90 All Orgs: 4.09</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																	
Respondents:	1955	2098	717	441	162	24																	
Percentage:	36.22%	38.87%	13.29%	8.17%	3.00%	0.44%																	
	<p>14. My supervisor evaluates my performance fairly.</p>	<p>75% Agreement</p>																					
<p style="text-align: center;">75% Agreement</p>		<p>SCORE: 4.02 Std. Dev.: 1.00 Total Respondents: 5390</p>																					
<table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1884</td> <td>2170</td> <td>725</td> <td>261</td> <td>176</td> <td>174</td> </tr> <tr> <td>Percentage:</td> <td>34.95%</td> <td>40.26%</td> <td>13.45%</td> <td>4.84%</td> <td>3.27%</td> <td>3.23%</td> </tr> </tbody> </table>		Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1884	2170	725	261	176	174	Percentage:	34.95%	40.26%	13.45%	4.84%	3.27%	3.23%	<p>BENCHMARKS Past Score: 3.81 Similar Mission: 3.77 Similar Size: 3.57 All Orgs: 3.86</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																	
Respondents:	1884	2170	725	261	176	174																	
Percentage:	34.95%	40.26%	13.45%	4.84%	3.27%	3.23%																	
	<p>18. I have adequate resources and equipment to do my job.</p>	<p>77% Agreement</p>																					
<p style="text-align: center;">77% Agreement</p>		<p>SCORE: 3.94 Std. Dev.: 0.97 Total Respondents: 5397</p>																					
<table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1561</td> <td>2604</td> <td>653</td> <td>434</td> <td>124</td> <td>21</td> </tr> <tr> <td>Percentage:</td> <td>28.92%</td> <td>48.25%</td> <td>12.10%</td> <td>8.04%</td> <td>2.30%</td> <td>0.39%</td> </tr> </tbody> </table>		Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1561	2604	653	434	124	21	Percentage:	28.92%	48.25%	12.10%	8.04%	2.30%	0.39%	<p>BENCHMARKS Past Score: 3.94 Similar Mission: 3.89 Similar Size: 3.49 All Orgs: 3.91</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																	
Respondents:	1561	2604	653	434	124	21																	
Percentage:	28.92%	48.25%	12.10%	8.04%	2.30%	0.39%																	

Engagement Items

	21. The people I work with care about my personal well-being.	78% Agreement																												
		SCORE: 4.01 Std. Dev.: 0.95 Total Respondents: 5406 BENCHMARKS Past Score: 4.02 Similar Mission: 4.01 Similar Size: 3.67 All Orgs: 3.98																												
<table border="1"> <thead> <tr> <th></th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Response:</td> <td>Agree</td> <td>Agree</td> <td>Neutral</td> <td>Disagree</td> <td>Strongly Disagree</td> <td>Don't Know/NA</td> </tr> <tr> <td>Respondents:</td> <td>1758</td> <td>2449</td> <td>769</td> <td>237</td> <td>154</td> <td>39</td> </tr> <tr> <td>Percentage:</td> <td>32.52%</td> <td>45.30%</td> <td>14.22%</td> <td>4.38%</td> <td>2.85%</td> <td>0.72%</td> </tr> </tbody> </table>				Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Response:	Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1758	2449	769	237	154	39	Percentage:	32.52%	45.30%	14.22%	4.38%	2.85%	0.72%
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	22. I trust the people in my workplace.	73% Agreement																												
		SCORE: 3.89 Std. Dev.: 1.00 Total Respondents: 5384 BENCHMARKS Past Score: None Similar Mission: None Similar Size: None All Orgs: None																												
<table border="1"> <thead> <tr> <th></th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Response:</td> <td>Agree</td> <td>Agree</td> <td>Neutral</td> <td>Disagree</td> <td>Strongly Disagree</td> <td>Don't Know/NA</td> </tr> <tr> <td>Respondents:</td> <td>1542</td> <td>2385</td> <td>910</td> <td>343</td> <td>173</td> <td>31</td> </tr> <tr> <td>Percentage:</td> <td>28.64%</td> <td>44.30%</td> <td>16.90%</td> <td>6.37%</td> <td>3.21%</td> <td>0.58%</td> </tr> </tbody> </table>				Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Response:	Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1542	2385	910	343	173	31	Percentage:	28.64%	44.30%	16.90%	6.37%	3.21%	0.58%
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																								
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	37. Learning opportunities/training are made available to me so that I can do my job better.	67% Agreement																												
		SCORE: 3.72 Std. Dev.: 1.02 Total Respondents: 5379 BENCHMARKS Past Score: 3.77 Similar Mission: 3.75 Similar Size: 3.67 All Orgs: 3.83																												
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	38. Learning opportunities/training are made available to me for professional growth/skills development.	65% Agreement																												
		SCORE: 3.67 Std. Dev.: 1.06 Total Respondents: 5368 BENCHMARKS Past Score: 3.72 Similar Mission: 3.58 Similar Size: 3.45 All Orgs: 3.66																												
<table border="1"> <thead> <tr> <th></th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Response:</td> <td>Agree</td> <td>Agree</td> <td>Neutral</td> <td>Disagree</td> <td>Strongly Disagree</td> <td>Don't Know/NA</td> </tr> <tr> <td>Respondents:</td> <td>1106</td> <td>2393</td> <td>1026</td> <td>532</td> <td>252</td> <td>59</td> </tr> <tr> <td>Percentage:</td> <td>20.60%</td> <td>44.58%</td> <td>19.11%</td> <td>9.91%</td> <td>4.69%</td> <td>1.10%</td> </tr> </tbody> </table>				Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Response:	Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1106	2393	1026	532	252	59	Percentage:	20.60%	44.58%	19.11%	9.91%	4.69%	1.10%
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Constructs and Related Items

The Survey of Employee Engagement framework is composed of twelve Survey Constructs designed to broadly profile areas of strength and concern so that interventions may be targeted appropriately. Survey Constructs are developed from the Primary Items (numbered 1-48). This Appendix contains a summary of the Survey Constructs and the related Primary Items. Constructs are scored differently from items to denote them as a separate measure. Using this scoring convention, construct scores can range from a low of 100 to a high of 500.

Your Data

Current Score is calculated by averaging the mean score of the related primary items and then multiplying by 100. For example if the construct score is 389, then the average of the related primary items is 3.89.

Benchmark Data

- **Past Score** is your organization's score reported from the previous iteration. "None" is reported if there is no past score, if the construct is new or consists of new items, or if no comparative data is available.
- **All Respondents** is the average score from all participants from all organizations.
- **Size Category** is the average score from organizations that are similar size to your organization.
- **Mission** is the average score from organizations of similar mission to your organization.
- **Organizational Categories** are benchmarked against the organization as a whole.

What is a good score?

Any interpretation of data must be done in context of the organizational setting and environmental factors impacting the organization. In general, most scores are between 300 and 400. Scores below a 325 are of concern because they indicate general dissatisfaction. Scores above 375 indicate positive perceptions.



Constructs and Related Items



Workgroup

Construct Score: 389

The workgroup construct captures employees' perceptions of the people they work with on a daily basis and how effective they are. This construct measures the degree to which employees view their workgroup as effective, cohesive and open to the opinions of all members.	Score	Std. Dev.
1. My work group cooperates to get the job done.	4.25	0.89
2. In my work group, my opinions and ideas count.	4.07	1.00
3. My work group regularly uses performance data to improve the quality of our work.	3.38	1.12
4. In my work group, there is a real feeling of teamwork.	3.85	1.11



Strategic

Construct Score: 400

The strategic construct captures employees' perceptions of their role in the organization and the organization's mission, vision, and strategic plan. This construct measures the degree to which employees understand their role in the organization and consider the organization's reputation to be positive.	Score	Std. Dev.
5. Our institution is known for the quality of work we provide.	4.11	0.88
6. I know how my work impacts others in the institution.	4.22	0.83
7. We develop services to match the needs of those we serve.	4.09	0.90
8. Our institution communicates effectively with the public.	3.63	0.98
9. I have a good understanding of our mission, vision, and strategic plan.	3.93	1.10



Supervision

Construct Score: 400

The supervision construct captures employees' perceptions of the nature of supervisory relationships within the organization. This construct measures the degree to which employees view their supervisors as fair, helpful and critical to the workflow.	Score	Std. Dev.
10. I have a clear understanding about my work responsibilities.	4.26	0.86
11. My supervisor recognizes outstanding work.	3.93	1.10
12. I am given the opportunity to do my best work.	3.98	1.05
13. My supervisor is consistent when administering policies concerning employees.	3.80	1.15
14. My supervisor evaluates my performance fairly.	4.02	1.00



Workplace

Construct Score: 396

The workplace construct captures employees' perceptions of the total work atmosphere, workplace safety, and the overall feel. This construct measures the degree to which employees see the setting as satisfactory, safe and that adequate tools and resources are available.	Score	Std. Dev.
15. Given the type of work I do, my physical workplace meets my needs.	4.01	0.99
16. My workplace is well maintained.	3.87	1.00
17. There are sufficient procedures to ensure the safety of employees in the workplace.	4.01	0.91
18. I have adequate resources and equipment to do my job.	3.94	0.97

Constructs and Related Items



Community

Construct Score: 388

The community construct captures employees' perceptions of the relationships between employees in the workplace, including trust, respect, care, and diversity among colleagues. This construct measures the degree to which employees feel respected, cared for, and have established trust with their colleagues.	Score	Std. Dev.
19. The people I work with treat each other with respect.	4.03	0.98
20. My institution works to attract, develop, and retain people with diverse backgrounds.	3.59	1.10
21. The people I work with care about my personal well-being.	4.01	0.95
22. I trust the people in my workplace.	3.89	1.00



Information Systems

Construct Score: 380

The information systems construct captures employees' perceptions of whether computer and communication systems prove accessible, accurate, and clear information. This construct measures the degree to which employees view the availability and utility of information positively.	Score	Std. Dev.
23. My work group uses the latest technologies to communicate and interact.	3.58	1.06
24. Our computer systems provide reliable information.	3.90	0.89
25. Support is available for the technologies we use.	3.93	0.92
26. Our computer systems enable me to quickly find the information I need.	3.78	0.99



Internal Communication

Construct Score: 364

The internal communication construct captures employees' perceptions of whether communication in the organization is reasonable, candid and helpful. This construct measures the degree to which employees view communication with peers, supervisors and other parts of the organization as functional and effective.	Score	Std. Dev.
27. The communication channels I must go through at work are reasonable.	3.67	1.00
28. My work atmosphere encourages open and honest communication.	3.63	1.14
29. The communications I receive at work are timely and informative.	3.63	1.01



Pay

Construct Score: 263

The pay construct captures employees' perceptions of how well the compensation package offered by the organization holds up when compared to similar jobs in other organizations. This construct measures the degree to which employees view pay as well valued relative to the type of work, work demands and comparable positions.	Score	Std. Dev.
30. My pay keeps pace with the cost of living.	2.44	1.22
31. Salaries are competitive with similar jobs in the community or comparable institutions.	2.58	1.17
32. I feel I am paid fairly for the work I do.	2.86	1.19

Constructs and Related Items



Benefits

Construct Score: 389

The benefits construct captures employees' perceptions of how the benefits package compares to packages at similar organizations and how flexible it is. This construct measures the degree to which employees see health insurance and retirement benefits as competitive with similar jobs in the community.	Score	Std. Dev.
33. Retirement benefits are competitive with similar jobs in the community.	3.78	0.93
34. Health insurance benefits are competitive with similar jobs in the community.	4.07	0.83
35. Benefits can be selected to meet individual needs.	3.83	0.86



Employee Development

Construct Score: 373

The employee development construct captures employees' perceptions about the priority given to their personal and job growth needs. This construct measures the degree to which employees feel the organization provides opportunities for growth in organizational responsibilities and personal needs in their careers.	Score	Std. Dev.
36. I believe I have a career with this institution.	3.81	1.16
37. Learning opportunities/training are made available to me so that I can do my job better.	3.72	1.02
38. Learning opportunities/training are made available to me for professional growth/skills development.	3.67	1.06



Job Satisfaction

Construct Score: 388


The job satisfaction construct captures employees' perceptions about the overall work situation and ability to maintain work-life balance. This construct measures the degree to which employees are pleased with working conditions and their workload.	Score	Std. Dev.
39. My work environment supports a balance between work and personal life.	3.77	1.06
40. I feel free to be myself at work.	3.81	1.02
41. The amount of work I am asked to do is reasonable.	3.68	1.02
42. I am proud to tell people that I work for this institution.	4.24	0.82



Climate

While not scored as a construct, the following six items assess the climate in which employees work. The appropriate climate is a combination of a safe, non-harassing environment with ethical abiding employees who treat each other with fairness and respect. Moreover, it is an organization with proactive management that communicates and has the capability to make thoughtful decisions.	Score	Std. Dev.
43. Harassment is not tolerated at my workplace.	4.20	0.92
44. Employees are generally ethical in my workplace.	4.16	0.83
45. I believe we will use the information from this survey to improve our workplace.	3.38	1.11
46. I am satisfied with the opportunities I have to give feedback on my supervisor's performance.	3.34	1.22
47. Our administration effectively communicates important information.	3.54	1.05
48. I am treated fairly in my workplace.	3.93	0.96

Constructs and Related Items

 Employee Engagement		Construct Score: 399	
<p>Twelve items spanning several constructs were selected to get a more focused look at Employee Engagement. The Employee Engagement construct captures the degree to which employees are willing to go above and beyond, feel committed to the organization and are present while working. This construct measures the degree to which employees feel that their ideas count, their work impacts the organization and their well being and development is valued at the organization.</p>		Score	Std. Dev.
2. In my work group, my opinions and ideas count.		4.07	1.00
5. Our institution is known for the quality of work we provide.		4.11	0.88
6. I know how my work impacts others in the institution.		4.22	0.83
10. I have a clear understanding about my work responsibilities.		4.26	0.86
11. My supervisor recognizes outstanding work.		3.93	1.10
12. I am given the opportunity to do my best work.		3.98	1.05
14. My supervisor evaluates my performance fairly.		4.02	1.00
18. I have adequate resources and equipment to do my job.		3.94	0.97
21. The people I work with care about my personal well-being.		4.01	0.95
22. I trust the people in my workplace.		3.89	1.00
37. Learning opportunities/training are made available to me so that I can do my job better.		3.72	1.02
38. Learning opportunities/training are made available to me for professional growth/skills development.		3.67	1.06

Survey Customization Sheet

Organizational Category Codes: Category 1

100 - EXEC VP & PROVOST	101 - VP-DIV&COMM ENGAGEMENT
110 - FINANCIAL & ADMINISTRATIVE SVCS	120 - VP-LEGAL AFFAIRS
130 - OFF OF PRESIDENT	150 - INTERCOL ATHLETICS
160 - VP-STUDENT AFFAIRS	170 - UNIVERSITY DEVELOPMENT

Organizational Category Codes: Category 2

201 - ACADEMIC INITIATIVES	202 - ACCOUNTING
203 - ACCT & FINANCIAL MGMT	204 - AEROSPACE ENGINEERING
205 - ALCOHOL/ADDICTION RSCH	206 - ANIMAL RESOURCES CTR
207 - ANNETTE STRAUSS INST.	208 - APPLIED RESEARCH LAB
209 - ARCHITECTURE	210 - ART AND ART HISTORY
211 - ASMP 2.0	212 - ASTRONOMY
213 - ATS	214 - BIOLOGY
215 - BIOMED RES CORE FAC	216 - BIOMEDICAL ENGINEERING
217 - BLANTON MUSEUM OF ART	218 - BRISCOE CENTER
219 - BUR ECONOMIC GEOLOGY	220 - BUS & FIN SERVICES
221 - BUSINESS	222 - CENTER FOR LEARN & MEM
223 - CHEDS	224 - CHEMICAL ENGINEERING
225 - CHEMISTRY	226 - CIVIL ENGINEERING
227 - CMHC	228 - COMM SCI & DISORDERS
229 - COMMUNICATION	230 - COMPLEX QUANTUM SYSTEM
231 - COMPUTER SCIENCE	232 - CONST INDUSTRY INST
233 - CR TRANSPORTATION RSCH	234 - CTR AEROMECHANICS RSCH
235 - CTR AGILE TECHNOLOGY	236 - CTR ELECTROMECHANICS
237 - CTR ENERGY/ENVIRO RESR	238 - CTR FOR GRN CHEM & CAT
239 - CTR PERCEPTUAL SYSTEMS	240 - CTR PETRO_GEOSYS ENGR
241 - CTR SPACE RESEARCH	242 - CTR WATER AND ENVIRONM
243 - CURRICULUM & INSTR	244 - DANA CTR SCI & MATH ED
245 - DEAN OF STUDENTS	246 - DIV OF HOUSING & FOOD
247 - DIV RECREATIONAL SPORT	248 - DOCUMENT SOLUTIONS
249 - EDUCATION	250 - EDUCATIONAL ADMIN
251 - EDUCATIONAL PSYCHOLOGY	252 - ELEC & COMPUTER ENGR
253 - ENERGY INSTITUTE	254 - ENGINEERING
255 - ENGLISH	256 - ENVIR HEALTH & SAFETY
257 - EXEC VP & PROVOST	258 - FACILITIES SERVICES
259 - FERGUSON STRUC ENGR LB	260 - FINANCE
261 - FINANCIAL AID	262 - FINE ARTS
263 - FIRE PREVENTION SRVCS	264 - FIS
265 - FRANK ERWIN CENTER	266 - GEOLOGICAL SCIENCES
267 - GEOLOGY FOUNDATION	268 - GRADUATE STUDIES
270 - HISTORY	271 - HOGG FOUNDATION
272 - HUMAN RESOURCES	273 - HUMANITIES RSCH CTR
274 - IC2 INSTITUTE	275 - ICES
276 - INFO RISK & OP MNGMNT	277 - INFO SECURITY OFFICE
278 - INFORMATION	279 - INST FOR GEOPHYSICS
280 - INST FUSION STUDIES	281 - INST LATIN AMER STDS
282 - INST RPT,RSCH,INFO SYS	283 - INTEGRATIVE BIOLOGY
284 - INTERCOL ATHLETICS	285 - INTERNAL AUDIT

286 - INTERNATIONAL OFFICE
288 - IQ - INFO QUEST
290 - ITS APPLICATIONS
292 - ITS NETWORKING
294 - JACKSON SCHOOL OF GEO
296 - KINESIOLOGY_HEALTH ED
298 - LAW
300 - LBJ PUBLIC AFFAIRS
302 - LIBERAL ARTS
304 - MANAGEMENT
306 - MATHEMATICS
308 - MEADOWS & VGC
310 - MEDICAL EDUCATION
312 - MEXICAN AMER STDS CTR
314 - MIDDLE EASTERN STUDIES
316 - MUSIC
318 - NATURAL SCIENCES
320 - NEUROSCIENCE
322 - NUTRITIONAL SCIENCES
324 - OFC SPONSORED PROJECTS
326 - OFF OF PRESIDENT
328 - OFFICE ASSOC DEAN RSCH
330 - PARKING/TRANSPORT SVCS
332 - PEDIATRICS
334 - PETROLEUM_GEOSYS ENGR
336 - PHYSICS
338 - POPULATION RSCH CTR
340 - PROCUREMENT
342 - PROJ 2021 & EDUC INNOV
344 - PSYCHIATRY
346 - RADIO TELEVISION FILM
348 - RESEARCH SUPPORT & COM
351 - SANGER LEARNING CENTER
353 - SOCIAL WORK
355 - STEM CENTER
357 - STUDENT SUCCESS
359 - SVP-FINANCIAL AFFAIRS
361 - TCDS
363 - TEXAS EXTENDED CAMPUS
365 - TEXAS PERFORMING ARTS
367 - THOMPSON CONFERENCE CR
369 - TRECS
371 - TX STUDENT MEDIA
373 - UNDERGRADUATE STUDIES
375 - UNIV. COMPLIANCE SERV.
377 - UNIVERSITY DATA CENTER
379 - UNIVERSITY HEALTH SVCS
381 - UT CDC
383 - UT HIGH SCHOOL
385 - UT PRESS
387 - UTEMP
389 - VP-DIV&COMM ENGAGEMENT
391 - VP-RESEARCH
393 - WILDFLOWER CENTER

287 - IPSI
289 - ITS
291 - ITS CUSTOMER SUPPORT
293 - ITS SYSTEMS
295 - JOURNALISM
297 - KUT RADIO
299 - LAW LIBRARY
301 - LIB ARTS INSTR TECH SV
303 - LONGHORN AQUATICS
305 - MARINE SCIENCE INST
307 - MCDONALD OBSERVATORY
309 - MECHANICAL ENGINEERING
311 - MEDICAL SCHOOL
313 - MICROELECTRON RSCH CTR
315 - MOLECULAR BIOSCIENCES
317 - NASCENT
319 - NEUROLOGY
321 - NURSING
323 - OFC OF TECH COMM
325 - OFC TELECOM SERVICES
327 - OFF REGISTRAR
329 - OFFICE OF ADMISSIONS
331 - PAYROLL SERVICES
333 - PETROLEUM EXT SERV
335 - PHARMACY
337 - POPULATION HEALTH
339 - PRC COMMONS BLDG
341 - PROFESSIONAL EDUCATION
343 - PROJ MGMT_CONST SRVS
345 - PSYCHOLOGY
347 - RAY MARSHALL CENTER
349 - RHETORIC & WRITING
352 - SHARED SRVC PROGRAM
354 - STAT AND DATA SCIENCE
356 - STRATEGY AND POLICY
358 - SURGERY
360 - TACC
362 - TESTING & EVAL. SVC.
364 - TEXAS MATERIALS INST
366 - THEATRE AND DANCE
368 - TREAS, RECORDS, & RISK
370 - TX ARCHAЕ RSCH LAB
372 - UIL
374 - UNIV POLICE DEPT
376 - UNIVERSITY CHARTER SCH
378 - UNIVERSITY DEVELOPMENT
380 - UNIVERSITY UNIONS
382 - UT ELEMENTARY SCHOOL
384 - UT LIBRARIES
386 - UTEACH SCIENCE PROGRAM
388 - UTILITIES & ENERGY MGT
390 - VP-LEGAL AFFAIRS
392 - VP-STUDENT AFFAIRS
394 - WINEDALE HIST CTR

395 - WIRELESS NETWORKING
900 - BUDGET OFFICE
903 - ANTHROPOLOGY
905 - CTR NONLINEAR DYNAMICS
910 - MEXICAN AMER STDS
912 - HEALTH COMM
915 - DDCE UOC
918 - LIBERAL ARTS CAREER CR
921 - TEXAS SWIM CENTER
923 - CTR INF DISEASE
925 - GOVERNMENT
929 - CR COMP BIO_INFORMATCS
931 - DEPT OF ASIAN STUDIES
935 - PHILOSOPHY
938 - IND ENGAGE
944 - MARKETING ADMIN
950 - CTR MECH SOLIDS/STRUCT
957 - FAS COMMUNICATIONS
960 - ECONOMICS
964 - CTR AFR_AFR AMER STDS
969 - HUMAN ECOLOGY - SCHOOL
971 - ENVIRONMENT SCI INST
979 - PLAN II HONORS PROGRAM
984 - ENROLLMENT ANALYTICS
992 - CENTER FOR IDENTITY

396 - WOMENS HEALTH
902 - DRUG DYNAMICS INST
904 - LONGHORN BAND
906 - COMMUNICATION STUDIES
911 - HUMAN DEV & FAMILY SCI
913 - ACES IT GROUP
916 - IUPRA
920 - CULTURE COLLECT ALGAE
922 - NUCLEAR ENGR TEACH LAB
924 - MEDICINE
928 - AFRICAN DIASPORA
930 - TEXAS PARENTS
934 - CAMPUS PLAN & PROJ MGT
936 - TEXAS MEMORIAL MUSEUM
942 - DESIGN INSTITUTE
945 - GEOGRAPHY & ENVIRONMT
953 - CLEMENTS CENTER
959 - CLASSICS
962 - CR SYS & SYNTHETIC BIO
965 - UNIVERSITY EXTENSION
970 - CTR MIDDLE EAST STDS
978 - ARTIFICIAL INTELL LAB
980 - INST CLASSICAL ARCHAEOLOGY
985 - LINGUISTICS
1005 - CTR FOR ELECTROCHEM

Organizational Category Codes: Category 3

301 - ARCHITECTURE
305 - COMMUNICATION
309 - ENGINEERING
313 - JACKSON SCHOOL OF GEO
317 - INFORMATION
321 - LIBERAL ARTS
325 - NURSING
329 - LBJ PUBLIC AFFAIRS
333 - UNDERGRADUATE STUDIES
336 - MEDICAL SCHOOL
303 - BUSINESS
307 - EDUCATION
311 - FINE ARTS
315 - GRADUATE STUDIES
319 - LAW
323 - NATURAL SCIENCES
327 - PHARMACY
331 - SOCIAL WORK
335 - VP-RESEARCH

Organizational Category Codes: Category 4

401 - Architecture And Engineering Occupations
403 - Arts, Design, Entertainment, Sports, And Media Occupations
405 - Building And Grounds Cleaning And Maintenance Occupations
407 - Business And Financial Operations Occupations
411 - Community And Social Service Occupations
413 - Computer And Mathematical Occupations
415 - Construction And Extraction Occupations
417 - Education, Training, And Library Occupations
419 - Farming, Fishing, And Forestry Occupations
421 - Food Preparation And Serving Related Occupations
423 - Healthcare Practitioners And Technical Occupations
425 - Healthcare Support Occupations
427 - Installation, Maintenance, And Repair Occupations
429 - Legal Occupations
431 - Life, Physical, And Social Science Occupations
433 - Management Occupations
435 - Office And Administrative Support Occupations
437 - Personal Care And Service Occupations
439 - Production Occupations
441 - Protective Service Occupations
443 - Sales And Related Occupations
445 - Transportation And Material Moving Occupations
446 - 0

Organizational Category Codes: Category 5

501 - Yes Benefits Eligible and Full Time
503 - Yes Benefits Eligible and Part Time

502 - Non Benefits Eligible and Full Time
504 - Non Benefits Eligible and Part Time

Organizational Category Codes: Category 6

601 - Yes Benefits Eligible

602 - Non Benefits Eligible

Additional Items

1. My supervisor allows me to participate in University sponsored activities such as staff council, wellness, or university training.
2. I would know where to report concerning or threatening behavior witnessed on campus.
3. I feel comfortable asking my supervisor for flexible work arrangements.
4. There are parts of my job I feel could be performed through flexible work arrangements (telecommuting or flex start times).
5. My workplace makes me feel like a welcomed and important member of the team.
6. People from diverse backgrounds (e.g., cultures, traditions, nationalities, gender expressions, sexual orientations, age, etc.) and experiences are included in my unit's decision making.