



SEE

SURVEY OF EMPLOYEE ENGAGEMENT HIGHER EDUCATION

University of North Texas Health Science Center Fort
Worth

Data Report

2012



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*Additional Items are not included if none were submitted.

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See our Web Page: www.survey.utexas.edu

Current Benchmark Data
Survey Interventions Example and Best Practices
Helpful Publications, and
Additional Survey Information

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Survey Respondent Information

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, so the number of respondents reported in the response rate may be greater than the number of respondents for any given item. In the example, there are 100 respondents, but only 98 completed the item. Therefore, the number of respondents for gender is 98 or 98%, leaving 2% as not responding.

	Number of Survey Respondents	Percent of Survey Respondents
Total Respondents: 100 Surveys Distributed: 200 Response Rate: 50%		

Gender		
Female:	49	49%
Male:	49	49%

Survey Respondent Information

Total Respondents: 680
 Survey Distributed: 1342
 Response Rate: 50.67%

Number of Survey Respondents	Percent of Survey Respondents
------------------------------	-------------------------------

My highest education level

Did not finish high school:	Less Than 5	Not Available
High school diploma (or GED):	65	9.56%
Some college:	131	19.26%
Associate's Degree:	51	7.50%
Bachelor's Degree:	139	20.44%
Master's Degree:	108	15.88%
Doctoral Degree:	180	26.47%

I am

Female:	467	68.68%
Male:	193	28.38%

My annual salary (before taxes)

Less than \$15,000:	Less Than 5	Not Available
\$15,000-\$25,000:	61	8.97%
\$25,001-\$35,000:	103	15.15%
\$35,001-\$45,000:	135	19.85%
\$45,001-\$60,000:	117	17.21%
\$60,001-\$75,000:	66	9.71%
\$75,001-\$90,000:	42	6.18%
More than \$90,000:	143	21.03%

My age (in years)

16-29:	70	10.29%
30-39:	145	21.32%
40-49:	171	25.15%
50-59:	175	25.74%
60+:	109	16.03%

Years of service with this organization

Less than 1:	66	9.71%
1-2:	127	18.68%
3-5:	167	24.56%
6-10:	126	18.53%
11-15:	84	12.35%
16+:	102	15.00%

Survey Respondent Information

Total Respondents: 680
 Survey Distributed: 1342
 Response Rate: 50.67%

	Number of Survey Respondents	Percent of Survey Respondents
My race/ethnic identification		
African-American/Black:	36	5.29%
Hispanic/Mexican-American/Latino/a:	93	13.68%
Anglo-American/White:	453	66.62%
Asian-American/Pacific Islander/Native American Indian:	58	8.53%
Multiracial/Other:	25	3.68%
I am currently in a supervisory role.		
Yes:	213	31.32%
No:	429	63.09%
Not Applicable:	Less Than 5	Not Available
I received a promotion during the last two years.		
Yes:	126	18.53%
No:	470	69.12%
Not Applicable:	Less Than 5	Not Available
I received a merit increase during the last two years.		
Yes:	277	40.74%
No:	329	48.38%
Not Applicable:	Less Than 5	Not Available
I plan to be working for this organization in one year.		
Yes:	583	85.74%
No:	51	7.50%
Not Applicable:	Less Than 5	Not Available
I am primarily		
Faculty:	162	23.82%
Staff:	512	75.29%

Survey Constructs

The Survey of Employee Engagement is a framework, which at the highest level, consists of five Workplace Dimensions capturing the total work environment. Each Workplace Dimension is composed of several 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 1-71). The organizational Climate is also developed from the Primary Items, but is reported in the climate section of this report. Appendix A1 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. When interpreting the scores, see the suggestions made on the Primary Item leading page of this report.

Your Data

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

Benchmark Data

- **YEAR Score** is your organization's score reported from previous iterations. Not Available is reported if there is no past score or if the item was new or no comparative data was available. Due to changes in the instrument, over time data is not available prior to 2010.
- **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.

What is a good score? Regardless the construct average, scores range from areas of strength to areas of concern. In general, most scores are between 325 and 375. Scores below a 325 are of concern because they indicate general dissatisfaction. Scores above 375 indicate positive perceptions.

What items make up the constructs? Appendix Page A1 contains a summary of the Survey Constructs and the related Primary Items.

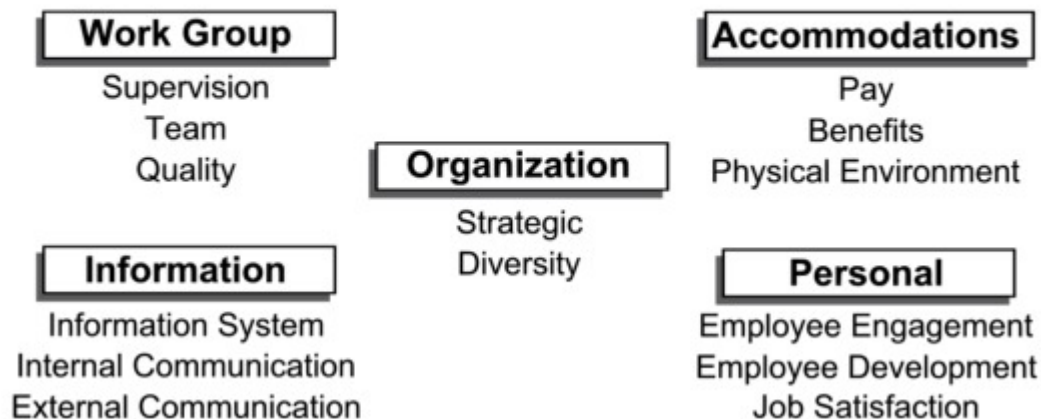
When is benchmark data available? Benchmark data is updated in the summer of every even-numbered year.

Survey Constructs

Survey Framework

Workplace Dimensions

Survey Constructs



Construct Summary: Scoring from High to Low

Score	Construct	Score	Construct
406	Strategic	382	Job Satisfaction
401	Supervision	379	Benefits
401	Physical Environment	371	Information Systems
397	Employee Development	368	Diversity
388	Quality	361	External Communication
386	Team	351	Internal Communication
384	Employee Engagement	275	Pay

Survey Constructs

Work Group

This dimension relates to employees' activities within their immediate work vicinity. They include factors that concern how employees interact with peers, supervisors and the quality of work activity.

Supervision

Supervision provides insight into the nature of supervisory relationships within the organization including aspects of leadership, the communication of expectations, and sense of fairness that employees perceive exist between supervisors and themselves.

Current Score:	<input type="text" value="401"/>	2010 Score:	<input type="text" value="Not Available"/>	All Respondents:	<input type="text" value="396"/>
		2008 Score:	<input type="text" value="Not Available"/>	Size Category 5:	<input type="text" value="393"/>
		2006 Score:	<input type="text" value="Not Available"/>	Mission 3:	<input type="text" value="406"/>

Team

Team captures employees' perceptions of the effectiveness of their work group and the extent to which the organizational environment supports appropriate teamwork among employees.

Current Score:	<input type="text" value="386"/>	2010 Score:	<input type="text" value="Not Available"/>	All Respondents:	<input type="text" value="375"/>
		2008 Score:	<input type="text" value="Not Available"/>	Size Category 5:	<input type="text" value="370"/>
		2006 Score:	<input type="text" value="Not Available"/>	Mission 3:	<input type="text" value="386"/>

Quality

Quality focuses upon the degree to which quality principles, such as customer service and continuous improvement, are a part of the organizational culture.

Current Score:	<input type="text" value="388"/>	2010 Score:	<input type="text" value="Not Available"/>	All Respondents:	<input type="text" value="380"/>
		2008 Score:	<input type="text" value="Not Available"/>	Size Category 5:	<input type="text" value="372"/>
		2006 Score:	<input type="text" value="Not Available"/>	Mission 3:	<input type="text" value="392"/>

Survey Constructs

Accommodations

This dimension looks at the physical work setting and the factors associated with pay, benefits, resources and workplace safety. It is the total compensation package and environment provided to employees by the organization.

Pay

Pay is an evaluation from the viewpoint of employees of the competitiveness of the total compensation package. It addresses how well the package "holds up" when employees compare it to similar jobs in their own communities.

Current Score:	<input type="text" value="275"/>	2010 Score:	<input type="text" value="Not Available"/>	All Respondents:	<input type="text" value="270"/>
		2008 Score:	<input type="text" value="Not Available"/>	Size Category 5:	<input type="text" value="253"/>
		2006 Score:	<input type="text" value="Not Available"/>	Mission 3:	<input type="text" value="286"/>

Benefits

Benefits provide an indication of the role that the employment benefit package plays in attracting and retaining employees.

Current Score:	<input type="text" value="379"/>	2010 Score:	<input type="text" value="Not Available"/>	All Respondents:	<input type="text" value="387"/>
		2008 Score:	<input type="text" value="Not Available"/>	Size Category 5:	<input type="text" value="380"/>
		2006 Score:	<input type="text" value="Not Available"/>	Mission 3:	<input type="text" value="396"/>

Physical Environment

Physical Environment captures employees' perceptions of the work setting and the degree to which employees believe that a safe and pleasant working environment exists.

Current Score:	<input type="text" value="401"/>	2010 Score:	<input type="text" value="Not Available"/>	All Respondents:	<input type="text" value="390"/>
		2008 Score:	<input type="text" value="Not Available"/>	Size Category 5:	<input type="text" value="378"/>
		2006 Score:	<input type="text" value="Not Available"/>	Mission 3:	<input type="text" value="397"/>

Survey Constructs

Organization

This dimension addresses the organization's strategic orientation and ability to leverage a diverse workforce towards fulfilling the organization's mission. It is an internal evaluation of the organization's ability to assess changes in the environment and make needed adjustments.

Strategic

Strategic orientation secures employees' thinking about how the organization responds to external influence, including those which play a role in defining the mission, services and products provided by the organization.

Current Score:	<input type="text" value="406"/>	2010 Score:	<input type="text" value="Not Available"/>	All Respondents:	<input type="text" value="399"/>
		2008 Score:	<input type="text" value="Not Available"/>	Size Category 5:	<input type="text" value="395"/>
		2006 Score:	<input type="text" value="Not Available"/>	Mission 3:	<input type="text" value="403"/>

Diversity

Diversity addresses the extent to which employees feel that individual differences, including ethnicity, age and lifestyle, may result in alienation and/or missed opportunities for learning or advancement.

Current Score:	<input type="text" value="368"/>	2010 Score:	<input type="text" value="Not Available"/>	All Respondents:	<input type="text" value="361"/>
		2008 Score:	<input type="text" value="Not Available"/>	Size Category 5:	<input type="text" value="353"/>
		2006 Score:	<input type="text" value="Not Available"/>	Mission 3:	<input type="text" value="372"/>

Survey Constructs

Information

This dimension refers to how consistent and structured communication flow is within the organization and to outside groups. It examines the degree to which information systems and technology are efficient and effective.

Information Systems

Information Systems provides insight into whether computer and communication systems utilized by employees enhances the ability to get the job done by providing accessible, accurate, and clear information.

Current Score:	<input type="text" value="371"/>	2010 Score:	<input type="text" value="Not Available"/>	All Respondents:	<input type="text" value="374"/>
		2008 Score:	<input type="text" value="Not Available"/>	Size Category 5:	<input type="text" value="368"/>
		2006 Score:	<input type="text" value="Not Available"/>	Mission 3:	<input type="text" value="386"/>

Internal Communication

Internal Communication captures the nature of communication exchanges within the organization by addressing the extent to which employees view information exchanges as open, honest, and productive.

Current Score:	<input type="text" value="351"/>	2010 Score:	<input type="text" value="Not Available"/>	All Respondents:	<input type="text" value="351"/>
		2008 Score:	<input type="text" value="Not Available"/>	Size Category 5:	<input type="text" value="342"/>
		2006 Score:	<input type="text" value="Not Available"/>	Mission 3:	<input type="text" value="360"/>

External Communication

External Communication looks at how information flows out of the organization to various constituencies and focuses upon the ability of the organization to synthesize appropriately.

Current Score:	<input type="text" value="361"/>	2010 Score:	<input type="text" value="Not Available"/>	All Respondents:	<input type="text" value="386"/>
		2008 Score:	<input type="text" value="Not Available"/>	Size Category 5:	<input type="text" value="366"/>
		2006 Score:	<input type="text" value="Not Available"/>	Mission 3:	<input type="text" value="386"/>

Survey Constructs

Personal

This dimension reports on the level of overall job satisfaction and elements of actively engaging employees in the workplace. Personal and career development are assessed as to their ability to improve performance.

Employee Engagement

Employee Engagement focuses on the sense of trust and the level of employees' participation in carrying out their work responsibilities towards delivering high quality work.

Current Score:	<input type="text" value="384"/>	2010 Score:	<input type="text" value="Not Available"/>	All Respondents:	<input type="text" value="379"/>
		2008 Score:	<input type="text" value="Not Available"/>	Size Category 5:	<input type="text" value="372"/>
		2006 Score:	<input type="text" value="Not Available"/>	Mission 3:	<input type="text" value="389"/>

Employee Development

Employee Development captures perceptions of the priority given to the career and personal development of employees by the organization.

Current Score:	<input type="text" value="397"/>	2010 Score:	<input type="text" value="Not Available"/>	All Respondents:	<input type="text" value="382"/>
		2008 Score:	<input type="text" value="Not Available"/>	Size Category 5:	<input type="text" value="382"/>
		2006 Score:	<input type="text" value="Not Available"/>	Mission 3:	<input type="text" value="399"/>

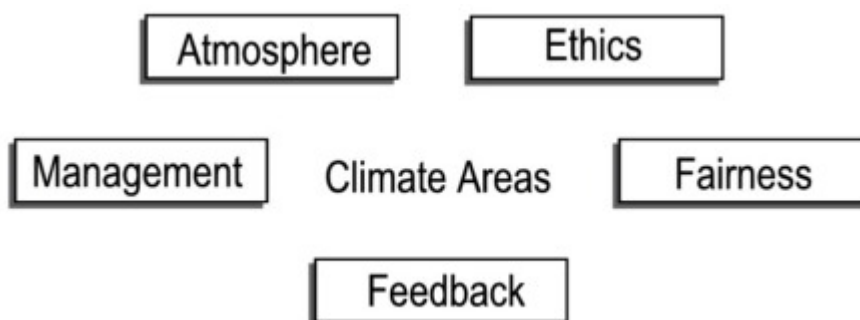
Job Satisfaction

Job Satisfaction addresses employees' satisfaction with their overall work situation and weighs heavily on issues concerning work-life balance, sense of pride, and offering meaningful contributions to the workplace.

Current Score:	<input type="text" value="382"/>	2010 Score:	<input type="text" value="Not Available"/>	All Respondents:	<input type="text" value="378"/>
		2008 Score:	<input type="text" value="Not Available"/>	Size Category 5:	<input type="text" value="363"/>
		2006 Score:	<input type="text" value="Not Available"/>	Mission 3:	<input type="text" value="387"/>

Survey Climate Areas

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. Climate areas are scored differently from items to denote them as a separate measure. Using this scoring convention, climate scores can range from a low of 100 to a high of 500. When interpreting the scores, see the suggestions made on the Primary Item leading page of this report.



Your Data

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

Benchmark Data

- **YEAR** Score is your organization's score reported from previous iterations. Not Available is reported if there is no past score or if the item was new or no comparative data was 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.

What is a good score? Regardless the climate average, scores range from areas of strength to areas of concern. In general, most scores are between 325 and 375. Scores below a 325 are of concern because they indicate general dissatisfaction. Scores above 375 indicate positive perceptions.

What items make up the survey climate areas? Appendix Page A6 contains a summary of the Survey Climate Areas and the related Primary Items.

Survey Climate Areas

Climate

The climate in which employees work to a large extent determines the efficiency and effectiveness of an organization. It is a combination of a safe, non-harassing, and ethical abiding employees who treat each other with fairness and respect in an organization with pro-active management and thoughtful decision making capabilities.

Climate/Atmosphere

The aspect of climate and positive Atmosphere of an organization must be free of harassment in order to establish a community of reciprocity.

Current Score:	<input type="text" value="394"/>	2010 Score:	<input type="text" value="Not Available"/>	All Respondents:	<input type="text" value="386"/>
		2008 Score:	<input type="text" value="Not Available"/>	Size Category 5:	<input type="text" value="384"/>
		2006 Score:	<input type="text" value="Not Available"/>	Mission 3:	<input type="text" value="401"/>

Climate/Ethics

An Ethical climate is a foundation of building trust within an organization where not only are employees ethical in their behavior, but that ethical violations are appropriately handled.

Current Score:	<input type="text" value="392"/>	2010 Score:	<input type="text" value="Not Available"/>	All Respondents:	<input type="text" value="389"/>
		2008 Score:	<input type="text" value="Not Available"/>	Size Category 5:	<input type="text" value="379"/>
		2006 Score:	<input type="text" value="Not Available"/>	Mission 3:	<input type="text" value="400"/>

Climate/Fairness

Fairness measures the extent to which employees believe that equal and fair opportunity exists for all members of the organization.

Current Score:	<input type="text" value="363"/>	2010 Score:	<input type="text" value="Not Available"/>	All Respondents:	<input type="text" value="347"/>
		2008 Score:	<input type="text" value="Not Available"/>	Size Category 5:	<input type="text" value="335"/>
		2006 Score:	<input type="text" value="Not Available"/>	Mission 3:	<input type="text" value="353"/>

Climate/Feedback

Appropriate feedback is an essential element of organizational learning by providing the necessary data in which improvement can occur.

Current Score:	<input type="text" value="353"/>	2010 Score:	<input type="text" value="Not Available"/>	All Respondents:	<input type="text" value="350"/>
		2008 Score:	<input type="text" value="Not Available"/>	Size Category 5:	<input type="text" value="339"/>
		2006 Score:	<input type="text" value="Not Available"/>	Mission 3:	<input type="text" value="354"/>

Climate/Management

The climate presented by Management as being accessible, visible, and an effective communicator of information is a basic tenant of successful leadership.

Current Score:	<input type="text" value="366"/>	2010 Score:	<input type="text" value="Not Available"/>	All Respondents:	<input type="text" value="344"/>
		2008 Score:	<input type="text" value="Not Available"/>	Size Category 5:	<input type="text" value="325"/>
		2006 Score:	<input type="text" value="Not Available"/>	Mission 3:	<input type="text" value="342"/>

Primary Items

For the primary items (numbered 1-71), 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. For items referring to work group, they were asked to respond from the perspective of their immediate workplace (those individuals or areas they interacted with most often).

Reported Data

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

- **Current 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.
- **Number of 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.
- **Frequency** is the number of participants who selected each item (strongly agree, agree, etc.).
- **Percentage** is the percent of participants who selected each item (strongly agree, agree, etc.) divided by the total number of valid responses.

Benchmark Data

- **YEAR Score** is your organization's score reported from previous iterations. Not Available is reported if there is no past score or if the item was new or no comparative data was 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.

Interpreting Data

Any interpretation of data must be done in context of the organizational setting and environmental factors impacting the organization. Regardless the averages, scores range from areas of strength to areas of concern. In general, most scores are between 3.25 and 3.75. 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. People in my work group cooperate to get the job done.

						Current Benchmarks	
Current Score:	4.19	2010 Score:	3.51	All Respondents:	4.10		
Standard Deviation:	0.91	2008 Score:	Not Available	Size Category 5:	4.06		
Number of Respondents:	676	2006 Score:	Not Available	Mission 3:	4.18		
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable	
Frequency:	283	288	55	35	11	4	
Percentage:	41.86%	42.60%	8.14%	5.18%	1.63%	0.59%	

2. My work group is actively involved in making work processes more effective.

						Current Benchmarks	
Current Score:	4.02	2010 Score:	3.42	All Respondents:	3.87		
Standard Deviation:	0.96	2008 Score:	Not Available	Size Category 5:	3.83		
Number of Respondents:	676	2006 Score:	Not Available	Mission 3:	3.95		
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable	
Frequency:	225	308	76	47	14	6	
Percentage:	33.28%	45.56%	11.24%	6.95%	2.07%	0.89%	

3. There is a real feeling of teamwork.

						Current Benchmarks	
Current Score:	3.81	2010 Score:	3.33	All Respondents:	3.70		
Standard Deviation:	1.10	2008 Score:	Not Available	Size Category 5:	3.66		
Number of Respondents:	677	2006 Score:	Not Available	Mission 3:	3.83		
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable	
Frequency:	198	274	110	60	33	2	
Percentage:	29.25%	40.47%	16.25%	8.86%	4.87%	0.30%	

4. In my work group, I have an opportunity to participate in the goal setting process.

						Current Benchmarks	
Current Score:	3.79	2010 Score:	3.44	All Respondents:	3.62		
Standard Deviation:	1.16	2008 Score:	Not Available	Size Category 5:	3.56		
Number of Respondents:	676	2006 Score:	Not Available	Mission 3:	3.75		
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable	
Frequency:	206	250	87	76	34	23	
Percentage:	30.47%	36.98%	12.87%	11.24%	5.03%	3.40%	

Primary Items

5. Work groups are trained to incorporate the opinions of each member.

Current Score: <input type="text" value="3.50"/>						2010 Score: <input type="text" value="3.36"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="1.17"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="3.47"/>					
Number of Respondents: <input type="text" value="671"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="3.40"/>					
												Mission 3: <input type="text" value="3.60"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not Applicable					
Frequency:		<input type="text" value="125"/>		<input type="text" value="263"/>		<input type="text" value="120"/>		<input type="text" value="96"/>		<input type="text" value="46"/>		<input type="text" value="21"/>					
Percentage:		<input type="text" value="18.63%"/>		<input type="text" value="39.20%"/>		<input type="text" value="17.88%"/>		<input type="text" value="14.31%"/>		<input type="text" value="6.86%"/>		<input type="text" value="3.13%"/>					

6. My work group uses the latest technology to communicate and interact.

Current Score: <input type="text" value="3.76"/>						2010 Score: <input type="text" value="3.54"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="0.96"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="3.60"/>					
Number of Respondents: <input type="text" value="672"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="3.60"/>					
												Mission 3: <input type="text" value="3.81"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not Applicable					
Frequency:		<input type="text" value="136"/>		<input type="text" value="324"/>		<input type="text" value="127"/>		<input type="text" value="61"/>		<input type="text" value="16"/>		<input type="text" value="8"/>					
Percentage:		<input type="text" value="20.24%"/>		<input type="text" value="48.21%"/>		<input type="text" value="18.90%"/>		<input type="text" value="9.08%"/>		<input type="text" value="2.38%"/>		<input type="text" value="1.19%"/>					

7. The information available from our computer systems is reliable.

Current Score: <input type="text" value="3.77"/>						2010 Score: <input type="text" value="Not Available"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="0.86"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="3.81"/>					
Number of Respondents: <input type="text" value="676"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="3.76"/>					
												Mission 3: <input type="text" value="3.97"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not Applicable					
Frequency:		<input type="text" value="100"/>		<input type="text" value="390"/>		<input type="text" value="117"/>		<input type="text" value="50"/>		<input type="text" value="13"/>		<input type="text" value="6"/>					
Percentage:		<input type="text" value="14.79%"/>		<input type="text" value="57.69%"/>		<input type="text" value="17.31%"/>		<input type="text" value="7.40%"/>		<input type="text" value="1.92%"/>		<input type="text" value="0.89%"/>					

8. Overall, our computer information systems present information in an understandable way.

Current Score: <input type="text" value="3.71"/>						2010 Score: <input type="text" value="Not Available"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="0.86"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="3.79"/>					
Number of Respondents: <input type="text" value="674"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="3.72"/>					
												Mission 3: <input type="text" value="3.85"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not Applicable					
Frequency:		<input type="text" value="79"/>		<input type="text" value="401"/>		<input type="text" value="116"/>		<input type="text" value="59"/>		<input type="text" value="14"/>		<input type="text" value="5"/>					
Percentage:		<input type="text" value="11.72%"/>		<input type="text" value="59.50%"/>		<input type="text" value="17.21%"/>		<input type="text" value="8.75%"/>		<input type="text" value="2.08%"/>		<input type="text" value="0.74%"/>					

Primary Items

9. Our computer systems enable me to easily and quickly find the information I need.

Current Benchmarks						
Current Score:	3.54	2010 Score:	3.52	All Respondents:	3.64	
Standard Deviation:	1.02	2008 Score:	Not Available	Size Category 5:	3.54	
Number of Respondents:	677	2006 Score:	Not Available	Mission 3:	3.74	
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	83	351	112	97	28	6
Percentage:	12.26%	51.85%	16.54%	14.33%	4.14%	0.89%

10. Information systems are in place and accessible for me to get my job done.

Current Benchmarks						
Current Score:	3.79	2010 Score:	3.80	All Respondents:	3.87	
Standard Deviation:	0.85	2008 Score:	Not Available	Size Category 5:	3.78	
Number of Respondents:	676	2006 Score:	Not Available	Mission 3:	3.95	
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	97	413	99	48	14	5
Percentage:	14.35%	61.09%	14.64%	7.10%	2.07%	0.74%

11. I have a clear understanding about my work responsibilities.

Current Benchmarks						
Current Score:	4.38	2010 Score:	3.50	All Respondents:	4.23	
Standard Deviation:	0.78	2008 Score:	Not Available	Size Category 5:	4.22	
Number of Respondents:	676	2006 Score:	Not Available	Mission 3:	4.30	
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	343	274	29	24	4	2
Percentage:	50.74%	40.53%	4.29%	3.55%	0.59%	0.30%

12. My supervisor gives me specific feedback about my performance.

Current Benchmarks						
Current Score:	3.94	2010 Score:	3.59	All Respondents:	3.91	
Standard Deviation:	1.07	2008 Score:	Not Available	Size Category 5:	3.90	
Number of Respondents:	673	2006 Score:	Not Available	Mission 3:	4.04	
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	236	256	96	56	23	6
Percentage:	35.07%	38.04%	14.26%	8.32%	3.42%	0.89%

Primary Items

13. My supervisor recognizes outstanding work.

Current Score: <input type="text" value="3.92"/>						2010 Score: <input type="text" value="3.36"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="1.12"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="3.89"/>					
Number of Respondents: <input type="text" value="674"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="3.83"/>					
												Mission 3: <input type="text" value="4.00"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not		Applicable			
Frequency:		<input type="text" value="242"/>		<input type="text" value="251"/>		<input type="text" value="85"/>		<input type="text" value="63"/>		<input type="text" value="29"/>		<input type="text" value="4"/>					
Percentage:		<input type="text" value="35.91%"/>		<input type="text" value="37.24%"/>		<input type="text" value="12.61%"/>		<input type="text" value="9.35%"/>		<input type="text" value="4.30%"/>		<input type="text" value="0.59%"/>					

14. My supervisor gives me the opportunity to do my best work.

Current Score: <input type="text" value="4.03"/>						2010 Score: <input type="text" value="3.67"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="1.03"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="4.04"/>					
Number of Respondents: <input type="text" value="675"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="3.98"/>					
												Mission 3: <input type="text" value="4.12"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not		Applicable			
Frequency:		<input type="text" value="259"/>		<input type="text" value="262"/>		<input type="text" value="84"/>		<input type="text" value="46"/>		<input type="text" value="20"/>		<input type="text" value="4"/>					
Percentage:		<input type="text" value="38.37%"/>		<input type="text" value="38.81%"/>		<input type="text" value="12.44%"/>		<input type="text" value="6.81%"/>		<input type="text" value="2.96%"/>		<input type="text" value="0.59%"/>					

15. My supervisor is consistent when administering policies concerning employees.

Current Score: <input type="text" value="3.77"/>						2010 Score: <input type="text" value="3.73"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="1.21"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="3.75"/>					
Number of Respondents: <input type="text" value="673"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="3.72"/>					
												Mission 3: <input type="text" value="3.83"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not		Applicable			
Frequency:		<input type="text" value="211"/>		<input type="text" value="252"/>		<input type="text" value="86"/>		<input type="text" value="66"/>		<input type="text" value="49"/>		<input type="text" value="9"/>					
Percentage:		<input type="text" value="31.35%"/>		<input type="text" value="37.44%"/>		<input type="text" value="12.78%"/>		<input type="text" value="9.81%"/>		<input type="text" value="7.28%"/>		<input type="text" value="1.34%"/>					

16. I have a good understanding of our mission, vision, and strategic plan.

Current Score: <input type="text" value="4.15"/>						2010 Score: <input type="text" value="3.95"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="0.84"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="4.09"/>					
Number of Respondents: <input type="text" value="674"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="4.08"/>					
												Mission 3: <input type="text" value="4.07"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not		Applicable			
Frequency:		<input type="text" value="243"/>		<input type="text" value="329"/>		<input type="text" value="60"/>		<input type="text" value="31"/>		<input type="text" value="7"/>		<input type="text" value="4"/>					
Percentage:		<input type="text" value="36.05%"/>		<input type="text" value="48.81%"/>		<input type="text" value="8.90%"/>		<input type="text" value="4.60%"/>		<input type="text" value="1.04%"/>		<input type="text" value="0.59%"/>					

Primary Items

17. I understand the state, local, national, and global issues that impact the organization.

Current Score: <input type="text" value="4.08"/>						2010 Score: <input type="text" value="3.75"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="0.79"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="4.01"/>					
Number of Respondents: <input type="text" value="674"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="3.99"/>					
												Mission 3: <input type="text" value="3.96"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not		Applicable			
Frequency:		<input type="text" value="195"/>		<input type="text" value="362"/>		<input type="text" value="77"/>		<input type="text" value="28"/>		<input type="text" value="4"/>		<input type="text" value="8"/>					
Percentage:		<input type="text" value="28.93%"/>		<input type="text" value="53.71%"/>		<input type="text" value="11.42%"/>		<input type="text" value="4.15%"/>		<input type="text" value="0.59%"/>		<input type="text" value="1.19%"/>					

18. We work well with other parts of the institution.

Current Score: <input type="text" value="3.86"/>						2010 Score: <input type="text" value="3.64"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="0.94"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="3.92"/>					
Number of Respondents: <input type="text" value="672"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="3.85"/>					
												Mission 3: <input type="text" value="4.03"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not		Applicable			
Frequency:		<input type="text" value="161"/>		<input type="text" value="321"/>		<input type="text" value="114"/>		<input type="text" value="51"/>		<input type="text" value="13"/>		<input type="text" value="12"/>					
Percentage:		<input type="text" value="23.96%"/>		<input type="text" value="47.77%"/>		<input type="text" value="16.96%"/>		<input type="text" value="7.59%"/>		<input type="text" value="1.93%"/>		<input type="text" value="1.79%"/>					

19. We develop services to meet the needs of those we serve.

Current Score: <input type="text" value="4.13"/>						2010 Score: <input type="text" value="3.90"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="0.84"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="3.95"/>					
Number of Respondents: <input type="text" value="673"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="3.86"/>					
												Mission 3: <input type="text" value="4.04"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not		Applicable			
Frequency:		<input type="text" value="225"/>		<input type="text" value="327"/>		<input type="text" value="68"/>		<input type="text" value="24"/>		<input type="text" value="9"/>		<input type="text" value="20"/>					
Percentage:		<input type="text" value="33.43%"/>		<input type="text" value="48.59%"/>		<input type="text" value="10.10%"/>		<input type="text" value="3.57%"/>		<input type="text" value="1.34%"/>		<input type="text" value="2.97%"/>					

20. My work group uses the feedback from those we serve when making decisions.

Current Score: <input type="text" value="3.98"/>						2010 Score: <input type="text" value="3.80"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="0.92"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="3.82"/>					
Number of Respondents: <input type="text" value="674"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="3.70"/>					
												Mission 3: <input type="text" value="3.92"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not		Applicable			
Frequency:		<input type="text" value="196"/>		<input type="text" value="293"/>		<input type="text" value="109"/>		<input type="text" value="31"/>		<input type="text" value="12"/>		<input type="text" value="33"/>					
Percentage:		<input type="text" value="29.08%"/>		<input type="text" value="43.47%"/>		<input type="text" value="16.17%"/>		<input type="text" value="4.60%"/>		<input type="text" value="1.78%"/>		<input type="text" value="4.90%"/>					

Primary Items

21. My work group regularly uses performance data to improve the quality of our work.

Current Score: <input type="text" value="3.71"/>						2010 Score: <input type="text" value="3.33"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="0.99"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="3.59"/>					
Number of Respondents: <input type="text" value="670"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="3.56"/>					
												Mission 3: <input type="text" value="3.65"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not Applicable					
Frequency:		<input type="text" value="138"/>		<input type="text" value="268"/>		<input type="text" value="147"/>		<input type="text" value="67"/>		<input type="text" value="13"/>		<input type="text" value="37"/>					
Percentage:		<input type="text" value="20.60%"/>		<input type="text" value="40.00%"/>		<input type="text" value="21.94%"/>		<input type="text" value="10.00%"/>		<input type="text" value="1.94%"/>		<input type="text" value="5.52%"/>					

22. My work group's goals are consistently met or exceeded.

Current Score: <input type="text" value="3.95"/>						2010 Score: <input type="text" value="3.71"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="0.84"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="3.89"/>					
Number of Respondents: <input type="text" value="669"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="3.80"/>					
												Mission 3: <input type="text" value="3.97"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not Applicable					
Frequency:		<input type="text" value="163"/>		<input type="text" value="336"/>		<input type="text" value="117"/>		<input type="text" value="28"/>		<input type="text" value="7"/>		<input type="text" value="18"/>					
Percentage:		<input type="text" value="24.36%"/>		<input type="text" value="50.22%"/>		<input type="text" value="17.49%"/>		<input type="text" value="4.19%"/>		<input type="text" value="1.05%"/>		<input type="text" value="2.69%"/>					

23. Our institution is known for the quality of service we provide.

Current Score: <input type="text" value="3.86"/>						2010 Score: <input type="text" value="3.96"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="0.94"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="3.90"/>					
Number of Respondents: <input type="text" value="671"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="3.82"/>					
												Mission 3: <input type="text" value="4.13"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not Applicable					
Frequency:		<input type="text" value="161"/>		<input type="text" value="313"/>		<input type="text" value="127"/>		<input type="text" value="39"/>		<input type="text" value="16"/>		<input type="text" value="15"/>					
Percentage:		<input type="text" value="23.99%"/>		<input type="text" value="46.65%"/>		<input type="text" value="18.93%"/>		<input type="text" value="5.81%"/>		<input type="text" value="2.38%"/>		<input type="text" value="2.24%"/>					

24. My pay keeps pace with the cost of living.

Current Score: <input type="text" value="2.59"/>						2010 Score: <input type="text" value="2.61"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="1.19"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="2.54"/>					
Number of Respondents: <input type="text" value="670"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="2.36"/>					
												Mission 3: <input type="text" value="2.69"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not Applicable					
Frequency:		<input type="text" value="34"/>		<input type="text" value="139"/>		<input type="text" value="154"/>		<input type="text" value="187"/>		<input type="text" value="145"/>		<input type="text" value="11"/>					
Percentage:		<input type="text" value="5.07%"/>		<input type="text" value="20.75%"/>		<input type="text" value="22.99%"/>		<input type="text" value="27.91%"/>		<input type="text" value="21.64%"/>		<input type="text" value="1.64%"/>					

Primary Items

25. Salaries are competitive with similar jobs in the community or comparable institutions.

Current Benchmarks						
Current Score:	2.69	2010 Score:	2.73	All Respondents:	2.67	
Standard Deviation:	1.17	2008 Score:	Not Available	Size Category 5:	2.53	
Number of Respondents:	673	2006 Score:	Not Available	Mission 3:	2.80	
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	40	139	177	187	119	11
Percentage:	5.94%	20.65%	26.30%	27.79%	17.68%	1.63%

26. I feel I am paid fairly for the work I do.

Current Benchmarks						
Current Score:	2.96	2010 Score:	2.87	All Respondents:	2.89	
Standard Deviation:	1.15	2008 Score:	Not Available	Size Category 5:	2.70	
Number of Respondents:	671	2006 Score:	Not Available	Mission 3:	3.07	
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	47	206	174	157	85	2
Percentage:	7.00%	30.70%	25.93%	23.40%	12.67%	0.30%

27. My job meets my expectations.

Current Benchmarks						
Current Score:	3.71	2010 Score:	3.68	All Respondents:	3.66	
Standard Deviation:	0.98	2008 Score:	Not Available	Size Category 5:	3.57	
Number of Respondents:	671	2006 Score:	Not Available	Mission 3:	3.79	
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	125	329	130	67	19	1
Percentage:	18.63%	49.03%	19.37%	9.99%	2.83%	0.15%

28. My work environment supports a balance between work and personal life.

Current Benchmarks						
Current Score:	3.79	2010 Score:	3.59	All Respondents:	3.80	
Standard Deviation:	1.03	2008 Score:	Not Available	Size Category 5:	3.55	
Number of Respondents:	672	2006 Score:	Not Available	Mission 3:	3.75	
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	154	333	108	41	35	1
Percentage:	22.92%	49.55%	16.07%	6.10%	5.21%	0.15%

Primary Items

29. I feel my efforts count.

						Current Benchmarks	
Current Score:	3.81	2010 Score:	3.37	All Respondents:	3.80		
Standard Deviation:	1.10	2008 Score:	Not Available	Size Category 5:	3.68		
Number of Respondents:	670	2006 Score:	Not Available	Mission 3:	3.90		
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable	
Frequency:	189	295	90	59	36	1	
Percentage:	28.21%	44.03%	13.43%	8.81%	5.37%	0.15%	

30. The amount of work I am asked to do is reasonable.

						Current Benchmarks	
Current Score:	3.74	2010 Score:	3.57	All Respondents:	3.69		
Standard Deviation:	0.99	2008 Score:	Not Available	Size Category 5:	3.50		
Number of Respondents:	672	2006 Score:	Not Available	Mission 3:	3.78		
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable	
Frequency:	120	368	95	57	29	3	
Percentage:	17.86%	54.76%	14.14%	8.48%	4.32%	0.45%	

31. I feel a sense of pride when I tell people where I work.

						Current Benchmarks	
Current Score:	4.05	2010 Score:	3.97	All Respondents:	3.96		
Standard Deviation:	0.90	2008 Score:	Not Available	Size Category 5:	3.87		
Number of Respondents:	677	2006 Score:	Not Available	Mission 3:	4.11		
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable	
Frequency:	224	314	104	18	16	1	
Percentage:	33.09%	46.38%	15.36%	2.66%	2.36%	0.15%	

32. I feel the communication channels I must go through at work are reasonable.

						Current Benchmarks	
Current Score:	3.56	2010 Score:	3.39	All Respondents:	3.66		
Standard Deviation:	1.08	2008 Score:	Not Available	Size Category 5:	3.53		
Number of Respondents:	674	2006 Score:	Not Available	Mission 3:	3.69		
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable	
Frequency:	109	315	131	76	40	3	
Percentage:	16.17%	46.74%	19.44%	11.28%	5.93%	0.45%	

Primary Items

33. My work atmosphere encourages open and honest communication.

Current Score: <input type="text" value="3.53"/>						2010 Score: <input type="text" value="3.36"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="1.20"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="3.48"/>					
Number of Respondents: <input type="text" value="675"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="3.39"/>					
												Mission 3: <input type="text" value="3.62"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not Applicable					
Frequency:		<input type="text" value="139"/>		<input type="text" value="286"/>		<input type="text" value="99"/>		<input type="text" value="93"/>		<input type="text" value="56"/>		<input type="text" value="2"/>					
Percentage:		<input type="text" value="20.59%"/>		<input type="text" value="42.37%"/>		<input type="text" value="14.67%"/>		<input type="text" value="13.78%"/>		<input type="text" value="8.30%"/>		<input type="text" value="0.30%"/>					

34. Overall within the groups I work, there is good communication.

Current Score: <input type="text" value="3.62"/>						2010 Score: <input type="text" value="3.30"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="1.05"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="3.58"/>					
Number of Respondents: <input type="text" value="676"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="3.52"/>					
												Mission 3: <input type="text" value="3.68"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not Applicable					
Frequency:		<input type="text" value="125"/>		<input type="text" value="308"/>		<input type="text" value="124"/>		<input type="text" value="94"/>		<input type="text" value="24"/>		<input type="text" value="1"/>					
Percentage:		<input type="text" value="18.49%"/>		<input type="text" value="45.56%"/>		<input type="text" value="18.34%"/>		<input type="text" value="13.91%"/>		<input type="text" value="3.55%"/>		<input type="text" value="0.15%"/>					

35. The right information gets to the right people at the right time.

Current Score: <input type="text" value="3.31"/>						2010 Score: <input type="text" value="3.19"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="1.07"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="3.30"/>					
Number of Respondents: <input type="text" value="675"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="3.21"/>					
												Mission 3: <input type="text" value="3.41"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not Applicable					
Frequency:		<input type="text" value="67"/>		<input type="text" value="273"/>		<input type="text" value="178"/>		<input type="text" value="108"/>		<input type="text" value="46"/>		<input type="text" value="3"/>					
Percentage:		<input type="text" value="9.93%"/>		<input type="text" value="40.44%"/>		<input type="text" value="26.37%"/>		<input type="text" value="16.00%"/>		<input type="text" value="6.81%"/>		<input type="text" value="0.44%"/>					

36. I believe we communicate our mission effectively to the public.

Current Score: <input type="text" value="3.58"/>						2010 Score: <input type="text" value="3.54"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="1.02"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="3.76"/>					
Number of Respondents: <input type="text" value="676"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="3.56"/>					
												Mission 3: <input type="text" value="3.73"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not Applicable					
Frequency:		<input type="text" value="106"/>		<input type="text" value="289"/>		<input type="text" value="164"/>		<input type="text" value="63"/>		<input type="text" value="29"/>		<input type="text" value="25"/>					
Percentage:		<input type="text" value="15.68%"/>		<input type="text" value="42.75%"/>		<input type="text" value="24.26%"/>		<input type="text" value="9.32%"/>		<input type="text" value="4.29%"/>		<input type="text" value="3.70%"/>					

Primary Items

37. Our institution communicates well with our governing bodies (i.e. the legislature, the board of regents, etc.).

Current Benchmarks						
Current Score:	3.54	2010 Score:	3.59	All Respondents:	3.88	
Standard Deviation:	0.95	2008 Score:	Not Available	Size Category 5:	3.65	
Number of Respondents:	673	2006 Score:	Not Available	Mission 3:	3.89	
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	80	242	205	33	26	87
Percentage:	11.89%	35.96%	30.46%	4.90%	3.86%	12.93%

38. My institution shares appropriate information with the public.

Current Benchmarks						
Current Score:	3.69	2010 Score:	3.71	All Respondents:	3.94	
Standard Deviation:	0.86	2008 Score:	Not Available	Size Category 5:	3.73	
Number of Respondents:	670	2006 Score:	Not Available	Mission 3:	3.94	
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	87	314	173	26	17	53
Percentage:	12.99%	46.87%	25.82%	3.88%	2.54%	7.91%

39. We communicate effectively with other parts of the institution.

Current Benchmarks						
Current Score:	3.63	2010 Score:	3.58	All Respondents:	3.84	
Standard Deviation:	0.94	2008 Score:	Not Available	Size Category 5:	3.70	
Number of Respondents:	674	2006 Score:	Not Available	Mission 3:	3.87	
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	89	338	140	62	21	24
Percentage:	13.20%	50.15%	20.77%	9.20%	3.12%	3.56%

40. Given the type of work I do, my physical workplace meets my needs.

Current Benchmarks						
Current Score:	3.99	2010 Score:	3.52	All Respondents:	3.94	
Standard Deviation:	0.83	2008 Score:	Not Available	Size Category 5:	3.85	
Number of Respondents:	676	2006 Score:	Not Available	Mission 3:	4.00	
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	166	394	63	46	5	2
Percentage:	24.56%	58.28%	9.32%	6.80%	0.74%	0.30%

Primary Items

41. My workplace is well maintained.

Current Score: <input type="text" value="3.99"/>						2010 Score: <input type="text" value="3.95"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="0.81"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="3.82"/>					
Number of Respondents: <input type="text" value="674"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="3.69"/>					
												Mission 3: <input type="text" value="3.89"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not Applicable					
Frequency:		<input type="text" value="166"/>		<input type="text" value="375"/>		<input type="text" value="87"/>		<input type="text" value="36"/>		<input type="text" value="5"/>		<input type="text" value="5"/>					
Percentage:		<input type="text" value="24.63%"/>		<input type="text" value="55.64%"/>		<input type="text" value="12.91%"/>		<input type="text" value="5.34%"/>		<input type="text" value="0.74%"/>		<input type="text" value="0.74%"/>					

42. There are sufficient procedures to ensure the safety of employees in the workplace.

Current Score: <input type="text" value="4.09"/>						2010 Score: <input type="text" value="4.05"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="0.73"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="3.97"/>					
Number of Respondents: <input type="text" value="674"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="3.84"/>					
												Mission 3: <input type="text" value="4.06"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not Applicable					
Frequency:		<input type="text" value="178"/>		<input type="text" value="401"/>		<input type="text" value="65"/>		<input type="text" value="20"/>		<input type="text" value="4"/>		<input type="text" value="6"/>					
Percentage:		<input type="text" value="26.41%"/>		<input type="text" value="59.50%"/>		<input type="text" value="9.64%"/>		<input type="text" value="2.97%"/>		<input type="text" value="0.59%"/>		<input type="text" value="0.89%"/>					

43. I have adequate resources and equipment to do my job.

Current Score: <input type="text" value="3.95"/>						2010 Score: <input type="text" value="3.65"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="0.86"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="3.85"/>					
Number of Respondents: <input type="text" value="669"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="3.75"/>					
												Mission 3: <input type="text" value="3.91"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not Applicable					
Frequency:		<input type="text" value="158"/>		<input type="text" value="385"/>		<input type="text" value="68"/>		<input type="text" value="49"/>		<input type="text" value="8"/>		<input type="text" value="1"/>					
Percentage:		<input type="text" value="23.62%"/>		<input type="text" value="57.55%"/>		<input type="text" value="10.16%"/>		<input type="text" value="7.32%"/>		<input type="text" value="1.20%"/>		<input type="text" value="0.15%"/>					

44. The people I work with care about my personal well-being.

Current Score: <input type="text" value="4.02"/>						2010 Score: <input type="text" value="3.66"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="0.91"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="3.92"/>					
Number of Respondents: <input type="text" value="673"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="3.82"/>					
												Mission 3: <input type="text" value="4.04"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not Applicable					
Frequency:		<input type="text" value="209"/>		<input type="text" value="324"/>		<input type="text" value="92"/>		<input type="text" value="29"/>		<input type="text" value="15"/>		<input type="text" value="4"/>					
Percentage:		<input type="text" value="31.05%"/>		<input type="text" value="48.14%"/>		<input type="text" value="13.67%"/>		<input type="text" value="4.31%"/>		<input type="text" value="2.23%"/>		<input type="text" value="0.59%"/>					

Primary Items

45. I am encouraged to come up with ways to improve our services.

Current Score:		3.89	2010 Score:	3.80	Current Benchmarks	
Standard Deviation:	0.99	2008 Score:	Not Available	All Respondents:	3.84	
Number of Respondents:	673	2006 Score:	Not Available	Size Category 5:	3.74	
				Mission 3:	3.98	
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	185	299	106	48	19	16
Percentage:	27.49%	44.43%	15.75%	7.13%	2.82%	2.38%

46. I know how my work impacts others in the organization.

Current Score:		4.11	2010 Score:	3.66	Current Benchmarks	
Standard Deviation:	0.78	2008 Score:	Not Available	All Respondents:	4.11	
Number of Respondents:	671	2006 Score:	Not Available	Size Category 5:	4.05	
				Mission 3:	4.10	
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	200	365	70	20	6	10
Percentage:	29.81%	54.40%	10.43%	2.98%	0.89%	1.49%

47. I am encouraged to learn from my mistakes.

Current Score:		4.02	2010 Score:	3.72	Current Benchmarks	
Standard Deviation:	0.79	2008 Score:	Not Available	All Respondents:	4.00	
Number of Respondents:	671	2006 Score:	Not Available	Size Category 5:	3.95	
				Mission 3:	4.01	
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	172	364	88	27	5	15
Percentage:	25.63%	54.25%	13.11%	4.02%	0.75%	2.24%

48. There is a basic trust among employees and supervisors.

Current Score:		3.49	2010 Score:	3.03	Current Benchmarks	
Standard Deviation:	1.21	2008 Score:	Not Available	All Respondents:	3.42	
Number of Respondents:	672	2006 Score:	Not Available	Size Category 5:	3.34	
				Mission 3:	3.60	
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	137	263	120	89	59	4
Percentage:	20.39%	39.14%	17.86%	13.24%	8.78%	0.60%

Primary Items

49. When possible, decision making and control are given to employees doing the actual work.

Current Benchmarks						
Current Score:	3.51	2010 Score:	3.23	All Respondents:	3.49	
Standard Deviation:	1.18	2008 Score:	Not Available	Size Category 5:	3.40	
Number of Respondents:	671	2006 Score:	Not Available	Mission 3:	3.59	
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	127	281	106	98	50	9
Percentage:	18.93%	41.88%	15.80%	14.61%	7.45%	1.34%

50. An effort is made to get the opinions of people throughout the organization.

Current Benchmarks						
Current Score:	3.54	2010 Score:	3.47	All Respondents:	3.42	
Standard Deviation:	1.07	2008 Score:	Not Available	Size Category 5:	3.32	
Number of Respondents:	675	2006 Score:	Not Available	Mission 3:	3.54	
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	100	309	137	69	42	18
Percentage:	14.81%	45.78%	20.30%	10.22%	6.22%	2.67%

51. The people I work with treat each other with respect.

Current Benchmarks						
Current Score:	3.91	2010 Score:	3.71	All Respondents:	3.76	
Standard Deviation:	0.96	2008 Score:	Not Available	Size Category 5:	3.73	
Number of Respondents:	676	2006 Score:	Not Available	Mission 3:	3.94	
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	180	335	91	51	17	2
Percentage:	26.63%	49.56%	13.46%	7.54%	2.51%	0.30%

52. My institution works to attract, develop, and retain people with diverse backgrounds.

Current Benchmarks						
Current Score:	3.79	2010 Score:	3.62	All Respondents:	3.71	
Standard Deviation:	0.98	2008 Score:	Not Available	Size Category 5:	3.66	
Number of Respondents:	676	2006 Score:	Not Available	Mission 3:	3.78	
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	149	309	125	52	20	21
Percentage:	22.04%	45.71%	18.49%	7.69%	2.96%	3.11%

Primary Items

53. Every employee is valued.

						Current Benchmarks	
Current Score:	3.46	2010 Score:	3.56	All Respondents:	3.53		
Standard Deviation:	1.12	2008 Score:	Not Available	Size Category 5:	3.43		
Number of Respondents:	676	2006 Score:	Not Available	Mission 3:	3.62		
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable	
Frequency:	113	259	157	98	41	8	
Percentage:	16.72%	38.31%	23.22%	14.50%	6.07%	1.18%	

54. I believe I have a career with this institution.

						Current Benchmarks	
Current Score:	3.90	2010 Score:	3.90	All Respondents:	3.87		
Standard Deviation:	0.97	2008 Score:	Not Available	Size Category 5:	3.89		
Number of Respondents:	676	2006 Score:	Not Available	Mission 3:	4.03		
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable	
Frequency:	185	310	112	41	19	9	
Percentage:	27.37%	45.86%	16.57%	6.07%	2.81%	1.33%	

55. I have access to information about job opportunities, conferences, workshops, and training.

						Current Benchmarks	
Current Score:	4.14	2010 Score:	3.75	All Respondents:	3.92		
Standard Deviation:	0.73	2008 Score:	Not Available	Size Category 5:	3.97		
Number of Respondents:	675	2006 Score:	Not Available	Mission 3:	4.05		
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable	
Frequency:	195	394	53	16	6	11	
Percentage:	28.89%	58.37%	7.85%	2.37%	0.89%	1.63%	

56. Learning opportunities/training are made available to me so that I can do my job better.

						Current Benchmarks	
Current Score:	3.95	2010 Score:	3.72	All Respondents:	3.83		
Standard Deviation:	0.91	2008 Score:	Not Available	Size Category 5:	3.81		
Number of Respondents:	675	2006 Score:	Not Available	Mission 3:	3.98		
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable	
Frequency:	175	351	88	40	14	7	
Percentage:	25.93%	52.00%	13.04%	5.93%	2.07%	1.04%	

Primary Items

57. Learning opportunities/training are made available to me for personal growth/skills development.

Current Benchmarks						
Current Score:	3.87	2010 Score:	3.65	All Respondents:	3.67	
Standard Deviation:	0.93	2008 Score:	Not Available	Size Category 5:	3.62	
Number of Respondents:	673	2006 Score:	Not Available	Mission 3:	3.89	
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	157	345	94	54	13	10
Percentage:	23.33%	51.26%	13.97%	8.02%	1.93%	1.49%

58. Our administration effectively communicates important information.

Current Benchmarks						
Current Score:	3.67	2010 Score:	Not Available	All Respondents:	3.30	
Standard Deviation:	1.00	2008 Score:	Not Available	Size Category 5:	3.12	
Number of Respondents:	673	2006 Score:	Not Available	Mission 3:	3.26	
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	109	347	121	63	28	5
Percentage:	16.20%	51.56%	17.98%	9.36%	4.16%	0.74%

59. Our administration tries to be accessible and visible.

Current Benchmarks						
Current Score:	3.64	2010 Score:	Not Available	All Respondents:	3.59	
Standard Deviation:	1.01	2008 Score:	Not Available	Size Category 5:	3.38	
Number of Respondents:	675	2006 Score:	Not Available	Mission 3:	3.58	
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	110	332	135	64	30	4
Percentage:	16.30%	49.19%	20.00%	9.48%	4.44%	0.59%

60. I believe we will use the information from this survey to improve our performance.

Current Benchmarks						
Current Score:	3.53	2010 Score:	3.47	All Respondents:	3.48	
Standard Deviation:	1.10	2008 Score:	Not Available	Size Category 5:	3.38	
Number of Respondents:	671	2006 Score:	Not Available	Mission 3:	3.54	
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	114	281	155	66	45	10
Percentage:	16.99%	41.88%	23.10%	9.84%	6.71%	1.49%

Primary Items

61. I am satisfied with the opportunities I have to give feedback on my supervisor's performance.

Current Score: <input type="text" value="3.34"/>						2010 Score: <input type="text" value="3.25"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="1.26"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="3.37"/>					
Number of Respondents: <input type="text" value="673"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="3.28"/>					
												Mission 3: <input type="text" value="3.31"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not		Applicable			
Frequency:		<input type="text" value="121"/>		<input type="text" value="211"/>		<input type="text" value="130"/>		<input type="text" value="98"/>		<input type="text" value="71"/>		<input type="text" value="42"/>					
Percentage:		<input type="text" value="17.98%"/>		<input type="text" value="31.35%"/>		<input type="text" value="19.32%"/>		<input type="text" value="14.56%"/>		<input type="text" value="10.55%"/>		<input type="text" value="6.24%"/>					

62. My ideas and opinions count at work.

Current Score: <input type="text" value="3.72"/>						2010 Score: <input type="text" value="3.53"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="1.06"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="3.64"/>					
Number of Respondents: <input type="text" value="674"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="3.50"/>					
												Mission 3: <input type="text" value="3.75"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not		Applicable			
Frequency:		<input type="text" value="150"/>		<input type="text" value="306"/>		<input type="text" value="122"/>		<input type="text" value="52"/>		<input type="text" value="36"/>		<input type="text" value="8"/>					
Percentage:		<input type="text" value="22.26%"/>		<input type="text" value="45.40%"/>		<input type="text" value="18.10%"/>		<input type="text" value="7.72%"/>		<input type="text" value="5.34%"/>		<input type="text" value="1.19%"/>					

63. In my workplace, I believe people generally are treated fairly (i.e. without favoritism).

Current Score: <input type="text" value="3.44"/>						2010 Score: <input type="text" value="3.21"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="1.24"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="3.13"/>					
Number of Respondents: <input type="text" value="675"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="2.99"/>					
												Mission 3: <input type="text" value="3.14"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not		Applicable			
Frequency:		<input type="text" value="129"/>		<input type="text" value="268"/>		<input type="text" value="114"/>		<input type="text" value="91"/>		<input type="text" value="71"/>		<input type="text" value="2"/>					
Percentage:		<input type="text" value="19.11%"/>		<input type="text" value="39.70%"/>		<input type="text" value="16.89%"/>		<input type="text" value="13.48%"/>		<input type="text" value="10.52%"/>		<input type="text" value="0.30%"/>					

64. My performance is evaluated fairly.

Current Score: <input type="text" value="3.82"/>						2010 Score: <input type="text" value="3.83"/>						Current Benchmarks					
Standard Deviation: <input type="text" value="0.97"/>						2008 Score: <input type="text" value="Not Available"/>						All Respondents: <input type="text" value="3.81"/>					
Number of Respondents: <input type="text" value="675"/>						2006 Score: <input type="text" value="Not Available"/>						Size Category 5: <input type="text" value="3.73"/>					
												Mission 3: <input type="text" value="3.91"/>					
Response:		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Don't Know/Not		Applicable			
Frequency:		<input type="text" value="152"/>		<input type="text" value="336"/>		<input type="text" value="106"/>		<input type="text" value="50"/>		<input type="text" value="21"/>		<input type="text" value="10"/>					
Percentage:		<input type="text" value="22.52%"/>		<input type="text" value="49.78%"/>		<input type="text" value="15.70%"/>		<input type="text" value="7.41%"/>		<input type="text" value="3.11%"/>		<input type="text" value="1.48%"/>					

Primary Items

65. I am confident that if I report an ethics violation, it will be properly handled.

						Current Benchmarks	
Current Score:	3.79	2010 Score:	3.68	All Respondents:	3.82		
Standard Deviation:	1.07	2008 Score:	Not Available	Size Category 5:	3.69		
Number of Respondents:	677	2006 Score:	Not Available	Mission 3:	3.88		
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable	
Frequency:	166	308	101	51	35	16	
Percentage:	24.52%	45.49%	14.92%	7.53%	5.17%	2.36%	

66. Employees are generally ethical in my workplace.

						Current Benchmarks	
Current Score:	4.04	2010 Score:	3.97	All Respondents:	3.97		
Standard Deviation:	0.83	2008 Score:	Not Available	Size Category 5:	3.90		
Number of Respondents:	676	2006 Score:	Not Available	Mission 3:	4.12		
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable	
Frequency:	188	370	79	24	11	4	
Percentage:	27.81%	54.73%	11.69%	3.55%	1.63%	0.59%	

67. Harassment is not tolerated at my workplace.

						Current Benchmarks	
Current Score:	4.17	2010 Score:	4.07	All Respondents:	4.09		
Standard Deviation:	0.86	2008 Score:	Not Available	Size Category 5:	4.05		
Number of Respondents:	671	2006 Score:	Not Available	Mission 3:	4.16		
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable	
Frequency:	253	312	59	27	10	10	
Percentage:	37.70%	46.50%	8.79%	4.02%	1.49%	1.49%	

68. Within my workplace, there is a feeling of community.

						Current Benchmarks	
Current Score:	3.70	2010 Score:	3.59	All Respondents:	3.63		
Standard Deviation:	1.05	2008 Score:	Not Available	Size Category 5:	3.64		
Number of Respondents:	669	2006 Score:	Not Available	Mission 3:	3.85		
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable	
Frequency:	141	310	118	65	30	5	
Percentage:	21.08%	46.34%	17.64%	9.72%	4.48%	0.75%	

Primary Items

69. Benefits are comparable to those offered in similar jobs.

Current Score:		3.65	2010 Score:	3.57	Current Benchmarks	
Standard Deviation:		1.00	2008 Score:	Not Available	All Respondents:	3.75
Number of Respondents:		673	2006 Score:	Not Available	Size Category 5:	3.67
					Mission 3:	3.85
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	107	333	126	64	27	16
Percentage:	15.90%	49.48%	18.72%	9.51%	4.01%	2.38%

70. I understand my benefits plan.

Current Score:		3.94	2010 Score:	3.85	Current Benchmarks	
Standard Deviation:		0.73	2008 Score:	Not Available	All Respondents:	3.98
Number of Respondents:		676	2006 Score:	Not Available	Size Category 5:	3.92
					Mission 3:	4.04
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	112	448	74	29	6	7
Percentage:	16.57%	66.27%	10.95%	4.29%	0.89%	1.04%

71. Benefits can be selected to meet individual needs.

Current Score:		3.78	2010 Score:	3.50	Current Benchmarks	
Standard Deviation:		0.81	2008 Score:	Not Available	All Respondents:	3.88
Number of Respondents:		676	2006 Score:	Not Available	Size Category 5:	3.81
					Mission 3:	3.99
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	98	378	138	40	8	14
Percentage:	14.50%	55.92%	20.41%	5.92%	1.18%	2.07%

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.

Reported Data

Each additional item is returned with the item text and response data. The following definitions correspond to the items on the following pages.

Response Data

- **Current 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.
- **Number of Respondents** is the number of valid responses which includes those who selected 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.
- **Frequency** is the number of participants who selected each item (strongly agree, agree, etc.).
- **Percentage** is the percent of participants who selected each item (strongly agree, agree, etc.) 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 the averages, scores range from areas of strength to areas of concern. In general, most scores are between 3.25 and 3.75. 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

1. I have good understanding about how my work contributes to our mission, vision and goals.

Average Score: Standard Deviation: Number of Respondents:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	191	369	82	19	6	5
Percentage:	28.42%	54.91%	12.20%	2.83%	0.89%	0.74%

2. Merit pay is fairly distributed within my department/unit.

Average Score: Standard Deviation: Number of Respondents:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	94	186	170	109	60	54
Percentage:	13.97%	27.64%	25.26%	16.20%	8.92%	8.02%

3. Work that is done well is effectively recognized.

Average Score: Standard Deviation: Number of Respondents:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	112	296	138	83	38	5
Percentage:	16.67%	44.05%	20.54%	12.35%	5.65%	0.74%

4. My supervisor encourages my unit to plan, evaluate how we are doing, and improve our performance in an ongoing manner.

Average Score: Standard Deviation: Number of Respondents:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	172	280	114	59	30	17
Percentage:	25.60%	41.67%	16.96%	8.78%	4.46%	2.53%

5. The expectations for my job are clearly stated and effectively evaluated.

Average Score: Standard Deviation: Number of Respondents:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	143	347	95	66	19	5
Percentage:	21.19%	51.41%	14.07%	9.78%	2.81%	0.74%

Additional Items

6. Our institution invests in the skills of its employees.

Average Score: Standard Deviation: Number of Respondents:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	106	274	147	101	33	12
Percentage:	15.75%	40.71%	21.84%	15.01%	4.90%	1.78%

7. There is good alignment of goals throughout the organization.

Average Score: Standard Deviation: Number of Respondents:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	83	297	176	76	25	15
Percentage:	12.35%	44.20%	26.19%	11.31%	3.72%	2.23%

8. UNTHSC makes decisions based on our values (compassion, excellence, innovation, integrity, pride and teamwork).

Average Score: Standard Deviation: Number of Respondents:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	86	294	184	58	33	17
Percentage:	12.80%	43.75%	27.38%	8.63%	4.91%	2.53%

9. I am encouraged by my supervisor to participate in education and training opportunities.

Average Score: Standard Deviation: Number of Respondents:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	172	290	121	50	24	13
Percentage:	25.67%	43.28%	18.06%	7.46%	3.58%	1.94%

10. The results of institutional surveys are promptly communicated to me.

Average Score: Standard Deviation: Number of Respondents:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	67	255	208	83	28	31
Percentage:	9.97%	37.95%	30.95%	12.35%	4.17%	4.61%

Additional Items

11. We have made improvements based on the findings of previous assessments and surveys.

Average Score: Standard Deviation: Number of Respondents:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	70	228	221	60	21	73
Percentage:	10.40%	33.88%	32.84%	8.92%	3.12%	10.85%

12. My job aligns with the institution's overall goals.

Average Score: Standard Deviation: Number of Respondents:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	153	367	121	16	3	15
Percentage:	22.67%	54.37%	17.93%	2.37%	0.44%	2.22%

13. I apply the core values to my job.

Average Score: Standard Deviation: Number of Respondents:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	243	361	53	3	1	12
Percentage:	36.11%	53.64%	7.88%	0.45%	0.15%	1.78%

14. We are constantly improving our services.

Average Score: Standard Deviation: Number of Respondents:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	173	332	107	36	9	15
Percentage:	25.74%	49.40%	15.92%	5.36%	1.34%	2.23%

15. We know who our customers (those who we serve) are.

Average Score: Standard Deviation: Number of Respondents:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	225	344	52	24	6	24
Percentage:	33.33%	50.96%	7.70%	3.56%	0.89%	3.56%

Additional Items

16. We seem to be working toward the same goals.

Average Score: Standard Deviation: Number of Respondents:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	149	330	116	50	20	10
Percentage:	22.07%	48.89%	17.19%	7.41%	2.96%	1.48%

17. We balance our focus on both long-range and short-term goals.

Average Score: Standard Deviation: Number of Respondents:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	135	328	140	29	27	14
Percentage:	20.06%	48.74%	20.80%	4.31%	4.01%	2.08%

18. People who challenge the status quo are valued.

Average Score: Standard Deviation: Number of Respondents:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	79	207	205	90	73	22
Percentage:	11.69%	30.62%	30.33%	13.31%	10.80%	3.25%

19. We use feedback from those we serve to improve our performance.

Average Score: Standard Deviation: Number of Respondents:

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	142	318	135	38	20	22
Percentage:	21.04%	47.11%	20.00%	5.63%	2.96%	3.26%

Survey Constructs and Related Items

Dimension 1: Work Group

Supervision	Construct Score = 401	Avg	S.D.
11: I have a clear understanding about my work responsibilities.		4.38	0.78
12: My supervisor gives me specific feedback about my performance.		3.94	1.07
13: My supervisor recognizes outstanding work.		3.92	1.12
14: My supervisor gives me the opportunity to do my best work.		4.03	1.03
15: My supervisor is consistent when administering policies concerning employees.		3.77	1.21
Team	Construct Score = 386	Avg	S.D.
1: People in my work group cooperate to get the job done.		4.19	0.91
2: My work group is actively involved in making work processes more effective.		4.02	0.96
3: There is a real feeling of teamwork.		3.81	1.10
4: In my work group, I have an opportunity to participate in the goal setting process.		3.79	1.16
5: Work groups are trained to incorporate the opinions of each member.		3.50	1.17
Quality	Construct Score = 388	Avg	S.D.
20: My work group uses the feedback from those we serve when making decisions.		3.98	0.92
21: My work group regularly uses performance data to improve the quality of our work.		3.71	0.99
22: My work group's goals are consistently met or exceeded.		3.95	0.84
23: Our institution is known for the quality of service we provide.		3.86	0.94

Survey Constructs and Related Items

Dimension 2: Accommodations

Pay	Construct Score = 275	Avg	S.D.
24: My pay keeps pace with the cost of living.		2.59	1.19
25: Salaries are competitive with similar jobs in the community or comparable institutions.		2.69	1.17
26: I feel I am paid fairly for the work I do.		2.96	1.15
Benefits	Construct Score = 379	Avg	S.D.
69: Benefits are comparable to those offered in similar jobs.		3.65	1.00
70: I understand my benefits plan.		3.94	0.73
71: Benefits can be selected to meet individual needs.		3.78	0.81
Physical Environment	Construct Score = 401	Avg	S.D.
40: Given the type of work I do, my physical workplace meets my needs.		3.99	0.83
41: My workplace is well maintained.		3.99	0.81
42: There are sufficient procedures to ensure the safety of employees in the workplace.		4.09	0.73
43: I have adequate resources and equipment to do my job.		3.95	0.86

Survey Constructs and Related Items

Dimension 3: Organization

Strategic	Construct Score = 406	Avg	S.D.
16: I have a good understanding of our mission, vision, and strategic plan.		4.15	0.84
17: I understand the state, local, national, and global issues that impact the organization.		4.08	0.79
18: We work well with other parts of the institution.		3.86	0.94
19: We develop services to meet the needs of those we serve.		4.13	0.84
Diversity	Construct Score = 368	Avg	S.D.
50: An effort is made to get the opinions of people throughout the organization.		3.54	1.07
51: The people I work with treat each other with respect.		3.91	0.96
52: My institution works to attract, develop, and retain people with diverse backgrounds.		3.79	0.98
53: Every employee is valued.		3.46	1.12

Survey Constructs and Related Items

Dimension 4: Information

Information Systems	Construct Score = 371	Avg	S.D.
6: My work group uses the latest technology to communicate and interact.		3.76	0.96
7: The information available from our computer systems is reliable.		3.77	0.86
8: Overall, our computer information systems present information in an understandable way.		3.71	0.86
9: Our computer systems enable me to easily and quickly find the information I need.		3.54	1.02
10: Information systems are in place and accessible for me to get my job done.		3.79	0.85
Internal Communication	Construct Score = 351	Avg	S.D.
32: I feel the communication channels I must go through at work are reasonable.		3.56	1.08
33: My work atmosphere encourages open and honest communication.		3.53	1.20
34: Overall within the groups I work, there is good communication.		3.62	1.05
35: The right information gets to the right people at the right time.		3.31	1.07
External Communication	Construct Score = 361	Avg	S.D.
36: I believe we communicate our mission effectively to the public.		3.58	1.02
37: Our institution communicates well with our governing bodies (i.e. the legislature, the board of regents, etc.).		3.54	0.95
38: My institution shares appropriate information with the public.		3.69	0.86
39: We communicate effectively with other parts of the institution.		3.63	0.94

Survey Constructs and Related Items

Dimension 5: Personal

Employee Engagement	Construct Score = 384	Avg	S.D.
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44: The people I work with care about my personal well-being.		4.02	0.91
45: I am encouraged to come up with ways to improve our services.		3.89	0.99
46: I know how my work impacts others in the organization.		4.11	0.78
47: I am encouraged to learn from my mistakes.		4.02	0.79
48: There is a basic trust among employees and supervisors.		3.49	1.21
49: When possible, decision making and control are given to employees doing the actual work.		3.51	1.18

Employee Development	Construct Score = 397	Avg	S.D.
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54: I believe I have a career with this institution.		3.90	0.97
55: I have access to information about job opportunities, conferences, workshops, and training.		4.14	0.73
56: Learning opportunities/training are made available to me so that I can do my job better.		3.95	0.91
57: Learning opportunities/training are made available to me for personal growth/skills development.		3.87	0.93

Job Satisfaction	Construct Score = 382	Avg	S.D.
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27: My job meets my expectations.		3.71	0.98
28: My work environment supports a balance between work and personal life.		3.79	1.03
29: I feel my efforts count.		3.81	1.10
30: The amount of work I am asked to do is reasonable.		3.74	0.99
31: I feel a sense of pride when I tell people where I work.		4.05	0.90

Survey Climate Areas and Related Items

Climate/Atmosphere	Construct Score = 394	Avg	S.D.
67: Harassment is not tolerated at my workplace.		4.17	0.86
68: Within my workplace, there is a feeling of community.		3.70	1.05
Climate/Ethics	Construct Score = 392	Avg	S.D.
65: I am confident that if I report an ethics violation, it will be properly handled.		3.79	1.07
66: Employees are generally ethical in my workplace.		4.04	0.83
Climate/Fairness	Construct Score = 363	Avg	S.D.
63: In my workplace, I believe people generally are treated fairly (i.e. without favoritism).		3.44	1.24
64: My performance is evaluated fairly.		3.82	0.97
Climate/Feedback	Construct Score = 353	Avg	S.D.
60: I believe we will use the information from this survey to improve our performance.		3.53	1.10
61: I am satisfied with the opportunities I have to give feedback on my supervisor's performance.		3.34	1.26
62: My ideas and opinions count at work.		3.72	1.06
Climate/Management	Construct Score = 366	Avg	S.D.
58: Our administration effectively communicates important information.		3.67	1.00
59: Our administration tries to be accessible and visible.		3.64	1.01

Key to the Electronic Data Files (Excel format)

This key can be used to interpret the layout of the
763_Org_Items.xls, 763_OC1_Items.xls, and 763_OC2_Items.xls
 and the
763_Org_Additional_Items.xls, 763_OC1_Additional_Items.xls, and
763_OC2_Additional_Items.xls
 Microsoft Excel data files found on the returned disks.

763_Org_Items.xls lists the scores for each of the Survey Items for the organization as a whole. 763_OC1_Items.xls lists the scores for each of the Survey Items for each of the organizational categories filled in Organization Code Box # 2. 763_OC2_Items.xls lists the scores for each of the Survey Items for each of the organizational categories filled in Organization Code Box # 3. If an Organizational Category did not have five or more respondents no Survey Item scores will appear for that category.

763_Org_Additional_Items.xls lists the scores for each of the Additional Items for the organization as a whole. 763_OC1_Additional_Items.xls lists the scores for each of the Additional Items for each of the organizational categories filled in Organization Code Box # 2. 763_OC2_Additional_Items.xls lists the scores for each of the Additional Items for each of the organizational categories filled in Organization Code Box # 3. If an Organizational Category did not have five or more respondents no Additional Item scores will appear for that category.

Sample Data Excerpt*:

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
1	ID	NAME	ITEM_NO	ITEM_TEXT	SA_COUNT	SA_PCT	A_COUNT	A_PCT	N_COUNT	N_PCT	D_COUNT	D_PCT	SD_COUNT	SD_PCT	NA_COUNT	NA_PCT	RESPONSE_COUNT	AVG	STD_DEV	VR
2	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
3	111	Texas	1	We are	3	0.6	2	0.4	0	0	0	0	0	0	0	0	5	4.6	0.5	5
4	111	Texas	2	We are	2	0.4	1	0.2	2	0.4	0	0	0	0	0	0	5	4	0.5	5
5	111	Texas	3	Our goals	0	0	4	0.8	1	0.2	0	0	0	0	0	0	5	3.8	0.3	5

*This is sample has been formatted to allow it to fit on one page. Actual Data Files will not have the header column formatted at a 45 degree angle and will not have a sub-header row with letters "A"-"T".

Key:

A: "ID"

This column contains either the Organization's ID number or the Organizational Category Number.

C: "ITEM_NO"

This column contains the item number.

E, G, I, K, M, O: "R_COUNT"

These columns contain the number of respondents who selected response "R", where R=SA (Strongly Agree), A (Agree), N (Neutral), D (Disagree), SD (Strongly Disagree), or NA (Not Applicable/Don't Know).

Q: "RESPONSE_COUNT"

This column contains the total number of respondents to this item.

S: "STD_DEV"

This column contains the Standard Deviation of the responses Strongly Agree through Strongly Disagree as explained in the "AVG" definition.

B: "NAME"

This column contains either the Organization's Name or the Organizational Category Name.

D: "ITEM_TEXT"

This column contains the text of the item.

F, H, J, L, N, P: "R_PCT"

These columns contain the ratios of the number of respondents who selected response "R" (defined under "R_COUNT") to the total number of respondents for this item. Multiplying by 100 will yield the percent of respondents who selected response "R" out of the total number of respondents to this item.

R: "AVG"

This column contains the average score on this item. This is done by assigning values 5-1 to the responses Strongly Agree to Strongly Disagree respectively, summing these values for the item, and dividing by the total number of respondents who answered with a response Strongly Agree through Strongly Disagree.

T: "VR"

This column contains the number of "valid" responses; i.e. the number of respondents who selected responses Strongly Agree through Strongly Disagree. It is used as the number of respondents when computing the Average and Standard Deviation.

Key to the Electronic Data Files (Excel format)

This key can be used to interpret the layout of the
763_Org_Constructs.xls, 763_OC1_Constructs.xls, and 763_OC2_Constructs.xls
 Microsoft Excel data files found on the returned disks.

763_Org_Constructs.xls lists the scores for each of the Survey Constructs for the organization as a whole. 763_OC1_Constructs.xls lists the scores for each of the Survey Constructs for each of the organizational categories filled in Organization Code Box # 2. 763_OC2_Items.xls lists the scores for each of the Survey Constructs for each of the organizational categories filled in Organization Code Box # 3. If an Organizational Category did not have five or more respondents no Survey Construct scores will appear for that category.

Sample Data Excerpt:

	A	B	C	D	E
1	ID	NAME	CONS_NO	CONS_NAME	SCORE
2	250	Texas State Organization	1	Effectiveness	365
3	250	Texas State Organization	2	Fairness	338
4	250	Texas State Organization	3	Effectiveness	341
5	250	Texas State Organization	4	Diversity	353
6	250	Texas State Organization	5	Fair Pay	357
7	250	Texas State Organization	6	Work Setting	392

Key:

A: "ID"

This column contains either the Organization's ID number or the Organizational Category Number.

C: "CONS_NO"

This column contains the construct number.

E: "SCORE"

This column contains the score of the construct.

B: "NAME"

This column contains either the Organization's Name or the Organizational Category Name.

D: "CONS_NAME"

This column contains the text of the constructs.

Survey Customization Sheet

Organization Codes

1. In **Code Box 1**, all employees of the University of North Texas Health Science Center Fort Worth should fill in code **763**.

2. In **Code Box 2**,

Code	Code
101 Faculty	103 Staff

3. In **Code Box 3**,

Code	Code
201 Academic Affairs	203 Administration
205 Community Engagement	207 Finance
209 GSBS	211 Operations
213 Research	215 SHP
217 SPH	219 TCOM
221 UNT Health	

Additional Items

1. I have good understanding about how my work contributes to our mission, vision and goals.
2. Merit pay is fairly distributed within my department/unit.
3. Work that is done well is effectively recognized.
4. My supervisor encourages my unit to plan, evaluate how we are doing, and improve our performance in an ongoing manner.
5. The expectations for my job are clearly stated and effectively evaluated.
6. Our institution invests in the skills of its employees.
7. There is good alignment of goals throughout the organization.
8. UNTHSC makes decisions based on our values (compassion, excellence, innovation, integrity, pride and teamwork).
9. I am encouraged by my supervisor to participate in education and training opportunities.
10. The results of institutional surveys are promptly communicated to me.
11. We have made improvements based on the findings of previous assessments and surveys.
12. My job aligns with the institution's overall goals.
13. I apply the core values to my job.
14. We are constantly improving our services.
15. We know who our customers (those who we serve) are.
16. We seem to be working toward the same goals.
17. We balance our focus on both long-range and short-term goals.
18. People who challenge the status quo are valued.
19. We use feedback from those we serve to improve our performance.