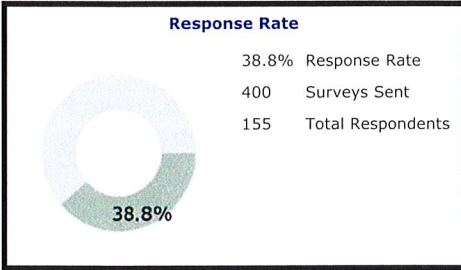
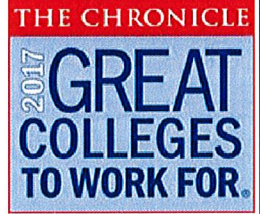


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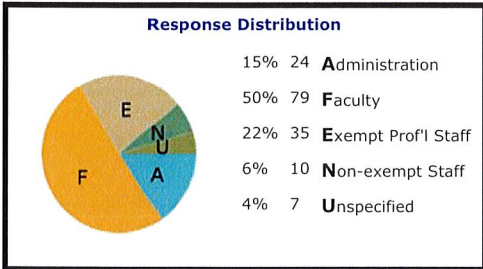
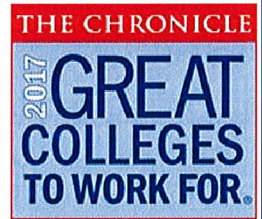


<b>Poor</b> 0% - 44%	<b>Warrants Attention</b> 45% - 54%	<b>Fair to Mediocre</b> 55% - 64%	<b>Good</b> 65% - 74%	<b>Very Good to Excellent</b> 75% - 100%
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	2017	2016	2017 Honor Roll 3,000-9,999	2017 Carnegie Master's
Job Satisfaction/Support	84%	84%	81%	73%
Teaching Environment	77%	79%	80%	69%
Professional Development	83%	82%	79%	71%
Compensation, Benefits & Work/Life Balance	72%	79%	78%	69%
Facilities	77%	81%	81%	74%
Policies, Resources & Efficiency	74%	73%	72%	61%
Shared Governance	80%	76%	75%	62%
Pride	84%	88%	85%	77%
Supervisors/Department Chairs	77%	81%	79%	75%
Senior Leadership	78%	77%	72%	62%
Faculty, Administration & Staff Relations	74%	69%	75%	61%
Communication	70%	71%	70%	61%
Collaboration	70%	71%	74%	64%
Fairness	73%	73%	72%	63%
Respect & Appreciation	69%	74%	76%	65%
<b>Survey Average</b>	<b>76%</b>	<b>77%</b>	<b>76%</b>	<b>67%</b>

\*Results in the first one or two columns (two if you participated in the program last year) of the table reflect your institution's average percent positive for each survey dimension, that is, the percentage of your faculty and staff that responded "Strongly Agree" or "Agree" to the statements comprising each dimension.

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**Topline Results by Job Category**



<b>Poor</b> 0% - 44%	<b>Warrants Attention</b> 45% - 54%	<b>Fair to Mediocre</b> 55% - 64%	<b>Good</b> 65% - 74%	<b>Very Good to Excellent</b> 75% - 100%
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	OVERALL	Administration	Faculty	Exempt Prof'l Staff	Non-exempt Staff
Job Satisfaction/Support	84%	89%	85%	78%	73%
Teaching Environment	77%	91%	74%	73%	72%
Professional Development	83%	82%	88%	77%	70%
Compensation, Benefits & Work/Life Balance	72%	91%	68%	69%	72%
Facilities	77%	91%	72%	81%	82%
Policies, Resources & Efficiency	74%	81%	73%	74%	70%
Shared Governance	80%	87%	84%	71%	65%
Pride	84%	92%	83%	82%	86%
Supervisors/Department Chairs	77%	81%	79%	75%	65%
Senior Leadership	78%	79%	85%	68%	61%
Faculty, Administration & Staff Relations	74%	79%	80%	66%	44%
Communication	70%	71%	73%	69%	54%
Collaboration	70%	82%	73%	64%	50%
Fairness	73%	81%	75%	69%	63%
Respect & Appreciation	69%	73%	69%	69%	67%
<b>Survey Average</b>	<b>76%</b>	<b>83%</b>	<b>77%</b>	<b>72%</b>	<b>66%</b>

\*Job Category response distributions have been truncated and may not total 100%. Please also note that data will not populate where there are fewer than five respondents.