ITEMS IN DEPTH
Responses to Item Statements

Report Title: Detail
Date of Survey: October, 2019

Alignment

Score: 4.54
max: 6.00

Statement: I love working for the university.
Score: 4.73
max: 6.00

Statement: Faculty's actions support the university's vision and strategic imperatives.
Score: 4.35
max: 6.00
**Career Growth**

Score: **4.13**  
max: 6.00

Statement: The university provides access to training/dev. resources I need to do my job well.  
Respondents: 129

Score: **3.31**  
max: 6.00

Statement: I understand what I need to do to be successful in my position.  
Respondents: 130

Score: **4.67**  
max: 6.00
**Career Growth**

**Statement:** The orientation process used by my dept./university preps. faculty to be successful.

*Score: 3.95*

*max: 6.00*

**Respondents:** 112

**Statement:** I feel I can accomplish my career objectives at the State System.

*Score: 4.16*

*max: 6.00*

**Respondents:** 131

**Statement:** I understand the tenure process at the State System.

*Score: 5.07*

*max: 6.00*

**Respondents:** 130
Career Growth

Statement: **I have the information and resources to manage my growth/learning effectively.**

Score: **3.63**

max: 6.00

Compared to last survey: **N/A**
Compared to national norm: **N/A**
Compared to facility average: **0.00**
Compared to system average: **-0.41**
**Collective Success**

Score: **3.94**  
max: 6.00

**Statement:** My team works well with other departments at this university.

Score: **4.33**  
max: 6.00

**Statement:** Faculty at the university treat each other with respect.

Score: **4.27**  
max: 6.00

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**Report Title:** Responses to Item Statements  
**Date of Survey:** October, 2019

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**Previous Survey**  
**Strength**  
**Needs Attention**  
**Key Driver**
**Collective Success**

**Statement:** People on my team communicate well with each other.

- **Score:** 4.19
- **max:** 6.00
- **Compared to last survey:** N/A
- **Compared to national norm:** N/A
- **Compared to facility average:** 0.00
- **Compared to system average:** -0.06

**Statement:** Faculty at the university work well together.

- **Score:** 4.19
- **max:** 6.00
- **Compared to last survey:** N/A
- **Compared to national norm:** N/A
- **Compared to facility average:** 0.00
- **Compared to system average:** -0.12

**Statement:** The university eliminates challenges/barriers so we can complete our work efficiently.

- **Score:** 2.92
- **max:** 6.00
- **Compared to last survey:** N/A
- **Compared to national norm:** N/A
- **Compared to facility average:** 0.00
- **Compared to system average:** -0.12

**Legend:**
- Previous Survey
- Strength
- Needs Attention
- Key Driver
ITEMS IN DEPTH
Responses to Item Statements

Report Title: Detail
Date of Survey: October, 2019

Collective Success

Statement: We make the success of the university, not just our respective programs, a priority.

Score: 3.74
max: 6.00

Compared to last survey: N/A
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.17

% of Responses

Previous Survey Strength Needs Attention Key Driver
ITEMS IN DEPTH
Responses to Item Statements

Report Title: Detail
Date of Survey: October, 2019

Efficiency

Score: 3.74
max: 6.00

Statement: We have enough employees in my department/university to do our jobs well.
Score: 3.45
max: 6.00

Statement: When my work becomes overwhelming, I am able to get the support I need.
Score: 3.46
max: 6.00

Respondents: 132
Respondents: 122

Previous Survey  Strength  Needs Attention  Key Driver
**Efficiency**

**Statement:** The teams I work on operate effectively.

- **Score:** 4.33
- **max:** 6.00

**Statement:** My workload is reasonable.

- **Score:** 3.73
- **max:** 6.00

**Statement:** Employees at the university collaborate well together to provide high quality work.

- **Score:** 4.21
- **max:** 6.00
**Efficiency**

**Statement:** We understand what success looks like for our university.

- **Score:** 3.76
- **max:** 6.00
- **Compared to last survey:** N/A
- **Compared to national norm:** N/A
- **Compared to facility average:** 0.00
- **Compared to system average:** -0.17

**Statement:** I have the tools and resources needed to do my work well.

- **Score:** 3.41
- **max:** 6.00
- **Compared to last survey:** N/A
- **Compared to national norm:** N/A
- **Compared to facility average:** 0.00
- **Compared to system average:** -0.32

**Statement:** Work demands at the university enable me to balance my personal and work life issues.

- **Score:** 3.67
- **max:** 6.00
- **Compared to last survey:** N/A
- **Compared to national norm:** N/A
- **Compared to facility average:** 0.00
- **Compared to system average:** +0.09
ITEMS IN DEPTH
Responses to Item Statements

Efficiency

Statement: My work processes allow me to move my work at a pace appropriate for its complexity.

Score: 3.81
max: 6.00

Compared to last survey: N/A
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: +0.01

Statement: There is effective sharing of information across teams with related goals.

Score: 3.57
max: 6.00

Compared to last survey: N/A
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.01
ITEMS IN DEPTH
Responses to Item Statements

Engagement

Score: 4.22
max: 6.00

% of Responses

Statement: I feel a strong sense of belonging to the university.

Score: 4.21
max: 6.00

% of Responses

Statement: I feel that I contribute to the university's strategic plan.

Score: 4.31
max: 6.00

% of Responses

Respondents: 131

Compared to last survey: N/A
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.15

Compared to last survey: N/A
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.08

Compared to last survey: N/A
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.17

Previous Survey  Strength  Needs Attention  Key Driver
**Engagement**

**Statement:** *I often leave work with a feeling of satisfaction about my job.*

**Score:** 4.34  
**max:** 6.00  
**Compared to last survey:** N/A  
**Compared to national norm:** N/A  
**Compared to facility average:** 0.00  
**Compared to system average:** -0.15

**Statement:** *I have not seriously considered leaving the university for another position.*

**Score:** 3.82  
**max:** 6.00  
**Compared to last survey:** N/A  
**Compared to national norm:** N/A  
**Compared to facility average:** 0.00  
**Compared to system average:** -0.30

**Statement:** *I understand how decisions are made that impact my work.*

**Score:** 3.26  
**max:** 6.00  
**Compared to last survey:** N/A  
**Compared to national norm:** N/A  
**Compared to facility average:** 0.00  
**Compared to system average:** -0.20
**ITMENS IN DEPTH**

**Responses to Item Statements**

**Engagement**

**Statement:** I am proud to work for the university.

- **Score:** 4.82
- **Max:** 6.00

**Compared to last survey:** N/A
**Compared to national norm:** N/A
**Compared to facility average:** 0.00
**Compared to system average:** -0.05

**Statement:** I would recommend employment at the university to my friends.

- **Score:** 4.22
- **Max:** 6.00

**Compared to last survey:** N/A
**Compared to national norm:** N/A
**Compared to facility average:** 0.00
**Compared to system average:** -0.18

**Statement:** I understand my university’s strategic plan.

- **Score:** 3.71
- **Max:** 6.00

**Compared to last survey:** N/A
**Compared to national norm:** N/A
**Compared to facility average:** 0.00
**Compared to system average:** -0.23
**Engagement**

Statement: *I am willing to put in effort beyond what is expected to help the university succeed.*

Score: **5.30**

max: 6.00

Compared to last survey: **5.30**
Compared to national norm: **5.30**
Compared to facility average: **5.30**
Compared to system average: **5.29**

Respondents: 131

% of Responses: 45.8% agree, 54.2% disagree.

**Previous Survey**  **Strength**  **Needs Attention**  **Key Driver**
Executive Leadership

Score: 3.41
max: 6.00

Statement: Exec. Leadership consults stakeholders at all levels of the org. around key decisions.

Score: 3.47
max: 6.00

Statement: Actions of the Executives give the System a competitive edge in the higher ed. field.

Score: 3.04
max: 6.00

Needs Attention:

- Previous Survey
- Strength
- Key Driver
Executive Leadership

Statement: The Executives do a good job communicating information about System objectives.

Score: 3.75
max: 6.00

% of Responses:

- Agree: 4.7%
- Neutral: 22.5%
- Disagree: 53.2%
- Strongly Disagree: 10.6%

Compared to last survey: N/A
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.01

Statement: Exec. Leadership Team does a good job of prioritizing initiatives across the universities.

Score: 3.40
max: 6.00

% of Responses:

- Agree: 2.2%
- Neutral: 14%
- Disagree: 37.2%
- Strongly Disagree: 21.3%

Compared to last survey: N/A
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.14
## Inclusion

**Score:** 3.98  
**max:** 6.00

**Statement:** My department encourages open/honest/respectful conversations in pursuit of our goals.

**Score:** 4.15  
**max:** 6.00

**Statement:** I believe different styles are valued by those with whom I work.

**Score:** 4.08  
**max:** 6.00
ITEMS IN DEPTH
Responses to Item Statements

Report Title:  Detail
Date of Survey: October, 2019

Inclusion

Statement: I trust the people with whom I work.

Score: 4.20
max: 6.00

Respondents: 132

Statement: I have the sense that I can succeed here while being true to who I am.

Score: 4.07
max: 6.00

Respondents: 129

Statement: All people are treated fairly at this university irrespective of differences (race, age, etc.)

Score: 3.79
max: 6.00

Respondents: 130
**Inclusion**

**Statement:** Our university encourages open/honest/respectful conversations in pursuit of our goals.

**Score:**
- **3.61**
- max: 6.00

**Compared to last survey:** N/A

**Compared to national norm:** N/A

**Compared to facility average:** 0.00

**Compared to system average:** -0.17
**Innovation**

Score: **3.47**  
max: 6.00

Statement: *I feel encouraged to come up with innovative solutions to work-related problems.*

Score: **3.84**  
max: 6.00

Statement: *The university has a climate where people can challenge our ways of doing things.*

Score: **3.21**  
max: 6.00
**Innovation**

**Statement:** Faculty are encouraged to take risks and try new approaches for greater impact.  

- **Score:** 3.16  
  - **max:** 6.00  

**Compared to last survey:** N/A  
**Compared to national norm:** N/A  
**Compared to facility average:** 0.00  
**Compared to system average:** -0.30

**Statement:** Faculty are encouraged to network across departments to find solutions to problems.  

- **Score:** 4.04  
  - **max:** 6.00

**Compared to last survey:** N/A  
**Compared to national norm:** N/A  
**Compared to facility average:** 0.00  
**Compared to system average:** -0.12

**Statement:** At the university failures are seen as opportunities for learning and growth.  

- **Score:** 3.08  
  - **max:** 6.00

**Compared to last survey:** N/A  
**Compared to national norm:** N/A  
**Compared to facility average:** 0.00  
**Compared to system average:** -0.26
Management Effectiveness

Score: 3.78
max: 6.00

Statement: My manager sets clear goals for my department.
Score: 3.29
max: 6.00

Statement: Dept. Chair/Head holds team accountable for behaviors/outcomes impacting univ.'s work.
Score: 4.06
max: 6.00

Respondents: 115
Respondents: 124

Key Driver

Needs Attention
Strength
Previous Survey

Compared to last survey:
N/A

Compared to national norm:
N/A

Compared to facility average:
0.00

Compared to system average:
-0.33

Compared to last survey:
N/A

Compared to national norm:
N/A

Compared to facility average:
0.00

Compared to system average:
-0.89

Compared to last survey:
N/A

Compared to national norm:
N/A

Compared to facility average:
0.00

Compared to system average:
-0.17
Management Effectiveness

Statement: My Department Chair/Head helps our team adapt to evolving work circumstances.

Score: 4.30
max: 6.00

% of Responses

Compared to last survey: N/A
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.31

Statement: I understand how the success of my department is measured.

Score: 3.64
max: 6.00

% of Responses

Compared to last survey: N/A
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.21

Statement: My Department Chair/Head models effective partnership with other leaders and teams.

Score: 4.46
max: 6.00

% of Responses

Compared to last survey: N/A
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.12

Previous Survey Strength Needs Attention Key Driver
Management Effectiveness

Statement: I understand how the success of my university is measured.

- Score: 3.55
- max: 6.00

Respondents: 130

Statement: I am given reasons for major changes that occur in my department.

- Score: 3.44
- max: 6.00

Respondents: 124

Statement: My Dean/Manager and I regularly talk about my performance.

- Score: 2.71
- max: 6.00

Respondents: 130
Management Effectiveness

Statement: *I am given reasons for major changes that occur in my university.*

Score: 3.28
max: 6.00

Compared to last survey: N/A
Compared to national norm: 3.28
Compared to facility average: 3.28
Compared to system average: -0.23

Statement: *I have opportunities to participate in decisions that affect my work.*

Score: 3.57
max: 6.00

Compared to last survey: N/A
Compared to national norm: 3.57
Compared to facility average: 3.57
Compared to system average: -0.26

Statement: *My Department Chair/Head recognizes my accomplishments.*

Score: 4.62
max: 6.00

Compared to last survey: N/A
Compared to national norm: 4.62
Compared to facility average: 4.62
Compared to system average: -0.15

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Previous Survey | Strength | Needs Attention | Key Driver
Management Effectiveness

Statement: My Department Chair/Head communicates well.

Score: 4.42
max: 6.00

Compared to last survey: N/A
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.19
ITEMS IN DEPTH
Responses to Item Statements

Report Title: Detail
Date of Survey: October, 2019

Recognition

Score: 4.12
max: 6.00

% of Responses

Statement: I feel as though my contributions are valued by my department.
Score: 4.58
max: 6.00

% of Responses

Statement: I feel as though my contributions are valued by my university.
Score: 3.66
max: 6.00

% of Responses

Compared to last survey: N/A
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.13

Compared to last survey: N/A
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.05

Compared to last survey: N/A
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.21

Previous Survey Strength Needs Attention Key Driver
ITEMS IN DEPTH
Responses to Item Statements

University Leadership

Score: 3.33
max: 6.00

Statement: The University Leadership Team provides a clear sense of direction.

Score: 3.35
max: 6.00

Statement: The University Ldrsp. Team communicates information about the university’s objectives.

Score: 3.50
max: 6.00

Respondents: 132

Gallagher
Insurance | Risk Management | Consulting

Date of Survey: October, 2019
University Leadership

Statement: The Univ. Leadership Team does a good job prioritizing initiatives across the university.

Score: 3.29
max: 6.00

Comparison:
- Compared to last survey: N/A
- Compared to national norm: N/A
- Compared to facility average: 0.00
- Compared to system average: -0.26

Statement: Univ. Leadership consults with stakeholders at all levels of the org. around key decisions.

Score: 3.19
max: 6.00

Comparison:
- Compared to last survey: N/A
- Compared to national norm: N/A
- Compared to facility average: 0.00
- Compared to system average: -0.18

Key Driver

Needs Attention