**Alignment**

**Score:**
- 4.54
- max: 6.00

**Statement:** I love working for the university.

**Score:**
- 4.83
- max: 6.00

**Statement:** Employees' actions support the university's vision and strategic imperatives.

**Score:**
- 4.25
- max: 6.00
**ITEMS IN DEPTH**

**Responses to Item Statements**

Report Title: **Detail**
Date of Survey: October, 2019

## Career Growth

**Score:**
- **3.90**
- max: 6.00

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

**Score:**
- **3.51**
- max: 6.00

**Statement:** *I understand what I need to do to be successful in my job.*

**Score:**
- **5.00**
- max: 6.00
ITEMS IN DEPTH
Responses to Item Statements

Report Title: Detail  Date of Survey: October, 2019

Career Growth

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

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: +0.15

% of Responses

Statement: The university has an environment that allows me to grow and develop professionally.

Score: 3.58
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

% of Responses

Statement: I feel my job is secure at the university.

Score: 3.83
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: -0.08

% of Responses

Previous Survey  Strength  Needs Attention  Key Driver
Career Growth

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

Score: **3.83**  
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

% of Responses:

- Agree: 55.1%
- Neutral: 29.4%
- Disagree: 12.8%
- Strongly Disagree: 5.7%
**Collective Success**

**Score:** 4.16  
**max:** 6.00

---

**Statement:** My team works well with other departments at this university.  
**Score:** 4.92  
**max:** 6.00

---

**Statement:** Employees at the university treat each other with respect.  
**Score:** 3.99  
**max:** 6.00

---

**Responses to Item Statements**

Report Title: Detail  
Date of Survey: October, 2019

---

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

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

Score: 4.24

max: 6.00

Statement: Employees at the university work well together.

Score: 4.20

max: 6.00

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

Score: 3.34

max: 6.00
Collective Success

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

Score: 4.30
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: +0.07
**Efficiency**

**Score:** 3.90  
**max:** 6.00

**Statement:** *We have enough employees in my department/university to do our jobs well.*  
**Score:** 2.84  
**max:** 6.00

**Statement:** *When my work becomes overwhelming, I am able to get the support I need.*  
**Score:** 3.88  
**max:** 6.00

---

### Previous Survey

- **Compared to last survey:** N/A
- **Compared to national norm:** N/A
- **Compared to facility average:** 0.00
- **Compared to system average:** -0.04

### Strength

- **Compared to last survey:** 3.90
- **Compared to national norm:** 3.90
- **Compared to facility average:** 3.90
- **Compared to system average:** 3.94

### Needs Attention

- **Compared to last survey:** 2.64
- **Compared to national norm:** 2.64
- **Compared to facility average:** 2.84
- **Compared to system average:** 2.92

### Key Driver

- **Compared to last survey:** 3.88
- **Compared to national norm:** 3.88
- **Compared to facility average:** 3.88
- **Compared to system average:** 3.93

---

**Report Title:** Detail  
**Date of Survey:** October, 2019
### Efficiency

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

- **Score:** 4.47
- **Max:** 6.00
- **Respondents:** 136

**Comparison:**
- Compared to last survey: N/A
- Compared to national norm: N/A
- Compared to facility average: 0.00
- Compared to system average: +0.03

**Percentage of Responses:**
- Agree: 47.5%
- Disagree: 13.5%

---

**Statement:** My workload is reasonable.

- **Score:** 3.67
- **Max:** 6.00
- **Respondents:** 138

**Comparison:**
- Compared to last survey: N/A
- Compared to national norm: N/A
- Compared to facility average: 0.00
- Compared to system average: -0.16

**Percentage of Responses:**
- Agree: 48.7%
- Disagree: 13.3%

---

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

- **Score:** 4.13
- **Max:** 6.00
- **Respondents:** 138

**Comparison:**
- Compared to last survey: N/A
- Compared to national norm: N/A
- Compared to facility average: 0.00
- Compared to system average: +0.04

**Percentage of Responses:**
- Agree: 38.4%
- Disagree: 11.3%

---

**Legend:**
- Previous Survey
- Strength
- Needs Attention
- Key Driver
**Efficiency**

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

**Score:** 4.11

**max:** 6.00

**% of Responses**

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
</tr>
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<tbody>
<tr>
<td>35.8%</td>
<td>29.2%</td>
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<tr>
<td>16.1%</td>
<td>8%</td>
</tr>
<tr>
<td>2.9%</td>
<td></td>
</tr>
</tbody>
</table>

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

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

**Compared to facility average:** 0.00

**Compared to system average:** -0.08

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

**Score:** 4.05

**max:** 6.00

**% of Responses**

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>34.2%</td>
<td>32.1%</td>
</tr>
<tr>
<td>12.4%</td>
<td>6%</td>
</tr>
<tr>
<td>6%</td>
<td>0.6%</td>
</tr>
</tbody>
</table>

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

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

**Compared to facility average:** 0.00

**Compared to system average:** -0.08

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

**Score:** 4.12

**max:** 6.00

**% of Responses**

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>40.8%</td>
<td>24.3%</td>
</tr>
<tr>
<td>7.4%</td>
<td>7.4%</td>
</tr>
<tr>
<td>9.0%</td>
<td></td>
</tr>
</tbody>
</table>

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

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

**Compared to facility average:** 0.00

**Compared to system average:** -0.04

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

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

Score: **4.07**

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: **-0.04**

---

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

Score: **3.68**

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**
ITEMS IN DEPTH
Responses to Item Statements

Report Title: Detail
Date of Survey: October, 2019

Engagement

Score: 4.35
max: 6.00

Statement: I feel a strong sense of belonging to the university.
Respondents: 138

Score: 4.27
max: 6.00

Statement: I feel that I contribute to the university's strategic plan.
Respondents: 133

Score: 4.48
max: 6.00
Engagement

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

Score: 4.21
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: -0.04

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

Score: 3.94
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: I understand how decisions are made that impact my work.

Score: 3.69
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: -0.03
**Engagement**

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

Score: **5.01**  
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:** *I would recommend employment at the university to my friends.*

Score: **4.24**  
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:** *I understand my university's strategic plan.*

Score: **3.96**  
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

---

**Legend:**  
- **Previous Survey**  
- **Strength**  
- **Needs Attention**  
- **Key Driver**
Engagement

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

Score: 5.31
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
Executive Leadership

Score: 3.78
max: 6.00

Statement: Exec. Leadership consults stakeholders at all levels of the org. around key decisions.
Respondents: 108

Score: 3.52
max: 6.00

Statement: Actions of the Executives give the System a competitive edge in the higher ed. field.
Respondents: 122

Score: 3.74
max: 6.00
Executive Leadership

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

- Score: 4.03
- 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: +0.08

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

- Score: 3.84
- 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
ITEMS IN DEPTH
Responses to Item Statements

Report Title: Detail
Date of Survey: October, 2019

Inclusion

Score:
4.08
max: 6.00

Statement: My department encourages open/honest/respectful conversations in pursuit of our goals.
Respondents: 137

Score:
4.20
max: 6.00

Statement: I believe different styles are valued by those with whom I work.
Respondents: 137

% of Responses

% of Responses

% of Responses

% of Responses

Compared to last survey: N/A
Compared to national norm: N/A
Compared to facility average: 0.00
Compared to system average: -0.11

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: -0.09

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

**Statement:** I trust the people with whom I work.

- **Score:** 4.13
- **max:** 6.00
- **% of Responses:**
  - Agree: 45.1%
  - Disagree: 54.9%

Compared to:
- Last survey: N/A
- National norm: N/A
- Facility average: 0.00
- System average: -0.20

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

- **Score:** 4.11
- **max:** 6.00
- **% of Responses:**
  - Agree: 42.1%
  - Disagree: 57.9%

Compared to:
- Last survey: N/A
- National norm: N/A
- Facility average: 0.00
- System average: -0.10

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

- **Score:** 3.99
- **max:** 6.00
- **% of Responses:**
  - Agree: 38%
  - Disagree: 62%

Compared to:
- Last survey: N/A
- National norm: N/A
- Facility average: 0.00
- System average: -0.12

**Report Title:** Detail
**Date of Survey:** October, 2019
Inclusion

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

Score: 3.84
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

Date of Survey: October, 2019

Innovation

Score: 3.84
max: 6.00

Statement: I feel encouraged to come up with innovative solutions to work-related problems.
Respondents: 136

Score: 4.37
max: 6.00

Statement: The university has a climate where people can challenge our ways of doing things.
Respondents: 135

Score: 3.53
max: 6.00

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

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

- Score: **3.32**  
- 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:** Employees are encouraged to network across departments to find solutions to problems.  

- Score: **4.33**  
- 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: +0.08

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

- Score: **3.65**  
- 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
ITEMS IN DEPTH
Responses to Item Statements

Management Effectiveness

Score: 4.06
max: 6.00

Statement: My manager sets clear goals for my department.

Score: 4.14
max: 6.00

Statement: My mgr. holds our team accountable for behaviors/outcomes that impact univ.'s work.

Score: 4.05
max: 6.00

Respondents: 135
Respondents: 136
**ITEMS IN DEPTH**

Responses to Item Statements

Report Title: Detail
Date of Survey: October, 2019

---

**Management Effectiveness**

**Statement:** My manager helps our team adapt to evolving work circumstances.

**Score:**
- **4.18**
- Max: 6.00

**比べ方***
- 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:** I understand how the success of my department is measured.

**Score:**
- **4.07**
- Max: 6.00

---

**Statement:** My manager models effective partnership with other leaders and teams.

**Score:**
- **4.46**
- Max: 6.00

---

**Acronyms**

- Previous Survey
- Strength
- Needs Attention
- Key Driver
**Management Effectiveness**

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

- **Score:** 4.01
- **max:** 6.00

**% of Responses**

- **AGREE:** 27.5%
- **DISAGREE:** 72.5%

- **Compared to last survey:** N/A
- **Compared to national norm:** N/A
- **Compared to facility average:** 0.00
- **Compared to system average:** -0.02

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

- **Score:** 3.66
- **max:** 6.00

**% of Responses**

- **AGREE:** 47.7%
- **DISAGREE:** 52.3%

- **Compared to last survey:** N/A
- **Compared to national norm:** N/A
- **Compared to facility average:** 0.00
- **Compared to system average:** -0.11

**Statement:** My manager and I regularly talk about my performance.

- **Score:** 4.19
- **max:** 6.00

**% of Responses**

- **AGREE:** 54.6%
- **DISAGREE:** 45.4%

- **Compared to last survey:** N/A
- **Compared to national norm:** N/A
- **Compared to facility average:** 0.00
- **Compared to system average:** +0.04
ITEMS IN DEPTH
Responses to Item Statements

Date of Survey: October, 2019

Management Effectiveness

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

- Score: 3.56
- 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: 0.00

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

- 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: -0.08

Statement: My supervisor recognizes my accomplishments.

- Score: 4.47
- 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: -0.14
### Management Effectiveness

**Statement:** My manager communicates well.

- **Score:** 4.20
- **max:** 6.00

![Percentage of Responses Chart](chart.png)

<table>
<thead>
<tr>
<th>Compared to</th>
<th>N/A</th>
<th>N/A</th>
<th>0.00</th>
<th>-0.12</th>
</tr>
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<tr>
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<tr>
<td>national norm</td>
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<tr>
<td>facility average</td>
<td></td>
<td></td>
<td>4.20</td>
<td></td>
</tr>
<tr>
<td>system average</td>
<td></td>
<td></td>
<td>4.32</td>
<td>4.20</td>
</tr>
</tbody>
</table>

**Respondents:** 137
ITEMS IN DEPTH
Responses to Item Statements

Date of Survey: October, 2019

Recognition

Score: 4.10
max: 6.00

Statement: I feel as though my contributions are valued by my department.
Respondents: 138

Score: 4.35
max: 6.00

Statement: I feel as though my contributions are valued by my university.
Respondents: 137

Score: 3.85
max: 6.00

Previous Survey Strength Needs Attention Key Driver
University Leadership

Score: 3.64
max: 6.00

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

Respondents: 133

Score: 3.71
max: 6.00

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

Respondents: 135

Score: 3.69
max: 6.00
University Leadership

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

Score: 3.53
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: -0.17

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

Score: 3.63
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: +0.04