

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

Average All Statements (1 - 30)

Your Overall (4292) 3.73	26.6%	37.1%	23.6%	7.9%	4.9%
SHRA (2030) 3.71	25.2%	38.1%	23.9%	7.7%	5.1%
EHRA Non-Faculty (1036) 3.79	28.2%	36.8%	24.1%	7.4%	3.4%
Faculty (1226) 3.71	27.5%	35.7%	22.7%	8.5%	5.5%

1. My job makes good use of my skills and abilities.

Your Overall (4289) 4.04	36.8%	39.4%	17.3%	4.2%	2.4%
SHRA (2029) 3.88	29.6%	40.8%	20.9%	5.5%	3.3%
EHRA Non-Faculty (1035) 4.17	40.8%	40.6%	14.7%	2.7%	1.3%
Faculty (1225) 4.2	45.4%	36%	13.4%	3.3%	2%

2. I am given the responsibility and freedom to do my job.

Your Overall (4290) 4.24	47.2%	36.2%	12.2%	2.5%	1.9%
SHRA (2029) 4.19	44.4%	37.9%	12.4%	2.7%	2.6%
EHRA Non-Faculty (1036) 4.35	52.9%	32.4%	12%	2%	0.7%
Faculty (1225) 4.25	47.2%	36.4%	12.2%	2.4%	1.8%

3. My supervisor/department chair makes their expectations clear.

Your Overall (4283) 4	37.1%	37.9%	16.7%	4.9%	3.5%
SHRA (2028) 3.98	35.9%	38.5%	16.8%	5%	3.7%
EHRA Non-Faculty (1035) 4.09	39.9%	37.6%	16.4%	3.9%	2.2%
Faculty (1220) 3.97	36.7%	37%	16.7%	5.5%	4%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

4. I understand how my job contributes to this institution's mission.

Your Overall (4286) 4.32	47.6%	40.7%	8.5%	2.2%	1%
SHRA (2025) 4.28	44.2%	44%	8.7%	2%	1%
EHRA Non-Faculty (1036) 4.42	53.1%	38.4%	6.5%	1.5%	0.5%
Faculty (1225) 4.28	48.4%	37.2%	9.8%	3.2%	1.4%

5. I am given the opportunity to develop my skills at this institution.

Your Overall (4290) 3.91	34.5%	35.3%	20.7%	5.8%	3.8%
SHRA (2030) 3.8	31.2%	34%	23.1%	6.7%	5%
EHRA Non-Faculty (1036) 4.02	36.5%	38%	18.5%	4.7%	2.2%
Faculty (1224) 4	38.1%	35%	18.6%	5.1%	3.3%

6. I receive feedback from my supervisor/department chair that helps me.

Your Overall (4230) 3.8	29.2%	37.8%	21.3%	7.5%	4.2%
SHRA (1999) 3.85	30.4%	39.2%	19.8%	6.6%	4.1%
EHRA Non-Faculty (1021) 3.92	32%	39.4%	20.4%	5.4%	2.8%
Faculty (1210) 3.62	24.9%	34.3%	24.5%	10.8%	5.5%

7. When I offer a new idea, I believe it will be fully considered.

Your Overall (4230) 3.78	29.5%	35.2%	23.1%	8%	4.2%
SHRA (1994) 3.7	26.9%	35.6%	23.8%	8.6%	5.1%
EHRA Non-Faculty (1024) 4.04	38.1%	35.6%	19.8%	4.9%	1.6%
Faculty (1212) 3.68	26.7%	34.2%	24.6%	9.6%	5%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

8. Promotions in my department are based on a person's performance.

Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (3794) 3.35	19.2%	31.8%	25.5%	11.5%	11.9%
SHRA (1746) 3.06	13.9%	27.8%	26.3%	14%	18%
EHRA Non-Faculty (878) 3.44	21.1%	31.2%	27.2%	11.7%	8.8%
Faculty (1170) 3.71	25.7%	38.3%	23%	7.7%	5.3%

9. In my department, we are adapting well to changes in work conditions due to the Covid-19 pandemic.

Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (4218) 4.09	38.6%	40%	14.9%	4.1%	2.3%
SHRA (1992) 4.11	40.7%	38.7%	14.4%	3.7%	2.6%
EHRA Non-Faculty (1013) 4.21	43.7%	39.4%	12.1%	3.4%	1.4%
Faculty (1213) 3.94	31%	42.9%	18.1%	5.4%	2.7%

10. My supervisor/department chair shows genuine interest in my well-being.

Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (4240) 4.17	48.8%	31.1%	12.3%	3.6%	4.2%
SHRA (2000) 4.13	47.1%	31.9%	12.8%	3.7%	4.6%
EHRA Non-Faculty (1023) 4.33	55.6%	29.7%	9.3%	3.1%	2.2%
Faculty (1217) 4.08	45.9%	31%	14%	3.9%	5.3%

11. At work, I know where to go for help with my mental or emotional well-being.

Response	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
Your Overall (4108) 3.69	21.6%	45.7%	17.2%	11%	4.4%
SHRA (1951) 3.66	20.8%	46.2%	16.6%	11.4%	5.1%
EHRA Non-Faculty (998) 3.77	20.9%	49.6%	17.2%	9.5%	2.7%
Faculty (1159) 3.68	23.6%	41.6%	18.3%	11.6%	4.8%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

12. The work I do is meaningful to me.

Your Overall (4230) 4.16	42.3%	38%	15.1%	3.1%	1.5%
SHRA (1993) 3.98	33.2%	41.7%	18%	4.5%	2.7%
EHRA Non-Faculty (1022) 4.22	43.1%	39.3%	14.9%	2.3%	0.5%
Faculty (1215) 4.41	56.6%	30.9%	10.5%	1.5%	0.6%

13. My supervisor/department chair is consistent and fair.

Your Overall (4209) 3.99	38.4%	36.3%	16.1%	4.7%	4.5%
SHRA (1985) 3.94	36.2%	37.2%	16.6%	4.7%	5.3%
EHRA Non-Faculty (1014) 4.12	42.5%	36.2%	15%	3.6%	2.8%
Faculty (1210) 3.98	38.8%	34.8%	16.4%	5.5%	4.6%

14. In my department, we welcome diversity in all of its forms.

Your Overall (4211) 4.13	42.9%	36.3%	14.4%	3.8%	2.6%
SHRA (1982) 4.15	41.9%	39.4%	13.1%	3%	2.6%
EHRA Non-Faculty (1019) 4.22	45.9%	35.4%	14.8%	2.1%	1.8%
Faculty (1210) 4.02	42%	31.8%	16.3%	6.5%	3.4%

15. I feel a sense of belonging at this institution.

Your Overall (4221) 3.68	25.1%	35.7%	25.9%	8.7%	4.5%
SHRA (1987) 3.63	23%	36.1%	27.1%	8.8%	5%
EHRA Non-Faculty (1020) 3.77	26.3%	37.5%	25.7%	8.3%	2.2%
Faculty (1214) 3.68	27.7%	33.4%	24.1%	9.1%	5.8%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

16. Senior leadership provides a clear direction for this institution's future.

Your Overall (4139) 3.32	12.7%	34.6%	32.8%	12.1%	7.8%
SHRA (1942) 3.37	12.6%	36.3%	33.4%	10.9%	6.8%
EHRA Non-Faculty (994) 3.38	13.2%	34.4%	35.1%	11.7%	5.6%
Faculty (1203) 3.21	12.5%	32.1%	30%	14.5%	11%

17. This institution takes appropriate steps to protect the health and safety of faculty, staff and students.

Your Overall (4189) 3.56	19%	38.6%	27.7%	8.8%	5.9%
SHRA (1972) 3.6	18.8%	40.6%	27.8%	7.3%	5.5%
EHRA Non-Faculty (1009) 3.57	19.2%	37.6%	28.9%	10%	4.3%
Faculty (1208) 3.48	19.2%	36%	26.6%	10.3%	7.9%

18. At this institution, we discuss and debate issues respectfully to get better results.

Your Overall (4094) 3.38	13.5%	34.1%	34.9%	11.8%	5.6%
SHRA (1905) 3.4	12.7%	36.6%	34.3%	11.2%	5.2%
EHRA Non-Faculty (991) 3.39	12.9%	32.8%	38.3%	11.9%	4%
Faculty (1198) 3.34	15.3%	31.3%	33%	12.9%	7.6%

19. There's a sense that we're all on the same team at this institution.

Your Overall (4175) 3.13	11.4%	27.6%	34%	16.5%	10.4%
SHRA (1959) 3.14	10.9%	28.9%	33.3%	16.8%	10.1%
EHRA Non-Faculty (1007) 3.16	11.3%	26.7%	36.5%	17.6%	7.8%
Faculty (1209) 3.1	12.4%	26.3%	33%	15.1%	13.2%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

20. This institution's policies and practices ensure fair treatment for faculty, administration and staff.

Your Overall (4153) 3.19	12.3%	28.5%	34.4%	14.9%	9.8%
SHRA (1950) 3.16	11.4%	28.5%	35%	14.7%	10.4%
EHRA Non-Faculty (1001) 3.18	11.3%	28.3%	35.9%	16.6%	8%
Faculty (1202) 3.23	14.7%	28.7%	32.3%	13.9%	10.4%

21. This institution has communicated clear policies and guidelines to assist faculty/staff during the Covid-19 pandemic.

Your Overall (4155) 3.77	24.4%	42.6%	22.5%	6.7%	3.8%
SHRA (1951) 3.8	24.9%	43%	22.9%	5.8%	3.4%
EHRA Non-Faculty (1000) 3.77	23.3%	43%	24.7%	5.6%	3.4%
Faculty (1204) 3.72	24.5%	41.5%	20%	9.2%	4.7%

22. Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).

Your Overall (2381) 3.61	17.7%	44%	25.7%	7.2%	5.5%
SHRA (810) 3.7	17.9%	46.7%	25.8%	6.4%	3.2%
EHRA Non-Faculty (445) 3.67	18.2%	45.6%	25.6%	5.6%	4.9%
Faculty (1126) 3.53	17.4%	41.4%	25.6%	8.3%	7.3%

23. There is appropriate recognition of innovative and high quality teaching.

Your Overall (2624) 3.63	16.8%	45.4%	25.6%	8.2%	4%
SHRA (965) 3.71	16.1%	50.3%	25.5%	5.4%	2.8%
EHRA Non-Faculty (528) 3.66	17.4%	44.3%	27.7%	8.1%	2.5%
Faculty (1131) 3.54	17.2%	41.8%	24.7%	10.5%	5.8%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

24. We are making good and measurable progress towards becoming a more diverse and inclusive institution.

Your Overall (3999) 3.4	14%	35.1%	34.1%	10.9%	6%
SHRA (1840) 3.44	13.5%	37%	34.8%	9.8%	5%
EHRA Non-Faculty (973) 3.25	10.3%	30.8%	39.3%	13.4%	6.3%
Faculty (1186) 3.46	17.8%	35.7%	28.8%	10.5%	7.3%

25. This institution has clear and effective procedures for dealing with discrimination.

Your Overall (3915) 3.46	15.3%	38.5%	29.2%	11%	5.9%
SHRA (1812) 3.47	14.6%	40.3%	28.6%	10.9%	5.6%
EHRA Non-Faculty (952) 3.41	13.8%	36.7%	32.4%	11.7%	5.6%
Faculty (1151) 3.49	17.7%	37.3%	27.6%	10.7%	6.7%

26. My institution is committed to building a culture that actively promotes diversity and inclusion for students, faculty, and staff. (Diversity and inclusion means the intentional efforts undertaken to create an institutional culture and a working and learning environment that offers acceptance, support, and respect for a diversity of individuals.)

Your Overall (4082) 3.57	17.7%	39%	30.3%	7.9%	5%
SHRA (1897) 3.6	16.9%	42.1%	29.7%	6.9%	4.4%
EHRA Non-Faculty (993) 3.48	15.4%	35.1%	36%	8.8%	4.7%
Faculty (1192) 3.58	21%	37.3%	26.6%	9%	6.1%

27. This institution is taking appropriate action in response to the Covid-19 pandemic.

Your Overall (4142) 3.78	23.2%	44.3%	23.6%	5.5%	3.4%
SHRA (1940) 3.79	23%	44.4%	24.6%	4.8%	3.1%
EHRA Non-Faculty (1004) 3.78	22.1%	45.4%	24%	5.7%	2.8%
Faculty (1198) 3.77	24.5%	43.2%	21.5%	6.5%	4.3%

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

28. This institution is well run.

Your Overall (4113) 3.32	10.7%	34.1%	38.2%	10.1%	6.9%
SHRA (1923) 3.33	10.7%	34.5%	38.6%	9.4%	6.8%
EHRA Non-Faculty (995) 3.35	10.4%	34.4%	40.5%	9.7%	5%
Faculty (1195) 3.26	10.9%	33.3%	35.6%	11.5%	8.6%

29. This institution's culture is special - something you don't find just anywhere.

Your Overall (4053) 3.39	15.4%	34.5%	30.1%	13.6%	6.4%
SHRA (1892) 3.37	14.7%	35%	29.5%	13.8%	7%
EHRA Non-Faculty (976) 3.44	16.3%	34.4%	30.9%	13.3%	5%
Faculty (1185) 3.39	15.8%	33.8%	30.4%	13.4%	6.7%

30. All things considered, this is a great place to work.

Your Overall (4145) 3.7	21%	40.8%	28.5%	6.4%	3.3%
SHRA (1946) 3.68	20.3%	40.9%	29.3%	5.7%	3.8%
EHRA Non-Faculty (1002) 3.76	21.3%	42.7%	28.7%	5.7%	1.6%
Faculty (1197) 3.66	21.7%	39.1%	26.9%	8.4%	3.9%