Section 1: Campus Culture and Policies

RATE IMPORTANCE (1 = "Not important at all" / 5 = "Very important") AND SATISFACTION (1 = "Not satisfied at all" / 5 = "Very satisfied")	IMPORTANCE			SATISFACTION			GAP
	Mean	Standard Deviation	Valid Respondents	Mean	Standard Deviation	Valid Respondents	
This institution promotes excellent employee-student relationships	4.57	0.67	265	3.14	1.07	265	1.43
This institution treats students as its top priority	4.70	0.63	266	2.82	1.07	267	1.88
This institution does a good job of meeting the needs of students	4.64	0.69	265	2.83	0.95	265	1.82
The mission, purpose, and values of this institution are well understood by most employees	4.18	0.79	264	2.59	1.08	264	1.59
Most employees are generally supportive of the mission, purpose, and values of this institution	4.26	0.69	263	2.99	1.07	262	1.27
The goals and objectives of this institution are consistent with its mission and values	4.35	0.76	261	2.53	1.03	259	1.82
This institution involves its employees in planning for the future	4.43	0.87	262	2.03	1.06	263	2.40
This institution plans carefully	4.48	0.83	261	1.98	1.04	262	2.49
The leadership of this institution has a clear sense of purpose	4.49	0.81	257	2.14	1.14	257	2.36
This institution does a good job of meeting the needs of its faculty	4.22	0.85	263	2.41	1.09	263	1.81
This institution does a good job of meeting the needs of staff	4.28	0.81	262	2.24	0.99	259	2.04
This institution does a good job of meeting the needs of administrators	3.76	0.87	259	3.15	1.16	248	0.61
This institution makes sufficient budgetary resources available to achieve important objectives	4.52	0.72	262	2.05	1.01	262	2.47
This institution makes sufficient staff resources available to achieve important objectives	4.37	0.80	261	2.11	1.01	259	2.26
There are effective lines of communication between departments	4.33	0.75	257	2.43	0.99	258	1.90
Administrators share information regularly with faculty and staff	4.49	0.71	258	2.24	1.09	259	2.25
There is good communication between the faculty and the administration at this institution	4.50	0.72	256	2.06	1.08	255	2.44
There is good communication between staff and the administration at this institution	4.42	0.76	252	2.26	1.12	247	2.16
Faculty take pride in their work	4.61	0.58	256	3.97	0.90	256	0.64
Staff take pride in their work	4.55	0.64	258	3.84	0.96	258	0.71
Administrators take pride in their work	4.44	0.73	255	3.00	1.16	251	1.44
There is a spirit of teamwork and cooperation at this institution	4.54	0.77	258	1.98	1.10	258	2.56
The reputation of this institution continues to improve	4.36	0.74	255	2.53	1.09	257	1.83
This institution is well-respected in the community	4.54	0.61	256	2.88	1.04	258	1.65
Efforts to improve quality are paying off at this institution	4.32	0.78	254	2.45	1.07	255	1.87
Employee suggestions are used to improve our institution	4.21	0.79	254	2.07	1.10	255	2.15
This institution consistently follows clear processes for selecting new employees	4.31	0.77	249	2.58	1.21	250	1.73
This institution consistently follows clear processes for orienting and training new employees	4.31	0.81	252	2.34	1.14	252	1.97
This institution consistently follows clear processes for recognizing employee achievements	3.87	0.96	251	2.45	1.07	250	1.42
This institution has written procedures that clearly define who is responsible for each operation and service	4.22	0.82	251	2.25	1.00	251	1.96
I am familiar with the process of referring students to Disabled Students Programs and Services (DSPS) at CR	4.23	0.76	250	3.72	0.95	248	0.51
This campus has adequate support services for students	4.50	0.71	247	2.96	1.07	245	1.54
Administration communicates the need for organizational change to all constituents in an adequate manner	4.31	0.83	247	2.08	1.12	246	2.23
Employees feel their voice is heard by administration when expressing suggestions for institutional change	4.37	0.81	252	1.84	1.00	251	2.53
Executive leadership communicates openly and honestly with employees of all levels	4.54	0.72	252	1.84	1.04	251	2.69
Executive leadership uses data to understand priorities for college resources	4.38	0.76	249	2.21	1.11	245	2.17
The process of planning for the use of college resources is effective	4.46	0.77	247	2.05	1.05	244	2.41
All appropriate departments are consulted when key decisions are made about how to use college resources	4.45	0.83	251	1.91	0.97	248	2.54
My input is valued	4.02	0.83	253	2.15	1.10	252	1.87

Section 2: Institutional Goals

RATE: IMPORTANCE (1 = "Not important at all / 5 = "Very important")	Mean	Standard Deviation	Valid Respondents
A) Increase the enrollment of new students	3.40	1.04	250
B) Retain more of its current students to graduation	4.50	0.70	250
C) Improve the academic ability of entering student classes	4.00	1.00	247
D) Recruit students from new geographic markets	2.81	1.16	248
E) Increase the diversity of racial and ethnic groups represented among the student body	3.39	1.07	249
F) Develop new academic programs	3.36	1.03	249
G) Improve the quality of existing academic programs	4.31	0.80	245
H) Improve the appearance of campus buildings and grounds	3.19	1.00	248
I) Improve employee morale	4.62	0.69	250
J) Transparent collaboration between administration and faculty/staff	4.70	0.64	249

(Choose three goals that you believe should be this institution's top priorities) First priority goal:	Count	Percent
A) Increase the enrollment of new students	16	6.43%
B) Retain more of its current students to graduation	73	29.32%
C) Improve the academic ability of entering student classes	5	2.01%
D) Recruit students from new geographic markets	1	0.40%
E) Increase the diversity of racial and ethnic groups represented among the student body	0	0.00%
F) Develop new academic programs	10	4.02%
G) Improve the quality of existing academic programs	44	17.67%
H) Improve the appearance of campus buildings and grounds	2	0.80%
I) Improve employee morale	27	10.84%
J) Transparent collaboration between administration and faculty/staff	64	25.70%
K) Other goal	7	2.81%
All responses	249	100.00%

(Choose three goals that you believe should be this institution's top priorities) Second priority goal:	Count	Percent
A) Increase the enrollment of new students	14	5.62%
B) Retain more of its current students to graduation	38	15.26%
C) Improve the academic ability of entering student classes	28	11.24%
D) Recruit students from new geographic markets	2	0.80%
E) Increase the diversity of racial and ethnic groups represented among the student body	7	2.81%
F) Develop new academic programs	18	7.23%
G) Improve the quality of existing academic programs	38	15.26%
H) Improve the appearance of campus buildings and grounds	2	0.80%
I) Improve employee morale	53	21.29%
J) Transparent collaboration between administration and faculty/staff	48	19.28%
K) Other goal	1	0.40%
All responses	249	100.00%

(Choose three goals that you believe should be this institution's top priorities) Third priority goal:	Count	Percent
A) Increase the enrollment of new students	10	4.05%
B) Retain more of its current students to graduation	47	19.03%
C) Improve the academic ability of entering student classes	28	11.34%
D) Recruit students from new geographic markets	2	0.81%
E) Increase the diversity of racial and ethnic groups represented among the student body	16	6.48%
F) Develop new academic programs	23	9.31%
G) Improve the quality of existing academic programs	54	21.86%
H) Improve the appearance of campus buildings and grounds	7	2.83%
I) Improve employee morale	44	17.81%
J) Transparent collaboration between administration and faculty/staff	16	6.48%
K) Other goal	0	0.00%
All responses	247	100.00%

TOTAL "VOTES" FOR EACH GOAL	First Priority	Second Priority	Third Priority	TOTAL
A) Increase the enrollment of new students	16	14	10	40
B) Retain more of its current students to graduation	73	38	47	158
C) Improve the academic ability of entering student classes	5	28	28	61
D) Recruit students from new geographic markets	1	2	2	5
E) Increase the diversity of racial and ethnic groups represented among the student body	0	7	16	23
F) Develop new academic programs	10	18	23	51
G) Improve the quality of existing academic programs	44	38	54	136
H) Improve the appearance of campus buildings and grounds	2	2	7	11
I) Improve employee morale	27	53	44	124
J) Transparent collaboration between administration and faculty/staff	64	48	16	128
K) Other goal	7	1	0	8
All responses	249	249	247	745

Section 3: Involvement in planning and decision-making

RATE: INVOLVEMENT (1 = "Not enough involvement" / 3 = "Just the right involvement" / 5 = "Too much involvement")	Mean	Standard Deviation	Valid Respondents
How involved are: Faculty	2.23	1.20	248
How involved are: Staff	1.77	0.85	242
How involved are: Deans or directors of administrative units	3.03	1.11	240
How involved are: Deans or chairs of academic units	2.68	1.00	239
How involved are: Senior administrators (VP, Provost level or above)	4.24	0.96	241
How involved are: Students	1.70	0.84	243
How involved are: Trustees	2.81	1.41	235
How involved are: Alumni	2.08	1.03	224

Section 4: Work environment

RATE IMPORTANCE (1 = "Not important at all" / 5 = "Very important") AND SATISFACTION (1 = "Not satisfied at all" / 5 = "Very satisfied")	IMPORTANCE			SATISFACTION			GAP
	Mean	Standard Deviation	Valid Respondents	Mean	Standard Deviation	Valid Respondents	
It is easy for me to get information at this institution	4.27	0.68	244	2.69	1.06	244	1.58
I learn about important campus events in a timely manner	4.01	0.76	244	2.97	1.10	244	1.04
I am empowered to resolve problems quickly	4.26	0.70	243	2.76	1.07	243	1.50
I am comfortable answering student questions about institutional policies and procedures	3.91	0.83	244	3.10	0.99	244	0.81
I have the information I need to do my job well	4.53	0.58	244	3.11	1.01	244	1.42
My job responsibilities are communicated clearly to me	4.51	0.56	244	3.30	1.04	243	1.21
My supervisor pays attention to what I have to say	4.46	0.59	241	3.71	1.17	240	0.75
My supervisor helps me improve my job performance	4.17	0.79	242	3.46	1.13	240	0.71
My department or work unit has written, up-to-date objectives	3.95	0.82	237	3.23	1.11	237	0.72
My department meets as a team to plan and coordinate work	4.15	0.82	239	3.30	1.16	238	0.85
My department has the budget needed to do its job well	4.49	0.73	239	2.00	1.06	239	2.49
My department has the staff needed to do its job well	4.50	0.74	239	2.28	1.18	239	2.21
I am paid fairly for the work I do	4.40	0.60	243	3.30	1.22	243	1.10
The employee benefits available to me are valuable	4.46	0.79	239	3.61	1.25	238	0.85
I have adequate opportunities for advancement	3.92	0.97	239	2.74	1.18	239	1.18
I have adequate opportunities for training to improve my skills	4.19	0.70	240	2.75	1.06	240	1.44
I have adequate opportunities for professional development	4.14	0.69	240	2.76	1.12	240	1.38
The type of work I do on most days is personally rewarding	4.57	0.57	242	3.99	0.97	242	0.58
The work I do is appreciated by my supervisor	4.20	0.69	241	3.72	1.08	240	0.47
The work I do is valuable to the institution	4.47	0.62	242	3.66	1.11	242	0.81
I am proud to work at this institution	4.29	0.66	241	3.57	1.10	240	0.72
The technology I use in my job is replaced and updated on a regular basis	4.26	0.75	243	2.53	1.24	243	1.73
I have adequate training opportunities on the technology used for my job	4.10	0.74	242	2.86	1.01	242	1.24

Overall satisfaction

Rate your overall satisfaction with your employment here so far:	3.27	1.02	242

Section 5: Demographics

Is your position:	Count	Percent
Faculty	121	50.42%
Staff	100	41.67%
Administrator	19	7.92%
All responses	240	100.00%