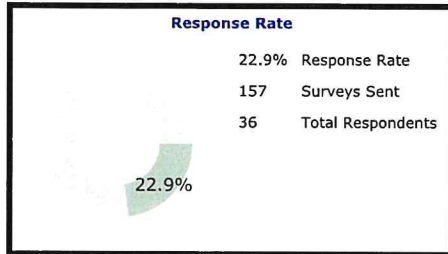
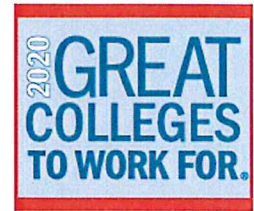


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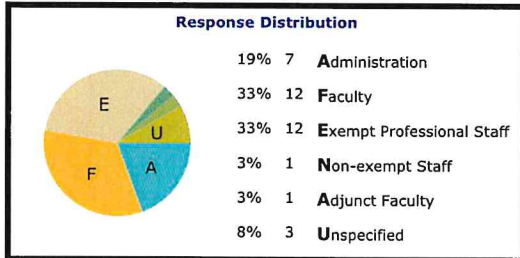
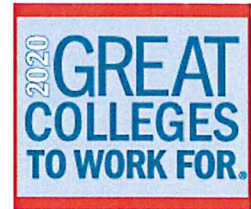


Poor	Warrants Attention	Fair to Mediocre	Good	Very Good to Excellent
0% - 44%	45% - 54%	55% - 64%	65% - 74%	75% - 100%

	OVERALL	2020 Honor Roll < 3,000	2020 Carnegie Assoc
Job Satisfaction/Support	63%	91%	82%
Teaching Environment	49%	88%	72%
Professional Development	60%	91%	79%
Compensation, Benefits & Work/Life Balance	63%	89%	78%
Facilities	67%	91%	81%
Policies, Resources & Efficiency	53%	84%	70%
Shared Governance	71%	86%	71%
Pride	74%	95%	85%
Supervisors/Department Chairs	63%	90%	81%
Senior Leadership	75%	90%	72%
Faculty, Administration & Staff Relations	71%	89%	72%
Communication	57%	82%	67%
Collaboration	64%	87%	72%
Fairness	51%	85%	69%
Respect & Appreciation	55%	87%	72%
Survey Average	62%	88%	75%

*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



Poor 0% - 44%	Warrants Attention 45% - 54%	Fair to Mediocre 55% - 64%	Good 65% - 74%	Very Good to Excellent 75% - 100%
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	OVERALL	Administration	Faculty	Exempt Professional Staff	Non-exempt Staff	Adjunct Faculty
Job Satisfaction/Support	63%	95%	61%	56%	*	*
Teaching Environment	49%	69%	39%	56%	*	*
Professional Development	60%	79%	54%	58%	*	*
Compensation, Benefits & Work/Life Balance	63%	82%	50%	67%	*	*
Facilities	67%	86%	46%	79%	*	*
Policies, Resources & Efficiency	53%	67%	52%	50%	*	*
Shared Governance	71%	95%	67%	68%	*	*
Pride	74%	94%	72%	65%	*	*
Supervisors/Department Chairs	63%	88%	69%	54%	*	*
Senior Leadership	75%	88%	72%	75%	*	*
Faculty, Administration & Staff Relations	71%	93%	67%	63%	*	*
Communication	57%	86%	60%	48%	*	*
Collaboration	64%	90%	69%	50%	*	*
Fairness	51%	74%	40%	56%	*	*
Respect & Appreciation	55%	82%	50%	50%	*	*
Survey Average	62%	84%	59%	59%	*	*

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