

University of Mary Hardin-Baylor

Data Report

2018



Survey Respondent Information

Survey respondent information reports the response rate and frequency information for all demographic variables that were asked of participants. **Response Rate** is a good indicator of employees' willingness to engage in efforts to improve the organization. **Scope of Participation** is a gauge to see whether or not employees by demographic characteristics participated in the survey.

Response Rate

Your response rate is the percentage of surveys distributed divided by the number of valid surveys received. For category reports, we only report the response rate for the organization as a whole.

What is a good response rate? If your organization sampled employees, the answer must take into consideration size, sampling strategy, variance, and error tolerance. When all employees are surveyed (census), a general rule for organizations of at least 500, is that a 30% rate is a low, but an acceptable level of response. In general, response rates of greater than 50% (regardless of number of employees) indicate a strong level of participation.

What about non-respondents? First, you should review the scope of participation discussed in the following paragraph. Second, you need to ascertain whether or not a more focused effort is needed to determine why some groups did not respond.

Scope of Participation

Respondent information is used as a gauge of the scope of participation. For example, the percentages of male and female respondents should roughly mirror your organization's gender composition. This should be true for the other demographic categories. If not, consider whether or not additional efforts need to be made to engage those low participating categories. It is important to note the following:

- If less than five respondents selected a demographic variable, "Less Than Five" and "Not Available" is reported to protect the respondents' anonymity.
- Participants have the option to skip items, so the number of respondents reported in the response rate may be greater than the number of respondents for any given item. In the example, there are 100 respondents, but only 98 completed the item. Therefore, the number of respondents for gender is 98 or 98%, leaving 2% as not responding.

Total Respondents: 100 Surveys Distributed: 200 Response Rate: 50%	OLE	Number of Survey Respondents	Percent of Survey Respondents
Gender	Female:	49	49%
	Male:	49	49%

Total Respondents: 318 Survey Distributed: 473 Response Rate: 67.23%	Number of Survey Respondents	Percent of Survey Respondents
My highest education level		
Did not finish high school:	Less Than 5	Not Available
High school diploma (or GED):	56	17.61%
Some college:	Less Than 5	Not Available
Associate's Degree:	16	5.03%
Bachelor's Degree:	80	25.16%
Master's Degree:	66	20.75%
Doctoral Degree:	99	31.13%
l am	107	E9.940/
Female: Male:	187 130	58.81% 40.88%
iviale.	150	40.00%
My annual salary (before taxes)		
Less than \$15,000:	Less Than 5	Not Available
\$15,000-\$25,000:	Less Than 5	Not Available
\$25,001-\$35,000:	61	19.18%
\$35,001-\$45,000:	64	20.13%
\$45,001-\$60,000:	61	19.18%
\$60,001-\$75,000:	55	17.30%
\$75,001-\$90,000:	36	11.32%
More than \$90,000:	40	12.58%
My age (in years)	~	• • • • • •
16-29:	29	9.12%
30-39:	63	19.81%
40-49:	97	30.50%
50-59:	76	23.90%
60+:	52	16.35%
Years of service with this organization		
Less than 1:	27	8.49%
1-2:	54	16.98%
3-5:	66	20.75%
6-10:	76	23.90%
11-15:	40	12.58%
16+:	54	16.98%

Survey Respondent Information

EMPLOYEE ENGAGEMENT INSTITUTE FOR ORGANIZATIONAL EXCELLENCE

Total Respondents: 318	Number of Survey	Dereent of Survey	
Survey Distributed: 473	Number of Survey Respondents	Percent of Survey Respondents	
Response Rate: 67.23%			
My race/ethnic identification			
African-American/Black:	9	2.83%	
Hispanic/Mexican-American/Latino/a:	23	7.23%	
Anglo-American/White:	271	85.22%	
Asian-American/Pacific Islander/Native American Indian:	5	1.57%	
Multiracial/Other:	9	2.83%	
I am currently in a supervisory role.			
Yes:	68	21.38%	
No:	249	78.30%	
Not Applicable:	Less Than 5	Not Available	
I am primarily			
Faculty:	118	37.11%	
Staff:	199	62.58%	

Survey Respondent Information

The Survey of Employee Engagement is a framework, which at the highest level, consists of five Workplace Dimensions capturing the total work environment. Each Workplace Dimension is composed of several Survey Constructs designed to broadly profile areas of strength and concern so that interventions may be targeted appropriately. Survey Constructs are developed from the Primary Items (numbered 1-71). The organizational Climate is also developed from the Primary Items, but is reported in the climate section of this report. Appendix A1 contains a summary of the Survey Constructs and the related Primary Items. Constructs are scored differently from items to denote them as a separate measure. Using this scoring convention, construct scores can range from a low of 100 to a high of 500. When interpreting the scores, see the suggestions made on the Primary Item leading page of this report.

Your Data

• *Current Score* is calculated by averaging the mean score of the related primary items and then multiplied by 100. For example if the construct score is 389, then the average of the related primary items is 3.89.

Benchmark Data

- **YEAR Score** is your organization's score reported from previous iterations. Not Available is reported if there is no past score or if the item was new or no comparative data was available. Due to changes in the instrument, over time data is not available prior to 2010.
- All Respondents is the average score from all participants from all organizations.
- Size Category is the average score from organizations that are similar size to your organization.
- *Mission* is the average score from organizations of similar mission to your organization.

What is a good score? Regardless the construct average, scores range from areas of strength to areas of concern. In general, most scores are between 325 and 375. Scores below a 325 are of concern because they indicate general dissatisfaction. Scores above 375 indicate positive perceptions.

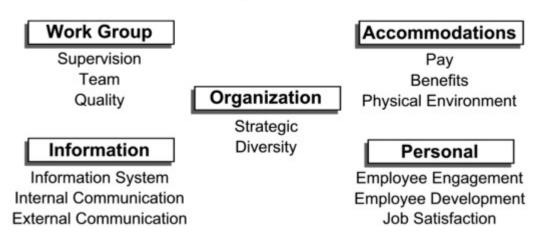
What items make up the constructs? Appendix Page A1 contains a summary of the Survey Constructs and the related Primary Items.

When is benchmark data available? Benchmark data is updated in the summer of every even-numbered year.

Survey Framework

Workplace Dimensions

Survey Constructs



Construct Summary: Scoring from High to Low

Score	Construct	Score	Construct
429	Strategic	407	Team
419	Physical Environment	403	Employee Engagement
416	Benefits	399	Information Systems
414	Supervision	397	Job Satisfaction
414	Employee Development	390	Diversity
409	External Communication	381	Internal Communication
407	Quality	316	Pay

Work Group

This dimension relates to employees' activities within their immediate work vicinity. They include factors that concern how employees interact with peers, supervisors and the quality of work activity.

Supervision					
Supervision provides insig leadership, the communication and themselves.					
Current Score:	414	2015 Score:	417	All Respondents:	392
		2013 Score:	416	Size Category 4:	392
		2011 Score:	Not Available	Mission 3:	403
Team Team captures employees environment supports app Current Score:			work group and 412 409 Not Available	the extent to which the or All Respondents: Size Category 4: Mission 3:	ganizational 379 380 389
Quality Quality focuses upon the of part of the organizational of	•	uality principles, such a	s customer serv	ice and continuous improv	ement, are a
Current Score:	407	2015 Score:	414	All Respondents:	379
		2013 Score:	402	Size Category 4:	381
		2011 Score:	Not Available	Mission 3:	392

Accommodations

This dimension looks at the physical work setting and the factors associated with pay, benefits, resources and workplace safety. It is the total compensation package and environment provided to employees by the organization.

<u>Pay</u>					
Pay is an evaluation from the addresses how well the page					
Current Score:	316	2015 Score:	333	All Respondents:	255
		2013 Score:	326	Size Category 4:	258
		2011 Score:	Not Available	Mission 3:	268
Benefits Benefits provide an indicati Current Score:	on of the role that the	e employment bene 2015 Score: 2013 Score: 2011 Score:	fit package plays 425 425 Not Available	s in attracting and retainin All Respondents: Size Category 4: Mission 3:	g employees. 384 385 391
Physical Environment Physical Environment captu a safe and pleasant working		-	setting and the	degree to which employe	es believe that
Current Score:	419	2015 Score:	425	All Respondents:	392
		2013 Score:	412	Size Category 4:	393
		2011 Score:	Not Available	Mission 3:	402

Organization

This dimension addresses the organization's strategic orientation and ability to leverage a diverse workforce towards fulfilling the organization's mission. It is an internal evaluation of the organization's ability to assess changes in the environment and make needed adjustments.

Strategic					
Strategic orientation security which play a role in definit					including those
Current Score:	429	2015 Score:	431	All Respondents:	401
		2013 Score:	422	Size Category 4:	398
		2011 Score:	Not Available	Mission 3:	407
<u>Diversity</u>					
Diversity addresses the ex result in alienation and/or		1 9		including ethnicity, age and	d lifestyle, may
Current Score:	390	2015 Score:	395	All Respondents:	363
		2013 Score:	388	Size Category 4:	361
		2011 Score:	Not Available	Mission 3:	376

Information

This dimension refers to how consistent and structured communication flow is within the organization and to outside groups. It examines the degree to which information systems and technology are efficient and effective.

Information Systems					
Information Systems prov the ability to get the job do					es enhances
Current Score:	399	2015 Score:	401	All Respondents:	369
		2013 Score:	387	Size Category 4:	367
		2011 Score:	Not Available	Mission 3:	373
Internal Communication Internal Communication c to which employees view	aptures the nature c			e organization by address	ing the extent
Current Score:	381	2015 Score:	385	All Respondents:	352
		2013 Score:	375	Size Category 4:	348
		2011 Score:	Not Available	Mission 3:	361
External Communication External Communication I the ability of the organizat	- ooks at how informa		organization to v	arious constituencies and	focuses upon
Current Score:	409	2015 Score:	407	All Respondents:	386
		2013 Score:	404	Size Category 4:	383
		2011 Score:	Not Available	Mission 3:	387

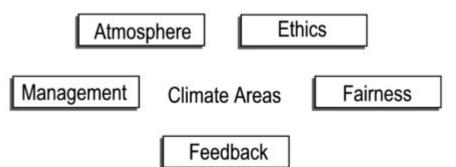
Personal

This dimension reports on the level of overall job satisfaction and elements of actively engaging employees in the workplace. Personal and career development are assessed as to their ability to improve performance.

Employee Engagement					
Employee Engagement fo responsibilities towards de			of employees' p	articipation in carrying out	their work
Current Score:	403	2015 Score:	413	All Respondents:	380
		2013 Score:	401	Size Category 4:	381
		2011 Score:	Not Available	Mission 3:	395
Employee Development					
Employment Development by the organization.	t captures perceptions	of the priority give	n to the career a	nd personal development	of employees
Current Score:	414	2015 Score:	422	All Respondents:	375
		2013 Score:	417	Size Category 4:	379
		2011 Score:	Not Available	Mission 3:	393
Job Satisfaction					
Job Satisfaction addresse work-life balance, sense o				u	ues concerning
Current Score:	397	2015 Score:	408	All Respondents:	375
		2013 Score:	401	Size Category 4:	380
		2011 Score:	Not Available	Mission 3:	388

Survey Climate Areas

The climate in which employees work does, to a large extent, determine the efficiency and effectiveness of an organization. The appropriate climate is a combination of a safe, non-harassing environment with ethical abiding employees who treat each other with fairness and respect. Moreover, it is an organization with proactive management that communicates and has the capability to make thoughtful decisions. Climate areas are scored differently from items to denote them as a separate measure. Using this scoring convention, climate scores can range from a low of 100 to a high of 500. When interpreting the scores, see the suggestions made on the Primary Item leading page of this report.



Your Data

• *Current Score* is calculated by averaging the mean score of the related primary items and then multiplied by 100. For example if the climate score is 389, then the average of the related primary items is 3.89.

Benchmark Data

- **YEAR** Score is your organization's score reported from previous iterations. Not Available is reported if there is no past score or if the item was new or no comparative data was available.
- All Respondents is the average score from all participants from all organizations.
- Size Category is the average score from organizations that are similar size to your organization.
- *Mission* is the average score from organizations of similar mission to your organization.

What is a good score? Regardless the climate average, scores range from areas of strength to areas of concern. In general, most scores are between 325 and 375. Scores below a 325 are of concern because they indicate general dissatisfaction. Scores above 375 indicate positive perceptions.

What items make up the survey climate areas? Appendix Page A6 contains a summary of the Survey Climate Areas and the related Primary Items.

Survey Climate Areas

Climate

The climate in which employees work to a large extent determines the efficiency and effectiveness of an organization. It is a combination of a safe, non-harassing, and ethical abiding employees who treat each other with fairness and respect in an organization with pro-active management and thoughtful decision making capabilities.

Climate/Atmosphere				
The aspect of climate and community of reciprocity.	positive Atmosphere	e of an organization must be free	of harassment in order to est	ablish a
Current Score:	430	2015 Score: 428	All Respondents:	389
		2013 Score: 420	Size Category 4:	396
		2011 Score: Not Availa	ble Mission 3:	410
Climate/Ethics	ndation of building tr	rust within an organization where	not only are employees ethic	al in their
behavior, but that ethical v	•			
Current Score:	427	2015 Score: 424	All Respondents:	392
		2013 Score: 416	Size Category 4:	393
		2011 Score: Not Availa	ble Mission 3:	404
Climate/Fairness Fairness measures the ex organization.	tent to which employ	vees believe that equal and fair o	opportunity exists for all memb	ers of the
Current Score:	384	2015 Score: 393	All Respondents:	357
		2013 Score: 380	Size Category 4:	359
		2011 Score: Not Availa	ble Mission 3:	377
Climate/Feedback Appropriate feedback is an improvement can occur.	n essential element o	of organizational learning by prov	viding the necessary data in w	/hich
Current Score:	368	2015 Score: 374	All Respondents:	349
-		2013 Score: 358	Size Category 4:	347
		2011 Score: Not Availa	ble Mission 3:	359
Climate/Management The climate presented by tenant of successful leade		ng accessible, visible, and an eff	ective communicator of inforn	nation is a basic
Current Score:	406	2015 Score: 415	All Respondents:	361
		2013 Score: 404	Size Category 4:	351
		2011 Score: Not Availa	ble Mission 3:	

For the primary items (numbered 1-71), participants were asked to indicate how they agreed with each positively phrased statement. If participants did not have information or the item did not apply, they were to select don't know/not applicable. For items referring to work group, they were asked to respond from the perspective of their immediate workplace (those individuals or areas they interacted with most often).

Reported Data

Each primary item is returned with the item text and two types of reported numerical data, response data and benchmark data. The following definitions correspond to survey items.

<u>Response Data</u>

- **Current Score** is calculated by averaging all item responses on a five point scale ranging from 5=Strongly Agree to 1=Strongly Disagree. If the participant selected Don't Know/Not Applicable, their response is considered a valid response, but it is not used in the calculation of the score.
- **Standard Deviation** calculates the level of agreement. Large deviations indicate greater levels of disagreement. For this report, you can expect standard deviations to be between .7 and 1.10.
- **Number of Respondents** is the number of valid responses including Don't Know/Not Applicable. If everyone did not answer every item, the number of respondents for an item is less than the number of respondents reported in your response rate.
- Frequency is the number of participants who selected each item (strongly agree, agree, etc.).
- *Percentage* is the percent of participants who selected each item (strongly agree, agree, etc.) divided by the total number of valid responses.

Benchmark Data

- **YEAR Score** is your organization's score reported from previous iterations. Not Available is reported if there is no past score or if the item was new or no comparative data was available.
- All Respondents is the average score from all participants from all organizations.
- Size Category is the average score from organizations that are similar size to your organization.
- *Mission* is the average score from organizations of similar mission to your organization.

Interpreting Data

Any interpretation of data must be done in context of the organizational setting and environmental factors impacting the organization. Regardless the averages, scores range from areas of strength to areas of concern. In general, most scores are between 3.25 and 3.75. Scores below a 3.25 are of concern because they indicate general dissatisfaction. Scores above 3.75 indicate positive perceptions. When available, over time data provides previous scores from and benchmark data comparative scores. In general (because various factors and statistical test would be needed to confirm), scores that have changed or differ by .2 may be significant.

,,	oup cooperate to	o get the job done.			
				Current Benchma	arks
Current Score:	4.33	2015 Score:	4.36 All F	Respondents:	4.15
Standard Deviation:	0.75	2013 Score:		e Category 4:	4.17
Number of Respondents:	315	2011 Score: Not		Mission 3:	4.26
	010		Wallable		
Response: Strongly Ag	ree Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Not Applicable
Frequency: 146	135	22	7	5	0
Percentage: 46.35%	42.86%	6.98%	2.22%	1.59%	Not Available
2. My work group is acti	vely involved in	making work proce	esses more effec	tive.	
				Current Benchma	arks
Current Score:	4.16	2015 Score:	4.22 All F	Respondents:	3.93
Standard Deviation:	0.92			e Category 4:	3.93
Number of Respondents:	316	2011 Score: Not	Available	Mission 3:	3.98
					Don't Know/Not
Response: Strongly Ag		Neutral	Disagree	Strongly Disagree	Applicable
Frequency: 132 Percentage: 41.77%	128 40.51%	35	13 4.11%	8 2.53%	0 Not Available
Fercentage. 41.17/0	40.5178	11.00%	4.1176	2.5570	Not Available
3. There is a real feeling	of teamwork.			Current Benchm	arke
		2015 Secret	4.14	Current Benchma	
Current Score:	4.06			Respondents:	3.75
Current Score: Standard Deviation:	4.06 0.97	2013 Score:	4.07 Siz	Respondents:	3.75 3.77
Current Score:	4.06		4.07 Siz	Respondents:	3.75
Current Score: Standard Deviation: Number of Respondents:	4.06 0.97 315	2013 Score:	4.07 Siz	Respondents:	3.75 3.77
Current Score: Standard Deviation: Number of Respondents: Response: Strongly Ag	4.06 0.97 315	2013 Score: 2011 Score: Not	4.07 Siz Available Disagree	Respondents: e Category 4: Mission 3: Strongly Disagree	3.75 3.77 3.86 Don't Know/Not Applicable
Current Score: Standard Deviation: Number of Respondents: Response: Strongly Ag Frequency: 122	4.06 0.97 315 ree Agree 119	2013 Score: 2011 Score: Not Neutral	4.07 Siz Available Disagree 22	Respondents: e Category 4: Mission 3: Strongly Disagree 8	3.75 3.77 3.86 Don't Know/Not Applicable 0
Current Score: Standard Deviation: Number of Respondents: Response: Strongly Ag	4.06 0.97 315	2013 Score: 2011 Score: Not Neutral	4.07 Siz Available Disagree	Respondents: e Category 4: Mission 3: Strongly Disagree	3.75 3.77 3.86 Don't Know/Not Applicable
Current Score: Standard Deviation: Number of Respondents: Response: Strongly Ag Frequency: 122 Percentage: 38.73%	4.06 0.97 315 ree Agree 119 37.78%	2013 Score: 001 2011 Score: 001 Neutral 44 13.97%	4.07 Siz Available Disagree 22 6.98%	Respondents: e Category 4: Mission 3: Strongly Disagree 8 2.54%	3.75 3.77 3.86 Don't Know/Not Applicable 0
Current Score: Standard Deviation: Number of Respondents: Response: Strongly Ag Frequency: 122	4.06 0.97 315 ree Agree 119 37.78%	2013 Score: 001 2011 Score: 001 Neutral 44 13.97%	4.07 Siz Available Disagree 22 6.98%	Respondents: e Category 4: Mission 3: Strongly Disagree 8 2.54%	3.75 3.77 3.86 Don't Know/Not Applicable 0
Current Score: Standard Deviation: Number of Respondents: Response: Strongly Ag Frequency: 122 Percentage: 38.73%	4.06 0.97 315 ree Agree 119 37.78%	2013 Score: Not 2011 Score: Not Neutral 44 13.97%	4.07 Siz Available Disagree 22 6.98%	Respondents: e Category 4: Mission 3: Strongly Disagree 8 2.54%	3.75 3.77 3.86 Don't Know/Not Applicable 0 Not Available
Current Score: Standard Deviation: Number of Respondents: Response: Strongly Ag Frequency: 122 Percentage: 38.73%	4.06 0.97 315 ree Agree 119 37.78%	2013 Score: Not 2011 Score: Not Neutral 44 13.97%	4.07 Siz Available Disagree 22 6.98% the goal setting	Respondents: e Category 4: Mission 3: Strongly Disagree 8 2.54% process.	3.75 3.77 3.86 Don't Know/Not Applicable 0 Not Available
Current Score: Standard Deviation: Number of Respondents: Response: Strongly Ag Frequency: 122 Percentage: 38.73% 4. In my work group, I ha	4.06 0.97 315 ree Agree 119 37.78% ave an opportun	2013 Score: 2011 Score: Not Neutral 44 13.97% hity to participate in 2015 Score:	4.07 Siz Available Disagree 22 6.98% the goal setting 4.12 All F	Respondents: e Category 4: Mission 3: Strongly Disagree 8 2.54% process. Current Benchma	3.75 3.77 3.86 Don't Know/Not Applicable 0 Not Available
Current Score: Standard Deviation: Number of Respondents: Response: Strongly Ag Frequency: 122 Percentage: 38.73% 4. In my work group, I has Current Score: Standard Deviation:	4.06 0.97 315 ree Agree 119 37.78% ave an opportune 4.05 0.98	2013 Score: Not 2011 Score: Not Neutral 44 13.97% Neutral 2015 Score: 2013 Score: 2014 Score: 2013 Score: 2013 Sco	4.07 Siz Available Disagree 22 6.98% the goal setting 4.12 All F 4.10 Siz	Respondents: e Category 4: Mission 3: Strongly Disagree 8 2.54% process. Current Benchma Respondents: e Category 4:	3.75 3.77 3.86 Don't Know/Not Applicable 0 Not Available arks 3.65
Current Score: Standard Deviation: Number of Respondents: Response: Strongly Ag Frequency: 122 Percentage: 38.73% 4. In my work group, I ha Current Score:	4.06 0.97 315 ree Agree 119 37.78% ave an opportun 4.05	2013 Score: 2011 Score: Not Neutral 44 13.97% hity to participate in 2015 Score:	4.07 Siz Available Disagree 22 6.98% the goal setting 4.12 All F 4.10 Siz	Respondents: e Category 4: Mission 3: Strongly Disagree 8 2.54% process. Current Benchma Respondents:	3.75 3.77 3.86 Don't Know/Not Applicable 0 Not Available not Available 3.65 3.65 3.79
Current Score: Standard Deviation: Number of Respondents: Response: Strongly Ag Frequency: 122 Percentage: 38.73% 4. In my work group, I has Current Score: Standard Deviation: Number of Respondents:	4.06 0.97 315 ree Agree 119 37.78% ave an opportun 4.05 0.98 315	2013 Score: Not 2011 Score: Not Neutral 44 13.97% Nity to participate in 2015 Score: 2013 Score: 2013 Score: 2011 Score: Not	4.07 Siz Available Disagree 22 6.98% the goal setting 4.12 All f 4.10 Siz Available	Respondents: e Category 4: Mission 3: Strongly Disagree 8 2.54% process. Current Benchma Respondents: e Category 4: Mission 3:	3.75 3.77 3.86 Don't Know/Not Applicable 0 Not Available arks 3.65 3.65 3.79 Don't Know/Not
Current Score: Standard Deviation: Number of Respondents: Response: Strongly Ag Frequency: 122 Percentage: 38.73% 4. In my work group, I has Current Score: Standard Deviation: Number of Respondents: Response: Strongly Ag	4.06 0.97 315 ree Agree 119 37.78% ave an opportune 4.05 0.98 315	2013 Score: Not 2011 Score: Not Neutral 44 13.97% Nity to participate in 2015 Score: 2013 Score: 2013 Score: 2011 Score: Not Neutral	4.07 Siz Available Disagree 22 6.98% the goal setting 4.12 All F 4.10 Siz	Respondents: e Category 4: Mission 3: Strongly Disagree 8 2.54% process. Current Benchma Respondents: e Category 4:	3.75 3.77 3.86 Don't Know/Not Applicable 0 Not Available not Available 3.65 3.65 3.79
Current Score: Standard Deviation: Number of Respondents: Response: Strongly Ag Frequency: 122 Percentage: 38.73% 4. In my work group, I ha Current Score: Standard Deviation: Number of Respondents: Response: Strongly Ag	4.06 0.97 315 ree Agree 119 37.78% ave an opportun 4.05 0.98 315	2013 Score: Not 2011 Score: Not Neutral 44 13.97% Nity to participate in 2015 Score: 2013 Score: 2013 Score: 2011 Score: Not Neutral 32	4.07 Size Available Disagree 22 6.98% the goal setting 4.12 All F 4.10 Size Available Disagree	Respondents: e Category 4: Mission 3: Strongly Disagree 8 2.54% process. Current Benchma Respondents: e Category 4: Mission 3: Strongly Disagree	3.75 3.77 3.86 Don't Know/Not Applicable 0 Not Available arks 3.65 3.65 3.79 Don't Know/Not Applicable

5. Work groups are train	ed to incorpora	ate the o	pinions o	of each mem	ber.			
						Current Benchm	arks	
Current Score:	3.76	2015	Score:	3.77	All F	Respondents:	3.49	
Standard Deviation:	0.99	2013	Score:	3.72	Size	e Category 4:	3.49	
Number of Respondents:	312			lot Available		Mission 3:	3.59	
	012	2011		lot / Wallablo				
Response: Strongly Ag	ree Agree		Neutral	Disa	aree	Strongly Disagree	Don't Know/Not Applicable	
Frequency: 79	120		68	2	0	15	1	
Percentage: 25.32%	38.46%	, 0	21.79%	9.2	9%	4.81%	0.32%	
6. My work group uses t	he latest techn	ology to	commur	nicate and in	teract.	Current Benchm	arks	
Current Score:	3.85	2015	Score:	3.89	All F	Respondents:	3.60	
Standard Deviation:	0.91	2013	Score:	3.83	Size	e Category 4:	3.60	
Number of Respondents:	314	2011	Score: N	lot Available		Mission 3:	3.76	
							Don't Know/Not	
Response: Strongly Ag	ree Agree		Neutral	Disa	gree	Strongly Disagree		
Frequency: 73	151		57	2		10	1	
Percentage: 23.25%	48.09%	0	18.15%	7.0	1%	3.18%	0.32%	
7. The information availa	able from our c	omputer	r systems	s is reliable.		Current Benchm	arks	
7. The information availa	able from our c	-	r systems Score:	s is reliable. 4.06	All F	Current Benchm	arks 3.76	
		2015	-					
Current Score: Standard Deviation:	4.08	2015 2013	Score:	4.06		Respondents:	3.76	
Current Score:	4.08 0.74	2015 2013	Score:	4.06 3.95		Respondents:	3.76 3.75 3.84	
Current Score: Standard Deviation: Number of Respondents:	4.08 0.74 316	2015 2013 2011	Score:	4.06 3.95	Size	Respondents:	3.76 3.75 3.84 Don't Know/Not	
Current Score: Standard Deviation: Number of Respondents:	4.08 0.74 316	2015 2013 2011	Score: Score: Score: N	4.06 3.95 Not Available	Size gree	Respondents:	3.76 3.75 3.84 Don't Know/Not	
Current Score: Standard Deviation: Number of Respondents: Response: Strongly Ag	4.08 0.74 316	2015 2013 2011	Score: Score: Score: Neutral	4.06 3.95 Not Available Disa	Size gree 0	Respondents:	3.76 3.75 3.84 Don't Know/Not Applicable	
Current Score: Standard Deviation: Number of Respondents: Response: Strongly Ag Frequency: 86 Percentage: 27.22% 8. Overall, our computer	4.08 0.74 316 ree Agree 178 56.33% information sy	2015 2013 2011	Score: Score: Neutral 37 11.71%	4.06 3.95 Not Available Disa 10 3.10	Size	Respondents: Category 4: Mission 3: Strongly Disagree 3 0.95% Ierstandable way Current Benchm	3.76 3.75 3.84 Don't Know/Not Applicable 2 0.63% y. arks	
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9. Our computer systems	s enable me to	easily	y and quic		mormati	en meeu		
						Current Benchm	arks	
Current Score:	3.94	20 ⁻	15 Score:	3.95	All F	Respondents:	3.54	
Standard Deviation:	0.80	20 ²	13 Score:	3.73	Siz	e Category 4:	3.52	
Number of Respondents:	313	20	11 Score:	Not Availabl		Mission 3:	3.54	
'			l				Don't Know/Not	
Response: Strongly Agr	ee Agree		Neutra	al Di	agree	Strongly Disagree		
Frequency: 74	164		47		21	6	1	
Percentage: 23.64%	52.40%)	15.02%	6 6	71%	1.92%	0.32%	
10. Information systems	are in place an	d acc	essible fo	or me to get	ny job do	one. Current Benchm	arke	
Current Score:	4.06	204	15 Score:	4.09			3.82	
			L			Respondents:		
Standard Deviation:	0.79		13 Score:	3.96		e Category 4:	3.77	
Number of Respondents:	316	20	11 Score:	Not Availabl	•	Mission 3:	3.80	
							Don't Know/Not	
					agree	Strongly Disagroo	Applicable	
Response: Strongly Agr		Ì	Neutra		Ū.	Strongly Disagree		
Frequency: 86 Percentage: 27.22%	180 56.96%)	35 11.08%	% 2	9 85%	6 1.90%	0 Not Available	
Frequency: 86	180 56.96%)	35 11.08%	% 2	9	6	0 Not Available	
Frequency: 86 Percentage: 27.22%	180 56.96%	, my wo	35 11.08%	% 2	9 85%	6 1.90%	0 Not Available	
Frequency: 86 Percentage: 27.22% 11. I have a clear underst	180 56.96% anding about r	my we	35 11.08% ork respor	6 2	9 85% 	6 1.90%	0 Not Available	
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Frequency: 86 Percentage: 27.22% 11. I have a clear underst Current Score: Standard Deviation:	180 56.96% anding about r 4.39 0.67	, my we 20 [,] 20 [,]	35 11.089 ork respor 15 Score: [13 Score:]	6 2 nsibilities. 4.44 4.41	9 85% 	6 1.90% Current Benchm Respondents: e Category 4:	0 Not Available arks 4.05 4.04 4.11	
Frequency: 86 Percentage: 27.22% 11. I have a clear underst Current Score: Standard Deviation:	180 56.96% anding about r 4.39 0.67 312	, my we 20 [,] 20 [,]	35 11.089 ork respor 15 Score: [13 Score:]	6 2 nsibilities. 4.44 4.41 Not Availabl	9 85% 	6 1.90% Current Benchm Respondents: e Category 4:	0 Not Available arks 4.05 4.04 4.11 Don't Know/Not	
Frequency: 86 Percentage: 27.22% 11. I have a clear underst Current Score: Standard Deviation: Number of Respondents: Response: Strongly Agr Frequency: 154	180 56.96% anding about r 4.39 0.67 312 ee Agree 125	, 20 [,] 20 [,] 20 [,] 20 [,]	35 11.089 ork respor 15 Score: [13 Score: [11 Score: [Neutra 17	6 2 hsibilities. 4.44 4.41 Not Availabl al Dia	9 85%] All F] Siz	6 1.90% Current Benchm Respondents: e Category 4: Mission 3: Strongly Disagree 6	0 Not Available arks 4.05 4.04 4.11 Don't Know/Not Applicable 0	
Frequency: 86 Percentage: 27.22% 11. I have a clear underst Current Score: Standard Deviation: Number of Respondents: Response: Strongly Agr	180 56.96% anding about r 4.39 0.67 312 ee Agree	, 20 [,] 20 [,] 20 [,] 20 [,]	35 11.089 ork respor 15 Score: [13 Score: [11 Score: [Neutra	6 2 hsibilities. 4.44 4.41 Not Availabl al Dia	9 85%] All I] Siz	6 1.90% Current Benchm Respondents: e Category 4: Mission 3: Strongly Disagree	0 Not Available arks 4.05 4.04 4.11 Don't Know/Not Applicable	
Frequency: 86 Percentage: 27.22% 11. I have a clear underst Current Score: Standard Deviation: Number of Respondents: Response: Strongly Agr Frequency: 154 Percentage: 49.36% 12. My supervisor gives r	180 56.96% anding about r 4.39 0.67 312 ee Agree 125 40.06%	20 ⁻ 20 ⁻ 20 ⁻ 20	35 11.089 ork respor 15 Score: [13 Score: [11 Score: [11 Score: [12 Score: [13 Score: [14 Score: [15 Score: [15 Score: [16 Score: [17 Score: [17 Score: [17 Score: [17 Score: [18 Score: [19 Score: [19 Score: [19 Score: [19 Score: [10 Score: [10 Score: [10 Score: [11 Score: [11 Score: [12 Score: [13 Score: [14 Score: [15 Score: [15 Score: [16 Score: [17 Score: [17 Score: [18 Score: [18 Score: [19 Score: [19 Score: [10 Score: [11 Score: [11 Score: [12 Score: [12 Score: [14 Score: [15 Score: [15 Score: [14 Score: [15 Score: [15 Score: [16 Score: [17 Score: [17 Score: [17 Score: [17 Score: [18 Score: [18 Score: [19 Score: [19 Score: [10 Score:	6 2 nsibilities. 4.44 4.41 Not Availabl al Dis 5 3	9 85% All F Siz agree 10 21% ce.	6 1.90% Current Benchm Respondents: e Category 4: Mission 3: Strongly Disagree 6 1.92%	0 Not Available arks 4.05 4.04 4.11 Don't Know/Not Applicable 0 Not Available	
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Standard Deviation: 0.98 2013 Score: 4.06 Size Category 4: 3.87 Number of Respondents: 309 2011 Score: Not Available Mission 3: 3.99 Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Applicable Frequency: 125 113 36 12 23 0 Percentage: 40.45% 36.57% 11.65% 3.88% 7.44% Not Available I4. My supervisor gives me the opportunity to do my best work. Current Benchmarks Standard Deviation: 0.92 2013 Score: 4.21 All Respondents: 4.01 Standard Deviation: 0.92 2013 Score: 4.20 Size Category 4: 4.02 Number of Respondents: 312 2011 Score: Not Available Mission 3: 4.15 Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Applicable Percentage: 138 116 30 14 14 0 Percentage: 44.23% 37.18% 9.62% 4.49% <th></th> <th></th> <th></th> <th></th> <th></th> <th>Current Benchm</th> <th>arks</th>						Current Benchm	arks
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5 My supervisor is consistent when administering policies concerning employees	Frequency: 138	116	30)	14	14	0
Current Benchmarks	Frequency:138Percentage:44.23%	116 37.18%	9.62	% 4.	14 19%	14 4.49%	
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Don't Know/N Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Applicable	Frequency: 138 Percentage: 44.23% 5. My supervisor is cons Current Score: Standard Deviation: Number of Respondents:	116 37.18% sistent when a 3.95 1.09 310	30 9.62 dministering 2015 Score 2013 Score 2011 Score Neu	% 4. % 4. policies conce 4.02 4.00 Not Available ral Dis	14 49% ming em] All F] Size	14 4.49% ployees. Current Benchm Respondents: Category 4: Mission 3:	0 Not Available aarks 3.74 3.74 3.89 Don't Know/Not
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Number of Respondents: 310 2011 Score: Not Available Mission 3: 3.89	Frequency: 138 Percentage: 44.23% 5. My supervisor is cons Current Score: Standard Deviation:	116 37.18% sistent when a 3.95 1.09	dministering p 2015 Score 2013 Score	% 4. policies conce 4.02 4.00	14 49% rning em] All F] Size	14 4.49% ployees. Current Benchm Respondents: Category 4:	0 Not Available
	Frequency: 138 Percentage: 44.23% 5. My supervisor is cons Current Score: Standard Deviation:	116 37.18% sistent when a 3.95 1.09	dministering p 2015 Score 2013 Score	% 4. policies conce 4.02 4.00	14 49% rning em] All F] Size	14 4.49% ployees. Current Benchm Respondents: Category 4:	0 Not Available arks 3.74 3.74 3.89
Don't Know/N Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Applicable	Frequency: 138 Percentage: 44.23% 5. My supervisor is cons Current Score: Standard Deviation: Number of Respondents:	116 37.18% sistent when a 3.95 1.09 310	30 9.62 dministering 2015 Score 2013 Score 2011 Score Neu	% 4. % 4. policies conce 4.02 4.00 Not Available ral Dis	14 49% ming em] All F] Size	14 4.49% ployees. Current Benchm Respondents: Category 4: Mission 3:	0 Not Available aarks 3.74 3.74 3.89 Don't Know/Not
Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Applicable Frequency: 119 100 43 23 24 1	Frequency: 138 Percentage: 44.23% 5. My supervisor is cons Current Score: Standard Deviation: Number of Respondents: Response: Strongly Agree Frequency: 119	116 37.18% sistent when a 3.95 1.09 310 See Agree 100	30 9.62 dministering 2015 Score 2013 Score 2011 Score 2011 Score Neu 43	% 4. % 4.02 4.00 Not Available ral Dis	14 49% rning em] All F] Size] agree 23	14 4.49% ployees. Current Benchm Respondents: e Category 4: Mission 3: Strongly Disagree 24	0 Not Available aarks 3.74 3.74 3.74 3.89 Don't Know/Not Applicable 1
Don't Know/N Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Applicable	Frequency: 138 Percentage: 44.23% 5. My supervisor is cons Current Score: [Standard Deviation: [Number of Respondents: [Response: Strongly Agre Frequency: 119	116 37.18% sistent when a 3.95 1.09 310 See Agree 100	30 9.62 dministering 2015 Score 2013 Score 2011 Score 2011 Score Neu 43	% 4. % 4.02 4.00 Not Available ral Dis	14 49% rning em] All F] Size] agree 23	14 4.49% ployees. Current Benchm Respondents: e Category 4: Mission 3: Strongly Disagree 24	0 Not Available aarks 3.74 3.74 3.74 3.89 Don't Know/Not Applicable 1
Response:Strongly AgreeAgreeNeutralDisagreeStrongly DisagreeApplicableFrequency:1191004323241Percentage:38.39%32.26%13.87%7.42%7.74%0.32%	Frequency: 138 Percentage: 44.23% 5. My supervisor is constructed by the second sec	116 37.18% sistent when a 3.95 1.09 310 See Agree 100 32.26%	30 9.62 dministering 2015 Score 2013 Score 2011 Score 2011 Score 13.8	% 4. policies conce 4.02 4.00 Not Available ral Dis 7% 7.	14 49% rning em All F Size 23 42%	14 4.49% ployees. Current Benchm Respondents: e Category 4: Mission 3: Strongly Disagree 24	0 Not Available aarks 3.74 3.74 3.74 3.89 Don't Know/Not Applicable 1
Response:Strongly AgreeAgreeNeutralDisagreeStrongly DisagreeApplicableFrequency:1191004323241Percentage:38.39%32.26%13.87%7.42%7.74%0.32%	Frequency: 138 Percentage: 44.23% 5. My supervisor is construction Current Score: Standard Deviation: Standard Deviation: Number of Respondents: Response: Strongly Agree Frequency: Percentage: 38.39%	116 37.18% sistent when a 3.95 1.09 310 See Agree 100 32.26%	30 9.62 dministering 2015 Score 2013 Score 2011 Score 2011 Score 13.8	% 4. policies conce 4.02 4.00 Not Available ral Dis 7% 7.	14 49% rning em All F Size 23 42%	14 4.49% ployees. Current Benchm Respondents: Category 4: Mission 3: Strongly Disagree 24 7.74%	0 Not Available
Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Applicable Frequency: 119 100 43 23 24 1 Percentage: 38.39% 32.26% 13.87% 7.42% 7.74% 0.32% 6. I have a good understanding of our mission, vision, and strategic plan.	Frequency: 138 Percentage: 44.23% 5. My supervisor is construction Current Score: Standard Deviation: Standard Deviation: Number of Respondents: Response: Strongly Agree Frequency: Percentage: 38.39% 6. I have a good underst	116 37.18% sistent when a 3.95 1.09 310 3e Agree 100 32.26% anding of our	30 9.62 dministering 2015 Score 2013 Score 2011 Score 2011 Score 13.8 13.8 mission, vision	% 4. % 4. policies conce 4.02 4.00 Not Available ral Dis 7% 7. pon, and stratege	14 49% rning em] All F] Size 23 42% ic plan.	14 4.49% ployees. Current Benchm Respondents: © Category 4: Mission 3: Strongly Disagree 24 7.74%	0 Not Available aarks 3.74 3.74 3.74 3.89 Don't Know/Not Applicable 1 0.32%
Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Applicable Frequency: 119 100 43 23 24 1 Percentage: 38.39% 32.26% 13.87% 7.42% 7.74% 0.32% 6. I have a good understanding of our mission, vision, and strategic plan. Current Benchmarks	Frequency: 138 Percentage: 44.23% 5. My supervisor is cons Current Score: [Standard Deviation: [Number of Respondents: [Response: Strongly Agre Frequency: 119 Percentage: 38.39% 6. I have a good underst	116 37.18% sistent when ar 3.95 1.09 310 ae Agree 100 32.26% anding of our 4.44	30 9.62 dministering 2015 Score 2013 Score 2011 Score 2011 Score 13.8 mission, vision 2015 Score	% 4. % 4. policies conce 4.02 4.00 4.00 Not Available 4.00 ral Dis 7% 7. pon, and strateg 4.56	14 49% 1 frning em] All F] Size agree 23 42%	14 4.49% ployees. Current Benchm Respondents: © Category 4: Mission 3: Strongly Disagree 24 7.74% Current Benchm Respondents:	0 Not Available
Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Applicable Frequency: 119 100 43 23 24 1 Percentage: 38.39% 32.26% 13.87% 7.42% 7.74% 0.32% 6. I have a good understanding of our mission, vision, and strategic plan. Current Score: 4.44 2015 Score: 4.56 All Respondents: 4.09 Size Category 4: 4.03	Frequency: 138 Percentage: 44.23% 5. My supervisor is construction: Current Score: Standard Deviation: Standard Deviation: Number of Respondents: Image: Strongly Agree Frequency: 119 Percentage: 38.39% 6. I have a good underst Current Score: Standard Deviation: Standard Deviation:	116 37.18% sistent when ar 3.95 1.09 310 Se Agree 100 32.26% anding of our 4.44 0.51	dministering p 2015 Score 2013 Score 2011 Score 2011 Score 43 13.8 mission, vision 2015 Score 2013 Score 2013 Score	% 4. % 4. policies conce 4.02 4.02 4.00 A.00 A.00 Not Available A.00 ral Dis 7% 7. pon, and strateg 4.56 4.54 4.54	14 19% 1 1 1 2 1 23 12% 1	14 4.49% ployees. Current Benchm Respondents: Category 4: Mission 3: Strongly Disagree 24 7.74% Current Benchm Respondents: 24 7.74% Current Benchm Respondents: Category 4:	0 Not Available
Response:Strongly AgreeAgreeNeutralDisagreeStrongly DisagreeApplicableFrequency:1191004323241Percentage:38.39%32.26%13.87%7.42%7.74%0.32%6. I have a good understanding of our mission, vision, and strategic plan.Current Score:4.442015 Score:4.56All Respondents:4.09Standard Deviation:0.512013 Score:4.54Size Category 4:4.03Number of Respondents:3122011 Score:Not AvailableMission 3:4.09	Frequency: 138 Percentage: 44.23% 5. My supervisor is construction: Current Score: Standard Deviation: Standard Deviation: Number of Respondents: Image: Strongly Agree Frequency: 119 Percentage: 38.39% 6. I have a good underst Current Score: Standard Deviation: Standard Deviation:	116 37.18% sistent when ar 3.95 1.09 310 Se Agree 100 32.26% anding of our 4.44 0.51	dministering p 2015 Score 2013 Score 2011 Score 2011 Score 43 13.8 mission, vision 2015 Score 2013 Score 2013 Score	% 4. % 4. policies conce 4.02 4.02 4.00 A.00 A.00 Not Available A.00 ral Dis 7% 7. pon, and strateg 4.56 4.54 4.54	14 19% 1 1 1 2 1 23 12% 1	14 4.49% ployees. Current Benchm Respondents: Category 4: Mission 3: Strongly Disagree 24 7.74% Current Benchm Respondents: 24 7.74% Current Benchm Respondents: Category 4:	0 Not Available 3.74 3.74 3.74 3.89 Don't Know/Not Applicable 1 0.32% Marks 4.09 4.03 4.09
Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Applicable Frequency: 119 100 43 23 24 1 Percentage: 38.39% 32.26% 13.87% 7.42% 7.74% 0.32% 6. I have a good understanding of our mission, vision, and strategic plan. Current Score: 4.44 2015 Score: 4.56 All Respondents: 4.09 Size Category 4: 4.03 Standard Deviation: 0.51 2013 Score: 4.54 Size Category 4: 4.03 Number of Respondents: 312 2011 Score: Not Available Mission 3: 4.09 Don't Know/N 0.51 2013 Score: 4.54 0.51 4.09	Frequency: 138 Percentage: 44.23% 5. My supervisor is construction: Current Score: Standard Deviation: Standard Deviation: Number of Respondents: Image: Strongly Agree Frequency: 119 Percentage: 38.39% 6. I have a good underst Current Score: Standard Deviation: Image: Strongly Agree Standard Deviation: 119 Percentage: 38.39% 6. I have a good underst Standard Deviation: Number of Respondents: Image: Standard Deviation: Number of Respondents: Image: Standard Deviation:	116 37.18% sistent when ad 3.95 1.09 310 Be Agree 100 32.26% anding of our 4.44 0.51 312	30 9.62 dministering 2015 Score 2013 Score 2011 Score 2011 Score 13.8 mission, vision 2015 Score 2011 Score 0 13.8 2015 Score 2015 Score 2013 Score 2013 Score 2013 Score 2013 Score 2011 Score 2011 Score	% 4. % 4. policies conce 4.02 4.02 4.00 Not Available 1 ral Dis 7% 7. pon, and strateg 4.56 4.54 Not Available	14 49% 1 rning em] All F] Size agree 23 42% Image: Compare 100 (Compare 100	14 4.49% ployees. Current Benchm Respondents: © Category 4: Mission 3: Strongly Disagree 24 7.74% Current Benchm Respondents: © Category 4: Mission 3: Mission 3:	0 Not Available Not Available arks 3.74 3.74 3.74 3.74 3.89 Don't Know/Not Applicable 1 0.32%
Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Applicable Frequency: 119 100 43 23 24 1 Percentage: 38.39% 32.26% 13.87% 7.42% 7.74% 0.32% 6. I have a good understanding of our mission, vision, and strategic plan. Current Score: 4.44 2015 Score: 4.56 All Respondents: 4.09 Size Category 4: 4.03 Standard Deviation: 0.51 2013 Score: 4.54 Size Category 4: 4.03 Number of Respondents: 312 2011 Score: Not Available Mission 3: 4.09 Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Applicable	Frequency: 138 Percentage: 44.23% 5. My supervisor is cons Current Score: Standard Deviation: Number of Respondents: Response: Strongly Agree Frequency: 119 Percentage: 38.39% 6. I have a good underst Current Score: Standard Deviation: Number of Respondents: Response: Standard Deviation: Number of Respondents:	116 37.18% sistent when a 3.95 1.09 310 Be Agree 100 32.26% anding of our 4.44 0.51 312 Be Agree	30 9.62 dministering 2015 Score 2013 Score 2011 Score 2011 Score 13.8 mission, vision 2015 Score 2011 Score 0 13.8 2015 Score 2015 Score 2013 Score 2013 Score 2013 Score 2013 Score 2011 Score 2011 Score	% 4. % 4. policies conce 4.02 4.02 4.00 Not Available 1 ral Dis 7% 7. pon, and stratege 4.56 4.54 Not Available ral Dis	14 19% 1 1 2 agree 23 12% ic plan.] All F Size ic plan. Size agree	14 4.49% ployees. Current Benchm Respondents: © Category 4: Mission 3: Strongly Disagree 24 7.74% Current Benchm Respondents: © Category 4: Mission 3: Mission 3:	0 Not Available Not Available arks 3.74 3.74 3.74 3.74 3.74 3.74 3.74 3.74 3.74 3.74 3.74 3.74 3.74 3.74 3.74 3.89 Don't Know/Not Applicable 4.09 4.03 4.09 Don't Know/Not Applicable
Response: Strongly Agree Agree Neutral Disagree Strongly Disagree Applicable Frequency: 119 100 43 23 24 1 Percentage: 38.39% 32.26% 13.87% 7.42% 7.74% 0.32% Interview of the second	Frequency: 138 Percentage: 44.23% 15. My supervisor is cons Current Score: Standard Deviation: Number of Respondents: Response: Strongly Agre Frequency: 119 Percentage: 38.39% 16. I have a good underst Standard Deviation: Number of Respondents: Response: Standard Deviation: Number of Respondents: Response: Standard Deviation: Rumber of Respondents: Standard Deviation: Number of Respondents: Response: Strongly Agre Frequency: 153	116 37.18% sistent when a 3.95 1.09 310 Be Agree 100 32.26% anding of our 4.44 0.51 312 Be Agree 132	30 9.62 dministering 2015 Score 2013 Score 2011 Score 2011 Score 2015 Score 2011 Score 2015 Score 2015 Score 2011 Score 43 5 2015 Score 2013 Score 2013 Score 2013 Score 2013 Score 2011 Score 2011 Score 2011 Score 2011 Score	% 4. % 4. policies conce 4.02 4.02 4.00 Not Available 1 ral Dis 7% 7. pon, and stratege 4.56 4.54 Not Available ral Dis	14 19% 1 1 2 agree 23 12% ic plan.] All F Size ic plan.] All F 3 42% ic plan. 3 All F 3 10	14 4.49% ployees. Current Benchm Respondents: Category 4: Mission 3: Strongly Disagree 24 7.74% Current Benchm Respondents: 2 Current Benchm Respondents: Category 4: Mission 3: Strongly Disagree Mission 3: Strongly Disagree 1	0 Not Available Not Available arks 3.74 3.74 3.74 3.74 3.74 3.74 3.74 3.74 3.74 3.74 3.74 3.74 3.74 3.74 3.74 3.89 Don't Know/Not Applicable 4.09 4.03 4.09 Don't Know/Not Applicable



17. I understa	and the state	, local, nationa	al, and	d global is	sues th	nat imp	act the	organization.	
								Current Benchma	arks
Curr	rent Score:	4.18	201	5 Score:	4.0	6	All F	Respondents:	4.04
Standard	d Deviation:	0.48	201	3 Score:	4.0	4	Size	e Category 4:	3.99
Number of Re	espondents:	311	201	11 Score:	Not Ava	ailable		Mission 3:	4.02
									Don't Know/Not
Response:	Strongly Agre			Neutra	1	Disa	0	Strongly Disagree	Applicable
Frequency:	92 29.58%	165		40	,	2.5		0 Not Available	<u> </u>
Percentage:	29.00%	53.05%		12.86%	0	3.54	+70	NOL AVAIIADIE	0.96%
18. We work	well with oth	er parts of the	instit	ution.					
		p						Current Benchma	arks
Curr	rent Score:	4.17	201	5 Score:	4.1	9	All F	Respondents:	3.94
	d Deviation:	0.72		3 Score:	4.0			e Category 4:	3.91
		312	-	11 Score:			0120	Mission 3:	4.04
Number of Re	spondents.	312	20	IT Score.	NUL AVA	allable			4.04
-	Otara alta A ana	A		Nesstar		Disc			Don't Know/Not
Response: Frequency:	Strongly Agre	e Agree 142	- T	Neutra 41		Disa 12	0	Strongly Disagree 5	Applicable 1
Percentage:	35.58%	45.51%		13.14%	6	3.85		1.60%	0.32%
19. We develo	op services t	o meet the nee	eds o	f those we	e serve.				
								Current Benchma	arks
Curr	rent Score:	4.35	201	5 Score:	4.4	1	All F	Respondents:	3.96
	d Deviation:	0.41		3 Score:	4.2			e Category 4:	3.99
Number of Re	L	309		11 Score:				o o a lo g o . j j	
Number of Re	spondents.	505	20					Mission 3	1 12
					NOT AVA			Mission 3:	4.12
Deemenee	Strongly Agro	A droo		Noutro		ailable			Don't Know/Not
Response:	Strongly Agre	-		Neutra 29		ailable Disag	gree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	127	142		Neutra 29 9.39%	I	ailable	gree	Strongly Disagree	Don't Know/Not
		-		29	I	ailable Disaq 8	gree	Strongly Disagree	Don't Know/Not Applicable 0
Frequency: Percentage:	127 41.10%	142 45.95%	om th	29 9.39%		ailable Disa 8 2.59	gree 9%	Strongly Disagree 3 0.97%	Don't Know/Not Applicable 0
Frequency:	127 41.10%	142 45.95%	om th	29 9.39%		ailable Disa 8 2.59	gree 9%	Strongly Disagree 3 0.97% cisions.	Don't Know/Not Applicable 0 Not Available
Frequency: Percentage:	127 41.10% group uses t	142 45.95% he feedback fr		29 9.39% hose we se	erve wh	ailable Disag 8 2.59	gree 9% king de	Strongly Disagree 3 0.97% cisions. Current Benchma	Don't Know/Not Applicable 0 Not Available
Frequency: Percentage: 20. My work g	127 41.10% group uses t	142 45.95% he feedback fr 4.09	201	29 9.39% nose we se	erve wh	Disag Disag 2.59 en ma	gree 39% king de All F	Strongly Disagree 3 0.97% cisions. Current Benchma Respondents:	Don't Know/Not Applicable 0 Not Available arks 3.78
Frequency: Percentage: 20. My work g Curr Standard	127 41.10% group uses t rent Score: [d Deviation:]	142 45.95% he feedback fr 4.09 0.77	201 201	29 9.39% hose we se 5 Score: [3 Score: [erve wh	ailable Disa 2.50 hen mal 9	gree 39% king de All F	Strongly Disagree 3 0.97% cisions. Current Benchma Respondents: e Category 4:	Don't Know/Not Applicable 0 Not Available arks 3.78 3.81
Frequency: Percentage: 20. My work g	127 41.10% group uses t rent Score: [d Deviation:]	142 45.95% he feedback fr 4.09	201 201	29 9.39% nose we se	erve wh	ailable Disa 2.50 hen mal 9	gree 39% king de All F	Strongly Disagree 3 0.97% cisions. Current Benchma Respondents:	Don't Know/Not Applicable 0 Not Available arks 3.78
Frequency: Percentage: 20. My work g Curr Standard	127 41.10% group uses t rent Score: [d Deviation:]	142 45.95% he feedback fr 4.09 0.77	201 201	29 9.39% hose we se 5 Score: [3 Score: [erve wh	ailable Disa 2.50 hen mal 9	gree 39% king de All F	Strongly Disagree 3 0.97% cisions. Current Benchma Respondents: e Category 4:	Don't Know/Not Applicable 0 Not Available arks 3.78 3.81
Frequency: Percentage: 20. My work g Curr Standard Number of Re Response:	127 41.10% group uses t rent Score: [d Deviation: [espondents: [Strongly Agre	142 45.95% he feedback fr 4.09 0.77 313 ee Agree	201 201	29 9.39% hose we se 5 Score: [3 Score: [11 Score: [Neutra	4.1 4.0 Not Ava	ailable Disag 2.59 Disag 06 Disag	gree 3% king de All F Size	Strongly Disagree 3 0.97% cisions. Current Benchma Respondents: e Category 4:	Don't Know/Not Applicable 0 Not Available arks 3.78 3.81 3.96
Frequency: Percentage: 20. My work g Curr Standard Number of Re	127 41.10% group uses t rent Score: [d Deviation: [espondents: [142 45.95% he feedback fr 4.09 0.77 313	201 201	29 9.39% hose we se 5 Score: [3 Score: [11 Score: [4.1 4.0 Not Ava	Disag Disag 2.55 Den mal 9 6 ailable	gree 3% king de All F Size	Strongly Disagree 3 0.97% cisions. Current Benchma Respondents: e Category 4: Mission 3:	Don't Know/Not Applicable 0 Not Available arks 3.78 3.81 3.96 Don't Know/Not

21. My work	group regula	arly uses perfo	rman	ce data to	improve th	e quality	of our work.	
							Current Benchma	arks
Cur	rent Score:	3.75	20	15 Score:	3.85	All	Respondents:	3.54
Standar	d Deviation:	0.89	20	13 Score:	3.77	Siz	e Category 4:	3.51
Number of Re	espondents:	313			Not Availab	=	Mission 3:	3.55
					L			Don't Know/Not
Response:	Strongly Agr	ee Agree		Neutra	al D	sagree	Strongly Disagree	Applicable
Frequency:	61	142		65		33	7	5
Percentage:	19.49%	45.37%	þ	20.779	% 1	0.54%	2.24%	1.60%
22. My work	group's goal	s are consiste	ntly r	net or exc	eeded.		Current Benchma	arks
Cur	rent Score:	4.09	20	15 Score:	4.11	All	Respondents:	3.87
Standar	d Deviation:	0.63	20	13 Score:	4.05	Siz	e Category 4:	3.88
Number of Re	espondents:	314	20	11 Score:	Not Availab	е	Mission 3:	3.93
		_				_		Don't Know/Not
Response:	Strongly Agr	ee Agree		Neutra	al D	sagree	Strongly Disagree	Applicable
Frequency:	84	171		48		8	1	2
Percentage:	26.75%	54.46%)	15.299	%	.55%	0.32%	0.64%
23. Our instit	tution is kno	wn for the qua	lity o	f service v	ve provide.		Current Benchma	arks
	ution is kno	wn for the qua	-	f service v 15 Score:	ve provide.	All	Current Benchma	arks 3.95
Cur		-	20		-		Respondents:	
Cur Standar	rent Score: d Deviation:	4.33 0.51	20 20	15 Score: 13 Score:	4.39	Siz	Respondents:	3.95 4.05
Cur	rent Score: d Deviation:	4.33	20 20	15 Score:	4.39	Siz	Respondents:	3.95 4.05 4.24
Cur Standar Number of Re	rent Score: d Deviation: espondents:	4.33 0.51 311	20 20	15 Score: 13 Score: 11 Score:	4.39 4.19 Not Availab	Siz	Respondents: e Category 4: Mission 3:	3.95 4.05 4.24 Don't Know/Not
Cur Standar	rent Score: d Deviation:	4.33 0.51 311	20 20	15 Score: 13 Score:	4.39 4.19 Not Availab	Siz	Respondents:	3.95 4.05 4.24
Cur Standar Number of Re Response:	rent Score: d Deviation: espondents: Strongly Agro	4.33 0.51 311 ee Agree	20 20 20	15 Score: 13 Score: 11 Score: Neutra	4.39 4.19 Not Availab	Siz e sagree	Respondents: e Category 4: Mission 3: Strongly Disagree	3.95 4.05 4.24 Don't Know/Not Applicable
Cur Standar Number of Re Response: Frequency: Percentage:	rent Score: d Deviation: espondents: Strongly Agro 131 42.12% eeps pace w	4.33 0.51 311 ee Agree 137	20 20 20	15 Score: 13 Score: 11 Score: <u>Neutra 36</u> 11.589 .	4.39 4.19 Not Availab	Siz e sagree	Respondents: e Category 4: Mission 3: Strongly Disagree 3	3.95 4.05 4.24 Don't Know/Not Applicable 0 Not Available
Cur Standar Number of Re Response: Frequency: Percentage:	rent Score: d Deviation: espondents: Strongly Agro 131 42.12%	4.33 0.51 311 ee Agree 137 44.05%	20 20 20	15 Score: 13 Score: 11 Score: <u>Neutra 36</u> 11.589	4.39 4.19 Not Availab	Siz e sagree 4 .29%	Respondents: e Category 4: Mission 3: Strongly Disagree 3 0.96%	3.95 4.05 4.24 Don't Know/Not Applicable 0 Not Available
Cur Standar Number of Re Response: Frequency: Percentage: 24. My pay ke	rent Score: d Deviation: espondents: Strongly Agro 131 42.12% eeps pace w	4.33 0.51 311 ee Agree 137 44.05% ith the cost of	20 20 20 20	15 Score: 13 Score: 11 Score: <u>Neutra 36</u> 11.589 .	4.39 4.19 Not Availab al D	Siz e sagree 4 .29%	Respondents: e Category 4: Mission 3: Strongly Disagree 3 0.96% Current Benchma	3.95 4.05 4.24 Don't Know/Not Applicable 0 Not Available
Cur Standar Number of Re Response: Frequency: Percentage: 24. My pay ke	rent Score: [d Deviation: [espondents:] Strongly Agro 131 42.12% eeps pace w rent Score: [d Deviation:]	4.33 0.51 311 ee Agree 137 44.05% ith the cost of 3.14	20 20 20 	15 Score: 13 Score: 11 Score: <u>Neutra 36</u> 11.589 J. 15 Score: 13 Score:	4.39 4.19 Not Availab al D % 3.33	Siz e sagree 4 .29%	Respondents: e Category 4: Mission 3: Strongly Disagree 3 0.96% Current Benchma Respondents:	3.95 4.05 4.24 Don't Know/Not Applicable 0 Not Available
Cur Standar Number of Re Response: Frequency: Percentage: 24. My pay ke Cur Standar	rent Score: [d Deviation: [espondents:] Strongly Agro 131 42.12% eeps pace w rent Score: [d Deviation:]	4.33 0.51 311 ee Agree 137 44.05% ith the cost of 3.14 1.12	20 20 20 	15 Score: 13 Score: 11 Score: <u>Neutra 36</u> 11.589 J. 15 Score: 13 Score:	4.39 4.19 Not Availab al D % 3.33 3.22	Siz e sagree 4 .29% All I Siz	Respondents: e Category 4: Mission 3: Strongly Disagree 3 0.96% Current Benchma Respondents: e Category 4:	3.95 4.05 4.24 Don't Know/Not Applicable 0 Not Available arks 2.38 2.41 2.50
Cur Standar Number of Re Response: Frequency: Percentage: 24. My pay ke Cur Standar	rent Score: [d Deviation: [espondents:] Strongly Agro 131 42.12% eeps pace w rent Score: [d Deviation:]	4.33 0.51 311 ee Agree 137 44.05% ith the cost of 3.14 1.12 314	20 20 20 	15 Score: 13 Score: 11 Score: <u>Neutra 36</u> 11.589 J. 15 Score: 13 Score:	4.39 4.19 Not Availab al D % 3.33 3.22 Not Availab	Siz e sagree 4 .29% All I Siz	Respondents: e Category 4: Mission 3: Strongly Disagree 3 0.96% Current Benchma Respondents: e Category 4:	3.95 4.05 4.24 Don't Know/Not Applicable 0 Not Available arks 2.38 2.41
Cur Standar Number of Re Response: Frequency: Percentage: 24. My pay ke Cur Standar Number of Re	rent Score: d Deviation: espondents: Strongly Agr 131 42.12% eeps pace w rent Score: d Deviation: espondents:	4.33 0.51 311 ee Agree 137 44.05% ith the cost of 3.14 1.12 314	20 20 20 	15 Score: 13 Score: 11 Score: Neutra 36 11.589 J. 15 Score: 13 Score: 11 Score:	4.39 4.19 Not Availab al D % 3.33 3.22 Not Availab	Siz e sagree 4 .29% All I Siz e	Respondents: e Category 4: Mission 3: Strongly Disagree 3 0.96% Current Benchma Respondents: e Category 4: Mission 3:	3.95 4.05 4.24 Don't Know/Not Applicable 0 Not Available arks 2.38 2.41 2.50 Don't Know/Not
Cur Standar Number of Re Response: Frequency: Percentage: 24. My pay ke Cur Standar Number of Re Response:	rent Score: [d Deviation: [espondents:] Strongly Agro 131 42.12% eeps pace w rent Score: [d Deviation:] espondents:]	4.33 0.51 311 ee Agree 137 44.05% ith the cost of 3.14 1.12 314 ee Agree	20 20 20 20 	15 Score: 13 Score: 11 Score: Neutra 36 11.589 J. 15 Score: 13 Score: 11 Score: Neutra	4.39 4.19 Not Availab al D %	Siz e <u>sagree</u> <u>4</u> .29% All I Siz e sagree	Respondents: e Category 4: Mission 3: Strongly Disagree 3 0.96% Current Benchma Respondents: e Category 4: Mission 3: Strongly Disagree	3.95 4.05 4.24 Don't Know/Not Applicable 0 Not Available arks 2.38 2.41 2.50 Don't Know/Not Applicable

25. Salaries are competi	tive with simila	ır jobs	s in the co	mmunity o	compara	ble institutions.	
						Current Benchm	narks
Current Score:	3.07	20	15 Score:	3.25	All	Respondents:	2.52
Standard Deviation:	1.13	20	13 Score:	3.21	Siz	e Category 4:	2.54
Number of Respondents:			2	Not Availab		Mission 3:	2.67
	011	20		11007 Wallac	10		
Response: Strongly Ag	ree Agree	•	Neutra	al D	isagree	Strongly Disagree	Don't Know/Not Applicable
Frequency: 27	99		82		68	36	2
Percentage: 8.60%	31.53%	6	26.11%	6 2	1.66%	11.46%	0.64%
26. I feel I am paid fairly	for the work I c	do.				Current Benchn	narks
Current Score:	3.27	20	15 Score:	3.41	All	Respondents:	2.74
Standard Deviation:	1.06	20	13 Score:	3.34	Siz	e Category 4:	2.79
Number of Respondents:	312	20	11 Score:	Not Availab	le	Mission 3:	2.85
							Don't Know/Not
Response: Strongly Ag			Neutra	al D	isagree	Strongly Disagree	e Applicable
Frequency: 33	114	/	80	/	59	26	0
Percentage: 10.58%	36.54%	ó	25.64%	6	8.91%	8.33%	Not Available
27. My job meets my exp	ectations.					Current Benchn	narks
27. My job meets my exp Current Score:	ectations.	20	15 Score:	4.02	All	Current Benchn Respondents:	narks 3.59
			15 Score: [13 Score: [4.02			
Current Score:	3.86	20	13 Score:		Siz	Respondents:	3.59
Current Score: Standard Deviation:	3.86 0.91	20	13 Score:	3.98	Siz	Respondents:	3.59 3.62
Current Score: Standard Deviation: Number of Respondents: Response: <u>Strongly Ag</u>	3.86 0.91 314	20 20	13 Score: [11 Score: [Neutra	3.98 Not Availat	le isagree	Respondents: e Category 4: Mission 3: Strongly Disagree	3.59 3.62 3.75 Don't Know/Not
Current Score: Standard Deviation: Number of Respondents: Response: Strongly Ag Frequency: 70	3.86 0.91 314 ree Agree 162	20 20	13 Score: [11 Score: [<u>Neutra</u> 49	3.98 Not Availat al D	le isagree 21	Respondents: e Category 4: Mission 3: Strongly Disagree	3.59 3.62 3.75 Don't Know/Not Applicable 0
Current Score: Standard Deviation: Number of Respondents: Response: <u>Strongly Ag</u>	3.86 0.91 314	20 20	13 Score: [11 Score: [Neutra	3.98 Not Availat al D	le isagree	Respondents: e Category 4: Mission 3: Strongly Disagree	3.59 3.62 3.75 Don't Know/Not Applicable
Current Score: Standard Deviation: Number of Respondents: Response: Strongly Ag Frequency: 70	3.86 0.91 314 ree Agree 162 51.59%	20 20	13 Score: [11 Score: [<u>Neutra</u> 49 15.61%	3.98 Not Availab al D 6	Siz le isagree 21 3.69%	Respondents: e Category 4: Mission 3: Strongly Disagree 12 3.82%	3.59 3.62 3.75 Don't Know/Not Applicable 0 Not Available
Current Score: Standard Deviation: Number of Respondents: Response: Strongly Ag Frequency: 70 Percentage: 22.29% 28. My work environment	3.86 0.91 314 ree Agree 162 51.59% t supports a base	20 20 6 alance	13 Score: [11 Score: [<u>Neutra</u> 49 15.61% e between	3.98 Not Availab al D 6 work and p	isagree 21 3.69% ersonal li	Respondents: e Category 4: Mission 3: Strongly Disagree 12 3.82% fe. Current Benchm	3.59 3.62 3.75 Don't Know/Not Applicable 0 Not Available
Current Score: Standard Deviation: Number of Respondents: Response: Strongly Ag Frequency: 70 Percentage: 22.29% 28. My work environmen Current Score:	3.86 0.91 314 ree Agree 162 51.59% t supports a base 3.82	20 20 6 alance	13 Score: [11 Score: [<u>Neutra</u> 49 15.61% e between 15 Score: [3.98 Not Availab al D 6 work and p 3.87	Siz Sisagree 21 S.69% Personal li All	Respondents: e Category 4: Mission 3: Strongly Disagree 12 3.82% fe. Current Benchm Respondents:	3.59 3.62 3.75 Don't Know/Not Applicable 0 Not Available narks 3.79
Current Score: Standard Deviation: Number of Respondents: Response: Strongly Ag Frequency: 70 Percentage: 22.29% 28. My work environmen Current Score: Standard Deviation:	3.86 0.91 314 ree Agree 162 51.59% t supports a base 3.82 1.02	20 20 6 alance 20 20	13 Score: [11 Score: [<u>Neutra</u> 49 15.61% e between 15 Score: [13 Score: [3.98 Not Availab al D work and p 3.87 3.82	isagree 21 3.69% ersonal li All	Respondents: e Category 4: Mission 3: Strongly Disagree 12 3.82% fe. Current Benchn Respondents: e Category 4:	3.59 3.62 3.75 Don't Know/Not Applicable 0 Not Available
Current Score: Standard Deviation: Number of Respondents: Response: Strongly Ag Frequency: 70 Percentage: 22.29% 28. My work environmen Current Score:	3.86 0.91 314 ree Agree 162 51.59% t supports a base 3.82 1.02	20 20 6 alance 20 20	13 Score: [11 Score: [<u>Neutra</u> 49 15.61% e between 15 Score: [13 Score: [3.98 Not Availab al D 6 work and p 3.87	isagree 21 3.69% ersonal li All	Respondents: e Category 4: Mission 3: Strongly Disagree 12 3.82% fe. Current Benchm Respondents:	3.59 3.62 3.75 Don't Know/Not Applicable 0 Not Available narks 3.79
Current Score: Standard Deviation: Number of Respondents: Response: Strongly Ag Frequency: 70 Percentage: 22.29% 28. My work environmen Current Score: Standard Deviation: Number of Respondents:	3.86 0.91 314 ree Agree 162 51.59% t supports a base 3.82 1.02 312	20 20 6 alance 20 20 20	13 Score: [11 Score: [<u>Neutra</u> 49 15.61% e between 15 Score: [13 Score: [11 Score: [3.98 Not Availab	isagree 21 3.69% ersonal li Siz le	Respondents: e Category 4: Mission 3: Strongly Disagree 12 3.82% fe. Current Benchn Respondents: e Category 4: Mission 3:	3.59 3.62 3.75 Don't Know/Not Applicable 0 Not Available narks 3.79 3.83 3.81 Don't Know/Not
Current Score: Standard Deviation: Number of Respondents: Response: Strongly Ag Frequency: 70 Percentage: 22.29% 28. My work environmen Current Score: Standard Deviation: Number of Respondents: Response: Strongly Ag	3.86 0.91 314 ree Agree 162 51.59% t supports a base 3.82 1.02 312 ree Agree	20 20 6 alance 20 20 20	13 Score: [11 Score: [<u>Neutra</u> 49 15.61% between 15 Score: [13 Score: [11 Score: [Neutra	3.98 Not Availab	isagree 21 3.69% ersonal li Siz le	Respondents: e Category 4: Mission 3: Strongly Disagree 12 3.82% fe. Current Benchn Respondents: e Category 4: Mission 3: Strongly Disagree	3.59 3.62 3.75 Don't Know/Not Applicable 0 Not Available
Current Score: Standard Deviation: Number of Respondents: Response: Strongly Ag Frequency: 70 Percentage: 22.29% 28. My work environmen Current Score: Standard Deviation: Number of Respondents:	3.86 0.91 314 ree Agree 162 51.59% t supports a base 3.82 1.02 312	20 20 6 alance 20 20 20	13 Score: [11 Score: [<u>Neutra</u> 49 15.61% e between 15 Score: [13 Score: [11 Score: [3.98 Not Availab Al D Al Availab Al Availab Al Availab Al Availab Al D Al Availab Al D	isagree 21 3.69% ersonal li Siz le	Respondents: e Category 4: Mission 3: Strongly Disagree 12 3.82% fe. Current Benchn Respondents: e Category 4: Mission 3:	3.59 3.62 3.75 Don't Know/Not Applicable 0 Not Available narks 3.79 3.83 3.81 Don't Know/Not

29. I feel my	efforts coun	t.							
								Current Benchm	narks
Cur	rent Score:	4.00	20	15 Score:	4.	.21	All F	Respondents:	3.76
Standar	d Deviation:	0.87	20	13 Score:	4.	.04	Size	e Category 4:	3.78
Number of Re	espondents:	310	20	11 Score:	Not Av	vailable		Mission 3:	3.92
									Don't Know/Not
Response:	Strongly Agr	ee Agree		Neutra	al	Disa	gree	Strongly Disagree	
Frequency:	93	143		43	N .		5	16	0
Percentage:	30.00%	46.13%)	13.87%	%	4.8	4%	5.16%	Not Available
30. The amo	unt of work I	am asked to d	lo is r	easonable	e.				
								Current Benchm	arke
C	rant Saara.	2 70	20	15 Secret	2	70			
	rent Score:	3.79	-	15 Score:		.79		Respondents:	3.66
	d Deviation:	0.99	-	13 Score:		.78	SIZE	e Category 4:	3.74
Number of Re	espondents:	313	20	11 Score:	Not Av	vailable		Mission 3:	3.73
									Don't Know/Not
Response:	Strongly Agr	ee Agree 148		Neutra 44	al		gree 4	Strongly Disagree	e Applicable
Frequency: Percentage:	73 23.32%	47.28%	`	14.06%	2/0	-	4 36%	14 4.47%	0 Not Available
r crocinage.	20.0270	11.2070	,	11.007	/0	10.0		1.11 /0	Hot / Wallabio
31. I feel a se	ense of pride	when I tell pe	ople v	where I wo	ork.			Current Benchm	narks
						51	All F	Current Benchm	
Cur	rent Score:	4.39	20	15 Score:	4.	.51		Respondents:	3.95
Cur Standar	rent Score:	4.39 0.60	20 20	15 Score: 13 Score:	4.	.44		Respondents:	3.95 4.01
Cur	rent Score:	4.39	20 20	15 Score:	4.	.44		Respondents:	3.95 4.01 4.17
Cur Standar Number of Re	rent Score: d Deviation: espondents:	4.39 0.60 312	20 20	15 Score: 13 Score: 11 Score:	4. 4. Not Av	.44 vailable	Size	Respondents:	3.95 4.01 4.17 Don't Know/Not
Cur Standar Number of Ro Response:	rent Score:	4.39 0.60 312	20 20	15 Score: 13 Score:	4. 4. Not Av	.44 vailable Disa		Respondents:	3.95 4.01 4.17 Don't Know/Not
Cur Standar Number of Re	rent Score: [d Deviation:] espondents:] Strongly Agro	4.39 0.60 312 ee Agree	20 20 20	15 Score: 13 Score: 11 Score: Neutra	4. 4. Not Av	.44 vailable Disa	Size gree 4	Respondents:	3.95 4.01 4.17 Don't Know/Not Applicable
Cur Standar Number of Ro Response: Frequency: Percentage:	rent Score: d Deviation: espondents: Strongly Agro 152 48.72%	4.39 0.60 312 ee Agree 125 40.06%	20 20 20	15 Score: 13 Score: 11 Score: <u>Neutra</u> 20 6.41%	4. 4. Not Av	44 vailable Disa 1 4.4	Size gree 4 9%	Respondents: e Category 4: Mission 3: Strongly Disagree 1 0.32%	3.95 4.01 4.17 Don't Know/Not Applicable 0
Cur Standar Number of Ro Response: Frequency: Percentage:	rent Score: d Deviation: espondents: Strongly Agro 152 48.72%	4.39 0.60 312 ee Agree 125	20 20 20	15 Score: 13 Score: 11 Score: <u>Neutra</u> 20 6.41%	4. 4. Not Av	44 vailable Disa 1 4.4	Size gree 4 9%	Respondents: e Category 4: Mission 3: Strongly Disagree 1 0.32%	3.95 4.01 4.17 Don't Know/Not Applicable 0
Cur Standar Number of Ro Response: Frequency: Percentage:	rent Score: d Deviation: espondents: Strongly Agro 152 48.72%	4.39 0.60 312 ee Agree 125 40.06%	20 20 20	15 Score: 13 Score: 11 Score: <u>Neutra</u> 20 6.41%	4. 4. Not Av	44 vailable Disa 1 4.4	Size gree 4 9%	Respondents: e Category 4: Mission 3: Strongly Disagree 1 0.32%	3.95 4.01 4.17 Don't Know/Not Applicable 0 Not Available
Cur Standar Number of Ro Response: Frequency: Percentage: 32. I feel the	rent Score: d Deviation: espondents: Strongly Agro 152 48.72%	4.39 0.60 312 ee Agree 125 40.06%	20 20 20	15 Score: 13 Score: 11 Score: <u>Neutra</u> 20 6.41%	4. Not Av al 6 gh at v	44 vailable Disa 1 4.4	Size	Respondents: e Category 4: Mission 3: Strongly Disagree 1 0.32% able.	3.95 4.01 4.17 Don't Know/Not Applicable 0 Not Available
Cur Standar Number of Re Response: Frequency: Percentage: 32. I feel the Cur	rent Score: d Deviation: espondents: Strongly Agro 152 48.72% communicat	4.39 0.60 312 ee Agree 125 40.06% ion channels I	20 20 20 20 	15 Score: 13 Score: 11 Score: Neutra 20 6.41% t go throug	4. Not Av al 6 gh at v 4.	.44 vailable Disa 1 4.4 vork are	Size gree 4 9% e reason All F	Respondents: e Category 4: Mission 3: Strongly Disagree 1 0.32% able. Current Benchm	3.95 4.01 4.17 Don't Know/Not Applicable 0 Not Available
Cur Standar Number of Re Response: Frequency: Percentage: 32. I feel the Cur	rent Score: d Deviation: espondents: Strongly Agro 152 48.72% communicat rent Score: d Deviation:	4.39 0.60 312 ee Agree 125 40.06% ion channels I 3.90	20 20 20 5 mus 20 20 20	15 Score: 13 Score: 11 Score: 20 6.41% t go throug 15 Score:	4. Not Av al gh at v 4. 3.	.44 vailable Disa 1 4.4 vork are	Size gree 4 9% e reason All F	Respondents: A Category 4: Mission 3: Strongly Disagree 1 0.32% able. Current Benchm Respondents:	3.95 4.01 4.17 Don't Know/Not Applicable 0 Not Available marks 3.65
Cur Standar Number of Ro Response: Frequency: Percentage: 32. I feel the Cur Standar	rent Score: d Deviation: espondents: Strongly Agro 152 48.72% communicat rent Score: d Deviation:	4.39 0.60 312 ee Agree 125 40.06% ion channels I 3.90 0.88	20 20 20 5 mus 20 20 20	15 Score: 13 Score: 11 Score: Neutra 20 6.41% t go throug 15 Score: 13 Score:	4. Not Av al gh at v 4. 3.	.44 vailable Disa 1 4.4 vork are	Size gree 4 9% e reason All F	Respondents: A Category 4: Mission 3: Strongly Disagree 1 0.32% able. Current Benchm Respondents: Category 4:	3.95 4.01 4.17 Don't Know/Not Applicable 0 Not Available narks 3.65 3.59 3.70
Cur Standar Number of Ro Response: Frequency: Percentage: 32. I feel the Cur Standar	rent Score: d Deviation: espondents: Strongly Agro 152 48.72% communicat rent Score: d Deviation:	4.39 0.60 312 ee Agree 125 40.06% ion channels I 3.90 0.88 311	20 20 20 5 mus 20 20 20	15 Score: 13 Score: 11 Score: Neutra 20 6.41% t go throug 15 Score: 13 Score:	4. Not Av al gh at v 4. 3. Not Av	.44 vailable Disa 1 4.4 vork are .03 .89 vailable	Size gree 4 9% e reason All F	Respondents: A Category 4: Mission 3: Strongly Disagree 1 0.32% able. Current Benchm Respondents: Category 4:	3.95 4.01 4.17 Don't Know/Not Applicable 0 Not Available narks 3.65 3.59 3.70 Don't Know/Not
Cur Standar Number of Ro Response: Frequency: Percentage: 32. I feel the Cur Standar Number of Ro	rent Score: [d Deviation:] espondents: [Strongly Agronn 152 48.72% communicat rent Score: [d Deviation:] espondents: [4.39 0.60 312 ee Agree 125 40.06% ion channels I 3.90 0.88 311	20 20 20 5 mus 20 20 20	15 Score: 13 Score: 11 Score: Neutra 20 6.41% t go throug 15 Score: 13 Score: 11 Score:	4. Not Av al gh at v 4. 3. Not Av	.44 vailable Disa 1 4.4 vork are .03 .89 vailable Disa	Size	Respondents: A Category 4: Mission 3: Strongly Disagree 1 0.32% able. Current Benchm Respondents: Category 4: Mission 3:	3.95 4.01 4.17 Don't Know/Not Applicable 0 Not Available narks 3.65 3.59 3.70 Don't Know/Not
Cur Standar Number of Ro Response: Frequency: Percentage: 32. I feel the Cur Standar Number of Ro Response:	rent Score: [d Deviation: [espondents: [Strongly Agro 152 48.72% communicat rent Score: [d Deviation: [espondents: [Strongly Agro	4.39 0.60 312 ee Agree 125 40.06% ion channels I 3.90 0.88 311 ee Agree	20 20 20 20 mus 20 20 20	15 Score: 13 Score: 11 Score: Neutra 20 6.41% t go throug 15 Score: 13 Score: 11 Score: Neutra	4. Not Av al gh at v 4. 3. Not Av	.44 vailable Disa 1 4.4 vork are .03 .89 vailable Disa	Size	Respondents: A Category 4: Mission 3: Strongly Disagree able. Current Benchm Respondents: A Category 4: Mission 3: Strongly Disagree	3.95 4.01 4.17 Don't Know/Not Applicable 0 Not Available narks 3.65 3.59 3.70 Don't Know/Not Applicable



33. My work atmosphere	encourages of						
						Current Benchm	arks
Current Score:	3.78	2015 Sc	core:	3.85	All F	Respondents:	3.49
Standard Deviation:	1.08	2013 So	core:	3.66	Size	e Category 4:	3.49
Number of Respondents:	312	2011 Sc	core: Not	Available		Mission 3:	3.65
' (L	Don't Know/Not
Response: Strongly Agr	ee Agree		Neutral	Disa	gree	Strongly Disagree	
Frequency: 83	133		46	2		24	0
Percentage: 26.60%	42.63%		14.74%	8.3	3%	7.69%	Not Available
4. Overall within the gro	ups I work, the	ere is goo	d commu	nication.			
						Current Benchm	arks
Current Score:	3.85	2015 Sc	core:	3.89	All F	Respondents:	3.59
Standard Deviation:	0.93	2013 So	core:	3.86	Size	e Category 4:	3.58
Number of Respondents:	312	2011 Sc	core: Not	Available		Mission 3:	3.71
•				-		L	Don't Know/Not
				Diag	~~~~		
Response: Strongly Agr	ee Adree		Neutral	Disa	gree	Strongly Disagree	
Response: Strongly Agro Frequency: 73	ee Agree 155		Neutral 41	Disa 3		Strongly Disagree 13	0
Frequency:73Percentage:23.40%	155 49.68%	, ,	41 13.14%	3 9.6	0		
Frequency: 73 Percentage: 23.40%	155 49.68%	, ,	41 13.14%	3 9.6	0	13	0 Not Available
Frequency:73Percentage:23.40%	155 49.68%	, ,	41 13.14% at the rig	3 9.6	0 2%	13 4.17%	0 Not Available
Frequency: 73 Percentage: 23.40%	155 49.68% gets to the rig	ht people	41 13.14% at the rig	3 9.6	0 2% All F	13 4.17%	0 Not Available
Frequency: 73 Percentage: 23.40% 5. The right information Current Score:	155 49.68% gets to the rig 3.70	ht people	41 13.14% at the rig	3.63	0 2% All F	13 4.17% Current Benchm Respondents:	0 Not Available arks 3.33
Frequency: 73 Percentage: 23.40% 5. The right information Current Score: Standard Deviation:	155 49.68% gets to the rig 3.70 0.90	ht people 2015 Sc 2013 Sc	41 13.14% at the rig	3 9.6 ht time. 3.63 3.60	0 2% All F	13 4.17% Current Benchm Respondents: Category 4:	0 Not Available arks 3.33 3.26 3.37
Frequency: 73 Percentage: 23.40% 5. The right information Current Score: Standard Deviation:	155 49.68% gets to the rig 3.70 0.90 309	2015 Sc 2013 Sc 2011 Sc	41 13.14% at the rig	3 9.6 ht time. 3.63 3.60	0 2% All F Size	13 4.17% Current Benchm Respondents: Category 4:	0 Not Available arks 3.33 3.26 3.37 Don't Know/Not
Frequency: 73 Percentage: 23.40% 5. The right information Current Score: Standard Deviation: Number of Respondents: Response: Strongly Agre Frequency: 61	155 49.68% gets to the rig 3.70 0.90 309 ee Agree 130	ht people 2015 Sc 2013 Sc 2011 Sc	41 13.14% at the rig core: core: core: Neutral 63	3 9.6 ht time. 3.63 3.60 Available Disa 4	0 2% All F Size gree 3	13 4.17% Current Benchm Respondents: a Category 4: Mission 3: Strongly Disagree 11	0 Not Available arks 3.33 3.26 3.37 Don't Know/Not Applicable 1
Frequency: 73 Percentage: 23.40% 5. The right information Current Score: Standard Deviation: Number of Respondents: Response: Strongly Agree	155 49.68% gets to the rig 0.90 309 ee Agree	ht people 2015 Sc 2013 Sc 2011 Sc	41 13.14% at the rig core: core: core: Neutral	3 9.6 ht time. 3.63 3.60 Available	0 2% All F Size gree 3	13 4.17% Current Benchm Respondents: e Category 4: Mission 3: Strongly Disagree	0 Not Available arks 3.33 3.26 3.37 Don't Know/Not
Frequency: 73 Percentage: 23.40% 25. The right information Current Score: Standard Deviation: Number of Respondents: Response: Strongly Agree Frequency: 61 Percentage: 19.74% 36. I believe we community	155 49.68% gets to the rig 3.70 0.90 309 ee Agree 130 42.07%	ht people 2015 So 2013 So 2011 So	41 13.14% at the rig core: core: core: Not Neutral 63 20.39%	3 9.6 ht time. 3.63 3.60 Available Disa 4 13.9	0 2% All F Size 3 2%	13 4.17% Current Benchm Respondents: Category 4: Mission 3: Strongly Disagree 11 3.56%	0 Not Available 3.33 3.26 3.37 Don't Know/Not Applicable 1 0.32%
Frequency: 73 Percentage: 23.40% 5. The right information Current Score: Standard Deviation: Number of Respondents: Response: Strongly Agree Frequency: 61 Percentage: 19.74%	155 49.68% gets to the rig 3.70 0.90 309 ee Agree 130 42.07%	ht people 2015 So 2013 So 2011 So	41 13.14% at the rig core: core: core: Not Neutral 63 20.39% vely to th	3 9.6 ht time. 3.63 3.60 Available Disa 4 13.9	0 2% All F Size 3 2%	13 4.17% Current Benchm Respondents: Category 4: Mission 3: Strongly Disagree 11 3.56%	0 Not Available 3.33 3.26 3.37 Don't Know/Not Applicable 1 0.32%
Frequency: 73 Percentage: 23.40% 5. The right information Current Score: Standard Deviation: Number of Respondents: Response: Strongly Agree Frequency: 61 Percentage: 19.74% 6. I believe we community	155 49.68% gets to the rig 3.70 0.90 309 ee Agree 130 42.07% icate our missi	ht people 2015 So 2013 So 2011 So 2011 So 5	41 13.14% at the rig core: core: core: Neutral 63 20.39% vely to th core:	3 9.6 ht time. 3.63 3.60 Available Disa 4 13.9 e public.	All F	13 4.17% Current Benchm Respondents: Category 4: Mission 3: Strongly Disagree 11 3.56%	0 Not Available
Frequency: 73 Percentage: 23.40% 5. The right information Current Score: Standard Deviation: Number of Respondents: Response: Strongly Agree Frequency: 61 Percentage: 19.74% 6. I believe we communitation Current Score: Current Score:	155 49.68% gets to the rig 3.70 0.90 309 ee Agree 130 42.07% icate our missi 4.20	ht people 2015 So 2013 So 2011 So 2011 So 2015 So 2015 So 2013 So	41 13.14% at the rig core: core: core: Neutral 63 20.39% vely to th core:	3.63 3.63 3.60 Available Disa 4 13.5 e public. 4.20 4.11	All F	13 4.17% Current Benchm Respondents: a Category 4: Mission 3: Strongly Disagree 11 3.56%	0 Not Available
Frequency: 73 Percentage: 23.40% 5. The right information Current Score: Standard Deviation: Number of Respondents: Response: Strongly Agre Frequency: 61 Percentage: 19.74% 6. I believe we community Current Score: Standard Deviation:	155 49.68% gets to the rig 3.70 0.90 309 ee Agree 130 42.07% icate our missi 0.52	ht people 2015 So 2013 So 2011 So 2011 So 2015 So 2015 So 2013 So	41 13.14% at the rig core: core: core: Not Neutral 63 20.39% vely to th core: core:	3.63 3.63 3.60 Available Disa 4 13.5 e public. 4.20 4.11	All F	13 4.17% Current Benchm Respondents: Category 4: Mission 3: Strongly Disagree 11 3.56% Current Benchm Respondents: a Current Benchm Respondents: a Category 4:	0 Not Available 3.33 3.26 3.37 Don't Know/Not Applicable 1 0.32% arks 3.77 3.74 3.74
Frequency: 73 Percentage: 23.40% 25. The right information Current Score: Standard Deviation: Number of Respondents: Response: Strongly Agre Frequency: 61 Percentage: 19.74% 26. I believe we communitation Current Score: Standard Deviation:	155 49.68% gets to the rig 3.70 0.90 309 ee Agree 130 42.07% icate our missi 0.52 310	ht people 2015 Sc 2013 Sc 2011 Sc 2011 Sc 2015 Sc 2015 Sc 2013 Sc 2013 Sc 2011 Sc	41 13.14% at the rig core: core: core: Not Neutral 63 20.39% vely to th core: core:	3.63 3.63 3.60 Available Disa 4 13.5 e public. 4.20 4.11	All F Size	13 4.17% Current Benchm Respondents: Category 4: Mission 3: Strongly Disagree 11 3.56% Current Benchm Respondents: a Current Benchm Respondents: a Category 4:	arks 3.33 3.26 3.37 Don't Know/Not Applicable 1 0.32% arks 3.77 3.74 3.74 Don't Know/Not
Frequency: 73 Percentage: 23.40% 35. The right information Current Score: Standard Deviation: Image: Standard Deviation: Number of Respondents: Image: Strongly Agree of the standard Deviation: Response: Strongly Agree of the strongly Agree of the standard Deviation: G6. I believe we community G6. I believe we community Standard Deviation: Image: Standard Deviation: Number of Respondents: Image: Standard Deviation:	155 49.68% gets to the rig 3.70 0.90 309 ee Agree 130 42.07% icate our missi 0.52 310	ht people 2015 Sc 2013 Sc 2011 Sc 2011 Sc 2015 Sc 2015 Sc 2013 Sc 2013 Sc 2011 Sc	41 13.14% at the rig core: core: core: Not Neutral 63 20.39% vely to th core: core: core: core: core:	3.63 3.63 3.60 Available Disa 4 13.9 e public. 4.20 4.11 Available	All F Size	13 4.17% Current Benchm Respondents: Category 4: Mission 3: Strongly Disagree 11 3.56% Current Benchm Respondents: Category 4: Mission 3: Mission 3: Mission 3:	arks 3.33 3.26 3.37 Don't Know/Not Applicable 1 0.32% arks 3.77 3.74 3.74 Don't Know/Not

			vith o	ur govern	ing bo	dies (i.e	e. the bo	oard, the legisla	ture, etc.).
								Current Benchm	arks
Cur	rent Score:	4.07	20 ⁻	15 Score:	4.	01	All F	Respondents:	3.88
Standar	d Deviation:	0.58	20 [.]	13 Score:	4.	.11		e Category 4:	3.86
Number of Re	espondents:	311	20	11 Score:	Not Av	/ailable		Mission 3:	3.94
	· ·			ı					Don't Know/Not
Response:	Strongly Agre	e Agree		Neutra	al	Disa	gree	Strongly Disagree	
Frequency:	75	121		62		7		2	44
Percentage:	24.12%	38.91%		19.94%	%	2.2	5%	0.64%	14.15%
38. My institu	ution shares	appropriate inf	forma	ation with	the pu	blic.		Current Benchm	narks
Cur	rent Score:	4.13	20	15 Score:	4.	09	All F	Respondents:	3.93
Standar	d Deviation:	0.30	20 ²	13 Score:	4.	04	Size	e Category 4:	3.89
Number of Re	espondents:	307	20	11 Score:	Not Av	/ailable		Mission 3:	3.93
	· _			L					Don't Know/Not
Response:	Strongly Agre	e Agree		Neutra	al	Disa	aree	Strongly Disagree	
Frequency:	76	150		58		5		4	14
Percentage:	24.76%	48.86%		18.89%	%	1.6	3%	1.30%	4.56%
39. We comn	aunicata offa								
		ctively with oth	her pa	arts of the	e institi	ution.		Current Benchm	narks
Cur	rent Score:	ctively with oth 3.95		arts of the		ution. 97	All F	Current Benchm	arks 3.86
	F	-	20 ⁷	-	3.				
	rent Score: [d Deviation: [3.95	20 ²	15 Score:	3. 3.	97 89		Respondents:	3.86
Standar	rent Score: [d Deviation: [3.95 0.70	20 ²	15 Score: 13 Score:	3. 3.	97 89		Respondents:	3.86 3.81 3.88
Standar	rent Score: [d Deviation: [3.95 0.70 310	20 ²	15 Score: 13 Score:	3. 3. Not Av	97 89	Size	Respondents:	3.86 3.81 3.88 Don't Know/Not
Standar Number of Re	rent Score: [d Deviation: [espondents: [Strongly Agre 71	3.95 0.70 310 ee Agree 155	20 [,] 20 [,] 20	15 Score: [13 Score: [11 Score: [Neutra 58	3. 3. Not Av	97 89 /ailable Disa 1	Size gree 7	Respondents: e Category 4: Mission 3: Strongly Disagree 7	3.86 3.81 3.88 Don't Know/Not Applicable 2
Standar Number of Re Response:	rent Score: [d Deviation: [espondents: [Strongly Agre	3.95 0.70 310	20 [,] 20 [,] 20	15 Score: [13 Score: [11 Score: [Neutra	3. 3. Not Av	97 89 /ailable Disa	Size gree 7	Respondents:	3.86 3.81 3.88 Don't Know/Not Applicable
Standar Number of Re Response: Frequency: Percentage:	rent Score: [d Deviation: [espondents: [Strongly Agre 71 22.90%	3.95 0.70 310 ee Agree 155	20 [,] 20 [,] 20	15 Score: [13 Score: [11 Score: [<u>Neutra 58</u> 18.719	3. 3. Not Av al %	97 89 /ailable Disa 1 5.4i	Size gree 7 8%	Respondents:	3.86 3.81 3.88 Don't Know/Not Applicable 2 0.65%
Standar Number of Re Response: Frequency: Percentage: 40. Given the	rent Score: [d Deviation: [espondents: [Strongly Agre 71 22.90% e type of worl	3.95 0.70 310 ee Agree 155 50.00% k I do, my phys	20 ⁻ 20 ⁻ 20	15 Score: [13 Score: [11 Score:] <u>Neutra</u> 58 18.719 workplace	3. 3. Not Av al %	97 89 /ailable Disa 1 5.4 5.4	Size 7 8% eds.	Respondents: e Category 4: Mission 3: Strongly Disagree 7 2.26% Current Benchm	3.86 3.81 3.88 Don't Know/Not Applicable 2 0.65%
Standar Number of Re Response: Frequency: Percentage: 40. Given the Cur	rent Score: [d Deviation: [espondents: [Strongly Agre 71 22.90% e type of worl rent Score: [3.95 0.70 310 9e Agree 155 50.00% k I do, my phys 4.21	20 ⁻ 20 ⁻ 20 ⁻ sical	15 Score: [13 Score:] 11 Score: [<u>Neutra</u> 58 18.719 workplace	3. 3. Not Av al % e meets 4.	97 89 /ailable Disa 1 5.4i 5.4i s my ne	Size gree 7 8% eds. All F	Respondents: e Category 4: Mission 3: Strongly Disagree 7 2.26% Current Benchm Respondents:	3.86 3.81 3.88 Don't Know/Not Applicable 2 0.65% aarks 4.00
Standar Number of Re Response: Frequency: Percentage: 40. Given the Cur Standar	rent Score: [d Deviation: [espondents: [Strongly Agre 71 22.90% e type of work rent Score: [d Deviation:]	3.95 0.70 310 ee Agree 155 50.00% k I do, my phys 4.21 0.68	20 [,] 20 [,] 20 [,] 3 sical 20 [,] 20 [,]	15 Score: [13 Score: [11 Score: [11 Score:] Neutra 58 18.719 workplace 15 Score: [13 Score:]	3. 3. Not Av al % a b meets 4. 4.	97 89 /ailable Disa 1 5.4i s my ne 17 01	Size gree 7 8% eds. All F	Respondents: e Category 4: Mission 3: Strongly Disagree 7 2.26% Current Benchm Respondents: e Category 4:	3.86 3.81 3.88 Don't Know/Not Applicable 2 0.65% aarks 4.00 3.98
Standar Number of Re Response: Frequency: Percentage: 40. Given the Cur	rent Score: [d Deviation: [espondents: [Strongly Agre 71 22.90% e type of work rent Score: [d Deviation:]	3.95 0.70 310 9e Agree 155 50.00% k I do, my phys 4.21	20 [,] 20 [,] 20 [,] 30[,] sical 20 [,] 20 [,]	15 Score: [13 Score:] 11 Score: [<u>Neutra</u> 58 18.719 workplace	3. 3. Not Av al % a b meets 4. 4.	97 89 /ailable Disa 1 5.4i s my ne 17 01	Size gree 7 8% eds. All F	Respondents: e Category 4: Mission 3: Strongly Disagree 7 2.26% Current Benchm Respondents:	3.86 3.81 3.88 Don't Know/Not Applicable 2 0.65% aarks 4.00
Standar Number of Re Response: Frequency: Percentage: 40. Given the Cur Standar Number of Re	rent Score: [d Deviation: [espondents: [Strongly Agre 71 22.90% e type of worl rent Score: [d Deviation: [espondents: [3.95 0.70 310 20 Agree 155 50.00% k I do, my phys 4.21 0.68 312	20 [,] 20 [,] 20 [,] 30[,] sical 20 [,] 20 [,]	15 Score: [13 Score: [11 Score:] Neutra 58 18.719 workplace 15 Score: [13 Score:] 11 Score: [3. 3. Not Av al e meet s 4. 4. Not Av	97 89 /ailable Disa 1 5.4i 5.4i 5.4i 5.4i 5.4i 5.4i 7.4i 01 01 /ailable	Size	Respondents: e Category 4: Mission 3: Strongly Disagree 7 2.26% Current Benchm Respondents: e Category 4: Mission 3:	3.86 3.81 3.88 Don't Know/Not Applicable 2 0.65% Anarks 4.00 3.98 4.04 Don't Know/Not
Standar Number of Re Response: Frequency: Percentage: 40. Given the Cur Standar Number of Re Response:	rent Score: [d Deviation: [espondents: [Strongly Agre 71 22.90% e type of worl rent Score: [d Deviation: [espondents: [3.95 0.70 310 20 Agree 155 50.00% k I do, my phys 4.21 0.68 312 20 Agree	20 [,] 20 [,] 20 [,] 30[,] sical 20 [,] 20 [,]	15 Score: 13 Score: 11 Score: Neutra 58 18.719 workplace 15 Score: 13 Score: 11 Score: Neutra	3. 3. Not Av al e meet s 4. 4. Not Av	97 89 /ailable Disa 1 5.4i 5.4i 5.4i 5.4i 5.4i 7 5.4i 7 01 7 01 7 01 7 01 7 01 7 01 7 01 7 0	Size	Respondents: e Category 4: Mission 3: Strongly Disagree 7 2.26% Current Benchm Respondents: e Category 4: Mission 3: Strongly Disagree	3.86 3.81 3.88 Don't Know/Not Applicable 2 0.65% arks 4.00 3.98 4.04 Don't Know/Not Applicable
Standar Number of Re Response: Frequency: Percentage: 40. Given the Cur Standar Number of Re	rent Score: [d Deviation: [espondents: [Strongly Agre 71 22.90% e type of worl rent Score: [d Deviation: [espondents: [3.95 0.70 310 20 Agree 155 50.00% k I do, my phys 4.21 0.68 312	20 ⁻ 20 ⁻ 20 ⁻ sical 20 ⁻ 20 ⁻ 20 ⁻	15 Score: [13 Score: [11 Score:] Neutra 58 18.719 workplace 15 Score: [13 Score:] 11 Score: [3. 3. Not Av al e meet s 4. 4. Not Av	97 89 /ailable Disa 1 5.4i 5.4i 5.4i 5.4i 5.4i 5.4i 7.4i 01 01 /ailable	Size 7 8% eds. All F Size gree 7	Respondents: e Category 4: Mission 3: Strongly Disagree 7 2.26% Current Benchm Respondents: e Category 4: Mission 3:	3.86 3.81 3.88 Don't Know/Not Applicable 2 0.65% Anarks 4.00 3.98 4.04 Don't Know/Not

						Current Benchm	arks
ent Score:	4.19	20	15 Score:	4.27	All F	Respondents:	3.78
Deviation:	0.87	20	13 Score:	4.18	Size	e Category 4:	3.86
pondents:	317	20	11 Score: Not	Available	1		3.89
		-			1		
Stronalv Aaree	Aaree		Neutral	Disa	aaree	Strongly Disagree	Don't Know/Not Applicable
129	141		27	1	7	3	0
40.69%	44.48%		8.52%	5.3	36%	0.95%	Not Available
sufficient pro	cedures to er	nsure	e the safety of	employe	es in the	workplace.	
					_	Current Benchm	arks
ent Score:	4.21	20	15 Score:	4.38	All F	Respondents:	4.01
Deviation:	0.78	20	13 Score:	4.25	Size	e Category 4:	4.02
pondents:	315	20	11 Score: Not	Available]	Mission 3:	4.14
<u> </u>			<u> </u>		-		Don't Know/Not
Strongly Agree	Agree		Neutral	Disa	agree	Strongly Disagree	
125	142		30			2	0
39.68%	45.08%		9.52%	5.0	08%	0.63%	Not Available
quate resourc	es and equip	omer	nt to do my job	•		Current Benchm	arks
ent Score:	4.14	20	15 Score:	4.17	All F	Respondents:	3.89
Deviation:	0.79	20	13 Score:	4.03	1	-	3.86
		-				· · _	3.99
	011	20			1		
Stronaly Aaree	Aaree		Neutral	Dise	aaree	Strongly Disagree	Don't Know/Not Applicable
108	-		24		22		
04.000/	157			4		3	0
34.39%	50.00%		7.64%)1%	3 0.96%	0 Not Available
	50.00%	y pe	7.64% rsonal well-be	7.0		-	Not Available
	50.00%			7.0)1%	0.96%	Not Available
e I work with o	50.00%	20	rsonal well-be	7.0 ng. 4.42	01%	0.96% Current Benchm Respondents:	Not Available
e I work with o ent Score:	50.00% care about m 4.26 0.87	20 20	rsonal well-bei 15 Score: 13 Score:	7.0 ng. 4.42 4.32	01%	0.96% Current Benchm Respondents:	Not Available arks 3.93 3.93
e I work with o	50.00%	20 20	rsonal well-be	7.0 ng. 4.42 4.32	01%	0.96% Current Benchm Respondents:	Not Available arks 3.93 3.93 4.09
e I work with o ent Score: Deviation: spondents:	50.00% care about m 4.26 0.87 315	20 20	rsonal well-bei 15 Score: 13 Score: 11 Score: Not	7.0 ng. 4.42 4.32 Available)1% All F Size 	0.96% Current Benchm Respondents: e Category 4: Mission 3:	Not Available arks 3.93 3.93 4.09 Don't Know/Not
e I work with o ent Score:	50.00% care about m 4.26 0.87	20 20	rsonal well-bei 15 Score: 13 Score:	7.0 ng. 4.42 4.32 Available Disa	01%	0.96% Current Benchm Respondents:	Not Available arks 3.93 3.93 4.09
	spondents: Strongly Agree 129 40.69% sufficient prod ent Score: Deviation: Strongly Agree 125 39.68% quate resource ent Score: Deviation: Strongly Agree Strongly Agree	spondents: 317 Strongly Agree Agree 129 141 40.69% 44.48% sufficient procedures to er ent Score: 4.21 Deviation: 0.78 spondents: 315 Strongly Agree Agree 125 142 39.68% 45.08% quate resources and equip ent Score: 4.14 Deviation: 0.79 spondents: 314	Spondents: 317 20 Strongly Agree Agree 129 141 40.69% 44.48% sufficient procedures to ensure ent Score: 4.21 20 Deviation: 0.78 20 spondents: 315 20 Strongly Agree Agree 125 142 39.68% 45.08% quate resources and equipmer ent Score: 4.14 20 Deviation: 0.79 20 spondents: 314 20	spondents:3172011 Score:NotStrongly AgreeAgreeNeutral1291412740.69%44.48%8.52%sufficient procedures to ensure the safety ofent Score:40.69%4.212015 Score:Deviation:0.782013 Score:Deviation:0.782011 Score:Spondents:3152011 Score:Strongly AgreeAgreeNeutral1251423039.68%45.08%9.52%Guate resources and equipment to do my jobent Score:4.142015 Score:Deviation:0.792013 Score:Spondents:3142011 Score:Strongly AgreeAgreeNeutral	spondents:3172011 Score:Not AvailableStrongly AgreeAgreeNeutralDisa12914127140.69%44.48%8.52%5.3sufficient procedures to ensure the safety of employeent Score:4.212015 Score:4.38Deviation:0.782013 Score:4.25spondents:3152011 Score:Not AvailableStrongly AgreeAgreeNeutralDisa12514230139.68%45.08%9.52%5.0quate resources and equipment to do my job.ent Score:4.17Deviation:0.792013 Score:4.03spondents:3142011 Score:Not AvailableStrongly AgreeAgreeNeutralDisaspondents:3142011 Score:4.03spondents:3142011 Score:Not AvailableStrongly AgreeAgreeNeutralDisaspondents:3142011 Score:Not Available	spondents: 317 2011 Score: Not Available Strongly Agree Agree Neutral Disagree 129 141 27 17 40.69% 44.48% 8.52% 5.36% sufficient procedures to ensure the safety of employees in the ent Score: 4.21 2015 Score: 4.38 All F Deviation: 0.78 2013 Score: 4.25 Spondents: 315 2011 Score: Not Available Strongly Agree Agree Neutral Disagree 125 142 30 16 39.68% 45.08% 9.52% 5.08% weater resources and equipment to do my job. ent Score: 4.14 2015 Score: 4.17 All F Deviation: 0.79 2013 Score: 4.03 Size spondents: 314 2011 Score: Not Available Size Strongly Agree Agree Neutral Disagree Strongly Agree Agree Neutral Disagree	spondents: 317 2011 Score: Not Available Mission 3: Strongly Agree Agree Neutral Disagree Strongly Disagree 129 141 27 17 3 40.69% 44.48% 8.52% 5.36% 0.95% sufficient procedures to ensure the safety of employees in the workplace. Current Benchm ent Score: 4.21 2015 Score: 4.38 All Respondents: Deviation: 0.78 2013 Score: 4.25 Size Category 4: spondents: 315 2011 Score: Not Available Mission 3: Strongly Agree Agree Neutral Disagree Strongly Disagree 125 142 30 16 2 39.68% 45.08% 9.52% 5.08% 0.63% Gurrent Benchm ent Score: 4.14 2015 Score: 4.17 All Respondents: guate resources and equipment to do my job. Current Benchm Size Category 4: Size Category 4: Deviation: 0.79 2013 Score: 4.03 Size Categor

45. I am enco	ouraged to co	ome up with wa	iys to improve	our services			
						Current Benchm	arks
Cur	rent Score:	4.08	2015 Score:	4.26	All F	Respondents:	3.81
Standar	d Deviation:	0.88	2013 Score:	4.17	Size	e Category 4:	3.85
Number of Re	espondents:	315	2011 Score:	Not Available		Mission 3:	4.03
	-				-		Don't Know/Not
Response:	Strongly Agre	e Agree	Neutr	al Dis	agree	Strongly Disagree	
Frequency:	107	150	34		16	8	0
Percentage:	33.97%	47.62%	10.79	% 5.0)8%	2.54%	Not Available
46. I know ho	ow my work i	mpacts others	in the organiz	ation.			
					_	Current Benchm	arks
Cur	rent Score:	4.16	2015 Score:	4.28	All F	Respondents:	4.10
Standar	d Deviation:	0.79	2013 Score:	4.14	Size	e Category 4:	4.10
Number of Re	espondents:	316	2011 Score:	Not Available]	Mission 3:	4.11
							Don't Know/Not
Response:	Strongly Agre	1	Neutr	al Dis	agree	Strongly Disagree	Applicable
Frequency:	111	160	30		11	4	0
Percentage:	35.13%	50.63%	9.499	% 3.4	18%	1.27%	Not Available
47. I am enco	ouraged to lea	arn from my m	istakes.			Current Benchm	arks
	-			4.19		Current Benchm	
Cur	rent Score:	4.11	2015 Score:	4.19	4	Respondents:	3.98
Cur Standar	rent Score: [d Deviation: [4.11 0.80	2015 Score: 2013 Score:	4.09	Size	Respondents:	3.98 3.99
Cur	rent Score: [d Deviation: [4.11	2015 Score: 2013 Score:		Size	Respondents:	3.98 3.99 4.05
Cur Standar Number of Re	rent Score: [d Deviation: [espondents: [4.11 0.80 315	2015 Score: 2013 Score: 2011 Score:	4.09 Not Available] Size	Respondents: e Category 4: Mission 3:	3.98 3.99 4.05 Don't Know/Not
Cur Standar	rent Score: [d Deviation: [4.11 0.80 315	2015 Score: 2013 Score:	4.09 Not Available	Size	Respondents:	3.98 3.99 4.05 Don't Know/Not
Cur Standar Number of Re Response:	rent Score: [d Deviation: [espondents: [Strongly Agre	4.11 0.80 315 e Agree	2015 Score: 2013 Score: 2011 Score: Neutr	4.09 Not Available] Size	Respondents: e Category 4: Mission 3: Strongly Disagree	3.98 3.99 4.05 Don't Know/Not Applicable
Cur Standar Number of Re Response: Frequency: Percentage:	rent Score: [d Deviation: [espondents: [Strongly Agre 101 32.06%	4.11 0.80 315 e Agree 159	2015 Score: 2013 Score: 2011 Score: Neutr 35 11.11	4.09 Not Available al Disa % 3.4] Size	Respondents:	3.98 3.99 4.05 Don't Know/Not Applicable 3 0.95%
Cur Standar Number of Re Response: Frequency: Percentage: 48. There is a	rent Score: [d Deviation: [espondents: [Strongly Agre 101 32.06%	4.11 0.80 315 e Agree 159 50.48% among employ	2015 Score: 2013 Score: 2011 Score: Neutr 35 11.11 ees and supe	4.09 Not Available al Disa % 3.4 rvisors.	agree 11 19%	Respondents: e Category 4: Mission 3: Strongly Disagree 6 1.90% Current Benchm	3.98 3.99 4.05 Don't Know/Not Applicable 3 0.95%
Cur Standar Number of Re Response: Frequency: Percentage: 48. There is a Cur	rent Score: [d Deviation: [espondents: [Strongly Agre 101 32.06% a basic trust a rent Score: [4.11 0.80 315 e Agree 159 50.48% among employ 3.81	2015 Score: 2013 Score: 2011 Score: Neutr 35 11.11 ees and supe 2015 Score:	4.09 Not Available al Disc % 3.84	agree 11 19% 	Respondents: e Category 4: Mission 3: Strongly Disagree 6 1.90% Current Benchm Respondents:	3.98 3.99 4.05 Don't Know/Not Applicable 3 0.95% arks 3.45
Cur Standar Number of Re Response: Frequency: Percentage: 48. There is a Cur Standar	rent Score: [d Deviation: [espondents: [Strongly Agre 101 32.06% a basic trust rent Score: [d Deviation:]	4.11 0.80 315 e Agree 159 50.48% among employ 3.81 1.15	2015 Score: 2013 Score: 2011 Score: Neutr 35 11.11 ees and supe 2015 Score: 2013 Score:	4.09 Not Available al Disa % 3.4 rvisors. 3.84 3.68] Size	Respondents: e Category 4: Mission 3: Strongly Disagree 6 1.90% Current Benchm Respondents: e Category 4:	3.98 3.99 4.05 Don't Know/Not Applicable 3 0.95% arks 3.45 3.47
Cur Standar Number of Re Response: Frequency: Percentage: 48. There is a Cur	rent Score: [d Deviation: [espondents: [Strongly Agre 101 32.06% a basic trust rent Score: [d Deviation:]	4.11 0.80 315 e Agree 159 50.48% among employ 3.81	2015 Score: 2013 Score: 2011 Score: Neutr 35 11.11 ees and supe 2015 Score:	4.09 Not Available al Disa % 3.4 rvisors. 3.84 3.68] Size	Respondents: e Category 4: Mission 3: Strongly Disagree 6 1.90% Current Benchm Respondents:	3.98 3.99 4.05 Don't Know/Not Applicable 3 0.95% arks 3.45 3.45 3.47 3.71
Cur Standar Number of Re Response: Frequency: Percentage: 48. There is a Cur Standar Number of Re	rent Score: [d Deviation: [espondents: [Strongly Agre 101 32.06% a basic trust rent Score: [d Deviation: [espondents: [4.11 0.80 315 at Agree 159 50.48% among employ 3.81 1.15 314	2015 Score: 2013 Score: 2011 Score: Neutr 35 11.11 ees and supe 2015 Score: 2013 Score: 2011 Score:	4.09 Not Available al Dis. % 3.4 rvisors. 3.84 3.68 Not Available	agree 11 19%] All F] Size	Respondents: e Category 4: Mission 3: Strongly Disagree 6 1.90% Current Benchm Respondents: e Category 4: Mission 3:	3.98 3.99 4.05 Don't Know/Not Applicable 3 0.95% arks 3.45 3.45 3.47 3.71 Don't Know/Not
Cur Standar Number of Re Response: Frequency: Percentage: 48. There is a Cur Standar Number of Re Response:	rent Score: [d Deviation: [espondents: [Strongly Agre 101 32.06% a basic trust rent Score: [d Deviation: [espondents: [4.11 0.80 315 e Agree 159 50.48% among employ 3.81 1.15 314 e Agree	2015 Score: 2013 Score: 2011 Score: Neutr 35 11.11 ees and supe 2015 Score: 2013 Score: 2013 Score: 2011 Score: 2011 Score:	4.09 Not Available al Disa % 3.4 rvisors. 3.84 3.68 Not Available al Disa	agree 11 19%] All F] Size	Respondents: e Category 4: Mission 3: Strongly Disagree 6 1.90% Current Benchm Respondents: e Category 4: Mission 3: Strongly Disagree	3.98 3.99 4.05 Don't Know/Not Applicable 3 0.95% arks 3.45 3.45 3.47 3.71 Don't Know/Not
Cur Standar Number of Re Response: Frequency: Percentage: 48. There is a Cur Standar Number of Re	rent Score: [d Deviation: [espondents: [Strongly Agre 101 32.06% a basic trust rent Score: [d Deviation: [espondents: [4.11 0.80 315 at Agree 159 50.48% among employ 3.81 1.15 314	2015 Score: 2013 Score: 2011 Score: Neutr 35 11.11 ees and supe 2015 Score: 2013 Score: 2011 Score:	4.09 Not Available al Disa % 3.4 rvisors. 3.84 3.68 Not Available al Disa	agree 11 19%] All F] Size	Respondents: e Category 4: Mission 3: Strongly Disagree 6 1.90% Current Benchm Respondents: e Category 4: Mission 3:	3.98 3.99 4.05 Don't Know/Not Applicable 3 0.95% arks 3.45 3.47 3.71 Don't Know/Not Applicable



49. When pos	ssible, decis	ion making and	d cor	ntrol are gi	iven to	employ	vees do	ing the actual w	ork.
								Current Benchm	arks
Curr	rent Score:	3.75	20	15 Score:	3.7	79	All F	Respondents:	3.52
Standard	d Deviation:	1.12	20	13 Score:	3.6	63	Size	e Category 4:	3.50
Number of Re	espondents:	313	20	11 Score:	Not Av	ailable		Mission 3:	3.74
									Don't Know/Not
Response:	Strongly Agr	-		Neutra	al	Disa	-	Strongly Disagree	Applicable
Frequency:	83 26.52%	<u>132</u> 42.17%		42 13.42%	/	29 9.21		25 7.99%	2 0.64%
Percentage:	20.52%	42.1770		13.427	/0	9.2	70	1.99%	0.04%
50. An effort	is made to q	et the opinions	sofp	people thro	oughou	it the oi	rganizat	ion.	
					3		J	Current Benchm	arks
Curi	rent Score:	3.73	20	15 Score:	3.7	74		Respondents:	3.44
	d Deviation:	1.03		13 Score:	3.6			e Category 4:	3.40
							3126	· · _	
Number of Re	espondents:	315	20	11 Score:	NOT AV	allable		Mission 3:	3.55
5				Navitua	-1	Dies		Chan all / Diag area	Don't Know/Not
Response: Frequency:	Strongly Agr 68	ee Agree 147		Neutra 52	al	Disa 3	~	Strongly Disagree 15	Applicable
Percentage:	21.59%	46.67%		16.51%	%	10.1		4.76%	0.32%
51. The peop	ie i work wit	h treat each oth	ner w	vith respec	π.			Current Benchm	arks
Curr	rent Score:	4.23	20	15 Score:	4.2	24	All F	Respondents:	3.82
Standard	d Deviation:	0.66	20	13 Score:	4.2	21	Size	e Category 4:	3.85
Number of Re	espondents:	310	20	11 Score:	Not Av	ailable		Mission 3:	4.01
				L					Don't Know/Not
Response:	Strongly Agr	ee Agree		Neutra	al				
Frequency:						Disa	gree	Strongly Disagree	Applicable
Doroontoge	118	141		32		1:	2	7	0
Percentage:	118 38.06%	141 45.48%					2	Strongly Disagree 7 2.26%	
	38.06%	45.48%		32 10.32%	%	1: 3.87	2 7%	7 2.26%	0
	38.06%		lop, a	32 10.32%	%	1: 3.87	2 7%	7 2.26%	0
52. My institu	38.06%	45.48%	-	32 10.329 and retain	% people	12 3.8 with d	2 7% iverse k	7 2.26% packgrounds.	0 Not Available
52. My institu Curr	38.06%	45.48%	20	32 10.329 and retain 15 Score:	%	12 3.8 with d	2 7% iverse k	7 2.26%	0 Not Available
52. My institu Curr	38.06%	45.48%	20	32 10.329 and retain	% people	12 3.8 • with d	2 7% iverse k All F	7 2.26% packgrounds.	0 Not Available
52. My institu Curr	38.06% Ition works t rent Score:	45.48%	20 20	32 10.329 and retain 15 Score:	% people 3.8 3.7	12 3.8 e with d 81 77	2 7% iverse k All F	7 2.26% ackgrounds. Current Benchm Respondents:	0 Not Available arks 3.72
52. My institu Curr Standard	38.06% Ition works t rent Score:	45.48%	20 20	32 10.329 and retain 15 Score: [13 Score: [% people 3.8 3.7	12 3.8 e with d 81 77	2 7% iverse k All F	7 2.26% Dackgrounds. Current Benchm Respondents:	0 Not Available arks 3.72 3.69
52. My institu Curr Standard Number of Re Response:	38.06% Ition works t rent Score: [d Deviation: [espondents: [Strongly Agro	45.48% to attract, devel 3.72 0.99 312 ee Agree	20 20	32 10.329 and retain 15 Score: [13 Score: [11 Score: [Neutra	% people 3.8 3.7 Not Av	1: 3.8 9 with d 31 77 ailable Disa	2 7% iverse t All F Size	7 2.26% Dackgrounds. Current Benchm Respondents: Category 4: Mission 3: Strongly Disagree	0 Not Available arks 3.72 3.69 3.80 Don't Know/Not
52. My institu Curr Standard Number of Re	38.06%	45.48% to attract, devel 3.72 0.99 312	20 20	32 10.329 and retain 15 Score: [13 Score: [11 Score: [people	1: 3.8 e with d 31 77 ailable	2 7% iverse t All F Size gree	7 2.26% Deackgrounds. Current Benchm Respondents: De Category 4: Mission 3:	0 Not Available arks 3.72 3.69 3.80 Don't Know/Not

53. Every employee is v	alued.						
						Current Bench	marks
Current Score	3.93	2015 Sc	ore:	4.01	All F	Respondents:	3.53
Standard Deviation	0.87	2013 Sc	ore:	3.89	Size	e Category 4:	3.50
Number of Respondents	310	2011 Sc	ore: Not	Available		Mission 3:	3.68
							Don't Know/Not
Response: Strongly Ag	gree Agre	e N	Veutral	Disa	gree	Strongly Disagre	
Frequency: 85	142		44	2		11	
Percentage: 27.42%	45.8	% 1	4.19%	9.03	5%	3.55%	Not Available
4. I believe I have a ca	reer with this i	nstitution.					
						Current Bench	marks
Current Score	4.20	2015 Sc	ore:	4.31	All F	Respondents:	3.82
Standard Deviation		2013 Sc		4.22		e Category 4:	3.86
					0120		
Number of Respondents	311	2011 50		Available		Mission 3:	3.92
		NO N	Leveland	Dicc			Don't Know/Not e Applicable
Deserves Strongly A							
Response: Strongly Ag			Veutral 45		gree 2	Strongly Disagre	-
Frequency: 120 Percentage: 38.59%	129 41.48	9 3% 1	45 4.47%	1: 3.80	2 6%	5 1.61%	0 Not Available
Frequency: 120 Percentage: 38.59%	129 41.48	9 3% 1	45 4.47%	1: 3.80	2 6%	5 1.61%	0 Not Available ining.
Frequency: 120 Percentage: 38.59%	129 41.48	9 3% 1	45 4.47% unities, c	1: 3.80	2 6% es, work	5 1.61% shops, and tra	0 Not Available ining.
Frequency: 120 Percentage: 38.59%	129 41.48 ormation abou	3% 1 3% 1 it job opportu	45 4.47% unities, c	1: 3.80	2 5% es, work	5 1.61% shops, and tra Current Benchi	0 Not Available ining. marks
Frequency: 120 Percentage: 38.59% 5. I have access to info Current Score	129 41.48 ormation about • 4.18 •	3% 1 3% 1 it job opportu 2015 Scu 2013 Scu	45 4.47% unities, c ore: ore:	1: 3.80 onference 4.25	2 5% es, work	5 1.61% shops, and tra Current Benchi Respondents:	0 Not Available ining. marks 3.87
Frequency: 120 Percentage: 38.59% 5. I have access to infe Current Score Standard Deviation	129 41.48 ormation about • 4.18 •	3% 1 3% 1 it job opportu 2015 Scu 2013 Scu	45 4.47% unities, c ore: ore:	1: 3.8 onference 4.25 4.21	2 5% es, work	5 1.61% shops, and tra Current Bench Respondents:	0 Not Available ining. 3.87 3.90 3.99
Frequency: 120 Percentage: 38.59% 55. I have access to infe Current Score Standard Deviation	129 41.48 ormation about •	3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 2015 3% 2013 3% 2011	45 4.47% unities, c ore: ore:	1: 3.8 onference 4.25 4.21	2 5% es, work All F Size	5 1.61% shops, and tra Current Bench Respondents: Category 4:	0 Not Available ining. marks 3.87 3.90 3.99 Don't Know/Not
Frequency: 120 Percentage: 38.59% 5. I have access to info Current Score Standard Deviation Number of Respondents Response: Strongly Ag Frequency: 101	129 41.48 ormation about •	3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1	45 4.47% unities, c ore: ore: ore: Not Neutral 35	1: 3.8 onference 4.25 4.21 Available Disa	2 5% All F Size gree	5 1.61% shops, and tra Current Benchi Respondents: e Category 4: Mission 3: Mission 3: Strongly Disagre	0 Not Available ining. aarks 3.87 3.90 3.99 Don't Know/Not e Applicable 5
Frequency: 120 Percentage: 38.59% 5. I have access to info Current Score Standard Deviation Number of Respondents Response: Strongly Ag	129 41.48 ormation about • 0.60 • 311 gree Agree 154	3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1 3% 1	45 4.47% unities, c ore: ore: ore: Not	1: 3.8 onference 4.25 4.21 Available Disa	2 5% All F Size gree	5 1.61% shops, and tra Current Bench Respondents: e Category 4: Mission 3: Strongly Disagre	0 Not Available ining. marks 3.87 3.90 3.99 Don't Know/Not e Applicable
Frequency: 120 Percentage: 38.59% 5. I have access to info Current Score Standard Deviation Number of Respondents Response: Strongly Ag Frequency: 101 Percentage: 32.48%	129 41.48 ormation about •	3% 1 3% 1 3% 1 2015 Sci 2013 Sci 2013 Sci 2011 Sci 2012 Sci 2013 Sci 2014 Sci 2015 Sci 2013 Sci 2014 Sci 2015 Sci 2014 Sci	45 4.47% ore: ore: ore: Not Neutral 35 1.25%	1: 3.8/ onference 4.25 4.21 Available Disa 1: 4.1/	2 5% es, work All F Size 3 3%	5 1.61% shops, and tra Current Benchi Respondents: Category 4: Mission 3: Strongly Disagre 3 0.96%	0 Not Available ining. a.87 3.87 3.90 3.99 Don't Know/Not e Applicable 5 1.61%
Frequency: 120 Percentage: 38.59% 5. I have access to info Current Score Standard Deviation Number of Respondents Response: Strongly Ag Frequency: 101 Percentage: 32.48%	129 41.48 ormation about •	3% 1 3% 1 3% 1 2015 Sci 2013 Sci 2013 Sci 2011 Sci 2012 Sci 2013 Sci 2014 Sci 2015 Sci 2013 Sci 2014 Sci 2015 Sci 2014 Sci	45 4.47% ore: ore: ore: Not Neutral 35 1.25%	1: 3.8/ onference 4.25 4.21 Available Disa 1: 4.1/	2 5% es, work All F Size 3 3%	5 1.61% shops, and tra Current Benchi Respondents: Category 4: Mission 3: Mission 3: Strongly Disagre 3 0.96%	0 Not Available ining. marks 3.87 3.90 3.99 Don't Know/Not Applicable 5 1.61%
Frequency: 120 Percentage: 38.59% 55. I have access to info Current Score Standard Deviation Number of Respondents Response: Strongly Ag Frequency: 101 Percentage: 32.48%	129 41.48 ormation about •	3% 1 3% 1 3% 1 3% 1 1 2015 Sci 2013 Sci 2013 Sci 2011 Sci 2011 Sci 20 1 20 1 2% 1 re made avail 1	45 4.47% ore: ore: ore: Not veutral 35 1.25% able to r	1: 3.8 onference 4.25 4.21 Available Disa 1: 4.11 ne so that	2 3% All F Size 3 3% I can de	5 1.61% shops, and tra Current Benchi Respondents: Category 4: Mission 3: Strongly Disagree 3 0.96% Do my job better Current Benchi	0 Not Available ining. marks 3.87 3.90 3.99 Don't Know/Not be Applicable 5 1.61%
Frequency: 120 Percentage: 38.59% 5. I have access to info Current Score Standard Deviation Number of Respondents Response: Strongly Ag Frequency: 101 Percentage: 32.48% 6. Learning opportunit	129 41.48 ormation about • 4.18 • 0.60 • 311 gree 49.52 ies/training and • 4.08	3% 1 3% 1 3% 1 3% 1 3% 1 2015 Sca 2013 Sca 2011 Sca 2011 Sca 2011 Sca 2011 Sca 4 1 2% 1 2e Mathematical Action of the second and the second action of the second actio	45 4.47% ore: ore: ore: ore: Not Neutral 35 1.25% able to n ore:	1: 3.8 onference 4.25 4.21 Available Disa 1: 4.11	2 5% es, work All F Size 3 3% I can de All F	5 1.61% shops, and tra Current Bench Respondents: Category 4: Mission 3: Mission 3: Strongly Disagre 3 0.96% Do my job better Current Bench Respondents:	0 Not Available ining. marks 3.87 3.90 3.99 Don't Know/Not Applicable 5 1.61%
Frequency: 120 Percentage: 38.59% 5. I have access to info Current Score Standard Deviation Number of Respondents Response: Strongly Ag Frequency: 101 Percentage: 32.48% 6. Learning opportunit Current Score Standard Deviation	129 41.48 ormation abou • 4.18 0.60 • 311 gree Agree 154 • 49.52 •	3% 1 3% 1 3% 1 2015 Sca 2013 Sca 2011 Sca 2015 Sca 2015 Sca 2013 Sca	45 4.47% ore: ore: ore: ore: Not veutral 35 1.25% able to r ore: ore:	1: 3.8 onference 4.25 4.21 Available Disa 1: 4.11 ne so that 4.15 4.14	2 5% es, work All F Size 3 3% I can de All F	5 1.61% shops, and tra Current Benchi Respondents: Category 4: Mission 3: Strongly Disagre 3 0.96% Disagre Current Benchi Respondents: Current Benchi Respondents: Category 4:	0 Not Available ining. marks 3.87 3.90 3.90 3.99 Don't Know/Not e Applicable 5 1.61%
Frequency: 120 Percentage: 38.59% 5. I have access to info Current Score Standard Deviation Number of Respondents Response: Strongly Ag Frequency: 101 Percentage: 32.48% 6. Learning opportunit	129 41.48 ormation about • 4.18 0.60 • 311 gree Agra 154 • 49.52 ies/training ar • 4.08 •	3% 1 3% 1 3% 1 2015 Sca 2013 Sca 2011 Sca 2015 Sca 2015 Sca 2013 Sca	45 4.47% ore: ore: ore: ore: Not veutral 35 1.25% able to r ore: ore:	1: 3.8 onference 4.25 4.21 Available Disa 1: 4.11	2 5% es, work All F Size 3 3% I can de All F	5 1.61% shops, and tra Current Bench Respondents: Category 4: Mission 3: Mission 3: Strongly Disagre 3 0.96% Do my job better Current Bench Respondents:	0 Not Available ining. marks 3.87 3.90 3.99 Don't Know/Not Applicable 5 1.61%
Frequency: 120 Percentage: 38.59% 5. I have access to info Current Score Standard Deviation Number of Respondents Response: Strongly Ag Frequency: 101 Percentage: 32.48% 56. Learning opportunit Current Score Standard Deviation	129 41.48 ormation abou • 4.18 0.60 • 311 gree Agree 154 • 49.52 •	3% 1 3% 1 3% 1 3% 1 2015 Sca 2013 Sca 2011 Sca 2011 Sca 2011 Sca 2011 Sca 2011 Sca 2015 Sca 2015 Sca 2013 Sca	45 4.47% ore: ore: ore: ore: Not veutral 35 1.25% able to r ore: ore:	1: 3.8 onference 4.25 4.21 Available Disa 1: 4.11 ne so that 4.15 4.14 Available	2 5% es, work All F Size 3% I can de All F Size	5 1.61% shops, and tra Current Benchi Respondents: Category 4: Mission 3: Strongly Disagre 3 0.96% Disagre Current Benchi Respondents: Current Benchi Respondents: Category 4:	0 Not Available ining. marks 3.87 3.90 3.90 3.99 Don't Know/Not e Applicable 5 1.61%
Frequency: 120 Percentage: 38.59% 5. I have access to info Current Score Standard Deviation Number of Respondents Response: Strongly Ag Frequency: 101 Percentage: 32.48% 6. Learning opportunit Current Score Standard Deviation Number of Respondents Response: Strongly Ag	129 41.48 ormation about •	3% 1 3% 1 3% 1 3% 1 2015 Sca 2013 Sca 2013 Sca 2011 Sca 2012 Sca 2013 Sca 2014 Sca 2015 Sca 2013 Sca 2011 Sca Sca N	45 4.47% ore: ore: ore: ore: Neutral 35 1.25% dable to r ore: ore: ore: ore: ore:	1: 3.8 onference 4.25 4.21 Available Disa 1: 4.11 ne so that 4.15 4.14 Available Disa	2 5% es, work All F Size 3% I can de All F Size gree	5 1.61% shops, and tra Current Benchi Respondents: Category 4: Mission 3: Strongly Disagre 3 0.96% Domy job better Current Benchi Respondents: Current Benchi Respondents: Category 4: Mission 3: Strongly Disagre	0 Not Available ining. marks 3.87 3.90 3.99 Don't Know/Not e Applicable 5 1.61% marks 3.73 3.77 3.96 Don't Know/Not
Frequency: 120 Percentage: 38.59% 55. I have access to info Current Score Standard Deviation Number of Respondents Response: Strongly Ag Frequency: 101 Percentage: 32.48% 56. Learning opportunit Current Score Standard Deviation Number of Respondents	129 41.48 ormation abou 4.18 0.60 311 gree Agra 154 49.52 ies/training ar 0.81 312 gree Agra 1312 gree Agra 1312 Agra	3% 1 3% 1 3% 1 2015 Sca 2013 Sca 2013 Sca 2011 Sca 2013 Sca 2014 Sca 2015 Sca 2015 Sca 2013 Sca 3 2013 3 2011 3 Sca	45 4.47% ore: ore: ore: ore: Not veutral 35 1.25% dable to r ore: ore: ore: ore:	1: 3.8 onference 4.25 4.21 Available Disa 1: 4.11 ne so that 4.15 4.14 Available	2 3% es, work All F Size 3% I can de All F Size gree 4	5 1.61% shops, and tra Current Benchi Respondents: Category 4: Mission 3: Strongly Disagre 3 0.96% Domy job better Current Benchi Respondents: Current Benchi Respondents: Category 4: Mission 3:	0 Not Available ining. marks 3.87 3.90 3.99 Don't Know/Not e Applicable 5 1.61% marks 3.73 3.77 3.96 Don't Know/Not

		s/training are r	nade	e available to	me for pro	fession	al growth/skills o	development.
							Current Benchm	arks
Cur	rent Score:	4.10	20	15 Score:	4.17	All F	Respondents:	3.56
Standar	d Deviation:	0.73	20	13 Score:	4.11	Size	e Category 4:	3.62
Number of Re	espondents:	311	20	11 Score: No	t Available		Mission 3:	3.84
	_					-		Don't Know/Not
Response:	Strongly Agre			Neutral		gree	Strongly Disagree	
Frequency:	104	134		53		5	5	0
Percentage:	33.44%	43.09%		17.04%	4.8	2%	1.61%	Not Available
58. Our admi	nistration eff	ectively comm	unic	ates importa	nt informat	tion		
Jo. Our aum			unic				0	
						1	Current Benchm	
	rent Score:	4.07		15 Score:	4.17	1	Respondents:	3.54
Standar	d Deviation:	0.77	20	13 Score:	4.02	Size	e Category 4:	3.46
Number of Re	espondents:	312	20	11 Score: No	t Available		Mission 3:	3.55
								Don't Know/Not
Response:	Strongly Agre			Neutral		igree	Strongly Disagree	Applicable
Frequency:	94	158		37		5	8	0
Percentage:	30.13%	50.64%		11.86%	4.8	1%	2.56%	Not Available
59. Our admi	nistration trie	es to be acces	sible	and visible.				
C							Current Benchm	arks
Cur	rent Score:	4.04	20	15 Score:	4.13		Current Benchma Respondents:	
	rent Score:	4.04		15 Score:	4.13	1	Respondents:	3.68
Standar	d Deviation:	0.80	20	13 Score:	4.05	1	Respondents:	3.68 3.55
	d Deviation:		20		4.05	1	Respondents:	3.68 3.55 3.64
Standar Number of Re	d Deviation:	0.80 310	20	13 Score: 11 Score: No	4.05 t Available	Size	Respondents: e Category 4: Mission 3:	3.68 3.55 3.64 Don't Know/Not
Standar Number of Ro Response:	d Deviation:	0.80 310	20	13 Score:	4.05 t Available Disa	1	Respondents:	3.68 3.55 3.64 Don't Know/Not
Standar Number of Re	d Deviation: espondents: Strongly Agre	0.80 310 e Agree	20	13 Score: 11 Score: No Neutral	4.05 t Available Disa	Sizo	Respondents: e Category 4: Mission 3: Strongly Disagree	3.68 3.55 3.64 Don't Know/Not Applicable
Standar Number of Ro Response: Frequency:	d Deviation: espondents: Strongly Agre 94	0.80 310 e Agree 144	20	13 Score: 11 Score: No Neutral 44	4.05 t Available Disa	Sizo ngree 7	Respondents: e Category 4: Mission 3: Strongly Disagree	3.68 3.55 3.64 Don't Know/Not Applicable 0
Standar Number of Ro Response: Frequency:	d Deviation: espondents: Strongly Agre 94 30.32%	0.80 310 e Agree 144 46.45%	20 20	13 Score: 11 Score: No Neutral 44 14.19%	4.05 t Available Disa 1 5.4	Sizo ngree 7 8%	Respondents: e Category 4: Mission 3: Strongly Disagree 11 3.55%	3.68 3.55 3.64 Don't Know/Not Applicable 0
Standar Number of Ro Response: Frequency: Percentage:	d Deviation: espondents: Strongly Agre 94 30.32%	0.80 310 e Agree 144 46.45%	20 20	13 Score: 11 Score: No Neutral 44 14.19%	4.05 t Available Disa 1 5.4	Sizo ngree 7 8%	Respondents: e Category 4: Mission 3: Strongly Disagree 11 3.55%	3.683.553.64Don't Know/Not Applicable0Not Available
Standar Number of Re Response: Frequency: Percentage: 60. I believe	d Deviation: espondents: Strongly Agre 94 30.32%	0.80 310 e Agree 144 46.45%	20 20	13 Score: No 11 Score: No Neutral 44 14.19%	4.05 t Available Disa 1 5.4 to improve	Ingree 7 8% Pour per	Respondents: e Category 4: Mission 3: Strongly Disagree 11 3.55% formance. Current Benchm	3.683.553.64Don't Know/Not Applicable0Not Available
Standar Number of Response: Frequency: Percentage: 60. I believe Cur	d Deviation: espondents: Strongly Agre 94 30.32% we will use th rent Score:	0.80 310 e Agree 144 46.45% e information 3.86	20 20 from	13 Score: 11 Score: No Neutral 44 14.19% • this survey f	4.05 t Available Disa 1 5.4 to improve	ngree 7 8% our per All F	Respondents: e Category 4: Mission 3: Strongly Disagree 11 3.55% formance. Current Benchma Respondents:	3.68 3.55 3.64 Don't Know/Not Applicable 0 Not Available arks 3.48
Standar Number of Ro Response: Frequency: Percentage: 60. I believe Cur Standar	d Deviation: espondents: Strongly Agre 94 30.32% we will use the rent Score: d Deviation:	0.80 310 e Agree 144 46.45% e information 3.86 0.96	20 20 from 20 20	13 Score: 11 Score: No Neutral 44 14.19% 15 Score: 13 Score:	4.05 t Available Disa 1 5.4 to improve 3.95 3.74	ngree 7 8% our per All F	Respondents: e Category 4: Mission 3: Strongly Disagree 11 3.55% Formance. Current Benchmark Respondents: e Category 4:	3.68 3.55 3.64 Don't Know/Not Applicable 0 Not Available arks 3.48 3.47
Standar Number of Ro Response: Frequency: Percentage: 60. I believe Cur	d Deviation: espondents: Strongly Agre 94 30.32% we will use the rent Score: d Deviation:	0.80 310 e Agree 144 46.45% e information 3.86	20 20 from 20 20	13 Score: 11 Score: No Neutral 44 14.19% • this survey f	4.05 t Available Disa 1 5.4 to improve 3.95 3.74	ngree 7 8% our per All F	Respondents: e Category 4: Mission 3: Strongly Disagree 11 3.55% formance. Current Benchma Respondents:	3.68 3.55 3.64 Don't Know/Not Applicable 0 Not Available arks 3.48 3.47 3.50
Standar Number of Re Response: Frequency: Percentage: 60. I believe Cur Standar Number of Re	d Deviation: espondents: Strongly Agre 94 30.32% we will use the rent Score: d Deviation: espondents:	0.80 310 e Agree 144 46.45% e information 3.86 0.96 312	20 20 from 20 20	13 Score: No 11 Score: No Neutral 44 14.19% 14.19% 15 Score: 15 13 Score: 11 11 Score: No	4.05 t Available Disa 1 5.4 to improve 3.95 3.74 t Available	ngree 7 8% our per All F Size	Respondents: a Category 4: Mission 3: Strongly Disagree 11 3.55% formance. Current Benchma Respondents: a Category 4: Mission 3:	3.68 3.55 3.64 Don't Know/Not Applicable 0 Not Available arks 3.48 3.47 3.50 Don't Know/Not
Standar Number of Re Response: Frequency: Percentage: 60. I believe Cur Standar Number of Re	d Deviation: espondents: Strongly Agre 94 30.32% we will use the rent Score: d Deviation: espondents:	0.80 310 e Agree 144 46.45% e information 3.86 0.96 312 e Agree	20 20 from 20 20	13 Score: No 11 Score: No Neutral 44 14.19% 14.19% 15 Score: 1 13 Score: 1 13 Score: No Neutral	4.05 t Available Disa 1 5.4 t 5.4 t 5.4 t Available Disa	ngree 7 8% our per All F Size	Respondents: e Category 4: Mission 3: Strongly Disagree 11 3.55% Formance. Current Benchma Respondents: e Category 4: Mission 3: Strongly Disagree	3.68 3.55 3.64 Don't Know/Not Applicable 0 Not Available arks 3.48 3.47 3.50 Don't Know/Not
Standar Number of Ro Response: Frequency: Percentage: 60. I believe Cur Standar Number of Ro	d Deviation: espondents: Strongly Agre 94 30.32% we will use the rent Score: d Deviation: espondents:	0.80 310 e Agree 144 46.45% e information 3.86 0.96 312	20 20 from 20 20	13 Score: No 11 Score: No Neutral 44 14.19% 14.19% 15 Score: 15 13 Score: 11 11 Score: No	4.05 t Available Disa 1 5.4 t 5.4 t 5.4 t Available Disa	ngree 7 8% our per All F Size	Respondents: a Category 4: Mission 3: Strongly Disagree 11 3.55% formance. Current Benchma Respondents: a Category 4: Mission 3:	3.68 3.55 3.64 Don't Know/Not Applicable 0 Not Available arks 3.48 3.47 3.50 Don't Know/Not

61. I am satis	fied with the	opportunities	l hav	ve to give	feedbac	k on n	ny supe	rvisor's perform	nance.
								Current Benchm	arks
Cur	rent Score:	3.29	20	15 Score:	3.2	7	All F	Respondents:	3.37
Standar	d Deviation:	1.26	20	13 Score:	3.2	2	Size	e Category 4:	3.31
Number of Re	espondents:	312	20	11 Score:	Not Ava	ailable		Mission 3:	3.46
									Don't Know/Not
Response:	Strongly Agre 52	ee Agree 102	1	Neutra 57	al	Disa 4	0	Strongly Disagree 46	e Applicable
Frequency: Percentage:	16.67%	32.69%		18.279	%	14.1		14.74%	3.53%
g.r									
62. My ideas	and opinion	s count at work	κ.						
-	-							Current Benchm	arks
Cur	rent Score:	3.88	20	15 Score:	3.9	9	All F	Respondents:	3.62
Standar	d Deviation:	0.93	20	13 Score:	3.7	8		e Category 4:	3.64
Number of Re	espondents:	313	20	11 Score:				Mission 3:	3.81
		0.0							
Response:	Strongly Agre	ee Agree		Neutra	al	Disa	aree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	80	144		58		1		14	0
Percentage:	25.56%	46.01%		18.53%	%	5.43	3%	4.47%	Not Available
63. In my wo	rkplace, I bel	ieve people ge	nera	lly are trea	ated fair	ly (i.e.	without	t favoritism). Current Benchm	arks
Cur	rent Score:	3.74	20	15 Score:	3.8	1	All F	Respondents:	3.34
Standar	d Deviation:	1.09	20	13 Score:	3.6	8		e Category 4:	3.36
Number of Re		313		11 Score:				Mission 3:	3.60
		010	20		11017170				
Response:	Strongly Agre	e Agree		Neutra	al	Disa	aree	Strongly Disagree	Don't Know/Not Applicable
Frequency:	75	145		38		3	-	24	0
Percentage:	00.000/	46.33%		10 1 10	/_		1%	7.67%	Not Available
i ercentage.	23.96%	40.33%		12.149	/0	9.90	070	1.01 /0	Not Available
		aluated fairly.		12.14		9.90		Current Benchm	
64. My perfor	rmance is ev	aluated fairly.	20		4.0			Current Benchm	harks
64. My perfor Cur	rmance is ev rent Score: [aluated fairly.		15 Score:	4.0	4	All F	Current Benchm	arks 3.80
64. My perfor Cur Standar	rmance is ev rent Score: [d Deviation:]	aluated fairly. 3.94 0.90	20	15 Score: 13 Score:	4.0	4	All F	Current Benchm Respondents:	arks 3.80 3.81
64. My perfor Cur	rmance is ev rent Score: [d Deviation:]	aluated fairly.	20	15 Score:	4.0	4	All F	Current Benchm	arks 3.80 3.81 3.93
64. My perfor Cur Standar	rmance is ev rent Score: [d Deviation:]	aluated fairly. 3.94 0.90 314	20	15 Score: 13 Score:	4.0 3.9 Not Ava	4	All F Size	Current Benchm Respondents:	arks 3.80 3.81 3.93 Don't Know/Not
64. My perfor Cur Standar Number of Re	rmance is ev rent Score: [d Deviation: [espondents: [aluated fairly. 3.94 0.90 314	20	15 Score: 13 Score: 11 Score:	4.0 3.9 Not Ava	4 1 ailable	All F Size gree	Current Benchm Respondents: Category 4: Mission 3:	arks 3.80 3.81 3.93 Don't Know/Not



65. I am conf	ident that if I	l report an ethi	ics vi	olation, it	will be	proper	ly handl	ed.		
								Current Benchma	arks	
Cur	rent Score:	4.19	20	15 Score:	4.1	11	All F	Respondents:	3.83	
Standar	d Deviation:	0.86	20	13 Score:	4.0)4	Size	e Category 4:	3.83	
Number of Re	espondents:	311	20	11 Score:	Not Ava	ailable		Mission 3:	3.94	
	-			-					Don't Know/Not	
Response:	Strongly Agre			Neutra	al	Disa	-	Strongly Disagree	Applicable	
Frequency:	131 42.12%	122 39.23%		31 9.97%		1: 4.18		13 4.18%	1 0.32%	
Percentage:	42.12%	39.23%		9.97%	0	4.10	0%	4.10%	0.32%	
66. Employee	es are genera	ally ethical in r	ny wo	orkplace.						
	-	-		-				Current Benchma	arks	
Cur	rent Score:	4.34	20	15 Score:	4.3	36	All F	Respondents:	4.01	
Standar	d Deviation:	0.54	20	13 Score:	4.2	28		e Category 4:	4.04	
Number of Re	-	312		11 Score:				Mission 3:	4.13	
		0.2				andabro				
Response:	Strongly Agre	ee Agree		Neutra	al	Disa	aree	Strongly Disagree	Don't Know/Not Applicable	
Frequency:	129	150		21		1		1	0	
Percentage:	41.35%	48.08%)	6.73%	, D	3.5	3%	0.32%	Not Available	
67. Harassme	ent is not tol	erated at my w	/orkp	lace.				Current Benchma	arks	
	ent is not tole rent Score:	erated at my w 4.43		lace. 15 Score:	4.3	37	All F	Current Benchma	arks 4.11	
Cur	-		20	r	4.3					
Cur	rent Score: [d Deviation: [4.43	20 20	15 Score: [13 Score: [32		Respondents:	4.11	
Cur Standar	rent Score: [d Deviation: [4.43 0.66	20 20	15 Score: [13 Score: [4.3	32		Respondents:	4.11 4.15 4.26	
Cur Standar	rent Score: [d Deviation: [4.43 0.66 313	20 20	15 Score: [13 Score: [4.3 Not Ava	32	Size	Respondents:	4.11 4.15	
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Curr Standar Number of Re Response:	rent Score: [d Deviation: [espondents: [Strongly Agre	4.43 0.66 313 ee Agree	20 20 20	15 Score: [13 Score: [11 Score: [Neutra	4.3 Not Ava	32 ailable Disa	Size gree 0	Respondents: Category 4: Mission 3: Strongly Disagree	4.11 4.15 4.26 Don't Know/Not Applicable	
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69. Benefits are compara	able to those of	fered in simila	r jobs.			
					Current Benchn	narks
Current Score:	4.07	2015 Score:	4.20	All F	Respondents:	3.66
Standard Deviation:	0.83	2013 Score:	4.19	Siz	e Category 4:	3.68
Number of Respondents:	313	2011 Score:	Not Available	- •	Mission 3:	3.80
						Don't Know/Not
Response: Strongly Ag	ree Agree	Neutr	al Dis	agree	Strongly Disagre	
Frequency: 103	141	41	-	19	6	3
Percentage: 32.91%	45.05%	13.10	% 6.	07%	1.92%	0.96%
70. I understand my ben	efits plan.			-	Current Benchn	narks
Current Score:	4.31	2015 Score:	4.34	All F	Respondents:	4.01
Standard Deviation:	0.63	2013 Score:	4.32	Siz	e Category 4:	4.03
Number of Respondents:	317	2011 Score:	Not Available	•	Mission 3:	4.06
				_		Don't Know/Not
Response: Strongly Age Frequency: 114	ree Agree 180	Neutra 9	al Dis	agree 2	Strongly Disagre	e Applicable
Frequency: 114 Percentage: 35.96%	56.78%	2.84%	6 0.	2 63%	0.63%	3.15%
71. Benefits can be seled	cted to meet ind	lividual needs.				
				_	Current Benchn	narks
Current Score:	4.11	2015 Score:	4.20	All F	Respondents:	3.86
Standard Deviation:	0.74	2013 Score:	4.23	Siz	e Category 4:	3.85
Number of Respondents:	313	2011 Score:	Not Available	•	Mission 3:	3.88
	I			_		Don't Know/Not
Response: Strongly Ag	ree Agree	Neutra	al Dis	agree	Strongly Disagre	
Frequency: 96	162	33		13	6	3
Percentage: 30.67%	51.76%	10.549	% 4.	15%	1.92%	0.96%

Survey Constructs and Related Items Dimension 1: Work Group

Supervision Construct Score = 414	<u>Avg</u>	<u>S.D.</u>
11: I have a clear understanding about my work responsibilities.	4.39	0.67
12: My supervisor gives me specific feedback about my performance.	4.09	0.94
13: My supervisor recognizes outstanding work.	4.09	0.98
14: My supervisor gives me the opportunity to do my best work.	4.19	0.92
15: My supervisor is consistent when administering policies concerning employees.	3.95	1.09
Team Construct Score = 407	<u>Avg</u>	<u>S.D.</u>
1: People in my work group cooperate to get the job done.	4.33	0.75
2: My work group is actively involved in making work processes more effective.	4.16	0.92
3: There is a real feeling of teamwork.	4.06	0.97
4: In my work group, I have an opportunity to participate in the goal setting process.	4.05	0.98
5: Work groups are trained to incorporate the opinions of each member.	3.76	0.99
QualityConstruct Score = 407	Avg	<u>S.D.</u>
20: My work group uses the feedback from those we serve when making decisions.	4.09	0.77
21: My work group regularly uses performance data to improve the quality of our work.	3.75	0.89
22: My work group's goals are consistently met or exceeded.	4.09	0.63
23: Our institution is known for the quality of service we provide.	4.33	0.51



Survey Constructs and Related Items Dimension 2: Accommodations

Рау	Construct Score = 316	<u>Avg</u> <u>S.D.</u>
24: My pay keeps pace with the cost of25: Salaries are competitive with similar26: I feel I am paid fairly for the work I d	r jobs in the community or comparable institutions.	3.14 1.12 3.07 1.13 3.27 1.06
Benefits	Construct Score = 416	<u>Avg</u> <u>S.D.</u>
69: Benefits are comparable to those of70: I understand my benefits plan.71: Benefits can be selected to meet inc		4.07 0.83 4.31 0.63 4.11 0.74
Physical Environment	Construct Score = 419	<u>Avg</u> <u>S.D.</u>
40: Given the type of work I do, my phy41: My workplace is well maintained.42: There are sufficient procedures to e43: I have adequate resources and equ	nsure the safety of employees in the workplace.	4.21 0.684.19 0.874.21 0.784.14 0.79

Survey Constructs and Related Items Dimension 3: Organization

Strategic	Construct Score = 429	<u>Avg</u>	<u>S.D.</u>
16: I have a good understanding o	f our mission, vision, and strategic plan.	4.44	0.51
17: I understand the state, local, na	ational, and global issues that impact the organization.	4.18	0.48
18: We work well with other parts of	of the institution.	4.17	0.72
19: We develop services to meet the	ne needs of those we serve.	4.35	0.41
Diversity	Construct Score = 390	<u>Avg</u>	<u>S.D.</u>
	Construct Score = 390 nions of people throughout the organization.	<u>Avg</u> 3.73	
	nions of people throughout the organization.		1.03
50: An effort is made to get the op 51: The people I work with treat ea	nions of people throughout the organization.	3.73	1.03 0.66



Survey Constructs and Related Items Dimension 4: Information

Information Systems Construct Score = 399	Avg	<u>S.D.</u>
6: My work group uses the latest technology to communicate and interact.	3.85	0.91
7: The information available from our computer systems is reliable.	4.08	0.74
8: Overall, our computer information systems present information in an understandable way.	4.03	0.69
9: Our computer systems enable me to easily and quickly find the information I need.	3.94	0.80
10: Information systems are in place and accessible for me to get my job done.	4.06	0.79
Internal Communication Construct Score = 381	Avg	<u>S.D.</u>
32: I feel the communication channels I must go through at work are reasonable.	3.90	0.88
33: My work atmosphere encourages open and honest communication.	3.78	1.08
34: Overall within the groups I work, there is good communication.	3.85	0.93
35: The right information gets to the right people at the right time.	3.70	0.90
External Communication Construct Score = 409	Avg	<u>S.D.</u>
36: I believe we communicate our mission effectively to the public.	4.20	0.52
 Our institution communicates well with our governing bodies (i.e. the board, the legislature, etc.). 	4.07	0.58
38: My institution shares appropriate information with the public.	4.13	0.30
39: We communicate effectively with other parts of the institution.	3.95	0.70

Survey Constructs and Related Items Dimension 5: Personal

Employee Engagement Construct Score = 403	<u>Avg</u>	<u>S.D.</u>
44: The people I work with care about my personal well-being.	4.26	0.87
45: I am encouraged to come up with ways to improve our services.	4.08	0.88
46: I know how my work impacts others in the organization.	4.16	0.79
47: I am encouraged to learn from my mistakes.	4.11	0.80
48: There is a basic trust among employees and supervisors.	3.81	1.15
49: When possible, decision making and control are given to employees doing the actual work.	3.75	1.12
Employee Development Construct Score = 414	<u>Avg</u>	<u>S.D.</u>
54: I believe I have a career with this institution.	4.20	0.70
55: I have access to information about job opportunities, conferences, workshops, and training.	4.18	0.60
56: Learning opportunities/training are made available to me so that I can do my job better.	4.08	0.81
57: Learning opportunities/training are made available to me for professional growth/skills development.	4.10	0.73
Job Satisfaction Construct Score = 397	<u>Avg</u>	<u>S.D.</u>
27: My job meets my expectations.	3.86	0.91
28: My work environment supports a balance between work and personal life.	3.82	1.02
29: I feel my efforts count.	4.00	0.87
30: The amount of work I am asked to do is reasonable.	3.79	0.99
31: I feel a sense of pride when I tell people where I work.	4.39	0.60

Survey Climate Areas and Related Items

Climate/Atmosphere Construct Score = 430	<u>Avg</u>	<u>S.D.</u>
67: Harassment is not tolerated at my workplace.68: Within my workplace, there is a feeling of community among employees.	-	0.66 0.79
Climate/Ethics Construct Score = 427	<u>Avg</u>	<u>S.D.</u>
65: I am confident that if I report an ethics violation, it will be properly handled. 66: Employees are generally ethical in my workplace.	-	0.86 0.54
Climate/Fairness Construct Score = 384	<u>Avg</u>	<u>S.D.</u>
63: In my workplace, I believe people generally are treated fairly (i.e. without favoritism). 64: My performance is evaluated fairly.	3.74 3.94	1.09 0.90
Climate/Feedback Construct Score = 368	<u>Avg</u>	<u>S.D.</u>
60: I believe we will use the information from this survey to improve our performance.61: I am satisfied with the opportunities I have to give feedback on my supervisor's performance.62: My ideas and opinions count at work.	3.86 3.29 3.88	
Climate/Management Construct Score = 406	<u>Avg</u>	<u>S.D.</u>
58: Our administration effectively communicates important information. 59: Our administration tries to be accessible and visible.	4.07 4.04	0.77 0.80