

**Addendum - Employee - Central Administration**  
(minimum n-size of 10 to report)

		Overall Central Admin	Gender Identity			Race/Ethnicity					Faculty Staff Administration			
		Total	Female	Male	Asian	Black or African American	Two or more races	Unknown	White	Hispanic/ Latino	Not Hispanic/ Latino	Faculty	Staff	Admin
At work, I am treated with respect.	1 - Strongly Disagree	1%	1%	0%	0%				1%		1%	1%	0%	
	2	6%	9%	2%	10%				5%		6%	4%	14%	
	3	20%	20%	19%	0%				23%		20%	21%	14%	
	4	34%	38%	27%	20%				37%		35%	36%	24%	
	5 - Strongly Agree	40%	32%	52%	70%				35%		38%	38%	48%	
My workplace is committed to building the strengths of each team member.	1 - Strongly Disagree	5%	5%	3%	0%				5%		5%	5%	3%	
	2	14%	18%	8%	20%				14%		14%	15%	10%	
	3	26%	25%	26%	20%				27%		26%	28%	17%	
	4	32%	32%	33%	10%				34%		31%	33%	28%	
	5 - Strongly Agree	24%	20%	30%	50%				20%		24%	19%	41%	
If I raised a concern about ethics and integrity, I am confident my employer would do what is right.	1 - Strongly Disagree	5%	4%	5%	10%				5%		5%	5%	3%	
	2	11%	11%	11%	0%				12%		12%	10%	14%	
	3	22%	25%	18%	10%				24%		22%	23%	17%	
	4	29%	33%	25%	50%				28%		28%	32%	21%	
	5 - Strongly Agree	33%	27%	41%	30%				32%		33%	30%	45%	
Everyone at this organization is treated fairly regardless of ethnic background, race, gender, age, disability, or other differences not related to job performance.	1 - Strongly Disagree	6%	7%	5%	0%				6%		6%	5%	7%	
	2	10%	15%	3%	10%				10%		11%	11%	7%	
	3	22%	29%	12%	20%				22%		21%	24%	14%	
	4	27%	23%	33%	10%				29%		28%	26%	36%	
	5 - Strongly Agree	34%	26%	47%	60%				33%		34%	34%	36%	
My supervisor creates an environment that is trusting and open.	1 - Strongly Disagree	4%	7%	0%	10%				3%		4%	4%	3%	
	2	12%	15%	6%	0%				14%		12%	12%	7%	
	3	16%	18%	13%	0%				17%		16%	16%	17%	
	4	24%	26%	21%	20%				24%		24%	25%	21%	
	5 - Strongly Agree	44%	34%	60%	70%				42%		43%	43%	52%	
I feel like a valued member of my team.	1 - Strongly Disagree	6%	7%	5%	0%				6%		6%	6%	3%	
	2	9%	10%	7%	20%				8%		9%	9%	7%	
	3	19%	20%	18%	0%				22%		20%	21%	14%	
	4	23%	29%	15%	30%				25%		24%	25%	21%	
	5 - Strongly Agree	43%	34%	56%	50%				39%		40%	39%	55%	
Diversity and inclusiveness issues are openly discussed.	1 - Strongly Disagree	6%	7%	5%	20%				5%		6%	6%	7%	
	2	12%	16%	7%	20%				11%		13%	13%	10%	
	3	30%	28%	32%	0%				34%		30%	32%	21%	
	4	28%	28%	28%	30%				26%		27%	31%	17%	
	5 - Strongly Agree	24%	21%	28%	30%				24%		24%	19%	45%	
I believe that I have adequate opportunities for career advancement at my organization.	1 - Strongly Disagree	14%	16%	12%	10%				16%		15%	16%	7%	
	2	18%	20%	17%	10%				20%		19%	20%	14%	
	3	28%	32%	22%	50%				26%		26%	30%	18%	
	4	26%	23%	30%	20%				25%		26%	24%	36%	
	5 - Strongly Agree	14%	9%	20%	10%				14%		13%	10%	25%	
I am asked for my input regarding changes that affect my work.	1 - Strongly Disagree	12%	13%	10%	10%				12%		12%	12%	14%	
	2	18%	21%	13%	0%				20%		18%	18%	17%	
	3	15%	11%	21%	10%				16%		15%	17%	7%	
	4	34%	36%	30%	60%				31%		34%	34%	34%	
	5 - Strongly Agree	22%	19%	26%	20%				21%		21%	20%	28%	
There is open communication throughout all levels of my organization.	1 - Strongly Disagree	23%	26%	19%	10%				25%		24%	24%	17%	
	2	28%	31%	24%	10%				30%		29%	31%	21%	
	3	24%	24%	24%	30%				22%		23%	25%	21%	
	4	16%	11%	22%	30%				15%		15%	14%	24%	
	5 - Strongly Agree	9%	8%	12%	20%				9%		10%	7%	17%	
Leadership communicates effectively with the organization.	1 - Strongly Disagree	20%	26%	12%	10%				22%		21%	22%	10%	
	2	23%	23%	22%	20%				22%		23%	24%	21%	
	3	28%	28%	28%	40%				27%		28%	28%	28%	
	4	19%	14%	25%	10%				18%		17%	17%	28%	
	5 - Strongly Agree	11%	9%	13%	20%				11%		11%	9%	14%	
At work, we are direct and honest in all our communications.	1 - Strongly Disagree	9%	14%	2%	0%				10%		10%	10%	7%	
	2	19%	23%	13%	10%				21%		20%	22%	10%	
	3	27%	26%	30%	20%				25%		28%	26%	28%	
	4	30%	27%	34%	40%				29%		28%	29%	34%	
	5 - Strongly Agree	15%	10%	21%	30%				15%		14%	13%	21%	
Someone at work recently went out of their way to help me.	1 - Strongly Disagree	1%	1%	2%	0%				2%		1%	2%	0%	
	2	5%	3%	7%	0%				5%		5%	5%	3%	
	3	26%	26%	25%	11%				28%		26%	28%	14%	
	4	30%	27%	33%	22%				31%		30%	31%	28%	

	5 - Strongly Agree	39%	42%	33%	67%	35%	38%	34%	55%
It is easy for me to get the information I need to do my job.	1 - Strongly Disagree	5%	4%	5%	0%	5%	5%	3%	10%
	2	14%	14%	13%	10%	15%	14%	16%	7%
	3	27%	32%	19%	10%	30%	27%	29%	17%
	4	37%	36%	39%	50%	36%	36%	37%	38%
	5 - Strongly Agree	18%	13%	24%	30%	15%	18%	15%	28%
I am satisfied with the cooperation I receive from colleagues in other departments.	1 - Strongly Disagree	3%	2%	3%	10%	2%	3%	3%	3%
	2	10%	10%	10%	0%	11%	10%	12%	3%
	3	26%	26%	28%	10%	28%	27%	29%	17%
	4	37%	41%	31%	40%	37%	37%	34%	48%
	5 - Strongly Agree	24%	21%	28%	40%	21%	23%	23%	28%
How satisfied are you with your organization as a place to work?	1 - Extremely Dissatisfied	2%	2%	2%	0%	2%	2%	2%	0%
	2	19%	22%	15%	20%	20%	20%	21%	10%
	3	22%	20%	26%	0%	24%	22%	22%	24%
	4	39%	42%	35%	40%	38%	39%	40%	38%
	5 - Extremely Satisfied	18%	14%	23%	40%	16%	17%	14%	28%
I know what is expected of me at work.	1 - Strongly Disagree	2%	2%	2%	0%	2%	2%	2%	3%
	2	10%	12%	8%	0%	12%	11%	12%	3%
	3	20%	24%	15%	20%	22%	21%	22%	14%
	4	34%	37%	29%	30%	34%	34%	32%	38%
	5 - Strongly Agree	33%	24%	47%	50%	31%	32%	31%	41%
I have the materials and equipment I need to do my work right.	1 - Strongly Disagree	0%	0%	0%	0%	0%	0%	0%	0%
	2	5%	7%	3%	10%	5%	5%	6%	3%
	3	21%	22%	19%	10%	23%	22%	22%	17%
	4	35%	38%	29%	30%	34%	35%	36%	28%
	5 - Strongly Agree	39%	33%	48%	50%	38%	38%	36%	52%
At work, I have the opportunity to do what I do best every day.	1 - Strongly Disagree	1%	0%	3%	0%	2%	1%	2%	0%
	2	14%	20%	6%	10%	15%	15%	14%	17%
	3	22%	24%	18%	10%	23%	22%	25%	10%
	4	33%	34%	32%	30%	32%	32%	32%	34%
	5 - Strongly Agree	29%	22%	40%	50%	28%	29%	27%	38%
In the last seven days, I have received recognition or praise for doing good work.	1 - Strongly Disagree	11%	10%	12%	11%	11%	12%	11%	7%
	2	13%	16%	9%	11%	13%	14%	14%	11%
	3	17%	17%	16%	11%	18%	17%	20%	4%
	4	30%	30%	31%	22%	31%	31%	30%	33%
	5 - Strongly Agree	29%	26%	33%	44%	26%	27%	24%	44%
My supervisor, or someone at work, seems to care about me as a person.	1 - Strongly Disagree	3%	3%	2%	10%	2%	3%	3%	0%
	2	7%	7%	8%	0%	8%	8%	8%	7%
	3	10%	9%	11%	20%	9%	10%	9%	14%
	4	23%	28%	16%	10%	26%	24%	28%	7%
	5 - Strongly Agree	56%	52%	62%	60%	54%	55%	53%	71%
There is someone at work who encourages my development.	1 - Strongly Disagree	8%	10%	5%	0%	9%	9%	8%	7%
	2	10%	6%	16%	0%	11%	10%	10%	11%
	3	21%	24%	16%	30%	20%	21%	21%	21%
	4	25%	27%	22%	30%	25%	26%	26%	25%
	5 - Strongly Agree	36%	33%	41%	40%	35%	35%	36%	36%
At work, my opinions seem to count.	1 - Strongly Disagree	6%	8%	3%	0%	6%	6%	5%	7%
	2	17%	20%	12%	0%	19%	17%	19%	7%
	3	19%	20%	17%	20%	19%	19%	20%	10%
	4	34%	36%	30%	30%	34%	33%	33%	41%
	5 - Strongly Agree	25%	16%	38%	50%	21%	24%	23%	34%
The mission or purpose of my organization makes me feel my job is important.	1 - Strongly Disagree	4%	5%	3%	0%	5%	4%	5%	0%
	2	5%	2%	8%	0%	5%	5%	4%	7%
	3	15%	17%	12%	10%	16%	15%	16%	7%
	4	34%	36%	30%	40%	34%	35%	36%	22%
	5 - Strongly Agree	43%	40%	47%	50%	40%	40%	38%	63%
My colleagues are committed to doing quality work.	1 - Strongly Disagree	1%	0%	2%	0%	1%	1%	1%	0%
	2	6%	7%	5%	0%	7%	6%	6%	7%
	3	12%	14%	8%	20%	11%	12%	12%	10%
	4	36%	36%	35%	10%	37%	36%	39%	21%
	5 - Strongly Agree	46%	43%	50%	70%	44%	45%	42%	62%
In the last six months, someone at work has talked to me about my progress.	1 - Strongly Disagree	5%	3%	8%	0%	6%	6%	6%	0%
	2	12%	15%	7%	0%	13%	12%	11%	14%
	3	15%	17%	12%	20%	14%	15%	16%	11%
	4	30%	32%	27%	20%	32%	31%	30%	29%
	5 - Strongly Agree	38%	32%	47%	60%	35%	36%	36%	46%
This last year, I have had opportunities at work to learn and grow.	1 - Strongly Disagree	3%	5%	2%	0%	4%	4%	4%	0%
	2	8%	9%	7%	0%	9%	8%	10%	0%
	3	23%	27%	17%	11%	22%	23%	25%	14%
	4	28%	30%	27%	33%	29%	29%	28%	31%
	5 - Strongly Agree	37%	30%	48%	56%	36%	36%	32%	55%

Our organization has a well-developed strategy that supports its vision.	1 - Strongly Disagree	11%	13%	7%	10%	11%	11%	13%	4%
	2	8%	8%	8%	10%	8%	8%	9%	4%
	3	31%	28%	36%	20%	33%	33%	32%	29%
	4	33%	36%	28%	40%	31%	31%	34%	29%
	5 - Strongly Agree	17%	15%	21%	20%	16%	17%	13%	36%
I understand how my role supports the overall strategy of my organization.	1 - Strongly Disagree	5%	5%	3%	0%	5%	5%	5%	3%
	2	10%	13%	5%	0%	11%	10%	13%	0%
	3	16%	18%	15%	20%	17%	17%	18%	10%
	4	38%	36%	41%	40%	39%	37%	38%	38%
	5 - Strongly Agree	31%	27%	36%	40%	28%	31%	27%	48%
The leadership of my organization is creating a future I want to be a part of.	1 - Strongly Disagree	7%	10%	3%	10%	8%	8%	9%	4%
	2	9%	11%	5%	0%	10%	9%	11%	0%
	3	25%	24%	27%	0%	27%	25%	23%	32%
	4	36%	35%	37%	50%	34%	36%	39%	25%
	5 - Strongly Agree	23%	20%	27%	40%	21%	22%	18%	39%
I know I will be an important part of this organization in the future.	1 - Strongly Disagree	7%	9%	5%	0%	8%	8%	9%	4%
	2	13%	12%	14%	10%	14%	13%	13%	15%
	3	26%	31%	18%	10%	25%	25%	29%	11%
	4	31%	30%	32%	40%	32%	32%	31%	33%
	5 - Strongly Agree	23%	18%	32%	40%	21%	22%	19%	37%
I have enough time to complete everything I need to do at work.	1 - Strongly Disagree	12%	14%	8%	10%	13%	12%	10%	21%
	2	21%	23%	18%	10%	22%	21%	18%	38%
	3	23%	21%	26%	0%	23%	23%	24%	17%
	4	26%	24%	30%	30%	26%	25%	30%	10%
	5 - Strongly Agree	18%	18%	18%	50%	17%	18%	18%	14%
I am able to maintain a healthy balance between work and personal commitments.	1 - Strongly Disagree	5%	3%	6%	10%	5%	4%	4%	7%
	2	12%	14%	10%	0%	14%	13%	10%	24%
	3	30%	34%	24%	20%	30%	30%	29%	31%
	4	27%	22%	35%	10%	28%	28%	30%	21%
	5 - Strongly Agree	25%	26%	24%	60%	24%	25%	27%	17%
When I am feeling overwhelmed, appropriate resources are available to me.	1 - Strongly Disagree	11%	10%	13%	10%	12%	12%	12%	7%
	2	18%	18%	17%	10%	16%	17%	13%	33%
	3	26%	32%	17%	10%	28%	27%	29%	15%
	4	23%	20%	28%	30%	21%	22%	25%	19%
	5 - Strongly Agree	22%	19%	26%	40%	22%	22%	21%	26%
How often do you feel burned out at work?	1 - Always	3%	5%	2%	0%	4%	4%	4%	0%
	2 - Very often	28%	36%	18%	10%	29%	28%	27%	38%
	3 - Sometimes	44%	43%	45%	30%	44%	43%	45%	38%
	4 - Rarely	21%	14%	30%	60%	19%	21%	20%	21%
	5 - Never	3%	2%	5%	0%	4%	4%	4%	3%
I am confident that the findings arising out of this survey will be acted upon.	1 - Strongly Disagree	18%	18%	17%	11%	19%	18%	19%	10%
	2	24%	24%	24%	11%	25%	25%	25%	21%
	3	29%	35%	20%	22%	27%	27%	32%	21%
	4	21%	17%	27%	33%	21%	21%	18%	31%
	5 - Strongly Agree	9%	7%	12%	22%	8%	8%	6%	17%