

Survey Item #	Ranking #	ITEM ANALYSIS - Items ranked from highest to lowest "Percent of Positive Ratings" (Strongly Agree + Agree)		Percent of Positive Responses	
		Highest positive rated items (top quartile of positive ratings) * = Repeat from 2007	Change	2008	2007
		Lowest positive rated items (bottom quartile of positive ratings) ** = Repeat from 2007			
4	1	I understand how my job contributes to this institution's success *		90	86
62	2	The work of this institution is important and makes a difference *	+10	88	78
31	3	In my department, we actively seek to understand student needs	+21	84	63
61	4	This institution actively contributes to the community *		84	77
1	5	I understand our institution's mission and strategic goals *		82	80
21	6	I have a good relationship with my supervisor/department chair *		77	71
2	7	My job makes good use of my skills and abilities *		74	67
32	8	In my department, we adapt quickly to changing circumstances *	+12	72	60
54	9	I would recommend our products/services to my family and friends *		72	67
5	10	I am given the responsibility and freedom to do my job *	+11	71	60
20	11	My supervisor/department chair supports my efforts to balance my work and personal life	+12	71	59
22	12	My supervisor/department chair regularly models our institution's values	+21	71	50
41	13	I am proud to be a part of this institution *		69	62
43	14	Our Senior District Leadership has the capabilities necessary for us to be successful		67	NA
46	15	Our institution's policies give me the flexibility to manage my personal life	+11	67	56
30	16	My department constantly looks for ways to achieve better results	+18	65	47
48	17	Our institution's benefits meet my needs	+10	65	55
13	18	My supervisor/department chair makes his/her expectations clear		64	59
14	19	I trust my supervisor/department chair enough to follow him/her, even when I disagree with his/her decisions	+14	64	50
24	20	I am comfortable expressing my opinions on issues important to me		64	59
35	21	People in my department work well together		64	55
3	22	I am provided the training I need to be effective in my job		63	60
11	23	I have the flexibility and authority to quickly address student needs		63	58
15	24	My supervisor/department chair actively solicits my suggestions and ideas		63	55
17	25	I receive feedback from my supervisor/department chair that helps me	+13	63	50
19	26	I believe what I am told by my supervisor/department chair	+12	63	51
42	27	Senior District Leadership provides a clear direction for this institution's future		63	NA
16	28	My supervisor/department chair keeps his/her promises		61	54
18	29	My supervisor/department chair takes an active interest in helping me advance my career	+18	61	43
34	30	In my department, we genuinely care about each other		60	51
51	31	Senior District Leadership regularly models our institution's values		60	NA
26	32	In my department, we communicate openly about issues that impact each other's work		59	51
23	33	When I offer a new idea, I believe it will be fully considered	+10	58	48
10	34	I understand the steps necessary to advance my career		57	51
60	35	I feel a strong sense of loyalty to this institution		57	53
44	36	Senior District Leadership communicates openly about important matters		56	NA
29	37	In my department, we have opportunities to contribute to important decisions	+18	55	37
45	38	Senior District Leadership shows a genuine interest in the well being of employees		55	NA
64	39	Our institution's culture is special - something you don't find just anywhere		55	52

Survey Item #	Ranking #	ITEM ANALYSIS - Items ranked from highest to lowest "Percent of Positive Ratings" (Strongly Agree + Agree)		Percent of Positive Responses	
		Highest positive rated items (top quartile of positive ratings) * = Repeat from 2007	Lowest positive rated items (bottom quartile of positive ratings) ** = Repeat from 2007	2008	2007
			Change		
8	40	I am provided the resources I need to be effective in my job		54	47
59	41	I would recommend working here to my family and friends		53	44
9	42	I am given a real opportunity to develop my skills in this institution		52	49
33	43	My work environment is fair for everyone		52	43
49	44	Senior District Leadership keeps their promises		52	NA
27	45	Issues of low performance are addressed in my department	+16	51	35
50	46	I trust Senior District Leadership enough to follow them, even when I disagree with their decisions		51	NA
52	47	I believe what I am told by Senior District Leadership		51	NA
58	48	We celebrate our successes in this institution	+13	51	38
38	49	Our review process accurately measures my job performance	+12	49	37
63	50	I would invest my own money in this institution	-1	49	50
55	51	In this institution, people are supportive of different personalities and backgrounds	-2	47	49
25	52	Changes that affect me are discussed prior to being implemented	+14	44	30
7	53	I have a clear understanding of this institution's current financial performance		43	37
66	54	My department receives good support from this location's leadership		43	NA
65	55	<b>This is a great institution where people want to work</b>		41	38
47	56	<b>Our recognition and rewards programs are meaningful to me **</b>		40	33
68	57	<b>This location's leadership has the knowledge, skills and experience necessary for our success **</b>		40	36
6	58	<b>I am regularly recognized for my contributions **</b>		39	35
67	59	<b>This location's leadership provides a clear direction for this location's future **</b>		39	35
73	60	<b>This location's leadership regularly models this institution's values **</b>		39	36
28	61	<b>Promotions in my department are based on a person's ability **</b>	+19	38	19
56	62	<b>We learn from our mistakes in this institution **</b>		38	33
37	63	<b>Our orientation program prepares new employees to be effective **</b>		37	30
70	64	<b>This location's leadership respects the faculty</b>		37	NA
74	65	<b>I trust this location's leadership enough to follow them, even when I disagree with their decisions **</b>		37	33
12	66	<b>I am paid fairly for my work **</b>	-1	36	37
39	67	<b>I can count on people to cooperate across departments **</b>		36	27
36	68	<b>There's a sense that we're all on the same team in this institution **</b>		34	32
40	69	<b>Our institution's policies and practices ensure fair treatment for all employees **</b>		34	27
69	70	<b>This location's leadership shows a genuine interest in the well being of faculty, administration &amp; staff **</b>		34	33
72	71	<b>This location's leadership keeps their promises **</b>	-1	34	35
75	72	<b>I believe what I am told by this location's leadership **</b>		34	33
71	73	<b>This location's leadership communicates openly about important matters **</b>	0	33	33
53	74	<b>In this institution, we discuss and debate issues respectfully to get better results **</b>	0	30	30
57	75	<b>In this institution, how well you do your job is more important than who you know **</b>		30	24