Number of surveys sent to your organization: 2645
Number of respondents: 1171
Survey response rate: 44%

<table>
<thead>
<tr>
<th>Demographic Category</th>
<th>Response Options</th>
<th>Number of Respondents</th>
<th>Percentage of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Status n=1102</td>
<td>Full-time (12 months)</td>
<td>764</td>
<td>69%</td>
</tr>
<tr>
<td></td>
<td>Full-time (9 month/Acad Yr)</td>
<td>290</td>
<td>26%</td>
</tr>
<tr>
<td></td>
<td>Other</td>
<td>32</td>
<td>3%</td>
</tr>
<tr>
<td></td>
<td>Decline to answer</td>
<td>16</td>
<td>1%</td>
</tr>
<tr>
<td>Years at Institution n=1094</td>
<td>Less than 2 years</td>
<td>169</td>
<td>15%</td>
</tr>
<tr>
<td></td>
<td>2-4 years</td>
<td>212</td>
<td>19%</td>
</tr>
<tr>
<td></td>
<td>5-7 years</td>
<td>127</td>
<td>12%</td>
</tr>
<tr>
<td></td>
<td>8-10 years</td>
<td>107</td>
<td>10%</td>
</tr>
<tr>
<td></td>
<td>11-15 years</td>
<td>129</td>
<td>12%</td>
</tr>
<tr>
<td></td>
<td>16-25 years</td>
<td>143</td>
<td>13%</td>
</tr>
<tr>
<td></td>
<td>More than 25 years</td>
<td>125</td>
<td>11%</td>
</tr>
<tr>
<td></td>
<td>Decline to answer</td>
<td>26</td>
<td>2%</td>
</tr>
<tr>
<td>Supervisory Status n=1095</td>
<td>Yes</td>
<td>374</td>
<td>34%</td>
</tr>
<tr>
<td></td>
<td>No</td>
<td>721</td>
<td>66%</td>
</tr>
<tr>
<td>Job Category n=1093</td>
<td>Administration</td>
<td>109</td>
<td>10%</td>
</tr>
<tr>
<td></td>
<td>Faculty</td>
<td>397</td>
<td>36%</td>
</tr>
<tr>
<td></td>
<td>Adjunct Faculty</td>
<td>8</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Exempt Staff</td>
<td>261</td>
<td>23%</td>
</tr>
<tr>
<td></td>
<td>Non-exempt Staff</td>
<td>318</td>
<td>30%</td>
</tr>
<tr>
<td></td>
<td>Other</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Job Role n=1069</td>
<td>Executive</td>
<td>1</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Chancellor/President</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Vice Chancellor/Vice President</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Provost</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Vice Provost</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Associate/Assistant Provost</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Associate Vice President</td>
<td>4</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Assistant Vice President</td>
<td>2</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>School Director</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Administrator</td>
<td>11</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Director</td>
<td>34</td>
<td>3%</td>
</tr>
<tr>
<td></td>
<td>Associate Director</td>
<td>6</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Assistant Director</td>
<td>6</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Dean</td>
<td>6</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Associate Dean</td>
<td>6</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Assistant Dean</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Dean-Non-faculty</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Other</td>
<td>43</td>
<td>4%</td>
</tr>
<tr>
<td></td>
<td>Department Chair</td>
<td>20</td>
<td>2%</td>
</tr>
<tr>
<td></td>
<td>Professor</td>
<td>104</td>
<td>10%</td>
</tr>
<tr>
<td></td>
<td>Associate Professor</td>
<td>94</td>
<td>9%</td>
</tr>
<tr>
<td></td>
<td>Assistant Professor</td>
<td>85</td>
<td>8%</td>
</tr>
<tr>
<td></td>
<td>Instructor</td>
<td>15</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Lecturer</td>
<td>6</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Visiting Professor</td>
<td>15</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Clinical Faculty</td>
<td>18</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Research Faculty</td>
<td>7</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Research Associate</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Other</td>
<td>7</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Administrative Professionals</td>
<td>16</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>(Secretarial/Clerical)</td>
<td>16</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Advisor/Counselor</td>
<td>14</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Analyst</td>
<td>13</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Food Service Workers</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Grounds Staff/Housekeeping</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Manager</td>
<td>69</td>
<td>6%</td>
</tr>
<tr>
<td></td>
<td>Motor Vehicle Operators</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Police/Security Guard</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Professional</td>
<td>59</td>
<td>5%</td>
</tr>
<tr>
<td></td>
<td>Service Maintenance/Skilled Crafts</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Specialist</td>
<td>20</td>
<td>2%</td>
</tr>
<tr>
<td></td>
<td>Technical/Paraprofessional</td>
<td>22</td>
<td>2%</td>
</tr>
<tr>
<td></td>
<td>Other</td>
<td>36</td>
<td>3%</td>
</tr>
<tr>
<td></td>
<td>Administrative Professionals</td>
<td>78</td>
<td>7%</td>
</tr>
<tr>
<td></td>
<td>(Secretarial/Clerical)</td>
<td>16</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Advisor/Counselor</td>
<td>14</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Analyst</td>
<td>13</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Food Service Workers</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Grounds Staff/Housekeeping</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Manager</td>
<td>69</td>
<td>6%</td>
</tr>
<tr>
<td></td>
<td>Motor Vehicle Operators</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Police/Security Guard</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Professional</td>
<td>59</td>
<td>5%</td>
</tr>
<tr>
<td></td>
<td>Service Maintenance/Skilled Crafts</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Specialist</td>
<td>20</td>
<td>2%</td>
</tr>
<tr>
<td></td>
<td>Technical/Paraprofessional</td>
<td>22</td>
<td>2%</td>
</tr>
<tr>
<td></td>
<td>Other</td>
<td>36</td>
<td>3%</td>
</tr>
</tbody>
</table>
Number of surveys sent to your organization: 2645
Number of respondents: 1171
Survey response rate: 44%

<table>
<thead>
<tr>
<th>Demographic Category</th>
<th>Response Options</th>
<th>Number of Respondents</th>
<th>Percentage of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Tenure Status</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>n=350</td>
<td>Tenured</td>
<td>259</td>
<td>36%</td>
</tr>
<tr>
<td></td>
<td>Tenure Track/Untenured</td>
<td>16</td>
<td>25%</td>
</tr>
<tr>
<td></td>
<td>Not Tenure Track</td>
<td>48</td>
<td>13%</td>
</tr>
<tr>
<td></td>
<td>Permanent Status</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Earning Permanent Status</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Not Applicable</td>
<td>4</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Decline to answer</td>
<td>4</td>
<td>1%</td>
</tr>
<tr>
<td><strong>Years in Job Role</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>n=1093</td>
<td>Less than 2 years</td>
<td>284</td>
<td>26%</td>
</tr>
<tr>
<td></td>
<td>2-4 years</td>
<td>250</td>
<td>27%</td>
</tr>
<tr>
<td></td>
<td>5-10 years</td>
<td>156</td>
<td>14%</td>
</tr>
<tr>
<td></td>
<td>11-15 years</td>
<td>74</td>
<td>7%</td>
</tr>
<tr>
<td></td>
<td>16-25 years</td>
<td>26</td>
<td>2%</td>
</tr>
<tr>
<td></td>
<td>More than 25 years</td>
<td>44</td>
<td>4%</td>
</tr>
<tr>
<td></td>
<td>Decline to answer</td>
<td>38</td>
<td>3%</td>
</tr>
<tr>
<td><strong>College/Department</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>n=1085</td>
<td>College</td>
<td>544</td>
<td>50%</td>
</tr>
<tr>
<td></td>
<td>Department</td>
<td>541</td>
<td>50%</td>
</tr>
<tr>
<td></td>
<td>Agricultural &amp; Life Sciences</td>
<td>137</td>
<td>26%</td>
</tr>
<tr>
<td></td>
<td>Art &amp; Architecture</td>
<td>21</td>
<td>4%</td>
</tr>
<tr>
<td></td>
<td>Business &amp; Economics</td>
<td>26</td>
<td>5%</td>
</tr>
<tr>
<td></td>
<td>Education</td>
<td>36</td>
<td>10%</td>
</tr>
<tr>
<td></td>
<td>Engineering</td>
<td>37</td>
<td>11%</td>
</tr>
<tr>
<td></td>
<td>Graduate Studies</td>
<td>4</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Law</td>
<td>27</td>
<td>5%</td>
</tr>
<tr>
<td></td>
<td>Letters Arts &amp; Social Sciences</td>
<td>36</td>
<td>7%</td>
</tr>
<tr>
<td></td>
<td>Natural Resources</td>
<td>42</td>
<td>8%</td>
</tr>
<tr>
<td></td>
<td>Science</td>
<td>51</td>
<td>10%</td>
</tr>
<tr>
<td></td>
<td>WWAMI</td>
<td>4</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Other</td>
<td>33</td>
<td>6%</td>
</tr>
<tr>
<td><strong>Department</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>n=518</td>
<td>Academic Affairs</td>
<td>20</td>
<td>4%</td>
</tr>
<tr>
<td></td>
<td>Athletics</td>
<td>14</td>
<td>3%</td>
</tr>
<tr>
<td></td>
<td>Building &amp; Grounds Maintenance</td>
<td>13</td>
<td>3%</td>
</tr>
<tr>
<td></td>
<td>External Affairs - Development</td>
<td>12</td>
<td>2%</td>
</tr>
<tr>
<td></td>
<td>External Affairs - Government &amp; Community Relations</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>External Affairs - Public Affairs</td>
<td>3</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Facilities Management</td>
<td>37</td>
<td>7%</td>
</tr>
<tr>
<td></td>
<td>Finance - Accounting</td>
<td>9</td>
<td>2%</td>
</tr>
<tr>
<td></td>
<td>Finance - Audit</td>
<td>3</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Finance - Budget</td>
<td>9</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Finance - Procurement</td>
<td>3</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Food Services</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Human Resources</td>
<td>14</td>
<td>3%</td>
</tr>
<tr>
<td></td>
<td>Information Technology</td>
<td>33</td>
<td>6%</td>
</tr>
<tr>
<td></td>
<td>Library Services</td>
<td>32</td>
<td>6%</td>
</tr>
<tr>
<td></td>
<td>President's Office</td>
<td>13</td>
<td>3%</td>
</tr>
<tr>
<td></td>
<td>Provost's Office</td>
<td>12</td>
<td>3%</td>
</tr>
<tr>
<td></td>
<td>Public Safety / Law Enforcement</td>
<td>3</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Student - Admissions</td>
<td>8</td>
<td>2%</td>
</tr>
<tr>
<td></td>
<td>Student - Career Services</td>
<td>8</td>
<td>2%</td>
</tr>
<tr>
<td></td>
<td>Student - Counselling</td>
<td>8</td>
<td>2%</td>
</tr>
<tr>
<td></td>
<td>Student - Financial Aid</td>
<td>6</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Student Health / Health Care Services</td>
<td>2</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Student - Registrar</td>
<td>11</td>
<td>2%</td>
</tr>
<tr>
<td></td>
<td>Student - Residence Life</td>
<td>11</td>
<td>2%</td>
</tr>
<tr>
<td></td>
<td>Support Operations</td>
<td>37</td>
<td>2%</td>
</tr>
<tr>
<td></td>
<td>Other</td>
<td>222</td>
<td>43%</td>
</tr>
</tbody>
</table>

ModernThink LLC | 2 Mill Road, Suite 102 | Wilmington, DE 19806 | 888.684.4658
Number of surveys sent to your organization: 2645
Number of respondents: 1171
Survey response rate: 44%

<table>
<thead>
<tr>
<th>Demographic Category</th>
<th>Response Options</th>
<th>Number of Respondents</th>
<th>Percentage of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender</td>
<td>Male</td>
<td>438</td>
<td>36%</td>
</tr>
<tr>
<td></td>
<td>Female</td>
<td>545</td>
<td>46%</td>
</tr>
<tr>
<td></td>
<td>Transgender</td>
<td>3</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Decline to answer</td>
<td>126</td>
<td>11%</td>
</tr>
<tr>
<td>Age</td>
<td>20-24</td>
<td>11</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>25-34</td>
<td>58</td>
<td>6%</td>
</tr>
<tr>
<td></td>
<td>35-39</td>
<td>102</td>
<td>9%</td>
</tr>
<tr>
<td></td>
<td>40-44</td>
<td>114</td>
<td>10%</td>
</tr>
<tr>
<td></td>
<td>45-49</td>
<td>117</td>
<td>10%</td>
</tr>
<tr>
<td></td>
<td>50-59</td>
<td>129</td>
<td>11%</td>
</tr>
<tr>
<td></td>
<td>60-64</td>
<td>115</td>
<td>10%</td>
</tr>
<tr>
<td></td>
<td>65+</td>
<td>53</td>
<td>5%</td>
</tr>
<tr>
<td></td>
<td>Decline to answer</td>
<td>126</td>
<td>11%</td>
</tr>
<tr>
<td>Ethnicity</td>
<td>Hispanic or Latino</td>
<td>31</td>
<td>3%</td>
</tr>
<tr>
<td></td>
<td>Not Hispanic or Latino</td>
<td>867</td>
<td>78%</td>
</tr>
<tr>
<td></td>
<td>Decline to answer</td>
<td>126</td>
<td>11%</td>
</tr>
<tr>
<td>Race</td>
<td>American Indian or Alaska Native</td>
<td>12</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Asian</td>
<td>38</td>
<td>3%</td>
</tr>
<tr>
<td></td>
<td>Black or African American</td>
<td>7</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>4</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>White</td>
<td>541</td>
<td>46%</td>
</tr>
<tr>
<td></td>
<td>Decline to answer</td>
<td>126</td>
<td>11%</td>
</tr>
<tr>
<td>Relationship Status</td>
<td>Married</td>
<td>681</td>
<td>63%</td>
</tr>
<tr>
<td></td>
<td>Partnered</td>
<td>49</td>
<td>5%</td>
</tr>
<tr>
<td></td>
<td>Single</td>
<td>141</td>
<td>13%</td>
</tr>
<tr>
<td></td>
<td>Divorced/Widowed</td>
<td>55</td>
<td>5%</td>
</tr>
<tr>
<td></td>
<td>Decline to answer</td>
<td>126</td>
<td>11%</td>
</tr>
<tr>
<td>Annual Salary</td>
<td>$25,000 or less</td>
<td>23</td>
<td>2%</td>
</tr>
<tr>
<td></td>
<td>$25,001 to $50,000</td>
<td>235</td>
<td>20%</td>
</tr>
<tr>
<td></td>
<td>$50,001 to $75,000</td>
<td>258</td>
<td>22%</td>
</tr>
<tr>
<td></td>
<td>$75,001 to $100,000</td>
<td>152</td>
<td>13%</td>
</tr>
<tr>
<td></td>
<td>$100,001 to $125,000</td>
<td>57</td>
<td>5%</td>
</tr>
<tr>
<td></td>
<td>$125,001 to $150,000</td>
<td>31</td>
<td>3%</td>
</tr>
<tr>
<td></td>
<td>$150,001 to $175,000</td>
<td>12</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>$175,001 or more</td>
<td>13</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>Decline to answer</td>
<td>126</td>
<td>11%</td>
</tr>
<tr>
<td>Campus Location</td>
<td>Boise</td>
<td>43</td>
<td>4%</td>
</tr>
<tr>
<td></td>
<td>Coeur d'Alene</td>
<td>19</td>
<td>2%</td>
</tr>
<tr>
<td></td>
<td>Idaho Falls</td>
<td>20</td>
<td>2%</td>
</tr>
<tr>
<td></td>
<td>Moscow</td>
<td>916</td>
<td>85%</td>
</tr>
<tr>
<td></td>
<td>Twin Falls</td>
<td>2</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>Other</td>
<td>73</td>
<td>6%</td>
</tr>
</tbody>
</table>

© 2018 ModernThink LLC. All rights reserved.