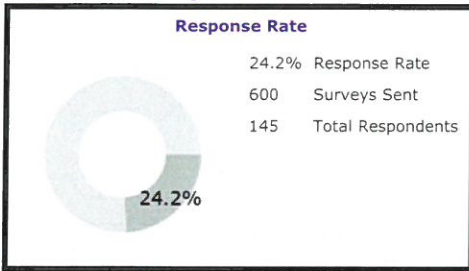
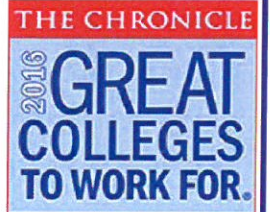


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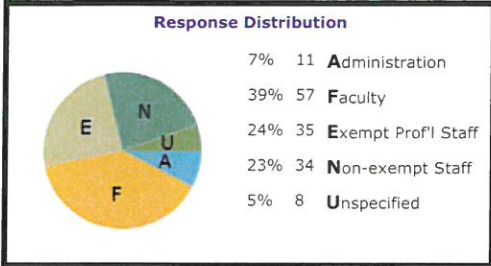
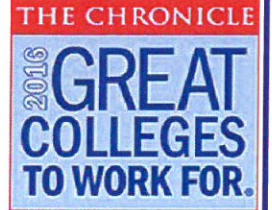


	Poor 0% - 44%	Warrants Attention 45% - 54%	Fair to Mediocre 55% - 64%	Good 65% - 74%	Very Good to Excellent 75% - 100%
	<b>OVERALL</b>		<b>2016 Honor Roll &gt; 10,000</b>		<b>2016 Carnegie Research</b>
Job Satisfaction/Support		67%	83%	76%	
Teaching Environment	49%		80%	69%	
Professional Development		65%	80%	73%	
Compensation, Benefits & Work/Life Balance		58%	79%	72%	
Facilities		63%	83%	76%	
Policies, Resources & Efficiency	48%		75%	64%	
Shared Governance	44%		77%	63%	
Pride		65%	86%	78%	
Supervisors/Department Chairs		72%	80%	74%	
Senior Leadership	43%		77%	62%	
Faculty, Administration & Staff Relations	43%		78%	63%	
Communication	52%		70%	60%	
Collaboration	53%		75%	64%	
Fairness	52%		72%	63%	
Respect & Appreciation	52%		77%	66%	
<b>Survey Average</b>		<b>55%</b>	<b>78%</b>	<b>68%</b>	

\*Results in the first one or two columns (two if you participated in the program last year) of the table reflect your school's average percent positive for each survey dimension, that is, the percentage of your faculty and staff that responded with "Strongly Agree" or "Agree" to the statements comprising each dimension.



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 Topline Results by Job Category



	Poor 0% - 44%	Warrants Attention 45% - 54%	Fair to Mediocre 55% - 64%	Good 65% - 74%	Very Good to Excellent 75% - 100%						
	<table border="1"> <thead> <tr> <th></th> <th>OVERALL</th> <th>Administration</th> <th>Faculty</th> <th>Exempt Prof'l Staff</th> <th>Non-exempt Staff</th> </tr> </thead> </table>						OVERALL	Administration	Faculty	Exempt Prof'l Staff	Non-exempt Staff
	OVERALL	Administration	Faculty	Exempt Prof'l Staff	Non-exempt Staff						
Job Satisfaction/Support		67%	81%	63%	76%	65%					
Teaching Environment	49%	64%	39%	51%	64%						
Professional Development	65%	72%	60%	77%	64%						
Compensation, Benefits & Work/Life Balance	58%	86%	46%	66%	60%						
Facilities	63%	63%	52%	66%	79%						
Policies, Resources & Efficiency	48%	48%	38%	55%	58%						
Shared Governance	44%	60%	43%	44%	43%						
Pride	65%	74%	56%	75%	70%						
Supervisors/Department Chairs	72%	88%	62%	80%	76%						
Senior Leadership	43%	64%	32%	55%	45%						
Faculty, Administration & Staff Relations	43%	58%	36%	54%	42%						
Communication	52%	60%	46%	61%	53%						
Collaboration	53%	67%	47%	60%	55%						
Fairness	52%	66%	41%	66%	57%						
Respect & Appreciation	52%	63%	45%	59%	54%						
<b>Survey Average</b>	55%	68%	47%	63%	59%						

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