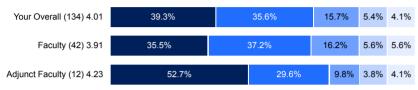
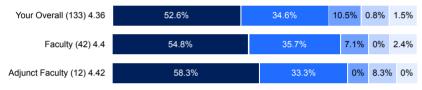




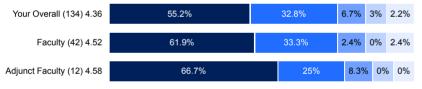
#### Average All Statements (1-67)



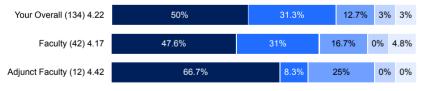
#### 1. My job makes good use of my skills and abilities.



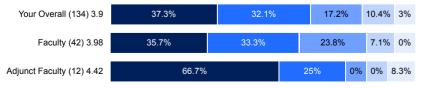
#### 2. I am given the responsibility and freedom to do my job.



#### 3. My supervisor/department chair makes their expectations clear.



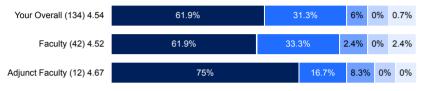
#### 4. I am provided the resources I need to be effective in my job.







#### 5. I understand how my job contributes to this institution's mission.



#### 6. I am given the opportunity to develop my skills at this institution.



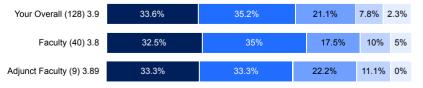
## 7. I receive feedback from my supervisor/department chair that helps me.



#### 8. When I offer a new idea, I believe it will be fully considered.



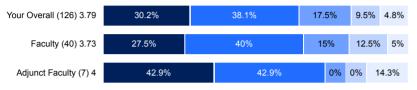
#### 9. I am regularly recognized for my contributions.



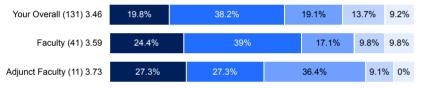




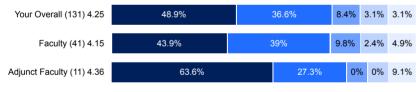
#### 10. I understand the necessary requirements to advance my career.



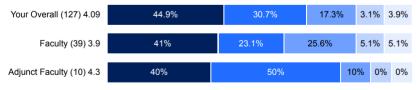
#### 11. I am paid fairly for my work.



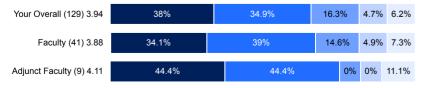
## 12. I believe what I am told by my supervisor/department chair.



#### 13. We have opportunities to contribute to important decisions in my department.



#### 14. I can speak up or challenge a traditional way of doing something without fear of harming my career.







#### 15. My supervisor/department chair shows genuine interest in my well-being.



#### 16. Promotions in my department are based on a person's performance.



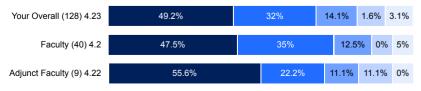
## 17. Our review process accurately measures my job performance.



#### 18. Issues of low performance are addressed in my department.



#### 19. My supervisor/department chair is consistent and fair.







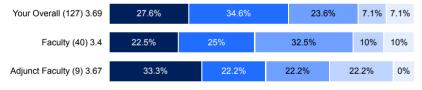
#### 20. My supervisor/department chair actively solicits my suggestions and ideas.



#### 21. In my department, we communicate openly about issues that impact each other's work.



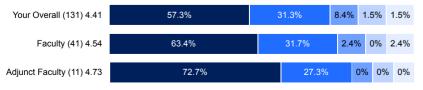
## 22. Changes that affect me are discussed prior to being implemented.



#### 23. People in my department work well together.



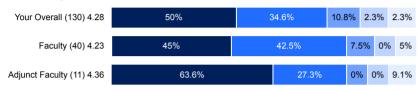
#### 24. The work I do is meaningful to me.



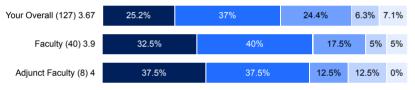




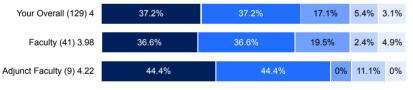
#### 25. Overall, my department is a good place to work.



#### 26. I can count on people to cooperate across departments.



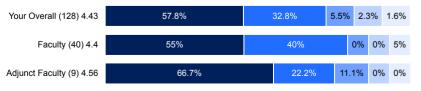
## 27. Senior leadership provides a clear direction for this institution's future.



#### 28. I have access to the training I need to do my job well.



# 29. In my department, we welcome diversity in all of its forms.



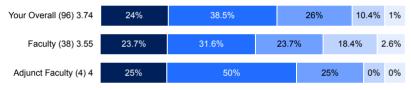




#### 30. Our onboarding processes prepare new faculty and staff to be effective.



#### 31. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.



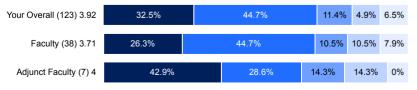
## 32. Senior leadership has the knowledge, skills and experience necessary for institutional success.



#### 33. This institution's policies and practices give me the flexibility to manage my work and personal life.



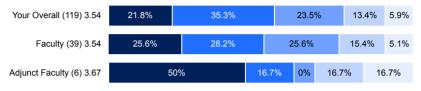
#### 34. This institution's benefits meet my needs.



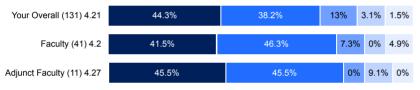




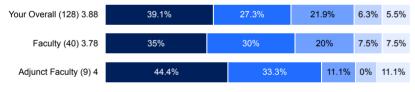
#### 35. Our recognition and awards programs are meaningful to me.



#### 36. I am proud to be part of this institution.



## 37. Senior leadership shows genuine interest in the well-being of faculty, administrators and staff.



#### 38. This institution has clear and effective procedures for dealing with discrimination.



# 39. This institution takes appropriate steps to protect the health and safety of faculty, staff and students.



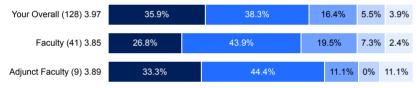




#### 40. At this institution, diversity in all of its forms is valued.



#### 41. Senior leadership communicates openly about important matters.



## 42. There are sufficient opportunities to participate in institutional planning.



#### 43. At this institution, we discuss and debate issues respectfully to get better results.



#### 44. At work, I know where to go for help with my mental or emotional well-being.



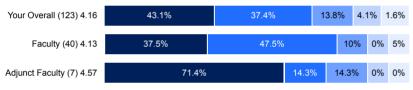




#### 45. I believe what I am told by senior leadership.



#### 46. We are making good progress towards becoming a more diverse and inclusive institution.



## 47. My supervisor/department chair supports my efforts to balance my work and personal life.



#### 48. I feel a sense of belonging at this institution.



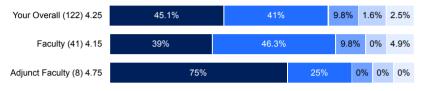
## 49. This institution actively contributes to the community.







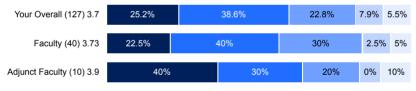
## 50. This institution places sufficient emphasis on having diverse faculty, administrators and staff.



#### 51. I would recommend working here to my family and/or friends.



## 52. This institution is well run.



#### 53. There's a sense that we're all on the same team at this institution.



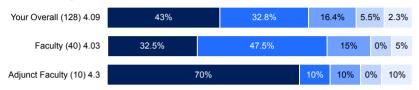
#### 54. This institution's culture is special - something you don't find just anywhere.







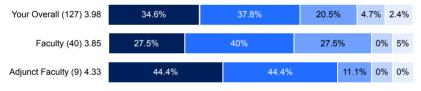
#### 55. All things considered, this is a great place to work.



#### 56. My supervisor regularly models the institution's values.



## 57. Senior Leadership regularly models the institution's values.



# 58. I am satisfied with SCU/Synoptek technology support services (i.e., help desk, ticketing, toll free support).



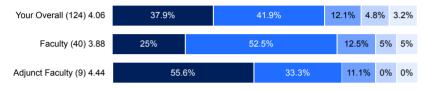
# 59. I am satisfied with SCU/Synoptek technology infrastructure (i.e., office computers, Wi-Fi, classroom technology).



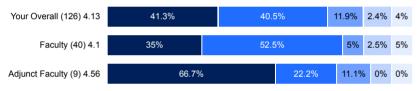




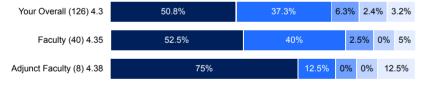
#### 60. SCU embraces its stated value of Health Equity.



#### 61. SCU embraces its stated value of Inclusivity.



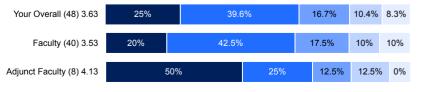
# 62. At this institution, people are supportive of their colleagues regardless of their heritage or background.



## 63. The role of faculty in shared governance is clearly stated and publicized. (Faculty Only)



# 64. Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation). (Faculty Only)



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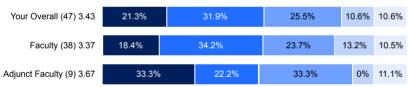
## 65. There is appropriate recognition of innovative and high quality teaching. (Faculty Only)



#### 66. Advancement and promotion processes are clear. (Faculty-Only)



## 67. There is a good balance of teaching, service and research at this institution. (Faculty Only)



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