



#### Average All Statements (1-62)



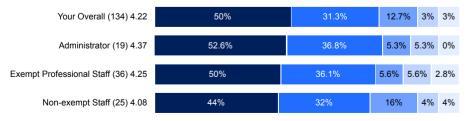
#### 1. My job makes good use of my skills and abilities.



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



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



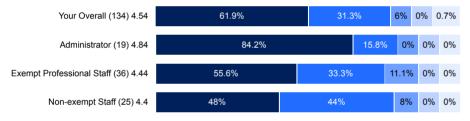




## 4. I am provided the resources I need to be effective in my job.



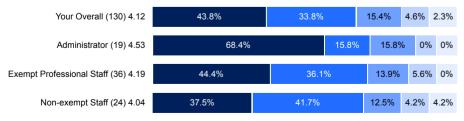
#### 5. I understand how my job contributes to this institution's mission.



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



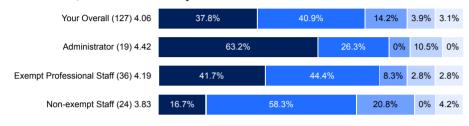
# 7. I receive feedback from my supervisor/department chair that helps me.



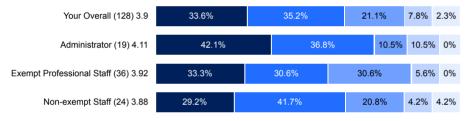




## 8. When I offer a new idea, I believe it will be fully considered.



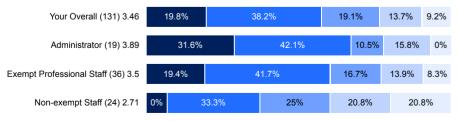
#### 9. I am regularly recognized for my contributions.



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



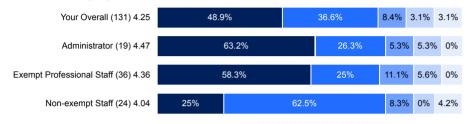
# 11. I am paid fairly for my work.



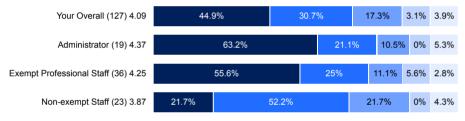




## 12. I believe what I am told by my supervisor/department chair.



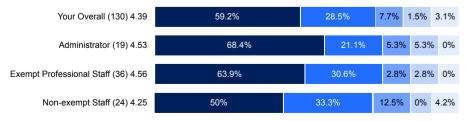
#### 13. We have opportunities to contribute to important decisions in my department.



## 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.



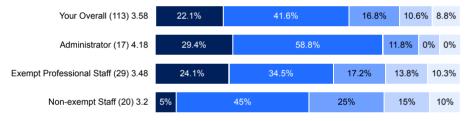




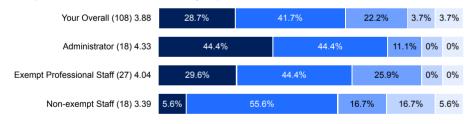
# 16. Promotions in my department are based on a person's performance.



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



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



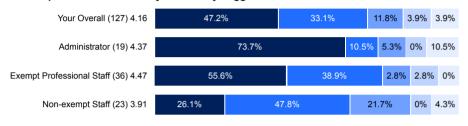
# 19. My supervisor/department chair is consistent and fair.







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



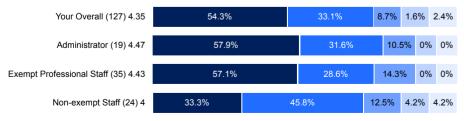
#### 21. In my department, we communicate openly about issues that impact each other's work.



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



# 23. People in my department work well together.







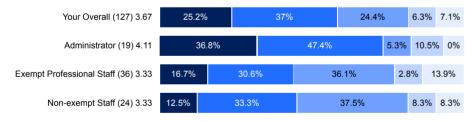
## 24. The work I do is meaningful to me.



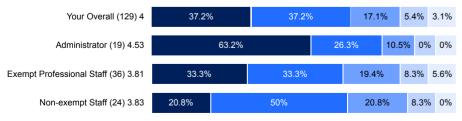
#### 25. Overall, my department is a good place to work.



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



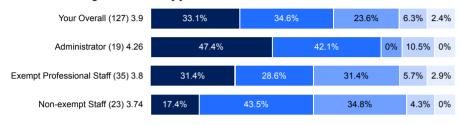
# 27. Senior leadership provides a clear direction for this institution's future.



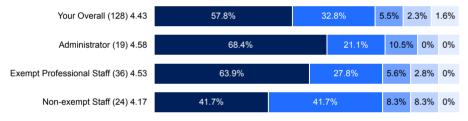




## 28. I have access to the training I need to do my job well.



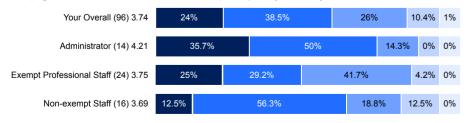
#### 29. In my department, we welcome diversity in all of its forms.



## 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.







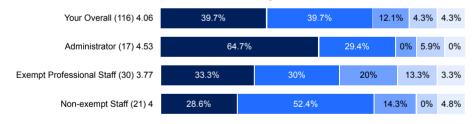
# 36. I am proud to be part of this institution.



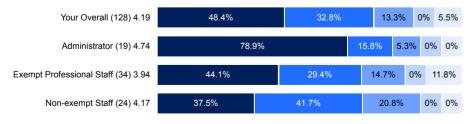
## 37. Senior leadership shows genuine interest in the well-being of faculty, administrators and staff.



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



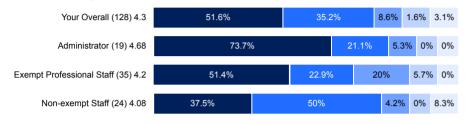
# 39. This institution takes appropriate steps to protect the health and safety of faculty, staff and students.







## 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.



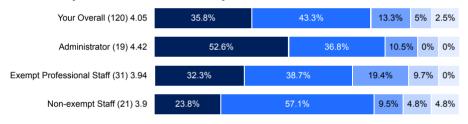




## 48. I feel a sense of belonging at this institution.



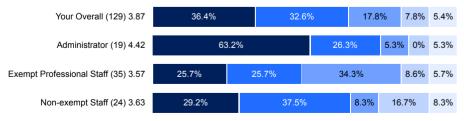
#### 49. This institution actively contributes to the community.



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



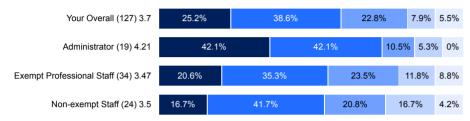
# 51. I would recommend working here to my family and/or friends.



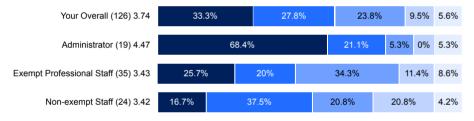




#### 52. This institution is well run.



## 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.







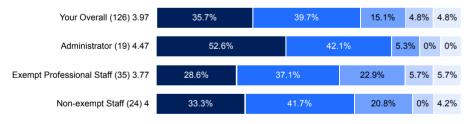
## 56. My supervisor regularly models the institution's values.



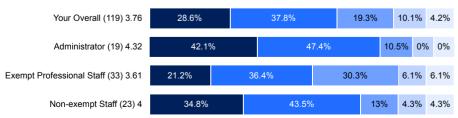
#### 57. Senior Leadership regularly models the institution's values.



# 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).

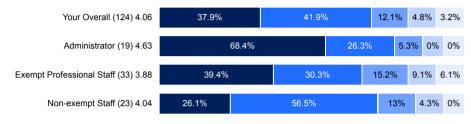


# ModernThink 2022 Great Colleges to Work For Survey Southern California University of Health Sciences Response Distribution Report - Staff

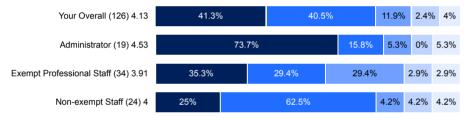




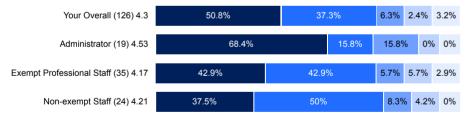
## 60. SCU embraces its stated value of Health Equity.



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



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



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