

Scale: 5 = Strongly Agree - 1 = Strongly Disagree, N/R = No Response	N	Mean	Std	(5)	(4)	(3)	(2)	(1)	N/R
1 I am adequately empowered to do my job effectively.	405	3.77	1.06	104	178	64	44	15	2
2 Communication in my department is good and I can speak freely without harming my career.	396	3.23	1.25	63	131	78	81	43	11
3 My department is an emotionally healthy place to work and I am treated with respect.	400	3.35	1.21	66	144	97	48	45	7
4 The University rewards employees' hard work.	404	2.36	1.07	10	55	103	138	98	3
5 If I work hard and excel at my job, I will be promoted.	402	2.27	1.12	13	49	96	121	123	5
6 My annual Performance Review accurately measures my job performance	398	3.47	1.21	80	150	81	51	36	9
7 Compared to other groups on campus (faculty, contract professionals, etc.) I am treated fairly in terms of salary.	403	2.48	1.11	9	75	113	109	97	4
8 My supervisor/department chair makes his/her expectations clear and we are in agreement about my job duties.	405	3.60	1.11	81	179	71	52	22	2
9 I have sufficient time to do my work in a way that makes me confident that I have done a good job.	406	3.60	1.12	74	195	66	42	29	1
10 Senior leadership shows a genuine interest in the well-being of staff members.	403	2.81	1.17	28	95	119	96	65	4
11 Staff members are respected and appreciated for their contributions.	405	2.91	1.15	27	117	110	96	55	2
12 Senior leadership regularly models the institutional values.	401	2.99	1.08	26	109	144	78	44	6
13 The university is headed in the right direction and has a bright future.	403	3.67	0.92	70	176	123	23	11	4
14 This institution's policies and practices give me the flexibility to manage my personal and family life.	404	3.63	1.02	66	200	78	41	19	3
15 I have all the resources I need, including training, computer equipment and software, to do my job effectively.	405	3.63	1.07	75	196	67	45	22	2
16 I am proud of the campus appearance; i.e. grounds, buildings, green space, outdoor seating.	404	4.40	0.73	212	150	36	4	2	3

Scale: 1 = Yes, 2 = No	N	Mean	Std	Yes	No	N/A
17 Have you or a family member earned or are earning a degree while taking advantage of UA fee remission benefit?	405	1.40	0.49	245	160	2
18 Should the Performance Evaluation Process be tied to merit increase?	393	1.22	0.42	305	88	14
19 Does your supervisor include you in the planning of your work and solving problems?	401	1.30	0.46	282	119	6
20 Are you aware that the UA has a staff grievance process (Rule 3359-26-02, H.1-2)?	400	1.47	0.50	213	187	7
21 Did you refuse a higher-level position on campus because you were told you would have to take a cut in salary if you accepted that position?	145	1.74	0.44	38	107	262

Mean for questions 1-16: 3.26

Mean for questions 1- 3: 3.45

Mean for questions 8-14: 3.32

Mean for questions 4- 7: 2.64

Mean for questions 15-16: 4.02