

Initial Report

Staff Attitudes Survey 2016

October 19th 2016, 3:28 pm CDT

Q2 - Would you please identify your division?

Answer	%	Count
Academic Affairs and Provost	23.43%	56
Athletics	6.69%	16
Business and Financial Affairs	15.48%	37
Enrollment Management and Diversity	10.88%	26
Student Affairs	15.90%	38
University Advancement	2.93%	7
I prefer not to respond	24.69%	59
Total	100%	239

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
Would you please identify your division?	1.00	7.00	3.97	2.24	5.03	239	45.61%	43.51%

Q3 - Please identify your current level as a UNA staff member.

Answer	%	Count
Clerical and Secretarial (administrative assistant, assistant to..., administrative specialist, clerk, etc...)	25.71%	63
Executive/Administrative and Managerial (associate/assistant director, director, cost center head, etc...)	18.78%	46
Other Professionals (accountant, counselor, coordinator, specialist, coaches, etc...)	32.24%	79
Service/Maintenance/Skilled Crafts (custodial, grounds, driver, carpenter, electrician, etc...)	12.65%	31
I do not know my level	0.82%	2
I prefer not to respond	9.80%	24
Total	100%	245

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
Please identify your current level as a UNA staff member.	1.00	6.00	2.73	1.48	2.19	245	76.73%	23.27%

Q4 - How many years have you worked at UNA?

Answer	%	Count
Less than a year	13.47%	33
1 - 4 years	31.02%	76
5 - 7 years	11.84%	29
8 - 11 years	16.73%	41
12 - 20 years	19.59%	48
more than 20 years	7.35%	18
Total	100%	245

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
How many years have you worked at UNA?	1.00	6.00	3.20	1.56	2.42	245	56.33%	43.67%

Q5 - ATTITUDES TOWARD ADMINISTRATION Concerning my Supervisor, I am satisfied with:

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
His/Her fair treatment of department members.	1.00	5.00	4.09	1.14	1.30	236	21.61%	89.41%
His/Her representation of my department to upper administration.	1.00	5.00	3.97	1.22	1.50	233	26.18%	85.84%
His/Her providing me with timely communications from higher-level administrators.	1.00	5.00	4.05	1.11	1.24	235	25.96%	90.21%
His/Her commitment to ensuring that hiring procedures are in accordance with policy.	1.00	5.00	4.15	1.09	1.19	206	23.30%	93.20%
His/Her following of established procedures related to the termination of staff.	1.00	5.00	3.97	1.14	1.30	155	32.90%	90.97%
His/Her fair handling of budgetary requests/expenditures.	1.00	5.00	4.02	1.13	1.29	224	28.13%	89.73%
His/Her overall job performance.	1.00	5.00	4.04	1.15	1.33	234	25.64%	88.89%

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
His/Her fair treatment of department members.	5.93%	4.66%	11.02%	30.93%	47.46%	236
His/Her representation of my department to upper administration.	7.30%	6.87%	12.02%	29.18%	44.64%	233
His/Her providing me with timely communications from higher-level administrators.	4.68%	5.11%	16.17%	28.94%	45.11%	235
His/Her commitment to ensuring that hiring procedures are in accordance with policy.	5.34%	1.46%	16.50%	26.21%	50.49%	206
His/Her following of established procedures related to the termination of staff.	5.16%	3.87%	23.87%	22.58%	44.52%	155
His/Her fair handling of budgetary requests/expenditures.	4.91%	5.36%	17.86%	26.79%	45.09%	224
His/Her overall job performance.	5.56%	5.56%	14.53%	27.78%	46.58%	234

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
His/Her fair treatment of department members.	1.00	5.00	4.09	1.14	1.30	236	21.61%	89.41%
His/Her representation of my department to upper administration.	1.00	5.00	3.97	1.22	1.50	233	26.18%	85.84%
His/Her providing me with timely communications from higher-level administrators.	1.00	5.00	4.05	1.11	1.24	235	25.96%	90.21%
His/Her commitment to ensuring that hiring procedures are in accordance with policy.	1.00	5.00	4.15	1.09	1.19	206	23.30%	93.20%
His/Her following of established procedures related to the termination of staff.	1.00	5.00	3.97	1.14	1.30	155	32.90%	90.97%
His/Her fair handling of budgetary requests/expenditures.	1.00	5.00	4.02	1.13	1.29	224	28.13%	89.73%
His/Her overall job performance.	1.00	5.00	4.04	1.15	1.33	234	25.64%	88.89%

Q6 - ATTITUDES TOWARD ADMINISTRATION Concerning other administrators, I am satisfied with the overall job performance of:

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
The President - Dr. Kenneth Kitts	0.88%	2.63%	16.67%	38.60%	41.23%	228
The Provost and Vice President for Academic Affairs - Dr. John Thornell	4.61%	6.45%	15.67%	38.71%	34.56%	217
The Interim Associate Vice President for Enrollment Management - Dr. Vince Brewton	8.67%	14.80%	33.67%	26.53%	16.33%	196
The Vice President for Business and Financial Affairs - Mr. Clinton Carter	5.50%	16.51%	27.98%	31.65%	18.35%	218
The Vice President for Student Affairs - Mr. David Shields	5.26%	7.66%	25.36%	35.41%	26.32%	209
The Director of Athletics - Mr. Mark Linder	3.96%	2.97%	27.23%	37.13%	28.71%	202

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
The President - Dr. Kenneth Kitts	1.00	5.00	4.17	0.86	0.74	228	20.18%	96.49%
The Provost and Vice President for Academic Affairs - Dr. John Thornell	1.00	5.00	3.92	1.08	1.17	217	26.73%	88.94%
The Interim Associate Vice President for Enrollment Management - Dr. Vince Brewton	1.00	5.00	3.27	1.16	1.34	196	57.14%	76.53%
The Vice President for Business and Financial Affairs - Mr. Clinton Carter	1.00	5.00	3.41	1.13	1.27	218	50.00%	77.98%
The Vice President for Student Affairs - Mr. David Shields	1.00	5.00	3.70	1.10	1.21	209	38.28%	87.08%
The Director of Athletics - Mr. Mark Linder	1.00	5.00	3.84	1.00	1.01	202	34.16%	93.07%

Q8 - ATTITUDES TOWARD WORKING CONDITIONS Concerning diversity: UNA thoroughly addresses campus issues related to:

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Age or ageism	3.30%	11.79%	25.94%	41.51%	17.45%	212
Disability or Able-ism	0.47%	10.28%	21.50%	46.26%	21.50%	214
Race or racism	1.79%	10.31%	18.83%	44.84%	24.22%	223
Religious beliefs or harassment	2.76%	6.91%	21.66%	48.85%	19.82%	217
Sex/gender or sexism	2.25%	11.26%	19.82%	48.65%	18.02%	222
Sexual orientation or homophobia	1.91%	8.61%	25.36%	46.41%	17.70%	209

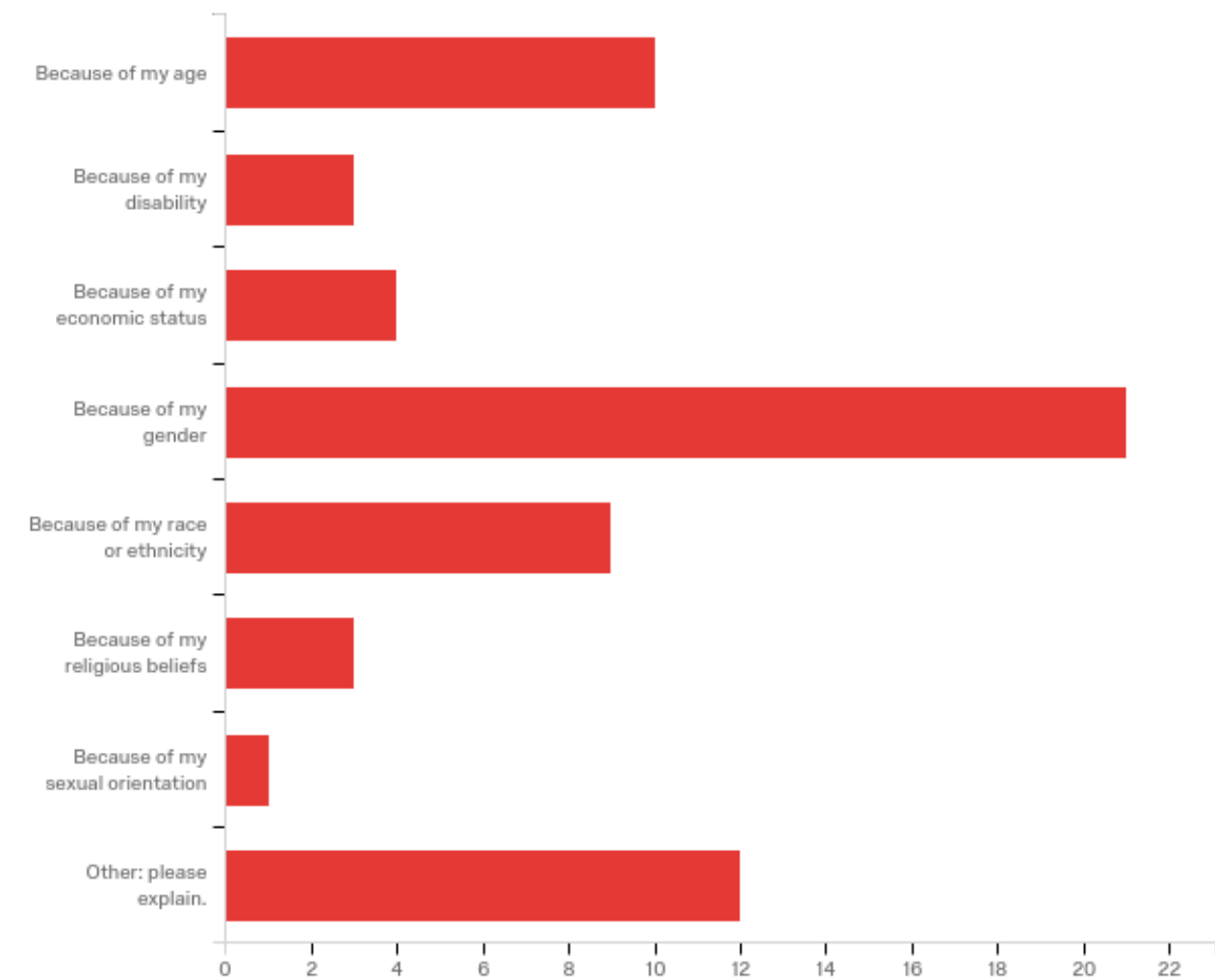
Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
Age or ageism	1.00	5.00	3.58	1.01	1.03	212	41.04%	84.91%
Disability or Able-ism	1.00	5.00	3.78	0.91	0.83	214	32.24%	89.25%
Race or racism	1.00	5.00	3.79	0.98	0.96	223	30.94%	87.89%
Religious beliefs or harassment	1.00	5.00	3.76	0.94	0.88	217	31.34%	90.32%
Sex/gender or sexism	1.00	5.00	3.69	0.97	0.93	222	33.33%	86.49%
Sexual orientation or homophobia	1.00	5.00	3.69	0.92	0.85	209	35.89%	89.47%

Q9 - Have you ever felt discriminated against or harassed (even subtly) on this campus?

Answer	%	Count
Yes	27.57%	67
No	72.43%	176
Total	100%	243

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
Have you ever felt discriminated against or harassed (even subtly) on this campus?	1.00	2.00	1.72	0.45	0.20	243	100.00%	100.00%

Q10 - What do you believe was the primary reason that you were discriminated against or harassed?



Answer	%	Count
Because of my age	15.87%	10
Because of my disability	4.76%	3
Because of my economic status	6.35%	4
Because of my gender	33.33%	21
Because of my race or ethnicity	14.29%	9
Because of my religious beliefs	4.76%	3
Because of my sexual orientation	1.59%	1
Other: please explain.	19.05%	12

Q12 - ATTITUDES TOWARD WORKING CONDITIONS It is my perception that:

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
I have sufficient technology to support my needs.	2.95%	9.28%	11.39%	47.68%	28.69%	237
The criteria by which technology resources are allocated are clear to me.	6.22%	12.00%	19.11%	43.56%	19.11%	225
Information Technology Services' policies and procedures have adapted in response to the changing needs of UNA staff.	3.14%	9.87%	18.83%	43.95%	24.22%	223

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
I have sufficient technology to support my needs.	1.00	5.00	3.90	1.01	1.03	237	23.63%	87.76%
The criteria by which technology resources are allocated are clear to me.	1.00	5.00	3.57	1.11	1.24	225	37.33%	81.78%
Information Technology Services' policies and procedures have adapted in response to the changing needs of UNA staff.	1.00	5.00	3.76	1.03	1.05	223	31.84%	87.00%

Q13 - How old is your university-owned computer?

Answer	%	Count
Less than one year	21.37%	50
One to three years	39.74%	93
More than three years	21.37%	50
I don't know	17.52%	41
Total	100%	234

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
How old is your university-owned computer?	1.00	4.00	2.35	1.00	1.01	234	82.48%	78.63%

Q15 - ATTITUDES TOWARD WORKING CONDITIONS Work environment

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
I am pleased with the buildings I work in on campus.	6.36%	19.07%	16.53%	36.86%	21.19%	236
I am confident that the buildings I work in on campus do not negatively affect my health.	8.05%	19.07%	20.76%	32.20%	19.92%	236
UNA should allocate more resources to capital improvements (roofing, painting, flooring, HVAC upgrades, furniture, etc.)	2.17%	3.04%	18.26%	30.43%	46.09%	230

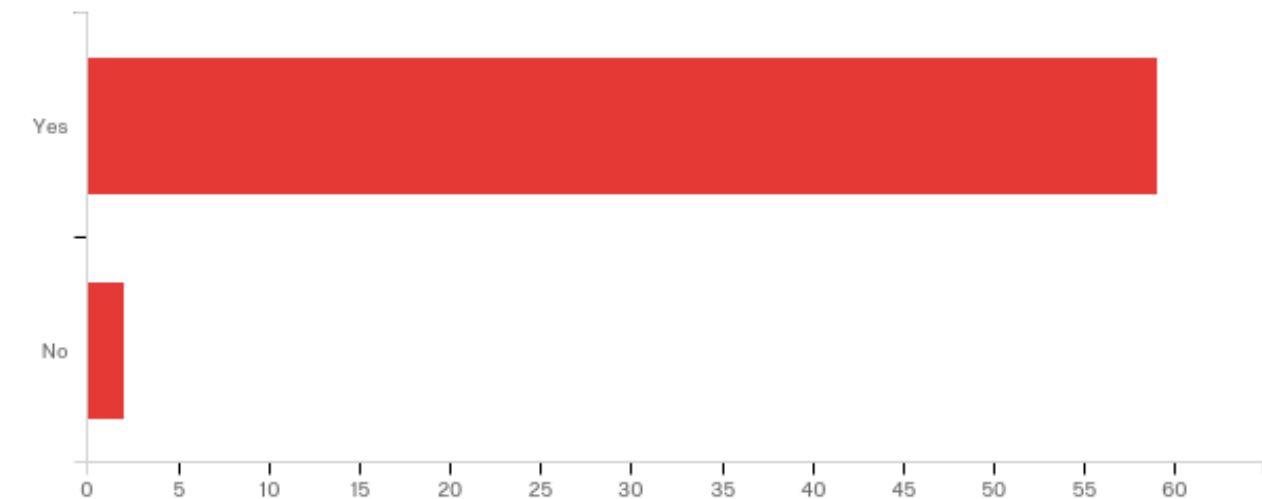
Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
I am pleased with the buildings I work in on campus.	1.00	5.00	3.47	1.20	1.44	236	41.95%	74.58%
I am confident that the buildings I work in on campus do not negatively affect my health.	1.00	5.00	3.37	1.22	1.50	236	47.88%	72.88%
UNA should allocate more resources to capital improvements (roofing, painting, flooring, HVAC upgrades, furniture, etc.)	1.00	5.00	4.15	0.97	0.94	230	23.48%	94.78%

Q17 - Have you, in the past 12 months, personally contacted University Police (by telephone or email) to request a police presence, an escort, or some kind of assistance?

Answer	%	Count
Yes	26.58%	63
No	73.42%	174
Total	100%	237

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
Have you, in the past 12 months, personally contacted University Police (by telephone or email) to request a police presence, an escort, or some kind of assistance?	1.00	2.00	1.73	0.44	0.20	237	100.00%	100.00%

Q18 - Did you receive a satisfactory response (please briefly describe your experience)?



Answer	%	Count
Yes	96.72%	59
No	3.28%	2
Total	100%	61

Q19 - Please rate your level of agreement with the following statements.

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
I feel safe on campus.	0.00%	1.29%	8.62%	61.21%	28.88%	232
I'm comfortable with the current level of police presence on campus.	1.74%	10.87%	12.61%	59.13%	15.65%	230
I feel that the University police keeps the campus community informed in the event of a safety issue.	1.30%	5.63%	11.69%	51.95%	29.44%	231
I'm satisfied with parking enforcement.	18.06%	29.07%	15.42%	32.60%	4.85%	227
I believe the campus would be safer if there were more security cameras.	0.89%	8.00%	22.67%	36.00%	32.44%	225

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
I feel safe on campus.	2.00	5.00	4.18	0.63	0.40	232	9.91%	98.71%
I'm comfortable with the current level of police presence on campus.	1.00	5.00	3.76	0.90	0.82	230	25.22%	87.39%
I feel that the University police keeps the campus community informed in the event of a safety issue.	1.00	5.00	4.03	0.87	0.75	231	18.61%	93.07%
I'm satisfied with parking enforcement.	1.00	5.00	2.77	1.22	1.48	227	62.56%	52.86%
I believe the campus would be safer if there were more security cameras.	1.00	5.00	3.91	0.97	0.94	225	31.56%	91.11%

Q22 - ATTITUDES TOWARD SALARIES, SUPPORTS, AND BENEFITS Concerning salaries:

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Compared to staff members at my level at institutions similar to UNA, I receive adequate cost of living (COL) raises.	24.24%	38.38%	20.20%	13.64%	3.54%	198
I've sought employment outside the University in the past year for reasons directly related to compensation.	19.15%	27.66%	23.40%	18.62%	11.17%	188
I believe that the hiring process is clear.	9.17%	14.41%	24.45%	38.86%	13.10%	229
I believe that the hiring process is fair.	12.05%	13.39%	27.23%	34.38%	12.95%	224
I am satisfied with the internal promotion/transfer policies	17.44%	22.56%	28.21%	25.64%	6.15%	195

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
Compared to staff members at my level at institutions similar to UNA, I receive adequate cost of living (COL) raises.	1.00	5.00	2.34	1.09	1.19	198	82.83%	37.37%
I've sought employment outside the University in the past year for reasons directly related to compensation.	1.00	5.00	2.75	1.27	1.61	188	70.21%	53.19%
I believe that the hiring process is clear.	1.00	5.00	3.32	1.15	1.32	229	48.03%	76.42%
I believe that the hiring process is fair.	1.00	5.00	3.23	1.19	1.43	224	52.68%	74.55%
I am satisfied with the internal promotion/transfer policies	1.00	5.00	2.81	1.18	1.39	195	68.21%	60.00%

Q34 - ATTITUDES TOWARD THE STAFF SENATE AND SHARED GOVERNANCE The Staff Senate at UNA:

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Plays an appropriate role in the University's decision-making process.	2.25%	7.30%	29.78%	48.31%	12.36%	178
Provides a line of communication between the staff and the Board of Trustees that effectively represents staff members' concerns.	4.37%	7.65%	27.87%	49.18%	10.93%	183
Overall, the Staff Senate effectively represents Staff interests.	3.87%	6.63%	28.73%	49.17%	11.60%	181
I have enjoyed receiving the newly developed staff newsletter.	2.12%	2.65%	30.69%	48.68%	15.87%	189
I have a better idea of Staff Senate's mission and activities now than I did previously	4.26%	7.98%	35.64%	42.02%	10.11%	188

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
Plays an appropriate role in the University's decision-making process.	1.00	5.00	3.61	0.87	0.77	178	39.33%	90.45%
Provides a line of communication between the staff and the Board of Trustees that effectively represents staff members' concerns.	1.00	5.00	3.55	0.94	0.88	183	39.89%	87.98%
Overall, the Staff Senate effectively represents Staff interests.	1.00	5.00	3.58	0.92	0.84	181	39.23%	89.50%
I have enjoyed receiving the newly developed staff newsletter.	1.00	5.00	3.74	0.83	0.69	189	35.45%	95.24%
I have a better idea of Staff Senate's mission and activities now than I did previously	1.00	5.00	3.46	0.93	0.87	188	47.87%	87.77%

Q24 - Concerning insurance costs and benefits:

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
The University provides good insurance coverage for its employees.	1.78%	5.33%	6.67%	50.22%	36.00%	225
I believe there should be a separate coverage option for a family of two with no dependents. (UNA currently offers one family coverage plan, regardless of dependents).	1.03%	5.64%	18.46%	33.85%	41.03%	195
I'm satisfied with our current health-care provider.	1.78%	2.67%	10.22%	52.44%	32.89%	225

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
The University provides good insurance coverage for its employees.	1.00	5.00	4.13	0.88	0.78	225	13.78%	92.89%
I believe there should be a separate coverage option for a family of two with no dependents. (UNA currently offers one family coverage plan, regardless of dependents).	1.00	5.00	4.08	0.95	0.91	195	25.13%	93.33%
I'm satisfied with our current health-care provider.	1.00	5.00	4.12	0.83	0.68	225	14.67%	95.56%

Q26 - ATTITUDES TOWARD SALARIES, SUPPORTS, AND BENEFITS Concerning University Health Services:

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Overall, I am satisfied with the care provided by Health Services.	1.00%	1.49%	13.43%	52.24%	31.84%	201
University Health Services should be made available to the spouses and dependents of faculty and staff.	1.00%	8.46%	24.38%	38.31%	27.86%	201
The hours of operation are convenient.	0.97%	8.25%	19.90%	56.31%	14.56%	206
The check-in process is efficient.	1.01%	1.52%	16.16%	55.56%	25.76%	198
The staff are courteous.	0.00%	0.98%	10.78%	46.57%	41.67%	204
My medical questions/concerns are answered.	0.51%	2.02%	12.63%	51.52%	33.33%	198
I am confident in the medical care I receive.	1.51%	5.03%	21.61%	44.72%	27.14%	199
I would prefer if walk-in appointments were available all the time.	0.50%	7.00%	30.00%	39.50%	23.00%	200

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
Overall, I am satisfied with the care provided by Health Services.	1.00	5.00	4.12	0.77	0.59	201	15.92%	97.51%
University Health Services should be made available to the spouses and dependents of faculty and staff.	1.00	5.00	3.84	0.96	0.92	201	33.83%	90.55%
The hours of operation are convenient.	1.00	5.00	3.75	0.84	0.70	206	29.13%	90.78%
The check-in process is efficient.	1.00	5.00	4.04	0.75	0.57	198	18.69%	97.47%
The staff are courteous.	2.00	5.00	4.29	0.69	0.48	204	11.76%	99.02%
My medical questions/concerns are answered.	1.00	5.00	4.15	0.75	0.56	198	15.15%	97.47%
I am confident in the medical care I receive.	1.00	5.00	3.91	0.90	0.82	199	28.14%	93.47%
I would prefer if walk-in appointments were available all the time.	1.00	5.00	3.77	0.90	0.80	200	37.50%	92.50%

Q27 - On average, how often do you use University Health Services?

Answer	%	Count
Less than 3 times a semester	75.21%	176
3 - 5 times a semester	5.56%	13
More than 5 times a semester	1.71%	4
Never	17.52%	41
Total	100%	234

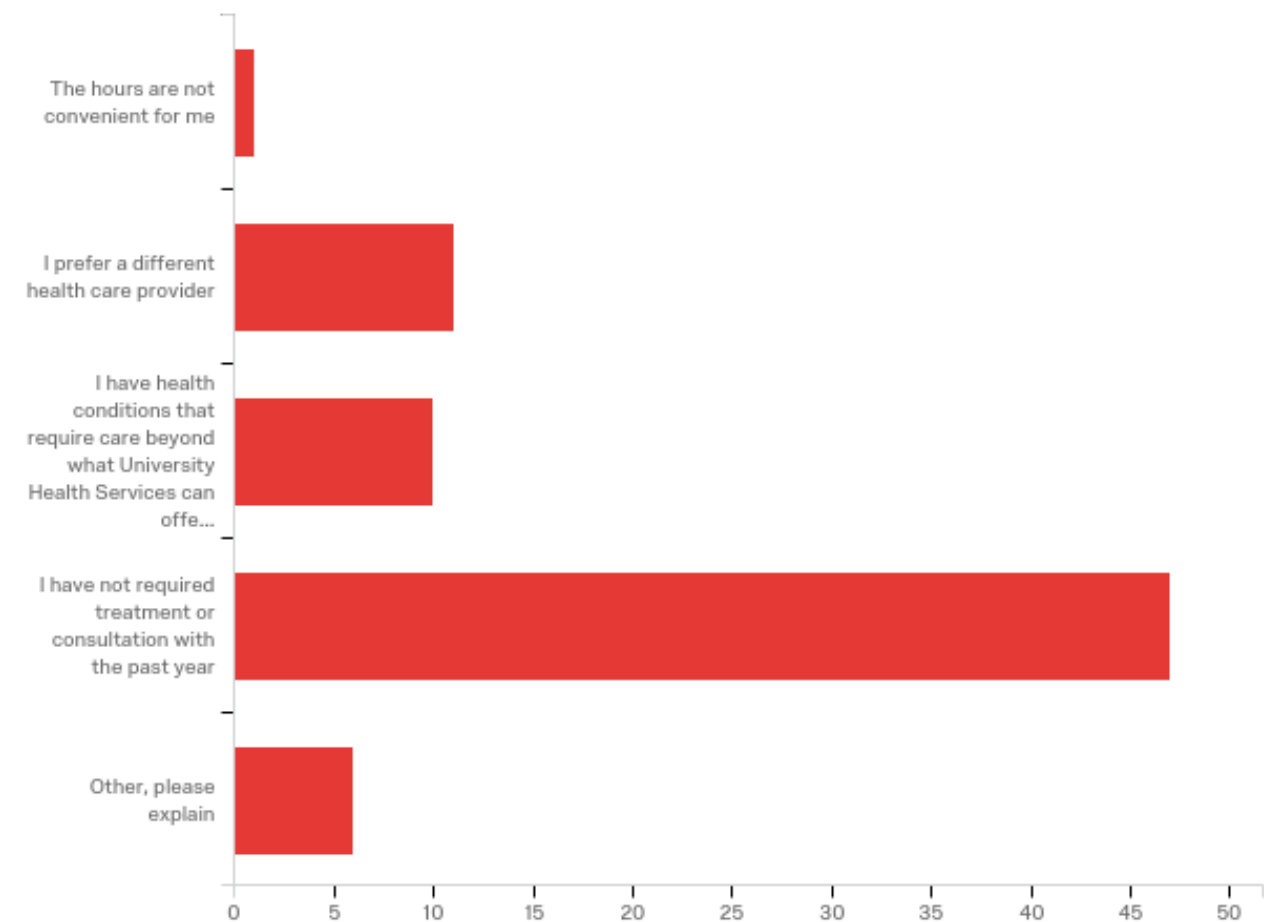
Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
On average, how often do you use University Health Services?	1.00	4.00	1.62	1.15	1.32	234	82.48%	24.79%

Q28 - Have you used University Health Services within the past year?

Answer	%	Count
Yes	65.52%	152
No	34.48%	80
Total	100%	232

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
Have you used University Health Services within the past year?	1.00	2.00	1.34	0.48	0.23	232	100.00%	100.00%

Q29 - What is the primary reason you did not use University Health Services with the past year?



Q39 - ATTITUDES TOWARD THE STAFF SENATE AND SHARED GOVERNANCE Concerning the system of shared governance at UNA:

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
The process involved in filling shared governance committees is fair.	3.87%	9.68%	44.52%	39.35%	2.58%	155
I know who my shared governance committee representatives are.	11.11%	33.84%	24.24%	26.77%	4.04%	198
The shared governance system ensures that problems or issues are efficiently delegated to the appropriate committee.	3.75%	10.00%	46.25%	36.25%	3.75%	160
The method by which changes are made through shared governance are clear.	7.14%	23.21%	43.45%	24.40%	1.79%	168

The shared governance committees keep me informed about how campus problems or issues have been addressed.	6.67%	27.22%	36.11%	27.22%	2.78%	180
Overall, the shared governance system effectively represents staff interests.	5.85%	15.20%	45.03%	29.82%	4.09%	171
I feel that there has been improvement in Staff Senate since the last survey.	4.94%	7.41%	51.85%	30.86%	4.94%	162

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
The process involved in filling shared governance committees is fair.	1.00	5.00	3.27	0.82	0.67	155	58.06%	86.45%
I know who my shared governance committee representatives are.	1.00	5.00	2.79	1.08	1.17	198	69.19%	55.05%
The shared governance system ensures that problems or issues are efficiently delegated to the appropriate committee.	1.00	5.00	3.26	0.83	0.69	160	60.00%	86.25%
The method by which changes are made through shared governance are clear.	1.00	5.00	2.90	0.91	0.82	168	73.81%	69.64%
The shared governance committees keep me informed about how campus problems or issues have been addressed.	1.00	5.00	2.92	0.96	0.92	180	70.00%	66.11%
Overall, the shared governance system effectively represents staff interests.	1.00	5.00	3.11	0.91	0.84	171	66.08%	78.95%
I feel that there has been improvement in Staff Senate since the last survey.	1.00	5.00	3.23	0.85	0.72	162	64.20%	87.65%

Q31 - If you are a supervisor, would you allow/encourage your employees to attend professional development events?

Answer	%	Count
Yes	84.57%	137
Maybe	15.43%	25
No	0.00%	0
Total	100%	162

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
If you are a supervisor, would you allow/encourage your employees to attend professional development events?	4.00	5.00	4.15	0.36	0.13	162	100.00%	100.00%

Q32 - Would you be interested in attending professional development events if they were offered on campus?

Answer	%	Count
Yes	67.89%	148
Maybe	28.44%	62
No	3.67%	8
Total	100%	218

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
Would you be interested in attending professional development events if they were offered on campus?	1.00	3.00	1.36	0.55	0.30	218	100.00%	100.00%

Q21 - ATTITUDES TOWARD WORKING CONDITIONS Concerning campus atmosphere:

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
I feel that my department is respected by the administration.	8.97%	19.23%	24.79%	38.46%	8.55%	234
I feel that my department has a voice in policies in which it is directly involved and/or that directly affect it.	11.11%	20.09%	27.78%	32.91%	8.12%	234

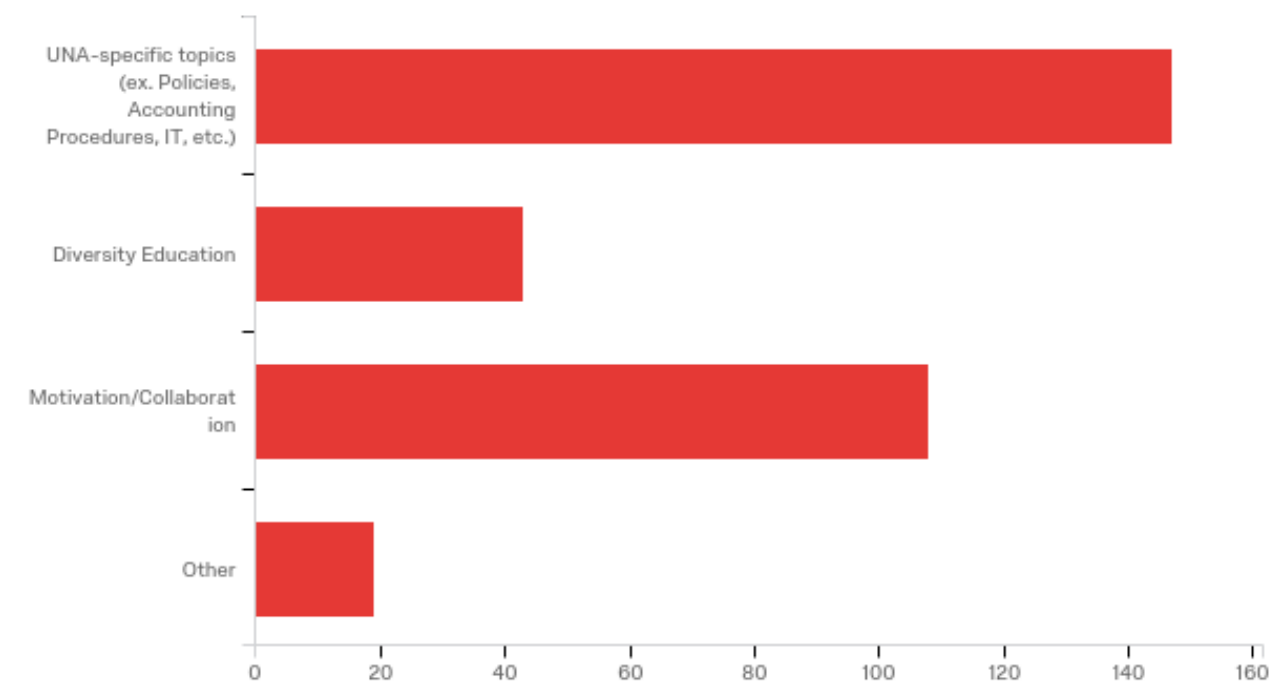
Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
I feel that my department is respected by the administration.	1.00	5.00	3.18	1.12	1.24	234	52.99%	71.79%
I feel that my department has a voice in policies in which it is directly involved and/or that directly affect it.	1.00	5.00	3.07	1.14	1.29	234	58.97%	68.80%

Q23 - Concerning pay plan policies: The purpose of this section is to determine if the policies are clear to most employees.

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
I have at least a basic understanding of how the compensation plan works	7.26%	17.52%	20.51%	47.86%	6.84%	234
I understand the process by which employees are moved toward midpoint	12.02%	27.47%	24.46%	31.33%	4.72%	233
I understand the salary schedule	9.40%	19.66%	20.94%	44.44%	5.56%	234
I understand promotion and transfer policies	12.88%	24.89%	32.62%	24.46%	5.15%	233

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
I have at least a basic understanding of how the compensation plan works	1.00	5.00	3.29	1.06	1.13	234	45.30%	75.21%
I understand the process by which employees are moved toward midpoint	1.00	5.00	2.89	1.12	1.25	233	63.95%	60.52%
I understand the salary schedule	1.00	5.00	3.17	1.10	1.21	234	50.00%	70.94%
I understand promotion and transfer policies	1.00	5.00	2.84	1.09	1.19	233	70.39%	62.23%

Q33 - I would be interested in the following topics:



Answer	%	Count
UNA-specific topics (ex. Policies, Accounting Procedures, IT, etc.)	79.89%	147
Diversity Education	23.37%	43
Motivation/Collaboration	58.70%	108
Other	10.33%	19
Total	100%	184

Q35 - Two years ago, Staff Senate initiated an annual Wellness Day. Have you participated in this event?

Answer	%	Count
Yes	32.89%	74
No	48.89%	110
I've never heard of Wellness Day	18.22%	41
Total	100%	225

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
Two years ago, Staff Senate initiated an annual Wellness Day. Have you participated in this event?	1.00	3.00	1.85	0.70	0.49	225	100.00%	100.00%

Q36 - Would you like to see more events like Wellness Day?

Answer	%	Count
Yes	48.43%	108
Maybe	45.29%	101
No	6.28%	14
Total	100%	223

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
Would you like to see more events like Wellness Day?	1.00	3.00	1.58	0.61	0.37	223	100.00%	100.00%

Q37 - Are you interested in participating in an employee Wellness Program?

Answer	%	Count
Yes	42.27%	93
Maybe	45.91%	101
No	11.82%	26
Total	100%	220

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	Bottom 3 Box	Top 3 Box
Are you interested in participating in an employee Wellness Program?	1.00	3.00	1.70	0.67	0.45	220	100.00%	100.00%