

# 1999 Staff Survey

## Descriptive Statistics

	N	Mean
4. Assistance is available in using library resources/services.	101	3.9010
5. Copiers are provided where most needed.	108	3.8333
6. Copiers are serviced as needed.	106	3.7736
7. I am encouraged to make some practical use of available computer resources.	108	3.7778
8. Staff have access to computer skill development.	109	3.7064
9. Staff have access to appropriate software.	109	3.3853
10. The university telephone system is satisfactory.	119	3.5882
11. Georgia College & State University has a comprehensive approach to evaluation of activities and plans for improvement of its program(s).	108	3.3704
12. The university engages in continuous study, analysis, and appraisal of its purposes, policies, procedures, and programs.	112	3.5268
13. The university has adequate procedures for planning.	110	3.2091
14. I have adequate input into planning and budgeting.	110	2.3091
15. The university has adequate procedures for evaluation.	122	2.9344
16. The institution encourages participation in decision making, policy making, etc.	119	2.7731
17. My job description describes the terms and conditions of employment, along with my salary for such employment.	122	3.0984

### Descriptive Statistics

	N	Mean
18. I have taken advantage of staff development, opportunities offered.	111	3.5495
19. I have adequate secretarial or clerical help.	101	3.0000
20. I know and understand the criteria against which my performance is evaluated.	125	3.4560
21. My annual evaluation contains appropriate suggestions for improvement.	120	3.4417
22. My salary and benefits are satisfactory for my responsibilities.	122	2.3689
23. My salary and benefits are competitive with comparable jobs at other institutions or other companies.	122	2.2869
24. My ideas/concerns are given appropriate attention.	124	3.2339
25. I am treated fairly.	123	3.6667
26. I am treated with respect.	124	3.7097
27. Lines of communication are effective.	124	3.2823
28. The physical resources in my area are adequate and appropriate to fulfill the statement of purpose of the institution.	122	2.9180
29. The physical environment contributes to an atmosphere for effective work.	123	3.3740
30. Supplies and equipment are adequate to perform my duties.	125	3.2080
31. My office space meets my needs.	104	3.5096
32. I understand the procedure to have maintenance provided.	113	3.9558
33. Facilities are adequately maintained.	121	3.6198

### Descriptive Statistics

	N	Mean
34. The current security measures are adequate for my area.	122	3.4016
35. The university provides adequate support services for students.	111	3.5946
36. Support Services are adequately comprehensive to address and respond to the diverse needs of students.	113	3.4690
37. Student Affairs programs contribute to the personal development of students.	108	3.4167
38. Student Affairs programs contribute to the health and wellness of students.	107	3.4299
39. Student Affairs programs contribute to student learning.	107	3.4579
40. Registered student organizations on campus reflect the interests and needs of the student body.	111	3.2883
41. New faculty/staff are made to feel welcome at the university.	123	3.8618
42. Students are made to feel welcome at the university.	124	4.0000
43. The university embodies a sense of a shared community.	119	3.3025
44. The values espoused by the university are highly visible within the University community.	114	3.4737
45. I feel the university is living up to expectations espoused in the University mission.	114	3.3333
46. The university President cares about employees' well being.	120	3.5667
47. The university President is trying to improve the organization.	122	3.9262
48. The university President treats people with dignity and respect.	121	3.8099

### Descriptive Statistics

	N	Mean
49. The university President keeps people well informed.	121	3.5124
50. The university President is doing a good job leading the organization.	122	3.7787
51. I have confidence in the university President's fairness/honesty.	120	3.7000
52. Employees have confidence in the President.	118	3.6102
53. The Vice President and Dean of Faculties cares about employees' well being.	110	3.5636
54. The Vice President and Dean of Faculties is trying to improve the organization.	114	3.6667
55. The Vice President and Dean of Faculties treats people with dignity/respect.	109	3.6881
56. The Vice President and Dean of Faculties keeps people well informed.	113	3.4956
57. The Vice President and Dean of Faculties is doing a good job leading the organization.	109	3.5229
58. I have confidence in the university Vice President and Dean of Faculties' fairness and honesty.	110	3.6091
59. Employees have confidence in the Vice President and Dean of Faculties.	110	3.4727
60. The Vice President and Dean of Students cares about employees' well being.	106	3.3302
61. The Vice President and Dean of Students is trying to improve the organization.	106	3.4057

## Descriptive Statistics

	N	Mean
62. The Vice President and Dean of Students treats people with dignity/respect.	106	3.5189
63. The Vice President and Dean of Students keeps people well informed.	106	3.3396
64. The Vice President and Dean of Students is doing a good job of leading the organization.	107	3.2710
65. Employees have confidence in the Vice President and Dean of Students.	108	3.1944
66. I have the confidence in the university Vice President and Dean of Students' fairness/honesty.	107	3.4112
67. The Vice President of Business and Finance cares about employees' well being.	113	3.6991
68. The Vice President of Business and Finance is trying to improve the organization.	114	3.8509
69. The Vice President of Business and Finance treats people with dignity/respect.	115	3.6261
70. The Vice President of Business and Finance keeps people well informed.	116	3.3017
71. The Vice President of Business and Finance is doing a good job leading the organization.	114	3.5526
72. I have confidence in the university Vice President of Business and Finance's fairness/honesty.	114	3.5877
73. Employees have confidence in the Vice President of Business and Finance.	115	3.4609
74. The Vice President of University Advancement cares about employees' well being.	102	3.3725

### Descriptive Statistics

	N	Mean
75. The Vice President of University Advancement is trying to improve the organization.	98	3.3878
76. The Vice President of University Advancement treats people with dignity/respect.	99	3.3434
77. The Vice President of University Advancement keeps people well informed.	100	3.1800
78. The Vice President of University Advancement is doing a good job leading the organization.	101	3.2178
79. I have confidence in the university Vice President of University Advancement's fairness/honesty.	101	3.2871
80. Employees have confidence in the Vice President of University Advancement.	99	3.2626
<b>Valid N (listwise)</b>	<b>39</b>	

FREQUENCIES

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q76 q77 q78 q79 q80
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/ORDER ANALYSIS .
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Frequencies

#### Mean Scores from the Staff Survey 1999

	N		Mean
	Valid	Missing	
4. Assistance is available in using library resources/services.	101	32	3.9010
5. Copiers are provided where most needed.	108	25	3.8333
6. Copiers are serviced as needed.	106	27	3.7736
7. I am encouraged to make some practical use of available computer resources.	108	25	3.7778
8. Staff have access to computer skill development.	109	24	3.7064
9. Staff have access to appropriate software.	109	24	3.3853
10. The university telephone system is satisfactory.	119	14	3.5882

**Mean Scores from the Staff Survey 1999**

	N		Mean
	Valid	Missing	
11. Georgia College & State University has a comprehensive approach to evaluation of activities and plans for improvement of its program(s).	108	25	3.3704
12. The university engages in continuous study, analysis, and appraisal of its purposes, policies, procedures, and programs.	112	21	3.5268
13. The university has adequate procedures for planning.	110	23	3.2091
14. I have adequate input into planning and budgeting.	110	23	2.3091
15. The university has adequate procedures for evaluation.	122	11	2.9344
16. The institution encourages participation in decision making, policy making, etc.	119	14	2.7731
17. My job description describes the terms and conditions of employment, along with my salary for such employment.	122	11	3.0984
18. I have taken advantage of staff development, opportunities offered.	111	22	3.5495
19. I have adequate secretarial or clerical help.	101	32	3.0000
20. I know and understand the criteria against which my performance is evaluated.	125	8	3.4560
21. My annual evaluation contains appropriate suggestions for improvement.	120	13	3.4417
22. My salary and benefits are satisfactory for my responsibilities.	122	11	2.3689
23. My salary and benefits are competitive with comparable jobs at other institutions or other companies.	122	11	2.2869
24. My ideas/concerns are given appropriate attention.	124	9	3.2339
25. I am treated fairly.	123	10	3.6667
26. I am treated with respect.	124	9	3.7097
27. Lines of communication are effective.	124	9	3.2823
28. The physical resources in my area are adequate and appropriate to fulfill the statement of purpose of the institution.	122	11	2.9180
29. The physical environment contributes to an atmosphere for effective work.	123	10	3.3740
30. Supplies and equipment are adequate to perform my duties.	125	8	3.2080
31. My office space meets my needs.	104	29	3.5096
32. I understand the procedure to have maintenance provided.	113	20	3.9558
33. Facilities are adequately maintained.	121	12	3.6198
34. The current security measures are adequate for my area.	122	11	3.4016
35. The university provides adequate support services for students.	111	22	3.5946
36. Support Services are adequately comprehensive to address and respond to the diverse needs of students.	113	20	3.4690
37. Student Affairs programs contribute to the personal development of students.	108	25	3.4167

**Mean Scores from the Staff Survey 1999**

	N		Mean
	Valid	Missing	
38. Student Affairs programs contribute to the health and wellness of students.	107	26	3.4299
39. Student Affairs programs contribute to student learning.	107	26	3.4579
40. Registered student organizations on campus reflect the interests and needs of the student body.	111	22	3.2883
41. New faculty/staff are made to feel welcome at the university.	123	10	3.8618
42. Students are made to feel welcome at the university.	124	9	4.0000
43. The university embodies a sense of a shared community.	119	14	3.3025
44. The values espoused by the university are highly visible within the University community.	114	19	3.4737
45. I feel the university is living up to expectations espoused in the University mission.	114	19	3.3333
46. The university President cares about employees' well being.	120	13	3.5667
47. The university President is trying to improve the organization.	122	11	3.9262
48. The university President treats people with dignity and respect.	121	12	3.8099
49. The university President keeps people well informed.	121	12	3.5124
50. The university President is doing a good job leading the organization.	122	11	3.7787
51. I have confidence in the university President's fairness/honesty.	120	13	3.7000
52. Employees have confidence in the President.	118	15	3.6102
53. The Vice President and Dean of Faculties cares about employees' well being.	110	23	3.5636
54. The Vice President and Dean of Faculties is trying to improve the organization.	114	19	3.6667
55. The Vice President and Dean of Faculties treats people with dignity/respect.	109	24	3.6881
56. The Vice President and Dean of Faculties keeps people well informed.	113	20	3.4956
57. The Vice President and Dean of Faculties is doing a good job leading the organization.	109	24	3.5229
58. I have confidence in the university Vice President and Dean of Faculties' fairness and honesty.	110	23	3.6091
59. Employees have confidence in the Vice President and Dean of Faculties.	110	23	3.4727
60. The Vice President and Dean of Students cares about employees' well being.	106	27	3.3302
61. The Vice President and Dean of Students is trying to improve the organization.	106	27	3.4057
62. The Vice President and Dean of Students treats people with dignity/respect.	106	27	3.5189

**Mean Scores from the Staff Survey 1999**

	N		Mean
	Valid	Missing	
63. The Vice President and Dean of Students keeps people well informed.	106	27	3.3396
64. The Vice President and Dean of Students is doing a good job of leading the organization.	107	26	3.2710
65. Employees have confidence in the Vice President and Dean of Students.	108	25	3.1944
66. I have the confidence in the university Vice President and Dean of Students' fairness/honesty.	107	26	3.4112
67. The Vice President of Business and Finance cares about employees' well being.	113	20	3.6991
68. The Vice President of Business and Finance is trying to improve the organization.	114	19	3.8509
69. The Vice President of Business and Finance treats people with dignity/respect.	115	18	3.6261
70. The Vice President of Business and Finance keeps people well informed.	116	17	3.3017
71. The Vice President of Business and Finance is doing a good job leading the organization.	114	19	3.5526
72. I have confidence in the university Vice President of Business and Finance's fairness/honesty.	114	19	3.5877
73. Employees have confidence in the Vice President of Business and Finance.	115	18	3.4609
74. The Vice President of University Advancement cares about employees' well being.	102	31	3.3725
75. The Vice President of University Advancement is trying to improve the organization.	98	35	3.3878
76. The Vice President of University Advancement treats people with dignity/respect.	99	34	3.3434
77. The Vice President of University Advancement keeps people well informed.	100	33	3.1800
78. The Vice President of University Advancement is doing a good job leading the organization.	101	32	3.2178
79. I have confidence in the university Vice President of University Advancement's fairness/honesty.	101	32	3.2871
80. Employees have confidence in the Vice President of University Advancement.	99	34	3.2626

**Frequency Tables of Staff Survey**

**1. I am:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	support/clerical	72	54.1	57.1	57.1
	professional staff	54	40.6	42.9	100.0
	Total	126	94.7	100.0	
Missing	System	7	5.3		
Total		133	100.0		

**2. I am:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Full-time	126	94.7	96.9	96.9
	Part-time	4	3.0	3.1	100.0
	Total	130	97.7	100.0	
Missing	System	3	2.3		
Total		133	100.0		

**3. I am employed in the:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Division of Academic Affairs	29	21.8	22.7	22.7
	Division of Business & Finance	70	52.6	54.7	77.3
	Division of Student Affairs	6	4.5	4.7	82.0
	Division of University Advancement	1	.8	.8	82.8
	Other	22	16.5	17.2	100.0
	Total	128	96.2	100.0	
Missing	System	5	3.8		
Total		133	100.0		

**4. Assistance is available in using library resources/services.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	.8	1.0	1.0
	Disagree	1	.8	1.0	2.0
	No Opinion	32	24.1	31.7	33.7
	Agree	40	30.1	39.6	73.3
	Strongly Agree	27	20.3	26.7	100.0
	Total	101	75.9	100.0	
Missing	No Opinon	21	15.8		
	System	11	8.3		
	Total	32	24.1		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**5. Copiers are provided where most needed.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.5	1.9	1.9
	Disagree	5	3.8	4.6	6.5
	No Opinion	21	15.8	19.4	25.9
	Agree	61	45.9	56.5	82.4
	Strongly Agree	19	14.3	17.6	100.0
	Total	108	81.2	100.0	
Missing	No Opinon	15	11.3		
	System	10	7.5		
	Total	25	18.8		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**6. Copiers are serviced as needed.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.5	1.9	1.9
	Disagree	4	3.0	3.8	5.7
	No Opinion	31	23.3	29.2	34.9
	Agree	48	36.1	45.3	80.2
	Strongly Agree	21	15.8	19.8	100.0
	Total	106	79.7	100.0	
Missing	No Opinon	19	14.3		
	System	8	6.0		
	Total	27	20.3		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**7. I am encouraged to make some practical use of available computer resources.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	.8	.9	.9
	Disagree	9	6.8	8.3	9.3
	No Opinion	30	22.6	27.8	37.0
	Agree	41	30.8	38.0	75.0
	Strongly Agree	27	20.3	25.0	100.0
	Total	108	81.2	100.0	
Missing	No Opinon	17	12.8		
	System	8	6.0		
	Total	25	18.8		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**8. Staff have access to computer skill development.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	5	3.8	4.6	4.6
	Disagree	10	7.5	9.2	13.8
	No Opinion	24	18.0	22.0	35.8
	Agree	43	32.3	39.4	75.2
	Strongly Agree	27	20.3	24.8	100.0
	Total	109	82.0	100.0	
Missing	No Opinon	15	11.3		
	System	9	6.8		
	Total	24	18.0		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**9. Staff have access to appropriate software.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	7	5.3	6.4	6.4
	Disagree	17	12.8	15.6	22.0
	No Opinion	25	18.8	22.9	45.0
	Agree	47	35.3	43.1	88.1
	Strongly Agree	13	9.8	11.9	100.0
	Total	109	82.0	100.0	
Missing	No Opinon	14	10.5		
	System	10	7.5		
	Total	24	18.0		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**10. The university telephone system is satisfactory.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	5	3.8	4.2	4.2
	Disagree	17	12.8	14.3	18.5
	No Opinion	15	11.3	12.6	31.1
	Agree	67	50.4	56.3	87.4
	Strongly Agree	15	11.3	12.6	100.0
	Total	119	89.5	100.0	
Missing	No Opinon	5	3.8		
	System	9	6.8		
	Total	14	10.5		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**11. Georgia College & State University has a comprehensive approach to evaluation of activities and plans for improvement of its program(s).**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	.8	.9	.9
	Disagree	19	14.3	17.6	18.5
	No Opinion	33	24.8	30.6	49.1
	Agree	49	36.8	45.4	94.4
	Strongly Agree	6	4.5	5.6	100.0
	Total	108	81.2	100.0	
Missing	No Opinon	13	9.8		
	System	12	9.0		
	Total	25	18.8		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**12. The university engages in continuous study, analysis, and appraisal of its purposes, policies, procedures, and programs.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	.8	.9	.9
	Disagree	9	6.8	8.0	8.9
	No Opinion	40	30.1	35.7	44.6
	Agree	54	40.6	48.2	92.9
	Strongly Agree	8	6.0	7.1	100.0
	Total	112	84.2	100.0	
Missing	No Opinon	12	9.0		
	System	9	6.8		
	Total	21	15.8		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**13. The university has adequate procedures for planning.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	3.0	3.6	3.6
	Disagree	21	15.8	19.1	22.7
	No Opinion	38	28.6	34.5	57.3
	Agree	42	31.6	38.2	95.5
	Strongly Agree	5	3.8	4.5	100.0
	Total	110	82.7	100.0	
Missing	No Opinon	14	10.5		
	System	9	6.8		
	Total	23	17.3		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**14. I have adequate input into planning and budgeting.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	37	27.8	33.6	33.6
	Disagree	31	23.3	28.2	61.8
	No Opinion	16	12.0	14.5	76.4
	Agree	23	17.3	20.9	97.3
	Strongly Agree	3	2.3	2.7	100.0
	Total	110	82.7	100.0	
Missing	No Opinon	15	11.3		
	System	8	6.0		
	Total	23	17.3		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**15. The university has adequate procedures for evaluation.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	21	15.8	17.2	17.2
	Disagree	24	18.0	19.7	36.9
	No Opinion	21	15.8	17.2	54.1
	Agree	54	40.6	44.3	98.4
	Strongly Agree	2	1.5	1.6	100.0
	Total	122	91.7	100.0	
Missing	No Opinon	5	3.8		
	System	6	4.5		
	Total	11	8.3		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**16. The institution encourages participation in decision making, policy making, etc.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	21	15.8	17.6	17.6
	Disagree	31	23.3	26.1	43.7
	No Opinion	26	19.5	21.8	65.5
	Agree	36	27.1	30.3	95.8
	Strongly Agree	5	3.8	4.2	100.0
	Total	119	89.5	100.0	
Missing	No Opinon	7	5.3		
	System	7	5.3		
	Total	14	10.5		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**17. My job description describes the terms and conditions of employment, along with my salary for such employment.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	15	11.3	12.3	12.3
	Disagree	32	24.1	26.2	38.5
	No Opinion	15	11.3	12.3	50.8
	Agree	46	34.6	37.7	88.5
	Strongly Agree	14	10.5	11.5	100.0
	Total	122	91.7	100.0	
Missing	No Opinon	3	2.3		
	System	8	6.0		
	Total	11	8.3		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**18. I have taken advantage of staff development, opportunities offered.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	9	6.8	8.1	8.1
	Disagree	10	7.5	9.0	17.1
	No Opinion	24	18.0	21.6	38.7
	Agree	47	35.3	42.3	81.1
	Strongly Agree	21	15.8	18.9	100.0
	Total	111	83.5	100.0	
Missing	No Opinon	13	9.8		
	System	9	6.8		
	Total	22	16.5		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**19. I have adequate secretarial or clerical help.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	19	14.3	18.8	18.8
	Disagree	19	14.3	18.8	37.6
	No Opinion	16	12.0	15.8	53.5
	Agree	37	27.8	36.6	90.1
	Strongly Agree	10	7.5	9.9	100.0
	Total	101	75.9	100.0	
Missing	No Opinon	25	18.8		
	System	7	5.3		
	Total	32	24.1		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**20. I know and understand the criteria against which my performance is evaluated.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	9	6.8	7.2	7.2
	Disagree	19	14.3	15.2	22.4
	No Opinion	15	11.3	12.0	34.4
	Agree	70	52.6	56.0	90.4
	Strongly Agree	12	9.0	9.6	100.0
	Total	125	94.0	100.0	
Missing	No Opinon	2	1.5		
	System	6	4.5		
	Total	8	6.0		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**21. My annual evaluation contains appropriate suggestions for improvement.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	8	6.0	6.7	6.7
	Disagree	12	9.0	10.0	16.7
	No Opinion	27	20.3	22.5	39.2
	Agree	65	48.9	54.2	93.3
	Strongly Agree	8	6.0	6.7	100.0
	Total	120	90.2	100.0	
Missing	No Opinon	6	4.5		
	System	7	5.3		
	Total	13	9.8		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**22. My salary and benefits are satisfactory for my responsibilities.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	43	32.3	35.2	35.2
	Disagree	33	24.8	27.0	62.3
	No Opinion	8	6.0	6.6	68.9
	Agree	34	25.6	27.9	96.7
	Strongly Agree	4	3.0	3.3	100.0
	Total	122	91.7	100.0	
Missing	No Opinon	2	1.5		
	System	9	6.8		
	Total	11	8.3		
Total		133	100.0		

**23. My salary and benefits are competitive with comparable jobs at other institutions or other companies.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	43	32.3	35.2	35.2
	Disagree	34	25.6	27.9	63.1
	No Opinion	18	13.5	14.8	77.9
	Agree	21	15.8	17.2	95.1
	Strongly Agree	6	4.5	4.9	100.0
	Total	122	91.7	100.0	
Missing	No Opinon	3	2.3		
	System	8	6.0		
	Total	11	8.3		
Total		133	100.0		

**24. My ideas/concerns are given appropriate attention.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	15	11.3	12.1	12.1
	Disagree	23	17.3	18.5	30.6
	No Opinion	15	11.3	12.1	42.7
	Agree	60	45.1	48.4	91.1
	Strongly Agree	11	8.3	8.9	100.0
	Total	124	93.2	100.0	
Missing	No Opinon	3	2.3		
	System	6	4.5		
	Total	9	6.8		
Total		133	100.0		

**25. I am treated fairly.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	7	5.3	5.7	5.7
	Disagree	17	12.8	13.8	19.5
	No Opinion	10	7.5	8.1	27.6
	Agree	65	48.9	52.8	80.5
	Strongly Agree	24	18.0	19.5	100.0
	Total	123	92.5	100.0	
Missing	No Opinon	1	.8		
	System	9	6.8		
	Total	10	7.5		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**26. I am treated with respect.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	6	4.5	4.8	4.8
	Disagree	16	12.0	12.9	17.7
	No Opinion	10	7.5	8.1	25.8
	Agree	68	51.1	54.8	80.6
	Strongly Agree	24	18.0	19.4	100.0
	Total	124	93.2	100.0	
Missing	No Opinon	2	1.5		
	System	7	5.3		
	Total	9	6.8		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**27. Lines of communication are effective.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	13	9.8	10.5	10.5
	Disagree	24	18.0	19.4	29.8
	No Opinion	14	10.5	11.3	41.1
	Agree	61	45.9	49.2	90.3
	Strongly Agree	12	9.0	9.7	100.0
	Total	124	93.2	100.0	
Missing	No Opinon	3	2.3		
	System	6	4.5		
	Total	9	6.8		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**28. The physical resources in my area are adequate and appropriate to fulfill the statement of purpose of the institution.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	26	19.5	21.3	21.3
	Disagree	20	15.0	16.4	37.7
	No Opinion	21	15.8	17.2	54.9
	Agree	48	36.1	39.3	94.3
	Strongly Agree	7	5.3	5.7	100.0
	Total	122	91.7	100.0	
Missing	No Opinon	4	3.0		
	System	7	5.3		
	Total	11	8.3		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**29. The physical environment contributes to an atmosphere for effective work.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	16	12.0	13.0	13.0
	Disagree	17	12.8	13.8	26.8
	No Opinion	14	10.5	11.4	38.2
	Agree	57	42.9	46.3	84.6
	Strongly Agree	19	14.3	15.4	100.0
	Total	123	92.5	100.0	
Missing	No Opinon	4	3.0		
	System	6	4.5		
	Total	10	7.5		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**30. Supplies and equipment are adequate to perform my duties.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	22	16.5	17.6	17.6
	Disagree	22	16.5	17.6	35.2
	No Opinion	6	4.5	4.8	40.0
	Agree	58	43.6	46.4	86.4
	Strongly Agree	17	12.8	13.6	100.0
	Total	125	94.0	100.0	
Missing	No Opinon	2	1.5		
	System	6	4.5		
	Total	8	6.0		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**31. My office space meets my needs.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	8	6.0	7.7	7.7
	Disagree	15	11.3	14.4	22.1
	No Opinion	14	10.5	13.5	35.6
	Agree	50	37.6	48.1	83.7
	Strongly Agree	17	12.8	16.3	100.0
	Total	104	78.2	100.0	
Missing	No Opinon	22	16.5		
	System	7	5.3		
	Total	29	21.8		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**32. I understand the procedure to have maintenance provided.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	.8	.9	.9
	Disagree	7	5.3	6.2	7.1
	No Opinion	10	7.5	8.8	15.9
	Agree	73	54.9	64.6	80.5
	Strongly Agree	22	16.5	19.5	100.0
	Total	113	85.0	100.0	
Missing	No Opinon	10	7.5		
	System	10	7.5		
	Total	20	15.0		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**33. Facilities are adequately maintained.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	5	3.8	4.1	4.1
	Disagree	14	10.5	11.6	15.7
	No Opinion	15	11.3	12.4	28.1
	Agree	75	56.4	62.0	90.1
	Strongly Agree	12	9.0	9.9	100.0
	Total	121	91.0	100.0	
Missing	No Opinon	6	4.5		
	System	6	4.5		
	Total	12	9.0		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**34. The current security measures are adequate for my area.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	6	4.5	4.9	4.9
	Disagree	25	18.8	20.5	25.4
	No Opinion	18	13.5	14.8	40.2
	Agree	60	45.1	49.2	89.3
	Strongly Agree	13	9.8	10.7	100.0
	Total	122	91.7	100.0	
Missing	No Opinon	4	3.0		
	System	7	5.3		
	Total	11	8.3		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**35. The university provides adequate support services for students.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	12	9.0	10.8	10.8
	No Opinion	33	24.8	29.7	40.5
	Agree	54	40.6	48.6	89.2
	Strongly Agree	12	9.0	10.8	100.0
	Total	111	83.5	100.0	
Missing	No Opinon	16	12.0		
	System	6	4.5		
	Total	22	16.5		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**36. Support Services are adequately comprehensive to address and respond to the diverse needs of students.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	2.3	2.7	2.7
	Disagree	8	6.0	7.1	9.7
	No Opinion	43	32.3	38.1	47.8
	Agree	51	38.3	45.1	92.9
	Strongly Agree	8	6.0	7.1	100.0
	Total	113	85.0	100.0	
Missing	No Opinon	13	9.8		
	System	7	5.3		
	Total	20	15.0		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**37. Student Affairs programs contribute to the personal development of students.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.5	1.9	1.9
	Disagree	8	6.0	7.4	9.3
	No Opinion	50	37.6	46.3	55.6
	Agree	39	29.3	36.1	91.7
	Strongly Agree	9	6.8	8.3	100.0
	Total	108	81.2	100.0	
Missing	No Opinon	18	13.5		
	System	7	5.3		
	Total	25	18.8		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**38. Student Affairs programs contribute to the health and wellness of students.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	7	5.3	6.5	6.5
	No Opinion	55	41.4	51.4	57.9
	Agree	37	27.8	34.6	92.5
	Strongly Agree	8	6.0	7.5	100.0
	Total	107	80.5	100.0	
Missing	No Opinon	18	13.5		
	System	8	6.0		
	Total	26	19.5		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**39. Student Affairs programs contribute to student learning.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	9	6.8	8.4	8.4
	No Opinion	49	36.8	45.8	54.2
	Agree	40	30.1	37.4	91.6
	Strongly Agree	9	6.8	8.4	100.0
	Total	107	80.5	100.0	
Missing	No Opinon	19	14.3		
	System	7	5.3		
	Total	26	19.5		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**40. Registered student organizations on campus reflect the interests and needs of the student body.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	5	3.8	4.5	4.5
	Disagree	8	6.0	7.2	11.7
	No Opinion	56	42.1	50.5	62.2
	Agree	34	25.6	30.6	92.8
	Strongly Agree	8	6.0	7.2	100.0
	Total	111	83.5	100.0	
Missing	No Opinon	15	11.3		
	System	7	5.3		
	Total	22	16.5		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**41. New faculty/staff are made to feel welcome at the university.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	9	6.8	7.3	7.3
	No Opinion	25	18.8	20.3	27.6
	Agree	63	47.4	51.2	78.9
	Strongly Agree	26	19.5	21.1	100.0
	Total	123	92.5	100.0	
Missing	No Opinon	3	2.3		
	System	7	5.3		
	Total	10	7.5		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**42. Students are made to feel welcome at the university.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	.8	.8	.8
	Disagree	3	2.3	2.4	3.2
	No Opinion	23	17.3	18.5	21.8
	Agree	65	48.9	52.4	74.2
	Strongly Agree	32	24.1	25.8	100.0
	Total	124	93.2	100.0	
Missing	No Opinon	3	2.3		
	System	6	4.5		
	Total	9	6.8		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**43. The university embodies a sense of a shared community.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	10	7.5	8.4	8.4
	Disagree	19	14.3	16.0	24.4
	No Opinion	31	23.3	26.1	50.4
	Agree	43	32.3	36.1	86.6
	Strongly Agree	16	12.0	13.4	100.0
	Total	119	89.5	100.0	
Missing	No Opinon	5	3.8		
	System	9	6.8		
	Total	14	10.5		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**44. The values espoused by the university are highly visible within the University community.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	5	3.8	4.4	4.4
	Disagree	13	9.8	11.4	15.8
	No Opinion	29	21.8	25.4	41.2
	Agree	57	42.9	50.0	91.2
	Strongly Agree	10	7.5	8.8	100.0
	Total	114	85.7	100.0	
Missing	No Opinon	9	6.8		
	System	10	7.5		
	Total	19	14.3		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**45. I feel the university is living up to expectations espoused in the University mission.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	7	5.3	6.1	6.1
	Disagree	13	9.8	11.4	17.5
	No Opinion	35	26.3	30.7	48.2
	Agree	53	39.8	46.5	94.7
	Strongly Agree	6	4.5	5.3	100.0
	Total	114	85.7	100.0	
Missing	No Opinon	8	6.0		
	System	11	8.3		
	Total	19	14.3		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**46. The university President cares about employees' well being.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	5	3.8	4.2	4.2
	Disagree	17	12.8	14.2	18.3
	No Opinion	20	15.0	16.7	35.0
	Agree	61	45.9	50.8	85.8
	Strongly Agree	17	12.8	14.2	100.0
	Total	120	90.2	100.0	
Missing	No Opinon	5	3.8		
	System	8	6.0		
	Total	13	9.8		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**47. The university President is trying to improve the organization.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.5	1.6	1.6
	Disagree	7	5.3	5.7	7.4
	No Opinion	14	10.5	11.5	18.9
	Agree	74	55.6	60.7	79.5
	Strongly Agree	25	18.8	20.5	100.0
	Total	122	91.7	100.0	
Missing	No Opinon	3	2.3		
	System	8	6.0		
	Total	11	8.3		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**48. The university President treats people with dignity and respect.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	.8	.8	.8
	Disagree	11	8.3	9.1	9.9
	No Opinion	24	18.0	19.8	29.8
	Agree	59	44.4	48.8	78.5
	Strongly Agree	26	19.5	21.5	100.0
	Total	121	91.0	100.0	
Missing	No Opinon	4	3.0		
	System	8	6.0		
	Total	12	9.0		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**49. The university President keeps people well informed.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	5	3.8	4.1	4.1
	Disagree	14	10.5	11.6	15.7
	No Opinion	30	22.6	24.8	40.5
	Agree	58	43.6	47.9	88.4
	Strongly Agree	14	10.5	11.6	100.0
	Total	121	91.0	100.0	
Missing	No Opinon	3	2.3		
	System	9	6.8		
	Total	12	9.0		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**50. The university President is doing a good job leading the organization.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	2.3	2.5	2.5
	Disagree	7	5.3	5.7	8.2
	No Opinion	31	23.3	25.4	33.6
	Agree	54	40.6	44.3	77.9
	Strongly Agree	27	20.3	22.1	100.0
	Total	122	91.7	100.0	
Missing	No Opinon	2	1.5		
	System	9	6.8		
	Total	11	8.3		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**51. I have confidence in the university President's fairness/honesty.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	3.0	3.3	3.3
	Disagree	9	6.8	7.5	10.8
	No Opinion	27	20.3	22.5	33.3
	Agree	59	44.4	49.2	82.5
	Strongly Agree	21	15.8	17.5	100.0
	Total	120	90.2	100.0	
Missing	No Opinon	3	2.3		
	System	10	7.5		
	Total	13	9.8		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**52. Employees have confidence in the President.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.5	1.7	1.7
	Disagree	12	9.0	10.2	11.9
	No Opinion	29	21.8	24.6	36.4
	Agree	62	46.6	52.5	89.0
	Strongly Agree	13	9.8	11.0	100.0
	Total	118	88.7	100.0	
Missing	No Opinon	6	4.5		
	System	9	6.8		
	Total	15	11.3		
Total		133	100.0		

**53. The Vice President and Dean of Faculties cares about employees' well being.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.5	1.8	1.8
	Disagree	7	5.3	6.4	8.2
	No Opinion	42	31.6	38.2	46.4
	Agree	45	33.8	40.9	87.3
	Strongly Agree	14	10.5	12.7	100.0
	Total	110	82.7	100.0	
Missing	No Opinon	12	9.0		
	System	11	8.3		
	Total	23	17.3		
Total		133	100.0		

**54. The Vice President and Dean of Faculties is trying to improve the organization.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	.8	.9	.9
	Disagree	8	6.0	7.0	7.9
	No Opinion	36	27.1	31.6	39.5
	Agree	52	39.1	45.6	85.1
	Strongly Agree	17	12.8	14.9	100.0
	Total	114	85.7	100.0	
Missing	No Opinon	9	6.8		
	System	10	7.5		
	Total	19	14.3		
Total		133	100.0		

**55. The Vice President and Dean of Faculties treats people with dignity/respect.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	.8	.9	.9
	Disagree	5	3.8	4.6	5.5
	No Opinion	37	27.8	33.9	39.4
	Agree	50	37.6	45.9	85.3
	Strongly Agree	16	12.0	14.7	100.0
	Total	109	82.0	100.0	
Missing	No Opinon	11	8.3		
	System	13	9.8		
	Total	24	18.0		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**56. The Vice President and Dean of Faculties keeps people well informed.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	13	9.8	11.5	11.5
	No Opinion	42	31.6	37.2	48.7
	Agree	47	35.3	41.6	90.3
	Strongly Agree	11	8.3	9.7	100.0
	Total	113	85.0	100.0	
Missing	No Opinon	9	6.8		
	System	11	8.3		
	Total	20	15.0		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**57. The Vice President and Dean of Faculties is doing a good job leading the organization.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	2.3	2.8	2.8
	Disagree	7	5.3	6.4	9.2
	No Opinion	42	31.6	38.5	47.7
	Agree	44	33.1	40.4	88.1
	Strongly Agree	13	9.8	11.9	100.0
	Total	109	82.0	100.0	
Missing	No Opinon	11	8.3		
	System	13	9.8		
	Total	24	18.0		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**58. I have confidence in the university Vice President and Dean of Faculties' fairness and honesty.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.5	1.8	1.8
	Disagree	8	6.0	7.3	9.1
	No Opinion	37	27.8	33.6	42.7
	Agree	47	35.3	42.7	85.5
	Strongly Agree	16	12.0	14.5	100.0
	Total	110	82.7	100.0	
Missing	No Opinon	11	8.3		
	System	12	9.0		
	Total	23	17.3		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**59. Employees have confidence in the Vice President and Dean of Faculties.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.5	1.8	1.8
	Disagree	6	4.5	5.5	7.3
	No Opinion	49	36.8	44.5	51.8
	Agree	44	33.1	40.0	91.8
	Strongly Agree	9	6.8	8.2	100.0
	Total	110	82.7	100.0	
Missing	No Opinon	12	9.0		
	System	11	8.3		
	Total	23	17.3		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**60. The Vice President and Dean of Students cares about employees' well being.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	5	3.8	4.7	4.7
	Disagree	11	8.3	10.4	15.1
	No Opinion	44	33.1	41.5	56.6
	Agree	36	27.1	34.0	90.6
	Strongly Agree	10	7.5	9.4	100.0
	Total	106	79.7	100.0	
Missing	No Opinon	16	12.0		
	System	11	8.3		
	Total	27	20.3		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**61. The Vice President and Dean of Students is trying to improve the organization.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	5	3.8	4.7	4.7
	Disagree	6	4.5	5.7	10.4
	No Opinion	44	33.1	41.5	51.9
	Agree	43	32.3	40.6	92.5
	Strongly Agree	8	6.0	7.5	100.0
	Total	106	79.7	100.0	
Missing	No Opinon	13	9.8		
	System	14	10.5		
	Total	27	20.3		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**62. The Vice President and Dean of Students treats people with dignity/respect.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	2.3	2.8	2.8
	Disagree	5	3.8	4.7	7.5
	No Opinion	44	33.1	41.5	49.1
	Agree	42	31.6	39.6	88.7
	Strongly Agree	12	9.0	11.3	100.0
	Total	106	79.7	100.0	
Missing	No Opinon	14	10.5		
	System	13	9.8		
	Total	27	20.3		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**63. The Vice President and Dean of Students keeps people well informed.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.5	1.9	1.9
	Disagree	9	6.8	8.5	10.4
	No Opinion	53	39.8	50.0	60.4
	Agree	35	26.3	33.0	93.4
	Strongly Agree	7	5.3	6.6	100.0
	Total	106	79.7	100.0	
Missing	No Opinon	14	10.5		
	System	13	9.8		
	Total	27	20.3		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**64. The Vice President and Dean of Students is doing a good job of leading the organization.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	3.0	3.7	3.7
	Disagree	7	5.3	6.5	10.3
	No Opinion	58	43.6	54.2	64.5
	Agree	32	24.1	29.9	94.4
	Strongly Agree	6	4.5	5.6	100.0
	Total	107	80.5	100.0	
Missing	No Opinon	13	9.8		
	System	13	9.8		
	Total	26	19.5		
Total		133	100.0		

**65. Employees have confidence in the Vice President and Dean of Students.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	5	3.8	4.6	4.6
	Disagree	11	8.3	10.2	14.8
	No Opinion	55	41.4	50.9	65.7
	Agree	32	24.1	29.6	95.4
	Strongly Agree	5	3.8	4.6	100.0
	Total	108	81.2	100.0	
Missing	No Opinon	13	9.8		
	System	12	9.0		
	Total	25	18.8		
Total		133	100.0		

**66. I have the confidence in the university Vice President and Dean of Students' fairness/honesty.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	3.0	3.7	3.7
	Disagree	9	6.8	8.4	12.1
	No Opinion	43	32.3	40.2	52.3
	Agree	41	30.8	38.3	90.7
	Strongly Agree	10	7.5	9.3	100.0
	Total	107	80.5	100.0	
Missing	No Opinon	14	10.5		
	System	12	9.0		
	Total	26	19.5		
Total		133	100.0		

**67. The Vice President of Business and Finance cares about employees' well being.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.5	1.8	1.8
	Disagree	11	8.3	9.7	11.5
	No Opinion	26	19.5	23.0	34.5
	Agree	54	40.6	47.8	82.3
	Strongly Agree	20	15.0	17.7	100.0
	Total	113	85.0	100.0	
Missing	No Opinon	10	7.5		
	System	10	7.5		
	Total	20	15.0		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**68. The Vice President of Business and Finance is trying to improve the organization.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.5	1.8	1.8
	Disagree	4	3.0	3.5	5.3
	No Opinion	26	19.5	22.8	28.1
	Agree	59	44.4	51.8	79.8
	Strongly Agree	23	17.3	20.2	100.0
	Total	114	85.7	100.0	
Missing	No Opinon	9	6.8		
	System	10	7.5		
	Total	19	14.3		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**69. The Vice President of Business and Finance treats people with dignity/respect.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.5	1.7	1.7
	Disagree	12	9.0	10.4	12.2
	No Opinion	32	24.1	27.8	40.0
	Agree	50	37.6	43.5	83.5
	Strongly Agree	19	14.3	16.5	100.0
	Total	115	86.5	100.0	
Missing	No Opinon	8	6.0		
	System	10	7.5		
	Total	18	13.5		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**70. The Vice President of Business and Finance keeps people well informed.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	5	3.8	4.3	4.3
	Disagree	18	13.5	15.5	19.8
	No Opinion	37	27.8	31.9	51.7
	Agree	49	36.8	42.2	94.0
	Strongly Agree	7	5.3	6.0	100.0
	Total	116	87.2	100.0	
Missing	No Opinon	7	5.3		
	System	10	7.5		
	Total	17	12.8		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**71. The Vice President of Business and Finance is doing a good job leading the organization.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	2.3	2.6	2.6
	Disagree	8	6.0	7.0	9.6
	No Opinion	34	25.6	29.8	39.5
	Agree	61	45.9	53.5	93.0
	Strongly Agree	8	6.0	7.0	100.0
	Total	114	85.7	100.0	
Missing	No Opinon	10	7.5		
	System	9	6.8		
	Total	19	14.3		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**72. I have confidence in the university Vice President of Business and Finance's fairness/honesty.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.5	1.8	1.8
	Disagree	10	7.5	8.8	10.5
	No Opinion	33	24.8	28.9	39.5
	Agree	57	42.9	50.0	89.5
	Strongly Agree	12	9.0	10.5	100.0
	Total	114	85.7	100.0	
Missing	No Opinon	10	7.5		
	System	9	6.8		
	Total	19	14.3		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**73. Employees have confidence in the Vice President of Business and Finance.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.5	1.7	1.7
	Disagree	10	7.5	8.7	10.4
	No Opinion	43	32.3	37.4	47.8
	Agree	53	39.8	46.1	93.9
	Strongly Agree	7	5.3	6.1	100.0
	Total	115	86.5	100.0	
Missing	No Opinon	8	6.0		
	System	10	7.5		
	Total	18	13.5		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**74. The Vice President of University Advancement cares about employees' well being.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.5	2.0	2.0
	Disagree	3	2.3	2.9	4.9
	No Opinion	60	45.1	58.8	63.7
	Agree	29	21.8	28.4	92.2
	Strongly Agree	8	6.0	7.8	100.0
	Total	102	76.7	100.0	
Missing	No Opinon	21	15.8		
	System	10	7.5		
	Total	31	23.3		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**75. The Vice President of University Advancement is trying to improve the organization.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	.8	1.0	1.0
	Disagree	1	.8	1.0	2.0
	No Opinion	64	48.1	65.3	67.3
	Agree	23	17.3	23.5	90.8
	Strongly Agree	9	6.8	9.2	100.0
	Total	98	73.7	100.0	
Missing	No Opinon	24	18.0		
	System	11	8.3		
	Total	35	26.3		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**76. The Vice President of University Advancement treats people with dignity/respect.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.5	2.0	2.0
	Disagree	3	2.3	3.0	5.1
	No Opinion	60	45.1	60.6	65.7
	Agree	27	20.3	27.3	92.9
	Strongly Agree	7	5.3	7.1	100.0
	Total	99	74.4	100.0	
Missing	No Opinon	22	16.5		
	System	12	9.0		
	Total	34	25.6		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**77. The Vice President of University Advancement keeps people well informed.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.5	2.0	2.0
	Disagree	5	3.8	5.0	7.0
	No Opinion	70	52.6	70.0	77.0
	Agree	19	14.3	19.0	96.0
	Strongly Agree	4	3.0	4.0	100.0
	Total	100	75.2	100.0	
Missing	No Opinon	20	15.0		
	System	13	9.8		
	Total	33	24.8		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**78. The Vice President of University Advancement is doing a good job leading the organization.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	2.3	3.0	3.0
	Disagree	2	1.5	2.0	5.0
	No Opinion	70	52.6	69.3	74.3
	Agree	22	16.5	21.8	96.0
	Strongly Agree	4	3.0	4.0	100.0
	Total	101	75.9	100.0	
Missing	No Opinon	19	14.3		
	System	13	9.8		
	Total	32	24.1		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**79. I have confidence in the university Vice President of University Advancement's fairness/honesty.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.5	2.0	2.0
	Disagree	4	3.0	4.0	5.9
	No Opinion	64	48.1	63.4	69.3
	Agree	25	18.8	24.8	94.1
	Strongly Agree	6	4.5	5.9	100.0
	Total	101	75.9	100.0	
Missing	No Opinon	20	15.0		
	System	12	9.0		
	Total	32	24.1		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

**80. Employees have confidence in the Vice President of University Advancement.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.5	2.0	2.0
	Disagree	3	2.3	3.0	5.1
	No Opinion	63	47.4	63.6	68.7
	Agree	29	21.8	29.3	98.0
	Strongly Agree	2	1.5	2.0	100.0
	Total	99	74.4	100.0	
Missing	No Opinon	22	16.5		
	System	12	9.0		
	Total	34	25.6		
<b>Total</b>		<b>133</b>	<b>100.0</b>		

DESCRIPTIVES

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Descriptives

**Questions Ranked in Decending Order by Mean**

	N	Mean
42. Students are made to feel welcome at the university.	124	4.0000
32. I understand the procedure to have maintenance provided.	113	3.9558
47. The university President is trying to improve the organization.	122	3.9262
4. Assistance is available in using library resources/services.	101	3.9010
41. New faculty/staff are made to feel welcome at the university.	123	3.8618

**Questions Ranked in Decending Order by Mean**

	N	Mean
68. The Vice President of Business and Finance is trying to improve the organization.	114	3.8509
5. Copiers are provided where most needed.	108	3.8333
48. The university President treats people with dignity and respect.	121	3.8099
50. The university President is doing a good job leading the organization.	122	3.7787
7. I am encouraged to make some practical use of available computer resources.	108	3.7778
6. Copiers are serviced as needed.	106	3.7736
26. I am treated with respect.	124	3.7097
8. Staff have access to computer skill development.	109	3.7064
51. I have confidence in the university President's fairness/honesty.	120	3.7000
67. The Vice President of Business and Finance cares about employees' well being.	113	3.6991
55. The Vice President and Dean of Faculties treats people with dignity/respect.	109	3.6881
54. The Vice President and Dean of Faculties is trying to improve the organization.	114	3.6667
25. I am treated fairly.	123	3.6667
69. The Vice President of Business and Finance treats people with dignity/respect.	115	3.6261
33. Facilities are adequately maintained.	121	3.6198
52. Employees have confidence in the President.	118	3.6102
58. I have confidence in the university Vice President and Dean of Faculties' fairness and honesty.	110	3.6091
35. The university provides adequate support services for students.	111	3.5946
10. The university telephone system is satisfactory.	119	3.5882
72. I have confidence in the university Vice President of Business and Finance's fairness/honesty.	114	3.5877
46. The university President cares about employees' well being.	120	3.5667
53. The Vice President and Dean of Faculties cares about employees' well being.	110	3.5636
71. The Vice President of Business and Finance is doing a good job leading the organization.	114	3.5526
18. I have taken advantage of staff development, opportunities offered.	111	3.5495
12. The university engages in continuous study, analysis, and appraisal of its purposes, policies, procedures, and programs.	112	3.5268
57. The Vice President and Dean of Faculties is doing a good job leading the organization.	109	3.5229
62. The Vice President and Dean of Students treats people with dignity/respect.	106	3.5189
49. The university President keeps people well informed.	121	3.5124
31. My office space meets my needs.	104	3.5096

**Questions Ranked in Decending Order by Mean**

	N	Mean
56. The Vice President and Dean of Faculties keeps people well informed.	113	3.4956
44. The values espoused by the university are highly visible within the University community.	114	3.4737
59. Employees have confidence in the Vice President and Dean of Faculties.	110	3.4727
36. Support Services are adequately comprehensive to address and respond to the diverse needs of students.	113	3.4690
73. Employees have confidence in the Vice President of Business and Finance.	115	3.4609
39. Student Affairs programs contribute to student learning.	107	3.4579
20. I know and understand the criteria against which my performance is evaluated.	125	3.4560
21. My annual evaluation contains appropriate suggestions for improvement.	120	3.4417
38. Student Affairs programs contribute to the health and wellness of students.	107	3.4299
37. Student Affairs programs contribute to the personal development of students.	108	3.4167
66. I have the confidence in the university Vice President and Dean of Students' fairness/honesty.	107	3.4112
61. The Vice President and Dean of Students is trying to improve the organization.	106	3.4057
34. The current security measures are adequate for my area.	122	3.4016
75. The Vice President of University Advancement is trying to improve the organization.	98	3.3878
9. Staff have access to appropriate software.	109	3.3853
29. The physical environment contributes to an atmosphere for effective work.	123	3.3740
74. The Vice President of University Advancement cares about employees' well being.	102	3.3725
11. Georgia College & State University has a comprehensive approach to evaluation of activities and plans for improvement of its program(s).	108	3.3704
76. The Vice President of University Advancement treats people with dignity/respect.	99	3.3434
63. The Vice President and Dean of Students keeps people well informed.	106	3.3396
45. I feel the university is living up to expectations espoused in the University mission.	114	3.3333
60. The Vice President and Dean of Students cares about employees' well being.	106	3.3302
43. The university embodies a sense of a shared community.	119	3.3025
70. The Vice President of Business and Finance keeps people well informed.	116	3.3017
40. Registered student organizations on campus reflect the interests and needs of the student body.	111	3.2883

**Questions Ranked in Decending Order by Mean**

	N	Mean
79. I have confidence in the university Vice President of University Advancement's fairness/honesty.	101	3.2871
27. Lines of communication are effective.	124	3.2823
64. The Vice President and Dean of Students is doing a good job of leading the organization.	107	3.2710
80. Employees have confidence in the Vice President of University Advancement.	99	3.2626
24. My ideas/concerns are given appropriate attention.	124	3.2339
78. The Vice President of University Advancement is doing a good job leading the organization.	101	3.2178
13. The university has adequate procedures for planning.	110	3.2091
30. Supplies and equipment are adequate to perform my duties.	125	3.2080
65. Employees have confidence in the Vice President and Dean of Students.	108	3.1944
77. The Vice President of University Advancement keeps people well informed.	100	3.1800
17. My job description describes the terms and conditions of employment, along with my salary for such employment.	122	3.0984
19. I have adequate secretarial or clerical help.	101	3.0000
15. The university has adequate procedures for evaluation.	122	2.9344
28. The physical resources in my area are adequate and appropriate to fulfill the statement of purpose of the institution.	122	2.9180
16. The institution encourages participation in decision making, policy making, etc.	119	2.7731
22. My salary and benefits are satisfactory for my responsibilities.	122	2.3689
14. I have adequate input into planning and budgeting.	110	2.3091
23. My salary and benefits are competitive with comparable jobs at other institutions or other companies.	122	2.2869
Valid N (listwise)	39	