



	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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Average All Statements (1-67)

Your Overall (134) 4.01	39.3%	35.6%	15.7%	5.4%	4.1%
Faculty (42) 3.91	35.5%	37.2%	16.2%	5.6%	5.6%
Adjunct Faculty (12) 4.23	52.7%	29.6%	9.8%	3.8%	4.1%

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

Your Overall (133) 4.36	52.6%	34.6%	10.5%	0.8%	1.5%
Faculty (42) 4.4	54.8%	35.7%	7.1%	0%	2.4%
Adjunct Faculty (12) 4.42	58.3%	33.3%	0%	8.3%	0%

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

Your Overall (134) 4.36	55.2%	32.8%	6.7%	3%	2.2%
Faculty (42) 4.52	61.9%	33.3%	2.4%	0%	2.4%
Adjunct Faculty (12) 4.58	66.7%	25%	8.3%	0%	0%

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

Your Overall (134) 4.22	50%	31.3%	12.7%	3%	3%
Faculty (42) 4.17	47.6%	31%	16.7%	0%	4.8%
Adjunct Faculty (12) 4.42	66.7%	8.3%	25%	0%	0%

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

Your Overall (134) 3.9	37.3%	32.1%	17.2%	10.4%	3%
Faculty (42) 3.98	35.7%	33.3%	23.8%	7.1%	0%
Adjunct Faculty (12) 4.42	66.7%	25%	0%	0%	8.3%



	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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5. I understand how my job contributes to this institution's mission.

Your Overall (134) 4.54	61.9%	31.3%	6%	0%	0.7%
Faculty (42) 4.52	61.9%	33.3%	2.4%	0%	2.4%
Adjunct Faculty (12) 4.67	75%	16.7%	8.3%	0%	0%

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

Your Overall (130) 3.98	38.5%	34.6%	18.5%	3.1%	5.4%
Faculty (41) 4.07	43.9%	31.7%	17.1%	2.4%	4.9%
Adjunct Faculty (10) 4	40%	40%	10%	0%	10%

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

Your Overall (130) 4.12	43.8%	33.8%	15.4%	4.6%	2.3%
Faculty (41) 3.9	36.6%	34.1%	17.1%	7.3%	4.9%
Adjunct Faculty (10) 4.2	40%	40%	20%	0%	0%

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

Your Overall (127) 4.06	37.8%	40.9%	14.2%	3.9%	3.1%
Faculty (39) 3.85	30.8%	38.5%	20.5%	5.1%	5.1%
Adjunct Faculty (9) 4.33	55.6%	22.2%	22.2%	0%	0%

9. I am regularly recognized for my contributions.

Your Overall (128) 3.9	33.6%	35.2%	21.1%	7.8%	2.3%
Faculty (40) 3.8	32.5%	35%	17.5%	10%	5%
Adjunct Faculty (9) 3.89	33.3%	33.3%	22.2%	11.1%	0%



	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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10. I understand the necessary requirements to advance my career.

Your Overall (126) 3.79	30.2%	38.1%	17.5%	9.5%	4.8%
Faculty (40) 3.73	27.5%	40%	15%	12.5%	5%
Adjunct Faculty (7) 4	42.9%	42.9%	0%	0%	14.3%

11. I am paid fairly for my work.

Your Overall (131) 3.46	19.8%	38.2%	19.1%	13.7%	9.2%
Faculty (41) 3.59	24.4%	39%	17.1%	9.8%	9.8%
Adjunct Faculty (11) 3.73	27.3%	27.3%	36.4%	9.1%	0%

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

Your Overall (131) 4.25	48.9%	36.6%	8.4%	3.1%	3.1%
Faculty (41) 4.15	43.9%	39%	9.8%	2.4%	4.9%
Adjunct Faculty (11) 4.36	63.6%	27.3%	0%	0%	9.1%

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

Your Overall (127) 4.09	44.9%	30.7%	17.3%	3.1%	3.9%
Faculty (39) 3.9	41%	23.1%	25.6%	5.1%	5.1%
Adjunct Faculty (10) 4.3	40%	50%	10%	0%	0%

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

Your Overall (129) 3.94	38%	34.9%	16.3%	4.7%	6.2%
Faculty (41) 3.88	34.1%	39%	14.6%	4.9%	7.3%
Adjunct Faculty (9) 4.11	44.4%	44.4%	0%	0%	11.1%



	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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15. My supervisor/department chair shows genuine interest in my well-being.

Your Overall (130) 4.39	59.2%	28.5%	7.7%	1.5%	3.1%
Faculty (41) 4.29	53.7%	31.7%	9.8%	0%	4.9%
Adjunct Faculty (10) 4.3	70%		10%	10%	0%

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

Your Overall (105) 3.65	30.5%	31.4%	20%	8.6%	9.5%
Faculty (40) 3.6	32.5%	30%	15%	10%	12.5%
Adjunct Faculty (7) 3.86	42.9%	14.3%	28.6%	14.3%	0%

17. Our review process accurately measures my job performance.

Your Overall (113) 3.58	22.1%	41.6%	16.8%	10.6%	8.8%
Faculty (40) 3.5	22.5%	37.5%	17.5%	12.5%	10%
Adjunct Faculty (7) 4	42.9%	42.9%	0%	0%	14.3%

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

Your Overall (108) 3.88	28.7%	41.7%	22.2%	3.7%	3.7%
Faculty (38) 3.66	26.3%	31.6%	31.6%	2.6%	7.9%
Adjunct Faculty (7) 4.57	57.1%	42.9%	0%	0%	0%

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

Your Overall (128) 4.23	49.2%	32%	14.1%	1.6%	3.1%
Faculty (40) 4.2	47.5%	35%	12.5%	0%	5%
Adjunct Faculty (9) 4.22	55.6%	22.2%	11.1%	11.1%	0%



	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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20. My supervisor/department chair actively solicits my suggestions and ideas.

Your Overall (127) 4.16	47.2%	33.1%	11.8%	3.9%	3.9%
Faculty (40) 3.93	40%	30%	17.5%	7.5%	5%
Adjunct Faculty (9) 4.11	44.4%	33.3%	11.1%	11.1%	0%

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

Your Overall (128) 4.1	40.6%	39.8%	11.7%	4.7%	3.1%
Faculty (40) 3.95	40%	35%	10%	10%	5%
Adjunct Faculty (10) 4.3	40%	50%	10%	0%	0%

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

Your Overall (127) 3.69	27.6%	34.6%	23.6%	7.1%	7.1%
Faculty (40) 3.4	22.5%	25%	32.5%	10%	10%
Adjunct Faculty (9) 3.67	33.3%	22.2%	22.2%	22.2%	0%

23. People in my department work well together.

Your Overall (127) 4.35	54.3%	33.1%	8.7%	1.6%	2.4%
Faculty (40) 4.43	57.5%	35%	2.5%	2.5%	2.5%
Adjunct Faculty (9) 4.44	77.8%	11.1%	0%	0%	11.1%

24. The work I do is meaningful to me.

Your Overall (131) 4.41	57.3%	31.3%	8.4%	1.5%	1.5%
Faculty (41) 4.54	63.4%	31.7%	2.4%	0%	2.4%
Adjunct Faculty (11) 4.73	72.7%	27.3%	0%	0%	0%



	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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25. Overall, my department is a good place to work.

Your Overall (130) 4.28	50%	34.6%	10.8%	2.3%	2.3%
Faculty (40) 4.23	45%	42.5%	7.5%	0%	5%
Adjunct Faculty (11) 4.36	63.6%	27.3%	0%	0%	9.1%

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

Your Overall (127) 3.67	25.2%	37%	24.4%	6.3%	7.1%
Faculty (40) 3.9	32.5%	40%	17.5%	5%	5%
Adjunct Faculty (8) 4	37.5%	37.5%	12.5%	12.5%	0%

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

Your Overall (129) 4	37.2%	37.2%	17.1%	5.4%	3.1%
Faculty (41) 3.98	36.6%	36.6%	19.5%	2.4%	4.9%
Adjunct Faculty (9) 4.22	44.4%	44.4%	0%	11.1%	0%

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

Your Overall (127) 3.9	33.1%	34.6%	23.6%	6.3%	2.4%
Faculty (40) 3.83	32.5%	32.5%	25%	5%	5%
Adjunct Faculty (10) 4.2	50%	30%	10%	10%	0%

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

Your Overall (128) 4.43	57.8%	32.8%	5.5%	2.3%	1.6%
Faculty (40) 4.4	55%	40%	0%	0%	5%
Adjunct Faculty (9) 4.56	66.7%	22.2%	11.1%	0%	0%



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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30. Our onboarding processes prepare new faculty and staff to be effective.

Your Overall (119) 3.48	25.2%	29.4%	24.4%	10.1%	10.9%
Faculty (37) 3.14	21.6%	18.9%	24.3%	21.6%	13.5%
Adjunct Faculty (9) 4	44.4%	33.3%	11.1%	0%	11.1%

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

Your Overall (96) 3.74	24%	38.5%	26%	10.4%	1%
Faculty (38) 3.55	23.7%	31.6%	23.7%	18.4%	2.6%
Adjunct Faculty (4) 4	25%	50%	25%	0%	0%

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

Your Overall (128) 3.98	37.5%	35.2%	18%	6.3%	3.1%
Faculty (41) 3.95	34.1%	41.5%	17.1%	0%	7.3%
Adjunct Faculty (10) 4.2	40%	50%	0%	10%	0%

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

Your Overall (131) 3.98	36.6%	37.4%	16.8%	6.1%	3.1%
Faculty (41) 3.78	39%	24.4%	19.5%	9.8%	7.3%
Adjunct Faculty (11) 4.27	45.5%	36.4%	18.2%	0%	0%

34. This institution's benefits meet my needs.

Your Overall (123) 3.92	32.5%	44.7%	11.4%	4.9%	6.5%
Faculty (38) 3.71	26.3%	44.7%	10.5%	10.5%	7.9%
Adjunct Faculty (7) 4	42.9%	28.6%	14.3%	14.3%	0%



	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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35. Our recognition and awards programs are meaningful to me.

Your Overall (119) 3.54	21.8%	35.3%	23.5%	13.4%	5.9%
Faculty (39) 3.54	25.6%	28.2%	25.6%	15.4%	5.1%
Adjunct Faculty (6) 3.67	50%	16.7%	0%	16.7%	16.7%

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

Your Overall (131) 4.21	44.3%	38.2%	13%	3.1%	1.5%
Faculty (41) 4.2	41.5%	46.3%	7.3%	0%	4.9%
Adjunct Faculty (11) 4.27	45.5%	45.5%	0%	9.1%	0%

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

Your Overall (128) 3.88	39.1%	27.3%	21.9%	6.3%	5.5%
Faculty (40) 3.78	35%	30%	20%	7.5%	7.5%
Adjunct Faculty (9) 4	44.4%	33.3%	11.1%	0%	11.1%

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

Your Overall (116) 4.06	39.7%	39.7%	12.1%	4.3%	4.3%
Faculty (40) 4.1	37.5%	45%	12.5%	0%	5%
Adjunct Faculty (8) 4.13	50%	37.5%	0%	0%	12.5%

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

Your Overall (128) 4.19	48.4%	32.8%	13.3%	0%	5.5%
Faculty (41) 4.15	41.5%	41.5%	12.2%	0%	4.9%
Adjunct Faculty (10) 4.2	60%	20%	10%	0%	10%



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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40. At this institution, diversity in all of its forms is valued.

Your Overall (128) 4.3	51.6%	35.2%	8.6%	1.6%	3.1%
Faculty (41) 4.29	46.3%	46.3%	2.4%	0%	4.9%
Adjunct Faculty (9) 4.56	66.7%		22.2%	11.1%	0%

41. Senior leadership communicates openly about important matters.

Your Overall (128) 3.97	35.9%	38.3%	16.4%	5.5%	3.9%
Faculty (41) 3.85	26.8%	43.9%	19.5%	7.3%	2.4%
Adjunct Faculty (9) 3.89	33.3%	44.4%	11.1%	0%	11.1%

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

Your Overall (121) 3.69	24.8%	36.4%	27.3%	5.8%	5.8%
Faculty (39) 3.51	20.5%	33.3%	30.8%	7.7%	7.7%
Adjunct Faculty (8) 4.25	37.5%	50%	12.5%	0%	0%

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

Your Overall (122) 3.75	32%	32.8%	19.7%	9.8%	5.7%
Faculty (40) 3.7	25%	45%	12.5%	10%	7.5%
Adjunct Faculty (6) 4.33	66.7%		16.7%	0%	16.7%

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

Your Overall (123) 3.95	38.2%	35%	14.6%	8.1%	4.1%
Faculty (41) 3.93	31.7%	43.9%	12.2%	9.8%	2.4%
Adjunct Faculty (8) 4	50%	25%	12.5%	0%	12.5%



	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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45. I believe what I am told by senior leadership.

Your Overall (129) 3.93	34.1%	38.8%	17.1%	6.2%	3.9%
Faculty (41) 3.88	31.7%	36.6%	24.4%	2.4%	4.9%
Adjunct Faculty (10) 4.3	50%	40%	0%	10%	0%

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

Your Overall (123) 4.16	43.1%	37.4%	13.8%	4.1%	1.6%
Faculty (40) 4.13	37.5%	47.5%	10%	0%	5%
Adjunct Faculty (7) 4.57	71.4%	14.3%	14.3%	0%	0%

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

Your Overall (129) 4.22	48.1%	34.1%	12.4%	3.1%	2.3%
Faculty (41) 3.93	39%	34.1%	14.6%	4.9%	7.3%
Adjunct Faculty (10) 4.5	50%	50%	0%	0%	0%

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

Your Overall (129) 4.07	40.3%	37.2%	14.7%	4.7%	3.1%
Faculty (41) 4.1	39%	41.5%	14.6%	0%	4.9%
Adjunct Faculty (10) 4.1	50%	30%	10%	0%	10%

49. This institution actively contributes to the community.

Your Overall (120) 4.05	35.8%	43.3%	13.3%	5%	2.5%
Faculty (41) 3.98	31.7%	46.3%	14.6%	2.4%	4.9%
Adjunct Faculty (8) 4.38	62.5%	25%	0%	12.5%	0%



	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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50. This institution places sufficient emphasis on having diverse faculty, administrators and staff.

Your Overall (122) 4.25	45.1%	41%	9.8%	1.6%	2.5%
Faculty (41) 4.15	39%	46.3%	9.8%	0%	4.9%
Adjunct Faculty (8) 4.75	75%		25%	0%	0%

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

Your Overall (129) 3.87	36.4%	32.6%	17.8%	7.8%	5.4%
Faculty (40) 3.88	30%	42.5%	17.5%	5%	5%
Adjunct Faculty (11) 4.36	63.6%		18.2%	9.1%	9.1%

52. This institution is well run.

Your Overall (127) 3.7	25.2%	38.6%	22.8%	7.9%	5.5%
Faculty (40) 3.73	22.5%	40%	30%	2.5%	5%
Adjunct Faculty (10) 3.9	40%	30%	20%	0%	10%

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

Your Overall (126) 3.74	33.3%	27.8%	23.8%	9.5%	5.6%
Faculty (39) 3.77	28.2%	35.9%	25.6%	5.1%	5.1%
Adjunct Faculty (9) 4.11	55.6%	11.1%	22.2%	11.1%	0%

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

Your Overall (125) 3.94	36%	36.8%	16%	8%	3.2%
Faculty (38) 3.87	28.9%	42.1%	21.1%	2.6%	5.3%
Adjunct Faculty (9) 4.33	55.6%	33.3%	0%	11.1%	0%



	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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55. All things considered, this is a great place to work.

Your Overall (128) 4.09	43%	32.8%	16.4%	5.5%	2.3%
Faculty (40) 4.03	32.5%	47.5%	15%	0%	5%
Adjunct Faculty (10) 4.3	70%		10%	10%	0%

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

Your Overall (129) 4.19	45.7%	38%	10.1%	1.6%	4.7%
Faculty (40) 4	40%	35%	17.5%	0%	7.5%
Adjunct Faculty (11) 4.18	45.5%	45.5%	0%	0%	9.1%

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

Your Overall (127) 3.98	34.6%	37.8%	20.5%	4.7%	2.4%
Faculty (40) 3.85	27.5%	40%	27.5%	0%	5%
Adjunct Faculty (9) 4.33	44.4%	44.4%	11.1%	0%	0%

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

Your Overall (126) 3.97	35.7%	39.7%	15.1%	4.8%	4.8%
Faculty (40) 3.8	32.5%	40%	10%	10%	7.5%
Adjunct Faculty (8) 4.38	50%	37.5%	12.5%	0%	0%

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

Your Overall (119) 3.76	28.6%	37.8%	19.3%	10.1%	4.2%
Faculty (37) 3.35	18.9%	32.4%	18.9%	24.3%	5.4%
Adjunct Faculty (7) 4.43	57.1%	28.6%	14.3%	0%	0%



	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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60. SCU embraces its stated value of Health Equity.

Your Overall (124) 4.06	37.9%	41.9%	12.1%	4.8%	3.2%
Faculty (40) 3.88	25%	52.5%	12.5%	5%	5%
Adjunct Faculty (9) 4.44	55.6%	33.3%	11.1%	0%	0%

61. SCU embraces its stated value of Inclusivity.

Your Overall (126) 4.13	41.3%	40.5%	11.9%	2.4%	4%
Faculty (40) 4.1	35%	52.5%	5%	2.5%	5%
Adjunct Faculty (9) 4.56	66.7%	22.2%	11.1%	0%	0%

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

Your Overall (126) 4.3	50.8%	37.3%	6.3%	2.4%	3.2%
Faculty (40) 4.35	52.5%	40%	2.5%	0%	5%
Adjunct Faculty (8) 4.38	75%	12.5%	0%	0%	12.5%

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

Your Overall (46) 3.7	26.1%	37%	21.7%	10.9%	4.3%
Faculty (39) 3.59	20.5%	38.5%	25.6%	10.3%	5.1%
Adjunct Faculty (7) 4.29	57.1%	28.6%	0%	14.3%	0%

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

Your Overall (48) 3.63	25%	39.6%	16.7%	10.4%	8.3%
Faculty (40) 3.53	20%	42.5%	17.5%	10%	10%
Adjunct Faculty (8) 4.13	50%	25%	12.5%	12.5%	0%



	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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65. There is appropriate recognition of innovative and high quality teaching. (Faculty Only)

Your Overall (48) 3.69	31.3%	27.1%	27.1%	8.3%	6.3%
Faculty (39) 3.64	28.2%	28.2%	28.2%	10.3%	5.1%
Adjunct Faculty (9) 3.89	44.4%	22.2%	22.2%	0%	11.1%

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

Your Overall (49) 3.61	32.7%	22.4%	24.5%	14.3%	6.1%
Faculty (40) 3.6	27.5%	27.5%	25%	17.5%	2.5%
Adjunct Faculty (9) 3.67	55.6%	0%	22.2%	0%	22.2%

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

Your Overall (47) 3.43	21.3%	31.9%	25.5%	10.6%	10.6%
Faculty (38) 3.37	18.4%	34.2%	23.7%	13.2%	10.5%
Adjunct Faculty (9) 3.67	33.3%	22.2%	33.3%	0%	11.1%