Section 1: Campus Culture and Policies

RATE IMPORTANCE (1 = "Not important at all" / 5 = "Very important") AND SATISFACTION (1 = "Not satisfied at all" / 5 = "Very satisfied")	IMPORTANCE			SATISFACTION			GAP
	Mean	Standard Deviation	Valid Respondents	Mean	Standard Deviation	Valid Respondents	
This institution promotes excellent employee-student relationships	4.69	.600	347	3.66	1.00	351	1.03
This institution treats students as its top priority	4.74	.606	347	3.53	1.08	353	1.21
This institution does a good job of meeting the needs of students	4.74	.560	347	3.49	0.98	352	1.25
The mission, purpose, and values of this institution are well understood by most employees	4.43	.678	347	3.39	1.07	352	1.04
Most employees are generally supportive of the mission, purpose, and values of this institution	4.44	.684	347	3.52	1.01	353	0.92
The goals and objectives of this institution are consistent with its mission and values	4.50	.731	347	3.52	1.07	351	0.98
This institution involves its employees in planning for the future	4.48	.739	346	2.91	1.20	351	1.57
This institution plans carefully	4.59	.650	347	3.13	1.19	351	1.46
The leadership of this institution has a clear sense of purpose	4.67	.633	347	3.30	1.30	352	1.37
This institution does a good job of meeting the needs of its faculty	4.49	.735	347	3.39	1.12	351	1.10
This institution does a good job of meeting the needs of staff	4.45	.714	344	3.23	1.13	347	1.22
This institution does a good job of meeting the needs of administrators	4.26	.860	344	3.62	1.04	347	0.64
This institution makes sufficient budgetary resources available to achieve important objectives	4.55	.655	345	3.37	1.12	350	1.18
This institution makes sufficient staff resources available to achieve important objectives	4.47	.683	342	3.22	1.12	350	1.25
There are effective lines of communication between departments	4.55	.670	320	2.86	1.08	325	1.69
Administrators share information regularly with faculty and staff	4.56	.600	317	3.16	1.13	322	1.40
There is good communication between the faculty and the administration at this institution	4.54	.623	317	3.09	1.14	319	1.45
There is good communication between staff and the administration at this institution	4.52	.619	318	3.11	1.12	319	1.41
Faculty take pride in their work	4.71	.499	318	3.69	0.98	323	1.02
Staff take pride in their work	4.66	.559	319	3.69	0.98	324	0.97
Administrators take pride in their work	4.68	.561	315	3.65	0.99	319	1.03
There is a spirit of teamwork and cooperation at this institution	4.64	.571	319	2.90	1.30	323	1.74
The reputation of this institution continues to improve	4.63	.574	320	3.37	1.17	322	1.26
This institution is well-respected in the community	4.69	.563	319	3.60	1.03	326	1.09
Efforts to improve quality are paying off at this institution	4.53	.633	319	3.34	1.13	323	1.19
Employee suggestions are used to improve our institution	4.45	.661	320	2.87	1.20	321	1.58
This institution consistently follows clear processes for selecting new employees	4.56	.640	320	2.91	1.36	324	1.65
This institution consistently follows clear processes for orienting and training new employees	4.50	.694	321	2.85	1.24	326	1.65
This institution consistently follows clear processes for recognizing employee achievements	4.32	.771	320	3.02	1.15	326	1.30
This institution has written procedures that clearly define who is responsible for each operation and service	4.48	.706	315	3.25	1.14	324	1.23

Section 2: Institutional Goals

RATE: IMPORTANCE (1 = "Not important at all / 5 = "Very important")	Mean	Standard Deviation	Valid Respondents
[A] Increase the enrollment of new students	4.51	0.73	322
[B] Retain more of its current students to graduation	4.78	0.50	323
[C] Improve the academic ability of entering student classes	4.46	0.80	320
[D] Recruit students from new geographic markets	3.70	1.10	323
[E] Increase the diversity of racial and ethnic groups represented among the student body	3.71	1.14	323
[F] Develop new academic programs	4.19	0.89	322
[G] Improve the quality of existing academic programs	4.68	0.52	321
[H] Improve the appearance of campus buildings and grounds	3.87	0.98	323
[I] Improve employee morale	4.67	0.61	322
[J] Some other goal	3.41	1.42	248

(Choose three goals that you believe should be this institution's top priorities) First priority goal:	Count	Percent
[A] Increase the enrollment of new students	56	17.4%
[B] Retain more of its current students to graduation	80	24.8%
[C] Improve the academic ability of entering student classes	17	5.3%
[D] Recruit students from new geographic markets	5	1.6%
[E] Increase the diversity of racial and ethnic groups represented among the student body	2	0.6%
[F] Develop new academic programs	25	7.8%
[G] Improve the quality of existing academic programs	64	19.9%
[H] Improve the appearance of campus buildings and grounds	4	1.2%
[I] Improve employee morale	67	20.8%
[J] Some other goal	2	0.6%
All responses	322	100.0%

(Choose three goals that you believe should be this institution's top priorities) Second priority goal:	Count	Percent
[A] Increase the enrollment of new students	60	18.6%
[B] Retain more of its current students to graduation	75	23.3%
[C] Improve the academic ability of entering student classes	31	9.6%
[D] Recruit students from new geographic markets	5	1.6%
[E] Increase the diversity of racial and ethnic groups represented among the student body	2	0.6%
[F] Develop new academic programs	35	10.9%
[G] Improve the quality of existing academic programs	76	23.6%
[H] Improve the appearance of campus buildings and grounds	6	1.9%
[I] Improve employee morale	27	8.4%
[J] Some other goal	5	1.6%
All responses	322	100.0%

(Choose three goals that you believe should be this institution's top priorities) Third priority goal:	Count	Percent
[A] Increase the enrollment of new students	42	13.1%
[B] Retain more of its current students to graduation	75	23.4%
[C] Improve the academic ability of entering student classes	32	10.0%
[D] Recruit students from new geographic markets	8	2.5%
[E] Increase the diversity of racial and ethnic groups represented among the student body	7	2.2%
[F] Develop new academic programs	35	10.9%
[G] Improve the quality of existing academic programs	54	16.8%
[H] Improve the appearance of campus buildings and grounds	14	4.4%
[I] Improve employee morale	46	14.3%
[J] Some other goal	8	2.5%
All responses	321	100.0%

TOTAL "VOTES" FOR EACH GOAL	First Priority	Second Priority	Third Priority	TOTAL	TOTAL PERCENT
[A] Increase the enrollment of new students	56	60	42	158	16.4%
[B] Retain more of its current students to graduation	80	75	75	230	23.8%
[C] Improve the academic ability of entering student classes	17	31	32	80	8.3%
[D] Recruit students from new geographic markets	5	5	8	18	1.9%
[E] Increase the diversity of racial and ethnic groups represented among the student body	2	2	7	11	1.1%
[F] Develop new academic programs	25	35	35	95	9.8%
[G] Improve the quality of existing academic programs	64	76	54	194	20.1%
[H] Improve the appearance of campus buildings and grounds	4	6	14	24	2.5%
[I] Improve employee morale	67	27	46	140	14.5%
[J] Some other goal	2	5	8	15	1.6%
All responses	322	322	321	965	100.0%

Section 3: Involvement in planning and decision-making

RATE: INVOLVEMENT (1 = "Not enough involvement" / 3 = "Just the right involvement" / 5 = "Too much involvement")	Mean	Standard Deviation	Valid Respondents
How involved are: Faculty	2.87	1.15	318
How involved are: Staff	2.39	0.98	313
How involved are: Deans or directors of administrative units	3.30	0.97	313
How involved are: Deans or chairs of academic units	3.24	0.93	316
How involved are: Senior administrators	3.85	0.89	311
How involved are: Students	2.25	0.89	314
How involved are: Trustees	3.04	0.94	306
How involved are: Alumni	2.46	0.96	307

Section 4: Work environment

RATE IMPORTANCE (1 = "Not important at all" / 5 = "Very important") AND SATISFACTION (1 = "Not satisfied at all" / 5 = "Very satisfied")	IMPORTANCE			SATISFACTION			GAP
	Mean	Standard Deviation	Valid Respondents	Mean	Standard Deviation	Valid Respondents	
It is easy for me to get information at this institution	4.59	0.58	313	3.31	1.18	316	1.28
I learn about important campus events in a timely manner	4.25	0.80	312	3.58	1.09	314	0.67
I am empowered to resolve problems quickly	4.55	0.58	312	3.37	1.16	314	1.18
I am comfortable answering student questions about institutional policies and procedures	4.35	0.77	310	3.66	0.99	312	0.69
I have the information I need to do my job well	4.71	0.50	311	3.76	1.05	317	0.95
My job responsibilities are communicated clearly to me	4.68	0.51	312	3.84	1.15	317	0.84
My supervisor pays attention to what I have to say	4.68	0.53	312	4.09	1.12	315	0.59
My supervisor helps me improve my job performance	4.58	0.61	309	3.94	1.17	316	0.64
My department or work unit has written, up-to-date objectives	4.44	0.72	308	3.81	1.08	314	0.63
My department meets as a team to plan and coordinate work	4.54	0.69	310	3.89	1.19	315	0.65
My department has the budget needed to do its job well	4.63	0.56	309	3.19	1.25	312	1.44
My department has the staff needed to do its job well	4.68	0.53	303	3.14	1.29	312	1.54
I am paid fairly for the work I do	4.69	0.53	311	3.13	1.30	317	1.56
The employee benefits available to me are valuable	4.66	0.59	305	3.78	1.24	312	0.88
I have adequate opportunities for advancement	4.40	0.84	309	3.09	1.32	315	1.31
I have adequate opportunities for training to improve my skills	4.49	0.71	308	3.34	1.26	314	1.15
I have adequate opportunities for professional development	4.46	0.76	308	3.39	1.27	315	1.07
The type of work I do on most days is personally rewarding	4.65	0.57	306	4.25	0.84	317	0.40
The work I do is appreciated by my supervisor	4.59	0.62	309	4.04	1.05	314	0.55
The work I do is valuable to the institution	4.69	0.50	304	4.08	1.09	315	0.61
I am proud to work at this institution	4.70	0.51	308	4.14	1.07	316	0.56

Overall satisfaction

Rate your overall satisfaction with your employment here so far:	3.87	1.01	314

Section 5: Demographics

How long have you worked at this institution?	Count	Percent
Less than 1 year	20	6.3%
1 to 5 years	103	32.7%
6 to 10 years	101	32.1%
11 to 20 years	67	21.3%
More than 20 years	24	7.6%
All responses	315	100.0%

Is your position:	Count	Percent
Faculty	113	36.5%
Staff	152	49.0%
Administrator	45	14.5%
All responses	310	100.0%

Is your position:	Count	Percent
Full-time	235	75.3%
Part-time	77	24.7%
All responses	312	100.0%

Is your primary work location on the AWC main campus?	Count	Percent
No	69	22.1%
Yes	243	77.9%
All responses	312	100.0%