

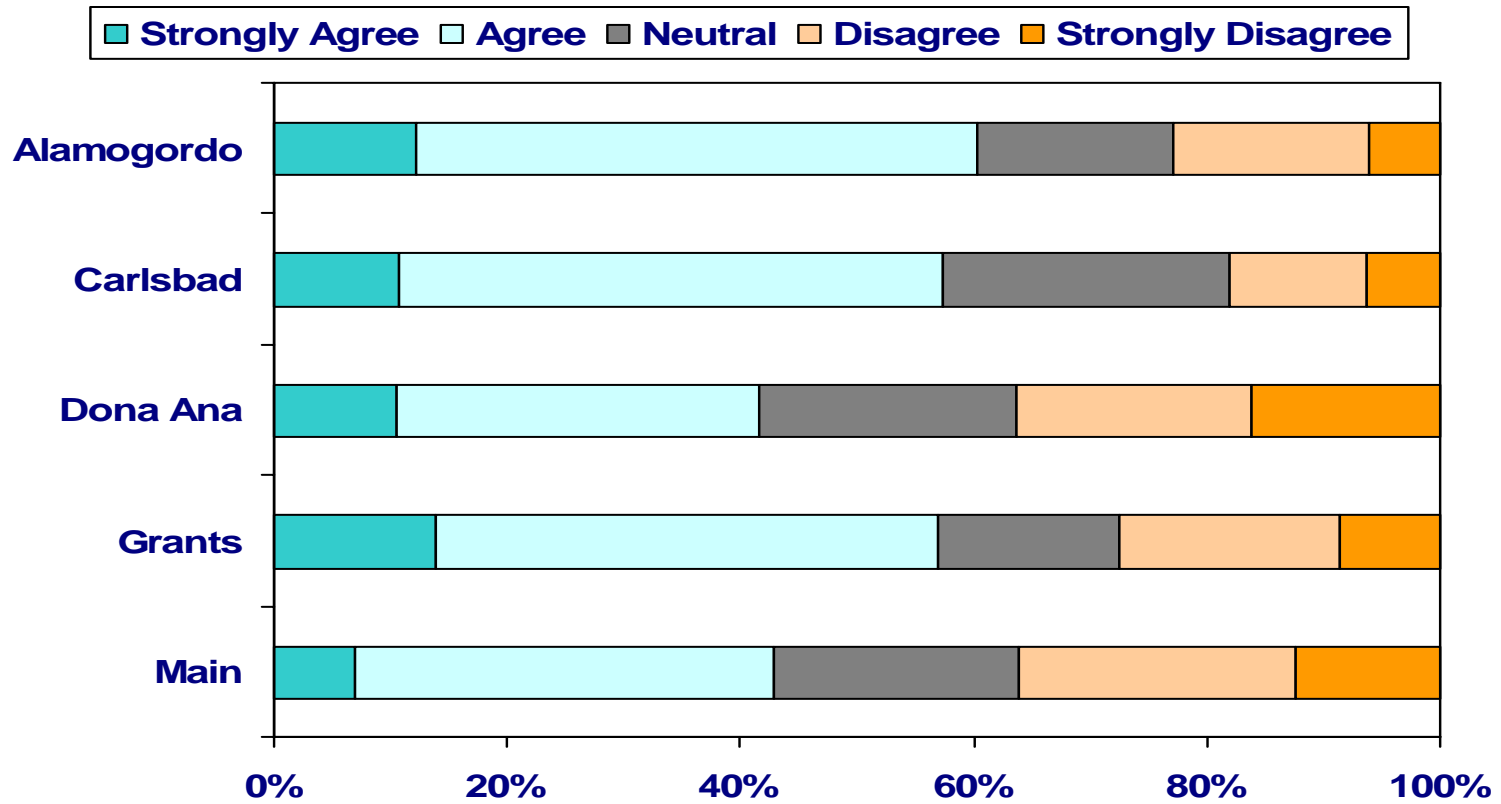
# EMPLOYEE CLIMATE SURVEY

## COMPARISONS OF RESPONSES BY CAMPUS



# COMPARISON OF RESPONSES BY CAMPUS

**Question 1:** I feel I have a voice about things that affect me.

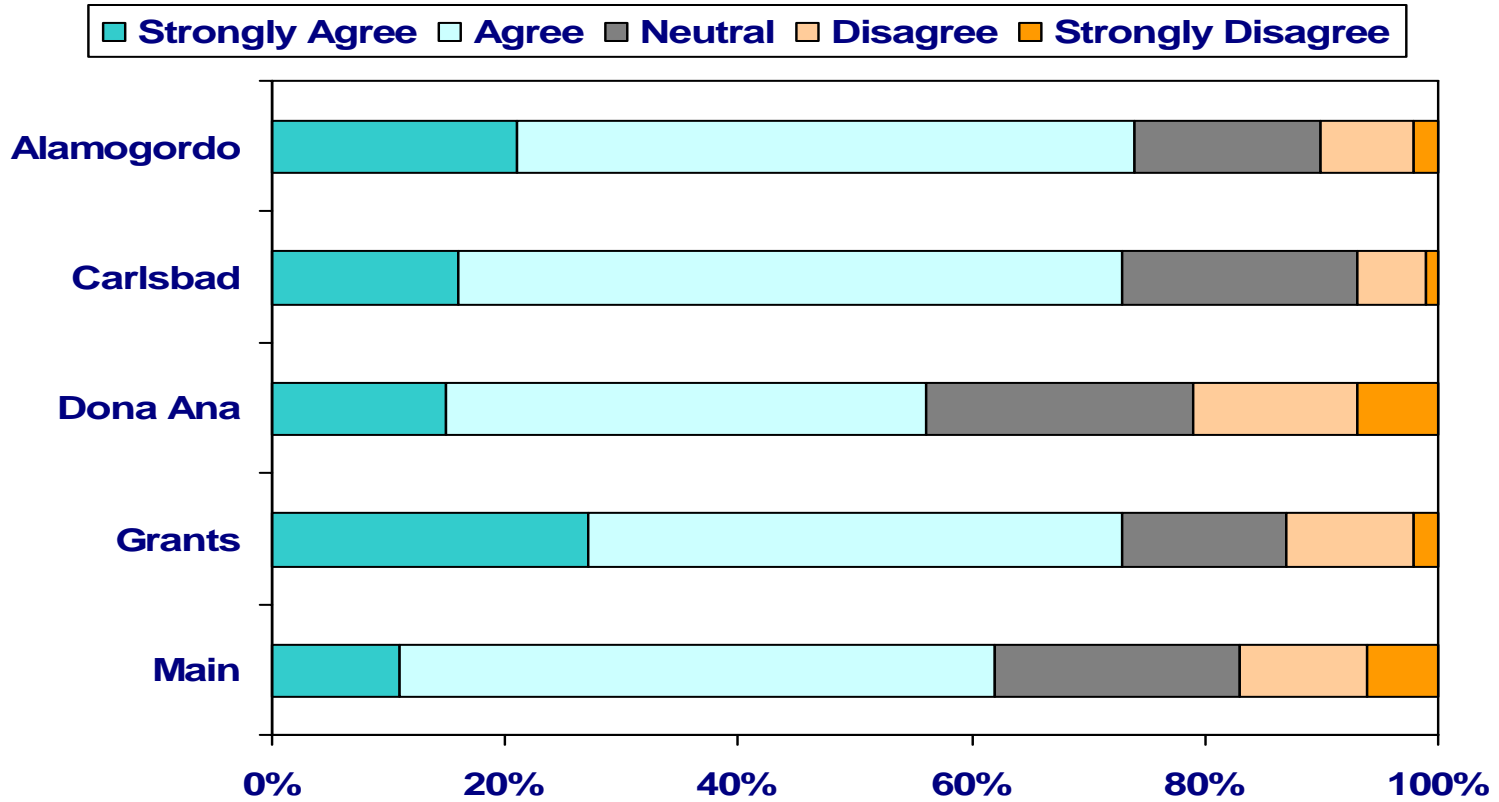


“Does Not Apply” responses excluded.

$$X^2 p = 0.0003$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 2:** I feel a sense of belonging to the community.

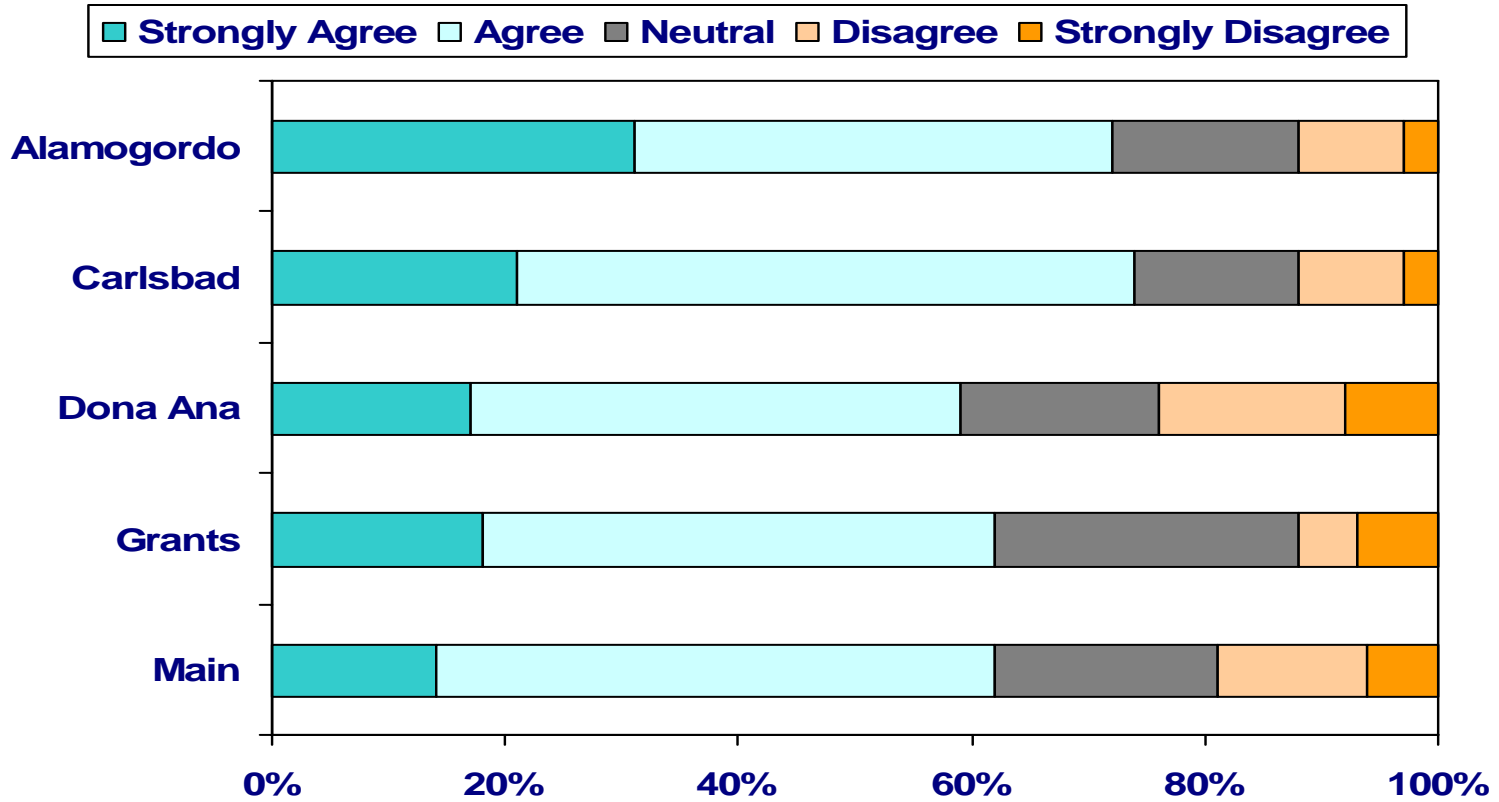


“Does Not Apply” responses excluded.

$$X^2_p = 0.0003$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 3:** I am treated fairly here.

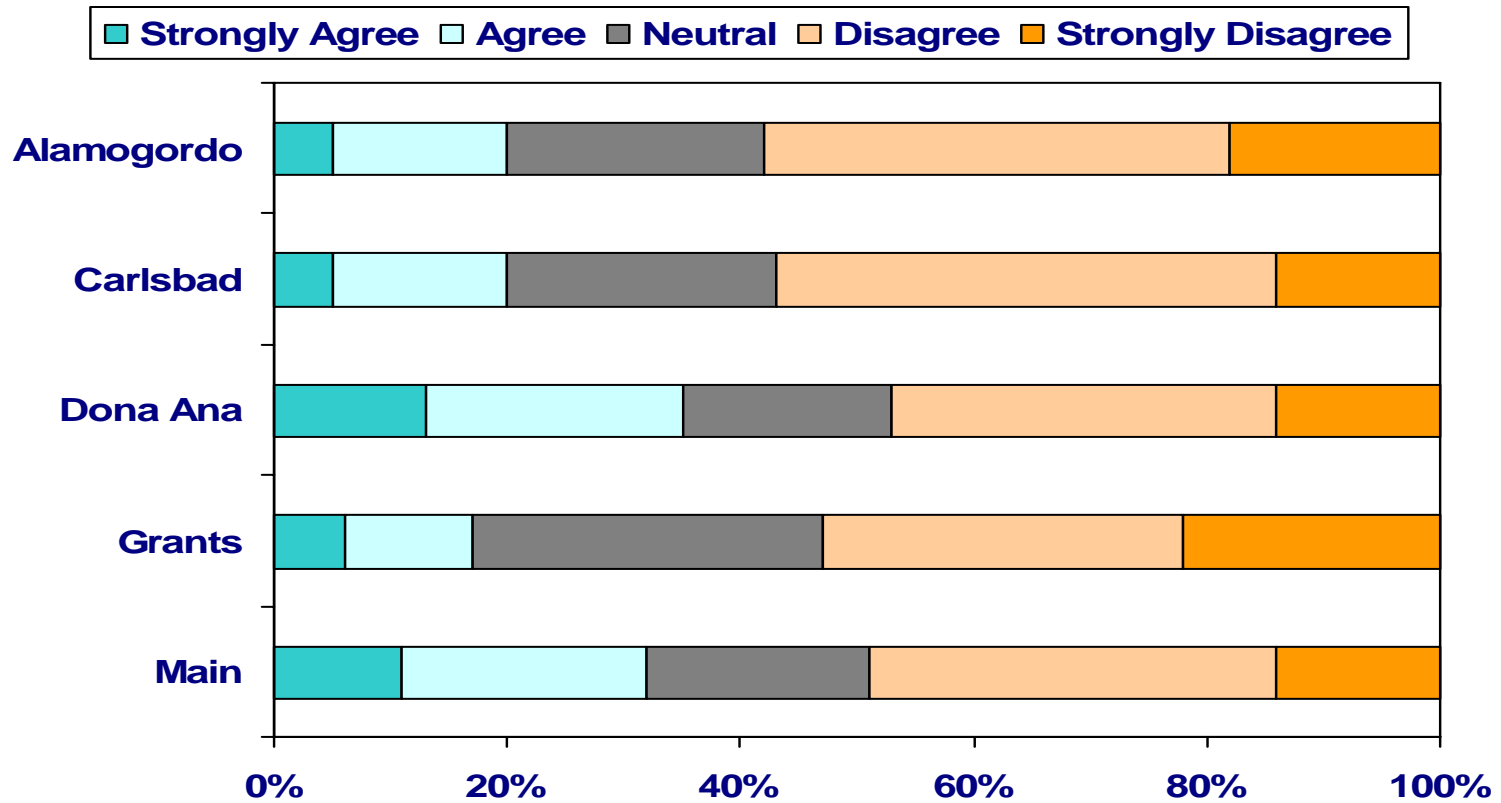


“Does Not Apply” responses excluded.

$$X^2 p = 0.0001$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 4:** I would be afraid to file a complaint or grievance.

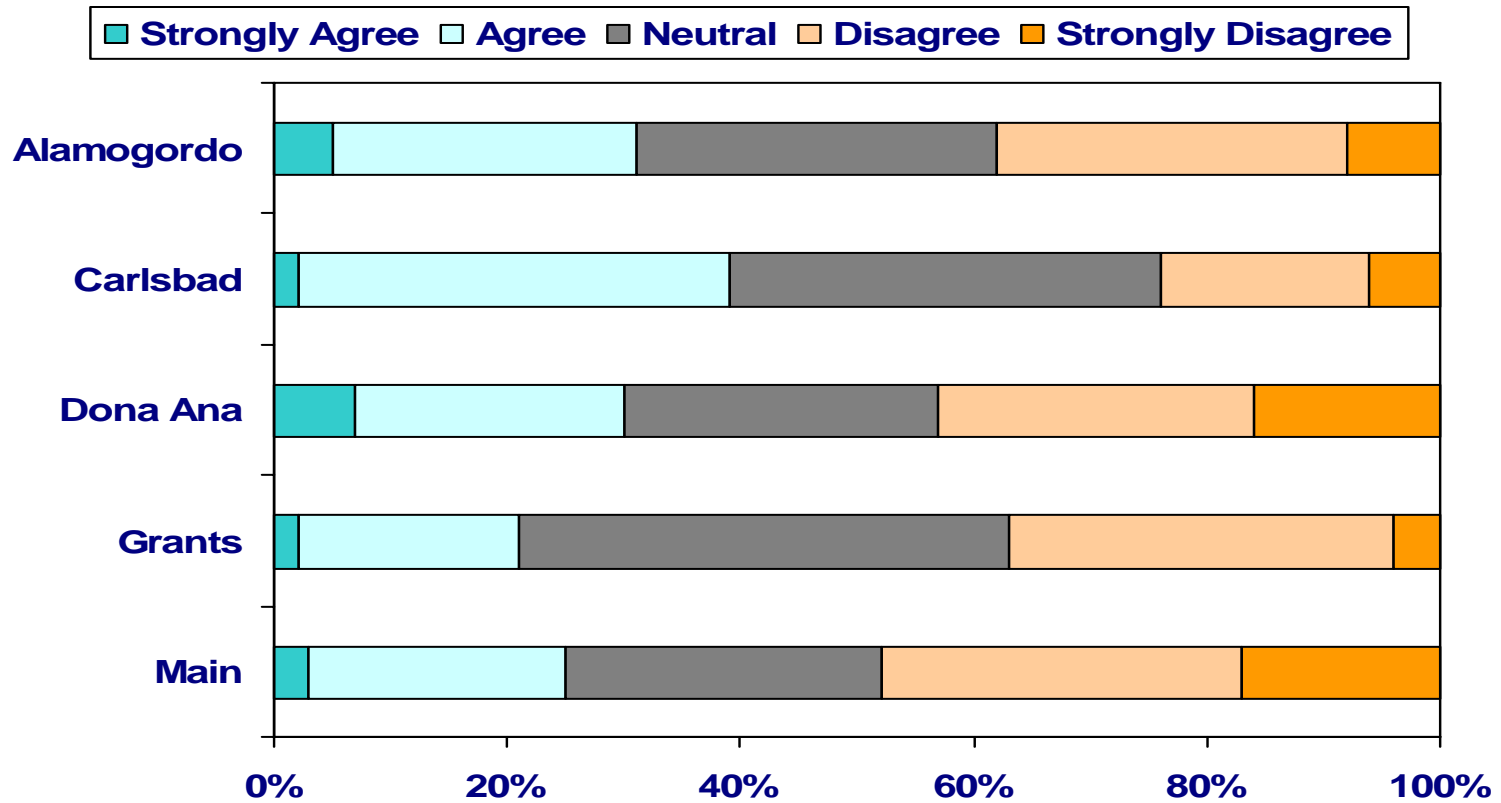


“Does Not Apply” responses excluded.

$$X^2_p = 0.0596$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 5:** Employees are rewarded for their contributions.

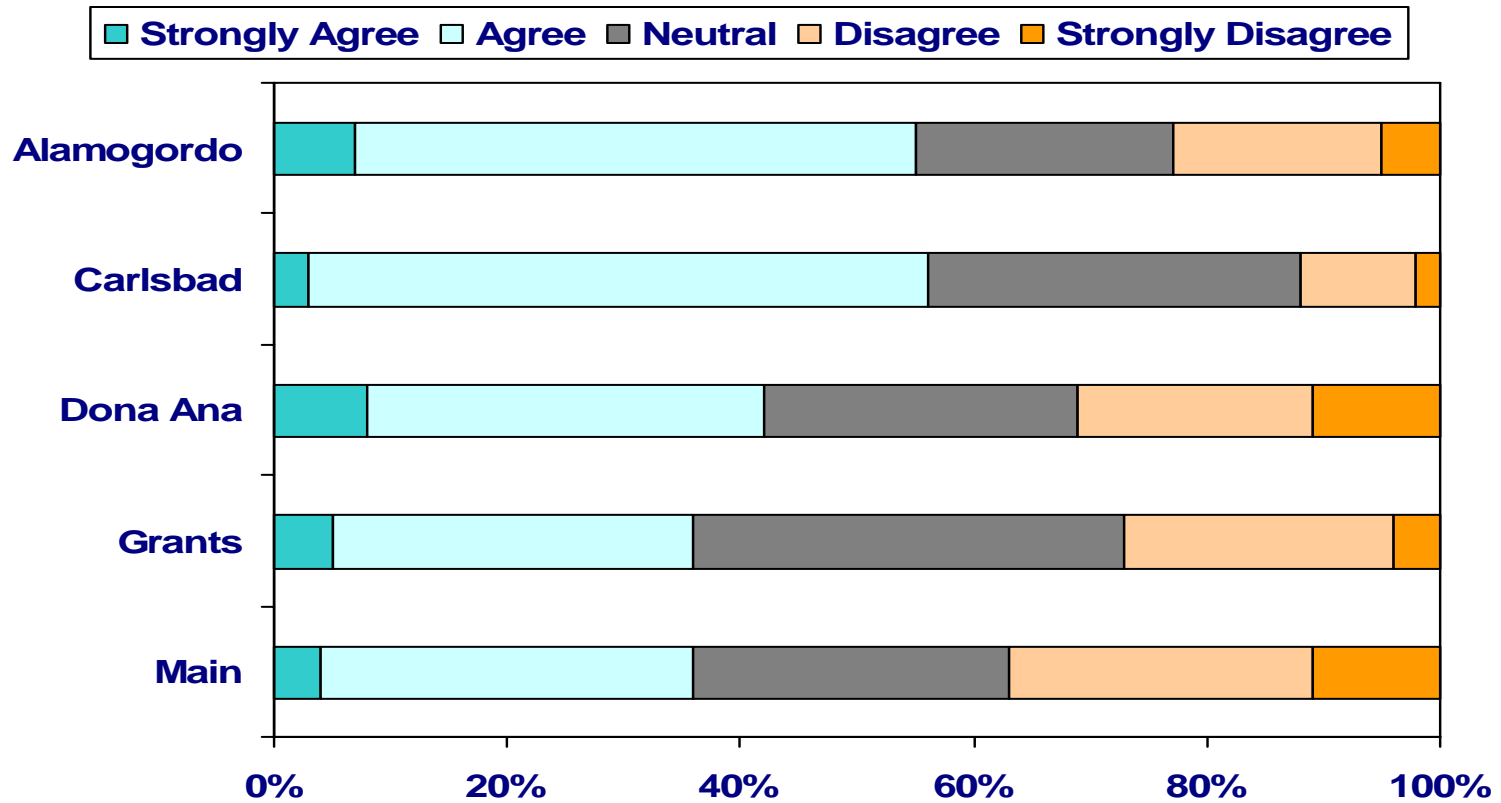


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 6:** Employees have a shared sense of mission.

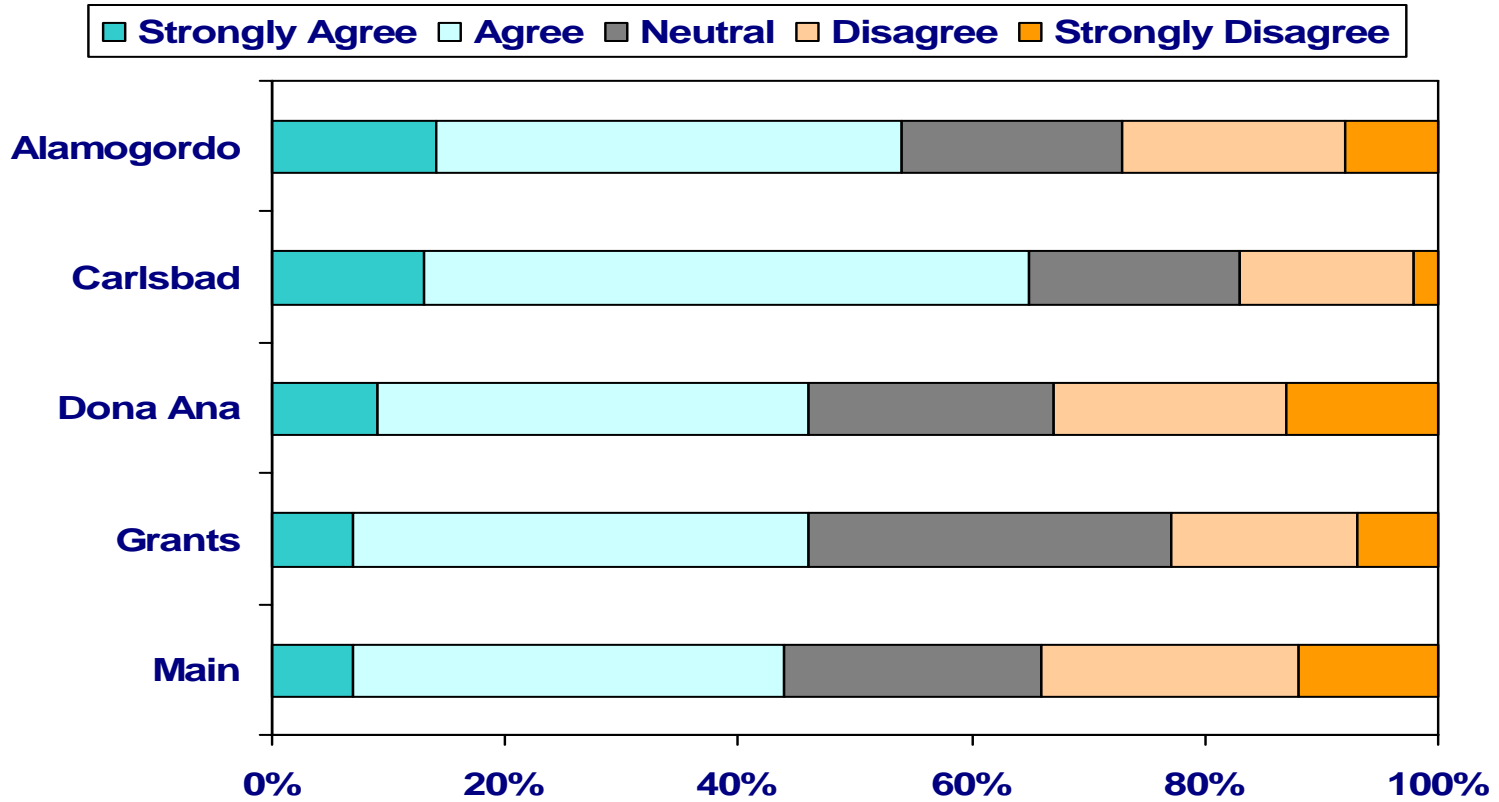


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 7:** Hard work is appreciated.

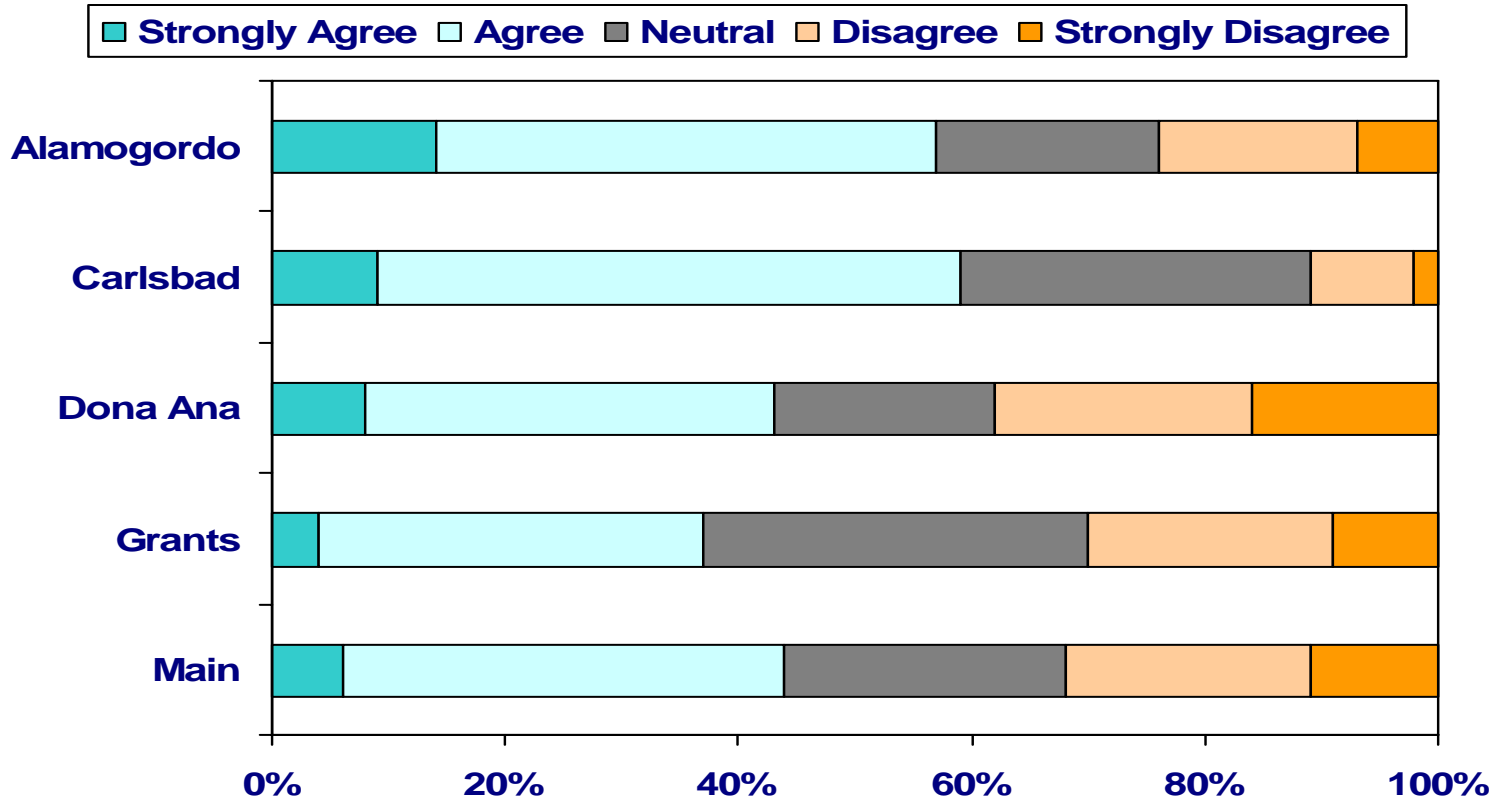


“Does Not Apply” responses excluded.

$$X^2_p = 0.0053$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 8:** There is a spirit of teamwork and cooperation.

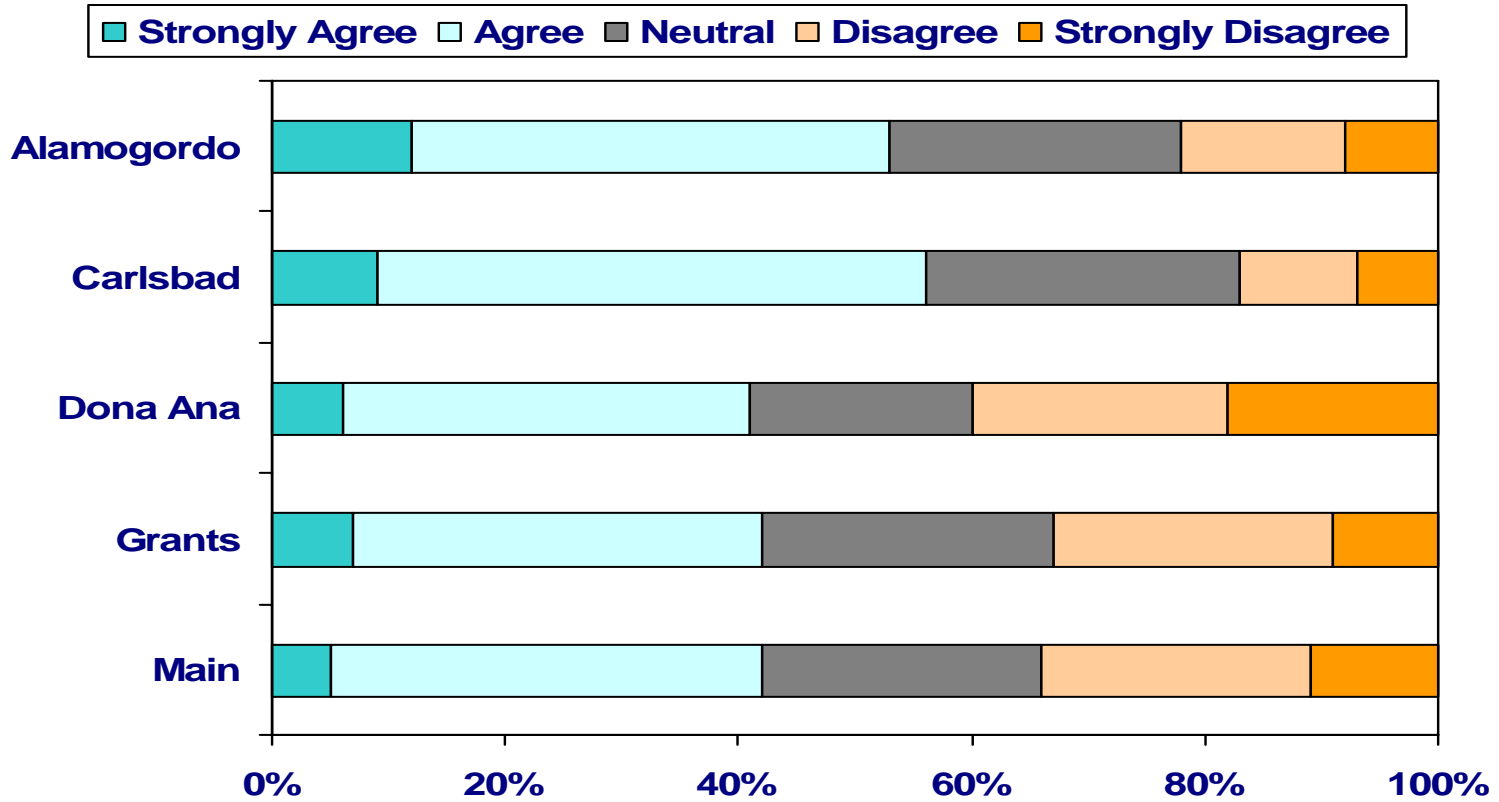


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 9:** Open and ethical communication is practiced.

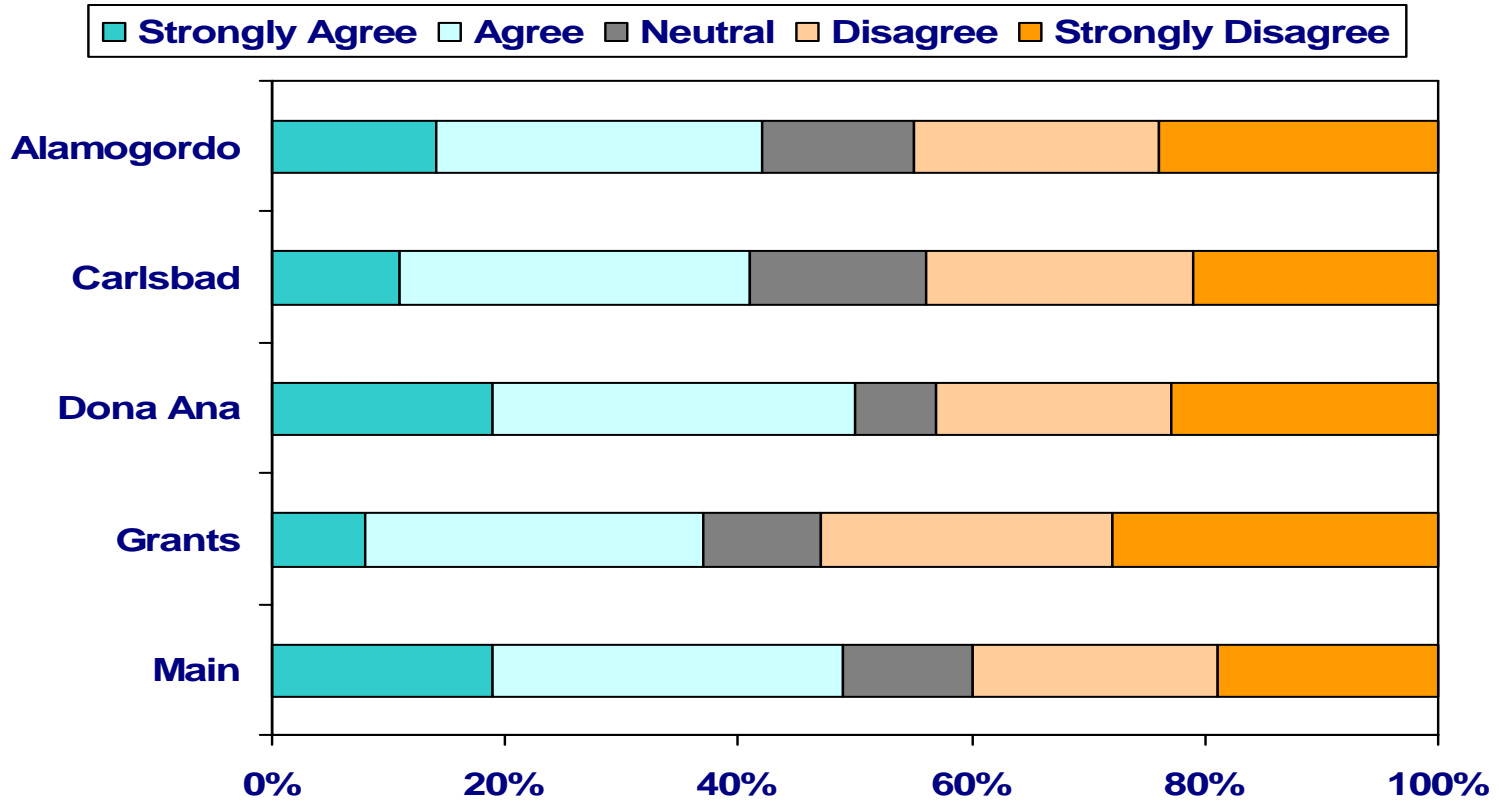


“Does Not Apply” responses excluded.

$$X^2 p = 0.0005$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 10:** I have considered leaving my job in the past year.

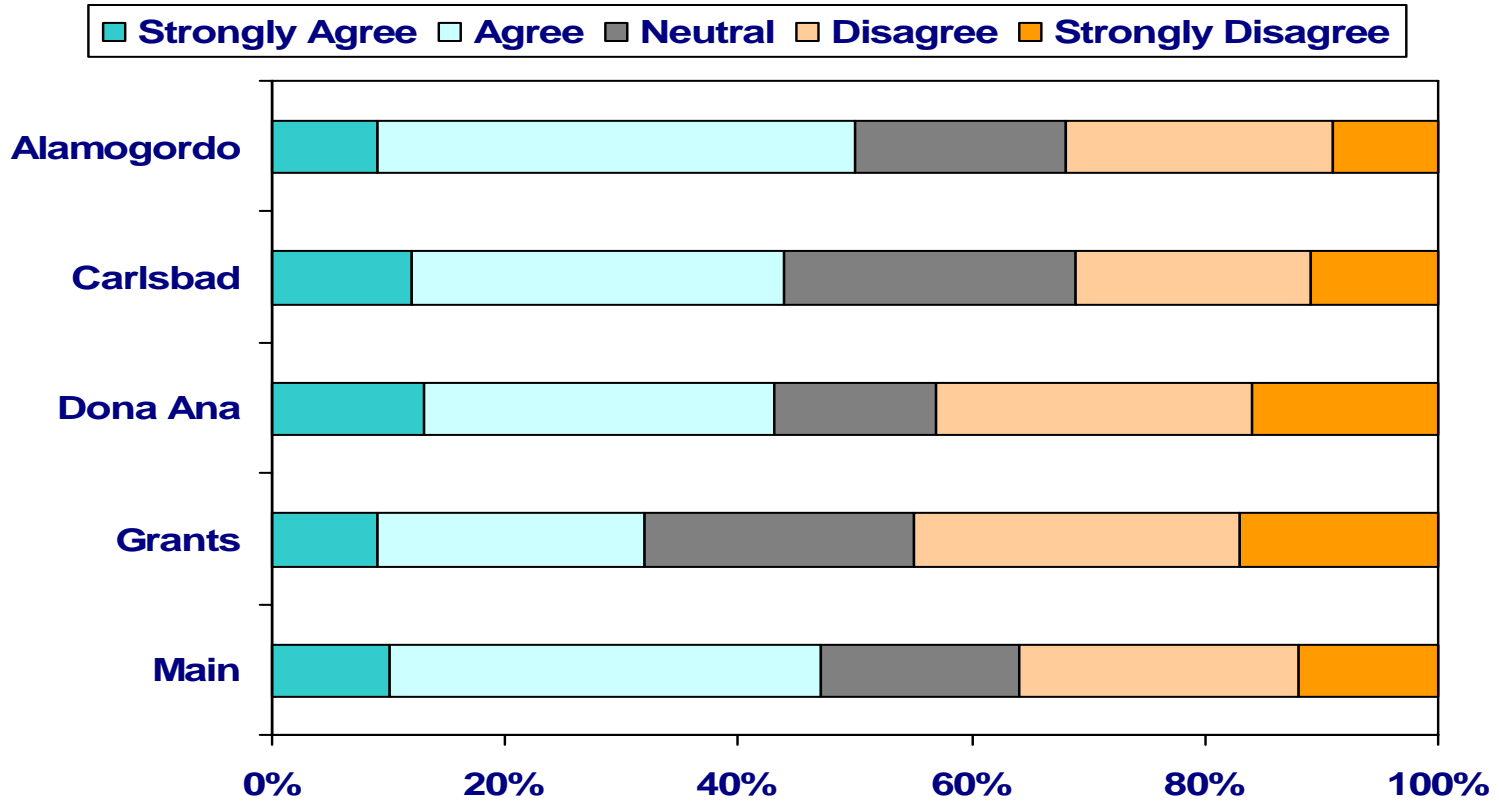


“Does Not Apply” responses excluded.

$$X^2 p = 0.3684$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 11:** In the last month, I have received recognition/praise for doing good work.

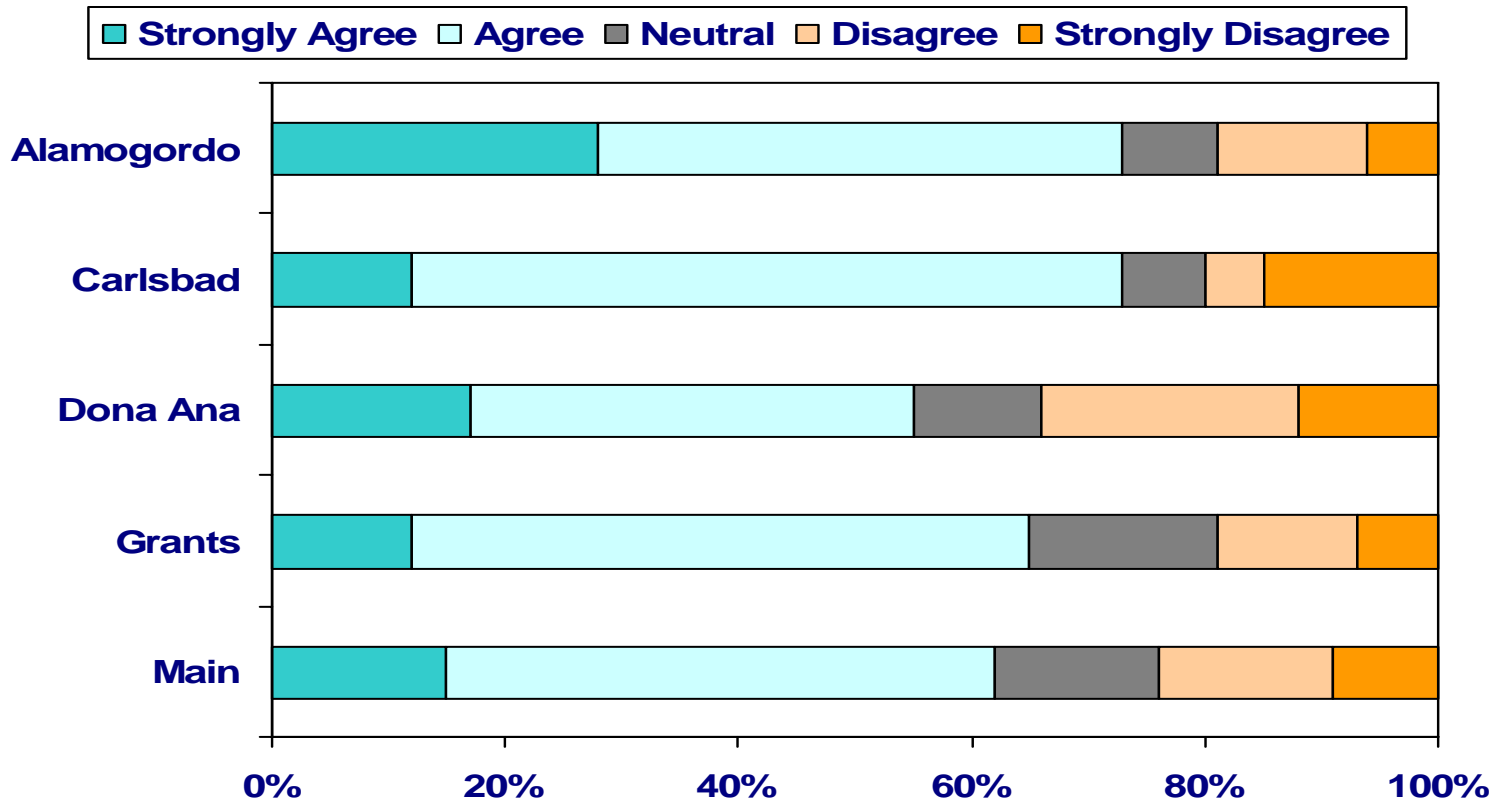


“Does Not Apply” responses excluded.

$$X^2_p = 0.0920$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 12:** My immediate supervisor keeps me up-to-date on work place issues.

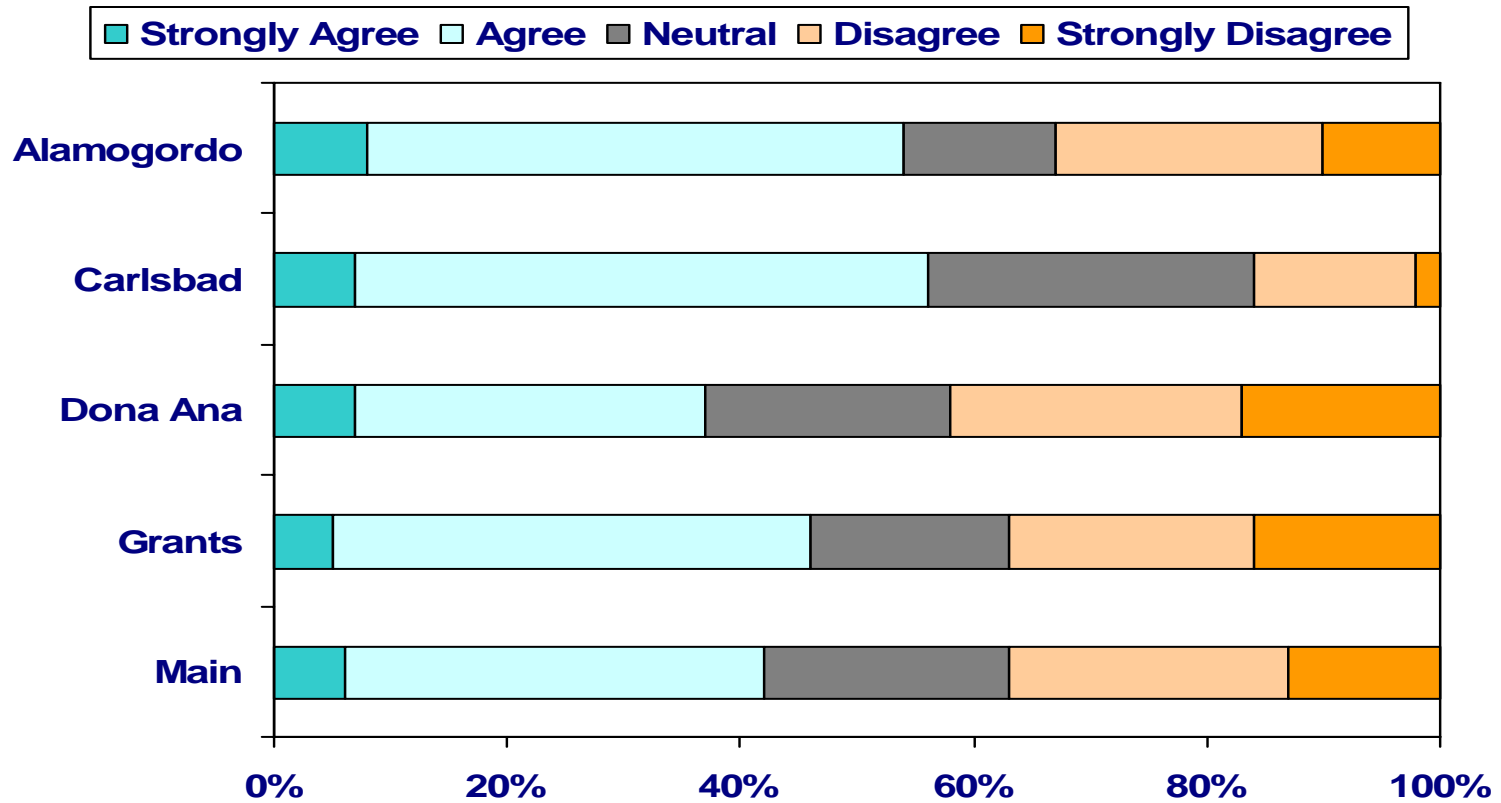


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 13:** Administrators share information regularly with employees.

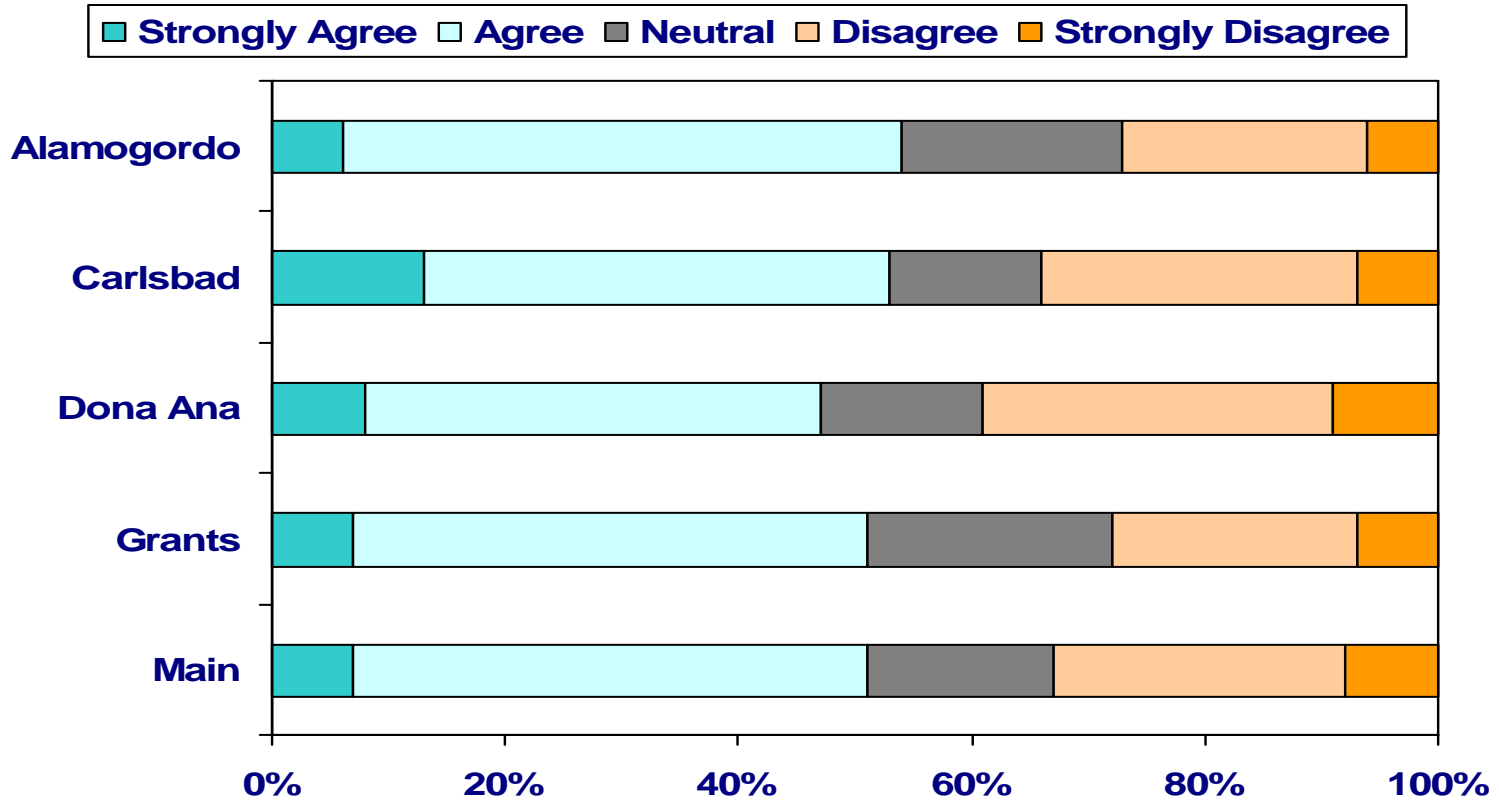


“Does Not Apply” responses excluded.

$$X^2 p = 0.0031$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 14:** I am aware of procedures for making a formal complaint/ grievance.

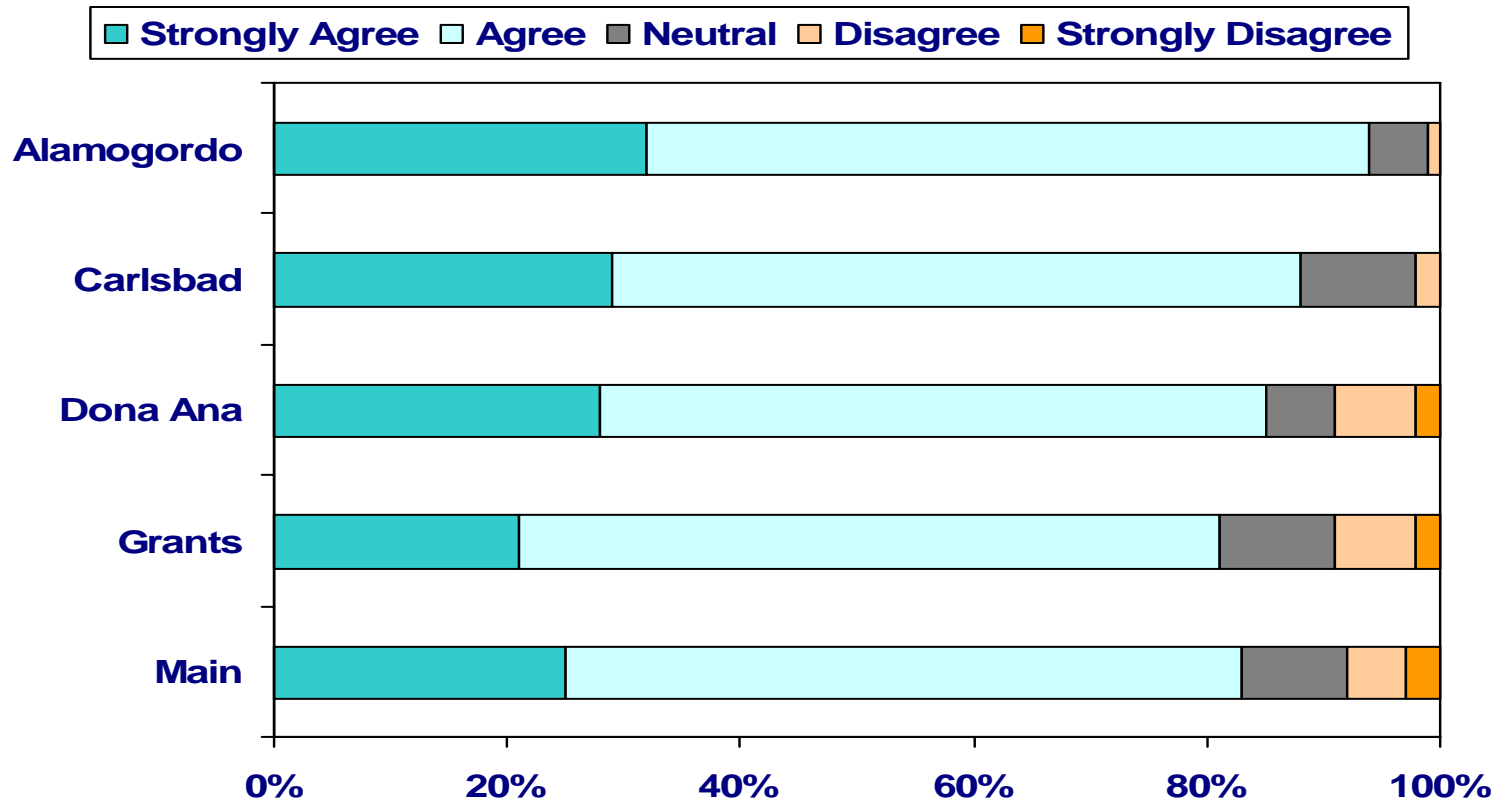


“Does Not Apply” responses excluded.

$$X^2_p = 0.6056$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 15:** I know what is expected of me at work.

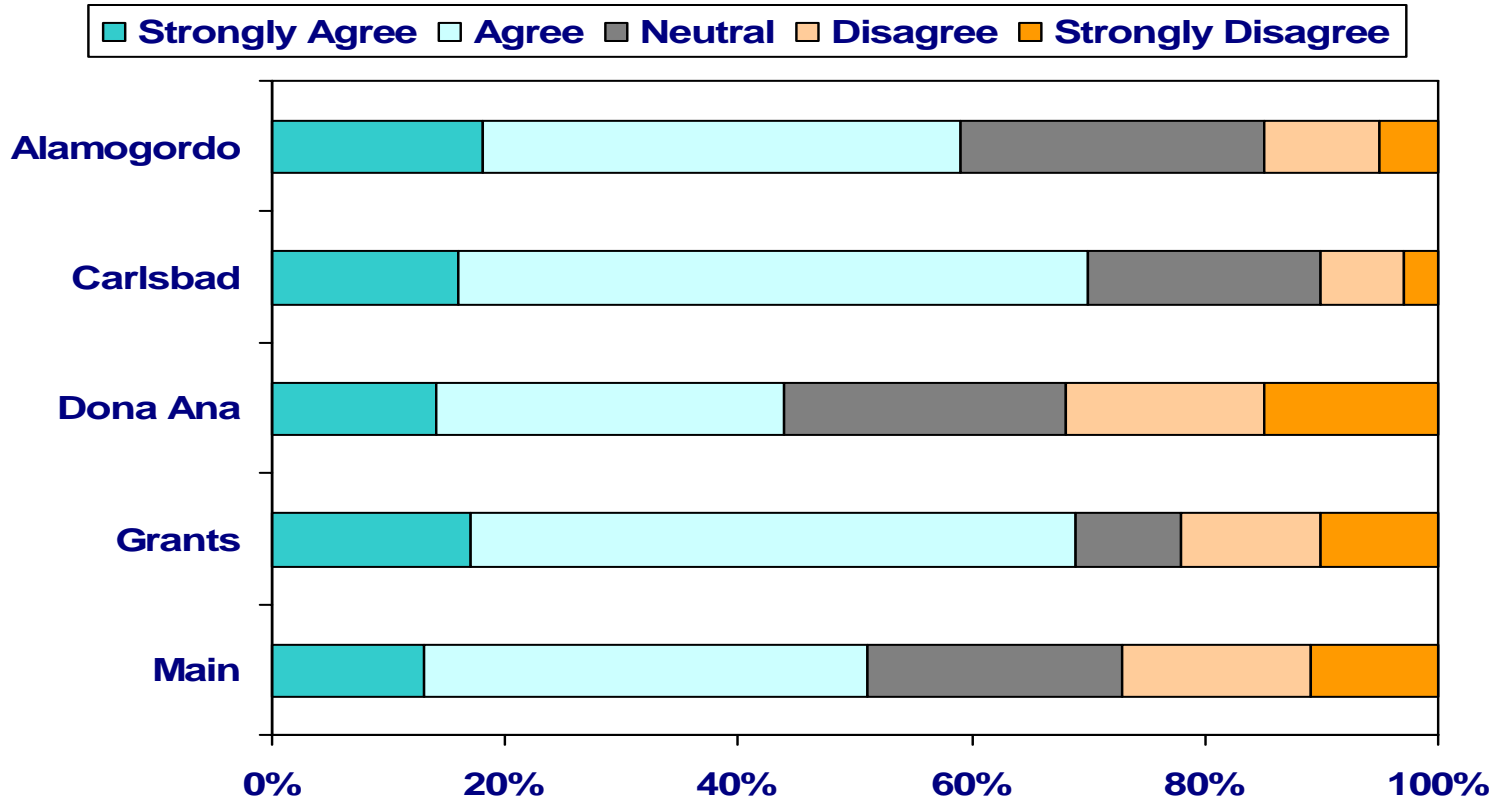


“Does Not Apply” responses excluded.

$$X^2_p = 0.2625$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 16:** Upper level administrators make themselves accessible to me.

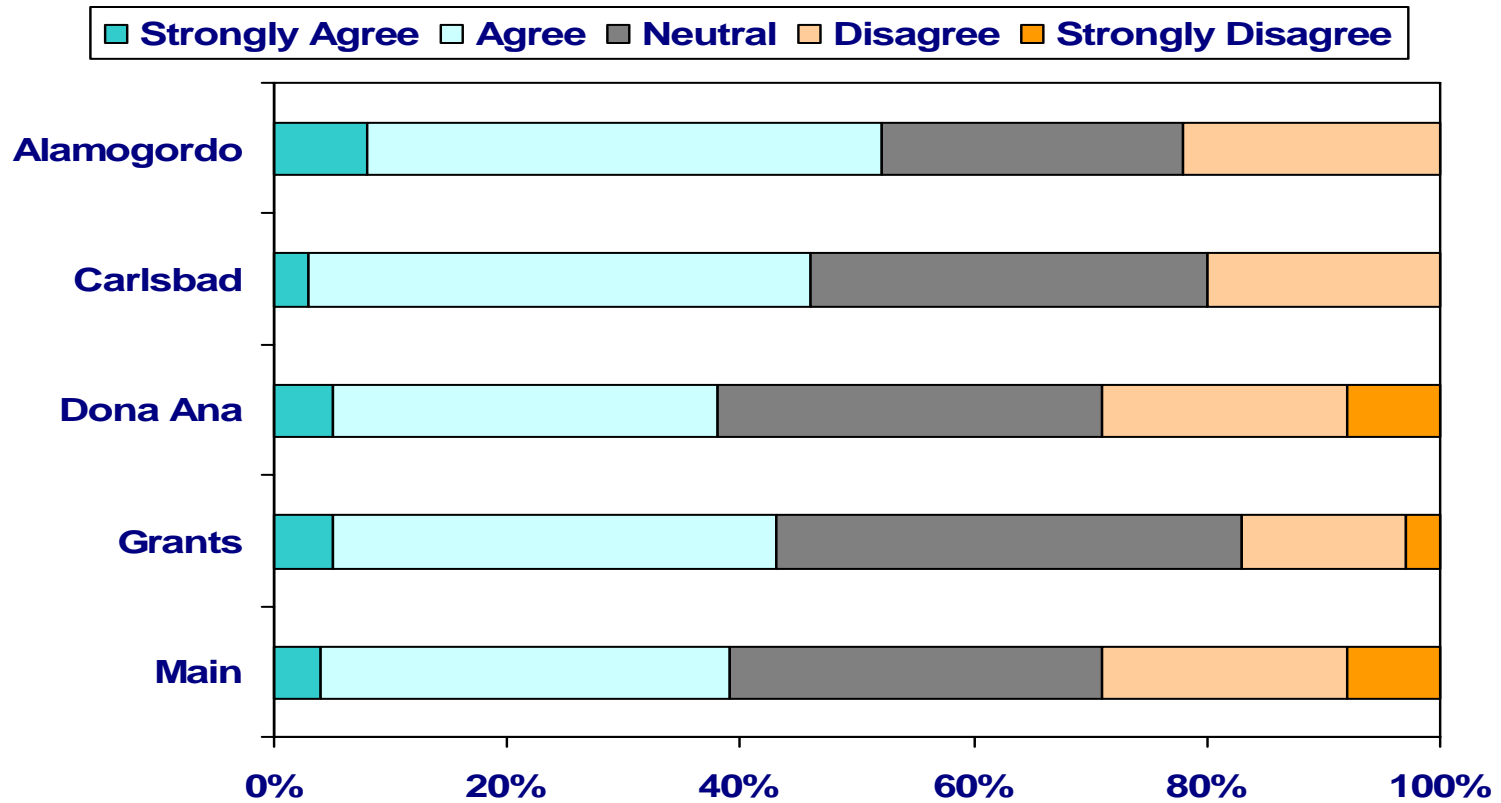


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0003$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 17:** Decisions are made at the appropriate level.

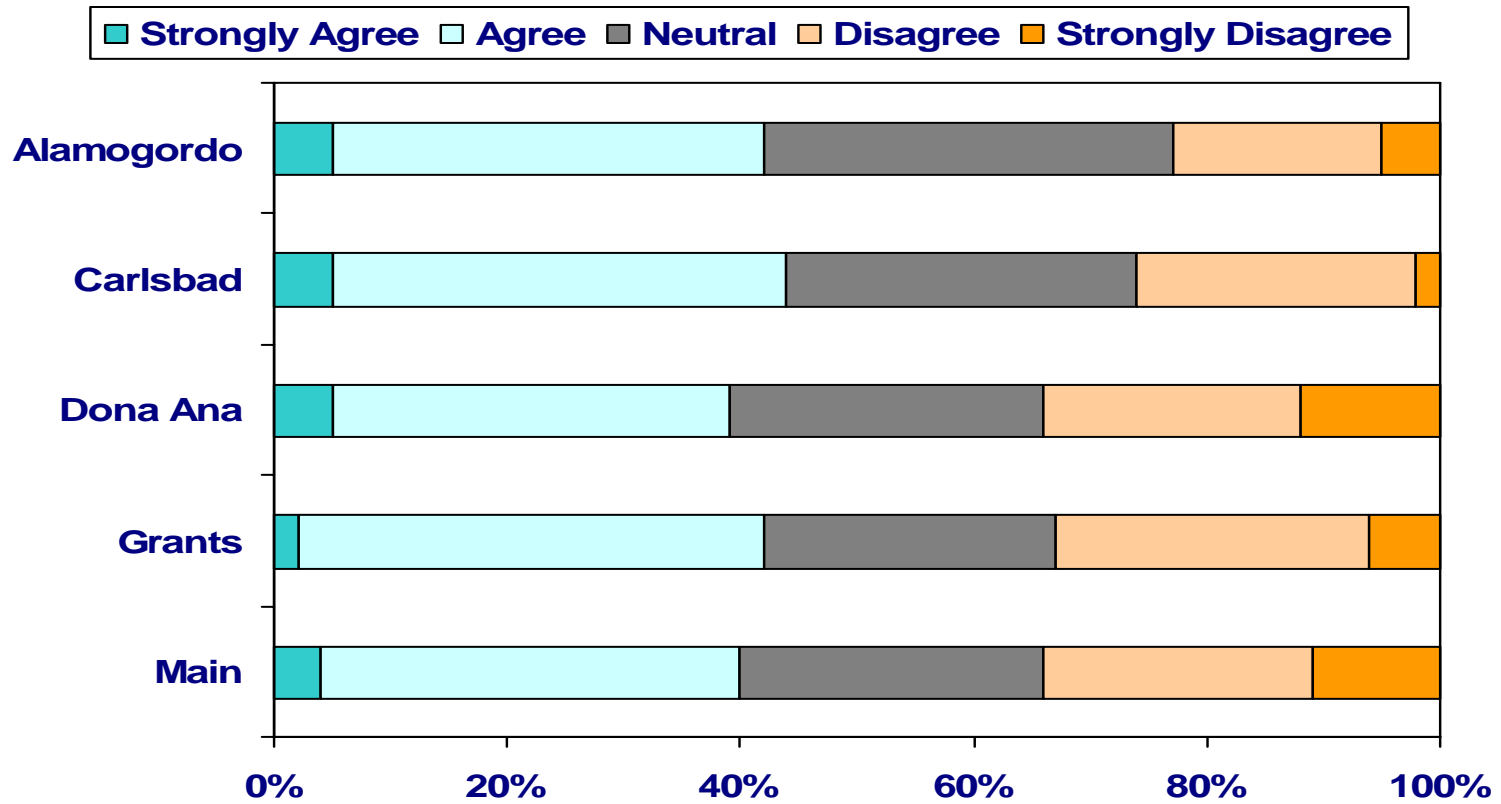


“Does Not Apply” responses excluded.

$$X^2_p = 0.0050$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 18:** NMSU has a good process for hiring employees.

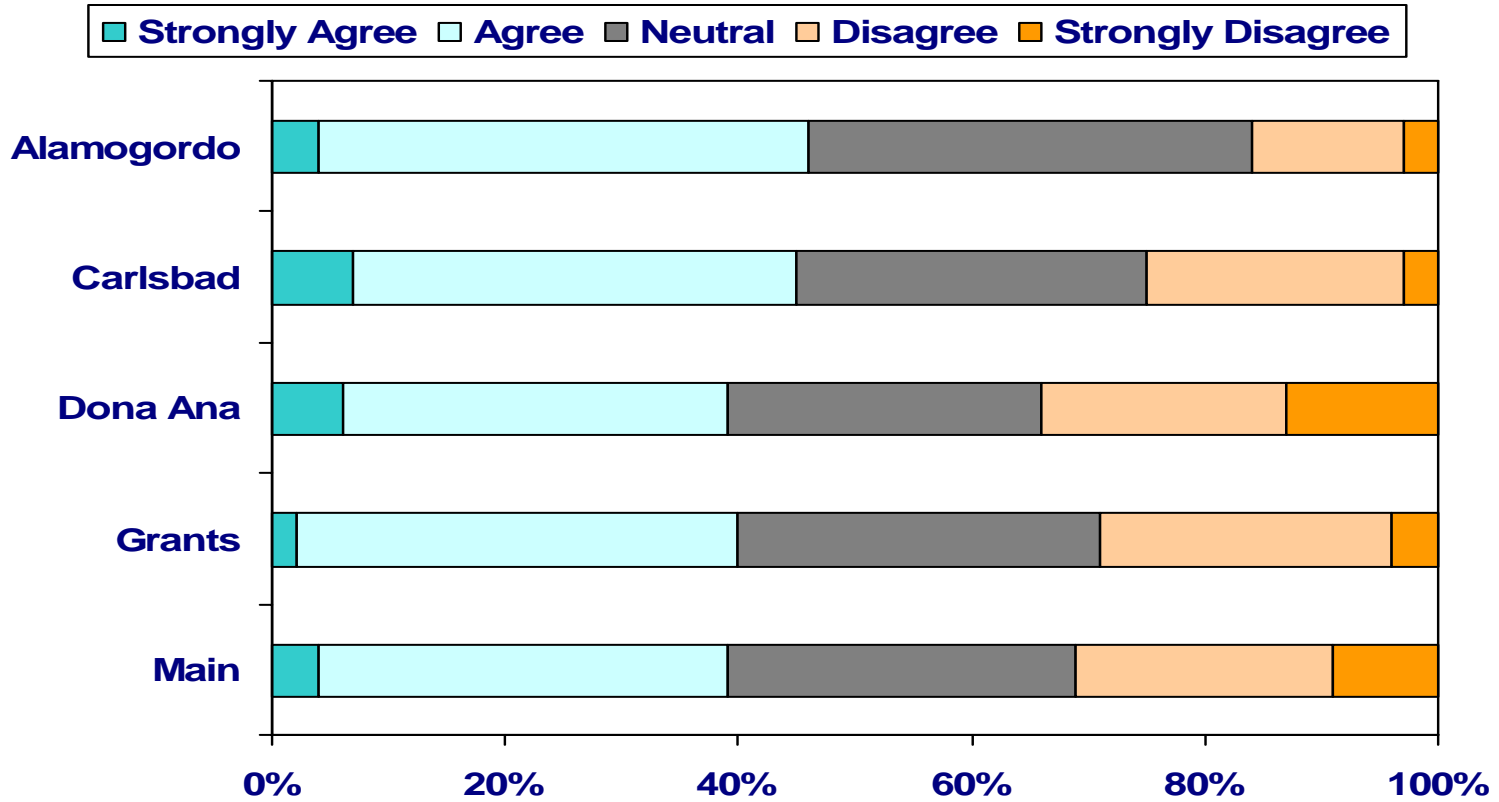


“Does Not Apply” responses excluded.

$$X^2_p = 0.1574$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 19:** NMSU has a good process for selecting employees.

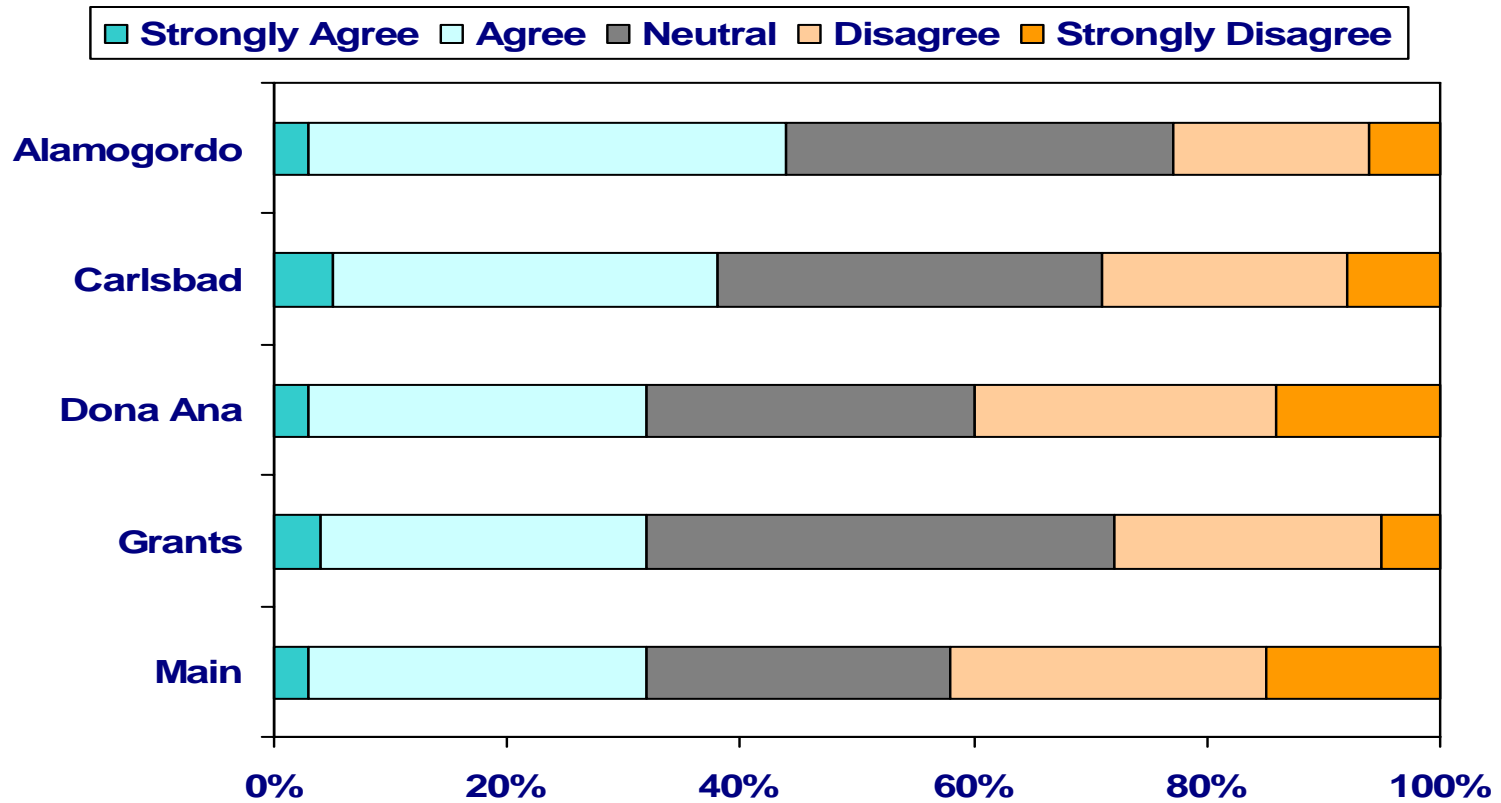


“Does Not Apply” responses excluded.

$$X^2_p = 0.0173$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 20:** NMSU has a good process for evaluation of performance.

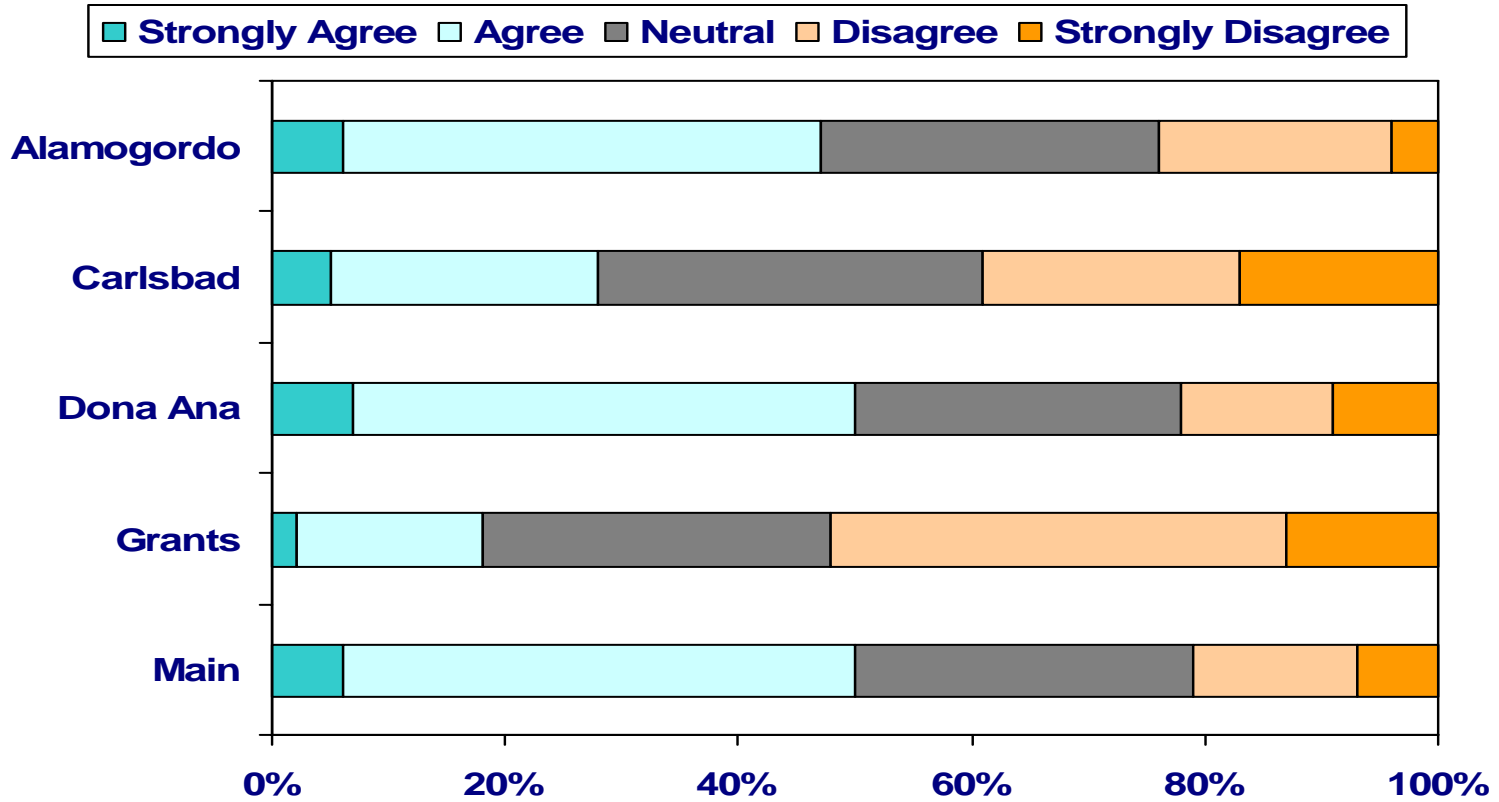


“Does Not Apply” responses excluded.

$$X^2 p = 0.0034$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 21:** NMSU has a good process for orienting employees.

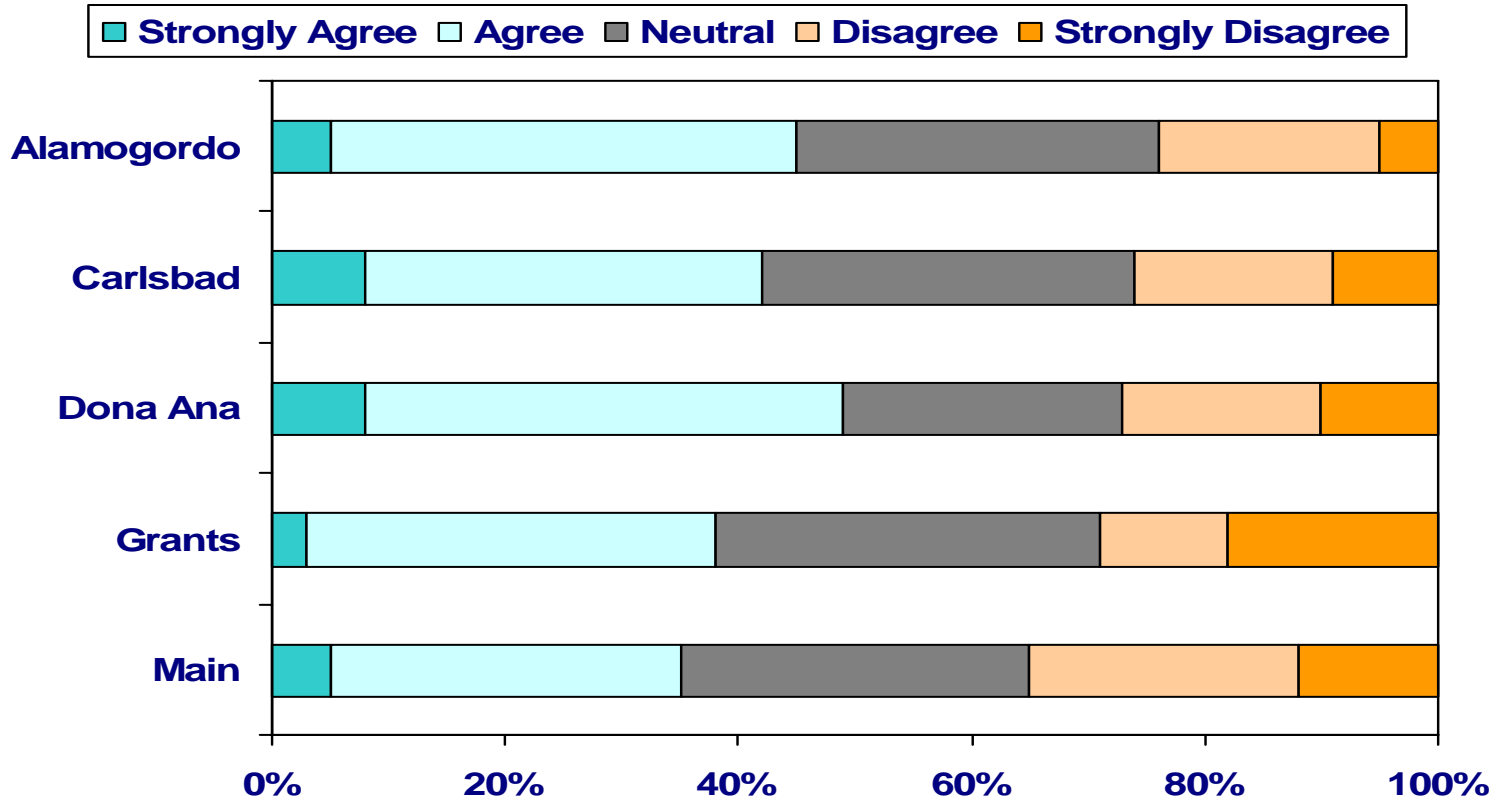


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 22:** NMSU has a good process for professional development of employees.

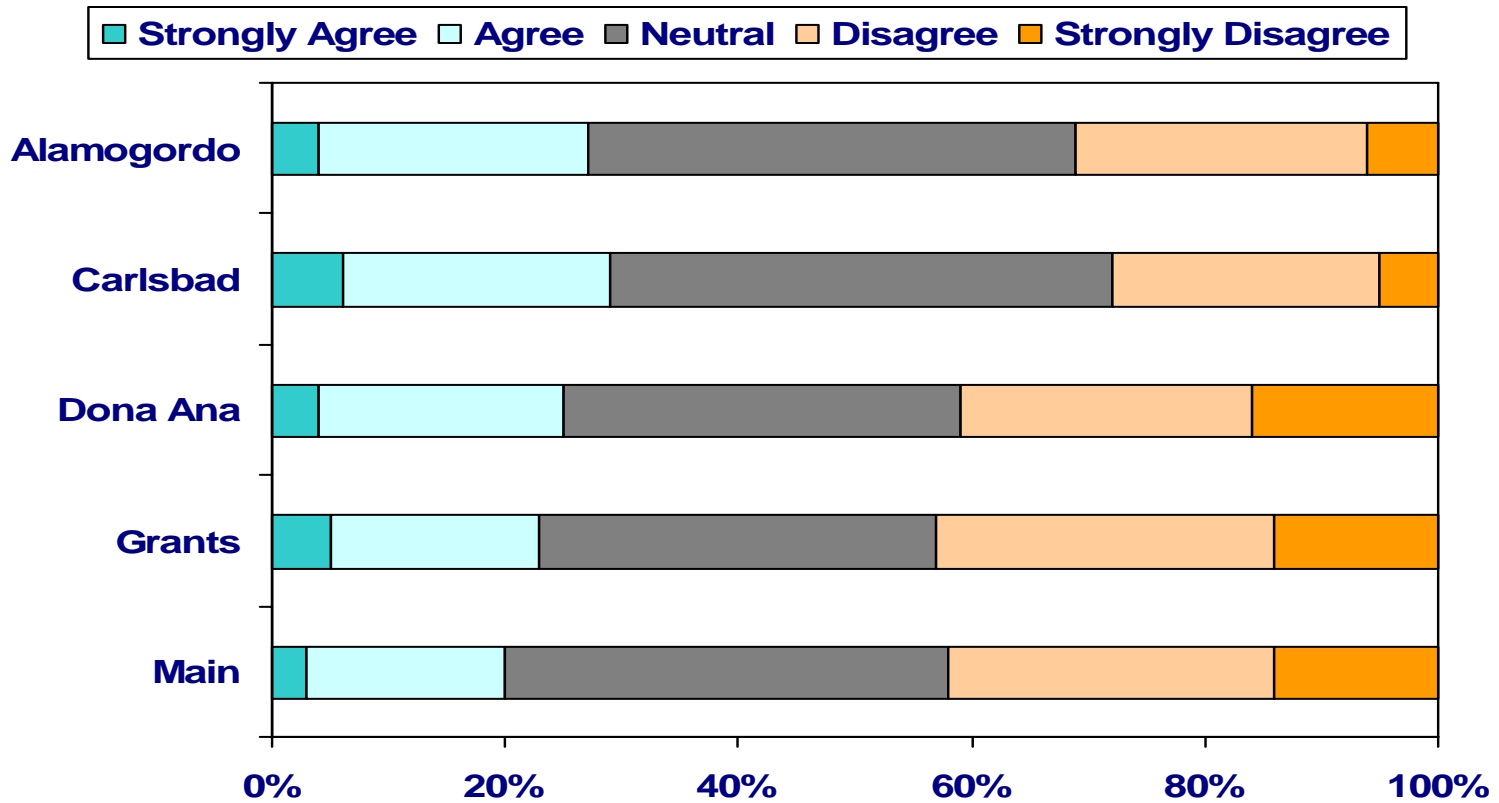


“Does Not Apply” responses excluded.

$$X^2_p = 0.0012$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 23:** NMSU has a good process to empower employees.

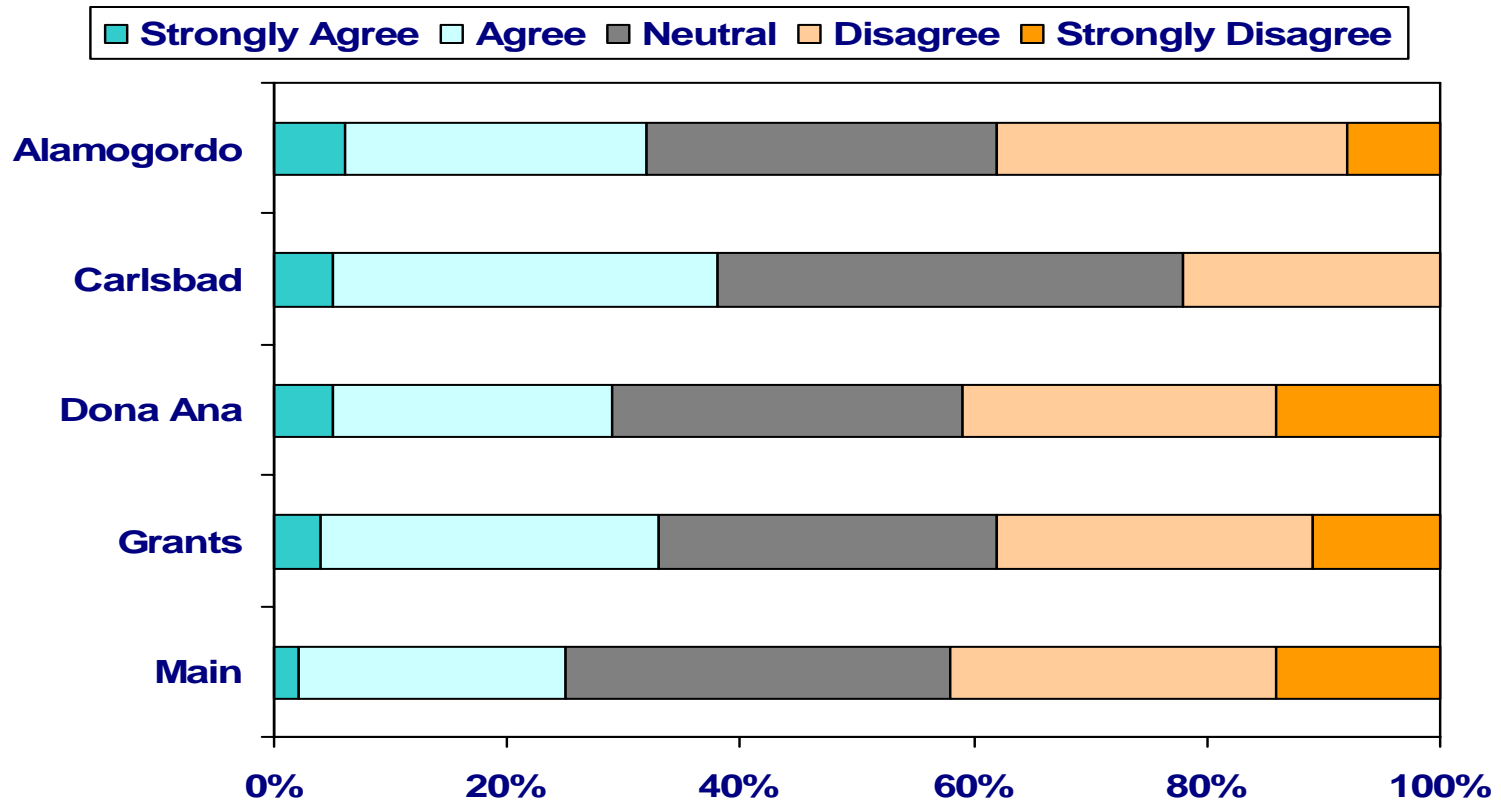


“Does Not Apply” responses excluded.

$$X^2 p = 0.0315$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 24:** NMSU has a good process to recognize employees.

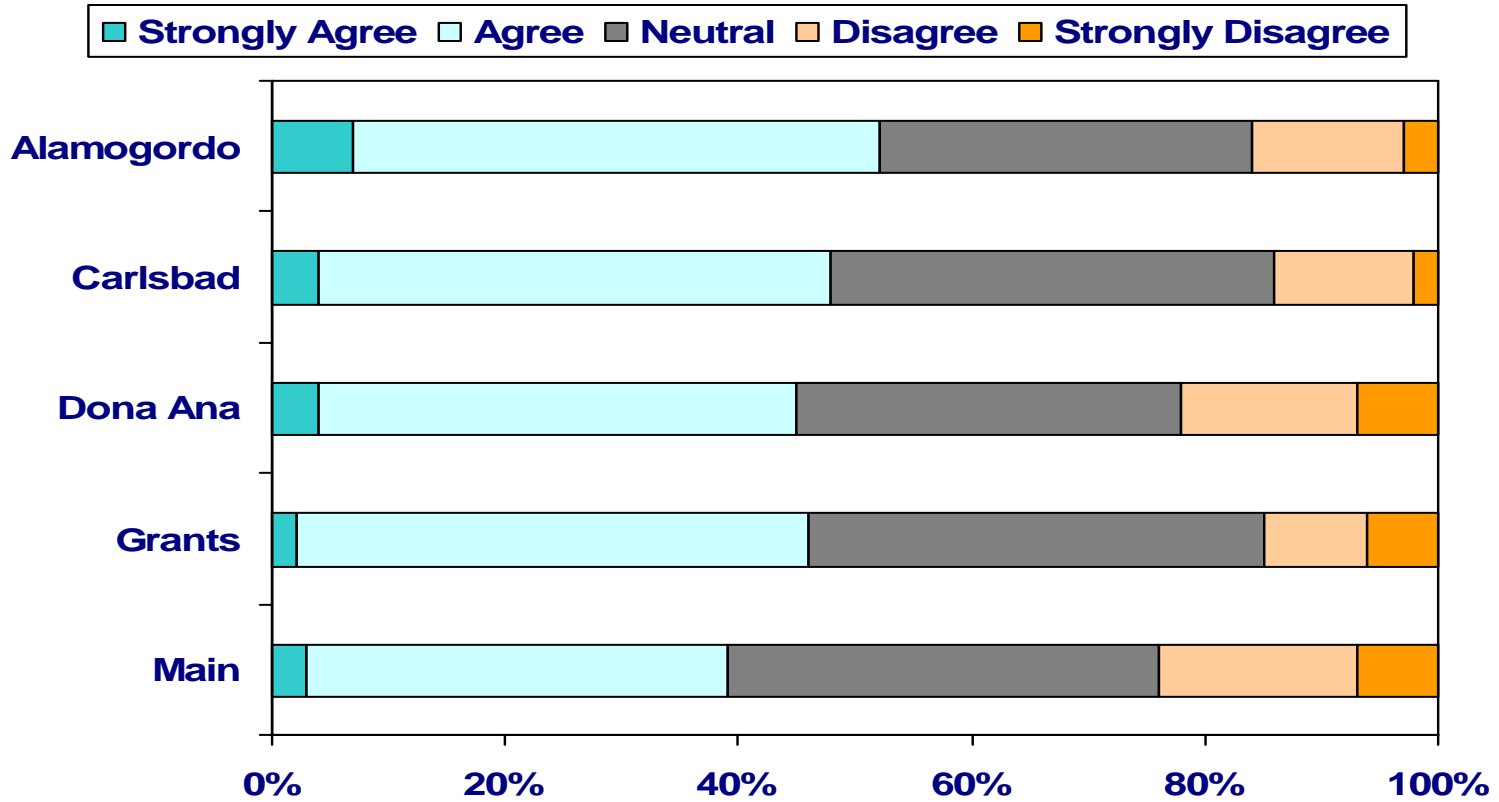


“Does Not Apply” responses excluded.

$$X^2 p = 0.0245$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 25:** NMSU has a good process for obtaining work-related information.

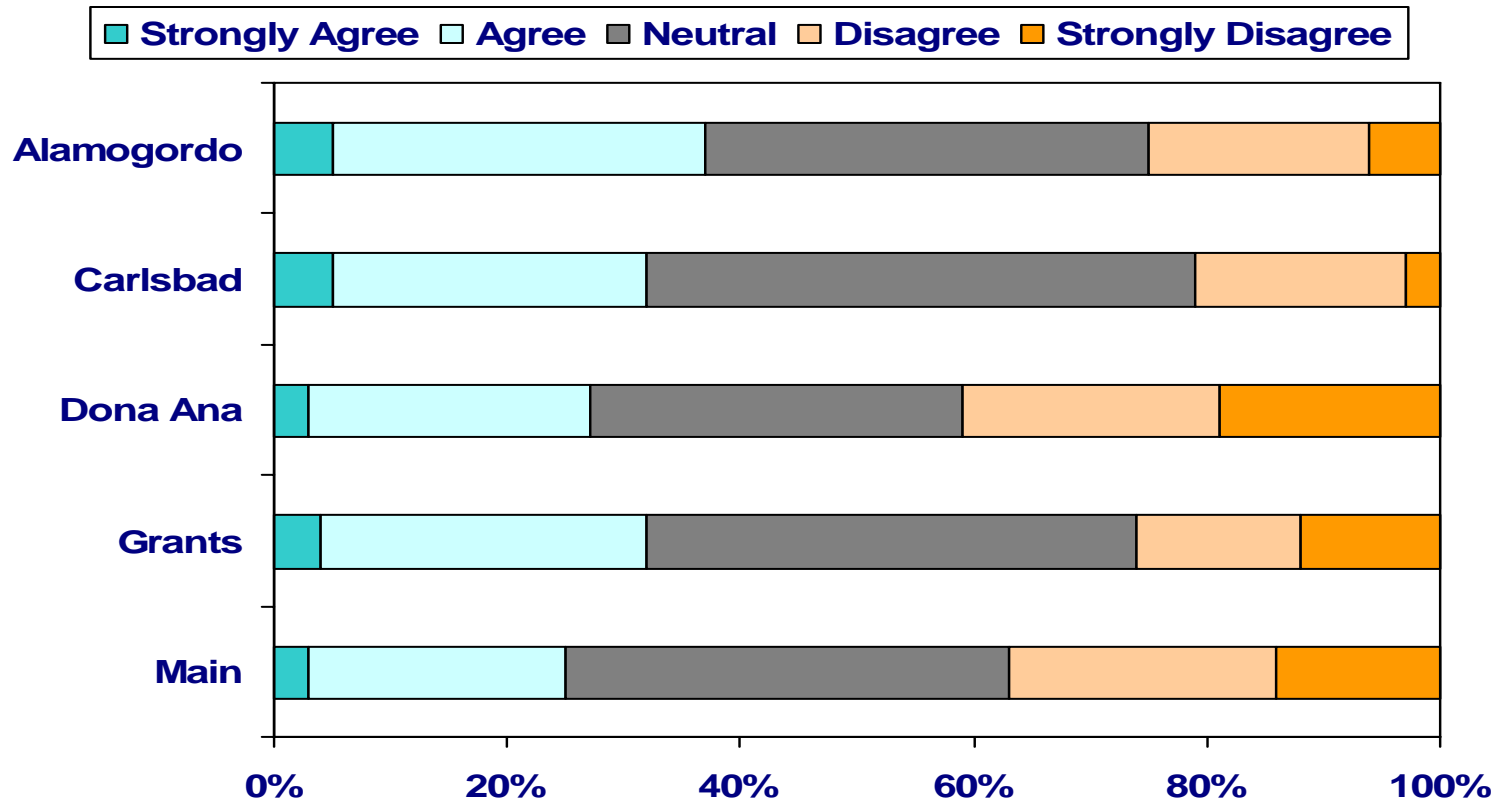


“Does Not Apply” responses excluded.

$$X^2_p = 0.1601$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 26:** NMSU has a good process for solving workplace problems.

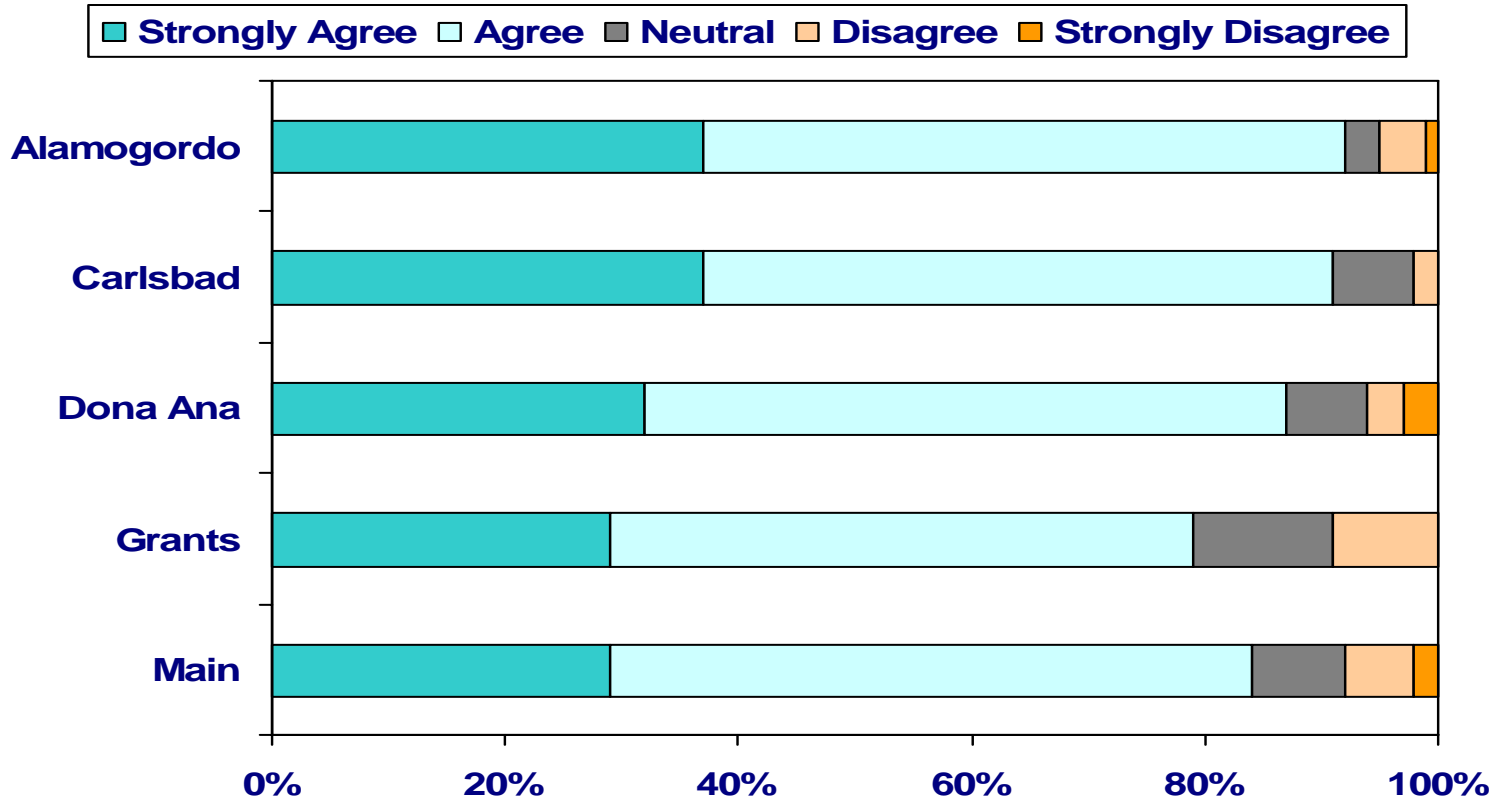


“Does Not Apply” responses excluded.

$$X^2 p = 0.0026$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 27:** I am treated with respect by my co-workers.

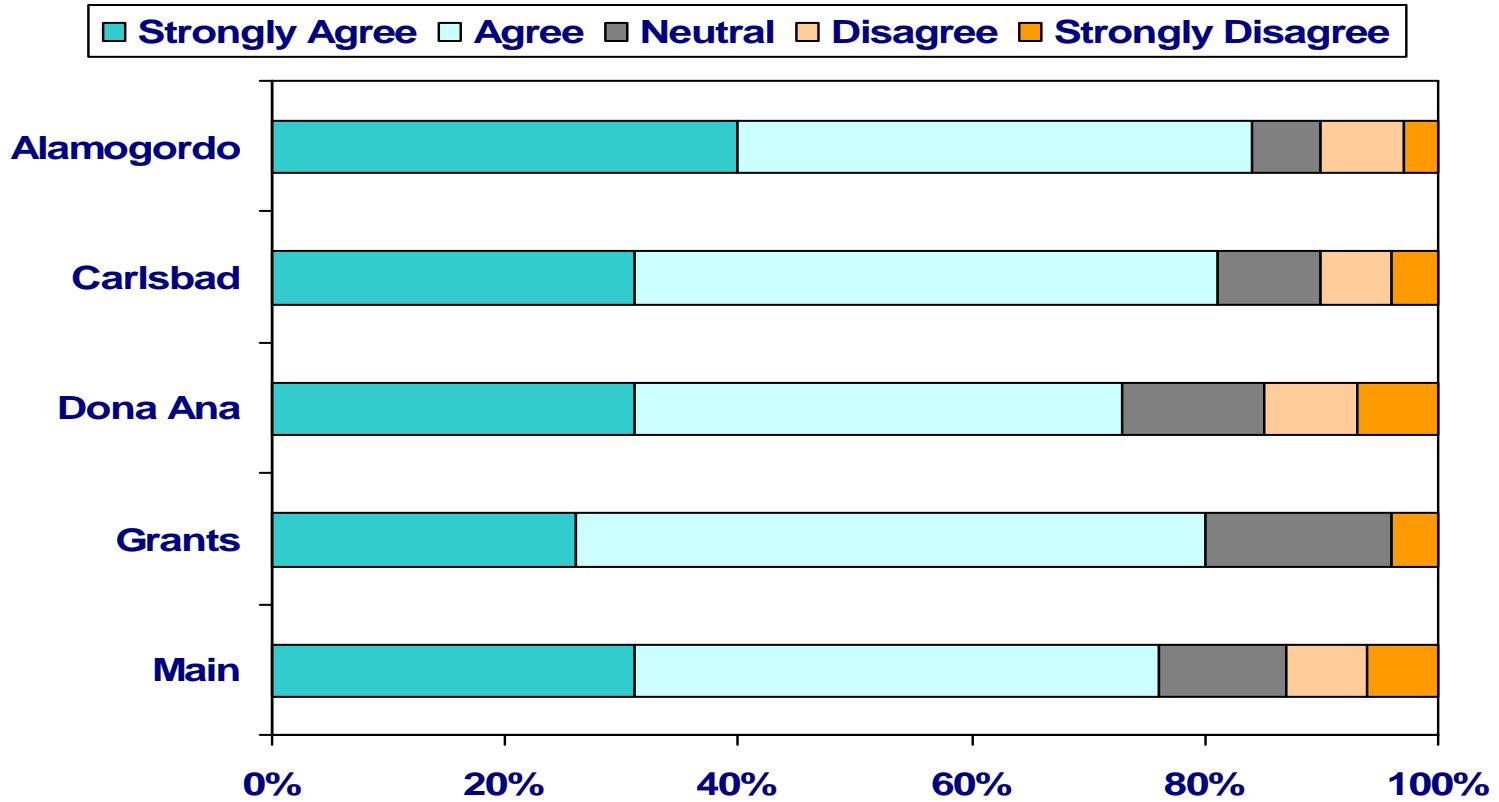


“Does Not Apply” responses excluded.

$$X^2 p = 0.2189$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 28:** Immediate supervisors are supportive.

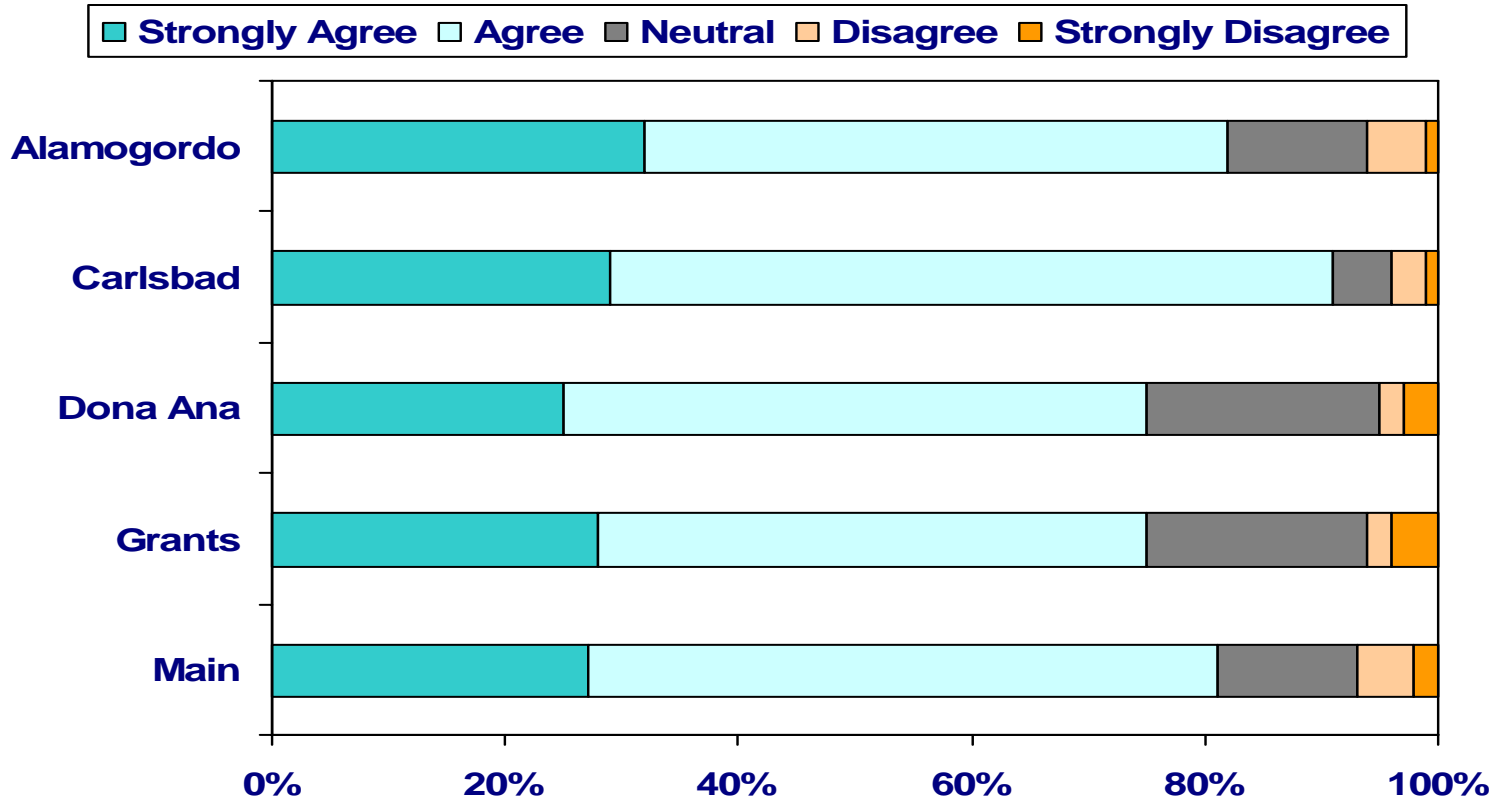


“Does Not Apply” responses excluded.

$$X^2 p = 0.2666$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 29:** Co-workers are supportive of personal and/or family responsibilities.

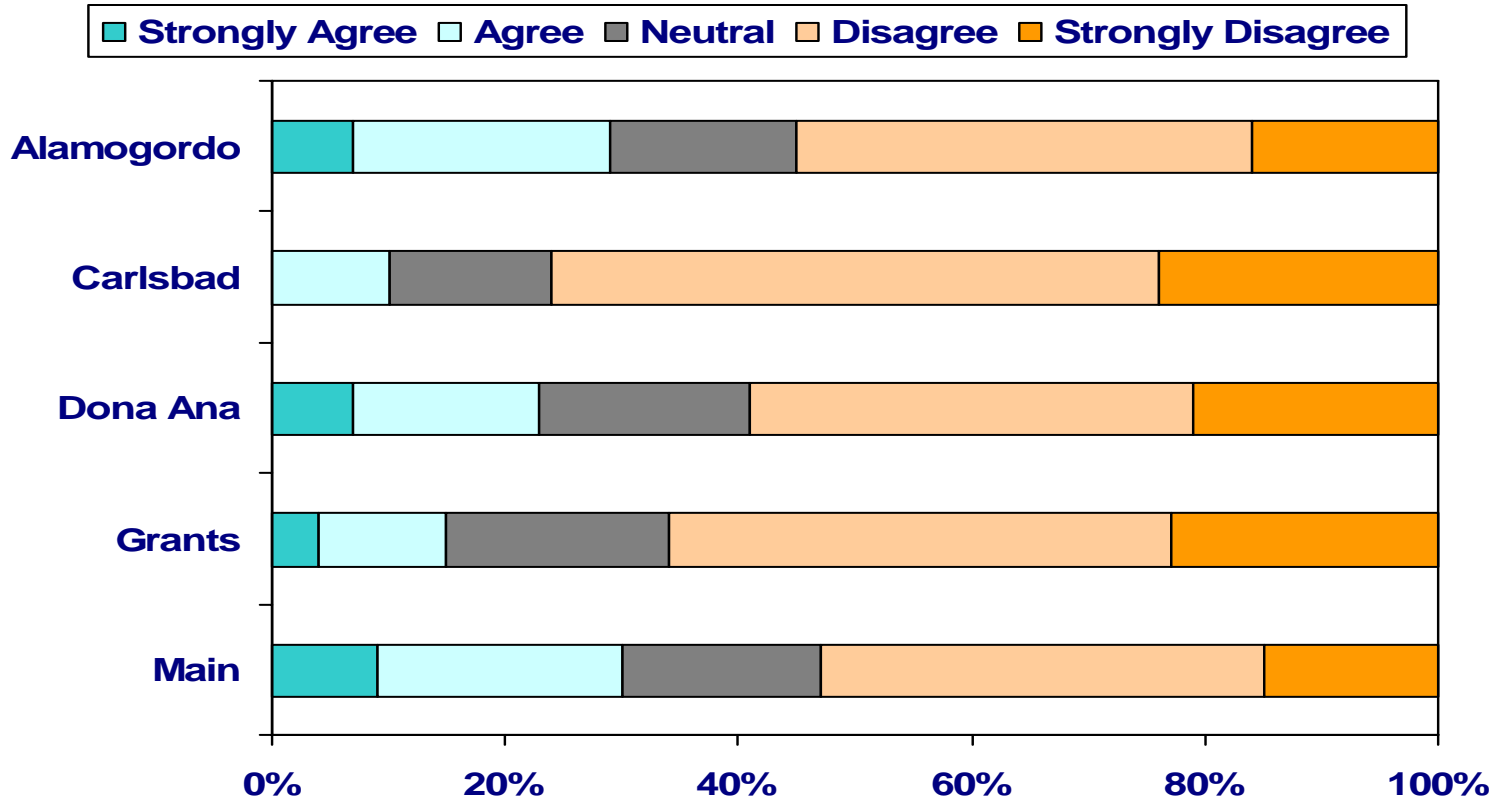


“Does Not Apply” responses excluded.

$$X^2_p = 0.0609$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 30:** Pace and pressure in my department/unit have a negative influence on my personal/family life.

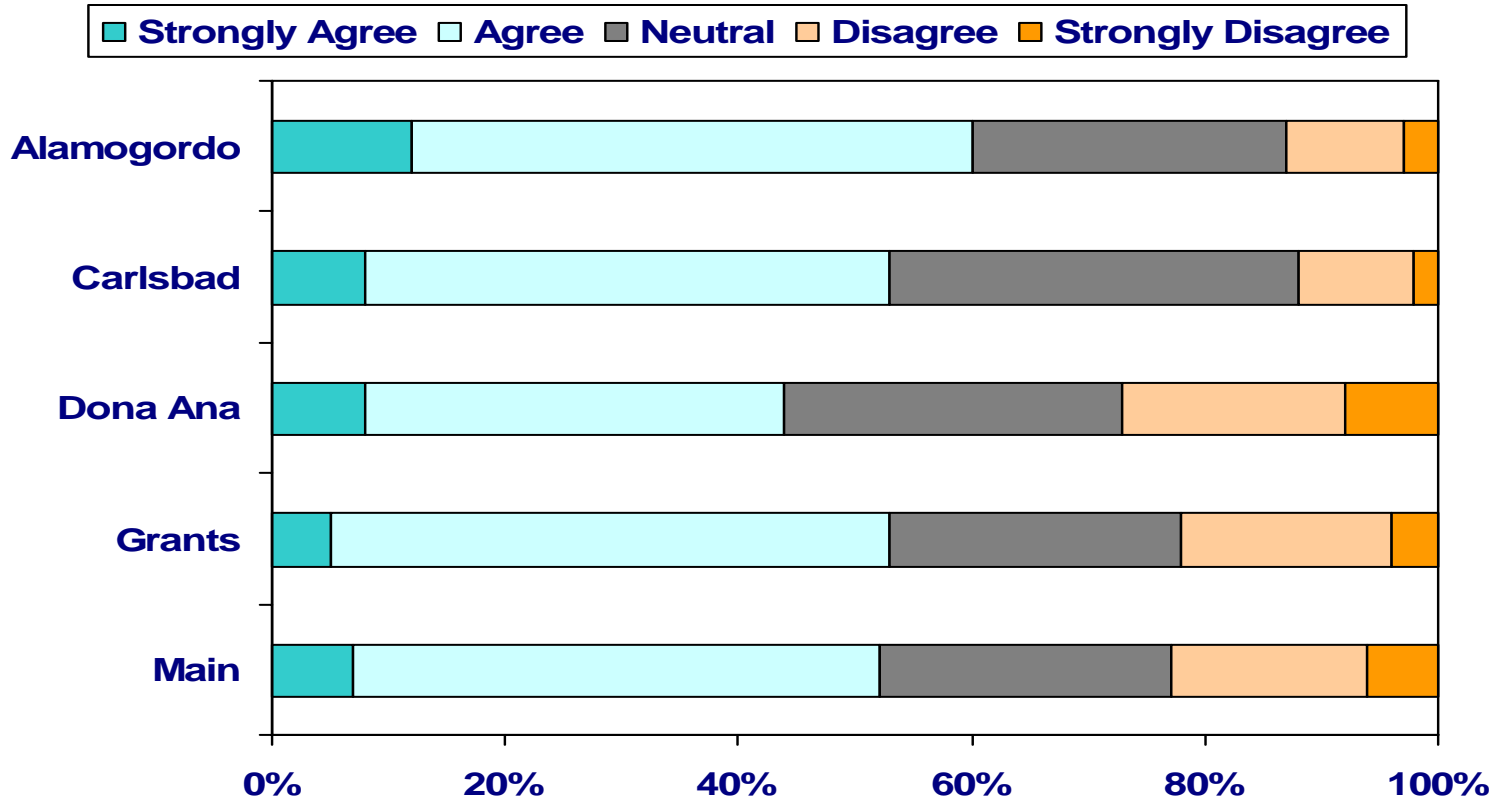


“Does Not Apply” responses excluded.

$$X^2_p = 0.0050$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 31:** People from different departments/units often work cooperatively together to achieve a common goal.

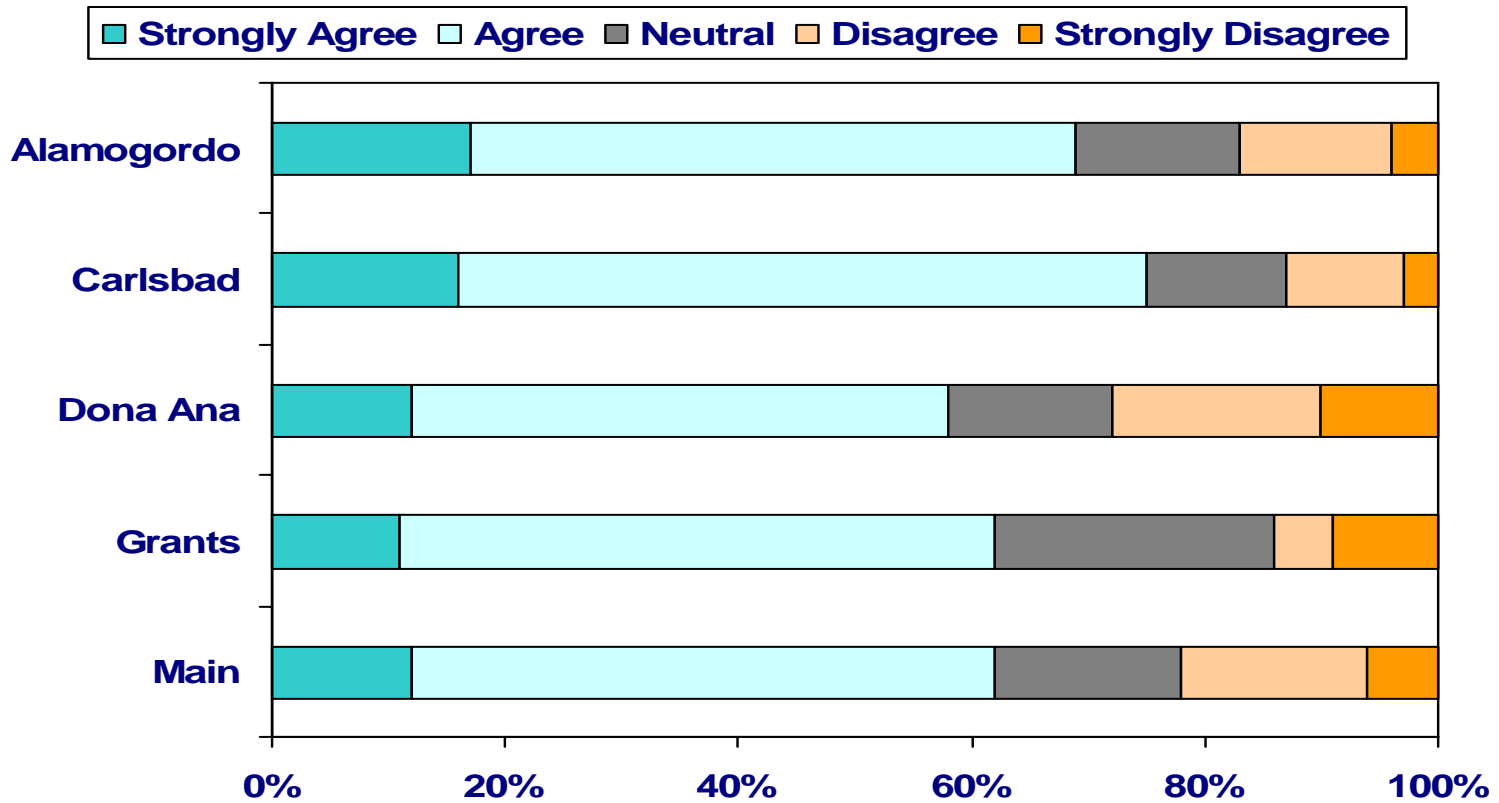


“Does Not Apply” responses excluded.

$$X^2_p = 0.0555$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 32:** I feel free to express my views at work.

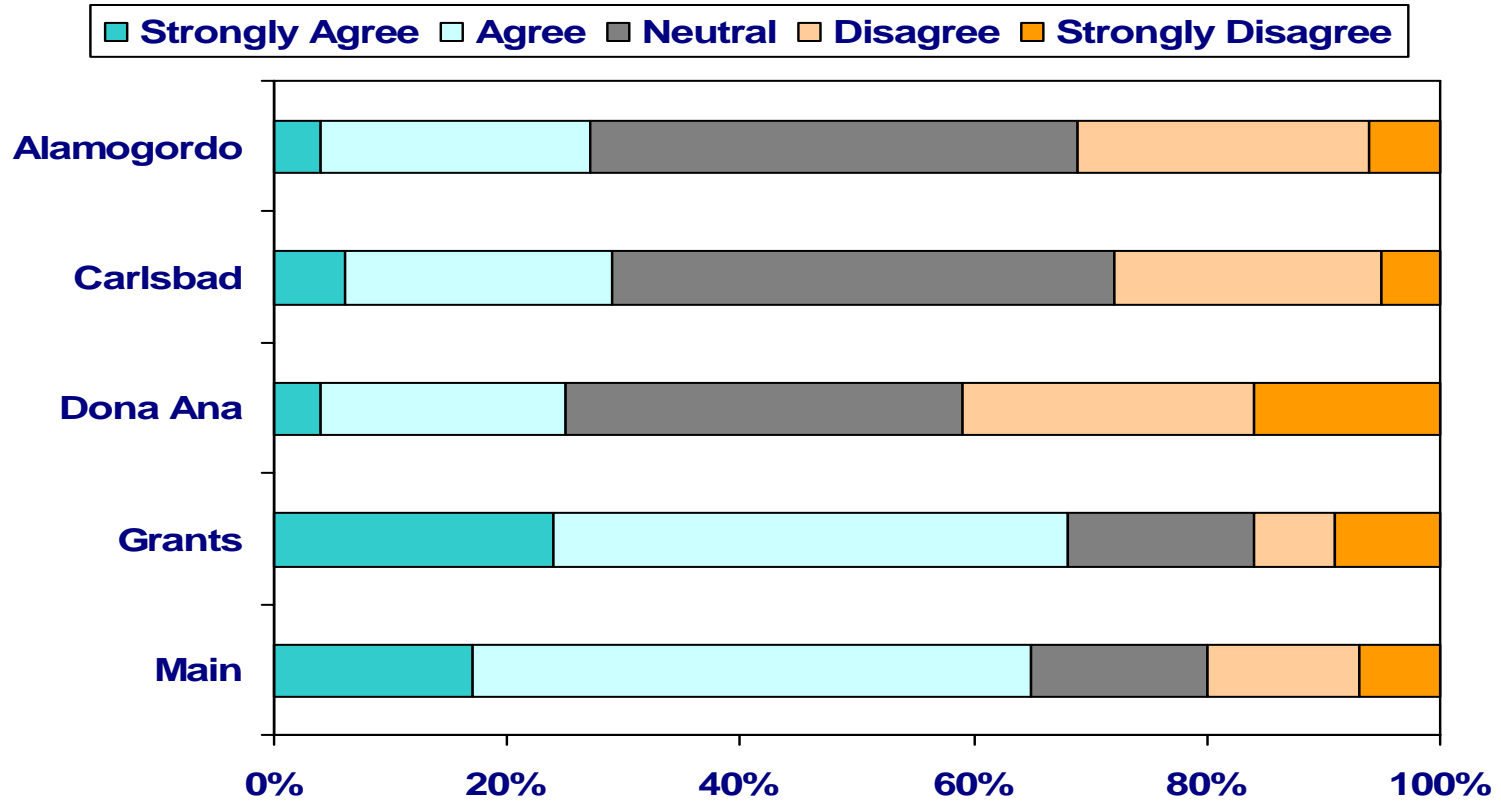


“Does Not Apply” responses excluded.

$$X^2 p = 0.0337$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 33:** I feel comfortable, valued, and included in my department/unit.

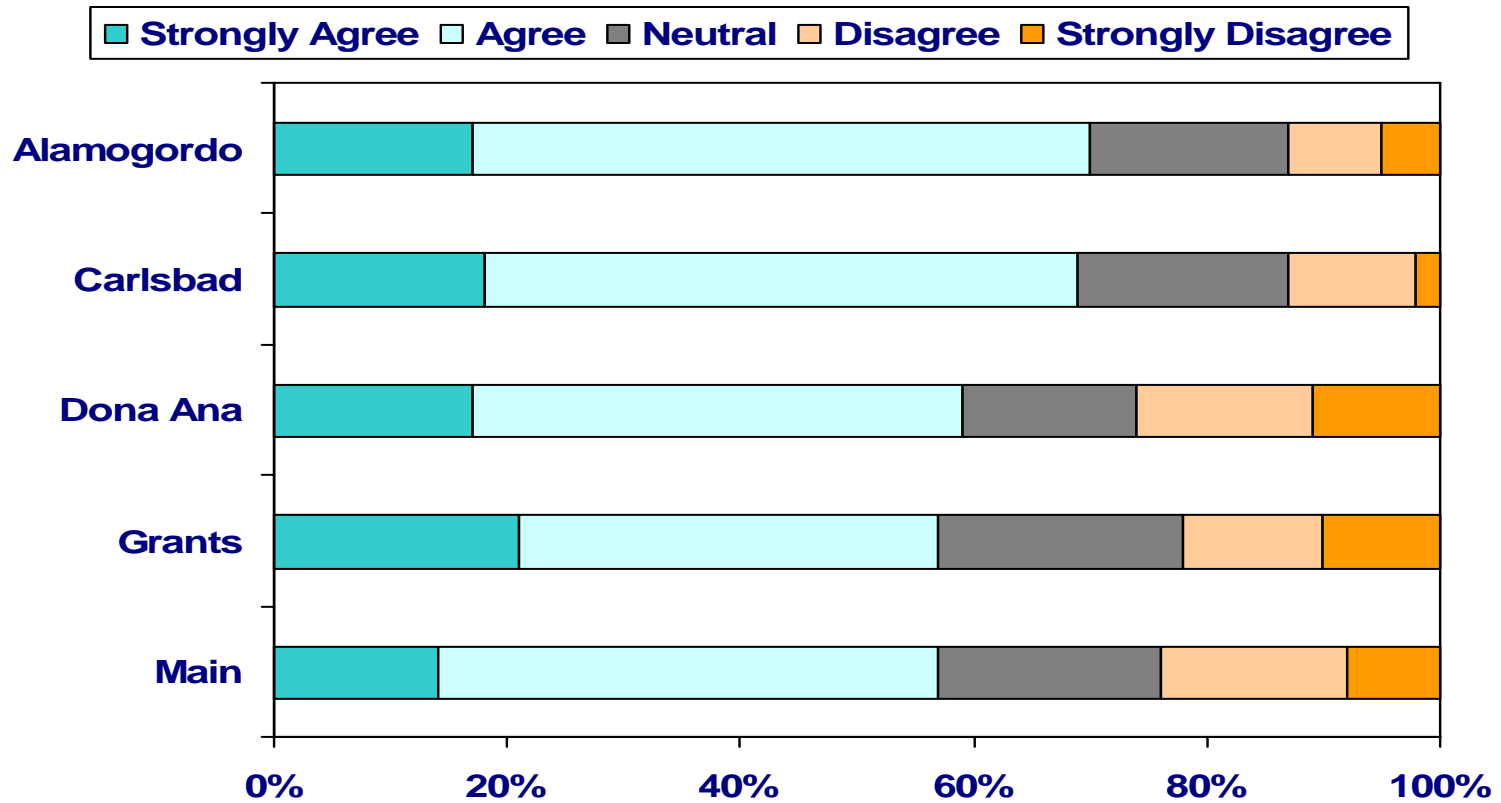


“Does Not Apply” responses excluded.

$$X^2 p = 0.2743$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 34:** I feel appreciated for the work I do.

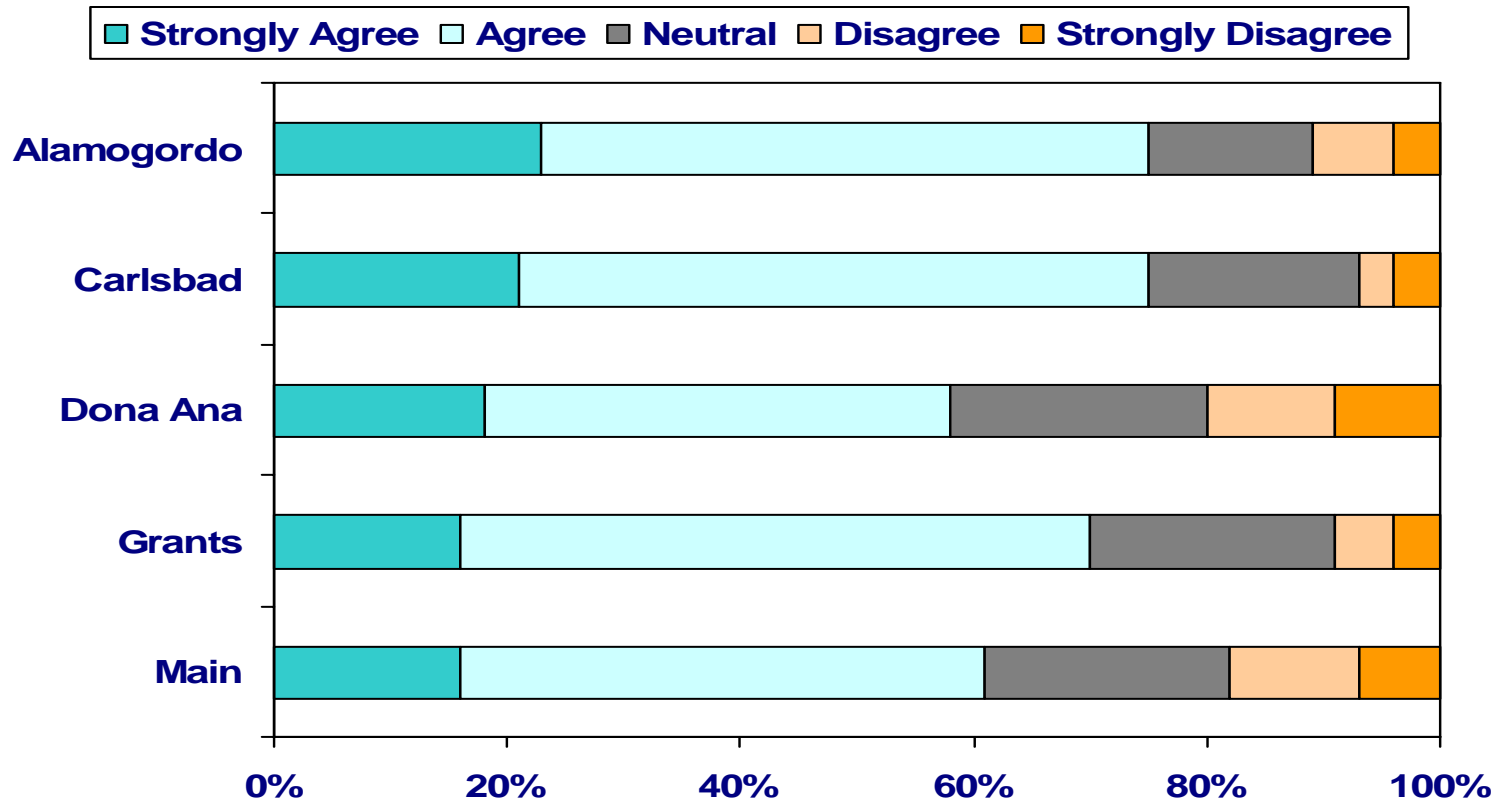


“Does Not Apply” responses excluded.

$$X^2 p = 0.0414$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 35:** I would encourage someone to work in my department/unit.

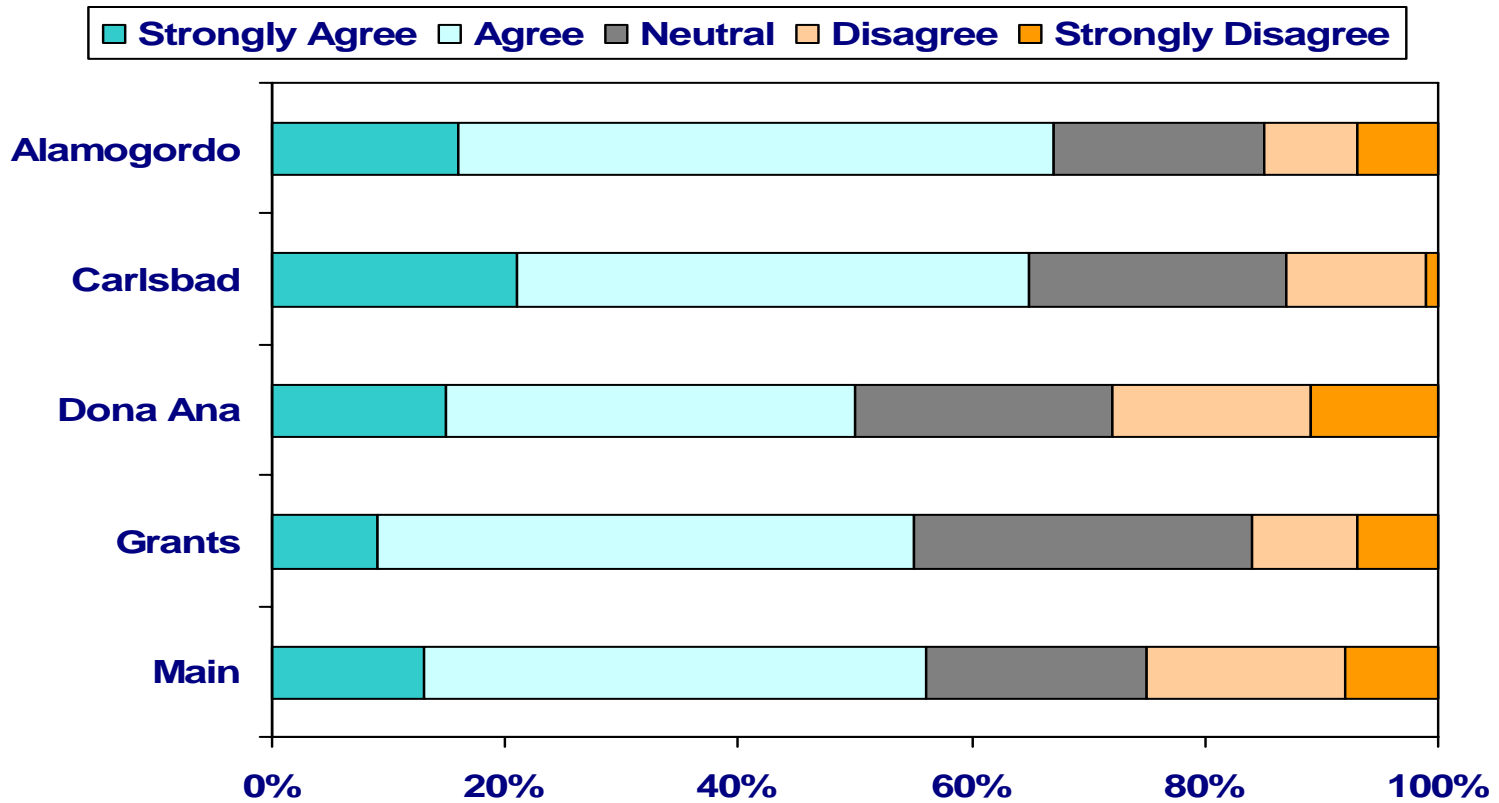


“Does Not Apply” responses excluded.

$$X^2_p = 0.0522$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 36:** I am encouraged to provide suggestions on ways to improve the work flow.

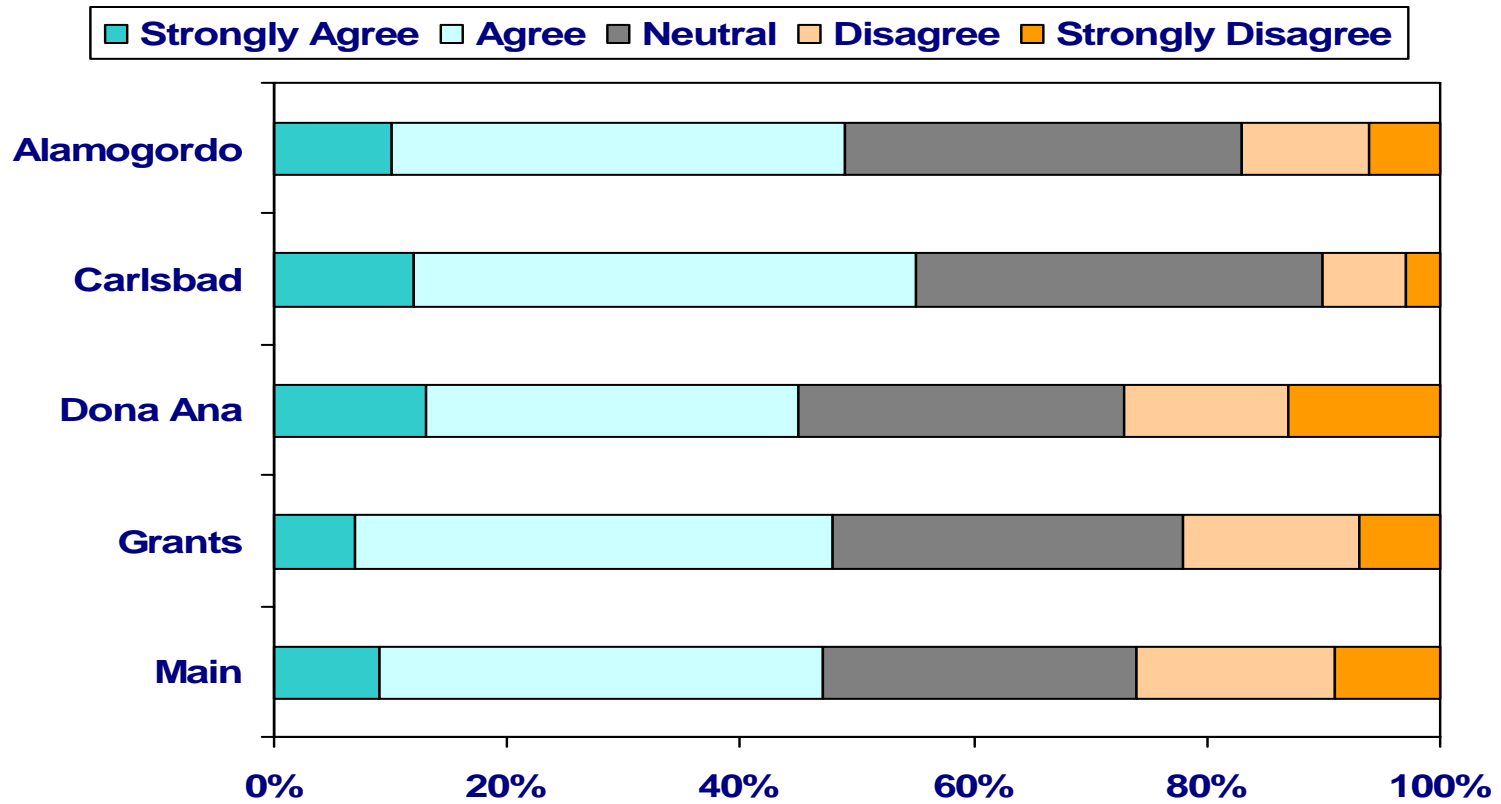


“Does Not Apply” responses excluded.

$$X^2_p = 0.0073$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 37:** My suggestions are used to improve programs/services.

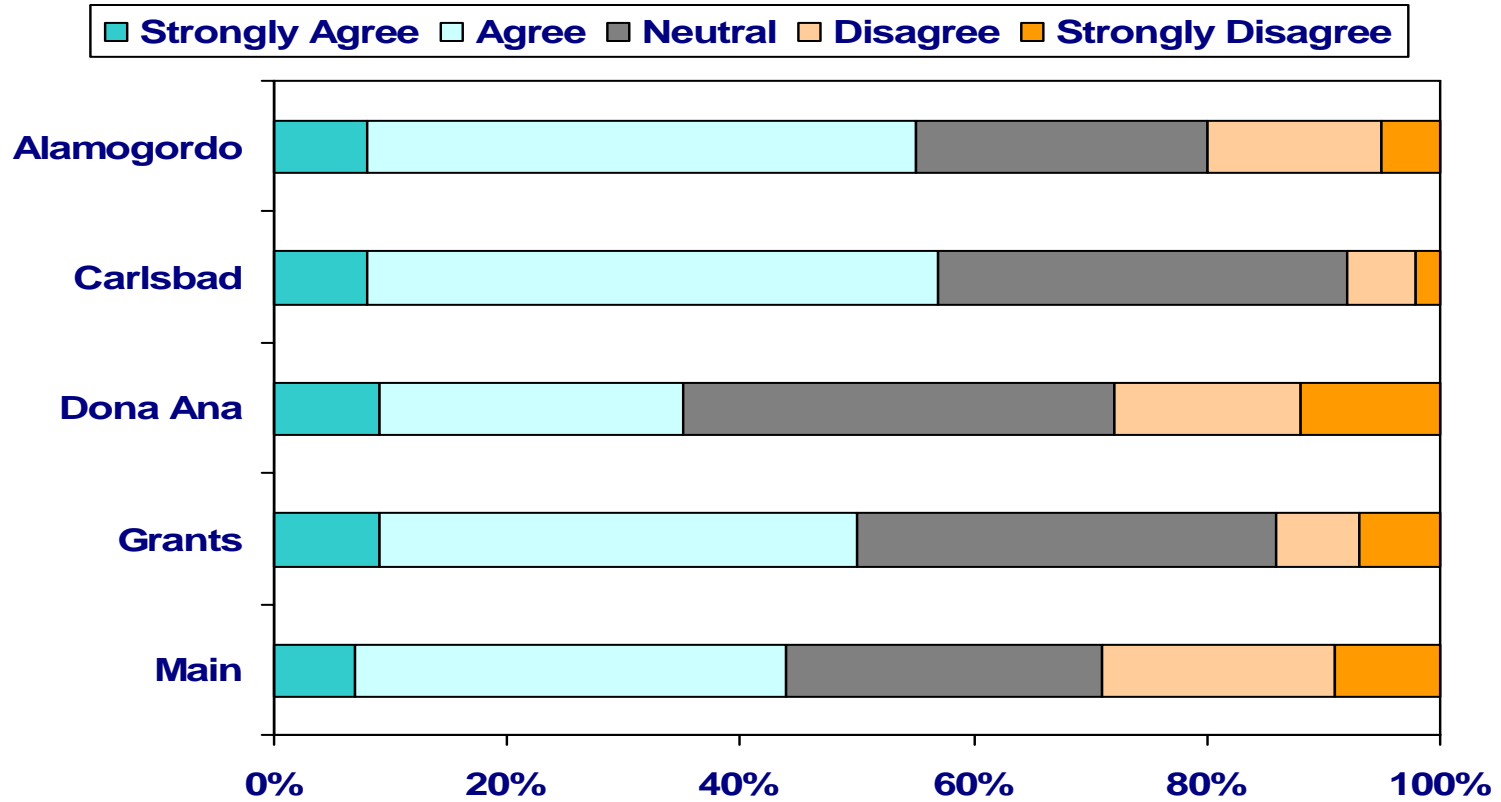


“Does Not Apply” responses excluded.

$$X^2_p = 0.0104$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 38:** Employees are empowered to resolve problems.

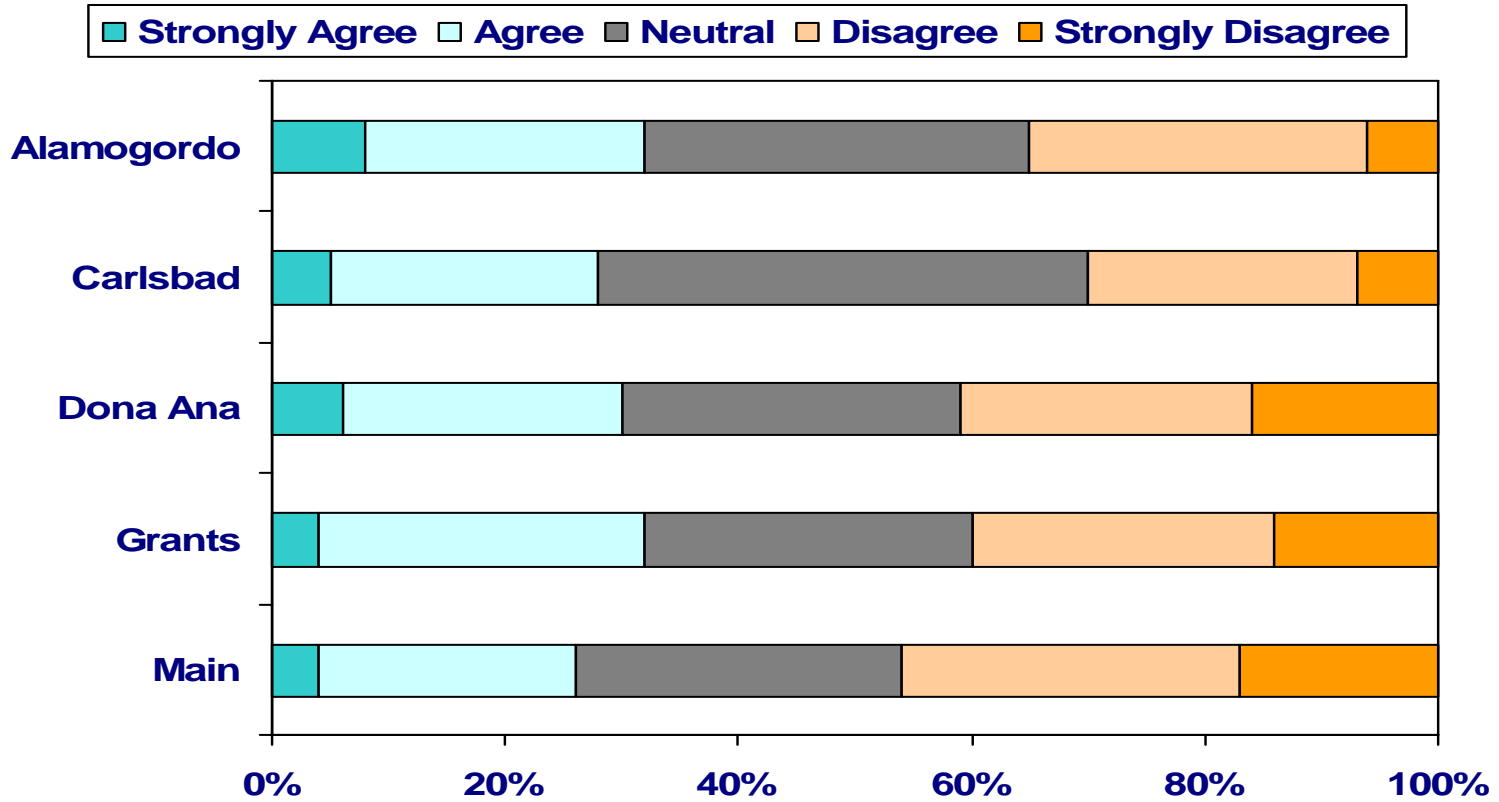


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 39:** Employees are rewarded for outstanding job performance.

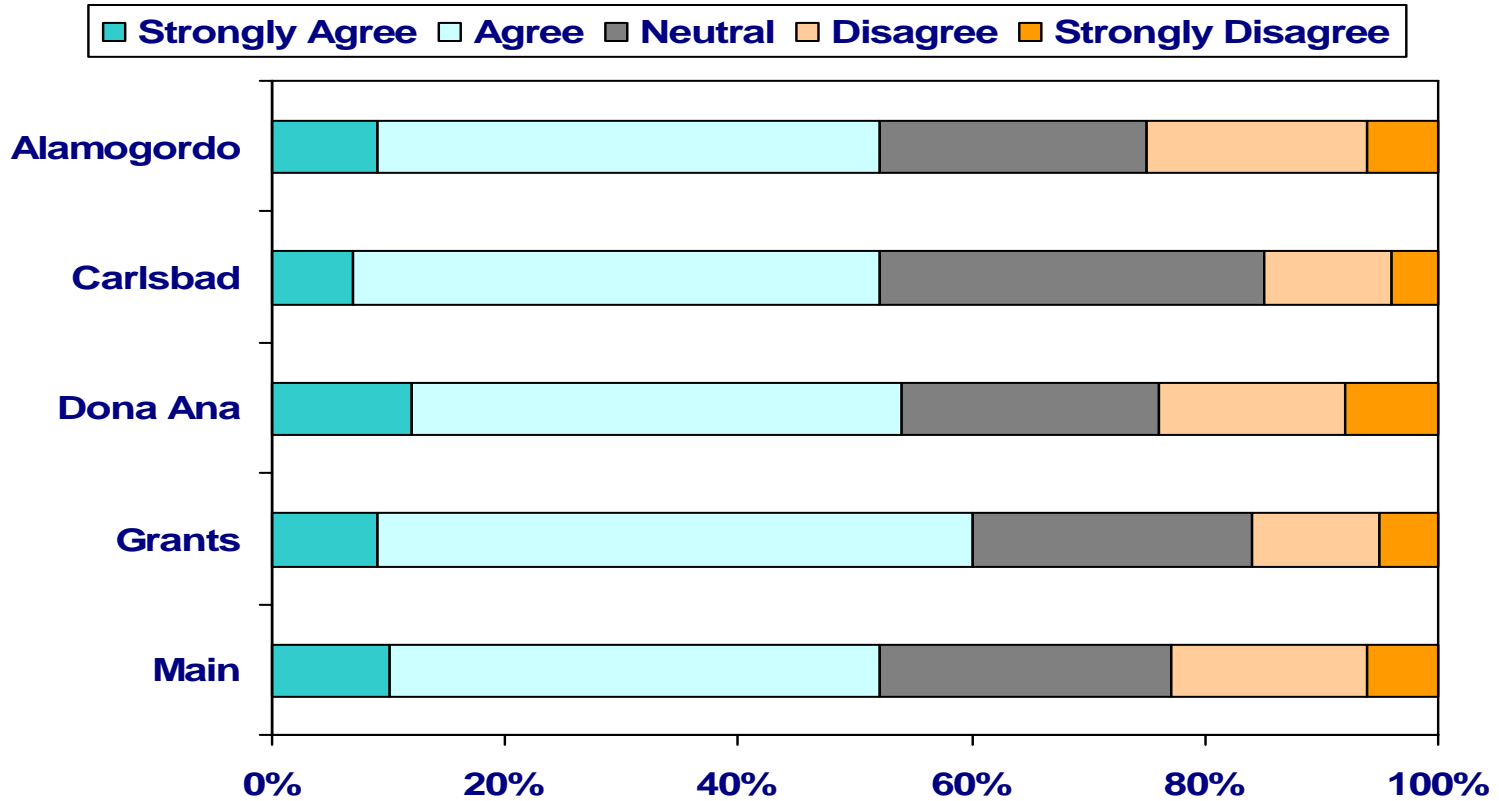


“Does Not Apply” responses excluded.

$$X^2_p = 0.0174$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 40:** I receive the necessary training/professional development to do high quality work.

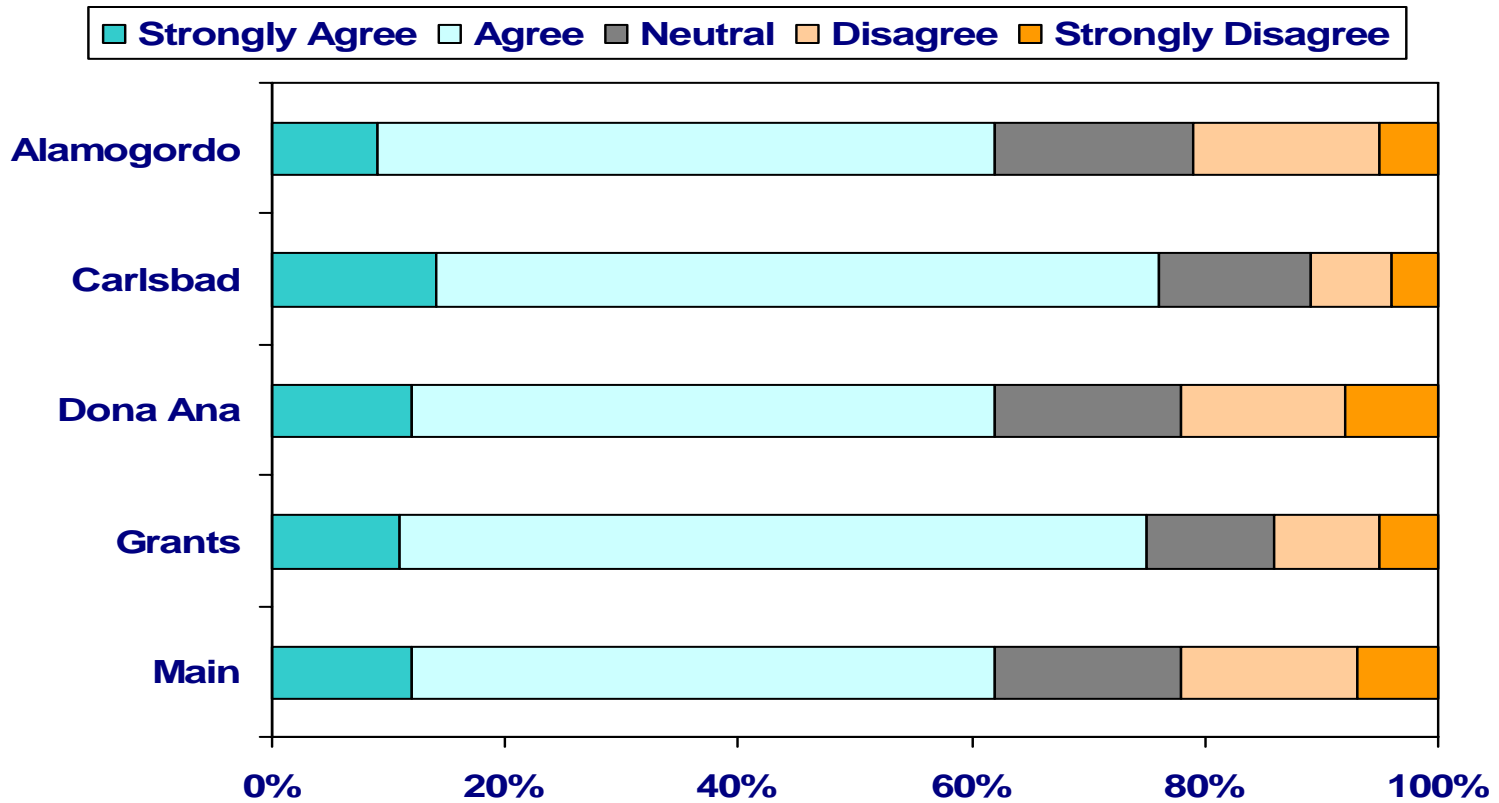


“Does Not Apply” responses excluded.

$$X^2_p = 0.7121$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 41:** I have the necessary tools/equipment that I need to do high quality work efficiently.

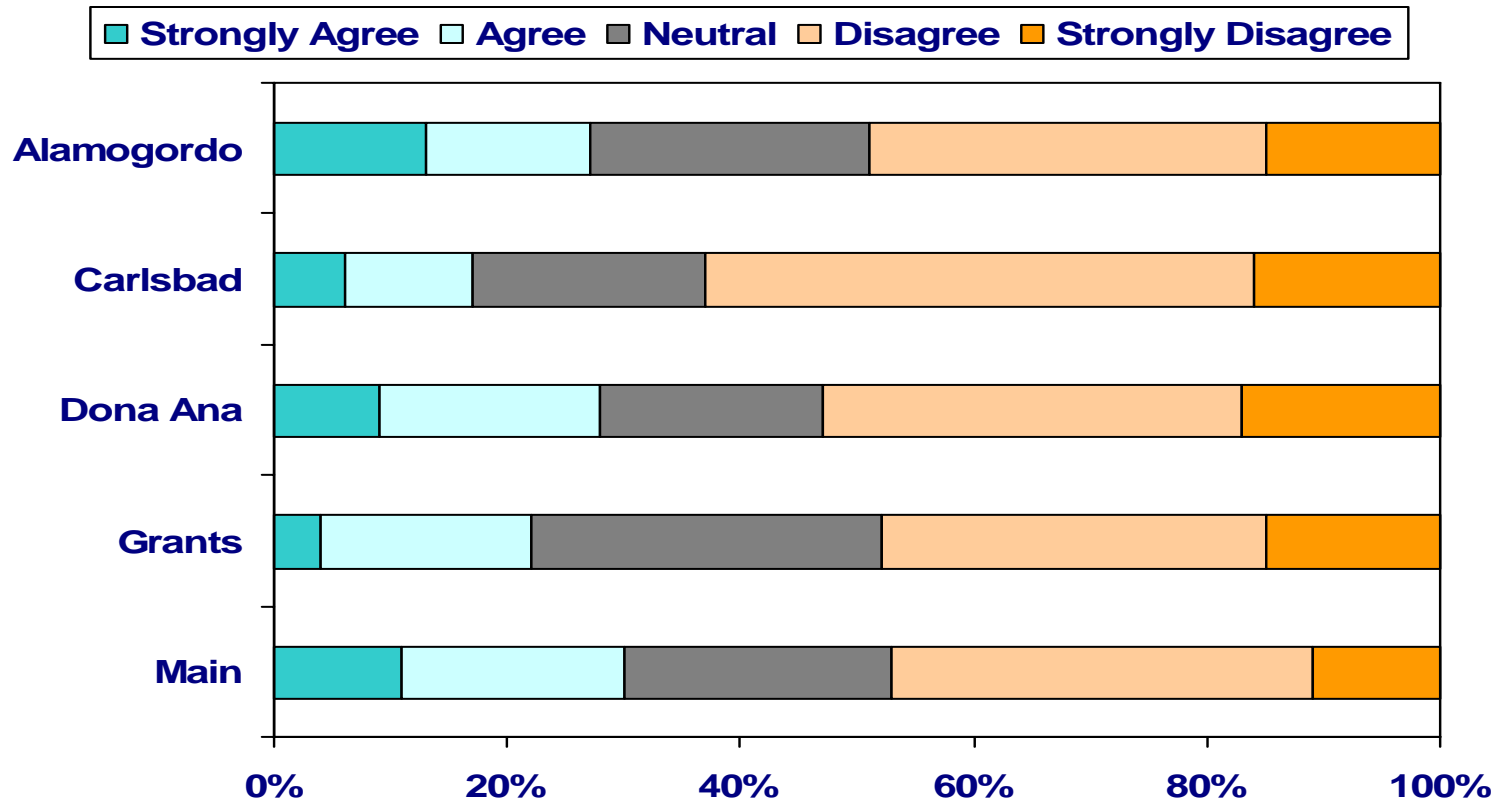


“Does Not Apply” responses excluded.

$$X^2_p = 0.5186$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 42:** My workload is unrealistic for one person.

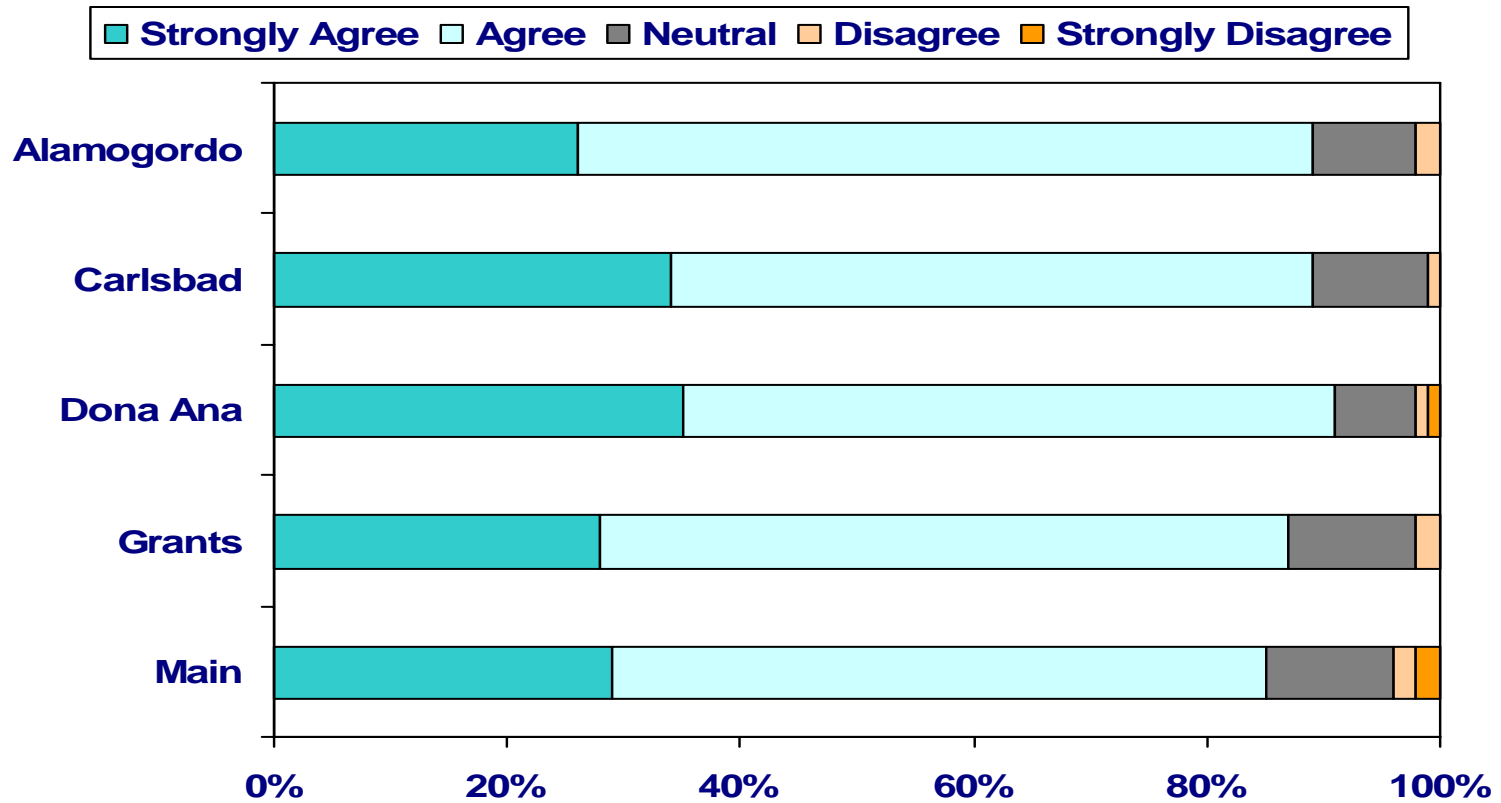


“Does Not Apply” responses excluded.

$$X^2 p = 0.0304$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 43:** I am treated with respect by students.

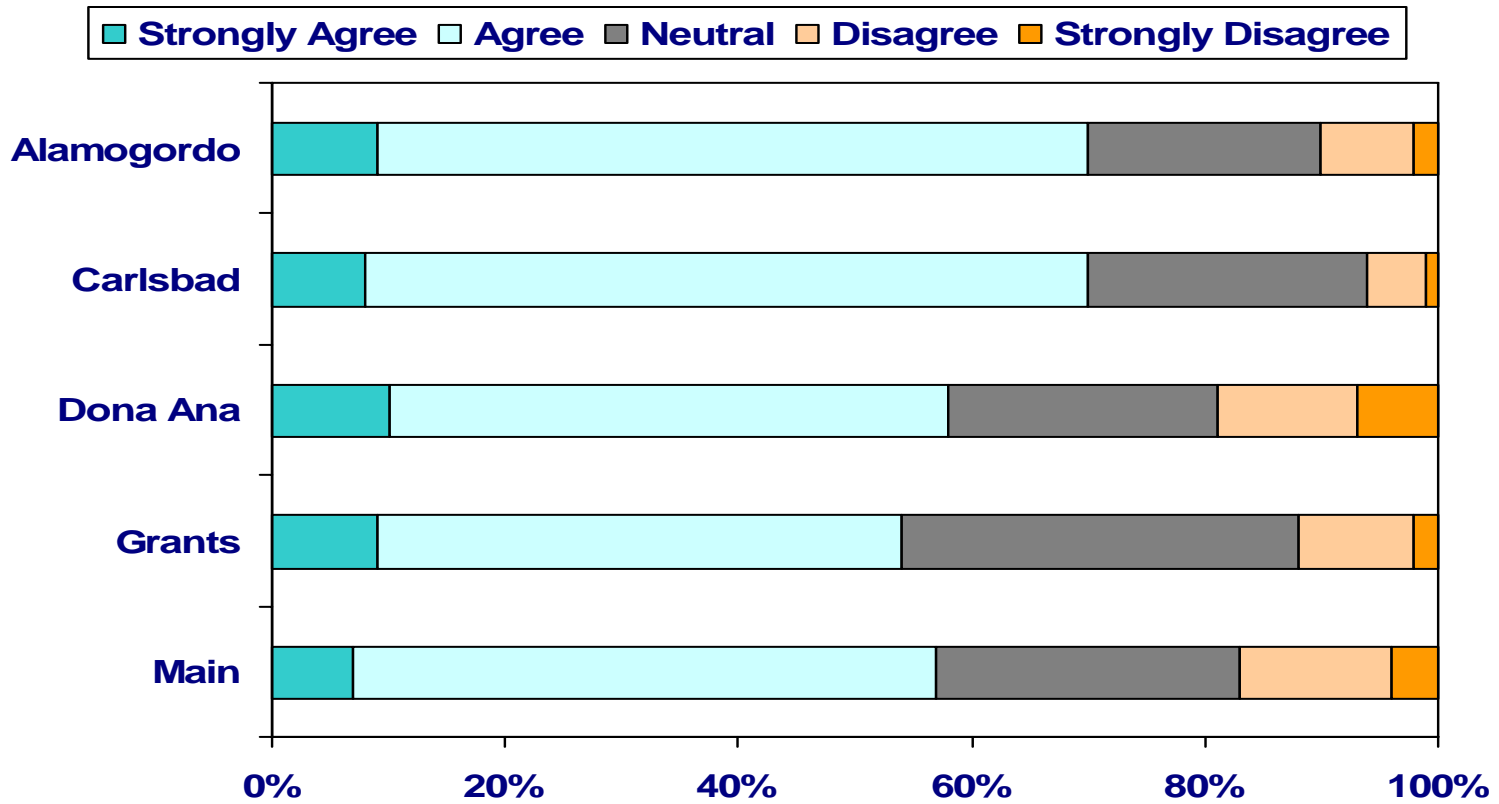


“Does Not Apply” responses excluded.

$$X^2_p = 0.5845$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 44:** NMSU provides a welcoming and responsive environment for all employees.

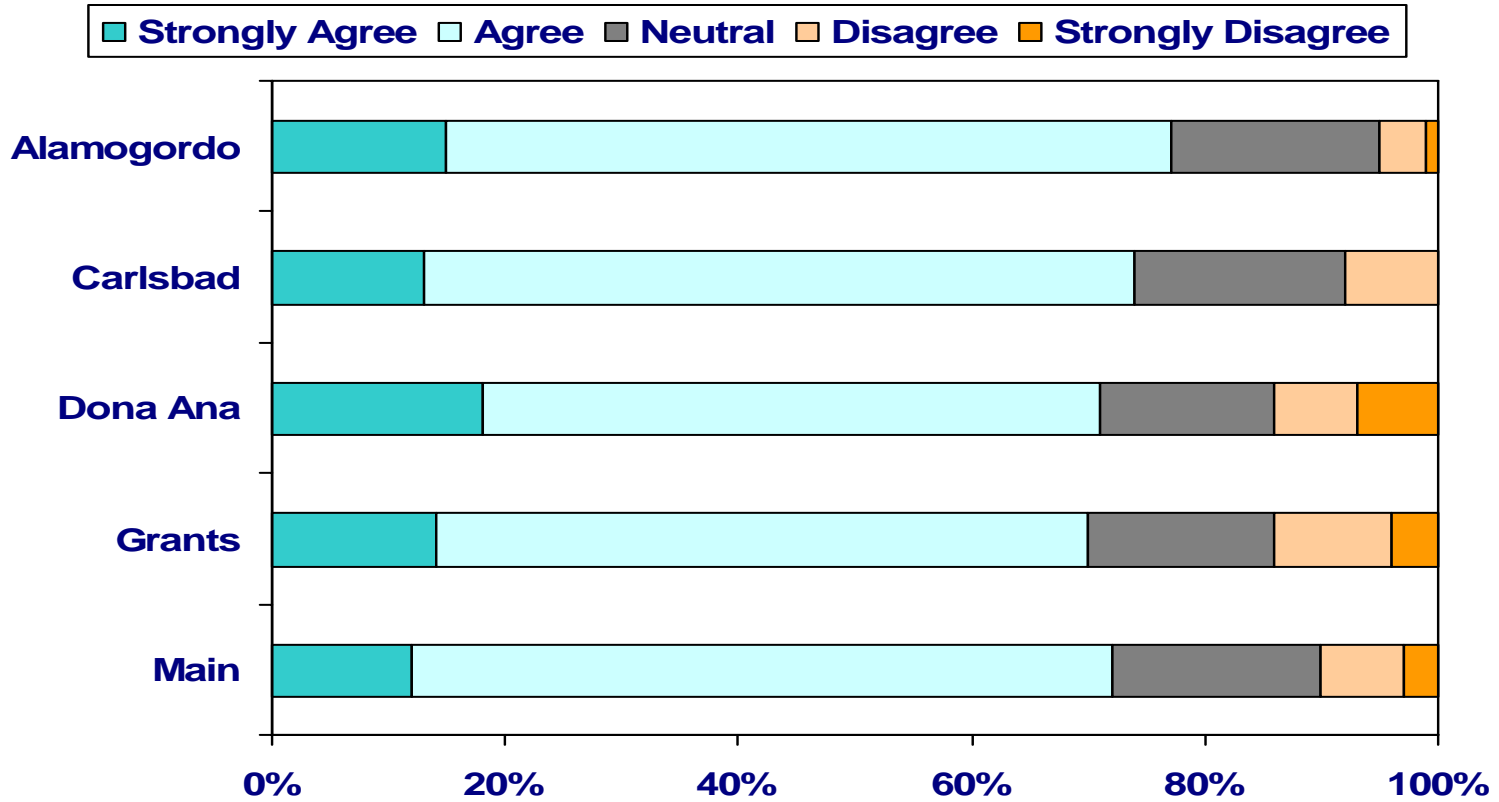


“Does Not Apply” responses excluded.

$$X^2_p = 0.0093$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 45:** Ethnic and cultural diversity are respected.

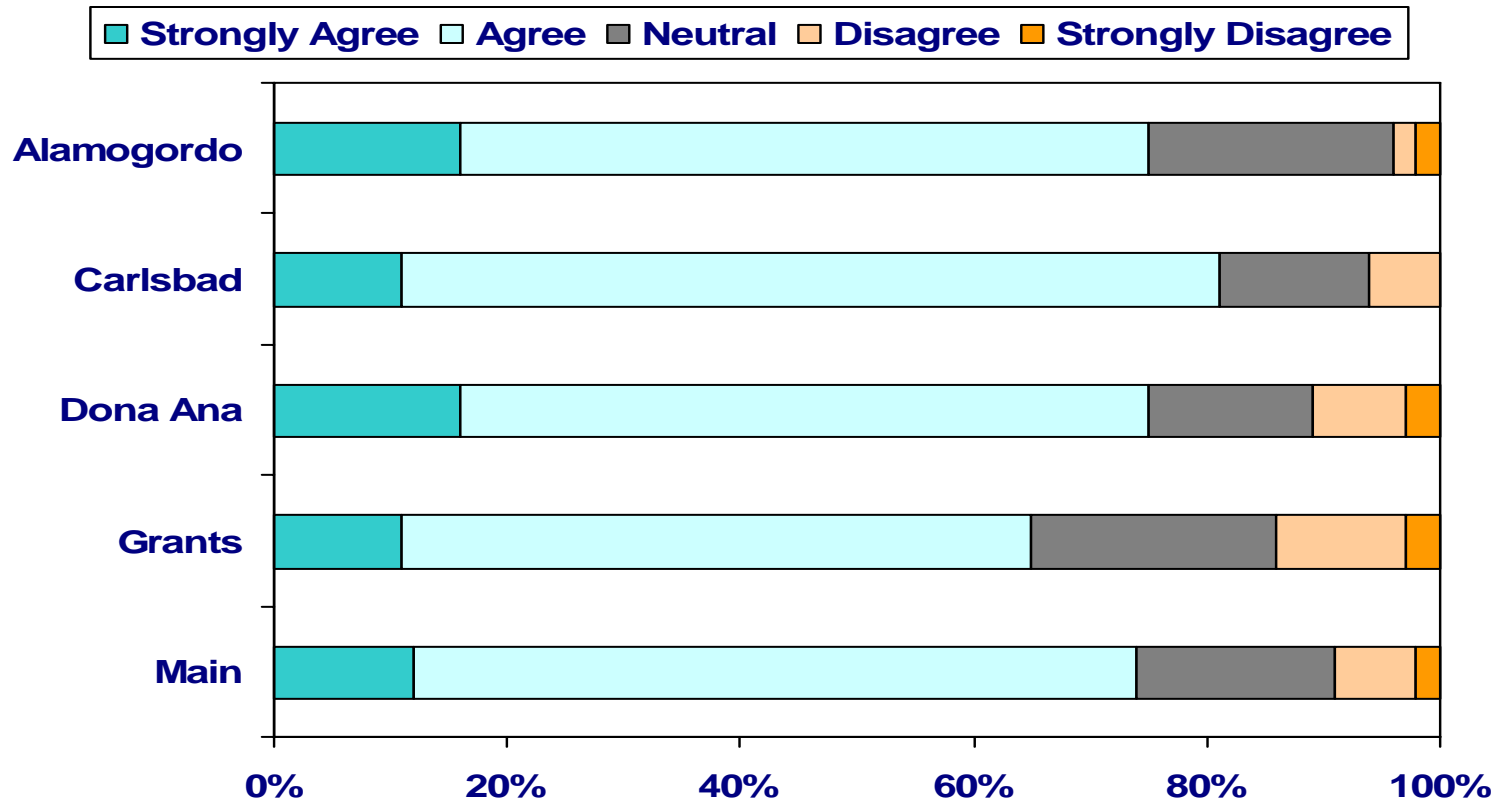


“Does Not Apply” responses excluded.

$$X^2_p = 0.0284$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 46:** Co-workers respect individual and cultural differences.

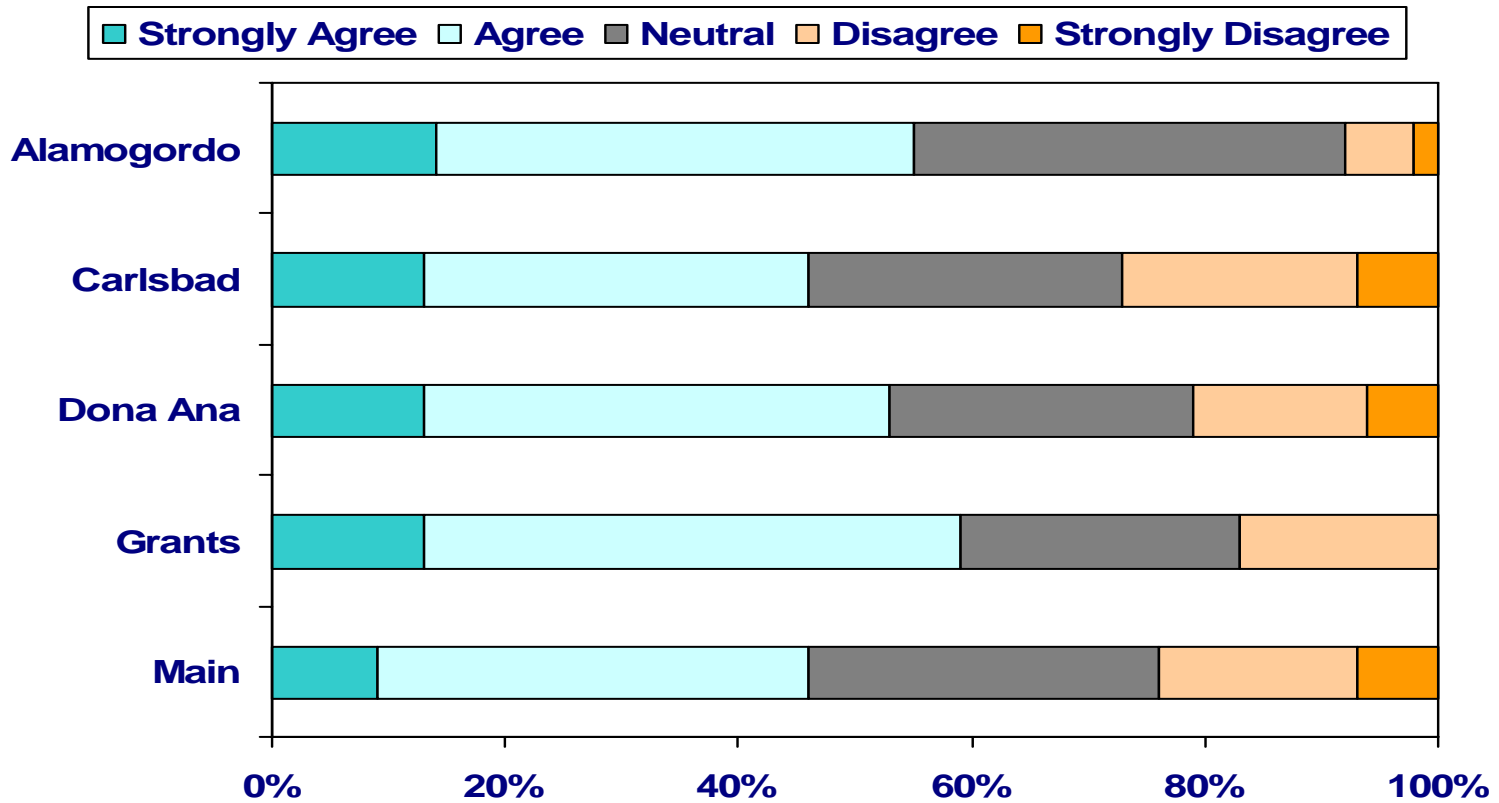


“Does Not Apply” responses excluded.

$$X^2_p = 0.1291$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 47:** Women are given advancement and promotion opportunities comparable to men.

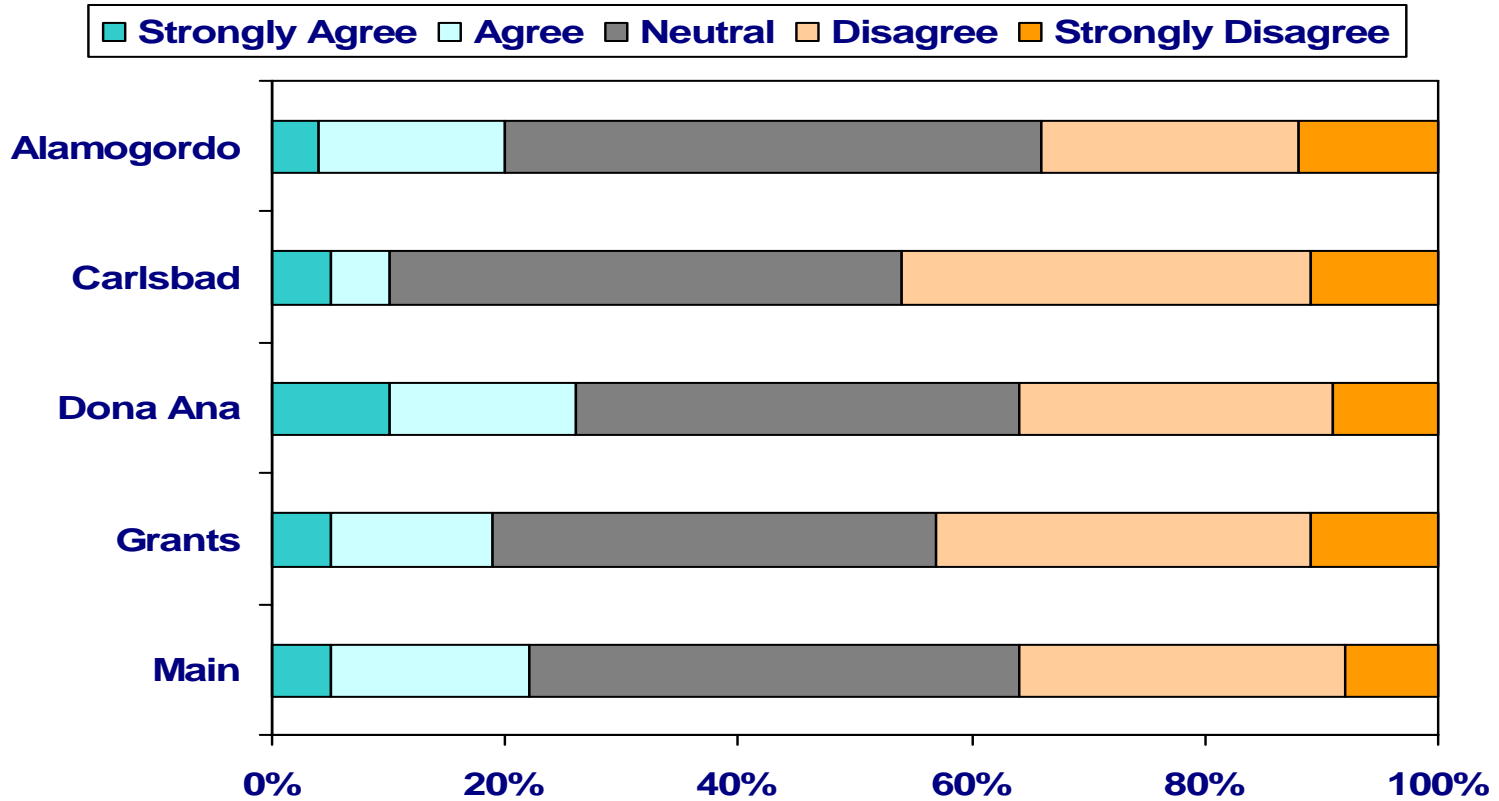


“Does Not Apply” responses excluded.

$$X^2_p = 0.0125$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 48:** It bothers me to be singled out to speak on behalf of a specific racial/ethnic perspective.

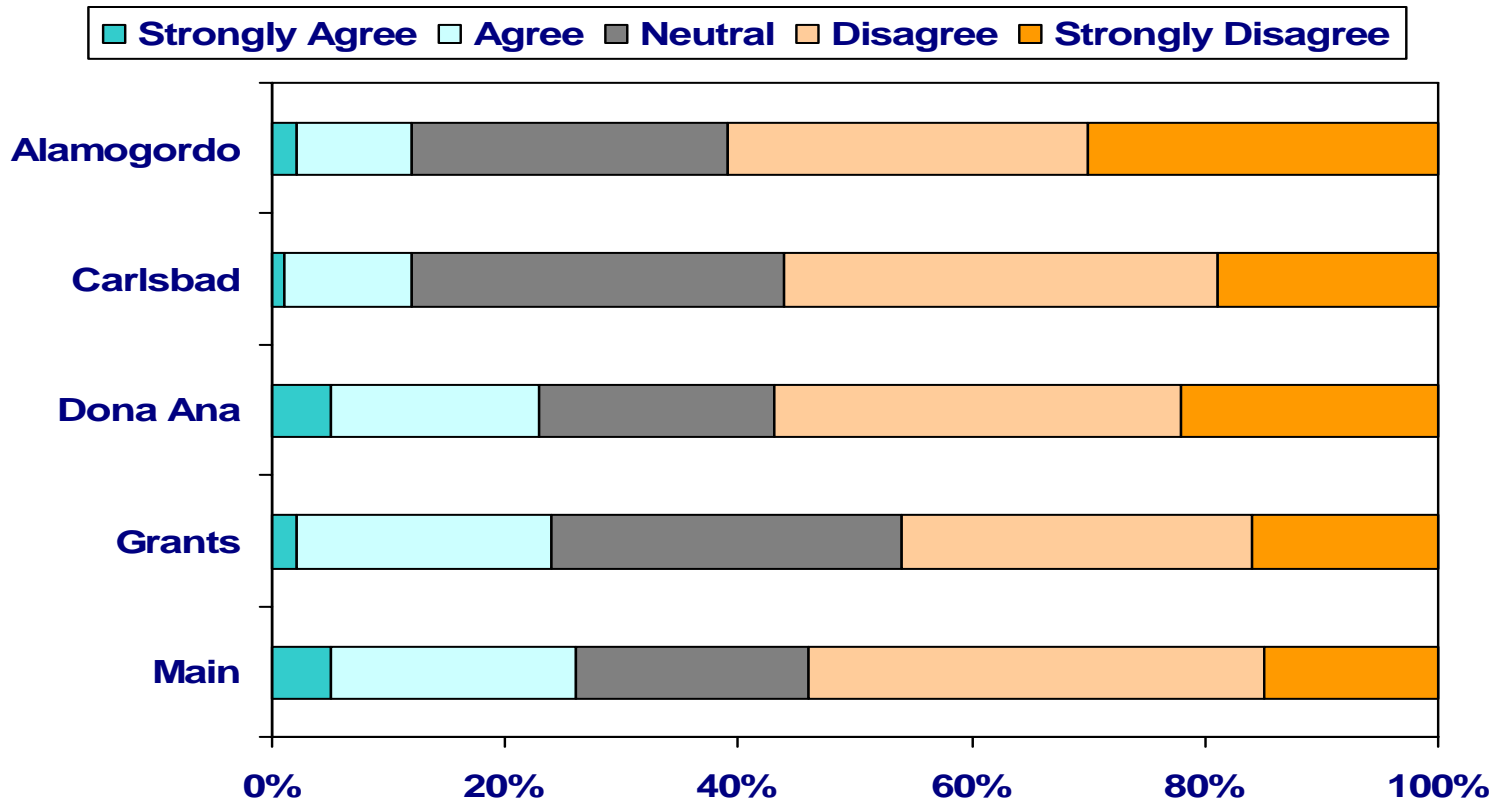


“Does Not Apply” responses excluded.

$$X^2 p = 0.3517$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 49:** It bothers me to be singled out to speak on behalf of a specific gender perspective.

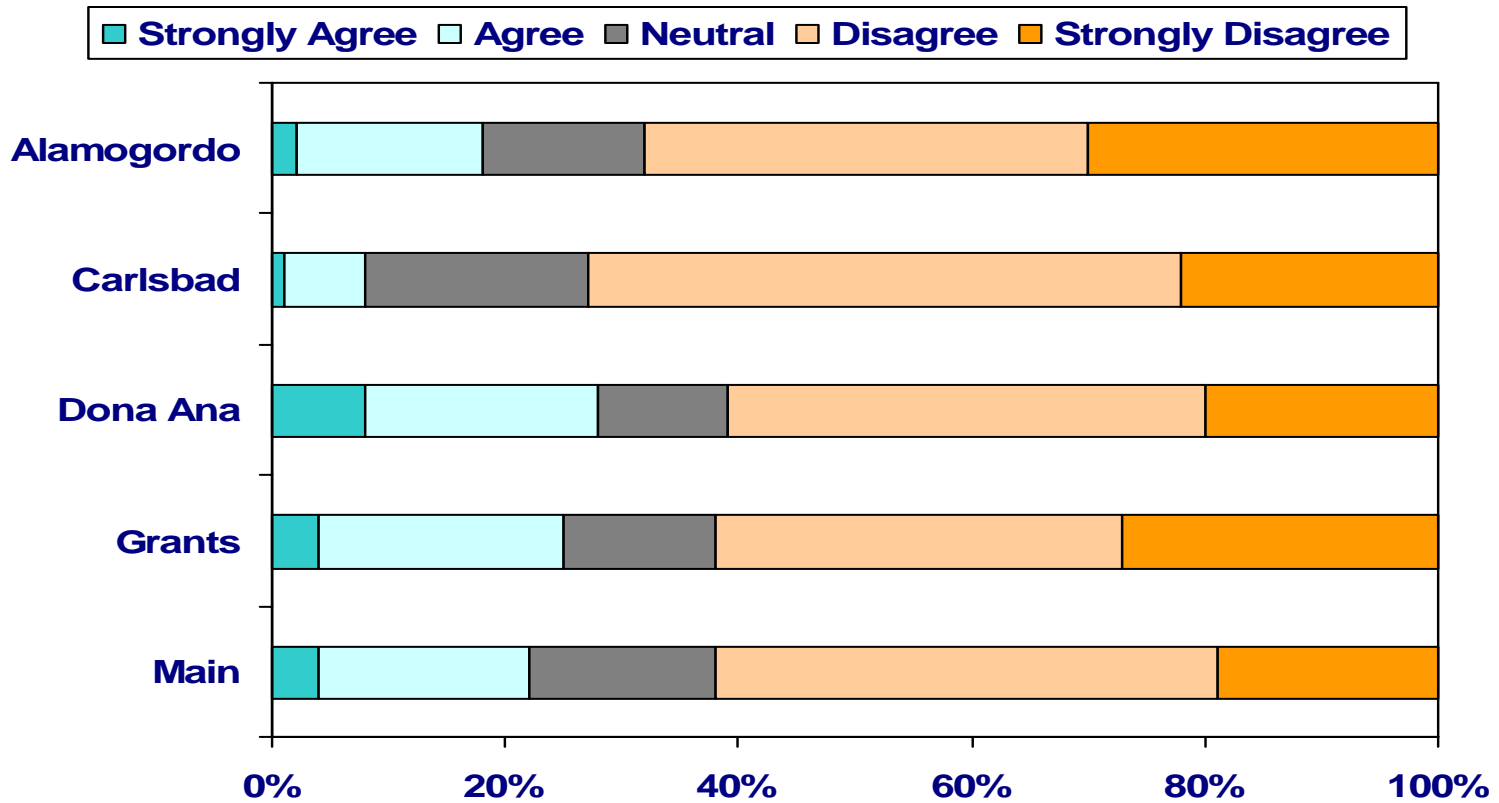


“Does Not Apply” responses excluded.

$$X^2_p = 0.8209$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 50:** Sometimes personnel make inappropriate jokes about people who are different.

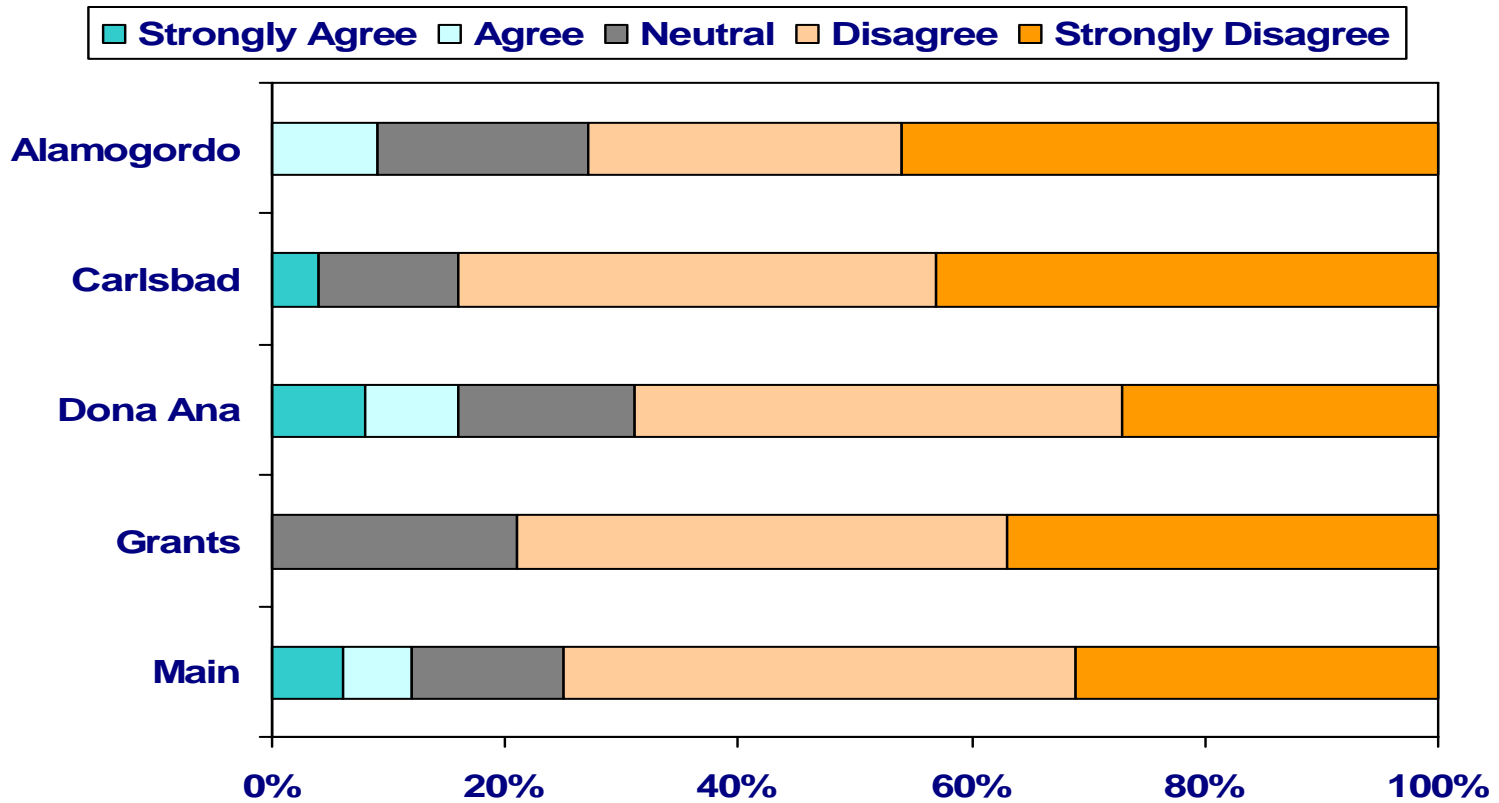


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 51:** I have been exposed to racial/ethnic conflict on campus.

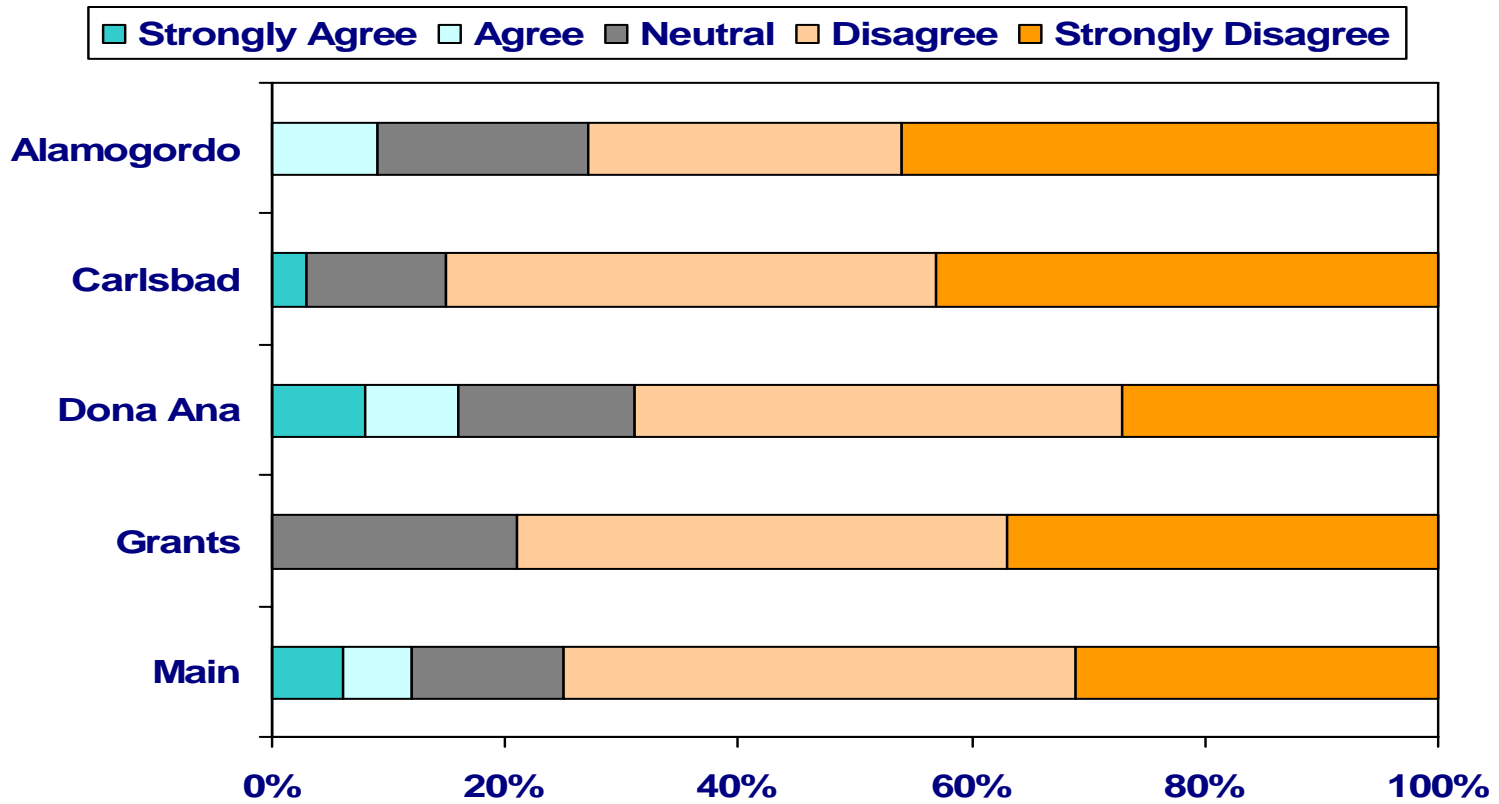


“Does Not Apply” responses excluded.

$$X^2 p = 0.0308$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 52:** I have filed a complaint/grievance and have experienced retaliation.

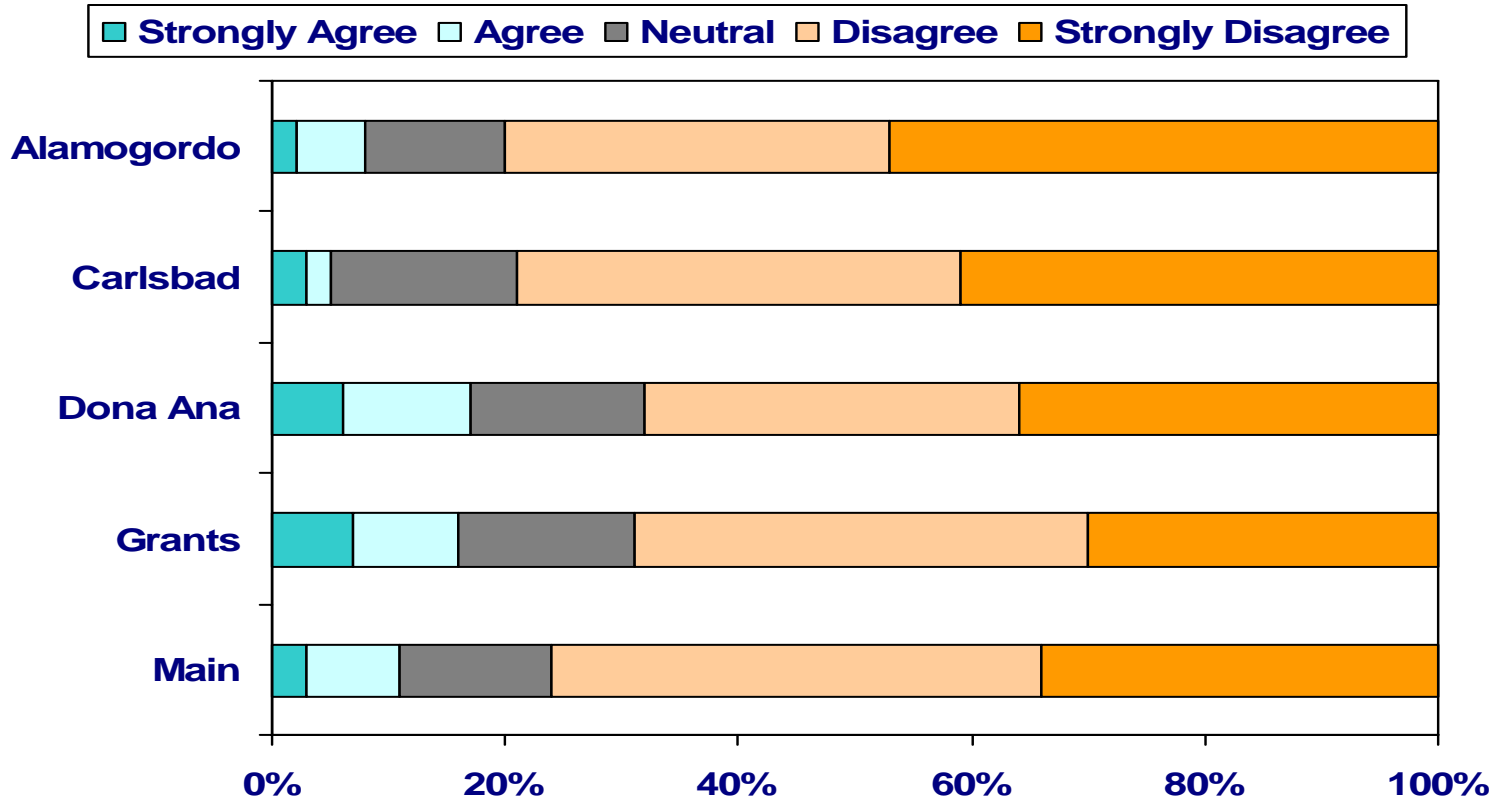


“Does Not Apply” responses excluded.

$$X^2 p = 0.0181$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 53:** Discrimination has affected my ability to work.

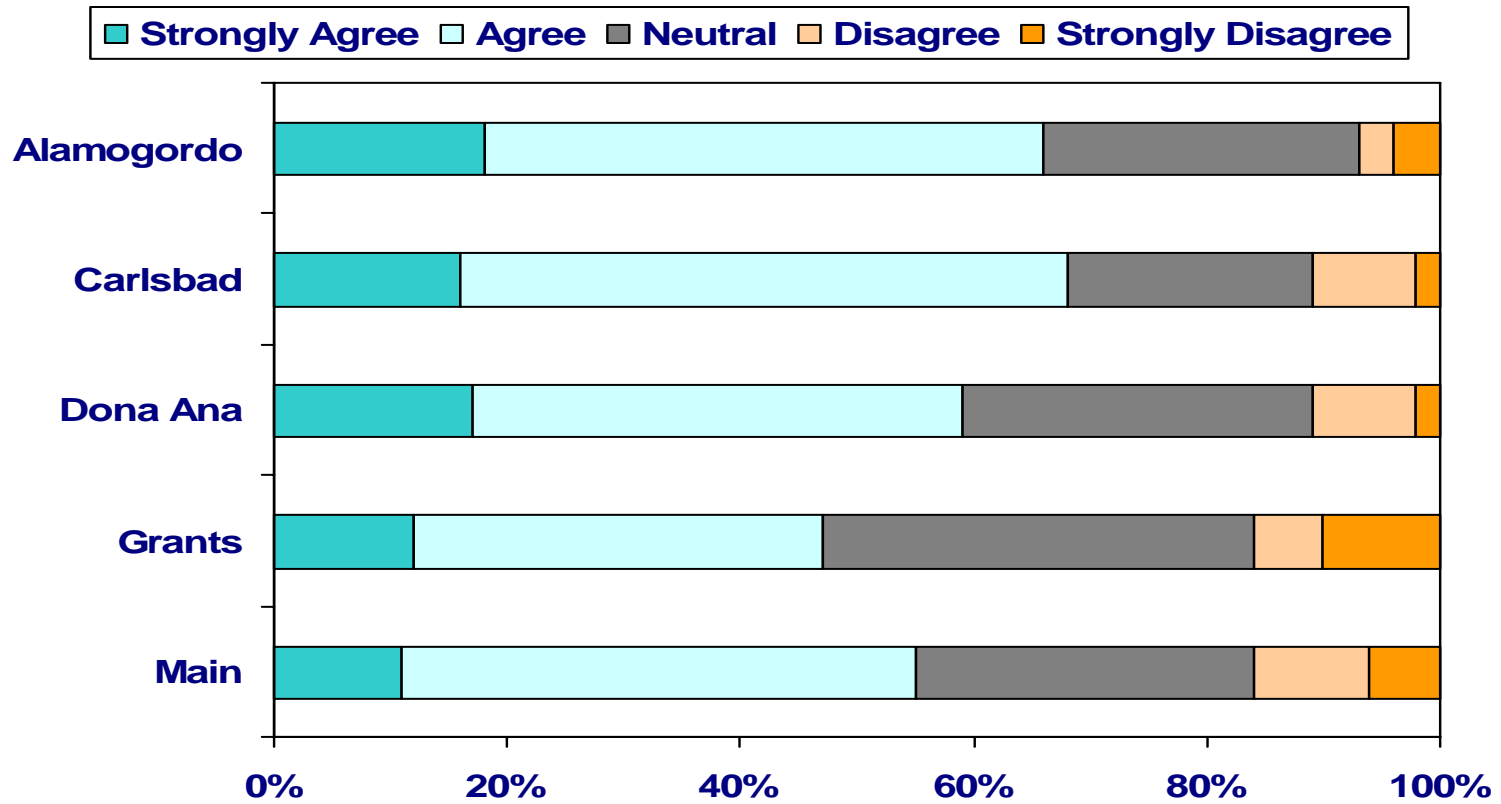


“Does Not Apply” responses excluded.

$$X^2 p = 0.0814$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 54:** Sexual harassment is taken seriously on campus.

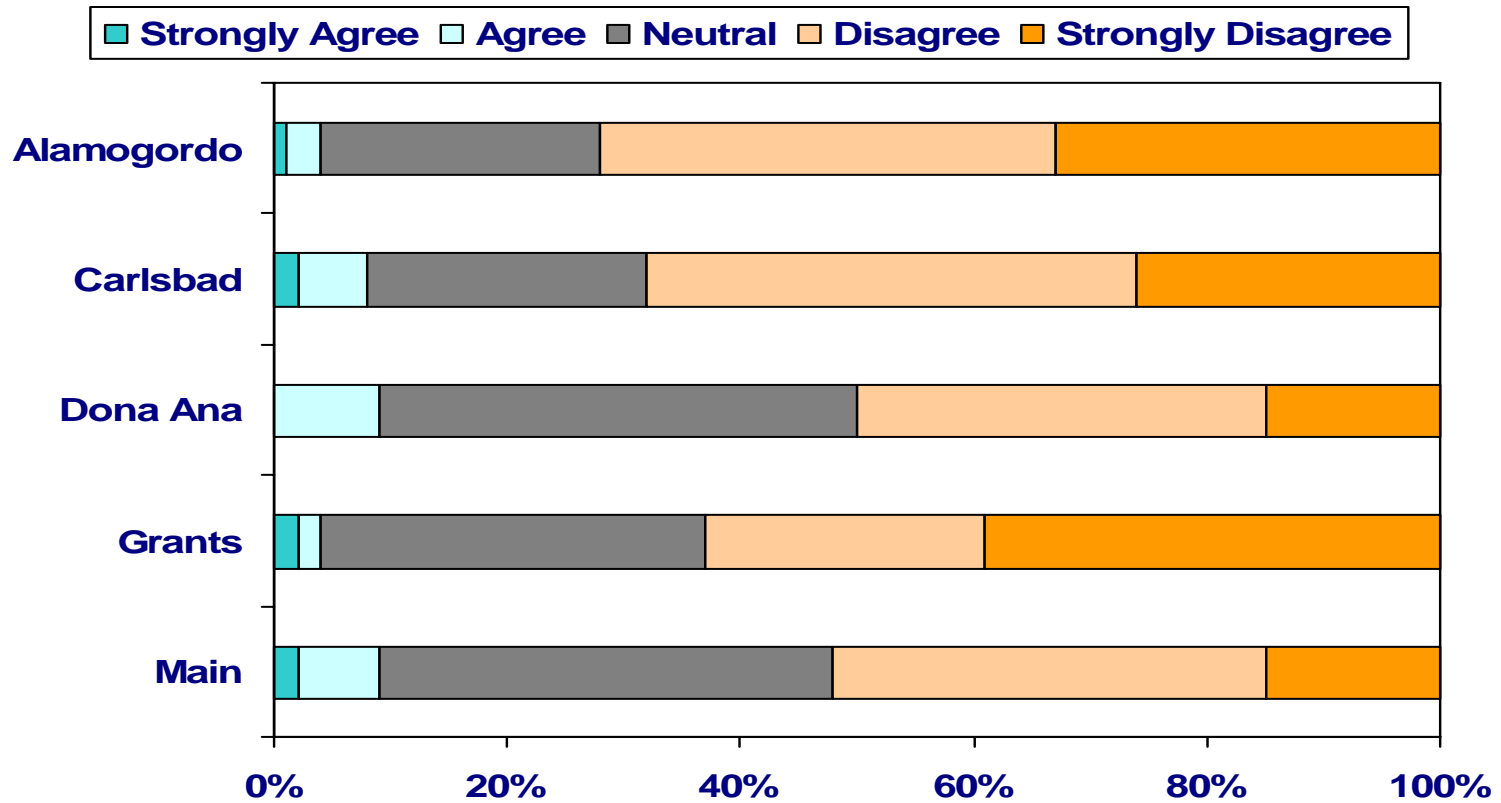


“Does Not Apply” responses excluded.

$$X^2 p = 0.0147$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 55:** Sexual harassment is a big problem on campus.

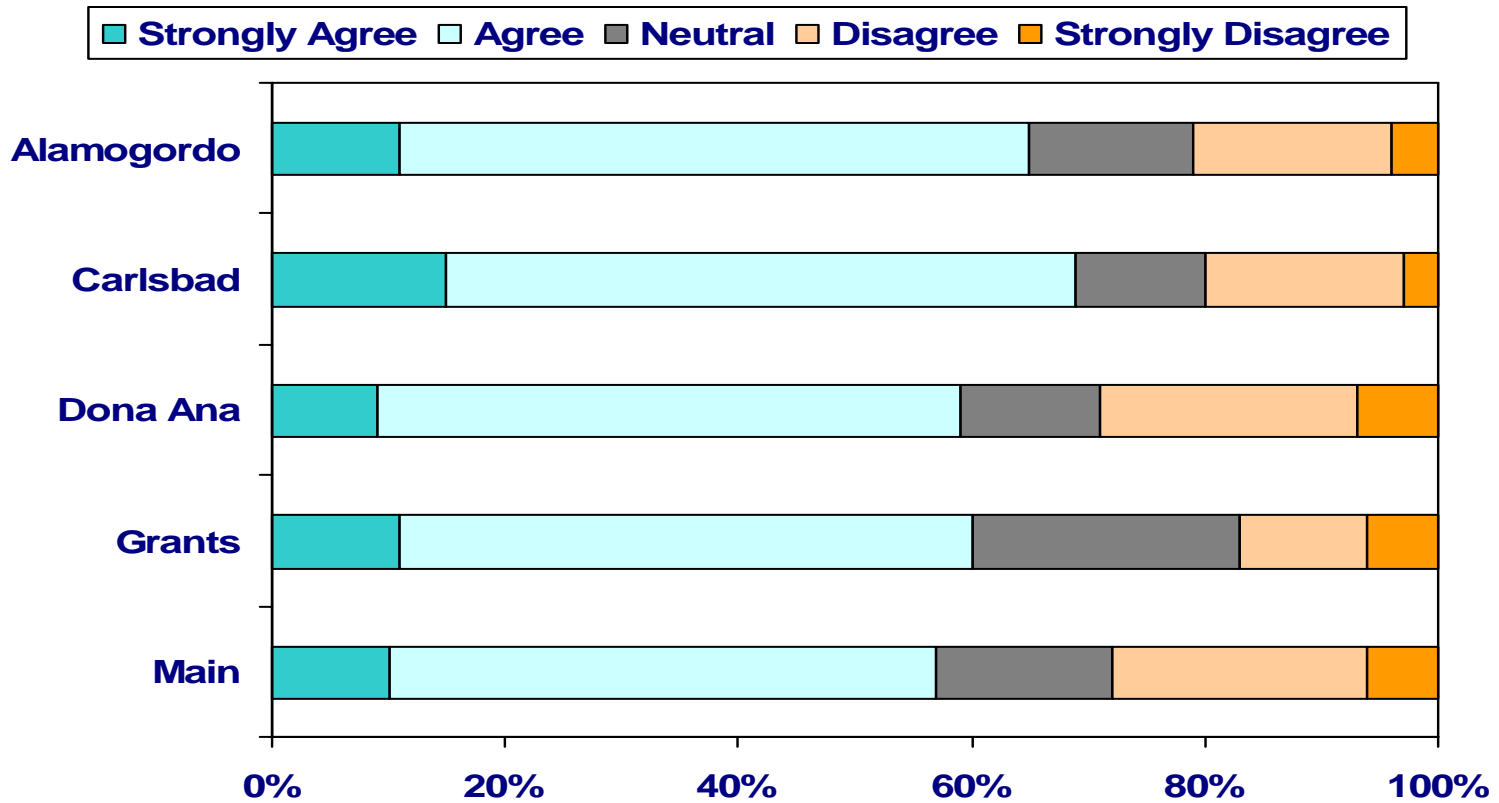


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 56:** I know the steps to take if a person comes to me with a problem with sexual harassment.

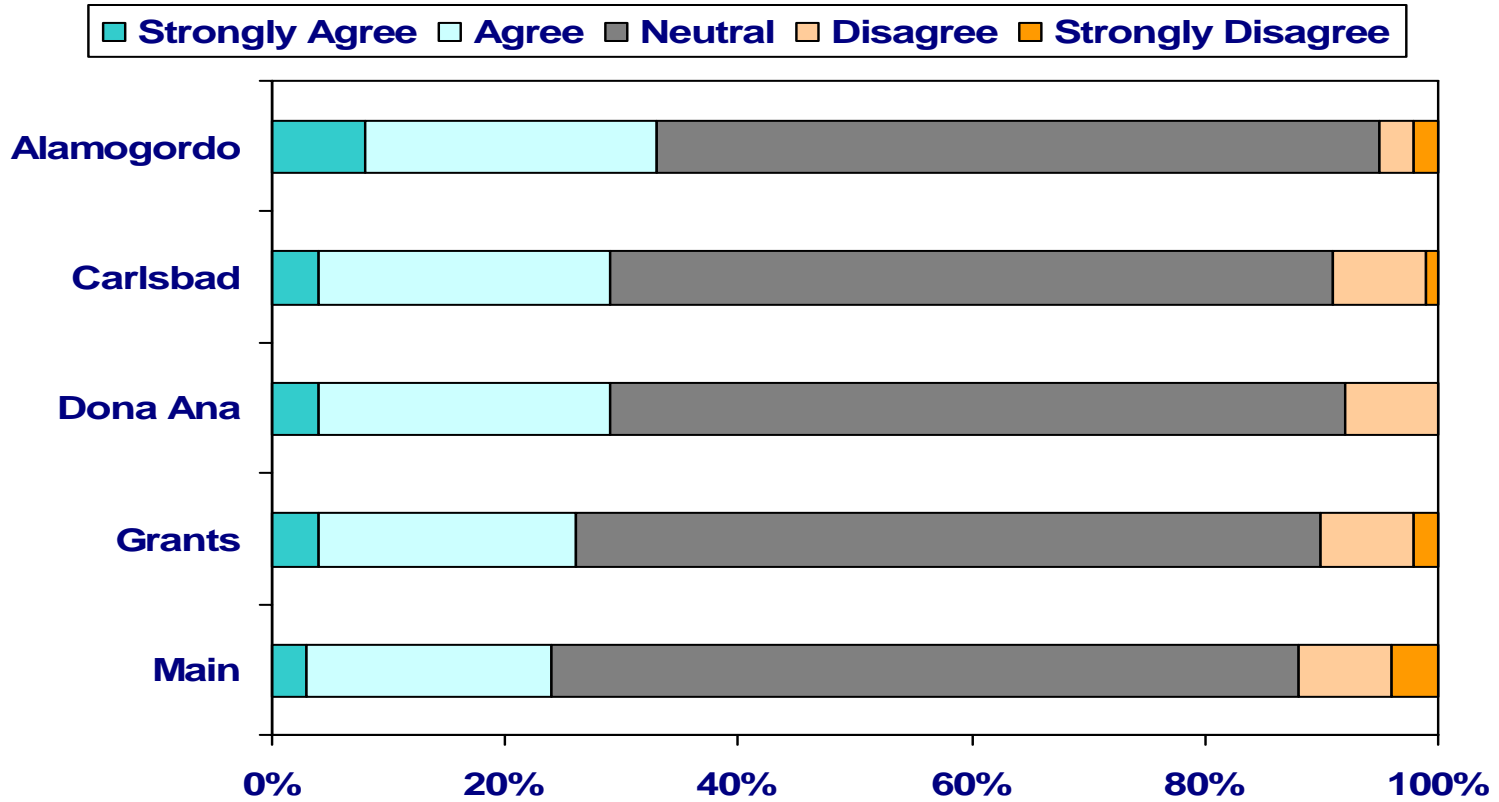


“Does Not Apply” responses excluded.

$$X^2_p = 0.3249$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 57:** The process for resolving complaints about sexual harassment at NMSU is effective.

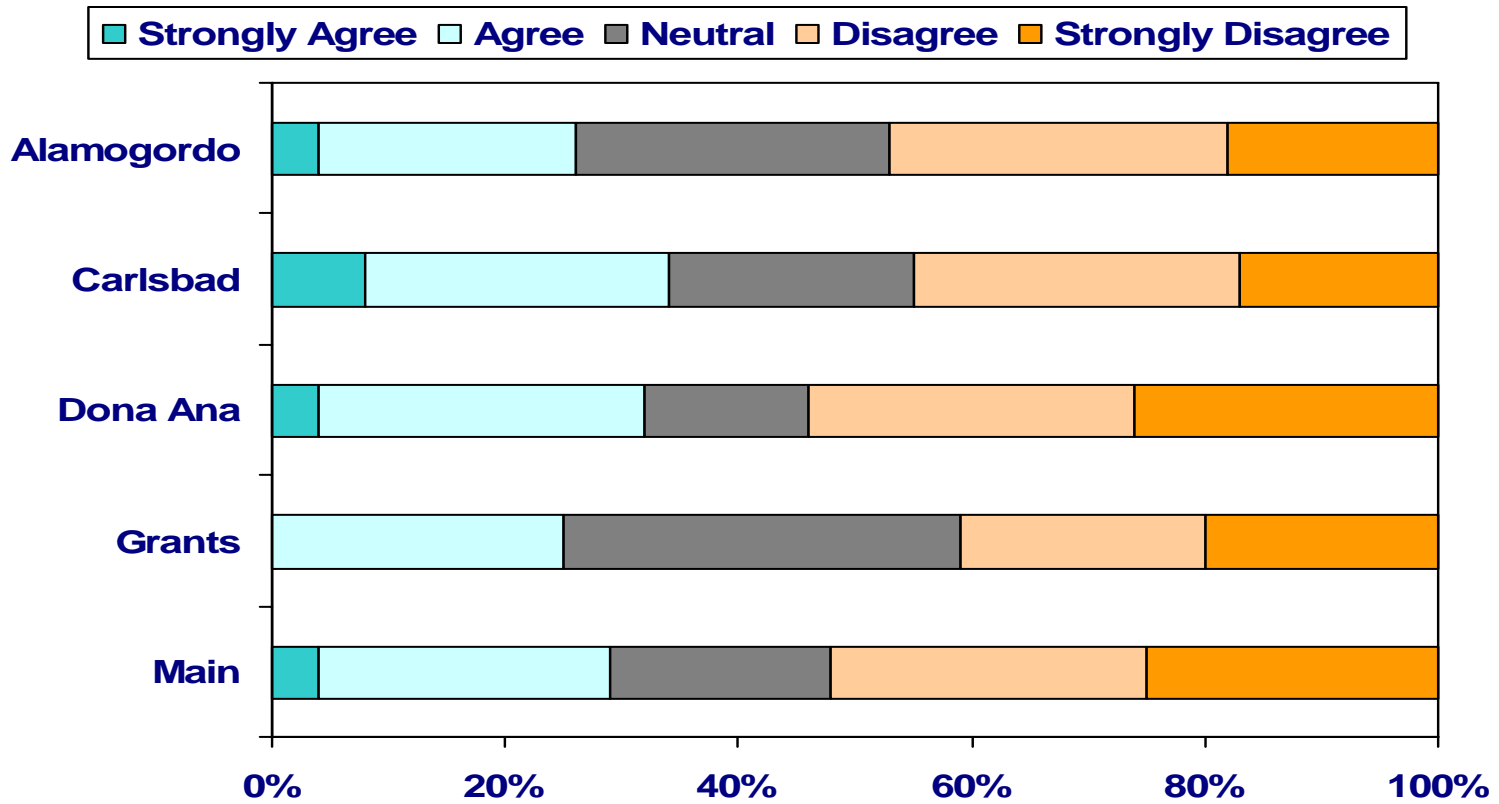


“Does Not Apply” responses excluded.

$$X^2_p = 0.3276$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 58:** I feel my salary is equitable with my peers and colleagues at NMSU.

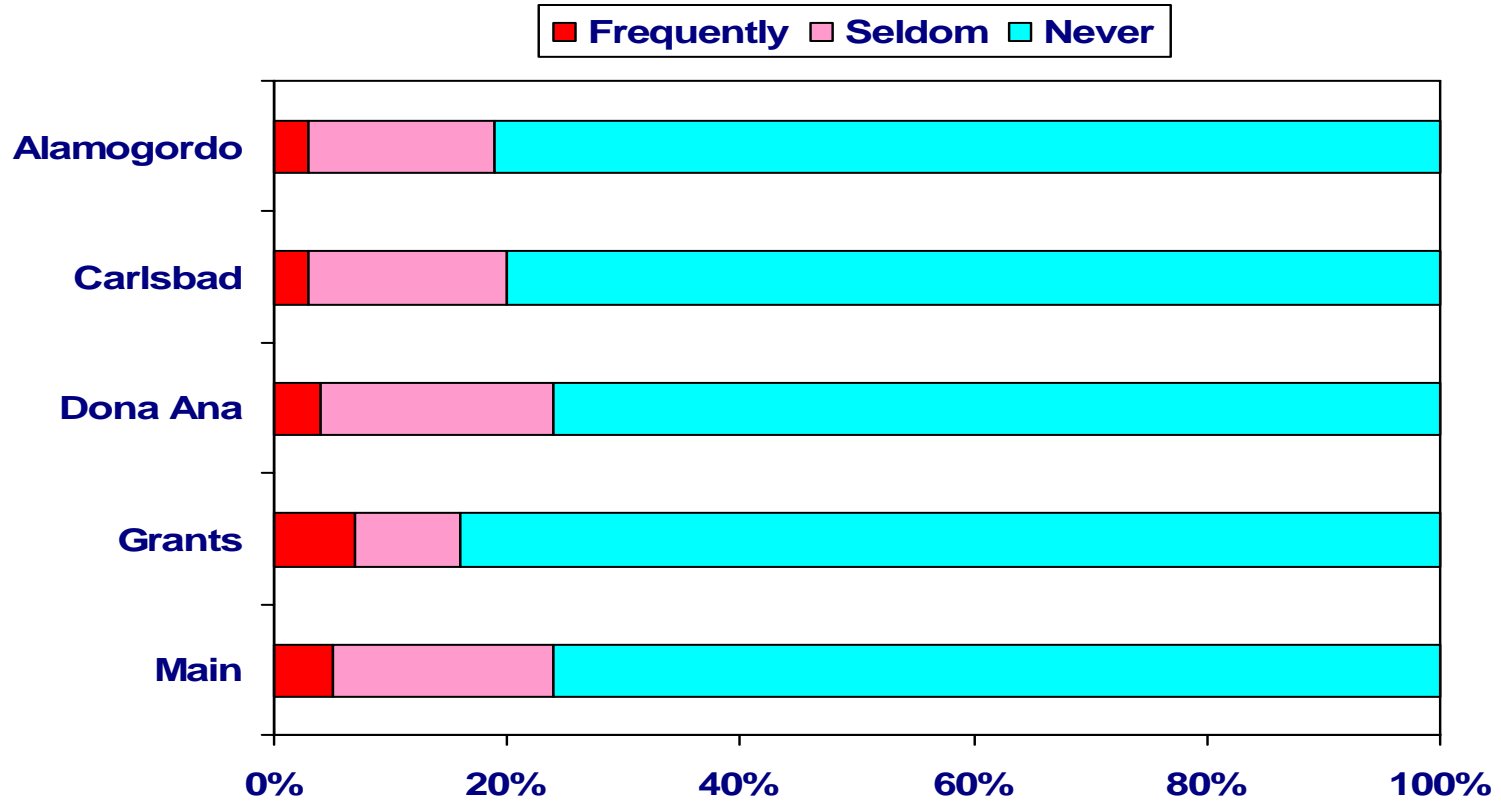


“Does Not Apply” responses excluded.

$$X^2 p = 0.0426$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 59:** How often have you experienced discrimination based on age?

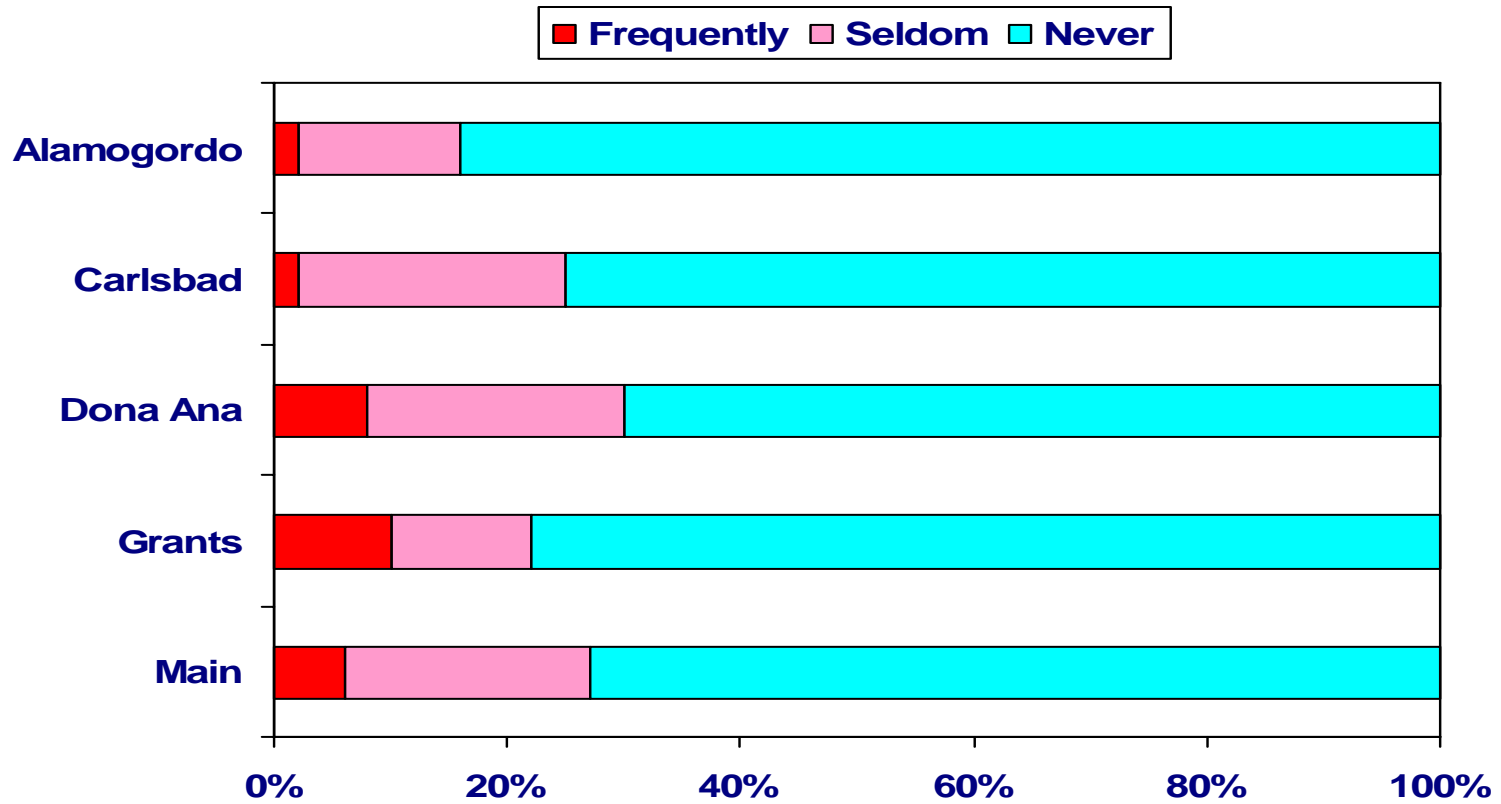


“Does Not Apply” responses excluded.

$$X^2_p = 0.5308$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 60:** How often have you experienced discrimination based on race/ethnicity?

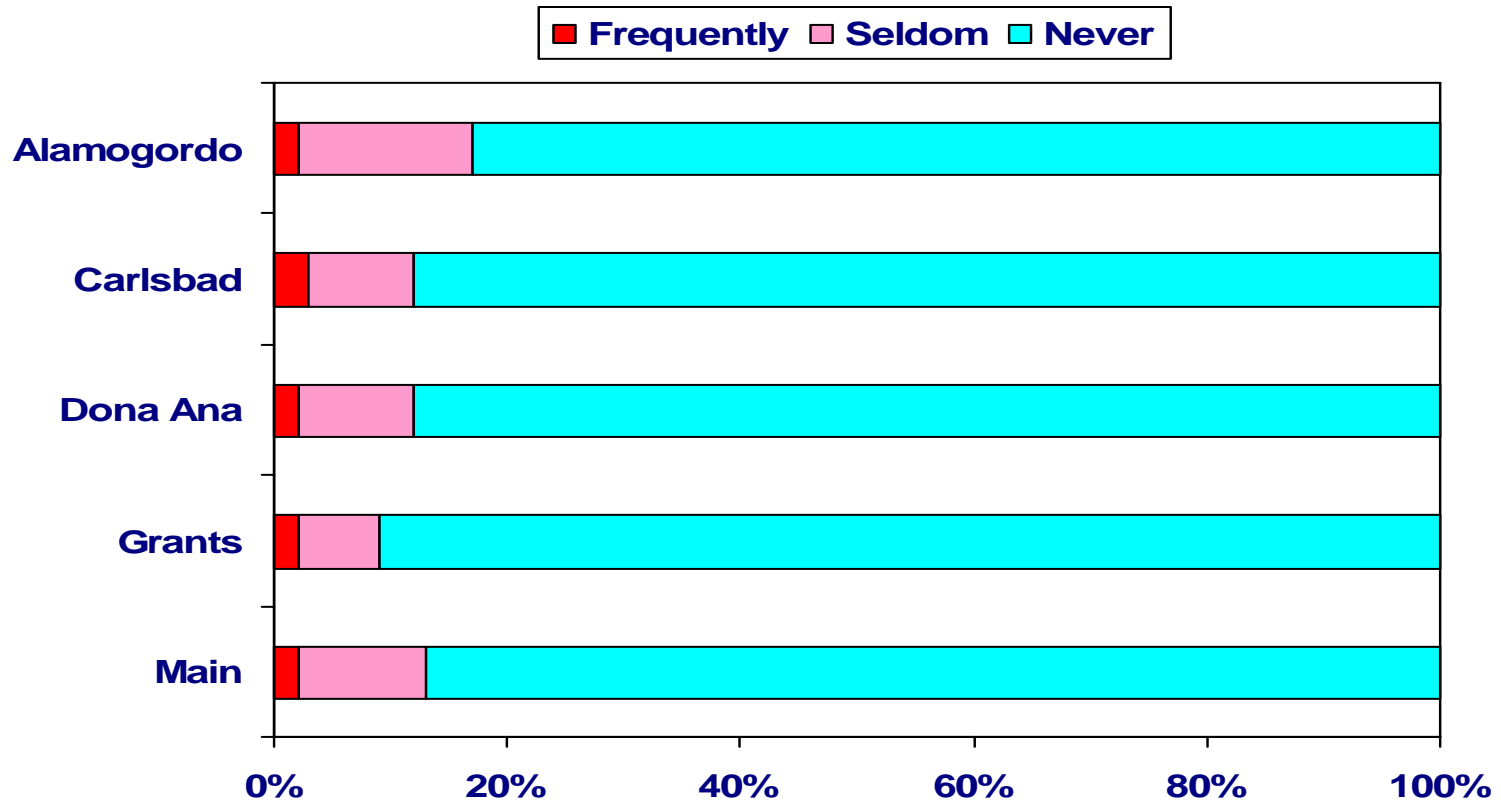


“Does Not Apply” responses excluded.

$$X^2 p = 0.0248$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 61:** How often have you experienced discrimination based on religious intolerance?

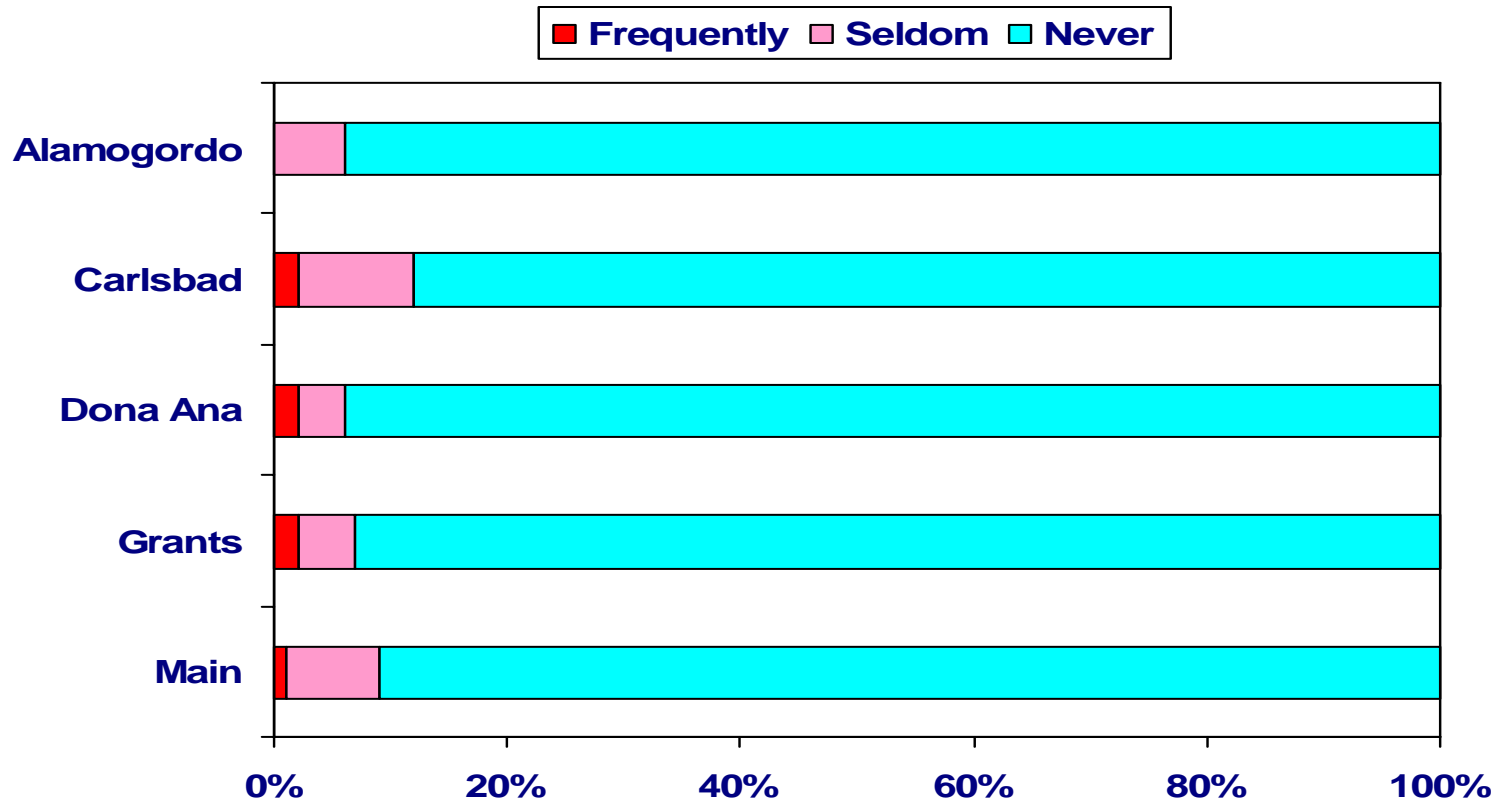


“Does Not Apply” responses excluded.

$$X^2_p = 0.7825$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 62:** How often have you experienced discrimination based on sexual orientation?

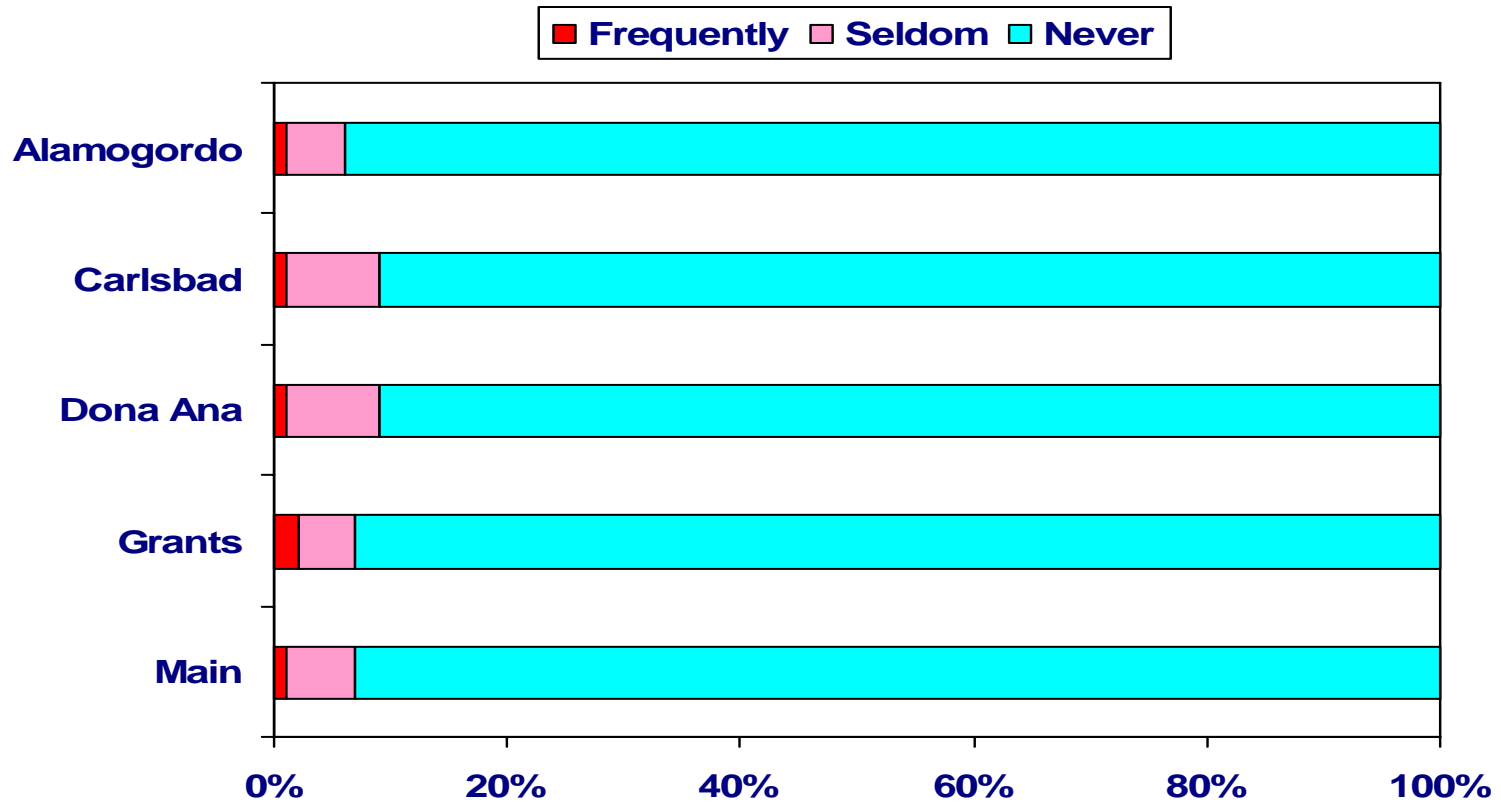


“Does Not Apply” responses excluded.

$$X^2_p = 0.3893$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 63:** How often have you experienced discrimination based on disability?

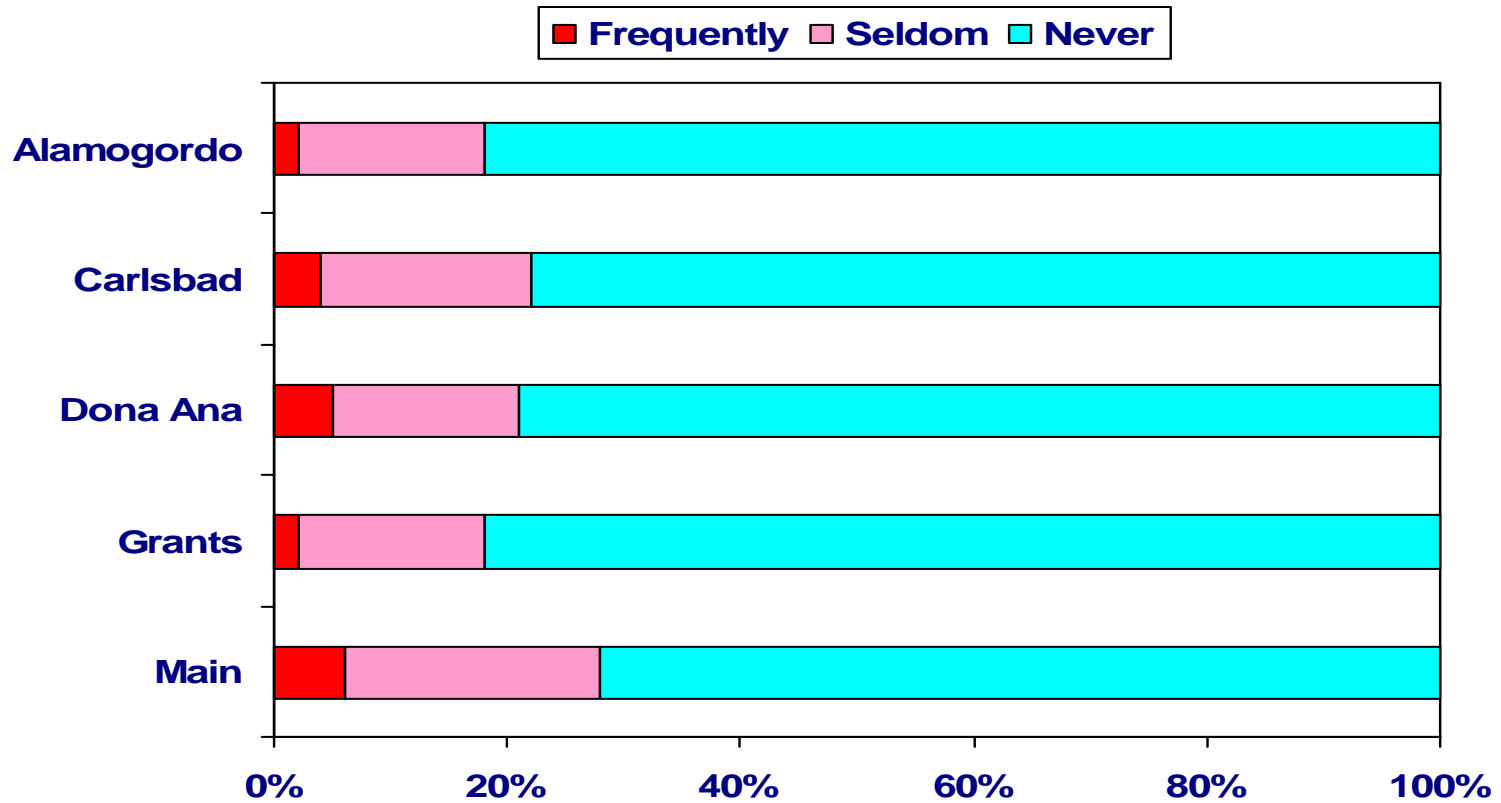


“Does Not Apply” responses excluded.

$$X^2_p = 0.9850$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 64:** How often have you experienced discrimination based on gender?

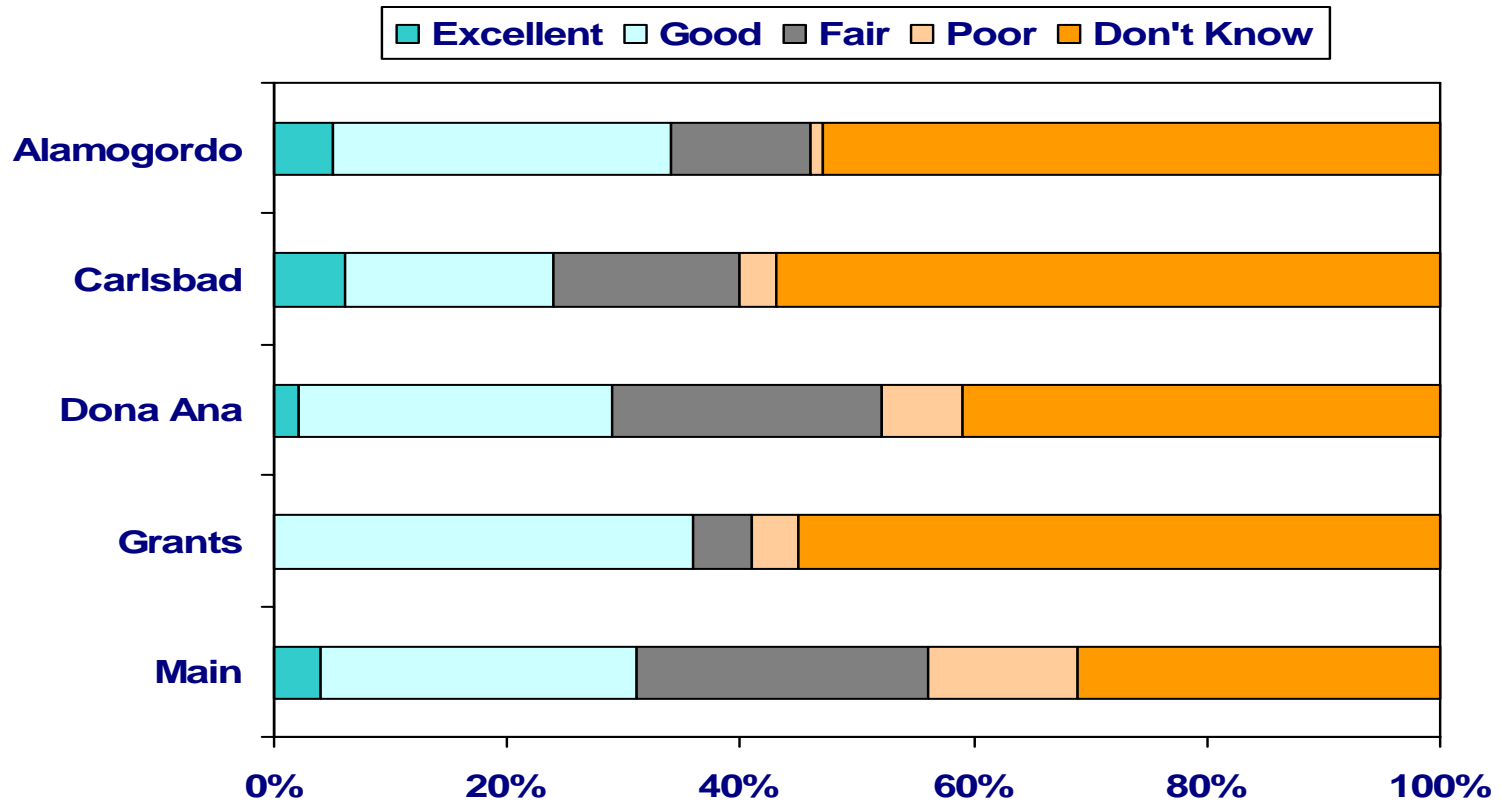


“Does Not Apply” responses excluded.

$$X^2 p = 0.0453$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 65:** Leadership by the Board of Regents.

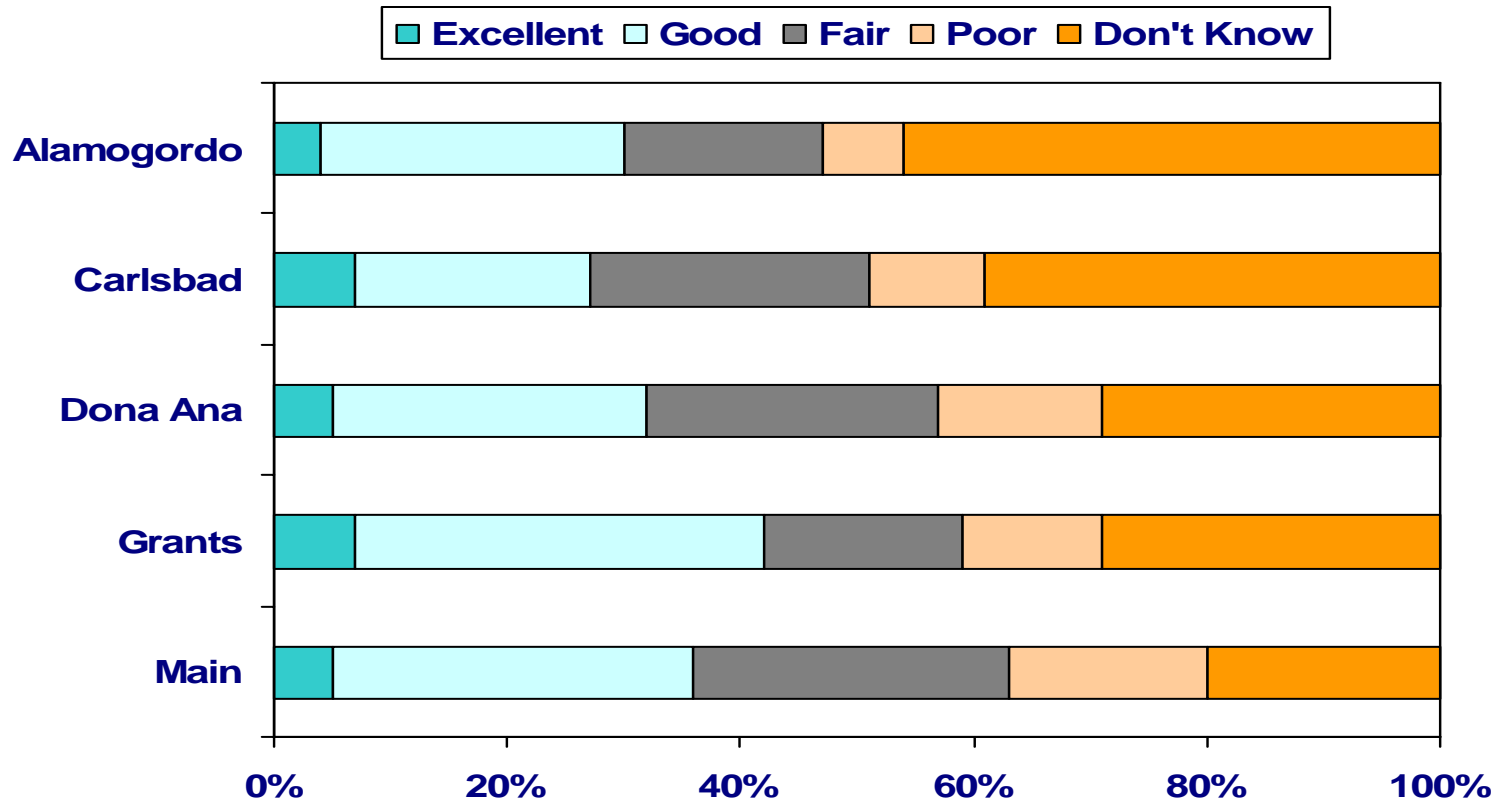


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 66:** Leadership by Main campus upper level administrators.

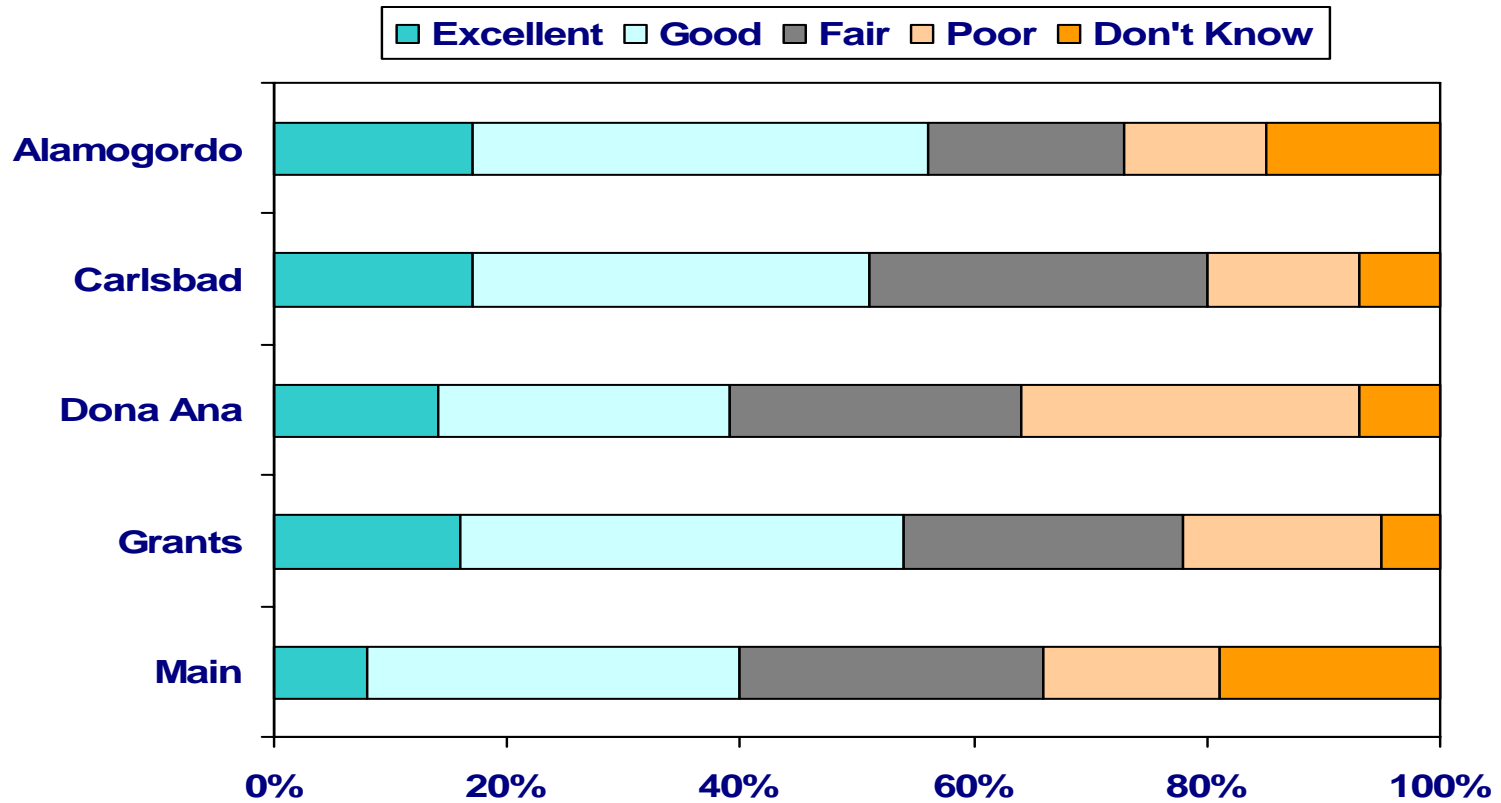


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 67:** Leadership by your college or branch community college administrators.

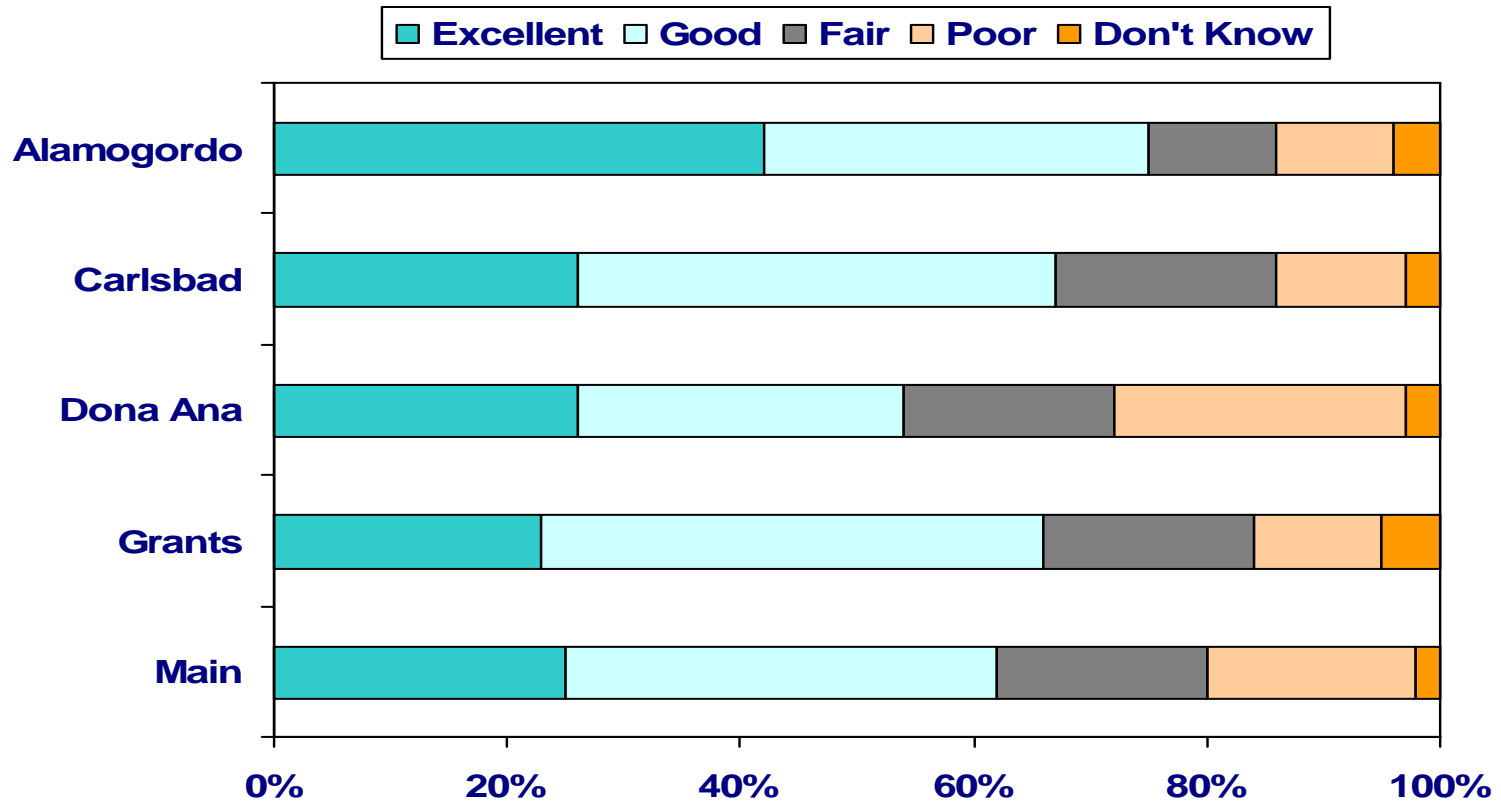


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 68:** Leadership by the head of your department/unit.

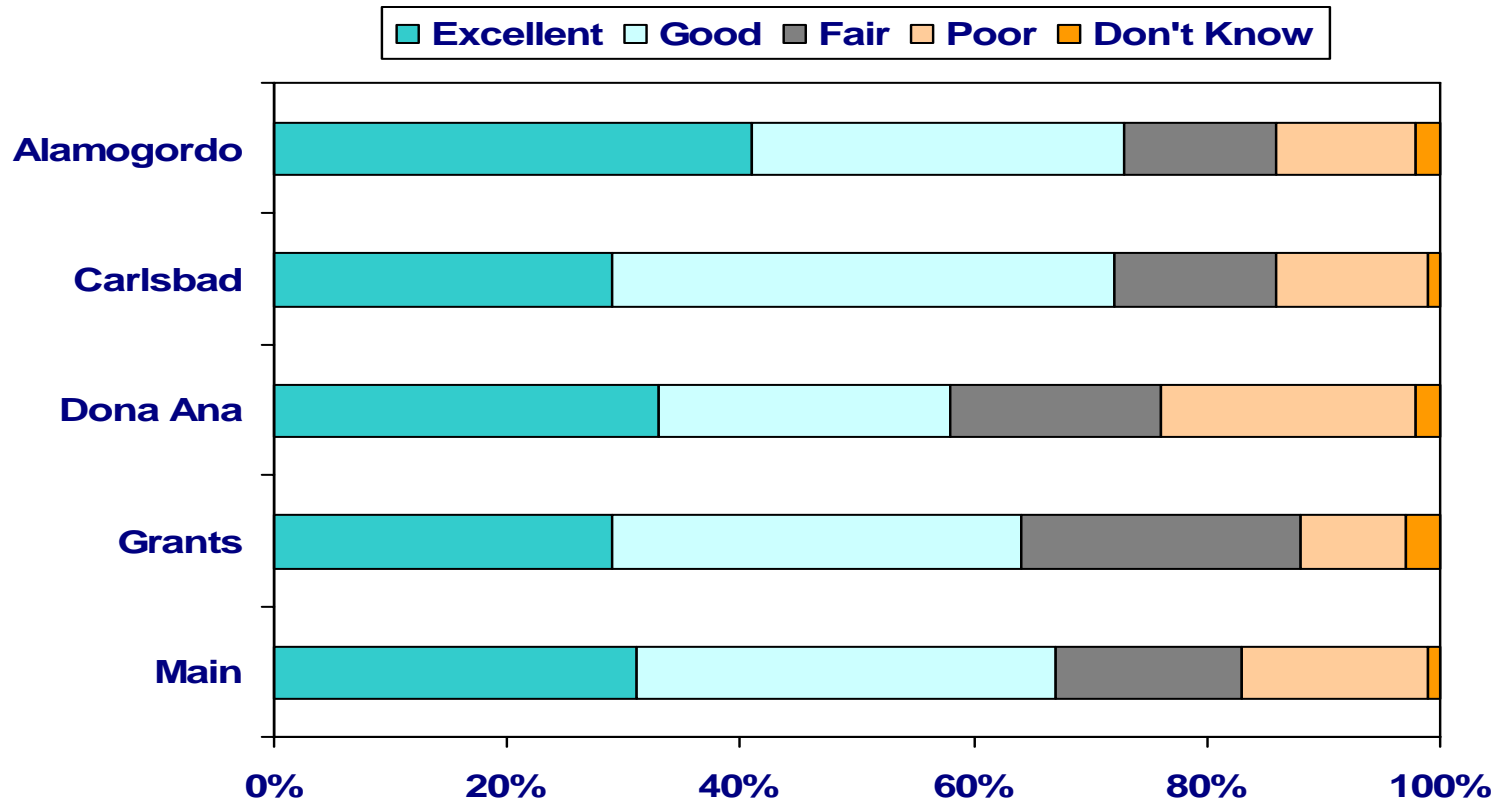


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 69:** Leadership by your immediate supervisor.

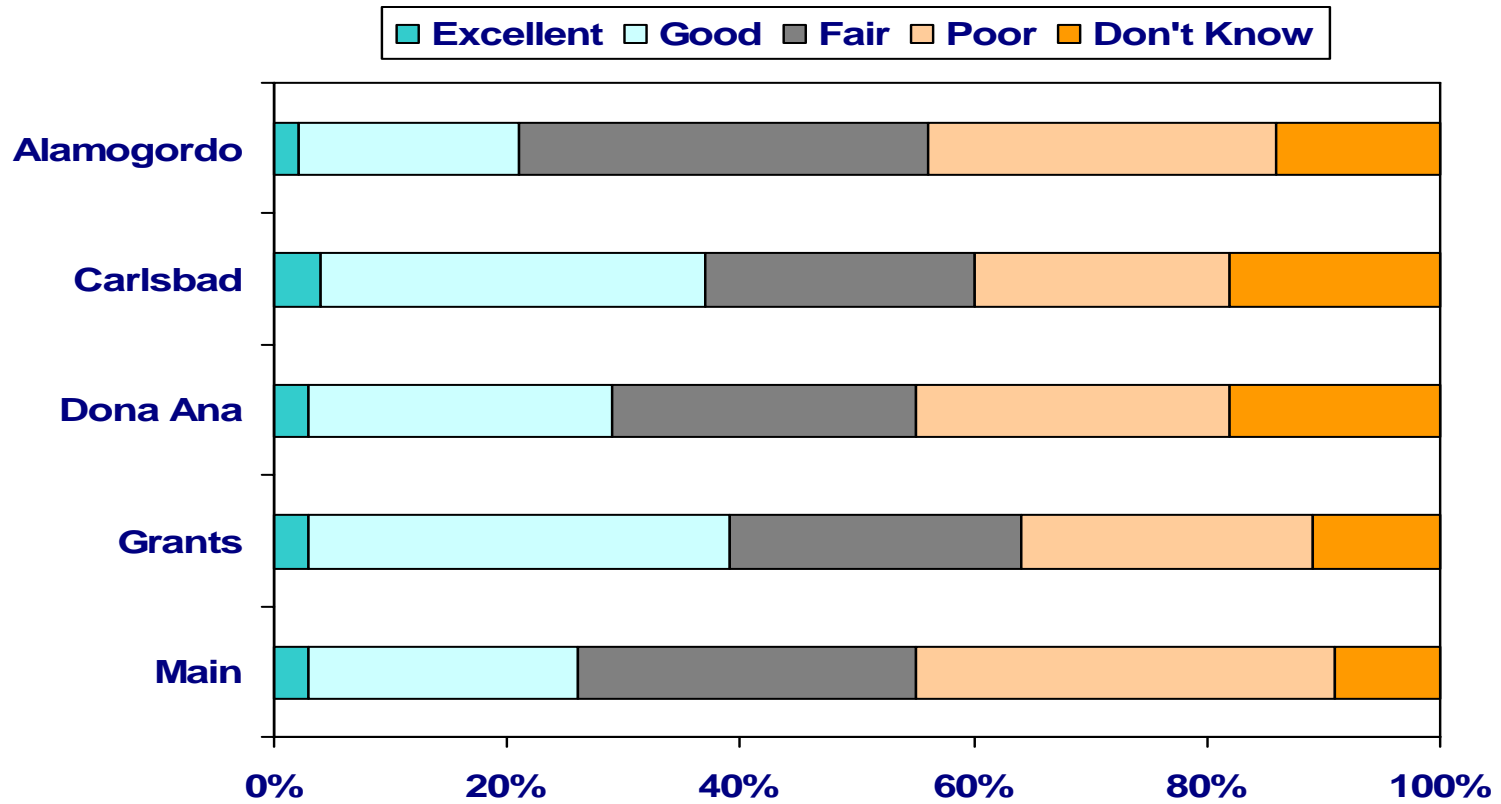


“Does Not Apply” responses excluded.

$$X^2_p = 0.0044$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 70:** Adequacy of financial resources.

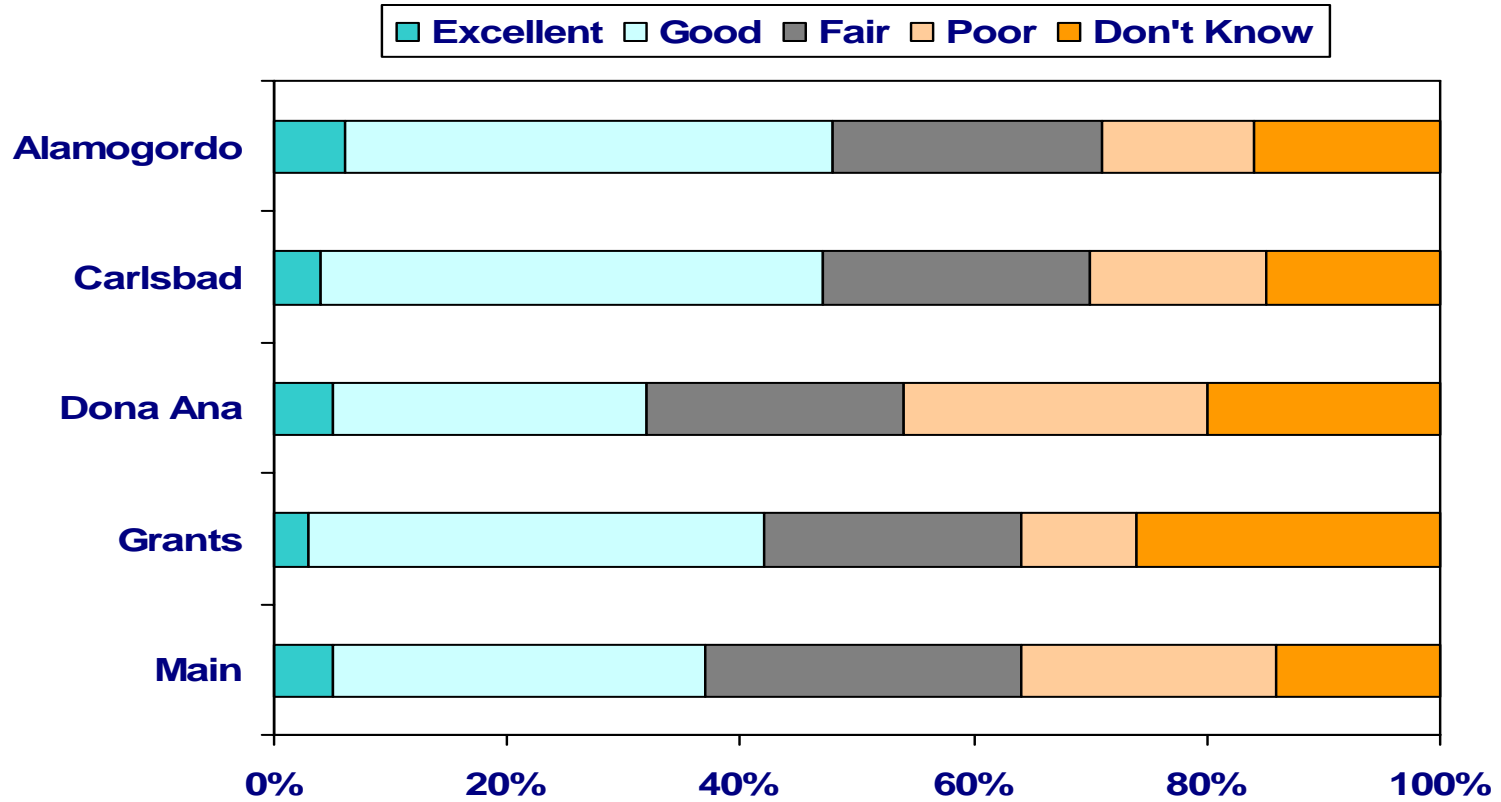


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 71:** Equitable enforcement of policies.

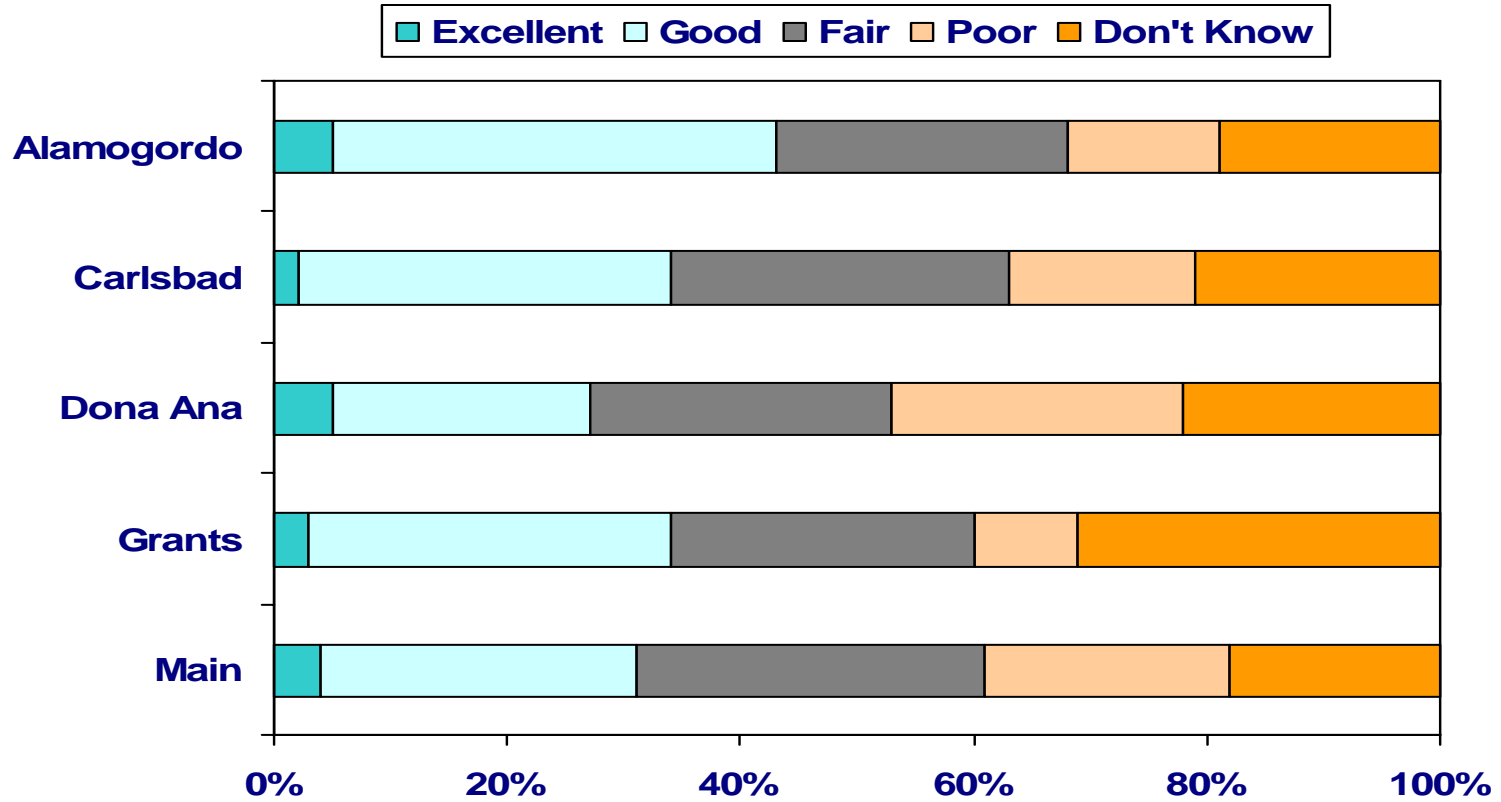


“Does Not Apply” responses excluded.

$$X^2_p = 0.0026$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 72:** Timely enforcement of policies.

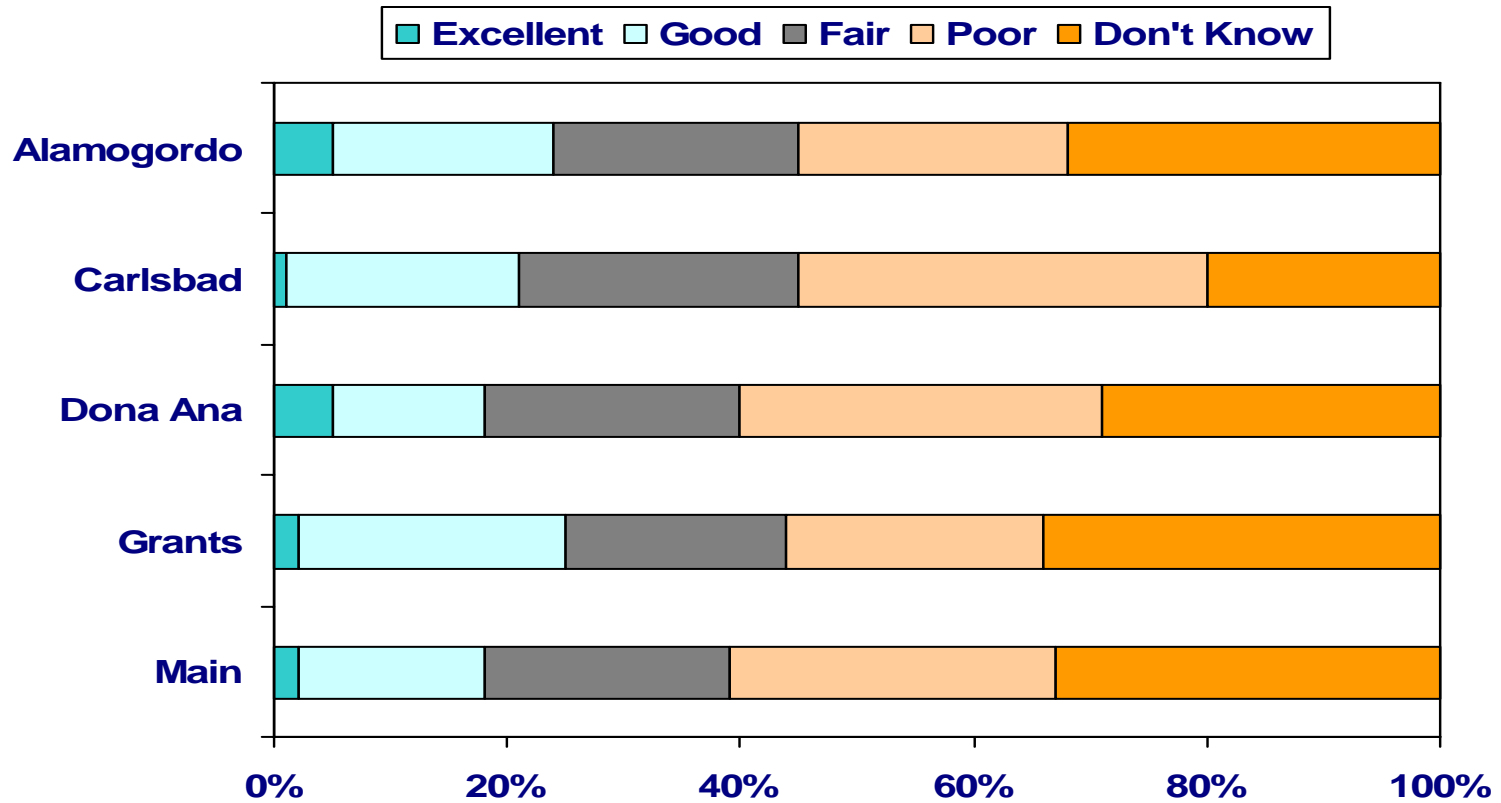


“Does Not Apply” responses excluded.

$$X^2_p = 0.0215$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 73:** Employee mentoring program(s).

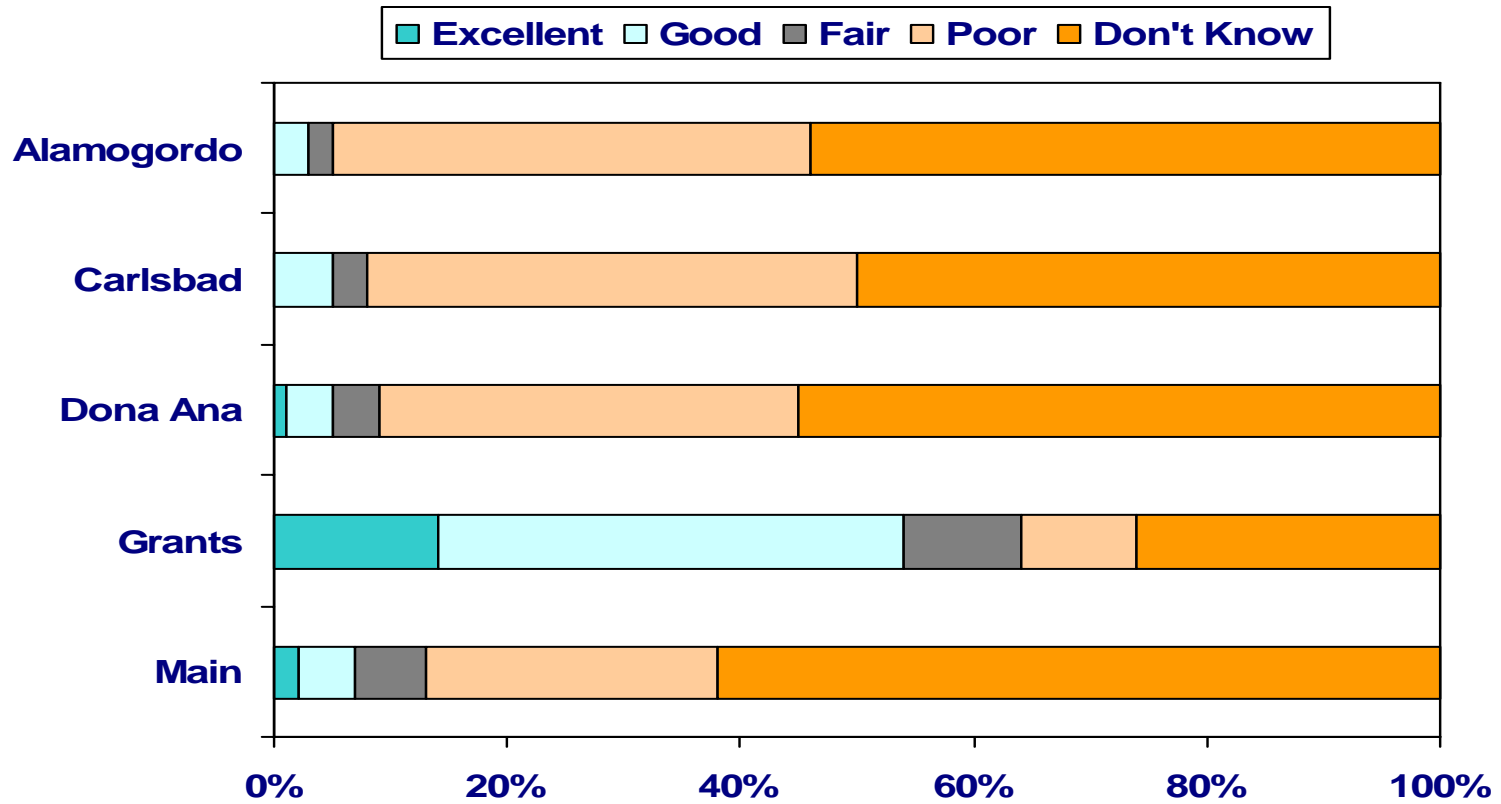


“Does Not Apply” responses excluded.

$$X^2_p = 0.0908$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 74:** On-site child care services.

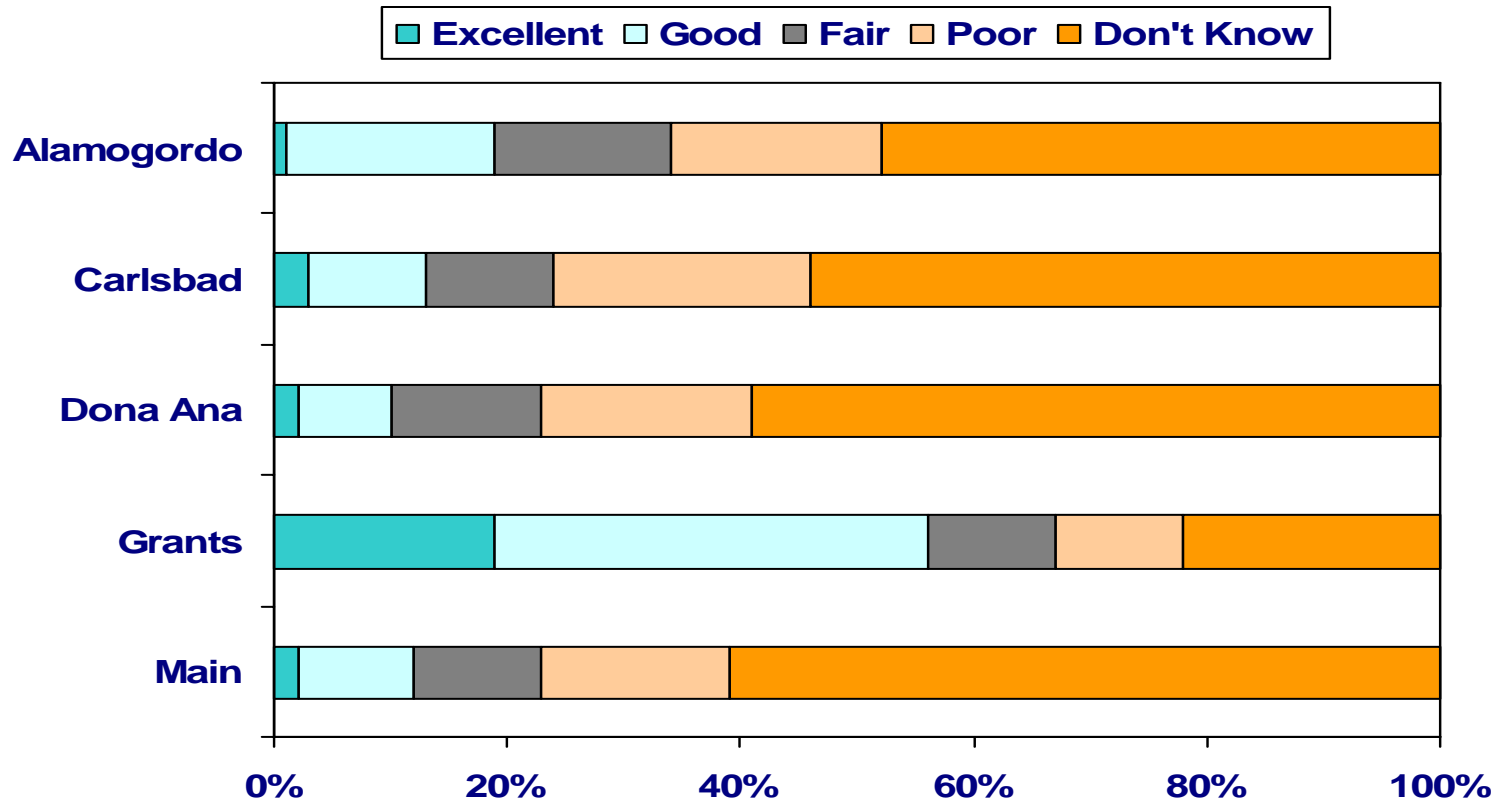


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 75:** Community child care services near to your campus/workplace.

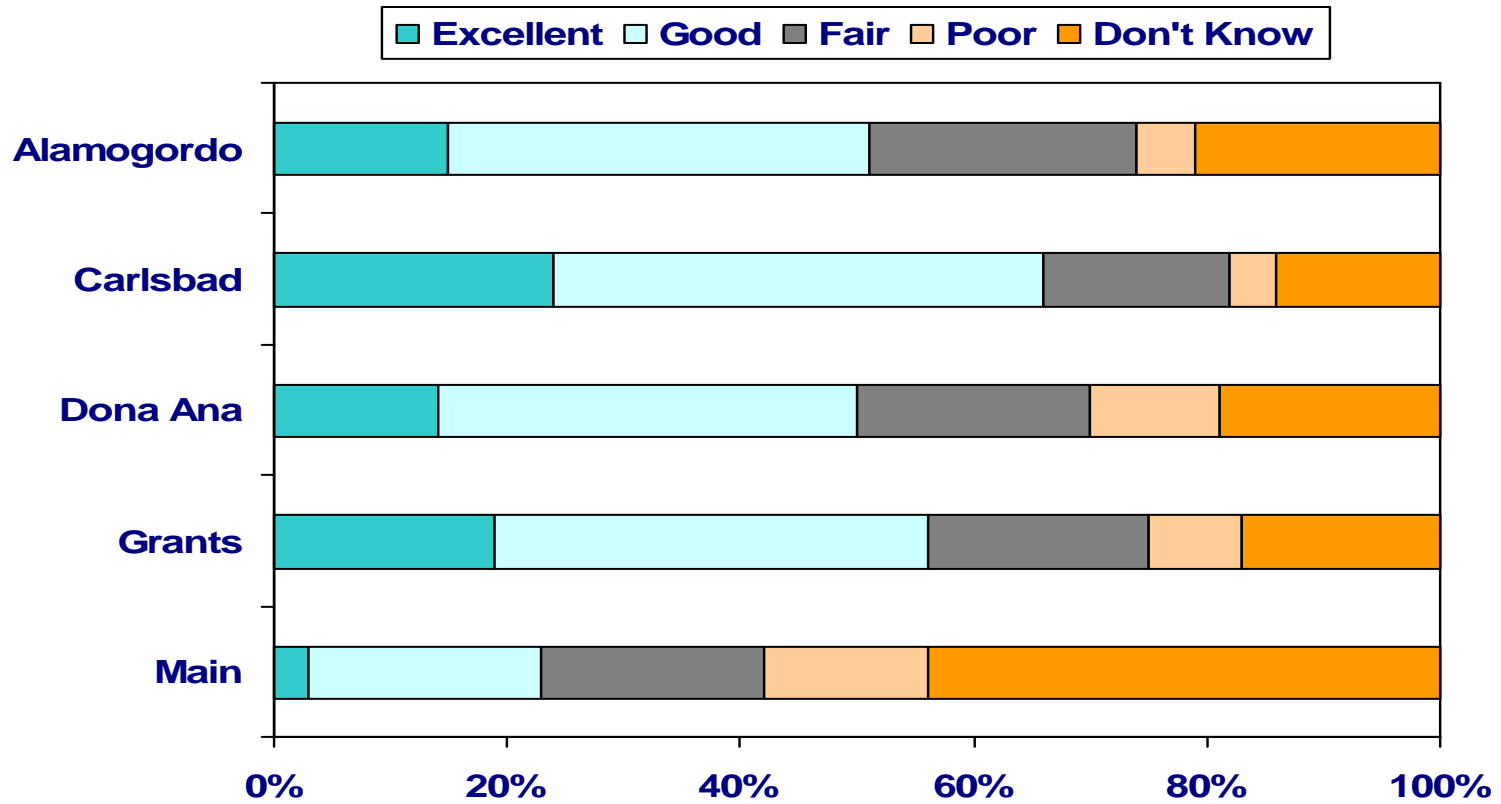


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 76:** Basic skills programs to support under-prepared students.

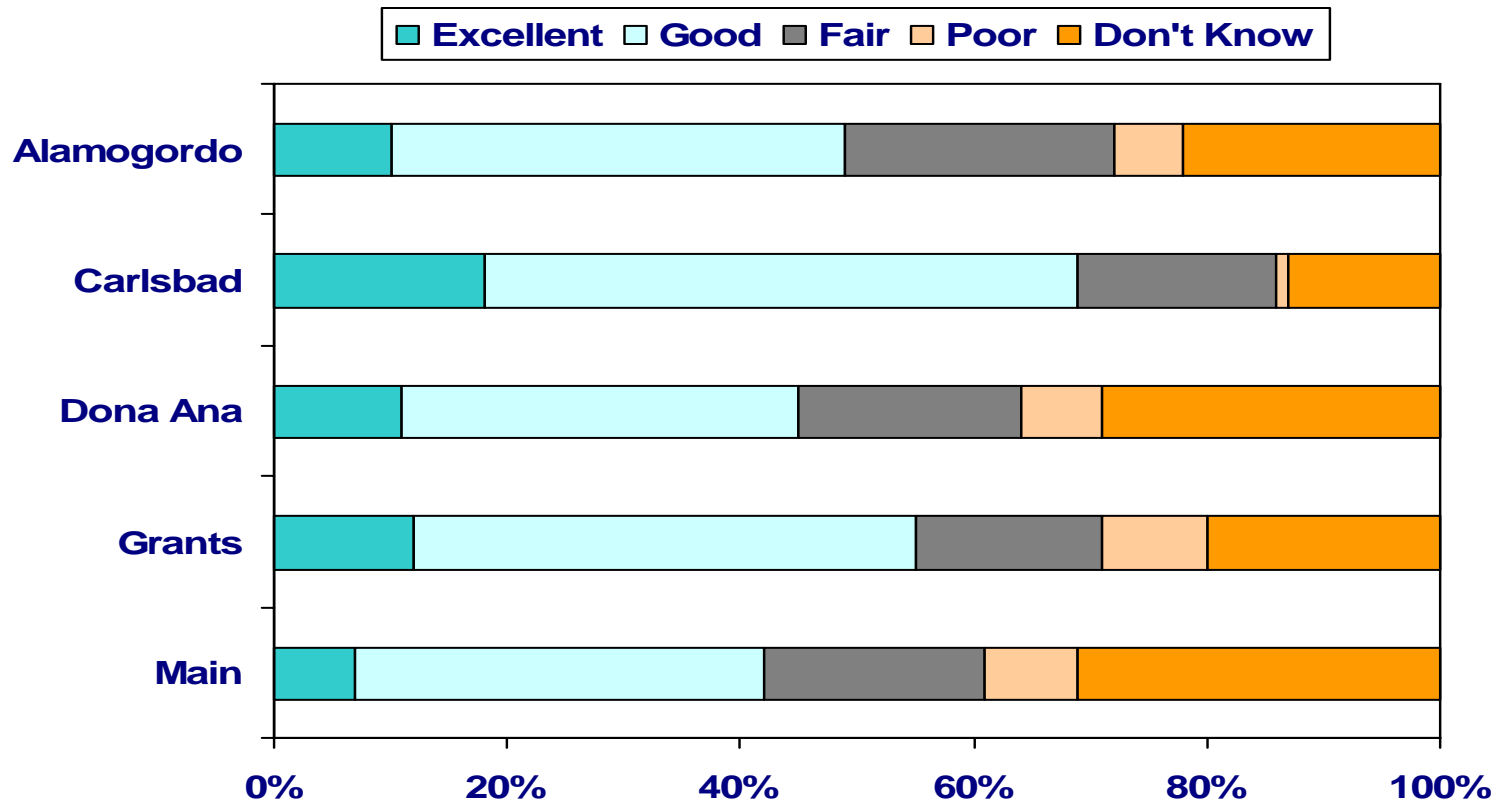


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 77:** NMSU continuing education programs.

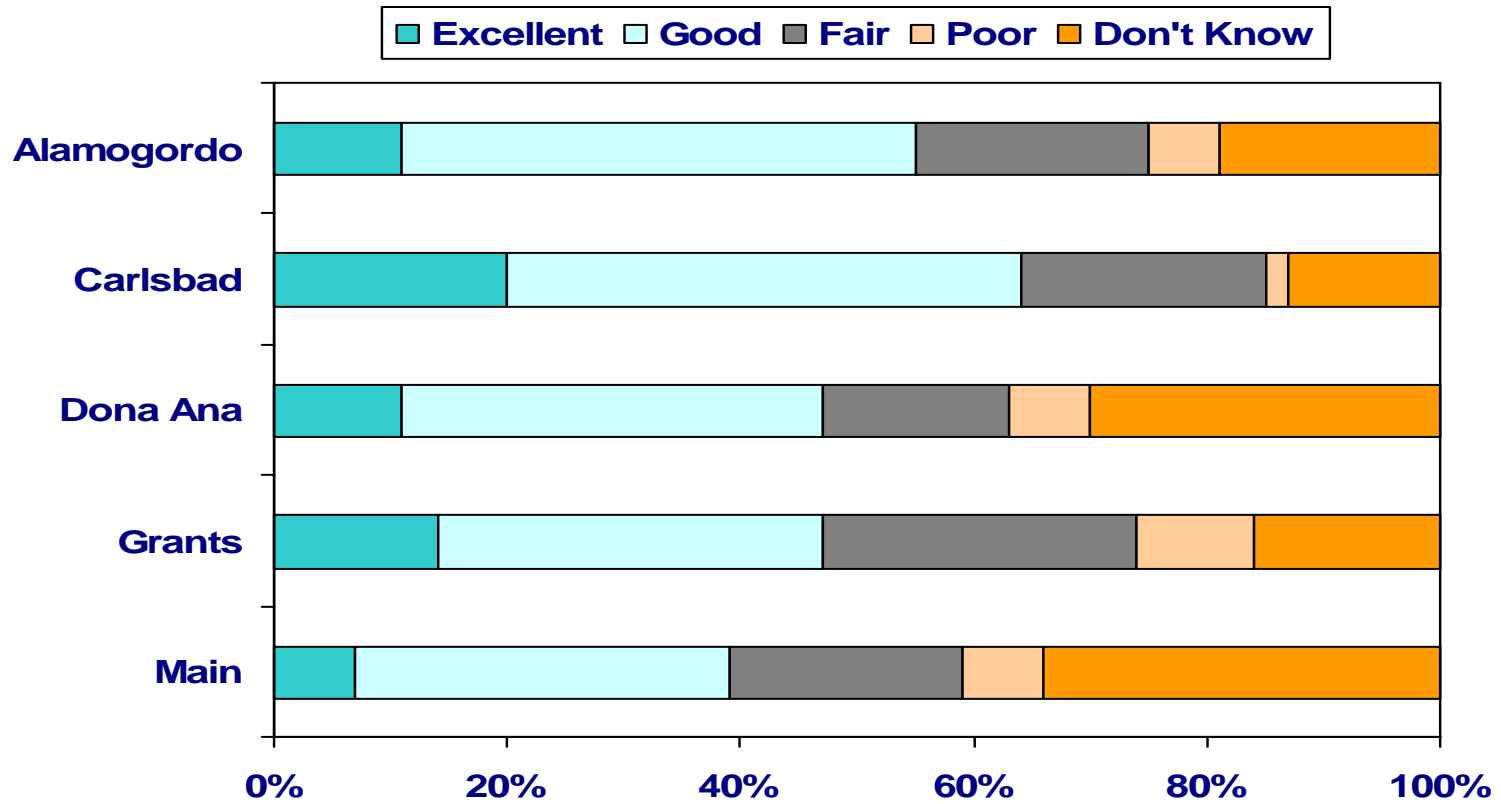


“Does Not Apply” responses excluded.

$$X^2 p = 0.0002$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 78:** NMSU programs/services that support the local community.

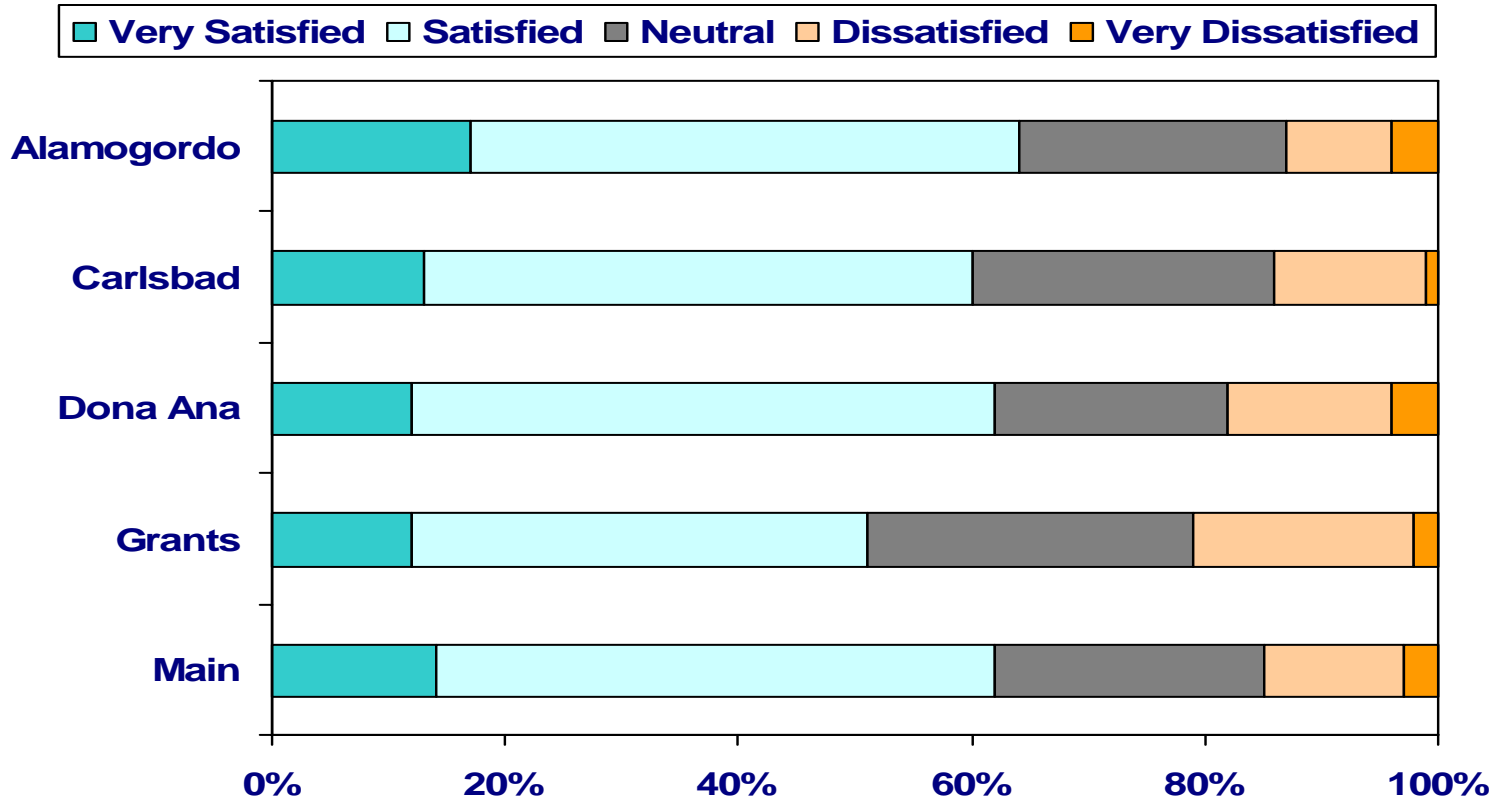


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 79:** Opportunities to interact with others in your field/area.

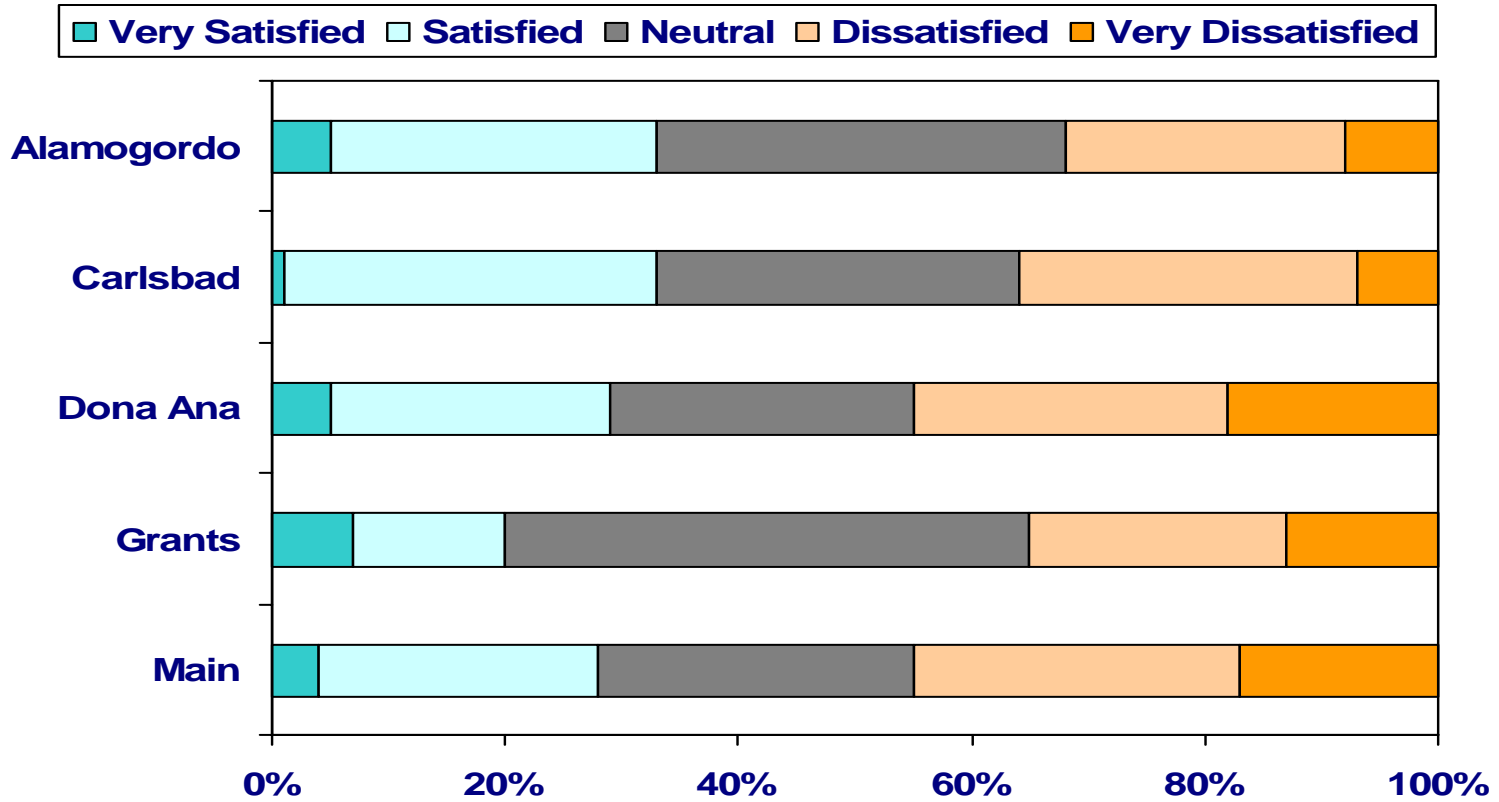


“Does Not Apply” responses excluded.

$$X^2_p = 0.8447$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 80:** Opportunities for promotion within NMSU.

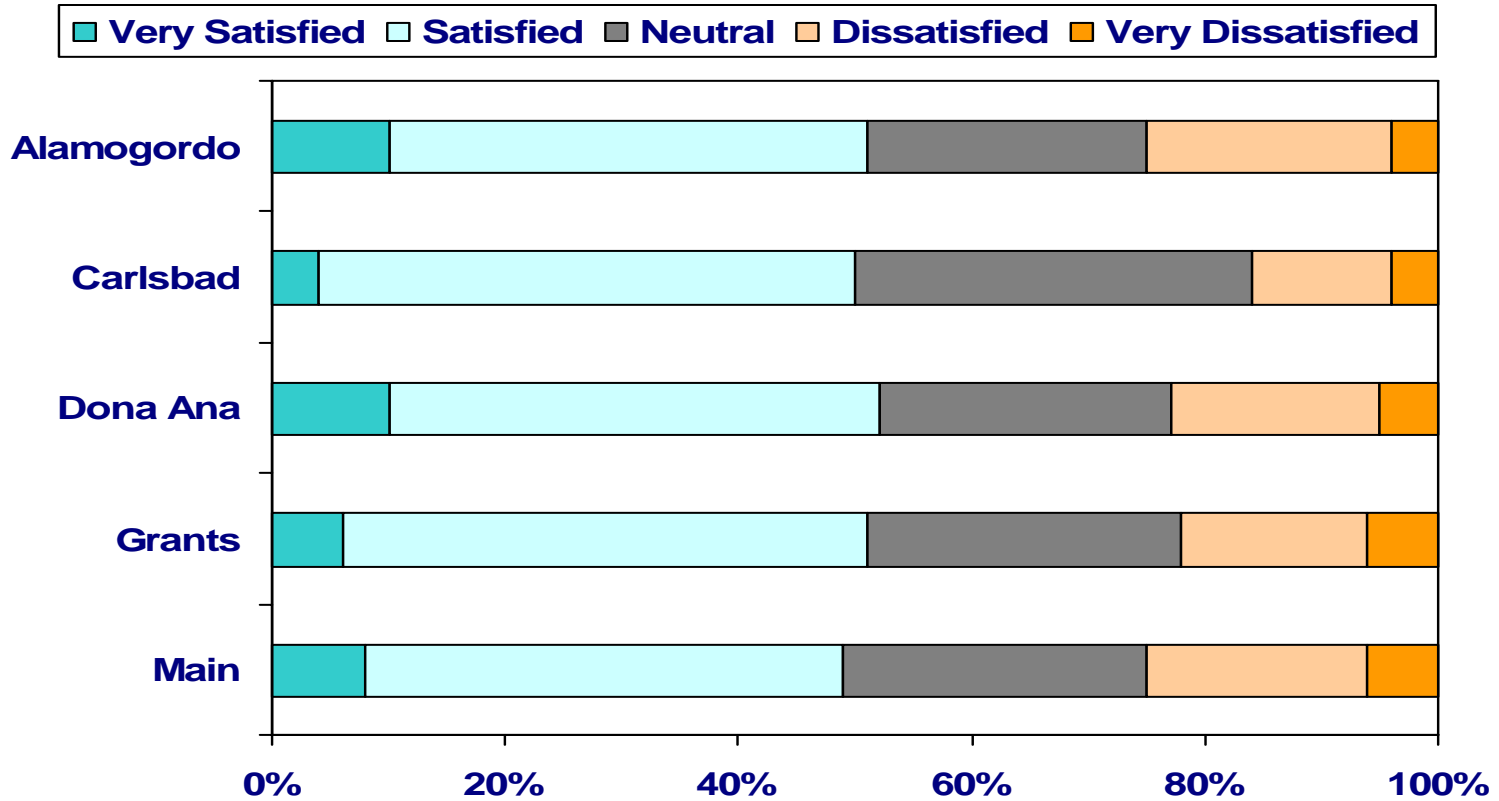


“Does Not Apply” responses excluded.

$$X^2_p = 0.0495$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 81:** The extent to which you are provided training necessary to master your job.

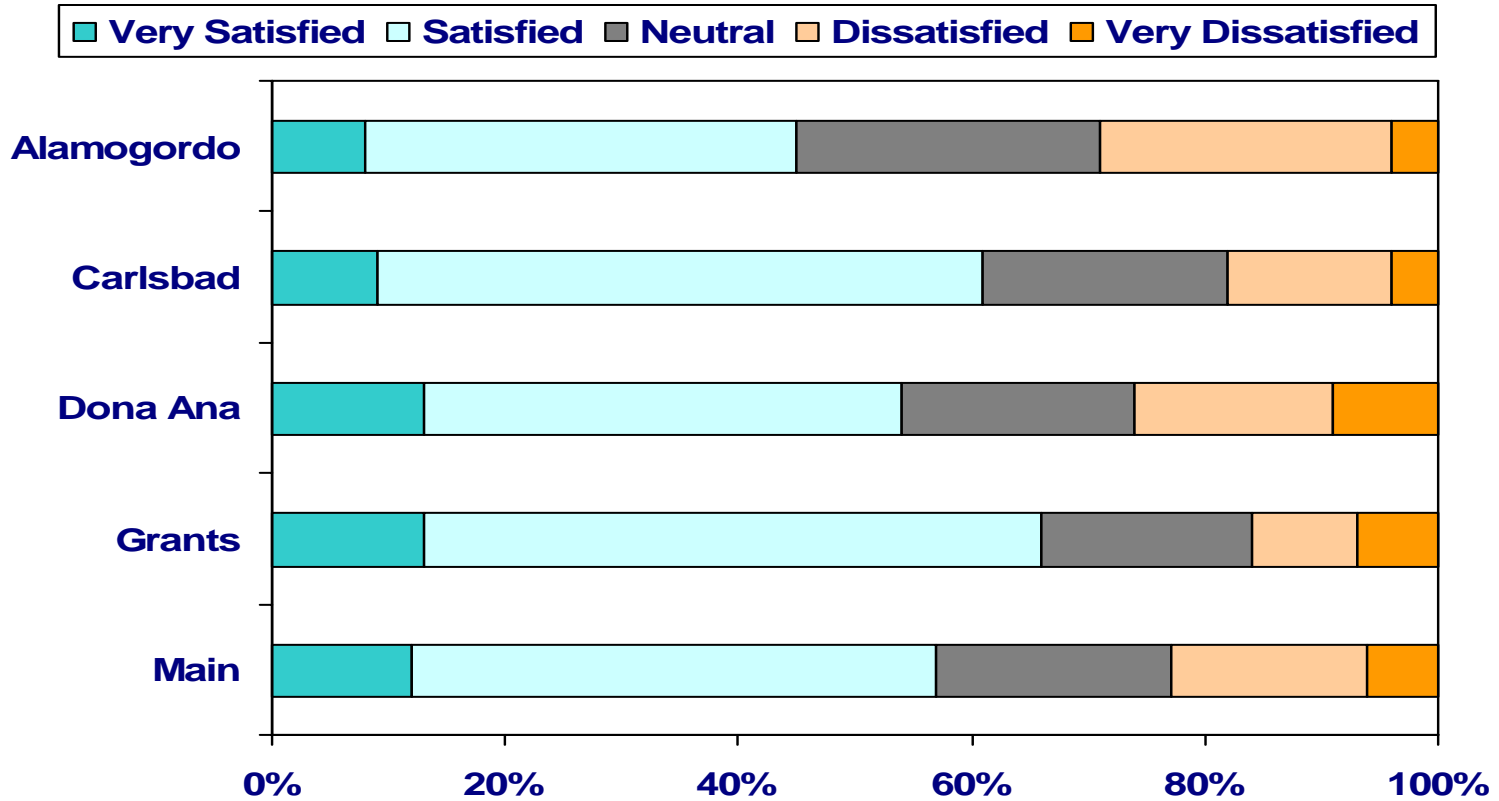


“Does Not Apply” responses excluded.

$$X^2_p = 0.7947$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 82:** The extent to which you are provided up-to-date technology in your job.

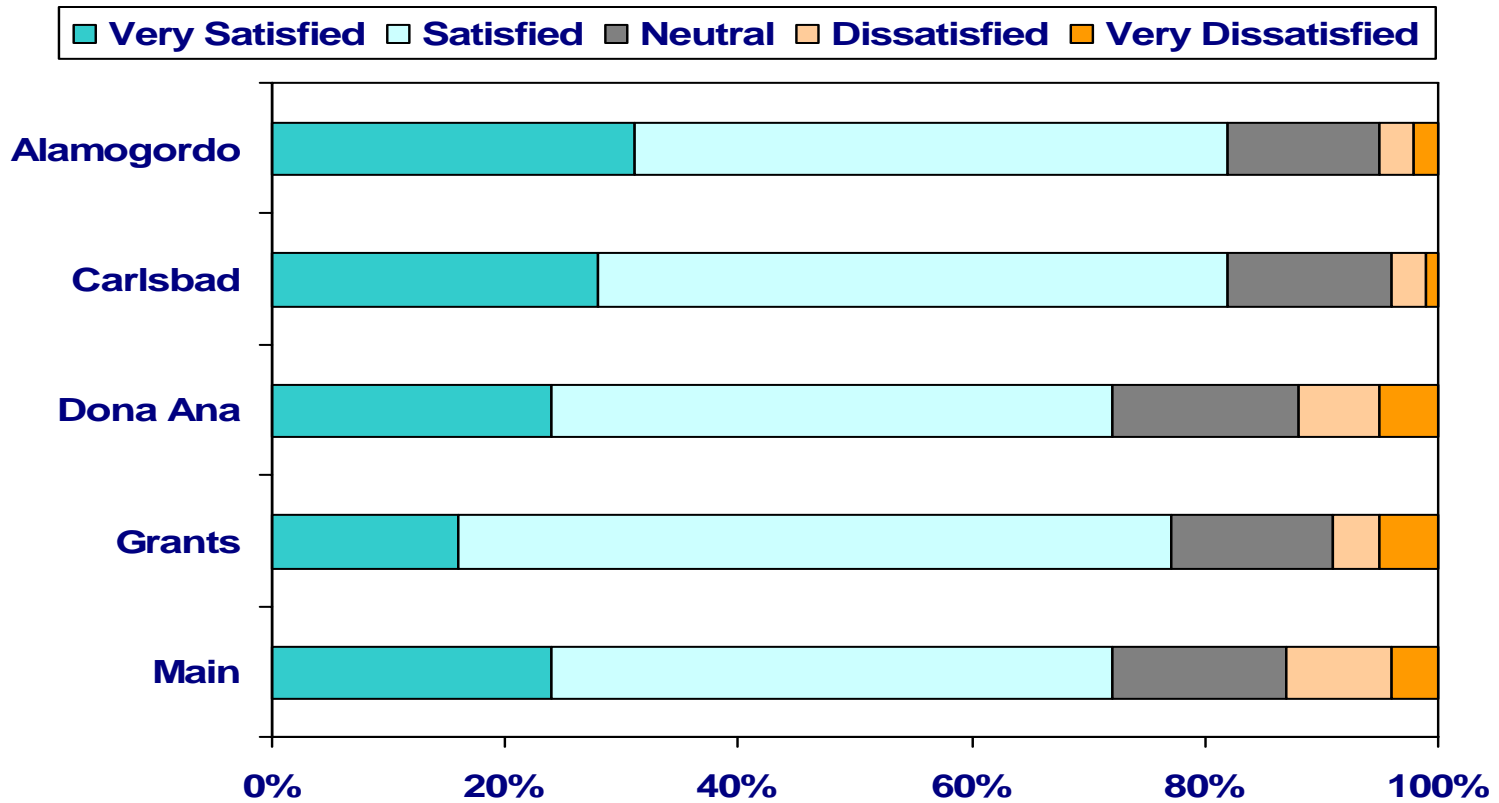


“Does Not Apply” responses excluded.

$$X^2_p = 0.2135$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 83:** Your place of employment as a place to work.

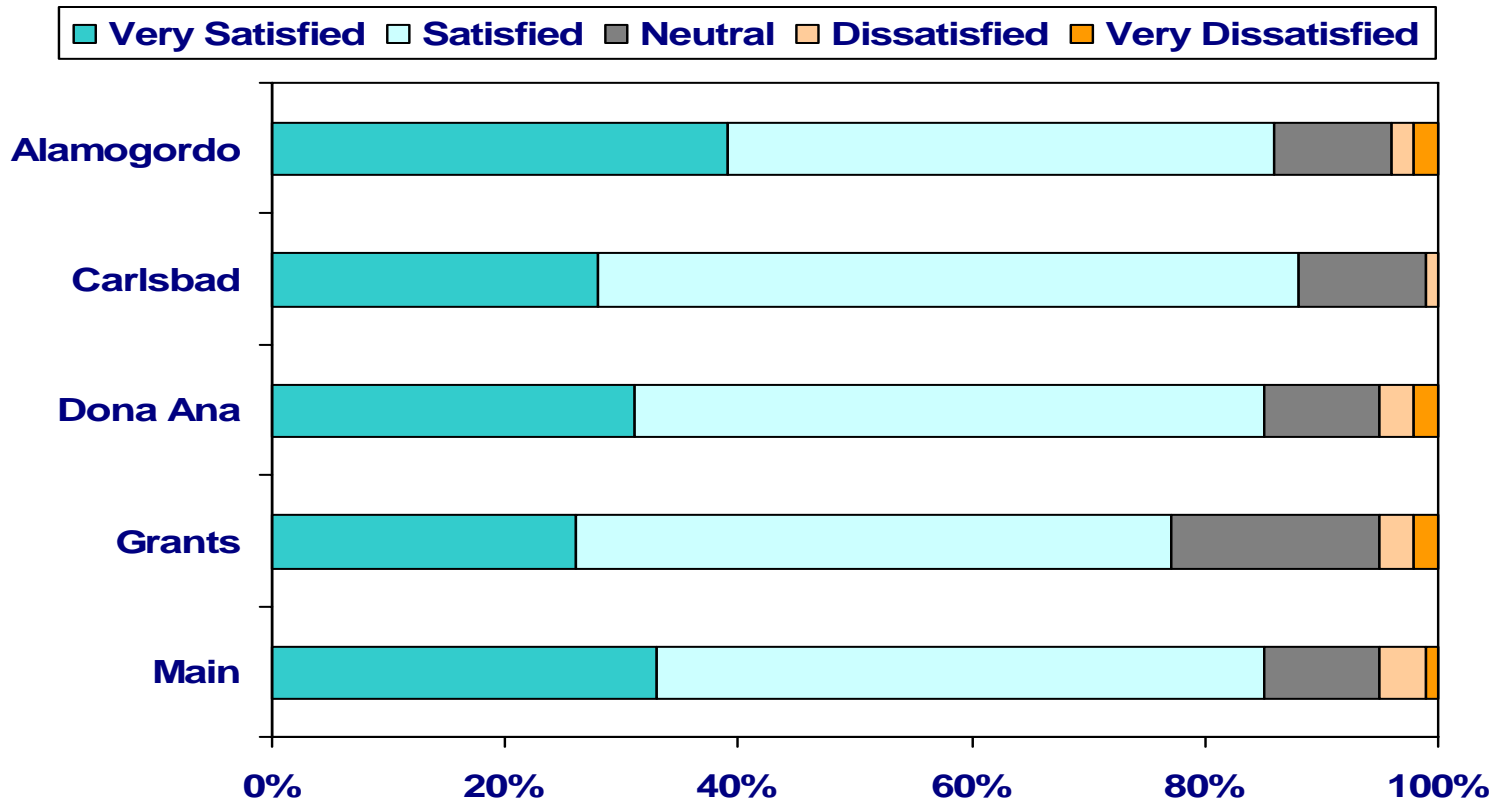


“Does Not Apply” responses excluded.

$$X^2_p = 0.1218$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 84:** Your working relationship with co-workers.

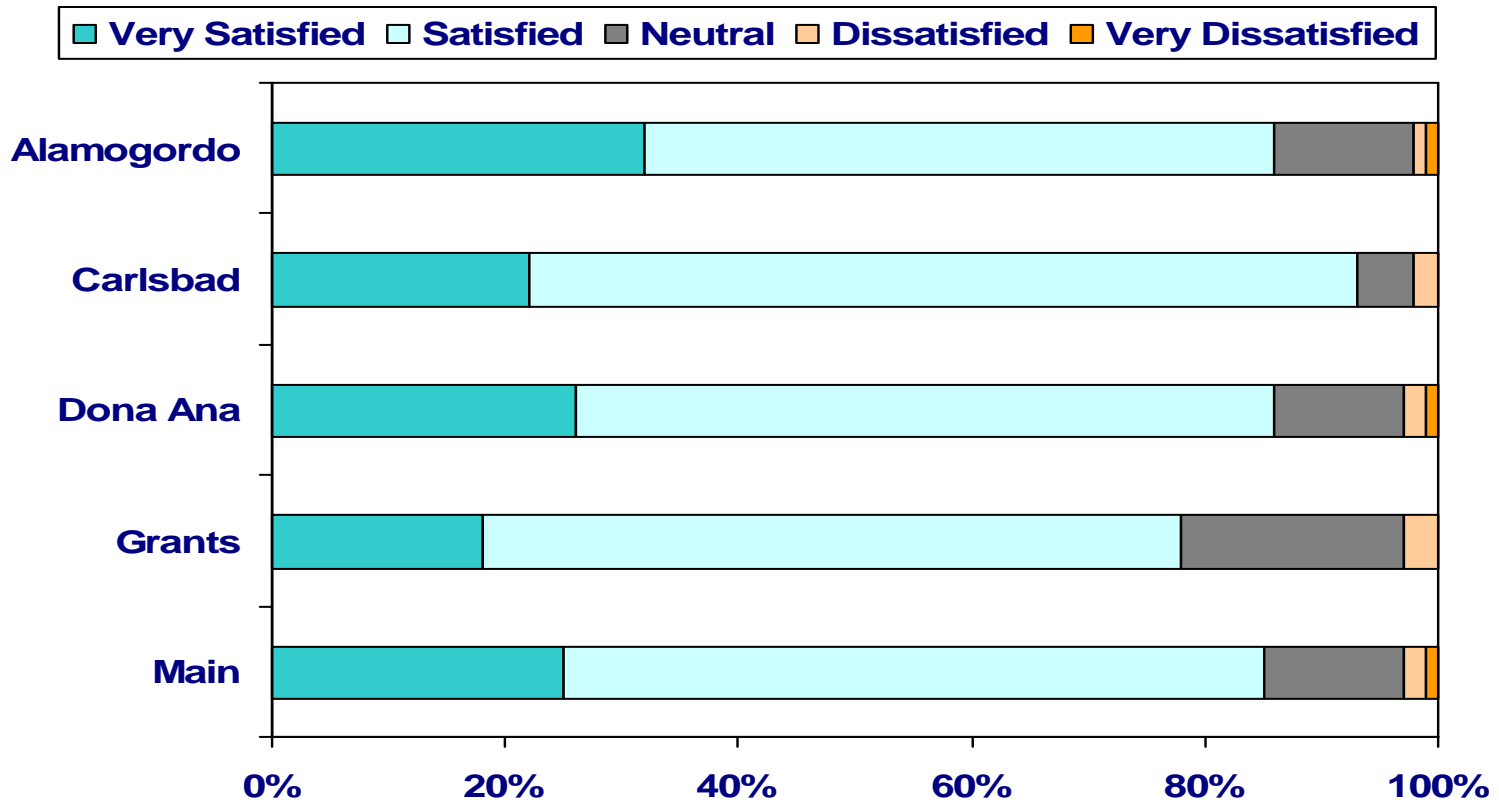


“Does Not Apply” responses excluded.

$$X^2_p = 0.5181$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 85:** Your working relationship with other employees.

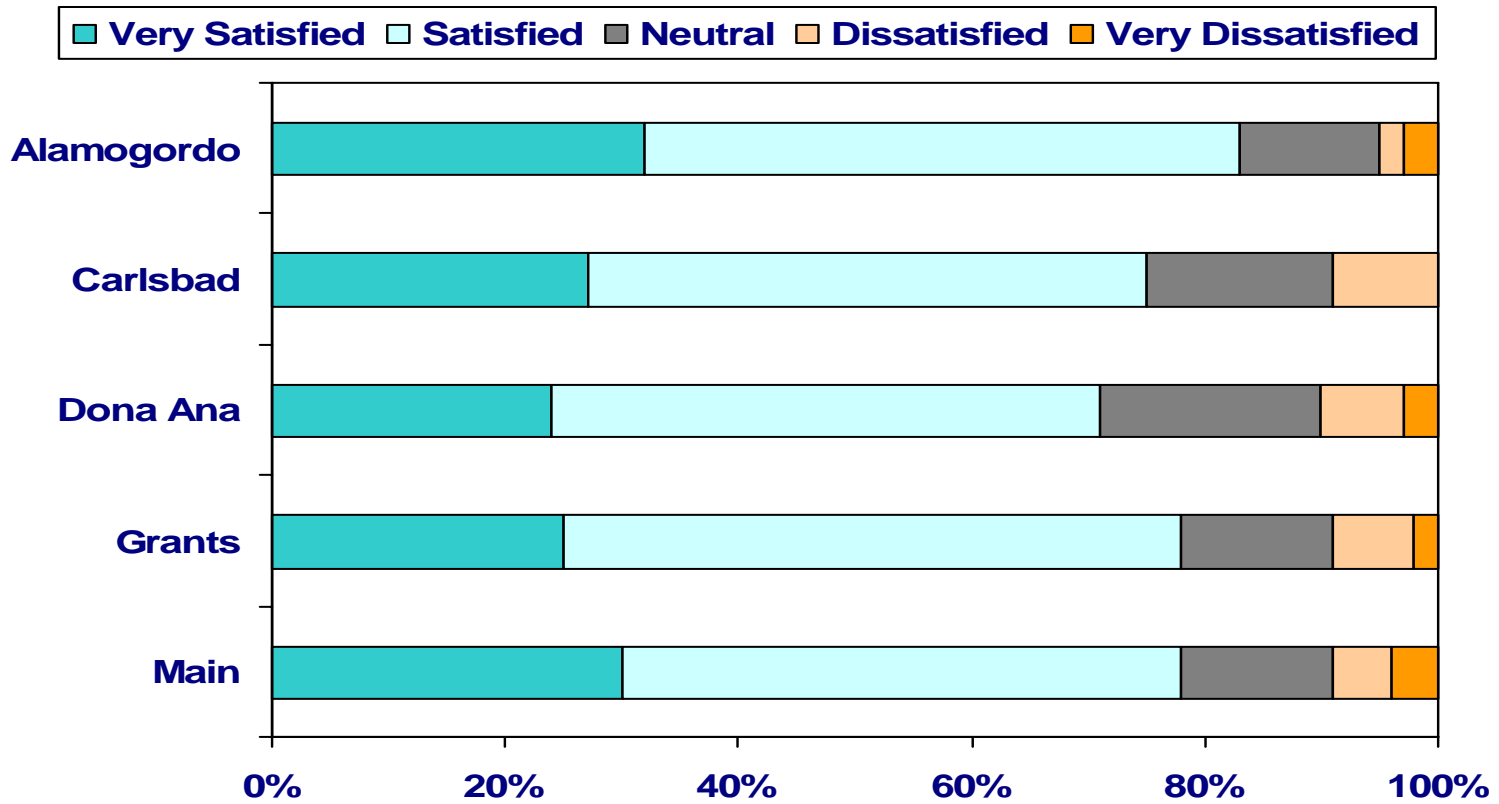


“Does Not Apply” responses excluded.

$$X^2_p = 0.4210$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 86:** Flexible work arrangements.

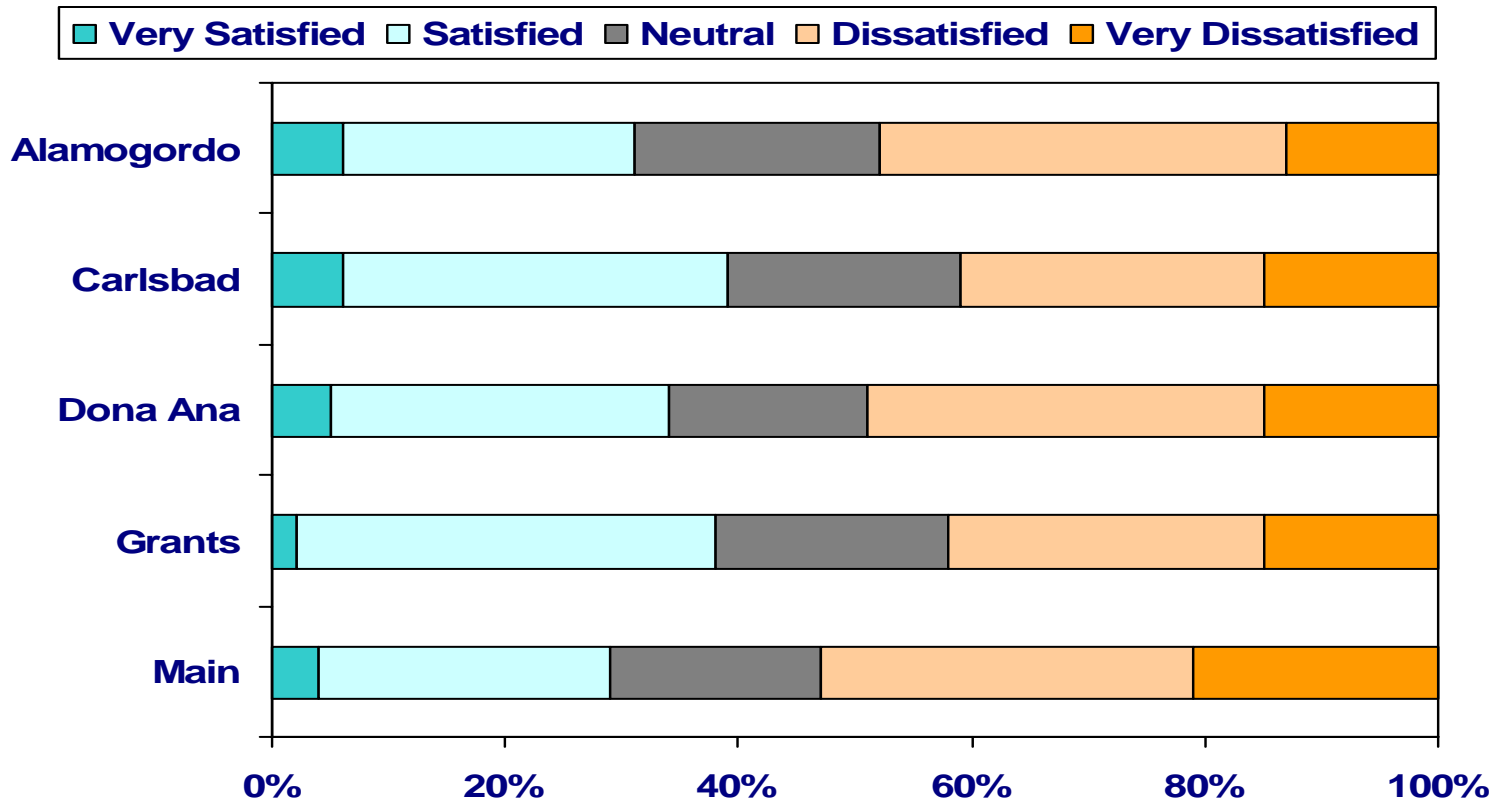


“Does Not Apply” responses excluded.

$$X^2_p = 0.1236$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 87: Your salary.**

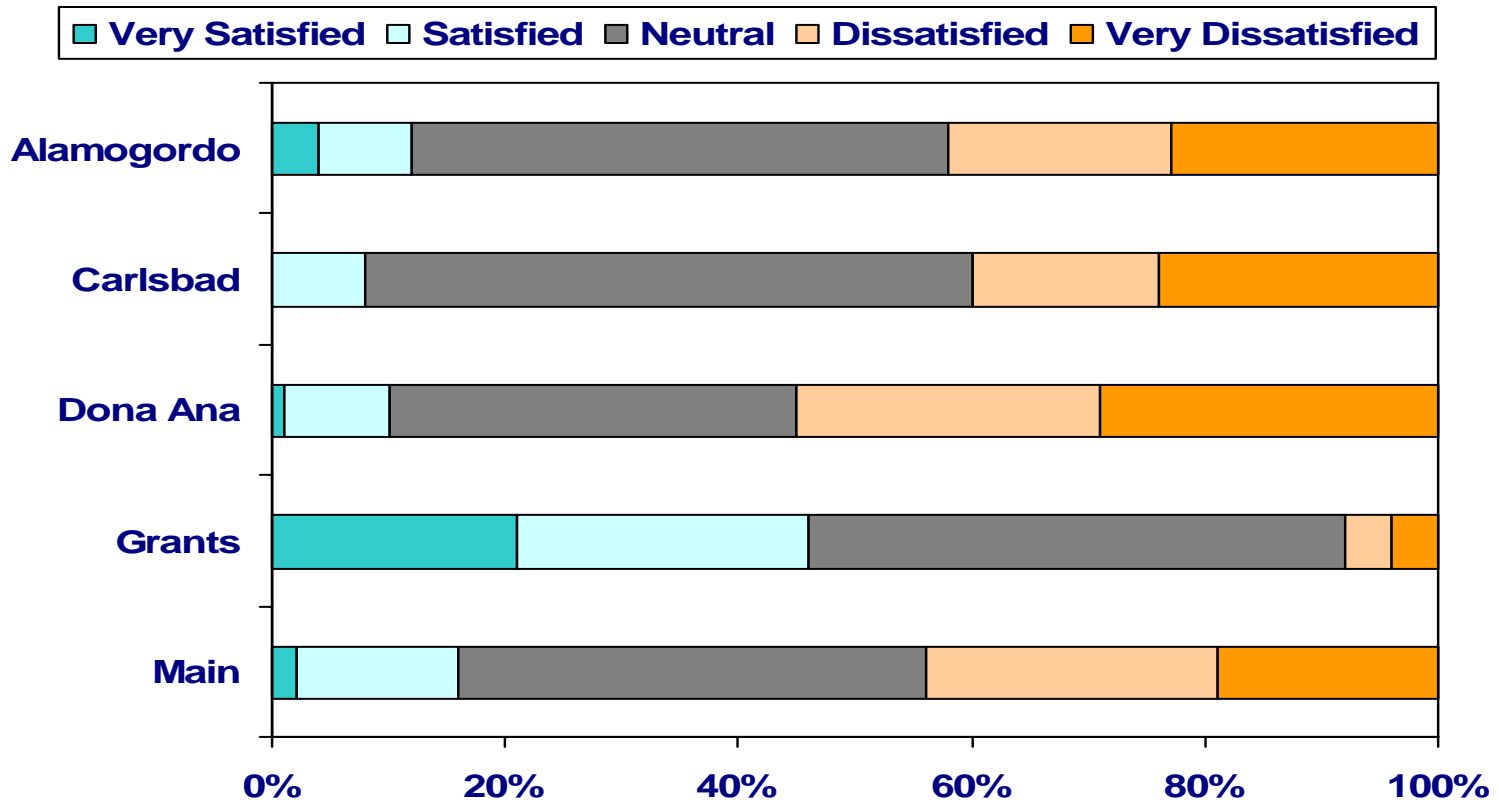


“Does Not Apply” responses excluded.

$$X^2_p = 0.3406$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 88:** Availability of child care services.

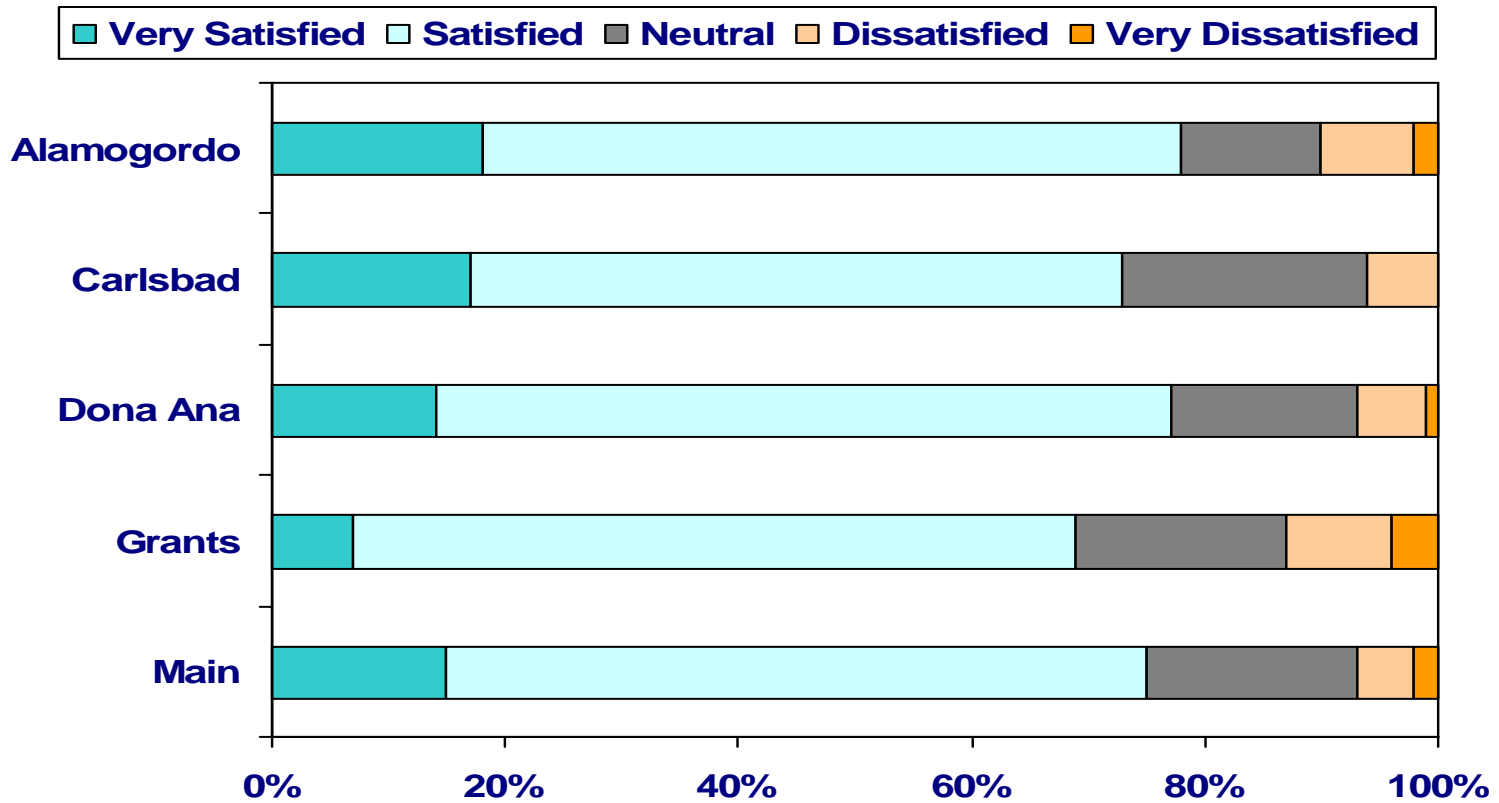


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 89:** Level of safety in your workplace.

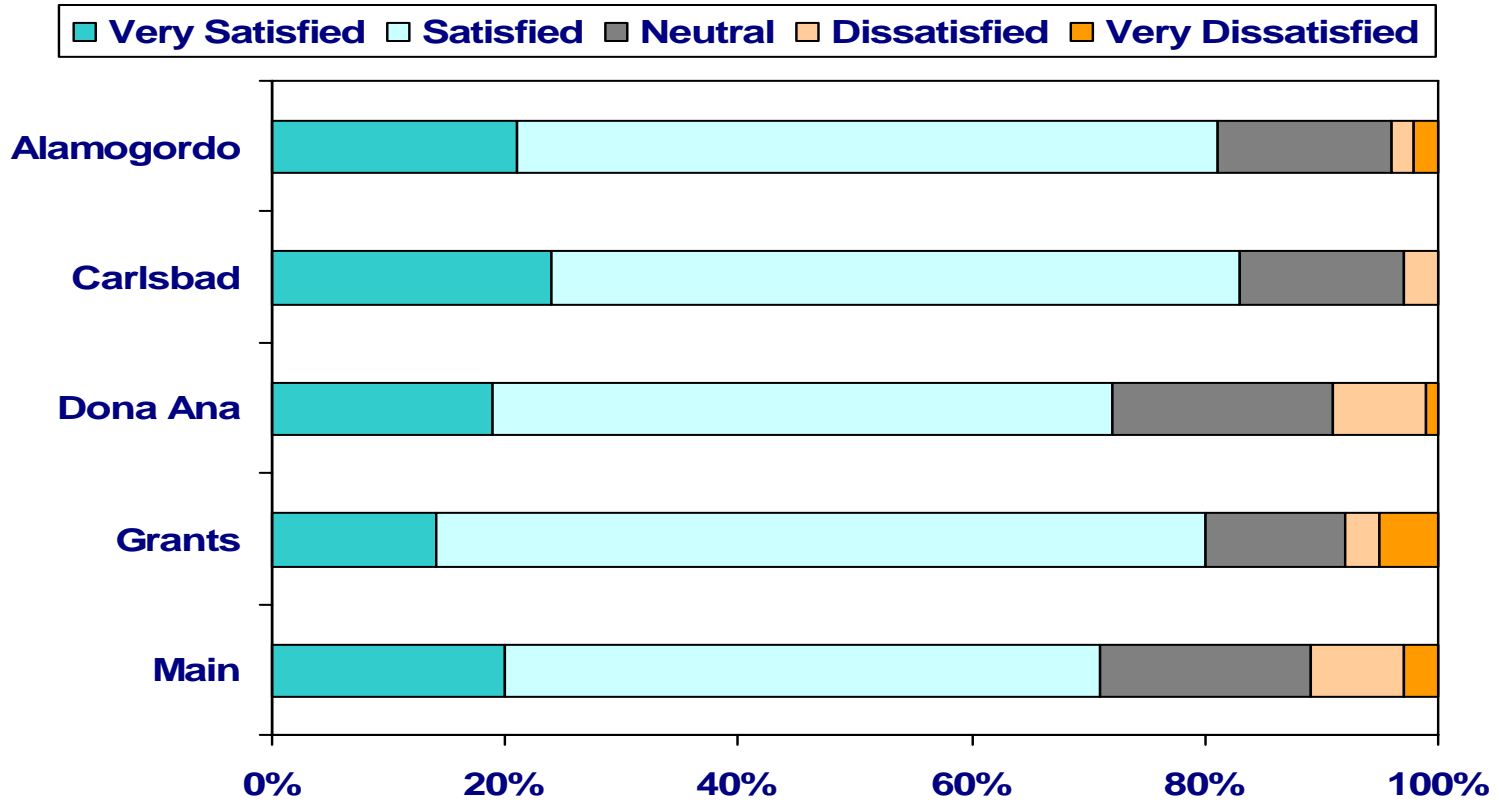


“Does Not Apply” responses excluded.

$$X^2_p = 0.5909$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 90:** Your employment at NMSU.

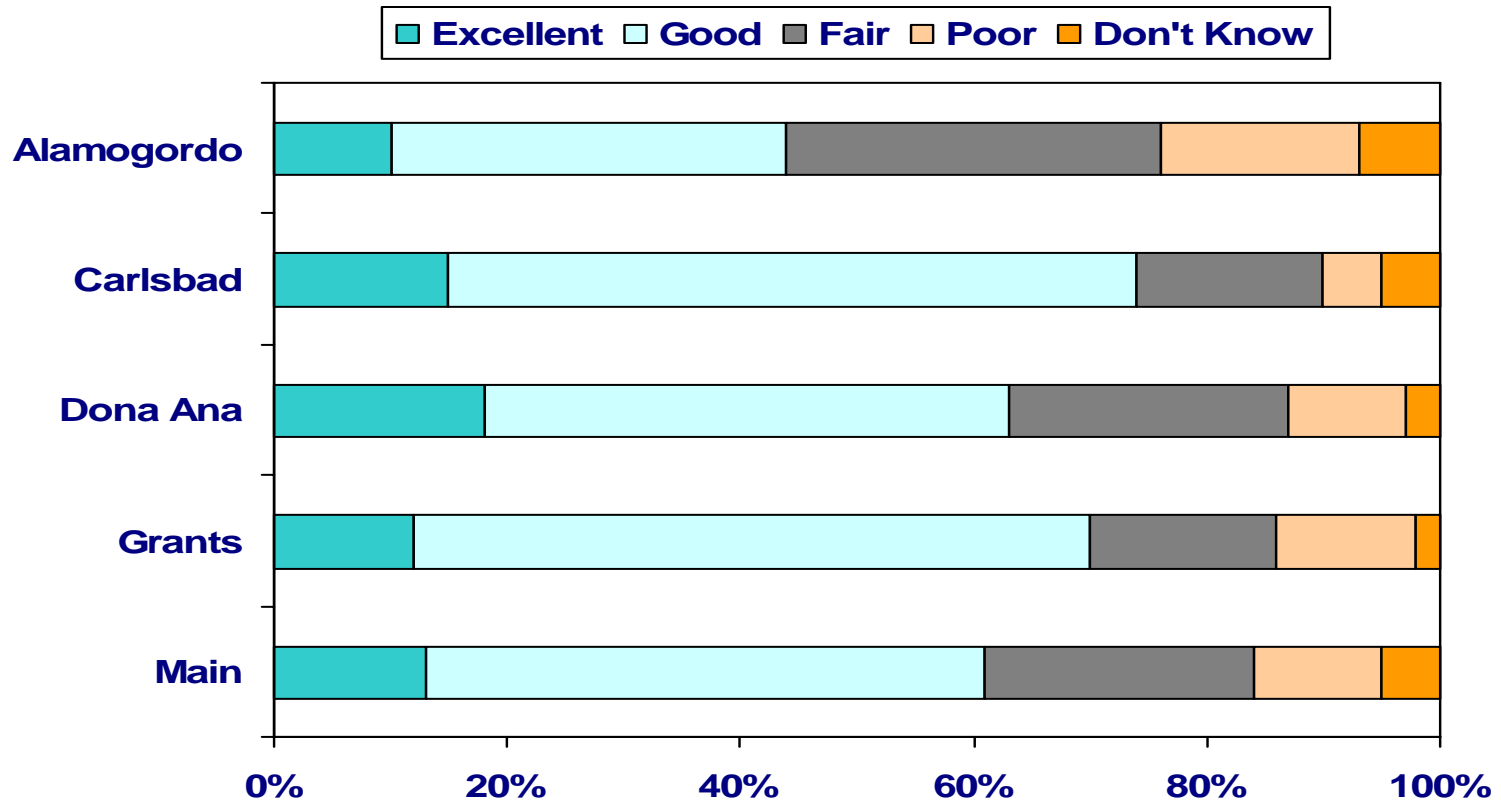


“Does Not Apply” responses excluded.

$$X^2_p = 0.0381$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 91: Adequacy of technological resources.**

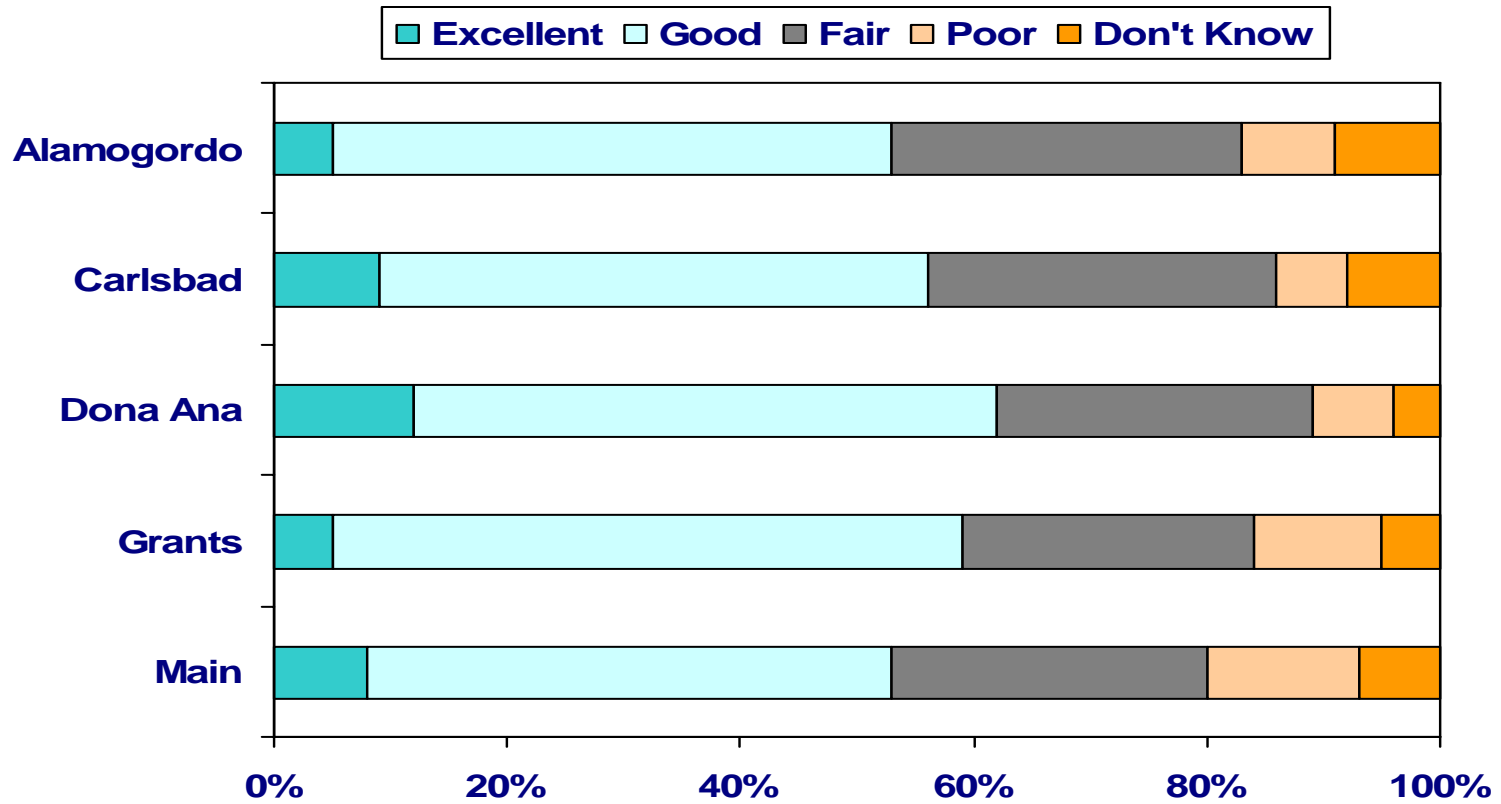


“Does Not Apply” responses excluded.

$$X^2_p = 0.0043$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 92:** Adequacy of physical resources.

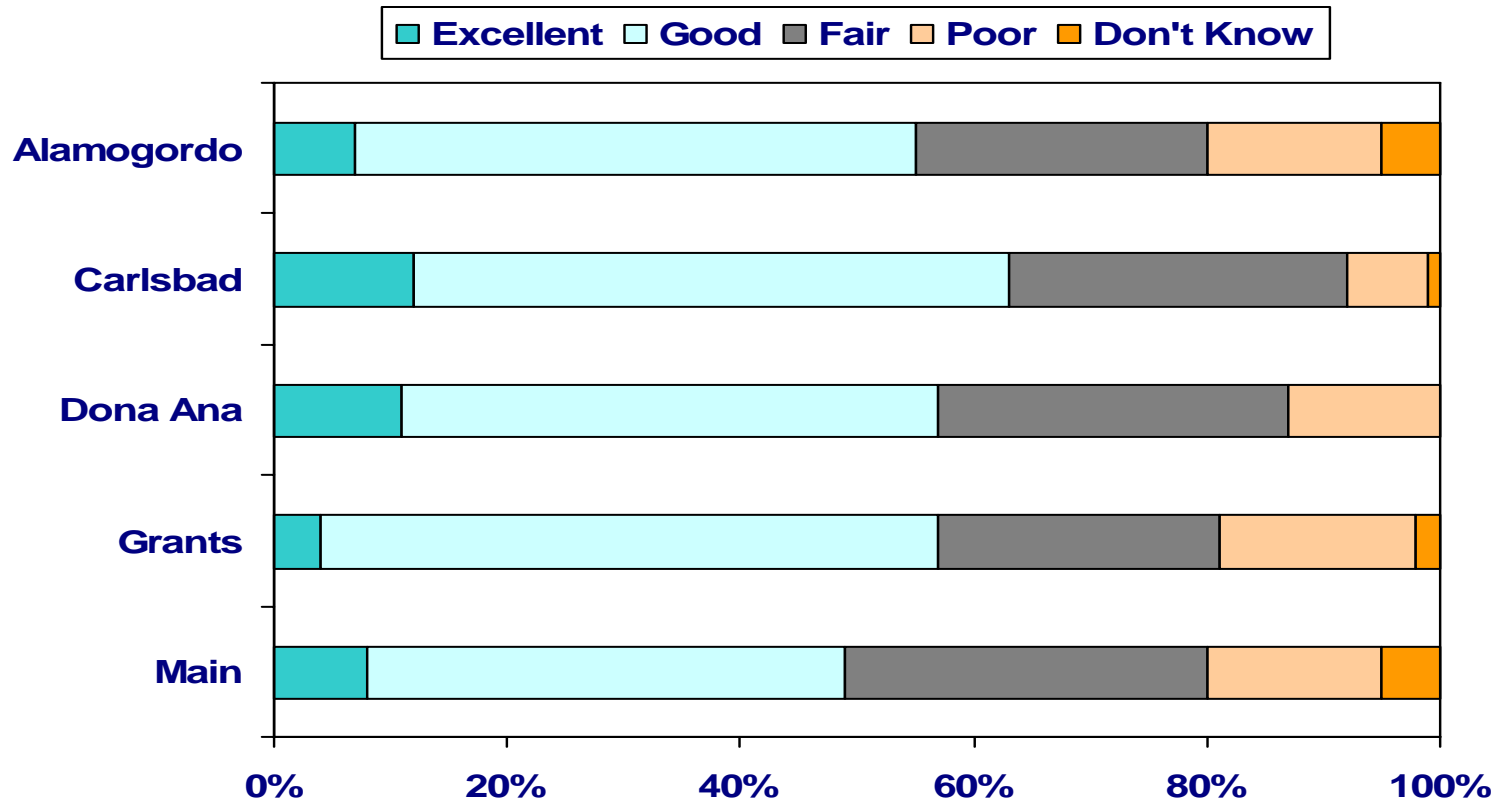


“Does Not Apply” responses excluded.

$$X^2_p = 0.0832$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 93:** Adequacy of support services for your job.

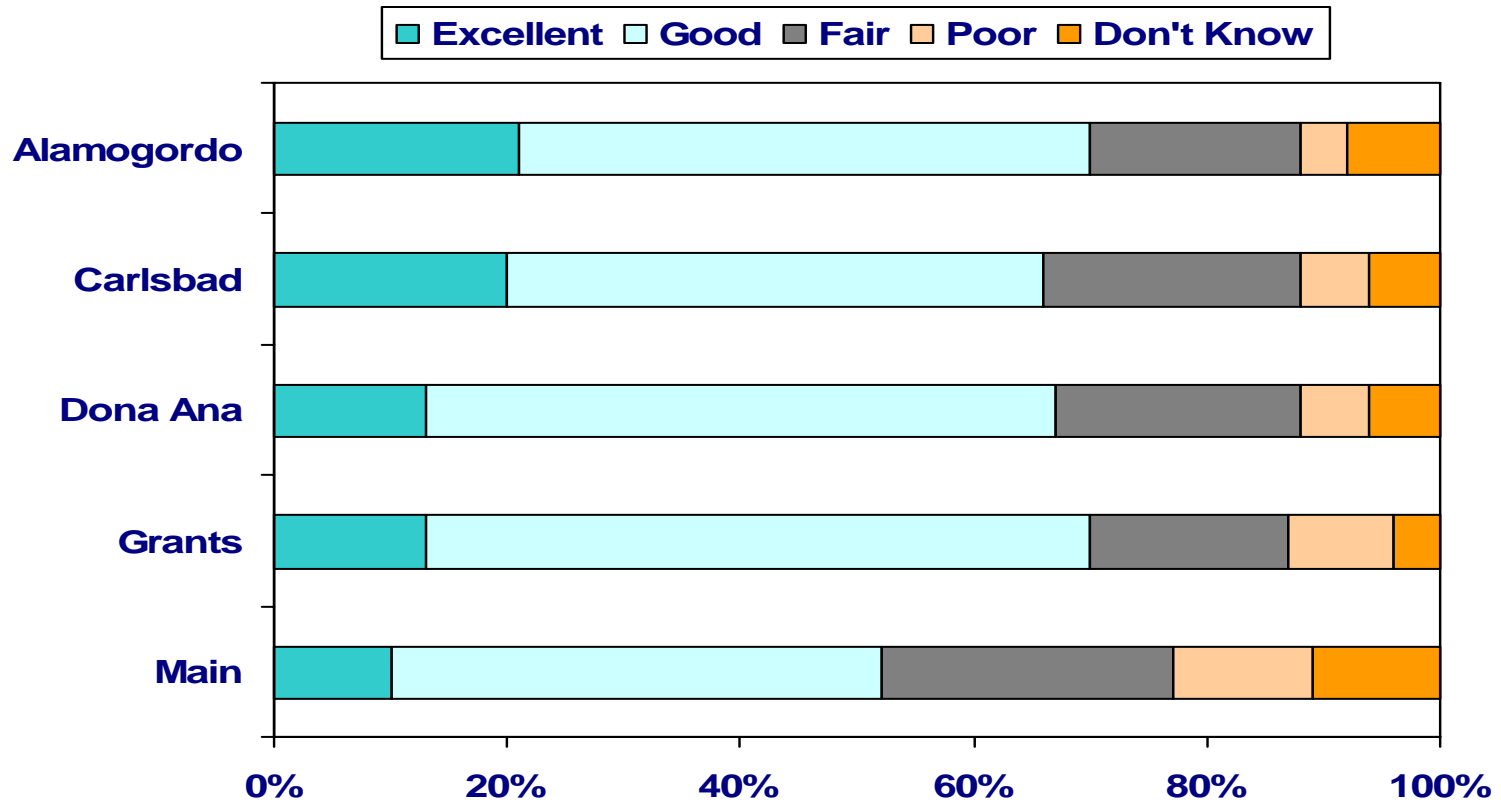


“Does Not Apply” responses excluded.

$$X^2_p = 0.0183$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 94:** Adequacy of library research materials to do your job.

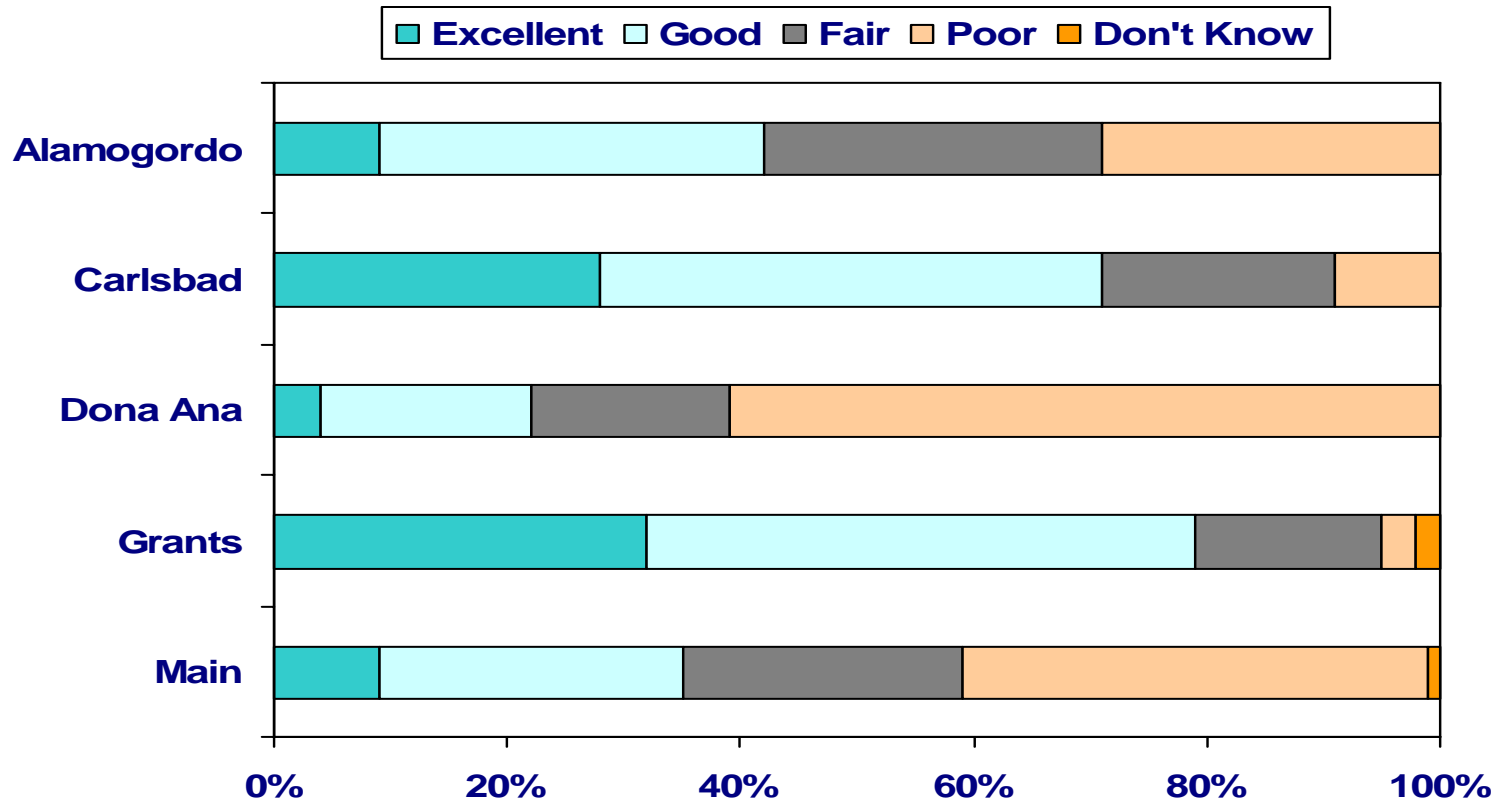


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 95:** Adequacy of parking.

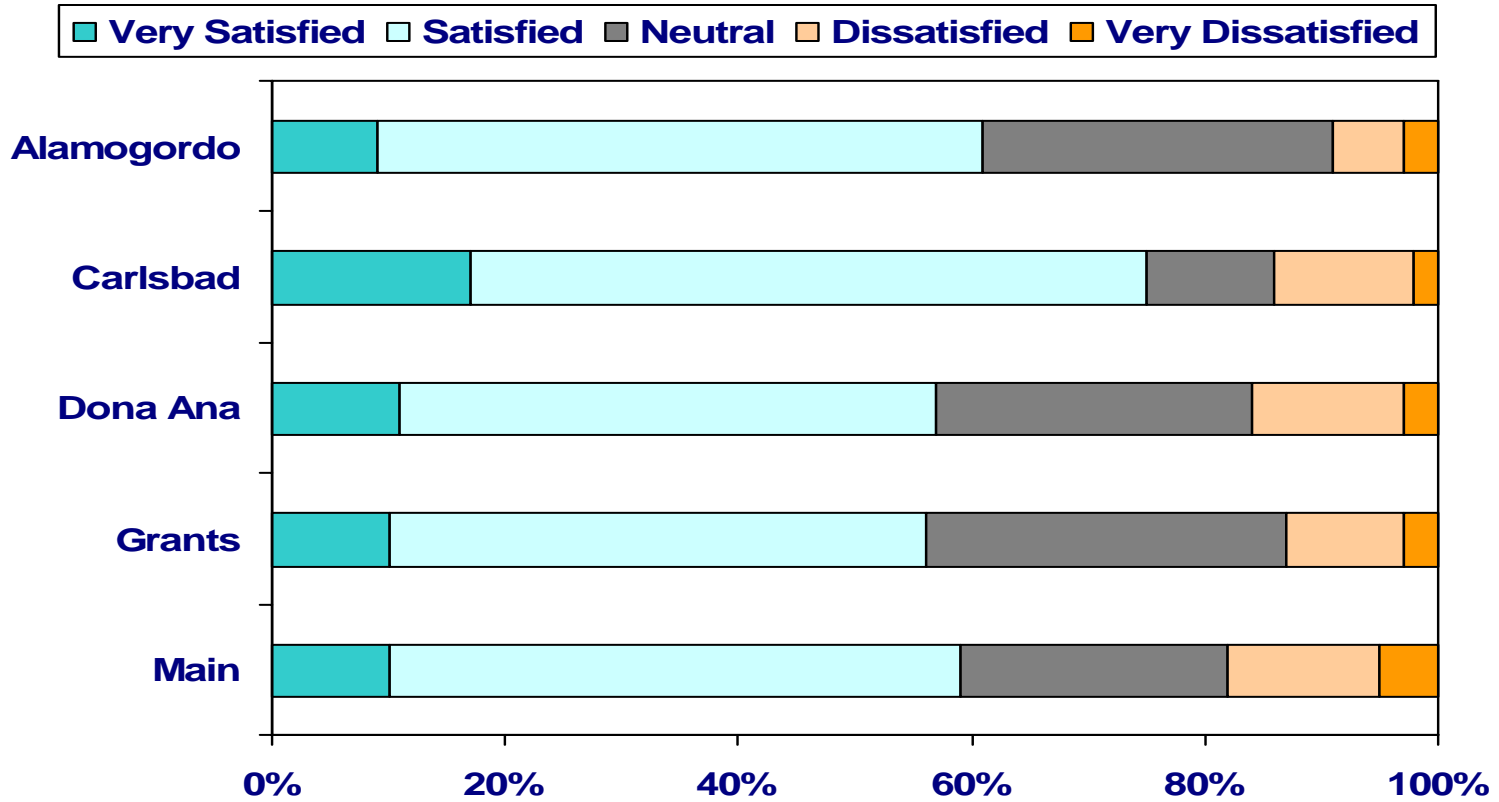


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 96: REGULAR EMPLOYEES ONLY - Retirement.**

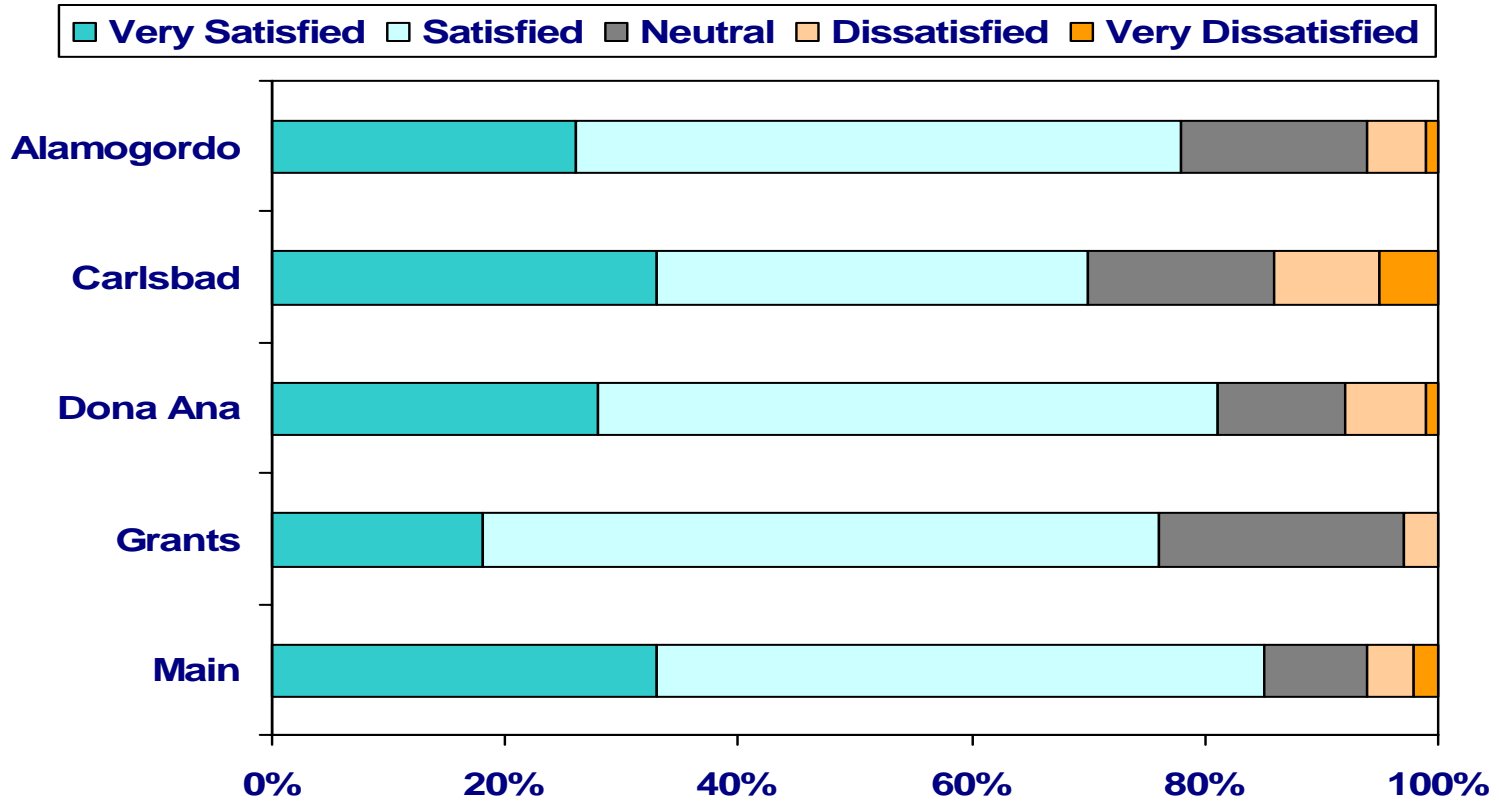


“Does Not Apply” responses excluded.

$$X^2_p = 0.3413$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 97: REGULAR EMPLOYEES ONLY - Days off.**

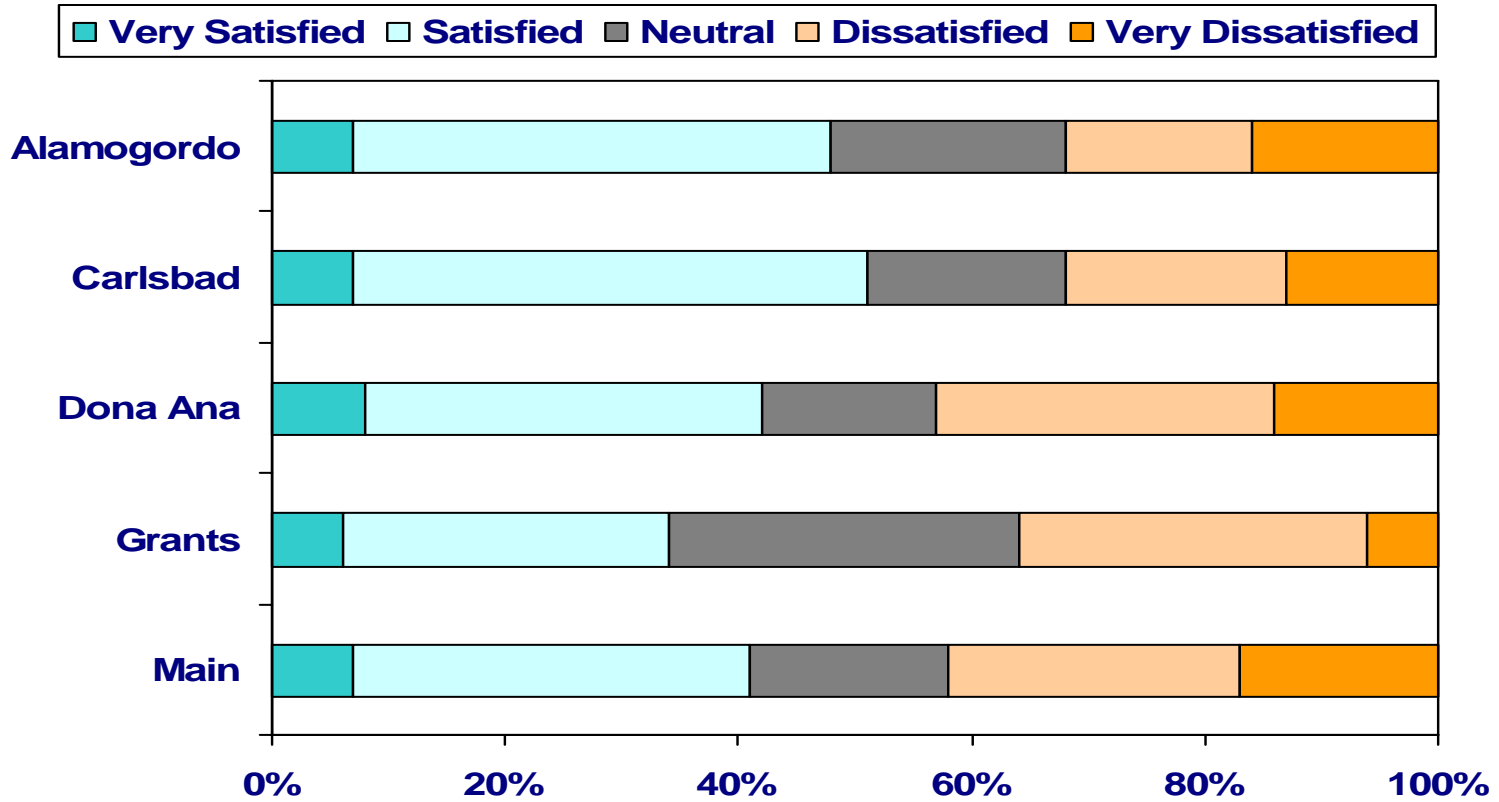


“Does Not Apply” responses excluded.

$$X^2_p = 0.0571$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 98: REGULAR EMPLOYEES ONLY - Insurance package(s).**

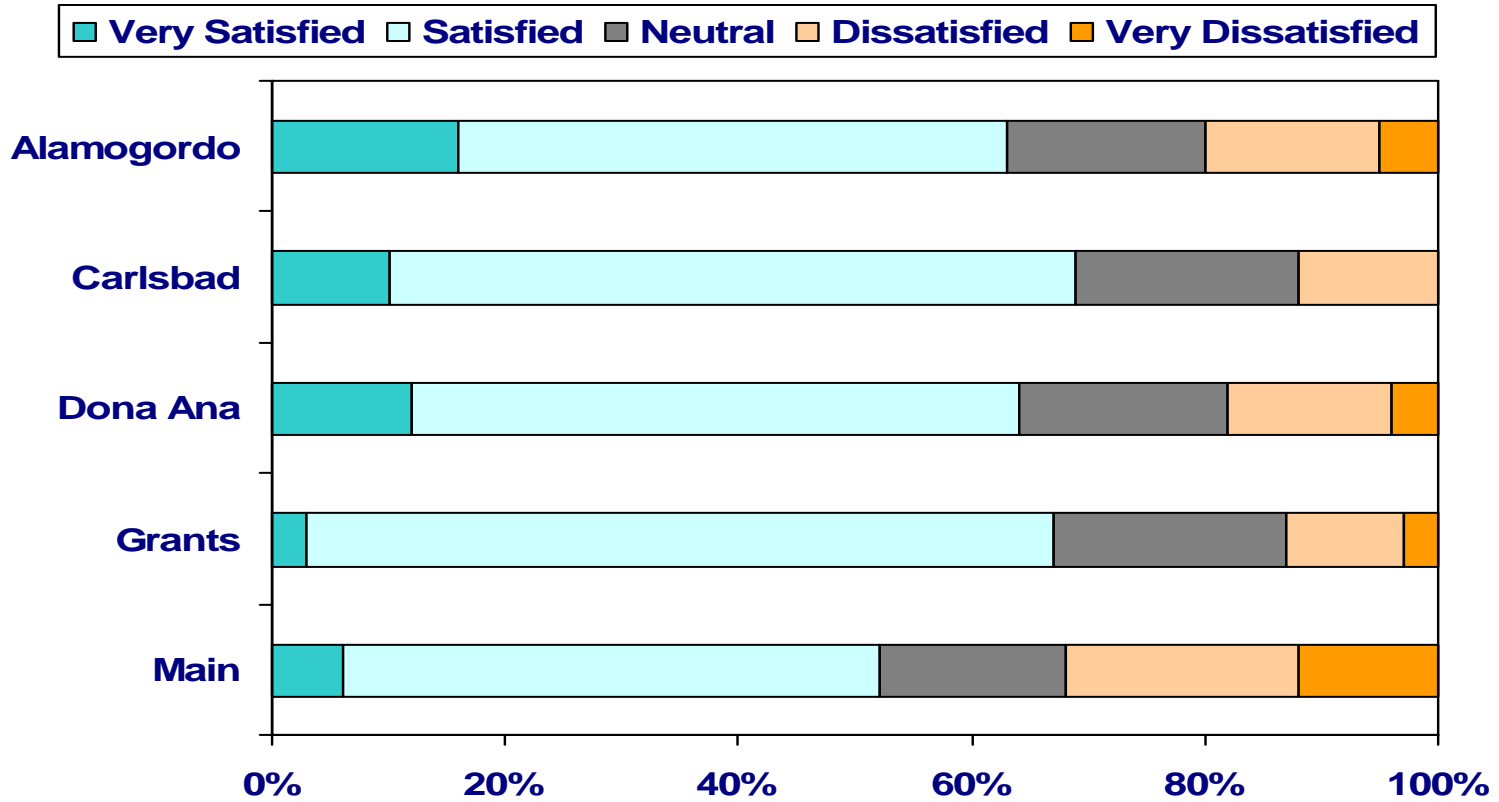


“Does Not Apply” responses excluded.

$$X^2_p = 0.5215$$

# COMPARISON OF RESPONSES BY CAMPUS

Question 99: **FACULTY ONLY** - Teaching loads.

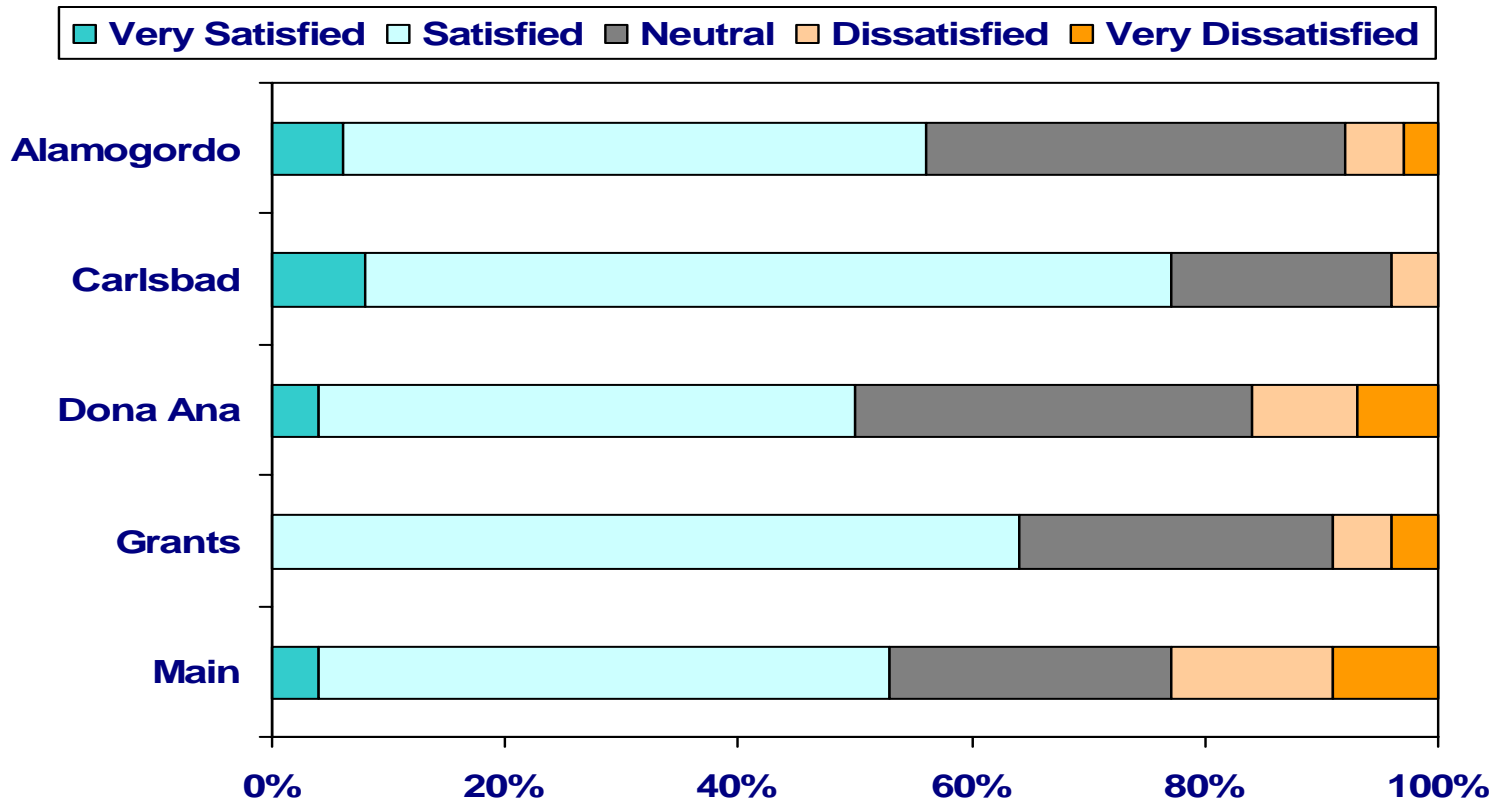


“Does Not Apply” responses excluded.

$$X^2_p = 0.0101$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 100: FACULTY ONLY** – Student advising loads.

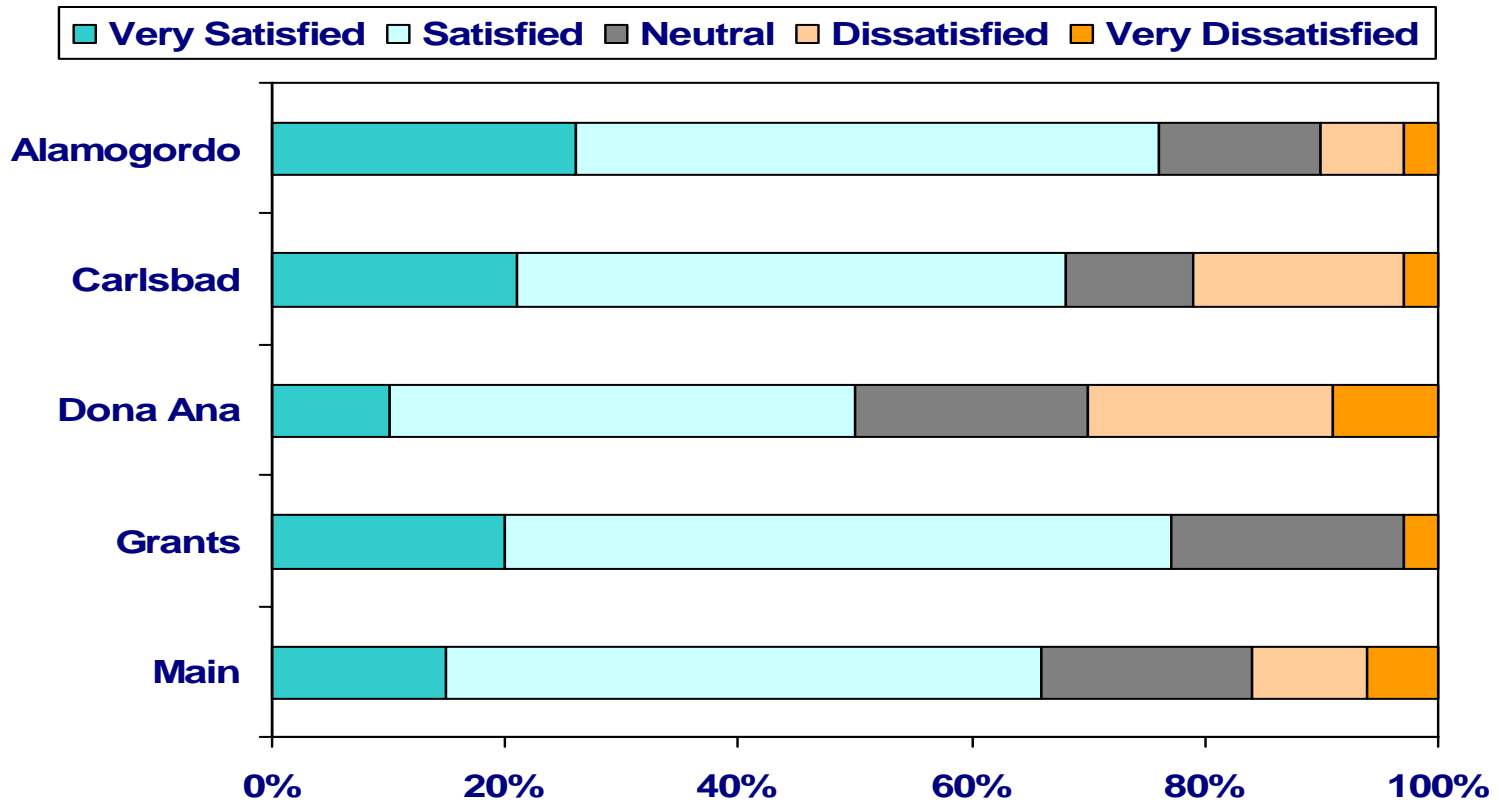


“Does Not Apply” responses excluded.

$$X^2_p = 0.2352$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 101: FACULTY ONLY** – Involvement in teaching schedule decisions.

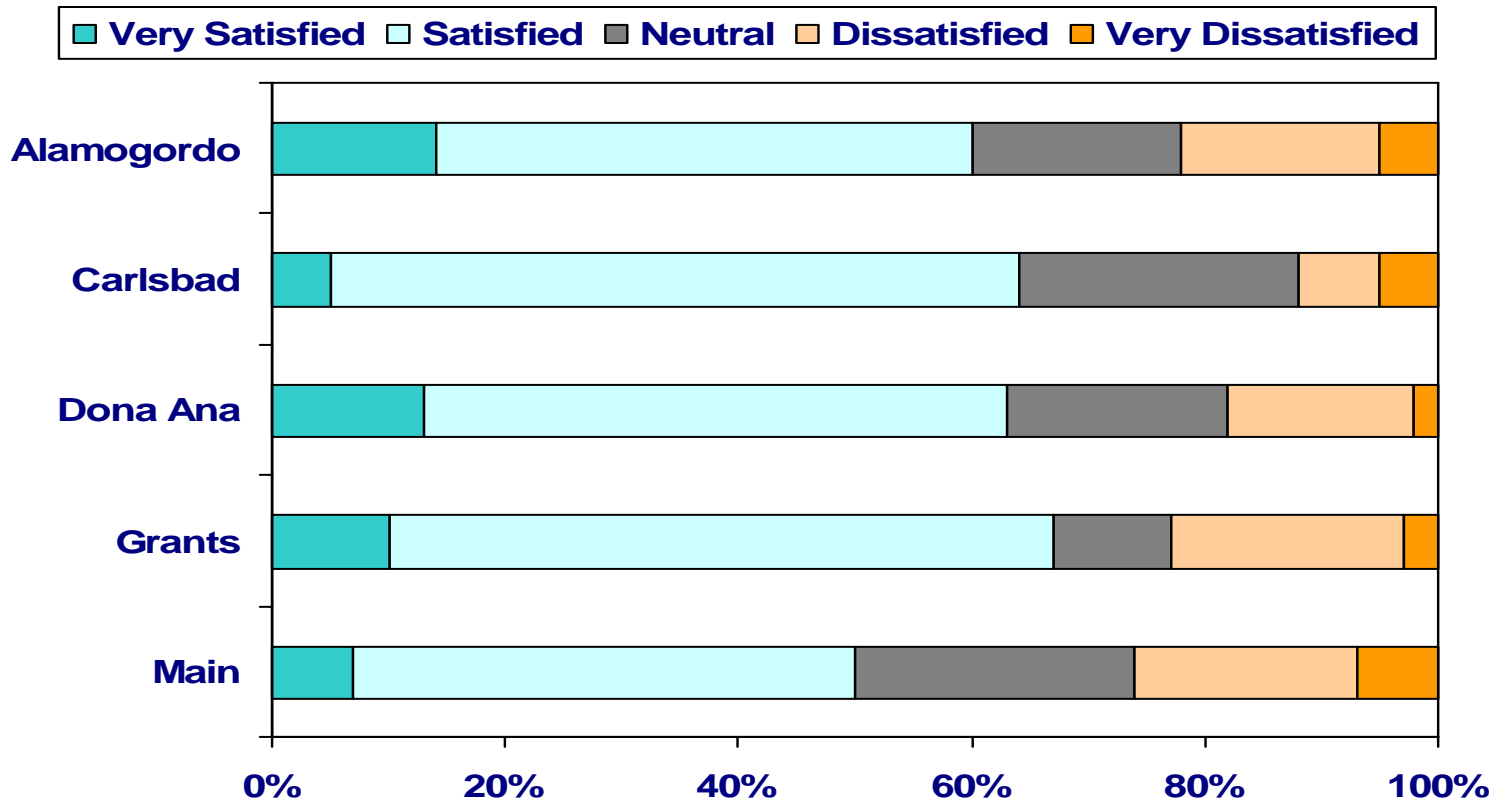


“Does Not Apply” responses excluded.

$$X^2_p = 0.0085$$

# COMPARISON OF RESPONSES BY CAMPUS

Question 102: **FACULTY ONLY** - Classrooms.

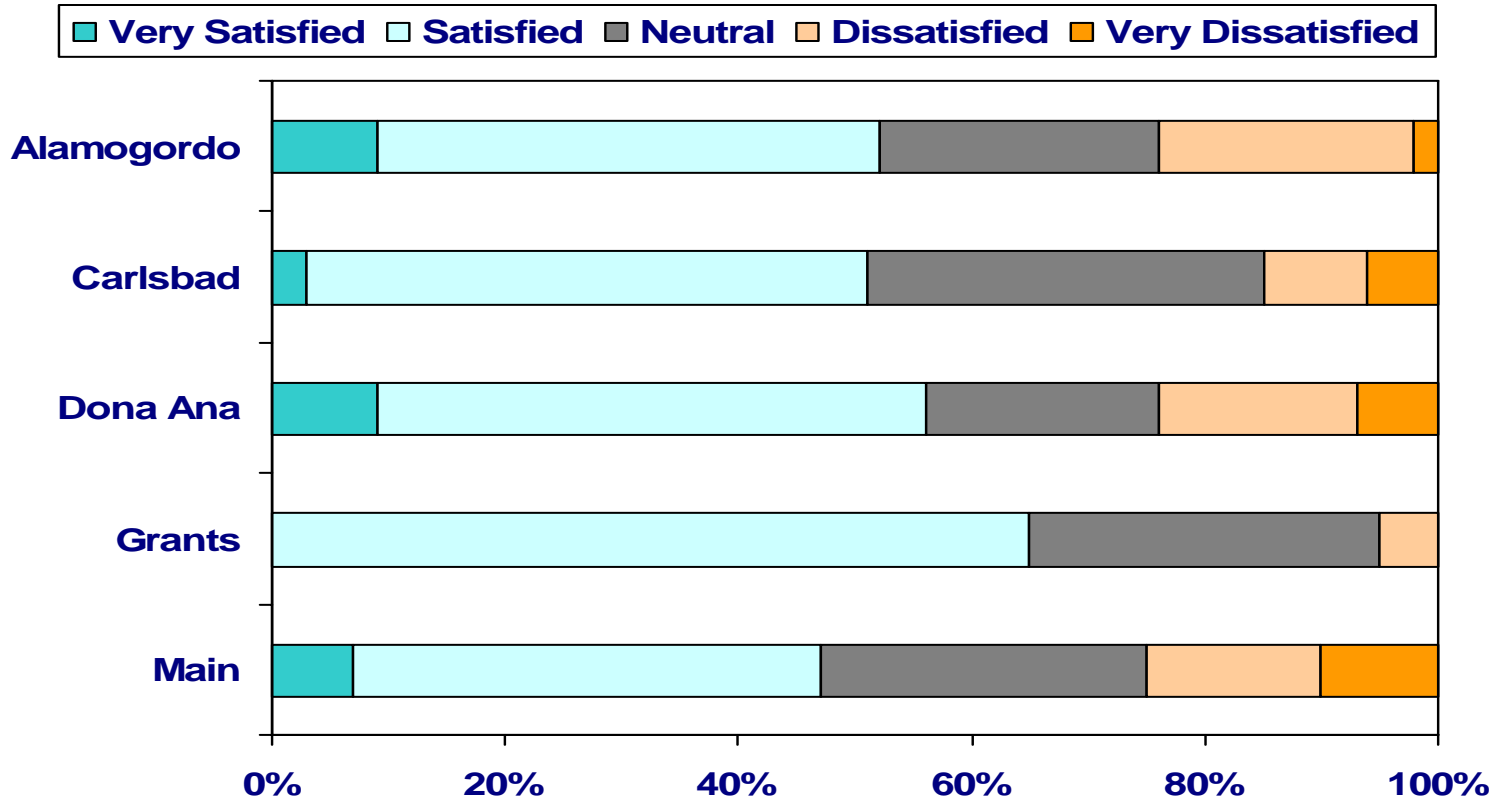


“Does Not Apply” responses excluded.

$$X^2_p = 0.1953$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 103: FACULTY ONLY** – Instructional laboratories.

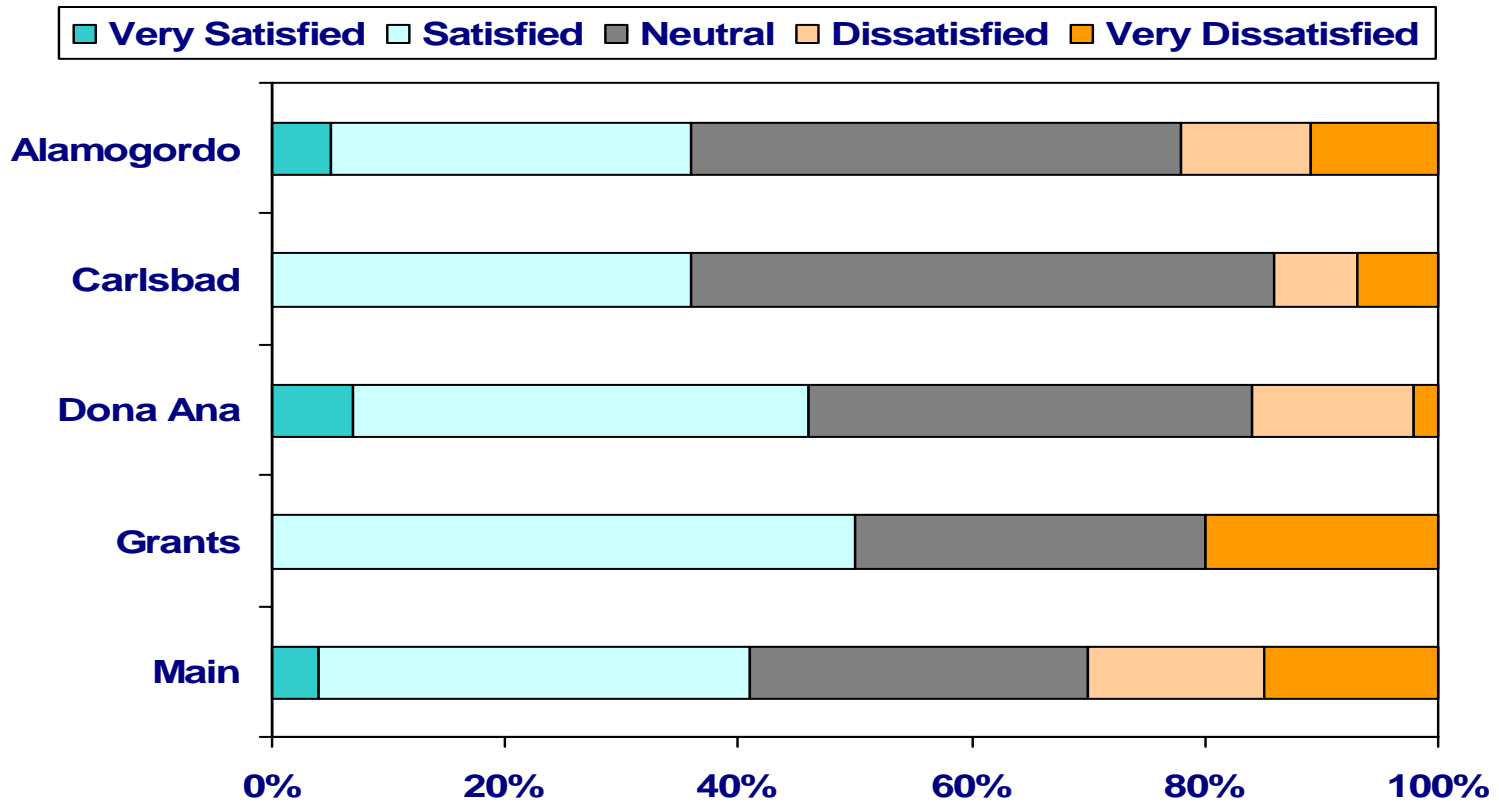


“Does Not Apply” responses excluded.

$$X^2_p = 0.2543$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 104: FACULTY ONLY** – Research laboratories.

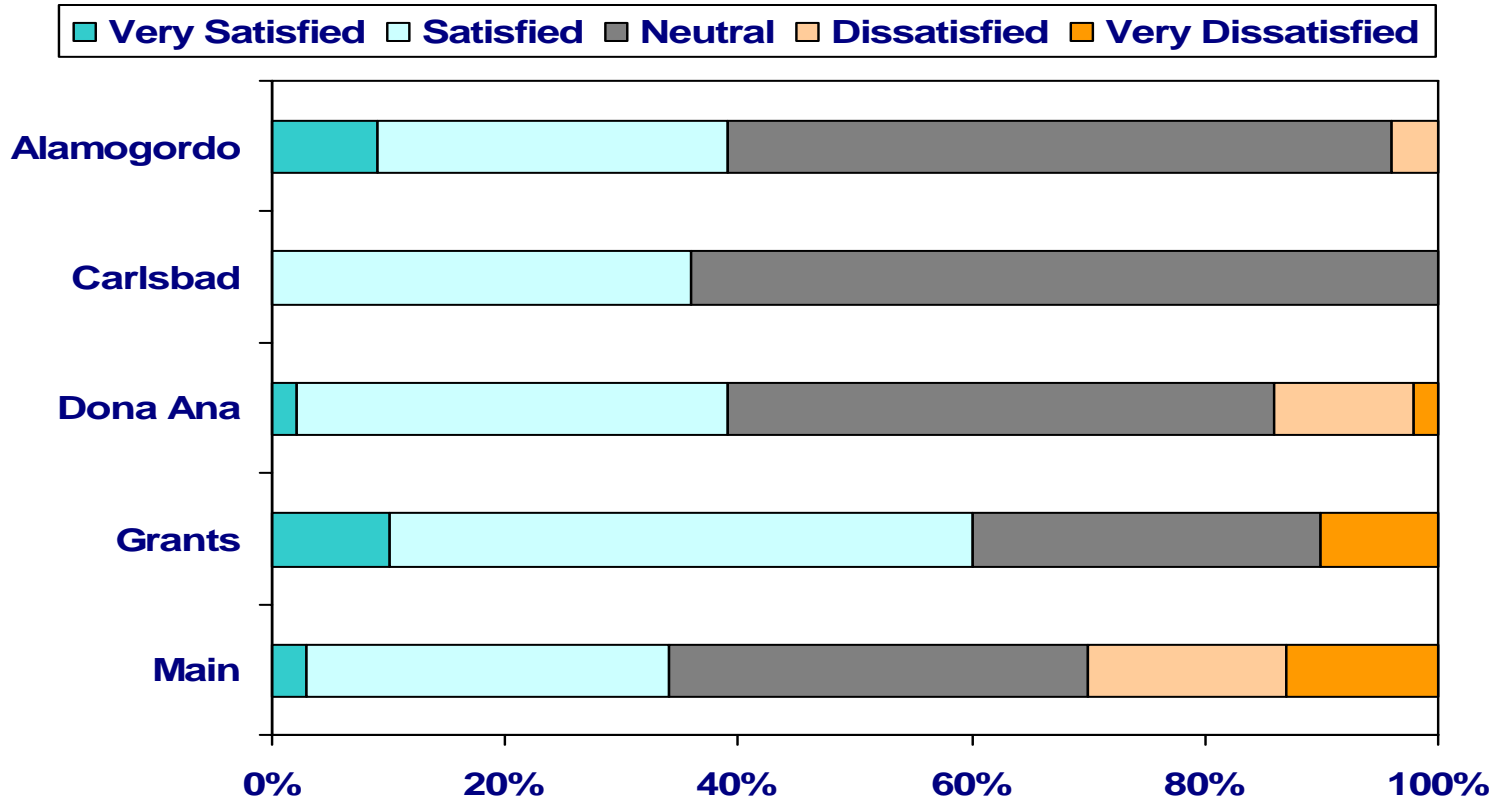


“Does Not Apply” responses excluded.

$$X^2_p = 0.6535$$

# COMPARISON OF RESPONSES BY CAMPUS

Question 105: **FACULTY ONLY** – Other research space(s).

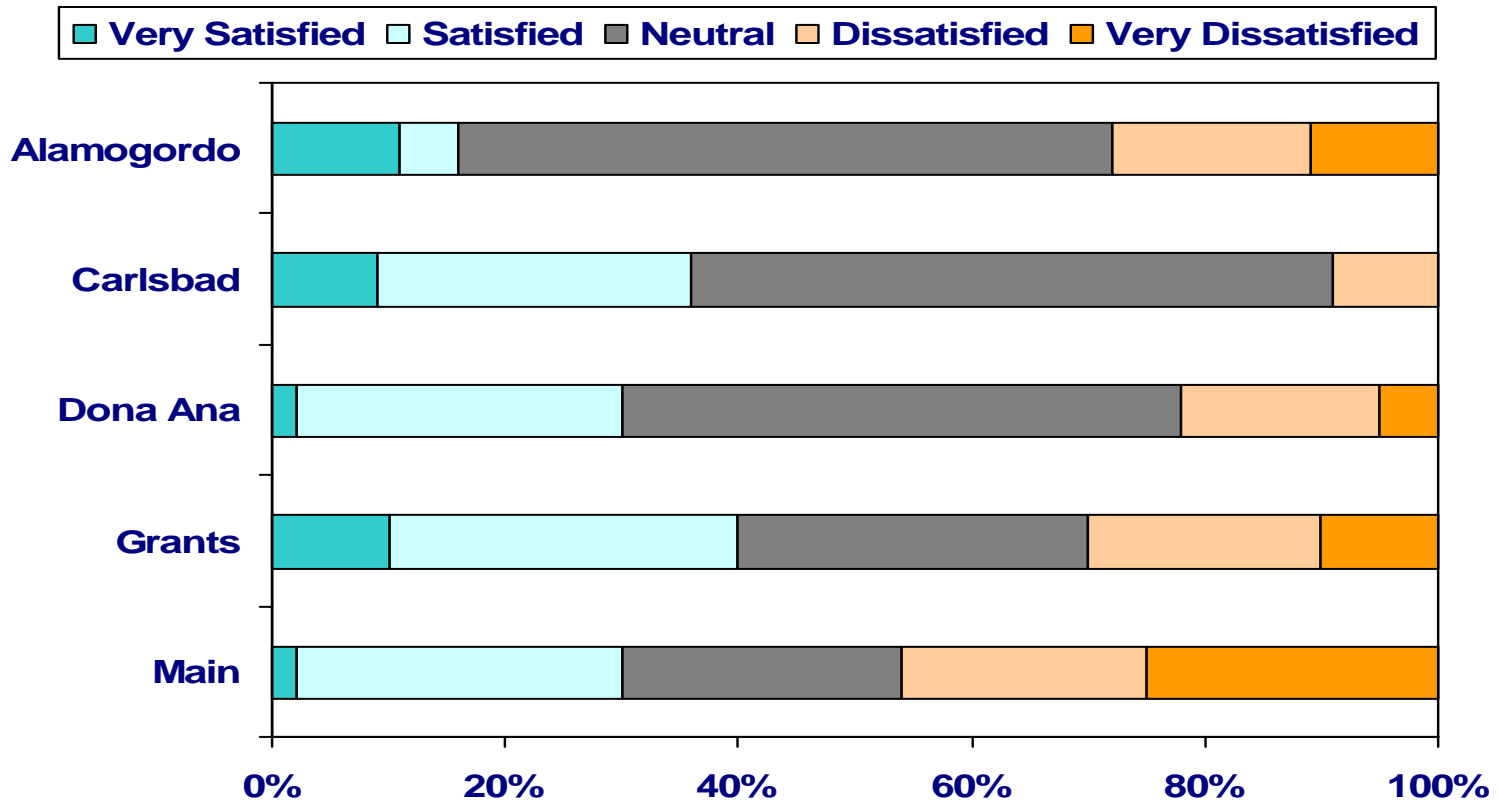


“Does Not Apply” responses excluded.

$$X^2_p = 0.0475$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 106: FACULTY ONLY** – Amount of release time for research.

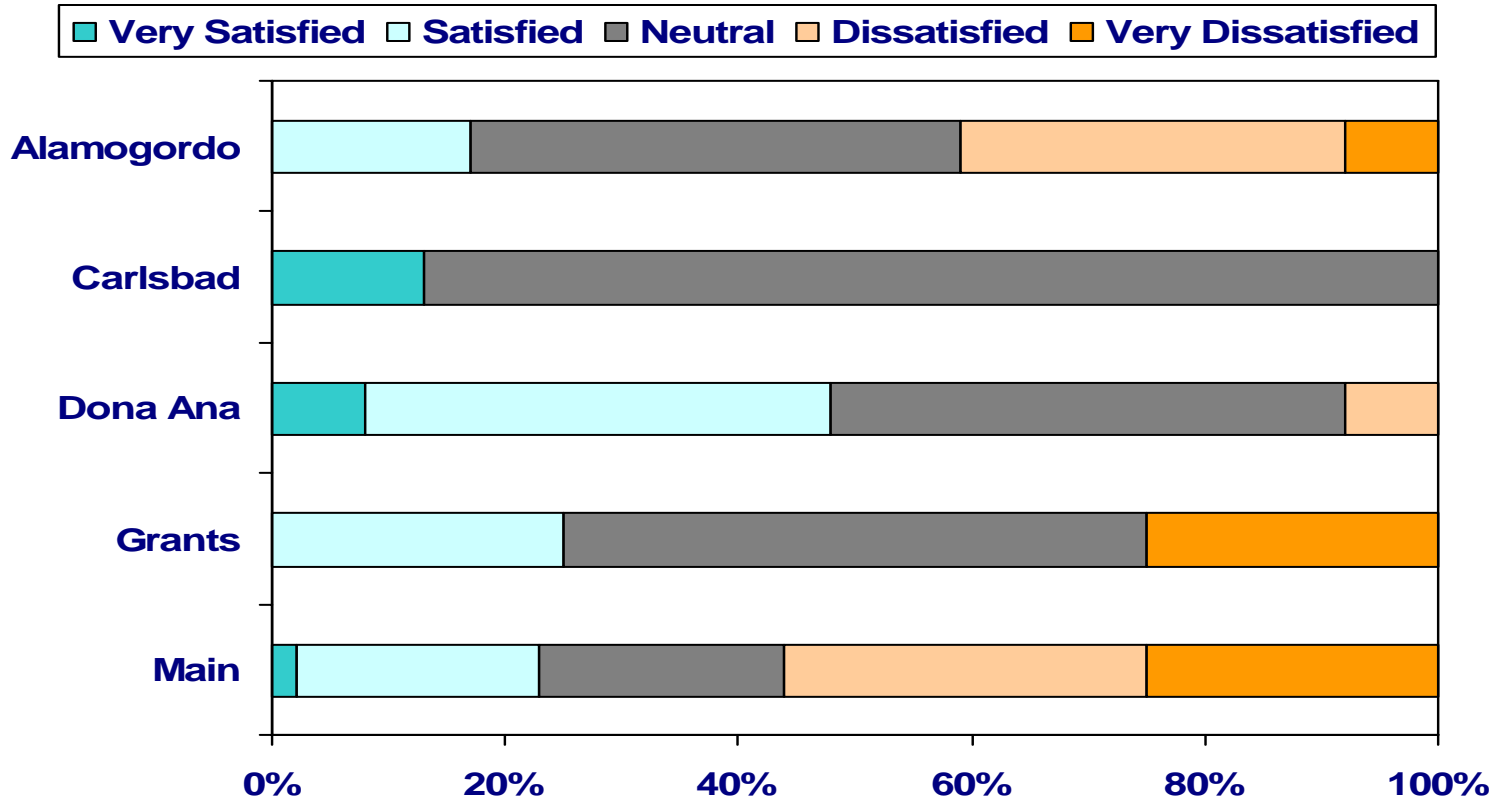


“Does Not Apply” responses excluded.

$$X^2_p = 0.0012$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 107: FACULTY ONLY** – Number of graduate assistantships.

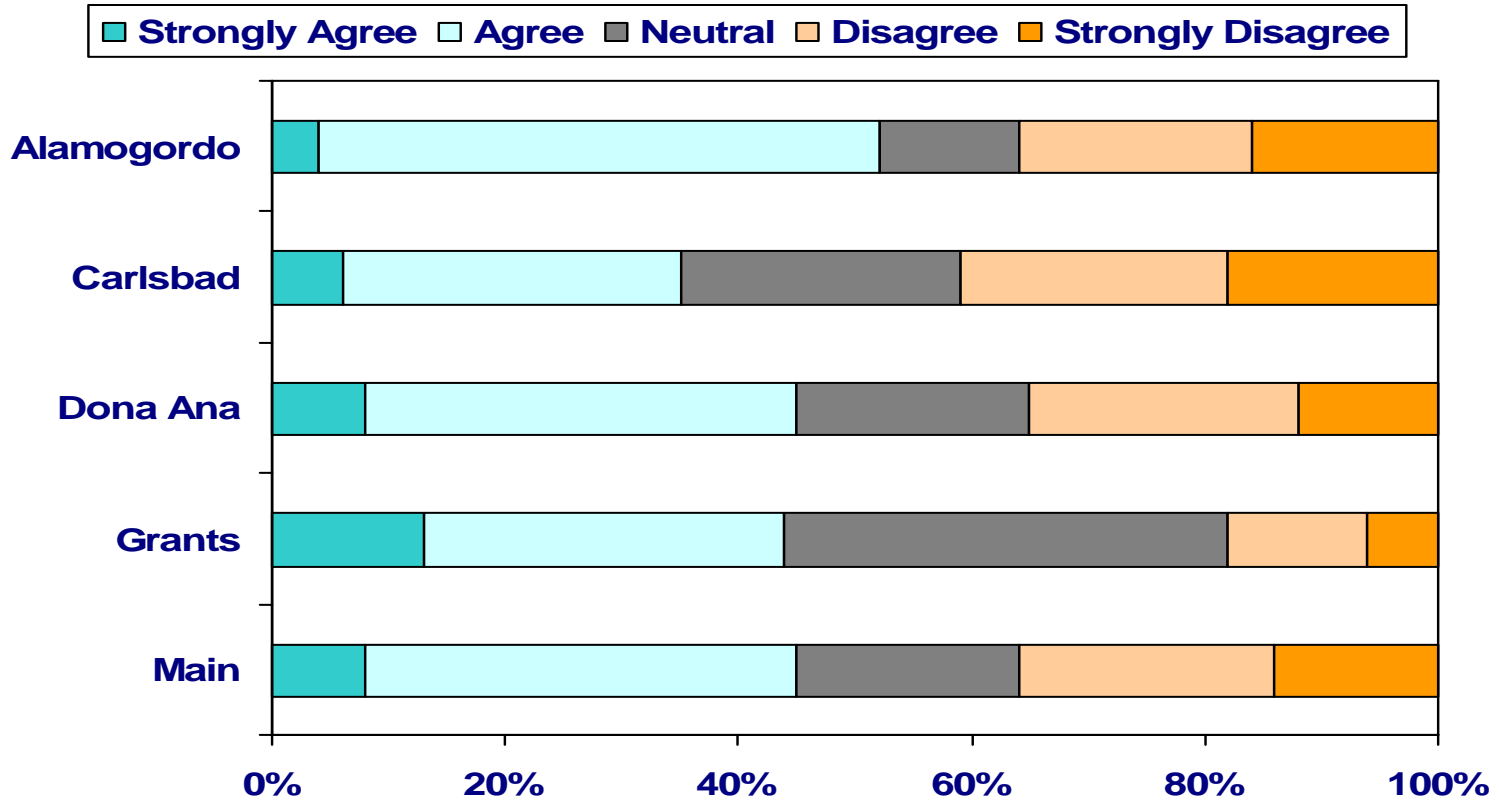


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 108: TENURED/TENURE TRACK FACULTY ONLY** – I am satisfied with the tenure/promotion process overall.

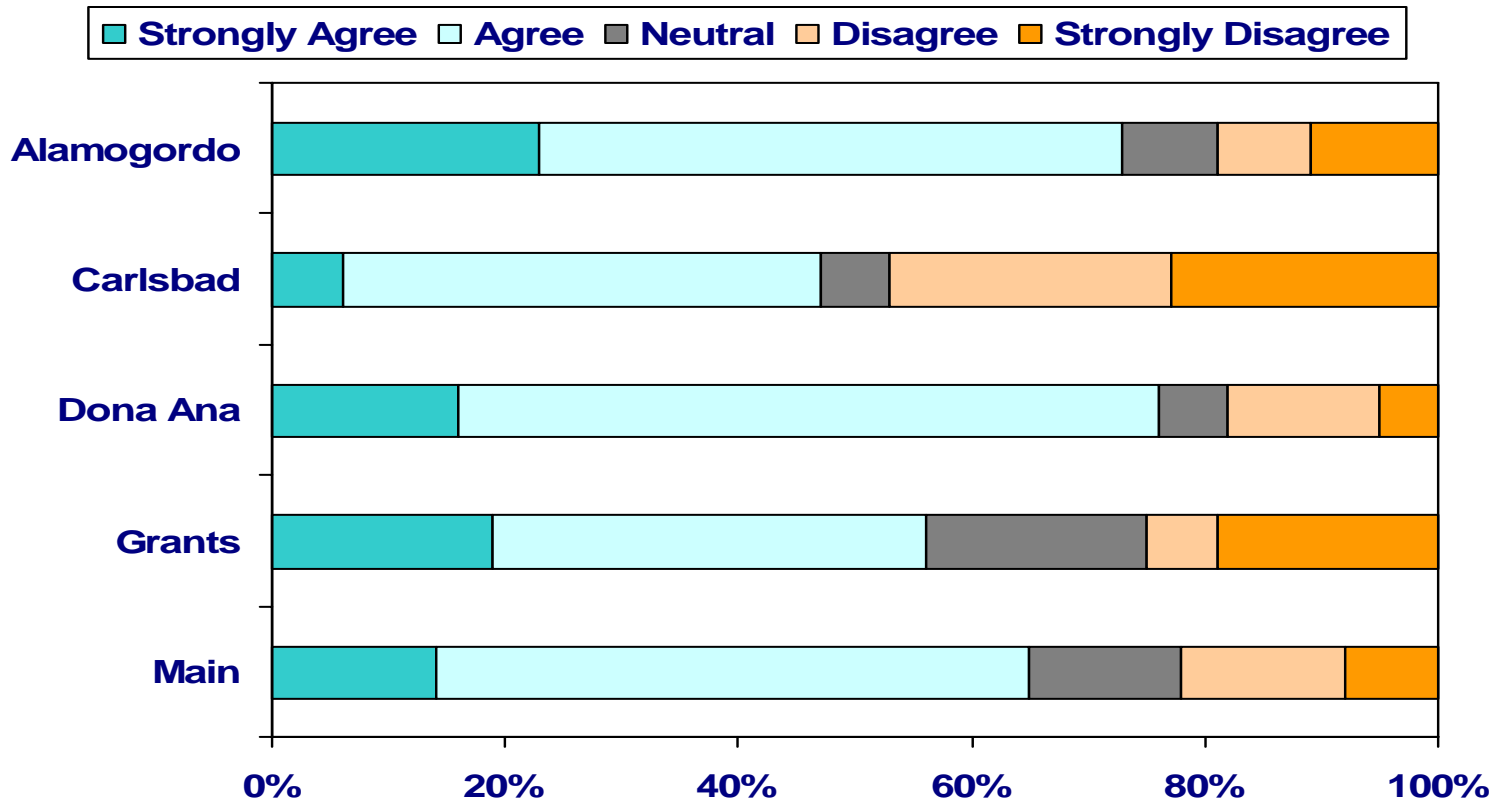


“Does Not Apply” responses excluded.

$$X^2_p = 0.9611$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 109: TENURED/TENURE TRACK FACULTY ONLY** – I understand the criteria for achieving tenure/promotion.

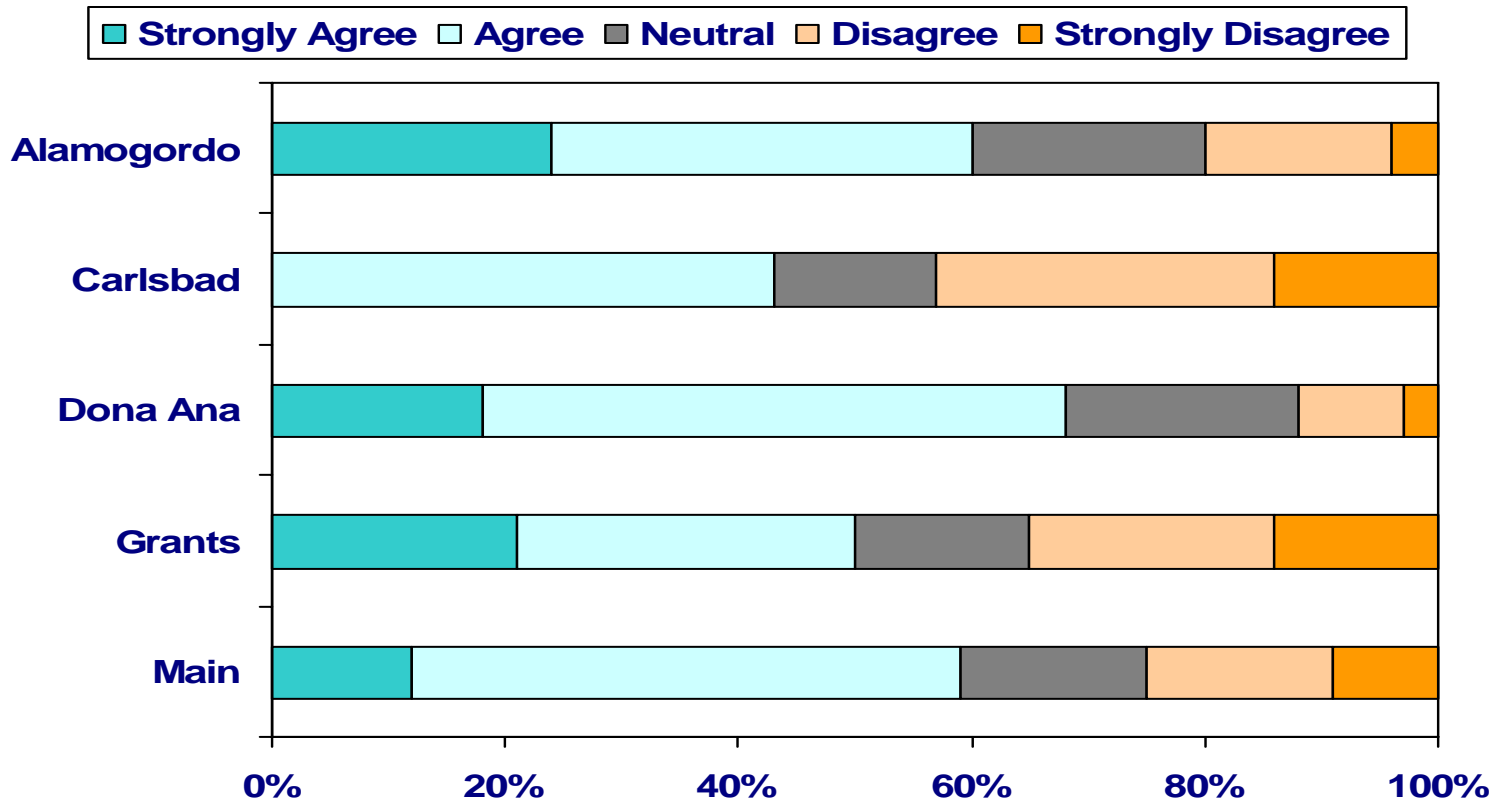


“Does Not Apply” responses excluded.

$$X^2_p = 0.3220$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 110: TENURED/TENURE TRACK FACULTY ONLY** – I receive(d) feedback on my progress toward tenure/promotion.

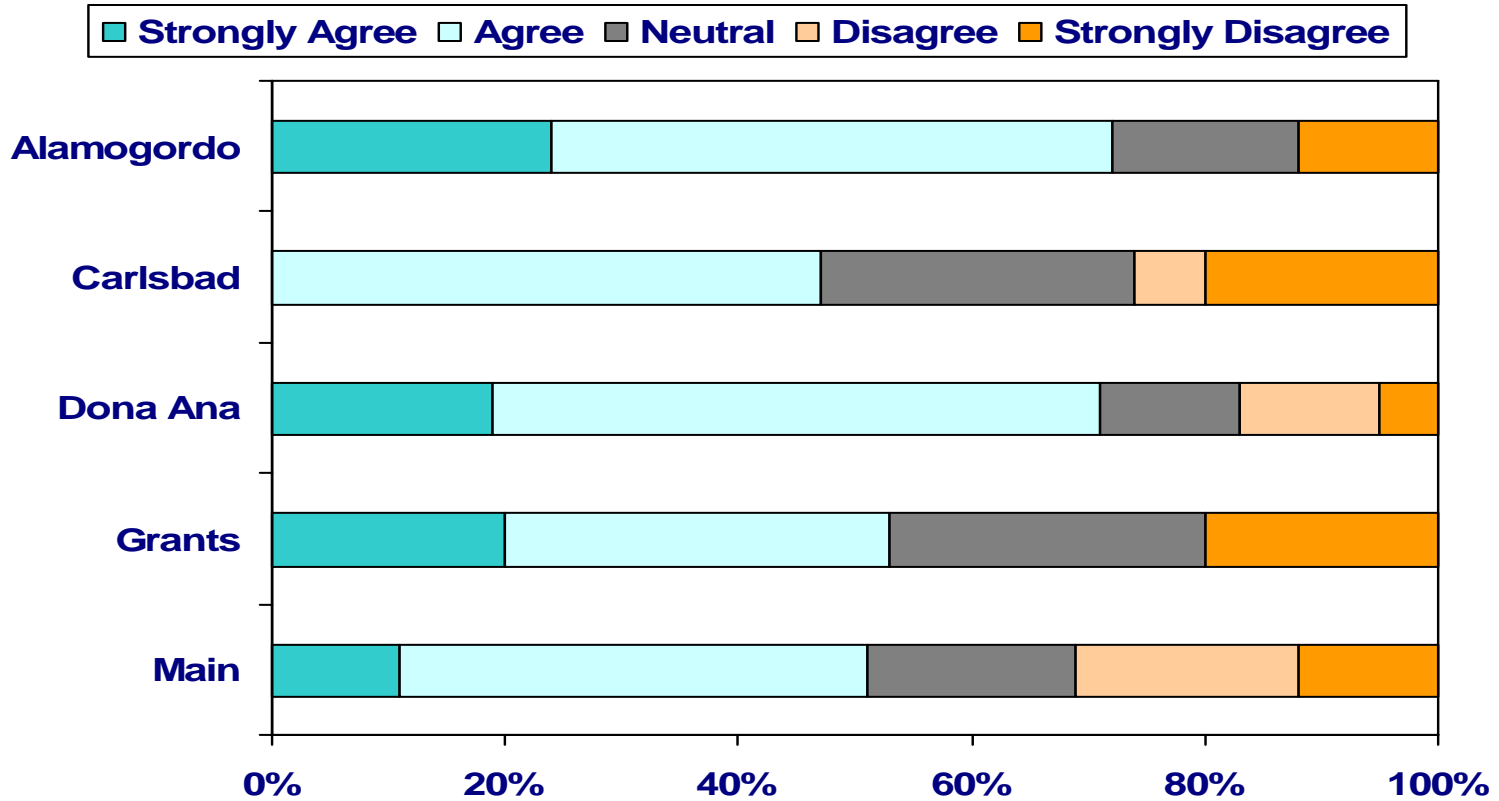


“Does Not Apply” responses excluded.

$$X^2_p = 0.5232$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 111: TENURED/TENURE TRACK FACULTY ONLY** – I feel/felt supported in my advancement to tenure/promotion.

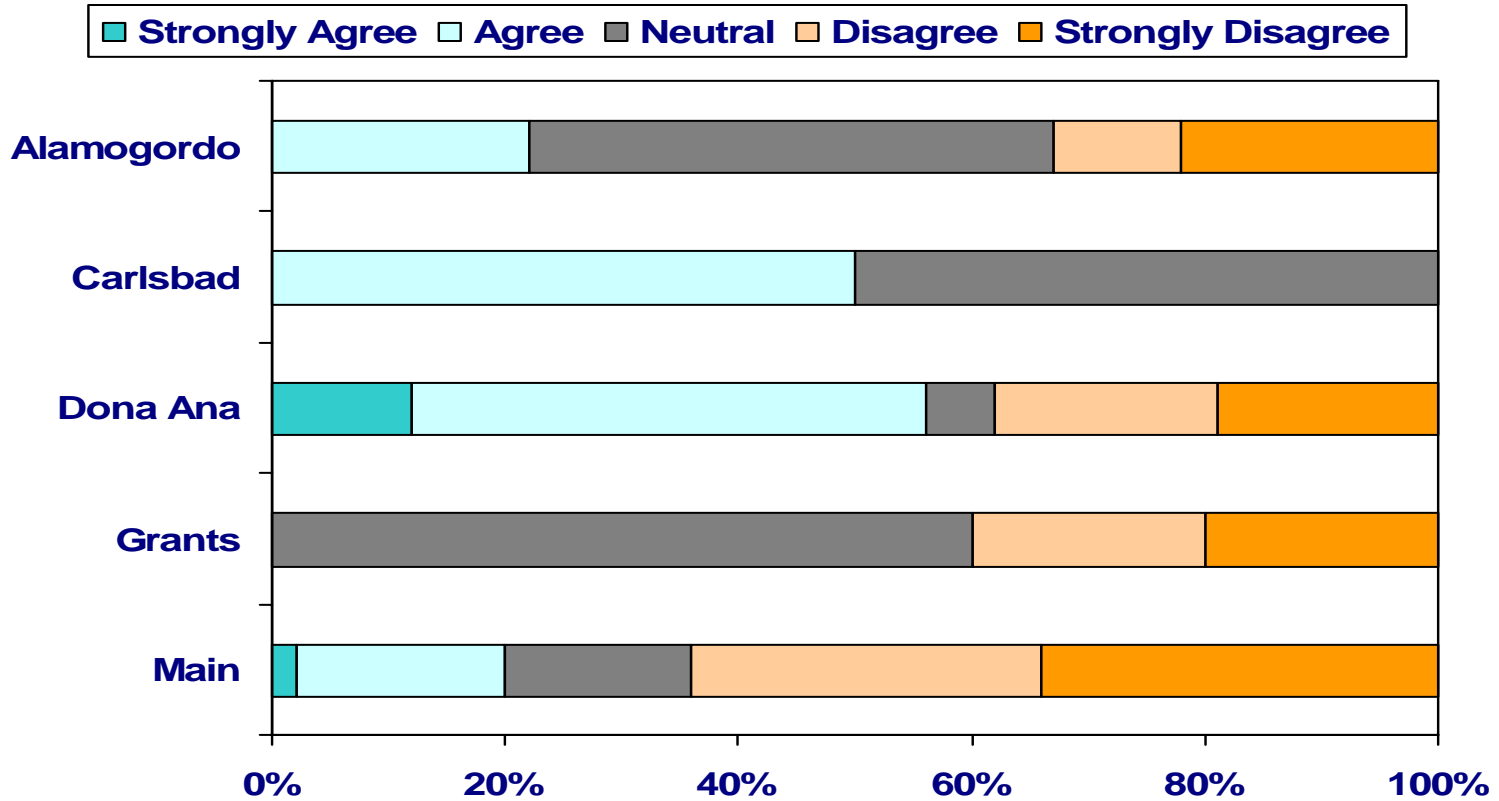


“Does Not Apply” responses excluded.

$$X^2_p = 0.0629$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 112: TENURED/TENURE TRACK FACULTY ONLY** – I receive(d) reduced responsibilities so that I can/could build my research program.

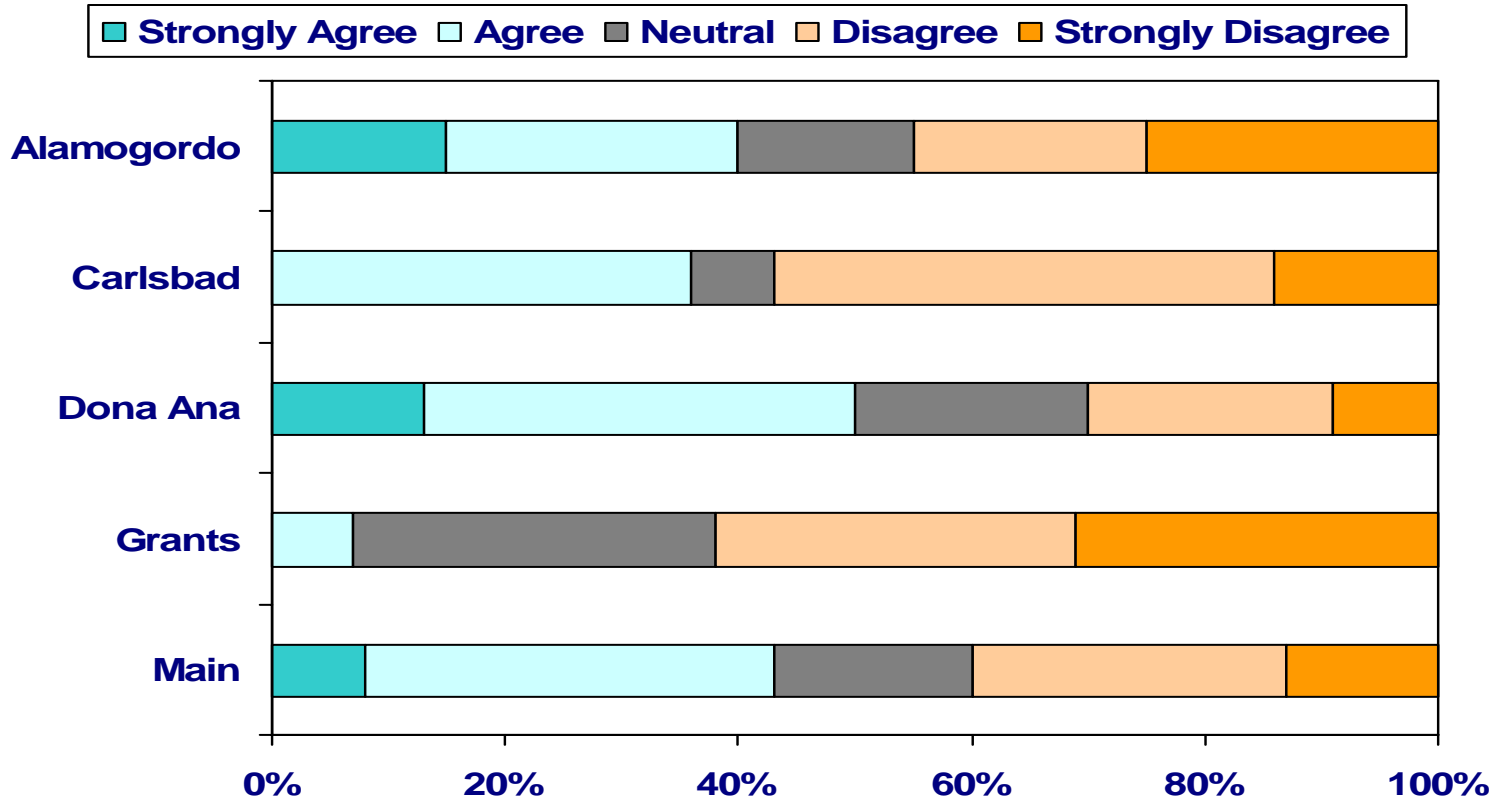


“Does Not Apply” responses excluded.

$$X^2_p = 0.0094$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 113: TENURED/TENURE TRACK FACULTY ONLY** – I was told about assistance available to pre-tenure/promotion faculty.

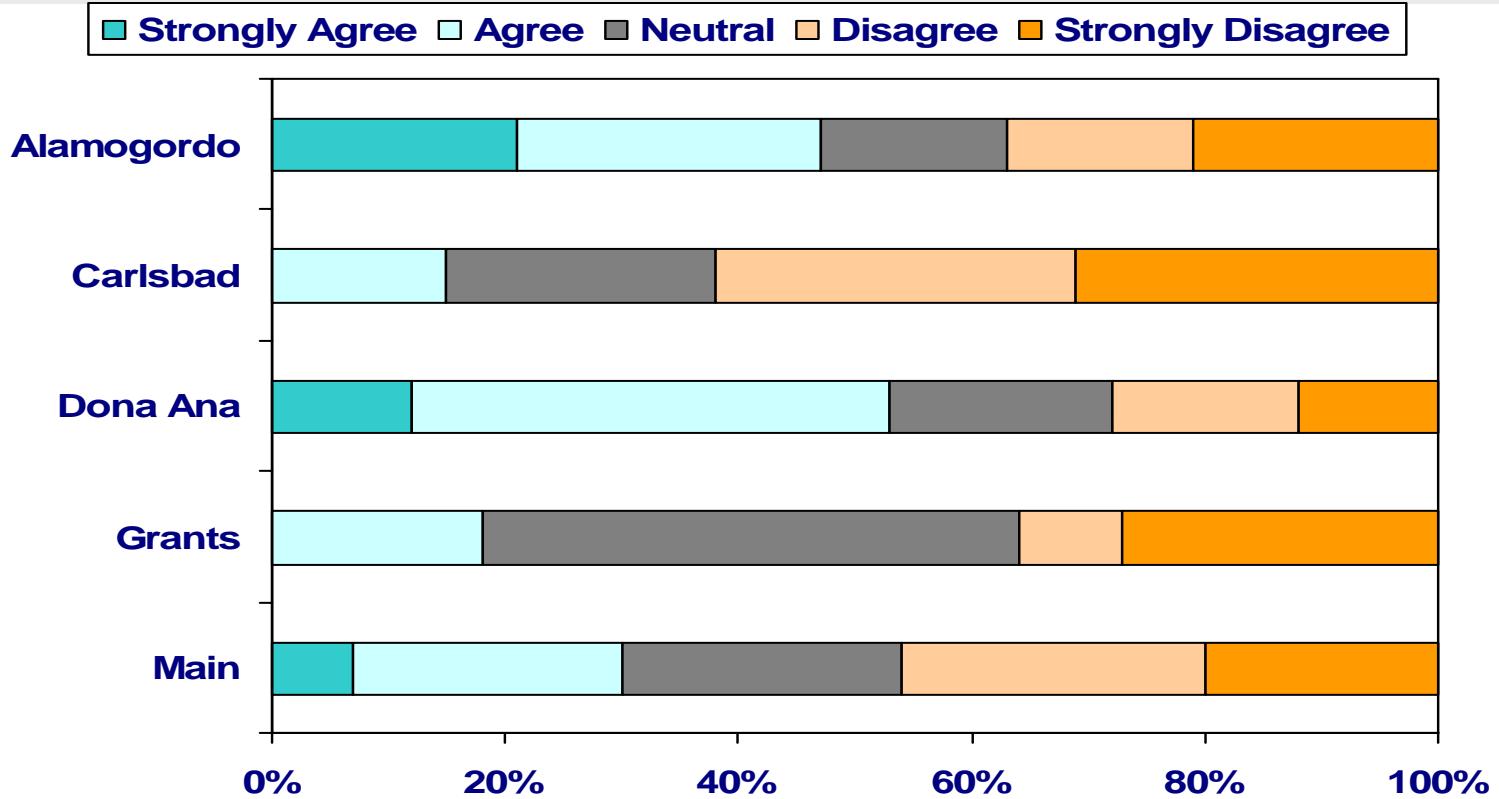


“Does Not Apply” responses excluded.

$$X^2_p = 0.3038$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 114: TENURED/TENURE TRACK FACULTY ONLY** – My senior advisor/mentor committee is/was very helpful to me in working toward tenure/promotion.

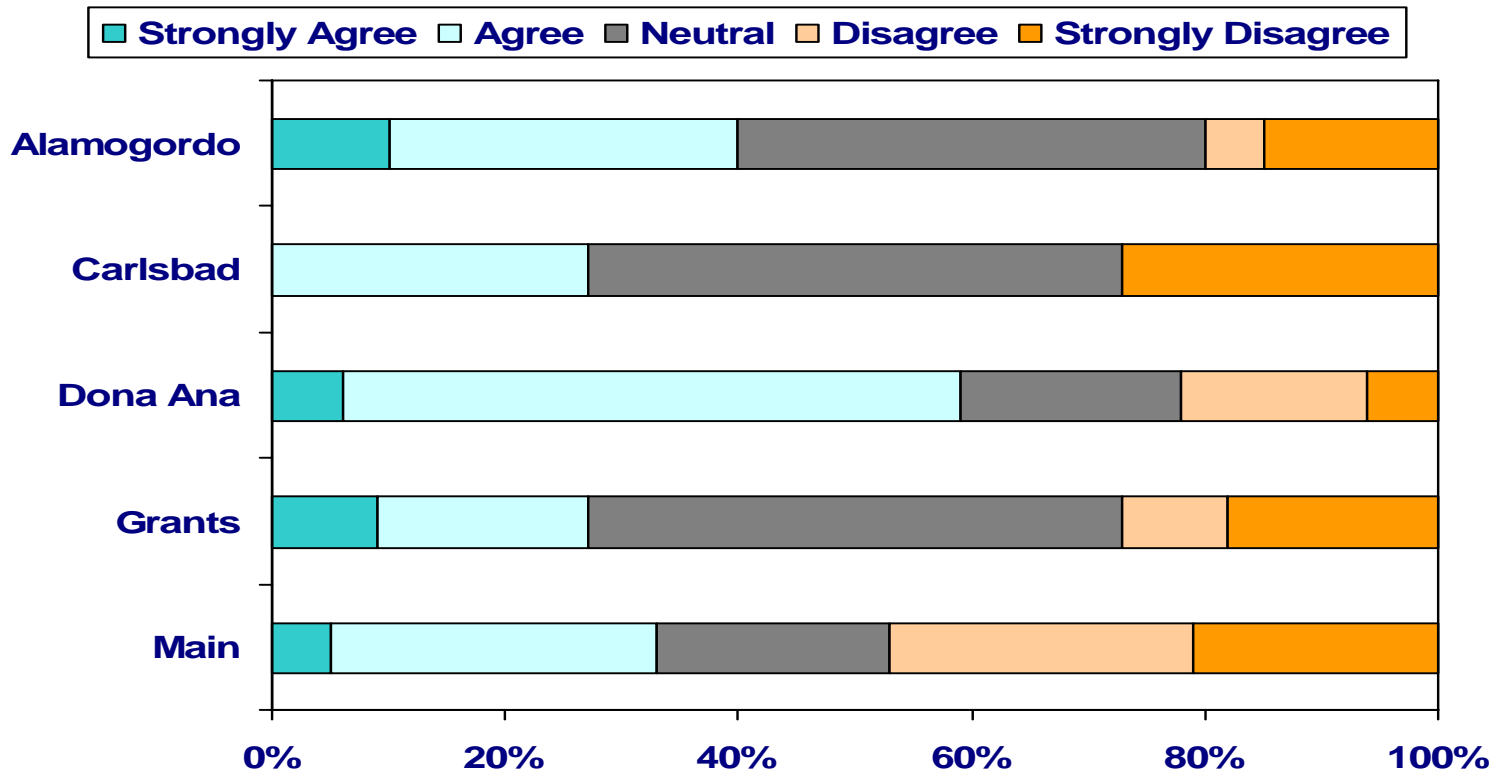


“Does Not Apply” responses excluded.

$$X^2_p = 0.1067$$

# COMPARISON OF RESPONSES BY CAMPUS

**Question 115: TENURED/TENURE TRACK FACULTY ONLY** – I feel there is a strong fit between the way I do research, teaching and service and the way it is evaluated for tenure/promotion.



“Does Not Apply” responses excluded.

$$X^2_p = 0.0044$$