

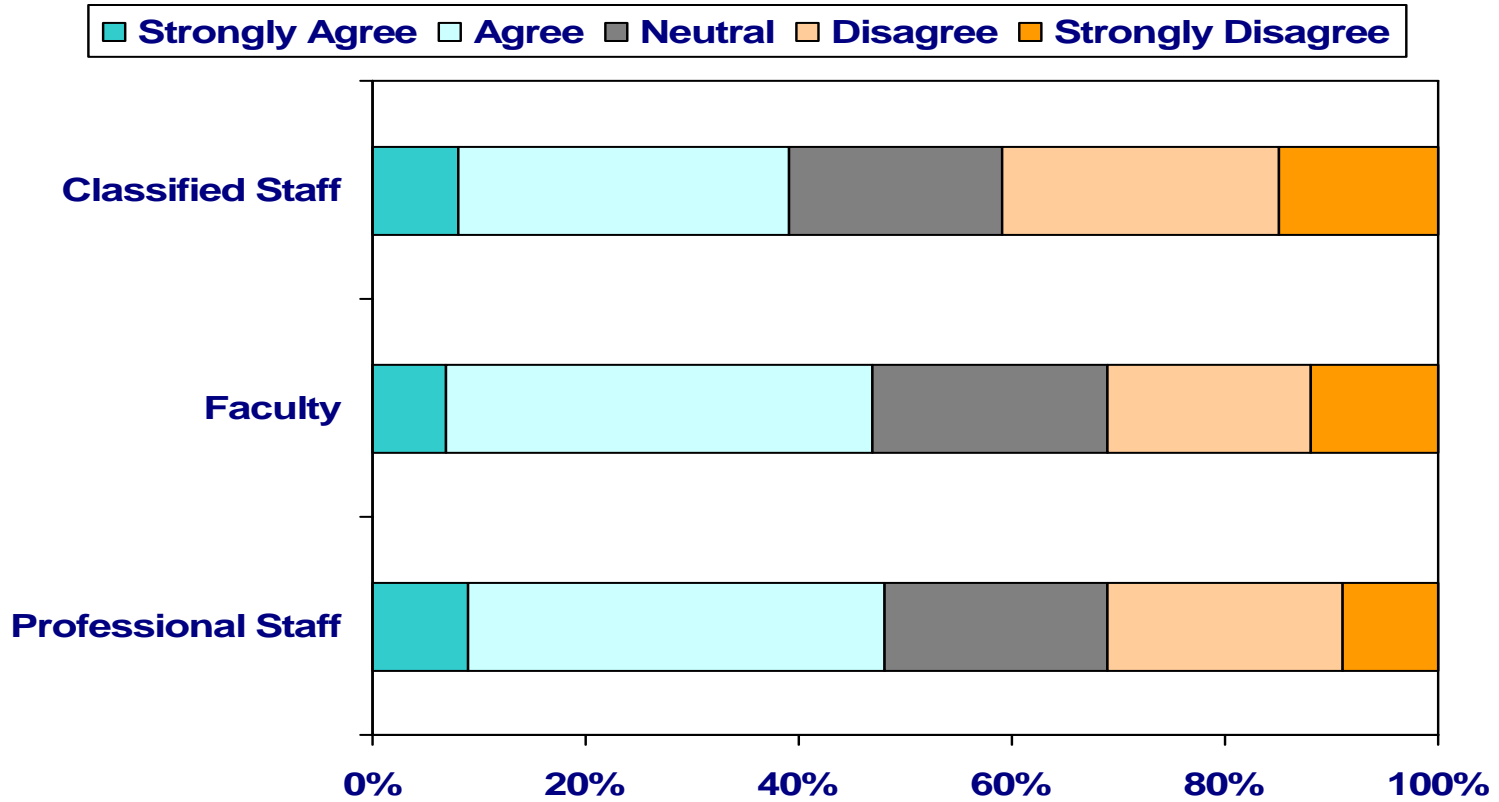
EMPLOYEE CLIMATE SURVEY

COMPARISONS OF RESPONSES BY EMPLOYEE CLASS



COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

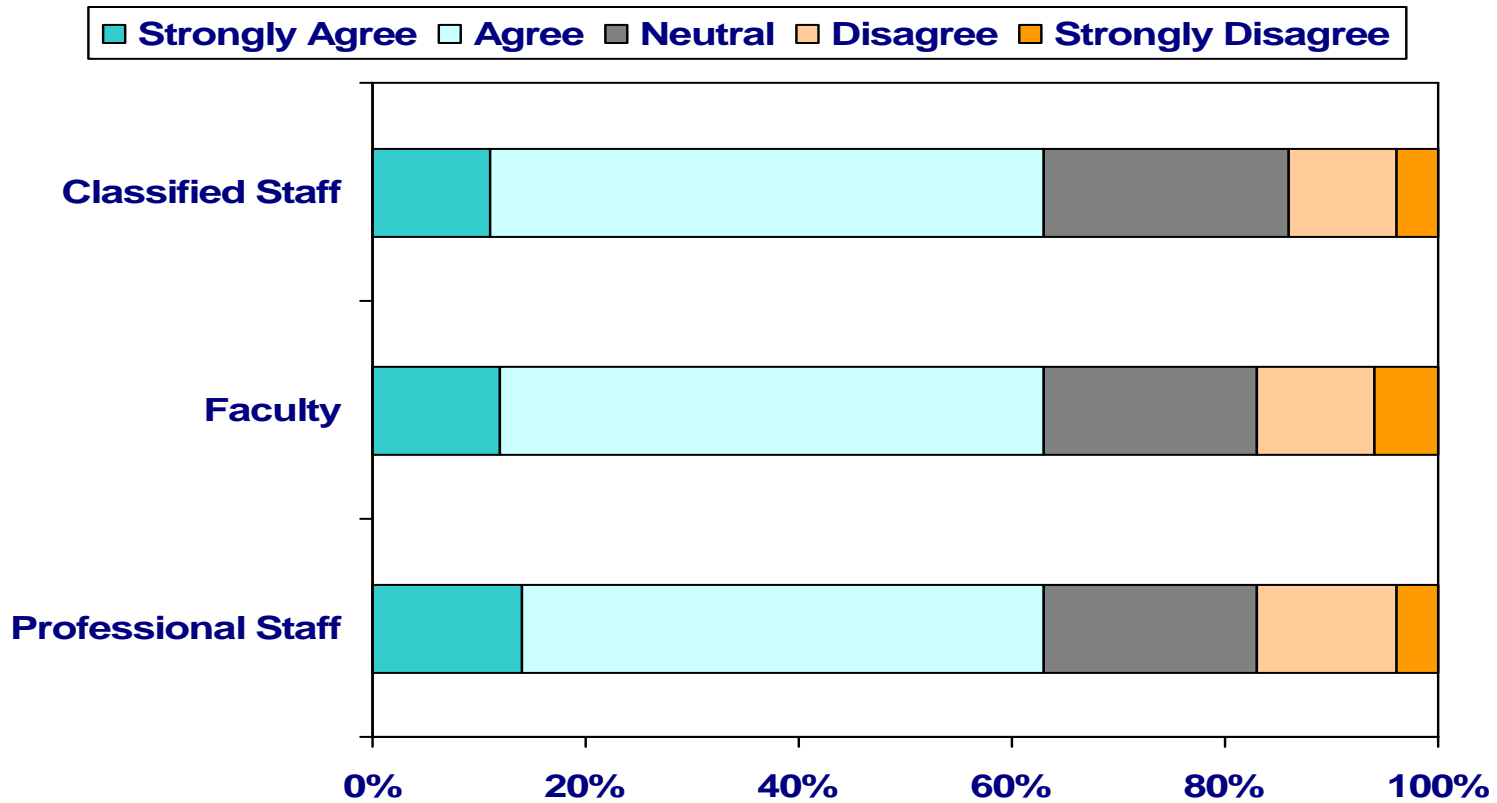


“Does Not Apply” responses excluded.

$$X^2 p = 0.0002$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

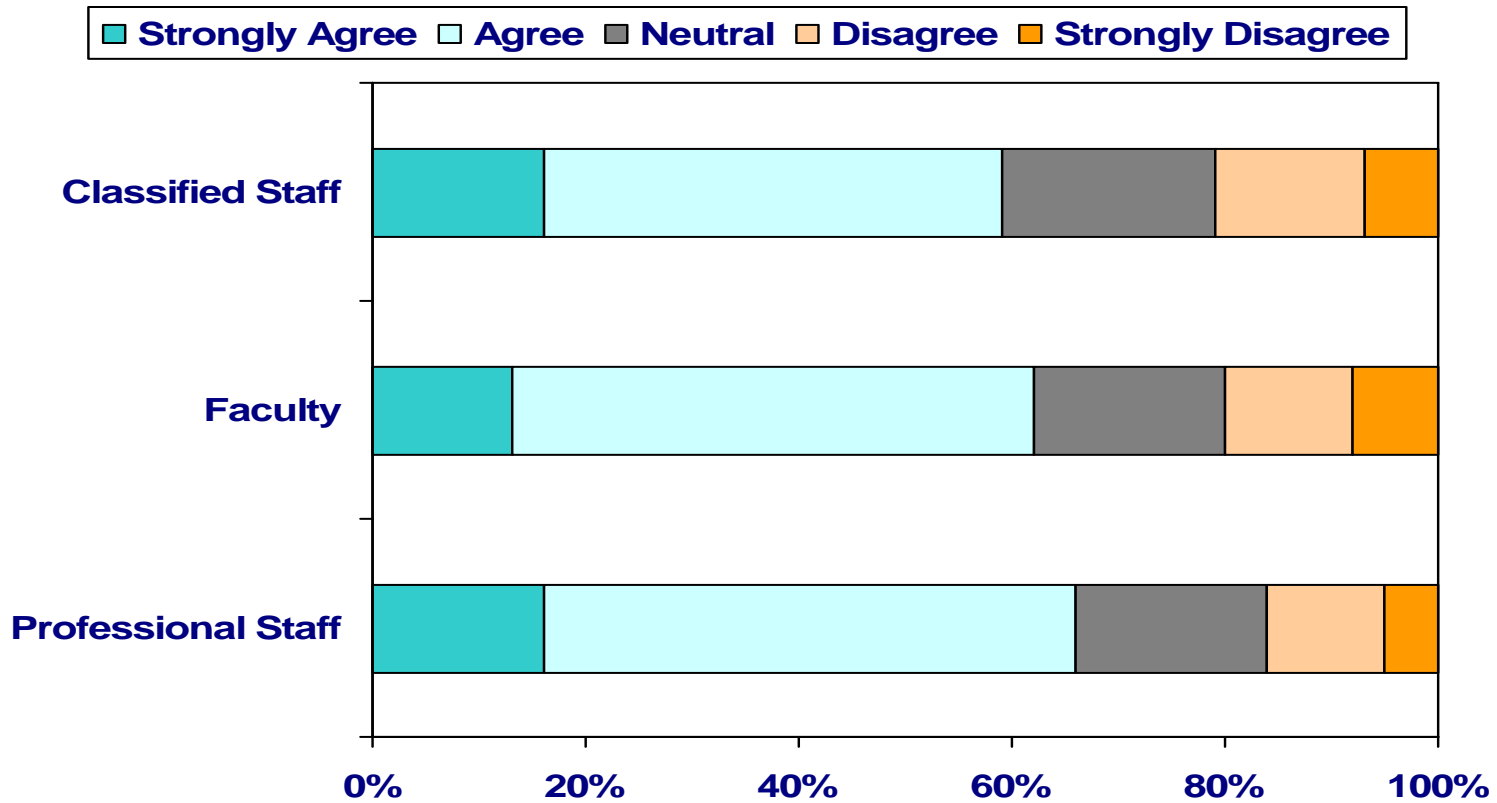


“Does Not Apply” responses excluded.

$$X^2 p = 0.0474$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 3: I am treated fairly here.

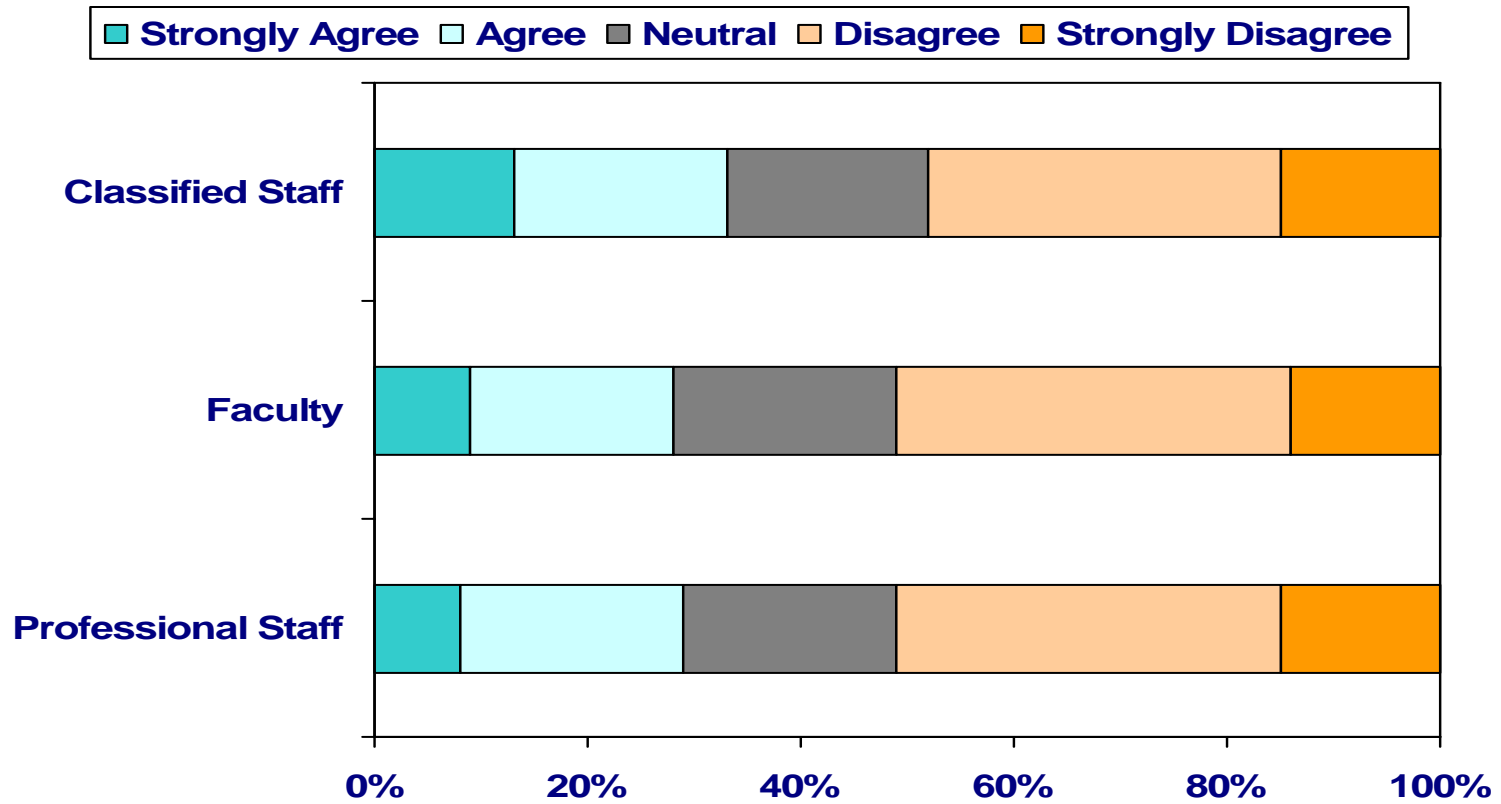


“Does Not Apply” responses excluded.

$$X^2 p = 0.1966$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

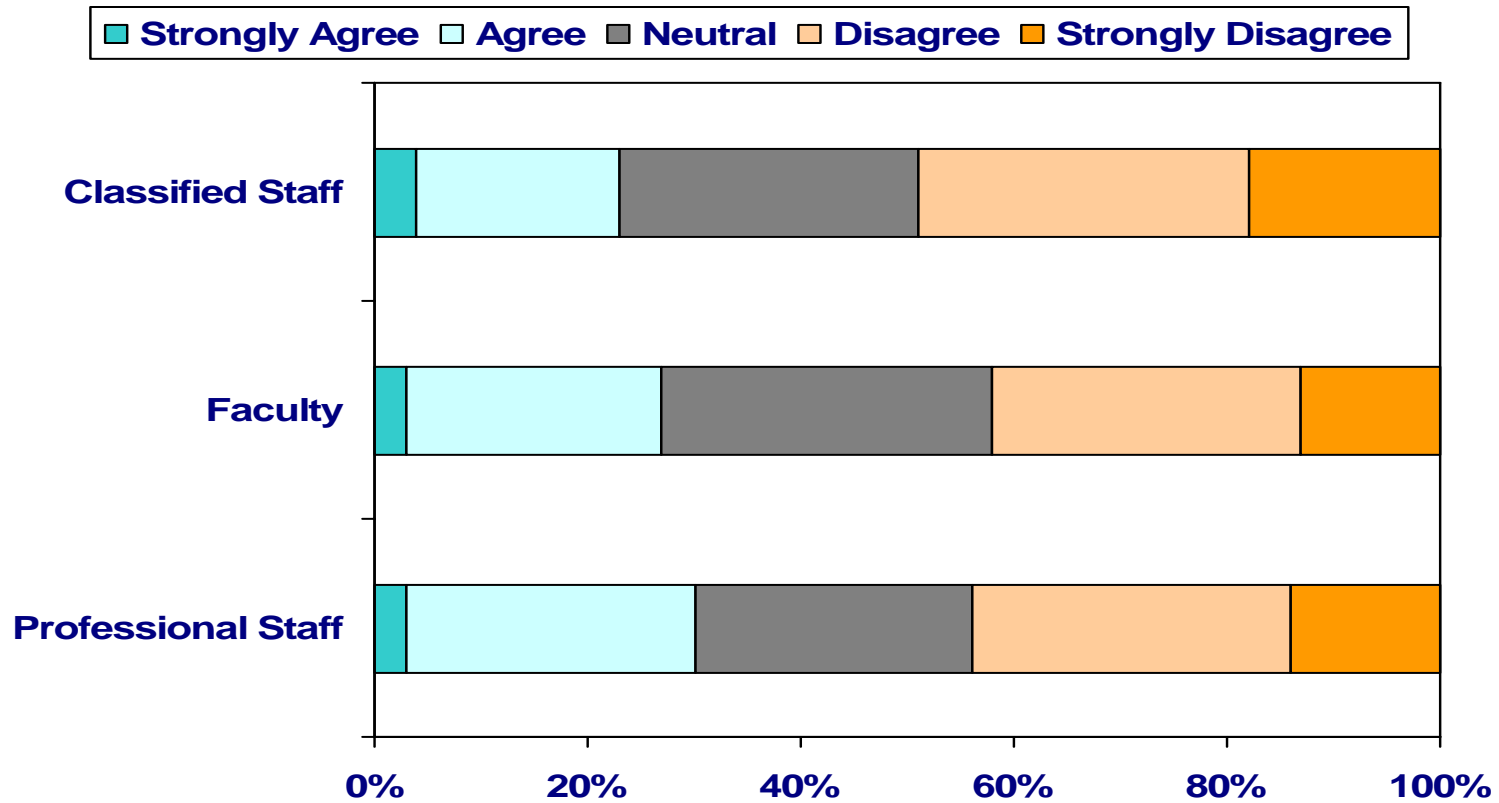


“Does Not Apply” responses excluded.

$$X^2 p = 0.0365$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 5: Employees are rewarded for their contributions.

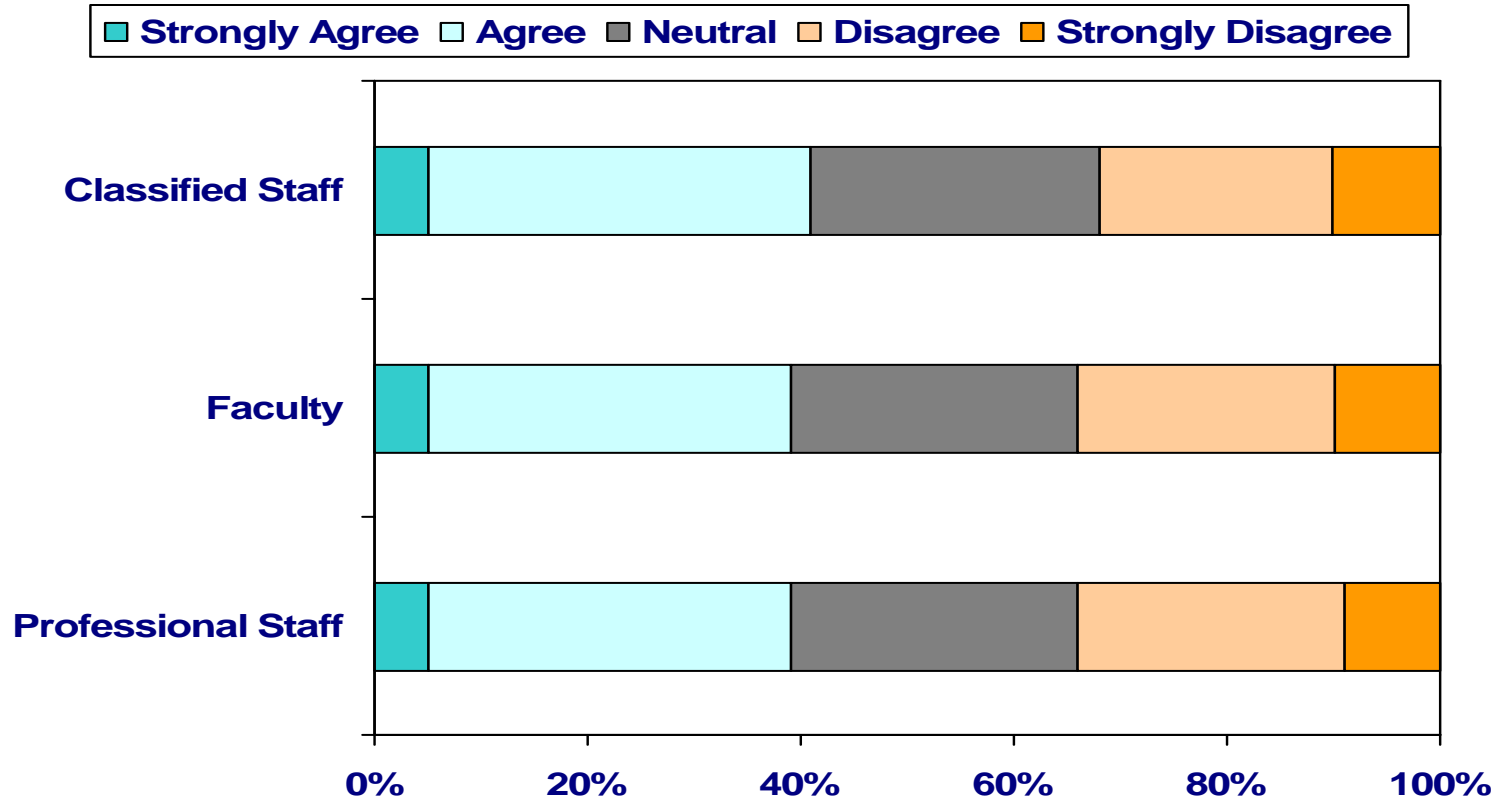


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0090$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 6: Employees have a shared sense of mission.

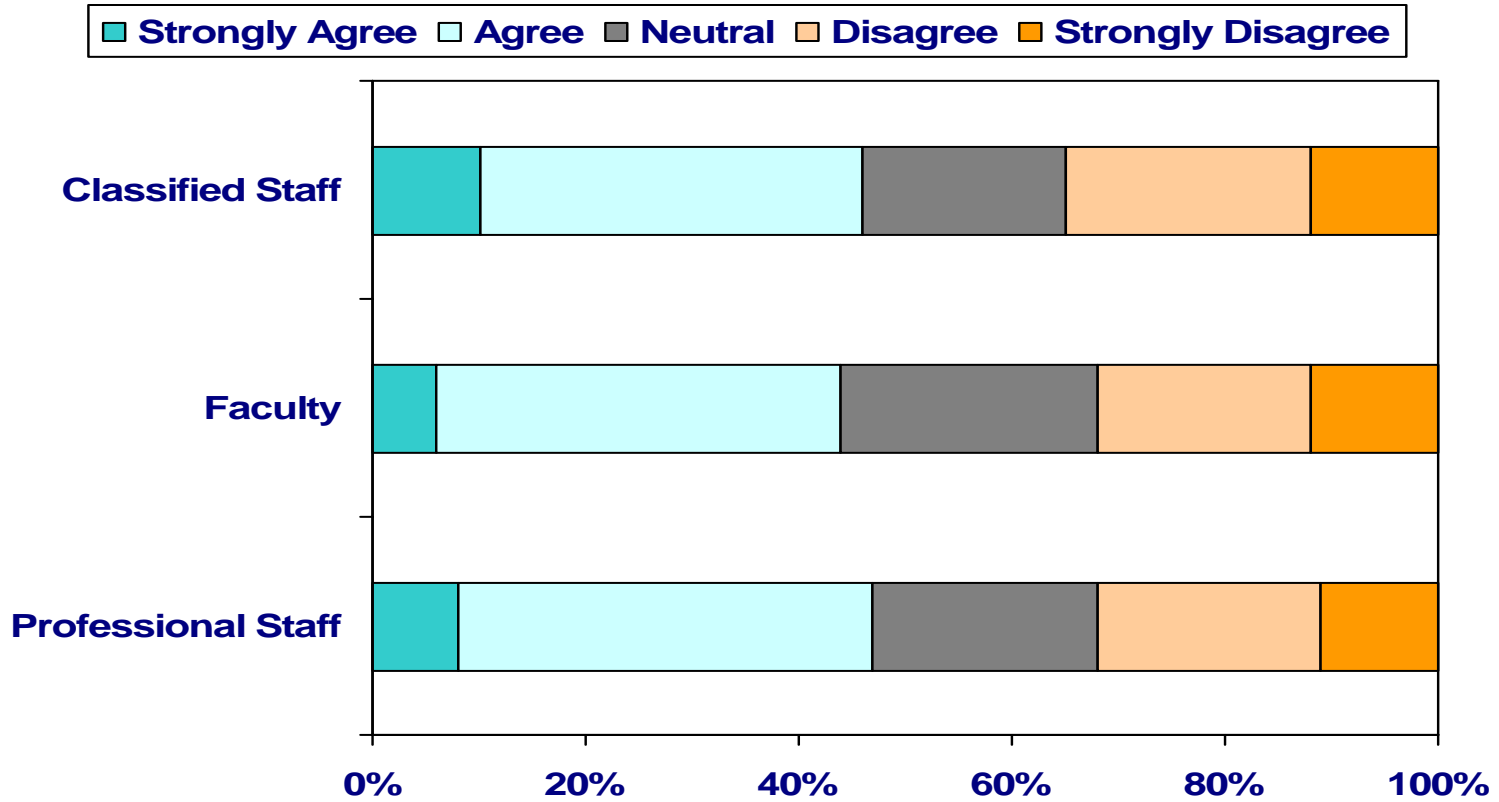


“Does Not Apply” responses excluded.

$$X^2 p = < 0.9796$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 7: Hard work is appreciated.

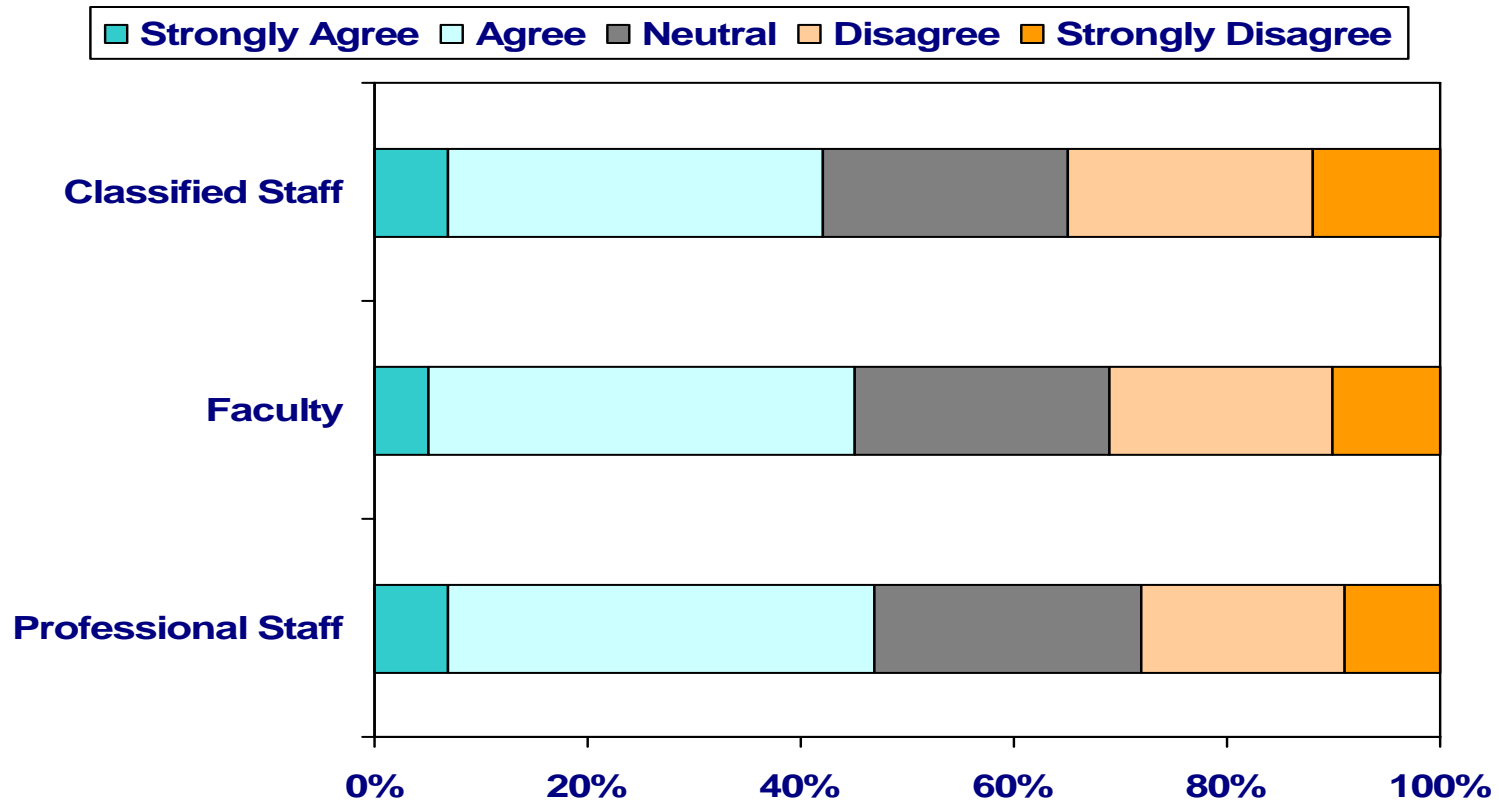


“Does Not Apply” responses excluded.

$$X^2 p = 0.0277$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

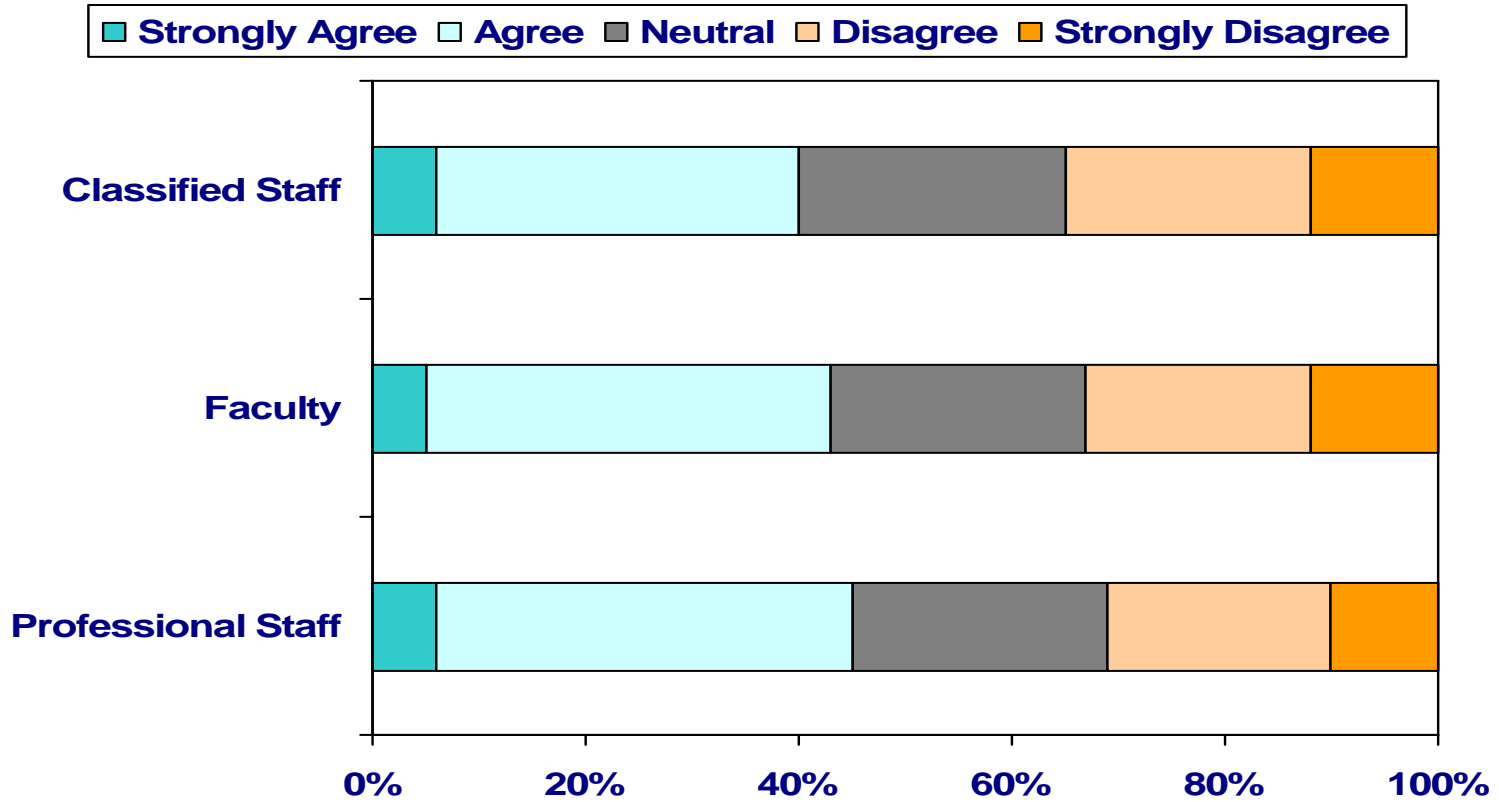


“Does Not Apply” responses excluded.

$$X^2 p = < 0.1203$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 9: Open and ethical communication is practiced.

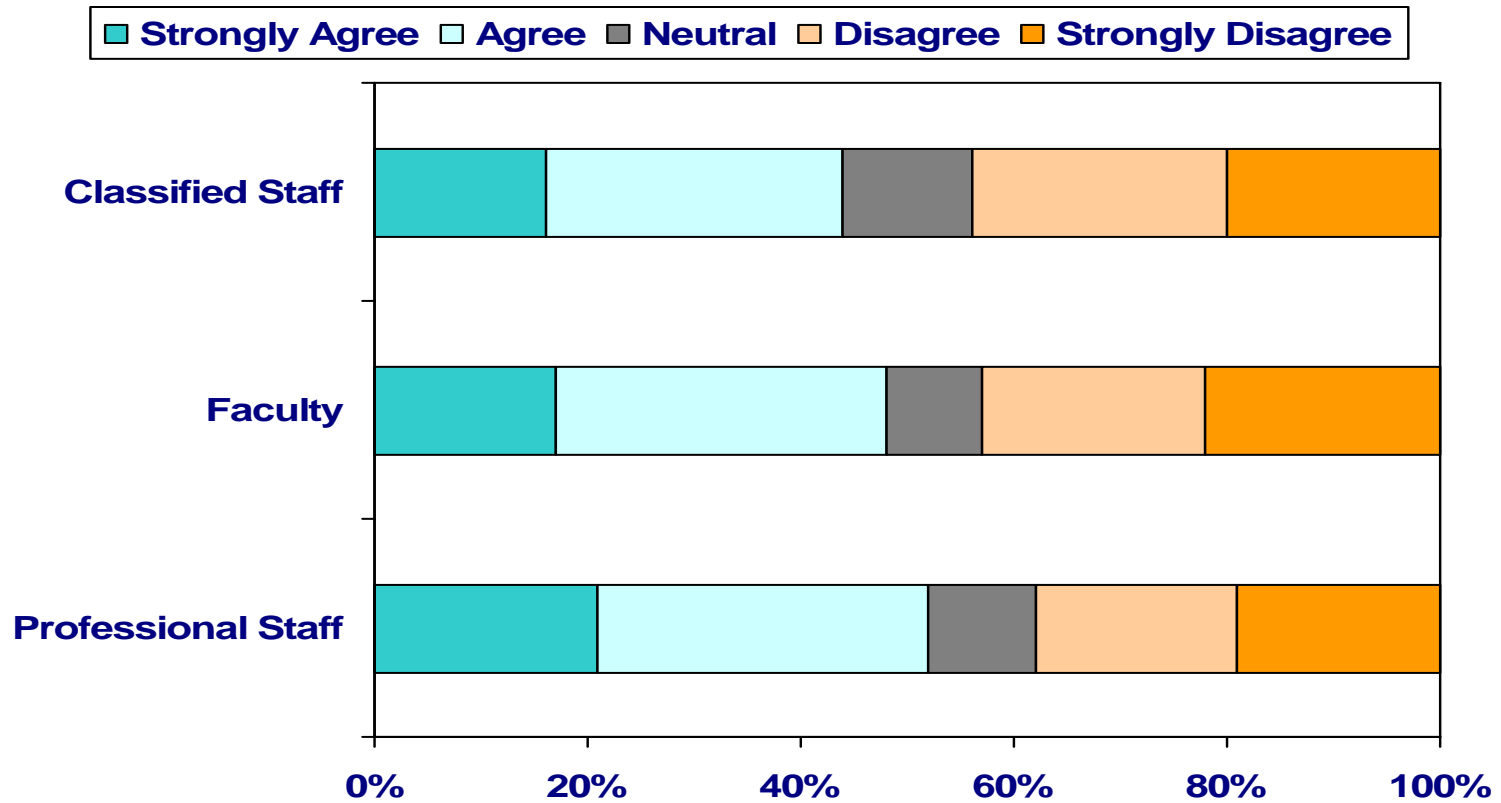


“Does Not Apply” responses excluded.

$$X^2 p = 0.5849$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

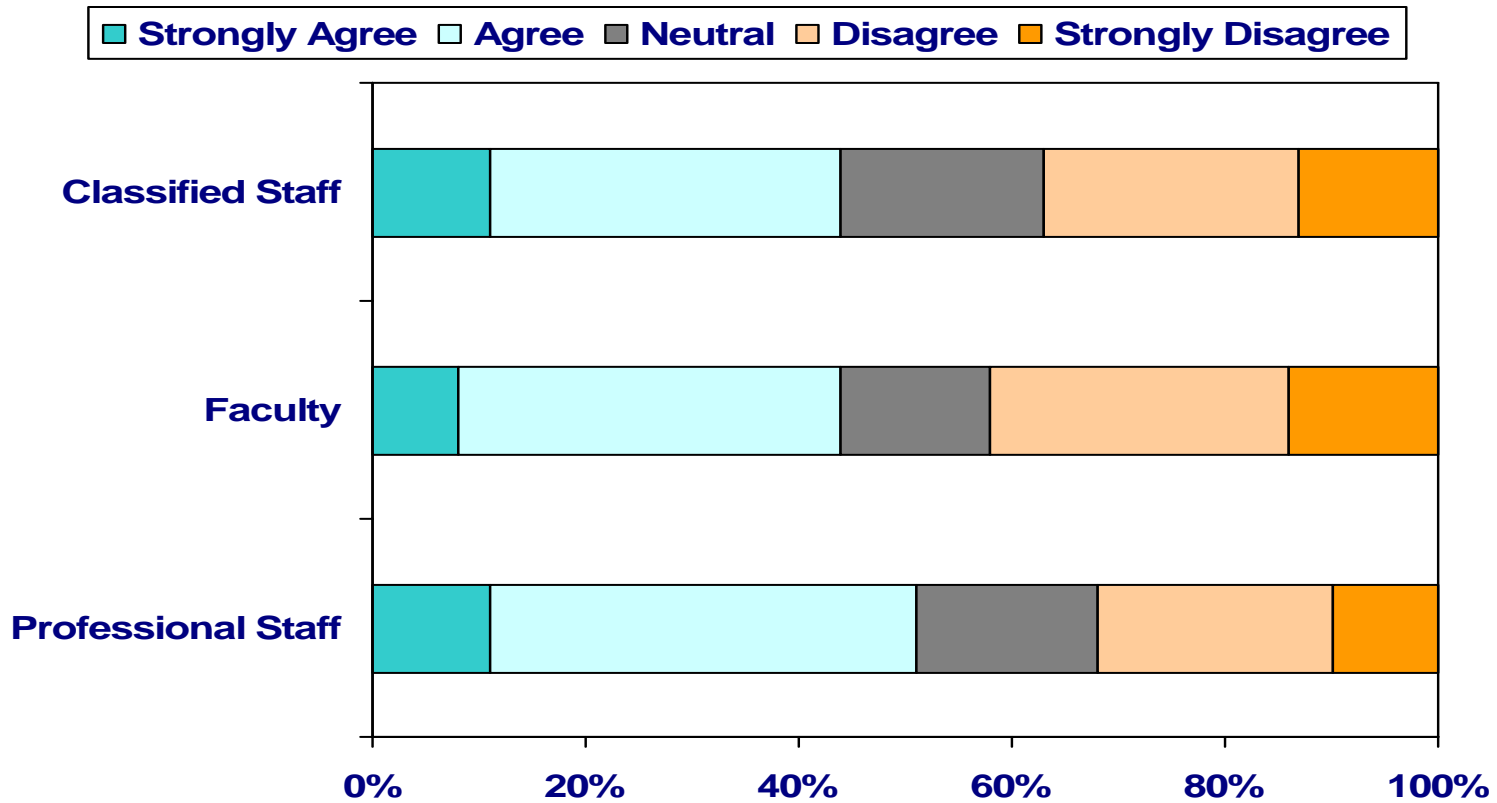


“Does Not Apply” responses excluded.

$$X^2 p = 0.0623$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

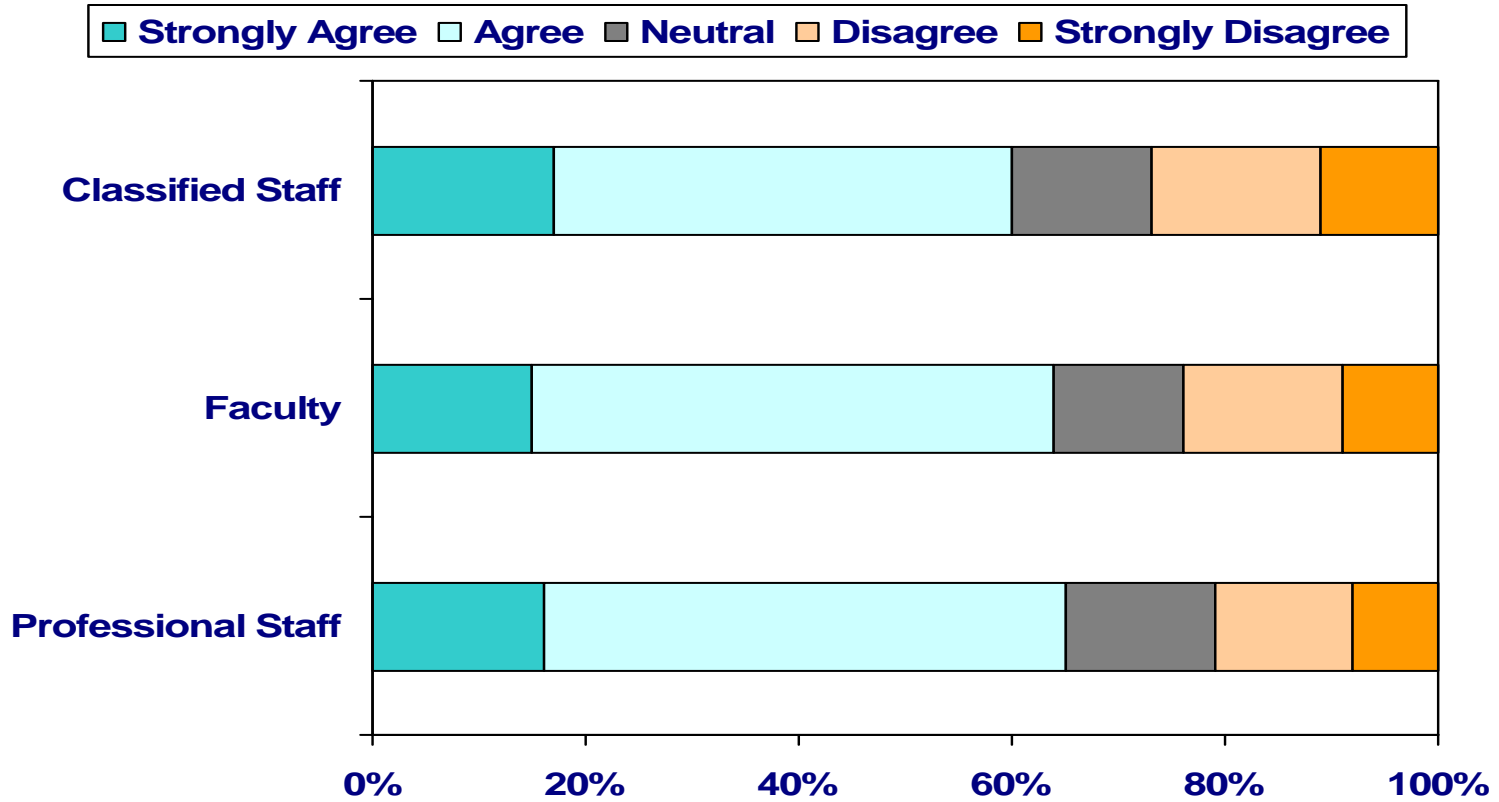


“Does Not Apply” responses excluded.

$$X^2 p = 0.0010$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

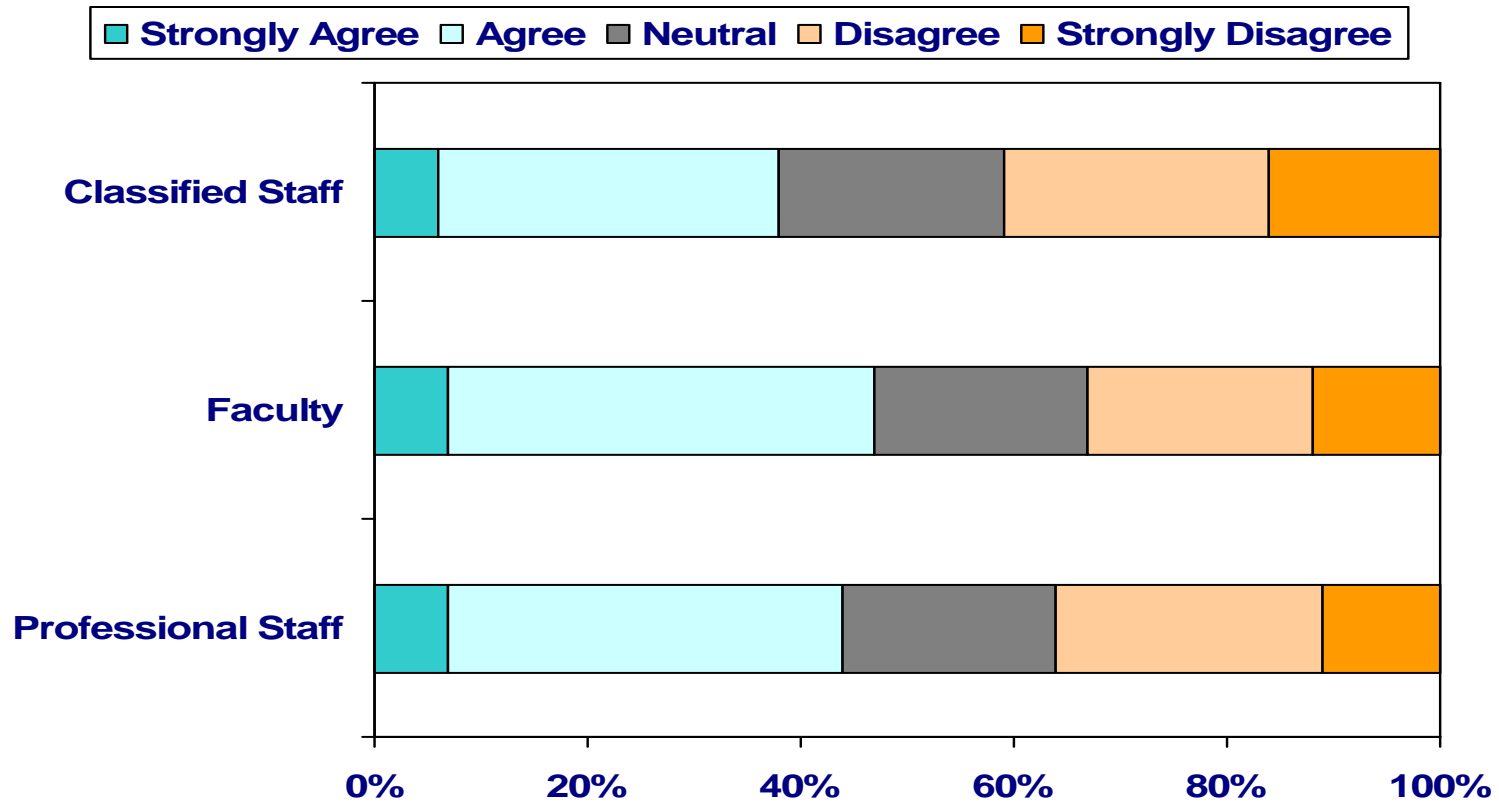


“Does Not Apply” responses excluded.

$$X^2 p = < 0.1835$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 13: Administrators share information regularly with employees.

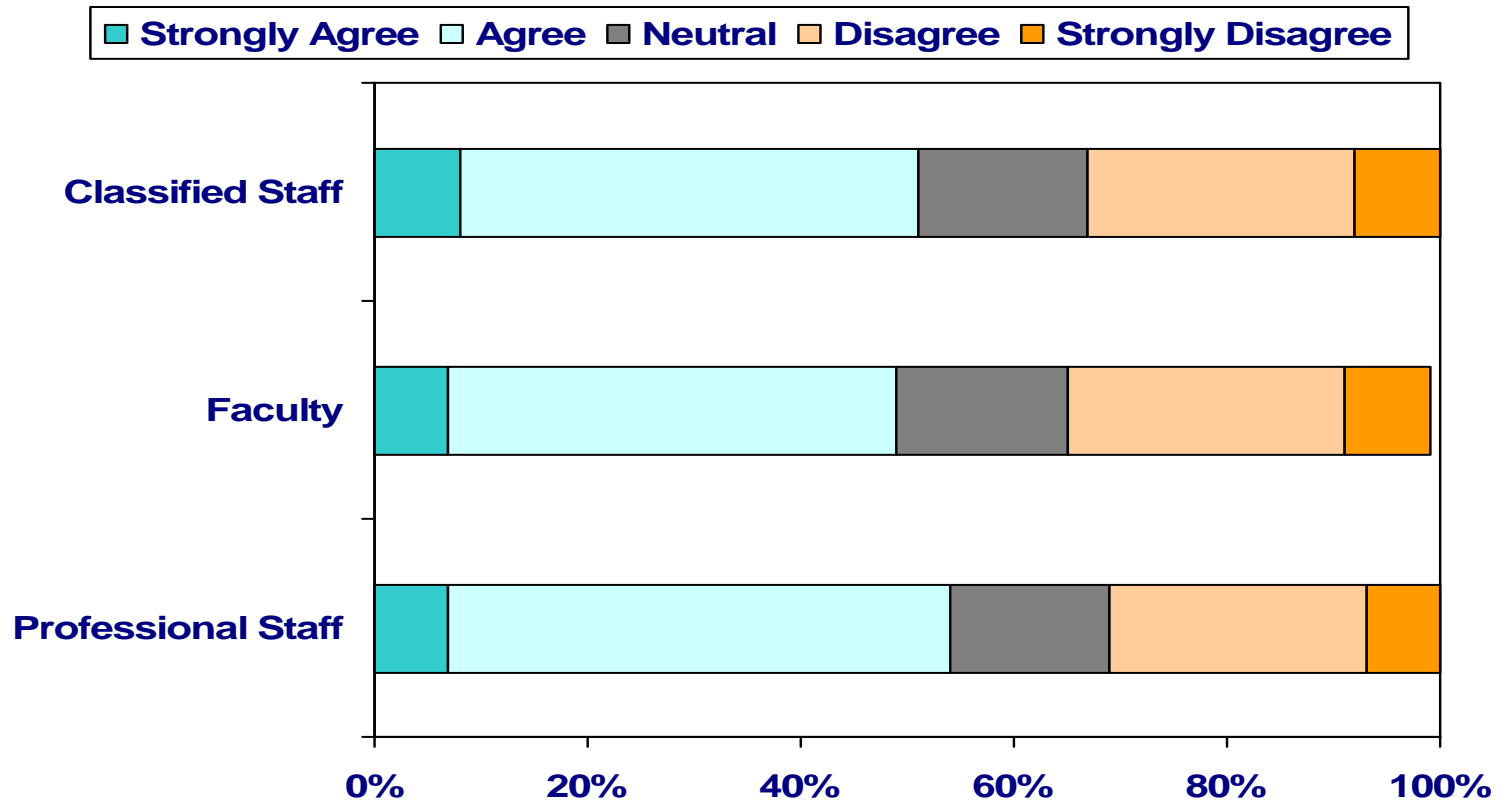


“Does Not Apply” responses excluded.

$$X^2 p = 0.0332$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

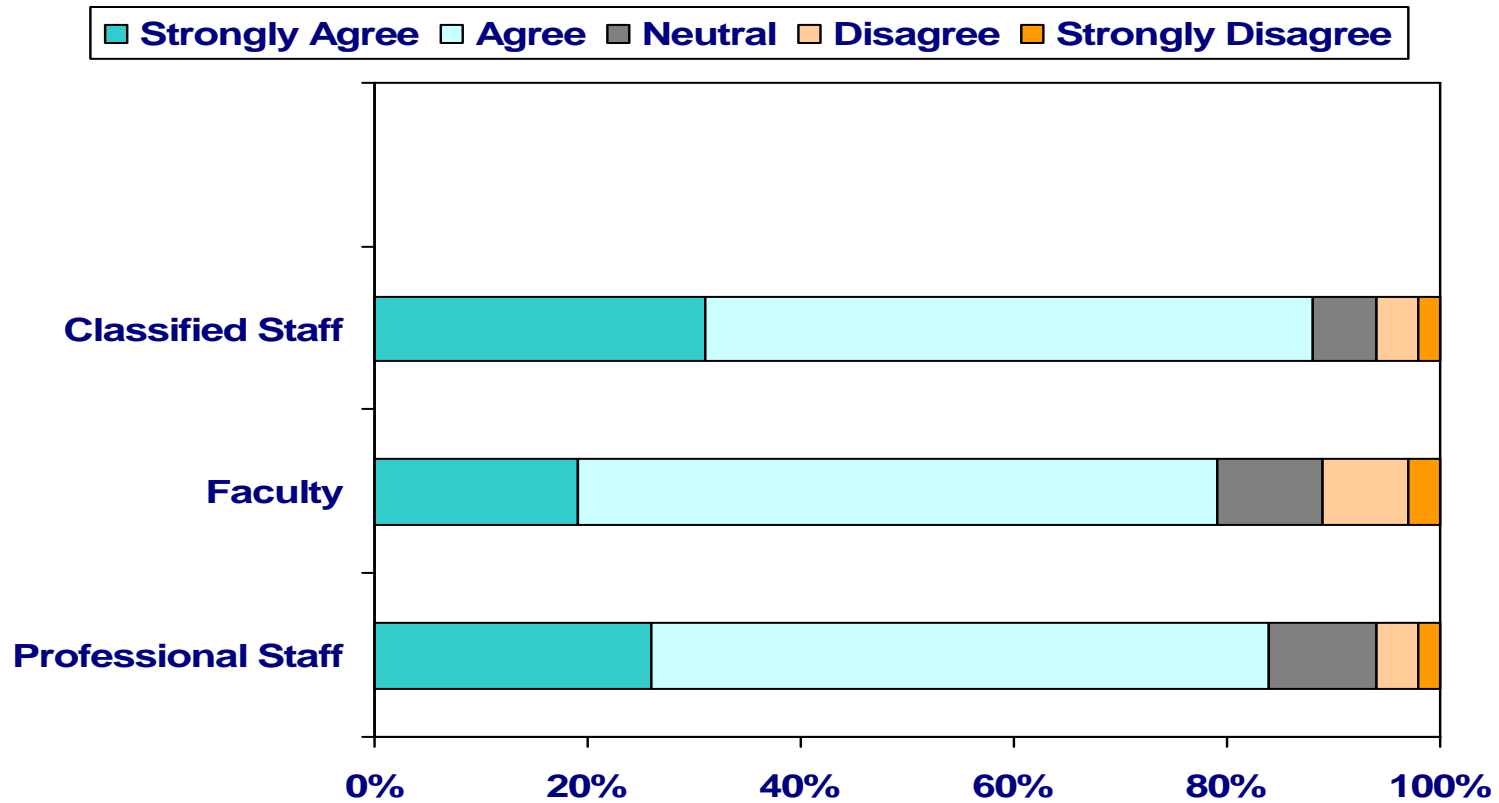


“Does Not Apply” responses excluded.

$$X^2 p = 0.7470$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

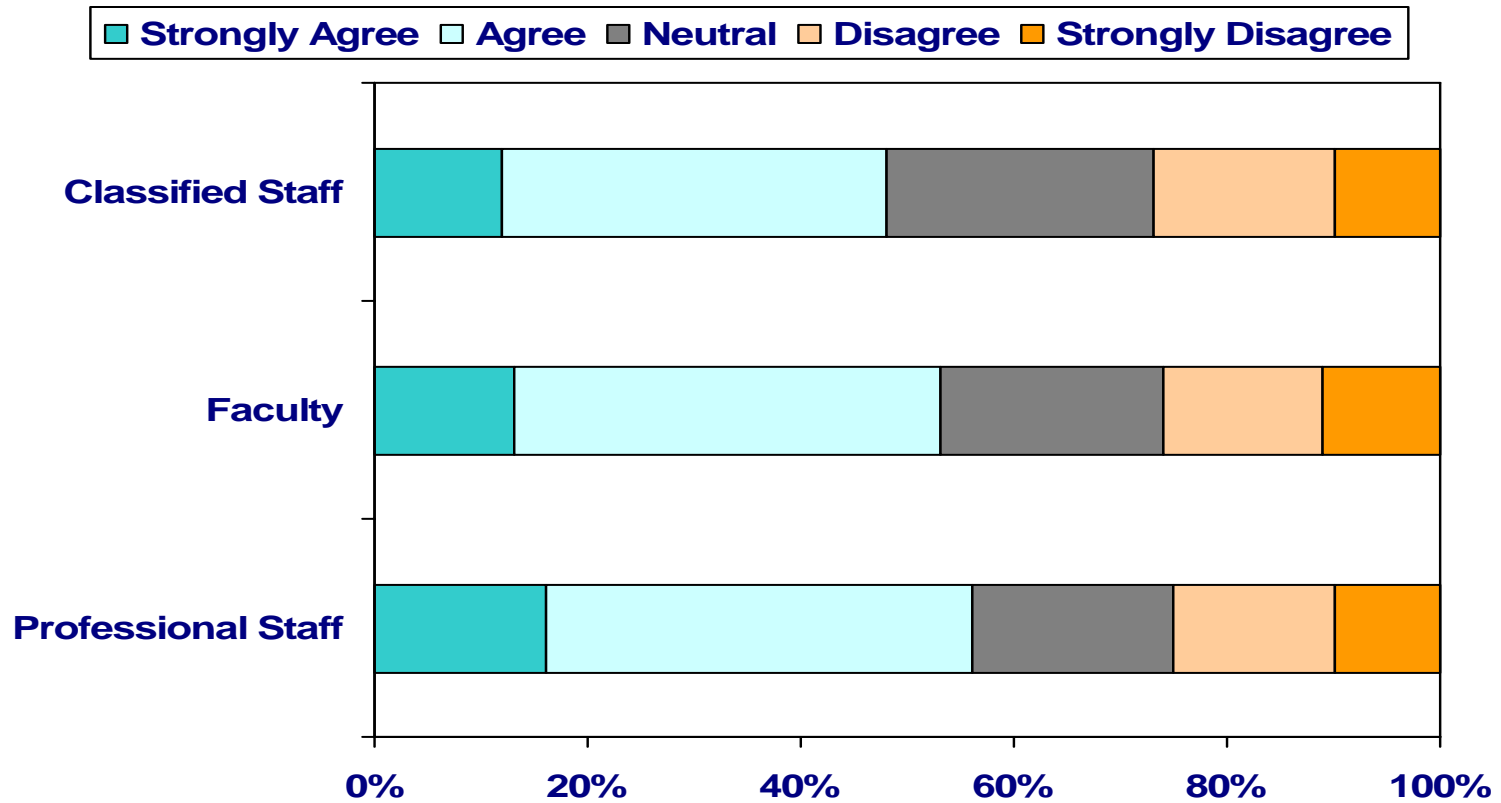


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

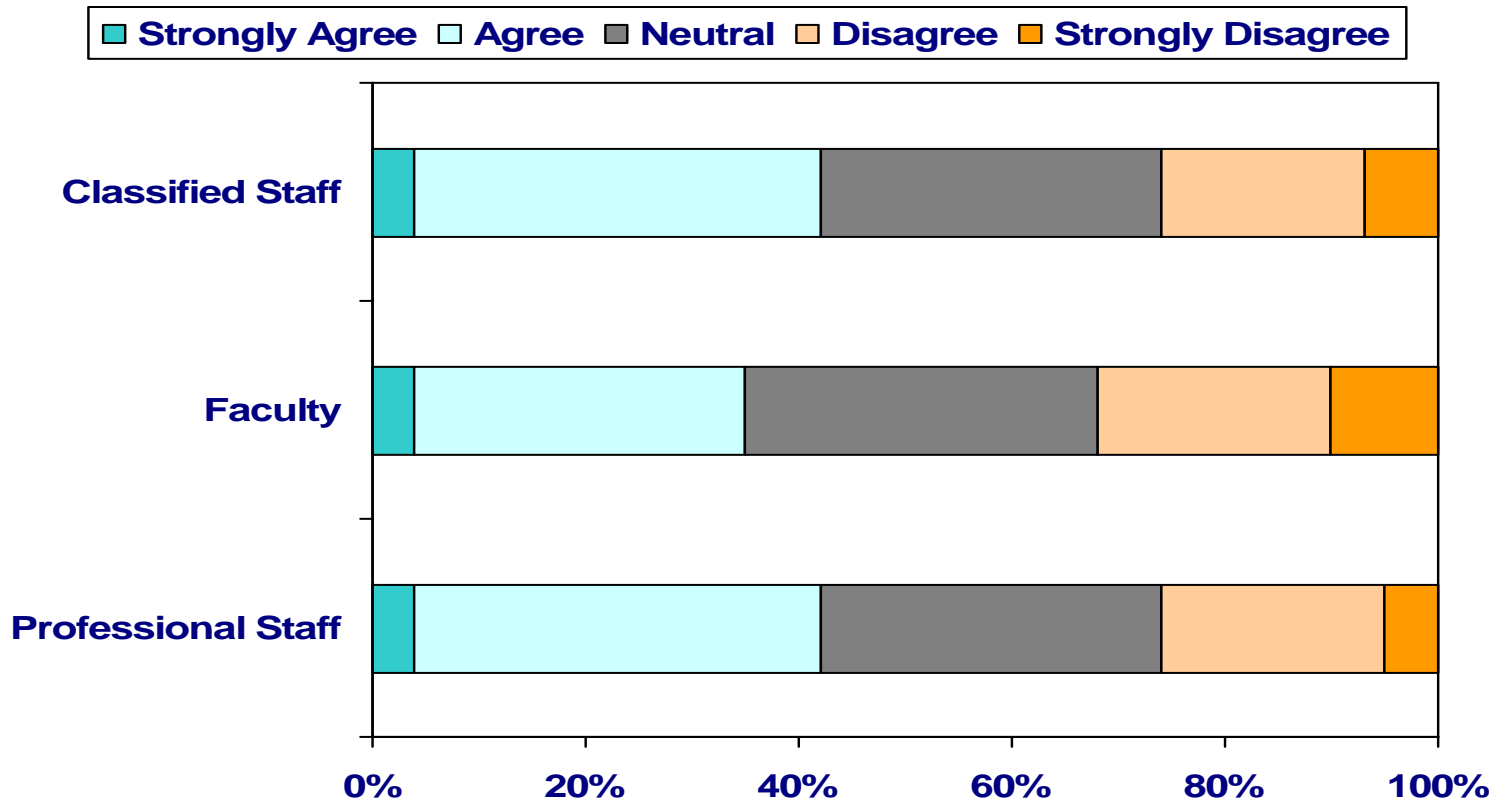


“Does Not Apply” responses excluded.

$$X^2 p = 0.0386$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 17: Decisions are made at the appropriate level.

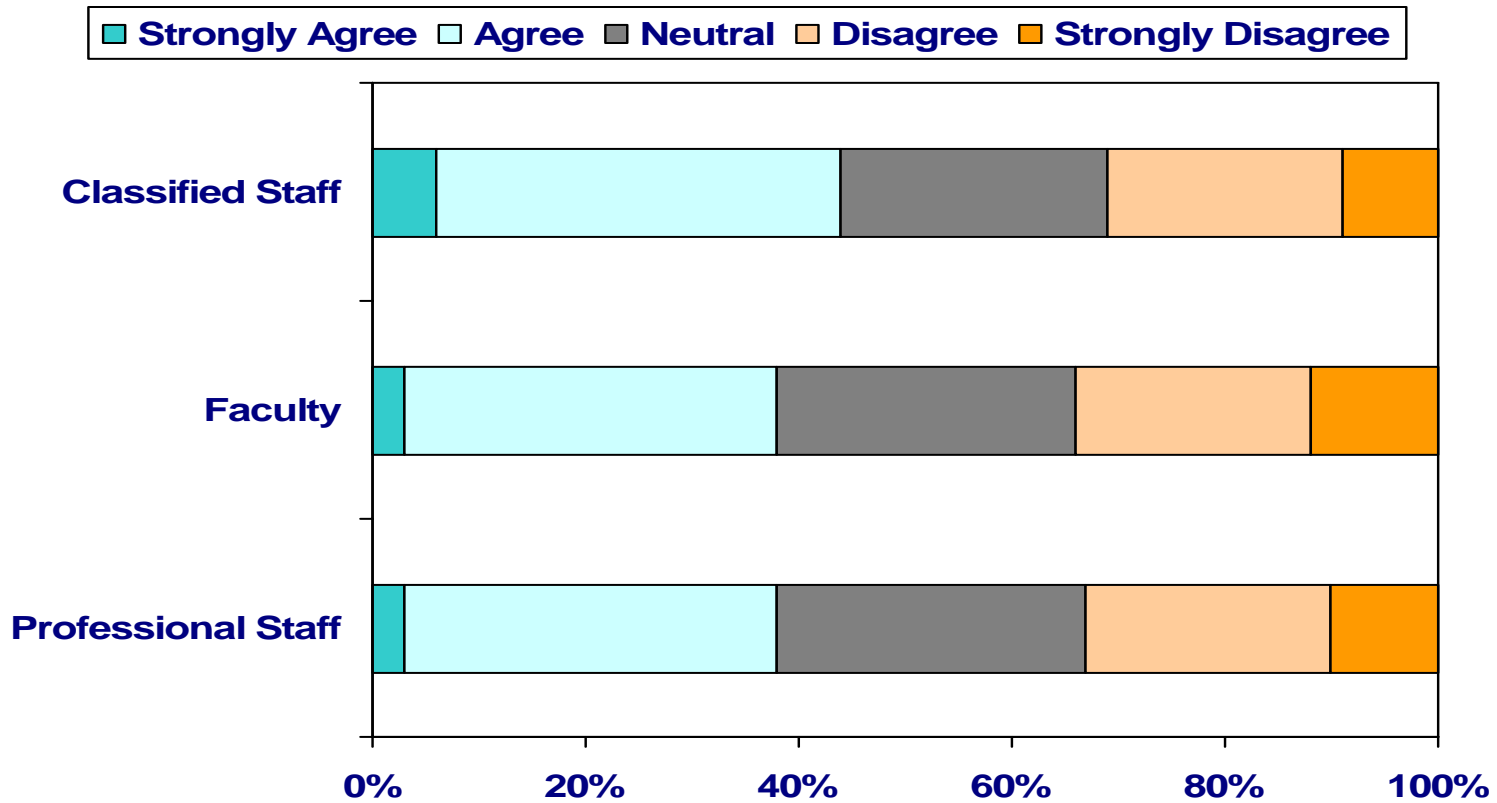


“Does Not Apply” responses excluded.

$$X^2 p = 0.0071$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

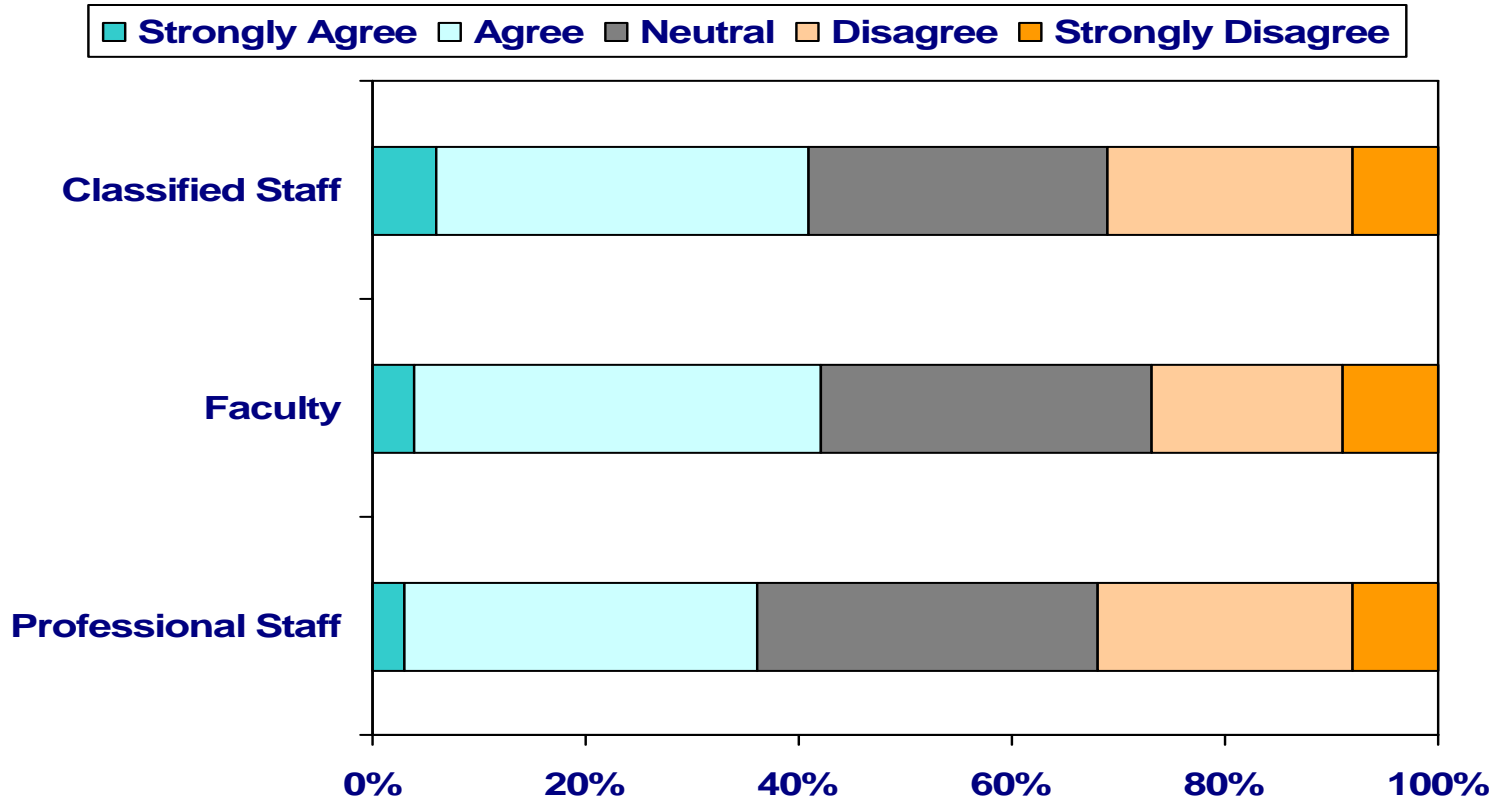


“Does Not Apply” responses excluded.

$$X^2 p = 0.0912$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

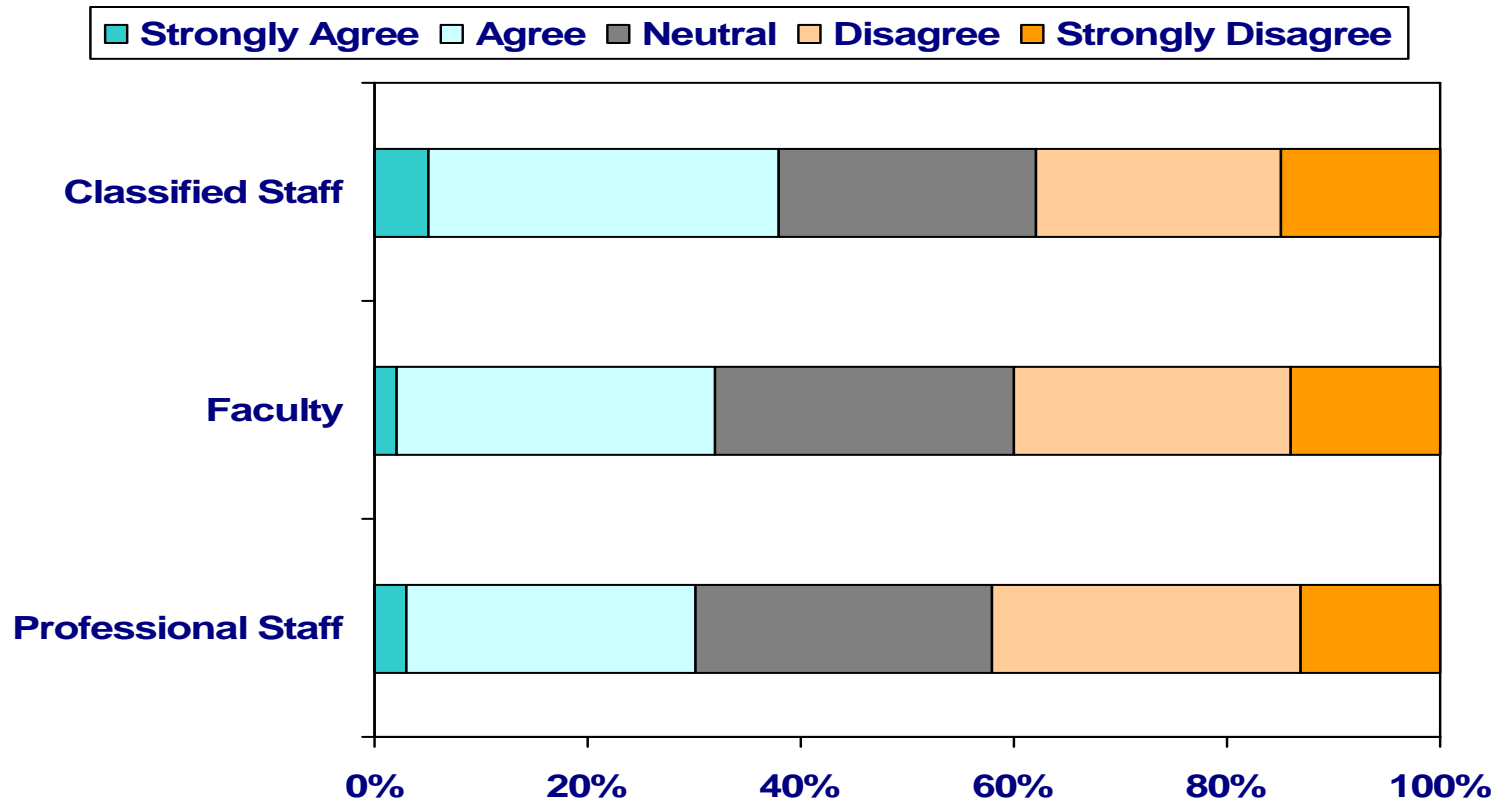


“Does Not Apply” responses excluded.

$$X^2 p = 0.0164$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

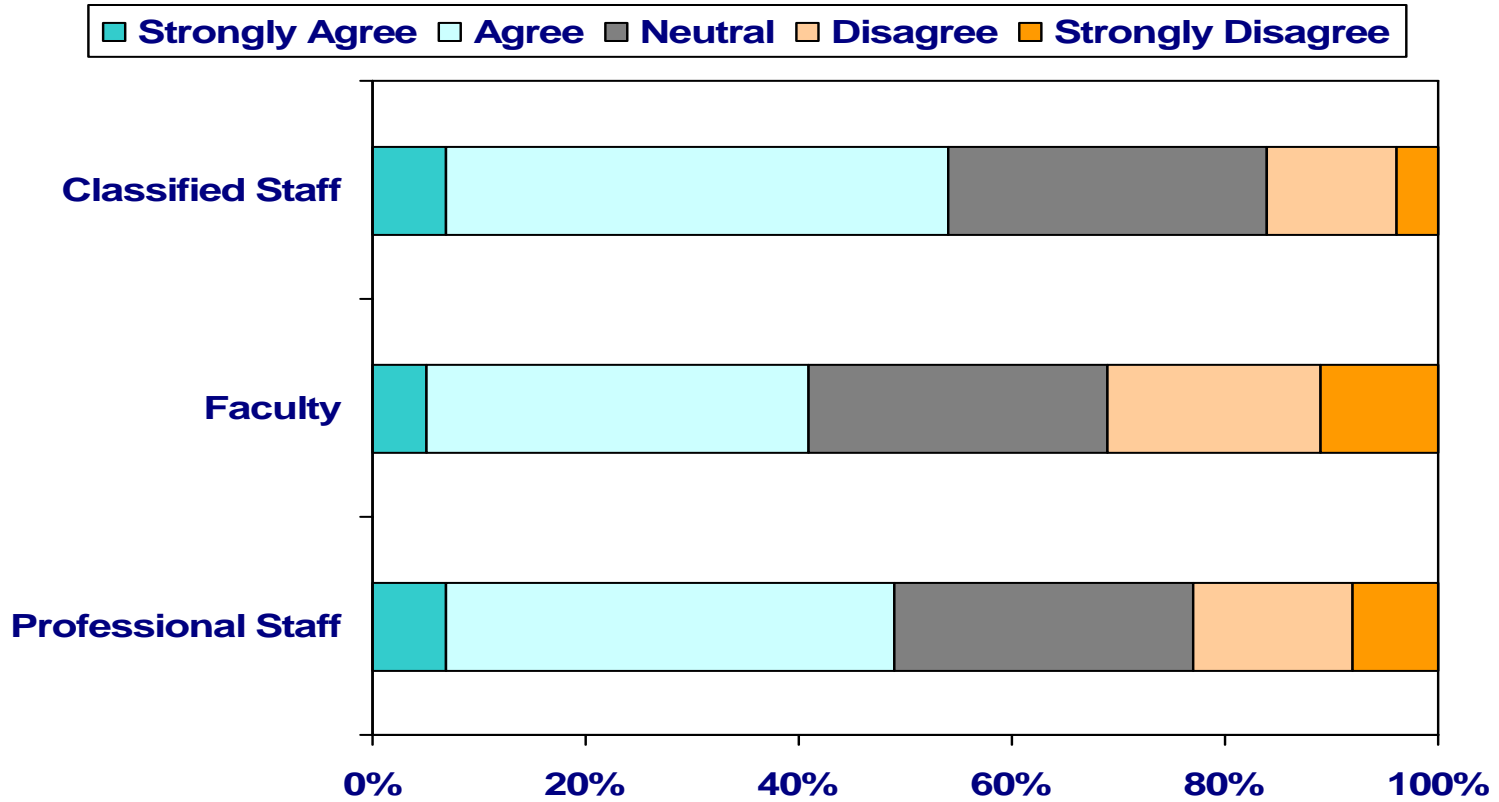


“Does Not Apply” responses excluded.

$$X^2 p = 0.0047$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

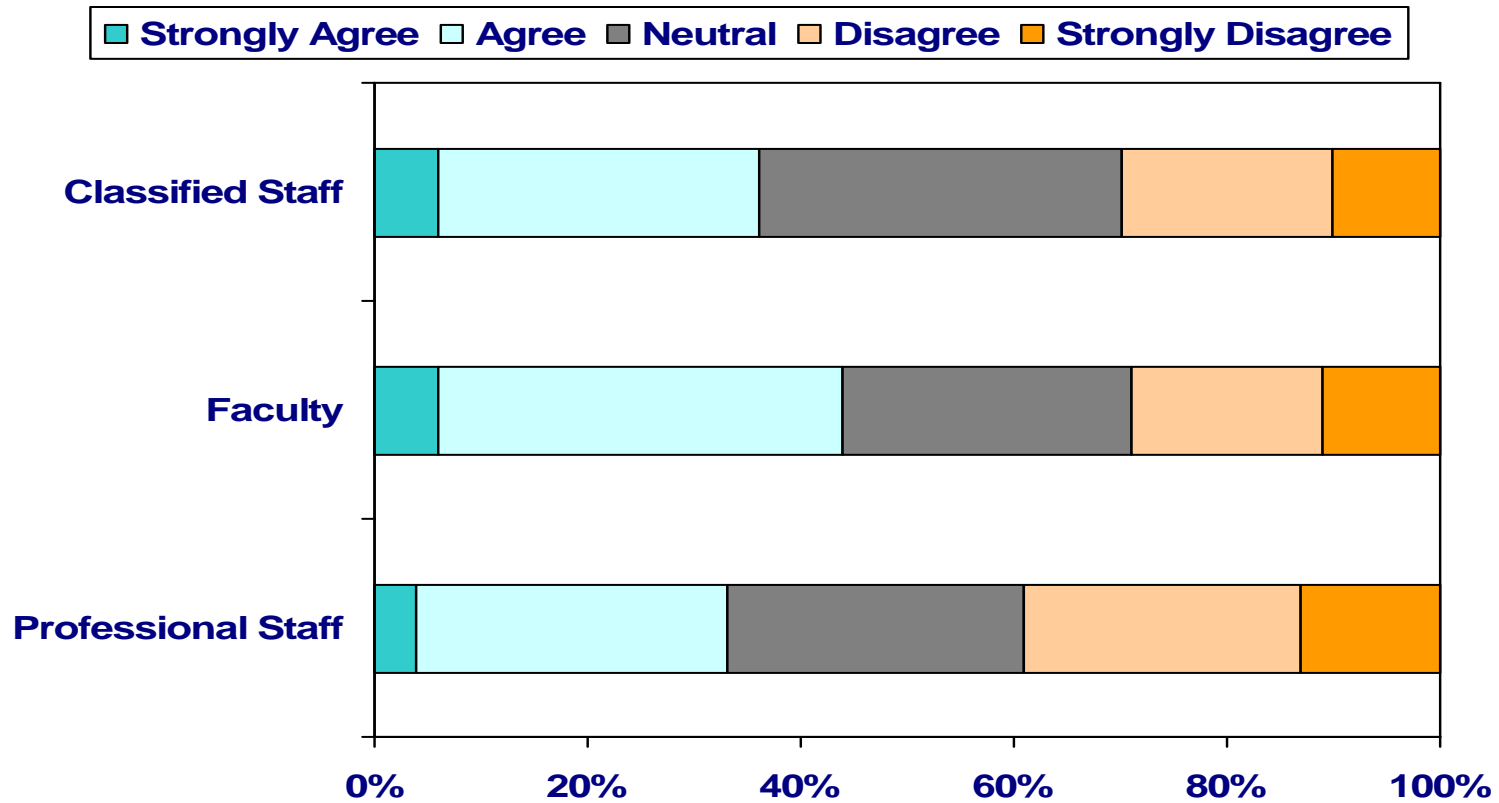


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

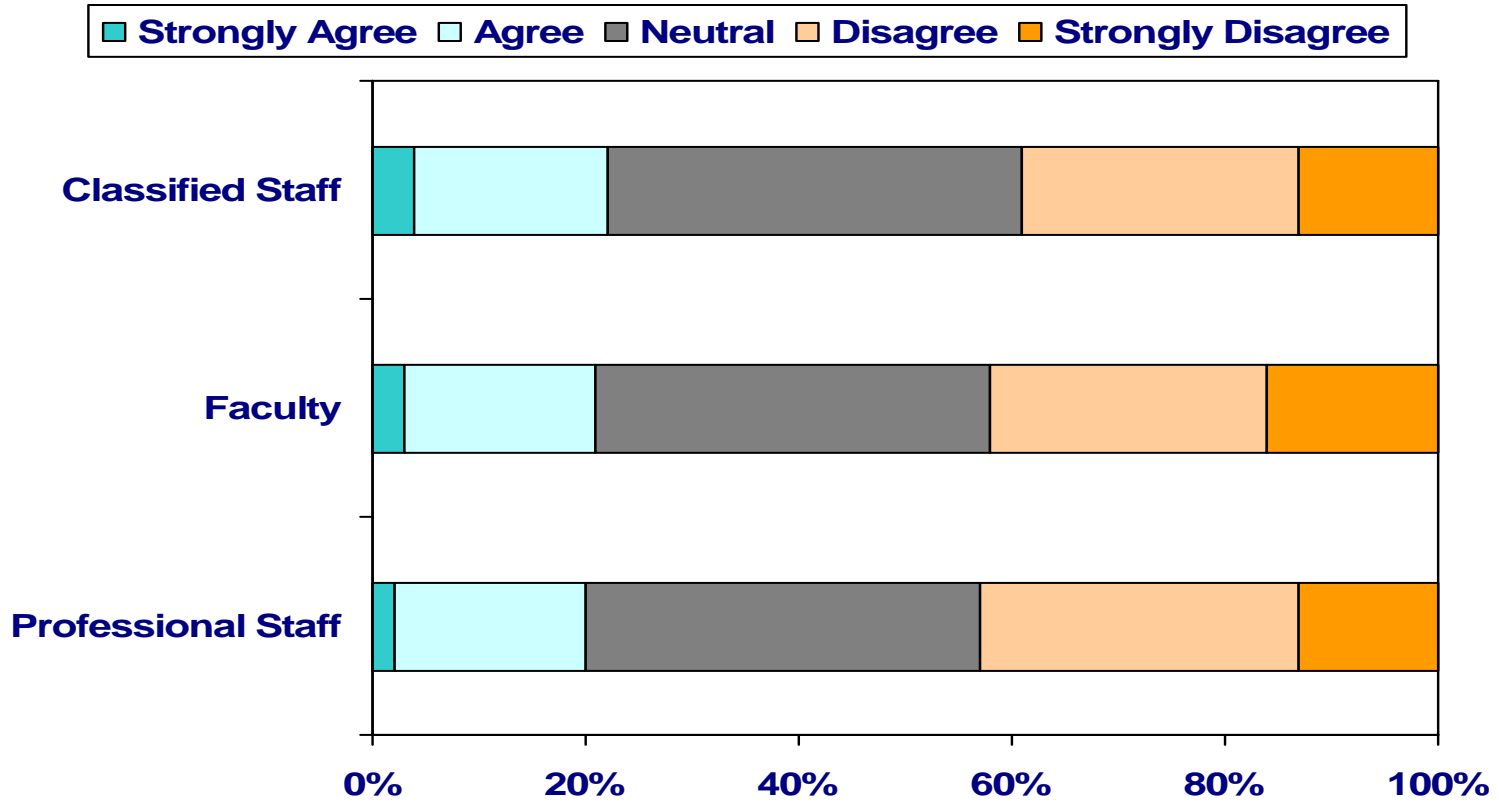


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

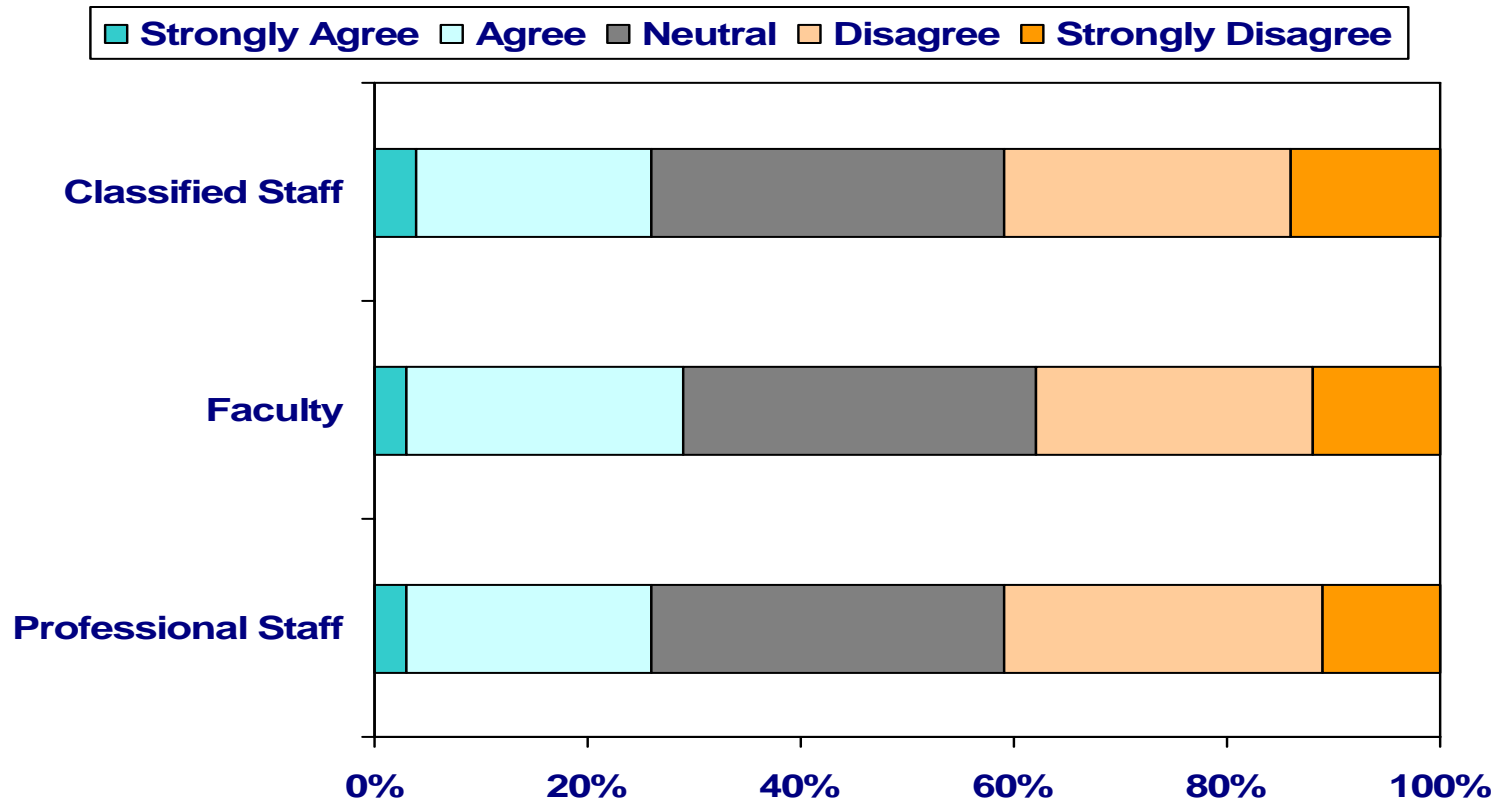


“Does Not Apply” responses excluded.

$$X^2 p = 0.3555$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

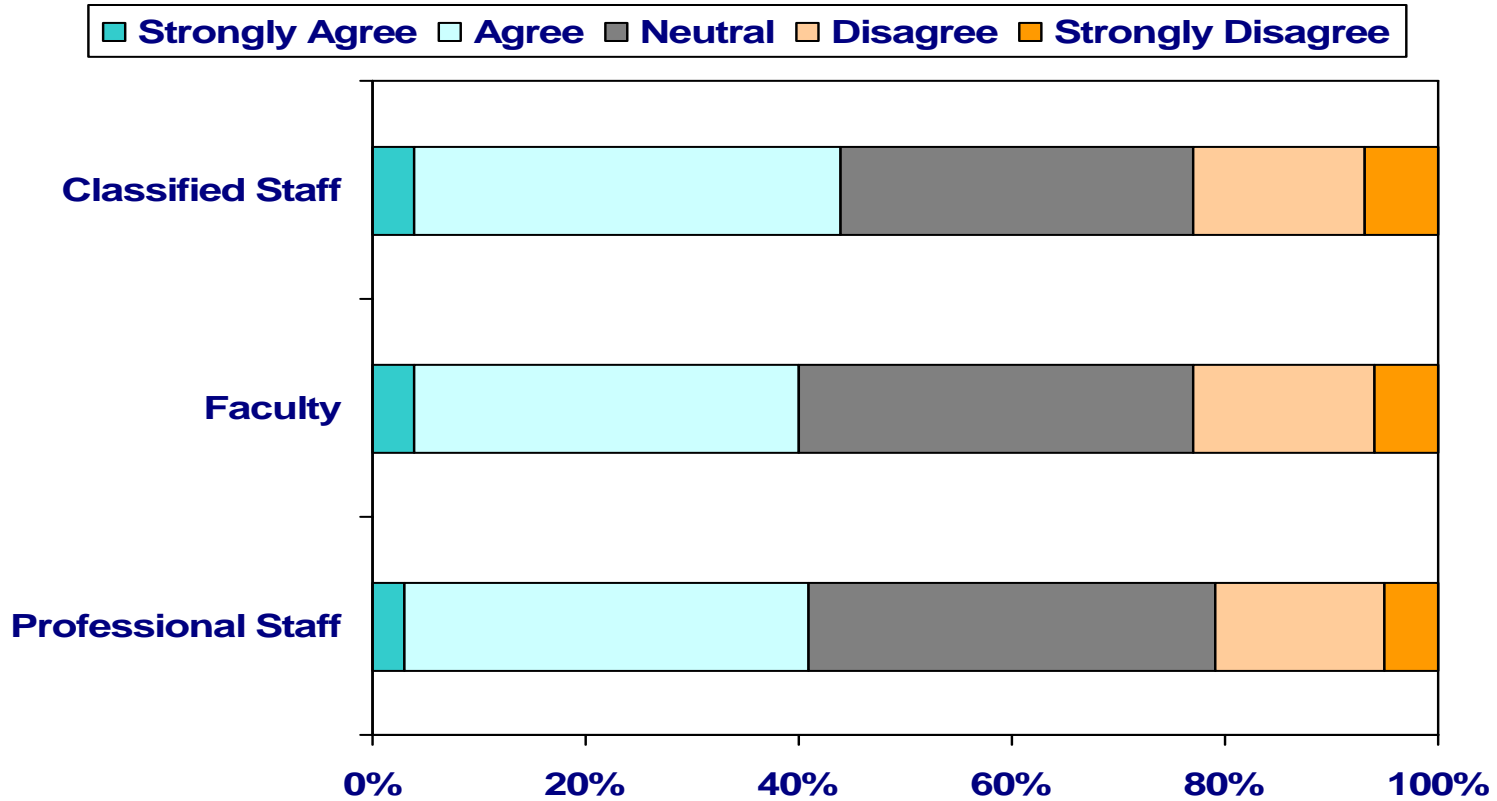


“Does Not Apply” responses excluded.

$$X^2 p = 0.1163$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

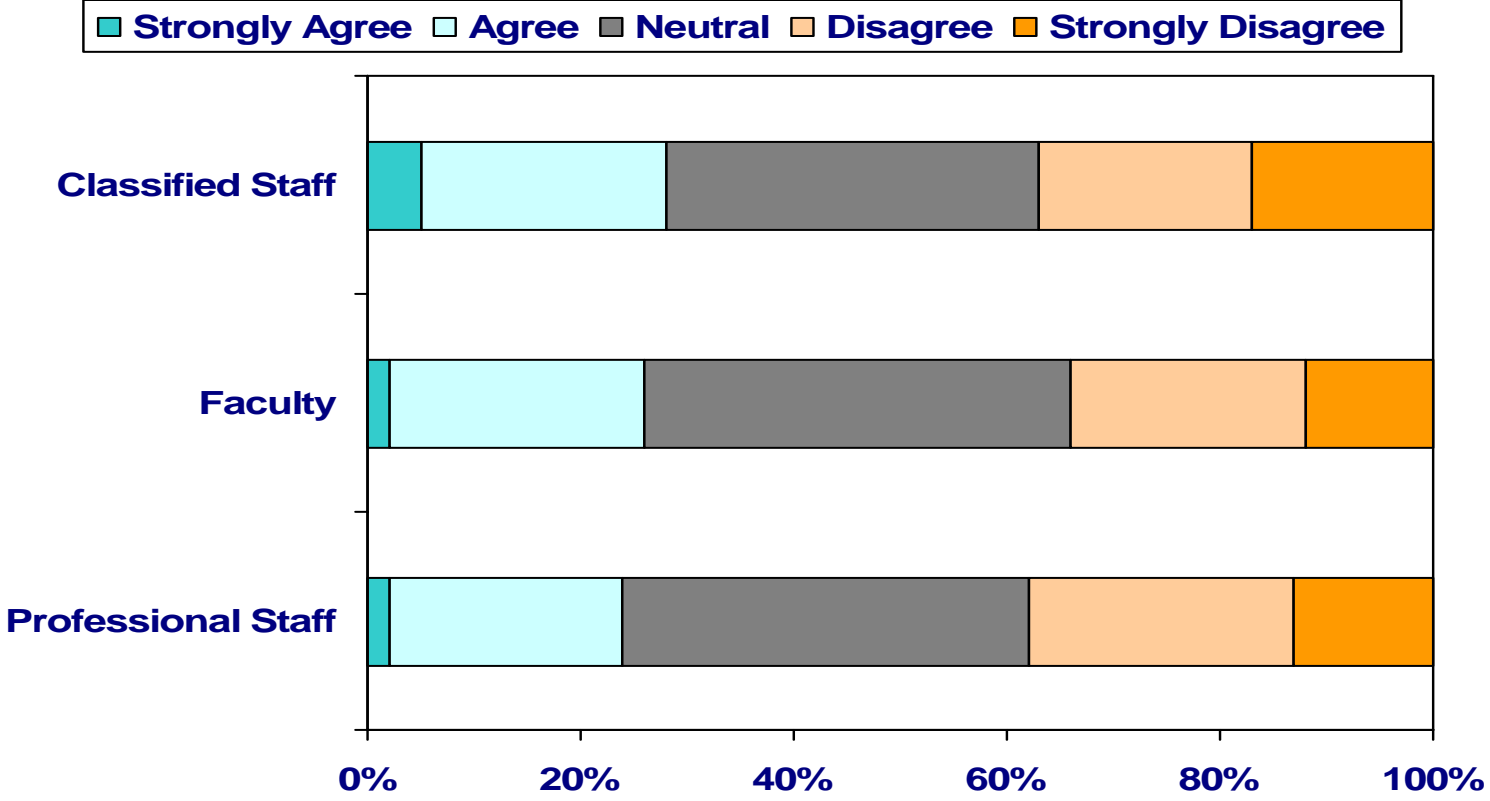


“Does Not Apply” responses excluded.

$$X^2 p = 0.2456$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

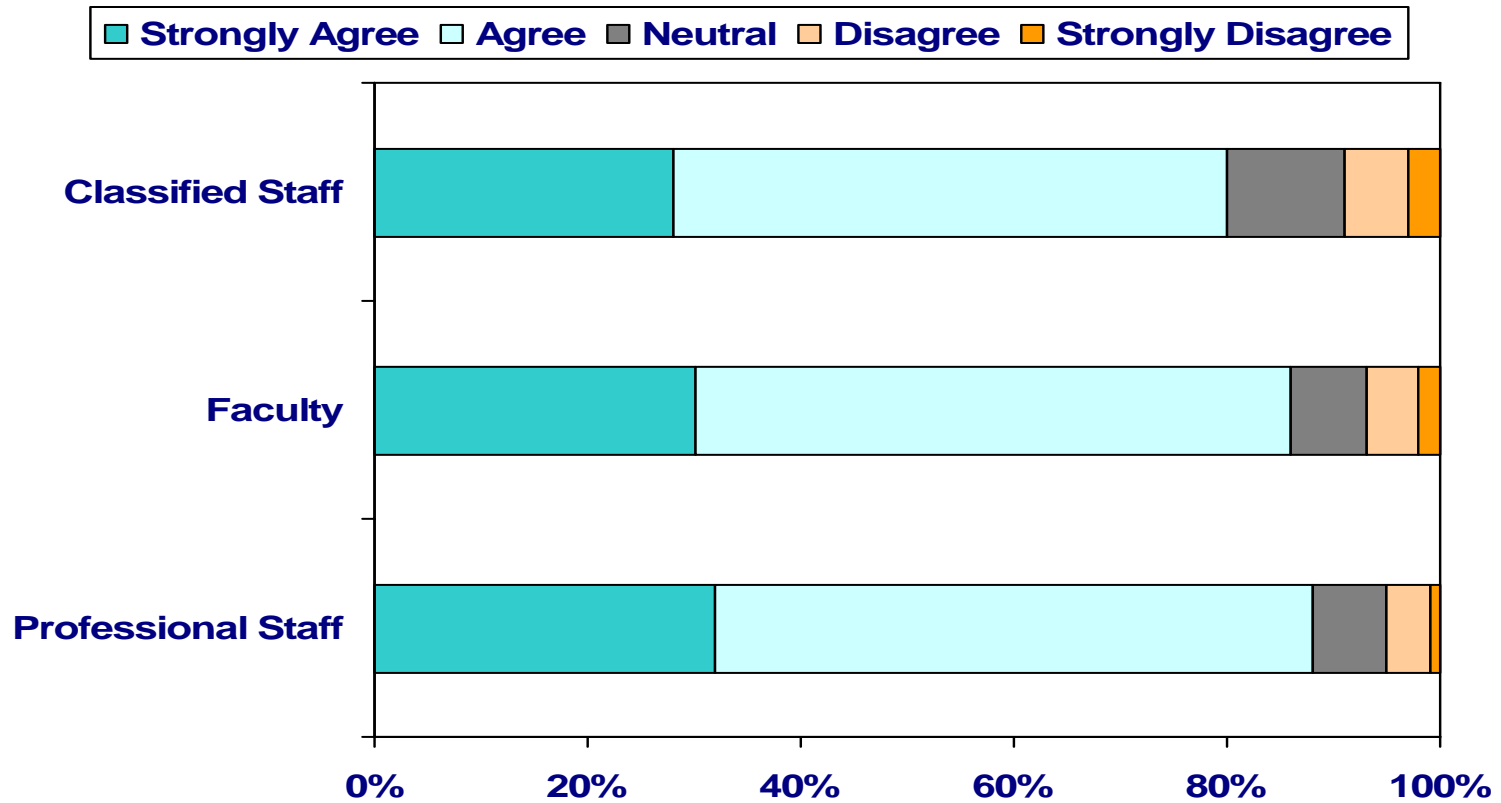


“Does Not Apply” responses excluded.

$\chi^2 p = 0.0006$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

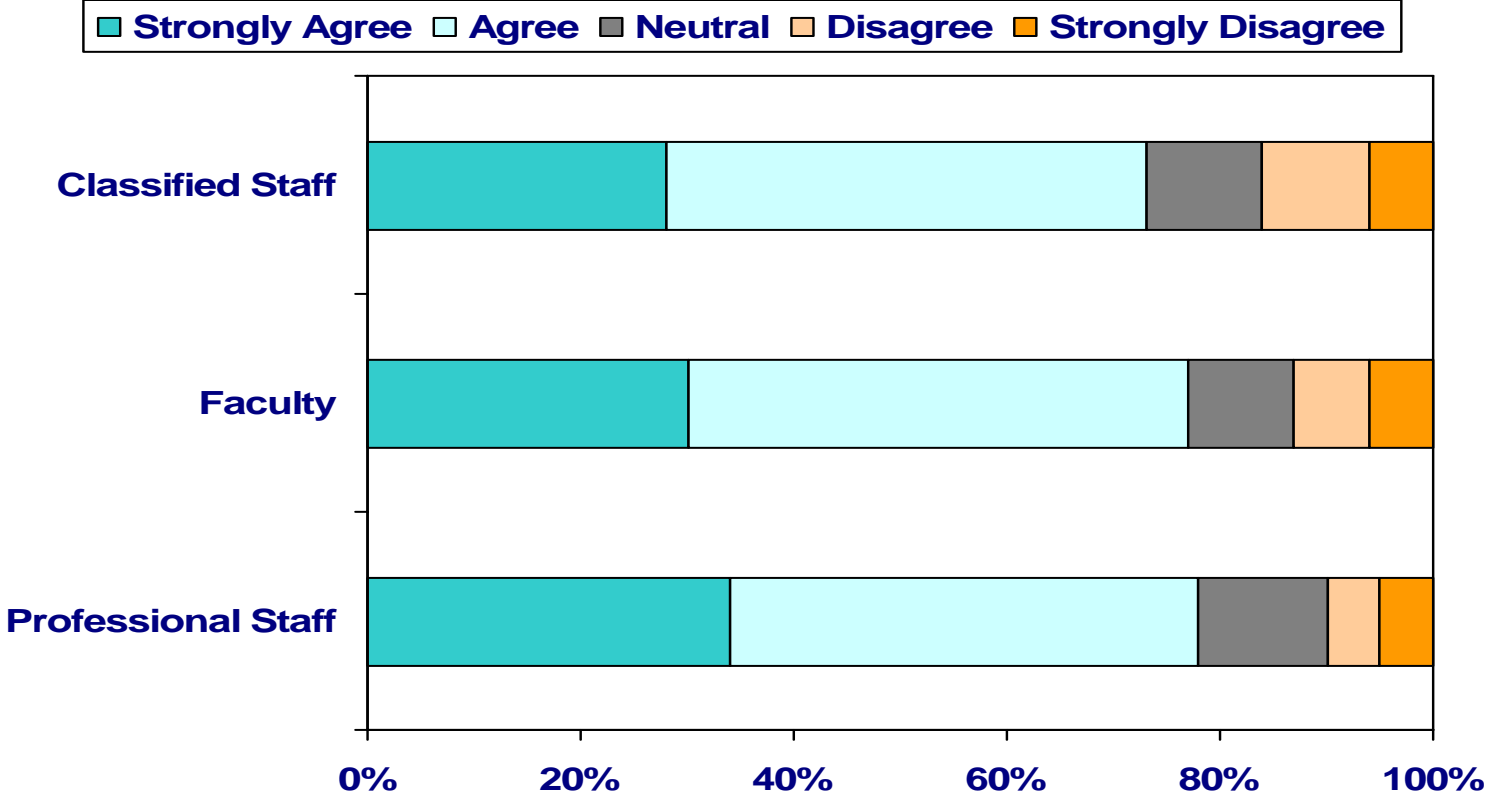


“Does Not Apply” responses excluded.

$$X^2 p = 0.0052$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 28: Immediate supervisors are supportive.

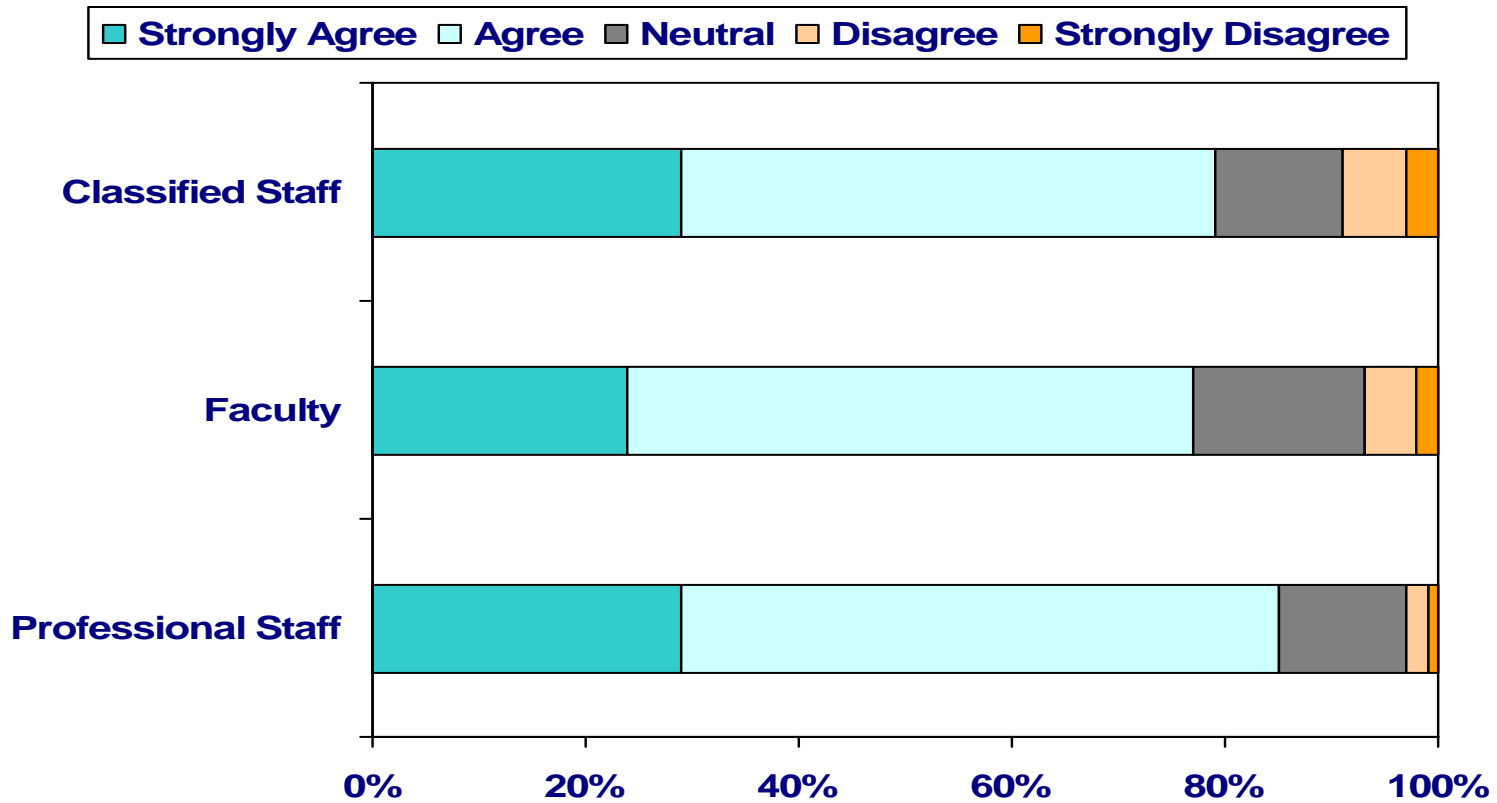


“Does Not Apply” responses excluded.

$X^2 p = 0.0105$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

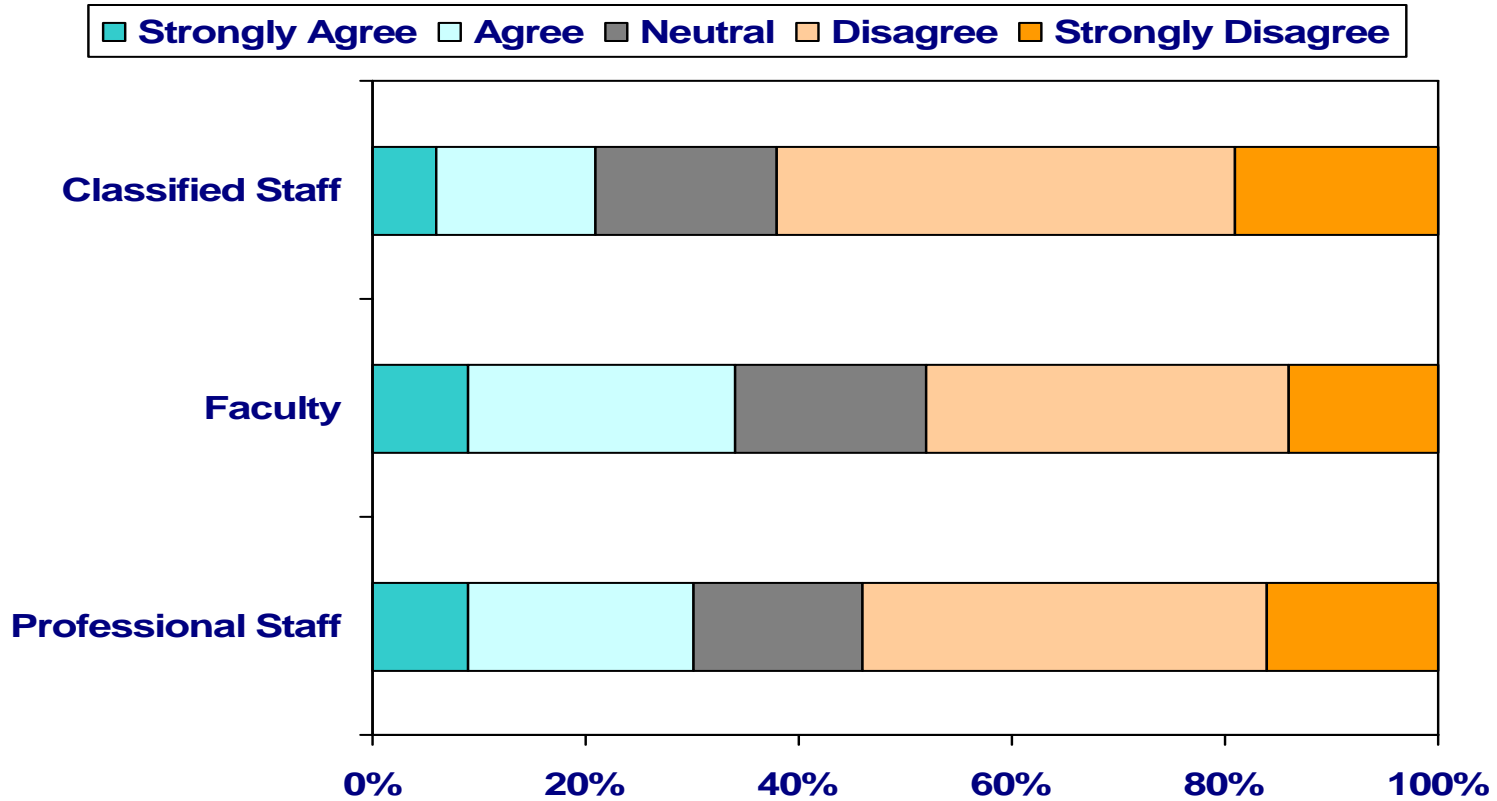


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

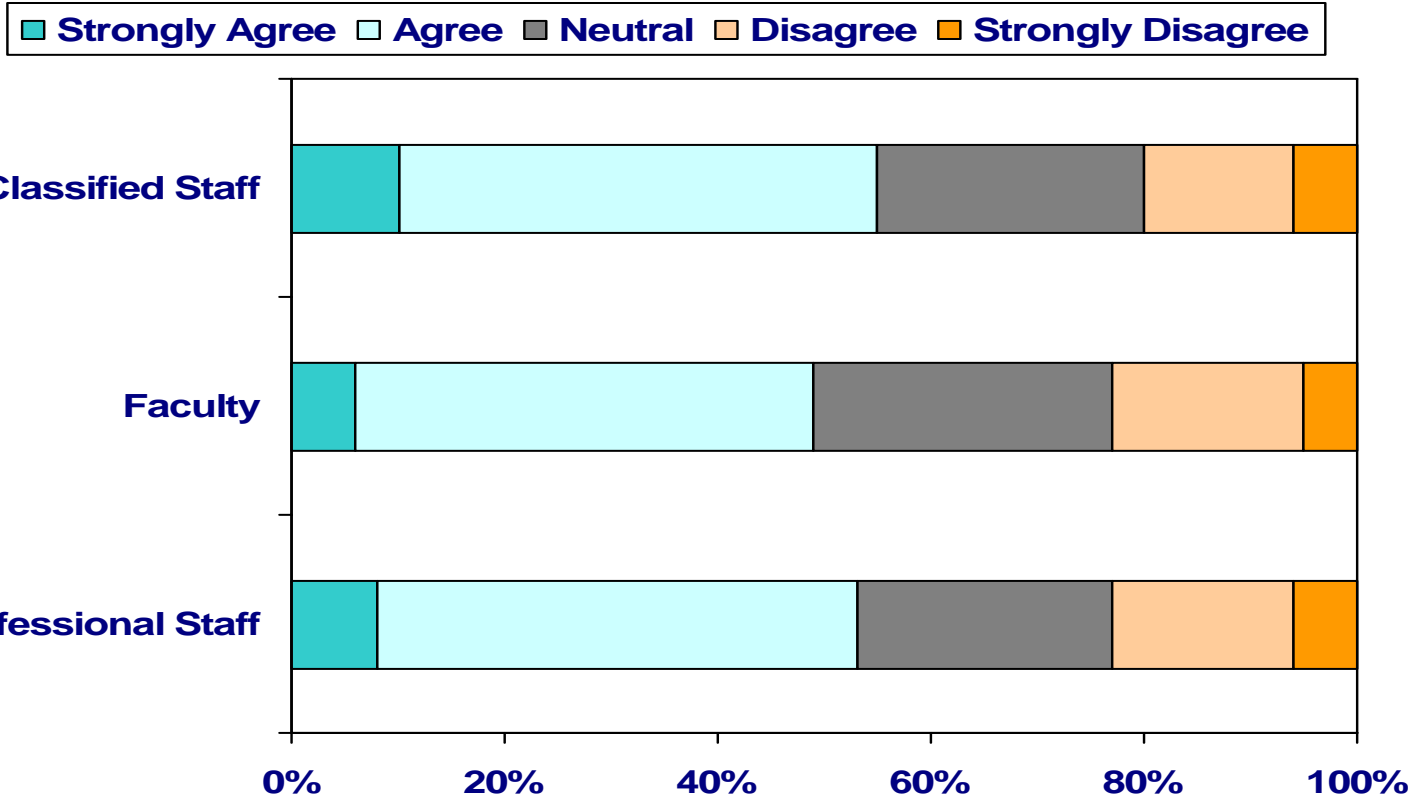


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

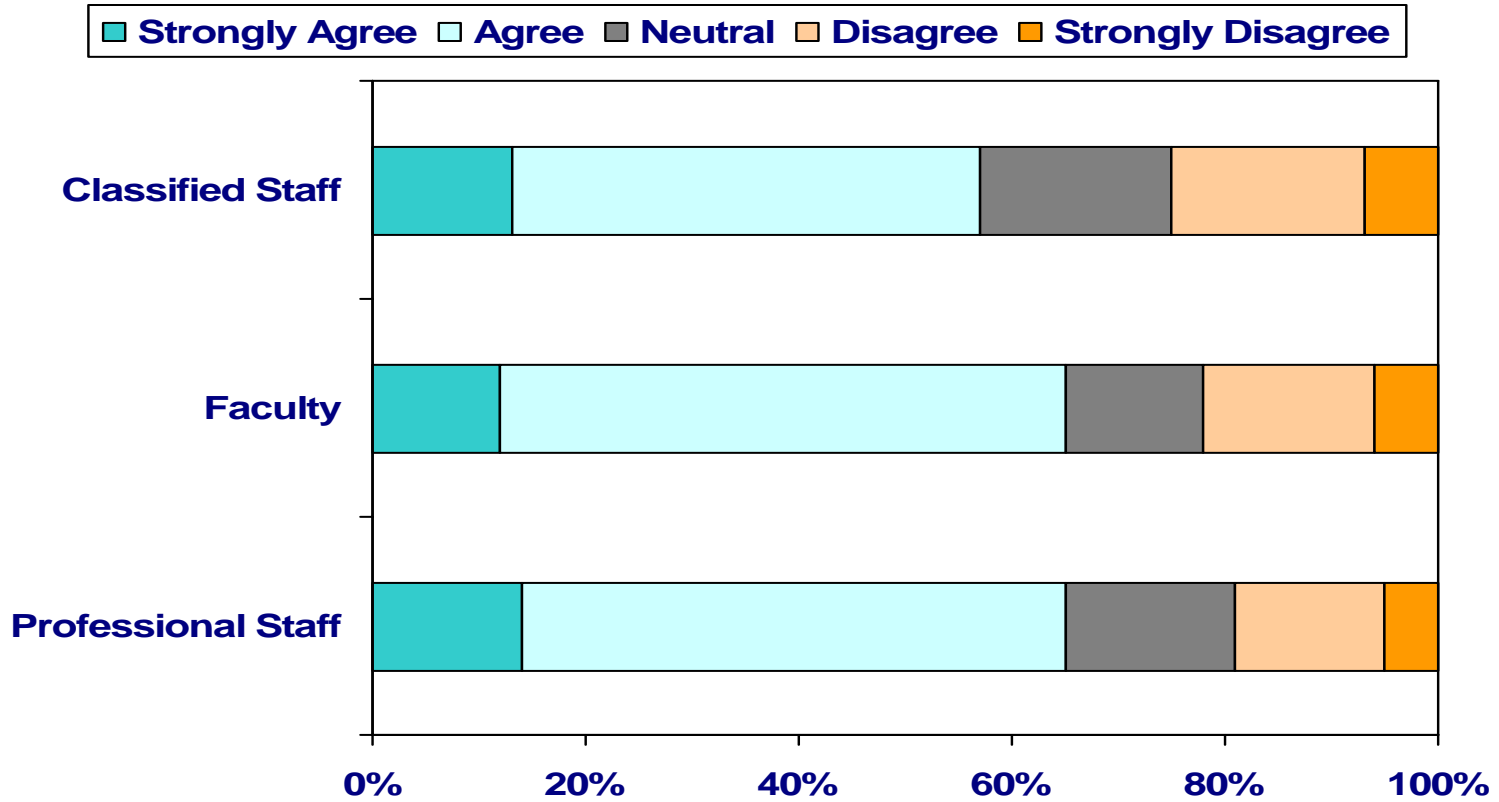


“Does Not Apply” responses excluded.

$$X^2 p = 0.0423$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

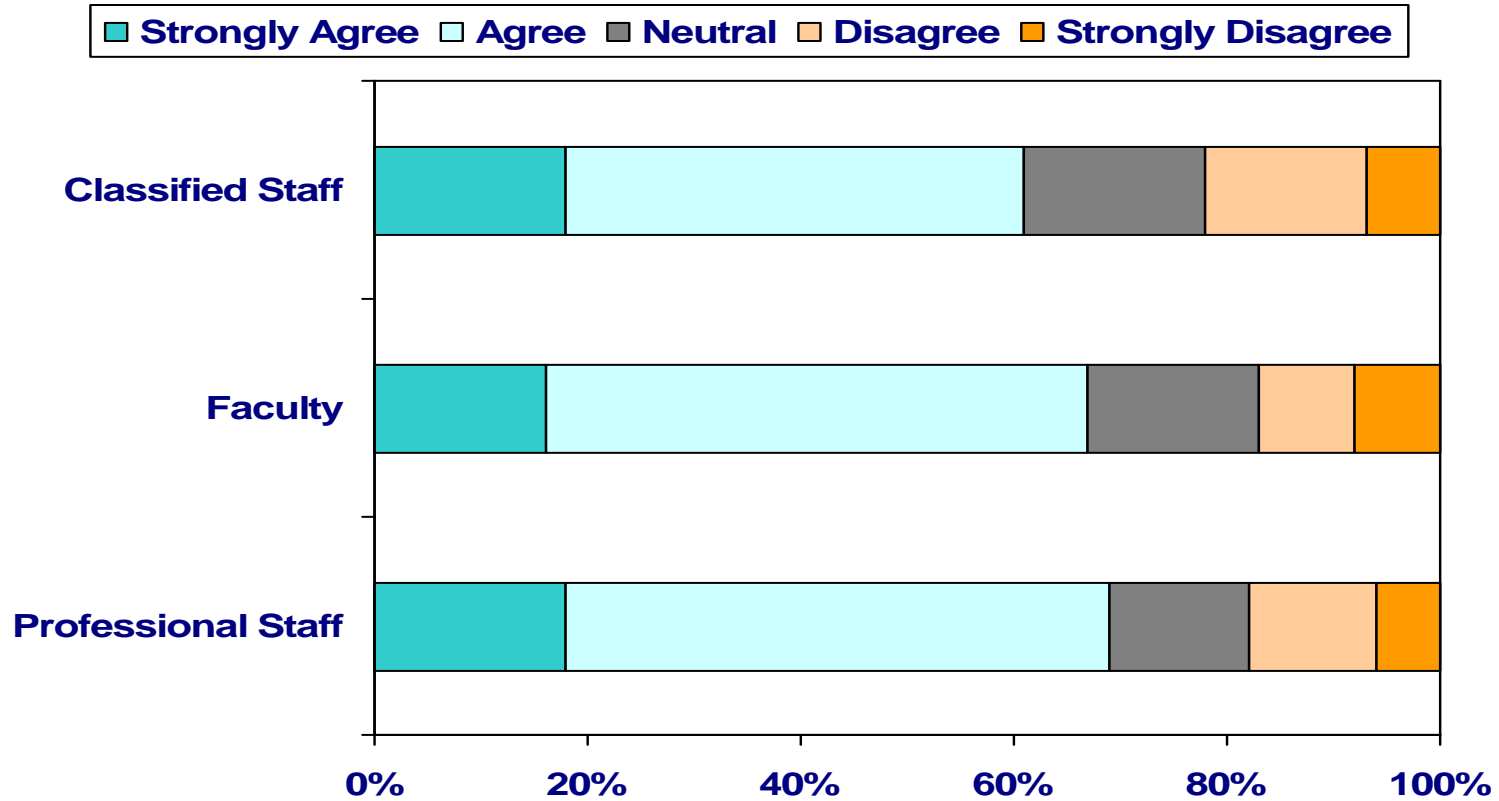


“Does Not Apply” responses excluded.

$$X^2 p = 0.0287$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

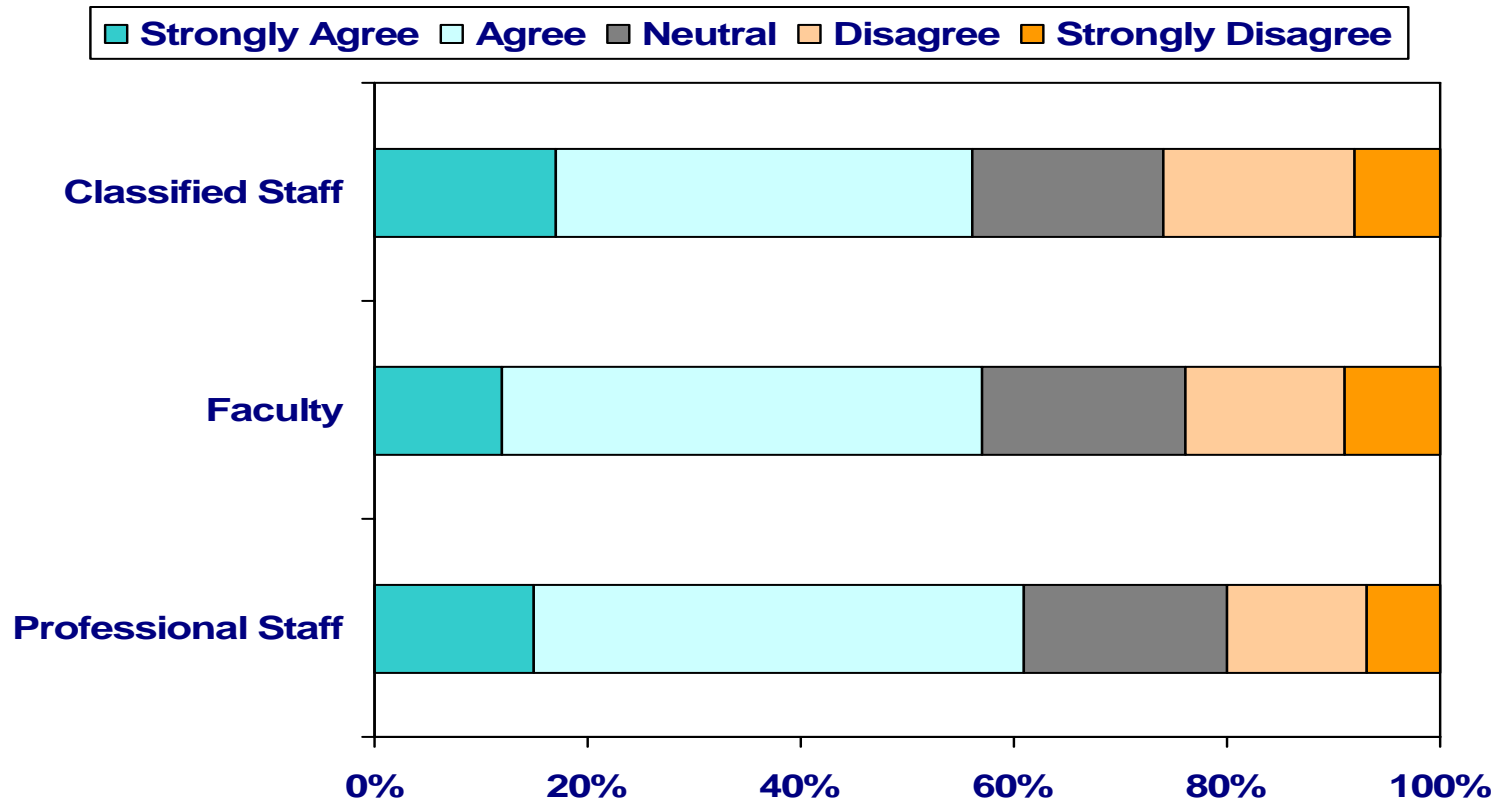


“Does Not Apply” responses excluded.

$$X^2 p = 0.0009$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

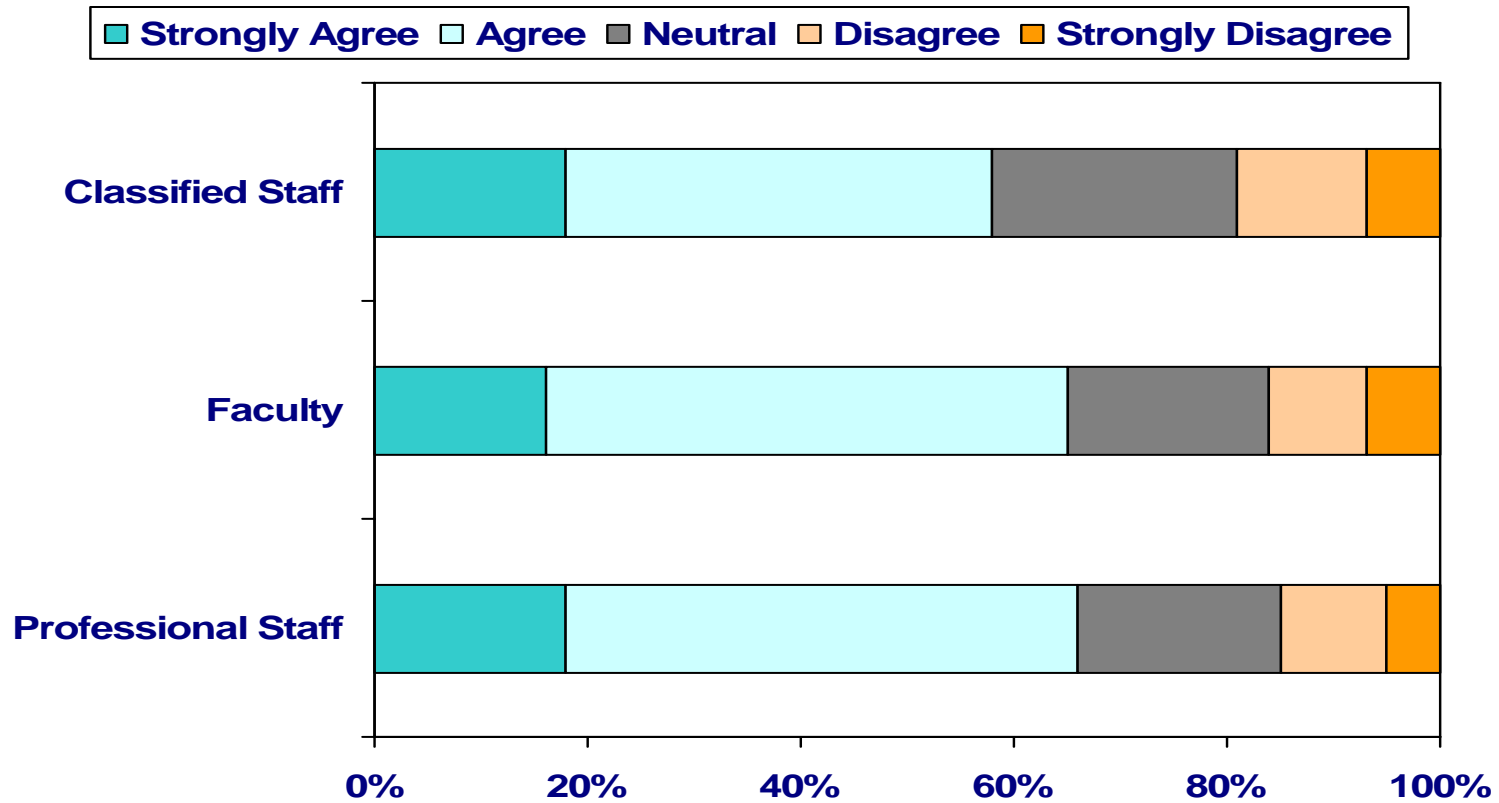


“Does Not Apply” responses excluded.

$$X^2 p = 0.0071$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

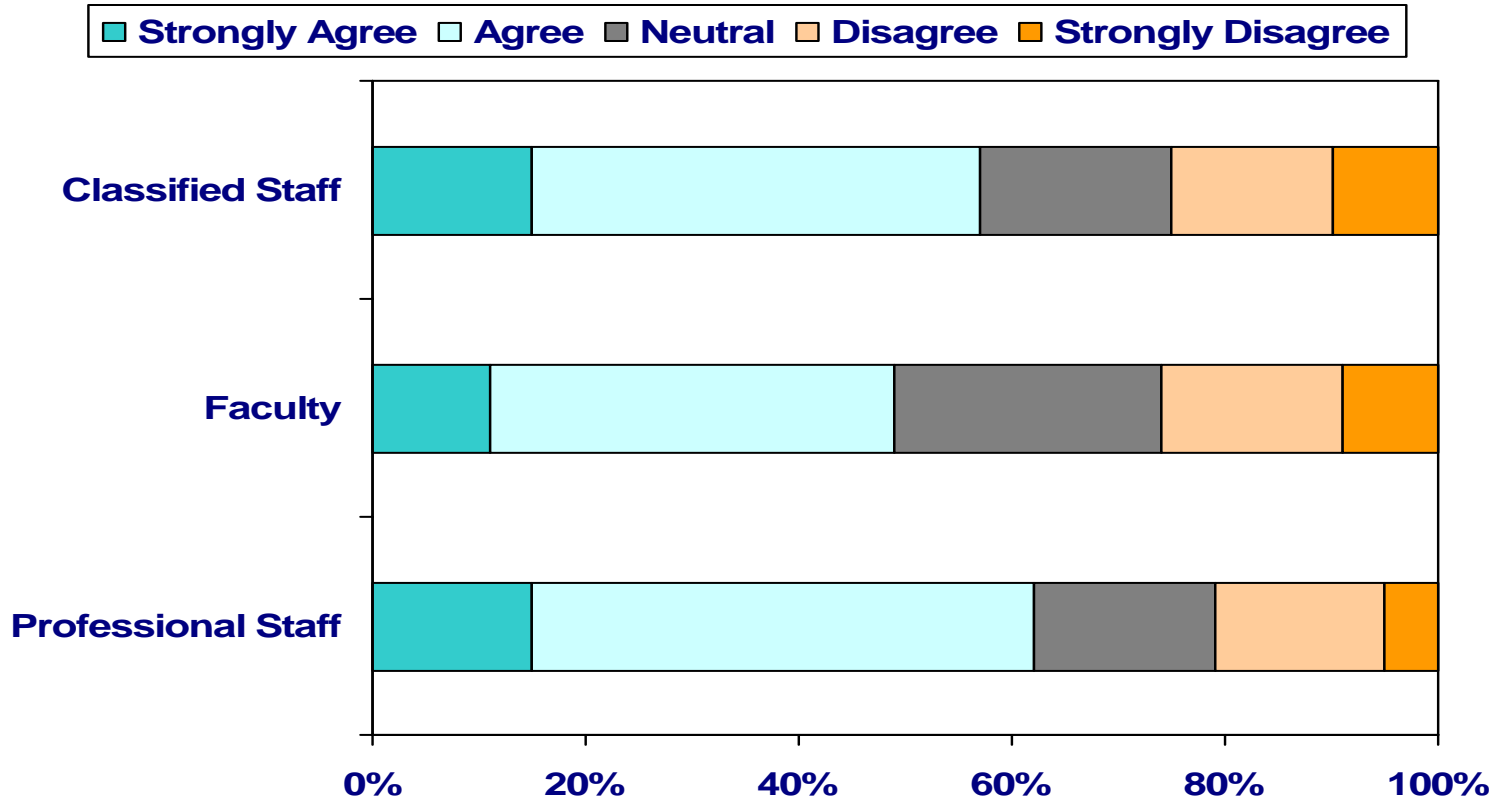


“Does Not Apply” responses excluded.

$$X^2 p = 0.0249$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

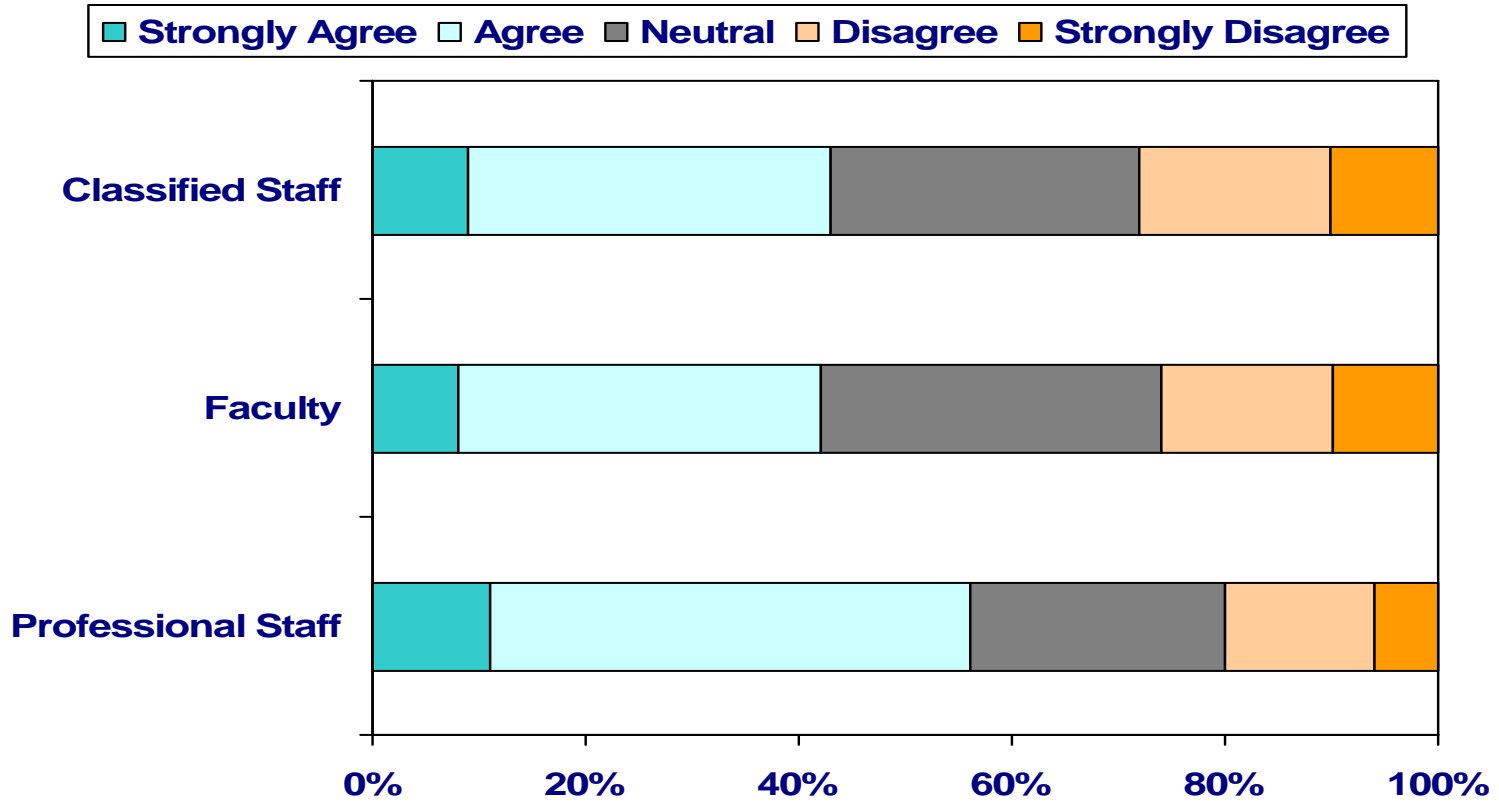


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

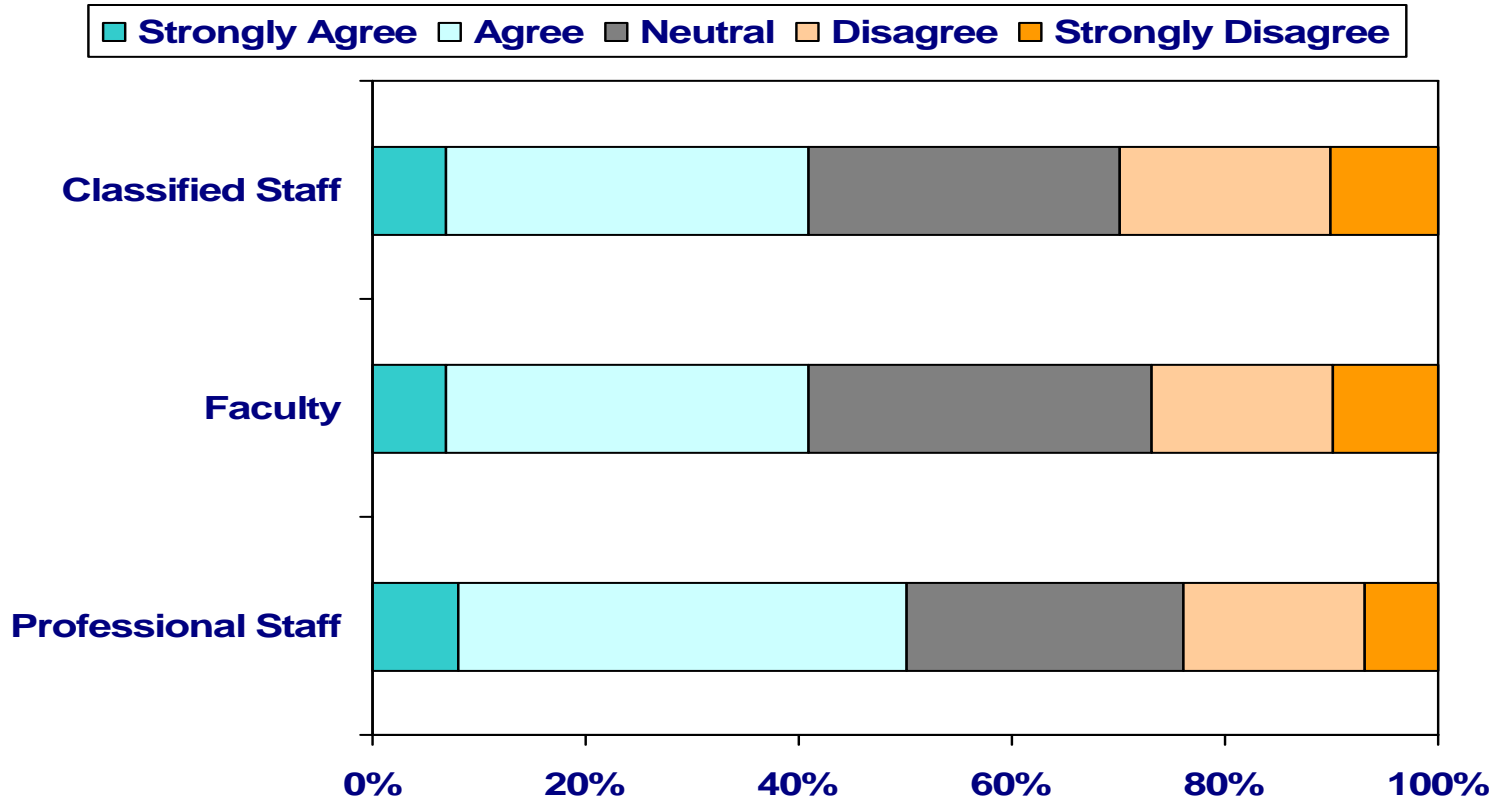


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 38: Employees are empowered to resolve problems.

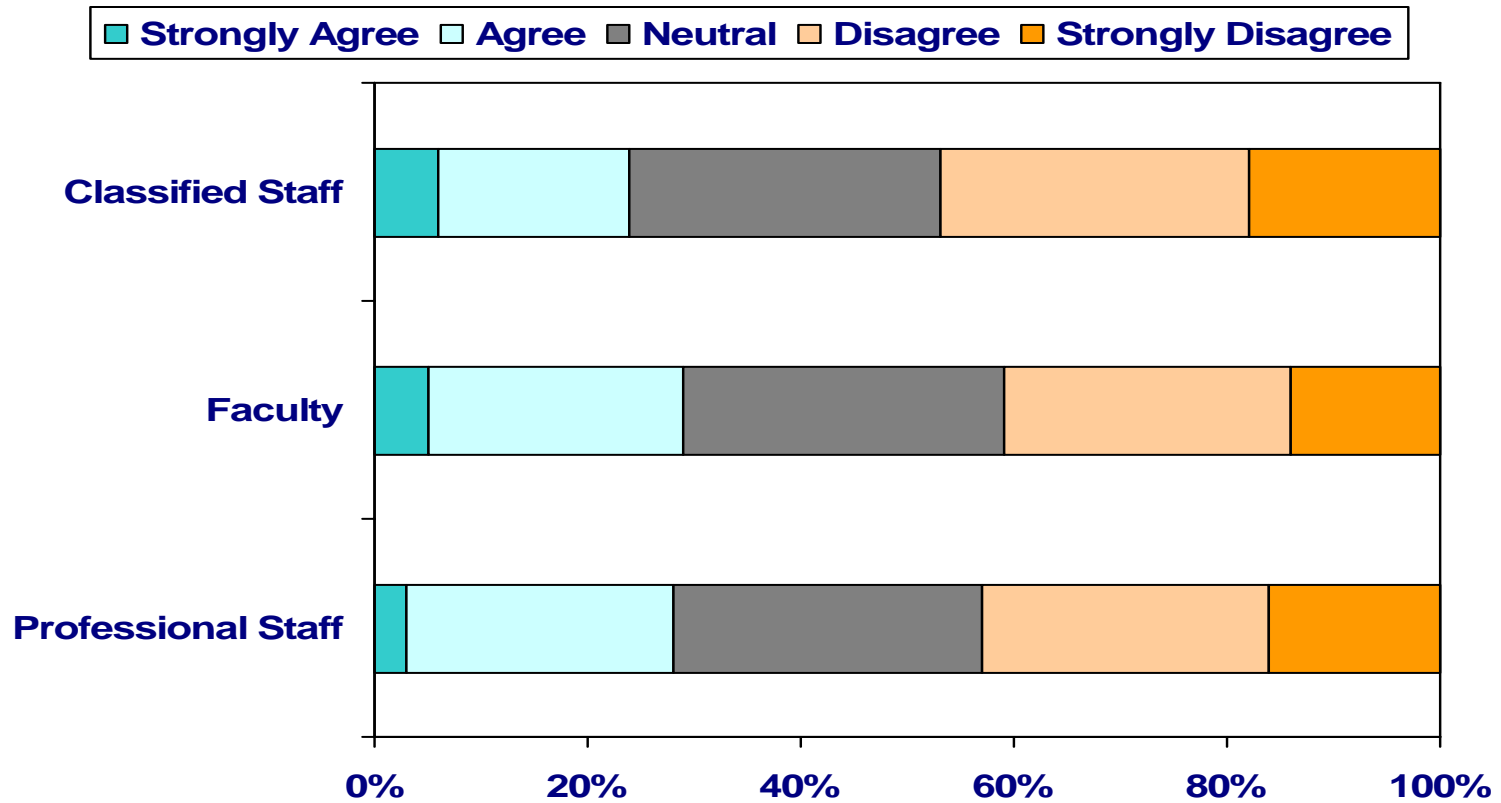


“Does Not Apply” responses excluded.

$$X^2 p = 0.0025$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 39: Employees are rewarded for outstanding job performance.

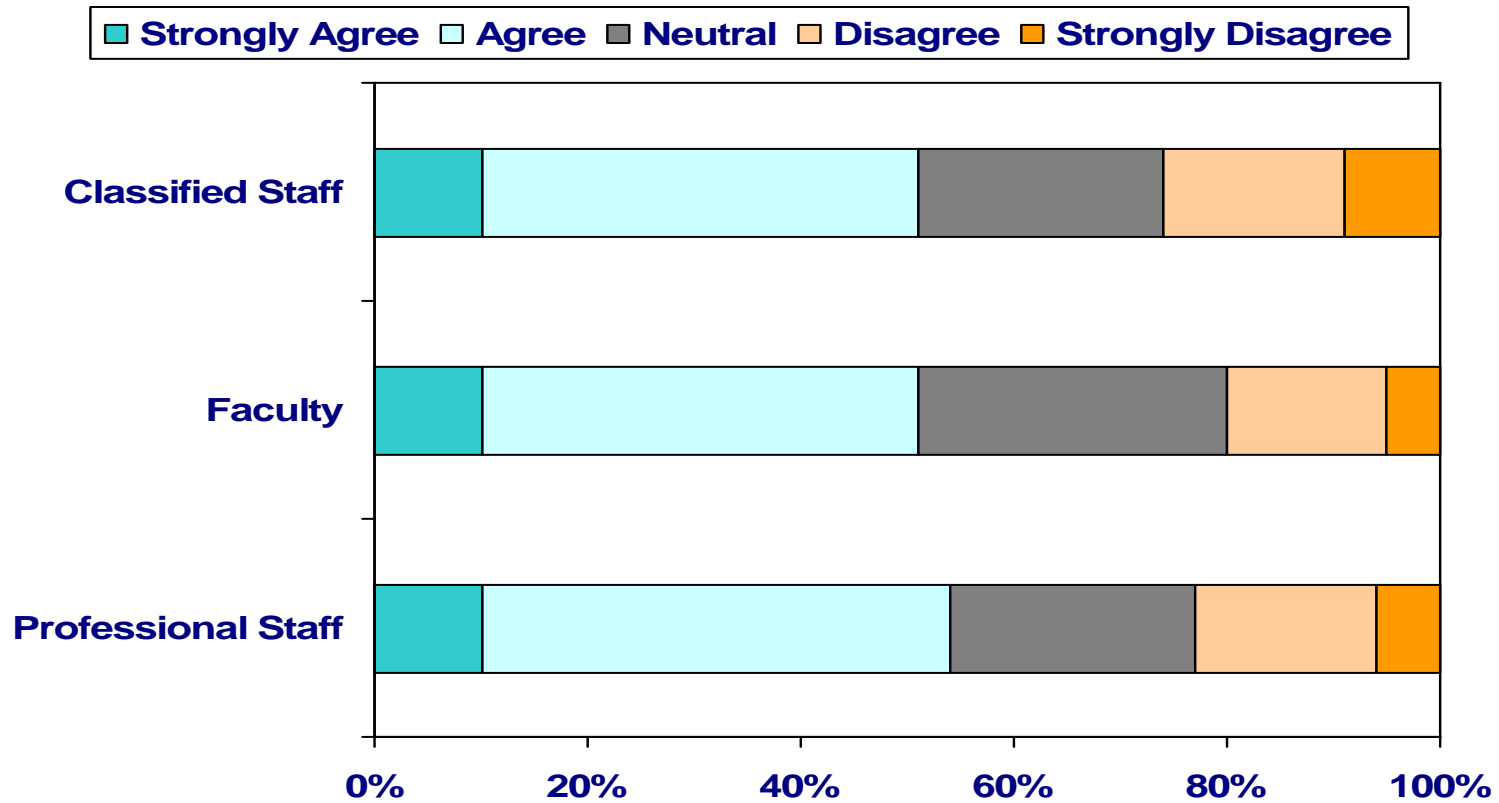


“Does Not Apply” responses excluded.

$$X^2 p = 0.0023$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

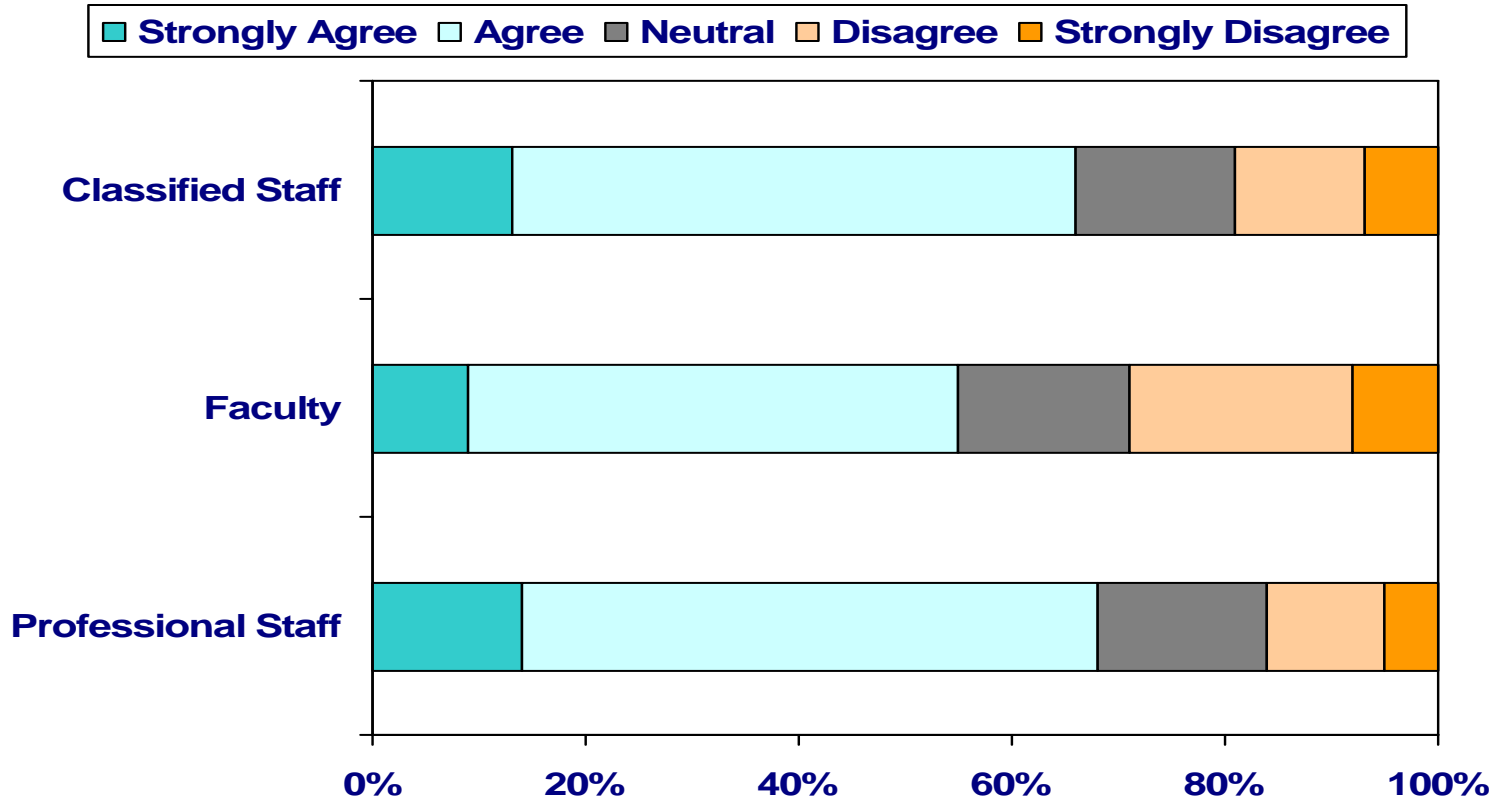


“Does Not Apply” responses excluded.

$$X^2 p = 0.0260$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

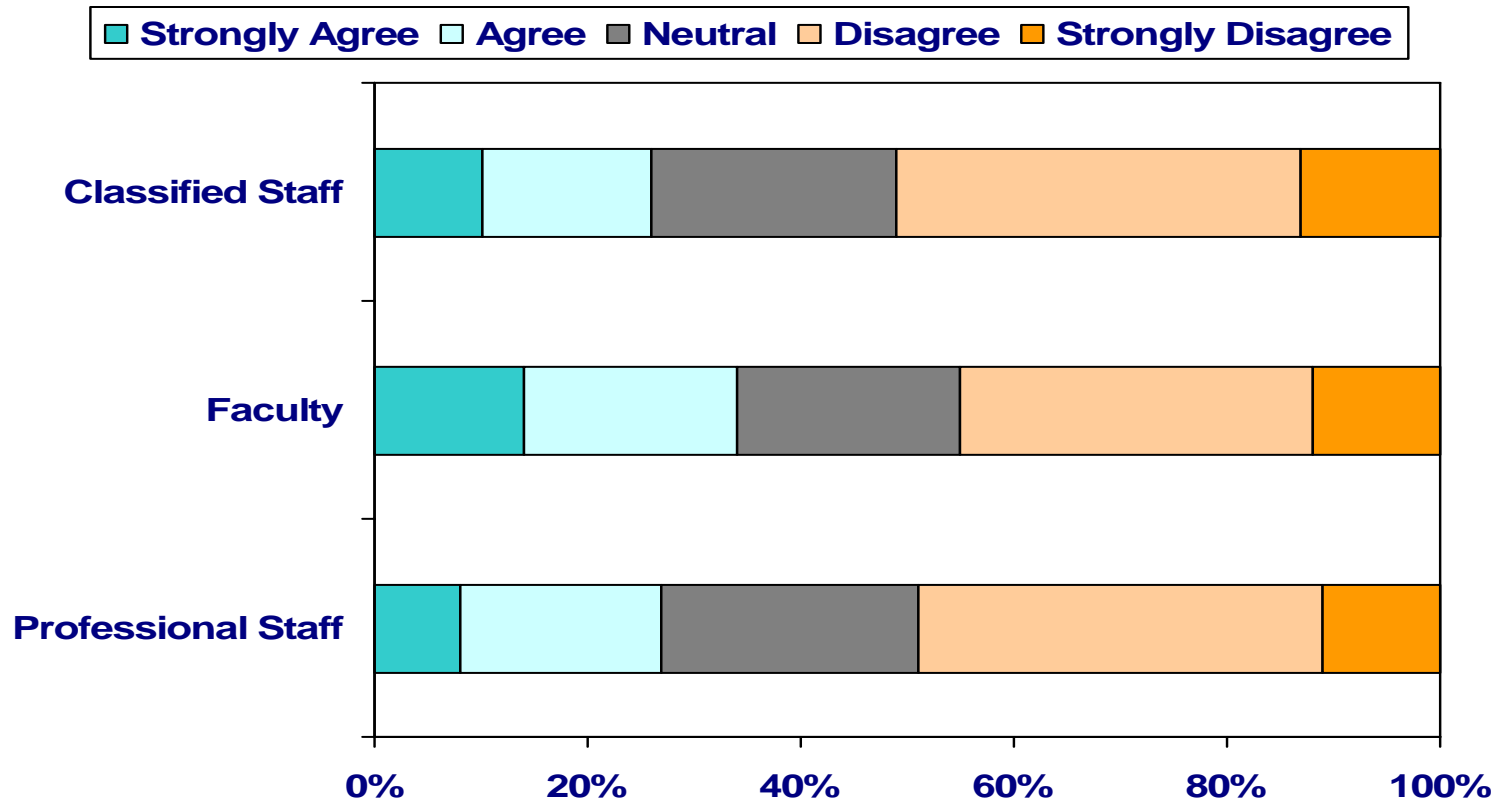


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 42: My workload is unrealistic for one person.

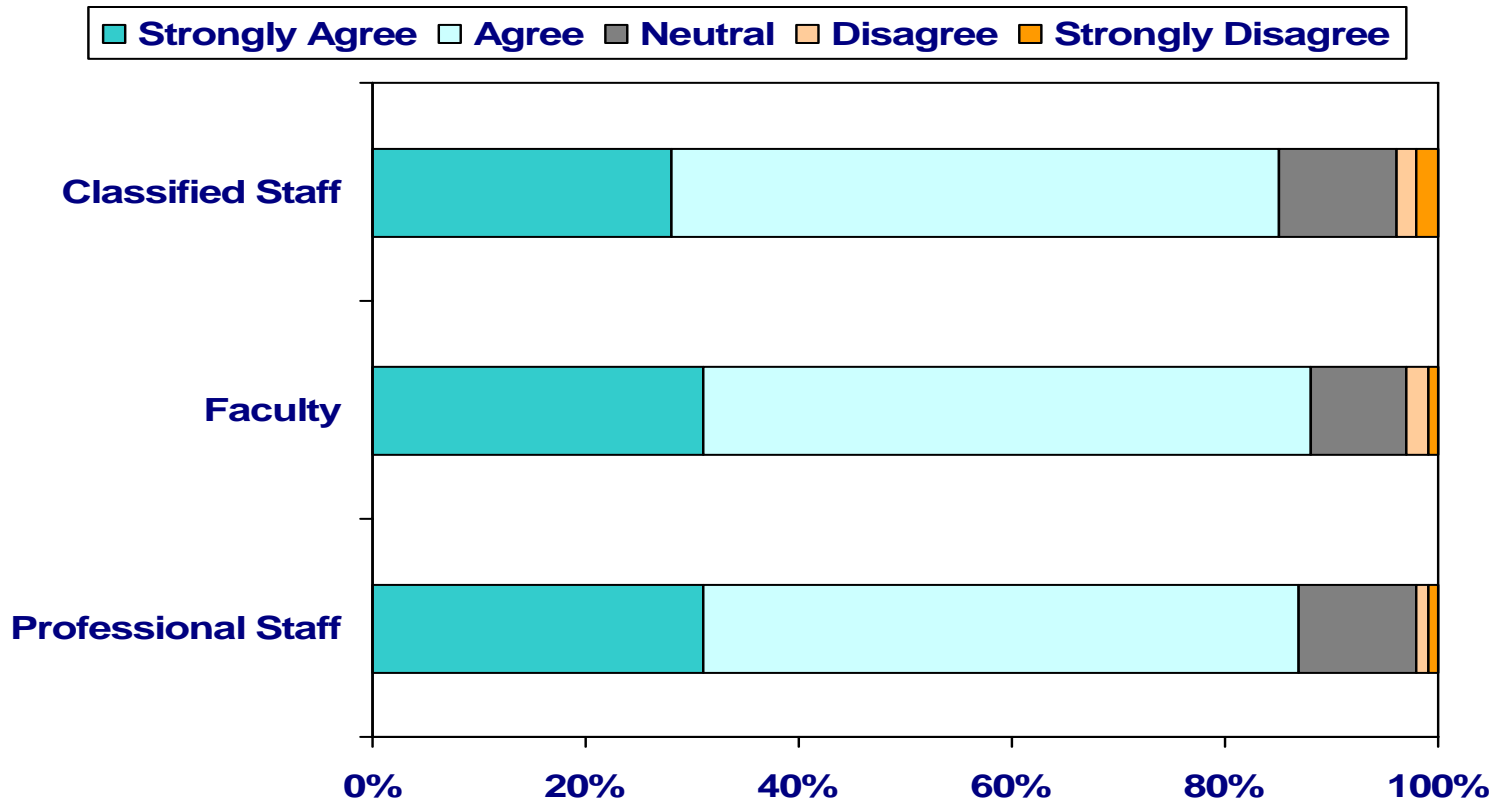


“Does Not Apply” responses excluded.

$$X^2 p = 0.0114$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 43: I am treated with respect by students.

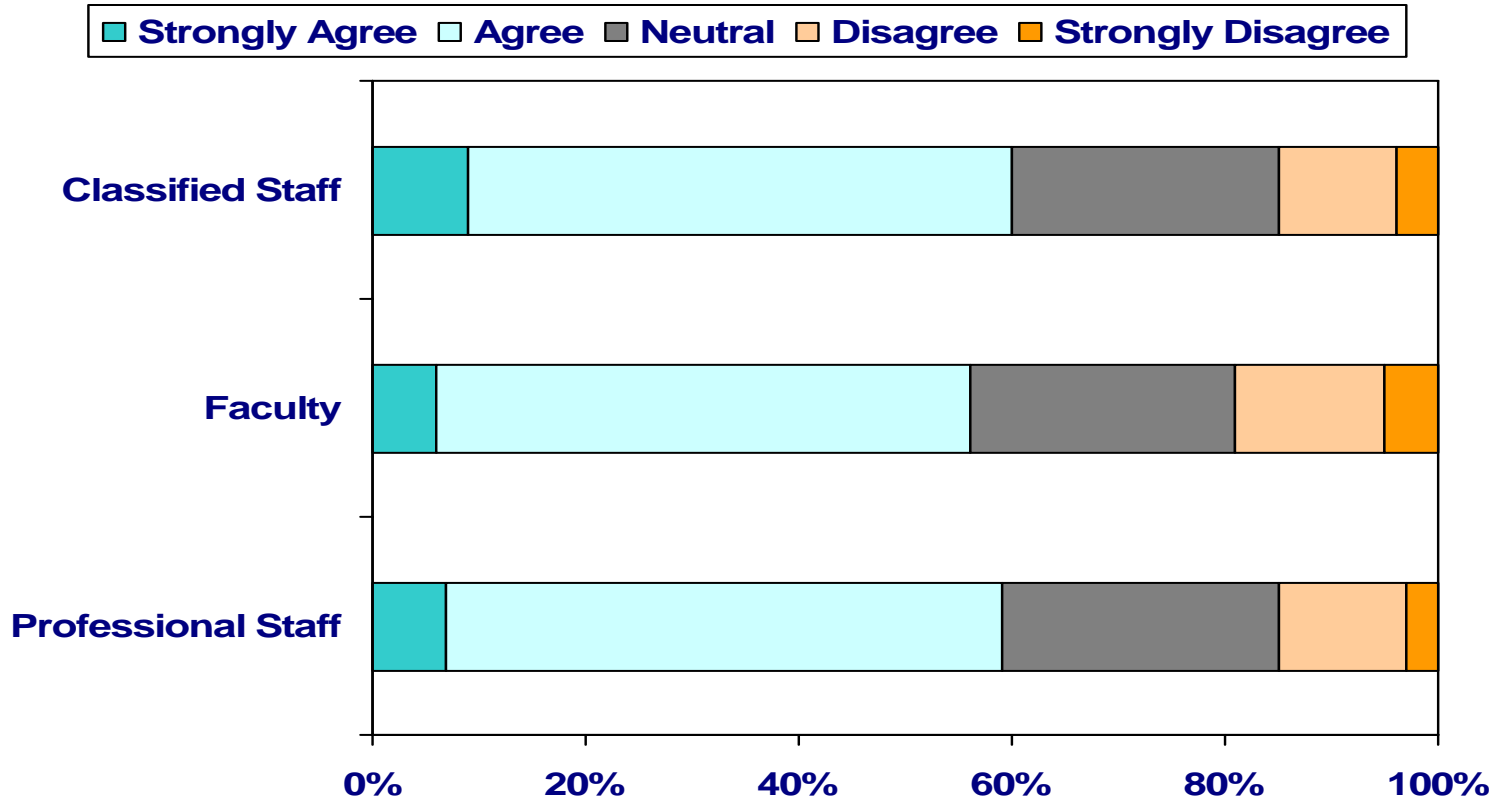


“Does Not Apply” responses excluded.

$$X^2 p = 0.1934$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

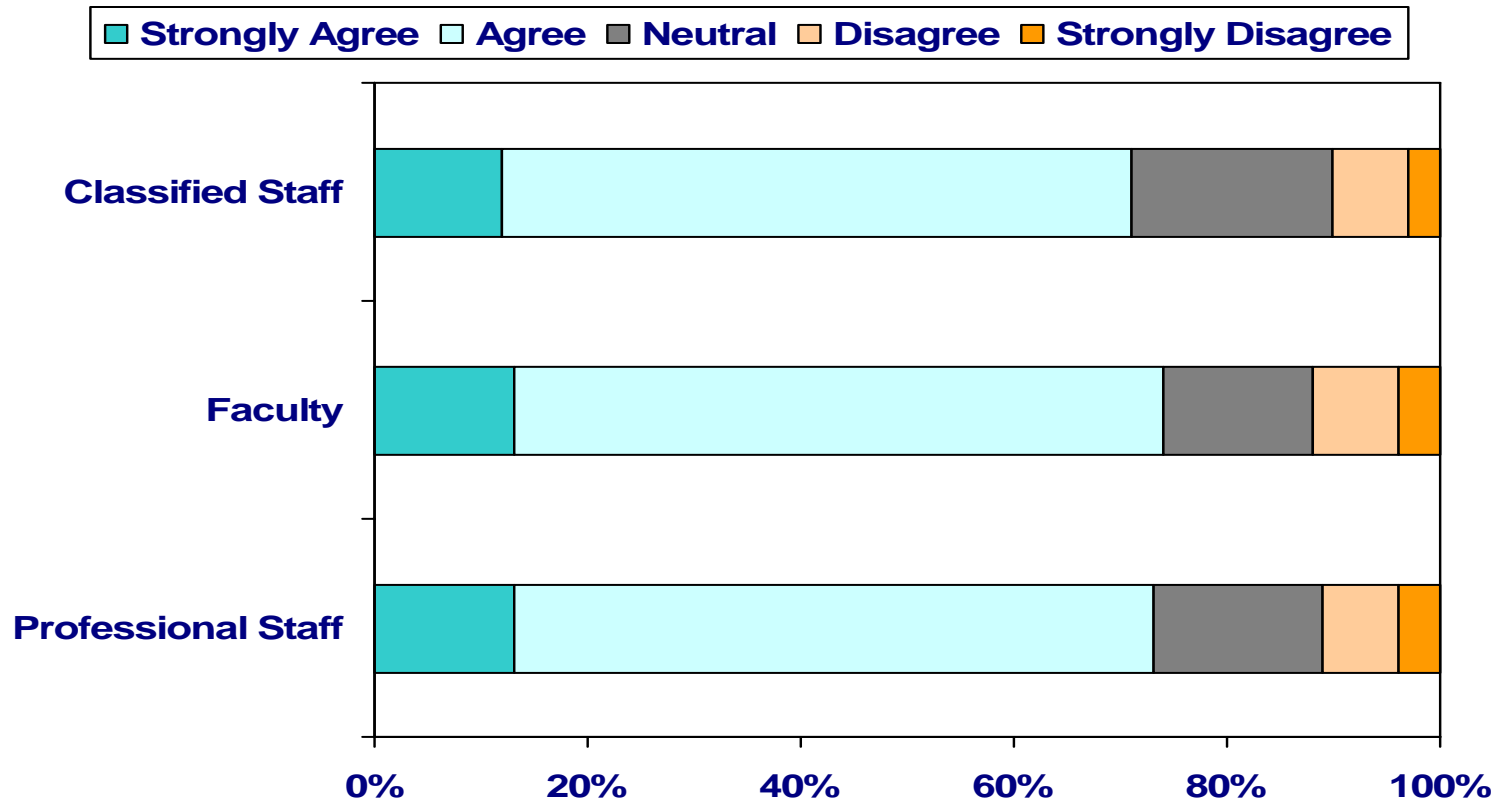


“Does Not Apply” responses excluded.

$$X^2 p = 0.0362$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 45: Ethnic and cultural diversity are respected.

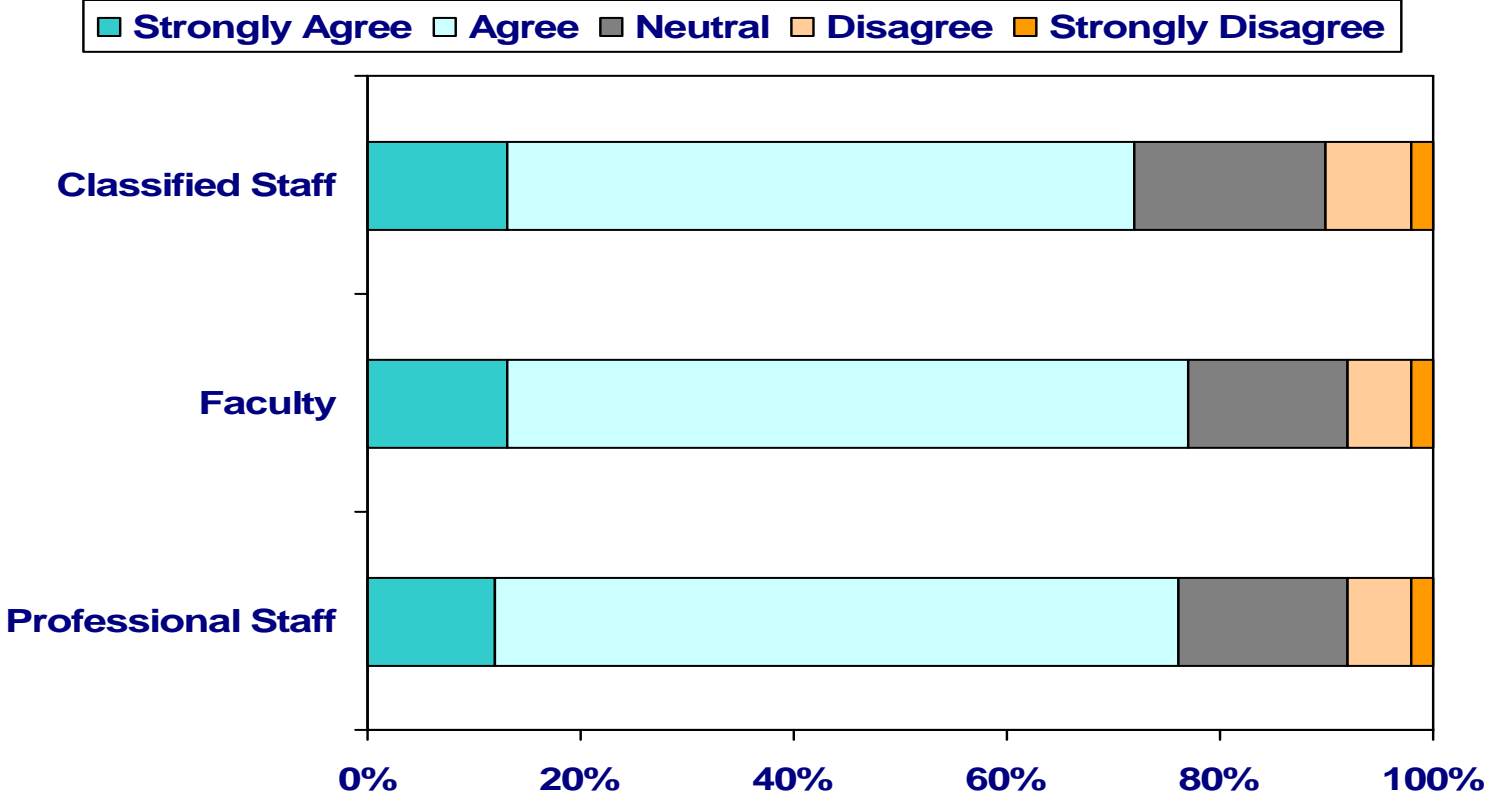


“Does Not Apply” responses excluded.

$$X^2 p = 0.5297$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

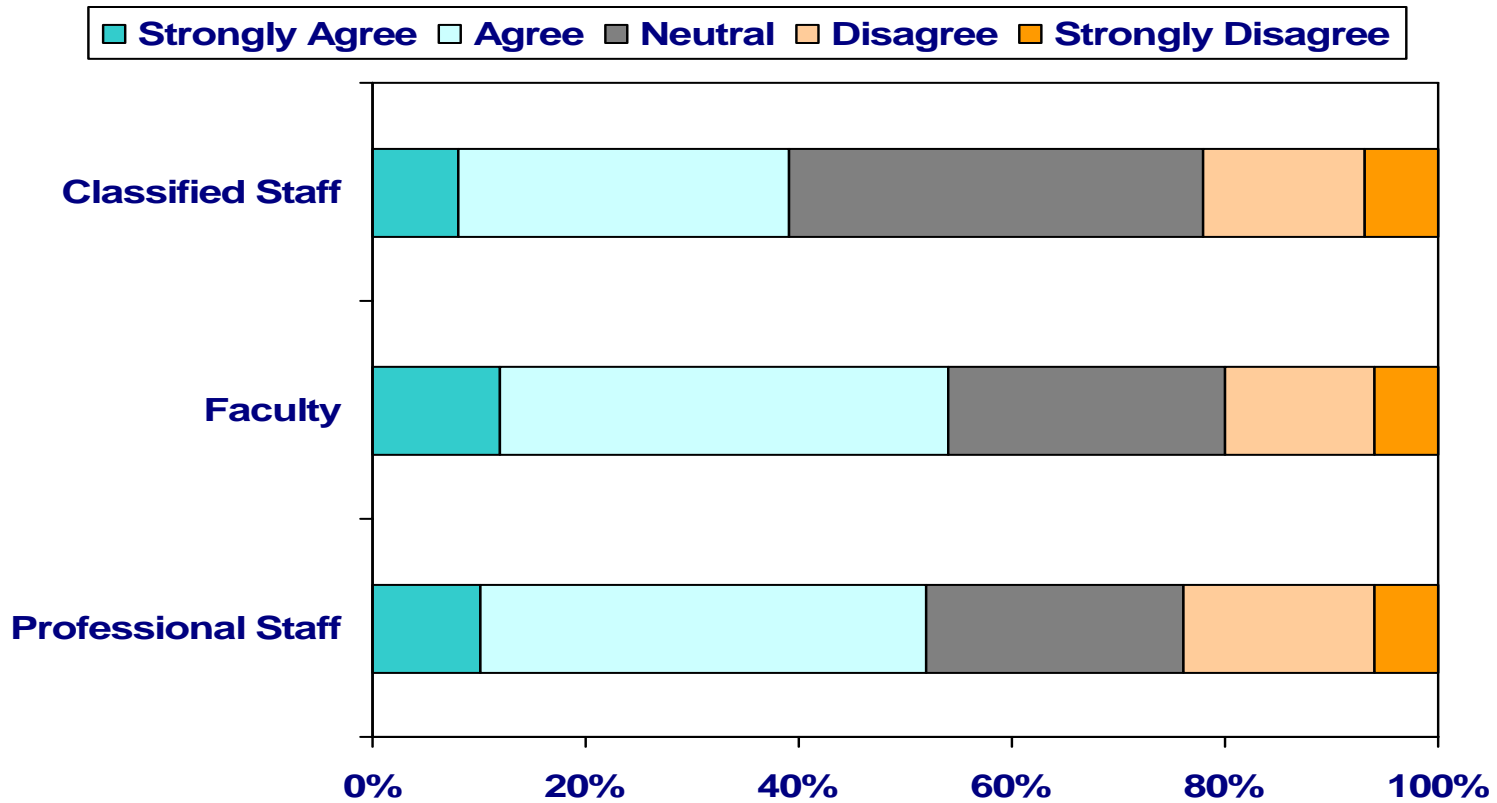


“Does Not Apply” responses excluded.

$X^2 p = 0.3138$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

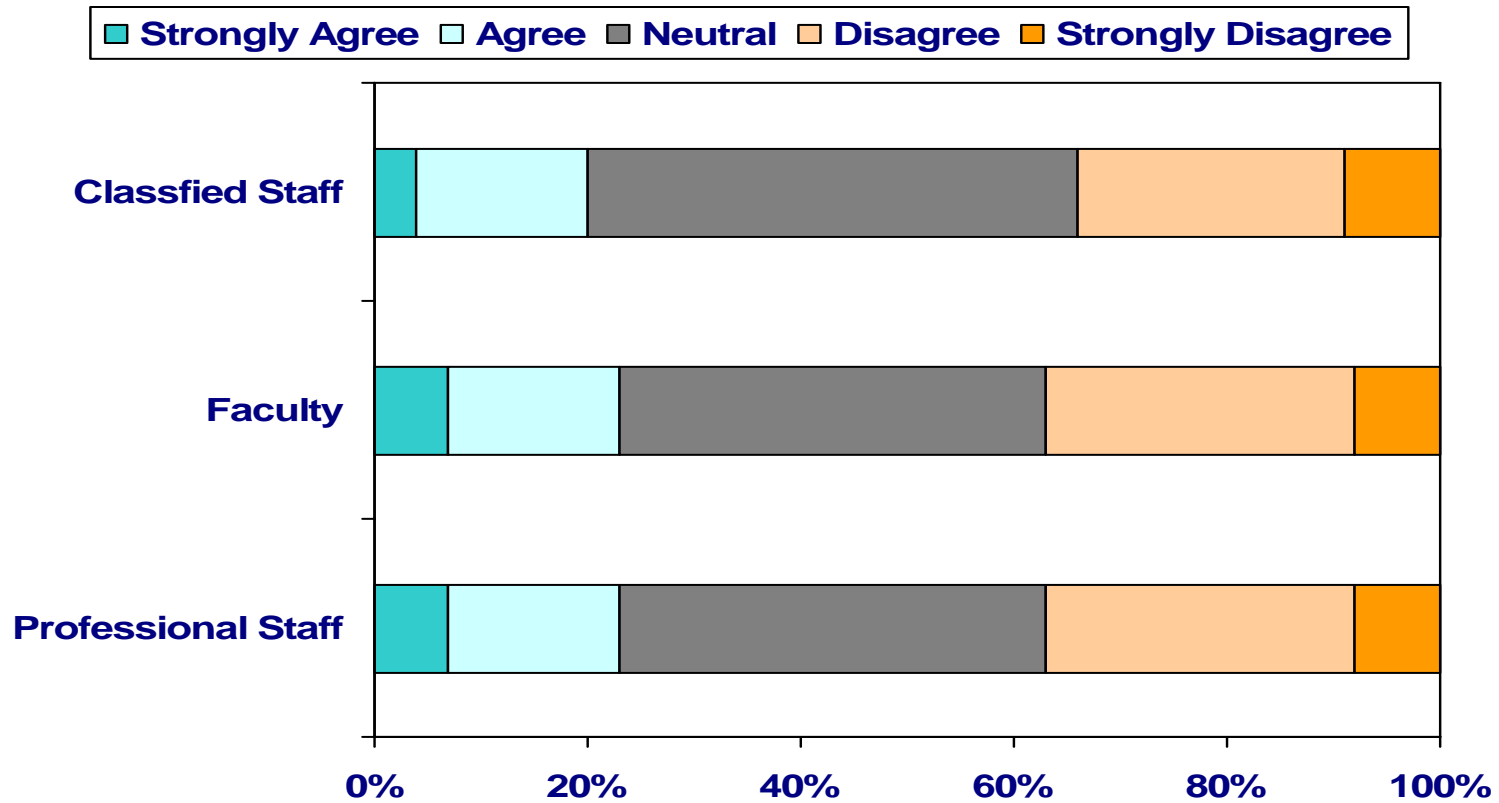


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

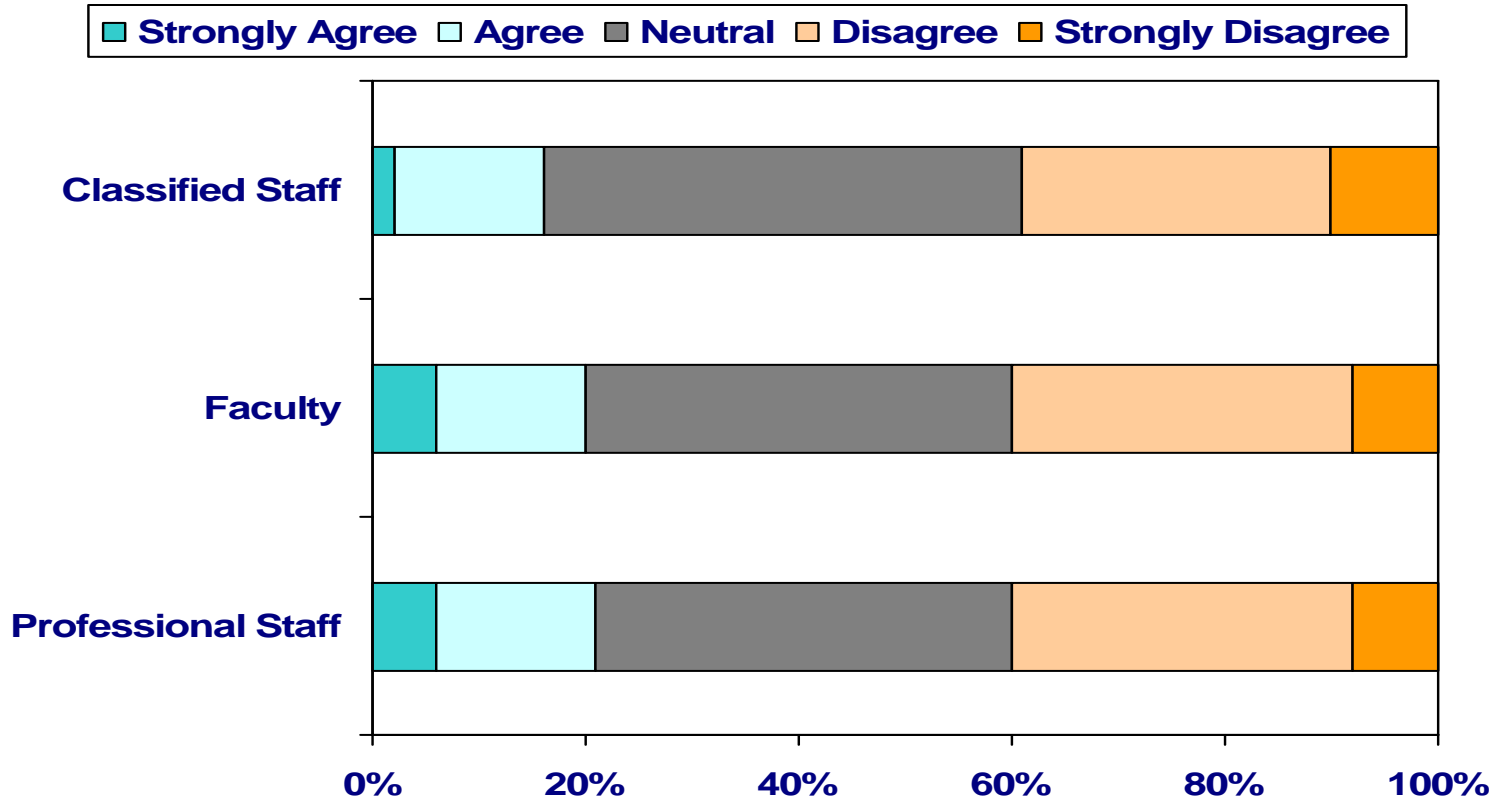


“Does Not Apply” responses excluded.

$$X^2 p = 0.0895$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

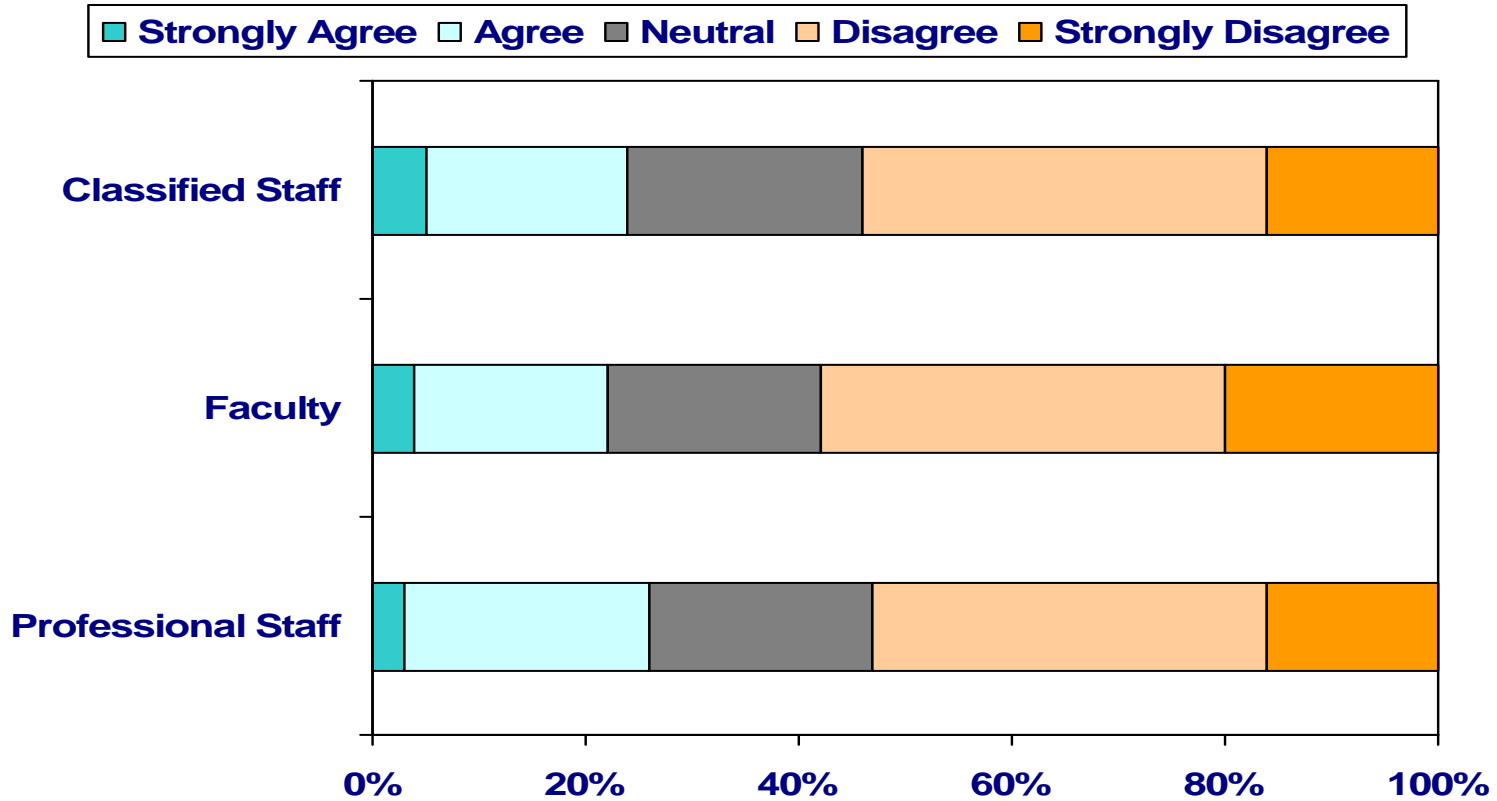


“Does Not Apply” responses excluded.

$$X^2 p = 0.0372$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

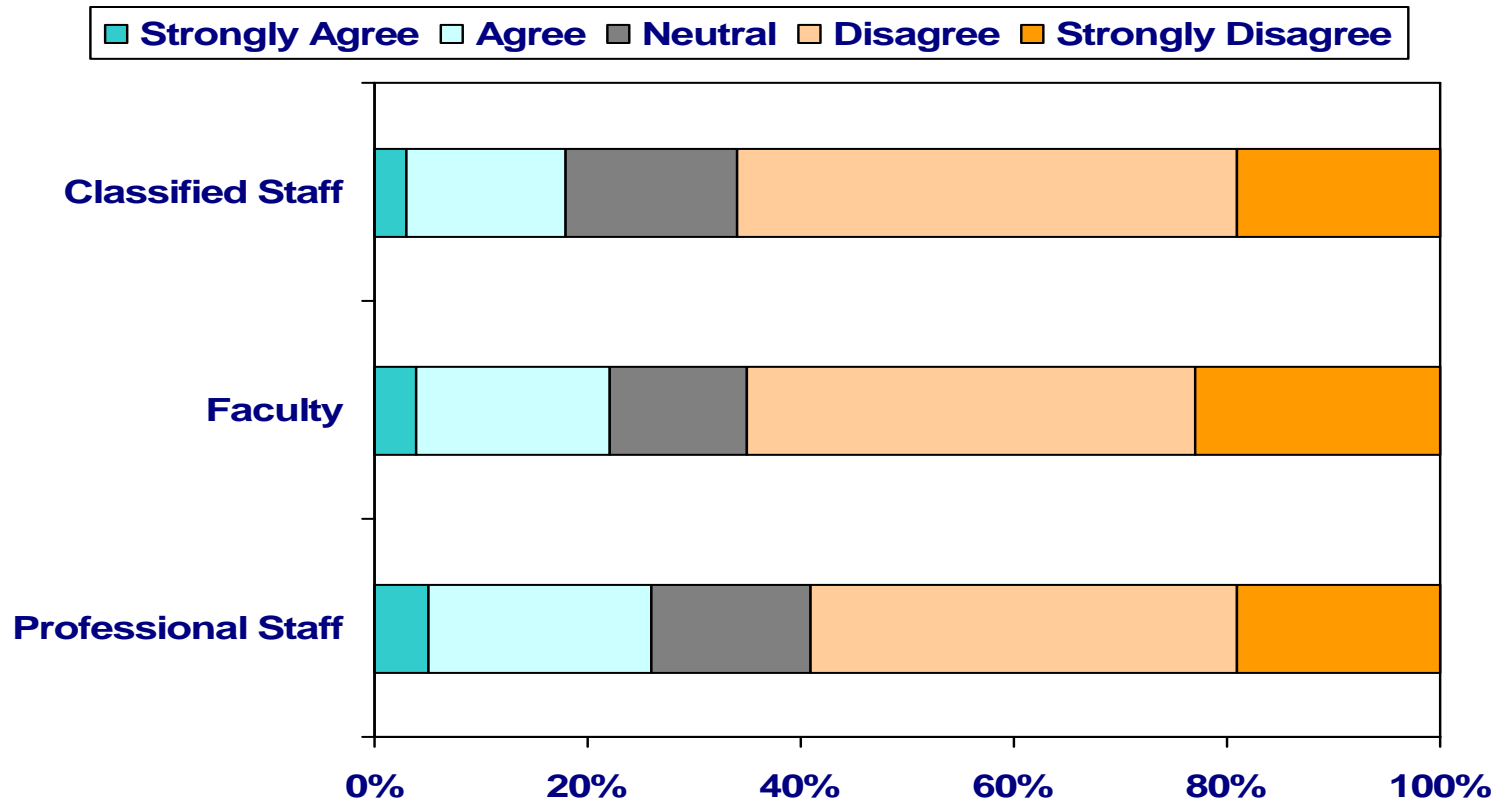


“Does Not Apply” responses excluded.

$$X^2 p = 0.1173$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

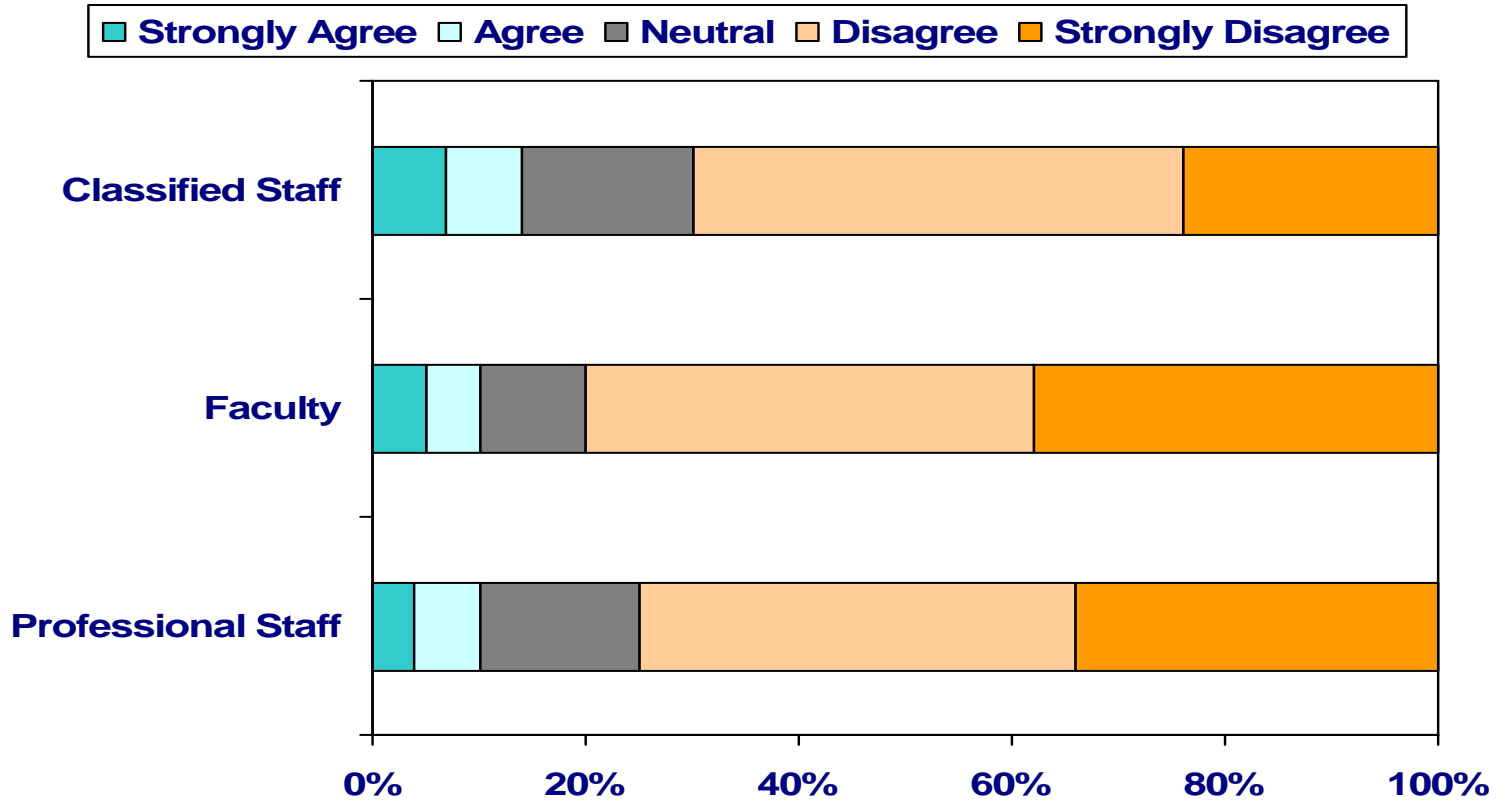


“Does Not Apply” responses excluded.

$\chi^2 p = 0.0059$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

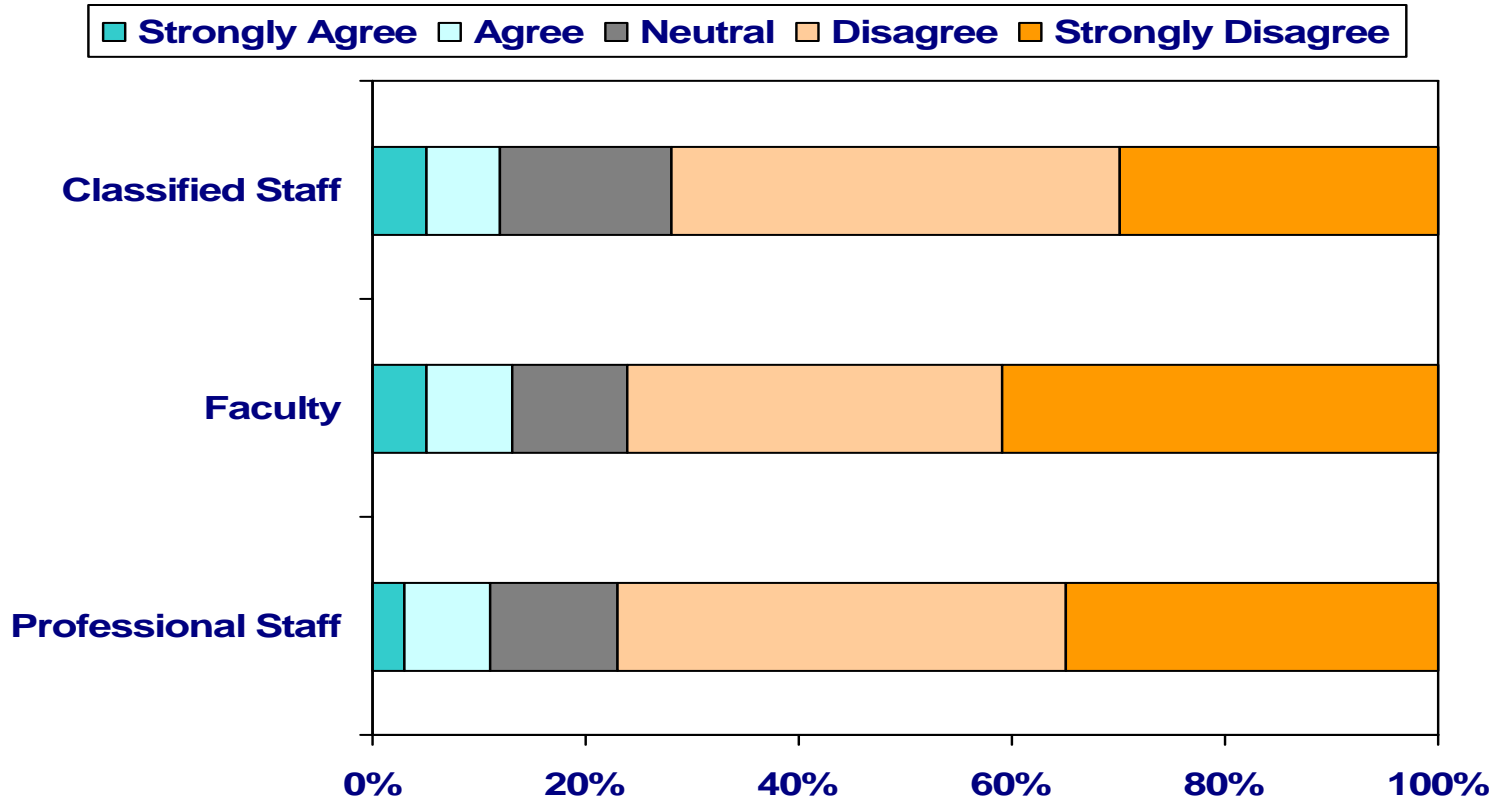


“Does Not Apply” responses excluded.

$$X^2 p = 0.0008$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 53: Discrimination has affected my ability to work.

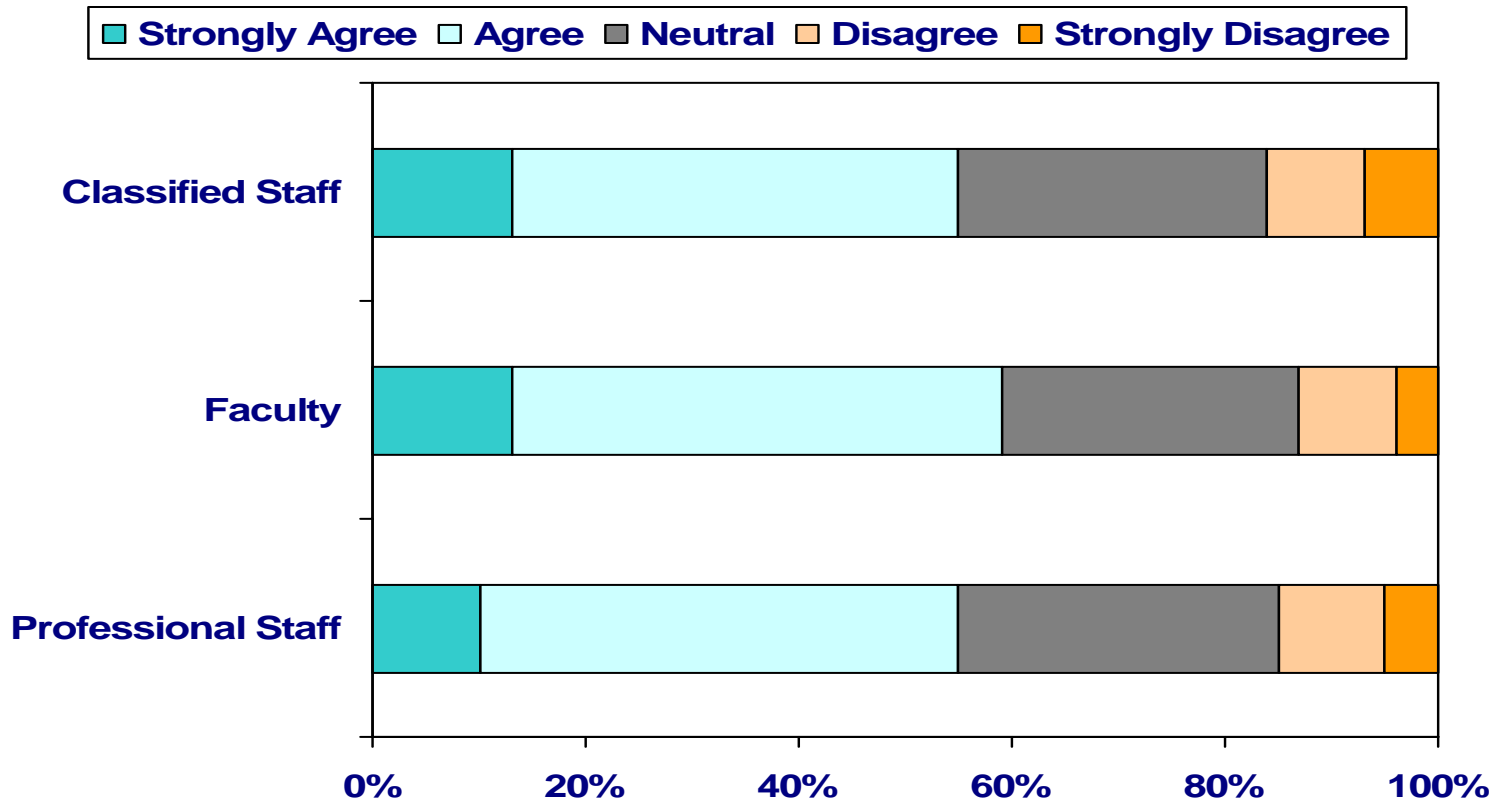


“Does Not Apply” responses excluded.

$$X^2 p = 0.0004$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 54: Sexual harassment is taken seriously on campus.

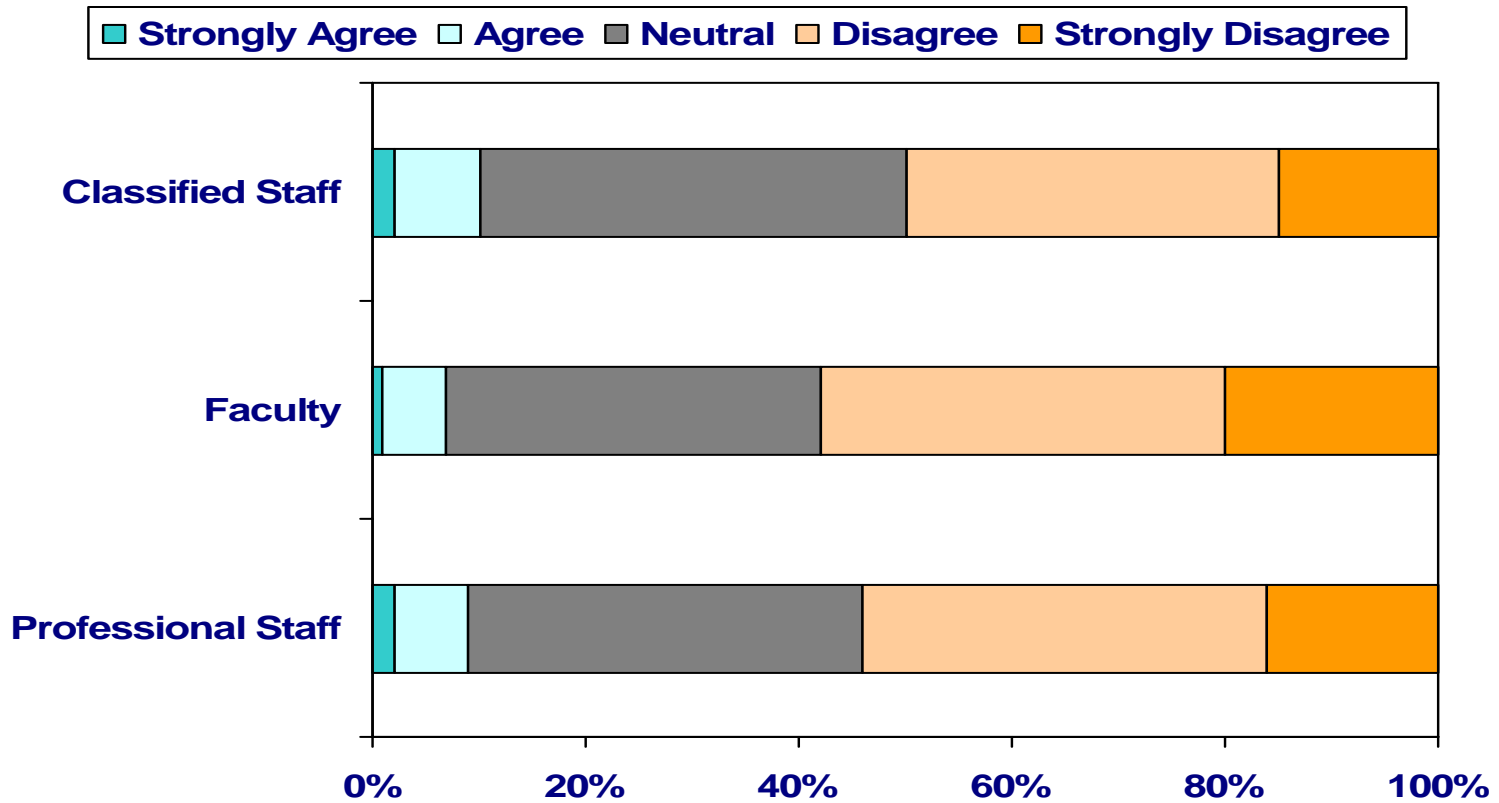


“Does Not Apply” responses excluded.

$$X^2 p = 0.4536$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

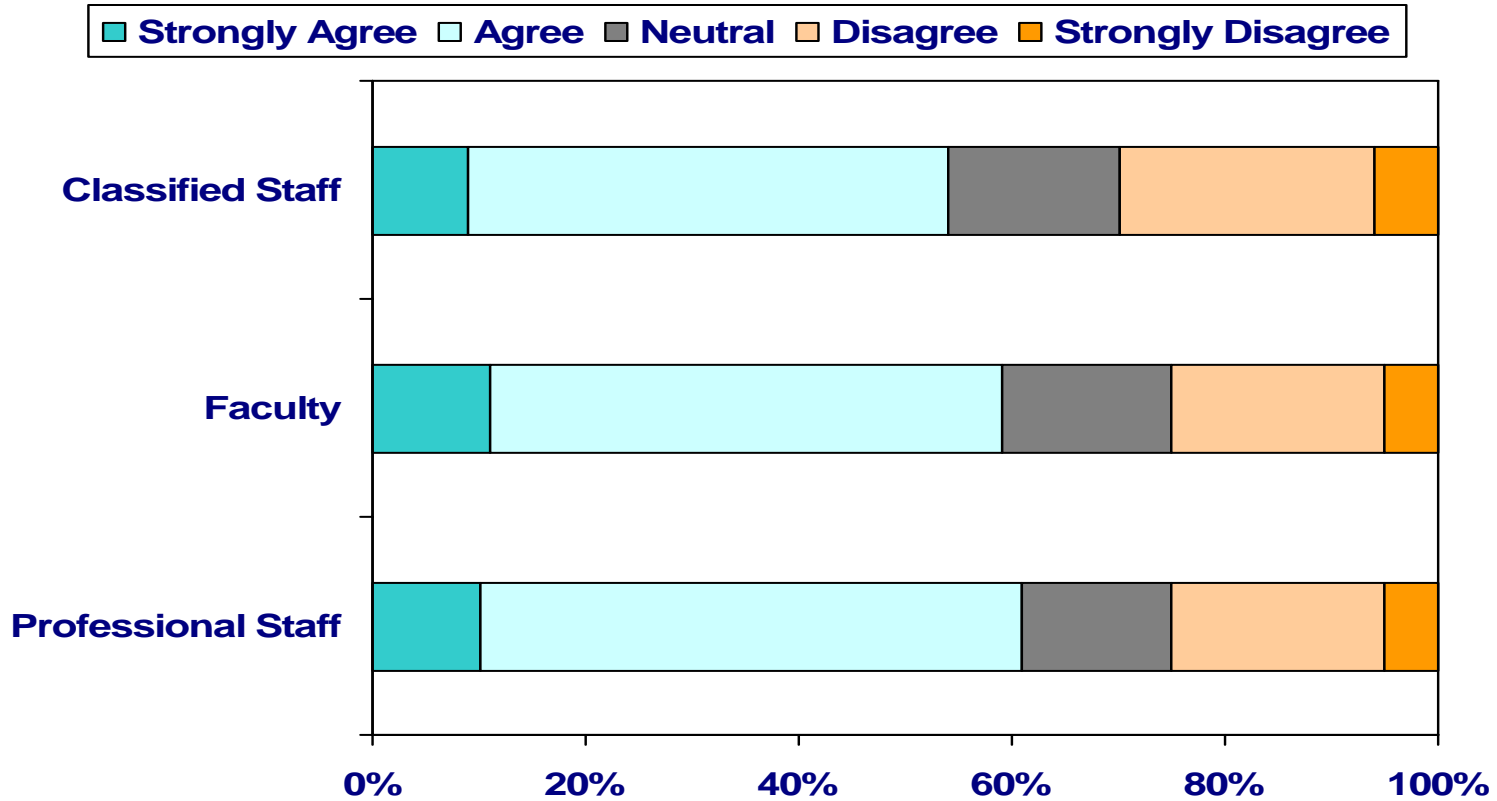


"Does Not Apply" responses excluded.

$$X^2 p = 0.1153$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

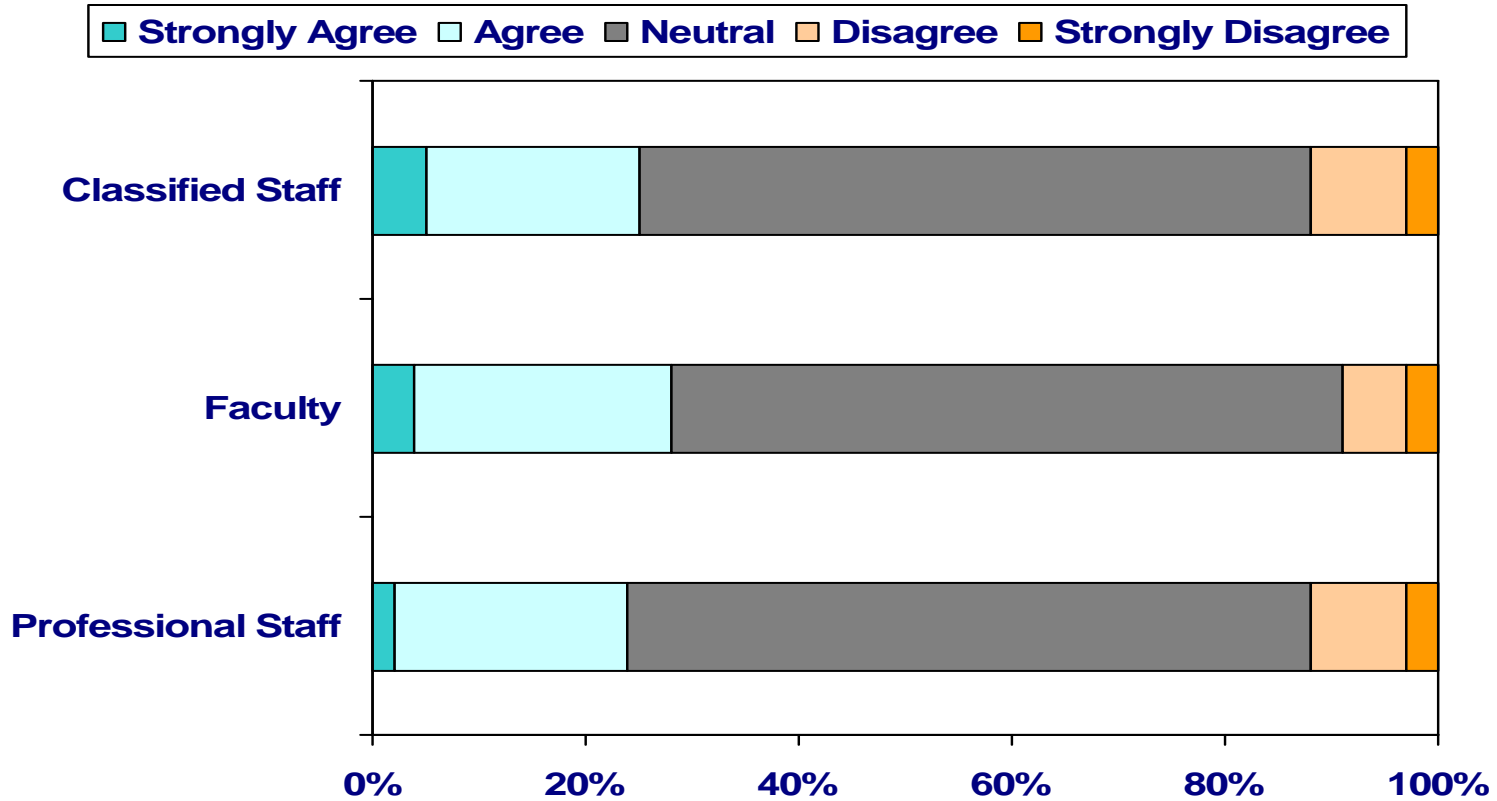


“Does Not Apply” responses excluded.

$$X^2 p = 0.1860$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

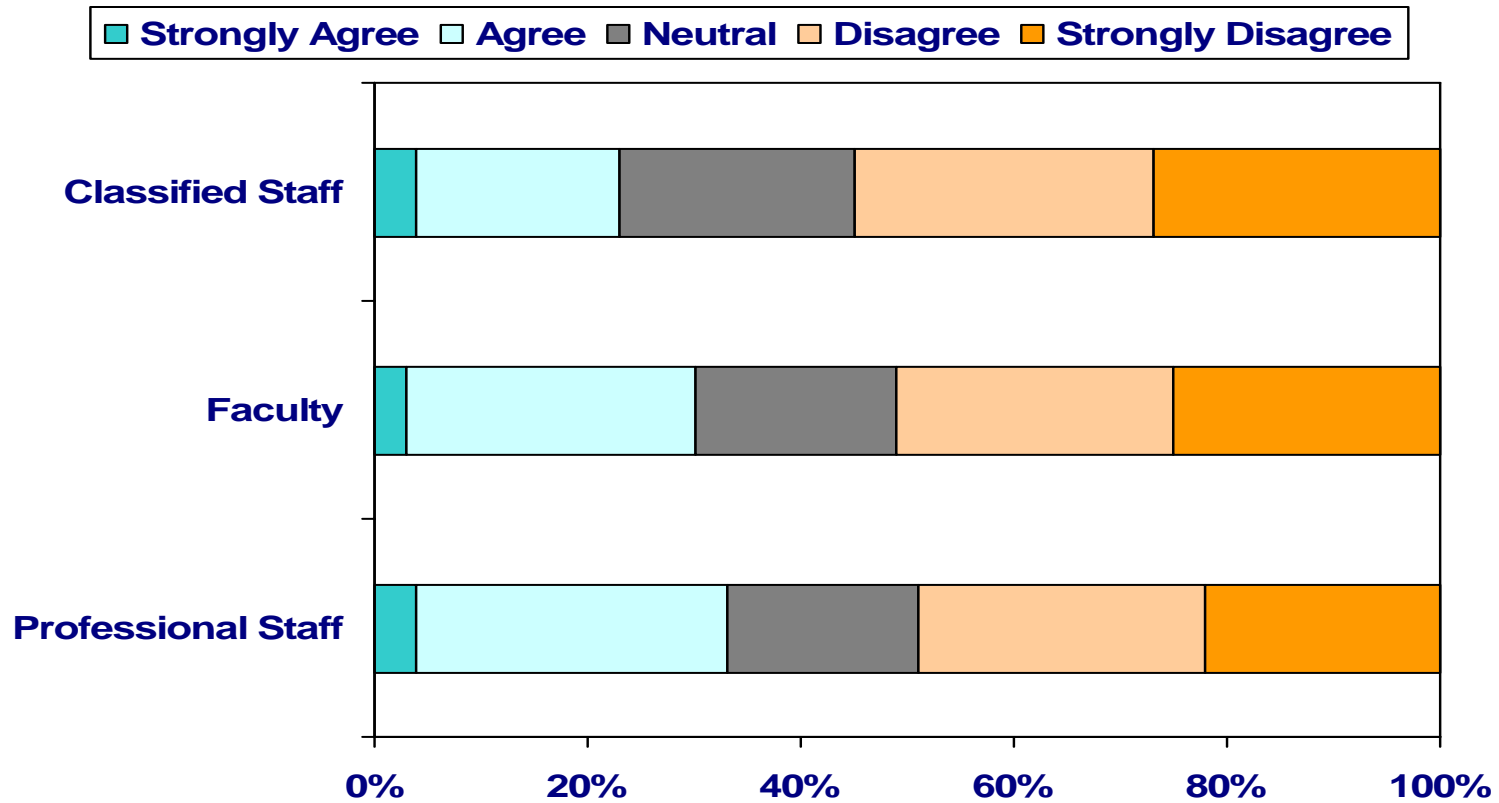


“Does Not Apply” responses excluded.

$$X^2 p = 0.0533$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

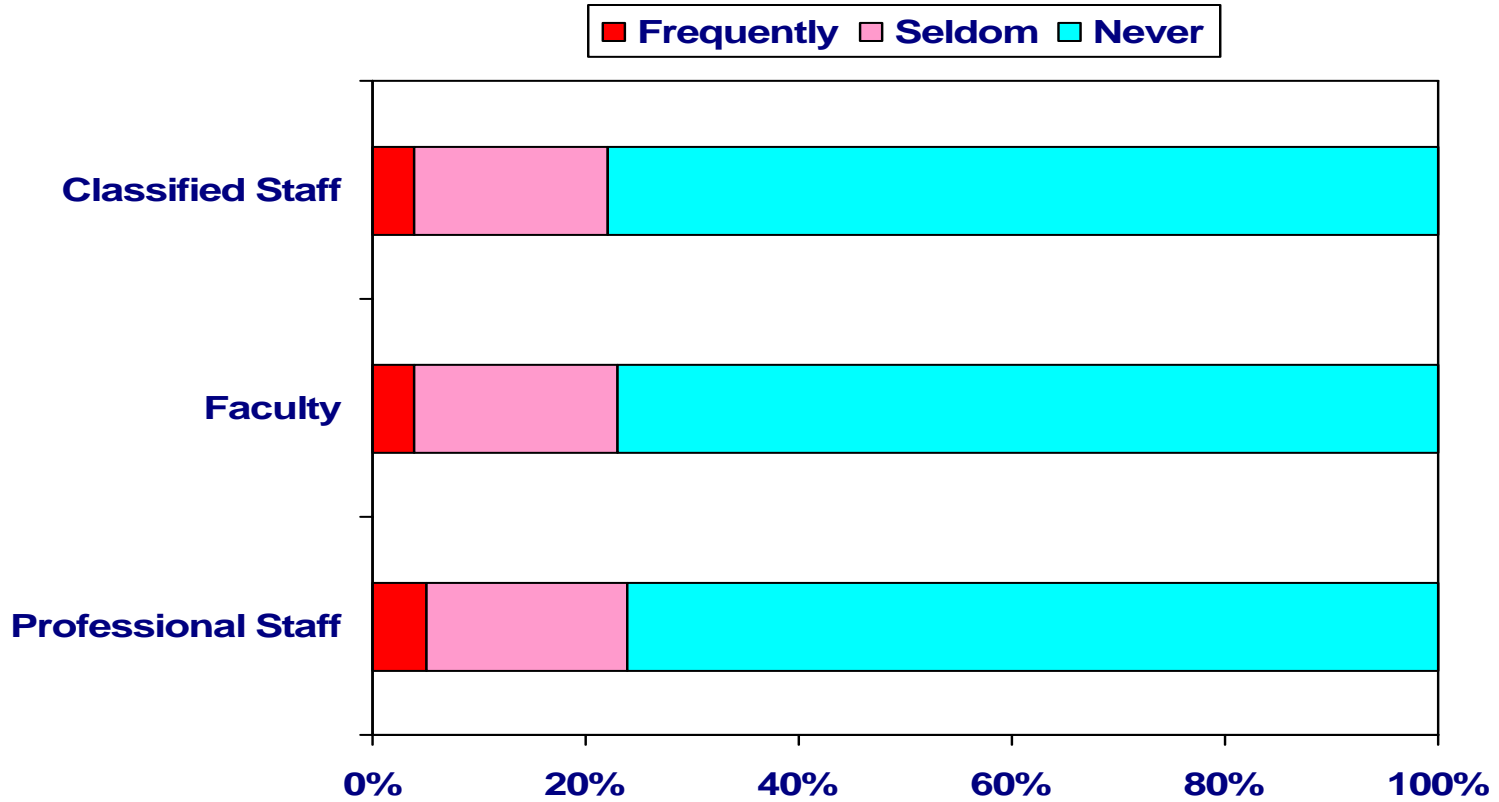


“Does Not Apply” responses excluded.

$$X^2 p = 0.0001$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

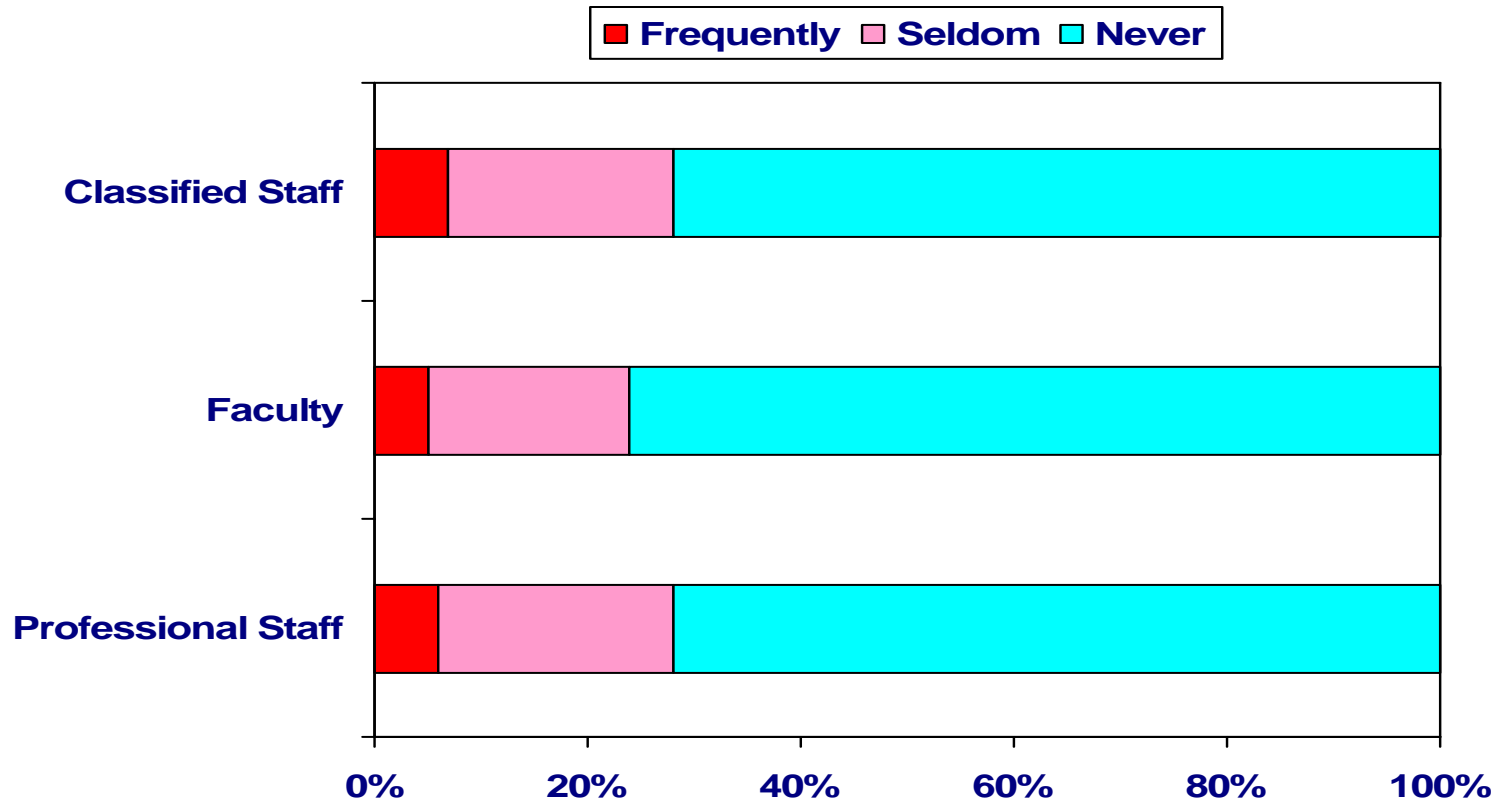


“Does Not Apply” responses excluded.

$$X^2_p = 0.9449$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

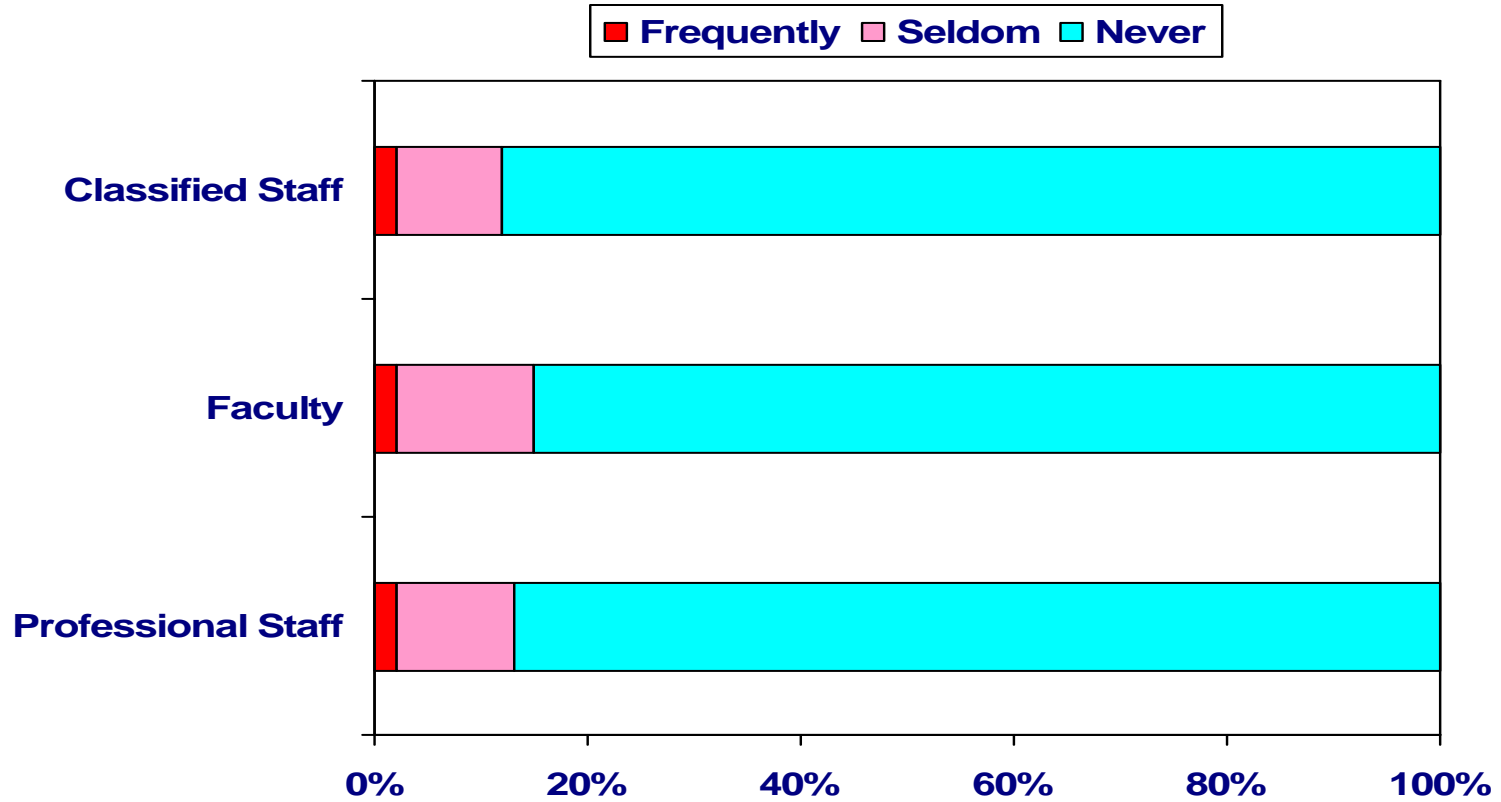


“Does Not Apply” responses excluded.

$$X^2 p = 0.2561$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

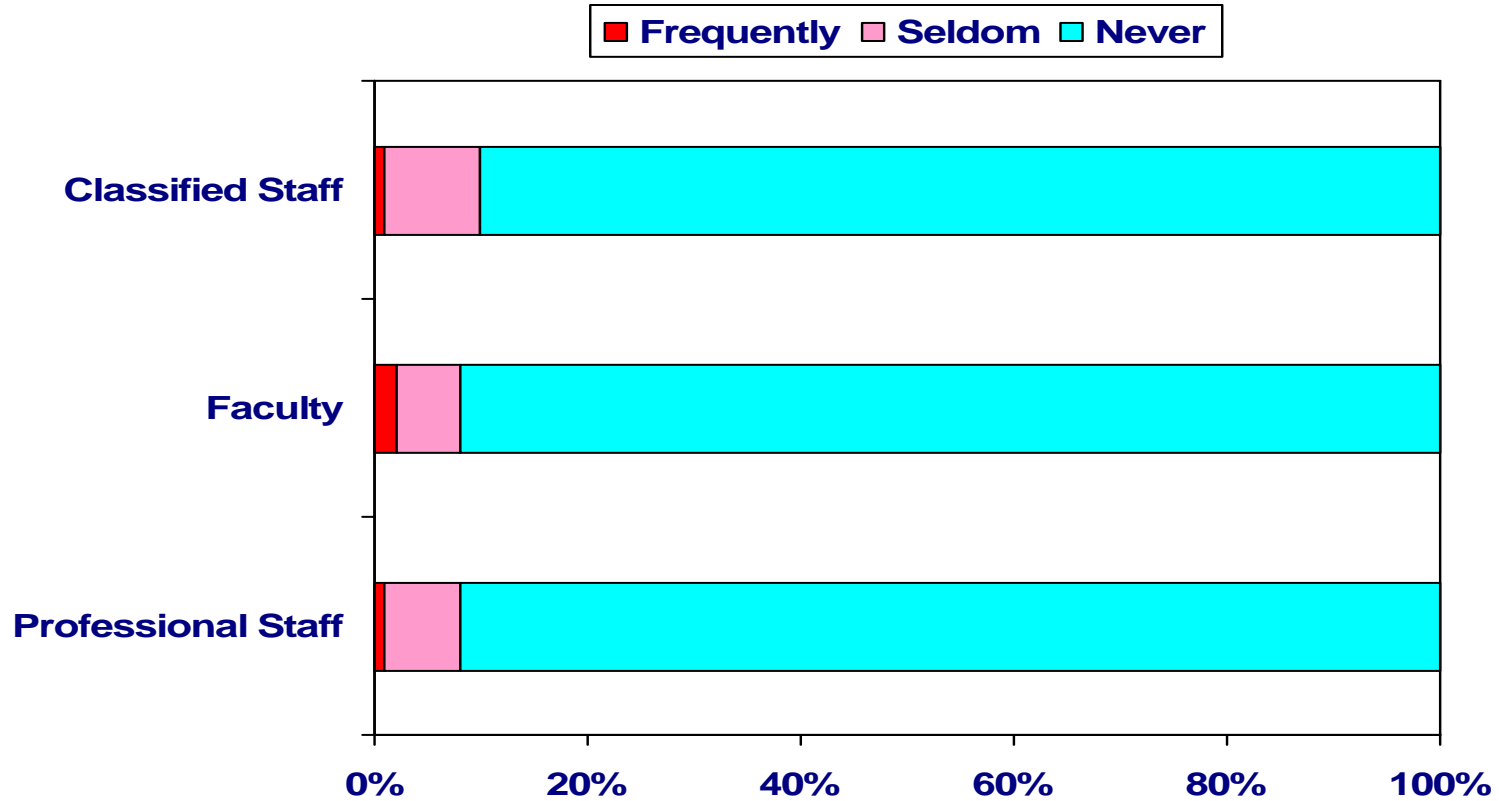


“Does Not Apply” responses excluded.

$$X^2 p = 0.3852$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

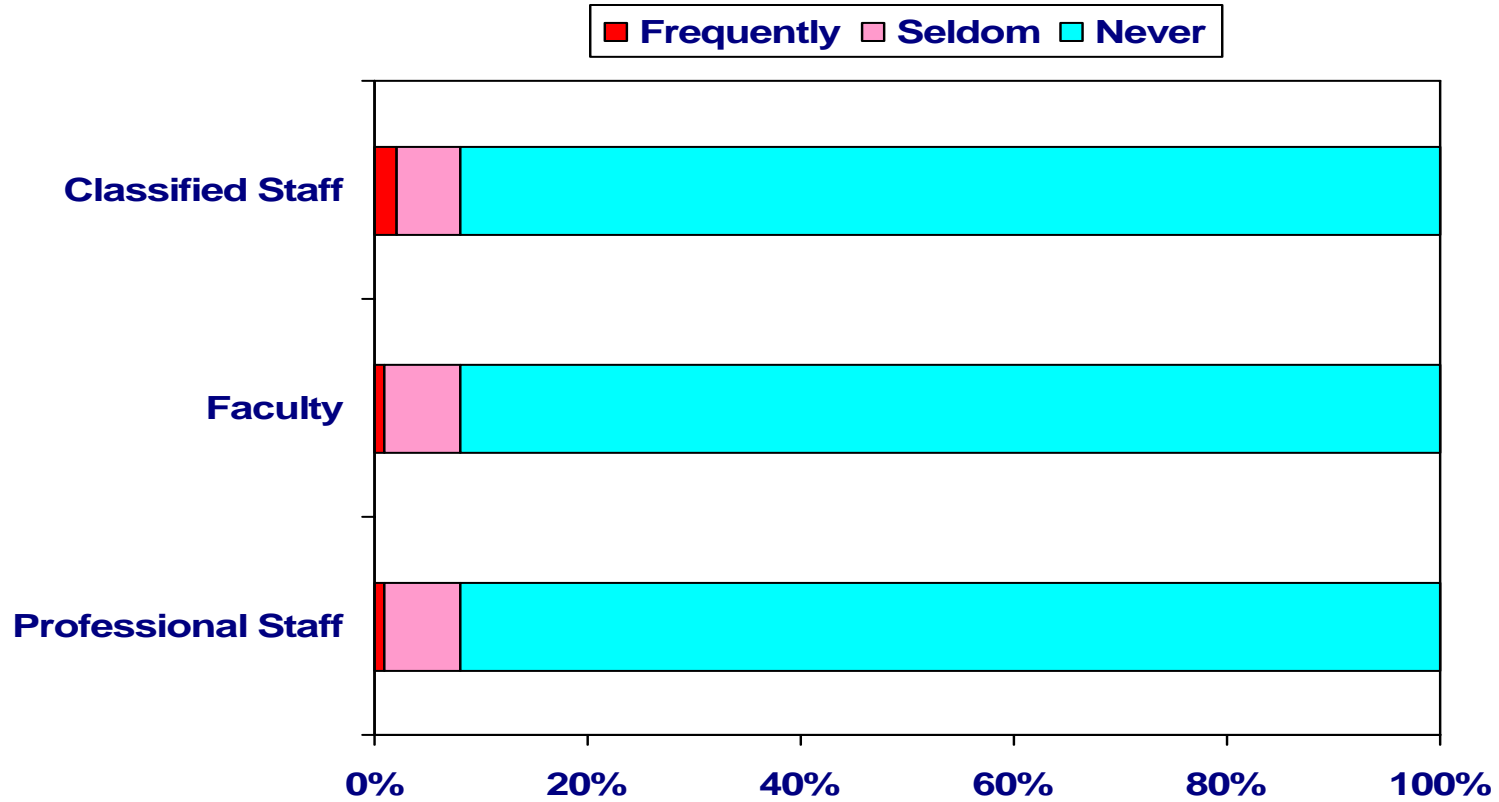


“Does Not Apply” responses excluded.

$$X^2 p = 0.2977$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

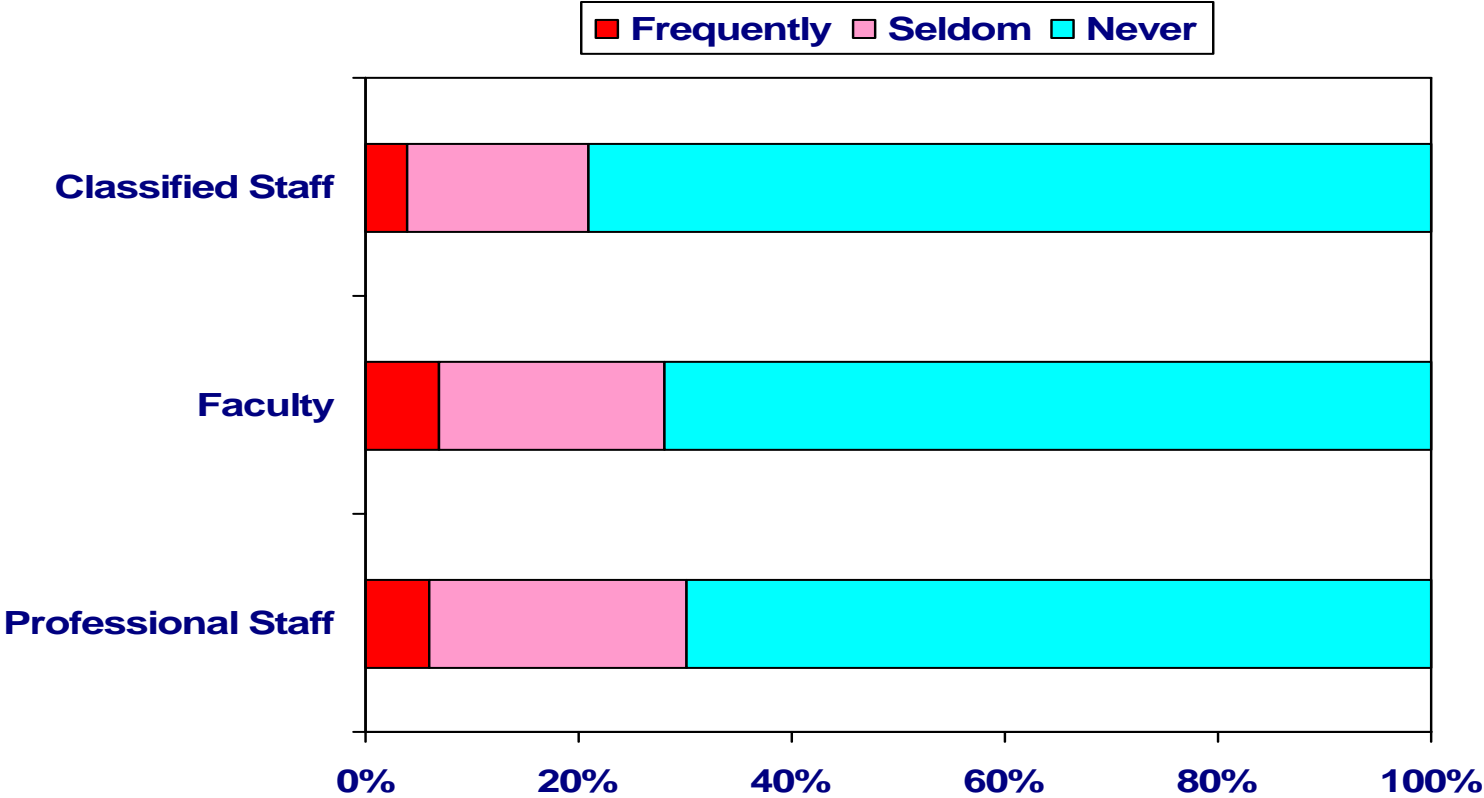


“Does Not Apply” responses excluded.

$$X^2 p = 0.0275$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

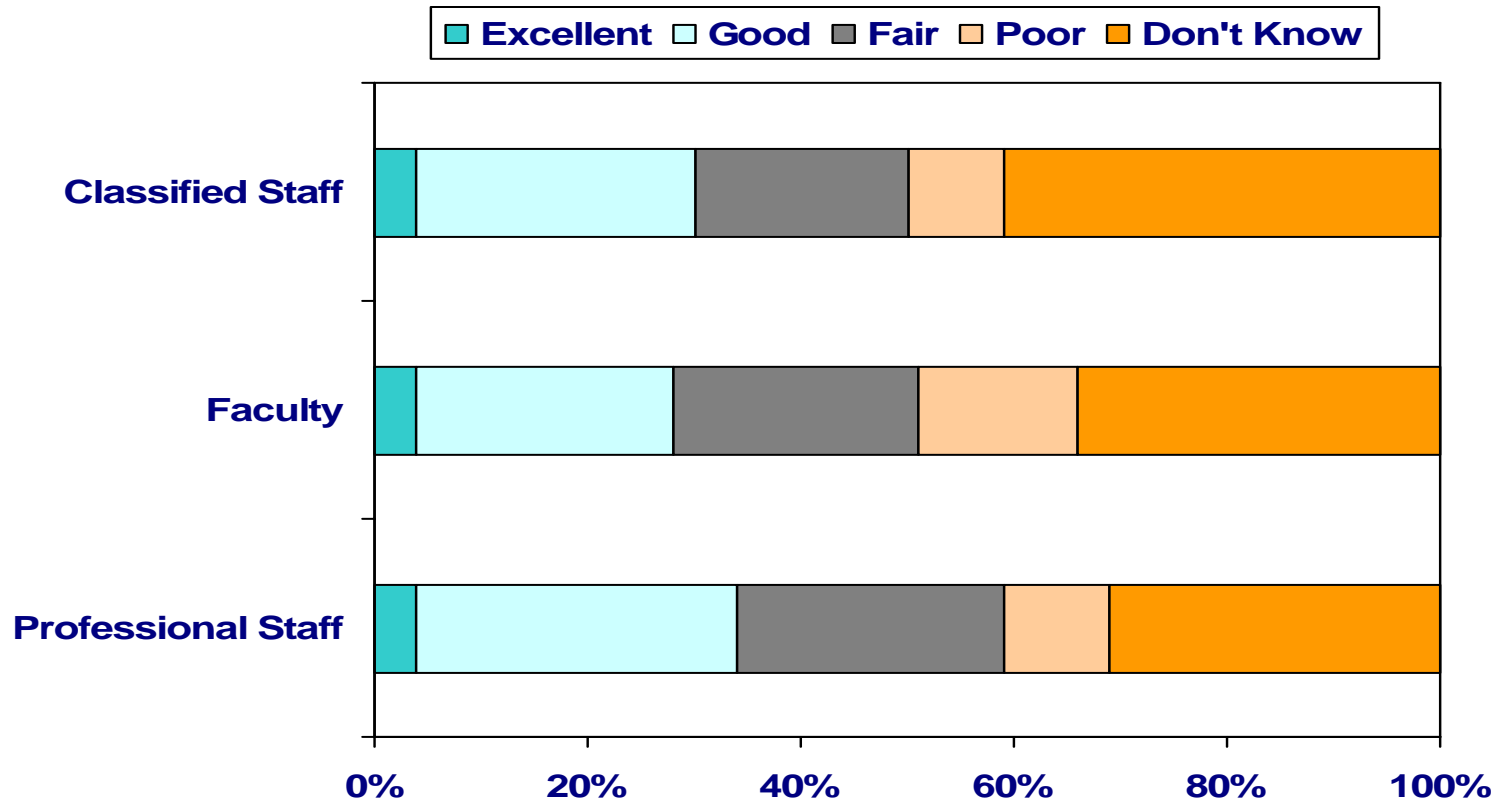


“Does Not Apply” responses excluded.

$X^2 p = 0.0008$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 65: Leadership by the Board of Regents.

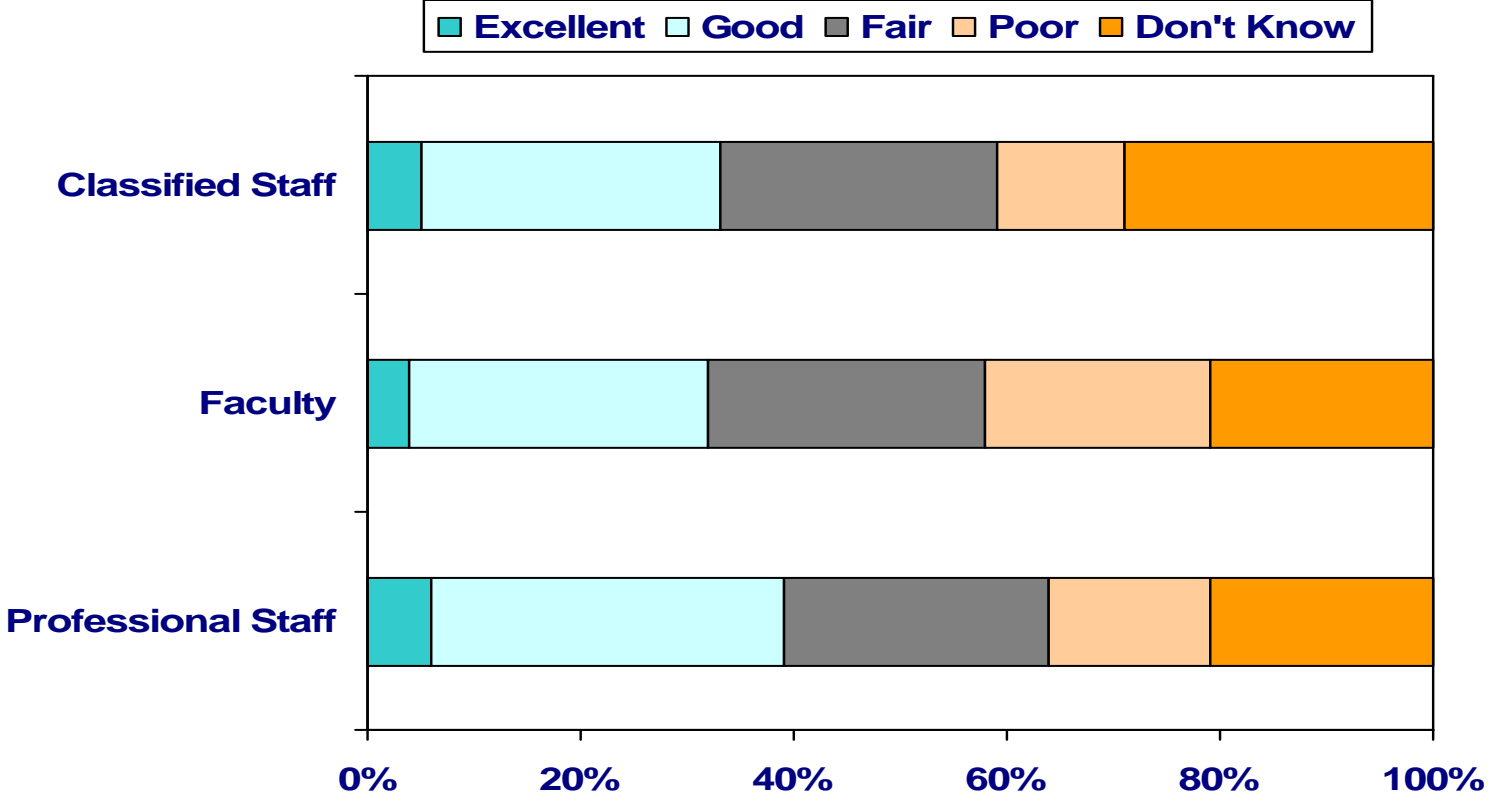


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 66: Leadership by Main campus upper level administrators.

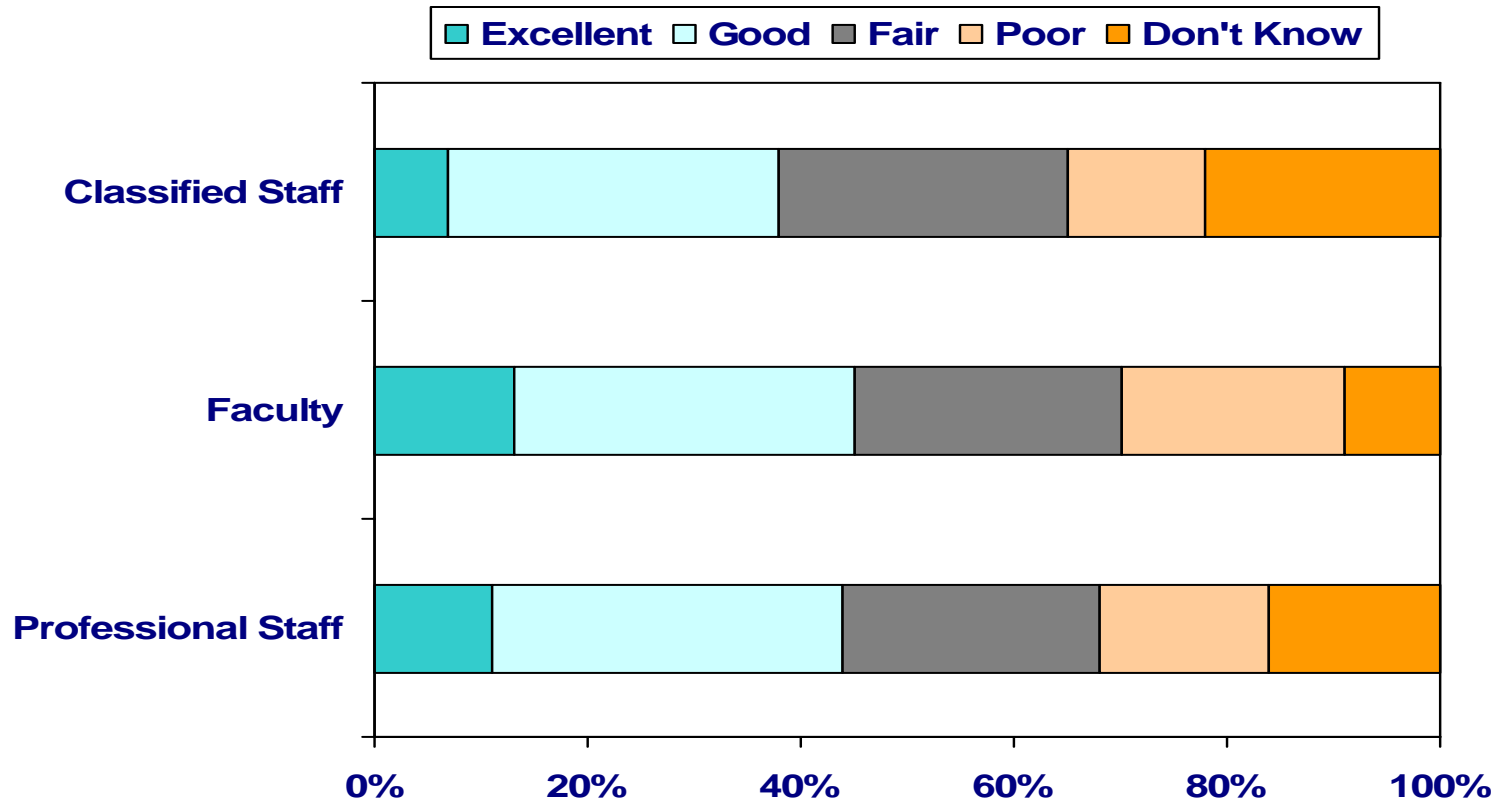


“Does Not Apply” responses excluded.

$X^2 p = < 0.0001$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

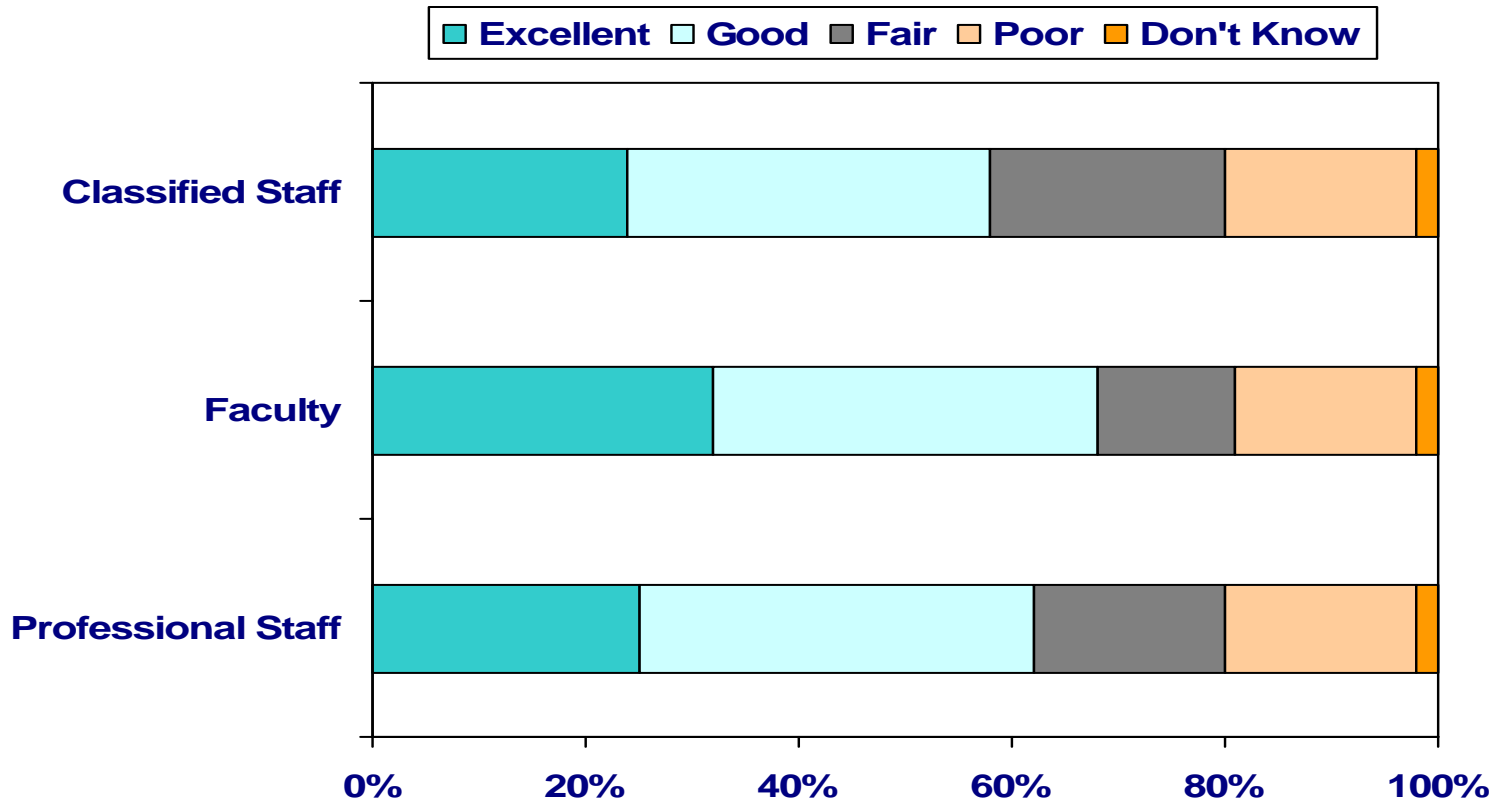


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

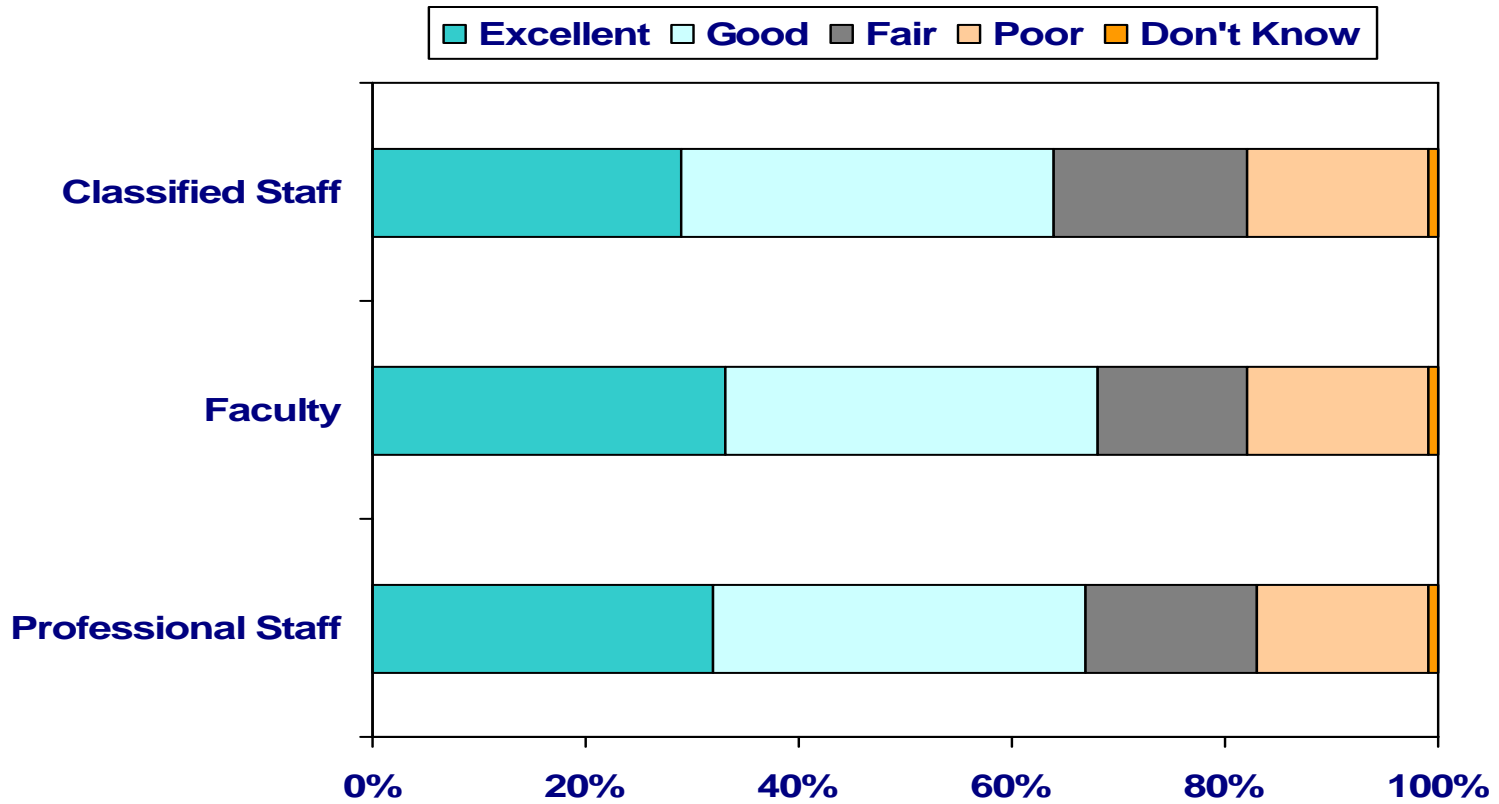


“Does Not Apply” responses excluded.

$$X^2 p = 0.0010$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 69: Leadership by your immediate supervisor.

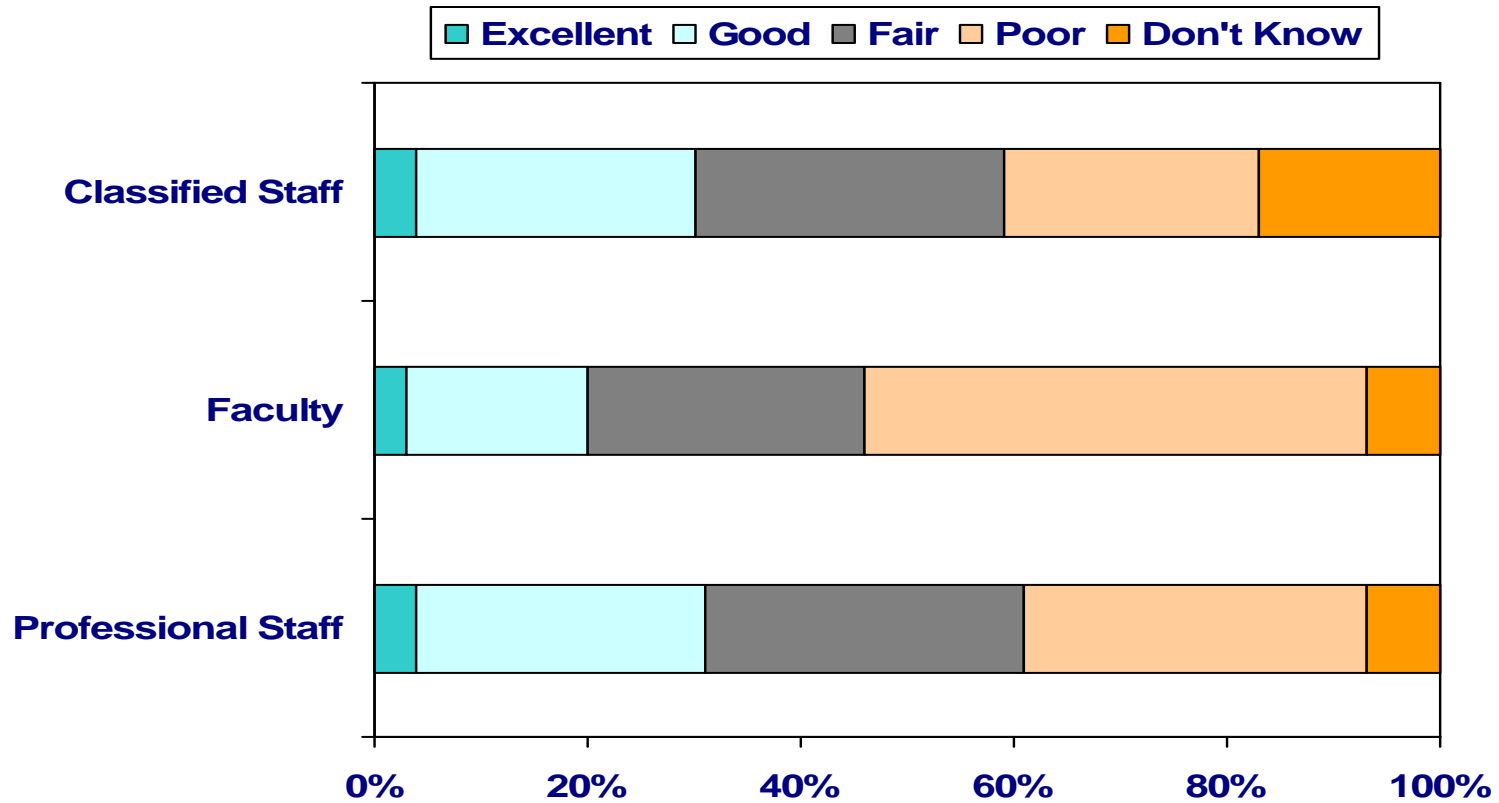


“Does Not Apply” responses excluded.

$$X^2 p = 0.0584$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 70: Adequacy of financial resources.

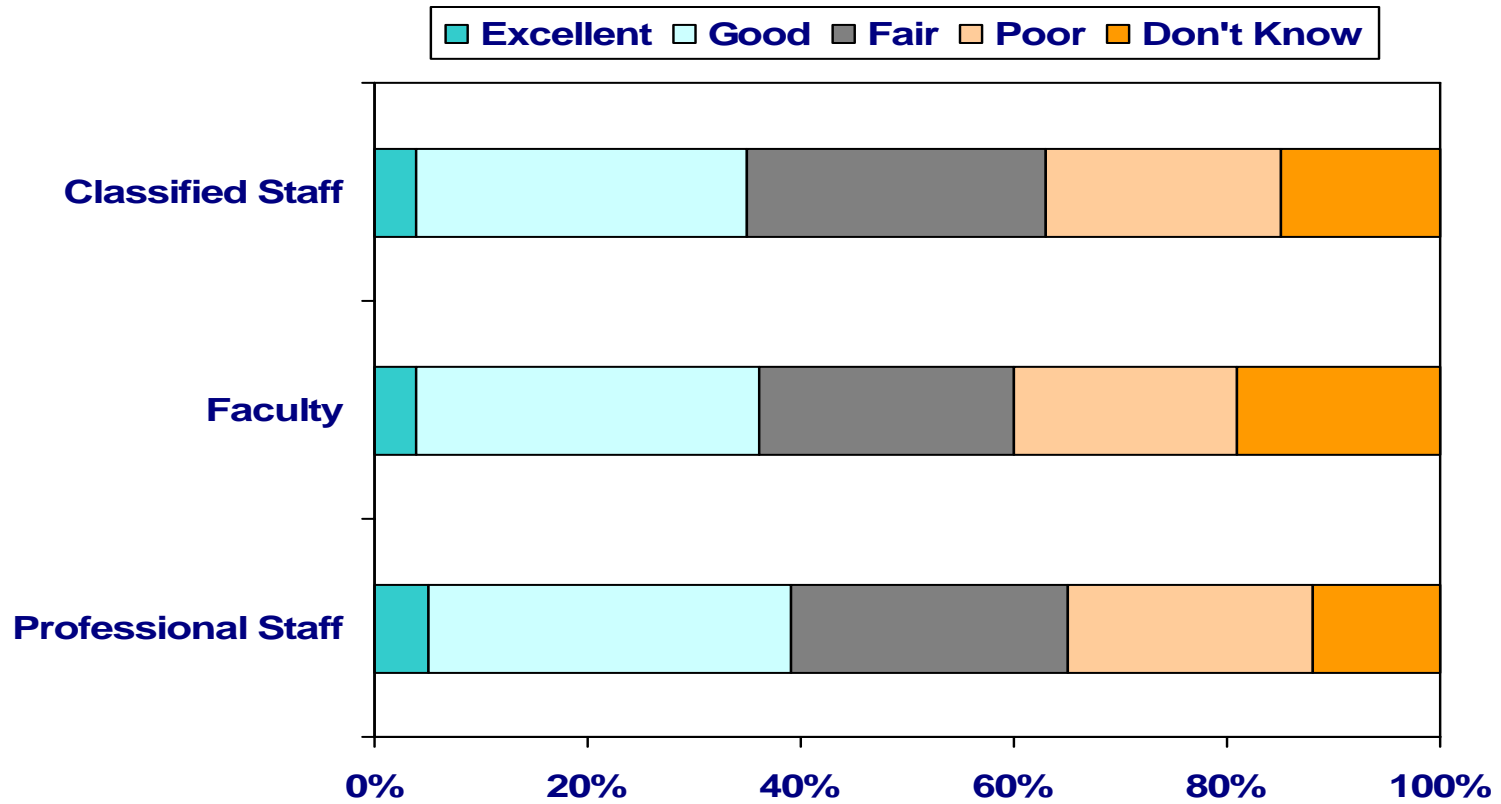


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 71: Equitable enforcement of policies.

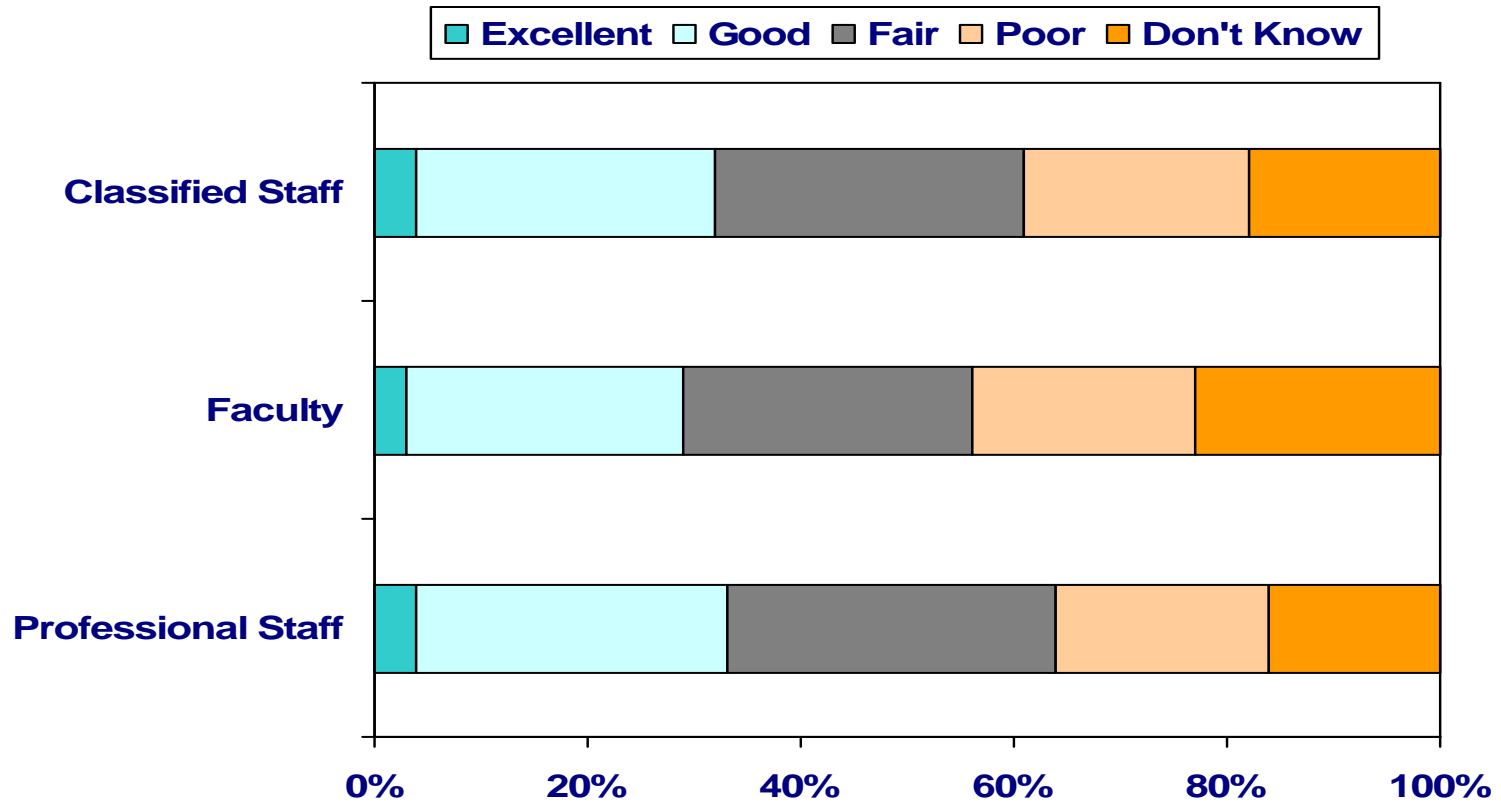


“Does Not Apply” responses excluded.

$$X^2 p = 0.0344$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 72: Timely enforcement of policies.

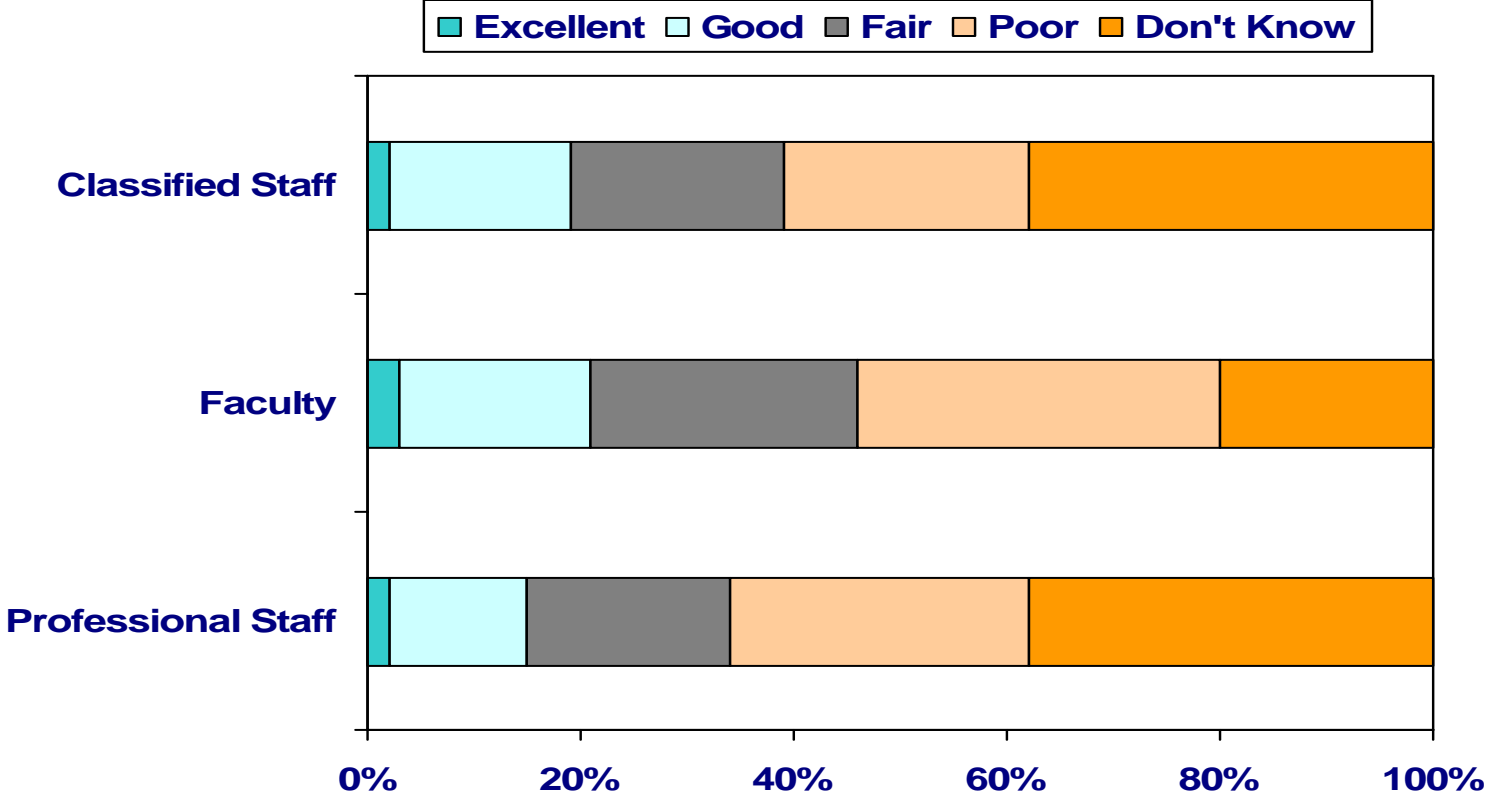


“Does Not Apply” responses excluded.

$$X^2 p = 0.1299$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 73: Employee mentoring program(s).

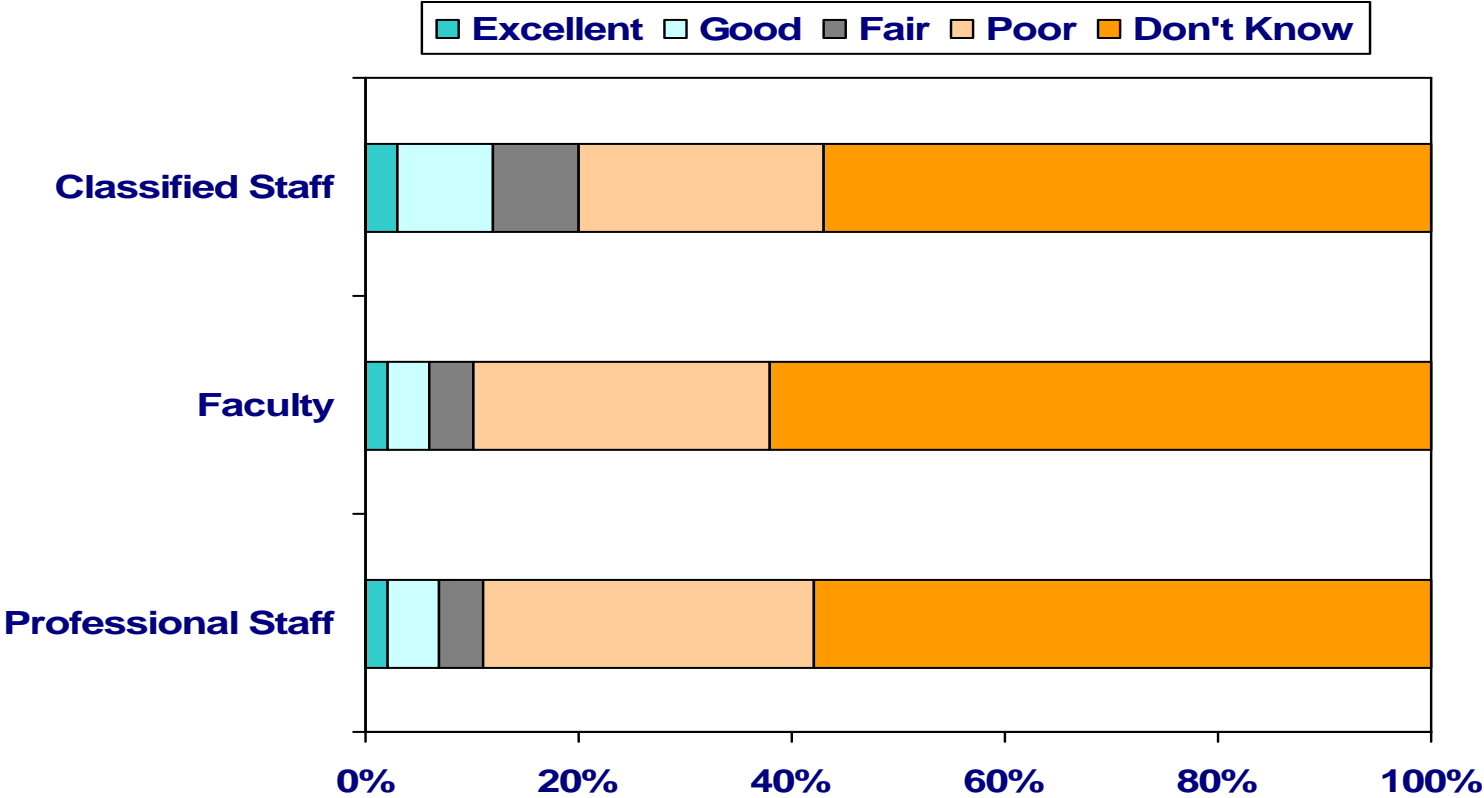


"Does Not Apply" responses excluded.

$X^2 p = < 0.0001$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 74: On-site child care services.

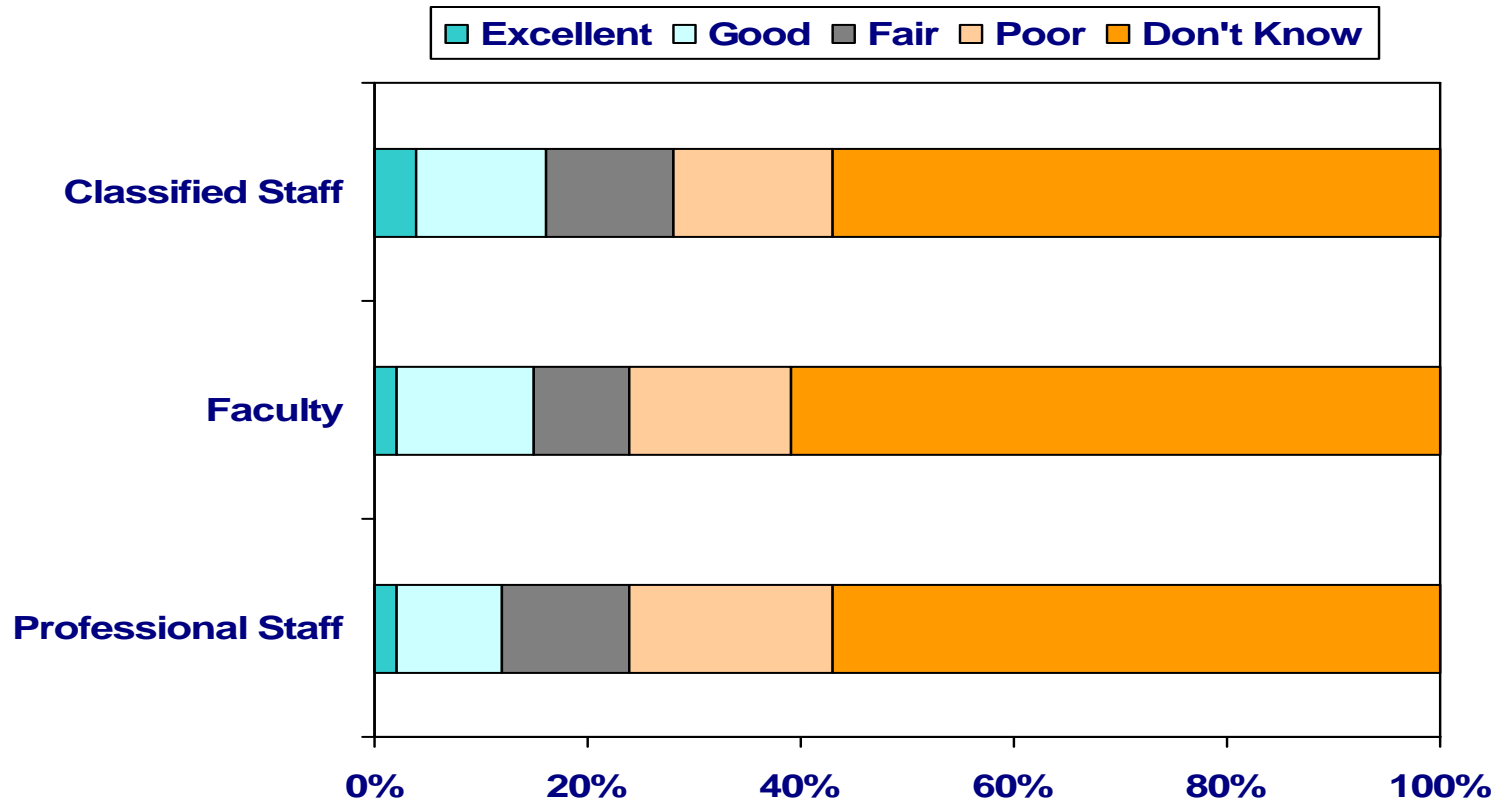


“Does Not Apply” responses excluded.

$X^2 p = 0.0052$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

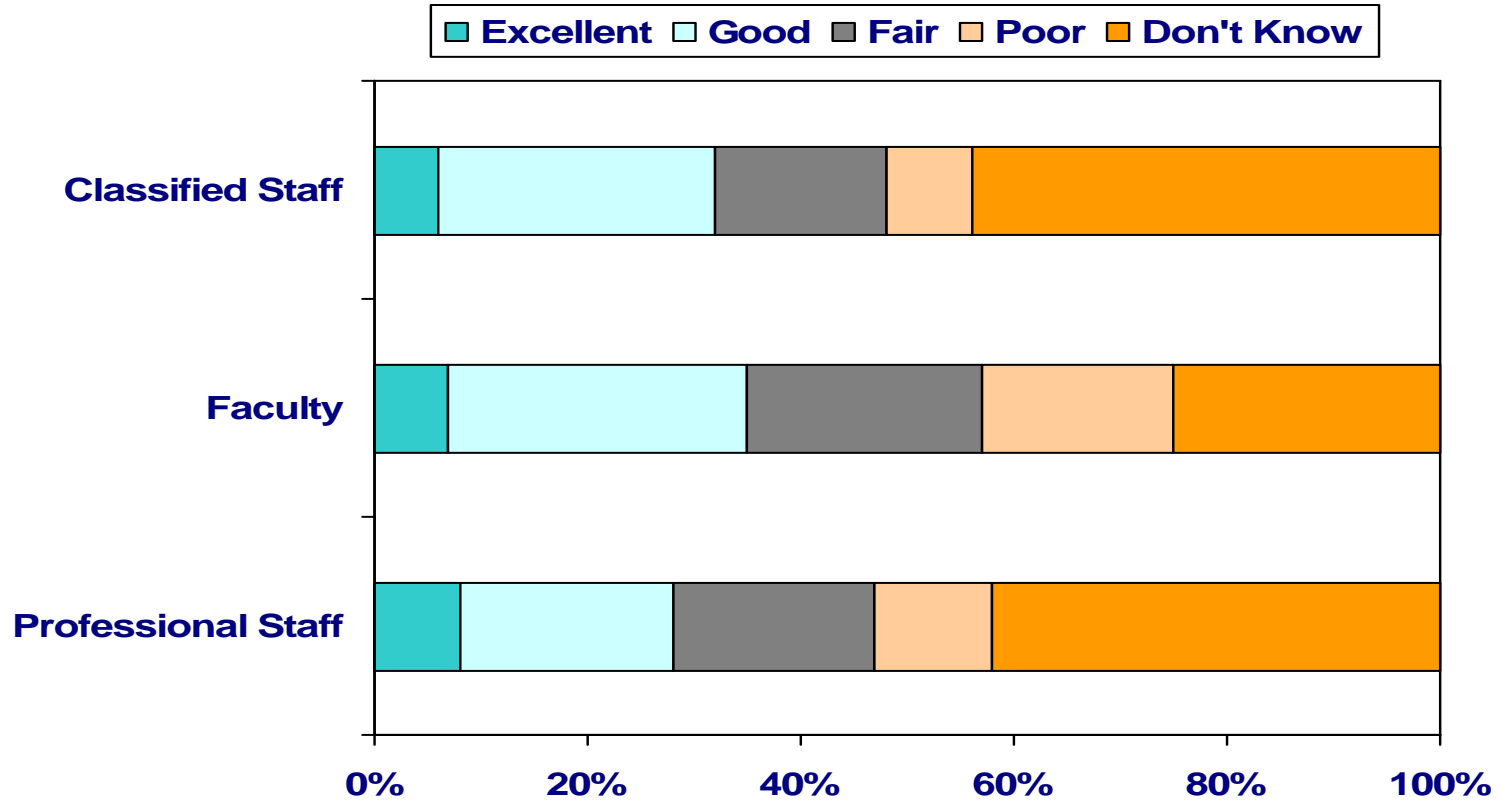


“Does Not Apply” responses excluded.

$$X^2 p = 0.0687$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

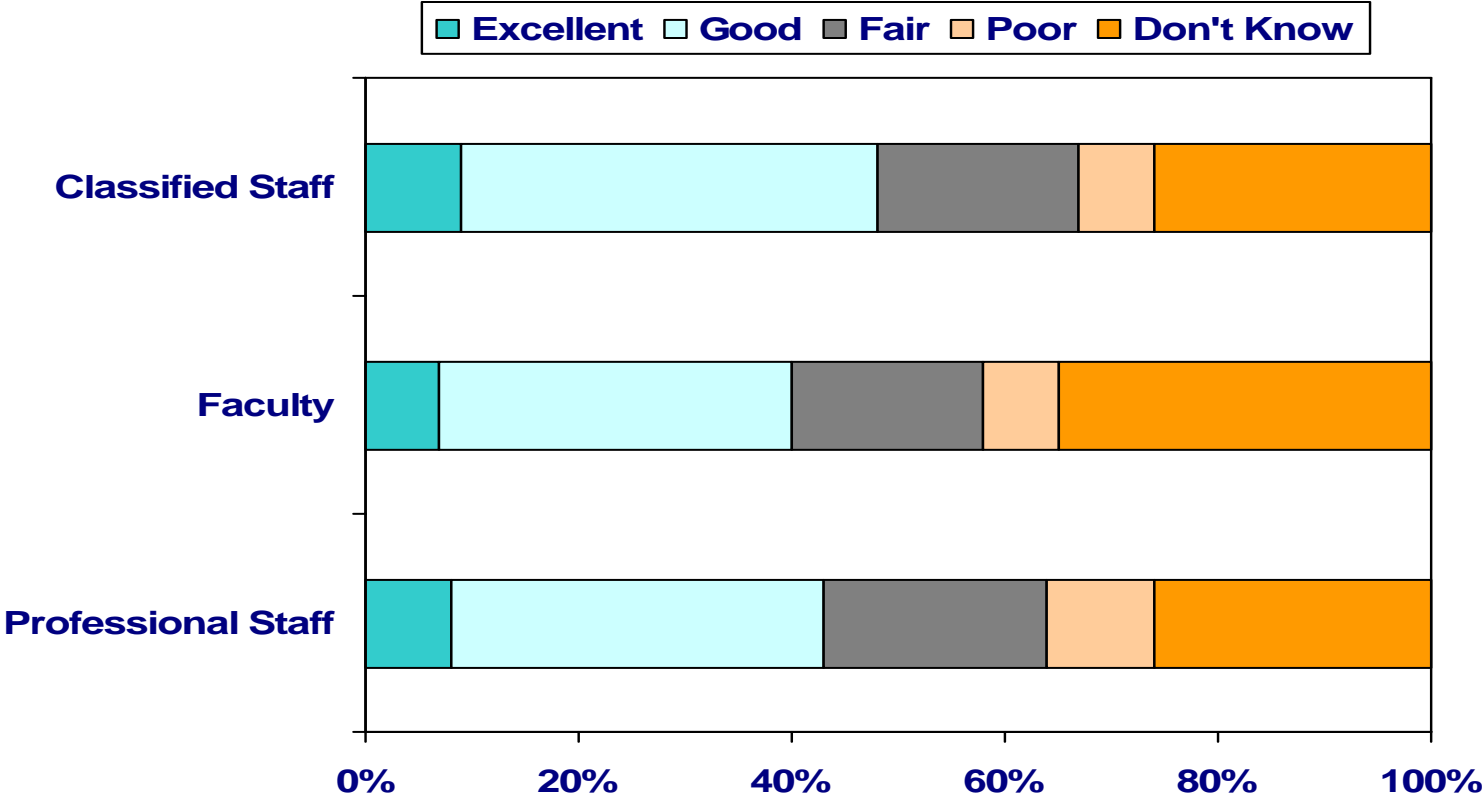


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 77: NMSU continuing education programs.

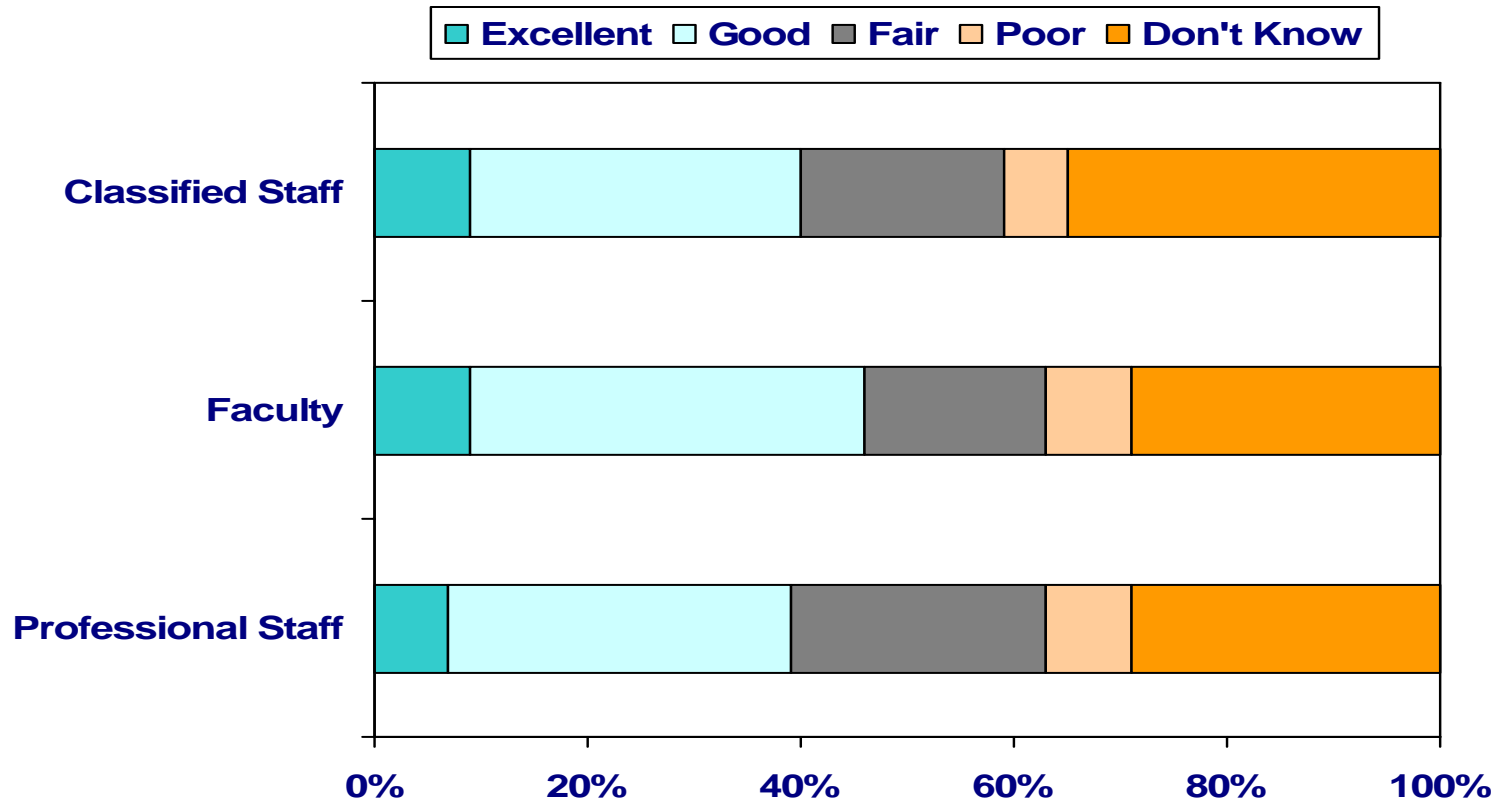


“Does Not Apply” responses excluded.

$X^2 p = 0.0013$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

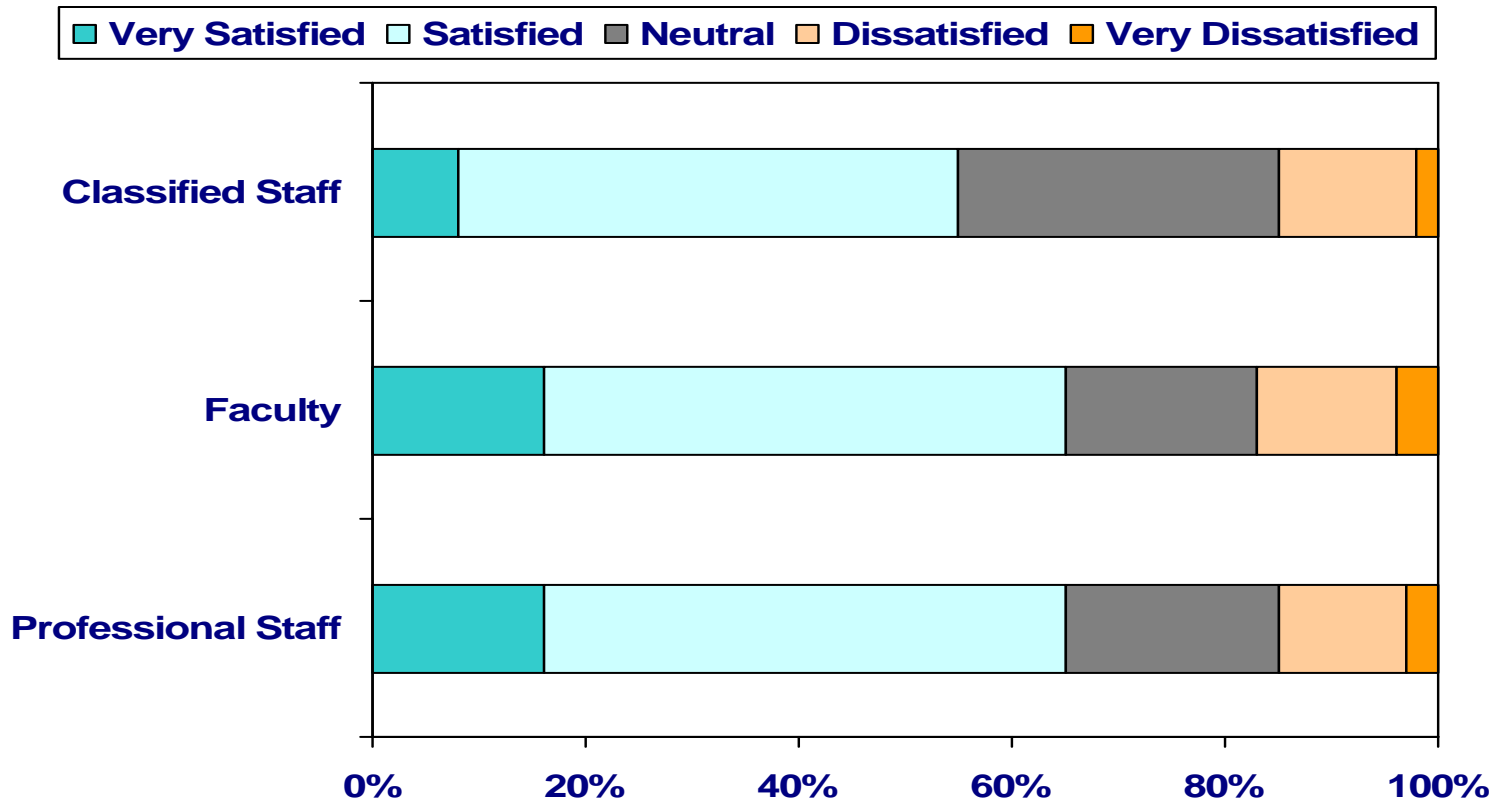


"Does Not Apply" responses excluded.

$$X^2 p = 0.0019$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

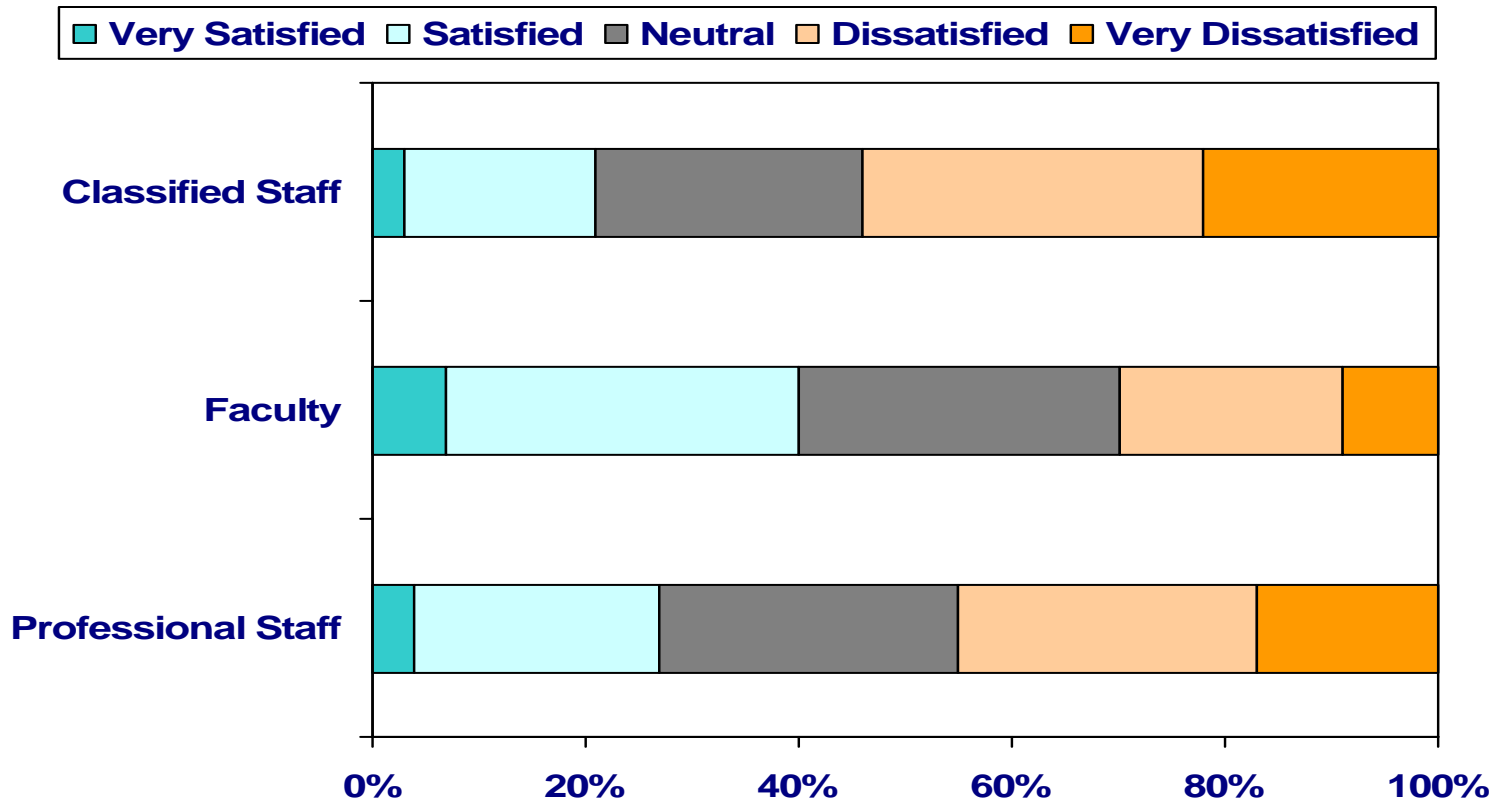


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 80: Opportunities for promotion within NMSU.

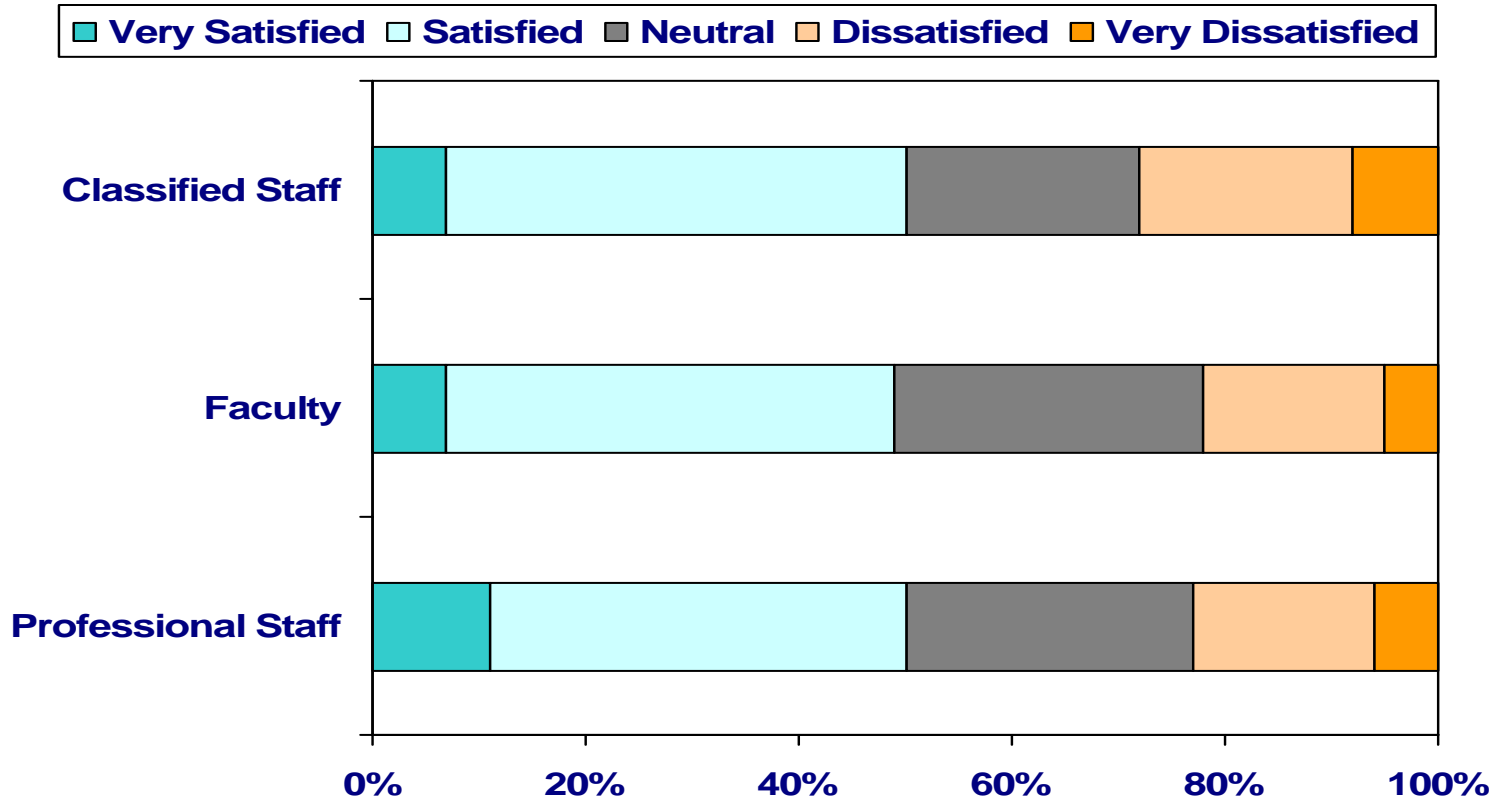


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

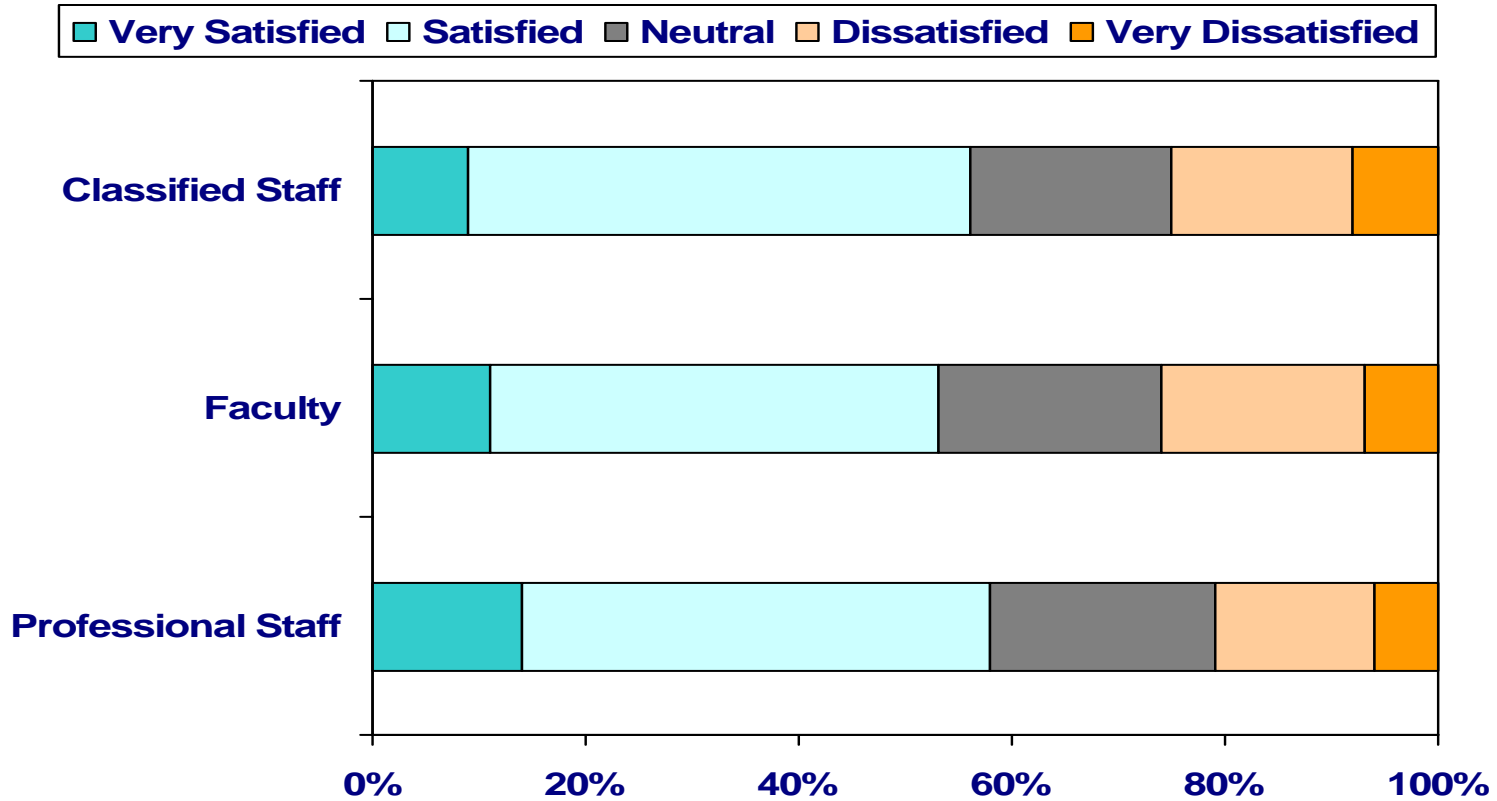


"Does Not Apply" responses excluded.

$$X^2 p = 0.0012$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

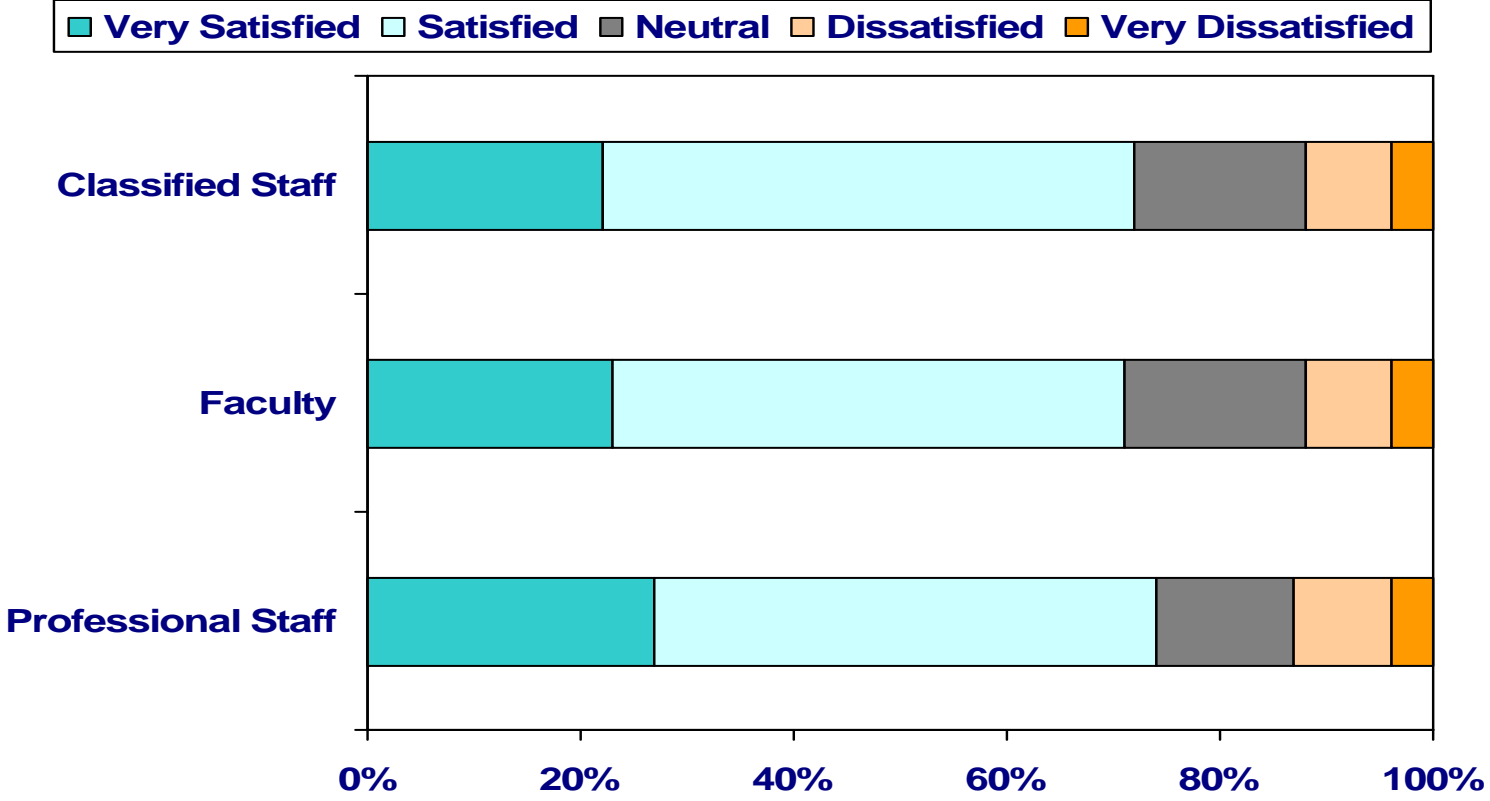


“Does Not Apply” responses excluded.

$$X^2 p = 0.0872$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

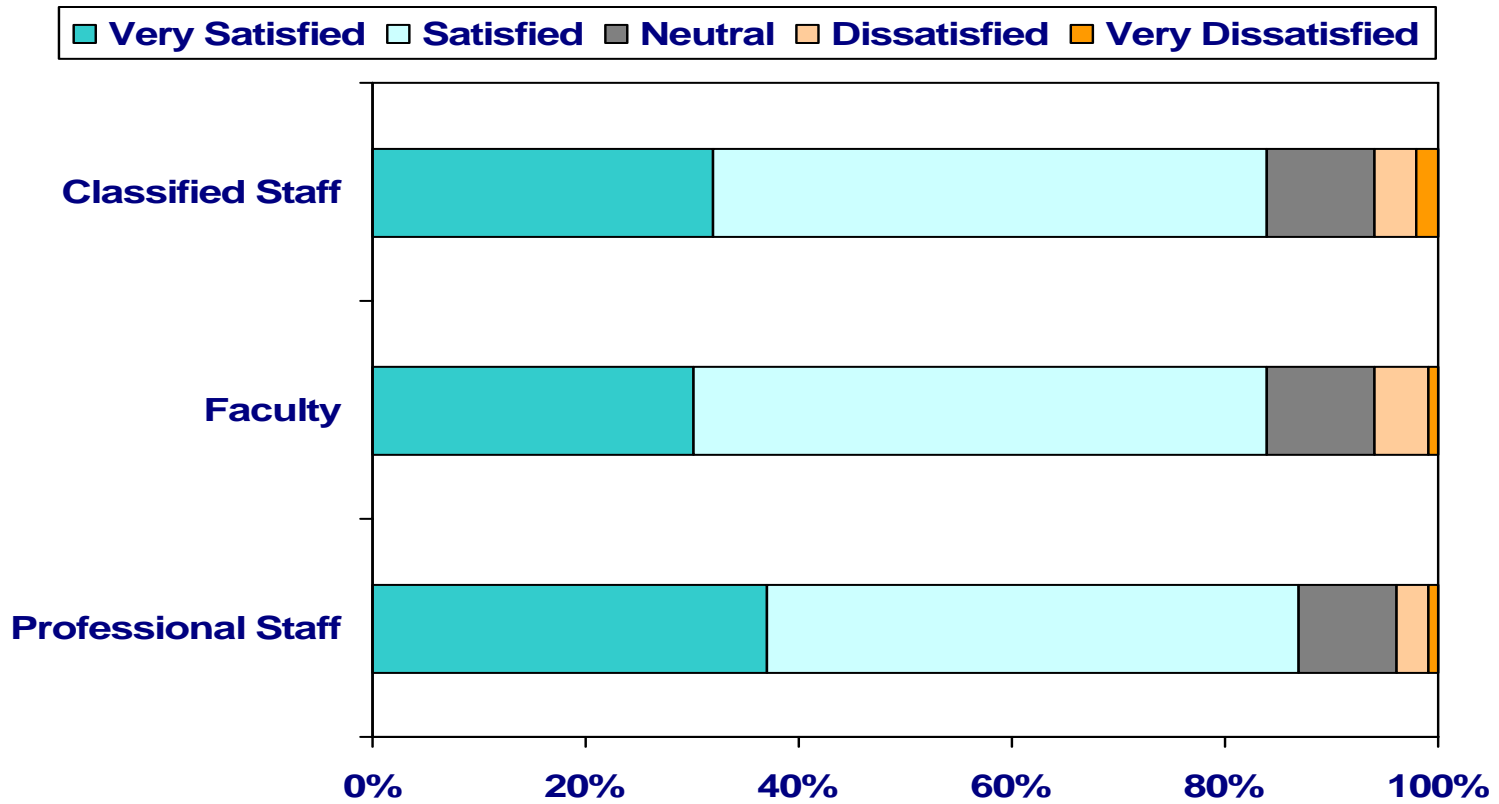


“Does Not Apply” responses excluded.

$X^2_p = 0.4559$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 84: Your working relationship with co-workers.

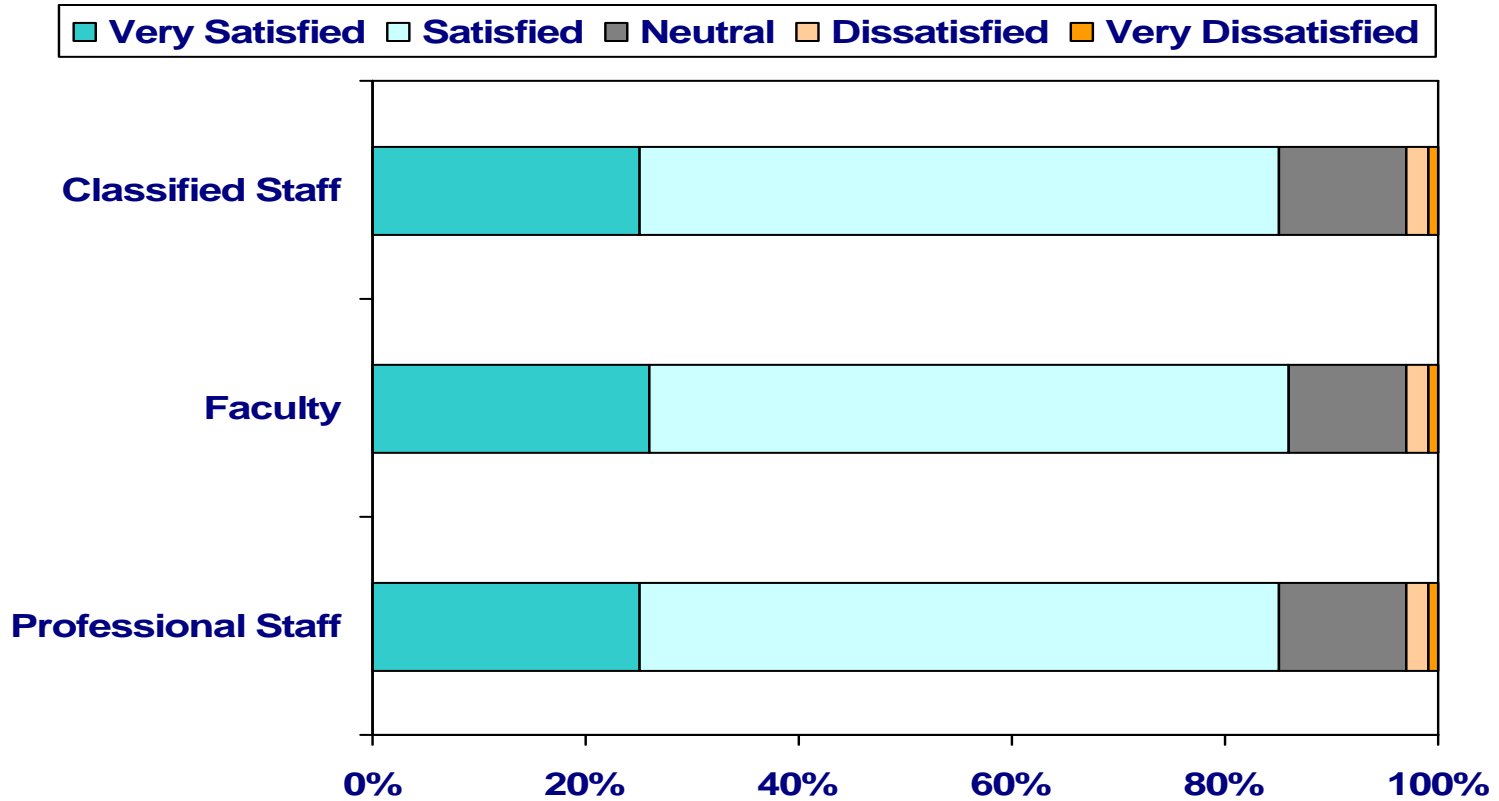


“Does Not Apply” responses excluded.

$$X^2 p = 0.0656$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 85: Your working relationship with other employees.

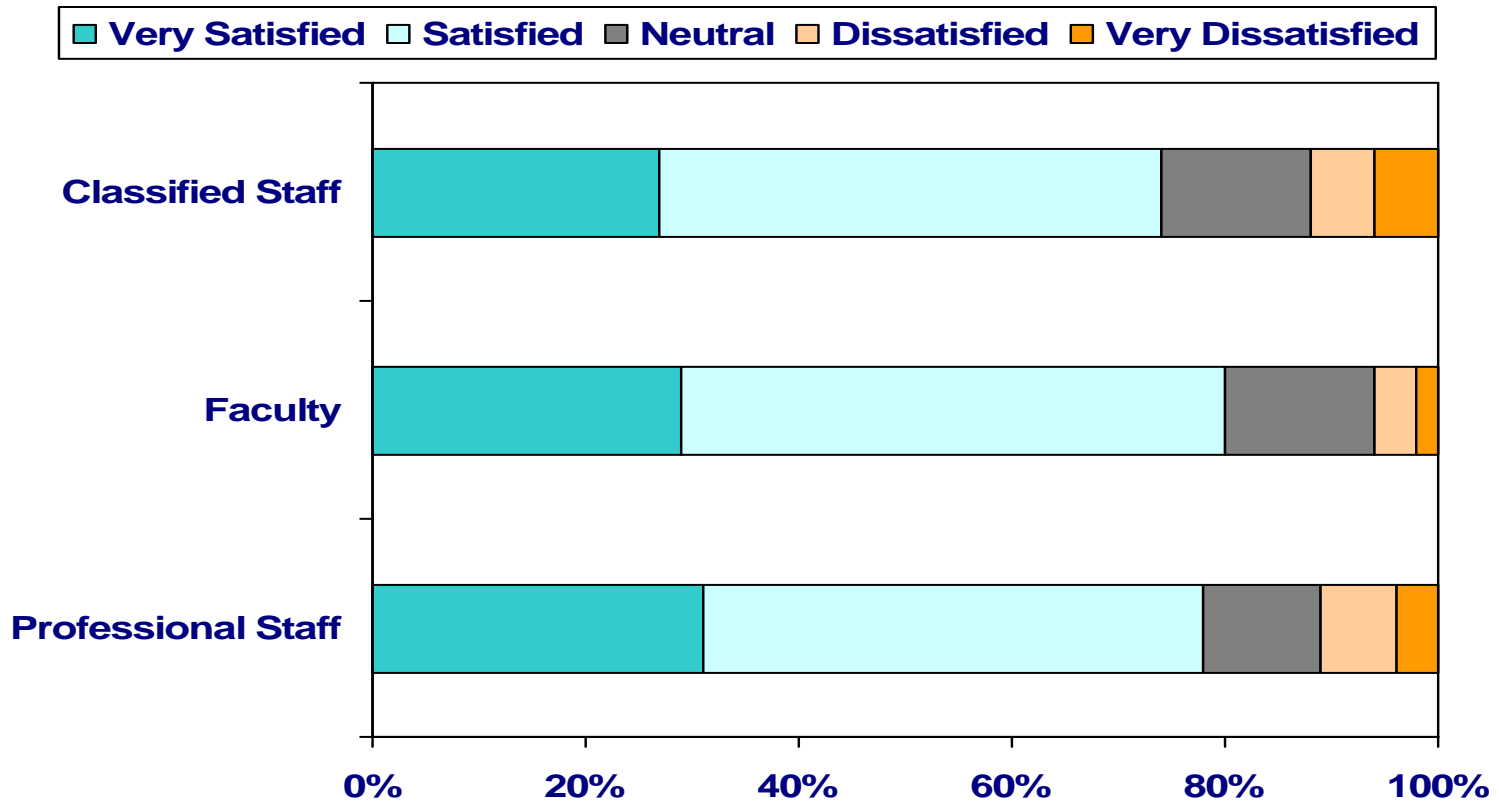


“Does Not Apply” responses excluded.

$$X^2_p = 0.9504$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 86: Flexible work arrangements.

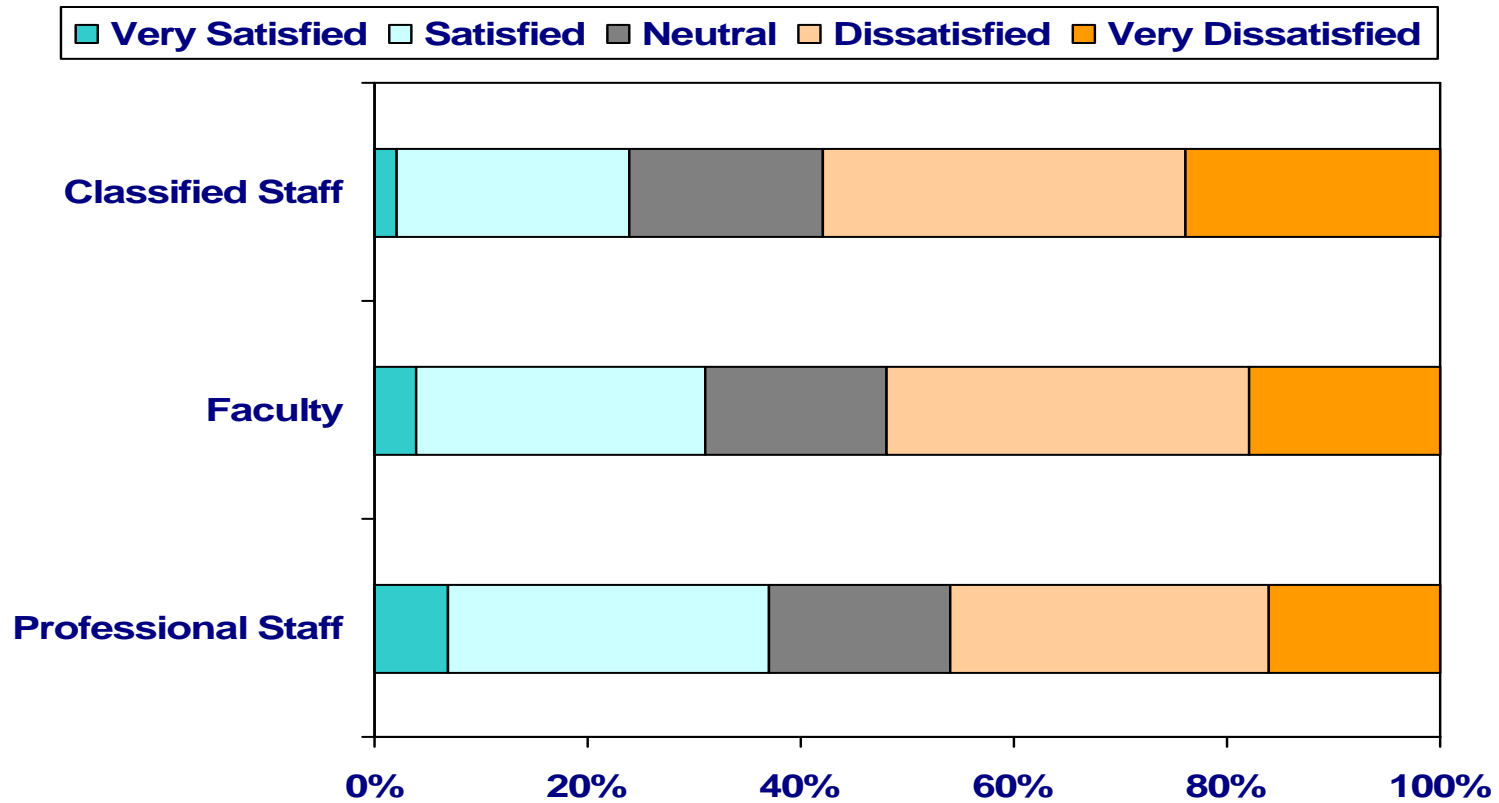


“Does Not Apply” responses excluded.

$$X^2 p = 0.0005$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 87: Your salary.

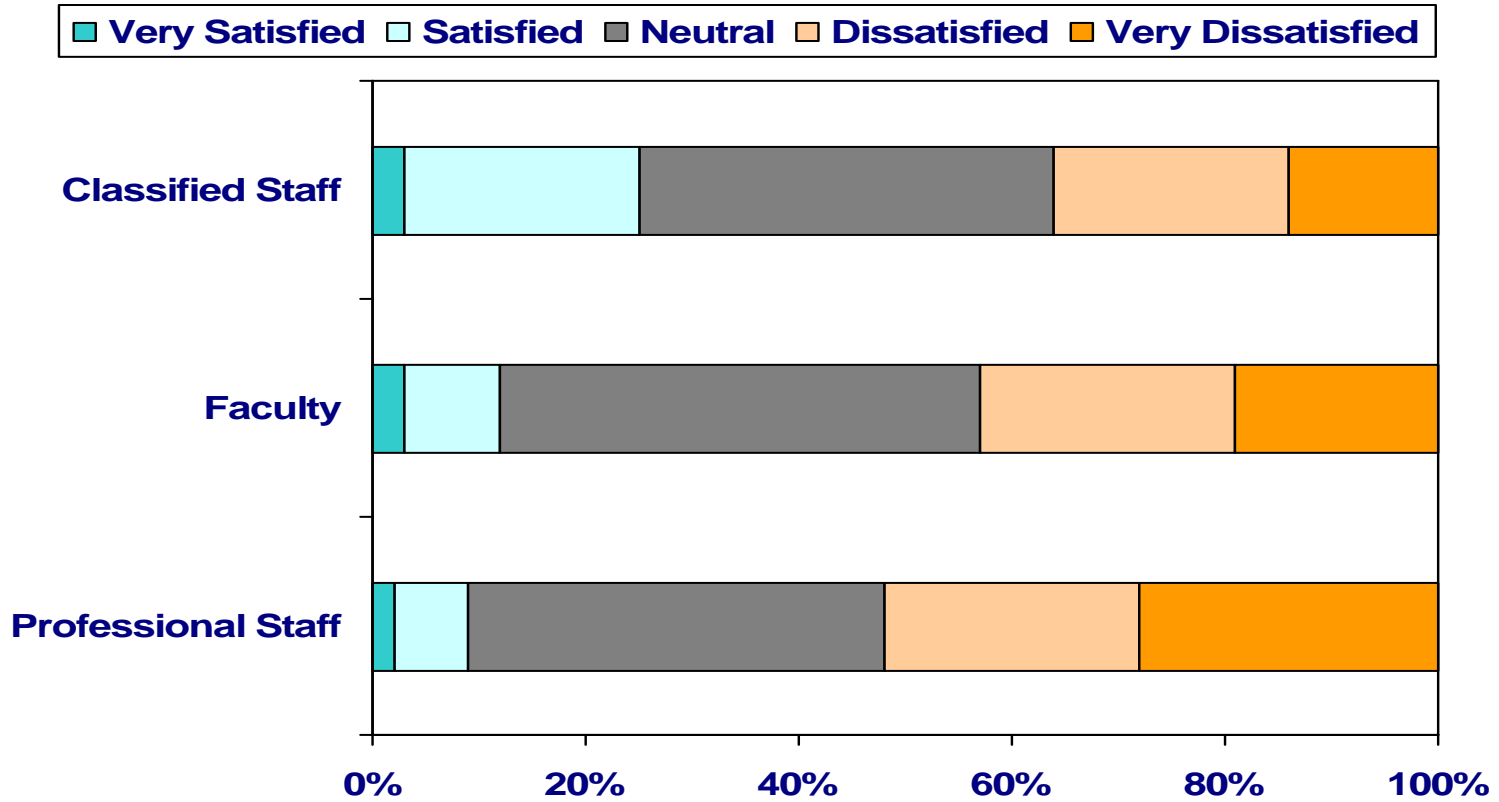


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 88: Availability of child care services.

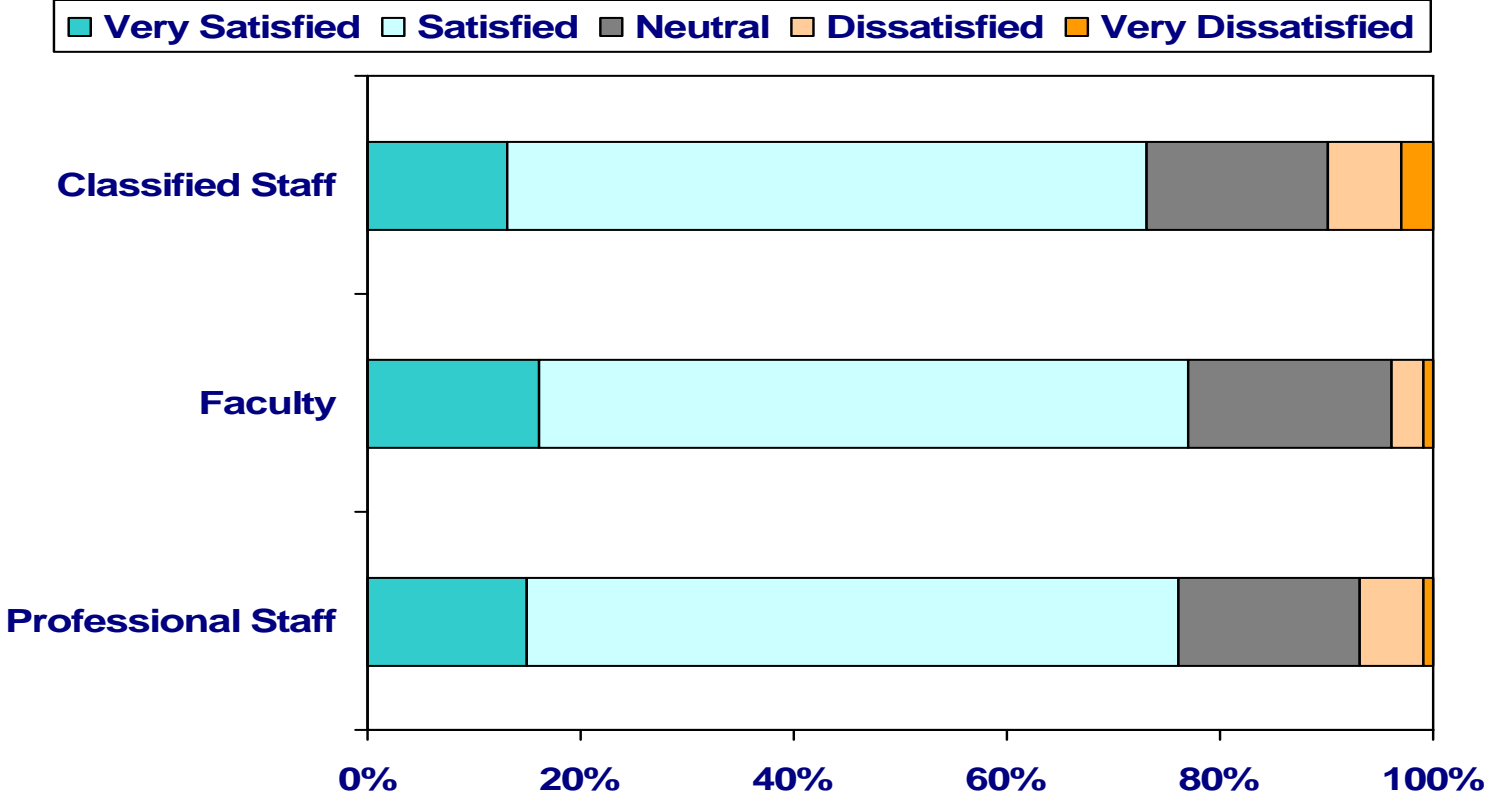


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 89: Level of safety in your workplace.

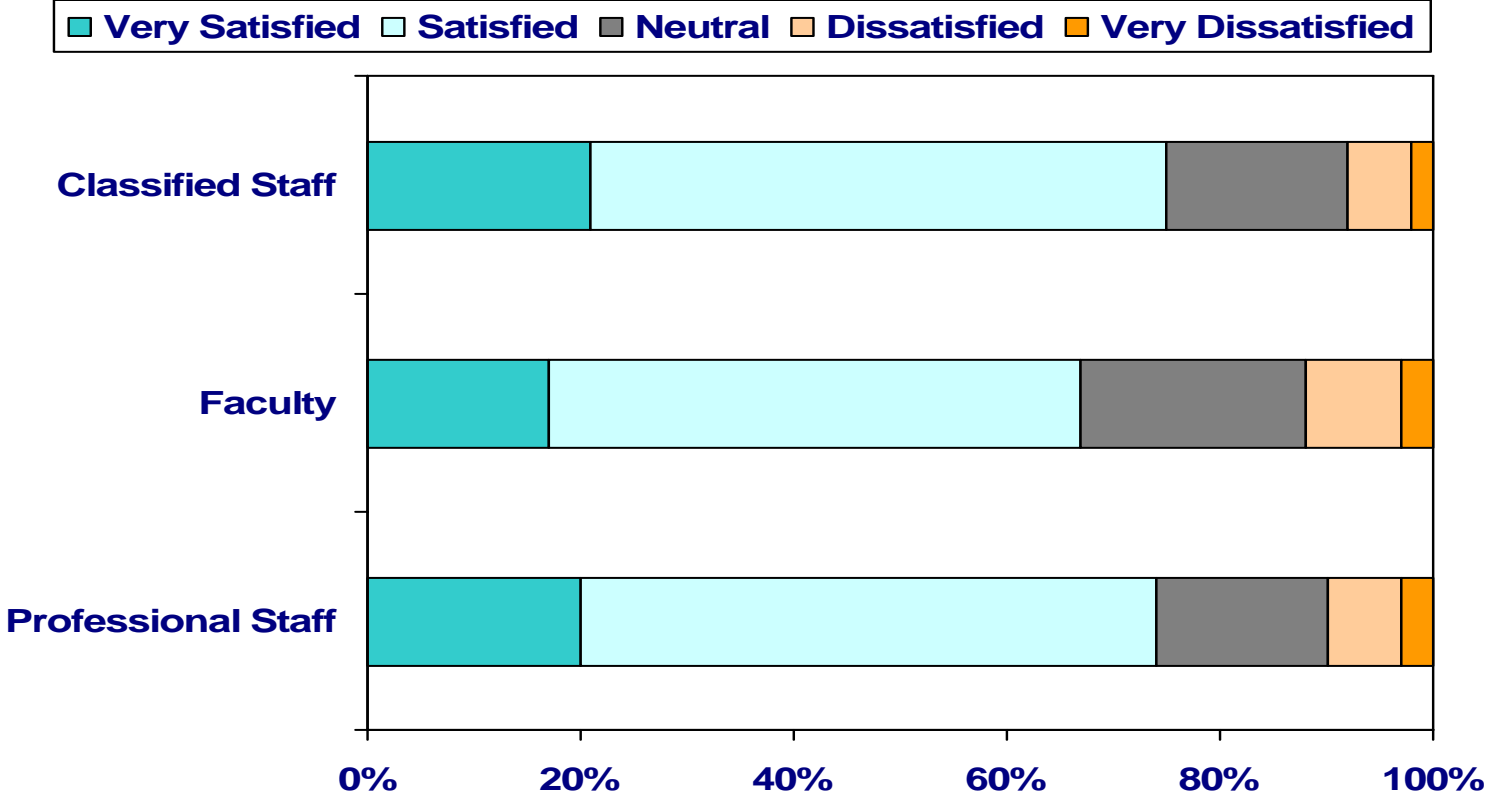


“Does Not Apply” responses excluded.

$X^2_p = 0.0013$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 90: Your employment at NMSU.

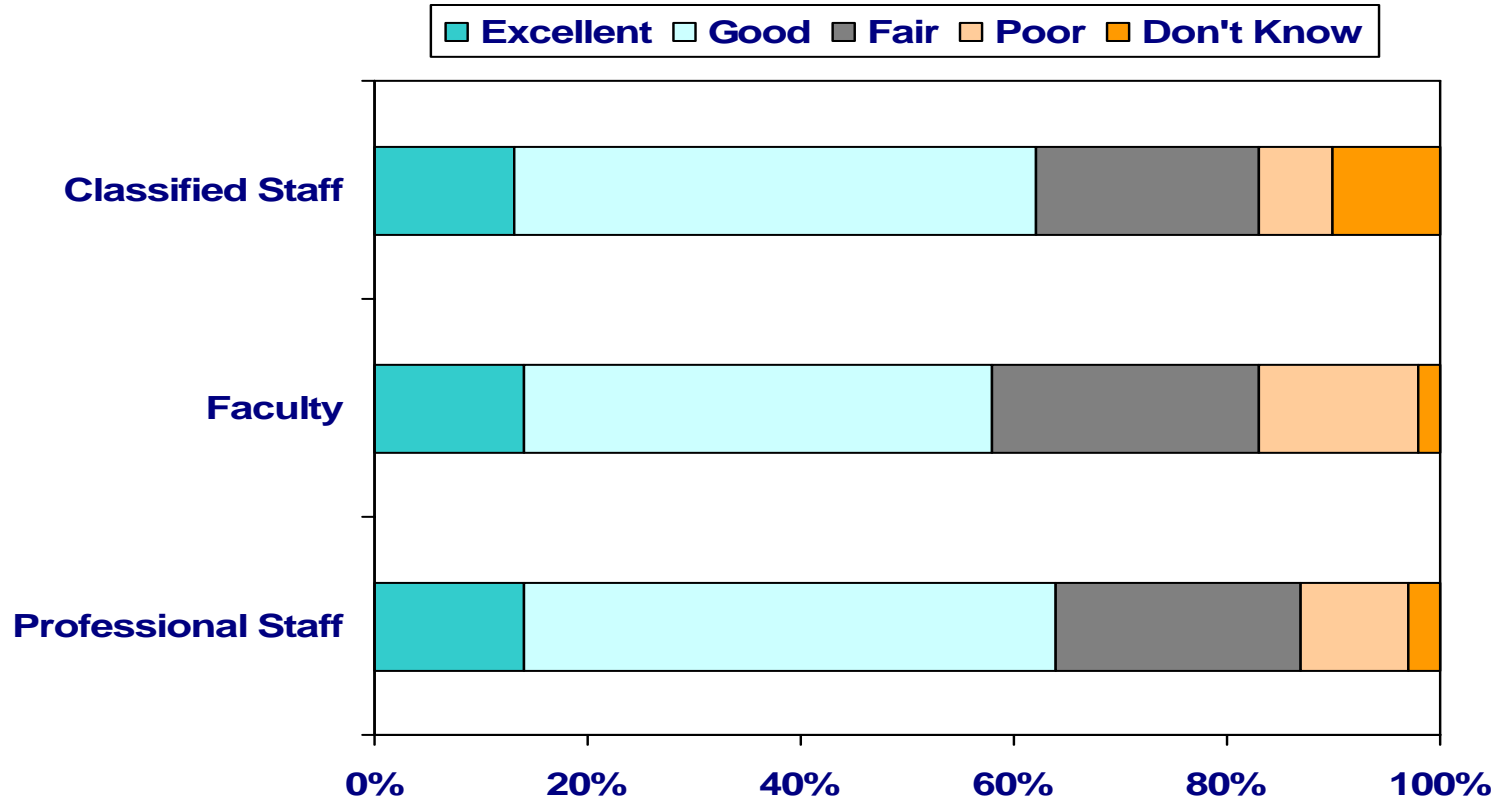


“Does Not Apply” responses excluded.

$X^2_p = 0.0118$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 91: Adequacy of technological resources.

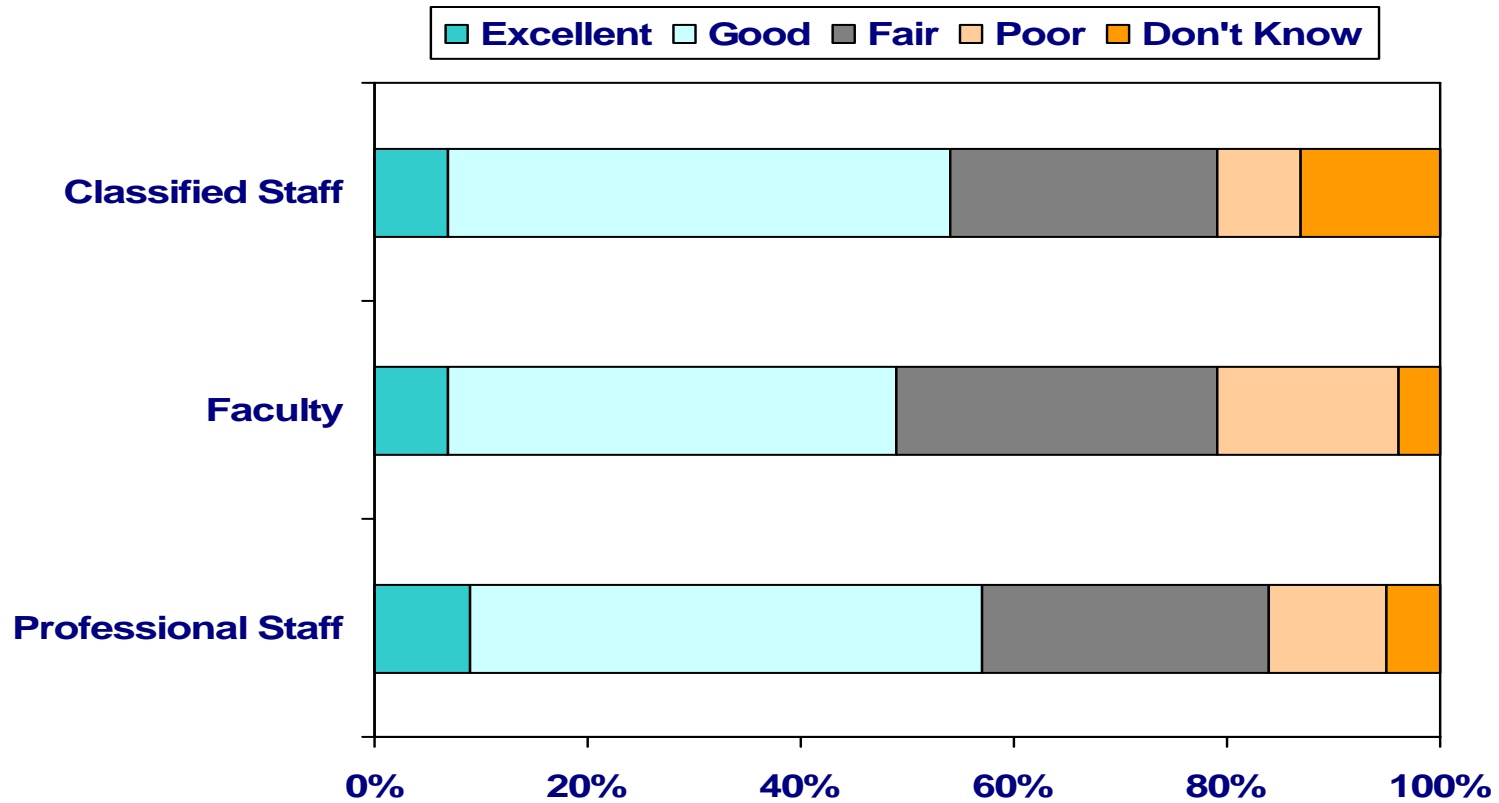


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 92: Adequacy of physical resources.

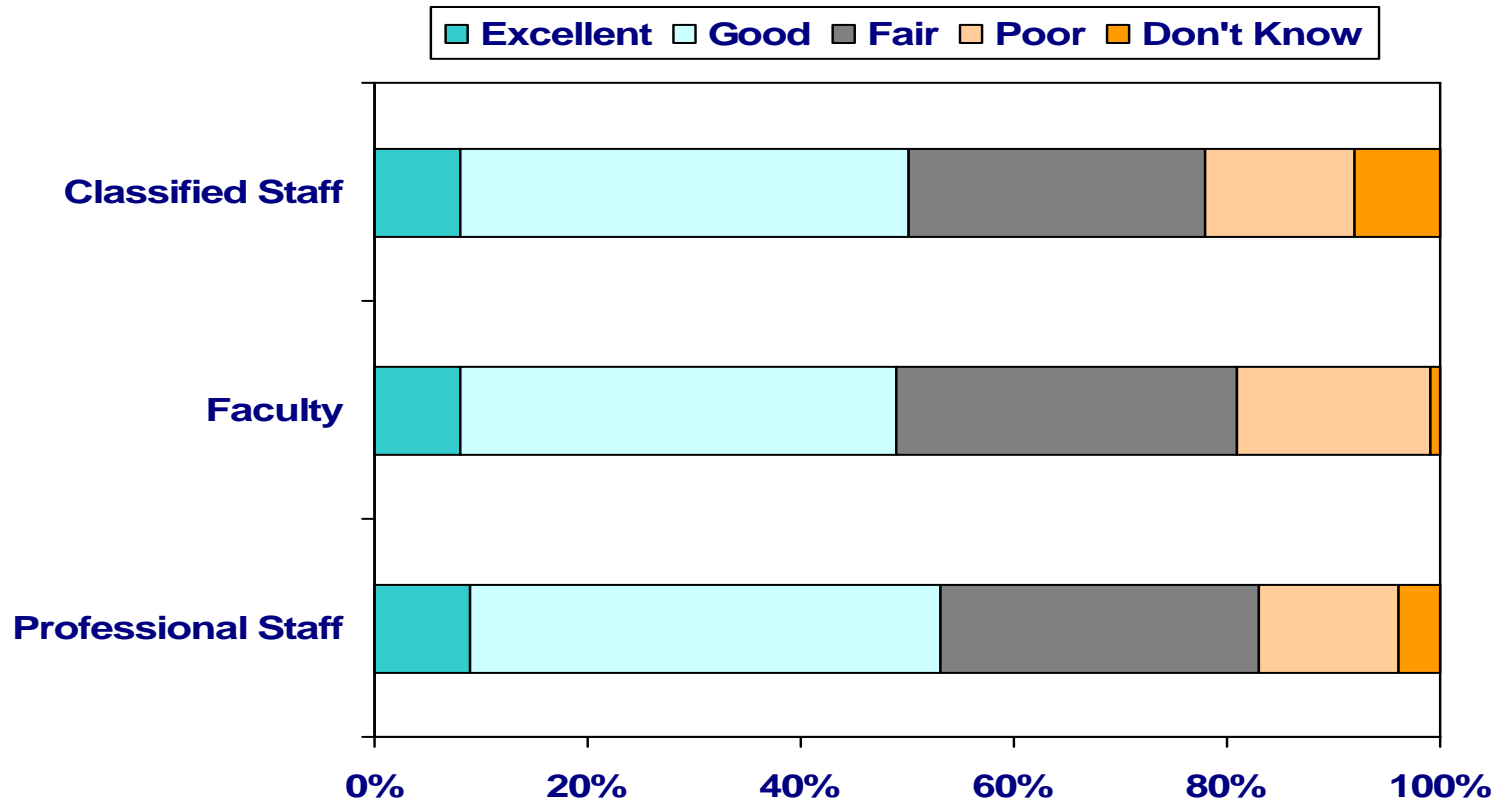


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 93: Adequacy of support services for your job.

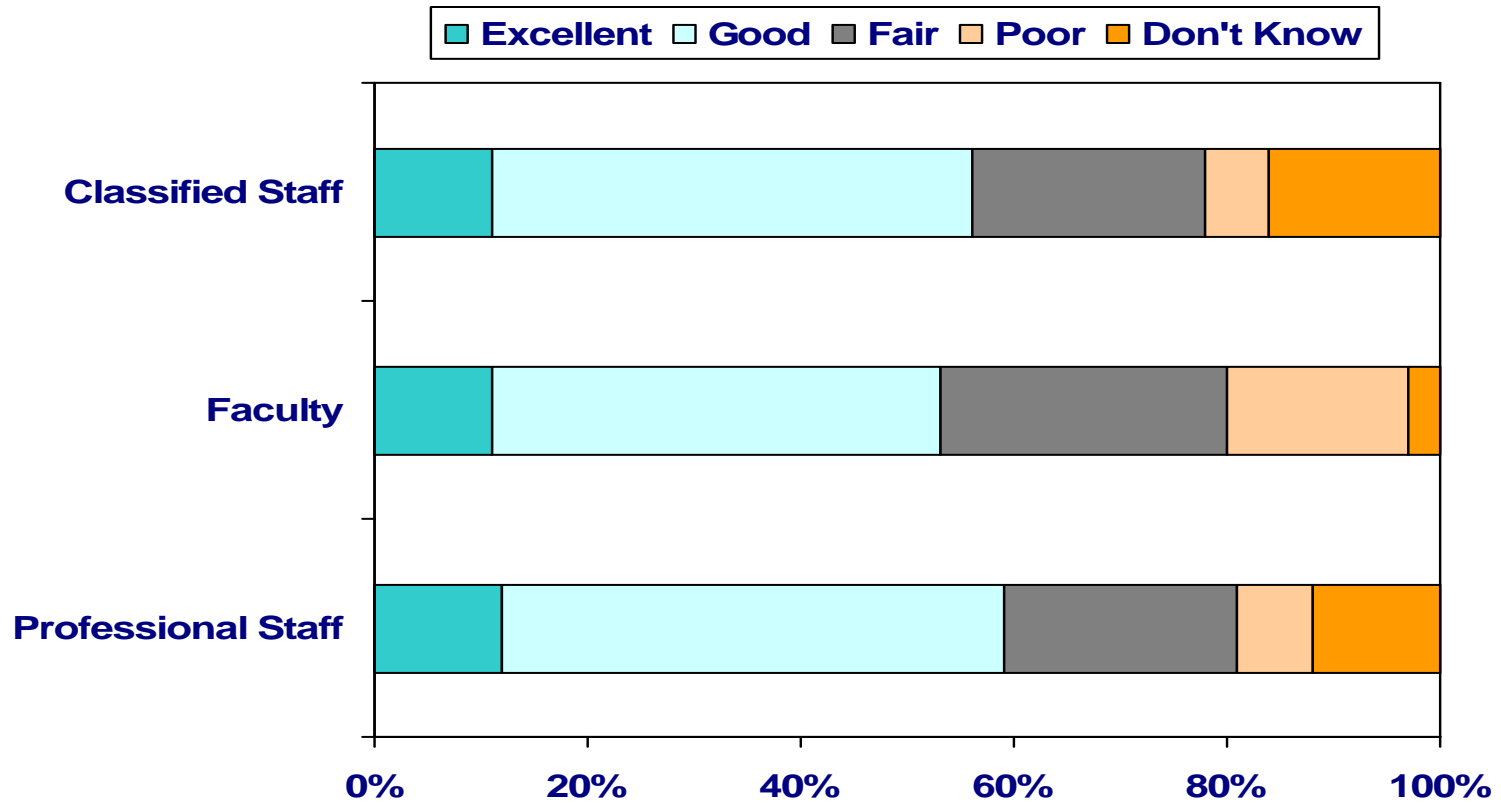


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

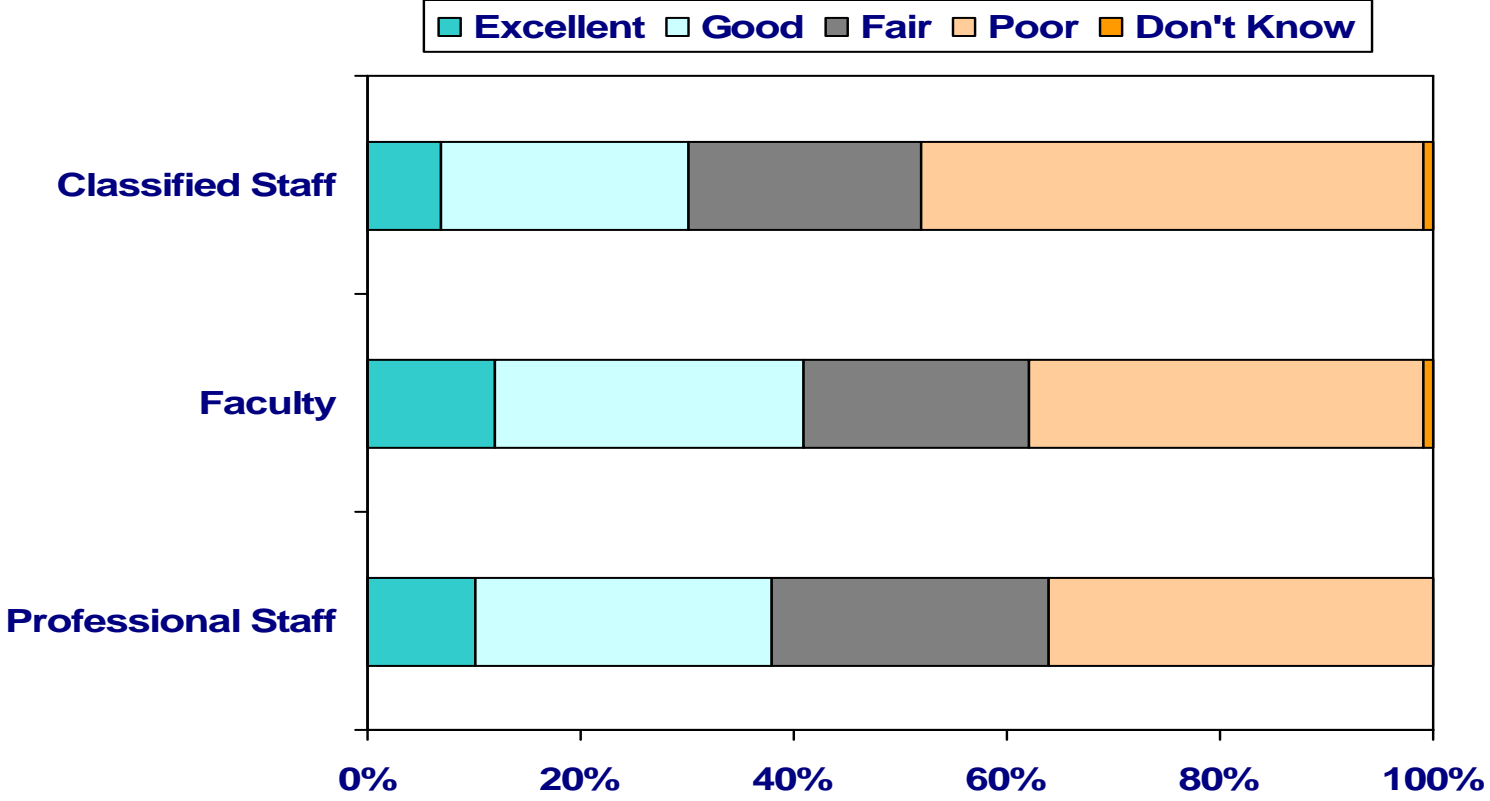


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 95: Adequacy of parking.

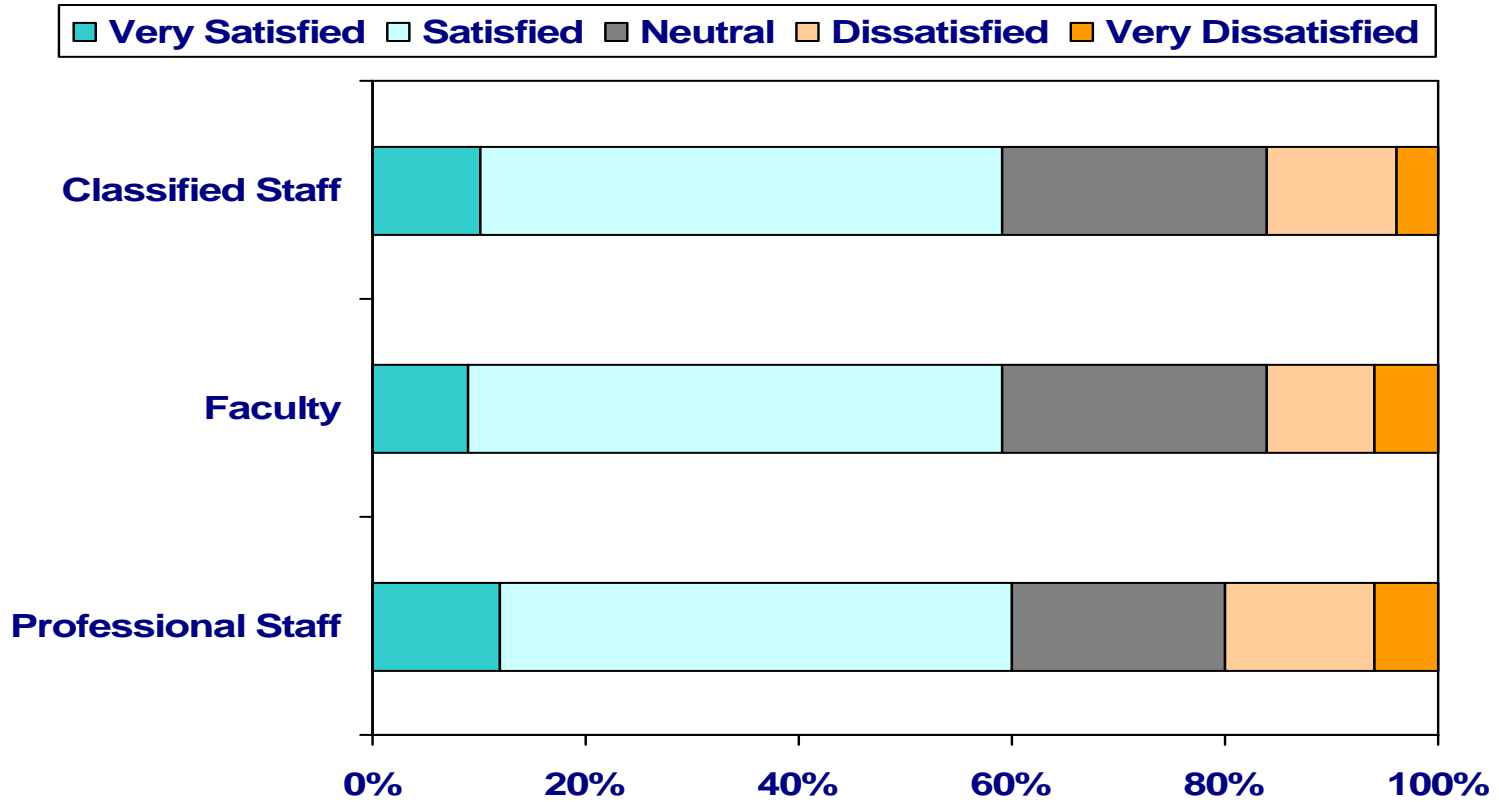


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 96: REGULAR EMPLOYEES ONLY - Retirement.

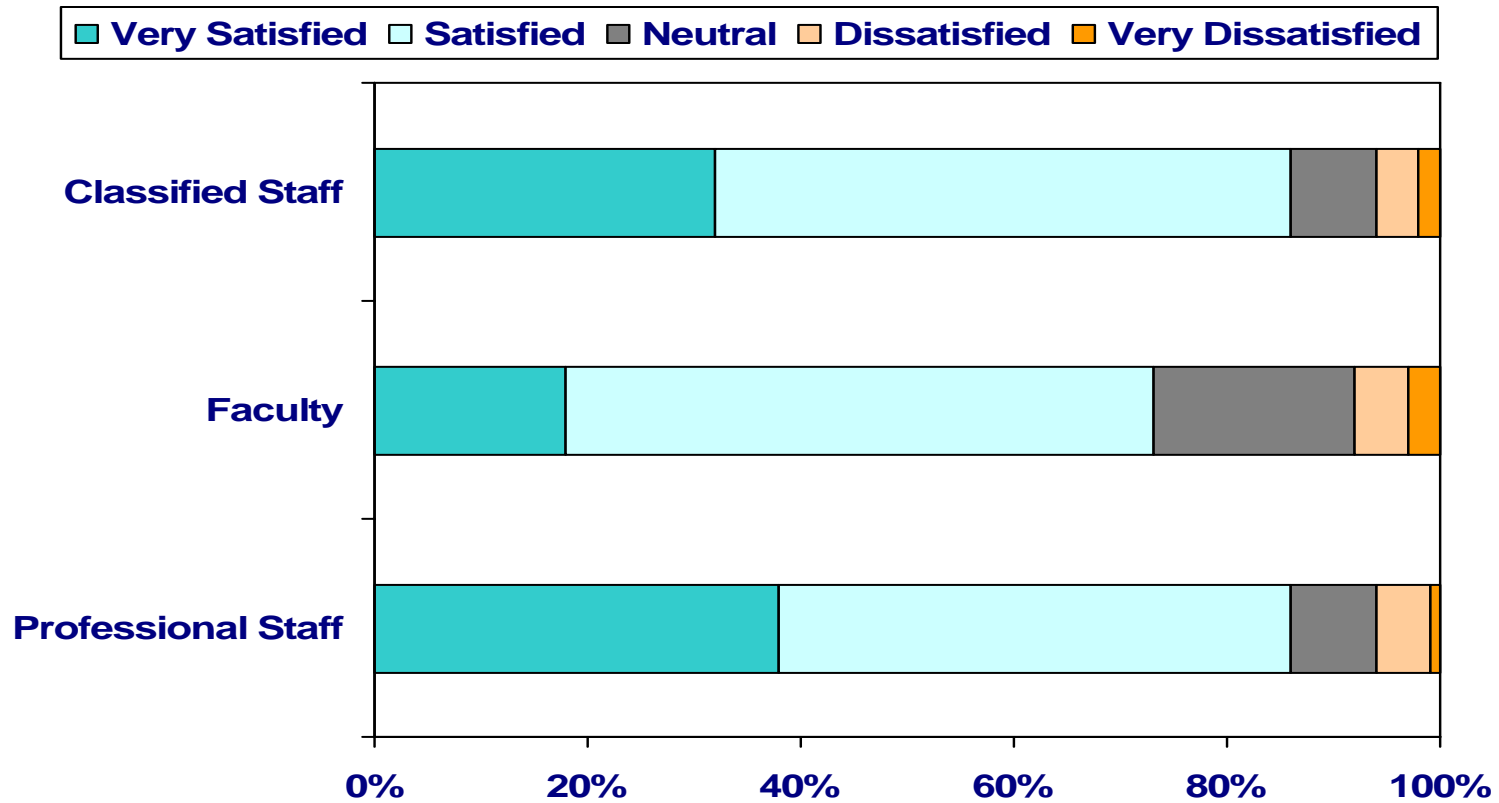


"Does Not Apply" responses excluded.

$$X^2 p = 0.0659$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 97: REGULAR EMPLOYEES ONLY - Days off.

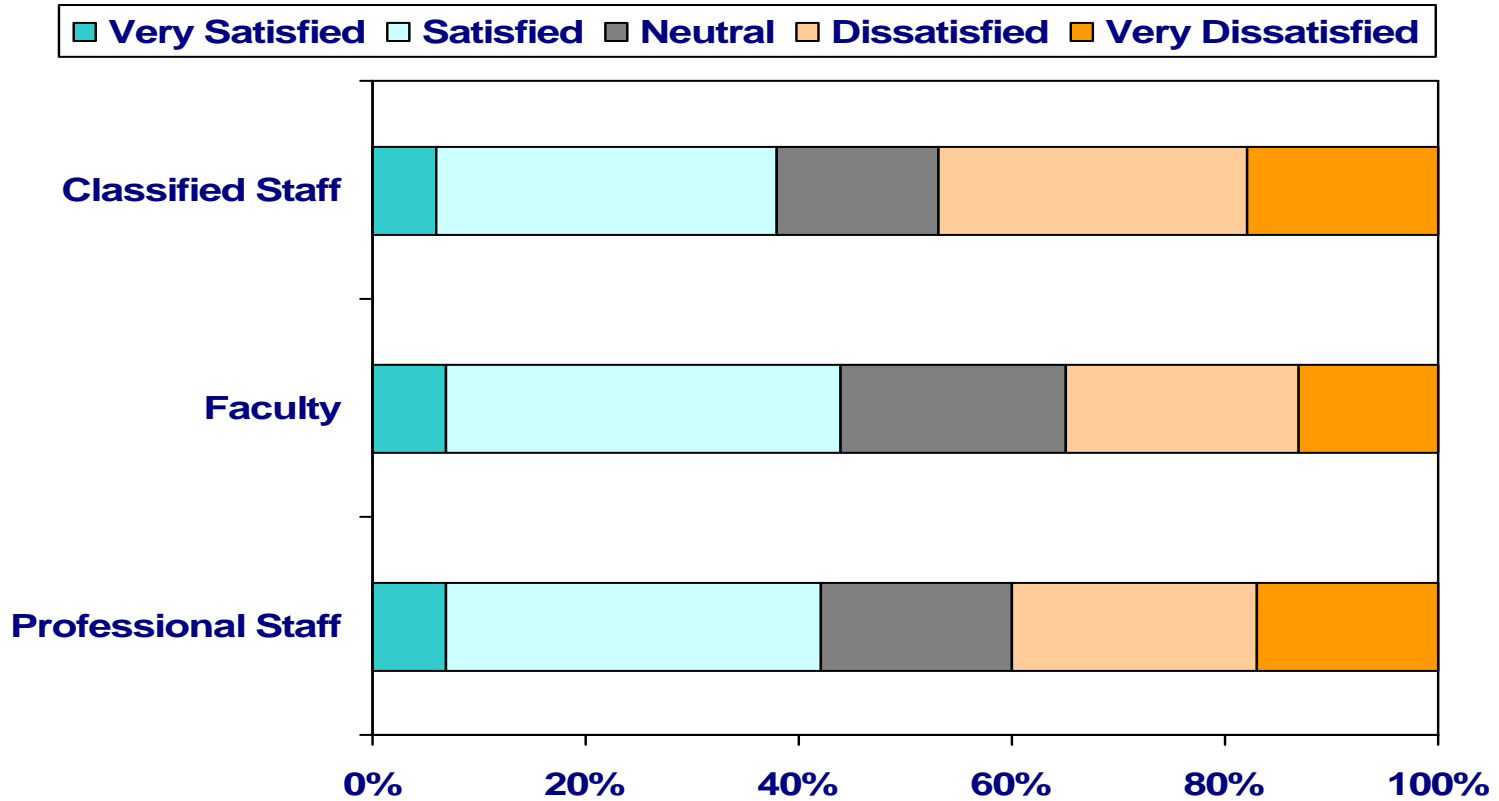


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

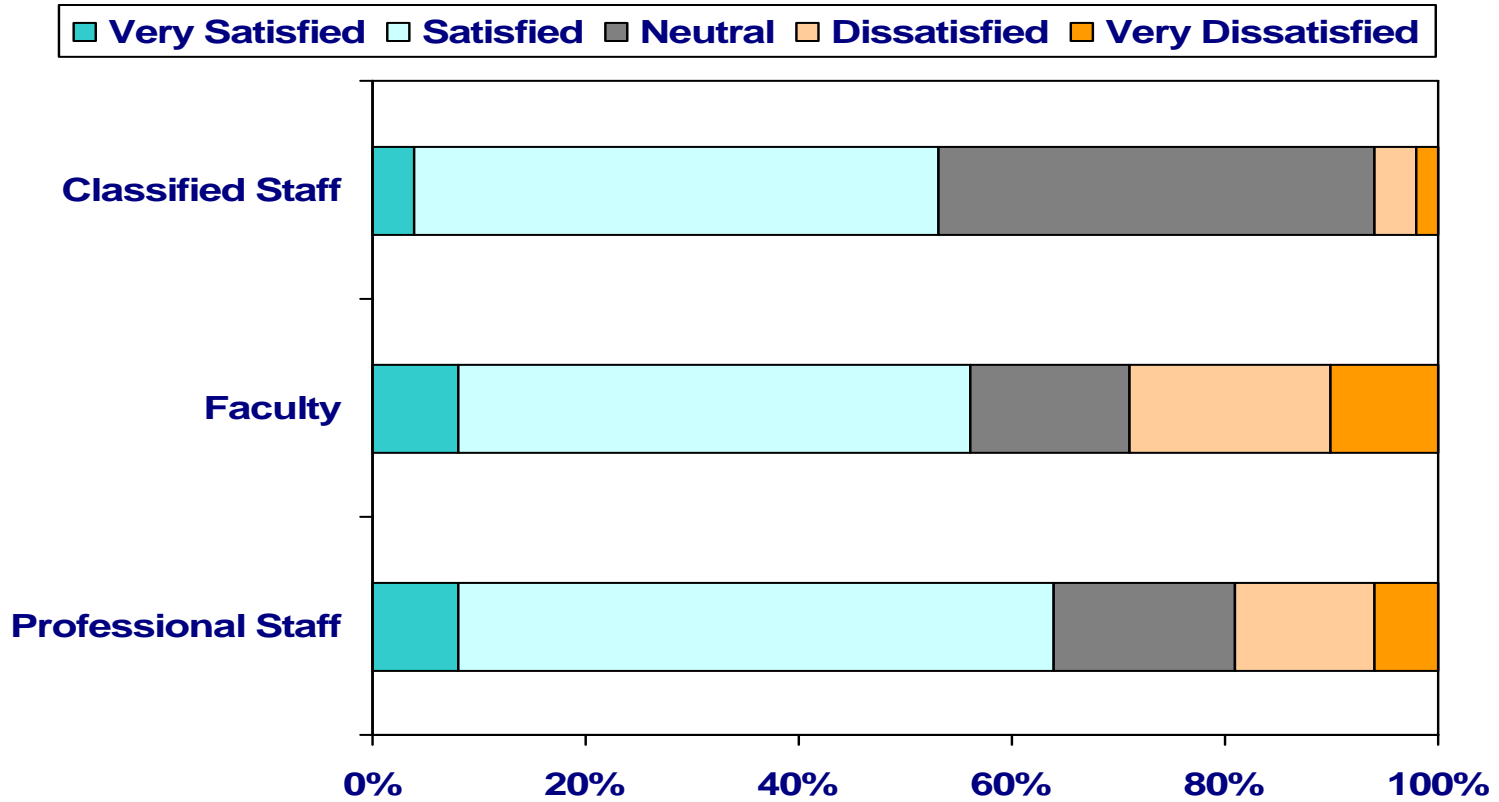


“Does Not Apply” responses excluded.

$$X^2 p = 0.0248$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 99: FACULTY ONLY - Teaching loads.

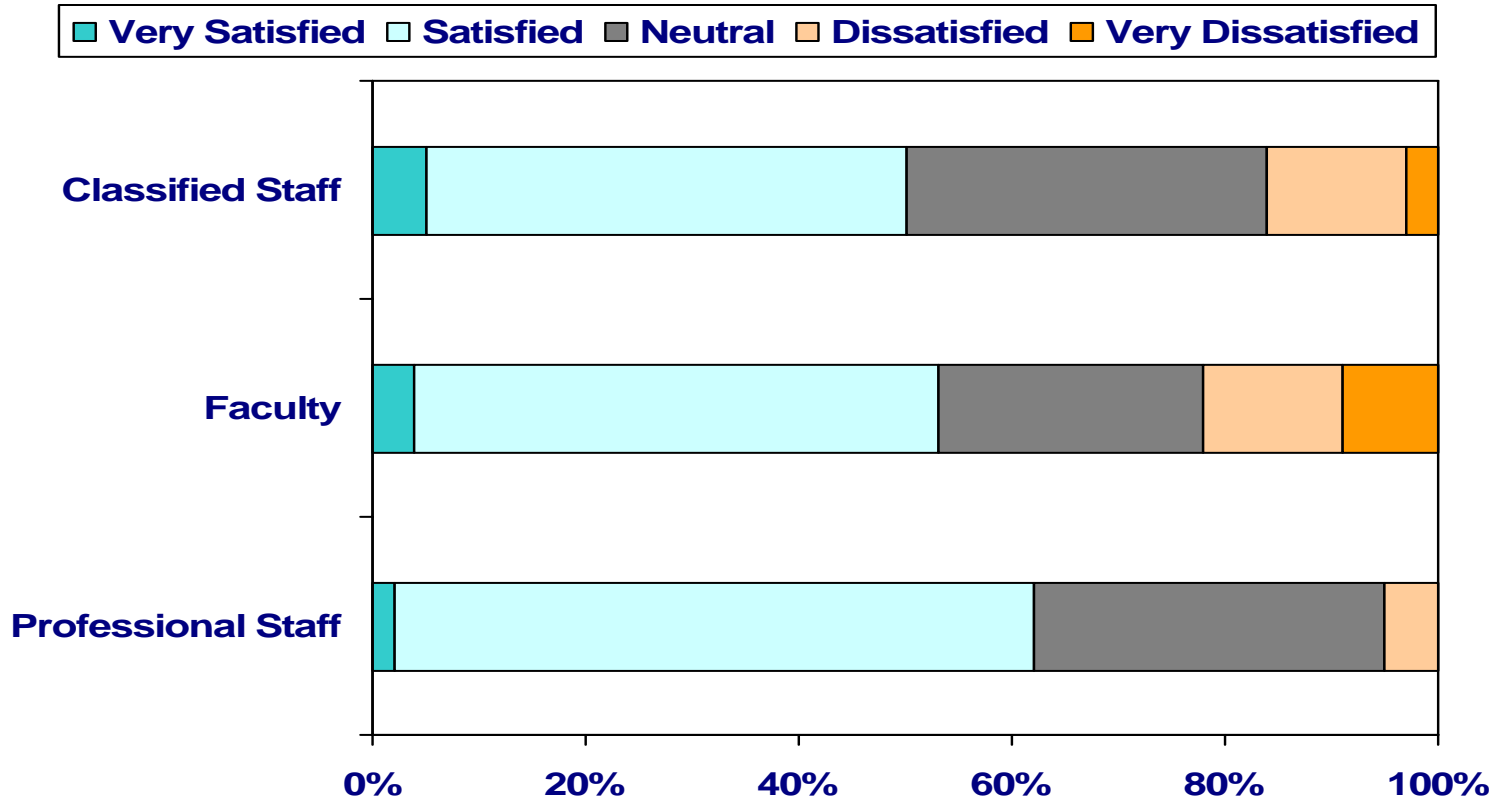


“Does Not Apply” responses excluded.

$$X^2 p = 0.0004$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 100: FACULTY ONLY – Student advising loads.

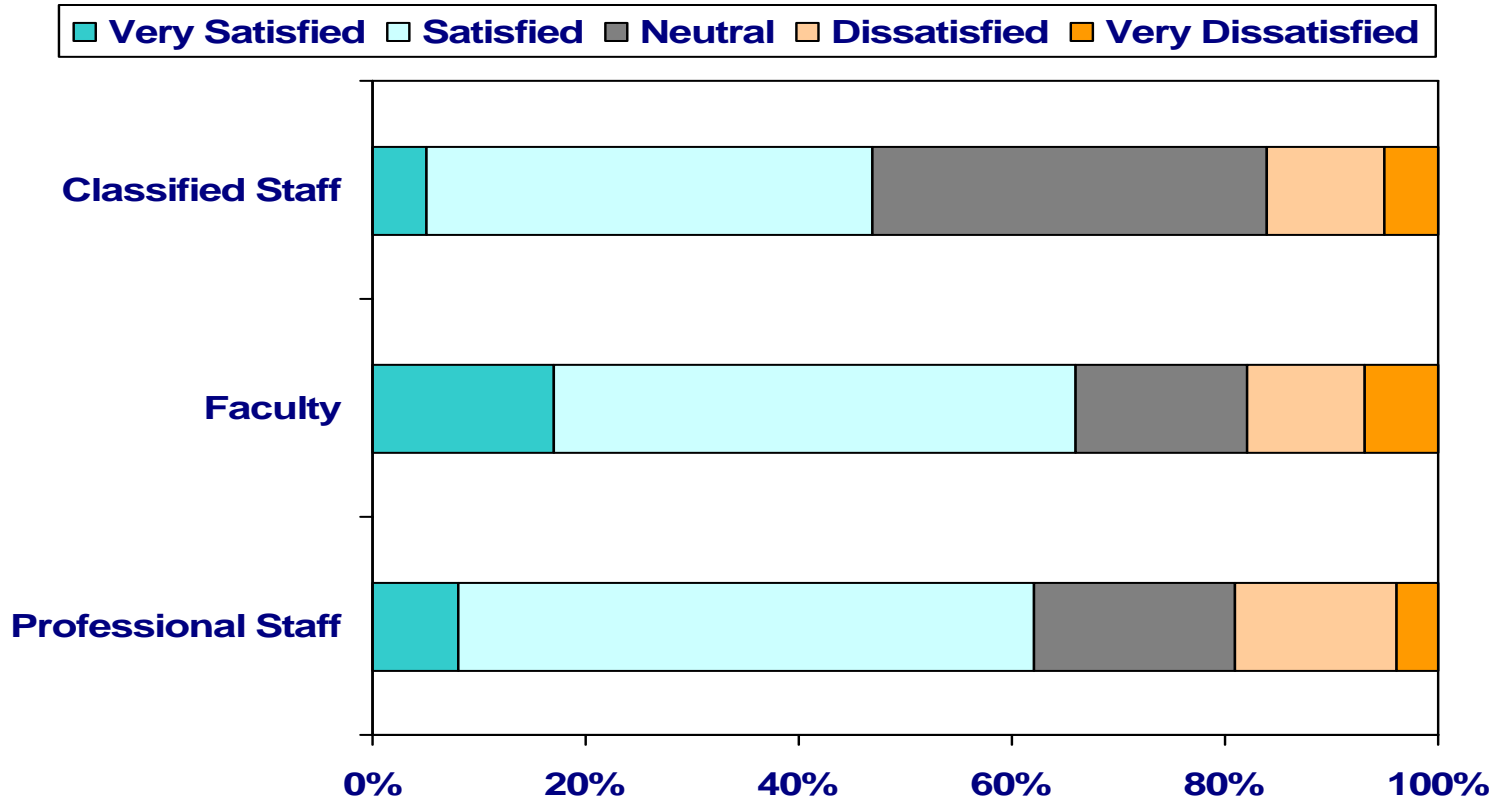


“Does Not Apply” responses excluded.

$$X^2 p = 0.1481$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

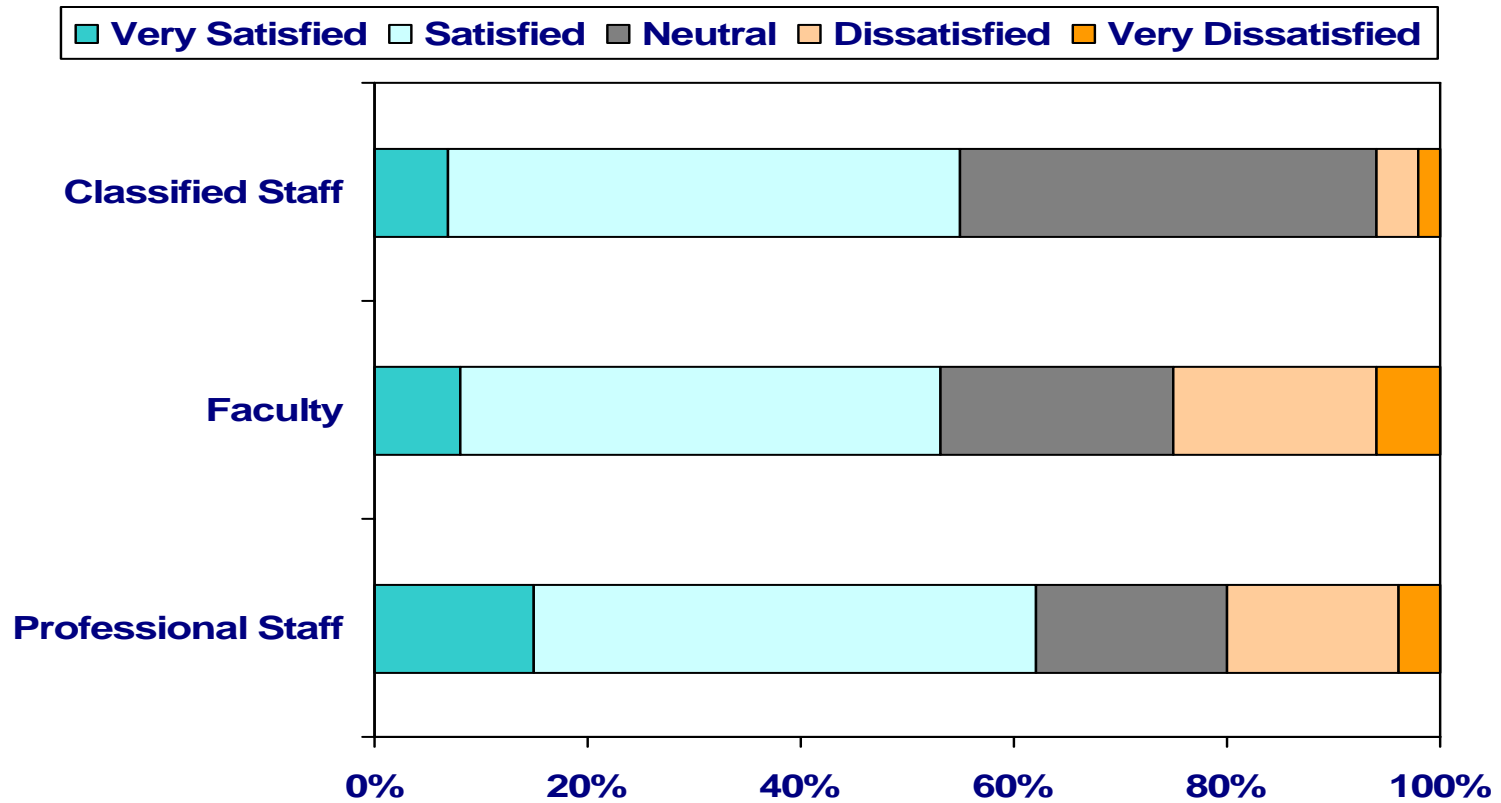


“Does Not Apply” responses excluded.

$$X^2 p = 0.0285$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 102: FACULTY ONLY - Classrooms.

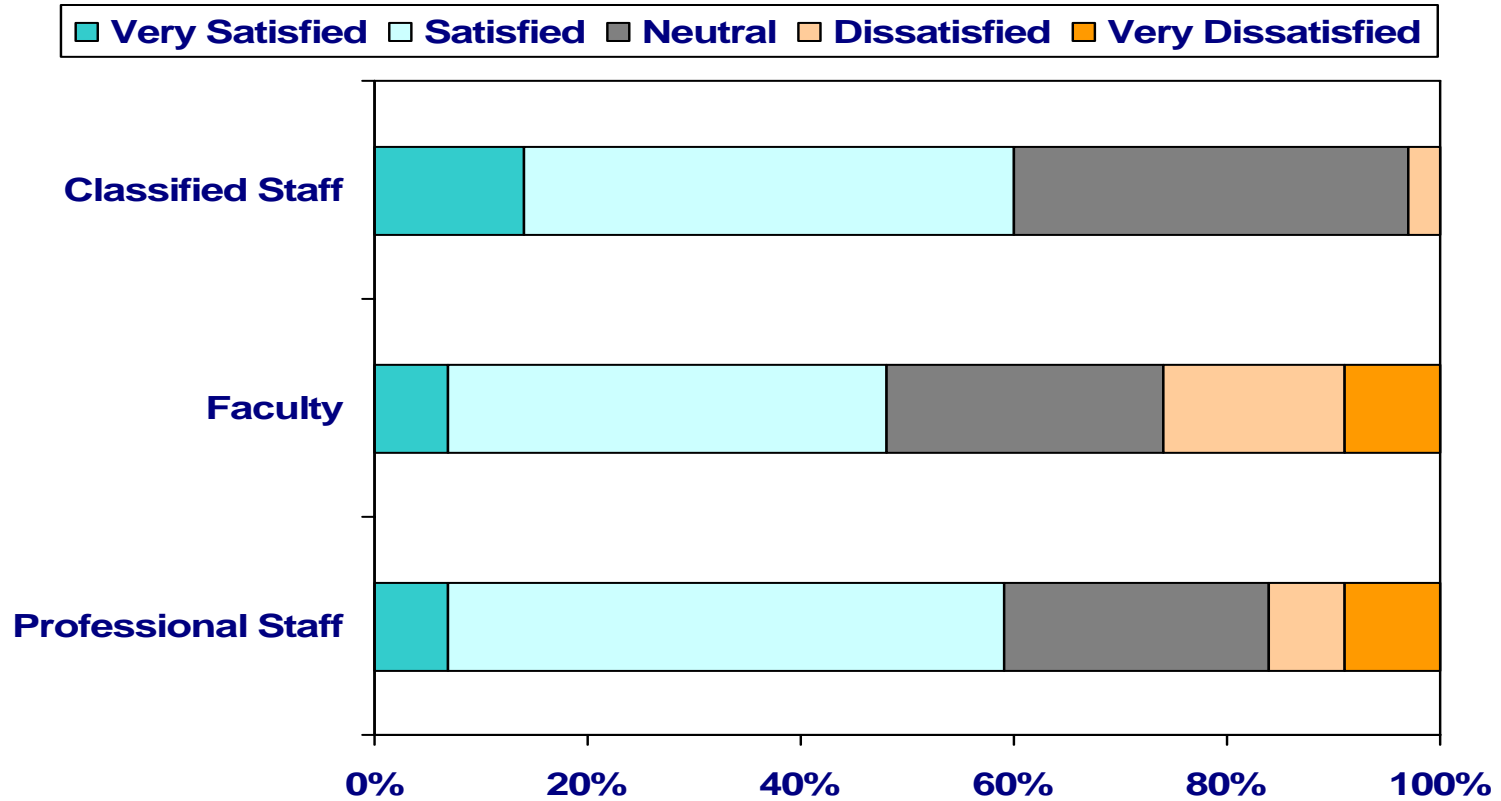


“Does Not Apply” responses excluded.

$$X^2 p = 0.0312$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 103: FACULTY ONLY – Instructional laboratories.

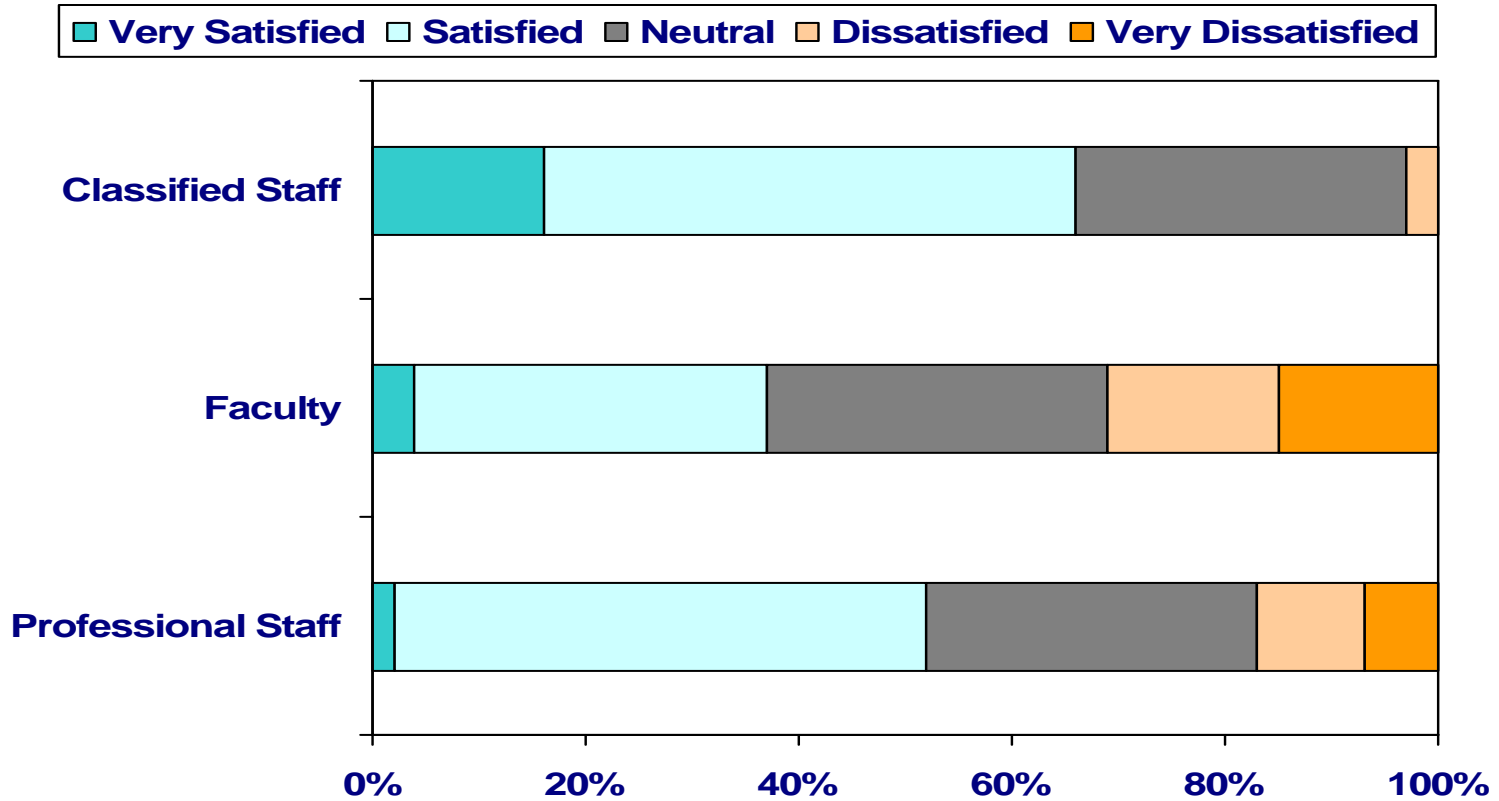


“Does Not Apply” responses excluded.

$$X^2 p = 0.0356$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 104: FACULTY ONLY – Research laboratories.

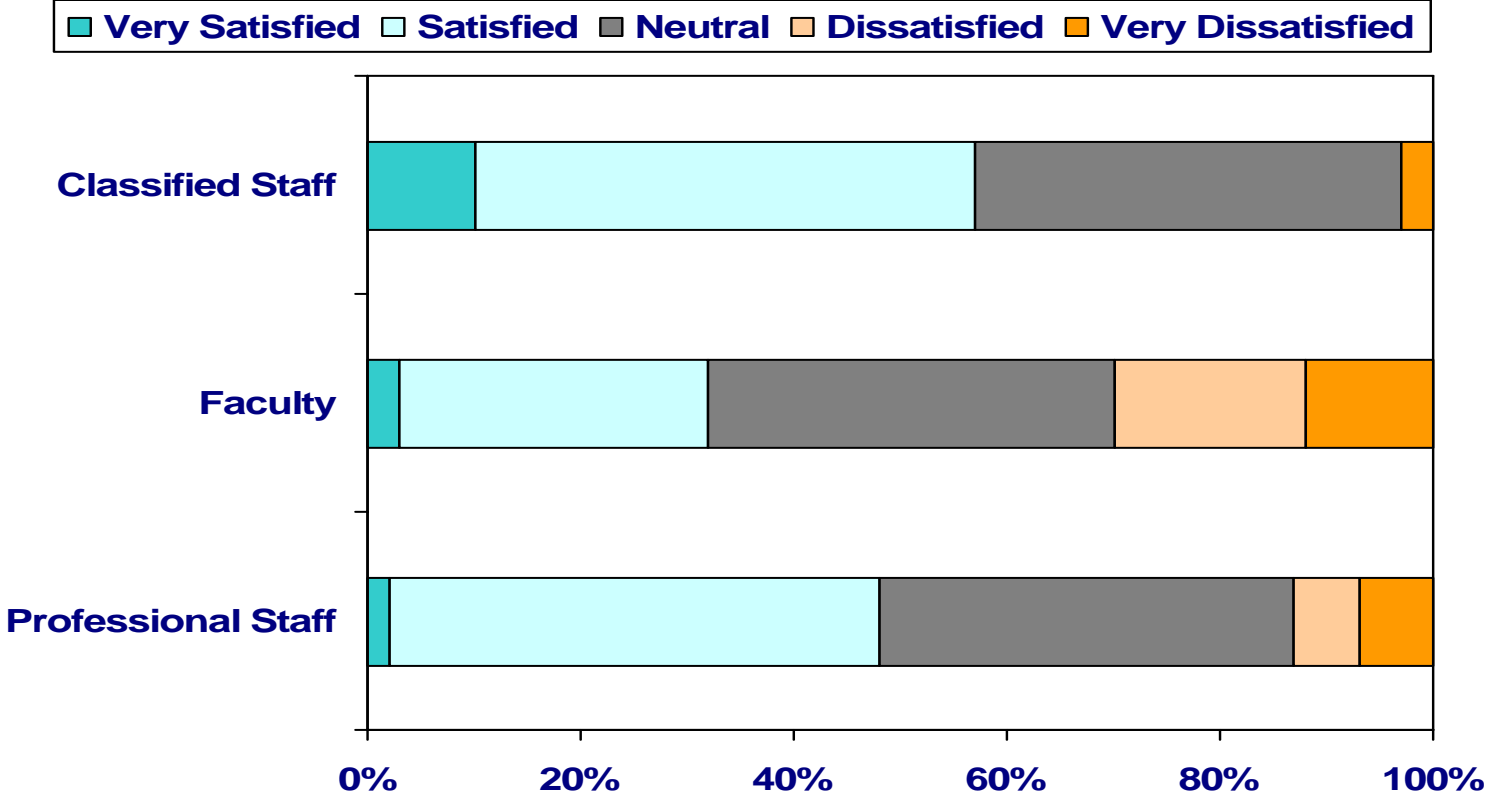


“Does Not Apply” responses excluded.

$$X^2_p = 0.0012$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

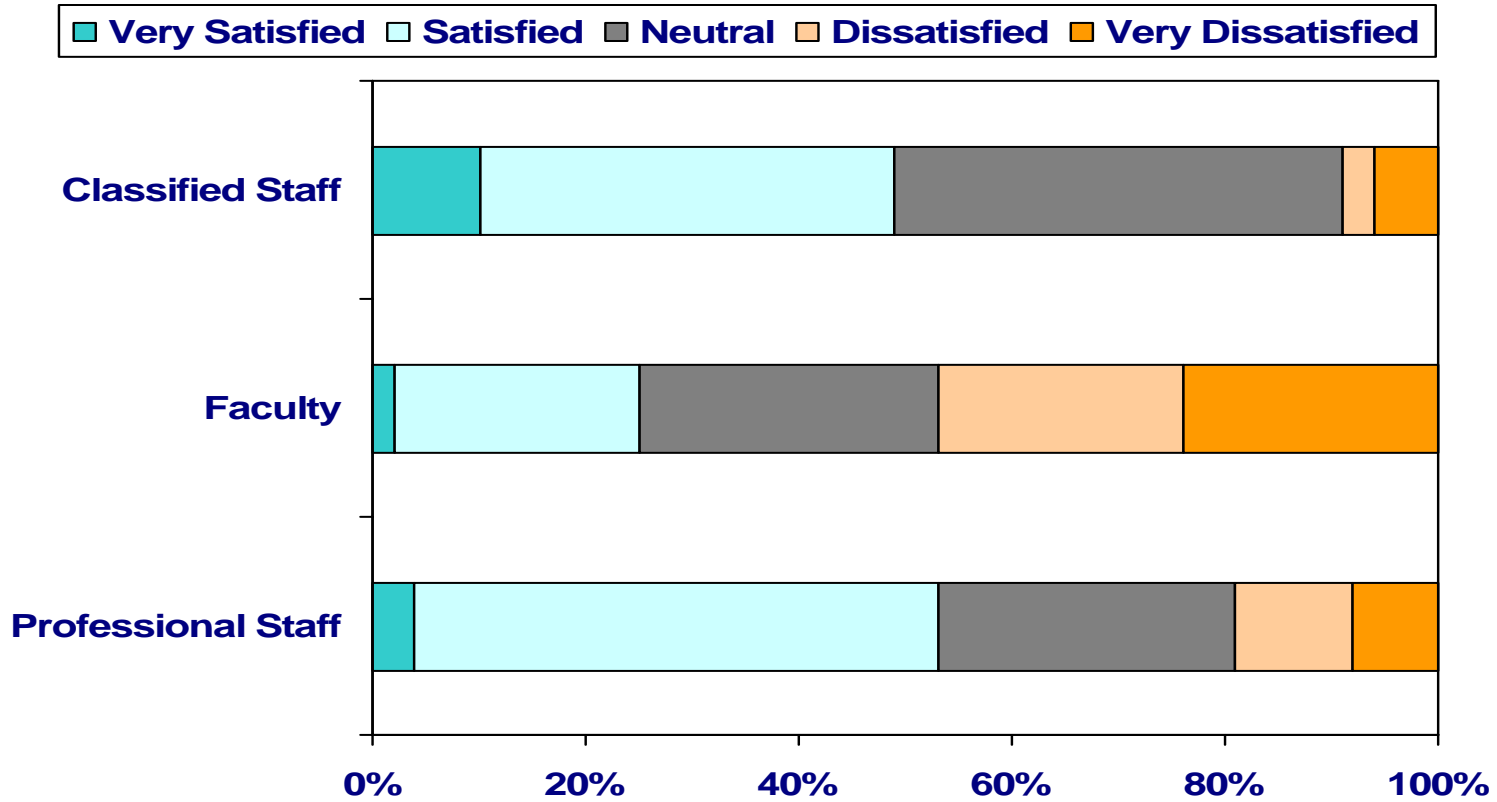


“Does Not Apply” responses excluded.

$X^2_p = 0.0032$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

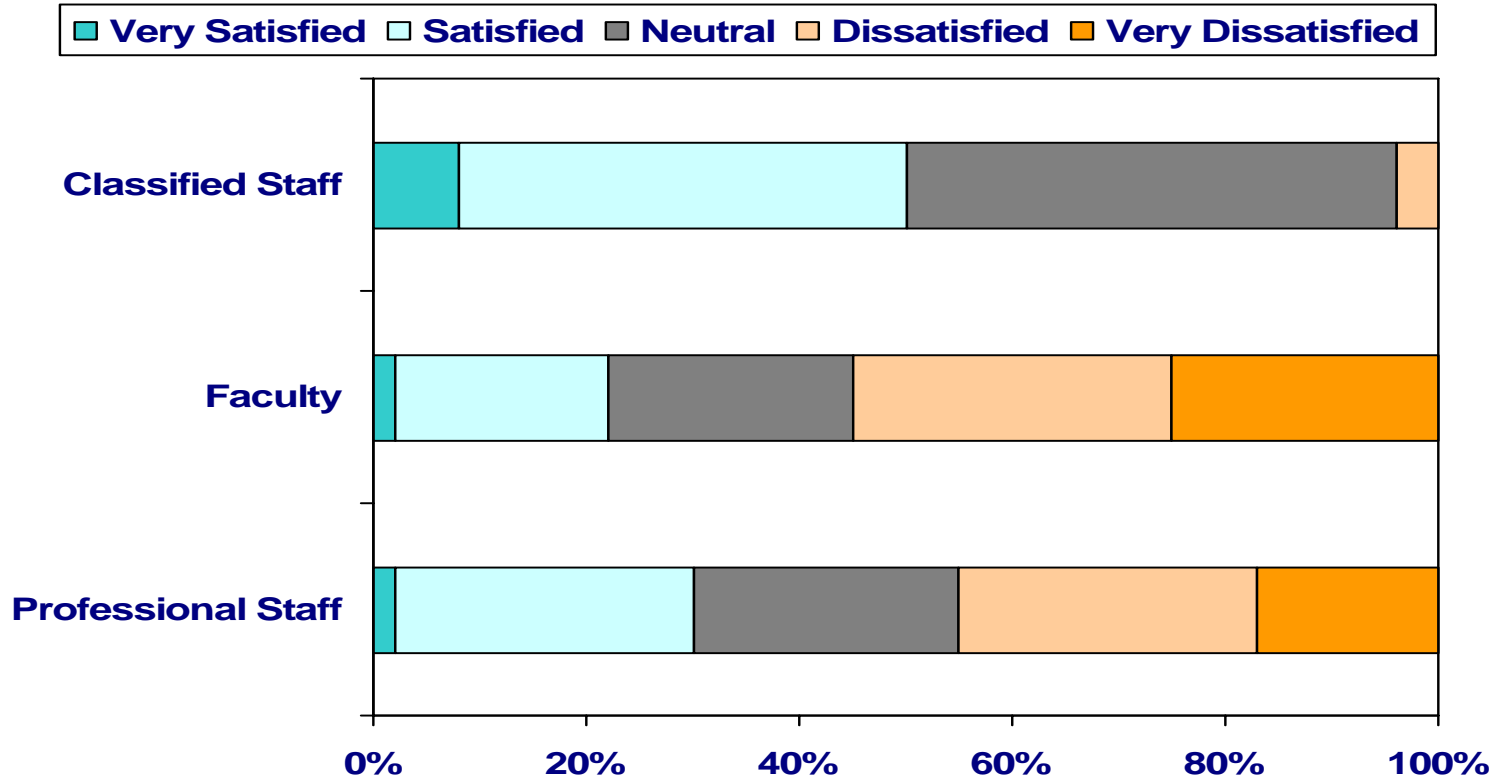


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

Question 107: FACULTY ONLY – Number of graduate assistantships.

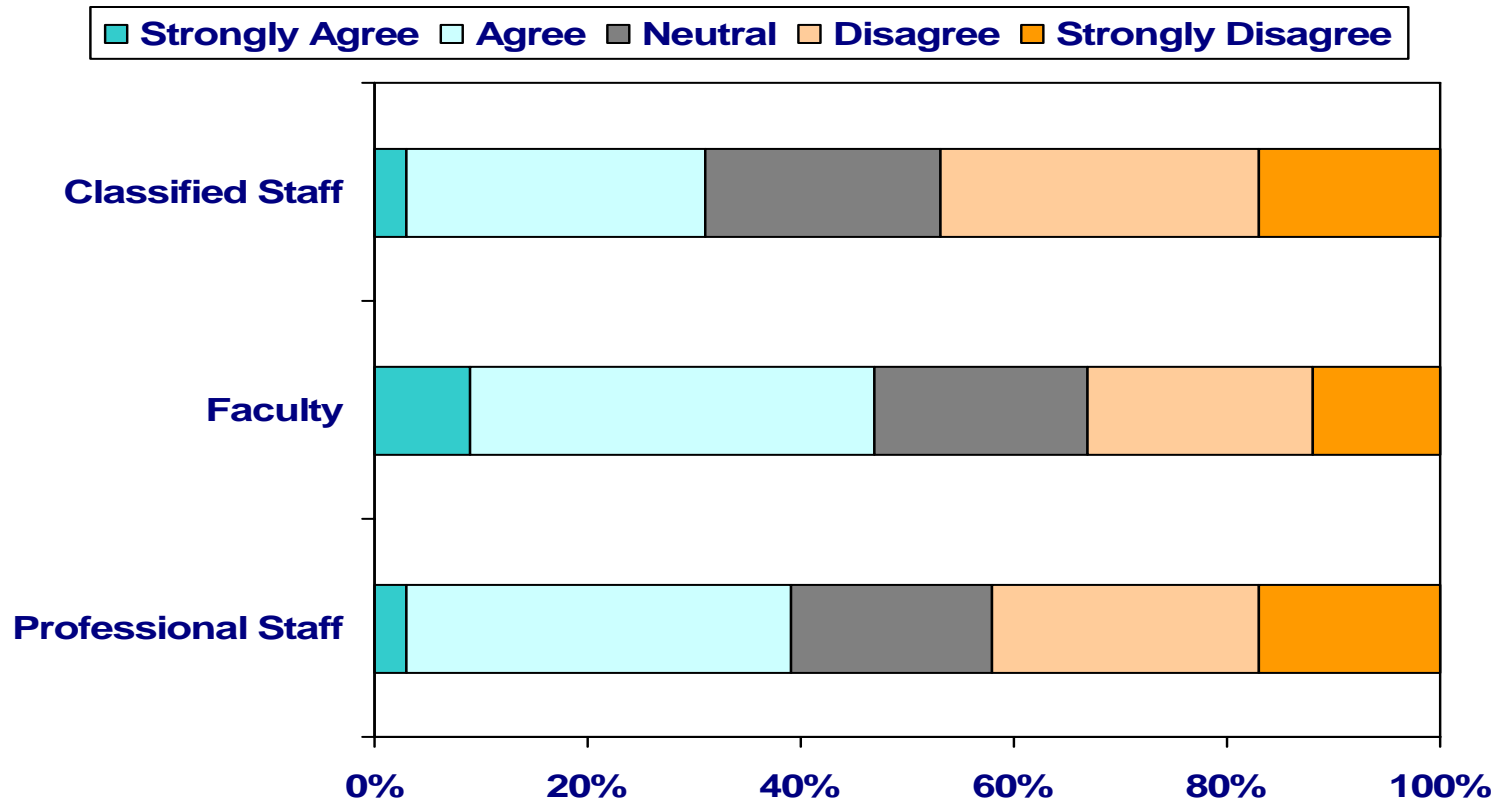


“Does Not Apply” responses excluded.

$$X^2 p = 0.0010$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

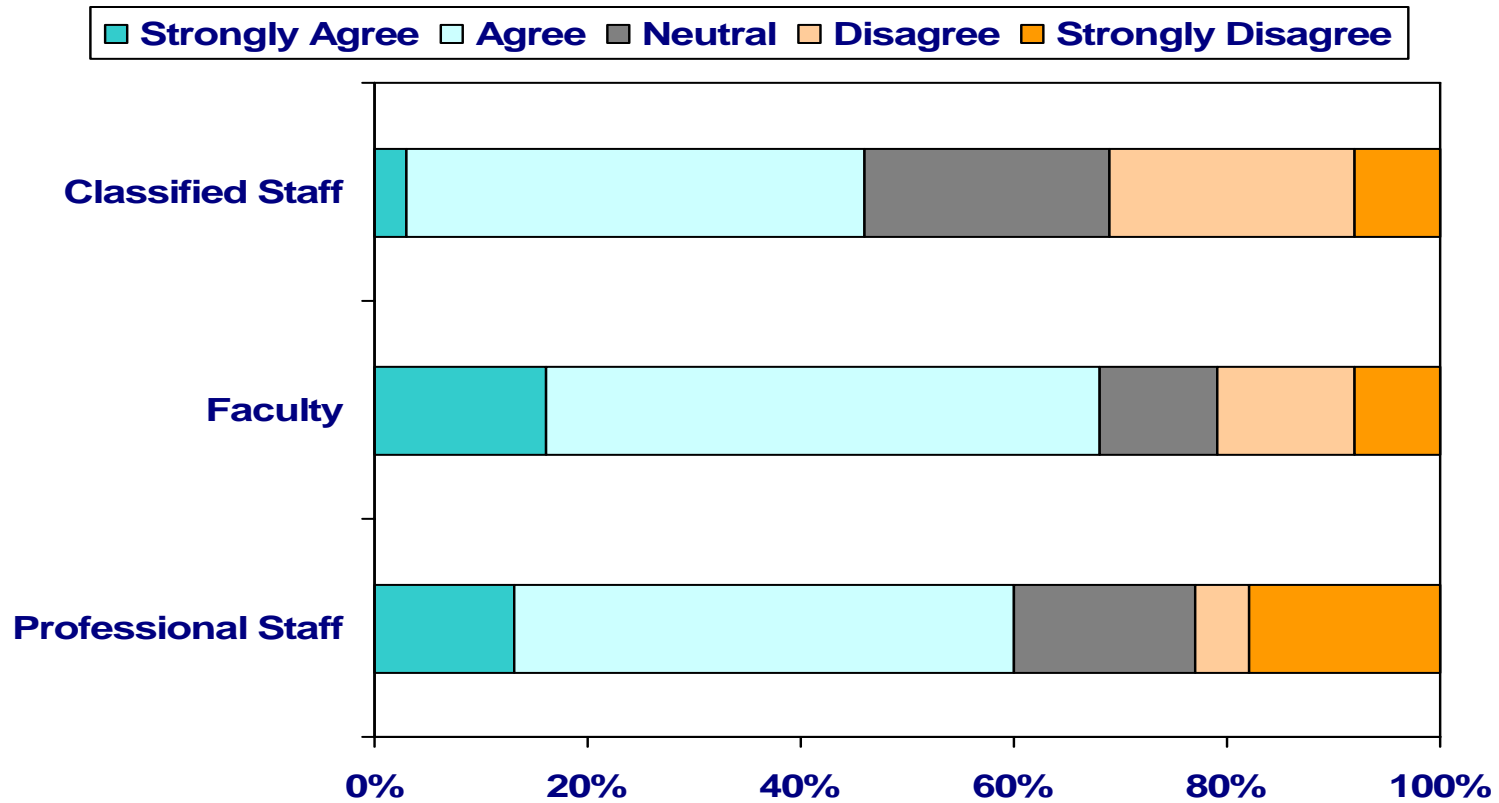


“Does Not Apply” responses excluded.

$$X^2 p = 0.6339$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

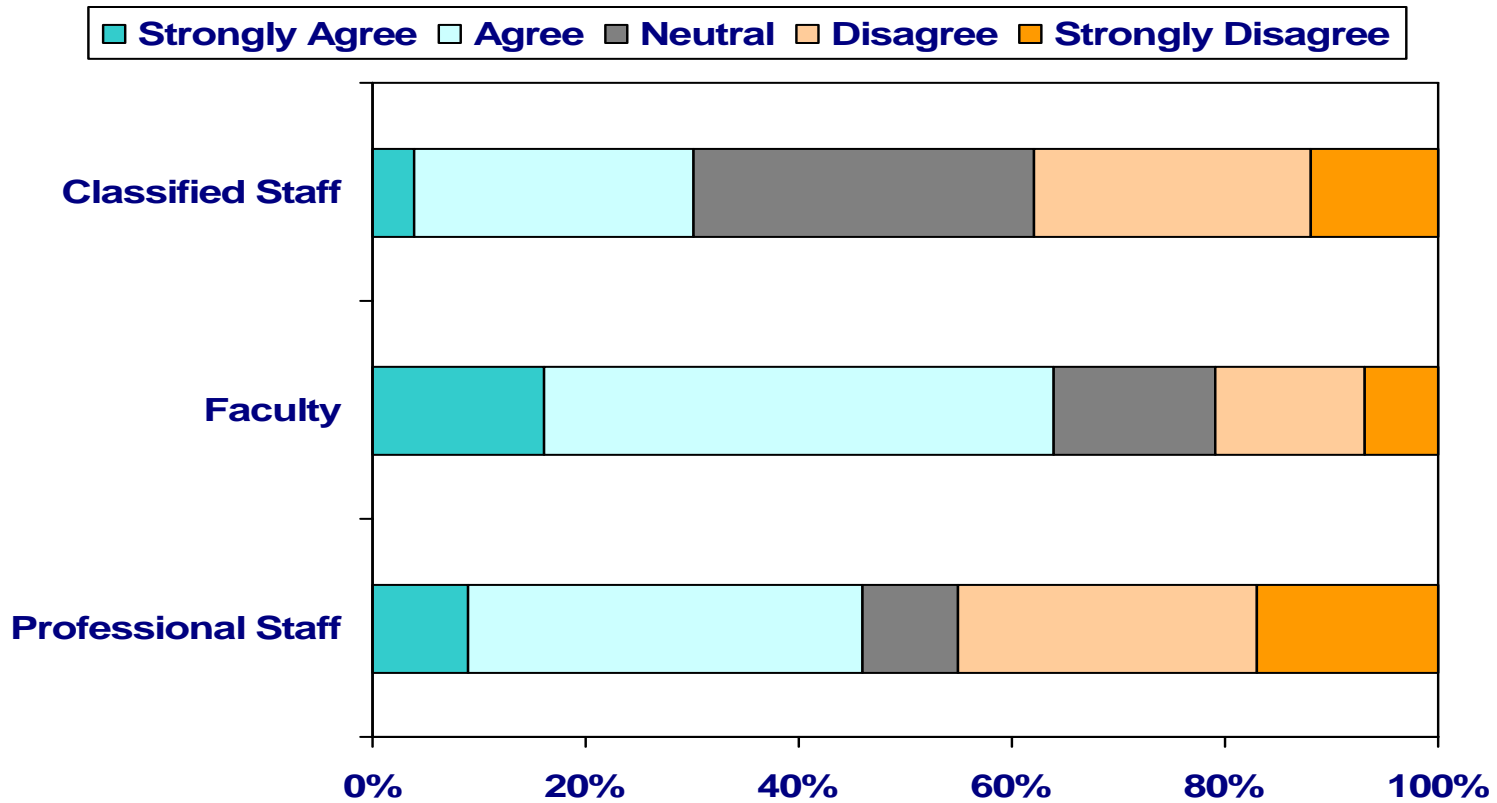


“Does Not Apply” responses excluded.

$$X^2 p = 0.0299$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

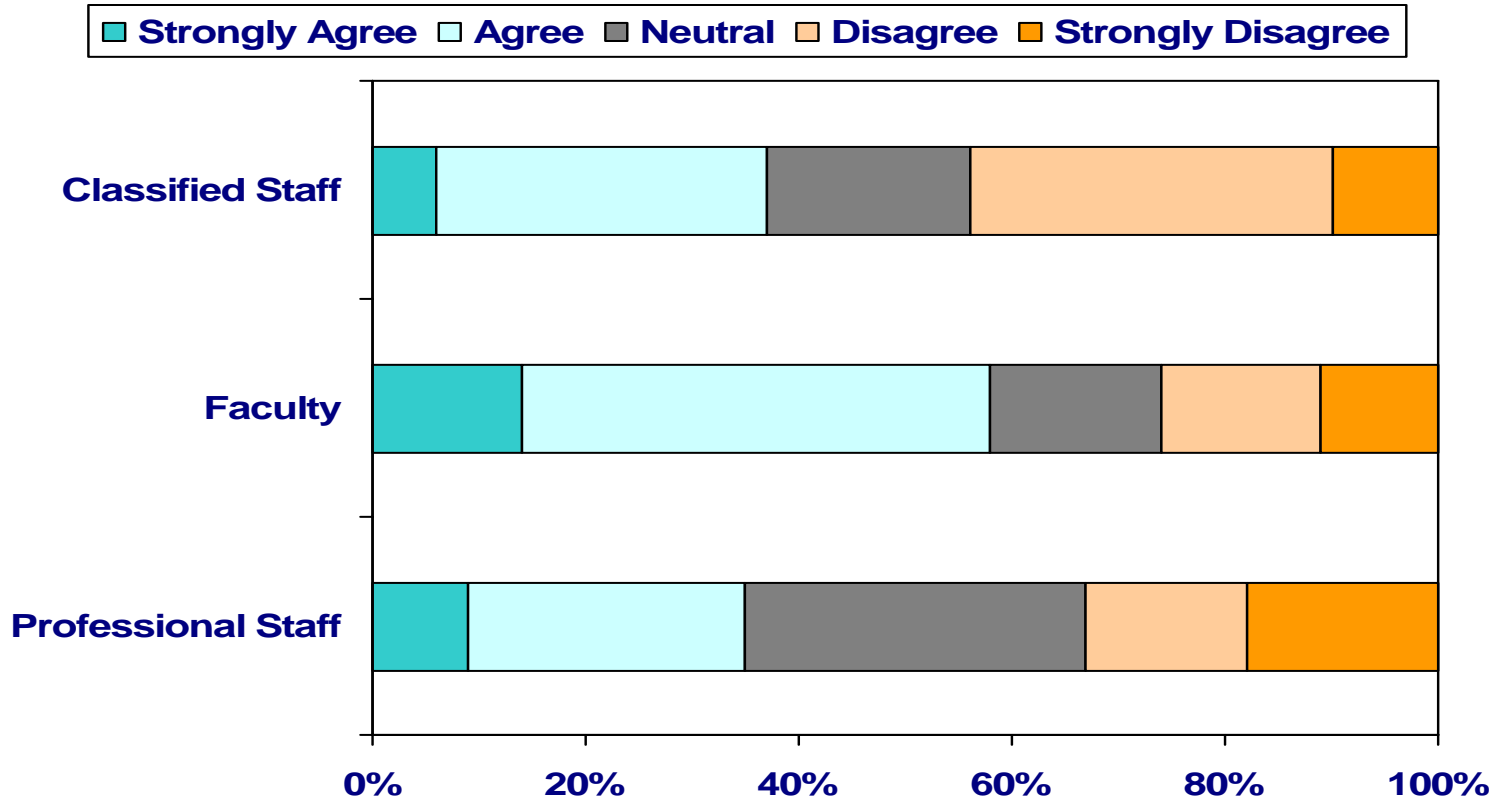


“Does Not Apply” responses excluded.

$$X^2 p = 0.0012$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

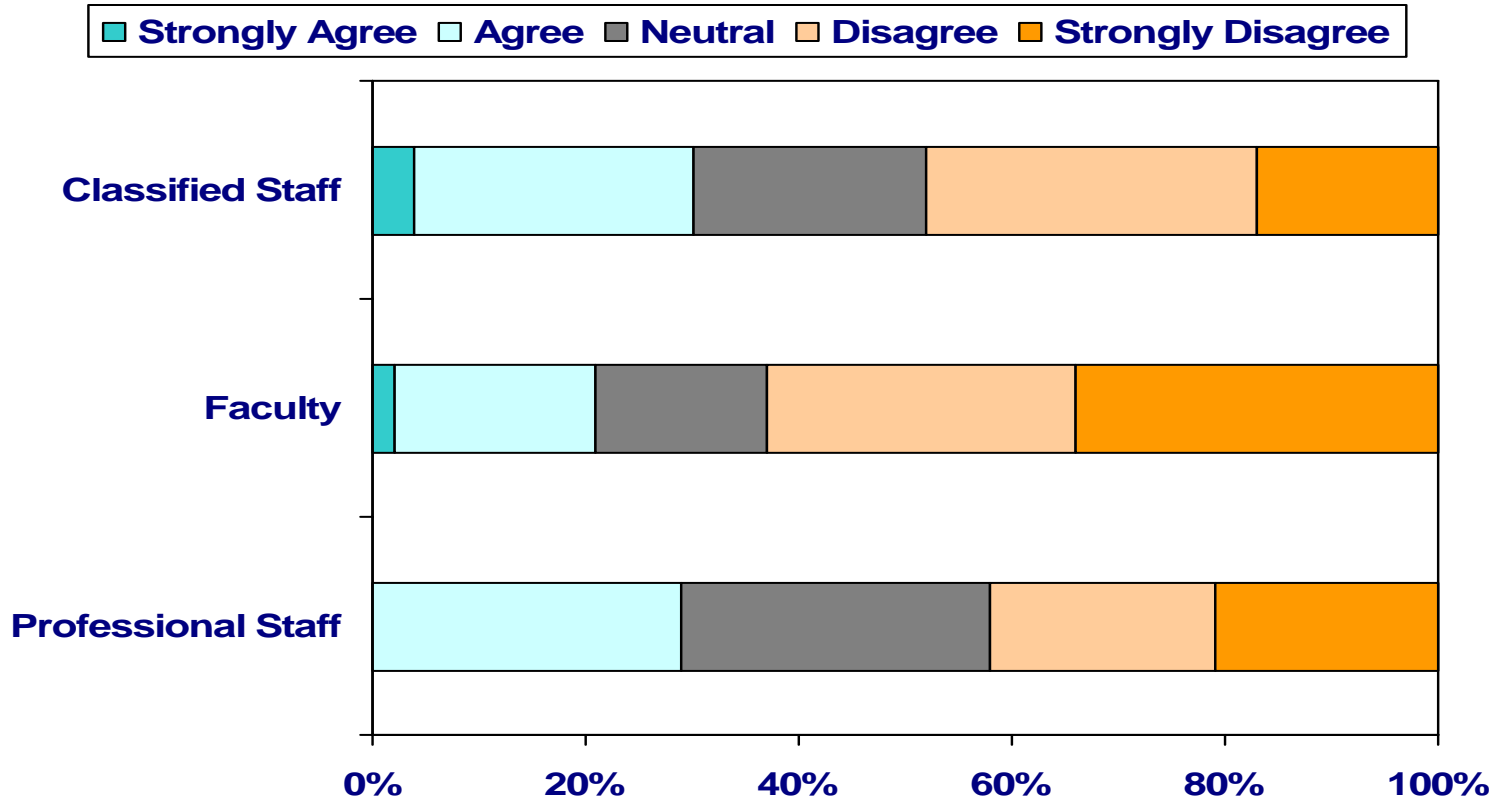


“Does Not Apply” responses excluded.

$$X^2_p = 0.0173$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

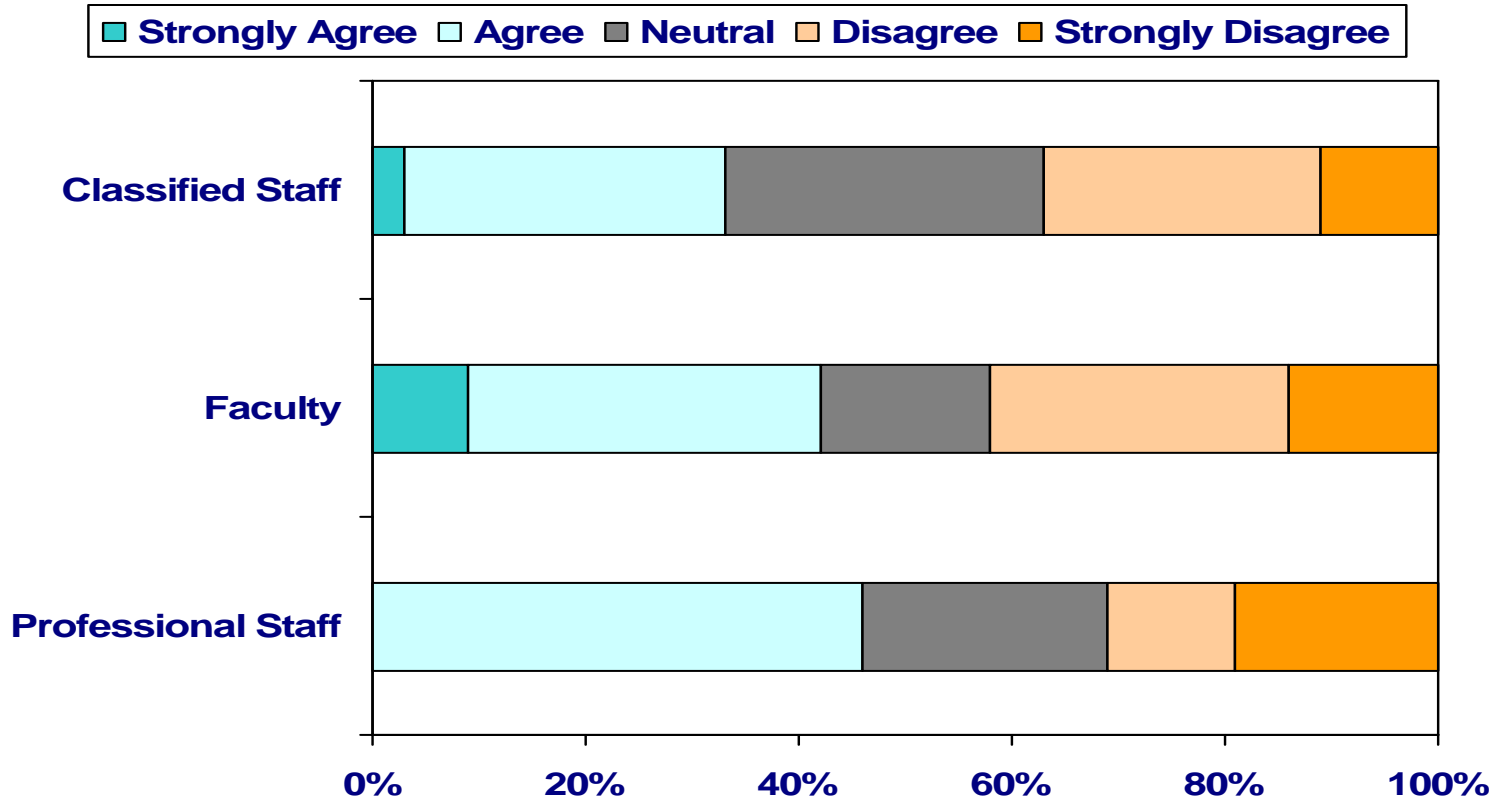


“Does Not Apply” responses excluded.

$$X^2_p = 0.6240$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

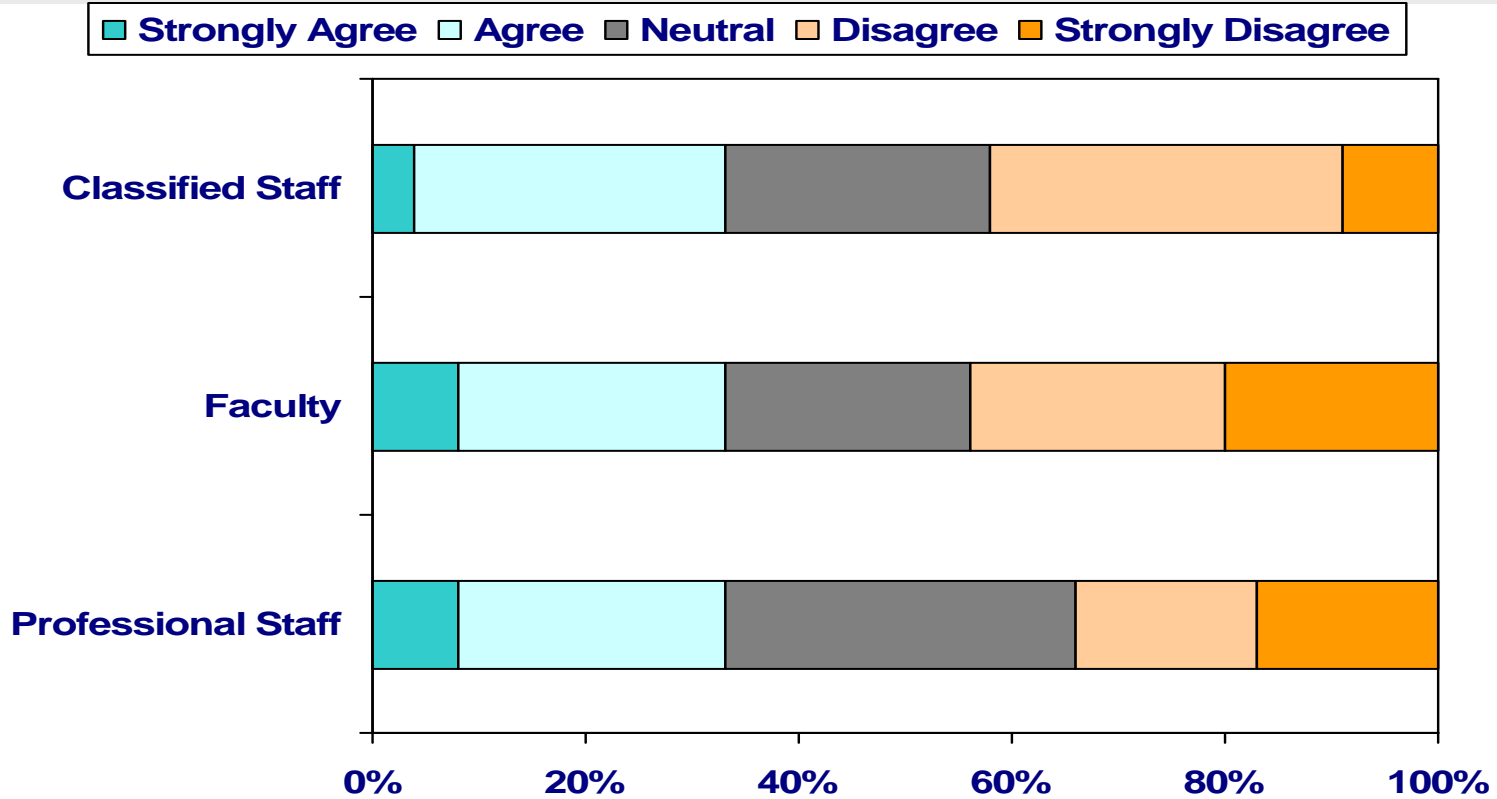


“Does Not Apply” responses excluded.

$$X^2 p = 0.1856$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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

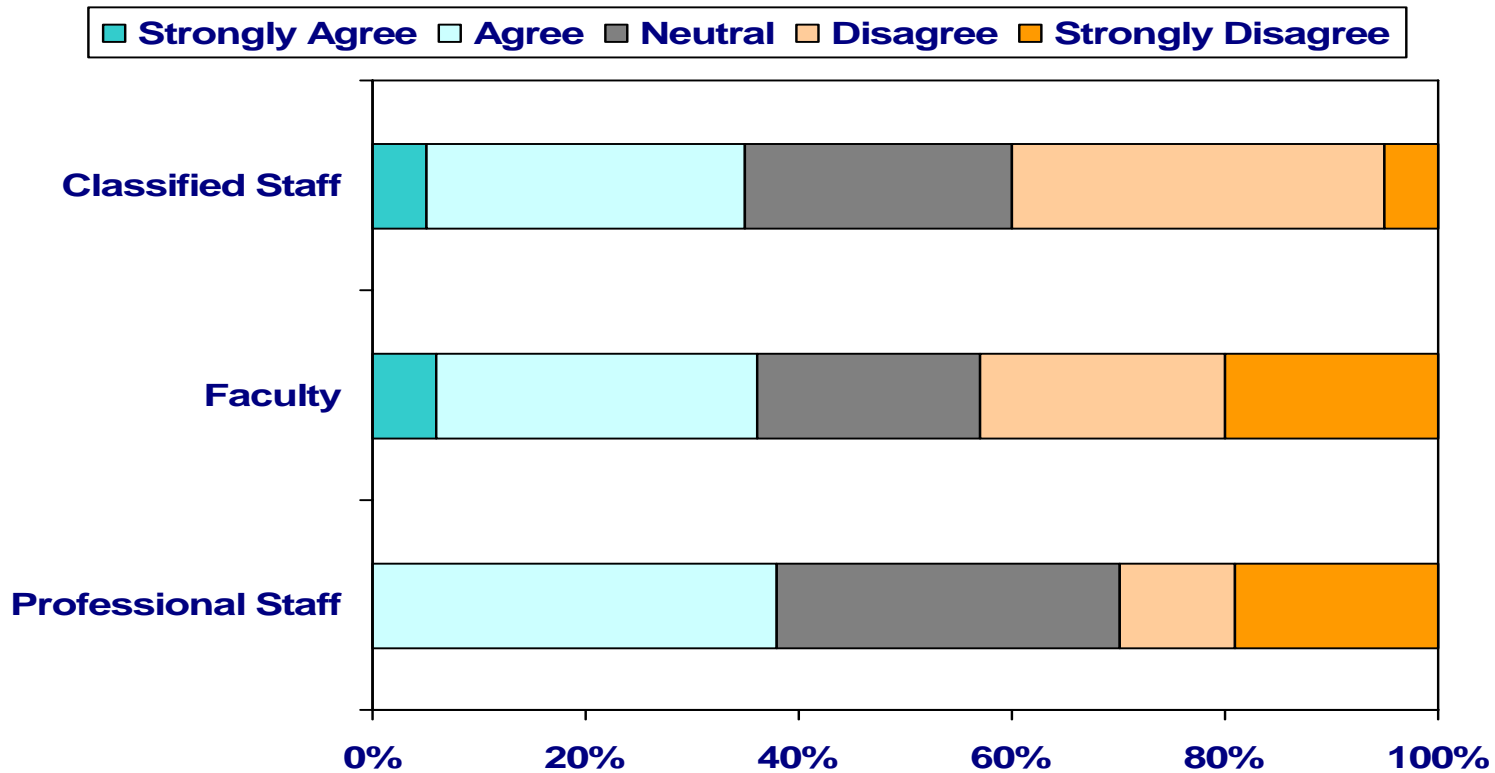


“Does Not Apply” responses excluded.

$$X^2_p = 0.7642$$

COMPARISON OF RESPONSES BY EMPLOYEE CLASS

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.

$$X^2 p = 0.4203$$