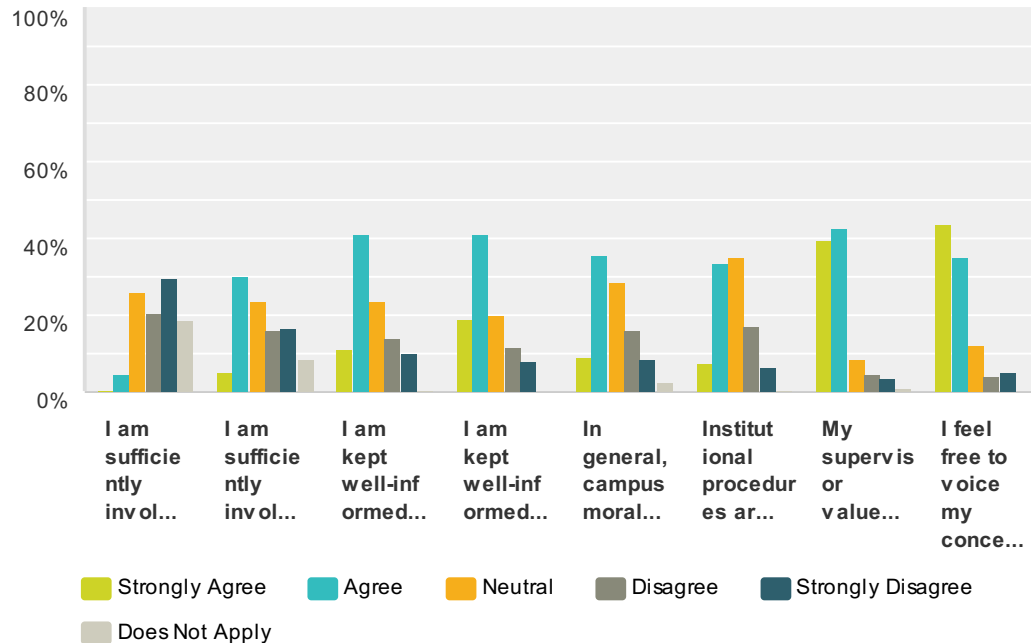


Q1 Work Environment Please indicate your agreement with the following statements:

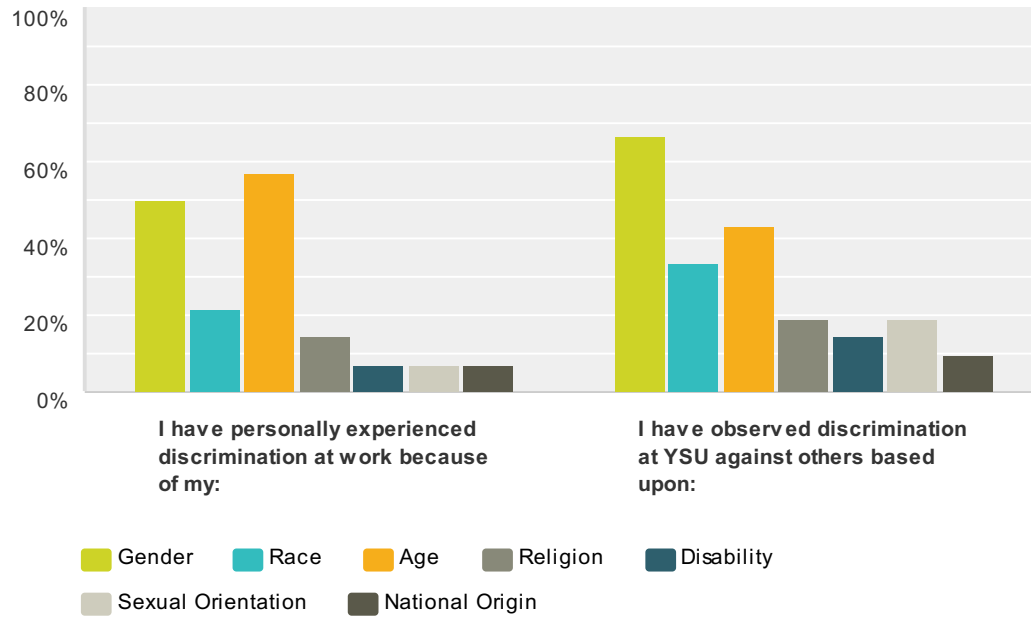
Answered: 174 Skipped: 0



	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply	Total
I am sufficiently involved in campus decision-making.	0.58% 1	4.65% 8	26.16% 45	20.35% 35	29.65% 51	18.60% 32	172
I am sufficiently involved in decision-making within my work unit.	5.17% 9	29.89% 52	23.56% 41	16.09% 28	16.67% 29	8.62% 15	174
I am kept well-informed of University policies.	10.98% 19	41.04% 71	23.70% 41	13.87% 24	9.83% 17	0.58% 1	173
I am kept well-informed of matters important to my position.	19.08% 33	41.04% 71	20.23% 35	11.56% 20	8.09% 14	0.00% 0	173
In general, campus morale is positive.	9.25% 16	35.26% 61	28.32% 49	16.18% 28	8.67% 15	2.31% 4	173
Institutional procedures are streamlined to make it easy for me to do my job.	7.60% 13	33.33% 57	35.09% 60	16.96% 29	6.43% 11	0.58% 1	171
My supervisor values my input on work-related issues.	39.66% 69	42.53% 74	8.62% 15	4.60% 8	3.45% 6	1.15% 2	174
I feel free to voice my concerns to my supervisor.	43.68% 76	35.06% 61	12.07% 21	4.02% 7	5.17% 9	0.00% 0	174

Q2 Campus Climate for Diversity Please place a check mark on all items that apply:

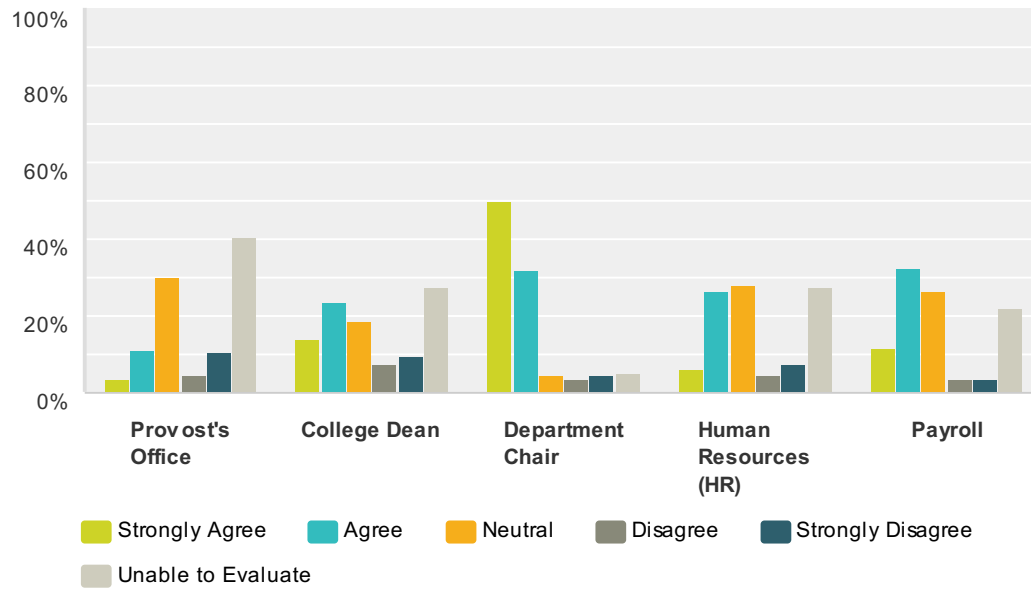
Answered: 23 Skipped: 151



	Gender	Race	Age	Religion	Disability	Sexual Orientation	National Origin	Total Respondents
I have personally experienced discrimination at work because of my:	50.00% 7	21.43% 3	57.14% 8	14.29% 2	7.14% 1	7.14% 1	7.14% 1	14
I have observed discrimination at YSU against others based upon:	66.67% 14	33.33% 7	42.86% 9	19.05% 4	14.29% 3	19.05% 4	9.52% 2	21

Q3 Support During my employment at YSU, I have received adequate support from:

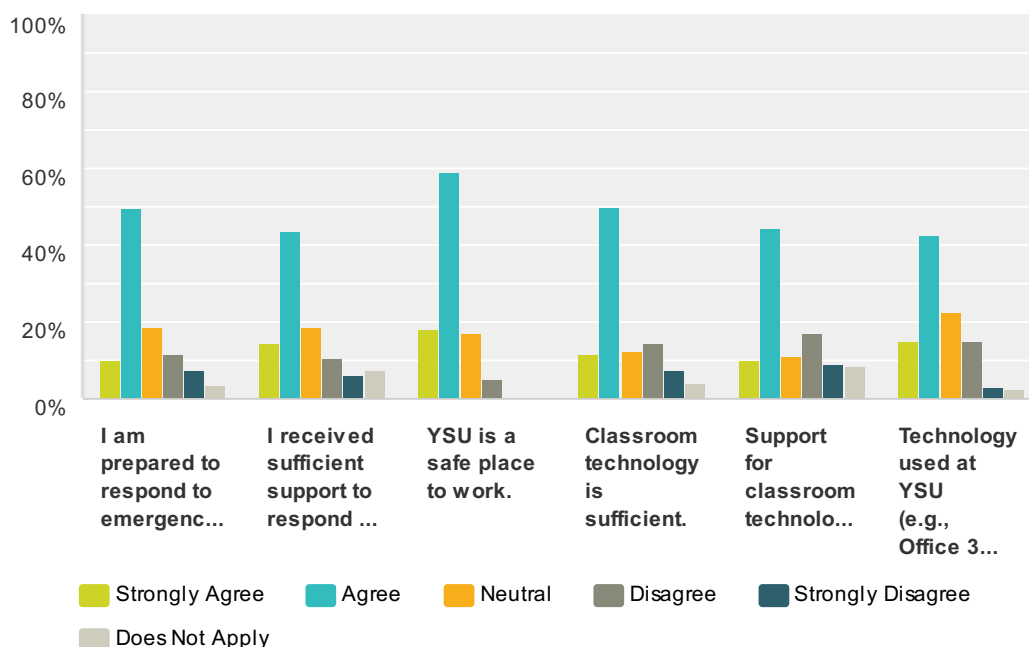
Answered: 172 Skipped: 2



	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unable to Evaluate	Total
Provost's Office	3.51% 6	11.11% 19	29.82% 51	4.68% 8	10.53% 18	40.35% 69	171
College Dean	13.95% 24	23.26% 40	18.60% 32	7.56% 13	9.30% 16	27.33% 47	172
Department Chair	50.00% 86	31.98% 55	4.65% 8	3.49% 6	4.65% 8	5.23% 9	172
Human Resources (HR)	5.85% 10	26.32% 45	28.07% 48	4.68% 8	7.60% 13	27.49% 47	171
Payroll	11.63% 20	32.56% 56	26.74% 46	3.49% 6	3.49% 6	22.09% 38	172

Q4 Safety and Facilities Please indicate the extent to which you agree or disagree with each statement below:

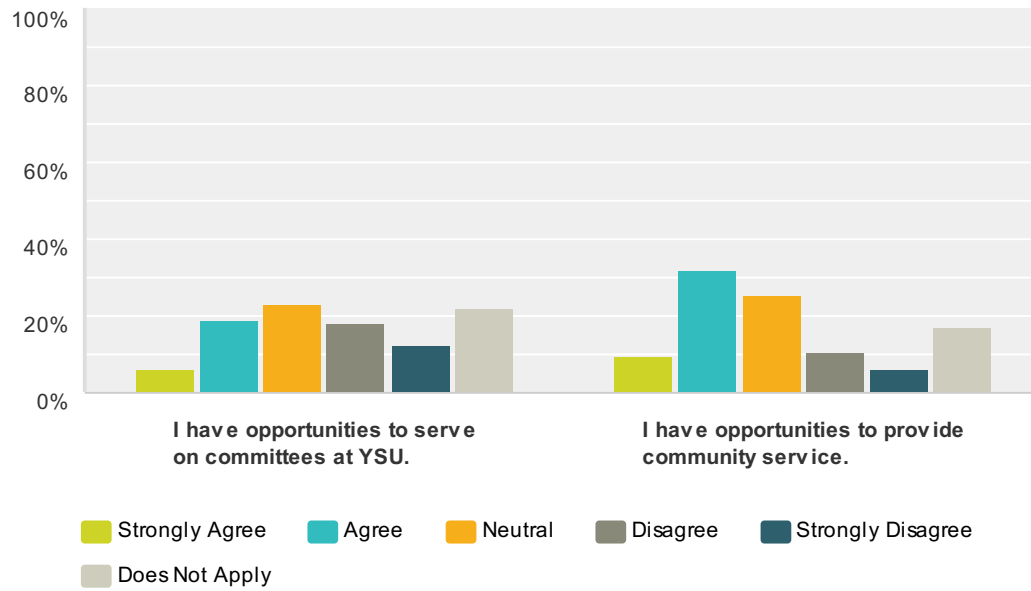
Answered: 174 Skipped: 0



	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply	Total
I am prepared to respond to emergency situations on campus.	9.77% 17	49.43% 86	18.39% 32	11.49% 20	7.47% 13	3.45% 6	174
I received sufficient support to respond to disruptive situations (plagiarism, discipline, verbal/physical violence, etc.) in the classroom.	14.45% 25	43.35% 75	18.50% 32	10.40% 18	5.78% 10	7.51% 13	173
YSU is a safe place to work.	17.82% 31	59.20% 103	17.24% 30	5.17% 9	0.00% 0	0.57% 1	174
Classroom technology is sufficient.	11.49% 20	50.00% 87	12.64% 22	14.37% 25	7.47% 13	4.02% 7	174
Support for classroom technology issues is sufficient.	9.83% 17	44.51% 77	10.98% 19	16.76% 29	9.25% 16	8.67% 15	173
Technology used at YSU (e.g., Office 365, Web Time Entry, Banner) has improved efficiency in my work.	14.94% 26	42.53% 74	22.41% 39	14.94% 26	2.87% 5	2.30% 4	174

Q5 Service Please indicate the extent to which you agree or disagree with each statement below:

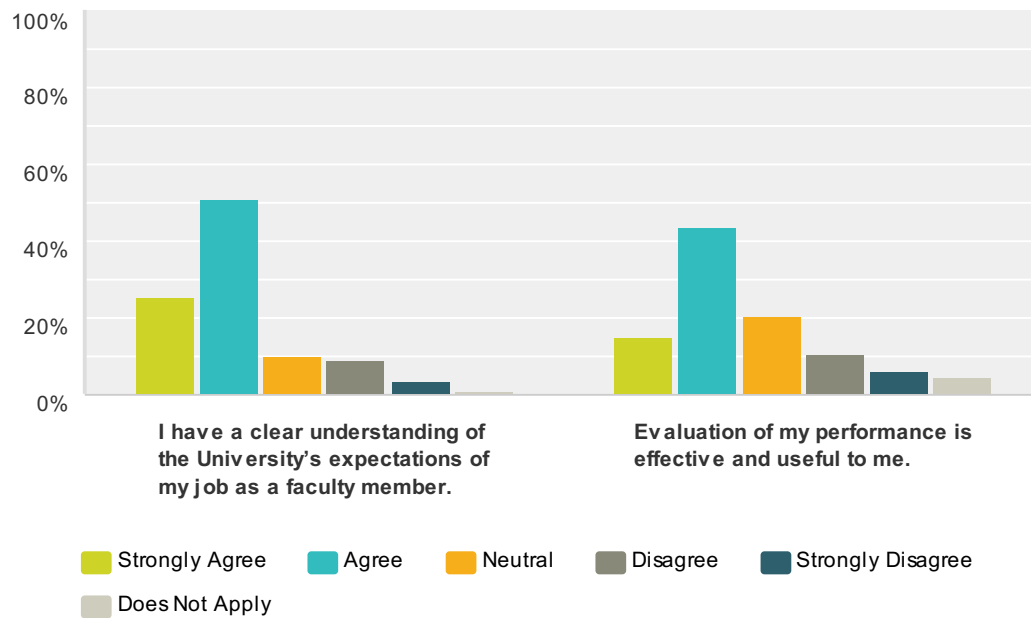
Answered: 170 Skipped: 4



	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply	Total
I have opportunities to serve on committees at YSU.	5.88% 10	18.82% 32	22.94% 39	18.24% 31	12.35% 21	21.76% 37	170
I have opportunities to provide community service.	9.41% 16	31.76% 54	25.29% 43	10.59% 18	5.88% 10	17.06% 29	170

Q6 Performance Appraisal Please indicate the extent to which you agree or disagree with each statement below:

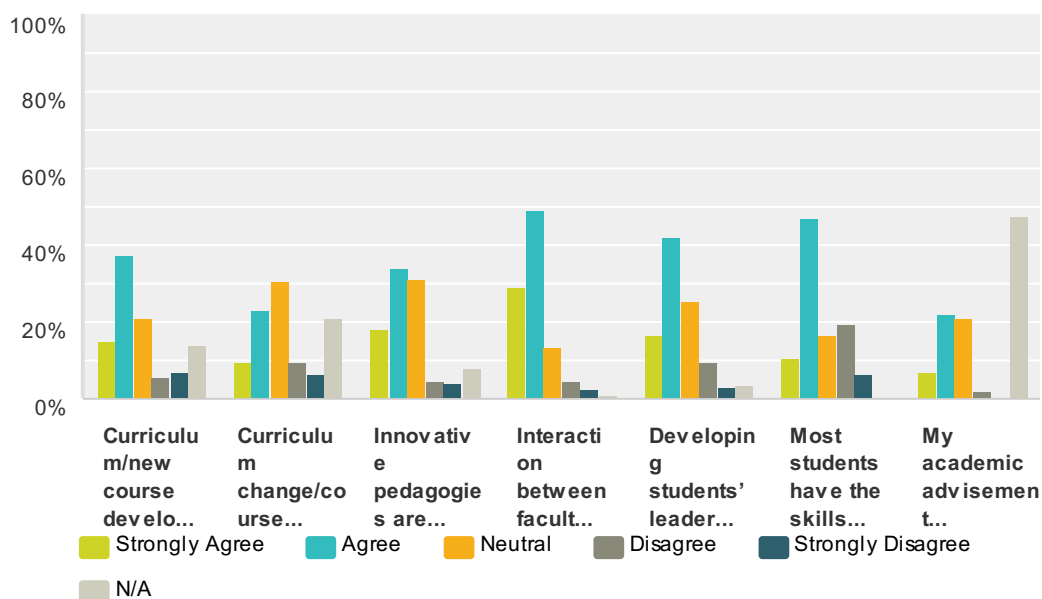
Answered: 171 Skipped: 3



	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply	Total
I have a clear understanding of the University's expectations of my job as a faculty member.	25.73% 44	50.88% 87	9.94% 17	8.77% 15	3.51% 6	1.17% 2	171
Evaluation of my performance is effective and useful to me.	15.20% 26	43.27% 74	20.47% 35	10.53% 18	5.85% 10	4.68% 8	171

Q7 Teaching Please indicate the extent to which you agree or disagree with each statement below:

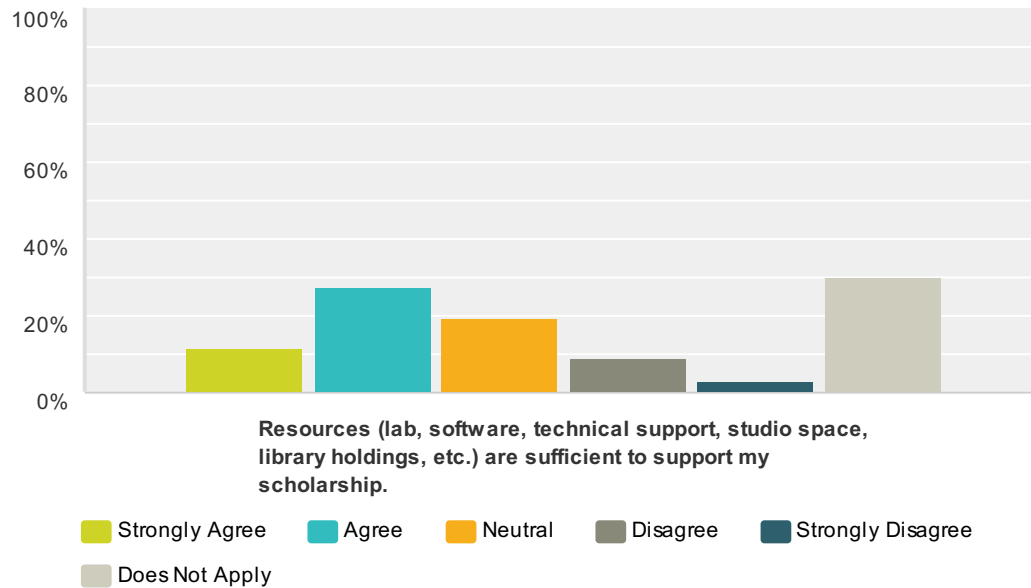
Answered: 171 Skipped: 3



	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A	Total
Curriculum/new course development is encouraged in my department.	15.20% 26	37.43% 64	21.05% 36	5.26% 9	7.02% 12	14.04% 24	171
Curriculum change/course approval process is efficient.	9.52% 16	23.21% 39	30.36% 51	9.52% 16	6.55% 11	20.83% 35	168
Innovative pedagogies are encouraged in my department.	18.13% 31	33.92% 58	30.99% 53	4.68% 8	4.09% 7	8.19% 14	171
Interaction between faculty and students is a high priority at YSU.	29.24% 50	49.12% 84	13.45% 23	4.68% 8	2.34% 4	1.17% 2	171
Developing students' leadership skills is a high priority at YSU.	16.37% 28	42.11% 72	25.73% 44	9.36% 16	2.92% 5	3.51% 6	171
Most students have the skills necessary to meet my course expectations.	10.53% 18	46.78% 80	16.37% 28	19.30% 33	6.43% 11	0.58% 1	171
My academic advisement responsibilities are reasonable.	7.06% 12	21.76% 37	21.18% 36	1.76% 3	0.59% 1	47.65% 81	170

Q8 Scholarship: Research and Scholarly Activities Please indicate the extent to which you agree or disagree with the following statement:

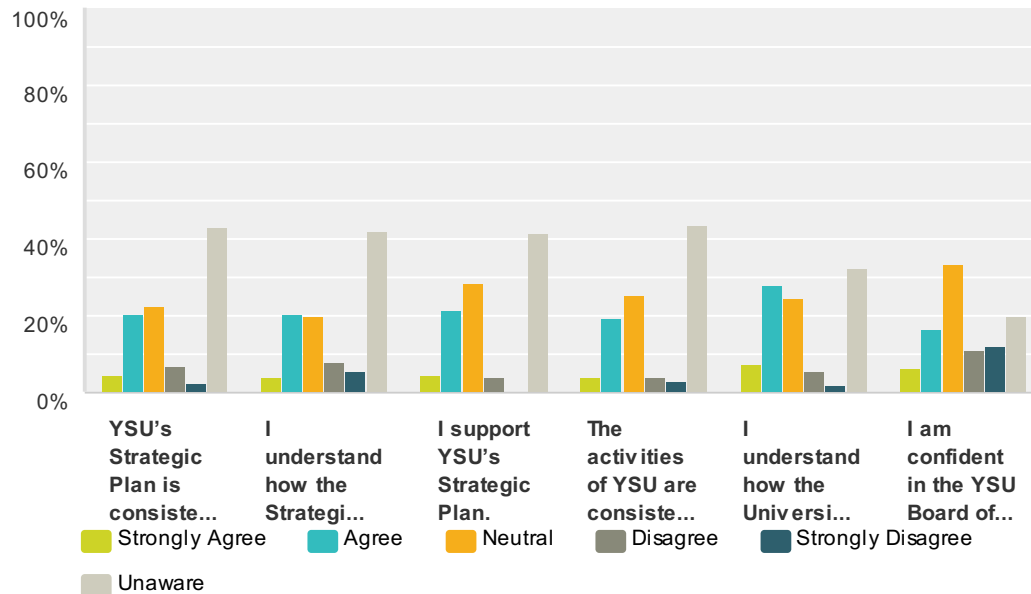
Answered: 171 Skipped: 3



	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply	Total
Resources (lab, software, technical support, studio space, library holdings, etc.) are sufficient to support my scholarship.	11.70% 20	27.49% 47	19.30% 33	8.77% 15	2.92% 5	29.82% 51	171

Q9 University Strategic Plan and Important Documents Please indicate one answer. If you are unaware of any of the following documents, please indicate "Unaware."

Answered: 170 Skipped: 4

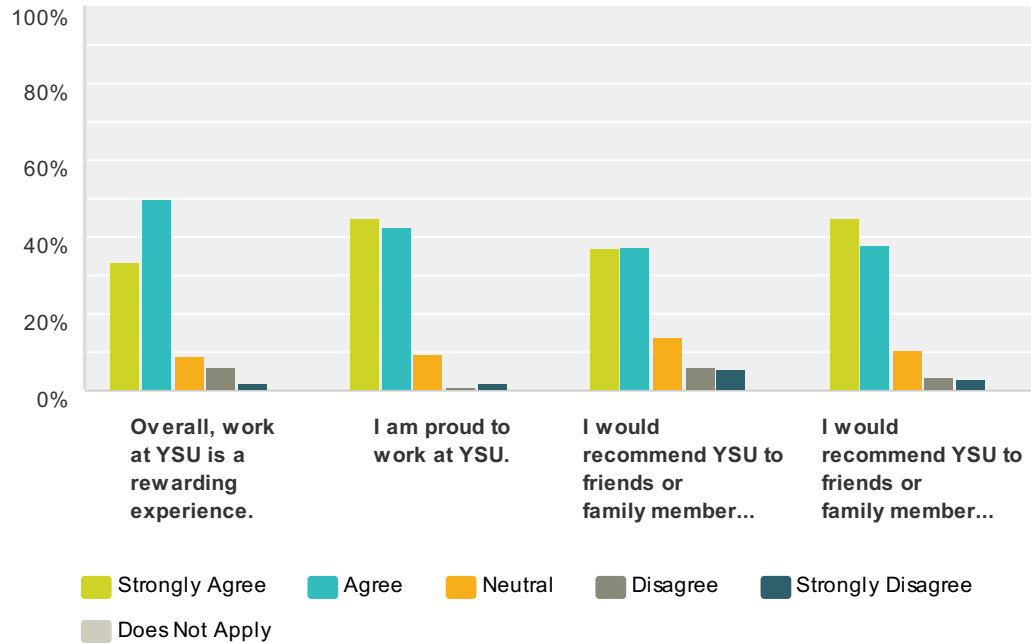


	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unaware	Total
YSU's Strategic Plan is consistent with its mission.	4.71% 8	20.59% 35	22.35% 38	7.06% 12	2.35% 4	42.94% 73	170
I understand how the Strategic Plan applies to me.	4.12% 7	20.59% 35	20.00% 34	8.24% 14	5.29% 9	41.76% 71	170
I support YSU's Strategic Plan.	4.73% 8	21.30% 36	28.40% 48	4.14% 7	0.00% 0	41.42% 70	169
The activities of YSU are consistent with its Strategic Plan.	4.17% 7	19.64% 33	25.60% 43	4.17% 7	2.98% 5	43.45% 73	168
I understand how the University's Guidebook applies to me.	7.65% 13	28.24% 48	24.71% 42	5.29% 9	1.76% 3	32.35% 55	170
I am confident in the YSU Board of Trustee's ability to lead.	6.51% 11	16.57% 28	33.73% 57	11.24% 19	11.83% 20	20.12% 34	169

Q10 Overall Experience and Comments

Please indicate the extent to which you agree or disagree with the following statements:

Answered: 170 Skipped: 4



	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Does Not Apply	Total
Overall, work at YSU is a rewarding experience.	33.53% 57	50.00% 85	8.82% 15	5.88% 10	1.76% 3	0.00% 0	170
I am proud to work at YSU.	44.91% 75	42.51% 71	9.58% 16	1.20% 2	1.80% 3	0.00% 0	167
I would recommend YSU to friends or family members as a place to work.	37.06% 63	37.65% 64	14.12% 24	5.88% 10	5.29% 9	0.00% 0	170
I would recommend YSU to friends or family members as a school for higher education.	44.97% 76	37.87% 64	10.65% 18	3.55% 6	2.96% 5	0.00% 0	169

Q11 Please share any additional concerns regarding campus climate and/or elaborate on your answers to survey questions.

Answered: 51 Skipped: 123

**Q12 What are YSU's biggest challenges?
What suggestions do you have to address
these challenges?**

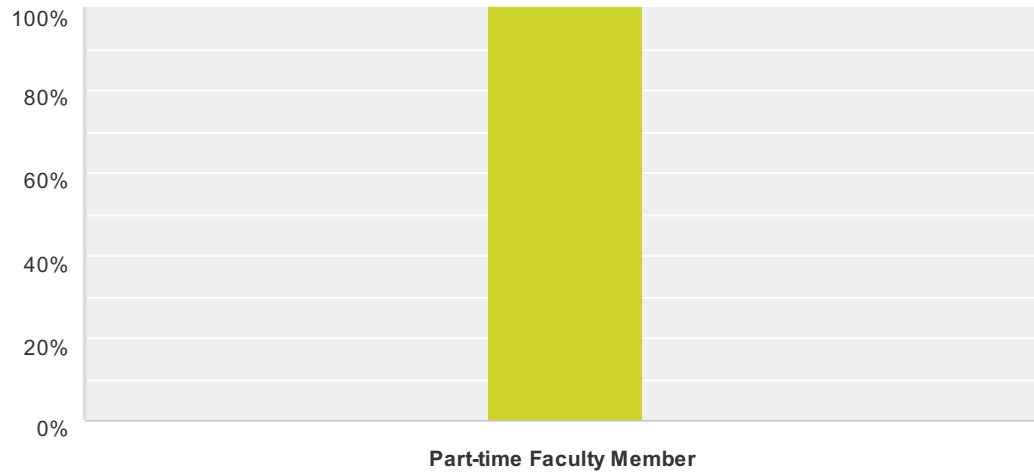
Answered: 50 Skipped: 124

Q13 Are there factors preventing you from doing your job well at YSU? If “yes,” please list and provide suggestions for how they can be addressed.

Answered: 34 Skipped: 140

Q14 Demographic Questions The information gathered is for statistical analysis only. Numbering of variables is not for the purpose of ranking, but for the purpose of data entry only. Your identity will never be associated with your responses. **Faculty Rank:**

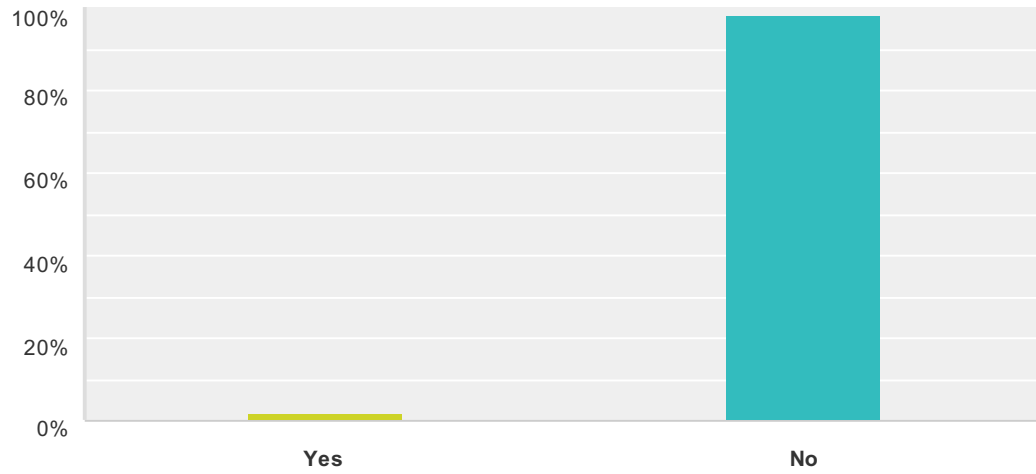
Answered: 165 Skipped: 9



Answer Choices	Responses	
Part-time Faculty Member	100.00%	165
Total		165

Q15 Are you currently a tenured faculty member at YSU?

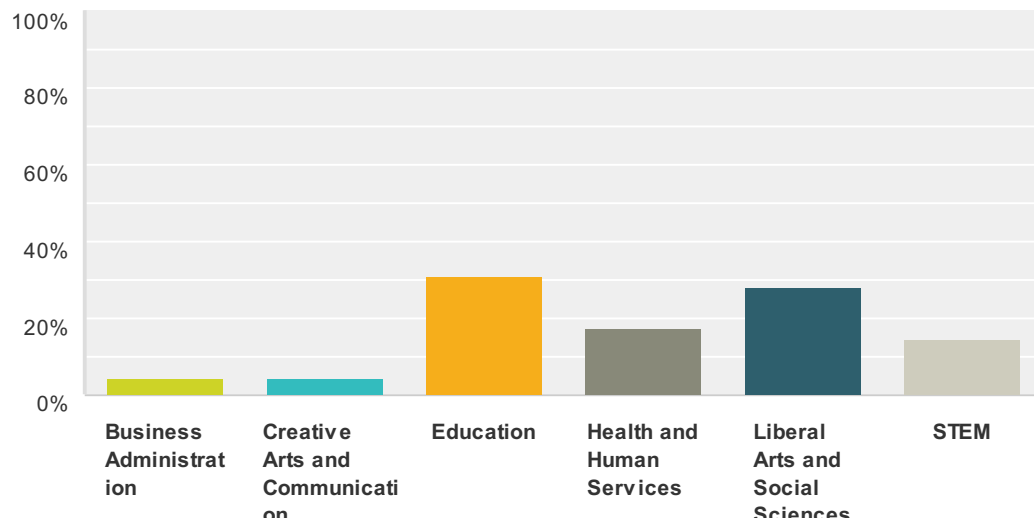
Answered: 162 Skipped: 12



Answer Choices	Responses	
Yes	1.85%	3
No	98.15%	159
Total		162

Q16 College (Please indicate one):

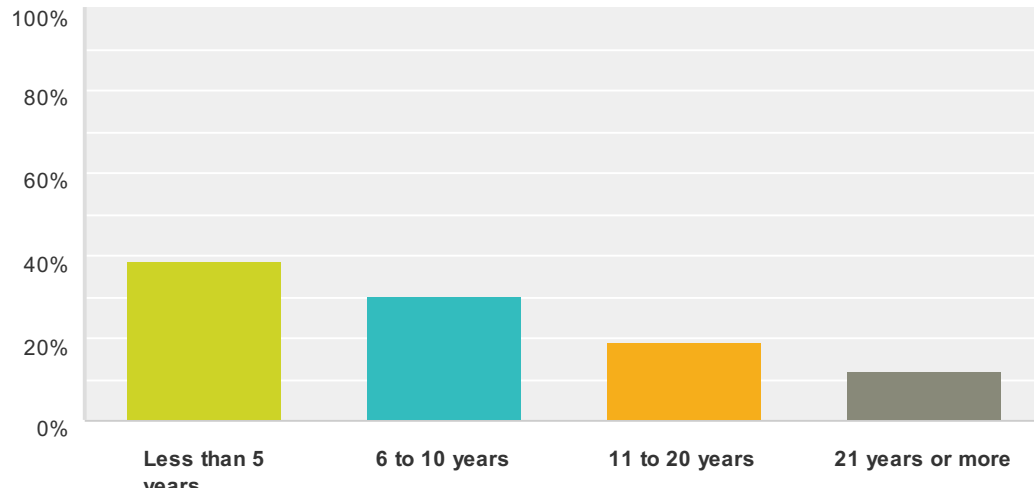
Answered: 164 Skipped: 10



Answer Choices	Responses	
Business Administration	4.27%	7
Creative Arts and Communication	4.27%	7
Education	31.10%	51
Health and Human Services	17.68%	29
Liberal Arts and Social Sciences	28.05%	46
STEM	14.63%	24
Total		164

Q17 Years of employment at YSU (Please indicate one):

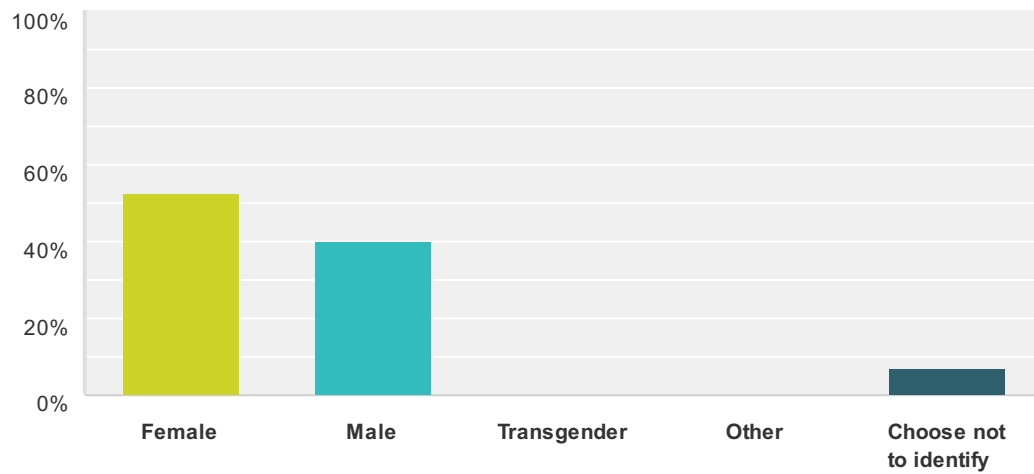
Answered: 166 Skipped: 8



Answer Choices	Responses	
Less than 5 years	38.55%	64
6 to 10 years	30.12%	50
11 to 20 years	19.28%	32
21 years or more	12.05%	20
Total		166

Q18 Gender (Please indicate one):

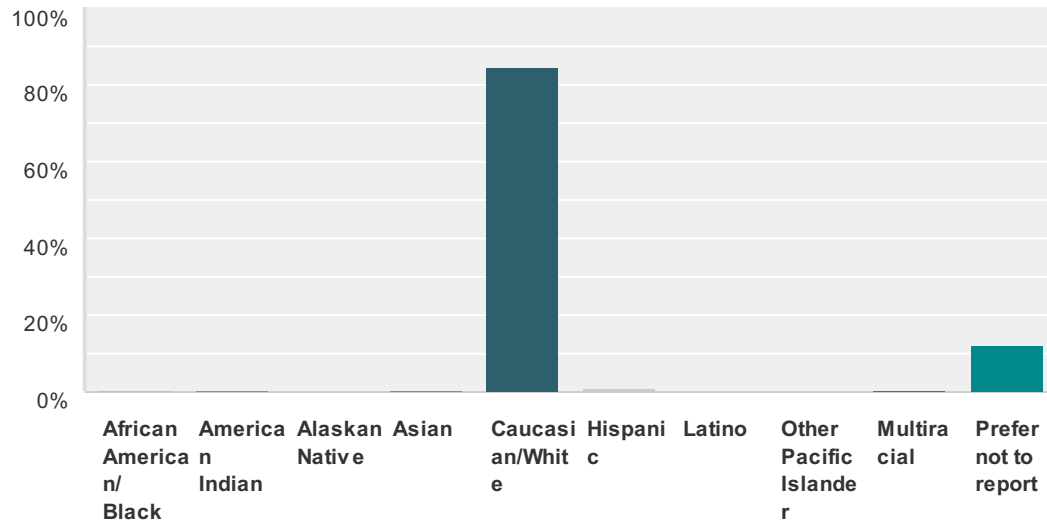
Answered: 169 Skipped: 5



Answer Choices	Responses	
Female	52.66%	89
Male	40.24%	68
Transgender	0.00%	0
Other	0.00%	0
Choose not to identify	7.10%	12
Total		169

Q19 6. Racial/ethnic identity (Please indicate one):

Answered: 169 Skipped: 5



Answer Choices	Responses
African American/ Black	0.59% 1
American Indian	0.59% 1
Alaskan Native	0.00% 0
Asian	0.59% 1
Caucasian/White	84.62% 143
Hispanic	1.18% 2
Latino	0.00% 0
Other Pacific Islander	0.00% 0
Multiracial	0.59% 1
Prefer not to report	11.83% 20
Total	169