All Respondents

		Strongly	y Agree	Agı	ree	Neither A	_	Disagre	ee Stro	ongly Disag	relo Basis to Jud	lg Total	Average (Exclude s NBTJ)	%
	Cuesta College		N	%	N	%	N	%	N	% N	% N	% N	Mean	
	places a high priority on student success. supports the freedom to ask questions and provide feedback.	27.4% 11.2%	101 41	50.8% 29.2%	187	11.7% 16.7%	43 61			.4% 5 7.8% 65	1.4% 5 0.5% 2	100.0% 368 100.0% 366		78.2% 8.7% 40.4% 42.4%
	has policies and practices that give me the flexibility to manage my work and personal life.	13.3%	49	34.7%	128	19.8%	73			2.7% 47	0.8% 3	100.0% 369		48.0% 31.4%
Construct:	fosters a welcoming and inclusive working and learning environment.	15.5%	57	28.6%	105	19.6%	72			2.8% 47	0.3% 1	100.0% 367	3.1	44.1% 36.0%
College Climate	provides a safe, clean, and comfortable work and learning environment. sets fair procedures for and expectations of employees.	16.5% 9.6%	61 35	47.8% 28.5%	177 104	14.3% 17.8%	53 65			.5% 24 6.4% 60	0.3% 1 0.5% 2	100.0% 370 100.0% 365		64.3% 21.1% 38.1% 43.5%
	supports new ideas and creative problem-solving.	8.4%	31	25.1%	93	21.1%	78	25.4%		8.4% 68	1.6% 6	100.0% 370		33.5% 43.8%
	provides opportunities/activities that foster employee comradery.	7.6%	28	27.4%	101	23.8%	88	20.9%		9.5% 72	0.8% 3	100.0% 369		35.0% 40.4% 45.7% 25.9%
	is a great place to work.	15.5%	57	30.2%	111	27.8%	102	18.3%	07 1	.6% 28	0.5% 2	100.0% 367	3.3	45.7 % 25.9 %
		Strongly	y Agree	Agı	ree	Neither <i>I</i> nor Disa	_	Disagre	e	Strongly Disagree	No Basis to Judge	Total	Average (Exclude s NBTJ)	%
	Cuesta College provides the resources and personnel necessary to support its commitment to diversity and	42.20/	N 45	%	N 126	% 22.6%	N	%	N	% N .2% 30	% N	% N 100.0% 367	Mean	46.60/ 26.70/
Construct:	Cuesta College supports students and employees with disabilities.	12.3% 18.8%	45 69	34.3% 48.2%	126 177	15.5%	83 57			.2% 30	4.1% 15 7.9% 29	100.0% 367 100.0% 367	3.3 3.8	46.6% 26.7% 67.0% 9.5%
Diversity, Equity,		9.3%	34	19.1%	70	16.1%	59	24.3%		0.8% 76	10.4% 38	100.0% 366	2.7	28.4% 45.1%
and Inclusion	I feel a sense of belonging at Cuesta College	14.7% 10.4%	54 38	28.1% 34.1%	103 125	14.4% 25.3%	53 93	20.7% 18.5%		60 1.4% 42	5.7% 21 0.3% 1	100.0% 367 100.0% 367	3.0 3.1	42.8% 37.0% 44.5% 29.9%
		Very Sa	atisfied	Satis	sfied	Neutr	ral	Dissatisf	ied	Very Dissatisfied	No Basis to Judge	Total	Average (Exclude s NBTJ)	% % Disagree Agree+ + Strongly Strongly Agree Disagree
	Cuesta College	%	N	%	N	%	N	%	N	% N	% N	% N	Mean	
	Total compensation (salary, leave package, and healthcare benefits)	5.4%	20	30.6%	113	21.4%	79			3.0% 48	0.3% 1	100% 369		36.0% 42.3%
	Employee orientation/onboarding Resources, training, and support provided for me to perform my job effectively	3.8% 7.9%	14 29	23.1% 32.5%	85 120	32.9% 23.0%	121 85			3.9% 51 2.2% 45	4.6% 17 0.0% 0	100% 368 100% 369		26.9% 35.6% 40.4% 36.6%
Construct: Job	Opportunities and avenues available to participate in college governance	9.8%	36	42.4%	156	30.2%	111		25 4	.6% 17	6.3% 23	100% 368		52.2% 11.4%
Satisfaction	to improve	10.0%	39	43.1%	159	22.2%	82			.7% 32	1.4% 5	100% 369		53.7% 22.8%
	Recognition and rewards for doing a good job Personal enrichment opportunities through college-sponsored learning and cultural experiences	3.3% 7.4%	27	22.5% 30.0%	83 110	32.2%	119 121			3.7% 69 .2% 30	3.8% 14 4.1% 15	100% 369 100% 367		25.8% 38.2% 37.4% 25.6%
	Overall job satisfaction	8.4%	31	40.6%	149		100			.1% 26	0% 0	100% 367	3.3	49.0% 23.7%
Comptunet	My Supervisor sets clear expectations for my work performance and the direction of our department. provides open and timely communication about the decisions and needs of the department/College.	Strongly % 20.9% 22.8%	N 77 84	% 35.6% 34.8%	N 131 128	Neither A nor Disa % 17.9% 13.3%	_		N 49 1	Strongly Disagree % N 2.0% 44 1.9% 55	No Basis to Judge N	Total M N		%
Construct: Supervisor	welcomes iny input and suggestions in departmental procedures and decisions, including disserting	27.8%	102	38.4%	141	11.2%	41		42 1	0.1% 37	1.1% 4	100% 367	3.6	66.2% 21.5%
Satisfaction	supports a healthy work/life balance. considers my current workload before assigning new responsibilities or projects.	26.2% 22.0%	96 81	38.8% 27.2%	142 100	16.9% 19.6%	62 72			.9% 29 0.9% 40	1.6% 6 4.1% 15	100% 366 100% 368		65.0% 16.4% 49.2% 27.2%
	then place blooms	36.5%	134	30.8%	113	15.0%	55			.2% 30	0.5% 2	100% 367	3.8	67.3% 17.2%
		Strongly	y Agree	Agı	ree	Neither <i>I</i> nor Disa	_	Disagre	90	Strongly Disagree	No Basis to Judge	Total	Average (Exclude s NBTJ)	% % Disagree Agree+ + Strongly Strongly Agree Disagree
	Shares timely and relevant communication with the campus community.	% 7.1%	N 26	% 34.2%	N 125	% 18.4%	N 67	% 25.2%	N 92 1	% N 1.5% 53	% N 0.5% 2	% N 100% 365	Mean 2.9	41.3% 39.7%
	is visible and approachable.	6.0%	22	21.9%	80	15.6%	57			3.4% 104	1.4% 5	100% 365		41.3% 39.7% 27.9% 55.2%
	shares information I need to do my job.	6.0%	22	27.3%	100	26.5%	97			5.3% 56	3.3% 12	100% 366	2.9	33.3% 36.9%
Construct:	shows confidence in employees to do excellent work. encourages creative and innovative thinking.	6.3% 4.9%	23 18	21.5% 17.2%	79 63	21.0% 24.8%	77 91			6.2% 96 2.1% 81	2.2% 8 4.4% 16	100% 367 100% 367	2.6 2.5	27.8% 49.1% 22.1% 48.8%
College Leadership	encourages collaboration between coworkers/departments.	6.3%	23	20.2%	74	24.8%	91	23.7%		1.3% 78	3.8% 14	100% 367	2.7	26.5% 45.0%
Leadership	welcomes and values input and feedback.	6.0%	22	15.8%	58	18.9%	69	20.070		1.4% 115	4.1% 15	100% 366		21.8% 55.2%
	builds a climate of trust and openness. provides a shared vision and clear direction for the future.	4.6% 5.7%	1/ 21	13.1% 18.3%	48 67	15.3% 25.4%	56 93			9.3% 144 5.1% 92	2.7% 10 2.7% 10	100% 366 100% 366		17.7% 64.2% 24.0% 47.8%
	provides effective institutional leadership.	6.6%	24	16.1%	59	21.6%	79			2.0% 117	3.0% 11	100% 366		22.7% 52.8%
		Strongly	y Agree	Agı	ree	Neither A	_	Disagre	9 e	Strongly Disagree	No Basis to Judge	Total	Average (Exclude s NBTJ)	%
	My campus engagement		N	%	N	%	N	%	N	% N	% N	% N	Mean	
	contributes to student success. fosters an inclusive environment.	34.5% 33.4%	126 122	47.7% 46.0%	174 168	12.1% 11.8%	44 43	1.6% 3.0%		.1% 4 .6% 6	3.0% 11 4.1% 15	100% 365 100% 365		82.2% 2.7% 79.4% 4.6%
Construct:			108	46.0%	168	11.8%	43				4.1% 15 3.8% 14	100% 365	4.1 3.9	79.4% 4.6% 73.7% 10.1%
Campus	welcomes and values input and feedback.	29.7%	100	44.0 /0	100	12.470	40	6.0%	22 2	.1% 15	3.0 /0 14	10070 307	5.5	73.7% TU.1%
Engagement	advances equity aligned with the Institutional Goals.	25.7%	93	38.7%	140	22.9%	83	3.9%	14 1	.9% 7	6.9% 25	100% 362	3.9	64.4% 5.8%
Engagement	·		93 93 118				83 68 60	3.9% 4.1%	14 1				3.9 3.9	

		Tot	al
	Job Classification	%	N
Administration/Management		8.2%	30
Classified		32.0%	117
Faculty		48.4%	177
Prefer not to respond		11.5%	42

			Tota	al
		Race/Ethnicity	%	N
Demographics	American Indian or Alaska Native		1.4%	5
	Asian		0.3%	1
	Black or African American		0.0%	0
	Hispanic/Latinx		9.3%	34
	Native Hawaiian or Pacific Islander		0.5%	2
	White		59.6%	218
	Two or More Races		6.3%	23
	Other		4.4%	16

Prefer Not to Respond

Note 1: Other write in responses included: American, Christian, Hispanic/Latino/a not x, Jewish, Mexican American, Why does it matter, Prefer not to respond because lack of diversity would identify me immediately! Note 2: Additionally, 7 individuals used the 'Other' race open textbox to provide insights/feedback about the college broadly.

25.4% 93

	% Agree + % Strongly Agree	Aamini	erratio							
		Admini n Manag	/	Class		Facı (n∼1	•		fer not to espond	
		Manag	3U/	`				(n~4		
	Cuesta College		N 24	%	N	70.20/	N 427	%	N 29	
	places a high priority on student success. supports the freedom to ask questions and provide feedback.	80.0% 53.6%	24 15	82.1% 49.6%	96 58	78.3% 38.6%	137 68	69.0% 14.3%	6	
	has policies and practices that give me the flexibility to manage my work and personal life.	60.0%	18	48.7%	57	49.2%	87	31.0%	13	
Construct:	fosters a welcoming and inclusive working and learning environment.	63.3%	19	55.2%	64	39.0%	69	22.0%	9	
College	provides a safe, clean, and comfortable work and learning environment.	80.0%	24	60.7%	71	65.0%	115	61.9%	26	
Climate	sets fair procedures for and expectations of employees.	53.3%	16	42.6%	49	37.9%	66	58.3%	7	
	supports new ideas and creative problem-solving.	46.7%	14	38.5%	45	31.6%	56	19.0%	8	
	provides opportunities/activities that foster employee comradery.	46.7%	14 19	37.6%	44 56	37.3%	66	9.5%	4	
	is a great place to work.	65.5%	19	47.9%	30	47.7%	84	19.0%	8	
		Admini	stratio)				Prefer	not to	
		n	/	Class		Facu	•	resp		
		Manag		(n~1	17)	(n~1	77)	(n~4		
		<u>(n~</u> ;	30) N	%	N	%	N	%	N	
	Ouesta College provides the resources and personner necessary to support its commitment to diversity and	56.7%	17	47.8%	55	48.6%	86	28.6%	12	
Construct:	Cuesta College supports students and employees with disabilities.	80.0%	24	72.4%	84	63.8%	113	58.5%	24	
Diversity,	I've been the object of negative stereotypes at work or on campus, either in person or virtually.	31.0%	9	24.3%	28	27.1%	48	40.5%	17	
Equity, and Inclusion	I have witnessed others experience prejudice or discrimination at work or on campus, either in person or virtually.	41.4%	12	37.9%	44	42.4%	75	57.1%	24	
	I feel a sense of belonging at Cuesta College	60.0%	18	44.8%	52	45.2%	80	29.3%	12	
		Admini	otrotio							
		Admini		Class	ified	Facu	ıltv	Prefer	not to	
		Manag				(n~1	•	resp		
		(n~:		•		•		(n~4	42)	
	Cuesta College		N	%	N	%	N	%	N	
	Total compensation (salary, leave package, and healthcare benefits)	60.0%	18	28.2%	33	40.1%	71	23.8%	10	
	Employee orientation/onboarding Resources, training, and support provided for me to perform my job effectively.	36.7%	11	25.0%	29	29.4%	52	14.3%	6	
Construct:	Resources, training, and support provided for me to perform my job effectively Opportunities and avenues available to participate in college governance	43.3% 70.0%	13 21	32.5% 37.1%	38 43	49.7% 63.3%	88 112	21.4% 35.7%	9 15	
Job	Opportunities and avenues available to participate in college governance renormance evaluation process provides necessary recuback to understand my work enectiveness and now to	53.3%	16	44.4%	52	63.3%	112	40.5%	17	
Satisfaction	Recognition and rewards for doing a good job	46.7%	14	23.9%	28	27.7%	49	9.5%	4	
	Personal enrichment opportunities through college-sponsored learning and cultural experiences	58.6%	17	26.5%	31	45.5%	80	19.0%	8	
	Overall job satisfaction	70.0%	21	45.2%	52	54.8%	97	21.4%	9	
		Aamını	stratio	1						
		Aumm								
			_	Class	ified	Facu	ılty	Prefer		
		n Manag	/	Class		Facı (n∼1	-	resp	ond	
	My Supervisor	n Manag	/ ement RAN	Class (n~1	17)	(n~1	77)	respe (n~4	ond 42)	
	My Supervisor sets clear expectations for my work performance and the direction of our department.	n Manag (n~)	ement	Class (n~1	17) N	(n~1 %	77) N	respo (n~4	ond 42) N	
	sets clear expectations for my work performance and the direction of our department.	Manag . % 73.3%	ement 30) N 22	Class (n~1 % 53.8%	N 63	(n~1 % 57.4%	77) N 101	respe (n~4 % 50.0%	ond 42) N 21	
Construct:	7 .	n Manag (n~)	ement	Class (n~1	17) N	(n~1 %	77) N	respo (n~4	ond 42) N	
Supervisor	sets clear expectations for my work performance and the direction of our department. provides open and timely communication about the decisions and needs of the department/College.	Manag (n~' . % 73.3% 76.7%	ement 30) N 22 23	Class (n~1 % 53.8% 57.3%	17) N 63 67	(n~1 % 57.4% 57.4%	N 101 101	respo (n~4 % 50.0% 47.6%	ond 42) N 21 20	
	sets clear expectations for my work performance and the direction of our department. provides open and timely communication about the decisions and needs of the department/College. welcomes my input and suggestions in departmental procedures and decisions, including dissenting opinions. supports a healthy work/life balance.	Manage /n~' . % 73.3% 76.7% 89.7%	ement 80) N 22 23 26	Class (n~1 % 53.8% 57.3% 70.1%	N 63 67 82	(n~1 % 57.4% 57.4% 62.5%	77) N 101 101 110	respe (n~4 % 50.0% 47.6% 57.1%	ond 42) N 21 20 24	
Supervisor	sets clear expectations for my work performance and the direction of our department. provides open and timely communication about the decisions and needs of the department/College. welcomes my input and suggestions in departmental procedures and decisions, including dissenting opinions.	Manage . % 73.3% 76.7% 89.7% 72.4%	N 22 23 26 21	Class (n~1 % 53.8% 57.3% 70.1% 70.9%	N 63 67 82 83	% 57.4% 57.4% 62.5% 61.1%	77) N 101 101 110 110	respo (n~4 % 50.0% 47.6% 57.1% 61.9%	ond 42) N 21 20 24 26	
Supervisor	sets clear expectations for my work performance and the direction of our department. provides open and timely communication about the decisions and needs of the department/College. welcomes my input and suggestions in departmental procedures and decisions, including dissenting opinions. supports a healthy work/life balance.	Manage /n~* . % 73.3% 76.7% 89.7% 72.4% 60.0%	ement N 22 23 26 21 18 26	% 53.8% 57.3% 70.1% 70.9% 46.2% 73.5%	17) N 63 67 82 83 54	(n~1 % 57.4% 57.4% 62.5% 61.1% 51.7%	N 101 101 110 107 91	respe (n~4 % 50.0% 47.6% 57.1% 61.9% 40.5% 50.0%	ond 42) N 21 20 24 26 17 21	
Supervisor	sets clear expectations for my work performance and the direction of our department. provides open and timely communication about the decisions and needs of the department/College. welcomes my input and suggestions in departmental procedures and decisions, including dissenting opinions. supports a healthy work/life balance.	Manage (n~ %) 73.3% 76.7% 89.7% 72.4% 60.0% 86.7%	22 23 26 21 18 26 stratio	% 53.8% 57.3% 70.1% 70.9% 46.2% 73.5%	17) N 63 67 82 83 54 86	(n~1 % 57.4% 57.4% 62.5% 61.1% 51.7%	77) N 101 101 110 107 91 113	respe (n~4) % 50.0% 47.6% 57.1% 61.9% 40.5% 50.0%	ond 42) N 21 20 24 26 17 21	
Supervisor	sets clear expectations for my work performance and the direction of our department. provides open and timely communication about the decisions and needs of the department/College. welcomes my input and suggestions in departmental procedures and decisions, including dissenting opinions. supports a healthy work/life balance.	Manage (n~ / %) 73.3% 76.7% 89.7% 72.4% 60.0% 86.7% Adminis	ement 30) N 22 23 26 21 18 26 stration	Class (n~1) % 53.8% 57.3% 70.1% 70.9% 46.2% 73.5%	N 63 67 82 83 54 86	% 57.4% 57.4% 62.5% 61.1% 51.7% 64.6%	77) N 101 101 110 107 91 113	respo (n~4 % 50.0% 47.6% 57.1% 61.9% 40.5% 50.0%	ond 42) N 21 20 24 26 17 21 not to	
Supervisor	sets clear expectations for my work performance and the direction of our department. provides open and timely communication about the decisions and needs of the department/College. welcomes my input and suggestions in departmental procedures and decisions, including dissenting opinions. supports a healthy work/life balance.	Manage (n~ %) 73.3% 76.7% 89.7% 72.4% 60.0% 86.7% Adminis	ement 30) N 22 23 26 21 18 26 stration	Class (n~1) % 53.8% 57.3% 70.1% 70.9% 46.2% 73.5%	N 63 67 82 83 54 86	(n~1 % 57.4% 57.4% 62.5% 61.1% 51.7% 64.6%	77) N 101 101 110 107 91 113	respe (n~4) % 50.0% 47.6% 57.1% 61.9% 40.5% 50.0%	ond 42) N 21 20 24 26 17 21 not to	
Supervisor	sets clear expectations for my work performance and the direction of our department. provides open and timely communication about the decisions and needs of the department/College. welcomes my input and suggestions in departmental procedures and decisions, including dissenting opinions. supports a healthy work/life balance. considers my current workload before assigning new responsibilities or projects. treats the respectivity, provides encouragement, and motivates the to excel. Works to solve problems rather than	Manage (n~ %) 73.3% 76.7% 89.7% 72.4% 60.0% 86.7% Adminis	ement 30) N 22 23 26 21 18 26 25 stration / ement 20)	Class (n~1 % 53.8% 57.3% 70.1% 70.9% 46.2% 73.5%	N 63 67 82 83 54 86	(n~1 % 57.4% 57.4% 62.5% 61.1% 51.7% 64.6%	77) N 101 101 110 107 91 113	respo (n~4 % 50.0% 47.6% 57.1% 61.9% 40.5% 50.0% Prefer respo (n~4	ond 42) N 21 20 24 26 17 21 not to ond 42)	
Supervisor	sets clear expectations for my work performance and the direction of our department. provides open and timely communication about the decisions and needs of the department/College. welcomes my input and suggestions in departmental procedures and decisions, including dissenting opinions. supports a healthy work/life balance. considers my current workload before assigning new responsibilities or projects. treats me respectivity, provides encouragement, and motivates me to excell works to solve problems rather than allowed before and motivates me to excell works to solve problems rather than allowed before the solution of our department. College Leadership shares timely and relevant communication with the campus community. is visible and approachable.	Manage (n~ %) 73.3% 76.7% 89.7% 72.4% 60.0% 86.7% Manage (n~ %) 53.3% 46.7%	ement 30) N 22 23 26 21 18 26 26 21 18 26 Ement 30) N 16 14	Class (n~1) % 53.8% 57.3% 70.1% 70.9% 46.2% 73.5% Class (n~1) % 39.3% 30.2%	N 63 67 82 83 54 86 siffied 17)	(n~1 % 57.4% 57.4% 62.5% 61.1% 51.7% 64.6% Facu (n~1 % 44.3% 27.4%	77) N 101 101 110 107 91 113 allty 77) N 77 48	respondence (n~4) 50.0% 47.6% 57.1% 61.9% 40.5% 50.0% Prefer respondence (n~4) 28.6% 11.9%	ond 42) N 21 20 24 26 17 21 not to ond 42) N 12 5	
Supervisor	sets clear expectations for my work performance and the direction of our department. provides open and timely communication about the decisions and needs of the department/College. welcomes my input and suggestions in departmental procedures and decisions, including dissenting opinions. supports a healthy work/life balance. considers my current workload before assigning new responsibilities or projects. treats the respectivity, provides encouragement, and motivates the to excell works to solve problems rather than allowed before assigning new responsibilities or projects. College Leadership shares timely and relevant communication with the campus community. is visible and approachable. shares information I need to do my job.	Manage (n~) 73.3% 76.7% 89.7% 72.4% 60.0% 86.7% Manage (n~) 53.3% 46.7% 43.3%	ement 30) N 22 23 26 21 18 26 Stration N 16 14 13	Class (n~1) % 53.8% 57.3% 70.1% 70.9% 46.2% 73.5% Class (n~1) % 39.3% 30.2% 35.0%	N 63 67 82 83 54 86 6ified 17) N 46 35 41	(n~1 % 57.4% 57.4% 62.5% 61.1% 51.7% 64.6% Facu (n~1 % 44.3% 27.4% 35.4%	77) N 101 100 107 91 113 ulty 77) N 77 48 62	respondence (n~4) % 50.0% 47.6% 57.1% 61.9% 40.5% 50.0% Prefer respondence (n~4) % 28.6% 11.9% 12.2%	ond 42) N 21 20 24 26 17 21 not to ond 42) N 12 5	
Supervisor	sets clear expectations for my work performance and the direction of our department. provides open and timely communication about the decisions and needs of the department/College. welcomes my input and suggestions in departmental procedures and decisions, including dissenting opinions. supports a healthy work/life balance. considers my current workload before assigning new responsibilities or projects. treats me respectivity, provides encouragement, and motivates me to excell works to solve problems rather than shares timely and relevant communication with the campus community. is visible and approachable. shares information I need to do my job. shows confidence in employees to do excellent work.	Manage / % 73.3% 76.7% 89.7% 72.4% 60.0% 86.7% Administration of the control of	ement 30) N 22 23 26 21 18 26 Stration N 16 14 13 17	Class (n~1 % 53.8% 57.3% 70.1% 70.9% 46.2% 73.5% Class (n~1 % 39.3% 30.2% 35.0% 36.8%	N 63 67 82 83 54 86 35 41 43	(n~1 % 57.4% 57.4% 62.5% 61.1% 51.7% 64.6% Facu (n~1 % 44.3% 27.4% 35.4% 22.3%	77) N 101 101 110 107 91 113 ulty 77) N 77 48 62 39	respondence (n~4 % 50.0% 47.6% 57.1% 61.9% 40.5% 50.0% Prefer respondence (n~4 % 28.6% 11.9% 12.2% 7.1%	ond 42) N 21 20 24 26 17 21 not to ond 42) N 12 5 5 3	
Supervisor Satisfaction	sets clear expectations for my work performance and the direction of our department. provides open and timely communication about the decisions and needs of the department/College. welcomes my input and suggestions in departmental procedures and decisions, including dissenting opinions. supports a healthy work/life balance. considers my current workload before assigning new responsibilities or projects. ueats the respectionly, provides encouragement, and motivates me to excel. Works to solve problems rather than shares timely and relevant communication with the campus community. is visible and approachable. shares information I need to do my job. shows confidence in employees to do excellent work. encourages creative and innovative thinking.	Manage (n~ %) 73.3% 76.7% 89.7% 72.4% 60.0% 86.7% Manage (n~ %) 53.3% 46.7% 43.3% 56.7% 53.3%	ement 30) N 22 23 26 21 18 26 Stratio / ement 30) N 16 14 13 17 16	Class (n~1 % 53.8% 57.3% 70.1% 70.9% 46.2% 73.5% Class (n~1 % 39.3% 30.2% 35.0% 36.8% 23.9%	17) N 63 67 82 83 54 86 17) N 46 35 41 43 28	(n~1 % 57.4% 57.4% 62.5% 61.1% 51.7% 64.6% Facu (n~1 % 44.3% 27.4% 35.4% 22.3% 20.0%	77) N 101 100 107 91 113 Ilty 77) N 77 48 62 39 35	respondence (n~4) % 50.0% 47.6% 57.1% 61.9% 40.5% 50.0% Prefer respondence (n~4) % 28.6% 11.9% 12.2% 7.1% 4.8%	ond 42) N 21 20 24 26 17 21 not to ond 42) N 12 5 5 3 2	
Supervisor Satisfaction Construct:	sets clear expectations for my work performance and the direction of our department. provides open and timely communication about the decisions and needs of the department/College. welcomes my input and suggestions in departmental procedures and decisions, including dissenting opinions. supports a healthy work/life balance. considers my current workload before assigning new responsibilities or projects. It eats the respectivity, provides encouragement, and motivates the to excel. Works to solve problems rather than shares timely and relevant communication with the campus community. is visible and approachable. shares information I need to do my job. shows confidence in employees to do excellent work. encourages creative and innovative thinking. encourages collaboration between coworkers/departments.	Manage (n~ %) 73.3% 76.7% 89.7% 72.4% 60.0% 86.7% Manage (n~ %) 53.3% 46.7% 43.3% 56.7% 53.3% 53.3%	ement 30) N 22 23 26 21 18 26 Stration N 16 14 13 17 16 16 16	Class (n~1 % 53.8% 57.3% 70.1% 70.9% 46.2% 73.5% Class (n~1 % 39.3% 30.2% 35.0% 36.8% 23.9% 34.2%	N 63 67 82 83 54 86 86 86 81 41 43 28 40	(n~1 % 57.4% 57.4% 62.5% 61.1% 51.7% 64.6% Facu (n~1 % 44.3% 27.4% 35.4% 22.3% 20.0% 18.9%	77) N 101 100 107 91 113 Allty 77) N 77 48 62 39 35 33	responsible (n~4) % 50.0% 47.6% 57.1% 61.9% 40.5% 50.0% Prefer responsible (n~4) % 28.6% 11.9% 12.2% 7.1% 4.8% 19.0%	ond 42) N 21 20 24 26 17 21 not to ond 42) N 12 5 5 3 2 8	
Supervisor Satisfaction Construct: College	sets clear expectations for my work performance and the direction of our department. provides open and timely communication about the decisions and needs of the department/College. welcomes my input and suggestions in departmental procedures and decisions, including dissenting opinions. supports a healthy work/life balance. considers my current workload before assigning new responsibilities or projects. treats the respectivity, provides encouragement, and motivates the to excel. Works to solve problems rather than shares timely and relevant communication with the campus community. is visible and approachable. shares information I need to do my job. shows confidence in employees to do excellent work. encourages creative and innovative thinking. encourages collaboration between coworkers/departments. welcomes and values input and feedback.	Manage 73.3% 76.7% 89.7% 72.4% 60.0% 86.7% Manage 79.2% 753.3% 46.7% 43.3% 56.7% 53.3% 53.3% 53.3%	ement 30) N 22 23 26 21 18 26 26 21 18 26 26 21 18 17 16 16 16 16 16	Class (n~1 % 53.8% 57.3% 70.1% 70.9% 46.2% 73.5% Class (n~1 % 39.3% 30.2% 35.0% 36.8% 23.9% 34.2% 25.6%	N 63 67 82 83 54 86 35 41 43 28 40 30	(n~1 % 57.4% 57.4% 62.5% 61.1% 51.7% 64.6% Facu (n~1 % 44.3% 27.4% 35.4% 22.3% 20.0% 18.9% 18.3%	77) N 101 101 110 107 91 113 Allty 77) N 77 48 62 39 35 33 32	respondence (n~4 % 50.0% 47.6% 57.1% 61.9% 40.5% 50.0% Prefer respondence (n~4 % 28.6% 11.9% 12.2% 7.1% 4.8% 19.0% 4.9%	ond 42) N 21 20 24 26 17 21 not to ond 42) N 12 5 5 3 2	
Supervisor Satisfaction Construct: College	sets clear expectations for my work performance and the direction of our department. provides open and timely communication about the decisions and needs of the department/College. welcomes my input and suggestions in departmental procedures and decisions, including dissenting opinions. supports a healthy work/life balance. considers my current workload before assigning new responsibilities or projects. It eats the respectivity, provides encouragement, and motivates the to excel. Works to solve problems rather than shares timely and relevant communication with the campus community. is visible and approachable. shares information I need to do my job. shows confidence in employees to do excellent work. encourages creative and innovative thinking. encourages collaboration between coworkers/departments.	Manage (n~ %) 73.3% 76.7% 89.7% 72.4% 60.0% 86.7% Manage (n~ %) 53.3% 46.7% 43.3% 56.7% 53.3% 53.3%	ement 30) N 22 23 26 21 18 26 Stration N 16 14 13 17 16 16 16	Class (n~1 % 53.8% 57.3% 70.1% 70.9% 46.2% 73.5% Class (n~1 % 39.3% 30.2% 35.0% 36.8% 23.9% 34.2% 25.6% 18.1%	N 63 67 82 83 54 86 86 86 81 41 43 28 40	(n~1 % 57.4% 57.4% 62.5% 61.1% 51.7% 64.6% Facu (n~1 % 44.3% 27.4% 35.4% 22.3% 20.0% 18.9%	77) N 101 100 107 91 113 Allty 77) N 77 48 62 39 35 33	respondence (n~4) % 50.0% 47.6% 57.1% 61.9% 40.5% 50.0% Prefer respondence (n~4) % 28.6% 11.9% 12.2% 7.1% 4.8% 19.0% 4.9% 2.4%	ond 42) N 21 20 24 26 17 21 not to ond 42) N 12 5 5 3 2 8	
Supervisor Satisfaction Construct: College	sets clear expectations for my work performance and the direction of our department. provides open and timely communication about the decisions and needs of the department/College. welcomes my input and suggestions in departmental procedures and decisions, including dissenting opinions. supports a healthy work/life balance. considers my current workload before assigning new responsibilities or projects. ueats the respectivity, provides encouragement, and motivates the to excell works to solve problems rather than shares timely and relevant communication with the campus community. is visible and approachable. shares information I need to do my job. shows confidence in employees to do excellent work. encourages creative and innovative thinking. encourages collaboration between coworkers/departments. welcomes and values input and feedback. builds a climate of trust and openness.	Manage 73.3% 76.7% 89.7% 72.4% 60.0% 86.7% Manage 753.3% 46.7% 43.3% 56.7% 53.3% 53.3% 53.3% 53.3% 36.7%	ement 30) N 22 23 26 21 18 26 Stratio / ement 30) N 16 14 13 17 16 16 16 11	Class (n~1 % 53.8% 57.3% 70.1% 70.9% 46.2% 73.5% Class (n~1 % 39.3% 30.2% 35.0% 36.8% 23.9% 34.2% 25.6%	N 63 67 82 83 54 86 siffied 17) N 46 35 41 43 28 40 30 21	(n~1 % 57.4% 57.4% 62.5% 61.1% 51.7% 64.6% Facu (n~1 % 44.3% 27.4% 35.4% 22.3% 20.0% 18.9% 18.3%	77) N 101 100 107 91 113 Ilty 77) N 77 48 62 39 35 33 32 32 32	respondence (n~4 % 50.0% 47.6% 57.1% 61.9% 40.5% 50.0% Prefer respondence (n~4 % 28.6% 11.9% 12.2% 7.1% 4.8% 19.0% 4.9%	ond 42) N 21 20 24 26 17 21 not to ond 42) N 12 5 5 3 2 8 2	
Supervisor Satisfaction Construct: College	sets clear expectations for my work performance and the direction of our department. provides open and timely communication about the decisions and needs of the department/College. welcomes my input and suggestions in departmental procedures and decisions, including dissenting opinions. supports a healthy work/life balance. considers my current workload before assigning new responsibilities or projects. ueats the respectivity, provides encouragement, and motivates me to excer. Works to solve problems rather than shares timely and relevant communication with the campus community. is visible and approachable. shares information I need to do my job. shows confidence in employees to do excellent work. encourages creative and innovative thinking. encourages collaboration between coworkers/departments. welcomes and values input and feedback. builds a climate of trust and openness. provides a shared vision and clear direction for the future.	Manage 73.3% 76.7% 89.7% 72.4% 60.0% 86.7% Manage 753.3% 46.7% 43.3% 56.7% 53.3% 53.	ement 30) N 22 23 26 21 18 26 Stratio / Pement 30) N 16 14 13 17 16 16 16 11 12 15	Class (n~1 % 53.8% 57.3% 70.1% 70.9% 46.2% 73.5% Class (n~1 % 39.3% 30.2% 35.0% 36.8% 23.9% 34.2% 25.6% 18.1% 29.3% 23.3%	N 63 67 82 83 54 86 86 86 86 86 86 87 41 43 28 40 30 21 34	(n~1 % 57.4% 57.4% 62.5% 61.1% 51.7% 64.6% Facu (n~1 % 44.3% 27.4% 35.4% 22.3% 20.0% 18.9% 18.3% 18.3% 21.7%	77) N 101 100 107 91 113 ulty 77) N 77 48 62 39 35 33 32 32 32 38	responsible (n~4) % 50.0% 47.6% 57.1% 61.9% 40.5% 50.0% Prefer responsible (n~4) % 28.6% 11.9% 12.2% 7.1% 4.8% 19.0% 4.9% 2.4% 9.5%	ond 42) N 21 20 24 26 17 21 not to ond 42) N 12 5 5 3 2 8 2 1 4	
Supervisor Satisfaction Construct: College	sets clear expectations for my work performance and the direction of our department. provides open and timely communication about the decisions and needs of the department/College. welcomes my input and suggestions in departmental procedures and decisions, including dissenting opinions. supports a healthy work/life balance. considers my current workload before assigning new responsibilities or projects. ueats the respectivity, provides encouragement, and motivates me to excer. Works to solve problems rather than shares timely and relevant communication with the campus community. is visible and approachable. shares information I need to do my job. shows confidence in employees to do excellent work. encourages creative and innovative thinking. encourages collaboration between coworkers/departments. welcomes and values input and feedback. builds a climate of trust and openness. provides a shared vision and clear direction for the future.	Manage 73.3% 76.7% 89.7% 72.4% 60.0% 86.7% Manage 753.3% 46.7% 43.3% 56.7% 53.3% 53.	ement 30) N 22 23 26 21 18 26 Stratio N 16 14 13 17 16 16 16 11 12 15 Stratio	Class (n~1 % 53.8% 57.3% 70.1% 70.9% 46.2% 73.5% Class (n~1 % 39.3% 30.2% 35.0% 36.8% 23.9% 34.2% 25.6% 18.1% 29.3% 23.3%	N 63 67 82 83 54 86 86 87 88 86 86 87 87 88 88 88 88 88 88 88 88 88 88 88	(n~1 % 57.4% 57.4% 62.5% 61.1% 51.7% 64.6% Facu (n~1 % 44.3% 27.4% 35.4% 22.3% 20.0% 18.9% 18.3% 18.3% 21.7% 22.3%	77) N 101 100 107 91 113 Ilty 77) N 77 48 62 39 35 33 32 32 38 39	respondence (n~4 % 50.0% 47.6% 57.1% 61.9% 40.5% 50.0% Prefer respondence (n~4 % 28.6% 11.9% 12.2% 7.1% 4.8% 19.0% 4.9% 2.4% 9.5% 4.8% Prefer	ond 42) N 21 20 24 26 17 21 not to ond 42) N 12 5 5 3 2 8 2 1 4 2 not to	
Supervisor Satisfaction Construct: College	sets clear expectations for my work performance and the direction of our department. provides open and timely communication about the decisions and needs of the department/College. welcomes my input and suggestions in departmental procedures and decisions, including dissenting opinions. supports a healthy work/life balance. considers my current workload before assigning new responsibilities or projects. ueats the respectivity, provides encouragement, and motivates me to excer. Works to solve problems rather than shares timely and relevant communication with the campus community. is visible and approachable. shares information I need to do my job. shows confidence in employees to do excellent work. encourages creative and innovative thinking. encourages collaboration between coworkers/departments. welcomes and values input and feedback. builds a climate of trust and openness. provides a shared vision and clear direction for the future.	Manage 73.3% 76.7% 89.7% 72.4% 60.0% 86.7% Manage 753.3% 46.7% 43.3% 56.7% 53.3% 53.	N 22 23 26 21 18 26	Class (n~1 % 53.8% 57.3% 70.1% 70.9% 46.2% 73.5% Class (n~1 % 39.3% 30.2% 35.0% 36.8% 23.9% 34.2% 25.6% 18.1% 29.3% 23.3% Class	N 63 67 82 83 54 86 67 81 81 81 81 81 81 81 81 81 81 81 81 81	(n~1 % 57.4% 57.4% 62.5% 61.1% 51.7% 64.6% Facu (n~1 % 44.3% 27.4% 35.4% 22.3% 20.0% 18.9% 18.3% 18.3% 21.7%	77) N 101 101 110 107 91 113 ulty 77) N 77 48 62 39 35 33 32 32 38 39	respondence (n~4) % 50.0% 47.6% 57.1% 61.9% 40.5% 50.0% Prefer respondence (n~4) % 28.6% 11.9% 12.2% 7.1% 4.8% 19.0% 4.9% 2.4% 9.5% 4.8% Prefer respondence (n~4) %	ond 42) N 21 20 24 26 17 21 not to ond 42) N 12 5 3 2 8 2 1 4 2 not to	
Supervisor Satisfaction Construct: College	sets clear expectations for my work performance and the direction of our department. provides open and timely communication about the decisions and needs of the department/College. welcomes my input and suggestions in departmental procedures and decisions, including dissenting opinions. supports a healthy work/life balance. considers my current workload before assigning new responsibilities or projects. ueats the respectivity, provides encouragement, and motivates the to excel. Works to solve problems rather than shares timely and relevant communication with the campus community. is visible and approachable. shares information I need to do my job. shows confidence in employees to do excellent work. encourages creative and innovative thinking. encourages collaboration between coworkers/departments. welcomes and values input and feedback. builds a climate of trust and openness. provides a shared vision and clear direction for the future. provides effective institutional leadership.	Manage (n~ %) 73.3% 76.7% 89.7% 72.4% 60.0% 86.7% Adminis n Manage (n~ %) 53.3% 53.3% 53.3% 53.3% 53.3% 53.3% 53.3% 53.3% 40.0% Adminis n Manage (n~ %)	N 22 23 26 21 18 26	Class (n~1 % 53.8% 57.3% 70.1% 70.9% 46.2% 73.5% Class (n~1 % 39.3% 30.2% 35.0% 36.8% 23.9% 34.2% 25.6% 18.1% 29.3% 23.3% Class (n~1	N 63 67 82 83 54 86 86 86 86 86 86 86 87 87 88 86 87 87 87 87 87 87 87 87 87 87 87 87 87	(n~1 % 57.4% 57.4% 62.5% 61.1% 51.7% 64.6% Facu (n~1 % 44.3% 27.4% 35.4% 22.3% 20.0% 18.9% 18.3% 21.7% 22.3% Facu (n~1	77) N 101 101 110 107 91 113 Allty 77) N 77 48 62 39 35 33 32 32 38 39 Allty 77)	respondent (n~4) % 50.0% 47.6% 57.1% 61.9% 40.5% 50.0% Prefer respondent (n~4) % 28.6% 11.9% 12.2% 7.1% 4.8% 19.0% 4.9% 2.4% 9.5% 4.8% Prefer respondent (n~4) %	ond 42) N 21 20 24 26 17 21 not to ond 42) N 12 5 5 3 2 8 2 1 4 2 not to	
Supervisor Satisfaction Construct: College	sets clear expectations for my work performance and the direction of our department. provides open and timely communication about the decisions and needs of the department/College. welcomes my input and suggestions in departmental procedures and decisions, including dissenting opinions. supports a healthy work/life balance. considers my current workload before assigning new responsibilities or projects. """""""""""""""""""""""""""""""""""	Manage (n~ 1) 73.3% 76.7% 89.7% 72.4% 60.0% 86.7% Manage (n~ 1) 53.3% 46.7% 43.3% 56.7% 53.3% 53.3% 53.3% 53.3% 53.3% 40.0% Manage (n~ 1) Manage (n~ 1) Manage (n~ 2) Ma	ement 30) N 22 23 26 21 18 26 Stratio / Pement 20) N 16 14 13 17 16 16 16 11 12 15 Stratio / Pement 30) N 16 16 17 18 18 18 18 18 18 18 18 18 18 18 18 18	Class (n~1 % 53.8% 57.3% 70.1% 70.9% 46.2% 73.5% Class (n~1 % 39.3% 30.2% 35.0% 36.8% 23.9% 34.2% 25.6% 18.1% 29.3% 23.3% Class (n~1 %	17) N 63 67 82 83 54 86 6ified 17) N 46 35 41 43 28 40 30 21 34 27	(n~1 % 57.4% 57.4% 62.5% 61.1% 51.7% 64.6% Facu (n~1 % 44.3% 27.4% 35.4% 22.3% 20.0% 18.3% 18.3% 21.7% 22.3% Facu (n~1	77) N 101 101 110 107 91 113 Allty 77) N 77 48 62 39 35 33 32 32 38 39 Allty 77) N	respondence (n~4 % 50.0% 47.6% 57.1% 61.9% 40.5% 50.0% Prefer respondence (n~4 % 28.6% 11.9% 12.2% 7.1% 4.8% 19.0% 4.9% 2.4% 9.5% 4.8% Prefer respondence (n~4 %	ond 42) N 21 20 24 26 17 21 not to ond 42) N 12 5 5 3 2 8 2 1 4 2 not to ond 42) N	
Supervisor Satisfaction Construct: College	sets clear expectations for my work performance and the direction of our department. provides open and timely communication about the decisions and needs of the department/College. welcomes my input and suggestions in departmental procedures and decisions, including dissenting opinions. supports a healthy worklife balance. considers my current workload before assigning new responsibilities or projects. ureas the respectivity, provides encouragement, and motivates me to excel, works to solve problems rather than shares timely and relevant communication with the campus community. is visible and approachable. shares information I need to do my job. shows confidence in employees to do excellent work. encourages creative and innovative thinking. encourages collaboration between coworkers/departments. welcomes and values input and feedback. builds a climate of trust and openness. provides a shared vision and clear direction for the future. provides effective institutional leadership. My campus engagement contributes to student success.	Manage (n~ 1) - % - 73.3% - 76.7% - 89.7% - 72.4% - 60.0% - 86.7% - Administration of the control of the contro	N 22 23 26 21 18 26	Class (n~1 % 53.8% 57.3% 70.1% 70.9% 46.2% 73.5% Class (n~1 % 39.3% 30.2% 35.0% 36.8% 23.9% 34.2% 25.6% 18.1% 29.3% 23.3% Class (n~1 % 80.3%	17) N 63 67 82 83 54 86 86 8ified 17) N 46 35 41 43 28 40 30 21 34 27 sified 17) N	(n~1 % 57.4% 57.4% 62.5% 61.1% 51.7% 64.6% Facu (n~1 % 44.3% 27.4% 35.4% 22.3% 20.0% 18.9% 18.3% 21.7% 22.3% Facu (n~1 % 85.6%	77) N 101 100 107 91 113 Ilty 77) N 77 48 62 39 35 33 32 32 38 39 Ilty 77) N 149	respondent for the second seco	ond 42) N 21 20 24 26 17 21 not to ond 42) N 12 5 5 3 2 8 2 1 4 2 not to ond 42) N 30	
Supervisor Satisfaction Construct: College Leadership Construct:	sets clear expectations for my work performance and the direction of our department. provides open and timely communication about the decisions and needs of the department/College. welcomes my input and suggestions in departmental procedures and decisions, including dissenting opinions. supports a healthy work/life balance. considers my current workload before assigning new responsibilities or projects. ueats me respectivity, provides encouragement, and motivates me to excer. Works to solve problems rather than shares timely and relevant communication with the campus community. is visible and approachable. shares information I need to do my job. shows confidence in employees to do excellent work. encourages creative and innovative thinking. encourages collaboration between coworkers/departments. welcomes and values input and feedback. builds a climate of trust and openness. provides a shared vision and clear direction for the future. provides effective institutional leadership. My campus engagement contributes to student success. fosters an inclusive environment.	Manage 73.3% 76.7% 89.7% 72.4% 60.0% 86.7% Adminition Manage 53.3% 46.7% 43.3% 56.7% 53.3% 53.3% 53.3% 53.3% 53.3% 53.3% 53.3% 6.7% 40.0% 50.0% Adminition Manage	ement 30) N 22 23 26 21 18 26 Stratio / Pement 30) N 16 14 13 17 16 16 16 11 12 15 Stratio / Pement 30) N 25 25 25	Class (n~1 % 53.8% 57.3% 70.1% 70.9% 46.2% 73.5% Class (n~1 % 39.3% 30.2% 35.0% 36.8% 23.9% 34.2% 25.6% 18.1% 29.3% 25.6% 18.1% 29.3% 21.3% Class (n~1 % 80.3% 74.4%	17) N 63 67 82 83 54 86 35 41 43 28 40 30 21 34 27 sified 17) N 94 87	(n~1 % 57.4% 57.4% 62.5% 61.1% 51.7% 64.6% Facu (n~1 % 44.3% 27.4% 35.4% 22.3% 20.0% 18.9% 18.3% 21.7% 22.3% Facu (n~1 % 85.6% 83.3%	77) N 101 100 107 91 113 Allty 77) N 77 48 62 39 35 33 32 32 38 39 Allty 77) N 149 145	respondent of the control of the con	ond 42) N 21 20 24 26 17 21 not to ond 42) N 12 5 5 3 2 8 2 1 4 2 not to ond 42) N 3 3 3 3 3 3	
Construct: College Leadership Construct: Campus	sets clear expectations for my work performance and the direction of our department. provides open and timely communication about the decisions and needs of the department/College. welcomes my input and suggestions in departmental procedures and decisions, including dissenting opinions. supports a healthy worklife balance. considers my current workload before assigning new responsibilities or projects. ureas the respectivity, provides encouragement, and motivates me to excel, works to solve problems rather than shares timely and relevant communication with the campus community. is visible and approachable. shares information I need to do my job. shows confidence in employees to do excellent work. encourages creative and innovative thinking. encourages collaboration between coworkers/departments. welcomes and values input and feedback. builds a climate of trust and openness. provides a shared vision and clear direction for the future. provides effective institutional leadership. My campus engagement contributes to student success.	Manage (n~) 73.3% 76.7% 89.7% 72.4% 60.0% 86.7% Administration of the control o	ement 30) N 22 23 26 21 18 26 Stratio / ement 20) N 16 14 13 17 16 16 16 11 12 15 Stratio / ement 20) N 25 25 26	Class (n~1 % 53.8% 57.3% 70.1% 70.9% 46.2% 73.5% Class (n~1 % 39.3% 30.2% 35.0% 36.8% 23.9% 34.2% 25.6% 18.1% 29.3% 23.3% Class (n~1 % 80.3% 74.4% 71.8%	17) N 63 67 82 83 54 86 86 8ified 17) N 46 35 41 43 28 40 30 21 34 27 sified 17) N	(n~1 % 57.4% 57.4% 62.5% 61.1% 51.7% 64.6% Facu (n~1 % 44.3% 27.4% 35.4% 22.3% 20.0% 18.9% 18.3% 21.7% 22.3% Facu (n~1 % 85.6% 83.3% 75.9%	77) N 101 100 107 91 113 Allty 77) N 77 48 62 39 35 33 32 32 38 39 Allty 77) N 149 145 132	responsible (n~4) % 50.0% 47.6% 57.1% 61.9% 40.5% 50.0% Prefer responsible (n~4) % 28.6% 11.9% 12.2% 7.1% 4.8% 19.0% 4.9% 2.4% 9.5% 4.8% Prefer responsible (n~4) % 71.4% 73.8% 57.1%	ond 42) N 21 20 24 26 17 21 not to ond 42) N 12 5 3 2 8 2 1 4 2 not to ond 42) N 3 3 3 3 4 4 2	
Supervisor Satisfaction Construct: College Leadership Construct:	sets clear expectations for my work performance and the direction of our department. provides open and timely communication about the decisions and needs of the department/College. welcomes my input and suggestions in departmental procedures and decisions, including dissenting opinions. supports a healthy work/life balance. considers my current workload before assigning new responsibilities or projects. ureas me respectivity, provides encouragement, and motivates me to excel. Works to solve problems rather than states me respectivity, provides encouragement, and motivates me to excel. Works to solve problems rather than states me respectivity. Shares timely and relevant communication with the campus community. is visible and approachable. shares information I need to do my job. shows confidence in employees to do excellent work. encourages creative and innovative thinking. encourages collaboration between coworkers/departments. welcomes and values input and feedback. builds a climate of trust and openness. provides a shared vision and clear direction for the future. provides effective institutional leadership. My campus engagement contributes to student success. fosters an inclusive environment. welcomes and values input and feedback.	Manage 73.3% 76.7% 89.7% 72.4% 60.0% 86.7% Adminition Manage 53.3% 46.7% 43.3% 56.7% 53.3% 53.3% 53.3% 53.3% 53.3% 53.3% 53.3% 6.7% 40.0% 50.0% Adminition Manage	ement 30) N 22 23 26 21 18 26 Stratio / Pement 30) N 16 14 13 17 16 16 16 11 12 15 Stratio / Pement 30) N 25 25 25	Class (n~1 % 53.8% 57.3% 70.1% 70.9% 46.2% 73.5% Class (n~1 % 39.3% 30.2% 35.0% 36.8% 23.9% 34.2% 25.6% 18.1% 29.3% 25.6% 18.1% 29.3% 21.3% Class (n~1 % 80.3% 74.4%	17) N 63 67 82 83 54 86 86 8ified 17) N 46 35 41 43 28 40 30 21 34 27 sified 17) N 94 87 84	(n~1 % 57.4% 57.4% 62.5% 61.1% 51.7% 64.6% Facu (n~1 % 44.3% 27.4% 35.4% 22.3% 20.0% 18.9% 18.3% 21.7% 22.3% Facu (n~1 % 85.6% 83.3%	77) N 101 100 107 91 113 Allty 77) N 77 48 62 39 35 33 32 32 38 39 Allty 77) N 149 145	respondent of the control of the con	ond 42) N 21 20 24 26 17 21 not to ond 42) N 12 5 5 3 2 8 2 1 4 2 not to ond 42) N 3 3 3 3 3 3	
Construct: College Leadership Construct: Campus	sets clear expectations for my work performance and the direction of our department. provides open and timely communication about the decisions and needs of the department/College. welcomes my input and suggestions in departmental procedures and decisions, including dissenting opinions. supports a healthy work/life balance. considers my current workload before assigning new responsibilities or projects. ureats me respectivity, provides encouragement, and motivates me to excel. Works to solve problems rather main strainer trains in the respectivity, provides encouragement, and motivates me to excel. Works to solve problems rather trains in strainer trains. College Leadership Shares timely and relevant communication with the campus community. is visible and approachable, shares information I need to do my job. shows confidence in employees to do excellent work, encourages creative and innovative thinking, encourages collaboration between coworkers/departments, welcomes and values input and feedback, builds a climate of trust and openness, provides a shared vision and clear direction for the future, provides effective institutional leadership. My campus engagement contributes to student success. fosters an inclusive environment. welcomes and values input and feedback. advances equity aligned with the Institutional Goals.	Manage (n~) 73.3% 76.7% 89.7% 72.4% 60.0% 86.7% Administration of the control o	ement 30) N 22 23 26 21 18 26 26 21 18 16 16 16 11 12 15 25 25 26 22	Class (n~1 % 53.8% 57.3% 70.1% 70.9% 46.2% 73.5% Class (n~1 % 39.3% 30.2% 35.0% 36.8% 23.9% 34.2% 25.6% 18.1% 29.3% 23.3% Class (n~1 % 80.3% 74.4% 71.8% 61.2%	17) N 63 67 82 83 54 86 86 8ified 17) N 46 35 41 43 28 40 30 21 34 27 8ified 17) N 94 87 84 71	(n~1 % 57.4% 57.4% 62.5% 61.1% 51.7% 64.6% Facu (n~1 % 44.3% 27.4% 35.4% 22.3% 20.0% 18.9% 18.3% 21.7% 22.3% Facu (n~1 % 85.6% 83.3% 75.9% 69.4%	77) N 101 100 107 91 113 Allty 77) N 77 48 62 39 35 33 32 32 38 39 Allty 77) N 149 145 132 120	respondent for the second seco	ond 42) N 21 20 24 26 17 21 not to ond 42) N 12 5 5 3 2 8 2 1 4 2 not to ond 42) N 30 31 24 19	