

**Section 1: Campus Culture and Policies**

Top 50th Percentile of IMPT 4.43  
 75th Percentile of SAT 3.35  
 25th Percentile of SAT 2.77  
 75th Percentile of GAP 1.64

RATE IMPORTANCE (1 = "Not important at all" / 5 = "Very important") AND SATISFACTION (1 = "Not satisfied at all" / 5 = "Very satisfied")	IMPORTANCE			SATISFACTION			GAP	Strength/Challenge
	Mean	Standard Deviation	Valid Respondents	Mean	Standard Deviation	Valid Respondents		
This institution promotes excellent employee-student relationships	4.48	.70	562	3.41	.93	548	1.07	STR
This institution treats students as its top priority	4.67	.57	560	3.49	1.02	548	1.18	STR
This institution does a good job of meeting the needs of students	4.60	.65	557	3.29	1.03	547	1.32	
The mission, purpose, and values of this institution are well understood by most employees	4.41	.73	557	3.29	1.03	550	1.12	
Most employees are generally supportive of the mission, purpose, and values of this institution	4.42	.68	554	3.36	1.02	550	1.06	
The goals and objectives of this institution are consistent with its mission and values	4.40	.72	556	3.36	1.02	548	1.05	
This institution involves its employees in planning for the future	4.41	.77	556	2.86	1.17	548	1.56	
This institution plans carefully	4.43	.78	550	2.78	1.13	543	1.65	CHA
The leadership of this institution has a clear sense of purpose	4.53	.73	552	3.26	1.15	546	1.27	
This institution does a good job of meeting the needs of its faculty	4.30	.81	545	3.12	1.07	538	1.19	
This institution does a good job of meeting the needs of staff	4.49	.69	556	2.77	1.08	548	1.72	CHA
This institution does a good job of meeting the needs of administrators	4.18	.85	552	3.45	1.06	537	0.73	
This institution makes sufficient budgetary resources available to achieve important objectives	4.52	.69	551	2.65	1.09	550	1.87	CHA
This institution makes sufficient staff resources available to achieve important objectives	4.41	.74	552	2.63	1.10	550	1.78	
There are effective lines of communication between departments	4.43	.80	552	2.56	1.12	549	1.87	CHA
Administrators share information regularly with faculty and staff	4.43	.80	552	2.78	1.15	549	1.65	
There is good communication between the faculty and the administration at this institution	4.37	.78	545	2.90	1.02	535	1.47	
There is good communication between staff and the administration at this institution	4.38	.78	554	2.70	1.14	548	1.68	
Faculty take pride in their work	4.49	.70	544	3.45	.99	540	1.04	STR
Staff take pride in their work	4.55	.66	553	3.43	1.05	546	1.12	STR
Administrators take pride in their work	4.47	.75	550	3.35	1.05	542	1.12	
There is a spirit of teamwork and cooperation at this institution	4.47	.74	550	2.84	1.08	548	1.62	
The reputation of this institution continues to improve	4.54	.64	551	3.15	1.03	546	1.38	
This institution is well-respected in the community	4.56	.63	550	3.44	.99	546	1.12	STR
Efforts to improve quality are paying off at this institution	4.45	.65	548	3.12	1.04	545	1.34	
Employee suggestions are used to improve our institution	4.31	.80	546	2.70	1.08	545	1.61	
This institution consistently follows clear processes for selecting new employees	4.39	.77	549	2.71	1.20	547	1.68	
This institution consistently follows clear processes for orienting and training new employees	4.41	.75	550	2.78	1.19	545	1.63	
This institution consistently follows clear processes for recognizing employee achievements	4.30	.83	548	2.73	1.22	550	1.56	
This institution has written procedures that clearly define who is responsible for each operation and service	4.30	.78	552	2.83	1.10	546	1.47	

**Section 2: Institutional Goals**

RATE: IMPORTANCE (1 = "Not important at all" / 5 = "Very important")	Mean	Standard Deviation	Valid Respondents
[A] Increase the enrollment of new students	4.57	0.70	564
[B] Retain more of its current students to graduation	4.73	0.52	564
[C] Improve the academic ability of entering student classes	4.63	0.60	564
[D] Recruit students from new geographic markets	4.17	0.96	560
[E] Increase the diversity of racial and ethnic groups represented among the student body	4.40	0.81	564
[F] Develop new academic programs	4.16	0.95	562
[G] Improve the quality of existing academic programs	4.63	0.55	564
[H] Improve the appearance of campus buildings and grounds	4.12	0.94	565
[I] Improve employee morale	4.71	0.60	562
[J] Improve comparable standards for use of ASL and English in an academic setting	4.37	0.83	562
[K] Increase a sense of security and freedom to express diverse perspectives	4.34	0.87	563
[L] Increase research activities to establish Gallaudet as the epicenter of research, development, and outreach	4.29	0.84	564
[M] Some other goal	3.61	1.21	419

(Choose three goals that you believe should be this institution's top priorities) First priority goal:	Count	Percent
[A] Increase the enrollment of new students	136	24.0%

[B] Retain more of its current students to graduation	81	14.3%
[C] Improve the academic ability of entering student classes	51	9.0%
[D] Recruit students from new geographic markets	2	0.4%
[E] Increase the diversity of racial and ethnic groups represented among the student body	20	3.5%
[F] Develop new academic programs	40	7.1%
[G] Improve the quality of existing academic programs	76	13.4%
[H] Improve the appearance of campus buildings and grounds	20	3.5%
[I] Improve employee morale	80	14.1%
[J] Improve comparable standards for use of ASL and English in an academic setting	20	3.5%
[K] Increase a sense of security and freedom to express diverse perspectives	13	2.3%
[L] Increase research activities to establish Gallaudet as the epicenter of research, development, and outreach	25	4.4%
[M] Some other goal	2	0.4%
All responses	566	100.0%

<b>(Choose three goals that you believe should be this institution's top priorities) Second priority goal:</b>	<b>Count</b>	<b>Percent</b>
[A] Increase the enrollment of new students	105	18.7%
[B] Retain more of its current students to graduation	100	17.8%
[C] Improve the academic ability of entering student classes	52	9.3%
[D] Recruit students from new geographic markets	7	1.2%
[E] Increase the diversity of racial and ethnic groups represented among the student body	35	6.2%
[F] Develop new academic programs	33	5.9%
[G] Improve the quality of existing academic programs	70	12.5%
[H] Improve the appearance of campus buildings and grounds	25	4.5%
[I] Improve employee morale	71	12.7%
[J] Improve comparable standards for use of ASL and English in an academic setting	22	3.9%
[K] Increase a sense of security and freedom to express diverse perspectives	14	2.5%
[L] Increase research activities to establish Gallaudet as the epicenter of research, development, and outreach	21	3.7%
[M] Some other goal	6	1.1%
All responses	561	100.0%

<b>(Choose three goals that you believe should be this institution's top priorities) Third priority goal:</b>	<b>Count</b>	<b>Percent</b>
[A] Increase the enrollment of new students	65	11.5%
[B] Retain more of its current students to graduation	77	13.7%
[C] Improve the academic ability of entering student classes	46	8.2%
[D] Recruit students from new geographic markets	11	2.0%
[E] Increase the diversity of racial and ethnic groups represented among the student body	45	8.0%
[F] Develop new academic programs	53	9.4%
[G] Improve the quality of existing academic programs	53	9.4%
[H] Improve the appearance of campus buildings and grounds	44	7.8%
[I] Improve employee morale	86	15.2%
[J] Improve comparable standards for use of ASL and English in an academic setting	31	5.5%
[K] Increase a sense of security and freedom to express diverse perspectives	22	3.9%
[L] Increase research activities to establish Gallaudet as the epicenter of research, development, and outreach	27	4.8%
[M] Some other goal	4	0.7%
All responses	564	100.0%

<b>TOTAL "VOTES" FOR EACH GOAL</b>	<b>First Priority</b>	<b>Second Priority</b>	<b>Third Priority</b>	<b>TOTAL</b>	<b>TOTAL PERCENT</b>
[A] Increase the enrollment of new students	136	105	65	306	18.1%
[B] Retain more of its current students to graduation	81	100	77	258	15.3%
[C] Improve the academic ability of entering student classes	51	52	46	149	8.8%
[D] Recruit students from new geographic markets	2	7	11	20	1.2%
[E] Increase the diversity of racial and ethnic groups represented among the student body	20	35	45	100	5.9%
[F] Develop new academic programs	40	33	53	126	7.5%
[G] Improve the quality of existing academic programs	76	70	53	199	11.8%
[H] Improve the appearance of campus buildings and grounds	20	25	44	89	5.3%
[I] Improve employee morale	80	71	86	237	14.0%

[J] This institution has comparable standards for use of ASL and English in an academic setting.	20	22	31	73	4.3%
[K] This institution has a sense of security and freedom to express diverse perspectives.	13	14	22	49	2.9%
[L] This institution has research activities to establish Gallaudet as the epicenter of research, development, and outreach.	25	21	27	73	4.3%
[M] Some other goal	2	6	4	12	0.7%
All responses	566	561	564	1,691	100.0%

**Section 3: Involvement in planning and decision-making**

RATE: INVOLVEMENT (1 = "Not enough involvement" / 3 = "Just the right involvement" / 5 = "Too much involvement")	Mean	Standard Deviation	Valid Respondents
How involved are: Faculty	3.07	1.11	546
How involved are: Staff	2.23	0.97	550
How involved are: Deans or directors of administrative units	3.56	1.01	539
How involved are: Deans or chairs of academic units	3.50	0.98	541
How involved are: Senior administrators (VP, Provost level or above)	3.94	1.01	545
How involved are: Students	2.72	0.99	544
How involved are: Trustees	3.22	0.99	535
How involved are: Alumni	2.63	1.04	532

**Section 4: Work environment**

RATE IMPORTANCE (1 = "Not important at all" / 5 = "Very important") AND SATISFACTION (1 = "Not satisfied at all" / 5 = "Very satisfied")	IMPORTANCE			SATISFACTION			GAP	Strength/Challenge
	Mean	Standard Deviation	Valid Respondents	Mean	Standard Deviation	Valid Respondents		
It is easy for me to get information at this institution	4.42	0.65	553	3.08	1.09	555	1.34	
I learn about important campus events in a timely manner	4.21	0.75	552	3.35	1.06	557	0.86	
I am empowered to resolve problems quickly	4.38	0.69	551	3.13	1.12	549	1.24	
I am comfortable answering student questions about institutional policies and procedures	4.19	0.81	548	3.45	0.99	547	0.73	
I have the information I need to do my job well	4.59	0.61	552	3.54	1.08	555	1.04	
My job responsibilities are communicated clearly to me	4.59	0.61	549	3.60	1.10	555	0.99	
My supervisor pays attention to what I have to say	4.59	0.60	550	3.68	1.26	556	0.91	STR
My supervisor helps me improve my job performance	4.52	0.67	550	3.46	1.30	552	1.06	
My department or work unit has written, up-to-date objectives	4.37	0.74	547	3.21	1.23	556	1.16	
My department meets as a team to plan and coordinate work	4.44	0.74	547	3.33	1.32	556	1.12	
My department has the budget needed to do its job well	4.60	0.60	553	2.68	1.21	554	1.92	CHA
My department has the staff needed to do its job well	4.67	0.57	551	2.58	1.21	556	2.09	CHA
I am paid fairly for the work I do	4.64	0.55	550	2.82	1.28	557	1.83	CHA
The employee benefits available to me are valuable	4.64	0.58	556	4.06	0.96	558	0.58	STR
I have adequate opportunities for advancement	4.47	0.66	552	2.92	1.22	554	1.55	CHA
I have adequate opportunities for training to improve my skills	4.50	0.61	553	3.22	1.19	557	1.28	
I have adequate opportunities for professional development	4.46	0.62	551	3.21	1.16	557	1.25	
The type of work I do on most days is personally rewarding	4.60	0.55	553	3.74	1.05	556	0.86	STR
The work I do is appreciated by my supervisor	4.56	0.58	553	3.67	1.21	556	0.89	STR
The work I do is valuable to the institution	4.60	0.55	554	3.88	1.08	553	0.72	STR
I am proud to work at this institution	4.60	0.57	554	4.06	0.99	555	0.54	STR
There are adequate programs or resources in place to strengthen my use of ASL	4.36	0.90	549	3.71	1.09	545	0.65	
There are adequate programs or resources in place to strengthen my use of English	4.14	1.08	537	3.45	1.14	530	0.69	
There are clear and available statements and policies defining ethical behavior for all members of the campus community	4.41	0.73	551	3.47	1.09	553	0.94	
There are regular demonstrations of expected ethical behavior and attitudes by influential University leaders	4.44	0.70	547	3.27	1.14	547	1.17	
There are regular programs to inform and support ethical behaviors at all levels of the university.	4.32	0.77	544	3.21	1.10	546	1.11	
Information flows upward and is recognized at higher levels of the administration	4.39	0.68	540	2.76	1.14	543	1.63	
University administrators are accessible and receptive to input.	4.44	0.65	546	2.83	1.20	545	1.60	
Transparent and informed communication is practiced consistently throughout the university community	4.47	0.64	544	2.79	1.13	549	1.68	
I am treated with respect for cultural/personal differences in my unit/department at Gallaudet University	4.51	0.67	547	3.60	1.15	551	0.91	

Top 50th Percentile of IMPT 4.47  
75th Percentile of SAT 3.63  
25th Percentile of SAT 3.11  
75th Percentile of GAP 1.31

I am proud to work at this institution	4.60	0.57	554	4.06	0.99	555	0.54	STR
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**Overall satisfaction**

Rate your overall satisfaction with your employment here so far:	3.59	0.86	557
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**Section 5: Demographics**

<i>How long have you worked at this institution?</i>	Count	Percent
Less than 1 year	23	4.1%
1 to 5 years	116	20.5%
6 to 10 years	96	16.9%
11 to 20 years	178	31.4%
More than 20 years	154	27.2%
All responses	567	100.0%

<i>Is your position:</i>	Count	Percent
Gallaudet administrators (director or above, i.e. directors, deans, associate deans, assistant deans, vice president, associate provost, chief of staff, provost, or president)	59	10.4%
Gallaudet regular status faculty (i.e. professor, associate professor, assistant professor, instructor, or lecturer)	89	15.7%
Gallaudet regular status exempt staff (paid salary)	288	50.8%
Gallaudet regular status non-exempt staff (paid hourly, including those who are in Union)	131	23.1%
Gallaudet temporary status faculty (i.e. adjuncts)	0	0.0%
Gallaudet temporary status staff (i.e. 30-days, 90-days, or 120 days temporary contract, freelance interpreters, or on-call staff/substitute)	0	0.0%
Clerc Center administrators (director or above, i.e. directors, principals, assistant principals, or vice president)	0	0.0%
Clerc Center regular status teachers	0	0.0%
Clerc Center regular status exempt staff (paid salary)	0	0.0%
Clerc Center regular status non-exempt staff (paid hourly)	0	0.0%
Other	0	0.0%
All responses	567	100.0%

<i>Is your position:</i>	Count	Percent
Full-time	554	97.7%
Part-time	13	2.3%
All responses	567	100.0%

<i>Is your hearing status:</i>	Count	Percent
Deaf	257	45.3%
Hard of hearing	41	7.2%
Hearing	258	45.5%
Total	556	100.0%

<i>Is your ethnicity:</i>	Count	Percent
International/Non-resident Alien	3	0.6%
American Indian/Alaska Native	1	0.2%
Asian	32	5.9%
Black/African American	108	19.9%
Hispanic of any race	32	5.9%
Native Hawaiian/Other Pacific Islander	1	0.2%
Two or more	24	4.4%
White	341	62.9%
Total	542	100.0%