

**Campus Climate - Faculty Staff Survey**

**BEING SEEN. BEING HEARD: FACULTY/STAFF CAMPUS CLIMATE SURVEY**

Dear Faculty/Staff,

Eastern Connecticut State University is committed to providing and maintaining the best possible environment for all individuals within the campus community. A significant step in creating a truly diverse, equitable, and inclusive community is understanding faculty, staff, and student perspectives and experiences related to their work and study at ECSU.

The "Being Seen. Being Heard: Faculty/Staff Campus Climate Survey" is designed to understand the viewpoints and experiences of the ECSU campus community. In an effort to address equity, diversity, and inclusion issues, the survey engages the Eastern community as partners and key stakeholders. The data collected through this study assists with understanding Eastern's present campus climate and, in turn, informs current and future policy decisions to enhance and support a diverse, inclusive, and vibrant campus community.

All faculty/staff members are strongly encouraged to participate, as your contributions are essential to understanding and improving the campus climate. However, participation is entirely voluntary. All responses are confidential and will not be part of any academic, medical, employment, or disciplinary record, as the information is unidentifiable. The study involves completing an anonymous online survey using Eastern's Qualtrics system. The survey should take approximately 15 to 20 minutes to complete, and there are no foreseeable risks or discomforts. However, if at any point you feel uncomfortable, you may refuse to answer any question(s) and/or terminate the study entirely.

If you have any questions about the study or data collection process, please contact DeRon S. Williams, Diversity and Social Justice Council Chair, at ECSUCampusClimate@easternct.edu.

Thank you in advance for your participation and contributions.

*To begin the survey, click on the arrow below.*

Q1 Which term best describes your gender identity or expression?

- Man (1)
- Woman (11)
- Non-Binary/Gender Non-Conforming (4)
- I Prefer Not to Answer (8)
- Other (Specify): (7) \_\_\_\_\_

Q2 Do you identify as transgender?

- Yes (1)
- No (11)
- I Prefer Not to Answer (12)
- N/A (2)

Q3 What term best describes your sexual orientation?

- Asexual (8)
- Bisexual (2)
- Gay (1)
- Heterosexual or Straight (3)
- Lesbian (10)
- Pansexual (9)
- Queer (6)
- Questioning (5)
- Prefer Not to Answer (7)
- Other (Specify): (4) \_\_\_\_\_

Q4 What is your age group?

- 18-29 (5)
- 30-39 (6)
- 40-49 (7)
- 50-59 (14)
- 60+ (15)

Q5 Race/Ethnicity  
*Select all that apply.*

- Asian or Asian American (2)
- Black or African American (3)
- Native American or Alaska Native (5)
- Native Hawaiian or Other Pacific Islander (9)
- White or Caucasian (11)
- Prefer Not to Answer (12)
- Other (Specify): (10) \_\_\_\_\_

Q6 Citizenship Status

- U.S. Citizen or Permanent Resident (1)
- Not a U.S. Citizen or Permanent Resident (2)
- I prefer not to answer. (5)

Q6A If no, where were you born?

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Q7 What religious background, if any, do you most identify?

- Atheist (1)
- Baptist (4)
- Catholic (5)
- Christian: Non-Denominational (6)
- Muslim (7)
- Jewish (8)
- Protestant (9)
- None (10)
- Other (Please specify): (11) \_\_\_\_\_

Q8 Disability Status

- I do not have a disability that affects my learning, working or living conditions. (1)
- I have a disability that affects my learning, working or living conditions. (2)
- I have a disability, but it does not affect my learning, working or living conditions. (3)
- I prefer not to answer (4)

Q9 Veteran Status

- I am a veteran (Not disabled) (1)
- I am a veteran (Disabled) (2)
- I am not a veteran (3)
- I prefer not to answer (4)

Q10 Employee Role

- Faculty (1)
- Staff (2)

Q10A Faculty Type

- Coaches and Non-Instructional Athletic Trainers (1)
- Counseling Faculty (2)
- Library Faculty (3)
- Teaching Faculty (4)

Q10B Faculty Rank

- Adjunct (2)
- Assistant Professor (4)
- Associate Professor (5)
- Full Professor (6)

Q10C My primary department/unit as a faculty member is in the following:

- School of Arts & Sciences (1)
- School of Education & Professional Studies (2)

Q10D My primary department/unit is in the following:

- Academic Offices (11)
- Administrative Offices (4)
- Child and Family Development Resource Center (2)
- Facilities (5)
- Health/Counseling/Ministry Services (6)
- Public Safety (1)

Q12 Length of Employment

- Less than 1 year (4)
- 1 to 2 years (8)
- 3 to 5 years (5)
- 6 to 10 Years (9)
- 11 to 20 Years (10)
- 21 to 30 Years (6)
- More than 30 Years (7)

Q13 To what extent do you agree with the following statements?

	Strongly Agree (1)	Agree (2)	Neutral (3)	Disagree (4)	Strongly Disagree (5)
Overall, I am satisfied with my work environment. (15)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend working at Eastern to a close friend. (16)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel accepted by students. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel valued by students. (17)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel accepted by faculty and staff. (19)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel valued by faculty and staff. (18)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I belong at EASTERN. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have considered leaving EASTERN because of the <b>salary</b> and <b>benefits</b> . (20)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have considered leaving Eastern because of the <b>overall work environment</b> . (21)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q14 To what extent do you agree with the following statements?

	Strongly disagree (6)	Somewhat disagree (7)	Neither agree nor disagree (8)	Somewhat agree (9)	Strongly agree (10)
The administration is genuinely concerned about my welfare. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The administration respects what faculty and staff think. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The administration regularly speaks about the value of diversity. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The administration demonstrates leadership that fosters diversity, equity, and inclusion of all faculty and staff. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q14A Feel free to explain your answer:

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Q15 To what extent do you agree with the following statements?

	Strongly agree (7)	Somewhat agree (8)	Neither agree nor disagree (9)	Somewhat disagree (10)	Strongly disagree (11)
Eastern is a welcoming environment for faculty and staff. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eastern's campus is clean and well maintained (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel safe when I am on campus during the daytime. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel safe when I am on campus after dark. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am confident that Eastern is prepared for a large-scale emergency (e.g., earthquake, armed intruder, blizzard) (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, the needs of the employees (faculty & staff) are addressed by the university. (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty and staff treat each other with respect when services are requested. (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supervisors, directors and administrators lead by example. (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, the President, Vice-Presidents, Deans, and other leadership staff are genuinely concerned about my well-being. (14)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, the President, Vice Presidents, Deans, and other leadership staff treat employees fairly. (15)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, the President, Vice Presidents, Deans, and other leadership staff support and participate in shared governance. (16)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q15A Feel free to explain your answer:

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Q16 In the past 12 months, have you experienced *mental fatigue, anxiety, or overwhelming stress* due to the nature of your work or the Eastern workplace as a whole?

- Yes (1)
- No (2)

Q16A Over the past 12 months, how many times would you say you experienced *mental fatigue, anxiety, or overwhelming stress* due to the nature of your work or the Eastern workplace as a whole?

- 1 to 3 times (1)
- 4 to 6 times (2)
- 7 to 9 times (6)
- 10 times or more (5)

Q17 In the past 12 months, have you experienced *physical fatigue or sickness* due to the nature of your work or the Eastern workplace as a whole?

- Yes (1)
- No (2)

Q17A Over the past 12 months, how many times within a semester would you say you experienced *physical fatigue or sickness* due to the nature of your work or the Eastern workplace as a whole?

- 1 to 3 times (1)
- 4 to 6 times (2)
- 7 to 9 times (3)
- 10 times or more (5)

Q18 In general, over the past 12 months, have you experienced or witnessed any *discrimination* at EASTERN?

- Yes (1)
- No (2)
- Unsure (3)



Q18A. What type of discrimination have you experienced or witnessed?

	Experienced (1)	Witnessed (2)	N/A (3)
Ability or disability (1)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Racial or ethnic identity (2)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex (3)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation (4)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender Identity or Expression (5)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Veteran Status (6)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marital Status (7)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
National Origin (8)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Age (9)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion (10)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Height or Weight (11)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Political Orientation (12)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Class (13)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q18B Feel free to explain your answer:

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Q18C Did you report the *discriminatory* behavior you experienced or witnessed?

- Yes (38)
- No (40)
- I Prefer Not to Answer (39)

Q18D Were you satisfied with the administration's handling of the discriminatory behavior?

- Yes (1)
- No (2)
- Unsure; (3)

Q19 In general, over the past 12 months, have you experienced or witnessed any **HARASSMENT** at EASTERN?

- Yes (1)
- No (2)
- Unsure (3)

Q19A What type of **HARASSMENT** have you experienced or witnessed?

	Experienced (1)	Witnessed (2)	N/A (3)
Verbal (1)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Psychological (2)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cyberbullying (3)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Harassment (4)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Harassment (5)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Retaliation (6)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Power Harassment ( <i>When someone in a position of greater power uses that power to harass or bully a lower-ranking person.</i> ) (7)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q19B Feel free to explain your answer:

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Q19C Did you report the **HARASSMENT** you experienced or witnessed?

- Yes (38)
- No (40)
- I Prefer Not to Answer (39)

Q19D Were you satisfied with the administration's handling of the **HARASSMENT**?

- Yes (1)
- No (2)
- Unsure; A resolve was not communicated to me. (3)

Q20 To what extent do you agree with the following statements? I can easily access . . .

	Strongly agree (9)	Somewhat agree (10)	Neither agree nor disagree (11)	Somewhat disagree (12)	Strongly disagree (13)
Campus Administrative Offices (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus Web Sites (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Classrooms (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus Buildings (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus Dining Facilities (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus Sidewalks (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus Transportation Services (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My Work Space (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Disability Resources I Need (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q21 Feel free to explain your answers:

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Q22 Considering your experiences over the past 12 months, please indicate your level of agreement with the following statements.

	Strongly agree (7)	Somewhat agree (8)	Neither agree nor disagree (9)	Somewhat disagree (10)	Strongly disagree (11)
EASTERN demonstrates a strong commitment to diversity, equity, and inclusion. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
EASTERN has a culturally diverse student population. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
EASTERN has culturally diverse faculty. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
EASTERN has a culturally diverse upper administration team. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Policies and procedures at Eastern are equitable and fair across gender and race. (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q22A Feel free to explain your answers:

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Q23 During the past 12 months at EASTERN, how often have you interacted in a *meaningful* way with people. . .

	Never (1)	Seldom (2)	Sometimes (3)	Often (4)	Very Often (5)
...whose religious beliefs are different than your own. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...whose political opinions are different from your own. (19)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...who are immigrants or from an immigrant family. (20)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...who are of a different race or ethnicity than your own. (21)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...whose gender is different than your own. (22)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...whose sexual orientation or gender identity and expression are different than your own. (23)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...who are from a different social class. (24)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...who have physical or other observable disabilities different than your own. (25)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...who have learning, psychological, or other disabilities that are not readily apparent. (26)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q23A Feel free to explain your answers:

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Q24 Have you ever experienced or witnessed sexual violence at Eastern?

- Yes (1)
- No (2)
- I Prefer Not to Answer (3)

Q24A Did you report the act of sexual violence to your supervisor or administrator?

- Yes (1)
- No (2)
- I prefer not to answer (3)

Q24B Were you satisfied with your supervisor's or the administration's response to the incident?

- Yes (1)
- No (2)
- Unsure; A resolve was not communicated to me. (3)

Q25 To what extent do you agree with the following statements?

*This question relates to YOUR response to sexual violence.*

	Strongly agree (11)	Somewhat agree (12)	Neither agree nor disagree (13)	Somewhat disagree (14)	Strongly disagree (15)
I understand Eastern's formal procedures to address complaints of sexual violence. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know where to get help at Eastern in the event of a sexual violence incident. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know how to direct a student or colleague to appropriate resources in the event of a sexual violence incident (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand my role in reporting sexual violence. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q26 To what extent do you agree with the following statements?  
*This question relates to EASTERN's response to sexual violence.*

	Strongly agree (11)	Somewhat agree (12)	Neither agree nor disagree (13)	Somewhat disagree (14)	Strongly disagree (15)
Eastern has policies and procedures related to sexual violence. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eastern would administer the formal procedures to address complaints of sexual violence. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eastern would keep knowledge of the report limited to those who need to know. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eastern would support the person making the report. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eastern would take corrective action to address factors which may have led to the incident of sexual violence. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eastern would forward the report outside the campus to criminal investigations. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eastern would take steps to protect the person making the report from retaliation. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q27 Please indicate your level of agreement with the following statements:  
 I am valued in my *department/unit and by the university* for my . . .

	Strongly Disagree (1)	Disagree (2)	Neither Agree or Disagree (3)	Agree (4)	Strongly Agree (5)
Teaching (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research, Scholarship, and/or Creative Activities (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Service Contributions (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring of Students (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring of or collaboration with other Faculty (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional Activities (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q28 For this question, indicate your level of agreement with the following statements as related to your *department/unit*:

	Strongly Disagree (1)	Disagree (2)	Neither Agree or Disagree (3)	Agree (4)	Strongly Agree (5)
I have a voice in the decision-making process that affects the direction of my department. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The teaching workload is fairly and equitably distributed in my department. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are fair and equitable expectations regarding research & creative activities in my department. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are fair and equitable expectations regarding service in my department. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rewards for work performance are fairly and equitably distributed in my department. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support is provided fairly and equitably in my department. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q29 Please indicate your level of agreement with the following statements:

I am valued in my *department/unit and by the university* for my . . .

	Strongly Disagree (1)	Disagree (2)	Neither Agree or Disagree (3)	Agree (4)	Strongly Agree (5)
Service Contributions (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring of Students (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring of or collaborations with Faculty (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional Activities (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q30 For this question, indicate your level of agreement with the following statements as related to your *department/unit*:

	Strongly Disagree (1)	Disagree (2)	Neither Agree or Disagree (3)	Agree (4)	Strongly Agree (5)
My ideas are seriously considered in my unit. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a voice in the decision-making that affects my work in my unit. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The workload is fairly and equitably distributed in my unit. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rewards for work performance are fairly and equitably distributed in my unit. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support is provided fairly and equitably in my unit. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have access to the resources to do my work effectively. (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support and resources are provided for additional training to remain current and do my job better. (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q117 Do you have any additional comments, questions, or concerns you would like to share?

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