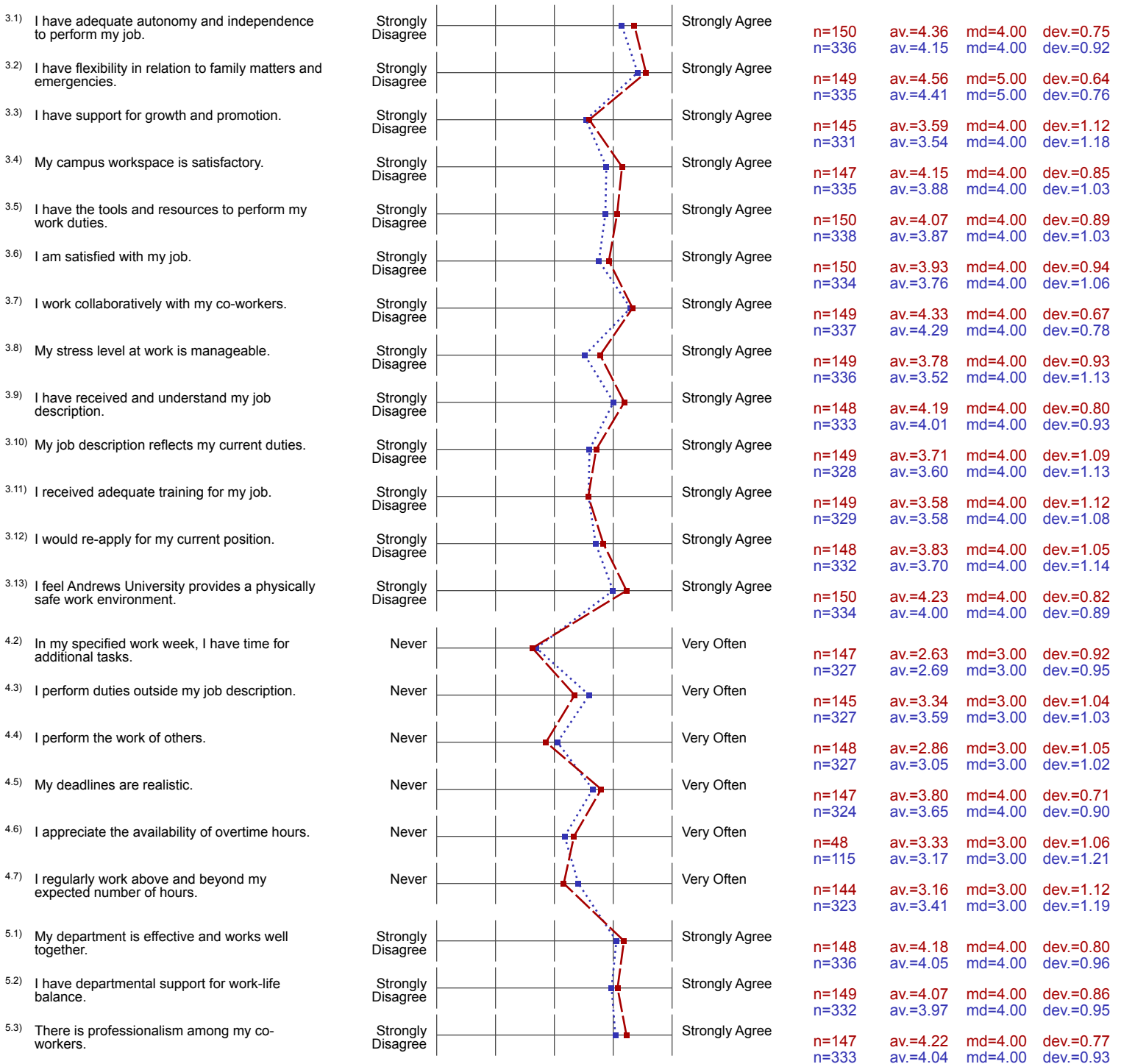


Profile

■ **Compilation:** Staff Engagement Survey Final Report 2021
■ **Comparative line:**
⋯ **Compilation:** Staff Engagement Survey Final Report 2018

Values used in the profile line: Mean



5.5) There is tolerance of different opinions and beliefs.	Strongly Disagree				Strongly Agree	n=146 n=336	av.=3.99 av.=3.81	md=4.00 md=4.00	dev.=0.85 dev.=0.99
5.6) The workload in my department is distributed fairly.	Strongly Disagree				Strongly Agree	n=140 n=330	av.=3.61 av.=3.38	md=4.00 md=3.00	dev.=0.92 dev.=1.05
5.7) The annual evaluation <u>instrument</u> is appropriate for my position.	Strongly Disagree				Strongly Agree	n=136 n=314	av.=3.34 av.=3.21	md=3.00 md=3.00	dev.=1.03 dev.=1.10
6.1) My supervisor respects me and my work.	Strongly Disagree				Strongly Agree	n=148 n=334	av.=4.35 av.=4.25	md=5.00 md=4.00	dev.=0.83 dev.=0.94
6.2) My supervisor communicates with me in a healthy and respectful way.	Strongly Disagree				Strongly Agree	n=148 n=333	av.=4.36 av.=4.24	md=5.00 md=4.00	dev.=0.84 dev.=0.95
6.3) My supervisor <u>provides</u> feedback.	Strongly Disagree				Strongly Agree	n=148 n=333	av.=4.19 av.=4.08	md=4.00 md=4.00	dev.=0.84 dev.=0.97
6.4) My supervisor <u>accepts</u> feedback.	Strongly Disagree				Strongly Agree	n=147 n=328	av.=4.17 av.=3.98	md=4.00 md=4.00	dev.=0.81 dev.=1.08
6.5) My supervisor supports my professional development.	Strongly Disagree				Strongly Agree	n=145 n=332	av.=4.15 av.=4.08	md=4.00 md=4.00	dev.=0.86 dev.=0.98
6.6) My supervisor sets clear and realistic expectations for my job.	Strongly Disagree				Strongly Agree	n=147 n=329	av.=3.82 av.=3.92	md=4.00 md=4.00	dev.=1.01 dev.=1.02
6.7) My supervisor advocates for me.	Strongly Disagree				Strongly Agree	n=146 n=329	av.=4.18 av.=4.03	md=4.00 md=4.00	dev.=0.91 dev.=1.05
6.8) My supervisor provides adequate support for me in my job.	Strongly Disagree				Strongly Agree	n=148 n=333	av.=4.15 av.=3.96	md=4.00 md=4.00	dev.=0.87 dev.=1.03
6.9) I feel that the pertinent concerns of my peers and I are adequately heard and addressed by my supervisor.	Strongly Disagree				Strongly Agree	n=147 n=331	av.=3.99 av.=3.64	md=4.00 md=4.00	dev.=1.01 dev.=1.14
6.10) My supervisor regularly and effectively communicates with me.	Strongly Disagree				Strongly Agree	n=148 n=334	av.=4.02 av.=3.91	md=4.00 md=4.00	dev.=1.04 dev.=1.05
7.2) I feel that the pertinent concerns of my peers and I are adequately heard and addressed by administration.	Strongly Disagree				Strongly Agree	n=144 n=331	av.=3.09 av.=3.64	md=3.00 md=4.00	dev.=1.19 dev.=1.14
9.1) I have been able to find community at Andrews University.	Strongly Disagree				Strongly Agree	n=147 n=330	av.=3.65 av.=3.61	md=4.00 md=4.00	dev.=1.00 dev.=0.98
9.2) I feel I am valued at my job.	Strongly Disagree				Strongly Agree	n=149 n=337	av.=3.91 av.=3.84	md=4.00 md=4.00	dev.=1.04 dev.=1.06
9.3) I feel that Andrews University has a positive work culture.	Strongly Disagree				Strongly Agree	n=150 n=334	av.=3.37 av.=3.31	md=4.00 md=3.00	dev.=1.01 dev.=1.12
9.4) I feel that I have a way to give feedback at Andrews University.	Strongly Disagree				Strongly Agree	n=149 n=333	av.=3.15 av.=3.28	md=3.00 md=3.00	dev.=1.14 dev.=1.10
9.5) I feel that management decisions are transparent and clearly explained.	Strongly Disagree				Strongly Agree	n=146 n=333	av.=2.80 av.=2.94	md=3.00 md=3.00	dev.=1.28 dev.=1.06
9.7) Staff morale is important to my department.	Strongly Disagree				Strongly Agree	n=149 n=336	av.=4.13 av.=3.96	md=4.00 md=4.00	dev.=0.83 dev.=1.02
9.8) Staff morale is important to the institution.	Strongly Disagree				Strongly Agree	n=149 n=337	av.=3.44 av.=3.54	md=4.00 md=4.00	dev.=1.21 dev.=1.17
9.9) I have a safe place to speak about my work issues.	Strongly Disagree				Strongly Agree	n=149 n=332	av.=3.54 av.=3.28	md=4.00 md=3.00	dev.=1.04 dev.=1.17
9.10) Staff concerns are considered when making policy.	Strongly Disagree				Strongly Agree	n=145 n=321	av.=2.86 av.=2.82	md=3.00 md=3.00	dev.=1.10 dev.=1.04
9.11) My perspectives and opinions are considered when policies that affect my work are changed.	Strongly Disagree				Strongly Agree	n=139 n=317	av.=3.00 av.=3.01	md=3.00 md=3.00	dev.=1.14 dev.=1.08
10.1) I respect other staff	Strongly Disagree				Strongly Agree	n=148 n=336	av.=4.49 av.=4.49	md=5.00 md=5.00	dev.=0.55 dev.=0.58
10.2) Other staff respect me.	Strongly Disagree				Strongly Agree	n=146 n=332	av.=4.26 av.=4.16	md=4.00 md=4.00	dev.=0.65 dev.=0.77
10.3) I respect faculty.	Strongly Disagree				Strongly Agree	n=147 n=335	av.=4.40 av.=4.44	md=4.00 md=4.00	dev.=0.62 dev.=0.62
10.4) Faculty respect me.	Strongly Disagree				Strongly Agree	n=143 n=327	av.=3.97 av.=3.85	md=4.00 md=4.00	dev.=0.90 dev.=0.97

