

# SFA ★ ENVISIONED

Redefining University Culture Team<sup>1</sup>

Cultural Engagement Survey

Survey Period: March 10 – April 1, 2016

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<sup>1</sup> Team members contributing to the survey and report include Brian Beavers, Todd Brown, John Calahan, Jessica DeWitt, Roni Lias, Michael Walker, and Megan Weatherly.

# Demographic Information

## 1. What is your primary job category?

#	Answer	Response	%
1	Faculty - Tenured	84	20%
2	Faculty - Tenure-track	47	11%
3	Faculty - Non-tenure track	26	6%
4	Staff - Executive or Division Administration	10	2%
5	Staff - Dean, Chair, or Director	42	10%
6	Staff - Other Exempt Professional	104	25%
7	Staff - Non-exempt	108	26%
	Total	421	100%

Statistic	Value
Min Value	1
Max Value	7
Mean	4.48
Variance	5.48
Standard Deviation	2.34
Total Responses	421

## 2. How many years have you worked at SFA?

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	Years	0.00	41.00	10.18	8.26	410

## 3. Approximately, what is your annual salary (in thousands)?

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	\$	11.00	175.00	56.64	26.55	393

# Professional Development & Advancement

## 4. I am satisfied with the career advancement opportunities available to me at SFA.

#	Answer	Response	%
1	Strongly agree	24	6%
2	Agree	131	32%
3	Neither agree nor disagree	107	26%
4	Disagree	89	22%
5	Strongly disagree	52	13%
6	Not sure/not applicable	7	2%
	Total	410	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.03
Variance	1.30
Standard Deviation	1.14
Total Responses	403

## 5. I am satisfied with the investment SFA makes in my professional development.

#	Answer	Response	%
1	Strongly agree	18	4%
2	Agree	117	28%
3	Neither agree nor disagree	92	22%
4	Disagree	111	27%
5	Strongly disagree	69	17%
6	Not sure/not applicable	4	1%
	Total	411	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.24
Variance	1.36
Standard Deviation	1.17
Total Responses	407

**6. I am satisfied with the opportunities I have to apply my talents and expertise.**

#	Answer	Response	%
1	Strongly agree	41	10%
2	Agree	171	42%
3	Neither agree nor disagree	75	18%
4	Disagree	78	19%
5	Strongly disagree	47	11%
6	Not sure/not applicable	0	0%
	Total	412	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.80
Variance	1.42
Standard Deviation	1.19
Total Responses	412

# Personal Satisfaction with Work

## 7. I get excited about coming to work.

#	Answer	Response	%
1	Strongly agree	66	16%
2	Agree	170	42%
3	Neither agree nor disagree	91	22%
4	Disagree	50	12%
5	Strongly disagree	31	8%
6	Not sure/not applicable	1	0%
	Total	409	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.53
Variance	1.28
Standard Deviation	1.13
Total Responses	408

## 8. I am inspired to meet my goals at work.

#	Answer	Response	%
1	Strongly agree	90	22%
2	Agree	200	49%
3	Neither agree nor disagree	63	15%
4	Disagree	33	8%
5	Strongly disagree	20	5%
6	Not sure/not applicable	2	0%
	Total	408	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.24
Variance	1.09
Standard Deviation	1.04
Total Responses	406

**9. I feel completely involved in my work.**

#	Answer	Response	%
1	Strongly agree	108	27%
2	Agree	208	51%
3	Neither agree nor disagree	50	12%
4	Disagree	28	7%
5	Strongly disagree	11	3%
6	Not sure/not applicable	1	0%
	Total	406	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.08
Variance	0.91
Standard Deviation	0.95
Total Responses	405

**10. I am so involved in my work that the day goes by very quickly.**

#	Answer	Response	%
1	Strongly agree	110	27%
2	Agree	176	43%
3	Neither agree nor disagree	70	17%
4	Disagree	39	10%
5	Strongly disagree	12	3%
6	Not sure/not applicable	1	0%
	Total	408	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.18
Variance	1.06
Standard Deviation	1.03
Total Responses	407

**11. I am determined to give my best effort at work each day.**

#	Answer	Response	%
1	Strongly agree	213	52%
2	Agree	162	40%
3	Neither agree nor disagree	26	6%
4	Disagree	3	1%
5	Strongly disagree	4	1%
6	Not sure/not applicable	1	0%
	Total	409	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	1.59
Variance	0.53
Standard Deviation	0.73
Total Responses	408

**12. When at work, I am completely focused on my job duties.**

#	Answer	Response	%
1	Strongly agree	95	23%
2	Agree	212	52%
3	Neither agree nor disagree	52	13%
4	Disagree	41	10%
5	Strongly disagree	7	2%
6	Not sure/not applicable	0	0%
	Total	407	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.15
Variance	0.90
Standard Deviation	0.95
Total Responses	407

**13. I am able to make decisions affecting my work.**

#	Answer		Response	%
1	Strongly agree		123	30%
2	Agree		211	52%
3	Neither agree nor disagree		31	8%
4	Disagree		23	6%
5	Strongly disagree		16	4%
6	Not sure/not applicable		2	0%
	Total		406	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.00
Variance	0.97
Standard Deviation	0.98
Total Responses	404

**14. I understand how my work contributes to SFA's goals.**

#	Answer		Response	%
1	Strongly agree		136	33%
2	Agree		199	49%
3	Neither agree nor disagree		32	8%
4	Disagree		22	5%
5	Strongly disagree		20	5%
6	Not sure/not applicable		0	0%
	Total		409	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.00
Variance	1.07
Standard Deviation	1.03
Total Responses	409



# Compensation & Benefits

## 15. I am satisfied with my salary.

#	Answer	Response	%
1	Strongly agree	11	3%
2	Agree	103	26%
3	Neither agree nor disagree	68	17%
4	Disagree	124	31%
5	Strongly disagree	96	24%
6	Not sure/not applicable	0	0%
	Total	402	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.48
Variance	1.41
Standard Deviation	1.19
Total Responses	402

## 16. I am satisfied with my non-salary compensation.

#	Answer	Response	%
1	Strongly agree	10	2%
2	Agree	93	23%
3	Neither agree nor disagree	97	24%
4	Disagree	131	33%
5	Strongly disagree	54	13%
6	Not sure/not applicable	16	4%
	Total	401	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.33
Variance	1.14
Standard Deviation	1.07
Total Responses	385

**17. I am compensated fairly, relative to my local market.**

#	Answer	Response	%
1	Strongly agree	14	3%
2	Agree	105	26%
3	Neither agree nor disagree	83	21%
4	Disagree	118	29%
5	Strongly disagree	79	20%
6	Not sure/not applicable	3	1%
	Total	402	100%



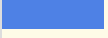



Statistic	Value
Min Value	1
Max Value	5
Mean	3.36
Variance	1.37
Standard Deviation	1.17
Total Responses	399

**18. I am satisfied with my total benefits package.**

#	Answer	Response	%
1	Strongly agree	20	5%
2	Agree	154	38%
3	Neither agree nor disagree	97	24%
4	Disagree	92	23%
5	Strongly disagree	37	9%
6	Not sure/not applicable	1	0%
	Total	401	100%






Statistic	Value
Min Value	1
Max Value	5
Mean	2.93
Variance	1.18
Standard Deviation	1.09
Total Responses	400

**19. I am satisfied with the work flexibility offered by SFA.**

#	Answer		Response	%
1	Strongly agree		31	8%
2	Agree		168	42%
3	Neither agree nor disagree		86	21%
4	Disagree		69	17%
5	Strongly disagree		41	10%
6	Not sure/not applicable		6	1%
	Total		401	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.80
Variance	1.29
Standard Deviation	1.14
Total Responses	395

**20. I am satisfied with my overall job security.**

#	Answer		Response	%
1	Strongly agree		65	16%
2	Agree		230	57%
3	Neither agree nor disagree		58	14%
4	Disagree		33	8%
5	Strongly disagree		14	3%
6	Not sure/not applicable		1	0%
	Total		401	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.25
Variance	0.89
Standard Deviation	0.94
Total Responses	400

**21. Aside from a salary increase, what would provide you with a greater sense of worth, value, and pride in your work/position at SFA?**

The TLA team has categorized the qualitative data collected from this question as follows:

1. Professional development opportunities and/or \$ for professional development **(22)**
2. Recognition **(21)**
3. More flexible work hours and/or ability to work some from home **(18)**
4. Expressed appreciation from Supervisor/Dean/VPs/Upper administration **(14)**
5. Inclusion in area decision-making **(13)**
6. Free use of Recreation Center **(11)**
7. Free parking **(9)**
8. Reduced course load **(8)**
9. More time for research **(7)**, better physical working environment **(7)**
10. More education/tuition assistance **(6)**
11. Childcare benefits **(5)**, less bureaucracy/red-tape/micro-management **(5)**, leadership/management training **(5)**
12. Re-vamp performance evaluations **(4)**, mentorship program **(4)**, advancement/leadership opportunities **(4)**, greater sense of teamwork across campus **(4)**, free admission to fine arts/sporting events **(4)**
13. Increase in interdepartmental communication **(3)**, travel opportunities **(3)**
14. Reduced advising load **(2)**, reduced prices in food on campus **(2)**
15. Free Alumni Association membership for employee alumni **(1)**, faculty/staff communal eating place **(1)**, more faculty/staff events **(1)**, reduction in bookstore costs **(1)**, development officer for each college **(1)**

# Work Environment & Communication

## 22. Employees at SFA take the initiative to help other employees when the need arises.

#	Answer	Response	%
1	Strongly agree	60	15%
2	Agree	221	56%
3	Neither agree nor disagree	71	18%
4	Disagree	24	6%
5	Strongly disagree	16	4%
6	Not sure/not applicable	4	1%
Total		396	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.27
Variance	0.87
Standard Deviation	0.93
Total Responses	392

## 23. Employees are willing to take on new tasks as the need arises.

#	Answer	Response	%
1	Strongly agree	48	12%
2	Agree	205	52%
3	Neither agree nor disagree	80	20%
4	Disagree	43	11%
5	Strongly disagree	18	5%
6	Not sure/not applicable	3	1%
Total		397	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.44
Variance	0.98
Standard Deviation	0.99
Total Responses	394

#### 24. Employees treat each other with respect.

#	Answer		Response	%
1	Strongly agree		37	9%
2	Agree		225	57%
3	Neither agree nor disagree		81	20%
4	Disagree		34	9%
5	Strongly disagree		20	5%
6	Not sure/not applicable		0	0%
	Total		397	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.43
Variance	0.91
Standard Deviation	0.95
Total Responses	397

#### 25. My supervisor and I have a good working relationship.

#	Answer		Response	%
1	Strongly agree		160	40%
2	Agree		163	41%
3	Neither agree nor disagree		36	9%
4	Disagree		20	5%
5	Strongly disagree		15	4%
6	Not sure/not applicable		2	1%
	Total		396	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	1.90
Variance	1.04
Standard Deviation	1.02
Total Responses	394

**26. My coworkers and I have good working relationships.**

#	Answer	Response	%
1	Strongly agree	141	35%
2	Agree	207	52%
3	Neither agree nor disagree	37	9%
4	Disagree	8	2%
5	Strongly disagree	6	2%
6	Not sure/not applicable	0	0%
	Total	399	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	1.82
Variance	0.63
Standard Deviation	0.80
Total Responses	399

**27. My supervisor has established clear goals regarding my work.**

#	Answer	Response	%
1	Strongly agree	101	25%
2	Agree	161	40%
3	Neither agree nor disagree	67	17%
4	Disagree	37	9%
5	Strongly disagree	29	7%
6	Not sure/not applicable	3	1%
	Total	398	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.32
Variance	1.36
Standard Deviation	1.17
Total Responses	395

**28. I am satisfied with the employee culture in my department.**

#	Answer	Response	%
1	Strongly agree	85	21%
2	Agree	154	39%
3	Neither agree nor disagree	67	17%
4	Disagree	55	14%
5	Strongly disagree	34	9%
6	Not sure/not applicable	2	1%
	Total	397	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.49
Variance	1.48
Standard Deviation	1.22
Total Responses	395

**29. I am satisfied with the employee culture at SFA.**

#	Answer	Response	%
1	Strongly agree	30	8%
2	Agree	154	39%
3	Neither agree nor disagree	112	28%
4	Disagree	68	17%
5	Strongly disagree	31	8%
6	Not sure/not applicable	2	1%
	Total	397	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.79
Variance	1.14
Standard Deviation	1.07
Total Responses	395



### 30. There is effective communication between senior management and employees.

#	Answer		Response	%
1	Strongly agree		23	6%
2	Agree		102	26%
3	Neither agree nor disagree		90	23%
4	Disagree		85	21%
5	Strongly disagree		92	23%
6	Not sure/not applicable		6	2%
	Total		398	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.31
Variance	1.56
Standard Deviation	1.25
Total Responses	392

### 31. Senior management trusts employees.

#	Answer		Response	%
1	Strongly agree		31	8%
2	Agree		110	28%
3	Neither agree nor disagree		90	23%
4	Disagree		79	20%
5	Strongly disagree		73	18%
6	Not sure/not applicable		13	3%
	Total		396	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.14
Variance	1.56
Standard Deviation	1.25
Total Responses	383

### 32. Employees trust senior management.

#	Answer		Response	%
1	Strongly agree		23	6%
2	Agree		93	23%
3	Neither agree nor disagree		102	26%
4	Disagree		94	24%
5	Strongly disagree		79	20%
6	Not sure/not applicable		8	2%
	Total		399	100%


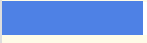




Statistic	Value
Min Value	1
Max Value	5
Mean	3.29
Variance	1.44
Standard Deviation	1.20
Total Responses	391

### 33. SFA is dedicated to diversity.

#	Answer		Response	%
1	Strongly agree		36	9%
2	Agree		143	36%
3	Neither agree nor disagree		125	31%
4	Disagree		47	12%
5	Strongly disagree		30	8%
6	Not sure/not applicable		16	4%
	Total		397	100%


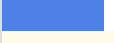




Statistic	Value
Min Value	1
Max Value	5
Mean	2.72
Variance	1.11
Standard Deviation	1.06
Total Responses	381

### 34. SFA is dedicated to inclusiveness.

#	Answer		Response	%
1	Strongly agree		24	6%
2	Agree		116	29%
3	Neither agree nor disagree		145	37%
4	Disagree		65	16%
5	Strongly disagree		29	7%
6	Not sure/not applicable		16	4%
	Total		395	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.89
Variance	1.03
Standard Deviation	1.01
Total Responses	379

### 35. I am satisfied with the level of collaborative governance.

#	Answer		Response	%
1	Strongly agree		14	4%
2	Agree		84	21%
3	Neither agree nor disagree		144	36%
4	Disagree		84	21%
5	Strongly disagree		56	14%
6	Not sure/not applicable		13	3%
	Total		395	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.22
Variance	1.13
Standard Deviation	1.06
Total Responses	382

**36. How much time do you spend during the work day working with people in other departments or buildings?**

#	Answer	Response	%
1	Less than 1 hour	193	48%
2	1-2 hours	104	26%
3	2-4 hours	53	13%
4	4-6 hours	24	6%
5	6-8 hours	24	6%
	Total	398	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	1.95
Variance	1.40
Standard Deviation	1.18
Total Responses	398

**41. What programs or activities would you like to see that would encourage positive engagement with other faculty and staff on campus?**

Total Responses: 123

The TLA team has categorized the qualitative data collected from this question as follows:

1. “Fun” activities<sup>2</sup> – e.g. social functions, picnics, family activities – (18/123) 14.6%
2. Department/individual open house/networking events – (17/123) 13.8%
3. Training/seminars/speakers/etc. – (14/123) 11.4%
4. Employee lounge – (8/123) 6.5%
5. Reading/film/discussion groups – (8/123) 6.5%
6. More collaborative teaching/research opportunities – (7/123) 5.7%
7. Employee wellness events/sporting social events – (7/123) 5.7%
8. Improved communication between departments and from senior administration – (7/123) 5.7%
9. Leadership activities/training – (6/123) 5.7%
10. Less administrative oversight – (4/123) 3.3%
11. Other – (21/123) 17.1%
  - a. Suggestions included (ordered by number of appearances): increase campus-community outreach/interaction, staff recognition, teambuilding, fewer obligations (e.g. assessment), meaningful faculty governance, open forums, anonymous electronic suggestion box, ombudsperson.

<sup>2</sup> Notable were multiple mentions that the annual Christmas Party should be unified and not be divided into separate faculty/staff parties.

# Evaluation, Promotion, Recognition & Reward – *Staff Only*

## 37. Management within SFA recognizes strong job performance.

#	Answer	Response	%
1	Strongly agree	9	4%
2	Agree	92	37%
3	Neither agree nor disagree	68	27%
4	Disagree	57	23%
5	Strongly disagree	25	10%
6	Not sure/not applicable	1	0%
	Total	252	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.99
Variance	1.14
Standard Deviation	1.07
Total Responses	251

**38. Strong job performance is rewarded in an appropriate manner.**

#	Answer	Response	%
1	Strongly agree	5	2%
2	Agree	63	25%
3	Neither agree nor disagree	76	30%
4	Disagree	75	30%
5	Strongly disagree	30	12%
6	Not sure/not applicable	2	1%
	Total	251	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.25
Variance	1.06
Standard Deviation	1.03
Total Responses	249

**39. I am satisfied with the annual evaluation process.**

#	Answer	Response	%
1	Strongly agree	8	3%
2	Agree	108	43%
3	Neither agree nor disagree	66	26%
4	Disagree	35	14%
5	Strongly disagree	32	13%
6	Not sure/not applicable	3	1%
	Total	252	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.90
Variance	1.21
Standard Deviation	1.10
Total Responses	249

# Evaluation, Promotion, Recognition & Reward – *Faculty Only*

## 40. I am satisfied with the annual evaluation process.

#	Answer	Response	%
1	Strongly agree	7	5%
2	Agree	57	39%
3	Neither agree nor disagree	39	27%
4	Disagree	27	19%
5	Strongly disagree	12	8%
6	Not sure/not applicable	3	2%
	Total	145	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.86
Variance	1.11
Standard Deviation	1.06
Total Responses	142

**42. I am satisfied with the tenure process.**

#	Answer	Response	%
1	Strongly agree	6	5%
2	Agree	56	46%
3	Neither agree nor disagree	30	24%
4	Disagree	15	12%
5	Strongly disagree	12	10%
6	Not sure/not applicable	4	3%
	Total	123	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.76
Variance	1.15
Standard Deviation	1.07
Total Responses	119

**43. The demands of teaching, service, and research are well balanced.**

#	Answer	Response	%
1	Strongly agree	1	1%
2	Agree	26	18%
3	Neither agree nor disagree	16	11%
4	Disagree	53	37%
5	Strongly disagree	46	32%
6	Not sure/not applicable	2	1%
	Total	144	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.82
Variance	1.21
Standard Deviation	1.10
Total Responses	142



**44. I am satisfied with the teaching environment.**

#	Answer		Response	%
1	Strongly agree		7	5%
2	Agree		72	50%
3	Neither agree nor disagree		31	21%
4	Disagree		17	12%
5	Strongly disagree		11	8%
6	Not sure/not applicable		7	5%
	Total		145	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.66
Variance	1.06
Standard Deviation	1.03
Total Responses	138

**45. Teaching is appropriately recognized in the annual evaluation process.**

#	Answer		Response	%
1	Strongly agree		15	10%
2	Agree		57	39%
3	Neither agree nor disagree		21	14%
4	Disagree		26	18%
5	Strongly disagree		18	12%
6	Not sure/not applicable		8	6%
	Total		145	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.82
Variance	1.55
Standard Deviation	1.24
Total Responses	137

**46. Teaching is appropriately recognized in the promotion process.**

#	Answer		Response	%
1	Strongly agree		13	9%
2	Agree		42	29%
3	Neither agree nor disagree		32	22%
4	Disagree		29	20%
5	Strongly disagree		17	12%
6	Not sure/not applicable		13	9%
	Total		146	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.96
Variance	1.45
Standard Deviation	1.20
Total Responses	133

**47. There is appropriate recognition of effective teaching.**

#	Answer		Response	%
1	Strongly agree		12	8%
2	Agree		35	24%
3	Neither agree nor disagree		34	24%
4	Disagree		34	24%
5	Strongly disagree		21	15%
6	Not sure/not applicable		8	6%
	Total		144	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.13
Variance	1.47
Standard Deviation	1.21
Total Responses	136

**48. There is appropriate recognition of effective research.**

#	Answer		Response	%
1	Strongly agree		9	6%
2	Agree		44	30%
3	Neither agree nor disagree		36	25%
4	Disagree		25	17%
5	Strongly disagree		26	18%
6	Not sure/not applicable		5	3%
	Total		145	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.11
Variance	1.49
Standard Deviation	1.22
Total Responses	140

**49. Research is supported by senior management.**

#	Answer		Response	%
1	Strongly agree		8	5%
2	Agree		32	22%
3	Neither agree nor disagree		43	29%
4	Disagree		30	21%
5	Strongly disagree		27	18%
6	Not sure/not applicable		6	4%
	Total		146	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.26
Variance	1.39
Standard Deviation	1.18
Total Responses	140

**50. Service expectations are reasonable.**

#	Answer		Response	%
1	Strongly agree		3	2%
2	Agree		58	40%
3	Neither agree nor disagree		29	20%
4	Disagree		32	22%
5	Strongly disagree		24	16%
6	Not sure/not applicable		0	0%
	Total		146	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.11
Variance	1.35
Standard Deviation	1.16
Total Responses	146

# Evaluation, Promotion, Recognition & Reward – All Employees

## 51. I am satisfied with my work life balance.

#	Answer	Response	%
1	Strongly agree	32	8%
2	Agree	198	50%
3	Neither agree nor disagree	77	20%
4	Disagree	59	15%
5	Strongly disagree	27	7%
6	Not sure/not applicable	1	0%
	Total	394	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.62
Variance	1.11
Standard Deviation	1.06
Total Responses	393

## 52. How many hours a week do you work and what percentage of your work is spent working at home (evenings, weekends)?

The TLA team has categorized the qualitative data collected from this question as follows:

Number of Hours Worked Per Week	%
0-10 hours	4%
11-20 hours	3%
21-30 hours	2%
31-40 hours	5%
40 hours	41%
41-50 hours	32%
51-60 hours	8%
61-70 hours	6%
71+ hours	2%

## 53. What percentage of your service is done on a voluntary basis?

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	%	0.00	100.00	39.52	35.28	315

**54. What percentage of your time at work do you spend doing things that are beyond the scope of your job description?**

#	Answer	Min Value	Max Value	Average Value	Standard Deviation	Responses
1	%	0.00	100.00	26.46	20.56	322

**55. SFA positively impacts people's lives.**

#	Answer	Response	%
1	Strongly agree	72	19%
2	Agree	224	58%
3	Neither agree nor disagree	67	17%
4	Disagree	12	3%
5	Strongly disagree	5	1%
6	Not sure/not applicable	7	2%
Total		387	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.09
Variance	0.60
Standard Deviation	0.78
Total Responses	380

### 56. SFA's fiscal well-being is stable.

#	Answer	Response	%
1	Strongly agree	22	6%
2	Agree	119	31%
3	Neither agree nor disagree	106	27%
4	Disagree	64	16%
5	Strongly disagree	32	8%
6	Not sure/not applicable	45	12%
	Total	388	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.90
Variance	1.16
Standard Deviation	1.08
Total Responses	343

### 57. Why do you work at SFA?

Total Responses: 301

The TLA team has categorized the qualitative data collected from this question as follows:

1. To make a difference/serve students (70/301) 23.3%
2. For the benefits (61/301) 20.3%
3. It is in Nacogdoches/the location (55/301) 18.3%
4. Love the work/job (50/301) 16.6%
5. For the paycheck/salary (35/301) 11.6%
6. For the university/campus environment (32/301) 10.6%
7. For the people/colleagues (27/301) 9.0%
8. Alumni/former student (22/301) 7.3%
9. For the opportunity to grow career (19/301) 6.3%
10. For the love of SFA (13/301) 4.3%
11. For the "family/community" atmosphere (10/301) 3.3%
12. For the vacation days/holidays (5/301) 1.7%
13. A family member works here (4/301) 1.3%

## 58. What makes you most proud of working at SFA?

Total Responses: 266

The TLA team has categorized the qualitative data collected from this question as follows:

1. The students/making a difference in the lives of students – (87/266) 32.7%
2. The reputation of the university – (45/266) 16.9%
3. The people – (38/266) 14.3%
4. The “family/community” atmosphere – (11/266) 4.1%
5. The athletic programs/Basketball team – (11/266) 4.1%
6. The department/program – (10/266) 3.8%
7. The beautiful campus – (9/266) 3.4%
8. Being an alumnus – (7/266) 2.6%
9. Seeing grads get hired – (5/266) 1.9%
10. The university/education environment – (4/266) 1.5%
11. Other – (11/266) 4.1%

## 59. What is the purpose of SFA?

Total Responses: 263

The TLA team has categorized the qualitative data collected from this question as follows:

1. To educate students – (171/263) 64.3%
2. To better our community/region/state/nation/world/society/future – (55/263) 20.9%
3. To prepare students for careers/life/citizenship – (51/263) 19.4%
4. To provide transformative experiences for students – (22/263) 8.4%
5. Betterment of individuals – (17/263) 6.5%
6. Teaching – (16/263) 6.1%
7. To serve as a well-rounded institution of higher education – (14/263) 5.3%
8. Research – (11/263) 4.2%
9. Improve/change lives – (8/263) 3.0%
10. Athletics – (4/263) 1.5%
11. Other – (28/263) 10.6%



## 60. What principles should inform the behavior of SFA employees?

Total Responses: 213

The following word cloud shows most common answers:

