

**"Are We Making Progress?" Survey
Comparison: - Spring 2013 - Spring 2014 - Spring 2015 - Spring - 2016 - Spring 2017**

Due to rounding, percentages may total one point more or less than 100%

Spring 2013
91

Total Responses:

Category 1: Leadership	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	
1a. I know my organization's mission (what it is trying to accomplish).						
	0	2	3	38	48	
	0.0%	2.2%	3.3%	41.8%	52.7%	
	2.2%		3.3%		94.5%	

Spring 2014
98

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	
0	1	6	34	57	
0.0%	1.0%	6.1%	34.7%	58.2%	
1.0%		6.1%		92.9%	

Spring 2015
94

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	
1	2	6	29	56	
1.1%	2.1%	6.4%	30.9%	59.6%	
3.2%		6.4%		90.4%	

Spring 2013
91

Total Responses:

Category 1: Leadership	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	
1b. My senior (top) leaders use our organization's values to guide us.						
	1	2	6	48	34	
	1.1%	2.2%	6.6%	52.7%	37.4%	
	3.3%		6.6%		90.1%	

Spring 2014
98

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	
0	4	12	49	33	
0.0%	4.1%	12.2%	50.0%	33.7%	
4.1%		12.2%		83.7%	

Spring 2015
94

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	
2	6	12	39	35	
2.1%	6.4%	12.8%	41.5%	37.2%	
8.5%		12.8%		78.7%	

Spring 2013
91

Total Responses:

Category 1: Leadership	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	
1c. My senior leaders create a work environment that helps me do my job.						
	1	4	6	41	39	
	1.1%	%	6.6%	45.1%	42.9%	
	1.1%		6.6%		87.9%	

Spring 2014
98

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	
2	6	14	42	34	
2.0%	6.1%	14.3%	42.9%	34.7%	
8.2%		14.3%		77.6%	

Spring 2015
94

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	
4	7	10	34	39	
4.3%	7.4%	10.0%	36.2%	41.5%	
11.7%		10.0%		77.7%	

Spring 2013
91

Total Responses:

Category 1: Leadership	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	
1d. My organization's leaders share information about the organization.						
	2	2	3	36	48	
	2.2%	2.2%	3.3%	39.6%	52.7%	
	4.4%		3.3%		92.3%	

Spring 2014
98

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	
1	2	7	46	42	
1.0%	2.0%	7.1%	46.9%	42.9%	
3.1%		7.1%		89.8%	

Spring 2015
94

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	
4	4	9	39	38	
4.3%	4.3%	10.0%	41.5%	40.4%	
8.5%		10.0%		81.9%	

Spring 2013
90

Total Responses:

Category 1: Leadership	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1e. My senior leaders encourage learning that will help me advance in my career.					
	0	5	12	35	38

Spring 2014
98

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
0	6	13	40	39

Spring 2015
93

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
3	8	13	31	38

	0.0%	5.6%	13.3%	38.9%	42.2%
	5.6%		13.3%	81.1%	

Total Responses: 90

<i>Category 1: Leadership</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1f. My organization lets me know what it thinks is most important.					
	0	5	12	35	38
	0.0%	5.6%	13.3%	38.9%	42.2%
	5.6%		13.3%	81.1%	

	0.0%	6.1%	13.3%	40.8%	39.8%
	6.1%		13.3%	80.6%	

Total Responses: 98

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
2	5	12	41	38
2.0%	5.1%	12.2%	41.8%	38.8%
7.1%		12.2%	80.6%	

	3.2%	8.6%	14.0%	33.3%	40.9%
	11.8%		14.0%	74.2%	

Total Responses: 94

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
3	5	14	36	36
3.2%	5.3%	14.9%	38.3%	38.3%
8.5%		14.9%	76.6%	

Total Responses: 91

<i>Category 1: Leadership</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1g. My organization asks what I think.					
	0	1	11	45	34
	0.0%	1.1%	12.1%	49.5%	37.4%
	1.1%		12.1%	86.8%	

Total Responses: 97

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
2	16	20	33	26
2.1%	16.5%	20.6%	34.0%	26.8%
18.6%		20.6%	60.8%	

Total Responses: 94

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
7	6	16	37	28
7.4%	6.4%	17.0%	39.4%	29.8%
13.8%		17.0%	69.1%	

Total Responses: 90

<i>Category 2: Strategic Planning</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
2a. As it plans for the future, my organization asks for my ideas.					
	1	9	10	43	27
	1.1%	10.0%	11.1%	47.8%	30.0%
	11.1%		11.1%	77.8%	

Total Responses: 97

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	8	19	41	28
1.0%	8.2%	19.6%	42.3%	28.9%
9.3%		19.6%	71.1%	

Total Responses: 93

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
6	5	11	40	31
6.5%	5.4%	11.8%	43.0%	33.3%
11.8%		11.8%	76.3%	

Total Responses: 90

<i>Category 2: Strategic Planning</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
2b. I know the parts of my organization's plans that will affect my and my work.					
	0	4	15	38	33
	0.0%	4.4%	16.7%	42.2%	36.7%
	4.4%		16.7%	78.9%	

Total Responses: 98

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	11	14	38	34
1.0%	11.2%	14.3%	38.8%	34.7%
12.2%		14.3%	73.5%	

Total Responses: 92

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
5	6	14	34	33
5.4%	6.5%	15.2%	37.0%	35.9%
12.0%		15.2%	72.8%	

Total Responses: 90

<i>Category 2: Strategic Planning</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
2c. I know how to tell if we are making progress on my work group's part of the plan.					
	1	3	8	55	23
	1.1%	3.3%	8.9%	61.1%	25.6%
	4.4%		8.9%	86.7%	

Total Responses: 97

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	4	20	40	32
1.0%	4.1%	20.6%	41.2%	33.0%
5.2%		20.6%	74.2%	

Total Responses: 92

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
4	4	18	33	33
4.3%	4.3%	19.6%	35.9%	35.9%
8.7%		19.6%	71.7%	

Total Responses: 90

Category 3: Customer/Market Focus					
	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
3a. I know who my most important customers are.					
	0	0	0	20	70
	0.0%	0.0%	0.0%	22.2%	77.8%
	0.0%		100.0%		

Total Responses: 98

Category 3: Customer/Market Focus					
	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
3a. I know who my most important customers are.					
	0	0	1	24	73
	0.0%	0.0%	1.0%	24.5%	74.5%
	0.0%		99.0%		

Total Responses: 93

Category 3: Customer/Market Focus					
	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
3a. I know who my most important customers are.					
	1	0	1	20	71
	1.1%	0.0%	1.1%	21.5%	76.3%
	1.1%		97.8%		

Total Responses: 90

Category 3: Customer/Market Focus					
	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
3b. I keep in touch with my customers.					
	0	0	3	31	56
	0.0%	0.0%	3.3%	34.4%	62.2%
	0.0%		96.7%		

Total Responses: 98

Category 3: Customer/Market Focus					
	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
3b. I keep in touch with my customers.					
	0	0	2	36	60
	0.0%	0.0%	2.0%	36.7%	61.2%
	0.0%		98.0%		

Total Responses: 93

Category 3: Customer/Market Focus					
	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
3b. I keep in touch with my customers.					
	1	1	0	34	57
	1.1%	1.1%	0.0%	36.6%	61.3%
	2.2%		97.8%		

Total Responses: 90

Category 3: Customer/Market Focus					
	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
3c. My customers tell me what they need and want.					
	0	2	6	40	42
	0.0%	2.2%	6.7%	44.4%	46.7%
	2.2%		91.1%		

Total Responses: 98

Category 3: Customer/Market Focus					
	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
3c. My customers tell me what they need and want.					
	0	3	6	50	39
	0.0%	3.1%	6.1%	51.0%	39.8%
	3.1%		90.8%		

Total Responses: 93

Category 3: Customer/Market Focus					
	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
3c. My customers tell me what they need and want.					
	1	1	2	42	47
	1.1%	1.1%	2.2%	45.2%	50.5%
	2.2%		95.7%		

Total Responses: 90

Category 3: Customer/Market Focus					
	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
3d. I ask if my customers are satisfied or dissatisfied with my work.					
	0	4	16	36	34
	0.0%	4.4%	17.8%	40.0%	37.8%
	4.4%		77.8%		

Total Responses: 97

Category 3: Customer/Market Focus					
	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
3d. I ask if my customers are satisfied or dissatisfied with my work.					
	0	1	17	42	37
	0.0%	1.0%	17.5%	43.3%	38.1%
	1.0%		81.4%		

Total Responses: 93

Category 3: Customer/Market Focus					
	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
3d. I ask if my customers are satisfied or dissatisfied with my work.					
	1	3	11	40	38
	1.1%	3.2%	11.8%	43.0%	40.9%
	4.3%		83.9%		

Total Responses: 90

Category 3: Customer/Market Focus					
	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
3e. I am allowed to make decisions to solve problems for my customers.					
	0	3	7	39	41
	0.0%	3.3%	7.8%	43.3%	45.6%
	3.3%		88.9%		

Total Responses: 96

Category 3: Customer/Market Focus					
	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
3e. I am allowed to make decisions to solve problems for my customers.					
	1	3	8	43	41
	1.0%	3.1%	8.3%	44.8%	42.7%
	4.2%		87.5%		

Total Responses: 93

Category 3: Customer/Market Focus					
	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
3e. I am allowed to make decisions to solve problems for my customers.					
	3	5	7	34	44
	3.2%	5.4%	7.5%	36.6%	47.3%
	8.6%		83.9%		

Total Responses: 89

<i>Category 4: Information & Analysis</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
4a. I know how to measure the quality of my work.					
	1	3	1	51	33
	1.1%	3.4%	1.1%	57.3%	37.1%
	4.5%		1.1%	94.4%	

Total Responses: 95

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	1	6	50	37
1.1%	1.1%	6.3%	52.6%	38.9%
2.1%		6.3%	91.6%	

Total Responses: 93

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
2	0	10	40	41
2.2%	0.0%	10.8%	43.0%	44.1%
2.2%		10.8%	87.1%	

Total Responses: 90

<i>Category 4: Information & Analysis</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
4b. I know how to analyze the quality of my work to see if changes are needed.					
	0	2	7	50	31
	0.0%	2.2%	7.8%	55.6%	34.4%
	2.2%		7.8%	90.0%	

Total Responses: 94

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
0	1	8	46	39
0.0%	1.1%	8.5%	48.9%	41.5%
1.1%		8.5%	90.4%	

Total Responses: 92

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
0	0	7	43	42
0.0%	0.0%	7.6%	46.7%	45.7%
0.0%		7.6%	92.4%	

Total Responses: 89

<i>Category 4: Information & Analysis</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
4c. I use these analyses for making decisions about my work.					
	0	1	10	48	30
	0.0%	1.1%	11.2%	53.9%	33.7%
	1.1%		11.2%	87.6%	

Total Responses: 95

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
0	2	10	44	39
0.0%	2.1%	10.5%	46.3%	41.1%
2.1%		10.5%	87.4%	

Total Responses: 93

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	1	8	38	45
1.1%	1.1%	8.6%	40.9%	48.4%
2.2%		8.6%	89.2%	

Total Responses: 90

<i>Category 4: Information & Analysis</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
4d. I know how the measures I use in my work fit into CCCUA's overall measures of improvement.					
	0	4	12	45	29
	0.0%	4.4%	13.3%	50.0%	32.2%
	4.4%		13.3%	82.2%	

Total Responses: 95

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	3	15	46	30
1.1%	3.2%	15.8%	48.4%	31.6%
4.2%		15.8%	80.0%	

Total Responses: 93

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	6	11	37	38
1.1%	6.5%	11.8%	39.8%	40.9%
7.5%		11.8%	80.6%	

Total Responses: 90

<i>Category 4: Information & Analysis</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
4e. I get all the important information I need to do my work.					
	2	5	11	48	24
	2.2%	5.6%	12.2%	53.3%	26.7%
	7.8%		12.2%	80.0%	

Total Responses: 95

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	7	12	49	26
1.1%	7.4%	12.6%	51.6%	27.4%
8.4%		12.6%	78.9%	

Total Responses: 92

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
6	4	13	36	33
6.5%	4.3%	14.1%	39.1%	35.9%
10.9%		14.1%	75.0%	

Total Responses: 90

<i>Category 4: Information & Analysis</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree

Total Responses: 95

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree

Total Responses: 92

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree

4f. I get the information I need to know about how my organization is doing.					
	0	2	6	50	32
	0.0%	2.2%	6.7%	55.6%	35.6%
	2.2%		6.7%		91.1%

	0	2	10	45	38
	0.0%	2.1%	10.5%	47.4%	40.0%
	2.1%		10.5%		87.4%

	3	3	4	40	42
	3.3%	3.3%	4.3%	43.5%	45.7%
	6.5%		4.3%		89.1%

Total Responses: 88

<i>Category 5: Human Resource Focus</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
5a. I can make changes that will improve my work.					
	0	3	7	42	36
	0.0%	3.4%	8.0%	47.7%	40.9%
	3.4%		8.0%		88.6%

	0	4	9	45	37
	0.0%	4.2%	9.5%	47.4%	38.9%
	4.2%		9.5%		86.3%

	4	6	8	34	39
	4.4%	6.6%	8.8%	37.4%	42.9%
	11.0%		8.8%		80.2%

Total Responses: 89

<i>Category 5: Human Resource Focus</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
5b. The people I work with cooperate and work as a team.					
	2	6	4	33	44
	2.2%	6.7%	4.5%	37.1%	49.4%
	9.0%		4.5%		86.5%

	1	7	7	39	41
	1.1%	7.4%	7.4%	41.1%	43.2%
	8.4%		7.4%		84.2%

	2	4	9	33	42
	2.2%	4.4%	10.0%	36.7%	46.7%
	6.7%		10.0%		83.3%

Total Responses: 88

<i>Category 5: Human Resource Focus</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
5c. My boss encourages me to develop my job skills so I can advance in my career.					
	1	4	11	34	38
	1.1%	4.5%	12.5%	38.6%	43.2%
	5.7%		12.5%		81.8%

	1	12	8	31	43
	1.1%	12.6%	8.4%	32.6%	45.3%
	13.7%		8.4%		77.9%

	3	7	9	29	43
	3.3%	7.7%	9.9%	31.9%	47.3%
	11.0%		9.9%		79.1%

Total Responses: 89

<i>Category 5: Human Resource Focus</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
5d. I am recognized for my work.					
	3	7	19	36	24
	3.4%	7.9%	21.3%	40.4%	27.0%
	11.2%		21.3%		67.4%

	6	14	16	37	22
	6.3%	14.7%	16.8%	38.9%	23.2%
	21.1%		16.8%		62.1%

	5	14	14	29	29
	5.5%	15.4%	15.4%	31.9%	31.9%
	20.9%		15.4%		63.7%

Total Responses: 89

<i>Category 5: Human Resource Focus</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
5e. I have a safe workplace.					
	1	4	8	40	36
	1.1%	4.5%	9.0%	44.9%	40.4%

	1	2	10	37	44
	1.1%	2.1%	10.6%	39.4%	46.8%

	2	2	6	34	47
	2.2%	2.2%	6.6%	37.4%	51.6%

	5.6%	9.0%	85.4%
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Total Responses: 89

<i>Category 5: Human Resource Focus</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
5f. My boss and my organization care about me.					
	4	1	11	41	32
	4.5%	1.1%	12.4%	46.1%	36.0%
	5.6%	12.4%	82.0%		

	3.2%	10.6%	86.2%
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Total Responses: 95

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
	3	6	16	31	39
	3.2%	6.3%	16.8%	32.6%	41.1%
	9.5%	16.8%	73.7%		

	4.4%	6.6%	89.0%
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Total Responses: 91

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
	4	4	16	30	37
	4.4%	4.4%	17.6%	33.0%	40.7%
	8.8%	17.6%	73.6%		

Total Responses: 89

<i>Category 6: Process Management</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
6a. I can get everything I need to do my job.					
	0	6	10	38	35
	0.0%	6.7%	11.2%	42.7%	39.3%
	6.7%	11.2%	82.0%		

Total Responses: 95

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
	2	6	14	38	35
	2.1%	6.3%	14.7%	40.0%	36.8%
	8.4%	14.7%	76.8%		

Total Responses: 93

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
	7	6	11	33	36
	7.5%	6.5%	11.8%	35.5%	38.7%
	14.0%	11.8%	74.2%		

Total Responses: 89

<i>Category 6: Process Management</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
6b. I collect information (data) about the quality of my work.					
	0	5	16	40	28
	0.0%	5.6%	18.0%	44.9%	31.5%
	5.6%	18.0%	76.4%		

Total Responses: 96

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
	0	4	22	39	31
	0.0%	4.2%	22.9%	40.6%	32.3%
	4.2%	22.9%	72.9%		

Total Responses: 93

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
	1	4	17	33	38
	1.1%	4.3%	18.3%	35.5%	40.9%
	5.4%	18.3%	76.3%		

Total Responses: 89

<i>Category 6: Process Management</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
6c. We have good processes for doing our work.					
	0	5	7	51	26
	0.0%	5.6%	7.9%	57.3%	29.2%
	5.6%	7.9%	86.5%		

Total Responses: 96

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
	1	4	8	52	31
	1.0%	4.2%	8.3%	54.2%	32.3%
	5.2%	8.3%	86.5%		

Total Responses: 93

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
	3	6	12	34	38
	3.2%	6.5%	12.9%	36.6%	40.9%
	9.7%	12.9%	77.4%		

Total Responses: 86

<i>Category 6: Process Management</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
6d. I have control over my work processes.					
	0	6	5	44	31
	0.0%	7.0%	5.8%	51.2%	36.0%
	7.0%	5.8%	87.2%		

Total Responses: 96

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
	2	5	6	49	34
	2.1%	5.2%	6.3%	51.0%	35.4%
	7.3%	6.3%	86.5%		

Total Responses: 93

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
	3	4	11	37	38
	3.2%	4.3%	11.8%	39.8%	40.9%
	7.5%	11.8%	80.6%		

Total Responses: 89

Total Responses: 96

Total Responses: 93

Category 7: Business Results	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
7a. My customers are satisfied with my work.					
	0	0	7	59	23
	0.0%	0.0%	7.9%	66.3%	25.8%
	0.0%		7.9%		92.1%

Total Responses: 89

Category 7: Business Results	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
7b. My work products meet all requirements.					
	0	0	5	56	28
	0.0%	0.0%	5.6%	62.9%	31.5%
	0.0%		5.6%		94.4%

Total Responses: 89

Category 7: Business Results	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
7c. I know how well my organization is doing financially.					
	0	0	11	47	31
	0.0%	0.0%	12.4%	52.8%	34.8%
	0.0%		12.4%		87.6%

Total Responses: 89

Category 7: Business Results	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
7d. My organization uses my time and talents well.					
	0	11	13	44	21
	0.0%	12.4%	14.6%	49.4%	23.6%
	12.4%		14.6%		73.0%

Total Responses: 89

Category 7: Business Results	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
7e. My organization removes things that get in the way of progress.					
	2	6	23	41	17
	2.2%	6.7%	25.8%	46.1%	19.1%
	9.0%		25.8%		65.2%

Total Responses: 88

Category 7: Business Results	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
7f. My organization obeys laws and regulations.					
	0	4	7	36	41

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
0	0	3	61	32
0.0%	0.0%	3.1%	63.5%	33.3%
0.0%		3.1%		96.9%

96

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
0	0	4	53	39
0.0%	0.0%	4.2%	55.2%	40.6%
0.0%		4.2%		95.8%

95

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
0	3	18	44	30
0.0%	3.2%	18.9%	46.3%	31.6%
3.2%		18.9%		77.9%

95

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	10	20	37	27
1.1%	10.5%	21.1%	38.9%	28.4%
11.6%		21.1%		67.4%

96

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
2	10	24	38	22
2.1%	10.4%	25.0%	39.6%	22.9%
12.5%		25.0%		62.5%

95

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
2	1	10	39	43

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
2	2	5	44	40
2.2%	2.2%	5.4%	47.3%	43.0%
4.3%		5.4%		90.3%

93

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	2	3	45	42
1.1%	2.2%	3.2%	48.4%	45.2%
3.2%		3.2%		93.5%

92

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	2	6	48	35
1.1%	2.2%	6.5%	52.2%	38.0%
3.3%		6.5%		90.2%

92

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
9	6	11	38	28
9.8%	6.5%	12.0%	41.3%	30.4%
16.3%		12.0%		71.7%

93

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
6	6	25	33	23
6.5%	6.5%	26.9%	35.5%	24.7%
12.9%		26.9%		60.2%

93

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
2	2	8	31	50

	0.0%	4.5%	8.0%	40.9%	46.6%
	4.5%		8.0%	87.5%	

Total Responses: 89

<i>Category 7: Business Results</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
7g. My organization has high standards and ethics.					
	0	5	6	38	40
	0.0%	5.6%	6.7%	42.7%	44.9%
	5.6%		6.7%	87.6%	

	2.1%	1.1%	10.5%	41.1%	45.3%
	3.2%		10.5%	86.3%	

Total Responses: 94

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
2	3	11	37	41
2.1%	3.2%	11.7%	39.4%	43.6%
5.3%		11.7%	83.0%	

	2.2%	2.2%	8.6%	33.3%	53.8%
	4.3%		8.6%	87.1%	

Total Responses: 93

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
3	4	9	35	42
3.2%	4.3%	9.7%	37.6%	45.2%
7.5%		9.7%	82.8%	

Total Responses: 89

<i>Category 7: Business Results</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
7h. My organization helps me help my community.					
	1	0	8	39	41
	1.1%	0.0%	9.0%	43.8%	46.1%
	1.1%		9.0%	89.9%	

Total Responses: 96

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	3	15	41	36
1.0%	3.1%	15.6%	42.7%	37.5%
4.2%		15.6%	80.2%	

Total Responses: 93

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	4	11	37	40
1.1%	4.3%	11.8%	39.8%	43.0%
5.4%		11.8%	82.8%	

Total Responses: 98

<i>Category 7: Business Results</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
7i. I am satisfied with my job.					
	0	2	7	35	54
	0.0%	2.0%	7.1%	35.7%	55.1%
	2.0%		7.1%	90.8%	

Total Responses: 96

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	2	12	35	46
1.0%	2.1%	12.5%	36.5%	47.9%
3.1%		12.5%	84.4%	

Total Responses: 93

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	4	9	26	53
1.1%	4.3%	9.7%	28.0%	57.0%
5.4%		9.7%	84.9%	

Total Responses:

<i>Category 8: Employer Engagement</i>
8a. I am highly committed to this organization

Total Responses:

<i>Category 8: Employer Engagement</i>
8b. I would recommend this organization to friends and family.

Total Responses:

<i>Category 8: Employer Engagement</i>
8c. I feel personally driven to help this organization succeed and will go beyond what's expected of me to ensure that it does.

Total Responses:

<i>Category 8: Employer Engagement</i>
8d. I am extremely proud to tell people that I work for this organization.

Total Responses:

<i>Category 8: Employer Engagement</i>
8e. I am actively looking for a job outside this organization.

Total Responses:

<i>Category 8: Employer Engagement</i>
8f. I have applied for another job outside this organization in the past six months.

Spring 2016
119

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
0	5	7	49	58
0.0%	4.2%	5.9%	41.2%	48.7%
4.2%		5.9%	89.9%	

Spring 2017
91

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
2	3	3	36	47
2.2%	3.3%	3.3%	39.6%	51.6%
5.5%		3.3%	91.2%	

118

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
10	14	53	41	
0.0%	8.5%	11.9%	44.9%	34.7%
8.5%		11.9%	79.7%	

91

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	7	9	35	39
1.1%	7.7%	9.9%	38.5%	42.9%
8.8%		9.9%	81.3%	

118

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
0	13	15	42	48
0.0%	11.0%	12.7%	35.6%	40.7%
11.0%		12.7%	76.3%	

91

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	9	6	37	38
1.1%	9.9%	6.6%	40.7%	41.8%
11.0%		6.6%	82.4%	

117

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
2	5	16	44	50
1.7%	4.3%	13.7%	37.6%	42.7%
6.0%		13.7%	80.3%	

91

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	7	8	36	39
1.1%	7.7%	8.8%	39.6%	42.9%
8.8%		8.8%	82.4%	

119

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
3	6	22	37	51

90

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
2	8	9	33	38

2.5%	5.0%	18.5%	31.1%	42.9%
7.6%		18.5%	73.9%	

117

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	9	17	45	45
0.9%	7.7%	14.5%	38.5%	38.5%
8.5%		14.5%	76.9%	

2.2%	8.9%	10.0%	36.7%	42.2%
11.1%		10.0%	78.9%	

91

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
2	8	9	36	36
2.2%	8.8%	9.9%	39.6%	39.6%
11.0%		9.9%	79.1%	

119

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
5	16	19	51	28
4.2%	13.4%	16.0%	42.9%	23.5%
17.6%		16.0%	66.4%	

91

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
4	10	12	35	30
4.4%	11.0%	13.2%	38.5%	33.0%
15.4%		13.2%	71.4%	

117

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
4	6	19	57	31
3.4%	5.1%	16.2%	48.7%	26.5%
8.5%		16.2%	75.2%	

91

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
3	8	14	39	27
3.3%	8.8%	15.4%	42.9%	29.7%
12.1%		15.4%	72.5%	

117

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	11	19	56	30
0.9%	9.4%	16.2%	47.9%	25.6%
10.3%		16.2%	73.5%	

91

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
4	14	11	33	29
4.4%	15.4%	12.1%	36.3%	31.9%
19.8%		12.1%	68.1%	

117

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	6	23	63	24
0.9%	5.1%	19.7%	53.8%	20.5%
6.0%		19.7%	74.4%	

91

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
2	11	16	42	20
2.2%	12.1%	17.6%	46.2%	22.0%
14.3%		17.6%	68.1%	

116

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
0	0	3	33	80
0.0%	0.0%	2.6%	28.4%	69.0%
0.0%		2.6%	97.4%	

91

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	0	2	25	63
1.1%	0.0%	2.2%	27.5%	69.2%
1.1%		2.2%	96.7%	

115

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
0	0	4	50	61
0.0%	0.0%	3.5%	43.5%	53.0%
0.0%		3.5%	96.5%	

91

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	0	3	40	47
1.1%	0.0%	3.3%	44.0%	51.6%
1.1%		3.3%	95.6%	

115

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
0	2	14	44	55
0.0%	1.7%	12.2%	38.3%	47.8%
1.7%		12.2%	86.1%	

91

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	5	4	42	39
1.1%	5.5%	4.4%	46.2%	42.9%
6.6%		4.4%	89.0%	

114

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
0	6	21	51	36
0.0%	5.3%	18.4%	44.7%	31.6%
5.3%		18.4%	76.3%	

91

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	2	18	33	37
1.1%	2.2%	19.8%	36.3%	40.7%
3.3%		19.8%	76.9%	

116

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	6	17	50	42
0.9%	5.2%	14.7%	43.1%	36.2%
6.0%		14.7%	79.3%	

90

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	3	8	42	36
1.1%	3.3%	8.9%	46.7%	40.0%
4.4%		8.9%	86.7%	

111

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
0	2	11	58	40
0.0%	1.8%	9.9%	52.3%	36.0%
1.8%		9.9%	88.3%	

87

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	1	6	47	32
1.1%	1.1%	6.9%	54.0%	36.8%
2.3%		6.9%	90.8%	

113

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
0	1	11	57	44
0.0%	0.9%	9.7%	50.4%	38.9%
0.9%		9.7%	89.4%	

88

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	0	5	46	36
1.1%	0.0%	5.7%	52.3%	40.9%
1.1%		5.7%	93.2%	

112

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	0	13	54	44
0.9%	0.0%	11.6%	48.2%	39.3%
0.9%		11.6%	87.5%	

88

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	1	6	44	36
1.1%	1.1%	6.8%	50.0%	40.9%
2.3%		6.8%	90.9%	

113

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
0	6	19	57	31
0.0%	5.3%	16.8%	50.4%	27.4%
5.3%		16.8%	77.9%	

88

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
2	4	8	47	27
2.3%	4.5%	9.1%	53.4%	30.7%
6.8%		9.1%	84.1%	

112

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
2	12	17	52	29
1.8%	10.7%	15.2%	46.4%	25.9%
12.5%		15.2%	72.3%	

88

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	9	12	41	25
1.1%	10.2%	13.6%	46.6%	28.4%
11.4%		13.6%	75.0%	

113

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree

87

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree

0	2	17	53	41
0.0%	1.8%	15.0%	46.9%	36.3%
1.8%		15.0%	83.2%	

1	4	10	37	35
1.1%	4.6%	11.5%	42.5%	40.2%
5.7%		11.5%	82.8%	

112

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
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88

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
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1	2	14	57	38
0.9%	1.8%	12.5%	50.9%	33.9%
2.7%		12.5%	84.8%	

0	2	12	35	39
0.0%	2.3%	13.6%	39.8%	44.3%
2.3%		13.6%	84.1%	

113

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
2	6	10	37	58
1.8%	5.3%	8.8%	32.7%	51.3%
7.1%		8.8%	84.1%	

88

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
2	3	11	30	42
2.3%	3.4%	12.5%	34.1%	47.7%
5.7%		12.5%	81.8%	

112

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
3	4	22	33	50
2.7%	3.6%	19.6%	29.5%	44.6%
6.3%		19.6%	74.1%	

88

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	4	9	28	46
1.1%	4.5%	10.2%	31.8%	52.3%
5.7%		10.2%	84.1%	

113

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
4	12	22	41	34
3.5%	10.6%	19.5%	36.3%	30.1%
14.2%		19.5%	66.4%	

87

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
4	9	16	33	25
4.6%	10.3%	18.4%	37.9%	28.7%
14.9%		18.4%	66.7%	

113

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	2	8	46	56
0.9%	1.8%	7.1%	40.7%	49.6%

88

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
2	3	6	31	46
2.3%	3.4%	6.8%	35.2%	52.3%

2.7%	7.1%	90.3%
------	------	-------

113

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	6	19	43	44
0.9%	5.3%	16.8%	38.1%	38.9%
6.2%		16.8%	77.0%	

5.7%	6.8%	87.5%
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87

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	3	12	32	39
1.1%	3.4%	13.8%	36.8%	44.8%
4.6%		13.8%	81.6%	

0.0%	10.6%	12.4%	41.6%	35.4%
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113

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
0	12	14	47	40
0.0%	10.6%	12.4%	41.6%	35.4%
10.6%		12.4%	77.0%	

1.1%	5.7%	11.5%	43.7%	37.9%
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87

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	5	10	38	33
1.1%	5.7%	11.5%	43.7%	37.9%
6.9%		11.5%	81.6%	

0.0%	8.9%	22.3%	40.2%	28.6%
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112

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
0	10	25	45	32
0.0%	8.9%	22.3%	40.2%	28.6%
8.9%		22.3%	68.8%	

0.0%	2.3%	17.0%	47.7%	33.0%
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88

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
0	2	15	42	29
0.0%	2.3%	17.0%	47.7%	33.0%
2.3%		17.0%	80.7%	

0.9%	3.5%	9.7%	52.2%	33.6%
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113

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	4	11	59	38
0.9%	3.5%	9.7%	52.2%	33.6%
4.4%		9.7%	85.8%	

1.1%	4.5%	12.5%	47.7%	34.1%
------	------	-------	-------	-------

88

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	4	11	42	30
1.1%	4.5%	12.5%	47.7%	34.1%
5.7%		12.5%	81.8%	

0.9%	6.2%	13.3%	46.9%	32.7%
------	------	-------	-------	-------

113

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	7	15	53	37
0.9%	6.2%	13.3%	46.9%	32.7%
7.1%		13.3%	79.6%	

0.0%	4.5%	13.6%	40.9%	40.9%
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88

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
0	4	12	36	36
0.0%	4.5%	13.6%	40.9%	40.9%
4.5%		13.6%	81.8%	

112				
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88				
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Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
0	0	11	69	32
0.0%	0.0%	9.8%	61.6%	28.6%
0.0%		9.8%	90.2%	

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
0	0	3	58	27
0.0%	0.0%	3.4%	65.9%	30.7%
0.0%		3.4%	96.6%	

113

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
0	1	6	59	47
0.0%	0.9%	5.3%	52.2%	41.6%
0.9%		5.3%	93.8%	

87

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	0	2	50	34
1.1%	0.0%	2.3%	57.5%	39.1%
1.1%		2.3%	96.6%	

113

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
0	5	21	57	30
0.0%	4.4%	18.6%	50.4%	26.5%
4.4%		18.6%	77.0%	

88

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	8	16	36	27
1.1%	9.1%	18.2%	40.9%	30.7%
10.2%		18.2%	71.6%	

113

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
2	9	16	59	27
1.8%	8.0%	14.2%	52.2%	23.9%
9.7%		14.2%	76.1%	

88

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	9	10	41	27
1.1%	10.2%	11.4%	46.6%	30.7%
11.4%		11.4%	77.3%	

113

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
5	8	29	47	24
4.4%	7.1%	25.7%	41.6%	21.2%
11.5%		25.7%	62.8%	

86

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
4	10	18	35	19
4.7%	11.6%	20.9%	40.7%	22.1%
16.3%		20.9%	62.8%	

111

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
0	5	8	41	57

88

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
2	1	9	28	48

0.0%	4.5%	7.2%	36.9%	51.4%
4.5%		7.2%	88.3%	

114

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	6	9	41	57
0.9%	5.3%	7.9%	36.0%	50.0%
6.1%		7.9%	86.0%	

2.3%	1.1%	10.2%	31.8%	54.5%
3.4%		10.2%	86.4%	

88

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	3	9	29	46
1.1%	3.4%	10.2%	33.0%	52.3%
4.5%		10.2%	85.2%	

114				
Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
2	2	13	47	50
1.8%	1.8%	11.4%	41.2%	43.9%
3.5%		11.4%	85.1%	

87

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	3	9	33	41
1.1%	3.4%	10.3%	37.9%	47.1%
4.6%		10.3%	85.1%	

114				
Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
0	3	9	47	55
0.0%	2.6%	7.9%	41.2%	48.2%
2.6%		7.9%	89.5%	

88

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	0	7	28	52
1.1%	0.0%	8.0%	31.8%	59.1%
1.1%		8.0%	90.9%	

114				
Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	1	0	48	64
0.9%	0.9%	0.0%	42.1%	56.1%
1.8%		0.0%	98.2%	

88

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	1		22	64
1.1%	1.1%		25.0%	72.7%
2.3%			97.7%	

113				
Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	4	0	37	71
0.9%	3.5%	0.0%	32.7%	62.8%
4.4%		0.0%	95.6%	

88

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	2		23	62
1.1%	2.3%	0.0%	26.1%	70.5%
3.4%			96.6%	

114

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
1	3	0	37	73
0.9%	2.6%	0.0%	32.5%	64.0%
3.5%		0.0%	96.5%	

86

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
2	1		19	64
2.3%	1.2%	0.0%	22.1%	74.4%
3.5%			96.5%	

113

	No		Yes	Strongly
	Disagree		Agree	Agree
3			38	72
0.0%	2.7%	0.0%	33.6%	63.7%
2.7%		0.0%	97.3%	

88

Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
2	1		21	64
2.3%	1.1%	0.0%	23.9%	72.7%
3.4%			96.6%	

111

	No		Yes	
104			7	
0.0%	93.7%	0.0%	6.3%	0.0%
93.7%		0.0%	6.3%	

87

	No		Yes	
86			1	
0.0%	98.9%	0.0%	1.1%	0.0%
98.9%			1.1%	

111

	No		Yes	
100			11	
0.0%	90.1%	0.0%	9.9%	0.0%
90.1%		0.0%	9.9%	

87

	No		Yes	
82			5	
0.0%	94.3%	0.0%	5.7%	0.0%
94.3%			5.7%	