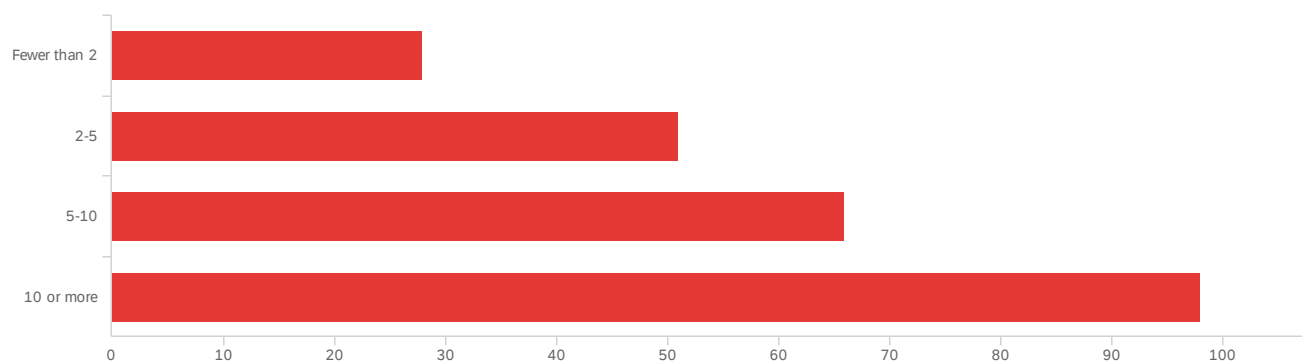


How many years have you been working at GVSU?



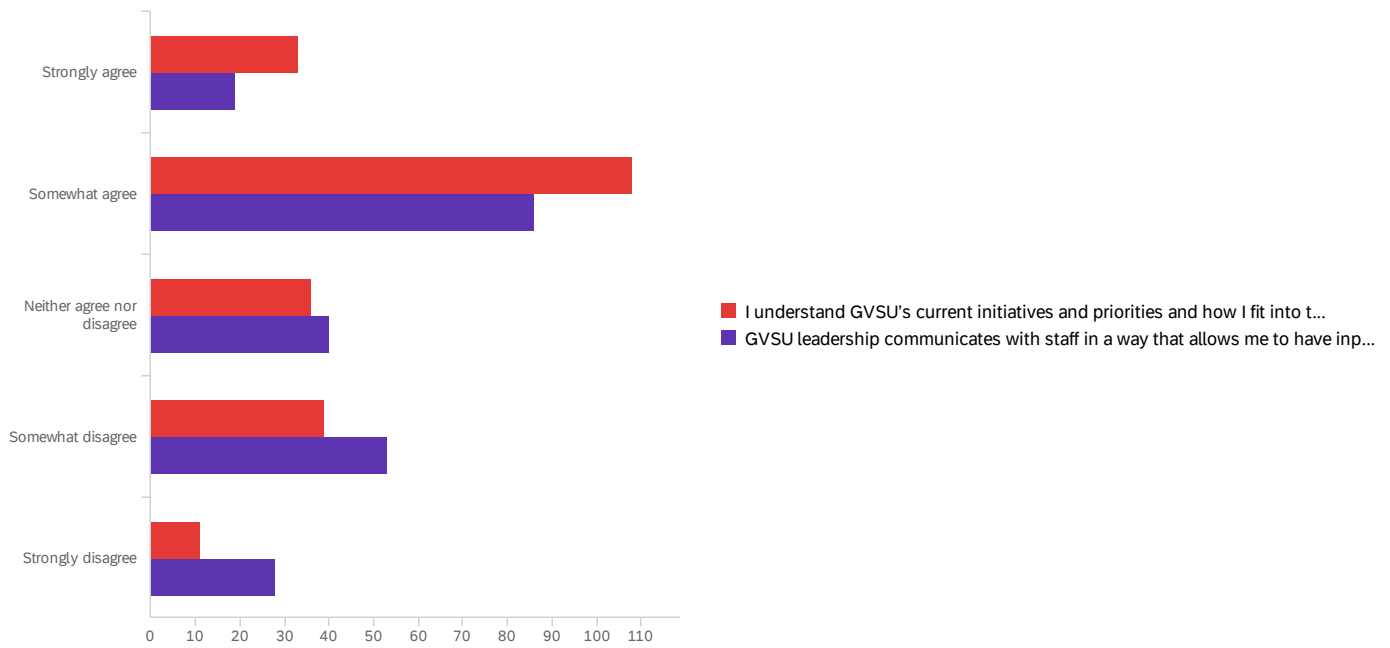
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	How many years have you been working at GVSU?	1.00	4.00	2.96	1.04	1.07	243

#	Field	Choice Count
1	Fewer than 2	11.52% 28
2	2-5	20.99% 51
3	5-10	27.16% 66
4	10 or more	40.33% 98

243

Showing rows 1 - 5 of 5

Please indicate your agreement with the following statements:

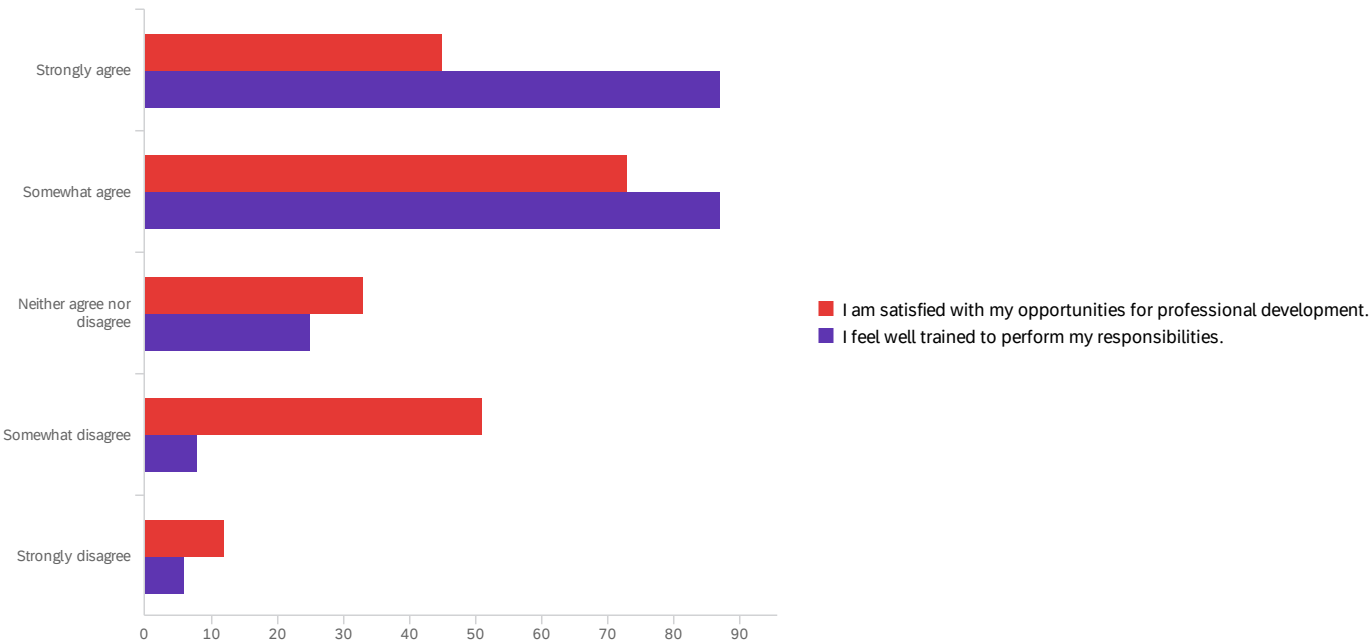


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I understand GVSU's current initiatives and priorities and how I fit into them.	1.00	5.00	2.50	1.08	1.18	227
2	GVSU leadership communicates with staff in a way that allows me to have input into the direction of the university.	1.00	5.00	2.93	1.20	1.44	226

#	Field	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Total
1	I understand GVSU's current initiatives and priorities and how I fit into them.	14.54% 33	47.58% 108	15.86% 36	17.18% 39	4.85% 11	227
2	GVSU leadership communicates with staff in a way that allows me to have input into the direction of the university.	8.41% 19	38.05% 86	17.70% 40	23.45% 53	12.39% 28	226

Showing rows 1 - 2 of 2

Please indicate your level of agreement with the following statements:

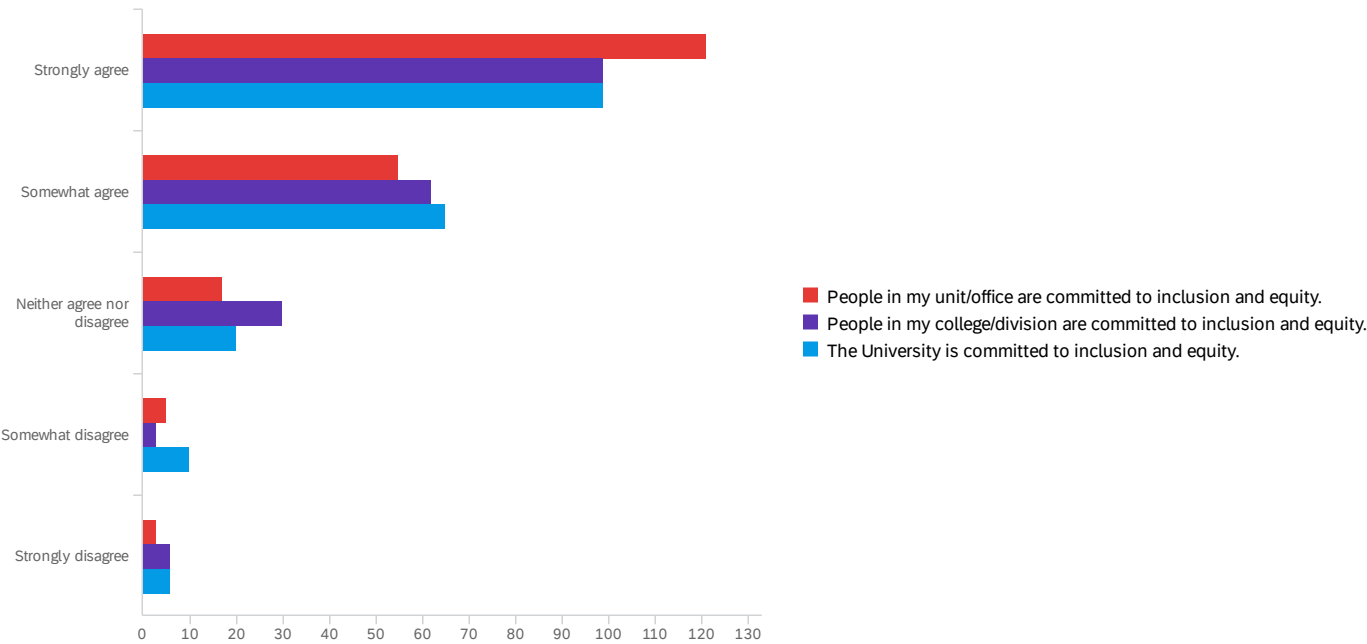


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am satisfied with my opportunities for professional development.	1.00	5.00	2.59	1.21	1.48	214
2	I feel well trained to perform my responsibilities.	1.00	5.00	1.87	0.96	0.91	213

#	Field	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Total
1	I am satisfied with my opportunities for professional development.	21.03% 45	34.11% 73	15.42% 33	23.83% 51	5.61% 12	214
2	I feel well trained to perform my responsibilities.	40.85% 87	40.85% 87	11.74% 25	3.76% 8	2.82% 6	213

Showing rows 1 - 2 of 2

Please indicate your level of agreement with following statements:

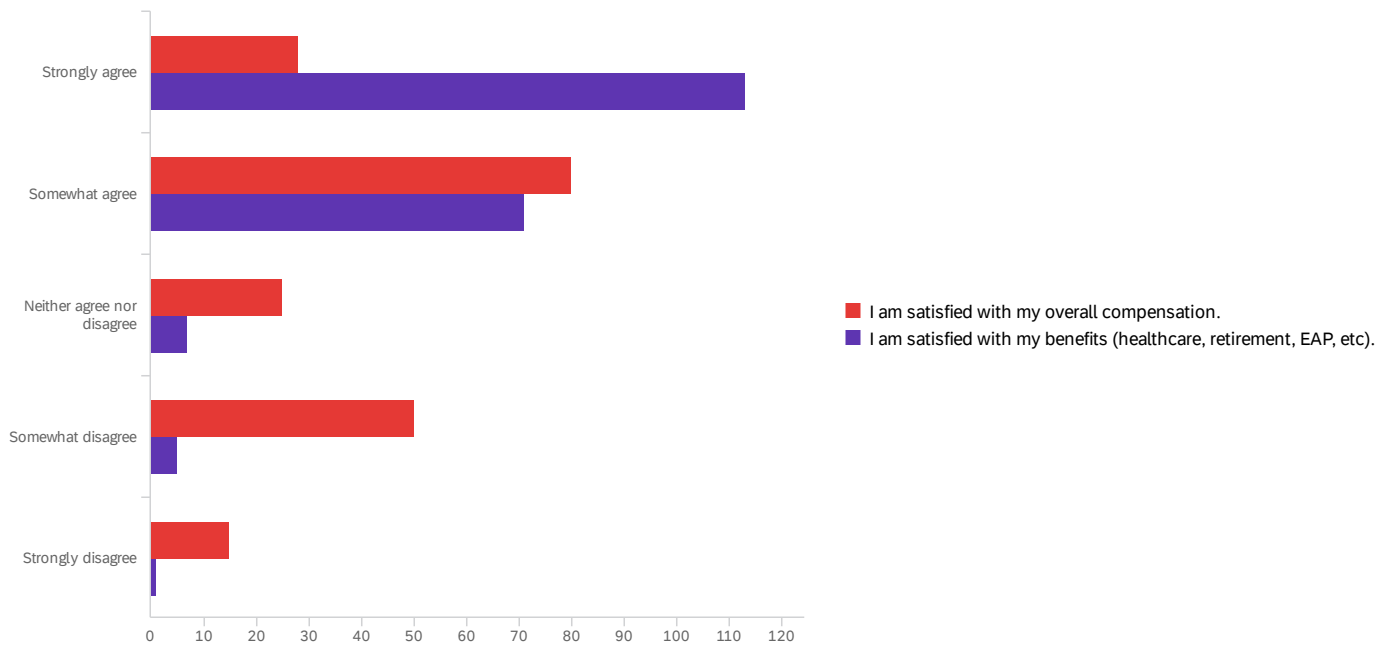


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	People in my unit/office are committed to inclusion and equity.	1.00	5.00	1.58	0.86	0.74	201
2	People in my college/division are committed to inclusion and equity.	1.00	5.00	1.77	0.96	0.92	200
3	The University is committed to inclusion and equity.	1.00	5.00	1.79	1.01	1.02	200

#	Field	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Total
1	People in my unit/office are committed to inclusion and equity.	60.20% 121	27.36% 55	8.46% 17	2.49% 5	1.49% 3	201
2	People in my college/division are committed to inclusion and equity.	49.50% 99	31.00% 62	15.00% 30	1.50% 3	3.00% 6	200
3	The University is committed to inclusion and equity.	49.50% 99	32.50% 65	10.00% 20	5.00% 10	3.00% 6	200

Showing rows 1 - 3 of 3

Please indicate your level of agreement with the following statements:

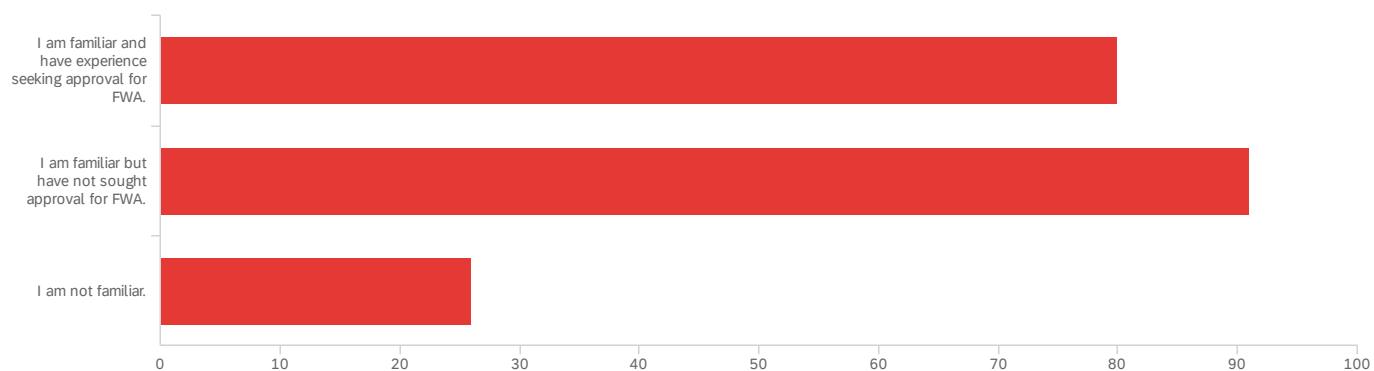


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I am satisfied with my overall compensation.	1.00	5.00	2.72	1.20	1.45	198
2	I am satisfied with my benefits (healthcare, retirement, EAP, etc).	1.00	5.00	1.53	0.73	0.53	197

#	Field	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Total
1	I am satisfied with my overall compensation.	14.14% 28	40.40% 80	12.63% 25	25.25% 50	7.58% 15	198
2	I am satisfied with my benefits (healthcare, retirement, EAP, etc).	57.36% 113	36.04% 71	3.55% 7	2.54% 5	0.51% 1	197

Showing rows 1 - 2 of 2

What is your familiarity with GVSU's Flexible Work Arrangements (FWA)?

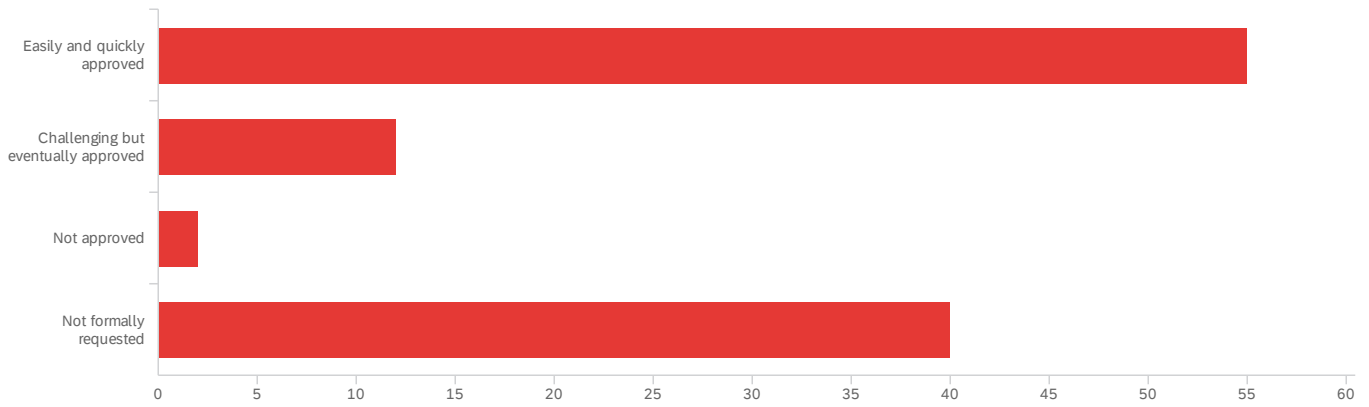


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What is your familiarity with GVSU's Flexible Work Arrangements (FWA)?	1.00	3.00	1.73	0.68	0.46	197

#	Field	Choice Count
1	I am familiar and have experience seeking approval for FWA.	40.61% 80
2	I am familiar but have not sought approval for FWA.	46.19% 91
3	I am not familiar.	13.20% 26
		197

Showing rows 1 - 4 of 4

If you have sought approval for FWA, was your request...



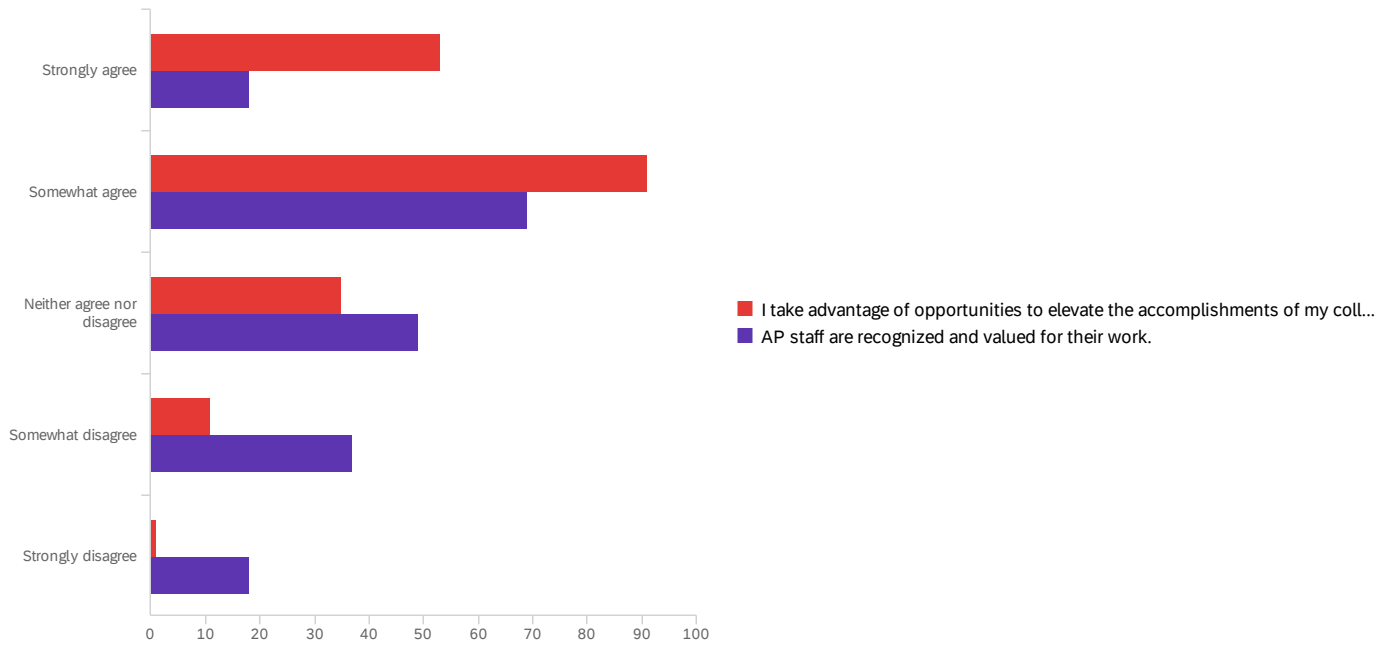
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	If you have sought approval for FWA, was your request...	1.00	4.00	2.25	1.39	1.93	109

#	Field	Choice Count
1	Easily and quickly approved	50.46% 55
2	Challenging but eventually approved	11.01% 12
3	Not approved	1.83% 2
4	Not formally requested	36.70% 40

109

Showing rows 1 - 5 of 5

Please indicate your level of agreement with the following statements:



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I take advantage of opportunities to elevate the accomplishments of my colleagues.	1.00	5.00	2.04	0.86	0.74	191
2	AP staff are recognized and valued for their work.	1.00	5.00	2.83	1.13	1.28	191

#	Field	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Total
1	I take advantage of opportunities to elevate the accomplishments of my colleagues.	27.75% 53	47.64% 91	18.32% 35	5.76% 11	0.52% 1	191
2	AP staff are recognized and valued for their work.	9.42% 18	36.13% 69	25.65% 49	19.37% 37	9.42% 18	191

Showing rows 1 - 2 of 2