

		At which university are you currently employed?											Total	%	2015	2015%
		Billings	Bozeman	Butte	Dillon	Great Falls	Hamilton	Havre	Helena	Missoula	Prefer not to answer					
Do you wish to take the survey at this time?	Yes	124	796	56	0	33	1	43	28	478	10	1569	100			
	No	0	0	0	0	0	0	0	0	0	0	0	0			
	Total	124	796	56	0	33	1	43	28	478	10	1569				
At which university are you currently employed?	Billings	124	0	0	0	0	0	0	0	0	0	124	8%			
	Bozeman	0	797	0	0	0	0	0	0	0	0	797	51%			
	Butte	0	0	57	0	0	0	0	0	0	0	57	4%			
	Dillon	0	0	0	0	0	0	0	0	0	0	0	0%			
	Great Falls	0	0	0	0	33	0	0	0	0	0	33	2%			
	Hamilton	0	0	0	0	0	1	0	0	0	0	1	0%			
	Havre	0	0	0	0	0	0	43	0	0	0	43	3%			
	Helena	0	0	0	0	0	0	0	28	0	0	28	2%			
	Missoula	0	0	0	0	0	0	0	0	479	0	479	30%			
Prefer not to answer	0	0	0	0	0	0	0	0	0	10	10	1%				
Total	124	797	57	0	33	1	43	28	479	10	1572					
Which of the following best describes your position at your MUS institution?	Contract Professional	27	259	21	0	2	0	16	1	94	5	425	27%			
	Classified Staff	93	512	28	0	29	1	25	26	363	3	1080	70%			
	Other	2	19	6	0	0	0	2	1	16	1	47	3%			
	Total	122	790	55	0	31	1	43	28	473	9	1552				
What is your employment status?	Full-time	114	688	53	0	26	1	40	23	425	7	1377	89%			
	Part-time	8	101	3	0	5	0	3	5	43	2	170	11%			
	Total	122	789	56	0	31	1	43	28	468	9	1547				
How long have you been employed at your institution?	Less than 1 year	19	92	7	0	2	1	4	5	43	0	173	11%			
	1-5 years	36	253	19	0	18	0	19	16	139	2	502	32%			
	6-10 years	28	133	6	0	3	0	7	4	80	2	263	17%			
	11-20 years	25	201	18	0	7	0	9	3	127	2	392	25%			
	20+ years	14	109	6	0	1	0	4	0	82	2	218	14%			
Total	122	788	56	0	31	1	43	28	471	8	1548					
How long have you held your current position?	Less than 1 year	31	151	12	0	6	1	7	10	83	2	303	20%			
	1-5 years	44	349	22	0	19	0	20	12	176	2	644	41%			
	6-10 years	24	137	6	0	2	0	4	3	90	2	268	17%			
	20+ years	6	40	2	0	0	0	2	0	33	1	84	5%			
	11-20 years	17	114	14	0	4	0	10	3	90	1	253	16%			
Total	122	791	56	0	31	1	43	28	472	8	1552					
Reflecting on your current position at your	Extremely satisfied	3	50	8	0	0	0	2	3	31	0	97	6%	40	4%	
	Somewhat satisfied	23	217	11	0	12	1	15	12	130	3	424	28%	171	18%	

institution, rate your level of satisfaction in regar... - Wages you receive for the work you are doing	Neither satisfied nor dissatisfied	10	73	6	0	2	0	5	6	40	3	145	9%	189	20%
	Somewhat dissatisfied	42	276	16	0	14	0	17	4	166	1	536	35%	357	39%
	Extremely dissatisfied	42	165	13	0	3	0	4	3	99	0	329	21%	170	18%
	Total	120	781	54	0	31	1	43	28	466	7	1531		927	
Reflecting on your current position at your institution, rate your level of satisfaction in regar... - Health insurance benefits you receive from the institution	Extremely satisfied	62	346	25	0	20	1	24	23	185	2	688	45%	302	33%
	Somewhat satisfied	46	306	24	0	6	0	15	3	199	3	602	39%	422	46%
	Neither satisfied nor dissatisfied	4	57	3	0	3	0	2	2	36	1	108	7%	110	12%
	Somewhat dissatisfied	6	55	2	0	0	0	2	0	38	1	104	7%	71	8%
	Extremely dissatisfied	0	13	0	0	2	0	0	0	8	0	23	2%	20	2%
Total	118	777	54	0	31	1	43	28	466	7	1525		925		
Reflecting on your current position at your institution, rate your level of satisfaction in regar... - Retirement plan you receive from the institution	Extremely satisfied	41	231	19	0	13	1	17	13	122	2	459	30%	155	17%
	Somewhat satisfied	54	373	23	0	13	0	23	10	221	4	721	47%	438	48%
	Neither satisfied nor dissatisfied	19	116	9	0	4	0	2	5	77	1	233	15%	271	29%
	Somewhat dissatisfied	4	42	3	0	0	0	1	0	30	0	80	5%	45	5%
	Extremely dissatisfied	1	15	0	0	1	0	0	0	15	0	32	2%	13	1%
Total	119	777	54	0	31	1	43	28	465	7	1525		922		
Reflecting on your current position at your institution, rate your level of satisfaction in regar... - Physical working conditions (e.g. ventilation, space, cleanliness)	Extremely satisfied	53	197	11	0	11	0	12	8	114	0	406	27%	216	23%
	Somewhat satisfied	39	282	17	0	12	1	16	13	185	4	569	37%	377	41%
	Neither satisfied nor dissatisfied	12	103	5	0	4	0	6	2	67	1	200	13%	158	17%
	Somewhat dissatisfied	14	157	14	0	3	0	7	5	70	2	272	18%	138	15%
	Extremely dissatisfied	2	41	7	0	1	0	2	0	30	0	83	5%	36	4%
Total	120	780	54	0	31	1	43	28	466	7	1530		925		
Reflecting on your current position at your institution, rate your level of satisfaction in regar... - Safety	Extremely satisfied	56	311	14	0	16	1	17	6	156	1	578	38%	345	37%
	Somewhat satisfied	48	283	19	0	10	0	18	15	181	2	576	38%	441	48%
	Neither satisfied nor dissatisfied	7	109	12	0	3	0	5	3	70	2	211	14%	86	9%
	Somewhat dissatisfied	7	60	7	0	2	0	3	4	44	1	128	8%	42	5%
	Extremely dissatisfied	2	16	1	0	0	0	0	0	14	1	34	2%	9	1%
Total	120	779	53	0	31	1	43	28	465	7	1527		923		
Reflecting on your current position at your institution, rate your level of satisfaction in regar... - Flexibility of work schedule	Extremely satisfied	51	367	26	0	12	1	16	17	222	3	715	47%	332	36%
	Somewhat satisfied	38	203	18	0	8	0	14	8	147	3	439	29%	372	40%
	Neither satisfied nor dissatisfied	12	103	6	0	5	0	9	1	40	0	176	12%	140	15%
	Somewhat dissatisfied	13	76	4	0	3	0	4	2	37	1	140	9%	64	7%
	Extremely dissatisfied	5	32	0	0	3	0	0	0	20	0	60	4%	17	2%
Total	119	781	54	0	31	1	43	28	466	7	1530		925		
Reflecting on your current position at your institution, rate your level of satisfaction in regar... - Job security	Extremely satisfied	18	250	14	0	8	0	12	10	99	0	411	27%	168	18%
	Somewhat satisfied	44	297	17	0	15	1	16	8	177	2	577	38%	421	45%
	Neither satisfied nor dissatisfied	31	143	9	0	4	0	10	5	84	2	288	19%	223	24%
	Somewhat dissatisfied	19	63	12	0	2	0	2	5	66	3	172	11%	82	9%
	Extremely dissatisfied	8	27	2	0	2	0	3	0	37	0	79	5%	32	3%
Total	120	780	54	0	31	1	43	28	463	7	1527		926		

Reflecting on your current position at your institution, rate your level of satisfaction in regard... - Overall satisfaction with your current job	Extremely satisfied	14	174	13	0	9	1	11	11	79	1	313	20%	173	19%
	Somewhat satisfied	59	385	24	0	14	0	19	12	218	4	735	48%	413	45%
	Neither satisfied nor dissatisfied	27	109	8	0	4	0	4	4	69	1	226	15%	214	23%
	Somewhat dissatisfied	17	90	5	0	2	0	9	1	67	1	192	13%	105	11%
	Extremely dissatisfied	3	22	4	0	2	0	0	0	33	0	64	4%	22	2%
	Total		120	780	54	0	31	1	43	28	466	7	1530		927
Do you participate in any of the following activities to supplement your University income? Pleas...	Working overtime	34	135	13	0	6	0	6	3	76	0	273	19%	164	30%
	Working one or more additional job(s) on or off-campus	43	234	18	0	9	0	9	7	161	2	483	33%	329	60%
	Other household member(s) working overtime or multiple jobs	28	203	13	0	5	0	9	4	113	0	375	26%	199	36%
	Utilizing assistance services (e.g. food stamps, WIC, SNAP, Food Bank, other financial assistance programs)	7	42	4	0	0	0	2	1	33	0	89	6%	52	9%
	Not applicable	41	308	19	0	15	1	19	16	180	5	604	41%		
	Total		114	742	54	0	30	1	41	28	442	7	1459		548
If you currently work more than one job (on or off campus), please check all that are applicable.	I have an additional part-time job. Average hours per week:	30	149	9	0	6	0	5	6	96	0	301	64%	232	58%
	I have an additional full-time job. Average hours per week:	2	3	0	0	1	0	0	0	1	1	8	2%	4	1%
	I own my own business. Average hours per week:	5	63	5	0	2	0	4	2	47	1	129	27%	62	16%
	Other and average hours per week:	5	40	4	0	1	0	2	0	31	0	83	18%	101	25%
	Total		41	229	16	0	9	0	9	7	159	2	472		399
What is your approximate annual gross income (institutional income only)?	\$10,000-\$25,000	33	98	12	0	6	0	10	14	68	2	243	16%	214	23%
	\$25,000-\$40,000	54	276	23	0	20	1	19	9	194	1	597	39%	454	49%
	\$40,000-\$55,000	20	200	9	0	3	0	10	4	115	1	362	24%	174	19%
	\$55,000-\$70,000	5	107	6	0	0	0	2	0	52	0	172	11%	65	7%
	>\$70,000	8	91	4	0	2	0	1	0	31	2	139	9%	21	2%
	Total		120	772	54	0	31	1	42	27	460	6	1513		928
What is your approximate gross annual income, including income from overtime, additional jobs, fi...		45	146	17	0	9	0	10	17	114	2	360	25%	124	14%
	\$30,000-\$45,000	38	225	16	0	14	1	21	7	152	1	475	32%	210	23%
	\$45,000-\$60,000	19	184	10	0	3	0	4	1	90	1	312	21%	188	21%
	\$60,000-\$75,000	7	83	3	0	2	0	2	1	45	0	143	10%	115	13%
	\$75,000-\$90,000	6	63	4	0	1	0	1	1	17	1	94	6%	124	14%
	\$90,000-\$105,000	3	19	2	0	0	0	2	0	11	1	38	3%	69	8%
	>\$105,000	0	28	1	0	1	0	1	0	9	0	40	3%	79	9%
Total		118	748	53	0	30	1	41	27	438	6	1462		909	
	1 person	33	148	11	0	4	0	9	5	102	0	312	21%		
	2 people	49	298	19	0	13	0	20	13	203	1	616	41%		

How large is your household?	3-5 people	36	311	23	0	14	1	11	10	150	5	561	37%		
	6 or more people	1	19	1	0	0	0	2	0	7	0	30	2%		
	Total	119	776	54	0	31	1	42	28	462	6	1519			
Rate your level of agreement with the following statements regarding your current position and in... - I feel a strong sense of belonging to at my institution.	Strongly agree	20	154	8	0	10	0	4	7	71	1	275	100%	155	17%
	Agree	49	326	21	0	12	1	19	14	178	2	622	0%	352	38%
	Neither agree nor disagree	26	178	13	0	4	0	9	5	113	1	349	18%	258	28%
	Disagree	19	90	7	0	4	0	5	2	67	3	197	41%	126	14%
	Strongly disagree	6	29	4	0	1	0	5	0	34	0	79	23%	35	4%
Total	120	777	53	0	31	1	42	28	463	7	1522		926		
Rate your level of agreement with the following statements regarding your current position and in... - I am proud to be employed at my institution.	Strongly agree	25	208	14	0	11	1	8	8	93	2	370	24%	265	29%
	Agree	49	359	22	0	14	0	18	14	189	2	667	44%	397	43%
	Neither agree nor disagree	31	162	11	0	6	0	12	6	114	2	344	23%	197	21%
	Disagree	12	34	4	0	0	0	2	0	47	1	100	7%	52	6%
	Strongly disagree	3	14	2	0	0	0	2	0	20	0	41	3%	14	2%
Total	120	777	53	0	31	1	42	28	463	7	1522		924		
Rate your level of agreement with the following statements regarding your current position and in... - My work gives me a feeling of personal accomplishment.	Strongly agree	37	233	13	0	12	1	13	9	100	2	420	28%	225	24%
	Agree	54	342	24	0	16	0	14	13	213	3	679	45%	420	45%
	Neither agree nor disagree	15	132	6	0	2	0	10	6	77	1	249	16%	171	18%
	Disagree	9	53	6	0	0	0	3	0	46	1	118	8%	86	9%
	Strongly disagree	4	16	4	0	1	0	2	0	27	0	54	4%	24	3%
Total	119	776	53	0	31	1	42	28	463	7	1520		926		
Rate your level of agreement with the following statements regarding your current position and in... - My contributions are valued by my institution.	Strongly agree	15	157	5	0	8	0	5	6	57	1	254	17%	109	12%
	Agree	39	285	18	0	11	1	16	13	150	2	535	35%	341	37%
	Neither agree nor disagree	23	163	11	0	5	0	9	7	115	1	334	22%	272	29%
	Disagree	29	131	9	0	5	0	7	1	93	3	278	18%	150	16%
	Strongly disagree	14	41	10	0	2	0	5	1	47	0	120	8%	52	6%
Total	120	777	53	0	31	1	42	28	462	7	1521		924		
Indicate your level of satisfaction with your institution's adherence to and demonstration of the... - Accountability	Extremely satisfied	13	121	2	0	6	0	2	6	39	0	189	12%		
	Somewhat satisfied	32	283	12	0	8	1	11	9	128	2	486	32%		
	Neither satisfied or dissatisfied	35	166	10	0	6	0	7	6	103	0	333	22%		
	Somewhat dissatisfied	26	147	20	0	8	0	15	7	123	4	350	23%		
	Extremely dissatisfied	13	57	9	0	3	0	7	0	69	1	159	10%		
Total	119	774	53	0	31	1	42	28	462	7	1517				
Indicate your level of satisfaction with your institution's adherence to and demonstration of the... - Communication	Extremely satisfied	6	108	2	0	2	0	1	2	27	0	148	10%		
	Somewhat satisfied	26	282	11	0	13	1	12	9	134	3	491	32%		
	Neither satisfied or dissatisfied	26	148	10	0	5	0	6	5	90	0	290	19%		
	Somewhat dissatisfied	38	176	18	0	10	0	12	11	141	2	408	27%		
	Extremely dissatisfied	23	60	12	0	1	0	11	1	70	2	180	12%		
Total	119	774	53	0	31	1	42	28	462	7	1517				

Indicate your level of satisfaction with your institution's adherence to and demonstration of the... - Transparency	Extremely satisfied	11	86	2	0	4	0	2	1	28	0	134	9%		
	Somewhat satisfied	16	230	10	0	10	1	9	9	104	2	391	26%		
	Neither satisfied or dissatisfied	25	174	9	0	4	0	9	6	106	2	335	22%		
	Somewhat dissatisfied	44	203	18	0	8	0	13	10	145	0	441	29%		
	Extremely dissatisfied	22	81	14	0	5	0	9	2	79	3	215	14%		
Total		118	774	53	0	31	1	42	28	462	7	1516			
Indicate your level of satisfaction with the following statements regarding your current position: - My institution offers opportunities for advancement.	Extremely satisfied	7	54	5	0	5	0	2	3	27	1	104	7%	30	3%
	Somewhat satisfied	30	227	9	0	9	0	11	9	87	2	384	26%	174	19%
	Neither satisfied or dissatisfied	24	204	13	0	5	1	14	10	124	0	395	26%	267	29%
	Somewhat dissatisfied	40	196	16	0	6	0	10	4	120	3	395	26%	270	29%
	Extremely dissatisfied	18	87	10	0	6	0	4	1	99	0	225	15%	181	20%
Total		119	768	53	0	31	1	41	27	457	6	1503		922	
Indicate your level of satisfaction with the following statements regarding your current position: - I am aware of training opportunities relevant to my job.	Extremely satisfied	22	171	8	0	4	0	4	4	49	1	263	18%		
	Somewhat satisfied	46	326	8	0	12	0	17	14	157	3	583	39%		
	Neither satisfied or dissatisfied	23	153	16	0	8	0	11	7	101	2	321	21%		
	Somewhat dissatisfied	16	91	14	0	7	1	6	1	87	0	223	15%		
	Extremely dissatisfied	12	29	6	0	0	0	2	1	62	0	112	7%		
Total		119	770	52	0	31	1	40	27	456	6	1502			
Indicate your level of satisfaction with the following statements regarding your current position: - I am provided opportunities to participate in training relevant to my job.	Extremely satisfied	30	197	7	0	7	0	4	4	51	0	300	20%		
	Somewhat satisfied	45	318	13	0	12	1	11	15	136	3	554	37%		
	Neither satisfied or dissatisfied	20	123	15	0	7	0	14	5	98	3	285	19%		
	Somewhat dissatisfied	18	96	11	0	3	0	7	2	99	0	236	16%		
	Extremely dissatisfied	6	36	7	0	2	0	4	1	73	0	129	9%		
Total		119	770	53	0	31	1	40	27	457	6	1504			
Indicate your level of satisfaction with the following statements regarding your current position: - I am encouraged to participate in training relevant to my job.	Extremely satisfied	30	215	8	0	5	0	4	5	72	0	339	23%		
	Somewhat satisfied	50	267	11	0	11	1	11	12	104	2	469	31%		
	Neither satisfied or dissatisfied	19	153	15	0	7	0	14	6	124	3	341	23%		
	Somewhat dissatisfied	14	91	9	0	4	0	9	3	87	1	218	14%		
	Extremely dissatisfied	6	44	10	0	4	0	3	1	70	0	138	9%		
Total		119	770	53	0	31	1	41	27	457	6	1505			
Indicate your level of satisfaction with the following statements regarding your current position: - I am aware of professional development opportunities offered at my institution.	Extremely satisfied	20	194	6	0	9	0	4	10	45	1	289	19%		
	Somewhat satisfied	45	345	11	0	12	0	14	13	163	3	606	40%		
	Neither satisfied or dissatisfied	27	150	15	0	5	0	10	4	110	1	322	21%		
	Somewhat dissatisfied	17	61	12	0	3	1	10	0	81	1	186	12%		
	Extremely dissatisfied	10	18	8	0	2	0	3	0	58	0	99	7%		
Total		119	768	52	0	31	1	41	27	457	6	1502			
Indicate your level of satisfaction with the following statements regarding your current position: - I am provided opportunities to	Extremely satisfied	31	202	7	0	7	0	4	9	52	1	313	21%		
	Somewhat satisfied	40	293	13	0	10	0	10	13	134	3	516	34%		
	Neither satisfied or dissatisfied	24	152	13	0	7	0	13	3	112	1	325	22%		
	Somewhat dissatisfied	15	79	10	0	4	1	8	2	86	1	206	14%		

participate in professional development.	Extremely dissatisfied	9	40	9	0	3	0	5	0	72	0	138	9%		
	Total	119	766	52	0	31	1	40	27	456	6	1498			
Indicate your level of satisfaction with the following statements regarding your current position: - I am encouraged to participate in professional development programs.	Extremely satisfied	27	195	6	0	6	0	5	10	57	0	306	20%		
	Somewhat satisfied	42	236	9	0	10	1	11	12	116	1	438	29%		
	Neither satisfied or dissatisfied	26	183	18	0	9	0	14	4	119	4	377	25%		
	Somewhat dissatisfied	14	101	9	0	4	0	6	1	89	1	225	15%		
	Extremely dissatisfied	9	51	10	0	2	0	5	0	74	0	151	10%		
Total	118	766	52	0	31	1	41	27	455	6	1497				
I have a current role description.	Yes	113	637	43	0	30	1	35	20	384	6	1269	84%		
	No	3	59	8	0	1	0	2	3	40	1	117	8%		
	Not sure	3	74	2	0	0	0	4	4	30	0	117	8%		
	Total	119	770	53	0	31	1	41	27	454	7	1503			
I know what my current role description encompasses.	Yes	108	626	44	0	29	1	37	20	377	4	1246	83%		
	No	2	57	6	0	2	0	1	4	44	1	117	8%		
	Not sure	9	84	3	0	0	0	3	3	31	2	135	9%		
	Total	119	767	53	0	31	1	41	27	452	7	1498			
My role description aligns with the work I currently perform.	Yes	81	497	31	0	25	1	27	17	258	3	940	63%		
	No	27	154	14	0	3	0	10	6	139	1	354	24%		
	Not sure	11	119	8	0	3	0	4	4	56	3	208	14%		
	Total	119	770	53	0	31	1	41	27	453	7	1502			
I receive an annual performance evaluation.	Yes	74	656	34	0	31	0	31	20	225	5	1076	72%		
	No	44	105	19	0	0	1	10	7	225	2	413	28%		
	Total	118	761	53	0	31	1	41	27	450	7	1489			
I have received an annual performance evaluation in the last 12 months.	Yes	65	566	27	0	28	0	27	19	181	5	918	62%		
	No	52	199	26	0	3	1	14	8	268	2	573	38%		
	Total	117	765	53	0	31	1	41	27	449	7	1491			
Which of the following factors influence your decision to remain in your current role? Please che...	Opportunities for advancement	19	103	5	0	3	0	5	5	50	0	190	13%		
	Institutional mission and vision	16	158	6	0	10	0	7	8	79	2	286	19%		
	Financial compensation	30	292	15	0	5	0	16	6	171	3	538	36%		
	Diversity and inclusion	16	87	6	0	2	0	5	4	64	0	184	12%		
	Collegiality	34	186	7	0	6	0	7	5	141	2	388	26%		
	Autonomy	34	241	8	0	7	0	11	8	172	1	482	32%		
	Health and retirement benefits	96	592	41	0	25	1	33	23	355	4	1170	78%		
	Overall satisfaction	51	359	21	0	18	0	18	18	196	5	686	46%		
	Flexibility	69	426	26	0	17	0	22	16	269	3	848	57%		
	Safety	21	84	6	0	3	0	2	1	45	0	162	11%		
	Geographic location	53	372	17	0	18	1	16	15	226	4	722	48%		
	Job-relevant training	9	64	0	0	0	0	3	3	29	0	108	7%		
Professional development	16	125	5	0	2	0	7	8	52	1	216	14%			

	Supervisor support	52	292	13	0	15	1	18	12	154	2	559	37%		
	Role description	24	114	3	0	7	1	8	7	54	1	219	15%		
	Workload	25	143	2	0	6	0	7	8	63	1	255	17%		
	Campus climate and culture	35	260	11	0	12	0	8	8	127	1	462	31%		
	Other	12	84	8	0	2	0	5	3	56	0	170	11%		
	Departmental mission and vision	46	278	9	0	11	0	18	13	172	1	548	37%		
	Community	33	255	11	0	9	0	15	12	152	1	488	33%		
	Total	118	768	52	0	31	1	41	27	453	7	1498			
Which of the following factors could persuade you to leave your current position? Please check al...	Opportunities for advancement	60	426	23	0	16	1	21	11	272	4	834	57%		
	Institutional mission and vision	24	83	11	0	3	0	10	0	79	0	210	14%		
	Financial compensation	97	624	36	0	24	1	30	20	349	5	1186	82%		
	Diversity and inclusion	17	83	12	0	1	1	6	0	68	0	188	13%		
	Collegiality	9	80	5	0	2	0	10	1	68	1	176	12%		
	Autonomy	19	135	5	0	5	0	8	1	79	2	254	17%		
	Health and retirement benefits	40	285	27	0	12	1	18	10	191	1	585	40%		
	Overall satisfaction	46	303	17	0	8	0	16	7	173	3	573	39%		
	Flexibility	41	369	20	0	15	1	20	11	194	4	675	46%		
	Safety	17	61	8	0	3	0	5	4	71	0	169	12%		
	Geographic location	34	198	17	0	6	1	11	3	103	1	374	26%		
	Job-relevant training	18	99	12	0	7	1	6	4	114	1	262	18%		
	Professional development	30	189	15	0	8	1	13	3	174	0	433	30%		
	Supervisor support	38	236	17	0	8	0	14	7	134	2	456	31%		
	Role description	16	143	6	0	4	0	5	6	76	2	258	18%		
	Workload	36	264	13	0	9	0	17	9	183	2	533	37%		
Campus climate and culture	39	126	16	0	5	1	14	9	112	2	324	22%			
Other	9	78	5	0	4	0	3	4	42	1	146	10%			
Community	18	118	10	0	1	1	10	1	75	0	234	16%			
Departmental mission and vision	12	121	9	0	2	0	9	2	58	0	213	15%			
	Total	117	748	50	0	30	1	39	24	437	6	1452			
How has employee turnover at your institution directly impacted you? Please check all that apply.	Opportunities for advancement	20	74	7	0	5	0	3	6	62	1	178	12%		
	Financial compensation	12	72	7	0	3	0	4	5	56	2	161	11%		
	Change in workload	80	476	24	0	17	0	25	17	306	5	950	65%		
	Change in duties and responsibilities	75	407	26	0	16	0	24	17	300	5	870	60%		
	Change in role description	31	175	12	0	7	0	14	10	122	3	374	26%		
	Change in overall job satisfaction	60	323	23	0	12	0	21	12	221	3	675	46%		
	Change in your ability to complete your duties and responsibilities	55	339	16	0	13	0	17	12	226	2	680	47%		
	No change	16	185	18	0	10	1	9	7	79	0	325	22%		
	Total	117	748	53	0	31	1	41	26	439	6	1462			