

Gallup Engagement Survey 2018

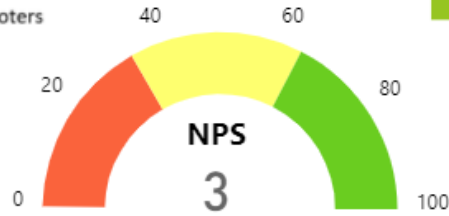
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.79

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

2017: **3.73**

2835

Respondents

Greatest number of respondents on any one question

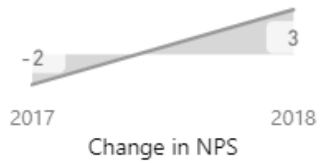
2017: **1836**

34

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

2017: **27**



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	2830	37	4.32	4.32		10% 33% 52%
Q02	Materials and equipment	2829	36	3.94	3.97	↑	7% 16% 36% 38%
Q03	Opportunity to do best	2828	37	3.92	3.96	↑	7% 18% 36% 37%
Q04	Recognition	2746	28	3.17	3.29	↑	20% 12% 17% 22% 29%
Q05	Cares about me	2819	38	4.10	4.09	↓	12% 24% 52%
Q06	Development	2803	32	3.71	3.73	↑	9% 10% 16% 28% 37%
Q07	Opinions Count	2816	34	3.56	3.63	↑	10% 10% 19% 31% 30%
Q08	Mission/Purpose	2820	34	3.77	3.94	↑	7% 16% 30% 41%
Q09	Committed to quality	2807	38	3.97	3.99	↑	7% 17% 35% 38%
Q10	Best friend	2638	19	3.06	3.10	↑	20% 15% 23% 20% 23%
Q11	Progress	2734	24	3.40	3.52	↑	14% 11% 16% 25% 33%
Q12	Learn and Grow	2757	34	3.86	3.89	↑	7% 7% 17% 29% 40%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

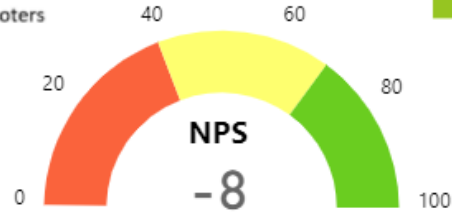
Employee Category

- ~ Faculty
- ~ Staff

Select Department

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.60

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

897

2017: null

Respondents

Greatest number of respondents on any one question

19

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	896	34		4.28		10% 36% 49%
Q02	Materials and equipment	895	27		3.79		9% 20% 37% 29%
Q03	Opportunity to do best	896	34		3.88		8% 19% 35% 34%
Q04	Recognition	853	13		2.81		30% 17% 16% 18% 20%
Q05	Cares about me	890	24		3.82		9% 9% 15% 27% 41%
Q06	Development	874	22		3.49		13% 12% 18% 28% 30%
Q07	Opinions Count	882	25		3.47		11% 11% 22% 32% 24%
Q08	Mission/Purpose	894	29		3.81		7% 8% 17% 29% 38%
Q09	Committed to quality	883	29		3.88		7% 21% 35% 33%
Q10	Best friend	837	14		2.98		23% 17% 20% 20% 20%
Q11	Progress	856	14		3.16		22% 15% 15% 22% 27%
Q12	Learn and Grow	876	28		3.79		7% 9% 18% 31% 35%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

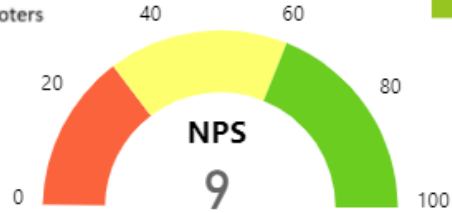
Employee Category

- ~ Faculty
- ~ Staff

Select Department

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.87

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

1938

2017: null

Respondents

Greatest number of respondents on any one question

42

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	1934	39		4.34	■	Q01 ■ 10% ■ 32% ■ 54%
Q02	Materials and equipment	1934	45		4.06	■	Q02 ■ 7% ■ 13% ■ 36% ■ 41%
Q03	Opportunity to do best	1932	45		3.99	■	Q03 ■ 17% ■ 36% ■ 38%
Q04	Recognition	1893	38		3.51	■	Q04 ■ 15% ■ 11% ■ 17% ■ 24% ■ 34%
Q05	Cares about me	1929	46		4.22	■	Q05 ■ 11% ■ 23% ■ 57%
Q06	Development	1929	38		3.83	■	Q06 ■ 8% ■ 9% ■ 16% ■ 28% ■ 40%
Q07	Opinions Count	1934	38		3.71	■	Q07 ■ 9% ■ 9% ■ 17% ■ 31% ■ 33%
Q08	Mission/Purpose	1926	42		3.99	■	Q08 ■ 7% ■ 16% ■ 31% ■ 42%
Q09	Committed to quality	1924	41		4.04	■	Q09 ■ 7% ■ 15% ■ 35% ■ 41%
Q10	Best friend	1801	21		3.16	■	Q10 ■ 18% ■ 14% ■ 24% ■ 20% ■ 24%
Q11	Progress	1878	31		3.68	■	Q11 ■ 11% ■ 10% ■ 17% ■ 26% ■ 36%
Q12	Learn and Grow	1881	35		3.93	■	Q12 ■ 7% ■ 7% ■ 16% ■ 28% ■ 43%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

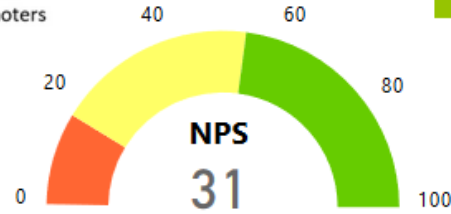
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters

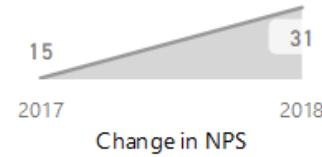


4.05

2017: **3.81**

Grand Mean

Represents the unit's overall engagement on a scale of



57

2017: **33**

Respondents

Greatest number of respondents on any one question

60

2017: **35**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	57	49	4.33	4.47		7% 33% 58%
Q02	Materials and equipment	57	47	3.97	4.12		16% 46% 35%
Q03	Opportunity to do best	56	51	3.91	4.14		9% 11% 38% 43%
Q04	Recognition	57	40	2.94	3.56		14% 11% 18% 21% 37%
Q05	Cares about me	57	56	4.09	4.37		12% 28% 56%
Q06	Development	57	55	3.88	4.11		23% 19% 51%
Q07	Opinions Count	57	49	3.64	3.88		7% 7% 12% 39% 35%
Q08	Mission/Purpose	57	62	3.94	4.35		14% 32% 53%
Q09	Committed to quality	57	51	4.30	4.21		7% 11% 37% 46%
Q10	Best friend	53	31	3.06	3.42		13% 15% 17% 26% 28%
Q11	Progress	54	38	3.73	3.83		9% 17% 33% 35%
Q12	Learn and Grow	54	46	3.97	4.11		17% 22% 52%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

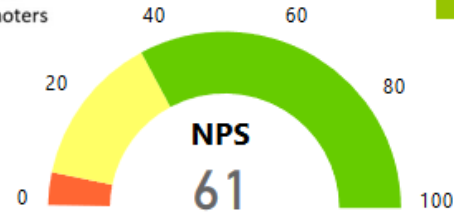
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
 - Advancement - Gen - Collinsworth
 - Advancement - Gen - Moran
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.34

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of

18

2017: null

Respondents

Greatest number of respondents on any one question

84

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	18	59		4.56		17% 11% 72%
Q02	Materials and equipment	18	51		4.17		11% 61% 28%
Q03	Opportunity to do best	18	53		4.17		17% 33% 44%
Q04	Recognition	18	80		4.44		22% 11% 67%
Q05	Cares about me	18	84		4.78		11% 83%
Q06	Development	18	85		4.67		17% 78%
Q07	Opinions Count	18	60		4.06		11% 11% 39% 39%
Q08	Mission/Purpose	18	68		4.44		17% 22% 61%
Q09	Committed to quality	18	48		4.17		56% 33%
Q10	Best friend	18	51		3.83		11% 44% 33%
Q11	Progress	18	54		4.17		17% 28% 50%
Q12	Learn and Grow	18	75		4.56		11% 22% 67%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

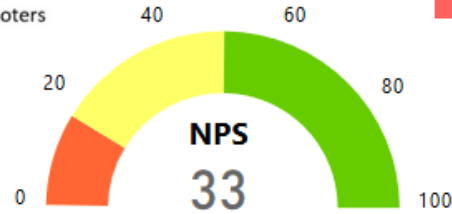
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
 - Advancement - Gen - Collinsworth
 - Advancement - Gen - Moran
- Athletics-Gen - Baker
- Div of Student Affairs - With
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- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
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- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.07

2017: **4.13**

Grand Mean

Represents the unit's overall engagement on a scale of

18

2017: **16**

Respondents

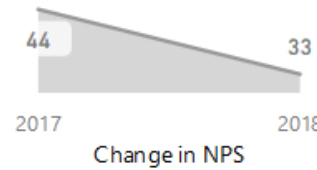
Greatest number of respondents on any one question

62

2017: **69**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	18	48	4.50	4.44	↓	Q01: 39% (Agree), 56% (Strongly Agree)
Q02	Materials and equipment	18	55	4.19	4.22	↑	Q02: 22% (Passive), 33% (Agree), 44% (Strongly Agree)
Q03	Opportunity to do best	17	63	4.13	4.29	↑	Q03: 41% (Agree), 47% (Strongly Agree)
Q04	Recognition	18	30	3.19	3.33	↑	Q04: 17% (Disagree), 17% (Neutral), 11% (Passive), 28% (Agree), 28% (Strongly Agree)
Q05	Cares about me	18	54	4.63	4.33	↓	Q05: 17% (Passive), 33% (Agree), 50% (Strongly Agree)
Q06	Development	18	58	4.44	4.17	↓	Q06: 33% (Passive), 17% (Agree), 50% (Strongly Agree)
Q07	Opinions Count	18	46	4.06	3.83	↓	Q07: 11% (Disagree), 17% (Neutral), 39% (Agree), 33% (Strongly Agree)
Q08	Mission/Purpose	18	72	4.20	4.50	↑	Q08: 11% (Passive), 28% (Agree), 61% (Strongly Agree)
Q09	Committed to quality	18	68	4.38	4.44	↑	Q09: 11% (Disagree), 17% (Neutral), 67% (Strongly Agree)
Q10	Best friend	14	28	3.19	3.36	↑	Q10: 14% (Disagree), 21% (Neutral), 7% (Passive), 29% (Agree), 29% (Strongly Agree)
Q11	Progress	15	41	4.25	3.93	↓	Q11: 13% (Disagree), 7% (Neutral), 53% (Agree), 27% (Strongly Agree)
Q12	Learn and Grow	15	43	4.44	4.00	↓	Q12: 7% (Disagree), 7% (Neutral), 20% (Passive), 13% (Agree), 53% (Strongly Agree)

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

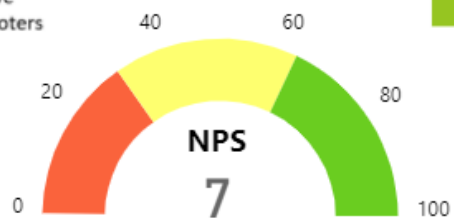
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.83

2017: 3.52

Grand Mean

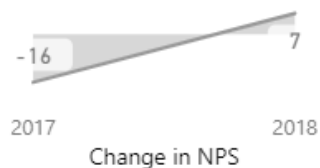
Represents the unit's overall engagement on a scale of 1-5

80

2017: 37

Respondents

Greatest number of respondents on any one question



38

2017: 12

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	80	39	4.11	4.34	▲	11% 23% 60%
Q02	Materials and equipment	80	25	3.68	3.75	▲	11% 25% 31% 30%
Q03	Opportunity to do best	80	62	4.14	4.28	▲	14% 36% 48%
Q04	Recognition	78	25	2.86	3.22	▲	17% 14% 27% 15% 27%
Q05	Cares about me	80	41	3.86	4.14	▲	9% 24% 56%
Q06	Development	80	37	3.59	3.80	▲	10% 9% 10% 34% 38%
Q07	Opinions Count	80	39	3.51	3.73	▲	8% 13% 15% 30% 35%
Q08	Mission/Purpose	80	42	3.46	4.00	▲	8% 15% 38% 38%
Q09	Committed to quality	80	41	3.81	4.05	▲	15% 41% 36%
Q10	Best friend	76	20	2.83	3.13	▲	16% 18% 25% 18% 22%
Q11	Progress	79	27	2.90	3.57	▲	10% 18% 14% 22% 37%
Q12	Learn and Grow	79	41	3.47	3.99	▲	14% 34% 41%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

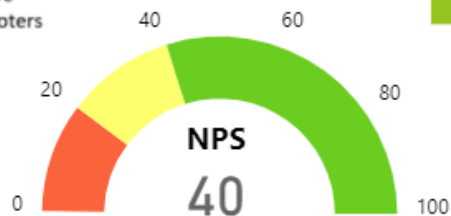
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
 - Athletics-Gen - Littrell
 - Athletics-Gen - Martin
 - Athletics-Gen - Mosley
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.98

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

10

2017: null

Respondents

Greatest number of respondents on any one question

53

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	10	89		4.90	■	Q01 10% 90%
Q02	Materials and equipment	10	34		3.90	■	Q02 20% 30% 50%
Q03	Opportunity to do best	10	69		4.40	■	Q03 30% 70%
Q04	Recognition	10	8		2.60	■	Q04 10% 30% 50% 10%
Q05	Cares about me	10	73		4.60	■	Q05 10% 20% 70%
Q06	Development	10	27		3.60	■	Q06 20% 20% 40% 20%
Q07	Opinions Count	10	15		3.20	■	Q07 10% 20% 20% 40% 10%
Q08	Mission/Purpose	10	59		4.30	■	Q08 10% 40% 50%
Q09	Committed to quality	10	74		4.50	■	Q09 50% 50%
Q10	Best friend	10	49		3.80	■	Q10 20% 20% 20% 40%
Q11	Progress	10	28		3.60	■	Q11 20% 30% 20% 30%
Q12	Learn and Grow	10	65		4.40	■	Q12 60% 40%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

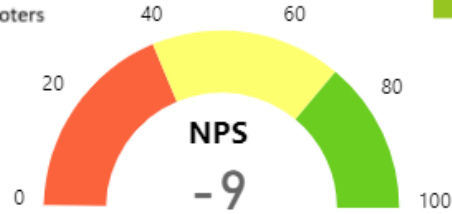
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
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- Provost-Gen - Cowley
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- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.69

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

17

2017: null

Respondents

Greatest number of respondents on any one question

27.5

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	17	32		4.21		Q01
Q02	Materials and equipment	17	25		3.72		Q02
Q03	Opportunity to do best	17	48		4.10		Q03
Q04	Recognition	16	25		3.18		Q04
Q05	Cares about me	17	43		4.11		Q05
Q06	Development	17	31		3.68		Q06
Q07	Opinions Count	17	35		3.63		Q07
Q08	Mission/Purpose	17	31		3.81		Q08
Q09	Committed to quality	17	28		3.85		Q09
Q10	Best friend	16	14		2.95		Q10
Q11	Progress	16	16		3.21		Q11
Q12	Learn and Grow	16	31		3.79		Q12

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

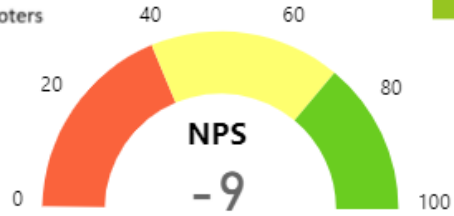
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
 - Athletics-Gen - Littrell
 - Athletics-Gen - Martin
 - Athletics-Gen - Mosley
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.69

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

17

2017: null

Respondents

Greatest number of respondents on any one question

27.5

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution					
Q01	Know what's expected	17	32		4.21	■	<table border="1"> <tr> <td></td> <td>21%</td> <td>22%</td> <td>53%</td> </tr> </table>		21%	22%	53%	
	21%	22%	53%									
Q02	Materials and equipment	17	25		3.72	■	<table border="1"> <tr> <td>10%</td> <td>36%</td> <td>28%</td> <td>27%</td> </tr> </table>	10%	36%	28%	27%	
10%	36%	28%	27%									
Q03	Opportunity to do best	17	48		4.10	■	<table border="1"> <tr> <td>14%</td> <td>53%</td> <td>31%</td> </tr> </table>	14%	53%	31%		
14%	53%	31%										
Q04	Recognition	16	25		3.18	■	<table border="1"> <tr> <td>17%</td> <td>21%</td> <td>19%</td> <td>16%</td> <td>28%</td> </tr> </table>	17%	21%	19%	16%	28%
17%	21%	19%	16%	28%								
Q05	Cares about me	17	43		4.11	■	<table border="1"> <tr> <td>7%</td> <td>7%</td> <td>26%</td> <td>53%</td> </tr> </table>	7%	7%	26%	53%	
7%	7%	26%	53%									
Q06	Development	17	31		3.68	■	<table border="1"> <tr> <td>12%</td> <td>11%</td> <td>14%</td> <td>26%</td> <td>38%</td> </tr> </table>	12%	11%	14%	26%	38%
12%	11%	14%	26%	38%								
Q07	Opinions Count	17	35		3.63	■	<table border="1"> <tr> <td>10%</td> <td>16%</td> <td>14%</td> <td>27%</td> <td>36%</td> </tr> </table>	10%	16%	14%	27%	36%
10%	16%	14%	27%	36%								
Q08	Mission/Purpose	17	31		3.81	■	<table border="1"> <tr> <td>23%</td> <td>36%</td> <td>31%</td> </tr> </table>	23%	36%	31%		
23%	36%	31%										
Q09	Committed to quality	17	28		3.85	■	<table border="1"> <tr> <td>27%</td> <td>43%</td> <td>25%</td> </tr> </table>	27%	43%	25%		
27%	43%	25%										
Q10	Best friend	16	14		2.95	■	<table border="1"> <tr> <td>14%</td> <td>21%</td> <td>33%</td> <td>21%</td> <td>12%</td> </tr> </table>	14%	21%	33%	21%	12%
14%	21%	33%	21%	12%								
Q11	Progress	16	16		3.21	■	<table border="1"> <tr> <td>15%</td> <td>20%</td> <td>19%</td> <td>20%</td> <td>26%</td> </tr> </table>	15%	20%	19%	20%	26%
15%	20%	19%	20%	26%								
Q12	Learn and Grow	16	31		3.79	■	<table border="1"> <tr> <td>8%</td> <td>8%</td> <td>14%</td> <td>42%</td> <td>30%</td> </tr> </table>	8%	8%	14%	42%	30%
8%	8%	14%	42%	30%								

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

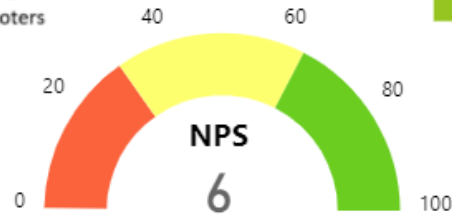
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.86

2017: **3.82**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

295

2017: **194**

Respondents

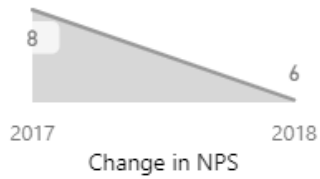
Greatest number of respondents on any one question

41

2017: **36**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	295	36	4.36	4.31	↓	13% 32% 52%
Q02	Materials and equipment	294	46	4.09	4.09	↔	13% 34% 44%
Q03	Opportunity to do best	295	36	4.12	3.94	↓	8% 14% 36% 37%
Q04	Recognition	289	41	3.27	3.58	↑	14% 10% 15% 27% 35%
Q05	Cares about me	293	42	4.16	4.17	↑	11% 26% 53%
Q06	Development	293	38	3.76	3.83	↑	8% 8% 15% 33% 37%
Q07	Opinions Count	295	34	3.44	3.63	↑	10% 8% 19% 33% 29%
Q08	Mission/Purpose	293	42	3.87	3.99	↑	8% 15% 31% 42%
Q09	Committed to quality	294	36	3.93	3.98	↑	16% 35% 39%
Q10	Best friend	272	19	3.26	3.10	↓	18% 16% 25% 19% 22%
Q11	Progress	285	37	3.61	3.81	↑	8% 9% 14% 30% 39%
Q12	Learn and Grow	281	33	3.95	3.88	↓	8% 15% 35% 37%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

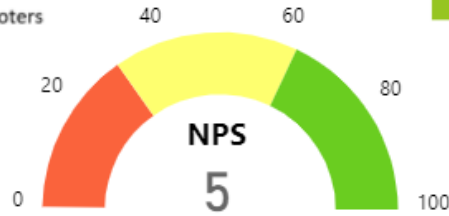
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - AVP Health and Wellness - McKinney
 - Career & Leadership-Gen - Naegeli
 - Div of Student Affairs - Armitage
 - Student Affairs-Gen - McGuinness
 - Student Affairs-Gen - McGuire
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - VP Finance & Admin - Brown Jr
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.93

2017: **3.85**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

85

2017: **32**

Respondents

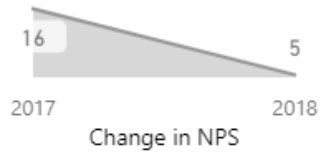
Greatest number of respondents on any one question

48

2017: **39**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	85	56	4.38	4.51	↑	8% 25% 65%
Q02	Materials and equipment	85	49	4.22	4.14	↓	13% 31% 48%
Q03	Opportunity to do best	85	45	4.19	4.01	↓	7% 11% 33% 44%
Q04	Recognition	84	39	3.00	3.55	↑	17% 10% 14% 21% 38%
Q05	Cares about me	84	40	4.19	4.13	↓	7% 7% 25% 55%
Q06	Development	85	44	3.59	3.92	↑	9% 8% 7% 32% 44%
Q07	Opinions Count	85	38	3.25	3.71	↑	11% 21% 27% 35%
Q08	Mission/Purpose	84	48	4.09	4.14	↑	15% 21% 54%
Q09	Committed to quality	85	40	4.09	4.02	↓	7% 16% 26% 47%
Q10	Best friend	79	24	3.47	3.24	↓	14% 20% 16% 27% 23%
Q11	Progress	81	41	3.81	3.90	↑	10% 7% 10% 28% 44%
Q12	Learn and Grow	83	31	3.97	3.84	↓	10% 7% 14% 27% 42%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

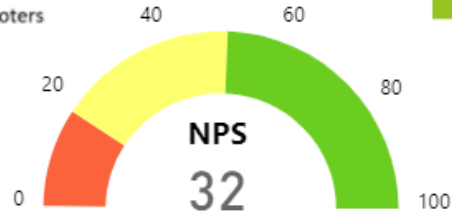
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - AVP Health and Wellness - McKinney
 - Counseling & Testing - Knapp-grosz
 - Health & Wellness-Gen - Voorhees III
 - Recreational Sports - Klein
 - Career & Leadership-Gen - Naegeli
 - Div of Student Affairs - Armitage
 - Student Affairs-Gen - McGuinness
 - Student Affairs-Gen - McGuire
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - VP Finance & Admin - Brown Jr
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.12

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

18

2017: null

Respondents

Greatest number of respondents on any one question

67

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	18	25		4.17	■	17% 50% 33%
Q02	Materials and equipment	18	41		4.00	■	22% 39% 33%
Q03	Opportunity to do best	18	24		3.72	■	11% 11% 50% 22%
Q04	Recognition	18	66		4.11	■	11% 11% 22% 56%
Q05	Cares about me	18	54		4.33	■	11% 33% 56%
Q06	Development	18	67		4.33	■	39% 50%
Q07	Opinions Count	18	58		4.00	■	11% 17% 33% 39%
Q08	Mission/Purpose	18	57		4.28	■	11% 17% 67%
Q09	Committed to quality	18	68		4.44	■	11% 17% 67%
Q10	Best friend	16	36		3.50	■	31% 31% 31%
Q11	Progress	16	54		4.19	■	13% 31% 50%
Q12	Learn and Grow	16	60		4.31	■	13% 31% 56%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

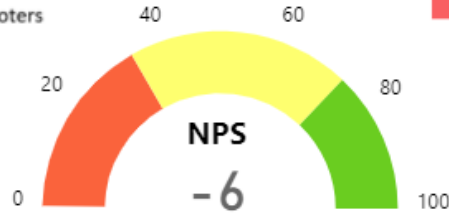
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - AVP Health and Wellness - McKinney
 - Counseling & Testing - Knapp-grosz
 - Health & Wellness-Gen - Voorhees III
 - Recreational Sports - Klein
 - Career & Leadership-Gen - Naegeli
 - Div of Student Affairs - Armitage
 - Student Affairs-Gen - McGuinness
 - Student Affairs-Gen - McGuire
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - VP Finance & Admin - Brown Jr
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.65

2017: 3.76

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

34

2017: 18

Respondents

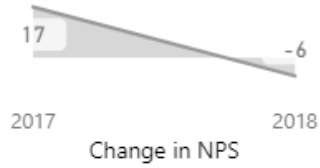
Greatest number of respondents on any one question

23

2017: 30

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	34	67	4.56	4.65	↑	15% 76%
Q02	Materials and equipment	34	61	4.22	4.29	↑	9% 21% 62%
Q03	Opportunity to do best	34	45	4.39	4.00	↓	9% 12% 24% 50%
Q04	Recognition	34	21	2.50	3.12	↑	24% 18% 9% 24% 26%
Q05	Cares about me	34	19	3.94	3.71	↓	15% 9% 12% 21% 44%
Q06	Development	34	17	3.33	3.35	↑	21% 12% 12% 24% 32%
Q07	Opinions Count	34	14	3.11	3.18	↑	24% 24% 24% 24%
Q08	Mission/Purpose	33	42	4.22	4.00	↓	18% 21% 48%
Q09	Committed to quality	34	12	3.89	3.50	↓	15% 24% 26% 29%
Q10	Best friend	34	21	3.56	3.15	↓	24% 9% 18% 29% 21%
Q11	Progress	33	21	3.53	3.42	↓	21% 9% 9% 27% 33%
Q12	Learn and Grow	34	14	3.83	3.41	↓	15% 12% 21% 24% 29%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

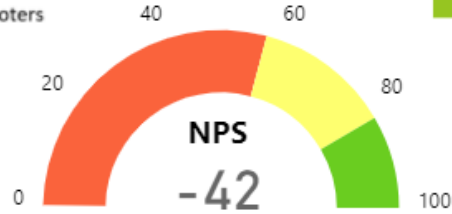
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - AVP Health and Wellness - McKinney
 - Counseling & Testing - Knapp-grosz
 - Health & Wellness-Gen - Voorhees III
 - Health & Wellness-Gen - Brewer
 - Health & Wellness-Gen - Sachs
 - Recreational Sports - Klein
 - Career & Leadership-Gen - Naegeli
 - Div of Student Affairs - Armitage
 - Student Affairs-Gen - McGuinness
 - Student Affairs-Gen - McGuire
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - VP Finance & Admin - Brown Jr
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.21

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

12

2017: null

Respondents

Greatest number of respondents on any one question

4

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	12	53		4.50		8% 8% 8% 75%
Q02	Materials and equipment	12	34		3.92		17% 8% 25% 50%
Q03	Opportunity to do best	12	27		3.75		17% 8% 33% 42%
Q04	Recognition	12	7		2.50		50% 17% 33%
Q05	Cares about me	12	3		2.92		33% 17% 8% 8% 33%
Q06	Development	12	6		2.83		42% 17% 42%
Q07	Opinions Count	12	2		2.33		58% 8% 17% 17%
Q08	Mission/Purpose	11	29		3.82		9% 9% 27% 55%
Q09	Committed to quality	12	1		2.42		42% 8% 25% 17% 8%
Q10	Best friend	12	47		3.75		8% 17% 58% 17%
Q11	Progress	12	19		3.33		25% 8% 8% 25% 33%
Q12	Learn and Grow	12	1		2.42		33% 25% 17% 17% 8%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

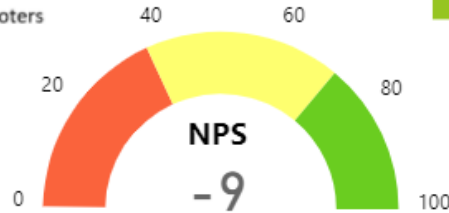
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - AVP Health and Wellness - McKinney
 - Counseling & Testing - Knapp-grosz
 - Health & Wellness-Gen - Voorhees III
 - Health & Wellness-Gen - Brewer
 - Health & Wellness-Gen - Sachs
 - Recreational Sports - Klein
 - Career & Leadership-Gen - Naegeli
 - Div of Student Affairs - Armitage
 - Student Affairs-Gen - McGuinness
 - Student Affairs-Gen - McGuire
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - VP Finance & Admin - Brown Jr
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.80

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

11

2017: null

Respondents

Greatest number of respondents on any one question

35

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	11	58		4.55	■	9% 27% 64%
Q02	Materials and equipment	11	60		4.27	■	9% 9% 27% 55%
Q03	Opportunity to do best	11	30		3.82	■	9% 9% 18% 18% 45%
Q04	Recognition	11	39		3.55	■	9% 9% 18% 45% 18%
Q05	Cares about me	11	38		4.09	■	9% 18% 18% 55%
Q06	Development	11	43		3.91	■	9% 18% 36% 36%
Q07	Opinions Count	11	24		3.45	■	9% 55% 9% 27%
Q08	Mission/Purpose	11	24		3.73	■	9% 9% 18% 27% 36%
Q09	Committed to quality	11	31		3.91	■	9% 27% 27% 36%
Q10	Best friend	11	5		2.55	■	45% 18% 9% 27%
Q11	Progress	11	32		3.73	■	9% 18% 36% 36%
Q12	Learn and Grow	11	45		4.09	■	9% 9% 45% 36%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

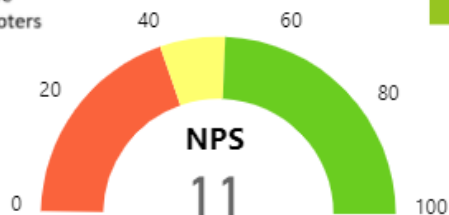
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - AVP Health and Wellness - McKinney
 - Counseling & Testing - Knapp-grosz
 - Health & Wellness-Gen - Voorhees III
 - Health & Wellness-Gen - Brewer
 - Health & Wellness-Gen - Sachs
 - Recreational Sports - Klein
 - Career & Leadership-Gen - Naegeli
 - Div of Student Affairs - Armitage
 - Student Affairs-Gen - McGuinness
 - Student Affairs-Gen - McGuire
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - VP Finance & Admin - Brown Jr
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.03

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

18

2017: null

Respondents

Greatest number of respondents on any one question

59

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	18	59		4.56		
Q02	Materials and equipment	18	64		4.33		
Q03	Opportunity to do best	18	62		4.28		
Q04	Recognition	17	30		3.35		
Q05	Cares about me	17	55		4.35		
Q06	Development	18	49		4.00		
Q07	Opinions Count	18	38		3.72		
Q08	Mission/Purpose	18	43		4.06		
Q09	Committed to quality	18	48		4.17		
Q10	Best friend	16	36		3.50		
Q11	Progress	17	54		4.18		
Q12	Learn and Grow	18	34		3.89		

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

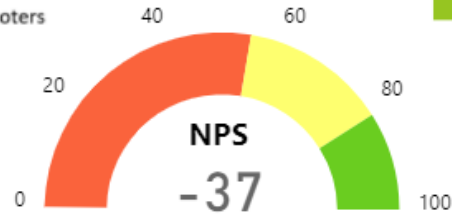
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
 - AVP Health and Wellness - McKinney
 - Career & Leadership-Gen - Naegeli
 - Div of Student Affairs - Armitage
 - Student Affairs-Gen - McGuinness
 - Student Affairs-Gen - McGuire
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.72

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

2017: 3.50

22

Respondents

Greatest number of respondents on any one question

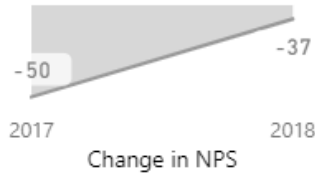
2017: 22

28

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

2017: 11



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	22	7	3.73	3.73		9% 18% 45% 23%
Q02	Materials and equipment	22	10	3.73	3.36	■	23% 32% 32% 14%
Q03	Opportunity to do best	22	35	3.82	3.91	■	14% 50% 27%
Q04	Recognition	22	57	3.32	3.91	■	9% 14% 32% 45%
Q05	Cares about me	22	41	3.73	4.14	■	9% 9% 23% 55%
Q06	Development	22	26	3.23	3.59	■	9% 23% 45% 18%
Q07	Opinions Count	22	34	3.27	3.64	■	9% 27% 36% 23%
Q08	Mission/Purpose	22	24	3.32	3.73	■	14% 14% 41% 27%
Q09	Committed to quality	22	26	3.45	3.82	■	14% 9% 41% 32%
Q10	Best friend	20	21	2.77	3.15	■	15% 15% 35% 10% 25%
Q11	Progress	19	35	3.76	3.79	■	11% 21% 21% 42%
Q12	Learn and Grow	20	34	3.86	3.90	■	15% 45% 30%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

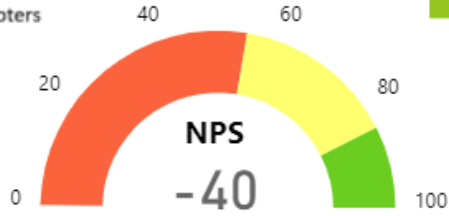
Employee Category

Select Department

- ▣ - Office of the President - Smatresk
 - ▣ - Advancement - Gen - Wolf
 - ▣ - Athletics-Gen - Baker
 - ▣ - Div of Student Affairs - With
 - ▣ - AVP Health and Wellness - McKinney
 - ▣ - Career & Leadership-Gen - Naegeli
 - ▣ - Career Center - Vinson
 - * End of Hierarchy *
 - ▣ - Div of Student Affairs - Armitage
 - ▣ - Student Affairs-Gen - McGuinness
 - ▣ - Student Affairs-Gen - McGuire
 - ▣ - Inst Equity & Div-Gen - Woodard
 - ▣ - Provost-Gen - Cowley
 - ▣ - Univ Relations Com & Mktng-Gen - Leliaert
 - ▣ - Vice President Enroll Mgmt - Goodman
 - ▣ - VP Finance & Admin - Brown Jr
 - ▣ - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.66

2017: **3.40**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

20

2017: **12**

Respondents

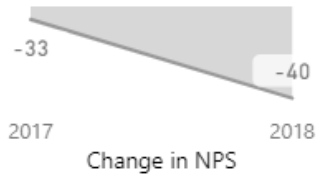
Greatest number of respondents on any one question

23

2017: **7**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	20	8	3.42	3.75	▲	20% 50% 20%
Q02	Materials and equipment	20	11	3.42	3.40	▬	25% 25% 35% 15%
Q03	Opportunity to do best	20	29	3.75	3.80	▲	15% 55% 20%
Q04	Recognition	20	52	3.25	3.80	▲	10% 15% 35% 40%
Q05	Cares about me	20	36	3.58	4.05	▲	10% 10% 25% 50%
Q06	Development	20	25	2.92	3.55	▲	10% 20% 50% 15%
Q07	Opinions Count	20	28	3.08	3.50	▲	10% 30% 40% 15%
Q08	Mission/Purpose	20	22	3.58	3.70	▲	15% 10% 45% 25%
Q09	Committed to quality	20	19	3.50	3.70	▲	15% 10% 45% 25%
Q10	Best friend	18	18	2.58	3.06	▲	17% 17% 33% 11% 22%
Q11	Progress	18	32	3.91	3.72	▬	11% 6% 22% 22% 39%
Q12	Learn and Grow	19	31	3.82	3.84	▬	16% 47% 26%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

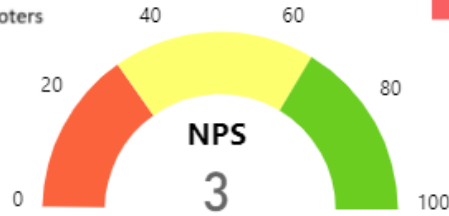
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
 - AVP Health and Wellness - McKinney
 - Career & Leadership-Gen - Naegeli
 - Div of Student Affairs - Armitage
 - Student Affairs-Gen - McGuinness
 - Student Affairs-Gen - McGuire
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.75

2017: **3.77**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

162

2017: **105**

Respondents

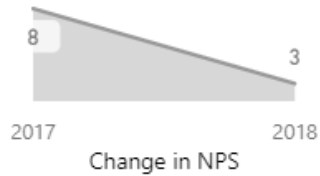
Greatest number of respondents on any one question

31

2017: **31**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	162	34	4.44	4.27	↓	15% 33% 49%
Q02	Materials and equipment	161	45	4.07	4.06	↓	12% 40% 39%
Q03	Opportunity to do best	162	32	4.10	3.85	↓	10% 14% 40% 31%
Q04	Recognition	156	35	3.26	3.45	↑	16% 11% 16% 26% 31%
Q05	Cares about me	161	36	4.10	4.05	↓	7% 14% 28% 47%
Q06	Development	160	30	3.81	3.69	↓	9% 8% 18% 34% 31%
Q07	Opinions Count	162	26	3.38	3.48	↑	15% 7% 15% 41% 22%
Q08	Mission/Purpose	161	30	3.81	3.84	↑	9% 17% 34% 35%
Q09	Committed to quality	160	31	3.82	3.93	↑	18% 39% 33%
Q10	Best friend	149	18	3.23	3.07	↓	19% 16% 27% 15% 23%
Q11	Progress	160	25	3.45	3.54	↑	12% 11% 20% 25% 32%
Q12	Learn and Grow	156	25	3.80	3.72	↓	8% 8% 17% 36% 31%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

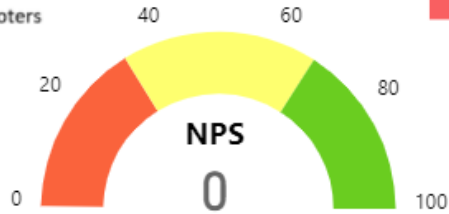
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - AVP Health and Wellness - McKinney
 - Career & Leadership-Gen - Naegeli
 - Div of Student Affairs - Armitage
 - Dining Services - McNeace Jr
 - Housing-Admin - Vanacore
 - Student Affairs-Gen - McGuinness
 - Student Affairs-Gen - McGuire
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - VP Finance & Admin - Brown Jr
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.60

2017: **3.70**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

69

2017: **20**

Respondents

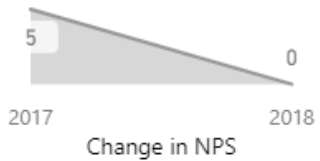
Greatest number of respondents on any one question

19

2017: **24**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	69	29	4.35	4.22	↓	17% 29% 49%
Q02	Materials and equipment	69	47	4.35	4.10	↓	13% 39% 41%
Q03	Opportunity to do best	69	26	4.00	3.74	↓	9% 22% 33% 30%
Q04	Recognition	66	24	3.05	3.21	↑	18% 17% 15% 26% 24%
Q05	Cares about me	68	25	4.00	3.85	↓	9% 21% 25% 41%
Q06	Development	68	21	3.80	3.46	↓	9% 12% 26% 31% 22%
Q07	Opinions Count	69	18	3.32	3.26	↓	20% 20% 35% 19%
Q08	Mission/Purpose	69	27	4.21	3.78	↓	9% 7% 17% 30% 36%
Q09	Committed to quality	69	28	4.05	3.86	↓	22% 36% 32%
Q10	Best friend	62	7	2.67	2.69	↑	29% 13% 31% 15% 13%
Q11	Progress	68	22	3.15	3.47	↑	13% 15% 18% 21% 34%
Q12	Learn and Grow	66	18	3.45	3.52	↑	14% 9% 20% 27% 30%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

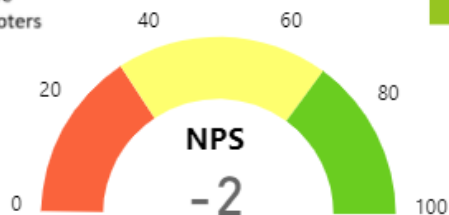
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - AVP Health and Wellness - McKinney
 - Career & Leadership-Gen - Naegeli
 - Div of Student Affairs - Armitage
 - Dining Services - McNeace Jr
 - Catering - Sood
 - Dining Services - Balabuch
 - Dining Services - Sparks
 - Housing-Admin - Vanacore
 - Student Affairs-Gen - McGuinness
 - Student Affairs-Gen - McGuire
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - VP Finance & Admin - Brown Jr
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.58

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

31

2017: null

Respondents

Greatest number of respondents on any one question

18

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	31	37		4.32	■	Q01: 13% (Detractors), 19% (Passive), 61% (Promoters)
Q02	Materials and equipment	31	47		4.10	■	Q02: 19% (Detractors), 29% (Passive), 45% (Promoters)
Q03	Opportunity to do best	31	32		3.84	■	Q03: 29% (Detractors), 26% (Passive), 35% (Promoters)
Q04	Recognition	30	23		3.17	■	Q04: 20% (Detractors), 23% (Disagree), 10% (Neutral), 13% (Agree), 33% (Promoters)
Q05	Cares about me	30	21		3.77	■	Q05: 13% (Detractors), 20% (Passive), 20% (Agree), 43% (Promoters)
Q06	Development	30	21		3.47	■	Q06: 10% (Detractors), 13% (Disagree), 27% (Passive), 20% (Agree), 30% (Promoters)
Q07	Opinions Count	31	14		3.19	■	Q07: 23% (Detractors), 19% (Passive), 32% (Agree), 19% (Promoters)
Q08	Mission/Purpose	31	23		3.71	■	Q08: 10% (Detractors), 19% (Passive), 32% (Agree), 32% (Promoters)
Q09	Committed to quality	31	21		3.74	■	Q09: 10% (Detractors), 26% (Passive), 32% (Agree), 29% (Promoters)
Q10	Best friend	28	7		2.68	■	Q10: 25% (Detractors), 14% (Disagree), 39% (Passive), 11% (Agree), 11% (Promoters)
Q11	Progress	30	23		3.50	■	Q11: 13% (Detractors), 17% (Disagree), 17% (Passive), 13% (Agree), 40% (Promoters)
Q12	Learn and Grow	29	16		3.48	■	Q12: 14% (Detractors), 7% (Disagree), 24% (Passive), 28% (Agree), 28% (Promoters)

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

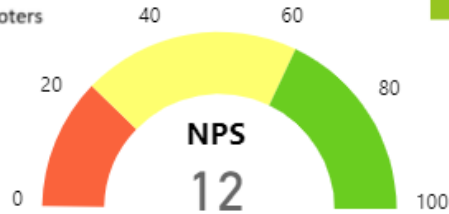
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - AVP Health and Wellness - McKinney
 - Career & Leadership-Gen - Naegeli
 - Div of Student Affairs - Armitage
 - Dining Services - McNeace Jr
 - Catering - Sood
 - Dining-Retail - Schroeder
 - * End of Hierarchy *
 - Dining Services - Balabuch
 - Dining Services - Sparks
 - Housing-Admin - Vanacore
 - Student Affairs-Gen - McGuinness
 - Student Affairs-Gen - McGuire
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - VP Finance & Admin - Brown Jr

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.84

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

25

2017: null

Respondents

Greatest number of respondents on any one question

39

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	25	64		4.60	■	Q01 12% 16% 72%
Q02	Materials and equipment	25	57		4.24	■	Q02 24% 28% 48%
Q03	Opportunity to do best	25	47		4.08	■	Q03 36% 20% 44%
Q04	Recognition	24	33		3.42	■	Q04 13% 25% 8% 17% 38%
Q05	Cares about me	24	42		4.17	■	Q05 21% 25% 50%
Q06	Development	24	33		3.75	■	Q06 8% 29% 25% 33%
Q07	Opinions Count	25	29		3.52	■	Q07 16% 24% 36% 24%
Q08	Mission/Purpose	25	34		3.92	■	Q08 8% 24% 28% 40%
Q09	Committed to quality	25	27		3.84	■	Q09 8% 24% 28% 36%
Q10	Best friend	22	10		2.77	■	Q10 23% 9% 50% 14%
Q11	Progress	24	33		3.75	■	Q11 17% 17% 13% 50%
Q12	Learn and Grow	23	37		3.96	■	Q12 26% 35% 35%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

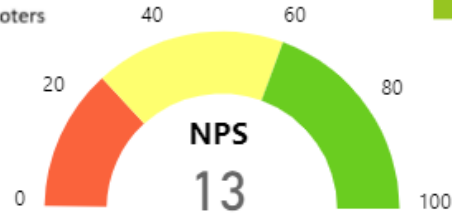
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - AVP Health and Wellness - McKinney
 - Career & Leadership-Gen - Naegeli
 - Div of Student Affairs - Armitage
 - Dining Services - McNeace Jr
 - Catering - Sood
 - Dining-Retail - Schroeder
 - * End of Hierarchy *
 - Dining Services - Balabuch
 - Dining Services - Sparks
 - Housing-Admin - Vanacore
 - Student Affairs-Gen - McGuinness
 - Student Affairs-Gen - McGuire
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - VP Finance & Admin - Brown Jr

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.69

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

23

2017: null

Respondents

Greatest number of respondents on any one question

26

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	23	25		4.17	■	Q01 ■ 13% ■ 43% ■ 39%
Q02	Materials and equipment	23	48		4.13	■	Q02 ■ 48% ■ 39%
Q03	Opportunity to do best	23	26		3.74	■	Q03 ■ 13% ■ 9% ■ 48% ■ 30%
Q04	Recognition	21	31		3.38	■	Q04 ■ 10% ■ 14% ■ 19% ■ 43% ■ 14%
Q05	Cares about me	23	34		4.00	■	Q05 ■ 22% ■ 39% ■ 35%
Q06	Development	23	24		3.52	■	Q06 ■ 35% ■ 48% ■ 9%
Q07	Opinions Count	23	26		3.48	■	Q07 ■ 17% ■ 17% ■ 48% ■ 17%
Q08	Mission/Purpose	23	43		4.04	■	Q08 ■ 9% ■ 17% ■ 35% ■ 39%
Q09	Committed to quality	23	31		3.91	■	Q09 ■ 17% ■ 43% ■ 30%
Q10	Best friend	20	5		2.55	■	Q10 ■ 40% ■ 10% ■ 20% ■ 15% ■ 15%
Q11	Progress	23	27		3.57	■	Q11 ■ 17% ■ 22% ■ 30% ■ 26%
Q12	Learn and Grow	22	25		3.73	■	Q12 ■ 9% ■ 9% ■ 18% ■ 27% ■ 36%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

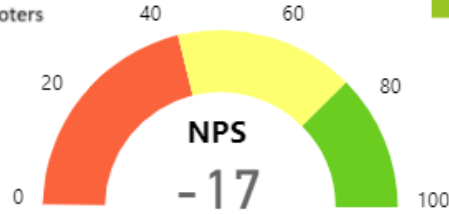
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - AVP Health and Wellness - McKinney
 - Career & Leadership-Gen - Naegeli
 - Div of Student Affairs - Armitage
 - Dining Services - McNeace Jr
 - Catering - Sood
 - Dining-Retail - Schroeder
 - * End of Hierarchy *
 - Dining Services - Balabuch
 - Dining Services - Sparks
 - Housing-Admin - Vanacore
 - Student Affairs-Gen - McGuinness
 - Student Affairs-Gen - McGuire
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - VP Finance & Admin - Brown Jr

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.33

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

12

2017: null

Respondents

Greatest number of respondents on any one question

7

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	12	17		4.00		33% 33% 33%
Q02	Materials and equipment	12	41		4.00		8% 8% 58% 25%
Q03	Opportunity to do best	12	8		3.25		17% 50% 25% 8%
Q04	Recognition	12	13		2.83		33% 8% 17% 25% 17%
Q05	Cares about me	12	20		3.75		8% 8% 25% 17% 42%
Q06	Development	12	12		3.17		17% 17% 17% 33% 17%
Q07	Opinions Count	12	7		2.83		25% 8% 33% 25% 8%
Q08	Mission/Purpose	12	8		3.25		25% 8% 17% 17% 33%
Q09	Committed to quality	12	31		3.92		8% 17% 42% 33%
Q10	Best friend	12	13		2.92		25% 8% 33% 17% 17%
Q11	Progress	12	10		3.00		33% 8% 8% 25% 25%
Q12	Learn and Grow	12	6		3.00		25% 17% 8% 33% 17%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

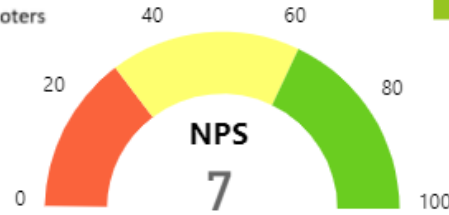
Employee Category

Select Department

- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
 - AVP Health and Wellness - McKinney
 - Career & Leadership-Gen - Naegeli
 - Div of Student Affairs - Armitage
 - Dining Services - McNeace Jr
 - Catering - Sood
 - Dining-Retail - Schroeder
 - * End of Hierarchy *
 - Dining Services - Balabuch
 - Dining Services - Sparks
 - Housing-Admin - Vanacore
 - Student Affairs-Gen - McGuinness
 - Student Affairs-Gen - McGuire
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.86

2017: **3.83**

Grand Mean

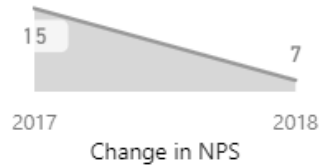
Represents the unit's overall engagement on a scale of 1-5

53

2017: **60**

Respondents

Greatest number of respondents on any one question



41

2017: **37**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	53	29	4.45	4.23	↓	17% 38% 43%
Q02	Materials and equipment	53	34	4.02	3.92	↓	9% 13% 45% 30%
Q03	Opportunity to do best	53	34	4.20	3.89	↓	9% 11% 45% 30%
Q04	Recognition	51	41	3.37	3.59	↑	14% 18% 33% 29%
Q05	Cares about me	53	57	4.13	4.38	↑	8% 34% 55%
Q06	Development	53	44	3.86	3.94	↑	8% 8% 43% 36%
Q07	Opinions Count	53	37	3.36	3.70	↑	9% 8% 11% 47% 25%
Q08	Mission/Purpose	52	32	3.78	3.88	↑	8% 21% 38% 31%
Q09	Committed to quality	52	29	3.80	3.88	↑	8% 15% 42% 31%
Q10	Best friend	49	27	3.46	3.31	↓	10% 22% 22% 16% 29%
Q11	Progress	52	25	3.53	3.54	↑	10% 12% 19% 35% 25%
Q12	Learn and Grow	50	44	3.95	4.06	↑	14% 52% 30%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

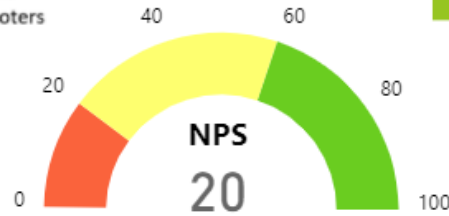
Employee Category

Select Department

- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- AVP Health and Wellness - McKinney
- Career & Leadership-Gen - Naegeli
- Div of Student Affairs - Armitage
- Dining Services - McNeace Jr
- Catering - Sood
 - Dining-Retail - Schroeder
 - * End of Hierarchy *
- Dining Services - Balabuch
- Dining Services - Sparks
- Housing-Admin - Vanacore
 - Housing-Admin - Fairchild Jr
 - Housing-Admin - Sanchez
- Student Affairs-Gen - McGuinness
- Student Affairs-Gen - McGuire
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.16

2017: 4.04

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

15

2017: 37

Respondents

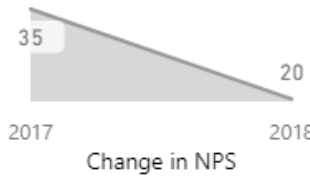
Greatest number of respondents on any one question

71

2017: 60

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	15	73	4.76	4.73	↓	Q01 27% 73%
Q02	Materials and equipment	15	45	4.22	4.07	↓	Q02 7% 20% 33% 40%
Q03	Opportunity to do best	15	61	4.50	4.27	↓	Q03 13% 47% 40%
Q04	Recognition	15	67	3.70	4.13	↑	Q04 27% 33% 40%
Q05	Cares about me	15	54	4.19	4.33	↑	Q05 7% 7% 33% 53%
Q06	Development	15	65	4.00	4.27	↑	Q06 7% 7% 40% 47%
Q07	Opinions Count	15	51	3.61	3.93	↑	Q07 7% 20% 40% 33%
Q08	Mission/Purpose	15	57	4.00	4.27	↑	Q08 20% 33% 47%
Q09	Committed to quality	15	60	4.08	4.33	↑	Q09 13% 40% 47%
Q10	Best friend	14	42	3.71	3.64	↓	Q10 14% 36% 21% 29%
Q11	Progress	15	41	3.80	3.93	↑	Q11 7% 27% 33% 33%
Q12	Learn and Grow	15	43	3.94	4.00	↑	Q12 7% 20% 40% 33%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

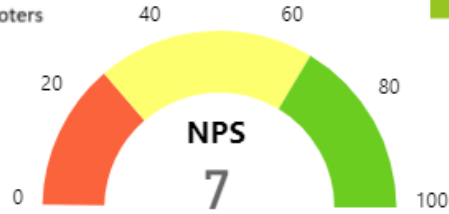
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
 - Advancement - Gen - Collinsworth
 - Advancement - Gen - Moran
- Athletics-Gen - Baker
- Div of Student Affairs - With
 - AVP Health and Wellness - McKinney
 - Career & Leadership-Gen - Naegeli
 - Div of Student Affairs - Armitage
 - Dining Services - McNeace Jr
 - Housing-Admin - Vanacore
 - Housing-Admin - Fairchild Jr
 - Housing-Admin - Sanchez
 - Student Affairs-Gen - McGuinness
 - Student Affairs-Gen - McGuire
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - VP Finance & Admin - Brown Jr
 - VP Research & Innovation - McCov

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.71

2017: **3.53**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

30

2017: **21**

Respondents

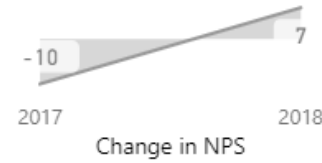
Greatest number of respondents on any one question

27

2017: **12**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	30	17	4.00	4.00		30% 40% 30%
Q02	Materials and equipment	30	24	3.76	3.73		13% 13% 47% 23%
Q03	Opportunity to do best	30	20	3.86	3.63		7% 13% 13% 43% 23%
Q04	Recognition	29	30	2.71	3.34		21% 7% 14% 34% 24%
Q05	Cares about me	30	58	4.00	4.40		7% 33% 57%
Q06	Development	30	35	3.62	3.77		13% 7% 47% 30%
Q07	Opinions Count	30	31	3.00	3.57		10% 13% 10% 43% 23%
Q08	Mission/Purpose	29	23	3.57	3.72		7% 28% 38% 24%
Q09	Committed to quality	29	20	3.43	3.72		7% 7% 17% 45% 24%
Q10	Best friend	27	25	3.24	3.26		15% 22% 15% 19% 30%
Q11	Progress	29	18	3.24	3.31		14% 14% 17% 38% 17%
Q12	Learn and Grow	27	44	3.95	4.04		11% 59% 26%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

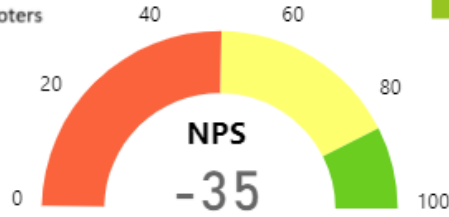
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - AVP Health and Wellness - McKinney
 - Career & Leadership-Gen - Naegeli
 - Div of Student Affairs - Armitage
 - Student Affairs-Gen - McGuinness
 - Student Affairs-Gen - McGuire
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - VP Finance & Admin - Brown Jr
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.63

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

20

2017: null

Respondents

Greatest number of respondents on any one question

21

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	20	11		3.85	■	Q01 10% 20% 45% 25%
Q02	Materials and equipment	20	35		3.95	■	Q02 15% 40% 35%
Q03	Opportunity to do best	20	23		3.70	■	Q03 25% 20% 15% 40%
Q04	Recognition	20	39		3.55	■	Q04 15% 10% 15% 25% 35%
Q05	Cares about me	20	38		4.10	■	Q05 10% 25% 10% 55%
Q06	Development	20	19		3.40	■	Q06 15% 15% 20% 15% 35%
Q07	Opinions Count	20	19		3.30	■	Q07 35% 20% 25% 20%
Q08	Mission/Purpose	20	20		3.65	■	Q08 20% 15% 25% 35%
Q09	Committed to quality	20	30		3.90	■	Q09 10% 15% 25% 45%
Q10	Best friend	19	4		2.47	■	Q10 32% 16% 32% 16%
Q11	Progress	19	49		4.05	■	Q11 11% 16% 32% 42%
Q12	Learn and Grow	19	23		3.68	■	Q12 11% 21% 32% 32%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

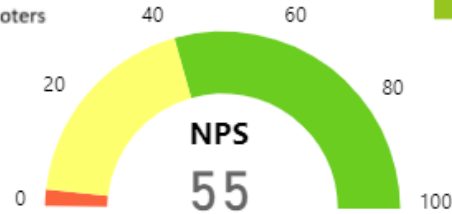
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
 - AVP Health and Wellness - McKinney
 - Career & Leadership-Gen - Naegeli
 - Div of Student Affairs - Armitage
 - Student Affairs-Gen - McGuinness
 - Student Affairs-Gen - McGuire
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters

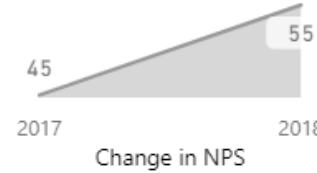


4.19

2017: 4.16

Grand Mean

Represents the unit's overall engagement on a scale of 1-5



29

2017: 20

Respondents

Greatest number of respondents on any one question

73

2017: 71

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	29	62	4.65	4.59	↓	41% 59%
Q02	Materials and equipment	29	77	4.20	4.52	↑	7% 21% 69%
Q03	Opportunity to do best	29	51	4.25	4.14	↓	17% 41% 38%
Q04	Recognition	29	54	3.60	3.83	↑	7% 7% 17% 34% 34%
Q05	Cares about me	29	71	4.65	4.59	↓	31% 66%
Q06	Development	29	65	4.30	4.28	↓	21% 31% 48%
Q07	Opinions Count	29	64	3.75	4.14	↑	7% 14% 38% 41%
Q08	Mission/Purpose	29	61	4.20	4.34	↑	7% 41% 48%
Q09	Committed to quality	29	46	4.20	4.14	↓	10% 52% 34%
Q10	Best friend	27	19	3.55	3.11	↓	22% 7% 26% 26% 19%
Q11	Progress	29	61	4.11	4.31	↑	7% 55% 38%
Q12	Learn and Grow	26	60	4.42	4.31	↓	12% 46% 42%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

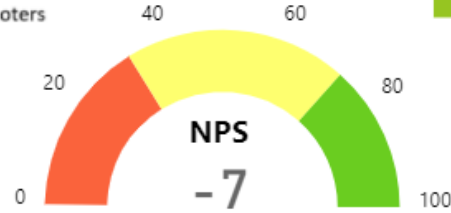
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.62

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

12

2017: null

Respondents

Greatest number of respondents on any one question

20

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	12	17		4.00		17% 67% 17%
Q02	Materials and equipment	12	59		4.25		75% 25%
Q03	Opportunity to do best	12	18		3.58		17% 25% 42% 17%
Q04	Recognition	12	8		2.58		33% 25% 8% 17% 17%
Q05	Cares about me	12	49		4.25		17% 42% 42%
Q06	Development	12	33		3.75		8% 33% 25% 33%
Q07	Opinions Count	12	31		3.58		17% 25% 42% 17%
Q08	Mission/Purpose	12	42		4.00		8% 33% 8% 50%
Q09	Committed to quality	12	48		4.17		8% 58% 33%
Q10	Best friend	12	7		2.67		25% 25% 25% 8% 17%
Q11	Progress	12	10		3.00		25% 8% 25% 25% 17%
Q12	Learn and Grow	12	19		3.58		8% 17% 17% 25% 33%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

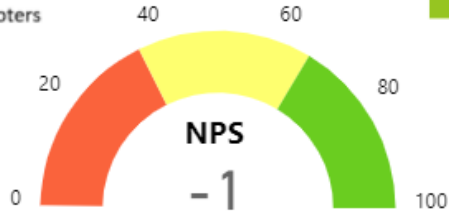
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters

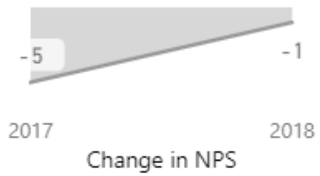


3.73

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

2017: 3.71



1699

Respondents

Greatest number of respondents on any one question

2017: 1154

29

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

2017: 25

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	1695	36	4.32	4.30	↓	10% 35% 51%
Q02	Materials and equipment	1696	35	3.91	3.93	↑	8% 17% 36% 36%
Q03	Opportunity to do best	1694	36	3.89	3.94	↑	19% 36% 35%
Q04	Recognition	1632	23	3.10	3.17	↑	22% 14% 17% 22% 26%
Q05	Cares about me	1687	36	4.05	4.05	↔	7% 13% 25% 49%
Q06	Development	1669	29	3.69	3.66	↓	10% 11% 17% 27% 35%
Q07	Opinions Count	1682	33	3.60	3.62	↑	9% 10% 20% 31% 30%
Q08	Mission/Purpose	1690	33	3.74	3.90	↑	8% 17% 30% 40%
Q09	Committed to quality	1681	34	3.96	3.97	↑	7% 18% 35% 37%
Q10	Best friend	1585	16	3.07	3.02	↓	22% 15% 21% 19% 22%
Q11	Progress	1628	19	3.34	3.36	↑	17% 13% 17% 24% 29%
Q12	Learn and Grow	1655	33	3.88	3.88	↔	7% 8% 16% 30% 40%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

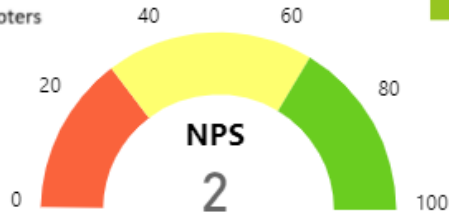
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Business-Dean's Off - Wiley
 - CLASS-Dean's Off-Gen - Holdeman
 - CMHT-Gen - Forney
 - College at Frisco - McCoy
 - College of Music-Gen - Richmond
 - College of Science - Gen - Gao
 - CVAD-Dean's Off - Watts
 - Education-Dean's Off - Bomer
 - Engineering-Dean's Off - Tsatsoulis
 - HPS-Dean's Off-Gen - Holloway
 - Information-Dean's Off - Kinshuk
 - International Affairs-Gen - Wood
 - Mayborn Sch of Journal-Gen - Bland
 - TAMS-Dean's Off - de Oliveira

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.69

2017: **3.60**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

138

2017: **72**

Respondents

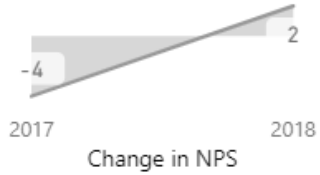
Greatest number of respondents on any one question

26

2017: **16**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	138	33	4.26	4.25		9% 37% 48%
Q02	Materials and equipment	138	47	4.07	4.12		17% 36% 41%
Q03	Opportunity to do best	138	42	3.76	3.98		24% 33% 37%
Q04	Recognition	132	15	2.92	2.94		28% 14% 17% 18% 23%
Q05	Cares about me	137	29	3.96	3.95		8% 8% 13% 23% 48%
Q06	Development	133	30	3.61	3.69		11% 11% 8% 35% 34%
Q07	Opinions Count	137	31	3.58	3.58		11% 9% 19% 32% 28%
Q08	Mission/Purpose	138	42	3.62	3.99		17% 34% 40%
Q09	Committed to quality	137	27	3.51	3.84		8% 21% 41% 28%
Q10	Best friend	135	13	2.97	2.91		24% 21% 15% 20% 20%
Q11	Progress	132	16	3.29	3.23		20% 15% 11% 30% 23%
Q12	Learn and Grow	133	33	3.65	3.86		8% 11% 9% 32% 41%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

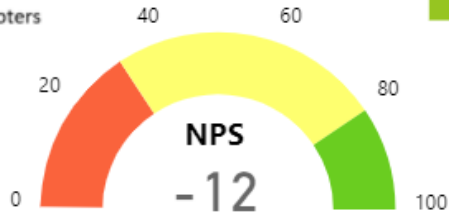
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
 - Business-Dean's Off - Wiley
 - Accounting - Seetharaman
 - Business-Acad Advising-U/G - Robison
 - Fin, Insur, Real Estate & Law - Staff
 - Info Tech & Decision Sci - Kappelman
 - Management - Taylor III
 - Mktng & Logistics - Randall
 - CLASS-Dean's Off-Gen - Holdeman
 - Anthropology - Squires
 - CLASS-Dean's Off-Gen - Schaake
 - Communication Studies - Richardson
 - Dance & Theatre - Garcia Jr
 - Economics - Molina
 - English - Upchurch

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.51

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

2017: **3.43**

16

Respondents

Greatest number of respondents on any one question

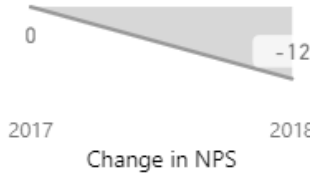
2017: **13**

14

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

2017: **8**



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	16	17	4.08	4.00	↓	Q01: 13% 56% 25%
Q02	Materials and equipment	16	45	4.15	4.06	↓	Q02: 19% 56% 25%
Q03	Opportunity to do best	16	27	3.69	3.75	↑	Q03: 50% 25% 25%
Q04	Recognition	16	13	2.38	2.81	↑	Q04: 25% 25% 13% 19% 19%
Q05	Cares about me	15	18	3.46	3.67	↑	Q05: 13% 7% 13% 33% 33%
Q06	Development	16	23	3.54	3.50	↓	Q06: 19% 13% 44% 19%
Q07	Opinions Count	16	19	3.38	3.31	↓	Q07: 25% 13% 44% 13%
Q08	Mission/Purpose	16	32	3.62	3.88	↑	Q08: 25% 44% 25%
Q09	Committed to quality	16	29	3.23	3.88	↑	Q09: 25% 44% 25%
Q10	Best friend	16	12	2.42	2.88	↑	Q10: 19% 31% 13% 19% 19%
Q11	Progress	16	8	3.46	2.88	↓	Q11: 25% 19% 13% 31% 13%
Q12	Learn and Grow	16	17	3.77	3.50	↓	Q12: 13% 13% 13% 38% 25%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

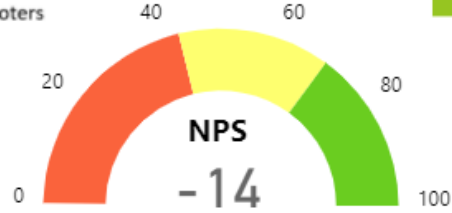
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Business-Dean's Off - Wiley
 - Accounting - Seetharaman
 - Business-Acad Advising-U/G - Robison
 - Fin, Insur, Real Estate & Law - Staff
 - Info Tech & Decision Sci - Kappelman
 - Management - Taylor III
 - Mktng & Logistics - Randall
 - CLASS-Dean's Off-Gen - Holdeman
 - Anthropology - Squires
 - CLASS-Dean's Off-Gen - Schaake
 - Communication Studies - Richardson
 - Dance & Theatre - Garcia Jr
 - Economics - Molina
 - English - Upchurch

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.75

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

14

2017: null

Respondents

Greatest number of respondents on any one question

31

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	14	29		4.21		7% 64% 29%
Q02	Materials and equipment	14	45		4.07		7% 14% 43% 36%
Q03	Opportunity to do best	14	36		3.93		7% 29% 29% 36%
Q04	Recognition	13	10		2.69		15% 31% 31% 15% 8%
Q05	Cares about me	14	37		4.07		7% 21% 21% 50%
Q06	Development	13	53		4.08		15% 46% 38%
Q07	Opinions Count	14	16		3.21		7% 7% 50% 29% 7%
Q08	Mission/Purpose	14	27		3.79		14% 7% 7% 29% 43%
Q09	Committed to quality	14	17		3.64		7% 7% 29% 29% 29%
Q10	Best friend	14	52		3.86		7% 7% 21% 21% 43%
Q11	Progress	13	20		3.38		31% 23% 23% 23%
Q12	Learn and Grow	13	45		4.08		15% 8% 31% 46%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

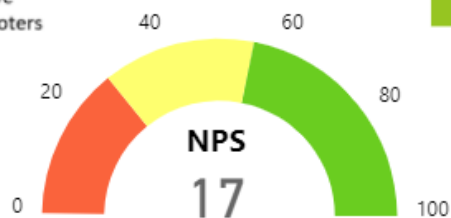
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
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- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
 - Business-Dean's Off - Wiley
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 - Business-Acad Advising-U/G - Robison
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 - CLASS-Dean's Off-Gen - Holdeman
 - Anthropology - Squires
 - CLASS-Dean's Off-Gen - Schaake
 - Communication Studies - Richardson
 - Dance & Theatre - Garcia Jr
 - Economics - Molina
 - English - Upchurch

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.61

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

18

2017: null

Respondents

Greatest number of respondents on any one question

20

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	18	42		4.39		11% 22% 61%
Q02	Materials and equipment	18	60		4.28		22% 28% 50%
Q03	Opportunity to do best	18	31		3.83		28% 39% 28%
Q04	Recognition	16	18		3.00		25% 13% 25% 13% 25%
Q05	Cares about me	18	27		3.89		17% 28% 44%
Q06	Development	16	20		3.44		13% 19% 38% 25%
Q07	Opinions Count	18	20		3.33		17% 17% 39% 22%
Q08	Mission/Purpose	18	42		4.00		11% 28% 50%
Q09	Committed to quality	18	31		3.94		11% 44% 33%
Q10	Best friend	18	8		2.72		28% 17% 17% 33%
Q11	Progress	17	8		2.88		29% 12% 18% 24% 18%
Q12	Learn and Grow	18	23		3.67		17% 11% 39% 28%

% responded-

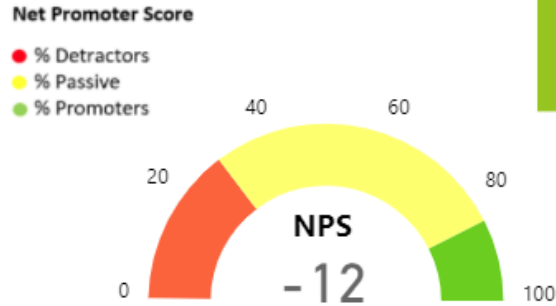
- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

Employee Category

Select Department

- Office of the President - Smatresk
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- Athletics-Gen - Baker
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- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
 - Business-Dean's Off - Wiley
 - Accounting - Seetharaman
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 - CLASS-Dean's Off-Gen - Holdeman
 - Anthropology - Squires
 - CLASS-Dean's Off-Gen - Schaake
 - Communication Studies - Richardson
 - Dance & Theatre - Garcia Jr
 - Economics - Molina
 - English - Upchurch



3.79

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

18

2017: null

Respondents

Greatest number of respondents on any one question

34

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	18	59		4.56		Q01 11% 22% 67%
Q02	Materials and equipment	18	60		4.28		Q02 17% 39% 44%
Q03	Opportunity to do best	18	57		4.22		Q03 11% 39% 44%
Q04	Recognition	18	10		2.72		Q04 28% 22% 11% 28% 11%
Q05	Cares about me	18	18		3.67		Q05 11% 22% 33% 28%
Q06	Development	18	42		3.89		Q06 11% 11% 44% 33%
Q07	Opinions Count	18	35		3.67		Q07 11% 28% 44% 17%
Q08	Mission/Purpose	18	43		4.06		Q08 11% 72% 17%
Q09	Committed to quality	18	30		3.89		Q09 33% 44% 22%
Q10	Best friend	18	13		2.94		Q10 17% 33% 28% 17%
Q11	Progress	18	26		3.56		Q11 11% 17% 39% 28%
Q12	Learn and Grow	18	44		4.06		Q12 11% 50% 33%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

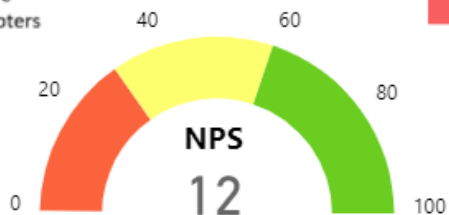
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Business-Dean's Off - Wiley
 - Accounting - Seetharaman
 - Business-Acad Advising-U/G - Robison
 - Fin, Insur, Real Estate & Law - Staff
 - Info Tech & Decision Sci - Kappelman
 - Management - Taylor III
 - Mktng & Logistics - Randall
 - CLASS-Dean's Off-Gen - Holdeman
 - Anthropology - Squires
 - CLASS-Dean's Off-Gen - Schaake
 - Communication Studies - Richardson
 - Dance & Theatre - Garcia Jr
 - Economics - Molina
 - English - Upchurch

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.56

2017: **3.64**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

17

2017: **11**

Respondents

Greatest number of respondents on any one question



17

2017: **19**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	17	39	4.18	4.35	↑	12% 41% 47%
Q02	Materials and equipment	17	41	4.18	4.00	↓	35% 29% 35%
Q03	Opportunity to do best	17	27	3.64	3.76	↑	12% 24% 41% 24%
Q04	Recognition	17	9	2.73	2.65	↓	47% 12% 29%
Q05	Cares about me	17	37	4.45	4.06	↓	12% 18% 12% 59%
Q06	Development	17	14	3.91	3.24	↓	18% 18% 12% 29% 24%
Q07	Opinions Count	17	19	3.55	3.29	↓	18% 29% 24% 24%
Q08	Mission/Purpose	17	34	3.45	3.94	↑	12% 24% 24% 41%
Q09	Committed to quality	17	26	3.82	3.82	↔	29% 41% 24%
Q10	Best friend	17	11	3.00	2.82	↓	35% 12% 18% 29%
Q11	Progress	17	12	3.27	3.06	↓	18% 29% 24% 24%
Q12	Learn and Grow	17	27	3.45	3.76	↑	18% 12% 24% 41%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

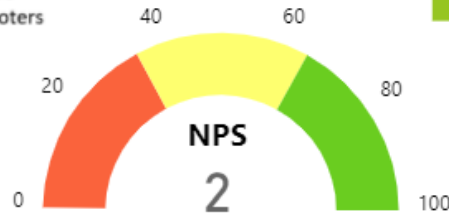
Employee Category

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 - CLASS-Dean's Off-Gen - Schaake
 - Communication Studies - Richardson
 - Dance & Theatre - Garcia Jr
 - Economics - Molina
 - English - Upchurch

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.56

2017: 3.24

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

28

2017: 15

Respondents

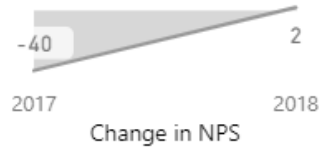
Greatest number of respondents on any one question

17

2017: 3

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	28	23	3.93	4.14	↑	7% 7% 7% 21% 57%
Q02	Materials and equipment	28	35	3.60	3.93	↑	7% 7% 11% 36% 39%
Q03	Opportunity to do best	28	47	3.53	4.07	↑	7% 14% 25% 50%
Q04	Recognition	27	12	3.00	2.78	↓	41% 7% 11% 15% 26%
Q05	Cares about me	28	26	3.53	3.86	↑	14% 7% 7% 21% 50%
Q06	Development	27	28	3.20	3.63	↑	22% 7% 26% 44%
Q07	Opinions Count	27	37	3.47	3.70	↑	19% 7% 11% 11% 52%
Q08	Mission/Purpose	28	46	3.47	4.11	↑	7% 11% 29% 50%
Q09	Committed to quality	27	24	3.27	3.78	↑	15% 11% 41% 30%
Q10	Best friend	25	1	2.17	2.12	↓	44% 24% 16% 8% 8%
Q11	Progress	25	14	2.67	3.16	↑	36% 28% 32%
Q12	Learn and Grow	26	17	3.00	3.50	↑	19% 12% 8% 23% 38%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

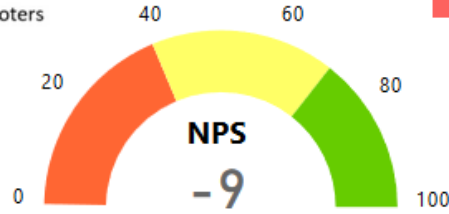
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 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Business-Dean's Off - Wiley
 - CLASS-Dean's Off-Gen - Holdeman
 - CMHT-Gen - Forney
 - College at Frisco - McCoy
 - College of Music-Gen - Richmond
 - College of Science - Gen - Gao
 - CVAD-Dean's Off - Watts
 - Education-Dean's Off - Bomer
 - Engineering-Dean's Off - Tsatsoulis
 - HPS-Dean's Off-Gen - Holloway
 - Information-Dean's Off - Kinshuk
 - International Affairs-Gen - Wood
 - Mayborn Sch of Journal-Gen - Bland
 - TAMS-Dean's Off - de Oliveira

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.67

2017: **3.75**

Represents the unit's overall engagement on a scale of 1-5

320

2017: **365**

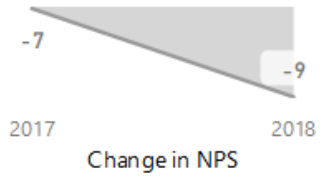
Respondents

Greatest number of respondents on any one question

24

2017: **29**

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	320	40	4.42	4.36	↓	Q01: 8% 36% 53%
Q02	Materials and equipment	320	35	3.93	3.94	↑	Q02: 8% 16% 39% 34%
Q03	Opportunity to do best	320	34	3.96	3.88	↓	Q03: 8% 20% 37% 33%
Q04	Recognition	310	20	3.08	3.04	↓	Q04: 25% 15% 16% 21% 24%
Q05	Cares about me	317	29	4.10	3.95	↓	Q05: 8% 8% 12% 26% 46%
Q06	Development	312	26	3.75	3.58	↓	Q06: 12% 9% 20% 26% 33%
Q07	Opinions Count	317	28	3.62	3.51	↓	Q07: 9% 11% 24% 30% 26%
Q08	Mission/Purpose	320	22	3.67	3.69	↑	Q08: 8% 9% 23% 26% 33%
Q09	Committed to quality	318	31	3.98	3.91	↓	Q09: 22% 34% 35%
Q10	Best friend	305	14	3.11	2.98	↓	Q10: 27% 11% 20% 20% 22%
Q11	Progress	307	19	3.40	3.36	↓	Q11: 17% 16% 14% 21% 32%
Q12	Learn and Grow	313	32	3.93	3.85	↓	Q12: 7% 7% 17% 33% 36%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

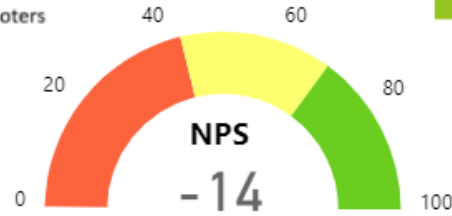
Employee Category

Select Department

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 - Provost-Gen - Cowley
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 - CLASS-Dean's Off-Gen - Holdeman
 - Anthropology - Squires
 - CLASS-Dean's Off-Gen - Schaake
 - Communication Studies - Richardson
 - Dance & Theatre - Garcia Jr
 - Economics - Molina
 - English - Upchurch
 - Geography - Ferring
 - History - Tanner
 - Media Arts - Martin
 - Political Science - Eshbaugh-Soha
 - Psychology - Campbell
 - Technical Communication - Campbell

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.83

2017: **3.66**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

14

2017: **10**

Respondents

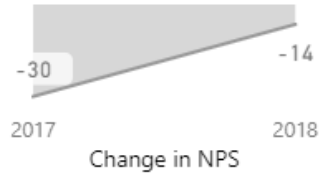
Greatest number of respondents on any one question

38

2017: **21**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	14	53	4.30	4.50	↑	Q01 50% 50%
Q02	Materials and equipment	14	70	3.80	4.43	↑	Q02 7% 43% 50%
Q03	Opportunity to do best	14	45	4.00	4.00		Q03 21% 57% 21%
Q04	Recognition	14	24	2.90	3.21	↑	Q04 14% 50% 21% 14%
Q05	Cares about me	14	34	3.90	4.00	↑	Q05 7% 7% 7% 36% 43%
Q06	Development	14	23	3.90	3.50	↓	Q06 14% 21% 7% 14% 43%
Q07	Opinions Count	14	58	3.60	4.00	↑	Q07 7% 21% 36% 36%
Q08	Mission/Purpose	14	42	4.00	4.00		Q08 14% 14% 29% 43%
Q09	Committed to quality	14	40	4.30	4.00	↓	Q09 29% 43% 29%
Q10	Best friend	14	18	2.40	3.07	↑	Q10 14% 21% 29% 14% 21%
Q11	Progress	14	27	3.00	3.57	↑	Q11 21% 7% 36% 36%
Q12	Learn and Grow	14	25	3.80	3.71	↓	Q12 7% 7% 29% 21% 36%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

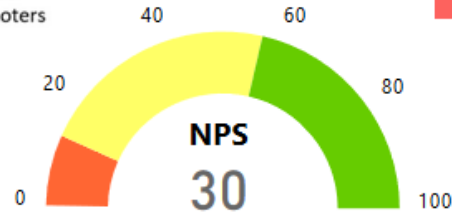
Employee Category

Select Department

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 - CLASS-Dean's Off-Gen - Schaake
 - Communication Studies - Richardson
 - Dance & Theatre - Garcia Jr
 - Economics - Molina
 - English - Upchurch
 - Geography - Ferring
 - History - Tanner
 - Media Arts - Martin
 - Political Science - Eshbaugh-Soha
 - Psychology - Campbell
 - Technical Communication - Campbell

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.25

2017: **4.28**

Represents the unit's overall engagement on a scale of 1-5

23

2017: **19**

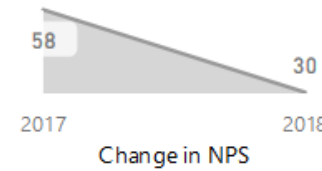
Respondents

Greatest number of respondents on any one question

78

2017: **81**

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	23	56	4.42	4.52	▲	Q01 ■ 35% ■ 61%
Q02	Materials and equipment	23	67	4.42	4.39	▼	Q02 ■ 9% ■ 43% ■ 48%
Q03	Opportunity to do best	23	61	4.53	4.26	▼	Q03 ■ 22% ■ 30% ■ 48%
Q04	Recognition	23	63	3.95	4.00	▲	Q04 ■ 17% ■ 22% ■ 52%
Q05	Cares about me	23	70	4.68	4.57	▼	Q05 ■ 9% ■ 13% ■ 74%
Q06	Development	23	70	4.37	4.39	▲	Q06 ■ 13% ■ 22% ■ 61%
Q07	Opinions Count	23	51	4.16	3.96	▼	Q07 ■ 9% ■ 22% ■ 26% ■ 43%
Q08	Mission/Purpose	23	45	4.32	4.09	▼	Q08 ■ 9% ■ 13% ■ 30% ■ 48%
Q09	Committed to quality	23	62	4.47	4.35	▼	Q09 ■ 17% ■ 30% ■ 52%
Q10	Best friend	21	41	3.61	3.62	▲	Q10 ■ 14% ■ 29% ■ 24% ■ 33%
Q11	Progress	22	62	4.00	4.32	▲	Q11 ■ 14% ■ 27% ■ 55%
Q12	Learn and Grow	23	74	4.47	4.52	▲	Q12 ■ 39% ■ 57%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

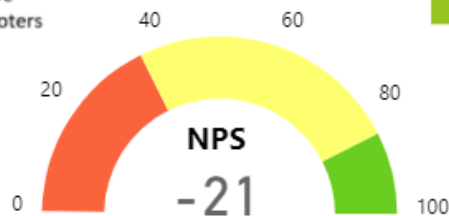
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
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 - Communication Studies - Richardson
 - Dance & Theatre - Garcia Jr
 - Economics - Molina
 - English - Upchurch
 - Geography - Ferring
 - History - Tanner
 - Media Arts - Martin
 - Political Science - Eshbaugh-Soha
 - Psychology - Campbell
 - Technical Communication - Campbell

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.84

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

14

2017: null

Respondents

Greatest number of respondents on any one question

40

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	14	60		4.57	■	Q01 14% 14% 71%
Q02	Materials and equipment	14	14		3.50	■	Q02 7% 14% 21% 36% 21%
Q03	Opportunity to do best	14	47		4.07	■	Q03 7% 7% 57% 29%
Q04	Recognition	14	24		3.21	■	Q04 14% 21% 14% 29% 21%
Q05	Cares about me	14	70		4.57	■	Q05 14% 14% 71%
Q06	Development	14	44		3.93	■	Q06 7% 21% 36% 36%
Q07	Opinions Count	14	64		4.14	■	Q07 7% 7% 50% 36%
Q08	Mission/Purpose	14	9		3.29	■	Q08 14% 14% 29% 14% 29%
Q09	Committed to quality	14	46		4.14	■	Q09 29% 29% 43%
Q10	Best friend	14	27		3.29	■	Q10 7% 36% 36% 21%
Q11	Progress	14	27		3.57	■	Q11 7% 21% 14% 21% 36%
Q12	Learn and Grow	14	33		3.86	■	Q12 14% 21% 29% 36%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

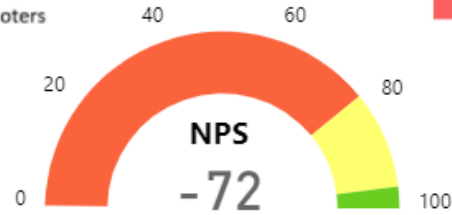
Employee Category

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 - Psychology - Campbell
 - Technical Communication - Campbell

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



2.74

2017: **3.16**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

17

2017: **15**

Respondents

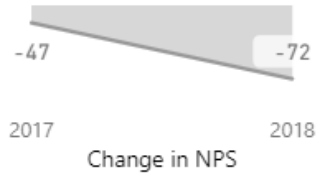
Greatest number of respondents on any one question

1

2017: **2**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	17	4	3.67	3.53	↓	12% 18% 53% 12%
Q02	Materials and equipment	17	3	3.27	2.88	↓	18% 18% 29% 29%
Q03	Opportunity to do best	17	4	3.60	3.00	↓	18% 53% 18%
Q04	Recognition	17	1	2.73	1.65	↓	71% 12% 12%
Q05	Cares about me	17	3	3.53	2.94	↓	24% 12% 24% 29% 12%
Q06	Development	16	1	3.33	2.38	↓	38% 19% 19% 19%
Q07	Opinions Count	16	1	2.80	2.31	↓	25% 31% 38%
Q08	Mission/Purpose	17	2	3.00	2.76	↓	29% 18% 18% 18% 18%
Q09	Committed to quality	17	31	3.71	3.94	↑	18% 29% 41%
Q10	Best friend	16	5	2.07	2.50	↑	50% 19% 13% 19%
Q11	Progress	16	1	2.87	2.06	↓	50% 25% 13%
Q12	Learn and Grow	16	4	3.33	2.88	↓	19% 19% 31% 19% 13%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

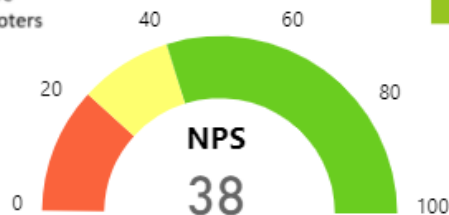
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 - Geography - Ferring
 - History - Tanner
 - Media Arts - Martin
 - Political Science - Eshbaugh-Soha
 - Psychology - Campbell
 - Technical Communication - Campbell

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.07

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

18

2017: null

Respondents

Greatest number of respondents on any one question

62

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	18	69		4.67		22% 72%
Q02	Materials and equipment	18	51		4.17		22% 39% 39%
Q03	Opportunity to do best	18	34		3.89		22% 22% 28% 39%
Q04	Recognition	18	21		3.11		22% 11% 22% 22% 22%
Q05	Cares about me	18	69		4.56		44% 56%
Q06	Development	18	53		4.06		22% 50% 28%
Q07	Opinions Count	18	58		4.00		11% 61% 22%
Q08	Mission/Purpose	18	43		4.06		11% 22% 17% 50%
Q09	Committed to quality	18	79		4.61		39% 61%
Q10	Best friend	18	45		3.72		28% 50% 17%
Q11	Progress	18	40		3.89		11% 17% 44% 28%
Q12	Learn and Grow	18	44		4.06		17% 39% 39%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

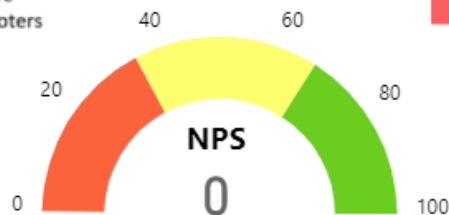
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 - Media Arts - Martin
 - Political Science - Eshbaugh-Soha
 - Psychology - Campbell
 - Technical Communication - Campbell

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.60

2017: **3.90**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

39

2017: **25**

Respondents

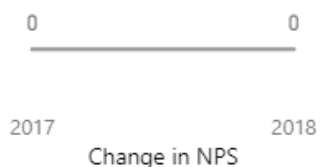
Greatest number of respondents on any one question

19

2017: **44**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	39	45	4.40	4.41	↑	33% 56%
Q02	Materials and equipment	39	27	4.20	3.79	↓	13% 15% 41% 28%
Q03	Opportunity to do best	39	20	4.04	3.62	↓	21% 23% 31% 26%
Q04	Recognition	38	23	3.35	3.18	↓	26% 18% 11% 39%
Q05	Cares about me	39	36	4.72	4.03	↓	10% 10% 26% 49%
Q06	Development	39	17	4.04	3.36	↓	13% 13% 28% 18% 28%
Q07	Opinions Count	39	13	3.84	3.13	↓	18% 13% 28% 21% 21%
Q08	Mission/Purpose	39	21	3.52	3.67	↑	10% 31% 21% 33%
Q09	Committed to quality	39	26	4.20	3.82	↓	23% 36% 31%
Q10	Best friend	38	13	3.08	2.95	↓	32% 11% 21% 32%
Q11	Progress	39	19	3.41	3.33	↓	10% 23% 21% 15% 31%
Q12	Learn and Grow	39	35	4.04	3.92	↓	8% 21% 23% 44%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

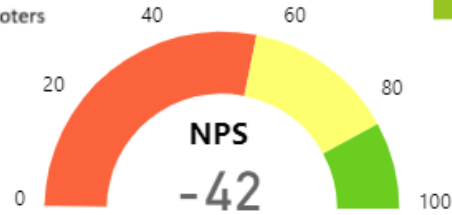
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Business-Dean's Off - Wiley
 - CLASS-Dean's Off-Gen - Holdeman
 - Anthropology - Squires
 - CLASS-Dean's Off-Gen - Schaake
 - Communication Studies - Richardson
 - Dance & Theatre - Garcia Jr
 - Economics - Molina
 - English - Upchurch
 - Geography - Ferring
 - History - Tanner
 - Media Arts - Martin
 - Political Science - Eshbaugh-Soha
 - Psychology - Campbell
 - Technical Communication - Campbell

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.11

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

14

2017: null

Respondents

Greatest number of respondents on any one question

2

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	14	40		4.36		7% 14% 14% 64%
Q02	Materials and equipment	14	17		3.57		29% 21% 14% 36%
Q03	Opportunity to do best	14	21		3.64		21% 29% 14% 36%
Q04	Recognition	14	2		2.07		50% 21% 14% 14%
Q05	Cares about me	14	12		3.50		14% 14% 21% 7% 43%
Q06	Development	14	3		2.64		29% 21% 14% 29% 7%
Q07	Opinions Count	14	6		2.79		21% 21% 21% 29% 7%
Q08	Mission/Purpose	14	5		3.07		7% 21% 36% 29% 7%
Q09	Committed to quality	13	9		3.38		15% 8% 23% 31% 23%
Q10	Best friend	13	2		2.23		38% 15% 38% 8%
Q11	Progress	14	4		2.57		36% 14% 21% 14% 14%
Q12	Learn and Grow	14	17		3.50		14% 36% 21% 29%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

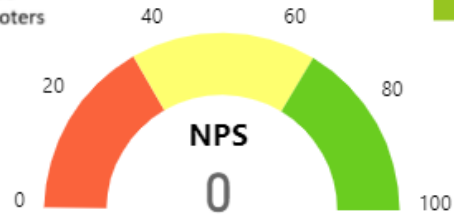
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Business-Dean's Off - Wiley
 - CLASS-Dean's Off-Gen - Holdeman
 - Anthropology - Squires
 - CLASS-Dean's Off-Gen - Schaake
 - Communication Studies - Richardson
 - Dance & Theatre - Garcia Jr
 - Economics - Molina
 - English - Upchurch
 - Geography - Ferring
 - History - Tanner
 - Media Arts - Martin
 - Political Science - Eshbaugh-Soha
 - Psychology - Campbell
 - Technical Communication - Campbell

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.97

2017: 3.79

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

24

2017: 20

Respondents

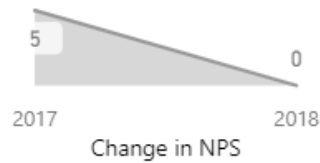
Greatest number of respondents on any one question

52

2017: 33

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	24	57	4.50	4.54	↑	38% 58%
Q02	Materials and equipment	24	61	3.95	4.29	↑	13% 46% 42%
Q03	Opportunity to do best	24	59	3.95	4.25	↑	17% 25% 54%
Q04	Recognition	24	30	2.90	3.33	↑	8% 21% 17% 38% 17%
Q05	Cares about me	23	40	4.10	4.13	↑	9% 9% 43% 39%
Q06	Development	23	54	4.05	4.09	↑	13% 35% 43%
Q07	Opinions Count	24	46	4.11	3.83	↓	21% 46% 25%
Q08	Mission/Purpose	24	23	3.35	3.71	↑	8% 25% 38% 25%
Q09	Committed to quality	24	18	4.05	3.67	↓	25% 54% 13%
Q10	Best friend	23	44	3.16	3.70	↑	13% 13% 39% 30%
Q11	Progress	23	38	3.37	3.83	↑	9% 9% 9% 39% 35%
Q12	Learn and Grow	24	53	4.05	4.21	↑	17% 46% 38%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

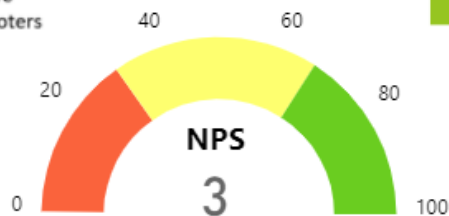
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
 - Business-Dean's Off - Wiley
 - CLASS-Dean's Off-Gen - Holdeman
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 - Economics - Molina
 - English - Upchurch
 - Geography - Ferring
 - History - Tanner
 - Media Arts - Martin
 - Political Science - Eshbaugh-Soha
 - Psychology - Campbell
 - Technical Communication - Campbell

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.72

2017: 3.72

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

21

2017: 16

Respondents

Greatest number of respondents on any one question

28

2017: 26

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	21	38	4.63	4.33	↓	Q01: 43% (Agree), 48% (Strongly Agree)
Q02	Materials and equipment	21	49	4.19	4.14	↓	Q02: 19% (Disagree), 33% (Agree), 43% (Strongly Agree)
Q03	Opportunity to do best	21	51	4.19	4.14	↓	Q03: 24% (Passive), 38% (Agree), 38% (Strongly Agree)
Q04	Recognition	20	20	2.71	3.05	↑	Q04: 25% (Disagree), 20% (Disagree), 10% (Neutral), 15% (Agree), 30% (Strongly Agree)
Q05	Cares about me	20	23	3.93	3.80	↓	Q05: 15% (Disagree), 15% (Disagree), 15% (Agree), 50% (Strongly Agree)
Q06	Development	20	27	3.67	3.60	↓	Q06: 10% (Disagree), 20% (Disagree), 30% (Agree), 35% (Strongly Agree)
Q07	Opinions Count	20	29	3.47	3.55	↑	Q07: 10% (Disagree), 10% (Disagree), 25% (Passive), 25% (Agree), 30% (Strongly Agree)
Q08	Mission/Purpose	21	34	3.56	3.95	↑	Q08: 19% (Passive), 33% (Agree), 38% (Strongly Agree)
Q09	Committed to quality	21	41	3.87	4.05	↑	Q09: 29% (Passive), 38% (Agree), 33% (Strongly Agree)
Q10	Best friend	19	4	3.21	2.47	↓	Q10: 37% (Disagree), 16% (Disagree), 21% (Passive), 16% (Agree), 11% (Strongly Agree)
Q11	Progress	19	21	3.46	3.42	↓	Q11: 26% (Disagree), 11% (Disagree), 11% (Passive), 47% (Strongly Agree)
Q12	Learn and Grow	20	49	3.81	4.15	↑	Q12: 10% (Disagree), 30% (Agree), 50% (Strongly Agree)

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

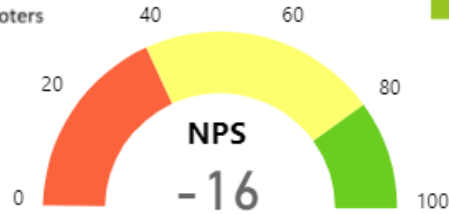
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Business-Dean's Off - Wiley
 - CLASS-Dean's Off-Gen - Holdeman
 - Anthropology - Squires
 - CLASS-Dean's Off-Gen - Schaake
 - Communication Studies - Richardson
 - Dance & Theatre - Garcia Jr
 - Economics - Molina
 - English - Upchurch
 - Geography - Ferring
 - History - Tanner
 - Media Arts - Martin
 - Political Science - Eshbaugh-Soha
 - Psychology - Campbell
 - Technical Communication - Campbell

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.74

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

2017: **3.58**

25

Respondents

Greatest number of respondents on any one question

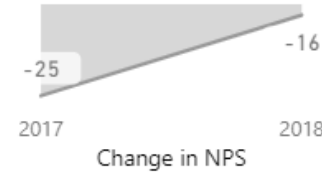
2017: **24**

30

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

2017: **15**



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	25	37	4.38	4.32	↓	Q01: 48% (Agree) 44% (Strongly Agree)
Q02	Materials and equipment	25	17	3.33	3.56	↑	Q02: 12% (Disagree) 20% (Neutral) 52% (Agree) 12% (Strongly Agree)
Q03	Opportunity to do best	25	29	3.50	3.80	↑	Q03: 16% (Disagree) 16% (Neutral) 40% (Agree) 28% (Strongly Agree)
Q04	Recognition	23	36	2.96	3.48	↑	Q04: 9% (Strongly Disagree) 17% (Disagree) 17% (Neutral) 30% (Agree) 26% (Strongly Agree)
Q05	Cares about me	25	47	4.39	4.24	↓	Q05: 12% (Disagree) 24% (Agree) 56% (Strongly Agree)
Q06	Development	25	52	3.83	4.04	↑	Q06: 16% (Disagree) 36% (Agree) 40% (Strongly Agree)
Q07	Opinions Count	25	21	3.08	3.36	↑	Q07: 24% (Disagree) 24% (Neutral) 28% (Agree) 20% (Strongly Agree)
Q08	Mission/Purpose	25	19	3.33	3.60	↑	Q08: 8% (Disagree) 8% (Neutral) 28% (Agree) 28% (Strongly Agree)
Q09	Committed to quality	25	27	3.79	3.84	↑	Q09: 8% (Disagree) 24% (Neutral) 44% (Agree) 24% (Strongly Agree)
Q10	Best friend	24	23	3.35	3.21	↓	Q10: 13% (Disagree) 13% (Neutral) 33% (Agree) 25% (Strongly Agree) 17% (Strongly Disagree)
Q11	Progress	23	27	3.30	3.57	↑	Q11: 22% (Disagree) 22% (Neutral) 17% (Agree) 35% (Strongly Agree)
Q12	Learn and Grow	25	31	3.71	3.84	↑	Q12: 36% (Neutral) 32% (Agree) 28% (Strongly Agree)

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

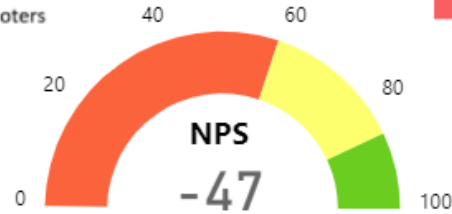
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Business-Dean's Off - Wiley
 - CLASS-Dean's Off-Gen - Holdeman
 - Anthropology - Squires
 - CLASS-Dean's Off-Gen - Schaake
 - Communication Studies - Richardson
 - Dance & Theatre - Garcia Jr
 - Economics - Molina
 - English - Upchurch
 - Geography - Ferring
 - History - Tanner
 - Media Arts - Martin
 - Political Science - Eshbaugh-Soha
 - Psychology - Campbell
 - Technical Communication - Campbell

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.30

2017: 3.55

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

23

2017: 14

Respondents

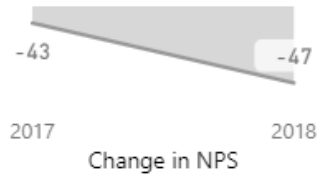
Greatest number of respondents on any one question

6

2017: 14

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	23	33	4.50	4.26	↓	Q01: 13% 35% 48%
Q02	Materials and equipment	23	19	3.93	3.61	↓	Q02: 9% 35% 43% 13%
Q03	Opportunity to do best	23	23	3.64	3.70	↑	Q03: 9% 13% 57% 17%
Q04	Recognition	21	3	2.57	2.24	↓	Q04: 33% 29% 24% 10%
Q05	Cares about me	23	15	3.93	3.57	↓	Q05: 17% 13% 35% 30%
Q06	Development	22	10	3.38	3.05	↓	Q06: 18% 14% 32% 18% 18%
Q07	Opinions Count	23	14	3.43	3.17	↓	Q07: 13% 9% 39% 26% 13%
Q08	Mission/Purpose	23	20	3.21	3.65	↑	Q08: 9% 30% 30% 26%
Q09	Committed to quality	23	5	4.07	3.22	↓	Q09: 17% 43% 22% 13%
Q10	Best friend	21	6	2.93	2.57	↓	Q10: 38% 10% 24% 14% 14%
Q11	Progress	23	10	3.14	2.96	↓	Q11: 22% 26% 13% 13% 26%
Q12	Learn and Grow	23	21	3.86	3.61	↓	Q12: 9% 13% 13% 39% 26%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

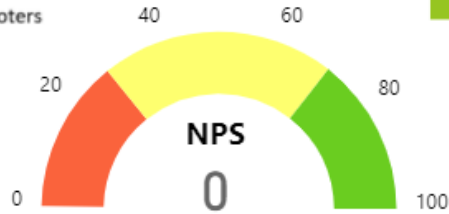
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
 - Business-Dean's Off - Wiley
 - CLASS-Dean's Off-Gen - Holdeman
 - Anthropology - Squires
 - CLASS-Dean's Off-Gen - Schaake
 - Communication Studies - Richardson
 - Dance & Theatre - Garcia Jr
 - Economics - Molina
 - English - Upchurch
 - Geography - Ferring
 - History - Tanner
 - Media Arts - Martin
 - Political Science - Eshbaugh-Soha
 - Psychology - Campbell
 - Technical Communication - Campbell

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.72

2017: **3.38**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

14

2017: **12**

Respondents

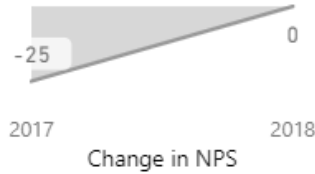
Greatest number of respondents on any one question

29

2017: **6**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	14	23	4.50	4.14	↓	7% 7% 50% 36%
Q02	Materials and equipment	14	49	3.83	4.14	↑	7% 7% 50% 36%
Q03	Opportunity to do best	14	56	3.92	4.21	↑	21% 36% 43%
Q04	Recognition	13	25	2.92	3.23	↑	23% 15% 54% 8%
Q05	Cares about me	14	37	3.25	4.07	↑	14% 14% 21% 50%
Q06	Development	13	44	3.00	3.92	↑	8% 31% 23% 38%
Q07	Opinions Count	14	51	2.83	3.93	↑	7% 29% 29% 36%
Q08	Mission/Purpose	14	48	3.83	4.14	↑	7% 21% 21% 50%
Q09	Committed to quality	13	59	4.25	4.31	↑	31% 8% 62%
Q10	Best friend	14	1	2.67	2.07	↓	50% 21% 7% 14% 7%
Q11	Progress	13	8	2.42	2.85	↑	31% 15% 8% 31% 15%
Q12	Learn and Grow	13	24	3.08	3.69	↑	8% 8% 15% 46% 23%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

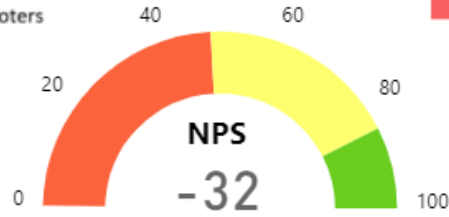
Employee Category

Select Department

- Provost-Gen - Cowley
- Business-Dean's Off - Wiley
- CLASS-Dean's Off-Gen - Holdeman
 - Anthropology - Squires
 - CLASS-Dean's Off-Gen - Schaake
 - Communication Studies - Richardson
 - Dance & Theatre - Garcia Jr
 - Economics - Molina
 - English - Upchurch
 - Geography - Ferring
 - History - Tanner
 - Media Arts - Martin
 - Political Science - Eshbaugh-Soha
 - Psychology - Campbell
 - Technical Communication - Campbell
 - World Lang, Lit, & Cultures - Kaplan
- CMHT-Gen - Forney
- College at Frisco - McCoy
- College of Music-Gen - Richmond
- College of Science - Gen - Gao
- CVAD-Dean's Off - Watts

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.52

2017: **3.61**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

19

2017: **11**

Respondents

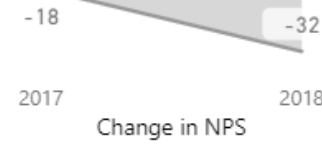
Greatest number of respondents on any one question

14

2017: **17**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	19	21	4.18	4.11	↓	16% 37% 42%
Q02	Materials and equipment	19	33	3.73	3.89	↑	16% 16% 32% 37%
Q03	Opportunity to do best	19	26	3.82	3.74	↓	16% 11% 37% 32%
Q04	Recognition	17	20	2.89	3.06	↑	29% 12% 12% 18% 29%
Q05	Cares about me	19	20	3.82	3.74	↓	11% 11% 11% 32% 37%
Q06	Development	18	20	4.00	3.44	↓	22% 28% 11% 39%
Q07	Opinions Count	18	28	3.56	3.50	↓	17% 28% 28% 28%
Q08	Mission/Purpose	19	9	3.18	3.32	↑	16% 11% 21% 32% 21%
Q09	Committed to quality	19	30	3.64	3.89	↑	32% 32% 32%
Q10	Best friend	16	9	3.22	2.75	↓	38% 13% 13% 13% 25%
Q11	Progress	17	19	3.50	3.35	↓	24% 18% 18% 35%
Q12	Learn and Grow	16	17	3.80	3.50	↓	13% 19% 31% 31%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

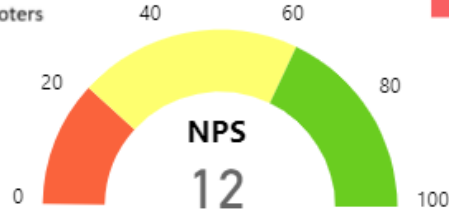
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Business-Dean's Off - Wiley
 - CLASS-Dean's Off-Gen - Holdeman
 - CMHT-Gen - Forney
 - College at Frisco - McCoy
 - College of Music-Gen - Richmond
 - College of Science - Gen - Gao
 - CVAD-Dean's Off - Watts
 - Education-Dean's Off - Bomer
 - Engineering-Dean's Off - Tsatsoulis
 - HPS-Dean's Off-Gen - Holloway
 - Information-Dean's Off - Kinshuk
 - International Affairs-Gen - Wood
 - Mayborn Sch of Journal-Gen - Bland
 - TAMS-Dean's Off - de Oliveira

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.73

2017: **3.90**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

41

2017: **31**

Respondents

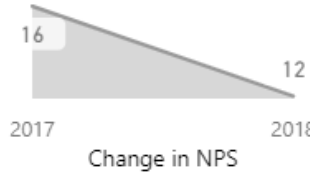
Greatest number of respondents on any one question

29

2017: **44**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	41	49	4.42	4.46		12% 29% 59%
Q02	Materials and equipment	41	41	4.00	4.00		12% 12% 39% 37%
Q03	Opportunity to do best	41	53	4.16	4.17		7% 12% 37% 44%
Q04	Recognition	38	15	3.17	2.89		26% 18% 13% 24% 18%
Q05	Cares about me	41	37	4.19	4.07		10% 17% 12% 59%
Q06	Development	40	36	4.00	3.78		8% 25% 30% 33%
Q07	Opinions Count	39	25	3.74	3.46		8% 18% 21% 28% 26%
Q08	Mission/Purpose	41	41	3.97	3.98		24% 39% 32%
Q09	Committed to quality	39	40	4.26	4.03		8% 13% 38% 38%
Q10	Best friend	37	9	3.38	2.76		24% 16% 32% 14% 14%
Q11	Progress	41	13	3.35	3.12		20% 22% 17% 10% 32%
Q12	Learn and Grow	41	44	4.16	4.05		7% 22% 29% 41%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

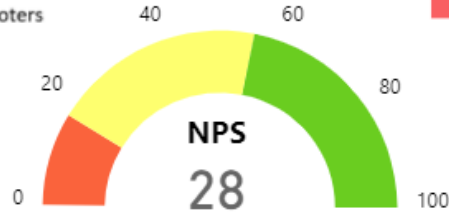
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Business-Dean's Off - Wiley
 - CLASS-Dean's Off-Gen - Holdeman
 - CMHT-Gen - Forney
 - Hospitality & Tourism - Agrusa
 - Merch & Digital Retailing - Xu
 - College at Frisco - McCoy
 - College of Music-Gen - Richmond
 - College of Science - Gen - Gao
 - CVAD-Dean's Off - Watts
 - Education-Dean's Off - Bomer
 - Engineering-Dean's Off - Tsatsoulis
 - HPS-Dean's Off-Gen - Holloway
 - Information-Dean's Off - Kinshuk
 - International Affairs-Gen - Wood
 - Modern Sch of Journal Gen - Blaud

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.90

2017: 4.27

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

18

2017: 11

Respondents

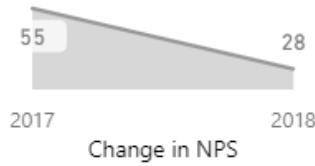
Greatest number of respondents on any one question

45

2017: 80

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	18	53	4.82	4.50	↓	17% 17% 67%
Q02	Materials and equipment	18	64	4.27	4.33	↑	11% 28% 56%
Q03	Opportunity to do best	18	76	4.82	4.50	↓	11% 28% 61%
Q04	Recognition	16	15	3.64	2.94	↓	31% 13% 13% 19% 25%
Q05	Cares about me	18	61	4.36	4.44	↑	11% 11% 72%
Q06	Development	17	35	4.27	3.76	↓	12% 24% 29% 35%
Q07	Opinions Count	17	38	4.09	3.71	↓	12% 18% 35% 29%
Q08	Mission/Purpose	18	49	4.09	4.17	↑	11% 44% 39%
Q09	Committed to quality	16	64	4.55	4.38	↓	13% 38% 50%
Q10	Best friend	15	7	3.89	2.67	↓	20% 27% 33% 7% 13%
Q11	Progress	18	14	4.00	3.17	↓	17% 22% 22% 33%
Q12	Learn and Grow	18	50	4.45	4.17	↓	22% 22% 50%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

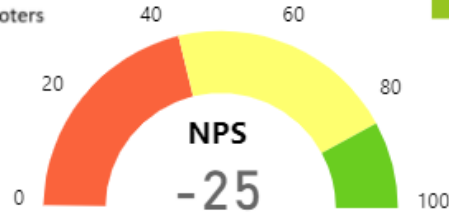
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Business-Dean's Off - Wiley
 - CLASS-Dean's Off-Gen - Holdeman
 - CMHT-Gen - Forney
 - Hospitality & Tourism - Agrusa
 - Merch & Digital Retailing - Xu
 - College at Frisco - McCoy
 - College of Music-Gen - Richmond
 - College of Science - Gen - Gao
 - CVAD-Dean's Off - Watts
 - Education-Dean's Off - Bomer
 - Engineering-Dean's Off - Tsatsoulis
 - HPS-Dean's Off-Gen - Holloway
 - Information-Dean's Off - Kinshuk
 - International Affairs-Gen - Wood

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.35

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

12

2017: null

Respondents

Greatest number of respondents on any one question

7

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	12	53		4.50	■	8% 33% 58%
Q02	Materials and equipment	12	41		4.00	■	8% 8% 58% 25%
Q03	Opportunity to do best	12	53		4.17	■	8% 8% 42% 42%
Q04	Recognition	11	2		2.00	■	45% 27% 9% 18%
Q05	Cares about me	12	5		3.08	■	25% 8% 25% 17% 25%
Q06	Development	12	19		3.42	■	25% 25% 33% 17%
Q07	Opinions Count	11	5		2.73	■	18% 27% 27% 18% 9%
Q08	Mission/Purpose	12	10		3.33	■	8% 58% 25% 8%
Q09	Committed to quality	12	18		3.67	■	8% 8% 17% 42% 25%
Q10	Best friend	11	15		3.00	■	27% 36% 18% 18%
Q11	Progress	12	5		2.67	■	25% 33% 17% 25%
Q12	Learn and Grow	12	23		3.67	■	8% 33% 42% 17%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

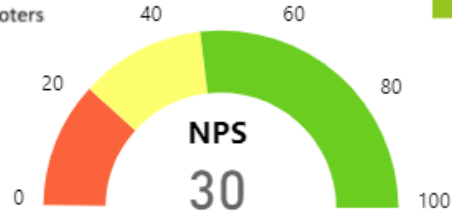
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
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 - College of Science - Gen - Gao
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 - Engineering-Dean's Off - Tsatsoulis
 - HPS-Dean's Off-Gen - Holloway
 - Information-Dean's Off - Kinshuk
 - International Affairs-Gen - Wood
 - Mayborn Sch of Journal-Gen - Bland
 - TAMS-Dean's Off - de Oliveira

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.76

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

13

2017: null

Respondents

Greatest number of respondents on any one question

31

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	13	20		4.08		15% 62% 23%
Q02	Materials and equipment	13	31		3.85		8% 8% 69% 15%
Q03	Opportunity to do best	13	64		4.31		15% 38% 46%
Q04	Recognition	13	22		3.15		23% 8% 23% 23% 23%
Q05	Cares about me	13	62		4.46		8% 8% 15% 69%
Q06	Development	13	27		3.62		8% 15% 15% 31% 31%
Q07	Opinions Count	13	36		3.69		8% 15% 8% 38% 31%
Q08	Mission/Purpose	13	59		4.31		15% 23% 62%
Q09	Committed to quality	13	75		4.54		8% 31% 62%
Q10	Best friend	13	3		2.38		46% 8% 15% 23% 8%
Q11	Progress	12	14		3.17		25% 8% 25% 8% 33%
Q12	Learn and Grow	12	19		3.58		17% 8% 50% 25%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

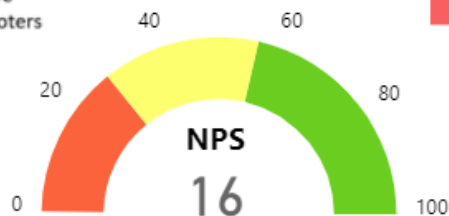
Employee Category

Select Department

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 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
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 - Engineering-Dean's Off - Tsatsoulis
 - HPS-Dean's Off-Gen - Holloway
 - Information-Dean's Off - Kinshuk
 - International Affairs-Gen - Wood
 - Mayborn Sch of Journal-Gen - Bland
 - TAMS-Dean's Off - de Oliveira
 - ...

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.83

2017: **3.99**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

119

2017: **61**

Respondents

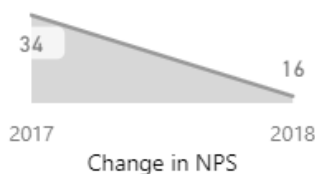
Greatest number of respondents on any one question

38

2017: **54**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	118	42	4.43	4.38	↓	9% 31% 56%
Q02	Materials and equipment	118	31	4.02	3.85	↓	8% 22% 38% 30%
Q03	Opportunity to do best	119	47	4.10	4.08	↓	17% 38% 39%
Q04	Recognition	114	30	3.63	3.35	↓	16% 17% 13% 25% 29%
Q05	Cares about me	116	49	4.23	4.25	↑	12% 27% 54%
Q06	Development	116	29	3.80	3.66	↓	9% 11% 20% 27% 34%
Q07	Opinions Count	118	40	4.07	3.74	↓	12% 19% 35% 30%
Q08	Mission/Purpose	118	42	4.13	3.99	↓	8% 15% 25% 47%
Q09	Committed to quality	119	49	4.49	4.18	↓	17% 34% 45%
Q10	Best friend	109	29	3.34	3.37	↑	11% 12% 29% 25% 23%
Q11	Progress	111	13	3.33	3.11	↓	21% 17% 15% 24% 23%
Q12	Learn and Grow	116	38	4.36	3.97	↓	7% 22% 22% 45%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

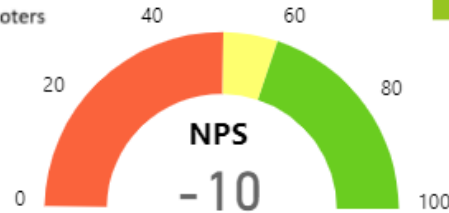
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Business-Dean's Off - Wiley
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 - College of Music-Gen - Henry
 - College of Music-Gen - Nelson
 - Instrumental Studies - Holt
 - Jazz Studies - Murphy
 - Music Hist, Thry, & Ethnomusic - Heidelberg
 - College of Science - Gen - Gao
 - CVAD-Dean's Off - Watts
 - Education-Dean's Off - Bomer
 - Engineering-Dean's Off - Tsatsoulis
 - HPS-Dean's Off-Gen - Holloway

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.71

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

10

2017: null

Respondents

Greatest number of respondents on any one question

27

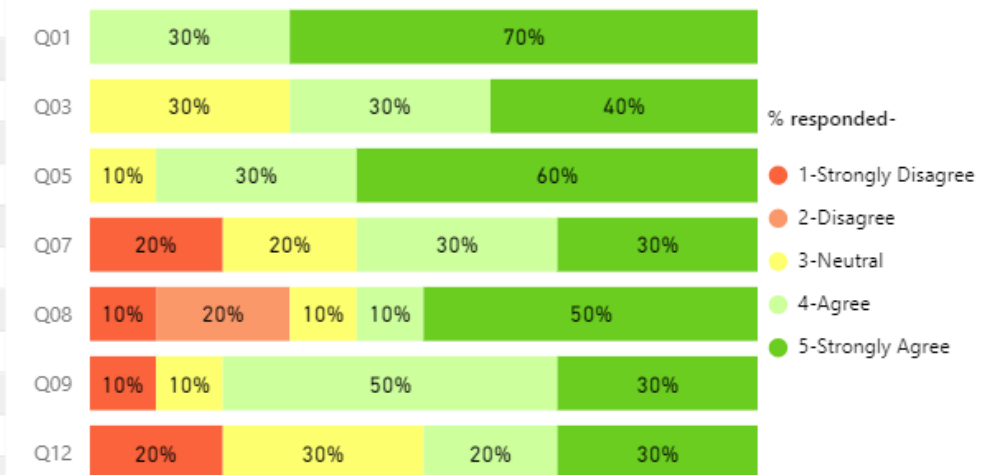
2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ
Q01	Know what's expected	10	71		4.70	
Q02	Materials and equipment	9	33		3.89	
Q03	Opportunity to do best	10	48		4.10	
Q04	Recognition	9	21		3.11	
Q05	Cares about me	10	67		4.50	
Q06	Development	9	20		3.44	
Q07	Opinions Count	10	28		3.50	
Q08	Mission/Purpose	10	22		3.70	
Q09	Committed to quality	10	30		3.90	
Q10	Best friend	9	28		3.33	
Q11	Progress	8	10		3.00	
Q12	Learn and Grow	10	14		3.40	

Frequency Distribution



* Frequency Distribution Results are not available if fewer than 10 employees responded to the question.



Gallup Engagement Survey 2018

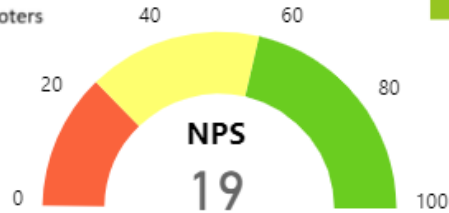
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Business-Dean's Off - Wiley
 - CLASS-Dean's Off-Gen - Holdeman
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 - College at Frisco - McCoy
 - College of Music-Gen - Richmond
 - College of Music-Gen - Henry
 - College of Music-Gen - Nelson
 - Instrumental Studies - Holt
 - Jazz Studies - Murphy
 - Music Hist, Thry, & Ethnomusic - Heidelberg
 - College of Science - Gen - Gao
 - CVAD-Dean's Off - Watts
 - Education-Dean's Off - Bomer
 - Engineering-Dean's Off - Tsatsoulis
 - HPS-Dean's Off-Gen - Holloway

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.76

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

16

2017: null

Respondents

Greatest number of respondents on any one question

31

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	15	57		4.53	■	Q01 ■ 47% ■ 53%
Q02	Materials and equipment	16	45		4.06	■	Q02 ■ 13% ■ 50% ■ 31%
Q03	Opportunity to do best	16	46		4.06	■	Q03 ■ 25% ■ 44% ■ 31%
Q04	Recognition	15	21		3.13	■	Q04 ■ 7% ■ 20% ■ 40% ■ 20% ■ 13%
Q05	Cares about me	15	54		4.33	■	Q05 ■ 13% ■ 40% ■ 47%
Q06	Development	16	18		3.38	■	Q06 ■ 25% ■ 19% ■ 25% ■ 25%
Q07	Opinions Count	16	41		3.75	■	Q07 ■ 13% ■ 31% ■ 25% ■ 31%
Q08	Mission/Purpose	15	34		3.93	■	Q08 ■ 7% ■ 20% ■ 47% ■ 27%
Q09	Committed to quality	16	40		4.00	■	Q09 ■ 25% ■ 31% ■ 38%
Q10	Best friend	14	36		3.50	■	Q10 ■ 7% ■ 57% ■ 14% ■ 21%
Q11	Progress	13	4		2.54	■	Q11 ■ 23% ■ 31% ■ 15% ■ 31%
Q12	Learn and Grow	14	35		3.93	■	Q12 ■ 7% ■ 29% ■ 21% ■ 43%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

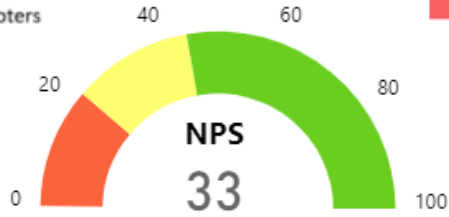
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
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 - Music Hist, Thry, & Ethnomusic - Heidelberg
 - College of Science - Gen - Gao
 - CVAD-Dean's Off - Watts
 - Education-Dean's Off - Bomer
 - Engineering-Dean's Off - Tsatsoulis
 - HPS-Dean's Off-Gen - Holloway

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.81

2017: **4.11**

Grand Mean

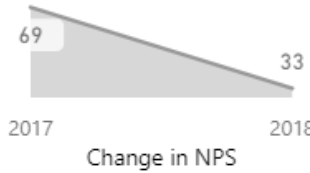
Represents the unit's overall engagement on a scale of 1-5

31

2017: **16**

Respondents

Greatest number of respondents on any one question



37

2017: **67**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	31	49	4.81	4.48	↓	6% 39% 55%
Q02	Materials and equipment	31	32	4.38	3.87	↓	6% 32% 23% 39%
Q03	Opportunity to do best	31	48	4.44	4.10	↓	19% 29% 45%
Q04	Recognition	31	28	3.56	3.29	↓	23% 16% 26% 32%
Q05	Cares about me	30	45	4.25	4.20	↓	17% 23% 53%
Q06	Development	30	30	3.69	3.67	↓	13% 20% 30% 33%
Q07	Opinions Count	31	26	4.13	3.48	↓	19% 23% 35% 19%
Q08	Mission/Purpose	31	43	4.31	4.06	↓	10% 13% 26% 48%
Q09	Committed to quality	31	49	4.56	4.19	↓	19% 42% 39%
Q10	Best friend	30	29	3.50	3.37	↓	13% 7% 33% 23% 23%
Q11	Progress	29	13	3.25	3.14	↓	24% 21% 7% 14% 34%
Q12	Learn and Grow	30	35	4.50	3.93	↓	17% 13% 17% 50%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

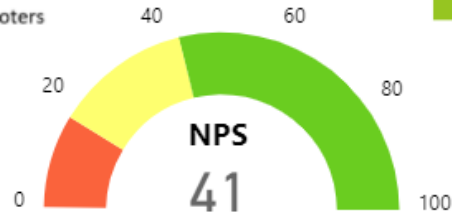
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
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 - College of Science - Gen - Gao
 - CVAD-Dean's Off - Watts
 - Education-Dean's Off - Bomer
 - Engineering-Dean's Off - Tsatsoulis
 - HPS-Dean's Off-Gen - Holloway

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.27

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

12

2017: null

Respondents

Greatest number of respondents on any one question

79

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	12	69		4.67		8% 17% 75%
Q02	Materials and equipment	12	29		3.83		33% 50% 17%
Q03	Opportunity to do best	12	76		4.50		8% 33% 58%
Q04	Recognition	12	48		3.75		8% 8% 8% 50% 25%
Q05	Cares about me	12	42		4.17		8% 25% 8% 58%
Q06	Development	12	53		4.08		8% 8% 42% 42%
Q07	Opinions Count	12	83		4.50		8% 33% 58%
Q08	Mission/Purpose	12	72		4.50		17% 17% 67%
Q09	Committed to quality	12	67		4.42		25% 8% 67%
Q10	Best friend	12	54		3.92		17% 17% 25% 42%
Q11	Progress	12	62		4.33		8% 42% 50%
Q12	Learn and Grow	12	76		4.58		8% 25% 67%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

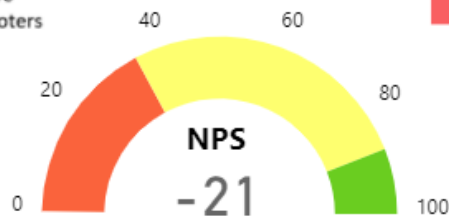
Employee Category

Select Department

- Office of the President - Smatresk
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 - Inst Equity & Div-Gen - Woodard
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 - HPS-Dean's Off-Gen - Holloway

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.67

2017: **3.75**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

15

2017: **10**

Respondents

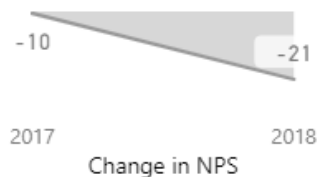
Greatest number of respondents on any one question

24

2017: **29**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	15	11	3.90	3.87	↓	40% 33% 27%
Q02	Materials and equipment	15	19	3.60	3.60		7% 13% 20% 33% 27%
Q03	Opportunity to do best	15	25	3.10	3.73	↑	13% 13% 47% 27%
Q04	Recognition	14	38	4.11	3.50	↓	7% 21% 14% 29% 29%
Q05	Cares about me	15	28	4.10	3.93	↓	13% 7% 40% 40%
Q06	Development	15	24	3.60	3.53	↓	13% 7% 27% 20% 33%
Q07	Opinions Count	14	31	3.90	3.57	↓	7% 7% 29% 36% 21%
Q08	Mission/Purpose	15	13	3.50	3.47	↓	13% 7% 27% 27% 27%
Q09	Committed to quality	15	51	4.40	4.20	↓	27% 27% 47%
Q10	Best friend	13	41	3.10	3.62	↑	8% 8% 31% 23% 31%
Q11	Progress	14	12	3.70	3.07	↓	21% 14% 14% 36% 14%
Q12	Learn and Grow	15	43	4.00	4.00		7% 33% 13% 47%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

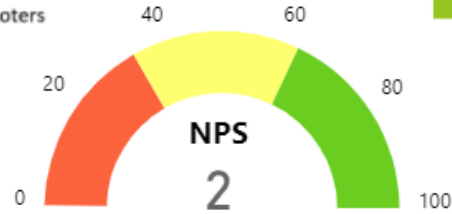
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Business-Dean's Off - Wiley
 - CLASS-Dean's Off-Gen - Holdeman
 - CMHT-Gen - Forney
 - College at Frisco - McCoy
 - College of Music-Gen - Richmond
 - College of Science - Gen - Gao
 - CVAD-Dean's Off - Watts
 - Education-Dean's Off - Bomer
 - Engineering-Dean's Off - Tsatsoulis
 - HPS-Dean's Off-Gen - Holloway
 - Information-Dean's Off - Kinshuk
 - International Affairs-Gen - Wood
 - Mayborn Sch of Journal-Gen - Bland
 - TAMS-Dean's Off - de Oliveira

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.80

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

187

2017: null

Respondents

Greatest number of respondents on any one question

35

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	186	48		4.44	■	7% 39% 53%
Q02	Materials and equipment	186	36		3.97	■	7% 17% 38% 35%
Q03	Opportunity to do best	185	45		4.01	■	18% 42% 34%
Q04	Recognition	181	27		3.27	■	17% 14% 18% 27% 24%
Q05	Cares about me	186	37		4.08	■	16% 27% 47%
Q06	Development	182	29		3.65	■	8% 13% 19% 27% 33%
Q07	Opinions Count	186	41		3.76	■	9% 19% 36% 30%
Q08	Mission/Purpose	185	34		3.95	■	17% 32% 39%
Q09	Committed to quality	185	41		4.05	■	16% 37% 39%
Q10	Best friend	170	16		3.01	■	19% 16% 28% 21% 17%
Q11	Progress	175	21		3.40	■	15% 10% 22% 27% 26%
Q12	Learn and Grow	175	38		3.97	■	23% 27% 41%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

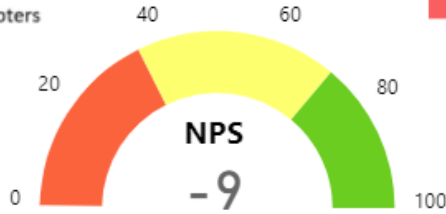
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
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 - Provost-Gen - Cowley
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 - College of Music-Gen - Richmond
 - College of Science - Gen - Gao
 - Biological Sciences - Goven III
 - CAS-Info Technology Services - Christian
 - Chemistry - Richmond
 - Mathematics - Conley
 - Physics - Monticino
 - CVAD-Dean's Off - Watts
 - Education-Dean's Off - Bomer
 - Engineering-Dean's Off - Tsatsoulis
 - HPS-Dean's Off-Gen - Holloway

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.72

2017: **3.78**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

87

2017: **54**

Respondents

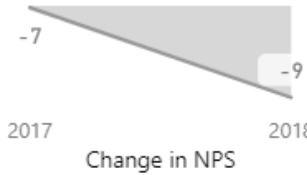
Greatest number of respondents on any one question

28

2017: **32**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	87	40	4.48	4.36	↓	9% 43% 47%
Q02	Materials and equipment	87	31	3.81	3.85	↑	9% 16% 41% 30%
Q03	Opportunity to do best	86	32	3.91	3.84	↓	26% 42% 26%
Q04	Recognition	84	23	3.31	3.17	↓	14% 18% 24% 25% 19%
Q05	Cares about me	87	37	4.06	4.08	↑	21% 34% 40%
Q06	Development	85	22	3.76	3.49	↓	7% 15% 24% 29% 25%
Q07	Opinions Count	87	36	3.62	3.69	↑	9% 24% 37% 25%
Q08	Mission/Purpose	86	34	3.83	3.95	↑	22% 33% 37%
Q09	Committed to quality	86	43	3.98	4.10	↑	19% 40% 38%
Q10	Best friend	79	11	3.24	2.85	↓	16% 20% 34% 20% 9%
Q11	Progress	82	17	3.37	3.28	↓	13% 11% 32% 22% 22%
Q12	Learn and Grow	80	36	4.00	3.95	↓	30% 25% 39%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

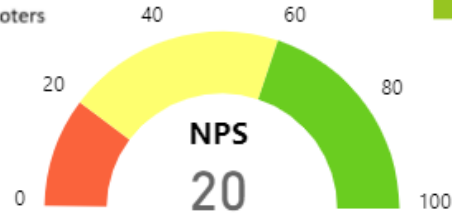
Employee Category

Select Department

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 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Business-Dean's Off - Wiley
 - CLASS-Dean's Off-Gen - Holdeman
 - CMHT-Gen - Forney
 - College at Frisco - McCoy
 - College of Music-Gen - Richmond
 - College of Science - Gen - Gao
 - Biological Sciences - Goven III
 - Biological Sciences - Thompson
 - * End of Hierarchy *
 - CAS-Info Technology Services - Christian
 - Chemistry - Richmond
 - Mathematics - Conley
 - Physics - Monticino
 - CVAD-Dean's Off - Watts
 - Education-Dean's Off - Bomer

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.97

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

10

2017: null

Respondents

Greatest number of respondents on any one question

53

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	10	36		4.30	■	Q01: 20% (Passive), 30% (Promoters), 50% (Promoters)
Q02	Materials and equipment	10	62		4.30	■	Q02: 20% (Passive), 30% (Promoters), 50% (Promoters)
Q03	Opportunity to do best	10	35		3.90	■	Q03: 10% (Detractors), 20% (Passive), 40% (Promoters), 30% (Promoters)
Q04	Recognition	10	29		3.30	■	Q04: 10% (Detractors), 20% (Detractors), 30% (Passive), 10% (Passive), 30% (Promoters)
Q05	Cares about me	10	45		4.20	■	Q05: 20% (Passive), 40% (Promoters), 40% (Promoters)
Q06	Development	10	27		3.60	■	Q06: 10% (Detractors), 50% (Passive), 10% (Passive), 30% (Promoters)
Q07	Opinions Count	10	37		3.70	■	Q07: 10% (Detractors), 30% (Passive), 30% (Promoters), 30% (Promoters)
Q08	Mission/Purpose	10	83		4.70	■	Q08: 10% (Passive), 10% (Promoters), 80% (Promoters)
Q09	Committed to quality	10	74		4.50	■	Q09: 10% (Passive), 30% (Promoters), 60% (Promoters)
Q10	Best friend	10	53		3.90	■	Q10: 10% (Detractors), 20% (Passive), 40% (Promoters), 30% (Promoters)
Q11	Progress	10	18		3.30	■	Q11: 20% (Detractors), 10% (Detractors), 20% (Passive), 20% (Passive), 30% (Promoters)
Q12	Learn and Grow	10	43		4.00	■	Q12: 40% (Passive), 20% (Promoters), 40% (Promoters)

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

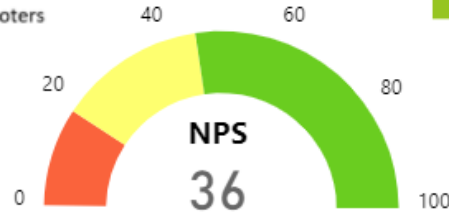
Employee Category

Select Department

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 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
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 - CLASS-Dean's Off-Gen - Holdeman
 - CMHT-Gen - Forney
 - College at Frisco - McCoy
 - College of Music-Gen - Richmond
 - College of Science - Gen - Gao
 - Biological Sciences - Goven III
 - CAS-Info Technology Services - Christian
 - Chemistry - Richmond
 - Mathematics - Conley
 - Physics - Monticino
 - CVAD-Dean's Off - Watts
 - Education-Dean's Off - Bomer
 - Engineering-Dean's Off - Tsatsoulis

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.38

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

11

2017: null

Respondents

Greatest number of respondents on any one question

87

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	11	67		4.64	■	Q01 ■ 36% ■ 64%
Q02	Materials and equipment	11	83		4.64	■	Q02 ■ 9% ■ 18% ■ 73%
Q03	Opportunity to do best	11	48		4.09	■	Q03 ■ 9% ■ 64% ■ 27%
Q04	Recognition	11	74		4.27	■	Q04 ■ 18% ■ 36% ■ 45%
Q05	Cares about me	11	86		4.82	■	Q05 ■ 9% ■ 91%
Q06	Development	11	84		4.64	■	Q06 ■ 9% ■ 9% ■ 82%
Q07	Opinions Count	11	88		4.64	■	Q07 ■ 36% ■ 64%
Q08	Mission/Purpose	11	68		4.45	■	Q08 ■ 9% ■ 27% ■ 64%
Q09	Committed to quality	11	86		4.73	■	Q09 ■ 27% ■ 73%
Q10	Best friend	10	11		2.80	■	Q10 ■ 30% ■ 10% ■ 30% ■ 10% ■ 20%
Q11	Progress	11	64		4.36	■	Q11 ■ 18% ■ 27% ■ 55%
Q12	Learn and Grow	11	68		4.45	■	Q12 ■ 9% ■ 27% ■ 64%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

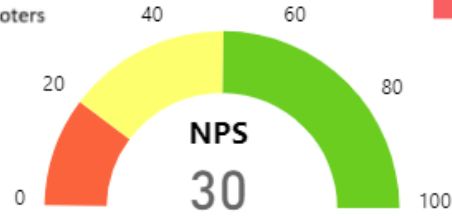
Employee Category

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 - Provost-Gen - Cowley
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 - CLASS-Dean's Off-Gen - Holdeman
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 - Biological Sciences - Goven III
 - CAS-Info Technology Services - Christian
 - Chemistry - Richmond
 - Mathematics - Conley
 - Physics - Monticino
 - CVAD-Dean's Off - Watts
 - Education-Dean's Off - Bomer
 - Engineering-Dean's Off - Tsatsoulis

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.84

2017: **4.03**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

20

2017: **20**

Respondents

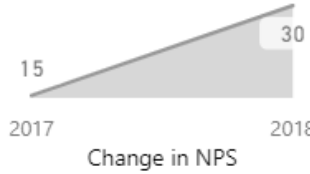
Greatest number of respondents on any one question

39

2017: **59**

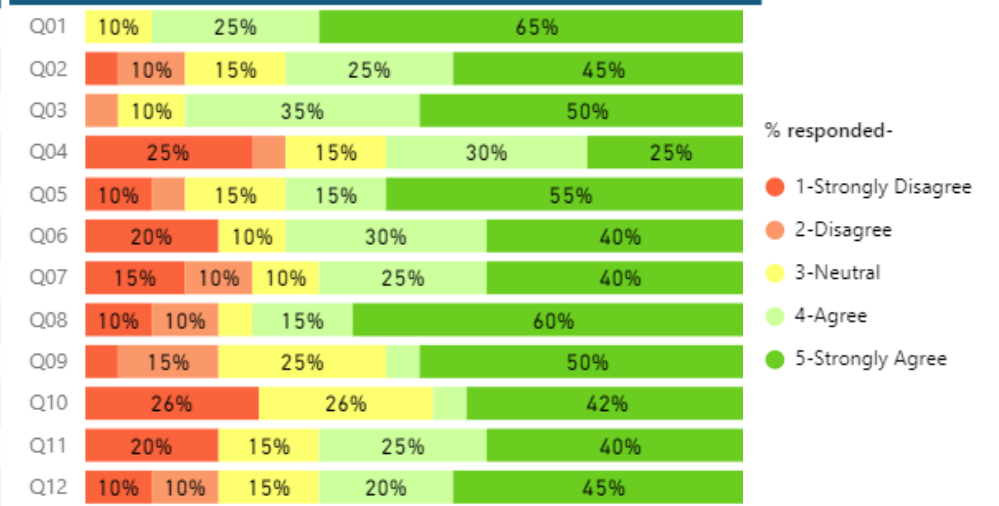
Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ
Q01	Know what's expected	20	58	4.50	4.55	↑
Q02	Materials and equipment	20	35	3.90	3.95	↑
Q03	Opportunity to do best	20	63	4.30	4.30	↔
Q04	Recognition	20	26	3.70	3.25	↓
Q05	Cares about me	20	34	4.33	4.00	↓
Q06	Development	20	31	3.74	3.70	↓
Q07	Opinions Count	20	34	4.10	3.65	↓
Q08	Mission/Purpose	20	43	4.25	4.05	↓
Q09	Committed to quality	20	25	4.05	3.80	↓
Q10	Best friend	19	29	3.26	3.37	↑
Q11	Progress	20	29	3.78	3.65	↓
Q12	Learn and Grow	20	29	4.39	3.80	↓

Frequency Distribution



Gallup Engagement Survey 2018

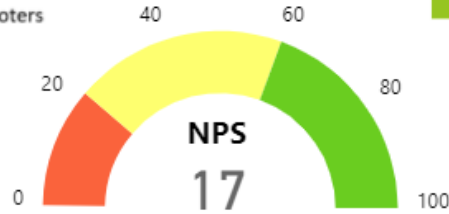
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Business-Dean's Off - Wiley
 - CLASS-Dean's Off-Gen - Holdeman
 - CMHT-Gen - Forney
 - College at Frisco - McCoy
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 - College of Science - Gen - Gao
 - Biological Sciences - Goven III
 - CAS-Info Technology Services - Christian
 - Chemistry - Richmond
 - Mathematics - Conley
 - Physics - Monticino
 - CVAD-Dean's Off - Watts
 - Education-Dean's Off - Bomer
 - Engineering-Dean's Off - Tsatsoulis

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.78

2017: **3.77**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

23

2017: **19**

Respondents

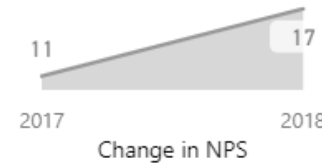
Greatest number of respondents on any one question

33

2017: **31**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	23	60	4.58	4.57		Q01: 43% (Agree) / 57% (Strongly Agree)
Q02	Materials and equipment	23	51	4.05	4.17	↑	Q02: 61% (Agree) / 30% (Strongly Agree)
Q03	Opportunity to do best	23	63	4.11	4.30	↑	Q03: 48% (Agree) / 43% (Strongly Agree)
Q04	Recognition	23	23	2.74	3.17	↑	Q04: 26% (Disagree) / 17% (Neutral) / 30% (Agree) / 22% (Strongly Agree)
Q05	Cares about me	23	36	3.74	4.04	↑	Q05: 9% (Disagree) / 9% (Neutral) / 35% (Agree) / 48% (Strongly Agree)
Q06	Development	22	25	3.68	3.55	↓	Q06: 18% (Disagree) / 18% (Neutral) / 36% (Agree) / 23% (Strongly Agree)
Q07	Opinions Count	23	42	3.74	3.78	↑	Q07: 26% (Neutral) / 39% (Agree) / 26% (Strongly Agree)
Q08	Mission/Purpose	23	30	3.68	3.83	↑	Q08: 9% (Disagree) / 17% (Neutral) / 48% (Agree) / 26% (Strongly Agree)
Q09	Committed to quality	23	41	4.26	4.04	↓	Q09: 9% (Disagree) / 70% (Agree) / 22% (Strongly Agree)
Q10	Best friend	21	19	3.00	3.10	↑	Q10: 29% (Disagree) / 29% (Neutral) / 19% (Agree) / 24% (Strongly Agree)
Q11	Progress	22	10	3.56	3.00	↓	Q11: 32% (Disagree) / 9% (Neutral) / 9% (Agree) / 27% (Strongly Agree) / 23% (Strongly Agree)
Q12	Learn and Grow	21	33	4.16	3.86	↓	Q12: 10% (Disagree) / 29% (Neutral) / 29% (Agree) / 33% (Strongly Agree)

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

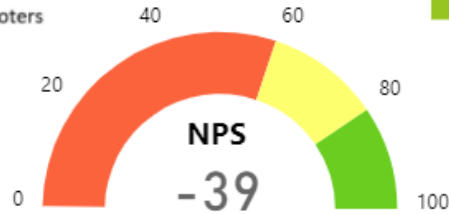
Employee Category

Select Department

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 - College of Science - Gen - Gao
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 - Chemistry - Richmond
 - Mathematics - Conley
 - Physics - Monticino
 - CVAD-Dean's Off - Watts
 - Education-Dean's Off - Bomer
 - Engineering-Dean's Off - Tsatsoulis

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.54

2017: **3.50**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

24

2017: **23**

Respondents

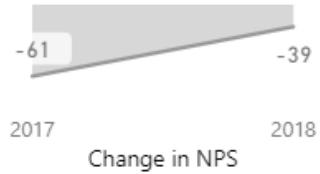
Greatest number of respondents on any one question

15

2017: **11**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	23	47	4.35	4.43	↑	Q01: 35% (Passive), 57% (Promoters)
Q02	Materials and equipment	23	24	3.83	3.74	↓	Q02: 35% (Passive), 39% (Promoters), 22% (Detractors)
Q03	Opportunity to do best	23	48	4.04	4.09	↑	Q03: 22% (Passive), 30% (Promoters), 43% (Detractors)
Q04	Recognition	21	15	2.52	2.90	↑	Q04: 24% (Passive), 24% (Detractors), 10% (Promoters), 24% (Strongly Disagree), 19% (Strongly Agree)
Q05	Cares about me	23	17	3.78	3.65	↓	Q05: 22% (Passive), 17% (Detractors), 17% (Promoters), 39% (Strongly Agree)
Q06	Development	22	17	3.35	3.36	↑	Q06: 9% (Passive), 14% (Detractors), 32% (Promoters), 23% (Strongly Disagree), 23% (Strongly Agree)
Q07	Opinions Count	23	20	3.48	3.35	↓	Q07: 13% (Passive), 13% (Detractors), 17% (Promoters), 39% (Strongly Disagree), 17% (Strongly Agree)
Q08	Mission/Purpose	23	16	3.45	3.52	↑	Q08: 17% (Passive), 17% (Detractors), 43% (Promoters), 17% (Strongly Disagree)
Q09	Committed to quality	23	13	3.22	3.52	↑	Q09: 17% (Passive), 26% (Detractors), 26% (Promoters), 26% (Strongly Disagree)
Q10	Best friend	21	22	3.41	3.19	↓	Q10: 14% (Passive), 24% (Detractors), 10% (Promoters), 33% (Strongly Disagree), 19% (Strongly Agree)
Q11	Progress	21	12	2.91	3.10	↑	Q11: 14% (Passive), 19% (Detractors), 19% (Promoters), 38% (Strongly Disagree), 10% (Strongly Agree)
Q12	Learn and Grow	22	23	3.70	3.68	↓	Q12: 9% (Passive), 18% (Detractors), 45% (Promoters), 23% (Strongly Disagree)

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

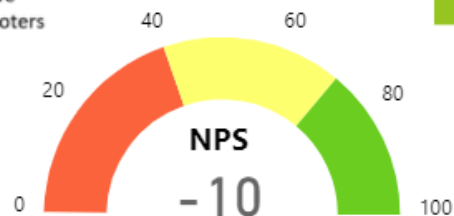
Employee Category

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 - CMHT-Gen - Forney
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 - College of Science - Gen - Gao
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 - Education-Dean's Off - Bomer
 - Engineering-Dean's Off - Tsatsoulis
 - HPS-Dean's Off-Gen - Holloway
 - Information-Dean's Off - Kinshuk
 - International Affairs-Gen - Wood
 - Mayborn Sch of Journal-Gen - Bland
 - TAMS-Dean's Off - de Oliveira

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.53

2017: **3.46**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

74

2017: **58**

Respondents

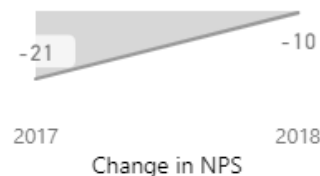
Greatest number of respondents on any one question

15

2017: **9**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	74	16	4.07	3.99	↓	7% 18% 35% 39%
Q02	Materials and equipment	74	18	3.71	3.59	↓	7% 12% 24% 28% 28%
Q03	Opportunity to do best	74	22	3.48	3.69	↑	8% 11% 15% 36% 30%
Q04	Recognition	71	21	2.80	3.13	↑	20% 20% 15% 18% 27%
Q05	Cares about me	74	27	3.69	3.89	↑	11% 15% 22% 47%
Q06	Development	74	25	3.50	3.55	↑	12% 11% 18% 28% 31%
Q07	Opinions Count	74	24	3.29	3.43	↑	19% 22% 26% 30%
Q08	Mission/Purpose	74	14	3.47	3.49	↑	16% 8% 16% 30% 30%
Q09	Committed to quality	73	43	4.10	4.10	0	16% 30% 45%
Q10	Best friend	72	13	2.95	2.89	↓	19% 22% 26% 14% 18%
Q11	Progress	71	13	2.94	3.13	↑	23% 14% 14% 27% 23%
Q12	Learn and Grow	70	16	3.54	3.49	↓	14% 13% 10% 36% 27%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

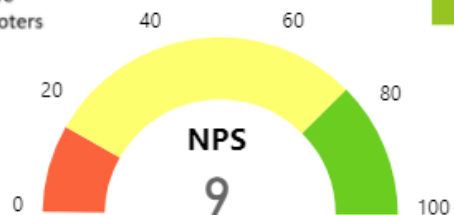
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
 - Business-Dean's Off - Wiley
 - CLASS-Dean's Off-Gen - Holdeman
 - CMHT-Gen - Forney
 - College at Frisco - McCoy
 - College of Music-Gen - Richmond
 - College of Science - Gen - Gao
 - CVAD-Dean's Off - Watts
 - CVAD-Dean's Off - Baxter
 - CVAD-Dean's Off - Ligon
 - Education-Dean's Off - Bomer
 - Engineering-Dean's Off - Tsatsoulis
 - HPS-Dean's Off-Gen - Holloway
 - Information-Dean's Off - Kinshuk
 - International Affairs-Gen - Wood

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.98

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

12

2017: null

Respondents

Greatest number of respondents on any one question

53

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	12	38		4.33	■	Q01 ■ 25% ■ 17% ■ 58%
Q02	Materials and equipment	12	41		4.00	■	Q02 ■ 33% ■ 33% ■ 33%
Q03	Opportunity to do best	12	70		4.42	■	Q03 ■ 58% ■ 42%
Q04	Recognition	11	31		3.36	■	Q04 ■ 9% ■ 27% ■ 9% ■ 27% ■ 27%
Q05	Cares about me	12	54		4.33	■	Q05 ■ 17% ■ 33% ■ 50%
Q06	Development	12	67		4.33	■	Q06 ■ 8% ■ 8% ■ 25% ■ 58%
Q07	Opinions Count	12	50		3.92	■	Q07 ■ 8% ■ 33% ■ 8% ■ 50%
Q08	Mission/Purpose	12	60		4.33	■	Q08 ■ 8% ■ 42% ■ 50%
Q09	Committed to quality	12	15		3.58	■	Q09 ■ 8% ■ 8% ■ 17% ■ 50% ■ 17%
Q10	Best friend	12	21		3.17	■	Q10 ■ 8% ■ 17% ■ 42% ■ 17% ■ 17%
Q11	Progress	11	29		3.64	■	Q11 ■ 9% ■ 18% ■ 45% ■ 27%
Q12	Learn and Grow	10	65		4.40	■	Q12 ■ 10% ■ 30% ■ 60%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

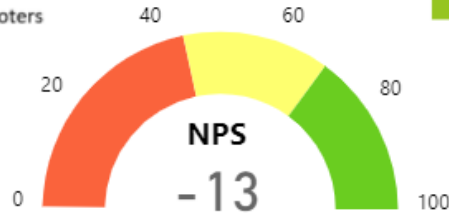
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Business-Dean's Off - Wiley
 - CLASS-Dean's Off-Gen - Holdeman
 - CMHT-Gen - Forney
 - College at Frisco - McCoy
 - College of Music-Gen - Richmond
 - College of Science - Gen - Gao
 - CVAD-Dean's Off - Watts
 - CVAD-Dean's Off - Baxter
 - CVAD-Dean's Off - Ligon
 - Education-Dean's Off - Bomer
 - Engineering-Dean's Off - Tsatsoulis
 - HPS-Dean's Off-Gen - Holloway
 - Information-Dean's Off - Kinshuk
 - International Affairs-Gen - Wood

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.41

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

2017: **3.37**

60

Respondents

Greatest number of respondents on any one question

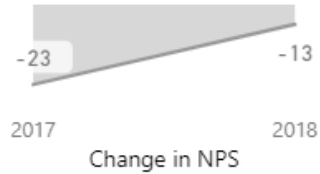
2017: **52**

9

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

2017: **6**



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	60	12	4.02	3.92	↓	8% 17% 37% 37%
Q02	Materials and equipment	60	14	3.63	3.48	↓	8% 15% 23% 27% 27%
Q03	Opportunity to do best	60	16	3.42	3.52	↑	10% 13% 18% 32% 27%
Q04	Recognition	58	19	2.62	3.02	↑	22% 19% 17% 17% 24%
Q05	Cares about me	60	21	3.56	3.77	↑	13% 7% 15% 20% 45%
Q06	Development	60	17	3.38	3.37	↓	15% 12% 20% 28% 25%
Q07	Opinions Count	60	18	3.13	3.28	↑	22% 20% 30% 23%
Q08	Mission/Purpose	60	9	3.37	3.28	↓	20% 8% 20% 27% 25%
Q09	Committed to quality	59	49	4.12	4.19	↑	17% 25% 51%
Q10	Best friend	58	9	2.86	2.76	↓	22% 24% 24% 14% 16%
Q11	Progress	58	10	2.81	3.00	↑	26% 14% 16% 24% 21%
Q12	Learn and Grow	58	11	3.46	3.29	↓	17% 14% 12% 36% 21%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

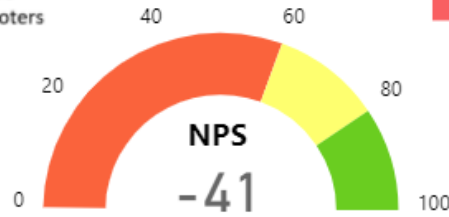
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Business-Dean's Off - Wiley
 - CLASS-Dean's Off-Gen - Holdeman
 - CMHT-Gen - Forney
 - College at Frisco - McCoy
 - College of Music-Gen - Richmond
 - College of Science - Gen - Gao
 - CVAD-Dean's Off - Watts
 - CVAD-Dean's Off - Baxter
 - CVAD-Dean's Off - Ligon
 - Art Education & Art History - Donahue-Wallace
 - Design - Wachter
 - Studio Art - Lake
 - Education-Dean's Off - Bomer
 - Engineering-Dean's Off - Tsatsoulis

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



2.72

2017: **2.78**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

15

2017: **10**

Respondents

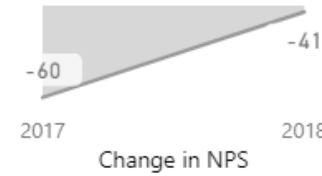
Greatest number of respondents on any one question

1

2017: **1**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	15	1	3.50	3.27	↓	Q01: 27% (1), 20% (2), 27% (3), 27% (4)
Q02	Materials and equipment	15	7	3.40	3.20	↓	Q02: 13% (1), 13% (2), 40% (3), 7% (4), 27% (5)
Q03	Opportunity to do best	15	3	2.90	2.93	↑	Q03: 27% (1), 13% (2), 20% (3), 20% (4), 20% (5)
Q04	Recognition	15	4	1.80	2.27	↑	Q04: 47% (1), 7% (2), 27% (3), 13% (4), 7% (5)
Q05	Cares about me	15	3	2.30	2.93	↑	Q05: 33% (1), 7% (2), 20% (3), 13% (4), 27% (5)
Q06	Development	15	2	2.60	2.47	↓	Q06: 40% (1), 13% (2), 13% (3), 27% (4), 7% (5)
Q07	Opinions Count	15	3	2.30	2.53	↑	Q07: 47% (1), 20% (2), 20% (3), 13% (4)
Q08	Mission/Purpose	15	1	3.10	2.73	↓	Q08: 40% (1), 20% (2), 27% (3), 13% (4)
Q09	Committed to quality	14	17	3.50	3.64	↑	Q09: 7% (1), 43% (2), 29% (3), 21% (4)
Q10	Best friend	14	1	2.00	1.79	↓	Q10: 50% (1), 36% (2), 14% (3)
Q11	Progress	14	2	2.90	2.21	↓	Q11: 43% (1), 14% (2), 29% (3), 7% (4), 7% (5)
Q12	Learn and Grow	14	2	3.10	2.64	↓	Q12: 43% (1), 21% (2), 21% (3), 14% (4)

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

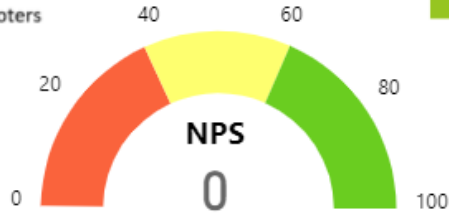
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
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 - CMHT-Gen - Forney
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 - College of Science - Gen - Gao
 - CVAD-Dean's Off - Watts
 - CVAD-Dean's Off - Baxter
 - CVAD-Dean's Off - Ligon
 - Art Education & Art History - Donahue-Wallace
 - Design - Wachter
 - Studio Art - Lake
 - Education-Dean's Off - Bomer
 - Engineering-Dean's Off - Tsatsoulis

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.79

2017: 3.47

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

11

2017: 10

Respondents

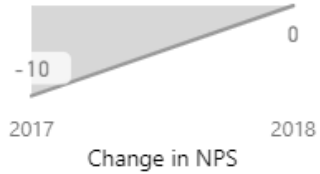
Greatest number of respondents on any one question

34

2017: 10

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	11	26	4.00	4.18	↑	Q01 9% 64% 27%
Q02	Materials and equipment	11	16	3.50	3.55	↑	Q02 27% 9% 45% 18%
Q03	Opportunity to do best	11	25	3.10	3.73	↑	Q03 27% 45% 27%
Q04	Recognition	11	31	2.80	3.36	↑	Q04 27% 27% 27% 18%
Q05	Cares about me	11	38	3.70	4.09	↑	Q05 36% 18% 45%
Q06	Development	11	43	3.90	3.91	↑	Q06 18% 18% 18% 45%
Q07	Opinions Count	11	50	3.40	3.91	↑	Q07 9% 73% 18%
Q08	Mission/Purpose	11	10	3.20	3.36	↑	Q08 9% 9% 27% 45% 9%
Q09	Committed to quality	11	81	4.70	4.64	↓	Q09 36% 64%
Q10	Best friend	10	23	3.40	3.20	↓	Q10 30% 40% 10% 20%
Q11	Progress	10	36	2.60	3.80	↑	Q11 20% 10% 40% 30%
Q12	Learn and Grow	11	25	3.33	3.73	↑	Q12 18% 9% 55% 18%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

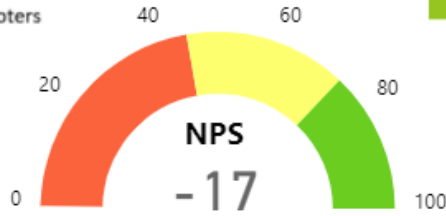
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Business-Dean's Off - Wiley
 - CLASS-Dean's Off-Gen - Holdeman
 - CMHT-Gen - Forney
 - College at Frisco - McCoy
 - College of Music-Gen - Richmond
 - College of Science - Gen - Gao
 - CVAD-Dean's Off - Watts
 - CVAD-Dean's Off - Baxter
 - CVAD-Dean's Off - Ligon
 - Art Education & Art History - Donahue-Wallace
 - Design - Wachter
 - Studio Art - Lake
 - Education-Dean's Off - Bomer
 - Engineering-Dean's Off - Tsatsoulis

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.47

2017: **3.46**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

26

2017: **21**

Respondents

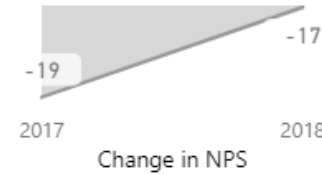
Greatest number of respondents on any one question

12

2017: **9**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	26	19	4.19	4.04	↓	15% 38% 38%
Q02	Materials and equipment	26	13	3.67	3.46	↓	12% 12% 19% 35% 23%
Q03	Opportunity to do best	26	22	3.62	3.69	↑	8% 8% 23% 31% 31%
Q04	Recognition	24	20	2.37	3.08	↑	17% 29% 8% 21% 25%
Q05	Cares about me	26	30	3.76	3.96	↑	12% 8% 27% 50%
Q06	Development	26	21	3.29	3.46	↑	8% 12% 27% 35% 19%
Q07	Opinions Count	26	18	3.14	3.27	↑	15% 12% 27% 23% 23%
Q08	Mission/Purpose	26	6	3.57	3.19	↓	19% 15% 19% 19% 27%
Q09	Committed to quality	26	57	4.29	4.27	↓	12% 23% 58%
Q10	Best friend	26	15	3.19	3.00	↓	12% 23% 35% 15% 15%
Q11	Progress	26	9	2.74	2.92	↑	31% 12% 12% 27% 19%
Q12	Learn and Grow	26	11	3.67	3.27	↓	15% 15% 12% 42% 15%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

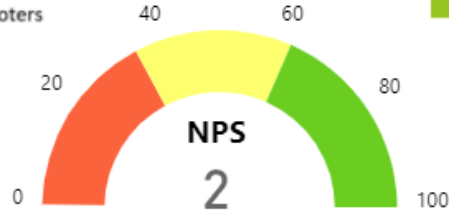
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
 - Business-Dean's Off - Wiley
 - CLASS-Dean's Off-Gen - Holdeman
 - CMHT-Gen - Forney
 - College at Frisco - McCoy
 - College of Music-Gen - Richmond
 - College of Science - Gen - Gao
 - CVAD-Dean's Off - Watts
 - Education-Dean's Off - Bomer
 - Engineering-Dean's Off - Tsatsoulis
 - HPS-Dean's Off-Gen - Holloway
 - Information-Dean's Off - Kinshuk
 - International Affairs-Gen - Wood
 - Mayborn Sch of Journal-Gen - Bland
 - TAMS-Dean's Off - de Oliveira

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.73

2017: 3.59

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

208

2017: 107

Respondents

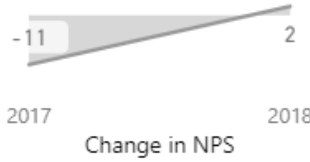
Greatest number of respondents on any one question

29

2017: 16

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	207	33	4.19	4.26	↑	11% 38% 47%
Q02	Materials and equipment	208	44	3.85	4.03	↑	8% 17% 30% 43%
Q03	Opportunity to do best	208	36	3.70	3.95	↑	7% 17% 34% 38%
Q04	Recognition	199	17	3.02	2.99	↓	26% 16% 18% 15% 26%
Q05	Cares about me	207	33	4.04	3.99	↓	9% 14% 28% 45%
Q06	Development	207	31	3.65	3.70	↑	11% 11% 14% 27% 38%
Q07	Opinions Count	204	30	3.46	3.56	↑	9% 13% 18% 32% 28%
Q08	Mission/Purpose	205	43	3.74	4.06	↑	7% 17% 23% 49%
Q09	Committed to quality	207	28	3.58	3.87	↑	21% 35% 34%
Q10	Best friend	194	17	2.83	3.03	↑	24% 18% 16% 18% 25%
Q11	Progress	199	19	3.33	3.36	↑	15% 14% 20% 22% 29%
Q12	Learn and Grow	205	35	3.72	3.93	↑	8% 16% 31% 40%

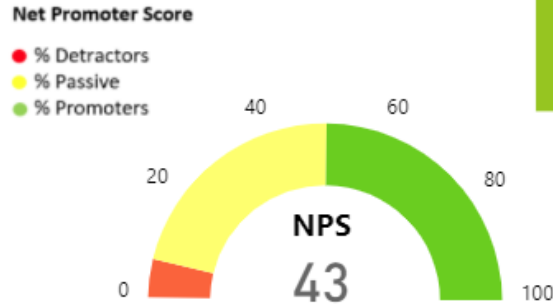
- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Business-Dean's Off - Wiley
 - CLASS-Dean's Off-Gen - Holdeman
 - CMHT-Gen - Forney
 - College at Frisco - McCoy
 - College of Music-Gen - Richmond
 - College of Science - Gen - Gao
 - CVAD-Dean's Off - Watts
 - Education-Dean's Off - Bomer
 - Autism Center - Callahan
 - Counseling & Higher Education - Holden
 - Educational Psychology - Henson
 - Education-Dean's Off - Combes
 - Education-Dean's Off - Leavell
 - Kinesiology, Hlth Promo, & Rec - Nauright



4.30

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

14

2017: null

Respondents

Greatest number of respondents on any one question

82

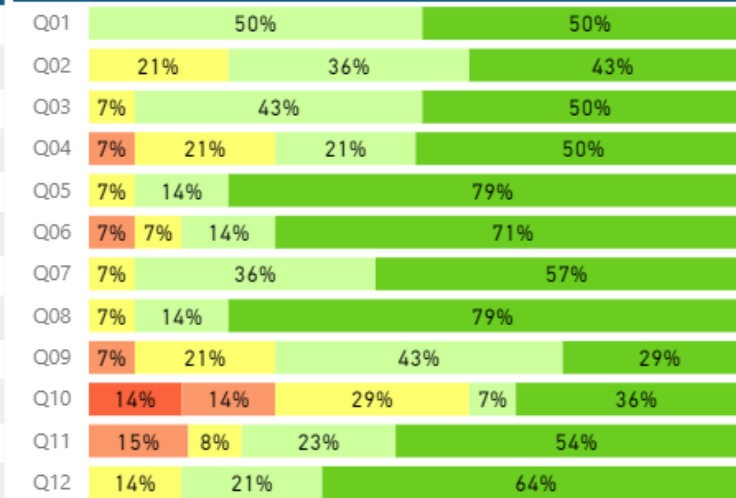
2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ
Q01	Know what's expected	14	53		4.50	
Q02	Materials and equipment	14	55		4.21	
Q03	Opportunity to do best	14	71		4.43	
Q04	Recognition	14	67		4.14	
Q05	Cares about me	14	79		4.71	
Q06	Development	14	76		4.50	
Q07	Opinions Count	14	83		4.50	
Q08	Mission/Purpose	14	83		4.71	
Q09	Committed to quality	14	31		3.93	
Q10	Best friend	14	28		3.36	
Q11	Progress	13	52		4.15	
Q12	Learn and Grow	14	73		4.50	

Frequency Distribution



- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

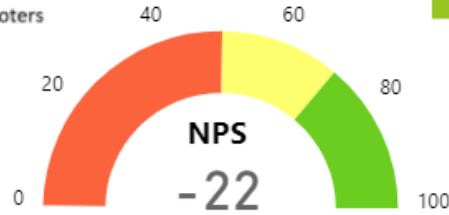
Employee Category

Select Department

- Education-Dean's Off - Bomer
- Autism Center - Callahan
- Counseling & Higher Education - Holden
- Educational Psychology - Henson
- Education-Dean's Off - Combes
- Education-Dean's Off - Leavell
- Kinesiology, Hlth Promo, & Rec - Nauright
- Teacher Education & Admin - Laney
- Engineering-Dean's Off - Tsatsoulis
- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.81

2017: 3.44

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

28

2017: 14

Respondents

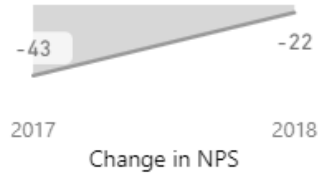
Greatest number of respondents on any one question

36

2017: 8

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	27	27	4.14	4.19	↑	11% 48% 37%
Q02	Materials and equipment	28	32	3.43	3.86	↑	7% 25% 29% 36%
Q03	Opportunity to do best	28	30	3.86	3.82	↓	7% 21% 39% 29%
Q04	Recognition	28	29	2.86	3.32	↑	18% 21% 11% 11% 39%
Q05	Cares about me	28	34	3.85	4.00	↑	18% 11% 11% 57%
Q06	Development	28	59	3.71	4.18	↑	7% 7% 25% 57%
Q07	Opinions Count	28	38	3.21	3.71	↑	11% 11% 18% 18% 43%
Q08	Mission/Purpose	28	43	3.36	4.04	↑	7% 14% 29% 46%
Q09	Committed to quality	28	49	3.57	4.18	↑	7% 11% 32% 50%
Q10	Best friend	26	18	2.23	3.04	↑	23% 23% 12% 12% 31%
Q11	Progress	26	16	3.64	3.23	↓	19% 19% 12% 19% 31%
Q12	Learn and Grow	27	49	3.43	4.15	↑	7% 19% 26% 48%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

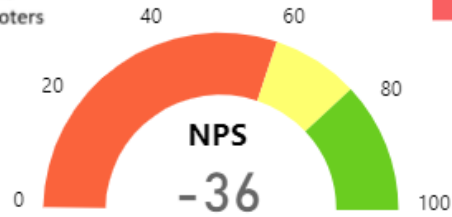
Employee Category

Select Department

- Education-Dean's Off - Bomer
- Autism Center - Callahan
- Counseling & Higher Education - Holden
- Educational Psychology - Henson
- Education-Dean's Off - Combes
- Education-Dean's Off - Leavell
- Kinesiology, Hlth Promo, & Rec - Nauright
- Teacher Education & Admin - Laney
- Engineering-Dean's Off - Tsatsoulis
- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.49

2017: **3.54**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

25

2017: **15**

Respondents

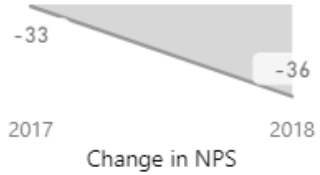
Greatest number of respondents on any one question

13

2017: **13**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	25	34	4.13	4.28	↑	12% 32% 52%
Q02	Materials and equipment	25	35	4.07	3.96	↓	8% 20% 40% 32%
Q03	Opportunity to do best	25	29	3.36	3.80	↑	8% 16% 44% 28%
Q04	Recognition	24	8	2.71	2.58	↓	33% 21% 17% 13% 17%
Q05	Cares about me	25	25	3.80	3.84	↑	24% 40% 28%
Q06	Development	25	16	3.67	3.32	↓	12% 24% 8% 32% 24%
Q07	Opinions Count	24	19	3.57	3.29	↓	8% 21% 21% 33% 17%
Q08	Mission/Purpose	24	34	3.60	3.92	↑	8% 21% 25% 42%
Q09	Committed to quality	25	13	4.00	3.52	↓	8% 12% 16% 48% 16%
Q10	Best friend	25	8	2.86	2.72	↓	24% 28% 16% 16% 16%
Q11	Progress	24	9	2.75	2.92	↑	25% 21% 13% 21% 21%
Q12	Learn and Grow	25	25	3.93	3.72	↓	16% 20% 40% 24%

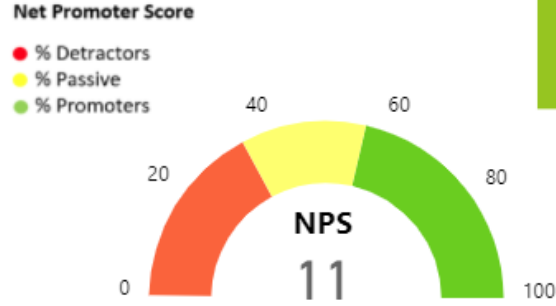
- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

Employee Category

Select Department

- Education-Dean's Off - Bomer
- Autism Center - Callahan
- Counseling & Higher Education - Holden
- Educational Psychology - Henson
- Education-Dean's Off - Combes
- Education-Dean's Off - Leavell
- Kinesiology, Hlth Promo, & Rec - Nauright
- Teacher Education & Admin - Laney
- Engineering-Dean's Off - Tsatsoulis
- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr



3.61
2017: null

Grand Mean
Represents the unit's overall engagement on a scale of 1-5

17
2017: null

Respondents
Greatest number of respondents on any one question

26
2017: null

Percentile - Ed. Services Benchmark
Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	17	39		4.34	▲	15% 36% 49%
Q02	Materials and equipment	17	48		4.12	▲	12% 9% 35% 45%
Q03	Opportunity to do best	17	44		4.00	▲	9% 21% 33% 38%
Q04	Recognition	16	13		2.73	▲	33% 29% 20% 13%
Q05	Cares about me	17	40		4.12	▲	9% 14% 36% 42%
Q06	Development	17	18		3.28	▲	15% 18% 17% 31% 22%
Q07	Opinions Count	17	24		3.39	▲	9% 19% 21% 30% 22%
Q08	Mission/Purpose	17	55		4.25	▲	18% 30% 50%
Q09	Committed to quality	17	38		3.97	▲	18% 46% 31%
Q10	Best friend	15	11		2.69	▲	29% 19% 21% 19% 14%
Q11	Progress	17	11		2.92	▲	21% 22% 23% 15% 20%
Q12	Learn and Grow	17	29		3.57	▲	14% 21% 28% 32%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

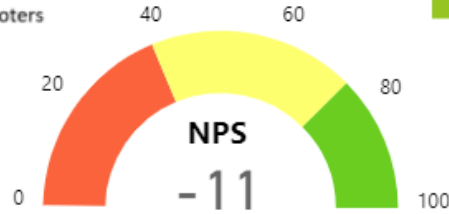
Employee Category

Select Department

- Counseling & Higher Education - Holden
- Educational Psychology - Henson
- Education-Dean's Off - Combes
 - Education-Student Advising - Pasco
 - * End of Hierarchy *
- Education-Dean's Off - Leavell
- Kinesiology, Hlth Promo, & Rec - Nauright
- Teacher Education & Admin - Laney
- Engineering-Dean's Off - Tsatsoulis
- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.38

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

16

2017: null

Respondents

Greatest number of respondents on any one question

8

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	16	36		4.31		13% 44% 44%
Q02	Materials and equipment	16	52		4.19		19% 25% 50%
Q03	Opportunity to do best	16	29		3.81		13% 19% 44% 25%
Q04	Recognition	16	7		2.50		44% 31% 13% 13%
Q05	Cares about me	16	43		4.19		13% 44% 44%
Q06	Development	16	6		2.88		19% 31% 31% 13%
Q07	Opinions Count	16	14		3.19		19% 25% 38% 13%
Q08	Mission/Purpose	16	34		3.94		25% 31% 38%
Q09	Committed to quality	16	14		3.56		13% 25% 44% 19%
Q10	Best friend	16	3		2.31		38% 25% 19% 13%
Q11	Progress	16	6		2.69		25% 13% 38% 19%
Q12	Learn and Grow	16	6		3.00		25% 31% 19% 19%

% responded-

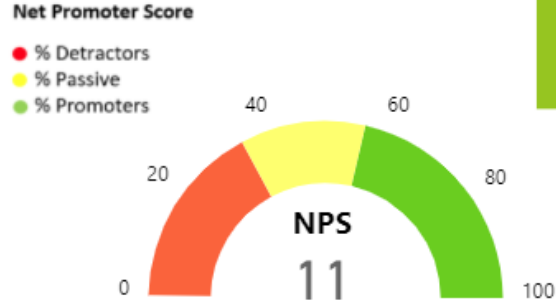
- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

Employee Category

Select Department

- Education-Dean's Off - Bomer
- Autism Center - Callahan
- Counseling & Higher Education - Holden
- Educational Psychology - Henson
- Education-Dean's Off - Combes
- Education-Dean's Off - Leavell
- Kinesiology, Hlth Promo, & Rec - Nauright
- Teacher Education & Admin - Laney
- Engineering-Dean's Off - Tsatsoulis
- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr



3.61

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

17

2017: null

Respondents

Greatest number of respondents on any one question

26

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	17	39		4.34		15% 36% 49%
Q02	Materials and equipment	17	48		4.12		12% 9% 35% 45%
Q03	Opportunity to do best	17	44		4.00		9% 21% 33% 38%
Q04	Recognition	16	13		2.73		33% 29% 20% 13%
Q05	Cares about me	17	40		4.12		9% 14% 36% 42%
Q06	Development	17	18		3.28		15% 18% 17% 31% 22%
Q07	Opinions Count	17	24		3.39		9% 19% 21% 30% 22%
Q08	Mission/Purpose	17	55		4.25		18% 30% 50%
Q09	Committed to quality	17	38		3.97		18% 46% 31%
Q10	Best friend	15	11		2.69		29% 19% 21% 19% 14%
Q11	Progress	17	11		2.92		21% 22% 23% 15% 20%
Q12	Learn and Grow	17	29		3.57		14% 21% 28% 32%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

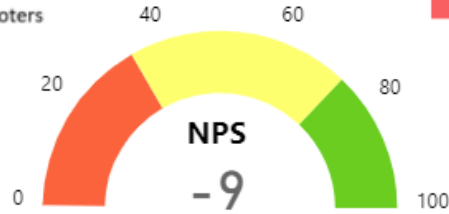
Employee Category

Select Department

- Education-Dean's Off - Bomer
- Autism Center - Callahan
- Counseling & Higher Education - Holden
- Educational Psychology - Henson
- Education-Dean's Off - Combes
- Education-Dean's Off - Leavell
- Kinesiology, Hlth Promo, & Rec - Nauright
- Teacher Education & Admin - Laney
- Engineering-Dean's Off - Tsatsoulis
- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.59

2017: 3.69

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

29

2017: 17

Respondents

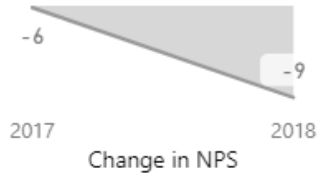
Greatest number of respondents on any one question

18

2017: 24

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	29	25	4.35	4.17	↓	17% 48% 34%
Q02	Materials and equipment	29	36	3.94	3.97	↑	7% 10% 48% 31%
Q03	Opportunity to do best	29	28	4.06	3.79	↓	7% 21% 45% 24%
Q04	Recognition	29	7	3.18	2.52	↓	31% 31% 10% 10% 17%
Q05	Cares about me	29	28	4.24	3.90	↓	7% 24% 28% 38%
Q06	Development	29	26	3.88	3.59	↓	7% 10% 28% 28% 28%
Q07	Opinions Count	29	16	3.12	3.21	↑	10% 14% 38% 21% 17%
Q08	Mission/Purpose	29	22	3.76	3.69	↓	17% 28% 24% 31%
Q09	Committed to quality	29	24	3.38	3.79	↑	7% 34% 31% 28%
Q10	Best friend	29	27	3.06	3.31	↑	14% 14% 21% 31% 21%
Q11	Progress	29	18	3.35	3.31	↓	14% 10% 28% 28% 21%
Q12	Learn and Grow	29	33	4.00	3.86	↓	10% 14% 41% 31%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

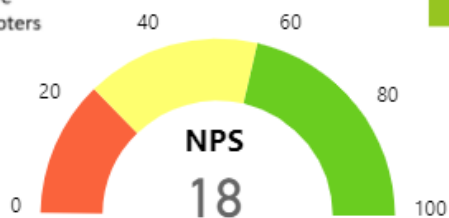
Employee Category

Select Department

- Education-Dean's Off - Bomer
- Autism Center - Callahan
- Counseling & Higher Education - Holden
- Educational Psychology - Henson
- Education-Dean's Off - Combes
- Education-Dean's Off - Leavell
- Kinesiology, Hlth Promo, & Rec - Nauright
- Teacher Education & Admin - Laney
- Engineering-Dean's Off - Tsatsoulis
- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.78

2017: **3.50**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

60

2017: **28**

Respondents

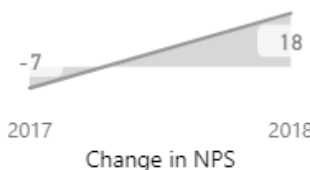
Greatest number of respondents on any one question

33

2017: **11**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	60	33	3.89	4.25	▲	7% 35% 53%
Q02	Materials and equipment	60	45	3.61	4.05	▲	20% 20% 50%
Q03	Opportunity to do best	60	46	3.46	4.03	▲	8% 15% 22% 50%
Q04	Recognition	55	20	3.04	3.05	▲	31% 7% 16% 16% 29%
Q05	Cares about me	59	27	3.89	3.88	▲	8% 8% 12% 29% 42%
Q06	Development	59	37	3.54	3.80	▲	14% 14% 29% 41%
Q07	Opinions Count	57	34	3.44	3.63	▲	11% 11% 9% 46% 25%
Q08	Mission/Purpose	58	45	3.64	4.10	▲	7% 9% 7% 22% 55%
Q09	Committed to quality	59	26	3.18	3.81	▲	7% 7% 22% 27% 37%
Q10	Best friend	54	21	3.12	3.17	▲	26% 11% 13% 20% 30%
Q11	Progress	56	26	3.54	3.55	▲	13% 7% 25% 23% 32%
Q12	Learn and Grow	59	43	3.70	4.02	▲	8% 10% 32% 44%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

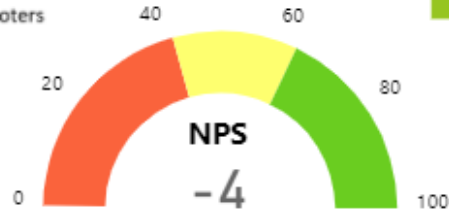
Gallup Engagement Survey 2018

Employee Category

Select Department

- CLASS-Dean's Off-Gen - Holdeman
- CMHT-Gen - Forney
- College at Frisco - McCoy
- College of Music-Gen - Richmond
- College of Science - Gen - Gao
- CVAD-Dean's Off - Watts
- Education-Dean's Off - Bomer
- Engineering-Dean's Off - Tsatsoulis
- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score
 ● % Detractors
 ● % Passive
 ● % Promoters

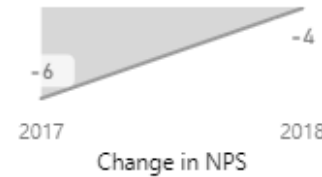


3.76

Grand Mean
Represents the unit's overall engagement on a scale of 1-5
2017: 3.66

107

Respondents
Greatest number of respondents on any one question
2017: 70

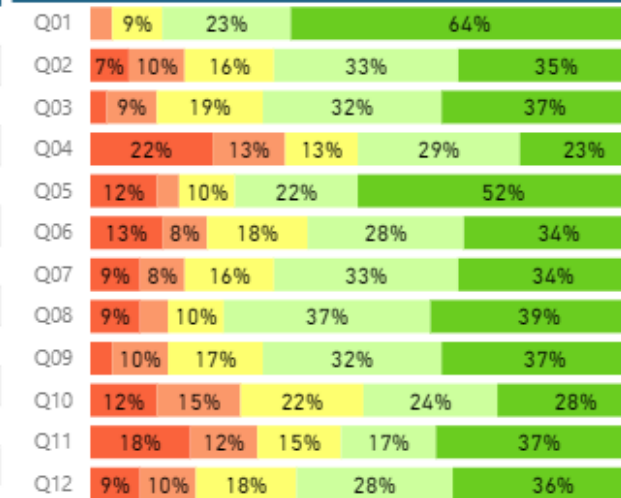


31

Percentile - Ed. Services Benchmark
Represents the unit percentile ranking compared to the Gallup education services database
2017: 21

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ
Q01	Know what's expected	107	49	4.43	4.47	↑
Q02	Materials and equipment	107	27	3.80	3.79	↓
Q03	Opportunity to do best	106	35	3.96	3.91	↓
Q04	Recognition	100	23	3.22	3.18	↓
Q05	Cares about me	106	31	4.01	3.97	↓
Q06	Development	104	28	3.55	3.63	↑
Q07	Opinions Count	106	41	3.64	3.75	↑
Q08	Mission/Purpose	106	33	3.73	3.91	↑
Q09	Committed to quality	105	30	3.78	3.90	↑
Q10	Best friend	101	31	3.11	3.41	↑
Q11	Progress	98	21	3.03	3.42	↑
Q12	Learn and Grow	105	25	3.62	3.73	↑

Frequency Distribution



% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

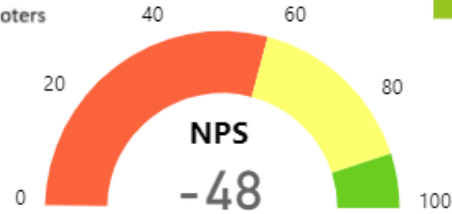
Employee Category

Select Department

- Counseling & Higher Education - Holden
- Educational Psychology - Henson
- Education-Dean's Off - Combes
- Education-Dean's Off - Leavell
- Kinesiology, Hlth Promo, & Rec - Nauright
- Teacher Education & Admin - Laney
- Engineering-Dean's Off - Tsatsoulis
 - Computer Science & Engineering - Bryant
 - Electrical Engineering - Fu
 - Engineering Technology - Barbieri
 - Materials Science & Engineer - Voevodin
- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.26

2017: 3.14

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

19

2017: 16

Respondents

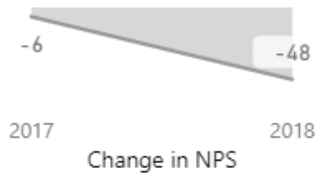
Greatest number of respondents on any one question

5

2017: 2

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	19	21	4.47	4.11	↓	16% 11% 21% 53%
Q02	Materials and equipment	19	17	3.63	3.58	↓	11% 21% 42% 21%
Q03	Opportunity to do best	18	17	3.81	3.56	↓	11% 33% 33% 22%
Q04	Recognition	17	3	2.38	2.18	↓	41% 24% 18% 12%
Q05	Cares about me	19	4	3.19	3.05	↓	21% 11% 21% 37% 11%
Q06	Development	19	7	2.81	2.95	↑	16% 26% 26% 11% 21%
Q07	Opinions Count	18	16	2.87	3.22	↑	22% 39% 33%
Q08	Mission/Purpose	18	42	3.44	4.00	↑	11% 56% 28%
Q09	Committed to quality	19	8	3.00	3.37	↑	11% 47% 16% 21%
Q10	Best friend	18	19	2.64	3.11	↑	17% 11% 28% 33% 11%
Q11	Progress	16	5	2.29	2.63	↑	31% 25% 25% 13%
Q12	Learn and Grow	17	14	3.21	3.41	↑	12% 35% 29% 18%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

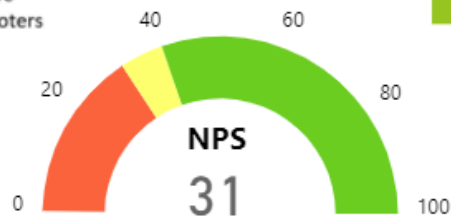
Employee Category

Select Department

- Counseling & Higher Education - Holden
- Educational Psychology - Henson
- Education-Dean's Off - Combes
- Education-Dean's Off - Leavell
- Kinesiology, Hlth Promo, & Rec - Nauright
- Teacher Education & Admin - Laney
- Engineering-Dean's Off - Tsatsoulis
- Computer Science & Engineering - Bryant
- Electrical Engineering - Fu
- Engineering Technology - Barbieri
- Materials Science & Engineer - Voevodin
- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.23

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

13

2017: null

Respondents

Greatest number of respondents on any one question

76

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	13	70		4.69		8% 15% 77%
Q02	Materials and equipment	13	50		4.15		8% 8% 31% 54%
Q03	Opportunity to do best	13	51		4.15		8% 15% 23% 54%
Q04	Recognition	11	63		4.00		9% 64% 27%
Q05	Cares about me	13	62		4.46		8% 23% 69%
Q06	Development	12	53		4.08		8% 17% 25% 50%
Q07	Opinions Count	13	80		4.46		8% 23% 69%
Q08	Mission/Purpose	13	53		4.23		8% 23% 69%
Q09	Committed to quality	13	75		4.54		8% 31% 62%
Q10	Best friend	12	62		4.08		8% 25% 8% 58%
Q11	Progress	12	41		3.92		8% 17% 8% 8% 58%
Q12	Learn and Grow	13	43		4.00		8% 15% 8% 8% 62%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

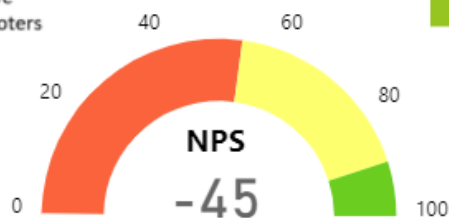
Employee Category

Select Department

- Counseling & Higher Education - Holden
- Educational Psychology - Henson
- Education-Dean's Off - Combes
- Education-Dean's Off - Leavell
- Kinesiology, Hlth Promo, & Rec - Nauright
- Teacher Education & Admin - Laney
- Engineering-Dean's Off - Tsatsoulis
- Computer Science & Engineering - Bryant
- Electrical Engineering - Fu
- Engineering Technology - Barbieri
- Materials Science & Engineer - Voevodin
- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.41

2017: **3.12**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

11

2017: **10**

Respondents

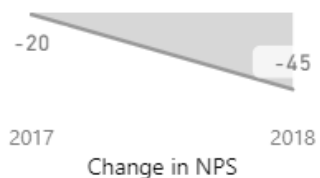
Greatest number of respondents on any one question

9

2017: **1**

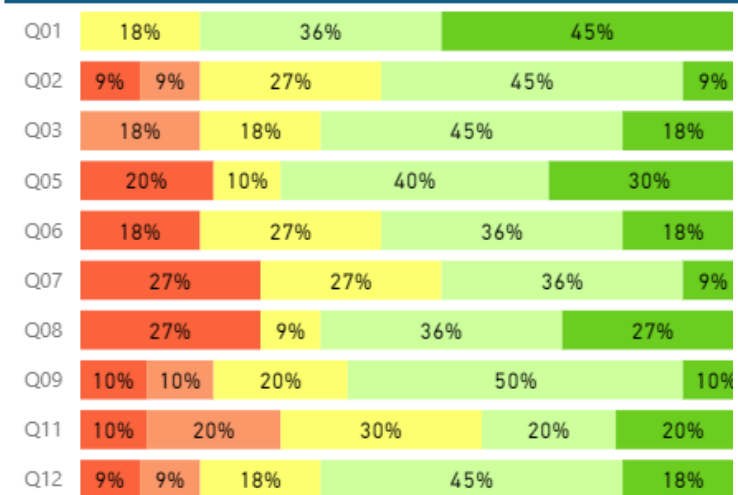
Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ
Q01	Know what's expected	11	34	4.40	4.27	↓
Q02	Materials and equipment	11	10	3.80	3.36	↓
Q03	Opportunity to do best	11	21	3.40	3.64	↑
Q04	Recognition	9	12	2.50	2.78	↑
Q05	Cares about me	10	16	3.22	3.60	↑
Q06	Development	11	17	2.90	3.36	↑
Q07	Opinions Count	11	10	2.90	3.00	↑
Q08	Mission/Purpose	11	10	3.10	3.36	↑
Q09	Committed to quality	10	9	3.10	3.40	↑
Q10	Best friend	9	33	2.00	3.44	↑
Q11	Progress	10	15	2.90	3.20	↑
Q12	Learn and Grow	11	18	3.20	3.55	↑

Frequency Distribution



% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

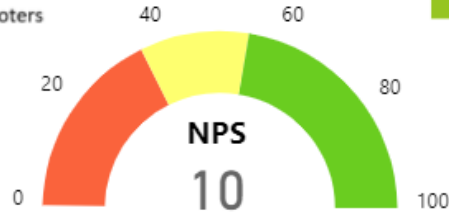
Employee Category

Select Department

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- Education-Dean's Off - Combes
- Education-Dean's Off - Leavell
- Kinesiology, Hlth Promo, & Rec - Nauright
- Teacher Education & Admin - Laney
- Engineering-Dean's Off - Tsatsoulis
- Computer Science & Engineering - Bryant
- Electrical Engineering - Fu
- Engineering Technology - Barbieri
- Materials Science & Engineer - Voevodin
- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.67

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

20

2017: null

Respondents

Greatest number of respondents on any one question

24

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	20	36		4.30	■	Q01: 15% 25% 55%
Q02	Materials and equipment	20	16		3.55	■	Q02: 25% 40% 25%
Q03	Opportunity to do best	20	35		3.90	■	Q03: 15% 10% 45% 30%
Q04	Recognition	19	22		3.16	■	Q04: 21% 21% 11% 16% 32%
Q05	Cares about me	20	25		3.85	■	Q05: 15% 15% 10% 55%
Q06	Development	20	27		3.60	■	Q06: 15% 20% 25% 35%
Q07	Opinions Count	20	24		3.45	■	Q07: 20% 10% 10% 25% 35%
Q08	Mission/Purpose	20	20		3.65	■	Q08: 15% 10% 40% 30%
Q09	Committed to quality	20	19		3.70	■	Q09: 15% 15% 35% 30%
Q10	Best friend	20	31		3.40	■	Q10: 25% 20% 25% 25%
Q11	Progress	19	31		3.68	■	Q11: 21% 21% 47%
Q12	Learn and Grow	20	27		3.75	■	Q12: 10% 20% 35% 30%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

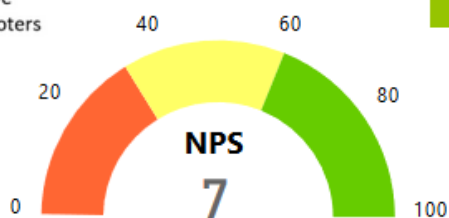
Employee Category

Select Department

- CLASS-Dean's Off-Gen - Holdeman
- CMHT-Gen - Forney
- College at Frisco - McCoy
- College of Music-Gen - Richmond
- College of Science - Gen - Gao
- CVAD-Dean's Off - Watts
- Education-Dean's Off - Bomer
- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters

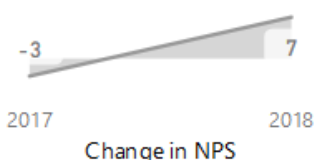


3.86

2017: **3.74**

Grand Mean

Represents the unit's overall engagement on a scale of



127

2017: **101**

Respondents

Greatest number of respondents on any one question

41

2017: **28**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	127	38	4.43	4.33	-0.10	Q01: 11% 33% 52%
Q02	Materials and equipment	127	45	4.07	4.06	-0.01	Q02: 9% 13% 34% 43%
Q03	Opportunity to do best	127	45	4.10	3.99	-0.11	Q03: 9% 16% 31% 42%
Q04	Recognition	119	26	2.99	3.25	+0.26	Q04: 24% 7% 17% 24% 29%
Q05	Cares about me	126	54	4.12	4.33	+0.21	Q05: 7% 20% 63%
Q06	Development	127	36	3.68	3.78	+0.10	Q06: 12% 9% 12% 25% 43%
Q07	Opinions Count	125	51	3.64	3.94	+0.30	Q07: 7% 20% 28% 41%
Q08	Mission/Purpose	127	35	3.80	3.96	+0.16	Q08: 8% 13% 28% 45%
Q09	Committed to quality	124	40	4.00	4.02	+0.02	Q09: 10% 38% 40%
Q10	Best friend	118	18	2.88	3.05	+0.17	Q10: 22% 14% 22% 19% 22%
Q11	Progress	123	27	3.25	3.57	+0.32	Q11: 15% 9% 15% 24% 37%
Q12	Learn and Grow	123	41	3.98	3.99	+0.01	Q12: 9% 11% 28% 47%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

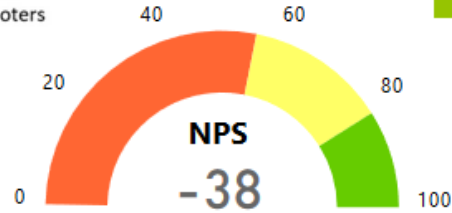
Employee Category

Select Department

- CLASS-Dean's Off-Gen - Holdeman
- CMHT-Gen - Forney
- College at Frisco - McCoy
- College of Music-Gen - Richmond
- College of Science - Gen - Gao
- CVAD-Dean's Off - Watts
- Education-Dean's Off - Bomer
- Engineering-Dean's Off - Tsatsoulis
- HPS-Dean's Off-Gen - Holloway
 - Audiology & Speech - Lang Path - Gopal
 - Behavior Analysis - Rosales-Ruiz
 - Criminal Justice - Fritsch
 - HPS-Dean's Off-Gen - Dash
 - Public Admin - Benavides
 - Rehabilitation and Health Serv - Carey
 - Social Work - Dicke
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.38

2017: null

Represents the unit's overall engagement on a scale of 1-5

23

2017: null

Respondents

Greatest number of respondents on any one question

8

2017: null

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	23	19		4.04		Q01 9% 17% 35% 39%
Q02	Materials and equipment	23	24		3.74		Q02 17% 17% 39% 26%
Q03	Opportunity to do best	23	10		3.35		Q03 13% 17% 17% 26% 26%
Q04	Recognition	22	4		2.27		Q04 50% 14% 23% 9%
Q05	Cares about me	23	28		3.91		Q05 13% 43% 35%
Q06	Development	23	11		3.13		Q06 22% 13% 17% 26% 22%
Q07	Opinions Count	23	29		3.52		Q07 17% 22% 35% 22%
Q08	Mission/Purpose	23	12		3.43		Q08 13% 13% 17% 30% 26%
Q09	Committed to quality	23	24		3.78		Q09 9% 13% 52% 22%
Q10	Best friend	22	19		3.09		Q10 23% 14% 14% 32% 18%
Q11	Progress	22	12		3.05		Q11 36% 14% 23% 27%
Q12	Learn and Grow	23	10		3.26		Q12 22% 9% 13% 35% 22%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

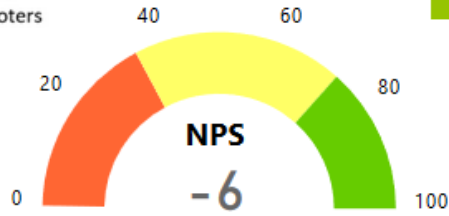
Employee Category

Select Department

- CLASS-Dean's Off-Gen - Holdeman
- CMHT-Gen - Forney
- College at Frisco - McCoy
- College of Music-Gen - Richmond
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- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.86

2017: **3.65**

Represents the unit's overall engagement on a scale of 1-5

18

2017: **11**

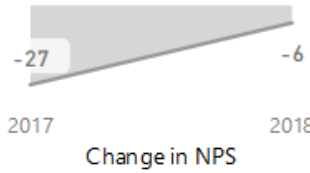
Respondents

Greatest number of respondents on any one question

41

2017: **20**

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	18	42	4.36	4.39		Q01: 50% (Promoters), 44% (Passive)
Q02	Materials and equipment	18	33	3.82	3.89		Q02: 22% (Detractors), 28% (Passive), 39% (Promoters)
Q03	Opportunity to do best	18	49	4.09	4.11		Q03: 17% (Detractors), 39% (Passive), 39% (Promoters)
Q04	Recognition	18	20	2.36	3.06		Q04: 33% (Detractors), 11% (Passive), 22% (Promoters), 28% (Strongly Agree)
Q05	Cares about me	18	67	4.18	4.50		Q05: 83% (Promoters)
Q06	Development	18	44	3.73	3.94		Q06: 17% (Detractors), 11% (Passive), 17% (Promoters), 56% (Strongly Agree)
Q07	Opinions Count	18	35	3.18	3.67		Q07: 17% (Detractors), 28% (Passive), 11% (Promoters), 44% (Strongly Agree)
Q08	Mission/Purpose	18	27	3.73	3.78		Q08: 22% (Detractors), 22% (Passive), 50% (Promoters)
Q09	Committed to quality	18	41	4.00	4.06		Q09: 11% (Detractors), 33% (Passive), 44% (Promoters)
Q10	Best friend	15	23	3.40	3.20		Q10: 33% (Detractors), 7% (Passive), 7% (Promoters), 13% (Strongly Agree), 40% (Strongly Disagree)
Q11	Progress	18	23	2.64	3.50		Q11: 22% (Detractors), 17% (Passive), 11% (Promoters), 44% (Strongly Agree)
Q12	Learn and Grow	18	54	4.27	4.22		Q12: 11% (Detractors), 17% (Passive), 61% (Promoters)

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

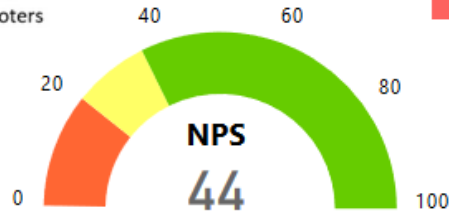
Employee Category

Select Department

- CLASS-Dean's Off-Gen - Holdeman
- CMHT-Gen - Forney
- College at Frisco - McCoy
- College of Music-Gen - Richmond
- College of Science - Gen - Gao
- CVAD-Dean's Off - Watts
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- Engineering-Dean's Off - Tsatsoulis
- HPS-Dean's Off-Gen - Holloway
 - Audiology & Speech - Lang Path - Gopal
 - Behavior Analysis - Rosales-Ruiz
 - Criminal Justice - Fritsch
 - HPS-Dean's Off-Gen - Dash
 - Public Admin - Benavides
 - Rehabilitation and Health Serv - Carey
 - Social Work - Dicke
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.29

2017: **4.31**

Represents the unit's overall engagement on a scale of 1-5

14

2017: **10**

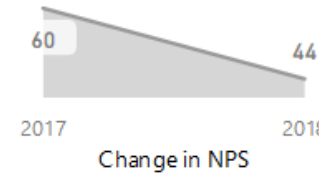
Respondents

Greatest number of respondents on any one question

81

2017: **83**

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	14	60	4.70	4.57	↓	Q01: 7% 29% 64%
Q02	Materials and equipment	14	83	4.40	4.64	↑	Q02: 7% 21% 71%
Q03	Opportunity to do best	14	56	4.40	4.21	↓	Q03: 14% 7% 21% 57%
Q04	Recognition	13	39	4.10	3.54	↓	Q04: 15% 8% 31% 46%
Q05	Cares about me	13	88	4.60	4.85	↑	Q05: 15% 85%
Q06	Development	14	73	4.60	4.43	↓	Q06: 7% 7% 21% 64%
Q07	Opinions Count	12	83	4.10	4.50	↑	Q07: 50% 50%
Q08	Mission/Purpose	14	62	4.00	4.36	↑	Q08: 14% 36% 50%
Q09	Committed to quality	13	64	4.30	4.38	↑	Q09: 15% 31% 54%
Q10	Best friend	12	25	3.30	3.25	↓	Q10: 17% 8% 25% 33% 17%
Q11	Progress	14	52	4.60	4.14	↓	Q11: 7% 21% 14% 57%
Q12	Learn and Grow	13	79	4.60	4.62	↑	Q12: 8% 23% 69%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

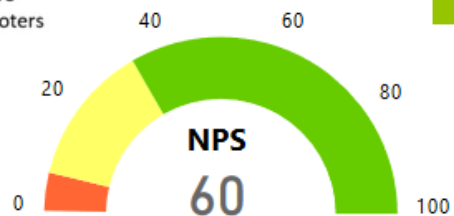
Employee Category

Select Department

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 - Criminal Justice - Fritsch
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 - Rehabilitation and Health Serv - Carey
 - Social Work - Dicke
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.21

2017: **3.87**

Represents the unit's overall engagement on a scale of 1-5

15

2017: **21**

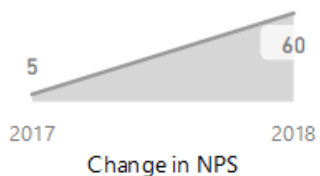
Respondents

Greatest number of respondents on any one question

75

2017: **41**

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	15	69	4.38	4.67	↑	Q01 7% 20% 73%
Q02	Materials and equipment	15	84	4.10	4.67	↑	Q02 33% 67%
Q03	Opportunity to do best	15	73	4.38	4.47	↑	Q03 7% 7% 20% 67%
Q04	Recognition	14	71	3.16	4.21	↑	Q04 7% 14% 21% 57%
Q05	Cares about me	15	91	4.40	4.93	↑	Q05 7% 93%
Q06	Development	15	65	3.80	4.27	↑	Q06 7% 13% 20% 60%
Q07	Opinions Count	15	60	3.95	4.07	↑	Q07 7% 27% 20% 47%
Q08	Mission/Purpose	15	42	3.81	4.00	↑	Q08 7% 7% 20% 13% 53%
Q09	Committed to quality	15	51	4.26	4.20	↓	Q09 7% 13% 27% 53%
Q10	Best friend	15	28	2.71	3.33	↑	Q10 7% 20% 33% 13% 27%
Q11	Progress	15	30	3.55	3.67	↑	Q11 7% 13% 13% 40% 27%
Q12	Learn and Grow	15	43	3.95	4.00	↑	Q12 13% 13% 20% 53%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

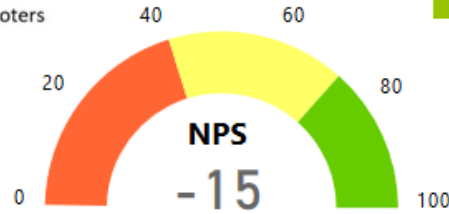
Employee Category

Select Department

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- Engineering-Dean's Off - Tsatsoulis
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- Behavior Analysis - Rosales-Ruiz
- Criminal Justice - Fritsch
- HPS-Dean's Off-Gen - Dash
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- Rehabilitation and Health Serv - Carey
- Social Work - Dicke
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.31

2017: null

Represents the unit's overall engagement on a scale of 1-5

12

2017: null

Respondents

Greatest number of respondents on any one question



6

2017: null

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	12	38		4.33		Q01 8% 8% 25% 58%
Q02	Materials and equipment	12	17		3.58		Q02 25% 25% 17% 33%
Q03	Opportunity to do best	12	31		3.83		Q03 8% 25% 33% 33%
Q04	Recognition	10	3		2.20		Q04 60% 40%
Q05	Cares about me	12	9		3.33		Q05 17% 17% 17% 17% 33%
Q06	Development	12	17		3.33		Q06 8% 25% 17% 25% 25%
Q07	Opinions Count	12	17		3.25		Q07 8% 17% 33% 25% 17%
Q08	Mission/Purpose	12	34		3.92		Q08 8% 8% 50% 33%
Q09	Committed to quality	10	16		3.60		Q09 20% 10% 30% 40%
Q10	Best friend	11	1		2.09		Q10 55% 18% 18% 9%
Q11	Progress	10	7		2.80		Q11 40% 10% 10% 10% 30%
Q12	Learn and Grow	10	17		3.50		Q12 20% 20% 30% 30%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

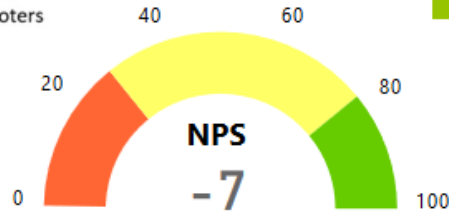
Employee Category

Select Department

- CLASS-Dean's Off-Gen - Holdeman
- CMHT-Gen - Forney
- College at Frisco - McCoy
- College of Music-Gen - Richmond
- College of Science - Gen - Gao
- CVAD-Dean's Off - Watts
- Education-Dean's Off - Bomer
- Engineering-Dean's Off - Tsatsoulis
- HPS-Dean's Off-Gen - Holloway
 - Audiology & Speech - Lang Path - Gopal
 - Behavior Analysis - Rosales-Ruiz
 - Criminal Justice - Fritsch
 - HPS-Dean's Off-Gen - Dash
 - Public Admin - Benavides
 - Rehabilitation and Health Serv - Carey
 - Social Work - Dicke
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.98

2017: null

Represents the unit's overall engagement on a scale of 1-5

14

2017: null

Respondents

Greatest number of respondents on any one question

53

2017: null

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	14	20		4.07		Q01 14% 7% 36% 43%
Q02	Materials and equipment	14	61		4.29		Q02 7% 7% 36% 50%
Q03	Opportunity to do best	14	56		4.21		Q03 7% 7% 43% 43%
Q04	Recognition	14	38		3.50		Q04 7% 14% 29% 21% 29%
Q05	Cares about me	14	51		4.29		Q05 7% 21% 7% 64%
Q06	Development	14	32		3.71		Q06 7% 21% 7% 21% 43%
Q07	Opinions Count	14	67		4.21		Q07 7% 14% 29% 50%
Q08	Mission/Purpose	14	44		4.07		Q08 7% 21% 29% 43%
Q09	Committed to quality	14	40		4.00		Q09 7% 21% 36% 36%
Q10	Best friend	14	32		3.43		Q10 14% 7% 36% 7% 36%
Q11	Progress	14	39		3.86		Q11 7% 29% 36% 29%
Q12	Learn and Grow	14	48		4.14		Q12 7% 14% 36% 43%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

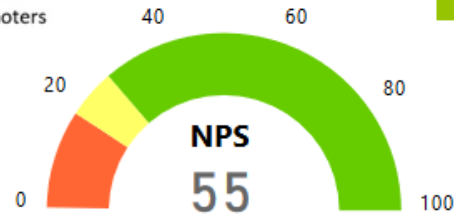
Employee Category

Select Department

- CLASS-Dean's Off-Gen - Holdeman
- CMHT-Gen - Forney
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- College of Music-Gen - Richmond
- College of Science - Gen - Gao
- CVAD-Dean's Off - Watts
- Education-Dean's Off - Bomer
- Engineering-Dean's Off - Tsatsoulis
- HPS-Dean's Off-Gen - Holloway
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 - Behavior Analysis - Rosales-Ruiz
 - Criminal Justice - Fritsch
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 - Social Work - Dicke
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.10

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of

11

2017: null

Respondents

Greatest number of respondents on any one question

66

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	11	49		4.45		Q01 9% 36% 55%
Q02	Materials and equipment	11	29		3.82		Q02 27% 36% 36%
Q03	Opportunity to do best	11	48		4.09		Q03 9% 18% 27% 45%
Q04	Recognition	9	76		4.33		Q05 9% 18% 73%
Q05	Cares about me	11	75		4.64		Q06 9% 9% 36% 45%
Q06	Development	11	54		4.09		Q07 9% 9% 18% 64%
Q07	Opinions Count	11	76		4.36		Q08 9% 9% 36% 45%
Q08	Mission/Purpose	11	45		4.09		Q09 9% 27% 64%
Q09	Committed to quality	11	62		4.36		Q10 10% 20% 20% 30% 20%
Q10	Best friend	10	27		3.30		Q11 36% 27% 36%
Q11	Progress	11	29		3.64		Q12 10% 10% 30% 50%
Q12	Learn and Grow	10	43		4.00		

- % responded -
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

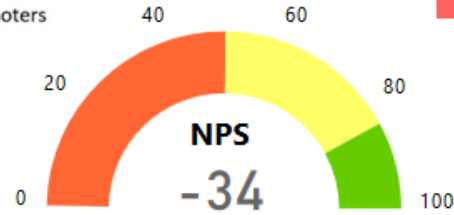
Employee Category

Select Department

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- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.29

2017: **3.40**

Grand Mean

Represents the unit's overall engagement on a scale of

64

2017: **39**

Respondents

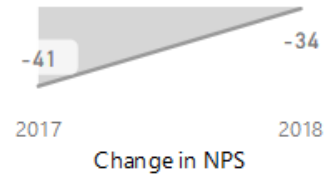
Greatest number of respondents on any one question

6

2017: **7**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	63	20	4.08	4.06	↓	Q01: 8% 8% 35% 44%
Q02	Materials and equipment	63	10	3.56	3.37	↓	Q02: 8% 17% 24% 32% 19%
Q03	Opportunity to do best	63	21	3.46	3.65	↑	Q03: 10% 24% 40% 24%
Q04	Recognition	62	6	2.56	2.44	↓	Q04: 45% 10% 18% 11% 16%
Q05	Cares about me	64	13	3.66	3.52	↓	Q05: 8% 20% 16% 25% 31%
Q06	Development	61	14	3.11	3.25	↑	Q06: 10% 23% 21% 25% 21%
Q07	Opinions Count	62	16	3.53	3.23	↓	Q07: 15% 15% 24% 27% 19%
Q08	Mission/Purpose	63	19	3.63	3.62	↓	Q08: 11% 13% 13% 30% 33%
Q09	Committed to quality	63	16	3.47	3.60	↑	Q09: 8% 13% 21% 29% 30%
Q10	Best friend	55	7	3.27	2.65	↓	Q10: 35% 18% 13% 16% 18%
Q11	Progress	59	7	2.80	2.81	↑	Q11: 32% 7% 22% 25% 14%
Q12	Learn and Grow	63	10	3.61	3.25	↓	Q12: 10% 21% 22% 30% 17%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

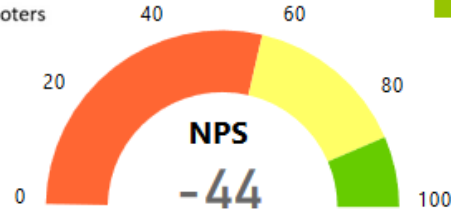
Employee Category

Select Department

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- College of Music-Gen - Richmond
- College of Science - Gen - Gao
- CVAD-Dean's Off - Watts
- Education-Dean's Off - Bomer
- Engineering-Dean's Off - Tsatsoulis
- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
 - Information-Dean's Off - Du
 - Learning Technologies - Norris
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.17

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of

37

2017: null

Respondents

Greatest number of respondents on any one question

3

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	36	17		4.00		Q01: 8% 8% 36% 42%
Q02	Materials and equipment	36	11		3.39		Q02: 8% 19% 22% 25% 25%
Q03	Opportunity to do best	36	16		3.53		Q03: 14% 25% 42% 19%
Q04	Recognition	35	2		2.06		Q04: 54% 9% 23% 9%
Q05	Cares about me	37	14		3.54		Q05: 22% 16% 27% 30%
Q06	Development	34	11		3.15		Q06: 9% 24% 26% 26% 15%
Q07	Opinions Count	35	10		3.00		Q07: 11% 26% 26% 26% 11%
Q08	Mission/Purpose	37	12		3.43		Q08: 14% 16% 14% 27% 30%
Q09	Committed to quality	36	16		3.61		Q09: 17% 17% 33% 28%
Q10	Best friend	31	8		2.74		Q10: 35% 13% 10% 26% 16%
Q11	Progress	34	5		2.62		Q11: 35% 26% 26%
Q12	Learn and Grow	36	5		2.94		Q12: 14% 25% 22% 31% 8%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

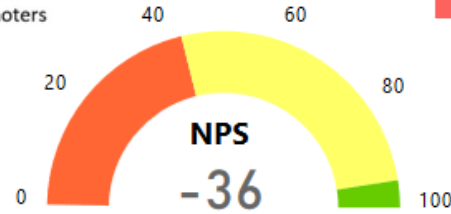
Employee Category

Select Department

- CLASS-Dean's Off-Gen - Holdeman
- CMHT-Gen - Forney
- College at Frisco - McCoy
- College of Music-Gen - Richmond
- College of Science - Gen - Gao
- CVAD-Dean's Off - Watts
- Education-Dean's Off - Bomer
- Engineering-Dean's Off - Tsatsoulis
- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
 - Information-Dean's Off - Du
 - Learning Technologies - Norris
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.18

2017: **3.42**

Represents the unit's overall engagement on a scale of 1-5

17

2017: **10**

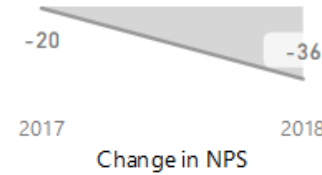
Respondents

Greatest number of respondents on any one question

3

2017: **7**

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	17	20	4.20	4.06	↓	Q01: 12% 29% 47%
Q02	Materials and equipment	17	6	3.40	3.18	↓	Q02: 12% 29% 41%
Q03	Opportunity to do best	17	30	4.10	3.82	↓	Q03: 24% 29% 35%
Q04	Recognition	17	9	2.40	2.65	↑	Q04: 41% 12% 24% 18%
Q05	Cares about me	17	5	3.80	3.06	↓	Q05: 18% 24% 18% 18% 24%
Q06	Development	17	6	3.00	2.88	↓	Q06: 18% 29% 12% 29% 12%
Q07	Opinions Count	17	11	3.70	3.06	↓	Q07: 29% 24% 29% 18%
Q08	Mission/Purpose	16	22	3.90	3.69	↓	Q08: 13% 50% 25%
Q09	Committed to quality	17	11	3.00	3.47	↑	Q09: 12% 35% 24% 24%
Q10	Best friend	14	3	3.10	2.29	↓	Q10: 43% 29% 7% 21%
Q11	Progress	16	7	2.56	2.75	↑	Q11: 38% 19% 19% 19%
Q12	Learn and Grow	17	11	3.90	3.29	↓	Q12: 24% 29% 18% 24%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

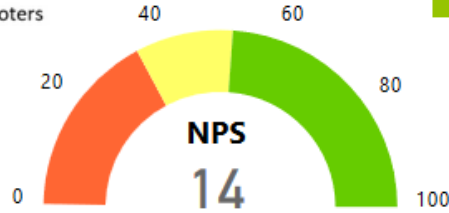
Employee Category

Select Department

- CLASS-Dean's Off-Gen - Holdeman
- CMHT-Gen - Forney
- College at Frisco - McCoy
- College of Music-Gen - Richmond
- College of Science - Gen - Gao
- CVAD-Dean's Off - Watts
- Education-Dean's Off - Bomer
- Engineering-Dean's Off - Tsatsoulis
- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.01

2017: 3.65

Grand Mean

Represents the unit's overall engagement on a scale of

27

2017: 33

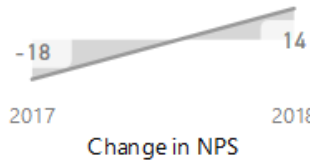
Respondents

Greatest number of respondents on any one question

56

2017: 20

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	27	40	4.33	4.37		Q01 7% 37% 52%
Q02	Materials and equipment	27	55	3.85	4.22		Q02 7% 11% 33% 48%
Q03	Opportunity to do best	27	65	3.88	4.33		Q03 19% 30% 52%
Q04	Recognition	25	31	3.13	3.36		Q04 16% 12% 20% 24% 28%
Q05	Cares about me	27	46	3.85	4.22		Q05 7% 19% 67%
Q06	Development	27	42	3.45	3.89		Q06 15% 15% 22% 44%
Q07	Opinions Count	27	51	3.24	3.96		Q07 7% 19% 30% 41%
Q08	Mission/Purpose	27	66	3.30	4.41		Q08 15% 19% 63%
Q09	Committed to quality	27	63	4.33	4.37		Q09 7% 37% 52%
Q10	Best friend	27	31	3.38	3.41		Q10 19% 26% 33% 22%
Q11	Progress	27	19	3.38	3.37		Q11 7% 19% 22% 33% 19%
Q12	Learn and Grow	27	51	3.70	4.19		Q12 7% 11% 19% 59%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

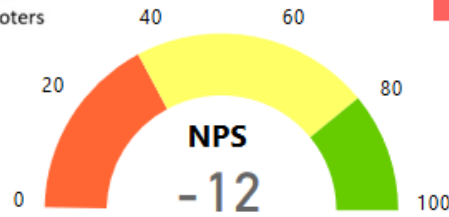
Employee Category

Select Department

- CLASS-Dean's Off-Gen - Holdeman
- CMHT-Gen - Forney
- College at Frisco - McCoy
- College of Music-Gen - Richmond
- College of Science - Gen - Gao
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- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.68

2017: **3.75**

Grand Mean

Represents the unit's overall engagement on a scale of

36

2017: **28**

Respondents

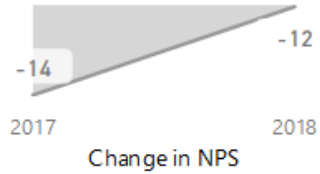
Greatest number of respondents on any one question

25

2017: **29**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	36	33	4.39	4.25	↓	17% 33% 47%
Q02	Materials and equipment	36	34	3.75	3.92	↑	19% 42% 31%
Q03	Opportunity to do best	36	45	3.96	4.00	↑	22% 44% 31%
Q04	Recognition	35	29	3.30	3.31	↑	9% 20% 23% 29% 20%
Q05	Cares about me	36	31	3.74	3.97	↑	8% 19% 28% 42%
Q06	Development	36	20	3.79	3.44	↓	11% 22% 8% 28% 31%
Q07	Opinions Count	36	28	3.71	3.50	↓	11% 8% 19% 42% 19%
Q08	Mission/Purpose	36	42	3.93	4.00	↑	22% 39% 33%
Q09	Committed to quality	35	44	4.25	4.11	↓	23% 34% 40%
Q10	Best friend	32	8	3.31	2.72	↓	28% 19% 22% 16% 16%
Q11	Progress	36	17	3.29	3.25	↓	14% 14% 19% 39% 14%
Q12	Learn and Grow	36	25	3.54	3.72	↑	8% 8% 14% 42% 28%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

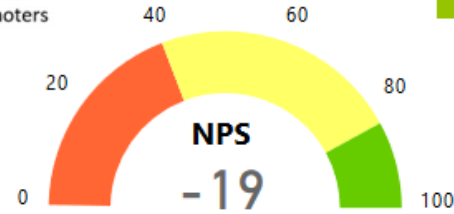
Employee Category

Select Department

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- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
 - Mayborn Sch of Journal-Gen - Mueller
 - * End of Hierarchy *
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.47

2017: null

Represents the unit's overall engagement on a scale of 1-5

22

2017: null

Respondents

Greatest number of respondents on any one question

12

2017: null

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	22	23		4.14		Q01: 18% 36% 41%
Q02	Materials and equipment	22	20		3.64		Q02: 9% 23% 45% 18%
Q03	Opportunity to do best	22	27		3.77		Q03: 32% 41% 23%
Q04	Recognition	22	20		3.09		Q04: 14% 23% 23% 23% 18%
Q05	Cares about me	22	20		3.73		Q05: 9% 23% 36% 27%
Q06	Development	22	10		3.09		Q06: 18% 27% 9% 18% 27%
Q07	Opinions Count	22	14		3.18		Q07: 18% 9% 23% 36% 14%
Q08	Mission/Purpose	22	42		4.00		Q08: 9% 14% 45% 32%
Q09	Committed to quality	21	46		4.14		Q09: 19% 33% 43%
Q10	Best friend	20	3		2.40		Q10: 35% 20% 20% 20%
Q11	Progress	22	9		2.91		Q11: 23% 18% 14% 36% 9%
Q12	Learn and Grow	22	17		3.50		Q12: 14% 9% 14% 41% 23%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

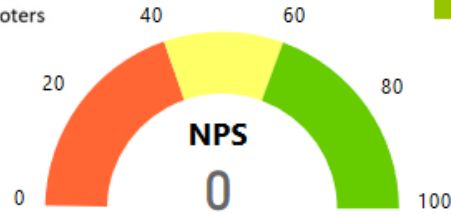
Employee Category

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- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

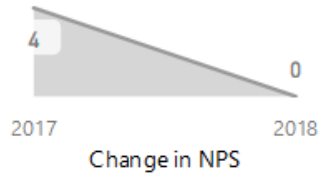
- % Detractors
- % Passive
- % Promoters



3.79

Represents the unit's overall engagement on a scale of 1-5

2017: **3.74**



28

Respondents

Greatest number of respondents on any one question

2017: **24**

34

Represents the unit percentile ranking compared to the Gallup education services database

2017: **28**

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	28	21	4.04	4.11	↑	Q01 11% 14% 29% 46%
Q02	Materials and equipment	28	51	4.08	4.18	↑	Q02 14% 7% 25% 54%
Q03	Opportunity to do best	28	51	4.00	4.14	↑	Q03 7% 14% 36% 43%
Q04	Recognition	28	39	3.04	3.54	↑	Q04 14% 18% 11% 14% 43%
Q05	Cares about me	28	60	4.25	4.43	↑	Q05 39% 54%
Q06	Development	28	42	3.92	3.89	↓	Q06 18% 11% 21% 46%
Q07	Opinions Count	28	34	3.42	3.64	↑	Q07 11% 7% 14% 43% 25%
Q08	Mission/Purpose	28	43	3.70	4.04	↑	Q08 18% 11% 21% 50%
Q09	Committed to quality	28	24	3.67	3.79	↑	Q09 18% 11% 32% 36%
Q10	Best friend	26	8	3.04	2.73	↓	Q10 35% 19% 12% 8% 27%
Q11	Progress	28	15	3.61	3.21	↓	Q11 18% 18% 14% 25% 25%
Q12	Learn and Grow	28	30	4.13	3.82	↓	Q12 7% 25% 29% 36%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

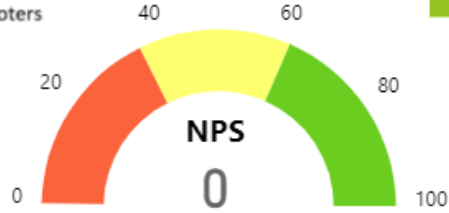
Employee Category

Select Department

- Business-Dean's Off - Wiley
- CLASS-Dean's Off-Gen - Holdeman
- CMHT-Gen - Forney
- College at Frisco - McCoy
- College of Music-Gen - Richmond
- College of Science - Gen - Gao
- CVAD-Dean's Off - Watts
- Education-Dean's Off - Bomer
- Engineering-Dean's Off - Tsatsoulis
- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.63

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

14

2017: null

Respondents

Greatest number of respondents on any one question

21

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	14	12		3.93		Q01 7% 21% 36% 36%
Q02	Materials and equipment	14	45		4.07		Q02 7% 14% 36% 43%
Q03	Opportunity to do best	14	16		3.50		Q03 14% 7% 21% 29% 29%
Q04	Recognition	14	41		3.57		Q04 21% 14% 29% 36%
Q05	Cares about me	14	34		4.00		Q05 14% 43% 43%
Q06	Development	14	41		3.86		Q06 7% 7% 7% 50% 29%
Q07	Opinions Count	14	31		3.57		Q07 14% 7% 21% 21% 36%
Q08	Mission/Purpose	14	12		3.43		Q08 14% 21% 36% 29%
Q09	Committed to quality	14	31		3.93		Q09 14% 21% 21% 43%
Q10	Best friend	13	11		2.85		Q10 23% 15% 31% 15% 15%
Q11	Progress	14	23		3.50		Q11 7% 14% 29% 21% 29%
Q12	Learn and Grow	14	12		3.36		Q12 14% 14% 14% 36% 21%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

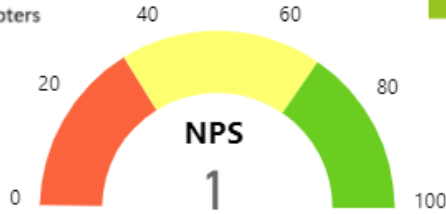
Employee Category

Select Department

- CLASS-Dean's Off-Gen - Holdeman
- CMHT-Gen - Forney
- College at Frisco - McCoy
- College of Music-Gen - Richmond
- College of Science - Gen - Gao
- CVAD-Dean's Off - Watts
- Education-Dean's Off - Bomer
- Engineering-Dean's Off - Tsatsoulis
- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.80

2017: **3.77**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

120

2017: **102**

Respondents

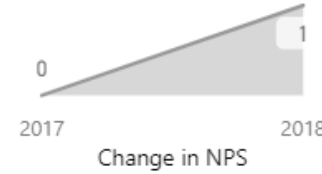
Greatest number of respondents on any one question

35

2017: **31**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	120	34	4.17	4.28	↑	9% 38% 49%
Q02	Materials and equipment	120	29	3.83	3.83		8% 14% 43% 29%
Q03	Opportunity to do best	119	29	3.80	3.81		8% 19% 42% 27%
Q04	Recognition	117	42	3.25	3.62	↑	10% 11% 19% 26% 33%
Q05	Cares about me	119	43	4.08	4.18	↑	13% 29% 50%
Q06	Development	119	41	3.82	3.87	↑	11% 18% 29% 39%
Q07	Opinions Count	120	28	3.53	3.51	↓	11% 13% 19% 30% 28%
Q08	Mission/Purpose	119	33	3.80	3.91	↑	7% 18% 44% 29%
Q09	Committed to quality	119	40	4.10	4.01	↓	7% 18% 39% 35%
Q10	Best friend	106	9	2.85	2.75	↓	26% 18% 25% 15% 15%
Q11	Progress	119	31	3.93	3.69	↓	9% 10% 17% 30% 34%
Q12	Learn and Grow	119	45	4.02	4.09	↑	11% 30% 48%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

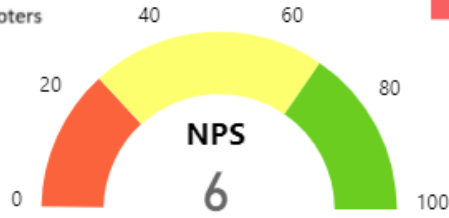
Employee Category

Select Department

- College of Science - Gen - Gao
- CVAD-Dean's Off - Watts
- Education-Dean's Off - Bomer
- Engineering-Dean's Off - Tsatsoulis
- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
- University Library-Gen - Brannon
- University Library-Gen - Jackson
- University Library-Gen - Parks
- University Library-Gen - Phillips
- University Library-Gen - Venner
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.88

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

2017: **3.95**

19

Respondents

Greatest number of respondents on any one question

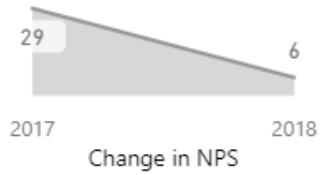
2017: **17**

43

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

2017: **49**



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	19	37	4.29	4.32	↑	11% 32% 53%
Q02	Materials and equipment	19	59	4.29	4.26	↓	11% 53% 37%
Q03	Opportunity to do best	19	26	4.00	3.74	↓	11% 21% 42% 26%
Q04	Recognition	19	43	3.47	3.63	↑	11% 26% 32% 26%
Q05	Cares about me	19	39	3.88	4.11	↑	11% 47% 37%
Q06	Development	19	57	4.06	4.16	↑	16% 16% 58%
Q07	Opinions Count	19	29	3.71	3.53	↓	16% 11% 42% 26%
Q08	Mission/Purpose	19	27	3.94	3.79	↓	21% 58% 16%
Q09	Committed to quality	19	27	4.06	3.84	↓	16% 47% 26%
Q10	Best friend	17	1	2.50	2.18	↓	35% 29% 24%
Q11	Progress	19	69	4.59	4.47	↓	37% 58%
Q12	Learn and Grow	19	69	4.59	4.47	↓	21% 68%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

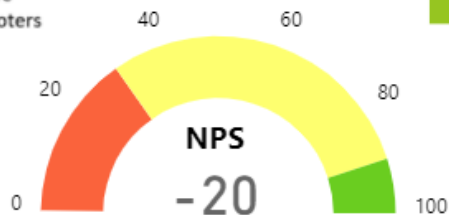
Employee Category

Select Department

- College of Science - Gen - Gao
- CVAD-Dean's Off - Watts
- Education-Dean's Off - Bomer
- Engineering-Dean's Off - Tsatsoulis
- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
 - University Library-Gen - Brannon
 - University Library-Gen - Crawford
 - * End of Hierarchy *
 - University Library-Gen - Jackson
 - University Library-Gen - Parks
 - University Library-Gen - Phillips
 - University Library-Gen - Venner
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktnq-Gen - Leliaert

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.62

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

10

2017: null

Respondents

Greatest number of respondents on any one question

20

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ
Q01	Know what's expected	10	21		4.10	
Q02	Materials and equipment	10	41		4.00	
Q03	Opportunity to do best	10	12		3.40	
Q04	Recognition	10	23		3.20	
Q05	Cares about me	10	34		4.00	
Q06	Development	10	43		3.90	
Q07	Opinions Count	10	15		3.20	
Q08	Mission/Purpose	10	19		3.60	
Q09	Committed to quality	10	19		3.70	
Q10	Best friend	9	1		1.89	
Q11	Progress	10	55		4.20	
Q12	Learn and Grow	10	53		4.20	

Q. ID	Frequency Distribution				
Q01	10%	10%	40%	40%	
Q02	20%	60%	20%		
Q03	10%	40%	40%	10%	
Q04	10%	20%	30%	20%	20%
Q05	10%	10%	50%	30%	
Q06	10%	30%	10%	50%	
Q07	20%	10%	10%	50%	10%
Q08	10%	20%	60%	10%	
Q09	10%	30%	40%	20%	
Q11	10%	50%	40%		
Q12	10%	40%	50%		

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

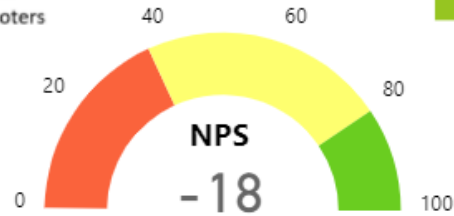
Employee Category

Select Department

- College of Science - Gen - Gao
- CVAD-Dean's Off - Watts
- Education-Dean's Off - Bomer
- Engineering-Dean's Off - Tsatsoulis
- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
 - University Library-Gen - Brannon
 - University Library-Gen - Jackson
 - University Library-Gen - Parks
 - University Library-Gen - Phillips
 - University Library-Gen - Venner
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.37

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

11

2017: null

Respondents

Greatest number of respondents on any one question

8

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	11	34		4.27		Q01 9% 36% 55%
Q02	Materials and equipment	11	29		3.82		Q02 9% 27% 36% 27%
Q03	Opportunity to do best	11	45		4.00		Q03 18% 18% 9% 55%
Q04	Recognition	10	21		3.10		Q04 20% 20% 10% 30% 20%
Q05	Cares about me	11	20		3.73		Q05 9% 18% 9% 18% 45%
Q06	Development	11	5		2.82		Q06 18% 36% 9% 18% 18%
Q07	Opinions Count	11	8		2.91		Q07 18% 27% 18% 18% 18%
Q08	Mission/Purpose	11	16		3.55		Q08 27% 9% 45% 18%
Q09	Committed to quality	10	40		4.00		Q09 10% 20% 30% 40%
Q10	Best friend	11	1		1.91		Q10 64% 9% 9% 9%
Q11	Progress	11	10		3.00		Q11 27% 27% 36% 9%
Q12	Learn and Grow	11	11		3.27		Q12 27% 9% 18% 45%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

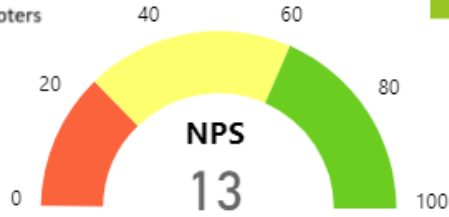
Employee Category

Select Department

- College of Science - Gen - Gao
- CVAD-Dean's Off - Watts
- Education-Dean's Off - Bomer
- Engineering-Dean's Off - Tsatsoulis
- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
 - University Library-Gen - Brannon
 - University Library-Gen - Jackson
 - University Library-Gen - Parks
 - University Library-Gen - Phillips
 - University Library-Gen - Venner
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.75

2017: **3.56**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

24

2017: **22**

Respondents

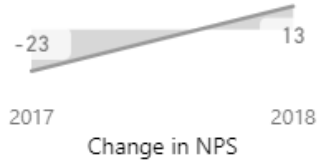
Greatest number of respondents on any one question

31

2017: **14**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	24	22	3.91	4.13	↑	8% 13% 29% 50%
Q02	Materials and equipment	24	20	3.55	3.63	↑	8% 8% 17% 46% 21%
Q03	Opportunity to do best	24	22	3.82	3.67	↓	13% 17% 46% 21%
Q04	Recognition	23	54	2.73	3.83	↑	9% 13% 9% 26% 43%
Q05	Cares about me	24	36	3.95	4.04	↑	8% 17% 29% 46%
Q06	Development	24	30	3.68	3.67	↓	8% 21% 29% 38%
Q07	Opinions Count	24	34	3.23	3.63	↑	8% 13% 17% 33% 29%
Q08	Mission/Purpose	24	34	3.73	3.92	↑	13% 17% 38% 33%
Q09	Committed to quality	24	31	3.64	3.92	↑	17% 17% 25% 42%
Q10	Best friend	22	11	2.95	2.82	↓	23% 18% 27% 18% 14%
Q11	Progress	24	30	3.81	3.67	↓	21% 13% 29% 33%
Q12	Learn and Grow	24	44	3.77	4.04	↑	13% 8% 25% 50%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

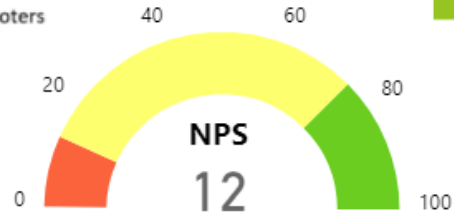
Employee Category

Select Department

- College of Science - Gen - Gao
- CVAD-Dean's Off - Watts
- Education-Dean's Off - Bomer
- Engineering-Dean's Off - Tsatsoulis
- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
 - University Library-Gen - Brannon
 - University Library-Gen - Jackson
 - University Library-Gen - Parks
 - University Library-Gen - Phillips
 - University Library-Gen - Venner
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.01

2017: **3.86**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

16

2017: **15**

Respondents

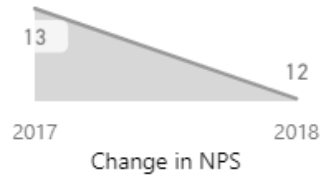
Greatest number of respondents on any one question

56

2017: **40**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	16	53	4.33	4.50	↑	50% 50%
Q02	Materials and equipment	16	59	4.20	4.25	↑	38% 50%
Q03	Opportunity to do best	16	54	3.60	4.19	↑	13% 56% 31%
Q04	Recognition	16	45	3.00	3.69	↑	13% 31% 19% 38%
Q05	Cares about me	16	69	4.13	4.56	↑	13% 19% 69%
Q06	Development	16	59	4.13	4.19	↑	25% 31% 44%
Q07	Opinions Count	16	41	3.73	3.75	↑	13% 13% 38% 31%
Q08	Mission/Purpose	16	63	3.60	4.38	↑	50% 44%
Q09	Committed to quality	16	64	4.60	4.38	↓	13% 38% 50%
Q10	Best friend	14	10	3.21	2.79	↓	21% 21% 21% 29% 7%
Q11	Progress	16	20	3.50	3.38	↓	13% 19% 19% 19% 31%
Q12	Learn and Grow	16	44	4.21	4.06	↓	13% 44% 38%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

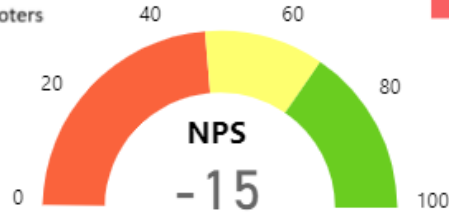
Employee Category

Select Department

- College of Science - Gen - Gao
- CVAD-Dean's Off - Watts
- Education-Dean's Off - Bomer
- Engineering-Dean's Off - Tsatsoulis
- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
 - University Library-Gen - Brannon
 - University Library-Gen - Jackson
 - University Library-Gen - Parks
 - University Library-Gen - Phillips
 - University Library-Gen - Venner
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.70

2017: **4.14**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

32

2017: **10**

Respondents

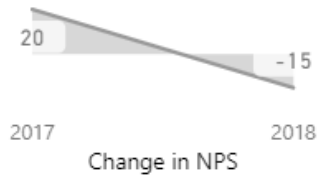
Greatest number of respondents on any one question

26

2017: **69**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	32	27	4.30	4.19	↓	19% 31% 47%
Q02	Materials and equipment	32	10	3.90	3.34	↓	9% 22% 16% 31% 22%
Q03	Opportunity to do best	31	19	3.70	3.61	↓	16% 16% 45% 19%
Q04	Recognition	31	39	3.90	3.55	↓	13% 13% 13% 29% 32%
Q05	Cares about me	31	43	4.80	4.19	↓	19% 23% 52%
Q06	Development	31	41	4.20	3.87	↓	10% 29% 26% 35%
Q07	Opinions Count	32	13	4.20	3.16	↓	16% 13% 31% 22% 19%
Q08	Mission/Purpose	31	19	4.30	3.61	↓	26% 42% 19%
Q09	Committed to quality	32	27	4.40	3.84	↓	28% 41% 25%
Q10	Best friend	27	25	3.56	3.26	↓	7% 22% 33% 11% 26%
Q11	Progress	31	31	4.00	3.68	↓	10% 10% 16% 32% 32%
Q12	Learn and Grow	32	45	4.40	4.09	↓	9% 41% 41%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

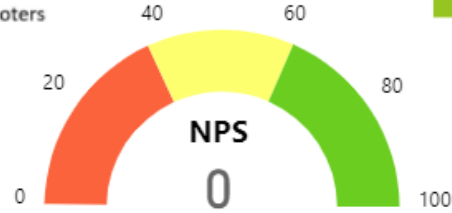
Employee Category

Select Department

- College of Science - Gen - Gao
- CVAD-Dean's Off - Watts
- Education-Dean's Off - Bomer
- Engineering-Dean's Off - Tsatsoulis
- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
 - University Library-Gen - Brannon
 - University Library-Gen - Jackson
 - University Library-Gen - Parks
 - University Library-Gen - Phillips
 - University Library-Gen - Venner
 - University Library-Gen - Keshmiripour
 - * End of Hierarchy *
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.86

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

11

2017: null

Respondents

Greatest number of respondents on any one question

41

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	11	58		4.55	■	Q01 45% 55%
Q02	Materials and equipment	11	29		3.82	■	Q02 18% 9% 45% 27%
Q03	Opportunity to do best	10	48		4.10	■	Q03 10% 10% 40% 40%
Q04	Recognition	10	29		3.30	■	Q04 20% 10% 20% 20% 30%
Q05	Cares about me	11	55		4.36	■	Q05 27% 9% 64%
Q06	Development	11	29		3.64	■	Q06 9% 45% 18% 27%
Q07	Opinions Count	11	14		3.18	■	Q07 9% 18% 36% 18% 18%
Q08	Mission/Purpose	11	33		3.91	■	Q08 36% 36% 27%
Q09	Committed to quality	11	20		3.73	■	Q09 9% 27% 45% 18%
Q10	Best friend	10	49		3.80	■	Q10 20% 30% 50%
Q11	Progress	11	32		3.73	■	Q11 18% 18% 36% 27%
Q12	Learn and Grow	11	51		4.18	■	Q12 9% 9% 36% 45%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

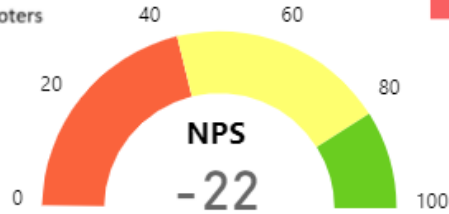
Employee Category

Select Department

- CLASS-Dean's Off-Gen - Holdeman
- CMHT-Gen - Forney
- College at Frisco - McCoy
- College of Music-Gen - Richmond
- College of Science - Gen - Gao
- CVAD-Dean's Off - Watts
- Education-Dean's Off - Bomer
- Engineering-Dean's Off - Tsatsoulis
- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
- Vice Provost Acad Affairs-Gen - Crutsinger
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.67

2017: **3.85**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

35

2017: **28**

Respondents

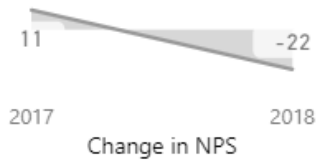
Greatest number of respondents on any one question

24

2017: **39**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	35	17	4.21	4.00	↓	14% 14% 29% 43%
Q02	Materials and equipment	35	35	4.11	3.94	↓	9% 17% 34% 37%
Q03	Opportunity to do best	35	22	3.86	3.69	↓	9% 17% 46% 23%
Q04	Recognition	35	29	3.21	3.31	↑	23% 9% 20% 11% 37%
Q05	Cares about me	35	41	4.21	4.14	↓	9% 9% 20% 57%
Q06	Development	35	24	3.74	3.54	↓	14% 11% 20% 14% 40%
Q07	Opinions Count	35	21	3.63	3.37	↓	17% 20% 9% 17% 37%
Q08	Mission/Purpose	35	43	4.04	4.03	↓	17% 23% 49%
Q09	Committed to quality	35	19	4.39	3.69	↓	11% 31% 34% 23%
Q10	Best friend	34	30	3.62	3.38	↓	21% 15% 24% 35%
Q11	Progress	35	16	3.30	3.23	↓	29% 17% 20% 31%
Q12	Learn and Grow	34	27	3.86	3.76	↓	12% 12% 12% 18% 47%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

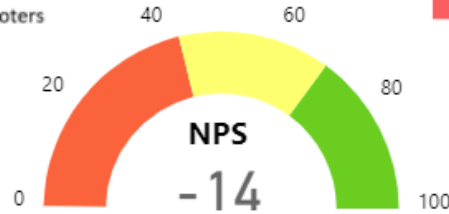
Employee Category

Select Department

- CMHT-Gen - Forney
- College at Frisco - McCoy
- College of Music-Gen - Richmond
- College of Science - Gen - Gao
- CVAD-Dean's Off - Watts
- Education-Dean's Off - Bomer
- Engineering-Dean's Off - Tsatsoulis
- HPS-Dean's Off-Gen - Holloway
- Information-Dean's Off - Kinshuk
- International Affairs-Gen - Wood
- Mayborn Sch of Journal-Gen - Bland
- TAMS-Dean's Off - de Oliveira
- Toulouse Grad Sch-Dean's Off - Prybutok
- University Library-Gen - Hartman
- Vice Provost Acad Affairs-Gen - Crutsinger
 - Learn Enhanc Assess & Redesign - Pluscht
 - * End of Hierarchy *
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.31

2017: **3.73**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

14

2017: **15**

Respondents

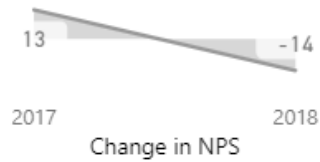
Greatest number of respondents on any one question

6

2017: **27**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	14	6	4.27	3.71	↓	21% 21% 21% 36%
Q02	Materials and equipment	14	23	4.27	3.71	↓	14% 21% 43% 21%
Q03	Opportunity to do best	14	7	3.80	3.21	↓	14% 7% 29% 43% 7%
Q04	Recognition	14	15	2.93	2.93	↔	21% 21% 21% 14% 21%
Q05	Cares about me	14	15	4.00	3.57	↓	14% 14% 7% 29% 36%
Q06	Development	14	8	3.47	3.00	↓	21% 14% 29% 14% 21%
Q07	Opinions Count	14	6	3.47	2.79	↓	29% 29% 7% 7% 29%
Q08	Mission/Purpose	14	31	3.80	3.86	↑	14% 14% 29% 43%
Q09	Committed to quality	14	8	4.33	3.36	↓	21% 36% 29% 14%
Q10	Best friend	14	36	3.53	3.50	↔	14% 14% 14% 21% 36%
Q11	Progress	14	9	3.07	2.93	↓	36% 7% 14% 14% 29%
Q12	Learn and Grow	14	8	3.80	3.14	↓	21% 21% 7% 21% 29%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

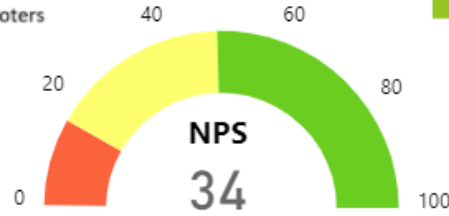
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.09

2017: **4.07**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

81

2017: **68**

Respondents

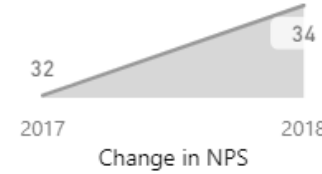
Greatest number of respondents on any one question

66

2017: **63**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	81	61	4.59	4.58		31% 64%
Q02	Materials and equipment	81	59	4.24	4.25		7% 40% 47%
Q03	Opportunity to do best	81	48	4.13	4.09		17% 44% 35%
Q04	Recognition	78	57	3.84	3.92		13% 14% 13% 55%
Q05	Cares about me	81	70	4.56	4.57		11% 12% 74%
Q06	Development	81	52	4.07	4.05		15% 33% 43%
Q07	Opinions Count	81	49	3.94	3.89		9% 16% 28% 41%
Q08	Mission/Purpose	81	46	4.06	4.11		19% 30% 46%
Q09	Committed to quality	81	62	4.26	4.35		11% 31% 54%
Q10	Best friend	73	31	3.00	3.41		10% 14% 30% 19% 27%
Q11	Progress	78	39	4.03	3.86		9% 18% 27% 41%
Q12	Learn and Grow	79	44	4.17	4.06		19% 25% 47%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

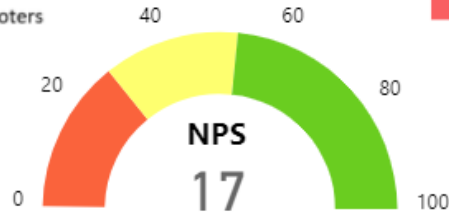
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
 - Printing & Distribution Solut - Connaughton
 - Univ Relations Com & Mktng-Gen - Reese
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.90

2017: **3.92**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

31

2017: **26**

Respondents

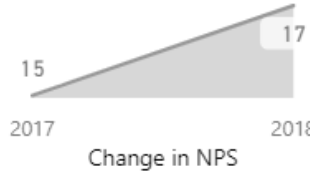
Greatest number of respondents on any one question

45

2017: **46**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	31	71	4.62	4.71	▲	23% 74%
Q02	Materials and equipment	31	67	4.31	4.39	▲	32% 58%
Q03	Opportunity to do best	31	54	4.31	4.19	▼	16% 35% 45%
Q04	Recognition	31	36	3.42	3.48	▲	23% 13% 16% 42%
Q05	Cares about me	31	50	4.38	4.26	▼	23% 16% 58%
Q06	Development	31	33	3.73	3.74	▲	10% 19% 29% 35%
Q07	Opinions Count	31	29	3.81	3.52	▼	13% 29% 19% 32%
Q08	Mission/Purpose	31	31	3.88	3.87	▲	23% 23% 42%
Q09	Committed to quality	31	40	4.04	4.00	▼	16% 35% 39%
Q10	Best friend	28	27	3.20	3.32	▲	11% 18% 29% 14% 29%
Q11	Progress	30	25	3.50	3.53	▲	17% 10% 10% 30% 33%
Q12	Learn and Grow	31	28	3.88	3.77	▼	26% 26% 35%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

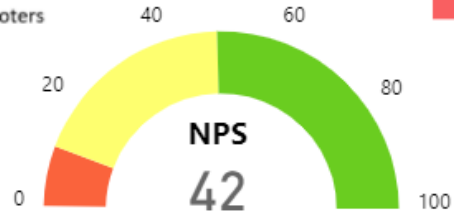
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Printing & Distribution Solut - Connaughton
- Univ Relations Com & Mktng-Gen - Reese
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.12

2017: **4.15**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

40

2017: **35**

Respondents

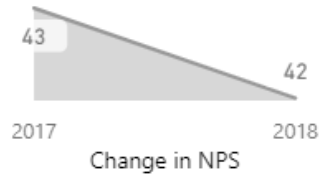
Greatest number of respondents on any one question

67

2017: **70**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	40	44	4.54	4.40	↓	43% 50%
Q02	Materials and equipment	40	45	4.11	4.05	↓	13% 45% 35%
Q03	Opportunity to do best	40	35	4.00	3.90	↓	23% 50% 23%
Q04	Recognition	37	65	4.03	4.05	↑	8% 19% 8% 59%
Q05	Cares about me	40	83	4.69	4.75	↑	8% 85%
Q06	Development	40	56	4.23	4.13	↓	15% 38% 43%
Q07	Opinions Count	40	58	3.97	4.00	↑	13% 10% 33% 43%
Q08	Mission/Purpose	40	48	4.20	4.15	↓	20% 35% 43%
Q09	Committed to quality	40	76	4.37	4.55	↑	10% 25% 65%
Q10	Best friend	36	28	3.00	3.33	↑	11% 11% 33% 22% 22%
Q11	Progress	38	44	4.33	3.97	↓	24% 26% 42%
Q12	Learn and Grow	38	51	4.38	4.18	↓	16% 24% 53%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

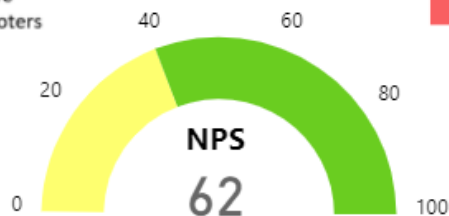
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Printing & Distribution Solut - Connaughton
 - Univ Relations Com & Mktng-Gen - Reese
 - Univ Relations Com & Mktng-Gen - Beck
 - Univ Relations Com & Mktng-Gen - Payne
 - Vice President Enroll Mgmt - Goodman
 - VP Finance & Admin - Brown Jr
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.16

2017: **4.23**

Grand Mean

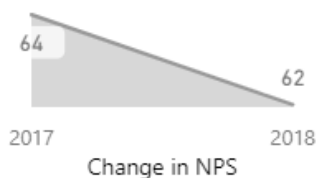
Represents the unit's overall engagement on a scale of 1-5

13

2017: **11**

Respondents

Greatest number of respondents on any one question



71

2017: **77**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	13	42	4.64	4.38	↓	8% 46% 46%
Q02	Materials and equipment	13	41	4.00	4.00	↔	8% 8% 54% 31%
Q03	Opportunity to do best	13	45	4.18	4.00	↓	8% 15% 46% 31%
Q04	Recognition	12	69	3.91	4.17	↑	8% 25% 8% 58%
Q05	Cares about me	13	83	4.64	4.77	↑	8% 8% 85%
Q06	Development	13	57	4.27	4.15	↓	23% 38% 38%
Q07	Opinions Count	13	69	4.09	4.23	↑	8% 8% 38% 46%
Q08	Mission/Purpose	13	53	4.55	4.23	↓	23% 31% 46%
Q09	Committed to quality	13	84	4.64	4.69	↑	8% 15% 77%
Q10	Best friend	13	21	3.18	3.15	↓	8% 15% 46% 15% 15%
Q11	Progress	11	32	4.00	3.73	↓	9% 36% 27% 27%
Q12	Learn and Grow	12	66	4.67	4.42	↓	8% 42% 50%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

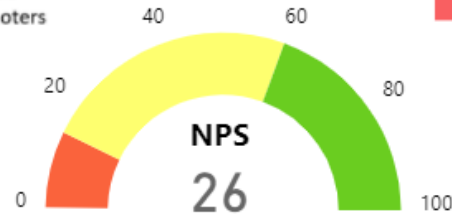
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Printing & Distribution Solut - Connaughton
 - Univ Relations Com & Mktng-Gen - Reese
 - Univ Relations Com & Mktng-Gen - Beck
 - Univ Relations Com & Mktng-Gen - Payne
 - Vice President Enroll Mgmt - Goodman
 - VP Finance & Admin - Brown Jr
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.95

2017: 3.97

Grand Mean

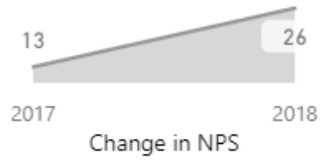
Represents the unit's overall engagement on a scale of 1-5

15

2017: 15

Respondents

Greatest number of respondents on any one question



50

2017: 52

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	15	28	4.33	4.20	↓	7% 7% 47% 40%
Q02	Materials and equipment	15	28	4.00	3.80	↓	7% 27% 47% 20%
Q03	Opportunity to do best	15	22	3.80	3.67	↓	40% 53% 7%
Q04	Recognition	14	57	4.27	3.93	↓	7% 7% 21% 14% 50%
Q05	Cares about me	15	73	4.73	4.60	↓	7% 7% 7% 80%
Q06	Development	15	49	4.13	4.00	↓	13% 7% 33% 47%
Q07	Opinions Count	15	48	3.53	3.87	↑	7% 13% 13% 20% 47%
Q08	Mission/Purpose	15	31	3.67	3.87	↑	7% 27% 33% 33%
Q09	Committed to quality	15	57	4.13	4.27	↑	20% 33% 47%
Q10	Best friend	14	23	2.64	3.21	↑	21% 14% 21% 7% 36%
Q11	Progress	15	41	4.40	3.93	↓	13% 13% 27% 47%
Q12	Learn and Grow	14	43	4.00	4.00		7% 7% 21% 7% 57%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

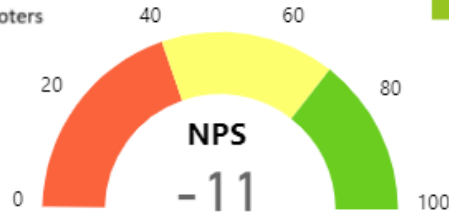
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.71

2017: **3.66**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

128

2017: **95**

Respondents

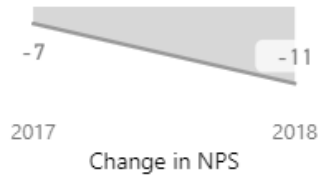
Greatest number of respondents on any one question

27

2017: **21**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	128	34	4.27	4.27		13% 36% 48%
Q02	Materials and equipment	127	29	3.86	3.82		10% 17% 35% 33%
Q03	Opportunity to do best	127	27	3.74	3.75		9% 30% 31% 28%
Q04	Recognition	127	31	3.21	3.36		15% 17% 14% 24% 30%
Q05	Cares about me	128	40	4.19	4.13		13% 13% 22% 52%
Q06	Development	128	35	3.60	3.77		7% 13% 15% 25% 40%
Q07	Opinions Count	127	18	3.36	3.28		15% 13% 22% 28% 21%
Q08	Mission/Purpose	126	31	3.77	3.86		10% 20% 34% 33%
Q09	Committed to quality	127	23	3.96	3.76		13% 22% 33% 30%
Q10	Best friend	121	27	2.79	3.30		17% 12% 24% 18% 29%
Q11	Progress	125	23	3.39	3.49		13% 12% 20% 24% 31%
Q12	Learn and Grow	123	25	3.83	3.72		7% 7% 25% 27% 33%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

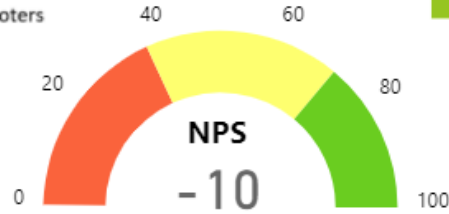
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - Admissions-Gen - Lothringer
 - Financial Aid - Deleon
 - Vice President Enroll Mgmt - McCreary
 - VP Finance & Admin - Brown Jr
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.60

2017: **3.37**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

49

2017: **26**

Respondents

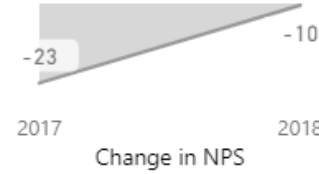
Greatest number of respondents on any one question

19

2017: **6**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	49	28	4.04	4.20	▲	12% 35% 47%
Q02	Materials and equipment	48	6	3.04	3.19	▲	13% 17% 27% 27% 17%
Q03	Opportunity to do best	48	21	3.15	3.65	▲	8% 27% 40% 21%
Q04	Recognition	49	30	3.16	3.35	▲	14% 16% 18% 22% 29%
Q05	Cares about me	49	28	4.08	3.92	▼	18% 10% 24% 45%
Q06	Development	49	32	3.19	3.73	▲	8% 10% 16% 31% 35%
Q07	Opinions Count	49	18	2.92	3.27	▲	16% 10% 22% 33% 18%
Q08	Mission/Purpose	47	33	3.73	3.89	▲	19% 36% 34%
Q09	Committed to quality	49	15	3.92	3.59	▼	20% 22% 35% 22%
Q10	Best friend	46	21	2.80	3.17	▲	20% 13% 28% 9% 30%
Q11	Progress	48	27	3.00	3.58	▲	13% 23% 27% 31%
Q12	Learn and Grow	48	23	3.35	3.67	▲	13% 27% 23% 35%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

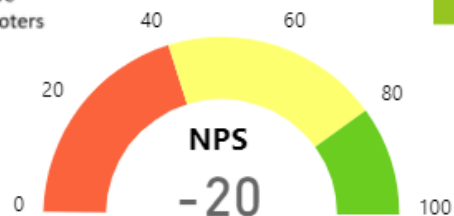
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
 - Admissions-Gen - Lothringer
 - Admissions-Gen - Lipscomb
 - Admissions-Gen - Taylor
- Financial Aid - Deleon
- Vice President Enroll Mgmt - McCreary
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.83

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

10

2017: null

Respondents

Greatest number of respondents on any one question

38

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	10	44		4.40	■	10% 40% 50%
Q02	Materials and equipment	10	3		3.00	■	10% 20% 40% 20% 10%
Q03	Opportunity to do best	10	23		3.70	■	10% 30% 30% 30%
Q04	Recognition	10	29		3.30	■	10% 30% 10% 20% 30%
Q05	Cares about me	10	67		4.50	■	10% 10% 80%
Q06	Development	10	54		4.10	■	20% 30% 50%
Q07	Opinions Count	10	37		3.70	■	10% 20% 50% 20%
Q08	Mission/Purpose	10	42		4.00	■	10% 10% 30% 50%
Q09	Committed to quality	10	12		3.50	■	30% 20% 20% 30%
Q10	Best friend	10	58		4.00	■	10% 20% 20% 50%
Q11	Progress	10	48		4.00	■	10% 10% 40% 40%
Q12	Learn and Grow	10	29		3.80	■	20% 10% 20% 50%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

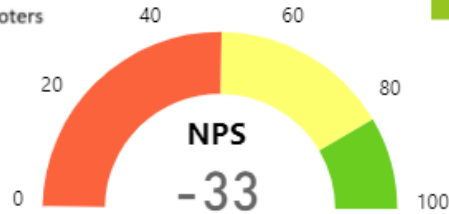
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
 - Admissions-Gen - Lothringer
 - Admissions-Gen - Lipscomb
 - Admissions-Gen - Taylor
- Financial Aid - Deleon
- Vice President Enroll Mgmt - McCreary
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.42

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

24

2017: null

Respondents

Greatest number of respondents on any one question

10

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	24	25		4.17	■	Q01 8% 38% 46%
Q02	Materials and equipment	23	14		3.48	■	Q02 9% 13% 26% 26% 26%
Q03	Opportunity to do best	23	23		3.70	■	Q03 13% 26% 39% 22%
Q04	Recognition	24	24		3.21	■	Q04 17% 17% 21% 21% 25%
Q05	Cares about me	24	12		3.50	■	Q05 29% 17% 29% 25%
Q06	Development	24	19		3.42	■	Q06 13% 8% 25% 33% 21%
Q07	Opinions Count	24	12		3.08	■	Q07 21% 13% 21% 29% 17%
Q08	Mission/Purpose	23	20		3.65	■	Q08 9% 26% 39% 22%
Q09	Committed to quality	24	12		3.50	■	Q09 21% 29% 29% 21%
Q10	Best friend	21	6		2.57	■	Q10 29% 24% 24% 10% 14%
Q11	Progress	24	17		3.25	■	Q11 17% 8% 29% 25% 21%
Q12	Learn and Grow	23	16		3.48	■	Q12 13% 35% 17% 30%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

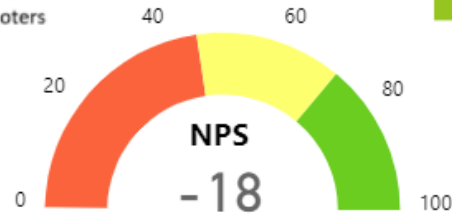
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
 - Admissions-Gen - Lothringer
 - Admissions-Gen - Lipscomb
 - Admissions-Gen - Taylor
 - Admissions-Gen - Odom
 - * End of Hierarchy *
- Financial Aid - Deleon
- Vice President Enroll Mgmt - McCreary
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.79

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

11

2017: null

Respondents

Greatest number of respondents on any one question

35

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	11	49		4.45		Q01 55% 45%
Q02	Materials and equipment	10	54		4.20		Q02 10% 10% 30% 50%
Q03	Opportunity to do best	10	56		4.20		Q03 20% 40% 40%
Q04	Recognition	11	63		4.00		Q04 18% 18% 9% 55%
Q05	Cares about me	11	20		3.73		Q05 36% 18% 45%
Q06	Development	11	43		3.91		Q06 9% 27% 27% 36%
Q07	Opinions Count	11	18		3.27		Q07 18% 18% 9% 27% 27%
Q08	Mission/Purpose	10	42		4.00		Q08 10% 10% 50% 30%
Q09	Committed to quality	11	14		3.55		Q09 27% 18% 27% 27%
Q10	Best friend	9	2		2.22		Q10 36% 36% 27%
Q11	Progress	11	41		3.91		Q11 40% 10% 50%
Q12	Learn and Grow	10	46		4.10		

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

* Frequency Distribution Results are not available if fewer than 10 employees responded to the question.

Gallup Engagement Survey 2018

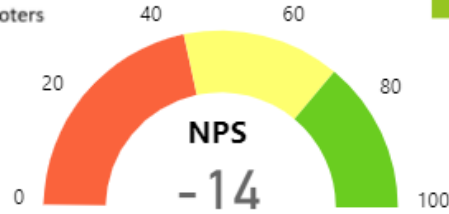
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - Admissions-Gen - Lothringer
 - Financial Aid - Deleon
 - Vice President Enroll Mgmt - McCreary
 - VP Finance & Admin - Brown Jr
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters

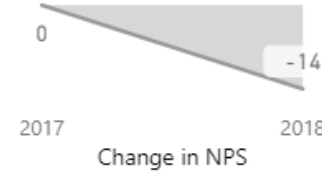


3.77

2017: 3.70

Grand Mean

Represents the unit's overall engagement on a scale of 1-5



38

2017: 29

Respondents

Greatest number of respondents on any one question

32

2017: 24

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	38	47	4.66	4.42	↓	8% 34% 55%
Q02	Materials and equipment	38	57	4.34	4.24	↓	11% 39% 45%
Q03	Opportunity to do best	38	28	4.03	3.79	↓	11% 34% 21% 34%
Q04	Recognition	37	25	2.90	3.24	↑	22% 14% 11% 27% 27%
Q05	Cares about me	38	43	4.03	4.18	↑	8% 21% 16% 55%
Q06	Development	38	32	3.31	3.71	↑	8% 13% 18% 21% 39%
Q07	Opinions Count	37	19	3.52	3.32	↓	16% 8% 27% 24% 24%
Q08	Mission/Purpose	38	31	4.07	3.87	↓	13% 21% 32% 34%
Q09	Committed to quality	38	16	3.62	3.61	↓	13% 26% 26% 29%
Q10	Best friend	34	34	2.84	3.47	↑	15% 12% 18% 24% 32%
Q11	Progress	37	28	3.24	3.62	↑	11% 14% 14% 27% 35%
Q12	Learn and Grow	35	28	3.79	3.77	↓	11% 26% 26% 34%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

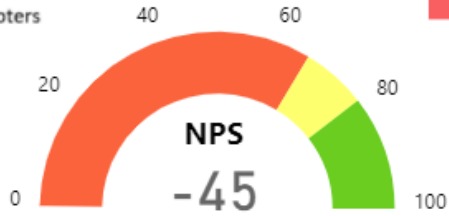
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - Admissions-Gen - Lothringer
 - Financial Aid - Deleon
 - Financial Aid - Thompson
 - Financial Aid - Turney
 - Vice President Enroll Mgmt - McCreary
 - VP Finance & Admin - Brown Jr
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.50

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

2017: **3.52**

18

Respondents

Greatest number of respondents on any one question

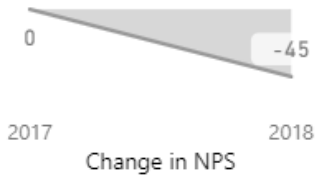
2017: **14**

13

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

2017: **12**



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	18	48	4.79	4.44	↓	11% 33% 56%
Q02	Materials and equipment	18	51	4.57	4.17	↓	11% 39% 44%
Q03	Opportunity to do best	18	22	4.14	3.67	↓	17% 33% 17% 33%
Q04	Recognition	18	8	2.43	2.61	↑	33% 17% 17% 22% 11%
Q05	Cares about me	18	34	3.71	4.00	↑	11% 28% 11% 50%
Q06	Development	18	18	2.64	3.39	↑	11% 22% 17% 17% 33%
Q07	Opinions Count	18	5	3.14	2.72	↓	28% 17% 22% 22% 11%
Q08	Mission/Purpose	18	19	4.00	3.61	↓	22% 22% 28% 28%
Q09	Committed to quality	18	5	3.71	3.22	↓	17% 39% 28% 11%
Q10	Best friend	17	28	2.58	3.35	↑	18% 29% 18% 29%
Q11	Progress	18	19	2.86	3.33	↑	17% 17% 11% 28% 28%
Q12	Learn and Grow	17	15	3.64	3.47	↓	24% 35% 12% 29%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

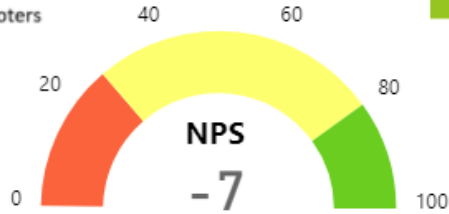
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - Admissions-Gen - Lothringer
 - Financial Aid - Deleon
 - Financial Aid - Thompson
 - Financial Aid - Turney
 - Vice President Enroll Mgmt - McCreary
 - VP Finance & Admin - Brown Jr
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.84

2017: **3.62**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

15

2017: **11**

Respondents

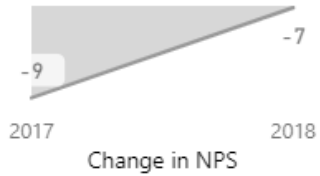
Greatest number of respondents on any one question

39

2017: **18**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	15	38	4.36	4.33		7% 7% 33% 53%
Q02	Materials and equipment	15	48	4.09	4.13		20% 47% 33%
Q03	Opportunity to do best	15	25	3.73	3.73		7% 40% 27% 27%
Q04	Recognition	14	41	2.82	3.57		14% 14% 43% 29%
Q05	Cares about me	15	45	4.18	4.20		7% 20% 20% 53%
Q06	Development	15	37	3.55	3.80		7% 7% 27% 20% 40%
Q07	Opinions Count	14	38	3.64	3.71		7% 36% 29% 29%
Q08	Mission/Purpose	15	31	3.91	3.87		7% 27% 40% 27%
Q09	Committed to quality	15	16	3.09	3.60		7% 13% 20% 33% 27%
Q10	Best friend	13	48	3.20	3.77		8% 15% 8% 31% 38%
Q11	Progress	15	28	3.27	3.60		7% 13% 20% 33% 27%
Q12	Learn and Grow	13	28	3.64	3.77		8% 23% 46% 23%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

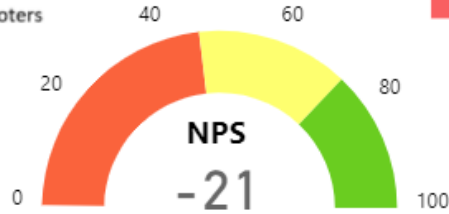
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - Admissions-Gen - Lothringer
 - Financial Aid - Deleon
 - Vice President Enroll Mgmt - McCreary
 - VP Finance & Admin - Brown Jr
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.66

2017: **3.72**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

35

2017: **32**

Respondents

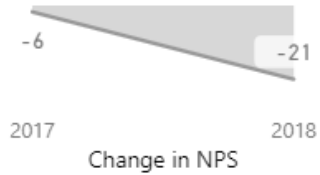
Greatest number of respondents on any one question

23

2017: **26**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	35	21	4.06	4.11	↑	20% 40% 37%
Q02	Materials and equipment	35	51	4.09	4.17	↑	11% 43% 40%
Q03	Opportunity to do best	35	24	3.75	3.71	↓	11% 34% 26% 29%
Q04	Recognition	35	28	3.22	3.29	↑	11% 26% 14% 20% 29%
Q05	Cares about me	35	45	4.22	4.20	↓	11% 9% 29% 51%
Q06	Development	35	33	3.91	3.74	↓	20% 9% 26% 40%
Q07	Opinions Count	35	12	3.35	3.09	↓	14% 26% 14% 29% 17%
Q08	Mission/Purpose	35	20	3.50	3.66	↑	14% 20% 40% 23%
Q09	Committed to quality	34	41	4.16	4.06	↓	18% 41% 35%
Q10	Best friend	35	24	2.76	3.23	↑	20% 9% 26% 20% 26%
Q11	Progress	34	13	3.56	3.12	↓	18% 21% 18% 21% 24%
Q12	Learn and Grow	34	20	4.00	3.59	↓	12% 26% 29% 26%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

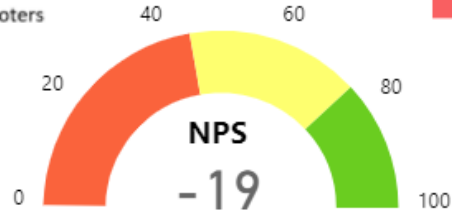
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - Admissions-Gen - Lothringer
 - Financial Aid - Deleon
 - Vice President Enroll Mgmt - McCreary
 - Registrar - Heard
 - * End of Hierarchy *
 - VP Finance & Admin - Brown Jr
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.61

2017: **3.78**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

28

2017: **21**

Respondents

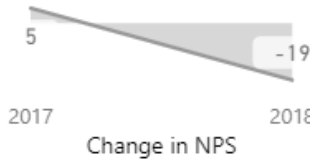
Greatest number of respondents on any one question

20

2017: **32**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	28	21	4.19	4.11	↓	Q01: 18% (Passive), 43% (Promoters), 36% (Detractors)
Q02	Materials and equipment	28	44	4.10	4.04	↓	Q02: 7% (Detractors), 14% (Passive), 46% (Promoters), 32% (Detractors)
Q03	Opportunity to do best	28	22	3.76	3.68	↓	Q03: 11% (Detractors), 39% (Passive), 21% (Promoters), 29% (Detractors)
Q04	Recognition	28	23	3.24	3.18	↓	Q04: 11% (Detractors), 32% (Detractors), 11% (Passive), 21% (Promoters), 25% (Detractors)
Q05	Cares about me	28	41	4.33	4.14	↓	Q05: 14% (Detractors), 7% (Passive), 29% (Promoters), 50% (Detractors)
Q06	Development	28	30	4.00	3.68	↓	Q06: 25% (Detractors), 11% (Passive), 21% (Promoters), 39% (Detractors)
Q07	Opinions Count	28	10	3.45	3.00	↓	Q07: 14% (Detractors), 32% (Detractors), 11% (Passive), 25% (Promoters), 18% (Detractors)
Q08	Mission/Purpose	28	20	3.57	3.64	↑	Q08: 14% (Detractors), 25% (Passive), 43% (Promoters), 18% (Detractors)
Q09	Committed to quality	28	40	4.24	4.00	↓	Q09: 7% (Detractors), 18% (Passive), 43% (Promoters), 32% (Detractors)
Q10	Best friend	28	28	2.90	3.36	↑	Q10: 21% (Detractors), 7% (Passive), 18% (Promoters), 21% (Passive), 32% (Detractors)
Q11	Progress	27	10	3.48	3.00	↓	Q11: 19% (Detractors), 22% (Detractors), 22% (Passive), 15% (Promoters), 22% (Detractors)
Q12	Learn and Grow	27	18	4.14	3.52	↓	Q12: 7% (Detractors), 11% (Passive), 30% (Passive), 26% (Promoters), 26% (Detractors)

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

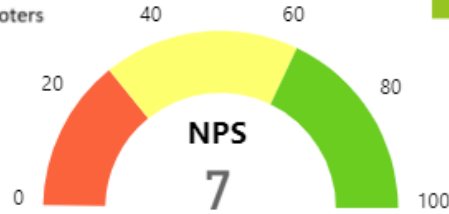
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
 - Admissions-Gen - Lothringer
 - Financial Aid - Deleon
 - Vice President Enroll Mgmt - McCreary
 - Registrar - Heard
 - Registrar - Wheelis
 - * End of Hierarchy *
 - * End of Hierarchy *
 - VP Finance & Admin - Brown Jr
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.56

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

14

2017: null

Respondents

Greatest number of respondents on any one question

17

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	14	40		4.36		14% 36% 50%
Q02	Materials and equipment	14	45		4.07		7% 14% 43% 36%
Q03	Opportunity to do best	14	36		3.93		7% 36% 14% 43%
Q04	Recognition	14	18		3.00		7% 43% 7% 29% 14%
Q05	Cares about me	14	37		4.07		14% 7% 36% 43%
Q06	Development	14	26		3.57		36% 7% 21% 36%
Q07	Opinions Count	14	6		2.79		29% 21% 7% 29% 14%
Q08	Mission/Purpose	14	27		3.79		7% 29% 43% 21%
Q09	Committed to quality	14	51		4.21		7% 7% 43% 43%
Q10	Best friend	14	12		2.86		29% 14% 21% 14% 21%
Q11	Progress	13	6		2.69		15% 31% 23% 31%
Q12	Learn and Grow	13	13		3.38		8% 15% 31% 23% 23%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

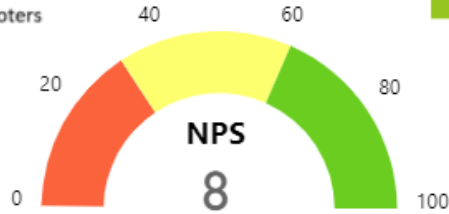
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.82

2017: **3.66**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

400

2017: **211**

Respondents

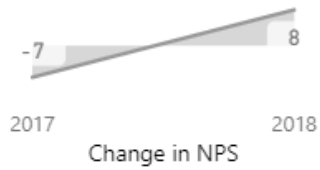
Greatest number of respondents on any one question

37

2017: **21**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	399	38	4.29	4.33	↑	10% 29% 56%
Q02	Materials and equipment	399	37	3.93	3.98	↑	15% 36% 38%
Q03	Opportunity to do best	400	42	3.91	3.98	↑	8% 17% 30% 42%
Q04	Recognition	391	30	3.20	3.34	↑	20% 9% 19% 22% 30%
Q05	Cares about me	398	36	4.09	4.04	↓	9% 13% 20% 54%
Q06	Development	400	33	3.63	3.74	↑	11% 9% 16% 25% 40%
Q07	Opinions Count	399	34	3.40	3.65	↑	13% 7% 17% 29% 34%
Q08	Mission/Purpose	398	33	3.70	3.90	↑	7% 8% 15% 28% 42%
Q09	Committed to quality	394	33	3.88	3.96	↑	8% 17% 34% 38%
Q10	Best friend	371	24	3.02	3.23	↑	16% 13% 27% 21% 23%
Q11	Progress	390	35	3.29	3.79	↑	11% 8% 15% 23% 44%
Q12	Learn and Grow	391	33	3.60	3.88	↑	8% 7% 17% 24% 44%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

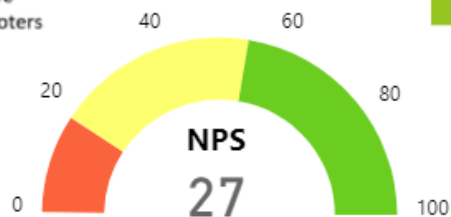
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
 - Administrative Services - Renton
 - Budget & Analytics-Gen - Cotton Shuford
 - Facilities-Gen - Reynolds
 - Police Services - Reynolds
 - University Information Service - Clark
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.00

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

35

2017: null

Respondents

Greatest number of respondents on any one question

55

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	35	29		4.23	■	Q01 ■ ■ ■ 57% 34%
Q02	Materials and equipment	35	45		4.06	■	Q02 ■ ■ ■ 9% 17% 34% 40%
Q03	Opportunity to do best	35	34		3.89	■	Q03 ■ ■ ■ 26% 40% 29%
Q04	Recognition	35	55		3.86	■	Q04 ■ ■ ■ 14% 11% 26% 46%
Q05	Cares about me	35	51		4.29	■	Q05 ■ ■ ■ 14% 20% 60%
Q06	Development	35	57		4.14	■	Q06 ■ ■ ■ 20% 26% 49%
Q07	Opinions Count	35	51		3.97	■	Q07 ■ ■ ■ 14% 43% 34%
Q08	Mission/Purpose	35	48		4.14	■	Q08 ■ ■ ■ 9% 37% 46%
Q09	Committed to quality	34	49		4.18	■	Q09 ■ ■ ■ 9% 41% 44%
Q10	Best friend	30	15		3.00	■	Q10 ■ ■ ■ 23% 7% 37% 13% 20%
Q11	Progress	33	51		4.12	■	Q11 ■ ■ ■ 15% 27% 48%
Q12	Learn and Grow	34	46		4.12	■	Q12 ■ ■ ■ 21% 29% 44%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

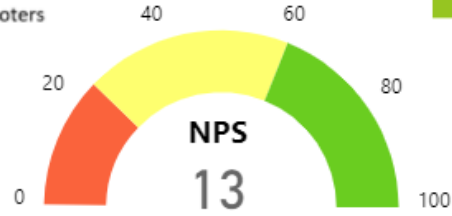
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - VP Finance & Admin - Brown Jr
 - Administrative Services - Renton
 - Risk Mgmt Services-Gen - Welch
 - * End of Hierarchy *
 - Budget & Analytics-Gen - Cotton Shuford
 - Facilities-Gen - Reynolds
 - Police Services - Reynolds
 - University Information Service - Clark
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.89

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

24

2017: null

Respondents

Greatest number of respondents on any one question

44

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	24	25		4.17	■	8% 54% 33%
Q02	Materials and equipment	24	27		3.79	■	13% 25% 33% 29%
Q03	Opportunity to do best	24	31		3.83	■	25% 38% 29%
Q04	Recognition	24	45		3.67	■	17% 13% 29% 38%
Q05	Cares about me	24	42		4.17	■	8% 17% 17% 58%
Q06	Development	24	53		4.08	■	25% 25% 46%
Q07	Opinions Count	24	49		3.88	■	8% 17% 46% 29%
Q08	Mission/Purpose	24	44		4.08	■	8% 8% 29% 50%
Q09	Committed to quality	23	40		4.00	■	9% 13% 39% 39%
Q10	Best friend	22	15		3.00	■	27% 32% 14% 23%
Q11	Progress	23	48		4.00	■	22% 26% 43%
Q12	Learn and Grow	24	43		4.00	■	8% 25% 25% 42%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

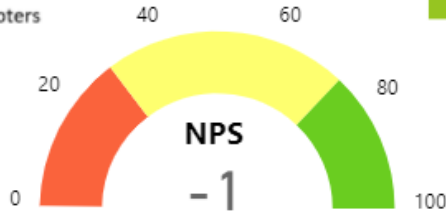
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - VP Finance & Admin - Brown Jr
 - Administrative Services - Renton
 - Risk Mgmt Services-Gen - Welch
 - Risk Mgmt Services-Gen - Scott
 - * End of Hierarchy *
 - * End of Hierarchy *
 - Budget & Analytics-Gen - Cotton Shuford
 - Facilities-Gen - Reynolds
 - Police Services - Reynolds
 - University Information Service - Clark
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.83

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

18

2017: null

Respondents

Greatest number of respondents on any one question

38

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	18	20		4.06		Q01: 11% (Detractors), 56% (Passive), 28% (Promoters)
Q02	Materials and equipment	18	21		3.67		Q02: 17% (Detractors), 28% (Passive), 28% (Promoters)
Q03	Opportunity to do best	18	31		3.83		Q03: 22% (Detractors), 33% (Passive), 33% (Promoters)
Q04	Recognition	18	45		3.67		Q04: 17% (Detractors), 11% (Passive), 28% (Promoters)
Q05	Cares about me	18	29		3.94		Q05: 11% (Detractors), 22% (Passive), 17% (Promoters)
Q06	Development	18	49		4.00		Q06: 33% (Detractors), 11% (Passive), 50% (Promoters)
Q07	Opinions Count	18	49		3.89		Q07: 11% (Detractors), 17% (Passive), 33% (Promoters)
Q08	Mission/Purpose	18	43		4.06		Q08: 11% (Detractors), 11% (Passive), 28% (Promoters)
Q09	Committed to quality	17	29		3.88		Q09: 12% (Detractors), 18% (Passive), 29% (Promoters)
Q10	Best friend	16	9		2.75		Q10: 31% (Detractors), 31% (Passive), 19% (Promoters)
Q11	Progress	17	51		4.12		Q11: 24% (Detractors), 24% (Passive), 47% (Promoters)
Q12	Learn and Grow	18	46		4.11		Q12: 22% (Detractors), 28% (Passive), 44% (Promoters)

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

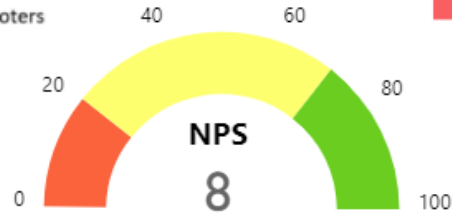
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
 - Administrative Services - Renton
 - Budget & Analytics-Gen - Cotton Shuford
 - Facilities-Gen - Reynolds
 - Police Services - Reynolds
 - University Information Service - Clark
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.51

2017: **3.79**

Grand Mean

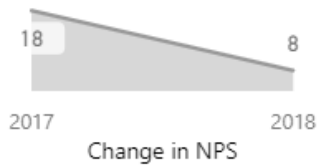
Represents the unit's overall engagement on a scale of 1-5

14

2017: **11**

Respondents

Greatest number of respondents on any one question



14

2017: **33**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	14	20	4.55	4.07	↓	36% (Passive), 21% (Promoters), 43% (Promoters)
Q02	Materials and equipment	14	55	4.36	4.21	↓	7% (Detractors), 50% (Passive), 43% (Promoters)
Q03	Opportunity to do best	14	5	4.09	3.14	↓	14% (Detractors), 7% (Detractors), 43% (Passive), 21% (Promoters), 14% (Promoters)
Q04	Recognition	13	20	3.36	3.08	↓	23% (Detractors), 23% (Detractors), 31% (Passive), 23% (Promoters)
Q05	Cares about me	14	22	4.18	3.79	↓	14% (Detractors), 7% (Detractors), 7% (Passive), 29% (Passive), 43% (Promoters)
Q06	Development	14	23	4.27	3.50	↓	21% (Detractors), 7% (Detractors), 7% (Passive), 29% (Passive), 36% (Promoters)
Q07	Opinions Count	14	16	3.55	3.21	↓	21% (Detractors), 7% (Detractors), 21% (Passive), 29% (Passive), 21% (Promoters)
Q08	Mission/Purpose	14	20	3.36	3.64	↑	7% (Detractors), 36% (Passive), 36% (Passive), 21% (Promoters)
Q09	Committed to quality	14	24	4.18	3.79	↓	7% (Detractors), 36% (Passive), 21% (Passive), 36% (Promoters)
Q10	Best friend	13	11	2.56	2.85	↑	15% (Detractors), 15% (Detractors), 38% (Passive), 31% (Passive)
Q11	Progress	14	27	3.20	3.57	↑	21% (Detractors), 7% (Detractors), 7% (Passive), 21% (Passive), 43% (Promoters)
Q12	Learn and Grow	14	11	3.82	3.29	↓	14% (Detractors), 14% (Detractors), 14% (Passive), 43% (Passive), 14% (Promoters)

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

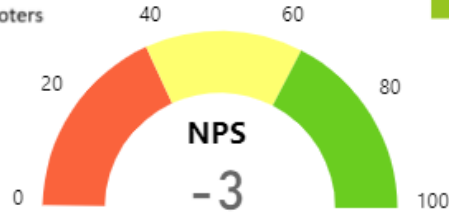
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
 - Administrative Services - Renton
 - Budget & Analytics-Gen - Cotton Shuford
 - Facilities-Gen - Reynolds
 - Police Services - Reynolds
 - University Information Service - Clark
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.65

2017: 3.44

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

201

2017: 92

Respondents

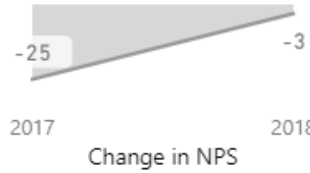
Greatest number of respondents on any one question

23

2017: 8

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	201	39	4.26	4.35	↑	10% 24% 59%
Q02	Materials and equipment	200	33	3.76	3.88	↑	8% 17% 33% 37%
Q03	Opportunity to do best	201	37	3.83	3.96	↑	9% 16% 27% 43%
Q04	Recognition	195	17	3.09	2.98	↓	30% 8% 21% 18% 24%
Q05	Cares about me	199	23	3.87	3.80	↓	12% 8% 16% 19% 46%
Q06	Development	201	22	3.16	3.49	↑	16% 10% 16% 25% 33%
Q07	Opinions Count	200	24	3.09	3.44	↑	16% 9% 20% 29% 27%
Q08	Mission/Purpose	199	23	3.49	3.72	↑	9% 10% 19% 27% 36%
Q09	Committed to quality	197	27	3.53	3.83	↑	12% 20% 31% 34%
Q10	Best friend	187	23	3.04	3.21	↑	18% 12% 24% 25% 22%
Q11	Progress	196	23	3.00	3.49	↑	16% 12% 16% 21% 36%
Q12	Learn and Grow	196	21	3.15	3.60	↑	13% 9% 21% 20% 37%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

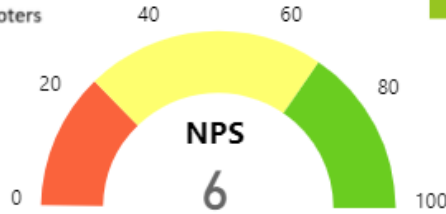
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
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 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - VP Finance & Admin - Brown Jr
 - Administrative Services - Renton
 - Budget & Analytics-Gen - Cotton Shuford
 - Facilities-Gen - Reynolds
 - Facilities-Gen - Bailey
 - Facilities-Gen - Crocker
 - Facilities-Gen - Liscano
 - Police Services - Reynolds
 - University Information Service - Clark
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.19

2017: 3.84

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

23

2017: 13

Respondents

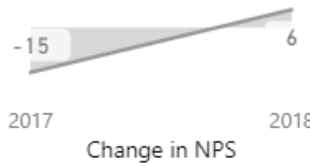
Greatest number of respondents on any one question

74

2017: 38

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	23	47	4.00	4.43	↑	35% 57%
Q02	Materials and equipment	23	44	4.23	4.04	↓	13% 39% 39%
Q03	Opportunity to do best	23	48	4.00	4.09	↑	13% 52% 35%
Q04	Recognition	22	45	3.62	3.68	↑	9% 9% 23% 23% 36%
Q05	Cares about me	23	68	4.38	4.52	↑	17% 13% 70%
Q06	Development	23	75	3.77	4.48	↑	26% 65%
Q07	Opinions Count	23	61	3.85	4.09	↑	9% 22% 22% 48%
Q08	Mission/Purpose	23	64	4.00	4.39	↑	9% 35% 57%
Q09	Committed to quality	23	68	3.85	4.43	↑	13% 30% 57%
Q10	Best friend	21	22	3.25	3.19	↓	14% 14% 24% 33% 14%
Q11	Progress	22	73	3.38	4.50	↑	9% 14% 73%
Q12	Learn and Grow	22	73	3.77	4.50	↑	14% 9% 73%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

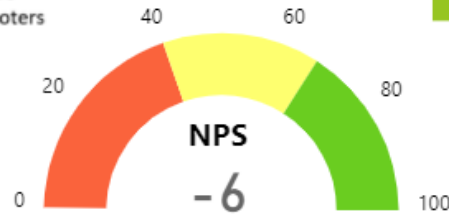
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
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 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
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 - VP Finance & Admin - Brown Jr
 - Administrative Services - Renton
 - Budget & Analytics-Gen - Cotton Shuford
 - Facilities-Gen - Reynolds
 - Facilities-Gen - Bailey
 - Facilities-Gen - Crocker
 - Facilities-Gen - Liscano
 - Police Services - Reynolds
 - University Information Service - Clark
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.54

2017: **3.23**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

155

2017: **60**

Respondents

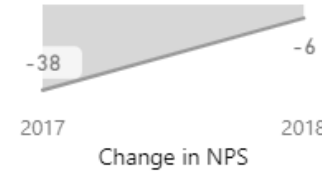
Greatest number of respondents on any one question

15

2017: **3**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	155	36	4.22	4.31	↑	12% 25% 57%
Q02	Materials and equipment	154	25	3.52	3.75	↑	7% 9% 19% 32% 33%
Q03	Opportunity to do best	155	35	3.67	3.90	↑	10% 17% 23% 44%
Q04	Recognition	151	14	2.93	2.84	↓	34% 7% 21% 17% 21%
Q05	Cares about me	154	17	3.65	3.64	↓	14% 8% 17% 19% 41%
Q06	Development	155	17	2.87	3.34	↑	17% 13% 18% 25% 28%
Q07	Opinions Count	154	21	2.78	3.36	↑	18% 7% 21% 31% 23%
Q08	Mission/Purpose	154	20	3.32	3.64	↑	10% 10% 21% 27% 33%
Q09	Committed to quality	152	21	3.36	3.74	↑	15% 22% 30% 32%
Q10	Best friend	144	21	2.98	3.17	↑	19% 12% 24% 25% 21%
Q11	Progress	151	19	2.73	3.34	↑	18% 12% 19% 21% 30%
Q12	Learn and Grow	151	15	2.79	3.44	↑	15% 11% 21% 21% 32%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

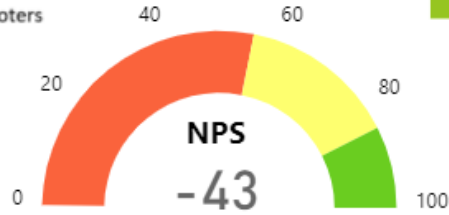
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - VP Finance & Admin - Brown Jr
 - Administrative Services - Renton
 - Budget & Analytics-Gen - Cotton Shuford
 - Facilities-Gen - Reynolds
 - Facilities-Gen - Bailey
 - Facilities-Gen - Crocker
 - Facilities-Gen - Stippe
 - Facilities-Gen - Taylor
 - Facilities-Gen - Liscano
 - Police Services - Reynolds
 - University Information Service - Clark
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.30

2017: **3.11**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

31

2017: **23**

Respondents

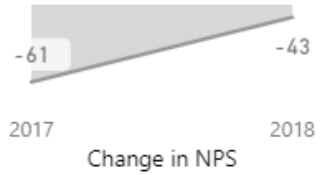
Greatest number of respondents on any one question

6

2017: **1**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	31	20	4.00	4.06	↑	13% 35% 42%
Q02	Materials and equipment	31	4	3.17	3.03	↓	13% 19% 26% 35%
Q03	Opportunity to do best	31	13	3.26	3.45	↑	13% 35% 13% 32%
Q04	Recognition	30	11	2.87	2.73	↓	40% 20% 17% 20%
Q05	Cares about me	31	18	3.78	3.68	↓	19% 13% 19% 45%
Q06	Development	31	13	3.04	3.23	↑	26% 10% 10% 26% 29%
Q07	Opinions Count	31	19	2.83	3.29	↑	23% 19% 32% 23%
Q08	Mission/Purpose	31	10	2.91	3.35	↑	16% 13% 16% 29% 26%
Q09	Committed to quality	31	26	3.39	3.81	↑	13% 13% 42% 29%
Q10	Best friend	25	9	2.85	2.76	↓	28% 16% 16% 32% 8%
Q11	Progress	30	12	2.71	3.07	↑	27% 10% 17% 23% 23%
Q12	Learn and Grow	29	7	2.50	3.10	↑	21% 10% 24% 28% 17%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

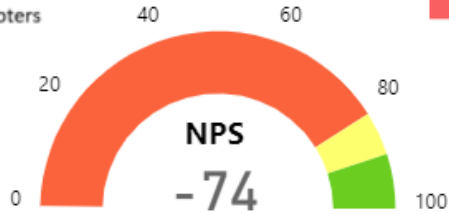
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
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 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
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 - Budget & Analytics-Gen - Cotton Shuford
 - Facilities-Gen - Reynolds
 - Facilities-Gen - Bailey
 - Facilities-Gen - Crocker
 - Facilities-Gen - Stippec
 - Facilities-Gen - McCormick
 - Facilities-Gen - Stone
 - Facilities-Gen - Taylor
 - Facilities-Gen - Liscano
 - Police Services - Reynolds
 - University Information Service - Clark

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.01

2017: **3.36**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

12

2017: **12**

Respondents

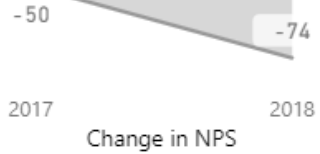
Greatest number of respondents on any one question

1

2017: **6**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	12	20	4.25	4.08	↓	8% 8% 50% 33%
Q02	Materials and equipment	12	1	3.33	2.67	↓	17% 33% 25% 17% 8%
Q03	Opportunity to do best	12	8	3.75	3.25	↓	8% 17% 33% 25% 17%
Q04	Recognition	11	2	3.17	2.00	↓	55% 36% 9%
Q05	Cares about me	12	8	4.33	3.25	↓	17% 8% 25% 33% 17%
Q06	Development	12	10	3.33	3.08	↓	25% 8% 25% 17% 25%
Q07	Opinions Count	12	14	3.17	3.17	↔	17% 8% 33% 25% 17%
Q08	Mission/Purpose	12	6	2.92	3.17	↑	17% 17% 17% 33% 17%
Q09	Committed to quality	12	8	3.75	3.33	↓	8% 17% 17% 50% 8%
Q10	Best friend	10	6	2.67	2.60	↓	20% 30% 20% 30%
Q11	Progress	12	7	3.00	2.75	↓	25% 17% 33% 8% 17%
Q12	Learn and Grow	11	4	2.64	2.82	↑	9% 18% 55% 18%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

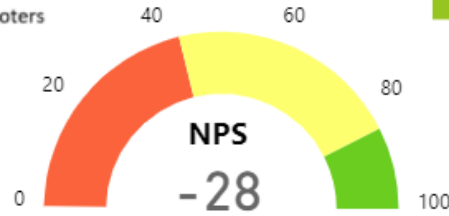
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
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 - Facilities-Gen - Bailey
 - Facilities-Gen - Crocker
 - Facilities-Gen - Stippec
 - Facilities-Gen - McCormick
 - Facilities-Gen - Stone
 - Facilities-Gen - Taylor
 - Facilities-Gen - Liscano
 - Police Services - Reynolds
 - University Information Service - Clark

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.55

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

14

2017: null

Respondents

Greatest number of respondents on any one question

16

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	14	20		4.07		Q01 7% 21% 21% 50%
Q02	Materials and equipment	14	10		3.36		Q02 7% 7% 29% 57%
Q03	Opportunity to do best	14	21		3.64		Q03 14% 36% 7% 43%
Q04	Recognition	14	22		3.14		Q04 36% 7% 29% 29%
Q05	Cares about me	14	34		4.00		Q05 21% 7% 71%
Q06	Development	14	17		3.36		Q06 29% 7% 29% 36%
Q07	Opinions Count	14	28		3.50		Q07 21% 7% 50% 21%
Q08	Mission/Purpose	14	17		3.57		Q08 14% 7% 21% 21% 36%
Q09	Committed to quality	14	46		4.14		Q09 7% 14% 36% 43%
Q10	Best friend	12	28		3.33		Q10 17% 8% 17% 42% 17%
Q11	Progress	13	16		3.23		Q11 31% 8% 31% 31%
Q12	Learn and Grow	13	11		3.31		Q12 31% 8% 31% 31%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

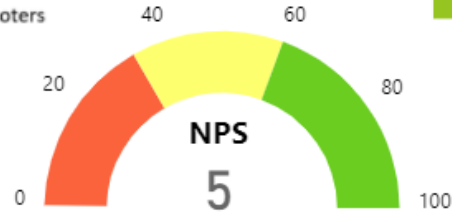
Employee Category

Select Department

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 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
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 - Facilities-Gen - Stippe
 - Facilities-Gen - Taylor
 - Facilities-Gen - Liscano
 - Police Services - Reynolds
 - University Information Service - Clark
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.59

2017: **3.25**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

121

2017: **34**

Respondents

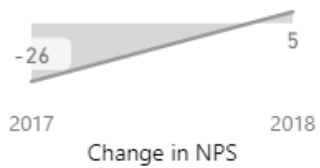
Greatest number of respondents on any one question

18

2017: **3**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	121	42	4.32	4.39	↑	11% 23% 61%
Q02	Materials and equipment	120	34	3.65	3.92	↑	7% 18% 30% 40%
Q03	Opportunity to do best	121	46	3.91	4.02	↑	11% 13% 26% 46%
Q04	Recognition	118	13	2.85	2.83	↓	33% 8% 21% 17% 20%
Q05	Cares about me	120	17	3.44	3.63	↑	13% 10% 18% 19% 40%
Q06	Development	121	17	2.68	3.35	↑	15% 14% 20% 24% 27%
Q07	Opinions Count	120	22	2.65	3.39	↑	17% 7% 22% 31% 24%
Q08	Mission/Purpose	120	23	3.53	3.71	↑	8% 8% 23% 26% 35%
Q09	Committed to quality	118	21	3.36	3.74	↑	15% 24% 26% 33%
Q10	Best friend	116	25	3.03	3.25	↑	17% 11% 25% 22% 24%
Q11	Progress	118	20	2.67	3.39	↑	16% 13% 19% 21% 31%
Q12	Learn and Grow	119	17	2.88	3.50	↑	14% 11% 20% 20% 34%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

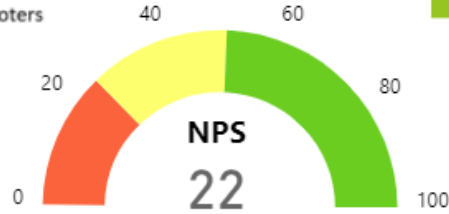
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
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 - Budget & Analytics-Gen - Cotton Shuford
 - Facilities-Gen - Reynolds
 - Facilities-Gen - Bailey
 - Facilities-Gen - Crocker
 - Facilities-Gen - Stippeck
 - Facilities-Gen - Taylor
 - Facilities-Gen - Barkenhagen
 - Facilities-Gen - Carney
 - Facilities-Gen - Trevino
 - Facilities-Gen - Liscano
 - Police Services - Reynolds

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.58

2017: 2.97

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

69

2017: 15

Respondents

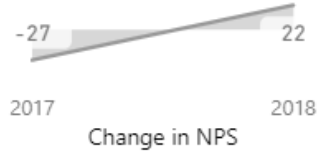
Greatest number of respondents on any one question

18

2017: 1

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	69	49	4.40	4.45	↑	12% 19% 65%
Q02	Materials and equipment	68	36	3.33	3.97	↑	7% 16% 24% 47%
Q03	Opportunity to do best	69	51	3.80	4.14	↑	10% 10% 23% 54%
Q04	Recognition	67	10	2.20	2.67	↑	40% 9% 18% 9% 24%
Q05	Cares about me	68	13	3.07	3.51	↑	15% 16% 13% 15% 41%
Q06	Development	69	16	2.07	3.29	↑	13% 16% 25% 22% 25%
Q07	Opinions Count	68	19	2.13	3.29	↑	18% 7% 25% 28% 22%
Q08	Mission/Purpose	68	27	3.67	3.78	↑	7% 9% 24% 19% 41%
Q09	Committed to quality	66	28	3.21	3.86	↑	14% 20% 27% 38%
Q10	Best friend	65	26	2.79	3.28	↑	18% 14% 20% 17% 31%
Q11	Progress	66	17	2.07	3.27	↑	17% 12% 27% 15% 29%
Q12	Learn and Grow	67	14	2.86	3.42	↑	15% 9% 27% 18% 31%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

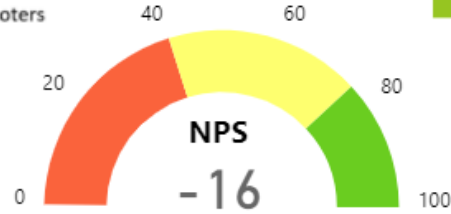
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
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 - VP Finance & Admin - Brown Jr
 - Administrative Services - Renton
 - Budget & Analytics-Gen - Cotton Shuford
 - Facilities-Gen - Reynolds
 - Facilities-Gen - Bailey
 - Facilities-Gen - Crocker
 - Facilities-Gen - Stippe
 - Facilities-Gen - Taylor
 - Facilities-Gen - Barkenhagen
 - Facilities-Gen - Carney
 - Facilities-Gen - Trevino
 - Facilities-Gen - Liscano
 - Police Services - Reynolds

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.55

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

25

2017: null

Respondents

Greatest number of respondents on any one question

16

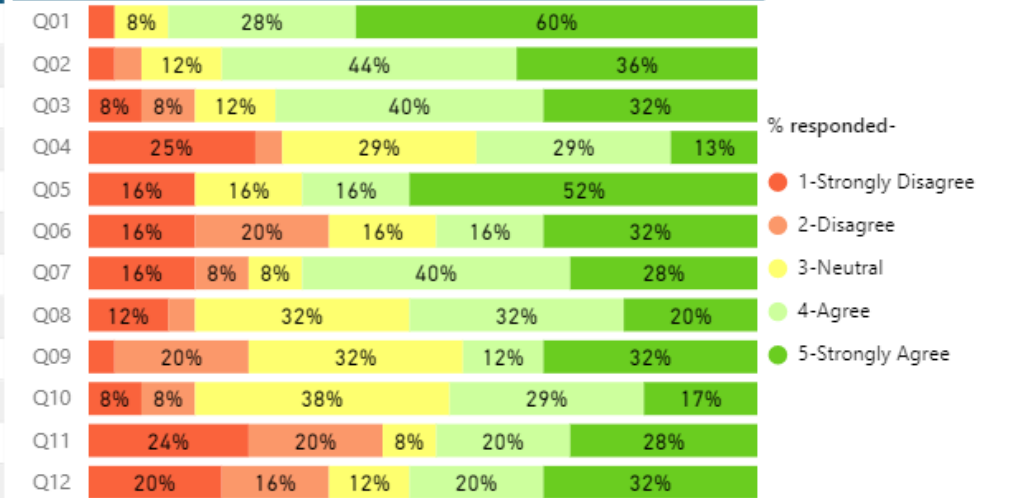
2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ
Q01	Know what's expected	25	44		4.40	
Q02	Materials and equipment	25	44		4.04	
Q03	Opportunity to do best	25	29		3.80	
Q04	Recognition	24	18		3.00	
Q05	Cares about me	25	27		3.88	
Q06	Development	25	15		3.28	
Q07	Opinions Count	25	30		3.56	
Q08	Mission/Purpose	25	13		3.44	
Q09	Committed to quality	25	11		3.48	
Q10	Best friend	24	30		3.38	
Q11	Progress	25	12		3.08	
Q12	Learn and Grow	25	11		3.28	

Frequency Distribution



Gallup Engagement Survey 2018

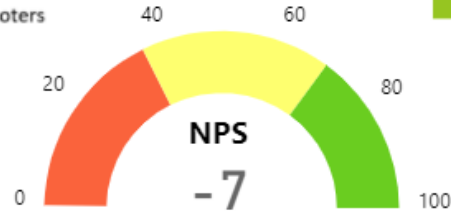
Employee Category

Select Department

- Office of the President - Smatresk
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 - Facilities-Gen - Taylor
 - Facilities-Gen - Barkenhagen
 - Facilities-Gen - Carney
 - Facilities-Gen - Trevino
 - Facilities-Gen - Liscano
 - Police Services - Reynolds

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.87

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

14

2017: null

Respondents

Greatest number of respondents on any one question

42

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	14	47		4.43	■	7% 43% 50%
Q02	Materials and equipment	14	32		3.86	■	7% 29% 36% 29%
Q03	Opportunity to do best	14	51		4.14	■	7% 14% 36% 43%
Q04	Recognition	14	44		3.64	■	7% 7% 29% 29% 29%
Q05	Cares about me	14	37		4.07	■	29% 36% 36%
Q06	Development	14	53		4.07	■	7% 14% 36% 43%
Q07	Opinions Count	14	38		3.71	■	7% 36% 29% 29%
Q08	Mission/Purpose	14	27		3.79	■	7% 7% 14% 43% 29%
Q09	Committed to quality	14	7		3.29	■	21% 36% 36% 7%
Q10	Best friend	14	39		3.57	■	7% 7% 29% 36% 21%
Q11	Progress	14	49		4.07	■	14% 7% 36% 43%
Q12	Learn and Grow	14	28		3.79	■	7% 7% 14% 43% 29%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

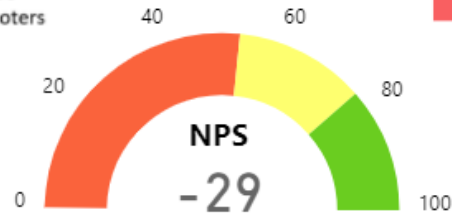
Employee Category

Select Department

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 - Facilities-Gen - Reynolds
 - Facilities-Gen - Bailey
 - Facilities-Gen - Crocker
 - Facilities-Gen - Liscano
 - Police Services - Reynolds
 - University Information Service - Clark
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.48

2017: **3.75**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

17

2017: **12**

Respondents

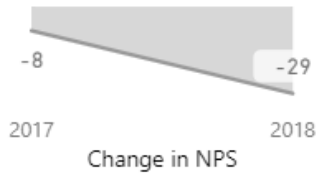
Greatest number of respondents on any one question

12

2017: **29**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	17	39	4.50	4.35	↓	18% 12% 71%
Q02	Materials and equipment	17	72	3.91	4.47	↑	41% 53%
Q03	Opportunity to do best	17	36	4.42	3.94	↓	35% 35% 29%
Q04	Recognition	16	13	2.92	2.81	↓	31% 13% 19% 19% 19%
Q05	Cares about me	16	24	4.17	3.81	↓	13% 13% 31% 38%
Q06	Development	17	12	3.67	3.18	↓	29% 18% 29% 24%
Q07	Opinions Count	17	6	3.25	2.76	↓	24% 24% 18% 24% 12%
Q08	Mission/Purpose	16	6	3.75	3.19	↓	13% 19% 31% 13% 25%
Q09	Committed to quality	16	19	4.17	3.69	↓	25% 38% 25%
Q10	Best friend	16	18	3.09	3.06	↓	19% 13% 31% 19% 19%
Q11	Progress	17	10	3.45	3.00	↓	24% 18% 12% 29% 18%
Q12	Learn and Grow	17	18	3.75	3.53	↓	12% 29% 24% 29%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

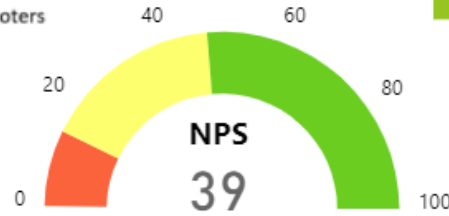
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
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- Inst Equity & Div-Gen - Woodard
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- Facilities-Gen - Reynolds
- Police Services - Reynolds
- University Information Service - Clark
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.09

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

2017: **3.69**

54

Respondents

Greatest number of respondents on any one question

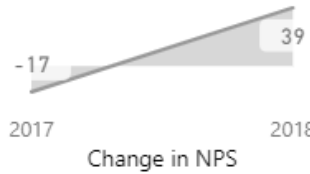
2017: **24**

64

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

2017: **24**



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	54	53	4.29	4.50	▲	7% 28% 63%
Q02	Materials and equipment	54	62	4.13	4.31	▲	7% 46% 44%
Q03	Opportunity to do best	54	63	4.00	4.30	▲	9% 33% 52%
Q04	Recognition	52	42	3.04	3.60	▲	8% 19% 15% 21% 37%
Q05	Cares about me	54	45	4.04	4.20	▲	7% 26% 56%
Q06	Development	54	53	3.57	4.06	▲	13% 13% 22% 50%
Q07	Opinions Count	54	45	3.25	3.81	▲	9% 20% 30% 37%
Q08	Mission/Purpose	54	62	3.79	4.35	▲	28% 59%
Q09	Committed to quality	54	46	3.75	4.15	▲	17% 44% 37%
Q10	Best friend	51	32	3.08	3.43	▲	12% 14% 25% 18% 31%
Q11	Progress	54	54	3.75	4.19	▲	17% 26% 52%
Q12	Learn and Grow	54	53	3.54	4.20	▲	11% 33% 48%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

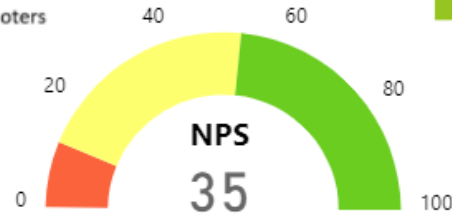
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
 - Administrative Services - Renton
 - Budget & Analytics-Gen - Cotton Shuford
 - Facilities-Gen - Reynolds
 - Police Services - Reynolds
 - Police Services - Bergstrom
 - Police Services - Owen
 - University Information Service - Clark
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.23

2017: 3.20

Grand Mean

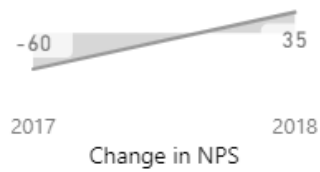
Represents the unit's overall engagement on a scale of 1-5

17

2017: 10

Respondents

Greatest number of respondents on any one question



76

2017: 2

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	17	67	3.90	4.65	▲	24% 71%
Q02	Materials and equipment	17	51	3.90	4.18	▲	18% 47% 35%
Q03	Opportunity to do best	17	73	3.30	4.47	▲	12% 29% 59%
Q04	Recognition	17	53	2.30	3.82	▲	12% 18% 24% 41%
Q05	Cares about me	17	43	3.40	4.18	▲	12% 24% 59%
Q06	Development	17	59	3.10	4.18	▲	12% 12% 24% 53%
Q07	Opinions Count	17	58	2.70	4.00	▲	12% 12% 29% 47%
Q08	Mission/Purpose	17	74	3.30	4.53	▲	12% 24% 65%
Q09	Committed to quality	17	49	3.40	4.18	▲	29% 24% 47%
Q10	Best friend	15	66	2.60	4.20	▲	7% 20% 20% 53%
Q11	Progress	17	54	3.50	4.18	▲	18% 24% 53%
Q12	Learn and Grow	17	51	3.00	4.18	▲	18% 47% 35%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

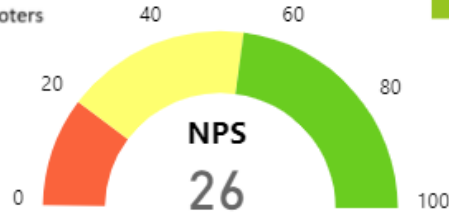
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - VP Finance & Admin - Brown Jr
 - Administrative Services - Renton
 - Budget & Analytics-Gen - Cotton Shuford
 - Facilities-Gen - Reynolds
 - Police Services - Reynolds
 - Police Services - Bergstrom
 - Police Services - Owen
 - University Information Service - Clark
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.01

2017: 3.84

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

24

2017: 10

Respondents

Greatest number of respondents on any one question

56

2017: 38

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	24	49	4.50	4.46	↓	13% 29% 58%
Q02	Materials and equipment	24	69	4.10	4.42	↑	50% 46%
Q03	Opportunity to do best	24	53	4.40	4.17	↓	8% 8% 42% 42%
Q04	Recognition	22	35	3.30	3.45	↑	27% 14% 27% 27%
Q05	Cares about me	24	40	4.30	4.13	↓	17% 25% 50%
Q06	Development	24	49	3.67	4.00	↑	17% 17% 17% 50%
Q07	Opinions Count	24	31	3.30	3.58	↑	8% 8% 25% 33% 25%
Q08	Mission/Purpose	24	49	4.00	4.17	↑	8% 33% 50%
Q09	Committed to quality	24	48	3.80	4.17	↑	17% 50% 33%
Q10	Best friend	23	19	3.60	3.09	↓	13% 17% 39% 9% 22%
Q11	Progress	24	59	3.60	4.25	↑	21% 33% 46%
Q12	Learn and Grow	24	53	3.50	4.21	↑	8% 13% 29% 50%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

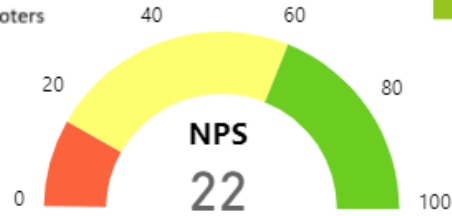
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - VP Finance & Admin - Brown Jr
 - Administrative Services - Renton
 - Budget & Analytics-Gen - Cotton Shuford
 - Facilities-Gen - Reynolds
 - Police Services - Reynolds
 - Police Services - Bergstrom
 - Police Services - Owen
 - Police Services - Polk
 - * End of Hierarchy *
 - University Information Service - Clark
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.90

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

13

2017: null

Respondents

Greatest number of respondents on any one question

45

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	13	36		4.31		15% 38% 46%
Q02	Materials and equipment	13	66		4.38		62% 38%
Q03	Opportunity to do best	13	57		4.23		15% 46% 38%
Q04	Recognition	11	20		3.09		45% 18% 18% 18%
Q05	Cares about me	13	41		4.15		31% 23% 46%
Q06	Development	13	40		3.85		15% 31% 8% 46%
Q07	Opinions Count	13	19		3.31		8% 8% 38% 38% 8%
Q08	Mission/Purpose	13	44		4.08		8% 8% 38% 46%
Q09	Committed to quality	13	52		4.23		15% 46% 38%
Q10	Best friend	12	13		2.92		8% 25% 42% 17% 8%
Q11	Progress	13	52		4.15		15% 54% 31%
Q12	Learn and Grow	13	49		4.15		8% 15% 31% 46%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

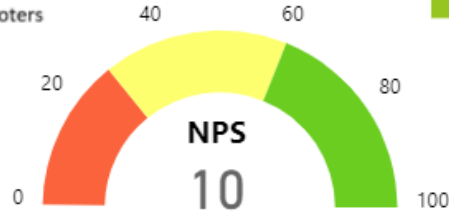
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
 - Administrative Services - Renton
 - Budget & Analytics-Gen - Cotton Shuford
 - Facilities-Gen - Reynolds
 - Police Services - Reynolds
 - University Information Service - Clark
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters

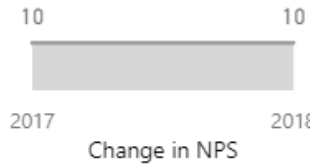


3.96

2017: **3.92**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5



84

2017: **51**

Respondents

Greatest number of respondents on any one question

51

2017: **46**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	83	30	4.28	4.24	↓	6% 7% 29% 54%
Q02	Materials and equipment	84	39	3.94	3.99	↑	7% 17% 37% 37%
Q03	Opportunity to do best	84	45	3.88	4.00	↑	10% 13% 36% 39%
Q04	Recognition	84	42	3.44	3.62	↑	10% 8% 24% 27% 31%
Q05	Cares about me	84	54	4.42	4.33	↓	8% 8% 17% 65%
Q06	Development	84	42	4.16	3.89	↓	8% 7% 17% 23% 45%
Q07	Opinions Count	84	49	3.72	3.89	↑	10% 10% 8% 27% 45%
Q08	Mission/Purpose	84	41	4.00	3.98	↓	6% 8% 11% 32% 43%
Q09	Committed to quality	83	40	4.27	4.00	↓	6% 6% 12% 34% 42%
Q10	Best friend	78	22	3.10	3.18	↑	14% 15% 31% 18% 22%
Q11	Progress	81	49	3.64	4.05	↑	7% 6% 12% 22% 52%
Q12	Learn and Grow	81	59	4.19	4.30	↑	9% 22% 60%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

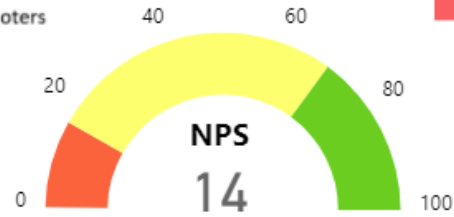
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
 - Administrative Services - Renton
 - Budget & Analytics-Gen - Cotton Shuford
 - Facilities-Gen - Reynolds
 - Police Services - Reynolds
 - University Information Service - Clark
 - Administrative IT Services - John
 - Inst Rsrch & Effectiveness - Simon
 - Parking Services - Phelps
 - University IT (UIT) - Baczewski
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.91

2017: **4.17**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

24

2017: **16**

Respondents

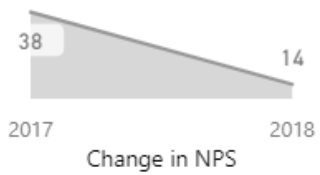
Greatest number of respondents on any one question

46

2017: **72**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	24	47	4.60	4.42	↓	8% 33% 58%
Q02	Materials and equipment	24	21	3.87	3.67	↓	13% 17% 46% 21%
Q03	Opportunity to do best	24	37	4.20	3.96	↓	8% 17% 46% 29%
Q04	Recognition	24	39	3.79	3.54	↓	13% 8% 17% 38% 25%
Q05	Cares about me	24	49	4.67	4.25	↓	8% 29% 58%
Q06	Development	24	36	4.53	3.79	↓	17% 17% 21% 42%
Q07	Opinions Count	24	61	4.27	4.08	↓	13% 29% 50%
Q08	Mission/Purpose	24	32	4.13	3.88	↓	8% 13% 46% 29%
Q09	Committed to quality	24	33	4.14	3.96	↓	13% 8% 33% 42%
Q10	Best friend	21	11	3.00	2.81	↓	24% 24% 19% 14% 19%
Q11	Progress	24	54	4.25	4.17	↓	8% 13% 25% 54%
Q12	Learn and Grow	23	64	4.54	4.39	↓	9% 26% 61%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

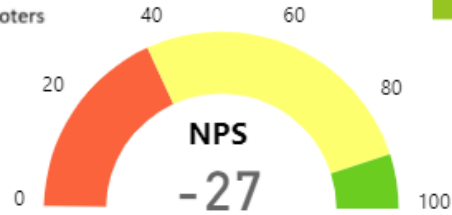
Employee Category

Select Department

- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
 - Administrative Services - Renton
 - Budget & Analytics-Gen - Cotton Shuford
 - Facilities-Gen - Reynolds
 - Facilities-Gen - Bailey
 - Facilities-Gen - Crocker
 - Facilities-Gen - Liscano
 - Police Services - Reynolds
 - University Information Service - Clark
 - Administrative IT Services - John
 - Administrative IT Services - McMullen
 - * End of Hierarchy *
 - Inst Rsrch & Effectiveness - Simon
 - Parking Services - Phelps
 - University IT (UIT) - Baczewski
- VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.43

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

11

2017: null

Respondents

Greatest number of respondents on any one question

10

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	11	12		3.91		18% 55% 27%
Q02	Materials and equipment	11	5		3.09		9% 27% 18% 36% 9%
Q03	Opportunity to do best	11	17		3.55		18% 18% 55% 9%
Q04	Recognition	11	18		3.00		18% 18% 18% 36% 9%
Q05	Cares about me	11	20		3.73		18% 9% 27% 45%
Q06	Development	11	12		3.18		9% 36% 9% 18% 27%
Q07	Opinions Count	11	29		3.55		9% 27% 27% 36%
Q08	Mission/Purpose	11	10		3.36		9% 18% 9% 55% 9%
Q09	Committed to quality	11	20		3.73		27% 9% 27% 36%
Q10	Best friend	10	6		2.60		30% 20% 20% 20% 10%
Q11	Progress	11	26		3.55		18% 27% 18% 36%
Q12	Learn and Grow	10	34		3.90		20% 10% 30% 40%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

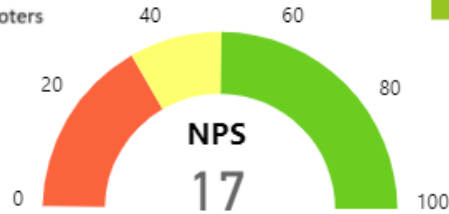
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - VP Finance & Admin - Brown Jr
 - Administrative Services - Renton
 - Budget & Analytics-Gen - Cotton Shuford
 - Facilities-Gen - Reynolds
 - Police Services - Reynolds
 - University Information Service - Clark
 - Administrative IT Services - John
 - Inst Rsrch & Effectiveness - Simon
 - Parking Services - Phelps
 - University IT (UIT) - Baczewski
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.46

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

12

2017: null

Respondents

Greatest number of respondents on any one question

91

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	12	61		4.58	■	Q01 ■ 42% ■ 58%
Q02	Materials and equipment	12	75		4.50	■	Q02 ■ 50% ■ 50%
Q03	Opportunity to do best	12	59		4.25	■	Q03 ■ 17% ■ 42% ■ 42%
Q04	Recognition	12	79		4.42	■	Q04 ■ 8% ■ 42% ■ 50%
Q05	Cares about me	12	83		4.75	■	Q05 ■ 8% ■ 8% ■ 83%
Q06	Development	12	73		4.42	■	Q06 ■ 17% ■ 25% ■ 58%
Q07	Opinions Count	12	83		4.50	■	Q07 ■ 8% ■ 33% ■ 58%
Q08	Mission/Purpose	12	72		4.50	■	Q08 ■ 17% ■ 17% ■ 67%
Q09	Committed to quality	12	74		4.50	■	Q09 ■ 8% ■ 33% ■ 58%
Q10	Best friend	12	43		3.67	■	Q10 ■ 8% ■ 33% ■ 42% ■ 17%
Q11	Progress	11	83		4.73	■	Q11 ■ 27% ■ 73%
Q12	Learn and Grow	11	80		4.64	■	Q12 ■ 36% ■ 64%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

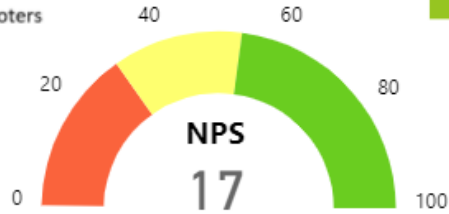
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
 - Administrative Services - Renton
 - Budget & Analytics-Gen - Cotton Shuford
 - Facilities-Gen - Reynolds
 - Police Services - Reynolds
 - University Information Service - Clark
 - Administrative IT Services - John
 - Inst Rsrch & Effectiveness - Simon
 - Parking Services - Phelps
 - University IT (UIT) - Baczewski
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



3.72

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

17

2017: null

Respondents

Greatest number of respondents on any one question

28

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	16	20		4.06	▲	Q01 13% 25% 50%
Q02	Materials and equipment	17	35		3.94	▲	Q02 18% 29% 41%
Q03	Opportunity to do best	17	36		3.94	▲	Q03 12% 18% 24% 47%
Q04	Recognition	17	28		3.29	▲	Q04 12% 12% 35% 18% 24%
Q05	Cares about me	17	47		4.24	▲	Q05 12% 12% 65%
Q06	Development	17	24		3.53	▲	Q06 18% 29% 18% 35%
Q07	Opinions Count	17	29		3.53	▲	Q07 24% 24% 41%
Q08	Mission/Purpose	17	20		3.65	▲	Q08 12% 12% 12% 29% 35%
Q09	Committed to quality	17	13		3.53	▲	Q09 12% 18% 47% 18%
Q10	Best friend	16	30		3.38	▲	Q10 13% 38% 19% 25%
Q11	Progress	16	29		3.63	▲	Q11 13% 25% 19% 38%
Q12	Learn and Grow	16	35		3.94	▲	Q12 19% 19% 56%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

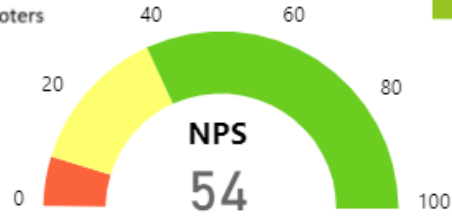
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - VP Finance & Admin - Brown Jr
 - Administrative Services - Renton
 - Budget & Analytics-Gen - Cotton Shuford
 - Facilities-Gen - Reynolds
 - Police Services - Reynolds
 - University Information Service - Clark
 - Administrative IT Services - John
 - Inst Rsrch & Effectiveness - Simon
 - Parking Services - Phelps
 - Parking Services - Stoeckert
 - * End of Hierarchy *
 - University IT (UIT) - Baczewski

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.28

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

11

2017: null

Respondents

Greatest number of respondents on any one question

80

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	10	64		4.60	▲	10% 20% 70%
Q02	Materials and equipment	11	71		4.45	▲	9% 36% 55%
Q03	Opportunity to do best	11	78		4.55	▲	9% 27% 64%
Q04	Recognition	11	57		3.91	▲	9% 27% 27% 36%
Q05	Cares about me	11	80		4.73	▲	9% 9% 82%
Q06	Development	11	54		4.09	▲	36% 18% 45%
Q07	Opinions Count	11	76		4.36	▲	9% 9% 18% 64%
Q08	Mission/Purpose	11	62		4.36	▲	18% 27% 55%
Q09	Committed to quality	11	31		3.91	▲	9% 9% 64% 18%
Q10	Best friend	10	40		3.60	▲	10% 50% 10% 30%
Q11	Progress	10	50		4.10	▲	10% 20% 20% 50%
Q12	Learn and Grow	10	82		4.70	▲	10% 10% 80%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

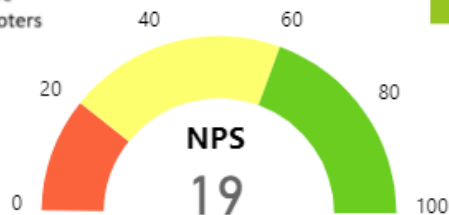
Employee Category

Select Department

- Office of the President - Smatresk
- Advancement - Gen - Wolf
- Athletics-Gen - Baker
- Div of Student Affairs - With
- Inst Equity & Div-Gen - Woodard
- Provost-Gen - Cowley
- Univ Relations Com & Mktng-Gen - Leliaert
- Vice President Enroll Mgmt - Goodman
- VP Finance & Admin - Brown Jr
 - Administrative Services - Renton
 - Budget & Analytics-Gen - Cotton Shuford
 - Facilities-Gen - Reynolds
 - Police Services - Reynolds
 - University Information Service - Clark
 - Administrative IT Services - John
 - Inst Rsrch & Effectiveness - Simon
 - Parking Services - Phelps
 - University IT (UIT) - Baczewski
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.00

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

15

2017: null

Respondents

Greatest number of respondents on any one question

55

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	15	44		4.40	■	Q01 7% 7% 27% 60%
Q02	Materials and equipment	15	45		4.07	■	Q02 7% 20% 33% 40%
Q03	Opportunity to do best	15	56		4.20	■	Q03 7% 7% 47% 40%
Q04	Recognition	15	23		3.20	■	Q04 13% 7% 40% 27% 13%
Q05	Cares about me	15	54		4.33	■	Q05 7% 13% 20% 60%
Q06	Development	15	53		4.07	■	Q06 7% 7% 7% 33% 47%
Q07	Opinions Count	15	32		3.60	■	Q07 7% 13% 13% 47% 20%
Q08	Mission/Purpose	15	34		3.93	■	Q08 7% 13% 40% 40%
Q09	Committed to quality	14	31		3.93	■	Q09 7% 7% 21% 14% 50%
Q10	Best friend	14	28		3.36	■	Q10 29% 36% 7% 29%
Q11	Progress	14	73		4.50	■	Q11 7% 29% 64%
Q12	Learn and Grow	15	65		4.40	■	Q12 20% 20% 60%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

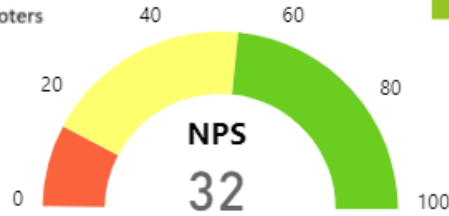
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - VP Finance & Admin - Brown Jr
 - VP Research & Innovation - McCoy

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.18

2017: **3.94**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

32

2017: **22**

Respondents

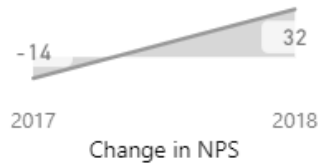
Greatest number of respondents on any one question

73

2017: **48**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	32	59	4.27	4.56	▲	Q01: 22% (Green), 69% (Green)
Q02	Materials and equipment	32	78	4.00	4.56	▲	Q02: 31% (Green), 63% (Green)
Q03	Opportunity to do best	32	50	3.82	4.13	▲	Q03: 19% (Yellow), 41% (Green), 38% (Green)
Q04	Recognition	32	63	4.09	4.00	▼	Q04: 9% (Red), 16% (Yellow), 16% (Green), 53% (Green)
Q05	Cares about me	32	69	4.55	4.56	▲	Q05: 9% (Yellow), 25% (Green), 66% (Green)
Q06	Development	32	52	4.00	4.03	▲	Q06: 16% (Yellow), 34% (Green), 41% (Green)
Q07	Opinions Count	32	49	3.45	3.88	▲	Q07: 16% (Yellow), 38% (Green), 34% (Green)
Q08	Mission/Purpose	32	53	4.05	4.22	▲	Q08: 9% (Yellow), 41% (Green), 44% (Green)
Q09	Committed to quality	31	67	4.23	4.42	▲	Q09: 13% (Yellow), 32% (Green), 55% (Green)
Q10	Best friend	26	28	2.80	3.35	▲	Q10: 12% (Red), 12% (Yellow), 31% (Yellow), 23% (Green), 23% (Green)
Q11	Progress	32	51	3.76	4.13	▲	Q11: 9% (Yellow), 9% (Yellow), 31% (Green), 50% (Green)
Q12	Learn and Grow	32	58	4.24	4.28	▲	Q12: 19% (Yellow), 16% (Green), 59% (Green)

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2018

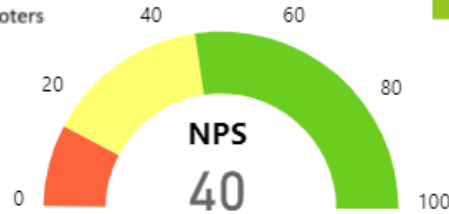
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - VP Finance & Admin - Brown Jr
 - VP Research & Innovation - McCoy
 - Grants & Contracts Admin - Krhovjak
 - * End of Hierarchy *

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.22

2017: **4.01**

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

20

2017: **13**

Respondents

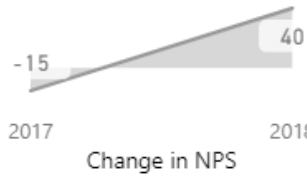
Greatest number of respondents on any one question

76

2017: **56**

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database



Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	20	67	4.46	4.65	↑	25% 70%
Q02	Materials and equipment	20	85	4.15	4.70	↑	20% 75%
Q03	Opportunity to do best	20	46	3.92	4.05	↑	25% 45% 30%
Q04	Recognition	20	66	4.08	4.10	↑	10% 10% 10% 65%
Q05	Cares about me	20	73	4.62	4.60	↓	10% 20% 70%
Q06	Development	20	49	4.00	4.00	↔	10% 45% 35%
Q07	Opinions Count	20	47	3.31	3.85	↑	10% 15% 35% 35%
Q08	Mission/Purpose	20	55	4.00	4.25	↑	10% 40% 45%
Q09	Committed to quality	20	74	4.38	4.50	↑	10% 30% 60%
Q10	Best friend	19	34	2.83	3.47	↑	11% 37% 26% 21%
Q11	Progress	20	50	3.85	4.10	↑	15% 20% 60%
Q12	Learn and Grow	20	62	4.46	4.35	↓	20% 10% 65%

- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2018

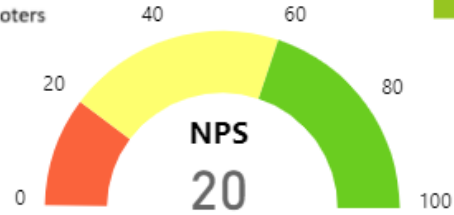
Employee Category

Select Department

- Office of the President - Smatresk
 - Advancement - Gen - Wolf
 - Athletics-Gen - Baker
 - Div of Student Affairs - With
 - Inst Equity & Div-Gen - Woodard
 - Provost-Gen - Cowley
 - Univ Relations Com & Mktng-Gen - Leliaert
 - Vice President Enroll Mgmt - Goodman
 - VP Finance & Admin - Brown Jr
 - VP Research & Innovation - McCoy
 - Grants & Contracts Admin - Krhovjak
 - Grants & Contracts Admin - McGuire
 - * End of Hierarchy *

Net Promoter Score

- % Detractors
- % Passive
- % Promoters



4.21

2017: null

Grand Mean

Represents the unit's overall engagement on a scale of 1-5

10

2017: null

Respondents

Greatest number of respondents on any one question

75

2017: null

Percentile - Ed. Services Benchmark

Represents the unit percentile ranking compared to the Gallup education services database

Q. ID	Question Short	Size	Gallup %ile	Mean 2017	Mean 2018	Δ	Frequency Distribution
Q01	Know what's expected	10	64		4.60		10% 20% 70%
Q02	Materials and equipment	10	80		4.60		10% 20% 70%
Q03	Opportunity to do best	10	48		4.10		20% 50% 30%
Q04	Recognition	10	63		4.00		10% 20% 70%
Q05	Cares about me	10	73		4.60		10% 20% 70%
Q06	Development	10	54		4.10		10% 10% 30% 50%
Q07	Opinions Count	10	32		3.60		20% 30% 20% 30%
Q08	Mission/Purpose	10	59		4.30		10% 10% 20% 60%
Q09	Committed to quality	10	74		4.50		10% 30% 60%
Q10	Best friend	10	44		3.70		10% 10% 10% 40% 30%
Q11	Progress	10	50		4.10		20% 10% 70%
Q12	Learn and Grow	10	59		4.30		30% 10% 60%

% responded-

- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree