

Gallup Engagement Survey 2017

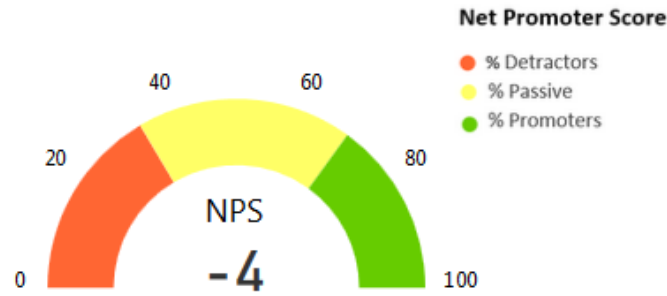
Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	
UNT System Overall Report	Sys Facilities/VC Facilities - Maguire					
		Sys Fac Construction-Gen - Nash				
	Internal Audit - Grunig					
	Gen Counsel - Footer					
	Finance & Admin-Gen - Waldron					
		Business Services-Gen - Asher				
			Business Services-Gen - Abemethy			
		Human Resources - Lewin				
			Human Resources - DeClerk			
			Human Resources - Gray			
		IT Shared Services - Dhuwaraha				
			IT Shared Services - Flores		IT Shared Services - Jones	
					IT Shared Services - Marcum	
					IT Shared Services - Wallace	
			IT Shared Services - Ketchum		IT Shared Services - Albury	
					IT Shared Services - Galiopoulos	
		UNT Controller - Former Controller				IT Shared Services - Chevli
			Controller Operations - Mohammad			
					Controller Operations - Pavero	
					Controller Operations - Walker	
			Student Finance - Olson			Controller Operations - Davis
			UNT Controller - Former Controller			

Gallup Engagement Survey 2017 Level 1



Level 1

■ UNT System Overall Report



422

Respondents

This is the greatest number of respondents on any one question

3.81

Grand Mean

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

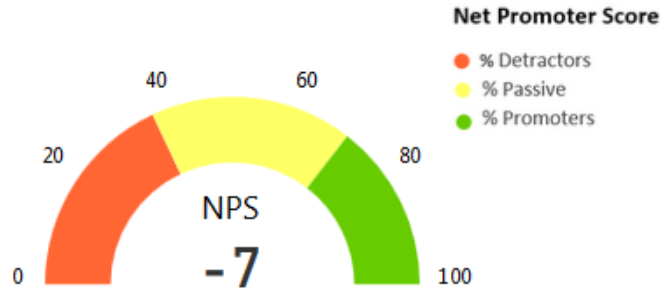
QuestionID	Question Short	Mean	Size	Gallup percentile	Frequency Distribution	% responded-
Q01	Know what's expected	4.21	422	28		<ul style="list-style-type: none"> ● 1-Strongly Disagree ● 2-Disagree ● 3-Neutral ● 4-Agree ● 5-Strongly Agree
Q02	Materials and equipment	3.91	422	36		
Q03	Opportunity to do best	3.85	422	32		
Q04	Recognition	3.49	419	37		
Q05	Cares about me	4.24	421	49		
Q06	Development	3.75	419	35		
Q07	Opinions Count	3.66	421	37		
Q08	Mission/Purpose	3.91	420	34		
Q09	Committed to quality	3.96	421	34		
Q10	Best friend	3.11	400	15		
Q11	Progress	3.67	415	30		
Q12	Learn and Grow	3.92	416	36		

Gallup Engagement Survey 2017 Level 2



Level 2

- Finance & Admin-Gen - Waldron
- Gen Counsel - Footer
- Internal Audit - Grunig
- Sys Facilities/VC Facilities - Maguire



349 Respondents

This is the greatest number of respondents on any one question

3.76 Grand Mean

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

QuestionID	Question Short	Mean	Size	Gallup percentile	Frequency Distribution	% responded-
Q01	Know what's expected	4.17	349	24	Q01	38.61% (green), 43.56% (dark green)
Q02	Materials and equipment	3.86	349	33	Q02	18.00% (red), 41.00% (orange), 30.00% (yellow), 11.00% (green)
Q03	Opportunity to do best	3.81	349	29	Q03	19.00% (red), 41.00% (orange), 28.00% (yellow), 12.00% (green)
Q04	Recognition	3.45	346	36	Q04	15.00% (red), 17.00% (orange), 29.00% (yellow), 28.00% (green)
Q05	Cares about me	4.20	349	48	Q05	28.00% (red), 52.00% (orange), 20.00% (yellow), 0% (green)
Q06	Development	3.73	347	34	Q06	20.20% (red), 34.34% (orange), 30.30% (yellow), 15.16% (green)
Q07	Opinions Count	3.57	348	32	Q07	20.00% (red), 37.00% (orange), 24.00% (yellow), 19.00% (green)
Q08	Mission/Purpose	3.81	348	29	Q08	17.00% (red), 37.00% (orange), 32.00% (yellow), 14.00% (green)
Q09	Committed to quality	3.89	348	30	Q09	18.18% (red), 43.43% (orange), 29.29% (yellow), 9.10% (green)
Q10	Best friend	3.14	329	16	Q10	17.00% (red), 13.00% (orange), 29.00% (yellow), 20.00% (green), 21.00% (dark green)
Q11	Progress	3.63	343	29	Q11	19.00% (red), 31.00% (orange), 31.00% (yellow), 19.00% (green)
Q12	Learn and Grow	3.83	344	32	Q12	21.00% (red), 34.00% (orange), 33.00% (yellow), 12.00% (green)

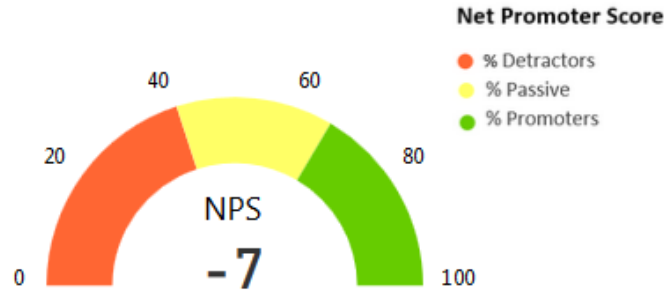
- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2017 Level 2



Level 2

- Finance & Admin-Gen - Waldron
- Gen Counsel - Footer
- Internal Audit - Grunig
- Sys Facilities/VC Facilities - Maguire



15

Respondents
This is the greatest number of respondents on any one question

3.80

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

QuestionID	Question Short	Mean	Size	Gallup percentile
Q01	Know what's expected	4.53	15	54
Q02	Materials and equipment	4.13	15	49
Q03	Opportunity to do best	4.00	15	44
Q04	Recognition	2.87	15	14
Q05	Cares about me	4.33	15	55
Q06	Development	3.47	15	22
Q07	Opinions Count	4.07	15	61
Q08	Mission/Purpose	4.53	15	74
Q09	Committed to quality	4.20	15	53
Q10	Best friend	2.27	15	1
Q11	Progress	2.87	15	8
Q12	Learn and Grow	4.33	15	61

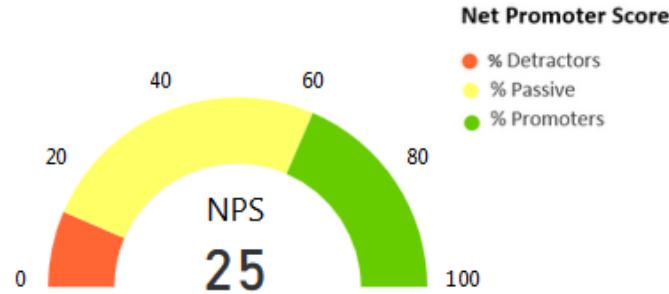
QuestionID	Frequency Distribution	% responded-
Q01	47.00% 53.00%	
Q02	13.00% 33.00% 47.00%	● 1-Strongly Disagree
Q03	13.00% 53.00% 27.00%	● 2-Disagree
Q04	33.33% 13.13% 13.13% 13.13% 27.27%	● 3-Neutral
Q05	13.00% 13.00% 67.00%	● 4-Agree
Q06	13.00% 20.00% 27.00% 33.00%	● 5-Strongly Agree
Q07	13.00% 47.00% 33.00%	
Q08	79.21%	
Q09	26.73% 26.73% 46.53%	
Q10	47.00% 13.00% 20.00% 13.00%	
Q11	27.00% 13.00% 27.00% 13.00% 20.00%	
Q12	33.00% 53.00%	

Gallup Engagement Survey 2017 Level 2



Level 2

- Finance & Admin-Gen - Waldron
- Gen Counsel - Footer
- Internal Audit - Grunig
- Sys Facilities/VC Facilities - Maguire



16 Respondents
This is the greatest number of respondents on any one question

4.31 Grand Mean
This represents the unit's overall engagement on a scale of 1-5

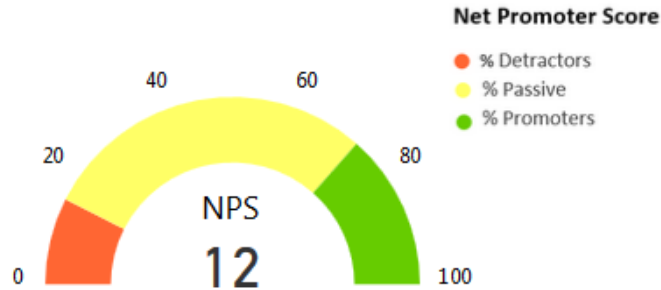
QuestionID	Question Short	Mean	Size	Gallup percentile	Frequency Distribution	% responded-
Q01	Know what's expected	4.44	16	47	Q01 44.00% 50.00%	
Q02	Materials and equipment	4.75	16	89	Q02 25.00% 75.00%	
Q03	Opportunity to do best	4.38	16	67	Q03 19.00% 25.00% 56.00%	
Q04	Recognition	4.13	16	66	Q04 19.00% 31.00% 44.00%	
Q05	Cares about me	4.44	16	63	Q05 18.81% 18.81% 62.38%	
Q06	Development	4.38	16	71	Q06 31.31% 56.57%	
Q07	Opinions Count	4.38	16	77	Q07 44.00% 50.00%	
Q08	Mission/Purpose	4.44	16	69	Q08 18.81% 18.81% 62.38%	
Q09	Committed to quality	4.63	16	82	Q09 37.62% 62.38%	
Q10	Best friend	3.07	15	14	Q10 20.00% 40.00% 13.00% 20.00%	
Q11	Progress	4.19	16	54	Q11 25.25% 56.57%	
Q12	Learn and Grow	4.50	16	72	Q12 31.00% 63.00%	

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

Gallup Engagement Survey 2017 Level 2

Level 2

- Finance & Admin-Gen - Waldron
- Gen Counsel - Footer
- Internal Audit - Grunig
- Sys Facilities/VC Facilities - Maguire



26

Respondents

This is the greatest number of respondents on any one question

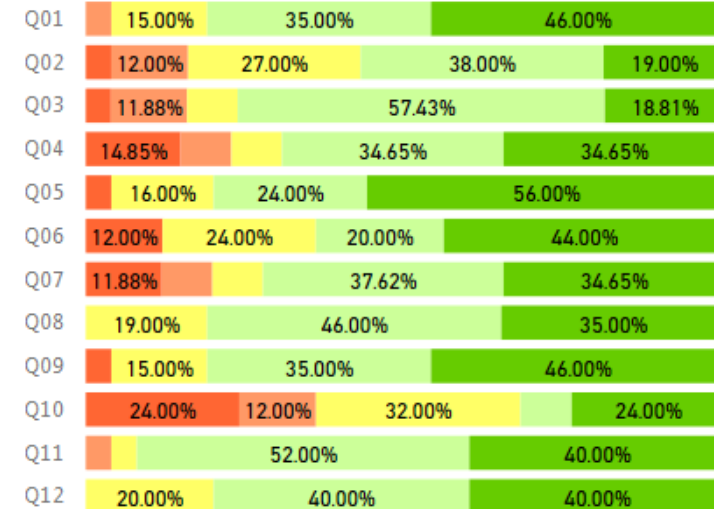
3.91

Grand Mean

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

QuestionID	Question Short	Mean	Size	Gallup percentile
Q01	Know what's expected	4.23	26	29
Q02	Materials and equipment	3.58	26	18
Q03	Opportunity to do best	3.77	26	26
Q04	Recognition	3.65	26	44
Q05	Cares about me	4.28	25	51
Q06	Development	3.84	25	40
Q07	Opinions Count	3.77	26	43
Q08	Mission/Purpose	4.15	26	49
Q09	Committed to quality	4.19	26	51
Q10	Best friend	2.96	25	11
Q11	Progress	4.28	25	58
Q12	Learn and Grow	4.20	25	54

Frequency Distribution



% responded-

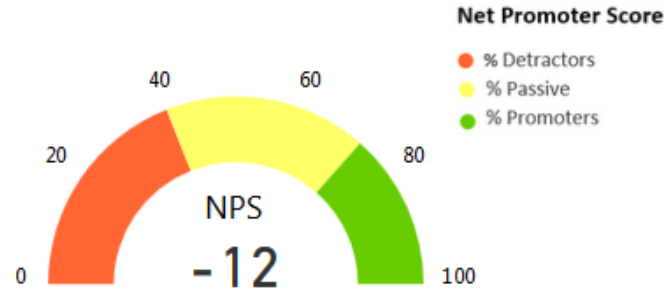
- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2017 Level 3



Level 3

- Business Services-Gen - Asher
- Human Resources - Lewin
- IT Shared Services - Dhuwaraha
- Sys Fac Construction-Gen - Nash
- UNT Controller - Former Controller



34

Respondents

This is the greatest number of respondents on any one question

3.73

Grand Mean

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

QuestionID	Question Short	Mean	Size	Gallup percentile
Q01	Know what's expected	4.18	34	25
Q02	Materials and equipment	4.09	34	47
Q03	Opportunity to do best	3.94	34	36
Q04	Recognition	3.59	34	41
Q05	Cares about me	4.09	34	39
Q06	Development	3.85	34	41
Q07	Opinions Count	3.47	34	27
Q08	Mission/Purpose	3.74	34	24
Q09	Committed to quality	3.38	34	8
Q10	Best friend	2.66	32	5
Q11	Progress	4.13	31	50
Q12	Learn and Grow	3.70	33	25

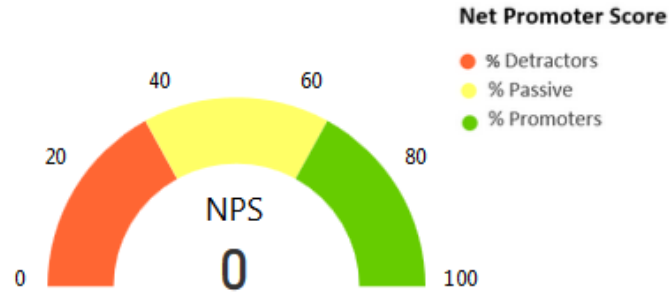
QuestionID	Frequency Distribution	% responded-
Q01	12.00% 50.00% 35.00%	1-Strongly Disagree
Q02	24.00% 35.00% 38.00%	2-Disagree
Q03	17.82% 52.48% 23.76%	3-Neutral
Q04	18.00% 35.00% 32.00%	4-Agree
Q05	32.00% 47.00%	5-Strongly Agree
Q06	18.00% 38.00% 32.00%	
Q07	14.85% 14.85% 37.62% 23.76%	
Q08	12.12% 26.26% 26.26% 32.32%	
Q09	15.00% 32.00% 41.00%	
Q10	25.00% 13.00% 34.00% 28.00%	
Q11	23.00% 32.00% 42.00%	
Q12	18.18% 39.39% 27.27%	

Gallup Engagement Survey 2017 Level 3



Level 3

- Business Services-Gen - Asher
- Human Resources - Lewin
- IT Shared Services - Dhuwaraha
- Sys Fac Construction-Gen - Nash
- UNT Controller - Former Controller



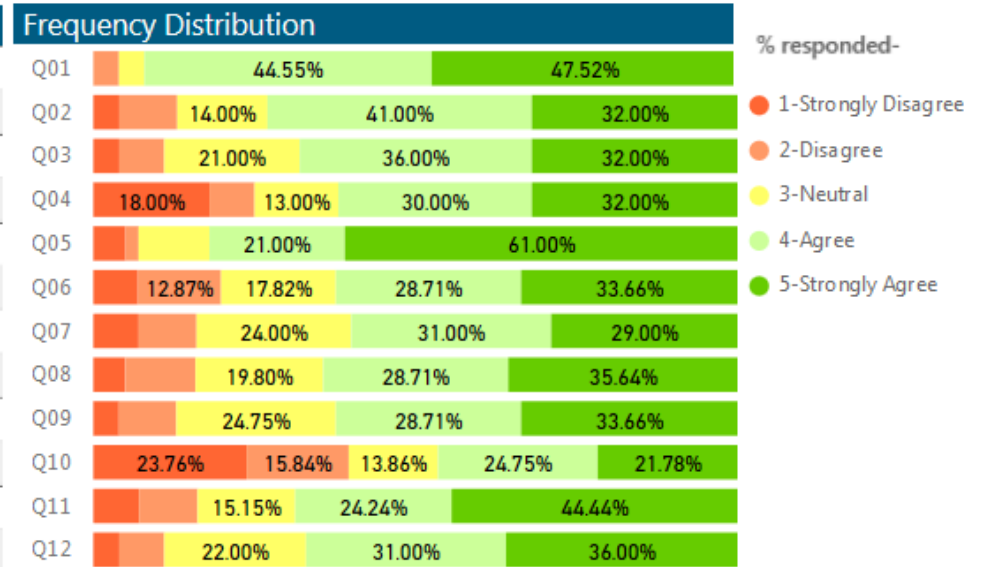
56

Respondents
This is the greatest number of respondents on any one question

3.81

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

QuestionID	Question Short	Mean	Size	Gallup percentile
Q01	Know what's expected	4.38	56	40
Q02	Materials and equipment	3.89	56	35
Q03	Opportunity to do best	3.86	56	33
Q04	Recognition	3.52	56	38
Q05	Cares about me	4.30	56	53
Q06	Development	3.70	56	33
Q07	Opinions Count	3.65	55	37
Q08	Mission/Purpose	3.79	56	28
Q09	Committed to quality	3.80	56	25
Q10	Best friend	3.06	51	14
Q11	Progress	3.89	54	40
Q12	Learn and Grow	3.89	55	35

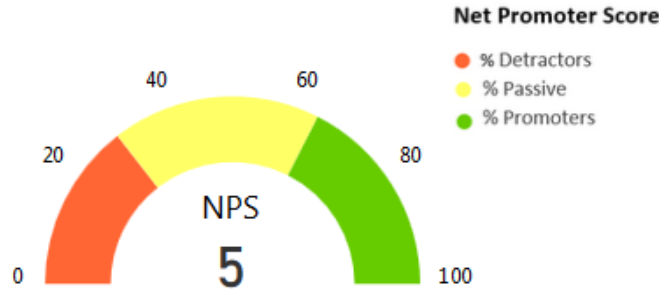


Gallup Engagement Survey 2017 Level 3



Level 3

- Business Services-Gen - Asher
- Human Resources - Lewin
- IT Shared Services - Dhuwaraha
- Sys Fac Construction-Gen - Nash
- UNT Controller - Former Controller



165 Respondents

This is the greatest number of respondents on any one question

3.84 Grand Mean

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

QuestionID	Question Short	Mean	Size	Gallup percentile
Q01	Know what's expected	4.15	165	23
Q02	Materials and equipment	3.90	165	35
Q03	Opportunity to do best	3.88	165	34
Q04	Recognition	3.37	163	31
Q05	Cares about me	4.35	165	56
Q06	Development	3.80	163	38
Q07	Opinions Count	3.68	165	39
Q08	Mission/Purpose	3.94	165	35
Q09	Committed to quality	4.05	164	41
Q10	Best friend	3.43	159	28
Q11	Progress	3.58	164	26
Q12	Learn and Grow	3.95	164	37

QuestionID	Frequency Distribution				% responded-
Q01	12.00%	35.00%	45.00%		
Q02	14.85%	42.57%	31.68%		
Q03	17.17%	38.38%	33.33%		
Q04	13.13%	13.13%	22.22%	24.24%	27.27%
Q05		28.00%	57.00%		
Q06	12.12%	18.18%	36.36%	31.31%	
Q07	11.88%	17.82%	37.62%	26.73%	
Q08	14.00%	38.00%	36.00%		
Q09	12.12%	45.45%	35.35%		
Q10	12.87%	34.65%	20.79%	24.75%	
Q11	19.00%	34.00%	27.00%		
Q12	20.00%	33.00%	37.00%		

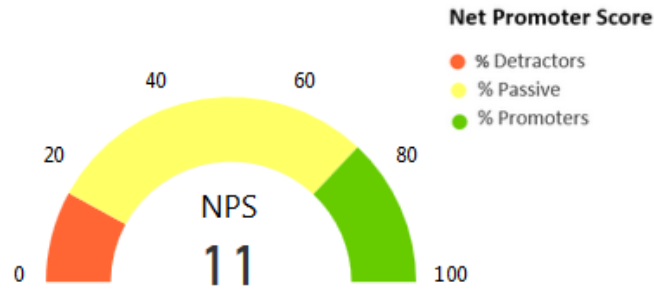
- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2017 Level 3



Level 3

- Business Services-Gen - Asher
- Human Resources - Lewin
- IT Shared Services - Dhuwaraha
- Sys Fac Construction-Gen - Nash
- UNT Controller - Former Controller



19

Respondents
This is the greatest number of respondents on any one question

3.86

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

QuestionID	Question Short	Mean	Size	Gallup percentile
Q01	Know what's expected	4.11	19	20
Q02	Materials and equipment	3.32	19	9
Q03	Opportunity to do best	3.63	19	20
Q04	Recognition	3.53	19	39
Q05	Cares about me	4.17	18	44
Q06	Development	3.72	18	34
Q07	Opinions Count	3.63	19	36
Q08	Mission/Purpose	4.16	19	49
Q09	Committed to quality	4.32	19	60
Q10	Best friend	3.11	18	15
Q11	Progress	4.37	19	63
Q12	Learn and Grow	4.26	19	56

QuestionID	Frequency Distribution
Q01	21.00% 32.00% 42.00%
Q02	16.00% 26.00% 47.00%
Q03	16.00% 47.00% 21.00%
Q04	16.00% 32.00% 32.00%
Q05	22.00% 17.00% 56.00%
Q06	17.00% 22.00% 17.00% 44.00%
Q07	16.00% 37.00% 32.00%
Q08	21.00% 42.00% 37.00%
Q09	37.00% 53.00%
Q10	22.00% 17.00% 22.00% 33.00%
Q11	53.00% 42.00%
Q12	21.00% 32.00% 47.00%

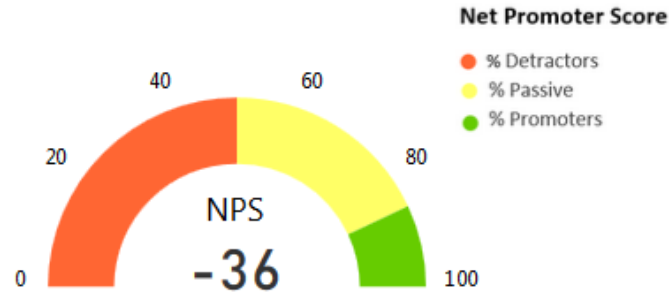
- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2017 Level 3



Level 3

- Business Services-Gen - Asher
- Human Resources - Lewin
- IT Shared Services - Dhuwaraha
- Sys Fac Construction-Gen - Nash
- UNT Controller - Former Controller



70 Respondents
This is the greatest number of respondents on any one question

3.53 Grand Mean
This represents the unit's overall engagement on a scale of 1-5

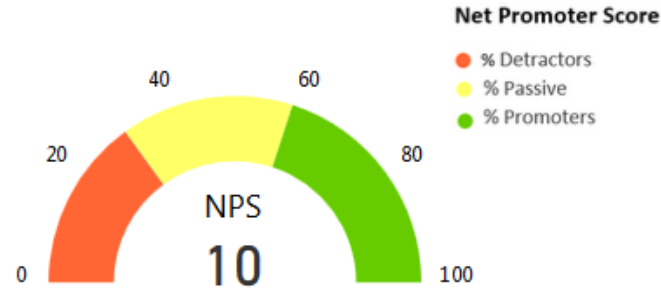
QuestionID	Question Short	Mean	Size	Gallup percentile	Frequency Distribution	% responded-
Q01	Know what's expected	4.13	70	21	13.00% 37.00% 43.00%	● 1-Strongly Disagree
Q02	Materials and equipment	3.53	70	16	27.00% 36.00% 20.00%	● 2-Disagree
Q03	Opportunity to do best	3.61	70	20	21.21% 41.41% 21.21%	● 3-Neutral
Q04	Recognition	3.42	69	34	15.84% 11.88% 11.88% 35.64% 24.75%	● 4-Agree
Q05	Cares about me	3.81	70	25	17.00% 30.00% 37.00%	● 5-Strongly Agree
Q06	Development	3.49	70	23	13.00% 26.00% 31.00% 24.00%	
Q07	Opinions Count	3.24	70	18	15.84% 25.74% 35.64% 13.86%	
Q08	Mission/Purpose	3.54	69	16	11.88% 21.78% 44.55% 15.84%	
Q09	Committed to quality	3.86	70	29	17.17% 54.55% 21.21%	
Q10	Best friend	2.82	65	8	30.69% 13.86% 19.80% 13.86% 21.78%	
Q11	Progress	3.41	70	21	13.00% 23.00% 31.00% 23.00%	
Q12	Learn and Grow	3.48	69	16	26.00% 35.00% 20.00%	

Gallup Engagement Survey 2017 Level 4



Level 4

- Business Services-Gen - Abernethy
- Controller Operations - Mohammad
- Human Resources - DeClerk
- Human Resources - Gray
- IT Shared Services - Flores
- IT Shared Services - Ketchum
- Student Finance - Olson
- UNT Controller - Former Controller



10

Respondents
This is the greatest number of respondents on any one question

3.86

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

QuestionID	Question Short	Mean	Size	Gallup percentile	Frequency Distribution
Q01	Know what's expected	4.30	10	34	50.00% 40.00%
Q02	Materials and equipment	3.90	10	35	30.00% 20.00% 40.00%
Q03	Opportunity to do best	4.10	10	47	20.00% 50.00% 30.00%
Q04	Recognition	4.20	10	71	40.00% 50.00%
Q05	Cares about me	4.40	10	60	30.00% 60.00%
Q06	Development	3.90	10	44	20.00% 30.00% 40.00%
Q07	Opinions Count	3.70	10	39	70.00%
Q08	Mission/Purpose	3.80	10	29	30.00% 30.00% 30.00%
Q09	Committed to quality	3.50	10	12	20.00% 30.00% 30.00% 20.00%
Q10	Best friend	2.80	10	8	20.00% 40.00% 30.00%
Q11	Progress	3.88	8	39	38.00%
Q12	Learn and Grow	3.89	9	35	22.00%

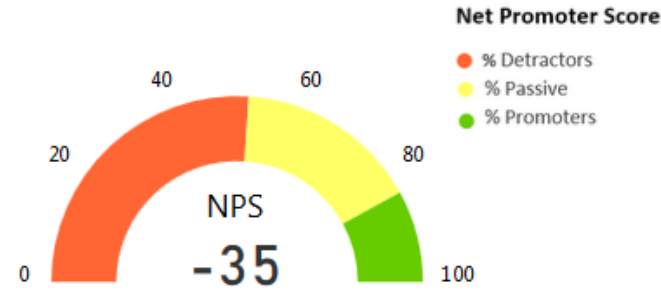
- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2017 Level 4



Level 4

- Business Services-Gen - Abernethy
- Controller Operations - Mohammad
- Human Resources - DeClerk
- Human Resources - Gray
- IT Shared Services - Flores
- IT Shared Services - Ketchum
- Student Finance - Olson
- UNT Controller - Former Controller



31

Respondents
This is the greatest number of respondents on any one question

3.61

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

QuestionID	Question Short	Mean	Size	Gallup percentile
Q01	Know what's expected	4.19	31	26
Q02	Materials and equipment	3.65	31	21
Q03	Opportunity to do best	3.58	31	18
Q04	Recognition	3.65	31	44
Q05	Cares about me	4.03	31	38
Q06	Development	3.61	31	28
Q07	Opinions Count	3.29	31	20
Q08	Mission/Purpose	3.45	31	14
Q09	Committed to quality	4.00	31	38
Q10	Best friend	2.90	30	10
Q11	Progress	3.55	31	25
Q12	Learn and Grow	3.43	30	15

QuestionID	Frequency Distribution				% responded-
Q01	16.16%	35.35%	45.45%		
Q02	29.00%	35.00%	23.00%		
Q03	16.00%	23.00%	35.00%	23.00%	
Q04	16.16%	32.32%	35.35%		
Q05	29.29%	48.48%			
Q06	29.29%	35.35%	23.23%		
Q07	16.00%	16.00%	45.00%	13.00%	
Q08	16.00%	26.00%	42.00%	13.00%	
Q09	26.00%	39.00%	32.00%		
Q10	27.00%	13.00%	23.00%	17.00%	20.00%
Q11	18.81%	38.61%	22.77%		
Q12	13.13%	23.23%	43.43%	13.13%	

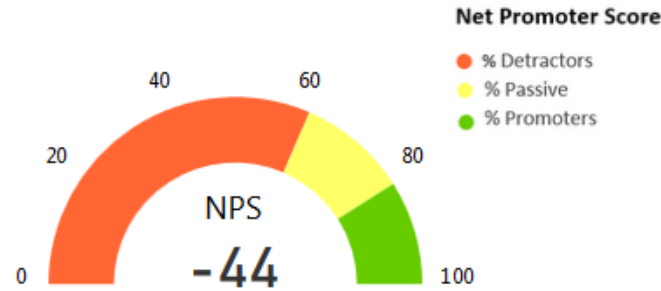
- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2017 Level 4



Level 4

- Business Services-Gen - Abernethy
- Controller Operations - Mohammad
- Human Resources - DeClerk
- Human Resources - Gray
- IT Shared Services - Flores
- IT Shared Services - Ketchum
- Student Finance - Olson
- UNT Controller - Former Controller



16

Respondents
This is the greatest number of respondents on any one question

3.70

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

QuestionID	Question Short	Mean	Size	Gallup percentile
Q01	Know what's expected	4.50	16	52
Q02	Materials and equipment	3.69	16	23
Q03	Opportunity to do best	3.81	16	29
Q04	Recognition	3.50	16	38
Q05	Cares about me	4.44	16	63
Q06	Development	3.63	16	29
Q07	Opinions Count	3.38	16	23
Q08	Mission/Purpose	3.69	16	23
Q09	Committed to quality	3.63	16	17
Q10	Best friend	2.73	15	6
Q11	Progress	3.25	16	16
Q12	Learn and Grow	4.13	16	48

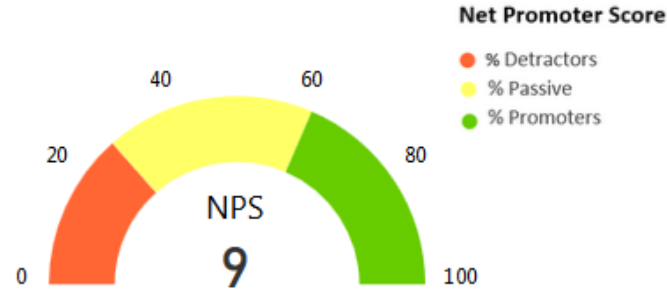
QuestionID	Frequency Distribution	% responded-
Q01	31.00% 63.00%	
Q02	13.00% 50.00% 25.00%	● 1-Strongly Disagree
Q03	12.87% 18.81% 43.56% 24.75%	● 2-Disagree
Q04	19.00% 13.00% 31.00% 31.00%	● 3-Neutral
Q05	19.00% 69.00%	● 4-Agree
Q06	12.87% 12.87% 43.56% 24.75%	● 5-Strongly Agree
Q07	19.00% 25.00% 31.00% 19.00%	
Q08	19.00% 25.00% 25.00% 31.00%	
Q09	13.00% 25.00% 25.00% 31.00%	
Q10	20.20% 33.33% 13.13% 20.20% 13.13%	
Q11	18.81% 18.81% 18.81% 37.62%	
Q12	19.00% 50.00% 31.00%	

Gallup Engagement Survey 2017 Level 4



Level 4

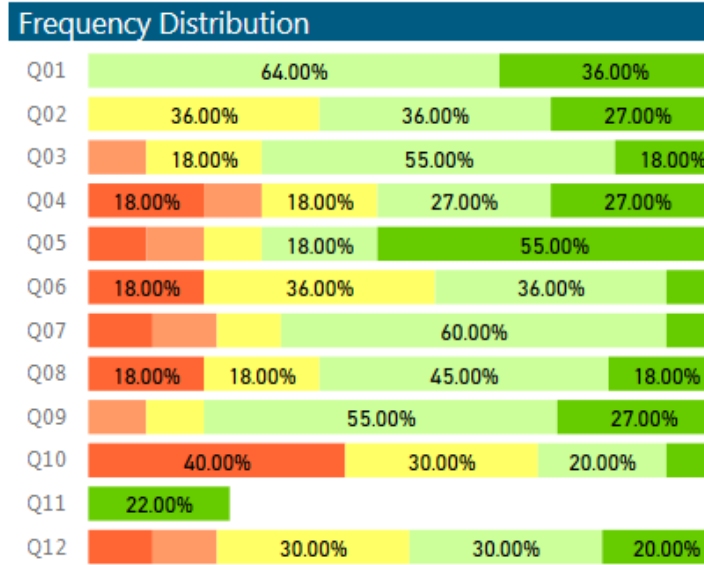
- Business Services-Gen - Abernethy
- Controller Operations - Mohammad
- Human Resources - DeClerk
- Human Resources - Gray
- IT Shared Services - Flores
- IT Shared Services - Ketchum
- Student Finance - Olson
- UNT Controller - Former Controller



11 Respondents
 This is the greatest number of respondents on any one question

3.58 Grand Mean
 This represents the unit's overall engagement on a scale of 1-5

QuestionID	Question Short	Mean	Size	Gallup percentile
Q01	Know what's expected	4.36	11	38
Q02	Materials and equipment	3.91	11	36
Q03	Opportunity to do best	3.82	11	30
Q04	Recognition	3.36	11	31
Q05	Cares about me	4.00	11	37
Q06	Development	3.18	11	13
Q07	Opinions Count	3.50	10	28
Q08	Mission/Purpose	3.45	11	14
Q09	Committed to quality	4.00	11	38
Q10	Best friend	2.60	10	5
Q11	Progress	3.33	9	19
Q12	Learn and Grow	3.40	10	14



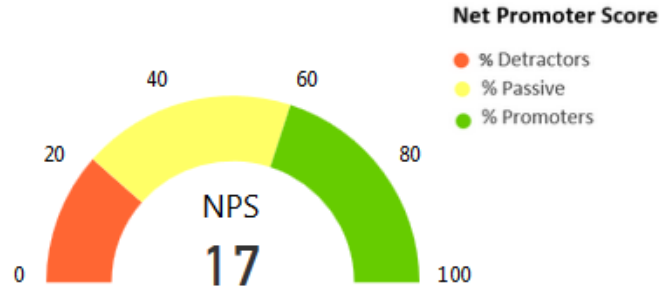
- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2017 Level 4



Level 4

- Business Services-Gen - Abernethy
- Controller Operations - Mohammad
- Human Resources - DeClerk
- Human Resources - Gray
- IT Shared Services - Flores
- IT Shared Services - Ketchum
- Student Finance - Olson
- UNT Controller - Former Controller



70

Respondents
This is the greatest number of respondents on any one question

3.89

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

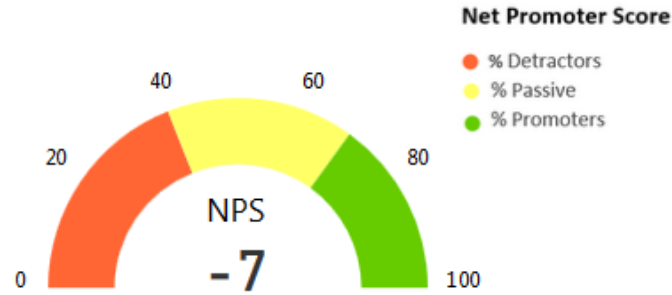
QuestionID	Question Short	Mean	Size	Gallup percentile	Frequency Distribution	% responded-
Q01	Know what's expected	4.23	70	29		
Q02	Materials and equipment	4.13	70	49		
Q03	Opportunity to do best	3.94	70	36		
Q04	Recognition	3.25	69	27		
Q05	Cares about me	4.40	70	60		
Q06	Development	3.73	70	34		
Q07	Opinions Count	3.74	70	41		
Q08	Mission/Purpose	4.10	70	45		
Q09	Committed to quality	3.99	70	36		
Q10	Best friend	3.44	68	28		
Q11	Progress	3.72	69	32		
Q12	Learn and Grow	4.03	69	43		

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

Gallup Engagement Survey 2017 Level 4

Level 4

- Business Services-Gen - Abernethy
- Controller Operations - Mohammad
- Human Resources - DeClerk
- Human Resources - Gray
- IT Shared Services - Flores
- IT Shared Services - Ketchum
- Student Finance - Olson
- UNT Controller - Former Controller



69

Respondents

This is the greatest number of respondents on any one question

3.69

Grand Mean

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

QuestionID	Question Short	Mean	Size	Gallup percentile
Q01	Know what's expected	4.01	69	15
Q02	Materials and equipment	3.64	69	21
Q03	Opportunity to do best	3.75	69	26
Q04	Recognition	3.36	69	31
Q05	Cares about me	4.23	69	49
Q06	Development	3.82	67	39
Q07	Opinions Count	3.46	69	27
Q08	Mission/Purpose	3.71	69	24
Q09	Committed to quality	3.96	69	34
Q10	Best friend	3.28	68	21
Q11	Progress	3.29	69	17
Q12	Learn and Grow	3.77	69	28

Frequency Distribution

QuestionID	1-Strongly Disagree	2-Disagree	3-Neutral	4-Agree	5-Strongly Agree
Q01	17.17%	30.30%	42.42%		
Q02	16.83%	40.59%	24.75%		
Q03	18.81%	37.62%	28.71%		
Q04	16.16%	13.13%	23.23%	14.14%	33.33%
Q05		27.72%	53.47%		
Q06	12.12%	19.19%	31.31%	34.34%	
Q07	16.00%	26.00%	30.00%	22.00%	
Q08	12.12%	17.17%	30.30%	33.33%	
Q09	13.13%	39.39%	36.36%		
Q10	16.16%	34.34%	26.26%	16.16%	
Q11	16.16%	13.13%	17.17%	33.33%	20.20%
Q12		27.72%	27.72%	32.67%	

% responded-

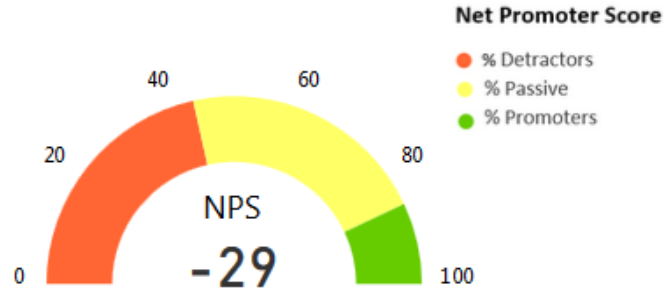
- 1-Strongly Disagree
- 2-Disagree
- 3-Neutral
- 4-Agree
- 5-Strongly Agree

Gallup Engagement Survey 2017 Level 4



Level 4

- Business Services-Gen - Abernethy
- Controller Operations - Mohammad
- Human Resources - DeClerk
- Human Resources - Gray
- IT Shared Services - Flores
- IT Shared Services - Ketchum
- Student Finance - Olson
- UNT Controller - Former Controller



14

Respondents

This is the greatest number of respondents on any one question

3.31

Grand Mean

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

QuestionID	Question Short	Mean	Size	Gallup percentile
Q01	Know what's expected	4.14	14	21
Q02	Materials and equipment	3.36	14	11
Q03	Opportunity to do best	3.50	14	15
Q04	Recognition	3.14	14	23
Q05	Cares about me	3.36	14	10
Q06	Development	2.79	14	5
Q07	Opinions Count	3.21	14	17
Q08	Mission/Purpose	3.21	14	8
Q09	Committed to quality	3.64	14	17
Q10	Best friend	2.58	12	4
Q11	Progress	3.36	14	19
Q12	Learn and Grow	3.43	14	15

Frequency Distribution

QuestionID	1-Strongly Disagree	2-Disagree	3-Neutral	4-Agree	5-Strongly Agree
Q01	14.00%	36.00%	43.00%		
Q02	29.00%	14.00%	50.00%		
Q03	14.14%	14.14%	43.43%	21.21%	
Q04	21.21%	14.14%	14.14%	29.29%	21.21%
Q05	14.00%	29.00%	29.00%	21.00%	
Q06	36.00%	21.00%	36.00%		
Q07	14.00%	29.00%	43.00%		
Q08	14.14%	14.14%	14.14%	50.51%	
Q09			71.72%		
Q10	42.00%	25.00%	25.00%		
Q11	14.14%	21.21%	43.43%	14.14%	
Q12	21.21%	14.14%	43.43%	21.21%	

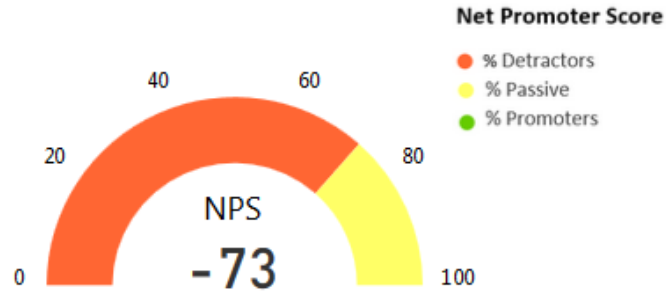
% responded-

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

Gallup Engagement Survey 2017 Level 4

Level 4

- Business Services-Gen - Abernethy
- Controller Operations - Mohammad
- Human Resources - DeClerk
- Human Resources - Gray
- IT Shared Services - Flores
- IT Shared Services - Ketchum
- Student Finance - Olson
- UNT Controller - Former Controller



11

Respondents

This is the greatest number of respondents on any one question

3.23

Grand Mean

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

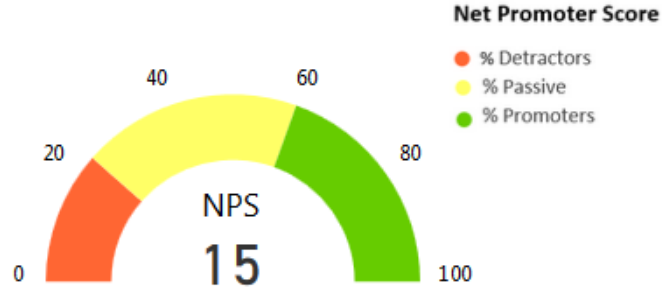
QuestionID	Question Short	Mean	Size	Gallup percentile	Frequency Distribution	% responded-
Q01	Know what's expected	3.45	11	2	Q01 18.18% 45.45% 18.18%	<ul style="list-style-type: none"> 1-Strongly Disagree 2-Disagree 3-Neutral 4-Agree 5-Strongly Agree
Q02	Materials and equipment	3.09	11	5	Q02 18.18% 45.45% 27.27%	
Q03	Opportunity to do best	3.18	11	6	Q03 18.00% 27.00% 55.00%	
Q04	Recognition	3.09	11	21	Q04 18.18% 18.18% 45.45%	
Q05	Cares about me	3.27	11	8	Q05 36.36% 36.36%	
Q06	Development	3.45	11	22	Q06 36.36% 45.45%	
Q07	Opinions Count	2.64	11	4	Q07 27.27% 18.18% 27.27% 18.18%	
Q08	Mission/Purpose	3.73	11	24	Q08 18.00% 55.00% 18.00%	
Q09	Committed to quality	3.82	11	26	Q09 27.00% 64.00%	
Q10	Best friend	2.64	11	5	Q10 36.36% 18.18% 18.18% 27.27%	
Q11	Progress	3.18	11	14	Q11 18.18% 36.36% 27.27%	
Q12	Learn and Grow	3.18	11	9	Q12 18.18% 36.36% 18.18% 18.18%	

Gallup Engagement Survey 2017 Level 5



Level 5

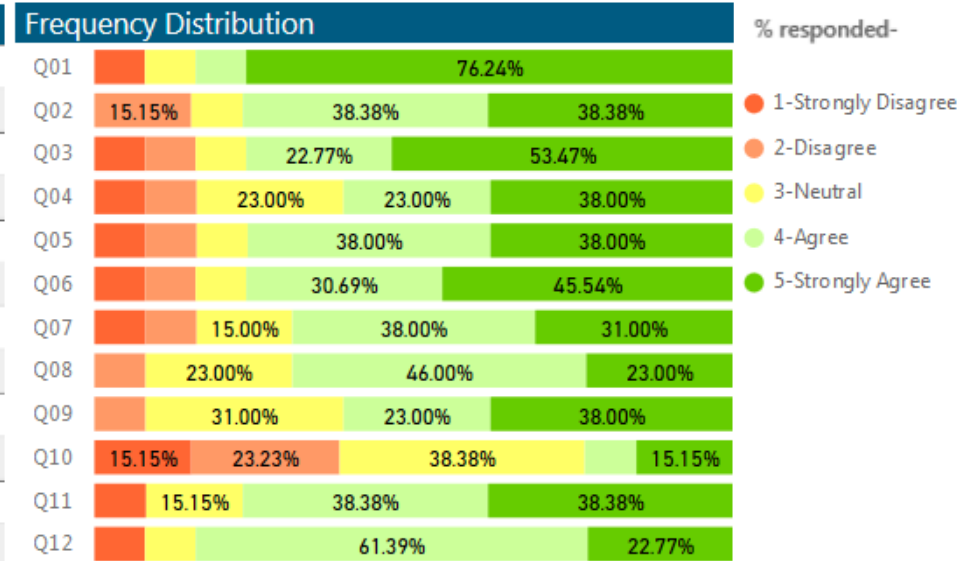
- Controller Operations - Pavero
- Controller Operations - Walker
- IT Shared Services - Albury
- IT Shared Services - Galiopoulos
- IT Shared Services - Jones
- IT Shared Services - Marcum
- IT Shared Services - Wallace



13 Respondents
 This is the greatest number of respondents on any one question

3.88 Grand Mean
 This represents the unit's overall engagement on a scale of 1-5

QuestionID	Question Short	Mean	Size	Gallup percentile
Q01	Know what's expected	4.46	13	48
Q02	Materials and equipment	4.00	13	42
Q03	Opportunity to do best	4.08	13	46
Q04	Recognition	3.77	13	49
Q05	Cares about me	3.92	13	30
Q06	Development	4.00	13	51
Q07	Opinions Count	3.77	13	43
Q08	Mission/Purpose	3.85	13	31
Q09	Committed to quality	3.92	13	32
Q10	Best friend	2.85	13	9
Q11	Progress	4.00	13	46
Q12	Learn and Grow	3.92	13	36

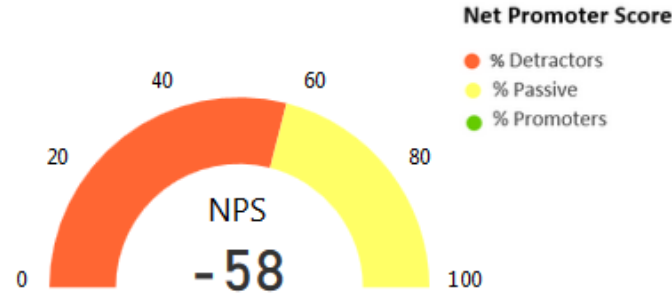


Gallup Engagement Survey 2017 Level 5



Level 5

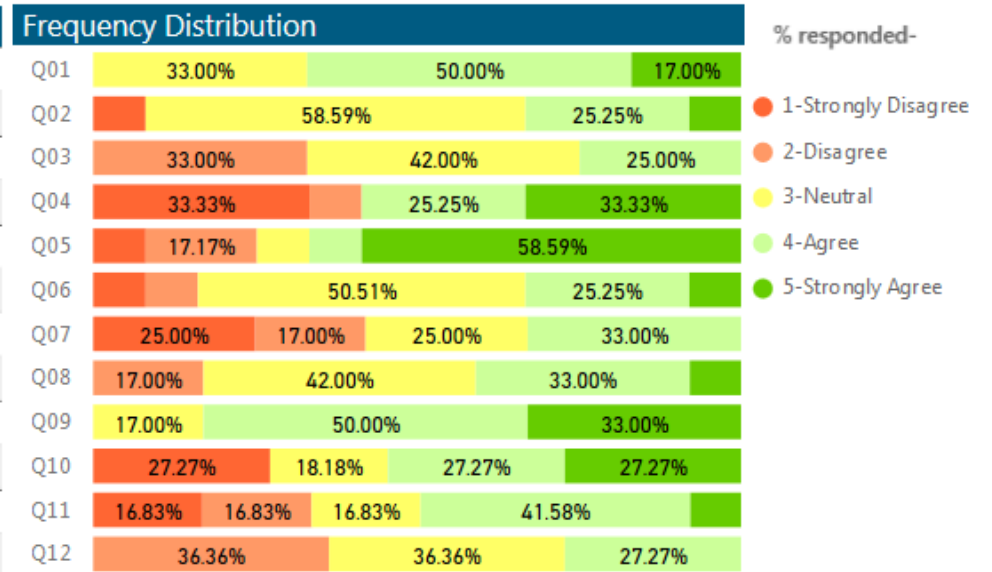
- Controller Operations - Pavero
- Controller Operations - Walker
- IT Shared Services - Albury
- IT Shared Services - Galiopoulos
- IT Shared Services - Jones
- IT Shared Services - Marcum
- IT Shared Services - Wallace



12 Respondents
 This is the greatest number of respondents on any one question

3.31 Grand Mean
 This represents the unit's overall engagement on a scale of 1-5

QuestionID	Question Short	Mean	Size	Gallup percentile
Q01	Know what's expected	3.83	12	10
Q02	Materials and equipment	3.25	12	8
Q03	Opportunity to do best	2.92	12	3
Q04	Recognition	3.17	12	24
Q05	Cares about me	3.92	12	30
Q06	Development	3.17	12	13
Q07	Opinions Count	2.67	12	5
Q08	Mission/Purpose	3.33	12	10
Q09	Committed to quality	4.17	12	49
Q10	Best friend	3.27	11	21
Q11	Progress	3.08	12	12
Q12	Learn and Grow	2.91	11	4

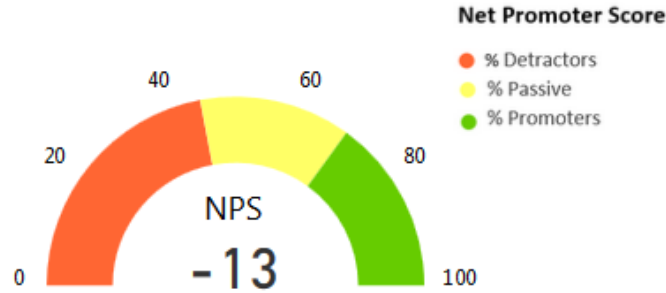


Gallup Engagement Survey 2017 Level 5



Level 5

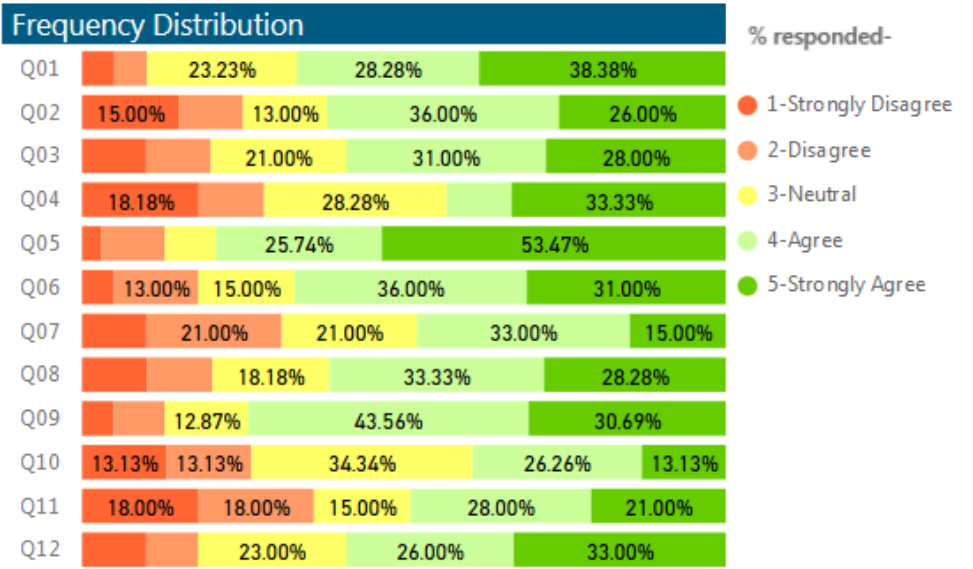
- Controller Operations - Pavero
- Controller Operations - Walker
- IT Shared Services - Albury
- IT Shared Services - Galiopoulos
- IT Shared Services - Jones
- IT Shared Services - Marcum
- IT Shared Services - Wallace



39 Respondents
 This is the greatest number of respondents on any one question

3.56 Grand Mean
 This represents the unit's overall engagement on a scale of 1-5

QuestionID	Question Short	Mean	Size	Gallup percentile
Q01	Know what's expected	3.90	39	12
Q02	Materials and equipment	3.46	39	14
Q03	Opportunity to do best	3.56	39	16
Q04	Recognition	3.31	39	29
Q05	Cares about me	4.18	39	45
Q06	Development	3.74	39	34
Q07	Opinions Count	3.23	39	18
Q08	Mission/Purpose	3.59	39	18
Q09	Committed to quality	3.87	39	29
Q10	Best friend	3.13	38	15
Q11	Progress	3.15	39	13
Q12	Learn and Grow	3.64	39	23

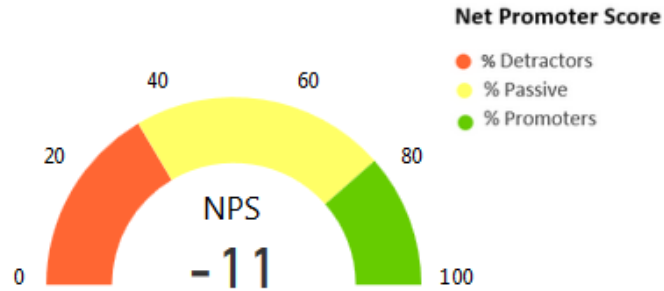


Gallup Engagement Survey 2017 Level 5



Level 5

- Controller Operations - Pavero
- Controller Operations - Walker
- IT Shared Services - Albury
- IT Shared Services - Galiopoulos
- IT Shared Services - Jones
- IT Shared Services - Marcum
- IT Shared Services - Wallace



18

Respondents

This is the greatest number of respondents on any one question

3.88

Grand Mean

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

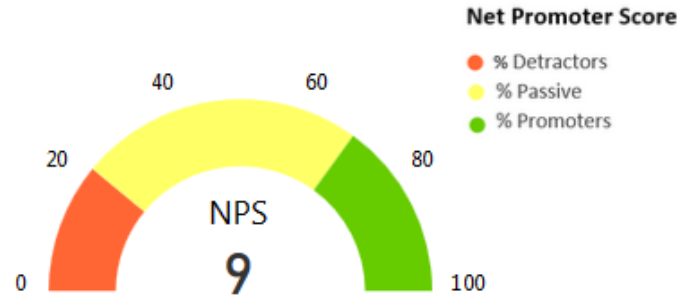
QuestionID	Question Short	Mean	Size	Gallup percentile	Frequency Distribution	% responded-					
Q01	Know what's expected	4.33	18	37	<table border="1"> <tr> <td>1-Strongly Disagree</td> <td>27.72%</td> <td>55.45%</td> </tr> </table>	1-Strongly Disagree	27.72%	55.45%	1-Strongly Disagree		
1-Strongly Disagree	27.72%	55.45%									
Q02	Materials and equipment	3.94	18	37	<table border="1"> <tr> <td>1-Strongly Disagree</td> <td>28.00%</td> <td>33.00%</td> <td>33.00%</td> </tr> </table>	1-Strongly Disagree	28.00%	33.00%	33.00%	1-Strongly Disagree	
1-Strongly Disagree	28.00%	33.00%	33.00%								
Q03	Opportunity to do best	4.06	18	45	<table border="1"> <tr> <td>1-Strongly Disagree</td> <td>22.00%</td> <td>33.00%</td> <td>39.00%</td> </tr> </table>	1-Strongly Disagree	22.00%	33.00%	39.00%	1-Strongly Disagree	
1-Strongly Disagree	22.00%	33.00%	39.00%								
Q04	Recognition	3.56	18	40	<table border="1"> <tr> <td>1-Strongly Disagree</td> <td>17.00%</td> <td>22.00%</td> <td>39.00%</td> </tr> </table>	1-Strongly Disagree	17.00%	22.00%	39.00%	1-Strongly Disagree	
1-Strongly Disagree	17.00%	22.00%	39.00%								
Q05	Cares about me	4.28	18	51	<table border="1"> <tr> <td>1-Strongly Disagree</td> <td>17.00%</td> <td>61.00%</td> </tr> </table>	1-Strongly Disagree	17.00%	61.00%	1-Strongly Disagree		
1-Strongly Disagree	17.00%	61.00%									
Q06	Development	4.00	16	51	<table border="1"> <tr> <td>1-Strongly Disagree</td> <td>12.87%</td> <td>18.81%</td> <td>24.75%</td> <td>43.56%</td> </tr> </table>	1-Strongly Disagree	12.87%	18.81%	24.75%	43.56%	1-Strongly Disagree
1-Strongly Disagree	12.87%	18.81%	24.75%	43.56%							
Q07	Opinions Count	3.89	18	51	<table border="1"> <tr> <td>1-Strongly Disagree</td> <td>22.22%</td> <td>33.33%</td> <td>33.33%</td> </tr> </table>	1-Strongly Disagree	22.22%	33.33%	33.33%	1-Strongly Disagree	
1-Strongly Disagree	22.22%	33.33%	33.33%								
Q08	Mission/Purpose	3.67	18	22	<table border="1"> <tr> <td>1-Strongly Disagree</td> <td>28.00%</td> <td>22.00%</td> <td>33.00%</td> </tr> </table>	1-Strongly Disagree	28.00%	22.00%	33.00%	1-Strongly Disagree	
1-Strongly Disagree	28.00%	22.00%	33.00%								
Q09	Committed to quality	4.00	18	38	<table border="1"> <tr> <td>1-Strongly Disagree</td> <td>16.83%</td> <td>27.72%</td> <td>43.56%</td> </tr> </table>	1-Strongly Disagree	16.83%	27.72%	43.56%	1-Strongly Disagree	
1-Strongly Disagree	16.83%	27.72%	43.56%								
Q10	Best friend	3.72	18	41	<table border="1"> <tr> <td>1-Strongly Disagree</td> <td>39.00%</td> <td>17.00%</td> <td>33.00%</td> </tr> </table>	1-Strongly Disagree	39.00%	17.00%	33.00%	1-Strongly Disagree	
1-Strongly Disagree	39.00%	17.00%	33.00%								
Q11	Progress	3.22	18	16	<table border="1"> <tr> <td>1-Strongly Disagree</td> <td>17.00%</td> <td>17.00%</td> <td>44.00%</td> </tr> </table>	1-Strongly Disagree	17.00%	17.00%	44.00%	1-Strongly Disagree	
1-Strongly Disagree	17.00%	17.00%	44.00%								
Q12	Learn and Grow	3.83	18	32	<table border="1"> <tr> <td>1-Strongly Disagree</td> <td>39.00%</td> <td>22.00%</td> <td>33.00%</td> </tr> </table>	1-Strongly Disagree	39.00%	22.00%	33.00%	1-Strongly Disagree	
1-Strongly Disagree	39.00%	22.00%	33.00%								

Gallup Engagement Survey 2017 Level 5



Level 5

- Controller Operations - Pavero
- Controller Operations - Walker
- IT Shared Services - Albury
- IT Shared Services - Galiopoulos
- IT Shared Services - Jones
- IT Shared Services - Marcum
- IT Shared Services - Wallace



23

Respondents

This is the greatest number of respondents on any one question

3.76

Grand Mean

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

QuestionID	Question Short	Mean	Size	Gallup percentile
Q01	Know what's expected	4.04	23	18
Q02	Materials and equipment	4.04	23	45
Q03	Opportunity to do best	3.65	23	21
Q04	Recognition	3.22	23	25
Q05	Cares about me	4.48	23	65
Q06	Development	3.83	23	40
Q07	Opinions Count	3.35	23	21
Q08	Mission/Purpose	4.00	23	41
Q09	Committed to quality	3.57	23	14
Q10	Best friend	3.48	23	29
Q11	Progress	3.61	23	28
Q12	Learn and Grow	3.91	23	35

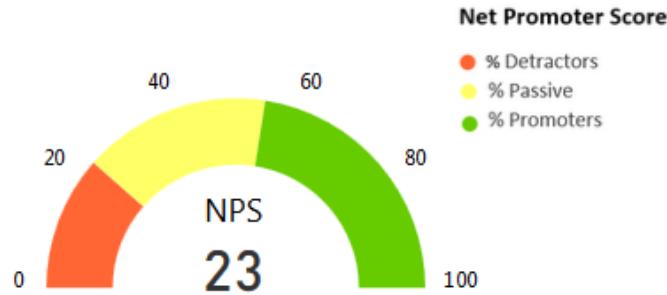
QuestionID	Frequency Distribution	% responded-
Q01	13.00% 39.00% 39.00%	● 1-Strongly Disagree
Q02	43.43% 39.39%	● 2-Disagree
Q03	17.00% 39.00% 26.00%	● 3-Neutral
Q04	13.13% 17.17% 30.30% 13.13% 26.26%	● 4-Agree
Q05	22.00% 65.00%	● 5-Strongly Agree
Q06	13.13% 17.17% 43.43% 26.26%	
Q07	17.17% 13.13% 43.43% 17.17%	
Q08	48.00% 35.00%	
Q09	17.17% 17.17% 39.39% 22.22%	
Q10	22.00% 30.00% 35.00%	
Q11	17.00% 43.00% 22.00%	
Q12	17.00% 48.00% 26.00%	

Gallup Engagement Survey 2017 Level 5



Level 5

- Controller Operations - Pavero
- Controller Operations - Walker
- IT Shared Services - Albury
- IT Shared Services - Galiopoulos
- IT Shared Services - Jones
- IT Shared Services - Marcum
- IT Shared Services - Wallace



22 Respondents
 This is the greatest number of respondents on any one question

3.86 Grand Mean
 This represents the unit's overall engagement on a scale of 1-5

QuestionID	Question Short	Mean	Size	Gallup percentile	Frequency Distribution	% responded-
Q01	Know what's expected	4.27	22	31	Q01 14.00% 45.00% 41.00%	
Q02	Materials and equipment	4.09	22	47	Q02 18.00% 55.00% 27.00%	
Q03	Opportunity to do best	4.14	22	50	Q03 18.00% 50.00% 32.00%	
Q04	Recognition	2.90	21	15	Q04 13.86% 28.71% 18.81% 28.71%	
Q05	Cares about me	4.14	22	41	Q05 14.00% 45.00% 36.00%	
Q06	Development	3.41	22	20	Q06 23.00% 23.00% 45.00%	
Q07	Opinions Count	4.00	22	58	Q07 55.00% 27.00%	
Q08	Mission/Purpose	4.14	22	48	Q08 54.46% 31.68%	
Q09	Committed to quality	4.23	22	54	Q09 68.00% 27.00%	
Q10	Best friend	3.10	21	15	Q10 13.86% 42.57% 23.76%	
Q11	Progress	3.76	21	33	Q11 23.76% 47.52% 18.81%	
Q12	Learn and Grow	4.10	21	46	Q12 14.00% 43.00% 38.00%	

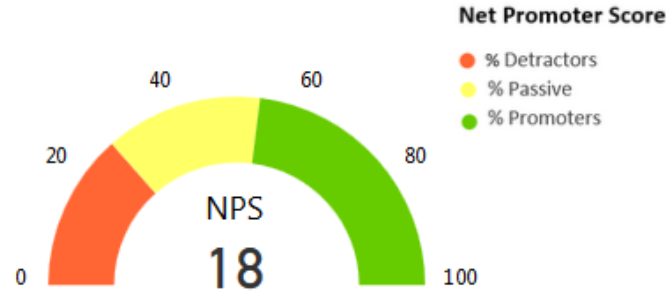
● 1-Strongly Disagree
● 2-Disagree
● 3-Neutral
● 4-Agree
● 5-Strongly Agree

Gallup Engagement Survey 2017 Level 5



Level 5

- Controller Operations - Pavero
- Controller Operations - Walker
- IT Shared Services - Albury
- IT Shared Services - Galiopoulos
- IT Shared Services - Jones
- IT Shared Services - Marcum
- IT Shared Services - Wallace



22

Respondents
This is the greatest number of respondents on any one question

3.95

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

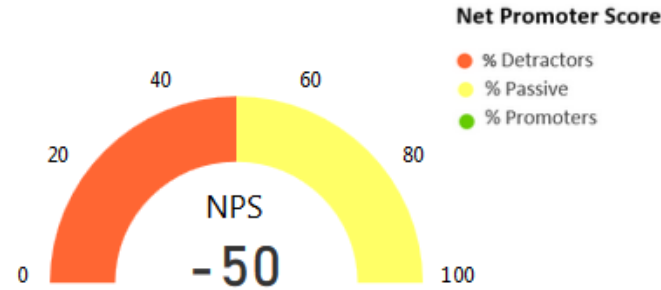
QuestionID	Question Short	Mean	Size	Gallup percentile	Frequency Distribution	% responded-
Q01	Know what's expected	4.32	22	37		
Q02	Materials and equipment	4.23	22	58		● 1-Strongly Disagree
Q03	Opportunity to do best	3.95	22	37		● 2-Disagree
Q04	Recognition	3.41	22	33		● 3-Neutral
Q05	Cares about me	4.50	22	66		● 4-Agree
Q06	Development	3.77	22	35		● 5-Strongly Agree
Q07	Opinions Count	3.73	22	41		
Q08	Mission/Purpose	4.05	22	43		
Q09	Committed to quality	4.18	22	50		
Q10	Best friend	3.71	21	41		
Q11	Progress	3.64	22	29		
Q12	Learn and Grow	3.95	22	37		

Gallup Engagement Survey 2017 Level 6



Level 6

- Controller Operations - Davis
- IT Shared Services - Chevli



10

Respondents
This is the greatest number of respondents on any one question

3.40

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

QuestionID	Question Short	Mean	Size	Gallup percentile
Q01	Know what's expected	3.90	10	12
Q02	Materials and equipment	3.20	10	7
Q03	Opportunity to do best	3.00	10	4
Q04	Recognition	3.20	10	25
Q05	Cares about me	4.10	10	40
Q06	Development	3.20	10	14
Q07	Opinions Count	2.90	10	9
Q08	Mission/Purpose	3.40	10	12
Q09	Committed to quality	4.20	10	53
Q10	Best friend	3.44	9	28
Q11	Progress	3.20	10	15
Q12	Learn and Grow	3.11	9	7

QuestionID	Frequency Distribution
Q01	30.00% 50.00% 20.00%
Q02	60.00% 20.00%
Q03	30.00% 40.00% 30.00%
Q04	30.00% 30.00% 30.00%
Q05	20.00% 60.00%
Q06	40.00% 30.00%
Q07	20.00% 30.00% 40.00%
Q08	50.00% 30.00%
Q09	60.00% 30.00%
Q10	33.00%
Q11	20.00% 20.00% 40.00%
Q12	

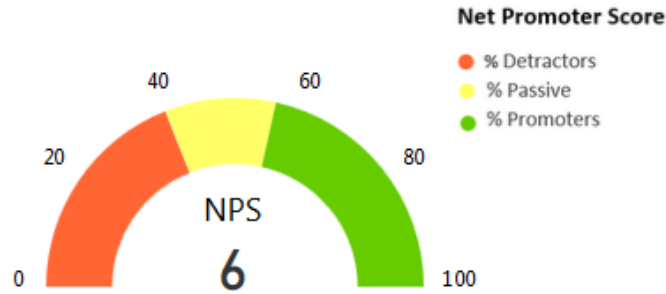
- % responded-
- 1-Strongly Disagree
 - 2-Disagree
 - 3-Neutral
 - 4-Agree
 - 5-Strongly Agree

Gallup Engagement Survey 2017 Level 6



Level 6

- Controller Operations - Davis
- IT Shared Services - Chevli



16 Respondents
 This is the greatest number of respondents on any one question

3.58 Grand Mean
 This represents the unit's overall engagement on a scale of 1-5

QuestionID	Question Short	Mean	Size	Gallup percentile
Q01	Know what's expected	3.75	16	7
Q02	Materials and equipment	3.50	16	15
Q03	Opportunity to do best	3.69	16	22
Q04	Recognition	3.19	16	24
Q05	Cares about me	4.13	16	41
Q06	Development	3.38	16	19
Q07	Opinions Count	3.25	16	18
Q08	Mission/Purpose	3.75	16	25
Q09	Committed to quality	3.81	16	25
Q10	Best friend	3.56	16	32
Q11	Progress	3.25	16	16
Q12	Learn and Grow	3.75	16	27

QuestionID	Frequency Distribution	% responded-
Q01	12.87% 18.81% 18.81% 43.56%	● 1-Strongly Disagree
Q02	12.75% 18.63% 12.75% 18.63% 37.25%	● 2-Disagree
Q03	12.87% 18.81% 24.75% 37.62%	● 3-Neutral
Q04	25.00% 31.00% 38.00%	● 4-Agree
Q05	31.31% 50.51%	● 5-Strongly Agree
Q06	25.00% 19.00% 25.00% 25.00%	
Q07	12.87% 18.81% 18.81% 30.69% 18.81%	
Q08	12.87% 18.81% 37.62% 30.69%	
Q09	19.00% 38.00% 31.00%	
Q10	13.00% 31.00% 31.00% 25.00%	
Q11	25.00% 13.00% 31.00% 25.00%	
Q12	18.81% 12.87% 18.81% 43.56%	