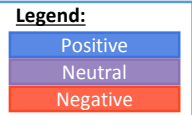


University of Southern Maine 2017 – 570 respondents

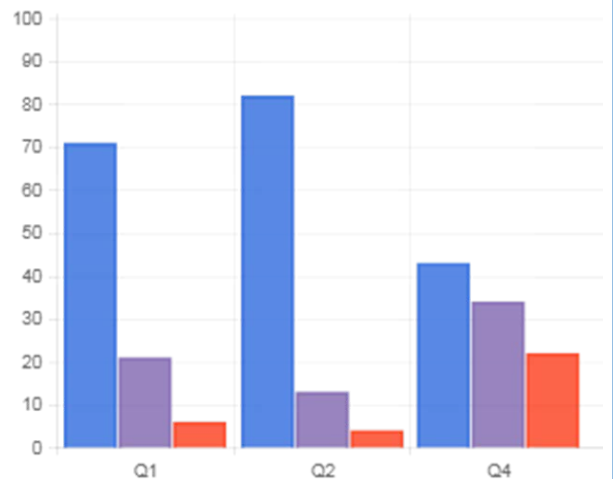
Overall Survey Results

This report shows data grouped by theme. The survey statements comprising each theme are shown together to provide a sense of the employees' feedback in a particular area. Positive, neutral and negative response rates are color coded.



Job Satisfaction/Support

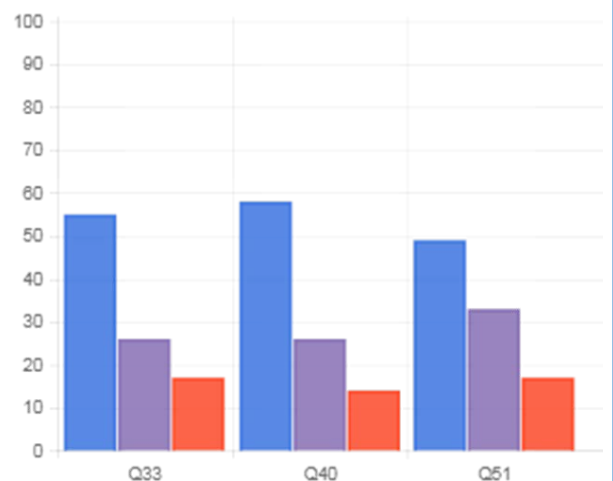
- Q1. My job makes good use of my skills and abilities.
- Q2. I am given the responsibility and freedom to do my job.
- Q4. I am provided the resources I need to be effective in my job.



The x-axis represents the question number while the y-axis represents the percent of respondents out of 100%. Averages are truncated rather than rounded.

Teaching Environment

- Q33. There is a good balance of teaching, service and research at this institution.
- Q40. Teaching is appropriately recognized in the evaluation and promotion process.
- Q51. There is appropriate recognition of innovative and high quality teaching.



The x-axis represents the question number while the y-axis represents the percent of respondents out of 100%. Averages are truncated rather than rounded.

University of Southern Maine 2017 – 570 respondents

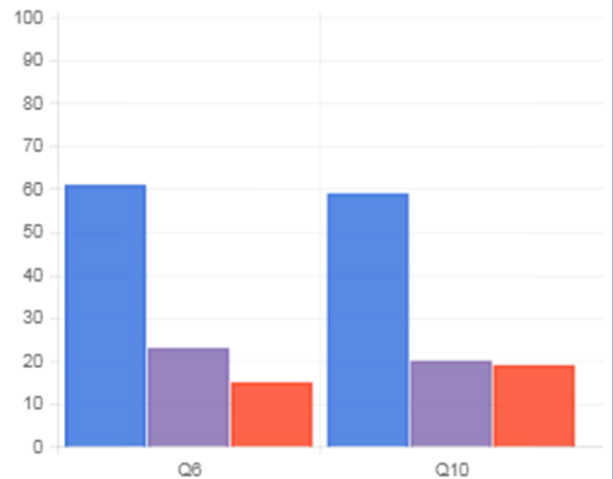
Overall Survey Results

This report shows data grouped by theme. The survey statements comprising each theme are shown together to provide a sense of the employees' feedback in a particular area. Positive, neutral and negative response rates are color coded.

| Legend: | |
|----------|--------|
| Positive | Blue |
| Neutral | Purple |
| Negative | Red |

Professional Development

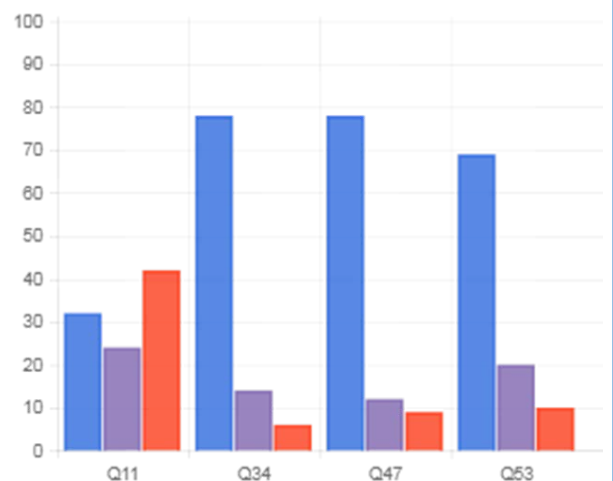
- Q6. I am given the opportunity to develop my skills at this institution.
- Q10. I understand the necessary requirements to advance my career.



The x-axis represents the question number while the y-axis represents the percent of respondents out of 100%. Averages are truncated rather than rounded.

Compensation, Benefits & Work/Life Balance

- Q11. I am paid fairly for my work.
- Q34. This institution's benefits meet my needs.
- Q47. My supervisor/department chair supports my efforts to balance my work and personal life.
- Q53. This institution's policies and practices give me the flexibility to manage my work and personal life.

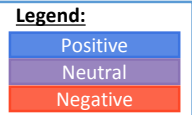


The x-axis represents the question number while the y-axis represents the percent of respondents out of 100%. Averages are truncated rather than rounded.

University of Southern Maine 2017 – 570 respondents

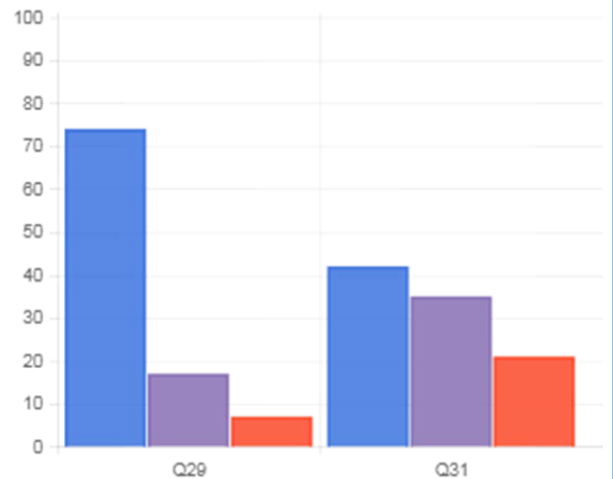
Overall Survey Results

This report shows data grouped by theme. The survey statements comprising each theme are shown together to provide a sense of the employees' feedback in a particular area. Positive, neutral and negative response rates are color coded.



Facilities

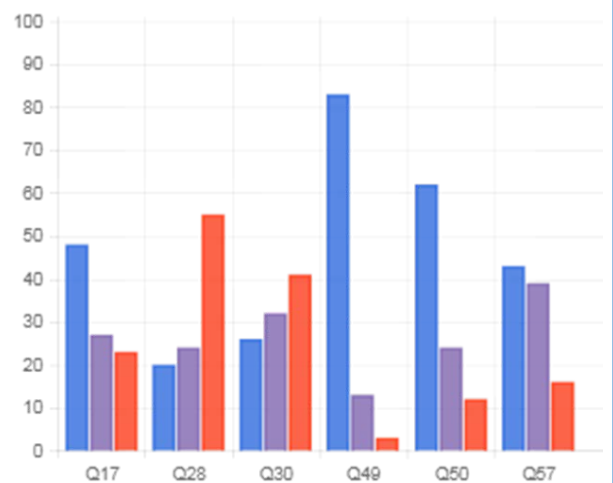
- Q29. The institution takes reasonable steps to provide a safe and secure environment for the campus.
- Q31. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.



The x-axis represents the question number while the y-axis represents the percent of respondents out of 100%. Averages are truncated rather than rounded.

Policies, Resources & Efficiency

- Q17. Our review process accurately measures my job performance.
- Q28. My department has adequate faculty/staff to achieve our goals.
- Q30. Our orientation program prepares new faculty, administration and staff to be effective.
- Q49. This institution actively contributes to the community.
- Q50. This institution places sufficient emphasis on having diverse faculty, administration and staff.
- Q57. This institution is well run.



The x-axis represents the question number while the y-axis represents the percent of respondents out of 100%. Averages are truncated rather than rounded.

University of Southern Maine 2017 – 570 respondents

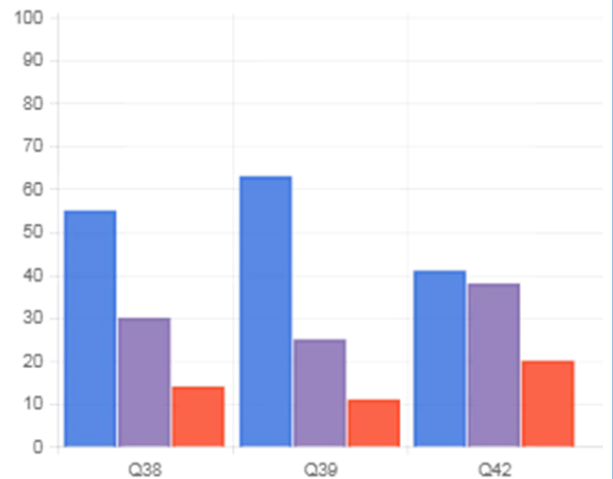
Overall Survey Results

This report shows data grouped by theme. The survey statements comprising each theme are shown together to provide a sense of the employees' feedback in a particular area. Positive, neutral and negative response rates are color coded.

| Legend: | |
|----------|--------|
| Positive | Blue |
| Neutral | Purple |
| Negative | Red |

Shared Governance

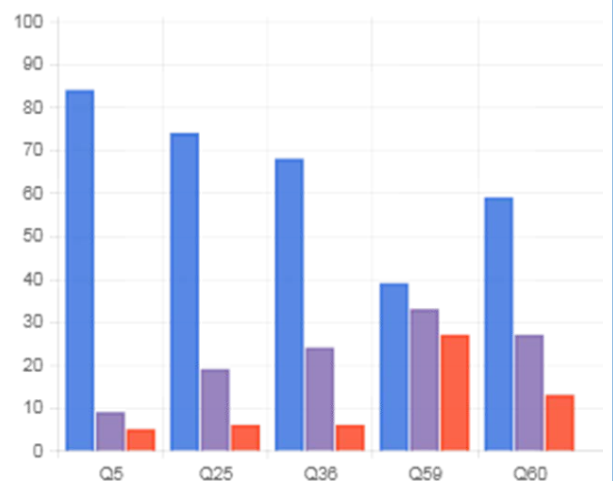
- Q38. The role of faculty in shared governance is clearly stated and publicized.
- Q39. Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).
- Q42. Faculty, administration and staff are meaningfully involved in institutional planning.



The x-axis represents the question number while the y-axis represents the percent of respondents out of 100%. Averages are truncated rather than rounded.

Pride

- Q5. I understand how my job contributes to this institution's mission.
- Q25. Overall, my department is a good place to work.
- Q36. I am proud to be part of this institution.
- Q59. This institution's culture is special - something you don't find just anywhere.
- Q60. All things considered, this is a great place to work.

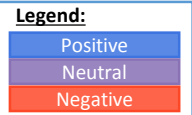


The x-axis represents the question number while the y-axis represents the percent of respondents out of 100%. Averages are truncated rather than rounded.

University of Southern Maine 2017 – 570 respondents

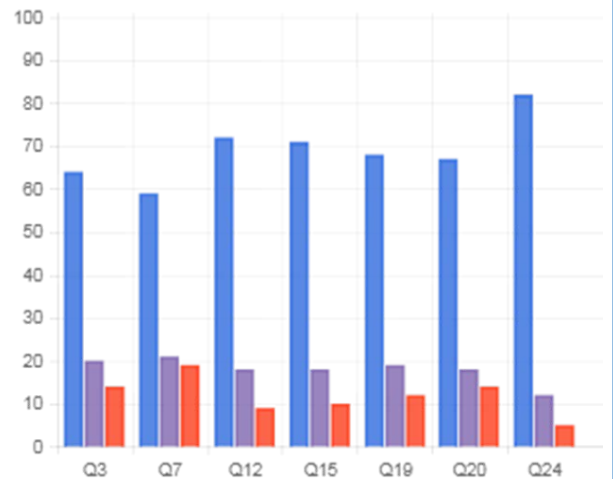
Overall Survey Results

This report shows data grouped by theme. The survey statements comprising each theme are shown together to provide a sense of the employees' feedback in a particular area. Positive, neutral and negative response rates are color coded.



Supervisors/Department Chairs

- Q3. My supervisor/department chair makes his/her expectations clear.
- Q7. I receive feedback from my supervisor/department chair that helps me.
- Q12. I believe what I am told by my supervisor/department chair.
- Q15. My supervisor/department chair regularly models this institution's values.
- Q19. My supervisor/department chair is consistent and fair.
- Q20. My supervisor/department chair actively solicits my suggestions and ideas.
- Q24. I have a good relationship with my supervisor/department chair.

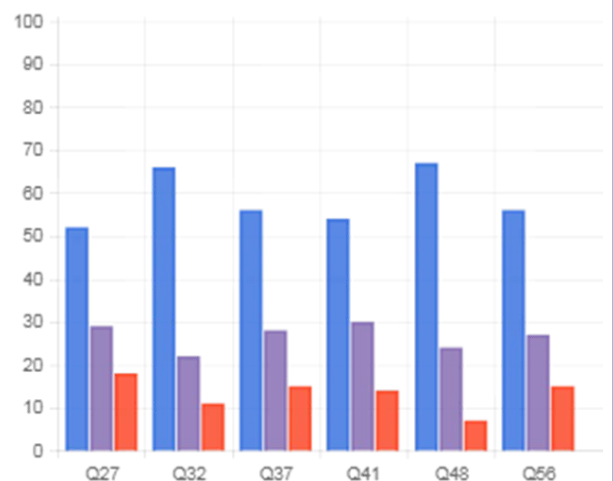


The x-axis represents the question number while the y-axis represents the percent of respondents out of 100%.

Averages are truncated rather than rounded.

Senior Leadership

- Q27. Senior leadership provides a clear direction for this institution's future.
- Q32. Our senior leadership has the knowledge, skills and experience necessary for institutional success.
- Q37. Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.
- Q41. Senior leadership communicates openly about important matters.
- Q48. Senior leadership regularly models this institution's values.
- Q56. I believe what I am told by senior leadership.



The x-axis represents the question number while the y-axis represents the percent of respondents out of 100%.

Averages are truncated rather than rounded.

University of Southern Maine 2017 – 570 respondents

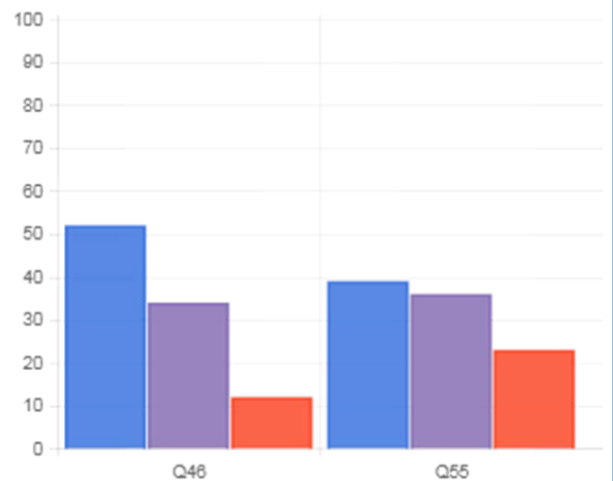
Overall Survey Results

This report shows data grouped by theme. The survey statements comprising each theme are shown together to provide a sense of the employees' feedback in a particular area. Positive, neutral and negative response rates are color coded.

| Legend: | |
|----------|--------|
| Positive | Blue |
| Neutral | Purple |
| Negative | Red |

Faculty, Administration & Staff Relations

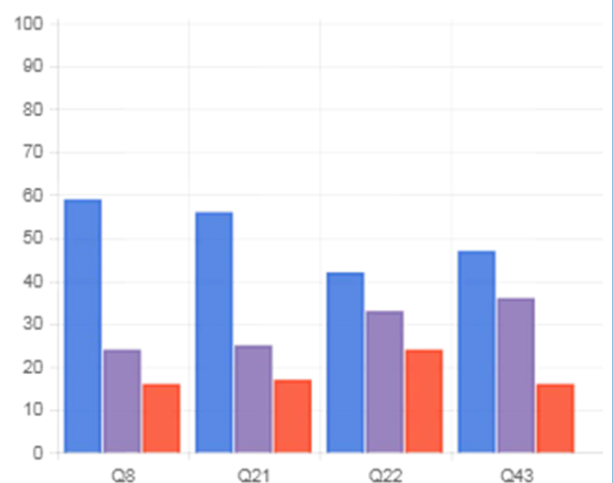
- Q46. Faculty, administration and staff work together to ensure the success of institution programs and initiatives.
- Q55. There is regular and open communication among faculty, administration and staff.



The x-axis represents the question number while the y-axis represents the percent of respondents out of 100%. Averages are truncated rather than rounded.

Communication

- Q8. When I offer a new idea, I believe it will be fully considered.
- Q21. In my department, we communicate openly about issues that impact each other's work.
- Q22. Changes that affect me are discussed prior to being implemented.
- Q43. At this institution, we discuss and debate issues respectfully to get better results.



The x-axis represents the question number while the y-axis represents the percent of respondents out of 100%. Averages are truncated rather than rounded.

University of Southern Maine 2017 – 570 respondents

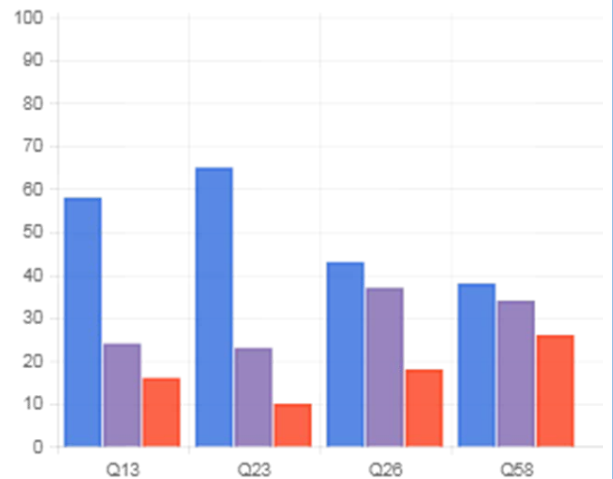
Overall Survey Results

This report shows data grouped by theme. The survey statements comprising each theme are shown together to provide a sense of the employees' feedback in a particular area. Positive, neutral and negative response rates are color coded.

| Legend: | |
|----------|--------|
| Positive | Blue |
| Neutral | Purple |
| Negative | Red |

Collaboration

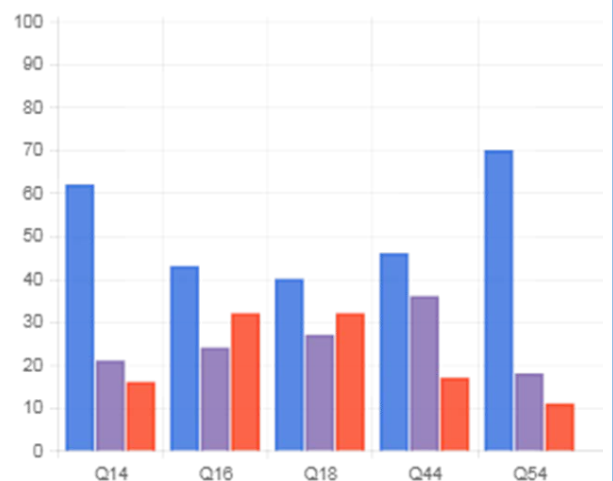
- Q13. We have opportunities to contribute to important decisions in my department.
- Q23. People in my department work well together.
- Q26. I can count on people to cooperate across departments.
- Q58. There's a sense that we're all on the same team at this institution.



The x-axis represents the question number while the y-axis represents the percent of respondents out of 100%. Averages are truncated rather than rounded.

Fairness

- Q14. I can speak up or challenge a traditional way of doing something without fear of harming my career.
- Q16. Promotions in my department are based on a person's ability.
- Q18. Issues of low performance are addressed in my department.
- Q44. This institution's policies and practices ensure fair treatment for faculty, administration and staff.
- Q54. This institution has clear and effective procedures for dealing with discrimination.

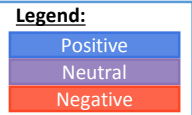


The x-axis represents the question number while the y-axis represents the percent of respondents out of 100%. Averages are truncated rather than rounded.

University of Southern Maine 2017 – 570 respondents

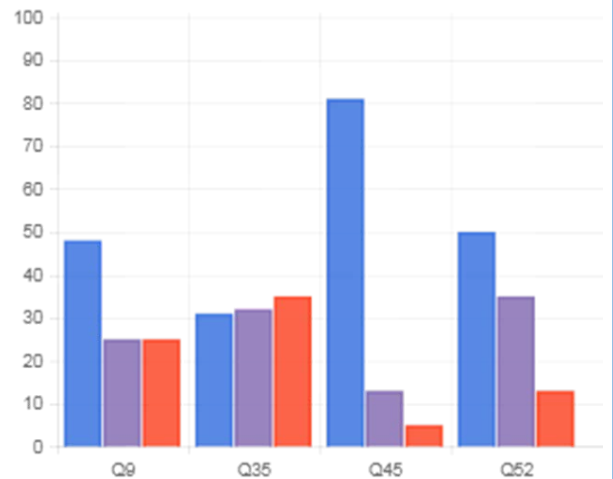
Overall Survey Results

This report shows data grouped by theme. The survey statements comprising each theme are shown together to provide a sense of the employees' feedback in a particular area. Positive, neutral and negative response rates are color coded.



Respect & Appreciation

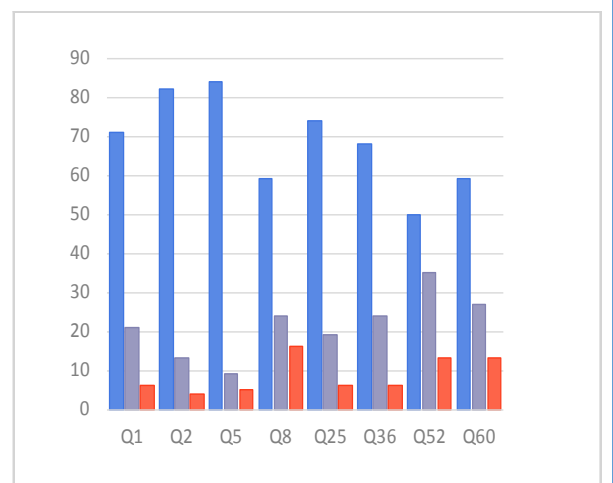
- Q9. I am regularly recognized for my contributions.
- Q35. Our recognition and awards programs are meaningful to me.
- Q45. At this institution, people are supportive of their colleagues regardless of their heritage or background.
- Q52. We celebrate significant milestones and important accomplishments at this institution.



The x-axis represents the question number while the y-axis represents the percent of respondents out of 100%. Averages are truncated rather than rounded.

Employee Engagement & Commitment

- Q1. My job makes good use of my skills and abilities.
- Q2. I am given the responsibility and freedom to do my job.
- Q5. I understand how my job contributes to this institution's mission.
- Q8. When I offer a new idea, I believe it will be fully considered.
- Q25. Overall, my department is a good place to work.
- Q36. I am proud to be part of this institution.
- Q52. We celebrate significant milestones and important accomplishments at this institution.
- Q60. All things considered, this is a great place to work.

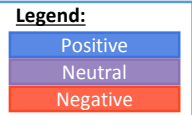


The x-axis represents the question number while the y-axis represents the percent of respondents out of 100%. Averages are truncated rather than rounded.

University of Southern Maine 2017 – 570 respondents

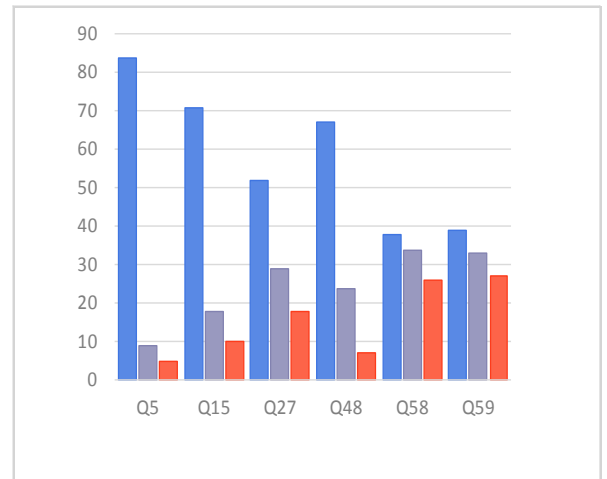
Overall Survey Results

This report shows data grouped by theme. The survey statements comprising each theme are shown together to provide a sense of the employees' feedback in a particular area. Positive, neutral and negative response rates are color coded.



Vision & Values Penetration

- Q5. I understand how my job contributes to this institution's mission.
- Q15. My supervisor/department chair regularly models this institution's values.
- Q27. Senior leadership provides a clear direction for this institution's future.
- Q48. Senior leadership regularly models this institution's values.
- Q58. There's a sense that we're all on the same team at this institution.
- Q59. This institution's culture is special - something you don't find just anywhere.



The x-axis represents the question number while the y-axis represents the percent of respondents out of 100%. Averages are truncated rather than rounded.