

## Section I: Factors of Importance & Satisfaction Frequency Tables [all survey items by year]

Relationship with co-workers. Importance						
Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not important at all	5	1.4	1.4	1.4
		Not very important	4	1.1	1.1	2.6
		Can't decide	10	2.8	2.8	5.4
		Somewhat important	85	23.9	24.1	29.5
		Very important	248	69.9	70.5	100.0
		Total	352	99.2	100.0	
	Missing	System	3	.8		
	Total		355	100.0		
2010	Valid	Not important at all	2	.7	.7	.7
		Not very important	2	.7	.7	1.4
		Can't decide	8	2.8	2.9	4.3
		Somewhat important	71	24.7	25.5	29.9
		Very important	195	67.7	70.1	100.0
		Total	278	96.5	100.0	
	Missing	System	9	3.1		
		N/A	1	.3		
Total		10	3.5			

**Relationship with co-workers. Importance**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not important at all	5	1.4	1.4	1.4
		Not very important	4	1.1	1.1	2.6
		Can't decide	10	2.8	2.8	5.4
		Somewhat important	85	23.9	24.1	29.5
		Very important	248	69.9	70.5	100.0
		Total	352	99.2	100.0	
	Missing	System	3	.8		
Total			355	100.0		
2010	Valid	Not important at all	2	.7	.7	.7
		Not very important	2	.7	.7	1.4
		Can't decide	8	2.8	2.9	4.3
		Somewhat important	71	24.7	25.5	29.9
		Very important	195	67.7	70.1	100.0
		Total	278	96.5	100.0	
	Missing	System	9	3.1		
		N/A	1	.3		
		Total	10	3.5		
	Total			288	100.0	

**Relationship with co-workers. Satisfaction**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Very Dissatisfied	3	.8	.9	.9
		Dissatisfied	16	4.5	4.6	5.4
		Neutral	52	14.6	14.9	20.3
		Satisfied	128	36.1	36.6	56.9
		Very Satisfied	151	42.5	43.1	100.0
		Total	350	98.6	100.0	
	Missing	System	5	1.4		
	Total			355	100.0	
2010	Valid	Very Dissatisfied	3	1.0	1.1	1.1
		Dissatisfied	28	9.7	10.0	11.1
		Neutral	51	17.7	18.3	29.4
		Satisfied	102	35.4	36.6	65.9
		Very Satisfied	95	33.0	34.1	100.0
		Total	279	96.9	100.0	
	Missing	System	8	2.8		
		N/A	1	.3		
		Total	9	3.1		
	Total			288	100.0	

**Job security. Importance**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not important at all	6	1.7	1.7	1.7
		Not very important	7	2.0	2.0	3.7
		Can't decide	11	3.1	3.2	6.9
		Somewhat important	67	18.9	19.3	26.2
		Very important	256	72.1	73.8	100.0
		Total	347	97.7	100.0	
	Missing	N/A	4	1.1		
		System	4	1.1		
		Total	8	2.3		
	Total			355	100.0	
2010	Valid	Not important at all	2	.7	.7	.7
		Not very important	2	.7	.7	1.5
		Can't decide	7	2.4	2.6	4.1
		Somewhat important	56	19.4	20.7	24.7
		Very important	204	70.8	75.3	100.0
		Total	271	94.1	100.0	
	Missing	N/A	5	1.7		
		System	12	4.2		
		Total	17	5.9		
	Total			288	100.0	

**Job security. Satisfaction**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Very Dissatisfied	16	4.5	4.6	4.6
		Dissatisfied	26	7.3	7.5	12.1
		Neutral	61	17.2	17.6	29.7
		Satisfied	138	38.9	39.8	69.5
		Very Satisfied	106	29.9	30.5	100.0
		Total	347	97.7	100.0	
	Missing	N/A	4	1.1		
		System	4	1.1		
		Total	8	2.3		
	Total			355	100.0	
2010	Valid	Very Dissatisfied	15	5.2	5.4	5.4
		Dissatisfied	23	8.0	8.3	13.7
		Neutral	47	16.3	17.0	30.7
		Satisfied	118	41.0	42.6	73.3
		Very Satisfied	74	25.7	26.7	100.0
		Total	277	96.2	100.0	
	Missing	N/A	4	1.4		
		System	7	2.4		
		Total	11	3.8		
	Total			288	100.0	

**Working conditions (comfort, safety). Importance**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not important at all	4	1.1	1.1	1.1
		Not very important	3	.8	.9	2.0
		Can't decide	11	3.1	3.1	5.1
		Somewhat important	101	28.5	28.9	34.0
		Very important	231	65.1	66.0	100.0
		Total	350	98.6	100.0	
	Missing	N/A	2	.6		
		System	3	.8		
		Total	5	1.4		
	Total			355	100.0	
2010	Valid	Not important at all	2	.7	.7	.7
		Not very important	2	.7	.7	1.4
		Can't decide	10	3.5	3.6	5.0
		Somewhat important	92	31.9	32.7	37.7
		Very important	175	60.8	62.3	100.0
		Total	281	97.6	100.0	
	Missing	System	7	2.4		
	Total			288	100.0	

**Working conditions (comfort, safety). Satisfaction**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Very Dissatisfied	14	3.9	4.0	4.0
		Dissatisfied	42	11.8	12.0	16.0
		Neutral	59	16.6	16.9	33.0
		Satisfied	141	39.7	40.4	73.4
		Very Satisfied	93	26.2	26.6	100.0
		Total	349	98.3	100.0	
	Missing	N/A	2	.6		
		System	4	1.1		
		Total	6	1.7		
	Total			355	100.0	
2010	Valid	Very Dissatisfied	9	3.1	3.2	3.2
		Dissatisfied	45	15.6	16.0	19.1
		Neutral	52	18.1	18.4	37.6
		Satisfied	106	36.8	37.6	75.2
		Very Satisfied	70	24.3	24.8	100.0
		Total	282	97.9	100.0	
	Missing	System	6	2.1		
	Total			288	100.0	

**Flexibility of work hours. Importance**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not important at all	5	1.4	1.5	1.5
		Not very important	10	2.8	2.9	4.4
		Can't decide	24	6.8	7.0	11.3
		Somewhat important	96	27.0	27.9	39.2
		Very important	209	58.9	60.8	100.0
		Total	344	96.9	100.0	
	Missing	N/A	7	2.0		
		System	4	1.1		
		Total	11	3.1		
	Total			355	100.0	
2010	Valid	Not important at all	3	1.0	1.1	1.1
		Not very important	3	1.0	1.1	2.2
		Can't decide	17	5.9	6.1	8.2
		Somewhat important	82	28.5	29.4	37.6
		Very important	174	60.4	62.4	100.0
		Total	279	96.9	100.0	
	Missing	N/A	1	.3		
		System	8	2.8		
		Total	9	3.1		
	Total			288	100.0	

**Flexibility of work hours. Satisfaction**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Very Dissatisfied	10	2.8	2.9	2.9
		Dissatisfied	15	4.2	4.4	7.3
		Neutral	44	12.4	12.9	20.2
		Satisfied	123	34.6	36.0	56.1
		Very Satisfied	150	42.3	43.9	100.0
		Total	342	96.3	100.0	
	Missing	N/A	8	2.3		
		System	5	1.4		
		Total	13	3.7		
	Total			355	100.0	
2010	Valid	Very Dissatisfied	14	4.9	5.0	5.0
		Dissatisfied	22	7.6	7.9	12.9
		Neutral	33	11.5	11.8	24.6
		Satisfied	93	32.3	33.2	57.9
		Very Satisfied	118	41.0	42.1	100.0
		Total	280	97.2	100.0	
	Missing	N/A	1	.3		
		System	7	2.4		
		Total	8	2.8		
	Total			288	100.0	

**Clearly defined job expectations. Importance**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not important at all	5	1.4	1.4	1.4
		Not very important	6	1.7	1.7	3.1
		Can't decide	12	3.4	3.4	6.6
		Somewhat important	112	31.5	31.9	38.5
		Very important	216	60.8	61.5	100.0
		Total	351	98.9	100.0	
	Missing	N/A	2	.6		
		System	2	.6		
		Total	4	1.1		
	Total			355	100.0	
2010	Valid	Not important at all	3	1.0	1.1	1.1
		Not very important	7	2.4	2.5	3.6
		Can't decide	17	5.9	6.1	9.7
		Somewhat important	78	27.1	28.0	37.6
		Very important	174	60.4	62.4	100.0
		Total	279	96.9	100.0	
	Missing	N/A	1	.3		
		System	8	2.8		
		Total	9	3.1		
	Total			288	100.0	

**Clearly defined job expectations. Satisfaction**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Very Dissatisfied	15	4.2	4.3	4.3
		Dissatisfied	40	11.3	11.4	15.7
		Neutral	66	18.6	18.9	34.6
		Satisfied	138	38.9	39.4	74.0
		Very Satisfied	91	25.6	26.0	100.0
		Total	350	98.6	100.0	
	Missing	N/A	2	.6		
		System	3	.8		
		Total	5	1.4		
	Total			355	100.0	
2010	Valid	Very Dissatisfied	19	6.6	6.8	6.8
		Dissatisfied	37	12.8	13.3	20.1
		Neutral	53	18.4	19.0	39.1
		Satisfied	97	33.7	34.8	73.8
		Very Satisfied	73	25.3	26.2	100.0
		Total	279	96.9	100.0	
	Missing	N/A	2	.7		
		System	7	2.4		
		Total	9	3.1		
	Total			288	100.0	

**Salary. Importance**

Survey Year		Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not important at all	5	1.4	1.4
		Not very important	5	1.4	2.8
		Can't decide	16	4.5	7.4
		Somewhat important	105	29.6	29.7
		Very important	222	62.5	62.9
		Total	353	99.4	100.0
	Missing	System	2	.6	
Total		355	100.0		
2010	Valid	Not important at all	2	.7	.7
		Not very important	3	1.0	1.8
		Can't decide	12	4.2	6.1
		Somewhat important	85	29.5	30.4
		Very important	178	61.8	63.6
		Total	280	97.2	100.0
	Missing	System	7	2.4	
		N/A	1	.3	
		Total	8	2.8	
	Total		288	100.0	

**Salary. Satisfaction**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Very Dissatisfied	31	8.7	8.8	8.8
		Dissatisfied	82	23.1	23.4	32.2
		Neutral	92	25.9	26.2	58.4
		Satisfied	112	31.5	31.9	90.3
		Very Satisfied	34	9.6	9.7	100.0
		Total	351	98.9	100.0	
	Missing	System	4	1.1		
	Total			355	100.0	
2010	Valid	Very Dissatisfied	37	12.8	13.3	13.3
		Dissatisfied	63	21.9	22.6	35.8
		Neutral	74	25.7	26.5	62.4
		Satisfied	76	26.4	27.2	89.6
		Very Satisfied	29	10.1	10.4	100.0
		Total	279	96.9	100.0	
	Missing	System	8	2.8		
		N/A	1	.3		
		Total	9	3.1		
	Total			288	100.0	

**Health care benefits. Importance**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not important at all	8	2.3	2.7	2.7
		Not very important	5	1.4	1.7	4.3
		Can't decide	13	3.7	4.3	8.6
		Somewhat important	49	13.8	16.3	24.9
		Very important	226	63.7	75.1	100.0
		Total	301	84.8	100.0	
	Missing	N/A	50	14.1		
		System	4	1.1		
		Total	54	15.2		
	Total			355	100.0	
2010	Valid	Not important at all	5	1.7	2.0	2.0
		Not very important	1	.3	.4	2.4
		Can't decide	7	2.4	2.8	5.1
		Somewhat important	44	15.3	17.3	22.4
		Very important	197	68.4	77.6	100.0
		Total	254	88.2	100.0	
	Missing	N/A	26	9.0		
		System	8	2.8		
		Total	34	11.8		
	Total			288	100.0	

**Health care benefits. Satisfaction**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Very Dissatisfied	31	8.7	10.8	10.8
		Dissatisfied	41	11.5	14.3	25.2
		Neutral	60	16.9	21.0	46.2
		Satisfied	101	28.5	35.3	81.5
		Very Satisfied	53	14.9	18.5	100.0
		Total	286	80.6	100.0	
	Missing	N/A	65	18.3		
		System	4	1.1		
		Total	69	19.4		
	Total			355	100.0	
2010	Valid	Very Dissatisfied	26	9.0	10.6	10.6
		Dissatisfied	25	8.7	10.2	20.8
		Neutral	57	19.8	23.3	44.1
		Satisfied	86	29.9	35.1	79.2
		Very Satisfied	51	17.7	20.8	100.0
		Total	245	85.1	100.0	
	Missing	N/A	35	12.2		
		System	8	2.8		
		Total	43	14.9		
	Total			288	100.0	

**Retirement benefits. Importance**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not important at all	6	1.7	1.9	1.9
		Not very important	1	.3	.3	2.2
		Can't decide	11	3.1	3.5	5.8
		Somewhat important	54	15.2	17.3	23.0
		Very important	241	67.9	77.0	100.0
		Total	313	88.2	100.0	
	Missing	N/A	38	10.7		
		System	4	1.1		
		Total	42	11.8		
	Total			355	100.0	
2010	Valid	Not important at all	3	1.0	1.2	1.2
		Not very important	1	.3	.4	1.6
		Can't decide	9	3.1	3.6	5.1
		Somewhat important	56	19.4	22.1	27.3
		Very important	184	63.9	72.7	100.0
		Total	253	87.8	100.0	
	Missing	N/A	23	8.0		
		System	12	4.2		
		Total	35	12.2		
	Total			288	100.0	

**Retirement benefits. Satisfaction**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Very Dissatisfied	27	7.6	9.1	9.1
		Dissatisfied	37	10.4	12.5	21.5
		Neutral	56	15.8	18.9	40.4
		Satisfied	109	30.7	36.7	77.1
		Very Satisfied	68	19.2	22.9	100.0
		Total	297	83.7	100.0	
	Missing	N/A	51	14.4		
		System	7	2.0		
		Total	58	16.3		
	Total			355	100.0	
2010	Valid	Very Dissatisfied	16	5.6	6.5	6.5
		Dissatisfied	21	7.3	8.6	15.1
		Neutral	60	20.8	24.5	39.6
		Satisfied	95	33.0	38.8	78.4
		Very Satisfied	53	18.4	21.6	100.0
		Total	245	85.1	100.0	
	Missing	N/A	31	10.8		
		System	12	4.2		
		Total	43	14.9		
	Total			288	100.0	

**Fair and equitable work performance evaluations. Importance**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not important at all	6	1.7	1.8	1.8
		Not very important	7	2.0	2.1	3.9
		Can't decide	17	4.8	5.1	9.0
		Somewhat important	76	21.4	22.8	31.8
		Very important	227	63.9	68.2	100.0
		Total	333	93.8	100.0	
	Missing	N/A	16	4.5		
		System	6	1.7		
		Total	22	6.2		
	Total			355	100.0	
2010	Valid	Not important at all	6	2.1	2.2	2.2
		Not very important	2	.7	.7	3.0
		Can't decide	20	6.9	7.4	10.4
		Somewhat important	65	22.6	24.2	34.6
		Very important	176	61.1	65.4	100.0
		Total	269	93.4	100.0	
	Missing	N/A	11	3.8		
		System	8	2.8		
		Total	19	6.6		
	Total			288	100.0	

**Fair and equitable work performance evaluations. Satisfaction**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent	
2007	Valid	Very Dissatisfied	29	8.2	9.0	9.0	
		Dissatisfied	45	12.7	13.9	22.8	
		Neutral	66	18.6	20.4	43.2	
		Satisfied	118	33.2	36.4	79.6	
		Very Satisfied	66	18.6	20.4	100.0	
		Total	324	91.3	100.0		
	Missing	N/A	25	7.0			
		System	6	1.7			
		Total	31	8.7			
	Total			355	100.0		
	2010	Valid	Very Dissatisfied	26	9.0	9.7	9.7
Dissatisfied			48	16.7	17.9	27.6	
Neutral			63	21.9	23.5	51.1	
Satisfied			65	22.6	24.3	75.4	
Very Satisfied			66	22.9	24.6	100.0	
Total			268	93.1	100.0		
Missing		N/A	13	4.5			
		System	7	2.4			
		Total	20	6.9			
Total			288	100.0			

**Opportunities to develop new skills. Importance**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not important at all	4	1.1	1.2	1.2
		Not very important	4	1.1	1.2	2.3
		Can't decide	19	5.4	5.6	7.9
		Somewhat important	109	30.7	31.9	39.8
		Very important	206	58.0	60.2	100.0
		Total	342	96.3	100.0	
	Missing	N/A	8	2.3		
		System	5	1.4		
		Total	13	3.7		
	Total			355	100.0	
2010	Valid	Not important at all	3	1.0	1.1	1.1
		Not very important	2	.7	.7	1.8
		Can't decide	21	7.3	7.7	9.5
		Somewhat important	95	33.0	34.7	44.2
		Very important	153	53.1	55.8	100.0
		Total	274	95.1	100.0	
	Missing	N/A	5	1.7		
		System	9	3.1		
		Total	14	4.9		
	Total			288	100.0	

**Opportunities to develop new skills. Satisfaction**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Very Dissatisfied	13	3.7	3.8	3.8
		Dissatisfied	33	9.3	9.6	13.5
		Neutral	71	20.0	20.8	34.2
		Satisfied	136	38.3	39.8	74.0
		Very Satisfied	89	25.1	26.0	100.0
		Total	342	96.3	100.0	
	Missing	N/A	8	2.3		
		System	5	1.4		
		Total	13	3.7		
	Total			355	100.0	
2010	Valid	Very Dissatisfied	15	5.2	5.5	5.5
		Dissatisfied	24	8.3	8.7	14.2
		Neutral	69	24.0	25.1	39.3
		Satisfied	105	36.5	38.2	77.5
		Very Satisfied	62	21.5	22.5	100.0
		Total	275	95.5	100.0	
	Missing	N/A	5	1.7		
		System	8	2.8		
		Total	13	4.5		
	Total			288	100.0	

**Sense that your work is meaningful. Importance**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not important at all	3	.8	.9	.9
		Not very important	3	.8	.9	1.7
		Can't decide	4	1.1	1.1	2.8
		Somewhat important	52	14.6	14.8	17.6
		Very important	290	81.7	82.4	100.0
		Total	352	99.2	100.0	
	Missing	N/A	1	.3		
		System	2	.6		
		Total	3	.8		
	Total			355	100.0	
2010	Valid	Not important at all	3	1.0	1.1	1.1
		Not very important	1	.3	.4	1.4
		Can't decide	8	2.8	2.9	4.3
		Somewhat important	71	24.7	25.5	29.9
		Very important	195	67.7	70.1	100.0
		Total	278	96.5	100.0	
	Missing	N/A	1	.3		
		System	9	3.1		
		Total	10	3.5		
	Total			288	100.0	

**Sense that your work is meaningful. Satisfaction**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Very Dissatisfied	18	5.1	5.1	5.1
		Dissatisfied	30	8.5	8.6	13.7
		Neutral	64	18.0	18.3	32.0
		Satisfied	123	34.6	35.1	67.1
		Very Satisfied	115	32.4	32.9	100.0
		Total	350	98.6	100.0	
	Missing	N/A	1	.3		
		System	4	1.1		
		Total	5	1.4		
	Total			355	100.0	
2010	Valid	Very Dissatisfied	19	6.6	6.8	6.8
		Dissatisfied	31	10.8	11.1	17.9
		Neutral	65	22.6	23.3	41.2
		Satisfied	91	31.6	32.6	73.8
		Very Satisfied	73	25.3	26.2	100.0
		Total	279	96.9	100.0	
	Missing	N/A	1	.3		
		System	8	2.8		
		Total	9	3.1		
	Total			288	100.0	

**Relationship with your immediate supervisor. Importance**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not important at all	3	.8	.9	.9
		Not very important	4	1.1	1.1	2.0
		Can't decide	10	2.8	2.9	4.9
		Somewhat important	82	23.1	23.6	28.4
		Very important	249	70.1	71.6	100.0
		Total	348	98.0	100.0	
	Missing	N/A	5	1.4		
		System	2	.6		
		Total	7	2.0		
	Total			355	100.0	
2010	Valid	Not important at all	2	.7	.7	.7
		Not very important	2	.7	.7	1.4
		Can't decide	5	1.7	1.8	3.2
		Somewhat important	73	25.3	26.1	29.3
		Very important	198	68.8	70.7	100.0
		Total	280	97.2	100.0	
	Missing	System	8	2.8		
	Total			288	100.0	

**Relationship with your immediate supervisor. Satisfaction**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Very Dissatisfied	18	5.1	5.2	5.2
		Dissatisfied	13	3.7	3.8	9.0
		Neutral	45	12.7	13.0	22.0
		Satisfied	101	28.5	29.2	51.2
		Very Satisfied	169	47.6	48.8	100.0
		Total	346	97.5	100.0	
	Missing	N/A	5	1.4		
		System	4	1.1		
		Total	9	2.5		
	Total			355	100.0	
2010	Valid	Very Dissatisfied	27	9.4	9.6	9.6
		Dissatisfied	31	10.8	11.0	20.6
		Neutral	39	13.5	13.9	34.5
		Satisfied	62	21.5	22.1	56.6
		Very Satisfied	122	42.4	43.4	100.0
		Total	281	97.6	100.0	
	Missing	System	7	2.4		
	Total			288	100.0	

**Special recognition for achievements and milestones. Importance**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not important at all	16	4.5	4.7	4.7
		Not very important	24	6.8	7.1	11.9
		Can't decide	80	22.5	23.7	35.6
		Somewhat important	127	35.8	37.7	73.3
		Very important	90	25.4	26.7	100.0
		Total	337	94.9	100.0	
	Missing	N/A	14	3.9		
		System	4	1.1		
		Total	18	5.1		
	Total			355	100.0	
2010	Valid	Not important at all	8	2.8	3.0	3.0
		Not very important	16	5.6	5.9	8.9
		Can't decide	63	21.9	23.4	32.3
		Somewhat important	98	34.0	36.4	68.8
		Very important	84	29.2	31.2	100.0
		Total	269	93.4	100.0	
	Missing	N/A	9	3.1		
		System	10	3.5		
		Total	19	6.6		
	Total			288	100.0	

**Special recognition for achievements and milestones. Satisfaction**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent	
2007	Valid	Very Dissatisfied	16	4.5	4.8	4.8	
		Dissatisfied	36	10.1	10.9	15.8	
		Neutral	117	33.0	35.5	51.2	
		Satisfied	117	33.0	35.5	86.7	
		Very Satisfied	44	12.4	13.3	100.0	
		Total	330	93.0	100.0		
	Missing	N/A	21	5.9			
		System	4	1.1			
		Total	25	7.0			
	Total			355	100.0		
	2010	Valid	Very Dissatisfied	28	9.7	10.6	10.6
Dissatisfied			43	14.9	16.3	27.0	
Neutral			89	30.9	33.8	60.8	
Satisfied			76	26.4	28.9	89.7	
Very Satisfied			27	9.4	10.3	100.0	
Total			263	91.3	100.0		
Missing		N/A	15	5.2			
		System	10	3.5			
		Total	25	8.7			
Total			288	100.0			

**Access to cultural events and/or sporting events. Importance**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not important at all	21	5.9	6.3	6.3
		Not very important	35	9.9	10.4	16.7
		Can't decide	73	20.6	21.8	38.5
		Somewhat important	124	34.9	37.0	75.5
		Very important	82	23.1	24.5	100.0
		Total	335	94.4	100.0	
	Missing	N/A	16	4.5		
		System	4	1.1		
		Total	20	5.6		
	Total			355	100.0	
2010	Valid	Not important at all	13	4.5	4.9	4.9
		Not very important	22	7.6	8.3	13.2
		Can't decide	91	31.6	34.2	47.4
		Somewhat important	87	30.2	32.7	80.1
		Very important	53	18.4	19.9	100.0
		Total	266	92.4	100.0	
	Missing	N/A	11	3.8		
		System	11	3.8		
		Total	22	7.6		
	Total			288	100.0	

**Access to cultural events and/or sporting events. Satisfaction**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Very Dissatisfied	8	2.3	2.4	2.4
		Dissatisfied	23	6.5	7.0	9.5
		Neutral	81	22.8	24.8	34.3
		Satisfied	135	38.0	41.3	75.5
		Very Satisfied	80	22.5	24.5	100.0
		Total	327	92.1	100.0	
	Missing	N/A	21	5.9		
		System	7	2.0		
		Total	28	7.9		
	Total			355	100.0	
2010	Valid	Very Dissatisfied	7	2.4	2.7	2.7
		Dissatisfied	14	4.9	5.4	8.0
		Neutral	100	34.7	38.3	46.4
		Satisfied	81	28.1	31.0	77.4
		Very Satisfied	59	20.5	22.6	100.0
		Total	261	90.6	100.0	
	Missing	N/A	16	5.6		
		System	11	3.8		
		Total	27	9.4		
	Total			288	100.0	

**Availability of on-campus child care. Importance**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not important at all	45	12.7	24.2	24.2
		Not very important	16	4.5	8.6	32.8
		Can't decide	33	9.3	17.7	50.5
		Somewhat important	33	9.3	17.7	68.3
		Very important	59	16.6	31.7	100.0
		Total	186	52.4	100.0	
	Missing	N/A	167	47.0		
		System	2	.6		
		Total	169	47.6		
	Total			355	100.0	
2010	Valid	Not important at all	44	15.3	30.1	30.1
		Not very important	14	4.9	9.6	39.7
		Can't decide	28	9.7	19.2	58.9
		Somewhat important	20	6.9	13.7	72.6
		Very important	40	13.9	27.4	100.0
		Total	146	50.7	100.0	
	Missing	N/A	133	46.2		
		System	9	3.1		
		Total	142	49.3		
	Total			288	100.0	

**Availability of on-campus child care. Satisfaction**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Very Dissatisfied	38	10.7	24.7	24.7
		Dissatisfied	20	5.6	13.0	37.7
		Neutral	69	19.4	44.8	82.5
		Satisfied	16	4.5	10.4	92.9
		Very Satisfied	11	3.1	7.1	100.0
		Total	154	43.4	100.0	
	Missing	N/A	196	55.2		
		System	5	1.4		
		Total	201	56.6		
	Total			355	100.0	
2010	Valid	Very Dissatisfied	36	12.5	30.3	30.3
		Dissatisfied	11	3.8	9.2	39.5
		Neutral	51	17.7	42.9	82.4
		Satisfied	12	4.2	10.1	92.4
		Very Satisfied	9	3.1	7.6	100.0
		Total	119	41.3	100.0	
	Missing	N/A	158	54.9		
		System	11	3.8		
		Total	169	58.7		
	Total			288	100.0	

**Access to and the cost of recreational/fitness facilities. Importance**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not important at all	20	5.6	6.5	6.5
		Not very important	14	3.9	4.5	11.0
		Can't decide	63	17.7	20.5	31.5
		Somewhat important	110	31.0	35.7	67.2
		Very important	101	28.5	32.8	100.0
		Total	308	86.8	100.0	
	Missing	N/A	44	12.4		
		System	3	.8		
		Total	47	13.2		
	Total			355	100.0	
2010	Valid	Not important at all	16	5.6	6.3	6.3
		Not very important	12	4.2	4.7	11.0
		Can't decide	60	20.8	23.6	34.6
		Somewhat important	81	28.1	31.9	66.5
		Very important	85	29.5	33.5	100.0
		Total	254	88.2	100.0	
	Missing	N/A	24	8.3		
		System	10	3.5		
		Total	34	11.8		
	Total			288	100.0	

**Access to and the cost of recreational/fitness facilities. Satisfaction**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Very Dissatisfied	88	24.8	29.6	29.6
		Dissatisfied	77	21.7	25.9	55.6
		Neutral	75	21.1	25.3	80.8
		Satisfied	38	10.7	12.8	93.6
		Very Satisfied	19	5.4	6.4	100.0
		Total	297	83.7	100.0	
	Missing	N/A	51	14.4		
		System	7	2.0		
		Total	58	16.3		
	Total			355	100.0	
2010	Valid	Very Dissatisfied	40	13.9	16.2	16.2
		Dissatisfied	57	19.8	23.1	39.3
		Neutral	63	21.9	25.5	64.8
		Satisfied	51	17.7	20.6	85.4
		Very Satisfied	36	12.5	14.6	100.0
		Total	247	85.8	100.0	
	Missing	N/A	32	11.1		
		System	9	3.1		
		Total	41	14.2		
	Total			288	100.0	

**Productivity of work-related meetings. Importance**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not important at all	7	2.0	2.2	2.2
		Not very important	7	2.0	2.2	4.4
		Can't decide	36	10.1	11.4	15.8
		Somewhat important	127	35.8	40.2	56.0
		Very important	139	39.2	44.0	100.0
		Total	316	89.0	100.0	
	Missing	N/A	36	10.1		
		System	3	.8		
		Total	39	11.0		
	Total			355	100.0	
2010	Valid	Not important at all	2	.7	.8	.8
		Not very important	5	1.7	1.9	2.7
		Can't decide	30	10.4	11.4	14.0
		Somewhat important	110	38.2	41.7	55.7
		Very important	117	40.6	44.3	100.0
		Total	264	91.7	100.0	
	Missing	N/A	14	4.9		
		System	10	3.5		
		Total	24	8.3		
	Total			288	100.0	

**Productivity of work-related meetings. Satisfaction**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Very Dissatisfied	28	7.9	9.0	9.0
		Dissatisfied	66	18.6	21.3	30.3
		Neutral	89	25.1	28.7	59.0
		Satisfied	101	28.5	32.6	91.6
		Very Satisfied	26	7.3	8.4	100.0
		Total	310	87.3	100.0	
	Missing	N/A	41	11.5		
		System	4	1.1		
		Total	45	12.7		
	Total			355	100.0	
2010	Valid	Very Dissatisfied	17	5.9	6.5	6.5
		Dissatisfied	55	19.1	20.9	27.4
		Neutral	104	36.1	39.5	66.9
		Satisfied	66	22.9	25.1	92.0
		Very Satisfied	21	7.3	8.0	100.0
		Total	263	91.3	100.0	
	Missing	N/A	16	5.6		
		System	9	3.1		
		Total	25	8.7		
	Total			288	100.0	

## Section II: Sources of Stress - Frequency Tables [all survey items by year]

Keeping up with technology.						
Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	63	17.7	18.3	18.3
		Minimal Stress	102	28.7	29.7	48.0
		Can't decide	30	8.5	8.7	56.7
		Moderate Stress	129	36.3	37.5	94.2
		Extreme Stress	20	5.6	5.8	100.0
		Total	344	96.9	100.0	
	Missing	N/A	4	1.1		
		System	7	2.0		
		Total	11	3.1		
	Total			355	100.0	
2010	Valid	Not a source of Stress	66	22.9	23.8	23.8
		Minimal Stress	90	31.3	32.5	56.3
		Can't decide	32	11.1	11.6	67.9
		Moderate Stress	82	28.5	29.6	97.5
		Extreme Stress	7	2.4	2.5	100.0
		Total	277	96.2	100.0	
	Missing	N/A	2	.7		
		System	9	3.1		
		Total	11	3.8		
	Total			288	100.0	

**Rapid pace of workplace change.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	58	16.3	17.1	17.1
		Minimal Stress	87	24.5	25.7	42.8
		Can't decide	46	13.0	13.6	56.3
		Moderate Stress	106	29.9	31.3	87.6
		Extreme Stress	42	11.8	12.4	100.0
		Total	339	95.5	100.0	
	Missing	N/A	8	2.3		
		System	8	2.3		
		Total	16	4.5		
	Total			355	100.0	
2010	Valid	Not a source of Stress	43	14.9	15.8	15.8
		Minimal Stress	93	32.3	34.1	49.8
		Can't decide	39	13.5	14.3	64.1
		Moderate Stress	74	25.7	27.1	91.2
		Extreme Stress	24	8.3	8.8	100.0
		Total	273	94.8	100.0	
	Missing	N/A	4	1.4		
		System	11	3.8		
		Total	15	5.2		
	Total			288	100.0	

**Availability and cost of child care.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	104	29.3	60.8	60.8
		Minimal Stress	13	3.7	7.6	68.4
		Can't decide	10	2.8	5.8	74.3
		Moderate Stress	23	6.5	13.5	87.7
		Extreme Stress	21	5.9	12.3	100.0
		Total	171	48.2	100.0	
	Missing	N/A	175	49.3		
		System	9	2.5		
		Total	184	51.8		
	Total			355	100.0	
2010	Valid	Not a source of Stress	91	31.6	65.5	65.5
		Minimal Stress	14	4.9	10.1	75.5
		Can't decide	8	2.8	5.8	81.3
		Moderate Stress	18	6.3	12.9	94.2
		Extreme Stress	8	2.8	5.8	100.0
		Total	139	48.3	100.0	
	Missing	N/A	137	47.6		
		System	12	4.2		
		Total	149	51.7		
	Total			288	100.0	

**Personal finances.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	55	15.5	16.6	16.6
		Minimal Stress	79	22.3	23.8	40.4
		Can't decide	29	8.2	8.7	49.1
		Moderate Stress	107	30.1	32.2	81.3
		Extreme Stress	62	17.5	18.7	100.0
		Total	332	93.5	100.0	
	Missing	N/A	15	4.2		
		System	8	2.3		
		Total	23	6.5		
	Total			355	100.0	
2010	Valid	Not a source of Stress	31	10.8	11.6	11.6
		Minimal Stress	53	18.4	19.8	31.3
		Can't decide	27	9.4	10.1	41.4
		Moderate Stress	99	34.4	36.9	78.4
		Extreme Stress	58	20.1	21.6	100.0
		Total	268	93.1	100.0	
	Missing	N/A	7	2.4		
		System	13	4.5		
		Total	20	6.9		
	Total			288	100.0	

**Care of elderly parent.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	102	28.7	45.3	45.3
		Minimal Stress	43	12.1	19.1	64.4
		Can't decide	5	1.4	2.2	66.7
		Moderate Stress	46	13.0	20.4	87.1
		Extreme Stress	29	8.2	12.9	100.0
		Total	225	63.4	100.0	
	Missing	N/A	122	34.4		
		System	8	2.3		
		Total	130	36.6		
	Total			355	100.0	
2010	Valid	Not a source of Stress	79	27.4	47.9	47.9
		Minimal Stress	22	7.6	13.3	61.2
		Can't decide	8	2.8	4.8	66.1
		Moderate Stress	38	13.2	23.0	89.1
		Extreme Stress	18	6.3	10.9	100.0
		Total	165	57.3	100.0	
	Missing	N/A	113	39.2		
		System	10	3.5		
		Total	123	42.7		
	Total			288	100.0	

**Availability of promotion opportunities.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	79	22.3	25.0	25.0
		Minimal Stress	69	19.4	21.8	46.8
		Can't decide	59	16.6	18.7	65.5
		Moderate Stress	80	22.5	25.3	90.8
		Extreme Stress	29	8.2	9.2	100.0
		Total	316	89.0	100.0	
	Missing	N/A	32	9.0		
		System	7	2.0		
		Total	39	11.0		
	Total			355	100.0	
2010	Valid	Not a source of Stress	51	17.7	19.8	19.8
		Minimal Stress	61	21.2	23.7	43.6
		Can't decide	31	10.8	12.1	55.6
		Moderate Stress	82	28.5	31.9	87.5
		Extreme Stress	32	11.1	12.5	100.0
		Total	257	89.2	100.0	
	Missing	N/A	21	7.3		
		System	10	3.5		
		Total	31	10.8		
	Total			288	100.0	

**Availability and cost of food services.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	156	43.9	52.3	52.3
		Minimal Stress	59	16.6	19.8	72.1
		Can't decide	39	11.0	13.1	85.2
		Moderate Stress	32	9.0	10.7	96.0
		Extreme Stress	12	3.4	4.0	100.0
		Total	298	83.9	100.0	
	Missing	N/A	49	13.8		
		System	8	2.3		
		Total	57	16.1		
	Total			355	100.0	
2010	Valid	Not a source of Stress	103	35.8	40.6	40.6
		Minimal Stress	68	23.6	26.8	67.3
		Can't decide	29	10.1	11.4	78.7
		Moderate Stress	33	11.5	13.0	91.7
		Extreme Stress	21	7.3	8.3	100.0
		Total	254	88.2	100.0	
	Missing	N/A	25	8.7		
		System	9	3.1		
		Total	34	11.8		
	Total			288	100.0	

**Inefficient use of technology on campus.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	88	24.8	26.7	26.7
		Minimal Stress	75	21.1	22.8	49.5
		Can't decide	62	17.5	18.8	68.4
		Moderate Stress	71	20.0	21.6	90.0
		Extreme Stress	33	9.3	10.0	100.0
		Total	329	92.7	100.0	
	Missing	N/A	19	5.4		
		System	7	2.0		
		Total	26	7.3		
	Total			355	100.0	
2010	Valid	Not a source of Stress	64	22.2	24.2	24.2
		Minimal Stress	62	21.5	23.5	47.7
		Can't decide	54	18.8	20.5	68.2
		Moderate Stress	59	20.5	22.3	90.5
		Extreme Stress	25	8.7	9.5	100.0
		Total	264	91.7	100.0	
	Missing	N/A	13	4.5		
		System	11	3.8		
		Total	24	8.3		
	Total			288	100.0	

**Discrimination (e.g. prejudice, racism, sexism)**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	201	56.6	63.6	63.6
		Minimal Stress	45	12.7	14.2	77.8
		Can't decide	25	7.0	7.9	85.8
		Moderate Stress	33	9.3	10.4	96.2
		Extreme Stress	12	3.4	3.8	100.0
		Total	316	89.0	100.0	
	Missing	N/A	30	8.5		
		System	9	2.5		
		Total	39	11.0		
	Total			355	100.0	
2010	Valid	Not a source of Stress	148	51.4	55.8	55.8
		Minimal Stress	48	16.7	18.1	74.0
		Can't decide	27	9.4	10.2	84.2
		Moderate Stress	32	11.1	12.1	96.2
		Extreme Stress	10	3.5	3.8	100.0
		Total	265	92.0	100.0	
	Missing	N/A	13	4.5		
		System	10	3.5		
		Total	23	8.0		
	Total			288	100.0	

**Marital friction.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	206	58.0	70.8	70.8
		Minimal Stress	42	11.8	14.4	85.2
		Can't decide	14	3.9	4.8	90.0
		Moderate Stress	16	4.5	5.5	95.5
		Extreme Stress	13	3.7	4.5	100.0
		Total	291	82.0	100.0	
	Missing	N/A	55	15.5		
		System	9	2.5		
		Total	64	18.0		
	Total			355	100.0	
2010	Valid	Not a source of Stress	152	52.8	70.7	70.7
		Minimal Stress	36	12.5	16.7	87.4
		Can't decide	11	3.8	5.1	92.6
		Moderate Stress	9	3.1	4.2	96.7
		Extreme Stress	7	2.4	3.3	100.0
		Total	215	74.7	100.0	
	Missing	N/A	60	20.8		
		System	13	4.5		
		Total	73	25.3		
	Total			288	100.0	

**Managing household responsibilities.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	99	27.9	30.2	30.2
		Minimal Stress	84	23.7	25.6	55.8
		Can't decide	26	7.3	7.9	63.7
		Moderate Stress	86	24.2	26.2	89.9
		Extreme Stress	33	9.3	10.1	100.0
		Total	328	92.4	100.0	
	Missing	N/A	18	5.1		
		System	9	2.5		
		Total	27	7.6		
	Total			355	100.0	
2010	Valid	Not a source of Stress	74	25.7	28.1	28.1
		Minimal Stress	73	25.3	27.8	55.9
		Can't decide	22	7.6	8.4	64.3
		Moderate Stress	67	23.3	25.5	89.7
		Extreme Stress	27	9.4	10.3	100.0
		Total	263	91.3	100.0	
	Missing	N/A	13	4.5		
		System	12	4.2		
		Total	25	8.7		
	Total			288	100.0	

**Insufficient available information for decision-making.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	112	31.5	33.5	33.5
		Minimal Stress	95	26.8	28.4	62.0
		Can't decide	41	11.5	12.3	74.3
		Moderate Stress	67	18.9	20.1	94.3
		Extreme Stress	19	5.4	5.7	100.0
		Total	334	94.1	100.0	
	Missing	N/A	10	2.8		
		System	11	3.1		
		Total	21	5.9		
	Total			355	100.0	
2010	Valid	Not a source of Stress	76	26.4	28.3	28.3
		Minimal Stress	70	24.3	26.0	54.3
		Can't decide	43	14.9	16.0	70.3
		Moderate Stress	56	19.4	20.8	91.1
		Extreme Stress	24	8.3	8.9	100.0
		Total	269	93.4	100.0	
	Missing	N/A	9	3.1		
		System	10	3.5		
		Total	19	6.6		
	Total			288	100.0	

**Frequency of work-related meetings.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	109	30.7	33.4	33.4
		Minimal Stress	94	26.5	28.8	62.3
		Can't decide	32	9.0	9.8	72.1
		Moderate Stress	58	16.3	17.8	89.9
		Extreme Stress	33	9.3	10.1	100.0
		Total	326	91.8	100.0	
	Missing	N/A	19	5.4		
		System	10	2.8		
		Total	29	8.2		
	Total			355	100.0	
2010	Valid	Not a source of Stress	78	27.1	29.7	29.7
		Minimal Stress	75	26.0	28.5	58.2
		Can't decide	36	12.5	13.7	71.9
		Moderate Stress	59	20.5	22.4	94.3
		Extreme Stress	15	5.2	5.7	100.0
		Total	263	91.3	100.0	
	Missing	N/A	16	5.6		
		System	9	3.1		
		Total	25	8.7		
	Total			288	100.0	

**Conflict among co-workers in the work place.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	143	40.3	43.5	43.5
		Minimal Stress	77	21.7	23.4	66.9
		Can't decide	19	5.4	5.8	72.6
		Moderate Stress	69	19.4	21.0	93.6
		Extreme Stress	21	5.9	6.4	100.0
		Total	329	92.7	100.0	
	Missing	N/A	19	5.4		
		System	7	2.0		
		Total	26	7.3		
	Total			355	100.0	
2010	Valid	Not a source of Stress	70	24.3	25.7	25.7
		Minimal Stress	76	26.4	27.9	53.7
		Can't decide	28	9.7	10.3	64.0
		Moderate Stress	65	22.6	23.9	87.9
		Extreme Stress	33	11.5	12.1	100.0
		Total	272	94.4	100.0	
	Missing	N/A	7	2.4		
		System	9	3.1		
		Total	16	5.6		
	Total			288	100.0	

**Work load.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	59	16.6	17.4	17.4
		Minimal Stress	75	21.1	22.1	39.5
		Can't decide	33	9.3	9.7	49.3
		Moderate Stress	107	30.1	31.6	80.8
		Extreme Stress	65	18.3	19.2	100.0
		Total	339	95.5	100.0	
	Missing	N/A	7	2.0		
		System	9	2.5		
		Total	16	4.5		
	Total			355	100.0	
2010	Valid	Not a source of Stress	45	15.6	16.4	16.4
		Minimal Stress	63	21.9	23.0	39.4
		Can't decide	32	11.1	11.7	51.1
		Moderate Stress	87	30.2	31.8	82.8
		Extreme Stress	47	16.3	17.2	100.0
		Total	274	95.1	100.0	
	Missing	N/A	4	1.4		
		System	10	3.5		
		Total	14	4.9		
	Total			288	100.0	

**Availability of parking.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	179	50.4	54.4	54.4
		Minimal Stress	67	18.9	20.4	74.8
		Can't decide	21	5.9	6.4	81.2
		Moderate Stress	42	11.8	12.8	93.9
		Extreme Stress	20	5.6	6.1	100.0
		Total	329	92.7	100.0	
	Missing	N/A	18	5.1		
		System	8	2.3		
		Total	26	7.3		
	Total			355	100.0	
2010	Valid	Not a source of Stress	138	47.9	52.5	52.5
		Minimal Stress	60	20.8	22.8	75.3
		Can't decide	21	7.3	8.0	83.3
		Moderate Stress	32	11.1	12.2	95.4
		Extreme Stress	12	4.2	4.6	100.0
		Total	263	91.3	100.0	
	Missing	N/A	13	4.5		
		System	12	4.2		
		Total	25	8.7		
	Total			288	100.0	

**Commuting.**

Survey Year		Frequency	Percent	Valid Percent	Cumulative Percent	
2007	Valid	Not a source of Stress	184	51.8	59.0	59.0
		Minimal Stress	69	19.4	22.1	81.1
		Can't decide	17	4.8	5.4	86.5
		Moderate Stress	30	8.5	9.6	96.2
		Extreme Stress	12	3.4	3.8	100.0
		Total	312	87.9	100.0	
	Missing	N/A	33	9.3		
		System	10	2.8		
		Total	43	12.1		
	Total		355	100.0		
2010	Valid	Not a source of Stress	143	49.7	55.9	55.9
		Minimal Stress	70	24.3	27.3	83.2
		Can't decide	13	4.5	5.1	88.3
		Moderate Stress	24	8.3	9.4	97.7
		Extreme Stress	6	2.1	2.3	100.0
		Total	256	88.9	100.0	
	Missing	N/A	23	8.0		
		System	9	3.1		
		Total	32	11.1		
	Total		288	100.0		

**Ineffective communication methods.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	103	29.0	30.2	30.2
		Minimal Stress	84	23.7	24.6	54.8
		Can't decide	46	13.0	13.5	68.3
		Moderate Stress	71	20.0	20.8	89.1
		Extreme Stress	37	10.4	10.9	100.0
		Total	341	96.1	100.0	
	Missing	N/A	6	1.7		
		System	8	2.3		
		Total	14	3.9		
	Total			355	100.0	
2010	Valid	Not a source of Stress	59	20.5	21.7	21.7
		Minimal Stress	70	24.3	25.7	47.4
		Can't decide	36	12.5	13.2	60.7
		Moderate Stress	68	23.6	25.0	85.7
		Extreme Stress	39	13.5	14.3	100.0
		Total	272	94.4	100.0	
	Missing	N/A	6	2.1		
		System	10	3.5		
		Total	16	5.6		
	Total			288	100.0	

**Difficulties with other work units.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	149	42.0	44.5	44.5
		Minimal Stress	80	22.5	23.9	68.4
		Can't decide	39	11.0	11.6	80.0
		Moderate Stress	40	11.3	11.9	91.9
		Extreme Stress	27	7.6	8.1	100.0
		Total	335	94.4	100.0	
	Missing	N/A	11	3.1		
		System	9	2.5		
		Total	20	5.6		
	Total			355	100.0	
2010	Valid	Not a source of Stress	86	29.9	32.7	32.7
		Minimal Stress	80	27.8	30.4	63.1
		Can't decide	27	9.4	10.3	73.4
		Moderate Stress	50	17.4	19.0	92.4
		Extreme Stress	20	6.9	7.6	100.0
		Total	263	91.3	100.0	
	Missing	N/A	14	4.9		
		System	11	3.8		
		Total	25	8.7		
	Total			288	100.0	

**Rude or inconsiderate students.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	133	37.5	40.7	40.7
		Minimal Stress	93	26.2	28.4	69.1
		Can't decide	27	7.6	8.3	77.4
		Moderate Stress	47	13.2	14.4	91.7
		Extreme Stress	27	7.6	8.3	100.0
		Total	327	92.1	100.0	
	Missing	N/A	19	5.4		
		System	9	2.5		
		Total	28	7.9		
	Total			355	100.0	
2010	Valid	Not a source of Stress	73	25.3	27.8	27.8
		Minimal Stress	94	32.6	35.7	63.5
		Can't decide	20	6.9	7.6	71.1
		Moderate Stress	53	18.4	20.2	91.3
		Extreme Stress	23	8.0	8.7	100.0
		Total	263	91.3	100.0	
	Missing	N/A	11	3.8		
		System	14	4.9		
		Total	25	8.7		
	Total			288	100.0	

**Illness or death of a family member.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	129	36.3	49.6	49.6
		Minimal Stress	40	11.3	15.4	65.0
		Can't decide	10	2.8	3.8	68.8
		Moderate Stress	39	11.0	15.0	83.8
		Extreme Stress	42	11.8	16.2	100.0
		Total	260	73.2	100.0	
	Missing	N/A	84	23.7		
		System	11	3.1		
		Total	95	26.8		
	Total			355	100.0	
2010	Valid	Not a source of Stress	104	36.1	50.0	50.0
		Minimal Stress	32	11.1	15.4	65.4
		Can't decide	13	4.5	6.3	71.6
		Moderate Stress	29	10.1	13.9	85.6
		Extreme Stress	30	10.4	14.4	100.0
		Total	208	72.2	100.0	
	Missing	N/A	68	23.6		
		System	12	4.2		
		Total	80	27.8		
	Total			288	100.0	

**Institutional procedures and "red tape".**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	54	15.2	16.1	16.1
		Minimal Stress	80	22.5	23.9	40.0
		Can't decide	34	9.6	10.1	50.1
		Moderate Stress	102	28.7	30.4	80.6
		Extreme Stress	65	18.3	19.4	100.0
		Total	335	94.4	100.0	
	Missing	N/A	9	2.5		
		System	11	3.1		
		Total	20	5.6		
	Total			355	100.0	
2010	Valid	Not a source of Stress	40	13.9	14.9	14.9
		Minimal Stress	66	22.9	24.6	39.6
		Can't decide	42	14.6	15.7	55.2
		Moderate Stress	72	25.0	26.9	82.1
		Extreme Stress	48	16.7	17.9	100.0
		Total	268	93.1	100.0	
	Missing	N/A	9	3.1		
		System	11	3.8		
		Total	20	6.9		
	Total			288	100.0	

**Cost of parking.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	102	28.7	31.2	31.2
		Minimal Stress	84	23.7	25.7	56.9
		Can't decide	30	8.5	9.2	66.1
		Moderate Stress	67	18.9	20.5	86.5
		Extreme Stress	44	12.4	13.5	100.0
		Total	327	92.1	100.0	
	Missing	N/A	19	5.4		
		System	9	2.5		
		Total	28	7.9		
	Total			355	100.0	
2010	Valid	Not a source of Stress	84	29.2	31.6	31.6
		Minimal Stress	63	21.9	23.7	55.3
		Can't decide	30	10.4	11.3	66.5
		Moderate Stress	48	16.7	18.0	84.6
		Extreme Stress	41	14.2	15.4	100.0
		Total	266	92.4	100.0	
	Missing	N/A	12	4.2		
		System	10	3.5		
		Total	22	7.6		
	Total			288	100.0	

**Top-down decisions contrasting with departmental expertise/knowledge.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	72	20.3	21.8	21.8
		Minimal Stress	60	16.9	18.1	39.9
		Can't decide	46	13.0	13.9	53.8
		Moderate Stress	79	22.3	23.9	77.6
		Extreme Stress	74	20.8	22.4	100.0
		Total	331	93.2	100.0	
	Missing	N/A	16	4.5		
		System	8	2.3		
		Total	24	6.8		
	Total			355	100.0	
2010	Valid	Not a source of Stress	38	13.2	14.4	14.4
		Minimal Stress	54	18.8	20.5	34.8
		Can't decide	42	14.6	15.9	50.8
		Moderate Stress	69	24.0	26.1	76.9
		Extreme Stress	61	21.2	23.1	100.0
		Total	264	91.7	100.0	
	Missing	N/A	14	4.9		
		System	10	3.5		
		Total	24	8.3		
	Total			288	100.0	

**Difficult relationship with immediate supervisor.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	221	62.3	68.2	68.2
		Minimal Stress	49	13.8	15.1	83.3
		Can't decide	20	5.6	6.2	89.5
		Moderate Stress	19	5.4	5.9	95.4
		Extreme Stress	15	4.2	4.6	100.0
		Total	324	91.3	100.0	
	Missing	N/A	23	6.5		
		System	8	2.3		
		Total	31	8.7		
	Total			355	100.0	
2010	Valid	Not a source of Stress	143	49.7	53.6	53.6
		Minimal Stress	44	15.3	16.5	70.0
		Can't decide	24	8.3	9.0	79.0
		Moderate Stress	27	9.4	10.1	89.1
		Extreme Stress	29	10.1	10.9	100.0
		Total	267	92.7	100.0	
	Missing	N/A	12	4.2		
		System	9	3.1		
		Total	21	7.3		
	Total			288	100.0	

**Physical health.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	166	46.8	49.8	49.8
		Minimal Stress	82	23.1	24.6	74.5
		Can't decide	30	8.5	9.0	83.5
		Moderate Stress	35	9.9	10.5	94.0
		Extreme Stress	20	5.6	6.0	100.0
		Total	333	93.8	100.0	
	Missing	N/A	14	3.9		
		System	8	2.3		
		Total	22	6.2		
	Total			355	100.0	
2010	Valid	Not a source of Stress	109	37.8	41.3	41.3
		Minimal Stress	77	26.7	29.2	70.5
		Can't decide	19	6.6	7.2	77.7
		Moderate Stress	39	13.5	14.8	92.4
		Extreme Stress	20	6.9	7.6	100.0
		Total	264	91.7	100.0	
	Missing	N/A	11	3.8		
		System	13	4.5		
		Total	24	8.3		
	Total			288	100.0	

**Review / promotion process.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	109	30.7	33.9	33.9
		Minimal Stress	72	20.3	22.4	56.2
		Can't decide	47	13.2	14.6	70.8
		Moderate Stress	59	16.6	18.3	89.1
		Extreme Stress	35	9.9	10.9	100.0
		Total	322	90.7	100.0	
	Missing	N/A	26	7.3		
		System	7	2.0		
		Total	33	9.3		
	Total			355	100.0	
2010	Valid	Not a source of Stress	75	26.0	29.3	29.3
		Minimal Stress	64	22.2	25.0	54.3
		Can't decide	36	12.5	14.1	68.4
		Moderate Stress	49	17.0	19.1	87.5
		Extreme Stress	32	11.1	12.5	100.0
		Total	256	88.9	100.0	
	Missing	N/A	22	7.6		
		System	10	3.5		
		Total	32	11.1		
	Total			288	100.0	

**Departmental budget concerns.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	76	21.4	23.2	23.2
		Minimal Stress	81	22.8	24.8	48.0
		Can't decide	36	10.1	11.0	59.0
		Moderate Stress	74	20.8	22.6	81.7
		Extreme Stress	60	16.9	18.3	100.0
		Total	327	92.1	100.0	
	Missing	N/A	21	5.9		
		System	7	2.0		
		Total	28	7.9		
	Total			355	100.0	
2010	Valid	Not a source of Stress	51	17.7	19.5	19.5
		Minimal Stress	74	25.7	28.2	47.7
		Can't decide	38	13.2	14.5	62.2
		Moderate Stress	63	21.9	24.0	86.3
		Extreme Stress	36	12.5	13.7	100.0
		Total	262	91.0	100.0	
	Missing	N/A	15	5.2		
		System	11	3.8		
		Total	26	9.0		
	Total			288	100.0	

**Unproductive committee work.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	117	33.0	38.1	38.1
		Minimal Stress	65	18.3	21.2	59.3
		Can't decide	39	11.0	12.7	72.0
		Moderate Stress	54	15.2	17.6	89.6
		Extreme Stress	32	9.0	10.4	100.0
		Total	307	86.5	100.0	
	Missing	N/A	40	11.3		
		System	8	2.3		
		Total	48	13.5		
	Total			355	100.0	
2010	Valid	Not a source of Stress	70	24.3	28.6	28.6
		Minimal Stress	71	24.7	29.0	57.6
		Can't decide	38	13.2	15.5	73.1
		Moderate Stress	46	16.0	18.8	91.8
		Extreme Stress	20	6.9	8.2	100.0
		Total	245	85.1	100.0	
	Missing	N/A	33	11.5		
		System	10	3.5		
		Total	43	14.9		
	Total			288	100.0	

**Difficult relationship with subordinate.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Not a source of Stress	185	52.1	65.1	65.1
		Minimal Stress	46	13.0	16.2	81.3
		Can't decide	18	5.1	6.3	87.7
		Moderate Stress	24	6.8	8.5	96.1
		Extreme Stress	11	3.1	3.9	100.0
		Total	284	80.0	100.0	
	Missing	N/A	62	17.5		
		System	9	2.5		
		Total	71	20.0		
	Total			355	100.0	
2010	Valid	Not a source of Stress	137	47.6	60.6	60.6
		Minimal Stress	42	14.6	18.6	79.2
		Can't decide	20	6.9	8.8	88.1
		Moderate Stress	21	7.3	9.3	97.3
		Extreme Stress	6	2.1	2.7	100.0
		Total	226	78.5	100.0	
	Missing	N/A	50	17.4		
		System	12	4.2		
		Total	62	21.5		
	Total			288	100.0	

**Section III: Factors of Level of Agreement - Frequency Tables [all survey items by year]**

<b>The institution really cares about my well-being.</b>						
Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Strongly Disagree	33	9.3	9.6	9.6
		Disagree	87	24.5	25.3	34.9
		Can't decide	109	30.7	31.7	66.6
		Agree	93	26.2	27.0	93.6
		Strongly Agree	22	6.2	6.4	100.0
		Total	344	96.9	100.0	
	Missing	N/A	3	.8		
		System	8	2.3		
		Total	11	3.1		
	Total			355	100.0	
2010	Valid	Strongly Disagree	37	12.8	13.4	13.4
		Disagree	72	25.0	26.1	39.5
		Can't decide	87	30.2	31.5	71.0
		Agree	71	24.7	25.7	96.7
		Strongly Agree	9	3.1	3.3	100.0
		Total	276	95.8	100.0	
	Missing	System	12	4.2		
	Total			288	100.0	

**Management strongly considers my goals and values.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Strongly Disagree	41	11.5	12.1	12.1
		Disagree	105	29.6	30.9	42.9
		Can't decide	100	28.2	29.4	72.4
		Agree	75	21.1	22.1	94.4
		Strongly Agree	19	5.4	5.6	100.0
		Total	340	95.8	100.0	
	Missing	N/A	6	1.7		
		System	9	2.5		
		Total	15	4.2		
	Total			355	100.0	
2010	Valid	Strongly Disagree	40	13.9	14.7	14.7
		Disagree	84	29.2	30.9	45.6
		Can't decide	68	23.6	25.0	70.6
		Agree	63	21.9	23.2	93.8
		Strongly Agree	17	5.9	6.3	100.0
		Total	272	94.4	100.0	
	Missing	N/A	2	.7		
		System	14	4.9		
		Total	16	5.6		
	Total			288	100.0	

<b>The college/university community operates from a strong sense of shared mission and goals.</b>						
Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Strongly Disagree	27	7.6	7.8	7.8
		Disagree	85	23.9	24.6	32.4
		Can't decide	106	29.9	30.6	63.0
		Agree	102	28.7	29.5	92.5
		Strongly Agree	26	7.3	7.5	100.0
		Total	346	97.5	100.0	
	Missing	N/A	1	.3		
		System	8	2.3		
		Total	9	2.5		
	Total			355	100.0	
2010	Valid	Strongly Disagree	27	9.4	10.0	10.0
		Disagree	91	31.6	33.6	43.5
		Can't decide	84	29.2	31.0	74.5
		Agree	58	20.1	21.4	95.9
		Strongly Agree	11	3.8	4.1	100.0
		Total	271	94.1	100.0	
	Missing	N/A	4	1.4		
		System	13	4.5		
		Total	17	5.9		
	Total			288	100.0	

**Help is available when I have a problem.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Strongly Disagree	11	3.1	3.2	3.2
		Disagree	35	9.9	10.3	13.5
		Can't decide	81	22.8	23.8	37.4
		Agree	155	43.7	45.6	82.9
		Strongly Agree	58	16.3	17.1	100.0
		Total	340	95.8	100.0	
	Missing	N/A	6	1.7		
		System	9	2.5		
		Total	15	4.2		
	Total			355	100.0	
2010	Valid	Strongly Disagree	15	5.2	5.5	5.5
		Disagree	34	11.8	12.5	18.1
		Can't decide	74	25.7	27.3	45.4
		Agree	124	43.1	45.8	91.1
		Strongly Agree	24	8.3	8.9	100.0
		Total	271	94.1	100.0	
	Missing	N/A	4	1.4		
		System	13	4.5		
		Total	17	5.9		
	Total			288	100.0	

**The organization cares about and values my opinions.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Strongly Disagree	39	11.0	11.4	11.4
		Disagree	80	22.5	23.5	34.9
		Can't decide	96	27.0	28.2	63.0
		Agree	104	29.3	30.5	93.5
		Strongly Agree	22	6.2	6.5	100.0
		Total	341	96.1	100.0	
	Missing	N/A	5	1.4		
		System	9	2.5		
		Total	14	3.9		
	Total			355	100.0	
2010	Valid	Strongly Disagree	44	15.3	16.1	16.1
		Disagree	86	29.9	31.5	47.6
		Can't decide	70	24.3	25.6	73.3
		Agree	61	21.2	22.3	95.6
		Strongly Agree	12	4.2	4.4	100.0
		Total	273	94.8	100.0	
	Missing	N/A	2	.7		
		System	13	4.5		
		Total	15	5.2		
	Total			288	100.0	

**I feel a strong sense of belonging to this institution.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Strongly Disagree	22	6.2	6.4	6.4
		Disagree	55	15.5	16.1	22.5
		Can't decide	86	24.2	25.1	47.7
		Agree	132	37.2	38.6	86.3
		Strongly Agree	47	13.2	13.7	100.0
		Total	342	96.3	100.0	
	Missing	N/A	4	1.1		
		System	9	2.5		
		Total	13	3.7		
	Total			355	100.0	
2010	Valid	Strongly Disagree	28	9.7	10.3	10.3
		Disagree	63	21.9	23.2	33.5
		Can't decide	63	21.9	23.2	56.6
		Agree	86	29.9	31.6	88.2
		Strongly Agree	32	11.1	11.8	100.0
		Total	272	94.4	100.0	
	Missing	N/A	3	1.0		
		System	13	4.5		
		Total	16	5.6		
	Total			288	100.0	

**In general, managers in this institution are quite accommodating of family-related needs.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Strongly Disagree	5	1.4	1.6	1.6
		Disagree	16	4.5	5.1	6.7
		Can't decide	57	16.1	18.3	25.0
		Agree	147	41.4	47.1	72.1
		Strongly Agree	87	24.5	27.9	100.0
		Total	312	87.9	100.0	
	Missing	N/A	33	9.3		
		System	10	2.8		
		Total	43	12.1		
	Total			355	100.0	
2010	Valid	Strongly Disagree	11	3.8	4.3	4.3
		Disagree	22	7.6	8.5	12.8
		Can't decide	61	21.2	23.6	36.4
		Agree	116	40.3	45.0	81.4
		Strongly Agree	48	16.7	18.6	100.0
		Total	258	89.6	100.0	
	Missing	N/A	18	6.3		
		System	12	4.2		
		Total	30	10.4		
	Total			288	100.0	

**Colleagues and supervisors support my work endeavors.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Strongly Disagree	7	2.0	2.1	2.1
		Disagree	23	6.5	6.8	8.8
		Can't decide	46	13.0	13.5	22.4
		Agree	176	49.6	51.8	74.1
		Strongly Agree	88	24.8	25.9	100.0
		Total	340	95.8	100.0	
	Missing	N/A	6	1.7		
		System	9	2.5		
		Total	15	4.2		
	Total			355	100.0	
2010	Valid	Strongly Disagree	11	3.8	4.1	4.1
		Disagree	40	13.9	14.8	18.8
		Can't decide	53	18.4	19.6	38.4
		Agree	112	38.9	41.3	79.7
		Strongly Agree	55	19.1	20.3	100.0
		Total	271	94.1	100.0	
	Missing	N/A	5	1.7		
		System	12	4.2		
		Total	17	5.9		
	Total			288	100.0	

**The amount of time required to perform the responsibilities of my position has increased beyond the normal work day.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Strongly Disagree	13	3.7	3.9	3.9
		Disagree	73	20.6	21.7	25.6
		Can't decide	47	13.2	14.0	39.6
		Agree	84	23.7	25.0	64.6
		Strongly Agree	119	33.5	35.4	100.0
		Total	336	94.6	100.0	
	Missing	N/A	10	2.8		
		System	9	2.5		
		Total	19	5.4		
	Total			355	100.0	
2010	Valid	Strongly Disagree	19	6.6	7.1	7.1
		Disagree	50	17.4	18.7	25.7
		Can't decide	31	10.8	11.6	37.3
		Agree	87	30.2	32.5	69.8
		Strongly Agree	81	28.1	30.2	100.0
		Total	268	93.1	100.0	
	Missing	N/A	8	2.8		
		System	12	4.2		
		Total	20	6.9		
	Total			288	100.0	

**I enjoy discussing this institution with people outside it.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Strongly Disagree	15	4.2	4.4	4.4
		Disagree	41	11.5	12.1	16.5
		Can't decide	50	14.1	14.7	31.2
		Agree	145	40.8	42.6	73.8
		Strongly Agree	89	25.1	26.2	100.0
		Total	340	95.8	100.0	
	Missing	N/A	5	1.4		
		System	10	2.8		
		Total	15	4.2		
	Total			355	100.0	
2010	Valid	Strongly Disagree	18	6.3	6.7	6.7
		Disagree	40	13.9	15.0	21.7
		Can't decide	69	24.0	25.8	47.6
		Agree	98	34.0	36.7	84.3
		Strongly Agree	42	14.6	15.7	100.0
		Total	267	92.7	100.0	
	Missing	N/A	9	3.1		
		System	12	4.2		
		Total	21	7.3		
	Total			288	100.0	

**I do not feel "emotionally attached" to this organization.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Strongly Disagree	81	22.8	23.9	23.9
		Disagree	116	32.7	34.2	58.1
		Can't decide	51	14.4	15.0	73.2
		Agree	59	16.6	17.4	90.6
		Strongly Agree	32	9.0	9.4	100.0
		Total	339	95.5	100.0	
	Missing	N/A	6	1.7		
		System	10	2.8		
		Total	16	4.5		
	Total			355	100.0	
2010	Valid	Strongly Disagree	54	18.8	19.6	19.6
		Disagree	81	28.1	29.5	49.1
		Can't decide	58	20.1	21.1	70.2
		Agree	50	17.4	18.2	88.4
		Strongly Agree	32	11.1	11.6	100.0
		Total	275	95.5	100.0	
	Missing	N/A	1	.3		
		System	12	4.2		
		Total	13	4.5		
	Total			288	100.0	

**The institution would forgive an honest mistake on my part.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Strongly Disagree	8	2.3	2.4	2.4
		Disagree	26	7.3	7.7	10.1
		Can't decide	106	29.9	31.4	41.4
		Agree	146	41.1	43.2	84.6
		Strongly Agree	52	14.6	15.4	100.0
		Total	338	95.2	100.0	
	Missing	N/A	8	2.3		
		System	9	2.5		
		Total	17	4.8		
	Total			355	100.0	
2010	Valid	Strongly Disagree	11	3.8	4.0	4.0
		Disagree	30	10.4	11.0	15.0
		Can't decide	72	25.0	26.4	41.4
		Agree	130	45.1	47.6	89.0
		Strongly Agree	30	10.4	11.0	100.0
		Total	273	94.8	100.0	
	Missing	N/A	3	1.0		
		System	12	4.2		
		Total	15	5.2		
	Total			288	100.0	

**My organization shows very little concern for me.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Strongly Disagree	71	20.0	20.9	20.9
		Disagree	137	38.6	40.3	61.2
		Can't decide	80	22.5	23.5	84.7
		Agree	37	10.4	10.9	95.6
		Strongly Agree	15	4.2	4.4	100.0
		Total	340	95.8	100.0	
	Missing	N/A	6	1.7		
		System	9	2.5		
		Total	15	4.2		
	Total			355	100.0	
2010	Valid	Strongly Disagree	44	15.3	16.2	16.2
		Disagree	101	35.1	37.3	53.5
		Can't decide	59	20.5	21.8	75.3
		Agree	45	15.6	16.6	91.9
		Strongly Agree	22	7.6	8.1	100.0
		Total	271	94.1	100.0	
	Missing	N/A	2	.7		
		System	15	5.2		
		Total	17	5.9		
	Total			288	100.0	

**I would be very happy to spend the rest of my career with this institution.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Strongly Disagree	13	3.7	3.9	3.9
		Disagree	24	6.8	7.2	11.1
		Can't decide	97	27.3	29.0	40.1
		Agree	96	27.0	28.7	68.9
		Strongly Agree	104	29.3	31.1	100.0
		Total	334	94.1	100.0	
	Missing	N/A	11	3.1		
		System	10	2.8		
		Total	21	5.9		
	Total			355	100.0	
2010	Valid	Strongly Disagree	21	7.3	7.9	7.9
		Disagree	33	11.5	12.4	20.2
		Can't decide	84	29.2	31.5	51.7
		Agree	69	24.0	25.8	77.5
		Strongly Agree	60	20.8	22.5	100.0
		Total	267	92.7	100.0	
	Missing	N/A	9	3.1		
		System	12	4.2		
		Total	21	7.3		
	Total			288	100.0	

**Considering everything, the quality of my work life is very good.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Strongly Disagree	9	2.5	2.6	2.6
		Disagree	27	7.6	7.9	10.5
		Can't decide	49	13.8	14.3	24.8
		Agree	178	50.1	51.9	76.7
		Strongly Agree	80	22.5	23.3	100.0
		Total	343	96.6	100.0	
	Missing	N/A	1	.3		
		System	11	3.1		
		Total	12	3.4		
	Total			355	100.0	
2010	Valid	Strongly Disagree	11	3.8	4.0	4.0
		Disagree	37	12.8	13.6	17.6
		Can't decide	59	20.5	21.7	39.3
		Agree	123	42.7	45.2	84.6
		Strongly Agree	42	14.6	15.4	100.0
		Total	272	94.4	100.0	
	Missing	N/A	4	1.4		
		System	12	4.2		
		Total	16	5.6		
	Total			288	100.0	

**The demands of my work interfere with my home and family life.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Strongly Disagree	65	18.3	19.5	19.5
		Disagree	109	30.7	32.6	52.1
		Can't decide	40	11.3	12.0	64.1
		Agree	77	21.7	23.1	87.1
		Strongly Agree	43	12.1	12.9	100.0
		Total	334	94.1	100.0	
	Missing	N/A	10	2.8		
		System	11	3.1		
		Total	21	5.9		
	Total			355	100.0	
2010	Valid	Strongly Disagree	49	17.0	18.5	18.5
		Disagree	95	33.0	35.8	54.3
		Can't decide	42	14.6	15.8	70.2
		Agree	56	19.4	21.1	91.3
		Strongly Agree	23	8.0	8.7	100.0
		Total	265	92.0	100.0	
	Missing	N/A	10	3.5		
		System	13	4.5		
		Total	23	8.0		
	Total			288	100.0	

**The demands of my family or spouse/partner interfere with work-related activities.**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Strongly Disagree	130	36.6	40.0	40.0
		Disagree	128	36.1	39.4	79.4
		Can't decide	22	6.2	6.8	86.2
		Agree	36	10.1	11.1	97.2
		Strongly Agree	9	2.5	2.8	100.0
		Total	325	91.5	100.0	
	Missing	N/A	19	5.4		
		System	11	3.1		
		Total	30	8.5		
	Total			355	100.0	
2010	Valid	Strongly Disagree	86	29.9	34.0	34.0
		Disagree	107	37.2	42.3	76.3
		Can't decide	35	12.2	13.8	90.1
		Agree	19	6.6	7.5	97.6
		Strongly Agree	6	2.1	2.4	100.0
		Total	253	87.8	100.0	
	Missing	N/A	23	8.0		
		System	12	4.2		
		Total	35	12.2		
	Total			288	100.0	

**Section IV: Categories / Demographics - Frequency Tables [all survey items by year]**

What is your age [in years]?						
Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	24 or younger	10	2.8	2.9	2.9
		25-34	53	14.9	15.2	18.1
		35-44	76	21.4	21.8	39.9
		45-54	114	32.1	32.8	72.7
		55 or older	95	26.8	27.3	100.0
		Total	348	98.0	100.0	
	Missing	System	7	2.0		
	Total			355	100.0	
2010	Valid	24 or younger	21	7.3	7.6	7.6
		25-34	28	9.7	10.1	17.8
		35-44	46	16.0	16.7	34.4
		45-54	83	28.8	30.1	64.5
		55 or older	98	34.0	35.5	100.0
		Total	276	95.8	100.0	
	Missing	System	12	4.2		
	Total			288	100.0	

**What is your gender?**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Female	211	59.4	60.8	60.8
		Male	136	38.3	39.2	100.0
		Total	347	97.7	100.0	
	Missing	System	8	2.3		
	Total		355	100.0		
2010	Valid	Female	179	62.2	65.1	65.1
		Male	96	33.3	34.9	100.0
		Total	275	95.5	100.0	
	Missing	System	13	4.5		
	Total		288	100.0		

Are you a full-time employee?						
Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Yes	254	71.5	73.4	73.4
		No	92	25.9	26.6	100.0
		Total	346	97.5	100.0	
	Missing	System	9	2.5		
	Total			355	100.0	
2010	Valid	Yes	222	77.1	80.7	80.7
		No	53	18.4	19.3	100.0
		Total	275	95.5	100.0	
	Missing	System	13	4.5		
	Total			288	100.0	

**How long have you worked at Fairmont State University and/or Pierpont C&TC?**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	less than 3 years	94	26.5	27.3	27.3
		3-5 years	61	17.2	17.7	45.1
		6-8 years	52	14.6	15.1	60.2
		9-11 years	37	10.4	10.8	70.9
		more than 12 years	100	28.2	29.1	100.0
		Total	344	96.9	100.0	
	Missing	System	11	3.1		
	Total			355	100.0	
2010	Valid	less than 3 years	52	18.1	18.9	18.9
		3-5 years	47	16.3	17.1	36.0
		6-8 years	39	13.5	14.2	50.2
		9-11 years	41	14.2	14.9	65.1
		more than 12 years	96	33.3	34.9	100.0
		Total	275	95.5	100.0	
	Missing	System	13	4.5		
	Total			288	100.0	

**How long have you worked in your current position?**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	less than 3 years	132	37.2	38.3	38.3
		3-5 years	81	22.8	23.5	61.7
		6-8 years	51	14.4	14.8	76.5
		9-11 years	27	7.6	7.8	84.3
		more than 12 years	54	15.2	15.7	100.0
		Total	345	97.2	100.0	
	Missing	System	10	2.8		
	Total			355	100.0	
2010	Valid	less than 3 years	81	28.1	29.6	29.6
		3-5 years	51	17.7	18.6	48.2
		6-8 years	48	16.7	17.5	65.7
		9-11 years	41	14.2	15.0	80.7
		more than 12 years	53	18.4	19.3	100.0
		Total	274	95.1	100.0	
	Missing	System	14	4.9		
	Total			288	100.0	

**How would you classify your position?**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Administration	28	7.9	8.1	8.1
		Administrative Faculty	20	5.6	5.8	14.0
		Full-time Faculty (benefits eligible)	87	24.5	25.3	39.2
		Part-time Faculty	62	17.5	18.0	57.3
		Non-classified Staff	52	14.6	15.1	72.4
		Full-time Classified Staff (benefits eligible)	70	19.7	20.3	92.7
		Part-time Staff	25	7.0	7.3	100.0
		Total	344	96.9	100.0	
	Missing	System	11	3.1		
Total			355	100.0		
2010	Valid	Administration	22	7.6	8.0	8.0
		Administrative Faculty	15	5.2	5.4	13.4
		Full-time Faculty (benefits eligible)	86	29.9	31.2	44.6
		Part-time Faculty	23	8.0	8.3	52.9
		Non-classified Staff	41	14.2	14.9	67.8
		Full-time Classified Staff (benefits eligible)	62	21.5	22.5	90.2
		Part-time Staff	27	9.4	9.8	100.0
		Total	276	95.8	100.0	
	Missing	System	12	4.2		
Total			288	100.0		

**You are employed with:**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	PC&TC	97	27.3	28.0	28.0
		FSU	249	70.1	72.0	100.0
		Total	346	97.5	100.0	
	Missing	System	9	2.5		
	Total		355	100.0		
2010	Valid	PC&TC	206	71.5	76.9	76.9
		FSU	62	21.5	23.1	100.0
		Total	268	93.1	100.0	
	Missing	System	20	6.9		
	Total		288	100.0		

**What is your marital status?**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	Married / Living with Partner	257	72.4	75.1	75.1
		Separated / Divorced	35	9.9	10.2	85.4
		Single	46	13.0	13.5	98.8
		Widowed	4	1.1	1.2	100.0
		Total	342	96.3	100.0	
	Missing	System	13	3.7		
	Total		355	100.0		
2010	Valid	Married / Living with Partner	194	67.4	70.5	70.5
		Separated / Divorced	28	9.7	10.2	80.7
		Single	48	16.7	17.5	98.2
		Widowed	5	1.7	1.8	100.0
		Total	275	95.5	100.0	
	Missing	System	13	4.5		
	Total		288	100.0		

**What is the highest educational level you have attained?**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	High School / GED	11	3.1	3.2	3.2
		Some college	22	6.2	6.3	9.5
		Associate / Technical degree	34	9.6	9.7	19.2
		Bachelor's degree	71	20.0	20.3	39.5
		Master's degree	133	37.5	38.1	77.7
		Doctorate	78	22.0	22.3	100.0
		Total	349	98.3	100.0	
	Missing	System	6	1.7		
Total			355	100.0		
2010	Valid	High School / GED	6	2.1	2.2	2.2
		Some college	24	8.3	8.7	10.9
		Associate / Technical degree	28	9.7	10.2	21.1
		Bachelor's degree	50	17.4	18.2	39.3
		Master's degree	99	34.4	36.0	75.3
		Doctorate	68	23.6	24.7	100.0
		Total	275	95.5	100.0	
	Missing	System	13	4.5		
Total			288	100.0		

**What is your racial or ethnic group?**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	White	326	91.8	94.8	94.8
		African-American	7	2.0	2.0	96.8
		Latino / Hispanic	3	.8	.9	97.7
		Asian American / Asian	2	.6	.6	98.3
		Native American	1	.3	.3	98.5
		Other	5	1.4	1.5	100.0
		Total	344	96.9	100.0	
	Missing	System	11	3.1		
Total			355	100.0		
2010	Valid	White	266	92.4	96.4	96.4
		African-American	4	1.4	1.4	97.8
		Latino / Hispanic	1	.3	.4	98.2
		Asian American / Asian	2	.7	.7	98.9
		Native American	1	.3	.4	99.3
		Other	2	.7	.7	100.0
		Total	276	95.8	100.0	
	Missing	System	12	4.2		
Total			288	100.0		

**Coded Ethnicity**

Survey Year			Frequency	Percent	Valid Percent	Cumulative Percent
2007	Valid	White, non-Hispanic	326	91.8	94.8	94.8
		Grouped [all other ethnicity categories]	18	5.1	5.2	100.0
		Total	344	96.9	100.0	
	Missing	System	11	3.1		
	Total		355	100.0		
2010	Valid	White, non-Hispanic	266	92.4	92.4	92.4
		Grouped [all other ethnicity categories]	22	7.6	7.6	100.0
		Total	288	100.0	100.0	