

Frequencies - Staff and Administrator Responses

Overall, how satisfied are you working at Chico State?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Satisfied	74	13.5	16.1	16.1
	Somewhat Satisfied	229	41.9	49.8	65.9
	Neither Satisfied nor Dissatisfied	33	6.0	7.2	73.0
	Somewhat Dissatisfied	96	17.6	20.9	93.9
	Very Dissatisfied	27	4.9	5.9	99.8
	Not Applicable/No Response	1	0.2	0.2	100.0
	Total	460	84.1	100.0	
Missing	System	87	15.9		
Total		547	100.0		

I am optimistic about the future of my career at Chico State.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	37	6.8	8.0	8.0
	Agree	157	28.7	34.1	42.2
	Neither Agree nor Disagree	116	21.2	25.2	67.4
	Disagree	108	19.7	23.5	90.9
	Strongly Disagree	38	6.9	8.3	99.1
	Not Applicable/No Response	4	0.7	0.9	100.0
	Total	460	84.1	100.0	
Missing	System	87	15.9		
Total		547	100.0		

My department/unit has adequate staff.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	28	5.1	6.1	6.1
	Agree	127	23.2	27.6	33.7
	Neither Agree nor Disagree	51	9.3	11.1	44.8
	Disagree	149	27.2	32.4	77.2
	Strongly Disagree	104	19.0	22.6	99.8
	Not Applicable/No Response	1	0.2	0.2	100.0
	Total	460	84.1	100.0	
Missing	System	87	15.9		
Total		547	100.0		

My department/unit has adequate faculty.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	13	2.4	2.8	2.8
	Agree	56	10.2	12.2	15.0
	Neither Agree nor Disagree	54	9.9	11.8	26.8
	Disagree	38	6.9	8.3	35.1
	Strongly Disagree	17	3.1	3.7	38.8
	Not Applicable/No Response	281	51.4	61.2	100.0
	Total	459	83.9	100.0	
Missing	System	88	16.1		
Total		547	100.0		

I feel part of an effective team.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	131	23.9	28.5	28.5
	Agree	201	36.7	43.8	72.3
	Neither Agree nor Disagree	57	10.4	12.4	84.7
	Disagree	48	8.8	10.5	95.2
	Strongly Disagree	21	3.8	4.6	99.8
	Not Applicable/No Response	1	0.2	0.2	100.0
	Total	459	83.9	100.0	
Missing	System	88	16.1		
Total		547	100.0		

My department/unit has adequate funding for operating expenses (OE), technology, and supplies.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	19	3.5	4.1	4.1
	Agree	102	18.6	22.3	26.4
	Neither Agree nor Disagree	103	18.8	22.5	48.9
	Disagree	121	22.1	26.4	75.3
	Strongly Disagree	93	17.0	20.3	95.6
	Not Applicable/No Response	20	3.7	4.4	100.0
	Total	458	83.7	100.0	
Missing	System	89	16.3		
Total		547	100.0		

My supervisor treats me with respect.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	261	47.7	57.0	57.0
	Agree	117	21.4	25.5	82.5
	Neither Agree nor Disagree	41	7.5	9.0	91.5
	Disagree	25	4.6	5.5	96.9
	Strongly Disagree	13	2.4	2.8	99.8
	Not Applicable/No Response	1	0.2	0.2	100.0
	Total	458	83.7	100.0	
Missing	System	89	16.3		
Total		547	100.0		

My supervisor handles conflict effectively.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	155	28.3	33.8	33.8
	Agree	148	27.1	32.3	66.2
	Neither Agree nor Disagree	62	11.3	13.5	79.7
	Disagree	48	8.8	10.5	90.2
	Strongly Disagree	36	6.6	7.9	98.0
	Not Applicable/No Response	9	1.6	2.0	100.0
	Total	458	83.7	100.0	
Missing	System	89	16.3		
Total		547	100.0		

My supervisor is aware of and adheres to policies, procedures, and/or collective bargaining agreements.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	209	38.2	45.7	45.7
	Agree	141	25.8	30.9	76.6
	Neither Agree nor Disagree	56	10.2	12.3	88.8
	Disagree	26	4.8	5.7	94.5
	Strongly Disagree	17	3.1	3.7	98.2
	Not Applicable/No Response	8	1.5	1.8	100.0
	Total	457	83.5	100.0	
Missing	System	90	16.5		
Total		547	100.0		

I would recommend Chico State as a place of employment.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	67	12.2	14.7	14.7
	Agree	171	31.3	37.4	52.1
	Neither Agree nor Disagree	119	21.8	26.0	78.1
	Disagree	64	11.7	14.0	92.1
	Strongly Disagree	35	6.4	7.7	99.8
	Not Applicable/No Response	1	0.2	0.2	100.0
	Total	457	83.5	100.0	
Missing	System	90	16.5		
Total		547	100.0		

There are opportunities for career advancement and/or promotions at Chico State.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	23	4.2	5.0	5.0
	Agree	107	19.6	23.4	28.4
	Neither Agree nor Disagree	103	18.8	22.5	50.9
	Disagree	128	23.4	27.9	78.8
	Strongly Disagree	93	17.0	20.3	99.1
	Not Applicable/No Response	4	0.7	0.9	100.0
	Total	458	83.7	100.0	
Missing	System	89	16.3		
Total		547	100.0		

The faculty and staff, as a whole, have timely access to information necessary for faculty and staff to give input into decision-making.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	18	3.3	3.9	3.9
	Agree	116	21.2	25.4	29.3
	Neither Agree nor Disagree	133	24.3	29.1	58.4
	Disagree	128	23.4	28.0	86.4
	Strongly Disagree	52	9.5	11.4	97.8
	Not Applicable/No Response	10	1.8	2.2	100.0
	Total	457	83.5	100.0	
Missing	System	90	16.5		
Total		547	100.0		

I feel Chico State is succeeding at prioritizing equity, diversity, and inclusion issues.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	47	8.6	10.3	10.3
	Agree	155	28.3	34.0	44.3
	Neither Agree nor Disagree	134	24.5	29.4	73.7
	Disagree	67	12.2	14.7	88.4
	Strongly Disagree	37	6.8	8.1	96.5
	Not Applicable/No Response	16	2.9	3.5	100.0
	Total	456	83.4	100.0	
Missing	System	91	16.6		
Total		547	100.0		

During my employment at Chico State, I have received fair and equitable treatment.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	74	13.5	16.1	16.1
	Agree	194	35.5	42.3	58.4
	Neither Agree nor Disagree	72	13.2	15.7	74.1
	Disagree	81	14.8	17.6	91.7
	Strongly Disagree	38	6.9	8.3	100.0
	Total	459	83.9	100.0	
Missing	System	88	16.1		
Total		547	100.0		

A clear mission and vision are communicated by: - My Department/Unit

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	110	20.1	25.6	25.6
	Agree	194	35.5	45.1	70.7
	Neither Agree nor Disagree	60	11.0	14.0	84.7
	Disagree	36	6.6	8.4	93.0
	Strongly Disagree	27	4.9	6.3	99.3
	Not Applicable/No Response	3	0.5	0.7	100.0
	Total	430	78.6	100.0	
Missing	System	117	21.4		
Total		547	100.0		

A clear mission and vision are communicated by: - My College or Division

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	70	12.8	16.4	16.4
	Agree	138	25.2	32.4	48.8
	Neither Agree nor Disagree	82	15.0	19.2	68.1
	Disagree	65	11.9	15.3	83.3
	Strongly Disagree	27	4.9	6.3	89.7
	Not Applicable/No Response	44	8.0	10.3	100.0
	Total	426	77.9	100.0	
Missing	System	121	22.1		
Total		547	100.0		

A clear mission and vision are communicated by: - Cabinet-level Leadership

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	37	6.8	8.7	8.7
	Agree	102	18.6	24.1	32.8
	Neither Agree nor Disagree	110	20.1	25.9	58.7
	Disagree	84	15.4	19.8	78.5
	Strongly Disagree	58	10.6	13.7	92.2
	Not Applicable/No Response	33	6.0	7.8	100.0
	Total	424	77.5	100.0	
Missing	System	123	22.5		
Total		547	100.0		

I believe equity, diversity, and inclusion are valued by: - My Department/Unit

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	167	30.5	39.0	39.0
	Agree	167	30.5	39.0	78.0
	Neither Agree nor Disagree	48	8.8	11.2	89.3
	Disagree	21	3.8	4.9	94.2
	Strongly Disagree	9	1.6	2.1	96.3
	Not Applicable/No Response	16	2.9	3.7	100.0
	Total	428	78.2	100.0	
Missing	System	119	21.8		
Total		547	100.0		

I believe equity, diversity, and inclusion are valued by: - My College or Division

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	122	22.3	28.8	28.8
	Agree	153	28.0	36.1	64.9
	Neither Agree nor Disagree	63	11.5	14.9	79.7
	Disagree	26	4.8	6.1	85.8
	Strongly Disagree	13	2.4	3.1	88.9
	Not Applicable/No Response	47	8.6	11.1	100.0
	Total	424	77.5	100.0	
Missing	System	123	22.5		
Total		547	100.0		

I believe equity, diversity, and inclusion are valued by: - Cabinet-level Leadership

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	75	13.7	17.6	17.6
	Agree	152	27.8	35.8	53.4
	Neither Agree nor Disagree	87	15.9	20.5	73.9
	Disagree	49	9.0	11.5	85.4
	Strongly Disagree	26	4.8	6.1	91.5
	Not Applicable/No Response	36	6.6	8.5	100.0
	Total	425	77.7	100.0	
Missing	System	122	22.3		
Total		547	100.0		

I feel safe expressing my opinion without fear of consequences or retribution by: - My Department/Unit

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	139	25.4	32.3	32.3
	Agree	146	26.7	33.9	66.1
	Neither Agree nor Disagree	49	9.0	11.4	77.5
	Disagree	38	6.9	8.8	86.3
	Strongly Disagree	56	10.2	13.0	99.3
	Not Applicable/No Response	3	0.5	0.7	100.0
	Total	431	78.8	100.0	
Missing	System	116	21.2		
Total		547	100.0		

I feel safe expressing my opinion without fear of consequences or retribution by: - My College or Division

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	64	11.7	15.1	15.1
	Agree	117	21.4	27.5	42.6
	Neither Agree nor Disagree	84	15.4	19.8	62.4
	Disagree	64	11.7	15.1	77.4
	Strongly Disagree	61	11.2	14.4	91.8
	Not Applicable/No Response	35	6.4	8.2	100.0
	Total	425	77.7	100.0	
Missing	System	122	22.3		
Total		547	100.0		

I feel safe expressing my opinion without fear of consequences or retribution by: - Cabinet-level Leadership

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	31	5.7	7.3	7.3
	Agree	79	14.4	18.6	25.9
	Neither Agree nor Disagree	122	22.3	28.8	54.7
	Disagree	77	14.1	18.2	72.9
	Strongly Disagree	79	14.4	18.6	91.5
	Not Applicable/No Response	36	6.6	8.5	100.0
	Total	424	77.5	100.0	
Missing	System	123	22.5		
Total		547	100.0		

New policies and procedures are communicated in a timely manner by: - My Department/Unit

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	102	18.6	23.8	23.8
	Agree	182	33.3	42.5	66.4
	Neither Agree nor Disagree	62	11.3	14.5	80.8
	Disagree	54	9.9	12.6	93.5
	Strongly Disagree	22	4.0	5.1	98.6
	Not Applicable/No Response	6	1.1	1.4	100.0
	Total	428	78.2	100.0	
Missing	System	119	21.8		
Total		547	100.0		

New policies and procedures are communicated in a timely manner by: - My College or Division

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	48	8.8	11.4	11.4
	Agree	150	27.4	35.6	47.0
	Neither Agree nor Disagree	91	16.6	21.6	68.6
	Disagree	71	13.0	16.9	85.5
	Strongly Disagree	27	4.9	6.4	91.9
	Not Applicable/No Response	34	6.2	8.1	100.0
	Total	421	77.0	100.0	
Missing	System	126	23.0		
Total		547	100.0		

New policies and procedures are communicated in a timely manner by: - Cabinet-level Leadership

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	21	3.8	5.0	5.0
	Agree	114	20.8	27.0	32.0
	Neither Agree nor Disagree	134	24.5	31.8	63.7
	Disagree	80	14.6	19.0	82.7
	Strongly Disagree	45	8.2	10.7	93.4
	Not Applicable/No Response	28	5.1	6.6	100.0
	Total	422	77.1	100.0	
Missing	System	125	22.9		
Total		547	100.0		

Policies and procedures are followed by: - My Department/Unit

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	145	26.5	33.8	33.8
	Agree	207	37.8	48.3	82.1
	Neither Agree nor Disagree	38	6.9	8.9	90.9
	Disagree	24	4.4	5.6	96.5
	Strongly Disagree	9	1.6	2.1	98.6
	Not Applicable/No Response	6	1.1	1.4	100.0
	Total	429	78.4	100.0	
Missing	System	118	21.6		
Total		547	100.0		

Policies and procedures are followed by: - My College or Division

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	75	13.7	17.7	17.7
	Agree	173	31.6	40.8	58.5
	Neither Agree nor Disagree	88	16.1	20.8	79.2
	Disagree	27	4.9	6.4	85.6
	Strongly Disagree	14	2.6	3.3	88.9
	Not Applicable/No Response	47	8.6	11.1	100.0
	Total	424	77.5	100.0	
Missing	System	123	22.5		
Total		547	100.0		

Policies and procedures are followed by: - Cabinet-level Leadership

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	26	4.8	6.2	6.2
	Agree	124	22.7	29.5	35.7
	Neither Agree nor Disagree	141	25.8	33.6	69.3
	Disagree	45	8.2	10.7	80.0
	Strongly Disagree	39	7.1	9.3	89.3
	Not Applicable/No Response	45	8.2	10.7	100.0
	Total	420	76.8	100.0	
Missing	System	127	23.2		
Total		547	100.0		

In the next three years, how likely are you to leave Chico State, excluding retirement?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Likely	67	12.2	15.4	15.4
	Somewhat Likely	89	16.3	20.5	35.9
	Neither Likely nor Unlikely	75	13.7	17.3	53.2
	Somewhat Unlikely	74	13.5	17.1	70.3
	Very Unlikely	109	19.9	25.1	95.4
	Not Applicable/No Response	20	3.7	4.6	100.0
	Total	434	79.3	100.0	
Missing	System	113	20.7		
Total		547	100.0		

I have been provided with growth and learning opportunities.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	68	12.4	15.8	15.8
	Agree	178	32.5	41.3	57.1
	Neither Agree nor Disagree	82	15.0	19.0	76.1
	Disagree	63	11.5	14.6	90.7
	Strongly Disagree	37	6.8	8.6	99.3
	Not Applicable/No Response	3	0.5	0.7	100.0
	Total	431	78.8	100.0	
Missing	System	116	21.2		
Total		547	100.0		

My salary is in line with my job duties and workload.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	7	1.3	1.6	1.6
	Agree	57	10.4	13.2	14.8
	Neither Agree nor Disagree	49	9.0	11.4	26.2
	Disagree	143	26.1	33.2	59.4
	Strongly Disagree	173	31.6	40.1	99.5
	Not Applicable/No Response	2	0.4	0.5	100.0
	Total	431	78.8	100.0	
Missing	System	116	21.2		
Total		547	100.0		

There are fair and equitable opportunities for salary increases.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	3	0.5	0.7	0.7
	Agree	25	4.6	5.8	6.5
	Neither Agree nor Disagree	47	8.6	10.9	17.4
	Disagree	122	22.3	28.3	45.7
	Strongly Disagree	227	41.5	52.7	98.4
	Not Applicable/No Response	7	1.3	1.6	100.0
	Total	431	78.8	100.0	
Missing	System	116	21.2		
Total		547	100.0		

Chico State offers a competitive salary compared to other employment opportunities.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	1	0.2	0.2	0.2
	Agree	25	4.6	5.8	6.0
	Neither Agree nor Disagree	43	7.9	10.0	16.0
	Disagree	127	23.2	29.5	45.5
	Strongly Disagree	234	42.8	54.3	99.8
	Not Applicable/No Response	1	0.2	0.2	100.0
	Total	431	78.8	100.0	
Missing	System	116	21.2		
Total		547	100.0		

Chico State offers a competitive benefits package compared to other employment opportunities.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	113	20.7	26.2	26.2
	Agree	207	37.8	48.0	74.2
	Neither Agree nor Disagree	48	8.8	11.1	85.4
	Disagree	39	7.1	9.0	94.4
	Strongly Disagree	15	2.7	3.5	97.9
	Not Applicable/No Response	9	1.6	2.1	100.0
	Total	431	78.8	100.0	
Missing	System	116	21.2		
Total		547	100.0		

Staff promotions/advancements to new positions on campus receive appropriate salary increases.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	1	0.2	0.2	0.2
	Agree	29	5.3	6.7	7.0
	Neither Agree nor Disagree	106	19.4	24.6	31.6
	Disagree	127	23.2	29.5	61.0
	Strongly Disagree	130	23.8	30.2	91.2
	Not Applicable/No Response	38	6.9	8.8	100.0
	Total	431	78.8	100.0	
Missing	System	116	21.2		
Total		547	100.0		

The In-Range Progression (IRP) and Reclassification processes are implemented equitably and fairly.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	4	0.7	0.9	0.9
	Agree	39	7.1	9.1	10.0
	Neither Agree nor Disagree	90	16.5	20.9	30.9
	Disagree	95	17.4	22.1	53.0
	Strongly Disagree	145	26.5	33.7	86.7
	Not Applicable/No Response	57	10.4	13.3	100.0
	Total	430	78.6	100.0	
Missing	System	117	21.4		
Total		547	100.0		

My performance evaluations are conducted on a regular basis.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	66	12.1	15.3	15.3
	Agree	189	34.6	43.9	59.2
	Neither Agree nor Disagree	40	7.3	9.3	68.4
	Disagree	72	13.2	16.7	85.2
	Strongly Disagree	45	8.2	10.4	95.6
	Not Applicable/No Response	19	3.5	4.4	100.0
	Total	431	78.8	100.0	
Missing	System	116	21.2		
Total		547	100.0		

Performance evaluations are fair and equitable.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	53	9.7	12.3	12.3
	Agree	190	34.7	44.2	56.5
	Neither Agree nor Disagree	102	18.6	23.7	80.2
	Disagree	33	6.0	7.7	87.9
	Strongly Disagree	24	4.4	5.6	93.5
	Not Applicable/No Response	28	5.1	6.5	100.0
	Total	430	78.6	100.0	
Missing	System	117	21.4		
Total		547	100.0		

My position is properly classified and reflects my duties accurately.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	44	8.0	10.2	10.2
	Agree	152	27.8	35.3	45.5
	Neither Agree nor Disagree	71	13.0	16.5	61.9
	Disagree	103	18.8	23.9	85.8
	Strongly Disagree	57	10.4	13.2	99.1
	Not Applicable/No Response	4	0.7	0.9	100.0
	Total		431	78.8	100.0
Missing	System	116	21.2		
Total		547	100.0		

My position provides options for the following (Check all that Apply): Remote Work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Remote Work	210	38.4	100.0	100.0
Missing	System	337	61.6		
Total		547	100.0		

My position provides options for the following (Check all that Apply): Alternative Work Schedules

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Alternative Work Schedules	171	31.3	100.0	100.0
Missing	System	376	68.7		
Total		547	100.0		

My position provides options for the following (Check all that Apply): Not Applicable/No Response

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Applicable/No Response	140	25.6	100.0	100.0
Missing	System	407	74.4		
Total		547	100.0		

My supervisor supports (Check all that Apply): Remote Work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Remote Work	232	42.4	100.0	100.0
Missing	System	315	57.6		
Total		547	100.0		

My supervisor supports (Check all that Apply): Alternative Work Schedules

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Alternative Work Schedules	205	37.5	100.0	100.0
Missing	System	342	62.5		
Total		547	100.0		

My supervisor supports (Check all that Apply): Not Applicable/No Response

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Applicable/No Response	116	21.2	100.0	100.0
Missing	System	431	78.8		
Total		547	100.0		

The distribution of flexible work options in my department/unit is fair and equitable.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	83	15.2	19.5	19.5
	Agree	136	24.9	32.0	51.5
	Neither Agree nor Disagree	71	13.0	16.7	68.2
	Disagree	60	11.0	14.1	82.4
	Strongly Disagree	37	6.8	8.7	91.1
	Not Applicable/No Response	38	6.9	8.9	100.0
	Total		425	77.7	100.0
Missing	System	122	22.3		
Total		547	100.0		

I am satisfied with the availability of campus parking.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	18	3.3	4.2	4.2
	Agree	127	23.2	29.7	34.0
	Neither Agree nor Disagree	58	10.6	13.6	47.5
	Disagree	96	17.6	22.5	70.0
	Strongly Disagree	86	15.7	20.1	90.2
	Not Applicable/No Response	42	7.7	9.8	100.0
	Total		427	78.1	100.0
Missing	System	120	21.9		
Total		547	100.0		

I am satisfied with the physical maintenance of facilities.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	53	9.7	12.4	12.4
	Agree	214	39.1	50.0	62.4
	Neither Agree nor Disagree	55	10.1	12.9	75.2
	Disagree	69	12.6	16.1	91.4
	Strongly Disagree	31	5.7	7.2	98.6
	Not Applicable/No Response	6	1.1	1.4	100.0
	Total		428	78.2	100.0
Missing	System	119	21.8		
Total		547	100.0		

I am satisfied with the process of space allocation and use across campus.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	11	2.0	2.6	2.6
	Agree	125	22.9	29.2	31.8
	Neither Agree nor Disagree	110	20.1	25.7	57.5
	Disagree	90	16.5	21.0	78.5
	Strongly Disagree	57	10.4	13.3	91.8
	Not Applicable/No Response	35	6.4	8.2	100.0
	Total		428	78.2	100.0
Missing	System	119	21.8		
Total		547	100.0		

I am satisfied with my ability to access facilities across campus.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	32	5.9	7.5	7.5
	Agree	248	45.3	58.2	65.7
	Neither Agree nor Disagree	85	15.5	20.0	85.7
	Disagree	26	4.8	6.1	91.8
	Strongly Disagree	13	2.4	3.1	94.8
	Not Applicable/No Response	22	4.0	5.2	100.0
	Total		426	77.9	100.0
Missing	System	121	22.1		
Total		547	100.0		

I feel safe as a pedestrian on campus with bikes, skate boards, scooters, etc.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	30	5.5	7.0	7.0
	Agree	158	28.9	36.9	43.9
	Neither Agree nor Disagree	61	11.2	14.3	58.2
	Disagree	101	18.5	23.6	81.8
	Strongly Disagree	64	11.7	15.0	96.7
	Not Applicable/No Response	14	2.6	3.3	100.0
	Total	428	78.2	100.0	
Missing	System	119	21.8		
Total		547	100.0		

I feel safe and in control as a rider on the bike path.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	15	2.7	3.5	3.5
	Agree	62	11.3	14.5	18.0
	Neither Agree nor Disagree	42	7.7	9.8	27.9
	Disagree	10	1.8	2.3	30.2
	Strongly Disagree	8	1.5	1.9	32.1
	Not Applicable/No Response	290	53.0	67.9	100.0
	Total	427	78.1	100.0	
Missing	System	120	21.9		
Total		547	100.0		

I feel that my bike is secure when locked on campus racks.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	3	0.5	0.7	0.7
	Agree	12	2.2	2.8	3.5
	Neither Agree nor Disagree	28	5.1	6.6	10.1
	Disagree	70	12.8	16.4	26.5
	Strongly Disagree	68	12.4	15.9	42.4
	Not Applicable/No Response	246	45.0	57.6	100.0
	Total	427	78.1	100.0	
Missing	System	120	21.9		
Total		547	100.0		

In general, how often does your work cause you stress? - While at work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Frequently	100	18.3	23.4	23.4
	Frequently	137	25.0	32.1	55.5
	Occasionally	140	25.6	32.8	88.3
	Infrequently	37	6.8	8.7	97.0
	Very Infrequently	11	2.0	2.6	99.5
	Not Applicable/No Response	2	0.4	0.5	100.0
	Total	427	78.1	100.0	
Missing	System	120	21.9		
Total		547	100.0		

In general, how often does your work cause you stress? - Away from work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Frequently	54	9.9	12.8	12.8
	Frequently	83	15.2	19.7	32.5
	Occasionally	137	25.0	32.5	64.9
	Infrequently	72	13.2	17.1	82.0
	Very Infrequently	68	12.4	16.1	98.1
	Not Applicable/No Response	8	1.5	1.9	100.0
	Total	422	77.1	100.0	
Missing	System	125	22.9		
Total		547	100.0		

In general, how would you rate the level of your job stress? - While at work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Extreme	47	8.6	11.0	11.0
	High	127	23.2	29.7	40.7
	Moderate	155	28.3	36.3	77.0
	Mild	72	13.2	16.9	93.9
	Minimal	24	4.4	5.6	99.5
	Not Applicable/No Response	2	0.4	0.5	100.0
	Total	427	78.1	100.0	
Missing	System	120	21.9		
Total		547	100.0		

In general, how would you rate the level of your job stress? - Away from work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Extreme	21	3.8	5.0	5.0
	High	67	12.2	15.9	20.9
	Moderate	119	21.8	28.2	49.1
	Mild	108	19.7	25.6	74.6
	Minimal	100	18.3	23.7	98.3
	Not Applicable/No Response	7	1.3	1.7	100.0
	Total	422	77.1	100.0	
Missing	System	125	22.9		
Total		547	100.0		

I feel excluded from an informal network in my department/unit.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	28	5.1	6.6	6.6
	Agree	58	10.6	13.6	20.2
	Neither Agree nor Disagree	102	18.6	24.0	44.2
	Disagree	130	23.8	30.6	74.8
	Strongly Disagree	87	15.9	20.5	95.3
	Not Applicable/No Response	20	3.7	4.7	100.0
	Total	425	77.7	100.0	
Missing	System	122	22.3		
Total		547	100.0		

I have to work harder than some of my colleagues to be taken seriously.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	40	7.3	9.4	9.4
	Agree	99	18.1	23.2	32.6
	Neither Agree nor Disagree	87	15.9	20.4	53.1
	Disagree	125	22.9	29.3	82.4
	Strongly Disagree	66	12.1	15.5	97.9
	Not Applicable/No Response	9	1.6	2.1	100.0
	Total	426	77.9	100.0	
Missing	System	121	22.1		
Total		547	100.0		

The University appropriately responds to the emotional and physical needs of the campus community.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	17	3.1	4.0	4.0
	Agree	89	16.3	21.0	25.0
	Neither Agree nor Disagree	97	17.7	22.9	47.9
	Disagree	123	22.5	29.0	76.9
	Strongly Disagree	83	15.2	19.6	96.5
	Not Applicable/No Response	15	2.7	3.5	100.0
	Total	424	77.5	100.0	
Missing	System	123	22.5		
Total		547	100.0		

I feel safe on campus. - During the day

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	110	20.1	25.8	25.8
	Agree	227	41.5	53.3	79.1
	Neither Agree nor Disagree	38	6.9	8.9	88.0
	Disagree	32	5.9	7.5	95.5
	Strongly Disagree	11	2.0	2.6	98.1
	Not Applicable/No Reponse	8	1.5	1.9	100.0
	Total	426	77.9	100.0	
Missing	System	121	22.1		
Total		547	100.0		

I feel safe on campus. - During the night

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	24	4.4	5.7	5.7
	Agree	112	20.5	26.4	32.1
	Neither Agree nor Disagree	78	14.3	18.4	50.5
	Disagree	98	17.9	23.1	73.6
	Strongly Disagree	46	8.4	10.8	84.4
	Not Applicable/No Reponse	66	12.1	15.6	100.0
	Total	424	77.5	100.0	
Missing	System	123	22.5		
Total		547	100.0		

I feel safe on campus. - On the weekends

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	34	6.2	8.0	8.0
	Agree	148	27.1	34.9	42.9
	Neither Agree nor Disagree	82	15.0	19.3	62.3
	Disagree	49	9.0	11.6	73.8
	Strongly Disagree	21	3.8	5.0	78.8
	Not Applicable/No Reponse	90	16.5	21.2	100.0
	Total	424	77.5	100.0	
Missing	System	123	22.5		
Total		547	100.0		

The following contribute to my feeling safe on campus. - Campus Lighting

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	112	20.5	26.7	26.7
	Agree	232	42.4	55.2	81.9
	Neither Agree nor Disagree	31	5.7	7.4	89.3
	Disagree	17	3.1	4.0	93.3
	Strongly Disagree	4	0.7	1.0	94.3
	Not Applicable/No Reponse	24	4.4	5.7	100.0
	Total	420	76.8	100.0	
Missing	System	127	23.2		
Total		547	100.0		

The following contribute to my feeling safe on campus. - Blue Light Phones

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	79	14.4	18.8	18.8
	Agree	204	37.3	48.6	67.4
	Neither Agree nor Disagree	86	15.7	20.5	87.9
	Disagree	20	3.7	4.8	92.6
	Strongly Disagree	1	0.2	0.2	92.9
	Not Applicable/No Reponse	30	5.5	7.1	100.0
	Total	420	76.8	100.0	
Missing	System	127	23.2		
Total		547	100.0		

The following contribute to my feeling safe on campus. - Grounds Maintenance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	89	16.3	21.3	21.3
	Agree	218	39.9	52.2	73.4
	Neither Agree nor Disagree	72	13.2	17.2	90.7
	Disagree	11	2.0	2.6	93.3
	Strongly Disagree	4	0.7	1.0	94.3
	Not Applicable/No Reponse	24	4.4	5.7	100.0
	Total	418	76.4	100.0	
Missing	System	129	23.6		
Total		547	100.0		

The following contribute to my feeling safe on campus. - University Police Presence

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	79	14.4	18.9	18.9
	Agree	143	26.1	34.1	53.0
	Neither Agree nor Disagree	81	14.8	19.3	72.3
	Disagree	58	10.6	13.8	86.2
	Strongly Disagree	41	7.5	9.8	95.9
	Not Applicable/No Reponse	17	3.1	4.1	100.0
	Total	419	76.6	100.0	
Missing	System	128	23.4		
Total		547	100.0		

The following contribute to my feeling safe on campus. - Building Security

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	84	15.4	20.0	20.0
	Agree	162	29.6	38.7	58.7
	Neither Agree nor Disagree	83	15.2	19.8	78.5
	Disagree	42	7.7	10.0	88.5
	Strongly Disagree	28	5.1	6.7	95.2
	Not Applicable/No Reponse	20	3.7	4.8	100.0
	Total	419	76.6	100.0	
Missing	System	128	23.4		
Total		547	100.0		

The following contribute to my feeling safe on campus. - Emergency/Safety Protocols

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	63	11.5	15.0	15.0
	Agree	157	28.7	37.5	52.5
	Neither Agree nor Disagree	102	18.6	24.3	76.8
	Disagree	51	9.3	12.2	89.0
	Strongly Disagree	29	5.3	6.9	95.9
	Not Applicable/No Reponse	17	3.1	4.1	100.0
	Total	419	76.6	100.0	
Missing	System	128	23.4		
Total		547	100.0		

I consistently feel appreciated by my staff colleagues.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	95	17.4	22.5	22.5
	Agree	200	36.6	47.3	69.7
	Neither Agree nor Disagree	70	12.8	16.5	86.3
	Disagree	39	7.1	9.2	95.5
	Strongly Disagree	19	3.5	4.5	100.0
	Total	423	77.3	100.0	
Missing	System	124	22.7		
Total		547	100.0		

I consistently feel appreciated by my faculty colleagues.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	27	4.9	6.4	6.4
	Agree	100	18.3	23.7	30.1
	Neither Agree nor Disagree	62	11.3	14.7	44.8
	Disagree	44	8.0	10.4	55.2
	Strongly Disagree	23	4.2	5.5	60.7
	Not Applicable/No Response	166	30.3	39.3	100.0
	Total	422	77.1	100.0	
Missing	System	125	22.9		
Total		547	100.0		

I consistently feel accepted by my supervisor.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	157	28.7	37.2	37.2
	Agree	169	30.9	40.0	77.3
	Neither Agree nor Disagree	38	6.9	9.0	86.3
	Disagree	36	6.6	8.5	94.8
	Strongly Disagree	22	4.0	5.2	100.0
	Total	422	77.1	100.0	
Missing	System	125	22.9		
Total		547	100.0		

I consistently feel comfortable talking with my supervisor.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	170	31.1	40.2	40.2
	Agree	148	27.1	35.0	75.2
	Neither Agree nor Disagree	39	7.1	9.2	84.4
	Disagree	36	6.6	8.5	92.9
	Strongly Disagree	30	5.5	7.1	100.0
	Total	423	77.3	100.0	
Missing	System	124	22.7		
Total		547	100.0		

Which statement best describes your sense of belonging at Chico State?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	I feel like I do not belong in most situations at Chico State	27	4.9	6.4	6.4
	I feel like I belong rarely and with only a small group of others	107	19.6	25.4	31.8
	I feel like I belong most of the time	211	38.6	50.1	81.9
	I have a strong sense of belonging	76	13.9	18.1	100.0
	Total	421	77.0	100.0	
Missing	System	126	23.0		
Total		547	100.0		

Which statement best describes your sense of belonging in your present work environment?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	I feel like I do not belong in most situations in my present work environment	28	5.1	6.7	6.7
	I feel like I belong rarely and with only a small group of others	73	13.3	17.4	24.1
	I feel like I belong most of the time	186	34.0	44.4	68.5
	I have a strong sense of belonging	132	24.1	31.5	100.0
	Total	419	76.6	100.0	
Missing	System	128	23.4		
Total		547	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my: - Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	129	23.6	30.9	30.9
	Agree	190	34.7	45.5	76.3
	Neither Agree nor Disagree	27	4.9	6.5	82.8
	Disagree	44	8.0	10.5	93.3
	Strongly Disagree	22	4.0	5.3	98.6
	Not Applicable/No Reponse	6	1.1	1.4	100.0
	Total	418	76.4	100.0	
Missing	System	129	23.6		
Total		547	100.0		

**In my work environment, I have been treated in an equal manner to other employees regardless of my: -
Country of Birth**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	139	25.4	33.4	33.4
	Agree	174	31.8	41.8	75.2
	Neither Agree nor Disagree	31	5.7	7.5	82.7
	Disagree	7	1.3	1.7	84.4
	Strongly Disagree	5	0.9	1.2	85.6
	Not Applicable/No Reponse	60	11.0	14.4	100.0
	Total	416	76.1	100.0	
Missing	System	131	23.9		
Total		547	100.0		

**In my work environment, I have been treated in an equal manner to other employees regardless of my: -
Disability**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	68	12.4	16.2	16.2
	Agree	80	14.6	19.1	35.3
	Neither Agree nor Disagree	37	6.8	8.8	44.2
	Disagree	15	2.7	3.6	47.7
	Strongly Disagree	4	0.7	1.0	48.7
	Not Applicable/No Reponse	215	39.3	51.3	100.0
	Total	419	76.6	100.0	
Missing	System	128	23.4		
Total		547	100.0		

**In my work environment, I have been treated in an equal manner to other employees regardless of my: -
Economic Status**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	122	22.3	29.1	29.1
	Agree	167	30.5	39.9	69.0
	Neither Agree nor Disagree	56	10.2	13.4	82.3
	Disagree	22	4.0	5.3	87.6
	Strongly Disagree	4	0.7	1.0	88.5
	Not Applicable/No Reponse	48	8.8	11.5	100.0
	Total	419	76.6	100.0	
Missing	System	128	23.4		
Total		547	100.0		

**In my work environment, I have been treated in an equal manner to other employees regardless of my: -
Faith/Religion**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	90	16.5	21.5	21.5
	Agree	121	22.1	28.9	50.4
	Neither Agree nor Disagree	52	9.5	12.4	62.8
	Disagree	16	2.9	3.8	66.6
	Strongly Disagree	11	2.0	2.6	69.2
	Not Applicable/No Reponse	129	23.6	30.8	100.0
	Total	419	76.6	100.0	
Missing	System	128	23.4		
Total		547	100.0		

**In my work environment, I have been treated in an equal manner to other employees regardless of my: -
Family Responsibilities**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	120	21.9	28.8	28.8
	Agree	165	30.2	39.6	68.3
	Neither Agree nor Disagree	35	6.4	8.4	76.7
	Disagree	39	7.1	9.4	86.1
	Strongly Disagree	11	2.0	2.6	88.7
	Not Applicable/No Reponse	47	8.6	11.3	100.0
	Total	417	76.2	100.0	
Missing	System	130	23.8		
Total		547	100.0		

**In my work environment, I have been treated in an equal manner to other employees regardless of my: -
Gender**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	123	22.5	29.4	29.4
	Agree	181	33.1	43.3	72.7
	Neither Agree nor Disagree	41	7.5	9.8	82.5
	Disagree	43	7.9	10.3	92.8
	Strongly Disagree	14	2.6	3.3	96.2
	Not Applicable/No Reponse	16	2.9	3.8	100.0
	Total	418	76.4	100.0	
Missing	System	129	23.6		
Total		547	100.0		

**In my work environment, I have been treated in an equal manner to other employees regardless of my: -
Political Orientation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	107	19.6	25.7	25.7
	Agree	141	25.8	33.8	59.5
	Neither Agree nor Disagree	57	10.4	13.7	73.1
	Disagree	27	4.9	6.5	79.6
	Strongly Disagree	30	5.5	7.2	86.8
	Not Applicable/No Reponse	55	10.1	13.2	100.0
	Total	417	76.2	100.0	
Missing	System	130	23.8		
Total		547	100.0		

**In my work environment, I have been treated in an equal manner to other employees regardless of my: -
Race/Ethnicity**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	122	22.3	29.2	29.2
	Agree	164	30.0	39.2	68.4
	Neither Agree nor Disagree	47	8.6	11.2	79.7
	Disagree	31	5.7	7.4	87.1
	Strongly Disagree	12	2.2	2.9	90.0
	Not Applicable/No Reponse	42	7.7	10.0	100.0
	Total	418	76.4	100.0	
Missing	System	129	23.6		
Total		547	100.0		

**In my work environment, I have been treated in an equal manner to other employees regardless of my: -
Sexual Orientation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	122	22.3	29.3	29.3
	Agree	160	29.3	38.4	67.6
	Neither Agree nor Disagree	57	10.4	13.7	81.3
	Disagree	9	1.6	2.2	83.5
	Strongly Disagree	8	1.5	1.9	85.4
	Not Applicable/No Reponse	61	11.2	14.6	100.0
	Total	417	76.2	100.0	
Missing	System	130	23.8		
Total		547	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my: - Status as a Veteran

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	37	6.8	8.9	8.9
	Agree	36	6.6	8.6	17.5
	Neither Agree nor Disagree	43	7.9	10.3	27.8
	Disagree	3	0.5	0.7	28.5
	Strongly Disagree	3	0.5	0.7	29.2
	Not Applicable/No Reponse	296	54.1	70.8	100.0
	Total	418	76.4	100.0	
Missing	System	129	23.6		
Total		547	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my: - Other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	31	5.7	8.7	8.7
	Agree	26	4.8	7.3	15.9
	Neither Agree nor Disagree	37	6.8	10.3	26.3
	Disagree	8	1.5	2.2	28.5
	Strongly Disagree	5	0.9	1.4	29.9
	Not Applicable/No Reponse	251	45.9	70.1	100.0
	Total	358	65.4	100.0	
Missing	System	189	34.6		
Total		547	100.0		

In my work environment, I have witnessed others being treated in an unequal manner due to their: - Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	21	3.8	5.2	5.2
	Agree	71	13.0	17.5	22.7
	Neither Agree nor Disagree	37	6.8	9.1	31.9
	Disagree	102	18.6	25.2	57.0
	Strongly Disagree	139	25.4	34.3	91.4
	Not Applicable/No Reponse	35	6.4	8.6	100.0
	Total	405	74.0	100.0	
Missing	System	142	26.0		
Total		547	100.0		

In my work environment, I have witnessed others being treated in an unequal manner due to their: - Country of Birth

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	12	2.2	3.0	3.0
	Agree	39	7.1	9.7	12.6
	Neither Agree nor Disagree	42	7.7	10.4	23.0
	Disagree	111	20.3	27.5	50.5
	Strongly Disagree	149	27.2	36.9	87.4
	Not Applicable/No Reponse	51	9.3	12.6	100.0
	Total	404	73.9	100.0	
Missing	System	143	26.1		
Total		547	100.0		

In my work environment, I have witnessed others being treated in an unequal manner due to their: - Disability

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	16	2.9	4.0	4.0
	Agree	42	7.7	10.4	14.4
	Neither Agree nor Disagree	56	10.2	13.9	28.3
	Disagree	97	17.7	24.1	52.4
	Strongly Disagree	136	24.9	33.7	86.1
	Not Applicable/No Reponse	56	10.2	13.9	100.0
	Total	403	73.7	100.0	
Missing	System	144	26.3		
Total		547	100.0		

In my work environment, I have witnessed others being treated in an unequal manner due to their: - Economic Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	14	2.6	3.5	3.5
	Agree	39	7.1	9.7	13.1
	Neither Agree nor Disagree	45	8.2	11.1	24.3
	Disagree	113	20.7	28.0	52.2
	Strongly Disagree	145	26.5	35.9	88.1
	Not Applicable/No Reponse	48	8.8	11.9	100.0
	Total	404	73.9	100.0	
Missing	System	143	26.1		
Total		547	100.0		

In my work environment, I have witnessed others being treated in an unequal manner due to their: - Faith/Religion

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	18	3.3	4.5	4.5
	Agree	35	6.4	8.7	13.2
	Neither Agree nor Disagree	50	9.1	12.4	25.6
	Disagree	107	19.6	26.6	52.1
	Strongly Disagree	139	25.4	34.5	86.6
	Not Applicable/No Reponse	54	9.9	13.4	100.0
	Total	403	73.7	100.0	
Missing	System	144	26.3		
Total		547	100.0		

In my work environment, I have witnessed others being treated in an unequal manner due to their: - Family Responsibilities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	17	3.1	4.2	4.2
	Agree	58	10.6	14.4	18.6
	Neither Agree nor Disagree	56	10.2	13.9	32.4
	Disagree	99	18.1	24.5	56.9
	Strongly Disagree	132	24.1	32.7	89.6
	Not Applicable/No Reponse	42	7.7	10.4	100.0
	Total	404	73.9	100.0	
Missing	System	143	26.1		
Total		547	100.0		

In my work environment, I have witnessed others being treated in an unequal manner due to their: - Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	26	4.8	6.4	6.4
	Agree	73	13.3	18.0	24.4
	Neither Agree nor Disagree	41	7.5	10.1	34.5
	Disagree	90	16.5	22.2	56.7
	Strongly Disagree	135	24.7	33.3	89.9
	Not Applicable/No Reponse	41	7.5	10.1	100.0
	Total	406	74.2	100.0	
Missing	System	141	25.8		
Total		547	100.0		

In my work environment, I have witnessed others being treated in an unequal manner due to their: - Political Orientation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	34	6.2	8.4	8.4
	Agree	46	8.4	11.4	19.8
	Neither Agree nor Disagree	50	9.1	12.4	32.2
	Disagree	99	18.1	24.5	56.7
	Strongly Disagree	121	22.1	30.0	86.6
	Not Applicable/No Reponse	54	9.9	13.4	100.0
	Total	404	73.9	100.0	
Missing	System	143	26.1		
Total		547	100.0		

In my work environment, I have witnessed others being treated in an unequal manner due to their: - Race/Ethnicity

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	30	5.5	7.4	7.4
	Agree	69	12.6	17.0	24.4
	Neither Agree nor Disagree	37	6.8	9.1	33.5
	Disagree	94	17.2	23.2	56.7
	Strongly Disagree	137	25.0	33.7	90.4
	Not Applicable/No Reponse	39	7.1	9.6	100.0
	Total	406	74.2	100.0	
Missing	System	141	25.8		
Total		547	100.0		

In my work environment, I have witnessed others being treated in an unequal manner due to their: - Sexual Orientation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	17	3.1	4.2	4.2
	Agree	29	5.3	7.2	11.4
	Neither Agree nor Disagree	54	9.9	13.4	24.8
	Disagree	113	20.7	28.0	52.9
	Strongly Disagree	141	25.8	35.0	87.8
	Not Applicable/No Reponse	49	9.0	12.2	100.0
	Total	403	73.7	100.0	
Missing	System	144	26.3		
Total		547	100.0		

In my work environment, I have witnessed others being treated in an unequal manner due to their: - Status as a Veteran

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	6	1.1	1.5	1.5
	Agree	14	2.6	3.5	5.0
	Neither Agree nor Disagree	54	9.9	13.4	18.4
	Disagree	105	19.2	26.1	44.4
	Strongly Disagree	131	23.9	32.5	76.9
	Not Applicable/No Reponse	93	17.0	23.1	100.0
	Total	403	73.7	100.0	
Missing	System	144	26.3		
Total		547	100.0		

In my work environment, I have witnessed others being treated in an unequal manner due to their: - Other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	7	1.3	2.0	2.0
	Agree	13	2.4	3.7	5.6
	Neither Agree nor Disagree	42	7.7	11.8	17.4
	Disagree	38	6.9	10.7	28.1
	Strongly Disagree	74	13.5	20.8	48.9
	Not Applicable/No Reponse	182	33.3	51.1	100.0
	Total	356	65.1	100.0	
Missing	System	191	34.9		
Total		547	100.0		

My team mostly operated effectively during the crises we have faced in the past five years.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	142	26.0	33.6	33.6
	Agree	167	30.5	39.6	73.2
	Neither Agree nor Disagree	32	5.9	7.6	80.8
	Disagree	15	2.7	3.6	84.4
	Strongly Disagree	10	1.8	2.4	86.7
	Not Applicable/No Response	56	10.2	13.3	100.0
	Total	422	77.1	100.0	
Missing	System	125	22.9		
Total		547	100.0		

The University responded appropriately to the Camp Fire.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	91	16.6	21.6	21.6
	Agree	159	29.1	37.8	59.4
	Neither Agree nor Disagree	60	11.0	14.3	73.6
	Disagree	18	3.3	4.3	77.9
	Strongly Disagree	5	0.9	1.2	79.1
	Not Applicable/No Response	88	16.1	20.9	100.0
	Total	421	77.0	100.0	
Missing	System	126	23.0		
Total		547	100.0		

The University communicated effectively during the Camp Fire.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	79	14.4	18.8	18.8
	Agree	160	29.3	38.0	56.8
	Neither Agree nor Disagree	59	10.8	14.0	70.8
	Disagree	21	3.8	5.0	75.8
	Strongly Disagree	7	1.3	1.7	77.4
	Not Applicable/No Response	95	17.4	22.6	100.0
	Total	421	77.0	100.0	
Missing	System	126	23.0		
Total		547	100.0		

The University responded and continues to respond appropriately to COVID-19.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	66	12.1	15.6	15.6
	Agree	175	32.0	41.5	57.1
	Neither Agree nor Disagree	81	14.8	19.2	76.3
	Disagree	48	8.8	11.4	87.7
	Strongly Disagree	26	4.8	6.2	93.8
	Not Applicable/No Response	26	4.8	6.2	100.0
	Total	422	77.1	100.0	
Missing	System	125	22.9		
Total		547	100.0		

The University communicated and continues to communicate effectively to COVID-19.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	64	11.7	15.2	15.2
	Agree	174	31.8	41.2	56.4
	Neither Agree nor Disagree	93	17.0	22.0	78.4
	Disagree	49	9.0	11.6	90.0
	Strongly Disagree	21	3.8	5.0	95.0
	Not Applicable/No Response	21	3.8	5.0	100.0
	Total	422	77.1	100.0	
Missing	System	125	22.9		
Total		547	100.0		

While working remotely during COVID-19, I had adequate tools (internet, computer, etc.) to work effectively.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	106	19.4	25.1	25.1
	Agree	169	30.9	40.0	65.2
	Neither Agree nor Disagree	20	3.7	4.7	69.9
	Disagree	18	3.3	4.3	74.2
	Strongly Disagree	11	2.0	2.6	76.8
	Not Applicable/No Response	98	17.9	23.2	100.0
	Total	422	77.1	100.0	
Missing	System	125	22.9		
Total		547	100.0		

The University has and continues to respond appropriately to the emotional and physical needs of the campus community during the various crises.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	36	6.6	8.5	8.5
	Agree	128	23.4	30.3	38.9
	Neither Agree nor Disagree	110	20.1	26.1	64.9
	Disagree	91	16.6	21.6	86.5
	Strongly Disagree	46	8.4	10.9	97.4
	Not Applicable/No Response	11	2.0	2.6	100.0
	Total	422	77.1	100.0	
Missing	System	125	22.9		
Total		547	100.0		

The University has and continues to communicate effectively regarding the emotional and physical needs of the campus community during the various crises.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	36	6.6	8.6	8.6
	Agree	123	22.5	29.2	37.8
	Neither Agree nor Disagree	119	21.8	28.3	66.0
	Disagree	92	16.8	21.9	87.9
	Strongly Disagree	38	6.9	9.0	96.9
	Not Applicable/No Response	13	2.4	3.1	100.0
	Total	421	77.0	100.0	
Missing	System	126	23.0		
Total		547	100.0		

What is your current position?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Administrator (MPP)	74	13.5	17.7	17.7
	Exempt Staff	121	22.1	28.9	46.7
	Non-exempt Staff	165	30.2	39.5	86.1
	Prefer Not To State	58	10.6	13.9	100.0
	Total	418	76.4	100.0	
Missing	System	129	23.6		
Total		547	100.0		

In which division(s) are you employed (Check all that Apply): Academic Affairs

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Academic Affairs	113	20.7	100.0	100.0
Missing	System	434	79.3		
Total		547	100.0		

In which division(s) are you employed (Check all that Apply): Advancement

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Advancement	17	3.1	100.0	100.0
Missing	System	530	96.9		
Total		547	100.0		

In which division(s) are you employed (Check all that Apply): Business and Finance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Business and Finance	84	15.4	100.0	100.0
Missing	System	463	84.6		
Total		547	100.0		

In which division(s) are you employed (Check all that Apply): Information Technology

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Information Technology	33	6.0	100.0	100.0
Missing	System	514	94.0		
Total		547	100.0		

In which division(s) are you employed (Check all that Apply): Student Affairs

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Student Affairs	88	16.1	100.0	100.0
Missing	System	459	83.9		
Total		547	100.0		

In which division(s) are you employed (Check all that Apply): Other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Other	43	7.9	100.0	100.0
Missing	System	504	92.1		
Total		547	100.0		

In which division(s) are you employed (Check all that Apply): Prefer Not To State

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Prefer Not To State	42	7.7	100.0	100.0
Missing	System	505	92.3		
Total		547	100.0		

How many years have you worked at Chico State?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than a year	47	8.6	11.2	11.2
	1 to 2 years	45	8.2	10.7	22.0
	3 to 5 years	79	14.4	18.9	40.8
	6 to 10 years	103	18.8	24.6	65.4
	11 to 20 years	90	16.5	21.5	86.9
	21 years or more	43	7.9	10.3	97.1
	Prefer Not To State	12	2.2	2.9	100.0
	Total	419	76.6	100.0	
Missing	System	128	23.4		
Total		547	100.0		

How long have you been in your current position at Chico State?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than a year	104	19.0	24.8	24.8
	1 or 2 years	90	16.5	21.5	46.3
	3 to 5 years	79	14.4	18.9	65.2
	6 to 10 years	80	14.6	19.1	84.2
	11 to 20 years	44	8.0	10.5	94.7
	21 years or more	7	1.3	1.7	96.4
	Prefer Not To State	15	2.7	3.6	100.0
	Total	419	76.6	100.0	
Missing	System	128	23.4		
Total		547	100.0		

What is the highest level of education you have completed?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	High school diploma or equivalent	26	4.8	6.2	6.2
	Post secondary school other than college	6	1.1	1.4	7.7
	Associate's degree	26	4.8	6.2	13.9
	Bachelor's degree	171	31.3	41.0	54.9
	Master's degree in the Arts and Sciences (MA, MS)	79	14.4	18.9	73.9
	MBA	11	2.0	2.6	76.5
	Other professional master's degree (e.g., MPA, MSW, MSE, MSN, MAT, MPH, MFA)	34	6.2	8.2	84.7
	PhD	19	3.5	4.6	89.2
	Law degree (JD, LLB)	3	0.5	0.7	89.9
	Other doctoral degree (e.g., EdD, DDiv, ScD, DrPH, DBA, DMP)	3	0.5	0.7	90.6
	Joint degree (e.g., MD/PhD, MBA/JD)	1	0.2	0.2	90.9
	Other degree or certificate	12	2.2	2.9	93.8
	Prefer Not To State	26	4.8	6.2	100.0
	Total	417	76.2	100.0	
Missing	System	130	23.8		
Total		547	100.0		

What is your gender identity? (Please check all that apply) Man

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Man	101	18.5	100.0	100.0
Missing	System	446	81.5		
Total		547	100.0		

What is your gender identity? (Please check all that apply) Woman

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Woman	275	50.3	100.0	100.0
Missing	System	272	49.7		
Total		547	100.0		

What is your gender identity? (Please check all that apply) Trans Man

		Frequency	Percent
Missing	System	547	100.0

What is your gender identity? (Please check all that apply) Trans Woman

		Frequency	Percent
Missing	System	547	100.0

What is your gender identity? (Please check all that apply) Genderqueer/Gender Non-Conforming

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Genderqueer/Gender Non-Conforming	4	0.7	100.0	100.0
Missing	System	543	99.3		
Total		547	100.0		

What is your gender identity? (Please check all that apply) Non-Binary

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Non-Binary	3	0.5	100.0	100.0
Missing	System	544	99.5		
Total		547	100.0		

What is your gender identity? (Please check all that apply) Not Sure

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Sure	1	0.2	100.0	100.0
Missing	System	546	99.8		
Total		547	100.0		

What is your gender identity? (Please check all that apply) Prefer Not To State

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Prefer Not To State	37	6.8	100.0	100.0
Missing	System	510	93.2		
Total		547	100.0		

What is your gender identity? (Please check all that apply) Another Identity

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Another Identity	1	0.2	100.0	100.0
Missing	System	546	99.8		
Total		547	100.0		

What is your gender expression?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Gender Conforming (Cis)	312	57.0	76.3	76.3
	Gender Non-Conforming (Queer)	6	1.1	1.5	77.8
	Both	6	1.1	1.5	79.2
	Unknown	11	2.0	2.7	81.9
	Prefer Not To State	74	13.5	18.1	100.0
	Total	409	74.8	100.0	
Missing	System	138	25.2		
Total		547	100.0		

What is your sexual orientation? (Please mark all that apply) Straight/Heterosexual

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Straight/Heterosexual	299	54.7	100.0	100.0
Missing	System	248	45.3		
Total		547	100.0		

What is your sexual orientation? (Please mark all that apply) Queer

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Queer	14	2.6	100.0	100.0
Missing	System	533	97.4		
Total		547	100.0		

What is your sexual orientation? (Please mark all that apply) Gay

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Gay	11	2.0	100.0	100.0
Missing	System	536	98.0		
Total		547	100.0		

What is your sexual orientation? (Please mark all that apply) Lesbian

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Lesbian	14	2.6	100.0	100.0
Missing	System	533	97.4		
Total		547	100.0		

What is your sexual orientation? (Please mark all that apply) Bisexual

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bisexual	23	4.2	100.0	100.0
Missing	System	524	95.8		
Total		547	100.0		

What is your sexual orientation? (Please mark all that apply) Pansexual

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Pansexual	8	1.5	100.0	100.0
Missing	System	539	98.5		
Total		547	100.0		

What is your sexual orientation? (Please mark all that apply) Asexual

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Asexual	3	0.5	100.0	100.0
Missing	System	544	99.5		
Total		547	100.0		

What is your sexual orientation? (Please mark all that apply) Not Sure

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Sure	2	0.4	100.0	100.0
Missing	System	545	99.6		
Total		547	100.0		

What is your sexual orientation? (Please mark all that apply) Another Orientation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Another Orientation	2	0.4	100.0	100.0
Missing	System	545	99.6		
Total		547	100.0		

What is your sexual orientation? (Please mark all that apply) Prefer Not To State

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Prefer Not To State	65	11.9	100.0	100.0
Missing	System	482	88.1		
Total		547	100.0		

What is your race/ethnicity? (Please check all that apply) American Indian or Alaska Native

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	American Indian or Alaska Native	13	2.4	100.0	100.0
Missing	System	534	97.6		
Total		547	100.0		

What is your race/ethnicity? (Please check all that apply) Asian

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Asian	14	2.6	100.0	100.0
Missing	System	533	97.4		
Total		547	100.0		

What is your race/ethnicity? (Please check all that apply) Black or African American

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Black or African American	6	1.1	100.0	100.0
Missing	System	541	98.9		
Total		547	100.0		

What is your race/ethnicity? (Please check all that apply) Hispanic or Latinx

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Hispanic or Latinx	48	8.8	100.0	100.0
Missing	System	499	91.2		
Total		547	100.0		

What is your race/ethnicity? (Please check all that apply) Native Hawaiian or Other Pacific Islander

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Native Hawaiian or Other Pacific Islander	1	0.2	100.0	100.0
Missing	System	546	99.8		
Total		547	100.0		

What is your race/ethnicity? (Please check all that apply) White

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	White	287	52.5	100.0	100.0
Missing	System	260	47.5		
Total		547	100.0		

What is your race/ethnicity? (Please check all that apply) Two or More Races/Ethnicities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Two or More Races/Ethnicities	27	4.9	100.0	100.0
Missing	System	520	95.1		
Total		547	100.0		

What is your race/ethnicity? (Please check all that apply) Prefer Not To State

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Prefer Not To State	57	10.4	100.0	100.0
Missing	System	490	89.6		
Total		547	100.0		

What is your race/ethnicity? (Please check all that apply) Other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Other	10	1.8	100.0	100.0
Missing	System	537	98.2		
Total		547	100.0		

What is your race/ethnicity? (Please check all that apply) Tribal Affiliation (if applicable)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tribal Affiliation (if applicable)	5	0.9	100.0	100.0
Missing	System	542	99.1		
Total		547	100.0		

What is your age?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18 - 24	12	2.2	2.9	2.9
	25 - 34	62	11.3	14.9	17.7
	35 - 44	108	19.7	25.9	43.6
	45 - 54	107	19.6	25.7	69.3
	55 - 64	78	14.3	18.7	88.0
	65 or older	6	1.1	1.4	89.4
	Prefer Not To State	44	8.0	10.6	100.0
	Total	417	76.2	100.0	
Missing	System	130	23.8		
Total		547	100.0		

Do you have a disability that impacts your daily activity?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	52	9.5	12.4	12.4
	No	322	58.9	77.0	89.5
	Prefer Not To Say	44	8.0	10.5	100.0
	Total	418	76.4	100.0	
Missing	System	129	23.6		
Total		547	100.0		

Frequencies - Faculty Responses

Overall, how satisfied are you working at Chico State?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Satisfied	27	10.1	10.8	10.8
	Somewhat Satisfied	99	37.1	39.6	50.4
	Neither Satisfied nor Dissatisfied	17	6.4	6.8	57.2
	Somewhat Dissatisfied	63	23.6	25.2	82.4
	Very Dissatisfied	44	16.5	17.6	100.0
	Total	250	93.6	100.0	
Missing	System	17	6.4		
Total		267	100.0		

I am optimistic about the future of my career at Chico State.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	13	4.9	5.2	5.2
	Agree	68	25.5	27.2	32.4
	Neither Agree nor Disagree	56	21.0	22.4	54.8
	Disagree	63	23.6	25.2	80.0
	Strongly Disagree	47	17.6	18.8	98.8
	Not applicable/No Response	3	1.1	1.2	100.0
	Total	250	93.6	100.0	
Missing	System	17	6.4		
Total		267	100.0		

My department/unit has adequate staff.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	20	7.5	8.0	8.0
	Agree	66	24.7	26.5	34.5
	Neither Agree nor Disagree	32	12.0	12.9	47.4
	Disagree	68	25.5	27.3	74.7
	Strongly Disagree	62	23.2	24.9	99.6
	Not applicable/No Response	1	0.4	0.4	100.0
	Total	249	93.3	100.0	
Missing	System	18	6.7		
Total		267	100.0		

My department/unit has adequate faculty.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	16	6.0	6.4	6.4
	Agree	57	21.3	22.8	29.2
	Neither Agree nor Disagree	29	10.9	11.6	40.8
	Disagree	69	25.8	27.6	68.4
	Strongly Disagree	76	28.5	30.4	98.8
	Not applicable/No Response	3	1.1	1.2	100.0
	Total	250	93.6	100.0	
Missing	System	17	6.4		
Total		267	100.0		

I feel part of an effective team.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	34	12.7	13.6	13.6
	Agree	99	37.1	39.6	53.2
	Neither Agree nor Disagree	38	14.2	15.2	68.4
	Disagree	39	14.6	15.6	84.0
	Strongly Disagree	40	15.0	16.0	100.0
	Total	250	93.6	100.0	
	Missing	System	17	6.4	
Total		267	100.0		

My department/unit has adequate funding for operating expenses (OE), technology, and supplies.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	5	1.9	2.0	2.0
	Agree	40	15.0	16.0	18.0
	Neither Agree nor Disagree	42	15.7	16.8	34.8
	Disagree	76	28.5	30.4	65.2
	Strongly Disagree	81	30.3	32.4	97.6
	Not applicable/No Response	6	2.2	2.4	100.0
	Total	250	93.6	100.0	
Missing	System	17	6.4		
Total		267	100.0		

I would recommend Chico State as a place of employment.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	16	6.0	6.4	6.4
	Agree	55	20.6	22.1	28.5
	Neither Agree nor Disagree	69	25.8	27.7	56.2
	Disagree	61	22.8	24.5	80.7
	Strongly Disagree	48	18.0	19.3	100.0
	Total	249	93.3	100.0	
Missing	System	18	6.7		
Total		267	100.0		

There are opportunities for career advancement and/or promotion at Chico State.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	14	5.2	5.6	5.6
	Agree	77	28.8	30.8	36.4
	Neither Agree nor Disagree	54	20.2	21.6	58.0
	Disagree	49	18.4	19.6	77.6
	Strongly Disagree	48	18.0	19.2	96.8
	Not applicable/No Response	8	3.0	3.2	100.0
	Total	250	93.6	100.0	
Missing	System	17	6.4		
Total		267	100.0		

The faculty and staff, as a whole, have timely access to information necessary for faculty and staff to give input into decision-making.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	5	1.9	2.0	2.0
	Agree	41	15.4	16.5	18.5
	Neither Agree nor Disagree	63	23.6	25.3	43.8
	Disagree	66	24.7	26.5	70.3
	Strongly Disagree	71	26.6	28.5	98.8
	Not applicable/No Response	3	1.1	1.2	100.0
	Total	249	93.3	100.0	
Missing	System	18	6.7		
Total		267	100.0		

I feel Chico State is succeeding at prioritizing equity, diversity, and inclusion issues.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	20	7.5	8.0	8.0
	Agree	65	24.3	26.1	34.1
	Neither Agree nor Disagree	62	23.2	24.9	59.0
	Disagree	45	16.9	18.1	77.1
	Strongly Disagree	48	18.0	19.3	96.4
	Not applicable/No Response	9	3.4	3.6	100.0
	Total	249	93.3	100.0	
Missing	System	18	6.7		
Total		267	100.0		

During my employment at Chico State, I have received fair and equitable treatment.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	35	13.1	14.1	14.1
	Agree	79	29.6	31.7	45.8
	Neither Agree nor Disagree	39	14.6	15.7	61.4
	Disagree	66	24.7	26.5	88.0
	Strongly Disagree	30	11.2	12.0	100.0
	Total	249	93.3	100.0	
Missing	System	18	6.7		
Total		267	100.0		

A clear mission and vision are communicated by: - My Department/Unit

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	70	26.2	29.2	29.2
	Agree	84	31.5	35.0	64.2
	Neither Agree nor Disagree	34	12.7	14.2	78.3
	Disagree	29	10.9	12.1	90.4
	Strongly Disagree	21	7.9	8.8	99.2
	Not Applicable/No Response	2	0.7	0.8	100.0
	Total	240	89.9	100.0	
Missing	System	27	10.1		
Total		267	100.0		

A clear mission and vision are communicated by: - My College or Division

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	30	11.2	12.5	12.5
	Agree	98	36.7	40.8	53.3
	Neither Agree nor Disagree	54	20.2	22.5	75.8
	Disagree	33	12.4	13.8	89.6
	Strongly Disagree	20	7.5	8.3	97.9
	Not Applicable/No Response	5	1.9	2.1	100.0
	Total	240	89.9	100.0	
Missing	System	27	10.1		
Total		267	100.0		

A clear mission and vision are communicated by: - Cabinet Level Leadership

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	10	3.7	4.2	4.2
	Agree	31	11.6	12.9	17.1
	Neither Agree nor Disagree	58	21.7	24.2	41.3
	Disagree	68	25.5	28.3	69.6
	Strongly Disagree	57	21.3	23.8	93.3
	Not Applicable/No Response	16	6.0	6.7	100.0
	Total	240	89.9	100.0	
Missing	System	27	10.1		
Total		267	100.0		

I believe equity, diversity, and inclusion are valued by: - My Department/Unit

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	89	33.3	37.2	37.2
	Agree	77	28.8	32.2	69.5
	Neither Agree nor Disagree	33	12.4	13.8	83.3
	Disagree	15	5.6	6.3	89.5
	Strongly Disagree	17	6.4	7.1	96.7
	Not Applicable/No Response	8	3.0	3.3	100.0
	Total	239	89.5	100.0	
Missing	System	28	10.5		
Total		267	100.0		

I believe equity, diversity, and inclusion are valued by: - My College or Division

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	70	26.2	29.3	29.3
	Agree	80	30.0	33.5	62.8
	Neither Agree nor Disagree	36	13.5	15.1	77.8
	Disagree	25	9.4	10.5	88.3
	Strongly Disagree	13	4.9	5.4	93.7
	Not Applicable/No Response	15	5.6	6.3	100.0
	Total	239	89.5	100.0	
Missing	System	28	10.5		
Total		267	100.0		

I believe equity, diversity, and inclusion are valued by: - Cabinet Level Leadership

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	39	14.6	16.3	16.3
	Agree	59	22.1	24.7	41.0
	Neither Agree nor Disagree	53	19.9	22.2	63.2
	Disagree	35	13.1	14.6	77.8
	Strongly Disagree	32	12.0	13.4	91.2
	Not Applicable/No Response	21	7.9	8.8	100.0
	Total	239	89.5	100.0	
Missing	System	28	10.5		
Total		267	100.0		

I feel safe expressing my opinion without fear of consequences or retribution by: - My Department/Unit

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	72	27.0	30.0	30.0
	Agree	79	29.6	32.9	62.9
	Neither Agree nor Disagree	16	6.0	6.7	69.6
	Disagree	35	13.1	14.6	84.2
	Strongly Disagree	37	13.9	15.4	99.6
	Not Applicable/No Response	1	0.4	0.4	100.0
	Total	240	89.9	100.0	
Missing	System	27	10.1		
Total		267	100.0		

I feel safe expressing my opinion without fear of consequences or retribution by: - My College or Division

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	43	16.1	18.0	18.0
	Agree	66	24.7	27.6	45.6
	Neither Agree nor Disagree	40	15.0	16.7	62.3
	Disagree	44	16.5	18.4	80.8
	Strongly Disagree	40	15.0	16.7	97.5
	Not Applicable/No Response	6	2.2	2.5	100.0
	Total	239	89.5	100.0	
Missing	System	28	10.5		
Total		267	100.0		

I feel safe expressing my opinion without fear of consequences or retribution by: - Cabinet Level Leadership

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	15	5.6	6.3	6.3
	Agree	28	10.5	11.7	18.0
	Neither Agree nor Disagree	67	25.1	28.0	46.0
	Disagree	48	18.0	20.1	66.1
	Strongly Disagree	61	22.8	25.5	91.6
	Not Applicable/No Response	20	7.5	8.4	100.0
	Total	239	89.5	100.0	
Missing	System	28	10.5		
Total		267	100.0		

New policies and procedures are communicated in a timely manner by: - My Department/Unit

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	64	24.0	26.8	26.8
	Agree	102	38.2	42.7	69.5
	Neither Agree nor Disagree	27	10.1	11.3	80.8
	Disagree	29	10.9	12.1	92.9
	Strongly Disagree	15	5.6	6.3	99.2
	Not Applicable/No Response	2	0.7	0.8	100.0
	Total	239	89.5	100.0	
Missing	System	28	10.5		
Total		267	100.0		

New policies and procedures are communicated in a timely manner by: - My College or Division

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	43	16.1	18.0	18.0
	Agree	85	31.8	35.6	53.6
	Neither Agree nor Disagree	50	18.7	20.9	74.5
	Disagree	36	13.5	15.1	89.5
	Strongly Disagree	19	7.1	7.9	97.5
	Not Applicable/No Response	6	2.2	2.5	100.0
	Total	239	89.5	100.0	
Missing	System	28	10.5		
Total		267	100.0		

New policies and procedures are communicated in a timely manner by: - Cabinet Level Leadership

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	17	6.4	7.1	7.1
	Agree	34	12.7	14.3	21.4
	Neither Agree nor Disagree	71	26.6	29.8	51.3
	Disagree	63	23.6	26.5	77.7
	Strongly Disagree	40	15.0	16.8	94.5
	Not Applicable/No Response	13	4.9	5.5	100.0
	Total	238	89.1	100.0	
Missing	System	29	10.9		
Total		267	100.0		

Policies and procedures are followed by: - My Department/Unit

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	70	26.2	29.3	29.3
	Agree	103	38.6	43.1	72.4
	Neither Agree nor Disagree	29	10.9	12.1	84.5
	Disagree	12	4.5	5.0	89.5
	Strongly Disagree	19	7.1	7.9	97.5
	Not Applicable/No Response	6	2.2	2.5	100.0
	Total	239	89.5	100.0	
Missing	System	28	10.5		
Total		267	100.0		

Policies and procedures are followed by: - My College or Division

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	55	20.6	23.1	23.1
	Agree	91	34.1	38.2	61.3
	Neither Agree nor Disagree	49	18.4	20.6	81.9
	Disagree	13	4.9	5.5	87.4
	Strongly Disagree	20	7.5	8.4	95.8
	Not Applicable/No Response	10	3.7	4.2	100.0
	Total	238	89.1	100.0	
Missing	System	29	10.9		
Total		267	100.0		

Policies and procedures are followed by: - Cabinet Level Leadership

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	16	6.0	6.8	6.8
	Agree	38	14.2	16.0	22.8
	Neither Agree nor Disagree	68	25.5	28.7	51.5
	Disagree	36	13.5	15.2	66.7
	Strongly Disagree	56	21.0	23.6	90.3
	Not Applicable/No Response	23	8.6	9.7	100.0
	Total	237	88.8	100.0	
Missing	System	30	11.2		
Total		267	100.0		

In the next three years, how likely are you to leave Chico State, excluding retirement?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Likely	52	19.5	21.7	21.7
	Somewhat Likely	58	21.7	24.2	45.8
	Neither Likely nor Unlikely	30	11.2	12.5	58.3
	Somewhat Unlikely	29	10.9	12.1	70.4
	Very Unlikely	57	21.3	23.8	94.2
	Not Applicable/No Response	14	5.2	5.8	100.0
	Total	240	89.9	100.0	
Missing	System	27	10.1		
Total		267	100.0		

I have been provided with growth and learning opportunities.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	29	10.9	12.2	12.2
	Agree	114	42.7	47.9	60.1
	Neither Agree nor Disagree	38	14.2	16.0	76.1
	Disagree	36	13.5	15.1	91.2
	Strongly Disagree	21	7.9	8.8	100.0
	Total	238	89.1	100.0	
Missing	System	29	10.9		
Total		267	100.0		

My department/unit adequately supports professional development.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	24	9.0	10.1	10.1
	Agree	72	27.0	30.3	40.3
	Neither Agree nor Disagree	43	16.1	18.1	58.4
	Disagree	62	23.2	26.1	84.5
	Strongly Disagree	37	13.9	15.5	100.0
	Total	238	89.1	100.0	
Missing	System	29	10.9		
Total		267	100.0		

How satisfied are you with the support you receive to effectively teach our diverse student population?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Satisfied	35	13.1	14.7	14.7
	Somewhat Satisfied	72	27.0	30.3	45.0
	Neither Satisfied nor Dissatisfied	45	16.9	18.9	63.9
	Somewhat Dissatisfied	49	18.4	20.6	84.5
	Very Dissatisfied	32	12.0	13.4	97.9
	Not Applicable/No Response	5	1.9	2.1	100.0
	Total	238	89.1	100.0	
Missing	System	29	10.9		
Total		267	100.0		

How satisfied are you with the support you receive from offices that support instruction on campus?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Satisfied	57	21.3	23.9	23.9
	Somewhat Satisfied	88	33.0	37.0	60.9
	Neither Satisfied nor Dissatisfied	31	11.6	13.0	73.9
	Somewhat Dissatisfied	35	13.1	14.7	88.7
	Very Dissatisfied	19	7.1	8.0	96.6
	Not Applicable/No Response	8	3.0	3.4	100.0
	Total		238	89.1	100.0
Missing	System	29	10.9		
Total		267	100.0		

How satisfied are you with the process used to determine modes of instruction for your classes?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Satisfied	40	15.0	16.8	16.8
	Somewhat Satisfied	69	25.8	29.0	45.8
	Neither Satisfied nor Dissatisfied	49	18.4	20.6	66.4
	Somewhat Dissatisfied	37	13.9	15.5	81.9
	Very Dissatisfied	24	9.0	10.1	92.0
	Not Applicable/No Response	19	7.1	8.0	100.0
	Total		238	89.1	100.0
Missing	System	29	10.9		
Total		267	100.0		

How satisfied are you with the support you receive for implementing the Seven Principles of Good Practice in Undergraduate Education?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Satisfied	9	3.4	3.8	3.8
	Somewhat Satisfied	55	20.6	23.1	26.9
	Neither Satisfied nor Dissatisfied	63	23.6	26.5	53.4
	Somewhat Dissatisfied	45	16.9	18.9	72.3
	Very Dissatisfied	28	10.5	11.8	84.0
	Not Applicable/No Response	38	14.2	16.0	100.0
	Total		238	89.1	100.0
Missing	System	29	10.9		
Total		267	100.0		

The criteria for retention, range elevation, tenure, and promotion are clearly communicated.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	32	12.0	13.4	13.4
	Agree	82	30.7	34.3	47.7
	Neither Agree nor Disagree	32	12.0	13.4	61.1
	Disagree	48	18.0	20.1	81.2
	Strongly Disagree	40	15.0	16.7	97.9
	Not applicable/No Response	5	1.9	2.1	100.0
	Total	239	89.5	100.0	
Missing	System	28	10.5		
Total		267	100.0		

Research and creative activities are encouraged at Chico State.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	20	7.5	8.4	8.4
	Agree	66	24.7	27.6	36.0
	Neither Agree nor Disagree	47	17.6	19.7	55.6
	Disagree	58	21.7	24.3	79.9
	Strongly Disagree	38	14.2	15.9	95.8
	Not applicable/No Response	10	3.7	4.2	100.0
	Total	239	89.5	100.0	
Missing	System	28	10.5		
Total		267	100.0		

There is sufficient funding to conduct research and creative activities.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	1	0.4	0.4	0.4
	Agree	10	3.7	4.2	4.6
	Neither Agree nor Disagree	23	8.6	9.6	14.2
	Disagree	69	25.8	28.9	43.1
	Strongly Disagree	118	44.2	49.4	92.5
	Not applicable/No Response	18	6.7	7.5	100.0
	Total	239	89.5	100.0	
Missing	System	28	10.5		
Total		267	100.0		

My workload allows me to perform effective research and creative activities.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	1	0.4	0.4	0.4
	Agree	13	4.9	5.4	5.9
	Neither Agree nor Disagree	16	6.0	6.7	12.6
	Disagree	48	18.0	20.1	32.6
	Strongly Disagree	144	53.9	60.3	92.9
	Not applicable/No Response	17	6.4	7.1	100.0
	Total	239	89.5	100.0	
Missing	System	28	10.5		
Total		267	100.0		

My salary is in line with my job duties and workload.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	5	1.9	2.1	2.1
	Agree	41	15.4	17.2	19.3
	Neither Agree nor Disagree	29	10.9	12.2	31.5
	Disagree	69	25.8	29.0	60.5
	Strongly Disagree	93	34.8	39.1	99.6
	Not applicable/No Response	1	0.4	0.4	100.0
	Total	238	89.1	100.0	
Missing	System	29	10.9		
Total		267	100.0		

There are fair and equitable opportunities for salary increases.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	1	0.4	0.4	0.4
	Agree	24	9.0	10.1	10.5
	Neither Agree nor Disagree	29	10.9	12.2	22.8
	Disagree	89	33.3	37.6	60.3
	Strongly Disagree	87	32.6	36.7	97.0
	Not applicable/No Response	7	2.6	3.0	100.0
	Total	237	88.8	100.0	
Missing	System	30	11.2		
Total		267	100.0		

Chico State offers a competitive salary compared to other employment opportunities.

	Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	Strongly Agree	2	0.7	0.8	0.8
	Agree	25	9.4	10.5	11.4
	Neither Agree nor Disagree	34	12.7	14.3	25.7
	Disagree	68	25.5	28.7	54.4
	Strongly Disagree	105	39.3	44.3	98.7
	Not applicable/No Response	3	1.1	1.3	100.0
	Total	237	88.8	100.0	
Missing	System	30	11.2		
Total		267	100.0		

Chico State offers a competitive benefits package compared to other employment opportunities.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	51	19.1	21.4	21.4
	Agree	120	44.9	50.4	71.8
	Neither Agree nor Disagree	33	12.4	13.9	85.7
	Disagree	16	6.0	6.7	92.4
	Strongly Disagree	11	4.1	4.6	97.1
	Not applicable/No Response	7	2.6	2.9	100.0
	Total	238	89.1	100.0	
Missing	System	29	10.9		
Total		267	100.0		

I am satisfied with the availability of campus parking.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	6	2.2	2.5	2.5
	Agree	37	13.9	15.6	18.1
	Neither Agree nor Disagree	36	13.5	15.2	33.3
	Disagree	68	25.5	28.7	62.0
	Strongly Disagree	46	17.2	19.4	81.4
	Not applicable/No Response	44	16.5	18.6	100.0
	Total	237	88.8	100.0	
Missing	System	30	11.2		
Total		267	100.0		

I am satisfied with the physical maintenance of facilities.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	21	7.9	8.8	8.8
	Agree	82	30.7	34.5	43.3

	Neither Agree nor Disagree	53	19.9	22.3	65.5
	Disagree	46	17.2	19.3	84.9
	Strongly Disagree	33	12.4	13.9	98.7
	Not applicable/No Response	3	1.1	1.3	100.0
	Total	238	89.1	100.0	
Missing	System	29	10.9		
Total		267	100.0		

I am satisfied with the process of space allocation and use across campus.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	5	1.9	2.1	2.1
	Agree	53	19.9	22.3	24.4
	Neither Agree nor Disagree	81	30.3	34.0	58.4
	Disagree	52	19.5	21.8	80.3
	Strongly Disagree	32	12.0	13.4	93.7
	Not applicable/No Response	15	5.6	6.3	100.0
	Total	238	89.1	100.0	
Missing	System	29	10.9		
Total		267	100.0		

I am satisfied with my ability to access facilities across campus.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	16	6.0	6.7	6.7
	Agree	113	42.3	47.5	54.2
	Neither Agree nor Disagree	59	22.1	24.8	79.0
	Disagree	22	8.2	9.2	88.2
	Strongly Disagree	14	5.2	5.9	94.1
	Not applicable/No Response	14	5.2	5.9	100.0
	Total	238	89.1	100.0	
Missing	System	29	10.9		
Total		267	100.0		

I feel safe as a pedestrian on campus with bikes, skate boards, scooters, etc.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	33	12.4	13.9	13.9
	Agree	111	41.6	46.6	60.5
	Neither Agree nor Disagree	35	13.1	14.7	75.2
	Disagree	27	10.1	11.3	86.6
	Strongly Disagree	24	9.0	10.1	96.6
	Not applicable/No Response	8	3.0	3.4	100.0
	Total	238	89.1	100.0	
Missing	System	29	10.9		
Total		267	100.0		

I feel safe and in control as a rider on the bike path.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	27	10.1	11.3	11.3
	Agree	67	25.1	28.2	39.5
	Neither Agree nor Disagree	20	7.5	8.4	47.9
	Disagree	8	3.0	3.4	51.3
	Strongly Disagree	9	3.4	3.8	55.0
	Not applicable/No Response	107	40.1	45.0	100.0
	Total	238	89.1	100.0	
Missing	System	29	10.9		
Total		267	100.0		

I feel that my bike is secure when locked on campus racks.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	3	1.1	1.3	1.3
	Agree	17	6.4	7.1	8.4
	Neither Agree nor Disagree	31	11.6	13.0	21.4
	Disagree	44	16.5	18.5	39.9
	Strongly Disagree	52	19.5	21.8	61.8
	Not applicable/No Response	91	34.1	38.2	100.0
	Total	238	89.1	100.0	
Missing	System	29	10.9		
Total		267	100.0		

In general, how often does your work cause you stress? - While at work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Frequently	79	29.6	33.6	33.6
	Frequently	88	33.0	37.4	71.1
	Occasionally	43	16.1	18.3	89.4
	Infrequently	14	5.2	6.0	95.3
	Very Infrequently	10	3.7	4.3	99.6
	Not Applicable/No Response	1	0.4	0.4	100.0
	Total	235	88.0	100.0	
Missing	System	32	12.0		
Total		267	100.0		

In general, how often does your work cause you stress? - Away from work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Frequently	59	22.1	25.3	25.3
	Frequently	95	35.6	40.8	66.1
	Occasionally	52	19.5	22.3	88.4
	Infrequently	14	5.2	6.0	94.4
	Very Infrequently	11	4.1	4.7	99.1
	Not Applicable/No Response	2	0.7	0.9	100.0
	Total	233	87.3	100.0	
Missing	System	34	12.7		
Total		267	100.0		

In general, how would you rate the level of your job stress? - While at work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Extreme	42	15.7	17.7	17.7
	High	93	34.8	39.2	57.0
	Moderate	75	28.1	31.6	88.6
	Mild	16	6.0	6.8	95.4
	Minimal	10	3.7	4.2	99.6
	Not Applicable/No Response	1	0.4	0.4	100.0
	Total	237	88.8	100.0	
Missing	System	30	11.2		
Total		267	100.0		

In general, how would you rate the level of your job stress? - Away from work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Extreme	25	9.4	10.6	10.6
	High	93	34.8	39.6	50.2
	Moderate	70	26.2	29.8	80.0
	Mild	29	10.9	12.3	92.3
	Minimal	16	6.0	6.8	99.1
	Not Applicable/No Response	2	0.7	0.9	100.0
	Total	235	88.0	100.0	
Missing	System	32	12.0		
Total		267	100.0		

I feel excluded from an informal network in my department/unit.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	34	12.7	14.3	14.3
	Agree	48	18.0	20.2	34.5
	Neither Agree nor Disagree	34	12.7	14.3	48.7
	Disagree	64	24.0	26.9	75.6
	Strongly Disagree	51	19.1	21.4	97.1
	Not applicable/No Response	7	2.6	2.9	100.0
	Total	238	89.1	100.0	
Missing	System	29	10.9		
Total		267	100.0		

I have to work harder than some of my colleagues to be taken seriously.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	49	18.4	20.6	20.6
	Agree	57	21.3	23.9	44.5
	Neither Agree nor Disagree	47	17.6	19.7	64.3
	Disagree	43	16.1	18.1	82.4
	Strongly Disagree	31	11.6	13.0	95.4
	Not applicable/No Response	11	4.1	4.6	100.0
	Total	238	89.1	100.0	
Missing	System	29	10.9		
Total		267	100.0		

The University appropriately responds to the emotional and physical needs of the campus community.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	8	3.0	3.4	3.4
	Agree	19	7.1	8.0	11.3
	Neither Agree nor Disagree	32	12.0	13.4	24.8
	Disagree	67	25.1	28.2	52.9
	Strongly Disagree	103	38.6	43.3	96.2
	Not applicable/No Response	9	3.4	3.8	100.0
	Total	238	89.1	100.0	
Missing	System	29	10.9		
Total		267	100.0		

I feel safe on campus. - During the day

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	59	22.1	24.8	24.8
	Agree	108	40.4	45.4	70.2
	Neither Agree nor Disagree	26	9.7	10.9	81.1
	Disagree	26	9.7	10.9	92.0
	Strongly Disagree	16	6.0	6.7	98.7
	Not Applicable/No Reponse	3	1.1	1.3	100.0
	Total	238	89.1	100.0	
Missing	System	29	10.9		
Total		267	100.0		

I feel safe on campus. - During the night

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	16	6.0	6.7	6.7
	Agree	49	18.4	20.6	27.3
	Neither Agree nor Disagree	42	15.7	17.6	45.0
	Disagree	71	26.6	29.8	74.8
	Strongly Disagree	39	14.6	16.4	91.2
	Not Applicable/No Reponse	21	7.9	8.8	100.0
	Total	238	89.1	100.0	
Missing	System	29	10.9		
Total		267	100.0		

I feel safe on campus. - On the weekends

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	27	10.1	11.3	11.3
	Agree	81	30.3	34.0	45.4
	Neither Agree nor Disagree	55	20.6	23.1	68.5
	Disagree	30	11.2	12.6	81.1
	Strongly Disagree	23	8.6	9.7	90.8
	Not Applicable/No Reponse	22	8.2	9.2	100.0
	Total	238	89.1	100.0	
Missing	System	29	10.9		
Total		267	100.0		

The following contribute to my feeling safe on campus. - Campus Lighting

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	61	22.8	25.6	25.6
	Agree	114	42.7	47.9	73.5
	Neither Agree nor Disagree	29	10.9	12.2	85.7
	Disagree	18	6.7	7.6	93.3
	Strongly Disagree	4	1.5	1.7	95.0
	Not Applicable/No Reponse	12	4.5	5.0	100.0
	Total	238	89.1	100.0	
Missing	System	29	10.9		
Total		267	100.0		

The following contribute to my feeling safe on campus. - Blue Light Phones

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	36	13.5	15.1	15.1
	Agree	94	35.2	39.5	54.6
	Neither Agree nor Disagree	59	22.1	24.8	79.4
	Disagree	20	7.5	8.4	87.8
	Strongly Disagree	10	3.7	4.2	92.0
	Not Applicable/No Reponse	19	7.1	8.0	100.0
	Total	238	89.1	100.0	
Missing	System	29	10.9		
Total		267	100.0		

The following contribute to my feeling safe on campus. - Grounds Maintenance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	42	15.7	17.6	17.6
	Agree	111	41.6	46.6	64.3
	Neither Agree nor Disagree	58	21.7	24.4	88.7
	Disagree	10	3.7	4.2	92.9
	Strongly Disagree	4	1.5	1.7	94.5
	Not Applicable/No Reponse	13	4.9	5.5	100.0
	Total	238	89.1	100.0	
Missing	System	29	10.9		
Total		267	100.0		

The following contribute to my feeling safe on campus. - University Police Presence

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	38	14.2	16.0	16.0
	Agree	60	22.5	25.2	41.2
	Neither Agree nor Disagree	62	23.2	26.1	67.2
	Disagree	34	12.7	14.3	81.5
	Strongly Disagree	34	12.7	14.3	95.8
	Not Applicable/No Reponse	10	3.7	4.2	100.0
	Total	238	89.1	100.0	
Missing	System	29	10.9		
Total		267	100.0		

The following contribute to my feeling safe on campus. - Building Security

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	45	16.9	18.9	18.9
	Agree	83	31.1	34.9	53.8
	Neither Agree nor Disagree	43	16.1	18.1	71.8
	Disagree	31	11.6	13.0	84.9
	Strongly Disagree	24	9.0	10.1	95.0
	Not Applicable/No Reponse	12	4.5	5.0	100.0
	Total	238	89.1	100.0	
Missing	System	29	10.9		
Total		267	100.0		

The following contribute to my feeling safe on campus. - Emergency/Safety Protocols

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	23	8.6	9.7	9.7
	Agree	52	19.5	21.8	31.5
	Neither Agree nor Disagree	57	21.3	23.9	55.5
	Disagree	40	15.0	16.8	72.3
	Strongly Disagree	49	18.4	20.6	92.9
	Not Applicable/No Reponse	17	6.4	7.1	100.0
	Total	238	89.1	100.0	
Missing	System	29	10.9		
Total		267	100.0		

I consistently feel appreciated by my faculty colleagues.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	27	10.1	11.5	11.5
	Agree	99	37.1	42.1	53.6
	Neither Agree nor Disagree	39	14.6	16.6	70.2
	Disagree	34	12.7	14.5	84.7
	Strongly Disagree	35	13.1	14.9	99.6
	Not applicable/No Response	1	0.4	0.4	100.0
	Total	235	88.0	100.0	
Missing	System	32	12.0		
Total		267	100.0		

I consistently feel appreciated by my staff colleagues.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	47	17.6	20.0	20.0
	Agree	113	42.3	48.1	68.1
	Neither Agree nor Disagree	33	12.4	14.0	82.1
	Disagree	26	9.7	11.1	93.2
	Strongly Disagree	12	4.5	5.1	98.3
	Not applicable/No Response	4	1.5	1.7	100.0
	Total	235	88.0	100.0	
Missing	System	32	12.0		
Total		267	100.0		

Which statement best describes your sense of belonging at Chico State?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	I feel like I do not belong in most situations at Chico State	31	11.6	13.2	13.2
	I feel like I belong rarely and with only a small group of others	81	30.3	34.6	47.9
	I feel like I belong most of the time	96	36.0	41.0	88.9
	I have a strong sense of belonging	26	9.7	11.1	100.0
	Total	234	87.6	100.0	
Missing	System	33	12.4		
Total		267	100.0		

Which statement best describes your sense of belonging in your present work environment?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	I feel like I do not belong in most situations in my present work environment	24	9.0	10.3	10.3
	I feel like I belong rarely and with only a small group of others	82	30.7	35.0	45.3
	I feel like I belong most of the time	82	30.7	35.0	80.3
	I have a strong sense of belonging	46	17.2	19.7	100.0
	Total	234	87.6	100.0	
Missing	System	33	12.4		
Total		267	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my: - Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	70	26.2	29.7	29.7
	Agree	76	28.5	32.2	61.9
	Neither Agree nor Disagree	35	13.1	14.8	76.7
	Disagree	31	11.6	13.1	89.8
	Strongly Disagree	16	6.0	6.8	96.6
	Not Applicable/No Reponse	8	3.0	3.4	100.0
	Total	236	88.4	100.0	
Missing	System	31	11.6		
Total		267	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my: - Country of Birth

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	81	30.3	34.5	34.5
	Agree	78	29.2	33.2	67.7
	Neither Agree nor Disagree	36	13.5	15.3	83.0
	Disagree	8	3.0	3.4	86.4
	Strongly Disagree	6	2.2	2.6	88.9
	Not Applicable/No Reponse	26	9.7	11.1	100.0
	Total	235	88.0	100.0	
Missing	System	32	12.0		
Total		267	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my: - Disability

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	31	11.6	13.2	13.2
	Agree	25	9.4	10.7	23.9
	Neither Agree nor Disagree	31	11.6	13.2	37.2
	Disagree	5	1.9	2.1	39.3
	Strongly Disagree	9	3.4	3.8	43.2
	Not Applicable/No Reponse	133	49.8	56.8	100.0
	Total	234	87.6	100.0	
Missing	System	33	12.4		
Total		267	100.0		

**In my work environment, I have been treated in an equal manner to other employees regardless of my: -
Economic Status**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	59	22.1	25.2	25.2
	Agree	71	26.6	30.3	55.6
	Neither Agree nor Disagree	43	16.1	18.4	73.9
	Disagree	13	4.9	5.6	79.5
	Strongly Disagree	5	1.9	2.1	81.6
	Not Applicable/No Reponse	43	16.1	18.4	100.0
	Total	234	87.6	100.0	
Missing	System	33	12.4		
Total		267	100.0		

**In my work environment, I have been treated in an equal manner to other employees regardless of my: -
Faith/Religion**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	48	18.0	20.5	20.5
	Agree	49	18.4	20.9	41.5
	Neither Agree nor Disagree	44	16.5	18.8	60.3
	Disagree	15	5.6	6.4	66.7
	Strongly Disagree	7	2.6	3.0	69.7
	Not Applicable/No Reponse	71	26.6	30.3	100.0
	Total	234	87.6	100.0	
Missing	System	33	12.4		
Total		267	100.0		

**In my work environment, I have been treated in an equal manner to other employees regardless of my: -
Family Responsibilities**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	54	20.2	23.1	23.1
	Agree	58	21.7	24.8	47.9
	Neither Agree nor Disagree	35	13.1	15.0	62.8
	Disagree	33	12.4	14.1	76.9
	Strongly Disagree	20	7.5	8.5	85.5
	Not Applicable/No Reponse	34	12.7	14.5	100.0
	Total	234	87.6	100.0	
Missing	System	33	12.4		
Total		267	100.0		

**In my work environment, I have been treated in an equal manner to other employees regardless of my: -
Gender**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	57	21.3	24.4	24.4
	Agree	65	24.3	27.8	52.1
	Neither Agree nor Disagree	29	10.9	12.4	64.5
	Disagree	38	14.2	16.2	80.8
	Strongly Disagree	31	11.6	13.2	94.0
	Not Applicable/No Reponse	14	5.2	6.0	100.0
	Total	234	87.6	100.0	
Missing	System	33	12.4		
Total		267	100.0		

**In my work environment, I have been treated in an equal manner to other employees regardless of my: -
Political Orientation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	47	17.6	20.1	20.1
	Agree	76	28.5	32.5	52.6
	Neither Agree nor Disagree	42	15.7	17.9	70.5
	Disagree	21	7.9	9.0	79.5
	Strongly Disagree	16	6.0	6.8	86.3
	Not Applicable/No Reponse	32	12.0	13.7	100.0
	Total	234	87.6	100.0	
Missing	System	33	12.4		
Total		267	100.0		

**In my work environment, I have been treated in an equal manner to other employees regardless of my: -
Race/Ethnicity**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	58	21.7	24.7	24.7
	Agree	68	25.5	28.9	53.6
	Neither Agree nor Disagree	42	15.7	17.9	71.5
	Disagree	17	6.4	7.2	78.7
	Strongly Disagree	18	6.7	7.7	86.4
	Not Applicable/No Reponse	32	12.0	13.6	100.0
	Total	235	88.0	100.0	
Missing	System	32	12.0		
Total		267	100.0		

**In my work environment, I have been treated in an equal manner to other employees regardless of my: -
Sexual Orientation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	56	21.0	24.0	24.0
	Agree	68	25.5	29.2	53.2
	Neither Agree nor Disagree	46	17.2	19.7	73.0
	Disagree	6	2.2	2.6	75.5
	Strongly Disagree	1	0.4	0.4	76.0
	Not Applicable/No Reponse	56	21.0	24.0	100.0
	Total	233	87.3	100.0	
Missing	System	34	12.7		
Total		267	100.0		

**In my work environment, I have been treated in an equal manner to other employees regardless of my: -
Status as a Veteran**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	19	7.1	8.1	8.1
	Agree	9	3.4	3.8	11.9
	Neither Agree nor Disagree	25	9.4	10.6	22.6
	Disagree	2	0.7	0.9	23.4
	Not Applicable/No Reponse	180	67.4	76.6	100.0
	Total	235	88.0	100.0	
Missing	System	32	12.0		
Total		267	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my: - Other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	15	5.6	7.5	7.5
	Agree	5	1.9	2.5	10.1
	Neither Agree nor Disagree	18	6.7	9.0	19.1
	Disagree	5	1.9	2.5	21.6
	Strongly Disagree	10	3.7	5.0	26.6
	Not Applicable/No Reponse	146	54.7	73.4	100.0
	Total	199	74.5	100.0	
Missing	System	68	25.5		
Total		267	100.0		

In my work environment, I have witnessed others being treated in an unequal manner due to their: - Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	23	8.6	10.0	10.0
	Agree	48	18.0	20.9	30.9
	Neither Agree nor Disagree	36	13.5	15.7	46.5
	Disagree	47	17.6	20.4	67.0
	Strongly Disagree	45	16.9	19.6	86.5
	Not Applicable/No Reponse	31	11.6	13.5	100.0
	Total	230	86.1	100.0	
Missing	System	37	13.9		
Total		267	100.0		

In my work environment, I have witnessed others being treated in an unequal manner due to their: - Country of Birth

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	20	7.5	8.7	8.7
	Agree	38	14.2	16.5	25.2
	Neither Agree nor Disagree	36	13.5	15.7	40.9
	Disagree	50	18.7	21.7	62.6
	Strongly Disagree	50	18.7	21.7	84.3
	Not Applicable/No Reponse	36	13.5	15.7	100.0
	Total	230	86.1	100.0	
Missing	System	37	13.9		
Total		267	100.0		

In my work environment, I have witnessed others being treated in an unequal manner due to their: - Disability

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	16	6.0	7.0	7.0
	Agree	33	12.4	14.4	21.4
	Neither Agree nor Disagree	40	15.0	17.5	38.9
	Disagree	45	16.9	19.7	58.5
	Strongly Disagree	43	16.1	18.8	77.3
	Not Applicable/No Reponse	52	19.5	22.7	100.0
	Total	229	85.8	100.0	
Missing	System	38	14.2		
Total		267	100.0		

In my work environment, I have witnessed others being treated in an unequal manner due to their: - Economic Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	8	3.0	3.5	3.5
	Agree	17	6.4	7.5	11.0
	Neither Agree nor Disagree	55	20.6	24.1	35.1
	Disagree	49	18.4	21.5	56.6
	Strongly Disagree	52	19.5	22.8	79.4
	Not Applicable/No Reponse	47	17.6	20.6	100.0
	Total	228	85.4	100.0	
Missing	System	39	14.6		
Total		267	100.0		

In my work environment, I have witnessed others being treated in an unequal manner due to their: - Faith/Religion

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	13	4.9	5.7	5.7
	Agree	24	9.0	10.5	16.2
	Neither Agree nor Disagree	42	15.7	18.4	34.6
	Disagree	50	18.7	21.9	56.6
	Strongly Disagree	50	18.7	21.9	78.5
	Not Applicable/No Reponse	49	18.4	21.5	100.0
	Total	228	85.4	100.0	
Missing	System	39	14.6		
Total		267	100.0		

In my work environment, I have witnessed others being treated in an unequal manner due to their: - Family Responsibilities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	27	10.1	11.7	11.7
	Agree	51	19.1	22.1	33.8
	Neither Agree nor Disagree	31	11.6	13.4	47.2
	Disagree	40	15.0	17.3	64.5
	Strongly Disagree	46	17.2	19.9	84.4
	Not Applicable/No Reponse	36	13.5	15.6	100.0
	Total	231	86.5	100.0	
Missing	System	36	13.5		
Total		267	100.0		

In my work environment, I have witnessed others being treated in an unequal manner due to their: - Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	46	17.2	19.9	19.9
	Agree	58	21.7	25.1	45.0
	Neither Agree nor Disagree	25	9.4	10.8	55.8
	Disagree	33	12.4	14.3	70.1
	Strongly Disagree	43	16.1	18.6	88.7
	Not Applicable/No Reponse	26	9.7	11.3	100.0
	Total	231	86.5	100.0	
Missing	System	36	13.5		
Total		267	100.0		

In my work environment, I have witnessed others being treated in an unequal manner due to their: - Political Orientation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	24	9.0	10.5	10.5
	Agree	34	12.7	14.9	25.4
	Neither Agree nor Disagree	47	17.6	20.6	46.1
	Disagree	45	16.9	19.7	65.8
	Strongly Disagree	37	13.9	16.2	82.0
	Not Applicable/No Reponse	41	15.4	18.0	100.0
	Total	228	85.4	100.0	
Missing	System	39	14.6		
Total		267	100.0		

In my work environment, I have witnessed others being treated in an unequal manner due to their: - Race/Ethnicity

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	41	15.4	17.7	17.7
	Agree	46	17.2	19.8	37.5
	Neither Agree nor Disagree	31	11.6	13.4	50.9
	Disagree	46	17.2	19.8	70.7
	Strongly Disagree	41	15.4	17.7	88.4
	Not Applicable/No Reponse	27	10.1	11.6	100.0
	Total	232	86.9	100.0	
Missing	System	35	13.1		
Total		267	100.0		

In my work environment, I have witnessed others being treated in an unequal manner due to their: - Sexual Orientation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	11	4.1	4.8	4.8
	Agree	24	9.0	10.5	15.3
	Neither Agree nor Disagree	41	15.4	17.9	33.2
	Disagree	54	20.2	23.6	56.8
	Strongly Disagree	53	19.9	23.1	79.9
	Not Applicable/No Reponse	46	17.2	20.1	100.0
	Total	229	85.8	100.0	
Missing	System	38	14.2		
Total		267	100.0		

In my work environment, I have witnessed others being treated in an unequal manner due to their: - Status as a Veteran

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	5	1.9	2.2	2.2
	Agree	6	2.2	2.6	4.8
	Neither Agree nor Disagree	45	16.9	19.7	24.5
	Disagree	38	14.2	16.6	41.0
	Strongly Disagree	42	15.7	18.3	59.4
	Not Applicable/No Reponse	93	34.8	40.6	100.0
	Total	229	85.8	100.0	
Missing	System	38	14.2		
Total		267	100.0		

In my work environment, I have witnessed others being treated in an unequal manner due to their: - Other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	12	4.5	6.0	6.0
	Agree	7	2.6	3.5	9.5
	Neither Agree nor Disagree	26	9.7	13.1	22.6
	Disagree	12	4.5	6.0	28.6
	Strongly Disagree	16	6.0	8.0	36.7
	Not Applicable/No Reponse	126	47.2	63.3	100.0
	Total	199	74.5	100.0	
Missing	System	68	25.5		
Total		267	100.0		

My team mostly operated effectively during the crises we have faced in the past five years.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	45	16.9	19.1	19.1
	Agree	100	37.5	42.6	61.7
	Neither Agree nor Disagree	35	13.1	14.9	76.6
	Disagree	26	9.7	11.1	87.7
	Strongly Disagree	16	6.0	6.8	94.5
	Not applicable/No Response	13	4.9	5.5	100.0
	Total	235	88.0	100.0	
Missing	System	32	12.0		
Total		267	100.0		

The University responded appropriately to the Camp Fire.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	31	11.6	13.2	13.2
	Agree	107	40.1	45.7	59.0
	Neither Agree nor Disagree	31	11.6	13.2	72.2
	Disagree	18	6.7	7.7	79.9
	Strongly Disagree	11	4.1	4.7	84.6
	Not applicable/No Response	36	13.5	15.4	100.0
	Total	234	87.6	100.0	
Missing	System	33	12.4		
Total		267	100.0		

The University communicated effectively during the Camp Fire.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	33	12.4	14.1	14.1
	Agree	107	40.1	45.7	59.8
	Neither Agree nor Disagree	31	11.6	13.2	73.1
	Disagree	16	6.0	6.8	79.9
	Strongly Disagree	10	3.7	4.3	84.2
	Not applicable/No Response	37	13.9	15.8	100.0
	Total	234	87.6	100.0	
Missing	System	33	12.4		
Total		267	100.0		

The University responded and continues to respond appropriately to COVID-19.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	24	9.0	10.2	10.2
	Agree	73	27.3	31.1	41.3
	Neither Agree nor Disagree	42	15.7	17.9	59.1
	Disagree	50	18.7	21.3	80.4
	Strongly Disagree	37	13.9	15.7	96.2
	Not applicable/No Response	9	3.4	3.8	100.0
	Total	235	88.0	100.0	
Missing	System	32	12.0		
Total		267	100.0		

The University communicated and continues to communicate effectively to COVID-19.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	24	9.0	10.3	10.3
	Agree	66	24.7	28.2	38.5
	Neither Agree nor Disagree	42	15.7	17.9	56.4
	Disagree	58	21.7	24.8	81.2
	Strongly Disagree	35	13.1	15.0	96.2
	Not applicable/No Response	9	3.4	3.8	100.0
	Total	234	87.6	100.0	
Missing	System	33	12.4		
Total		267	100.0		

While working remotely during COVID-19, I had adequate tools (internet, computer, etc.) to work effectively.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	34	12.7	14.5	14.5
	Agree	81	30.3	34.6	49.1
	Neither Agree nor Disagree	25	9.4	10.7	59.8
	Disagree	53	19.9	22.6	82.5
	Strongly Disagree	17	6.4	7.3	89.7
	Not applicable/No Response	24	9.0	10.3	100.0
	Total	234	87.6	100.0	
Missing	System	33	12.4		
Total		267	100.0		

The University has and continues to respond appropriately to the emotional and physical needs of the campus community during the various crises.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	7	2.6	3.0	3.0
	Agree	38	14.2	16.2	19.1
	Neither Agree nor Disagree	38	14.2	16.2	35.3
	Disagree	74	27.7	31.5	66.8
	Strongly Disagree	72	27.0	30.6	97.4
	Not applicable/No Response	6	2.2	2.6	100.0
	Total	235	88.0	100.0	
Missing	System	32	12.0		
Total		267	100.0		

The University has and continues to communicate effectively regarding the emotional and physical needs of the campus community during the various crises.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	8	3.0	3.4	3.4
	Agree	38	14.2	16.2	19.6
	Neither Agree nor Disagree	43	16.1	18.3	37.9
	Disagree	71	26.6	30.2	68.1
	Strongly Disagree	67	25.1	28.5	96.6
	Not applicable/No Response	8	3.0	3.4	100.0
	Total	235	88.0	100.0	
Missing	System	32	12.0		
Total		267	100.0		

What is your current position?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Assistant Professor	27	10.1	11.7	11.7
	Associate Professor	46	17.2	19.9	31.6
	Full Professor	61	22.8	26.4	58.0
	Lecturer	70	26.2	30.3	88.3
	FERPer	6	2.2	2.6	90.9
	Other	9	3.4	3.9	94.8
	Prefer not to state	12	4.5	5.2	100.0
	Total	231	86.5	100.0	
Missing	System	36	13.5		
Total		267	100.0		

How many years have you worked at Chico State?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than a year	13	4.9	5.6	5.6
	1 to 2 years	14	5.2	6.1	11.7
	3 to 5 years	23	8.6	10.0	21.6
	6 to 10 years	62	23.2	26.8	48.5
	11 to 20 years	74	27.7	32.0	80.5
	21 years or more	33	12.4	14.3	94.8
	Prefer not to state	12	4.5	5.2	100.0
	Total	231	86.5	100.0	
Missing	System	36	13.5		
Total		267	100.0		

How long have you been in your current position or rank at Chico State?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than a year	17	6.4	7.4	7.4
	1 or 2 years	36	13.5	15.6	22.9
	3 to 5 years	69	25.8	29.9	52.8
	6 to 10 years	51	19.1	22.1	74.9
	11 to 20 years	31	11.6	13.4	88.3
	21 years or more	10	3.7	4.3	92.6
	Prefer not to state	17	6.4	7.4	100.0
	Total	231	86.5	100.0	
Missing	System	36	13.5		
Total		267	100.0		

What is the highest level of education you have completed?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Associate's degree	1	0.4	0.4	0.4
	Bachelor's degree	8	3.0	3.5	3.9
	Master's degree in the Arts and Sciences (MA, MS)	40	15.0	17.3	21.2
	MBA	7	2.6	3.0	24.2
	Other professional master's degree (e.g., MPA, MSW, MSE, MSN, MAT, MPH, MFA)	10	3.7	4.3	28.6
	PhD	137	51.3	59.3	87.9
	Medical degree (MD, DO, DDS, DVM)	1	0.4	0.4	88.3
	Law degree (JD, LLB)	3	1.1	1.3	89.6
	Other doctoral degree (e.g., EdD, DDiv, ScD, DrPH, DBA, DMP)	12	4.5	5.2	94.8
	Prefer not to state	12	4.5	5.2	100.0
	Total	231	86.5	100.0	
Missing	System	36	13.5		
Total		267	100.0		

What is your gender identity? (Please check all that apply) Man

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Man	88	33.0	100.0	100.0
Missing	System	179	67.0		
Total		267	100.0		

What is your gender identity? (Please check all that apply) Woman

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Woman	116	43.4	100.0	100.0
Missing	System	151	56.6		
Total		267	100.0		

What is your gender identity? (Please check all that apply) Trans Man

		Frequency	Percent
Missing	System	267	100.0

What is your gender identity? (Please check all that apply) Trans Woman

		Frequency	Percent
Missing	System	267	100.0

What is your gender identity? (Please check all that apply) Genderqueer/Gender Non-Conforming

		Frequency	Percent
Missing	System	267	100.0

What is your gender identity? (Please check all that apply) Non-Binary

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Non-Binary	3	1.1	100.0	100.0
Missing	System	264	98.9		
Total		267	100.0		

What is your gender identity? (Please check all that apply) Not Sure

		Frequency	Percent
Missing	System	267	100.0

What is your gender identity? (Please check all that apply) Prefer not to state

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Prefer not to state	23	8.6	100.0	100.0
Missing	System	244	91.4		
Total		267	100.0		

What is your gender identity? (Please check all that apply) Another Identity

		Frequency	Percent
Missing	System	267	100.0

What is your gender expression?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Gender Conforming	207	77.5	95.0	95.0
	Gender Non-Conforming	3	1.1	1.4	96.3
	Both	8	3.0	3.7	100.0
	Total	218	81.6	100.0	
Missing	System	49	18.4		
Total		267	100.0		

What is your sexual orientation? (Please mark all that apply) Straight/Heterosexual

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Straight/Heterosexual	179	67.0	100.0	100.0
Missing	System	88	33.0		
Total		267	100.0		

What is your sexual orientation? (Please mark all that apply) Queer

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Queer	6	2.2	100.0	100.0
Missing	System	261	97.8		
Total		267	100.0		

What is your sexual orientation? (Please mark all that apply) Gay

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Gay	3	1.1	100.0	100.0
Missing	System	264	98.9		
Total		267	100.0		

What is your sexual orientation? (Please mark all that apply) Lesbian

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Lesbian	5	1.9	100.0	100.0
Missing	System	262	98.1		
Total		267	100.0		

What is your sexual orientation? (Please mark all that apply) Bisexual

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bisexual	9	3.4	100.0	100.0
Missing	System	258	96.6		
Total		267	100.0		

What is your sexual orientation? (Please mark all that apply) Pansexual

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Pansexual	2	0.7	100.0	100.0
Missing	System	265	99.3		
Total		267	100.0		

What is your sexual orientation? (Please mark all that apply) Asexual

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Asexual	1	0.4	100.0	100.0
Missing	System	266	99.6		
Total		267	100.0		

What is your sexual orientation? (Please mark all that apply) Not Sure

		Frequency	Percent
Missing	System	267	100.0

What is your sexual orientation? (Please mark all that apply) Another Orientation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Another Orientation	1	0.4	100.0	100.0
Missing	System	266	99.6		
Total		267	100.0		

What is your sexual orientation? (Please mark all that apply) Prefer not to state

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Prefer not to state	28	10.5	100.0	100.0
Missing	System	239	89.5		
Total		267	100.0		

What is your race/ethnicity? (Please check all that apply) American Indian or Alaska Native

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	American Indian or Alaska Native	6	2.2	100.0	100.0
Missing	System	261	97.8		
Total		267	100.0		

What is your race/ethnicity? (Please check all that apply) Asian

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Asian	7	2.6	100.0	100.0
Missing	System	260	97.4		
Total		267	100.0		

What is your race/ethnicity? (Please check all that apply) Black or African American

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Black or African American	3	1.1	100.0	100.0
Missing	System	264	98.9		
Total		267	100.0		

What is your race/ethnicity? (Please check all that apply) Hispanic or Latinx

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Hispanic or Latinx	16	6.0	100.0	100.0
Missing	System	251	94.0		
Total		267	100.0		

What is your race/ethnicity? (Please check all that apply) Native Hawaiian or Other Pacific Islander

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Native Hawaiian or Other Pacific Islander	1	0.4	100.0	100.0
Missing	System	266	99.6		
Total		267	100.0		

What is your race/ethnicity? (Please check all that apply) White

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	White	167	62.5	100.0	100.0
Missing	System	100	37.5		
Total		267	100.0		

What is your race/ethnicity? (Please check all that apply) Two or More Races/Ethnicities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Two or More Races/Ethnicities	7	2.6	100.0	100.0
Missing	System	260	97.4		
Total		267	100.0		

What is your race/ethnicity? (Please check all that apply) Prefer not to state

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Prefer not to state	28	10.5	100.0	100.0
Missing	System	239	89.5		
Total		267	100.0		

What is your race/ethnicity? (Please check all that apply) Other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Other	6	2.2	100.0	100.0
Missing	System	261	97.8		
Total		267	100.0		

What is your race/ethnicity? (Please check all that apply) Tribal Affiliation (if applicable)

		Frequency	Percent
Missing	System	267	100.0

What is your age?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18 - 24	2	0.7	0.9	0.9
	25 - 34	14	5.2	6.1	7.0
	35 - 44	57	21.3	24.8	31.7
	45 - 54	68	25.5	29.6	61.3
	55 - 64	54	20.2	23.5	84.8
	65 or older	14	5.2	6.1	90.9
	Prefer not to state	21	7.9	9.1	100.0
	Total	230	86.1	100.0	
Missing	System	37	13.9		
Total		267	100.0		

Do you have a disability that impacts your daily activity?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	29	10.9	12.7	12.7
	No	179	67.0	78.2	90.8
	Prefer not to say	21	7.9	9.2	100.0
	Total	229	85.8	100.0	
Missing	System	38	14.2		
Total		267	100.0		

Frequencies - Student Employee Responses

Overall, how satisfied are you working at Chico State?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Satisfied	40	43.5	47.1	47.1
	Somewhat Satisfied	31	33.7	36.5	83.5
	Neither Satisfied nor Dissatisfied	5	5.4	5.9	89.4
	Somewhat Dissatisfied	7	7.6	8.2	97.6
	Extremely Dissatisfied	2	2.2	2.4	100.0
	Total	85	92.4	100.0	
Missing	System	7	7.6		
Total		92	100.0		

How many paid jobs do you currently have at Chico State?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	One	69	75.0	81.2	81.2
	Two	13	14.1	15.3	96.5
	Three	3	3.3	3.5	100.0
	Total	85	92.4	100.0	
Missing	System	7	7.6		
Total		92	100.0		

How many of your campus jobs are for personal/professional development?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	One	72	78.3	87.8	87.8
	Two	10	10.9	12.2	100.0
	Total	82	89.1	100.0	
Missing	System	10	10.9		
Total		92	100.0		

For student employees with multiple jobs, please respond to this question, and the next question multiple times for each job (up to three jobs):

My department/unit has an adequate number of staff, for Job #1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	27	29.3	43.5	43.5
	Agree	28	30.4	45.2	88.7
	Neither Agree nor Disagree	3	3.3	4.8	93.5
	Disagree	2	2.2	3.2	96.8
	Strongly Disagree	2	2.2	3.2	100.0
	Total	62	67.4	100.0	
Missing	System	30	32.6		
Total		92	100.0		

My department/unit has an adequate number of staff, for Job #2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	5	5.4	8.1	8.1
	Agree	6	6.5	9.7	17.7
	Neither Agree nor Disagree	2	2.2	3.2	21.0
	Disagree	2	2.2	3.2	24.2
	Strongly Disagree	2	2.2	3.2	27.4
	Not Applicable/No Response	45	48.9	72.6	100.0
	Total	62	67.4	100.0	
Missing	System	30	32.6		
Total		92	100.0		

My department/unit has an adequate number of staff, for Job #3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	4	4.3	6.7	6.7
	Agree	3	3.3	5.0	11.7
	Neither Agree nor Disagree	5	5.4	8.3	20.0
	Disagree	1	1.1	1.7	21.7
	Strongly Disagree	1	1.1	1.7	23.3
	Not Applicable/No Response	46	50.0	76.7	100.0
	Total	60	65.2	100.0	
Missing	System	32	34.8		
Total		92	100.0		

I feel part of an effective team for job #1.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	34	37.0	54.8	54.8
	Agree	20	21.7	32.3	87.1
	Neither Agree nor Disagree	3	3.3	4.8	91.9
	Disagree	3	3.3	4.8	96.8
	Strongly Disagree	2	2.2	3.2	100.0
	Total	62	67.4	100.0	
Missing	System	30	32.6		

Total		92	100.0		
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I feel part of an effective team for job #2.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	6	6.5	9.7	9.7
	Agree	3	3.3	4.8	14.5
	Neither Agree nor Disagree	8	8.7	12.9	27.4
	Not Applicable/No Response	45	48.9	72.6	100.0
	Total	62	67.4	100.0	
Missing	System	30	32.6		
Total		92	100.0		

I feel part of an effective team for job #3.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	5	5.4	8.2	8.2
	Agree	4	4.3	6.6	14.8
	Neither Agree nor Disagree	4	4.3	6.6	21.3
	Not Applicable/No Response	48	52.2	78.7	100.0
	Total	61	66.3	100.0	
Missing	System	31	33.7		
Total		92	100.0		

I would recommend Chico State as a place of employment.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	22	23.9	29.7	29.7
	Agree	32	34.8	43.2	73.0
	Neither Agree nor Disagree	12	13.0	16.2	89.2
	Disagree	5	5.4	6.8	95.9
	Strongly Disagree	2	2.2	2.7	98.6
	Not Applicable/No Response	1	1.1	1.4	100.0
	Total		74	80.4	100.0
Missing	System	18	19.6		
Total		92	100.0		

I feel Chico State is succeeding at prioritizing equity, diversity, and inclusion issues.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	20	21.7	27.0	27.0
	Agree	27	29.3	36.5	63.5
	Neither Agree nor Disagree	12	13.0	16.2	79.7
	Disagree	9	9.8	12.2	91.9
	Strongly Disagree	3	3.3	4.1	95.9
	Not Applicable/No Response	3	3.3	4.1	100.0
	Total		74	80.4	100.0
Missing	System	18	19.6		
Total		92	100.0		

I feel my opinions and concerns are respected by my work colleagues at Chico State.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	28	30.4	37.8	37.8
	Agree	32	34.8	43.2	81.1
	Neither Agree nor Disagree	5	5.4	6.8	87.8
	Disagree	5	5.4	6.8	94.6
	Strongly Disagree	4	4.3	5.4	100.0
	Total		74	80.4	100.0
Missing	System	18	19.6		
Total		92	100.0		

I feel like a valued member of my office, department, or unit by my colleagues at Chico State.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	31	33.7	41.9	41.9
	Agree	27	29.3	36.5	78.4
	Neither Agree nor Disagree	6	6.5	8.1	86.5
	Disagree	6	6.5	8.1	94.6
	Strongly Disagree	3	3.3	4.1	98.6
	Not Applicable/No Response	1	1.1	1.4	100.0
	Total	74	80.4	100.0	
Missing	System	18	19.6		
Total		92	100.0		

During my employment at Chico State, I have received fair and equitable treatment.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	34	37.0	45.9	45.9
	Agree	27	29.3	36.5	82.4
	Neither Agree nor Disagree	6	6.5	8.1	90.5
	Disagree	3	3.3	4.1	94.6
	Strongly Disagree	4	4.3	5.4	100.0
	Total	74	80.4	100.0	
	Missing	System	18	19.6	
Total		92	100.0		

For student employees with multiple jobs, please respond to the next three questions multiple times for each job (up to three jobs):

How did you find your job at Chico State, for Job #1? - Selected Choice

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Word of Mouth	5	5.4	8.2	8.2
	Colleague/Peer	12	13.0	19.7	27.9
	Professor	16	17.4	26.2	54.1
	Career Center	1	1.1	1.6	55.7
	Student Jobs Website (Handshake)	25	27.2	41.0	96.7
	Other	2	2.2	3.3	100.0
	Total	61	66.3	100.0	
	Missing	System	31	33.7	
Total		92	100.0		

For student employees with multiple jobs, please respond to the next three questions multiple times for each job (up to three jobs):

How did you find your job at Chico State, for Job #2? - Selected Choice

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Word of Mouth	4	4.3	12.1	12.1
	Colleague/Peer	3	3.3	9.1	21.2
	Professor	3	3.3	9.1	30.3
	Student Jobs Website (Handshake)	5	5.4	15.2	45.5
	Student Announcements	1	1.1	3.0	48.5
	Other	17	18.5	51.5	100.0
	Total	33	35.9	100.0	
Missing	System	59	64.1		
Total		92	100.0		

For student employees with multiple jobs, please respond to the next three questions multiple times for each job (up to three jobs):

How did you find your job at Chico State, for Job #3? - Selected Choice

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Word of Mouth	5	5.4	17.9	17.9
	Colleague/Peer	1	1.1	3.6	21.4
	Professor	3	3.3	10.7	32.1
	Student Jobs Website (Handshake)	2	2.2	7.1	39.3
	Student Announcements	1	1.1	3.6	42.9
	Other	16	17.4	57.1	100.0
	Total	28	30.4	100.0	
Missing	System	64	69.6		
Total		92	100.0		

How often do you feel your work negatively impacts your studies at Chico State, for Job #1?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Daily	1	1.1	1.7	1.7
	Weekly	8	8.7	13.3	15.0
	Monthly	9	9.8	15.0	30.0
	Not At All	40	43.5	66.7	96.7
	Prefer Not To State	2	2.2	3.3	100.0
	Total	60	65.2	100.0	
Missing	System	32	34.8		
Total		92	100.0		

How often do you feel your work negatively impacts your studies at Chico State, for Job #2?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Daily	3	3.3	8.6	8.6
	Weekly	2	2.2	5.7	14.3
	Monthly	2	2.2	5.7	20.0
	Not At All	19	20.7	54.3	74.3
	Prefer Not To State	9	9.8	25.7	100.0
	Total	35	38.0	100.0	
Missing	System	57	62.0		
Total		92	100.0		

How often do you feel your work negatively impacts your studies at Chico State, for Job #3?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Daily	1	1.1	3.1	3.1
	Weekly	2	2.2	6.3	9.4
	Monthly	2	2.2	6.3	15.6
	Not At All	18	19.6	56.3	71.9
	Prefer Not To State	9	9.8	28.1	100.0
	Total	32	34.8	100.0	
Missing	System	60	65.2		
Total		92	100.0		

My work schedule is manageable, and my supervisor considers my academics, for Job #1.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	57	62.0	95.0	95.0
	No	1	1.1	1.7	96.7
	Prefer Not To State	2	2.2	3.3	100.0
	Total	60	65.2	100.0	
Missing	System	32	34.8		
Total		92	100.0		

My work schedule is manageable, and my supervisor considers my academics, for Job #2.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	13	14.1	39.4	39.4
	No	4	4.3	12.1	51.5
	Prefer Not To State	16	17.4	48.5	100.0
	Total	33	35.9	100.0	
Missing	System	59	64.1		
Total		92	100.0		

My work schedule is manageable, and my supervisor considers my academics, for Job #3.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	11	12.0	36.7	36.7
	No	3	3.3	10.0	46.7
	Prefer Not To State	16	17.4	53.3	100.0
	Total	30	32.6	100.0	
Missing	System	62	67.4		
Total		92	100.0		

I have been made aware of offices on campus that can help and/or protect me as a student employee.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	47	51.1	65.3	65.3
	No	25	27.2	34.7	100.0
	Total	72	78.3	100.0	
Missing	System	20	21.7		
Total		92	100.0		

A clear mission and vision are communicated by: - My Department/Unit

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	36	39.1	52.9	52.9
	Agree	18	19.6	26.5	79.4
	Neither Agree nor Disagree	6	6.5	8.8	88.2
	Disagree	5	5.4	7.4	95.6
	Strongly Disagree	2	2.2	2.9	98.5
	Not Applicable/No Response	1	1.1	1.5	100.0
	Total	68	73.9	100.0	
Missing	System	24	26.1		
Total		92	100.0		

A clear mission and vision are communicated by: - Cabinet-level Leadership

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	16	17.4	24.6	24.6
	Agree	11	12.0	16.9	41.5
	Neither Agree nor Disagree	13	14.1	20.0	61.5
	Disagree	13	14.1	20.0	81.5
	Strongly Disagree	6	6.5	9.2	90.8
	Not Applicable/No Response	6	6.5	9.2	100.0
	Total	65	70.7	100.0	
Missing	System	27	29.3		
Total		92	100.0		

I believe equity, diversity, and inclusion are valued by: - My Department/Unit

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	39	42.4	58.2	58.2
	Agree	21	22.8	31.3	89.6

	Neither Agree nor Disagree	2	2.2	3.0	92.5
	Disagree	3	3.3	4.5	97.0
	Strongly Disagree	2	2.2	3.0	100.0
	Total	67	72.8	100.0	
Missing	System	25	27.2		
Total		92	100.0		

I believe equity, diversity, and inclusion are valued by: - Cabinet-level Leadership

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	23	25.0	35.4	35.4
	Agree	16	17.4	24.6	60.0
	Neither Agree nor Disagree	11	12.0	16.9	76.9
	Disagree	5	5.4	7.7	84.6
	Strongly Disagree	4	4.3	6.2	90.8
	Not Applicable/No Response	6	6.5	9.2	100.0
	Total	65	70.7	100.0	
Missing	System	27	29.3		
Total		92	100.0		

I feel safe expressing my opinion without fear of consequences or retribution by: - My Department/Unit

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	34	37.0	50.0	50.0
	Agree	22	23.9	32.4	82.4
	Neither Agree nor Disagree	3	3.3	4.4	86.8
	Disagree	4	4.3	5.9	92.6
	Strongly Disagree	4	4.3	5.9	98.5
	Not Applicable/No Response	1	1.1	1.5	100.0
	Total	68	73.9	100.0	
Missing	System	24	26.1		
Total		92	100.0		

I feel safe expressing my opinion without fear of consequences or retribution by: - Cabinet-level Leadership

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	17	18.5	26.6	26.6
	Agree	14	15.2	21.9	48.4
	Neither Agree nor Disagree	15	16.3	23.4	71.9
	Disagree	7	7.6	10.9	82.8
	Strongly Disagree	5	5.4	7.8	90.6
	Not Applicable/No Response	6	6.5	9.4	100.0
	Total	64	69.6	100.0	
Missing	System	28	30.4		
Total		92	100.0		

New policies and procedures are communicated in a timely manner by: - My Department/Unit

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	27	29.3	39.7	39.7
	Agree	20	21.7	29.4	69.1
	Neither Agree nor Disagree	9	9.8	13.2	82.4
	Disagree	10	10.9	14.7	97.1
	Strongly Disagree	2	2.2	2.9	100.0
	Total	68	73.9	100.0	
Missing	System	24	26.1		
Total		92	100.0		

New policies and procedures are communicated in a timely manner by: - Cabinet-level Leadership

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	18	19.6	27.7	27.7
	Agree	10	10.9	15.4	43.1
	Neither Agree nor Disagree	16	17.4	24.6	67.7
	Disagree	12	13.0	18.5	86.2
	Strongly Disagree	3	3.3	4.6	90.8
	Not Applicable/No Response	6	6.5	9.2	100.0
	Total	65	70.7	100.0	
Missing	System	27	29.3		
Total		92	100.0		

Policies and procedures are followed by: - My Department/Unit

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	39	42.4	57.4	57.4
	Agree	22	23.9	32.4	89.7
	Neither Agree nor Disagree	3	3.3	4.4	94.1
	Disagree	2	2.2	2.9	97.1
	Strongly Disagree	2	2.2	2.9	100.0
	Total	68	73.9	100.0	
Missing	System	24	26.1		
Total		92	100.0		

Policies and procedures are followed by: - Cabinet-level Leadership

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	23	25.0	35.4	35.4
	Agree	14	15.2	21.5	56.9
	Neither Agree nor Disagree	12	13.0	18.5	75.4
	Disagree	5	5.4	7.7	83.1
	Strongly Disagree	5	5.4	7.7	90.8
	Not Applicable/No Response	6	6.5	9.2	100.0
	Total	65	70.7	100.0	
Missing	System	27	29.3		
Total		92	100.0		

For student employees with multiple jobs, please respond to the next two questions multiple times for each job (up to three jobs):

I have been given growth and learning opportunities, for job #1.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	33	35.9	62.3	62.3
	Agree	13	14.1	24.5	86.8
	Neither Agree nor Disagree	3	3.3	5.7	92.5
	Disagree	2	2.2	3.8	96.2
	Strongly Disagree	2	2.2	3.8	100.0
	Total	53	57.6	100.0	
Missing	System	39	42.4		
Total		92	100.0		

For student employees with multiple jobs, please respond to the next two questions multiple times for each job (up to three jobs):

I have been given growth and learning opportunities, for job #2.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	8	8.7	19.5	19.5
	Agree	3	3.3	7.3	26.8

	Neither Agree nor Disagree	3	3.3	7.3	34.1
	Disagree	1	1.1	2.4	36.6
	Not Applicable/No Response	26	28.3	63.4	100.0
	Total	41	44.6	100.0	
Missing	System	51	55.4		
Total		92	100.0		

For student employees with multiple jobs, please respond to the next two questions multiple times for each job (up to three jobs):

I have been given growth and learning opportunities, for job #3.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	7	7.6	17.5	17.5
	Agree	3	3.3	7.5	25.0
	Disagree	2	2.2	5.0	30.0
	Not Applicable/No Response	28	30.4	70.0	100.0
	Total	40	43.5	100.0	
Missing	System	52	56.5		
Total		92	100.0		

My department/unit adequately supports my attending trainings, conferences, etc., for Job #1.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	24	26.1	45.3	45.3
	Agree	19	20.7	35.8	81.1
	Neither Agree nor Disagree	3	3.3	5.7	86.8
	Disagree	1	1.1	1.9	88.7
	Not Applicable/No Response	6	6.5	11.3	100.0
	Total	53	57.6	100.0	
Missing	System	39	42.4		
Total		92	100.0		

My department/unit adequately supports my attending trainings, conferences, etc., for Job #2.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	7	7.6	17.9	17.9
	Agree	3	3.3	7.7	25.6
	Disagree	4	4.3	10.3	35.9
	Not Applicable/No Response	25	27.2	64.1	100.0
	Total	39	42.4	100.0	
Missing	System	53	57.6		
Total		92	100.0		

My department/unit adequately supports my attending trainings, conferences, etc., for Job #3.

	Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	Strongly Agree	6	6.5	15.8	15.8
	Agree	2	2.2	5.3	21.1
	Neither Agree nor Disagree	1	1.1	2.6	23.7
	Disagree	2	2.2	5.3	28.9
	Not Applicable/No Response	27	29.3	71.1	100.0
	Total	38	41.3	100.0	
Missing	System	54	58.7		
Total		92	100.0		

My workload allows me to complete my academic coursework in a timely and efficient manner.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	23	25.0	34.8	34.8
	Agree	30	32.6	45.5	80.3
	Neither Agree nor Disagree	5	5.4	7.6	87.9
	Disagree	4	4.3	6.1	93.9
	Strongly Disagree	1	1.1	1.5	95.5
	Not Applicable/No Response	3	3.3	4.5	100.0
	Total	66	71.7	100.0	
Missing	System	26	28.3		
Total		92	100.0		

For student employees with multiple jobs, please respond to this question multiple times for each job (up to three jobs):

My pay is in line with my job duties and workload, for Job #1.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	15	16.3	28.3	28.3
	Agree	20	21.7	37.7	66.0
	Neither Agree nor Disagree	3	3.3	5.7	71.7
	Disagree	11	12.0	20.8	92.5
	Strongly Disagree	4	4.3	7.5	100.0
	Total	53	57.6	100.0	
Missing	System	39	42.4		
Total		92	100.0		

My pay is in line with my job duties and workload, for Job #2.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	4	4.3	10.3	10.3
	Agree	4	4.3	10.3	20.5
	Neither Agree nor Disagree	1	1.1	2.6	23.1
	Disagree	2	2.2	5.1	28.2
	Strongly Disagree	3	3.3	7.7	35.9
	Not Applicable/No Response	25	27.2	64.1	100.0
	Total	39	42.4	100.0	
Missing	System	53	57.6		
Total		92	100.0		

My pay is in line with my job duties and workload, for Job #3.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	4	4.3	10.8	10.8
	Agree	3	3.3	8.1	18.9
	Neither Agree nor Disagree	1	1.1	2.7	21.6
	Disagree	2	2.2	5.4	27.0
	Strongly Disagree	2	2.2	5.4	32.4
	Not Applicable/No Response	25	27.2	67.6	100.0
	Total	37	40.2	100.0	
Missing	System	55	59.8		
Total		92	100.0		

Chico State offers competitive pay compared to other employment opportunities.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	8	8.7	12.1	12.1
	Agree	15	16.3	22.7	34.8
	Neither Agree nor Disagree	15	16.3	22.7	57.6
	Disagree	14	15.2	21.2	78.8
	Strongly Disagree	12	13.0	18.2	97.0
	Not Applicable/No Response	2	2.2	3.0	100.0
	Total		66	71.7	100.0
Missing	System	26	28.3		
Total		92	100.0		

I am satisfied with parking availability around campus.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	1	1.1	1.5	1.5
	Agree	5	5.4	7.7	9.2
	Neither Agree nor Disagree	4	4.3	6.2	15.4
	Disagree	14	15.2	21.5	36.9
	Strongly Disagree	34	37.0	52.3	89.2
	Not Applicable/No Response	7	7.6	10.8	100.0
	Total		65	70.7	100.0
Missing	System	27	29.3		
Total		92	100.0		

I am satisfied with the physical maintenance of facilities.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	20	21.7	30.8	30.8
	Agree	27	29.3	41.5	72.3
	Neither Agree nor Disagree	7	7.6	10.8	83.1
	Disagree	10	10.9	15.4	98.5
	Strongly Disagree	1	1.1	1.5	100.0
	Total		65	70.7	100.0
Missing	System	27	29.3		
Total		92	100.0		

I am satisfied with my ability to access campus buildings, the library, and group meeting spaces.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	24	26.1	36.9	36.9
	Agree	29	31.5	44.6	81.5
	Neither Agree nor Disagree	4	4.3	6.2	87.7
	Disagree	5	5.4	7.7	95.4
	Strongly Disagree	1	1.1	1.5	96.9
	Not Applicable/No Response	2	2.2	3.1	100.0
	Total	65	70.7	100.0	
Missing	System	27	29.3		
Total		92	100.0		

I feel safe as a pedestrian on campus with bikes, skate boards, scooters, etc.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	11	12.0	16.9	16.9
	Agree	33	35.9	50.8	67.7
	Neither Agree nor Disagree	6	6.5	9.2	76.9
	Disagree	9	9.8	13.8	90.8
	Strongly Disagree	4	4.3	6.2	96.9
	Not Applicable/No Response	2	2.2	3.1	100.0
	Total	65	70.7	100.0	
Missing	System	27	29.3		
Total		92	100.0		

I feel safe and in control as a rider on the bike path.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	5	5.4	7.7	7.7
	Agree	19	20.7	29.2	36.9
	Neither Agree nor Disagree	2	2.2	3.1	40.0
	Disagree	8	8.7	12.3	52.3
	Not Applicable/No Response	31	33.7	47.7	100.0
	Total	65	70.7	100.0	
Missing	System	27	29.3		
Total		92	100.0		

I feel that my bike is secure when locked on campus racks.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	2	2.2	3.1	3.1
	Agree	6	6.5	9.4	12.5
	Neither Agree nor Disagree	9	9.8	14.1	26.6
	Disagree	9	9.8	14.1	40.6
	Strongly Disagree	12	13.0	18.8	59.4
	Not Applicable/No Response	26	28.3	40.6	100.0
	Total		64	69.6	100.0
Missing	System	28	30.4		
Total		92	100.0		

In general, how often does your work cause you stress? - While at work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Frequently	4	4.3	6.3	6.3
	Frequently	5	5.4	7.8	14.1
	Occasionally	26	28.3	40.6	54.7
	Infrequently	15	16.3	23.4	78.1
	Very Infrequently	13	14.1	20.3	98.4
	Not Applicable/No Response	1	1.1	1.6	100.0
	Total		64	69.6	100.0
Missing	System	28	30.4		
Total		92	100.0		

In general, how often does your work cause you stress? - Away from work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Frequently	1	1.1	1.6	1.6
	Frequently	7	7.6	11.1	12.7
	Occasionally	16	17.4	25.4	38.1
	Infrequently	16	17.4	25.4	63.5
	Very Infrequently	21	22.8	33.3	96.8
	Not Applicable/No Response	2	2.2	3.2	100.0
	Total		63	68.5	100.0
Missing	System	29	31.5		
Total		92	100.0		

In general, how would you rate the level of your job stress? - While at work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Extreme	1	1.1	1.6	1.6
	High	6	6.5	9.5	11.1
	Moderate	22	23.9	34.9	46.0
	Mild	15	16.3	23.8	69.8
	Minimal	18	19.6	28.6	98.4
	Not Applicable/No Response	1	1.1	1.6	100.0
	Total	63	68.5	100.0	
Missing	System	29	31.5		
Total		92	100.0		

In general, how would you rate the level of your job stress? - Away from work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Extreme	1	1.1	1.7	1.7
	High	6	6.5	10.0	11.7
	Moderate	9	9.8	15.0	26.7
	Mild	15	16.3	25.0	51.7
	Minimal	25	27.2	41.7	93.3
	Not Applicable/No Response	4	4.3	6.7	100.0
	Total	60	65.2	100.0	
Missing	System	32	34.8		
Total		92	100.0		

For student employees with multiple jobs, please respond to the next two questions multiple times for each job (up to three jobs):

I feel excluded from an informal network in my department/unit, for Job #1.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	2	2.2	3.9	3.9
	Agree	3	3.3	5.9	9.8
	Neither Agree nor Disagree	7	7.6	13.7	23.5
	Disagree	22	23.9	43.1	66.7
	Strongly Disagree	11	12.0	21.6	88.2
	Not Applicable/No Response	6	6.5	11.8	100.0
	Total	51	55.4	100.0	
Missing	System	41	44.6		
Total		92	100.0		

I feel excluded from an informal network in my department/unit, for Job #2.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	1	1.1	2.5	2.5
	Agree	4	4.3	10.0	12.5
	Neither Agree nor Disagree	5	5.4	12.5	25.0
	Disagree	2	2.2	5.0	30.0
	Strongly Disagree	4	4.3	10.0	40.0
	Not Applicable/No Response	24	26.1	60.0	100.0
	Total	40	43.5	100.0	
Missing	System	52	56.5		
Total		92	100.0		

I feel excluded from an informal network in my department/unit, for Job #3.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	3	3.3	7.7	7.7
	Neither Agree nor Disagree	3	3.3	7.7	15.4
	Disagree	1	1.1	2.6	17.9
	Strongly Disagree	5	5.4	12.8	30.8
	Not Applicable/No Response	27	29.3	69.2	100.0
	Total	39	42.4	100.0	
Missing	System	53	57.6		
Total		92	100.0		

I have to work harder than some of my colleagues to be taken seriously, for job #1.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	7	7.6	13.7	13.7
	Agree	5	5.4	9.8	23.5
	Neither Agree nor Disagree	11	12.0	21.6	45.1
	Disagree	13	14.1	25.5	70.6
	Strongly Disagree	13	14.1	25.5	96.1
	Not Applicable/No Response	2	2.2	3.9	100.0
	Total	51	55.4	100.0	
Missing	System	41	44.6		
Total		92	100.0		

I have to work harder than some of my colleagues to be taken seriously, for job #2.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	2	2.2	5.3	5.3
	Agree	2	2.2	5.3	10.5
	Neither Agree nor Disagree	5	5.4	13.2	23.7
	Disagree	2	2.2	5.3	28.9
	Strongly Disagree	2	2.2	5.3	34.2
	Not Applicable/No Response	25	27.2	65.8	100.0
	Total	38	41.3	100.0	
Missing	System	54	58.7		
Total		92	100.0		

I have to work harder than some of my colleagues to be taken seriously, for job #3.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	2	2.2	5.4	5.4
	Neither Agree nor Disagree	1	1.1	2.7	8.1
	Disagree	4	4.3	10.8	18.9
	Strongly Disagree	3	3.3	8.1	27.0
	Not Applicable/No Response	27	29.3	73.0	100.0
	Total	37	40.2	100.0	
Missing	System	55	59.8		
Total		92	100.0		

The University appropriately responds to the emotional and physical needs of the campus community.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	6	6.5	9.5	9.5
	Agree	19	20.7	30.2	39.7
	Neither Agree nor Disagree	19	20.7	30.2	69.8
	Disagree	11	12.0	17.5	87.3
	Strongly Disagree	6	6.5	9.5	96.8
	Not Applicable/No Response	2	2.2	3.2	100.0
	Total	63	68.5	100.0	
Missing	System	29	31.5		
Total		92	100.0		

I feel safe on campus. - During the day

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	24	26.1	38.1	38.1
	Agree	32	34.8	50.8	88.9
	Neither Agree nor Disagree	4	4.3	6.3	95.2
	Disagree	1	1.1	1.6	96.8
	Strongly Disagree	2	2.2	3.2	100.0
	Total	63	68.5	100.0	
Missing	System	29	31.5		
Total		92	100.0		

I feel safe on campus. - During the night

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	3	3.3	4.8	4.8
	Agree	13	14.1	20.6	25.4
	Neither Agree nor Disagree	13	14.1	20.6	46.0
	Disagree	18	19.6	28.6	74.6
	Strongly Disagree	14	15.2	22.2	96.8
	Not Applicable/No Reponse	2	2.2	3.2	100.0
	Total	63	68.5	100.0	
Missing	System	29	31.5		
Total		92	100.0		

I feel safe on campus. - On the weekends

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	5	5.4	7.9	7.9
	Agree	19	20.7	30.2	38.1
	Neither Agree nor Disagree	23	25.0	36.5	74.6
	Disagree	5	5.4	7.9	82.5
	Strongly Disagree	5	5.4	7.9	90.5
	Not Applicable/No Reponse	6	6.5	9.5	100.0
	Total	63	68.5	100.0	
Missing	System	29	31.5		
Total		92	100.0		

The following contribute to my feeling safe on campus. - Campus Lighting

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	23	25.0	36.5	36.5
	Agree	27	29.3	42.9	79.4
	Neither Agree nor Disagree	5	5.4	7.9	87.3
	Disagree	7	7.6	11.1	98.4
	Strongly Disagree	1	1.1	1.6	100.0
	Total	63	68.5	100.0	
Missing	System	29	31.5		
Total		92	100.0		

The following contribute to my feeling safe on campus. - Blue Light Phones

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	19	20.7	30.2	30.2
	Agree	27	29.3	42.9	73.0
	Neither Agree nor Disagree	10	10.9	15.9	88.9
	Disagree	3	3.3	4.8	93.7
	Strongly Disagree	2	2.2	3.2	96.8
	Not Applicable/No Reponse	2	2.2	3.2	100.0
	Total	63	68.5	100.0	
Missing	System	29	31.5		
Total		92	100.0		

The following contribute to my feeling safe on campus. - Grounds Maintenance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	16	17.4	25.4	25.4
	Agree	21	22.8	33.3	58.7
	Neither Agree nor Disagree	17	18.5	27.0	85.7
	Disagree	3	3.3	4.8	90.5
	Strongly Disagree	2	2.2	3.2	93.7
	Not Applicable/No Reponse	4	4.3	6.3	100.0
	Total	63	68.5	100.0	
Missing	System	29	31.5		
Total		92	100.0		

The following contribute to my feeling safe on campus. - University Police presence

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	15	16.3	23.8	23.8
	Agree	21	22.8	33.3	57.1
	Neither Agree nor Disagree	9	9.8	14.3	71.4
	Disagree	6	6.5	9.5	81.0
	Strongly Disagree	11	12.0	17.5	98.4
	Not Applicable/No Reponse	1	1.1	1.6	100.0
	Total		63	68.5	100.0
Missing	System	29	31.5		
Total		92	100.0		

The following contribute to my feeling safe on campus. - Building Security

		Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	Strongly Agree	14	15.2	22.2	22.2	
	Agree	27	29.3	42.9	65.1	
	Neither Agree nor Disagree	13	14.1	20.6	85.7	
	Disagree	7	7.6	11.1	96.8	
	Strongly Disagree	2	2.2	3.2	100.0	
	Total		63	68.5	100.0	
	Missing	System	29	31.5		
Total		92	100.0			

The following contribute to my feeling safe on campus. - Emergency/Safety Protocols

		Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	Strongly Agree	12	13.0	19.0	19.0	
	Agree	23	25.0	36.5	55.6	
	Neither Agree nor Disagree	14	15.2	22.2	77.8	
	Disagree	9	9.8	14.3	92.1	
	Strongly Disagree	5	5.4	7.9	100.0	
	Total		63	68.5	100.0	
	Missing	System	29	31.5		
Total		92	100.0			

For student employees with multiple jobs, please respond to the next four questions multiple times for each job (up to three jobs):

I consistently feel appreciated by my staff colleagues, for job #1.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	21	22.8	42.9	42.9
	Agree	19	20.7	38.8	81.6
	Neither Agree nor Disagree	5	5.4	10.2	91.8
	Disagree	3	3.3	6.1	98.0
	Strongly Disagree	1	1.1	2.0	100.0
	Total	49	53.3	100.0	
Missing	System	43	46.7		
Total		92	100.0		

I consistently feel appreciated by my staff colleagues, for job #2.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	5	5.4	13.9	13.9
	Agree	4	4.3	11.1	25.0
	Neither Agree nor Disagree	3	3.3	8.3	33.3
	Not Applicable/No Response	24	26.1	66.7	100.0
	Total	36	39.1	100.0	
Missing	System	56	60.9		
Total		92	100.0		

I consistently feel appreciated by my staff colleagues, for job #3.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	6	6.5	17.1	17.1
	Agree	3	3.3	8.6	25.7
	Neither Agree nor Disagree	1	1.1	2.9	28.6
	Not Applicable/No Response	25	27.2	71.4	100.0
	Total	35	38.0	100.0	
Missing	System	57	62.0		
Total		92	100.0		

I consistently feel appreciated by my faculty colleagues, for job #1.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	18	19.6	37.5	37.5
	Agree	17	18.5	35.4	72.9
	Neither Agree nor Disagree	7	7.6	14.6	87.5
	Strongly Disagree	3	3.3	6.3	93.8
	Not Applicable/No Response	3	3.3	6.3	100.0
	Total		48	52.2	100.0
Missing	System	44	47.8		
Total		92	100.0		

I consistently feel appreciated by my faculty colleagues, for job #2.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	2	2.2	5.9	5.9
	Agree	6	6.5	17.6	23.5
	Neither Agree nor Disagree	3	3.3	8.8	32.4
	Disagree	1	1.1	2.9	35.3
	Not Applicable/No Response	22	23.9	64.7	100.0
	Total		34	37.0	100.0
Missing	System	58	63.0		
Total		92	100.0		

I consistently feel appreciated by my faculty colleagues, for job #3.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	4	4.3	11.8	11.8
	Agree	1	1.1	2.9	14.7
	Neither Agree nor Disagree	3	3.3	8.8	23.5
	Disagree	1	1.1	2.9	26.5
	Not Applicable/No Response	25	27.2	73.5	100.0
	Total		34	37.0	100.0
Missing	System	58	63.0		
Total		92	100.0		

I consistently feel accepted by my supervisor, for job #1.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	27	29.3	55.1	55.1
	Agree	15	16.3	30.6	85.7
	Neither Agree nor Disagree	4	4.3	8.2	93.9
	Disagree	2	2.2	4.1	98.0
	Strongly Disagree	1	1.1	2.0	100.0
	Total		49	53.3	100.0
Missing	System	43	46.7		
Total		92	100.0		

I consistently feel accepted by my supervisor, for job #2.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	6	6.5	17.1	17.1
	Agree	4	4.3	11.4	28.6
	Neither Agree nor Disagree	2	2.2	5.7	34.3
	Disagree	1	1.1	2.9	37.1
	Not Applicable/No Response	22	23.9	62.9	100.0
	Total		35	38.0	100.0
Missing	System	57	62.0		
Total		92	100.0		

I consistently feel accepted by my supervisor, for job #3.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	8	8.7	23.5	23.5
	Agree	2	2.2	5.9	29.4
	Neither Agree nor Disagree	1	1.1	2.9	32.4
	Not Applicable/No Response	23	25.0	67.6	100.0
	Total		34	37.0	100.0
Missing	System	58	63.0		
Total		92	100.0		

I consistently feel comfortable talking with my supervisor, for job #1.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	22	23.9	44.9	44.9
	Agree	18	19.6	36.7	81.6
	Neither Agree nor Disagree	6	6.5	12.2	93.9
	Disagree	2	2.2	4.1	98.0
	Not Applicable/No Response	1	1.1	2.0	100.0
	Total		49	53.3	100.0
Missing	System	43	46.7		
Total		92	100.0		

I consistently feel comfortable talking with my supervisor, for job #2.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	6	6.5	16.7	16.7
	Agree	1	1.1	2.8	19.4
	Neither Agree nor Disagree	5	5.4	13.9	33.3
	Disagree	2	2.2	5.6	38.9
	Not Applicable/No Response	22	23.9	61.1	100.0
	Total	36	39.1	100.0	
Missing	System	56	60.9		
Total		92	100.0		

I consistently feel comfortable talking with my supervisor, for job #3.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	6	6.5	17.6	17.6
	Agree	4	4.3	11.8	29.4
	Neither Agree nor Disagree	1	1.1	2.9	32.4
	Not Applicable/No Response	23	25.0	67.6	100.0
	Total	34	37.0	100.0	
Missing	System	58	63.0		
Total		92	100.0		

My current job will positively affect my future job search, for Job #1.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	22	23.9	44.9	44.9
	Agree	18	19.6	36.7	81.6
	Neither Agree nor Disagree	6	6.5	12.2	93.9
	Disagree	1	1.1	2.0	95.9
	Strongly Disagree	1	1.1	2.0	98.0
	Not Applicable/No Response	1	1.1	2.0	100.0
	Total	49	53.3	100.0	
Missing	System	43	46.7		
Total		92	100.0		

My current job will positively affect my future job search, for Job #2.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	4	4.3	10.8	10.8
	Agree	5	5.4	13.5	24.3
	Neither Agree nor Disagree	2	2.2	5.4	29.7
	Disagree	1	1.1	2.7	32.4
	Not Applicable/No Response	25	27.2	67.6	100.0
	Total		37	40.2	100.0
Missing	System	55	59.8		
Total		92	100.0		

My current job will positively affect my future job search, for Job #3.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	4	4.3	11.8	11.8
	Agree	4	4.3	11.8	23.5
	Neither Agree nor Disagree	2	2.2	5.9	29.4
	Disagree	1	1.1	2.9	32.4
	Not Applicable/No Response	23	25.0	67.6	100.0
	Total		34	37.0	100.0
Missing	System	58	63.0		
Total		92	100.0		

Which statement best describes your sense of belonging at Chico State?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	I feel like I do not belong in most situations at Chico State	6	6.5	9.8	9.8
	I feel like I belong rarely and with only a small group of others	13	14.1	21.3	31.1
	I feel like I belong most of the time	25	27.2	41.0	72.1
	I have a strong sense of belonging	17	18.5	27.9	100.0
	Total		61	66.3	100.0
Missing	System	31	33.7		
Total		92	100.0		

For student employees with multiple jobs, please respond to the next three questions multiple times for each job (up to three jobs):

Which statement best describes your sense of belonging in your present work environment, for job #1?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	I feel like I do not belong in most situations in my present work environment	4	4.3	8.2	8.2
	I feel like I belong rarely and with only a small group of others	2	2.2	4.1	12.2
	I feel like I belong most of the time	27	29.3	55.1	67.3
	I have a strong sense of belonging	16	17.4	32.7	100.0
	Total	49	53.3	100.0	
Missing	System	43	46.7		
Total		92	100.0		

Which statement best describes your sense of belonging in your present work environment, for job #2?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	I feel like I do not belong in most situations in my present work environment	5	5.4	23.8	23.8
	I feel like I belong rarely and with only a small group of others	3	3.3	14.3	38.1
	I feel like I belong most of the time	6	6.5	28.6	66.7
	I have a strong sense of belonging	7	7.6	33.3	100.0
	Total	21	22.8	100.0	
Missing	System	71	77.2		
Total		92	100.0		

Which statement best describes your sense of belonging in your present work environment, for job #3?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	I feel like I do not belong in most situations in my present work environment	4	4.3	21.1	21.1
	I feel like I belong most of the time	9	9.8	47.4	68.4
	I have a strong sense of belonging	6	6.5	31.6	100.0
	Total	19	20.7	100.0	
Missing	System	73	79.3		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #1: - Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	22	23.9	44.9	44.9
	Agree	19	20.7	38.8	83.7
	Disagree	5	5.4	10.2	93.9
	Strongly Disagree	1	1.1	2.0	95.9
	Not Applicable/No Reponse	2	2.2	4.1	100.0
	Total	49	53.3	100.0	
Missing	System	43	46.7		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #1: - Country of Birth

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	25	27.2	51.0	51.0
	Agree	16	17.4	32.7	83.7
	Neither Agree nor Disagree	1	1.1	2.0	85.7
	Disagree	2	2.2	4.1	89.8
	Not Applicable/No Reponse	5	5.4	10.2	100.0
	Total	49	53.3	100.0	
Missing	System	43	46.7		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #1: - Disability

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	12	13.0	24.5	24.5
	Agree	12	13.0	24.5	49.0
	Neither Agree nor Disagree	3	3.3	6.1	55.1
	Disagree	2	2.2	4.1	59.2
	Not Applicable/No Reponse	20	21.7	40.8	100.0
	Total	49	53.3	100.0	
Missing	System	43	46.7		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #1: - Economic Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	22	23.9	44.9	44.9
	Agree	16	17.4	32.7	77.6
	Neither Agree nor Disagree	3	3.3	6.1	83.7
	Disagree	2	2.2	4.1	87.8
	Not Applicable/No Reponse	6	6.5	12.2	100.0
	Total	49	53.3	100.0	
Missing	System	43	46.7		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #1: - Faith/Religion

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	20	21.7	40.8	40.8
	Agree	12	13.0	24.5	65.3
	Neither Agree nor Disagree	2	2.2	4.1	69.4
	Disagree	1	1.1	2.0	71.4
	Strongly Disagree	1	1.1	2.0	73.5
	Not Applicable/No Reponse	13	14.1	26.5	100.0
	Total	49	53.3	100.0	
Missing	System	43	46.7		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #1: - Family Responsibilities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	21	22.8	42.9	42.9
	Agree	15	16.3	30.6	73.5
	Neither Agree nor Disagree	2	2.2	4.1	77.6
	Disagree	1	1.1	2.0	79.6
	Not Applicable/No Reponse	10	10.9	20.4	100.0
	Total	49	53.3	100.0	
Missing	System	43	46.7		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #1: - Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	24	26.1	50.0	50.0
	Agree	15	16.3	31.3	81.3
	Neither Agree nor Disagree	4	4.3	8.3	89.6
	Disagree	1	1.1	2.1	91.7
	Not Applicable/No Reponse	4	4.3	8.3	100.0
	Total	48	52.2	100.0	
Missing	System	44	47.8		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #1: - Political Orientation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	21	22.8	43.8	43.8
	Agree	11	12.0	22.9	66.7
	Neither Agree nor Disagree	4	4.3	8.3	75.0
	Disagree	2	2.2	4.2	79.2
	Strongly Disagree	1	1.1	2.1	81.3
	Not Applicable/No Reponse	9	9.8	18.8	100.0
	Total	48	52.2	100.0	
Missing	System	44	47.8		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #1: - Race/Ethnicity

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	25	27.2	52.1	52.1
	Agree	15	16.3	31.3	83.3
	Neither Agree nor Disagree	2	2.2	4.2	87.5
	Disagree	2	2.2	4.2	91.7
	Not Applicable/No Reponse	4	4.3	8.3	100.0
	Total	48	52.2	100.0	
Missing	System	44	47.8		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #1: - Sexual Orientation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	25	27.2	50.0	50.0
	Agree	13	14.1	26.0	76.0
	Neither Agree nor Disagree	4	4.3	8.0	84.0
	Disagree	1	1.1	2.0	86.0
	Strongly Disagree	1	1.1	2.0	88.0
	Not Applicable/No Reponse	6	6.5	12.0	100.0
	Total	50	54.3	100.0	
Missing	System	42	45.7		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #1: - Status as a Veteran

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	8	8.7	16.7	16.7
	Agree	6	6.5	12.5	29.2
	Neither Agree nor Disagree	2	2.2	4.2	33.3
	Disagree	1	1.1	2.1	35.4
	Not Applicable/No Reponse	31	33.7	64.6	100.0
	Total	48	52.2	100.0	
Missing	System	44	47.8		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #1: - Other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	8	8.7	19.5	19.5
	Agree	5	5.4	12.2	31.7
	Neither Agree nor Disagree	3	3.3	7.3	39.0
	Disagree	1	1.1	2.4	41.5
	Not Applicable/No Reponse	24	26.1	58.5	100.0
	Total		41	44.6	100.0
Missing	System	51	55.4		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #2: - Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	8	8.7	25.8	25.8
	Agree	3	3.3	9.7	35.5
	Neither Agree nor Disagree	1	1.1	3.2	38.7
	Disagree	1	1.1	3.2	41.9
	Not Applicable/No Reponse	18	19.6	58.1	100.0
	Total		31	33.7	100.0
Missing	System	61	66.3		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #2: - Country of Birth

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	8	8.7	25.8	25.8
	Agree	3	3.3	9.7	35.5
	Disagree	1	1.1	3.2	38.7
	Not Applicable/No Reponse	19	20.7	61.3	100.0
	Total		31	33.7	100.0
Missing	System	61	66.3		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #2: - Disability

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	6	6.5	19.4	19.4
	Agree	1	1.1	3.2	22.6
	Neither Agree nor Disagree	1	1.1	3.2	25.8
	Disagree	1	1.1	3.2	29.0
	Not Applicable/No Reponse	22	23.9	71.0	100.0
	Total		31	33.7	100.0
Missing	System	61	66.3		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #2: - Economic Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	6	6.5	19.4	19.4
	Agree	3	3.3	9.7	29.0
	Neither Agree nor Disagree	1	1.1	3.2	32.3
	Disagree	1	1.1	3.2	35.5
	Not Applicable/No Reponse	20	21.7	64.5	100.0
	Total		31	33.7	100.0
Missing	System	61	66.3		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #2: - Faith/Religion

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	6	6.5	19.4	19.4
	Agree	2	2.2	6.5	25.8
	Disagree	1	1.1	3.2	29.0
	Not Applicable/No Reponse	22	23.9	71.0	100.0
	Total		31	33.7	100.0
Missing	System	61	66.3		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #2: - Family Responsibilities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	6	6.5	19.4	19.4
	Agree	3	3.3	9.7	29.0
	Neither Agree nor Disagree	1	1.1	3.2	32.3
	Disagree	1	1.1	3.2	35.5
	Not Applicable/No Reponse	20	21.7	64.5	100.0
	Total		31	33.7	100.0
Missing	System	61	66.3		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #2: - Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	6	6.5	19.4	19.4
	Agree	3	3.3	9.7	29.0
	Neither Agree nor Disagree	1	1.1	3.2	32.3
	Disagree	1	1.1	3.2	35.5
	Strongly Disagree	2	2.2	6.5	41.9
	Not Applicable/No Reponse	18	19.6	58.1	100.0
	Total		31	33.7	100.0
Missing	System	61	66.3		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #2: - Political Orientation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	6	6.5	19.4	19.4
	Agree	2	2.2	6.5	25.8
	Neither Agree nor Disagree	1	1.1	3.2	29.0
	Disagree	1	1.1	3.2	32.3
	Not Applicable/No Reponse	21	22.8	67.7	100.0
	Total		31	33.7	100.0
Missing	System	61	66.3		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #2: - Race/Ethnicity

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	7	7.6	22.6	22.6
	Agree	3	3.3	9.7	32.3
	Neither Agree nor Disagree	1	1.1	3.2	35.5
	Strongly Disagree	1	1.1	3.2	38.7
	Not Applicable/No Reponse	19	20.7	61.3	100.0
	Total		31	33.7	100.0
Missing	System	61	66.3		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #2: - Sexual Orientation

		Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	Strongly Agree	7	7.6	22.6	22.6	
	Agree	3	3.3	9.7	32.3	
	Strongly Disagree	1	1.1	3.2	35.5	
	Not Applicable/No Reponse	20	21.7	64.5	100.0	
	Total		31	33.7	100.0	
	Missing	System	61	66.3		
Total		92	100.0			

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #2: - Status as a Veteran

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	4	4.3	12.9	12.9
	Agree	1	1.1	3.2	16.1
	Not Applicable/No Reponse	26	28.3	83.9	100.0
	Total		31	33.7	100.0
Missing	System	61	66.3		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #2: - Other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	4	4.3	13.3	13.3
	Agree	1	1.1	3.3	16.7
	Not Applicable/No Reponse	25	27.2	83.3	100.0
	Total		30	32.6	100.0
Missing	System	62	67.4		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #3: - Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	7	7.6	23.3	23.3
	Agree	4	4.3	13.3	36.7

	Not Applicable/No Reponse	19	20.7	63.3	100.0
	Total	30	32.6	100.0	
Missing	System	62	67.4		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #3: - Country of Birth

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	6	6.5	20.0	20.0
	Agree	4	4.3	13.3	33.3
	Not Applicable/No Reponse	20	21.7	66.7	100.0
	Total	30	32.6	100.0	
Missing	System	62	67.4		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #3: - Disability

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	5	5.4	16.7	16.7
	Agree	2	2.2	6.7	23.3
	Not Applicable/No Reponse	23	25.0	76.7	100.0
	Total	30	32.6	100.0	
Missing	System	62	67.4		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #3: - Economic Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	6	6.5	20.0	20.0
	Agree	3	3.3	10.0	30.0
	Not Applicable/No Reponse	21	22.8	70.0	100.0
	Total	30	32.6	100.0	
Missing	System	62	67.4		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #3: - Faith/Religion

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	5	5.4	16.7	16.7
	Agree	2	2.2	6.7	23.3
	Not Applicable/No Reponse	23	25.0	76.7	100.0
	Total	30	32.6	100.0	
Missing	System	62	67.4		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #3: - Family Responsibilities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	5	5.4	16.7	16.7
	Agree	3	3.3	10.0	26.7
	Not Applicable/No Reponse	22	23.9	73.3	100.0
	Total	30	32.6	100.0	
Missing	System	62	67.4		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #3: - Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	5	5.4	16.7	16.7
	Agree	4	4.3	13.3	30.0
	Neither Agree nor Disagree	1	1.1	3.3	33.3
	Disagree	1	1.1	3.3	36.7
	Not Applicable/No Reponse	19	20.7	63.3	100.0
	Total	30	32.6	100.0	
Missing	System	62	67.4		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #3: - Political Orientation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	5	5.4	16.7	16.7
	Agree	2	2.2	6.7	23.3
	Not Applicable/No Reponse	23	25.0	76.7	100.0
	Total	30	32.6	100.0	
Missing	System	62	67.4		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #3: - Race/Ethnicity

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	5	5.4	16.7	16.7
	Agree	4	4.3	13.3	30.0

	Not Applicable/No Reponse	21	22.8	70.0	100.0
	Total	30	32.6	100.0	
Missing	System	62	67.4		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #3: - Sexual Orientation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	5	5.4	16.7	16.7
	Agree	3	3.3	10.0	26.7
	Not Applicable/No Reponse	22	23.9	73.3	100.0
	Total	30	32.6	100.0	
Missing	System	62	67.4		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #3: - Status as a Veteran

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	3	3.3	10.0	10.0
	Agree	1	1.1	3.3	13.3
	Not Applicable/No Reponse	26	28.3	86.7	100.0
	Total	30	32.6	100.0	
Missing	System	62	67.4		
Total		92	100.0		

In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #3: - Other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	3	3.3	10.0	10.0
	Agree	1	1.1	3.3	13.3
	Not Applicable/No Reponse	26	28.3	86.7	100.0
	Total	30	32.6	100.0	
Missing	System	62	67.4		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #1, due to their: -
Age**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	1	1.1	2.2	2.2
	Agree	4	4.3	8.7	10.9
	Neither Agree nor Disagree	2	2.2	4.3	15.2
	Disagree	12	13.0	26.1	41.3
	Strongly Disagree	23	25.0	50.0	91.3
	Not Applicable/No Reponse	4	4.3	8.7	100.0
	Total		46	50.0	100.0
Missing	System	46	50.0		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #1, due to their: -
Country of Birth**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	3	3.3	6.7	6.7
	Agree	3	3.3	6.7	13.3
	Neither Agree nor Disagree	1	1.1	2.2	15.6
	Disagree	11	12.0	24.4	40.0
	Strongly Disagree	23	25.0	51.1	91.1
	Not Applicable/No Reponse	4	4.3	8.9	100.0
	Total		45	48.9	100.0
Missing	System	47	51.1		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #1, due to their: -
Disability**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	2	2.2	4.3	4.3
	Agree	1	1.1	2.2	6.5
	Neither Agree nor Disagree	2	2.2	4.3	10.9
	Disagree	13	14.1	28.3	39.1
	Strongly Disagree	23	25.0	50.0	89.1
	Not Applicable/No Reponse	5	5.4	10.9	100.0
	Total		46	50.0	100.0
Missing	System	46	50.0		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #1, due to their: -
Economic Status**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	2	2.2	4.4	4.4
	Agree	2	2.2	4.4	8.9
	Neither Agree nor Disagree	2	2.2	4.4	13.3
	Disagree	12	13.0	26.7	40.0
	Strongly Disagree	23	25.0	51.1	91.1
	Not Applicable/No Reponse	4	4.3	8.9	100.0
	Total		45	48.9	100.0
Missing	System	47	51.1		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #1, due to their: -
Faith/Religion**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	1	1.1	2.2	2.2
	Agree	2	2.2	4.3	6.5
	Neither Agree nor Disagree	2	2.2	4.3	10.9
	Disagree	13	14.1	28.3	39.1
	Strongly Disagree	23	25.0	50.0	89.1
	Not Applicable/No Reponse	5	5.4	10.9	100.0
	Total		46	50.0	100.0
Missing	System	46	50.0		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #1, due to their: -
Family Responsibilities**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	1	1.1	2.2	2.2
	Agree	3	3.3	6.7	8.9
	Neither Agree nor Disagree	1	1.1	2.2	11.1
	Disagree	12	13.0	26.7	37.8
	Strongly Disagree	23	25.0	51.1	88.9
	Not Applicable/No Reponse	5	5.4	11.1	100.0
	Total		45	48.9	100.0
Missing	System	47	51.1		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #1, due to their: -
Gender**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	1	1.1	2.2	2.2
	Agree	1	1.1	2.2	4.3
	Neither Agree nor Disagree	2	2.2	4.3	8.7
	Disagree	14	15.2	30.4	39.1
	Strongly Disagree	24	26.1	52.2	91.3
	Not Applicable/No Reponse	4	4.3	8.7	100.0
	Total	46	50.0	100.0	
Missing	System	46	50.0		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #1, due to their: -
Political Orientation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	1	1.1	2.3	2.3
	Agree	1	1.1	2.3	4.5
	Neither Agree nor Disagree	1	1.1	2.3	6.8
	Disagree	14	15.2	31.8	38.6
	Strongly Disagree	23	25.0	52.3	90.9
	Not Applicable/No Reponse	4	4.3	9.1	100.0
	Total	44	47.8	100.0	
Missing	System	48	52.2		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #1, due to their: -
Race/Ethnicity**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	1	1.1	2.2	2.2
	Agree	4	4.3	8.9	11.1
	Disagree	13	14.1	28.9	40.0
	Strongly Disagree	23	25.0	51.1	91.1
	Not Applicable/No Reponse	4	4.3	8.9	100.0
	Total	45	48.9	100.0	
Missing	System	47	51.1		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #1, due to their: -
Sexual Orientation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	1	1.1	2.3	2.3
	Agree	2	2.2	4.5	6.8
	Neither Agree nor Disagree	1	1.1	2.3	9.1
	Disagree	13	14.1	29.5	38.6
	Strongly Disagree	23	25.0	52.3	90.9
	Not Applicable/No Reponse	4	4.3	9.1	100.0
	Total		44	47.8	100.0
Missing	System	48	52.2		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #1, due to their: -
Status as a Veteran**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	2	2.2	4.4	4.4
	Disagree	12	13.0	26.7	31.1
	Strongly Disagree	23	25.0	51.1	82.2
	Not Applicable/No Reponse	8	8.7	17.8	100.0
	Total		45	48.9	100.0
Missing	System	47	51.1		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #1, due to their: -
Other**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	4	4.3	10.3	10.3
	Disagree	5	5.4	12.8	23.1
	Strongly Disagree	19	20.7	48.7	71.8
	Not Applicable/No Reponse	11	12.0	28.2	100.0
	Total		39	42.4	100.0
Missing	System	53	57.6		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #2, due to their: -
Age**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Neither Agree nor Disagree	2	2.2	7.1	7.1
	Disagree	4	4.3	14.3	21.4
	Strongly Disagree	6	6.5	21.4	42.9
	Not Applicable/No Reponse	16	17.4	57.1	100.0
	Total	28	30.4	100.0	
Missing	System	64	69.6		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #2, due to their: -
Country of Birth**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	1	1.1	3.6	3.6
	Neither Agree nor Disagree	1	1.1	3.6	7.1
	Disagree	3	3.3	10.7	17.9
	Strongly Disagree	6	6.5	21.4	39.3
	Not Applicable/No Reponse	17	18.5	60.7	100.0
	Total	28	30.4	100.0	
Missing	System	64	69.6		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #2, due to their: -
Disability**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	2	2.2	7.1	7.1
	Neither Agree nor Disagree	1	1.1	3.6	10.7
	Disagree	3	3.3	10.7	21.4
	Strongly Disagree	6	6.5	21.4	42.9
	Not Applicable/No Reponse	16	17.4	57.1	100.0
	Total	28	30.4	100.0	
Missing	System	64	69.6		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #2, due to their: -
Economic Status**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Neither Agree nor Disagree	2	2.2	7.1	7.1
	Disagree	4	4.3	14.3	21.4
	Strongly Disagree	6	6.5	21.4	42.9
	Not Applicable/No Reponse	16	17.4	57.1	100.0
	Total	28	30.4	100.0	
Missing	System	64	69.6		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #2, due to their: -
Faith/Religion**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	1	1.1	3.7	3.7
	Neither Agree nor Disagree	1	1.1	3.7	7.4
	Disagree	3	3.3	11.1	18.5
	Strongly Disagree	6	6.5	22.2	40.7
	Not Applicable/No Reponse	16	17.4	59.3	100.0
	Total	27	29.3	100.0	
Missing	System	65	70.7		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #2, due to their: -
Family Responsibilities**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	1	1.1	3.7	3.7
	Neither Agree nor Disagree	1	1.1	3.7	7.4
	Disagree	3	3.3	11.1	18.5
	Strongly Disagree	6	6.5	22.2	40.7
	Not Applicable/No Reponse	16	17.4	59.3	100.0
	Total	27	29.3	100.0	
Missing	System	65	70.7		
Total		92	100.0		

In my work environment, I have witnessed others being treated in an unequal manner for job #2, due to their: - Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	1	1.1	3.7	3.7
	Neither Agree nor Disagree	3	3.3	11.1	14.8
	Disagree	2	2.2	7.4	22.2
	Strongly Disagree	6	6.5	22.2	44.4
	Not Applicable/No Reponse	15	16.3	55.6	100.0
	Total	27	29.3	100.0	
Missing	System	65	70.7		
Total		92	100.0		

In my work environment, I have witnessed others being treated in an unequal manner for job #2, due to their: - Political Orientation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	1	1.1	3.7	3.7
	Neither Agree nor Disagree	3	3.3	11.1	14.8
	Disagree	2	2.2	7.4	22.2
	Strongly Disagree	6	6.5	22.2	44.4
	Not Applicable/No Reponse	15	16.3	55.6	100.0
	Total	27	29.3	100.0	
Missing	System	65	70.7		
Total		92	100.0		

In my work environment, I have witnessed others being treated in an unequal manner for job #2, due to their: - Race/Ethnicity

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	1	1.1	3.7	3.7
	Agree	1	1.1	3.7	7.4
	Neither Agree nor Disagree	1	1.1	3.7	11.1
	Disagree	3	3.3	11.1	22.2
	Strongly Disagree	6	6.5	22.2	44.4
	Not Applicable/No Reponse	15	16.3	55.6	100.0
	Total	27	29.3	100.0	
Missing	System	65	70.7		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #2, due to their: -
Sexual Orientation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	2	2.2	7.4	7.4
	Neither Agree nor Disagree	1	1.1	3.7	11.1
	Disagree	3	3.3	11.1	22.2
	Strongly Disagree	6	6.5	22.2	44.4
	Not Applicable/No Reponse	15	16.3	55.6	100.0
	Total	27	29.3	100.0	
Missing	System	65	70.7		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #2, due to their: -
Status as a Veteran**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	1	1.1	3.7	3.7
	Disagree	2	2.2	7.4	11.1
	Strongly Disagree	7	7.6	25.9	37.0
	Not Applicable/No Reponse	17	18.5	63.0	100.0
	Total	27	29.3	100.0	
Missing	System	65	70.7		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #2, due to their: -
Other**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	1	1.1	4.0	4.0
	Disagree	1	1.1	4.0	8.0
	Strongly Disagree	6	6.5	24.0	32.0
	Not Applicable/No Reponse	17	18.5	68.0	100.0
	Total	25	27.2	100.0	
Missing	System	67	72.8		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #3, due to their: -
Age**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Neither Agree nor Disagree	2	2.2	8.0	8.0
	Disagree	2	2.2	8.0	16.0
	Strongly Disagree	7	7.6	28.0	44.0
	Not Applicable/No Reponse	14	15.2	56.0	100.0
	Total	25	27.2	100.0	
Missing	System	67	72.8		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #3, due to their: -
Country of Birth**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Neither Agree nor Disagree	1	1.1	4.0	4.0
	Disagree	3	3.3	12.0	16.0
	Strongly Disagree	6	6.5	24.0	40.0
	Not Applicable/No Reponse	15	16.3	60.0	100.0
	Total	25	27.2	100.0	
Missing	System	67	72.8		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #3, due to their: -
Disability**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Neither Agree nor Disagree	1	1.1	4.0	4.0
	Disagree	3	3.3	12.0	16.0
	Strongly Disagree	7	7.6	28.0	44.0
	Not Applicable/No Reponse	14	15.2	56.0	100.0
	Total	25	27.2	100.0	
Missing	System	67	72.8		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #3, due to their: -
Economic Status**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Neither Agree nor Disagree	1	1.1	4.0	4.0
	Disagree	3	3.3	12.0	16.0
	Strongly Disagree	6	6.5	24.0	40.0
	Not Applicable/No Reponse	15	16.3	60.0	100.0
	Total	25	27.2	100.0	
Missing	System	67	72.8		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #3, due to their: -
Faith/Religion**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Neither Agree nor Disagree	1	1.1	4.0	4.0
	Disagree	3	3.3	12.0	16.0
	Strongly Disagree	6	6.5	24.0	40.0
	Not Applicable/No Reponse	15	16.3	60.0	100.0
	Total	25	27.2	100.0	
Missing	System	67	72.8		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #3, due to their: -
Family Responsibilities**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Neither Agree nor Disagree	1	1.1	4.0	4.0
	Disagree	3	3.3	12.0	16.0
	Strongly Disagree	6	6.5	24.0	40.0
	Not Applicable/No Reponse	15	16.3	60.0	100.0
	Total	25	27.2	100.0	
Missing	System	67	72.8		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #3, due to their: -
Gender**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	1	1.1	4.0	4.0
	Neither Agree nor Disagree	1	1.1	4.0	8.0
	Disagree	3	3.3	12.0	20.0
	Strongly Disagree	6	6.5	24.0	44.0
	Not Applicable/No Reponse	14	15.2	56.0	100.0
	Total	25	27.2	100.0	
Missing	System	67	72.8		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #3, due to their: -
Political Orientation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Neither Agree nor Disagree	1	1.1	4.0	4.0
	Disagree	3	3.3	12.0	16.0
	Strongly Disagree	6	6.5	24.0	40.0
	Not Applicable/No Reponse	15	16.3	60.0	100.0
	Total	25	27.2	100.0	
Missing	System	67	72.8		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #3, due to their: -
Race/Ethnicity**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Neither Agree nor Disagree	1	1.1	4.0	4.0
	Disagree	3	3.3	12.0	16.0
	Strongly Disagree	6	6.5	24.0	40.0
	Not Applicable/No Reponse	15	16.3	60.0	100.0
	Total	25	27.2	100.0	
Missing	System	67	72.8		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #3, due to their: -
Sexual Orientation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Neither Agree nor Disagree	1	1.1	4.0	4.0
	Disagree	3	3.3	12.0	16.0
	Strongly Disagree	6	6.5	24.0	40.0
	Not Applicable/No Reponse	15	16.3	60.0	100.0
	Total	25	27.2	100.0	
Missing	System	67	72.8		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #3, due to their: -
Status as a Veteran**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	3	3.3	12.0	12.0
	Strongly Disagree	5	5.4	20.0	32.0
	Not Applicable/No Reponse	17	18.5	68.0	100.0
	Total	25	27.2	100.0	
Missing	System	67	72.8		
Total		92	100.0		

**In my work environment, I have witnessed others being treated in an unequal manner for job #3, due to their: -
Other**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	2	2.2	8.0	8.0
	Strongly Disagree	5	5.4	20.0	28.0
	Not Applicable/No Reponse	18	19.6	72.0	100.0
	Total	25	27.2	100.0	
Missing	System	67	72.8		
Total		92	100.0		

I consistently feel comfortable requesting time off for personal or educational needs.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	47	51.1	77.0	77.0
	No	10	10.9	16.4	93.4
	Prefer Not To State	4	4.3	6.6	100.0
	Total	61	66.3	100.0	
Missing	System	31	33.7		
Total		92	100.0		

My team mostly operated effectively during the crises we have faced in the past five years.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	19	20.7	31.7	31.7
	Agree	20	21.7	33.3	65.0
	Neither Agree nor Disagree	8	8.7	13.3	78.3
	Not Applicable/No Response	13	14.1	21.7	100.0
	Total	60	65.2	100.0	
Missing	System	32	34.8		
Total		92	100.0		

The University responded appropriately to the Camp Fire.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	4	4.3	6.7	6.7
	Agree	9	9.8	15.0	21.7
	Neither Agree nor Disagree	7	7.6	11.7	33.3
	Disagree	4	4.3	6.7	40.0
	Strongly Disagree	3	3.3	5.0	45.0
	Not Applicable/No Response	33	35.9	55.0	100.0
	Total	60	65.2	100.0	
	Missing	System	32	34.8	
Total		92	100.0		

The University communicated effectively during the Camp Fire.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	4	4.3	6.7	6.7
	Agree	10	10.9	16.7	23.3
	Neither Agree nor Disagree	6	6.5	10.0	33.3
	Disagree	2	2.2	3.3	36.7
	Strongly Disagree	5	5.4	8.3	45.0
	Not Applicable/No Response	33	35.9	55.0	100.0
	Total	60	65.2	100.0	
Missing	System	32	34.8		
Total		92	100.0		

The University has and continues to respond appropriately to COVID-19.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	8	8.7	13.3	13.3
	Agree	25	27.2	41.7	55.0
	Neither Agree nor Disagree	11	12.0	18.3	73.3
	Disagree	9	9.8	15.0	88.3
	Strongly Disagree	4	4.3	6.7	95.0
	Not Applicable/No Response	3	3.3	5.0	100.0
	Total		60	65.2	100.0
Missing	System	32	34.8		
Total		92	100.0		

The University has and continues to communicate effectively to COVID-19.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	9	9.8	15.0	15.0
	Agree	24	26.1	40.0	55.0
	Neither Agree nor Disagree	10	10.9	16.7	71.7
	Disagree	10	10.9	16.7	88.3
	Strongly Disagree	5	5.4	8.3	96.7
	Not Applicable/No Response	2	2.2	3.3	100.0
	Total		60	65.2	100.0
Missing	System	32	34.8		
Total		92	100.0		

The University has and continues to respond effectively to the emotional and physical needs of the campus community during the various crises (respond based on your experience with any or all of the crises).

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	7	7.6	11.7	11.7
	Agree	20	21.7	33.3	45.0
	Neither Agree nor Disagree	13	14.1	21.7	66.7
	Disagree	11	12.0	18.3	85.0
	Strongly Disagree	6	6.5	10.0	95.0
	Not Applicable/No Response	3	3.3	5.0	100.0
	Total		60	65.2	100.0
Missing	System	32	34.8		
Total		92	100.0		

The University has and continues to communicate appropriately regarding the emotional and physical needs of the campus community during the various crises (respond based on your experience with any or all of the crises).

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	7	7.6	11.9	11.9
	Agree	26	28.3	44.1	55.9
	Neither Agree nor Disagree	7	7.6	11.9	67.8
	Disagree	9	9.8	15.3	83.1
	Strongly Disagree	7	7.6	11.9	94.9
	Not Applicable/No Response	3	3.3	5.1	100.0
	Total	59	64.1	100.0	
Missing	System	33	35.9		
Total		92	100.0		

We realize that responses to some demographic questions may be identifiable. These responses were developed to be as inclusive as possible. To ensure confidentiality, responses will be deidentified or aggregated in analysis and for reporting.

For student employees with multiple jobs, please respond to the next two questions multiple times for each job (up to three jobs):

What is your current position, for job #1? - Selected Choice

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Instructional Student Assistant	9	9.8	18.4	18.4
	Associated Student Employee	9	9.8	18.4	36.7
	University Housing Employee	5	5.4	10.2	46.9
	Graduate Assistant	1	1.1	2.0	49.0
	Other	23	25.0	46.9	95.9
	Prefer Not To State	2	2.2	4.1	100.0
	Total	49	53.3	100.0	
Missing	System	43	46.7		
Total		92	100.0		

We realize that responses to some demographic questions may be identifiable. These responses were developed to be as inclusive as possible. To ensure confidentiality, responses will be deidentified or aggregated in analysis and for reporting.

What is your current position, for job #2? - Selected Choice

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Instructional Student Assistant	3	3.3	13.0	13.0
	Associated Student Employee	1	1.1	4.3	17.4
	Graduate Assistant	1	1.1	4.3	21.7
	Other	6	6.5	26.1	47.8
	Prefer Not To State	12	13.0	52.2	100.0
	Total	23	25.0	100.0	
Missing	System	69	75.0		
Total		92	100.0		

We realize that responses to some demographic questions may be identifiable. These responses were developed to be as inclusive as possible. To ensure confidentiality, responses will be deidentified or aggregated in analysis and for reporting.

What is your current position, for job #3? - Selected Choice

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Instructional Student Assistant	2	2.2	10.0	10.0
	Associated Student Employee	1	1.1	5.0	15.0
	Other	7	7.6	35.0	50.0
	Prefer Not To State	10	10.9	50.0	100.0
	Total	20	21.7	100.0	
Missing	System	72	78.3		
Total		92	100.0		

In which division are you employed, for job #1?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Academic Affairs	7	7.6	14.3	14.3
	Advancement	2	2.2	4.1	18.4
	Business and Finance	4	4.3	8.2	26.5
	Information Technology	5	5.4	10.2	36.7
	Student Affairs	6	6.5	12.2	49.0
	Other	21	22.8	42.9	91.8
	Prefer Not To State	4	4.3	8.2	100.0
	Total	49	53.3	100.0	
Missing	System	43	46.7		
Total		92	100.0		

In which division are you employed, for job #2?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Academic Affairs	2	2.2	9.1	9.1
	Student Affairs	3	3.3	13.6	22.7
	Other	6	6.5	27.3	50.0
	Prefer Not To State	11	12.0	50.0	100.0
	Total	22	23.9	100.0	
Missing	System	70	76.1		
Total		92	100.0		

In which division are you employed, for job #3?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Academic Affairs	1	1.1	4.8	4.8
	Student Affairs	4	4.3	19.0	23.8
	Other	5	5.4	23.8	47.6
	Prefer Not To State	11	12.0	52.4	100.0
	Total	21	22.8	100.0	
Missing	System	71	77.2		
Total		92	100.0		

How long have you worked at Chico State?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 to 3 months	5	5.4	8.5	8.5
	6 months to 12 months	15	16.3	25.4	33.9
	1 to 2 years	26	28.3	44.1	78.0
	3 or more years	11	12.0	18.6	96.6
	Prefer Not To State	2	2.2	3.4	100.0
	Total	59	64.1	100.0	
Missing	System	33	35.9		
Total		92	100.0		

For student employees with multiple jobs, please respond to this question multiple times for each job (up to three jobs):

How long have you been in your current position at Chico State, for job #1?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 to 3 months	8	8.7	17.4	17.4
	6 months to 12 months	16	17.4	34.8	52.2
	1 to 2 years	16	17.4	34.8	87.0
	3 or more years	5	5.4	10.9	97.8
	Prefer Not To State	1	1.1	2.2	100.0
	Total	46	50.0	100.0	
Missing	System	46	50.0		
Total		92	100.0		

How long have you been in your current position at Chico State, for job #2?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 to 3 months	1	1.1	4.3	4.3
	6 months to 12 months	4	4.3	17.4	21.7
	1 to 2 years	6	6.5	26.1	47.8
	Prefer Not To State	12	13.0	52.2	100.0
	Total	23	25.0	100.0	
Missing	System	69	75.0		
Total		92	100.0		

How long have you been in your current position at Chico State, for job #3?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 to 3 months	3	3.3	14.3	14.3
	6 months to 12 months	4	4.3	19.0	33.3
	1 to 2 years	2	2.2	9.5	42.9
	3 or more years	1	1.1	4.8	47.6
	Prefer Not To State	11	12.0	52.4	100.0
	Total	21	22.8	100.0	
Missing	System	71	77.2		
Total		92	100.0		

What level of degree are you currently enrolled in at Chico State?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bachelor's degree	49	53.3	81.7	81.7
	Master's degree in the Arts and Sciences (MA, MS)	6	6.5	10.0	91.7
	MBA	2	2.2	3.3	95.0
	Other degree or certificate	1	1.1	1.7	96.7
	Prefer Not To State	2	2.2	3.3	100.0
	Total	60	65.2	100.0	
Missing	System	32	34.8		
Total		92	100.0		

What is your gender identity? (Please check all that apply) - Selected Choice Male

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	17	18.5	100.0	100.0
Missing	System	75	81.5		
Total		92	100.0		

What is your gender identity? (Please check all that apply) - Selected Choice Female

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	35	38.0	100.0	100.0
Missing	System	57	62.0		
Total		92	100.0		

What is your gender identity? (Please check all that apply) - Selected Choice Trans Man

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Trans Man	1	1.1	100.0	100.0
Missing	System	91	98.9		
Total		92	100.0		

**What is your gender identity? (Please check all that apply) - Selected Choice
Trans Woman**

		Frequency	Percent
Missing	System	92	100.0

What is your gender identity? (Please check all that apply) - Selected Choice Genderqueer/Gender Non-Conforming

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Genderqueer/Gender Non-Conforming	2	2.2	100.0	100.0
Missing	System	90	97.8		
Total		92	100.0		

What is your gender identity? (Please check all that apply) - Selected Choice Non-Binary

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Non-Binary	2	2.2	100.0	100.0
Missing	System	90	97.8		
Total		92	100.0		

What is your gender identity? (Please check all that apply) - Selected Choice Not Sure

		Frequency	Percent
Missing	System	92	100.0

What is your gender identity? (Please check all that apply) - Selected Choice Prefer Not To State

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Prefer Not To State	4	4.3	100.0	100.0
Missing	System	88	95.7		
Total		92	100.0		

**What is your gender identity? (Please check all that apply) - Selected Choice
Another Identity**

		Frequency	Percent
Missing	System	92	100.0

What is your gender expression?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Gender Conforming	42	45.7	75.0	75.0
	Gender Non-Conforming (Queer)	3	3.3	5.4	80.4
	Both	2	2.2	3.6	83.9
	Not sure	1	1.1	1.8	85.7
	Prefer Not To State	8	8.7	14.3	100.0
	Total	56	60.9	100.0	
Missing	System	36	39.1		
Total		92	100.0		

What is your sexual orientation? (Please mark all that apply) - Selected Choice Straight/Heterosexual

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Straight/Heterosexual	29	31.5	100.0	100.0
Missing	System	63	68.5		
Total		92	100.0		

What is your sexual orientation? (Please mark all that apply) - Selected Choice Queer

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Queer	6	6.5	100.0	100.0
Missing	System	86	93.5		
Total		92	100.0		

What is your sexual orientation? (Please mark all that apply) - Selected Choice Gay

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Gay	6	6.5	100.0	100.0
Missing	System	86	93.5		
Total		92	100.0		

What is your sexual orientation? (Please mark all that apply) - Selected Choice Lesbian

		Frequency	Percent
Missing	System	92	100.0

What is your sexual orientation? (Please mark all that apply) - Selected Choice Bisexual

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bisexual	12	13.0	100.0	100.0
Missing	System	80	87.0		
Total		92	100.0		

What is your sexual orientation? (Please mark all that apply) - Selected Choice Pansexual

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Pansexual	4	4.3	100.0	100.0
Missing	System	88	95.7		
Total		92	100.0		

What is your sexual orientation? (Please mark all that apply) - Selected Choice Asexual

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Asexual	3	3.3	100.0	100.0
Missing	System	89	96.7		
Total		92	100.0		

What is your sexual orientation? (Please mark all that apply) - Selected Choice Not Sure

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Sure	2	2.2	100.0	100.0
Missing	System	90	97.8		
Total		92	100.0		

What is your sexual orientation? (Please mark all that apply) - Selected Choice Another Orientation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Another Orientation	1	1.1	100.0	100.0
Missing	System	91	98.9		
Total		92	100.0		

What is your sexual orientation? (Please mark all that apply) - Selected Choice Prefer Not To State

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Prefer Not To State	8	8.7	100.0	100.0
Missing	System	84	91.3		
Total		92	100.0		

What is your race/ethnicity? (Please check all that apply) - Selected Choice American Indian or Alaska Native

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	American Indian or Alaska Native	1	1.1	100.0	100.0
Missing	System	91	98.9		
Total		92	100.0		

What is your race/ethnicity? (Please check all that apply) - Selected Choice Asian

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Asian	2	2.2	100.0	100.0
Missing	System	90	97.8		
Total		92	100.0		

What is your race/ethnicity? (Please check all that apply) - Selected Choice Black or African American

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Black or African American	4	4.3	100.0	100.0
Missing	System	88	95.7		
Total		92	100.0		

What is your race/ethnicity? (Please check all that apply) - Selected Choice Hispanic or Latinx

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Hispanic or Latinx	19	20.7	100.0	100.0
Missing	System	73	79.3		
Total		92	100.0		

What is your race/ethnicity? (Please check all that apply) - Selected Choice Native Hawaiian or Other Pacific Islander

		Frequency	Percent
Missing	System	92	100.0

What is your race/ethnicity? (Please check all that apply) - Selected Choice White

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	White	31	33.7	100.0	100.0
Missing	System	61	66.3		
Total		92	100.0		

What is your race/ethnicity? (Please check all that apply) - Selected Choice Two or More Races/Ethnicities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Two or More Races/Ethnicities	1	1.1	100.0	100.0
Missing	System	91	98.9		
Total		92	100.0		

What is your race/ethnicity? (Please check all that apply) - Selected Choice Prefer Not To State

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Prefer Not To State	5	5.4	100.0	100.0
Missing	System	87	94.6		
Total		92	100.0		

What is your race/ethnicity? (Please check all that apply) - Selected Choice Other

		Frequency	Percent
Missing	System	92	100.0

What is your race/ethnicity? (Please check all that apply) - Selected Choice Tribal Affiliation (if applicable)

		Frequency	Percent
Missing	System	92	100.0

What is your age?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18 - 24	48	52.2	80.0	80.0
	25 - 34	6	6.5	10.0	90.0
	35 - 44	2	2.2	3.3	93.3
	45 - 54	1	1.1	1.7	95.0
	Prefer Not To State	3	3.3	5.0	100.0
	Total		60	65.2	100.0
Missing	System	32	34.8		
Total		92	100.0		

Do you have a disability that impacts your daily activity?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	8	8.7	13.3	13.3
	No	48	52.2	80.0	93.3
	Prefer Not To Say	4	4.3	6.7	100.0
	Total	60	65.2	100.0	
Missing	System	32	34.8		
Total		92	100.0		

Are you a first generation college student?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	31	33.7	51.7	51.7
	No	26	28.3	43.3	95.0
	Prefer Not To State	3	3.3	5.0	100.0
	Total	60	65.2	100.0	
Missing	System	32	34.8		
Total		92	100.0		

Did you begin Chico State as a first-year student or a transfer student?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	First-Year Student	32	34.8	54.2	54.2
	Transfer Student	23	25.0	39.0	93.2
	I am not sure	2	2.2	3.4	96.6
	Prefer Not To State	2	2.2	3.4	100.0
	Total	59	64.1	100.0	
Missing	System	33	35.9		
Total		92	100.0		