

Full-Time Faculty Perceptions of Campus Climate

IRMA Research Summary

Faculty and Staff Climate Survey (FSCS) FT Faculty Executive Summary

- Since 2005, IRMA has surveyed faculty and staff about the climate at DePaul. During Winter quarter 2022, the Faculty and Staff Climate Survey was sent to all FT faculty (n=871) and 474 responded for a **54%** response rate.
- **Leadership-Chairs, Academic Climate, and Faculty Council** had the three highest mean index ratings with Leadership-Chairs and Faculty Council being the only two indices with mean increases from 2019. **Leadership-Executives, Reward and Recognition, and General Experiences** had the lowest mean ratings, and while all other indices showed some mean decreases, **Leadership-Executives, General Experiences, and Workload** had moderate declines in mean scores from 2019.

Themes that Emerged: Looking across indices, several themes emerged.

- **Employee Feedback:** Among the **Leadership** items for **Deans** and for the **Executive Team**, the lowest levels of agreement are for the items related to feedback. Nearly two-thirds of faculty do not agree that executives consider employee feedback in decision-making. The same was not true of **Chairs** where nearly three-quarters of faculty felt their feedback influenced departmental decisions. On the **Collegiality** index, we see increasing levels of disagreement over time that feedback from faculty is considered. It appears that faculty want to be involved but feel stymied by the upper levels of administration.
- **Diversity:** DePaul continues to struggle with its diversity initiatives. The **Diversity** index and items have been declining since 2013. On the **Academic Climate** index, the two lowest rated items were about DePaul's commitment to diversity and how much DePaul strives to recruit a diverse faculty. On the **Mission** index, nearly one-quarter of faculty do not think DePaul provides equal opportunities to employees of various identities.
- **Reward and Recognition:** As the **Reward and Recognition** index shows, DePaul's faculty want to be recognized for their contributions to the university. We see more faculty disagreeing than agreeing with several of the items, including that DePaul recognizes high-achieving employees and with how DePaul uses rewards other than money to recognize such employees. In the **General Experiences** index, more faculty disagree than agree that DePaul recognizes high quality work.

Faculty and Staff Climate Survey (FSCS) Background

- Since 2005, IRMA has surveyed faculty and staff about the climate at DePaul. In addition to a relatively consistent core set of items, additional items are periodically included to address specific areas of interest. Starting in 2013, the survey was put on a three-year distribution cycle with Winter2022 being the most recent administration.
- From the core set of items, the following eleven summary indices were computed:
 - Academic Climate
 - University Mission and Values
 - Leadership – with separate questions asking about the Executive Team, the deans, and department chairs
 - Workload
 - Faculty Council
 - Diversity
 - General Experiences
 - Collegiality
 - Reward and Recognition
- Specifically, on a 1 to 5 scale (1 = “Strongly Disagree,” 5 = “Strongly Agree”), faculty were asked to indicate the extent to which they agreed with various statements describing the climate at DePaul. Higher scores indicated more positive experiences.
- In survey research, we look at both statistical significance and effect sizes when evaluating scores on indices and individual items. While statistical significance shows that an effect exists (there is a significant difference between the mean scores), effect size measures practical significance, i.e., that the effect is large enough to be meaningful in the real world. The effect size is calculated by taking the difference between two mean scores and dividing that by the pooled standard deviation. For our research purposes, an effect size of .1 is a small effect, while an effect size of .3 is considered moderate and .5 is strong.

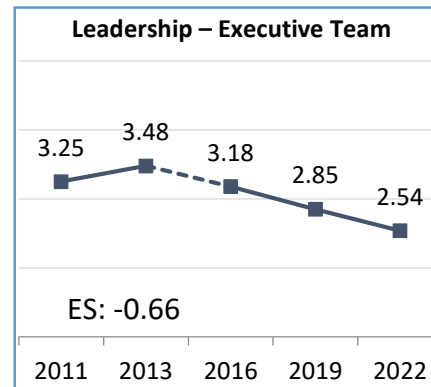
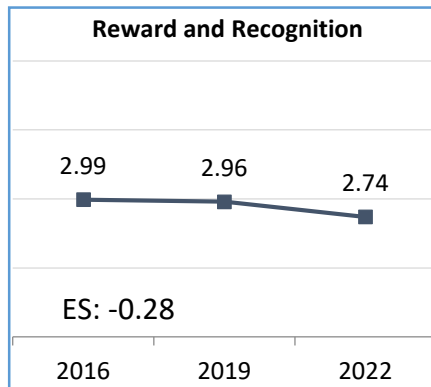
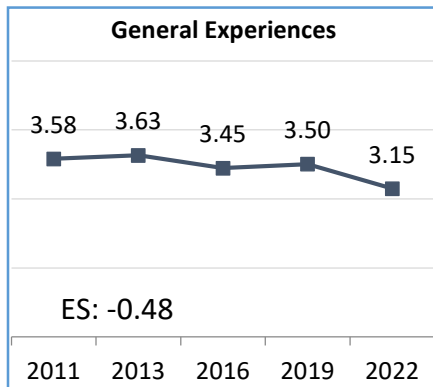
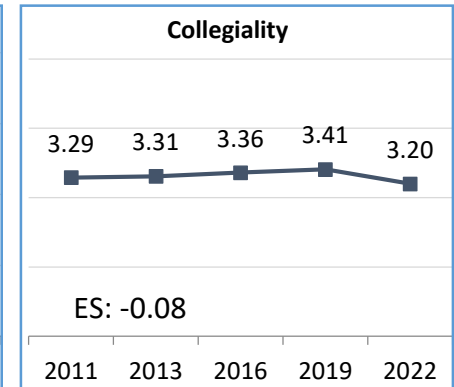
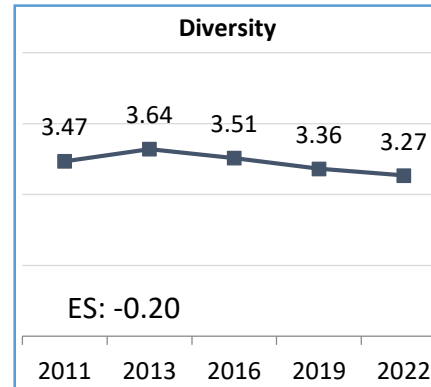
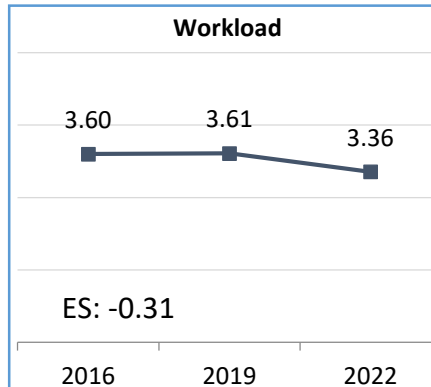
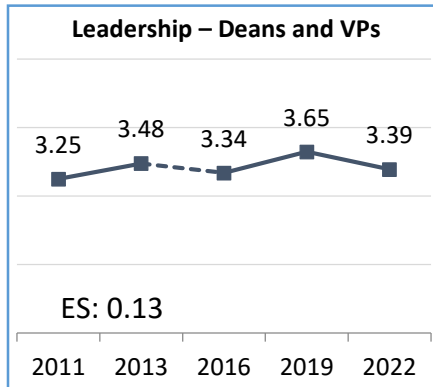
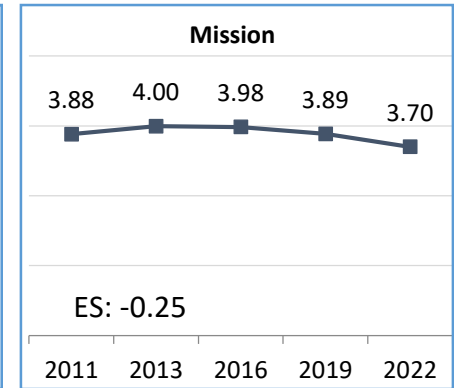
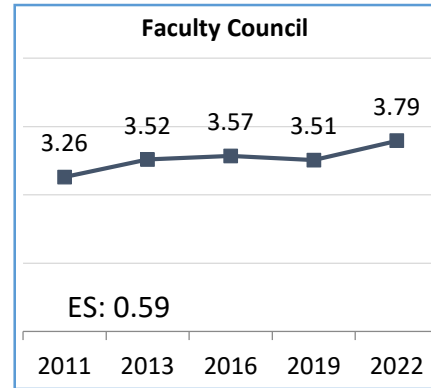
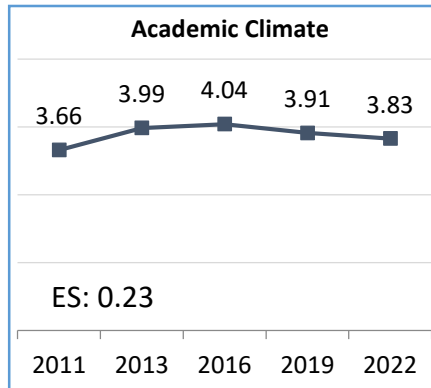
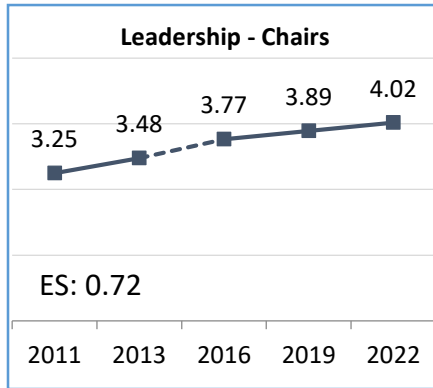
Full-Time Faculty Response Rates

College	Number of Respondents	Total Number of Faculty	Response Rate
Business	70	130	53.8%
Communication	32	49	65.3%
CDM	54	121	44.6%
CSH	94	166	56.6%
Education	29	53	54.7%
LAS	139	248	56.0%
Law	12	34	35.3%
Music	18	23	78.3%
SCPS	5	12	41.7%
Theatre	14	26	53.8%
TOTAL	474	871	54.4%

An additional 7 faculty members completed the survey who have “Provost” listed as their college.

FT Faculty Climate Survey Indices

Average Ratings and Effect Size (ES) Differences for 2011 to 2022



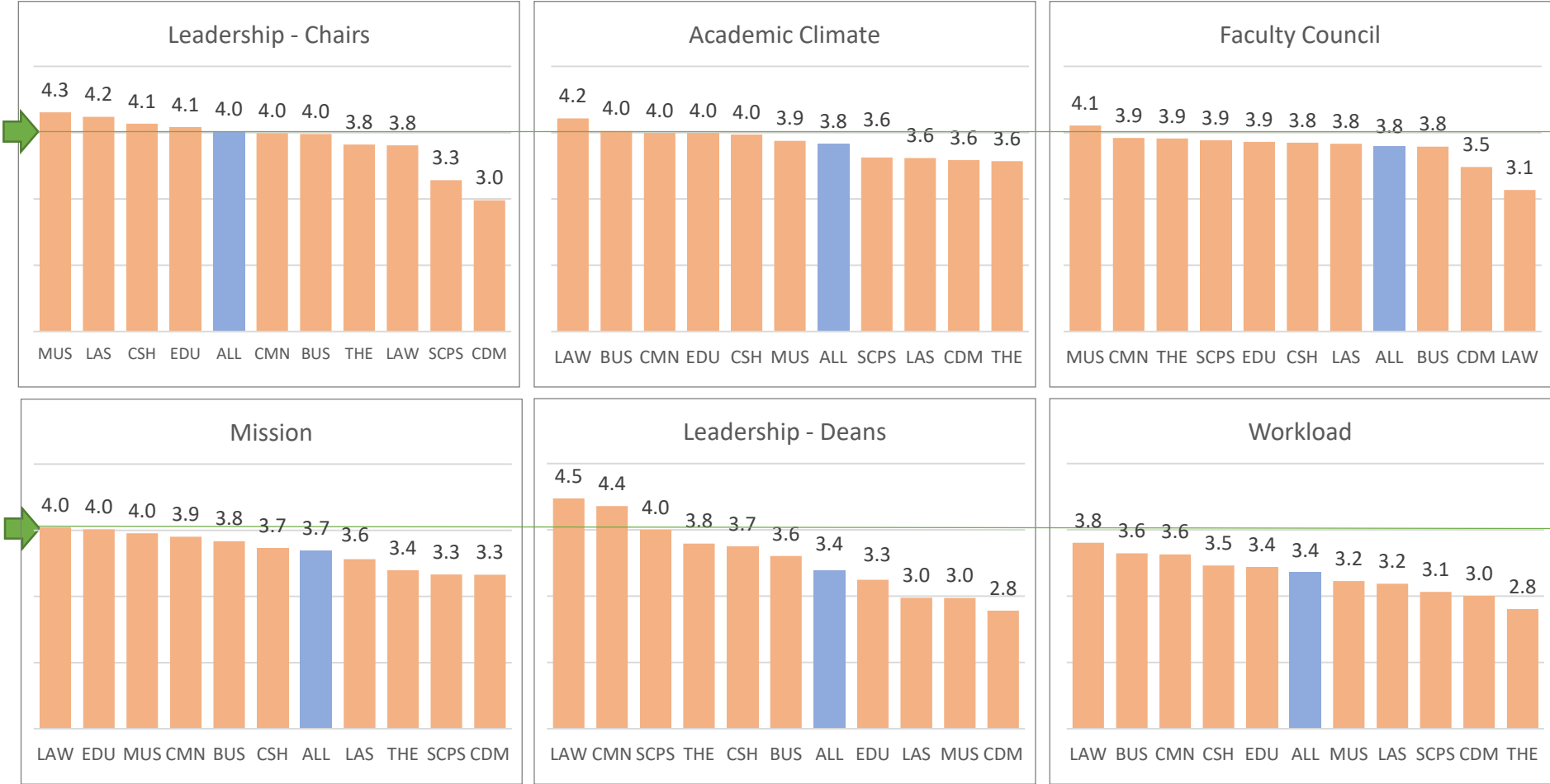
Scale:
 1 = “Strongly Disagree”
 2 = “Disagree”
 3 = “Neither Agree nor Disagree”
 4 = “Agree”
 5 = “Strongly Agree”

The dotted lines on the leadership charts indicate when “leadership” was split into the three groups used currently.

Arrows indicate
'Agree'

Full-Time Faculty Climate Survey Indices

2022 Average Ratings by College

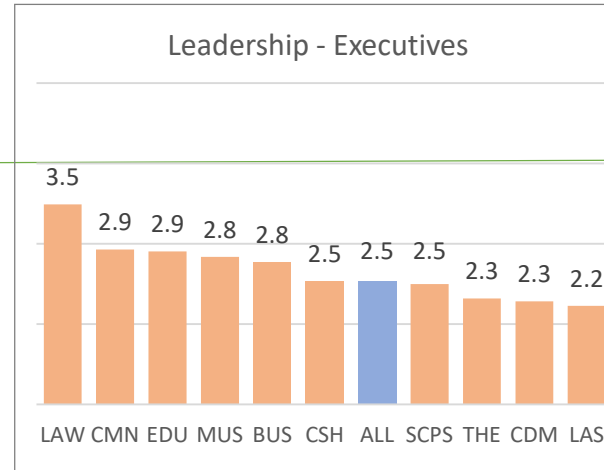
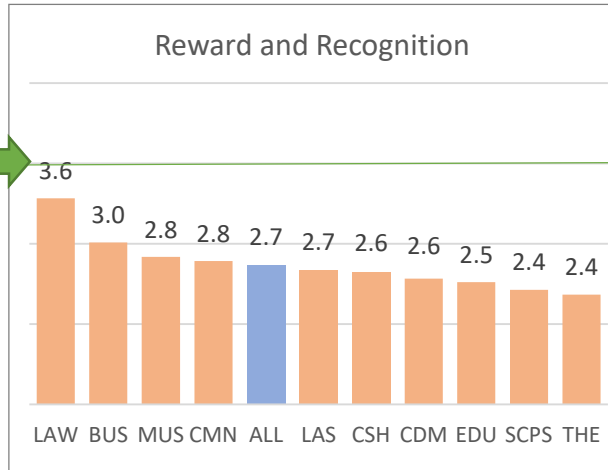
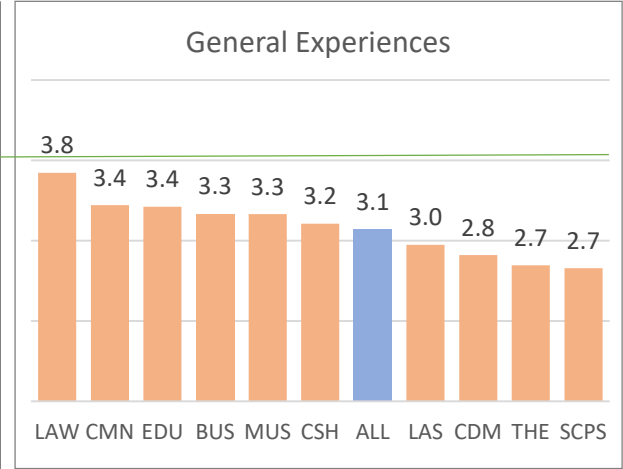
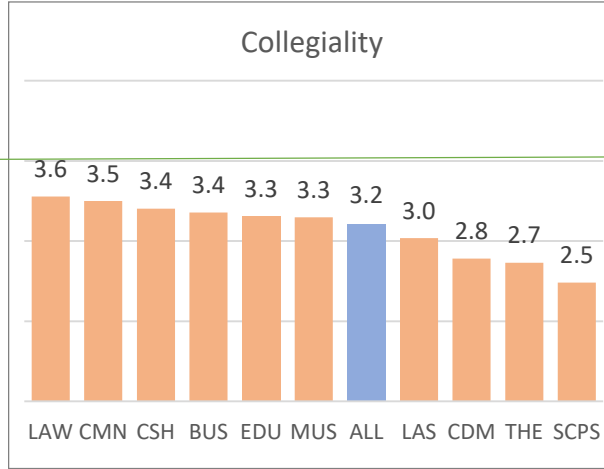
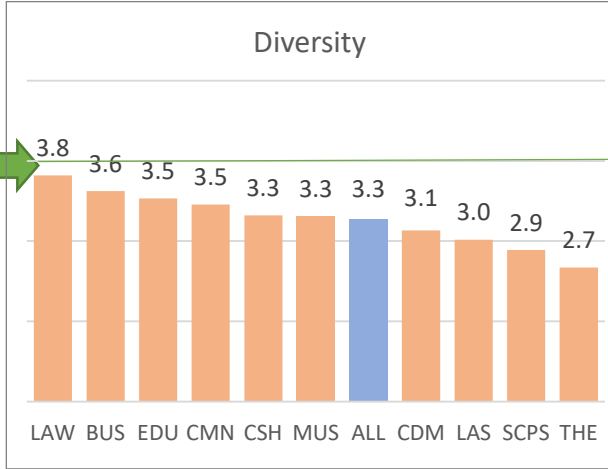


Notes: Ordered from highest to lowest overall mean (2022).

Scale: 1 = "Strongly Disagree", 2 = "Disagree", 3 = "Neither Agree nor Disagree", 4 = "Agree", 5 = "Strongly Agree"

Arrows indicate
'Agree'

Full-Time Faculty Climate Survey Indices 2022 Average Ratings by College



Notes: Ordered from highest to lowest overall mean by college (2022).

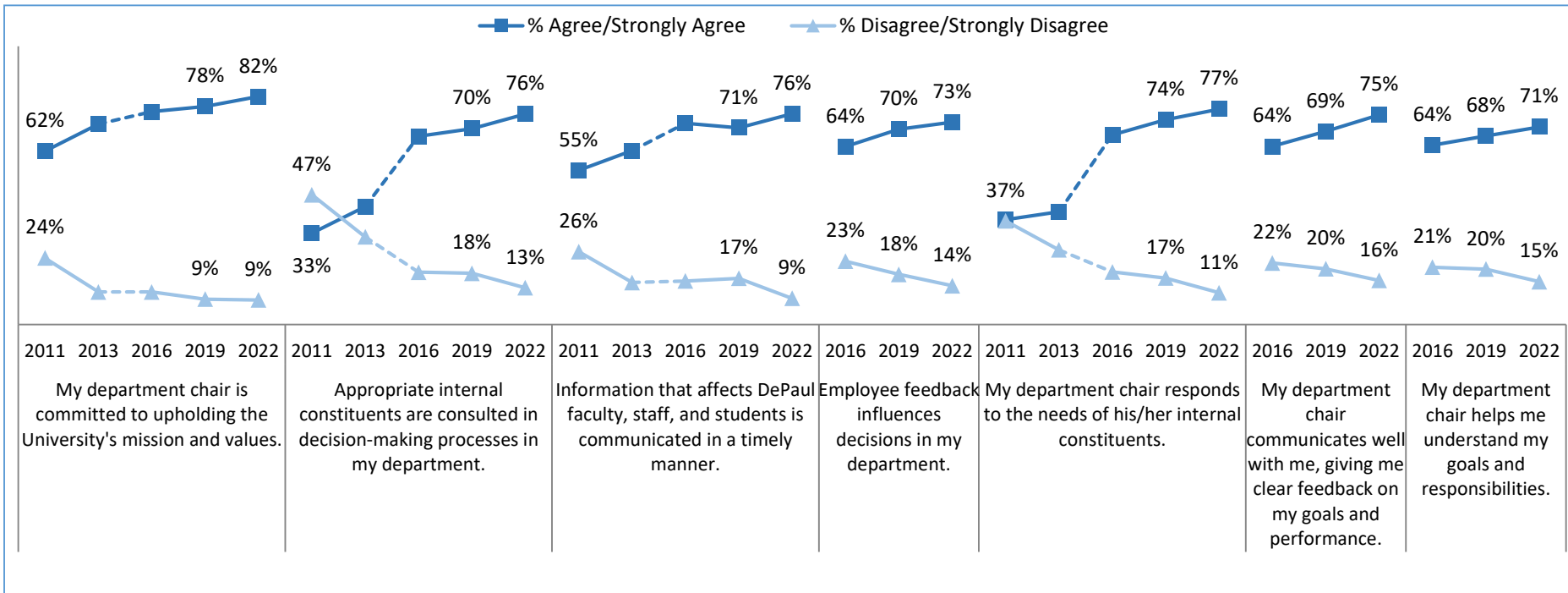
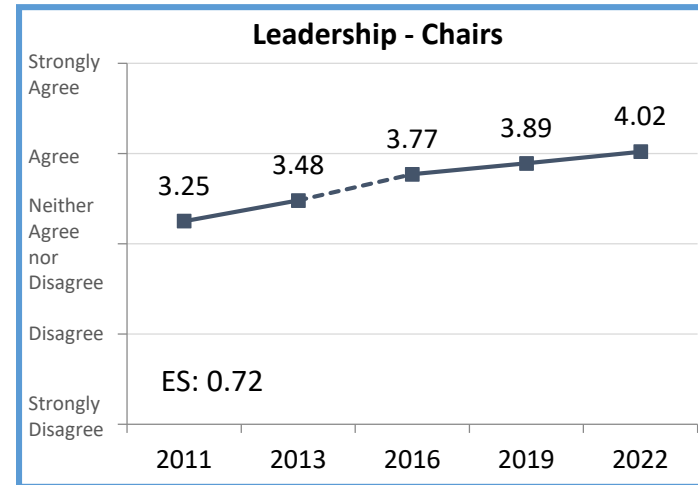
Scale: 1 = "Strongly Disagree", 2 = "Disagree", 3 = "Neither Agree nor Disagree", 4 = "Agree", 5 = "Strongly Agree"

FT Faculty Perceptions: Leadership - Chairs

Index Average and Percent Agree/Disagree for Index Items
Last Five Administrations (2011-2022)

While there were no moderate to strong effect sizes from 2019 and 2016, but when going back to 2011, there were very strong effects seen for all four items asked then:

- Appropriate internal constituents are consulted in decision-making processes in my department. (ES: 1.00)
- My department chair responds to the needs of his/her internal constituents.(ES: 0.90)
- Information that affects DePaul faculty, staff, and students is communicated in a timely manner (ES: 0.64)
- My department chair is committed to upholding the University's mission and values (ES: 0.52)



Note: Starting in 2013, the survey was administered every three years.

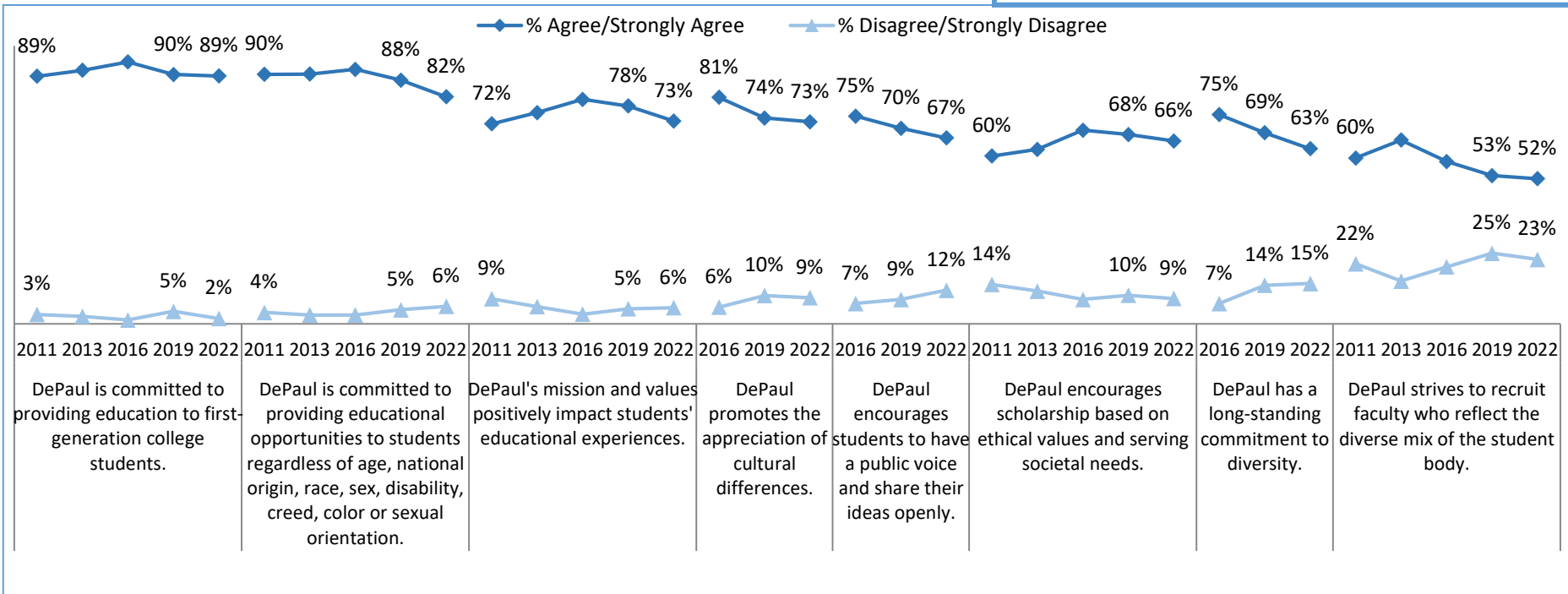
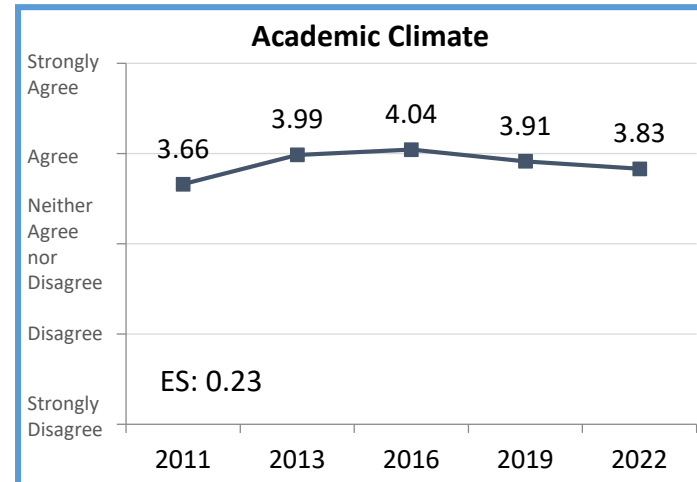
Scale: 1 = "Strongly Disagree", 2 = "Disagree", 3 = "Neither Agree nor Disagree", 4 = "Agree", 5 = "Strongly Agree"

FT Faculty Perceptions: Academic Climate

Index Average and Percent Agree/Disagree for Index Items
Last Five Administrations (2011-2022)

While there were no moderate to strong effect sizes from 2019, when we look at 2016 to 2022, there were two items with moderate effect sizes:

- DePaul has a long-standing commitment to diversity (ES: -0.32)
- DePaul is committed to providing educational opportunities to students regardless of age, national origin, race, sex, disability, creed, color or sexual orientation (ES: -0.32).



Note: Starting in 2013, the survey was administered every three years.

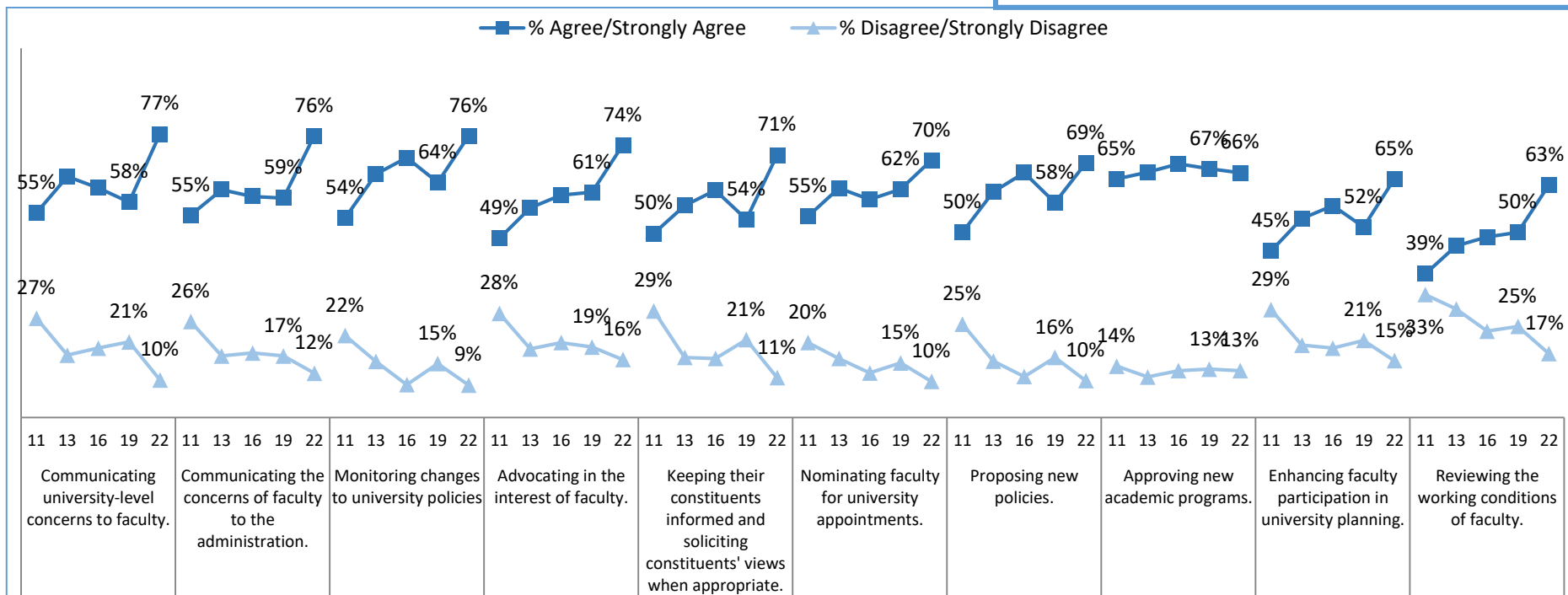
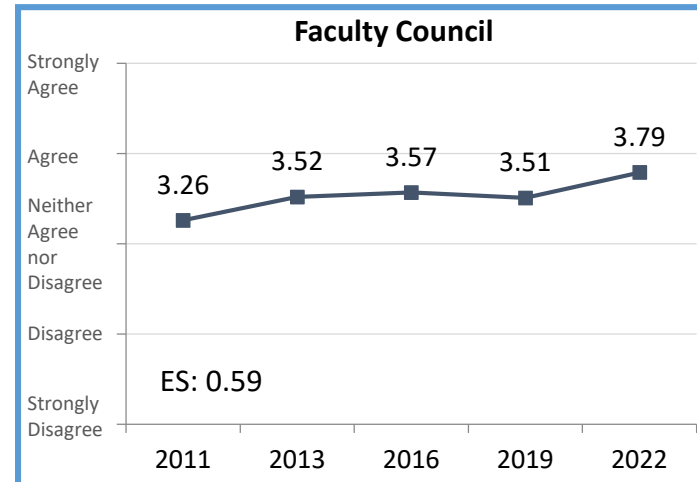
Scale: 1 = "Strongly Disagree", 2 = "Disagree", 3 = "Neither Agree nor Disagree", 4 = "Agree", 5 = "Strongly Agree"

FT Faculty Perceptions: Faculty Council

Index Average and Percent Agree/Disagree for Index Items
Last Five Administrations (2011-2022)

All of the movement seen in ratings for faculty council is from 2019 to 2022 where these four items had moderate effect sizes:

- Communicating university-level concerns to faculty (ES: 0.43)
- Keeping their constituents informed and soliciting constituents' views when appropriate (ES: 0.39)
- Communicating the concerns of faculty to the administration (ES: 0.33)
- Monitoring changes to university policies (ES: 0.30)



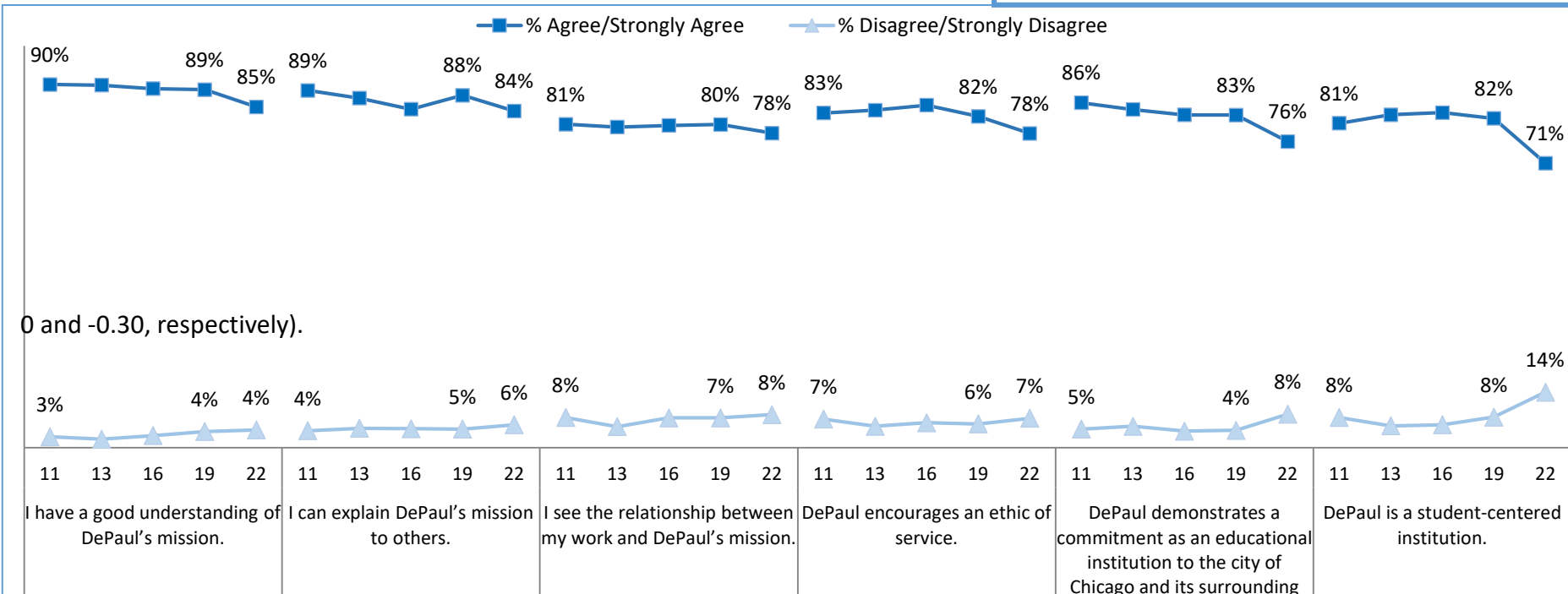
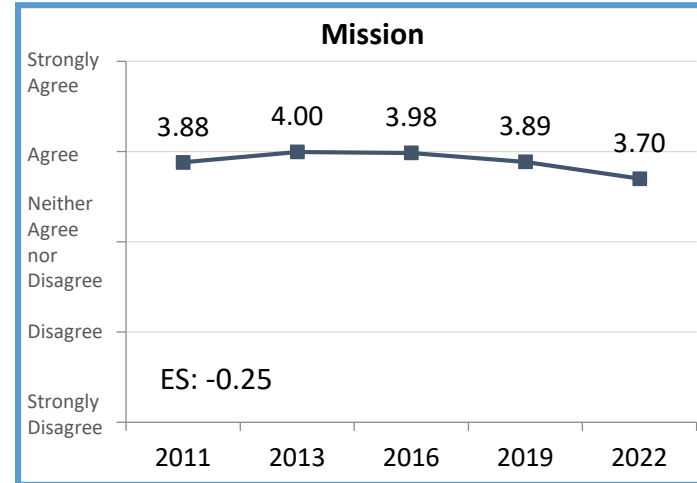
Note: Starting in 2013, the survey was administered every three years.

Scale: 1 = "Strongly Disagree", 2 = "Disagree", 3 = "Neither Agree nor Disagree", 4 = "Agree", 5 = "Strongly Agree"

FT Faculty Perceptions: Mission and Values (pt. 1)

Index Average and Percent Agree/Disagree for Index Items
Last Five Administrations (2011-2022)

Of the items here from only the item DePaul is student-centered institution had a moderate effect sizes from 2011 (ES: -0.32), from 2016 (ES: -0.32) and from 2019 (ES: -0.30).



Note: Starting in 2013, the survey was administered every three years.

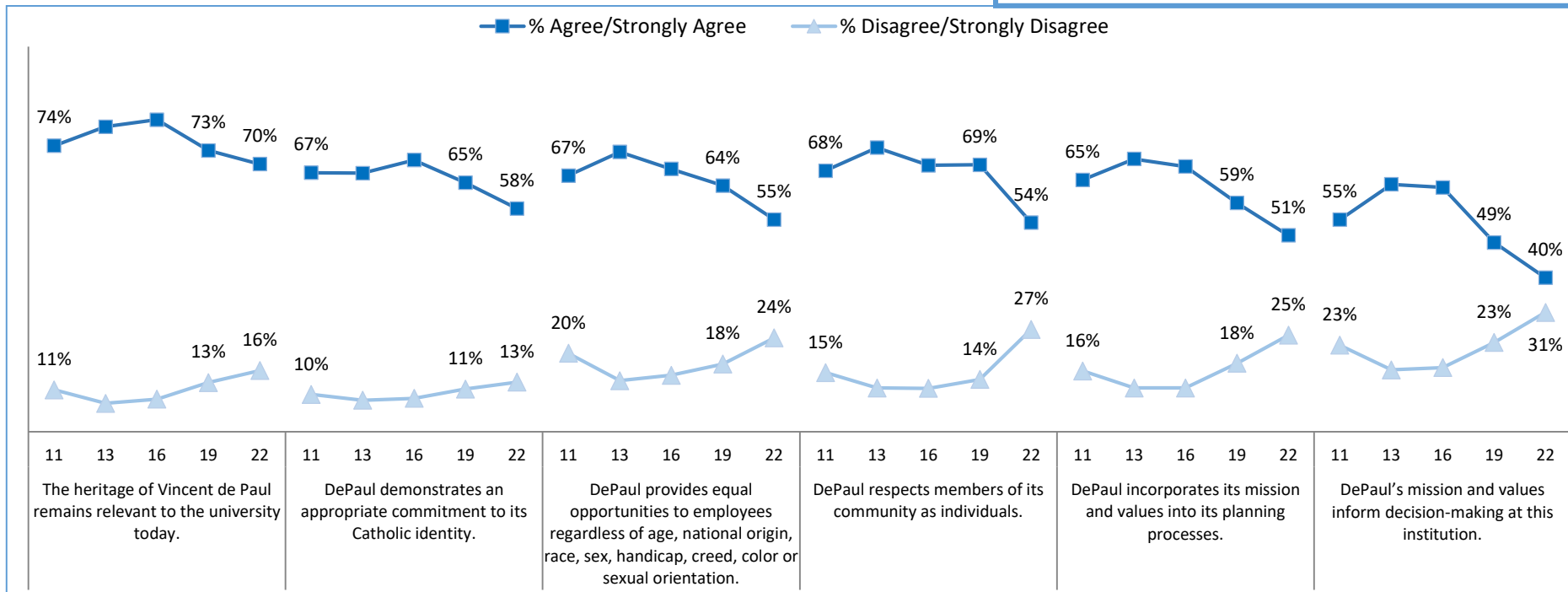
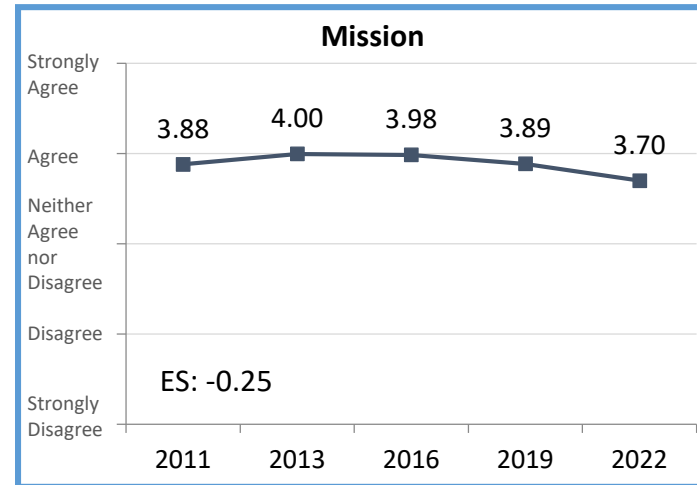
Scale: 1 = "Strongly Disagree", 2 = "Disagree", 3 = "Neither Agree nor Disagree", 4 = "Agree", 5 = "Strongly Agree"

FT Faculty Perceptions: Mission and Values (pt. 2)

Index Average and Percent Agree/Disagree for Index Items
Last Five Administrations (2011-2022)

For the Mission items here, only the item DePaul respects members of its community had a moderate effect size (ES: -0.35). Looking from 2016, however, we see a number of items with moderate to strong effect sizes, including:

- DePaul’s mission and values inform decision-making at this institution (ES: -0.50)
- DePaul incorporates its mission and values into its planning processes (ES: -0.45)
- DePaul respects members of its community as individuals (ES: -0.41)
- DePaul provides equal opportunities to employees regardless of age, national origin, race, sex, handicap, creed, color or sexual orientation (ES: -0.34)
- The heritage of Vincent de Paul remains relevant to the university today (ES: -0.30)



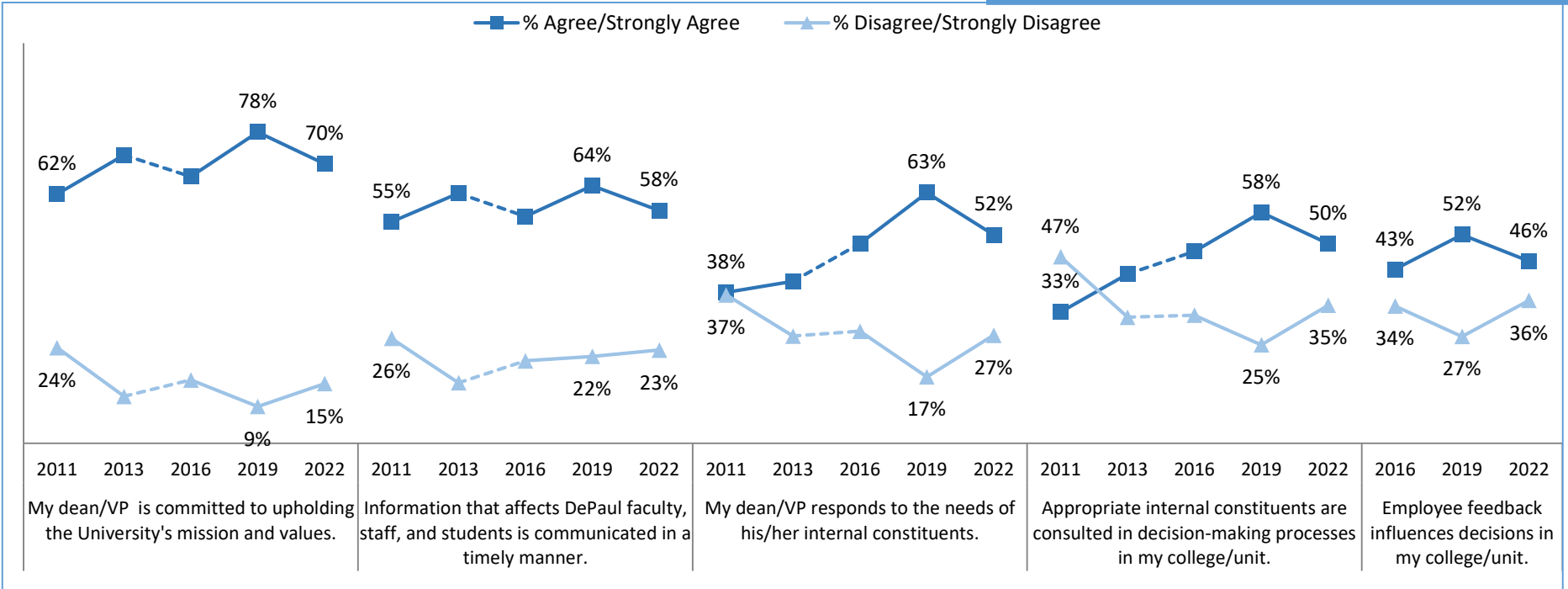
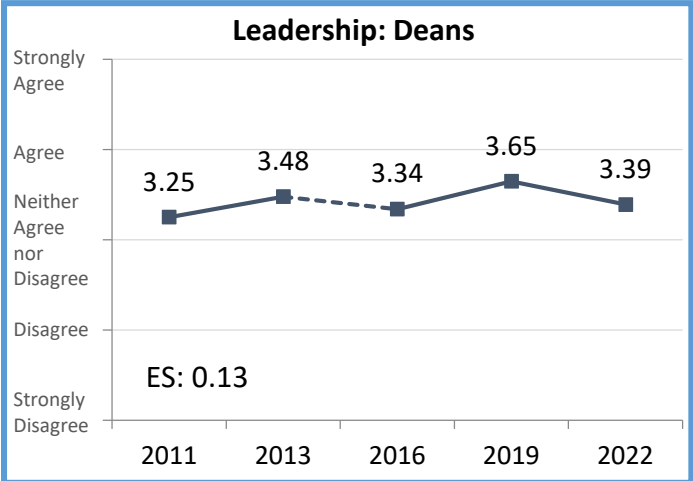
Note: Starting in 2013, the survey was administered every three years.

Scale: 1 = “Strongly Disagree”, 2 = “Disagree”, 3 = “Neither Agree nor Disagree”, 4 = “Agree”, 5 = “Strongly Agree”

FT Faculty Perceptions: Leadership: Deans

Index Average and Percent Agree/Disagree for Index Items
Last Five Administrations (2011-2022)

When looking from 2019 to 2022 and from 2016 to 2022, no moderate to strong effect sizes were seen regarding perceptions of deans. From 2011 to 2022, one item (Appropriate internal constituents are consulted in decision-making processes in my college/unit) had a positive effect size of 0.36.



Note: Starting in 2013, the survey was administered every three years.
Scale: 1 = "Strongly Disagree", 2 = "Disagree", 3 = "Neither Agree nor Disagree", 4 = "Agree", 5 = "Strongly Agree"

FT Faculty Perceptions: Workload

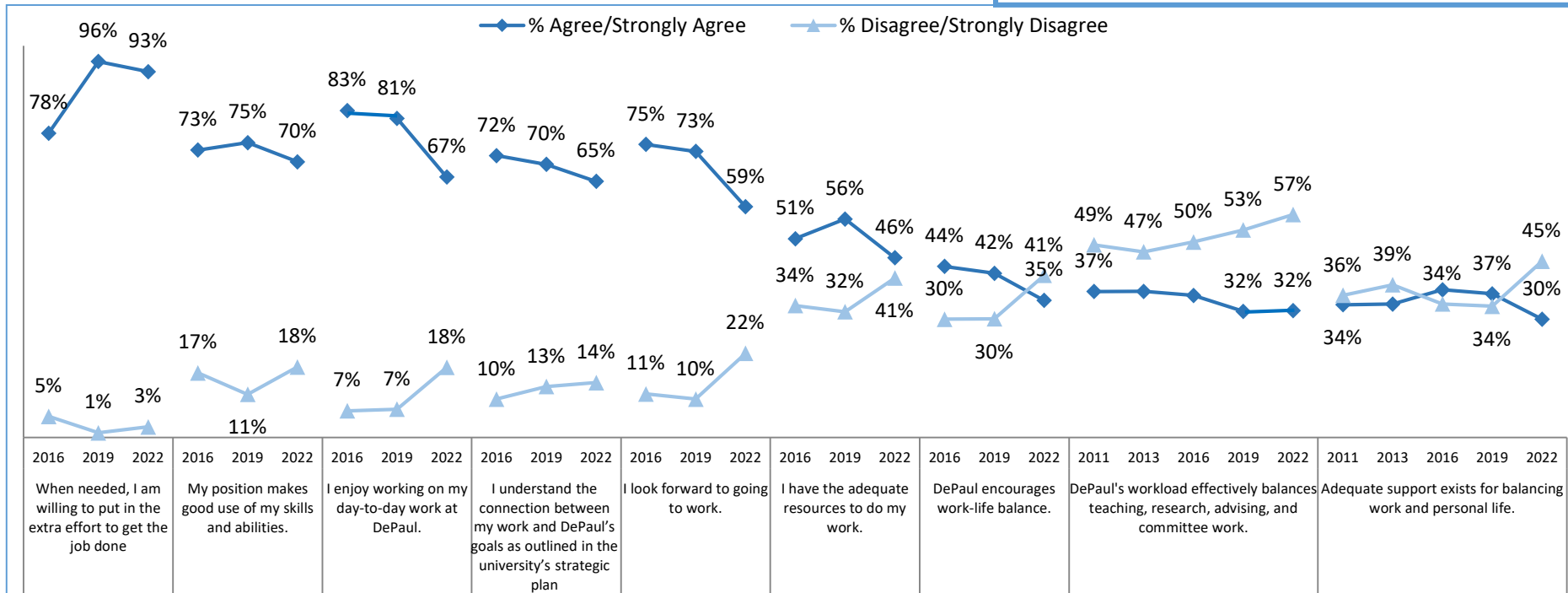
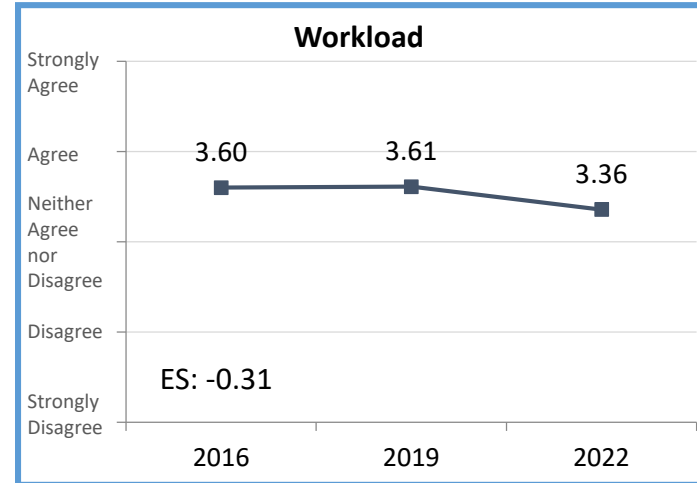
Index Average and Percent Agree/Disagree for Index Items Last Five Administrations (2011-2022)

From 2019 to 2022, two items had moderate to strong effect sizes:

- I enjoy working on my day-to-day work at DePaul (ES: -0.42)
- I look forward to going to work (ES: -0.40)

From 2016 to 2022, three items had moderate to strong effect sizes, two negative, one positive.:

- I enjoy working on my day-to-day work at DePaul (ES: -0.48)
- I look forward to going to work (ES: -0.39)
- When needed, I am willing to put in the extra effort to get the job done (ES: 0.34)



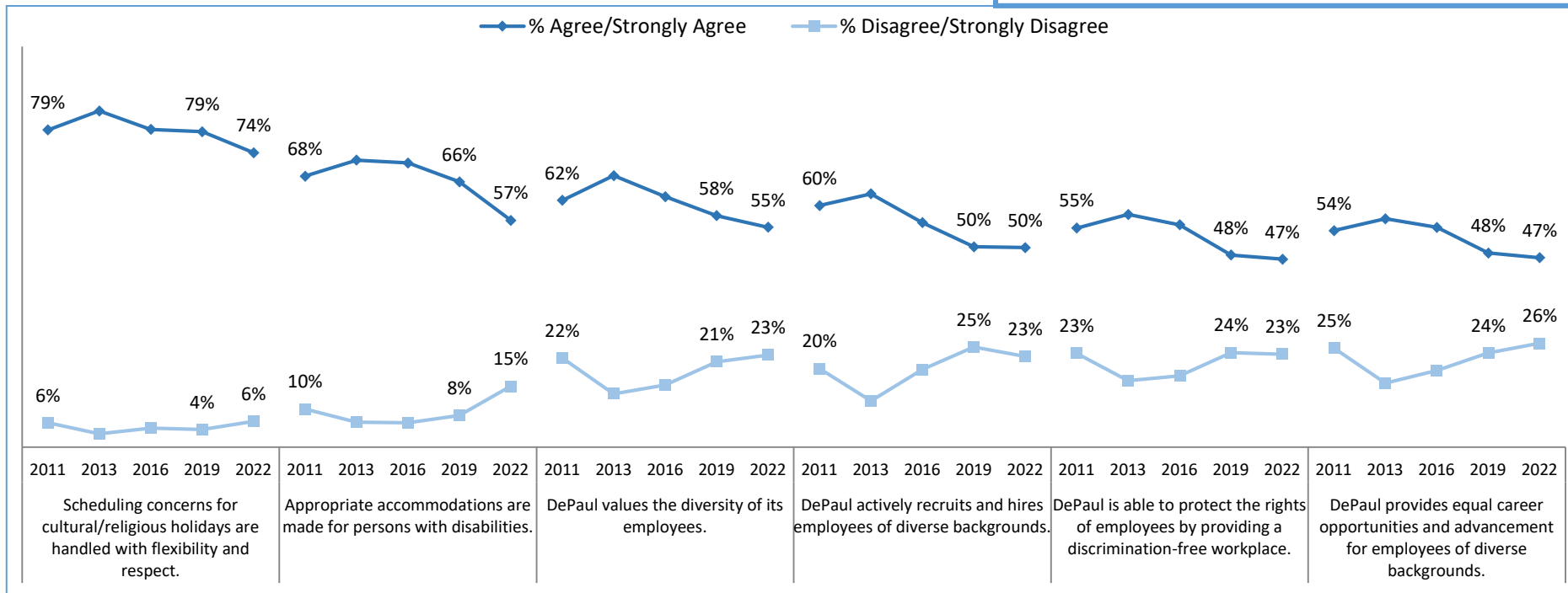
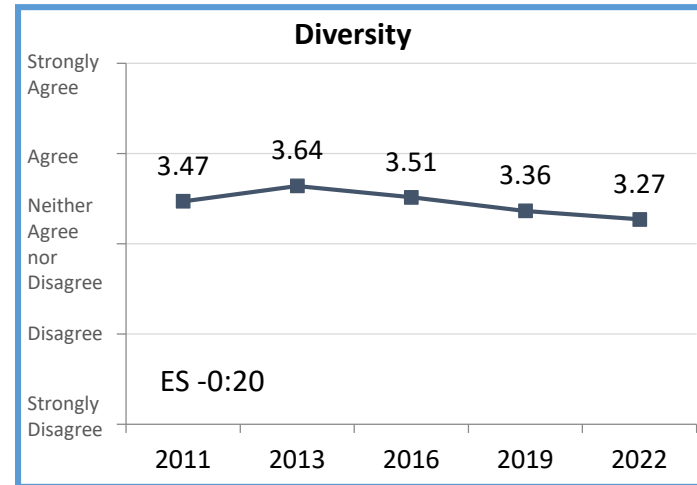
Note: Starting in 2013, the survey was administered every three years.

Scale: 1 = "Strongly Disagree", 2 = "Disagree", 3 = "Neither Agree nor Disagree", 4 = "Agree", 5 = "Strongly Agree"

FT Faculty Perceptions: Diversity (pt.1)

Index Average and Percent Agree/Disagree for Index Items
Last Five Administrations (2011-2022)

For the Diversity items listed here, none had moderate to strong effect sizes when looking from 2019 to 2022. From 2016, only the item about appropriate accommodations for persons with disabilities had a moderate negative effect size of -0.35.



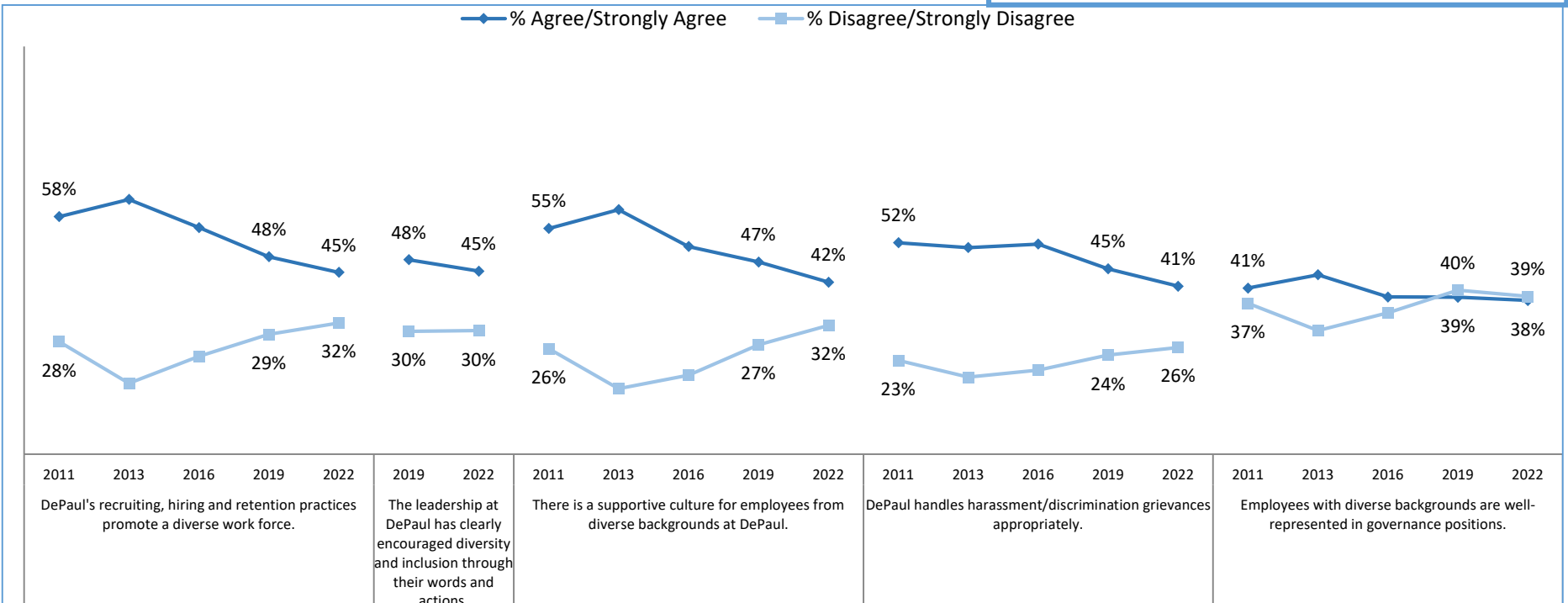
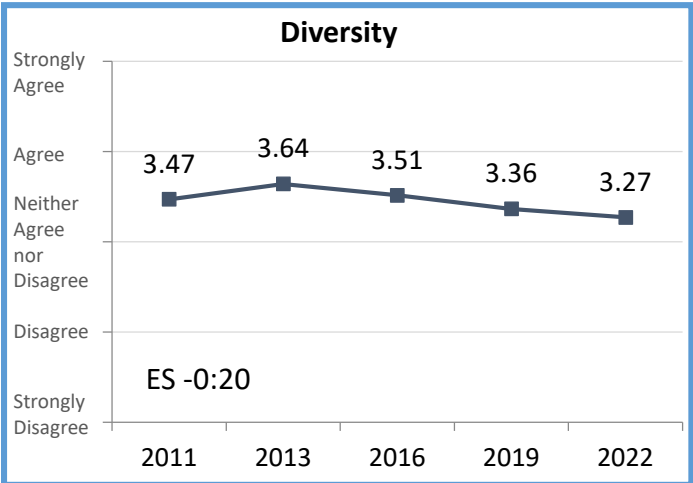
Note: Starting in 2013, the survey was administered every three years.

Scale: 1 = "Strongly Disagree", 2 = "Disagree", 3 = "Neither Agree nor Disagree", 4 = "Agree", 5 = "Strongly Agree"

FT Faculty Perceptions: Diversity (pt. 2)

Index Average and Percent Agree/Disagree for Index Items
Last Five Administrations (2011-2022)

None of the Diversity items here had moderate to strong effect sizes during any of the year ranges looked at.



Note: Starting in 2013, the survey was administered every three years.

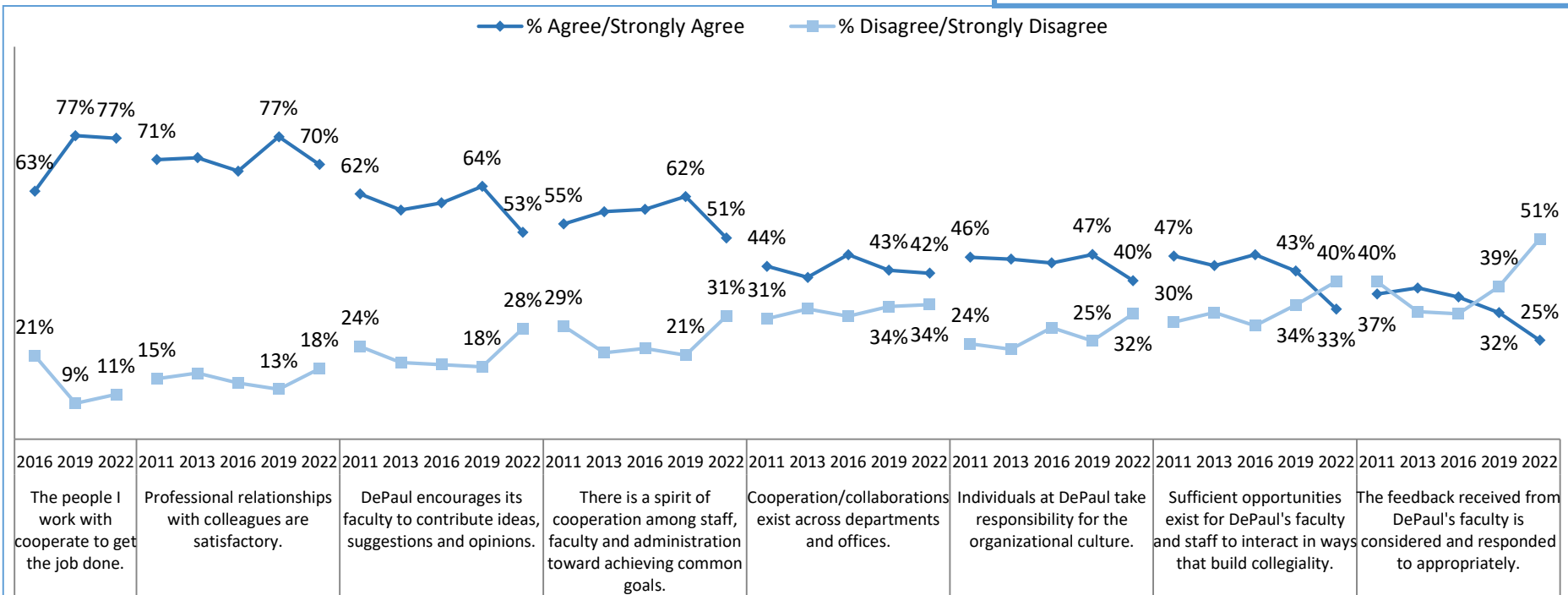
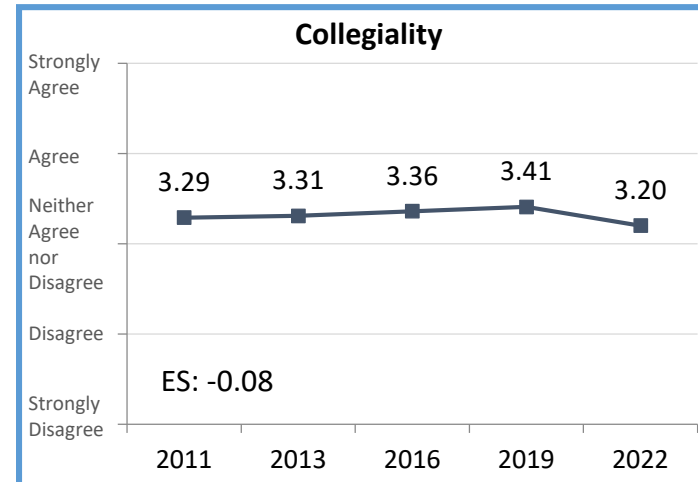
Scale: 1 = "Strongly Disagree", 2 = "Disagree", 3 = "Neither Agree nor Disagree", 4 = "Agree", 5 = "Strongly Agree"

FT Faculty Perceptions: Collegiality

Index Average and Percent Agree/Disagree for Index Items
Last Five Administrations (2011-2022)

For the years 2019 to 2022, while all items showed declines in percent agreement, none of these drops resulted in moderate to strong effect sizes. When looking from 2016 to 2022, two items emerged with moderate effect sizes:

- The feedback received from DePaul's faculty is considered and responded to appropriately (ES: -0.39)
- Sufficient opportunities exist for DePaul's faculty and staff to interact in ways that build collegiality (ES: -0.31)



Note: Starting in 2013, the survey was administered every three years.

Scale: 1 = "Strongly Disagree", 2 = "Disagree", 3 = "Neither Agree nor Disagree", 4 = "Agree", 5 = "Strongly Agree"

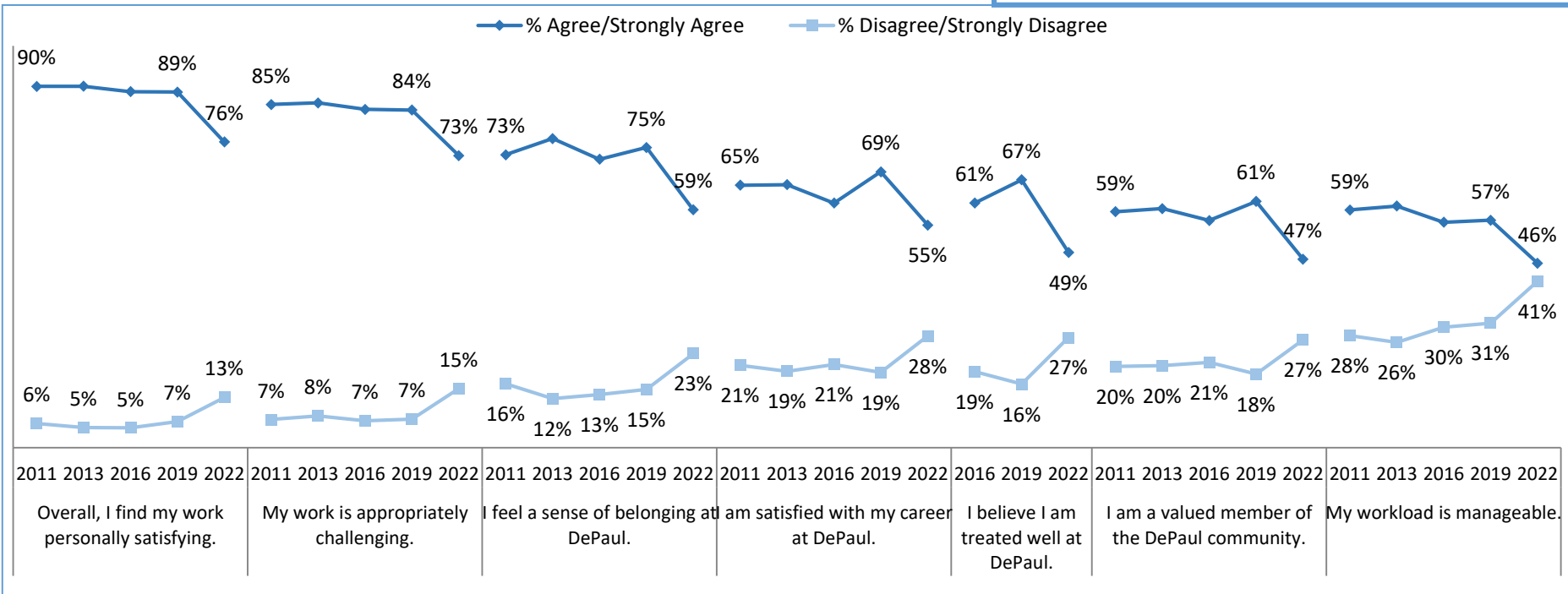
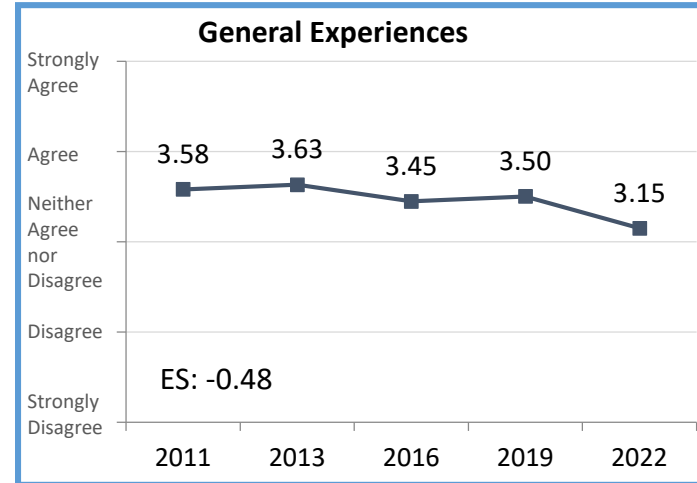
FT Faculty Perceptions: General Experiences (pt. 1)

Index Average and Percent Agree/Disagree for Index Items
Last Five Administrations (2011-2022)

Almost all of the negative movement for these items occurred from 2019 to 2022.

These items had moderate to strong effect sizes:

- I believe I am treated well at DePaul (ES: -0.36)
- Overall, I find my work personally satisfying (ES: -0.35)
- My work is appropriately challenging (ES: -0.32)
- I feel a sense of belonging at DePaul (ES: -0.31)



Note: Starting in 2013, the survey was administered every three years.

Scale: 1 = "Strongly Disagree", 2 = "Disagree", 3 = "Neither Agree nor Disagree", 4 = "Agree", 5 = "Strongly Agree"

FT Faculty Perceptions: General Experiences (pt. 2)

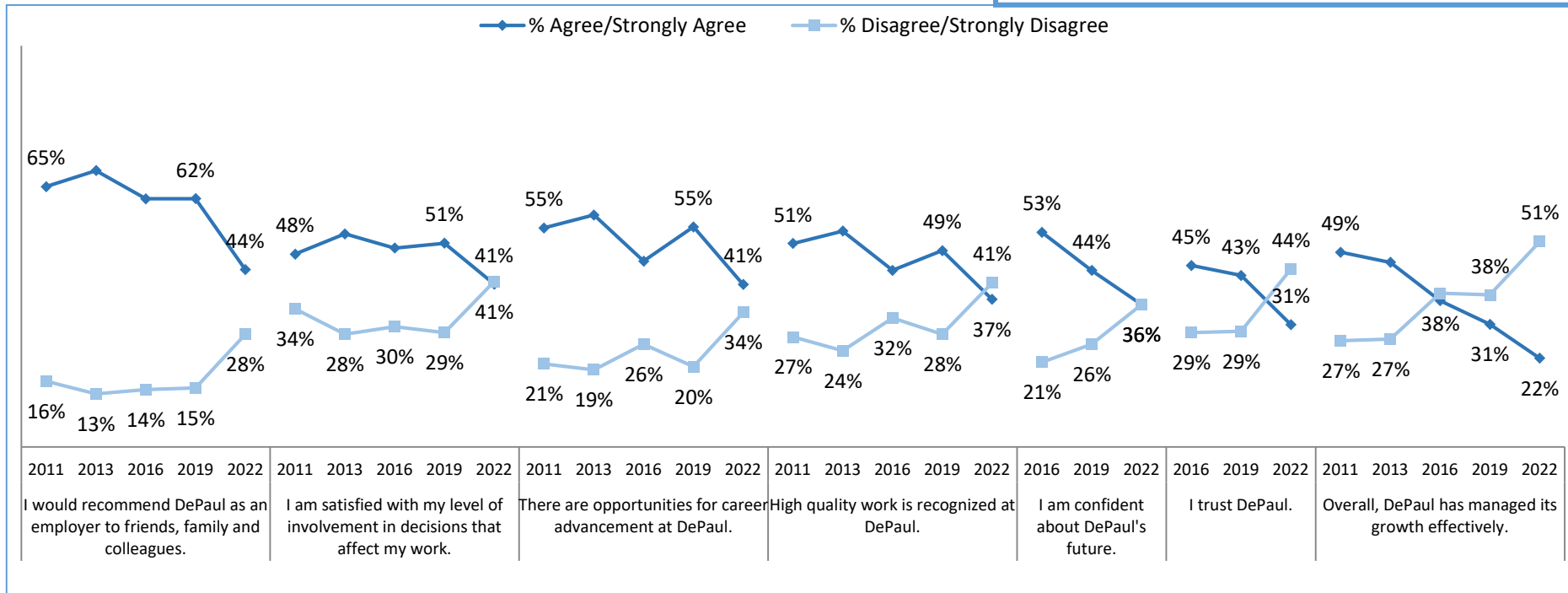
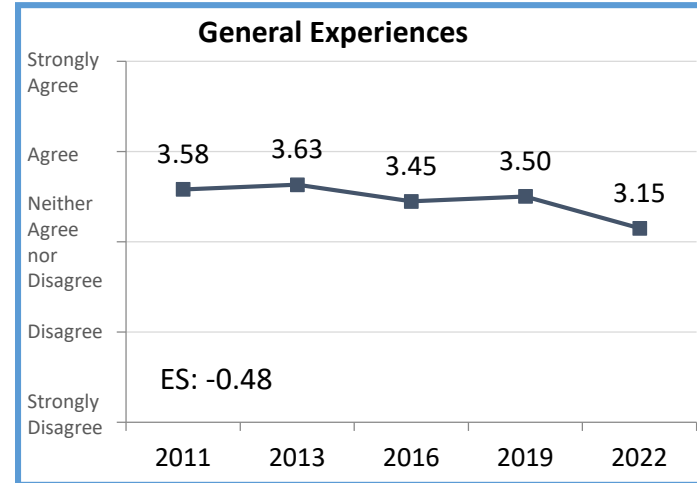
Index Average and Percent Agree/Disagree for Index Items
Last Five Administrations (2011-2022)

As on the previous slide, most of the decline for these items occurred from 2019 to 2022 with moderate effect sizes seen for:

- I would recommend DePaul as an employer to friends, family and colleagues (ES: -0.41)
- I trust DePaul (ES: -0.35)
- There are opportunities for career advancement at DePaul (ES: -0.33)

From 2016-2022:

- I am confident about DePaul's future (ED: -0.45)
- I would recommend DePaul as an employer to friends, family and colleagues (ES: -0.40)
- I trust DePaul (-0.38)



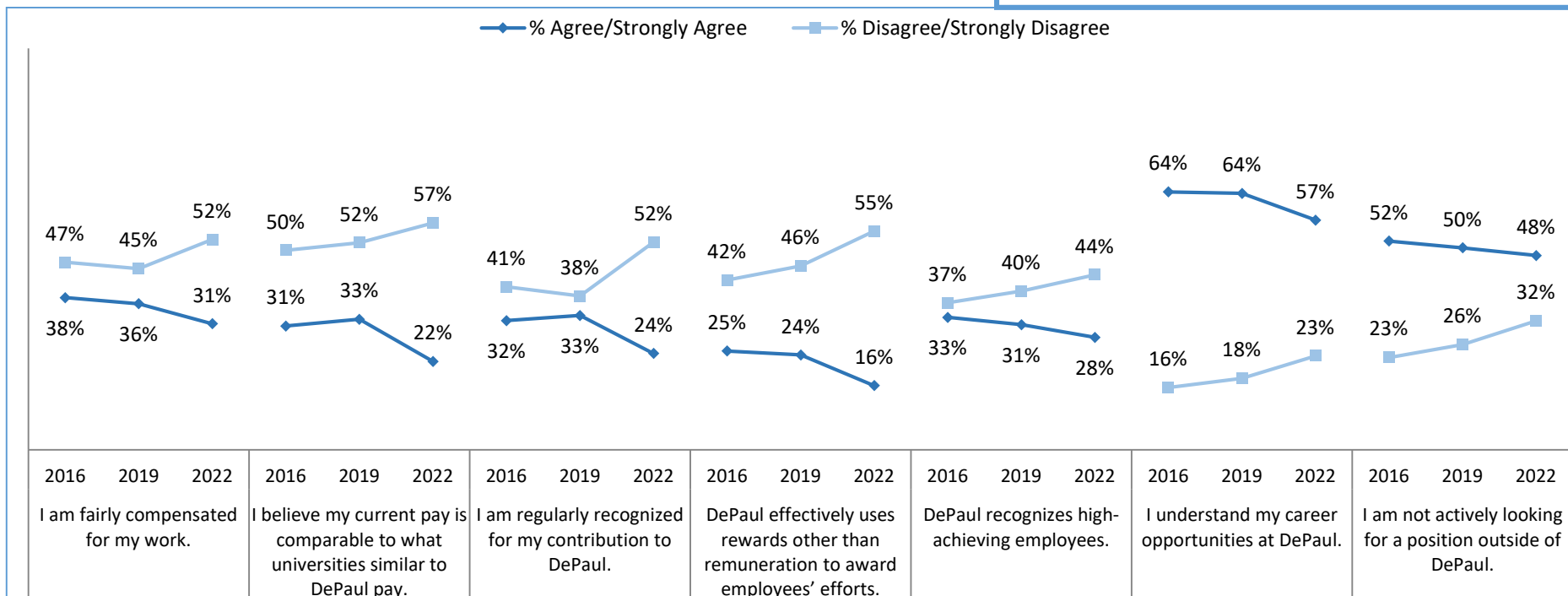
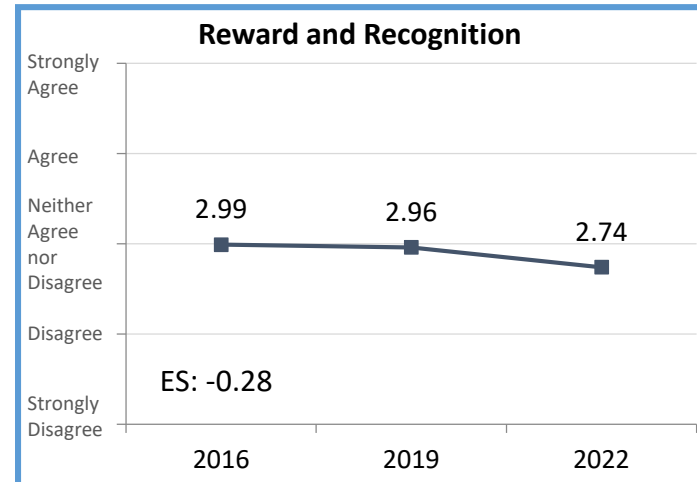
Note: Starting in 2013, the survey was administered every three years.

Scale: 1 = "Strongly Disagree", 2 = "Disagree", 3 = "Neither Agree nor Disagree", 4 = "Agree", 5 = "Strongly Agree"

FT Faculty Perceptions: Reward and Recognition

Index Average and Percent Agree/Disagree for Index Items
Last Five Administrations (2011-2022)

None of the effect sizes for these items reached the moderate threshold of 0.30 from either 2019 to 2022 or 2016-2022.



Note: Starting in 2013, the survey was administered every three years.

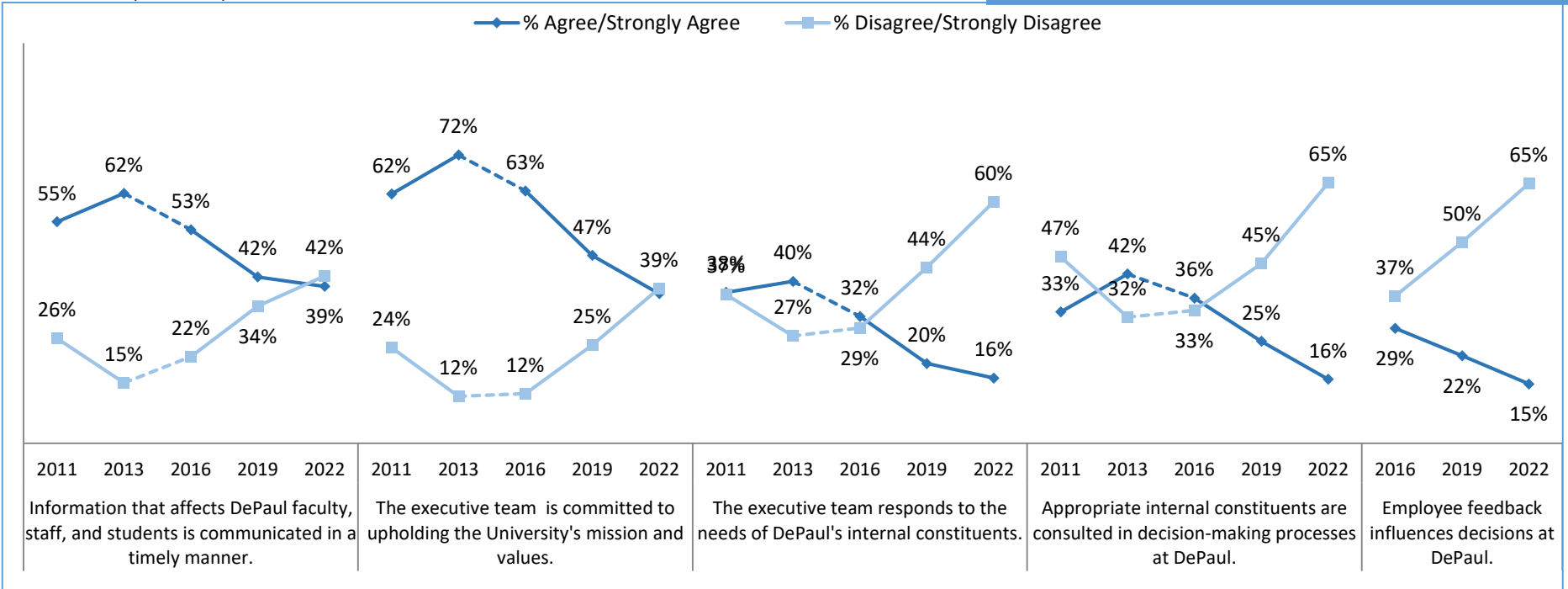
Scale: 1 = "Strongly Disagree", 2 = "Disagree", 3 = "Neither Agree nor Disagree", 4 = "Agree", 5 = "Strongly Agree"

FT Faculty Perceptions: Leadership: Executive Team

Index Average and Percent Agree/Disagree for Index Items
Last Five Administrations (2011-2022)

From 2019 to 2022, four of the five items had moderate effect sizes, but the better comparison is from 2016, when “leadership” was split into three groups. From 2016 we see:

- Appropriate internal constituents are consulted in decision-making processes at DePaul (ES: -0.71)
- The executive team is committed to upholding the University's mission and values (ES: -0.68)
- The executive team responds to the needs of DePaul's internal constituents (ES: -0.66)
- Employee feedback influences decisions at DePaul (ES: -0.59)
- Information that affects DePaul faculty, staff, and students is communicated in a timely manner (ES: -0.45)



Note: Starting in 2013, the survey was administered every three years.

Scale: 1 = “Strongly Disagree”, 2 = “Disagree”, 3 = “Neither Agree nor Disagree”, 4 = “Agree”, 5 = “Strongly Agree”

Appendix

Summary Statistics and Effect Sizes for each Index from 2019 to 2022.

	2022			2019			Effect Size
	N	Mean	SD	N	Mean	SD	
Leadership: Chairs	404	4.02	1.07	460	3.89	1.14	0.12
Academic Climate	414	3.83	0.77	488	3.91	0.79	-0.11
Faculty Council	399	3.79	0.88	414	3.51	0.92	0.32*
Mission	456	3.70	0.73	508	3.89	0.66	-0.28
Leadership: Deans	414	3.39	1.14	478	3.65	1.06	-0.24
Workload	442	3.36	0.82	502	3.61	0.72	-0.33*
Diversity	420	3.27	0.97	481	3.36	0.99	-0.09
Collegiality	429	3.20	0.88	496	3.41	0.85	-0.24
General Experiences	473	3.15	0.93	523	3.50	0.82	-0.41*
Reward and Recognition	435	2.74	0.89	504	2.85	0.87	-0.13
Leadership: Executive Team	404	2.54	1.04	436	2.85	0.99	-0.31*

* These mean changes from 2019 to 2022 are moderate effect sizes. For our research purposes, an effect size of .1 is a small effect, while an effect size of .3 is considered moderate and .5 is strong.

Summary Statistics of Survey Items

	2022			2011			
	N	Mean	SD	N	Mean	SD	Effect Size
Leadership: Chairs	404	4.02	1.07	426	3.25	1.09	0.72
My department chair is committed to upholding the University's mission and values.	397	4.17	1.08	422	3.54	1.31	0.52
My department chair responds to the needs of his/her internal constituents.	402	4.07	1.16	406	2.97	1.28	0.90
Information that affects DePaul faculty, staff, and students is communicated in a timely manner.	404	4.05	1.09	431	3.31	1.22	0.64
Appropriate internal constituents are consulted in decision-making processes in my department.	401	4.00	1.19	393	2.71	1.37	1.00
My department chair communicates well with me, giving me clear feedback on my goals and performance.	392	3.99	1.27	n/a	n/a	n/a	n/a
My department chair helps me understand my goals and responsibilities.	389	3.96	1.27	n/a	n/a	n/a	n/a
Employee feedback influences decisions in my department.	403	3.95	1.22	n/a	n/a	n/a	n/a
Academic Climate	414	3.83	0.77	412	3.66	0.73	0.23
DePaul is committed to providing education to first-generation college students.	415	4.28	0.72	407	4.28	0.81	0.00
DePaul is committed to providing educational opportunities to students regardless of age, national origin, race, sex, disability, creed, color or sexual orientation.	416	4.09	0.92	415	4.21	0.80	-0.14
DePaul's mission and values positively impact students' educational experiences.	400	3.92	0.89	388	3.82	0.96	0.11
DePaul promotes the appreciation of cultural differences.	414	3.83	0.99	n/a	n/a	n/a	n/a
DePaul encourages scholarship based on ethical values and serving societal needs.	395	3.77	0.95	387	3.58	1.01	0.19
DePaul encourages students to have a public voice and share their ideas openly.	387	3.74	1.00	n/a	n/a	n/a	n/a
DePaul has a long-standing commitment to diversity.	408	3.65	1.08	n/a	n/a	n/a	n/a
DePaul strives to recruit faculty who reflect the diverse mix of the student body.	406	3.36	1.22	407	3.48	1.24	-0.10

Summary Statistics of Survey Items

	2022			2011			Effect Size
	N	Mean	SD	N	Mean	SD	
Faculty Council	399	3.79	0.88	355	3.26	0.96	0.59
Monitoring changes to university policies.	387	3.92	0.97	347	3.33	1.13	0.56
Communicating university-level concerns to faculty.	401	3.91	1.01	353	3.26	1.16	0.60
Communicating the concerns of faculty to the administration.	393	3.91	1.08	353	3.28	1.19	0.56
Advocating in the interest of faculty.	401	3.81	1.12	351	3.17	1.19	0.56
Keeping their constituents informed and soliciting constituents' views when appropriate.	398	3.80	1.03	350	3.18	1.20	0.56
Proposing new policies.	389	3.79	1.02	344	3.24	1.11	0.52
Nominating faculty for university appointments.	366	3.78	1.02	320	3.39	1.11	0.37
Approving new academic programs.	371	3.69	1.05	331	3.60	1.03	0.09
Enhancing faculty participation in university planning.	390	3.68	1.09	342	3.12	1.18	0.49
Reviewing the working conditions of faculty.	392	3.62	1.10	324	3.01	1.17	0.54

Summary Statistics of Survey Items

	2022			2011			Effect Size
	N	Mean	SD	N	Mean	SD	
Mission	456	3.70	0.73	484	3.88	0.75	-0.25
I have a good understanding of DePaul's mission.	454	4.19	0.85	483	4.35	0.76	-0.20
I can explain DePaul's mission to others.	453	4.14	0.90	483	4.30	0.83	-0.19
I see the relationship between my work and DePaul's mission.	452	4.04	0.99	481	4.09	0.95	-0.05
DePaul encourages an ethic of service.	450	3.95	0.93	482	4.10	0.91	-0.16
DePaul demonstrates a commitment as an educational institution to the city of Chicago and its surrounding communities.	445	3.90	0.92	478	4.16	0.82	-0.30
DePaul is a student-centered institution.	455	3.76	1.02	482	4.07	0.92	-0.32
The heritage of Vincent de Paul remains relevant to the university today.	429	3.74	1.15	459	3.91	1.10	-0.15
DePaul demonstrates an appropriate commitment to its Catholic identity.	402	3.60	1.06	443	3.79	0.99	-0.19
DePaul provides equal opportunities to employees regardless of age, national origin, race, sex, handicap, creed, color or sexual orientation.	443	3.39	1.18	476	3.68	1.26	-0.24
DePaul respects members of its community as individuals.	455	3.34	1.16	479	3.71	1.10	-0.33
DePaul incorporates its mission and values into its planning processes.	439	3.31	1.17	461	3.68	1.15	-0.32
DePaul's mission and values inform decision-making at this institution.	438	3.07	1.20	455	3.43	1.23	-0.30

Summary Statistics of Survey Items

	2022			2011			
	N	Mean	SD	N	Mean	SD	Effect Size
Leadership: Deans	414	3.39	1.14	426	3.25	1.09	0.13
My dean is committed to upholding the University's mission and values.	404	3.73	1.17	422	3.54	1.31	0.15
Information that affects DePaul faculty, staff, and students is communicated in a timely manner.	421	3.43	1.23	431	3.31	1.22	0.10
My dean responds to the needs of his/her internal constituents.	411	3.33	1.30	406	2.97	1.28	0.28
Appropriate internal constituents are consulted in decision-making processes in my college/unit.	397	3.20	1.33	393	2.71	1.37	0.36
Employee feedback` influences decisions in my college/unit.	409	3.11	1.32	n/a	n/a	n/a	n/a
Diversity	420	3.27	0.97	444	3.47	1.03	-0.20
Scheduling concerns for cultural/religious holidays are handled with flexibility and respect.	374	3.89	0.90	425	3.99	0.88	-0.11
Appropriate accommodations are made for persons with disabilities.	341	3.53	1.11	380	3.75	0.97	-0.21
DePaul values the diversity of its employees.	435	3.38	1.15	459	3.53	1.23	-0.13
DePaul actively recruits and hires employees of diverse backgrounds.	416	3.34	1.12	434	3.54	1.18	-0.17
DePaul is able to protect the rights of employees by providing a discrimination-free workplace.	371	3.27	1.15	418	3.42	1.24	-0.12
DePaul provides equal career opportunities and advancement for employees of diverse backgrounds.	402	3.26	1.17	434	3.39	1.28	-0.11
DePaul handles harassment/discrimination grievances appropriately.	340	3.16	1.18	352	3.38	1.25	-0.18
The leadership at DePaul has clearly encouraged diversity and inclusion through their words and actions.	423	3.16	1.24	458	2.98	1.24	0.15
DePaul's recruiting, hiring and retention practices promote a diverse work force.	428	3.14	1.19	463	3.40	1.30	-0.21
There is a supportive culture for employees from diverse backgrounds at DePaul.	405	3.11	1.20	440	3.39	1.26	-0.23
Employees with diverse backgrounds are well-represented in governance positions.	424	2.94	1.23	435	3.01	1.30	-0.06

Summary Statistics of Survey Items

	2022			2011			Effect Size
	N	Mean	SD	N	Mean	SD	
Collegiality	429	3.20	0.88	434	3.29	0.95	-0.09
The people I work with cooperate to get the job done.	429	3.88	1.03	n/a	n/a	n/a	n/a
Professional relationships with colleagues are satisfactory.	430	3.67	1.09	441	3.73	1.08	-0.06
DePaul encourages its faculty to contribute ideas, suggestions and opinions.	425	3.25	1.22	432	3.47	1.22	-0.18
There is a spirit of cooperation among staff, faculty and administration toward achieving common goals.	425	3.22	1.25	437	3.31	1.21	-0.07
Individuals at DePaul take responsibility for the organizational culture.	408	3.08	1.13	400	3.25	1.13	-0.15
Cooperation/collaborations exist across departments and offices.	423	3.06	1.13	414	3.11	1.16	-0.04
Sufficient opportunities exist for DePaul's faculty and staff to interact in ways that build collegiality.	423	2.88	1.15	423	3.19	1.15	-0.27
The feedback received from DePaul's faculty is considered and responded to appropriately.	416	2.58	1.20	414	2.91	1.27	-0.27

Summary Statistics of Survey Items

	2022			2011			Effect Size
	N	Mean	SD	N	Mean	SD	
General Experiences	473	3.15	0.93	502	3.58	0.86	-0.48
Overall, I find my work personally satisfying.	472	3.87	1.04	500	4.26	0.88	-0.41
My work is appropriately challenging.	469	3.78	1.04	497	4.09	0.89	-0.32
I feel a sense of belonging at DePaul.	471	3.45	1.15	502	3.77	1.15	-0.28
I am satisfied with my career at DePaul.	471	3.34	1.23	497	3.61	1.19	-0.22
I believe I am treated well at DePaul.	471	3.25	1.24	n/a	n/a	n/a	n/a
I am a valued member of the DePaul community.	471	3.21	1.20	495	3.49	1.19	-0.23
I would recommend DePaul as an employer to friends, family and colleagues.	466	3.16	1.20	494	3.67	1.18	-0.43
There are opportunities for career advancement at DePaul.	457	3.03	1.19	484	3.40	1.15	-0.32
My workload is manageable.	471	2.98	1.35	501	3.41	1.22	-0.33
I am confident about DePaul's future.	468	2.92	1.17	n/a	n/a	n/a	n/a
I am satisfied with my level of involvement in decisions that affect my work.	468	2.91	1.29	497	3.13	1.31	-0.17
High quality work is recognized at DePaul.	467	2.88	1.25	496	3.26	1.23	-0.31
I trust DePaul.	472	2.72	1.26	n/a	n/a	n/a	n/a
Overall, DePaul has managed its growth effectively.	443	2.50	1.18	476	3.26	1.22	-0.63

Summary Statistics of Survey Items

	2022			2011			Effect Size
	N	Mean	SD	N	Mean	SD	
Leadership: Executive Team	404	2.54	1.04	426	3.25	1.09	-0.67
The executive team is committed to upholding the University's mission and values.	398	2.88	1.25	422	3.54	1.31	-0.51
Information that affects DePaul faculty, staff, and students is communicated in a timely manner.	423	2.86	1.24	431	3.31	1.22	-0.37
The executive team responds to the needs of DePaul's internal constituents.	393	2.25	1.16	406	2.97	1.28	-0.59
Appropriate internal constituents are consulted in decision-making processes at DePaul.	393	2.20	1.14	393	2.71	1.37	-0.41
Employee feedback influences decisions at DePaul.	411	2.19	1.11	n/a	n/a	n/a	n/a

Summary Statistics of Survey Items

	2022			2016			
	N	Mean	SD	N	Mean	SD	Effect Size
Workload	442	3.36	0.82	468	3.60	0.77	-0.31
When needed, I am willing to put in the extra effort to get the job done	438	4.44	0.72	468	3.83	1.16	0.63
My position makes good use of my skills and abilities.	439	3.76	1.12	469	3.26	1.27	0.42
I understand the connection between my work and DePaul's goals as outlined in the university's strategic plan	408	3.68	1.09	448	3.87	0.97	-0.18
I enjoy working on my day-to-day work at DePaul.	442	3.63	1.09	468	4.11	0.92	-0.48
I look forward to going to work.	438	3.48	1.13	467	3.90	1.04	-0.39
I have the adequate resources to do my work.	440	2.96	1.33	n/a	n/a	n/a	n/a
DePaul encourages work-life balance.	432	2.79	1.27	453	3.14	1.20	-0.28
Adequate support exists for balancing work and personal life.	424	2.68	1.28	434	3.04	1.23	-0.29
DePaul's workload effectively balances teaching, research, advising, and committee work.	432	2.53	1.33	465	2.78	1.34	-0.19
Reward and Recognition	435	2.74	0.89	466	2.99	0.87	-0.28
I understand my career opportunities at DePaul.	428	3.38	1.16	458	3.58	1.03	-0.18
I am not actively looking for a position outside of DePaul.	411	3.21	1.40	431	3.42	1.32	-0.15
DePaul recognizes high-achieving employees.	422	2.68	1.18	453	2.87	1.15	-0.16
I am fairly compensated for my work.	439	2.58	1.28	469	2.82	1.25	-0.19
I am regularly recognized for my contribution to DePaul.	437	2.55	1.15	465	2.84	1.20	-0.25
I believe my current pay is comparable to what universities similar to DePaul pay.	428	2.41	1.20	453	2.68	1.23	-0.22
DePaul effectively uses rewards other than remuneration to award employees' efforts.	413	2.41	1.05	444	2.72	1.09	-0.29