

Results for: 2008 TU Staff Survey

1) Communication and Morale

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable	Responses	Average Score
I am satisfied with the amount of information I receive about what is going on in my unit	14 (20.90%)	38 (56.72%)	4 (5.97%)	10 (14.93%)	1 (1.49%)	0 (0.00%)	67	2.19 / 6 (36.50%)
I understand the connection between my work and the goals of my unit	30 (44.78%)	35 (52.24%)	1 (1.49%)	1 (1.49%)	0 (0.00%)	0 (0.00%)	67	1.60 / 6 (26.67%)
I have a good understanding of my unit's mission	28 (41.79%)	34 (50.75%)	4 (5.97%)	1 (1.49%)	0 (0.00%)	0 (0.00%)	67	1.67 / 6 (27.83%)
I have a good understanding of objectives and plans for the next few years at TU	16 (23.88%)	32 (47.76%)	15 (22.39%)	2 (2.99%)	2 (2.99%)	0 (0.00%)	67	2.13 / 6 (35.50%)
There is a climate of trust in my unit	16 (23.88%)	29 (43.28%)	12 (17.91%)	5 (7.46%)	5 (7.46%)	0 (0.00%)	67	2.31 / 6 (38.50%)
Staff in my unit are honest and ethical	17 (25.37%)	30 (44.78%)	14 (20.90%)	6 (8.96%)	0 (0.00%)	0 (0.00%)	67	2.13 / 6 (35.50%)
When disagreement occur in my unit, ideas are criticized, not people	9 (13.43%)	31 (46.27%)	15 (22.39%)	9 (13.43%)	2 (2.99%)	1 (1.49%)	67	2.51 / 6 (41.83%)
My unit has good working relationships with other units in the university	9 (13.43%)	33 (49.25%)	11 (16.42%)	12 (17.91%)	2 (2.99%)	0 (0.00%)	67	2.48 / 6 (41.33%)
My unit has good working relationships with organizations external to the university	14 (20.90%)	40 (59.70%)	11 (16.42%)	0 (0.00%)	0 (0.00%)	2 (2.99%)	67	2.07 / 6 (34.50%)
								2.12 / 6 (35.35%)

2) Recognition and Rewards

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable	Responses	Average Score
I am satisfied with the recognition I receive for doing a good job	8 (11.94%)	29 (43.28%)	15 (22.39%)	9 (13.43%)	5 (7.46%)	1 (1.49%)	67	2.66 / 6 (44.33%)
Success stories that occur in your unit are regularly shared among staff members	9 (13.43%)	26 (38.81%)	18 (26.87%)	11 (16.42%)	3 (4.48%)	0 (0.00%)	67	2.60 / 6 (43.33%)
High-performing staff receive non-monetary rewards (e.g., plaques, letters of appreciation, public recognition)	6 (8.96%)	8 (11.94%)	19 (28.36%)	19 (28.36%)	10 (14.93%)	5 (7.46%)	67	3.51 / 6 (58.50%)
Outstanding service to customers is recognized or rewarded	8 (11.94%)	11 (16.42%)	21 (31.34%)	18 (26.87%)	8 (11.94%)	1 (1.49%)	67	3.15 / 6 (52.50%)
Staff members in my unit who generate new ideas or who create innovations that lead to improvements are recognized or rewarded	5 (7.46%)	17 (25.37%)	26 (38.81%)	10 (14.93%)	8 (11.94%)	1 (1.49%)	67	3.03 / 6 (50.50%)
High-performing staff get promoted	3 (4.48%)	17 (25.37%)	22 (32.84%)	18 (26.87%)	6 (8.96%)	1 (1.49%)	67	3.15 / 6 (52.50%)
I have a good understanding of what benefits I receive	11 (16.42%)	43 (64.18%)	10 (14.93%)	3 (4.48%)	0 (0.00%)	0 (0.00%)	67	2.07 / 6 (34.50%)
Staff are asked about their preferences of different types of recognition and rewards	1 (1.49%)	11 (16.42%)	17 (25.37%)	25 (37.31%)	9 (13.43%)	4 (5.97%)	67	3.63 / 6 (60.50%)
								2.98 / 6 (49.58%)

3) Training and Development

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable	Responses	Average Score
Training and career development opportunities are allocated fairly	7 (10.45%)	26 (38.81%)	22 (32.84%)	3 (4.48%)	7 (10.45%)	2 (2.99%)	67	2.75 / 6 (45.83%)
I am satisfied with the kinds of training currently available to me	11 (16.42%)	28 (41.79%)	13 (19.40%)	11 (16.42%)	4 (5.97%)	0 (0.00%)	67	2.54 / 6 (42.33%)
My supervisor lets me adjust my schedule								

so that I can participate in training opportunities	25 (37.31%)	32 (47.76%)	6 (8.96%)	2 (2.99%)	0 (0.00%)	2 (2.99%)	67	1.90 / 6 (31.67%)
Overall, the training I have attended for my present job has helped me perform my job better	9 (13.43%)	36 (53.73%)	16 (23.88%)	2 (2.99%)	2 (2.99%)	2 (2.99%)	67	2.37 / 6 (39.50%)
Overall, the training I have attended for my present job has contributed to my personal development	10 (14.93%)	32 (47.76%)	17 (25.37%)	4 (5.97%)	2 (2.99%)	2 (2.99%)	67	2.43 / 6 (40.50%)
I have training opportunities available to me that are useful for my future career and my personal development	7 (10.45%)	30 (44.78%)	15 (22.39%)	10 (14.93%)	2 (2.99%)	3 (4.48%)	67	2.69 / 6 (44.83%)
My unit evaluates the success of the training and development opportunities being provided to our staff members	4 (5.97%)	11 (16.42%)	30 (44.78%)	14 (20.90%)	4 (5.97%)	4 (5.97%)	67	3.22 / 6 (53.67%)
My unit provides leave time or other flexible scheduling so that I can take university courses (for credit or audit)	22 (32.84%)	26 (38.81%)	9 (13.43%)	1 (1.49%)	2 (2.99%)	7 (10.45%)	67	2.34 / 6 (39.00%)
I am familiar with my rights and responsibilities related to the Family and Medical Leave Act (FMLA)	12 (17.91%)	28 (41.79%)	13 (19.40%)	11 (16.42%)	2 (2.99%)	1 (1.49%)	67	2.49 / 6 (41.50%)
I am familiar with my rights and responsibilities related to the Americans with Disabilities Act	10 (14.93%)	28 (41.79%)	18 (26.87%)	8 (11.94%)	1 (1.49%)	2 (2.99%)	67	2.52 / 6 (42.00%)
								2.53 / 6 (42.08%)

4) Performance Evaluations

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable	Responses	Average Score
Written performance evaluations are conducted in my unit	16 (23.88%)	33 (49.25%)	7 (10.45%)	5 (7.46%)	4 (5.97%)	2 (2.99%)	67	2.31 / 6 (38.50%)
Oral performance evaluations are conducted in my unit	12 (17.91%)	31 (46.27%)	15 (22.39%)	4 (5.97%)	2 (2.99%)	3 (4.48%)	67	2.43 / 6 (40.50%)
I am satisfied with how performance evaluations are conducted in my unit	9 (13.43%)	30 (44.78%)	12 (17.91%)	11 (16.42%)	3 (4.48%)	2 (2.99%)	67	2.63 / 6 (43.83%)
My last performance evaluation provided me with information I could use to improve my performance	10 (14.93%)	30 (44.78%)	9 (13.43%)	9 (13.43%)	3 (4.48%)	6 (8.96%)	67	2.75 / 6 (45.83%)
Individual goals/objectives for improving work are included in staff performance evaluations	10 (14.93%)	30 (44.78%)	12 (17.91%)	8 (11.94%)	2 (2.99%)	5 (7.46%)	67	2.66 / 6 (44.33%)
6. My supervisor provides feedback and coaching to me on a consistent basis	13 (19.40%)	28 (41.79%)	11 (16.42%)	12 (17.91%)	3 (4.48%)	0 (0.00%)	67	2.46 / 6 (41.00%)
								2.54 / 6 (42.33%)

5) Work Environment

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable	Responses	Average Score
I am satisfied with my physical work environment at TU	15 (22.39%)	38 (56.72%)	5 (7.46%)	7 (10.45%)	2 (2.99%)	0 (0.00%)	67	2.15 / 6 (35.83%)
For the work I do, my physical working conditions are good	16 (23.88%)	37 (55.22%)	9 (13.43%)	3 (4.48%)	2 (2.99%)	0 (0.00%)	67	2.07 / 6 (34.50%)
My working conditions are safe	24 (35.82%)	33 (49.25%)	4 (5.97%)	6 (8.96%)	0 (0.00%)	0 (0.00%)	67	1.88 / 6 (31.33%)
TU treats employee safety as a high priority	14 (20.90%)	28 (41.79%)	16 (23.88%)	6 (8.96%)	3 (4.48%)	0 (0.00%)	67	2.34 / 6 (39.00%)
My building is well maintained (heating, cooling, plumbing are kept in good order)	18 (26.87%)	39 (58.21%)	5 (7.46%)	3 (4.48%)	1 (1.49%)	1 (1.49%)	67	2.00 / 6 (33.33%)
The custodial staff do a good job cleaning my office space	31 (46.27%)	22 (32.84%)	6 (8.96%)	3 (4.48%)	1 (1.49%)	4 (5.97%)	67	2.00 / 6 (33.33%)
The custodial staff do a good job cleaning the public areas of my building (bathrooms, lobbies, hallways, classrooms)	35 (52.24%)	26 (38.81%)	3 (4.48%)	1 (1.49%)	0 (0.00%)	2 (2.99%)	67	1.67 / 6 (27.83%)

The campus grounds are attractive	47 (70.15%)	15 (22.39%)	2 (2.99%)	2 (2.99%)	0 (0.00%)	1 (1.49%)	67	1.45 / 6 (24.17%)
								1.95 / 6 (32.42%)

6) Supervision/Management

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable	Responses	Average Score
My supervisor has the training and experience needed for his/her position as a supervisor	28 (41.79%)	26 (38.81%)	6 (8.96%)	3 (4.48%)	4 (5.97%)	0 (0.00%)	67	1.94 / 6 (32.33%)
My supervisor has the supervisory skills needed in his/her position as a supervisor	23 (34.33%)	27 (40.30%)	8 (11.94%)	5 (7.46%)	4 (5.97%)	0 (0.00%)	67	2.10 / 6 (35.00%)
My supervisor distributes in a fair way the workload among staff in my unit	18 (26.87%)	26 (38.81%)	11 (16.42%)	7 (10.45%)	5 (7.46%)	0 (0.00%)	67	2.33 / 6 (38.83%)
My supervisor bases decisions primarily on facts and data rather than on opinions and feelings	18 (26.87%)	27 (40.30%)	8 (11.94%)	12 (17.91%)	2 (2.99%)	0 (0.00%)	67	2.30 / 6 (38.33%)
My supervisor supports free exchanges of opinions and ideas related to work	25 (37.31%)	33 (49.25%)	4 (5.97%)	3 (4.48%)	2 (2.99%)	0 (0.00%)	67	1.87 / 6 (31.17%)
My supervisor is open to new ways of doing things	25 (37.31%)	30 (44.78%)	6 (8.96%)	5 (7.46%)	1 (1.49%)	0 (0.00%)	67	1.91 / 6 (31.83%)
My supervisor demonstrates that quality is important in his/her day-to-day activities (e.g., holding meetings to discuss quality issues, interacting with others)	22 (32.84%)	30 (44.78%)	7 (10.45%)	6 (8.96%)	2 (2.99%)	0 (0.00%)	67	2.04 / 6 (34.00%)
My supervisor provides staff with constructive suggestions to improve their job performance	15 (22.39%)	27 (40.30%)	18 (26.87%)	5 (7.46%)	1 (1.49%)	1 (1.49%)	67	2.30 / 6 (38.33%)
My supervisor personally recognizes the contributions of individuals on a regular basis	17 (25.37%)	29 (43.28%)	9 (13.43%)	9 (13.43%)	3 (4.48%)	0 (0.00%)	67	2.28 / 6 (38.00%)
I receive adequate guidance from my supervisor to succeed in my job	20 (29.85%)	28 (41.79%)	8 (11.94%)	8 (11.94%)	3 (4.48%)	0 (0.00%)	67	2.19 / 6 (36.50%)
My supervisor is generally available to discuss issues related to my work	25 (37.31%)	27 (40.30%)	8 (11.94%)	4 (5.97%)	3 (4.48%)	0 (0.00%)	67	2.00 / 6 (33.33%)
My supervisor supports initiatives to continually improve processes in our unit	24 (35.82%)	32 (47.76%)	7 (10.45%)	4 (5.97%)	0 (0.00%)	0 (0.00%)	67	1.87 / 6 (31.17%)
My supervisor allows flexibility with my work schedule	36 (53.73%)	27 (40.30%)	1 (1.49%)	2 (2.99%)	1 (1.49%)	0 (0.00%)	67	1.58 / 6 (26.33%)
								2.05 / 6 (34.24%)

7) Job satisfaction

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable	Responses	Average Score
I like the work I do in my current position	28 (41.79%)	34 (50.75%)	5 (7.46%)	0 (0.00%)	0 (0.00%)	0 (0.00%)	67	1.66 / 6 (27.67%)
I feel a sense of personal satisfaction when I do my job well	35 (52.24%)	30 (44.78%)	2 (2.99%)	0 (0.00%)	0 (0.00%)	0 (0.00%)	67	1.51 / 6 (25.17%)
My job is challenging enough for me	25 (37.31%)	29 (43.28%)	7 (10.45%)	6 (8.96%)	0 (0.00%)	0 (0.00%)	67	1.91 / 6 (31.83%)
I am satisfied with my involvement in decisions that affect my work	20 (29.85%)	31 (46.27%)	9 (13.43%)	7 (10.45%)	0 (0.00%)	0 (0.00%)	67	2.04 / 6 (34.00%)
The stress experienced by staff members in my unit is at reasonable levels	8 (11.94%)	31 (46.27%)	14 (20.90%)	10 (14.93%)	4 (5.97%)	0 (0.00%)	67	2.57 / 6 (42.83%)
My job responsibilities are clear so that I know what is expected of me	19 (28.36%)	36 (53.73%)	5 (7.46%)	6 (8.96%)	1 (1.49%)	0 (0.00%)	67	2.01 / 6 (33.50%)
My job makes good use of my skills and abilities	20 (29.85%)	33 (49.25%)	6 (8.96%)	8 (11.94%)	0 (0.00%)	0 (0.00%)	67	2.03 / 6 (33.83%)
I have the appropriate supplies, materials, and equipment to perform my job well	18 (26.87%)	39 (58.21%)	5 (7.46%)	4 (5.97%)	1 (1.49%)	0 (0.00%)	67	1.97 / 6 (32.83%)
I am satisfied with the way work schedules are determined	20 (29.85%)	36 (53.73%)	5 (7.46%)	4 (5.97%)	0 (0.00%)	2 (2.99%)	67	2.01 / 6 (33.50%)

8) Overall Satisfaction

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	Not Applicable	Responses	Average Score
My overall job satisfaction	15 (22.39%)	45 (67.16%)	2 (2.99%)	4 (5.97%)	1 (1.49%)	0 (0.00%)	67	1.97 / 6 (32.83%)
The clarity of objectives and plans for the next few years in my unit	11 (16.42%)	33 (49.25%)	13 (19.40%)	8 (11.94%)	2 (2.99%)	0 (0.00%)	67	2.36 / 6 (39.33%)
The clarity of objectives and plans for the next few years at TU	10 (14.93%)	34 (50.75%)	16 (23.88%)	4 (5.97%)	3 (4.48%)	0 (0.00%)	67	2.34 / 6 (39.00%)
The identity and sense of community at TU	11 (16.42%)	35 (52.24%)	12 (17.91%)	5 (7.46%)	4 (5.97%)	0 (0.00%)	67	2.34 / 6 (39.00%)
Staff morale in my unit	7 (10.45%)	27 (40.30%)	19 (28.36%)	12 (17.91%)	2 (2.99%)	0 (0.00%)	67	2.63 / 6 (43.83%)
The level of cooperation and teamwork in my unit	10 (14.93%)	40 (59.70%)	9 (13.43%)	7 (10.45%)	1 (1.49%)	0 (0.00%)	67	2.24 / 6 (37.33%)
The level of cooperation and teamwork at TU	6 (8.96%)	26 (38.81%)	19 (28.36%)	12 (17.91%)	4 (5.97%)	0 (0.00%)	67	2.73 / 6 (45.50%)
Staff salary levels	3 (4.48%)	10 (14.93%)	18 (26.87%)	21 (31.34%)	14 (20.90%)	1 (1.49%)	67	3.54 / 6 (59.00%)
Medical insurance benefits	1 (1.49%)	14 (20.90%)	26 (38.81%)	11 (16.42%)	7 (10.45%)	8 (11.94%)	67	3.49 / 6 (58.17%)
Dental insurance benefits	1 (1.49%)	20 (29.85%)	26 (38.81%)	6 (8.96%)	5 (7.46%)	9 (13.43%)	67	3.31 / 6 (55.17%)
Retirement benefits	9 (13.43%)	29 (43.28%)	22 (32.84%)	3 (4.48%)	0 (0.00%)	4 (5.97%)	67	2.52 / 6 (42.00%)
Paid time off benefits	9 (13.43%)	30 (44.78%)	16 (23.88%)	4 (5.97%)	1 (1.49%)	7 (10.45%)	67	2.69 / 6 (44.83%)
Staff development opportunities in my unit	11 (16.42%)	26 (38.81%)	16 (23.88%)	11 (16.42%)	3 (4.48%)	0 (0.00%)	67	2.54 / 6 (42.33%)
Staff development opportunities at TU	10 (14.93%)	24 (35.82%)	17 (25.37%)	11 (16.42%)	5 (7.46%)	0 (0.00%)	67	2.66 / 6 (44.33%)
								2.67 / 6 (44.48%)

9) Reputation and Quality

	Excellent	Good	Fair	Poor	Not Applicable	Responses	Average Score
Reputation of TU in Tiffin	13 (19.40%)	36 (53.73%)	15 (22.39%)	1 (1.49%)	2 (2.99%)	67	2.15 / 5 (43.00%)
Reputation of TU regionally	6 (8.96%)	40 (59.70%)	15 (22.39%)	4 (5.97%)	2 (2.99%)	67	2.34 / 5 (46.80%)
Quality of staff service to the institution	11 (16.42%)	48 (71.64%)	8 (11.94%)	0 (0.00%)	0 (0.00%)	67	1.96 / 5 (39.20%)
Quality of campus administrative leadership	10 (14.93%)	35 (52.24%)	19 (28.36%)	3 (4.48%)	0 (0.00%)	67	2.22 / 5 (44.40%)
Quality of work spaces at TU (offices, classrooms, labs, training facilities)	6 (8.96%)	35 (52.24%)	20 (29.85%)	6 (8.96%)	0 (0.00%)	67	2.39 / 5 (47.80%)
Quality of technology available to staff to get their work done	11 (16.42%)	27 (40.30%)	21 (31.34%)	8 (11.94%)	0 (0.00%)	67	2.39 / 5 (47.80%)
Level of civility at TU	10 (14.93%)	40 (59.70%)	15 (22.39%)	2 (2.99%)	0 (0.00%)	67	2.13 / 5 (42.60%)
							2.23 / 5 (44.51%)

10) Campus Climate for Diversity

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Responses	Average Score
	20	35	9				1.93 / 5

I feel a sense of belonging at TU	(29.85%)	(52.24%)	(13.43%)	3 (4.48%)	0 (0.00%)	67	(38.60%)
TU management is committed to helping me achieve my career goals	11 (16.42%)	34 (50.75%)	17 (25.37%)	5 (7.46%)	0 (0.00%)	67	2.24 / 5 (44.80%)
TU management is committed to promoting an environment that respects and celebrates diversity	12 (17.91%)	32 (47.76%)	19 (28.36%)	3 (4.48%)	1 (1.49%)	67	2.24 / 5 (44.80%)
My work experiences have contributed to my appreciation of multiculturalism and diversity	12 (17.91%)	40 (59.70%)	12 (17.91%)	3 (4.48%)	0 (0.00%)	67	2.09 / 5 (41.80%)
Co-workers in my unit treat all individuals with respect, regardless of their ethnicity, cultural background or sexual orientation	25 (37.31%)	33 (49.25%)	7 (10.45%)	2 (2.99%)	0 (0.00%)	67	1.79 / 5 (35.80%)
							2.06 / 5 (41.16%)

11) Diversity Awareness

	Never	Rarely	Sometimes	Often	Very Often	Responses	Average Score
Socialized with co-workers, faculty, or students from backgrounds different than your own	2 (2.99%)	3 (4.48%)	22 (32.84%)	22 (32.84%)	18 (26.87%)	67	3.76 / 5 (75.20%)
Attended workshops, events, or activities that increased your understanding of multiculturalism and diversity	9 (13.43%)	26 (38.81%)	23 (34.33%)	8 (11.94%)	1 (1.49%)	67	2.49 / 5 (49.80%)
Noticed the influence of multicultural and diverse perspectives in campus artwork, sculpture, or decor	5 (7.46%)	17 (25.37%)	30 (44.78%)	13 (19.40%)	2 (2.99%)	67	2.85 / 5 (57.00%)
Seen or read racist, antigay/lesbian, or sexist material (including graffiti) on campus	49 (73.13%)	12 (17.91%)	4 (5.97%)	2 (2.99%)	0 (0.00%)	67	1.39 / 5 (27.80%)
Felt a sense of negative conflict between diverse groups on campus	23 (34.33%)	32 (47.76%)	9 (13.43%)	3 (4.48%)	0 (0.00%)	67	1.88 / 5 (37.60%)
							2.47 / 5 (49.48%)

12) Demographics

Age

	Percentage	Responses
Less than 23 years	0.0	0
23 to 30 years	37.3	25
31 to 40 years	26.9	18
41 to 50 years	17.9	12
51 to 60 years	14.9	10
Over 60 years	3.0	2
Total responses:		67

13) With which racial/ethnic group do you identify?

	Percentage	Responses
Asian/Asian American/Pacific Islander	0.0	0
Black/African American	4.5	3
Caucasian/White (non-Hispanic)	92.5	62
Hispanic/Latino	1.5	1
Native American/American Indian/Aleutian	0.0	0
Multiracial	0.0	0
Other (please specify):	0.0	0
Other	1.5	1

Total responses: 67

14) For how many years have you worked at TU?

		Percentage	Responses
Less than 1 year		9.0	6
1 - 4 years		43.3	29
5 - 10 years		26.9	18
11 - 15 years		6.0	4
More than 15 years		14.9	10
Total responses:		67	

15) For how many years have you worked in your current unit?


		Percentage	Responses
Less than 1 year		16.4	11
1 - 4 years		49.3	33
5 - 10 years		23.9	16
11 - 15 years		1.5	1
More than 15 years		9.0	6
Total responses:		67	

16) Which unit do you currently work in:



		Percentage	Responses
Office of the President		3.0	2
Academic Affairs		14.9	10
Degree Completion		9.0	6
Finance Administration		4.5	3
Facilities Department		1.5	1
Information Technology		3.0	2
Student Services		10.4	7
Athletes		11.9	8
Development and Public Affairs		4.5	3
Enrollment Management		28.4	19
Registration/Records/Financial Aid		9.0	6
Total responses:		67	

17) What is the highest education level you have completed? (mark only one response)

		Percentage	Responses
Less than high school diploma or GED		0.0	0
High school diploma or GED		1.5	1
Some college course		7.5	5
Certificate, licence,tech/trade school diploma		1.5	1
Associate's degree		4.5	3
Bachelor's degree		14.9	10
Some graduate course		9.0	6
Post-baccalaureate certificate		0.0	0
Master's degree		52.2	35
Professional degree (e.g., J.D.,M.D.,D.D.S.,ect.)		1.5	1

Doctoral degree (ph.D.,Ed.D.,DNS,ect.)		7.5	5
Other: (please specify, CPA):		0.0	0
Other		0.0	0
		Total responses:	67




18) Have you taken classes at TU while employed at TU?

		Percentage	Responses
Yes		61.2	41
No		38.8	26
		Total responses:	67

19) Have you taken classes elsewhere while employed at TU?

		Percentage	Responses
Yes		22.4	15
No		77.6	52
		Total responses:	67

20) Have you completed a degree while employed at TU?

		Percentage	Responses
Yes, one		38.8	26
Yes, more than one		6.0	4
No		55.2	37
		Total responses:	67

21) Have any of your dependents taken classes at TU while you were employed at TU?

		Percentage	Responses
Yes		13.4	9
No		86.6	58
		Total responses:	67

22) Have any of your dependents taken advantage of TU's tuition exchange program to attend another college or university?

		Percentage	Responses
Yes		6.0	4
No		94.0	63
		Total responses:	67

23) Have you received professional development reimbursement for any activities while employed at TU?

		Percentage	Responses
Yes, less than once a year		10.4	7
Yes, annually		11.9	8
Yes, twice a year		6.0	4
Yes, more than twice a year		6.0	4
No		65.7	44
		Total responses:	67

24) List the professional and civic organizations you have participated in during the last three years.

(The last five responses are given)

- **AACROA SEM**
- **na**
- **N/A**
- **none**
- **OACAC**