Figure WE1. Quadrant Analysis Work Environment Item Importance vs. Satisfaction (All Employees), Ranked by Satisfaction

Scales:
5=Very Important, 4=Important, 3=Somewhat Important, 2=Not Very Important, 1=Not Important At All
5=Very Satisfied, 4=Satisfied, 3=Somewhat Satisfied, 2=Not Very Satisfied, 1=Not Satisfied At All

Item Key:
A. It is easy for me to get information at this institution
B. I learn about important campus events in a timely manner
C. I am empowered to resolve problems quickly
D. I am comfortable answering student questions about institutional policies and procedures
E. I have the information I need to do my job well
F. My job responsibilities are communicated clearly to me
G. My supervisor pays attention to what I have to say
H. My supervisor helps me improve my job performance
I. My evaluations provide fair and timely feedback to me so I may improve my work performance
J. My department or work unit has up-to-date written objectives
K. My department meets as a team to plan and coordinate work
L. My department has the budget needed to do its job well
M. My department has the staff needed to do its job well
N. Academic integrity and professional ethics are important to my department
O. I am paid fairly for the work I do
P. The employee benefits available to me are valuable
Q. I have adequate opportunities for advancement
R. I have adequate opportunities for training to improve my skills
S. I have adequate opportunities for professional development
T. The type of work I do on most days is personally rewarding
U. The work I do is appreciated by my supervisor
V. The work I do is valuable to the institution
W. I am proud to work at this institution
X. I feel safe on campus

Data Source: Noel-Levitz College Employee Satisfaction Survey Data (2007)
Produced by the CCSU Office of Institutional Research & Assessment
Table WE1. Quadrant Analysis Work Environment Item Importance vs. Satisfaction (All Employees), Ranked by Satisfaction

<table>
<thead>
<tr>
<th>Lower Importance</th>
<th>Higher Importance</th>
</tr>
</thead>
<tbody>
<tr>
<td>U. The work I do is appreciated by my supervisor (0.69)</td>
<td>P. The employee benefits available to me are valuable (0.79)</td>
</tr>
<tr>
<td>K. My department meets as a team to plan and coordinate work (0.65)</td>
<td>N. Academic integrity and professional ethics are important to my department (0.78)</td>
</tr>
<tr>
<td>W. I am proud to work at this institution (0.61)</td>
<td>X. I feel safe on campus (0.73)</td>
</tr>
<tr>
<td>H. My supervisor helps me improve my job performance (0.59)</td>
<td>T. The type of work I do on most days is personally rewarding (0.72)</td>
</tr>
<tr>
<td></td>
<td>G. My supervisor pays attention to what I have to say (0.68)</td>
</tr>
<tr>
<td></td>
<td>V. The work I do is valuable to the institution (0.63)</td>
</tr>
<tr>
<td></td>
<td>F. My job responsibilities are communicated clearly to me (0.62)</td>
</tr>
<tr>
<td></td>
<td>E. I have the information I need to do my job well (0.58)</td>
</tr>
<tr>
<td>I. My evaluations provide fair and timely feedback to me so I may improve my work performance (0.57)</td>
<td>O. I am paid fairly for the work I do (0.49)</td>
</tr>
<tr>
<td>R. I have adequate opportunities for training to improve my skills (0.54)</td>
<td>C. I am empowered to resolve problems quickly (0.37)</td>
</tr>
<tr>
<td>J. My department or work unit has up-to-date written objectives (0.54)</td>
<td>M. My department has the staff needed to do its job well (0.34)</td>
</tr>
<tr>
<td>S. I have adequate opportunities for professional development (0.49)</td>
<td>L. My department has the budget needed to do its job well (0.28)</td>
</tr>
<tr>
<td>B. I learn about important campus events in a timely manner (0.48)</td>
<td></td>
</tr>
<tr>
<td>D. I am comfortable answering student questions about institutional policies and procedures (0.46)</td>
<td></td>
</tr>
<tr>
<td>A. It is easy for me to get information at this institution (0.39)</td>
<td></td>
</tr>
<tr>
<td>Q. I have adequate opportunities for advancement (0.36)</td>
<td></td>
</tr>
</tbody>
</table>

Scales: 5=Very Important, 4=Important, 3=Somewhat Important, 2=Not Very Important, 1= Not Important At All
5=Very Satisfied, 4=Satisfied, 3=Somewhat Satisfied, 2=Not Very Satisfied, 1=Not Satisfied At All

(Numbers in parentheses represent the decimalized percentage of respondents replying Very Satisfied or Satisfied)
Figure WE2. Quadrant Analysis Work Environment Item Importance vs. Satisfaction (AAUP Faculty – Part-Time), Ranked by Satisfaction

<table>
<thead>
<tr>
<th>Item Key</th>
<th>Item Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>It is easy for me to get information at this institution</td>
</tr>
<tr>
<td>B</td>
<td>I learn about important campus events in a timely manner</td>
</tr>
<tr>
<td>C</td>
<td>I am empowered to resolve problems quickly</td>
</tr>
<tr>
<td>D</td>
<td>I am comfortable answering student questions about institutional policies and procedures</td>
</tr>
<tr>
<td>E</td>
<td>I have the information I need to do my job well</td>
</tr>
<tr>
<td>F</td>
<td>My job responsibilities are communicated clearly to me</td>
</tr>
<tr>
<td>G</td>
<td>My supervisor pays attention to what I have to say</td>
</tr>
<tr>
<td>H</td>
<td>My supervisor helps me improve my job performance</td>
</tr>
<tr>
<td>I</td>
<td>My evaluations provide fair and timely feedback to me so I may improve my work performance</td>
</tr>
<tr>
<td>J</td>
<td>My department or work unit has up-to-date written objectives</td>
</tr>
<tr>
<td>K</td>
<td>My department meets as a team to plan and coordinate work</td>
</tr>
<tr>
<td>L</td>
<td>My department has the budget needed to do its job well</td>
</tr>
<tr>
<td>M</td>
<td>My department has the staff needed to do its job well</td>
</tr>
<tr>
<td>N</td>
<td>Academic integrity and professional ethics are important to my department</td>
</tr>
<tr>
<td>O</td>
<td>I am paid fairly for the work I do</td>
</tr>
<tr>
<td>P</td>
<td>The employee benefits available to me are valuable</td>
</tr>
<tr>
<td>Q</td>
<td>I have adequate opportunities for advancement</td>
</tr>
<tr>
<td>R</td>
<td>I have adequate opportunities for training to improve my skills</td>
</tr>
<tr>
<td>S</td>
<td>I have adequate opportunities for professional development</td>
</tr>
<tr>
<td>T</td>
<td>The type of work I do on most days is personally rewarding</td>
</tr>
<tr>
<td>U</td>
<td>The work I do is appreciated by my supervisor</td>
</tr>
<tr>
<td>V</td>
<td>The work I do is valuable to the institution</td>
</tr>
<tr>
<td>W</td>
<td>I am proud to work at this institution</td>
</tr>
<tr>
<td>X</td>
<td>I feel safe on campus</td>
</tr>
</tbody>
</table>

Scales:
5=Very Important, 4=Important, 3=Somewhat Important, 2=Not Very Important, 1= Not Important At All
5=Very Satisfied, 4=Satisfied, 3=Somewhat Satisfied, 2=Not Very Satisfied, 1=Not Satisfied At All

Data Source: Noel-Levitz College Employee Satisfaction Survey Data (2007)
Produced by the CCSU Office of Institutional Research & Assessment
Table WE2. Quadrant Analysis Work Environment Item Importance vs. Satisfaction (AAUP Faculty – Part-Time), Ranked by Satisfaction

<table>
<thead>
<tr>
<th>Lower Importance</th>
<th>Higher Importance</th>
</tr>
</thead>
<tbody>
<tr>
<td>W. I am proud to work at this institution (0.66)</td>
<td>N. Academic integrity and professional ethics are important to my department (0.85)</td>
</tr>
<tr>
<td>J. My department or work unit has up-to-date written objectives (0.58)</td>
<td>T. The type of work I do on most days is personally rewarding (0.82)</td>
</tr>
<tr>
<td>K. My department meets as a team to plan and coordinate work (0.58)</td>
<td>G. My supervisor pays attention to what I have to say (0.79)</td>
</tr>
<tr>
<td>I. My evaluations provide fair and timely feedback to me so I may improve my work performance (0.56)</td>
<td>U. The work I do is appreciated by my supervisor (0.71)</td>
</tr>
<tr>
<td></td>
<td>F. My job responsibilities are communicated clearly to me (0.66)</td>
</tr>
<tr>
<td></td>
<td>V. The work I do is valuable to the institution (0.63)</td>
</tr>
<tr>
<td></td>
<td>X. I feel safe on campus (0.63)</td>
</tr>
<tr>
<td></td>
<td>E. I have the information I need to do my job well (0.58)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Higher Satisfaction</th>
<th>Lower Satisfaction</th>
</tr>
</thead>
<tbody>
<tr>
<td>H. My supervisor helps me improve my job performance (0.55)</td>
<td>A. It is easy for me to get information at this institution (0.46)</td>
</tr>
<tr>
<td>B. I learn about important campus events in a timely manner (0.54)</td>
<td>M. My department has the staff needed to do its job well (0.41)</td>
</tr>
<tr>
<td>C. I am empowered to resolve problems quickly (0.39)</td>
<td>O. I am paid fairly for the work I do (0.35)</td>
</tr>
<tr>
<td>P. The employee benefits available to me are valuable (0.38)</td>
<td>L. My department has the budget needed to do its job well (0.19)</td>
</tr>
<tr>
<td>S. I have adequate opportunities for professional development (0.36)</td>
<td></td>
</tr>
<tr>
<td>R. I have adequate opportunities for training to improve my skills (0.36)</td>
<td></td>
</tr>
<tr>
<td>D. I am comfortable answering student questions about institutional policies and procedures (0.22)</td>
<td></td>
</tr>
<tr>
<td>Q. I have adequate opportunities for advancement (0.13)</td>
<td></td>
</tr>
</tbody>
</table>

Scales:
5=Very Important, 4=Important, 3=Somewhat Important, 2=Not Very Important, 1= Not Important At All
5=Very Satisfied, 4=Satisfied, 3=Somewhat Satisfied, 2=Not Very Satisfied, 1=Not Satisfied At All

(Numbers in parentheses represent the decimalized percentage of respondents replying Very Satisfied or Satisfied)
Figure WE3. Quadrant Analysis Work Environment Item Importance vs. Satisfaction (AAUP Faculty – Full-Time), Ranked by Satisfaction

Scales:
5=Very Important, 4=Important, 3=Somewhat Important, 2=Not Very Important, 1=Not Important At All
5=Very Satisfied, 4=Satisfied, 3=Somewhat Satisfied, 2=Not Very Satisfied, 1=Not Satisfied At All

Item Key:
A. It is easy for me to get information at this institution
B. I learn about important campus events in a timely manner
C. I am empowered to resolve problems quickly
D. I am comfortable answering student questions about institutional policies and procedures
E. I have the information I need to do my job well
F. My job responsibilities are communicated clearly to me
G. My supervisor pays attention to what I have to say
H. My supervisor helps me improve my job performance
I. My evaluations provide fair and timely feedback to me so I may improve my work performance
J. My department or work unit has up-to-date written objectives
K. My department meets as a team to plan and coordinate work
L. My department has the budget needed to do its job well
M. My department has the staff needed to do its job well
N. Academic integrity and professional ethics are important to my department
O. I am paid fairly for the work I do
P. The employee benefits available to me are valuable
Q. I have adequate opportunities for advancement
R. I have adequate opportunities for training to improve my skills
S. I have adequate opportunities for professional development
T. The type of work I do on most days is personally rewarding
U. The work I do is appreciated by my supervisor
V. The work I do is valuable to the institution
W. I am proud to work at this institution
X. I feel safe on campus

Data Source: Noel-Levitz College Employee Satisfaction Survey Data (2007)
Produced by the CCSU Office of Institutional Research & Assessment
Table WE3. Quadrant Analysis Work Environment Item Importance vs. Satisfaction (AAUP Faculty – Full-Time), Ranked by Satisfaction

<table>
<thead>
<tr>
<th>Lower Importance</th>
<th>Higher Importance</th>
</tr>
</thead>
<tbody>
<tr>
<td>K. My department meets as a team to plan and coordinate work (0.74)</td>
<td>N. Academic integrity and professional ethics are important to my department (0.81)</td>
</tr>
<tr>
<td>X. I feel safe on campus (0.73)</td>
<td>P. The employee benefits available to me are valuable (0.80)</td>
</tr>
<tr>
<td>U. The work I do is appreciated by my supervisor (0.68)</td>
<td>G. My supervisor pays attention to what I have to say (0.74)</td>
</tr>
<tr>
<td>H. My supervisor helps me improve my job performance (0.61)</td>
<td>T. The type of work I do on most days is personally rewarding (0.72)</td>
</tr>
<tr>
<td>I. My evaluations provide fair and timely feedback to me so I may improve my work performance (0.57)</td>
<td>F. My job responsibilities are communicated clearly to me (0.57)</td>
</tr>
<tr>
<td>J. My department or work unit has up-to-date written objectives (0.52)</td>
<td>V. The work I do is valuable to the institution (0.56)</td>
</tr>
<tr>
<td>R. I have adequate opportunities for training to improve my skills (0.49)</td>
<td>E. I have the information I need to do my job well (0.51)</td>
</tr>
<tr>
<td>Q. I have adequate opportunities for advancement (0.47)</td>
<td>O. I am paid fairly for the work I do (0.38)</td>
</tr>
<tr>
<td>W. I am proud to work at this institution (0.46)</td>
<td>A. It is easy for me to get information at this institution (0.32)</td>
</tr>
<tr>
<td>S. I have adequate opportunities for professional development (0.46)</td>
<td>M. My department has the staff needed to do its job well (0.29)</td>
</tr>
<tr>
<td>B. I learn about important campus events in a timely manner (0.45)</td>
<td>C. I am empowered to resolve problems quickly (0.25)</td>
</tr>
<tr>
<td>D. I am comfortable answering student questions about institutional policies and procedures (0.40)</td>
<td>L. My department has the budget needed to do its job well (0.16)</td>
</tr>
</tbody>
</table>

Scales:
5=Very Important, 4=Important, 3=Somewhat Important, 2=Not Very Important, 1=Not Important At All
5=Very Satisfied, 4=Satisfied, 3=Somewhat Satisfied, 2=Not Very Satisfied, 1=Not Satisfied At All

(Numbers in parentheses represent the decimalized percentage of respondents replying Very Satisfied or Satisfied)
Figure WE4. Quadrant Analysis Work Environment Item Importance vs. Satisfaction (SUOAF-AFSCME), Ranked by Satisfaction

Scales:
5=Very Important, 4=Important, 3=Somewhat Important, 2=Not Very Important, 1=Not Important At All
5=Very Satisfied, 4=Satisfied, 3=Somewhat Satisfied, 2=Not Very Satisfied, 1=Not Satisfied At All

Item Key:
A. It is easy for me to get information at this institution
B. I learn about important campus events in a timely manner
C. I am empowered to resolve problems quickly
D. I am comfortable answering student questions about institutional policies and procedures
E. I have the information I need to do my job well
F. My job responsibilities are communicated clearly to me
G. My supervisor pays attention to what I have to say
H. My supervisor helps me improve my job performance
I. My evaluations provide fair and timely feedback to me so I may improve my work performance
J. My department or work unit has up-to-date written objectives
K. My department meets as a team to plan and coordinate work
L. My department has the budget needed to do its job well
M. My department has the staff needed to do its job well
N. Academic integrity and professional ethics are important to my department
O. I am paid fairly for the work I do
P. The employee benefits available to me are valuable
Q. I have adequate opportunities for advancement
R. I have adequate opportunities for training to improve my skills
S. I have adequate opportunities for professional development
T. The type of work I do on most days is personally rewarding
U. The work I do is appreciated by my supervisor
V. The work I do is valuable to the institution
W. I am proud to work at this institution
X. I feel safe on campus

Data Source: Noel-Levitz College Employee Satisfaction Survey Data (2007)
Produced by the CCSU Office of Institutional Research & Assessment
Table WE4. Quadrant Analysis Work Environment Item Importance vs. Satisfaction (SUOAF-AFSCME), Ranked by Satisfaction

<table>
<thead>
<tr>
<th>Lower Importance</th>
<th>Higher Importance</th>
</tr>
</thead>
<tbody>
<tr>
<td>X. I feel safe on campus (0.79)</td>
<td>P. The employee benefits available to me are valuable (0.91)</td>
</tr>
<tr>
<td>R. I have adequate opportunities for training to improve my skills (0.69)</td>
<td>N. Academic integrity and professional ethics are important to my department (0.79)</td>
</tr>
<tr>
<td>U. The work I do is appreciated by my supervisor (0.68)</td>
<td>T. The type of work I do on most days is personally rewarding (0.73)</td>
</tr>
<tr>
<td>K. My department meets as a team to plan and coordinate work (0.68)</td>
<td>W. I am proud to work at this institution (0.70)</td>
</tr>
<tr>
<td>S. I have adequate opportunities for professional development (0.65)</td>
<td>V. The work I do is valuable to the institution (0.69)</td>
</tr>
<tr>
<td>O. I am paid fairly for the work I do (0.62)</td>
<td>E. I have the information I need to do my job well (0.62)</td>
</tr>
<tr>
<td>I. My evaluations provide fair and timely feedback to me so I may improve my work performance (0.57)</td>
<td>F. My job responsibilities are communicated clearly to me (0.61)</td>
</tr>
<tr>
<td>J. My department or work unit has up-to-date written objectives (0.56)</td>
<td>G. My supervisor pays attention to what I have to say (0.59)</td>
</tr>
<tr>
<td>D. I am comfortable answering student questions about institutional policies and procedures (0.55)</td>
<td>H. My supervisor helps me improve my job performance (0.55)</td>
</tr>
<tr>
<td>B. I learn about important campus events in a timely manner (0.52)</td>
<td>C. I am empowered to resolve problems quickly (0.45)</td>
</tr>
<tr>
<td>A. It is easy for me to get information at this institution (0.41)</td>
<td>M. My department has the staff needed to do its job well (0.36)</td>
</tr>
<tr>
<td>Q. I have adequate opportunities for advancement (0.40)</td>
<td>L. My department has the budget needed to do its job well (0.34)</td>
</tr>
</tbody>
</table>

Scales:
5=Very Important, 4=Important, 3=Somewhat Important, 2=Not Very Important, 1=Not Important At All
5=Very Satisfied, 4=Satisfied, 3=Somewhat Satisfied, 2=Not Very Satisfied, 1=Not Satisfied At All

(Numbers in parentheses represent the decimalized percentage of respondents replying Very Satisfied or Satisfied)
Figure WE5. Quadrant Analysis Work Environment Item Importance vs. Satisfaction (Management/Confidential), Ranked by Satisfaction

Scales:
5=Very Important, 4=Important, 3=Somewhat Important, 2=Not Very Important, 1= Not Important At All
5=Very Satisfied, 4=Satisfied, 3=Somewhat Satisfied, 2=Not Very Satisfied, 1=Not Satisfied At All

Item Key:
A. It is easy for me to get information at this institution
B. I learn about important campus events in a timely manner
C. I am empowered to resolve problems quickly
D. I am comfortable answering student questions about institutional policies and procedures
E. I have the information I need to do my job well
F. My job responsibilities are communicated clearly to me
G. My supervisor pays attention to what I have to say
H. My supervisor helps me improve my job performance
I. My evaluations provide fair and timely feedback to me so I may improve my work performance
J. My department or work unit has up-to-date written objectives
K. My department meets as a team to plan and coordinate work
L. My department has the budget needed to do its job well
M. My department has the staff needed to do its job well
N. Academic integrity and professional ethics are important to my department
O. I am paid fairly for the work I do
P. The employee benefits available to me are valuable
Q. I have adequate opportunities for advancement
R. I have adequate opportunities for training to improve my skills
S. I have adequate opportunities for professional development
T. The type of work I do on most days is personally rewarding
U. The work I do is appreciated by my supervisor
V. The work I do is valuable to the institution
W. I am proud to work at this institution
X. I feel safe on campus

Data Source: Noel-Levitz College Employee Satisfaction Survey Data (2007)
Produced by the CCSU Office of Institutional Research & Assessment
### Table WE5. Quadrant Analysis Work Environment Item Importance vs. Satisfaction (Management/Confidential), Ranked by Satisfaction

<table>
<thead>
<tr>
<th>Lower Importance</th>
<th>Higher Importance</th>
</tr>
</thead>
<tbody>
<tr>
<td>X. I feel safe on campus (0.89)</td>
<td>P. The employee benefits available to me are valuable (0.96)</td>
</tr>
<tr>
<td>S. I have adequate opportunities for professional development (0.82)</td>
<td>V. The work I do is valuable to the institution (0.86)</td>
</tr>
<tr>
<td>O. I am paid fairly for the work I do (0.82)</td>
<td>W. I am proud to work at this institution (0.82)</td>
</tr>
<tr>
<td>T. The type of work I do on most days is personally rewarding (0.82)</td>
<td>F. My job responsibilities are communicated clearly to me (0.79)</td>
</tr>
<tr>
<td>N. Academic integrity and professional ethics are important to my department (0.75)</td>
<td>E. I have the information I need to do my job well (0.79)</td>
</tr>
<tr>
<td></td>
<td>K. My department meets as a team to plan and coordinate work (0.79)</td>
</tr>
<tr>
<td></td>
<td>U. The work I do is appreciated by my supervisor (0.75)</td>
</tr>
<tr>
<td>D. I am comfortable answering student questions about institutional policies and procedures (0.69)</td>
<td>I. My evaluations provide fair and timely feedback to me so I may improve my work performance (0.74)</td>
</tr>
<tr>
<td>L. My department has the budget needed to do its job well (0.66)</td>
<td>C. I am empowered to resolve problems quickly (0.72)</td>
</tr>
<tr>
<td>A. It is easy for me to get information at this institution (0.65)</td>
<td>R. I have adequate opportunities for training to improve my skills (0.72)</td>
</tr>
<tr>
<td>J. My department or work unit has up-to-date written objectives (0.60)</td>
<td>G. My supervisor pays attention to what I have to say (0.71)</td>
</tr>
<tr>
<td>B. I learn about important campus events in a timely manner (0.58)</td>
<td>H. My supervisor helps me improve my job performance (0.67)</td>
</tr>
<tr>
<td>Q. I have adequate opportunities for advancement (0.51)</td>
<td></td>
</tr>
<tr>
<td>M. My department has the staff needed to do its job well (0.50)</td>
<td></td>
</tr>
</tbody>
</table>

**Scales:**
- 5=Very Important, 4=Important, 3=Somewhat Important, 2=Not Very Important, 1=Not Important At All
- 5=Very Satisfied, 4=Satisfied, 3=Somewhat Satisfied, 2=Not Very Satisfied, 1=Not Satisfied At All

(Numbers in parentheses represent the decimalized percentage of respondents replying Very Satisfied or Satisfied)
Figure WE6. Quadrant Analysis Work Environment Item Importance vs. Satisfaction (Classified Staff), Ranked by Satisfaction

Scales:
5=Very Important, 4=Important, 3=Somewhat Important, 2=Not Very Important, 1= Not Important At All
5=Very Satisfied, 4=Satisfied, 3=Somewhat Satisfied, 2=Not Very Satisfied, 1=Not Satisfied At All

Item Key:
A. It is easy for me to get information at this institution
B. I learn about important campus events in a timely manner
C. I am empowered to resolve problems quickly
D. I am comfortable answering student questions about institutional policies and procedures
E. I have the information I need to do my job well
F. My job responsibilities are communicated clearly to me
G. My supervisor pays attention to what I have to say
H. My supervisor helps me improve my job performance
I. My evaluations provide fair and timely feedback to me so I may improve my work performance
J. My department or work unit has up-to-date written objectives
K. My department meets as a team to plan and coordinate work
L. My department has the budget needed to do its job well
M. My department has the staff needed to do its job well
N. Academic integrity and professional ethics are important to my department
O. I am paid fairly for the work I do
P. The employee benefits available to me are valuable
Q. I have adequate opportunities for advancement
R. I have adequate opportunities for training to improve my skills
S. I have adequate opportunities for professional development
T. The type of work I do on most days is personally rewarding
U. The work I do is appreciated by my supervisor
V. The work I do is valuable to the institution
W. I am proud to work at this institution
X. I feel safe on campus

Data Source: Noel-Levitz College Employee Satisfaction Survey Data (2007)
Produced by the CCSU Office of Institutional Research & Assessment
**Table WE6. Quadrant Analysis Work Environment Item Importance vs. Satisfaction (Classified Staff), Ranked by Satisfaction**

<table>
<thead>
<tr>
<th>Lower Importance</th>
<th>Higher Importance</th>
</tr>
</thead>
<tbody>
<tr>
<td>N. Academic integrity and professional ethics are important to my department (0.71)</td>
<td>P. The employee benefits available to me are valuable (0.84)</td>
</tr>
<tr>
<td>F. My job responsibilities are communicated clearly to me (0.64)</td>
<td>W. I am proud to work at this institution (0.70)</td>
</tr>
<tr>
<td>T. The type of work I do on most days is personally rewarding (0.64)</td>
<td>U. The work I do is appreciated by my supervisor (0.69)</td>
</tr>
<tr>
<td>H. My supervisor helps me improve my job performance (0.61)</td>
<td>X. I feel safe on campus (0.68)</td>
</tr>
<tr>
<td>I. My evaluations provide fair and timely feedback to me so I may improve my work performance (0.60)</td>
<td>V. The work I do is valuable to the institution (0.65)</td>
</tr>
<tr>
<td>D. I am comfortable answering student questions about institutional policies and procedures (0.56)</td>
<td>G. My supervisor pays attention to what I have to say (0.62)</td>
</tr>
<tr>
<td>J. My department or work unit has up-to-date written objectives (0.52)</td>
<td>E. I have the information I need to do my job well (0.59)</td>
</tr>
<tr>
<td>K. My department meets as a team to plan and coordinate work (0.43)</td>
<td>O. I am paid fairly for the work I do (0.53)</td>
</tr>
<tr>
<td>B. I learn about important campus events in a timely manner (0.43)</td>
<td>R. I have adequate opportunities for training to improve my skills (0.45)</td>
</tr>
<tr>
<td>A. It is easy for me to get information at this institution (0.40)</td>
<td>M. My department has the staff needed to do its job well (0.35)</td>
</tr>
<tr>
<td>C. I am empowered to resolve problems quickly (0.35)</td>
<td>L. My department has the budget needed to do its job well (0.35)</td>
</tr>
<tr>
<td>S. I have adequate opportunities for professional development (0.33)</td>
<td>Q. I have adequate opportunities for advancement (0.14)</td>
</tr>
</tbody>
</table>

**Scales:**
- 5=Very Important, 4=Important, 3=Somewhat Important, 2=Not Very Important, 1=Not Important At All
- 5=Very Satisfied, 4=Satisfied, 3=Somewhat Satisfied, 2=Not Very Satisfied, 1=Not Satisfied At All

(Numbers in parentheses represent the decimalized percentage of respondents replying Very Satisfied or Satisfied)
Figure WE7. Quadrant Analysis Work Environment Item Importance vs. Satisfaction (University Assistants and Other Part-Time Staff), Ranked by Satisfaction

Scales:
5=Very Important, 4=Important, 3=Somewhat Important, 2=Not Very Important, 1= Not Important At All
5=Very Satisfied, 4=Satisfied, 3=Somewhat Satisfied, 2=Not Very Satisfied, 1=Not Satisfied At All

Item Key:
A. It is easy for me to get information at this institution
B. I learn about important campus events in a timely manner
C. I am empowered to resolve problems quickly
D. I am comfortable answering student questions about institutional policies and procedures
E. I have the information I need to do my job well
F. My job responsibilities are communicated clearly to me
G. My supervisor pays attention to what I have to say
H. My supervisor helps me improve my job performance
I. My evaluations provide fair and timely feedback to me so I may improve my work performance
J. My department or work unit has up-to-date written objectives
K. My department meets as a team to plan and coordinate work
L. My department has the budget needed to do its job well
M. My department has the staff needed to do its job well
N. Academic integrity and professional ethics are important to my department
O. I am paid fairly for the work I do
P. The employee benefits available to me are valuable
Q. I have adequate opportunities for advancement
R. I have adequate opportunities for training to improve my skills
S. I have adequate opportunities for professional development
T. The type of work I do on most days is personally rewarding
U. The work I do is appreciated by my supervisor
V. The work I do is valuable to the institution
W. I am proud to work at this institution
X. I feel safe on campus

Data Source: Noel-Levitz College Employee Satisfaction Survey Data (2007)
Produced by the CCSU Office of Institutional Research & Assessment
Table WE7. Quadrant Analysis Work Environment Item Importance vs. Satisfaction (University Assistants and Other Part-Time Staff), Ranked by Satisfaction

<table>
<thead>
<tr>
<th>Lower Importance</th>
<th>Higher Importance</th>
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<tbody>
<tr>
<td>O. I am paid fairly for the work I do (0.71)</td>
<td>W. I am proud to work at this institution (0.86)</td>
</tr>
<tr>
<td>J. My department or work unit has up-to-date written objectives (0.70)</td>
<td>G. My supervisor pays attention to what I have to say (0.82)</td>
</tr>
<tr>
<td>T. The type of work I do on most days is personally rewarding (0.65)</td>
<td>U. The work I do is appreciated by my supervisor (0.82)</td>
</tr>
<tr>
<td></td>
<td>X. I feel safe on campus (0.79)</td>
</tr>
<tr>
<td></td>
<td>E. I have the information I need to do my job well (0.77)</td>
</tr>
<tr>
<td></td>
<td>N. Academic integrity and professional ethics are important to my department (0.76)</td>
</tr>
<tr>
<td></td>
<td>F. My job responsibilities are communicated clearly to me (0.75)</td>
</tr>
<tr>
<td></td>
<td>H. My supervisor helps me improve my job performance (0.72)</td>
</tr>
<tr>
<td>V. The work I do is valuable to the institution (0.64)</td>
<td>R. I have adequate opportunities for training to improve my skills (0.60)</td>
</tr>
<tr>
<td>K. My department meets as a team to plan and coordinate work (0.61)</td>
<td>M. My department has the staff needed to do its job well (0.51)</td>
</tr>
<tr>
<td>I. My evaluations provide fair and timely feedback to me so I may improve my work performance (0.6)</td>
<td>L. My department has the budget needed to do its job well (0.36)</td>
</tr>
<tr>
<td>B. I learn about important campus events in a timely manner (0.58)</td>
<td></td>
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<td>P. The employee benefits available to me are valuable (0.55)</td>
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<tr>
<td>C. I am empowered to resolve problems quickly (0.53)</td>
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<tr>
<td>Q. I have adequate opportunities for advancement (0.44)</td>
<td></td>
</tr>
<tr>
<td>S. I have adequate opportunities for professional development (0.39)</td>
<td></td>
</tr>
<tr>
<td>D. I am comfortable answering student questions about institutional policies and procedures (0.38)</td>
<td></td>
</tr>
<tr>
<td>A. It is easy for me to get information at this institution (0.37)</td>
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Scales:
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