

**American University of Armenia
2016 Staff Survey**



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Methodology

The Institutional Research Office (IRO) administered University's the second Staff Survey to all AUAF and AUAC employees. The list of employees was obtained from the Personnel Offices (AUAF and AUAC). The survey population included 216 employees.

Sample, Response Rate, Procedures

The survey population included all full and part-time staff members at AUAF and AUAC employees as of November 1, 2016, who had completed the mandatory initial probationary period.¹

Launched on November 10, 2016, the survey closed on November 28, 2016, and was administered via both the on-line survey software Survey Monkey, and on paper for employees without AUA email addresses.

In seeking a high response rate, the following course of action was taken:

- An email was sent from the President highlighting the importance of the survey, requesting participation and providing direct link to on-line survey (November 10, 2016).
- Two reminder emails were sent from the President (November 17 and 28, 2016).
- Paper-based questionnaires together with instructions and envelopes were distributed by IRO staff to all employees without an aua.am e-mail account in AUAF and AUA Center. Special boxes for collecting completed questionnaires were placed in IRO for AUAF employees and in the office of the AUA Center Administrative Secretary to assure the anonymity of responses.
- Reminder fliers were posted around campus (cafeteria, near elevators, entrance ways).

A total of 166 of 216 staff members participated in the survey, denoting **a response rate of 76%**.

Upon completion of the on-line survey and data entry from paper surveys into the manual collector, statistical analyses such as frequencies and mean values, regression analysis, cross-tabulations, t-tests and one-way ANOVA for the responses were performed. For T-test and ANOVA, the homogeneity of variances was assumed. To reject or not reject the proposed hypothesis, the significance level of 5% was chosen. In addition, the non-parametric Kruskal-Wallis test was conducted. The results of the test are reported only in cases of significant difference, indicated with the sign “**”.

Percentages in the text and in the appendices are for cumulative percentages of agree/strongly agree, aware/very aware, familiar/very familiar, and respectively disagree/strongly disagree, not aware/not aware at all, not familiar/not familiar at all unless otherwise noted.

¹ The survey population did not include Executive Committee members, faculty, researchers, AUA Extension teaching staff and individuals on service contracts.

For statements that have a Not Applicable (N/A) response option, the mean value is calculated without including Not Applicable responses.

For informational purposes, statements in which Missing Values and Not Applicable responses combined comprised more than 10% of total responses are marked in **white print on black background**.

Staff Characteristics

Sex: Of the 161 respondents, 35% were male and 65% were female.

Age: Of the 161 respondents, 25% were up to 30 years old, 22% were from 31 to 40 years old, 15% were from 41 to 50 years old and 38% were over 50 years old.

Year of Hire: Of the 147 respondents, 22% were first hired as a staff member between 1991 and December 31, 2003, 23% were hired between January 1, 2004 and December 31, 2009, 21% were hired between January 1, 2010 and December 31, 2013, and 33% were first hired on January 1, 2014 or later.

Highest Degree Completed: Of the 149 respondents, 24% completed up to an associate's or vocational degree, 36% a Bachelor's degree or equivalent, and 40% a Master's or Doctoral degree or equivalent.

Position: Of the 140 respondents, 22% were employed in AUA's Administration or Professional services, 51% in Support services, and 27% in Maintenance and Operations.

2016 AUA Staff Survey: University-Wide Report

N	Question	Response options	Total	%	Valid %	Mean
1	How aware are you that AUA has a Handbook of Administrative Policies?	1-Very Aware/Familiar	28	16%	18%	2.6
		Aware/Familiar	56	33%	37%	
		Somewhat Aware/Familiar	36	21%	24%	
		Not Aware/Familiar	19	11%	13%	
		5-Not Aware/Familiar at All	13	8%	9%	
		Sub Total	152	89%	100%	
		Can't Say	0	0%		
		Missing Values	19	11%		
		Total	171	100%		
2	How aware are you that there is an Ethics and Grievance Committee at AUA?	1-Very Aware/Familiar	20	12%	13%	3.0
		Aware/Familiar	43	25%	28%	
		Somewhat Aware/Familiar	27	16%	18%	
		Not Aware/Familiar	40	23%	26%	
		5-Not Aware/Familiar at All	21	12%	14%	
		Sub Total	151	88%	100%	
		Can't Say	2	1%		
		Missing Values	18	11%		
		Total	171	100%		
3	How familiar are you with AUA's mission statement?	1-Very Aware/Familiar	35	20%	24%	2.4
		Aware/Familiar	55	32%	38%	
		Somewhat Aware/Familiar	27	16%	19%	
		Not Aware/Familiar	22	13%	15%	
		5-Not Aware/Familiar at All	6	4%	4%	
		Sub Total	145	85%	100%	
		Can't Say	1	1%		
		Missing Values	25	15%		
		Total	171	100%		
4	How familiar are you with AUA's tuition remission policy for employees and their immediate family?	1-Very Aware/Familiar	29	17%	18%	2.6
		Aware/Familiar	50	29%	32%	
		Somewhat Aware/Familiar	45	26%	29%	
		Not Aware/Familiar	21	12%	13%	
		5-Not Aware/Familiar at All	12	7%	8%	
		Sub Total	157	92%	100%	
		Can't Say	2	1%		
		Missing Values	12	7%		
		Total	171	100%		

N	Question	Response options	Total	%	Valid %	Mean
5	How familiar are you with AUA's staff training and development policies?	1-Very Aware/Familiar	19	11%	13%	2.6
		Aware/Familiar	53	31%	35%	
		Somewhat Aware/Familiar	48	28%	32%	
		Not Aware/Familiar	22	13%	15%	
		5-Not Aware/Familiar at All	8	5%	5%	
		Sub Total	150	88%	100%	
		Can't Say	2	1%		
		Missing Values	19	11%		
		Total	171	100%		
6	How familiar are you with AUA's health insurance benefits for employees?	1-Very Aware/Familiar	40	23%	25%	1.9
		Aware/Familiar	90	53%	57%	
		Somewhat Aware/Familiar	25	15%	16%	
		Not Aware/Familiar	0	0%	0%	
		5-Not Aware/Familiar at All	2	1%	1%	
		Sub Total	157	92%	100%	
		Can't Say	1	1%		
		Missing Values	13	8%		
		Total	171	100%		
7	How aware are you of AUA's social activities (Christmas and New Year Dinner/Dance Party, Staff Appreciation Day, etc.)?	1-Very Aware/Familiar	66	39%	42%	1.7
		Aware/Familiar	77	45%	49%	
		Somewhat Aware/Familiar	13	8%	8%	
		Not Aware/Familiar	2	1%	1%	
		5-Not Aware/Familiar at All	0	0%	0%	
		Sub Total	158	92%	100%	
		Can't Say	1	1%		
		Missing Values	12	7%		
		Total	171	100%		
8	In general, the decision-making process at AUA is clear to me.	1-Strongly Agree	12	7%	8%	2.4
		Agree	71	42%	50%	
		Neutral	49	29%	34%	
		Disagree	11	6%	8%	
		5-Strongly Disagree	0	0%	0%	
		Sub Total	143	84%	100%	
		Can't Say	11	6%		
		Missing Values	17	10%		
		Total	171	100%		
9	I have opportunities to provide input into decisions related to my work.	1-Strongly Agree	26	15%	17%	2.0
		Agree	100	58%	65%	
		Neutral	25	15%	16%	
		Disagree	2	1%	1%	
		5-Strongly Disagree	0	0%	0%	
		Sub Total	153	89%	100%	
		Can't Say	2	1%		
		Missing Values	16	9%		
		Total	171	100%		

N	Question	Response options	Total	%	Valid %	Mean
10	Decisions related to my job are communicated to me in a timely manner.	1-Strongly Agree	28	16%	18%	2.1
		Agree	101	59%	66%	
		Neutral	15	9%	10%	
		Disagree	8	5%	5%	
		5-Strongly Disagree	2	1%	1%	
		Sub Total	154	90%	100%	
		Can't Say	2	1%		
		Missing Values	15	9%		
		Total	171	100%		
11	Decisions about the university in general are communicated to me in a timely manner.	1-Strongly Agree	13	8%	9%	2.4
		Agree	86	50%	57%	
		Neutral	32	19%	21%	
		Disagree	17	10%	11%	
		5-Strongly Disagree	3	2%	2%	
		Sub Total	151	88%	100%	
		Can't Say	5	3%		
		Missing Values	15	9%		
		Total	171	100%		
12	AUA policies are enforced evenly throughout the institution.	1-Strongly Agree	17	10%	12%	2.5
		Agree	59	35%	42%	
		Neutral	46	27%	32%	
		Disagree	13	8%	9%	
		5-Strongly Disagree	7	4%	5%	
		Sub Total	142	83%	100%	
		Can't Say	14	8%		
		Missing Values	15	9%		
		Total	171	100%		
13	My job orientation was sufficiently thorough to prepare me for my job.	1-Strongly Agree	27	16%	17%	2.2
		Agree	94	55%	59%	
		Neutral	27	16%	17%	
		Disagree	7	4%	4%	
		5-Strongly Disagree	4	2%	3%	
		Sub Total	159	93%	100%	
		Can't Say	1	1%		
		Missing Values	11	6%		
		Total	171	100%		
14	As a new staff member I was treated in a friendly manner by the administration and staff.	1-Strongly Agree	61	36%	38%	1.7
		Agree	85	50%	53%	
		Neutral	14	8%	9%	
		Disagree	0	0%	0%	
		5-Strongly Disagree	1	1%	1%	
		Sub Total	161	94%	100%	
		Can't Say	0	0%		
		Missing Values	10	6%		
		Total	171	100%		

N	Question	Response options	Total	%	Valid %	Mean
15	My physical workspace is conducive to doing my job well.	1-Strongly Agree	30	18%	20%	2.0
		Agree	93	54%	62%	
		Neutral	19	11%	13%	
		Disagree	4	2%	3%	
		5-Strongly Disagree	3	2%	2%	
		Sub Total	149	87%	100%	
		Can't Say	2	1%		
		Missing Values	20	12%		
		Total	171	100%		
16	I have the tools and resources necessary to perform my job effectively and efficiently.	1-Strongly Agree	38	22%	24%	2.0
		Agree	101	59%	63%	
		Neutral	15	9%	9%	
		Disagree	5	3%	3%	
		5-Strongly Disagree	2	1%	1%	
		Sub Total	161	94%	100%	
		Can't Say	0	0%		
		Missing Values	10	6%		
		Total	171	100%		
17	I feel safe working at AUA during business hours.	1-Strongly Agree	59	35%	39%	1.7
		Agree	82	48%	54%	
		Neutral	9	5%	6%	
		Disagree	2	1%	1%	
		5-Strongly Disagree	0	0%	0%	
		Sub Total	152	89%	100%	
		Can't Say	3	2%		
		Missing Values	16	9%		
		Total	171	100%		
18	I feel safe working at AUA during non-business hours.	1-Strongly Agree	40	23%	26%	2.0
		Agree	80	47%	52%	
		Neutral	29	17%	19%	
		Disagree	1	1%	1%	
		5-Strongly Disagree	3	2%	2%	
		Sub Total	153	89%	100%	
		Can't Say	8	5%		
		Missing Values	10	6%		
		Total	171	100%		
19	AUA facilities are well-maintained.	1-Strongly Agree	27	16%	18%	2.0
		Agree	101	59%	67%	
		Neutral	17	10%	11%	
		Disagree	5	3%	3%	
		5-Strongly Disagree	1	1%	1%	
		Sub Total	151	88%	100%	
		Can't Say	6	4%		
		Missing Values	14	8%		
		Total	171	100%		

N	Question	Response options	Total	%	Valid %	Mean
20	I am treated with respect at AUA.	1-Strongly Agree	54	32%	33%	1.8
		Agree	96	56%	59%	
		Neutral	9	5%	6%	
		Disagree	2	1%	1%	
		5-Strongly Disagree	1	1%	1%	
		Sub Total	162	95%	100%	
		Can't Say	1	1%		
		Missing Values	8	5%		
		Total	171	100%		
21	I feel stressed when I am at work.	1-Strongly Agree	2	1%	1%	4.1
		Agree	13	8%	8%	
		Neutral	15	9%	10%	
		Disagree	63	37%	41%	
		5-Strongly Disagree	62	36%	40%	
		Sub Total	155	91%	100%	
		Can't Say	5	3%		
		Missing Values	11	6%		
		Total	171	100%		
22	My workload is consistently excessive.	1-Strongly Agree	12	7%	8%	3.3
		Agree	26	15%	17%	
		Neutral	36	21%	24%	
		Disagree	61	36%	41%	
		5-Strongly Disagree	14	8%	9%	
		Sub Total	149	87%	100%	
		Can't Say	6	4%		
		Missing Values	16	9%		
		Total	171	100%		
23	I have the freedom I need to decide how to do my work.	1-Strongly Agree	21	12%	13%	2.2
		Agree	91	53%	58%	
		Neutral	35	20%	22%	
		Disagree	9	5%	6%	
		5-Strongly Disagree	0	0%	0%	
		Sub Total	156	91%	100%	
		Can't Say	4	2%		
		Missing Values	11	6%		
		Total	171	100%		
24	My skills and qualifications match my job.	1-Strongly Agree	38	22%	25%	2.0
		Agree	90	53%	60%	
		Neutral	13	8%	9%	
		Disagree	8	5%	5%	
		5-Strongly Disagree	2	1%	1%	
		Sub Total	151	88%	100%	
		Can't Say	3	2%		
		Missing Values	17	10%		
		Total	171	100%		

N	Question	Response options	Total	%	Valid %	Mean
25	I have opportunities to learn new things at my job.	1-Strongly Agree	30	18%	19%	2.2
		Agree	87	51%	55%	
		Neutral	29	17%	18%	
		Disagree	7	4%	4%	
		5-Strongly Disagree	6	4%	4%	
		Sub Total	159	93%	100%	
		Can't Say	3	2%		
		Missing Values	9	5%		
		Total	171	100%		
26	All employees are treated fairly at AUA.	1-Strongly Agree	22	13%	16%	2.4
		Agree	60	35%	43%	
		Neutral	39	23%	28%	
		Disagree	14	8%	10%	
		5-Strongly Disagree	6	4%	4%	
		Sub Total	141	82%	100%	
		Can't Say	19	11%		
		Missing Values	11	6%		
		Total	171	100%		
27	Issues requiring resolution are handled fairly.	1-Strongly Agree	24	14%	16%	2.3
		Agree	67	39%	46%	
		Neutral	45	26%	31%	
		Disagree	6	4%	4%	
		5-Strongly Disagree	4	2%	3%	
		Sub Total	146	85%	100%	
		Can't Say	16	9%		
		Missing Values	9	5%		
		Total	171	100%		
28	There is a spirit of teamwork and cooperation at AUA.	1-Strongly Agree	27	16%	18%	2.2
		Agree	80	47%	52%	
		Neutral	33	19%	22%	
		Disagree	8	5%	5%	
		5-Strongly Disagree	5	3%	3%	
		Sub Total	153	89%	100%	
		Can't Say	4	2%		
		Missing Values	14	8%		
		Total	171	100%		
29	I can rely on my co-workers when I need help.	1-Strongly Agree	54	32%	33%	1.8
		Agree	93	54%	57%	
		Neutral	8	5%	5%	
		Disagree	4	2%	2%	
		5-Strongly Disagree	3	2%	2%	
		Sub Total	162	95%	100%	
		Can't Say	1	1%		
		Missing Values	8	5%		
		Total	171	100%		

N	Question	Response options	Total	%	Valid %	Mean
30	My co-workers can rely on me when they need help.	1-Strongly Agree	70	41%	45%	1.6
		Agree	83	49%	53%	
		Neutral	4	2%	3%	
		Disagree	0	0%	0%	
		5-Strongly Disagree	0	0%	0%	
		Sub Total	157	92%	100%	
		Can't Say	1	1%		
		Missing Values	13	8%		
		Total	171	100%		
31	Since being employed, have you been promoted at AUA?	Yes	48	28%	32%	
		No	102	60%	68%	
		Sub Total	150	88%	100%	
		Does not apply	7	4%		
		Missing Values	14	8%		
		Total	171	100%		
32	Since being employed at AUA, have you experienced university-wide recognition for outstanding performance/achievement related to your job and/or for service outside of your job responsibilities?	Yes	47	27%	36%	
		No	85	50%	64%	
		Sub Total	132	77%	100%	
		Does not apply	13	8%		
		Missing Values	26	15%		
		Total	171	100%		
33	Since being employed, have you observed or experienced any forms of discrimination (based on age, sex, ethical/national origin, family status, political views, language, etc.) or harassment (psychological, sexual, verbal, etc.) at the university?	Yes	9	5%	6%	
		No	136	80%	94%	
		Sub Total	145	85%	100%	
		Does not apply	14	8%		
		Missing Values	12	7%		
		Total	171	100%		
34	My supervisor assigns challenging and motivating tasks.	1-Strongly Agree	27	16%	17%	2.2
		Agree	85	50%	54%	
		Neutral	36	21%	23%	
		Disagree	6	4%	4%	
		5-Strongly Disagree	2	1%	1%	
		Sub Total	156	91%	100%	
		Can't Say	2	1%		
		Missing Values	13	8%		
		Total	171	100%		

N	Question	Response options	Total	%	Valid %	Mean
35	My supervisor provides constructive feedback on my job performance.	1-Strongly Agree	29	17%	19%	2.2
		Agree	84	49%	54%	
		Neutral	29	17%	19%	
		Disagree	13	8%	8%	
		5-Strongly Disagree	1	1%	1%	
		Sub Total	156	91%	100%	
		Can't Say	6	4%		
		Missing Values	9	5%		
		Total	171	100%		
36	Regular formal performance evaluation helps improve my job performance.	1-Strongly Agree	20	12%	13%	2.3
		Agree	74	43%	50%	
		Neutral	43	25%	29%	
		Disagree	8	5%	5%	
		5-Strongly Disagree	4	2%	3%	
		Sub Total	149	87%	100%	
		Can't Say	8	5%		
		Missing Values	14	8%		
		Total	171	100%		
37	My supervisor encourages two-way communication.	1-Strongly Agree	38	22%	25%	2.0
		Agree	90	53%	59%	
		Neutral	17	10%	11%	
		Disagree	5	3%	3%	
		5-Strongly Disagree	3	2%	2%	
		Sub Total	153	89%	100%	
		Can't Say	3	2%		
		Missing Values	15	9%		
		Total	171	100%		
38	My supervisor values and appreciates my work.	1-Strongly Agree	39	23%	25%	2.0
		Agree	88	51%	56%	
		Neutral	21	12%	13%	
		Disagree	3	2%	2%	
		5-Strongly Disagree	6	4%	4%	
		Sub Total	157	92%	100%	
		Can't Say	4	2%		
		Missing Values	10	6%		
		Total	171	100%		
39	AUA's campus events (lectures, seminars, etc.) contribute to my personal and professional growth.	1-Strongly Agree	20	12%	13%	2.4
		Agree	69	40%	46%	
		Neutral	49	29%	33%	
		Disagree	6	4%	4%	
		5-Strongly Disagree	5	3%	3%	
		Sub Total	149	87%	100%	
		Can't Say	8	5%		
		Missing Values	14	8%		
		Total	171	100%		

N	Question	Response options	Total	%	Valid %	Mean
40	AUA's social activities promote goodwill and camaraderie among staff members.	1-Strongly Agree	30	18%	20%	2.2
		Agree	77	45%	51%	
		Neutral	32	19%	21%	
		Disagree	8	5%	5%	
		5-Strongly Disagree	3	2%	2%	
		Sub Total	150	88%	100%	
		Can't Say	7	4%		
		Missing Values	14	8%		
		Total	171	100%		
41	Have you attended any of AUA's social events (Christmas and New Year Dinner/Dance Party, Staff Appreciation day, Women's Day Celebration, New Faculty and Staff Reception) in the last two years.	Yes	148	87%	89%	
		No	18	11%	11%	
		Sub Total	166	97%	100%	
		Missing Values	5	3%	0%	
		Total	171	100%		
42	I understand how salaries are determined at AUA.	1-Strongly Agree	12	7%	8%	2.8
		Agree	53	31%	35%	
		Neutral	48	28%	32%	
		Disagree	24	14%	16%	
		5-Strongly Disagree	13	8%	9%	
		Sub Total	150	88%	100%	
		Can't Say	10	6%		
		Missing Values	11	6%		
		Total	171	100%		
43	My job description adequately reflects the range of my job responsibilities.	1-Strongly Agree	18	11%	11%	2.4
		Agree	92	54%	58%	
		Neutral	20	12%	13%	
		Disagree	18	11%	11%	
		5-Strongly Disagree	10	6%	6%	
		Sub Total	158	92%	100%	
		Can't Say	3	2%		
		Missing Values	10	6%		
		Total	171	100%		
44	Promotions and merit increases are conducted fairly.	1-Strongly Agree	11	6%	8%	2.7
		Agree	45	26%	32%	
		Neutral	60	35%	43%	
		Disagree	17	10%	12%	
		5-Strongly Disagree	6	4%	4%	
		Sub Total	139	81%	100%	
		Can't Say	17	10%		
		Missing Values	15	9%		
		Total	171	100%		

N	Question	Response options	Total	%	Valid %	Mean
45	I am satisfied with my salary at AUA.	1-Strongly Agree	9	5%	6%	3.0
		Agree	44	26%	29%	
		Neutral	51	30%	33%	
		Disagree	34	20%	22%	
		5-Strongly Disagree	15	9%	10%	
		Sub Total	153	89%	100%	
		Can't Say	6	4%		
		Missing Values	12	7%		
		Total	171	100%		
46	I am satisfied with the benefits offered by AUA.	1-Strongly Agree	12	7%	8%	2.3
		Agree	90	53%	60%	
		Neutral	38	22%	25%	
		Disagree	9	5%	6%	
		5-Strongly Disagree	2	1%	1%	
		Sub Total	151	88%	100%	
		Can't Say	7	4%		
		Missing Values	13	8%		
		Total	171	100%		
47	Based on my perception of salaries at AUA, I feel that my salary is appropriate for my role and job responsibilities.	1-Strongly Agree	8	5%	6%	2.9
		Agree	48	28%	33%	
		Neutral	47	27%	32%	
		Disagree	29	17%	20%	
		5-Strongly Disagree	13	8%	9%	
		Sub Total	145	85%	100%	
		Can't Say	12	7%		
		Missing Values	14	8%		
		Total	171	100%		
48	I have opportunities for career growth within AUA.	1-Strongly Agree	4	2%	3%	2.9
		Agree	47	27%	33%	
		Neutral	63	37%	44%	
		Disagree	20	12%	14%	
		5-Strongly Disagree	8	5%	6%	
		Sub Total	142	83%	100%	
		Can't Say	17	10%		
		Missing Values	12	7%		
		Total	171	100%		
49	AUA supports my work-related staff training and professional development.	1-Strongly Agree	9	5%	6%	2.5
		Agree	72	42%	49%	
		Neutral	54	32%	36%	
		Disagree	8	5%	5%	
		5-Strongly Disagree	5	3%	3%	
		Sub Total	148	87%	100%	
		Can't Say	10	6%		
		Missing Values	13	8%		
		Total	171	100%		

N	Question	Response options	Total	%	Valid %	Mean
50	Overall, AUA provides useful and adequate staff training and professional development opportunities.	1-Strongly Agree	8	5%	5%	2.4
		Agree	85	50%	57%	
		Neutral	42	25%	28%	
		Disagree	10	6%	7%	
		5-Strongly Disagree	3	2%	2%	
		Sub Total	148	87%	100%	
		Can't Say	9	5%		
		Missing Values	14	8%		
		Total	171	100%		
51	I am satisfied with AUA's staff training and professional development opportunities.	1-Strongly Agree	8	5%	5%	2.6
		Agree	66	39%	44%	
		Neutral	64	37%	43%	
		Disagree	7	4%	5%	
		5-Strongly Disagree	5	3%	3%	
		Sub Total	150	88%	100%	
		Can't Say	10	6%		
		Missing Values	11	6%		
		Total	171	100%		
52	I am proud to be working at AUA.	1-Strongly Agree	59	35%	37%	1.8
		Agree	79	46%	50%	
		Neutral	17	10%	11%	
		Disagree	3	2%	2%	
		5-Strongly Disagree	0	0%	0%	
		Sub Total	158	92%	100%	
		Can't Say	1	1%		
		Missing Values	12	7%		
		Total	171	100%		
53	I enjoy working at AUA because of its commitment to teaching, research and service to society.	1-Strongly Agree	50	29%	32%	1.8
		Agree	88	51%	56%	
		Neutral	20	12%	13%	
		Disagree	0	0%	0%	
		5-Strongly Disagree	0	0%	0%	
		Sub Total	158	92%	100%	
		Can't Say	1	1%		
		Missing Values	12	7%		
		Total	171	100%		

N	Question	Response options	Total	%	Valid %	Mean
54	I would not leave AUA, even if I were offered a comparable job with slightly higher pay and benefits at another organization.	1-Strongly Agree	27	16%	18%	2.5
		Agree	63	37%	42%	
		Neutral	33	19%	22%	
		Disagree	20	12%	13%	
		5-Strongly Disagree	8	5%	5%	
		Sub Total	151	88%	100%	
		Can't Say	11	6%		
		Missing Values	9	5%		
		Total	171	100%		
55	I would recommend AUA to prospective students.	1-Strongly Agree	56	33%	37%	1.7
		Agree	81	47%	53%	
		Neutral	15	9%	10%	
		Disagree	0	0%	0%	
		5-Strongly Disagree	0	0%	0%	
		Sub Total	152	89%	100%	
		Can't Say	6	4%		
		Missing Values	13	8%		
		Total	171	100%		
56	I would recommend AUA to others for employment.	1-Strongly Agree	45	26%	29%	1.9
		Agree	78	46%	50%	
		Neutral	30	18%	19%	
		Disagree	2	1%	1%	
		5-Strongly Disagree	0	0%	0%	
		Sub Total	155	91%	100%	
		Can't Say	5	3%		
		Missing Values	11	6%		
		Total	171	100%		
57	My work gives me a feeling of personal accomplishment.	1-Strongly Agree	36	21%	24%	2.1
		Agree	81	47%	53%	
		Neutral	25	15%	16%	
		Disagree	7	4%	5%	
		5-Strongly Disagree	3	2%	2%	
		Sub Total	152	89%	100%	
		Can't Say	3	2%		
		Missing Values	16	9%		
		Total	171	100%		

N	Question	Response options	Total	%	Valid %	Mean
58	In general, I am satisfied with the quality of life and working conditions at AUA.	1-Strongly Agree	30	18%	19%	2.0
		Agree	102	60%	64%	
		Neutral	24	14%	15%	
		Disagree	2	1%	1%	
		5-Strongly Disagree	1	1%	1%	
		Sub Total	159	93%	100%	
		Can't Say	2	1%		
		Missing Values	10	6%		
		Total	171	100%		
59	Which of the following best describes your position at AUA?	Administration and professional services	31	18%	22%	
		Support services	71	42%	51%	
		Maintenance and operations	38	22%	27%	
		Sub Total	140	82%	100%	
		Missing Values	31	18%		
		Total	171	100%		
60	What is your sex?	Male	56	33%	35%	
		Female	105	61%	65%	
		Sub Total	161	94%	100%	
		System	10	6%		
		Total	171	100%		
61	What is your age group?	Up to 30	41	24%	25%	
		From 31 to 40	35	20%	22%	
		From 41 to 50	24	14%	15%	
		Over 50	61	36%	38%	
		Sub Total	161	94%	100%	
		Missing Values	10	6%		
62	When you were first hired as a staff member at AUA?	Between 1991 and December 31, 2003	33	19%	22%	
		Between January 1, 2004 and December 31, 2009	34	20%	23%	
		Between January 1, 2010 and December 31, 2013	31	18%	21%	
		Since January 1, 2014	49	29%	33%	
		Sub Total	147	86%	100%	
		Missing Values	24	14%		
		Total	171	100%		
63	What is the highest level of education that you completed?	Associate's or vocational degree	36	21%	24%	
		Bachelor's degree	54	32%	36%	
		Doctoral or Master's degree	59	35%	40%	
		Sub Total	149	87%	100%	
		Missing Values	22	13%		
		Total	171	100%		

