



Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

Average All Statements (1-18)

Your Overall (221) 4.3	52.1%	31.1%	13.2%	2.4%	1.2%
Male (93) 4.33	54%	29.4%	13.6%	2.3%	0.8%
Female (101) 4.31	51.6%	32.6%	12.7%	1.8%	1.3%
Decline to answer (12) 4.05	37.7%	39.5%	14.4%	6.5%	1.9%

1. My job makes good use of my skills and abilities.

Your Overall (218) 4.58	67%	25.7%	6.4%	0.5%	0.5%
Male (93) 4.58	69.9%	19.4%	9.7%	1.1%	0%
Female (101) 4.63	66.3%	30.7%	3%	0%	0%
Decline to answer (12) 4.08	41.7%	41.7%	8.3%	0%	8.3%

2. I am given the responsibility and freedom to do my job.

Your Overall (218) 4.58	67%	24.8%	7.3%	0.9%	0%
Male (93) 4.57	67.7%	22.6%	8.6%	1.1%	0%
Female (101) 4.6	67.3%	25.7%	6.9%	0%	0%
Decline to answer (12) 4.25	41.7%	50%	0%	8.3%	0%

3. My supervisor/department chair makes his/her expectations clear.

Your Overall (218) 4.36	54.1%	31.7%	10.6%	3.2%	0.5%
Male (93) 4.34	57%	24.7%	14%	4.3%	0%
Female (101) 4.38	50.5%	38.6%	8.9%	2%	0%
Decline to answer (12) 4.17	41.7%	41.7%	8.3%	8.3%	0%