Q1 - I would recommend BSU to a friend, family member or person from my community.
Q2 - I feel I contribute to the university and its students.
Q3 - I feel positive about the university and the direction we are headed.
Q4 - I understand the strategic goals of the university.
Q5 - I see a clear link between my personal work and the university's goals and objectives.

Q6 - Please provide additional comments related to General Perceptions.
Q7 - University administrators incorporate faculty/staff input into university policies and procedures.
Q8 - Faculty participate in the development of university policies and procedures.
Q9 - Staff participate in the development of university policies and procedures.

- Faculty (IFO): Agree = 46, Disagree = 28, Strongly agree = 5, Strongly disagree = 5
- Support Service/Service Faculty (AFSCME, MAPE, MMA, MNA, MSUAASF, Commissioners/Managerial Plans): Agree = 64, Disagree = 48, Strongly agree = 5, Strongly disagree = 8
- Administrator: Agree = 6, Disagree = 6, Strongly agree = 2, Strongly disagree = 0
Q10 - The decision making processes on campus ensure timely decisions.
Q11 - There are appropriate mechanisms in place for faculty and staff to raise and resolve issues.
Q12 - The university climate is conducive to free and open discussion.
Q13 - How would you rate the effectiveness of communication processes among all university faculty/staff/administrators?
Q14 - How would you rate the effectiveness of communication processes between university faculty and administrators?
Q15a - How would you rate the effectiveness of communication processes between university staff and administrators?
Q15b - How would you rate the effectiveness of communication processes between university faculty and university staff?
Q16 - How would you rate the effectiveness of communication processes across university committees?

Q17 - Please provide additional comments related to Perceptions of Campus Decision Making Processes and Procedures.
Q18 - Faculty exhibit willingness to be flexible to meet individual students' needs.
Q19 - Faculty are responsive to student requests/concerns.
Q20 - Faculty are responsive to administrator/staff requests/concerns.
Q21 - University administrators are available to faculty/staff.

- Faculty (IFO): 10 Strongly agree, 54 Agree, 20 Disagree, 8 Strongly disagree
- Support Service/Service Faculty (AFSCME, MAPE, MMA, MNA, MSUAASF, Commissioners/Managerial Plans): 5 Strongly agree, 26 Agree, 4 Disagree
- Administrator: 5 Strongly agree, 9 Agree
Q22 - University administrators are responsive to student requests/concerns.
Q23 - University administrators are responsive to faculty/staff requests/concerns.

Q24 - Please provide additional comments related to Perceptions of Campus Responsiveness.
Q25 - Faculty are courteous and helpful.
Q26 - University administrators are courteous and helpful.
Q27 - Support staff are courteous and helpful.

- Faculty (IFO): 44 strongly agree, 45 agree, 3 disagree
- Support Service/Service Faculty (AFSCME, MAPE, MMA, MNA, MSUAASF, Commissioners/Managerial Plans): 43 strongly agree, 78 agree, 2 disagree
- Administrator: 6 strongly agree, 8 agree
Q28 - BSU employees are respectful of others.

- **Faculty (IFO):**
  - Strongly agree: 3
  - Agree: 60
  - Disagree: 4
  - Strongly disagree: 26

- **Support Service/Service Faculty (AFSCME, MAPE, MMA, MNA, MSUAASF, Commissioners/Managerial Plans):**
  - Strongly agree: 21
  - Agree: 80
  - Disagree: 20
  - Strongly disagree: 1

- **Administrator:**
  - Strongly agree: 4
  - Agree: 10
  - Disagree: 10
  - Strongly disagree: 4
Q29 - I personally feel free from harassment (i.e. cultural, sexual, gender, etc.) on campus.
Q30 - When I am on campus, I feel secure from physical harm.
Q31 - There are many unwritten rules concerning how one is to act.
Q32 - My colleagues treat me with respect.
Q33 - My colleagues value my contributions.
Q34 - The university has adequate procedures in place to meet the needs of victims of bullying/mobbing.

Q35 - Please provide additional comments related to Perceptions of Campus Courteousness and Civility.
Q36 - Faculty have time and university support to develop curriculum.

- Faculty (IFO): 9 strongly agree, 32 agree, 35 disagree, 14 strongly disagree
- Support Service/Service Faculty (AFSCME, MAPE, MMA, MNA, MSUAASF, Commissioners/Manager Plans): 1 strongly agree, 8 agree, 17 disagree, 1 strongly disagree
- Administrator: 1 strongly agree, 10 agree, 2 disagree, 1 strongly disagree
Q37 - The university provides appropriate technological resources for faculty to enhance student learning.
Q38 - The university provides sufficient support staff to meet the needs of the institution.
Q39 - The university's current mission/goals are directly related to the educational and learning experiences the university provides.
Q40 - The allocation of human and financial resources supports the university's mission.
Q41 - I have the appropriate training to do my job well.
Q42 - I have access to the tools, resources and information I need to do my job well.
Q43 - How would you rate the effectiveness of the university budgeting process?
Q44 - How would you rate the effectiveness of the assistance to develop curriculum?

Q45 - Please provide additional comments related to Perceptions of Campus Resources and Alignment.
Q46 - The university policies and important documents are easily accessed.
Q47 - University in-service workshops are helpful to me.
Q48 - How would you rate the effectiveness of university policies and procedures?
Q49 - How would you rate the effectiveness of the university catalog?
Q50 - How would you rate the effectiveness of the student handbook?
Q51 - How would you rate the effectiveness of the admissions publications?
Q52 - How would you rate the effectiveness of the academic integrity policies?
Q53 - How would you rate the effectiveness of staff evaluation procedures?

- Faculty (IFO): Excellent 7, Good 36, Fair 23, Poor 13
- Support Service/Service Faculty (AFSCME, MAPE, MMA, MNA, MSUAASF, Commissioners/Managerial Plans): Excellent 4, Good 40, Fair 48, Poor 31
- Administrator: Excellent 1, Good 8, Fair 4, Poor 0
Q54 - How would you rate the effectiveness of the structure of university committees (e.g., BSUFA)?

- Faculty (IFO): 15 Excellent, 17 Good, 3 Fair, 1 Poor
- Support Service/Service Faculty (AFSCME, MAPE, MMA, MNA, MSUAAFS, Commissioners/Managerial Plans): 2 Excellent, 32 Good, 8 Fair, 2 Poor
- Administrator: 2 Excellent, 3 Good, 9 Fair, 2 Poor
Q55 - How would you rate the effectiveness of academic program planning review process?

Q56 - Please provide additional comments related to Perceptions of Organizational Materials and Structures.
Q58 - The university structure supports its diversity goals.
Q59 - The university is committed to recruiting and retaining diverse administrators, faculty and staff.
Q60 - I understand my individual role in supporting our diversity goals and action plan.
Q61 - My workplace is inclusive.

Q62 - Please provide additional comments related to Perceptions of Support for Diversity.
Q63 - I have received recognition for my results in the past month.
Q64 - My supervisor cares about my continued professional development.
Q65 - In the past six months, my supervisor has talked to me about my progress.
Q66 - I receive regular, relevant feedback from my supervisor.
Q67 - My supervisor supports my work/life balance.
Q68 - I feel motivated by my supervisor.

- Faculty (IFO)
  - Strongly agree: 14
  - Agree: 33
  - Disagree: 27
  - Strongly disagree: 16

- Support Service/Service Faculty (AFSCME, MAPE, MMA, MNA, MSUAASF, Commissioners/Managerial Plans)
  - Strongly agree: 27
  - Agree: 48
  - Disagree: 33
  - Strongly disagree: 15

- Administrator
  - Strongly agree: 6
  - Agree: 7
  - Disagree: 0
  - Strongly disagree: 0
Q69 - I feel that I am part of a team.

- Faculty (IFO):
  - Strongly agree: 29
  - Agree: 35
  - Disagree: 18
  - Strongly disagree: 9

- Support Service/Service Faculty (AFSCME, MAPE, MMA, MNA, MSUAASF, Commissioners/Managerial Plans):
  - Strongly agree: 37
  - Agree: 51
  - Disagree: 24
  - Strongly disagree: 12

- Administrator:
  - Strongly agree: 7
  - Agree: 7
  - Disagree: 0
  - Strongly disagree: 0
Q70 - I am comfortable talking to my supervisor about work concerns and other requests.

Q71 - Please provide additional comments related to Perceptions of Supervisor-Employee Relationships.
Q72 - What is your primary assignment at Bemidji State University?
Q73 - What percentage of time is your assignment at Bemidji State University?

- **Faculty (IFO)**: 75% Full-time, 16% Part-time
- **Support Service/Service Faculty (AFSCME, MAPE, MMA, MNA, MSUAASF, Commissioners/Manager Plans)**: 6 Full-time, 121% Part-time
- **Administrator**: 14% Full-time
Q74 - What is your primary assignment at Bemidji State University?

- Faculty (IFO): 86
- Support Service/Service Faculties (AFSCME, MAPE, MMA, MNA, MSUAASF, Commission/Manager Plans): 126
- Administrator: 13

[Bar chart showing the distribution of primary assignments at Bemidji State University, with categories and corresponding counts.]
Q75 - What are your years of service at Bemidji State University?

- Faculty (IFO)
  - Less than 1 year: 7
  - 1 - less than 3 years: 13
  - 3 - less than 5 years: 13
  - 5 - less than 10 years: 25
  - 10 or more years: 35

- Support Service/Service Faculty (AFSCME, MAPE, MMA, MNA, MSUAASF, Commissioners/Managerial Plans)
  - Less than 1 year: 15
  - 1 - less than 3 years: 11
  - 3 - less than 5 years: 16
  - 5 - less than 10 years: 28
  - 10 or more years: 53

- Administrator
  - Less than 1 year: 2
  - 1 - less than 3 years: 3
  - 3 - less than 5 years: 4
  - 5 - less than 10 years: 3
  - 10 or more years: 4
Q76 - What best describes your gender?

- Faculty (IFO): Male - 33, Female - 33, I prefer not to say - 23, I prefer to self-describe - 3
- Support Service/Service: Male - 35, Female - 65, I prefer not to say - 21
- MAPE, MMA, MNA, MSUASF, Commissioners/Managerial Plans: Male - 1, Female - 1, I prefer not to say - 5
- Administrator: Male - 7, Female - 5, I prefer not to say - 2
Q77 - Do you consider yourself to be:

- Heterosexual or straight: 95
- Support Service/Service Faculty (AFSCME, MAPE, MMA, MNA, MSUAASF, Commissioners/Manager Plans): 22
- Administrator: 12
- Faculty (IFO): 61
- I prefer not to say: 23
- I prefer to self-describe: 1
- Homosexual: 1
- Bisexual: 1
- Pansexual: 1
Q78 - Please specify your ethnicity or race (select all that apply).