This Departmental Leader report is for Wolfie. 2018 data is for Wolfie. 2017 data is for Wolfie.

In the following charts, a solid dot represents the current average score, an open dot represents the prior year's score, and the line segment represents the amount of change between the two. Dark blue indicates an increase, light blue a decrease, and black is displayed when only one time point is available. The grey bar and solid vertical line represents the average UWG score. Questions with less than 5 responses were omitted.

STEP 1:
Identify specific areas of concern for your department.

The score for “Pay” has decreased from 2017 to 2018 and is lower than the UWG average.

STEP 2:
Find the Individual Question Graph for your areas of concern to see a breakdown of questions.
Individual Question Graphs

In the following graphs, the average scores for each question are presented. The highest and lowest unit scores are indicated when appropriate. Each section is displayed on the right-hand side of each graph. Questions are sorted from highest average UWG score to the lowest in each section.

**Engagement (Average = 3.582)**

This is Wolfie’s average engagement score for 2018.

**President (Average = 4.127)**

The questions are sorted in descending order by the order the 2018 UWG average for each question in the module.
Senior Leadership (Average = 4.08)

Wolfie's score increased from below the UWG average in 2017 to above the UWG average in 2018.

Institutional Leadership (Average = 3.615)

Wolfie's average score for this question decreased from 2017 to 2018, but it is still above the UWG average.

Departmental Leadership (Average = 4.6)

If Wolfie only had data from last year, there would only be an open dot. If Wolfie only has data from this year, there would only be a closed dot. If less than five people responded, Wolfie would not receive data.
Immediate Supervisor (Average = 4.611)

These are some of Wolfie’s highest scores for 2018.

Communication (Average = 3.465)

STEP 3:
Explore the specific areas of concern that can be improved

Pay (Average = 2.544)

Scores for questions 59, 60, and 63 have all decreased from 2017.

These are some of Wolfie’s lowest average scores for 2018, even though two of them improved from 2017.

Wolfie’s score for this question did not change from 2017 to 2018.
Benefits (Average = 3.328)

- Q67: I know how to get answers about my benefits: 3.5
- Q65: I understand my benefits plan: 3.5
- Q66: Benefits can be selected to meet my needs: 3.44
- Q64: Benefits are comparable to other institutions: 3.2
- Q68: Leadership is working to improve my benefits: 3

Climate (Average = 3.181)

- Q58: Employees take initiative to help others: 3.5
- Q52: This is a comfortable work environment: 3.7
- Q56: Discrimination is NOT tolerated at UWG: 3.56
- Q49: Faculty are treated fairly at UWG: 3.11
- Q50: Staff are treated fairly at UWG: 3.63
- Q55: At UWG I believe people are treated fairly: 3.2
- Q51: UWG treats employees better than elsewhere: 2.75
- Q54: Policies are applied fairly to all faculty & staff: 3.2
- Q53: UWG is consistent in handling employee issues: 2.58
- Q57: UWG is effective at retaining valuable people: 2.6

Work-Life Balance (Average = 3.667)

- Q69: I feel supported in work-life balance: 4
- Q71: I am able to have work-life balance: 3.6
- Q70: Staffing levels in my unit are appropriate: 3.4
Mission & Goals: University (Average = 4.186)

- Q73: Committed to the mission and goals of UWG: 4.2
- Q76: My work is important to the success of UWG: 4.1
- Q72: Understanding of the mission/goals of UWG: 4.1
- Q75: I am encouraged by UWG’s progress: 4.33
- Q74: Clear understanding of UWG’s direction: 3.9

Mission & Goals: Division (Average = 4.06)

- Q81: My work is important to my unit's success: 4.1
- Q78: Committed to the mission and goals of my unit: 4.1
- Q77: Understand the mission/goals of my unit: 4.2
- Q80: I am encouraged by my unit’s progress: 4
- Q79: Clear understanding of my unit's direction: 3.9

Mission & Goals: Department (Average = 4.18)

- Q86: My work is important to my Dept's success: 4
- Q83: Committed to the mission/goals of my Dept: 4.5
- Q82: Understanding the mission/goals of my Dept: 4
- Q85: I am encouraged by my Dept's progress: 4.2
- Q84: Clear understanding of my Dept's direction: 4.2
# Question Tables

See Appendix A for full question wording.

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<th>Engagement</th>
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