

? #:

Comment:

1 What would make you happy at work?

- 1 - lighter work load due to time constraints. -more help with complicated duties.
- 1 2-4 million for new network equipment
- 1 A better raise
- 1 A Better Raise & a good supervisor
- 1 A better raise, a good supervisor
- 1 a better supervisor
- 1 A Happy work Place/Ease up on micro management
- 1 A Happy work Place/Ease up on micro management
- 1 A just boss
- 1 A MANAGABLE WORK LOAD, WE ARE EXTREMELY BUSY
- 1 A raise
- 1 A stipend for the cell phone use and need for work
- 1 A WINDOW
- 1 All casual dress during the entire summer. Better distribution of salary increases. More transparent i
- 1 All casual dress during the entire summer. Better distribution of salary increases. More transparent i
- 1 All casual dress during the entire summer. Better distribution of salary increases. More transparent i
- 1 Allowing us to dress down
- 1 ALREADY HAPPY AT WORK.
- 1 Appreciation.
- 1 Be listen
- 1 Being able to make your own decisions on work orders. Employee's being able to move up on open
- 1 Being able to make your own decisions on work orders. Employee's being able to move up on open
- 1 Being treated w/respect from A&F leadership.
- 1 Better leadership - FS directors, no people skills, employees have no leaders, can't keep constant rar
- 1 BETTER PARKING
- 1 Better pay
- 1 Better recognition and better pay
- 1 Better recognition and better pay
- 1 Better upper management in ICT
- 1 change to leadership who cares
- 1 Collegial work environment, straight forward dealing.
- 1 Collegial work environment, straight forward dealing.
- 1 Como te tratan donde trabajos. Las secretarias son muy amables.
- 1 Continued Success and ability to move up within the university
- 1 Diverse projects
- 1 Do not contract our jobs out
- 1 Do not contract out
- 1 Do not contract out to contractors we want to keep our jobs
- 1 Don't outsource XXXXX to contractors keep work in house.
- 1 Effective communicaiton and folks following chain of command
- 1 Effective communicaiton and folks following chain of command
- 1 Everybody coming in with a good attitudDe.

- 1 Everyone getting along and doing their job
- 1 everyone needs to do job and be accountable for their work
- 1 everyone working as a team
- 1 Expand the scope of departments- cross train to empower employee to do more and do a better job
- 1 fairness
- 1 Feeling successful
- 1 Flex schedule (Alt Fridays off) similar to White Sands schedule
- 1 Flex time
- 1 FLEX TIME TO USE AS I SEE FIT.
- 1 Flex TIME.
- 1 Flexible schedule
- 1 FLEXIBILITY, TREATED LIKE A PROFESSIONAL
- 1 FLEXIBILITY, TREATED LIKE A PROFESSIONAL
- 1 Flexibility, trust from executives and management (for entire university).
- 1 Flexibility, trust from executives and management (for entire university).
- 1 Flexible hours
- 1 Flexible schedule
- 1 flexible work schedule
- 1 flexible work schedule more casual dress
- 1 flexible work schedule more casual dress
- 1 Flexible work schedule/lower insurance rates
- 1 Flexible work schedule/lower insurance rates
- 1 Flexible work schedules
- 1 For everyone to be treated equal
- 1 For the increase in the cost we pay for benefits to not be more than our raise.
- 1 Free child care for 5 years(pre-K) and younger
- 1 Free gym membership
- 1 Free parking
- 1 Free Parking, Larger Barnes & Noble Discount
- 1 Free Parking, Larger Barnes & Noble Discount
- 1 frequent raises
- 1 Friendly environment - environment of teamwork - encouragement of expressing ideas - and imple
- 1 Friendly environment - environment of teamwork - encouragement of expressing ideas - and imple
- 1 Get clear information and tool to work and supports from management
- 1 Get clear information and tool to work and supports from management
- 1 Good attitudes
- 1 Good attitudes/everybody getting along
- 1 Happy at work - more casual days. Maybe one more extra casual day per month.
- 1 Happy at work - more casual days. Maybe one more extra casual day per month.
- 1 Have breakfast. More pay.
- 1 Have more trucks to work in.
- 1 Have workplace decorated in more happy colors, pictures. Able to say good morning to everyone be
- 1 Having a window to see outside.
- 1 Having all the necessary tools to do my job, including support, time and recognition. Staying inform
- 1 Having all the necessary tools to do my job, including support, time and recognition. Staying inform
- 1 Having my own space/office to talk to people
- 1 Height adjustable desk

- 1 Helping people
- 1 I already am happy.
- 1 -I am happy already
- 1 I am happy at work but I would like to have time to go workout during the day.
- 1 I am happy at work but I would like to have time to go workout during the day.
- 1 I am happy at work. Quit being negativ!
- 1 I am happy!
- 1 I would like more casual days, especially for areas that do not work with the public.
- 1 If people that made trouble would be reported
- 1 If we were treated like trusted Adults
- 1 If would be more, money for the people that mainten the campus, and building. A little more Reconç
- 1 If would be more, money for the people that mainten the campus, and building. A little more Reconç
- 1 I'm already pretty happy at work. Nothing I can think to change.
- 1 I'm pretty happy but it was a long road
- 1 It starts with finding people who want to work & have a good attitude before they become an emplc
- 1 Just to be healthy to work.
- 1 Less critical attitude from above.
- 1 Less gossip, peace and quite
- 1 Less management and flex time, growth opportunities
- 1 Less management and flex time, growth opportunities
- 1 Less management and flex time, growth opportunities
- 1 Less micromanaging
- 1 Mejor sueldo
- 1 Mejor sueldo. Better pay.
- 1 More "team" approach.
- 1 More \$
- 1 More casual days
- 1 more employee involvment
- 1 More flexible schedule or 9/10 schedule
- 1 More group interaction,more pay.
- 1 More group interaction,more pay.
- 1 More help
- 1 More help to do things that are needed
- 1 More money
- 1 More money
- 1 More money
- 1 More money, better pay
- 1 More pay
- 1 More positive attitudes and adoption of a code of ethics
- 1 More positive department attitude.
- 1 More simplified process getting things paid and no more duplication in forms. Every dept has their c
- 1 More social time/events in dept
- 1 More training but I am appreciative of the work I have
- 1 My check keeps going down. I made more as a non-exempt. I need to be able to budget and I have l
- 1 No politics. No competition amongst groups. Work from home (even once per week or every other
- 1 No politics. No competition amongst groups. Work from home (even once per week or every other
- 1 Only time dept head talks to us is to tell us we do wrong

- 1 People need to work together as a team and do what is best for this institution instead of thinking al
- 1 People we work with
- 1 Popcorn time for office/shop for recognition/Award.
- 1 Popcorn time for office/shop for recognition/Award.
- 1 Positive environment, flex time.
- 1 Positive environment, flex time.
- 1 POSITIVE FEED BACK
- 1 Positve reinforcement and encouragement does not mix well with sarcasm and dry humor.
- 1 Possible flex time/recognition program/
- 1 Possible flex time/recognition program/
- 1 QUITE HAPPY W/WORK
- 1 Raise
- 1 Receive more money!
- 1 Receive more raises (higher)!
- 1 Recognition
- 1 Recognition above customer service as many are not directly customer service
- 1 Recognition w/tablet, big screens, etc.
- 1 Researching problems closer instead of just quickly reacting for a fix that may not resolve the issue.
- 1 Respect
- 1 Respect & Recognition
- 1 Respect & Recognition
- 1 Respect from upper management Honesty from upper mangement
- 1 Salary Increase/NMSU pay my Ins. Premium
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- 1 Saying "good morning" - happy morale
- 1 Stippers & free buffet.
- 1 Summer flex schedule we are doing new to be year around - 9/80 schedule
- 1 Team work
- 1 Teamwork among groups, fairness.
- 1 Teamwork among groups, fairness.
- 1 That I could see improvement in growing in my career. Good professional training, a mentoe and a p
- 1 That I could see improvement in growing in my career. Good professional training, a mentoe and a p
- 1 To have a job
- 1 To have a team that is accountable, happy, effective and that work well together.
- 1 To have a voice and flexibility in schedule. To be able to provide input and feel it is taken into consic
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- 1 To have a voice and flexibility in schedule. To be able to provide input and feel it is taken into consic
- 1 To know that I'll have a job for longer then a month.
- 1 To ware my own baseball hat while on the job
- 1 updated Furniture
- 1 When our supervisors Leave The problem At home. If They have one agrgument with The marrag or
- 1 Why does ?? do fuel?
- 1 working 4/10 shift
- 1 working lass hours
- 1 WORKING TOWARDS A COMMON GOAL
- 2 **What would make you excited to come to work?**
- 2 A voice or more input on how things are done, fairness

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- 2 AGAIN, #1. HAVING GOALS TO WORK TOWARDS
- 2 Already excited to be at work.
- 2 Already EXCITED TO COME TO WORK.
- 2 Already like coming to work.
- 2 Already there
- 2 an Exciting work place
- 2 Appreciation snacks once a month.
- 2 As a new employee, there should be a list of where to find things or how to process different things
- 2 Atmosphere. Knowing that you make a difference and are valuable. Empower your staff!
- 2 Atmosphere. Knowing that you make a difference and are valuable. Empower your staff!
- 2 Attitude adjustment, let me do my job
- 2 Attitude adjustment, let me do my job
- 2 Being able to work in peace
- 2 Being around positive people's energy
- 2 being treated like a professional & fair
- 2 being treated like a professional & fair
- 2 Better /more colaboration between depts.
- 2 Better attitude between our coworkers
- 2 Better attitudes
- 2 BETTER COMMUNICATION FROM OUR A.V.P.
- 2 Better communicationb between supervisors and staff
- 2 Better leadership and higher pay - minimum wage keeps going and cost of living goes up
- 2 Better leadership and higher pay - minimum wage keeps going and cost of living goes up
- 2 Better moral
- 2 better moral
- 2 Better moral
- 2 Better moral!
- 2 Better morale
- 2 BETTER PARKING
- 2 Better parking!
- 2 Better pay
- 2 Better pay
- 2 Better PAY!
- 2 Casual dress, being comfortable.
- 2 Challenges (new projects, new technology)
- 2 Challenging interesting work and office location that doesn't feel like hospital.
- 2 Challenging interesting work and office location that doesn't feel like hospital.
- 2 coming to work in a great work condition
- 2 Disgrimation/ good place to work
- 2 employees excited about their job
- 2 Every time I get my job done and the student is happy and content
- 2 Everyone coming together as one and become organized.
- 2 Everyone getting along and doing their job
- 2 Flex sxhedule (Alt Fridays off) similar to White Sands schedule
- 2 Flexible schedule
- 2 Flexible schedule

- 2 Flexible work environment.
- 2 Flexible work schedules
- 2 Flexible work schedules
- 2 Flextime
- 2 FlexTime- Knowing that I would be home in time for my family's events/activities at the end of the d
- 2 Food every morning and Mondays off!
- 2 Free coffee
- 2 Free Coffee or free Soda- Reduction of medical benefits for "family".
- 2 Free Coffee or free Soda- Reduction of medical benefits for "family".
- 2 Friendlier boss
- 2 get out earlier
- 2 have our own shop for the crew
- 2 having a new layer1-layer7 network control system
- 2 higher pay and knowing my job matters
- 2 higher pay and knowing my job matters
- 2 I already am!
- 2 I AM EXCITED EVERY DAY.
- 2 I am excited to come to work.
- 2 I am excited to come to work.
- 2 I am excited! It is great to see everyone busy producing, productive
- 2 I am excited. Programs
- 2 I like coming to work
- 2 I love coming to work already. Removing politics and competition would make life easier at work.
- 2 I love coming to work already. Removing politics and competition would make life easier at work.
- 2 If I didn't feel suppressed
- 2 If I get passionate with my work, I imaging excitement would follow
- 2 if people would listen "we've always done it this way" is becoming detrimental.
- 2 If some employees were not there
- 2 I'm not sure. Free puppies, but that's too much after a while. I like coming to work already
- 2 Incentives, flexibility, trust
- 2 Innovative goals for university to inspire more innovative work.
- 2 Knowinf what to expect day to day
- 2 Knowing everyone is happy to work without having the stress of what the day brings.
- 2 Knowing I am appreciated
- 2 Knowing I am making a difference
- 2 Knowing I will be treated fair
- 2 knowing that I make a difference in this institution would make me excited to come to work.
- 2 -knowing that it is a helpful environment/and everyone is on the same team
- 2 Knowing that you have a family here at work and feel comfortable, like you're at home
- 2 Knowing what I do has an impact.
- 2 Less micromanaging
- 2 less personnel issues
- 2 more casual dress
- 2 More free parking
- 2 More friendly atmosphere
- 2 More money
- 2 More money

- 2 More money, <NO CONTROL> Then flexibility w/work hours.
- 2 More money, <NO CONTROL> Then flexibility w/work hours.
- 2 More opportunities to get outside and get fresh air.
- 2 more pay
- 2 More pay
- 2 more unity among employees
- 2 new challenges
- 2 new challenges & finding solutions to issues.
- 2 None - I already like job.
- 2 Not coming to work & still getting paid.
- 2 NOT getting up so early
- 2 Not having to deal with so much drama
- 2 Opportunity to serve
- 2 Pay raise
- 2 People (happy) to work with
- 2 Positive attitudes on upper management. To have a positive morale on employees. Upper management
- 2 Positive attitudes on upper management. To have a positive morale on employees. Upper management
- 2 Positive attitudes on upper management. To have a positive morale on employees. Upper management
- 2 Positive Environment
- 2 Positive environment
- 2 Possible flex time/recognition program/
- 2 Possible flex time/recognition program/
- 2 Que te digan que ases muy bron
- 2 Que todos los companeros. Vengamos c/manana con positive attitude
- 2 Raise
- 2 Recognition Award when you're doing good.
- 2 recognition for effort
- 2 Reduced Insurance benefits.
- 2 Reduction of medical deductions, better parking, maybe utilize solar & have covered parking combin
- 2 Reduction of medical deductions, better parking, maybe utilize solar & have covered parking combin
- 2 SAME AS #1
- 2 Self-satisfaction
- 2 someone not looking over my shoulder acting like a nazi
- 2 Stop gossip? Better attitudes from higher-ups, fairness.
- 2 Thankfulness that you have a job.
- 2 That what I do matters. That I add value.
- 2 There needs to be more safety implemented at fuel stations.
- 2 To be treated like a professional not a number.
- 2 To get a "real" raise without healthcare increases.
- 2 To have a team that is accountable, happy, effective and that work well together.
- 2 To have All or some of the working matirels AS Neede to Perform my duties
- 2 To have great work relations with peers and see everyone content in their jobs.
- 2 To help others and to serve community.
- 2 To help people.
- 2 To work with other people. I'm on a team but we all work on our own tasks
- 2 TREATED FAIRLY
- 2 Upper MANAGEMENT Being less STReSSeDout & MORE "FRIENDLY".

- 2 We Like air work
- 2 working 4/10 shift
- 2 Working AS GROUPS
- 2 Working for an organized department.
- 2 Working for four ten hour days and getting a three day weekend
- 3 **If you could change one thing at work, what would it be?**
- 3 Cleaner, better facility (gym)
- 3 IMPROVEMENT IN UNIV BUDGET
- 3 Provide central funding so we can be proactive with the service we provide our customers
- 3 Ask everyone to say good morning or acknowledge persons when they arrive.
- 3 For all to understand and patience
- 3 Polo T-shirts, Friday tennis shoes. One day to dress casually.
- 3 Better communication between leadership and staff
- 3 Better communication with supervisors.
- 3 Communication.
- 3 have more open and groups communicaton Because we work together 8 hr Aday for up to 30 years. S
- 3 less email; more real discussions
- 3 Make sure everyone is heard, that problems could be heard & solved.
- 3 Make things more simple
- 3 Office gossip (negativity)
- 3 surroundings/open communication/ work environment
- 3 To have more of a community feeling at work. All email communication feels lifeless.
- 3 Better equipment
- 3 Better equipment for cashiers
- 3 Cutting edge "SDN" core network
- 3 To have the proper resources to excel in duties (ex: people and tools)
- 3 Face Time w/other employees- Reduces call, scans, emails
- 3 Make flexibility more readily available.
- 3 Allow Flex time to professional employees, it is not a reward, It is very common in most corporation:
- 3 Being able to have a more flexible schedule. Come in early and leave earlier.
- 3 During summer - have 4-day work week.
- 3 flex schedule
- 3 Flex schedule to be implemented
- 3 Flexible work schedule, work from home one day a week
- 3 Go to a Flex-time schedule of 5 9 hour days, the 4-9 hour days and either Monday or Friday off. This
- 3 Go to AFLEX schedule- 4X10's.
- 3 hour lunch to a 30 minute lunch
- 3 Hours 6:30-2:30
- 3 Hours- flexible
- 3 Later work schedule
- 3 More flexibility
- 3 More flexibility
- 3 Schedule
- 3 The hours will come in
- 3 The time to come in 6-2
- 3 Time I had to come in, not understanding "life happens." Make people feel guilty for taking time off/
- 3 To start a little later in the morning.

- 3 Un horario mas flexible
- 3 Bad behavior not being addressed
- 3 Change Director
- 3 Change Directors
- 3 Evaluate Supervisor/Manager
- 3 have more stAff.
- 3 More emphasis of good due diligence when hiring employees
- 3 Better products to clean with.
- 3 I think we have a good communication platform with various emails like ABCD but I don't think it is u
- 3 less paper, more electric doc's...
- 3 The AIM operating system. It is inefficient.
- 3 (1) HR investigative reports- too long to hold
- 3 Change investigative report being 8 pages, also HR timing
- 3 Have job security
- 3 BEING MORE PROACTIVE; NOT REACTIVE TO CHANGE
- 3 Better management.
- 3 HAVE ONLY ONE BOSS
- 3 Hire managers that know the business
- 3 I would like to have meetings with my supervisor to see if I'm doing a good job, where I need improv
- 3 Interaction with management (there is none)
- 3 Its okay to make a mistake - just don't make the same mistake twiche
- 3 Lack of leadership
- 3 Less chiefs, more indians, way top heavy department.
- 3 Less Managers, and either use money for another worker bee, or distribute salary earnings among d
- 3 Make those responsible for stuff actually be held accountable.
- 3 Management
- 3 Management recognition - consistency w/all employees
- 3 Management recognition - consistency w/all employees
- 3 Management staff
- 3 more appreciation; less criticism
- 3 More cohesiveness
- 3 New radios/ Departmental head
- 3 New radios/ Departmental head
- 3 new supervisor
- 3 No more micromanagement
- 3 No politics.
- 3 respect from leaders
- 3 Stop empire building and back biting at the leadership level.
- 3 Supervisor & co-workers that don't JUDGE
- 3 Supervisor and co-workers that don't judge
- 3 That mangament would not be afraid to tell people when they do wrong
- 3 That workloads were more equitable; that people would do their jobs without being cajoled.
- 3 The management
- 3 To have more solid direction or answers from supervisors, consistency in expectations
- 3 Too much favoritism get rid of it and the people in authority practicing it
- 3 Upper management
- 3 upper management top heavyness

- 3 Would also like more support.
- 3 the merit system
- 3 Accomplish something
- 3 Better morale
- 3 How to handle a person with a bad attitude. The change is to make it positive.
- 3 Moral - improve, especially in FS
- 3 Morale
- 3 More pride in work and most definitely more pride in university
- 3 No drama
- 3 THE ATTITUDE THAT NMSU OWES PEOPLE SOMETHING.
- 3 Motivate those team members that are not engaged
- 3 I wouldn't change anything
- 3 Not a thing
- 3 NOT MUCH. I ENJOY MY JOB AS IT IS.
- 3 Having an office, not a cubicle
- 3 I would like a view to the outside campus view. Standing deck made available
- 3 If could change on things at work it would be office space.
- 3 Location from basement to upper floor, with window if possible.
- 3 Perhaps aesthetics in the work area (remodeling)
- 3 right now I would like modular furniture because our space is kind of small right now, kind of cramped
- 3 tener la area limpiapara los estudiantes (Have a clean area for students)
- 3 * to leave and *
- 3 Paint the halls with motivation fr students & employees
- 3 Paints the hallways with school colors, to motivate students & employee.
- 3 Free Parking
- 3 Parking fee.
- 3 Be in a positive environment
- 3 Promote naps at break/ or lunch.
- 3 Better pay for hourly employees
- 3 Better salaries.
- 3 Equity is very important. If people have the same responsibility and number of years of experience t
- 3 Getting higher raises
- 3 If NMSU appreciates me, my paycheck does not show it. Perhaps a raise that makes my paycheck in
- 3 More pay
- 3 My pay
- 3 Pay raises for employees for the cost of living is going up. Also benefits have gotten higher for insura
- 3 Pay raises for employees for the cost of living is going up. Also benefits have gotten higher for insura
- 3 Pay, more of it.
- 3 Shorten work weeks during slow times.
- 3 I would like to have Spring Break off - Like Christmas - the days could be deducted from annual leave
- 3 To work with other people. I'm on a team but we all work on our own tasks
- 3 working more as ateam
- 3 (2) more training for leadership & staff. Supervisors need more training to help others.
- 3 EMAIL-TRAIN PEOPLE TO USE IT PROPERLY
- 3 More training for leadership, as well as the staff.
- 3 TRAINING FOR THE F.S. SHOPS
- 3 WINDOWS, TRAINING

- 3 I would like to see a change in transportation (commuting). It would be nice an have an NMSU shutt
- 3 INPUT ON CHANGES
- 3 No matter what I say, nothing is going to change
- 3 Our opinion does not count
- 3 Currently content with work
- 3 Don't make work complicated.
- 3 Everyone getting along and doing their job
- 3 tu trabajo (the job)
- 3 See #2 ABOVE.
- 3 That everybody works at same pase
- 3 what where

4 **What do you like most about working at NMSU?**

- 4 The activities
- 4 THE POSSIBILITY OF ADVANCEMENT.
- 4 Aggie Fit
- 4 Having access to the gym, pool
- 4 The Aggie Fit program
- 4 Being an Aggie
- 4 Came to school here & working here
- 4 A/L
- 4 Annual
- 4 Annual leave
- 4 Annual Leave
- 4 Annual leave
- 4 Annual leave
- 4 Annual leave.
- 4 Days off
- 4 Holiday pay
- 4 Hours/time off
- 4 Lots of time off
- 4 Paid for leave
- 4 Plenty of vacation time
- 4 THE TIME OFF
- 4 The time off
- 4 Time off
- 4 Time off benefit
- 4 Time off Christmas is nice.
- 4 TIME OFF TO SPEND W/FAMILY.
- 4 THE ATMOSPHERE
- 4 beneficios
- 4 benefit package
- 4 BENEFITS
- 4 Benefits
- 4 Benefits
- 4 Benefits
- 4 Benefits
- 4 Benefits

4 Benefits
4 Benefits
4 Benefits
4 Benefits
4 Benefits
4 Benefits
4 Benefits
4 Benefits
4 Benefits
4 Benefits!
4 benefits.
4 benefits
4 Benifites
4 Classes
4 Family benefits
4 Get benefits
4 Good benefits
4 Good benefits
4 I like the benefits available
4 Insurance
4 It's a good place to work at. The benefits are great.
4 It's a good place to work at. The benefits are great.
4 Mostly the benefits
4 Some of the benefits
4 the Benefits
4 The benefits
4 The benefits
4 The benefits
4 The benefits and time off benefit
4 The benefits and time off benefit
4 The benefits.
4 BUDGET
4 Building and Maintaining communciations networks
4 Employees and coworkers are being able to communicate with each other.
4 talking to people
4 BEING A PART OF A BIGGER PICTURE & HOW WE INFLUENCE THAT PICTURE.
4 being able to support the needs of faculty & students
4 Being part of the institution
4 Community
4 Responsibility and pride
4 The college atoshpere.
4 The sense of community among people.
4 There are many reasons I like working at NMSU which include great community.
4 We contribute to education so we serve to our commmunity
4 Appreciation of staff and co-workers.
4 Coworkers

- 4 Coworkers
- 4 Co-workers
- 4 Coworkers and people in other shops and across campus
- 4 Co-workers within my dept.
- 4 Fellow employees
- 4 I like the people
- 4 Most people
- 4 My coworkers
- 4 Sometimes co-workers are difficult because they bring "home" with them to work.
- 4 The People
- 4 the people I work with
- 4 The people I work with
- 4 The people I work with
- 4 The people I work with.
- 4 the people in my crew
- 4 The people in my group. Great manager.
- 4 The staff.
- 4 The team I work with
- 4 There are many reasons I like working at NMSU which include great co-workers.
- 4 Satisfying customers
- 4 Challenging projects
- 4 Diversity of work.
- 4 I like the freedom to create new things
- 4 Variety of projects
- 4 variety of work
- 4 Variety of work situations
- 4 ACCESS TO EDUCATION
- 4 Its mission (education)
- 4 School.
- 4 Good employee security.
- 4 Environment
- 4 Fantastic university - beautiful campus
- 4 Nice campus
- 4 The campus environment (greenery)
- 4 The campus is beautiful
- 4 The family atmosphere.
- 4 The scenery
- 4 The work atmosphere.
- 4 There are many reasons I like working at NMSU which include great great atmosphere
- 4 University environment.
- 4 Working on a nice campus
- 4 Flexibility
- 4 Flexibility
- 4 Flexibility
- 4 FLEXIBLE SCHEDULE
- 4 Great holidays
- 4 Holiday days off

- 4 Holidays
- 4 HOLIDAYS
- 4 the hours
- 4 The hours.
- 4 The shift
- 4 Job security
- 4 NMSU campus - I feel safe there. I know it is a good place to work for a long time.
- 4 Stability
- 4 Close to where I live;
- 4 Location
- 4 I like the campus atmosphere - it just feels different than a business.
- 4 It feels like I am working for something important
- 4 Its mission (education)
- 4 Diversity of people
- 4 People
- 4 People
- 4 some of the people
- 4 Some of the people are wonderful
- 4 the commaderie
- 4 The energy & openness of ideas
- 4 The people
- 4 The people
- 4 The people
- 4 The people
- 4 Variety of people
- 4 Working with people
- 4 Campus-wide policy and operation
- 4 The resources
- 4 I use to Love working here but counting my days to Retirement
- 4 retirement
- 4 Retirement
- 4 Pay
- 4 Schedule
- 4 S/L
- 4 Sick Leave
- 4 Sick leave
- 4 Sick leave
- 4 Changes to help students.
- 4 Meeting student from all over the world
- 4 My area's working Around famly, single studen so if I could be A diffrer to them they will stay
- 4 seeing the students
- 4 The residents and students.
- 4 The students
- 4 Team work
- 4 Training programs
- 4 Access to paid education
- 4 Classes they offer.

- 4 Free classes
- 4 Free tuition
- 4 Paying my school (2) Free classes
- 4 The Education that's offered
- 4 tuition
- 4 Tuition assistance
- 4 Tuition benefits show NMSU cares
- 4 Tuition reimbursement
- 4 Change the uniform color
- 4 New shirts
- 4 Vacation during xmas
- 4 →Being able to apply and work in different depts.
- 4 boss lets me do my work not a micromanager
- 4 enjoy what job entails, good at job
- 4 Good hours
- 4 Helping students- The work
- 4 I am a graduate of NMSU & so I like being able to serve where I was educated.
- 4 Less overall stress than working for for-profit companies
- 4 our department gets along
- 4 Que nos toman cuenta y se trabaja muy agusta (That we count and work hard)
- 4 Steady work
- 4 The challenges.
- 4 The work
- 4 the work being able to work on a project
- 4 THE WORK ENVIRONMENT
- 4 The work hours
- 4 THE WORK I AM DOING.
- 4 Work
- 4 it not good

5 **Do you get along with your co-workers? Why or why not?**

- 5 *Of course
- 5 98% of them for the most part happy & nice especially when super is not there
- 5 Absolutely yes
- 5 Absolutely, we're all respectful toward each other and understand what needs to be done.
- 5 Depends on what stupid things they have done or what new chore we have been assigned to do bec
- 5 Don't care what workers say or do.
- 5 for the most part-yes
- 5 Get along well with my co-workers. Mgmt works to keep a cohesive group with socializing.
- 5 Have been getting along with my coworkers since day one.
- 5 I believe I do
- 5 I do. We are all really passionate about the students.
- 5 I get along w/ some. I supervise five people & I have two positions with one very disgruntled person
- 5 I get along with my coworkers good teamwork
- 5 I get along with my coworkers some more than others, because I try and be respectful and pleasant.
- 5 I get along with some and some not because of gossip
- 5 Most co-workers we do have a few that need an attitude adjustment and they tend to bring down r
- 5 Most time until we feel the pressures of upper management & frustration kicks in

5 Yes
5 Yes - good people!
5 YES AnD NO
5 yes everyone, my co workers are great to work with and talk to .
5 Yes I did. Being able to know your coworkers and help each other out
5 YES I ENJOY EVERYONE I WORK W/.
5 Yes I work with a great team
5 yes- like talking to them
5 yes most of them
5 Yes- Respect
5 yes they are easy to get along with
5 Yes they're also nice to me. It's easy to get along.
5 yes very well
5 yes we get along now but there was a time that we didn't. EMS communication has helped tremend
5 yes years of experience
5 YES!
5 Yes!
5 YES! GOOD GROUP NOW
5 Yes! We have an excellent group and so much teamwork.
5 Yes, a blast to work with
5 Yes, because respect is the essential factor in all relationships
5 yes, Because we get more communication
5 YES, BUIDING TRUST & RESPECT IS IMPORTANT
5 Yes, but with some there are communication problems.
5 Yes, cause we like to work together
5 yes, do not take things personally.
5 Yes, even though favoritism exists and makes it difficult at times, I try to remain neutral
5 Yes, everyone in the office, is very pleasant to work with
5 yes, everyone is friendly and willing to help each other out.
5 Yes, EXCePT The NeGATive ONeS.
5 Yes, for the most part we work as a team
5 Yes, for the most part.
5 Yes, good managers that emphasize collaboration and teamwork
5 Yes, good people
5 Yes, I don't see them most od The Time. They seem like nice people.
5 Yes, I get along with my co-workers
5 Yes, I think so
5 Yes, I work hard to get along with
5 Yes, I'm positive and friendly while completing my job duties.
5 Yes, it is my responsibility
5 Yes, just concentrate on my part.
5 Yes, most are cooperative and considerate
5 YES, MOST ARE TEAM PLAYERS
5 Yes, most have positive attitudes.
5 Yes, our office managers have made it their priority to ensure open communication, they set the exa
5 Yes, some. The others are rascists and hipocrits.
5 Yes, the awesome ones!

5 Yes, they are good people
5 Yes, they are nice people willing to help
5 Yes, they do a good job
5 Yes, try to be friendly
5 Yes, very well.
5 Yes, we are in the same boat.
5 Yes, we have communication
5 Yes, we work as a team
5 Yes, we're all easy going and work hard.
5 YES.
5 Yes. Simply honesty and zero bullshit.
5 yes. Because they have good attitudes
5 Yes. But we have one coworker with a bad attitude. We go day by day.
5 Yes. I am friendly and honest.
5 Yes. Management worked hard to hire people with similar personalities who are also more than cap
5 YES. NMSU PERSONNEL ARE VERY PROFESSIONAL
5 Yes. Our department/team works hard to foster an environment where we like each other.
5 Yes. There's respect & communication between employees.
5 Yes. They are almost all very goal oriented & hard working.
5 Yes. We work as a team & are considerate of each other.
5 yes. We work as a team & have a common mission
5 yes/no too many personalities
5 Yes/No. Lack of respect for authority
5 yes-because everyone has good work ethic and we respect each other
5 YES-communication, mutual respect, educating each other on different roles we play!
5 Yes-I enjoy working with people
6 **Do you get along with your management? Why or why not?**
6 great
6 (1) Supervisors yell or speak down or correct employees in front of others. (2) Changes their minds c
6 (1) Supervisors yell or speak down or correct employees in front of others. (2) Changes their minds c
6 *Of course
6 at times
6 Chain of command is tedious
6 for the most part more pay
6 I get along with magement they listen to conerns and assist/improve with what they can
6 I really don't have too much contact with them
6 I've had several bosses over the years, some who got promoted & others who moved on. My curren
6 Lower level - yes. Higher level - no interaction.
6 More funding for new network equipment and focus on centralizing it.
6 Most of the time
6 Mostly. Only if opinions can be expressed and not being shot down. This could encourage staff to inv
6 My management is negative and critical. They use policy to pursue personal grudges.
6 my supervisors great but some other supervisor try and take control of our crew
6 Never Know what to expect from upper management
6 No - they suck.
6 No and disrupted (local or scale?) staff
6 no- they don't listen to you

6 No, they do things their way or no way
6 No, XXXXX supervisors need to communicate better with staff.
6 NO/Beaus They Are the one who is Above you so you must do or you lose or give you A notes of not
6 not my supervisor He's power hungry & a showoff
6 NOT REALLY, PLAY FAVORITES,
6 No-there is no communication can't even bother to say good morning
6 Now I do.
6 ONLY IF WE SEE IT THERE WAY
6 Si
6 Si mela llevo muy bien
6 Some staff stays yes and some say no to getting along with leadership
6 Sometimes upper management make things complicated.
6 sometimes yes
6 sometimes yes sometimes no
6 Sometimes, they micromanage too much
6 Sometimes. Depends on how much they want to screw us with "new & exciting" duties by using that
6 Sometimes. Too much micro-management & they play favorites w/ employees.
6 Sometimes. Too much micro-management & they play favorites w/ employees.
6 somewhat poor communication
6 Somewhat upper management has to have a positive attitude and respect for their employees.
6 Supervisor/Management Not Really Ask to communicate, then they shut the door on you when you
6 Supervisors - yes. Directors - Have no clue on what they're doing. Too busy trying to mimic other sc
6 Upper management in xxxx is heartless and cold.
6 Upper management yes not supervisor
6 with my immediate supervisor yes, but with lead personal & upper management NO.
6 yes
6 yes
6 yes
6 yes
6 yes
6 yes
6 Yes
6 yes
6 yes
6 Yes
6 yes
6 yes
6 yes
6 YES
6 Yes
6 yes
6 yes
6 yes
6 Yes
6 Yes
6 Yes
6 Yes

6 Yes
6 Yes
6 Yes
6 Yes
6 Yes
6 Yes - "healthy" discussions are OK, and that is important
6 YES & NO. DIFFERENCES OF OPINION & PHILOSOPHY IN THE DIRECTION WE ARE HEADED
6 Yes but like the answer in #5 it was hard at first. There was no open communication
6 yes but they aren't involved
6 yes don't micro manage
6 YES I GET ALONG W/ MY MANAGEMENT. THEY ARE HELPFUL AND HELP ME ACHIVE MY GOALS.
6 Yes- I understand their goals & mission to achieve success
6 Yes management is good but everyone can improve :)
6 Yes- productive worker
6 Yes- Respect Authority
6 Yes- understand our department mission and support that actually
6 YES!
6 Yes!
6 Yes! Very Positive ladies. Always willing to help, Never negative. Always make sure their staff is ok &
6 Yes,
6 Yes, "
6 Yes, again respect is practiced & as long as I do the job that is required of me I don't give a reason fo
6 Yes, because I do what they say and work on their time
6 Yes, because its important to NMSU.
6 Yes, but they seem not to be interested in personnel its all about there bottom line
6 Yes, but we need to be listen more
6 Yes, cause we have the same ideas about work
6 Yes, current top mgt (Pres, Provost) seem to be on their own aganda.
6 Yes, EXCePT Those UNDeR STReSS
6 Yes, folloe instructions
6 yes, good communication
6 Yes, I do. My management is very understanding of my work.
6 Yes, I get along with management
6 Yes, I get along with management. Some are more appoachable than others.
6 Yes, I have respect
6 Yes, I work hard to get along others with management
6 Yes, little communication- less chance of getting in trouble.
6 Yes, management is good.
6 Yes, manager is an excellent leader and communicator.
6 Yes, overall I do, but would like to see less division between us and them
6 Yes, same as above
6 Yes, they are always very helpful and understanding
6 Yes, they are friendly and understanding.
6 Yes, they are good people
6 Yes, they are open-minded and clear on p. . .y we support
6 Yes, they are positive, they wrok with us and they make changes to improve.
6 yes, they are really understandable

- 6 yes, they do listen
- 6 yes, they have provided open communication & are also open to my ideas. They make me feel like I
- 6 yes, they listen to what we want & need.
- 6 Yes, they listen. No, not consistent w/employees
- 6 Yes, they listen. No, not consistent w/employees
- 6 Yes, they treat me with respect and allow me to be successful
- 6 Yes, they're awesome and they're here!
- 6 Yes, values my opinion
- 6 Yes, very professional
- 6 Yes, we communicate very well. She is excellent.
- 6 Yes, we have an open door policy
- 6 yes, we have meetings regularly
- 6 Yes, we're included on decisions.
- 6 Yes, why respectful people
- 6 Yes.
- 6 Yes. Nice easy going, patient.
- 6 Yes. He's good supervisor.
- 6 Yes. I am valued and respected by my manager.
- 6 Yes. I know How to play the game.
- 6 YES. IT IS PART OF THE JOB.
- 6 Yes. Management works hard to communicate with the employees and eradicate any issues.
- 6 Yes. My management is fair and knowledgeable.
- 6 Yes. Same
- 6 Yes. They are open and genuine.
- 6 Yes. Very approachable. Opinions never fall on deaf ears.
- 6 YES. YOU EITHER DECIDE TO WORK FOR THEM OR NOT. ONCE YOU DECIDE 'YES', IT IS ALWAYS GOOD
- 6 Yes-communication, one on one meetings
- 6 yes-they are great mentors and a good support system
- 7 **How could NMSU improve?**
- 7 Ability to change quicker! Consolidate branch campuses.
- 7 Ability to change quicker! Consolidate branch campuses.
- 7 Actually care. More communication - not FS newsletters - blah!
- 7 Actually care. More communication - not FS newsletters - blah!
- 7 administrators getting along with staff.
- 7 Again more pride and school spirit.
- 7 Aggie spirit
- 7 Allow employees to share sick leave hours with others that need them
- 7 allow mgt to address employee w/ no fear
- 7 Apply flextime and fight for compensation increase
- 7 Apply flextime and fight for compensation increase
- 7 Assigned parking
- 7 Attitude and morale
- 7 Attitude and morale
- 7 Be fair across the board ie. Merit increases for A&F pay scale. Non-exempt 1.5%. Exempt raise was d
- 7 Be fair across the board ie. Merit increases for A&F pay scale. Non-exempt 1.5%. Exempt raise was d
- 7 Be more consistent and treat everybody fairly. Too much bureaucracy.
- 7 Be more consistent and treat everybody fairly. Too much bureaucracy.

- 7 Be more focused on education and less concerned on corporate sponsorships especially concerned al
- 7 be more inclusive with employees
- 7 Being open-minded to industry best practice of management
- 7 Better apy
- 7 Better HVAC circulation
- 7 Better management
- 7 Better management
- 7 BETTER MANAGEMENT AND MORE EFFICIENT REPORTING STRUCTURE.
- 7 Better outside training
- 7 Better parking for employees.
- 7 Better pay and fairness
- 7 Better pay and fairness
- 7 Better pay to retain personnel period.
- 7 Better pay; less criticism
- 7 Better pay; less criticism
- 7 Better relationship w/employee
- 7 Better salaries and more flexible hours.
- 7 Better salaries and more flexible hours.
- 7 Better salary for professional positions. Better communications among departments.
- 7 Better salary for professional positions. Better communications among departments.
- 7 Better software & department to department communications.
- 7 Better software & department to department communications.
- 7 Better strtegic plan for enrollment/recruitment of students
- 7 Better training for management.
- 7 Better transperancy w/employee communication. Pay to retain level of people that quit.
- 7 Better transperancy w/employee communication. Pay to retain level of people that quit.
- 7 Centralizing it leads to economics of scale and reduced lost.
- 7 Change out Regents once in awhile - its about time made them accountable to NMSU not just the gc
- 7 Child Care Center e/extended hours. Reduced Price According to income. Separate work out facility f
- 7 Child Care Center e/extended hours. Reduced Price According to income. Separate work out facility f
- 7 Close Fridays/ or half day
- 7 COMPENSATION
- 7 Decision makers listening to those that are actually doing the work that their decisions affect.
- 7 Do not go to outside contractors if job can be done in house.
- 7 ESTABLISH GOVERANCE, POLOCIES; ETC.
- 7 exercise workstations at desk
- 7 Fair pay for staff/faculty. Increase enrollment.
- 7 Fair pay for staff/faculty. Increase enrollment.
- 7 Fight for the employees
- 7 Figure out how to get better cooperation between departments
- 7 Find a way to encourage the "team" environment at NMSU
- 7 Focus on enrollment, mentoring students and graduation.
- 7 Focus on enrollment, mentoring students and graduation.
- 7 Get ride of all the "butt kissing good "ole boy club members.
- 7 Have clear goals and have a common path to reach them
- 7 Have management involved w/ employees /Recognition
- 7 Having supplies to do your work

- 7 Higher Budget.
- 7 Higher pay
- 7 Hire people that are biligual
- 7 How bout a S/L, A/L buy back with no leave max
- 7 I believe that if we sincerely give the best of us in our work and business relationships we demonstra
- 7 I feel they are doing great now and should continue to attract more professors and students
- 7 I think it needs to change and implement new ways to make it a better place, if there is no money be
- 7 I would like To see more emphasis Put on employee development. Programs to help us get that next
- 7 Improve the management and who they chose to do work.
- 7 Increase altmativeness to students & staff. More students better pay for staff for retention
- 7 Increase altmativeness to students & staff. More students better pay for staff for retention
- 7 Increase in salaries & lower benefit cuts
- 7 Increase in salaries & lower benefit cuts
- 7 Instill NMSU logos & themes throughout buildings so you know you are @ NMSU.
- 7 Keep proving education for youth of NM.
- 7 Knock down buildings, free parking
- 7 Leadership and stop wasting money - How time and money is wasted to keep shifting personnel and
- 7 Let people know we're here
- 7 lower parking flexible schedules
- 7 lower parking flexible schedules
- 7 Maintenance usually works in the tunnels (Phone; Network Fiber, Plumbing, etc.) If NMSU can imprc
- 7 make sure employees are competent
- 7 Match salaries in the marketplace
- 7 Merit increase more often
- 7 Minimize the reorganizations. Educate students to be better workers.
- 7 Minimize the reorganizations. Educate students to be better workers.
- 7 more accountability
- 7 more activities
- 7 More competitive athletic teams
- 7 More cooperation between departments, less arrogance
- 7 More free parking
- 7 more money to our department
- 7 more opportunities to participate in NMSU community events like "Bags to Benches"
- 7 more parking
- 7 More parking and less fees
- 7 more pay
- 7 more Pride in working here
- 7 More standardized technology in conference and classrooms...
- 7 moRe tRAIning
- 7 More transparency
- 7 More transparency and more employee interaction activities.
- 7 NMSU can improve by providing better recognition methods for employees who have good perform
- 7 NMSU is too top heavy - too many managers without anything to do but control all activities of their
- 7 Not make things complicated
- 7 not so many stupid rules
- 7 not too many meetings/more introductions.
- 7 NOTHING COMES TO MIND.

- 7 Our pay could increase like other universities
- 7 Parking
- 7 Pay scale to meet cost of living, actual duties, and to be comparable to UNM.
- 7 Pay, recruit more students outside NM.
- 7 Pay, recruit more students outside NM.
- 7 People first
- 7 Provide funds specific for job training/reduce insurance rates costs
- 7 Provide funds specific for job training/reduce insurance rates costs
- 7 Providing consistent raises in addition to merit increases
- 7 providing employees full 12 credit hour classes instead of just 6 credit hours
- 7 Put a halt to privatization of services.
- 7 Quit being so Political
- 7 Quit being so political.
- 7 RAISES THAT MEET COST OF LIVING. OFFICES, NOT CUBICLES
- 7 RAISES THAT MEET COST OF LIVING. OFFICES, NOT CUBICLES
- 7 Receive input from the employees and put ideas to work
- 7 recognition/fairness
- 7 recognition/fairness
- 7 ReDUce EMPloyMeNT FOR L.C.
- 7 Remember, everyone contributes to NMSU and acknowledge all.
- 7 RISE ABOVE POVERTY. WE ARE FORCED TO BE VERY GOOD @ STRETCHING SMALL SUMS OF MONEY.
- 7 Show & appreciate employees that they count.
- 7 Stat by try to Educat All who Hase a High position over others
- 7 Strategically aligned, more proactive and less reactive. Attact more students. Retention for staff whi
- 7 Strategically aligned, more proactive and less reactive. Attact more students. Retention for staff whi
- 7 Strategically aligned, more proactive and less reactive. Attact more students. Retention for staff whi
- 7 Supervisor trainings
- 7 Take away some of the annual leave and NMSU close for spring break
- 7 TAKE THE "BEST PRACTICES" AND ATTITUDE OF SUCESSFUL FOR PROFIT BUSINESSES AND USE THEM
- 7 They could make insurance more "affordable" and have better coverage. Provide more benefits.
- 7 Think about efficiently
- 7 Think like a for-profit company
- 7 to comply with its requirements
- 7 To Receive more discounts with business.
- 7 To Receive more discounts with businesses in campus as well.
- 7 Transparency, pay, provide employees opportunity to make suggestions to improve or increase reve
- 7 Transparency, pay, provide employees opportunity to make suggestions to improve or increase reve
- 7 Transparency, pay, provide employees opportunity to make suggestions to improve or increase reve
- 7 Transparency, pay, provide employees opportunity to make suggestions to improve or increase reve
- 7 understanding each other
- 7 Update our building!
- 8 **What does NMSU do best?**
- 8 Provide education to all
- 8 (1) A lot of opportunity (a) school (b) collabrate w/ © w/in dept. (2) Employees nights (a) Time off
- 8 (1) A lot of opportunity (a) school (b) collabrate w/ © w/in dept. (2) Employees nights (a) Time off
- 8 (1) A lot of oppportunity (a) school (b) collabrate w/ © w/in dept. (2) Employees nights (a) Time off
- 8 ?

- 8 2 free classes
- 8 a lot
- 8 Agriculture research
- 8 Aim for high goals, always try to improve, NMSU marketing
- 8 Aim for high goals, always try to improve, NMSU marketing
- 8 Aim for high goals, always try to improve, NMSU marketing
- 8 Also be more energy efficient and solar energy to every building
- 8 athletics/ benefits
- 8 Beautiful place to work.
- 8 Benefit programs
- 8 Benefits
- 8 Benefits
- 8 Benefits
- 8 Benefits
- 8 benefits are great
- 8 Benefits the community through teaching, discovery, and jobs
- 8 Brings people together
- 8 care about their workers.
- 8 Caring community. Dedicated. Pride in your workmanship, locals are very proud of NMSU.
- 8 Caring community. Dedicated. Pride in your workmanship, locals are very proud of NMSU.
- 8 Caring community. Dedicated. Pride in your workmanship, locals are very proud of NMSU.
- 8 change
- 8 Change directions
- 8 CHANGES AND REORG
- 8 Communicate w/employees
- 8 communication
- 8 Communication w/ its employees
- 8 concerts
- 8 Crap on its employees
- 8 Critical support for mission & evaluation
- 8 customer service
- 8 Diversity
- 8 Do more with less
- 8 Don't Know yet
- 8 Educate students
- 8 Everything by staff
- 8 feed you "crap" and tell you it's good!
- 8 flexibility
- 8 Flexible schedule and relaxed environment.
- 8 For 2 Free classes
- 8 Free classes
- 8 Friendly environment
- 8 Generate paperwork & confusion in finding information.
- 8 Give
- 8 Give us weekends and holidays OFF
- 8 Good benefits
- 8 Good leave time

- 8 Good School
- 8 grounds beautiful, great benefits
- 8 grounds beautiful, great benefits
- 8 grounds upkeep
- 8 Have excellent benefits
- 8 Here our opinions and trying to make changes
- 8 I don't know.
- 8 I hope it is educating the students. Also, thank you for the employe/depend tuition waivor.
- 8 I hope it is educating the students. Also, thank you for the employe/depend tuition waivor.
- 8 I think NMSU offers a education at a good price.
- 8 I truly believe NMSU has a good support system to give a voice to its workers
- 8 Ignore the obvious
- 8 jobs/benefits.
- 8 Keeping computer hardware & software current. Under the new President, making progressive chan
- 8 Keeping computer hardware & software current. Under the new President, making progressive chan
- 8 Leave Balances
- 8 Listen To the wrong people (Compainers)
- 8 Look good!
- 8 Make positions for higher ups
- 8 Makes me feel like we all make a difference
- 8 Makes us work 8 to 5 and then some (note: sarcasm)
- 8 manages reasonably well its limited resources.
- 8 Megusta que ay buenos benefisos. Y ano.
- 8 Most landscaping. Very pretty campus.
- 8 NMSU has Aggie Pride
- 8 NMSU has clean facilities and presents a safe atmosphere.
- 8 NMSU IS A CARING COMMUNITY!
- 8 NMSU is a model of diversity, good job with international students
- 8 NMSU is very supportive of its employees
- 8 NMSU shows Aggie Pride
- 8 nos trata bien nos ase almueros. Nos da vacaciones. Y que mas. Puedes pedir.
- 8 NOT SURE. I'VE ASKED MYSELF THAT QUESTION.
- 8 Offer free (6) credit hours for employees.
- 8 opportunity if you want it
- 8 Pay/benefits - but that is it!
- 8 Plenty of options.
- 8 Pretty good at passing information down
- 8 Process improvement initiatives
- 8 produce best quality grads
- 8 Provide educational opportunities/Aggie Fit
- 8 Provide educational opportunities/Aggie Fit
- 8 Provide for students
- 8 Provide good benefits, leave, family benefits
- 8 Provide with a paycheck that doesn't bounce
- 8 Providing benefits and jobs
- 8 quality education
- 8 -React-handle crisis!

- 8 See 7.
- 8 Stability, beautiful campus
- 8 Stability, beautiful campus
- 8 STRETCH MONEY. ACTUALLY, I CANNOT COME UP WITH AN ITEM. A LOT OF THINGS ARE DONE WELL
- 8 take care of itself (management)
- 8 Take care of management not lower level
- 8 talk w/little action
- 8 TBD
- 8 The benefits
- 8 the benefits they give us.
- 8 The people support each other & have pride in N.M.S.U. outreach in local communities
- 8 The people support each other & have pride in N.M.S.U. outreach in local communities
- 8 The people support each other & have pride in N.M.S.U. outreach in local communities
- 8 The programs for exchange students
- 8 They provide well for students and employees but like I said always room for improvement.
- 8 THEY REALLY SEEM TO MAKE SURE THERE EMPLOYEES ARE HAPPY.
- 8 Time & investment in our studen education & faculty research.
- 8 time off
- 8 Trining
- 8 Tuition for employees, annual leave, professional development
- 8 Tuition for employees, annual leave, professional development
- 8 Tuition for employees, annual leave, professional development
- 8 TUITION REIMBURSEMENT
- 8 Very welcoming of its employees. Very good benefits.
- 8 Very welcoming of its employees. Very good benefits.
- 8 Waste money on useless crap & useless way over priced people in upper management rules.
- 8 We have great people who accomplish much with little rewards. Benefits, environment is beautiful.
- 8 We have great people who accomplish much with little rewards. Benefits, environment is beautiful.
- 8 We have great people who accomplish much with little rewards. Benefits, environment is beautiful.
- 9 **Does NMSU communicate changes well? How could NMSU improve communications with it's ei**
- 9 At times not always but its getting better letting us know whats going on with our budgets
- 9 Better now - put out before newspaper releases it
- 9 Changes were made to this meeting to get more people yet, you have to attend to know about then
- 9 **Communicate changes BEFORE they are started - not after upper level execs have made the decisior**
- 9 communication
- 9 Communication could be better, always
- 9 Communication is a problem at NMSU
- 9 **Communication needs some improvement many times we don't hear or know until it happened or it**
- 9 communication is great.
- 9 could do better
- 9 Don't depend on Director to communicate
- 9 Fairly well
- 9 FAIRLY WELL, BUT NEED TO ENGAGE STAKE HOLDERS REGARDING WHAT IS BEING COMMUNICATED
- 9 **FAIRLY WELL, BUT NEED TO ENGAGE STAKE HOLDERS REGARDING WHAT IS BEING COMMUNICATED**
- 9 Fairly well.
- 9 GOOD NOW.
- 9 Hardly

- 9 have it in Spanish also
- 9 Have meetings with employees and upper management
- 9 I believe it does
- 9 I believe it does its best through technology but it can improve with us by verbally communicating
- 9 I believe it does its best through technology but it can improve with us by verbally communicating
- 9 I don't like finding out about a reorganization or change in the newspaper. I think that any time a new
- 9 I feel they communicate well.
- 9 I hate to say this but "NO" I usually learn of projects and changes when it hits the media. No more se
- 9 I think NMSU is lacking in communication. Maybe to improve we could have quarterly meetings.
- 9 I think NMSU is lacking in communication. Maybe to improve we could have quarterly meetings.
- 9 I think overall communication is quite good. Hotline is a very good tool as well.
- 9 I think so.
- 9 Improve it by making it two-way, not just management down.
- 9 It's overloaded in regards to communication. Follow the chain of command
- 9 More email communication
- 9 more meetings
- 9 Most of the time, the emergency communication are great.
- 9 Need to let the information filter down to the workers. Stops @ mgmt.
- 9 Needs improvement Asks for input before decisions are made and implemented
- 9 Newsletter...weekly/monthly
- 9 NMSU can improve communication by making changes known by email, website, possible meetings.
- 9 NMSU communicates the best it can. Communication can always be better
- 9 NMSU makes too many changes after short periods. Sometimes they make changes and don't enforce
- 9 No
- 9 no
- 9 No
- 9 No- Better raises
- 9 No- Better raises
- 9 No comment
- 9 No it takes way too much red tape to get anything accomplished just like this meeting it was good but
- 9 no let the people know what's going on before it happens
- 9 no let the people know what's going on before it happens
- 9 No not really. They do not communicate change especially with HR
- 9 No! Campus wide and within my own dept (I get my information from others on campus by word of
- 9 NO! MANAGEMENT MAKES CHANGES ON THEIR OWN.
- 9 NO! not until change has been made actually communicate w/us.
- 9 -No, everyone is a "rumor" first.
- 9 No, fairness
- 9 No, fairness
- 9 No, I do not learn about most changes until after they happen, even when inquiring
- 9 No, I find things out 2nd or 3rd person or from the newspaper. When changes are announced They
- 9 No, I find things out 2nd or 3rd person or from the newspaper. When changes are announced They
- 9 No, limit amount of people who know before ready to release to all but make quick and timely.
- 9 No, not in the past. The president Carruthers has done a good job on communication with the campus
- 9 No, XXXXX supervisors need to communicate better with staff
- 9 No. Not all employees have time to sit by the computer and read emails. Too much field work to do
- 9 No. Training management in good communication skill

- 9 No. Training management in good communication skill
- 9 No. Be more decisive & not wait until last minute to inform employees of changes.
- 9 No. Be more decisive & not wait until last minute to inform employees of changes.
- 9 No. Better communication with our managers
- 9 No. Better communication with our managers
- 9 NO. Communicate changes ahead of time; would be effective.
- 9 NO. Communicate changes ahead of time; would be effective.
- 9 No. Having more vocal meetings in person
- 9 No. Having more vocal meetings in person
- 9 NO. LOOK @ OUR WEBSITE. YES-THE CURRENT PRESIDENT IS GREAT. SPEAK & WRITE CLEARLY (LOOK AT THE WEBSITE)
- 9 No. More comm from executive level.
- 9 No. More comm from executive level.
- 9 NO. ONE ON ONE.
- 9 no/communicate weekly
- 9 no/communicate weekly
- 9 No-include staff in meetings
- 9 No-include staff in meetings
- 9 Not all the time. When changes are made, it would be good for employee to know what changes are
- 9 Not all the time. When changes are made, it would be good for employee to know what changes are
- 9 Not really, if it does is too late.
- 9 Not really. More like "look what we are now doing". They don't say so people won't complain about a
- 9 OK, I think, but lack of explanation
- 9 on my end the task is very clear
- 9 Overall yes within depts, not so much
- 9 pretty good
- 9 Provides everything we need
- 9 relatively so
- 9 Some times
- 9 Sometimes! When supervisors have meeting to take notes & pass it on to employees.
- 9 Sometimes! When theres meeting to take notes, who was present etc. pass notes down. Or well sho
- 9 Sometimes, more meeting to keep us up to date.
- 9 Sometimes, more meeting to keep us up to date.
- 9 There has Not been much Transparacy with past administrations so no, changes made- then commu
- 9 they could improve most people ignore the information about change until they are forced to
- 9 they do alright, have more meetings
- 9 they do alright, have more meetings
- 9 they do ok
- 9 They don't communicate at all
- 9 They try to but NEVER follow thru
- 9 This could be improved
- 9 Too new to know
- 9 USUALLY, BUT NOT ALWAYS COMMUNICATED "DOWN"
- 9 We have room for improvement in communication, top down and bottom up
- 9 Without sending specific messages about specific changes, many messages get lost in the newsletter
- 9 Yes
- 9 Yes
- 9 Yes

- 9 yes
- 9 Yes
- 9 YES
- 9 Yes
- 9 Yes
- 9 yes
- 9 Yes
- 9 Yes
- 9 yes-
- 9 Yes - maybe text messages
- 9 Yes - maybe text messages
- 9 Yes and no. Sometimes policies change without our knowledge. Sometimes there are way too many
- 9 Yes it does
- 9 YES it dos communicat. But it is hard for employs. Have more understandig persenal to help All who
- 9 YES it dos communicat. But it is hard for employs. Have more understandig persenal to help All who
- 9 Yes,
- 9 yes, have a website for just all employees
- 9 yes, have a website for just all employees
- 9 Yes, maybe text messages
- 9 Yes, maybe text messages
- 9 Yes, more lively communication would help though.
- 9 Yes, more lively communication would help though.
- 9 Yes, thru email or on website
- 9 Yes, thru email or on website
- 9 YES.
- 9 yes-hotline, email etc.
- 9 yes-hotline, email etc.
- 9 YES-NO CHANGES COME TO MIND

10 **If you were to wave your magic wand and it's three years from now, what does your Departmen**

- 10 (1 director, 1 personal assistant) 2 managers in the field and more people actually doing work
- 10 * - GONE
- 10 A few more FTE's
- 10 A fun and productive place to work that incorporates or considers all ideas. Teamwork.
- 10 A fun and productive place to work that incorporates or considers all ideas. Teamwork.
- 10 a lot more work space and Apple computers.
- 10 a lot more work space and Apple computers.
- 10 A WELL ESTABLISHED IT GOVERNANCE FRAMEWORK,G(OVERANCE) R(ISK) C(OMPLIANCE) PROGRAM
- 10 A well oiled machine, moral and positive attitudes are all very well spread.
- 10 A well oiled machine, moral and positive attitudes are all very well spread.
- 10 About the same as now.
- 10 ABOUT The SAME.
- 10 All electronic
- 10 All employees pulling their own weight. Managers also being required to work and increase in trust.
- 10 All employees pulling their own weight. Managers also being required to work and increase in trust.
- 10 All employees pulling their own weight. Managers also being required to work and increase in trust.
- 10 An environment of teamwork - no finger pointing - help all others to correct and learn from mistake:
- 10 An extra person or two in our group.

- 10 Arrangement of desks without cubicle walls. Ability to interact with coworkers. Employees shown a
- 10 Arrangement of desks without cubicle walls. Ability to interact with coworkers. Employees shown a
- 10 Automated more
- 10 Be service-oriented with a clear plan
- 10 Better cooling and heating
- 10 Better management/leaders and happier staff
- 10 Better management/leaders and happier staff
- 10 Better Morale & pay
- 10 Better Morale & pay
- 10 Better paid staff.
- 10 Cashier would all have new computers with new credit swipe so they would not have to enter the pa
- 10 Different Supervisor- different structure
- 10 direct communication with upper management
- 10 Director would be gone there would be management that actually likes people and having employe
- 10 EVERYONE IS HAPPY, EXCITED TO COME TO WORK AND PRODUCTIVE.
- 10 EVERYONE ON HOVER ROUNDS
- 10 Everyone trained and good at their job
- 10 Flex schedule to be implemented & treadmill desk
- 10 Flex schedule to be implemented & treadmill desk
- 10 fully staffed
- 10 get new working automobiles for our working perpeses, Also new equipment
- 10 Gone
- 10 hard to say- constantly reorganizing
- 10 Have more natural light in my building and have resources to complete tasks to the highest degree
- 10 Have more natural light in my building and have resources to complete tasks to the highest degree
- 10 Have own office w/controlled air.
- 10 Have standard procedures, better training plans, clear project priority plans
- 10 Healthy in my livingroom.
- 10 If enrollment continues to drop- not good.
- 10 I'm director with staff of 20
- 10 I'm not sure
- 10 improving a lot and success
- 10 In a new facility to house us better.
- 10 Increased budget for certification and trainings. Salaries comparable to other Universities.
- 10 Increased budget for certification and trainings. Salaries comparable to other Universities.
- 10 Keeping NMSU vehicles being service in NMSU. Not out of campus.
- 10 Less clutter, standard procedures, poor performing staff terminated or behavior corrected.
- 10 Less clutter, standard procedures, poor performing staff terminated or behavior corrected.
- 10 Like a sinking ship (lack of leadership once again)
- 10 Looking beautiful and dedicated
- 10 MATURE. PROCESS & PROCEDURE THAT MATURE INTO SOLID BUSINESS PRACTICES.
- 10 MGT COMMITTED TO EMPLOYEE MORAL
- 10 More advanced in technology and top level customer service.
- 10 More cohesive.
- 10 More employees and more pay
- 10 More employees and more pay
- 10 more improved

- 10 more opportunity for advancement
- 10 more organized with better upper more knowledgeable managers
- 10 More security-minded and walk the talk.
- 10 more social , yet still dedicated to their jobs
- 10 More technology, improved processes, remodeled work areas, an increase in budgets and added per
- 10 More technology, improved processes, remodeled work areas, an increase in budgets and added per
- 10 More technology, improved processes, remodeled work areas, an increase in budgets and added per
- 10 More technology, improved processes, remodeled work areas, an increase in budgets and added per
- 10 More updated with computer technology
- 10 My department has great leadership infrastructure in place and I feel they have implemented long sta
- 10 My department will most likely be gone by then.
- 10 my dept will look outstanding if we can keep up the work we do now with maintaining buildings.
- 10 newshop-better equipment
- 10 newshop-better equipment
- 10 Not good
- 10 NOT SURE
- 10 Open discussion with top management. No *
- 10 Pay raises and more jobs to be fully staffed
- 10 Pay raises and more jobs to be fully staffed
- 10 People who don't work replaced by people who do.
- 10 place where there would be no child acting employees
- 10 Pretty much the same. Happy staff and maybe standing workstations.
- 10 Pretty much the same. Happy staff and maybe standing workstations.
- 10 Private office/privacy
- 10 Providing student a grade A university experience.
- 10 Questionable if we will even be here
- 10 Remodeled Building w/ full training facility & increased amnpower.
- 10 Remodeled Building w/ full training facility & increased amnpower.
- 10 Remodeled Building w/ full training facility & increased amnpower.
- 10 Retirement
- 10 Retirement soon.
- 10 Se va abei igual de limpio
- 10 Smaller, more efficient
- 10 Some job shifting
- 10 SS.DD
- 10 Still around
- 10 still there
- 10 Strong and professional
- 10 Sure hope a lot better
- 10 The bridge of trhe starship enterprise
- 10 The same
- 10 The same with people promoted appropriately.
- 10 The same, exactly the same.
- 10 The same.
- 10 They all have offices
- 10 Three years from now I see a contest (?) department
- 10 To have a team that is accountable, happy, effective and that work well together.

- 10 To have a team that is accountable, happy, effective and that work well together.
- 10 To keep the department united not separated and have into consideration the cost of living
- 10 To keep the department united not separated and have into consideration the cost of living
- 10 Under better management that respects employees
- 10 united, happy, family oriented
- 10 Very organized. Everyone would be cross-trained and everyone would be happy to come to work.
- 10 Very organized. Everyone would be cross-trained and everyone would be happy to come to work.
- 10 We are in a new building and we are properly equipped with the tools needed to make us more pro
- 10 We are in a new building and we are properly equipped with the tools needed to make us more pro
- 10 We are in an office with open space, views of campus and getting paid a higher salary.
- 10 We are in an office with open space, views of campus and getting paid a higher salary.
- 10 We would have offices instead of cubes. Less management positions and more accountants.
- 10 We would have offices instead of cubes. Less management positions and more accountants.
- 10 We would like new furniture, air circulation, new carpets, and paint.
- 10 with more staff-trained properly
- 10 wont no
- 10 Worse if they same Management/Supervisor are here
- 11 **What does success look like for you? Your Department? The University?**
- 11 Well if you speak your mind its not good cuz you don't get any where. They don't want people to sp
- 11 (PRODUCTIVE & HAPPY PERSONNEL) (HAPPY CLIENTS) (FOLLOW THROUGH WITH PROPOSED PROGR
- 11 (PRODUCTIVE & HAPPY PERSONNEL) (HAPPY CLIENTS) (FOLLOW THROUGH WITH PROPOSED PROGR
- 11 * gone!
- 11 * retiring
- 11 A GReAT WOEk ENVIRONMeNT.
- 11 a job with potential for pay increase, promotions, a job I enjoy coming to work, people I like to work
- 11 a job with potential for pay increase, promotions, a job I enjoy coming to work, people I like to work
- 11 a job with potential for pay increase, promotions, a job I enjoy coming to work, people I like to work
- 11 a)continued education,advance b)more/better equipment c)community
- 11 a)continued education,advance b)more/better equipment c)community
- 11 a)continued education,advance b)more/better equipment c)community
- 11 A. Work effectively with other and complete projects and assignments that will benefit NMSU emplc
- 11 A. Work effectively with other and complete projects and assignments that will benefit NMSU emplc
- 11 A. Work effectively with other and complete projects and assignments that will benefit NMSU emplc
- 11 Advance in position, more money, more employees, bigger campus
- 11 Advance in position, more money, more employees, bigger campus
- 11 Advance in position, more money, more employees, bigger campus
- 11 Advance in position, more money, more employees, bigger campus
- 11 All doing their job-willingly and cheerfully
- 11 All working as a team & seeing your dept as one team
- 11 All XXXXX staff still employed no contractors
- 11 being a lead employee
- 11 Being happy and performing great work.
- 11 Being happy and performing great work.
- 11 Better Advancement
- 11 Better pay, more training and better leadership
- 11 Better pay, more training and better leadership
- 11 Better pay, more training and better leadership

- 11 Continual improvement, implementation, efficiencies
- 11 Continual improvement, implementation, efficiencies
- 11 Continual improvement, implementation, efficiencies
- 11 daughter with career and job future
- 11 department working as a team.
- 11 DIRECTION, EFFICIENCIES WORKING IN HARMONY, STAFF RETENTION/INVESTMENT
- 11 DIRECTION, EFFICIENCIES WORKING IN HARMONY, STAFF RETENTION/INVESTMENT
- 11 DIRECTION, EFFICIENCIES WORKING IN HARMONY, STAFF RETENTION/INVESTMENT
- 11 Efficient applications/reporting/development.
- 11 Efficient applications/reporting/development.
- 11 Efficient applications/reporting/development.
- 11 Efficiently, less political
- 11 Efficiently, less political
- 11 Eliminate waste. Eliminate waste by depts. Eliminate over priced positions used by croonies of dept.
- 11 Eliminate waste. Eliminate waste by depts. Eliminate over priced positions used by croonies of dept.
- 11 Engaged employees accomplishing their section of the mission w/ full support of admin.
- 11 Engaged employees accomplishing their section of the mission w/ full support of admin.
- 11 Everyone getting treated fairly.
- 11 For me \$22.00/hr-department cut at the top.
- 11 Getting my job done on time. For all dept to get back to being profitable (Auxiliaries). University- inc
- 11 Getting my job done on time. For all dept to get back to being profitable (Auxiliaries). University- inc
- 11 Getting my job done on time. For all dept to get back to being profitable (Auxiliaries). University- inc
- 11 Getting our job done w/fewer complaints
- 11 getting worse- no money
- 11 Good because going to school will only better me!
- 11 Good because my education that I will receiving will only better me! 😊
- 11 Good work, proud of dept. and university
- 11 Good work, proud of dept. and university
- 11 Good, good, good
- 11 happy employees and students
- 11 Having many satisfied clients, working for out students to improve recruitment
- 11 Having many satisfied clients, working for out students to improve recruitment
- 11 Higher salry. More staff. Increased enrollment (quantum jump).
- 11 Higher salry. More staff. Increased enrollment (quantum jump).
- 11 Higher salry. More staff. Increased enrollment (quantum jump).
- 11 I am hoping to retire & get my Master's. Hoping that our department gets recognized. We work very
- 11 I am hoping to retire & get my Master's. Hoping that our department gets recognized. We work very
- 11 I have been employed a long time and my department has not changed other than its staff. Need to
- 11 I'm not shure anymore
- 11 improving a lot
- 11 Innovating and changing with times to make the work place a better environment not only for the en
- 11 Innovating and changing with times to make the work place a better environment not only for the en
- 11 Innovating and changing with times to make the work place a better environment not only for the en
- 11 Less of an Iron fist over staff. We are Adults and can be trusted to work and operate as Adults
- 11 MAKING IT TO RETIREMENT! PERSONNEL CHANGES IN THE DEPARTMENT.; NMSU IS RAN LIKE ANY C
- 11 Making the best decisions for the University.
- 11 Manager position. Good teamwork w/in the department, upper floor. The University setting will be i

- 11 Manager position. Good teamwork w/in the department, upper floor. The University setting will be i
- 11 Me - not being here in the future. Better management - better directors
- 11 Meeting our internal and external customers needs
- 11 Mentoring, training, working with employees who want to advance, who wish to be leaders & make
- 11 Mentoring, training, working with employees who want to advance, who wish to be leaders & make
- 11 More budget \$
- 11 more compliments on what campus looks like
- 11 Moving up throughout my career w/NMSU, increase in pay, being known for being a positive examp
- 11 Moving up throughout my career w/NMSU, increase in pay, being known for being a positive examp
- 11 Moving up throughout my career w/NMSU, increase in pay, being known for being a positive examp
- 11 Moving up throughout my career w/NMSU, increase in pay, being known for being a positive examp
- 11 Moving up with better pay and I stil have a job
- 11 Moving up with better pay and I stil have a job
- 11 My NMSU doesn't crash-zero calls too! University-more graduate better standards better football
- 11 My NMSU doesn't crash-zero calls too! University-more graduate better standards better football
- 11 My NMSU doesn't crash-zero calls too! University-more graduate better standards better football
- 11 Myself- if I enjoy my job and enjoy coming to work Department- a department where there is no fav
- 11 Myself- if I enjoy my job and enjoy coming to work Department- a department where there is no fav
- 11 Myself- if I enjoy my job and enjoy coming to work Department- a department where there is no fav
- 11 NMSU is the place to be. Department is financially stable, while achieving new goals. I love coming t
- 11 NMSU is the place to be. Department is financially stable, while achieving new goals. I love coming t
- 11 NMSU is the place to be. Department is financially stable, while achieving new goals. I love coming t
- 11 OPPORTUNITY FOR ADVANCEMENT W/O BEING IN MGT
- 11 Optaining my degree to be ableto apply for upper level positions. More updated processes. Having n
- 11 Optaining my degree to be ableto apply for upper level positions. More updated processes. Having n
- 11 Optaining my degree to be ableto apply for upper level positions. More updated processes. Having n
- 11 Personal success is financial success: erradicating debt, starting a savings, covering health and unexp
- 11 Personal success is financial success: erradicating debt, starting a savings, covering health and unexp
- 11 Personal success is financial success: erradicating debt, starting a savings, covering health and unexp
- 11 Personally, more pay, promotion. For my department, meeting all goals, being a model department
- 11 Personally, more pay, promotion. For my department, meeting all goals, being a model department
- 11 Personally, more pay, promotion. For my department, meeting all goals, being a model department
- 11 Positive atmosphere. Responsbile with mission.
- 11 Positive atmosphere. Responsbile with mission.
- 11 Purchasing.
- 11 Questionable if we will even be here
- 11 Retirement
- 11 RETIREMENT SURVIVING EXISTING
- 11 Retirement-I would like management to listen to the employees more often -sometimes employees
- 11 Self improvement/development in education, ascending job position, contributing to organization &
- 11 Self improvement/development in education, ascending job position, contributing to organization &
- 11 Self improvement/development in education, ascending job position, contributing to organization &
- 11 Self improvement/development in education, ascending job position, contributing to organization &
- 11 Self improvement/development in education, ascending job position, contributing to organization &
- 11 Showing up each day with an attitude of being available to meet the needs of others. My departmer
- 11 Showing up each day with an attitude of being available to meet the needs of others. My departmer
- 11 Showing up each day with an attitude of being available to meet the needs of others. My departmer

- 11 Smooth running department, everyone respects one another, good behavior is rewarded.
- 11 Smooth running department, everyone respects one another, good behavior is rewarded.
- 11 Smooth running department, everyone respects one another, good behavior is rewarded.
- 11 Student S. . . .t
- 11 Student success in life
- 11 Students learning quickly/efficiently utilizing technology...
- 11 Success - looks like leaving NMSU. Doesn't compensate workers for good work or for getting certific
- 11 Success - looks like leaving NMSU. Doesn't compensate workers for good work or for getting certific
- 11 Success for me is getting my degree and promoting. Success for Housing would be to rent out units T
- 11 Success for me is getting my degree and promoting. Success for Housing would be to rent out units T
- 11 Success for me is getting my degree and promoting. Success for Housing would be to rent out units T
- 11 Success for the department and university - Harmony
- 11 Success for the university means more students' in programs, graduating on time,enrolling, choosing
- 11 Success for the university means more students' in programs, graduating on time,enrolling, choosing
- 11 Success is a department that goes above and beyond the normal "Customer Service." So providing th
- 11 Success is being able to come to work every day and working to your very fullest. Making sure every
- 11 Success is being able to come to work every day and working to your very fullest. Making sure every
- 11 Success is being able to come to work every day and working to your very fullest. Making sure every
- 11 Success is knowing that we have changed a life.
- 11 Success is personal growth - finanacial growth
- 11 Success is professional growth.
- 11 Success looks like a good position, good pay, probably or more than likely not in my department
- 11 Success looks like a good position, good pay, probably or more than likely not in my department
- 11 Success looks like a good position, good pay, probably or more than likely not in my department
- 11 Success looks like a happy employee, department, and university
- 11 Success to me is a happy employee. Consistent management. Too many squeaky wheels get the gre
- 11 Success to me is a happy employee. Consistent management. Too many squeaky wheels get the gre
- 11 Successful project completion.
- 11 Succession Planning- Folks who are able, taking higher level jobs with proper trainging & preparati
- 11 Succession Planning- Folks who are able, taking higher level jobs with proper trainging & preparati
- 11 Team, goal is accomplished and growth for employees. The university's #1 priority should be educat
- 11 Team, goal is accomplished and growth for employees. The university's #1 priority should be educat
- 11 Team, goal is accomplished and growth for employees. The university's #1 priority should be educat
- 11 Teamwork
- 11 the university
- 11 To acomplish everything told. Make the department bigger.
- 11 To do your best, go the extra mile, and keep the university looking beautiful
- 11 To do your best, go the extra mile, and keep the university looking beautiful
- 11 To have a team that is accountable, happy, effective and that work well together.
- 11 To have a team that is accountable, happy, effective and that work well together.
- 11 To stop All the Bulling that some managmen Are doing caus it come down to supervisor And down to
- 11 Unsure, may not be here in 2 months due to department closure. Unable to transfer to sister depart
- 11 Very good
- 11 Very slim for all three questions
- 11 We haven't been able to reach success due to so many changes from new Directors
- 11 When your ears are pinned back by the awesome speed of the network and services

- 11 Working as a team. Constant communication to help the office flow more productive; to keep an op
- 11 Working as a team. Constant communication to help the office flow more productive; to keep an op
- 11 Working as a team. Constant communication to help the office flow more productive; to keep an op
- 11 You are only as good as the people who work for you- less management Who are overpaid and take
- 11 You are only as good as the people who work for you- less management Who are overpaid and take

Category	Sub-Category	Plus/ Minus/ Neutral
Workload	Amount	M
Environment	Tools and Equipment	M
Benefits	Pay	M
Benefits	Pay	M
Management	General	M
Management	General	M
Environment	Morale	M
Management	Micromanaging	M
Management	Fairness	M
Workload	Amount	M
Benefits	Pay	M
Benefits	Other	M
Environment	Office	M
Benefits	Dress down	M
Benefits	Pay	M
Management	Transparency	M
Benefits	Dress down	M
Environment	Morale	P
Management	Recognition	M
Management	Recognition	M
Management	Empowerment	M
Benefits	Promotion	M
Management	Respect	M
Management	Leadership	M
Benefits	Parking	M
Benefits	Pay	M
Management	Recognition	M
Benefits	Pay	M
Management	General	M
Management	Morale	M
Environment	Morale	M
Management	Transparency	M
Environment	Staff	P
Benefits	Promotion	M
Workload	Diversity	M
Workload	Contractors	M
Workload	Contractors	M
Workload	Contractors	M
Workload	Contractors	M
Environment	Morale	M
Management	Communication	M
Environment	Morale	M

Environment	Morale	M
Environment	Teamwork	M
Environment	Teamwork	M
Benefits	Training	M
Management	Fairness	M
Environment	Morale	M
Benefits	Flextime	M
Benefits	Flextime	M
Benefits	Flextime	M
Benefits	Flextime	M
Benefits	Flextime	M
Management	Flexibility	M
Management	Respect	M
Management	Flexibility	M
Management	Respect	M
Benefits	Flextime	M
Benefits	Flextime	M
Benefits	Flextime	M
Benefits	Flextime	M
Benefits	Dress down	M
Benefits	Flextime	M
Benefits	Insurance	M
Benefits	Flextime	M
Management	Fairness	M
Benefits	Pay	M
Benefits	Child Care	M
Benefits	Gym	M
Benefits	Parking	M
Benefits	Parking	M
Benefits	Merchandise Discounts	M
Benefits	Pay	M
Environment	Teamwork	M
Management	Empowerment	M
Environment	Tools and Equipment	M
Management	Communication	M
Environment	Morale	M
Environment	Morale	M
Environment	Morale	P
Benefits	Dress down	M
Benefits	Pay	M
Environment	Tools and Equipment	M
Environment	Office	M
Environment	Office	M
Environment	Tools and Equipment	M
Management	Communication	M
Environment	Office	M
Environment	Office	M

Environment	Other	M
Environment	Morale	P
Environment	Morale	P
Environment	Morale	P
Benefits	Flextime	M
Environment	Morale	P
Environment	Morale	P
Benefits	Dress down	M
Management	Fairness	M
Management	Respect	M
Benefits	Pay	M
Management	Recognition	M
Environment	Morale	P
Environment	Morale	P
Environment	Morale	P
Environment	Morale	P
Management	Morale	M
Environment	Morale	M
Management	Micromanaging	M
Benefits	Flextime	M
Benefits	Training	M
Management	Micromanaging	M
Benefits	Pay	M
Benefits	Pay	M
Environment	Teamwork	M
Benefits	Pay	M
Benefits	Dress down	M
Management	Empowerment	M
Benefits	Flextime	M
Benefits	Pay	M
Environment	Teamwork	M
Workload	Amount	M
Workload	Amount	M
Benefits	Pay	M
Benefits	Pay	M
Benefits	Pay	M
Benefits	Pay	M
Benefits	Pay	M
Environment	Morale	M
Environment	Morale	M
Workload	Productivity	M
Environment	Morale	M
Benefits	Training	M
Benefits	Pay	M
Environment	Teamwork	M
Benefits	Flextime	M
Management	General	M

Environment	Teamwork	M
Environment	Staff	M
Benefits	Free food or drinks	M
Management	Recognition	M
Environment	Morale	M
Benefits	Flexitime	M
Management	Recognition	M
Management	Communication	M
Benefits	Flexitime	M
Management	Recognition	M
Environment	Morale	P
Benefits	Pay	M
Benefits	Pay	M
Benefits	Pay	M
Management	Recognition	M
Management	Recognition	M
Management	Recognition	M
Management	General	M
Management	Respect	M
Management	Respect	M
Management	Recognition	M
Management	Respect	M
Benefits	Pay	M
Benefits	Insurance	M
Environment	Morale	M
Benefits	Flexitime	M
Environment	Teamwork	M
Environment	Teamwork	M
Management	Fairness	M
Benefits	Promotion	M
Benefits	Training	M
Benefits	Job Security	P
Environment	Teamwork	M
Benefits	Flexitime	M
Management	Empowerment	M
Management	Respect	M
Benefits	Job Security	M
Benefits	Dress down	M
Environment	Office	M
Management	General	M
Benefits	Flexitime	M
Benefits	Flexitime	M
Environment	Teamwork	M
Management	Fairness	M

Management	Empowerment	M
Management	Leadership	M
Environment	Morale	P
Environment	Morale	P
Environment	Morale	P
Environment	Morale	P
Environment	Morale	M
Benefits	Free food or drinks	M
Workload	Productivity	M
Management	Empowerment	M
Environment	Morale	M
Environment	Morale	M
Management	Micromanaging	M
Environment	Morale	M
Environment	Morale	M
Management	Fairness	M
Management	Respect	M
Environment	Teamwork	M
Environment	Morale	M
Environment	Morale	M
Management	Communication	M
Management	Communication	M
Management	Leadership	M
Benefits	Pay	M
Environment	Morale	M
Environment	Morale	M
Environment	Morale	M
Environment	Morale	M
Environment	Morale	M
Benefits	Parking	M
Benefits	Parking	M
Benefits	Pay	M
Benefits	Pay	M
Benefits	Pay	M
Benefits	Dress down	M
Workload	Challenge	M
Environment	Office	M
Workload	Challenge	M
Environment	Office	M
Management	Fairness	M
Environment	Morale	M
Workload	Type	P
Environment	Teamwork	M
Environment	Morale	M
Benefits	Flexitime	M
Benefits	Flexitime	M
Benefits	Flexitime	M

Benefits	Flextime	M
Benefits	Flextime	M
Benefits	Flextime	M
Benefits	Flextime	M
Benefits	Flextime	M
Benefits	Flextime	M
Benefits	Free food or drinks	M
Benefits	Free food or drinks	M
Benefits	Insurance	M
Management	General	M
Benefits	Flextime	M
Environment	Office	M
Environment	Tools and Equipment	M
Benefits	Pay	M
Management	Respect	M
Environment	Morale	P
Environment	Morale	P
Environment	Morale	P
Environment	Morale	P
Environment	Morale	P
Environment	Morale	P
Environment	Morale	P
Environment	Morale	P
Environment	Teamwork	M
Environment	Morale	P
Management	Respect	M
Environment	Morale	M
Management	Empowerment	M
Environment	Staff	M
Environment	Morale	P
Management	Respect	M
Workload	Diversity	M
Workload	Type	M
Environment	Morale	M
Management	Recognition	M
Environment	Morale	M
Management	Fairness	M
Management	Recognition	M
Environment	Teamwork	M
Environment	Teamwork	M
Management	Recognition	M
Management	Micromanaging	M
Management	General	M
Benefits	Dress down	M
Benefits	Parking	M
Environment	Morale	M
Benefits	Pay	M
Benefits	Pay	M

Benefits	Pay	M
Benefits	Flextime	M
Benefits	Flextime	M
Benefits	Pay	M
Benefits	Pay	M
Environment	Teamwork	M
Workload	Challenge	M
Workload	Challenge	M
Environment	Morale	P
Benefits	Flextime	M
Environment	Morale	M
Environment	Morale	M
Benefits	Pay	M
Environment	Morale	M
Management	General	M
Management	Fairness	M
Management	Empowerment	M
Environment	Morale	M
Environment	Morale	M
Benefits	Flextime	M
Management	Recognition	M
Management	Recognition	M
Environment	Morale	M
Benefits	Pay	M
Management	Recognition	M
Management	Recognition	M
Benefits	Insurance	M
Benefits	Parking	M
Benefits	Insurance	M
Environment	Morale	M
Management	Micromanaging	M
Management	Fairness	M
Environment	Morale	M
Management	Recognition	M
Environment	Safety	M
Management	Respect	M
Benefits	Pay	M
Environment	Teamwork	M
Environment	Tools and Equipment	M
Environment	Morale	M
Environment	Morale	M
Environment	Other	M
Environment	Teamwork	M
Management	Fairness	M
Management	General	M

Benefits	Flextime	M
Management	Leadership	M
Management	General	M
Management	General	M
Management	General	M
Workload	Amount	M
Management	General	M
Environment	Tools and Equipment	M
Environment	Tools and Equipment	M
Environment	Tools and Equipment	M
Environment	Tools and Equipment	M
Management	General	M
Management	General	M
Benefits	Job Security	M
Management	General	M
Management	General	M
Management	General	M
Management	General	M
Management	Recognition	M
Management	Communication	M
Management	General	M
Management	Leadership	M
Management	General	M
Management	General	M
Management	Fairness	M
Management	General	M
Management	Recognition	M
Management	Fairness	M
Management	General	M
Management	Recognition	M
Environment	Teamwork	M
Environment	Tools and Equipment	M
Management	General	M
Management	General	M
Management	Micromanaging	M
Management	General	M
Management	Respect	M
Management	General	M
Management	General	M
Management	General	M
Management	General	M
Management	General	M
Management	Fairness	M
Management	General	M
Management	Fairness	M
Management	Fairness	M
Management	General	M
Management	General	M

Management	General	M
Benefits	Pay	M
Environment	Morale	M
Environment	Morale	M
Environment	Morale	M
Environment	Morale	M
Environment	Morale	M
Environment	Morale	M
Environment	Morale	M
Environment	Morale	M
Workload	Productivity	M
Management	General	P
Management	General	P
Management	General	P
Environment	Office	M
Environment	Office	M
Environment	Office	M
Environment	Office	M
Environment	Office	M
Environment	Office	M
Environment	Office	M
Environment	Office	M
Management	General	M
Environment	Office	M
Environment	Office	M
Benefits	Parking	M
Benefits	Parking	M
Environment	Morale	M
Benefits	Other	M
Benefits	Pay	M
Benefits	Pay	M
Management	Fairness	M
Benefits	Pay	M
Benefits	Pay	M
Benefits	Pay	M
Benefits	Pay	M
Benefits	Pay	M
Benefits	Insurance	M
Benefits	Pay	M
Workload	Amount	M
Benefits	Leave	M
Environment	Teamwork	M
Environment	Teamwork	M
Benefits	Training	M
Benefits	Training	M
Benefits	Training	M
Benefits	Training	M
Benefits	Training	M

Benefits	General	P
Benefits	General	P
Benefits	General	P
Benefits	General	P
Benefits	General	P
Benefits	General	P
Benefits	General	P
Benefits	General	P
Benefits	General	P
Benefits	General	P
Benefits	General	P
Benefits	General	P
Benefits	General	P
Benefits	General	P
Benefits	Tuition	P
Benefits	General	P
Benefits	General	P
Benefits	General	P
Benefits	General	P
Benefits	General	P
Benefits	Insurance	P
Benefits	General	P
Environment	Morale	P
Benefits	General	P
Benefits	General	P
Benefits	General	P
Benefits	General	P
Benefits	General	P
Benefits	General	P
Benefits	General	P
Benefits	Leave	P
Benefits	General	P
Management	Budgeting	P
Workload	Type	P
Environment	Teamwork	P
Workload	Type	P
Environment	Community	P
Environment	Community	P
Environment	Community	P
Environment	Community	P
Environment	Pride	P
Environment	Community	P
Environment	Community	P
Environment	Community	P
Environment	Community	P
Environment	Community	P
Environment	Staff	P
Environment	Staff	P

Environment	Staff	P
Environment	Staff	P
Environment	Staff	P
Environment	Staff	P
Environment	Staff	P
Environment	Staff	P
Environment	Staff	P
Environment	Staff	P
Environment	Staff	M
Environment	Staff	P
Environment	Staff	P
Environment	Staff	P
Environment	Staff	P
Environment	Staff	P
Environment	Staff	P
Environment	Staff	P
Environment	Staff	P
Environment	Staff	P
Environment	Staff	P
Environment	Staff	P
Workload	Challenge	P
Workload	Diversity	P
Workload	Challenge	P
Workload	Diversity	P
Workload	Diversity	P
Workload	Diversity	P
Benefits	Tuition	P
Environment	Education	P
Environment	Education	P
Environment	Job Security	P
Environment	General	P
Environment	Campus	P
Environment	Campus	P
Environment	Campus	P
Environment	Campus	P
Environment	General	P
Environment	Campus	P
Environment	General	P
Environment	General	P
Environment	Education	P
Environment	Campus	P
Management	Flexibility	P
Management	Flexibility	P
Management	Flexibility	P
Benefits	Flextime	P
Benefits	Holidays	P
Benefits	Holidays	P

Benefits	Holidays	P
Benefits	Holidays	P
Benefits	Hours	P
Benefits	Hours	P
Benefits	Hours	P
Environment	Job Security	P
Environment	Job Security	P
Environment	Job Security	P
Environment	Other	P
Environment	Other	P
Environment	Education	P
Environment	Education	P
Environment	Education	P
Environment	Staff	P
Environment	Staff	P
Environment	Staff	P
Environment	Staff	P
Environment	Staff	P
Environment	Staff	P
Environment	Staff	P
Environment	Staff	P
Environment	Staff	P
Environment	Staff	P
Environment	Staff	P
Environment	Staff	P
Environment	Staff	P
Environment	Staff	P
Management	General	P
Environment	Tools and Equipment	P
Benefits	Retirement	P
Benefits	Retirement	P
Benefits	Retirement	P
Benefits	Pay	P
Benefits	Hours	P
Benefits	Leave	P
Benefits	Leave	P
Benefits	Leave	P
Benefits	Leave	P
Environment	Students	P
Environment	Students	P
Environment	Students	N
Environment	Students	P
Environment	Students	P
Environment	Students	P
Environment	Teamwork	P
Benefits	Training	P
Benefits	Tuition	P
Benefits	Tuition	P

Environment	Teamwork	P
Environment	Teamwork	P
Environment	Teamwork	P
Environment	Teamwork	P
Environment	Teamwork	P
Environment	Teamwork	P
Environment	Teamwork	P
Environment	Teamwork	P
Environment	Teamwork	P
Environment	Teamwork	P
Environment	Teamwork	P
Environment	Teamwork	P
Environment	Teamwork	P
Environment	Teamwork	P
Environment	Teamwork	P
Environment	Teamwork	P
Environment	Teamwork	P
Environment	Teamwork	P
Environment	Teamwork	P
Environment	Teamwork	P
Environment	Teamwork	P
Environment	Teamwork	P
Environment	Teamwork	P
Environment	Teamwork	P
Environment	Teamwork	N
Environment	Teamwork	N
Environment	Teamwork	P
Environment	Teamwork	P
Environment	Teamwork	P
Management	General	P
Management	Respect	M
Management	Communication	M
Management	General	P
Management	General	N
Management	General	M
Management	General	N
Management	Empowerment	P
Management	General	N
Management	Respect	M
Management	General	P
Environment	Tools and Equipment	N
Management	General	P
Management	General	P
Management	General	M
Management	General	N
Management	General	M
Management	General	M
Management	General	M
Management	General	M
Management	Communication	M

Management	Communication	P
Management	Communication	P
Management	Communication	P
Management	Empowerment	P
Management	Fairness	M
Management	Respect	P
Management	General	P
Management	Empowerment	P
Management	General	P
Management	Communication	P
Management	Communication	P
Management	General	P
Management	Empowerment	P
Management	Respect	P
Management	General	P
Management	General	P
Management	General	P
Management	Respect	P
Management	General	P
Management	General	P
Management	Communication	P
Management	Fairness	P
Management	General	P
Management	General	P
Management	Empowerment	P
Management	General	P
Management	Communication	P
Management	General	P
Management	General	M
Management	General	M
Management	Communication	M
Management	Morale	M
Environment	Pride	M
Environment	Pride	M
Benefits	Leave	M
Management	Empowerment	M
Benefits	Flextime	M
Benefits	Pay	M
Benefits	Parking	M
Environment	Morale	M
Environment	Morale	M
Management	Fairness	M
Benefits	Pay	M
Management	Fairness	M
Management	General	M

Management	General	M
Management	Fairness	M
Management	General	M
Benefits	Pay	M
Environment	Office	M
Management	General	M
Management	General	M
Management	General	M
Benefits	Training	M
Benefits	Parking	M
Benefits	Pay	M
Management	Fairness	M
Benefits	Pay	M
Benefits	Pay	M
Management	Respect	M
Management	Morale	M
Benefits	Pay	M
Benefits	Flexitime	M
Benefits	Pay	M
Management	Communication	M
Environment	Tools and Equipment	M
Management	Communication	M
Management	General	M
Management	General	M
Management	Transparency	M
Benefits	Pay	M
Management	General	M
Management	General	M
Benefits	Child Care	M
Benefits	Gym	M
Benefits	Flexitime	M
Benefits	Pay	M
Management	Empowerment	M
Workload	Contractors	M
Management	General	M
Environment	Office	M
Benefits	Pay	M
Management	General	M
Management	General	M
Environment	Teamwork	M
Environment	Teamwork	M
Management	General	M
Management	General	M
Management	Fairness	M
Management	General	M
Management	Recognition	M
Environment	Tools and Equipment	M

Management	Budgeting	M
Benefits	Pay	M
Management	Communication	M
Benefits	Leave	M
Environment	General	N
Management	General	P
Benefits	Pay	M
Benefits	Training	M
Management	General	M
Management	General	M
Benefits	Pay	M
Benefits	Pay	M
Benefits	General	M
Environment	Pride	M
Management	Education	M
Benefits	Parking	M
Management	General	M
Management	General	M
Benefits	Parking	M
Benefits	Flextime	M
Environment	Safety	M
Environment	Staff	M
Benefits	Pay	M
Benefits	Pay	M
Management	General	M
		M
Management	Fairness	M
Management	General	M
Management	Athletics	M
Environment	Teamwork	M
Benefits	Parking	M
Management	General	M
Environment	Teamwork	M
Benefits	Parking	M
Benefits	Parking	M
Benefits	Pay	M
Environment	Pride	M
Environment	Tools and Equipment	M
Benefits	Training	M
Management	Transparency	M
Management	Transparency	M
Management	Recognition	M
Management	General	M
Management	General	M
Management	Micromanaging	M
Management	General	M
Management	General	N

Benefits	Pay	M
Benefits	Parking	M
Benefits	Pay	M
Benefits	Pay	M
Management	General	M
Management	Respect	M
Benefits	Training	M
Benefits	Insurance	M
Benefits	Pay	M
Benefits	Tuition	M
Workload	Contractors	M
Management	General	M
Management	General	M
Benefits	Pay	M
Environment	Office	M
Management	Empowerment	M
Management	Recognition	M
Management	Fairness	M
Workload	Productivity	M
Management	Fairness	M
Benefits	Pay	M
Management	Recognition	M
Management	General	M
Management	General	M
Management	Education	M
Benefits	Pay	M
Management	General	M
Benefits	Leave	M
Management	General	M
Benefits	Insurance	M
Management	General	M
Management	General	M
Management	General	M
Benefits	Merchandise Discounts	M
Benefits	Merchandise Discounts	M
Management	Empowerment	M
Benefits	Pay	M
Environment	Diversity	M
Management	Transparency	M
Management	Fairness	M
Environment	Office	M
Management	Education	P
Benefits	Promotion	P
Environment	Teamwork	P
Benefits	Leave	P
		P

Benefits	Tuition	P
Management	General	P
Management	General	P
Management	General	P
Management	General	P
Management	Marketing	P
Management	General	P
Management	Athletics	P
Environment	Campus	P
Benefits	General	P
Benefits	General	P
Benefits	General	P
Benefits	General	P
Benefits	General	P
Benefits	General	P
Environment	Community	P
Environment	Community	P
Management	Respect	P
Environment	Community	P
		P
		P
Management	General	P
Management	General	P
Management	General	P
Management	Communication	P
Management	Communication	P
Management	Communication	P
Environment	Community	P
Management	General	M
Management	General	P
Management	Customer Service	P
Environment	Diversity	P
Workload	Productivity	P
Management	Education	P
Environment	Staff	P
Management	Communication	M
Benefits	Flextime	P
Benefits	Flextime	P
Benefits	Tuition	P
Benefits	Tuition	P
Environment	Morale	P
Workload	Productivity	M
Management	Morale	P
Benefits	Leave	P
Benefits	General	P
Benefits	Leave	P

Management	Education	P
Benefits	General	P
Environment	Campus	P
Environment	Campus	P
Benefits	General	P
Management	Empowerment	P
Management	Education	P
Benefits	Tuition	P
Management	Education	P
Management	Empowerment	P
Management	General	M
Benefits	General	P
Environment	Tools and Equipment	P
Management	General	P
Benefits	Leave	P
Management	Empowerment	M
Management	Marketing	M
Management	General	M
Management	Recognition	P
Benefits	Hours	M
Management	General	P
Benefits	General	P
Environment	Campus	P
Environment	Pride	P
Environment	Campus	P
Environment	Community	P
Environment	Diversity	P
Management	Respect	P
Environment	Pride	P
		P
Management	General	N
Benefits	Tuition	P
Benefits	Promotion	P
Benefits	Pay	P
Benefits	General	P
Management	Communication	P
Workload	Productivity	P
Management	Education	P
Management	Education	P
Benefits	Gym	P
Management	Education	P
Benefits	General	P
Benefits	Job Security	P
Benefits	General	P
Management	Education	P
Management	General	P

		P
Benefits	Job Security	P
Environment	Campus	P
Management	Budgeting	P
Management	General	M
Management	General	M
Management	General	M
Management	General	M
Benefits	General	P
Benefits	General	P
Environment	Teamwork	P
Environment	Pride	P
Environment	Community	P
Management	Education	P
Management	Education	P
Environment	Morale	P
Management	Education	P
Benefits	Leave	P
Benefits	Training	P
Benefits	Tuition	P
Benefits	Leave	P
Benefits	Training	P
Benefits	Tuition	P
Management	Respect	P
Benefits	General	P
Management	General	M
Environment	Staff	P
Benefits	General	P
Environment	Campus	P

employees?

Management	Communication	M
Management	Communication	P
Management	Communication	P
Management	Communication	M
Management	Communication	M
Management	Communication	M
Management	Communication	M
Management	Communication	M
Management	Communication	P
Management	Communication	M
Management	Communication	M
Management	Communication	P
Management	Communication	P

PRIOR TO COMMUNICATING TO MASS. GATHER FACTS!

Management	Communication	P
Management	Communication	P
Management	Communication	M

Management Communication M

Management Communication M

Management Communication M

Management Communication M

Management Communication M

Management Communication M

Management Communication M

Management Communication M

Management Communication M

Management Communication M

being discussed.

Management Communication M

Management Communication M

Management Communication P

Management Communication P

Management Communication N

Management Communication P

Management Communication P

Management Communication P

Management Communication N

Management Communication N

Management Communication N

Management Communication N

Management Transparency M

Management Communication M

Management Communication P

Management Communication P

Management Communication M

Management Communication M

Management Communication M

Management Communication N

Management Communication M

Management Communication M

Management Communication M

Management Communication P

Management Communication P

Management Communication P

Management	Communication	P
Management	Communication	P
Management	Communication	P
Management	Communication	P
Management	Communication	P
Management	Communication	P
Management	Communication	P
Management	Communication	P
Management	Communication	P
Management	Communication	P

Management	Communication	N
Management	Communication	P
Management	Communication	P

need it

Management	Communication	P
Management	Communication	P

Management	Communication	P
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Management	Communication	P
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Management	Communication	P
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Management	Communication	P
Management	Communication	P

Management	Communication	P
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it look like?

Workload	Amount	M
Environment	Staff	M
Workload	Amount	N
Management	Morale	N
Environment	Teamwork	N
Environment	Office	N
Environment	Tools and Equipment	N
Management	Leadership	N
Environment	Morale	N
Workload	Productivity	N
Management	General	N
Management	General	N
Environment	Tools and Equipment	N
Environment	Teamwork	M
Management	Respect	M
Benefits	Flexitime	M
Environment	Teamwork	M
Workload	Amount	N

Environment	Office	M
Management	Recognition	M
Environment	Tools and Equipment	N
Management	Leadership	M
Environment	Office	M
Management	General	M
Environment	Morale	M
Environment	Morale	M
Benefits	Pay	M
Benefits	Pay	M
Environment	Tools and Equipment	M
Management	General	M
Management	Communication	M
Management	General	M
Environment	Morale	N
Benefits	Training	N
Benefits	Flextime	M
Environment	Tools and Equipment	M
Workload	Amount	M
Environment	Tools and Equipment	M
Environment	Morale	N
Management	General	M
Environment	Office	M
Environment	Tools and Equipment	M
Environment	Office	M
Management	Leadership	M
Management	General	M
Management	General	P
Management	General	M
Environment	Office	M
Benefits	Training	M
Benefits	Pay	M
Environment	Tools and Equipment	M
Management	General	M
Management	Fairness	M
Management	Leadership	M
Environment	Morale	N
Management	General	M
Management	Morale	M
Environment	Tools and Equipment	M
Environment	Teamwork	M
Workload	Amount	M
Benefits	Pay	M
Management	General	M

Benefits	Promotion	M
Management	General	M
Management	Leadership	M
Environment	Morale	M
Environment	Tools and Equipment	M
Workload	Productivity	M
Environment	Office	M
Benefits	Pay	M
Environment	Tools and Equipment	M
Management	Leadership	P
Environment	Morale	M
Environment	Staff	P
Environment	Office	M
Environment	Tools and Equipment	M
Environment	General	M
		N
Management	Communication	M
Benefits	Pay	M
Workload	Amount	M
Management	General	M
Management	General	M
Environment	Morale	P
Environment	Tools and Equipment	M
Environment	Office	M
Management	Education	M
Environment	Morale	M
Environment	Office	M
Benefits	Training	M
Workload	Amount	M
Benefits	Retirement	N
Benefits	Retirement	N
Workload	Productivity	M
Workload	Diversity	M
Management	General	P
Management	General	P
Environment	Morale	N
Environment	Morale	M
Environment	Morale	P
Benefits	Promotion	M
Management	General	P
Environment	Morale	P
Environment	Office	M
Management	Recognition	M
Environment	Teamwork	M

	Environment	Morale	M
	Management	Leadership	M
	Benefits	Pay	M
	Management	Respect	M
	Environment	Morale	M
	Benefits	Training	M
	Environment	Morale	M
	Environment	Office	M
	Environment	Tools and Equipment	M
	Environment	Office	M
	Benefits	Pay	M
	Environment	Office	M
	Management	General	M
	Environment	Office	M
	Benefits	Training	M
	Management	General	M
	Management	Empowerment	M
	Workload	Productivity	P
AMS)	Management	General	M
	Benefits	Retirement	N
	Environment	Morale	P
	Benefits	Pay	P
	Benefits	Promotion	P
	Environment	Staff	P
	Benefits	Tuition	P
	Environment	Tools and Equipment	P
	Environment	Community	P
	Workload	Productivity	P
	Management	Morale	P
	Management	General	P
	Benefits	Promotion	P
	Benefits	Pay	P
	Workload	Amount	P
	Environment	Campus	P
	Environment	Morale	P
	Environment	Teamwork	P
	Workload	Contractors	N
	Benefits	Promotion	P
	Environment	Morale	P
	Workload	Type	P
	Benefits	Promotion	P
	Benefits	Pay	M
	Benefits	Training	M
	Management	Leadership	M

Workload	Productivity	P
		N
Environment	Teamwork	M
Management	Leadership	N
Workload	Productivity	N
Management	General	N
Workload	Productivity	N
Workload	Productivity	M
Management	General	M
Workload	Productivity	M
Management	General	M
Management	Leadership	N
		N
		M
Benefits	Pay	M
Management	Morale	N
Workload	Productivity	N
Management	Education	N
Management	Morale	M
Benefits	Pay	M
Benefits	Tuition	P
Benefits	Tuition	P
Workload	Type	P
Management	Morale	P
		P
Environment	Morale	P
Management	General	P
Management	Education	P
Benefits	Pay	M
Workload	Amount	M
Management	Education	M
Benefits	Tuition	P
Management	Recognition	M
Management	General	M
Management	General	M
Benefits	Pay	M
Management	Morale	M
Management	Budgeting	M
Management	Micromanaging	M
Management	General	M
Management	Leadership	N
Benefits	Promotion	P

Environment	Teamwork	P
Management	General	M
Management	Customer Service	P
Benefits	Training	N
Management	Fairness	M
Management	Budgeting	M
Environment	Campus	P
Benefits	Promotion	P
Benefits	Pay	P
Environment	Morale	P
Benefits	Retirement	P
Benefits	Promotion	P
Benefits	Pay	P
Environment	Tools and Equipment	M
Management	Education	M
Management	Athletics	M
Environment	Morale	N
Management	Fairness	N
Environment	Teamwork	N
Environment	Morale	P
Benefits	Job Security	P
o work.		P
Benefits	Promotion	M
Benefits	Tuition	P
Benefits	Promotion	P
Workload	Productivity	N
ected cost. Department success is spreading the knowle		P
Management	Customer Service	P
Environment	Staff	P
Benefits	Pay	P
Management	Athletics	P
Management	Empowerment	P
Environment	Morale	P
Workload	Type	P
Environment	Morale	M
Benefits	Retirement	N
Benefits	Retirement	N
Management	Empowerment	M
Benefits	Training	P
Benefits	Promotion	P
Environment	Community	M
Benefits	Pay	M
Workload	Productivity	M
Environment	Morale	P
Management	General	M
Management	Education	M

Workload	Productivity	M
Environment	Morale	M
Management	Recognition	M
		N
Management	Education	P
Management	Education	P
Benefits	Pay	M
Benefits	Promotion	M
That have roofs That don't leak and aren't bug infested. 5		P
Benefits	Promotion	P
Management	General	M
Environment	Teamwork	P
Management	Education	P
Environment	General	P
Management	Customer Service	P
Environment	General	P
Management	Education	P
Management	Marketing	P
Environment	Morale	P
Benefits	Promotion	P
Benefits	Promotion	P
Benefits	Promotion	M
Benefits	Pay	M
Management	Leadership	M
Environment	Morale	P
Environment	Morale	P
Management	Fairness	M
Workload	Type	P
Benefits	Promotion	P
Benefits	Training	P
Environment	Teamwork	P
Management	Education	P
Management	Marketing	P
Environment	Teamwork	P
Management	General	P
Workload	Amount	M
Environment	General	P
Environment	Campus	P
Environment	Morale	P
Environment	General	P
Management	Leadership	M
Benefits	Job Security	M
Environment	General	P
Environment	General	M
Management	Leadership	M
Environment	Tools and Equipment	P

Environment	Teamwork	P
Workload	Productivity	P
Management	Empowerment	P
Management	General	M
Management	Fairness	M

Category: Sub-category

Workload: Amount
Environment: Tools and Equipment
Benefits: Pay
Benefits: Pay
Management: General
Management: General
Environment: Morale
Management: Micromanaging
Management: Fairness
Workload: Amount
Benefits: Pay
Benefits: Other
Environment: Office
Benefits: Dress down
Benefits: Pay
Management: Transparency
Benefits: Dress down
Environment: Morale
Management: Recognition
Management: Recognition
Management: Empowerment
Benefits: Promotion
Management: Respect
Management: Leadership
Benefits: Parking
Benefits: Pay
Management: Recognition
Benefits: Pay
Management: General
Management: Morale
Environment: Morale
Management: Transparency
Environment: Staff
Benefits: Promotion
Workload: Diversity
Workload: Contractors
Workload: Contractors
Workload: Contractors
Workload: Contractors
Environment: Morale
Management: Communication
Environment: Morale

Environment: Morale
Environment: Teamwork
Environment: Teamwork
Benefits: Training
Management: Fairness
Environment: Morale
Benefits: Flextime
Benefits: Flextime
Benefits: Flextime
Benefits: Flextime
Benefits: Flextime
Management: Flexibility
Management: Respect
Management: Flexibility
Management: Respect
Benefits: Flextime
Benefits: Flextime
Benefits: Flextime
Benefits: Flextime
Benefits: Dress down
Benefits: Flextime
Benefits: Insurance
Benefits: Flextime
Management: Fairness
Benefits: Pay
Benefits: Child Care
Benefits: Gym
Benefits: Parking
Benefits: Parking
Benefits: Merchandise Discounts
Benefits: Pay
Environment: Teamwork
Management: Empowerment
Environment: Tools and Equipment
Management: Communication
Environment: Morale
Environment: Morale
Environment: Morale
Benefits: Dress down
Benefits: Pay
Environment: Tools and Equipment
Environment: Office
Environment: Office
Environment: Tools and Equipment
Management: Communication
Environment: Office
Environment: Office

Environment: Other
Environment: Morale
Environment: Morale
Environment: Morale
Benefits: Flextime
Environment: Morale
Environment: Morale
Benefits: Dress down
Management: Fairness
Management: Respect
Benefits: Pay
Management: Recognition
Environment: Morale
Environment: Morale
Environment: Morale
Environment: Morale
Management: Morale
Environment: Morale
Management: Micromanaging
Benefits: Flextime
Benefits: Training
Management: Micromanaging
Benefits: Pay
Benefits: Pay
Environment: Teamwork
Benefits: Pay
Benefits: Dress down
Management: Empowerment
Benefits: Flextime
Benefits: Pay
Environment: Teamwork
Workload: Amount
Workload: Amount
Benefits: Pay
Benefits: Pay
Benefits: Pay
Benefits: Pay
Benefits: Pay
Environment: Morale
Environment: Morale
Workload: Productivity
Environment: Morale
Benefits: Training
Benefits: Pay
Environment: Teamwork
Benefits: Flextime
Management: General

Environment: Teamwork
Environment: Staff
Benefits: Free food or drinks
Management: Recognition
Environment: Morale
Benefits: Flextime
Management: Recognition
Management: Communication
Benefits: Flextime
Management: Recognition
Environment: Morale
Benefits: Pay
Benefits: Pay
Benefits: Pay
Management: Recognition
Management: Recognition
Management: Recognition
Management: General
Management: Respect
Management: Respect
Management: Recognition
Management: Respect
Benefits: Pay
Benefits: Insurance
Environment: Morale
:
Benefits: Flextime
Environment: Teamwork
Environment: Teamwork
Management: Fairness
Benefits: Promotion
Benefits: Training
Benefits: Job Security
Environment: Teamwork
Benefits: Flextime
Management: Empowerment
Management: Respect
Benefits: Job Security
Benefits: Dress down
Environment: Office
Management: General
:
Benefits: Flextime
Benefits: Flextime
Environment: Teamwork
:
Management: Fairness

Management: Empowerment
Management: Leadership
Environment: Morale
Environment: Morale
Environment: Morale
Environment: Morale
Environment: Morale
Benefits: Free food or drinks
Workload: Productivity
Management: Empowerment

Environment: Morale
Management: Micromanaging
Environment: Morale
Environment: Morale
Management: Fairness
Management: Respect
Environment: Teamwork
Environment: Morale
Environment: Morale
Management: Communication
Management: Communication
Management: Leadership
Benefits: Pay
Environment: Morale
Environment: Morale
Environment: Morale
Environment: Morale
Environment: Morale
Benefits: Parking
Benefits: Parking
Benefits: Pay
Benefits: Pay
Benefits: Dress down
Workload: Challenge
Environment: Office
Workload: Challenge
Environment: Office
Management: Fairness
Environment: Morale
Workload: Type
Environment: Teamwork
Environment: Morale
Benefits: Flextime
Benefits: Flextime
Benefits: Flextime

Benefits: Flextime
Benefits: Flextime
Benefits: Flextime
Benefits: Flextime
Benefits: Flextime
Benefits: Flextime
Benefits: Free food or drinks
Benefits: Free food or drinks
Benefits: Insurance
Management: General
Benefits: Flextime
Environment: Office
Environment: Tools and Equipment
Benefits: Pay
Management: Respect
Environment: Morale
Environment: Morale
Environment: Morale
Environment: Morale
Environment: Morale
Environment: Morale
Environment: Morale
Environment: Teamwork

Management: Respect
Environment: Morale
Management: Empowerment
Environment: Staff
Environment: Morale
Management: Respect
Workload: Diversity
Workload: Type
Environment: Morale
Management: Recognition
Environment: Morale
Management: Fairness
Management: Recognition
Environment: Teamwork
Environment: Teamwork
Management: Recognition
Management: Micromanaging
Management: General
Benefits: Dress down
Benefits: Parking
Environment: Morale
Benefits: Pay
Benefits: Pay

Benefits: Pay
Benefits: Flextime
Benefits: Flextime
Benefits: Pay
Benefits: Pay
Environment: Teamwork
Workload: Challenge
Workload: Challenge
Environment: Morale
:
Benefits: Flextime
Environment: Morale
Environment: Morale
Benefits: Pay
Environment: Morale
Management: General
Management: Fairness
Management: Empowerment
Environment: Morale
Environment: Morale
Benefits: Flextime
Management: Recognition
Management: Recognition
Environment: Morale
Benefits: Pay
Management: Recognition
Management: Recognition
Benefits: Insurance
Benefits: Parking

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Environment: Morale
Management: Micromanaging
Management: Fairness
Environment: Morale
Management: Recognition
Environment: Safety
Management: Respect
Benefits: Pay
Environment: Teamwork
Environment: Tools and Equipment
Environment: Morale
Environment: Morale
Environment: Other
Environment: Teamwork
Management: Fairness
Management: General

Environment: Morale

Benefits: Flextime

Environment: Teamwork

Management: General

Benefits: Flextime

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Benefits: Gym

Management: Budgeting

Management: Budgeting

Environment: Morale

Environment: Morale

Benefits: Dress down

Management: Communication

Management: Communication

Management: Communication

Management: Communication

Management: Communication

Management: Empowerment

Management: Communication

Management: Morale

Management: Communication

Management: Communication

Environment: Tools and Equipment

Environment: Tools and Equipment

Environment: Tools and Equipment

Environment: Tools and Equipment

Environment: Teamwork

Benefits: Flextime

Benefits: Flextime

Benefits: Flextime

Benefits: Flextime

Benefits: Flextime

Benefits: Flextime

Benefits: Flextime

Benefits: Flextime

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Benefits: Flextime

Benefits: Flextime

Benefits: Flextime
Management: Leadership
Management: General
Management: General
Management: General
Workload: Amount
Management: General
Environment: Tools and Equipment
Environment: Tools and Equipment
Environment: Tools and Equipment
Environment: Tools and Equipment
Management: General
Management: General
Benefits: Job Security
Management: General
Management: General
Management: General
Management: General
Management: Recognition
Management: Communication
Management: General
Management: Leadership
Management: General
Management: General
Management: Fairness
Management: General
Management: Recognition
Management: Fairness
Management: General
Management: Recognition
Environment: Teamwork
Environment: Tools and Equipment

Management: General
Management: Micromanaging
Management: General
Management: Respect
Management: General
Management: General
Management: General
Management: General
Management: Fairness
Management: General
Management: Fairness
Management: Fairness
Management: Fairness
Management: General
Management: General

Management: General
Benefits: Pay
Environment: Morale
Environment: Morale
Environment: Morale
Environment: Morale
Environment: Morale
Environment: Morale
Environment: Morale
Environment: Morale
Workload: Productivity
Management: General
Management: General
Management: General
Environment: Office
Environment: Office
Environment: Office
Environment: Office
Environment: Office
Environment: Office
Environment: Office
Environment: Office
Management: General
Environment: Office
Environment: Office
Benefits: Parking
Benefits: Parking
Environment: Morale
Benefits: Other
Benefits: Pay
Benefits: Pay
Management: Fairness
Benefits: Pay
Benefits: Pay
Benefits: Pay
Benefits: Pay
Benefits: Pay
Benefits: Insurance
Benefits: Pay
Workload: Amount
Benefits: Leave
Environment: Teamwork
Environment: Teamwork
Benefits: Training
Benefits: Training
Benefits: Training
Benefits: Training
Benefits: Training

Benefits: General
Benefits: General
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Benefits: General
Benefits: General
Benefits: General
Benefits: Tuition
Benefits: General
Benefits: General
Benefits: General
Benefits: General
Benefits: General
Benefits: Insurance
Benefits: General
Environment: Morale
Benefits: General
Benefits: General
Benefits: General
Benefits: General
Benefits: General
Benefits: General
Benefits: General
Benefits: General
Benefits: Leave
Benefits: General
Management: Budgeting
Workload: Type
Environment: Teamwork
Workload: Type
Environment: Community
Environment: Community
Environment: Community
Environment: Community
Environment: Pride
Environment: Community
Environment: Community
Environment: Community
Environment: Community
Environment: Staff
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Environment: Staff
Environment: Staff
Workload: Challenge
Workload: Diversity
Workload: Challenge
Workload: Diversity
Workload: Diversity
Workload: Diversity
Benefits: Tuition
Environment: Education
Environment: Education
Environment: Job Security
Environment: General
Environment: Campus
Environment: Campus
Environment: Campus
Environment: Campus
Environment: General
Environment: Campus
Environment: General
Environment: General
Environment: Education
Environment: Campus
Management: Flexibility
Management: Flexibility
Management: Flexibility
Benefits: Flextime
Benefits: Holidays
Benefits: Holidays

Benefits: Holidays
Benefits: Holidays
Benefits: Hours
Benefits: Hours
Benefits: Hours
Environment: Job Security
Environment: Job Security
Environment: Job Security
Environment: Other
Environment: Other
Environment: Education
Environment: Education
Environment: Education
Environment: Staff
Environment: Staff
Environment: Staff
Environment: Staff
Environment: Staff
Environment: Staff
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Environment: Staff
Environment: Staff
Environment: Staff
Management: General
Environment: Tools and Equipment
Benefits: Retirement
Benefits: Retirement
Benefits: Retirement
Benefits: Pay
Benefits: Hours
Benefits: Leave
Benefits: Leave
Benefits: Leave
Benefits: Leave
Environment: Students
Environment: Students
Environment: Students
Environment: Students
Environment: Students
Environment: Students
Environment: Teamwork
Benefits: Training
Benefits: Tuition
Benefits: Tuition

Benefits: Tuition

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Benefits: Tuition

Benefits: Tuition

Benefits: Tuition

Benefits: Tuition

Environment: Tools and Equipment

Environment: Tools and Equipment

Benefits: Holidays

Workload: Diversity

Management: Micromanaging

Workload: Type

Benefits: Hours

Workload: Type

Environment: Education

Environment: General

Environment: Teamwork

Management: Recognition

Workload: Amount

Workload: Challenge

Workload: Type

Workload: Type

Environment: General

Benefits: Hours

Workload: Type

Workload: Type

Environment: General

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Environment: Teamwork

Environment: Teamwork

Environment: Teamwork

Environment: Teamwork

Environment: Teamwork

Environment: Teamwork

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Environment: Teamwork

Management: Communication
Management: Communication
Management: Communication
Management: Empowerment
Management: Fairness
Management: Respect
Management: General
Management: Empowerment
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Management: Respect
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Management: Respect
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Management: Communication
Management: Fairness
Management: General
Management: General
Management: Empowerment
Management: General
Management: Communication
Management: General
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Management: General
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Management: General
Management: Communication
Management: Morale
Environment: Pride
Environment: Pride
Benefits: Leave
Management: Empowerment
Benefits: Flextime
Benefits: Pay
Benefits: Parking
Environment: Morale
Environment: Morale
Management: Fairness
Benefits: Pay
Management: Fairness
Management: General

Management: General
Management: Fairness
Management: General
Benefits: Pay
Environment: Office
Management: General
Management: General
Management: General
Benefits: Training
Benefits: Parking
Benefits: Pay
Management: Fairness
Benefits: Pay
Benefits: Pay
Management: Respect
Management: Morale
Benefits: Pay
Benefits: Flextime
Benefits: Pay
Management: Communication
Environment: Tools and Equipment
Management: Communication
Management: General
Management: General
Management: Transparency
Benefits: Pay
Management: General
Management: General
Benefits: Child Care
Benefits: Gym
Benefits: Flextime
Benefits: Pay
Management: Empowerment
Workload: Contractors
Management: General
Environment: Office
Benefits: Pay
Management: General
Management: General
Environment: Teamwork
Environment: Teamwork
Management: General
Management: General
Management: Fairness
Management: General
Management: Recognition
Environment: Tools and Equipment

Management: Budgeting
Benefits: Pay
Management: Communication
Benefits: Leave
Environment: General
Management: General
Benefits: Pay
Benefits: Training
Management: General
Management: General

Benefits: Pay
Benefits: General
Environment: Pride
Management: Education
Benefits: Parking
Management: General
Management: General
Benefits: Parking
Benefits: Flextime
Environment: Safety
Environment: Staff
Benefits: Pay
Benefits: Pay
Management: General

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Management: Fairness
Management: General
Management: Athletics
Environment: Teamwork
Benefits: Parking
Management: General
Environment: Teamwork
Benefits: Parking
Benefits: Parking
Benefits: Pay
Environment: Pride
Environment: Tools and Equipment
Benefits: Training
Management: Transparency
Management: Transparency
Management: Recognition
Management: General
Management: General
Management: Micromanaging
Management: General
Management: General

Benefits: Pay
Benefits: Parking
Benefits: Pay
Benefits: Pay
Management: General
Management: Respect
Benefits: Training
Benefits: Insurance
Benefits: Pay
Benefits: Tuition
Workload: Contractors
Management: General
Management: General
Benefits: Pay
Environment: Office
Management: Empowerment
Management: Recognition
Management: Fairness
Workload: Productivity
Management: Fairness
Benefits: Pay
Management: Recognition
Management: General
Management: General
Management: Education
Benefits: Pay
Management: General
Benefits: Leave
Management: General
Benefits: Insurance
Management: General
Management: General
Management: General
Benefits: Merchandise Discounts
Benefits: Merchandise Discounts
Management: Empowerment
Benefits: Pay
Environment: Diversity
Management: Transparency
Management: Fairness
Environment: Office
:
Management: Education
Benefits: Promotion
Environment: Teamwork
Benefits: Leave
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Benefits: Tuition
Management: General
Management: General
Management: General
Management: General
Management: Marketing
Management: General
Management: Athletics
Environment: Campus
Benefits: General
Benefits: General
Benefits: General
Benefits: General
Benefits: General
Environment: Community
Environment: Community
Management: Respect
Environment: Community
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Management: General
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Management: Communication
Management: Communication
Management: Communication
Environment: Community
Management: General
Management: General
Management: Customer Service
Environment: Diversity
Workload: Productivity
:
Management: Education
Environment: Staff
Management: Communication
Benefits: Flextime
Benefits: Flextime
Benefits: Tuition
Benefits: Tuition
Environment: Morale
Workload: Productivity
Management: Morale
Benefits: Leave
Benefits: General
Benefits: Leave

Management: Education
Benefits: General

Environment: Campus
Benefits: General
Management: Empowerment

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Management: Education
Benefits: Tuition
Management: Education
Management: Empowerment
Management: General
Benefits: General
Environment: Tools and Equipment
Management: General
Benefits: Leave
Management: Empowerment
Management: Marketing
Management: General
Management: Recognition
Benefits: Hours
Management: General
Benefits: General
Environment: Campus
Environment: Pride
Environment: Campus
Environment: Community
Environment: Diversity
Management: Respect
Environment: Pride

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Management: General
Benefits: Tuition
Benefits: Promotion
Benefits: Pay
Benefits: General
Management: Communication
Workload: Productivity
Management: Education
Management: Education
Benefits: Gym
Management: Education
Benefits: General
Benefits: Job Security
Benefits: General
Management: Education
Management: General

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Benefits: Job Security
Environment: Campus
Management: Budgeting
Management: General
Management: General
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Management: General
Benefits: General
Benefits: General
Environment: Teamwork
Environment: Pride
Environment: Community
Management: Education
Management: Education
Environment: Morale
Management: Education
Benefits: Leave
Benefits: Training
Benefits: Tuition
Benefits: Leave
Benefits: Training
Benefits: Tuition
Management: Respect
Benefits: General
Management: General
Environment: Staff
Benefits: General
Environment: Campus

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Benefits: Pay
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Management: Fairness
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Management: Communication
Environment: Safety
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Management: Communication

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Workload: Amount

Environment: Staff

Workload: Amount

Management: Morale

Environment: Teamwork

Environment: Office

Environment: Tools and Equipment

Management: Leadership

Environment: Morale

Workload: Productivity

Management: General

Management: General

Environment: Tools and Equipment

Environment: Teamwork

Management: Respect

Benefits: Flextime

Environment: Teamwork

Workload: Amount

Environment: Office
Management: Recognition
Environment: Tools and Equipment
Management: Leadership
Environment: Office
Management: General
Environment: Morale
Environment: Morale
Benefits: Pay
Benefits: Pay
Environment: Tools and Equipment
Management: General
Management: Communication
Management: General
Environment: Morale
:
Benefits: Training
Benefits: Flextime
Environment: Tools and Equipment
Workload: Amount
Environment: Tools and Equipment
Environment: Morale
Management: General
Environment: Office

Environment: Office
Management: Leadership
:
Management: General
Management: General
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Management: General
Environment: Office
Benefits: Training
Benefits: Pay
Environment: Tools and Equipment
Management: General
Management: Fairness
Management: Leadership
Environment: Morale
Management: General
Management: Morale
Environment: Tools and Equipment
Environment: Teamwork
Workload: Amount
Benefits: Pay
Management: General

Benefits: Promotion
Management: General
Management: Leadership
Environment: Morale
Environment: Tools and Equipment
Workload: Productivity
Environment: Office
Benefits: Pay
Environment: Tools and Equipment
Management: Leadership
Environment: Morale
Environment: Staff
Environment: Office
Environment: Tools and Equipment
Environment: General

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Management: Communication
Benefits: Pay
Workload: Amount
Management: General
Management: General
Environment: Morale
Environment: Tools and Equipment
Environment: Office
Management: Education
Environment: Morale
Environment: Office
Benefits: Training
Workload: Amount
Benefits: Retirement
Benefits: Retirement

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Workload: Productivity
Workload: Diversity

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Management: General
Management: General
Environment: Morale
Environment: Morale

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Environment: Morale
Benefits: Promotion
Management: General
Environment: Morale
Environment: Office
Management: Recognition
Environment: Teamwork

Environment: Morale
Management: Leadership
Benefits: Pay
Management: Respect
Environment: Morale
Benefits: Training
Environment: Morale
Environment: Office
Environment: Tools and Equipment
Environment: Office
Benefits: Pay
Environment: Office
Management: General
Environment: Office
Benefits: Training
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Management: General
:
Management: Empowerment
Workload: Productivity
:
Management: General
Benefits: Retirement
Environment: Morale
Benefits: Pay
Benefits: Promotion
Environment: Staff
Benefits: Tuition
Environment: Tools and Equipment
Environment: Community
Workload: Productivity
Management: Morale
Management: General
Benefits: Promotion
Benefits: Pay
Workload: Amount
Environment: Campus
Environment: Morale
Environment: Teamwork
Workload: Contractors
Benefits: Promotion
Environment: Morale
Workload: Type
Benefits: Promotion
Benefits: Pay
Benefits: Training
Management: Leadership

Workload: Productivity

:
:
:

Environment: Teamwork

Management: Leadership

Workload: Productivity

Management: General

Workload: Productivity

:
:

Workload: Productivity

Management: General

Workload: Productivity

Management: General

Management: Leadership

:
:

Benefits: Pay

Management: Morale

Workload: Productivity

Management: Education

Management: Morale

Benefits: Pay

Benefits: Tuition

Benefits: Tuition

Workload: Type

Management: Morale

:
:

Environment: Morale

Management: General

Management: Education

Benefits: Pay

Workload: Amount

Management: Education

Benefits: Tuition

Management: Recognition

Management: General

:

Management: General

Benefits: Pay

Management: Morale

Management: Budgeting

Management: Micromanaging

Management: General

Management: Leadership

Benefits: Promotion

Environment: Teamwork
Management: General
Management: Customer Service
Benefits: Training

Management: Budgeting
Environment: Campus
Benefits: Promotion
Benefits: Pay
Environment: Morale
Benefits: Retirement
Benefits: Promotion
Benefits: Pay
Environment: Tools and Equipment
Management: Education
Management: Athletics
Environment: Morale
Management: Fairness
Environment: Teamwork
Environment: Morale
Benefits: Job Security

:
Benefits: Promotion
Benefits: Tuition
Benefits: Promotion
Workload: Productivity

:
Management: Customer Service
Environment: Staff
Benefits: Pay
Management: Athletics
Management: Empowerment
Environment: Morale

:
Workload: Type
Environment: Morale
Benefits: Retirement
Benefits: Retirement
Management: Empowerment
Benefits: Training
Benefits: Promotion
Environment: Community
Benefits: Pay

Workload: Productivity
Management: General
Management: Education

Workload: Productivity
Environment: Morale
Management: Recognition
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Management: Education
Management: Education
Benefits: Pay
Benefits: Promotion
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Benefits: Promotion
Management: General
Environment: Teamwork
Management: Education
Environment: General
Management: Customer Service
Environment: General
Management: Education
Management: Marketing
Environment: Morale
Benefits: Promotion
Benefits: Promotion
Benefits: Promotion
Benefits: Pay
Management: Leadership
Environment: Morale
Environment: Morale
Management: Fairness
Workload: Type
Benefits: Promotion
Benefits: Training
Environment: Teamwork
Management: Education
Management: Marketing
Environment: Teamwork
Management: General
Workload: Amount
Environment: General
Environment: Campus
Environment: Morale
Environment: General
Management: Leadership
Benefits: Job Security
Environment: General
Environment: General
Management: Leadership
Environment: Tools and Equipment

Environment: Teamwork

Workload: Productivity

Management: Empowerment

Management: General

Management: Fairness