

	2016	2018
1. My Classification		
a APT	0.248	0.173
b UPW	0.041	na
c civil service	0.118	0.05
c tenured faculty	0.33	
e Non-tenured faculty	0.14	0.5
f Lecturer	0.12	0.17
g Executive/maagement	0.0068	0.047

Legend		
HOT (positive)	NOT (negative)	Unchanged (<3%)

2. I work at		
Hilo	0.83	0.84
Palamanui	0.17	0.17

3. I have worked for		
less than 2 years	0.16	0.14
2-5 years	0.18	0.23
6-10 years	0.25	0.22
11 and above	0.41	0.38

4. The College is known in community for quality ed:		
strongly agree	0.14	0.21
agree	0.69	0.5
disagree	0.11	0.26
strongly disagree	0.0138	0.035
N/A	0.04	

5. I have a good understanding of the ILOs		
strongly agree	0.214	0.44
agree	0.662	0.39
disagree	0.09	0.16
strongly disagree	0.007	0.034
N/A	0.03	

6. I support the College's ILOs		
strongly agree	0.33	0.52
agree	0.6	0.33
disagree	0.035	0.13
strongly disagree	0.007	0.02
N/A	0.03	

7. My Work Directly Contributes to the overall success of the college		
strongly agree	0.58	0.75
agree	0.4	0.18

disagree	0	0.05
strongly disagree	0.007	0.023
N/A	0.014	

8. More Kauhale Needed

strongly agree	0.31	0.42
agree	0.51	0.365
disagree	0.09	0.19
strongly disagree	0.014	0.024
N/A	0.08	

9. Workplace Adequately Maintained

strongly agree	0.14	0.17
agree	0.51	0.47
disagree	0.25	0.195
strongly disagree	0.1	0.161
N/A	0.007	

10. My Workplace is Comfortable

strongly agree	0.23	0.28
agree	0.5	0.37
disagree	0.18	0.256
strongly disagree	0.078	0.093
N/A	0.014	

11. My Workplace is healthy and safe

strongly agree	0.25	0.31
agree	0.5	0.38
disagree	0.15	0.22
strongly disagree	0.084	0.09
N/A	0.007	

12. I have the tools necessary to adequately do my job

strongly agree	0.13	0.24
agree	0.49	0.43
disagree	0.33	0.28
strongly disagree	0.05	0.05
N/A	0	

13. Technology is adequate for me to do my job

strongly agree	0.17	0.24
agree	0.57	0.48
disagree	0.204	0.2
strongly disagree	0.05	0.07
N/A	0.007	

14. Our college provides adequate training in technology

strongly agree	0.13	0.23
agree	0.45	0.48
disagree	0.26	0.195
strongly disagree	0.0643	0.092
N/A	0.093	

15. I feel the college has done a good job at keeping up with tech

strongly agree	0.093	0.16
agree	0.55	0.47
disagree	0.26	0.276
strongly disagree	0.064	0.092
N/A	0.036	

16a. Hawaii's Leadership builds an environment for Empowerment

strongly agree	0.11	0.14
agree	0.43	0.42
disagree	0.29	0.29
strongly disagree	0.15	0.15
NA	0.023	

16b. Hawaii's Leadership builds an environment for Innovation

strongly agree	0.11	0.17
agree	0.45	0.52
disagree	0.27	0.21
strongly disagree	0.15	0.09
N/A	0.023	

Hawaii's Leadership builds an environment for Institutional Excellence

strongly agree	0.1	0.17
agree	0.46	0.45
disagree	0.28	0.28
strongly disagree	0.12	0.09
N/A	0.04	

16d. Hawaii's Leadership builds an environment for Transparency

strongly agree	0.09	0.09
agree	0.34	0.38
disagree	0.31	0.326
strongly disagree	0.24	0.2
N/A	0.04	

17. I feel the institution demonstrates fairness and integrity in its treatment of employees

strongly agree	0.14	0.17
agree	0.37	0.38
disagree	0.25	0.23
strongly disagree	0.21	0.21
NA	0.03	

18a. I keep current in my field by attending workshops

strongly agree	0.38	0.29
agree	0.44	0.57
disagree	0.07	0.106
strongly disagree	0.04	0.023
NA	0.07	

18b. I keep current in my field by taking courses

strongly agree	0.18	0.136
agree	0.32	0.39
disagree	0.146	0.31
strongly disagree	0.04	0.012

NA	0.31	
18c. I keep current in my field by reading journals		
strongly agree	0.36	0.33
agree	0.43	0.536
disagree	0.056	0.06
strongly disagree	0.024	0.06
NA	0.13	
18d. I keep current in my field by obtaining certificates		
strongly agree	0.19	0.19
agree	0.304	0.49
disagree	0.155	0.1
strongly disagree	0.04	0.21
NA	0.31	
18e. I keep current in my field by talking with colleagues		
strongly agree	0.4	0.435
agree	0.485	0.45
disagree	0.046	0.024
strongly disagree	0.03	0.094
NA	0.04	

19. I use assessment to improve learning/service		
strongly agree	0.25	0.376
agree	0.54	0.47
disagree	0.046	0.094
strongly disagree	0.02	0.06
NA	0.146	

20a When I seek assistance the chancellor is responsive to my needs		
strongly agree	0.2	0.2
agree	0.365	0.34
disagree	0.055	0.12
strongly disagree	0.032	0.06
NA	0.35	0.28

20a When I seek assistance the VCAdmin is responsive to my needs		
strongly agree	0.12	
agree	0.34	
disagree	0.15	
strongly disagree	0.096	
NA	0.29	

20b When I seek assistance the VCAA is responsive to my needs		
strongly agree	0.28	0.36
agree	0.414	0.326
disagree	0.081	0.18
strongly disagree	0.0732	0.06
NA	0.146	0.42

20c When I seek assistance the Dean CTE is responsive to my needs

strongly agree	0.146	0.083
agree	0.27	0.155
disagree	0.073	0.024
strongly disagree	0.057	0.024
NA	0.455	0.7

20d When I seek assistance the Dean Lib/ART is responsive to my needs

strongly agree	0.073	0.21
agree	0.28	0.34
disagree	0.074	0.023
strongly disagree	0.05	0.023
NA	0.52	0.395

20e When I seek assistance the VCSA is responsive to my needs

strongly agree	0.204	0.18
agree	0.33	0.26
disagree	0.1	0.08
strongly disagree	0.08	0.06
NA	0.29	0.42

20f When I seek assistance the EDVANCE is responsive to my needs

strongly agree	0.16	0.17
agree	0.32	0.29
disagree	0.024	0.04
strongly disagree	0.032	0.016
NA	0.46	0.48

20g When I seek assistance the DirectorPAL is responsive to my needs

strongly agree	0.097	0.095
agree	0.234	0.2
disagree	0.0645	0.11
strongly disagree	0.032	0.07
NA	0.57	0.52

21a. When I seek assistance the BusOff is responsive to my needs

strongly agree	0.236	0.325
agree	0.41	0.35
disagree	0.13	0.12
strongly disagree	0.055	0.05
NA	0.165	0.16

21b. When I seek assistance HROff is responsive to my needs

strongly agree	0.31	0.28
agree	0.44	0.45
disagree	0.15	0.13
strongly disagree	0.062	0.085
NA	0.04	0.05

21c. When I seek assistance the CounsOff is responsive to my needs

strongly agree	0.31	0.32
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agree	0.43	0.43
disagree	0.031	0.036
strongly disagree	0.031	0.024
NA	0.19	0.19

1d. When I seek assistance the ACSupOff is responsive to my needs

strongly agree	0.26	0.3
agree	0.39	0.49
disagree	0.05	0.05
strongly disagree	0.024	0.012
NA	0.28	0.133

21e. When I seek assistance TLC is responsive to my needs

strongly agree	0.33	0.34
agree	0.3	0.39
disagree	0.015	0.035
strongly disagree	0.015	0.024
NA	0.33	0.212

22a ACSenate is effective in performing their role in campus govern

strongly agree	0.1	0.18
agree	0.4	0.386
disagree	0.16	0.096
strongly disagree	0.032	0.012
NA/don't know	0.3	0.325

22b CoCo is effective in performing their role in campus govern

strongly agree	0.08	0.1
agree	0.35	0.305
disagree	0.16	0.146
strongly disagree	0.08	0.05
NA	0.32	0.4

22b. ASUH is effective in performing their role in campus gov'n

strongly agree	0.072	0.11
agree	0.347	0.39
disagree	0.14	0.06
strongly disagree	0.056	0.036
NA/don't know	0.39	40.5

22d. Admin Team is effective in performing their role in campus gov'n

strongly agree	0.14	0.2
agree	0.44	0.34
disagree	0.17	0.133
strongly disagree	0.1	0.06
NA/don't know	0.15	0.25

22d. Div/Dept Chair is effective in performing their role in campus Governance

strongly agree	0.19	0.36
agree	0.42	0.286
disagree	0.17	0.071

strongly disagree	0.056	0.083
NA	0.16	0.2
23a. Senate communicates effectively among relevant constituents		
strongly agree	0.14	0.18
agree	0.31	0.386
disagree	0.19	0.096
strongly disagree	0.064	0.012
NA/dk	0.29	0.325
b. Coll Council communicates effectively among relevant constituent:		
strongly agree	0.08	0.06
agree	0.38	0.35
disagree	0.19	0.265
strongly disagree	0.09	0.072
NA	0.25	0.253
23c. ASUH communicates effectively among relevant constituents		
strongly agree	0.05	0.11
agree	0.23	0.39
disagree	0.24	0.06
strongly disagree	0.05	0.036
NA	0.41	0.405
l. AdminTeam communicates effectively among relevant constituent		
strongly agree	0.1	0.205
agree	0.42	0.34
disagree	0.24	0.133
strongly disagree	0.1	0.06
NA	0.14	0.253
23e. Div/Dep Chair communicates effectively among relevant constituents		
strongly agree	0.2	0.305
agree	0.38	0.415
disagree	0.2	0.073
strongly disagree	0.056	0.061
NA	0.16	0.146
24. I consciously strive to serve diverse populations		
strongly agree	0.74	0.84
agree	0.22	0.14
disagree	0	0.01
strongly disagree	0	0.01
NA	0.04	
25a. On our campus, students have adequate LibrResour		
strongly agree	0.16	0.23
agree	0.416	0.41
disagree	0.27	0.186
strongly disagree	0.104	0.23
NA	0.05	0.5

25b. On our campus, students have adequate ACSupport (TLC, etc.)		
	0.19	0.25
	0.57	0.49
	0.166	0.2
	0.031	0.024
	0.04	0.024

25c. On our campus, students have adequate counselling/advising, etc.		
	0.246	0.27
	0.47	0.535
	0.166	0.15
	0.08	0.012
	0.04	0.035

25d. On our campus, students have adequate techno		
	0.127	0.14
	0.563	0.465
	0.222	0.314
	0.047	0.05
	0.039	0.035

26. I accomodate diverse learning styles of my students

strongly agree	0.47	0.59
agree	0.164	0.36
disagree	0.023	0.023
strongly disagree	0	0.023
NA	0.34	

25d. On our campus, students have adequate techno

	0.127	0.14
	0.563	0.465
	0.222	0.314
	0.047	0.05

25e. On our campus, students have adequate classrooms

	0.126	0.116
	0.45	0.395
	0.315	0.37
	0.086	0.08

25f. On our campus, students have adequate campus facilities

	0.024	0.093
	0.4	0.256
	0.42	0.43
	0.13	0.186

27. I participate in the development of outcomes for my division/department or program

strongly agree	0.467	0.56
agree	0.306	0.345
disagree	0.05	0.05
strongly disagree	0.008	0.05
NA	0.17	

0.039 0.035

0.023 0.035

0.031 0.023

28a. In the past year I contributed significantly to planning

strongly agree	0.13	0.325
agree	0.37	0.301
disagree	0.1	0.096
strongly disagree	0.09	0.325
NA	0.315	0.193

28b. In the past year I contributed significantly to decisionmaking

	0.14	0.27
	0.37	0.28
	0.13	0.183
	0.09	0.085
	0.26	0.183

28c. In the past year I contributed significantly to assessment

	0.26	0.31
	0.41	0.4
	0.06	0.06
	0.05	0.05
	0.22	0.18

28d. In the past year I contributed significantly to review

	0.21	0.28
	0.36	0.28
	0.11	0.11
	0.05	0.085
	0.27	0.244

29. Doing my job is worthwhile and gives me personal satisfaction

strongly agree	0.547	0.56
agree	0.38	0.32
disagree	0.031	0.07
strongly disagree	0.031	0.046
NA	0.008	

28e. In the past year I contributed significantly to accreditation

	0.125	0.24
	0.36	0.305
	0.125	0.12
	0.06	0.061
	0.333	0.256

28f. In the past year I contributed significantly to dept/division matters

	0.29	0.42
	0.43	0.286
	0.074	0.071
	0.025	0.06
	0.182	0.17

28g. In the past year I contributed significantly to ACSenate

	0.1	0.072
	0.26	0.325
	0.13	0.17
	0.05	0.05
	0.45	0.386

30. My time in committee is well spent

strongly agree	0.074	0.15
agree	0.43	0.49
disagree	0.2	0.24
strongly disagree	0.1	0.11
NA	0.2	

28h. In the past year I contributed significantly to College Council business

	0.008	0.06
	0.15	0.11
	0.25	0.29
	0.116	0.12
	0.475	0.42

31. I have adequate time to do my job well

strongly agree	0.125	0.18
agree	0.44	0.4
disagree	0.22	0.22
strongly disagree	0.22	0.195
NA	0	

32 If you are currently going through tenure the Chancellor has supported me

strongly agree	0
agree	0.1

32b If you are currently going through tenure the VCAA has supported me

	0.014
	0.153

32c If you are currently going through tenure the Dean has supported me

	0.014
	0.14

32d If you are currently going through tenure the Dept Chair has supported me

	0.07
	0.125

32e If you are currently going through tenure the

disagree	0.042	0.013	0.014	0.028
strongly disagree	0.056	0.042	0	0.028
NA	0.806	0.78	0.833	0.75

33a. If you have gone through tenure in the past, did you feel adequately supported by the Chancellor?

strongly agree	0.042
agree	0.155
disagree	0.07
strongly disagree	0.07
NA	0.66

33. Were you supported by (2016)

33b. If you have gone through tenure in the past, did you feel adequately supported by theVCAA?

0.083
0.19
0.42
0.07
0.61

ADMINTeam	0.0083
DEAN	0.0167
DC	0.0167
DPC	0.0167
COLLEAGUES	0.11
Not gone through	0.83

PAST TENURE

0.0169
0.0085
0.068
0.05
0.19
0.67

33c. If you have gone through tenure in the past, did you feel adequately supported by the Dean?

0.056
0.18
0.07

oh4two

0.65

32d If you have gone through tenure the Dept Chair has supported me

0.14
0.17
0.056
0.07
0.57

32f If you went through tenure my colleagues supported me

32e If you are have gone through tenure the DPC supported me

0.11	0.21
0.17	0.14
0.07	0.042
56	0.03
0.6	0.58

e currently going through
he DPC supported me

0.07
0.11

32f If you are currently going through
tenure my colleagues supported me

0.1
0.07

0.028
0.028
0.76

0.056
0.014
0.75