

**Institutional Effectiveness**  
**Analysis of the SRSU Campus Environment Survey**

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# Executive Summary

The first Sul Ross State University Campus Environment Survey was launched on September 14, 2020 and closed on September 25, 2020. A second survey was conducted from April 19 to May 16, 2021.

The survey items were developed by members of the Guiding Coalition, who began work on this assessment in November 2019. There were 57 multiple choice questions, and one open-response question. The Guiding Coalition developed the questions in five areas: 1) Campus climate; 2) Commitment to students, faculty, and staff; 3) Work-life balance; 4) Administration; 5) Fair treatment/Absence of discrimination.

## **Response Rates - Relatively Consistent from Fall 2020-Spring 2021:** (less than 5% points difference)

**Fall 2020:** 623 responses, representing 22% of the entire SRSU community. Seventy-five percent (75%) of the participants were from Alpine, and twenty five percent (25%) of the participants were from Rio Grande College.

**Spring 2021:** 423 responses, representing 18% of the entire SRSU community. Eighty percent (80%) of the participants were from Alpine, and twenty percent (20%) were from Rio Grande College.

## **Positive Ratings:**

**Students** rated “I feel welcome on my campus” highly (79.9% Spring & 82.2% in Fall).

**Faculty and Staff** rated “My primary university campus is supportive of people of different races ethnicities, gender and sexual identities and/or cultural backgrounds highly (70.2% Spring & 74.4% Fall).

## **Areas for Concern:**

**Students** continued to report concerns with their ability to afford balanced meals (41.3% Spring & 32.3% Fall)

**Faculty and Staff** ratings of “Satisfaction with Work-Life Balance” were 38.9% in Spring compared with 57.2% in Fall.

While the results of the two surveys provide a benchmark that will help the University gauge its improvement over the coming years, it is important for reviewers to place the survey results within the context of the time it was given. Specifically, two major factors may have significantly impacted these results:

1. The University recently transitioned to a new University President.

2. Both surveys were given during the COVID-19 pandemic.

Future survey results not impacted by these two factors may provide the University with a clearer reflection of itself.

## Quantitative Summary for All Campuses

### Participant Distribution

Survey participation by key stakeholders were consistent for both surveys as indicated below:

	Fall 2020	Spring 2021
Students:	66.8%	66.4%
Staff:	18.1%	19.6%
Faculty/Adjunct Faculty	12.2%	12.8%
Administrators	2.3%	1.2%

The key response areas in the section below were established during the Fall 2020 survey analysis. To maintain some consistency within the reporting, these key response areas are shown below with Spring 2021 results.

### Student Responses to Key Survey Items (Agree to Strongly Agree)

Student responses remained fairly consistent in all of the following areas except for the uptick in the percentage of students concerned about their ability to afford balanced meals.

	Fall 2020	Spring 2021
I feel welcome on campus.	82.2%	79.9%
I would recommend this university to others.	78.0%	75.9%
I will likely attend SRSU next year.*	82.9%	81.8%
* Note: Students who reported they were graduating were removed from the calculation.		
I worry whether I can afford balanced meals.	32.3%	41.3%

### Faculty/Staff Responses to Key Survey Items (Agree to Strongly Agree)

The following Faculty/Staff key survey items consistently decreased in satisfaction from fall to spring except for the University valuing employees, which stayed consistent. However, all areas fell below 50% in Spring 2021.

	Fall 2020	Spring 2021
The University actively seeks faculty and employee input in decision-making regarding campus matters.	35.9%	29.0%
The University actively seeks my input in decision-making regarding campus matters.	37.3%	27.1%
I would recommend this university to others as a place to work.	47.0%	42.3%
The University supports a positive work-life balance.	57.2%	38.9%

The University values its employees.*	46%	47.4%
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\*NOTE: The related question, “I feel valued at work”, had a scale change from “a lot, a little, etc.” to “agree, disagree, etc.”, so no comparisons can be made at this time.

## Combined Responses from All Faculty, Staff, and Students to Key Survey Items (Agree to Strongly Agree)

Combined response results (faculty, staff and students) fell from fall to spring except in the support of people of different races, ethnicities, etc., which remained consistent. Commitment to emotional well-being fell the farthest (-11.3%).

	Fall 2020	Spring 2021
My campus is supportive of people of different races, ethnicities, gender and sexual identities, and/or cultural backgrounds.	74.4%	73.5%
The University is committed to my emotional well-being.	64.0%	52.7%
The SRSU community cares about each student as a person.	69.5%	62.7%
Communication among people across the University is effective.	54.1%	46.7%

## Qualitative Summary for All Campuses

One open response question was included in the survey: “What improvements can you suggest to enhance the overall experience at Sul Ross State University?” It is noteworthy that four of the top five themes that emerged in the responses in Fall 2020 continued to be expressed in Spring 2021.

*Issue with Instructors* was one of the top five themes in Fall 2020, and it was replaced in Spring 2021 with the *Quality of Services*.

Theme	# Responses in Fall 2020	# Responses in Spring 2021
Communication	34	22
Facilities	31	45
Diversity	29	19
Administration	28	10

## Significant Differences between Alpine Responses and Rio Grande College Responses on Fall 2020 Survey (Noted for items with + or – 5% points differences)

### Participant Distribution

Fewer surveys were completed in Spring 2021. The RGC percentage of surveys completed by students increased (+8%), while staff surveys decreased (-11%) with a slight rise in faculty surveys (+3%). For Alpine, all areas remained consistent with a slight increase in staff percentage (+4%).

	Fall 2020		Spring 2021	
	RGC	Alpine	RGC	Alpine
Student	117 (74%)	297 (64%)	68 (82%)	212 (63%)
Staff	28 (18%)	84 (18%)	6 (7%)	75 (22%)
Faculty	11 (7%)	57 (12%)	8 (10%)	41 (12%)
Administrator	2 (1%)	12 (3%)	1 (1%)	4 (1%)
Adjunct	0 (0%)	7 (2%)	0 (0%)	4 (1%)

### Responses for Key Survey Items- Students (Very Likely to Likely or Strongly Agree to Agree)

#### 1. Likely to Return to SRSU\*

RGC's expected return rate in Spring 2021 fell (-8.7%). Alpine's expected return rate rose (+4.8%).

	Fall 2020		Spring 2021	
	RGC	Alpine	RGC	Alpine
Student	89 (85.6%)	185 (78.4%)	40 (76.9%)	129 (83.22%)

\* Note: Students who reported they were graduating were removed from the calculation

#### 2. Food Security/Insecurity

Food insecurity among students fell for RGC (-7.8%) and rose for Alpine (+10.2%).

	Fall 2020		Spring 2021	
	RGC	Alpine	RGC	Alpine
Student	33 (30.8%)	94 (36.3%)	14 (23%)	94 (46.5%)

**RESPONSES FOR KEY SURVEY ITEMS- Faculty and Staff  
(Agree to Strongly Agree)**

**1. Decision- Making and Work Life Balance**

For faculty and staff, two key areas were selected from the Fall 2020 survey. While “Input in Decision-Making” decreased significantly at Alpine, RGC results showed an increase in Spring 2021. However, “Satisfaction with Work-Life Balance” decreased significantly on both campuses from fall to spring. Regardless of the campus, Spring 2021 results for these items were below 50%.

	Fall 2020		Spring 2021	
	RGC	Alpine	RGC	Alpine
SRSU Seeks Faculty/Employee Input in Decision-Making	9 (28.1%)	48 (38.1%)	4 (28.6%)	34 (29.6%)
SRSU Seeks My Input in Decision-Making	9 (28.1%)	50 (40.0%)	6 (42.9%)	27 (25.5%)
Satisfaction with Work-Life Balance	23 (71.9%)	63 (52.5%)	4 (28.6%)	44 (39.6%)

**2. Campus Facilities Well-Maintained**

The combined responses for facility maintenance remained steady from fall to spring for the RGC campus; however, Alpine saw a 10% decrease in satisfaction over the same period.

	Fall 2020		Spring 2021	
	RGC	Alpine	RGC	Alpine
Facilities Well-Maintained	106 (76.3%)	252 (63%)	56 (75.7%)	160 (53.2%)

**3. Communication across Campuses**

Combined responses from RGC indicated consistent level satisfaction with effective communication across campuses, while Alpine ratings fell nearly 8%. Both campuses rated communication below 60% for both semesters.

	Fall 2020		Spring 2021	
	RGC	Alpine	RGC	Alpine
Communication on Campus is Effective	83 (59.7%)	207 (52.3%)	41 (56.2%)	134 (44.5%)

# Analysis of the SRSU Campus Environment Survey

It is important to measure the attitudes of the university constituents about the key areas of 1) Campus climate; 2) Commitment to students, faculty, and staff; 3) Work-life balance; 4) Administration; and 5) Fair treatment/Absence of discrimination to assure that the university is offering an inclusive and supportive environment for all. All responses are important to the university. Furthermore, with a new president, it is timely to assess everyone's thoughts to help shape the best direction for moving forward to enhance the culture of the university and measure progress from this baseline data. The survey was designed to examine a broad range of issues to address the overall environment and guide planning for the future. Making improvement in these five areas will have a great impact on the student experience, faculty and staff productivity, and the institution's community engagement.

In this report, Section One will highlight key findings in the quantitative results for specific areas; Section Two will highlight key areas for students; Section Three will feature faculty and staff responses; Section Four will address qualitative results; and Section Five will present conclusions and recommendations.

## Section One: Quantitative Results

### 1. Multiple Choice Responses: Students

Students from all campuses will be reported as combined since significant differences between Alpine and RGC have already been identified in the Executive Summary.

#### Student Breakdown

##### Students by Class Level

	Fall 2020	Spring 2021
Undergraduate Freshman	26.8%	11%
Undergraduate Sophomore	16.9%	11.7%
Undergraduate Junior	27.4%	23.2%
Undergraduate Senior	18.3%	31.3%
Graduate Student	9.4%	20.6%
Other	1.4%	2.2%

##### Students by Gender

	Fall 2020	Spring 2021
Female	63.7%	72.4%
Male	36.1%	26.2%
Other	0.2%	1.4%

##### Students by Race/Ethnicity

	Fall 2020	Spring 2021
African American or Black	6.4%	4.8%
Hispanic or Latinx	62.5%	59.0%
White	26.9%	33.6%
Other	4.2%	2.6%



### First Generation Students

	Fall 2020	Spring 2021
First Generation	46.5%	52.5%

The survey was intended to measure satisfaction in five areas: Climate; University support; Work-life balance; Administration; and Fair treatment/Absence of discrimination.

Overall, the satisfaction levels are 60% or higher with the exception of student input in decision-making for the University rated at 59.8% (Fall 2020) and 57.0% (Spring 2021). Some of these measures are in contrast to the open responses that will be discussed in Section Three. For other measures, the open-responses and multiple-choice responses were aligned. Students' thoughts on the five areas are represented by selected questions from the survey.

### Area 1: Campus Climate

In Fall 2020, 272 /369 (73.7%) of students reported a satisfaction level (agree or strongly agree) with campus climate by their responses to the item: *The campus offers a healthy living and learning environment*. In Spring 2021, 162/250 (64.8%) of students reported a satisfaction level (agree or strongly agree) with campus climate.

### Area 2: University Commitment to Students

In Fall 2020, 301/366 (82.2%) of students reported a perceived sense of university commitment (agree or strongly agree) in this representative item: *Generally, I am welcome on my campus*. In Spring 2021, 211/264 (79.9%) of students reported a perceived sense of university commitment to students.

### Area 3: Work-Life Balance

In Fall 2020, 246/370 (66.5%) of students reported an adequate work-life balance (agree or strongly agree) in their responses to the item: *Faculty respect my need to balance course work with other responsibilities in my life*. In Spring 2021, 198/265 (74.7%) of students reported an adequate work-life balance.

### Area 4: Administration

In Fall 2020, 220/368 (59.8%) of students reported on input with administration (agree or strongly agree) to the following item: *The University actively seeks students' input in decisions-making regarding campus matters*. In Spring 2021, 143/251 (57.0%) of students reported on input with administration.

### Area 5: Fair Treatment/Absence of discrimination

In Fall 2020, 269/366 (73.5%) of students reported there is fair treatment/ absence of discrimination (agree or strongly agree) as illustrated by responses to the item: *My primary university campus is supportive of people of difference races, ethnicities, gender and sexual identities and/or cultural backgrounds*. In Spring 2021, 187/251 (74.5%) of students reported there is fair treatment/ absence of discrimination.

## 2. Multiple Choice Responses- Faculty/Staff

Faculty and staff responses from all campuses are combined in this section. Participation rates in Fall 2020 were higher than participation rates in Spring 2021, as indicated in the table below.

Group	Fall 2020	Spring 2021
Faculty	76	54
Staff	113	83

### Area 1: Campus Climate

In Fall 2020, 75/158 (47.5%) of faculty and staff selected agree or strongly agree in response to the item: *I would recommend this university to others as a place to work.* In Spring 2021, 55/130 (42.3%) of faculty and staff stated they would recommend the university to others as a place to work.

### Area 2: University Commitment to Faculty/staff

In Fall 2020, 113/159 (71.1%) of faculty and staff rated university commitment as a great deal or a lot or a moderate amount for the item: *I feel valued at work.* In Spring 2021, the scale changed to agree/disagree with 75/131 (57.2%) rating the question agree or strongly agree. Because of the change in rating method, it is not possible to draw specific conclusions at this time.

### Area 3: Work-Life Balance

In Fall 2020, 91/159 (57.2%) of faculty and staff rated work-life balance as agree or strongly agree for the item: *The university supports a positive work-life balance.* In Spring 2021, 51/131 (38.9%) of faculty and staff rated a positive work-life balance.

### Area 4: Administration

In Fall 2020, 57/159 (35.9%) of faculty and staff rated their opportunities to provide input to administration as agree or strongly agree for the item: *The University actively seeks faculty and employee input in decision-making regarding campus matters.* In Spring 2021, 38/131 (29.0%) of faculty and staff rated their opportunities to provide input to administration.

### Area 5: Fair Treatment/Absence of Discrimination

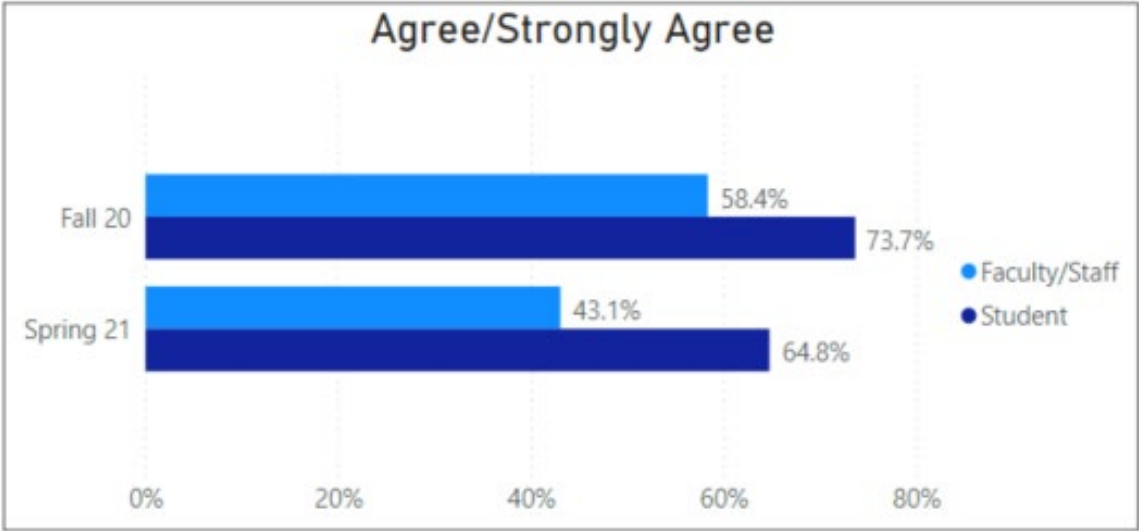
In Fall 2020, 119/160 (74.4%) of faculty and staff rated fair treatment and absence of discrimination as agree or strongly agree for the item: *My primary university campus is supportive of people of difference races, ethnicities, gender and sexual identities and/or cultural backgrounds.* In Spring 2021, 85/121 (70.2%) rated fair treatment and absence of discrimination as agree or strongly agree.

### 3.Comparisons of Student, Faculty, and Staff Responses to Selected Multiple Choice Questions

In Fall 2020, a comparison of student, faculty and staff responses indicated that in four of the five areas, students consistently gave higher ratings than faculty and staff. In Area 5: Fair Treatment and Absence of Discrimination, faculty and staff gave slightly higher ratings than students did. In Spring 2021, students scored all areas higher than faculty and staff.

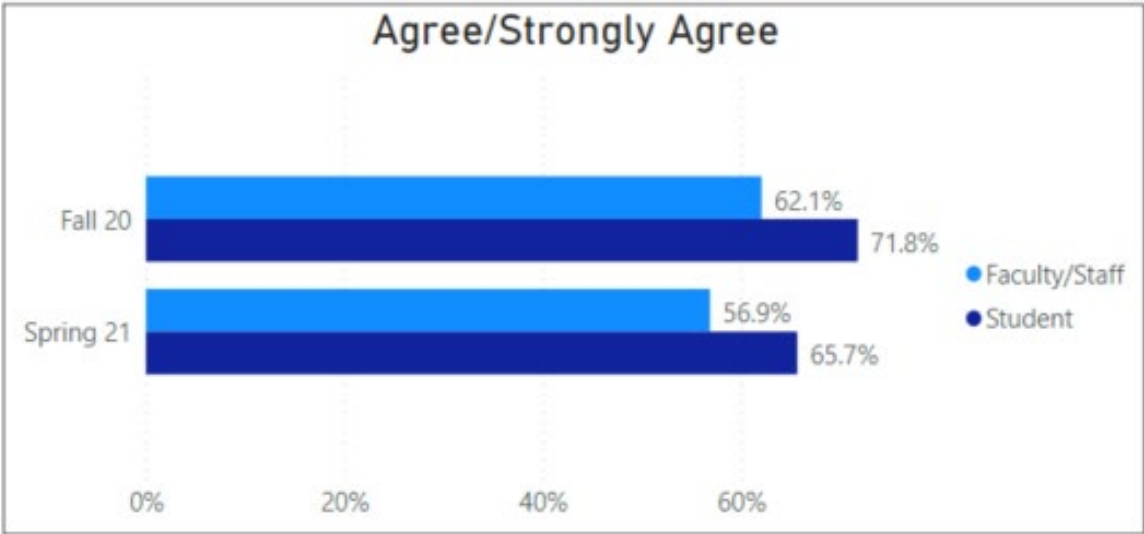
#### Area 1: Climate

Item: Campus offers a healthy living and learning environment



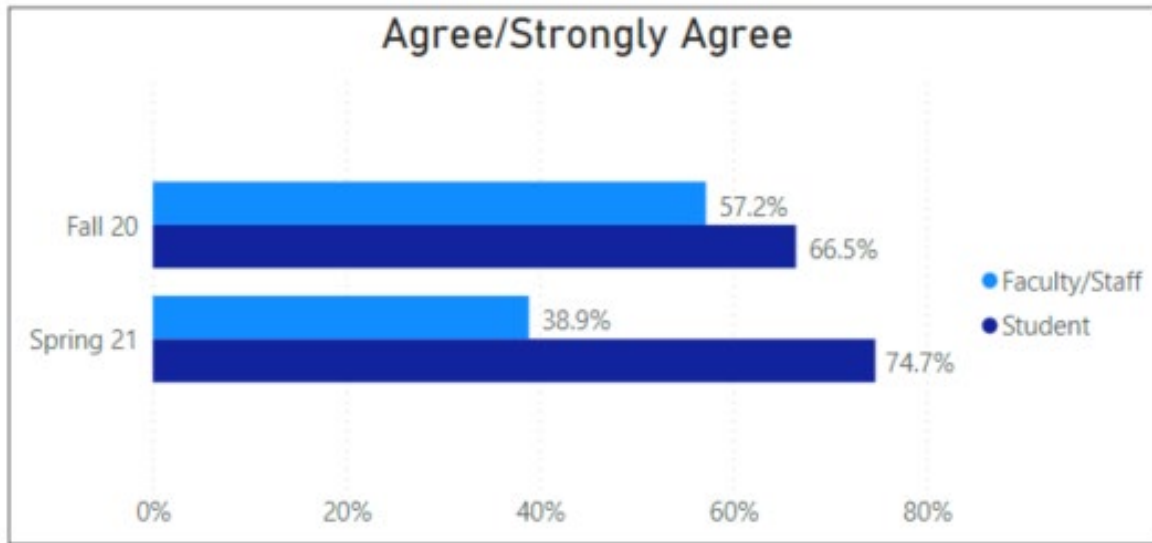
#### Area 2: Commitment to Students, Faculty, and Staff

Item: University cares about each student as a person



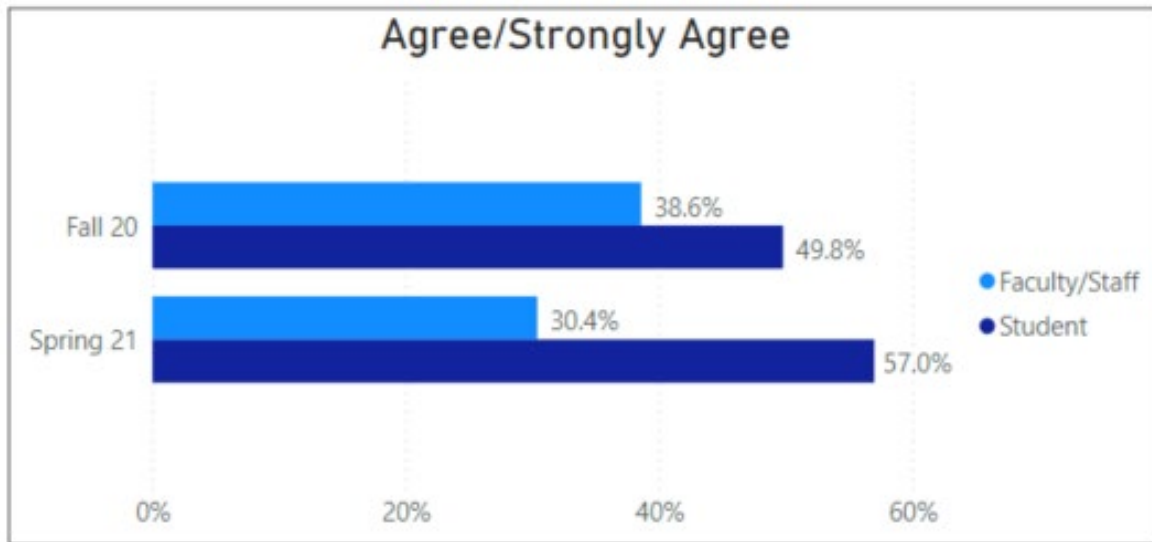
### Area 3: Work-Life Balance

Item: The University supports a positive work-life balance (NOTE: The student question is: Faculty respect my need to balance course work with other responsibilities in my life.)



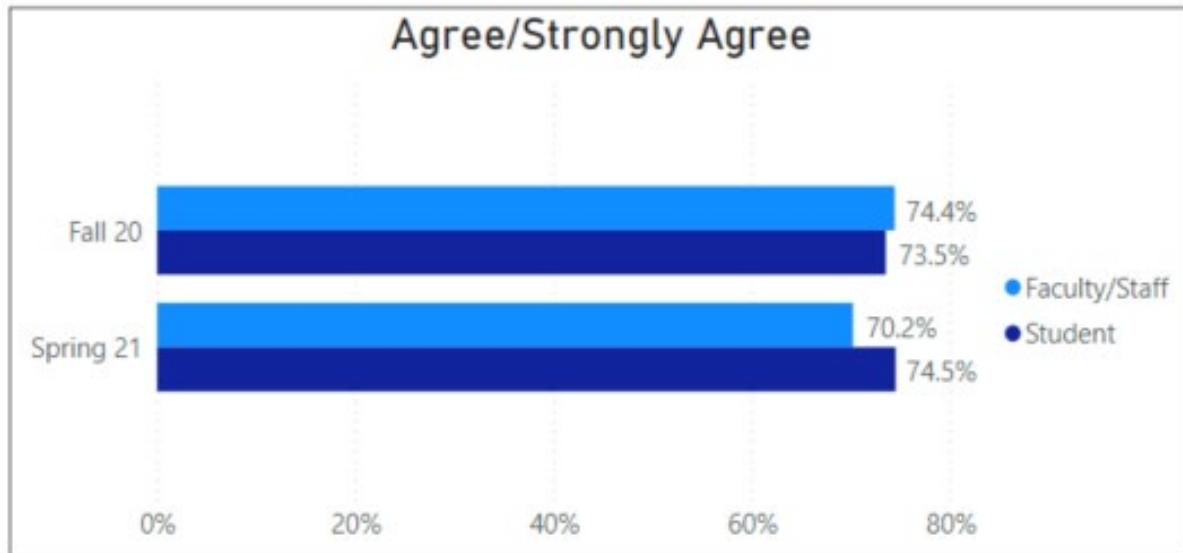
### Area 4: Administration

Item: The University actively seeks input in decision-making regarding campus matters



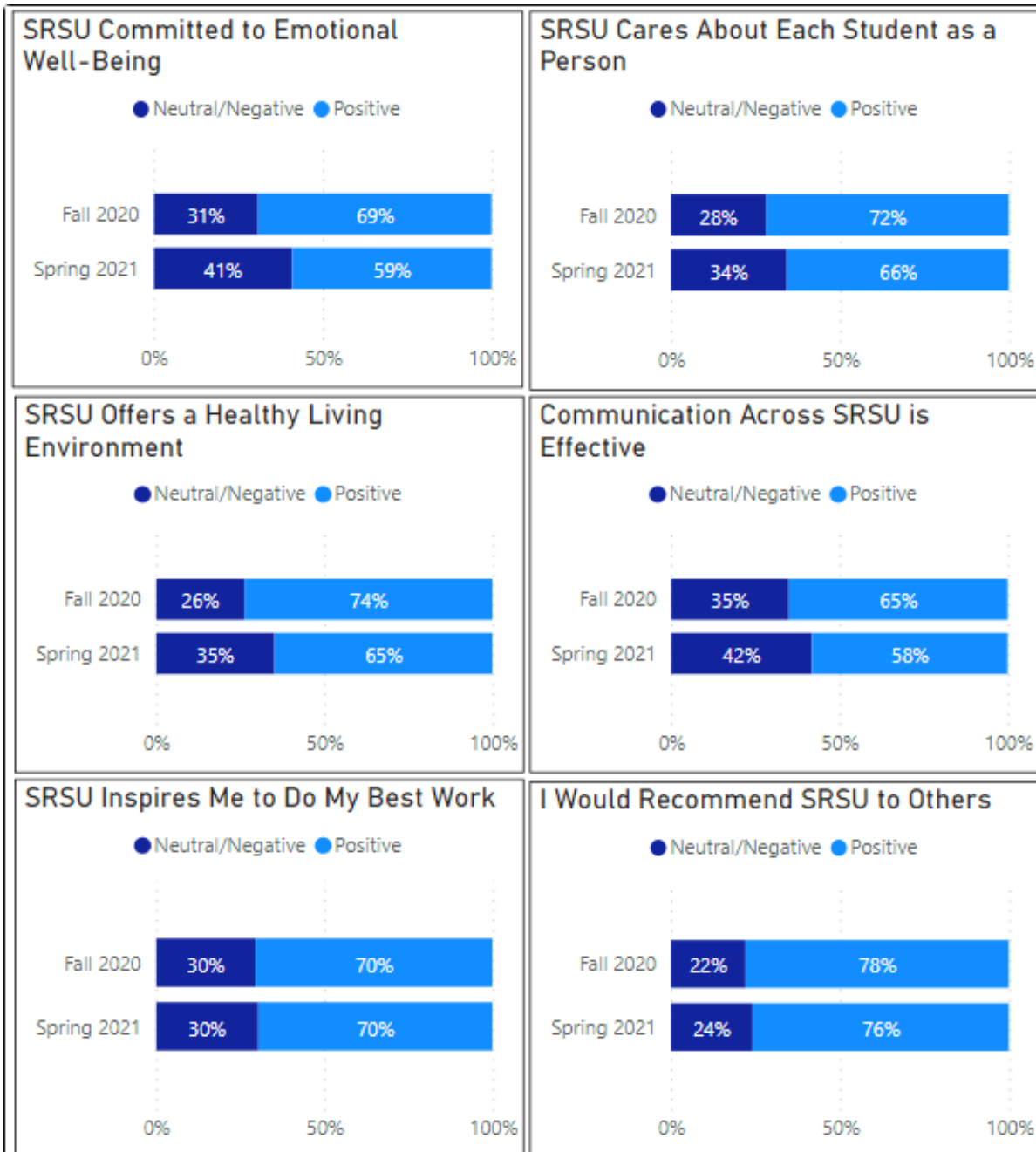
## Area 5: Fair Treatment/Absence of discrimination

Item: My campus is supportive of people of different races, ethnicities, gender and sexual identities and/or cultural background

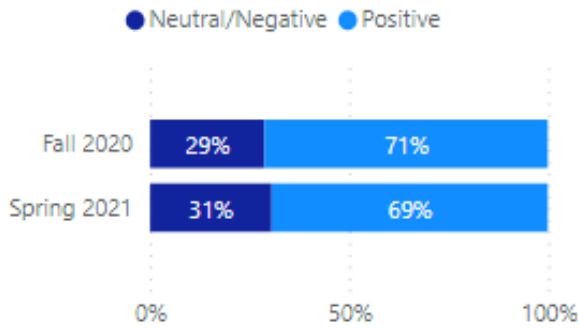


## Section Two: Student Responses to Key Areas Fall 2020 vs Spring 2021

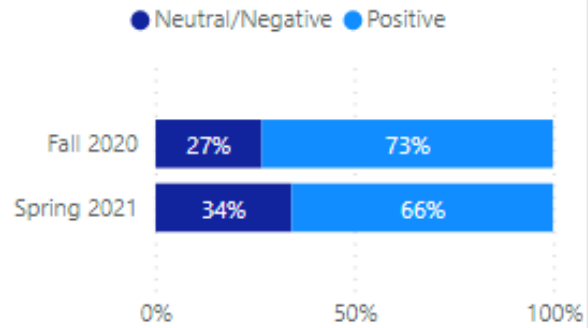
The charts below provide visualizations of student responses to various questions. The “Positive” (light blue) bar indicates the percentage of students who Agreed/Strongly Agreed. The “Neutral/Negative” (dark blue) bar indicates the percentage of students who Disagreed, Strongly Disagreed, or chose Neither Agree or Disagree. The lowest scores (below 60%) occurred in Spring 2021 for “SRSU is Committed to Emotional Well-Being” (59%) and “Communication Across SRSU is Effective” (58%). At a personal level, students were concerned about affording balanced meals (32% and 41%).



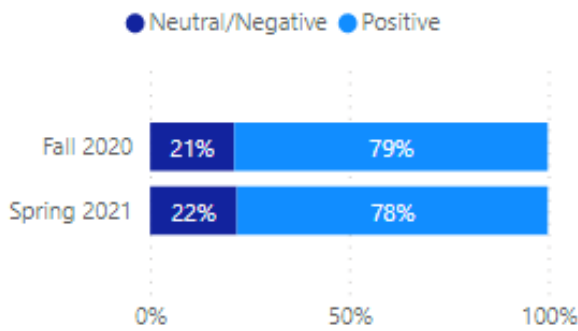
### I am Comfortable with Offering My Opinions Without Fear of Consequences



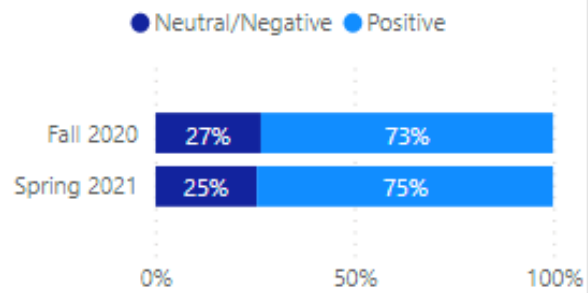
### Campus Facilities are Well-Maintained & Easily Accessible For All



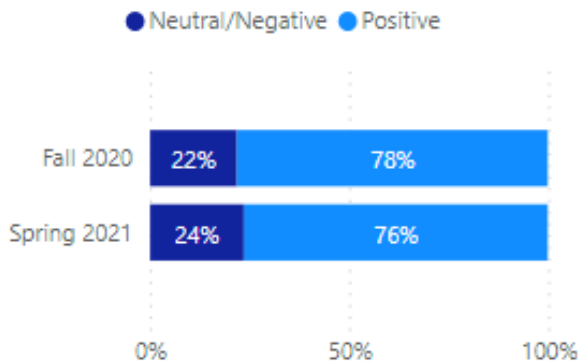
### My Experiences at SRSU have been Free of Harassment



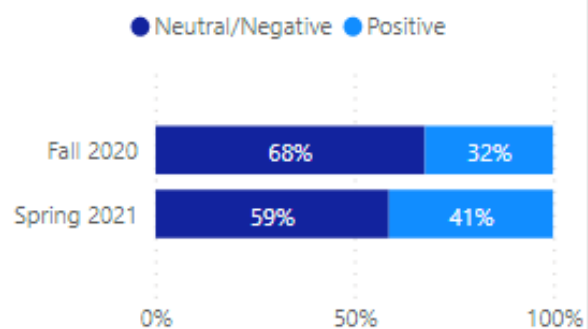
### SRSU is Supportive of People of Different Races, Ethnicities, Genders, etc.



### I Am Safe On My Campus



### I Worry Whether I Can Afford Balanced Meals

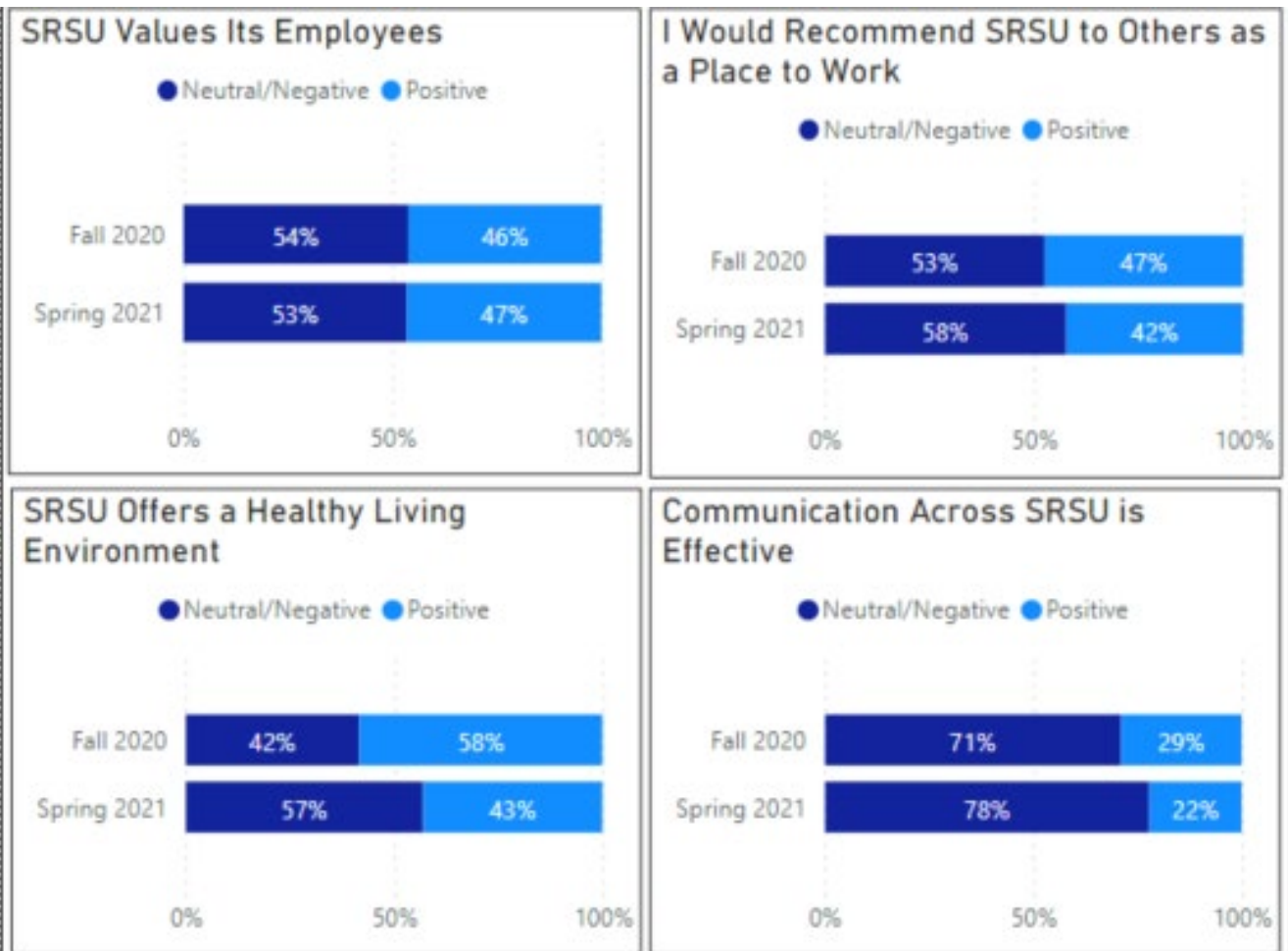


# Section Three: Faculty/Staff Responses to Key Areas

## Fall 2020 vs Spring 2021

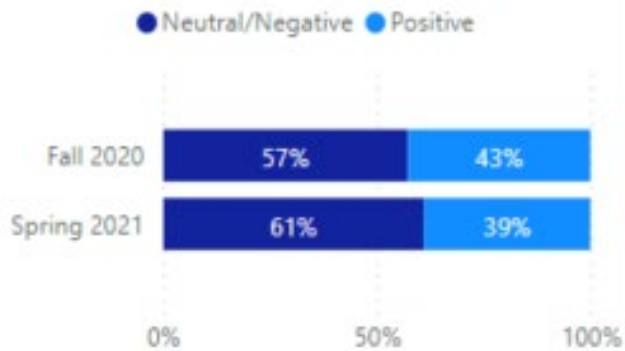
(Breakdown by Alpine and RGC available in Appendix B)

For the combined results of faculty and staff, the lowest rated areas were “Communication Across SRSU is Effective” (29% in Fall 2020 and 22% in Spring 2021) and “I am Comfortable with Offering My Opinions Without Fear of Consequences” (43% in Fall 2020 and 39% in Spring 2021). The largest drop in positive ratings from Fall 2020 to Spring 2021 occurred for “SRSU Offers a Healthy Living Environment”, which dropped by 15%. “Awareness of Professional Development Opportunities for My Position” increased by 21%.

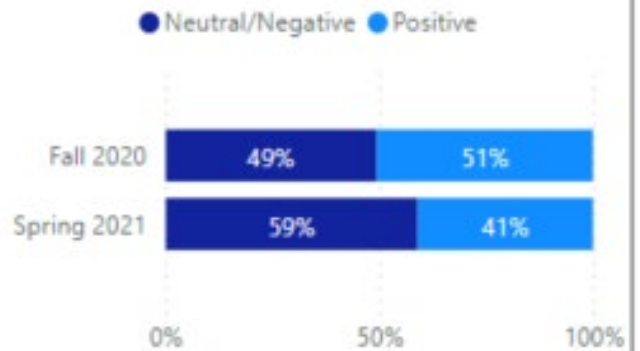




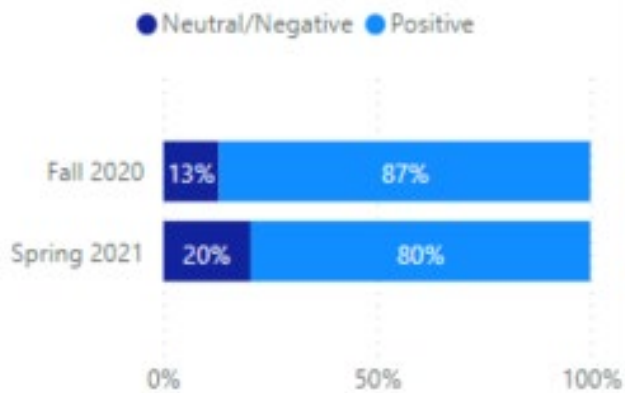
### I am Comfortable with Offering My Opinions Without Fear of Consequences



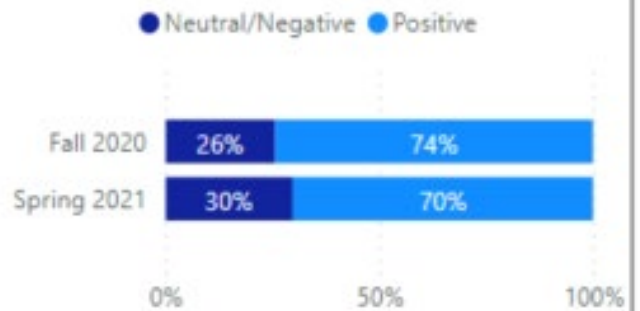
### Campus Facilities are Well-Maintained & Easily Accessible For All



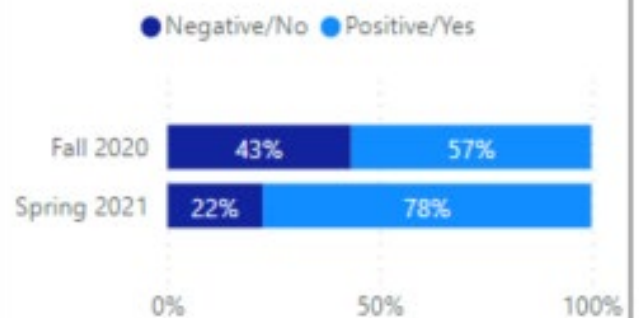
### I Feel Safe on Campus



### SRSU is Supportive of People of Different Races, Ethnicities, Genders, etc.



### I am Aware of Professional Development Opportunities for My Position



# Section Four: Qualitative Responses

## Fall 2020

There were 199 individual responses of varying lengths to the open-ended question. Within those 199 responses, there were 299 discrete items that were identified. The responses were classified by two independent researchers into 17 categories. The categories include:

Theme	Brief Description	# items
Communication	Concerns with exchanges between students and offices, between departments, and across campuses	34
Facilities	Concerns regarding parking lots, buildings maintenance, and elevators and more staffing for maintenance	31
Diversity	Concerns over divisions between younger and older students, ability to disagree with civility, the Sul Ross statue, and recognizing multiple perspectives	29
Administration	Concerns over inclusion of faculty and staff in decision making, need for transparency, valuing employees, budgets, and concerns regarding work study and graduate students	28
Instructors	Concerns regarding too much homework assigned in online classes, patience with COVID-19 complications, more engaging classes, more availability	26
Technology	Concerns for more LTAC staff, resolving issues with Blackboard	22
Staff/Faculty Wages and Positions	Concerns for more custodial positions and higher salaries. Concerns for more faculty hiring. Request for more professional development	21
Positive about SRSU	Positive statements such as: "Sul Ross is a great place, and I am really enjoying being a part of the community."	19
Cafeteria Food	Concerns over quality of food	14
COVID-19	Some reported satisfaction with SRSU handling and some concerns about enforcement of safety guidelines	14
Student Activities	Requests for more clubs and activities	14
Academic Advising	Need for informed and available advisors	10
Students Feel Neglected	RGC requests comparable student services with Alpine offerings. Concerns from Midland students for equal treatment. Avoid favoritism among student groups.	10
Gains Under the New President	Positive comments such as, "Since mid-summer, I have seen real improvements."	9
RGC Specific	Make RGC as much a priority as Alpine	7
Team Building	Recognition that we are all part of a team	7
Safety	Concerns for safety on campus	4

## Spring 2021

In 2021, there were 154 individual responses. Those responses were broken down into 207 discrete items and classified by two independent researchers into 11 categories. These categories include?

Theme	Brief Description	# Items	Faculty	Staff	Students
Facilities	Concerns regarding parking lots, buildings maintenance, and elevators and more staffing for maintenance---Alpine Campus	45	10	5	30
Quality of Services	Library hours, financial aid services, advising, concerns regarding faculty professionalism, signage, need for good customer service practices	37	2	3	32
Staff/Faculty Wages and Positions	Concerns for more custodial positions and higher salaries. Concerns for more faculty hiring. Request for more professional development. Request for competitive compensation.	23	11	11	1
Communication	Concerns with exchanges between students and offices, between departments, and across campuses. Communication should be timely	22	7	9	6
Positive about SRSU	Positive statements such as: "Sul Ross is a great place, and I am really enjoying being a part of the community."	20	4	0	16
Lack of Support	Designated counselors for registering, replying to emails, mentorship for junior faculty, on-boarding, support of students, etc.	20	10	4	6
Diversity	Concerns over divisions between younger and older students, ability to disagree with civility, the Sul Ross statue, and recognizing multiple perspectives	19	6	5	8
Administration	Concerns over inclusion of faculty and staff in decision making, need for transparency, valuing employees, budgets, and concerns regarding work study and graduate students	10	1	5	4

Expand Online Programs	Increase online offerings – courses and programs	6	1	0	5
Budget	Resources scarce, sports vs. academics	3	1	1	1
Retention	Retention of sports players, creating more events for retention	2	0	1	1

## Qualitative Summary for All Campuses

In Fall 2020, there were 199 individual responses representing 32% of the participants. The top five of the 17 themes were:

- Issues with communication (34 comments)
- Issues with facilities (31 comments)
- Issues with diversity (29 comments)
- Administrative issues (28 comments)
- Issues with instructors (26 comments)

Of those top five themes, quantitative data supports opinions expressed for communication, facilities, and administrative issues, but qualitative data does not support the opinions expressed for diversity and issues with instructors. All 17 themes were shared with departments and committees with primary responsibility for those areas.

In Spring 2021, there were 154 individual responses representing 36% of the participants. Eleven themes were identified. The top 11 themes were:

- Issues with facilities 45 comments)
- Quality of Services (37 comments)
- Issues with communication (22 comments)
- Issues with diversity (19 comments)
- Administrative issues (10 comments)

# Section Five: Conclusions and Recommendations

## Conclusions

The Fall 2020 response rate (22%) and Spring 2021 rate (18%) indicated solid engagement by the university community.

## Challenges

- Communication continues to be a concern both in the multiple choice questions and the open-ended responses.
- Work-life balance satisfaction among faculty and staff has fallen dramatically (-18.3 percentage points).
- Food insecurity among students on the Alpine campus has increased significantly (+9.0 percentage points)

## Successes

- Sul Ross has made significant gains in professional development after the launching of the Professional Development Initiative in January 2021. In 2020, 57% of faculty and staff reported, “I am aware of professional development opportunities for my position.” and in 2021, the percentage increased to 78%.
- Sul Ross has maintained consistent awareness of diversity and inclusion on campus. Faculty and staff responses to “My primary university campus is supportive of people of different races, ethnicities, gender and sexual identifies and/or cultural backgrounds” has been rated highly in 2020 at 74.4% and in 2021 at 70.2%.
- Among the students who responded to the survey, 82.9% in fall and 81.8% in spring reported that “I will likely attend SRSU next year. This is a very promising indicator for retention.

## Recommendations

1. The Guiding Coalition will meet to review the priorities and identify interventions with targets.
2. Data on wellness will be shared with the committee organizing to create a wellness program and used as a baseline.
3. Data will be shared with committees with related missions, and they will be encouraged to set goals for increasing the positive responses.
4. The Campus Environment Survey will be administered on an annual basis.

5. Set a goal to increase participation rates to 30% or higher among all groups (students, faculty, staff).

# Appendix

## A. Recognition

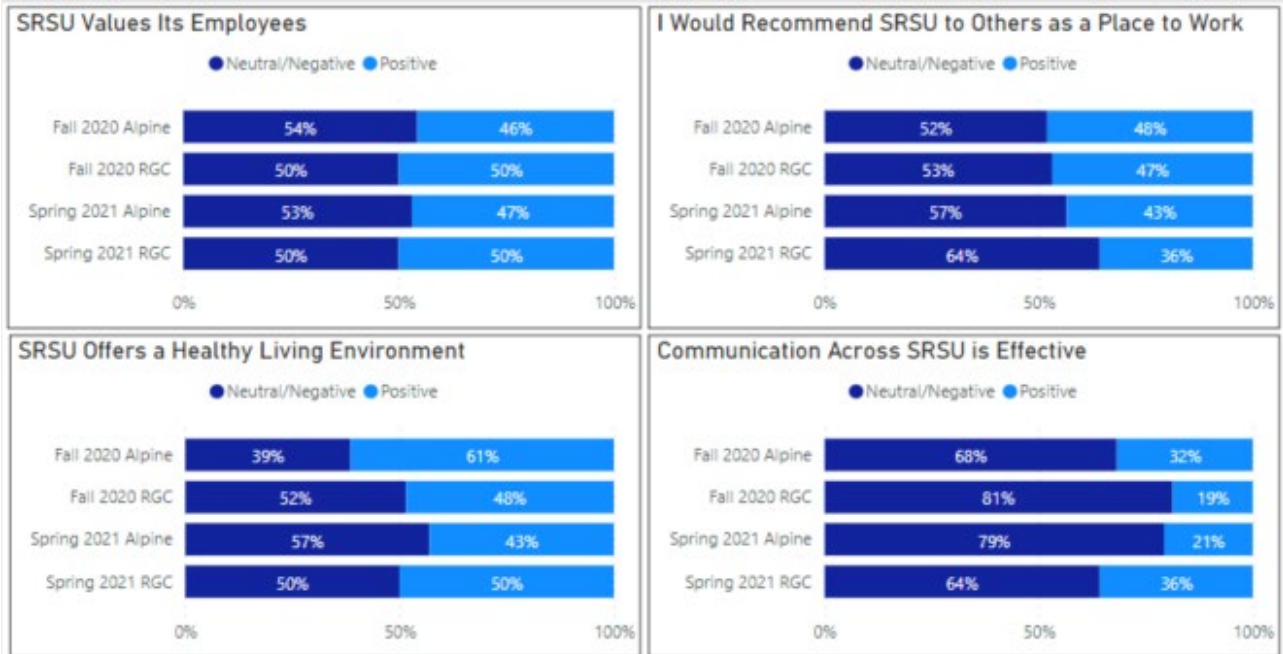
The university is grateful to the members of the Guiding Coalition for their research and development of this survey and their commitment to all faculty, staff, and students to use the data to continually enhance the campus culture for all.

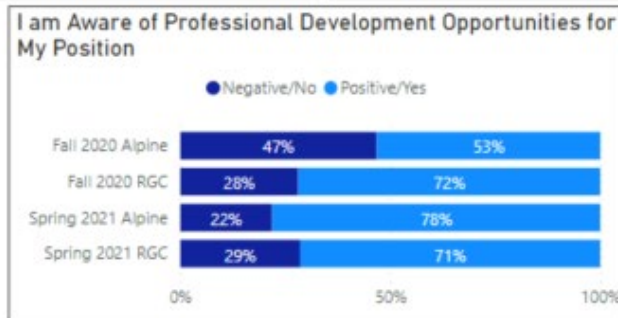
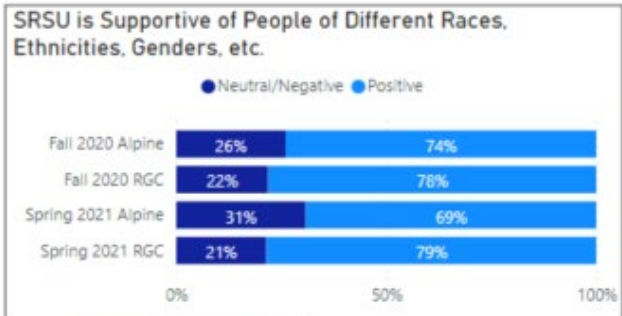
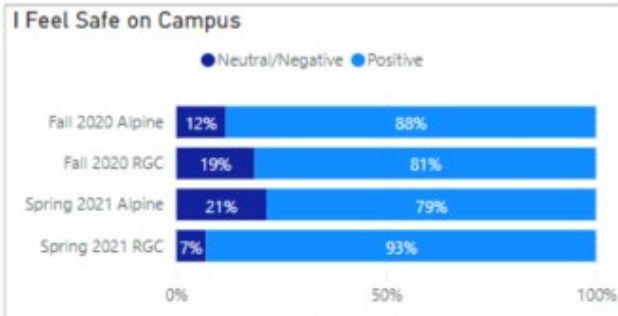
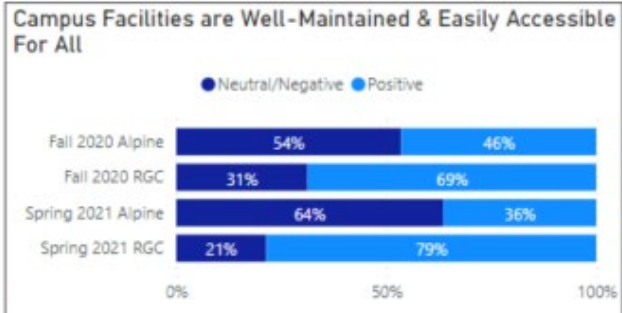
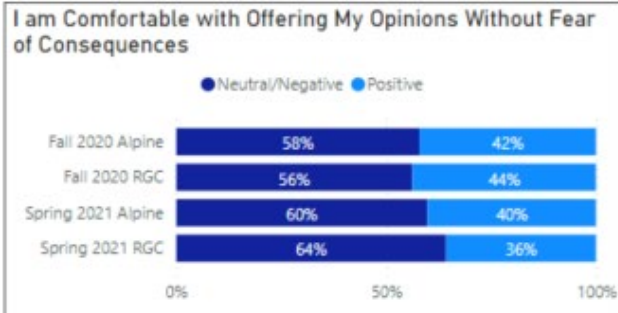
<b>Name</b>	<b>Position</b>	<b>Campus</b>
Valerie Baca-2020 Ysabel Aguilera- 2021	SGA President	Alpine
Rosemary Briseno	English Professor	Alpine
Jazell Diaz	Administrative Associate	Uvalde
Karlin DeVoll	Director of HR	Alpine
Maria Gear	Education Professor	Eagle Pass
Bibi Gutierrez	Psychology Professor	Alpine
Chris Herrera	Kinesiology & Human Performance Department Chair	Alpine
Dominick Percoco	OIT	Alpine
Dean Wilkinson	Public Relations Officer	Alpine
Savannah Williamson	History Professor	Alpine
Anne VanLoon-2020	Administrative Associate	Alpine
Jeanne Qvarnstrom	Assistant VP for Institutional Effectiveness	Alpine, Del Rio, Eagle Pass, Uvalde





## B. Faculty/Staff Disaggregated by Alpine and RGC





## C. Multiple Choice Responses Aggregated

## D. Multiple Choice Responses- Alpine

## E. Multiple Choice Responses- RGC

## F. Complete Qualitative Responses