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CATEGORY 1: Career Development
1. I believe I have the opportunity for personal development and growth at UC. (A-TA-?-TD-D)
9. UC provides people with the necessary information and resources to manage their own careers effectively. (A-TA-?-TD-D)
14. I am confident I can achieve my personal career objectives with UC. (A-TA-?-TD-D)
18. My UC campus/location is doing a good job of planning for management succession. (A-TA-?-TD-D)

CATEGORY 2: Communication
2. UC does an excellent job of keeping employees informed about matters affecting us. (A-TA-?-TD-D)
10. I feel able to openly and honestly communicate my views upwards. (A-TA-?-TD-D)

CATEGORY 3: Engagement
3. I feel motivated to go beyond my formal job responsibilities to get the job done. (A-TA-?-TD-D)
11. UC inspires me to do my best work. (A-TA-?-TD-D)
15. I am satisfied with my involvement in decisions that affect my work. (A-TA-?-TD-D)
19. I have the equipment/tools/resources I need to do my job effectively. (A-TA-?-TD-D)
21. There is usually sufficient staff in my department to handle the workload. (A-TA-?-TD-D)
23. My work schedule allows sufficient flexibility to meet my personal/family needs. (A-TA-?-TD-D)
25. I would recommend UC as a good place to work. (A-TA-?-TD-D)
29. At the present time, are you seriously considering leaving UC? (Y-N-DK <No>)

CATEGORY 4: Image/Brand
4. UC is highly regarded by its employees. (A-TA-?-TD-D)

CATEGORY 5: Organizational Change
5. Generally, recent major organizational changes at UC have been: (A-TA-?-TD-D)
   a. Well planned
   b. Well communicated

CATEGORY 6: Performance Management
6. I feel my personal contributions are recognized. (A-TA-?-TD-D)
12. I think my performance on the job is evaluated fairly. (A-TA-?-TD-D)
16. I feel UC does a good job matching pay to performance. (A-TA-?-TD-D)
BASE CATEGORY SET

CATEGORY 7: Supervision

7. My supervisor gives me regular feedback on my performance. (A-TA-?-TD-D)
13. My supervisor does a good job of building teamwork. (A-TA-?-TD-D)
17. My supervisor treats me with respect. (A-TA-?-TD-D)
22. My supervisor develops people's abilities. (A-TA-?-TD-D)
24. My supervisor communicates effectively. (A-TA-?-TD-D)
26. I have a clear understanding of how my job contributes to the departmental objectives. (A-TA-?-TD-D)
27. Regarding suggestions for change from employees, my supervisor is usually responsive. (A-TA-?-TD-D)
20. Please indicate the extent to which you agree with the following statements about your supervisor: (A-TA-?-TD-D)
   a. Effectively deals with poor performers
   b. Listens carefully to different points of view before coming to conclusions
   c. Encourages new ideas and new ways of doing things
28. My supervisor helps me make time to participate in training and development activities. (StA-A-Neither-D-StD)

CATEGORY 8: Working Relationships

8. There is good cooperation between my department and other departments at my campus/location. (A-TA-?-TD-D)