

Victims of Our Success: How OIR Survived the Flood of Ad-Hoc Requests for Faculty/Staff Satisfaction Survey Data

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UNIVERSITY OF MINNESOTA

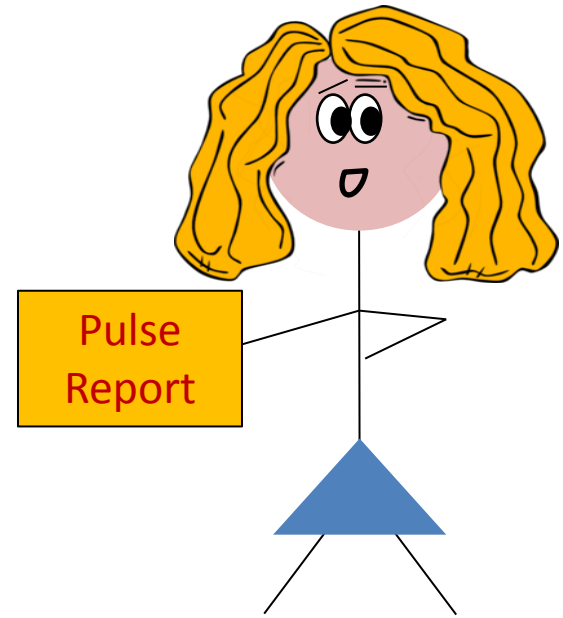
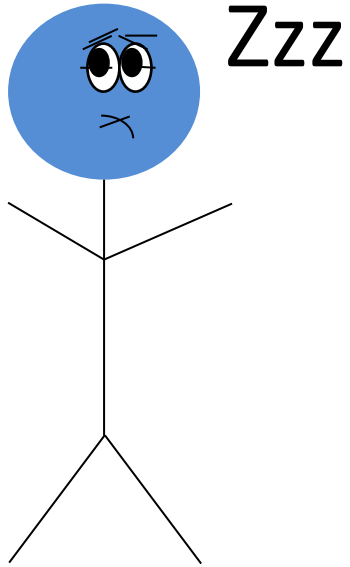
Driven to DiscoverSM

Paper presented at the AIRUM Annual Conference, October 27, 2010.
Bloomington, MN

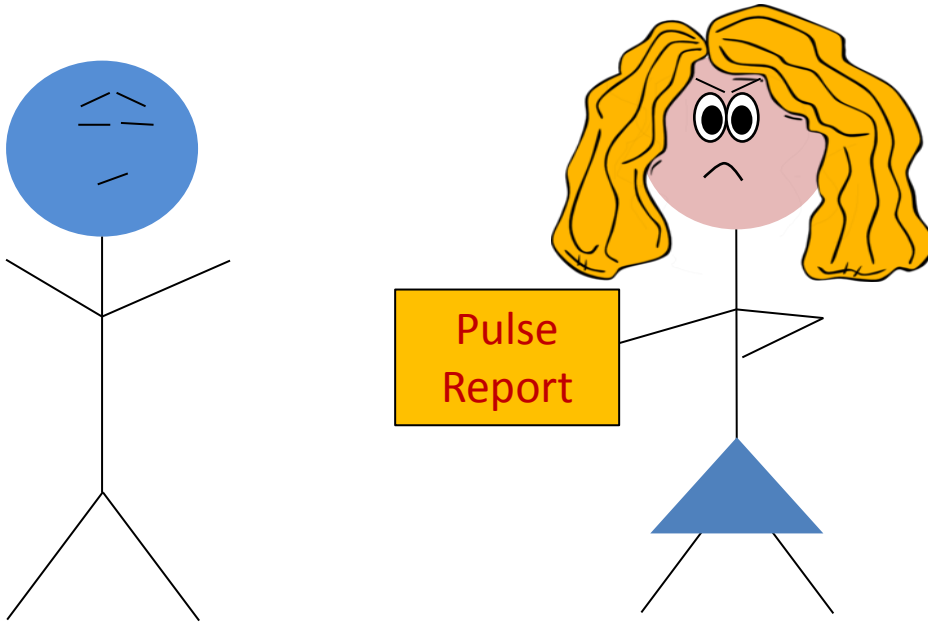
What is Pulse?

- Online employee satisfaction and engagement survey unique to the University of Minnesota
- Conducted biennially since 2004
- Sent to more than 19,000 employees ($\geq 50\%$ FTE)
- To the University:
 - “Takes the pulse” of our employees regarding several key areas of the workplace experience
- To the Units:
 - Provides critical information on organizational performance and manager quality
- To the Employees:
 - Ensures voices are heard

And the response to the results were...



And the response to the results were...

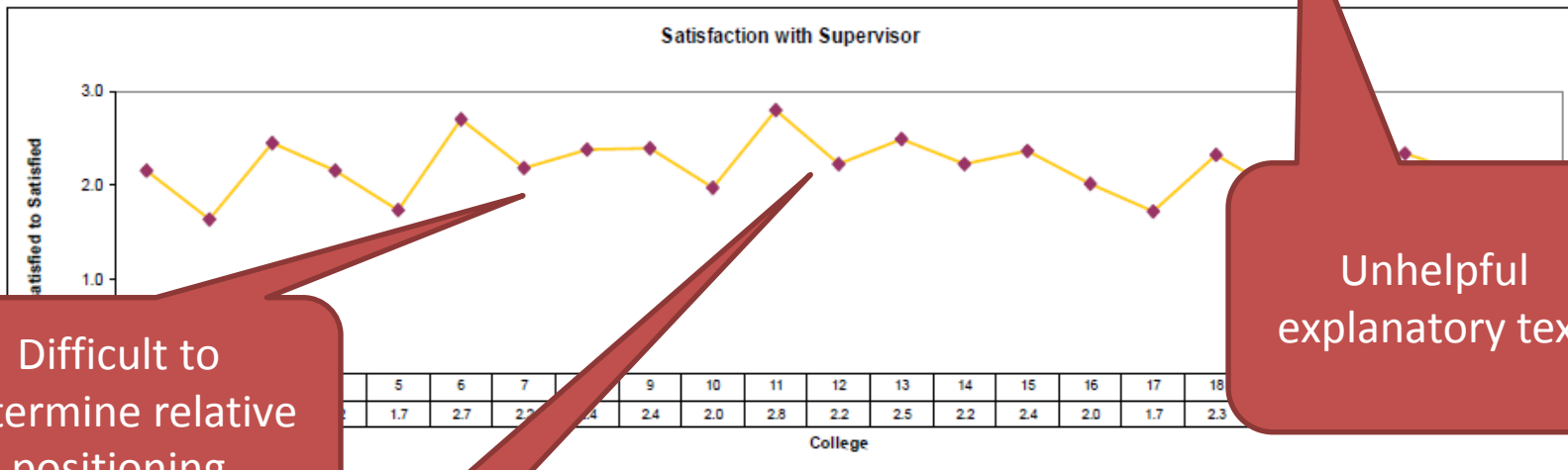


Why?

- Original standard reports were:
 - Visually uninteresting
 - Statistically unapproachable
 - Difficult to understand one's score in a jumbled context
 - Explanations were “vanilla”

Satisfaction with Supervisor

This graph is based on responses to statements that assessed faculty's satisfaction with their supervisors, such as "praises good work, tactful, up-to-date." Overall, faculty employees indicated that they were generally moderately satisfied with their supervisors.



Difficult to determine relative positioning

Unhelpful explanatory text

A line graph?
Really?

WASTED
SPACE!!

Why?

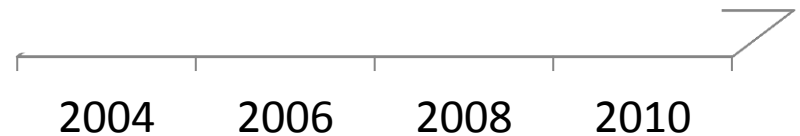
- Original standard reports were:
 - Visually uninteresting
 - Statistically unapproachable
 - Difficult to understand one's score in a jumbled context
 - Explanations were vanilla
 - Survey tool had grown too big with too many special interest questions

Graphic of growth of questions 2004-2010

- 2004
- 2006
- 2008
- 2010

Maximum Number of Questions Asked

Sum of all question branches and twigs.



So what did we do?

- First:



PANIC!!!

- results table + graphic + explanatory text

- Finally...hire a graduate student to do all the work.

Workload issues over the horizon

- We knew that after data collection and cleaning we'd have to prepare a minimum of:
 - 2 System/campus level reports
 - 1 for Faculty results
 - 1 for Staff results



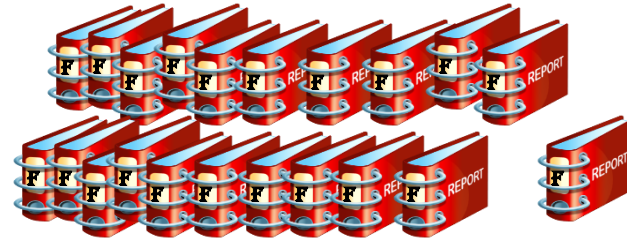
Workload issues over the horizon

- We knew that after data collection and cleaning we'd have to prepare a minimum of:
 - 2 System/campus level reports
 - 1 for Faculty results
 - 1 for Staff results



Workload issues over the horizon

- and:
 - 73 College-level reports
 - 21 Faculty results for Academic units
 - 52 Staff results for Academic and Service Units (and we're not even at the departmental level yet!)



New report format

- Borrowed from original in terms of code number
- Provided context as to how many people responded
- Provided context of like-sized units without giving away identity

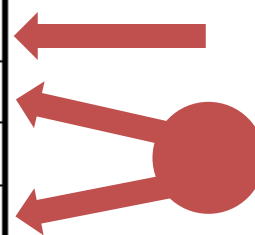
INTRODUCTION

In April 2010, the University of Minnesota launched its fourth biennial Pulse survey—endeavoring to “take the pulse” of the University’s faculty and staff. Institutional and unit-level reporting from the 2008 Pulse survey showed broad-based interest in survey results and an increased understanding of how those results can inform improvements in the workplace experience. Thus, substantial efforts were made to improve the survey instrument as well as the reporting tools to further improve the response rate and allow for better in-depth results reporting for individual units.

As a result, response rates rose in 2010. The combined response rate of faculty and Instructional P&As (defined chiefly as teaching specialists and lecturers) rose from 35 percent in 2008 to 37 percent in 2010, and to 39 percent for faculty alone. The staff response rate rose from 45 to 49 percent in 2010. While these increases seem small, the raw numbers add up to almost 1,000 additional respondents [178 additional faculty and Instructional P&A (IPA), and 783 additional staff].

Experiences from the 2008 survey also led the Steering Team to review how survey results could be better displayed and shared. This report reflects a concerted effort to display results in a visually dynamic and statistically informative manner for individual units. Results include averages and standard deviations where appropriate so that readers can draw their own conclusions regarding the meaning and impact of the results. Explanatory text is provided primarily to contextualize the results with data definitions and scales. While maintaining unit anonymity, grouping information is provided to allow comparison to similarly-sized units. High performing units (those performing one standard deviation or better than the system-wide average) are highlighted in green.

Unit Abbreviation	
Unit Name	
Pulse Report #:	60
Number of Faculty	108
Number of IPA	6
Faculty Completion Rate	45.4%
Instructional P&A Completion Rate	16.7%



Small Units (N = 5 to 47)	58	68
		75
	95	96
Medium Units (N = 62 - 121)	14	26
	33	41
		45
	50	60
Large Units (N = 179 - 921)	80	82
	18	19
	36	64
	77	89

Those performing one or more standard deviations below the system-wide average are highlighted in yellow or red, respectively.

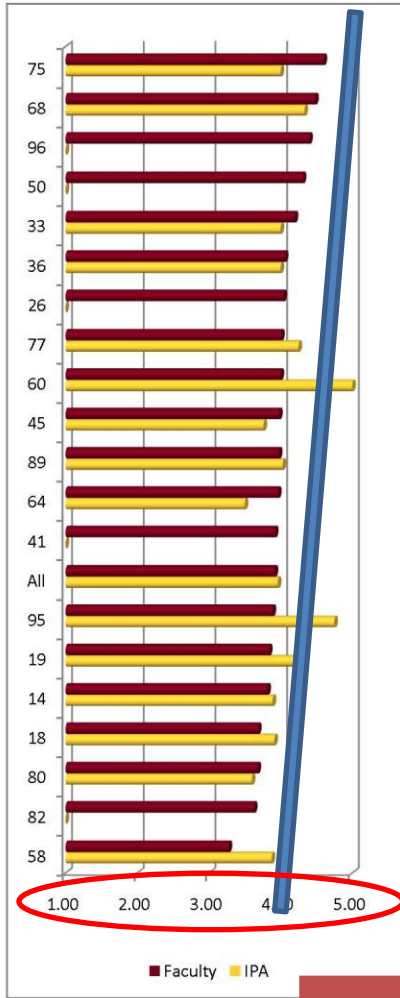
The number of faculty and IPA displayed above represents the total number invited to participate in the survey. The completion rates for these groups represent the percent of those invited who completed the survey.

To view the full 2010 Pulse reports, visit www.umn.edu/ohr/er/pulse.

New report format

- Borrowed from original in terms of code number
- Provided context as to how many people responded
- Provided context of like-sized units without giving away identity
- Statistics are enough to provide understanding without losing lay reader
- Graphically much more interesting
- Explanatory text is...well, still vanilla

Overall Satisfaction



Respondents were asked to rank the extent to which they agreed with the statement: "Overall, I am satisfied with my employment at the University," with the responses 1 = "Strongly Disagree" and 5 = "Strongly Agree." Responses to this overall satisfaction question provide an overview of their thoughts about working here.

Unit	Faculty		IPA	
	Avg	StDev	Avg	StDev
58	3.28	0.96	3.88	0.89
82	3.63	1.24	NA	NA
80	3.68	1.19	3.60	1.43
41	3.69	1.16	3.91	0.87
14	3.82	1.09	3.89	1.05
19	3.84	1.07	4.20	0.45
95	3.89	0.93	4.75	0.50
All	3.92	1.04	3.96	0.90
41	3.92	0.97	NA	NA
64	3.96	1.02	3.50	0.71
89	3.98	1.10	4.03	0.87
45	3.98	0.98	3.76	1.04
60	4.00	1.11	5.00	
77	4.01	0.95	4.25	0.50
26	4.04	0.94	NA	NA
36	4.06	0.82	4.00	
33	4.20	0.95	4.00	
50	4.31	0.64	NA	NA
96	4.40	0.55	NA	NA
68	4.48	0.83	4.33	0.82
75	4.60	0.55	4.00	0.84

■ 1+ Std Dev
 ■ -1 Std Dev
 ■ -2+ Std Dev

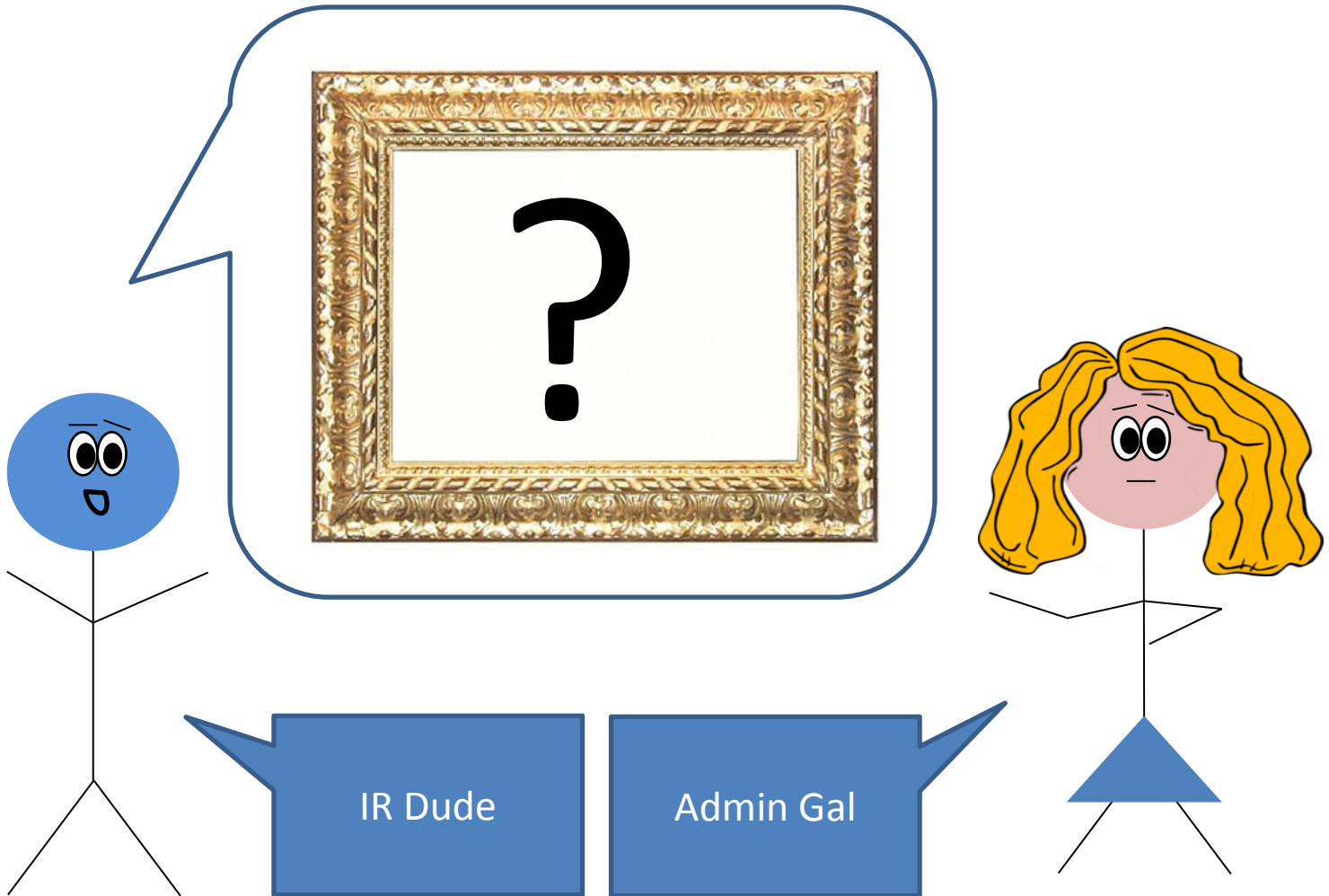
But before the floodgates opened

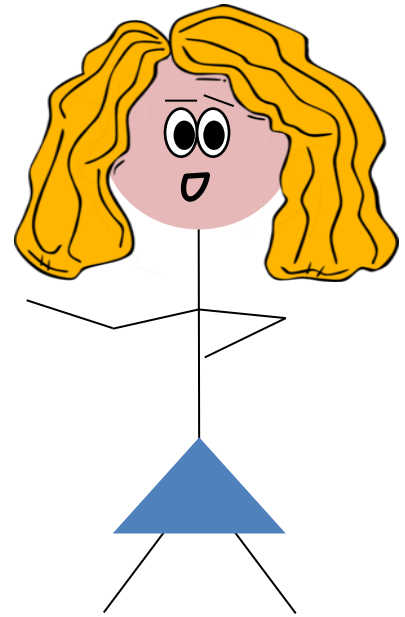
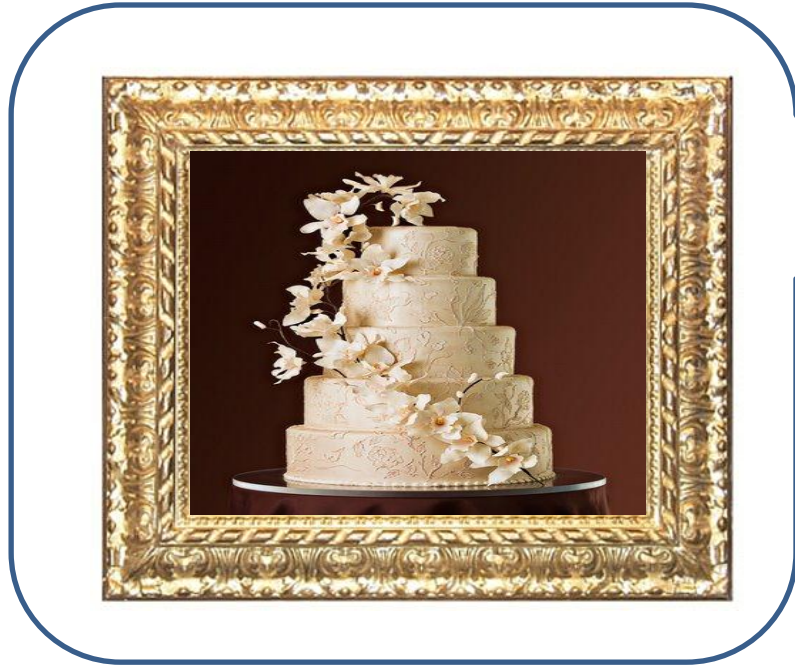
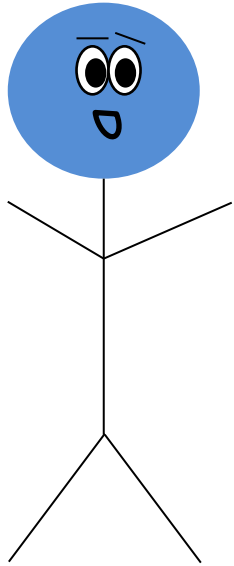
- Even before we released initial reports we were

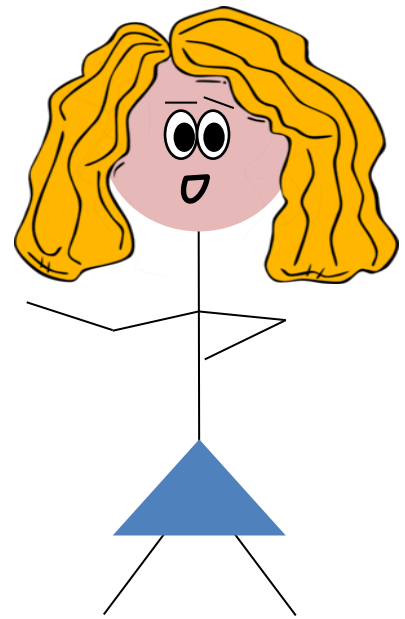
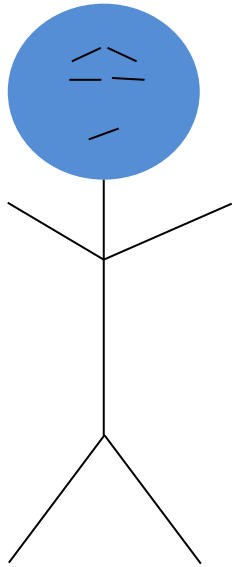
PANIC!!!

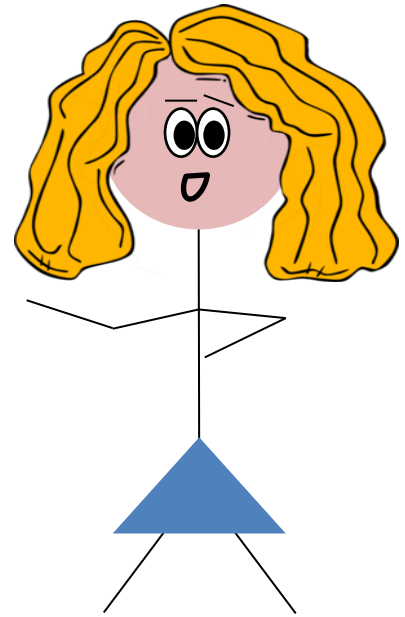
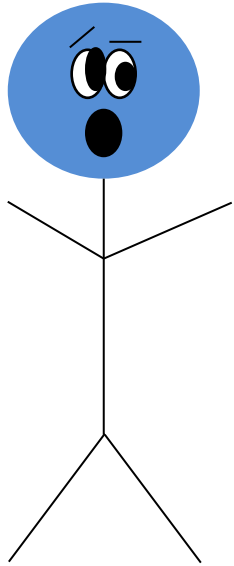
- In short, we were promising a quick-response tool for leaders to drill into the Pulse and get personalized results breakdowns...and we (I) hadn't even built anything yet.

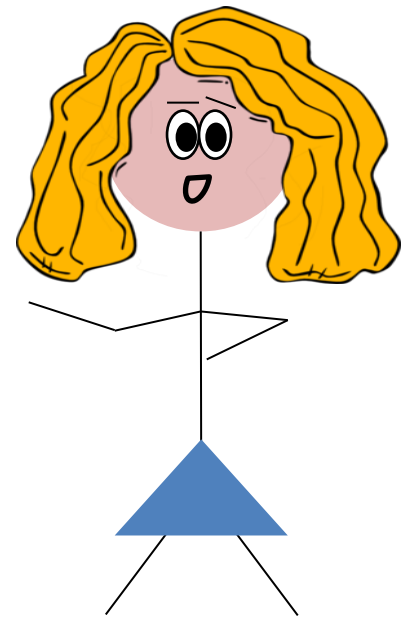
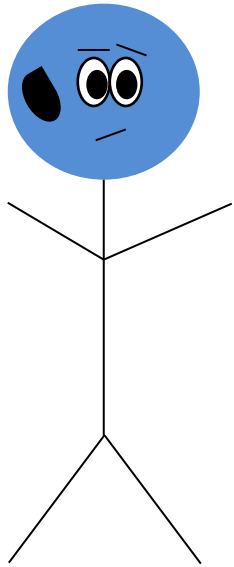
We wanted to avoid this scenario:

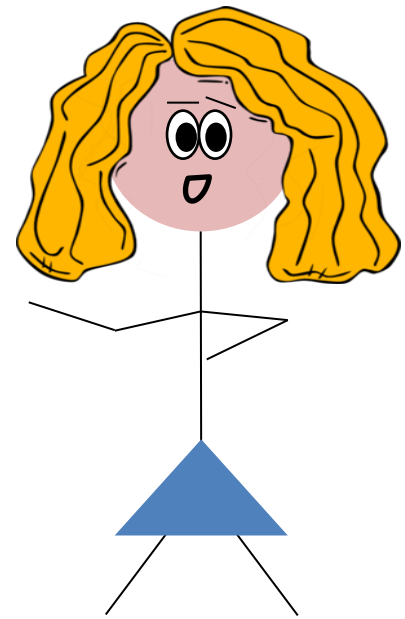
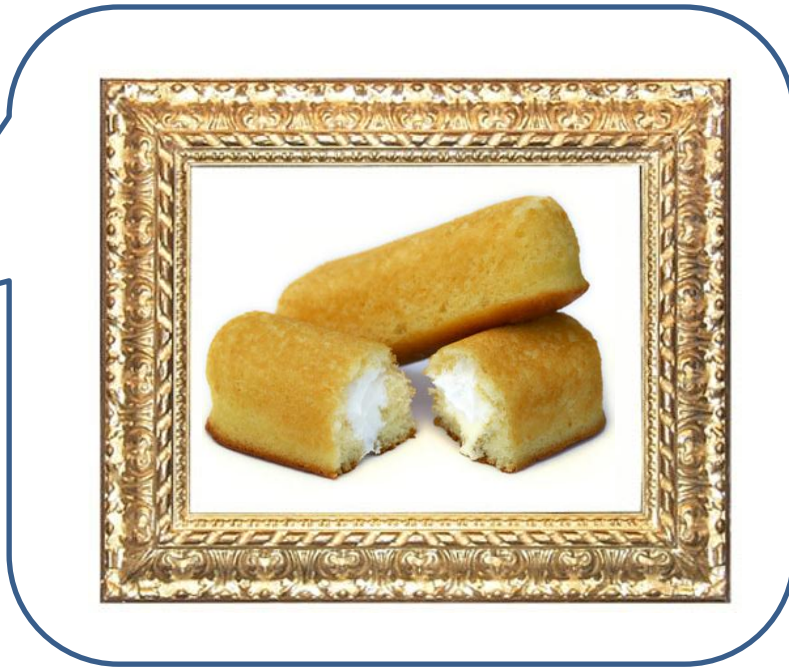
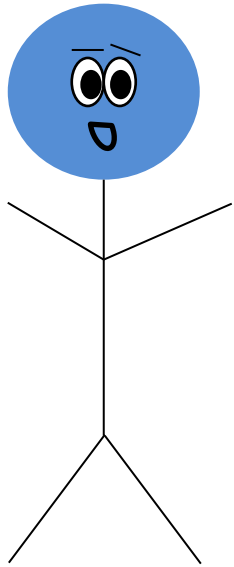


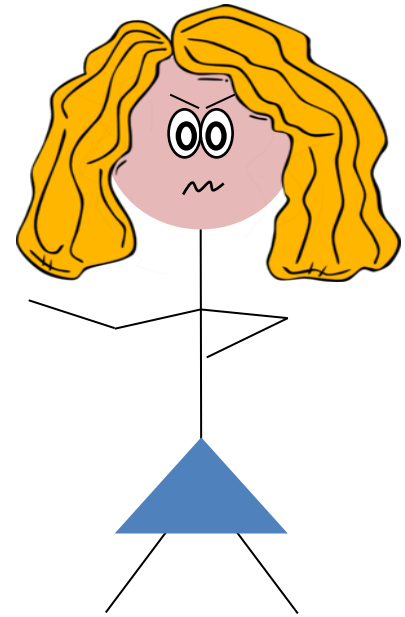
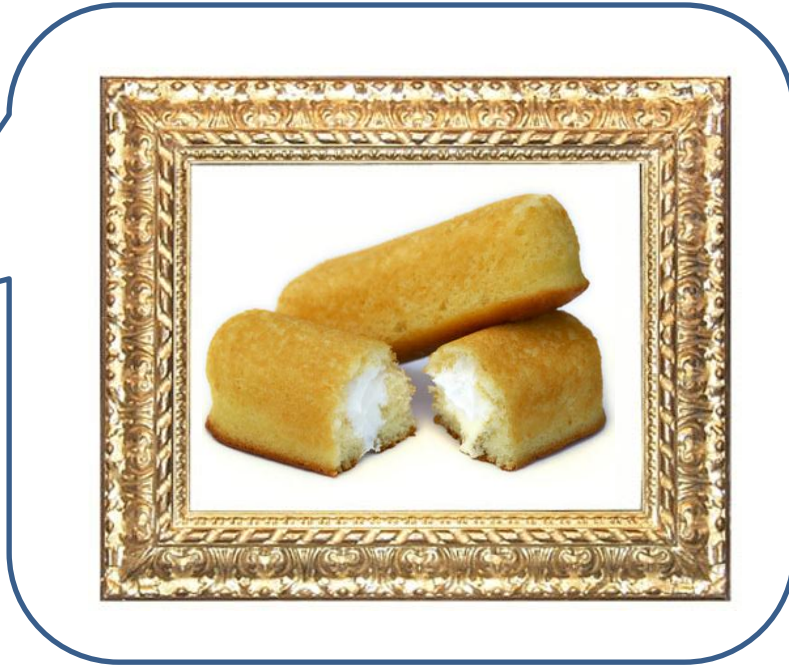
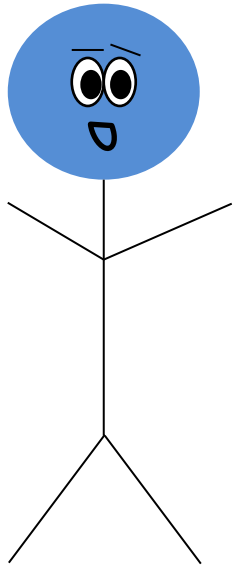


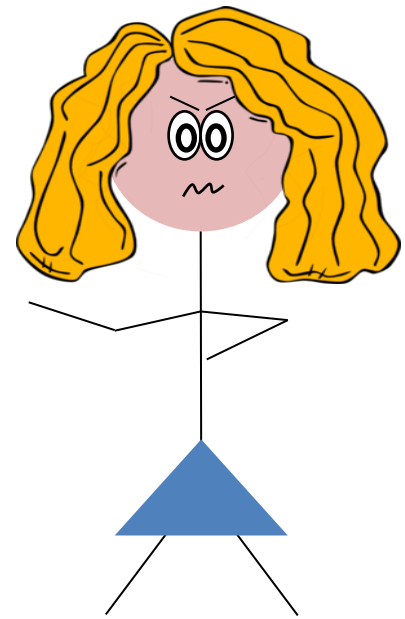
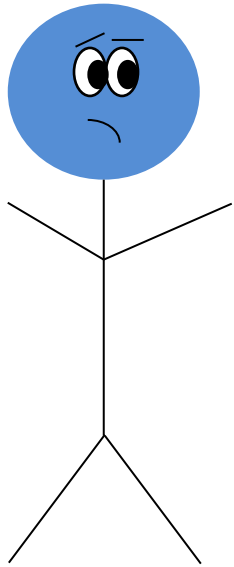


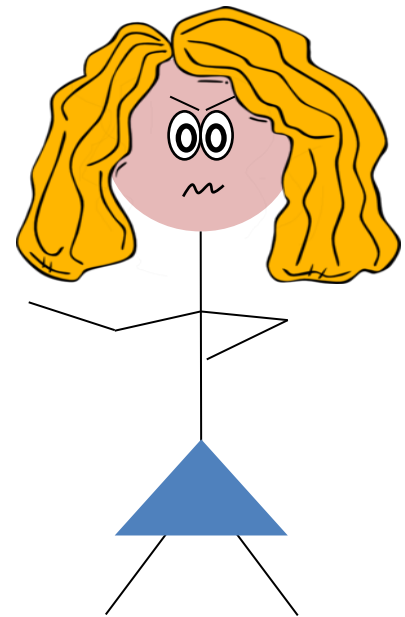
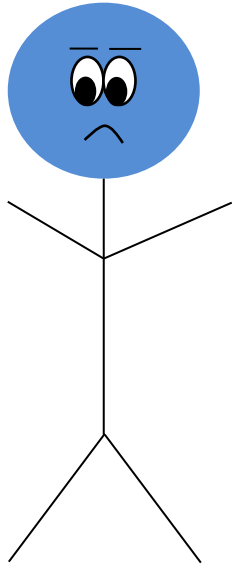












So, we were promising a lot...

- Needed to figure out the most efficient way to prepare and deliver ad hoc reports quickly while still keeping privacy/confidentiality controls in place.
- Solution? Give them whatever they want...
- ...but within certain limitations and within a specific format.

Key Components (worksheets)

Input

Data

Manipulation

Output

Data

- Cleaned
- Fields for calculated indexes
- Numbers are numbers, text is text, etc.

Output / Report Template

- What will the final product look like?
- (Initially) keep it free of results or calculations
- Think of this page as a “graphic” that will fill in actual results later.
- Should be visually appealing. (Style now, substance later)
- Does your output (template) supply them with the information they’re looking for?
- **Remember, PDF output changes the size of the printable area – so set to print as PDF first!**

Input

- Have you set up a system that can match Client definitions/breakouts with data definitions?
- Is there enough variety in the breakout variables to satisfy the universe of client needs?

Manipulation

- Think: “backstage”
- Pivot tables – one for each template
 - Pivot tables used to be pretty memory hungry, but now hard drive space and comp speed allows for multiple pivot tables in a single document
- Calculations, if/then, lookup
 - Anything that you think will appear in the final report should be done here and referenced in the template
- NOTE: keep pivots from changing shape!!!

New “ad hoc” report format

- Same indexes from original report, but user can pick up to three unique populations for side-by-side comparison
 - So long as populations don’t betray privacy or statistical unreliability.
- Ad hoc “possibility” tool first determines whether request is allowable.

S	FA		IPA		FA/IPA	STAFF	FA	IPA	AA
	Y	N	Y	N					
1						no			no
1	2					yes			yes
4	7					yes			no
1	6					yes			no
2	2					yes			no
2	8					yes			
13	4					no			
20	31					yes			
5	9					yes			
	5					yes			no
1						no			no
9	14					yes			no
1	2			2		no		no	
4	11	1	2			no	yes	no	
16	18					yes			no
1	5					yes			no
13	26	8	9			yes	yes	yes	no
2	3	6	7	2		yes	no	yes	no
4	11	8	11			yes	yes	yes	
1	2	8	10			yes	no	yes	no
12	17	14	12		1	yes	yes	yes	no

I	J	K	L	M	N	O	P	Q	R	S	T	
		FA		IPA								
CS												
N	Y	N	Y	N	Y		FA/IPA	STAFF	FA	IPA	AA	AI
	1							no			no	

=IFERROR((IF(OR((L24+N24)<5,((L24+N24)/(K24+L24+M24+N24))<0.3),"no","yes")), "")

2	8							yes				
13	4							no				
20	31							yes				
5	9							yes				
	5							yes			no	
1								no			no	no
9	14							yes			no	no
1	2				2		no	no		no		
4	11	1	2				no	yes	no			no
16	18							yes			no	
1	5							yes			no	no
13	26	8	9				yes	yes	yes		no	no
2	3	6	7	2			yes	no	yes	no		
4	11	8	11				yes	yes	yes			no
1	2	8	10				yes	no	yes		no	
12	17	14	12			1	yes	yes	yes	no	no	
	4	14	11	1			yes	no	yes	no		

I	J	K	L	M	N	O	P	Q	R	S	T
		FA		IPA							
CS											
N	Y	N	Y	N	Y		FA/IPA	STAFF	FA	IPA	AA
	1							no			no

=IFERROR((IF(OR((L24+N24)<5,((L24+N24)/(K24+L24+M24+N24))<0.3),"no","yes")), "")

13	4							no			
20	31							yes			
5	9							yes			
	5							yes			no
1								no			no
9	14							yes			no
1	2				2		no	no		no	
4	11	1	2				no	yes	no		no
16	18							yes			no
1	5							yes			no
13	26	8	9				yes	yes	yes		no
2	3	6	7		2		yes	no	yes	no	
4	11	8	11				yes	yes	yes		no
1	2	8	10				yes	no	yes		no
12	17	14	12			1	yes	yes	yes	no	no
	4	14	11		1		yes	no	yes	no	

I	J	K	L	M	N	O	P	Q	R	S	T
		FA		IPA							
CS											
N	Y	N	Y	N	Y		FA/IPA	STAFF	FA	IPA	AA
	1							no			no

```
=IFERROR((IF(OR((L24+N24)<5,((L24+N24)/(K24+L24+M24+N24))<0.3),"no","yes")), "")
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20	31							yes			
5	9							yes			
	5							yes			no
1								no			no
9	14							yes			no
1	2				2		no	no		no	no
4	11	1	2				no	yes	no		no
16	18							yes			no
1	5							yes			no
13	26	8	9				yes	yes	yes		no
2	3	6	7		2		yes	no	yes	no	
4	11	8	11				yes	yes	yes		no
1	2	8	10				yes	no	yes		no
12	17	14	12			1	yes	yes	yes	no	no
	4	14	11		1		yes	no	yes	no	

I	J	K	L	M	N	O	P	Q	R	S	T	
		FA		IPA								
CS												
N	Y	N	Y	N	Y		FA/IPA	STAFF	FA	IPA	AA	AI
	1							no			no	

=IFERROR((IF(OR((L24+N24)<5,((L24+N24)/(K24+L24+M24+N24))<0.3), "no", "yes")), "")

13	4							no				
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5	9							yes				
	5							yes			no	
1								no			no	no
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1	2				2		no	no		no		
4	11	1	2				no	yes	no			no
16	18							yes			no	
1	5							yes			no	no
13	26	8	9				yes	yes	yes		no	no
2	3	6	7	2			yes	no	yes	no		
4	11	8	11				yes	yes	yes			no
1	2	8	10				yes	no	yes		no	
12	17	14	12			1	yes	yes	yes	no	no	
	4	14	11	1			yes	no	yes	no		

I	J	K	L	M	N	O	P	Q	R	S	T	
		FA		IPA								
CS												
N	Y	N	Y	N	Y		FA/IPA	STAFF	FA	IPA	AA	AI
	1							no			no	

=IFERROR((IF(OR((L24+N24)<5,((L24+N24)/(K24+L24+M24+N24))<0.3),"no","yes")), "")

13	4							no				
20	31							yes				
5	9							yes				
	5							yes			no	
1								no			no	no
9	14							yes			no	no
1	2				2		no	no		no		
4	11	1	2				no	yes	no			no
16	18							yes			no	
1	5							yes			no	no
13	26	8	9				yes	yes	yes		no	no
2	3	6	7	2			yes	no	yes	no		
4	11	8	11				yes	yes	yes			no
1	2	8	10				yes	no	yes		no	
12	17	14	12			1	yes	yes	yes	no	no	
	4	14	11	1			yes	no	yes	no		

Ad hoc possibility tool

- Really just a series of if/then statements
- Can add other demographics to the pivot like gender, or jobcode groupings (e.g., IT Professionals or Associate Professors)
- Can be printed and delivered to Dean to show which possible population break-downs are reportable and which aren't.

University of Minnesota Pulse Survey Ad Hoc Report

Survey Index (Scale)	Scale range	U of M Faculty						Postdoctoral Fellow								
		N	Avg	SD	N	Avg	SD	N	Avg	SD	N	Avg	SD			
Overall Satisfaction	(1-5)	3503	2.82	1.02	115	4.04	0.82	8	4.00	0.87	115	4.06	1.00	8	4.00	0.71
Association with the University Again	(1-5)	3503	2.67	1.05	115	4.06	1.00	8	4.00	0.71	115	4.06	1.00	8	4.00	0.71
Satisfaction with Work	(0-1)	3503	2.74	0.10	115	2.78	0.28	8	3.00	0.00	115	2.78	0.28	8	3.00	0.00
Satisfaction with Dept. Chair/Responsible Administrator Support	(1-5)	3503	1.47	0.78	115	2.61	0.76	8	2.25	0.68	115	2.61	0.76	8	2.25	0.68
Satisfaction with Support for Scholarship and Teaching (General/operational support)	(1-4)	3503	2.66	1.02	115	2.46	1.02	8	1.86	1.03	115	2.46	1.02	8	1.86	1.03
Satisfaction with Support for Scholarship and Teaching (Technical support for computer and technology-related activities)	(1-4)	3503	2.70	0.85	115	2.47	0.82	8	2.22	0.87	115	2.47	0.82	8	2.22	0.87
Satisfaction with Support for Scholarship and Teaching (Basic research equipment and supplies)	(1-4)	3503	2.60	0.90	115	2.40	0.85	8	2.22	0.87	115	2.40	0.85	8	2.22	0.87
Satisfaction with Support for Scholarship and Teaching (Availability of computers, technology, and software)	(1-4)	3503	2.78	0.86	115	2.65	0.75	8	2.67	0.87	115	2.65	0.75	8	2.67	0.87
Satisfaction with Support for Scholarship and Teaching (Travel funds)	(1-4)	3503	1.96	0.85	115	1.62	0.87	8	1.28	0.74	115	1.62	0.87	8	1.28	0.74
Satisfaction with Support for Scholarship and Teaching (Research funds/available time/ing)	(1-4)	3503	1.75	0.88	115	1.28	0.65	8	1.11	0.22	115	1.28	0.65	8	1.11	0.22
Satisfaction with Support for Scholarship and Teaching (Office space)	(1-4)	3503	2.86	0.91	115	2.60	0.82	8	1.44	1.01	115	2.60	0.82	8	1.44	1.01
Satisfaction with Support for Scholarship and Teaching (Laboratory/research space)	(1-4)	3503	2.61	0.96	115	2.41	0.81	8	1.88	1.05	115	2.41	0.81	8	1.88	1.05
Satisfaction with Support for Scholarship and Teaching (Classroom space)	(1-4)	3503	2.61	0.88	115	2.75	0.78	8	2.11	1.12	115	2.75	0.78	8	2.11	1.12
Satisfaction with Support for Scholarship and Teaching (Start-up funds)	(1-4)	3503	2.18	1.02	115	2.24	0.88	8	1.71	0.76	115	2.24	0.88	8	1.71	0.76
Satisfaction with Support for Scholarship and Teaching (Teaching assistants or graders)	(1-4)	3503	2.11	0.88	115	1.90	0.81	8	1.28	1.06	115	1.90	0.81	8	1.28	1.06
Satisfaction with Support for Scholarship and Teaching (Research assistants)	(1-4)	3503	2.15	1.01	115	2.04	0.86	8	2.00	1.22	115	2.04	0.86	8	2.00	1.22
Satisfaction with Support for Scholarship and Teaching (Library resources)	(1-4)	3503	2.21	0.74	115	2.16	0.61	8	2.22	0.67	115	2.16	0.61	8	2.22	0.67
Satisfaction with Support for Scholarship and Teaching (Access to information on funding opportunities)	(1-4)	3503	2.85	0.80	115	2.85	0.71	8	2.67	1.00	115	2.85	0.71	8	2.67	1.00
Satisfaction with Support for Scholarship and Teaching (Assistance in grant writing and preparation of grant budgets)	(1-4)	3503	2.51	0.88	115	2.15	0.88	8	2.42	1.27	115	2.15	0.88	8	2.42	1.27
Satisfaction with Support for Scholarship and Teaching (Assistance in study design and data analysis)	(1-4)	3503	2.08	0.85	115	1.87	0.72	8	1.88	0.88	115	1.87	0.72	8	1.88	0.88
Satisfaction with Support for Scholarship and Teaching (Assistance in preparing and editing manuscripts)	(1-4)	3503	1.68	0.88	115	1.48	0.77	8	1.00	0.00	115	1.48	0.77	8	1.00	0.00
Satisfaction with Support for Scholarship and Teaching (Internal funding for new research ideas)	(1-4)	3503	2.01	0.82	115	1.60	0.76	8	1.22	0.67	115	1.60	0.76	8	1.22	0.67
Satisfaction with Support for Scholarship and Teaching (Internal funding for new teaching ideas)	(1-4)	3503	1.88	0.88	115	1.77	0.78	8	1.80	0.76	115	1.77	0.78	8	1.80	0.76
Satisfaction with Support for Scholarship and Teaching (Internal funding for bridge support between external grants)	(1-4)	3503	1.78	0.87	115	1.42	0.58	8	1.12	0.25	115	1.42	0.58	8	1.12	0.25
Satisfaction with Support for Scholarship and Teaching (Assistance in obtaining patents, copyrights, and trademarks)	(1-4)	3503	2.15	0.96	115	2.40	1.02	8	2.75	1.50	115	2.40	1.02	8	2.75	1.50

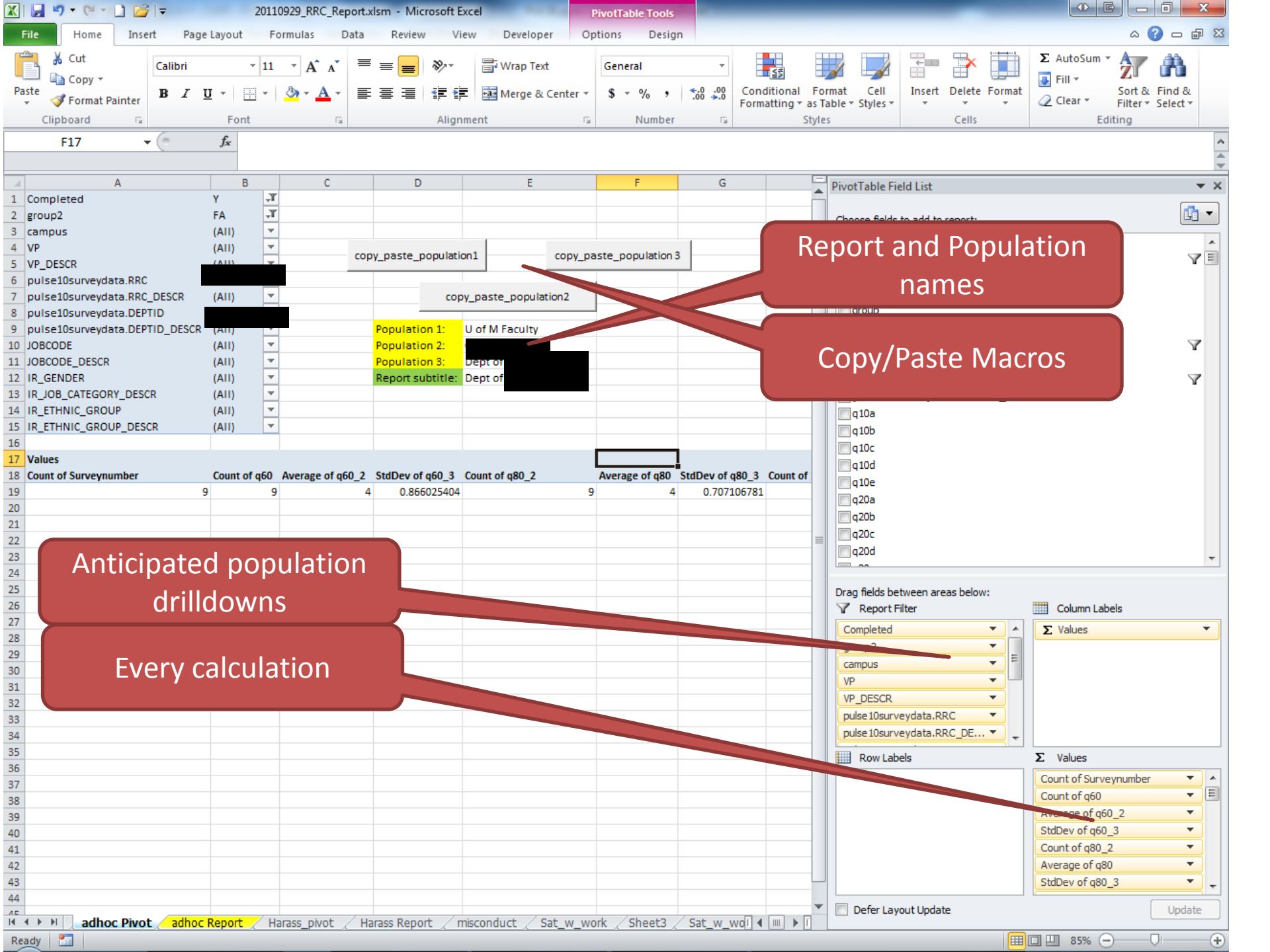
University of Minnesota Pulse Survey Ad Hoc Report

	Scale range	U of M Faculty			[REDACTED]			Dept of [REDACTED] FA		
		N	Avg	StD	N	Avg	StD	N	Avg	StD
Survey Index (scale)										
Overall Satisfaction	(1-5)	1503	3.93	1.03	115	4.04	0.82	8	4.00	0.87
Access/Position at the University Again	(1-5)	1503	3.97	1.05	115	4.06	1.00	8	4.00	0.71
Satisfaction with Work	(0-3)	1503	2.74	0.30	115	2.78	0.28	8	3.00	0.00
Satisfaction with Dept Chair/Responsible Administrator Support	(1-5)	1503	3.47	0.78	115	3.61	0.76	8	3.25	0.66
Satisfaction with Support for Scholarship and Teaching (Clerical/secretarial support)	(1-4)	1503	2.66	1.03	115	2.46	1.02	8	1.96	1.01
Satisfaction with Support for Scholarship and Teaching (Technical support, not reduced workload)	(1-4)	1503	2.70	0.85	115	2.47	0.83	8	2.22	0.97
Satisfaction with Support for Scholarship and Teaching (Basic research equipment and supplies)	(1-4)	1503	2.60	0.90	115	2.40	0.85	8	2.22	0.97
Satisfaction with Support for Scholarship and Teaching (Adequacy of computers, technology, and equipment)	(1-4)	1503	2.79	0.86	115	2.65	0.75	8	2.67	0.87
Satisfaction with Support for Scholarship and Teaching (Travel funds)	(1-4)	1503	1.96	0.85	115	1.63	0.87	8	1.38	0.74
Satisfaction with Support for Scholarship and Teaching (Research funds available from unit)	(1-4)	1503	1.75	0.88	115	1.38	0.65	8	1.11	0.33
Satisfaction with Support for Scholarship and Teaching (Office space)	(1-4)	1503	2.86	0.91	115	2.60	0.83	8	1.44	1.01
Satisfaction with Support for Scholarship and Teaching (Laboratory/research space)	(1-4)	1503	2.61	0.86	115	2.41	0.81	8	1.88	1.06
Satisfaction with Support for Scholarship and Teaching (Classroom/lab space)	(1-4)	1503	2.75	0.84	115	2.75	0.78	8	2.13	1.13
Satisfaction with Support for Scholarship and Teaching (Start-up funds)	(1-4)	1503	2.39	1.02	115	2.34	0.88	8	1.71	0.76
Satisfaction with Support for Scholarship and Teaching (Teaching assistants or graders)	(1-4)	1503	2.31	0.88	115	1.90	0.91	8	1.38	1.06
Satisfaction with Support for Scholarship and Teaching (Research assistants)	(1-4)	1503	2.35	1.01	115	2.04	0.96	8	2.00	1.22
Satisfaction with Support for Scholarship and Teaching (Library resources)	(1-4)	1503	3.23	0.74	115	3.36	0.61	8	3.22	0.67
Satisfaction with Support for Scholarship and Teaching (Access to information on funding opportunities)	(1-4)	1503	2.85	0.80	115	2.85	0.72	8	2.67	1.00
Satisfaction with Support for Scholarship and Teaching (Assistance in grant writing and preparation of grant budgets)	(1-4)	1503	2.53	0.98	115	2.35	0.88	8	2.42	1.27
Satisfaction with Support for Scholarship and Teaching (Assistance in study design and data analysis)	(1-4)	1503	2.09	0.95	115	1.87	0.72	8	1.88	0.98
Satisfaction with Support for Scholarship and Teaching (Assistance in preparing and reading manuscripts)	(1-4)	1503	2.58	0.88	115	1.44	0.77	8	1.00	0.00
Satisfaction with Support for Scholarship and Teaching (Internal funding for new research ideas)	(1-4)	1503	2.03	0.93	115	1.60	0.76	8	1.22	0.67
Satisfaction with Support for Scholarship and Teaching (Internal funding for new teaching ideas)	(1-4)	1503	1.98	0.88	115	1.77	0.79	8	1.90	0.76
Satisfaction with Support for Scholarship and Teaching (Internal funding for bridge support between external grants)	(1-4)	1503	1.78	0.87	115	1.43	0.58	8	1.13	0.35
Satisfaction with Support for Scholarship and Teaching (Assistance in obtaining patents, copyrights, and trademarks)	(1-4)	1503	2.25	0.86	115	2.40	1.03	8	2.75	1.50

Population #1

Population #2

Population #3



Report and Population names

Copy/Paste Macros

Anticipated population drilldowns

Every calculation

copy_paste_population1

copy_paste_population3

copy_paste_population2

Population 1: U of M Faculty
Population 2: [Redacted]
Population 3: Dept of [Redacted]
Report subtitle: Dept of [Redacted]

Completed	campus	VP	VP_DESCR	pulse10surveydata.RRC	pulse10surveydata.RRC_DE...	Count of Surveynumber	Count of q60	Average of q60_2	StdDev of q60_3	Count of q80_2	Average of q80	StdDev of q80_3	Count of
Y	FA	(All)	(All)	(All)	(All)	9	9	4	0.866025404	9	4	0.707106781	

PivotTable Field List

Choose fields to add to report:

- Completed
- campus
- VP
- VP_DESCR
- pulse10surveydata.RRC
- pulse10surveydata.RRC_DE...

Drag fields between areas below:

Report Filter: Completed

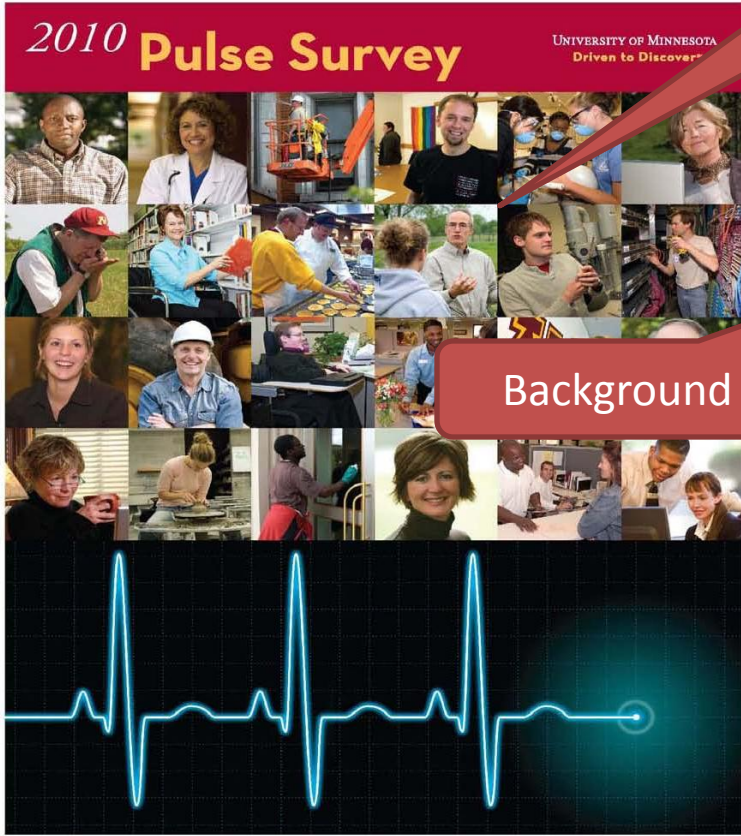
Column Labels: Values

Row Labels: campus, VP, VP_DESCR, pulse10surveydata.RRC, pulse10surveydata.RRC_DE...

Values: Count of Surveynumber, Count of q60, Average of q60_2, StdDev of q60_3, Count of q80_2, Average of q80, StdDev of q80_3

Defer Layout Update

Update



Program
Cover Page

Background Info

The University of Minnesota 2010 Pulse Survey Ad Hoc Report is intended as a supplement to the campus/college/administrative unit-level faculty and staff 2010 Pulse Survey reports. Please refer to those faculty and staff reports for explanations of the indices, details on employee group composition, and full information about the unit results.

This ad hoc report provides further breakdown of unit data on the question area of "Negative Experiences at Work" in response to the specific request from a unit's leadership. This information is meant to assist unit leadership in better understanding faculty and staff responses in these important areas. The extent of employee concerns about harassment, discrimination, or misconduct, however, might be understood best through the number and nature of complaints, grievances, and petitions raised through the Equal Opportunity and Affirmative Action Office, the Office for Conflict Resolution, or the UReport system.

Over the past year during your work at the University, please indicate how often someone has directed the following behaviors toward you personally:

	Index Score	Response Distribution				
		1	2	3	4	5
a. Said bad things about you	1.93	44.4%	26.7%	22.2%	4.4%	2.2%
b. Sabotaged your work	1.47	66.0%	25.5%	6.4%	0.0%	2.1%
c. Did something to make you look bad	1.74	57.4%	19.1%	19.1%	0.0%	4.3%
d. Lied to get you in trouble	1.26	85.1%	8.5%	4.3%	0.0%	2.1%
e. Cursed at you	1.21	87.2%	6.4%	4.3%	2.1%	0.0%
f. Made an ethnic, racial, religious or offensive slur toward you	1.13	89.4%	8.5%	2.1%	0.0%	0.0%
g. Made an obscene comment or gesture in front of you	1.04	95.7%	4.3%	0.0%	0.0%	0.0%
h. Gave you unwanted sexual attention	1.00	100.0%	0.0%	0.0%	0.0%	0.0%
i. Made sexist remarks	1.38	76.6%	14.9%	2.1%	6.4%	0.0%
j. Threatened you	1.21	89.4%	6.4%	0.0%	2.1%	2.1%
k. Other	2.33	50.0%	0.0%	16.7%	33.3%	0.0%

1 = Never
 2 = One or two times a year
 3 = Three or four times a year
 4 = About once a month
 5 = Once a week or more

Subtitle
referenced
from
worksheet

University of Minnesota Pulse Survey Ad Hoc Report

Faculty and Instructional P&A
 Direct Experiences of Discrimination, Harassment, and Hostility

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
1	Completed	Y														
2	group2	(Multiple Items)														
3	campus	(All)														
4	pulse10surveydata.RRC	(All)														
5	pulse10surveydata.RRC_DE															
6	pulse10surveydata.DEPTID	(All)														
7	pulse10surveydata.DEPTID	(All)														
8	JOBCODE	(All)														
9	JOBCODE_DESCR	(All)														
10	IR_GENDER	(All)														
11	IR_JOB_CATEGORY_DESCR	(All)														
12	IR_ETHNIC_GROUP	(All)														
13	IR_ETHNIC_GROUP_DESCR	(All)														
14																
15		Column Labels														
16			1	2	3	4	5	(blank)	Grand Total							
17	Count of Surveynumber		2.00	1.00	2.00	1.00	1.00	36.00	43.00							
18																
19																
20																
21																
22		Run Harassment														
23			1	2	3	4	5			1	2	3	4	5		
24	a		19	14	3	5	2		2.00	44.2%	32.6%	7.0%	11.6%	4.7%		
25	b		26	8	3	4	2		1.79	60.5%	18.6%	7.0%	9.3%	4.7%		
26	c		22	13	5	2	1		1.77	51.2%	30.2%	11.6%	4.7%	2.3%		
27	d		33	5	2	2	1		1.44	76.7%	11.6%	4.7%	4.7%	2.3%		
28	e		39	2	1	1			1.16	90.7%	4.7%	2.3%	2.3%	0.0%		
29	f		41	1			1		1.12	95.3%	2.3%	0.0%	0.0%	2.3%		
30	g		38	3	2				1.16	88.4%	7.0%	4.7%	0.0%	0.0%		
31	h		42		1				1.05	97.7%	0.0%	2.3%	0.0%	0.0%		
32	i		39	1	1	2			1.21	90.7%	2.3%	2.3%	4.7%	0.0%		
33	j		40	1	1			1	1.07	95.2%	2.4%	2.4%	0.0%	0.0%		
34	k		2	1	2	1	1	36	2.71	28.6%	14.3%	28.6%	14.3%	14.3%		

Single indicator

PivotTable Field List

Choose fields to add to report:

- Surveynumber
- Completed
- pulse10surveydata.LAST_NAME
- pulse10surveydata.FIRST_NAME
- group
- campus
- pulse10surveydata.RRC
- pulse10surveydata.RRC_DESCR
- pulse10surveydata.DEPTID
- pulse10surveydata.DEPTID_DESCR
- q10a
- q10b
- q10c
- q10d
- q10e
- q20a
- q20c
- q20d

Drag fields between areas below:

Report Filter

- Completed
- group2
- campus
- pulse10surveyda...
- pulse10surveyda...
- pulse10surveyda...
- pulse10surveyda...

Column Labels

- q380k

Row Labels

Values

- Count of Surveynum...

Defer Layout Update

Update

k

File Home Insert Page Layout Formulas Data Review View Developer PivotTable Tools Options Design

Clipboard Font Alignment Number Styles Cells Editing

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
1	Completed	Y														
2	group2	(Multiple Items)														
3	campus	(All)														
4	pulse10surveydata.RRC	(All)														
5	pulse10surveydata.RRC_DE															
6	pulse10surveydata.DEPTID	(All)														
7	pulse10surveydata.DEPTID	(All)														
8	JOBCODE	(All)														
9	JOBCODE_DESCR	(All)														
10	IR_GENDER	(All)														
11	IR_JOB_CATEGORY_DESCR	(All)														
12	IR_ETHNIC_GROUP	(All)														
13	IR_ETHNIC_GROUP_DESCR	(All)														
14																
15		Column Labels														
16			1	2	3	4	5	(blank)	Grand Total							
17	Count of Surveynumber		2.00	1.00	2.00	1.00	1.00	36.00	43.00							
18																
19																
20																
21		Run Harassment														
22			1	2	3	4	5			1	2	3	4	5		
23																
24	a		19	14	3	5	2		2.00	44.2%	32.6%	7.0%	11.6%	4.7%		
25	b		26	8	3	4	2		1.79	60.5%	18.6%	7.0%	9.3%	4.7%		
26	c		22	13	5	2	1		1.77	51.2%	30.2%	11.6%	4.7%	2.3%		
27	d		33	5	2	2	1		1.44	76.7%	11.6%	4.7%	4.7%	2.3%		
28	e		39	2	1	1			1.16	90.7%	4.7%	2.3%	2.3%	0.0%		
29	f		41	1			1		1.12	95.3%	2.3%	0.0%	0.0%	2.3%		
30	g		38	3	2				1.16	88.4%	7.0%	4.7%	0.0%	0.0%		
31	h		42		1				1.05	97.7%	0.0%	2.3%	0.0%	0.0%		
32	i		39	1	1	2			1.21	90.7%	2.3%	2.3%	4.7%	0.0%		
33	j		40	1	1			1	1.07	95.2%	2.4%	2.4%	0.0%	0.0%		
34	k		2	1	2	1	1	36	2.71	28.6%	14.3%	28.6%	14.3%	14.3%		

Appears in pivot table

PivotTable Field List

Choose fields to add to report:

- Surveynumber
- Completed
- pulse10surveydata.LAST_NAME
- pulse10surveydata.FIRST_NAME
- group
- campus
- pulse10surveydata.RRC
- pulse10surveydata.RRC_DESCR
- pulse10surveydata.DEPTID
- pulse10surveydata.DEPTID_DESCR
- q10a
- q10b
- q10c
- q10d
- q10e
- q20a
- q20b
- q20c
- q20d

Drag fields between areas below:

Report Filter: Completed, group2, campus, pulse10surveyda..., pulse10surveyda..., pulse10surveyda..., pulse10surveyda...

Column Labels: q380k

Row Labels: (empty)

Values: Count of Surveynum...

Defer Layout Update [] Update

k

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
1	Completed	Y														
2	group2	(Multiple Items)														
3	campus	(All)														
4	pulse10surveydata.RRC	(All)														
5	pulse10surveydata.RRC_DE															
6	pulse10surveydata.DEPTID	(All)														
7	pulse10surveydata.DEPTID	(All)														
8	JOBCODE	(All)														
9	JOBCODE_DESCR	(All)														
10	IR_GENDER	(All)														
11	IR_JOB_CATEGORY_DESCR	(All)														
12	IR_ETHNIC_GROUP	(All)														
13	IR_ETHNIC_GROUP_DESCR	(All)														
14																
15		Column Labels														
16			1	2	3	4	5	(blank)	Grand							
17	Count of Surveynumber		2.00	1.00	2.00	1.00	1.00	36.00								
18																
19																
20																
21		Run Harassment														
22																
23			1	2	3	4	5			1	2	3	4	5		
24	a		19	14	3	5	2		2.00	44.2%	32.6%	7.0%	11.6%	4.7%		
25	b		26	8	3	4	2		1.79	60.5%	18.6%	7.0%	9.3%	4.7%		
26	c		22	13	5	2	1		1.77	51.2%	30.2%	11.6%	4.7%	2.3%		
27	d		33	5	2	2	1		1.44	76.7%	11.6%	4.7%	4.7%	2.3%		
28	e		39	2	1	1			1.16	90.7%	4.7%	2.3%	2.3%	0.0%		
29	f		41	1					1.12	95.3%	2.3%	0.0%	0.0%	2.3%		
30	g		38	3	2				1.16	88.4%	7.0%	4.7%	0.0%	0.0%		
31	h		42		1				1.05	97.7%	0.0%	2.3%	0.0%	0.0%		
32	i		39	1	1	2			1.21	90.7%	2.3%	2.3%	4.7%	0.0%		
33	j		40	1	1			1	1.07	95.2%	2.4%	2.4%	0.0%	0.0%		
34	k		2	1	2	1	1	36	2.71	28.6%	14.3%	28.6%	14.3%	14.3%		

Is then copy pasted into background table

PivotTable Field List

Choose fields to add to report:

- Surveynumber
- Completed
- pulse10surveydata.LAST_NAME
- pulse10surveydata.FIRST_NAME
- group
- campus
- pulse10surveydata.RRC
- pulse10surveydata.RRC_DESCR
- pulse10surveydata.DEPTID
- pulse10surveydata.DEPTID_DESCR
- q10a
- q10b
- q10c
- q10d
- q10e
- q20a
- q20b
- q20c
- q20d

Drag fields between areas below:

Report Filter

- Completed
- group2
- campus
- pulse10surveyda...
- pulse10surveyda...
- pulse10surveyda...
- pulse10surveyda...

Column Labels

- q380k

Row Labels

Values

- Count of Surveynum...

Defer Layout Update

Update

k

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
1	Completed	Y														
2	group2	(Multiple Items)														
3	campus	(All)														
4	pulse10surveydata.RRC	(All)														
5	pulse10surveydata.RRC_DE															
6	pulse10surveydata.DEPTID	(All)														
7	pulse10surveydata.DEPTID	(All)														
8	JOBCODE	(All)														
9	JOBCODE_DESCR	(All)														
10	IR_GENDER	(All)														
11	IR_JOB_CATEGORY_DESCR	(All)														
12	IR_ETHNIC_GROUP	(All)														
13	IR_ETHNIC_GROUP_DESCR	(All)														
14																
15		Column Labels														
16			1	2	3	4	5	(blank)	Grand Total							
17	Count of Surveynumber		2.00	1.00	2.00	1.00	1.00	36.00	43.00							
18																
19																
20																
21		Run Harassment														
22			1	2	3	4	5			1	2	3	4	5		
23																
24	a		19	14	3	5	2		2.00	2%	32.6%	7.0%	11.6%	4.7%		
25	b		26	8	3	4	2		1.79	5%	18.6%	7.0%	9.3%	4.7%		
26	c		22	13	5	2	1		1.77	2%	30.2%	11.6%	4.7%	2.3%		
27	d		33	5	2	2	1		1.44	7%	11.6%	4.7%	4.7%	2.3%		
28	e		39	2	1	1			1.16	7%	4.7%	2.3%	2.3%	0.0%		
29	f		41	1			1		1.12	3%	2.3%	0.0%	0.0%	2.3%		
30	g		38	3	2				1.16	4%	7.0%	4.7%	0.0%	0.0%		
31	h		42		1				1.05	7%	0.0%	2.3%	0.0%	0.0%		
32	i		39	1	1	2			1.21	7%	2.3%	2.3%	4.7%	0.0%		
33	j		40	1	1			1	1.07	2%	2.4%	2.4%	0.0%	0.0%		
34	k		2	1	2	1	1	36	2.71	28.6%	14.3%	28.6%	14.3%	14.3%		

Is transformed into index and %'s

PivotTable Field List

Choose fields to add to report:

- Surveynumber
- Completed
- pulse10surveydata.LAST_NAME
- pulse10surveydata.FIRST_NAME
- group
- campus
- pulse10surveydata.RRC
- pulse10surveydata.RRC_DESCR
- pulse10surveydata.DEPTID
- pulse10surveydata.DEPTID_DESCR
- q10a
- q10b
- q10c
- q10d
- q10e
- q20a
- q20b
- q20c
- q20d

Drag fields between areas below:

Report Filter

- Completed
- group2
- campus
- pulse10surveyda...
- pulse10surveyda...
- pulse10surveyda...
- pulse10surveyda...

Column Labels

- q380k

Row Labels

Values

- Count of Surveynum...

Defer Layout Update

Update

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
1	Completed	Y														
2	group2	(Multiple Items)														
3	campus	(All)														
4	pulse10surveydata.RRC	(All)														
5	pulse10surveydata.RRC_DE															
6	pulse10surveydata.DEPTID	(All)														
7	pulse10surveydata.DEPTID	(All)														
8	JOBCODE	(All)														
9	JOBCODE_DESCR	(All)														
10	IR_GENDER	(All)														
11	IR_JOB_CATEGORY_DESCR	(All)														
12	IR_ETHNIC_GROUP	(All)														
13	IR_ETHNIC_GROUP_DESCR	(All)														
14																
15		Column Labels														
16			1	2	3	4	5	Rank	Grand Total							
17	Count of Surveynumber		2.00	1.00	2.00	1.00	1.00	2.00	43.00							
18																
19																
20																
21		Run Harassment														
22			1	2	3	4	5			1	2	3	4	5		
23																
24	a		19	14	3	5	2		2.00	44.2%	32.6%	7.0%	11.6%	4.7%		
25	b		26	8	3	4	2		1.79	60.5%	18.6%	7.0%	9.3%	4.7%		
26	c		22	13	5	2	1		1.77	51.2%	30.2%	11.6%	4.7%	2.3%		
27	d		33	5	2	2	1		1.44	76.7%	11.6%	4.7%	4.7%	2.3%		
28	e		39	2	1	1			1.16	90.7%	4.7%	2.3%	2.3%	0.0%		
29	f		41	1			1		1.12	95.3%	2.3%	0.0%	0.0%	2.3%		
30	g		38	3	2				1.16	88.4%	7.0%	4.7%	0.0%	0.0%		
31	h		42		1				1.05	97.7%	0.0%	2.3%	0.0%	0.0%		
32	i		39	1	1	2			1.21	90.7%	2.3%	2.3%	4.7%	0.0%		
33	j		40	1	1			1	1.07	95.2%	2.4%	2.4%	0.0%	0.0%		
34	k		2	1	2	1	1	36	2.71	28.6%	14.3%	28.6%	14.3%	14.3%		

Macro of macro runs for each indicator

PivotTable Field List

Choose fields to add to report:

- Surveynumber
- Completed
- pulse10surveydata.LAST_NAME
- pulse10surveydata.FIRST_NAME
- group
- campus
- pulse10surveydata.RRC
- pulse10surveydata.RRC_DESCR
- pulse10surveydata.DEPTID
- pulse10surveydata.DEPTID_DESCR
- q10a
- q10b
- q10c
- q10d
- q10e
- q20a
- q20b
- q20c
- q20d

Drag fields between areas below:

Report Filter

- Completed
- group2
- campus
- pulse10surveyda...
- pulse10surveyda...
- pulse10surveyda...
- pulse10surveyda...

Column Labels

- q380k

Row Labels

Values

- Count of Surveynum...

Defer Layout Update

Update

k

File Home Insert Page Layout Formulas Data Review View Developer PivotTable Tools Options Design

Clipboard Font Alignment Number Styles Cells Editing

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
1	Completed	Y														
2	group2	(Multiple Items)														
3	campus	(All)														
4	pulse10surveydata.RRC	(All)														
5	pulse10surveydata.RRC_DE															
6	pulse10surveydata.DEPTID	(All)														
7	pulse10surveydata.DEPTID	(All)														
8	JOBCODE	(All)														
9	JOBCODE_DESCR	(All)														
10	IR_GENDER	(All)														
11	IR_JOB_CATEGORY_DESCR	(All)														
12	IR_ETHNIC_GROUP	(All)														
13	IR_ETHNIC_GROUP_DESCR	(All)														
14																
15		Column Labels														
16			1	2	3	4	5	(blank)	Grand Total							
17	Count of Surveynumber		2.00	1.00	2.00	1.00	1.00	36.00	3.00							
18																
19																
20																
21		Run Harassment														
22			1	2	3	4	5			1	2	3	4	5		
23																
24	a		19	14	3	5	2		2.00	44.2%	32.6%	7.0%	11.6%	4.7%		
25	b		26	8	3	4	2		1.79	60.5%	18.6%	7.0%	9.3%	4.7%		
26	c		22	13	5	2	1		1.77	51.2%	30.2%	11.6%	4.7%	2.3%		
27	d		33	5	2	2			1.44	76.7%	11.6%	4.7%	4.7%	2.3%		
28	e		39	2	1	1			1.16	90.7%	4.7%	2.3%	2.3%	0.0%		
29	f		41	1			1		1.12	95.3%	2.3%	0.0%	0.0%	2.3%		
30	g		38	3	2				1.16	88.4%	7.0%	4.7%	0.0%	0.0%		
31	h		42		1				1.05	97.7%	0.0%	2.3%	0.0%	0.0%		
32	i		39	1	1	2			1.21	90.7%	2.3%	2.3%	4.7%	0.0%		
33	j		40	1	1			1	1.07	95.2%	2.4%	2.4%	0.0%	0.0%		
34	k		2	1	2	1	1	36	2.71	28.6%	14.3%	28.6%	14.3%	14.3%		

What about lines without data?

PivotTable Field List

Choose fields to add to report:

- Surveynumber
- Completed
- pulse10surveydata.LAST_NAME
- pulse10surveydata.FIRST_NAME
- group
- campus
- pulse10surveydata.RRC
- pulse10surveydata.RRC_DESCR
- pulse10surveydata.DEPTID
- pulse10surveydata.DEPTID_DESCR
- q10a
- q10b
- q10c
- q10d
- q10e
- q20a
- q20b
- q20c
- q20d

Drag fields between areas below:

Report Filter

- Completed
- group2
- campus
- pulse10surveyda...
- pulse10surveyda...
- pulse10surveyda...
- pulse10surveyda...

Column Labels

- q380k

Row Labels

Values

- Count of Surveynum...

Defer Layout Update

Update

k

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
1	Completed	Y														
2	group2	(Multiple Items)														
3	campus	(All)														
4	pulse10surveydata.RRC	(All)														
5	pulse10surveydata.RRC_DESCR															
6	pulse10surveydata.DEPTID	(All)														
7	pulse10surveydata.DEPTID_DESCR	(All)														
8	JOBCODE	(All)														
9	JOBCODE_DESCR	(All)														
10	IR_GENDER	(All)														
11	IR_JOB_CATEGORY_DESCR	(All)														
12	IR_ETHNIC_GROUP	(All)														
13	IR_ETHNIC_GROUP_DESCR	(All)														
14																
15		Column Labels														
16			1	2	3	4	5	(blank)	Grand Total							
17	Count of Surveynumber		2.00	1.00	2.00	1.00	1.00	36.00								
18																
19																
20																
21		Run Harassment														
22			1	2	3	4	5			1	2	3	4	5		
23									2.00		44.2%	#	7.0%	11.6%	###	
24	a		19	14	3	5	2		1.79		60.5%	#	7.0%	9.3%	###	
25	b		26	8	3	4	2		1.77		51.2%	#	11.6%	4.7%	###	
26	c		22	13	5	2	1		1.44		76.7%	#	4.7%	4.7%	###	
27	d		33	5	2	2	1		1.16		90.7%	#	2.3%	2.3%	###	
28	e		39	2	1	1			1.12		95.3%	#	0.0%	0.0%	###	
29	f		41	1			1		1.16		88.4%	#	4.7%	0.0%	###	
30	g		38	3	2				1.05		97.7%	#	2.3%	0.0%	###	
31	h		42		1				1.21		90.7%	#	2.3%	4.7%	###	
32	i		39	1	1	2			1.07		95.2%	#	2.4%	0.0%	###	
33	j		40	1	1			1	2.71		28.6%	#	28.6%	14.3%	###	
34	k		2	1	2	1	1	36								

PivotTable Field List

Choose fields to add to report:

- Surveynumber
- Completed
- pulse10surveydata.LAST_NAME
- pulse10surveydata.FIRST_NAME
- group
- campus
- pulse10surveydata.RRC
- pulse10surveydata.RRC_DESCR
- pulse10surveydata.DEPTID
- pulse10surveydata.DEPTID_DESCR
- q10a
- q10b
- q10c
- q10d
- q10e
- q20a
- q20b
- q20c
- q20d

Drag fields between areas below:

Report Filter: Completed, group2, campus, pulse10surveyda..., pulse10surveyda..., pulse10surveyda...

Column Labels: q380k

Row Labels: (empty)

Defer Layout Update:

Update

Field Settings...

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
1	Completed	Y														
2	group2	(Multiple Items)														
3	campus	(All)														
4	pulse10surveydata.RRC	(All)														
5	pulse10surveydata.RRC_DESCR															
6	pulse10surveydata.DEPTID	(All)														
7	pulse10surveydata.DEPTID_DESCR	(All)														
8	JOBCODE	(All)														
9	JOBCODE_DESCR	(All)														
10	IR_GENDER	(All)														
11	IR_JOB_CATEGORY_DESCR	(All)														
12	IR_ETHNIC_GROUP	(All)														
13	IR_ETHNIC_GROUP_DESCR	(All)														
14																
15		Column Labels														
16			1	2	3	4	5	(blank)	Grand Total							
17	Count of Surveynumber		2.00	1.00	2.00	1.00	1.00	36.00	43.00							
18																
19																
20																
21		Run Harassment														
22																
23			1	2	3	4	5									
24	a		19	14	3	5	2		2.00							
25	b		26	8	3	4	2		1.79							
26	c		22	13	5	2	1		1.77	51.2%	#	11.6%	4.7%	###		
27	d		33	5	2	2	1		1.44	76.7%	#	4.7%	4.7%	###		
28	e		39	2	1	1			1.16	90.7%	#	2.3%	2.3%	###		
29	f		41	1			1		1.12	95.3%	#	0.0%	0.0%	###		
30	g		38	3	2				1.16	88.4%	#	4.7%	0.0%	###		
31	h		42		1				1.05	97.7%	#	2.3%	0.0%	###		
32	i		39	1	1	2			1.21	90.7%	#	2.3%	4.7%	###		
33	j		40	1	1			1	1.07	95.2%	#	2.4%	0.0%	###		
34	k		2	1	2	1	1	36	2.71	28.6%	#	28.6%	14.3%	###		

Field Settings

Source Name: q380k
 Custom Name: q380k

Subtotals & Filters | Layout & Print

Layout

- Show item labels in outline form
 - Display labels from the next field in the same column (compact form)
 - Display subtotals at the top of each group
- Show item labels in tabular form
 - Repeat item labels
 - Insert blank line after each item label
 - Show items with no data

Print

- Insert page break after each item

OK Cancel

PivotTable Field List

Choose fields to add to report:

- Surveynumber
- Completed

LAST_NAME
FIRST_NAME

ata.RRC
ata.RRC_DESCR
ata.DEPTID
ata.DEPTID_DESCR

Fields below:

Column Labels
q380k

Row Labels
Count of Surveynum...

Defer Layout Update Update

Field Settings

Source Name: q380k

Custom Name: q380k

Subtotals & Filters

Layout & Print

Layout

- Show item labels in outline form
 - Display labels from the next field in the same column (compact form)
 - Display subtotals at the top of each group
- Show item labels in tabular form
- Repeat item labels
- Insert blank line after each item label
- Show items with no data

Print

- Insert page break after each item

OK

Cancel

Conclusions

- Report templates plus pivot tables plus careful pre-planning allowed for quick-turnaround on personalized reports
- Helped improve visibility of Pulse on campus and in decision-making circles
- Gave administrators more useful/actionable information than college/campus-level reports
- (Great tool for CQI, Baldrige, and AQIP)

To date, we've created a total of:



258 Reports as of
10/1/2011

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