

2013/14 Staff Satisfaction Survey
Weber State University
Administered for the Department of
Human Resources

Executive Summary

Overview

Weber State University staff employees were invited to respond to an online Staff Satisfaction survey during the month of October, 2013. The invitation was sent to campus email addresses for executive, non-exempt, exempt, and hourly employees. Overall, 900 initiated the survey and 809 people completed the survey.

Dependent Variables

There were 40 Likert-scales items to measure various factors pertaining to staff satisfaction. An additional eight open-ended items were included to allow participants an opportunity to provide additional feedback.

Independent Variables

1. Work Division
2. Age
3. Years of Service
4. Employment Classification
5. Gender
6. Ethnicity
7. Religion
8. Sexual Orientation

Core Satisfaction Indicators:

The overall pride in working at WSU remains constant between 2011 and 2013 at an average rating of 4.4 on a 5 point Likert-scale. However, the percentage of responses indicating 'strongly agree' has gone from 55% to 51%.

In regards to working at WSU...	Survey Year	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Don't Know/Not Applicable
I am proud to work for WSU.	2008	1%	1%	14%	41%	43%	0%
	2011	1%	1%	12%	31%	55%	0%
	2013	1%	1%	12%	33%	51%	0%
All things considered, I'm happy working at WSU.	2008	2%	1%	16%	45%	36%	0%
	2011	1%	2%	14%	40%	44%	0%
	2013	1%	2%	16%	39%	42%	0%
This survey addressed major factors affecting my satisfaction level regarding working at WSU.	2008	0%	2%	13%	62%	23%	0%
	2011	1%	2%	15%	58%	24%	1%
	2013	0%	2%	13%	60%	24%	2%

Top 3 “Agreed” Items:

	Strongly Disagree	Disagree	Agree/ Disagree	Agree	Strongly Agree	Don't Know or N/A
I work in a safe and secure campus environment.	1%	1%	8%	42%	48%	0%
My race and ethnicity are not a factor in how I'm treated at WSU.	1%	3%	9%	40%	46%	2%
My sexual orientation is not a factor in how I'm treated at WSU.	2%	2%	6%	38%	47%	6%

(Ranking was determined by adding ‘agree’ and ‘strongly agree’ responses)

Top 3 “Disagreed” Items:

	Strongly Disagree	Disagree	Agree/ Disagree	Agree	Strongly Agree	Don't Know or N/A
I am paid fairly for the kind of work I do.	16%	18%	26%	24%	15%	0%
I feel free to tell University administrators (people above my supervisor) what I think.	7%	14%	28%	30%	18%	3%
University administrators pay attention to ideas/suggestions from people at my level.	7%	13%	29%	29%	15%	7%

(Ranking was determined by adding ‘disagree’ and ‘strongly disagree’ responses)

These are the exact same items that were reported in the 2011 survey in both the top ‘Agreed’ and top ‘Disagreed’ categories.

Are WSU Perceptions Changing?

This table presents average ratings for the last four survey administrations – 2013, 2011, 2008, and 2005. Overall there has been a slight decline in general averages between 2011 and 2013; 20 items were lower in 2013 compared to 2011, 2 items were higher and the remaining 17 items were constant.

	2005	2008	2011	2013
	Mean	Mean	Mean	Mean
2. Proud WSU employee	4.2	4.2	4.4	4.4
3. Feel empowered	3.6	3.6	3.8	3.7
4. Treated respectfully	4.0	4.0	4.0	4.0
5. Paid fairly	2.7	2.8	3.0	3.0
6. Benefit programs	4.0	3.9	3.7	3.9
7. My job stresses are reasonable	3.7	3.5	3.6	3.6
8. Intradepartmental cooperation	3.8	3.7	3.9	3.9
9. Interdepartmental cooperation	3.5	3.6	3.7	3.7
10. Team work	4.0	4.1	4.2	4.1
11. WSU priorities/directions clear	3.8	3.9	4.0	4.0
12. Campus safety	4.1	4.1	4.4	4.3
14. Comfortable work environment	4.0	4.0	4.2	4.1
15. Contributing to student success	4.2	4.1	4.2	4.2
16. Friendly atmosphere	4.1	4.1	4.2	4.2
17. Gender non-factor	3.9	4.1	4.2	4.1
18. Race/ethnicity non-factor	4.2	4.3	4.4	4.3
19. Religion non-factor	3.9	4.0	4.1	4.0
20. Sexual orientation non-factor	4.3	4.3	4.5	4.3
21. Political non-factor	4.1	4.2	4.3	4.2
23. Socialization opportunities	3.8	3.9	4.0	3.9
24. Adequate flexibility	4.1	4.1	4.2	4.1
25. Job security	4.1	4.2	4.1	4.1
26. Valued team member	4.0	4.1	4.1	4.0
27. My contributions appreciated	4.1	4.1	4.1	4.0
28. Supervisor support	4.2	4.2	4.2	4.1
29. Comfortable sharing opinions w/supervisor	3.9	4.0	4.0	3.9
30. Comfortable sharing opinions w/admin	3.2	3.3	3.4	3.4
31. Supervisor doesn't interfere	4.1	4.1	4.1	4.1
32. Supervisor shares expectations	4.0	4.0	4.1	4.1
33. Supervisor listens to concerns	4.2	4.2	4.3	4.2
34. Supervisor asks for my ideas	4.0	4.0	4.1	4.0
35. Administration appreciates my ideas	3.1	3.2	3.4	3.3
36. My workload is reasonable	3.6	3.8	3.9	3.8
37. Adequate supplies and resources	3.7	3.8	3.9	3.9
38. Resources effectively allocated	3.4	3.5	3.7	3.7
39. Training opportunities	4.0	4.1	4.1	4.1
41. Colleges should cooperate w/community	n/a	n/a	4.3	4.2
46. Happily employed	4.1	4.1	4.2	4.2
49. Survey addressed my satisfaction.	4.0	4.0	4.1	4.2



Score declined between 2011 and 2013

Score improved between 2011 and 2013

DEMOGRAPHICS (counts)

<u>Age</u>	
Under 30	197
30 - 39	146
40 - 49	132
50 - 59	135
60 - 69	69
Over 69	6
Decline to answer	61

<u>Gender</u>	
Female	415
Male	258
Decline to answer	73

<u>Years of Service</u>	
Fewer than 4	318
4 to 6	92
7 to 10	98
11 to 17	101
18 to 25	54
26-33	28
34 or more	6
Decline to answer	49

<u>Classification</u>	
Executive/Professional	303
Classified	192
Hourly	193
Decline to answer	58

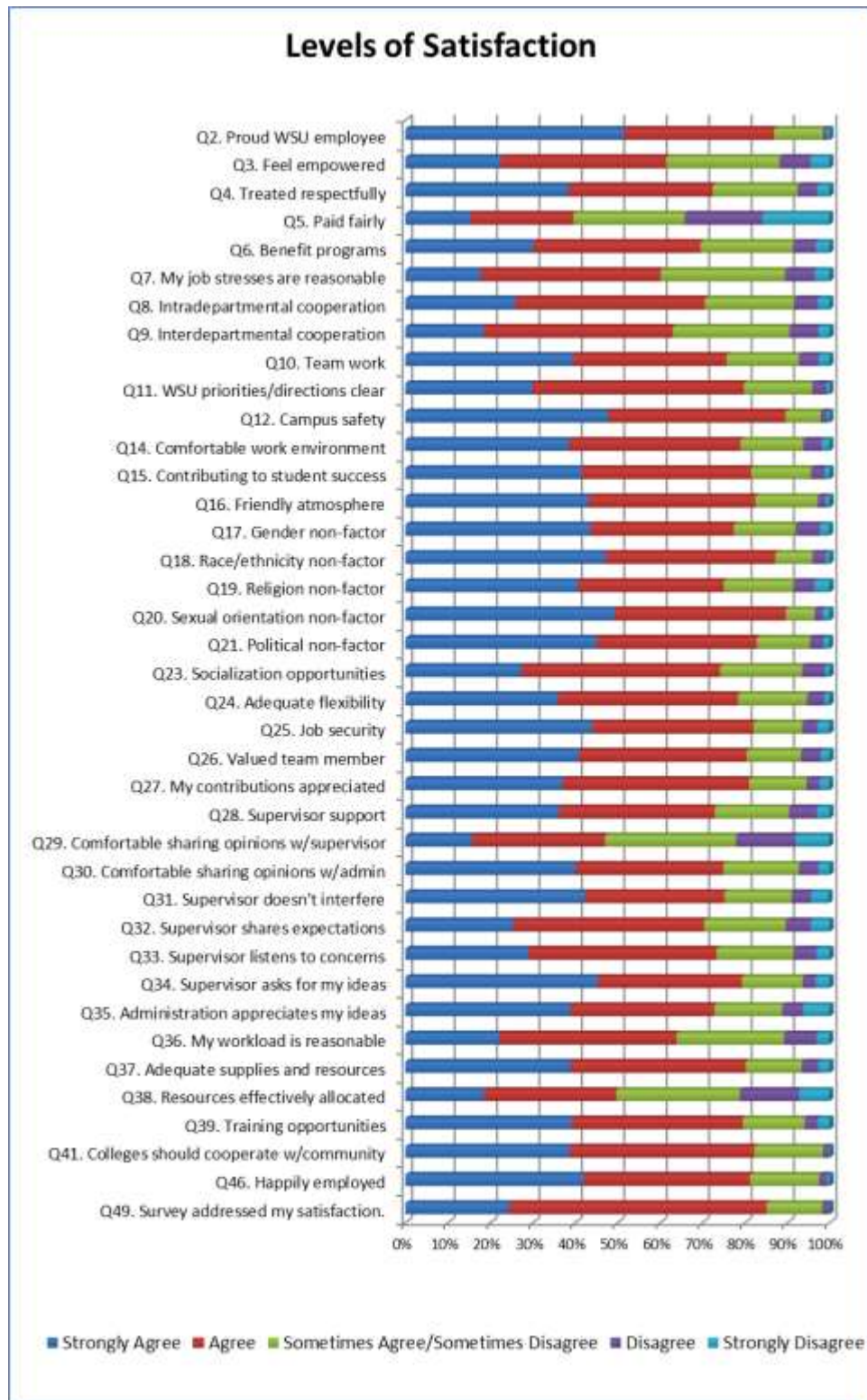
<u>Sexuality</u>	
Heterosexual	593
Homosexual	17
Bi-sexual	11
Other	6
Decline to answer	119

<u>Race/Ethnicity</u>	
White	575
Latina(o)/Hispanic	32
Asian	8
Other race	16
African American/Black	7
American Indian/Alaska Native	4
Decline to answer	104

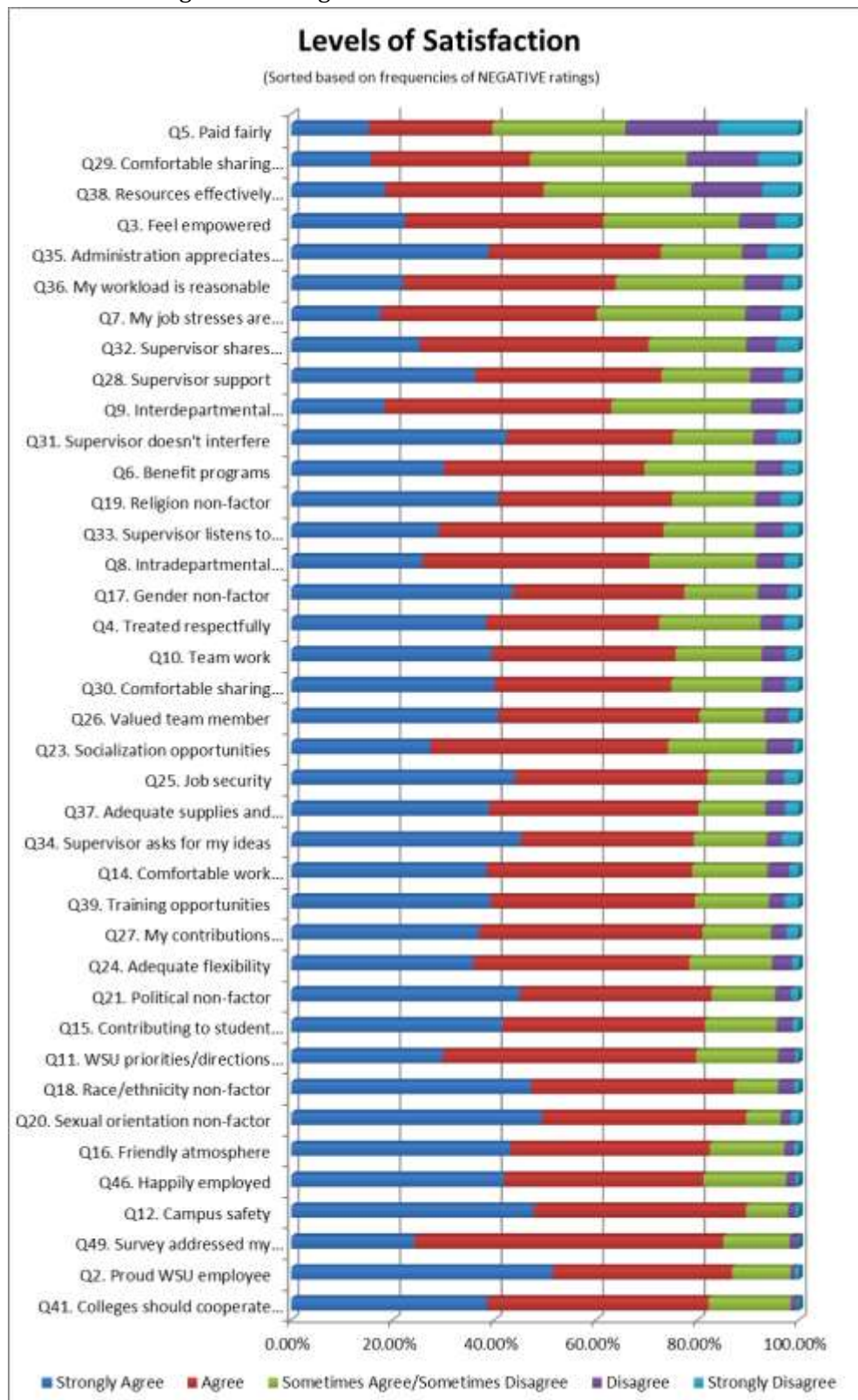
<u>Division</u>	
Student Affairs	235
Administrative Services	231
Academic Affairs	205
University Relations	64
Information Technology	58
President's Office	16

<u>Religion</u>	
LDS	355
None	95
Other religion	50
Roman Catholic	31
Baptist	16
Lutheran	12
Buddhist	7
Methodist	6
Presbyterian	5
Jewish	4
Episcopal	3
Seventh Day Adventists	3
Eastern Orthodox	2
Islamic	1
Decline to answer	156

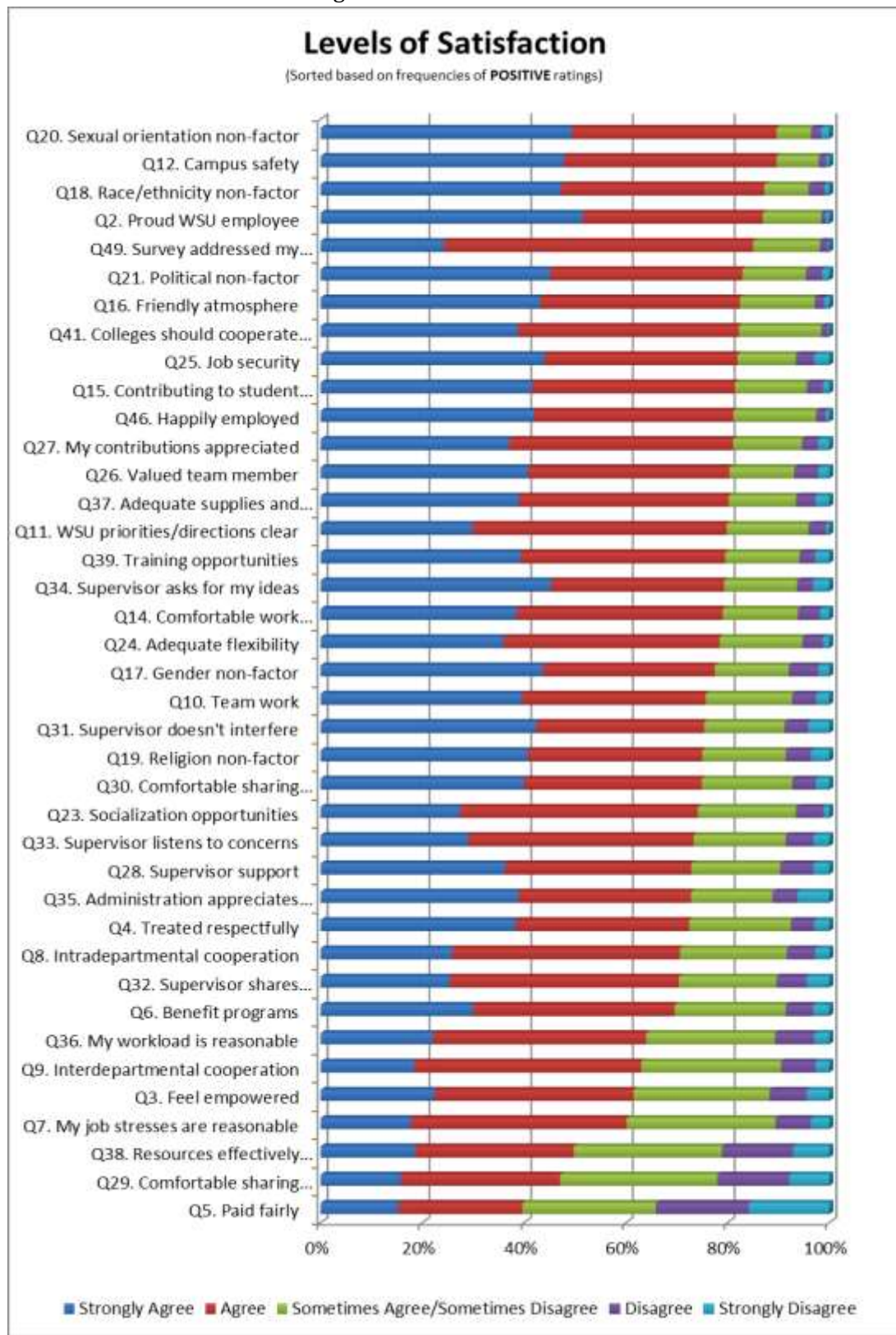
Levels of Satisfaction



Levels of Satisfaction – Negative Sorting



Levels of Satisfaction – Positive Sorting



2013 Staff Satisfaction – Overview

avg	std dev		PERCENTAGES					COUNTS					Total Resp	DK or N/A
			Strongly Disagree	Disagree	Agree/ Disagree	Agree	Strongly Agree	Strongly Disagree	Disagree	Agree/ Disagree	Agree	Strongly Agree		
4.4	0.8	Q2. I am proud to work for WSU.	1%	1%	12%	35%	51%	6	7	93	286	416	808	1
3.6	1.1	Q3. I feel empowered to make decisions.	5%	7%	27%	39%	22%	36	58	213	312	178	797	12
4.0	1.0	Q4. I am treated with respect and dignity.	3%	5%	20%	34%	38%	24	37	162	276	310	809	0
3.0	1.3	Q5. I am paid fairly for the kind of work I do.	16%	18%	26%	24%	15%	128	148	212	197	123	808	1
3.4	1.6	Q6. The benefit programs at WSU meet my needs.	3%	5%	22%	40%	30%	23	38	155	281	213	710	99
3.6	1.0	Q7. There is generally a reasonable amount of stress associated with my job.	4%	7%	29%	42%	18%	29	56	235	341	142	803	6
3.7	1.2	Q8. There is cooperation between my department and other departments within my division at WSU.	3%	6%	21%	45%	26%	22	44	164	350	202	782	27
3.4	1.3	Q9. There is cooperation between my department and other departments outside my division at WSU.	3%	7%	28%	45%	18%	20	51	207	336	138	752	57
4.0	1.0	Q10. People in my department/work group cooperate with each other to get the job done.	3%	5%	17%	36%	39%	21	38	137	292	318	806	3
4.0	0.9	Q11. I understand the direction and priorities of the University.	1%	3%	16%	50%	30%	6	27	130	402	240	805	4
4.3	0.8	Q12. I work in a safe and secure campus environment.	1%	1%	8%	42%	48%	5	12	67	337	385	806	3
4.1	0.9	Q14. I have a comfortable working environment.	2%	4%	15%	41%	38%	15	35	120	328	311	809	0
4.1	1.1	Q15. I feel I have the opportunity to contribute to student success.	1%	3%	14%	40%	42%	10	25	111	315	328	789	20
4.2	0.8	Q16. WSU is a friendly place to work.	1%	2%	15%	39%	43%	8	15	119	318	349	809	0
4.1	1.0	Q17. My gender is not a factor in how I'm treated at WSU.	2%	6%	15%	34%	44%	18	47	117	272	351	805	4
4.2	1.0	Q18. My race and ethnicity are not a factor in how I'm treated at WSU.	1%	3%	9%	40%	47%	7	25	69	316	373	790	19
4.0	1.1	Q19. My religious beliefs are not a factor in how I'm treated at WSU.	4%	5%	16%	34%	41%	29	40	131	273	324	797	12
4.1	1.3	Q20. My sexual orientation is not a factor in how I'm treated at WSU.	2%	2%	7%	40%	49%	12	15	52	308	377	764	45
4.1	1.2	Q21. My political views are not a factor in how I'm treated at WSU.	1%	3%	12%	38%	45%	11	25	97	294	350	777	32
3.9	1.0	Q23. I have opportunities to socialize with others, both on and off campus, who share my interests.	1%	5%	19%	47%	27%	9	41	147	357	209	763	15
4.1	1.0	Q24. I have adequate flexibility in the hours I work.	2%	5%	13%	40%	41%	17	36	99	306	315	773	5
4.1	0.9	Q25. I feel my job is secure as long as I do good work.	2%	3%	14%	44%	37%	18	24	105	341	287	775	3
4.0	1.0	Q26. I am treated as part of a team.	3%	5%	18%	35%	40%	21	36	138	271	311	777	1
4.0	1.1	Q27. I feel that my contributions are appreciated by my supervisor.	4%	5%	16%	33%	42%	33	36	123	256	329	777	1
4.1	1.0	Q28. My supervisor supports me in my job.	3%	3%	14%	34%	45%	26	24	111	265	351	777	1
3.9	1.2	Q29. I feel free to tell my supervisor what I think.	6%	5%	16%	34%	39%	49	38	124	264	301	776	2
3.1	1.4	Q30. University administrators pay attention to ideas/suggestions from people at my level.	8%	14%	31%	31%	16%	57	102	223	226	113	721	57
4.1	1.0	Q31. My supervisor lets me do my job without interfering.	3%	3%	15%	40%	39%	22	24	113	313	304	776	2
4.1	0.9	Q32. My supervisor lets me know what's expected of me.	1%	4%	16%	42%	36%	10	31	127	330	279	777	1
4.2	1.0	Q33. My supervisor is willing to listen to my concerns.	3%	4%	11%	38%	44%	23	28	89	295	342	777	1
4.0	1.0	Q34. My supervisor asks for my ideas about things affecting our work.	3%	7%	18%	37%	36%	24	51	136	285	281	777	1
3.3	1.3	Q35. I feel free to tell University administrators (people above my supervisor) what I think.	7%	14%	29%	31%	19%	54	106	220	236	140	756	22
3.8	1.0	Q36. I feel my workload is reasonable.	5%	6%	19%	45%	25%	35	46	149	350	196	776	2
3.9	1.1	Q37. I can get the supplies and resources (both financial and personnel) I need to do my job.	3%	5%	18%	44%	29%	24	42	139	341	223	769	9
3.5	1.3	Q38. Resources are effectively allocated to achieve the University's mission.	3%	8%	25%	42%	22%	22	56	184	304	160	726	52
4.0	1.1	Q39. I have the opportunity to participate in training to help me do my job better.	3%	4%	13%	41%	39%	21	30	101	317	298	767	11
4.1	1.0	Q41. Colleges have a respon. to work with their surrounding communities to address local issues.	0%	1%	16%	44%	39%	2	10	123	332	294	761	17
4.2	0.8	Q46. All things considered, I'm happy working at WSU.	1%	2%	16%	39%	42%	5	14	123	296	316	754	1
4.1	0.7	Q49. This survey addressed major factors affecting my satisfaction level regarding working at WSU.	0%	2%	13%	61%	24%	2	12	96	446	178	734	15

Comparison of Averages by Age Groups

	Under 30 years of age	30 - 39 years of age	40 - 49 years of age	50 - 59 years of age	60 or more years of age	Decline to answer ¹	Overall Average	Statistical Significance ²	Effect Size ³
	n=197	n=146	n=132	n=135	n=75	n=61	n =746		
2. Proud WSU employee	4.4	4.3	4.4	4.5	4.6	4.2	4.4	0.01	0.02
3. Feel empowered	3.8	3.7	3.7	3.6	3.7	3.3	3.7	0.46	0.01
4. Treated respectfully	4.2	4.0	4.0	4.0	3.9	3.5	4.0	0.16	0.01
5. Paid fairly	3.4	2.8	2.8	3.0	3.2	2.7	3.0	0.00	0.04
6. Benefit programs	3.8	3.7	4.0	4.0	4.1	3.8	3.9	0.13	0.01
7. My job stresses are reasonable	3.5	3.5	3.9	3.6	3.9	3.4	3.6	0.00	0.03
8. Intradepartmental cooperation	4.0	3.7	3.9	3.8	4.0	3.4	3.9	0.16	0.01
9. Interdepartmental cooperation	3.8	3.6	3.8	3.8	3.8	3.3	3.7	0.45	0.01
10. Team work	4.1	4.0	4.1	4.0	4.1	3.7	4.1	0.54	0.01
11. WSU priorities/directions clear	4.1	4.0	4.1	4.1	4.2	3.9	4.0	0.58	0.00
12. Campus safety	4.5	4.3	4.3	4.3	4.3	4.0	4.3	0.03	0.02
13. Comfortable work environment	4.3	3.9	4.1	4.1	4.1	3.7	4.1	0.01	0.02
14. Contributing to student success	4.3	4.1	4.2	4.2	4.2	3.9	4.2	0.49	0.01
15. Friendly atmosphere	4.3	4.2	4.2	4.3	4.3	3.8	4.2	0.47	0.01
16. Gender non-factor	4.4	4.0	4.1	4.0	4.1	3.5	4.1	0.00	0.02
18. Race/ethnicity non-factor	4.5	4.2	4.4	4.2	4.3	3.9	4.3	0.04	0.02
19. Religion non-factor	4.3	3.9	4.1	4.1	4.1	3.5	4.0	0.04	0.02
20. Sexual orientation non-factor	4.5	4.2	4.4	4.4	4.3	3.9	4.3	0.03	0.02
21. Political non-factor	4.4	4.1	4.3	4.1	4.3	3.8	4.2	0.02	0.02
23. Socialization opportunities	4.1	3.9	4.0	3.9	4.0	3.7	3.9	0.12	0.01
24. Adequate flexibility	4.4	4.0	4.2	3.9	4.2	3.7	4.1	0.00	0.04
25. Job security	4.3	4.0	4.1	4.1	4.1	3.8	4.1	0.01	0.02
26. Valued team member	4.2	4.0	4.1	4.0	4.1	3.6	4.0	0.23	0.01
27. My contributions appreciated	4.2	4.0	4.1	4.0	4.1	3.6	4.0	0.16	0.01
28. Supervisor support	4.3	4.1	4.2	4.1	4.1	3.7	4.1	0.19	0.01
29. Comfortable sharing opinions w/supervisor	4.2	3.9	4.0	3.9	3.9	3.5	3.9	0.67	0.00
30. Comfortable sharing opinions w/admin	3.5	3.4	3.4	3.3	3.6	2.8	3.4	0.52	0.01
31. Supervisor doesn't interfere	4.2	4.1	4.1	4.1	4.2	3.7	4.1	0.48	0.01
32. Supervisor shares expectations	4.3	4.0	4.2	3.9	4.1	3.7	4.1	0.00	0.03
33. Supervisor listens to concerns	4.4	4.1	4.3	4.1	4.1	3.7	4.2	0.02	0.02
34. Supervisor asks for my ideas	4.1	4.0	4.1	3.8	3.9	3.6	4.0	0.148	0.01
35. Administration appreciates my ideas	3.6	3.2	3.4	3.3	3.5	2.7	3.3	0.05	0.02
36. My workload is reasonable	4.2	3.6	3.7	3.7	4.0	3.1	3.8	0.00	0.05
37. Adequate supplies and resources	4.1	3.8	3.9	3.9	4.1	3.5	3.9	0.02	0.02
38. Resources effectively allocated	4.0	3.6	3.6	3.7	3.8	3.1	3.7	0.00	0.03
39. Training opportunities	4.2	4.0	4.3	4.1	4.2	3.7	4.1	0.16	0.01
41. Colleges should cooperate w/community	4.2	4.2	4.2	4.1	4.3	4.2	4.2	0.30	0.01
46. Happily employed	4.3	4.1	4.3	4.2	4.3	3.8	4.2	0.18	0.01
49. Survey addressed my satisfaction.	4.1	4.0	4.1	4.0	4.1	3.9	4.2	0.67	0.00

¹ Averages for the "Decline to Answer" responses were excluded from the statistical significance and effect size analyses.

² Tests of statistical significance were determined using SPSS software's F-Test (univariate) analysis.

³ Effect size values were determined from Eta-Square results calculated using SPSS.

Comparison of Averages by Years Worked at WSU

	Fewer than 4	4 - 6	7 - 10	11 - 17	18 - 25	26 or more	Decline to answer ¹	Overall Average	Statistical Significance ²	Effect Size ³
	n=318	n=92	n=98	n=101	n=54	n=34	n=49	n=746		
2. Proud WSU employee	4.4	4.4	4.3	4.4	4.3	4.5	4.1	4.4	0.62	0.005
3. Feel empowered	3.8	3.7	3.7	3.6	3.6	3.8	3.2	3.7	0.47	0.007
4. Treated respectfully	4.3	3.9	3.9	3.8	3.8	4.1	3.4	4.0	0.00	0.045
5. Paid fairly	3.2	2.7	2.7	2.8	2.9	3.7	3.0	3.0	0.00	0.046
6. Benefit programs	3.8	3.9	4.0	4.0	3.7	4.0	3.8	3.9	0.53	0.007
7. My job stresses are reasonable	3.6	3.7	3.9	3.7	3.6	3.7	3.5	3.6	0.13	0.012
8. Intradepartmental cooperation	3.9	3.8	4.0	3.8	3.7	4.0	3.4	3.9	0.38	0.008
9. Interdepartmental cooperation	3.8	3.7	3.7	3.7	3.5	3.9	3.4	3.7	0.46	0.007
10. Team work	4.1	4.1	3.9	4.0	4.0	4.3	3.7	4.1	0.40	0.007
11. WSU priorities/directions clear	4.1	4.0	4.2	4.1	3.9	4.0	3.8	4.0	0.30	0.009
12. Campus safety	4.5	4.3	4.3	4.3	4.1	4.4	4.0	4.3	0.00	0.025
14. Comfortable work environment	4.3	4.1	4.0	4.0	3.9	4.0	3.7	4.1	0.01	0.023
15. Contributing to student success	4.2	4.1	4.3	4.2	4.0	4.2	3.8	4.2	0.40	0.008
16. Friendly atmosphere	4.3	4.3	4.2	4.2	3.9	4.3	3.8	4.2	0.02	0.019
17. Gender non-factor	4.4	4.0	3.9	3.8	3.9	4.1	3.5	4.1	0.00	0.06
18. Race/ethnicity non-factor	4.5	4.1	4.3	4.2	4.1	4.3	3.8	4.3	0.00	0.035
19. Religion non-factor	4.3	3.8	3.9	3.9	3.9	4.2	3.5	4.0	0.00	0.039
20. Sexual orientation non-factor	4.5	4.2	4.3	4.2	4.2	4.4	4.0	4.3	0.01	0.024
21. Political non-factor	4.4	4.1	4.1	4.0	3.9	4.3	4.0	4.2	0.00	0.05
23. Socialization opportunities	4.0	3.8	4.0	4.0	3.6	4.2	3.7	3.9	0.02	0.02
24. Adequate flexibility	4.3	4.0	4.0	4.0	4.0	4.2	3.8	4.1	0.00	0.03
25. Job security	4.3	3.9	4.2	3.9	4.0	4.1	3.7	4.1	0.00	0.035
26. Valued team member	4.2	4.0	4.1	4.0	3.8	4.0	3.6	4.0	0.01	0.021
27. My contributions appreciated	4.3	4.0	4.0	4.0	3.8	4.0	3.7	4.0	0.01	0.024
28. Supervisor support	4.3	4.2	4.0	4.0	3.9	4.1	3.7	4.1	0.01	0.021
29. Comfortable sharing opinions w/supervisor	4.2	3.9	3.8	3.8	3.7	4.1	3.4	3.9	0.00	0.025
30. Comfortable sharing opinions w/admin	3.6	3.1	3.5	3.3	3.2	3.6	2.8	3.4	0.00	0.028
31. Supervisor doesn't interfere	4.3	4.0	4.0	4.0	3.9	4.3	3.7	4.1	0.01	0.023
32. Supervisor shares expectations	4.2	4.0	4.2	3.9	4.0	4.0	3.7	4.1	0.01	0.023
33. Supervisor listens to concerns	4.4	4.1	4.1	4.1	3.9	4.3	3.7	4.2	0.00	0.028
34. Supervisor asks for my ideas	4.1	4.1	3.9	3.9	3.7	3.9	3.6	4.0	0.05	0.016
35. Administration appreciates my ideas	3.6	3.1	3.4	3.2	2.9	3.4	2.8	3.3	0.00	0.039
36. My workload is reasonable	4.1	3.6	3.6	3.5	3.7	3.8	3.4	3.8	0.00	0.062
37. Adequate supplies and resources	4.1	3.7	4.0	3.7	3.8	3.9	3.5	3.9	0.00	0.028
38. Resources effectively allocated	3.9	3.6	3.8	3.5	3.4	3.9	3.2	3.7	0.00	0.046
39. Training opportunities	4.2	4.0	4.2	4.2	4.0	4.3	3.6	4.1	0.28	0.009
41. Colleges should cooperate w/community	4.2	4.2	4.2	4.1	4.1	4.1	4.0	4.2	0.76	0.004
46. Happily employed	4.3	4.1	4.1	4.2	4.1	4.4	3.7	4.2	0.08	0.014
49. Survey addressed my satisfaction.	4.1	4.1	4.1	4.0	4.0	4.2	3.8	4.1	0.19	0.011

¹ Averages for the "Decline to Answer" responses were excluded from the statistical significance and effect size analyses.

² Tests of statistical significance were determined using SPSS software's F-Test (univariate) analysis.

³ Effect size values were determined from Eta-Square results calculated using SPSS.

Comparison of Averages based on by Work Classification

	Executive or Professional	Classified	Hourly	Decline to answer	Overall Average	Statistical Significance ²	Effect Size ³
	n=303	n=192	n=193	n=58	n=746		
2. Proud WSU Employee	4.5	4.3	4.3	4.2	4.4	0.01	0.013
3. Feel empowered	3.8	3.4	3.8	3.4	3.7	0.00	0.032
4. Treated respectfully	4.0	3.8	4.3	3.7	4.0	0.00	0.03
5. Paid fairly	3.0	2.6	3.6	3.1	3.0	0.00	0.087
6. Benefit programs	4.1	3.9	3.4	3.8	3.9	0.00	0.064
7. My job stresses are reasonable	3.8	3.6	3.4	3.6	3.6	0.00	0.03
8. Intradepartmental cooperation	3.9	3.7	4.0	3.6	3.9	0.00	0.019
9. Interdepartmental cooperation	3.7	3.6	3.9	3.5	3.7	0.01	0.015
10. Team work	4.1	3.8	4.2	3.8	4.1	0.00	0.022
11. WSU priorities/directions clear	4.1	4.0	4.0	3.9	4.0	0.65	0.001
12. Campus safety	4.4	4.2	4.5	4.1	4.3	0.00	0.018
14. Comfortable work environment	4.2	3.9	4.3	3.7	4.1	0.00	0.025
15. Contributing to student success	4.3	4.0	4.2	4.0	4.2	0.00	0.027
16. Friendly atmosphere	4.3	4.1	4.4	3.9	4.2	0.00	0.021
17. Gender non-factor	4.0	4.0	4.4	3.8	4.1	0.00	0.031
18. Race/ethnicity non-factor	4.3	4.2	4.5	3.8	4.3	0.00	0.019
19. Religion non-factor	4.0	3.9	4.3	3.7	4.0	0.00	0.027
20. Sexual orientation non-factor	4.4	4.2	4.5	4.1	4.3	0.00	0.024
21. Political non-factor	4.2	4.1	4.4	4.0	4.2	0.00	0.023
23. Socialization opportunities	4.0	3.8	4.1	3.7	3.9	0.01	0.014
24. Adequate flexibility	4.1	3.9	4.4	3.9	4.1	0.00	0.036
25. Job security	4.1	4.0	4.3	3.8	4.1	0.01	0.015
26. Valued team member	4.1	3.9	4.2	3.8	4.0	0.00	0.018
27. My contributions appreciated	4.1	3.9	4.2	3.9	4.0	0.03	0.01
28. Supervisor support	4.1	4.1	4.4	3.8	4.1	0.01	0.014
29. Comfortable sharing opinions w/supervisor	4.0	3.8	4.2	3.7	3.9	0.00	0.016
30. Comfortable sharing opinions w/admin	3.5	3.2	3.6	2.9	3.4	0.01	0.016
31. Supervisor doesn't interfere	4.2	4.0	4.2	3.8	4.1	0.04	0.009
32. Supervisor shares expectations	4.0	4.0	4.4	3.7	4.1	0.00	0.031
33. Supervisor listens to concerns	4.2	4.0	4.4	3.9	4.2	0.00	0.019
34. Supervisor asks for my ideas	4.0	3.9	4.1	3.7	4.0	0.09	0.007
35. Administration appreciates my ideas	3.4	3.0	3.5	3.1	3.3	0.00	0.033
36. My workload is reasonable	3.6	3.8	4.3	3.4	3.8	0.00	0.08
37. Adequate supplies and resources	3.8	3.9	4.2	3.7	3.9	0.00	0.021
38. Resources effectively allocated	3.6	3.7	4.1	3.4	3.7	0.00	0.034
39. Training opportunities	4.2	4.0	4.1	3.8	4.1	0.02	0.011
41. Colleges should cooperate w/community	4.2	4.1	4.2	4.1	4.2	0.37	0.003
46. Happily employed	4.3	4.0	4.4	3.9	4.2	0.00	0.024
49. Survey addressed my satisfaction.	4.1	4.1	4.1	3.8	4.1	0.61	0.001

¹ Averages for the "Decline to Answer" responses were excluded from the statistical significance and effect size analyses.

² Tests of statistical significance were determined using SPSS software's F-Test (univariate) analysis.

³ Effect size values were determined from Eta-Square results calculated using SPSS.

Comparison of Averages by Gender

	Female	Male	Decline to answer ¹	Overall Average	Statistical Significance ²	Effect Size ³
	n=415	n=258	n=73	n = 746		
2. Proud WSU employee	4.4	4.3	4.2	4.4	0.06	0.01
3. Feel empowered	3.7	3.8	3.3	3.7	0.11	0.00
4. Treated respectfully	4.1	4.0	3.6	4.0	0.55	0.00
5. Paid fairly	3.1	3.0	2.8	3.0	0.79	0.00
6. Benefit programs	4.0	3.8	3.9	3.9	0.04	0.01
7. My job stresses are reasonable	3.6	3.7	3.5	3.6	0.32	0.00
8. Intradepartmental cooperation	3.9	3.8	3.4	3.9	0.09	0.00
9. Interdepartmental cooperation	3.8	3.6	3.3	3.7	0.01	0.01
10. Team work	4.1	4.1	3.7	4.1	0.94	0.00
11. WSU priorities/directions clear	4.1	4.0	3.8	4.0	0.00	0.01
12. Campus safety	4.4	4.4	4.0	4.3	0.89	0.00
13. Comfortable work environment	4.1	4.1	3.8	4.1	0.35	0.00
14. Contributing to student success	4.3	4.1	3.8	4.2	0.04	0.01
15. Friendly atmosphere	4.3	4.2	3.9	4.2	0.21	0.00
16. Gender non-factor	4.0	4.3	3.5	4.1	0.00	0.02
18. Race/ethnicity non-factor	4.3	4.4	3.9	4.3	0.71	0.00
19. Religion non-factor	4.1	4.1	3.5	4.0	0.66	0.00
20. Sexual orientation non-factor	4.4	4.3	4.1	4.3	0.34	0.00
21. Political non-factor	4.3	4.3	3.9	4.2	0.69	0.00
23. Socialization opportunities	4.0	3.9	3.7	3.9	0.27	0.00
24. Adequate flexibility	4.1	4.2	3.8	4.1	0.83	0.00
25. Job security	4.2	4.1	3.9	4.1	0.05	0.01
26. Valued team member	4.2	4.0	3.7	4.0	0.10	0.00
27. My contributions appreciated	4.1	4.0	3.8	4.0	0.25	0.00
28. Supervisor support	4.2	4.2	3.8	4.1	0.43	0.00
29. Comfortable sharing opinions w/supervisor	3.9	4.0	3.7	3.9	0.30	0.00
30. Comfortable sharing opinions w/admin	3.4	3.5	2.8	3.4	0.43	0.00
31. Supervisor doesn't interfere	4.1	4.2	3.8	4.1	0.45	0.00
32. Supervisor shares expectations	4.1	4.1	3.7	4.1	0.41	0.00
33. Supervisor listens to concerns	4.2	4.2	3.8	4.2	0.49	0.00
34. Supervisor asks for my ideas	4.0	4.0	3.6	4.0	0.67	0.00
35. Administration appreciates my ideas	3.4	3.4	2.8	3.3	0.96	0.00
36. My workload is reasonable	3.9	3.8	3.4	3.8	0.31	0.00
37. Adequate supplies and resources	4.1	3.8	3.5	3.9	0.00	0.02
38. Resources effectively allocated	3.9	3.6	3.2	3.7	0.00	0.02
39. Training opportunities	4.3	4.0	3.7	4.1	0.00	0.02
41. Colleges should cooperate w/community	4.2	4.3	4.1	4.2	0.18	0.00
46. Happily employed	4.3	4.2	3.9	4.2	0.13	0.00
49. Survey addressed my satisfaction.	4.1	4.0	3.8	4.1	0.11	0.00

¹ Averages for the “Decline to Answer” responses were excluded from the statistical significance and effect size analyses.

² Tests of statistical significance were determined using SPSS software’s F-Test (univariate) analysis.

³ Effect size values were determined from Eta-Square results calculated using SPSS.

SAFETY CONCERNS

1	<u>access ladders</u> to equipments on rooftops.
2	An <u>Earthquake</u> !
3	<u>Annex 9 parking lot</u> , what more can I say!
4	Being <u>alone on campus at night</u> .
5	<u>better ventilation</u> is essential
6	<u>Campus shootings/violence</u> is a concern. We had training a year or two ago but I have forgotten much of it.
7	<u>Concealed-carry weapons on campus</u> . I'm very, very worried about it. <u>Lack of night lighting</u> in certain areas (sometimes I work late and, depending on where I park, it's a little bit scary to walk to my car.)
8	Driving on campus has become safer over the past number of years.
9	Due to the Assessment and Placement Policy that faculty agreed upon and administration make us enforce, <u>I fear many of the students who are affected by this policy</u> .
10	Due to the nature of my job, I'm on campus until after midnight on the nights I work. There is enough outside lighting to see where I'm going, but <u>there are a lot of dark places</u> and I don't know what would happen if something bad were to happen while I was walking from work to my car.
11	During New Employee Orientation there was a <u>long walk about the campus</u> . Although some employees may display their disability, there is a large majority who may have a disability and this "trek" causes a hardship on them. Solution: Show a video in the Admin bldg. instead of the walking about the campus.
12	Facilities management puts a <u>priority on AIM and not on people</u> . The people in charge of FM don't care about workers. Or what I should say, they are a very low priority. When asked about this they say they care but time and time again decisions are made that put workers at a greater risk than needs to be and these decisions are made by upper management.
13	Foot patrol should be increased with the recent school issues and government shut down.
14	For the most part I feel safe at work but my <u>co-workers at times create a hostile work environment</u> and it makes me feel unsafe at work.
15	Given the social system in, higher ed today, I am <u>concerned an active shooter</u> . My desk is located right in front of the suite door, and all the secretaries in the suite are in the common area. We're all easy fodder for a shooter. In addition, working for the [redacted] puts me (us) in additional risk. I also feel that the campus itself is a little unsafe because we are a commuter campus, and at night, moving between buildings and getting to parking lots can feel unsafe. I would love to see <u>more security cameras in our buildings</u> . I know it's cost prohibitive, but they would elevate my (an other women's) feeling of safeness.
16	<u>Guns on campus</u> can not promote any ones safety, they will increasing the amount of shootings of all kinds. Accidental discharge of a firearm in a public place should be considered a criminal act of negligence.
17	Happy to see Emergency Planning done every year.
18	I am not always comfortable entering my building when it is dark and the building is open but empty.
19	I am worried about an <u>earthquake causing some old buildings to fall down</u> . The Miller administration and Social Science Building seem like they may not stand in a big earthquake.
20	I am <u>worried about upset students</u> and I wish I was more prepared on how to handle them.
21	I do have a concern about the times that I have heard that we <u>do not have a police officer on campus but on call between the hours of 4:00 am to 6:00 a.m.</u> With some facilities on campus opening up at 5:30 a.m. this is a concern for me to not have an

	officer readily available but possibly 10 minutes out if he needs to come from off campus.
22	I do not have adequate space to store files and have to <u>put my files in a back closet that is very cluttered</u> by the others who use it. It does not feel safe to go in there, nor to send my workers in to find files.
23	I do not have any at this time
24	I do not have any safety concerns.
25	I do not have any safety concerns. I feel very safe when I am at work and we have done 1 fire drill so far this year which has taught me what to do (where to exit the building the quickest and where to meet up) in an emergency situation.
26	I do not have safety concerns.
27	I don't have any safety concerns. I feel very safe at WSU.
28	I don't have any safety concerns. We are afforded opportunities to attend trainings for different areas we may be concerned about.
29	I don't have any.
30	I don't have any. I feel safe almost all the time at Weber State.
31	I don't have any. I think it is a very safe place to work.
32	I don't know of any safety concerns that I have with my associates, it is just with my supervisor that I have concerns, as I have been <u>treated with disdain and with very unkind and unfair treatment.</u> I know it is to make me feel uncomfortable so that I will either quit or transfer somewhere else.
33	I don't have any safety concerns.
34	I feared this summer that I literally could've <u>died of HEAT exhaustion</u> , given facilities' lack of a plan for air conditioning in the buildings I work in after hours, and it's still HOT now even at the end of September. Whilst they fritter away all this money on inadequate and wasteful building lighting and timers, could they perhaps get some "timers" for the AC, so that us cleaning staff running our butts off don't have to DIE????
35	I feel that the university has done a great job ensuring the safety of the students and staff. I also feel that the active gunman training was a great use of time and made me feel prepared for various situations.
36	I feel very safe
37	I feel very safe in my work environment, and I feel that that environment supports student and staff wellness and safety.
38	I have had <u>breathing Difficultys using one of the chemicals</u> that we use to clean the elevator it is called Shelia Shine and my area supervisor is the one that suggested that we use it
39	I have no concerns.
40	I have no safety concerns.
41	I have none
42	I have none.
43	I have noticed that after a snow storm, <u>avalanches of snow come off of the solar panels</u> on the roof of the union over the south entrance and the children's playground..they could easily hurt anyone they hit.
44	I saw a student with disabilities fall on the blacktop when she fell off a curb just outside of paid parking. It was a pretty bad fall and when I help her to her car she was scraped up. I think <u>parking especially for out students with disabilities is an issue.</u>

45	I think it would be helpful if FM employees had <u>more visible identification</u> . Often times we have no idea if the FM worker is a random individual or if they are there to complete a task.
46	I think we are very safe
47	I think we should have <u>more training on how to handle violent situations at our campus</u> . I would say at least two times a year go over a plan as to what to do in case of a armed attack.
48	I think <u>WSU employees and students should be required to wear id badges</u> so that everyone knows who should NOT be in certain places on campus. I would feel more secure knowing who is supposed to be on campus and not thieves or kids playing around. I think the sidewalks could be cleared better in the winter. I think better decisions should be made to close campus when severe weather moves in.
49	I work in <u>Building 4</u> - need I say more?
50	I work in the <u>chemistry lab the place is 60 years old</u> and shows it. I have concerns up the wazoo, but y'all are building a new facility so in a few years it won't make much of a difference.
51	I work mostly at the <u>West Campus</u> and when I leave <u>at 9PM, the parking lot is very dark</u> .
52	I work on the weekends and late evenings during the semester. <u>Getting the parking lots plowed and sidewalks</u> are probably my main safety concern.
53	I would actually feel a little safer if our <u>officers were more often seen</u> walking through the buildings and/or driving through the parking lots. I don't see their presents very often.
54	I would like to see <u>improvements to the crosswalk near LL</u> . Some crosswalks have "yield to pedestrians it's the law" signs. It would be nice if the LL crossing had one too.
55	I would like to see us have <u>more active shooter training</u>
56	<u>Ice and snow removal from sidewalks</u> and stairs is not done before the campus opens. I arrive at 6:45am and my footsteps in the snow are one of the first from my parking lot. Earlier snow removal on sidewalks would be very helpful. Also, lighting that works would be great. Lots of light poles but most are not on in the morning or evening when they are needed.
57	If a <u>gun man</u> came into the student services center on the main floor, he could open fie, and take out many people. There is no way to lock the office doors, without going out into the hall to do it.
58	If I leave campus after teaching an evening class (8pm) I sometimes am <u>nervous walking to my car</u> , but I feel silly calling the campus police to "escort" me such a short distance.
59	If this refers to questions 13-20, I want to make it clear that I am aware that I come from a privileged background in those respects, and that contributes to my feeling safe and secure at work. While I have not witnessed or been aware of anything that suggests others' situations may be different, I wanted to note that there are reasons why I may not be aware of specific concerns. Generally I see this as being a safe working environment.
60	In general, the working environment feels safe and secure. There haven't been any significant safety concerns since I've been here. Occasionally, we work with <u>students who are very irate and unpredictable</u> . On rare occasions, we've had to request assistance from campus police when dealing with an irate or unpredictable student.
61	In the last several (4) years I have gone through some hard times with some health issues and concerns. Sometimes the <u>hostile environments at the workplace</u> has caused some stress and it's a major concern on my condition. The unfriendliness, humiliation and put downs at times cause me to physically sick and tired and caused and unwillingness to be present at work.
62	Individuals <u>smoking outside the building</u> which filters through the air intakes into our offices.
63	It's emotional safety, not physical safe that I am concerned about. <u>Some of my colleagues are bullies</u> .
64	<u>Lifting heavy objects</u> extremely high

65	<u>Lights are out in sidewalk lamps</u> coming to work. <u>Rarely is snow every shoveled</u> off sidewalks or parking lot. <u>Building temperatures</u> are extremely uncomfortable. <u>Elevators often do not work</u> and get stuck. DOES ANYONE CARE??? Noooooooooooooooooooo
66	<u>My boss was actually abusive</u> , here is a copy of the letter I sent to try to address the concerns, and his reply [redacted].
67	My concern is about the <u>general hostile work environment</u> within my particular department. I have personally <u>overheard discriminatory comments</u> from many of my co-workers, including those in positions above me. I do not feel like I can go to anyone within my department about my concerns.
68	my <u>supervisor does not stand up to his own employees</u> . If the situation is favorable, my supervisor will throw me under the tank in order to make sure others are happy. there is zero discipline. when other dept. call for help, they get a nervous laugh and no backbone. no enforcement towards any policy set forth. no reason to if you enjoy being walked over and don't care how your employees are treat
69	Need to keep the <u>A1 parking lot and sidewalks cleaned off better</u> in the winter around the Social Science building.
70	<u>Neither the Social Science building nor the Science Lab are safe</u> , but we'll just sit tight. Each year we have significant problems with snow and ice removal from walkways and parking lots. I understand that budgets are tight but I am unsure as to why snow/ice removal crews do not arrive before faculty/staff/students in the morning. I do appreciate that, this last year, our new university president made a early and relevant decision to call a snow day when it was needed instead of the previous trend of waiting until everyone has miraculously made it here and then not call a snow day until the evening. Thank you Chuck!
71	<u>no phone/panic for Davis math hub testing center</u> .
72	<u>No protection from angry students</u> . The panic button is there but it I don't feel any better.
73	No safety concerns
74	No safety concerns. The campus police do a wonderful job.
75	none, all nine of my fingers are still intact!
76	None.
77	Nothing
78	Obvious safety violations are brought to attention, <u>retaliation is occurring from Management</u> , we should be protected by the 1970's Whistle blower Act.
79	Occasionally in winter, the <u>sidewalks are not always clear of ice and snow</u> .
80	<u>Off campus parking lot lighting</u> . Parking lot fairly empty when I leave at night and sometimes I am parked a distance from the door.
81	Old building with <u>ceiling tiles falling, asbestos, climate contol issues</u> - too cold in Summer (60 degrees) - too hot in Winter (80 degrees)
82	On a very positive note, Weber is a very safe place to work!
83	Our building supposedly is <u>not up to earthquake code</u> , but it is one of the better buildings on campus. I feel that not everyone reads the building safety plan or takes the time to make themselves aware of what to do in certain emergencies. The meetings on campus regarding these should be mandatory not voluntary.
84	Our office is in the Shepherd Union Building. The SUB has extended hours and is open to the public. WSU sponsors many events and often has crowds in addition to the large campus population that visit the building.
85	Our <u>police department does not appear to be very active</u> . Our police chief is too inexperienced.
86	Paper cuts.

87	<u>Race & Gender</u> still matter and plays out in different subtle and not so subtle ways
88	Safety is very good around here. Our <u>offices have MAJOR problems with too cold or too hot</u> . The FM people have been good to come down to check things out but the building doesn't cooperate even though it is one of the near buildings.
89	Safety training I was provided by[redacted] was probably the <u>most offensive</u> effort to train personnel I've ever been a witness to. I was embarrassed that a University would provide this level of inadequacy to train on safety. People deserve better. I walked out on the training and informed my Associate VP.
90	<u>security cameras aren't functional or don't exist</u> , people come and go as they please, sometimes people enter areas they should not be in or have access to, <u>pot holes in the parking lots</u> - I have tripped a few times in these potholes, <u>speeding is a factor</u> - I am relieved to see the posted speed limit signs around campus, the crosswalks and flags and signs and speed markers are new items I've noticed and they were very much needed, people don't check IDs or just assume you are an employee, there is no verification which alleviates red tape but it also interesting how it shows trust with one another so this might be a good thing.
91	<u>Snow removal</u> from the A12 parking lot and sidewalks is poor and we must often do it ourselves rather than being able to count on the University.
92	Sometimes at 7:30 when this group arrives for work the <u>snow is not taken care</u> .
93	Sometimes <u>feel isolated</u> and people can just come in and I'm right there.
94	Sometimes it gets <u>really cold in building 4</u> while tutoring. I have wondered if I might get sick if I forgot a jacket.
95	<u>Student parking</u> and the <u>movement of vehicles</u> on Campus is a Daily concern.
96	Students <u>walking through parking lots</u> is an unsafer practice. They should be advised not to.
97	<u>Tables and chair moved in to egress path</u>
98	[redacted] does a great job helping me identify any safety concerns I have and resolving them if necessary. The one concern I have is that I feel <u>I can seldom rely on my superiors to provide me with the necessary means to do larger projects safely</u> and I end up taking extra time to take care of them myself. I am simply assigned to show up and do work with sometimes very little detail as to what the work actually is.
99	<u>Terrorism</u> is becoming trendy.
100	The <u>building I work in is in poor condition</u> .
101	The campus needs <u>more lighting</u> . Especially between and around buildings 3 and 4 and the library.
102	The <u>kiosks over at the stadium are falling apart</u> and could use a fair amount of updating, but I'd be happy with having the counters screwed back on before they fall on my workers.
103	The political correctness of ' <u>gun safety</u> ' that suggests the WSU community is safer w/o the means to defend themselves is inappropriate. Individuals can, under the PPM, legally carry concealed weapons if licensed to do so, but the stigma associated with doing so creates an unsafe work environment. College campuses are relatively common locations for public and workplace violence, and the fear, head in the sand mentality that suggests people who have the means to defend themselves are somehow behaving inappropriate is misguided. The PPM should be modified to such that the weapons clause substitutes "possession" with "use".
104	The <u>ventilation system</u> in our building is questionable!
105	There are <u>not enough law enforcement officers</u> to cover campus adequately.
106	There are times when there is <u>only one person scheduled after dark and late hours</u> . We are expected to clear lock town two buildings by ourselves
107	There could be <u>more street lighting for the sidewalks</u> on Edvalson, especially along the playground of the education building. It is pretty dark walking down that sidewalk early in the morning and later in the evening.

108	There is a <u>lot of construction</u> right now.
109	There is a <u>very sexist man</u> who has come to the desk twice before and given the female workers problems, he wouldn't let us take his picture, and the next time, <u>threatened my coworker</u> and made her cry. He has no right to treat us that way just because we are women, and I don't feel safe when he is around. We notified the police, and they talked with him, but he can still be on campus and it worries me what would happen if one of us were working a late shift alone.
110	There needs to be information given about WSU <u>policy for females working alone on campus after hours (6-11 PM)</u> in buildings where there are no other personnel. The safety concerns also extend to the women walking out to their car in the parking lots at night.
111	To much expectations of amount of work completed even in unsafe cases
112	trainings and when my boss <u>makes me use a boom lift in adverse weather</u>
113	University needs come before safety, I have been <u>ordered to disobey doctors orders and to do unsafe duties.</u>
114	We do not do our due diligence to create a comfortable and safe learning environment.
115	We had a <u>difficult student</u> a few years ago, and I did not feel the university supported us like they should.
116	We have <u>one student who seems to have extreme mood swings</u> . [redacted]. He is an Independent Study student and does not need to come to campus but he lives in Tooele and he makes me nervous.
117	Weber State treats its <u>Gay and Transgendered Faculty and Staff like second class citizens.</u> We need to be treaded as equals and that includes benefits for gay spouses.
118	While there are no guarantees regarding safety, I think that WSU has done a great deal to ensure the safety of our campus and prepare for appropriate responses to any unforeseen emergency.
119	WSU Campus Police are first rate! [redacted] is knowledgeable and participates with local emergency planning committees to stay in touch with our community.

Treatment of individuals based on the factors of gender, race/ethnicity, religious beliefs, sexual orientation, and political views.	
1	"More with Less" is getting old. We need more resources to do the things that we are tasked to do. We have added 500,000 square feet of new buildings in the past year. In order to keep up with the growth of our campus and provide the proper care and maintenance it will require additional staff. It seems to be almost impossible to get additional help.
2	"My religious beliefs are not a factor in how I'm treated at WSU"- I think this is probably an issue in most work places in Utah. When there is an office with 20 people and two, MAYBE three are not Mormon, of course there is going to be <u>discussions about conference or sacrament or missions or going to the temple</u> or any number of things. However, <u>I don't think that is appropriate</u> . Growing up in Utah and not being Mormon you get extraordinarily used to this, but that doesn't mean it isn't still uncomfortable.
3	A "professional" position or one that is classified as a professional position should pay a "professional" salary. According to recently published information, the <u>average wage of a WSU graduate far exceed the wages offered to "professionals" with comparable degrees who are currently employed by WSU</u> . This does not mean that our work is not satisfying on many other levels, but a professional's wage should be able to support a family.
4	Administrative Assistants are required to do a lot more work than they were just a few years ago (4-6 years) but the pay has not increased. Also, the cost of everyday necessities, including fuel to get to work, has increased but pay has not.
5	After the budget cuts a few years ago, the <u>remaining workers are expected to pick up the slack</u> without the accompanying salary support.
6	Although I LOVE being a part of the WSU community and feel like I have never been intentionally discriminated against or felt mistreated, <u>the lack of benefits given to me as an LGBTQ individual leaves me to wonder if I can continue to work here and support my family</u> . I want to stay, but my future personal goals may affect whether or not I can continue to work in a job that I love.
7	although there is a very diverse population on campus, <u>sometimes it feels as if religion has a significant impact on the way people view others</u> . I do feel like good steps are being taken to incorporate and accept all types of orientations on campus.
8	Am good
9	<u>Communication in a timely manner</u> is always greatly appreciated.
10	<u>Custodial Department is ran like the military and individuals are bullied</u> . Custodial Department is not equally represented in management as far as gender is concerned. It is mostly one gender please look at this.
11	Diversity is the spice of life here at WSU. I am so proud of how we do not value a person by the color of their skin, where they come from, who they vote for or who they date or marry but by the value of their inner spirit and contribution to our WSU family.
12	During a recent job audit <u>I believe I was rated unfairly in my wage increase and not comparable to colleagues</u> . This is very frustrating because of the long-term effects on my earnings and very demotivating.
13	Equal rights is a great idea but it doesn't mean that <u>if one is gay or lesbian then they become untouchable. I have co workers who can do no wrong because of their sexual orientation</u> .
14	For the most part I enjoy working at Weber State but the last two years <u>my work environment has made it harder to enjoy working at WSU</u> .
15	<u>Gender can sometimes seem like the issue</u> when working in an environment predominantly with men.
16	<u>Gender equity is still a concern</u> at WSU.
17	<u>I am an LDS person who has experienced outright disdain and criticism for my religious affiliations</u> . This has happened in private situations as well as in a few public instances. In one public situation at the UWHEN conference this year, a negative commentary on my religion was expressed and a majority of the crowd actually stood to applaud. I was extremely offended, and have since felt as though the <u>higher education community in general holds religious diversity and tolerance as acceptable only if the religion in question is not LDS</u> .

18	<u>I am excluded socially from certain informal staff gatherings due to my religion I believe.</u>
19	I am generally and over all very satisfied as an employee of WSU. It is a wonderful place to work with great coworkers.
20	I am in the athletic department (head coach) so could not answer the first questions. Also keeping that in mind not sure if you want me to participate, but I completed the questionnaire as best I could
21	I am surprised at the amount of <u>friction there is at the University between people and departments</u> . It would seem that the University is <u>unable to remove "bad" people from the mix</u> . How disappointing.
22	I do feel that <u>the work I actually do in my position is far above what I am paid for.</u>
23	I do not share my religious beliefs or my political views with others. They are personal as far as I am concerned.
24	I do not think I have any additional insight we are area everyone is very respectful on each other.
25	<u>I don't believe there are enough checks and balances around.</u> Supervisors may not be doing what they should and it is viewed with the attitude it is what it is. I don't believe that employees should have to keep asking for what they need and <u>supervisors NOT doing their part</u> in what is campus policy.
26	I don't feel like race, religion, politics, or sexual orientation effect my work environment.
27	<u>I don't feel that I get the same respect or treatment</u> that others have received before.
28	I don't know if or how my gender, race or religion impacts how I am treated, I'm sure that with some people it dose, however, if there are negative impacts on me, I am not sure what they are specifically.
29	<u>I don't think religion should be a topic at work.</u> I think not being LDS plays a role in how a person is treated.
30	I feel I am treated professionally and feel appreciated with the work I do.
31	<u>I feel stressed by my workload</u> sometimes.
32	I feel that I am treated fairly.
33	I feel that <u>I have been made to feel unwanted, because of my gender, race, religious background, and political background.</u> On several occasions I have been made to feel <u>disrespected, less than adequate and unwanted</u> because I am different than my supervisor. And <u>when I have raised concerns with H.R. the intensity has increased substantially</u> , so much so I have wanted to quit. But I know that is the goal of my supervisor. And things just get worse.
34	I feel that in my department they are very comfortable and accept people fully for who they are and do not judge.
35	I feel that there is <u>no one in the office to go to with concerns</u> . Not good leadership.
36	I feel that WSU treats everyone fairly
37	I feel the the <u>supplement pay is not fair</u> . There is a unfair basis with what faculty are allowed to earn and staff levels.If we can do the extra work I feel that we should be able to earn up to the 33% that faculty can above their base pay.
38	I feel there is often <u>reverse discrimination</u> that occurs in my department and sometimes my division. If one is not ethnically diverse, it is sometimes a detriment.
39	<u>I feel underpaid</u> compared to what the same position pays at other local places of higher education.
40	I felt <u>I was being treated unfairly at one point</u> and decided best to pursue other options.

41	I find that there is a lot of in fighting between the faculty & the staff . I hear faculty members (especially newer ones who are generally getting paid the most) down talking our university. I think we should have some "Weber Pride Days" in the summer (or other times throughout the year) where we all donate an hour or two to some community service. Not only would this build our "College Town" mentality for Ogden, but it would give faculty & staff the opportunity to work together outside of their degree level - just as people. Maybe then, we would all catch the vision of community that lies at the heart of "open enrollment."
42	I have been employed by Weber State University for the past 3 years and have had a wonderful experience. I have 3 semesters left for my Bachelors Degree and would love to stay as a full-time employee for Weber State. There are so many wonderful individuals that work for the University and I would be honored to be a part of the team at Weber State.
43	I have heard for the past few years that a salary comparison study was being done, yet have not heard or seen any results from this. Is one being done? Will the results be available to faculty/staff? How will this be evaluated and integrated into WSU salaries? I feel WSU is an exceptional place to work, but our salaries are not adequate for the level of work and/or expectations given . In order to compete in our industry and maintain and hire a competent workforce, I feel we need to increase salaries of exempt and non-exempt staff and faculty. Clarity of the University's direction and priorities is relatively unknown with the addition of Pres. Wight; however, I expect to understand this more after his inauguration. Some direction has been given at the VP level, but this is difficult for them to give completely without the President's direction known.
44	I have no additional feedback.
45	I have not encounter with any major problems and I hope that race and ethnicity should never be a factor on how we treat our people at WSU and anywhere else.
46	I have noticed bias with regard to gender, religion, and sexual orientation. Comments in the work place that indicate women are not respected for technical abilities and that men are not respected for interpersonal abilities . The comments were not of a philosophical nature or an open discussion, but were delivered in extremely derogatory manners. Examples: "You know how men are; they can't be expected to tell anybody anything or remember to pass on important information" "Guys never notice details." "You can't expect a women to be able to connect those wires up" "The girls should plan the luncheon, women know these things better." Comments with regard to religion are less common, but still create a barrier . The rules and etiquette of the dominant religion in the state tend to become the norms for departments. Some outside this community feel as though they are on the outside at WSU and have no chance at promotion. One WSU employee told me that she had been advised during her first week to hide her coffee pot because she will never get promoted if people know she is not LDS. The religious divide seems stronger for staff than for faculty. Sexual orientation as a factor continues to be challenging for many employees . Gay and lesbian individuals in committed relationships are slowly being granted acceptance. However, employees that are bi-sexual, poly-amorous, or embrace open relationships meet with derogatory comments including speculation about their ethics as they are assumed to be "cheating" or "promiscuous." In one instance, two single, consenting adults from different departments were discussed as "having an affair." Comments were made that this "affair" might affect the perception other employees have about whether or not they could be trusted to act ethically in university matters. All employees receive training from the AA/EO office when they begin, but this training is seldom reinforced by departments .
47	I have one person in my office that is very territorial in the areas he is over and does not want any one else doing anything with the students he is over. i must talk to him directly and never to the students. He is their supervisor and we need to remember that. (His quote). It makes it difficult when I would hope all the office has the same goal to help all students, that we have to pull back when it involves programs he is over.
48	I have worked for Weber State for almost 6 years and have loved it up until the past couple years. I work in the testing center and new policies have come down that make my job feel like I am a robot who has to say an exact script . When it comes to answer simply questions students have we have been asked to refer them to other dept. who in my experience don't know the answers and the student ends up going place to place without getting their questions answered when all along I (and my co-workers) can answer their questions but due to "policy" we aren't allowed to help the student like they deserve . These questions aren't ones that serious or personal in nature they are as simple pointing out on an Accuplacer sheet where a student placed. Instead we are told to that if we so much as read the score/point out where on the paper the score is we could lose our job. To me this isn't customer service and it is frustrating to the student to have to go from building to building seeking an answer.
49	I hear from students a lot that some of their professors denigrate their religion (LDS religion). I think that is unconscionable!! Also, I am tired of the unbalance there is when it comes to speakers on campus. There are many more liberal than conservative speakers that come to speak!! Let's have some balance for a change!!!! Just because most of the rest of the country's colleges are leaning to the LEFT and are prejudicial towards conservative students and conservative thought, DOES NOT MEAN that Weber State can't have some balance in this regard!! Really sad!!!!

50	I keep my religious and political views to myself. They would likely be unpopular and could affect my work relationships if I shared them.
51	I know Weber has a great benefits package, which is one of the many great things about Weber and what helps make up for a <u>lack of pay</u> . But as benefits require more and more contributions from employees and the cost of living raises have not come, parking going up. I have taken a <u>net pay decrease</u> . Makes it very <u>hard to keep a positive attitude</u> .
52	I love working at WSU, but I <u>don't understand how public school employees who don't have to work in summers often make much more money than us</u> .
53	I <u>make less than I pay for a semester's tuition</u> . It would be amazing if I were being paid the minimum living wage.
54	I often feel that the culture of WSU is one of <u>mediocrity (don't rock the boat)</u> . They are happy to just have things the same, even if they are not the most efficient. Management is often <u>not open to new, innovative ideas; or in making changes that will improve efficiency or opportunities</u> . It seems WSU comes from a place of "poverty" - there is never money for anything except what management wants. If they could come from a place of "abundance" it may change the flow of what is really available and how it is being utilized. <u>People are not supported</u> and rewarded for giving their loyalty to WSU. <u>They are often just abused</u> in their jobs. People who feel they can get a better job elsewhere will do so, and usually make more money elsewhere for less work. People are expected to work longer and harder based on their "loyalty" to the University, but I just feel that the University doesn't really give anything back. <u>People often feel unappreciated</u> in their jobs.
55	I really enjoy my employment here, my fellow staff members and coworkers, student employees, and all the great benefits of WSU employment!
56	I really enjoy working at WSU. My job is fun and engaging and my co-workers are wonderful to work with.
57	I think our department is listed incorrectly above, it should be "University Advancement"
58	I think some employees get treated better than others by some supervisors. If a <u>mistake was made</u> some supervisors <u>hold it against the person for months</u> and make it miserable for that employee to work there.
59	I think that the <u>custodial department should be considered more</u> , they provide a safe and clean environment for every one on campus , but yet they get little pay and very little reorganization.
60	I totally enjoy working here. The atmosphere is one where everyone seems to be working to accomplish things for the greater good. After graduating I really wouldn't mind being employed here on a long term basis.
61	I understand there was a time when <u>Secretary II</u> was under utilized, and carried little responsibility. But in today's workplace, and here at WSU, my experience is that these (mostly) women are a huge support to their departments and must become experts in processes, policies, and support at the office manager level because their supervisors are professors first, and don't have the business supervision experience in running an office. Many of us come in with business experience and contribute a level of professionalism that exceeds the rate of pay offered for this position. <u>I have heard our dean refer to these positions as receptionists, and that is not only not the case, it is disheartening and deflating</u> .
62	I work for Continuing Education. This was not represented in the choices above. I enjoy the work I do at Weber State University. I do feel I have been taken advantage of with workload and pay, however. <u>I am not paid fairly for the quality work and level of expertise I provide</u> . That being said, I believe the fault is with HR and not my department. My son has special needs, so I require a special schedule to accommodate his therapy. My dean has been very accommodating with that. When I found another opportunity elsewhere that could pay me more comparable to what industry/experience standards dictate, he was finally willing to match that. <u>I wish it didn't take the threat to leave to feel appreciated</u> , however.
63	I would expect at another location to make about \$10,000 more per year for the work that I do. This is not an issue with my decision to work at Weber State as the benefits are excellent.
64	I would like WSU to look into <u>better compensation for staff</u> . Based on standards across divisions within and other universities, there seems to be a large gap between staff salaries for sometimes less responsibilities.

65	I'm not sure of the full benefits of employment for an adjunct, but I'm sure I could find the information on the website. I'm really happy with my department, and all the support they give me.
66	I'm very happy to be working for W.S.U.
67	I've been here for <u>5 years and haven't had a pay raise</u> . My cost of living is increasing dramatically in many facets of my life. I either need a raise soon, or I need to find employment that will better compensate me for my work.
68	In a nutshell, many of the issues have a root cause some of the tactics of administration in my department. Each day I feel as if I am <u>expected to do more work with less resources and time</u> . <u>Superiors often use intimidation or demeaning means</u> in order to press their agendas upon workers. The other departments we work with often comment to me that they have are increasingly frustrated with my department's systems and means of communication. While I am told and even given t-shirts and other goods which display my department's goals and the vision of the university, the behavior and actions of the decision makers I see that as I comply with that from day to day it seems to be leading contrary to that end. I am told I am encouraged to be honest with my opinion, yet when I express genuine concerns I am met with defensive and irritable personalities. As far as civil rights are concerned, I would strongly agree, but only agreed because <u>I feel sometimes I am not worth defending unless I am part of some minority</u> .
69	In my department <u>information is not shared</u> , which makes it difficult to serve our student public. Responsibilities have been changed without discussion or notification. <u>I sometimes feel 'invisible.'</u>
70	In some instances <u>PPM is secondary to the wants and needs of department leaders</u> .
71	<u>In terms of religious identity, this campus is very divided</u> between those of LDS beliefs and those who are not. This often becomes an issue when non LDS staff bring up issues of the separation of church and state, and the are then told <u>this is Utah, there is not separation</u> .
72	It has become <u>increasingly more difficult as a young white male to feel comfortable in higher education</u> . I understand that diversity is important and I value diversity. However, the pendulum shifted so far the other way that we are becoming unequal in the treat of individuals based on color or gender. I prefer an environment where individuals are truly judged based on the content of the character.
73	It is sad how some people and groups --not all--will stop talking to you if they discover you lean toward the democratic party.
74	It is very difficult, maybe impossible, for individuals to truly know if their gender, race, ethnicity, etc. are factors in how they're treated. I would love to know how I'm differently treated as a result of those characteristics.
75	It would be awesome if <u>hourly employees had more benefits</u> . Like accruing sick/vacation time.
76	Look at the <u>benefits for LGBT Faculty and Staff</u>
77	Management has been told numerous times of failing equipment, poor maintenance, and the need for major C.I. monies. <u>We are at a stalemate position to see what, or who fails first</u> .
78	<u>Many Faculty are extremely disrespectful to staff</u> and staff have no recourse most of the time with tenured faculty since they are virtually unaccountable. Also, pay for my position is about half of similar jobs out in industry. I've been trying to hire additional staff but when they see the pay they don't even consider working here.
79	My answers regarding gender, religious beliefs, sexual orientation, and political views do not apply to WSU directly, but rather to its students.
80	My college and department <u>decorate for Christmas without consideration to non Christians</u> . The secretaries put up extravagant trees and other decorations. I am not treated differently because I keep my beliefs a secret, but It makes me uncomfortable to be in an environment where it is assumed that this is meaningful to everyone. Our Dean is careful to use non denominational "winter" cards which I value greatly.
81	my <u>office is not always the best temperature</u> and we can't seem to control it.
82	My only concern is the <u>poor coverage from PEHP</u> , everything costs so much more than it used to. I know WSU is aware of the

	general displeasure of employees with PEHP, <u>moving to another provider should be a high priority.</u>
83	My religious and political beliefs and sexual orientation cause no problems as long as they remain unknown. The couple of time over the last decade my stance has become known, <u>I was treated very poorly (ostracized, gossiped about, received a write-up, and more). I'm not comfortable here anymore.</u>
84	n/a
85	N/A
86	na
87	NA
88	No concerns.
89	<u>no separation between church and work</u>
90	noen
91	none
92	None
93	None Currently
94	None.
95	not applicable
96	<u>Not being Mormon has been a factor</u> at times. I am of another faith.
97	Nothing
98	Nothing at this time
99	Occasionally it is very <u>difficult to get assistance from other departments.</u>
100	One thing I get frustrated with, although not sure if this is place to state this, is about how <u>my Director seems to only have a vested interest in particular programs within our department. Others become pushed aside, ignored, and generally feel like second class programs</u> to the Director's focused programs.
101	Only one person where I work makes it miserable to be here
102	Our <u>building's heating and cooling system is always breaking down and not working properly.</u> The HVAC shop tells us they do not have enough people to spend the time in our building to properly assess and repair the many issues. According to them, they are overworked and they cannot dedicate anyone to our building. I believe we are wasting a lot of energy. In our offices, we waste energy as we are cold in the summer and run our space heaters - and we wear coats/sweaters. We cannot help warm up our public areas with space heaters and this is where our students study. We try to cool the public areas off with fans when it is very hot and stuffy, but we still do not have enough fans.
103	Our division does not have an IT department of its own and <u>sometimes we are left hanging by IT when we ask them for help,</u> I know I know, they are spread thin but I am just saying since you guys are asking about our concerns.
104	<u>Our working area is always cold.</u> The temperature in the summer is 65 to 68 degrees. We run the little space heaters all the time which is not very cost efficient, and it still is too cold. FM has not been able to fix the problem. They could, but it would cost more than they think we are worth.
105	Overall I feel that I am respected at WSU but there are always underlying factors regarding race, religion, gender anywhere you go. I state I disagree because of the state I live in and its prominent religion and/or also because I am a woman in an administrative capacity, I sometimes feel that what I do and say are more closely scrutinized by those who are in supervisory positions.

106	<u>People in my office have defaced removed and destroyed all diversity materials of upcoming events posted in public spaces of the office.</u>
107	Political and religious views are best kept private; both can become divisive.
108	<u>POLITICS can get ugly.</u> People are very territorial with their domains and its hard to get a fair treatment for a job in some of them. Program Leaders keep their control and who can work for them! A lot of staff are relatives or friends of current staff so if you are not related some way it seems hard to more up or around
109	Race is often an issue regarding recruitment and services. <u>White candidates are openly discriminated against in favor of minority candidates</u> , even when qualifications are not equal. The explanation is that the university has a goal to increase diversity and to meet the needs of diverse students. The unspoken implication is that white candidates are not able to meet those needs because of their race differences. If this is true, then only Hispanics can understand Hispanics, African-Americans understand their own, whites only understand whites, and we by definition must segregate ourselves as a society in order to be successful -- which is utter nonsense. <u>Diversity is great and important, and it includes whites and other traditionally majority groups.</u>
110	RE: previous 4 items, I'm assuming politics/religion/race, but also a BIG one you forgot here in suburban Utah but also America these days is CLASS , as being one of the <u>"custodial staff underlings", we really don't get treated very nicely at all</u> , which is a travesty considering all the thankless and stressful WORK we perform, with fewer folks and more building space than EVER before, OR that we can accomplish in the meager time allotments...
111	religious beliefs determine sexual orientation and political views. Safety concerns are not related to religion!
112	Religious beliefs, sexual orientation or political views are seldom mentioned in my area of work. We are too busy to worry about much of that.
113	Religious beliefs, sexual orientation, and political views are only a non-issue if you work in a department that is similarly more diverse. <u>In many of the Student Services Departments the social norms are so homogeneous it makes diversity a liability because it becomes harder to "fit-in" and "get along with" co workers.</u> This is then perpetuated in the hiring process because to get an employee who meets all qualifications and will "work well" with the department they have to hire within those norms otherwise the result is high turnover of employees.
114	<u>Salaries not as good as other institutions</u> is probably the biggest issue.
115	<u>Sexual discrimination happens easily if managers segregate the sexes.</u> When promotions happen only to the males because the coordinator keeps mainly around
116	<u>Sodexo is a negative here at WSU.</u> Their prices are outrageous. I don't understand why we have to jump through hoops to get the best deal on other supplies/purchases, etc. but Sodexo can get a way with charging an arm and a leg for catering. Something needs to be done.
117	Sometimes I may be the <u>only female working</u> and the <u>males always tease/joke around</u> with me but <u>sometimes it is taken too far.</u>
118	Sometimes it feels like <u>my loyalty and purpleness is not recipitated</u>
119	Sorry, NA.
120	<u>Staff are not as valued as faculty.</u> We were told we are just the worker bees to keep the place running. I would like to see equality in pay across campus for the same job. Our college just looks at our college yet we all work for WSU.
121	<u>Temperature control in Marriott Health is a constant issue.</u> Some days it is so uncomfortable, all you can think about is how cold you are.
122	The <u>campus needs continual "diversity training"</u> and begs the question, <u>"Does listening to a presentation about diversity constitute 'training'?"</u> How do we measure a change in attitude? Do individuals who are already "diversity competent" seem to support and show up for activities focused on diversity more than those who could "benefit" from being exposed to such activities?
123	The <u>pay does not match the community, other universities, similar job duties</u> for other employers, even in an economic down turn the pay is very low.

124	The <u>pay is insufficient</u> and the <u>morale of everyone I've worked with is very low.</u>
125	The <u>unfairness of disciplinary warnings and write-ups is sometimes hard to accept</u> and causes me to loose both extrinsic and intrinsic motivation to perform tasks that needs attention and focus. The ways <u>meeting discussions sometimes are very disrespectful and downgrading.</u>
126	There are a <u>number of faculty who think they are better and smarter than staff</u> simply because they are faculty. This is not only not appropriate at any time but also very wrong (they are most certainly NOT smarter) in some of the cases I'm aware of.
127	There are <u>several instances of sexual jokes that I was subjected to</u> that I did not include in the letter. <u>My boss has commented about my female co-worker's breasts</u> on several different occasions. Apparently he figured he couldn't get away with doing that to me, but it was very inappropriate for him to do that to co-workers in front of me, or even at all. <u>He also commented on my religious status, and several times asked me not only what religion I belonged to but how often I go to church.</u> That's none of his business. I was also not allowed to do some of the tasks associated with my job because I was a girl, and my boss felt I was too "weak" to do them. This ticked off my male co-workers because they had to pick up the slack. I was perfectly capable of doing all aspects of my job, but my boss was not willing to teach a "girl" how to do them, <u>giving preference instead to the guys.</u> That's not fair, and makes the employees uncomfortable. Universities are being sued for this kind of behavior and I am astounded this guy still continues to be employed at WSU.
128	There is an <u>awkward overlap of duties for teachers and tutors in the Hub</u> . It's sometimes unclear what to do.
129	There is often <u>a high amount of stress in the office because of the way that my coworkers treat each other and worry too much about what the other is doing</u> instead of just worrying about themselves and letting the supervisor worry about what is happening. I wish that this could be minimized so that there was less tension in the office.
130	<u>These surveys are meaningless.</u> Ascertaining the campus climate is a feel good measure aimed at ensuring that employees feel 'cared for'. This is NOT a tool that will be used for anything useful or influence any decision makers to do anything other than act in their best interest.
131	This doesn't happen in my specific office but <u>I've experienced the "outsider" treatment because I am not one of the predominant faith in Utah.</u> I have even been asked "Are you one of us?" and asked the individual to clarify the question -- which had to do with what my faith/religion was.
132	<u>Unreasonable workload and lack of cooperation and strategy within the division causes high stress</u> levels and lots of overtime (for those willing to do it).
133	we all know that women, gays, and the non-whites are the ones who are protected. <u>If a white, straight male is felt discriminated, he will be told to shut up,</u> grow a set, and move on.
134	<u>Weber needs to pay it's people more.</u> We have assistant to assistants, 50 vice presidents and too many bosses. <u>Weber needs to become more efficient with what it has and not hire more people for the admin building.</u> Weber is a university but the people that runs it lacks in the education that it gives. You don't have to have a Phd to see what Weber is doing wrong with it's full time staff. Admissions bought a 4k tv and it's been used twice. They could've given us all a raise. I've been here since 2009 and make 22k a year. How is that fair? The person who took this survey is a assistant to a vice president, How much do they make? How many students do they help a day? Not more than me I'm sure and I'm sure she makes more than most people in my office. <u>The problem with Weber is they way we are paid.</u> How about you send a survey about that!!!
135	When choosing agree and not strongly agree it is because of my department not outside of my department.
136	While my sexual orientation and religion are not at issue, I have encountered faculty, staff and students who could not say the same.
137	Working in the Browning Center Administrative Office is a good job. [redacted] is wonderful. [redacted] is awful. She does not know how to do her job and pushes most of her responsibilities on the the administrative assistant, [redacted]. She does not have the proper knowledge of the scheduling systems used in our facilities. She takes multiple smoke breaks an hour and leave early from the work day.

ATMOSPHERE/ENVIRONMENT

1	Professional and friendly work environment - Easy access to resources to perform work - Flexible schedule
2	Academic atmosphere
3	atmosphere
4	Atmosphere
5	Atmosphere, most colleagues, proximity to home
6	Beautiful landscaping, art exhibits, bookstore, gym, TLF book groups, OWL classes and workshops, friendly faculty and staff, great buildings, library, employee wellness, art store in the art building, free event tickets
7	Beautiful surroundings, good work environment, helping students succeed.
8	Collegial atmosphere, mostly purposeful work (helping students), beautiful campus, wellness time, the energy of campus life (athletics, arts, speakers, bustle of students, etc.).
9	Collegial work environment
10	Educational environment, campus community atmosphere, flexibility
11	Enjoy learning environment, flexibility on the job, appreciation for different ideas
12	enviroment
13	environment
14	Environment
15	Environment and people I work with.
16	Everyone seems to be truly invested in the institution and love working here.
17	Excellent programs and Staff! Community involvement opportunities.
18	For the most part , there is a collaborative effort to achieve the mission of the university. As a result, everyone sacrifices to make it happen.
19	For the most part I enjoy the environment & the benefits are good.
20	Friendly and cooperative
21	Friendly atmosphere
22	Friendly atmosphere, student centered, good priorities for a regional university, free season tickets to athletics and performing arts, use of gym and Ed Pass
23	Friendly atmosphere. Open to new ideas. Willing to listen to my concerns
24	Friendly campus; Gaining more respect across the state and country; Close to home
25	Friendly enthusiastic environment.
26	Friendly environment
27	Friendly environment to work, support from upper management.
28	Friendly environment, opportunity to make a difference in the world, feeling of security.

29	Friendly faculty and staff, great students and a beautiful campus
30	Friendly people at all levels.
31	Friendly people, genuine caring about students and staff.
32	Friendly people, mostly.
33	Friendly people, supportive atmosphere
34	Friendly place to work
35	Friendly staff, nice students, laid back atmosphere, genuine concern for students, fringe benefits for staff, flexible working days and hours.
36	Friendly, capable staff
37	Friendly, cooperative atmosphere.
38	friendly, safe environment
39	Friendly, supportive atmosphere. Really appreciate the wellness, bus pass, and event ticket benefits.
40	Friendly, supportive staff and great environment
41	Generally a good positive work environment.
42	Generally friendly, student-centered
43	get to meet and associated with many good people
44	Getting to meet so many individuals, many of whom have become good friends. I enjoy all the opportunities that are available to me such as WSU sporting events, WSU theater arts, educational pursuits, etc. This is just a great learning environment. I worked in public ed in my prior life and find that I am enjoying working in higher ed much more.
45	Good environment and professional staff
46	good environment, location, staff
47	good exposure to research opportunities and peer mentoring
48	Good people, good environment
49	Great Campus and Community
50	Great environment.
51	Great environment. Overall picture to help students improve and succeed is clear.
52	Great environment. Great people. Great benefits.
53	Great environment. Student and faculty and staff attitudes are for the most part very positive.
54	Great people and feeling here at the university
55	Great place to work and get to work with students. I am a native of Ogden and graduate of Weber State and nice to continue to support the University.
56	Great team cooperation in a friendly, efficient environment
57	Higher Education environment and were exposed to many different things.

58	I really love to work on campus because I have the opportunity to interact with a lot of people from different countries.
59	I am grateful for opportunities to innovate and contribute, to grow and become more in every way as I work to serve and support others. I appreciate the support in building a healthy life and outlook.
60	I appreciate that students are respected and have won awards against more recognizable universities nationwide. I think the campus continues to improve and I like the people in HR and Student Services staff.
61	I appreciate the team working environment. I also appreciate the staff programs like employee wellness.
62	I do like the small atmosphere and the feeling that we each have an important place here.
63	I enjoy being in an atmosphere of learning. I feel like my job means something when I can help our students and members of the community. I am extremely grateful for my health and education benefits.
64	I enjoy the atmosphere and quality work environment.
65	I enjoy working at Weber State because of the educational atmosphere and I like the job security of working at Weber State.
66	I enjoy working in an academic environment with individuals who see education as important.
67	I enjoy working in higher education and helping people.
68	I feel like my job is safe at Weber State. The team I work with is collaborative. Campus is filled with interesting people who I enjoy working with daily. Campus is beautiful. Benefits are good.
69	I graduated from Weber, and enjoy working in the same program.
70	I like being able to be on campus and being able to build a community here.
71	I like the atmosphere I enjoy working with people and helping students success even if it is a small role that I may play in that success.
72	I like the atmosphere, my colleagues and my hours. I appreciate the arts and sports benefits as an employee
73	I like the atmosphere, working with the students, lots of interesting activities to attend or get involved in.
74	I like the beauty of the campus and the great people.
75	I like the campus atmosphere and also the commitment to student success. It provides me with a decent living and benefits I could not get elsewhere. I like the teamwork attitude I see on campus.
76	I like the diversity in the population of employees.
77	I like the environment of WSU
78	I like the feeling of community on our campus and the opportunity I have to be a part of something that has a positive impact on people.
79	I like the friendly environment with the opportunities for learning.
80	I like the friendly environment.
81	I like the people and atmosphere where I work. I really enjoy it.
82	I like the size of the campus and the feel of community. I like being able to have a direct influence on student success on campus.
83	I like the supportive environment provided by my co-workers, the flexibility in work hours provided by my supervisor and co-worker and the overall educational environment provided by WSU. Another great plus are the benefits.
84	I like working in higher education. Having a direct, positive impact on future leaders is rewarding. Seeing students grow and blossom as the progress through their studies is my favorite part of working here.

85	I like working on campus and with the students.
86	I like working with the students and most of the other staff on campus.
87	I love the down home atmosphere and the people I work with.
88	I love the environment that working at WSU creates. I love how everyone is so friendly and gets along well as they successfully do their separate jobs.
89	I love the learning atmosphere. It inspires me to want more knowledge.
90	I love the nurturing environment where I'm both encouraged and expected to achieve continual growth.
91	I love the work environment. I feel that I can contribute in a meaningful manner.
92	I really enjoy the academic atmosphere of working at a university. I also believe that my supervisor respects me and treats me like an adult. I am very appreciative of that.
93	In my hometown, beautiful mountains and diverse climate. Many who work here are real.
94	Interaction with both students and faculty
95	Interaction with students
96	It feels like family. We have a great benefits package that allows me provide for the medical needs of my own family.
97	It is a friendlier place than most schools I have worked at. I have good work space.
98	It is a hidden gem, quiet, clean, safe and one of the most beautiful surroundings.
99	It is an exciting environment to be involved in WSU.
100	It's a laid back environment, where you can work in peace and not feel threatened about losing your job.
101	Its not stressful and I have the opportunity to work on my school work
102	landscaping and mountain views
103	Learning! Being able to help students and faculty have meaning life experiences.
104	Love the one on one work environment
105	Most of the time I feel like there is a great collegial atmosphere here at Weber State, and I feel supported in my professional development.
106	My colleagues and the environment.
107	Nice place to work. The campus is well maintained.
108	Not too big, and not too small. Growth opportunities
109	open enrollment institution
110	Our mission helping all willing student achieve a college degree Values of community engagement, diversity, economic development, access
111	Overall it is a comfortable working environment; the benefits of tuition discounts, Ed pass, retirement.
112	Professional atmosphere. The opportunity to help students achieve.
113	professionalism, flexibility

114	Secure work environment. Most of the time, in my years here, my supervisor has been understanding.
115	seeing all the pretty bright faces
116	Sense of community amongst colleagues, genuine commitment to help students achieve their goals.
117	Sense of community between all campus workers.
118	smoke free environment, we all work together to get the students graduated.
119	Stable secure work environment.
120	support from my office and a friendly work environment
121	Supportive environment, flexibility in working hours, strong connection with other staff
122	That I am excited to get here in the morning and think about it at night because I want too not because I have too!
123	The atmosphere in general created by the architecture and landscaping. I like the commotion of watching the students go about doing what they need to get done.
124	The atmosphere is exceptional. The community at WSU is wonderful. I have a great team in my office as well as a great College that I represent. I love the pride the students and faculty have for WSU. I am honored to be a part of it.
125	The atmosphere, and the main focus is learning.
126	The atmosphere, hours of operation.
127	the atmosphere, the staff and faculty are great
128	The beautiful campus (amazing landscaping), clean buildings, and safe working environment - also the students, other staff members, and faculty I interact with daily --- also the university's cooperation with UTA.
129	The camaraderie of "working in the trenches" with my coworkers to get the job done. I truly enjoy the educational environment and satisfaction of being challenged mentally. I love the 6 credit hour tuition assistance. I love the campus' physical beauty. It's green and lush. It's a nice environment to come to work to. I think Weber tries hard to hire the best candidates for all level of employment, and it shows. I'm not naive or Pollyanna -- sure departments have trouble and/or personality conflicts; we're human. But here at WSU I feel like we have more "functional personalities" than not. :-)
130	The campus atmosphere and helping students progress in their goals.
131	The campus atmosphere helps the surrounding community become more open minded.
132	the campus is beautiful and modern. I have really learned a lot about higher education while working here. There's a lot of opportunity here.
133	The campus is well maintained.
134	The close knit community.
135	The collaboration within and outside departments for the success of the program.
136	The college atmosphere
137	The community feeling. It is so nice to work at a university that cares about people. I feel like we have been given a great opportunity in being offered wellness time, free credit hours each semester and the trainings from OWL.
138	The educational environment and the fact that I feel encouraged to improve myself, my employees, and my department.
139	The educational environment, My co-workers, Working with students (when I worked with students on the dept level), The benefits, (health insurance,retirement, sick/vacation days, tuition benefits), My current supervisor, The beautiful campus and location, WSU

	has been an "anchor" in my life and provided with me a feeling of community and belonging.
140	The environment
141	The environment and flexibility
142	The environment is a very friendly and welcoming one. I like the wellness and training time allowed.
143	The environment WSU gives me to be able to serve others; the opportunity to work in a positive atmosphere; flexible working hours; the beauty of the campus; opportunities of growth through training; benefits; associations with those of such a high caliber.
144	The environment.
145	The Environment. It is a nice and secure place to work and be able to make a difference to so many students.
146	The friendly environment. I really enjoy working with the students and the staff is fund to work with. I also like my job responsibilities. I feel like my job is well rounded and I can do several things and have learned a lot about WSU.
147	the friendly, energy-charged environment. I also enjoy the trainings and the excellent benefits! (tuition benefits for myself.spouse and kids is wonderful).
148	The good atmosphere.
149	The opportunities to participate in campus-wide events, also community events like performing arts, etc... I take part in the faculty/staff association events which are always well done. I know a lot of very good people, all associated with WSU. I get the opportunity to spend time with experts in many fields by working on campus. I love the vibe of campus life, the new energy that comes with each new year. I also appreciate the opportunity to use an awesome new gym, it really has made a difference in my focus on health & wellness. I use the wellness program regularly as well, it's a great resource.
150	the people and the mission
151	The people and working environment are relaxed and friendly in my division. We all work together to get our projects done. We're willing to assist each other as needed. People are respectful and considerate and appreciative of their co-workers. The campus is beautiful and well-maintained. I have a view of the mountains from my office window when I need to take a 'brain-break.'
152	The positive atmosphere and attitudes. The intelligence and its many facets that help in many areas.
153	The positive, pleasant atmosphere
154	the Pride in keeping a great environment for Students
155	The relatively lax atmosphere.
156	The sense of community we have as faculty/staff in the university setting, even though this is very much a non-traditional campus.
157	The student, faculty, and staff. Beautiful environment, lots of perks.
158	The surrounding area and various colleagues throughout campus, make the environment welcoming for all.
159	The university atmosphere.
160	The upbeat environment The job security
161	The variety of ages and cultures of people
162	The way that the University supports the employees and helps to improve by providing training and assistance when needed.
163	The work /life balance and support the university demonstrates for this and our health.
164	The work environment is extremely friendly and the work assignments are exciting and something I take pride in.

165	The working environment is designed to alleviate some of the stress that naturally comes with my particular position. My coworkers genuinely care about students' concerns. For the most part, I feel that I can freely share my opinions with my supervisors and contribute to my department's goals and plans. I feel that my position allows me to help students in the way they need to be helped.
166	University setting. Good environment
167	Very community friendly. Different campuses available make it easier to attend classes without having to go to only one location.
168	We are a close community, which allows me the opportunity to get to know a variety of individuals in various departments.
169	We are family at Weber State, and it is close to home.
170	Weber State is great, great, great. Best school, best environment, best opportunities.
171	With a background in Education, I have a strong desire to work in higher education and feel for the most part, I am able to work with like minded individuals.
172	Work environment and flexibility
173	Work environment and the opportunity to be a part of something meaningful. The people are so helpful and welcoming.
174	Work environment and the overall goals of the University. It's not cutthroat like the private sector often is.
175	Work with people who do their jobs well.
176	working conditions, student, people
177	Working in Ogden, having my own office, having somewhat flexible hours, being supported by my boss and customers
178	WSU Community/Environment
179	WSU has an appreciation of the well-being of employees and students (Employee & Student Wellness programs, wellness hours for employees). While politics do come in to play, WSU is less political and cut-throat than other institutions at which I have worked.
180	WSU is a beautiful place to work. I love coming to work. I truly love my job and all the people I work with at WSU. I feel very privileged to work here. My job is challenging yet rewarding. I feel respected and part of a team.
181	WSU is a great university, I love working with students, my co-workers contribute a great deal to my job satisfaction and I feel my supervisor is a great advocate for our area. There are always politics in any work setting, ours, I feel, are minimal and we are generally able to work through problems with diplomacy.
182	Professional and friendly work environment - Easy access to resources to perform work - Flexible schedule
183	All the benefits. The happy atmosphere. our beautiful campus. The students. all the paid holidays
184	Being around the students and people who work here.
185	Benefits, pride of the University, environment, coworkers, supervisor.
186	Camaraderie, friendship, autonomy. Most co-workers are flexible and really work for the best practices and solutions. Good benefits for self and family.
187	Connections and friendships among colleagues Ability to balance school with a work opportunity Supportive supervisors and colleagues Strong workplace network Freedom to ask questions and voice opinions
188	Convent location with school & friendly atmosphere.
189	Co-workers, it is such a pleasant and happy environment to work in.
190	Flexibility, learning environment, involved in what is current.

191	Great benefits. Everyone is friendly and helpful. Campus is clean and well kept.
192	I appreciate the flexibility and the academic stimulation.
193	I enjoy being able to attend retreats, meetings, special presentations/lectures. It is fun to be on a lively campus that always has something going on that allows interaction and education (even though I'm finished with school). I also really enjoy the tuition, gym, and library benefits.
194	I enjoy the youth. I enjoy some flexibility.
195	I feel that employees of Weber State University are treated amazing. The benefits we enjoy such as insurance, wellness, training opportunities, the sense of community you feel, is fantastic. I tell everyone that it is the best place to work.
196	I like having wellness time - getting time to go work out during my regular work day, since I don't get that time at home with small children. I also like the campus feel, the energy and the excitement that students bring to my job.
197	I like working with students and getting to know them. I also have really liked that for the most part Weber is good about working around my school schedule.
198	I love how my bosses are extremely willing to work with my schedule. I also love the academic atmosphere of the University and am happy to be working here and contributing to it.
199	It's easy going, I feel respected and appreciated. I work in a comfortable environment.
200	Its close to my home. Like working in the college setting.
201	Job security and friendly atmosphere.
202	Job security, freedom to manage my own time and efforts, enjoyable work environment, great supervisors, smart co-workers and talented people around.
203	My supervisor and working atmosphere
204	Security, sense of community on campus, working with students, benefit package,
205	Students, co-workers, learning environment, diversity
206	Students, good co-works and WSU staff that care, beautiful campus
207	The benefits and typically-friendly atmosphere
208	The benefits and work environment
209	The benefits are great. I love working in higher ed because of the environment of learning and reaching goals.
210	The benefits, the atmosphere, the opportunity to take classes if I would like.
211	The flexibility to network with others on campus. Being able to dress casually to connect with students -- heard comments about students not liking to be with staff who are dressed up, they feel that they are "hoity toity" and not approachable. Students can approach anyone with questions and the atmosphere is a "friendly, we will try to help you" feeling. The campus is very student oriented (food, computer access, Student Service Building, etc.-- wish it could have been that way when I went here years ago as Weber State College. My dean/dept. chair are supportive of staff members.
212	The people and the enviroment
213	The people and the environment are good. There is some flexibility which is helpful as a working parent.
214	The PEOPLE, an attractive campus (landscaping and the surrounding mountains and nice buildings), working with students. It is inspirational to see the students juggle busy schedules and work along side them as they achieve so much and strive for excellence.
215	The people, especially my colleagues, the atmosphere, campus environment

216	the students, there are some very talented and committed people, the fact that there are areas that desire to genuinely support and guide others. It is a clean, comfortable, environment. Focus on energy efficiency is positive.
217	Without a doubt it is working with students. I like the general positive attitude that almost all of the administrators have and demonstrate as they work with the rest of us. WSU is a great institution to work at and I love the many fantastic changes for the better that the university has incorporated. It is generally a very positive place to work and I love the atmosphere exhibited by our leaders.
218	Benefits package, many nice coworkers, less hectic pace
219	Decent benefits, helping students, fun atmosphere.
220	intellectual stimulation. Interesting co-workers. prestige in the community. Benefits.

BENEFITS/COMPENSATION

1	1--benefits, 2--BUS pass that I'd literally DIE without although UTA could be managed much better than it is, 3--salary is more than adequate IMO (don't view myself as a greedy capitalist, but in fact the opposite, and that this continuous growth in America is UNSUSTAINABLE!!), 4--the new gym facilities
2	6 credit hours free a semester
3	All the benefits. The happy atmosphere. our beautiful campus. The students. all the paid holidays
4	Any form of income is good when you are a student working at the university you're attending
5	benefits
6	Benefits (I am going to receive my degree soon because of the benefits), my bosses are amazing, I feel like part of the WSU family. I bleed purple!
7	Benefits are excellent, Great place to work and I enjoying being here.
8	benefits of my job when i allowed to use them, like Wellness and school.
9	Benefits package, many nice coworkers, less hectic pace
10	benefits, lifestyle, close to home
11	Benefits, pride of the University, environment, coworkers, supervisor.
12	Benefits.
13	Benifits
14	Camaraderie, friendship, autonomy. Most co-workers are flexible and really work for the best practices and solutions. Good benefits for self and family.
15	Decent benefits, helping students, fun atmosphere.
16	Great benefit program.
17	Great benefits. Flexible hours.
18	Great benefits. Everyone is friendly and helpful. Campus is clean and well kept.
19	Having the Holidays off.
20	I am in love with the benefits program. I also like how well my department works and or sense of teamwork is great.
21	I appreciate the opportunity to gain additional education.
22	I enjoy being able to attend retreats, meetings, special presentations/lectures. It is fun to be on a lively campus that always has something going on that allows interaction and education (even though I'm finished with school). I also really enjoy the tuition, gym, and library benefits.
23	I especially appreciate the tuition benefits for myself and my family.
24	I feel like the benefits are great. I really like having the 6 semester hours of tuition paid for, both for me and my husband. I enjoy helping students as long as they are respectful of me and my coworkers. I like the consistency of my hours.
25	I feel that employees of Weber State University are treated amazing. The benefits we enjoy such as insurance, wellness, training opportunities, the sense of community you feel, is fantastic. I tell everyone that it is the best place to work.

26	I get the opportunity to further my education. Not only is WSU a great place to work, but offers a high quality of education to its students.
27	I like having wellness time - getting time to go work out during my regular work day, since I don't get that time at home with small children. I also like the campus feel, the energy and the excitement that students bring to my job.
28	I like that I get free tuition
29	I like the benefits.
30	It is good to have a job to be able to support my family. The benefits are pretty good.
31	Retirement benifits
32	The benefit package for employees is very good. Wages are not. I've been able to attend classes which I greatly appreciate. I'm thankful to be employed here.
33	the benefits
34	The benefits
35	The benefits and the retirement.
36	The benefits and the steady work hours.
37	The benefits and typically-friendly atmosphere
38	The benefits and wellness program.
39	The benefits and work environment
40	The benefits are great. I love working in higher ed because of the environment of learning and reaching goals.
41	The benefits for my family to obtain a college degree at a discount
42	The benefits, the atmosphere, the opportunity to take classes if I would like.
43	The benefits, the proximity to where I live
44	The COMBINATION of pay and benefits is attractive and the fact that I have a pension is basically priceless.
45	The fact that I can retire after 15 years of continuous employment and have access to benefit package. HUGE for me. Also working with students, working with staff on worthwhile projects
46	The resources offered to employees.
47	The respect that our community gives school employees. The extra activities that are available and the facilities that are provided to us.
48	The training they offer allows me to feel adequatly able to answer questions about WSU and do my job properly.
49	Training and the people.
50	tuition benefit
51	University benefits and educational opportunities. It is exciting working on a university and being involved in the educational process.
52	We get choice parking, working early in the morning

53	Close to home, and the benefit package.
54	Close to home, good employee benefits, tuition waiver for my children.
55	Close to home. It gives me health insurance.
56	convenience, insurance
57	Co-workers and benefits package.
58	Everyone is treated equally. I think the pay rate is acceptable.
59	Flexibility, benefit package, opportunity to do the job I do
60	Flexibility, benefits
61	Flexibility, Benefits
62	flexibility, benefits, close to home
63	flexibility, friendly environment, good benefits, able to work without constant supervision
64	flexible environment, great benefits, the opportunity to make a difference in others' lives.
65	flexible with my class schedule! Good benefits
66	Flexible work hours, great benefits, overall the working culture is awesome
67	For the most part I enjoy the environment & the benefits are good.
68	Free sports tickets; salary; flexibility
69	Friendly atmosphere, student centered, good priorities for a regional university, free season tickets to athletics and performing arts, use of gym and Ed Pass
70	Friendly staff, nice students, laid back atmosphere, genuine concern for students, fringe benefits for staff, flexible working days and hours.
71	Friendly, supportive atmosphere. Really appreciate the wellness, bus pass, and event ticket benefits.
72	Getting to meet so many individuals, many of whom have become good friends. I enjoy all the opportunities that are available to me such as WSU sporting events, WSU theater arts, educational pursuits, etc. This is just a great learning environment. I worked in public ed in my prior life and find that I am enjoying working in higher ed much more.
73	Good benefits, flexible schedule, and job security.
74	Good people. Good Benefits.
75	I am grateful for opportunities to innovate and contribute, to grow and become more in every way as I work to serve and support others. I appreciate the support in building a healthy life and outlook.
76	I bleed purple. I love being involved in helping the students succeed. I love Weber State athletics. I am glad we as employees get the tickets to attend events that the students work so hard on.
77	I like the atmosphere, my colleagues and my hours. I appreciate the arts and sports benefits as an employee
78	I like the supportive environment provided by my co-workers, the flexibility in work hours provided by my supervisor and co-worker and the overall educational environment provided by WSU. Another great plus are the benefits.
79	I love the students and the energy they bring. I enjoy the beautiful campus and the views here. The benefits are offered at a lower rate and are good. I really like the wellness program that we are allowed to participate in also.

80	I LOVE working with the students and supporting them through their triumphs/helping them see their strengths. I also LOVE the Star program for our medical benefits and FREE seats to theater productions. There are so many talented people on campus.
81	I value education, it's close to home, the benefits are good and there is a level of stability.
82	I work with great people, and feel I am a part of a team that is helping to make the university a place for anyone and everyone who wants to gain a college education. I appreciate the efforts that are made to provide good benefits and access to all the university has to offer.
83	intellectual stimulation. Interesting co-workers. prestige in the community. Benefits.
84	It feels like family. We have a great benefits package that allows me provide for the medical needs of my own family.
85	It is close to home and it does have good benefits.
86	location, benefits to me as a student, people
87	Location; people; pay; opportunities to attend athletic, musical, etc., events; helping to educate students; helping to make things better
88	most of the people. benefits. opportunities.
89	Most people I work with are reasonable and good to work with. Benefits are pretty good, still above average.
90	My department, the people that I work with, and our students. The benefits package is also very attractive. I feel that I enjoy a lot of flexibility and autonomy in my position.
91	People are friendly and willing to help, I get excellent benefits, my department encourages professional development.
92	Security of employment, insurance and retirement. Good work environment
93	Security, People, Skills of my team, Benefits.
94	The camaraderie of "working in the trenches" with my coworkers to get the job done. I truly enjoy the educational environment and satisfaction of being challenged mentally. I love the 6 credit hour tuition assistance. I love the campus' physical beauty. It's green and lush. It's a nice environment to come to work to. I think Weber tries hard to hire the best candidates for all level of employment, and it shows. I'm not naive or Pollyanna -- sure departments have trouble and/or personality conflicts; we're human. But here at WSU I feel like we have more "functional personalities" than not. :-)
95	The community feeling. It is so nice to work at a university that cares about people. I feel like we have been given a great opportunity in being offered wellness time, free credit hours each semester and the trainings from OWL.
96	The educational environment, My co-workers, Working with students (when I worked with students on the dept level), The benefits, (health insurance,retirement, sick/vacation days, tuition benefits), My current supervisor, The beautiful campus and location, WSU has been an "anchor" in my life and provided with me a feeling of community and belonging.
97	The environment is a very friendly and welcoming one. I like the wellness and training time allowed.
98	The flexibility and benefits.
99	the friendly, energy-charged environment. I also enjoy the trainings and the excellent benefits! (tuition benefits for myself.spouse and kids is wonderful).
100	The people and benefits.
101	The people and the benefits
102	The people I work with in my department and the departments that share our office. Tuition benefits

103	The people I work with. The insurance and benefits. The tuition benefit for myself and my children.
104	Working with students. Accessibility to varied events and classes.
105	Flexibility with schedule, proximity to where I live, and benefits
106	flexibility, people, location, benefits, college atmosphere
107	Flexible hours, convenient location, good health insurance,UTA pass, tuition benefits. Makes living in such a conservative state bearable.
108	flexible hours, work with good colleagues, family friendly, day care on campus, opportunity to serve on committees, opportunities to teach as an adjunct
109	Great environment. Great people. Great benefits.
110	great supervisor and boss, flexibility with hours, benefits
111	I am respected for the knowledge, experience and education I have. Location, location, location. The opportunity to keep growing, the benefits are nice as well
112	I enjoy being in an atmosphere of learning. I feel like my job means something when I can help our students and members of the community. I am extremely grateful for my health and education benefits.
113	I feel like my job is safe at Weber State. The team I work with is collaborative. Campus is filled with interesting people who I enjoy working with daily. Campus is beautiful. Benefits are good.
114	Professional flexibility in work schedule, opportunities to develop my skills, collaboration with others to accomplish work goals, my working relationships with colleagues, benefits and other very supportive and positive incentives e.g., 8 hrs. of personal leave every year, etc.
115	The opportunities to participate in campus-wide events, also community events like performing arts, etc... I take part in the faculty/staff association events which are always well done. I know a lot of very good people, all associated with WSU. I get the opportunity to spend time with experts in many fields by working on campus. I love the vibe of campus life, the new energy that comes with each new year. I also appreciate the opportunity to use an awesome new gym, it really has made a difference in my focus on health & wellness. I use the wellness program regularly as well, it's a great resource.

FLEXIBILITY/CONVENIENCE/LOCATION/PROXIMITY	
1	Able to take classes at the same time
2	accessibility
3	Being able to study while I work.
4	being able to tell them when I can work, schedule is fairly flexible
5	Being able to work and go to school thanks to a flexible work schedule.
6	Being close to home and working at a University
7	Close to home
8	Close to home, and the benefit package.
9	Close to home, convenient and the autonomy afforded me to do my job.
10	Close to home, good employee benefits, tuition waiver for my children.
11	Close to home. It gives me health insurance.
12	closeness to home. purpose of job.
13	convenience, insurance
14	Convenience, location, and the people
15	Convenient proximity to classes. Willing to work with school schedule
16	Convent location with school & friendly atmosphere.
17	Currently they are family friendly, and mostly flexible on work schedules.
18	Easy commute
19	Flex schedule.
20	Flexibiity
21	Flexibility
22	flexibility allowed by supervisor
23	Flexibility and convenience
24	Flexibility and job security.
25	Flexibility around my school schedule, option to work on homework at work if my work is finished.
26	Flexibility in my job
27	Flexibility in my schedule and ability to pursue new ideas and programs.
28	Flexibility in scheduling to aid in attending school.
29	Flexibility in work times and hours as well as being a great place to work.
30	Flexibility of hours as needed

31	Flexibility of hours, and having my school schedule taken into consideration before schedules are made.
32	flexibility of hours; the people I work with; the support I get from my director and co-workers; sense of accomplishment in helping students improve their lives
33	flexibility of schedule allows me to attend school. Tuition benefit is the only thing that keeps me here.
34	Flexibility of schedule; there is no conflict with my academics
35	Flexibility with my school and work schedules.
36	Flexibility with schedule, proximity to where I live, and benefits
37	Flexibility with working around classes.
38	Flexibility, autonomy, and ability to work on projects that interest me.
39	Flexibility, benefit package, opportunity to do the job I do
40	Flexibility, benefits
41	Flexibility, Benefits
42	flexibility, benefits, close to home
43	Flexibility, comfortability, general care
44	flexibility, friendly environment, good benefits, able to work without constant supervision
45	Flexibility, learning environment, involved in what is current.
46	flexibility, people, location, benefits, college atmosphere
47	Flexibility, variety, interacting with students, pleasant colleagues.
48	Flexibility. Strong student focus.
49	flexible environment, great benefits, the opportunity to make a difference in others' lives.
50	Flexible hours
51	Flexible hours that work around my school schedule, supervisors are awesome
52	flexible hours close to classes
53	Flexible hours, close to home/classes, Weber State Credit Union.
54	Flexible hours, convenient location, good health insurance,UTA pass, tuition benefits. Makes living in such a conservative state bearable.
55	Flexible hours, great people
56	Flexible hours, I don't have to drive much because I'm already at school, get to know my professors better
57	flexible hours, work with good colleagues, family friendly, day care on campus, opportunity to serve on committees, opportunities to teach as an adjunct
58	Flexible hours.
59	Flexible hours. Able to complete homework

60	Flexible schedule with classes.
61	Flexible schedule Getting involved Atmosphere
62	flexible with my class schedule! Good benefits
63	Flexible with my schedule.
64	Flexible work hours, great benefits, overall the working culture is awesome
65	flexible working hours great learning experiences.
66	Free sports tickets; salary; flexibility
67	Good benefits, flexible schedule, and job security.
68	How convenient it is to work around my classes
69	How well it works with my school schedule.
70	I am a full time student so it is very convenient and efficient to simply walk to work from class.
71	I appreciate the flexibility and the academic stimulation.
72	I can study while I work if it is not busy.
73	I can work and get to class on time. Its all in one place.
74	I enjoy the fact that they work around my changing schedule at school.
75	I enjoy the flexibility that my job provides. My daily tasks change frequently, which keeps things interesting and doesn't let me job get boring. I also really appreciate my supervisor, who supports and values me, which is a nice feeling.
76	I enjoy the youth. I enjoy some flexibility.
77	I feel empowered in my position. I have a flexible work schedule and I love the people I work with.
78	I go to school here, and then I would just go and work. It's convenient.
79	I have flexibility in my job and have great working conditions
80	I like having friends on campus and at work. It is convenient and always a good place to be
81	I like my job itself; it is a good fit for me. I have a lot of time flexibility.
82	I like my schedule and the people I work with.
83	I like my work schedule, my work environment. Weber State treats me well. I am more than just another employee, I am a person with feelings and needs.
84	I like that I am allowed to do homework.
85	I like that the job is extremely flexible with my class schedule, which is not always flexible. I
86	I like that they work with my school schedule. It's also a great atmosphere.
87	I like that work schedules are flexible to fit my school schedule.
88	I like the fact that I can choose my hours and don't have to go outside the University to find part-time employment. I also enjoy keeping up on past material while tutoring students.

89	I like working with students and getting to know them. I also have really liked that for the most part Weber is good about working around my school schedule.
90	I liked the flexibility in hours.
91	I love how my bosses are extremely willing to work with my schedule. I also love the academic atmosphere of the University and am happy to be working here and contributing to it.
92	I love the location. Love the gym. Love the majority of my coworkers.
93	I truly enjoy the work and the flexibility. I have a wonderful supervisor.
94	I value education, it's close to home, the benefits are good and there is a level of stability.
95	In particular to my department the flexibility.
96	It is also where I go to school.
97	It is close to home and it does have good benefits.
98	It works so well with my schedule. My supervisors are understanding about college stressors and needing to adjust for the shifting needs in my schedule. I also love that I work right by where all my classes are. It's very convenient and less stressful.
99	It works well with my school schedule, I like my co-workers.
100	It's accessible and works around my class schedule.
101	It's close to my classes
102	It's convenient to work in campus. I live nearby.
103	It's easy for me to get to class.
104	It's flexible
105	It's on campus so I don't have to travel to school then work.
106	It's on campus where I go to school.
107	Its a great job that lets me work on homework.
108	Its close to my home. Like working in the college setting.
109	Its safe and I like the students.
110	Local
111	Location & flexible hours
112	location, benefits to me as a student, people
113	Location, good leadership, generally kind co-workers, staff and students, flexibility etc..
114	Location, Size of the University, Administration.
115	Location. I can go to school and work all at one place instead of having to rush from one to the other. I also love the people I interact with daily.
116	Location; people; pay; opportunities to attend athletic, musical, etc., events; helping to educate students; helping to make things better

117	Professional flexibility in work schedule, opportunities to develop my skills, collaboration with others to accomplish work goals, my working relationships with colleagues, benefits and other very supportive and positive incentives e.g., 8 hrs. of personal leave every year, etc.
118	Proximity to classes I am taking.
119	Proximity to home, work environment, having benefits, steady work
120	School and work are centrally located, close to amenities.
121	That i have flexible hours and i can do my school work while i'm on the clock
122	That my job works around my school schedule, and that my job is near my place of residence.
123	The ability to move from job to class easily.
124	The amazing flexibility around a school schedule. M
125	the close proximity of school and work make life easier. i am allowed to do homework at work
126	The close proximity to my home.
127	The convenience and my front office team.
128	The convenience of being close to campus.
129	The fact that I can go straight from class to work with out leaving campus, the job is easy and I like the people that I work with.
130	The flexibility and benefits.
131	The flexibility and level of self management. Tutoring students who put in the effort to learn
132	The flexibility around school.
133	the flexibility in my schedule so i can work and attend classes throughout the year
134	The flexibility to network with others on campus. Being able to dress casually to connect with students -- heard comments about students not liking to be with staff who are dressed up, they feel that they are "hoity toity" and not approachable. Students can approach anyone with questions and the atmosphere is a "friendly, we will try to help you" feeling. The campus is very student oriented (food, computer access, Student Service Building, etc.-- wish it could have been that way when I went here years ago as Weber State College. My dean/dept. chair are supportive of staff members.
135	The flexibility with my school schedule. I am a senior taking classes, working as a tutor, and interning on campus, so if I couldn't work all of that together, my life would be so much more stressful.
136	The flexible hours
137	The flexible hours, and the people I work with.
138	The hours and meeting new people.
139	The hours.
140	The location is convenient and the hours and pay are adequate for me at this time in my life. I like working with a wide variety of people with diverse backgrounds and opinions.
141	they work with my school schedule
142	weber state works with my class schedule

143	Work schedule
144	Working at Weber State while attending school has helped to lift some stress from my work life. I have also made connections for the future and have learned things that will help me to pursue a career.
145	Working on campus means I don't have to go far to get to my job. They understand that I am busy with school and work with my school schedule. My coworkers can relate to what I am doing and we are able to build good relationships with this understanding.
146	Working on campus where I go to school.
147	benefits, lifestyle, close to home
148	Continuing education, flexible schedule, opportunity for personal and professional growth
149	Enjoy learning environment, flexibility on the job, appreciation for different ideas
150	Friendly campus; Gaining more respect across the state and country; Close to home
151	good environment, location, staff
152	Great benefits. Flexible hours.
153	great supervisor and boss, flexibility with hours, benefits
154	Helping students, flexible hours.
155	I like the convenient opportunity to be able to attend school at my place of work (when allowed). I love my field of work and enjoy having a job where I can increase my knowledge and skills in my area. I get satisfaction from using those skills to be an asset to the people I serve.
156	Job security and flexible hours.
157	Most people here are friendly and good to work with. When I was a student, my school schedule was accommodated.
158	My amazing co-workers and the flexibility of my work schedule that allows me to spend more time with my family.
159	professionalism, flexibility
160	The benefits, the proximity to where I live
161	The environment and flexibility
162	The environment WSU gives me to be able to serve others; the opportunity to work in a positive atmosphere; flexible working hours; the beauty of the campus; opportunities of growth through training; benefits; associations with those of such a high caliber.
163	Work environment and flexibility
164	Camaraderie, friendship, autonomy. Most co-workers are flexible and really work for the best practices and solutions. Good benefits for self and family.
165	Diversity of projects, schedule, immediate colleagues, and distance from home.
166	Educational environment, campus community atmosphere, flexibility
167	Friendly staff, nice students, laid back atmosphere, genuine concern for students, fringe benefits for staff, flexible working days and hours.
168	The people and the environment are good. There is some flexibility which is helpful as a working parent.

Co-Workers/Staff/Students

1	Being around the students and people who work here.
2	Connections and friendships among colleagues Ability to balance school with a work opportunity Supportive supervisors and colleagues Strong workplace network Freedom to ask questions and voice opinions
3	Co-workers and benefits package.
4	Co-workers, it is such a pleasant and happy environment to work in.
5	Everyone is friendly and willing to help out
6	Feeling connected to my college experience.
7	Friendly colleagues
8	good people
9	Good people. Good Benefits.
10	Great people in general, friendly, etc.
11	Great People to work with!
12	Great Staff
13	I enjoy the comradeship and compassion of my fellow employees.
14	I enjoy the mentor mentality among my colleagues - and their support as I perform my responsibilities.
15	I enjoy the people I work with and I feel I'm providing a service to help students succeed.
16	I enjoy the people I work with and the employee wellness program is a nice change from my previous job.
17	I especially like the coaches that I work with directly. I have made some forever friends amongst the coaches who are currently here and those who have come and gone. The best part!
18	I like many of the people I work with.
19	I like the other administrative people that I work with. I enjoy the professional and positive attitude of the office and members in the department.
20	I like the people I work with in my department
21	I like the students and professors that I work with.
22	I love the people I work with and that we work so well as a team.
23	I love the people I work with. I feel as though what I do makes a difference.
24	I love the people I work with. I love making valuable contributions toward research. I love being challenged in the workplace and feel valued for my degree.
25	I work in a great departmentâ€”they are wonderful people.
26	I work with great people, and feel I am a part of a team that is helping to make the university a place for anyone and everyone who wants to gain a college education. I appreciate the efforts that are made to provide good benefits and access to all the university has to offer.

27	intellectual stimulation. Interesting co-workers. prestige in the community. Benefits.
28	interactions with coworkers inside and outside the division
29	Love the students!
30	Most of the people who work here are good to work with and for.
31	most of the people. benefits. opportunities.
32	Most people here are friendly and good to work with. When I was a student, my school schedule was accommodated.
33	Most people I work with are reasonable and good to work with. Benefits are pretty good, still above average.
34	My amazing co-workers and the flexibility of my work schedule that allows me to spend more time with my family.
35	My co-workders and other students are friendly and helpful
36	My coworkers
37	My co-workers
38	My co-workers.
39	My department, the people that I work with, and our students. The benefits package is also very attractive. I feel that I enjoy a lot of flexibility and autonomy in my position.
40	My department. We get a long well.
41	My direct team
42	My fellow Co-Workers and the flexible schedules.
43	Our attempt to help the community. The good people here.
44	People
45	People are friendly
46	People are friendly and willing to help, I get excellent benefits, my department encourages professional development.
47	People are great.
48	Personable co-workers.
49	Staff, Students and the deep pride that they have for the institution
50	Students, co-workers, learning environment, diversity
51	Students, good co-works and WSU staff that care, beautiful campus
52	Supportive co-workers that care about how well the university runs.
53	Team work in my department.
54	the friendships with other professionals here are invaluable
55	The great students and autonomy with work.
56	The other staff members.

57	the people
58	The people
59	The people and being able to help other students
60	The people and benefits.
61	The people and sense of community Weber State provides.
62	The people and the benefits
63	The people and the enviroment
64	The people and the environment are good. There is some flexibility which is helpful as a working parent.
65	The people are amazing.
66	The people are very friendly.
67	The people from other departments
68	The people I work and the students I work for.
69	The people I work with
70	The people I work with are so very nice and respectful. Also we get to help students.
71	The people I work with are very friendly and supportive.
72	The people I work with in my department and the departments that share our office. Tuition benefits
73	The people I work with. The insurance and benefits. The tuition benefit for myself and my children.
74	The people outside my division. The students
75	The people that I directly work with.
76	The people
77	The people!
78	The PEOPLE, an attractive campus (landscaping and the surrounding mountains and nice buildings), working with students. It is inspirational to see the students juggle busy schedules and work along side them as they achieve so much and strive for excellence.
79	The people, especially my colleagues, the atmosphere, campus environment
80	The people, faculty staff and students
81	The people.
82	The people. Great, capable, smart, trained, professional, and caring people. I'm honored to work with them. Also, the attention and pride that professors give to our students, making sure that they get all the skills to succeed, not just technical skills, but appreciation for the arts and humanities.
83	The people. I look forward to coming to work.
84	The People: students, staff and faculty
85	the secretary's in every department are very friendly and courteous
86	The students and fellow staff members.

87	the students and staff , I like making a different
88	The students and the people I work with
89	The students.
90	The willingness of other Administrative Assistants to help.
91	Benefits package, many nice coworkers, less hectic pace
92	Community, and being able to contribute.
93	Diversity of projects, schedule, immediate colleagues, and distance from home.
94	Environment and people I work with.
95	Excellent leadership and colleagues to work with.
96	flexibility of hours; the people I work with; the support I get from my director and co-workers; sense of accomplishment in helping students improve their lives
97	flexibility, people, location, benefits, college atmosphere
98	Flexible hours, great people
99	flexible hours, work with good colleagues, family friendly, day care on campus, opportunity to serve on committees, opportunities to teach as an adjunct
100	Good people, good environment
101	Great environment. Great people. Great benefits.
102	Great people and feeling here at the university
103	I am in love with the benefits program. I also like how well my department works and or sense of teamwork is great.
104	I feel empowered in my position. I have a flexible work schedule and I love the people I work with.
105	I feel like my job is safe at Weber State. The team I work with is collaborative. Campus is filled with interesting people who I enjoy working with daily. Campus is beautiful. Benefits are good.
106	I have a great supervisor and work with a wonderful team of people. Everyone in my team gets along well and work together as a whole to do the best job possible.
107	I have autonomy. I like the people I work with.
108	I like my schedule and the people I work with.
109	I like working with the students and most of the other staff on campus.
110	I love helping the students and I like working with most of the people that I work with.
111	I love my supervisors and fellow employees.
112	I love the down home atmosphere and the people I work with.
113	I love the location. Love the gym. Love the majority of my coworkers.
114	It works well with my school schedule, I like my co-workers.
115	My colleagues and the environment.
116	My supervisor and colleagues are professional, supportive, and kind.

117	My supervisor is an amazingly caring person. My department is filled with genuinely caring professionals. They express their appreciation openly. Most of my interactions with others around campus are not only positive, but very positive. I love the campus grounds, and scenery.
118	My supervisor supports and trusts me, and I feel welcome to talk to her about any concerns. I like the type of work I do and my coworkers, who I love working with and probably make the job as good as it is.
119	Professional flexibility in work schedule, opportunities to develop my skills, collaboration with others to accomplish work goals, my working relationships with colleagues, benefits and other very supportive and positive incentives e.g., 8 hrs. of personal leave every year, etc.
120	support from my office and a friendly work environment
121	The convenience and my front office team.
122	The fact that I can go straight from class to work with out leaving campus, the job is easy and I like the people that I work with.
123	The flexible hours, and the people I work with.
124	The friendly environment. I really enjoy working with the students and the staff is fund to work with. I also like my job responsibilities. I feel like my job is well rounded and I can do several things and have learned a lot about WSU.
125	The hours and meeting new people.
126	The location is convenient and the hours and pay are adequate for me at this time in my life. I like working with a wide variety of people with diverse backgrounds and opinions.
127	The opportunities to participate in campus-wide events, also community events like performing arts, etc.... I take part in the faculty/staff association events which are always well done. I know a lot of very good people, all associated with WSU. I get the opportunity to spend time with experts in many fields by working on campus. I love the vibe of campus life, the new energy that comes with each new year. I also appreciate the opportunity to use an awesome new gym, it really has made a difference in my focus on health & wellness. I use the wellness program regularly as well, it's a great resource.
128	The people and working environment are relaxed and friendly in my division. We all work together to get our projects done. We're willing to assist each other as needed. People are respectful and considerate and appreciative of their co-workers. The campus is beautiful and well-maintained. I have a view of the mountains from my office window when I need to take a 'brain-break.'
129	The people, faculty staff and students
130	The student, faculty, and staff. Beautiful environment, lots of perks.
131	the students and staff , I like making a different
132	The working environment is designed to alleviate some of the stress that naturally comes with my particular position. My coworkers genuinely care about students' concerns. For the most part, I feel that I can freely share my opinions with my supervisors and contribute to my department's goals and plans. I feel that my position allows me to help students in the way they need to be helped.
133	Training and the people.
134	Work environment and the opportunity to be a part of something meaningful. The peploe are so helpful and welcoming.
135	WSU is a great university, I love working with students, my co-workers contribute a great deal to my job satisfaction and I feel my supervisor is a great advocate for our area. There are always politics in any work setting, ours, I feel, are minimal and we are generally able to work through problems with diplomacy.
136	All the benefits. The happy atmosphere. our beautiful campus. The students. all the paid holidays
137	Benefits, pride of the University, environment, coworkers, supervisor.
138	Convenience, location, and the people
139	Flexibility, variety, interacting with students, pleasant colleagues.
140	location, benefits to me as a student, people

141	The fact that I can retire after 15 years of continuous employment and have access to benefit package. HUGE for me. Also working with students, working with staff on worthwhile projects
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SUPERVISORS/LEADERSHIP/RESPECT

1	Excellent leadership and colleagues to work with.
2	great supervisor and boss, flexibility with hours, benefits
3	I am respected for the knowledge, experience and education I have. Location, location, location. The opportunity to keep growing, the benefits are nice as well
4	I am treated well and respected.
5	I enjoy the cooperation between me and my supervisor. I feel the University respects my abilities to administer my program and have a great appreciation for any and all support they are able to provide me through out the year.
6	I feel respected and appreciated.
7	I feel that my supervisors are very positive and give more than enough support.
8	I have a great chair, [redacted]. My department gets along very well (Engr Tech) and are very supportive of each other.
9	I have a great supervisor and work with a wonderful team of people. Everyone in my team gets along well and work together as a whole to do the best job possible.
10	I have a supervisor who treats me with respect and listens to my ideas; I think it's a phenomenal undergraduate school
11	I like how I can talk to my supervisor about anything from work and how she takes care of any issues I have with work. I also like my job and the students am working with.
12	I like my supervisor which is [redacted] i feel like i can tell my supervisor anything
13	I like that I am treated with respect and that my ideas are seen as valid, even if they are not used later on in a project. I feel a good sense of community in my division.
14	I love feeling that I have a place in this University, that I have an identifiable role that benefits me, University goals, and student success. The experience is invaluable, and I am very grateful to be building such skills and mentors.
15	I love my supervisors and fellow employees.
16	It's easy going, I feel respected and appreciated. I work in a comfortable environment.
17	My supervisor and colleagues are professional, supportive, and kind.
18	My supervisor and working atmosphere
19	My supervisor is an amazingly caring person. My department is filled with genuinely caring professionals. They express their appreciation openly. Most of my interactions with others around campus are not only positive, but very positive. I love the campus grounds, and scenery.
20	My supervisor supports and trusts me, and I feel welcome to talk to her about any concerns. I like the type of work I do and my coworkers, who I love working with and probably make the job as good as it is.
21	The support I receive from all departments and the administration.
22	Flexible hours that work around my school schedule, supervisors are awesome
23	Friendly environment to work, support from upper management.

24	I enjoy the flexibility that my job provides. My daily tasks change frequently, which keeps things interesting and doesn't let me job get boring. I also really appreciate my supervisor, who supports and values me, which is a nice feeling.
25	I like my work schedule, my work environment. Weber State treats me well. I am more than just another employee, I am a person with feelings and needs.
26	I love the people I work with. I love making valuable contributions toward research. I love being challenged in the workplace and feel valued for my degree.
27	I really enjoy the academic atmosphere of working at a university. I also believe that my supervisor respects me and treats me like an adult. I am very appreciative of that.
28	I truly enjoy the work and the flexibility. I have a wonderful supervisor.
29	Location, good leadership, generally kind co-workers, staff and students, flexibility etc..
30	Location, Size of the University, Administration.
31	The respect that our community gives school employees. The extra activities that are available and the facilities that are provided to us.
32	Working in Ogden, having my own office, having somewhat flexible hours, being supported by my boss and customers
33	WSU is a beautiful place to work. I love coming to work. I truly love my job and all the people I work with at WSU. I feel very privileged to work here. My job is challenging yet rewarding. I feel respected and part of a team.
34	Job security, freedom to manage my own time and efforts, enjoyable work environment, great supervisors, smart co-workers and talented people around.
35	The flexibility to network with others on campus. Being able to dress casually to connect with students -- heard comments about students not liking to be with staff who are dressed up, they feel that they are "hoity toity" and not approachable. Students can approach anyone with questions and the atmosphere is a "friendly, we will try to help you" feeling. The campus is very student oriented (food, computer access, Student Service Building, etc.-- wish it could have been that way when I went here years ago as Weber State College. My dean/dept. chair are supportive of staff members.
36	The working environment is designed to alleviate some of the stress that naturally comes with my particular position. My coworkers genuinely care about students' concerns. For the most part, I feel that I can freely share my opinions with my supervisors and contribute to my department's goals and plans. I feel that my position allows me to help students in the way they need to be helped.
37	Without a doubt it is working with students. I like the general positive attitude that almost all of the administrators have and demonstrate as they work with the rest of us. WSU is a great institution to work at and I love the many fantastic changes for the better that the university has incorporated. It is generally a very positive place to work and I love the atmosphere exhibited by our leaders.
38	WSU is a great university, I love working with students, my co-workers contribute a great deal to my job satisfaction and I feel my supervisor is a great advocate for our area. There are always politics in any work setting, ours, I feel, are minimal and we are generally able to work through problems with diplomacy.

FEELING VALUED/HELPING OTHERS	
1	Ability to positively impact student experiences
2	Being able to make a difference in someones life.
3	Being able to make a difference in the lives of the students. The great people I am able to work with throughout campus (staff, faculty). Being able to continue to get education.
4	Being involved with higher education makes me feel like I am helping our community and our country.
5	Community, and being able to contribute.
6	Contributing to the academic success of my peers.
7	Feeling connected to my college experience.
8	Focus on student success, attention to programs beyond sports and science
9	focus on students family feel amongst colleagues Open to ideas
10	Helping students
11	Helping students, flexibility.
12	Helping students, flexible hours.
13	I bleed purple. I love being involved in helping the students succeed. I love Weber State athletics. I am glad we as employees get the tickets to attend events that the students work so hard on.
14	I enjoy assisting the students.
15	I enjoy working with the students.
16	I feel like I make a difference in peoples (students) lives
17	I like being part of student higher education, believing that a University degree is a very important thing for Americans to have.
18	I like helping our students reach their goals
19	I like knowing that the job I do literally changes peoples lives for the better. I see WSU as a catalyst to launch people into better situations.
20	I like that I feel I can help students in individual ways and steer them on a more informed path.
21	I like the energy of higher education and effecting student success in academics and healthy lifestyles
22	I love helping student achieve their academic goals
23	I love helping the students and I like working with most of the people that I work with.
24	I love the opportunity to help people find out how exciting education can be.
25	I love the students and serving them. I
26	I love the students and the energy they bring. I enjoy the beautiful campus and the views here. The benefits are offered at a lower rate and are good. I really like the wellness program that we are allowed to participate in also.
27	I love the students!

28	I love working with the students and being able to assist them in reaching their educational goals.
29	I LOVE working with the students and supporting them through their triumphs/helping them see their strengths. I also LOVE the Star program for our medical benefits and FREE seats to theater productions. There are so many talented people on campus.
30	It is a place where I have the opportunities to use my talents in teaching and to help students and make a difference in their education.
31	Knowing I'm making the difference in a student's life.
32	making a difference in student's lives
33	My ability to service the public
34	My interaction with students
35	My position's description and the variety of responsibilities I have to work with students.
36	Opportunity to work with students to make college life enjoyable. Opportunity to work with community leaders and plan events.
37	Provides and Promotes Education (Opportunity) Builds Community Encourages Philanthropy Supports and Provides Athletic and Cultural/Artistic Events for the Community to appreciate and rally behind
38	Servicing students! Many of the problem areas at Weber have improved on their customer service a great deal.
39	That my small contribution is in someway helping students
40	That the success of students is put first and so many do all they can for this goal.
41	The chance to work with students that want to learn
42	The fact that I can help students to achieve their educational dreams.
43	The impact made on students' future.
44	The mission of the university to assist students in pursuing an education and a college degree and helping students to become productive citizens.
45	The satisfaction of knowing our work improves the current life and futures of our students and the community.
46	The satisfaction of mentoring/helping students.
47	The students and the process of watching them achieve success in higher education. We are key to their educational process.
48	the students! It is great to really make a difference in someone's life!
49	the students, there are some very talented and committed people, the fact that there are areas that desire to genuinely support and guide others. It is a clean, comfortable, environment. Focus on energy efficiency is positive.
50	Without a doubt it is working with students. I like the general positive attitude that almost all of the administrators have and demonstrate as they work with the rest of us. WSU is a great institution to work at and I love the many fantastic changes for the better that the university has incorporated. It is generally a very positive place to work and I love the atmosphere exhibited by our leaders.
51	working with and for students
52	Working with and help students.

53	working with older students
54	Working with students
55	Working with students to achieve better success in well-being and personal growth.
56	Working with students. Accessibility to varied events and classes.
57	working with the student population
58	Working with the students
59	Working with the students and love the diversity at Weber State.
60	Beautiful surroundings, good work environment, helping students succeed.
61	Collegial atmosphere, mostly purposeful work (helping students), beautiful campus, wellness time, the energy of campus life (athletics, arts, speakers, bustle of students, etc.).
62	Decent benefits, helping students, fun atmosphere.
63	Educational mission Progressive influence on community Teamwork Secure employment
64	Flexibility, variety, interacting with students, pleasant colleagues.
65	Flexibility. Strong student focus.
66	Friendly environment, opportunity to make a difference in the world, feeling of security.
67	Great environment. Overall picture to help students improve and succeed is clear.
68	Great place to work and get to work with students. I am a native of Ogden and graduate of Weber State and nice to continue to support the University.
69	I appreciate that students are respected and have won awards against more recognizable universities nationwide. I think the campus continues to improve and I like the people in HR and Student Services staff.
70	I enjoy being in an atmosphere of learning. I feel like my job means something when I can help our students and members of the community. I am extremely grateful for my health and education benefits.
71	I enjoy the people I work with and I feel I'm providing a service to help students succeed.
72	I feel like the benefits are great. I really like having the 6 semester hours of tuition paid for, both for me and my husband. I enjoy helping students as long as they are respectful of me and my coworkers. I like the consistency of my hours.
73	I like the atmosphere, working with the students, lots of interesting activities to attend or get involved in.
74	I like the campus atmosphere and also the commitment to student success. It provides me with a decent living and benefits I could not get elsewhere. I like the teamwork attitude I see on campus.
75	I like the size of the campus and the feel of community. I like being able to have a direct influence on student success on campus.
76	I like working in higher education. Having a direct, positive impact on future leaders is rewarding. Seeing students grow and blossom as the progress through their studies is my favorite part of working here.
77	The fact that I can retire after 15 years of continuous employment and have access to benefit package. HUGE for me. Also working with students, working with staff on worthwhile projects

78	The people and being able to help other students
79	The people. Great, capable, smart, trained, professional, and caring people. I'm honored to work with them. Also, the attention and pride that professors give to our students, making sure that they get all the skills to succeed, not just technical skills, but appreciation for the arts and humanities.
80	flexibility of hours; the people I work with; the support I get from my director and co-workers; sense of accomplishment in helping students improve their lives
81	flexible environment, great benefits, the opportunity to make a difference in others' lives.
82	Location; people; pay; opportunities to attend athletic, musical, etc., events; helping to educate students; helping to make things better
83	Security, sense of community on campus, working with students, benefit package,
84	The educational environment, My co-workers, Working with students (when I worked with students on the dept level), The benefits, (health insurance,retirement, sick/vacation days, tuition benefits), My current supervisor, The beautiful campus and location, WSU has been an "anchor" in my life and provided with me a feeling of community and belonging.
85	The flexibility and level of self management. Tutoring students who put in the effort to learn
86	The PEOPLE, an attractive campus (landscaping and the surrounding mountains and nice buildings), working with students. It is inspirational to see the students juggle busy schedules and work along side them as they achieve so much and strive for excellence.

OTHER - SECURITY/AUTONOMY/RESOURCES/DIVERSITY/OPPORTUNITY

1	Access to speakers, programs, activities and workshops. The marketplace of ideas!
2	activities that the school does like movie night, getting flexible hours
3	Allowed to do my work the way I think is best.
4	Continuing education
5	Continuing education, flexible schedule, opportunity for personal and professional growth
6	cultural opportunities
7	Diversity of projects, schedule, immediate colleagues, and distance from home.
8	Educational mission Progressive influence on community Teamwork Secure employment
9	Everyone is treated equally. I think the pay rate is acceptable.
10	Family friendly working environment.
11	Free to do my job without any interruptions
12	I feel secure in my job even though the economy is bad
13	I get some real experience in the field that I am interested in studying.
14	I have autonomy. I like the people I work with.
15	I like the convenient opportunity to be able to attend school at my place of work (when allowed). I love my field of work and enjoy having a job where I can increase my knowledge and skills in my area. I get satisfaction from using those skills to be an asset to the people I serve.
16	I love that it helps acquire skills for real world careers. I love that it gives me goals to help me graduate. Its all about me and helping me succeed.
17	Job autonomy and work challenge, variety of work.
18	Job security
19	Job security and flexible hours.
20	Job security and friendly atmosphere.
21	Job security, freedom to manage my own time and efforts, enjoyable work environment, great supervisors, smart co-workers and talented people around.
22	Job security. I have a job is interesting.
23	My opportunity to make positive changes in my field
24	opportunities for personal and professional growth, opportunities to make a positive contribution in the community, being treated with dignity and respect
25	Security of employment, insurance and retirement. Good work environment
26	Security, People, Skills of my team, Benefits.

27	Security, sense of community on campus, working with students, benefit package,
28	The ability for training to better perform my job
29	The job security.
30	Work that reinforces my education (I am a physics major doing work for the physics department).
31	Currently they are family friendly, and mostly flexible on work schedules.
32	Excellent programs and Staff! Community involvement opportunities.
33	Flexibility and job security.
34	Flexibility in work times and hours as well as being a great place to work.
35	Flexibility, autonomy, and ability to work on projects that interest me.
36	Flexible hours, I don't have to drive much because I'm already at school, get to know my professors better
37	focus on students family feel amongst colleagues Open to ideas
38	Friendly atmosphere. Open to new ideas. Willing to listen to my concerns
39	I am respected for the knowledge, experience and education I have. Location, location, location. The opportunity to keep growing, the benefits are nice as well
40	I enjoy working at Weber State because of the educational atmosphere and I like the job security of working at Weber State.
41	I like my job itself; it is a good fit for me. I have a lot of time flexibility.
42	Most of the time I feel like there is a great collegial atmosphere here at Weber State, and I feel supported in my professional development.
43	the campus is beautiful and modern. I have really learned a lot about higher education while working here. There's a lot of opportunity here.
44	The flexibility and level of self management. Tutoring students who put in the effort to learn
45	The great students and autonomy with work.
46	Working at Weber State while attending school has helped to lift some stress from my work life. I have also made connections for the future and have learned things that will help me to pursue a career.
47	Working with the students and love the diversity at Weber State.
48	Beautiful landscaping, art exhibits, bookstore, gym, TLF book groups, OWL classes and workshops, friendly faculty and staff, great buildings, library, employee wellness, art store in the art building, free event tickets
49	Continuing education, flexible schedule, opportunity for personal and professional growth
50	Enjoy learning environment, flexibility on the job, appreciation for different ideas
51	flexibility, friendly environment, good benefits, able to work without constant supervision

Administration/Supervisors/Leadership

1	Currently a lot of my dissatisfaction has to do with my supervisor. Other than that I do love working here.
2	Currently, my supervisor.
3	Disconnect between some of our administration and faculty/staff.
4	I dislike the way I am treated by my superiors. My department is run by many ex-military persons who seem to want to run the place as if it were a military division. This is not an environment where I feel I fit in or thrive. I dislike that I feel more accepted by persons outside my department than by those inside my department. I dislike that I feel that I am sometimes made to sacrifice on behalf of my superior's inadequacies, or the inadequacies of the organization. I dislike that even in putting down this information that I feel it will all just come back on me later, and the only steps made to resolve them will be in the form of some memo or training in which it is addressed once and nothing changes, or I am told I and my attitude are the problem and that my frustrations are simply a matter of perspective.
5	I do not feel my supervisor really hears what I say, or pays attention, unless it aligns with his ideas.
6	I do not like a few of the administrators of the union building. They don't treat us with respect or like mature adults. I don't like dealing with rude students or threatening students.
7	I don't dislike working working here. It is just the micromanaging and sometimes not feeling like a equal or respected by my supervisor. I feel because I do not have a degree I am at the bottom of the totem pole with my supervisor. At times they can come across demeaning or a little combative and feels I am incapable to complete/understand what is assigned to me. I do feel it is the lack of people skills and supervising others for them.
8	I dont like my area supervisor because she has us do extra tasks and then we cant get the rest of our work done
9	I love it, but sometimes I really don't know what is expected of me. I really don't have a clear understanding what my job really is in my department at times. I am not sure all people in the department are on the same page. 99% of the time I love my job.
10	If you don't do your job, but you are a favorite of a boss there are no repercussions. In fact, you are likely to get a promotion even though you can't do your job. Other people that are disliked by administrators(above your supervisor) will go nowhere even if they are doing a good job.
11	Immediate supervisor's unpredictable response to work performed.
12	It is difficult to know what to say to administrators for fear they might use the information against me.
13	Lack of support in some areas from supervisor
14	Managers who are not qualified for the position they hold
15	Micro-management. Studies, books, graphs, all show it isn't successful.
16	My supervisor does not create a comfortable work environment. I feel scared to approach him, like he doesn't want to hear anything from me. When he does speak to me, he kind of brushes me off.
17	My supervisor is very unfair.
18	My work experience and knowledge in my field mean nothing when working with my superiors.
19	Our director will not listen to those who do the work. He dose not know how the work is done, yet makes all the decision about it.
20	some of the supervisors don't treat women very well - especially older ones

21	Sometimes expectations for position are unclear
22	Supervisors detached from work, not being on same page
23	Supervisors who don't respect their employees knowledge and experience.
24	That if you made a mistake that the supervisor held it against you for long periods of time
25	The respect I get from administrators above me.
26	The tension between 2 supervisors in our dept
27	There are some administrators that I feel waste enormous amounts of money and have a very narrow view of how things should be.
28	Upper management and administrators are oblivious to what it takes to actually run this place. They dream up a crazy idea and we have to make it happen, and when we do they pat themselves on the back.
29	When I am told to do my job one way and I get an angry student who wants to speak to my supervisor and the supervisor gets soft and lets them do it a different way that I was told to do. I wish my supervisor would back me up instead of going soft.

Co-Workers	
1	Co- worker gossips too much
2	Co-workers who don't appreciate my style of working.
3	Facilities Management are tyrants especially Custodial
4	how in some departments some incompetent and/or lazy employees are moved around rather than dismissed
5	i dislike some of my direct co-workers who interfere with the operations of our shop
6	If an employee isn't doing their job it takes years to get them removed.
7	One co-worker - his way or the highway, does not like input, "This is the way it is", only agrees when it is what he wants. Talks down to others, treats them like they are stupid. "Go ahead and do the project the way you want", then, "Good, now can you change this and this and this (his way originally anyway)"
8	some coworkers don't know how to keep their opinions to themselves and are disrespectful
9	Some of the counselors I work with. They are very inappropriate and get away with everything because my supervisor is afraid to hurt anyones feelings.
10	Some people
11	Some people make this an offensive place to work. Any day I know I will have to deal with those certain people it is very hard to make myself come to work.
12	Some people on the campus are at least pleasant, but some are quite unpleasant and think they are the center of the universe, and thus think they have the right/duty to jerk everyone around!!
13	Some people seem to be too deeply entrenched in their comfort zones to be creative.
14	Terrible spirit of teamwork.
15	That some key individuals continue to create a hostile, stressful, disrespectful, and unprofessional work environment for both professional staff and students at WSU.
16	The tension at work with our director and secretary
17	Too many negative people. It is all about keeping that PMA.
18	Unequal treatment of coworkers. People who lie about hours worked and then approved my supervisor. People who don't do any work and get paid
19	While I know that I cannot change others' attitudes, I dislike that people complain about working at WSU because of additional duties and low pay; Yet these same people do not even meet the minimum requirements of their position nor provide basic customer service to our students and faculty. Yet they are able to remain in their position as dead weight to the work environment. One other major factor is dealing with the designated catering vendor. I understand the state procurement regulations in obtaining competitive pricing but it does not seem to apply to our catering. I can purchase a fruit tray for \$59.99 at Smith's but am required to pay \$149.99 for the exact item because I have to use Sodexho.

Benefits and Pay

1	Pay
2	- Salaries
3	*unequal pay for women at same job level as men *extreme focus on LGBT community - diversity at WSU should show a more balanced approach to concerns rather than focusing so much attention on gay/lesbian issues
4	1- I think our lack of an admission standard creates a lot of problems for a variety of departments on campus. The standard doesn't have to be high- we should still open our doors to people who need a second chance- but we should have something in place to give students a realistic expectation of what their college experience will be like, and whether or not they can be successful here. 2- Since we are a university, I think employees should receive a higher pay increase for completing additional degrees. As a post-secondary institution, we should support and encourage the efforts of our employees to further their own education.
5	Appauling pay for the work I do. Getting paid half of what my position should receive. Can't afford to support my family without working full time on the side. This prevents me from taking advantage of the free collage tuition.
6	Available resources for job performance and salary
7	can not make enough money to support myself at minimum
8	Difficult to affect any kind of change, lack of accountability of some personnel, slow to increase pay for valued employees
9	Expectations are too high for the pay. Staff are not treated with the same level of respect as faculty.
10	For my job the pay is low for the work the I do.
11	For our level of education as employees, I feel that we really don't get paid as well as the public sector for our equivalent jobs. I love working in this environment, but it is hard to maintain a growing family on our incomes. Also, it seems that Weber State employees are supportive to all religions except the Mormons.
12	I can't do overtime, though my work study loan is larger than my hourly wage can earn.
13	I do not believe we are paid enough for the responsibilities we have taken on over the last few years (FLAC, etc.)
14	I do not like that I get paid so little.
15	I don't feel as though I am paid for the work I do. I don't feel like I have opportunities to move up in the ladder and we don't receive any raises. I feel like I work hard and should be compensated for all the time and effort I put into my work.
16	I don't think our salaries are competitive, so it makes it hard to bring quality employees from out of state here to WSU. Also parking, parking, parking!
17	I don't think that I am being well compensated financially for the work that I do. My benefits package and the improvement in my mental health that come from working here help make up for that, but I do wish there was better financial compensation.
18	I feel like because of the nature of my job it should have a higher pay scale
19	I feel that hourly (non-student) staff should have some benefits extended to them.
20	I feel that I don't get paid enough. My department pays the lowest possible amount for my pay grade. Financially I understand it for them, but it makes me feel under-appreciated.
21	I feel that the monetary compensation is not competitive with other universities.
22	I graduated from WSU and could actually make a lot more money if I worked outside of the university, but I wouldn't have the flexibility that I enjoy now.

23	I love everything about working here, except the pay could be a little better.
24	I really appreciate the benefits package but my pay is definitely lower than others in my position state-wide
25	I think the pay for employees could be improved. I see many good programs and initiatives funded but the level of pay not increased to meet the caliber of people Weber wants to hire. As an employee it is sometimes difficult to see the excess in areas and feel that people aren't getting paid what they are worth.
26	I took a significant pay cut to work at WSU and have not had a raise since arriving, other than minimal cost of living increases; this has been a financial strain.
27	I understand that wages in education are low, but it's hard to make ends meet.
28	I wish I could get paid more.
29	I would be nice to make a bit more money.
30	I would like the opportunity to share my tuition benefits with at least two of my family members. I do not have children and because of that this "benefit" does apply to me.
31	I'd like to get paid something closer to the average for the work I do.
32	I'm not thrilled with the pay.
33	inadequate pay raises/salary
34	Inequality of pay and the lower status of staff compared to faculty.
35	Insufficient pay and space.
36	Lack of paid parking permits for hourly employees. No paid time off.
37	Lack of salary funding
38	low pay
39	Low pay
40	low pay compared to the private sector
41	Low pay for the quality of work we do.
42	Low Pay, I think there are many under paid employees at WSU.
43	Low pay, no benefits, biases about who may advance and who stays forgotten
44	Low pay, The procedure for getting material to do my job is unproductive, inefficient, and illogical.
45	Low pay.
46	Low pay. Hardly any raises in the last few years, but buildings and remodeling are constantly going on. When they say they have no money it is hard to see how much is being spent on other things.
47	Low pay. Not much more than a small percentage of overall household income. Not much incentive for attracting skilled employees, other than the benefits, which don't pay the monthly bills. Parking is expensive on top of the low salary. Couldn't staff at least still enjoy a free UTA pass?
48	Low pay. The heating and cooling problems
49	Low pay. The same position at UVU is \$10,000 more per year.

50	Low salary
51	Low salary Feel there is no protection for staff over faculty members when temporary supervisor position changes are made
52	low wages and not enough done to increase them
53	Low wages for hard labor.
54	Low wages, unequal pay, discrimination, sexual harassment, inefficiency, and my boss seemed to think he did not have to respect me as an employee.
55	Low wages.
56	Low wages/ benefits
57	Lower pay scale, diminishing benefits
58	Lower pay than most Universities in Utah as well as very low out of Utah
59	Lower pay than other jobs.
60	Making extremely low wages. My job requires a bachelors degree, My job in industry would pay close to twice of what I currently make. In fact the average bachelors degree wage that I see posted is 45,000, I barely make 1/2 of that with over 10 years experience, 7 at Universities.
61	Math tutors get pay raises for completing a tutor-training class to a max of \$10 per hour (which isn't bad), but don't get any compensation for learning more math like Calc 2, 3, or Linear Algebra etc... Even though the more experienced math tutors are helping more students, some feel the University isn't recognizing their contributions. However, there is an "agreement" between the tutoring centers which prevents this from changing.
62	Merit pay system is based on personal impressions and not hard fact. I feel I have been passed over a time or two.
63	Money is always a factor, it can be difficult to stay motivated when you have no change at promotion or an increase in pay. I do not enjoy working in a building that is constantly too cold. Sitting at a desk all day. Low pay as compared to other universities both in and out of the state.
64	Most WSU employees must and do hold two jobs to make ends meet.
65	My people are underpaid in comparison with other colleges.
66	No pay raises - too much work to do.
67	No pay raises.
68	Not enough sick leave
69	Not knowing when I'll get a raise.
70	not sure.... I think I am very happy working here. A little extra pay will be nice but we all know that is not possible since we work for the state and we all accepted tht condition when we started working here.
71	Our pay is terrible
72	Over worked and under paid. When I compare staffing for my office at sister Utah institutions it is an affirmation that my office is understaffed. I feel my manager deliberately cut staffing in my office in an attempt to make me miserable and leave. This manager recently left the University and I currently do not have a manager.
73	pay
74	Pay

75	Pay and disrespect. Too few resources for the demand, yet they continue to be very demanding.
76	Pay for position
77	Pay in my field is not comparable to the industry standard for the amount of work I do. Hard to get a pay raise.
78	pay is frustrating. Have been here over 16 years, and there are entry level jobs at the school districts I could take (needing only an AS) that starting pay is higher.
79	Pay is low compared to my colleagues who do the same type of work.
80	pay is not enough, always overworked, policies and procedures are always changing without letting anyone know, no training for new employees that will help them while working.
81	Pay scale
82	Pay scale is not equal to the rest of the state. Health insurance gets worse every year.
83	Pay wage
84	Pay, hours, parking
85	Pay.
86	pay; eroding benefits
87	Poor compensation compared to industry, dislike working with some faculty who do not treat co-workers with respect. Can't hire good help due to incomparable compensation.
88	Poor pay and decreasing benefits.
89	Poor pay, working through all the bureaucracies.
90	Poor wages - benefits are great but you can't eat them and they shouldn't be included as value when comparing to other jobs. Paying for parking outweighs season tickets to sporting events or arts presentations that do not interest me. Including the value of those tickets as part of my 'overall salary' is ridiculous. Master's degree holders should be able to earn more than \$35K per year without having to have a second job or additional assignments.
91	Probably the benefits package is not as good as use to be. another good one will pay raise.
92	salaries
93	Salaries
94	Salary
95	salary increases dependent upon legislature
96	Salary levels, cut in health benefits.
97	salary limitations
98	Salary, slow pace of change
99	Salary.
100	Since it's a federal institution, I don't like that minimum wage is the national minimum wage and not Utah's minimum wage. My job isn't particularly difficult, so I don't expect more than minimum wage, I just wish that the minimum was a little higher.
101	That I am not full time employed and paid better. Possibly when I graduate?

102	That supervisors do not have the ability to give you a raise within the given pay range of your position when they feel you're doing a good job. Apparently, once they hire you, the only way to have a pay raise is when legislature doles out their 0-3% allowance each year or change departments/jobs. When one is hired in at mid-scale pay rate, why doesn't a supervisor have the option to use the remaining portion of that pay range of your position for raises?
103	The benefits offered do not necessarily meet the needs of my family.
104	The benefits package needs some attention. In the last few years the medical benefits have declined, while pay has stayed low. We use to be able to argue about WSU's great benefits, but lately they are getting weaker. Our pay has always been low, but now it is to the point it needs to be addressed.
105	The bottom line, take home pay.
106	The compensation for the position.
107	the compensation is lower than the private sector
108	The education and tuition benefits are not available to any hourly employees who are more often student workers needing the benefits most.
109	The fact that employees who work hard are typically not compensated financially for the good work they do. It seems that the more you do here as an employee, the more tasks you are given to do. But those who do not perform, or lack motivation, seem to float by- for the same amount of money, and no repercussions. Those who create hostile work environments are not dealt with. Supervisors seem to just sweep issues under the rug instead of dealing with them.
110	The fact that I am so underpaid.
111	The factors I dislike the most is every year there is more responsibility, the increase of workload compared to the poor salary.
112	The financial limitations put upon the university in regards to increases in pay. I have been here almost 7 years and there was a one time bonus of \$500 and until I changed jobs no other increase in pay. I do not like how HR puts the limit on what an individual is paid, even though they may be replacing someone that made \$10,000 more and worked less. HR makes the decision about what an individual is paid, if the department is paying their wages then the department should be able to make the final say on what they want to pay an individual, out of their own budget.
113	The inability to retain employees of quality due to the pay scale (ie too easy for good people to receive a better offer elsewhere with WSU's inability or unwillingness to match)
114	The low wages
115	The money
116	The moral of my co-workers, the pay and the slow growth of technology
117	the pay
118	The pay
119	The pay - as an hourly worker I am only paid \$9.75 but work much harder then that
120	The pay and office space.
121	The pay and opportunity for raises are pretty low
122	The pay and the the sometimes overwhelming work load.
123	The pay at time.
124	The pay could be more competitive with other companies/businesses in the area.
125	The pay- even though some shows in my benefits, the take home pay is much less than what I could make anywhere else.

126	The pay is bad, If I were not in a pretty good financial situation outside of WSU salary, I would be hurting to get by on what I earn.
127	The pay is horrible. I can barely support myself on this income.
128	The pay is horrible. I get paid less than a public teacher and I have a masters degree with an emphasis in my job title. I can't even afford my student loans or other bills on my salary.
129	The pay is lousy and my hours are very small because I am a research assistant.
130	The pay is lousy. Face it - it's true.
131	The pay is lower here at WSU.
132	The pay is not comparable enough to what we all do.
133	the pay is not comparable to other Utah institutions (UoU & USU)
134	the pay is not great but its fair for what i am asked to do
135	The pay is not the greatest for the job I do compared to the same job outside of Weber State.
136	The pay is really behind the curve. Pay raises are a joke but after the years without any raise I suppose even a tiny bit is better than nothing. Communication both within and without my department is not good at all. There are depts on campus that do not function well at all but nothing is ever done
137	The pay is terrible
138	The Pay is to low.
139	The pay isn't as high as I could get elsewhere (but for the difficulty of the job, the pay is about right).
140	The pay ranges are terrible. I do not feel very valuable.
141	The pay scale and salaries make it challenging to support yourself.
142	The pay!
143	The pay, and the admin is disconnected from the staff and their needs.
144	The pay, the focus on making things diverse instead of just letting it happen naturally.
145	The pay.
146	The pay. The lack of opportunity to increase future pay. The heating and cooling in Building 4. (We're often either freezing or roasting)
147	The pay. Department Chair's that procrastinate working on their duties and then expect you to complete them in a moment's notice. Faculty that do not follow through on emails, returning calls, and working their scheduled office hours.
148	the pay. Also, it seems like there are a lot of people who work here that are not good workers and nothing is done to reprimand them. Seriously, if some of these people were to behave this way in the business world, they would be fired in three seconds flat. The students are not put first in a lot of these people's minds and upper management doesn't see it from where they sit because there are a few of us that carry most of the load and the work eventually gets done, but not by the group as a whole. Anyways...you asked...
149	The pay. The lack of opportunity
150	The rate of pay is very low. I would not be able to support myself on my pay alone. If it was not for my husband's income, I would not have been able to accept the offer of employment with Weber State.

151	The salaries are low and the workload is tremendous because we are understaffed for the size of the institution.
152	The salary is embarrassingly low. This hurts morale and makes staff feel undervalued. When the football coach is the highest paid employee, what does this say about the priorities of the university? I think it speaks volumes. Additionally, as a professor who teaches a Gen.Ed course, over 50% of my students are Saudi Arabian, who don't speak english well enough to function/succeed in the class. Weber State, seems more interested in collecting their out of country tuition money than preparing them to succeed. I feel like I can't even teach my class in the normal way that I would, because of the language issues. This hurts the students who do speak english. I'm appalled that WSU doesn't require the TOEFL test before admitting out of country students. I'm even more appalled that after speaking to some ESL instructors, I've learned that they are getting pressured to pass ESL students with inflated grades because these students are bringing so much money to the university and the univ. doesn't want to lose the tuition. This makes me lose a lot of respect for the institution I work for, and makes me extremely frustrated as an instructor.
153	The salary. The salary. The salary. If I didn't love my job so much, it would be hard to stay. I work here for my job, which I love, and the wonderful people, not the pay.
154	The salary. The national average for my job is \$49,500 for 3+ years of experience, and that is the low side; the high side is \$69,500. I now have 12 years of experience and have not reached the low mark. In addition, I not only fill the role of the position I'm referencing (in the salary figures), but I have a number of additional responsibilities. I am grateful that I have received merit raises when available, and that I have been trusted with major projects, but in all honesty, those projects make my job more stressful with no additional pay or even comp time. I feel like, at times, some people are held to much higher standards than others, and that often creates stress and anxiety.
155	The usual complaints that come with working at any university, i.e. inflated salaries for a certain percentage of faculty/staff.
156	the wage and not being recognized , I strongly fill that the people who really makes the campus buildings clean and beautiful gets past by way to easily and often .
157	The wages.
158	There is very little not to like. Compensation inequities within and without the university is concerning. There seems to be a gradual decrease in benefits over time. I understand perfectly the need to make adjustments to meet the demands of increasing costs. Overall, I have been treated very well.
159	They pay but that's not my departments fault.
160	They pay is very low compared to the other institutions in the state. The benefits do not make up for the lower pay scale.
161	Underpaid, overworked, under appreciated.
162	Very low pay
163	Wages
164	We don't get paid enough
165	When pay raises aren't available from the Legislature.
166	While the benefits are good, my salary (as is the case for the majority of the staff) is rather modest.
167	Working in an academic setting that promotes diversity, I find it discouraging that the university does not offer same-sex partner benefits. I know Weber is a state-run school, but it is still disappointing.
168	Working late and having a low pay.
169	WSU is spending millions of dollars on landscaping, buildings which is needed to maintain the campus. We are falling behind on taking care of faculty and staff. New hires are coming in at higher salaries than most faculty. This will cause many problems in the future if adjustments are not made. The last ten years WSU employees have fallen behind on cost of living increases.

The Work Atmosphere	
1	Bureaucracy.
2	I dislike when students do not treat me with respect. I try to be empathetic and helpful, but many times there is only so much I can do to help them.
3	All of the "red tape" and the CYA requirements that keep getting worse.
4	All of the politics and drama.
5	At the moment I really like working at Weber State, primarily because of the people I work with and my current boss. In the past, I had bosses that were unfair, intimidating and basically made the workplace miserable. The hierarchal nature of higher education can create friction between administration, faculty and staff. There is a feeling of some people being "privileged" over others because of their status.
6	At times I feel that the employees that do not do their jobs are the ones that get the praise and the employees that do the best they can are the ones that get dumped on and are not acknowledged for the hard work they do.
7	At times, slow progression, disorganization and ineffective communication.
8	Because it's a large institution, there is beaurocracy.
9	being categorized as classified and professional staff and the attendance problem some professional staff have and take advantage of there time not working 40 hours
10	Bureaucracy, especially the difficulty in getting items purchases/acquired in a timely manner, campus politics
11	campus politics
12	Certain attitudes about job titles and separation of professional / classified. Also, the attitude of superiority by those of certain faculty and adminstration who see themselves as a step above.
13	Communication between Ogden and Davis Campuses is a continuing challenge. Being on the outlying campus, I do not always have the information I need from members of my department on the other campus, nor do I get the same opportunity to participate in decision-making. There are more and more expectations for participation in meetings, on committees, in trainings, etc. These additional obligations take up more and more time. They are interesting, but when everyone in my department is involved in multiple outside commitments, it is difficult (and expensive) to keep our services running. Add in rapid staff turnover (student and full time staff), and I am stretched beyond what I can do to keep my own department running.
14	Communication issues within my building as well as with outside departments.
15	Communication of/training for policy changes
16	Disorganized communication, lack of proper processes put in place
17	Getting use to the bureaucracy, reporting and understanding procedures.
18	Having a rotating boss. The lack of performance reviews done on supervisors, chairs, etc.
19	how in some departments some incompetent and/or lazy employees are moved around rather than dismissed
20	I am involved in different departments and they don't always work well with each other so I have to choose between the two.
21	I dislike not being able to talk with anyone in confidence and give my concerns.
22	I dislike the "red tape" that is associated with quite a few things. However, I understand that security is a main concern with certain aspects of the job.

23	I dislike the Politics and the fact that our division administration does not respect or care about our department
24	I dislike the Weber Shuffle, that being said, I have worked at institutions processes and technologies were extremely antiquated. Weber State is head and shoulders above many institutions
25	I don't always enjoy the insider mentality of people who work at Weber, and only welcome in those who have always been a part of the Weber family.
26	I don't like how hard it is to get people from other areas to talk without placing blame for problems. It's to a point where I'm scared to bring something up outside of my group because whoever brings up the issue gets the blame, even if they have nothing to do with it and just noticed there might be a problem. People on campus tend to forget that it was that person saying "hey I've noticed this and think it might be a problem" and it turns into "why didn't you tell us about this since you obviously knew?"
27	I don't like the politics of the area I work for. I have worked for almost 6 years in my area on the Davis campus and I am the most senior person other than the day time manager and I have had to constantly watch people who have worked for 1 year or less be promoted over me. That can be a little hard to deal with when I know the ins and outs of Weber because I have been here so long and to have to answer to someone who doesn't have a clue can be an issue. I have also noticed over the past few years that those people who have been promoted over me all have similar qualities if you will. They are all 50+ yrs and female, they aren't in school and because of that, that is the reason I was told I would never get promoted.(Because they could work more hours than I could because I am in school). I think Weber should be a place where if I work hard enough and excel at what I do that should be taken into account. A lot of students work for Weber and it is sad that because they are students they don't have any opportunity to grow and move up in the company.
28	I don't like the way our vacation time is acquired. It seems like it just dribbles in, a day at a time but not sure how this could better be handled. At times, I feel like I am not a part of the whole campus being located so far south. Also I think communication as a whole is lost as many times we are not aware of what is happening on campus. Often when our office sends a floral arrangement when someone we know has passed away, we find that SEVERAL other offices on campus have done the same which in my opinion doesn't look like we have our act together. Also this is a terrible waste of university moneys. It is important to acknowledge the passing but not from so many sources.
29	I feel that there is a lot of gossip and talking poorly about others in the office (not among the administrators, but among the classified staff and some student workers). This creates a negative work environment which makes it difficult to love working in this office. While this is a possibility in any job setting, it could also be avoided. I also feel that many of the employees feel let down because they have been here for years and are not receiving yearly raises in pay (often as promised when they were hired). This alone could reduce a lot of unhappiness in the office, especially when funds go to purchase items that do not seem necessary, but excessive.
30	i feel there is a degree of favoritism in my shop
31	I wish there wasn't such a difficult process to get certain administration things done.
32	Issues with the Human Resources Department when we try to hire and retain good people on our team. The processes work against us, rather than facilitate, as they should.
33	it is frustrating, how long it takes to make decisions or complete pressing projects.
34	It seems at times that communication of ideas, resources and procedures is not always utilized or effective.
35	It seems very political from job hiring to job promotions.
36	It's all about who you know, unethical behavior gets rewarded.
37	Lack of communication and support between departments and staff.
38	Lack of enforcability to correct risks
39	More focus on doing the right thing, regardless of the potential or perceived "price."
40	Office politics

41	politics
42	Politics
43	POLITICS and control of the Program Leaders. Again this refers to my previous comment about being a family member or friend required to get a job or more up or around.
44	Politics and egos.
45	Politics and the lack of define job functions. Working 12 hour days and also on the weekends. Being on call even on vacation due to insufficient staffing.
46	Politics within departments and hiring committees with limited effectiveness (hiring the wrong people for the job, repeatedly)
47	Politics, red tape, the perception of freedom to express your opinion without repercussion. Being placed in managerial situations without the authority to direct the outcome or being compensated for the elevated role. Derogatory remarks about assumed work based skills, ethics, and other team members from the Supervisor. Unattainable and unreasonable deadlines, based on lack of training and unrealistic expectations set by my Supervisor.
48	Politics. The fact that WSU expects loyalty, but doesn't really give back to the individuals. We are expected to work long hours, but never receive pay raises. Rewards benefit the university, but are not tailored to what the individual employee values or would appreciate (see Carrot Principle book). Administrators come from a place of "poverty" where there is never enough (unless it's something they want). If they came from a place of "abundance" where there is enough and to spare it would eventually be there.
49	Red tape - buying things, political decisions.
50	Slow hiring process and policies and processes to get approval for ideas
51	So many policies & procedures to follow.
52	The bureaucracy of Purchasing. Hard line expectations without individual considerations. Department goals differ from one another and a blanket approach to processes limits department abilities, efficiencies, and opportunities. Ability to innovate, change, and adapt is often slow, and at times lethargic. (Example: We still don't have easy online access to giving (minimal clicks) and easy updating of our website to ensure that giving opportunities are current, present, and available.)
53	The chaos in my work environment.
54	The communication between departments/co-workers is extremely poor
55	The communication from department to department is questionable which makes my job more stressful because I don't want to misinform students. I feel like some of the professors weren't properly trained on how to do their job and it makes the University as a whole look bad.
56	The disconnect between departments due to communication problems.
57	The lack of communication between departments and the low pay.
58	The level of stress in my department is way too high and tightly tied to revenue. I don't feel like staff can relax. Many are worried about their jobs. Many are looking to leave because the constant pressure to live up to unattainable financial expectations. I had a colleague that switched jobs, She got more money, more flexibility, and less pressure. It gets harder to see find the positives of staying.
59	The politics (both large & small)
60	the politics and its affect on students
61	The politics in some areas. I came from another division, and I would never work there again. Mine is great, but there are some ugly attitudes in other places.

62	The politics regarding opportunities to serve on committees (membership should be rotated at times), and the customer service that is displayed at times-even regarding treatment as an employee.
63	The politics that occur. I don't like how difficult it is at times to get things accomplished working with other departments.
64	The politics with how a few people (classified staff positions) are given leeway to make all decisions/rules for others - which never apply to themselves. These people hire and reorganize departments, as to thier own personal whim - in attempts to bring more control and power to themselves. Some positions have to be advertised and interviewed for, and then a year later, if certain people are desired in certain positions - it suddenly just happens without advertising or interviewing. Positions are created, changed, and filled - spur of the moment to suit those who are looking to make things appear on paper, different than they really are. AVP, Directors, managers allow this to go on because it alleviates them from having to deal with things. My title has changed numerous times (from a dept point of view) yet it never gets through to HR. My job functions have expanded exponentially, and yet no changes to my job description... There is never any money for anything, except when 'certain' people need a position, a pay raise, equipment, or training; then there is suddenly money for that. Then no more money. No ethics below the surface. It only appears that way to the casual bystander.
65	The politics, I wish i could just do my job and not play the game.
66	The politics, dealing with some very unpleasant professors.
67	The politics. The lack of direction.
68	The slow process to deal with a misbehaving employee
69	The stress from hostile working environment.
70	The stress. No one likes stress.
71	The university divisions could do a far better job of planning and being organized. Also, there could be better association between divisions.
72	There are some policies that I run into that I don't entirely agree with which makes working with some students challenging. There seems to be a slight lack of consistency in policies which makes judging students' individual situations or concerns difficult.
73	There are two dislikes that come to mind. One, the university is too governmental. Consequently, WSU is too bureaucratic and inefficient. Two, the university is not performance based. Hence, there is no incentive or compensation for hard work. The non-producers are paid the same.
74	There is a tremendous amount of unneeded bureaucracy and individuals are allowed to add to this in order to increase their own importance or standing at the University.
75	There is not a direct link between the skills I am learning/using and skills I will use in my future outside of Weber State.
76	Uneven enforcement of policy.
77	very little communication about advance planning or expectations between departments. work more often than not being dumped off onto departmental administrative specialists because of unrealistic observations of existing workload. pay inadequate to the expectations and time worked even with leave. myopic priorities and administrative procedures implemented by those who have never actually done what they're expecting someone else to do.
78	Weber State politics, some instances of backbiting, sometimes the university gets rid of employees in a back-handed and unprofessional manner.
79	Work ethic of others in IT and complete resistance to change, unprofessional attitudes and actions of others.

Resources and Support	
1	being in an old run down building
2	Dining quality, climate control in buildings
3	Disparity in opportunities for employees to obtain additional training (budgeted).
4	Having resources stretched so thin.
5	I am not always able to get the computer software needed to make my job more effective/ It can take longer than expected for some issues to get resolved (getting new print cartridges to replace defective ones).
6	I do not receive adequate training in the SUBJECTS I tutor. I would love to have personal training to effectively stay up to date with my subject.
7	I do wish they had a bigger budget
8	I wish I had another person in the office to help be more productive/effective.
9	I wish that our buildings temperature could be regulated better, we have labs across the hall that are too hot because of the number of students in them as well as all of the instrumentation, then in our workspaces it is too cold because we are trying to cool the labs down. It is not a great working environment when your nose is running from being cold and your fingers can't type because they are frozen and your mind can't focus on work because you just think about how cold you are.
10	It is difficult to find someone to cover shifts.
11	Lack of job documentation
12	Lack of office space
13	Lack of training and advancement.
14	No window and poor lighting in my own work area. The continued predominance of the LDS Church is more than I expected. I understand and appreciate the history of the school, but those who are not LDS know they are a minority and when you think you are in a professional friendship with a colleague and they invite you to dinner with the missionaries, it is disappointing to realize your friendship was not enough in its own right - part of that relationship was about eventually converting you to Mormonism.
15	Not enough \$ for budgets.
16	Offices without windows to the world outside Duck droppings around the retention pond and the parking lots
17	Options for lunch breaks are very limited on campus. Most places are very unhealthy (deep fat fried pizzas/burgers). The few places that are healthy are only open a few hours of the day - though they are great, and worth the price.
18	Other than the wages, I dislike that FM has become top heavy...not enough techs.
19	Our building's heating and cooling system is always breaking down and not working properly. The HVAC shop tells us they do not have enough people to spend the time in our building to properly assess and repair the many issues. According to them, they are overworked and they cannot dedicate anyone to our building. I believe we are wasting a lot of energy. In our offices, we waste energy as we are cold in the summer and run our space heaters - and we wear coats/sweaters. We cannot help warm up our public areas with space heaters and this is where our students study. We try to cool the public areas off with fans when it is very hot and stuffy, but we still do not have enough fans. According to what Facilities Management tells us, they do not have enough money or people to adequately keep our building running properly. This is frustrating to us and to them. Also, custodial supervisors and staff are not paid enough and there is too much turn around. The custodial supervisors are overworked and are assigned to more buildings than they can manage properly. We were told to expect a custodial supervisor to inspect our building twice a month. That is not adequate or enough time for a supervisor to know what kind of job their custodial staff is doing to clean and maintain a building.

20	poor supplies in the science building and the building itself is outdated
21	Snow and ice removal just isn't kept up. Because of the lack of ice removal in a parking lot, I fell and was in the hospital an entire week. I didn't follow through with a complaint and should have. I fear walking to the building every day during the winter months.
22	Sodexo charges alot of money and takes away at having food at the events especially when groups have limited budgets.
23	Some budgetary constraints.
24	SOME of the areas I work in are older and the temperature control is not accurate or consistent.
25	Sometime lack of resources.
26	Sometimes cumbersome decision-making Lack of financial support from Legislature
27	Temperature (sometimes very cold or hot in the office).
28	The building I work in is extremely cold all year. I think they are working on it, but it is a real problem. It is usually in the low 60's and sometimes below 60 degrees.
29	The computer systems are slow and are always buggy.
30	The main thing that has bothered me as a Custodial Cluster Supervisor is I'm always short at least four part-time custodians. Its hard to keep the buildings I'm responsible for clean.
31	The new Google e-mail. I felt that Groupwise was a much more user-friendly system.
32	The signage within the buildings is very confusing. For example, trying to find the 4th Floor from within the Student Union building by the signs alone is impossible unless someone directs you or you access it from an exterior door at the back of the building.
33	The way the administration is growing at the top level and shrinking at the bottom level and the pressure for more to be done by the bottom with less resources and personnel.
34	Too much money wasted on products and services that are not really needed by the University, the money that is spent could be put to better use.
35	While training is available; it is not always timely or sufficient.
36	Finding a place to park (and 30 additional complaints about parking)

Students and Athletics	
1	Angry students and having to pay to park where I work.
2	Athletics runs everything
3	Dealing with disgruntled students, but that is not Weber State's fault.
4	Football team stinks :) PEHP
5	Hearing students complain about certain processes, and not being able to fully explain how to go about getting the resources/services they need.
6	I feel that the sports programs (especially football) receive WAY too much money. They money that is spent on some things would double my salary. And this should be an educational experience, not mostly sports.
7	Lack of Student Engagement; Lack of community support
8	Our football team is not the greatest.
9	Seeing the students get nickle and dimed to death!!! Tuition is always on the rise-that's expected. BUT over time: *Transcripts are free, then a fee is added, then it's increased. *Free parking at Dee Center is offered, then a small fee, now a larger fee. *Text book costs keep rising, now many books have an online fee students have to pay to use the disk or get necessary online access. *Free Bookstore Express delivery is offered to WSU sites, then a fee is added to pay for delivery box, then box is replaced with a less expensive delivery bag, but yet delivery cost goes up. Even during the so called Free Book Delivery Week a student said they were still charged the delivery fee. Departments buy costly equipment and use it for a short time. Then it sits in someone's garage, or a closet of a non-WSU business, or just sits on an office shelf until it's outdated and has to be discarded.
10	Students can be difficult to deal with
11	When our Football team walks around campus as if they are better than everyone. They have a self entitlement attitude even when they fail to meet the challenges of playing other schools. I believe they should have more humility and respect.

Other	
1	...completely irrelevant but I dislike that WSU is so far away from my house. I must move to fix that.
2	A few hourly employees dislike of the university. I am surprised that wearing a university shirt, they can down play the education they are receiving at Weber. I think with a little more knowledge of what alumni have accomplished they would be more proud of Weber.
3	commute
4	commute from salt lake
5	commuting and the fact that hourly non-student employees are not eligible for the Ed pass even though they may serve to benefit most from it
6	Distance from home, not a biggie, since my last job before here was also a long commute, but then I was able to carpool.
7	Double standards regarding saving paper and then so many flyers come in campus mail every day that could have been e-mailed.
8	everything takes longer to do than the corporate work environment.
9	I dislike feeling that WSU students are going out of their way to visit the Writing Center. The Center itself is quite comfortable; however, working at WSU and spending as much time as I do on campus makes me wish that the campus were full of students more often. I dislike working at a commuter school.
10	I don't like being so close to Ogden.
11	it still being a commuter school
12	It's all about who you know, unethical behavior gets rewarded.
13	Math - seriously, it's damaging our reputation.
14	More focus on doing the right thing, regardless of the potential or perceived "price."
15	No recognition for accomplishments, milestones, effort and hard work. Other national & state agencies have recognized me - but no one @ WSU.
16	Sometimes it seems we are too set in our ways
17	Sometimes people above don't really listen to what is needed. Some people get the idea that they know; in actuality they don't do the up front tasks and really don't know. We have a problem that has been around for a long time and to fix it I just end up getting more work, but the problem stays the same.
18	The commute.
19	The hour long commute each way.
20	The politics with how a few people (classified staff positions) are given leeway to make all decisions/rules for others - which never apply to themselves. These people hire and reorganize departments, as to thier own personal whim - in attempts to bring more control and power to themselves. Some positions have to be advertised and interviewed for, and then a year later, if certain people are desired in certain positions - it suddenly just happens without advertising or interviewing. Positions are created, changed, and filled - spur of the moment to suit those who are looking to make things appear on paper, different than they really are. AVP, Directors, managers allow this to go on because it alleviates them from having to deal with things. My title has changed numerous times (from a dept point of view) yet it never gets through to HR. My job functions have expanded exponentially, and yet no changes to my job description... There is never any money for anything, except when 'certain' people need a position, a pay raise, equipment, or training; then there is suddenly money for that. Then no more money. No ethics below the surface. It only appears that way to the casual bystander.

21	The slow pace of change that often occurs in higher education.
22	Uneven enforcement of policy.
23	Work ethic of others in IT and complete resistance to change, unprofessional attitudes and actions of others.
24	As a pagan, I feel my faith is pushed a side. Although some holidays in main stream faiths have many traditions derived from mine, it still feels that non-christian religions are displaced. Also, I feel the supervisors of directors should ask the Director's staff for feedback.
25	DISCRIMINATION to the LGBT Community
26	Not enough women or people of color in leadership positions.
27	People (LDS) talk about religion too much at work. Especially supervisors. Makes others feel uncomfortable and inferior. The pay is low. I especially dislike how raises are allocated by % each year. This continues to widen the gap between the lowest and highest paid making the gap larger and larger.
28	WAY too few conservative speakers brought to campus. The majority of our students are conservative so the majority of speakers should reflect that. We need to hire locally more.

Comments: Advice for Potential Students	
1	I would honestly tell them to go somewhere else, if possible. Weber is a place that is mostly attended by people who go home at night and a lot of the students are living at home and continue to see the friends they had in high school. Not a lot of social opportunities or chances to enjoy campus life here. Also I don't think Weber is as highly regarded in the job market as Uof U, BYU, or Utah State.
2	Is a great place for many students. They have some excellent programs and it's a really great environment on campus. Math is a challenge, particularly for students in developmental classes, but there are a lot of good resources to help. The trick is knowing how to find them and then actually taking advantage of what is offered. SU
3	Its a great University. Very financially accessible. Faculty and staff care about students. The only department I am not too sure about is the math department.
4	"Get into Weber"
5	"I think Weber State would be a great college for your son/daughter to attend. I would research what is available in his/her desired field of study first, to make sure he/she can excel at Weber."
6	"It's a great institution! Good value for the money."
7	"It's a great place to be! There are some other options that might be more competitive, but that all depends on your child's expectations in college and what his/her major will be."
8	"Send them. Urge them to go to Weber. Force them to go to Weber. If you child is serious about college, this is the one of the best places to send them. Weber works hard to serve both as Northern Utah's community college and as one of the state's best universities. We can introduce your student to the wonders of college life without them really "leaving" home. They will have a good support system both at home and at university."
9	"WSU is not only a fantastic university, faculty and staff pay individual attention to each student and goes the extra mile to help a student achieve success."
10	A great choice, worthy of consideration.
11	a very good school
12	Absolutely the best bang for the buck!
13	Absolutely! I have found WSU to have a great campus with phenomenal professors that care about the success of their students. The activities on campus are geared towards involvement for everyone and also the community. It's just a really great atmosphere.
14	All four of my children attended and graduated from WSU, great choice.
15	Although Weber State isn't your traditional four year college, there are definite benefits to attending Weber over another Utah institution. You get a great education for a great price. You can have a closer relationship with your instructors and many times they become more of a mentor than a professor. For the money and the education, you really can't go wrong at Weber State.
16	Amazing University for school. Expensive but compared to others schools it is an amazing school. Social scene lacks.
17	As a university, cheaper than University of Utah and BYU. More expensive than SLCC but about the same depending on the program. Do your math classes some where else because we have a bunch of incompetents.
18	As a university, I think if it has a program your student is greatly interested, by all means attend. Their social work program is top-notch.
19	At Weber State, you can get a quality education for a great cost. There are lots of scholarships and financial aid opportunities at Weber that can help students avoid debt. The faculty to student ratio is much smaller than at the University of Utah, BYU, or USU giving students more opportunities to develop personal relationships with their professors that can really benefit their education.
20	Attending WSU is one of the best decisions your son or daughter will ever make. And I have stated this before, and intend to continue to do so.
21	Based on the School that I work in I would highly recommend the education. Teachers teach the students and are interested in their success, they are not being taught by grad students.
22	Beautiful grounds. Great College.
23	Best kept secret. Great opportunities for the value; small classes, personal interaction with instructors, wide variety of class formats (day, evening, online, hybrids, etc) and locations/campuses.
24	Best state school in Utah
25	Best University in the State
26	Best value
27	Bring a coat and a personal fan because most likely your classroom will be uncomfortable.
28	By all means come. My favorite advert that has come through over the years is: The good news is your professors know you by name, the bad news is your professors know you by name. Very true in my fields of study.

29	By all means, attend WSU. Regionally, WSU is ranked high in best buys and a place to get quality education.
30	Check out the program that you are interested in as WSU has many top-rated programs.
31	Come and join us! You will have a wonderful experience.
32	Come to Weber State University. It is very welcoming and the classes are reasonable in size. The professors are interested in your success. There are many social activities, clubs and sporting events.
33	Come, we have great educators and tuition is low.
34	Defiantly go there it has some of the best medical degrees in the state. And it can provide you with a good education no matter what your going into.
35	Definitely go to Weber State! The classes are great and you will know your professors and other students in the class well. You'll also learn everything you need to know to be prepared for the real working world.
36	Depending on what area of study your child goes into Weber State can be a good university.
37	Depending on what they would like to study, Weber would be a great place to further your education.
38	Depends on which college of study the student wishes to enter
39	Do as much as you can. All schools are similar in enjoyment and he/she is going to make it whatever they want to make it so may as well have fun and make the most of the cheap education.
40	Do it! Especially if they were looking into the Medical Laboratory Sciences
41	Do math elsewhere, then enroll.
42	Everything there is great except the math department.
43	Excellent
44	Excellent Choice, Great Place to get their Education, Preparing them for life in the Future. I always Encourage them to come to WSU.
45	Excellent choice. Low relative tuition and excellent educational opportunities
46	Excellent opportunities - great support, caring faculty, great applied degree programs, well prepared for the work force
47	Excellent place to attend god quality at a reasonable cost.
48	excellent programs, smaller classes, math program could use some work
49	excellent school
50	Excellent! There are so many options for online learning or engaging on campus. Many of the buildings are new and state of the art & the campus in general is gorgeous. Many of our programs are top of the list in the country & are very competitive, especially in the health professions.
51	Fantastic educational opportunity, however there are certain social experiences associated with going to college that are missing or diminished at Weber State. Weber is not the college you go to if you are looking for the movie/TV college party life. It is a place where you can get a good education and that is it's primary focus.
52	find somewhere else to go.
53	First I would ask what the student would be taking as a major and give any detailed input I could. I feel this is a great institution with wonderful instructors that are energetic / motivated and really care about the students and community ...
54	First, I would ask what they were thinking about majoring in; Weber State is very strong in some areas, not as strong in others. However, the one thing I applaud Weber State for and also stress to people is how personal this university is. With small classes and many opportunities for research, service, it has great qualities.
55	For sure...I'm really impressed with Weber.
56	For the money it is the best University in Utah and that you and your son or daughter would be very happy with the education they will receive.
57	Friendly campus, good educational programs as well as employment opportunities for students.
58	Friendly environment, smaller classes, reasonable tuition, quality education.
59	From the classes that I've been a part of since coming on board, I would say that the University is an extension to High School and does not cater to adult student involvement. It seems that the curriculums are built for 17-25 year old students who have neither family or responsibility.
60	go for it
61	Go. They will never anywhere else get as much ,one on one attention from professors and staff than Wsu . It is small enough that your not just a number. You can get cared about. You will not be forgotten
62	good
63	Good Choice

64	Good choice...depending on what they want to do.
65	Good education. Not as much social life as universities located in "College towns."
66	Good for him/her! Weber is an excellent school full of opportunities and staff and faculty eager to help. Let me know if I can help you in any way. I went to Weber and loved it!
67	Good place to go if you are an older student.
68	Good reasonably priced
69	Good school, good price. Poor graduate programs selection.
70	Good school, has lots going for it, close to home, some programs are the best in the state.
71	Good value, relatively small class sizes, extra-curricular activities, beautiful campus. I bleed purple and tell everyone that I love Weber State University.
72	great
73	Great choice, there are a lot of great programs and opportunities at Weber.
74	Great choice. There are many options & opportunities to complete quality bachelors programs.
75	Great choice.....Small class size and engaging professors
76	Great education experience. Teachers really care about you. There are lots of opportunities to serve.
77	Great education with smaller class sizes and more personal attention
78	Great faculty and helpful staff to assist you. Terrific value for you dollar and excellent next step success to good companies and exciting careers.
79	Great opportunities.
80	Great opportunities. They'll get out what they put in.
81	Great place to get an education
82	great place to get an education,not so great to work there.
83	Great place to get an education.
84	Great place to go to school, small classes, good education, great price. However, many students don't do well in the math program, and advisers often mis advise.
85	Great place to go.
86	Great place. Family atmosphere. Everywhere you turn there are people willing to help and support you.
87	Great school for the value, excellent faculty, beautiful facility.
88	Great teaching university. Go. But, if you want to broaden your horizons then you have to look for those opportunities and you may want to transfer out at some point.
89	Great university through the Bachelor's level. Any higher than that and you should look at transferring.
90	Great University, extremely helpful to students,
91	Great University.
92	Great university. It is the perfect size. Not too big, not too small.
93	Great value for your buck small classes, quality of education. Great programs, Proximity to everything, easy access using UTA, WSU on-line etc etc.. Can get any better than WSU
94	great value!
95	Great!
96	Great! Send them! (depending on their program of interest).
97	Great! Get the registered! WSU is a great school.
98	Great! Great! Great!!!! Let me know if there is anything to do to help him or her get admitted and then registered!
99	Highly recommend going to Weber State
100	I would suggest it except for the Math Department.
101	I would say that I enjoyed it but it is a commuter school
102	I absolutely love my schooling at Weber State. The classes are small and personal, the professors have been nothing but helpful and willing to work with me, and the campus is beautiful.

103	I always brag to my friends about Weber State Universities College of Health Professionals programs - Nursing, Radiology, Dental and Respiratory Therapy. I also brag about our Criminal Justice programs. I am an advocate for education and the value of education. I tell student to get any education and does not matter which university or college they attend as long as they are getting their education. I advocate for WSU's programs mentioned above. Go Wildcat! Go Weber.
104	I always say it is a great school and that we are here for the student. I always tell them to look me up if they have questions and I will try to help them get the information that they need.
105	I am a WSU alumni and you'd be smart to send your child to Weber State.
106	I am not sure what your son/daughter's priorities are: I love Weber State and believe it is a great institution for an undergraduate education. If the priority is more of a socially exciting environment, other schools have much more of a fun environment.
107	I am very impressed with Weber State University. I have felt challenged and like I have learned in my classes and I have a lot of respect for my professors. I would highly recommend Weber State University.
108	I attended WSU, and earned my Bachelors in Psychology. I currently work for Weber, and I think it is a great school. I had very positive experiences both as a student and now as staff.
109	I believe that a student who is interested in getting a well-rounded education at an affordable cost can do well at WSU.
110	I believe WSU is strong in some areas (depending on the major/field of study); what area does your son/daughter want to study in? Where are they at with math? It is cost effective and a great choice depending on what he/she wants to go into.
111	I can speak for the Dumke College of Health Professions. We have excellent programs, some that are nationally recognized as being the best. It is a fantastic education and I recommend it.
112	I can't think of a better place to get your education. At Weber, teachers care about how you do, and are available to answer any concerns you may have.
113	I choose not to answer at this time
114	I could only answer to the academic area to which I am familiar. However, for our College I am frequently recommending that if their son or daughter is interested in X then they will have fantastic opportunities here. That they will have the benefit of learning from professors who are not only quite often nationally or internationally know, but that these are professors who also love to teach and share their area of expertise with their students.
115	I currently work full-time and go to school full-time here at WSU and it has been great. I feel that the professors are more interested in the learning that takes place with the students than just getting through the day. I would highly recommend WSU to anyone searching for a higher education.
116	I do not have time to get to know any of the teachers but i would say that it is a great college
117	I don't know much about the different programs, but I do know that their IT and Nursing programs are some of the best in the nation. It's definitely more affordable than most of the universities in the state, and there is always something going on on campus.
118	I dont have very much academic exposure to the university. However they appear to be doing a good job. I dont understand how the cost of higher ed keeps outpacing inflation yet there is constant financial pressure to do more with less and I have only had a 3.75% increase in pay over five years of employment.
119	I enjoy going to Weber State, but their Math Program is awful and it's better to transfer math credits than to do it here.
120	I enjoy Weber State. There is always something to get involved with. I have met a lot of new people, and also seen kids I have went to school with my whole life. The best part is how close it is to my house. With prices so high it is nice to stay at home while going to school so I can save money for the future. I would recommend taking a tour, or talking to a counselor to see if the right program is offered. Also, I would apply for finical aide to help make the decision.
121	I enjoyed my classes at WSU. Many of the Computer Science professors were great. I enjoyed many of my generals. The math department on the whole was terrible. I always tell people to keep tabs on their academic progress as well as with anything having to do with admissions, registration, and financial aid. I've heard numerous complaints and frustrations from new students as well as graduating students about lost files, inaccurately marked accounts, and payment issues.
122	I feel that WSU offers great teachers for their courses and is ultimately concerned with helping the students to reach their learning goals. Weber has a nice campus and is very accommodating to its students.
123	I finished my first degree here and am pursuing a second. The teachers, for the most part, are excellent. They love teaching and are interested in helping students be successful. WSU has some great programs. If you can stand the University politics, and the multitude of loopholes you have to jump through to get in, the education received here is excellent.
124	I get this all time! I love talking about the great things about Weber. Weber has both of best worlds it's small enough you get enough face to face time with the professor and others students, but it's also a University and has the means to have college sports, up to date equipment, amazing professors etc.
125	I got my education there, I would send my children there, you could not go wrong sending you children to WSU. There educational reputation is second to none!
126	I had a wonderful experience as a student at WSU. That is what made my decision to earn my masters degree and earn a career at WSU. Unfortunately I have be quite disappointed in the career side of things. I highly encourage anyone to attend WSU for their degree. That is one choice I will never regret.

127	I have always raved about the many wonderful educational opportunities available for students at WSU. I would highly recommend this institution and also encourage their son or daughter get the full college experience by living on campus instead of at home, if finances allow. Ogden and the community should be so proud of all that WSU has to offer. It is really a diamond in disguise and a secret that should NOT be kept.
128	I have been asked this. I talk highly of Weber with a few chinks such as a poor math department and if you want to do networking I would do it at SLCC or Davis.
129	I have had dealings with many wonderful professors, go for it!
130	I have had this question many times. I talk about how great the class sizes are and that the professors are fantastic to work with. I talk about how beautiful the campus is and how much campus has grown.
131	I have never taken classes at WSU, but from an employee standpoint I think there are a few benefits. The campus is a manageable size and is well maintained. I've heard the class sizes aren't too large either and I believe they offer a lot of online courses.
132	I have worked at WSU for 10 years and I love the atmosphere and the campus is beautiful. There are many choices of majors and opportunities for undergraduates here to do research work and also to pursue Masters coursework opportunity. I worked on campus while going to school part time. I was able to complete my A.A. degree and a bachelors degree in Psychology while I worked and met many great professors here who are very gifted and talented. I was also able to help my husband graduate with a bachelors degree and my son attends here with partial tuition. Because of WSU I am the first person in my immediate family to graduate with a university degree.
133	I honestly have enjoyed all of my classes and feel as though I have learned a lot. The one flaw in Weber is probably its math program and possibly the lack of parking. But if that's all a student has to complain about then WSU must be a pretty great University.
134	I like it but I just go to class. I would recommend them checking in with the department they are interested in here at Weber. So they can see if WSU's programs are for them.
135	I like Weber State. I have had a son have difficulty with the math program, and a daughter have difficulty with a professor in the Education program. Always have challenges with Financial Aid and getting different answers from different people. I think most students have a good experience with Weber State.
136	I love going to Weber State. All of my teachers are fair and know their material. They're always willing to help me when I need it. There are tons of clubs and orgs so students can stay involved. I don't have time for any clubs but it's good to know that there is always something going on. There are tons of free workshops made especially for students. Overall, it's a great university and always clean.
137	I love going to Weber State. It has everything I need to complete my education without going to a larger school.
138	I love it. It is a quality University at an affordable price with personal attention given to students from staff. What they lack is a large "social" scene and local support from the Ogden community.
139	I love that it is not too big, not too small. The class sizes are small enough that you still get one-on-one attention if you want it. I have had several people ask me this question and I tell them to send them to me and I'll get them all set. From Admissions to academic advising to registration, I have walked students through the process because I feel so strongly in the well-rounded education you can receive here at WSU.
140	I love the University and the programs that are offered.
141	I love Weber State University. The small class sizes, the one on one assistance from the Professors, the minimal cost to attend WSU is terrific. The degree that you receive from WSU is as good or better than any other University. The staff will help you with whatever you need, whenever you need.
142	I LOVE Weber State! It is a great school. It has a great reputation in undergraduate research at the national level, it has small classes with great student to faculty ratio, and it is a premiere school in the Arts and many other areas. It has a great return on investment.
143	I love Weber State. It has everything that I need for my degree. The classes are small enough that it's not intimidating to talk to your professor and you get one on one instruction if you need it.
144	I love Weber State. Your child can get a great education here and it's still affordable.
145	I LOVE Weber! I always tell them it is a great school at a great price and the class sizes can't be beat. Yes, we really only have 25 students in ENGL 1010
146	I love Weber! I'd suggest getting involved on campus by joining a club or group. That makes your experience much more fulfilling.
147	I often hear of nationwide awards in all subjects and have to say the Profs. must be dedicated in their work.
148	I really like my school. I'm coming here because it was cheap and in the area, but now that I'm here, I really don't want to transfer anywhere.
149	I really like Weber State, most of the teachers are fantastic and the classes can be a lot of fun. If your son or daughter knows what they want to do I would meet with that advisor often to make sure they are on track. Also make sure they do their research on classes and find good teachers. Overall I have loved going to Weber State, the only thing that I dislike is parking.

150	I recommend very strongly attendance at WSU. I believe it is a very good education for the investment.
151	I regularly encourage them to attend. I get asked about Weber all the time and I say it's a great place to go to school and I ask a little bit about what they want to major in so that I can send them in the right direction as far as talking to the right people. They seem to appreciate that and think staff at WSU are very friendly. :-)
152	I strongly recommend Weber State University. I would tell them of my great experiences as a student, graduate and now an employee.
153	I strongly recommend WSU. It is a very reasonably priced institution that is very student focused and has a wide variety of excellent academic programs.
154	I talk to them--find out goals and direction desired. Encourage usage of Career Services, Academic Advising, online catalog, online practice exams before taking placement test, orientations, department advisers, etc. I always promote WSU anyhow and anywhere I can. The hardest step I see students having is getting through the enrollment process. I believe every employee of WSU should know the basics of the college enrollment process so they too can knowledgeably assist and direct their friends and neighbors . . . refer to Walt Disney's employee training practices.
155	I think it depends on the program he/she wants to go in to. Over all it is a very good school but some programs are a lot better than others.
156	I think it is a good school. It has good programs and is cheap! And then I would tell them how to solve certain problems such as the parking, what teachers, clubs, etc.
157	I think it is a great choice. The faculty and staff are highly supportive. The programs are among top rankings and the price and location are a big bonus in my opinion.
158	I think it is a great place for learning. It is a strong academic environment which challenges people to think critically. There are numerous student resources for success. I would note that academic scholarship and financial assistance do not seem readily available to high achieving students, whereas other institutions focus most on academic achievement WSU promotes a diverse group of students and tries to support everyone equally. So, I would point out that even an honors student won't have a large probability of scholarship. I would suggest that professors interact on a much more personal basis and often get to know you on a first name basis. The personal attention improves the quality of education.
159	I think it is a great place to attend and would encourage the individual to apply.
160	I think it is a great place to get a good education for a good price. There are fun activities and athletics events. I would recommend getting a job on campus because the work environment and people are great, the pay is great, and you can find one that will fit around your school schedule. The campus grounds are also very pretty.
161	I think it is a great place to get an undergraduate degree!
162	I think it is a great place to go. The classes are small and are taught by professors, not teaching assistants. I know of many graduates, including my own children who have gone on to prestigious graduate schools from Weber.
163	I think it is a great school especially for the cost of education.
164	I think it is a great school, especially for some of it's more highly recognized programs/departments.
165	I think it is a great school. There are many activities for students and there are many places for students to get help.
166	I think it is a great university with a very diverse student population. Teachers and advisers are nice and here to help you.
167	I think it is a great university. We have many options for a good education. It is particularly a good university for students who may not have done well in high school, or junior college and are really serious about getting an education now. We are forgiving and we can allow you to pursue your educational dreams. It is also a good school for those who do not test well like on the ACT as those tests are not required for admission. If you are considering the health professions in any form, we have an extremely excellent curricula.
168	I think it is a very wise choice for the cost and the educators are a good value for the cost too! I also love that Weber keeps growing and changing to meet needs and respond to concerns. The city too is safe and a good value. Weber State and the community are good partners.
169	I think it is an amazing institution full of opportunity. Our faculty is focused on the students, which is amazing considering most could leave us at the drop of a dime for an institution who is willing to pay them more. Living in the shadows of universities down south and north, we truly are one of the best kept secrets.
170	I think it is great and would recommend it to anyone. We have a good ratio of Phd to student.
171	I think it is GREAT university for non-trad students, but if you want the "college" experience they should go to the U or USU for a couple years, then transfer to Weber to finish. I don't think Weber is known for being a traditional college, and I think that is ok. We should sell ourselves as what we are - an excellent college for mostly commuter students. Play up our strengths.
172	I think it would be a wonderful university for her/him to attend - s/he will receive an excellent education at WSU.
173	I think it's a great option, especially for undergrad work, it's a lot more affordable, and the classes are just as good as other, more expensive universities.
174	I think it's a great school with a good variety of degrees available. We had always hoped our kids would go to WSU if/when we moved back to Utah.

175	I think it's a great university for education and making friends. The classes are small, and it's not too difficult to find an on-campus job if someone knows where to look and who to ask. The university is also small enough that I feel like I know many people, but it's large enough that I still find out something new every week.
176	I think it's a great university with good programs and wonderful professors.
177	I think it's a great university with many opportunities and organization, if you'd like some help in getting him in, i know a few programs that would be more than willing to get him started.
178	I think it's a great university!
179	I think it's a great university.
180	I think it's a great university. I received both my undergraduate and graduate degrees through Weber State. I greatly enjoyed my experiences here. The ratio of students to professors works well, and it's an excellent university. Small in feeling, but with the opportunities of a larger university.
181	I think it's a great university. I attended University of Utah, Utah Valley University, and Utah State University in addition to Weber State University and Weber State was my favorite of all the universities. The professors work in their fields and the class sizes are reasonable. The parking was really the only thing about it that I truly disliked. And now that I work there, I love it even more. The faculty and staff really care and I know your child would receive a quality education at Weber State.
182	I think it's a great university. WSU works well with various schedules and there are great programs!
183	I think its a good university and certainly a good value.
184	I think its a good University. They have good general programs. and specialize in other areas.
185	I think its the best experience they will ever have. Everyone is nice and inviting. There is so much opportunity and they will truly grow through out their experience at WSU.
186	I think that is a wonderful idea. The campus is beautiful. Everyone is very friendly and willing to help how ever they can. I feel that it is a very well balanced community.
187	I think that it is a great place to go to school. It is hard to have a social life but for educational value it is great.
188	I think that students can get a good education for a very reasonable price.
189	I think that the majority of the programs here are some of the best; except for the math program. It feels like the university is just trying to whittle out those who have trouble learning on their own, and attempting to get as much money out of the students as they can. The whole "no child left behind" thing is a bunch of bs and standardized tests (such as the accuplacer) should be abolished.
190	I think that Weber has a lot of great programs, and students at Weber can take advantage of the possibilities for working closer with faculty than at some other schools. The main thing is to get your son or daughter to dive into the whole experience at Weber - to get involved - and try to avoid falling into the commuter college trap of going to classes and then going home (or to a job where you work too many hours).
191	I think that Weber is a great school. It does so much with relatively little funds as compared to other institutions in the state. Especially given the difficult demographic of people that attend WSU, we do a great job. I think there is a program that would work for most people at WSU.
192	I think that Weber State offers a lot of great opportunities for students, but I honestly prefer a smaller school like Dixie or SUU. I also like these areas because of the prolonged summer weather. It is just my personal preference. However, I think that it is very beneficial to move away from home to go to college for the age group right out of high school.
193	I think that would be a wonderful choice because Weber is a great school and has great professors. The sky is the limit there... They have just about everything major-wise and it's a lot less expensive compared to other universities. Weber State is worthy of your dreams!
194	I think that WSU is a great school. My husband and I have both attended WSU, and I feel that we received a quality education. As long as WSU offers a program that your child is interested in, I think it's a good choice. The only possible downside of WSU is that because it is a commuter college, he will have to work harder to be involved and have a busy social experience here.
195	I think that WSU is a wonderful institution, where your child will gain a great education.
196	I think that WSU is great academically and the student could learn a lot and be prepared for a solid career if he or she trained at Weber State. However, WSU seems to have more "red tape" than usual , and unless the parent is willing and able to help the student navigate WSU's system, the student might do better somewhere else where help is more readily available or the responsibilities of each department are more clear.
197	I think that WSU offers great educational opportunities and student services. (I would also ask what the neighbor's child wants to do for a career, because I have learned that sometimes makes a difference).
198	I think that's a great decision, especially if he/she wants to explore a variety of options for possibly majors in the future.
199	I think the education opportunities are great. There are many professors that care about your success and are willing to help.
200	I think the image of Weber State, is a good image, but its not that big. I think there is a lot of room for the growth of Weber's image.
201	I think the University is a good institution with caring people who want to help you succeed.

202	I think they are a great institution with a lot to offer their students. They should definitely consider WSU!
203	I think Weber is actually a great place to go to school! The campus is beautiful, and they have excellent programs. I would say though, that if you do not stay in the dorms, and/or join a few clubs right away you will have difficulty meeting friends and connecting in a way that sustains you. (unless you are Mormon in which case they have their students covered) I see lots of students around lunch time in the cafeteria and know that day classes fill the campus, and the new dorms are amazing and one of the gyms just got a huge expansion. Still, it seems that there is still a large percentage of students who hold day jobs and are coming and going from campus quickly and do not have the time to stick around (which fosters them meeting each other and making some real friends). So if your student wants the 'college experience' he should consider staying in the dorms and at the very least join several clubs so he is meeting with other students on and off campus regularly.
204	I think Weber State is an excellent and affordable place to get a college education and a degree (providing their needs are offered here.) Weber State needs good strong people to get involved as students, and volunteers in its programs.
205	I think Weber State is an excellent university, with a number of great, & some widely-known and respected, programs. If your son/daughter attends WSU, I would be happy to help him/her with any hurdles encountered.
206	I think Weber State is an open and welcoming university where the positive attitudes of the majority of staff and students creates an uplifting learning environment. So many of the professors and teachers are passionate and inspiring in their fields- you really can get a great education here. Additionally, clubs and extracurricular activities are abundant at Weber State. The small size of the school cultivates a strong sense of community. I'd highly recommend Weber for pleasant and enjoyable higher education.
207	I think Weber State is definitely a good education for your money. I would suggest that your son/daughter have the experience of living on campus, as there are a lot of developmental and emotional benefits to being more connected to the campus community. However, because Weber State is an open-enrollment campus, be aware that there are other requirements your son/daughter may have to complete to receive their degree. While at other universities you may not have those hoops, you might not even be accepted in the first place. Weber State is definitely a good place to build yourself from the ground up.
208	I think Weber State is underestimated in particular by people who have lived in Utah all of their lives. It seems to me they view Weber almost as a community college when compared to other Utah universities, which just isn't accurate. Weber is an established university with good majors in many different areas, a strong sports program, and has supportive and friendly faculty and staff who really DO know your name. My experience at Weber has been a positive one, and when problems have risen, I've been able to get the help I need from friendly and attentive staff. I would recommend Weber to your son or daughter.
209	I think WSU is a good university
210	I think WSU is a great place to get a valuable education for a good price. I also think there are many opportunities for students who choose to take advantage of them. While perhaps not a traditional college experience, students attending WSU will have every chance to learn leadership, engage socially, and learn about important topics that will affect their lives.
211	I think WSU is a great place to go. The campus is beautiful and they have an outstanding campus environment. WSU has a great educational system, smaller class sizes, and you can get more for your buck. I've had 3 of my 5 children graduate from WSU and have done very well in their careers.
212	I think WSU is a great school and offers a lot of great programs and anyone that attends WSU will not be sorry.
213	I think WSU is a very good school with a lot of different courses and degrees. It is not as expensive as other universities and what I think is very affordable. I would suggest looking into the Math program where you actually have a professor teaching you rather than learning from a computer and moving through at your own pace.
214	I think WSU is a very worthy university to attend. The opportunities are readily available , the staff and faculty are willing and easy to work with, and everybody is treated with the respect they deserve.
215	I think WSU is a wonderful university, in fact I got my undergrad at WSU. There is a wide diversity of faculty and even though its a university, most class sizes are small giving you that one on one time with your faculty and classmates.
216	I think WSU is one of the Best Universities in Utah to get an education that will help you get employed.
217	I think, it is a great school and learning environment
218	I thoroughly enjoyed getting my education at WSU, and it was a great experience for me. I know it may not be the best fit for everyone, but based on what I've seen WSU is amazing!
219	I would absolutely recommend attending Weber State University! I graduated from WSU myself, and I felt my education was very important to my professors and the staff that helped me. If I made sure I was following policies of the university, I always knew what I needed to do and when to do it. I loved the variety of options for degrees, because I switched my major a couple of times. It is definitely looking into because of the great education with a good price tag compared to other universities. As a whole, I believe WSU is dedicated to providing a good educational atmosphere for students.
220	I would and often do commend WSU to others for it's overall excellence in undergraduate teaching.
221	I would ask about why they chose weber and what they are thinking of studying. I think weber makes sense for certain people in particular situations but it may not be right for everyone. A more traditional university may be suited for certain people.
222	I would ask what degree the son or daughter is looking at.
223	I would ask what field their interested in. We have some great programs at the university, but other places have better programs depending on the field of study. If it was something I think the university is good at then I would tell them, yes, send them here.

224	I would ask what program their son or daughter is interested. Explain the good items in the program of interest. Then I would let them know about academic advising and Cat Tracks and guide them through the Admissions and Financial Aid applications.
225	I would ask what specific field, then I would steer them to a contact person for the best service.
226	I would ask what their academic focus would be. Depending on the answer I would promote WSU without question. Some disciplines though, I would recommend they go elsewhere due to the faculty that would be teaching them. I would have no problem recommending WSU as a whole.
227	I would ask what they are particularly interested in and send them in to that program or department so that they would get the best advice regarding their interests. I would also share how wonderful I think the school, faculty and staff that I have worked with over the years, really care about their students and how important their success is to them.
228	I would ask what they were planning on majoring in, how they were doing as a student in high school, etc. If they were an over achiever, doing great in high school, looking to major in something relating to hard sciences, math, etc. I would advise them to look elsewhere. If they were a mediocre student, with some big gaps in their education and/or in need of remedial education I would point to WSU's really solid programs that can help students along those lines. If one is going to major in education WSU is a decent school. Other than that I'd advise them to head off to USU or U of U. Ideally if they were capable of getting a scholarship I'd advise the neighbor to encourage them to leave the state all together and head off to Oregon, Washington, California (again if they could afford it and/or secure a scholarship). Overall though WSU is a good value economically and I would point that out as well. Quality is a weak point at WSU in many areas though , so one gets what they pay for in this case.
229	I would attempt to provide guidance on the path to becoming a student.
230	I would be diplomatic and specifically ask what majors she or he is considering as well as other universities being considered. I would try to weigh relative strengths, emphasizing the quality of education for tuition/housing expenses and any uniquely positive aspects of the university.
231	I would definitely recommend that your son/daughter attend WSU. The classrooms are small enough that you can have a quality interaction with the professor; there are numerous ways you can get involved; it is a beautiful campus.
232	I would encourage them to attend WSU because they provide a lot of opportunity for students to be involved with various programs, offer a variety of degrees, and have reasonable tuition fees. Also opportunity for a wide variety of scholarships while attending WSU. It is a safe environment, close to a wide variety of entertainment and is suitable for those who work full or part time while attending college. It is a great place to be!
233	I would encourage them to attend WSU due to the affordability, support programs, and genuine interest of staff in seeing students of all abilities succeed.
234	I would encourage them to attend. I graduated from WSU and think it is an excellent place for students.
235	I would encourage them to attend. WSU is a great value and they will have a good experience here. Housing is top notch.
236	I would encourage them to consider Weber, but also explain to them what to expect when they come here.
237	I would encourage them to do it. I am a student as well and feel like Weber State provides a good education at a reasonable cost.
238	I would encourage them to investigate Weber. It's small and friendly and generally is a good fit for students right out of high school as well as non-traditional students.
239	I would immediately support their child attending WSU. If the family and the student have a diverse background, I would refer them to offices and resources on campus to help them navigate their college experience successfully.
240	I would let them know that I have attended another major university in Utah and I came running back to WSU to complete my education. Professors care about the individual, classes are smaller, we have testing centers instead of rigid times set for taking tests in class, you get so much bang for your buck and you do not have to put up with graduate students teaching the classes. It is a community here and you can really feel that.
241	I would recommend another school that really cares for the students and doesn't just say they do. But shows it in their decisions and actions.
242	I would recommend going to WSU. Two of my children attend. Small class sizes, PhD's teaching a lot of lower division, great opportunities to work with the community while taking classes, group work is good â€ though hard. Community oriented is great as I didn't have that focus while getting my degree at the University of Utah. It just makes sense to apply what you are learning to help the community and help yourself at the same time.
243	I would recommend it.
244	I would recommend that they see if Weber has a program that would work for their chosen profession.
245	I would recommend WSU, but I have on numerous occasions overheard someone say, "Don't take your math at WSU" .
246	I would recommend WSU.
247	I would say "Do it. Its a beautiful place to go to school."
248	I would say I love Weber State and think it is a great university. It is small enough to get individualized help but big enough that you feel like you're getting a diverse class selection for every degree.

249	I would say I love WSU. I think that it is a great school and the professors are willing to help you with whatever you need.
250	I would say if you're going to go to school go to WSU
251	I would say it is a fabulous place to get educated. I would encourage them to take a campus tour and meet with instructors.
252	I would say it is a great place for an education, especially for a strong undergrad experience.
253	I would say it is a great place to get an education. The teacher to student ratio is great. The professors care about you as a student. There are a lot of great top programs in this university that are known nationally. Also what you pay for your education is really reasonable Weber is in the top 20 for high paid salaries when you graduate. Great place to be!
254	I would say it is a good place to go. For students it will be a great experience. Employees are not treated fairly, so if that bothers you you may want to look some place else.
255	I would say it's a great education for the cost.
256	I would say it's a great educational establishment, my kids go here and that is how much I believe in the university. Why pay more to go to the U or BYU, just as good of an education and a ton less money!!
257	I would say that it is a good school, but my comments would also include information about the poor treatment I received from my former manager. I also feel that WSU wastes money on expensive software that often creates new problems for staff and students instead of making things better.
258	I would say that it is an amazing place to go, class sizes are great, the campus is beautiful, tons of majors and growing master degree programs, just beware of the math program I hear it is not fun.
259	I would say that the classes are small and personalized.
260	I would say that there are some professors here that are trying to brainwash your children so beware of the professors that they have for their courses. I know of some professors that don't just teach their course material, but do their best to throw in their own views on religion and politics to try to brainwash the students.
261	I would say that to obtain an Associate's Degree, it would be a pretty easy feat, as some of the classes are either fairly or ridiculously easy. A Bachelor's could be much more difficult, depending on the particular program the student chooses. Overall, Weber State boasts a great faculty who are attentive to your needs and concerns, and fairly small classes that help make for a good educational experience.
262	I would say that Weber State is a great place to attend.
263	I would say that Weber State is an excellent university with a broad range of academic programs, excellent teachers and helpful administrators and staff that make college life easy to navigate.
264	I would say that WSU is a great place to go to school but lacks when it comes to LGBT resources. If the student was gay I would say go to the University of Utah where there are more resources for them. I know Weber tried but due to lack of administration support it fell apart, granted we have diversity center but the LGBT kids need more than that.
265	i would say that WSU is probably a very good choice. Different universities have different strengths, but on the whole WSU will give her as fine an education as anywhere.
266	I would say that WSU is top notch. It is small enough for one on one with the professors and diversity is good. The cost is one of the lowest in the state and the facilities are fabulous (except for a few of the older buildings that are in the planning process of being replaced). The campus is safer than most. The students are higher quality than the average campus. Too bad about the football team this year. Bring back coach McBride!
267	I would say there is something to be said about the small classes and the experience that can give a student. If they want that to be a part of their education then go to WSU.
268	I would say we have many top rated programs here, including medical programs, business programs, construction, etc. I bleed purple and I would want that to come across as I explained the strong programs Weber has to offer.
269	I would say Weber is a tremendous institution for students who want a great education at a great value. I would also say the institution is continually working to diversify its academic offerings, which can only benefit students.
270	I would say you can get an excellent education at Weber State University. The instructors are mostly good to excellent and if you are willing to put in the work, you can get as good an education as you would receive at the other larger schools in Utah. The faculty also do an excellent job of finding internships and career opportunities for students. I would tell them that depending on their area of study, some of our programs are the best in the region - a few are the best in the country. Outstanding programs are our Business School, our Nursing School, our Radiologic Science dept, and I would tell them about Fan Ya. I would tell them about our football and basketball teams, and tell them that there are lots of scholarships available for everything from good grades to golf to rodeo to sports to serving on student senate I would also tell them some not so good things: That trying to get registration and financial aid information is terrible at WSU. Expect to get the run around, to be sent from office to office, and to expect to have every request they make turned down the first time. That some people mean well, but don't understand the processes, so expect lots of wrong information. That the only way to make it through is to team up with other students who can help them navigate the bureaucracy. Join a fraternity, or a student group, or the radio station, or one of the athletic teams - join up with somebody - you will need a support group. That the portal is difficult to use until you figure out where everything is. That if they need math, our dev math department sucks, so they might want to try getting that at OWATC. I would tell them that academic advising is nonexistent. If you know exactly what you want to do when you grow up, then there is usually a department adviser to help you. But if you don't know what you want to do, it is very difficult to get information without going around and talking to each department - a daunting task for a freshman or a parent that has never gone to college.

271	I would stack WSU up against any other in-state institution as far as getting a solid and meaningful undergraduate degree. Access to faculty who are phds and generally friendly. Student affairs is very strong. Safe campus. Great culture.
272	I would stay the education one can get at the university to 2nd to none. Though there seems to be a strong feeling in the greater wasatch front community that Weber is the last choice. I hear people say, i'm going to "just Weber" all the time. It's too bad because students at Weber get a fantastic education at a relatively good price.
273	I would steer them towards professors that I know are good and that are not prejudicial in any way. I would tell them that in general it is a good school to attend. The classes are smaller than a lot of other universities.
274	I would strongly recommend W.S.U for their University experience, the quality of the Professors and teaching staff is outstanding. My wife,two daughter and myself have all graduated from W.S.U. Also its is an extremely friendly school that will look out for its students.
275	I would tell them it is a great school with great diversity and very supportive of the students. I would let them know that there are campus tours and a lot of information to help their child with their decision.
276	I would tell them that I love Weber State. I graduated from Weber and would tell them that I enjoyed the opportunity to be in smaller classes (taught by actual Ph.Ds) where I could actually have a working relationship with the professor. I felt like I was an actual student with a personality, not an unknown face with an ID number.
277	I would tell them that it's a great place to go to school depending on what they are wanting to study. My professors, for the most part, have all been excellent and willing to help me in any way I am in need. It's not too big that students get lost, but also not so small that we are able to have more opportunities that a larger school is able to have. I would highly recommend they consider studying here. One other aspect is that they are one of the most affordable schools as well.
278	I would tell them that their son or daughter would get a top notch education at Weber State and I would highly recommend them to attend the University. Weber State is very accommodating to people of any background. There are many schools to choose from to major in with a wide range of classes. I have truly enjoyed my time at Weber State and would recommend it to others to attend.
279	I would tell them that Weber is personable school because the class sizes are not as big as other universities. Weber is a great school. The students can get a good education and experience. (One thing I believe hurts us is that people are interested in only sticking to their jobs and don't try to understand how the system works. I know of many students that we have lost because they have not been advised to particular departments which could have supported the student better. --This is something I would not tell people interested in Weber. However, I recalled this and thought it important to share.
280	I would tell them that weber state has a variety of options from associates to master's programs. The university is trying to utilize modern technology and teaching techniques to better serve the students. If you are looking for the on-campus community, there is a small percent of students who live on campus. If they are wanting a more involved campus life, there isn't as much as people think. Nor are the students, wanting something that involved.
281	I would tell them that weber state has some excellent programs to look into--definitely should at least get associate at WSU because of cost, compared to other universities in Utah,
282	I would tell them that Weber State is one of the best schools in the state, and that the staff care about you right down to the lowest ranks. I love my School.
283	I would tell them to go to a different college because WSU does not give their students proper advisement throughout their college career or help their students succeed after graduation. I would also say WSU is more like a business. WSU just wants to take your money.
284	I would tell them what they ask and then have them talk with others at the University.
285	I would tell to attend. I love the university. I wish the community would get more involved with Weber, and not worry about the schools that are not in Ogden.
286	I wouldn't hesitate to send my child to Weber State University. It is a great school with national and international recognition in many fields, and a friendly, supportive environment.
287	I'd encourage them to go to WSU. It provides a high-quality education for a comparatively low price.
288	I'd say that professors are knowledgable in their subjects. That's one thing I noticed. That changed my attitude about Weber State.
289	I'd say that without a doubt, it is your best bang-for-your-buck option. There are a ton of programs at WSU to choose from, and although it may seem expensive, the tuition at Weber is very affordable compared to other Utah universities/colleges.
290	I'd strongly encourage them to apply.
291	I'm not only an employee, but I'm also an alumni. I highly recommend WSU for it's "bang for your buck" factor. My niece is currently a freshman and also loves it. WSU is getting bigger and better every year.
292	If it has a program that meets your son/daughter's needs - or they're not certain what they want to study, then WSU is a great choice. Students can be challenged to the extent they want to be.
293	If someone were interested in attending Weber State, I would tell them of the great value for their money. Also, Weber seems to be revitalizing many of it's programs, such as the recreation/gym facilities, the bookstore, etc... They are catering more to the needs of their students. There are lots of flexible times to take classes.
294	If you find your niche, it can be a great experience.
295	if you like math go to weber

296	If your child decides to go to Weber State, he or she will have instructors that care about them on a one on one level. Instructors at Weber make students the priority and this fact is evident in the many departments on campus that exceed expectations on both a state and national level.
297	if your child wants a quality education its a great place to go. Other state universities might offer an overall better social experience
298	If your program of desired study is available then it's a great university. Unfortunately, there isn't much school spirit since it is a commuter school. Many of the activities they put on aren't very wholesome. They tend to lower their standards to the whatever standards the students bring to campus rather than expect the students to raise their standards to become a high caliber WSU student.
299	Incredible institution with a vast array of majors and programs to make the complete you!
300	It decent if you don't expect much
301	It depends on the department you are interested in. In general, Weber State is a good school, with very close and personal connections with the faculty. One disadvantage is that it is often not challenging enough. Be careful in choosing your professors. Some are not that good, others are absolutely excellent!
302	It depends on what program he/she is interested. I would strongly encourage the student to take Math courses elsewhere (USU, OWATC).
303	It depends on what program they are thinking of going into. If it were nursing, business, or any pre-professional program it is easy to speak very highly of them. Some of the other programs seem to be less challenging and give a poor image. Other schools such as SLCC and UVU seem to be doing a better job of providing a positive image and creating interesting, well taught, affordable programs.
304	It depends on what program you are interested in. We have the best practical nursing degree in the state. We also have many other good programs, but I would recommend going elsewhere to get your math done.
305	It depends on what they want to major in. WSU is a good university with many great programs.
306	It depends on what they want to study.
307	It has all of the essentials. If you want a true college experience I might pick somewhere else.
308	it has the community college feel but with the reality of a university
309	It has the lowest tuition in the state for a 4 year institution and we have some really good professors.
310	It is a different atmosphere than a traditional university. If you are looking for a campus that has a commuter atmosphere it would be great for your son or daughter.
311	It is a good choice.
312	It is a good place to get an education for young people but not so good for adults because class schedules are not very flexible.
313	It is a good place to get your generals but not very specialized, and the science program is very weak and under funded.
314	It is a good place to go. However watch your back.
315	It is a good place to obtain a degree with personalized attention and great opportunities to get involved on campus and the community.
316	It is a good school and the classes have a good number of students.
317	it is a good school however make sure that you purchase a parking pass
318	It is a good school, I would recommend it.
319	It is a good university, but if they have to take the developmental math to really pay attention to the syllabus and talk with the teacher or try to test out. It has gotten better but in the time I worked in the testing center policies have changed each semester.
320	It is a good university, especially for those who want to commute to school and need to work in addition to school.
321	It is a great local school with a diverse student body.
322	It is a great opportunity to complete your higher education.
323	It is a great opportunity, with a beautiful and relatively peaceful atmosphere., especially if you are local. I would offer my help and services in helping them have a good experience and taking full advantage of the resources available to students. I would recommend it because I have enjoyed being a student myself.
324	It is a great place for a good education. I graduated from Weber and three son have graduated.
325	It is a great place for students to focus on education, where you know your professors and they know you.
326	It is a great place for students to get a strong, liberal arts education in a typically small class size with staff and faculty who are focused on student success. It is the best bang for the buck in the state of Utah.
327	It is a great place for your child to go.

328	It is a great place to attend school if they are willing to make and effort to be involved.
329	It is a great place to get an education.
330	It is a great place to get an education. The campus is well taken care of.
331	It is a great place to get an education. You can't beat the location, faculty and cost of tuition.
332	It is a great place to go to school.
333	It is a great place to go to school. I got my Bachelors and Masters degree at Weber State. The professors do a great job and class sizes are small compared to other universities. It is also very affordable to attend Weber State as a student living at home.
334	It is a great place to go. Small class sizes, great atmosphere and good professors. Also a great price.
335	It is a great place to go. The number of students to professor ratio is very small. There are many educational opportunities and the people are good to work to help answer your questions. The cost is still the lowest around the country and the graduates are highly regarded when they venture out to fulfill their goals.
336	it is a great place to learn and they would love it!!
337	It is a great place to learn.
338	It is a great place! Send them to orientation and get them started.
339	It is a great school but get you math done before you come.
340	It is a great school to gain volunteer and community service hours and experiences to incorporate into your learning experience with great staff and small student to staff ratios where I can get personal attention from professors. I am also able to be more involved in student leadership and research because there are less students competing for such spots. I would highly recommend WSU--especially for pre-professional students.
341	It is a great school!
342	it is a great school! The teacher want to help you succeed. They are willing to work and problems out and help you get the best education offered. :)
343	It is a great school. Classes are smaller so the teachers actually know who you are and your name. Costs are not high either, very affordable. Also there are so many different times to take classes that they would with your schedule wonderfully. You feel very supported here and people care about you. Also if you aren't a new freshman that just graduated from high school you will also feel like you fit in because Weber has such diversity when it comes to it students. Weber is an excellent choice for a university.
344	It is a great undergraduate institution.
345	It is a great university and your son or daughter will get a great education at a great price. I would inquire about their interests and goals. Based upon what they say, I would then make some recommendations in terms of contacts, etc.
346	It is a great University for personal access to professors and a hands-on education. Teaching is a WSU priority. If you are looking for a great undergraduate experience, WSU is your best option in the state.
347	It is a great university that has exceptional faculty that will go out of their way to make sure you have everything you need to succeed.
348	It is a great university that is close and costs less than other universities.WSU offers several opportunities to help them with their classes if they are struggling. They have a fantastic nursing program and they have a great reputation as a whole.
349	It is a great university to start your generals and find a path to a career.
350	It is a great university with many options and instructors who care about their students.
351	It is a great University.
352	It is a great value, but if they have career goals in things other than nursing, look to other local schools.
353	It is a pain in the ass to get everything ready for your first semester. Start the process 9 months before you want to start classes. Apply for admission, then finaid, then contact the registrar's to see when registration opens. Read everything available on the finaid, registrar's, and cashiers home pages. Get your portal set up as SOON as possible and check your email at least weekly. It is your job to make everything go through, good luck. The best programs at Weber are the medical and criminal justice degrees. Everything else is mediocre. There are small class sizes. Take your math from an ATC if at all possible. The WSU remedial math sets students up for failure.
354	It is a small university that is great place for certain types of degrees. Do your research and be sure that Weber can offer to your son/daughter what they want out of their college experience.
355	It is a very student oriented University that has a lot of resources to help students get to where they want to be and there are a lot of opportunities to be involved in different activities to make it a great experience.
356	It is a wonderful institution and would encourage them to visit the campus. I would offer to help them arrange a tour of the campus.
357	It is a wonderful place to get an education

358	It is affordable, and while I don't like the math program and not all needed information for graduation is highly available it is a good place to go.
359	It is an amazing institution of higher learning. She/he needs to visit the university and find out for his/herself if it is right for him/her. The university; however, has a great deal of educational opportunity and it is at an affordable price. I strongly recommend the university.
360	It is an awesome school. There are a few programs that are difficult to fill your schedule with, but they are worth the wait to get into. The professors are really awesome too.
361	It is an excellent University, I would highly recommend it. Is your son/daughter looking to major in sciences? Weber State is known for their stronger science departments.
362	It is an excellent university. Class size is great not too large where you get lost. If they tell me their kid wants to go to so and so. I tell them. Give WSU a chance. At least go for 2 years. I know they'll stay.
363	It is an inexpensive alternative to other universities in the area. Many of the staff and faculty are approachable, but you must be careful when choosing classes. It's best to find those who are willing to help and make personal contacts early.
364	It is good, and close to home. Good place to go to school
365	It is great!
366	It is great! I graduated from there and loved the program that I did, the teachers were and are awesome! It is a great University, big enough to compete, but small enough to still care about its students.
367	it is not a bad school, however the math program is a little bit annoying. other than that a really good school
368	It is one of, if not the best educational experience in the state. Although a higher education will not guarantee a place in society Weber State will stand out and give your child a well rounded education that will improve their chances to succeed.
369	It is the best kept secret in the State of Utah
370	It is the best University smaller class sizes and the courses are taught by a professor and not an assistant. You will get help from the professors and they will know your name not just a number. The cost is lower and they would get the best education for their money! The campus is easy to get around, walking distance and beautiful campus. Just come and take a tour and you will be hooked.
371	It is too expensive now in comparison to how it used to be. Now you add on the differentials for undergrad courses I don' t know exactly what I would say.
372	It would depend on what that person wanted to go into. Most areas are great and you get a good education. For some areas I would suggest they go somewhere else.
373	It's a fantastic university. Your son/daughter will get a great education and have an excellent experience there. What are they thinking of going into? I would then try to give them the contact information of who to talk to in that area so they can get their questions answered.
374	It's a good place to go if you are just working on your general education requirements and aren't sure what to major in yet.
375	It's a good place to go to school. The math dept is not the best but besides that Weber is a ggod place.
376	It's a good school but the math department isn't very helpful. As well as the teachers don't really care. They make it more difficult to understand than it really should, so prepare to take math classes more than one.
377	It's a good school, I would recommend it.
378	It's a good university and reasonably priced. There are a lot of improvements taking place in order to increase their retention rates, which has not always been the highest.
379	It's a good university with qualified professors from all over the globe. You get good education for the cost you pay. However, it's also a mixed bag....it's a 4-year university, but has a community college demographic, so the academic ability of the students is extremely varied. There's a lot of opportunity for students who are interested in exploring leadership and scholarship options. Motivated students will have a great experience. Small class sizes and an easy to navigate campus make it appealing also.
380	It's a good university.
381	It's a good University.
382	It's a great & affordable school. It's a great place to go & it will put you on track for a great career.
383	It's a great and affordable place to go to school. I've been pleased with the amount of degrees that I could potentially pursue. As well as all the friendly people I've met since attending the university. Tell your son or daughter to check it out.
384	It's a great institution with outstanding, student-focused faculty & staff, excellent degree programs, and lots of hands-on experience. It is also one of the least expensive universities in the state. At WSU, students get a big bang for the buck!
385	It's a great learning environment
386	It's a great option! The size of the campus makes students actual people, rather than just numbers, and it's a great place to get an education.
387	It's a great place for an undergraduate education. Classes are small and taught by competent faculty.
388	It's a great place for anyone to start their college career.

389	It's a great place to earn a quality education at great value. If WSU has the program your son or daughter is interested in pursuing, he/she will receive an excellent education for the money
390	It's a great place to figure out what it is you'd like to do. They provide great student services and - if you can get the classes you need - graduating on time shouldn't be an issue
391	It's a great place to get an education and not as expensive as the other state universities. I would also highly recommend orientation and using an advisor to get through all the challenges of admissions, registration, accuplacer requirements and choosing the correct classes that fulfill degree requirements.
392	It's a great place to get an education. Students actually can talk and communicate with their teachers and the class sizes are smaller than big universities. The campus is beautiful, the library is great, and most the people are friendly and helpful. Lots of services are offered to help the student's experience at WSU.
393	It's a great place to go to school.
394	It's a great place to go to school. The professors truly care about their students and want them to succeed.
395	It's a great place to go. I've been very satisfied. I can't speak for all departments, but the professors for my dual majors have been fantastic almost without fail.
396	It's a great place to learn. And work.
397	It's a great place to start, especially if your son/daughter is not well prepared academically. Lots of support is available.
398	It's a great school - fantastic bang for the buck! There is no need to go elsewhere if your degree is available at WSU just because it is a "home town" school. Great instructors, people who care and really try to help students finish.
399	It's a great school and I think it depends on the program they are interested in but mine has been great. I have had a really good educational experience within the Athletic Training program.
400	it's a great school depending on what subject they have to go into. not all academic departments are equal and not all colleges are equal regarding funding, opportunities, and faculty/staff involvement
401	It's a great school except for the math program
402	It's a great school with a lot of opportunity.
403	It's a great school with good professors and many opportunities. However, your child must make the effort to get involved.
404	It's a great school!
405	It's a great school, they offer great programs and activities for students.
406	It's a great school. I graduated from WSU and am currently pursuing another degree at WSU.
407	It's a great school. They have awesome instructors and programs available
408	It's a great university where students gain a personalized education.
409	It's a great university with a lot of great degree programs. There's a small-campus feel to Weber State.
410	It's a great University with many programs to meet the needs of the community. My children attend and I am a proud Weber parent!
411	It's a great university. It offers a top quality education, with many knowledgeable and approachable professors and great activities.
412	It's a great university. The benefits that students have access to and the size of the campus are absolutely amazing considering the low tuition cost.
413	It's a great university. You get a lot for your investment of time, talent and money.
414	It's a great, affordable education. There are lots of programs to choose from and students are supported every step of the way.
415	It's a nice, smaller university with smaller classes and more personalized attention from the professors. I have heard from students that customer service in several areas is not good at all and many staff members are rude.
416	It's a place to get a good education and to prepare for the future job market
417	It's a pretty good university, but certain majors here are better than others.
418	It's a small time school in the fact that classes are small teachers get to know you.
419	It's a small university and therefore you can get more assistance from professors; there are many wonderful programs for a variety of degrees; there are some incredible professors here.
420	It's a wonderful university! I love how the professors are so willing to help. And the class sizes are not overwhelming.
421	It's affordable, but the math department is awful!
422	It's an awesome University. It's a lot better than most people think. If you get involved in different things on campus, it'll make your experience much better. I've met awesome people being involved with CCEL.
423	It's an excellent university with great teachers and very good services.

424	It's an excellent value for education. The price is well worth it. The campus is full of job opportunities for students as well; in fact most of the counter jobs are employed by students. It's a very well rounded school, with academic and recreational opportunities.
425	It's an okay institution. A degree from the U of U will have more clout after graduation. WSU isn't as well respected because we accept anyone, regardless of grades or test scores.
426	It's an okay place to learn. My children attend or have attended here and they got a great education.
427	It's awesome! It may not be as big as the U, but it's affordable, and has many unique things to offer.
428	It's been the perfect size for me.
429	It's definitely a bargain. We have some amazing programs and faculty. What do they want to study? (All programs are not created equally and I might not recommend them all.)
430	It's fine for a local university.
431	It's fine. I really couldn't recommend it academically because I don't associate with academics too often. I am not an alum of WSU
432	It's great! The opportunities for schooling are good, and you can usually find a job on campus that works around your school schedule.
433	It's great, depending on what your son/daughter is pursuing, however overall I would recommend it. Weber provides quality teaching with small class sizes.
434	It's GREAT, GREAT, GREAT!
435	It's the best place to get an education. Weber State is great!
436	It's the most underappreciated, best deal for a college education.
437	Its a good quality school, if your student needs to or prefers to stay close to home. There are opportunities for diversity that the local K-12 schools do not provide. But they are definitely behind the times in technology , maybe not so much in what they teach, but in what they have available for instruction. Their administration of the university doesn't practice what they preach.
438	Its a great place that is student oriented.
439	its a great place to receive an education
440	its a great school, it has plenty of opportunities to help you son or daughter grow, it is an excellent none traditional school.
441	Its a great university with a strong academic program and lots of resources for success.
442	Its convenient. There seems to be a big disconnect when it comes to different departments. There isn't much HELPFUL guidance given by academic advisers when you are unsure of the direction you should take and you are often left on your own to figure things out
443	Its definitely more affordable than all other universities in Utah in regards to both undergraduate and graduate programs. The class sizes on campus are small, which makes interacting with professors much easier and more personal. There are many online alternatives to classes in the event students need more flexibility in their class loads. I've heard mostly positive things about most of the programs on campus. Most students I've talked to say that the University is not as social as other universities in Utah , but the campus is friendly and safe. It has many recreational opportunities and great study areas for students to go to. Overall, its a great choice for a University.
444	Its great except for the math , get your math done at any other place than WSU. The adjunct professors are wonderful and passionate about teaching.
445	Make sure your math requirements are done before attending. The remedial math program especially is terrible and it seems no one cares about thw students success.
446	Math department is awful but the school is great!
447	meh
448	My answer will be WSU will be the right choice and the right place for you. I will happy to show you around campus, so you see for yourself how beautiful our campus is and the many learning opportunities you can find at WSU.
449	My children go here and have been satisfied with the quality of education they receive. It's not exactly the typical college town experience which some may like better, but my kids think the education they are receiving or have received is fine.
450	My daughter and I both attend WSU as students. We really enjoy it.
451	My daughter goes here and she loves the courses in her major and her advisor.
452	n/a
453	na
454	NA
455	Oh definitely! WSU is a great school and they will get a great education. The class sizes are awesome and you don't just feel like a number. There are a bunch of resources for them to be successful!

456	Oh, gosh. So many things. Wonderful faculty, who cares about students' success (and not just SCHs or getting them out of the door, but that's something not to be mentioned to the public), wonderful campus, wider opportunity to meet people of all walks of life. Great training to pursue graduate school. Great training to work with prestigious companies, especially those connected with the DoD.
457	Pay for a better school. It will pay them back later in life.
458	Please let me help you get your kid in school.
459	Send them to the ATC or elsewhere to get their math done. WSU is a great school for a bachelor's degree - small classes, cheap tuition.
460	Small class sizes; teaching university; opportunity to do research and service learning; great business/economics and health sciences colleges; my three daughters graduated from WSU; great children's school
461	Small classes with great professors (especially upper division) for a great price.
462	Some of the programs are among the best in the state. Be careful of the math department.
463	Stay away from the broken math program. Good overall for the price, I would go there, and I do.
464	Students who have graduated from WSU seemed to be pleased with their education
465	Take your math credit somewhere else
466	Talk to me at a different time.
467	Terrific value, great education for the dollar. I would not say this to them, but sometimes think that since WSU is ranked as well as U of U, USU or BYU in many areas, difficult sometimes to compete (when cost isn't a factor).
468	That is a great school that gives the opportunity for students to acquire the skills they need to succeed in life. The teachers are very helpful when it comes to giving you the attention you need to learn the material being taught.
469	That it has a lot to offer to the student depending on the area of study they are pursuing
470	That it wonderful, does your (son or daughter) have a specific major in mind? I also attended WSU as do my children, and I am very proud to be a Wildcat!
471	That it's a great school with lots of opportunities to learn and participate within the school and community. Best bang for your buck.
472	That they would love it. and if I can do anything to help them I will.
473	That we have grown to have an amazing OUR, increased access and quality of education is something we continually work towards and continue to achieve; that the university has amazing talent and loyalty to student success.
474	That's a great idea. Weber State offers some excellent programs for undergraduates. It's not so big that you get lost in the crowd, so students can get the attention they need from their professors/instructors.
475	That's great. The University is an open enrollment institute and tuition is low. The student will be able to connect with faculty on an individual basis. Average class size are smaller than other universities. The student will have many opportunities to get involved and make their college career fun and enjoyable.
476	The academics are fantastic. We have devoted and remarkable faculty- with a small University feel. Students can still get one on one attention and a rounded undergraduate academic experience. I love the move toward a more involved "on campus experience" with the expanding on campus housing.
477	The best in Utah, small classes, personal attention, student centered, low tuition, lots of programs and opportunities, best undergrad experience available in Utah if students get involved
478	The degree you get will be worth the tuition you pay.
479	The education is adequate and the cost is acceptable.
480	The faculty are amazing, and WSU has small enough class sizes to support the needs of individual students. The return on investment in a degree from WSU is phenomenal. Not to mention the campus is a beautiful place to go to school.
481	The faculty is committed to their work, the classroom is small which lends to individual attention to the student needs and is a safe environment.
482	The faculty, staff and students are a diverse group of people. I am a non-traditional student and I feel just as comfortable walking on campus and participating in group situations as I would if I were right out of high school. The campuses are all very inviting and welcoming. Friendly staff.
483	The Math Department is ridiculous!!! If their child is good at math then go to Weber, if they are a non trad student who has been out of high school for a number of years then go someplace else like SLCC or the ATC then go to Weber.
484	the math program needs to be overhauled to be more in line with student learning and needs. the university itself is beautiful and has a good atmosphere. the administration is great for the most part, and it provides a good education for affordable prices
485	The more I learn about WSU the more impressed I am with the university and the caliber of the professors and classes that are available.

486	The opportunities to learn in a hands on environment and access all the latest of technology are available to Weber State students. It is a great school, and I know I enjoyed and value my experience as a student at WSU.
487	The parking is not so good . It's a great school. Excitement around campus. Great facility.
488	The parking sucks , most of the professors are great to ask/talk to, and NEVER buy your books from the bookstore unless that is your only option.
489	The people there are great to associate with. It is financially a great choice for post secondary education.
490	The staff and faculty really care and support their students. I would really recommend WSU.
491	The student -faculty ratio is low, helping the student experience. It is a student centered school. Excellent faculty
492	The teachers are great and there are adequate opportunities to get involved on campus, but the majority of students do not take those opportunities.
493	The teachers are really great and willing to help you one on one. They've got several new builds and facilities. I've heard their nursing and criminal justice program are exception. Their math department isn't that good. If you wanted more of a "College experience" other schools might be better.
494	The truth. I like Weber State enough that I work for them and my daughter attends school here.
495	The tuition is relatively inexpensive. Good, well qualified Professors.
496	The University has caring professors that work hard to teach you in the classroom, but also help you find opportunities on campus and in the community to further strengthen your skills. However, understand that if you need to speak with individuals in Financial Aid or Academic Counseling, that most of the time the process is tedious, the individuals unknowing and gruff in their treatment of students. If you can overlook their impersonalism toward students you will enjoy the rest of your WSU experience.
497	The university offers many great opportunities for certificate and undergraduate studies. What specifically is your child interested in studying?
498	There are great teachers. Good education on a wonderful campus.
499	There are so many factors to consider and I would probe the friend further as to what the son or daughter wants to study, how much funding they have available, what their current educational goals are, transportation. I always support WSU and those that are interested in attending.
500	There is no finer education in the State.
501	There's good and bad about every option. I've watched close friends and family struggle with some professors on campus. After several attempts to try to meet with them and/or find remedy to things, they've found much success leaving WSU and going the online route with other universities. It would depend on the area of study one is going into. Weber has some good areas worth pursuing.
502	They are making a great choice! WSU classes are smaller so better service, faculty and staff really care and you are more than just another face to them.
503	They have many useful degrees and programs.
504	They have some departments or colleges that are great and others that are so so. But,not a bad school
505	They made a good choice for their education. It is affordable and most of the faculty teach well.
506	They put a hold on my education just because I wasn't following their preconceived educational paths. They are tyrants like that.
507	They should attend. The university is a great place to learn and we have great faculty.
508	They will have a wonderful experience if they don't look at the university through the lens of the math department. The math experience at Weber State is THE biggest obstacle the university faces when it comes to perception.
509	They've come a long way in the past decade or two. Not a bad school.
510	This is the most welcoming university in the state. You will get a fine education and have a great time while you're at it.
511	This will be a good experience for your son/daughter. Weber has great programs and quality facilities. It is a excellent learning environment. If you need any assistance I would be glad to help.
512	Ummm. I probably now would say, "Look elsewhere." The fact that we're an open enrollment school definitely means that many of the classes have been "dumbed down" to accommodate the poorly educated youth of Utah and I don't really think, anymore, that a student can get that good of an education here at Weber State.
513	Very affordable and the campus is beautiful. I love the small campus but a large campus feel.
514	Very affordable, there are many convenient locations and lots of different types of programs
515	Very good in most areas and a cost effective way to accomplish the first two years of programs that more expensive universities offer.
516	Very good place for individual attention while getting a great education.
517	We offer a wide variety of classes and degrees. The tuition is very reasonable.

518	Weber has some great programs to be a part of. Just be wary about the math department , they don't have a very good record and typically do not work with student's concerns well.
519	Weber has some really good programs and is generally focused on the education and not a "party school".
520	Weber is a good school to go to if you can't get into the U.
521	Weber is a good university; you should check it out.
522	Weber is a great institution where your child will get more attention from professors and faculty than from any other college/university. There are plenty of programs for students to join to help them learn, meet new people, and discover more about themselves.
523	Weber is a great place to attend school. They still have small classes and most professors want you to succeed so they work with you. There are lots of departments on campus that can help you adjust to college life.
524	Weber is a great place to get an education and truly learn from faculty who care and are passionate about what they do.
525	Weber is a great place to get an education. Most of the classes are small enough to allow professors to get to know you by name, and are really interested in helping students learn and excel in their chosen field of study. The great people make the educational experience truly beneficial.
526	Weber is a great place to go to school. The faculty are willing to do what it takes to help your child succeed. There are many programs available to assist them if they need help. It is a great education experience.
527	Weber is a great school to go to. The environment is very friendly, the people who work there are always willing to help all the students with whatever they need. If Weber offers the classes that your student needs, I would strongly recommend looking in to it.
528	Weber is a great school. They have many programs to look into, and all kinds of different paths to the future.
529	Weber is a great university and I can be of assistance if you are interested. I usually give them my phone number and information on admissions, registration and career testing.
530	Weber is a quality institution! Do it!
531	Weber is affordable and has a wide variety of programs to choose from. The faculty are professionals in their areas of study and will help your child to get their degree if they are willing to work hard to meet the requirements.
532	Weber is an amazing institution! They offer small classes and professors are personable. Getting involved in some extracurricular activity is a must so that you get the most out of your college experience. Going to school in the mountain area is so relaxing and Weber has the best views of the city and nature.
533	Weber offers its student a great education and a reasonable cost. There is a wide range of programs to study. Our programs in nursing, criminal justice, automotive, and accounting are among the top programs in the country.
534	Weber State University is an exceptional university to continue your higher education with a real focus on the student
535	Weber State definitely offers quality educational experiences, but there are opportunities available at larger universities that are not available here--such as a greater depth of specialized courses. I very much enjoyed my education here, but it is something to think about when weighing options.
536	Weber State Great Great and Great! I am excited about talking about Weber State and what our university has to offer our future students. Let's keep in mind the importance of making the transition as easy as possible.
537	Weber State great great great
538	Weber State has so many positive aspects, but for students, I prefer it for its size. Besides a couple of generals classes, there has never been more than 25 students in a class. And the further I get into my actual major, the smaller and more intimate the classes are. My professors know me, and I know them.
539	Weber State has the unique mix of being able to provide an excellent education with a positive student/faculty interaction. It is an excellent university that is constantly developing and growing as an institution. The educational experience that your child will receive for the money is unparalleled anywhere.
540	Weber State is a bit of a hidden gem. A student's educational experience can be as meaningful as they want it to be.
541	Weber State is a fantastic university. They give people the opportunity to go to college that may not get the same opportunity elsewhere. Though the entry to WSU is open and easy, the programs expect quality students. Students who haven't been to school for years, or who didn't get the best grades at their last school have the chance to get a high quality education, where other schools wouldn't give them the chance.
542	Weber State is a fine school. Your child will receive a good education, despite the fact that open enrollment seems to lower the expectations and reputation of the programs, it is still a very fine university, especially the graduate programs.
543	Weber State is a good school to get a degree. You don't need well known schools to get a degree or a good education.
544	Weber State is a good school with good programs.
545	Weber State is a great choice because the class sizes are small and you will be taught by an instructor who knows your name and cares about you.
546	Weber State is a great collage , they are all for the students and athlete's

547	Weber State is a great college that can provide your child the opportunity for an exceptional education without the burden of extremely high tuition.
548	Weber State is a great option for a degree, especially the health science programs. I wish WSU had more professional degrees, but WSU is a great for undergraduate programs.
549	Weber State is a great place to earn an associates degree if a child doesn't have a clear career goal. For a timid student, it is a relatively small, and very friendly campus. There are some degree areas that are better than others on campus, so do some homework about the best place to pursue a chosen major. Weber has minimal admission standards so students may not have literacy, grammar, and other basic knowledge that you might expect of a university student. Students may spend time in class covering material that should have been learned in high school.
550	Weber State is a great place to get an education.
551	Weber State is a great place to get an education. Your son/daughter can do anything they want by going to Weber.
552	Weber State is a great school to get a BS degree. It is student user friendly.
553	Weber State is a great school with good programs and a solid reputation. I would be happy to help them find out if it's the best school for them.
554	Weber State is a great school! all the programs it has are successful and no matter what you are interested in you can find good people everywhere. but at any school the effort you put in is the outcome you will get.
555	Weber State is a great school. I enjoyed it so much and would completely recommend others to attend it. There are smaller class sizes than the larger universities so you are able to really get to know your professors. But it's not so small that they aren't making valuable contributions to research.
556	Weber State is a great school. There are lots of great professors and staff. There are many scholarly and extracurricular activities.
557	Weber State is a great University and will provide a personalized education for your child.
558	Weber State is a great university with helpful faculty and staff. The preparation for career or graduate school is excellent. Make sure to have your son or daughter take the initiative to get involved with clubs or other campus organizations to have a full experience.
559	Weber State is a great University with lots of opportunity for students to achieve their potential.
560	Weber State is a great university with nationally recognized programs. Faculty & Staff truly care about the students and spend the extra time making WSU a welcoming place.
561	Weber State is a great university. It offers affordable tuition and knowledgeable faculty in a beautiful campus setting.
562	Weber State is a wonderful institution that provides a variety of educational opportunities for a broad range of students.
563	Weber state is a wonderful institution. They are very good at focusing on the student as an individual and they help you to succeed. Not only is Weber State great in academics, but they have so many opportunities to be involved in sports, clubs, and the student life. It is a great place to be.
564	Weber State is a wonderful school! I have found so much satisfaction and happiness from going there. Weber State kind of gets a bad rep compared to other Utah schools but it's affordable and the professors are amazing! I'd rather learn in a group of 60 than 300. I am proud to be a wildcat! Your son or daughter will not regret it if he or she attends WSU. And don't forget to apply for the scholarships!
565	Weber state is a wonderful school! They have over 250 programs to choose from and I can help you with the admissions process if you need.
566	Weber State is a wonderful University where the students can get a great education for less, and the small class sizes and personal relationships with caring professors is invaluable. I highly recommend Weber State and I have recommended it many times.
567	Weber State is a wonderful university where your child will get an excellent education. Most the teachers are knowledgeable and some of the programs are among the most respected in the country. The classes are smaller than other universities and your student will not be "lost in the crowd". Weber State is a smaller college that has an excellent reputation.
568	Weber State is an amazing place to go to school. They have smaller class sizes and cheaper tuition, which helps out in all aspects. They would have a great social experience as well.
569	Weber State is an excellent choice for receiving an international education locally and at a great price! Weber does such a good job of attracting professors from all over the world and classes are filled with such a diverse range of life experience from the non-traditional students, international exchange students, etc. that there are many benefits to coming right here.
570	Weber State is an exceptional educational institution. We have small classes that are mostly taught by professionals - not by grad students. The faculty work with the students and give them great opportunities to advance their learning.
571	Weber State is an outstanding university that will allow your child to grow and prosper in whatever they decide to do.
572	Weber State is average for an open enrollment public university.
573	Weber State is fantastic. Small class sizes, faculty are focused on the students; newer buildings; great opportunities for students, great price.

574	Weber State is great because the professors and administrators care about their students. They are willing to work with you.
575	Weber State is Great! Great! Great! It's a great university that provides a well rounded educational experience at a great economical cost.
576	Weber State IS great! I attended and graduated from WSU and enjoy working on campus now.
577	Weber State is such a great school. The price, environment, and opportunities are great for the students.
578	Weber State offers a lot of excellent programs that would be a great choice for your child. Weber State is a great school.
579	Weber State offers and excellent educational opportunity at a very reasonable price.
580	Weber State offers great programs for many degrees. The staff and fellow students are a pleasure to work with.
581	Weber State offers many outstanding programs of study, along with many opportunities for students to engage in community service, student affairs, clubs, and extra curricular activities. We are a very affordable institution. I would be happy to speak with your child about questions they may have about Weber State University and help get them started and any information they may need.
582	Weber state the best undergraduate university in the state. You get a graduate experience at a undergraduate level.
583	Weber State University has come into its own in the last few years. It is truly one of the great treasures in the West. It is a great university and keeps getting greater each and every year. It has been fun to watch it grow into such a powerful university. The faculty/staff make it a truly great place as well as the great programs that are offered here. The students who graduate from WSU have to be some of the best students/graduates in United States. I feel very fortunate to be able to work here and contribute to its greatness. We don't offer everything here, but we have a tremendous number of outstanding programs that make it a gem in the West.
584	Weber State University is a great institution as long as you are not taking Math. I believe the Math department is fundamentally flawed and needs to be revamped.
585	Weber State University is a great place to attend college, because it has many resources available to student and dedicated faculty and staff.
586	Weber state university is a great school for anyone to get an education. the campus is really easy to locate. Our teachers are the best, they are open for us to come talk to anytime and also reasonable. The campus staff will help you in anything you want. We have help all over the campus. You will never feel alone, the students are really nice. I love weber state and am glad I am a students here. I feel really welcome
587	Weber State University is an amazing university. Our class sizes are small, we have the best faculty who are here to teach and mentor students, we are affordable, our programs are some of the best in the U.S. and our degrees are well respected.
588	Weber State University would be a great place to start. The environment is welcoming and the teachers are challenging for the most part. Though Weber promotes the Non-Traditional experience, they are not as accomodating as they should be. Classes offered for certain degree programs are few so be sure to follow a schedule, but the amount of programs offered are awesome. There are also amazing mentoring relationships to be made at Weber.
589	Weber State would be a great educational choice. We have excellent programs, the location is convenient, the costs are reasonable and the it is small enough for a personal feel.
590	Weber State, Weber State, Great, Great, Great!!! I would say it is a wonderful university with a caring and friendly faculty and staff. You will leave this campus feeling that you received a world class education and have made friends with many students, faculty, and staff along the way.
591	What is your child interested in studying? WSU provides a quality education at an affordable price with a return on investment that results in jobs. We have excellent placement upon graduation. We also have excellent faculty to student ratios, programs, activities and opportunities for service learning.
592	Why do they want to go to WSU?
593	Wonderful university. The classes are small and it is a very affordable university. There are many alumni that have come out of Weber and made a difference.
594	Wonderful, what can I do to help make their educational dreams come true?
595	WSU cares about the students and has many resources in place to help the students succeed!
596	WSU has a great teaching faculty which supports undergraduate education but also encourages graduate pursuits. Have your student get involved in something on campus, not just leave when the bell rings.
597	WSU has a lot of services to support your child's success.
598	WSU has programs to meet almost every need and the staff to provide a great educational experience in an environment that is created for the success of every student.
599	WSU has so much to offer. What is your son/daughter interested in?
600	WSU is a beautiful campus and has a great atmosphere. If your son/daughter needs any help, please ask her/him to contact me. Sometimes new students are shuffled around from office to office.

601	WSU is a diamond in the rough. It is well known for several of it's academic departments. WSU also has several accredited programs. There are smaller classrooms and the instructors can get to know their students quite well. The tuition is also cheaper. During the recession, WSU was able to remain in good standing because of the good decisions previously made. Overall, WSU is a great university and your son/daughter will receive a great education.
602	WSU is a fantastic school and your son or daughter will get a great education and have many opportunities. They have amazing faculty that actually care about students' success.
603	WSU is a good institution and provides many opportunities for students. It's important that you make positive connections, ask questions and apply yourself fully, in order to succeed.
604	WSU is a good school with caring professors (at least those I am acquainted with). It is a good stepping stone.
605	WSU is a good school. They excel in a few areas. Decide what you want to do for a living. Make sure that they have the major you are looking for. Talk to the department chair before you declare a major in that field to make sure that what will be taught is in line with your expectations.
606	WSU is a good University for a student needing an open enrollment environment. The policies regarding testing and classwork are enforced, which is also a plus.
607	WSU is a great place for students to learn in an environment that is not full of oversized classes. Students are not just numbers but actual people. Maybe because I did not grow up in Utah, I do not view WSU as 'Harrison High'.
608	WSU is a great place to go to school they care about the student and their needs and have a great support system
609	WSU is a great place to go to school! Good place to investigate interests, then find a program suited to those interests. Faculty and staff are genuinely interested in supporting students for successful outcomes.
610	WSU is a great place to go to school, I graduated from WSU. Some advantages are small classes, low cost and many of our majors and programs are Nationally recognized.
611	WSU is a great place, it would be a great choice for your kids to get their education.
612	WSU is a great school with small classes sizes and it has a great atmosphere.
613	WSU is a great school!
614	WSU is a great school! I would highly recommend anyone to attend. The classes are small and the programs are great.
615	WSU is a great school! I would recommend it to anyone.
616	WSU is a great University and has plenty of new programs as well as classic ones for education.
617	WSU is a great University with a great environment for students to earn degrees. Student friendly faculty and staff, hard working students and many opportunities and resources for all students.
618	WSU is a great University, but like anything else, you will only get out of it, what you put into it.
619	WSU is a great university.
620	WSU is a great university. Classes are taught by professors and class sizes are reasonable. Students have opportunities to regularly interact with professors. There are many fun activities on campus and many opportunities for community involvement and service.
621	WSU is a great university. The professors are engaged and engaging, everyone tries their best to help students out and there are a lot of extracurricular opportunities available through different campus organizations. It's definitely worth checking out.
622	WSU is a really great university. The classes aren't that big when doing generals and for the most part the professors are willing to work with you in your studies. They have a lot of great major programs and will most likely have what you are going for. It is also really inexpensive when compared to the other universities in the state.
623	WSU is a very good school. We have wonderful programs at WSU.
624	WSU is a wonderful choice! Though it gets bashed for being a commuter school, I am passionate about the professors there. Your son or daughter would get to experience smaller classroom sizes than The U, with professors who are perhaps not as overwhelmed with their own academic pursuits -- research, etc -- and thus have more time to commit to teaching. I feel like WSU gives me the opportunity to have an affordable and personalized education with professors who genuinely care about my success as a student and have time to offer advice and support. I have been with WSU for four years now, and have been incredibly happy with my education, its professors being paramount to my overall impression.
625	WSU is a wonderful place to obtain your education, undergraduate and graduate. It's a great value and our students never have problems competing in the job markets.
626	WSU is a wonderful university with great instructors, programs, and opportunities to further your education.
627	WSU is affordable and the class sizes are small enough for more interaction between students and faculty.
628	WSU is an accredited and good college. The tuition costs are not excessive and there are some great professors.
629	WSU is an amazing choice. You get best of all worlds at Weber. You get amazing people, small class sizes, an amazing campus recreation department, and a student body government that listens to what the students want. Not to mention you get a quality education and a great price.
630	WSU is an excellent choice, especially for undergraduate work. The intro courses are generally taught by Masters and PhDs (not grad students) and there are plenty of opportunities to shine through research and other activities.

631	WSU is an outstanding academic institution.
632	WSU is fine university that gives you value for your dollars. The campus is beautiful The class sizes are much smaller that other universities. There are many wonderful faculty and staff who are well qualified and there to help the student get the mpst out of his/her educational experience
633	WSU is in the greatest location with so much to do but most of all I would tell them that WSU has classes that are taught by qualified faculty and class sizes are not large. A great family atmosphere and that Ogden is a great place to raise children.
634	WSU is student friendly. The professors are excellent teachers who focus on teaching and are not caught up in research that takes them away from the classroom.
635	WSU is the best school ever. The opportunities to get involved are countless and the faculty/staff/administration are always welcoming and helpful. Educational opportunities are unparalleled and the higher up staff (Chuck and Jan especially) are super inviting to the students. There is no reason not to go to Weber!
636	WSU offers a great education. The classes are small and most of the faculty are willing to give personal help and want to see their students succeed. Though WSU has a lot of great curriculum, there are some degrees that Weber does not provide.
637	WSU offers the best education for the money in the state. Class sizes are small and the faculty are great. Students are not taught by TA's but by true faculty.
638	WSU professors work hard at helping the students to succeed. They student is not just a number .
639	WSU provides a close interaction with instructors that many other universities cannot offer. I loved every class I took at Weber because I got to know my professor, and better yet, they knew me! Not every teacher is willing to meet you at 6:00 am to help you study for a test, but with my experience at Weber, it wasn't uncommon. Teachers care, which leads to highly rewarding educational experience.
640	WSU provides an awesome education for a wide variety of disciplines. Faculty and staff are wonderful facilitators for student's success. I always try to point students in the right direction for their program of study. I am a forever WSU recruiter being as helpful as I can.
641	WSU Rocks! We have many programs in the top ten in the nation and we take good care of our students at all levels. We keep in touch with our community and support all that we can.
642	WSU strikes a good balance between student education, research pursuits, and community service. Of these three objectives, I might would a potential student that opportunities for research involvement is weak at WSU compared to other institutions in Utah.
643	Yeah you should come to Weber State. Its a little bit more affordable than other Universities and has different campuses you can attend.
644	Yes for the Theatre program.
645	You will not regret coming to Weber. The student to teacher ratio is excellent. The campus is beautiful and there are a ton of opportunities for leadership. It is one of the best college buys in the nation. Go on a tour of campus and notice the construction, construction on campus is a good thing. It shows growth and growth is essential to a state run institution. It proves that we are doing something right.
646	Your student can receive an excellent education at WSU.