### KUNM Staff and Volunteer Opinion Survey

1. All Respondents - Please rate your level of agreement with each of the following statements:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>No Opinion/Don’t Know</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>I understand the mission of KUNM.</td>
<td>42.4% (28)</td>
<td>50.0% (33)</td>
<td>4.5% (3)</td>
<td>1.5% (1)</td>
<td>1.5% (1)</td>
<td>0.0% (0)</td>
<td>66</td>
</tr>
<tr>
<td>The Volunteer Staff, Operational Staff, and Student Staff work well together.</td>
<td>4.5% (3)</td>
<td>25.8% (17)</td>
<td>24.2% (16)</td>
<td>30.3% (20)</td>
<td>10.6% (7)</td>
<td>4.5% (3)</td>
<td>66</td>
</tr>
<tr>
<td>A performance management system is important to institute for Volunteer Staff.</td>
<td>15.2% (10)</td>
<td>45.5% (30)</td>
<td>18.2% (12)</td>
<td>7.6% (5)</td>
<td>4.5% (3)</td>
<td>9.1% (6)</td>
<td>66</td>
</tr>
<tr>
<td>The Volunteer Staff selection process ensures that we select the best people.</td>
<td>3.0% (2)</td>
<td>13.6% (9)</td>
<td>30.3% (20)</td>
<td>21.2% (14)</td>
<td>18.2% (12)</td>
<td>13.6% (9)</td>
<td>66</td>
</tr>
<tr>
<td>Policies and procedures at KUNM are clear.</td>
<td>6.1% (4)</td>
<td>42.4% (28)</td>
<td>19.7% (13)</td>
<td>21.2% (14)</td>
<td>9.1% (6)</td>
<td>1.5% (1)</td>
<td>66</td>
</tr>
<tr>
<td>I receive recognition for the work I do at KUNM.</td>
<td>10.8% (7)</td>
<td>33.8% (22)</td>
<td>15.4% (10)</td>
<td>16.9% (11)</td>
<td>21.5% (14)</td>
<td>1.5% (1)</td>
<td>65</td>
</tr>
<tr>
<td>I have the tools and resources to do my work effectively.</td>
<td>12.1% (8)</td>
<td>40.9% (27)</td>
<td>21.2% (14)</td>
<td>18.2% (12)</td>
<td>7.6% (5)</td>
<td>0.0% (0)</td>
<td>66</td>
</tr>
<tr>
<td>It would be a good idea to involve more students as Volunteer Staff or Student Staff at KUNM.</td>
<td>16.7% (11)</td>
<td>28.8% (19)</td>
<td>34.8% (23)</td>
<td>9.1% (6)</td>
<td>3.0% (2)</td>
<td>7.6% (5)</td>
<td>66</td>
</tr>
<tr>
<td>The Radio Board does a good job of guiding KUNM.</td>
<td>0.0% (0)</td>
<td>6.1% (4)</td>
<td>33.3% (22)</td>
<td>22.7% (15)</td>
<td>16.7% (11)</td>
<td>21.2% (14)</td>
<td>66</td>
</tr>
<tr>
<td>I am involved in decisions that affect my work.</td>
<td>12.3% (8)</td>
<td>24.6% (16)</td>
<td>21.5% (14)</td>
<td>21.5% (14)</td>
<td>15.4% (10)</td>
<td>4.6% (3)</td>
<td>65</td>
</tr>
<tr>
<td>The Operational Staff at KUNM act ethically at work.</td>
<td>21.2% (14)</td>
<td>34.8% (23)</td>
<td>22.7% (15)</td>
<td>7.6% (5)</td>
<td>3.0% (2)</td>
<td>10.6% (7)</td>
<td>66</td>
</tr>
<tr>
<td>I think things would be better with a change in top management.</td>
<td>15.2% (10)</td>
<td>4.5% (3)</td>
<td>28.8% (19)</td>
<td>22.7% (15)</td>
<td>13.6% (9)</td>
<td>15.2% (10)</td>
<td>66</td>
</tr>
<tr>
<td>I trust the management team at KUNM.</td>
<td>9.4% (6)</td>
<td>43.8% (28)</td>
<td>23.4% (15)</td>
<td>15.6% (10)</td>
<td>7.8% (5)</td>
<td>0.0% (0)</td>
<td>64</td>
</tr>
</tbody>
</table>
### Policies and procedures are followed consistently throughout KUNM.

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>No Opinion/Don’t Know</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.1% (2)</td>
<td>18.5% (12)</td>
<td>24.6% (16)</td>
<td>26.2% (17)</td>
<td>15.4% (10)</td>
<td>12.3% (8)</td>
<td>65</td>
</tr>
</tbody>
</table>

### I feel appreciated for the work I do at KUNM.

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>No Opinion/Don’t Know</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>12.1% (8)</td>
<td>33.3% (22)</td>
<td>22.7% (15)</td>
<td>10.6% (7)</td>
<td>19.7% (13)</td>
<td>1.5% (1)</td>
<td>66</td>
</tr>
</tbody>
</table>

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**Skipped Question: 2**

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## 2. All Respondents - Please rate your level of agreement with each of the following statements:

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>No Opinion/Don’t Know</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have received adequate training on policies and processes at KUNM to perform my role effectively.</td>
<td>9.4% (6)</td>
<td>64.1% (41)</td>
<td>4.7% (3)</td>
<td>14.1% (9)</td>
<td>6.3% (4)</td>
<td>1.6% (1)</td>
<td>64</td>
</tr>
<tr>
<td>Conflict is managed appropriately at KUNM.</td>
<td>1.6% (1)</td>
<td>17.2% (11)</td>
<td>29.7% (19)</td>
<td>17.2% (11)</td>
<td>15.6% (10)</td>
<td>18.8% (12)</td>
<td>64</td>
</tr>
<tr>
<td>I receive adequate performance feedback to be able to improve my performance.</td>
<td>3.1% (2)</td>
<td>26.6% (17)</td>
<td>23.4% (15)</td>
<td>32.8% (21)</td>
<td>12.5% (8)</td>
<td>1.6% (1)</td>
<td>64</td>
</tr>
<tr>
<td>I understand the goals of KUNM.</td>
<td>28.6% (18)</td>
<td>61.9% (39)</td>
<td>3.2% (2)</td>
<td>4.8% (3)</td>
<td>1.6% (1)</td>
<td>0.0% (0)</td>
<td>63</td>
</tr>
<tr>
<td>I understand the role of the Radio Board.</td>
<td>15.9% (10)</td>
<td>34.9% (22)</td>
<td>14.3% (9)</td>
<td>28.6% (18)</td>
<td>1.6% (1)</td>
<td>4.8% (3)</td>
<td>63</td>
</tr>
<tr>
<td>Management at KUNM has the leadership and management capabilities to be successful in serving the needs of the Volunteer Staff, Student Staff, and Operational Staff.</td>
<td>9.4% (6)</td>
<td>34.4% (22)</td>
<td>18.8% (12)</td>
<td>18.8% (12)</td>
<td>14.1% (9)</td>
<td>4.7% (3)</td>
<td>64</td>
</tr>
<tr>
<td>The Music Library is easily accessible for those who need the materials to do their work.</td>
<td>6.3% (4)</td>
<td>42.9% (27)</td>
<td>7.9% (5)</td>
<td>11.1% (7)</td>
<td>17.5% (11)</td>
<td>14.3% (9)</td>
<td>63</td>
</tr>
<tr>
<td>I have input into the work that I do.</td>
<td>25.0% (16)</td>
<td>43.8% (28)</td>
<td>14.1% (9)</td>
<td>14.1% (9)</td>
<td>1.6% (1)</td>
<td>1.6% (1)</td>
<td>64</td>
</tr>
<tr>
<td>The management of KUNM acts ethically at work.</td>
<td>14.1% (9)</td>
<td>48.4% (31)</td>
<td>14.1% (9)</td>
<td>6.3% (4)</td>
<td>6.3% (4)</td>
<td>10.9% (7)</td>
<td>64</td>
</tr>
<tr>
<td>Statement</td>
<td>Percentage</td>
<td>Count</td>
<td></td>
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<tr>
<td>---------------------------------------------------------------------------</td>
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</tr>
<tr>
<td>You can usually get what you want around here if you know the right person to ask.</td>
<td>15.9% (10)</td>
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<tr>
<td></td>
<td><strong>38.1% (24)</strong></td>
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<td></td>
<td>22.2% (14)</td>
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<td></td>
<td>14.3% (9)</td>
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<td></td>
<td>3.2% (2)</td>
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<td>63</td>
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</tr>
<tr>
<td>There is a high trust level overall at KUNM.</td>
<td>3.2% (2)</td>
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<td></td>
<td>17.5% (11)</td>
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<tr>
<td></td>
<td>20.6% (13)</td>
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<tr>
<td></td>
<td><strong>28.6% (18)</strong></td>
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<tr>
<td></td>
<td>23.8% (15)</td>
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<td></td>
<td>6.3% (4)</td>
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<td></td>
<td>63</td>
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</tr>
<tr>
<td>The Music Library is well-maintained.</td>
<td>1.6% (1)</td>
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<tr>
<td></td>
<td>14.1% (9)</td>
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<td></td>
<td>15.6% (10)</td>
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<tr>
<td></td>
<td>25.0% (16)</td>
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<tr>
<td></td>
<td><strong>29.7% (19)</strong></td>
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<td></td>
<td>14.1% (9)</td>
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<td></td>
<td>64</td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Important information I need to do my work is transmitted in a timely manner to me.</td>
<td>7.8% (5)</td>
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<tr>
<td></td>
<td><strong>45.3% (29)</strong></td>
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</tr>
<tr>
<td></td>
<td>12.5% (8)</td>
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<tr>
<td></td>
<td>18.8% (12)</td>
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<tr>
<td></td>
<td>12.5% (8)</td>
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</tr>
<tr>
<td></td>
<td>3.1% (2)</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>64</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**answered question** 64

**skipped question** 4
3. All Respondents - Please rate your level of agreement with each of the following statements:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>No Opinion/Don't Know</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have input into policy and procedure changes before they happen.</td>
<td>0.0% (0)</td>
<td>30.2%</td>
<td>25.4%</td>
<td>28.6%</td>
<td>12.7%</td>
<td>3.2%</td>
<td>63</td>
</tr>
<tr>
<td>KUNM should have more ongoing technology training for Operational Staff and Volunteer Staff.</td>
<td>34.9% (22)</td>
<td>44.4%</td>
<td>14.3%</td>
<td>4.8%</td>
<td>0.0%</td>
<td>1.6%</td>
<td>63</td>
</tr>
<tr>
<td>Rude and disrespectful comments are commonplace at KUNM.</td>
<td>12.7% (8)</td>
<td>11.1%</td>
<td>25.4%</td>
<td>31.7%</td>
<td>11.1%</td>
<td>7.9%</td>
<td>63</td>
</tr>
<tr>
<td>I understand my role at KUNM.</td>
<td>41.3% (26)</td>
<td>52.4%</td>
<td>3.2%</td>
<td>1.6%</td>
<td>1.6%</td>
<td>0.0%</td>
<td>63</td>
</tr>
<tr>
<td>The equipment at KUNM is well-maintained.</td>
<td>3.2% (2)</td>
<td>30.2%</td>
<td>20.6%</td>
<td>33.3%</td>
<td>4.8%</td>
<td>7.9%</td>
<td>63</td>
</tr>
<tr>
<td>KUNM should involve more students in the station.</td>
<td>11.1% (7)</td>
<td>33.3%</td>
<td>31.7%</td>
<td>4.8%</td>
<td>6.3%</td>
<td>12.7%</td>
<td>63</td>
</tr>
<tr>
<td>The Radio Board should have more responsibility for programming decisions.</td>
<td>7.9% (5)</td>
<td>6.3%</td>
<td>30.2%</td>
<td>12.7%</td>
<td>30.2%</td>
<td>12.7%</td>
<td>63</td>
</tr>
<tr>
<td>I understand the financial situation at KUNM.</td>
<td>9.5% (6)</td>
<td>34.9%</td>
<td>14.3%</td>
<td>23.8%</td>
<td>9.5%</td>
<td>7.9%</td>
<td>63</td>
</tr>
<tr>
<td>Programming changes occur frequently enough at KUNM.</td>
<td>3.2% (2)</td>
<td>15.9%</td>
<td>25.4%</td>
<td>22.2%</td>
<td>25.4%</td>
<td>7.9%</td>
<td>63</td>
</tr>
<tr>
<td>Changes in policies and procedures are effectively communicated.</td>
<td>3.2% (2)</td>
<td>46.0%</td>
<td>12.7%</td>
<td>25.4%</td>
<td>9.5%</td>
<td>3.2%</td>
<td>63</td>
</tr>
<tr>
<td>UNM Administration acts ethically on behalf of KUNM.</td>
<td>0.0% (0)</td>
<td>15.9%</td>
<td>31.7%</td>
<td>15.9%</td>
<td>6.3%</td>
<td>30.2%</td>
<td>63</td>
</tr>
<tr>
<td>Volunteer Staff are held accountable for the quality of their work.</td>
<td>3.2% (2)</td>
<td>34.9%</td>
<td>20.6%</td>
<td>22.2%</td>
<td>14.3%</td>
<td>4.8%</td>
<td>63</td>
</tr>
<tr>
<td>The Operational Staff of KUNM is helpful.</td>
<td>14.3% (9)</td>
<td>50.8%</td>
<td>19.0%</td>
<td>12.7%</td>
<td>1.6%</td>
<td>1.6%</td>
<td>63</td>
</tr>
<tr>
<td>The information in Zounds is valuable to me.</td>
<td>9.5% (6)</td>
<td>47.6%</td>
<td>23.8%</td>
<td>7.9%</td>
<td>7.9%</td>
<td>3.2%</td>
<td>63</td>
</tr>
<tr>
<td>Statement</td>
<td>Strongly Agree</td>
<td>Agree</td>
<td>Neutral</td>
<td>Disagree</td>
<td>Strongly Disagree</td>
<td>No Opinion/Don't Know</td>
<td>Response Count</td>
</tr>
<tr>
<td>--------------------------------------------------------------------------</td>
<td>----------------</td>
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<td>---------</td>
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<td>-------------------</td>
<td>-----------------------</td>
<td>----------------</td>
</tr>
<tr>
<td>KUNM should provide additional program improvement training.</td>
<td>31.7% (20)</td>
<td>52.4%  (33)</td>
<td>14.3% (9)</td>
<td>0.0% (0)</td>
<td>0.0% (0)</td>
<td>1.6% (1)</td>
<td>63</td>
</tr>
<tr>
<td>There should be an annual review of all Volunteer Staff at KUNM.</td>
<td>31.7% (20)</td>
<td>38.1%  (24)</td>
<td>19.0% (12)</td>
<td>7.9% (5)</td>
<td>1.6% (1)</td>
<td>1.6% (1)</td>
<td>63</td>
</tr>
<tr>
<td>I understand the expectations of me in my role at KUNM.</td>
<td>25.4% (16)</td>
<td>57.1%  (36)</td>
<td>9.5% (6)</td>
<td>7.9% (5)</td>
<td>0.0% (0)</td>
<td>0.0% (0)</td>
<td>63</td>
</tr>
<tr>
<td>The KUNM facilities are well-maintained.</td>
<td>4.8% (3)</td>
<td>33.3%  (21)</td>
<td>20.6% (13)</td>
<td>30.2% (19)</td>
<td>6.3% (4)</td>
<td>4.8% (3)</td>
<td>63</td>
</tr>
<tr>
<td>I receive adequate information on the finances at KUNM.</td>
<td>3.2% (2)</td>
<td>22.2%  (14)</td>
<td>23.8% (15)</td>
<td>27.0% (17)</td>
<td>19.0% (12)</td>
<td>4.8% (3)</td>
<td>63</td>
</tr>
<tr>
<td>The UNM administration acts in the best interest of KUNM.</td>
<td>1.6% (1)</td>
<td>7.9%   (5)</td>
<td>34.9% (22)</td>
<td>27.0% (17)</td>
<td>7.9% (5)</td>
<td>20.6% (13)</td>
<td>63</td>
</tr>
<tr>
<td>The Music Library has adequate security to control for theft.</td>
<td>3.2% (2)</td>
<td>14.3%  (9)</td>
<td>25.4% (16)</td>
<td>17.5% (11)</td>
<td>28.6% (18)</td>
<td>11.1% (7)</td>
<td>63</td>
</tr>
<tr>
<td>I feel that communication is adequate at KUNM.</td>
<td>1.6% (1)</td>
<td>27.4%  (17)</td>
<td>17.7% (11)</td>
<td>30.6% (19)</td>
<td>17.7% (11)</td>
<td>4.8% (3)</td>
<td>62</td>
</tr>
<tr>
<td>The Volunteer Staff act ethically while working at KUNM.</td>
<td>11.1% (7)</td>
<td>38.1%  (24)</td>
<td>23.8% (15)</td>
<td>12.7% (8)</td>
<td>0.0% (0)</td>
<td>14.3% (9)</td>
<td>63</td>
</tr>
<tr>
<td>Operational Staff is held accountable for the quality of their work.</td>
<td>1.6% (1)</td>
<td>30.2%  (19)</td>
<td>20.6% (13)</td>
<td>17.5% (11)</td>
<td>15.9% (10)</td>
<td>14.3% (9)</td>
<td>63</td>
</tr>
<tr>
<td>The management of KUNM is helpful.</td>
<td>9.5% (6)</td>
<td>52.4%  (33)</td>
<td>20.6% (13)</td>
<td>12.7% (8)</td>
<td>3.2% (2)</td>
<td>1.6% (1)</td>
<td>63</td>
</tr>
<tr>
<td>The Volunteer Staff of KUNM produce high quality radio programming.</td>
<td>23.8% (15)</td>
<td>54.0% (34)</td>
<td>12.7% (8)</td>
<td>4.8% (3)</td>
<td>3.2% (2)</td>
<td>1.6% (1)</td>
<td>63</td>
</tr>
<tr>
<td>I believe our customers are very satisfied with our radio programming.</td>
<td>19.0% (12)</td>
<td>60.3% (38)</td>
<td>6.3% (4)</td>
<td>4.8% (3)</td>
<td>4.8% (3)</td>
<td>4.8% (3)</td>
<td>63</td>
</tr>
<tr>
<td>I read each Airwave when it is published.</td>
<td>12.9% (8)</td>
<td>37.1% (23)</td>
<td>19.4% (12)</td>
<td>21.0% (13)</td>
<td>9.7% (6)</td>
<td>0.0% (0)</td>
<td>62</td>
</tr>
<tr>
<td>Zounds is an effective communication tool.</td>
<td>6.3% (4)</td>
<td>31.7% (20)</td>
<td>30.2% (19)</td>
<td>15.9% (10)</td>
<td>9.5% (6)</td>
<td>6.3% (4)</td>
<td>63</td>
</tr>
</tbody>
</table>

answered question 63

 skipped question 5
<table>
<thead>
<tr>
<th>5. All Respondents - Please rate your level of agreement with each of the following questions:</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>No Opinion/Don't Know</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training opportunities are available so I can continue to improve my work performance at KUNM.</td>
<td>3.2% (2)</td>
<td>27.0% (17)</td>
<td>19.0% (12)</td>
<td><strong>30.2% (19)</strong></td>
<td>12.7% (8)</td>
<td>7.9% (5)</td>
<td>63</td>
</tr>
<tr>
<td>A full-time Volunteer Staff coordinator is needed for KUNM.</td>
<td>23.8% (15)</td>
<td>27.0% (17)</td>
<td><strong>30.2% (19)</strong></td>
<td>4.8% (3)</td>
<td>4.8% (3)</td>
<td>9.5% (6)</td>
<td>63</td>
</tr>
<tr>
<td>I understand KUNM’s role within UNM.</td>
<td>9.5% (6)</td>
<td><strong>38.1% (24)</strong></td>
<td>17.5% (11)</td>
<td>27.0% (17)</td>
<td>6.3% (4)</td>
<td>1.6% (1)</td>
<td>63</td>
</tr>
<tr>
<td>Operational Staff are held accountable for the work they do at KUNM.</td>
<td>1.6% (1)</td>
<td><strong>33.9% (21)</strong></td>
<td>22.6% (14)</td>
<td>11.3% (7)</td>
<td>12.9% (8)</td>
<td>17.7% (11)</td>
<td>62</td>
</tr>
<tr>
<td>I am satisfied with the availability of equipment to do my work at KUNM.</td>
<td>4.8% (3)</td>
<td><strong>34.9% (22)</strong></td>
<td>22.2% (14)</td>
<td>27.0% (17)</td>
<td>7.9% (5)</td>
<td>3.2% (2)</td>
<td>63</td>
</tr>
<tr>
<td>I would be willing to involve students in my activities at KUNM.</td>
<td>19.0% (12)</td>
<td><strong>50.8% (32)</strong></td>
<td>14.3% (9)</td>
<td>7.9% (5)</td>
<td>3.2% (2)</td>
<td>4.8% (3)</td>
<td>63</td>
</tr>
<tr>
<td>I trust that the finances at KUNM are being handled appropriately.</td>
<td>7.9% (5)</td>
<td><strong>46.0% (29)</strong></td>
<td>28.6% (18)</td>
<td>3.2% (2)</td>
<td>9.5% (6)</td>
<td>4.8% (3)</td>
<td>63</td>
</tr>
<tr>
<td>There should be an annual survey of community needs for programming.</td>
<td>31.7% (20)</td>
<td><strong>38.1% (24)</strong></td>
<td>17.5% (11)</td>
<td>11.1% (7)</td>
<td>1.6% (1)</td>
<td>0.0% (0)</td>
<td>63</td>
</tr>
<tr>
<td>I receive the information I need to do my work.</td>
<td>6.3% (4)</td>
<td><strong>55.6% (35)</strong></td>
<td>15.9% (10)</td>
<td>15.9% (10)</td>
<td>4.8% (3)</td>
<td>1.6% (1)</td>
<td>63</td>
</tr>
<tr>
<td>The Radio Board acts ethically on behalf of KUNM.</td>
<td>6.3% (4)</td>
<td>15.9% (10)</td>
<td><strong>38.1% (24)</strong></td>
<td>12.7% (8)</td>
<td>6.3% (4)</td>
<td>20.6% (13)</td>
<td>63</td>
</tr>
<tr>
<td>Management is held accountable for the quality of their work.</td>
<td>1.6% (1)</td>
<td><strong>25.4% (16)</strong></td>
<td>20.6% (13)</td>
<td>17.5% (11)</td>
<td>12.7% (8)</td>
<td>22.2% (14)</td>
<td>63</td>
</tr>
<tr>
<td>I have seen positive changes at KUNM over the past year.</td>
<td>12.7% (8)</td>
<td><strong>27.0% (17)</strong></td>
<td>23.8% (15)</td>
<td>25.4% (16)</td>
<td>6.3% (4)</td>
<td>4.8% (3)</td>
<td>63</td>
</tr>
<tr>
<td>Cooperative teamwork exists throughout KUNM.</td>
<td>3.2% (2)</td>
<td><strong>28.6% (18)</strong></td>
<td>25.4% (16)</td>
<td>20.6% (13)</td>
<td>17.5% (11)</td>
<td>4.8% (3)</td>
<td>63</td>
</tr>
<tr>
<td>I act ethically while working at KUNM.</td>
<td><strong>61.3% (38)</strong></td>
<td>37.1% (23)</td>
<td>0.0% (0)</td>
<td>0.0% (0)</td>
<td>1.6% (1)</td>
<td>0.0% (0)</td>
<td>62</td>
</tr>
</tbody>
</table>
Volunteer Staff are held accountable for the work they do at KUNM.

<table>
<thead>
<tr>
<th></th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.2% (2)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>38.1% (24)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>20.6% (13)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>19.0% (12)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9.5% (6)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9.5% (6)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

IT provides the service I need to do my work effectively.

<table>
<thead>
<tr>
<th></th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.8% (3)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>17.7% (11)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>30.6% (19)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>16.1% (10)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>14.5% (9)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>63.1% (24)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

6. What is your position at KUNM?

<table>
<thead>
<tr>
<th>Position</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operational Staff</td>
<td>21.5%</td>
<td>14</td>
</tr>
<tr>
<td>Volunteer Staff</td>
<td>67.7%</td>
<td>44</td>
</tr>
<tr>
<td>Student Staff</td>
<td>4.6%</td>
<td>3</td>
</tr>
<tr>
<td>Manager</td>
<td>6.2%</td>
<td>4</td>
</tr>
</tbody>
</table>

answered question 63

skipped question 5

answered question 65

skipped question 3
### 7. Volunteer Staff - How many monthly general meetings have you attended in the past year?

<table>
<thead>
<tr>
<th></th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>45.2%</td>
<td>19</td>
</tr>
<tr>
<td>One</td>
<td>16.7%</td>
<td>7</td>
</tr>
<tr>
<td>Two</td>
<td>19.0%</td>
<td>8</td>
</tr>
<tr>
<td>Three</td>
<td>2.4%</td>
<td>1</td>
</tr>
<tr>
<td>Four</td>
<td>9.5%</td>
<td>4</td>
</tr>
<tr>
<td>Five</td>
<td>2.4%</td>
<td>1</td>
</tr>
<tr>
<td>Six</td>
<td>0.0%</td>
<td>0</td>
</tr>
<tr>
<td>Seven</td>
<td>0.0%</td>
<td>0</td>
</tr>
<tr>
<td>Eight</td>
<td>0.0%</td>
<td>0</td>
</tr>
<tr>
<td>Nine</td>
<td>0.0%</td>
<td>0</td>
</tr>
<tr>
<td>Ten</td>
<td>2.4%</td>
<td>1</td>
</tr>
<tr>
<td>Eleven</td>
<td>0.0%</td>
<td>0</td>
</tr>
<tr>
<td>Twelve</td>
<td>2.4%</td>
<td>1</td>
</tr>
</tbody>
</table>

*answered question 42*

*skipped question 26*
<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>No Opinion/Don't Know</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>I receive adequate training to do my volunteer job effectively.</td>
<td>9.3% (4)</td>
<td>46.5% (20)</td>
<td>16.3% (7)</td>
<td>16.3% (7)</td>
<td>7.0% (3)</td>
<td>4.7% (2)</td>
<td>43</td>
</tr>
<tr>
<td>The new volunteer orientation gives me the information needed to understand my role at KUNM.</td>
<td>11.6% (5)</td>
<td>32.6% (14)</td>
<td>16.3% (7)</td>
<td>9.3% (4)</td>
<td>4.7% (2)</td>
<td>25.6% (11)</td>
<td>43</td>
</tr>
<tr>
<td></td>
<td>9.3% (4)</td>
<td>34.9% (15)</td>
<td>16.3% (7)</td>
<td>7.0% (3)</td>
<td>4.7% (2)</td>
<td>27.9% (12)</td>
<td>43</td>
</tr>
<tr>
<td>I am satisfied with my current assignment at KUNM.</td>
<td>23.3% (10)</td>
<td>55.8% (24)</td>
<td>7.0% (3)</td>
<td>9.3% (4)</td>
<td>2.3% (1)</td>
<td>2.3% (1)</td>
<td>43</td>
</tr>
<tr>
<td>I am satisfied with the process that was used to assign me my work at KUNM.</td>
<td>20.9% (9)</td>
<td>46.5% (20)</td>
<td>14.0% (6)</td>
<td>7.0% (3)</td>
<td>9.3% (4)</td>
<td>2.3% (1)</td>
<td>43</td>
</tr>
<tr>
<td></td>
<td>2.3% (1)</td>
<td>23.3% (10)</td>
<td>27.9% (12)</td>
<td>20.9% (9)</td>
<td>11.6% (5)</td>
<td>14.0% (6)</td>
<td>43</td>
</tr>
<tr>
<td>I have the opportunity to change my assignment at KUNM.</td>
<td>4.7% (2)</td>
<td>39.5% (17)</td>
<td>18.6% (8)</td>
<td>23.3% (10)</td>
<td>7.0% (3)</td>
<td>7.0% (3)</td>
<td>43</td>
</tr>
<tr>
<td>As a volunteer, I have opportunities for personal development at KUNM.</td>
<td>0.0% (0)</td>
<td>19.5% (8)</td>
<td>12.2% (5)</td>
<td>17.1% (7)</td>
<td>19.5% (8)</td>
<td>31.7% (13)</td>
<td>41</td>
</tr>
<tr>
<td>The general meeting is helpful for getting issues resolved.</td>
<td>2.4% (1)</td>
<td>16.7% (7)</td>
<td>23.8% (10)</td>
<td>16.7% (7)</td>
<td>16.7% (7)</td>
<td>23.8% (10)</td>
<td>42</td>
</tr>
<tr>
<td>When I leave a general meeting, I feel that my time has been used wisely.</td>
<td>2.4% (1)</td>
<td>16.7% (7)</td>
<td>23.8% (10)</td>
<td>16.7% (7)</td>
<td>16.7% (7)</td>
<td>23.8% (10)</td>
<td>42</td>
</tr>
<tr>
<td>I feel I am listened to at the general meeting.</td>
<td>2.4% (1)</td>
<td>28.6% (12)</td>
<td>26.2% (11)</td>
<td>2.4% (1)</td>
<td>7.1% (3)</td>
<td>33.3% (14)</td>
<td>42</td>
</tr>
<tr>
<td>The general meeting is facilitated in an effective manner.</td>
<td>2.4% (1)</td>
<td>28.6% (12)</td>
<td>21.4% (9)</td>
<td>4.8% (2)</td>
<td>9.5% (4)</td>
<td>33.3% (14)</td>
<td>42</td>
</tr>
<tr>
<td>I am satisfied with my volunteer work at KUNM.</td>
<td>26.2% (11)</td>
<td>57.1% (24)</td>
<td>7.1% (3)</td>
<td>4.8% (2)</td>
<td>2.4% (1)</td>
<td>2.4% (1)</td>
<td>42</td>
</tr>
<tr>
<td>I would like to stay as a volunteer at KUNM for a long time.</td>
<td>34.9% (15)</td>
<td>44.2% (19)</td>
<td>11.6% (5)</td>
<td>2.3% (1)</td>
<td>4.7% (2)</td>
<td>2.3% (1)</td>
<td>43</td>
</tr>
</tbody>
</table>
If I could find similar volunteer work somewhere else, I would leave KUNM immediately.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.3%</td>
<td></td>
<td>(1)</td>
</tr>
<tr>
<td>7.0%</td>
<td></td>
<td>(3)</td>
</tr>
<tr>
<td>7.0%</td>
<td></td>
<td>(3)</td>
</tr>
<tr>
<td>30.2%</td>
<td></td>
<td>(13)</td>
</tr>
<tr>
<td><strong>46.5%</strong></td>
<td></td>
<td><strong>(20)</strong></td>
</tr>
<tr>
<td>7.0%</td>
<td></td>
<td>(3)</td>
</tr>
</tbody>
</table>

I look forward to my volunteer time at KUNM.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>41.9%</td>
<td></td>
<td>(18)</td>
</tr>
<tr>
<td><strong>44.2%</strong></td>
<td></td>
<td><strong>(19)</strong></td>
</tr>
<tr>
<td>7.0%</td>
<td></td>
<td>(3)</td>
</tr>
<tr>
<td>0.0%</td>
<td></td>
<td>(0)</td>
</tr>
<tr>
<td><strong>4.7%</strong></td>
<td></td>
<td><strong>(2)</strong></td>
</tr>
</tbody>
</table>

9. Volunteer Staff - Do you work:

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>On air</td>
<td>50.0%</td>
<td>22</td>
</tr>
<tr>
<td>Off air</td>
<td>13.6%</td>
<td>6</td>
</tr>
<tr>
<td>Both</td>
<td>36.4%</td>
<td>16</td>
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</tbody>
</table>

answered question 43
skipped question 25
<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>No Opinion/Don’t Know</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Operational Staff should have a retreat in the near future.</td>
<td>29.4% (5)</td>
<td>41.2% (7)</td>
<td>5.9% (1)</td>
<td>11.8% (2)</td>
<td>11.8% (2)</td>
<td>0.0% (0)</td>
<td>17</td>
</tr>
<tr>
<td>The Operational Staff work well as a team.</td>
<td>0.0% (0)</td>
<td>29.4% (5)</td>
<td>29.4% (5)</td>
<td>29.4% (5)</td>
<td>11.8% (2)</td>
<td>0.0% (0)</td>
<td>17</td>
</tr>
<tr>
<td>The Operational Staff in different areas do not interact.</td>
<td>23.5% (4)</td>
<td>41.2% (7)</td>
<td>11.8% (2)</td>
<td>17.6% (3)</td>
<td>5.9% (1)</td>
<td>0.0% (0)</td>
<td>17</td>
</tr>
<tr>
<td>The Operational Staff is very “siloed”.</td>
<td>23.5% (4)</td>
<td>41.2% (7)</td>
<td>11.8% (2)</td>
<td>11.8% (2)</td>
<td>0.0% (0)</td>
<td>11.8% (2)</td>
<td>17</td>
</tr>
<tr>
<td>The needs of the Operational Staff are taken into consideration in decisions that are made at KUNM.</td>
<td>0.0% (0)</td>
<td>41.2% (7)</td>
<td>29.4% (5)</td>
<td>23.5% (4)</td>
<td>5.9% (1)</td>
<td>0.0% (0)</td>
<td>17</td>
</tr>
<tr>
<td>Operational Staff is respected and listened to at KUNM.</td>
<td>0.0% (0)</td>
<td>41.2% (7)</td>
<td>17.6% (3)</td>
<td>35.3% (6)</td>
<td>5.9% (1)</td>
<td>0.0% (0)</td>
<td>17</td>
</tr>
<tr>
<td>I have opportunities for professional development at KUNM.</td>
<td>11.8% (2)</td>
<td>35.3% (6)</td>
<td>29.4% (5)</td>
<td>11.8% (2)</td>
<td>11.8% (2)</td>
<td>0.0% (0)</td>
<td>17</td>
</tr>
<tr>
<td>The staff meeting is helpful for getting issues resolved.</td>
<td>11.8% (2)</td>
<td>29.4% (5)</td>
<td>11.8% (2)</td>
<td>41.2% (7)</td>
<td>5.9% (1)</td>
<td>0.0% (0)</td>
<td>17</td>
</tr>
<tr>
<td>When I leave a staff meeting, I feel that my time has been used wisely.</td>
<td>11.8% (2)</td>
<td>23.5% (4)</td>
<td>23.5% (4)</td>
<td>29.4% (5)</td>
<td>11.8% (2)</td>
<td>0.0% (0)</td>
<td>17</td>
</tr>
<tr>
<td>I feel I am listened to at the staff meeting.</td>
<td>11.8% (2)</td>
<td>41.2% (7)</td>
<td>35.3% (6)</td>
<td>11.8% (2)</td>
<td>0.0% (0)</td>
<td>0.0% (0)</td>
<td>17</td>
</tr>
<tr>
<td>The staff meeting is facilitated in an effective manner.</td>
<td>5.9% (1)</td>
<td>52.9% (9)</td>
<td>0.0% (0)</td>
<td>23.5% (4)</td>
<td>17.6% (3)</td>
<td>0.0% (0)</td>
<td>17</td>
</tr>
</tbody>
</table>

answered question 17

skipped question 51
### 11. All Respondents - How long have you worked or volunteered for KUNM?

<table>
<thead>
<tr>
<th>Duration</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 1 year</td>
<td>13.3%</td>
<td>8</td>
</tr>
<tr>
<td>1-3 years</td>
<td>20.0%</td>
<td>12</td>
</tr>
<tr>
<td>3-5 years</td>
<td>13.3%</td>
<td>8</td>
</tr>
<tr>
<td>5-10 years</td>
<td>30.0%</td>
<td>18</td>
</tr>
<tr>
<td>10-15 years</td>
<td>10.0%</td>
<td>6</td>
</tr>
<tr>
<td>greater than 15 years</td>
<td>13.3%</td>
<td>8</td>
</tr>
</tbody>
</table>

answered question 60

skipped question 8

### 12. All Respondents - What is your gender?

<table>
<thead>
<tr>
<th>Gender</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>65.0%</td>
<td>39</td>
</tr>
<tr>
<td>Female</td>
<td>35.0%</td>
<td>21</td>
</tr>
</tbody>
</table>

answered question 60

skipped question 8