

<b>THEMES GENERATED FROM TABLE DISCUSSIONS</b>	<b>VOTES RECEIVED</b>	<b>GENERAL CATEGORY</b>
Reasonable workload and expectations - work life balance and flexibility	55	Process-Procedure
Teamwork Consisting of Clearly Defined Duties and Positive Communication	23	Purpose
Open, Timely, and Authentic Communication	19	People-Personality-Behavior
Open, Timely, and Authentic Communication	7	Process-Procedure
Positive and Collaborative Work Environment	16	People-Personality-Behavior
Mutual Respect	13	People-Personality-Behavior
Democratic, Equitable, and Participatory Decision Making (Including of Staff, Students, and Faculty)	12	Process-Procedure
Fairness	10	Process-Procedure
Innovation and Creativity	9	Wild Card
Clearly Communicated Mission Driven Expectations	8	Purpose
Valued	6	People-Personality-Behavior
Transparency	6	People-Personality-Behavior
Trust	6	People-Personality-Behavior
Collaboration	6	People-Personality-Behavior
Appreciation and Encouragement	5	People-Personality-Behavior
Resource Management that Support Collaborative Success	5	Process-Procedure
Love	4	People-Personality-Behavior
Shared Vision with Transparency that Allows for Autonomy	4	Process-Procedure
Transparency	3	Process-Procedure
Shared Governance (Faculty and Staff)	2	Process-Procedure
Mission Focused	2	Purpose
Clear Expectations	1	Purpose
Student-Centered	0	People-Personality-Behavior
Flexibility	0	People-Personality-Behavior
Collegiality	0	People-Personality-Behavior
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