UNIVERSITY OF WYOMING STAFF CLIMATE REPORT

JUNE 2023

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EXECUTIVE SUMMARY

The University of Wyoming (UW) Staff Climate Survey was directed by UW Staff Senate. The survey assessed campus climate related to job satisfaction; work culture; diversity, equity, and inclusion; and mental health and well-being. All part-time and full-time UW classified staff members over the age of 18 were invited to participate in Spring of 2023. A total of 512 classified staff members at UW participated in the survey between March 7th and April 6th, 2023. Key findings include:

- **Job Satisfaction:** Three out of four respondents (74.8%) were satisfied with their overall jobs at UW, finding autonomy and independence (80.2%) and professional relationships with colleagues (75.1%) the most satisfying. In contrast, over half of respondents (54.2%) were dissatisfied with their salaries. Other areas of dissatisfaction included rewards and recognition for a job well done (41.0%) and communication about what is going on (38.6%). Thirty-five percent were dissatisfied with the amount of stress experienced in their jobs.

- **Work Culture.** Most respondents agreed that their unit promotes respect for cultural differences (67.4%), understands the value of diversity (66.0%), and communicates the importance of valuing diversity (62.0%). Respondents were most likely to disagree that their unit provides opportunities for formal promotion (43.6%), is open and transparent in communication (33.6%), and treats all employees equitably (30.6%).

- **Diversity, Equity, and Inclusion.** Over half of respondents agreed that their unit provides employees with a positive work experience (59.3%), creates a supportive environment for employees from diverse backgrounds (56.6%), and recruits employees from a diverse set of backgrounds (53.5%). However, one in five respondents disagreed that their unit improves the climate for all employees (20.2%), retains diverse employees (19.6%), and provides employees with a positive work experience (18.5%).

- **Discrimination.** Most respondents did not identify discriminatory attitudes as problematic in their unit. However, respondents were most likely to identify discriminatory attitudes towards job title (43.0%), employment classification (41.14%), political affiliation (25.2%), age (24.5%), socio-economic status (22.3%), and mental disability (20.1%).

- **Misconduct.** Nearly one in three (29.8%) respondents identified problems related to bias in their unit, followed by bullying (12.6%) and verbal abuse (8.3%). Problems related to sexual harassment, physical assault, and sexual misconduct were rarely endorsed.

- **Mental Health and Wellbeing**: A nearly equivalent number of respondents found their unit to positively (37.1%) and negatively impact their mental health (35.7%). Nearly one in three had received at least a little support in seeking mental health support (vs. 22.7% not receiving any), and units encouraging conversations around mental health (42.1% vs. 26.8% not encouraging) and promoting education around using mental health resources (37.1% vs. 22.7 not promoting) was even more likely.

METHODOLOGY

Survey Design

The 2023 Staff Climate Survey was developed in 2022 by members of a Staff Senate subcommittee tasked with assessing UW staff climate:

- Tess M. Kilwein, PhD – Project Investigator
- Matt Gray, PhD – External Consultant
- Tim Nichols – UW Staff Senate President
- Adam Comeau – UW Staff Senator
- Debbie Swierczek – UW Staff Senator
- Mollie Hand – UW Staff Senator

Survey items were developed from staff climate surveys at other institutions and focused on themes of job satisfaction; work culture; diversity, equity, and inclusion; and mental health and well-being at the unit-level. The committee prioritized designing the survey in a way that could allow for redistribution in future years and longitudinal comparisons across time.

Data Collection

The Staff Climate Survey was administered using Qualtrics, a web-based survey platform. All UW classified staff members were eligible to participate. Classified staff members were contacted by the research team about completing the survey twice between March and April 2023. No personally identifying attributes (i.e., names, emails, IP addresses) were recorded to ensure all responses to the survey were anonymous. Data collection ended on April 8, 2023 and respondents were entered into a drawing for fifteen, $20 gift cards.

A total of 512 UW classified staff members completed the survey. Division-level reports are provided for the five divisions with the most respondents:

- Academic Affairs ($n = 210$)
- Budget and Finance ($n = 64$)
- Campus Operations ($n = 56$)
- Student Affairs ($n = 43$)
- Research and Economic Development ($n = 33$)

RESPONDENT DEMOGRAPHICS

Listed are demographic characteristics of respondents, including age, gender, sexual orientation, race/ethnicity, level of education, disability status, and caregiver status. The 512 UW classified staff members who completed the UW Staff Climate Survey were between the ages of 19 and 74 (M = 42.65, SD = 12.31) years old. Gender included women (61.1%), men (35.4%), and transgender or gender expansive (3.6%); sexual orientation included heterosexual (86.3%), bisexual (6.5%), gay or lesbian (2.8%), and queer (4.4%), encompassing queer, asexual, pansexual, and demisexual. Most respondents were non-Hispanic white (85.2%), followed by Hispanic (6.2%), multiracial (4.2%), Hispanic white (2.2%), Asian/Asian American (0.8%), and Native American/American Indian (0.8%). Education of respondents ranged from high school diploma to doctoral degree, with respondents most commonly having obtained a bachelor's (45.7%) or master's degree (23.3%). Finally, 17.4% of respondents reported having a disability and 32.2% were caregivers, described as people who regularly looked after a child or sick, elderly, or disabled person.

Figure 1. Age.
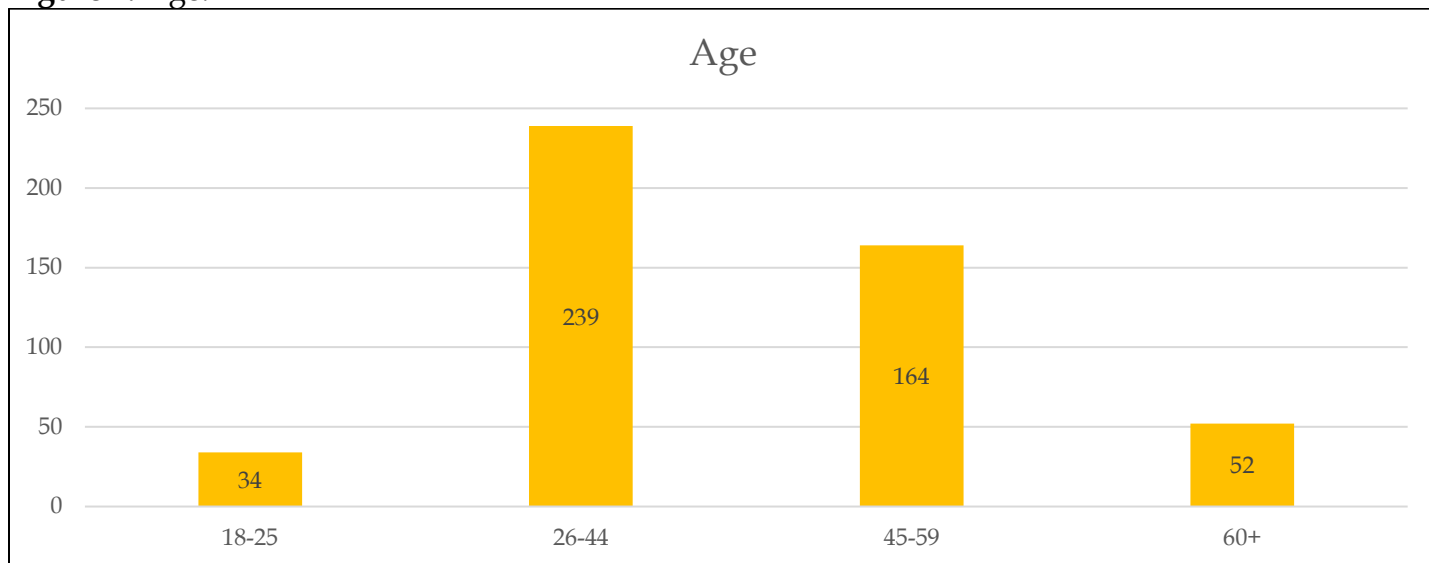
Table 1. Gender.

What is your gender?	
Woman	309 (61.1%)
Man	179 (35.4%)
Genderqueer / Genderfluid	14 (2.8%)
Transwoman	2 (0.4%)
Transman	1 (0.2%)
Agender	1 (0.2%)

Note: TGNB = transgender and/or gender non-binary.

Table 2. Sexual Orientation.

What is your sexual orientation?	
Heterosexual /Straight	435 (86.3%)
Bisexual	33 (6.5%
Lesbian	9 (1.8%)
Queer	8 (1.6%)
Pansexual	8 (1.6%)
Gay	5 (1.0%)
Asexual	5 (1.0%)
Demisexual	1 (0.2%)

Table 3. Race / ethnicity.

What is your race / ethnicity?	
Non-Hispanic White	427 (85.2%)
Hispanic	31 (6.2%)
Multiracial	21 (4.2%)
Hispanic White	11 (2.2%)
Asian / Asian American	4 (0.8%)
Native American	4 (0.8%)

Table 4. Education.

What is your level of education?	
Bachelor's Degree	233 (45.7%)
Master's Degree	119 (23.3%)
High School Diploma	76 (14.9%)
Associate Degree	60 (11.8%)
GED or Alternative Credential	11 (2.2%)
Doctoral Degree	7 (1.4%)
Professional Degree	4 (0.8%)

Table 5. Disability.

Do you have a disability?	
No	420 (82.7%)
Yes	88 (17.3%)

Table 6. Caregiver.

Are you a caregiver?	
No	347 (67.8%)
Yes	165 (32.2%)

RESPONDENT WORK HISTORY

Respondents were asked about work history, including current UW division, years worked at UW, and years worked within their current unit. Most respondents (41.7%) were in Academic Affairs, followed by Budget and Finance (12.7%), Campus Operations (11.1%), Student Affairs (8.5%), and Research and Economic Development (6.5%). Most respondents had worked at both UW and their current unit between 2 and 5 years.

Table 7. Division.

What is your University of Wyoming Division?	
Academic Affairs	210 (41.7%)
Budget and Finance	64 (12.7%)
Campus Operations	56 (11.1%)
Student Affairs	43 (8.5%)
Research & Economic Development	33 (6.5%)
General University Operations	26 (5.2%)
Information Technology	23 (4.6%)
Institutional Advancement & UW Foundation	15 (3.0%)
University Public Relations	11 (2.2%)
Other	10 (2.0%)
Intercollegiate Athletics	8 (1.6%)
School of Energy Resources	2 (0.4%)
Office of the President	1 (0.2%)

Figure 3. Years worked at UW.

Figure 4. Years worked in current unit.

Years

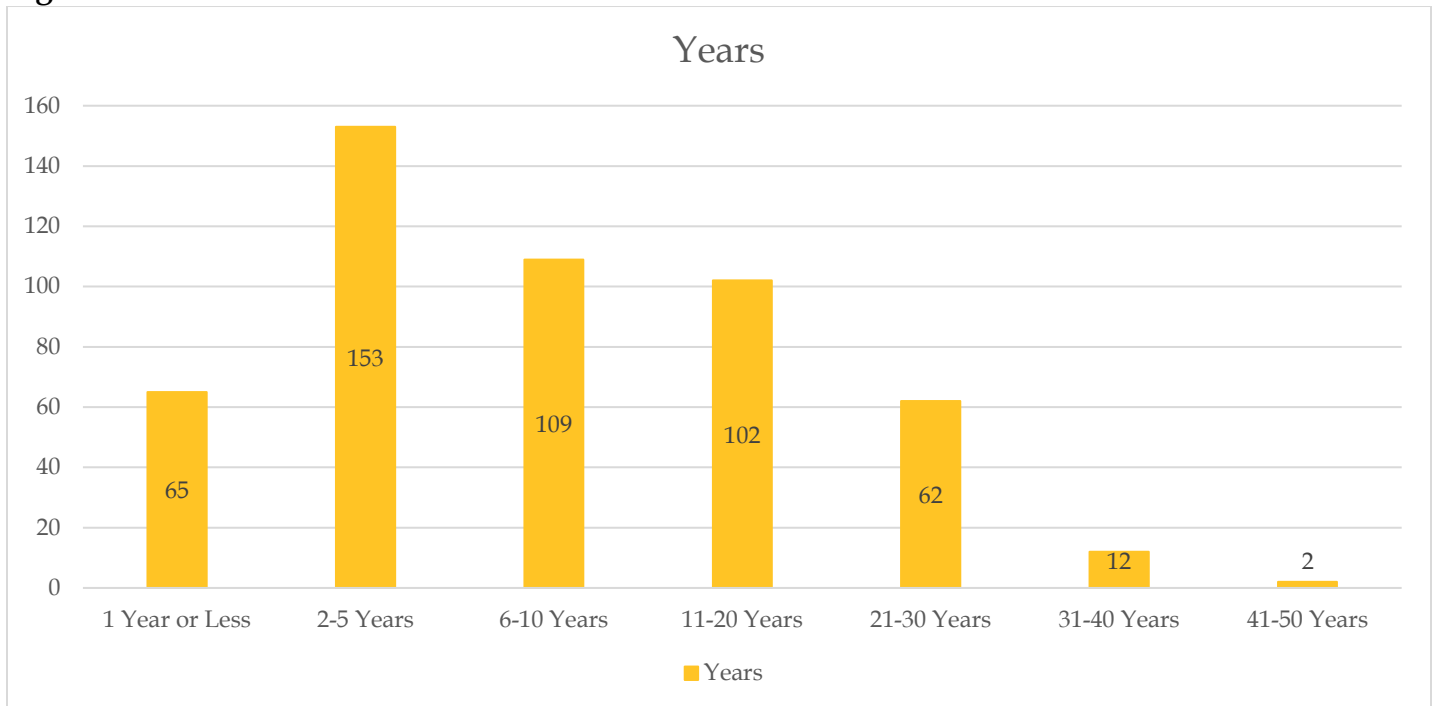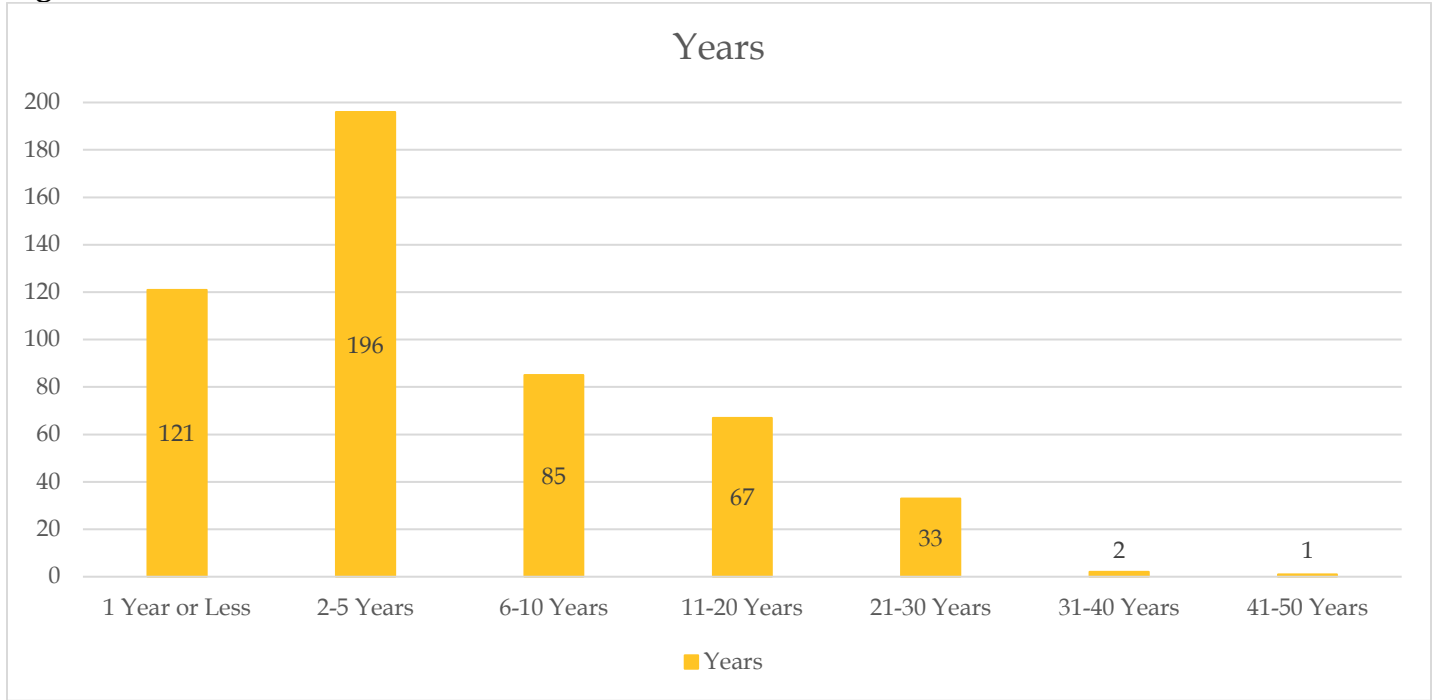|	
1 Year or Less	121
2-5 Years	196
6-10 Years	85
11-20 Years	67
21-30 Years	33
31-40 Years	2
41-50 Years	1

UNIVERSITY OF WYOMING RESULTS

Job Satisfaction

Participants were asked to think about their work environment during the past 12 months and indicate their level of satisfaction with a range of areas within their unit. Respondents were most likely to be satisfied with their overall autonomy and independence (80.2%), professional relationships with colleagues (75.1%), and overall job (74.8%). Respondents were most likely to be dissatisfied with salary (54.2%), rewards and recognition for a job well done (41.0%), and communication about what is going on (38.6%)

Table 9. Job satisfaction.

Thinking about your work environment during the past 12 months, please indicate your level of satisfaction with the following areas within your unit.					
	Extremely dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Extremely satisfied
Overall job satisfaction	4.3%	12.1%	8.8%	51.2%	23.6%
Overall autonomy and independence	3.3%	8.4%	8.0%	36.4%	43.8%
Salary	20.7%	33.5%	17.0%	21.9%	6.8%
Benefits	3.9%	14.6%	16.8%	42.4%	22.3%
Work schedule	3.3%	10.0%	14.1%	39.1%	33.5%
Work / Life balance	7.6%	14.6%	16.4%	35.9%	25.4%
My daily work	2.5%	10.5%	17.8%	48.6%	20.5%
Utilization of my skills and abilities	7.0%	15.4%	13.5%	43.0%	21.1%
Challenges of my job	3.9%	12.8%	24.8%	42.5%	15.9%
The amount of stress experienced in my job	10.8%	24.4%	23.2%	29.9%	11.6%
Supplies, materials, and equipment available to me	4.9%	13.9%	13.6%	37.3%	30.3%
Availability of professional service opportunities (e.g., serving on a committee)	6.7%	13.9%	37.5%	24.3%	17.6%
Opportunities for community engagement	4.9%	14.9%	41.3%	22.2%	16.7%
Rewards and recognition for a job well done	17.8%	23.3%	22.9%	21.7%	14.4%
Quality of my workspace	8.2%	14.1%	16.5%	35.7%	25.5%
Safety of my workspace	5.3%	9.4%	15.5%	31.0%	38.8%
Civility of my workspace	3.1%	19.8%	15.1%	35.0%	36.0%
Communication about what is going on	12.7%	25.8%	13.1%	31.1%	17.2%
Opportunity to provide feedback	9.1%	23.6%	17.9%	27.0%	22.4%
Display of ethical behavior	3.5%	13.1%	18.8%	35.1%	29.4%
Connection between my work and goals of my unit	3.5%	11.2%	22.8%	36.1%	26.3%
The explanation of my unit's mission	4.1%	11.2%	23.1%	34.5%	27.1%
Available training and professional development	6.5%	17.9%	17.3%	33.4%	25.0%
Competence of colleagues	2.5%	15.3%	17.3%	34.7%	30.2%
Professional relationships with colleagues	1.6%	8.6%	14.7%	43.5%	31.6%
Level of collaboration with colleagues	2.0%	12.7%	18.0%	40.2%	27.1%
Level of support from colleagues	2.5%	14.3%	15.2%	35.5%	32.4%
Overall skills demonstrated by my supervisor	6.1%	11.7%	10.6%	24.7%	47.0%
Appropriate levels of supervision	4.7%	9.2%	13.9%	28.0%	44.2%

Supervisor communication of expectations	8.0%	13.1%	9.8%	27.6%	41.1%
Guidance from supervisor	8.2%	11.6%	12.4%	27.8%	40.0%
Feedback provided by supervisor	7.9%	11.6%	12.8%	27.1%	40.7%
Decisions made by supervisor	6.3%	14.1%	15.1%	30.0%	34.5%
Availability of supervisor to discuss questions or concerns	5.7%	10.0%	10.8%	26.1%	47.5%
Support from supervisor for new ways of doing things	7.1%	9.0%	14.5%	26.1%	43.2%
Personal recognition from supervisor	7.7%	10.2%	18.1%	25.4%	38.6%

Work Culture

Participants were asked to think about their work environment during the past 12 months and indicate their agreement with a range of statements about work culture in their unit. Respondents were most likely to agree that their unit promotes respect for cultural differences (67.4%), understands the value of diversity (66.0%), and communicates the importance of valuing diversity (62.0%). Respondents were most likely to disagree that their unit provides opportunities for formal promotion (43.6%), is open and transparent in communication (33.6%), and treats all employees equitably (30.6%).

Table 10. Work culture.

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture. My unit…					
	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
Promotes a work environment where all employees feel included	8.0%	17.6%	15.4%	31.7%	27.3%
Treats all employees equitably	9.6%	21.0%	15.0%	26.9%	27.5%
Is open and transparent in communication	11.2%	22.4%	13.6%	28.5%	24.4%
Promotes respect for cultural differences	4.8%	7.0%	20.8%	30.5%	36.9%
Understands the value of diversity	4.2%	8.5%	21.2%	28.1%	37.9%
Communicates the importance of valuing diversity	6.0%	9.0%	23,0%	28.5%	33.5%
Makes hiring / promotion decisions equitably	7.4%	15.0%	25.9%	22.2%	29.5%
Provides opportunities for formal promotions	23.0%	20.6%	23.8%	17.0%	15.8%

Participants were asked to think about their work environment during the past 12 months and indicate their agreement with a range of statements about belongingness in their unit. Most respondents agreed that they would recommend their unit as a place of employment (62.2%), felt valued as an employee (59.8%), and felt a strong sense of belonging (56.0%). Still, 27.3% of respondents disagreed that they felt valued as an employee, 25.0% disagreed that they felt a strong sense of belonging, and 18.6% disagreed that they would recommend their unit as a place of employment.

Table 11. Belongingness.

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about belongingness. My unit…					
	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I feel valued as an employee	10.0%	17.4%	12.8%	30.9%	28.9%
I feel a strong sense of belonging	11.4%	13.6%	19.0%	29.9%	26.1%
I would recommend my unit as a place of employment	8.4%	10.2%	19.2%	32.4%	29.8%

Diversity, Equity, and Inclusion

Participants were asked to think about their work environment during the past 12 months and indicate their agreement with a range of statements about diversity, equity, and inclusion in their unit. Respondents were most likely to agree that their unit provides employees with a positive work experience (59.3%), creates a supportive environment for employees from diverse backgrounds (56.6%), and recruits employees from a diverse set of backgrounds (53.5%). Respondents were most likely to disagree that their unit improves the climate for all employees (20.2%), retains diverse employees (19.6%), and provides employees with a positive work experience (18.5%).

Table 12. Diversity, equity, and inclusion climate.

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding each statement. My unit…					
	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
Recruits employees from a diverse set of backgrounds	4.0%	10.7%	31.7%	28.9%	24.6%
Improves the climate for all employees	5.9%	14.3%	28.5%	28.9%	22.4%
Retains diverse employees	6.5%	13.2%	36.4%	23.7%	20.2%
Creates a supportive environment for employees from diverse backgrounds	5.5%	7.5%	30.5%	32.4%	24.2%
Encourages discussions related to diversity	6.7%	8.1%	35.4%	27.3%	22.6%
Provides employees with a positive work experience	6.7%	11.9%	22.2%	32.9%	26.4%

Participants were asked to think about their work environment during the past 12 months and indicate how problematic discriminatory attitudes were in their unit regarding a range of demographics. Most respondents found discriminatory attitudes not problematic at all in their unit across all demographics. However, at least 1 in 5 respondents identified discriminatory attitudes in their unit as at least slightly problematic for the following demographics: job title (43.0%), employment classification (41.14%), political affiliation (25.2%), age (24.5%), socio-economic status (22.3%), and mental disability (20.1%).

Table 13. Discrimination

Thinking about your work environment during the last 12 months, please indicate how problematic discriminatory attitudes are in your unit regarding the following demographics.					
	Not problematic at all	Slightly problematic	Moderately problematic	Very problematic	Extremely problematic
Age	75.5%	12.2%	8.0%	2.1%	2.3%
Physical Appearance	83.0%	9.6%	4.8%	1.2%	1.5%
Physical disability	81.5%	11.2%	5.2%	0.8%	1.2%
Mental disability	79.9%	12.1%	5.0%	1.9%	1.0%
Employment classification	58.9%	17.7%	13.8%	6.3%	3.3%
Gender identity	81.9%	9.7%	4.6%	1.7%	2.1%
Job title	57.0%	24.5%	9.6%	5.6%	3.3%
Parental status	83.0%	8.2%	5.7%	1.3%	1.9%
Religion	87.4%	6.3%	3.8%	1.3%	1.3%
Political affiliation	74.8%	11.8%	8.0%	3.4%	2.1%
Sexual orientation	86.1%	7.6%	4.6%	0.6%	1.1%
Socio-economic status	77.7%	12.8%	5.9%	2.1%	1.5%
Ethnic origin	86.9%	8.2%	3.4%	0.8%	0.6%
Veteran status	93.9%	3.1%	2.3%	0.0%	0.6%
Race / Ethnicity	85.1%	8.8%	4.4%	1.3%	0.4%
Marital status	89.7%	6.3%	2.7%	0.2%	1.1%
Nationality / Country of origin	88.9%	6.8%	3.8%	0.2%	0.4%

Participants were asked to think about their work environment during the past 12 months and indicate if a range of misconduct behaviors were currently problematic in their unit. Most respondents did not indicate misconduct behaviors as currently problematic in their unit. However, 29.8% of respondents identified bias as problematic, 12.6% identified bullying as problematic, and 8.3% identified verbal abuse as problematic.

Table 14. Misconduct.

Thinking about your work environment during the last 12 months, please indicate if any of the following are currently problematic in your unit.		
	Yes	No
Sexual harassment	1.0%	99.0%
Bullying	12.6%	87.4%
Bias	29.8%	70.2%
Physical assault	0.2%	99.8%
Sexual misconduct	1.0%	99.0%
Verbal abuse	8.3%	91.7%

Mental Health and Wellbeing

Participants were asked to keep the following definition in mind for questions on mental health and wellbeing: *Mental health includes your emotional, psychological, and social well-being. It affects how we think, feel, and act. It also determines how we handle stress, relate to others, and make healthy choices.*

Participants were asked to think about their work environment during the past 12 months and indicate in what direction their unit had impacted their mental health. Of all respondents, 37.1% indicated that their unit had positively impacted their mental health, while 35.7% indicated that their unit had negatively impacted their mental health.

Table 15. Mental health impact.

Thinking about your work environment during the last 12 months, please indicate in what direction your unit has impacted your mental health.					
	Extremely negative	Somewhat negative	Neither positive nor negative	Somewhat positive	Extremely positive
In what direction has your unit impacted your mental health?	7.8%	27.9%	27.3%	23.4%	13.7%

Participants were asked to think about their work environment during the past 12 months and indicate to what extent their unit had done a range of mental health support behaviors, with N/A as a response option. Of respondents, 42.1% indicated that their unit encouraged conversations around mental health at least a little, 37.1% indicated that their unit promoted education around using mental health (e.g., Employee Assistance Plan, insurance benefits) at least a little, and 31.1% had received at least a little support in seeking mental health support. Still, 30.9% of respondents did not identify their unit as promoting education around using mental health support, 26.8% did not identify their unit as encouraging conversations around mental health, and 22.7% did not receive any support in seeking mental health support.

Table 16. Mental health support.

Thinking about your work environment during the last 12 months, please indicate to what extent your unit has done each of the following...					
	None at all	A little	A moderate amount	A lot	A great deal	N/A
Supported you in seeking mental health support	22.7%	10.4%	8.4%	4.9%	7.4%	53.7%
Encouraged conversations around mental health	26.8%	12.9%	14.1%	5.9%	9.2%	31.3%
Promoted education around using mental health support (e.g., Employee Assistance Plan, insurance benefits)	30.9%	11.9%	13.1%	4.3%	7.8%	32.0%

INSTITUTIONAL DIVISION FINDINGS

Academic Affairs

Job Satisfaction

Participants were asked to think about their work environment during the past 12 months and indicate their level of satisfaction with a range of areas within their unit. Respondents were most likely to be satisfied with their overall autonomy and independence (80.3%), overall job (78.6%), and professional relationships with colleagues (78.1%). Respondents were most likely to be dissatisfied with salary (53.1%), communication about what is going on (45.7%), and rewards and recognition for a job well done (42.3%).

Table 17. Job satisfaction.

Thinking about your work environment during the past 12 months, please indicate your level of satisfaction with the following areas within your unit.					
	Extremely dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Extremely satisfied
Overall job satisfaction	2.4%	12.4%	6.7%	53.8%	24.8%
Overall autonomy and independence	2.4%	8.1%	9.1%	30.1%	50.2%
Salary	19.6%	33.5%	15.8%	27.3%	3.8%
Benefits	3.3%	12.9%	15.7%	47.6%	20.5%
Work schedule	4.8%	9.5%	12.9%	37.6%	35.2%
Work / Life balance	7.6%	14.3%	16.2%	32.9%	29.0%
My daily work	2.9%	9.0%	17.6%	49.5%	21.0%
Utilization of my skills and abilities	5.2%	17.1%	10.0%	45.2%	22.4%
Challenges of my job	4.3%	12.4%	19.6%	47.4%	16.3%
The amount of stress experienced in my job	11.5%	18.7%	22.5%	34.0%	13.4%
Supplies, materials, and equipment available to me	1.9%	10.0%	12.4%	42.9%	32.9%
Availability of professional service opportunities (e.g., serving on a committee)	2.9%	12.9%	32.9%	31.0%	20.5%
Opportunities for community engagement	2.9%	15.8%	36.8%	23.9%	20.6%
Rewards and recognition for a job well done	15.4%	22.6%	19.7%	26.4%	15.9%
Quality of my workspace	8.6%	13.3%	13.8%	34.2%	30.0%
Safety of my workspace	4.8%	9.0%	11.9%	32.4%	42.9%
Civility of my workspace	1.9%	12.0%	10.5%	38.3%	37.3%
Communication about what is going on	11.9%	31.9%	10.5%	28.6%	17.1%
Opportunity to provide feedback	7.2%	28.8%	14.4%	28.4%	21.2%
Display of ethical behavior	2.4%	12.9%	18.2%	36.8%	29.7%
Connection between my work and goals of my unit	2.4%	13.5%	16.3%	41.3%	26.4%
The explanation of my unit's mission	3.8%	12.9%	20.1%	34.4%	28.7%
Available training and professional development	3.8%	18.7%	14.8%	36.8%	25.8%
Competence of colleagues	1.9%	17.6%	15.7%	33.3%	31.4%
Professional relationships with colleagues	1.9%	8.1%	11.9%	48.1%	30.0%

Level of collaboration with colleagues	2.4%	14.3%	18.1%	40.0%	25.2%
Level of support from colleagues	2.9%	13.4%	13.4%	41.1%	29.2%
Overall skills demonstrated by my supervisor	5.2%	15.7%	8.6%	25.7%	44.8%
Appropriate levels of supervision	3.8%	10.5%	11.9%	30.0%	43.8%
Supervisor communication of expectations	8.1%	12.9%	9.1%	30.1%	39.7%
Guidance from supervisor	7.2%	12.9%	12.0%	30.6%	37.3%
Feedback provided by supervisor	7.2%	11.1%	13.0%	31.3%	37.5%
Decisions made by supervisor	4.3%	17.1%	12.9%	32.9%	32.9%
Availability of supervisor to discuss questions or concerns	5.2%	9.5%	10.0%	29.5%	45.7%
Support from supervisor for new ways of doing things	4.8%	9.0%	13.8%	30.0%	42.4%
Personal recognition from supervisor	7.1%	11.0%	17.6%	25.2%	39.0%

Work Culture

Participants were asked to think about their work environment during the past 12 months and indicate their agreement with a range of statements about work culture in their unit. Respondents were most likely to agree that their unit promotes respect for cultural differences (70.8%), understands the value of diversity (67.9%), and communicates the importance of valuing diversity (67.9%). Respondents were most likely to disagree that their unit provides opportunities for formal promotion (46.6%), is open and transparent in communication (36.4%), and treats all employees equitably (34.0%).

Table 18. Work culture.

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture. My unit…					
	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
Promotes a work environment where all employees feel included	6.8%	19.4%	13.1%	35.4%	25.2%
Treats all employees equitably	9.7%	24.3%	10.7%	31.1%	24.3%
Is open and transparent in communication	10.7%	25.7%	11.2%	30.6%	21.8%
Promotes respect for cultural differences	3.9%	5.3%	19.9%	32.0%	38.8%
Understands the value of diversity	3.4%	7.3%	21.4%	28.6%	39.3%
Communicates the importance of valuing diversity	4.4%	8.7%	18.9%	32.5%	35.4%
Makes hiring / promotion decisions equitably	6.4%	17.2%	25.0%	22.5%	28.9%
Provides opportunities for formal promotions	23.8%	22.8%	21.8%	19.9%	11.7%

Participants were asked to think about their work environment during the past 12 months and indicate their agreement with a range of statements about belongingness in their unit. Most respondents agreed that they felt valued as an employee (63.6%), would recommend their unit as a place of employment (62.9%), and felt a strong sense of belonging (56.3%). Still, 25.2% of respondents disagreed that they felt a strong sense of belonging, 24.8% disagreed that they felt valued as an employee, and 16.6% disagreed that they would recommend their unit as a place of employment.

Table 19. Belongingness.

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about belongingness. My unit…					
	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I feel valued as an employee	10.2%	14.6%	11.7%	32.5%	31.1%
I feel a strong sense of belonging	9.2%	16.0%	18.4%	29.6%	26.7%
I would recommend my unit as a place of employment	7.8%	8.8%	20.5%	31.7%	31.2%

Diversity, Equity, and Inclusion

Participants were asked to think about their work environment during the past 12 months and indicate their agreement with a range of statements about diversity, equity, and inclusion in their unit. Respondents were most likely to agree that their unit provides employees with a positive work experience (59.0%), creates a supportive environment for employees from diverse backgrounds (53.9%%), and encourages discussions related to diversity (53.9%). Respondents were most likely to disagree that their unit improves the climate for all employees (22.1%), retains diverse employees (22.1%), and provides employees with a positive work experience (17.1%).

Table 20. Diversity, equity, and inclusion climate.

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding each statement. My unit…					
	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
Recruits employees from a diverse set of backgrounds	4.4%	11.3%	33.8%	28.4%	22.1%
Improves the climate for all employees	4.9%	17.2%	27.9%	31.9%	18.1%
Retains diverse employees	6.9%	15.2%	39.7%	22.5%	15.7%
Creates a supportive environment for employees from diverse backgrounds	4.4%	9.8%	31.9%	33.8%	20.1%
Encourages discussions related to diversity	4.9%	8.3%	32.8%	30.9%	23.0%
Provides employees with a positive work experience	5.9%	11.2%	23.9%	35.6%	23.4%

Participants were asked to think about their work environment during the past 12 months and indicate how problematic discriminatory attitudes were in their unit regarding a range of demographics. Most respondents found discriminatory attitudes not problematic at all in their unit across all demographics. However, at least 1 in 5 respondents identified discriminatory attitudes in their unit as at least slightly problematic for the following demographics: job title (52.3%), employment classification (44.7%), political affiliation (25.3%), age (23.0%), and socio-economic status (21.8%).

Table 21. Discrimination

Thinking about your work environment during the last 12 months, please indicate how problematic discriminatory attitudes are in your unit regarding the following demographics.					
	Not problematic at all	Slightly problematic	Moderately problematic	Very problematic	Extremely problematic
Age	77.0%	12.5%	7.0%	2.0%	1.5%
Physical Appearance	82.8%	10.1%	5.6%	0.5%	1.0%
Physical disability	85.3%	8.1%	4.6%	0.5%	1.5%
Mental disability	81.7%	10.7%	5.1%	2.0%	0.5%
Employment classification	55.3%	17.6%	14.6%	7.5%	5.0%
Gender identity	83.8%	9.1%	5.1%	1.0%	1.0%
Job title	49.7%	25.1%	13.6%	8.0%	3.5%
Parental status	84.2%	8.7%	6.1%	0.5%	0.5%
Religion	86.4%	7.6%	4.5%	1.0%	0.5%
Political affiliation	74.7%	12.1%	8.6%	3.5%	1.0%
Sexual orientation	88.3%	7.7%	3.6%	0.0%	0.5%
Socio-economic status	78.2%	10.2%	7.6%	3.6	0.5%
Ethnic origin	87.3%	9.1%	3.0%	0.5%	0.0%
Veteran status	93.9%	3.6%	2.5%	0.0%	0.0%
Race / Ethnicity	85.8%	9.1%	3.0%	2.0%	0.0%
Marital status	89.3%	7.6%	3.0%	0.0%	0.0%
Nationality / Country of origin	89.8%	6.6%	3.6%	0.0%	0.0%

Participants were asked to think about their work environment during the past 12 months and indicate if a range of misconduct behaviors were currently problematic in their unit. Most respondents did not indicate misconduct behaviors as currently problematic in their unit. However, 30.0% of respondents identified bias as problematic, 12.0% identified bullying as problematic, and 5.5% identified verbal abuse as problematic.

Table 22. Misconduct.

Thinking about your work environment during the last 12 months, please indicate if any of the following are currently problematic in your unit.		
	Yes	No
Sexual harassment	1.0%	99.0%
Bullying	12.0%	88.0%
Bias	30.0%	70.0%
Physical assault	0.0%	100%
Sexual misconduct	0.5%	99.5%
Verbal abuse	5.5%	94.5%

Mental Health and Wellbeing

Participants were asked to keep the following definition in mind for questions on mental health and wellbeing: *Mental health includes your emotional, psychological, and social well-being. It affects how we think, feel, and act. It also determines how we handle stress, relate to others, and make healthy choices.*

Participants were asked to think about their work environment during the past 12 months and indicate in what direction their unit had impacted their mental health. Of all respondents, 40.5% indicated that their unit had positively impacted their mental health, while 34.0% indicated that their unit had negatively impacted their mental health.

Table 23. Mental health impact.

Thinking about your work environment during the last 12 months, please indicate in what direction your unit has impacted your mental health.					
	Extremely negative	Somewhat negative	Neither positive nor negative	Somewhat positive	Extremely positive
In what direction has your unit impacted your mental health?	7.0%	27.0%	25.5%	27.0%	13.5%

Participants were asked to think about their work environment during the past 12 months and indicate to what extent their unit had done a range of mental health support behaviors, with N/A as a response option. Of respondents, 33.3% of respondents had received at least a little support in seeking mental health support, 24.8% indicated that their unit encouraged conversations around mental health at least a little, and 27.1% indicated that their unit promoted education around using mental health (e.g., Employee Assistance Plan, insurance benefits) at least a little. Still, 27.1% of respondents did not identify their unit as promoting education around using mental health support, 24.8% did not identify their unit as encouraging conversations around mental health, and 18.1% did not receive any support in seeking mental health support.

Table 24. Mental health support.

Thinking about your work environment during the last 12 months, please indicate to what extent your unit has done each of the following...					
	None at all	A little	A moderate amount	A lot	A great deal	N/A
Supported you in seeking mental health support	18.1%	11.4%	8.6%	6.7%	7.1%	48.1%
Encouraged conversations around mental health	24.8%	13.8%	13.3%	9.0%	8.6%	30.5%
Promoted education around using mental health support (e.g., Employee Assistance Plan, insurance benefits)	27.1%	14.8%	14.8%	6.2%	6.7%	30.5%

Budget and Finance

Job Satisfaction

Participants were asked to think about their work environment during the past 12 months and indicate their level of satisfaction with a range of areas within their unit. Respondents were most likely to be satisfied with their overall autonomy and independence (82.8%), professional relationships with colleagues (81.3%), and work schedule (79.7%). Respondents were most likely to be dissatisfied with the amount of stress experienced in their job (50.0%), rewards and recognition for a job well done (42.9%), and salary (42.2%).

Table 25. Job satisfaction.

Thinking about your work environment during the past 12 months, please indicate your level of satisfaction with the following areas within your unit.					
	Extremely dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Extremely satisfied
Overall job satisfaction	7.8%	9.4%	6.3%	50.0%	26.6%
Overall autonomy and independence	3.1%	6.3%	7.8%	46.9%	35.9%
Salary	15.6%	26.6%	12.5%	29.7%	15.6%
Benefits	0.0%	14.1%	14.1%	37.5%	34.4%%
Work schedule	1.6%	9.4%	9.4%	48.4%	31.3%
Work / Life balance	6.3%	17.2%	15.6%	40.6%	20.3%
My daily work	3.1%	6.3%	17.2%	54.7%	18.8%
Utilization of my skills and abilities	4.7%	12.5%	14.1%	48.4%	20.3%
Challenges of my job	1.6%	18.8%	26.6%	35.9%	17.2%
The amount of stress experienced in my job	4.7%	45.3%	21.9%	17.2%	10.9%
Supplies, materials, and equipment available to me	6.3%	14.1%	12.5%	35.9%	31.3%
Availability of professional service opportunities (e.g., serving on a committee)	3.1%	12.5%	40.6%	23.4%	20.3%
Opportunities for community engagement	1.6%	17.2%	50.0%	15.6%	15.6%
Rewards and recognition for a job well done	15.9%	27.0%	19.0%	23.8%	14.3%
Quality of my workspace	10.9%	18.8%	14.1%	39.1%	17.2%
Safety of my workspace	9.4%	14.1%	17.2%	31.3%	28.1%
Civility of my workspace	3.1%	14.1%	14.1%	35.9%	32.8%
Communication about what is going on	7.8%	28.1%	9.4%	35.9%	18.8%
Opportunity to provide feedback	7.9%	14.3%	20.6%	27.0%	30.2%
Display of ethical behavior	1.6%	10.9%	20.3%	37.5%	29.7%
Connection between my work and goals of my unit	3.1%	10.9%	23.4%	34.4%	28.1%
The explanation of my unit's mission	4.7%	6.3%	25.0%	40.6%	23.4%
Available training and professional development	4.7%	14.1%	17.2%	34.4%	29.7%
Competence of colleagues	1.6%	14.1%	9.4%	43.8%	31.3%
Professional relationships with colleagues	0.0%	6.3%	12.5%	43.8%	37.5%
Level of collaboration with colleagues	0.0%	6.3%	18.8%	48.4%	26.6%
Level of support from colleagues	0.0%	12.5%	14.1%	40.6%	32.8%
Overall skills demonstrated by my supervisor	1.6%	9.4%	10.9%	17.2%	60.9%
Appropriate levels of supervision	3.1%	6.3%	14.1%	23.4%	53.1%

Supervisor communication of expectations	4.7%	14.1%	6.3%	21.9%	53.1%
Guidance from supervisor	4.7%	7.8%	10.9%	21.9%	54.7%
Feedback provided by supervisor	4.7%	12.5%	6.3%	21.9%	54.7%
Decisions made by supervisor	3.1%	14.1%	7.8%	29.7%	45.3%
Availability of supervisor to discuss questions or concerns	4.7%	12.5%	6.3%	17.2%	59.4%
Support from supervisor for new ways of doing things	7.8%	3.1%	9.4%	20.3%	59.4%
Personal recognition from supervisor	7.8%	9.4%	12.5%	18.8%	51.6%

Work Culture

Participants were asked to think about their work environment during the past 12 months and indicate their agreement with a range of statements about work culture in their unit. Respondents were most likely to agree that their unit promotes respect for cultural differences (75.1%), understands the value of diversity (71.9%), and promotes a work environment where all employees feel included (65.7%). Respondents were most likely to disagree that their unit provides opportunities for formal promotion (37.5%), is open and transparent in communication (29.7%), and treats all employees equitably (23.5%).

Table 26. Work culture.

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture. My unit…					
	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
Promotes a work environment where all employees feel included	3.1%	17.2%	14.1%	31.3%	34.4%
Treats all employees equitably	6.3%	17.2%	17.2%	23.4%	35.9%
Is open and transparent in communication	6.3%	23.4%	15.6%	25.0%	29.7%
Promotes respect for cultural differences	0.0%	10.9%	14.1%	31.3%	43.8%
Understands the value of diversity	0.0%	9.4%	18.8%	26.6%	45.3%
Communicates the importance of valuing diversity	1.6%	9.4%	28.1%	28.1%	32.8%
Makes hiring / promotion decisions equitably	3.1%	12.5%	25.0%	21.9%	37.5%
Provides opportunities for formal promotions	10.9%	26.6%	25.0%	15.6%	21.9%

Participants were asked to think about their work environment during the past 12 months and indicate their agreement with a range of statements about belongingness in their unit. Most respondents agreed that they felt a strong sense of belonging (70.3%), would recommend their unit as a place of employment (67.2%), and felt valued as an employee (65.6%). Still, 20.4% of respondents disagreed that they felt valued as an employee, 20.3% disagreed that they felt a strong sense of belonging, and 15.6% disagreed that they would recommend their unit as a place of employment.

Table 27. Belongingness.

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about belongingness. My unit…					
	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I feel valued as an employee	6.3%	14.1%	14.1%	35.9%	29.7%
I feel a strong sense of belonging	4.7%	15.6%	9.4%	35.9%	34.4%
I would recommend my unit as a place of employment	4.7%	10.9%	17.2%	34.4%	32.8%

Diversity, Equity, and Inclusion

Participants were asked to think about their work environment during the past 12 months and indicate their agreement with a range of statements about diversity, equity, and inclusion in their unit. Respondents were most likely to agree that their unit provides employees with a positive work experience (62.5%), creates a supportive environment for employees from diverse backgrounds (62.5%), and improves the climate for all employees (57.8%). Respondents were most likely to disagree that their unit provides employees with a positive work experience (17.2%), improves the climate for all employees (15.6%), and retains diverse employees (9.5%).

Table 28. Diversity, equity, and inclusion climate.

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding each statement. My unit…					
	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
Recruits employees from a diverse set of backgrounds	0.0%	7.8%	37.5%	37.5%	17.2%
Improves the climate for all employees	3.1%	12.5%	26.6%	32.8%	25.0%
Retains diverse employees	1.6%	7.9%	44.4%	22.2%	23.8%
Creates a supportive environment for employees from diverse backgrounds	1.6%	6.3%	29.7%	35.9%	26.6%
Encourages discussions related to diversity	3.1%	6.3%	37.5%	26.6%	26.6%
Provides employees with a positive work experience	4.7%	12.5%	20.3%	34.4%	28.1%

Participants were asked to think about their work environment during the past 12 months and indicate how problematic discriminatory attitudes were in their unit regarding a range of demographics. Most respondents found discriminatory attitudes not problematic at all in their unit across all demographics. However, at least 1 in 5 respondents identified discriminatory attitudes in their unit as at least slightly problematic for the following demographics: employment classification (37.7%), job title (25.8%), physical disability (20.9%), age (20.6%), and mental disability (19.7%).

Table 29. Discrimination

Thinking about your work environment during the last 12 months, please indicate how problematic discriminatory attitudes are in your unit regarding the following demographics.					
	Not problematic at all	Slightly problematic	Moderately problematic	Very problematic	Extremely problematic
Age	79.4%	12.7%	7.9%	0.0%	0.0%
Physical Appearance	87.1%	9.7%	3.2%	0.0%	0.0%
Physical disability	79.0%	17.7%	3.2%	0.0%	0.0%
Mental disability	80.3%	16.4%	3.3%	0.0%	0.0%
Employment classification	62.3%	23.0%	13.1%	1.6%	0.0%
Gender identity	83.6%	13.1%	3.3%	0.0%	0.0%
Job title	74.2%	22.6%	1.6%	1.6%	0.0%
Parental status	85.1%	8.2%	4.9%	1.6%	0.0%
Religion	100%	0.0%	0.0%	0.0%	0.0%
Political affiliation	90.2%	8.2%	1.6%	0.0%	0.0%
Sexual orientation	90.2%	8.2%	1.6%	0.0%	0.0%
Socio-economic status	82.0%	13.1%	4.9%	0.0%	0.0%
Ethnic origin	96.7%	3.3%	0.0%	0.0%	0.0%
Veteran status	100%	0.0%	0.0%	0.0%	0.0%
Race / Ethnicity	93.4%	4.9%	1.6%	0.0%	0.0%
Marital status	93.3%	5.0%	1.7%	0.0%	0.0%
Nationality / Country of origin	95.0%	3.3%	1.7%	0.0%	0.0%

Participants were asked to think about their work environment during the past 12 months and indicate if a range of misconduct behaviors were currently problematic in their unit. Most respondents did not indicate misconduct behaviors as currently problematic in their unit. However, 28.6% of respondents identified bias as problematic, 7.8% identified bullying as problematic, and 3.1% identified both sexual harassment and verbal abuse as problematic.

Table 30. Misconduct.

Thinking about your work environment during the last 12 months, please indicate if any of the following are currently problematic in your unit.		
	Yes	No
Sexual harassment	3.1%	96.9%
Bullying	7.8%	92.2%
Bias	28.6%	71.4%
Physical assault	1.6%	98.4%
Sexual misconduct	1.6%	98.4%
Verbal abuse	3.1%	96.9%

Mental Health and Wellbeing

Participants were asked to keep the following definition in mind for questions on mental health and wellbeing: *Mental health includes your emotional, psychological, and social well-being. It affects how we think, feel, and act. It also determines how we handle stress, relate to others, and make healthy choices.*

Participants were asked to think about their work environment during the past 12 months and indicate in what direction their unit had impacted their mental health. Of all respondents, 39.0% indicated that their unit had positively impacted their mental health, while 39.0% indicated that their unit had negatively impacted their mental health.

Table 31. Mental health impact.

Thinking about your work environment during the last 12 months, please indicate in what direction your unit has impacted your mental health.					
	Extremely negative	Somewhat negative	Neither positive nor negative	Somewhat positive	Extremely positive
In what direction has your unit impacted your mental health?	3.1%	35.9%	21.9%	23.4%	15.6%

Participants were asked to think about their work environment during the past 12 months and indicate to what extent their unit had done a range of mental health support behaviors, with N/A as a response option. Of respondents, 53.1% indicated that their unit encouraged conversations around mental health at least a little, 46.8% indicated that their unit promoted education around using mental health (e.g., Employee Assistance Plan, insurance benefits) at least a little, and 31.2% had received at least a little support in seeking mental health support. Still, 28.1% of respondents did not identify their unit as promoting education around using mental health support, 23.4% did not receive any support in seeking mental health support, and 21.9% did not identify their unit as encouraging conversations around mental health.

Table 32. Mental health support.

Thinking about your work environment during the last 12 months, please indicate to what extent your unit has done each of the following...					
	None at all	A little	A moderate amount	A lot	A great deal	N/A
Supported you in seeking mental health support	23.4%	9.4%	10.9%	3.1%	7.8%	45.3%
Encouraged conversations around mental health	21.9%	14.1%	23.4%	3.1%	12.5%	25.0%
Promoted education around using mental health support (e.g., Employee Assistance Plan, insurance benefits)	28.1%	10.9%	21.9%	3.1%	10.9%	25.0%

Campus Operations

Job Satisfaction

Participants were asked to think about their work environment during the past 12 months and indicate their level of satisfaction with a range of areas within their unit. Respondents were most likely to be satisfied with their overall autonomy and independence (85.7%), supervisor communication of expectations (72.7%), and guidance from supervisor (71.0%). Respondents were most likely to be dissatisfied with salary (64.3%), rewards and recognition for a job well done (40.0%), and benefits (35.7%).

Table 33. Job satisfaction.

Thinking about your work environment during the past 12 months, please indicate your level of satisfaction with the following areas within your unit.					
	Extremely dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Extremely satisfied
Overall job satisfaction	3.6%	12.5%	14.3%	37.5%	32.1%
Overall autonomy and independence	0.0%	7.1%	7.1%	41.1%	44.6%
Salary	16.1%	48.2%	14.3%	16.1%	5.4%
Benefits	3.6%	32.1%	14.3%	33.9%	16.1%
Work schedule	1.8%	8.9%	23.2%	30.4%	35.7%
Work / Life balance	5.4%	14.3%	17.9%	30.4%	32.1%
My daily work	1.8%	5.4%	28.6%	39.3%	25.0%
Utilization of my skills and abilities	8.9%	12.5%	17.9%	37.5%	23.2%
Challenges of my job	1.8%	16.4%	27.3%	34.5%	20.0%
The amount of stress experienced in my job	7.3%	21.8%	30.9%	27.3%	12.7%
Supplies, materials, and equipment available to me	5.6%	20.4%	20.4%	25.9%	27.8%
Availability of professional service opportunities (e.g., serving on a committee)	14.5%	12.7%	54.5%	9.1%	9.1%
Opportunities for community engagement	10.9%	5.5%	54.5%	18.2%	10.9%
Rewards and recognition for a job well done	23.6%	16.4%	27.3%	14.5%	18.2%
Quality of my workspace	3.6%	20.0%	25.5%	27.3%	23.6%
Safety of my workspace	3.6%	12.7%	20.0%	23.6%	40.0%
Civility of my workspace	5.5%	7.3%	21.8%	27.3%	38.2%
Communication about what is going on	12.7%	20.0%	21.8%	20.0%	25.5%
Opportunity to provide feedback	10.9%	16.4%	32.7%	14.5%	25.5%
Display of ethical behavior	3.6%	10.9%	30.9%	25.5%	29.1%
Connection between my work and goals of my unit	3.6%	7.3%	32.7%	27.3%	29.1%
The explanation of my unit's mission	3.6%	3.6%	25.5%	32.7%	34.5%
Available training and professional development	10.9%	21.8%	20.0%	23.6%	23.6%
Competence of colleagues	7.3%	9.1%	32.7%	27.3%	23.6%
Professional relationships with colleagues	1.9%	5.6%	27.8%	31.5%	33.3%
Level of collaboration with colleagues	0.0%	11.1%	20.5%	37.0%	31.5%
Level of support from colleagues	3.6%	10.9%	16.5%	27.3%	41.8%
Overall skills demonstrated by my supervisor	10.9%	3.6%	9.1%	29.1%	47.3%
Appropriate levels of supervision	9.1%	1.8%	20.0%	21.8%	47.3%

Supervisor communication of expectations	9.1%	7.3%	10.9%	29.1%	43.6%
Guidance from supervisor	10.9%	7.4%	10.9%	25.5%	45.5%
Feedback provided by supervisor	9.1%	9.1%	12.7%	21.8%	47.3%
Decisions made by supervisor	9.3%	9.3%	22.2%	18.5%	40.7%
Availability of supervisor to discuss questions or concerns	7.4%	7.4%	16.7%	20.4%	48.1%
Support from supervisor for new ways of doing things	9.4%	7.5%	17.0%	20.8%	45.3%
Personal recognition from supervisor	7.7%	7.7%	23.1%	21.2%	40.4%

Work Culture

Participants were asked to think about their work environment during the past 12 months and indicate their agreement with a range of statements about work culture in their unit. Respondents were most likely to agree that their unit promotes respect for cultural differences (57.4%), promotes a work environment where all employees feel included (51.9%), and provides opportunities for formal promotions (51.9%). Respondents were most likely to disagree that their unit provides opportunities for formal promotion (43.5%), makes hiring/promotion decisions equitably (25.95%), communicates the importance of valuing diversity (24.1%), and promotes a work environment where all employees feel included (24.1%).

Table 34. Work culture.

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture. My unit…					
	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
Promotes a work environment where all employees feel included	7.4%	16.7%	24.1%	24.1%	27.8%
Treats all employees equitably	7.4%	13.0%	27.8%	18.5%	33.3%
Is open and transparent in communication	5.6%	16.7%	27.8%	22.2%	27.8%
Promotes respect for cultural differences	7.4%	7.4%	27.8%	24.1%	33.3%
Understands the value of diversity	9.3%	13.0%	31.5%	13.0%	33.3%
Communicates the importance of valuing diversity	16.7%	7.4%	29.6%	14.8%	31.5%
Makes hiring / promotion decisions equitably	11.1%	14.8%	27.8%	14.8%	31.5%
Provides opportunities for formal promotions	7.4%	16.7%	24.1%	24.1%	27.8%

Participants were asked to think about their work environment during the past 12 months and indicate their agreement with a range of statements about belongingness in their unit. Most respondents agreed that they felt valued as an employee (68.5%), felt a strong sense of belonging (57.4%), and would recommend their unit as a place of employment (61.1%). Still, 24.1% of respondents disagreed that they felt valued as an employee, 24.1% disagreed that they felt a strong sense of belonging, and 18.5% disagreed that they would recommend their unit as a place of employment.

Table 35. Belongingness.

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about belongingness. My unit…					
	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I feel valued as an employee	5.6%	18.5%	7.4%	37.0%	31.5%
I feel a strong sense of belonging	14.8%	9.3%	18.5%	25.9%	31.5%
I would recommend my unit as a place of employment	11.1%	7.4%	20.4%	27.8%	33.3%

Diversity, Equity, and Inclusion

Participants were asked to think about their work environment during the past 12 months and indicate their agreement with a range of statements about diversity, equity, and inclusion in their unit. Respondents were most likely to agree that their unit provides employees with a positive work experience (61.5%), creates a supportive environment for employees from diverse backgrounds (55.8%), and recruits employees from a diverse set of backgrounds (55.8%). Respondents were most likely to disagree that their unit encourages discussions related to diversity (21.1%), recruits employees from a diverse set of backgrounds (17.3%), and provides employees with a positive work experience (13.5%).

Table 36. Diversity, equity, and inclusion climate.

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding each statement. My unit…					
	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
Recruits employees from a diverse set of backgrounds	3.8%	13.5%	26.9%	21.2%	34.6%
Improves the climate for all employees	3.8%	7.7%	36.5%	21.2%	30.8%
Retains diverse employees	3.8%	9.6%	36.5%	21.2%	28.8%
Creates a supportive environment for employees from diverse backgrounds	1.9%	7.7%	34.6%	25.0%	30.8%
Encourages discussions related to diversity	9.6%	11.5%	34.6%	19.2%	25.0%
Provides employees with a positive work experience	7.7%	5.8%	25.0%	32.7%	28.8%

Participants were asked to think about their work environment during the past 12 months and indicate how problematic discriminatory attitudes were in their unit regarding a range of demographics. Most respondents found discriminatory attitudes not problematic at all in their unit across all demographics. However, at least 1 in 5 respondents identified discriminatory attitudes in their unit as at least slightly problematic for the following demographics: job title (33.4%), political affiliation (25.5%), and employment classification (21.6%).

Table 37. Discrimination

Thinking about your work environment during the last 12 months, please indicate how problematic discriminatory attitudes are in your unit regarding the following demographics.					
	Not problematic at all	Slightly problematic	Moderately problematic	Very problematic	Extremely problematic
Age	82.4%	5.9%	5.9%	0.0%	5.9%
Physical Appearance	86.3%	2.0%	7.8%	2.0%	2.0%
Physical disability	82.4%	5.9%	9.8%	0.0%	2.0%
Mental disability	88.0%	4.0%	6.0%	0.0%	2.0%
Employment classification	78.4%	5.9%	7.8%	5.9%	2.0%
Gender identity	82.4%	5.9%	0.0%	7.8%	3.9%
Job title	66.7%	17.6%	11.8%	2.0%	2.0%
Parental status	88.2%	3.9%	5.9%	0.0%	2.0%
Religion	90.2%	2.0%	3.9%	0.0%	3.9%
Political affiliation	74.5%	5.9%	13.7%	0.0%	5.9%
Sexual orientation	84.3%	5.9%	5.9%	2.0%	2.0%
Socio-economic status	88.2%	5.9%	3.9%	0.0%	2.0%
Ethnic origin	86.0%	2.0%	8.0%	2.0%	2.0%
Veteran status	96.1%	0.0%	2.0%	0.0%	2.0%
Race / Ethnicity	84.3%	3.9%	7.8%	2.0%	2.0%
Marital status	92.0%	2.0%	4.0%	0.0%	2.0%
Nationality / Country of origin	88.0%	4.0%	6.0%	0.0%	2.0%

Participants were asked to think about their work environment during the past 12 months and indicate if a range of misconduct behaviors were currently problematic in their unit. Most respondents did not indicate misconduct behaviors as currently problematic in their unit. However, 31.4% of respondents identified bias as problematic, 20.4% identified verbal abuse as problematic, and 15.7% identified bullying as problematic.

Table 38. Misconduct.

Thinking about your work environment during the last 12 months, please indicate if any of the following are currently problematic in your unit.		
	Yes	No
Sexual harassment	0.0%	100.0%
Bullying	15.7%	84.3%
Bias	31.4%	68.6%
Physical assault	0.0%	100.0%
Sexual misconduct	5.9%	94.1%
Verbal abuse	20.4%	79.6%

Mental Health and Wellbeing

Participants were asked to keep the following definition in mind for questions on mental health and wellbeing: *Mental health includes your emotional, psychological, and social well-being. It affects how we think, feel, and act. It also determines how we handle stress, relate to others, and make healthy choices.*

Participants were asked to think about their work environment during the past 12 months and indicate in what direction their unit had impacted their mental health. The same number of participants 24.9% indicated that their unit had positively impacted their mental health, while 29.4% indicated that their unit had negatively impacted their mental health.

Table 39. Mental health impact.

Thinking about your work environment during the last 12 months, please indicate in what direction your unit has impacted your mental health.					
	Extremely negative	Somewhat negative	Neither positive nor negative	Somewhat positive	Extremely positive
In what direction has your unit impacted your mental health?	9.8%	19.6%	41.2%	9.8%	19.6%

Participants were asked to think about their work environment during the past 12 months and indicate to what extent their unit had done a range of mental health support behaviors, with N/A as a response option. Of respondents, 26.8% had received at least a little support in seeking mental health support, 28.6% indicated that their unit encouraged conversations around mental health at least a little, and 28.5% indicated that their unit promoted education around using mental health (e.g., Employee Assistance Plan, insurance benefits) at least a little. Still, 32.1% of respondents did not receive any support in seeking mental health support, 32.1% did not identify their unit as encouraging conversations around mental health, and 32.1% did not identify their unit as promoting education around using mental health support.

Table 40. Mental health support.

Thinking about your work environment during the last 12 months, please indicate to what extent your unit has done each of the following...						
	None at all	A little	A moderate amount	A lot	A great deal	N/A
Supported you in seeking mental health support	32.1%	10.7%	7.1%	3.6%	5.4%	41.1%
Encouraged conversations around mental health	32.1%	10.7%	8.9%	3.6%	5.4%	39.3%
Promoted education around using mental health support (e.g., Employee Assistance Plan, insurance benefits)	32.1%	10.7%	8.9%	1.8%	7.1%	39.3%

Student Affairs

Job Satisfaction

Participants were asked to think about their work environment during the past 12 months and indicate their level of satisfaction with a range of areas within their unit. Respondents were most likely to be satisfied with their overall autonomy and independence (67.5%), professional relationships with colleagues (67.4%), daily work (65.1%), and display of ethical behavior (65.1%). Respondents were most likely to be dissatisfied with salary (69.8%), rewards and recognition for a job well done (62.8%), and the amount of stress experienced in their job (51.2%).

Table 41. Job satisfaction.

Thinking about your work environment during the past 12 months, please indicate your level of satisfaction with the following areas within your unit.					
	Extremely dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Extremely satisfied
Overall job satisfaction	9.3%	20.9%	9.3%	48.8%	11.6%
Overall autonomy and independence	11.6%	14.0%	7.0%	44.2%	23.3%
Salary	41.9%	27.9%	11.6%	14.0%	4.7%
Benefits	9.3%	7.0%	30.2%	30.2%	23.3%
Work schedule	7.0%	11.6%	18.6%	39.5%	23.3%
Work / Life balance	9.3%	27.9%	14.0%	37.2%	11.6%
My daily work	2.3%	20.9%	11.6%	58.1%	7.0%
Utilization of my skills and abilities	9.3%	18.6%	14.0%	46.5%	11.6%
Challenges of my job	7.0%	11.6%	30.2%	44.2%	7.0%
The amount of stress experienced in my job	18.6%	32.6%	25.6%	23.3%	0.0%
Supplies, materials, and equipment available to me	18.6%	14.0%	14.0%	37.2%	16.3%
Availability of professional service opportunities (e.g., serving on a committee)	16.3%	18.6%	27.9%	25.6%	11.6%
Opportunities for community engagement	14.0%	18.6%	23.3%	25.6%	18.6%
Rewards and recognition for a job well done	32.6%	30.2%	18.6%	11.6%	7.0%
Quality of my workspace	23.3%	14.0%	9.3%	44.2%	9.3%
Safety of my workspace	14.0%	11.6%	20.9%	25.6%	27.9%
Civility of my workspace	11.6%	7.0%	27.9%	34.9%	18.6%
Communication about what is going on	25.6%	16.3%	11.6%	34.9%	11.6%
Opportunity to provide feedback	16.3%	18.6%	18.6%	34.9%	11.6%
Display of ethical behavior	7.0%	9.3%	18.6%	46.5%	18.6%
Connection between my work and goals of my unit	9.3%	9.3%	30.2%	34.9%	16.3%
The explanation of my unit's mission	7.0%	11.6%	27.9%	34.9%	18.6%
Available training and professional development	11.9%	11.9%	35.7%	21.4%	19.0%
Competence of colleagues	7.0%	18.6%	14.0%	37.2%	23.3%
Professional relationships with colleagues	4.7%	18.6%	9.3%	48.8%	18.6%
Level of collaboration with colleagues	7.0%	23.3%	14.0%	37.2%	18.6%
Level of support from colleagues	7.0%	23.3%	14.0%	37.2%	18.6%
Overall skills demonstrated by my supervisor	14.0%	14.0%	18.6%	27.9%	25.6%
Appropriate levels of supervision	14.0%	9.3%	18.6%	34.9%	23.3%

Supervisor communication of expectations	14.0%	18.6%	16.3%	25.6%	25.6%
Guidance from supervisor	18.6%	14.0%	20.9%	23.3%	23.3%
Feedback provided by supervisor	14.0%	16.3%	18.6%	27.9%	23.3%
Decisions made by supervisor	16.3%	14.0%	20.9%	30.2%	18.6%
Availability of supervisor to discuss questions or concerns	9.3%	16.3%	14.0%	30.2%	30.2%
Support from supervisor for new ways of doing things	14.0%	18.6%	14.0%	27.9%	25.6%
Personal recognition from supervisor	11.6%	14.0%	20.9%	34.9%	18.6%

Work Culture

Participants were asked to think about their work environment during the past 12 months and indicate their agreement with a range of statements about work culture in their unit. Respondents were most likely to agree that their unit understands the value of diversity (72.1%), communicates the importance of valuing diversity (67.4%), and promotes respect for cultural differences (67.4%). Respondents were most likely to disagree that their unit provides opportunities for formal promotion (60.5%), treats all employees equitably (46.5%), and is open and transparent in communication (41.9%).

Table 42. Work culture.

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture. My unit…					
	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
Promotes a work environment where all employees feel included	16.3%	18.6%	18.6%	25.6%	20.9%
Treats all employees equitably	20.9%	25.6%	14.0%	20.9%	18.6%
Is open and transparent in communication	23.3%	18.6%	9.3%	32.6%	16.3%
Promotes respect for cultural differences	14.0%	7.0%	11.6%	37.2%	30.2%
Understands the value of diversity	9.3%	4.7%	14.0%	37.2%	34.9%
Communicates the importance of valuing diversity	9.3%	7.0%	16.3%	39.5%	27.9%
Makes hiring / promotion decisions equitably	20.9%	16.3%	20.9%	25.6%	16.3%
Provides opportunities for formal promotions	41.9%	18.6%	20.9%	11.6%	7.0%

Participants were asked to think about their work environment during the past 12 months and indicate their agreement with a range of statements about belongingness in their unit. Just over half of respondents agreed that they felt a strong sense of belonging (53.5%) and would recommend their unit as a place of employment (53.5%). The same percentage of respondents agreed that they felt valued as an employee (44.2%) and disagreed that they felt valued as an employee (44.2%). In addition, 32.6% of respondents disagreed that they felt a strong sense of belonging and 30.2% disagreed that they would recommend their unit as a place of employment.

Table 43. Belongingness.

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about belongingness. My unit…					
	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I feel valued as an employee	20.9%	23.3%	11.6%	30.2%	14.0%
I feel a strong sense of belonging	23.3%	9.3%	14.0%	41.9%	11.6%
I would recommend my unit as a place of employment	18.6%	11.6%	16.3%	37.2%	16.3%

Diversity, Equity, and Inclusion

Participants were asked to think about their work environment during the past 12 months and indicate their agreement with a range of statements about diversity, equity, and inclusion in their unit. Respondents were most likely to agree that their unit provides creates a supportive environment for employees from diverse backgrounds (58.2%), encourages discussions related to diversity (58.2%), and recruits employees from a diverse set of backgrounds (55.9%). Respondents were most likely to disagree that their unit improves the climate for all employees (237.2%), retains diverse employees (32.6%), and provides employees with a positive work experience (32.6%).

Table 44. Diversity, equity, and inclusion climate.

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding each statement. My unit…					
	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
Recruits employees from a diverse set of backgrounds	7.0%	18.6%	18.6%	32.6%	23.3%
Improves the climate for all employees	18.6%	18.6%	20.9%	27.9%	14.0%
Retains diverse employees	16.3%	16.3%	27.9%	23.3%	16.3%
Creates a supportive environment for employees from diverse backgrounds	16.3%	4.7%	20.9%	34.9%	23.3%
Encourages discussions related to diversity	16.3%	2.3%	23.3%	41.9%	16.3%
Provides employees with a positive work experience	18.6%	14.0%	23.3%	25.6%	18.6%

Participants were asked to think about their work environment during the past 12 months and indicate how problematic discriminatory attitudes were in their unit regarding a range of demographics. Most respondents found discriminatory attitudes towards employment classification (64.2%) and job title (54.7%) at least somewhat problematic. In addition, at least 1 in 5 respondents identified discriminatory attitudes in their unit as at least slightly problematic for the following additional demographics: age (40.4%), political affiliation (38.0%), socio-economic status (33.3%), physical appearance (28.6%), mental disability (26.2%), physical disability (26.2%), parental status (24.4%), gender identity (23.9%), sexual orientation (23.8%), and religion (21.4%).

Table 45. Discrimination

Thinking about your work environment during the last 12 months, please indicate how problematic discriminatory attitudes are in your unit regarding the following demographics.					
	Not problematic at all	Slightly problematic	Moderately problematic	Very problematic	Extremely problematic
Age	59.5%	21.4%	7.1%	7.1%	4.8%
Physical Appearance	71.4%	14.3%	2.4%	4.8%	7.1%
Physical disability	73.8%	14.3%	7.1%	2.4%	2.4%
Mental disability	73.8%	11.9%	7.1%	2.4%	4.8%
Employment classification	35.7%	23.8%	21.4%	11.9%	7.1%
Gender identity	76.2%	14.3%	4.8%	2.4%	2.4%
Job title	45.2%	23.8%	9.5%	11.9%	9.5%
Parental status	75.6%	9.8%	4.9%	2.4%	7.3%
Religion	78.6%	4.8%	7.1%	2.4%	7.1%
Political affiliation	61.9%	14.3%	9.5%	7.1%	7.1%
Sexual orientation	76.2%	11.9%	9.5%	0.0%	2.4%
Socio-economic status	66.7%	14.3%	7.1%	2.4%	9.5%
Ethnic origin	85.7%	7.1%	4.8%	0.0%	2.4%
Veteran status	88.1%	4.8%	2.4%	0.0%	4.8%
Race / Ethnicity	81.0%	9.5%	7.1%	0.0%	2.4%
Marital status	81.0%	7.1%	2.4%	2.4%	7.1%
Nationality / Country of origin	80.5%	12.2%	4.9%	0.0%	2.4%

Participants were asked to think about their work environment during the past 12 months and indicate if a range of misconduct behaviors were currently problematic in their unit. Respondents identified no problems with sexual harassment, physical assault, and sexual misconduct in their unit. However, 35.7% of respondents identified bias as problematic, 26.2% identified bullying as problematic, and 19.5% identified verbal abuse as problematic.

Table 46. Misconduct.

Thinking about your work environment during the last 12 months, please indicate if any of the following are currently problematic in your unit.		
	Yes	No
Sexual harassment	0.0%	100.0%
Bullying	26.2%	73.8%
Bias	35.7%	64.3%
Physical assault	0.0%	100.0%
Sexual misconduct	0.0%	100.0%
Verbal abuse	19.5%	80.5%

Mental Health and Wellbeing

Participants were asked to keep the following definition in mind for questions on mental health and wellbeing: *Mental health includes your emotional, psychological, and social well-being. It affects how we think, feel, and act. It also determines how we handle stress, relate to others, and make healthy choices.*

Participants were asked to think about their work environment during the past 12 months and indicate in what direction their unit had impacted their mental health. Of all respondents, 23.3% indicated that their unit had positively impacted their mental health, while 55.8% indicated that their unit had negatively impacted their mental health.

Table 47. Mental health impact.

Thinking about your work environment during the last 12 months, please indicate in what direction your unit has impacted your mental health.					
	Extremely negative	Somewhat negative	Neither positive nor negative	Somewhat positive	Extremely positive
In what direction has your unit impacted your mental health?	18.6%	37.2%	20.9%	18.6%	4.7%

Participants were asked to think about their work environment during the past 12 months and indicate to what extent their unit had done a range of mental health support behaviors, with N/A as a response option. Of respondents, 39.6% had received at least a little support in seeking mental health support, 60.5% indicated that their unit encouraged conversations around mental health at least a little, and 44.2% indicated that their unit promoted education around using mental health (e.g., Employee Assistance Plan, insurance benefits) at least a little. Still, 34.9% of respondents did not identify their unit as promoting education around using mental health support, 23.3% did not receive any support in seeking mental health support, and 23.3% did not identify their unit as encouraging conversations around mental health.

Table 48. Mental health support.

Thinking about your work environment during the last 12 months, please indicate to what extent your unit has done each of the following...						
	None at all	A little	A moderate amount	A lot	A great deal	N/A
Supported you in seeking mental health support	23.3%	16.3%	9.3%	7.0%	7.0%	37.2%
Encouraged conversations around mental health	23.3%	14.0%	20.9%	9.3%	16.3%	16.3%
Promoted education around using mental health support (e.g., Employee Assistance Plan, insurance benefits)	34.9%	18.6%	9.3%	7.0%	9.3%	20.9%

Research and Economic Development

Job Satisfaction

Participants were asked to think about their work environment during the past 12 months and indicate their level of satisfaction with a range of areas within their unit. Respondents were most likely to be satisfied with their overall autonomy and independence (84.9%), competence of colleagues (84.9%), and overall skills demonstrated by their supervisor (84.9%). Respondents were most likely to be dissatisfied with salary (57.6%), the amount of stress experienced in their job (42.5%), and communication about what is going on (30.4%).

Table 49. Job satisfaction.

Thinking about your work environment during the past 12 months, please indicate your level of satisfaction with the following areas within your unit.					
	Extremely dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Extremely satisfied
Overall job satisfaction	0.0%	15.2%	9.1%	51.5%	24.2%
Overall autonomy and independence	3.0%	9.1%	3.0%	27.3%	57.6%
Salary	21.2%	36.4%	27.3%	9.1%	6.1%
Benefits	6.1%	9.1%	18.2%	51.5%	15.2%
Work schedule	0.0%	12.1%	12.1%	33.3%	42.4%
Work / Life balance	9.1%	12.1%	15.2%	33.3%	30.3%
My daily work	3.0%	15.2%	12.1%	39.4%	30.3%
Utilization of my skills and abilities	9.1%	12.1%	9.1%	39.4%	30.3%
Challenges of my job	3.1%	3.1%	25.0%	43.8%	25.0%
The amount of stress experienced in my job	15.2%	27.3%	12.1%	24.2%	21.2%
Supplies, materials, and equipment available to me	0.0%	18.2%	6.1%	39.4%	36.4%
Availability of professional service opportunities (e.g., serving on a committee)	12.1%	12.1%	30.3%	24.2%	21.2%
Opportunities for community engagement	3.0%	15.2%	39.4%	27.3%	15.2%
Rewards and recognition for a job well done	6.1%	24.2%	36.4%	21.2%	12.1%
Quality of my workspace	3.0%	3.0%	15.2%	45.5%	33.3%
Safety of my workspace	0.0%	6.1%	12.1%	36.4%	45.5%
Civility of my workspace	3.0%	9.1%	15.2%	21.2%	51.5%
Communication about what is going on	15.2%	15.2%	6.1%	42.4%	21.2%
Opportunity to provide feedback	6.1%	24.2%	18.2%	27.3%	24.2%
Display of ethical behavior	6.1%	18.2%	15.2%	27.3%	33.3%
Connection between my work and goals of my unit	0.0%	6.1%	27.3%	33.3%	33.3%
The explanation of my unit's mission	3.0%	12.1%	24.2%	24.2%	36.4%
Available training and professional development	9.1%	21.2%	12.1%	24.2%	33.3%
Competence of colleagues	0.0%	6.1%	9.1%	27.3%	57.6%
Professional relationships with colleagues	0.0%	12.1%	6.1%	36.4%	45.5%
Level of collaboration with colleagues	3.0%	6.1%	12.1%	27.3%	51.5%
Level of support from colleagues	3.0%	12.1%	6.1%	27.3%	51.5%
Overall skills demonstrated by my supervisor	12.1%	3.0%	0.0%	9.1%	75.8%
Appropriate levels of supervision	3.0%	9.1%	3.0%	21.2%	63.6%

Supervisor communication of expectations	12.1%	6.1%	3.0%	30.3%	48.5%
Guidance from supervisor	6.1%	6.1%	6.1%	30.3%	51.5%
Feedback provided by supervisor	9.1%	3.0%	12.1%	24.2%	51.5%
Decisions made by supervisor	9.1%	3.0%	18.2%	24.2%	45.5%
Availability of supervisor to discuss questions or concerns	6.1%	3.0%	12.1%	15.2%	63.6%
Support from supervisor for new ways of doing things	9.1%	3.0%	18.2%	12.1%	57.6%
Personal recognition from supervisor	6.1%	0.0%	21.2%	27.3%	45.5%

Work Culture

Participants were asked to think about their work environment during the past 12 months and indicate their agreement with a range of statements about work culture in their unit. Respondents were most likely to agree that their unit understands the value of diversity (65.7%), followed by treats all employees equitably, is open and transparent in communication, promotes respect for cultural differences, and communicates the importance of valuing diversity (all 59.4%) Respondents were most likely to disagree that their unit provides opportunities for formal promotion (37.5%), is open and transparent in communication (34.4%), and treats all employees equitably (31.3%).

Table 50. Work culture.

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture. My unit…					
	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
Promotes a work environment where all employees feel included	15.6%	12.5%	15.6%	28.1%	28.1%
Treats all employees equitably	9.4%	21.9%	9.4%	28.1%	31.3%
Is open and transparent in communication	18.8%	15.6%	6.3%	28.1%	31.3%
Promotes respect for cultural differences	12.5%	3.1%	25.0%	25.0%	34.4%
Understands the value of diversity	9.4%	6.3%	18.8%	31.3%	34.4%
Communicates the importance of valuing diversity	12.5%	6.3%	21.9%	25.0%	34.4%
Makes hiring / promotion decisions equitably	6.3%	9.4%	37.5%	18.8%	28.1%
Provides opportunities for formal promotions	21.9%	15.6%	34.4%	9.4%	18.8%

Participants were asked to think about their work environment during the past 12 months and indicate their agreement with a range of statements about belongingness in their unit. Most respondents agreed that they felt valued as an employee (59.8%), felt a strong sense of belonging (56%), and would recommend their unit as a place of employment (62.2%). Still, 27.3% of respondents disagreed that they felt valued as an employee, 25.0% disagreed that they felt a strong sense of belonging, and 18.6% disagreed that they would recommend their unit as a place of employment.

Table 51. Belongingness.

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about belongingness. My unit…					
	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I feel valued as an employee	3.1%	21.9%	9.4%	34.4%	31.3%
I feel a strong sense of belonging	15.6%	6.3%	15.6%	37.5%	25.0%
I would recommend my unit as a place of employment	9.4%	9.4%	12.5%	34.4%	34.4%

Diversity, Equity, and Inclusion

Participants were asked to think about their work environment during the past 12 months and indicate their agreement with a range of statements about diversity, equity, and inclusion in their unit. Respondents were most likely to agree that their unit provides employees with a positive work experience (70.9%), recruits employees from a diverse set of backgrounds (58.1%), and creates a supportive environment for employees from diverse backgrounds (58.1%). Respondents were most likely to disagree that their unit provides employees with a positive work experience (25.9%), improves the climate for all employees (22.6%), and encourages discussions related to diversity (19.4%).

Table 52. Diversity, equity, and inclusion climate.

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding each statement. My unit…					
	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
Recruits employees from a diverse set of backgrounds	6.5%	6.5%	29.0%	25.8%	32.3%
Improves the climate for all employees	9.7%	12.9%	22.6%	25.8%	29.0%
Retains diverse employees	9.7%	6.5%	32.3%	29.0%	22.6%
Creates a supportive environment for employees from diverse backgrounds	9.7%	3.2%	29.0%	32.3%	25.8%
Encourages discussions related to diversity	12.9%	6.5%	32.3%	29.0%	19.4%
Provides employees with a positive work experience	6.5%	19.4%	3.2%	41.9%	29.0%

Participants were asked to think about their work environment during the past 12 months and indicate how problematic discriminatory attitudes were in their unit regarding a range of demographics. Most respondents found discriminatory attitudes not problematic at all in their unit across all demographics. However, at least 1 in 5 respondents identified discriminatory attitudes in their unit as at least slightly problematic for the following demographics: employment classification (50.0%), job title (48.2%), political affiliation (39.5%), mental disability (33.3%), parental status (31.0%), socio-economic status (28.6%), age (26.6%), gender identity (24.1%), physical disability (23.4%), ethnic origin (21.5%), sexual orientation (21.4%), and race/ethnicity (21.4%).

Table 53. Discrimination

Thinking about your work environment during the last 12 months, please indicate how problematic discriminatory attitudes are in your unit regarding the following demographics.					
	Not problematic at all	Slightly problematic	Moderately problematic	Very problematic	Extremely problematic
Age	73.3%	10.0%	10.0%	3.3%	3.3%
Physical Appearance	86.7%	6.7%	6.7%	0.0%	0.0%
Physical disability	76.7%	16.7%	6.7%	0.0%	0.0%
Mental disability	66.7%	20.0%	10.0%	3.3%	0.0%
Employment classification	50.0%	17.9%	32.1%	0.0%	0.0%
Gender identity	75.9%	6.9%	10.3%	6.9%	0.0%
Job title	51.7%	27.6%	13.8%	3.4%	3.4%
Parental status	69.0%	10.4%	10.3%	10.3%	0.0%
Religion	85.7%	7.1%	3.6%	3.6%	0.0%
Political affiliation	60.7%	14.3%	14.5%	10.7%	0.0%
Sexual orientation	78.6%	7.1%	7.1%	3.6%	3.6%
Socio-economic status	71.4%	21.4%	3.6%	3.6%	0.0%
Ethnic origin	78.6%	14.3%	3.6%	3.6%	0.0%
Veteran status	89.7%	6.9%	3.4%	0.0%	0.0%
Race / Ethnicity	78.6%	14.3%	7.1%	0.0%	0.0%
Marital status	85.7%	10.7%	3.6%	0.0%	0.0%
Nationality / Country of origin	85.7%	7.1%	3.6%	3.6%	0.0%

Participants were asked to think about their work environment during the past 12 months and indicate if a range of misconduct behaviors were currently problematic in their unit. Most respondents did not indicate misconduct behaviors as currently problematic in their unit. However, 30.0% of respondents identified bias as problematic, 20.0% identified bullying as problematic, and 13.3% identified verbal abuse as problematic.

Table 54. Misconduct.

Thinking about your work environment during the last 12 months, please indicate if any of the following are currently problematic in your unit.		
	Yes	No
Sexual harassment	3.3%	96.7%
Bullying	20.0%	80.0%
Bias	30.0%	70.0%
Physical assault	0.0%	100.0%
Sexual misconduct	0.0%	100.0%
Verbal abuse	13.3%	86.7%

Mental Health and Wellbeing

Participants were asked to keep the following definition in mind for questions on mental health and wellbeing: *Mental health includes your emotional, psychological, and social well-being. It affects how we think, feel, and act. It also determines how we handle stress, relate to others, and make healthy choices.*

Participants were asked to think about their work environment during the past 12 months and indicate in what direction their unit had impacted their mental health. Of all respondents, 46.6% indicated that their unit had positively impacted their mental health, while 43.3% indicated that their unit had negatively impacted their mental health.

Table 55. Mental health impact.

Thinking about your work environment during the last 12 months, please indicate in what direction your unit has impacted your mental health.					
	Extremely negative	Somewhat negative	Neither positive nor negative	Somewhat positive	Extremely positive
In what direction has your unit impacted your mental health?	10.0%	33.3%	10.0%	43.3%	3.3%

Participants were asked to think about their work environment during the past 12 months and indicate to what extent their unit had done a range of mental health support behaviors, with N/A as a response option. Of respondents, 30.3% had received at least a little support in seeking mental health support, 33.4% indicated that their unit encouraged conversations around mental health at least a little, and 21.3% indicated that their unit promoted education around using mental health (e.g., Employee Assistance Plan, insurance benefits) at least a little. Still, 42.4% of respondents did not identify their unit as promoting education around using mental health support, 33.3% did not identify their unit as encouraging conversations around mental health, and 27.3% did not receive any support in seeking mental health support.

Table 56. Mental health support.

Thinking about your work environment during the last 12 months, please indicate to what extent your unit has done each of the following...						
	None at all	A little	A moderate amount	A lot	A great deal	N/A
Supported you in seeking mental health support	27.3%	12.1%	9.1%	0.0%	9.1%	42.4%
Encouraged conversations around mental health	33.3%	18.2%	6.1%	0.0%	9.1%	33.3%
Promoted education around using mental health support (e.g., Employee Assistance Plan, insurance benefits)	42.4%	6.1%	3.0%	6.1%	6.1%	36.4%