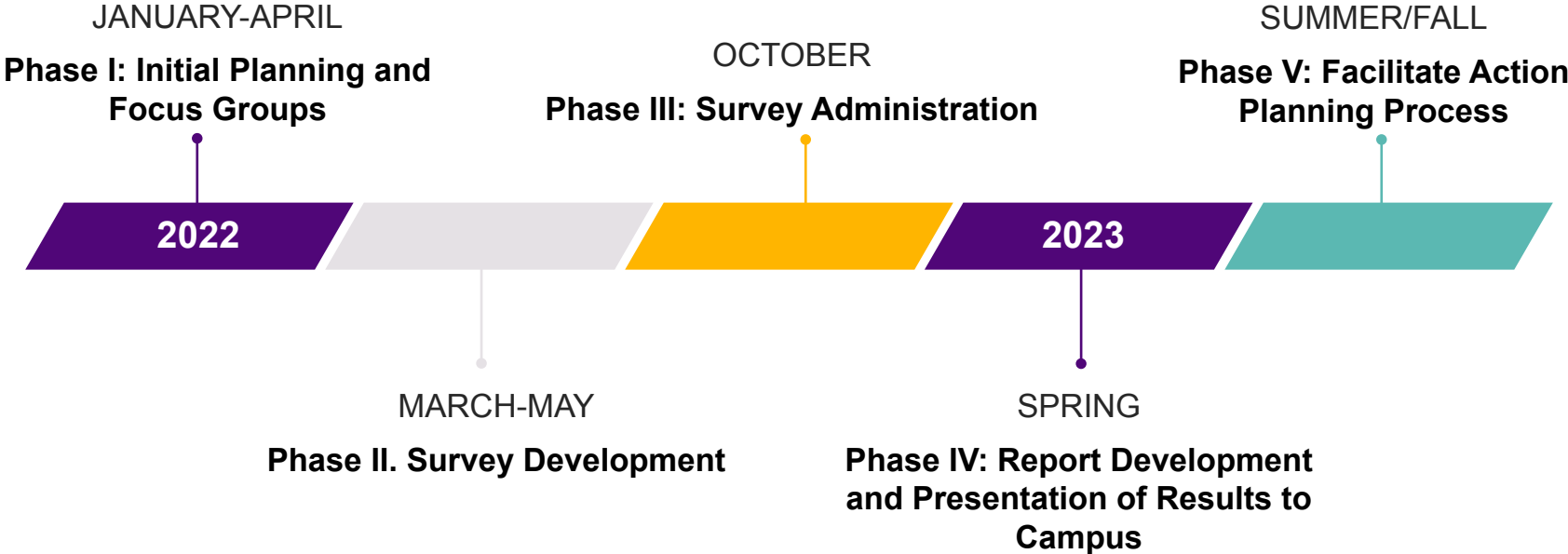


CLIMATE STUDY TIMELINE



Comfort with Climate

79% of all respondents were “very comfortable” or “comfortable” with the overall climate.

70% of Faculty and Staff were “very comfortable” or “comfortable” with the workplace climate.

86% of Students and Faculty were “very comfortable” or “comfortable” with the classroom climate.



Students generally expressed positive views about their academic experiences

82% felt satisfied with the extent of their intellectual development since enrolling at UNI.

81% felt valued by UNI faculty.

79% felt valued by UNI staff.

Faculty expressed positive views about their workplace climate

Tenured and Tenure-Track Faculty

- 73% felt that UNI valued teaching.
- 73% felt the criteria for tenure were clear.

Non-Tenure-Track Faculty

- 71% felt UNI valued teaching.

All Faculty

- 83% felt respected by students in the classroom.
- 68% thought that health insurance benefits were competitive.
- 64% thought that retirement/supplemental benefits were competitive.

Employees' Sense of Belonging

(feeling valued by others, UNI encourages open discussion of difficult topics, work valued)

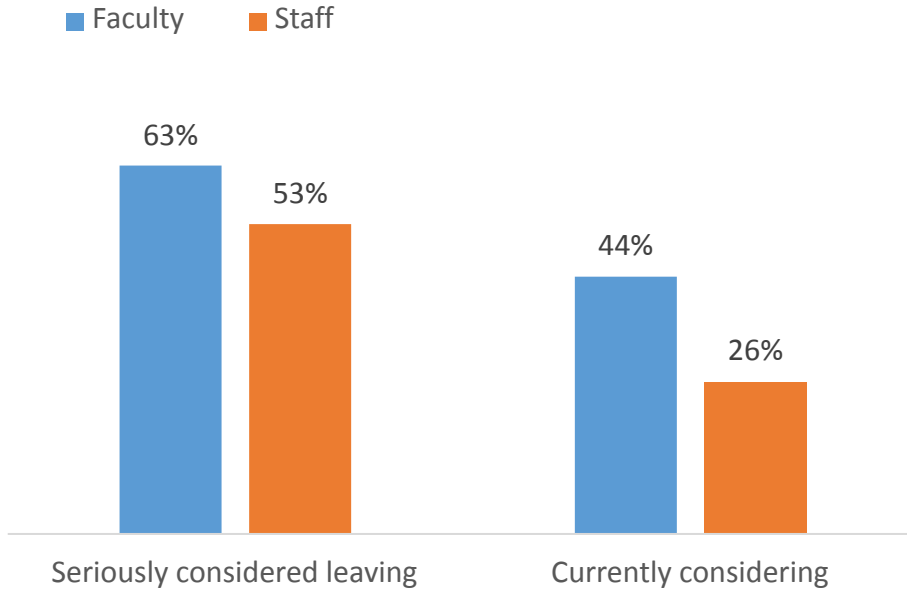
Faculty respondents

- Differences based on Disability and Years of Employment (<6 Years higher).

Staff respondents

- Differences based on Racial Identity, Disability, and Years of Employment (<6 Years higher).

Seriously Considered Leaving



Significant Differences by Identity

Faculty

- Faculty Employed 6–15 Years and Employed 16–25 Years more likely than those Employed Less Than 6 Years

Staff

- Staff Employed 6–15 Years and Employed 16–25 Years more likely than those Employed Less Than 6 Years
- P&S more so than Merit Staff



Top Reasons Employees Decided to Stay

Benefits (36%)

Personal reasons (31%)

Relationships with coworkers (29%)

Connections to colleagues (29%)

Relationships with students (25%)

Connections to students (24%)

Lessons from Campus Climate Study

- Faculty, staff and students are experiencing or witnessing discriminatory conduct
 - Many of these experiences are based on social identity
- Employees feel overworked, undervalued and underpaid
- Employees do not recognize a path for advancement at UNI
- Employees feel unsupported by senior leadership and administration

CLIMATE STUDY TIMELINE

