CLIMATE STUDY TIMELINE

JANUARY-APRIL
Phase I: Initial Planning and Focus Groups

MARCH-MAY
Phase II: Survey Development

OCTOBER
Phase III: Survey Administration

SPRING
Phase IV: Report Development and Presentation of Results to Campus

SUMMER/FALL
Phase V: Facilitate Action Planning Process

2022

2023
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

<table>
<thead>
<tr>
<th>Seriously considered leaving</th>
<th>Currently considering</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>63%</td>
</tr>
<tr>
<td>Staff</td>
<td>53%</td>
</tr>
</tbody>
</table>

Significant Differences by Identity

**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

<table>
<thead>
<tr>
<th>Reason</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Benefits</td>
<td>36%</td>
</tr>
<tr>
<td>Personal reasons</td>
<td>31%</td>
</tr>
<tr>
<td>Relationships with coworkers</td>
<td>29%</td>
</tr>
<tr>
<td>Connections to colleagues</td>
<td>29%</td>
</tr>
<tr>
<td>Relationships with students</td>
<td>25%</td>
</tr>
<tr>
<td>Connections to students</td>
<td>24%</td>
</tr>
</tbody>
</table>
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
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