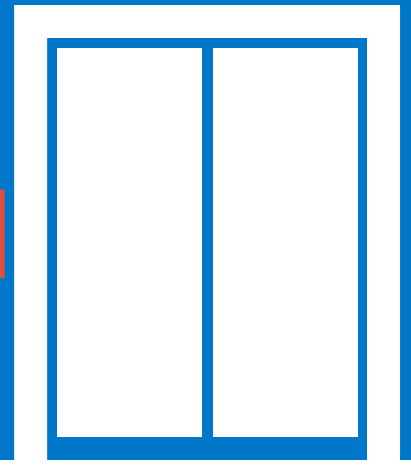


WORK ENVIRONMENT FOR STAFF

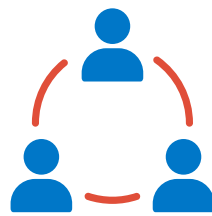


Staff offer a wide array of insights they have developed in the course of completing their job duties. In 2019, they shared their perspectives on topics including perceived institutional priorities, job satisfaction, and climate for diversity.

STAFF MEMBERS OFFER VALUABLE PERSPECTIVES ON WHAT THEY BELIEVE ARE THEIR INSTITUTIONS' PRIORITIES.



77% believe that increasing or maintaining prestige is a top priority



47% believe that creating and sustaining partnerships with surrounding communities is a top priority



27% believe that investing in professional development for staff is a top priority

THEY GENERALLY HAVE POSITIVE FEELINGS ABOUT THEIR JOBS...



74% are satisfied with their job overall



75% feel a sense of belonging on their campus

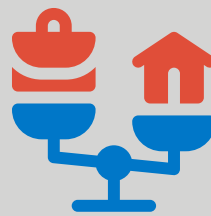
...THOUGH THEY HAVE NUANCED THOUGHTS ON OTHER ASPECTS OF THE WORK ENVIRONMENT.



39% are satisfied with their prospects for career advancement



43% are satisfied with their salary

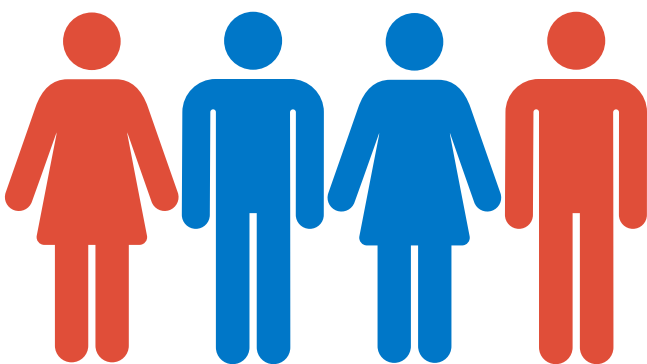


59% are satisfied with institutional support for work/life balance



80% are satisfied with their autonomy and independence

STAFF SHARE THEIR OPINIONS ON THE CLIMATE FOR DIVERSITY.



40% believe their institution rewards staff for participation in diversity efforts

28% say their institution has a lot of racial tension

61% are satisfied with the atmosphere for gender differences

DESPITE WORK-RELATED STRESSORS...

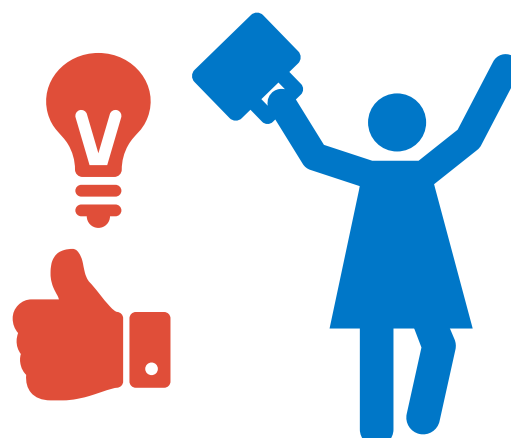


42% cite parking as a source of stress

62% cite institutional procedures and "red tape" as a source of stress

68% cite increasing work responsibilities as a source of stress

...STAFF MEMBERS ARE LARGELY CONTENT IN KEY AREAS OF THEIR PROFESSIONAL LIFE.



74% believe they have a healthy balance between their personal life and their professional life

76% feel their contributions are valued by their department

73% will likely stay in their current role for at least the next year