

2022 Staff Infographic

TITLE:

Higher Education Staff: Aspects of Identity and the Workplace

SUBTEXT:

While they had largely positive relationships with their supervisors, staff members faced challenges with respect to career development, discrimination, and disclosing disabilities.

Infographic Item	Survey Question/Variable Name	Response Option(s) Selected
<i>Overall, a vast majority of staff felt positively about their relationship with their supervisor both interpersonally...</i>		
93% agreed that their supervisor cares about their well-being	My supervisor: Cares about my well-being (SUPERVISOR07)	Agree, Agree Strongly
81% agreed that their supervisor advocates for them	My supervisor: Advocates for me (SUPERVISOR05)	Agree, Agree Strongly
<i>...And professionally.</i>		
82% disagreed that their supervisor lacks the skills or knowledge to support them in their job	My supervisor: Lacks the skills or knowledge to support me in my job (SUPERVISOR06)	Disagree, Disagree Strongly
78% disagreed that their supervisor sets unrealistic expectations for their job	My supervisor: Sets unrealistic expectations for my job (SUPERVISOR02)	Disagree, Disagree Strongly
<i>However, staff were not as happy with the overall support necessary to further their careers.</i>		
52% were satisfied with ongoing professional development	Job Satisfaction: Ongoing professional development (JOBSATIS24)	Satisfied, Very Satisfied
40% were satisfied with support for career advancement	Job Satisfaction: Support for career advancement (JOBSATIS13)	Satisfied, Very Satisfied

<i>Some staff felt discriminated against or excluded from activities because of personal characteristics.</i>		
41% Job classification (e.g., Title, position)	Discrimination Experience: Job classification (e.g., Title, Position) (HARFORM05)	Seldom, Sometimes, Often, Very Often
27% Level of education	Discrimination Experience: Level of education (HARFORM06)	Seldom, Sometimes, Often, Very Often
17% Gender/Gender identity	Discrimination Experience: Gender/Gender identity (HARFORM04)	Seldom, Sometimes, Often, Very Often
<i>Staff members also reported having a wide array of disabilities/conditions.</i>		
26% psychological disorder (e.g., depression, anxiety, PTSD, etc.)	Do you have any of the following: Psychological disorder (e.g., depression, anxiety, PTSD, etc.) (DISABL06)	Yes
16% Chronic illness (e.g., cancer, diabetes, autoimmune disorders)	Do you have any of the following: Chronic illness (e.g., cancer, diabetes, autoimmune disorders) (DISABL02)	Yes
8% Attention deficit/hyperactivity disorder (ADHD)	Do you have any of the following: Attention deficit/hyperactivity disorder (ADHD) (DISABL01)	Yes
<i>Among those who reported having a disability/condition, less than half disclosed to their supervisor and even fewer did so with human resources.</i>		
46% Supervisor	Have you disclosed any of them to: Your Supervisor (DISCSUP)	Yes
19% Human Resources	Have you disclosed any of them to: Human Resources (DISCHR)	Yes
<i>All in all, most staff would still recommend their institution or department to a friend.</i>		

80% Their Institution	Likelihood: Recommend that a friend apply for a job at this institution (RECOMMEND02)	Likely, Very Likely
72% Current Department	Likelihood: Recommend that a friend apply for a job in my current dept (RECOMMEND01)	Likely, Very Likely

Survey Source: HERI Staff Climate Survey 2022