



# Higher Education Staff

## Aspects of Identity and the Workplace



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

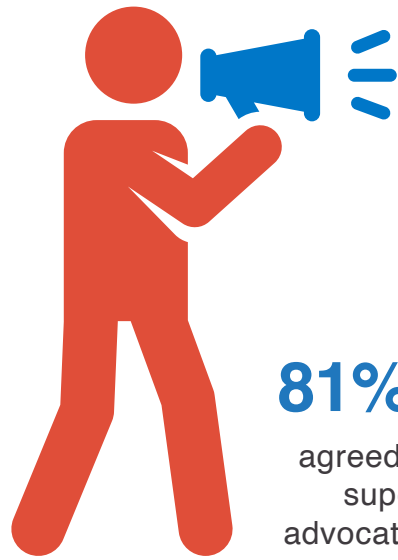
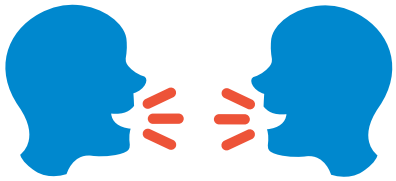
HERI results are shown in **BLUE** |

results are shown in **BLACK**

Overall, a vast majority of staff felt positively about their relationship with their supervisor both interpersonally...

**93%**

agreed that their supervisor cares about their well-being



**81%**

agreed that their supervisor advocates for them

**82%**

disagreed that their supervisor lacks the skills or knowledge to support them in their job



**78%**

disagreed that their supervisor sets unrealistic expectations for their job

...And professionally.

However, staff were not as happy with the overall support necessary to further their careers.

**52%**

were satisfied with ongoing professional development



**40%**

were satisfied with support for career advancement

Some staff felt discriminated against or excluded from activities because of personal characteristics.

**41%**

Job classification (e.g., Title, position)



**27%**

Level of education

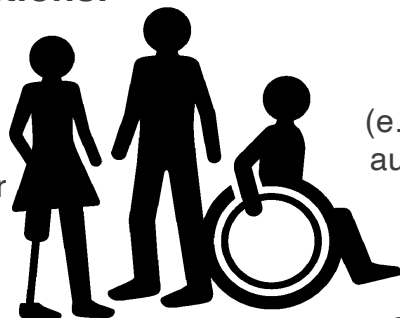
**17%**

Gender/Gender identity

Staff members also reported having a wide array of disabilities/conditions.

**26%**

Psychological disorder (e.g., depression, anxiety, PTSD, etc.)



**16%**

Chronic illness (e.g., cancer, diabetes, autoimmune disorders)

**8%**

Attention deficit/hyperactivity disorder (ADHD)

Among those who reported having a disability/condition, less than half disclosed to their supervisor and even fewer did so with human resources.

**46%**

Supervisor

**19%**

Human Resources



All in all, most staff would still recommend their institution or department to a friend.



**80%**

Their Institution

**72%**

Current Department