



HIGHER EDUCATION RESEARCH INSTITUTE AT UCLA
HOME OF THE COOPERATIVE INSTITUTIONAL RESEARCH PROGRAM

2023 HERI Staff Climate Survey

Institutional Profile Report

Truman State University

Comparison group 1: Public 4yr Colleges

Comparison group 2: All Public Institutions

Table of Contents

Institutional Profile Report

How to Read the Institutional Profile Report

[H1](#)

a. Staff by Gender

[1A](#)

b. Staff by Race/Ethnicity

[1B](#)

c. Staff by Sexual Orientation

[1C](#)

d. Staff by Political Orientation

[1D](#)

e. Staff by Position and Employment Status

[1E](#)

Appendix

a. List of Participating Institutions

[A1](#)

Note: Columns may be blank if the total has less than five respondents. Any column with fewer than five respondents will be suppressed in order to protect confidentiality.

How to Read the Institutional Profile Report

The Institutional Profile provides comprehensive information on your staff as well as data for two comparison groups. The number of comparison groups is determined by the number and types of institutions participating that year. Topics cover campus climate, which includes staff experiences with discrimination and cross-racial interactions; and institutional cultures and practices such as satisfaction with working conditions and compensation packages, and what factors contribute to stress or excitement in their jobs. This report provides information that can be used for campus diversity improvements, strategic planning, and benchmarking. Separate profile reports are generated for Gender, Race/Ethnicity, Sexual Orientation, Political Orientation, and Position and Employment Status.

	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<p>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</p> <p>Staff concerns are considered when making policy</p> <p>Strongly Agree</p> <p>Agree</p> <p>Disagree</p> <p>Strongly Disagree</p> <p>Total (n)</p> <p>Mean</p> <p>Standard Deviation</p> <p>Significance</p> <p>Effect Size</p>												
	12.1%	7.0%	7.5%	11.3%	10.5%	11.3%	9.4%	5.5%	5.8%	9.4%	5.5%	5.8%
	44.6%	38.0%	37.0%	56.6%	44.0%	40.1%	36.1%	30.7%	34.6%	36.1%	30.7%	34.6%
	30.4%	36.1%	36.5%	24.5%	31.6%	33.4%	39.0%	38.2%	38.5%	39.0%	38.2%	38.5%
	12.9%	18.8%	19.0%	7.5%	13.9%	15.2%	15.6%	24.7%	21.1%	15.6%	24.7%	21.1%
	135	1,824	1,197	54	563	363	81	1,124	722	81	1,124	722
	2.52	2.35	2.33	2.72	2.51	2.50	2.40	2.28	2.25	2.40	2.28	2.25
	0.85	0.85	0.87	0.77	0.86	0.88	0.88	0.84	0.85	0.88	0.84	0.85
	-	*	*	-	-	-	-	-	-	-	-	-
	-	0.20	0.22	-	0.24	0.25	-	0.14	0.18	-	0.14	0.18

Comp 1 – The first comparison group is based on your institution's type and control.

Comp 2 – The second comparison group is based on a similar grouping of institution type and control.

Mean – The arithmetic mean is computed for each survey item based on the response options. Response options are given numeric values and are listed in descending order (i.e., 4=Essential, 3=Very Important, 2=Somewhat Important, 1=Not important).

Statistical Significance – Uses t-test to examine the difference between the mean score for your institution and the comparison group. Items with mean differences that are larger than would be expected by chance are noted with one, two, or three asterisks, which correspond to the three standard levels of significance (*p<.05, **p<.01, and ***p<.001). Statistical significance measures the extent to which a difference is occurring by chance, not the extent to which a difference is practically important. Large sample sizes (like those in the comparison groups) tend to generate statistical significance even though the magnitude of the difference may be small and not practically significant. In order to provide additional context to statistical significance, effect sizes are provided.

Effect Size – Determines the practical significance of the mean difference between your institution and the comparison group. It is calculated by dividing the mean difference by the standard deviation of the comparison group. Generally, an effect size of .2 is considered small, .5 medium, and .8 large. A positive sign indicates that your institution's mean is greater than the mean of the comparison group; a negative sign indicates your mean is smaller than the mean of the comparison group. Note that a negative effect size is sometimes preferred (e.g. a negative effect size on "I feel unsafe on this campus" suggests fewer staff at your institution reported this was the case).

Standard Deviation – Measures the variability around the mean. A small standard deviation indicates that the responses to the item tend to be very close to the mean, whereas a large standard deviation indicates that the responses are spread over a larger range of response options.

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Staff by Gender	119	2,594	4,315	39	791	1,295	75	1,702	2,844			
Are you a:												
Part-time, temporary/contract employee	0.0%	4.8%	4.5%	0.0%	4.3%	4.1%	0.0%	4.8%	4.6%			
Part-time, permanent employee	1.7%	3.6%	2.8%	0.0%	1.9%	1.6%	2.7%	4.4%	3.4%			
Full-time, temporary/contract employee	5.9%	4.8%	4.1%	5.1%	5.5%	4.7%	6.8%	4.5%	4.0%			
Full-time, permanent employee	92.4%	86.8%	88.5%	94.9%	88.3%	89.6%	90.5%	86.3%	88.1%			
Total (n)	118	2,580	4,296	39	786	1,289	74	1,694	2,833			
How are you compensated for your work?												
Salaried (exempt)	71.4%	72.7%	73.0%	84.6%	75.6%	77.0%	65.3%	71.7%	71.7%			
Hourly (non-exempt), eligible for overtime pay	28.6%	27.3%	27.0%	15.4%	24.4%	23.0%	34.7%	28.3%	28.3%			
Total (n)	119	2,575	4,280	39	784	1,283	75	1,694	2,826			
What is your current gender identity?												
Man	33.6%	31.1%	30.6%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%			
Woman	64.7%	67.0%	67.2%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%			
Non-binary	0.9%	0.9%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Genderqueer/Gender non-conforming	0.9%	0.6%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Identity not listed above	0.0%	0.4%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Total (n)	116	2,541	4,230	39	791	1,295	75	1,702	2,844			
What is your sexual orientation?												
Heterosexual/Straight	91.3%	87.1%	87.1%	87.2%	86.8%	87.6%	95.9%	89.6%	89.5%			
Asexual	0.0%	0.4%	0.5%	0.0%	0.3%	0.3%	0.0%	0.4%	0.4%			
Bisexual	1.7%	3.9%	4.0%	2.6%	1.8%	1.9%	1.4%	4.5%	4.5%			
Gay	3.5%	3.2%	3.0%	10.3%	9.5%	8.6%	0.0%	0.1%	0.1%			
Lesbian	0.9%	2.4%	2.2%	0.0%	0.1%	0.1%	0.0%	3.1%	2.9%			
Pansexual	2.6%	1.2%	1.2%	0.0%	0.5%	0.4%	2.7%	1.1%	1.2%			
Queer	0.0%	1.1%	1.3%	0.0%	0.4%	0.4%	0.0%	0.8%	0.8%			
Not listed above	0.0%	0.6%	0.9%	0.0%	0.6%	0.7%	0.0%	0.4%	0.5%			
Total (n)	115	2,500	4,174	39	781	1,277	73	1,660	2,781			
Do you identify as transgender?												
No	99.1%	98.9%	98.9%	100.0%	99.4%	99.5%	100.0%	99.6%	99.7%			
Yes	0.9%	1.1%	1.1%	0.0%	0.6%	0.5%	0.0%	0.4%	0.3%			
Total (n)	117	2,555	4,259	38	787	1,288	75	1,694	2,834			
What best describes your role:												
Senior administrator (e.g., President, Chancellor, Vice-President, Dean)	5.0%	3.0%	3.1%	7.7%	5.4%	5.3%	2.7%	1.8%	2.2%			
Mid-level administrator/manager (e.g., Associate Dean, Assistant Dean, Director)	26.9%	21.2%	21.5%	38.5%	25.9%	25.8%	22.7%	19.5%	19.9%			
Staff (e.g., Administrative Assistant, Analyst, Skilled Craft Worker)	64.7%	69.1%	67.6%	53.8%	62.8%	60.7%	69.3%	71.9%	70.5%			
Graduate Student Employee	0.0%	0.8%	1.0%	0.0%	0.9%	1.0%	0.0%	0.7%	0.9%			
Other (e.g., Postdoctoral Researcher, Affiliate, Courtesy Staff)	3.4%	5.9%	6.8%	0.0%	5.0%	7.2%	5.3%	6.0%	6.5%			
Total (n)	119	2,555	4,256	39	776	1,276	75	1,688	2,819			
Which of the following best describes YOUR UNIT on campus?												
Academic Affairs												
Academic Advising	3.6%	5.3%	5.0%	0.0%	3.2%	3.6%	5.6%	6.4%	5.8%			
Academic Department/School	11.6%	14.7%	18.5%	5.6%	11.0%	15.5%	15.3%	16.5%	20.2%			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Library Services	5.4%	3.0%	3.2%	5.6%	1.9%	2.5%	4.2%	3.4%	3.4%			
Research Institute or Support/Oversight (e.g., Institutional Review Board, Office of Contracts and Grants)	0.0%	1.2%	2.2%	0.0%	1.2%	1.9%	0.0%	1.3%	2.4%			
Other Academic Affairs	10.7%	6.3%	5.1%	11.1%	4.6%	3.8%	11.1%	7.0%	5.6%			
Business/Administrative Services												
Campus Safety/Police/Emergency Management	0.0%	1.4%	1.4%	0.0%	3.2%	3.2%	0.0%	0.5%	0.5%			
Capital Planning	0.0%	0.6%	0.4%	0.0%	0.6%	0.4%	0.0%	0.6%	0.4%			
Dining Services	0.0%	0.1%	0.2%	0.0%	0.1%	0.2%	0.0%	0.1%	0.2%			
Facilities - Custodial Services	0.9%	1.1%	1.0%	0.0%	1.7%	1.6%	1.4%	0.9%	0.7%			
Facilities - Maintenance	0.9%	3.9%	3.4%	2.8%	10.4%	9.2%	0.0%	0.8%	0.8%			
Finance and Treasury	3.6%	3.3%	2.9%	5.6%	2.8%	2.3%	2.8%	3.5%	3.4%			
Human Resources (including academic personnel)	0.9%	4.4%	3.5%	0.0%	3.1%	2.2%	1.4%	5.0%	4.1%			
Information Technology Services	8.0%	6.8%	6.1%	16.7%	13.3%	13.0%	2.8%	3.6%	2.8%			
Institutional Research/Assessment/Planning	0.0%	0.8%	1.0%	0.0%	0.9%	1.0%	0.0%	0.8%	1.0%			
Legal Affairs	0.9%	0.4%	0.3%	2.8%	0.6%	0.4%	0.0%	0.2%	0.3%			
Medical Center/Hospital	0.0%	0.6%	2.4%	0.0%	0.1%	1.8%	0.0%	0.9%	2.7%			
Transportation and Parking	0.0%	0.8%	0.5%	0.0%	0.9%	0.6%	0.0%	0.8%	0.5%			
Other Business/Administrative Services	7.1%	4.0%	4.2%	5.6%	3.7%	3.7%	6.9%	4.1%	4.6%			
External Affairs												
Alumni Affairs	2.7%	0.5%	0.4%	2.8%	0.5%	0.4%	2.8%	0.5%	0.5%			
Communications	1.8%	1.9%	1.8%	5.6%	2.0%	2.0%	0.0%	1.7%	1.7%			
Community Engagement/Partnerships	0.9%	1.4%	1.0%	0.0%	1.2%	0.7%	1.4%	1.6%	1.2%			
Public Relations	1.8%	0.4%	0.3%	5.6%	0.5%	0.3%	0.0%	0.4%	0.2%			
University Advancement/Development/Planned Giving	0.0%	3.1%	2.5%	0.0%	2.6%	1.9%	0.0%	3.4%	2.8%			
Other External Affairs	0.0%	0.5%	0.3%	0.0%	0.6%	0.4%	0.0%	0.4%	0.3%			
Student Life/Services/Student Affairs												
Admissions/Enrollment Management/Registrar	10.7%	5.3%	5.5%	11.1%	4.0%	4.2%	11.1%	6.1%	6.2%			
Athletics (Varsity/Club)	3.6%	2.0%	2.4%	8.3%	3.5%	3.7%	1.4%	1.2%	1.8%			
Financial Aid	1.8%	1.1%	1.2%	0.0%	0.6%	0.7%	2.8%	1.4%	1.4%			
Housing/Residential Life	2.7%	1.5%	1.3%	8.3%	2.7%	2.1%	0.0%	1.0%	0.9%			
Dean of Students/Judicial Affairs	0.0%	0.7%	0.6%	0.0%	0.1%	0.3%	0.0%	1.0%	0.8%			
Campus Activities (e.g., Recreation, Student Government, College Union)	2.7%	3.0%	2.1%	0.0%	3.5%	2.2%	4.2%	2.7%	2.0%			
Student Health Services, Psychological Services	0.0%	3.3%	2.5%	0.0%	1.4%	1.0%	0.0%	4.1%	3.1%			
Other Student Affairs (e.g., International Student Services, Career Services, Orientation, Veteran Student Affairs)	4.5%	5.5%	5.1%	0.0%	4.2%	3.7%	5.6%	6.1%	5.6%			
Leadership and Diversity												
Diversity, Equity, and Inclusion	1.8%	1.5%	1.5%	0.0%	1.2%	1.2%	2.8%	1.6%	1.5%			
Office of the Chancellor/President	1.8%	1.1%	0.9%	0.0%	0.5%	0.5%	2.8%	1.4%	1.1%			
Office of the Provost/Vice President	0.9%	0.6%	0.9%	2.8%	0.4%	0.5%	0.0%	0.7%	1.1%			
Other Leadership and Diversity	0.0%	0.4%	0.3%	0.0%	0.4%	0.2%	0.0%	0.4%	0.3%			
Other	8.9%	7.6%	7.9%	0.0%	6.8%	7.2%	13.9%	7.9%	8.1%			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	112	2,538	4,240	36	781	1,285	72	1,664	2,789			
How many direct reports do you have (excluding student employees)?												
I do not directly supervise employees	55.1%	60.3%	61.0%	46.2%	52.6%	54.3%	58.1%	63.9%	64.1%			
1 to 2	14.4%	16.2%	15.8%	17.9%	14.0%	13.8%	12.2%	17.0%	16.4%			
3 to 5	14.4%	10.9%	10.7%	17.9%	13.8%	12.7%	13.5%	9.5%	9.7%			
6 to 10	7.6%	6.9%	7.0%	12.8%	9.8%	10.3%	5.4%	5.8%	5.8%			
11 or more	8.5%	5.7%	5.5%	5.1%	9.8%	8.9%	10.8%	3.9%	4.0%			
Total (n)	118	2,574	4,276	39	785	1,286	74	1,693	2,821			
How many years have you been employed at this institution?												
Less than one year	10.1%	13.6%	12.7%	2.7%	12.0%	12.4%	13.0%	14.0%	12.6%			
1-4 years	22.9%	23.2%	25.8%	27.0%	21.0%	24.1%	20.3%	23.6%	26.0%			
5-10 years	20.2%	25.2%	26.1%	29.7%	27.4%	27.9%	15.9%	24.7%	25.5%			
11-15 years	9.2%	12.5%	12.5%	8.1%	13.8%	12.7%	10.1%	12.1%	12.6%			
16-20 years	11.0%	9.7%	8.8%	8.1%	9.1%	8.4%	13.0%	10.0%	9.1%			
More than 20 years	26.6%	15.8%	14.2%	24.3%	16.7%	14.5%	27.5%	15.6%	14.2%			
Total (n)	109	2,272	3,802	37	682	1,124	69	1,509	2,538			
How many years have you been employed in your current position?												
Less than one year	16.5%	22.0%	21.6%	13.2%	20.1%	21.4%	16.2%	22.9%	21.4%			
1-4 years	30.4%	32.8%	35.2%	28.9%	29.8%	31.7%	32.4%	34.2%	36.7%			
5-10 years	23.5%	23.0%	22.3%	31.6%	25.0%	23.6%	20.3%	22.4%	21.8%			
11-15 years	12.2%	8.1%	8.4%	13.2%	9.6%	9.4%	12.2%	7.4%	8.1%			
16-20 years	4.3%	5.8%	5.3%	5.3%	5.4%	5.2%	4.1%	5.8%	5.3%			
More than 20 years	13.0%	8.3%	7.3%	7.9%	10.2%	8.7%	14.9%	7.3%	6.7%			
Total (n)	115	2,556	4,253	38	783	1,282	74	1,679	2,807			
Including your current position, how many years of full-time work experience do you have?												
Less than one year	5.2%	4.0%	3.2%	5.3%	3.7%	3.1%	4.1%	3.8%	3.0%			
1-2 years	2.6%	3.2%	3.4%	0.0%	2.4%	2.7%	4.1%	3.4%	3.6%			
3-5 years	5.2%	7.9%	8.1%	7.9%	6.9%	7.1%	2.7%	8.2%	8.3%			
6-10 years	11.3%	13.9%	13.8%	15.8%	11.4%	12.4%	9.5%	15.1%	14.1%			
11-15 years	10.4%	13.0%	12.8%	15.8%	11.8%	12.1%	6.8%	13.7%	13.2%			
16-20 years	2.6%	13.2%	12.3%	7.9%	13.6%	12.5%	0.0%	12.8%	12.1%			
21-25 years	10.4%	13.3%	13.9%	10.5%	14.0%	14.3%	10.8%	13.1%	13.9%			
26 years or more	52.2%	31.4%	32.4%	36.8%	36.3%	35.8%	62.2%	29.8%	31.6%			
Total (n)	115	2,574	4,287	38	788	1,290	74	1,691	2,832			
Please rate your satisfaction with your institution in each area:												
Racial and ethnic diversity of the faculty												
Very Satisfied	10.8%	13.7%	14.0%	8.1%	14.9%	15.5%	12.7%	13.0%	13.5%			
Satisfied	36.0%	31.2%	31.6%	43.2%	34.6%	34.3%	32.4%	30.0%	31.0%			
Neutral	33.3%	31.4%	30.2%	24.3%	31.6%	31.0%	39.4%	31.1%	29.7%			
Dissatisfied	12.6%	16.9%	17.2%	16.2%	12.6%	13.1%	8.5%	19.0%	18.8%			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Very Dissatisfied	7.2%	6.8%	7.0%	8.1%	6.2%	6.1%	7.0%	6.9%	7.0%			
Total (n)	111	2,146	3,633	37	673	1,118	71	1,397	2,379			
Mean	3.31	3.28	3.28	3.27	3.39	3.40	3.35	3.23	3.25			
Standard deviation	1.06	1.11	1.12	1.10	1.08	1.09	1.04	1.11	1.12			
Significance	-			-			-					
Effect size	-	0.03	0.03	-	-0.11	-0.12	-	0.11	0.09			
Racial and ethnic diversity of the staff												
Very Satisfied	10.5%	15.4%	15.3%	7.9%	15.6%	16.0%	12.3%	15.2%	15.2%			
Satisfied	25.4%	36.9%	37.5%	23.7%	37.0%	38.1%	26.0%	37.4%	38.0%			
Neutral	40.4%	29.0%	28.4%	39.5%	31.9%	30.3%	41.1%	27.5%	27.2%			
Dissatisfied	14.9%	13.6%	13.7%	18.4%	11.6%	11.7%	13.7%	14.5%	14.4%			
Very Dissatisfied	8.8%	5.0%	5.1%	10.5%	4.0%	3.9%	6.8%	5.4%	5.2%			
Total (n)	114	2,425	4,048	38	744	1,222	73	1,597	2,676			
Mean	3.14	3.44	3.44	3.00	3.49	3.50	3.23	3.43	3.43			
Standard deviation	1.08	1.06	1.06	1.09	1.02	1.02	1.06	1.08	1.07			
Significance	-	**	**	-	**	**	-					
Effect size	-	-0.28	-0.28	-	-0.48	-0.49	-	-0.19	-0.19			
Racial and ethnic diversity of the student body												
Very Satisfied	16.4%	21.1%	21.1%	13.5%	23.3%	23.1%	17.1%	19.6%	20.1%			
Satisfied	29.1%	38.4%	39.7%	27.0%	36.4%	38.7%	30.0%	39.8%	40.6%			
Neutral	33.6%	29.1%	28.2%	35.1%	29.9%	28.3%	32.9%	29.0%	28.3%			
Dissatisfied	13.6%	8.8%	8.6%	16.2%	7.9%	7.9%	12.9%	8.9%	8.6%			
Very Dissatisfied	7.3%	2.7%	2.4%	8.1%	2.5%	2.0%	7.1%	2.7%	2.4%			
Total (n)	110	2,342	3,880	37	720	1,177	70	1,544	2,562			
Mean	3.34	3.66	3.69	3.22	3.70	3.73	3.37	3.65	3.67			
Standard deviation	1.13	0.99	0.98	1.13	0.99	0.97	1.13	0.98	0.97			
Significance	-	**	***	-	**	**	-	*	*			
Effect size	-	-0.32	-0.36	-	-0.48	-0.53	-	-0.29	-0.31			
Gender diversity of staff												
Very Satisfied	15.5%	15.0%	14.9%	16.7%	17.9%	17.8%	14.1%	13.5%	13.7%			
Satisfied	39.1%	39.2%	40.1%	44.4%	43.8%	43.6%	36.6%	37.5%	39.4%			
Neutral	37.3%	35.3%	33.7%	30.6%	31.8%	31.0%	42.3%	37.0%	34.8%			
Dissatisfied	5.5%	7.7%	8.6%	5.6%	4.7%	5.8%	4.2%	8.9%	9.5%			
Very Dissatisfied	2.7%	2.9%	2.7%	2.8%	1.8%	1.8%	2.8%	3.1%	2.6%			
Total (n)	110	2,360	3,928	36	721	1,184	71	1,557	2,599			
Mean	3.59	3.56	3.56	3.67	3.71	3.70	3.55	3.49	3.52			
Standard deviation	0.91	0.94	0.94	0.93	0.88	0.89	0.89	0.94	0.93			
Significance	-			-			-					
Effect size	-	0.03	0.03	-	-0.05	-0.03	-	0.06	0.03			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Commitment to hiring women												
Very Satisfied	20.9%	21.5%	21.4%	25.0%	25.7%	25.5%	18.3%	19.9%	19.9%			
Satisfied	46.4%	45.9%	46.4%	52.8%	45.9%	45.6%	43.7%	45.6%	46.7%			
Neutral	30.9%	25.3%	25.1%	22.2%	24.0%	24.5%	35.2%	25.9%	25.3%			
Dissatisfied	0.9%	5.0%	5.1%	0.0%	3.5%	3.6%	1.4%	5.6%	5.5%			
Very Dissatisfied	0.9%	2.4%	2.1%	0.0%	0.8%	0.9%	1.4%	3.0%	2.6%			
Total (n)	110	2,335	3,906	36	708	1,161	71	1,552	2,608			
Mean	3.85	3.79	3.80	4.03	3.92	3.91	3.76	3.74	3.76			
Standard deviation	0.79	0.91	0.90	0.70	0.84	0.85	0.82	0.94	0.92			
Significance	-			-			-					
Effect size	-	0.07	0.06	-	0.13	0.14	-	0.02	0.00			
Commitment to hiring underrepresented racial/ethnic minorities												
Very Satisfied	16.7%	16.5%	16.0%	13.5%	19.1%	18.2%	19.1%	15.4%	15.3%			
Satisfied	37.0%	36.3%	36.9%	37.8%	35.0%	38.0%	35.3%	37.2%	36.9%			
Neutral	29.6%	28.6%	27.7%	24.3%	29.4%	27.8%	32.4%	28.1%	27.5%			
Dissatisfied	15.7%	13.3%	13.7%	24.3%	12.4%	11.9%	11.8%	13.7%	14.3%			
Very Dissatisfied	0.9%	5.3%	5.6%	0.0%	4.1%	4.1%	1.5%	5.7%	5.9%			
Total (n)	108	2,300	3,853	37	703	1,159	68	1,522	2,559			
Mean	3.53	3.45	3.44	3.41	3.52	3.54	3.59	3.43	3.41			
Standard deviation	0.98	1.08	1.09	1.01	1.06	1.05	0.98	1.08	1.09			
Significance	-			-			-					
Effect size	-	0.07	0.08	-	-0.10	-0.12	-	0.15	0.17			
Atmosphere for sexual orientation differences												
Very Satisfied	16.0%	19.4%	19.1%	13.5%	21.3%	21.4%	16.7%	18.6%	18.4%			
Satisfied	44.3%	44.3%	44.6%	40.5%	41.5%	43.5%	47.0%	46.3%	46.0%			
Neutral	31.1%	28.8%	27.5%	35.1%	28.6%	26.7%	30.3%	28.9%	27.6%			
Dissatisfied	4.7%	5.3%	6.2%	2.7%	5.6%	5.5%	4.5%	4.6%	6.1%			
Very Dissatisfied	3.8%	2.2%	2.6%	8.1%	2.9%	2.9%	1.5%	1.5%	2.0%			
Total (n)	106	2,302	3,810	37	713	1,159	66	1,510	2,508			
Mean	3.64	3.73	3.71	3.49	3.73	3.75	3.73	3.76	3.73			
Standard deviation	0.94	0.91	0.93	1.04	0.96	0.95	0.85	0.86	0.90			
Significance	-			-			-					
Effect size	-	-0.10	-0.08	-	-0.25	-0.27	-	-0.03	0.00			
Atmosphere for political differences												
Very Satisfied	12.5%	12.2%	12.0%	7.9%	13.7%	13.4%	14.1%	11.8%	11.8%			
Satisfied	38.4%	35.0%	36.0%	39.5%	34.5%	35.8%	38.0%	35.9%	36.8%			
Neutral	33.9%	36.3%	35.4%	34.2%	32.7%	31.9%	35.2%	37.7%	36.5%			
Dissatisfied	8.9%	10.3%	10.3%	7.9%	10.9%	10.6%	8.5%	9.7%	10.0%			
Very Dissatisfied	6.3%	6.2%	6.2%	10.5%	8.1%	8.2%	4.2%	4.8%	4.8%			
Total (n)	112	2,302	3,811	38	715	1,169	71	1,508	2,501			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Mean	3.42	3.37	3.37	3.26	3.35	3.36	3.49	3.40	3.41			
Standard deviation	1.03	1.03	1.03	1.08	1.10	1.10	0.98	0.98	0.98			
Significance	-			-			-					
Effect size	-	0.05	0.05	-	-0.08	-0.09	-	0.09	0.08			
Atmosphere for religious differences												
Very Satisfied	17.1%	14.7%	14.6%	18.4%	16.6%	16.7%	15.7%	13.7%	14.0%			
Satisfied	38.7%	37.6%	38.5%	36.8%	36.5%	37.5%	41.4%	38.8%	39.7%			
Neutral	34.2%	35.8%	34.6%	34.2%	35.8%	34.0%	32.9%	35.8%	34.5%			
Dissatisfied	4.5%	7.8%	8.1%	2.6%	6.4%	6.9%	5.7%	8.3%	8.4%			
Very Dissatisfied	5.4%	4.1%	4.2%	7.9%	4.6%	4.9%	4.3%	3.4%	3.4%			
Total (n)	111	2,293	3,791	38	715	1,162	70	1,506	2,494			
Mean	3.58	3.51	3.51	3.55	3.54	3.54	3.59	3.51	3.52			
Standard deviation	1.00	0.97	0.98	1.08	0.99	1.01	0.97	0.95	0.95			
Significance	-			-			-					
Effect size	-	0.07	0.07	-	0.01	0.01	-	0.08	0.07			
Atmosphere for gender differences												
Very Satisfied	15.6%	16.7%	16.4%	13.5%	19.5%	19.0%	14.5%	15.4%	15.5%			
Satisfied	39.4%	42.3%	42.6%	37.8%	42.1%	43.4%	42.0%	43.1%	43.1%			
Neutral	34.9%	30.9%	29.4%	37.8%	30.1%	28.0%	34.8%	31.6%	30.0%			
Dissatisfied	6.4%	7.2%	8.2%	8.1%	5.7%	6.2%	5.8%	7.5%	8.6%			
Very Dissatisfied	3.7%	2.8%	3.4%	2.7%	2.6%	3.4%	2.9%	2.5%	2.9%			
Total (n)	109	2,334	3,858	37	718	1,171	69	1,537	2,546			
Mean	3.57	3.63	3.60	3.51	3.70	3.68	3.59	3.61	3.60			
Standard deviation	0.96	0.94	0.97	0.93	0.93	0.96	0.91	0.92	0.95			
Significance	-			-			-					
Effect size	-	-0.06	-0.03	-	-0.20	-0.18	-	-0.02	-0.01			
Atmosphere for individuals with disabilities												
Very Satisfied	16.0%	16.4%	16.2%	16.2%	18.9%	19.1%	16.7%	15.5%	15.2%			
Satisfied	39.6%	39.0%	39.0%	27.0%	40.7%	39.9%	45.5%	39.0%	39.6%			
Neutral	31.1%	29.2%	28.5%	37.8%	29.2%	29.6%	28.8%	29.4%	27.9%			
Dissatisfied	9.4%	10.9%	11.8%	10.8%	7.9%	8.1%	7.6%	11.9%	12.8%			
Very Dissatisfied	3.8%	4.5%	4.5%	8.1%	3.4%	3.2%	1.5%	4.3%	4.5%			
Total (n)	106	2,281	3,773	37	710	1,145	66	1,494	2,492			
Mean	3.55	3.52	3.51	3.32	3.64	3.64	3.68	3.49	3.48			
Standard deviation	1.00	1.03	1.04	1.13	0.99	0.99	0.90	1.03	1.04			
Significance	-			-			-					
Effect size	-	0.03	0.04	-	-0.32	-0.32	-	0.18	0.19			
Timeliness of administrative responses to campus emergencies												
Very Satisfied	20.2%	21.8%	21.0%	13.9%	23.9%	23.5%	23.1%	20.8%	20.2%			
Satisfied	52.9%	46.9%	46.2%	58.3%	44.5%	44.2%	50.8%	48.6%	47.7%			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Neutral	18.3%	21.6%	21.1%	19.4%	23.7%	22.3%	16.9%	20.7%	20.5%			
Dissatisfied	4.8%	7.2%	8.4%	5.6%	5.0%	6.7%	4.6%	7.7%	8.6%			
Very Dissatisfied	3.8%	2.5%	3.2%	2.8%	2.9%	3.2%	4.6%	2.2%	2.9%			
Total (n)	104	2,198	3,636	36	695	1,126	65	1,431	2,382			
Mean	3.81	3.78	3.73	3.75	3.81	3.78	3.83	3.78	3.74			
Standard deviation	0.95	0.95	0.99	0.87	0.95	0.98	0.99	0.93	0.97			
Significance	-			-			-					
Effect size	-	0.03	0.08	-	-0.06	-0.03	-	0.05	0.09			
Timeliness of administrative responses to sexual assault												
Very Satisfied	19.0%	19.7%	18.3%	20.0%	21.3%	20.1%	18.8%	18.8%	17.5%			
Satisfied	36.7%	37.9%	36.3%	30.0%	36.5%	37.5%	41.7%	39.5%	36.7%			
Neutral	30.4%	33.2%	33.7%	33.3%	35.5%	34.3%	27.1%	32.3%	33.3%			
Dissatisfied	10.1%	6.2%	7.8%	13.3%	5.0%	5.8%	8.3%	6.6%	8.6%			
Very Dissatisfied	3.8%	3.0%	3.9%	3.3%	1.8%	2.2%	4.2%	2.9%	3.9%			
Total (n)	79	1,655	2,690	30	564	889	48	1,034	1,701			
Mean	3.57	3.65	3.57	3.50	3.71	3.67	3.63	3.65	3.55			
Standard deviation	1.03	0.96	1.00	1.07	0.92	0.94	1.02	0.95	1.00			
Significance	-			-			-					
Effect size	-	-0.08	0.00	-	-0.23	-0.18	-	-0.02	0.08			
Timeliness of administrative responses to discrimination/bias												
Very Satisfied	16.7%	15.3%	14.9%	19.4%	18.2%	17.5%	15.7%	14.0%	13.9%			
Satisfied	40.5%	32.9%	31.7%	35.5%	31.3%	32.6%	43.1%	34.2%	32.0%			
Neutral	32.1%	32.1%	31.9%	35.5%	35.8%	33.4%	29.4%	30.6%	31.3%			
Dissatisfied	6.0%	12.8%	14.0%	3.2%	9.3%	10.8%	7.8%	14.3%	15.2%			
Very Dissatisfied	4.8%	6.8%	7.5%	6.5%	5.3%	5.8%	3.9%	6.8%	7.5%			
Total (n)	84	1,818	3,010	31	600	955	51	1,155	1,941			
Mean	3.58	3.37	3.32	3.58	3.48	3.45	3.59	3.34	3.30			
Standard deviation	1.00	1.10	1.12	1.06	1.06	1.08	0.98	1.10	1.11			
Significance	-		*	-			-					
Effect size	-	0.19	0.23	-	0.09	0.12	-	0.23	0.26			
Outcome of administrative responses to campus emergencies												
Very Satisfied	22.8%	20.0%	19.5%	16.7%	20.9%	20.7%	25.4%	19.6%	19.3%			
Satisfied	43.6%	44.8%	43.5%	47.2%	43.8%	43.6%	42.9%	46.2%	44.2%			
Neutral	24.8%	25.5%	25.5%	27.8%	27.2%	26.2%	22.2%	24.8%	25.0%			
Dissatisfied	5.9%	6.6%	7.9%	8.3%	5.4%	6.4%	4.8%	6.4%	8.2%			
Very Dissatisfied	3.0%	3.2%	3.6%	0.0%	2.7%	3.1%	4.8%	3.0%	3.3%			
Total (n)	101	2,103	3,455	36	666	1,076	63	1,369	2,259			
Mean	3.77	3.72	3.67	3.72	3.75	3.72	3.79	3.73	3.68			
Standard deviation	0.97	0.96	0.99	0.85	0.94	0.96	1.03	0.95	0.98			
Significance	-			-			-					

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Effect size	-	0.05	0.10	-	-0.03	0.00	-	0.06	0.11			
Outcome of administrative responses to sexual assault												
Very Satisfied	20.0%	17.9%	16.4%	16.7%	19.5%	18.2%	22.7%	17.2%	15.7%			
Satisfied	32.0%	34.8%	33.6%	26.7%	34.8%	35.4%	36.4%	35.7%	33.7%			
Neutral	37.3%	37.4%	37.3%	43.3%	38.3%	37.2%	31.8%	37.2%	37.0%			
Dissatisfied	8.0%	6.2%	8.3%	10.0%	4.9%	6.1%	6.8%	6.3%	9.2%			
Very Dissatisfied	2.7%	3.7%	4.5%	3.3%	2.6%	3.1%	2.3%	3.6%	4.4%			
Total (n)	75	1,613	2,628	30	549	873	44	1,008	1,655			
Mean	3.59	3.57	3.49	3.43	3.64	3.60	3.70	3.57	3.47			
Standard deviation	0.99	0.97	1.01	1.01	0.93	0.96	0.98	0.96	1.00			
Significance	-			-			-					
Effect size	-	0.02	0.10	-	-0.23	-0.18	-	0.14	0.23			
Outcome of administrative responses to discrimination/bias												
Very Satisfied	18.2%	14.6%	13.9%	13.3%	16.8%	16.0%	22.2%	13.4%	13.1%			
Satisfied	35.1%	30.5%	29.3%	30.0%	29.6%	30.2%	40.0%	31.8%	29.7%			
Neutral	37.7%	34.3%	33.6%	43.3%	36.7%	35.3%	33.3%	33.5%	33.1%			
Dissatisfied	5.2%	12.9%	14.6%	6.7%	11.1%	11.7%	2.2%	13.4%	15.5%			
Very Dissatisfied	3.9%	7.8%	8.7%	6.7%	5.9%	6.8%	2.2%	7.9%	8.6%			
Total (n)	77	1,750	2,909	30	578	924	45	1,108	1,868			
Mean	3.58	3.31	3.25	3.37	3.40	3.37	3.78	3.30	3.23			
Standard deviation	0.98	1.11	1.13	1.03	1.07	1.09	0.90	1.10	1.13			
Significance	-	*	*	-			-	**	**			
Effect size	-	0.24	0.29	-	-0.03	0.00	-	0.44	0.49			
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:												
Staff concerns are considered when making policy												
Strongly Agree	5.8%	9.2%	9.1%	0.0%	11.3%	11.2%	7.9%	8.1%	8.3%			
Agree	45.2%	42.0%	42.2%	55.6%	47.1%	47.8%	42.9%	40.2%	40.3%			
Disagree	26.9%	31.7%	31.3%	27.8%	26.1%	26.2%	25.4%	34.4%	33.6%			
Strongly Disagree	22.1%	17.1%	17.4%	16.7%	15.6%	14.8%	23.8%	17.2%	17.8%			
Total (n)	104	2,119	3,553	36	675	1,102	63	1,363	2,320			
Mean	2.35	2.43	2.43	2.39	2.54	2.55	2.35	2.39	2.39			
Standard deviation	0.89	0.88	0.88	0.77	0.89	0.88	0.94	0.86	0.87			
Significance	-			-			-					
Effect size	-	-0.09	-0.09	-	-0.17	-0.18	-	-0.05	-0.05			
I feel respected by faculty												
Strongly Agree	11.4%	15.4%	15.8%	10.8%	16.4%	17.5%	11.1%	14.8%	15.2%			
Agree	51.8%	56.7%	57.1%	45.9%	56.5%	56.2%	54.2%	57.3%	57.9%			
Disagree	31.6%	20.4%	18.8%	35.1%	18.6%	17.9%	30.6%	20.8%	18.9%			
Strongly Disagree	5.3%	7.5%	8.3%	8.1%	8.6%	8.5%	4.2%	7.1%	8.0%			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	114	2,210	3,705	37	690	1,146	72	1,436	2,414			
Mean	2.69	2.80	2.80	2.59	2.81	2.83	2.72	2.80	2.80			
Standard deviation	0.74	0.79	0.80	0.80	0.81	0.81	0.72	0.77	0.79			
Significance	-			-			-					
Effect size	-	-0.14	-0.14	-	-0.27	-0.30	-	-0.10	-0.10			
I feel respected by other staff members												
Strongly Agree	26.1%	24.7%	25.4%	29.7%	23.5%	26.7%	25.7%	25.7%	25.3%			
Agree	65.2%	66.5%	65.6%	54.1%	66.4%	64.4%	68.9%	66.4%	65.9%			
Disagree	7.0%	6.8%	6.9%	13.5%	8.0%	6.8%	4.1%	6.2%	6.8%			
Strongly Disagree	1.7%	1.9%	2.2%	2.7%	2.1%	2.2%	1.4%	1.7%	2.0%			
Total (n)	115	2,526	4,178	37	771	1,254	74	1,659	2,760			
Mean	3.16	3.14	3.14	3.11	3.11	3.16	3.19	3.16	3.14			
Standard deviation	0.62	0.61	0.62	0.74	0.62	0.63	0.57	0.60	0.62			
Significance	-			-			-					
Effect size	-	0.03	0.03	-	0.00	-0.08	-	0.05	0.08			
I feel respected by senior administrators												
Strongly Agree	15.5%	19.1%	19.0%	21.1%	20.3%	21.1%	13.7%	19.0%	18.6%			
Agree	55.2%	54.5%	52.9%	52.6%	54.1%	53.6%	58.9%	55.3%	53.0%			
Disagree	16.4%	17.1%	18.5%	15.8%	15.3%	15.3%	15.1%	17.5%	19.5%			
Strongly Disagree	12.9%	9.2%	9.6%	10.5%	10.3%	10.0%	12.3%	8.2%	8.9%			
Total (n)	116	2,422	3,996	38	739	1,204	73	1,592	2,636			
Mean	2.73	2.83	2.81	2.84	2.84	2.86	2.74	2.85	2.81			
Standard deviation	0.88	0.84	0.85	0.89	0.86	0.86	0.85	0.82	0.84			
Significance	-			-			-					
Effect size	-	-0.12	-0.09	-	0.00	-0.02	-	-0.13	-0.08			
Please indicate the extent to which you agree or disagree with the following statements. This institution:												
Encourages staff to have a public voice and share their ideas openly												
Strongly Agree	8.4%	13.1%	12.5%	2.9%	14.3%	13.8%	10.1%	12.6%	12.1%			
Agree	56.1%	56.4%	56.4%	57.1%	55.1%	57.3%	56.5%	57.7%	56.6%			
Disagree	23.4%	22.4%	22.7%	28.6%	22.0%	20.9%	21.7%	22.3%	23.1%			
Strongly Disagree	12.1%	8.1%	8.4%	11.4%	8.6%	8.0%	11.6%	7.4%	8.1%			
Total (n)	107	2,327	3,847	35	699	1,142	69	1,546	2,562			
Mean	2.61	2.74	2.73	2.51	2.75	2.77	2.65	2.75	2.73			
Standard deviation	0.81	0.78	0.78	0.74	0.80	0.78	0.82	0.77	0.78			
Significance	-			-			-					
Effect size	-	-0.17	-0.15	-	-0.30	-0.33	-	-0.13	-0.10			
Encourages students to have a public voice and share their ideas openly												
Strongly Agree	23.2%	22.1%	21.7%	16.2%	24.5%	24.6%	23.9%	20.5%	20.0%			
Agree	71.4%	67.3%	66.8%	73.0%	65.3%	64.7%	73.2%	69.4%	68.7%			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Disagree	3.6%	7.6%	8.5%	8.1%	7.7%	7.8%	1.4%	7.4%	8.5%			
Strongly Disagree	1.8%	2.9%	3.0%	2.7%	2.6%	3.0%	1.4%	2.7%	2.8%			
Total (n)	112	2,165	3,556	37	666	1,075	71	1,427	2,356			
Mean	3.16	3.09	3.07	3.03	3.12	3.11	3.20	3.08	3.06			
Standard deviation	0.66	0.64	0.65	0.60	0.64	0.66	0.52	0.62	0.63			
Significance	-			-			-					
Effect size	-	0.11	0.14	-	-0.14	-0.12	-	0.19	0.22			
Has campus administrators who regularly speak about the value of diversity												
Strongly Agree	19.8%	25.4%	25.2%	8.6%	28.3%	28.1%	25.4%	24.0%	24.0%			
Agree	67.0%	61.7%	61.3%	71.4%	59.9%	60.3%	65.7%	63.3%	62.3%			
Disagree	8.5%	9.4%	10.2%	14.3%	8.3%	8.9%	6.0%	9.6%	10.4%			
Strongly Disagree	4.7%	3.5%	3.3%	5.7%	3.6%	2.8%	3.0%	3.1%	3.3%			
Total (n)	106	2,277	3,750	35	690	1,118	67	1,512	2,499			
Mean	3.02	3.09	3.08	2.83	3.13	3.14	3.13	3.08	3.07			
Standard deviation	0.69	0.69	0.69	0.66	0.70	0.68	0.65	0.67	0.69			
Significance	-			-	*	**	-					
Effect size	-	-0.10	-0.09	-	-0.43	-0.46	-	0.07	0.09			
Promotes the appreciation of cultural differences												
Strongly Agree	26.4%	24.3%	23.7%	17.6%	26.9%	26.4%	30.9%	23.2%	22.7%			
Agree	62.3%	63.2%	63.1%	64.7%	61.5%	62.0%	60.3%	64.5%	64.0%			
Disagree	9.4%	9.2%	9.9%	17.6%	7.8%	8.4%	5.9%	9.8%	10.3%			
Strongly Disagree	1.9%	3.3%	3.3%	0.0%	3.7%	3.2%	2.9%	2.5%	3.0%			
Total (n)	106	2,326	3,844	34	702	1,145	68	1,539	2,558			
Mean	3.13	3.09	3.07	3.00	3.12	3.12	3.19	3.08	3.06			
Standard deviation	0.65	0.68	0.68	0.60	0.69	0.68	0.67	0.65	0.67			
Significance	-			-			-					
Effect size	-	0.06	0.09	-	-0.17	-0.18	-	0.17	0.19			
Provides the campus community with opportunities to share feelings about issues of concern												
Strongly Agree	14.9%	16.8%	17.3%	9.4%	19.3%	21.1%	16.9%	15.7%	15.9%			
Agree	61.4%	58.2%	57.7%	68.8%	57.9%	57.5%	58.5%	59.0%	58.3%			
Disagree	17.8%	18.3%	18.1%	18.8%	15.5%	15.2%	16.9%	19.3%	19.1%			
Strongly Disagree	5.9%	6.8%	6.8%	3.1%	7.3%	6.3%	7.7%	6.1%	6.6%			
Total (n)	101	2,213	3,697	32	672	1,101	65	1,463	2,461			
Mean	2.85	2.85	2.86	2.84	2.89	2.93	2.85	2.84	2.84			
Standard deviation	0.74	0.77	0.78	0.63	0.79	0.78	0.80	0.75	0.77			
Significance	-			-			-					
Effect size	-	0.00	-0.01	-	-0.06	-0.12	-	0.01	0.01			
Rewards staff for their participation in diversity efforts												
Strongly Agree	3.8%	12.0%	11.9%	0.0%	13.3%	13.4%	6.8%	11.5%	11.5%			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Agree	30.8%	37.3%	37.9%	20.0%	38.7%	40.1%	38.6%	37.0%	37.4%			
Disagree	44.9%	37.6%	36.6%	63.3%	36.4%	35.6%	34.1%	38.2%	37.0%			
Strongly Disagree	20.5%	13.2%	13.6%	16.7%	11.6%	10.8%	20.5%	13.4%	14.1%			
Total (n)	78	1,790	2,911	30	558	885	44	1,166	1,918			
Mean	2.18	2.48	2.48	2.03	2.54	2.56	2.32	2.47	2.46			
Standard deviation	0.80	0.87	0.87	0.61	0.87	0.86	0.88	0.86	0.87			
Significance	-	**	**	-	**	***	-					
Effect size	-	-0.34	-0.34	-	-0.59	-0.62	-	-0.17	-0.16			
Has effective practices and policies that increase staff diversity												
Strongly Agree	9.6%	13.0%	13.3%	6.9%	15.1%	15.3%	12.0%	11.8%	12.5%			
Agree	43.4%	52.1%	50.8%	27.6%	52.8%	53.2%	54.0%	52.6%	50.6%			
Disagree	31.3%	25.1%	26.0%	48.3%	23.2%	24.2%	22.0%	26.0%	26.6%			
Strongly Disagree	15.7%	9.9%	9.9%	17.2%	8.8%	7.4%	12.0%	9.6%	10.3%			
Total (n)	83	1,835	3,058	29	581	950	50	1,196	2,006			
Mean	2.47	2.68	2.67	2.24	2.74	2.76	2.66	2.67	2.65			
Standard deviation	0.87	0.82	0.83	0.83	0.82	0.80	0.85	0.81	0.83			
Significance	-	*	*	-	**	***	-					
Effect size	-	-0.26	-0.24	-	-0.61	-0.65	-	-0.01	0.01			
Has a lot of racial tension												
Strongly Agree	1.1%	4.8%	4.9%	0.0%	5.8%	5.1%	1.7%	4.3%	4.7%			
Agree	13.7%	19.0%	19.1%	21.2%	17.1%	16.6%	8.5%	19.3%	19.5%			
Disagree	50.5%	53.4%	52.6%	48.5%	49.7%	49.7%	50.8%	55.8%	54.5%			
Strongly Disagree	34.7%	22.7%	23.4%	30.3%	27.4%	28.6%	39.0%	20.6%	21.3%			
Total (n)	95	2,023	3,349	33	642	1,055	59	1,303	2,169			
Mean	1.81	2.06	2.05	1.91	2.01	1.98	1.73	2.07	2.08			
Standard deviation	0.70	0.78	0.79	0.72	0.82	0.81	0.69	0.75	0.77			
Significance	-	**	**	-			-	***	***			
Effect size	-	-0.32	-0.30	-	-0.12	-0.09	-	-0.45	-0.45			
Effectively communicates information about employee compensation and benefits												
Strongly Agree	16.8%	12.1%	12.2%	18.9%	13.9%	13.9%	16.7%	11.3%	11.7%			
Agree	55.8%	48.7%	49.0%	48.6%	48.5%	48.7%	58.3%	49.3%	49.6%			
Disagree	15.9%	26.2%	25.1%	18.9%	24.5%	24.2%	13.9%	26.8%	25.2%			
Strongly Disagree	11.5%	13.0%	13.8%	13.5%	13.0%	13.3%	11.1%	12.7%	13.5%			
Total (n)	113	2,346	3,912	37	717	1,169	72	1,547	2,602			
Mean	2.78	2.60	2.60	2.73	2.63	2.63	2.81	2.59	2.60			
Standard deviation	0.86	0.86	0.87	0.93	0.88	0.88	0.85	0.85	0.86			
Significance	-	*	*	-			-	*	*			
Effect size	-	0.21	0.21	-	0.11	0.11	-	0.26	0.24			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Please indicate the extent to which you agree or disagree with the following statements.												
I feel unsafe on this campus												
Strongly Agree	0.0%	1.6%	2.2%	0.0%	1.4%	1.5%	0.0%	1.6%	2.4%			
Agree	6.8%	8.6%	11.5%	5.1%	9.6%	10.8%	6.8%	8.0%	11.6%			
Disagree	47.0%	56.8%	57.0%	41.0%	48.6%	50.3%	51.4%	60.7%	60.1%			
Strongly Disagree	46.2%	32.9%	29.3%	53.8%	40.3%	37.4%	41.9%	29.7%	26.0%			
Total (n)	117	2,495	4,110	39	761	1,236	74	1,642	2,712			
Mean	1.61	1.79	1.87	1.51	1.72	1.76	1.65	1.81	1.90			
Standard deviation	0.62	0.66	0.69	0.60	0.69	0.70	0.61	0.64	0.68			
Significance	-	**	***	-		*	-	*	**			
Effect size	-	-0.27	-0.38	-	-0.30	-0.36	-	-0.25	-0.37			
I feel my contributions are valued by my department												
Strongly Agree	31.4%	27.9%	27.7%	33.3%	27.8%	28.6%	31.1%	28.2%	27.6%			
Agree	48.3%	53.5%	53.6%	48.7%	53.2%	52.2%	50.0%	53.9%	54.3%			
Disagree	11.0%	12.4%	12.9%	7.7%	12.2%	12.9%	12.2%	12.2%	12.7%			
Strongly Disagree	9.3%	6.2%	5.8%	10.3%	6.8%	6.4%	6.8%	5.6%	5.4%			
Total (n)	118	2,501	4,132	39	760	1,242	74	1,648	2,726			
Mean	3.02	3.03	3.03	3.05	3.02	3.03	3.05	3.05	3.04			
Standard deviation	0.90	0.81	0.80	0.92	0.82	0.82	0.84	0.79	0.79			
Significance	-			-			-					
Effect size	-	-0.01	-0.01	-	0.04	0.02	-	0.00	0.01			
I feel my contributions are valued by my direct supervisor												
Strongly Agree	36.4%	38.8%	40.7%	43.6%	39.4%	42.0%	33.8%	38.6%	40.1%			
Agree	44.9%	46.7%	45.3%	43.6%	46.0%	43.5%	47.3%	47.4%	46.4%			
Disagree	11.9%	9.1%	8.8%	2.6%	8.3%	8.9%	14.9%	9.2%	8.6%			
Strongly Disagree	6.8%	5.4%	5.2%	10.3%	6.2%	5.6%	4.1%	4.9%	4.9%			
Total (n)	118	2,498	4,124	39	758	1,238	74	1,649	2,726			
Mean	3.11	3.19	3.21	3.21	3.19	3.22	3.11	3.20	3.22			
Standard deviation	0.87	0.81	0.81	0.92	0.83	0.83	0.80	0.80	0.80			
Significance	-			-			-					
Effect size	-	-0.10	-0.12	-	0.02	-0.01	-	-0.11	-0.14			
I feel my contributions are valued by senior administrators												
Strongly Agree	15.3%	18.6%	18.0%	17.9%	22.0%	22.0%	14.9%	17.4%	16.6%			
Agree	52.5%	50.6%	48.8%	53.8%	49.5%	48.0%	52.7%	51.4%	49.5%			
Disagree	17.8%	22.3%	23.8%	12.8%	19.5%	20.3%	21.6%	23.5%	25.2%			
Strongly Disagree	14.4%	8.5%	9.4%	15.4%	9.0%	9.7%	10.8%	7.7%	8.7%			
Total (n)	118	2,475	4,090	39	754	1,234	74	1,629	2,696			
Mean	2.69	2.79	2.75	2.74	2.84	2.82	2.72	2.78	2.74			
Standard deviation	0.90	0.84	0.86	0.94	0.87	0.88	0.85	0.82	0.84			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Significance	-			-			-					
Effect size	-	-0.12	-0.07	-	-0.11	-0.09	-	-0.07	-0.02			
I feel my contributions are valued by students												
Strongly Agree	22.1%	24.0%	23.5%	17.9%	22.7%	23.5%	23.6%	24.5%	23.5%			
Agree	65.5%	60.2%	59.8%	64.1%	61.8%	58.4%	66.7%	59.6%	60.6%			
Disagree	10.6%	12.0%	12.4%	15.4%	11.3%	13.3%	8.3%	12.1%	11.7%			
Strongly Disagree	1.8%	3.9%	4.3%	2.6%	4.2%	4.9%	1.4%	3.9%	4.2%			
Total (n)	113	2,433	4,010	39	744	1,215	72	1,603	2,640			
Mean	3.08	3.04	3.02	2.97	3.03	3.00	3.13	3.05	3.03			
Standard deviation	0.63	0.72	0.73	0.67	0.71	0.75	0.60	0.72	0.72			
Significance	-			-			-					
Effect size	-	0.06	0.08	-	-0.08	-0.04	-	0.11	0.14			
Please indicate the extent to which you agree or disagree with the following statements:												
My professional skills are effectively put to use in this position												
Strongly Agree	25.9%	31.1%	30.7%	18.4%	29.4%	30.6%	31.1%	32.1%	31.0%			
Agree	53.4%	52.8%	52.3%	55.3%	52.1%	50.7%	52.7%	53.6%	53.3%			
Disagree	15.5%	11.9%	12.7%	15.8%	12.7%	13.5%	14.9%	11.2%	12.1%			
Strongly Disagree	5.2%	4.1%	4.2%	10.5%	5.8%	5.2%	1.4%	3.1%	3.6%			
Total (n)	116	2,494	4,111	38	756	1,238	74	1,647	2,713			
Mean	3.00	3.11	3.10	2.82	3.05	3.07	3.14	3.15	3.12			
Standard deviation	0.79	0.76	0.77	0.87	0.81	0.80	0.71	0.73	0.75			
Significance	-			-			-					
Effect size	-	-0.14	-0.13	-	-0.28	-0.31	-	-0.01	0.03			
I feel I have to work harder than my colleagues to be perceived as a competent administrator/staff member												
Strongly Agree	12.0%	14.3%	14.1%	12.8%	12.4%	12.7%	10.8%	14.4%	14.2%			
Agree	26.5%	26.8%	25.5%	25.6%	26.9%	25.0%	27.0%	27.1%	25.8%			
Disagree	53.0%	48.5%	49.9%	53.8%	49.9%	51.3%	52.7%	48.3%	49.6%			
Strongly Disagree	8.5%	10.4%	10.4%	7.7%	10.8%	11.1%	9.5%	10.2%	10.3%			
Total (n)	117	2,478	4,095	39	756	1,233	74	1,633	2,703			
Mean	2.42	2.45	2.43	2.44	2.41	2.39	2.39	2.46	2.44			
Standard deviation	0.81	0.86	0.86	0.82	0.84	0.85	0.81	0.86	0.86			
Significance	-			-			-					
Effect size	-	-0.03	-0.01	-	0.04	0.06	-	-0.08	-0.06			
My job duties are clearly defined												
Strongly Agree	11.1%	17.1%	17.7%	5.1%	17.9%	18.2%	14.9%	16.8%	17.8%			
Agree	59.8%	54.7%	54.4%	66.7%	54.4%	54.7%	56.8%	55.0%	54.6%			
Disagree	20.5%	22.2%	22.2%	23.1%	20.7%	20.7%	18.9%	22.8%	22.3%			
Strongly Disagree	8.5%	5.9%	5.7%	5.1%	7.0%	6.4%	9.5%	5.4%	5.3%			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	117	2,490	4,123	39	758	1,239	74	1,640	2,722			
Mean	2.74	2.83	2.84	2.72	2.83	2.85	2.77	2.83	2.85			
Standard deviation	0.77	0.78	0.78	0.65	0.80	0.79	0.82	0.76	0.77			
Significance	-			-			-					
Effect size	-	-0.12	-0.13	-	-0.14	-0.16	-	-0.08	-0.10			
My workload is manageable given the hours I'm scheduled to work												
Strongly Agree	18.8%	15.6%	16.0%	15.4%	15.7%	16.3%	21.6%	15.7%	16.2%			
Agree	53.0%	52.5%	52.4%	53.8%	56.2%	55.8%	51.4%	50.6%	51.1%			
Disagree	22.2%	21.4%	21.1%	28.2%	19.5%	19.5%	18.9%	22.5%	21.7%			
Strongly Disagree	6.0%	10.5%	10.4%	2.6%	8.6%	8.4%	8.1%	11.2%	11.1%			
Total (n)	117	2,488	4,119	39	758	1,239	74	1,639	2,718			
Mean	2.85	2.73	2.74	2.82	2.79	2.80	2.86	2.71	2.72			
Standard deviation	0.79	0.85	0.85	0.72	0.81	0.81	0.85	0.86	0.86			
Significance	-			-			-					
Effect size	-	0.14	0.13	-	0.04	0.02	-	0.17	0.16			
My salary is sufficient considering the cost of living in this area												
Strongly Agree	8.6%	4.2%	4.1%	7.7%	4.7%	5.1%	9.7%	3.9%	3.7%			
Agree	37.1%	20.3%	22.4%	30.8%	22.0%	25.5%	41.7%	19.7%	21.4%			
Disagree	31.9%	35.2%	35.7%	33.3%	34.7%	33.8%	31.9%	35.5%	36.7%			
Strongly Disagree	22.4%	40.4%	37.8%	28.2%	38.6%	35.7%	16.7%	40.9%	38.2%			
Total (n)	116	2,495	4,123	39	760	1,241	72	1,642	2,717			
Mean	2.32	1.88	1.93	2.18	1.93	2.00	2.44	1.87	1.91			
Standard deviation	0.92	0.87	0.87	0.94	0.89	0.90	0.89	0.86	0.86			
Significance	-	***	***	-			-	***	***			
Effect size	-	0.51	0.45	-	0.28	0.20	-	0.66	0.62			
I achieve a healthy balance between my personal life and my professional life												
Strongly Agree	14.5%	12.9%	13.2%	10.3%	12.3%	13.1%	16.2%	13.4%	13.6%			
Agree	64.1%	55.3%	55.1%	59.0%	58.9%	57.5%	67.6%	54.3%	54.4%			
Disagree	13.7%	23.7%	23.7%	20.5%	22.4%	22.1%	10.8%	23.9%	23.9%			
Strongly Disagree	7.7%	8.0%	8.0%	10.3%	6.5%	7.3%	5.4%	8.4%	8.1%			
Total (n)	117	2,486	4,109	39	759	1,239	74	1,638	2,712			
Mean	2.85	2.73	2.73	2.69	2.77	2.76	2.95	2.73	2.74			
Standard deviation	0.76	0.78	0.79	0.80	0.74	0.77	0.70	0.80	0.79			
Significance	-			-			-	*	*			
Effect size	-	0.15	0.15	-	-0.11	-0.09	-	0.28	0.27			
I have at least one professional mentor I can turn to for guidance												
Strongly Agree	20.5%	21.6%	21.6%	17.9%	20.3%	21.1%	20.3%	22.1%	21.9%			
Agree	47.9%	47.6%	48.1%	53.8%	48.9%	48.9%	45.9%	47.5%	48.3%			
Disagree	20.5%	22.2%	21.2%	20.5%	22.3%	21.1%	21.6%	22.2%	21.1%			
Strongly Disagree	11.1%	8.6%	9.1%	7.7%	8.5%	8.9%	12.2%	8.2%	8.8%			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	117	2,473	4,099	39	753	1,235	74	1,629	2,704			
Mean	2.78	2.82	2.82	2.82	2.81	2.82	2.74	2.83	2.83			
Standard deviation	0.90	0.87	0.87	0.82	0.86	0.86	0.92	0.86	0.87			
Significance	-			-			-					
Effect size	-	-0.05	-0.05	-	0.01	0.00	-	-0.10	-0.10			
I feel a sense of belonging to this campus												
Strongly Agree	20.0%	21.7%	20.1%	17.9%	22.7%	22.5%	21.9%	21.4%	19.3%			
Agree	51.3%	55.6%	54.9%	48.7%	51.9%	50.8%	52.1%	57.6%	57.2%			
Disagree	22.6%	17.4%	19.5%	28.2%	19.0%	20.0%	20.5%	16.4%	18.7%			
Strongly Disagree	6.1%	5.3%	5.5%	5.1%	6.4%	6.7%	5.5%	4.6%	4.8%			
Total (n)	115	2,474	4,098	39	752	1,233	73	1,633	2,705			
Mean	2.85	2.94	2.90	2.79	2.91	2.89	2.90	2.96	2.91			
Standard deviation	0.81	0.77	0.78	0.80	0.82	0.83	0.80	0.75	0.75			
Significance	-			-			-					
Effect size	-	-0.12	-0.06	-	-0.15	-0.12	-	-0.08	-0.01			
How often in the past year at this institution have you:												
Challenged others on issues of discrimination												
Very Often	4.3%	2.3%	2.4%	5.1%	2.1%	2.0%	2.7%	2.3%	2.3%			
Often	5.1%	5.5%	5.7%	7.7%	5.2%	4.8%	2.7%	5.4%	5.7%			
Sometimes	20.5%	20.6%	21.0%	30.8%	19.8%	19.7%	14.9%	20.6%	21.2%			
Seldom	19.7%	22.6%	23.2%	20.5%	22.0%	24.0%	18.9%	23.0%	23.0%			
Never	50.4%	49.0%	47.8%	35.9%	50.8%	49.4%	60.8%	48.7%	47.8%			
Total (n)	117	2,443	4,036	39	746	1,220	74	1,610	2,664			
Mean	1.93	1.90	1.92	2.26	1.86	1.86	1.68	1.90	1.92			
Standard deviation	1.14	1.06	1.06	1.19	1.04	1.02	1.01	1.05	1.06			
Significance	-			-	*	*	-					
Effect size	-	0.03	0.01	-	0.38	0.39	-	-0.21	-0.23			
Educated yourself about individuals who are different from you												
Very Often	18.1%	17.3%	17.4%	20.5%	15.5%	16.0%	15.1%	17.6%	17.7%			
Often	37.9%	38.7%	39.1%	41.0%	35.8%	35.4%	35.6%	40.0%	40.9%			
Sometimes	32.8%	30.8%	30.9%	28.2%	33.0%	33.2%	37.0%	30.0%	30.0%			
Seldom	8.6%	7.3%	6.7%	7.7%	8.0%	7.3%	9.6%	7.1%	6.5%			
Never	2.6%	6.0%	5.9%	2.6%	7.6%	8.0%	2.7%	5.3%	4.9%			
Total (n)	116	2,450	4,042	39	746	1,219	73	1,614	2,668			
Mean	3.60	3.54	3.55	3.69	3.44	3.44	3.51	3.58	3.60			
Standard deviation	0.97	1.05	1.04	0.98	1.09	1.09	0.96	1.03	1.01			
Significance	-			-			-					
Effect size	-	0.06	0.05	-	0.23	0.23	-	-0.07	-0.09			
Participated in a coalition of different groups to address social justice issues												
Very Often	2.6%	6.2%	6.0%	2.6%	5.1%	5.4%	1.4%	6.6%	6.0%			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Often	8.7%	13.0%	12.3%	12.8%	13.2%	12.1%	6.9%	12.9%	12.2%			
Sometimes	18.3%	20.7%	22.2%	23.1%	19.5%	19.8%	13.9%	21.0%	23.0%			
Seldom	21.7%	20.5%	20.0%	30.8%	21.6%	20.9%	18.1%	20.5%	20.0%			
Never	48.7%	39.5%	39.5%	30.8%	40.5%	41.8%	59.7%	39.0%	38.7%			
Total (n)	115	2,425	4,008	39	740	1,210	72	1,598	2,646			
Mean	1.95	2.26	2.25	2.26	2.21	2.18	1.72	2.28	2.27			
Standard deviation	1.12	1.27	1.26	1.12	1.25	1.25	1.04	1.28	1.26			
Significance	-	*	*	-	-	-	-	***	***			
Effect size	-	-0.24	-0.24	-	0.04	0.06	-	-0.44	-0.44			
Attended programs focused on diversity (e.g., presentations, performances, art exhibits, debates)												
Very Often	7.7%	11.3%	11.1%	5.1%	10.5%	9.8%	8.1%	11.7%	11.5%			
Often	17.1%	22.2%	22.6%	17.9%	17.9%	19.3%	16.2%	23.9%	24.0%			
Sometimes	30.8%	31.5%	32.6%	28.2%	30.1%	30.3%	31.1%	32.1%	33.9%			
Seldom	18.8%	17.1%	16.0%	28.2%	18.6%	17.7%	14.9%	16.9%	15.7%			
Never	25.6%	17.8%	17.6%	20.5%	22.9%	22.9%	29.7%	15.3%	15.0%			
Total (n)	117	2,433	4,019	39	743	1,215	74	1,601	2,651			
Mean	2.62	2.92	2.94	2.59	2.75	2.75	2.58	3.00	3.01			
Standard deviation	1.25	1.25	1.24	1.16	1.28	1.27	1.29	1.22	1.21			
Significance	-	*	**	-	-	-	-	**	**			
Effect size	-	-0.24	-0.26	-	-0.13	-0.13	-	-0.34	-0.36			
Please indicate how often at this institution you have:												
Assisted a student with a problem about discrimination												
Very Often	0.9%	2.6%	2.5%	2.8%	2.6%	2.0%	0.0%	2.5%	2.5%			
Often	4.5%	6.1%	6.1%	5.6%	5.4%	5.4%	4.2%	6.4%	6.2%			
Sometimes	20.5%	16.9%	16.8%	22.2%	18.0%	17.3%	19.4%	16.4%	16.5%			
Seldom	21.4%	18.3%	17.4%	27.8%	16.8%	17.1%	15.3%	19.1%	17.6%			
Never	52.7%	56.1%	57.2%	41.7%	57.2%	58.1%	61.1%	55.6%	57.2%			
Total (n)	112	2,316	3,831	36	701	1,139	72	1,537	2,554			
Mean	1.79	1.81	1.79	2.00	1.79	1.76	1.67	1.81	1.79			
Standard deviation	0.98	1.08	1.08	1.07	1.08	1.05	0.93	1.08	1.08			
Significance	-	-	-	-	-	-	-	-	-			
Effect size	-	-0.02	0.00	-	0.19	0.23	-	-0.13	-0.11			
Assisted another staff member with a problem about discrimination												
Very Often	1.8%	2.4%	2.1%	5.6%	1.9%	1.5%	0.0%	2.5%	2.2%			
Often	1.8%	4.3%	4.6%	2.8%	4.3%	4.2%	1.4%	4.2%	4.5%			
Sometimes	19.1%	15.9%	16.0%	25.0%	15.6%	16.0%	14.1%	15.4%	15.4%			
Seldom	22.7%	20.5%	20.7%	19.4%	23.3%	23.0%	25.4%	19.8%	20.2%			
Never	54.5%	56.9%	56.6%	47.2%	55.0%	55.3%	59.2%	58.1%	57.7%			
Total (n)	110	2,312	3,835	36	700	1,141	71	1,534	2,553			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Mean	1.74	1.75	1.75	2.00	1.75	1.74	1.58	1.73	1.73			
Standard deviation	0.95	1.02	1.02	1.17	0.99	0.97	0.79	1.03	1.02			
Significance	-			-			-					
Effect size	-	-0.01	-0.01	-	0.25	0.27	-	-0.15	-0.15			
Witnessed discrimination												
Very Often	0.9%	2.6%	2.7%	2.9%	2.4%	2.5%	0.0%	2.6%	2.6%			
Often	4.6%	4.7%	5.5%	2.9%	4.0%	4.7%	4.3%	4.9%	5.5%			
Sometimes	17.4%	18.2%	18.2%	31.4%	15.7%	16.7%	10.0%	19.2%	18.7%			
Seldom	22.9%	25.2%	25.0%	17.1%	25.1%	25.0%	24.3%	25.4%	25.1%			
Never	54.1%	49.3%	48.7%	45.7%	52.8%	51.2%	61.4%	47.9%	48.2%			
Total (n)	109	2,341	3,872	35	720	1,169	70	1,542	2,561			
Mean	1.75	1.86	1.88	2.00	1.78	1.82	1.57	1.89	1.89			
Standard deviation	0.96	1.04	1.06	1.08	1.01	1.03	0.84	1.04	1.05			
Significance	-			-			-	*	*			
Effect size	-	-0.11	-0.12	-	0.22	0.17	-	-0.31	-0.30			
Reported an incident of discrimination to a campus authority												
Very Often	0.0%	0.9%	0.8%	0.0%	0.8%	0.7%	0.0%	1.0%	0.9%			
Often	1.8%	2.0%	1.8%	5.6%	1.6%	1.5%	0.0%	2.2%	1.9%			
Sometimes	8.3%	7.5%	7.2%	13.9%	7.5%	6.6%	5.7%	7.3%	7.0%			
Seldom	14.7%	10.7%	10.5%	13.9%	10.7%	10.8%	12.9%	10.1%	9.9%			
Never	75.2%	78.9%	79.8%	66.7%	79.4%	80.4%	81.4%	79.4%	80.3%			
Total (n)	109	2,304	3,816	36	709	1,149	70	1,519	2,526			
Mean	1.37	1.35	1.33	1.58	1.34	1.31	1.24	1.35	1.33			
Standard deviation	0.72	0.78	0.75	0.94	0.75	0.72	0.55	0.79	0.76			
Significance	-			-		*	-					
Effect size	-	0.03	0.05	-	0.32	0.38	-	-0.14	-0.12			
Been sexually harassed												
Very Often	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%			
Often	0.0%	0.3%	0.4%	0.0%	0.6%	0.7%	0.0%	0.3%	0.2%			
Sometimes	0.9%	2.4%	2.4%	0.0%	1.1%	1.2%	1.4%	3.2%	2.9%			
Seldom	6.2%	5.8%	6.1%	2.7%	3.9%	4.0%	8.3%	6.7%	7.1%			
Never	92.9%	91.3%	91.1%	97.3%	94.3%	94.0%	90.3%	89.8%	89.8%			
Total (n)	113	2,344	3,895	37	719	1,173	72	1,545	2,578			
Mean	1.08	1.12	1.12	1.03	1.08	1.09	1.11	1.14	1.14			
Standard deviation	0.30	0.43	0.43	0.16	0.39	0.39	0.36	0.46	0.44			
Significance	-			-			-					
Effect size	-	-0.09	-0.09	-	-0.13	-0.15	-	-0.07	-0.07			
Reported an incident of sexual harassment to a campus authority												
Very Often	0.0%	0.5%	0.4%	0.0%	0.6%	0.3%	0.0%	0.4%	0.4%			
Often	0.0%	1.2%	0.9%	0.0%	1.5%	1.1%	0.0%	1.0%	0.8%			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Sometimes	3.6%	3.4%	3.5%	10.8%	2.7%	3.0%	0.0%	3.9%	3.7%			
Seldom	2.7%	7.2%	6.8%	2.7%	9.1%	8.1%	2.9%	6.3%	6.3%			
Never	93.7%	87.7%	88.4%	86.5%	86.1%	87.4%	97.1%	88.3%	88.8%			
Total (n)	111	2,339	3,869	37	713	1,162	70	1,545	2,562			
Mean	1.10	1.19	1.18	1.24	1.21	1.19	1.03	1.19	1.18			
Standard deviation	0.40	0.59	0.56	0.64	0.62	0.57	0.17	0.58	0.56			
Significance	-			-			-	*	*			
Effect size	-	-0.15	-0.14	-	0.05	0.09	-	-0.28	-0.27			
Felt my ideas were dismissed by my colleagues												
Very Often	4.4%	3.6%	3.8%	5.4%	3.8%	3.9%	4.1%	3.3%	3.6%			
Often	8.8%	6.6%	7.2%	2.7%	7.3%	7.1%	9.6%	6.4%	7.3%			
Sometimes	25.4%	24.0%	23.8%	40.5%	23.1%	22.5%	17.8%	24.1%	24.3%			
Seldom	31.6%	26.0%	25.4%	29.7%	25.5%	25.1%	34.2%	26.4%	25.4%			
Never	29.8%	39.8%	39.7%	21.6%	40.4%	41.4%	34.2%	39.9%	39.4%			
Total (n)	114	2,366	3,923	37	715	1,175	73	1,567	2,600			
Mean	2.26	2.08	2.10	2.41	2.09	2.07	2.15	2.07	2.10			
Standard deviation	1.11	1.10	1.12	1.04	1.12	1.13	1.13	1.09	1.12			
Significance	-			-			-					
Effect size	-	0.16	0.14	-	0.29	0.30	-	0.07	0.04			
Felt I did not receive due credit for my ideas or work												
Very Often	3.6%	5.1%	5.4%	2.9%	5.3%	5.5%	4.2%	4.8%	5.3%			
Often	9.9%	8.3%	8.7%	5.7%	7.7%	7.8%	11.1%	8.4%	9.0%			
Sometimes	26.1%	23.7%	23.3%	25.7%	21.2%	21.0%	25.0%	24.8%	24.0%			
Seldom	21.6%	22.8%	22.3%	25.7%	24.5%	23.2%	20.8%	22.3%	22.1%			
Never	38.7%	40.1%	40.3%	40.0%	41.3%	42.5%	38.9%	39.7%	39.6%			
Total (n)	111	2,362	3,915	35	717	1,174	72	1,561	2,597			
Mean	2.18	2.15	2.17	2.06	2.11	2.11	2.21	2.16	2.18			
Standard deviation	1.16	1.18	1.20	1.08	1.18	1.20	1.20	1.18	1.20			
Significance	-			-			-					
Effect size	-	0.03	0.01	-	-0.04	-0.04	-	0.04	0.02			
Heard insensitive or disparaging remarks about race/ethnicity from: Faculty												
Very Often	0.9%	1.4%	1.4%	0.0%	1.0%	1.1%	1.4%	1.7%	1.4%			
Often	0.0%	2.6%	2.6%	0.0%	2.7%	3.0%	0.0%	2.5%	2.4%			
Sometimes	10.7%	10.0%	10.0%	18.9%	9.4%	9.3%	5.6%	10.2%	9.9%			
Seldom	19.6%	14.4%	14.3%	18.9%	13.4%	13.8%	19.4%	15.3%	14.9%			
Never	68.8%	71.5%	71.7%	62.2%	73.5%	72.8%	73.6%	70.3%	71.4%			
Total (n)	112	2,279	3,795	37	695	1,147	72	1,513	2,517			
Mean	1.45	1.48	1.48	1.57	1.44	1.46	1.36	1.50	1.48			
Standard deviation	0.76	0.88	0.88	0.80	0.85	0.87	0.72	0.90	0.87			
Significance	-			-			-					

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Effect size	-	-0.03	-0.03	-	0.15	0.13	-	-0.16	-0.14			
Heard insensitive or disparaging remarks about race/ethnicity from: Staff												
Very Often	1.8%	1.2%	1.3%	0.0%	0.8%	1.0%	1.4%	1.4%	1.3%			
Often	2.7%	2.6%	2.4%	5.4%	2.1%	2.0%	1.4%	2.9%	2.7%			
Sometimes	19.5%	11.6%	11.6%	29.7%	11.0%	11.0%	13.9%	11.9%	11.6%			
Seldom	19.5%	19.6%	19.2%	21.6%	19.6%	19.5%	18.1%	19.6%	19.1%			
Never	56.6%	65.0%	65.6%	43.2%	66.5%	66.6%	65.3%	64.3%	65.3%			
Total (n)	113	2,326	3,861	37	710	1,166	72	1,542	2,560			
Mean	1.73	1.56	1.55	1.97	1.51	1.51	1.56	1.57	1.55			
Standard deviation	0.98	0.89	0.88	0.99	0.84	0.84	0.89	0.90	0.89			
Significance	-	*	*	-	**	**	-					
Effect size	-	0.19	0.20	-	0.55	0.55	-	-0.01	0.01			
Heard insensitive or disparaging remarks about race/ethnicity from: Students												
Very Often	0.0%	0.9%	0.8%	0.0%	1.4%	1.2%	0.0%	0.7%	0.6%			
Often	0.9%	2.6%	2.3%	2.7%	2.6%	2.5%	0.0%	2.5%	2.1%			
Sometimes	7.1%	13.3%	12.3%	2.7%	13.4%	12.8%	8.3%	12.9%	11.8%			
Seldom	28.3%	17.9%	17.9%	29.7%	18.5%	18.4%	26.4%	17.7%	17.5%			
Never	63.7%	65.2%	66.7%	64.9%	64.1%	65.1%	65.3%	66.2%	68.0%			
Total (n)	113	2,293	3,808	37	699	1,151	72	1,522	2,527			
Mean	1.45	1.56	1.53	1.43	1.59	1.56	1.43	1.54	1.50			
Standard deviation	0.67	0.88	0.86	0.69	0.92	0.89	0.65	0.86	0.83			
Significance	-			-			-					
Effect size	-	-0.13	-0.09	-	-0.17	-0.15	-	-0.13	-0.08			
Heard insensitive or disparaging remarks about race/ethnicity from: Senior Administrators												
Very Often	0.9%	1.0%	0.8%	0.0%	0.6%	0.6%	1.4%	1.2%	0.9%			
Often	1.9%	1.3%	1.3%	2.8%	1.1%	1.1%	1.4%	1.3%	1.3%			
Sometimes	0.9%	6.0%	5.9%	0.0%	4.9%	4.8%	1.4%	6.6%	6.1%			
Seldom	14.8%	11.0%	11.2%	16.7%	9.4%	10.2%	11.4%	11.6%	11.7%			
Never	81.5%	80.7%	80.8%	80.6%	84.0%	83.2%	84.3%	79.3%	79.9%			
Total (n)	108	2,279	3,792	36	700	1,157	70	1,511	2,507			
Mean	1.26	1.31	1.30	1.25	1.25	1.26	1.24	1.34	1.32			
Standard deviation	0.66	0.73	0.71	0.60	0.65	0.65	0.69	0.76	0.72			
Significance	-			-			-					
Effect size	-	-0.07	-0.06	-	0.00	-0.02	-	-0.13	-0.11			
Currently, where are you primarily working?												
Remotely	1.7%	4.7%	6.3%	2.6%	3.6%	5.5%	1.4%	5.4%	6.9%			
On-campus	94.0%	71.0%	70.5%	97.4%	78.1%	78.2%	91.9%	67.5%	66.7%			
About half remotely and half on-campus	4.3%	24.3%	23.2%	0.0%	18.3%	16.3%	6.8%	27.0%	26.4%			
Total (n)	117	2,486	4,101	39	758	1,236	74	1,638	2,706			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Please indicate your agreement with the following statement:												
I would prefer to work remotely rather than on-campus												
Strongly Agree	12.8%	27.3%	27.6%	12.8%	21.5%	21.0%	12.2%	30.0%	30.6%			
Agree	23.9%	28.1%	27.1%	17.9%	22.8%	21.8%	27.0%	30.5%	29.4%			
Disagree	22.2%	23.9%	24.1%	15.4%	24.9%	25.1%	27.0%	23.9%	24.1%			
Strongly Disagree	26.5%	12.1%	11.7%	35.9%	17.3%	18.3%	20.3%	9.3%	8.5%			
Not applicable	14.5%	8.7%	9.5%	17.9%	13.6%	13.8%	13.5%	6.2%	7.3%			
Total (n)	117	2,484	4,100	39	759	1,237	74	1,634	2,702			
Please indicate your agreement with each of the following statements:												
My job responsibilities changed due to the pandemic												
Strongly Agree	9.2%	13.3%	13.0%	17.9%	14.0%	12.9%	4.4%	13.0%	13.0%			
Agree	35.8%	31.2%	30.8%	35.9%	30.6%	31.5%	35.3%	31.5%	30.3%			
Disagree	43.1%	43.6%	43.8%	35.9%	42.9%	42.5%	47.1%	44.0%	44.6%			
Strongly Disagree	11.9%	11.8%	12.4%	10.3%	12.4%	13.1%	13.2%	11.5%	12.1%			
Total (n)	109	2,383	3,949	39	741	1,207	68	1,562	2,597			
Mean	2.42	2.46	2.44	2.62	2.46	2.44	2.31	2.46	2.44			
Standard deviation	0.82	0.87	0.87	0.91	0.88	0.88	0.76	0.86	0.87			
Significance	-			-			-					
Effect size	-	-0.05	-0.02	-	0.18	0.20	-	-0.17	-0.15			
Campus leadership communicated effectively regarding the pandemic												
Strongly Agree	21.3%	18.9%	19.6%	21.1%	20.2%	20.5%	22.1%	18.5%	19.5%			
Agree	63.0%	62.7%	62.2%	63.2%	60.6%	60.3%	61.8%	64.3%	63.3%			
Disagree	13.9%	14.0%	14.3%	13.2%	14.0%	14.5%	14.7%	13.6%	13.9%			
Strongly Disagree	1.9%	4.3%	3.9%	2.6%	5.2%	4.6%	1.5%	3.6%	3.4%			
Total (n)	108	2,365	3,911	38	728	1,190	68	1,555	2,575			
Mean	3.04	2.96	2.97	3.03	2.96	2.97	3.04	2.98	2.99			
Standard deviation	0.65	0.71	0.70	0.68	0.74	0.73	0.66	0.68	0.68			
Significance	-			-			-					
Effect size	-	0.11	0.10	-	0.09	0.08	-	0.09	0.07			
The decisions leaders made with respect to in-person operations on campus were appropriate												
Strongly Agree	21.5%	15.5%	16.0%	15.8%	16.0%	16.5%	23.9%	15.3%	16.0%			
Agree	58.9%	59.6%	59.5%	57.9%	61.0%	60.5%	61.2%	59.8%	59.6%			
Disagree	15.0%	18.1%	18.3%	18.4%	14.5%	16.0%	11.9%	19.3%	19.0%			
Strongly Disagree	4.7%	6.8%	6.2%	7.9%	8.4%	7.0%	3.0%	5.6%	5.5%			
Total (n)	107	2,350	3,890	38	729	1,191	67	1,541	2,557			
Mean	2.97	2.84	2.85	2.82	2.85	2.87	3.06	2.85	2.86			
Standard deviation	0.75	0.76	0.76	0.80	0.79	0.77	0.69	0.74	0.74			
Significance	-			-			-	*	*			
Effect size	-	0.17	0.16	-	-0.04	-0.06	-	0.28	0.27			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
My institution's pandemic response considered the health and safety of staff												
Strongly Agree	26.9%	24.9%	24.8%	28.9%	27.4%	27.5%	25.0%	24.1%	24.1%			
Agree	60.2%	60.1%	59.3%	63.2%	58.0%	58.1%	60.3%	61.5%	60.2%			
Disagree	11.1%	11.2%	11.7%	7.9%	10.8%	10.9%	11.8%	11.1%	11.7%			
Strongly Disagree	1.9%	3.8%	4.1%	0.0%	3.9%	3.5%	2.9%	3.3%	4.0%			
Total (n)	108	2,343	3,883	38	723	1,186	68	1,540	2,555			
Mean	3.12	3.06	3.05	3.21	3.09	3.10	3.07	3.06	3.04			
Standard deviation	0.67	0.71	0.73	0.58	0.73	0.72	0.70	0.69	0.72			
Significance	-			-			-					
Effect size	-	0.08	0.10	-	0.16	0.15	-	0.01	0.04			
I feel safer when others wear masks while sharing an indoor space with me												
Strongly Agree	3.7%	13.0%	12.9%	5.4%	13.1%	11.5%	1.4%	12.1%	12.6%			
Agree	19.4%	37.1%	36.6%	24.3%	35.4%	35.7%	17.4%	38.7%	37.3%			
Disagree	47.2%	37.8%	38.2%	48.6%	36.7%	36.8%	46.4%	38.8%	39.6%			
Strongly Disagree	29.6%	12.0%	12.3%	21.6%	14.8%	16.0%	34.8%	10.3%	10.5%			
Total (n)	108	2,370	3,923	37	732	1,197	69	1,558	2,581			
Mean	1.97	2.51	2.50	2.14	2.47	2.43	1.86	2.53	2.52			
Standard deviation	0.80	0.87	0.87	0.82	0.90	0.89	0.75	0.84	0.84			
Significance	-	***	***	-	*		-	***	***			
Effect size	-	-0.62	-0.61	-	-0.37	-0.33	-	-0.80	-0.79			
COVID-19 testing is accessible to staff on campus												
Strongly Agree	13.2%	21.1%	22.4%	13.2%	24.8%	25.1%	13.4%	19.1%	21.3%			
Agree	48.1%	53.5%	53.5%	50.0%	53.5%	53.6%	47.8%	54.1%	53.7%			
Disagree	29.2%	19.5%	18.5%	23.7%	17.1%	16.8%	31.3%	20.4%	19.2%			
Strongly Disagree	9.4%	5.9%	5.6%	13.2%	4.7%	4.5%	7.5%	6.4%	5.9%			
Total (n)	106	2,335	3,861	38	727	1,188	67	1,532	2,536			
Mean	2.65	2.90	2.93	2.63	2.98	2.99	2.67	2.86	2.90			
Standard deviation	0.83	0.79	0.79	0.88	0.78	0.77	0.81	0.79	0.79			
Significance	-	**	***	-	**	**	-		*			
Effect size	-	-0.32	-0.35	-	-0.45	-0.47	-	-0.24	-0.29			
Rate the extent to which each of the following continues to be a source of stress due to the COVID-19 pandemic:												
Physical health												
7 Extensive	0.0%	7.0%	6.5%	0.0%	5.9%	5.6%	0.0%	7.5%	6.7%			
6	4.4%	10.1%	8.9%	5.1%	9.2%	8.0%	4.2%	10.4%	9.2%			
5	7.0%	13.3%	13.0%	5.1%	11.6%	10.7%	5.6%	14.0%	13.7%			
4 Somewhat	17.5%	25.2%	25.2%	15.4%	22.6%	23.3%	19.7%	26.6%	26.3%			
3	7.9%	8.6%	8.7%	12.8%	9.4%	8.9%	5.6%	8.3%	8.7%			
2	12.3%	10.3%	10.9%	17.9%	10.9%	11.6%	9.9%	10.1%	10.6%			
1 Not at all	50.9%	25.4%	26.9%	43.6%	30.3%	31.8%	54.9%	23.1%	24.8%			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	114	2,414	3,996	39	742	1,213	71	1,589	2,634			
Mean	2.31	3.49	3.39	2.36	3.25	3.16	2.24	3.60	3.48			
Standard deviation	1.60	1.92	1.91	1.55	1.93	1.91	1.60	1.91	1.89			
Significance	-	***	***	-	**	**	-	***	***			
Effect size	-	-0.61	-0.57	-	-0.46	-0.42	-	-0.71	-0.66			
Mental health												
7 Extensive	2.6%	11.1%	11.1%	2.6%	7.6%	7.4%	0.0%	12.5%	12.2%			
6	3.5%	16.5%	15.3%	5.1%	14.6%	13.9%	2.8%	17.1%	15.8%			
5	11.4%	16.2%	15.8%	12.8%	17.8%	16.9%	11.3%	15.5%	15.3%			
4 Somewhat	19.3%	19.9%	19.2%	23.1%	17.0%	16.7%	18.3%	21.5%	20.7%			
3	9.6%	8.6%	8.5%	12.8%	8.8%	8.1%	7.0%	8.6%	8.8%			
2	8.8%	7.5%	8.6%	10.3%	8.4%	9.8%	8.5%	6.9%	8.0%			
1 Not at all	44.7%	20.3%	21.5%	33.3%	25.9%	27.2%	52.1%	17.9%	19.2%			
Total (n)	114	2,413	3,992	39	741	1,211	71	1,589	2,630			
Mean	2.65	3.98	3.90	2.97	3.66	3.58	2.37	4.11	4.01			
Standard deviation	1.78	2.01	2.03	1.77	2.02	2.03	1.64	1.98	2.00			
Significance	-	***	***	-	*		-	***	***			
Effect size	-	-0.66	-0.62	-	-0.34	-0.30	-	-0.88	-0.82			
Health of loved ones												
7 Extensive	1.8%	13.8%	12.5%	5.1%	12.4%	11.1%	0.0%	14.5%	12.9%			
6	9.6%	15.1%	14.2%	7.7%	14.3%	13.1%	9.9%	15.7%	14.7%			
5	16.7%	15.8%	15.9%	20.5%	14.3%	14.5%	14.1%	16.4%	16.5%			
4 Somewhat	18.4%	23.1%	23.9%	15.4%	21.5%	22.1%	21.1%	23.9%	24.6%			
3	7.9%	8.0%	8.4%	10.3%	7.6%	8.2%	7.0%	8.3%	8.5%			
2	10.5%	8.3%	8.0%	12.8%	9.1%	8.9%	9.9%	8.0%	7.7%			
1 Not at all	35.1%	15.8%	17.2%	28.2%	20.9%	22.1%	38.0%	13.3%	15.1%			
Total (n)	114	2,404	3,976	39	736	1,203	71	1,584	2,623			
Mean	3.07	4.15	4.06	3.31	3.91	3.82	2.93	4.27	4.16			
Standard deviation	1.88	1.95	1.95	1.94	2.04	2.02	1.82	1.90	1.91			
Significance	-	***	***	-			-	***	***			
Effect size	-	-0.55	-0.51	-	-0.29	-0.25	-	-0.71	-0.64			
The extent to which others wear masks while out in public												
7 Extensive	0.0%	4.7%	4.7%	0.0%	3.3%	3.4%	0.0%	5.1%	5.0%			
6	5.3%	6.7%	6.0%	5.1%	5.6%	4.9%	2.8%	6.9%	6.2%			
5	2.6%	9.4%	8.9%	2.6%	8.3%	8.0%	2.8%	10.1%	9.2%			
4 Somewhat	10.5%	20.7%	20.6%	5.1%	17.3%	17.7%	14.1%	22.5%	21.9%			
3	8.8%	10.7%	11.4%	12.8%	9.9%	10.8%	7.0%	11.2%	11.7%			
2	14.0%	14.2%	14.4%	12.8%	14.8%	15.3%	15.5%	14.2%	14.4%			
1 Not at all	58.8%	33.6%	34.0%	61.5%	40.9%	40.0%	57.7%	30.0%	31.6%			
Total (n)	114	2,408	3,982	39	738	1,206	71	1,587	2,626			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Mean	2.00	2.97	2.93	1.90	2.67	2.67	1.97	3.10	3.01			
Standard deviation	1.48	1.85	1.83	1.43	1.79	1.77	1.39	1.84	1.83			
Significance	-	***	***	-	**	**	-	***	***			
Effect size	-	-0.52	-0.51	-	-0.43	-0.44	-	-0.61	-0.57			
Personal finances												
7 Extensive	7.0%	18.1%	16.9%	10.3%	15.0%	14.5%	5.6%	19.7%	18.0%			
6	5.3%	15.5%	14.4%	5.1%	14.3%	12.9%	2.8%	15.5%	14.6%			
5	11.4%	11.5%	11.8%	17.9%	12.0%	11.7%	7.0%	11.4%	12.0%			
4 Somewhat	21.9%	19.6%	19.2%	25.6%	18.9%	18.7%	21.1%	20.1%	19.6%			
3	9.6%	7.5%	7.8%	5.1%	8.8%	9.0%	12.7%	7.0%	7.4%			
2	7.9%	9.0%	9.7%	7.7%	8.9%	9.9%	8.5%	9.0%	9.6%			
1 Not at all	36.8%	18.8%	20.2%	28.2%	22.1%	23.3%	42.3%	17.3%	18.8%			
Total (n)	114	2,408	3,989	39	741	1,211	71	1,584	2,628			
Mean	3.07	4.15	4.04	3.54	3.93	3.82	2.73	4.24	4.12			
Standard deviation	1.96	2.11	2.12	2.02	2.12	2.12	1.84	2.11	2.11			
Significance	-	***	***	-			-	***	***			
Effect size	-	-0.51	-0.46	-	-0.18	-0.13	-	-0.72	-0.66			
At this institution, how often have you been discriminated against or excluded from activities because of your:												
Ability/disability status												
Very Often	0.0%	0.5%	0.5%	0.0%	0.5%	0.5%	0.0%	0.4%	0.4%			
Often	1.7%	1.0%	0.9%	5.1%	0.9%	0.7%	0.0%	0.9%	0.9%			
Sometimes	2.6%	3.3%	3.2%	0.0%	2.8%	2.8%	4.1%	3.2%	3.0%			
Seldom	1.7%	5.0%	4.9%	2.6%	5.1%	5.6%	1.4%	5.0%	4.6%			
Never	94.0%	90.2%	90.5%	92.3%	90.6%	90.4%	94.5%	90.5%	91.2%			
Total (n)	116	2,421	3,998	39	743	1,211	73	1,594	2,640			
Mean	1.12	1.17	1.16	1.18	1.16	1.15	1.10	1.16	1.15			
Standard deviation	0.51	0.57	0.55	0.68	0.56	0.53	0.41	0.55	0.53			
Significance	-			-			-					
Effect size	-	-0.09	-0.07	-	0.04	0.06	-	-0.11	-0.09			
Age												
Very Often	0.0%	1.2%	1.2%	0.0%	0.8%	1.0%	0.0%	1.2%	1.1%			
Often	2.6%	2.1%	2.5%	2.6%	1.9%	2.1%	1.4%	2.2%	2.7%			
Sometimes	9.6%	9.7%	9.0%	18.4%	6.7%	6.4%	5.6%	11.0%	9.8%			
Seldom	10.5%	12.1%	11.8%	10.5%	10.6%	10.9%	11.1%	12.4%	12.0%			
Never	77.2%	75.0%	75.6%	68.4%	79.9%	79.6%	81.9%	73.2%	74.4%			
Total (n)	114	2,420	3,995	38	742	1,211	72	1,596	2,641			
Mean	1.38	1.42	1.42	1.55	1.33	1.34	1.26	1.46	1.44			
Standard deviation	0.77	0.84	0.85	0.89	0.75	0.77	0.63	0.86	0.86			
Significance	-			-			-					

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Effect size	-	-0.05	-0.05	-	0.29	0.27	-	-0.23	-0.21			
Citizenship status												
Very Often	0.0%	0.2%	0.3%	0.0%	0.4%	0.5%	0.0%	0.2%	0.2%			
Often	0.0%	0.4%	0.3%	0.0%	0.4%	0.4%	0.0%	0.4%	0.3%			
Sometimes	0.0%	0.8%	0.8%	0.0%	1.2%	1.3%	0.0%	0.6%	0.6%			
Seldom	0.0%	2.2%	2.2%	0.0%	2.6%	2.8%	0.0%	2.0%	1.7%			
Never	100.0%	96.3%	96.4%	100.0%	95.4%	94.9%	100.0%	96.8%	97.3%			
Total (n)	115	2,412	3,981	39	740	1,207	72	1,590	2,631			
Mean	1.00	1.06	1.06	1.00	1.08	1.09	1.00	1.05	1.04			
Standard deviation	0.00	0.36	0.34	0.00	0.41	0.44	0.00	0.33	0.29			
Significance	-			-			-					
Effect size	-	-0.17	-0.18	-	-0.20	-0.20	-	-0.15	-0.14			
Gender/Gender identity												
Very Often	1.7%	0.8%	0.8%	0.0%	0.5%	0.7%	1.4%	0.8%	0.6%			
Often	0.9%	1.5%	1.6%	0.0%	0.4%	0.5%	1.4%	2.0%	1.9%			
Sometimes	3.5%	7.8%	7.6%	0.0%	4.6%	5.1%	5.6%	8.8%	8.3%			
Seldom	3.5%	7.3%	7.3%	2.6%	5.0%	5.1%	4.2%	8.3%	8.1%			
Never	90.4%	82.6%	82.7%	97.4%	89.4%	88.5%	87.5%	80.1%	81.1%			
Total (n)	115	2,409	3,983	39	739	1,206	72	1,588	2,631			
Mean	1.20	1.31	1.30	1.03	1.18	1.20	1.25	1.35	1.33			
Standard deviation	0.70	0.75	0.75	0.16	0.57	0.62	0.75	0.78	0.76			
Significance	-			-			-					
Effect size	-	-0.15	-0.13	-	-0.26	-0.27	-	-0.13	-0.11			
Job classification (e.g., Title, Position)												
Very Often	1.7%	2.9%	2.8%	5.1%	2.2%	2.2%	0.0%	3.1%	2.9%			
Often	6.1%	6.2%	6.0%	5.1%	5.6%	5.0%	4.2%	6.3%	6.4%			
Sometimes	15.7%	15.5%	15.6%	10.3%	11.4%	11.0%	19.4%	16.8%	17.2%			
Seldom	13.9%	15.6%	14.9%	12.8%	13.6%	13.4%	13.9%	16.7%	15.7%			
Never	62.6%	59.9%	60.7%	66.7%	67.2%	68.3%	62.5%	57.1%	57.8%			
Total (n)	115	2,418	3,995	39	744	1,212	72	1,591	2,637			
Mean	1.70	1.77	1.75	1.69	1.62	1.59	1.65	1.82	1.81			
Standard deviation	1.05	1.10	1.09	1.17	1.03	1.02	0.94	1.11	1.11			
Significance	-			-			-					
Effect size	-	-0.06	-0.05	-	0.07	0.10	-	-0.15	-0.14			
Level of education												
Very Often	0.9%	1.3%	1.5%	0.0%	1.1%	1.1%	1.4%	1.4%	1.6%			
Often	2.6%	3.0%	3.1%	2.6%	1.8%	2.1%	2.8%	3.7%	3.5%			
Sometimes	6.1%	7.6%	8.0%	5.1%	4.7%	5.3%	6.9%	8.8%	9.0%			
Seldom	12.2%	10.0%	9.5%	20.5%	10.1%	9.8%	6.9%	9.9%	9.4%			
Never	78.3%	78.0%	77.9%	71.8%	82.3%	81.8%	81.9%	76.3%	76.5%			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	115	2,414	3,991	39	740	1,207	72	1,593	2,642			
Mean	1.36	1.40	1.41	1.38	1.29	1.31	1.35	1.44	1.44			
Standard deviation	0.79	0.86	0.87	0.71	0.73	0.76	0.84	0.90	0.91			
Significance	-			-			-					
Effect size	-	-0.05	-0.06	-	0.12	0.09	-	-0.10	-0.10			
Political beliefs												
Very Often	0.9%	1.2%	1.3%	0.0%	1.5%	1.8%	1.4%	0.8%	0.8%			
Often	0.9%	1.7%	1.6%	2.6%	1.6%	2.1%	0.0%	1.6%	1.3%			
Sometimes	8.8%	4.5%	4.8%	2.6%	4.3%	5.1%	12.5%	4.5%	4.5%			
Seldom	8.8%	8.0%	7.8%	15.4%	8.8%	8.8%	5.6%	7.6%	7.3%			
Never	80.7%	84.7%	84.6%	79.5%	83.8%	82.2%	80.6%	85.5%	86.1%			
Total (n)	114	2,412	3,989	39	742	1,211	72	1,589	2,635			
Mean	1.32	1.27	1.27	1.28	1.28	1.32	1.36	1.25	1.24			
Standard deviation	0.75	0.72	0.74	0.65	0.75	0.81	0.81	0.69	0.67			
Significance	-			-			-					
Effect size	-	0.07	0.07	-	0.00	-0.05	-	0.16	0.18			
Race/ethnicity												
Very Often	0.0%	1.4%	1.2%	0.0%	1.2%	1.2%	0.0%	1.3%	1.2%			
Often	0.0%	1.4%	1.7%	0.0%	1.1%	1.7%	0.0%	1.5%	1.6%			
Sometimes	1.8%	6.4%	5.9%	2.6%	6.6%	6.9%	1.4%	6.3%	5.4%			
Seldom	2.6%	7.6%	7.0%	0.0%	7.9%	7.2%	2.8%	7.4%	6.8%			
Never	95.6%	83.2%	84.2%	97.4%	83.2%	83.1%	95.8%	83.5%	84.9%			
Total (n)	114	2,416	3,989	38	743	1,210	72	1,589	2,633			
Mean	1.06	1.30	1.29	1.05	1.29	1.30	1.06	1.30	1.27			
Standard deviation	0.31	0.76	0.75	0.32	0.74	0.77	0.29	0.76	0.74			
Significance	-	***	**	-	*	*	-	**	*			
Effect size	-	-0.32	-0.31	-	-0.32	-0.32	-	-0.32	-0.28			
Religious/spiritual beliefs												
Very Often	0.9%	0.6%	0.8%	0.0%	0.7%	1.1%	1.4%	0.6%	0.5%			
Often	0.9%	1.7%	1.5%	2.6%	1.7%	1.6%	0.0%	1.6%	1.4%			
Sometimes	7.0%	4.5%	4.4%	5.1%	3.9%	4.0%	6.9%	4.4%	4.3%			
Seldom	3.5%	6.3%	6.2%	2.6%	6.3%	6.6%	4.2%	6.3%	5.9%			
Never	87.8%	86.9%	87.2%	89.7%	87.3%	86.8%	87.5%	87.1%	87.8%			
Total (n)	115	2,416	3,991	39	743	1,211	72	1,591	2,638			
Mean	1.23	1.23	1.22	1.21	1.22	1.24	1.24	1.22	1.21			
Standard deviation	0.69	0.66	0.67	0.66	0.66	0.69	0.70	0.65	0.63			
Significance	-			-			-					
Effect size	-	0.00	0.01	-	-0.02	-0.04	-	0.03	0.05			
Sexual orientation												
Very Often	0.9%	0.6%	0.5%	0.0%	0.8%	0.7%	1.4%	0.5%	0.3%			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Often	0.0%	0.7%	0.7%	0.0%	0.7%	0.7%	0.0%	0.6%	0.4%			
Sometimes	2.6%	2.4%	2.6%	2.6%	2.6%	3.0%	2.8%	2.0%	2.0%			
Seldom	4.3%	4.0%	3.7%	5.1%	4.7%	4.9%	0.0%	3.2%	2.8%			
Never	92.2%	92.3%	92.5%	92.3%	91.2%	90.7%	95.8%	93.7%	94.4%			
Total (n)	115	2,409	3,979	39	741	1,208	72	1,587	2,628			
Mean	1.13	1.13	1.13	1.10	1.15	1.16	1.11	1.11	1.09			
Standard deviation	0.52	0.53	0.51	0.38	0.56	0.56	0.57	0.48	0.44			
Significance	-			-			-					
Effect size	-	0.00	0.00	-	-0.09	-0.11	-	0.00	0.05			
Socioeconomic status												
Very Often	0.9%	0.6%	0.6%	0.0%	0.4%	0.4%	1.4%	0.7%	0.6%			
Often	1.7%	1.0%	1.2%	2.6%	1.2%	1.2%	1.4%	1.0%	1.1%			
Sometimes	7.0%	4.8%	4.3%	7.7%	4.7%	3.7%	5.6%	4.7%	4.5%			
Seldom	3.5%	5.9%	5.9%	5.1%	6.5%	6.8%	2.8%	5.5%	5.4%			
Never	87.0%	87.6%	88.0%	84.6%	87.1%	87.8%	88.9%	88.1%	88.4%			
Total (n)	115	2,396	3,962	39	739	1,206	72	1,577	2,614			
Mean	1.26	1.21	1.21	1.28	1.21	1.20	1.24	1.21	1.20			
Standard deviation	0.74	0.63	0.63	0.72	0.62	0.60	0.74	0.63	0.62			
Significance	-			-			-					
Effect size	-	0.08	0.08	-	0.11	0.13	-	0.05	0.06			
Parent/guardian status												
Very Often	0.0%	0.5%	0.5%	0.0%	0.4%	0.2%	0.0%	0.6%	0.6%			
Often	0.9%	1.3%	1.4%	2.6%	1.5%	1.2%	0.0%	1.2%	1.4%			
Sometimes	1.8%	3.8%	3.9%	0.0%	1.8%	2.2%	2.8%	4.7%	4.6%			
Seldom	1.8%	4.5%	4.6%	2.6%	4.2%	4.5%	1.4%	4.7%	4.7%			
Never	95.6%	89.8%	89.6%	94.7%	92.2%	91.9%	95.8%	88.8%	88.6%			
Total (n)	113	2,403	3,973	38	739	1,207	71	1,582	2,622			
Mean	1.08	1.18	1.19	1.11	1.14	1.13	1.07	1.20	1.21			
Standard deviation	0.40	0.61	0.61	0.51	0.54	0.51	0.35	0.63	0.65			
Significance	-			-			-					
Effect size	-	-0.16	-0.18	-	-0.06	-0.04	-	-0.21	-0.22			
Please rate your satisfaction with:												
Quality of health benefits												
Very Satisfied	16.7%	25.1%	23.5%	8.1%	24.0%	22.7%	20.5%	25.9%	24.2%			
Satisfied	55.3%	51.1%	51.2%	54.1%	50.6%	51.8%	54.8%	51.8%	51.2%			
Neutral	18.4%	17.3%	18.1%	27.0%	16.1%	16.8%	15.1%	17.2%	18.2%			
Dissatisfied	7.0%	5.1%	5.5%	8.1%	7.2%	6.4%	6.8%	3.9%	5.0%			
Very Dissatisfied	2.6%	1.4%	1.7%	2.7%	2.0%	2.2%	2.7%	1.2%	1.4%			
Total (n)	114	2,360	3,869	37	733	1,183	73	1,545	2,538			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Mean	3.76	3.93	3.89	3.57	3.87	3.86	3.84	3.97	3.92			
Standard deviation	0.91	0.87	0.88	0.87	0.93	0.91	0.93	0.84	0.86			
Significance	-	*		-			-					
Effect size	-	-0.20	-0.15	-	-0.32	-0.32	-	-0.15	-0.09			
Cost of health benefits												
Very Satisfied	18.4%	23.8%	20.1%	13.5%	23.5%	20.1%	19.2%	24.2%	20.4%			
Satisfied	47.4%	41.3%	40.1%	45.9%	40.4%	39.1%	49.3%	42.0%	40.8%			
Neutral	20.2%	21.1%	22.4%	24.3%	20.1%	21.8%	17.8%	21.4%	22.5%			
Dissatisfied	7.9%	10.1%	12.7%	8.1%	11.6%	13.8%	8.2%	9.2%	11.9%			
Very Dissatisfied	6.1%	3.6%	4.7%	8.1%	4.5%	5.2%	5.5%	3.2%	4.4%			
Total (n)	114	2,354	3,858	37	733	1,181	73	1,539	2,528			
Mean	3.64	3.72	3.58	3.49	3.67	3.55	3.68	3.75	3.61			
Standard deviation	1.07	1.05	1.09	1.10	1.09	1.11	1.05	1.02	1.07			
Significance	-			-			-					
Effect size	-	-0.08	0.06	-	-0.17	-0.05	-	-0.07	0.07			
Retirement benefits												
Very Satisfied	18.8%	20.1%	19.6%	13.2%	18.5%	17.7%	23.2%	21.1%	20.8%			
Satisfied	45.5%	45.1%	45.3%	36.8%	44.2%	45.2%	49.3%	45.8%	45.6%			
Neutral	25.9%	24.9%	24.8%	31.6%	23.3%	22.6%	23.2%	25.4%	25.4%			
Dissatisfied	6.3%	7.1%	7.4%	13.2%	10.0%	10.0%	2.9%	5.5%	6.0%			
Very Dissatisfied	3.6%	2.7%	2.9%	5.3%	3.9%	4.6%	1.4%	2.2%	2.1%			
Total (n)	112	2,294	3,784	38	717	1,164	69	1,498	2,478			
Mean	3.70	3.73	3.71	3.39	3.63	3.62	3.90	3.78	3.77			
Standard deviation	0.97	0.95	0.96	1.05	1.02	1.03	0.84	0.91	0.92			
Significance	-			-			-					
Effect size	-	-0.03	-0.01	-	-0.24	-0.22	-	0.13	0.14			
Salary												
Very Satisfied	6.0%	3.7%	3.4%	7.9%	4.9%	4.3%	5.5%	3.2%	3.1%			
Satisfied	23.3%	15.7%	16.6%	21.1%	18.3%	20.6%	24.7%	14.7%	15.2%			
Neutral	24.1%	20.4%	20.3%	15.8%	20.1%	20.4%	30.1%	20.4%	20.2%			
Dissatisfied	23.3%	32.1%	32.1%	28.9%	29.2%	27.9%	17.8%	33.1%	33.7%			
Very Dissatisfied	23.3%	28.1%	27.5%	26.3%	27.5%	26.7%	21.9%	28.5%	27.8%			
Total (n)	116	2,408	3,984	38	742	1,213	73	1,582	2,622			
Mean	2.66	2.35	2.36	2.55	2.44	2.48	2.74	2.31	2.32			
Standard deviation	1.24	1.15	1.15	1.31	1.21	1.21	1.21	1.13	1.12			
Significance	-	**	**	-			-	**	**			
Effect size	-	0.27	0.26	-	0.09	0.06	-	0.38	0.38			
Extended leave policies (e.g., paternity/maternity leave, caring for a family member, medical leave)												
Very Satisfied	18.0%	13.5%	15.0%	18.9%	15.8%	17.1%	18.3%	12.5%	14.4%			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Satisfied	43.2%	38.4%	40.6%	45.9%	43.4%	43.9%	43.7%	36.6%	39.2%			
Neutral	32.4%	33.3%	30.8%	32.4%	30.7%	29.0%	31.0%	34.5%	31.6%			
Dissatisfied	4.5%	9.3%	8.5%	0.0%	7.6%	7.0%	5.6%	9.8%	9.0%			
Very Dissatisfied	1.8%	5.5%	5.1%	2.7%	2.6%	2.9%	1.4%	6.5%	5.9%			
Total (n)	111	2,237	3,696	37	701	1,138	71	1,462	2,424			
Mean	3.71	3.45	3.52	3.78	3.62	3.65	3.72	3.39	3.47			
Standard deviation	0.88	1.02	1.01	0.85	0.93	0.94	0.88	1.04	1.04			
Significance	-	**		-			-	**	*			
Effect size	-	0.25	0.19	-	0.17	0.14	-	0.32	0.24			
Amount of paid time off: Vacation time												
Very Satisfied	18.3%	21.6%	22.7%	15.8%	20.4%	22.5%	20.5%	22.4%	23.3%			
Satisfied	52.2%	46.7%	47.1%	57.9%	49.4%	48.5%	49.3%	46.1%	46.8%			
Neutral	16.5%	18.4%	17.8%	15.8%	16.8%	16.7%	17.8%	18.6%	17.8%			
Dissatisfied	11.3%	9.4%	8.5%	10.5%	9.6%	8.5%	11.0%	9.2%	8.4%			
Very Dissatisfied	1.7%	3.9%	3.8%	0.0%	3.9%	3.9%	1.4%	3.7%	3.6%			
Total (n)	115	2,355	3,852	38	727	1,171	73	1,546	2,533			
Mean	3.74	3.73	3.77	3.79	3.73	3.77	3.77	3.74	3.78			
Standard deviation	0.95	1.03	1.02	0.84	1.02	1.02	0.95	1.02	1.01			
Significance	-			-			-					
Effect size	-	0.01	-0.03	-	0.06	0.02	-	0.03	-0.01			
Amount of paid time off: Sick leave												
Very Satisfied	21.7%	22.3%	24.7%	23.7%	22.3%	24.9%	21.9%	22.7%	25.2%			
Satisfied	53.9%	50.4%	49.7%	55.3%	50.8%	49.6%	53.4%	50.6%	49.7%			
Neutral	14.8%	17.9%	17.0%	10.5%	16.7%	16.6%	17.8%	18.0%	16.9%			
Dissatisfied	8.7%	6.3%	5.8%	10.5%	7.1%	6.2%	6.8%	5.8%	5.4%			
Very Dissatisfied	0.9%	3.1%	2.9%	0.0%	3.0%	2.7%	0.0%	2.8%	2.8%			
Total (n)	115	2,369	3,874	38	730	1,174	73	1,556	2,551			
Mean	3.87	3.83	3.87	3.92	3.82	3.88	3.90	3.85	3.89			
Standard deviation	0.88	0.95	0.94	0.88	0.96	0.95	0.82	0.93	0.94			
Significance	-			-			-					
Effect size	-	0.04	0.00	-	0.10	0.04	-	0.05	0.01			
How satisfied are you with the following aspects of your job?												
Autonomy and independence												
Very Satisfied	32.2%	32.3%	33.3%	26.3%	31.4%	32.2%	35.6%	33.5%	34.6%			
Satisfied	57.4%	51.0%	51.0%	60.5%	51.1%	51.8%	56.2%	51.2%	50.5%			
Neutral	6.1%	10.9%	10.1%	5.3%	11.9%	10.8%	5.5%	9.7%	9.4%			
Dissatisfied	1.7%	4.0%	4.0%	2.6%	3.8%	3.6%	1.4%	4.0%	4.1%			
Very Dissatisfied	2.6%	1.7%	1.5%	5.3%	1.9%	1.6%	1.4%	1.6%	1.5%			
Total (n)	115	2,418	3,986	38	740	1,202	73	1,592	2,635			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Mean	4.15	4.08	4.11	4.00	4.06	4.09	4.23	4.11	4.13			
Standard deviation	0.82	0.86	0.85	0.96	0.87	0.84	0.74	0.85	0.85			
Significance	-			-			-					
Effect size	-	0.08	0.05	-	-0.07	-0.11	-	0.14	0.12			
Collegiality among staff												
Very Satisfied	22.8%	28.3%	28.4%	21.6%	24.9%	27.0%	24.7%	30.0%	29.4%			
Satisfied	50.9%	48.6%	49.0%	51.4%	51.9%	51.0%	47.9%	47.4%	48.2%			
Neutral	19.3%	15.8%	14.6%	21.6%	16.2%	14.9%	19.2%	15.2%	14.1%			
Dissatisfied	4.4%	5.5%	6.0%	2.7%	4.7%	4.7%	5.5%	5.7%	6.5%			
Very Dissatisfied	2.6%	1.8%	2.0%	2.7%	2.3%	2.4%	2.7%	1.6%	1.8%			
Total (n)	114	2,406	3,966	37	730	1,190	73	1,589	2,624			
Mean	3.87	3.96	3.96	3.86	3.92	3.95	3.86	3.98	3.97			
Standard deviation	0.91	0.91	0.92	0.89	0.90	0.91	0.95	0.91	0.92			
Significance	-			-			-					
Effect size	-	-0.10	-0.10	-	-0.07	-0.10	-	-0.13	-0.12			
Competence of coworkers												
Very Satisfied	21.9%	22.9%	23.6%	21.6%	20.1%	22.8%	23.3%	24.2%	24.0%			
Satisfied	51.8%	46.3%	46.0%	45.9%	48.0%	47.2%	53.4%	46.0%	45.8%			
Neutral	13.2%	19.2%	18.2%	13.5%	19.7%	17.5%	13.7%	19.0%	18.5%			
Dissatisfied	11.4%	8.5%	9.1%	16.2%	8.8%	8.9%	8.2%	7.8%	8.8%			
Very Dissatisfied	1.8%	3.1%	3.1%	2.7%	3.4%	3.6%	1.4%	3.0%	2.9%			
Total (n)	114	2,414	3,974	37	736	1,195	73	1,591	2,628			
Mean	3.81	3.78	3.78	3.68	3.73	3.77	3.89	3.81	3.79			
Standard deviation	0.97	0.99	1.01	1.08	0.99	1.01	0.91	0.99	1.00			
Significance	-			-			-					
Effect size	-	0.03	0.03	-	-0.05	-0.09	-	0.08	0.10			
Departmental support for work-life balance												
Very Satisfied	25.4%	25.7%	27.0%	21.1%	23.6%	25.6%	29.2%	27.1%	28.1%			
Satisfied	48.2%	41.8%	41.0%	44.7%	42.9%	41.6%	51.4%	41.8%	41.1%			
Neutral	20.2%	18.0%	17.1%	28.9%	20.4%	18.7%	15.3%	16.6%	16.1%			
Dissatisfied	6.1%	9.8%	10.4%	5.3%	8.8%	9.7%	4.2%	9.7%	10.4%			
Very Dissatisfied	0.0%	4.8%	4.4%	0.0%	4.4%	4.4%	0.0%	4.8%	4.3%			
Total (n)	114	2,399	3,956	38	730	1,187	72	1,582	2,620			
Mean	3.93	3.74	3.76	3.82	3.72	3.74	4.06	3.77	3.78			
Standard deviation	0.84	1.09	1.09	0.83	1.05	1.08	0.79	1.10	1.09			
Significance	-			-			-	*	*			
Effect size	-	0.17	0.16	-	0.10	0.07	-	0.26	0.26			
Flexibility in relation to family matters or emergencies												
Very Satisfied	42.1%	42.2%	43.4%	44.7%	41.3%	44.3%	41.7%	43.2%	43.6%			
Satisfied	50.9%	43.9%	43.0%	47.4%	44.9%	42.4%	54.2%	43.8%	43.2%			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Neutral	6.1%	9.9%	9.1%	5.3%	9.5%	9.0%	4.2%	9.3%	8.7%			
Dissatisfied	0.9%	2.8%	3.2%	2.6%	3.3%	3.3%	0.0%	2.4%	3.1%			
Very Dissatisfied	0.0%	1.2%	1.4%	0.0%	1.1%	1.1%	0.0%	1.3%	1.4%			
Total (n)	114	2,383	3,929	38	729	1,184	72	1,574	2,604			
Mean	4.34	4.23	4.24	4.34	4.22	4.25	4.38	4.25	4.24			
Standard deviation	0.64	0.83	0.85	0.71	0.83	0.84	0.57	0.82	0.85			
Significance	-			-			-					
Effect size	-	0.13	0.12	-	0.14	0.11	-	0.16	0.16			
Institutional support for work-life balance												
Very Satisfied	22.1%	17.9%	19.5%	21.1%	17.6%	19.8%	23.9%	18.4%	19.8%			
Satisfied	38.1%	39.7%	39.0%	31.6%	41.8%	41.2%	40.8%	39.3%	38.6%			
Neutral	23.0%	23.6%	22.5%	28.9%	24.7%	22.8%	19.7%	22.9%	22.1%			
Dissatisfied	13.3%	13.5%	13.9%	15.8%	12.1%	12.2%	11.3%	13.8%	14.3%			
Very Dissatisfied	3.5%	5.3%	5.1%	2.6%	3.8%	4.1%	4.2%	5.6%	5.3%			
Total (n)	113	2,369	3,905	38	728	1,184	71	1,558	2,581			
Mean	3.62	3.52	3.54	3.53	3.57	3.60	3.69	3.51	3.53			
Standard deviation	1.08	1.09	1.11	1.08	1.03	1.06	1.09	1.11	1.12			
Significance	-			-			-					
Effect size	-	0.09	0.07	-	-0.04	-0.07	-	0.16	0.14			
Job security												
Very Satisfied	20.2%	23.4%	23.3%	23.7%	23.5%	24.4%	18.1%	23.9%	23.4%			
Satisfied	52.6%	49.0%	49.0%	44.7%	47.9%	47.0%	58.3%	50.3%	50.5%			
Neutral	19.3%	19.2%	18.5%	15.8%	19.7%	19.2%	19.4%	18.1%	17.5%			
Dissatisfied	7.0%	5.7%	6.5%	13.2%	5.4%	5.9%	4.2%	5.8%	6.5%			
Very Dissatisfied	0.9%	2.6%	2.6%	2.6%	3.5%	3.4%	0.0%	1.8%	2.1%			
Total (n)	114	2,401	3,955	38	737	1,195	72	1,583	2,617			
Mean	3.84	3.85	3.84	3.74	3.82	3.83	3.90	3.89	3.87			
Standard deviation	0.86	0.93	0.94	1.06	0.97	0.98	0.73	0.90	0.92			
Significance	-			-			-					
Effect size	-	-0.01	0.00	-	-0.08	-0.09	-	0.01	0.03			
Overall job satisfaction												
Very Satisfied	17.5%	20.2%	20.7%	15.8%	19.4%	21.7%	19.2%	20.9%	20.5%			
Satisfied	55.3%	47.8%	47.8%	55.3%	49.3%	47.2%	54.8%	47.4%	48.6%			
Neutral	14.0%	20.4%	19.1%	15.8%	18.8%	17.7%	13.7%	20.7%	19.4%			
Dissatisfied	7.9%	9.0%	9.3%	7.9%	8.9%	9.4%	8.2%	9.1%	9.0%			
Very Dissatisfied	5.3%	2.6%	3.0%	5.3%	3.6%	4.1%	4.1%	1.9%	2.5%			
Total (n)	114	2,421	3,988	38	744	1,206	73	1,594	2,636			
Mean	3.72	3.74	3.74	3.68	3.72	3.73	3.77	3.76	3.76			
Standard deviation	1.02	0.97	0.99	1.02	0.99	1.03	0.99	0.95	0.96			
Significance	-			-			-					

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Effect size	-	-0.02	-0.02	-	-0.04	-0.05	-	0.01	0.01			
Professional relationships with coworkers												
Very Satisfied	23.5%	27.6%	27.9%	21.1%	23.9%	26.8%	26.0%	29.6%	28.6%			
Satisfied	57.4%	52.2%	52.4%	63.2%	54.5%	53.3%	54.8%	51.5%	52.4%			
Neutral	11.3%	15.2%	14.4%	10.5%	16.6%	14.9%	12.3%	14.2%	13.8%			
Dissatisfied	3.5%	3.5%	3.6%	2.6%	3.4%	3.2%	4.1%	3.5%	3.7%			
Very Dissatisfied	4.3%	1.4%	1.6%	2.6%	1.6%	1.8%	2.7%	1.2%	1.5%			
Total (n)	115	2,427	3,993	38	741	1,202	73	1,601	2,643			
Mean	3.92	4.01	4.01	3.97	3.96	4.00	3.97	4.05	4.03			
Standard deviation	0.94	0.83	0.84	0.82	0.83	0.84	0.90	0.83	0.84			
Significance	-			-			-					
Effect size	-	-0.11	-0.11	-	0.01	-0.04	-	-0.10	-0.07			
Prospects for career advancement												
Very Satisfied	6.6%	10.7%	10.7%	7.9%	10.2%	11.8%	6.2%	11.1%	10.5%			
Satisfied	26.4%	26.6%	27.1%	21.1%	27.0%	27.7%	30.8%	26.6%	27.2%			
Neutral	38.7%	26.8%	26.5%	39.5%	27.2%	27.1%	36.9%	26.6%	26.2%			
Dissatisfied	17.0%	21.9%	21.6%	13.2%	20.6%	18.8%	20.0%	22.3%	22.4%			
Very Dissatisfied	11.3%	13.9%	14.1%	18.4%	15.1%	14.7%	6.2%	13.3%	13.7%			
Total (n)	106	2,347	3,876	38	729	1,182	65	1,536	2,553			
Mean	3.00	2.98	2.99	2.87	2.97	3.03	3.11	3.00	2.98			
Standard deviation	1.08	1.21	1.22	1.19	1.22	1.23	1.00	1.21	1.21			
Significance	-			-			-					
Effect size	-	0.02	0.01	-	-0.08	-0.13	-	0.09	0.11			
Quality of students												
Very Satisfied	32.1%	20.3%	20.8%	35.1%	17.6%	18.1%	29.4%	21.5%	22.2%			
Satisfied	50.5%	49.1%	48.9%	48.6%	48.4%	47.2%	51.5%	49.9%	50.2%			
Neutral	14.7%	25.6%	24.5%	16.2%	27.7%	27.5%	14.7%	24.1%	22.5%			
Dissatisfied	0.9%	3.9%	4.7%	0.0%	4.2%	5.5%	1.5%	3.9%	4.3%			
Very Dissatisfied	1.8%	1.1%	1.1%	0.0%	2.2%	1.7%	2.9%	0.6%	0.8%			
Total (n)	109	2,173	3,512	37	672	1,088	68	1,426	2,299			
Mean	4.10	3.84	3.84	4.19	3.75	3.74	4.03	3.88	3.89			
Standard deviation	0.82	0.83	0.84	0.70	0.87	0.88	0.88	0.81	0.82			
Significance	-	**	**	-	**	**	-					
Effect size	-	0.31	0.31	-	0.51	0.51	-	0.19	0.17			
Relationship with my supervisor												
Very Satisfied	35.3%	38.3%	40.1%	36.8%	36.4%	39.6%	35.6%	39.5%	40.7%			
Satisfied	40.5%	38.4%	37.7%	36.8%	40.7%	37.9%	45.2%	38.4%	38.1%			
Neutral	14.7%	13.9%	12.8%	15.8%	12.9%	12.5%	13.7%	13.7%	12.5%			
Dissatisfied	5.2%	5.1%	5.3%	5.3%	4.9%	5.3%	4.1%	4.8%	5.0%			
Very Dissatisfied	4.3%	4.3%	4.1%	5.3%	5.1%	4.6%	1.4%	3.6%	3.7%			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	116	2,421	3,977	38	742	1,199	73	1,593	2,629			
Mean	3.97	4.01	4.04	3.95	3.98	4.03	4.10	4.05	4.07			
Standard deviation	1.05	1.05	1.05	1.11	1.07	1.07	0.88	1.03	1.03			
Significance	-			-			-					
Effect size	-	-0.04	-0.07	-	-0.03	-0.07	-	0.05	0.03			
Relative equity of salary and job benefits												
Very Satisfied	7.8%	8.3%	8.4%	5.3%	9.3%	9.7%	9.6%	8.0%	8.0%			
Satisfied	38.8%	25.7%	26.0%	31.6%	27.8%	29.6%	43.8%	25.3%	25.0%			
Neutral	18.1%	23.2%	22.1%	21.1%	23.8%	22.9%	17.8%	22.8%	21.8%			
Dissatisfied	24.1%	26.8%	27.2%	28.9%	22.1%	21.5%	20.5%	28.6%	29.3%			
Very Dissatisfied	11.2%	16.0%	16.2%	13.2%	16.9%	16.3%	8.2%	15.4%	15.9%			
Total (n)	116	2,397	3,939	38	738	1,194	73	1,576	2,600			
Mean	3.08	2.84	2.83	2.87	2.91	2.95	3.26	2.82	2.80			
Standard deviation	1.18	1.21	1.22	1.17	1.24	1.25	1.14	1.20	1.21			
Significance	-	*	*	-			-	**	**			
Effect size	-	0.20	0.20	-	-0.03	-0.06	-	0.37	0.38			
Support for career advancement												
Very Satisfied	11.3%	13.6%	13.4%	10.8%	13.0%	13.8%	12.3%	14.2%	13.5%			
Satisfied	30.2%	30.8%	31.0%	35.1%	32.5%	33.4%	27.7%	30.1%	30.0%			
Neutral	34.9%	27.0%	26.3%	27.0%	25.7%	24.7%	38.5%	27.1%	26.8%			
Dissatisfied	17.0%	17.3%	17.6%	18.9%	16.5%	16.1%	16.9%	18.0%	18.3%			
Very Dissatisfied	6.6%	11.3%	11.7%	8.1%	12.3%	11.9%	4.6%	10.6%	11.5%			
Total (n)	106	2,328	3,849	37	721	1,172	65	1,522	2,532			
Mean	3.23	3.18	3.17	3.22	3.17	3.21	3.26	3.19	3.16			
Standard deviation	1.07	1.20	1.21	1.13	1.22	1.22	1.03	1.20	1.21			
Significance	-			-			-					
Effect size	-	0.04	0.05	-	0.04	0.01	-	0.06	0.08			
Workspace												
Very Satisfied	25.4%	22.5%	22.1%	21.6%	21.2%	20.7%	28.8%	23.5%	23.1%			
Satisfied	48.2%	45.5%	44.6%	59.5%	47.1%	46.3%	42.5%	45.3%	44.3%			
Neutral	15.8%	18.3%	18.0%	10.8%	17.9%	18.1%	16.4%	17.8%	17.3%			
Dissatisfied	10.5%	8.6%	9.9%	8.1%	8.1%	9.3%	12.3%	8.6%	9.8%			
Very Dissatisfied	0.0%	5.1%	5.5%	0.0%	5.7%	5.6%	0.0%	4.9%	5.6%			
Total (n)	114	2,401	3,949	37	732	1,186	73	1,586	2,619			
Mean	3.89	3.72	3.68	3.95	3.70	3.67	3.88	3.74	3.69			
Standard deviation	0.91	1.06	1.09	0.81	1.07	1.07	0.97	1.06	1.10			
Significance	-		*	-			-					
Effect size	-	0.16	0.19	-	0.23	0.26	-	0.13	0.17			
Ongoing professional development												
Very Satisfied	15.5%	18.0%	17.8%	5.3%	15.8%	16.9%	22.1%	19.3%	18.6%			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Satisfied	37.3%	40.2%	40.2%	47.4%	41.9%	41.1%	32.4%	40.1%	40.0%			
Neutral	33.6%	25.2%	24.2%	31.6%	25.8%	24.3%	33.8%	24.5%	23.6%			
Dissatisfied	10.0%	11.5%	12.2%	10.5%	11.1%	11.1%	8.8%	11.4%	12.5%			
Very Dissatisfied	3.6%	5.1%	5.7%	5.3%	5.3%	6.6%	2.9%	4.8%	5.2%			
Total (n)	110	2,374	3,926	38	732	1,189	68	1,558	2,592			
Mean	3.51	3.55	3.52	3.37	3.52	3.51	3.62	3.58	3.54			
Standard deviation	0.99	1.07	1.09	0.94	1.05	1.10	1.02	1.07	1.09			
Significance	-			-			-					
Effect size	-	-0.04	-0.01	-	-0.14	-0.13	-	0.04	0.07			
Rate the likelihood with which you would do each of the following:												
Recommend that a friend apply for a job in your current department												
Very Likely	28.7%	31.9%	31.1%	23.1%	31.1%	31.3%	32.9%	32.9%	31.5%			
Likely	43.5%	41.5%	41.8%	41.0%	42.0%	42.5%	45.2%	41.3%	41.7%			
Unlikely	14.8%	16.5%	17.4%	20.5%	15.2%	15.6%	12.3%	17.0%	18.0%			
Very Unlikely	13.0%	10.1%	9.7%	15.4%	11.7%	10.5%	9.6%	8.8%	8.9%			
Total (n)	115	2,448	4,032	39	750	1,216	73	1,611	2,661			
Mean	2.88	2.95	2.94	2.72	2.92	2.95	3.01	2.98	2.96			
Standard deviation	0.97	0.94	0.93	1.00	0.96	0.94	0.92	0.92	0.92			
Significance	-			-			-					
Effect size	-	-0.07	-0.06	-	-0.21	-0.24	-	0.03	0.05			
Recommend that a friend apply for a job at this institution												
Very Likely	29.8%	32.7%	32.1%	25.6%	31.4%	31.7%	33.3%	34.0%	33.2%			
Likely	47.4%	49.9%	49.6%	38.5%	47.9%	47.4%	50.0%	50.6%	50.2%			
Unlikely	14.9%	11.3%	12.2%	28.2%	13.4%	13.6%	8.3%	10.2%	11.4%			
Very Unlikely	7.9%	6.1%	6.0%	7.7%	7.3%	7.3%	8.3%	5.2%	5.2%			
Total (n)	114	2,438	4,019	39	749	1,215	72	1,602	2,649			
Mean	2.99	3.09	3.08	2.82	3.03	3.03	3.08	3.13	3.11			
Standard deviation	0.88	0.82	0.82	0.91	0.86	0.86	0.87	0.80	0.80			
Significance	-			-			-					
Effect size	-	-0.12	-0.11	-	-0.24	-0.24	-	-0.06	-0.04			
Apply or reapply for a position on campus												
Very Likely	25.2%	30.6%	29.7%	20.5%	28.5%	28.4%	28.8%	32.1%	30.8%			
Likely	38.3%	46.5%	46.3%	35.9%	45.3%	44.9%	39.7%	47.3%	47.1%			
Unlikely	27.0%	16.0%	16.9%	33.3%	18.0%	18.6%	23.3%	14.5%	15.6%			
Very Unlikely	9.6%	7.0%	7.1%	10.3%	8.2%	8.1%	8.2%	6.1%	6.6%			
Total (n)	115	2,413	3,989	39	740	1,206	73	1,592	2,635			
Mean	2.79	3.01	2.99	2.67	2.94	2.94	2.89	3.05	3.02			
Standard deviation	0.93	0.86	0.87	0.93	0.89	0.89	0.92	0.84	0.85			
Significance	-	**	*	-			-					

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Effect size	-	-0.26	-0.23	-	-0.30	-0.30	-	-0.19	-0.15			
To what extent is each of the following currently a priority at this institution?												
Increase or maintain institutional prestige												
Highest Priority	16.0%	15.4%	17.6%	11.1%	14.4%	16.2%	18.2%	15.8%	18.1%			
High Priority	45.3%	45.6%	45.1%	36.1%	41.3%	41.9%	48.5%	47.8%	46.9%			
Medium Priority	25.5%	26.7%	25.7%	38.9%	30.9%	28.9%	19.7%	24.9%	24.2%			
Low Priority	9.4%	8.3%	7.8%	13.9%	9.0%	8.6%	7.6%	7.9%	7.4%			
Not a Priority	3.8%	4.0%	3.8%	0.0%	4.3%	4.4%	6.1%	3.6%	3.3%			
Total (n)	106	2,106	3,498	36	653	1,073	66	1,382	2,299			
Mean	3.60	3.60	3.65	3.44	3.53	3.57	3.65	3.64	3.69			
Standard deviation	0.99	0.98	0.98	0.88	0.99	1.00	1.06	0.96	0.96			
Significance	-			-			-					
Effect size	-	0.00	-0.05	-	-0.09	-0.13	-	0.01	-0.04			
Create and sustain partnerships with surrounding communities												
Highest Priority	6.5%	13.7%	14.9%	2.8%	11.6%	13.5%	8.8%	14.7%	15.7%			
High Priority	34.3%	45.7%	44.8%	38.9%	45.3%	43.5%	32.4%	46.2%	46.0%			
Medium Priority	33.3%	27.4%	27.1%	30.6%	27.5%	28.2%	32.4%	26.9%	26.2%			
Low Priority	20.4%	10.0%	10.0%	25.0%	12.3%	11.5%	19.1%	9.2%	9.1%			
Not a Priority	5.6%	3.3%	3.3%	2.8%	3.3%	3.3%	7.4%	3.0%	3.0%			
Total (n)	108	2,135	3,548	36	644	1,062	68	1,415	2,352			
Mean	3.16	3.56	3.58	3.14	3.50	3.52	3.16	3.60	3.62			
Standard deviation	1.01	0.96	0.97	0.93	0.96	0.97	1.07	0.95	0.96			
Significance	-	***	***	-	*	*	-	***	***			
Effect size	-	-0.42	-0.43	-	-0.38	-0.39	-	-0.46	-0.48			
Investment in the professional development of staff												
Highest Priority	2.8%	9.5%	9.5%	5.1%	10.6%	10.5%	1.5%	9.2%	9.2%			
High Priority	15.6%	23.5%	23.6%	7.7%	24.8%	25.2%	21.2%	22.7%	22.9%			
Medium Priority	27.5%	32.6%	32.5%	25.6%	32.9%	32.0%	27.3%	33.0%	32.9%			
Low Priority	38.5%	23.7%	23.8%	48.7%	20.7%	21.6%	31.8%	24.6%	24.6%			
Not a Priority	15.6%	10.8%	10.6%	12.8%	11.0%	10.7%	18.2%	10.5%	10.4%			
Total (n)	109	2,250	3,714	39	697	1,129	66	1,474	2,447			
Mean	2.51	2.97	2.97	2.44	3.03	3.03	2.56	2.95	2.96			
Standard deviation	1.02	1.13	1.13	0.99	1.15	1.15	1.07	1.12	1.12			
Significance	-	***	***	-	**	**	-	**	**			
Effect size	-	-0.41	-0.41	-	-0.51	-0.51	-	-0.35	-0.36			
Improve or maintain the physical appearance of campus (e.g., landscaping, cleanliness)												
Highest Priority	5.5%	13.0%	11.9%	2.7%	13.1%	12.1%	7.2%	13.1%	12.0%			
High Priority	37.3%	38.0%	37.3%	24.3%	36.8%	36.5%	44.9%	38.3%	37.6%			
Medium Priority	40.0%	32.4%	33.3%	48.6%	32.1%	32.0%	33.3%	32.8%	34.2%			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Low Priority	14.5%	12.1%	13.0%	21.6%	13.2%	15.0%	11.6%	11.3%	11.7%			
Not a Priority	2.7%	4.6%	4.5%	2.7%	4.8%	4.5%	2.9%	4.5%	4.5%			
Total (n)	110	2,284	3,744	37	704	1,136	69	1,498	2,468			
Mean	3.28	3.43	3.39	3.03	3.40	3.37	3.42	3.44	3.41			
Standard deviation	0.88	1.01	1.00	0.83	1.03	1.02	0.90	1.00	0.99			
Significance	-			-	*	*	-					
Effect size	-	-0.15	-0.11	-	-0.36	-0.33	-	-0.02	0.01			
Build or modernize campus facilities (e.g., new buildings or remodeling)												
Highest Priority	10.1%	14.7%	15.6%	7.9%	16.1%	16.4%	10.3%	14.2%	15.4%			
High Priority	42.2%	39.1%	36.7%	39.5%	37.3%	35.0%	44.1%	39.8%	37.6%			
Medium Priority	31.2%	28.8%	28.1%	31.6%	29.3%	29.3%	32.4%	28.8%	27.8%			
Low Priority	11.0%	12.3%	14.1%	10.5%	12.0%	14.2%	11.8%	12.3%	13.9%			
Not a Priority	5.5%	5.1%	5.6%	10.5%	5.2%	5.1%	1.5%	4.9%	5.3%			
Total (n)	109	2,279	3,729	38	707	1,134	68	1,491	2,454			
Mean	3.40	3.46	3.43	3.24	3.47	3.43	3.50	3.46	3.44			
Standard deviation	1.00	1.05	1.08	1.10	1.06	1.08	0.89	1.04	1.07			
Significance	-			-			-					
Effect size	-	-0.06	-0.03	-	-0.22	-0.18	-	0.04	0.06			
Indicate the extent to which you agree or disagree with each of the following.												
My supervisor:												
Cares about my well-being												
Strongly Agree	44.0%	48.6%	50.2%	38.5%	46.2%	48.9%	47.2%	50.3%	51.1%			
Agree	50.9%	42.4%	40.5%	53.8%	43.5%	40.7%	50.0%	41.5%	40.4%			
Disagree	1.7%	5.6%	6.1%	2.6%	6.0%	6.8%	1.4%	5.5%	5.8%			
Strongly Disagree	3.4%	3.4%	3.1%	5.1%	4.3%	3.5%	1.4%	2.8%	2.8%			
Total (n)	116	2,429	4,001	39	751	1,215	72	1,594	2,637			
Mean	3.35	3.36	3.38	3.26	3.32	3.35	3.43	3.39	3.40			
Standard deviation	0.69	0.74	0.74	0.75	0.77	0.76	0.60	0.72	0.72			
Significance	-			-			-					
Effect size	-	-0.01	-0.04	-	-0.08	-0.12	-	0.06	0.04			
Supports my professional development												
Strongly Agree	37.9%	43.4%	43.9%	30.8%	39.2%	40.1%	41.7%	45.7%	45.8%			
Agree	51.7%	43.0%	42.5%	56.4%	45.6%	44.6%	50.0%	42.0%	41.6%			
Disagree	7.8%	9.6%	9.7%	10.3%	9.8%	10.1%	6.9%	9.0%	9.3%			
Strongly Disagree	2.6%	4.0%	3.9%	2.6%	5.4%	5.1%	1.4%	3.2%	3.3%			
Total (n)	116	2,411	3,969	39	744	1,203	72	1,582	2,618			
Mean	3.25	3.26	3.26	3.15	3.19	3.20	3.32	3.30	3.30			
Standard deviation	0.71	0.79	0.79	0.71	0.82	0.82	0.67	0.77	0.77			
Significance	-			-			-					
Effect size	-	-0.01	-0.01	-	-0.05	-0.06	-	0.03	0.03			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Sets unrealistic expectations for my job												
Strongly Agree	4.3%	7.2%	7.5%	7.7%	7.0%	7.4%	1.4%	6.8%	7.3%			
Agree	15.5%	15.8%	14.8%	15.4%	15.3%	15.0%	15.3%	15.8%	14.5%			
Disagree	46.6%	50.3%	49.4%	43.6%	52.8%	51.1%	50.0%	49.7%	48.9%			
Strongly Disagree	33.6%	26.7%	28.3%	33.3%	25.0%	26.5%	33.3%	27.6%	29.2%			
Total (n)	116	2,407	3,968	39	745	1,207	72	1,578	2,613			
Mean	1.91	2.04	2.02	1.97	2.04	2.03	1.85	2.02	2.00			
Standard deviation	0.81	0.84	0.86	0.90	0.83	0.84	0.73	0.84	0.85			
Significance	-			-			-					
Effect size	-	-0.15	-0.13	-	-0.08	-0.07	-	-0.20	-0.18			
Demonstrates a commitment to diversity and inclusion												
Strongly Agree	33.9%	38.1%	40.0%	25.6%	34.0%	36.5%	40.3%	40.0%	41.7%			
Agree	56.5%	51.3%	49.8%	64.1%	55.8%	54.5%	51.4%	49.7%	48.1%			
Disagree	7.0%	7.9%	7.2%	7.7%	6.8%	6.0%	6.9%	8.1%	7.5%			
Strongly Disagree	2.6%	2.7%	2.9%	2.6%	3.4%	3.0%	1.4%	2.2%	2.6%			
Total (n)	115	2,398	3,949	39	738	1,197	72	1,577	2,604			
Mean	3.22	3.25	3.27	3.13	3.20	3.24	3.31	3.28	3.29			
Standard deviation	0.69	0.71	0.72	0.66	0.71	0.70	0.66	0.70	0.72			
Significance	-			-			-					
Effect size	-	-0.04	-0.07	-	-0.10	-0.16	-	0.04	0.03			
Provides me with feedback that assists me in performing my job responsibilities												
Strongly Agree	27.8%	32.0%	33.7%	25.6%	28.8%	31.6%	30.1%	33.4%	34.7%			
Agree	51.3%	48.0%	47.0%	51.3%	51.3%	49.8%	50.7%	46.6%	46.0%			
Disagree	18.3%	14.6%	14.1%	20.5%	13.5%	13.2%	17.8%	15.1%	14.3%			
Strongly Disagree	2.6%	5.4%	5.2%	2.6%	6.3%	5.5%	1.4%	4.9%	5.0%			
Total (n)	115	2,408	3,974	39	746	1,209	73	1,580	2,617			
Mean	3.04	3.06	3.09	3.00	3.03	3.08	3.10	3.08	3.10			
Standard deviation	0.75	0.82	0.82	0.76	0.82	0.81	0.73	0.82	0.82			
Significance	-			-			-					
Effect size	-	-0.02	-0.06	-	-0.04	-0.10	-	0.02	0.00			
Advocates for me												
Strongly Agree	39.3%	37.7%	39.3%	36.8%	35.7%	37.3%	42.3%	38.7%	40.3%			
Agree	39.3%	41.5%	40.2%	47.4%	43.1%	42.0%	35.2%	41.6%	40.0%			
Disagree	16.1%	14.5%	14.0%	7.9%	14.2%	13.9%	19.7%	14.2%	13.7%			
Strongly Disagree	5.4%	6.3%	6.4%	7.9%	7.0%	6.8%	2.8%	5.5%	6.0%			
Total (n)	112	2,373	3,916	38	740	1,202	71	1,553	2,571			
Mean	3.13	3.11	3.12	3.13	3.07	3.10	3.17	3.14	3.15			
Standard deviation	0.87	0.87	0.88	0.88	0.88	0.88	0.84	0.85	0.87			
Significance	-			-			-					
Effect size	-	0.02	0.01	-	0.07	0.03	-	0.04	0.02			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Lacks the skills or knowledge to support me in my job												
Strongly Agree	5.3%	6.8%	6.6%	5.3%	7.0%	6.8%	4.2%	6.5%	6.4%			
Agree	14.9%	13.7%	13.2%	21.1%	13.6%	13.2%	11.1%	13.3%	12.9%			
Disagree	36.8%	38.7%	37.8%	23.7%	39.2%	38.2%	44.4%	38.7%	37.9%			
Strongly Disagree	43.0%	40.8%	42.4%	50.0%	40.1%	41.9%	40.3%	41.4%	42.9%			
Total (n)	114	2,399	3,952	38	740	1,199	72	1,578	2,607			
Mean	1.82	1.86	1.84	1.82	1.88	1.85	1.79	1.85	1.83			
Standard deviation	0.87	0.89	0.89	0.95	0.90	0.89	0.80	0.89	0.88			
Significance	-			-			-					
Effect size	-	-0.04	-0.02	-	-0.07	-0.03	-	-0.07	-0.05			
During the past year, have you participated in any of the following opportunities provided by this institution:												
Diversity-related trainings or workshops												
Yes	51.7%	62.8%	62.7%	56.4%	60.6%	59.3%	47.9%	63.7%	64.1%			
No	38.8%	31.1%	31.4%	38.5%	33.1%	34.6%	39.7%	30.4%	30.2%			
Not Eligible	2.6%	2.0%	1.9%	2.6%	2.2%	2.4%	2.7%	1.8%	1.6%			
Not Available	6.9%	4.2%	3.9%	2.6%	4.2%	3.7%	9.6%	4.1%	4.0%			
Total (n)	116	2,395	3,950	39	738	1,199	73	1,578	2,612			
Optional technical skill development												
Yes	24.1%	41.3%	41.1%	28.2%	41.5%	41.4%	21.9%	41.2%	41.2%			
No	42.2%	45.0%	45.1%	46.2%	46.5%	46.4%	39.7%	44.3%	44.5%			
Not Eligible	4.3%	3.0%	3.1%	2.6%	2.0%	2.5%	5.5%	3.4%	3.2%			
Not Available	29.3%	10.7%	10.8%	23.1%	9.9%	9.7%	32.9%	11.0%	11.1%			
Total (n)	116	2,387	3,931	39	737	1,195	73	1,572	2,598			
Leadership development												
Yes	21.6%	32.9%	33.1%	33.3%	35.5%	34.8%	16.4%	31.7%	32.5%			
No	40.5%	49.4%	50.0%	35.9%	49.2%	50.7%	42.5%	49.9%	50.0%			
Not Eligible	5.2%	7.1%	6.5%	7.7%	3.8%	4.0%	4.1%	8.5%	7.4%			
Not Available	32.8%	10.6%	10.4%	23.1%	11.5%	10.5%	37.0%	9.9%	10.1%			
Total (n)	116	2,387	3,931	39	736	1,194	73	1,572	2,598			
Enhancement of interpersonal skills												
Yes	19.0%	33.5%	33.9%	12.8%	31.7%	30.8%	21.9%	34.5%	35.6%			
No	41.4%	52.4%	52.3%	51.3%	54.4%	56.0%	35.6%	51.5%	50.8%			
Not Eligible	1.7%	2.7%	2.8%	0.0%	2.2%	2.7%	2.7%	2.7%	2.7%			
Not Available	37.9%	11.5%	10.9%	35.9%	11.6%	10.6%	39.7%	11.3%	10.9%			
Total (n)	116	2,369	3,915	39	731	1,190	73	1,560	2,587			
Job benefits trainings												
Yes	22.6%	31.2%	30.1%	12.8%	29.7%	28.9%	29.2%	32.0%	30.9%			
No	50.4%	58.1%	59.0%	66.7%	61.1%	62.2%	40.3%	56.5%	57.3%			
Not Eligible	1.7%	2.4%	2.7%	0.0%	2.0%	2.5%	2.8%	2.5%	2.7%			
Not Available	25.2%	8.3%	8.2%	20.5%	7.2%	6.4%	27.8%	9.0%	9.2%			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	115	2,372	3,919	39	735	1,194	72	1,558	2,586			
Public safety/security training												
Yes	25.9%	48.6%	45.3%	33.3%	52.0%	47.7%	23.3%	47.6%	44.7%			
No	47.4%	41.3%	44.1%	46.2%	39.0%	43.4%	46.6%	42.0%	44.2%			
Not Eligible	2.6%	2.6%	2.6%	0.0%	2.5%	2.6%	4.1%	2.6%	2.5%			
Not Available	24.1%	7.5%	8.0%	20.5%	6.6%	6.2%	26.0%	7.7%	8.6%			
Total (n)	116	2,374	3,915	39	731	1,188	73	1,565	2,590			
Health and wellness programs												
Yes	52.6%	47.6%	50.1%	48.7%	43.2%	44.5%	54.8%	49.9%	52.6%			
No	38.8%	46.9%	44.0%	48.7%	51.3%	49.9%	32.9%	44.6%	41.4%			
Not Eligible	0.9%	1.8%	2.0%	0.0%	2.2%	2.2%	1.4%	1.7%	1.8%			
Not Available	7.8%	3.7%	4.0%	2.6%	3.3%	3.4%	11.0%	3.8%	4.2%			
Total (n)	116	2,374	3,925	39	731	1,189	73	1,566	2,599			
Mentorship												
Yes	13.8%	14.6%	15.7%	20.5%	15.6%	16.8%	9.6%	13.9%	14.9%			
No	39.7%	66.5%	66.2%	46.2%	67.9%	67.3%	35.6%	66.4%	66.4%			
Not Eligible	3.4%	3.3%	3.7%	0.0%	2.9%	3.2%	5.5%	3.5%	3.8%			
Not Available	43.1%	15.6%	14.4%	33.3%	13.7%	12.7%	49.3%	16.2%	14.9%			
Total (n)	116	2,364	3,902	39	732	1,191	73	1,566	2,575			
Networking events												
Yes	31.9%	36.2%	37.0%	35.9%	39.1%	39.8%	28.8%	35.5%	36.3%			
No	42.2%	51.0%	50.8%	48.7%	49.6%	49.8%	39.7%	51.1%	51.0%			
Not Eligible	2.6%	2.7%	2.7%	0.0%	1.9%	1.9%	4.1%	3.0%	2.9%			
Not Available	23.3%	10.1%	9.5%	15.4%	9.4%	8.5%	27.4%	10.4%	9.8%			
Total (n)	116	2,353	3,899	39	726	1,183	73	1,551	2,581			
Policy and procedure training												
Yes	38.1%	55.6%	54.7%	44.7%	56.2%	54.7%	33.8%	55.8%	55.1%			
No	33.6%	34.1%	35.7%	36.8%	34.4%	37.1%	31.0%	33.6%	34.9%			
Not Eligible	1.8%	2.4%	2.4%	0.0%	2.1%	2.2%	2.8%	2.4%	2.3%			
Not Available	26.5%	7.9%	7.2%	18.4%	7.3%	6.0%	32.4%	8.2%	7.7%			
Total (n)	113	2,352	3,883	38	729	1,186	71	1,545	2,560			
Are you a member of a union?												
Yes	0.0%	42.6%	27.3%	0.0%	38.5%	25.4%	0.0%	44.4%	28.2%			
No	100.0%	57.4%	72.7%	100.0%	61.5%	74.6%	100.0%	55.6%	71.8%			
Total (n)	114	2,346	3,867	39	716	1,166	71	1,557	2,569			
Please indicate the extent to which each of the following has been a source of stress for you during the past year:												
Managing household responsibilities												
Extensive	18.4%	28.2%	26.0%	18.4%	20.3%	18.0%	18.1%	31.9%	29.5%			
Somewhat	50.0%	50.8%	51.9%	63.2%	55.7%	56.4%	43.1%	48.1%	49.7%			
Not at All	31.6%	21.0%	22.1%	18.4%	24.0%	25.6%	38.9%	20.1%	20.7%			
Total (n)	114	2,336	3,847	38	720	1,163	72	1,540	2,549			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Mean	1.87	2.07	2.04	2.00	1.96	1.92	1.79	2.12	2.09			
Standard deviation	0.70	0.70	0.69	0.62	0.67	0.66	0.73	0.71	0.70			
Significance	-	**	**	-			-	***	***			
Effect size	-	-0.29	-0.25	-	0.06	0.12	-	-0.46	-0.43			
Review/promotion process												
Extensive	10.0%	17.4%	16.0%	10.0%	14.7%	13.8%	8.9%	18.3%	16.7%			
Somewhat	22.2%	38.9%	38.4%	26.7%	41.9%	40.2%	19.6%	37.6%	37.6%			
Not at All	67.8%	43.7%	45.7%	63.3%	43.4%	46.0%	71.4%	44.1%	45.7%			
Total (n)	90	2,036	3,360	30	654	1,061	56	1,314	2,184			
Mean	1.42	1.74	1.70	1.47	1.71	1.68	1.38	1.74	1.71			
Standard deviation	0.67	0.74	0.73	0.68	0.71	0.70	0.65	0.75	0.73			
Significance	-	***	***	-			-	***	***			
Effect size	-	-0.43	-0.38	-	-0.34	-0.30	-	-0.48	-0.45			
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)												
Extensive	3.6%	4.4%	4.6%	0.0%	4.0%	3.9%	4.3%	4.3%	4.5%			
Somewhat	13.5%	14.8%	16.3%	21.1%	12.5%	13.9%	8.7%	15.6%	16.7%			
Not at All	82.9%	80.8%	79.0%	78.9%	83.5%	82.2%	87.0%	80.1%	78.8%			
Total (n)	111	2,152	3,554	38	678	1,097	69	1,407	2,330			
Mean	1.21	1.24	1.26	1.21	1.21	1.22	1.17	1.24	1.26			
Standard deviation	0.49	0.52	0.53	0.41	0.49	0.50	0.48	0.52	0.53			
Significance	-			-			-					
Effect size	-	-0.06	-0.09	-	0.00	-0.02	-	-0.13	-0.17			
Meetings												
Extensive	7.1%	8.8%	8.9%	10.3%	9.3%	9.0%	5.8%	8.3%	8.4%			
Somewhat	39.3%	44.2%	43.3%	41.0%	43.0%	42.1%	39.1%	45.1%	44.1%			
Not at All	53.6%	47.0%	47.8%	48.7%	47.7%	48.9%	55.1%	46.5%	47.4%			
Total (n)	112	2,301	3,794	39	711	1,154	69	1,513	2,503			
Mean	1.54	1.62	1.61	1.62	1.62	1.60	1.51	1.62	1.61			
Standard deviation	0.63	0.64	0.64	0.67	0.65	0.65	0.61	0.63	0.64			
Significance	-			-			-					
Effect size	-	-0.13	-0.11	-	0.00	0.03	-	-0.17	-0.16			
Institutional procedures and "red tape"												
Extensive	21.3%	24.0%	24.6%	28.9%	25.0%	24.3%	18.2%	23.1%	24.2%			
Somewhat	48.1%	45.1%	43.5%	47.4%	45.5%	43.9%	47.0%	44.9%	43.2%			
Not at All	30.6%	30.8%	31.9%	23.7%	29.5%	31.8%	34.8%	31.9%	32.6%			
Total (n)	108	2,183	3,651	38	695	1,134	66	1,413	2,382			
Mean	1.91	1.93	1.93	2.05	1.96	1.92	1.83	1.91	1.92			
Standard deviation	0.72	0.74	0.75	0.73	0.74	0.75	0.71	0.74	0.75			
Significance	-			-			-					
Effect size	-	-0.03	-0.03	-	0.12	0.17	-	-0.11	-0.12			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Lack of personal time												
Extensive	19.5%	17.7%	17.1%	31.6%	14.9%	14.3%	13.9%	18.8%	17.9%			
Somewhat	31.9%	43.7%	42.6%	23.7%	39.1%	38.7%	36.1%	45.5%	44.4%			
Not at All	48.7%	38.6%	40.3%	44.7%	46.0%	47.0%	50.0%	35.7%	37.7%			
Total (n)	113	2,309	3,810	38	719	1,164	72	1,518	2,515			
Mean	1.71	1.79	1.77	1.87	1.69	1.67	1.64	1.83	1.80			
Standard deviation	0.78	0.72	0.72	0.88	0.72	0.71	0.72	0.72	0.72			
Significance	-			-			-	*				
Effect size	-	-0.11	-0.08	-	0.25	0.28	-	-0.26	-0.22			
Self-imposed high expectations												
Extensive	25.4%	27.4%	27.6%	28.9%	23.6%	24.8%	25.0%	29.0%	28.7%			
Somewhat	46.5%	47.6%	47.1%	34.2%	46.5%	45.4%	52.8%	48.2%	48.0%			
Not at All	28.1%	25.0%	25.3%	36.8%	29.9%	29.8%	22.2%	22.9%	23.3%			
Total (n)	114	2,319	3,824	38	720	1,164	72	1,526	2,527			
Mean	1.97	2.02	2.02	1.92	1.94	1.95	2.03	2.06	2.05			
Standard deviation	0.73	0.72	0.73	0.82	0.73	0.74	0.69	0.72	0.72			
Significance	-			-			-					
Effect size	-	-0.07	-0.07	-	-0.03	-0.04	-	-0.04	-0.03			
Completing core job functions on time												
Extensive	6.1%	12.0%	11.0%	12.8%	10.0%	9.6%	2.8%	12.7%	11.5%			
Somewhat	36.5%	39.9%	38.9%	41.0%	41.7%	39.9%	33.3%	38.7%	38.0%			
Not at All	57.4%	48.1%	50.2%	46.2%	48.3%	50.5%	63.9%	48.6%	50.5%			
Total (n)	115	2,334	3,840	39	722	1,167	72	1,538	2,540			
Mean	1.49	1.64	1.61	1.67	1.62	1.59	1.39	1.64	1.61			
Standard deviation	0.61	0.69	0.68	0.70	0.66	0.66	0.55	0.70	0.68			
Significance	-	*		-			-	**	**			
Effect size	-	-0.22	-0.18	-	0.08	0.12	-	-0.36	-0.32			
Competing job priorities/deadlines												
Extensive	11.4%	16.0%	15.5%	15.8%	13.3%	12.9%	8.3%	16.7%	16.4%			
Somewhat	42.1%	44.4%	42.8%	44.7%	47.4%	44.9%	40.3%	43.2%	41.9%			
Not at All	46.5%	39.6%	41.7%	39.5%	39.3%	42.2%	51.4%	40.1%	41.7%			
Total (n)	114	2,336	3,836	38	723	1,166	72	1,539	2,537			
Mean	1.65	1.76	1.74	1.76	1.74	1.71	1.57	1.77	1.75			
Standard deviation	0.68	0.71	0.71	0.71	0.68	0.68	0.65	0.72	0.72			
Significance	-			-			-	*	*			
Effect size	-	-0.15	-0.13	-	0.03	0.07	-	-0.28	-0.25			
Increasing work responsibilities												
Extensive	21.7%	26.2%	25.5%	28.2%	23.9%	23.1%	16.7%	26.8%	26.3%			
Somewhat	33.9%	42.1%	41.3%	30.8%	42.8%	40.8%	37.5%	41.6%	41.5%			
Not at All	44.3%	31.8%	33.1%	41.0%	33.2%	36.1%	45.8%	31.6%	32.2%			
Total (n)	115	2,304	3,809	39	710	1,153	72	1,520	2,523			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Mean	1.77	1.94	1.92	1.87	1.91	1.87	1.71	1.95	1.94			
Standard deviation	0.78	0.76	0.76	0.83	0.75	0.76	0.74	0.76	0.76			
Significance	-	*	*	-			-	**	*			
Effect size	-	-0.22	-0.20	-	-0.05	0.00	-	-0.32	-0.30			
Budget cuts in my department/unit												
Extensive	13.6%	19.4%	20.3%	26.3%	18.8%	18.9%	6.5%	19.4%	20.6%			
Somewhat	33.0%	31.2%	31.2%	34.2%	30.7%	30.6%	30.6%	31.5%	31.4%			
Not at All	53.4%	49.4%	48.5%	39.5%	50.5%	50.4%	62.9%	49.1%	47.9%			
Total (n)	103	2,070	3,455	38	655	1,077	62	1,348	2,257			
Mean	1.60	1.70	1.72	1.87	1.68	1.69	1.44	1.70	1.73			
Standard deviation	0.72	0.77	0.78	0.81	0.77	0.77	0.62	0.77	0.78			
Significance	-			-			-	**	**			
Effect size	-	-0.13	-0.15	-	0.25	0.23	-	-0.34	-0.37			
Physical demands of the job												
Extensive	4.5%	5.8%	5.2%	7.7%	5.5%	4.8%	3.0%	5.8%	5.3%			
Somewhat	15.5%	17.2%	16.8%	7.7%	18.2%	18.0%	19.4%	16.3%	16.1%			
Not at All	80.0%	77.0%	78.0%	84.6%	76.2%	77.3%	77.6%	77.8%	78.7%			
Total (n)	110	2,156	3,576	39	685	1,113	67	1,402	2,339			
Mean	1.25	1.29	1.27	1.23	1.29	1.27	1.25	1.28	1.27			
Standard deviation	0.53	0.57	0.55	0.58	0.56	0.54	0.50	0.56	0.55			
Significance	-			-			-					
Effect size	-	-0.07	-0.04	-	-0.11	-0.07	-	-0.05	-0.04			
Relationship with supervisor												
Extensive	13.2%	9.7%	8.9%	17.9%	10.4%	8.9%	7.0%	8.9%	8.5%			
Somewhat	19.3%	22.0%	21.2%	20.5%	19.9%	20.0%	18.3%	22.6%	21.4%			
Not at All	67.5%	68.2%	69.9%	61.5%	69.7%	71.0%	74.6%	68.5%	70.2%			
Total (n)	114	2,329	3,843	39	720	1,164	71	1,534	2,544			
Mean	1.46	1.42	1.39	1.56	1.41	1.38	1.32	1.40	1.38			
Standard deviation	0.72	0.66	0.64	0.79	0.67	0.64	0.60	0.65	0.64			
Significance	-			-			-					
Effect size	-	0.06	0.11	-	0.22	0.28	-	-0.12	-0.09			
Relationship with co-workers												
Extensive	3.5%	5.9%	5.6%	2.6%	5.0%	5.1%	4.2%	6.5%	5.9%			
Somewhat	37.7%	28.6%	27.9%	35.9%	27.3%	26.4%	36.6%	28.3%	28.0%			
Not at All	58.8%	65.5%	66.5%	61.5%	67.7%	68.5%	59.2%	65.3%	66.1%			
Total (n)	114	2,325	3,837	39	719	1,162	71	1,531	2,540			
Mean	1.45	1.40	1.39	1.41	1.37	1.37	1.45	1.41	1.40			
Standard deviation	0.57	0.60	0.59	0.55	0.58	0.58	0.58	0.61	0.60			
Significance	-			-			-					
Effect size	-	0.08	0.10	-	0.07	0.07	-	0.07	0.08			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Students												
Extensive	2.7%	3.9%	4.0%	5.1%	4.2%	4.1%	1.5%	3.7%	4.0%			
Somewhat	18.9%	21.4%	21.3%	15.4%	20.4%	20.7%	19.1%	21.6%	21.1%			
Not at All	78.4%	74.7%	74.7%	79.5%	75.5%	75.3%	79.4%	74.7%	74.9%			
Total (n)	111	2,087	3,399	39	648	1,059	68	1,368	2,218			
Mean	1.24	1.29	1.29	1.26	1.29	1.29	1.22	1.29	1.29			
Standard deviation	0.49	0.53	0.54	0.55	0.54	0.54	0.45	0.53	0.53			
Significance	-			-			-					
Effect size	-	-0.09	-0.09	-	-0.06	-0.06	-	-0.13	-0.13			
Parking												
Extensive	9.0%	7.7%	8.2%	5.1%	7.8%	8.0%	11.8%	7.7%	8.3%			
Somewhat	14.4%	20.7%	21.2%	5.1%	20.2%	20.4%	19.1%	20.8%	21.3%			
Not at All	76.6%	71.7%	70.6%	89.7%	72.0%	71.6%	69.1%	71.5%	70.4%			
Total (n)	111	2,216	3,638	39	692	1,117	68	1,450	2,389			
Mean	1.32	1.36	1.38	1.15	1.36	1.36	1.43	1.36	1.38			
Standard deviation	0.63	0.62	0.63	0.49	0.62	0.63	0.70	0.62	0.63			
Significance	-			-	*	*	-					
Effect size	-	-0.06	-0.10	-	-0.34	-0.33	-	0.11	0.08			
Commuting												
Extensive	2.8%	14.9%	13.4%	2.6%	13.8%	11.9%	3.1%	15.6%	14.1%			
Somewhat	15.1%	26.4%	27.7%	15.8%	23.9%	24.9%	15.6%	27.6%	29.0%			
Not at All	82.1%	58.7%	58.9%	81.6%	62.3%	63.2%	81.3%	56.8%	56.8%			
Total (n)	106	2,233	3,658	38	695	1,119	64	1,467	2,410			
Mean	1.21	1.56	1.54	1.21	1.52	1.49	1.22	1.59	1.57			
Standard deviation	0.47	0.74	0.72	0.47	0.73	0.70	0.49	0.74	0.73			
Significance	-	***	***	-	**	*	-	***	***			
Effect size	-	-0.47	-0.46	-	-0.42	-0.40	-	-0.50	-0.48			
Disconnect between my personal political beliefs and the dominant views on campus												
Extensive	8.2%	6.5%	6.8%	8.1%	8.2%	8.4%	7.2%	5.2%	5.6%			
Somewhat	15.5%	16.1%	16.0%	8.1%	18.4%	17.8%	20.3%	14.7%	14.9%			
Not at All	76.4%	77.4%	77.2%	83.8%	73.4%	73.8%	72.5%	80.1%	79.6%			
Total (n)	110	2,145	3,556	37	674	1,104	69	1,405	2,328			
Mean	1.32	1.29	1.30	1.24	1.35	1.35	1.35	1.25	1.26			
Standard deviation	0.62	0.58	0.59	0.60	0.62	0.63	0.61	0.54	0.55			
Significance	-			-			-					
Effect size	-	0.05	0.03	-	-0.18	-0.17	-	0.19	0.16			
Planning for retirement												
Extensive	11.3%	10.7%	10.4%	13.5%	10.5%	10.6%	10.8%	10.9%	10.4%			
Somewhat	35.8%	37.6%	37.6%	35.1%	40.4%	38.6%	38.5%	36.3%	37.0%			
Not at All	52.8%	51.7%	52.1%	51.4%	49.0%	50.8%	50.8%	52.8%	52.6%			
Total (n)	106	2,110	3,502	37	673	1,091	65	1,370	2,289			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Mean	1.58	1.59	1.58	1.62	1.62	1.60	1.60	1.58	1.58			
Standard deviation	0.69	0.68	0.67	0.72	0.67	0.67	0.68	0.68	0.67			
Significance	-			-			-					
Effect size	-	-0.01	0.00	-	0.00	0.03	-	0.03	0.03			
How frequently does your job/position require you to interact with students?												
Very Often	48.7%	42.5%	42.0%	46.2%	40.2%	40.4%	48.6%	43.3%	42.5%			
Often	19.1%	16.0%	15.4%	15.4%	15.8%	15.5%	22.2%	16.2%	15.4%			
Sometimes	16.5%	18.8%	18.3%	25.6%	19.7%	19.7%	12.5%	18.2%	17.7%			
Seldom	13.0%	17.6%	17.8%	12.8%	20.2%	19.6%	12.5%	16.5%	17.1%			
Never	2.6%	5.1%	6.4%	0.0%	4.2%	4.8%	4.2%	5.8%	7.2%			
Total (n)	115	2,407	3,960	39	742	1,197	72	1,582	2,616			
Mean	3.98	3.73	3.69	3.95	3.68	3.67	3.99	3.75	3.69			
Standard deviation	1.19	1.31	1.34	1.12	1.30	1.31	1.23	1.32	1.36			
Significance	-	*	*	-			-					
Effect size	-	0.19	0.22	-	0.21	0.21	-	0.18	0.22			
How frequently do you voluntarily interact with students?												
Very Often	40.9%	31.1%	30.7%	35.9%	30.2%	29.9%	43.1%	31.3%	30.9%			
Often	26.1%	23.6%	22.8%	23.1%	22.3%	21.4%	27.8%	24.3%	23.4%			
Sometimes	23.5%	24.5%	24.5%	28.2%	26.8%	26.3%	22.2%	23.2%	23.7%			
Seldom	7.8%	15.7%	15.8%	12.8%	16.2%	17.1%	4.2%	15.4%	15.3%			
Never	1.7%	5.2%	6.3%	0.0%	4.5%	5.2%	2.8%	5.7%	6.8%			
Total (n)	115	2,402	3,951	39	739	1,192	72	1,583	2,616			
Mean	3.97	3.60	3.56	3.82	3.58	3.54	4.04	3.60	3.56			
Standard deviation	1.06	1.22	1.25	1.07	1.20	1.23	1.04	1.23	1.26			
Significance	-	**	***	-			-	**	**			
Effect size	-	0.30	0.33	-	0.20	0.23	-	0.36	0.38			
Within the next year, how likely are you to leave:												
Your current position												
Very Likely	12.2%	11.6%	11.8%	10.3%	12.5%	12.0%	13.9%	11.0%	11.7%			
Likely	16.5%	18.3%	18.5%	17.9%	19.2%	18.3%	15.3%	17.5%	18.2%			
Unlikely	40.0%	37.2%	36.2%	56.4%	38.5%	38.0%	30.6%	36.5%	35.4%			
Very Unlikely	31.3%	33.0%	33.5%	15.4%	29.8%	31.7%	40.3%	34.9%	34.7%			
Total (n)	115	2,370	3,904	39	735	1,188	72	1,560	2,580			
Within the next year, how likely are you to leave:												
This institution												
Very Likely	11.3%	9.6%	9.3%	10.3%	10.2%	9.7%	12.5%	9.2%	9.0%			
Likely	12.2%	14.9%	15.1%	15.4%	17.1%	16.6%	9.7%	13.6%	14.1%			
Unlikely	43.5%	37.9%	37.8%	59.0%	38.8%	38.6%	34.7%	37.2%	37.3%			
Very Unlikely	33.0%	37.6%	37.8%	15.4%	33.9%	35.1%	43.1%	39.9%	39.6%			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	115	2,349	3,880	39	726	1,179	72	1,548	2,566			
What is the highest level of education you have completed?												
Junior high/middle school or less	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Some high school	0.0%	0.1%	0.1%	0.0%	0.3%	0.3%	0.0%	0.0%	0.0%			
High school graduate/GED	4.4%	2.3%	2.3%	2.6%	3.7%	3.1%	5.6%	1.6%	1.9%			
Some college	11.4%	7.5%	7.7%	5.1%	6.8%	7.9%	15.3%	7.9%	7.7%			
Technical certificate	0.9%	2.5%	2.4%	0.0%	3.9%	3.6%	1.4%	1.9%	1.8%			
Associate's degree	5.3%	4.8%	5.4%	2.6%	3.9%	4.0%	6.9%	5.1%	5.8%			
Bachelor's (B.A., B.S., etc.)	33.3%	35.9%	32.9%	30.8%	31.7%	29.6%	33.3%	38.1%	34.4%			
Master's (M.A., M.S., M.F.A., M.B.A.)	37.7%	37.3%	37.3%	48.7%	37.5%	35.6%	31.9%	37.2%	38.0%			
J.D.	0.9%	0.6%	0.6%	2.6%	0.8%	0.8%	0.0%	0.4%	0.5%			
M.D., D.D.S., D.V.M., etc. (Medical)	0.0%	0.4%	1.3%	0.0%	0.4%	2.4%	0.0%	0.4%	0.8%			
Ph.D.	2.6%	6.0%	7.2%	5.1%	8.0%	9.4%	1.4%	5.1%	6.4%			
Professional Doctorate (Ed.D., Psy.D., etc.)	3.5%	2.6%	2.8%	2.6%	3.1%	3.3%	4.2%	2.3%	2.7%			
Total (n)	114	2,398	3,947	39	739	1,196	72	1,582	2,616			
With which language do you feel most comfortable?												
English	99.1%	90.5%	92.2%	100.0%	91.2%	92.1%	98.6%	90.2%	92.2%			
Other language (please specify)	0.0%	0.7%	0.7%	0.0%	1.2%	1.1%	0.0%	0.3%	0.5%			
Equally comfortable with English and other language (please specify other language)	0.9%	8.8%	7.1%	0.0%	7.5%	6.8%	1.4%	9.5%	7.3%			
Total (n)	115	2,407	3,957	39	742	1,198	72	1,590	2,627			
Race/Ethnicity (mark all that apply; may add to more than 100%)												
Native American/Alaska Native	3.4%	2.4%	2.5%	2.6%	2.4%	2.8%	4.0%	2.3%	2.2%			
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	0.8%	7.1%	5.1%	0.0%	7.2%	5.3%	1.3%	6.9%	5.1%			
Filipina/o/x	0.8%	3.8%	2.5%	0.0%	3.0%	1.9%	1.3%	4.3%	2.8%			
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.8%	2.5%	1.7%	2.6%	2.4%	1.7%	0.0%	2.5%	1.8%			
South Asian (e.g. Indian, Pakistani, Nepalese, Sri Lankan)	0.0%	1.5%	1.6%	0.0%	1.3%	1.9%	0.0%	1.5%	1.4%			
Other Asian	0.0%	0.6%	0.4%	0.0%	0.9%	0.7%	0.0%	0.4%	0.3%			
African American/Black	0.8%	5.7%	8.1%	0.0%	5.7%	6.7%	1.3%	5.8%	8.7%			
African	0.0%	0.6%	0.5%	0.0%	0.8%	0.8%	0.0%	0.5%	0.3%			
Caribbean	0.0%	0.8%	0.6%	0.0%	0.9%	0.5%	0.0%	0.7%	0.6%			
Other Black	0.0%	0.5%	0.6%	0.0%	0.3%	0.3%	0.0%	0.5%	0.6%			
Native Hawaiian or Other Pacific Islander	0.0%	0.8%	0.5%	0.0%	0.8%	0.5%	0.0%	0.8%	0.5%			
Mexican American/Chicana/o/e/x	1.7%	17.7%	12.4%	2.6%	15.5%	11.5%	1.3%	19.1%	12.9%			
Puerto Rican	0.8%	1.0%	0.8%	2.6%	0.9%	0.6%	0.0%	1.1%	0.9%			
Central American	0.0%	2.7%	1.8%	0.0%	2.9%	1.9%	0.0%	2.6%	1.7%			
South American	0.8%	1.4%	1.4%	0.0%	1.6%	1.5%	1.3%	1.4%	1.4%			
Other Hispanic or Latina/o/e/x	0.0%	2.2%	1.7%	0.0%	2.3%	1.6%	0.0%	2.1%	1.7%			
Middle Eastern	0.0%	1.4%	1.2%	0.0%	1.3%	1.5%	0.0%	1.4%	1.1%			
European	85.7%	53.6%	59.5%	94.9%	56.4%	62.2%	84.0%	53.2%	59.2%			
Other White	10.9%	6.3%	7.0%	7.7%	7.0%	6.3%	13.3%	6.3%	7.6%			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Other	1.7%	1.8%	1.8%	2.6%	2.1%	2.2%	0.0%	1.5%	1.5%			
Total (n)	119	2,594	4,315	39	791	1,295	75	1,702	2,844			
Composite race variable (adds to 100%)												
Total (n)	119	2,594	4,315	39	791	1,295	75	1,702	2,844			
Native American/Alaska Native	0.0%	0.3%	0.3%	0.0%	0.4%	0.3%	0.0%	0.3%	0.3%			
Asian	0.0%	11.1%	8.2%	0.0%	10.9%	8.5%	0.0%	11.3%	8.3%			
Native Hawaiian/Pacific Islander	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%			
Black/African American	0.8%	5.1%	7.3%	0.0%	5.7%	6.7%	1.3%	5.1%	7.6%			
Latina/o/e/x	2.5%	17.3%	11.9%	2.6%	15.5%	11.2%	2.7%	18.6%	12.6%			
White	86.6%	51.5%	59.3%	89.7%	53.6%	60.9%	88.0%	51.6%	59.6%			
Other	0.8%	1.2%	1.2%	0.0%	1.1%	1.3%	0.0%	1.0%	1.0%			
Multiracial	5.9%	10.4%	8.8%	7.7%	10.9%	9.0%	5.3%	10.2%	8.7%			
Unknown	3.4%	3.0%	2.9%	0.0%	1.8%	1.9%	2.7%	1.8%	1.9%			
Do you have any of the following?												
Attention-deficit/hyperactivity disorder (ADHD)	12.3%	9.0%	9.8%	12.8%	9.5%	10.2%	12.7%	8.2%	9.0%			
Chronic illness (e.g., cancer, diabetes, autoimmune disorders)	18.6%	15.9%	17.1%	10.3%	11.4%	11.8%	24.3%	17.8%	19.2%			
Autism spectrum disorder	3.5%	1.7%	1.6%	2.6%	2.1%	1.8%	4.3%	1.1%	1.0%			
Learning disability (e.g., dyslexia)	2.7%	3.2%	3.7%	2.6%	4.2%	4.8%	2.9%	2.5%	3.0%			
Physical or sensory disability (e.g., speech, sight, mobility, hearing)	5.3%	5.7%	6.2%	10.3%	7.0%	6.8%	2.9%	4.7%	5.5%			
Psychological disorder (e.g., depression, anxiety, PTSD)	26.5%	24.4%	26.0%	28.2%	15.9%	17.3%	24.3%	27.6%	29.1%			
Other	5.1%	5.2%	5.9%	3.0%	2.7%	4.2%	4.8%	6.2%	6.3%			
Total (n)	98	2,040	3,380	33	636	1,045	62	1,354	2,239			
In the previous question, you indicated having one or more of the disabilities/conditions listed. Have you disclosed any of them to:												
Your supervisor												
No	47.3%	58.3%	54.1%	41.2%	62.4%	59.2%	47.2%	56.3%	51.9%			
Yes	52.7%	41.7%	45.9%	58.8%	37.6%	40.8%	52.8%	43.7%	48.1%			
Total (n)	55	1,163	2,002	17	330	561	36	788	1,356			
In the previous question, you indicated having one or more of the disabilities/conditions listed. Have you disclosed any of them to:												
Human Resources												
No	80.0%	81.5%	82.5%	88.2%	83.8%	84.2%	75.0%	81.2%	82.2%			
Yes	20.0%	18.5%	17.5%	11.8%	16.2%	15.8%	25.0%	18.8%	17.8%			
Total (n)	55	1,148	1,971	17	327	556	36	776	1,331			
How would you characterize your political views?												
Far right	0.9%	0.6%	0.6%	0.0%	0.8%	0.7%	1.4%	0.5%	0.6%			
Conservative	24.1%	13.7%	14.0%	15.4%	14.2%	15.1%	30.4%	13.5%	13.7%			
Middle-of-the-road	42.0%	39.4%	38.7%	35.9%	41.8%	41.2%	46.4%	38.6%	37.9%			
Liberal	25.9%	37.8%	37.9%	43.6%	34.5%	34.7%	15.9%	40.1%	39.9%			
Far Left	7.1%	8.5%	8.8%	5.1%	8.7%	8.3%	5.8%	7.4%	7.8%			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	112	2,246	3,735	39	711	1,159	69	1,473	2,459			
Which of the following most accurately describes you?												
U.S. Citizen	100.0%	97.1%	96.9%	100.0%	96.0%	95.3%	100.0%	97.5%	97.6%			
Permanent legal resident (Green Card)	0.0%	1.7%	1.6%	0.0%	2.6%	2.3%	0.0%	1.3%	1.3%			
In U.S. on visa or work authorization	0.0%	1.0%	1.3%	0.0%	1.2%	2.3%	0.0%	1.0%	0.9%			
None of the above	0.0%	0.2%	0.2%	0.0%	0.1%	0.2%	0.0%	0.2%	0.2%			
Total (n)	114	2,383	3,926	39	734	1,192	71	1,573	2,600			
If you were NOT born in the U.S., at what age did you arrive in the U.S.?												
Not applicable/born in the U.S.	97.2%	77.8%	82.0%	100.0%	78.1%	81.5%	95.7%	77.6%	82.1%			
5 or younger	1.4%	5.4%	4.3%	0.0%	5.1%	3.5%	2.2%	5.4%	4.5%			
6 to 12	1.4%	4.8%	3.1%	0.0%	4.4%	3.0%	2.2%	5.2%	3.3%			
13 to 18	0.0%	3.1%	2.2%	0.0%	2.5%	1.8%	0.0%	3.4%	2.5%			
19 to 25	0.0%	4.8%	3.9%	0.0%	4.4%	4.0%	0.0%	4.8%	3.9%			
26 or older	0.0%	4.1%	4.4%	0.0%	5.5%	6.1%	0.0%	3.6%	3.8%			
Total (n)	71	1,756	2,896	23	566	931	46	1,141	1,873			
Current religious preference:												
Agnostic	7.3%	11.7%	12.4%	7.7%	13.1%	13.3%	5.9%	10.6%	11.7%			
Atheist	5.5%	7.0%	7.6%	10.3%	9.9%	10.4%	2.9%	5.4%	6.0%			
Baptist	16.4%	5.3%	7.3%	2.6%	5.4%	6.5%	25.0%	5.4%	7.8%			
Buddhist	0.0%	2.1%	1.7%	0.0%	2.6%	1.9%	0.0%	1.8%	1.6%			
Church of Christ	4.5%	1.5%	1.6%	7.7%	1.3%	1.5%	2.9%	1.6%	1.6%			
Eastern Orthodox	0.0%	0.7%	0.6%	0.0%	0.6%	0.5%	0.0%	0.9%	0.6%			
Episcopalian	1.8%	1.1%	1.1%	5.1%	0.9%	1.0%	0.0%	1.3%	1.2%			
Hindu	0.0%	0.8%	0.8%	0.0%	0.9%	1.0%	0.0%	0.9%	0.7%			
Jewish	0.9%	2.6%	1.8%	2.6%	3.7%	2.7%	0.0%	2.0%	1.4%			
Lutheran	3.6%	2.9%	2.9%	5.1%	2.8%	2.9%	2.9%	3.0%	3.0%			
Methodist	7.3%	2.4%	2.9%	5.1%	2.3%	2.2%	8.8%	2.6%	3.3%			
Muslim	0.0%	0.7%	0.7%	0.0%	0.9%	1.0%	0.0%	0.7%	0.6%			
Presbyterian	1.8%	1.8%	1.8%	0.0%	1.8%	1.7%	2.9%	1.8%	2.0%			
Quaker	0.0%	0.2%	0.2%	0.0%	0.4%	0.4%	0.0%	0.1%	0.1%			
Roman Catholic	13.6%	23.1%	19.2%	17.9%	20.3%	17.4%	11.8%	25.0%	20.7%			
Seventh-day Adventist	0.0%	0.2%	0.2%	0.0%	0.3%	0.2%	0.0%	0.1%	0.2%			
The Church of Jesus Christ of Latter-day Saints	0.0%	0.4%	0.5%	0.0%	0.6%	0.6%	0.0%	0.3%	0.4%			
United Church of Christ/Congregational	0.0%	0.3%	0.4%	0.0%	0.1%	0.3%	0.0%	0.3%	0.4%			
Other Christian	23.6%	15.9%	17.6%	20.5%	13.1%	15.0%	26.5%	17.3%	18.9%			
Other Religion(s)/Belief(s) (please specify)	4.5%	4.6%	4.8%	5.1%	4.4%	4.6%	4.4%	4.4%	4.5%			
None	9.1%	14.6%	13.9%	10.3%	14.8%	14.9%	5.9%	14.5%	13.2%			
Total (n)	110	2,274	3,773	39	704	1,152	68	1,514	2,509			
Military status:												
None	96.5%	97.2%	96.6%	92.3%	94.2%	92.7%	98.6%	98.8%	98.4%			

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
In the Reserves or National Guard	0.0%	0.1%	0.1%	0.0%	0.1%	0.3%	0.0%	0.0%	0.0%			
On Active Duty	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard	3.5%	2.7%	3.3%	7.7%	5.6%	7.0%	1.4%	1.2%	1.6%			
Total (n)	114	2,355	3,876	39	730	1,181	71	1,554	2,570			
How many dependents do you have under 18 years old?												
0	68.1%	62.3%	62.9%	64.9%	60.2%	59.8%	68.6%	62.6%	63.2%			
1	15.4%	17.8%	17.4%	10.8%	17.9%	17.4%	19.6%	18.2%	18.0%			
2	12.1%	15.9%	15.7%	18.9%	17.2%	17.6%	7.8%	15.5%	15.3%			
3	1.1%	2.9%	3.0%	0.0%	2.8%	3.5%	2.0%	3.0%	2.9%			
4+	3.3%	1.2%	1.0%	5.4%	1.9%	1.6%	2.0%	0.7%	0.6%			
Total (n)	91	2,000	3,293	37	644	1,033	51	1,297	2,151			
How many dependents do you have who are 18-26 years old?												
0	72.3%	73.7%	73.4%	86.7%	74.4%	73.5%	64.0%	72.7%	72.6%			
1	20.5%	16.4%	15.5%	10.0%	14.5%	14.2%	26.0%	17.6%	16.7%			
2	6.0%	8.3%	8.8%	0.0%	9.2%	9.5%	10.0%	8.2%	8.6%			
3	0.0%	1.4%	1.8%	0.0%	1.6%	1.8%	0.0%	1.4%	1.8%			
4+	1.2%	0.2%	0.5%	3.3%	0.4%	1.1%	0.0%	0.1%	0.2%			
Total (n)	83	1,639	2,757	30	511	845	50	1,074	1,806			
How many dependents do you have who are 27 years old or older?												
0	71.8%	79.7%	79.7%	86.7%	78.3%	77.5%	60.0%	79.8%	80.0%			
1	17.9%	11.7%	11.6%	6.7%	14.5%	14.9%	26.7%	10.8%	10.5%			
2	5.1%	6.1%	5.8%	3.3%	5.4%	5.0%	6.7%	6.5%	6.4%			
3	0.0%	1.8%	2.2%	0.0%	0.8%	1.9%	0.0%	2.3%	2.5%			
4+	5.1%	0.8%	0.7%	3.3%	1.0%	0.8%	6.7%	0.6%	0.7%			
Total (n)	78	1,529	2,547	30	483	800	45	993	1,648			
Are you serving as a caregiver for another adult who is not a dependent (e.g., parent, other relative)?												
No	86.4%	82.6%	84.6%	91.9%	84.9%	86.6%	82.6%	81.6%	83.7%			
Yes	13.6%	17.4%	15.4%	8.1%	15.1%	13.4%	17.4%	18.4%	16.3%			
Total (n)	110	2,323	3,850	37	721	1,175	69	1,537	2,552			
Optional Question 1												
A												
B												
C												
D												
E												
Total (n)												
Optional Question 2												
A												
B												
C												
D												

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
E												
Total (n)												
Optional Question 3												
A												
B												
C												
D												
E												
Total (n)												
Optional Question 4												
A												
B												
C												
D												
E												
Total (n)												
Optional Question 5												
A												
B												
C												
D												
E												
Total (n)												
Optional Question 6												
A												
B												
C												
D												
E												
Total (n)												
Optional Question 7												
A												
B												
C												
D												
E												
Total (n)												
Optional Question 8												
A												
B												
C												

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
D												
E												
Total (n)												
Optional Question 9												
A												
B												
C												
D												
E												
Total (n)												
Optional Question 10												
A												
B												
C												
D												
E												
Total (n)												
Optional Question 11												
A												
B												
C												
D												
E												
Total (n)												
Optional Question 12												
A												
B												
C												
D												
E												
Total (n)												
Optional Question 13												
A												
B												
C												
D												
E												
Total (n)												
Optional Question 14												
A												
B												

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

Truman State University	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
C												
D												
E												
Total (n)												
Optional Question 15												
A												
B												
C												
D												
E												
Total (n)												
Optional Question 16												
A												
B												
C												
D												
E												
Total (n)												
Optional Question 17												
A												
B												
C												
D												
E												
Total (n)												
Optional Question 18												
A												
B												
C												
D												
E												
Total (n)												
Optional Question 19												
A												
B												
C												
D												
E												
Total (n)												
Optional Question 20												
A												

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Gender**

	Total			Men			Women			Genderqueer, Gender Non-conforming, Non-binary, Other Identity		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Truman State University												
B												
C												
D												
E												
Total (n)												

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Staff by Race/Ethnicity	115				103		7
Are you a:							
Part-time, temporary/contract employee	0.0%				0.0%		0.0%
Part-time, permanent employee	1.8%				2.0%		0.0%
Full-time, temporary/contract employee	5.3%				4.9%		14.3%
Full-time, permanent employee	93.0%				93.1%		85.7%
Total (n)	114				102		7
How are you compensated for your work?							
Salaried (exempt)	71.3%				73.8%		42.9%
Hourly (non-exempt), eligible for overtime pay	28.7%				26.2%		57.1%
Total (n)	115				103		7
What is your current gender identity?							
Man	34.2%				34.0%		42.9%
Woman	64.0%				64.1%		57.1%
Non-binary	0.9%				1.0%		0.0%
Genderqueer/Gender non-conforming	0.9%				1.0%		0.0%
Identity not listed above	0.0%				0.0%		0.0%
Total (n)	114				103		7
What is your sexual orientation?							
Heterosexual/Straight	91.2%				90.2%		100.0%
Asexual	0.0%				0.0%		0.0%
Bisexual	1.8%				2.0%		0.0%
Gay	3.5%				3.9%		0.0%
Lesbian	0.9%				1.0%		0.0%
Pansexual	2.6%				2.9%		0.0%
Queer	0.0%				0.0%		0.0%
Not listed above	0.0%				0.0%		0.0%
Total (n)	114				102		7
Do you identify as transgender?							
No	99.1%				99.0%		100.0%
Yes	0.9%				1.0%		0.0%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Total (n)	114				102		7
What best describes your role:							
Senior administrator (e.g., President, Chancellor, Vice-President, Dean)	4.3%				4.9%		0.0%
Mid-level administrator/manager (e.g., Associate Dean, Assistant Dean, Director)	27.8%				28.2%		28.6%
Staff (e.g., Administrative Assistant, Analyst, Skilled Craft Worker)	64.3%				64.1%		57.1%
Graduate Student Employee	0.0%				0.0%		0.0%
Other (e.g., Postdoctoral Researcher, Affiliate, Courtesy Staff)	3.5%				2.9%		14.3%
Total (n)	115				103		7
Which of the following best describes YOUR UNIT on campus?							
Academic Affairs							
Academic Advising	2.8%				2.0%		0.0%
Academic Department/School	11.0%				11.2%		16.7%
Library Services	5.5%				5.1%		16.7%
Research Institute or Support/Oversight (e.g., Institutional Review Board, Office of Contracts and Grants)	0.0%				0.0%		0.0%
Other Academic Affairs	11.0%				10.2%		33.3%
Business/Administrative Services							
Campus Safety/Police/Emergency Management	0.0%				0.0%		0.0%
Capital Planning	0.0%				0.0%		0.0%
Dining Services	0.0%				0.0%		0.0%
Facilities - Custodial Services	0.9%				1.0%		0.0%
Facilities - Maintenance	0.9%				0.0%		16.7%
Finance and Treasury	3.7%				4.1%		0.0%
Human Resources (including academic personnel)	0.9%				1.0%		0.0%
Information Technology Services	7.3%				8.2%		0.0%
Institutional Research/Assessment/Planning	0.0%				0.0%		0.0%
Legal Affairs	0.9%				1.0%		0.0%
Medical Center/Hospital	0.0%				0.0%		0.0%
Transportation and Parking	0.0%				0.0%		0.0%
Other Business/Administrative Services	7.3%				7.1%		0.0%

2023 HERI Staff Climate Survey
Institutional Profile Report
Staff by Race/Ethnicity

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
External Affairs							
Alumni Affairs	2.8%				3.1%		0.0%
Communications	1.8%				2.0%		0.0%
Community Engagement/Partnerships	0.9%				1.0%		0.0%
Public Relations	1.8%				2.0%		0.0%
University Advancement/Development/Planned Giving	0.0%				0.0%		0.0%
Other External Affairs	0.0%				0.0%		0.0%
Student Life/Services/Student Affairs							
Admissions/Enrollment Management/Registrar	11.0%				10.2%		16.7%
Athletics (Varsity/Club)	3.7%				4.1%		0.0%
Financial Aid	1.8%				2.0%		0.0%
Housing/Residential Life	2.8%				3.1%		0.0%
Dean of Students/Judicial Affairs	0.0%				0.0%		0.0%
Campus Activities (e.g., Recreation, Student Government, College Union)	2.8%				3.1%		0.0%
Student Health Services, Psychological Services	0.0%				0.0%		0.0%
Other Student Affairs (e.g., International Student Services, Career Services, Orientation, Veteran Student Affairs)	4.6%				5.1%		0.0%
Leadership and Diversity							
Diversity, Equity, and Inclusion	1.8%				0.0%		0.0%
Office of the Chancellor/President	1.8%				2.0%		0.0%
Office of the Provost/Vice President	0.9%				1.0%		0.0%
Other Leadership and Diversity	0.0%				0.0%		0.0%
Other	9.2%				10.2%		0.0%
Total (n)	109				98		6
How many direct reports do you have (excluding student employees)?							
I do not directly supervise employees	54.4%				54.9%		28.6%
1 to 2	14.0%				14.7%		0.0%
3 to 5	14.9%				13.7%		42.9%
6 to 10	7.9%				6.9%		28.6%
11 or more	8.8%				9.8%		0.0%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Total (n)	114				102		7
How many years have you been employed at this institution?							
Less than one year	10.3%				9.4%		0.0%
1-4 years	22.4%				25.0%		0.0%
5-10 years	19.6%				18.8%		28.6%
11-15 years	9.3%				9.4%		14.3%
16-20 years	11.2%				10.4%		28.6%
More than 20 years	27.1%				27.1%		28.6%
Total (n)	107				96		7
How many years have you been employed in your current position?							
Less than one year	16.8%				14.9%		14.3%
1-4 years	30.1%				33.7%		0.0%
5-10 years	23.0%				19.8%		71.4%
11-15 years	12.4%				13.9%		0.0%
16-20 years	4.4%				4.0%		14.3%
More than 20 years	13.3%				13.9%		0.0%
Total (n)	113				101		7
Including your current position, how many years of full-time work experience do you have?							
Less than one year	5.3%				5.9%		0.0%
1-2 years	2.7%				2.0%		0.0%
3-5 years	5.3%				5.0%		0.0%
6-10 years	10.6%				8.9%		28.6%
11-15 years	10.6%				10.9%		0.0%
16-20 years	2.7%				3.0%		0.0%
21-25 years	10.6%				9.9%		28.6%
26 years or more	52.2%				54.5%		42.9%
Total (n)	113				101		7

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Please rate your satisfaction with your institution in each area:							
Racial and ethnic diversity of the faculty							
Very Satisfied	10.9%				12.2%		0.0%
Satisfied	36.4%				38.8%		14.3%
Neutral	33.6%				32.7%		57.1%
Dissatisfied	12.7%				12.2%		28.6%
Very Dissatisfied	6.4%				4.1%		0.0%
Total (n)	110				98		7
Mean	3.33				3.43		2.86
Standard deviation	1.04				0.99		0.69
Racial and ethnic diversity of the staff							
Very Satisfied	9.7%				10.9%		0.0%
Satisfied	25.7%				26.7%		14.3%
Neutral	40.7%				40.6%		57.1%
Dissatisfied	15.0%				16.8%		0.0%
Very Dissatisfied	8.8%				5.0%		28.6%
Total (n)	113				101		7
Mean	3.12				3.22		2.57
Standard deviation	1.07				1.02		1.13
Racial and ethnic diversity of the student body							
Very Satisfied	15.6%				16.3%		0.0%
Satisfied	29.4%				30.6%		33.3%
Neutral	33.9%				33.7%		50.0%
Dissatisfied	13.8%				13.3%		16.7%
Very Dissatisfied	7.3%				6.1%		0.0%
Total (n)	109				98		6
Mean	3.32				3.38		3.17
Standard deviation	1.12				1.10		0.75

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Gender diversity of staff							
Very Satisfied	14.7%				14.4%		14.3%
Satisfied	39.4%				40.2%		42.9%
Neutral	37.6%				38.1%		42.9%
Dissatisfied	5.5%				6.2%		0.0%
Very Dissatisfied	2.8%				1.0%		0.0%
Total (n)	109				97		7
Mean	3.58				3.61		3.71
Standard deviation	0.91				0.85		0.76
Commitment to hiring women							
Very Satisfied	20.2%				20.6%		28.6%
Satisfied	46.8%				49.5%		28.6%
Neutral	31.2%				27.8%		42.9%
Dissatisfied	0.9%				1.0%		0.0%
Very Dissatisfied	0.9%				1.0%		0.0%
Total (n)	109				97		7
Mean	3.84				3.88		3.86
Standard deviation	0.78				0.78		0.90
Commitment to hiring underrepresented racial/ethnic minorities							
Very Satisfied	15.9%				16.8%		14.3%
Satisfied	37.4%				38.9%		28.6%
Neutral	29.9%				29.5%		42.9%
Dissatisfied	15.9%				13.7%		14.3%
Very Dissatisfied	0.9%				1.1%		0.0%
Total (n)	107				95		7
Mean	3.51				3.57		3.43
Standard deviation	0.97				0.96		0.98
Atmosphere for sexual orientation differences							
Very Satisfied	16.0%				17.0%		0.0%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Satisfied	44.3%				44.7%		57.1%
Neutral	31.1%				31.9%		42.9%
Dissatisfied	4.7%				3.2%		0.0%
Very Dissatisfied	3.8%				3.2%		0.0%
Total (n)	106				94		7
Mean	3.64				3.69		3.57
Standard deviation	0.94				0.90		0.53
Atmosphere for political differences							
Very Satisfied	12.6%				13.1%		0.0%
Satisfied	38.7%				40.4%		28.6%
Neutral	34.2%				33.3%		42.9%
Dissatisfied	9.0%				8.1%		28.6%
Very Dissatisfied	5.4%				5.1%		0.0%
Total (n)	111				99		7
Mean	3.44				3.48		3.00
Standard deviation	1.01				0.99		0.82
Atmosphere for religious differences							
Very Satisfied	17.3%				17.3%		14.3%
Satisfied	39.1%				40.8%		28.6%
Neutral	34.5%				33.7%		42.9%
Dissatisfied	4.5%				5.1%		0.0%
Very Dissatisfied	4.5%				3.1%		14.3%
Total (n)	110				98		7
Mean	3.60				3.64		3.29
Standard deviation	0.98				0.93		1.25
Atmosphere for gender differences							
Very Satisfied	15.6%				15.5%		14.3%
Satisfied	39.4%				41.2%		28.6%
Neutral	34.9%				36.1%		28.6%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Dissatisfied	6.4%				5.2%		28.6%
Very Dissatisfied	3.7%				2.1%		0.0%
Total (n)	109				97		7
Mean	3.57				3.63		3.29
Standard deviation	0.96				0.88		1.11
Atmosphere for individuals with disabilities							
Very Satisfied	15.2%				17.0%		0.0%
Satisfied	40.0%				38.3%		66.7%
Neutral	31.4%				34.0%		16.7%
Dissatisfied	9.5%				8.5%		16.7%
Very Dissatisfied	3.8%				2.1%		0.0%
Total (n)	105				94		6
Mean	3.53				3.60		3.50
Standard deviation	0.99				0.94		0.84
Timeliness of administrative responses to campus emergencies							
Very Satisfied	20.4%				19.6%		28.6%
Satisfied	53.4%				54.3%		57.1%
Neutral	18.4%				18.5%		14.3%
Dissatisfied	4.9%				5.4%		0.0%
Very Dissatisfied	2.9%				2.2%		0.0%
Total (n)	103				92		7
Mean	3.83				3.84		4.14
Standard deviation	0.91				0.88		0.69
Timeliness of administrative responses to sexual assault							
Very Satisfied	19.2%				20.6%		14.3%
Satisfied	37.2%				35.3%		71.4%
Neutral	30.8%				32.4%		0.0%
Dissatisfied	10.3%				10.3%		14.3%
Very Dissatisfied	2.6%				1.5%		0.0%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Total (n)	78				68		7
Mean	3.60				3.63		3.86
Standard deviation	1.00				0.98		0.90
Timeliness of administrative responses to discrimination/bias							
Very Satisfied	16.9%				17.8%		14.3%
Satisfied	41.0%				39.7%		71.4%
Neutral	32.5%				34.2%		0.0%
Dissatisfied	6.0%				5.5%		14.3%
Very Dissatisfied	3.6%				2.7%		0.0%
Total (n)	83				73		7
Mean	3.61				3.64		3.86
Standard deviation	0.96				0.93		0.90
Outcome of administrative responses to campus emergencies							
Very Satisfied	23.0%				22.5%		28.6%
Satisfied	44.0%				43.8%		57.1%
Neutral	25.0%				25.8%		14.3%
Dissatisfied	6.0%				6.7%		0.0%
Very Dissatisfied	2.0%				1.1%		0.0%
Total (n)	100				89		7
Mean	3.80				3.80		4.14
Standard deviation	0.93				0.91		0.69
Outcome of administrative responses to sexual assault							
Very Satisfied	20.0%				21.5%		14.3%
Satisfied	32.0%				29.2%		71.4%
Neutral	37.3%				40.0%		0.0%
Dissatisfied	8.0%				7.7%		14.3%
Very Dissatisfied	2.7%				1.5%		0.0%
Total (n)	75				65		7
Mean	3.59				3.62		3.86

2023 HERI Staff Climate Survey
Institutional Profile Report
Staff by Race/Ethnicity

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Standard deviation	0.99				0.96		0.90
Outcome of administrative responses to discrimination/bias							
Very Satisfied	18.2%				19.4%		14.3%
Satisfied	35.1%				32.8%		71.4%
Neutral	37.7%				40.3%		0.0%
Dissatisfied	5.2%				4.5%		14.3%
Very Dissatisfied	3.9%				3.0%		0.0%
Total (n)	77				67		7
Mean	3.58				3.61		3.86
Standard deviation	0.98				0.95		0.90
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:							
Staff concerns are considered when making policy							
Strongly Agree	6.0%				6.7%		0.0%
Agree	47.0%				46.7%		83.3%
Disagree	27.0%				27.8%		0.0%
Strongly Disagree	20.0%				18.9%		16.7%
Total (n)	100				90		6
Mean	2.39				2.41		2.67
Standard deviation	0.87				0.87		0.82
I feel respected by faculty							
Strongly Agree	10.0%				11.2%		0.0%
Agree	52.7%				52.0%		42.9%
Disagree	32.7%				32.7%		42.9%
Strongly Disagree	4.5%				4.1%		14.3%
Total (n)	110				98		7
Mean	2.68				2.70		2.29
Standard deviation	0.72				0.72		0.76

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
I feel respected by other staff members							
Strongly Agree	25.9%				28.0%		14.3%
Agree	65.2%				63.0%		85.7%
Disagree	7.1%				7.0%		0.0%
Strongly Disagree	1.8%				2.0%		0.0%
Total (n)	112				100		7
Mean	3.15				3.17		3.14
Standard deviation	0.62				0.64		0.38
I feel respected by senior administrators							
Strongly Agree	16.1%				18.0%		0.0%
Agree	56.3%				56.0%		71.4%
Disagree	17.0%				16.0%		14.3%
Strongly Disagree	10.7%				10.0%		14.3%
Total (n)	112				100		7
Mean	2.78				2.82		2.57
Standard deviation	0.85				0.85		0.79
Please indicate the extent to which you agree or disagree with the following statements. This institution:							
Encourages staff to have a public voice and share their ideas openly							
Strongly Agree	8.7%				8.5%		16.7%
Agree	56.7%				57.4%		50.0%
Disagree	24.0%				23.4%		33.3%
Strongly Disagree	10.6%				10.6%		0.0%
Total (n)	104				94		6
Mean	2.63				2.64		2.83
Standard deviation	0.79				0.79		0.75
Encourages students to have a public voice and share their ideas openly							
Strongly Agree	22.9%				21.6%		42.9%
Agree	71.6%				73.2%		57.1%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Disagree	3.7%				3.1%		0.0%
Strongly Disagree	1.8%				2.1%		0.0%
Total (n)	109				97		7
Mean	3.16				3.14		3.43
Standard deviation	0.56				0.56		0.53
Has campus administrators who regularly speak about the value of diversity							
Strongly Agree	20.2%				20.2%		20.0%
Agree	67.3%				69.1%		60.0%
Disagree	8.7%				8.5%		20.0%
Strongly Disagree	3.8%				2.1%		0.0%
Total (n)	104				94		5
Mean	3.04				3.07		3.00
Standard deviation	0.67				0.61		0.71
Promotes the appreciation of cultural differences							
Strongly Agree	26.9%				25.5%		40.0%
Agree	61.5%				64.9%		40.0%
Disagree	9.6%				7.4%		20.0%
Strongly Disagree	1.9%				2.1%		0.0%
Total (n)	104				94		5
Mean	3.13				3.14		3.20
Standard deviation	0.65				0.63		0.84
Provides the campus community with opportunities to share feelings about issues of concern							
Strongly Agree	15.3%				13.8%		33.3%
Agree	62.2%				63.2%		50.0%
Disagree	16.3%				17.2%		16.7%
Strongly Disagree	6.1%				5.7%		0.0%
Total (n)	98				87		6
Mean	2.87				2.85		3.17

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Standard deviation	0.74				0.72		0.75
Rewards staff for their participation in diversity efforts							
Strongly Agree	4.0%				4.5%		0.0%
Agree	30.7%				34.8%		0.0%
Disagree	46.7%				45.5%		60.0%
Strongly Disagree	18.7%				15.2%		40.0%
Total (n)	75				66		5
Mean	2.20				2.29		1.60
Standard deviation	0.79				0.78		0.55
Has effective practices and policies that increase staff diversity							
Strongly Agree	9.9%				9.7%		25.0%
Agree	44.4%				47.2%		0.0%
Disagree	30.9%				30.6%		50.0%
Strongly Disagree	14.8%				12.5%		25.0%
Total (n)	81				72		4
Mean	2.49				2.54		2.25
Standard deviation	0.87				0.84		1.26
Has a lot of racial tension							
Strongly Agree	1.1%				0.0%		0.0%
Agree	14.0%				13.3%		16.7%
Disagree	49.5%				48.2%		66.7%
Strongly Disagree	35.5%				38.6%		16.7%
Total (n)	93				83		6
Mean	1.81				1.75		2.00
Standard deviation	0.71				0.68		0.63
Effectively communicates information about employee compensation and benefits							
Strongly Agree	17.3%				17.3%		28.6%
Agree	55.5%				57.1%		42.9%
Disagree	16.4%				15.3%		28.6%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Strongly Disagree	10.9%				10.2%		0.0%
Total (n)	110				98		7
Mean	2.79				2.82		3.00
Standard deviation	0.86				0.84		0.82
Please indicate the extent to which you agree or disagree with the following statements.							
I feel unsafe on this campus							
Strongly Agree	0.0%				0.0%		0.0%
Agree	6.1%				3.9%		14.3%
Disagree	48.2%				49.0%		42.9%
Strongly Disagree	45.6%				47.1%		42.9%
Total (n)	114				102		7
Mean	1.61				1.57		1.71
Standard deviation	0.60				0.57		0.76
I feel my contributions are valued by my department							
Strongly Agree	31.6%				29.4%		71.4%
Agree	50.0%				52.0%		14.3%
Disagree	11.4%				11.8%		0.0%
Strongly Disagree	7.0%				6.9%		14.3%
Total (n)	114				102		7
Mean	3.06				3.04		3.43
Standard deviation	0.84				0.83		1.13
I feel my contributions are valued by my direct supervisor							
Strongly Agree	36.0%				34.3%		57.1%
Agree	46.5%				47.1%		28.6%
Disagree	11.4%				12.7%		0.0%
Strongly Disagree	6.1%				5.9%		14.3%
Total (n)	114				102		7
Mean	3.12				3.10		3.29

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Standard deviation	0.84				0.84		1.11
I feel my contributions are valued by senior administrators							
Strongly Agree	14.9%				13.7%		28.6%
Agree	54.4%				54.9%		57.1%
Disagree	18.4%				19.6%		0.0%
Strongly Disagree	12.3%				11.8%		14.3%
Total (n)	114				102		7
Mean	2.72				2.71		3.00
Standard deviation	0.87				0.85		1.00
I feel my contributions are valued by students							
Strongly Agree	21.6%				21.0%		0.0%
Agree	65.8%				66.0%		100.0%
Disagree	10.8%				11.0%		0.0%
Strongly Disagree	1.8%				2.0%		0.0%
Total (n)	111				100		7
Mean	3.07				3.06		3.00
Standard deviation	0.63				0.63		0.00
Please indicate the extent to which you agree or disagree with the following statements:							
My professional skills are effectively put to use in this position							
Strongly Agree	26.5%				26.7%		28.6%
Agree	53.1%				52.5%		57.1%
Disagree	15.9%				15.8%		14.3%
Strongly Disagree	4.4%				5.0%		0.0%
Total (n)	113				101		7
Mean	3.02				3.01		3.14
Standard deviation	0.78				0.79		0.69
I feel I have to work harder than my colleagues to be perceived as a competent administrator/staff member							
Strongly Agree	12.3%				9.8%		28.6%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Agree	27.2%				26.5%		14.3%
Disagree	52.6%				54.9%		57.1%
Strongly Disagree	7.9%				8.8%		0.0%
Total (n)	114				102		7
Mean	2.44				2.37		2.71
Standard deviation	0.81				0.78		0.95
My job duties are clearly defined							
Strongly Agree	11.4%				11.8%		14.3%
Agree	58.8%				60.8%		57.1%
Disagree	21.1%				18.6%		28.6%
Strongly Disagree	8.8%				8.8%		0.0%
Total (n)	114				102		7
Mean	2.73				2.75		2.86
Standard deviation	0.78				0.78		0.69
My workload is manageable given the hours I'm scheduled to work							
Strongly Agree	18.4%				19.6%		0.0%
Agree	52.6%				52.9%		42.9%
Disagree	22.8%				21.6%		57.1%
Strongly Disagree	6.1%				5.9%		0.0%
Total (n)	114				102		7
Mean	2.83				2.86		2.43
Standard deviation	0.80				0.80		0.53
My salary is sufficient considering the cost of living in this area							
Strongly Agree	8.9%				9.0%		0.0%
Agree	37.5%				39.0%		42.9%
Disagree	32.1%				34.0%		14.3%
Strongly Disagree	21.4%				18.0%		42.9%
Total (n)	112				100		7
Mean	2.34				2.39		2.00

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Standard deviation	0.92				0.89		1.00
I achieve a healthy balance between my personal life and my professional life							
Strongly Agree	14.0%				14.7%		0.0%
Agree	65.8%				64.7%		85.7%
Disagree	14.0%				14.7%		14.3%
Strongly Disagree	6.1%				5.9%		0.0%
Total (n)	114				102		7
Mean	2.88				2.88		2.86
Standard deviation	0.72				0.72		0.38
I have at least one professional mentor I can turn to for guidance							
Strongly Agree	19.5%				21.6%		0.0%
Agree	49.6%				46.1%		85.7%
Disagree	21.2%				23.5%		0.0%
Strongly Disagree	9.7%				8.8%		14.3%
Total (n)	113				102		7
Mean	2.79				2.80		2.71
Standard deviation	0.87				0.88		0.76
I feel a sense of belonging to this campus							
Strongly Agree	20.5%				21.8%		14.3%
Agree	51.8%				51.5%		57.1%
Disagree	23.2%				21.8%		28.6%
Strongly Disagree	4.5%				5.0%		0.0%
Total (n)	112				101		7
Mean	2.88				2.90		2.86
Standard deviation	0.78				0.79		0.69
How often in the past year at this institution have you:							
Challenged others on issues of discrimination							
Very Often	4.4%				2.9%		0.0%
Often	5.3%				3.9%		14.3%



2023 HERI Staff Climate Survey
Institutional Profile Report
Staff by Race/Ethnicity

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Sometimes	20.2%				20.6%		28.6%
Seldom	20.2%				18.6%		28.6%
Never	50.0%				53.9%		28.6%
Total (n)	114				102		7
Mean	1.94				1.83		2.29
Standard deviation	1.15				1.07		1.11
Educated yourself about individuals who are different from you							
Very Often	18.6%				16.8%		14.3%
Often	38.1%				36.6%		57.1%
Sometimes	32.7%				35.6%		14.3%
Seldom	8.8%				8.9%		14.3%
Never	1.8%				2.0%		0.0%
Total (n)	113				101		7
Mean	3.63				3.57		3.71
Standard deviation	0.95				0.94		0.95
Participated in a coalition of different groups to address social justice issues							
Very Often	2.7%				3.0%		0.0%
Often	8.9%				7.0%		14.3%
Sometimes	18.8%				18.0%		14.3%
Seldom	22.3%				24.0%		14.3%
Never	47.3%				48.0%		57.1%
Total (n)	112				100		7
Mean	1.97				1.93		1.86
Standard deviation	1.13				1.10		1.21
Attended programs focused on diversity (e.g., presentations, performances, art exhibits, debates)							
Very Often	7.9%				7.8%		0.0%
Often	17.5%				18.6%		0.0%
Sometimes	30.7%				30.4%		42.9%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Seldom	19.3%				18.6%		28.6%
Never	24.6%				24.5%		28.6%
Total (n)	114				102		7
Mean	2.65				2.67		2.14
Standard deviation	1.25				1.25		0.90
Please indicate how often at this institution you have:							
Assisted a student with a problem about discrimination							
Very Often	0.9%				1.0%		0.0%
Often	4.5%				4.1%		0.0%
Sometimes	20.0%				17.3%		42.9%
Seldom	21.8%				22.4%		14.3%
Never	52.7%				55.1%		42.9%
Total (n)	110				98		7
Mean	1.79				1.73		2.00
Standard deviation	0.98				0.96		1.00
Assisted another staff member with a problem about discrimination							
Very Often	1.9%				2.0%		0.0%
Often	1.9%				2.0%		0.0%
Sometimes	18.5%				17.3%		28.6%
Seldom	23.1%				22.4%		28.6%
Never	54.6%				56.1%		42.9%
Total (n)	108				98		7
Mean	1.73				1.71		1.86
Standard deviation	0.95				0.96		0.90
Witnessed discrimination							
Very Often	0.9%				0.0%		14.3%
Often	4.7%				3.1%		0.0%
Sometimes	17.8%				16.7%		14.3%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Seldom	22.4%				24.0%		14.3%
Never	54.2%				56.3%		57.1%
Total (n)	107				96		7
Mean	1.76				1.67		2.00
Standard deviation	0.97				0.87		1.53
Reported an incident of discrimination to a campus authority							
Very Often	0.0%				0.0%		0.0%
Often	1.9%				0.0%		14.3%
Sometimes	8.4%				8.2%		0.0%
Seldom	15.0%				16.5%		0.0%
Never	74.8%				75.3%		85.7%
Total (n)	107				97		7
Mean	1.37				1.33		1.43
Standard deviation	0.72				0.62		1.13
Been sexually harassed							
Very Often	0.0%				0.0%		0.0%
Often	0.0%				0.0%		0.0%
Sometimes	0.9%				1.0%		0.0%
Seldom	6.4%				6.1%		14.3%
Never	92.7%				92.9%		85.7%
Total (n)	110				98		7
Mean	1.08				1.08		1.14
Standard deviation	0.31				0.31		0.38
Reported an incident of sexual harassment to a campus authority							
Very Often	0.0%				0.0%		0.0%
Often	0.0%				0.0%		0.0%
Sometimes	3.7%				4.1%		0.0%
Seldom	2.8%				3.1%		0.0%
Never	93.6%				92.8%		100.0%



2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Total (n)	109				97		7
Mean	1.10				1.11		1.00
Standard deviation	0.41				0.43		0.00
Felt my ideas were dismissed by my colleagues							
Very Often	3.6%				3.0%		14.3%
Often	8.1%				9.1%		0.0%
Sometimes	26.1%				25.3%		0.0%
Seldom	32.4%				32.3%		42.9%
Never	29.7%				30.3%		42.9%
Total (n)	111				99		7
Mean	2.23				2.22		2.00
Standard deviation	1.08				1.07		1.41
Felt I did not receive due credit for my ideas or work							
Very Often	3.7%				3.1%		0.0%
Often	9.3%				10.3%		0.0%
Sometimes	25.9%				23.7%		33.3%
Seldom	22.2%				22.7%		33.3%
Never	38.9%				40.2%		33.3%
Total (n)	108				97		6
Mean	2.17				2.13		2.00
Standard deviation	1.16				1.15		0.89
Heard insensitive or disparaging remarks about race/ethnicity from: Faculty							
Very Often	0.9%				0.0%		0.0%
Often	0.0%				0.0%		0.0%
Sometimes	11.0%				8.2%		28.6%
Seldom	19.3%				18.6%		14.3%
Never	68.8%				73.2%		57.1%
Total (n)	109				97		7
Mean	1.45				1.35		1.71

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Standard deviation	0.76				0.63		0.95
Heard insensitive or disparaging remarks about race/ethnicity from: Staff							
Very Often	1.8%				1.0%		0.0%
Often	2.7%				2.0%		0.0%
Sometimes	20.0%				17.3%		28.6%
Seldom	19.1%				20.4%		14.3%
Never	56.4%				59.2%		57.1%
Total (n)	110				98		7
Mean	1.75				1.65		1.71
Standard deviation	0.99				0.91		0.95
Heard insensitive or disparaging remarks about race/ethnicity from: Students							
Very Often	0.0%				0.0%		0.0%
Often	0.9%				1.0%		0.0%
Sometimes	7.3%				4.1%		14.3%
Seldom	27.3%				26.5%		42.9%
Never	64.5%				68.4%		42.9%
Total (n)	110				98		7
Mean	1.45				1.38		1.71
Standard deviation	0.67				0.62		0.76
Heard insensitive or disparaging remarks about race/ethnicity from: Senior Administrators							
Very Often	1.0%				1.1%		0.0%
Often	1.9%				0.0%		0.0%
Sometimes	1.0%				0.0%		16.7%
Seldom	13.3%				14.7%		0.0%
Never	82.9%				84.2%		83.3%
Total (n)	105				95		6
Mean	1.25				1.19		1.33
Standard deviation	0.66				0.53		0.82

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Currently, where are you primarily working?							
Remotely	1.8%				1.0%		14.3%
On-campus	93.9%				94.1%		85.7%
About half remotely and half on-campus	4.4%				4.9%		0.0%
Total (n)	114				102		7
Please indicate your agreement with the following statement:							
I would prefer to work remotely rather than on-campus							
Strongly Agree	11.4%				9.8%		28.6%
Agree	24.6%				25.5%		14.3%
Disagree	22.8%				22.5%		14.3%
Strongly Disagree	26.3%				27.5%		14.3%
Not applicable	14.9%				14.7%		28.6%
Total (n)	114				102		7
Please indicate your agreement with each of the following statements:							
My job responsibilities changed due to the pandemic							
Strongly Agree	9.3%				10.4%		0.0%
Agree	36.4%				33.3%		57.1%
Disagree	43.0%				45.8%		14.3%
Strongly Disagree	11.2%				10.4%		28.6%
Total (n)	107				96		7
Mean	2.44				2.44		2.29
Standard deviation	0.81				0.82		0.95
Campus leadership communicated effectively regarding the pandemic							
Strongly Agree	20.8%				20.0%		42.9%
Agree	63.2%				63.2%		42.9%
Disagree	14.2%				14.7%		14.3%
Strongly Disagree	1.9%				2.1%		0.0%
Total (n)	106				95		7
Mean	3.03				3.01		3.29

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Standard deviation	0.65				0.66		0.76
The decisions leaders made with respect to in-person operations on campus were appropriate							
Strongly Agree	21.9%				20.2%		42.9%
Agree	59.0%				61.7%		28.6%
Disagree	14.3%				13.8%		14.3%
Strongly Disagree	4.8%				4.3%		14.3%
Total (n)	105				94		7
Mean	2.98				2.98		3.00
Standard deviation	0.75				0.72		1.15
My institution's pandemic response considered the health and safety of staff							
Strongly Agree	27.4%				26.3%		42.9%
Agree	60.4%				64.2%		28.6%
Disagree	10.4%				7.4%		28.6%
Strongly Disagree	1.9%				2.1%		0.0%
Total (n)	106				95		7
Mean	3.13				3.15		3.14
Standard deviation	0.66				0.64		0.90
I feel safer when others wear masks while sharing an indoor space with me							
Strongly Agree	3.8%				3.2%		0.0%
Agree	18.9%				18.1%		42.9%
Disagree	47.2%				46.8%		42.9%
Strongly Disagree	30.2%				31.9%		14.3%
Total (n)	106				94		7
Mean	1.96				1.93		2.29
Standard deviation	0.80				0.79		0.76
COVID-19 testing is accessible to staff on campus							
Strongly Agree	13.5%				13.8%		14.3%
Agree	48.1%				48.9%		28.6%
Disagree	28.8%				28.7%		28.6%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Strongly Disagree	9.6%				8.5%		28.6%
Total (n)	104				94		7
Mean	2.65				2.68		2.29
Standard deviation	0.83				0.82		1.11
Rate the extent to which each of the following continues to be a source of stress due to the COVID-19 pandemic:							
Physical health							
7 Extensive	0.0%				0.0%		0.0%
6	4.5%				4.0%		14.3%
5	6.3%				7.0%		0.0%
4 Somewhat	18.0%				19.0%		14.3%
3	8.1%				6.0%		28.6%
2	12.6%				11.0%		14.3%
1 Not at all	50.5%				53.0%		28.6%
Total (n)	111				100		7
Mean	2.31				2.28		2.86
Standard deviation	1.59				1.60		1.77
Mental health							
7 Extensive	2.7%				3.0%		0.0%
6	3.6%				4.0%		0.0%
5	10.8%				9.0%		42.9%
4 Somewhat	19.8%				20.0%		14.3%
3	9.9%				9.0%		14.3%
2	9.0%				7.0%		14.3%
1 Not at all	44.1%				48.0%		14.3%
Total (n)	111				100		7
Mean	2.66				2.59		3.57
Standard deviation	1.78				1.80		1.62

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Health of loved ones							
7 Extensive	1.8%				1.0%		14.3%
6	9.9%				11.0%		0.0%
5	16.2%				17.0%		14.3%
4 Somewhat	18.9%				20.0%		14.3%
3	8.1%				6.0%		28.6%
2	10.8%				9.0%		14.3%
1 Not at all	34.2%				36.0%		14.3%
Total (n)	111				100		7
Mean	3.09				3.10		3.57
Standard deviation	1.88				1.89		1.99
The extent to which others wear masks while out in public							
7 Extensive	0.0%				0.0%		0.0%
6	5.4%				6.0%		0.0%
5	2.7%				3.0%		0.0%
4 Somewhat	10.8%				11.0%		14.3%
3	9.0%				9.0%		14.3%
2	14.4%				13.0%		14.3%
1 Not at all	57.7%				58.0%		57.1%
Total (n)	111				100		7
Mean	2.03				2.06		1.86
Standard deviation	1.49				1.54		1.21
Personal finances							
7 Extensive	7.2%				7.0%		0.0%
6	5.4%				6.0%		0.0%
5	11.7%				10.0%		14.3%
4 Somewhat	22.5%				20.0%		57.1%
3	9.0%				10.0%		0.0%
2	8.1%				8.0%		14.3%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
1 Not at all	36.0%				39.0%		14.3%
Total (n)	111				100		7
Mean	3.11				3.00		3.43
Standard deviation	1.97				1.98		1.40
At this institution, how often have you been discriminated against or excluded from activities because of your:							
Ability/disability status							
Very Often	0.0%				0.0%		0.0%
Often	1.8%				1.0%		14.3%
Sometimes	2.7%				2.9%		0.0%
Seldom	1.8%				2.0%		0.0%
Never	93.8%				94.1%		85.7%
Total (n)	113				102		7
Mean	1.12				1.11		1.43
Standard deviation	0.52				0.46		1.13
Age							
Very Often	0.0%				0.0%		0.0%
Often	2.7%				3.0%		0.0%
Sometimes	9.9%				7.0%		28.6%
Seldom	10.8%				11.0%		14.3%
Never	76.6%				79.0%		57.1%
Total (n)	111				100		7
Mean	1.39				1.34		1.71
Standard deviation	0.78				0.74		0.95
Citizenship status							
Very Often	0.0%				0.0%		0.0%
Often	0.0%				0.0%		0.0%
Sometimes	0.0%				0.0%		0.0%
Seldom	0.0%				0.0%		0.0%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Never	100.0%				100.0%		100.0%
Total (n)	112				101		7
Mean	1.00				1.00		1.00
Standard deviation	0.00				0.00		0.00
Gender/Gender identity							
Very Often	1.8%				2.0%		0.0%
Often	0.9%				1.0%		0.0%
Sometimes	3.6%				4.0%		0.0%
Seldom	3.6%				4.0%		0.0%
Never	90.2%				89.1%		100.0%
Total (n)	112				101		7
Mean	1.21				1.23		1.00
Standard deviation	0.71				0.75		0.00
Job classification (e.g., Title, Position)							
Very Often	1.8%				2.0%		0.0%
Often	6.3%				4.0%		14.3%
Sometimes	16.1%				15.8%		28.6%
Seldom	14.3%				12.9%		28.6%
Never	61.6%				65.3%		28.6%
Total (n)	112				101		7
Mean	1.72				1.64		2.29
Standard deviation	1.06				1.02		1.11
Level of education							
Very Often	0.9%				1.0%		0.0%
Often	2.7%				2.0%		14.3%
Sometimes	6.3%				6.9%		0.0%
Seldom	12.5%				10.9%		28.6%
Never	77.7%				79.2%		57.1%
Total (n)	112				101		7

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Mean	1.37				1.35		1.71
Standard deviation	0.79				0.78		1.11
Political beliefs							
Very Often	0.9%				1.0%		0.0%
Often	0.9%				1.0%		0.0%
Sometimes	8.1%				7.9%		14.3%
Seldom	9.0%				8.9%		14.3%
Never	81.1%				81.2%		71.4%
Total (n)	111				101		7
Mean	1.32				1.32		1.43
Standard deviation	0.74				0.75		0.79
Race/ethnicity							
Very Often	0.0%				0.0%		0.0%
Often	0.0%				0.0%		0.0%
Sometimes	1.8%				0.0%		0.0%
Seldom	2.7%				1.0%		0.0%
Never	95.5%				99.0%		100.0%
Total (n)	111				100		7
Mean	1.06				1.01		1.00
Standard deviation	0.31				0.10		0.00
Religious/spiritual beliefs							
Very Often	0.0%				0.0%		0.0%
Often	0.9%				1.0%		0.0%
Sometimes	7.1%				6.9%		0.0%
Seldom	3.6%				3.0%		14.3%
Never	88.4%				89.1%		85.7%
Total (n)	112				101		7
Mean	1.21				1.20		1.14
Standard deviation	0.60				0.60		0.38

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Sexual orientation							
Very Often	0.9%				1.0%		0.0%
Often	0.0%				0.0%		0.0%
Sometimes	2.7%				3.0%		0.0%
Seldom	4.5%				4.0%		0.0%
Never	92.0%				92.1%		100.0%
Total (n)	112				101		7
Mean	1.13				1.14		1.00
Standard deviation	0.53				0.55		0.00
Socioeconomic status							
Very Often	0.9%				1.0%		0.0%
Often	1.8%				2.0%		0.0%
Sometimes	7.1%				5.0%		28.6%
Seldom	3.6%				3.0%		0.0%
Never	86.6%				89.1%		71.4%
Total (n)	112				101		7
Mean	1.27				1.23		1.57
Standard deviation	0.75				0.72		0.98
Parent/guardian status							
Very Often	0.0%				0.0%		0.0%
Often	0.9%				1.0%		0.0%
Sometimes	1.8%				2.0%		0.0%
Seldom	1.8%				2.0%		0.0%
Never	95.5%				94.9%		100.0%
Total (n)	110				99		7
Mean	1.08				1.09		1.00
Standard deviation	0.41				0.43		0.00

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Please rate your satisfaction with:							
Quality of health benefits							
Very Satisfied	15.3%				17.0%		0.0%
Satisfied	56.8%				56.0%		85.7%
Neutral	18.0%				17.0%		14.3%
Dissatisfied	7.2%				7.0%		0.0%
Very Dissatisfied	2.7%				3.0%		0.0%
Total (n)	111				100		7
Mean	3.75				3.77		3.86
Standard deviation	0.90				0.92		0.38
Cost of health benefits							
Very Satisfied	18.0%				19.0%		14.3%
Satisfied	47.7%				48.0%		71.4%
Neutral	19.8%				18.0%		14.3%
Dissatisfied	8.1%				8.0%		0.0%
Very Dissatisfied	6.3%				7.0%		0.0%
Total (n)	111				100		7
Mean	3.63				3.64		4.00
Standard deviation	1.07				1.10		0.58
Retirement benefits							
Very Satisfied	19.4%				19.6%		28.6%
Satisfied	45.4%				47.4%		42.9%
Neutral	25.9%				23.7%		28.6%
Dissatisfied	6.5%				7.2%		0.0%
Very Dissatisfied	2.8%				2.1%		0.0%
Total (n)	108				97		7
Mean	3.72				3.75		4.00
Standard deviation	0.95				0.92		0.82

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Salary							
Very Satisfied	6.3%				6.9%		0.0%
Satisfied	23.2%				25.7%		0.0%
Neutral	24.1%				22.8%		42.9%
Dissatisfied	24.1%				23.8%		28.6%
Very Dissatisfied	22.3%				20.8%		28.6%
Total (n)	112				101		7
Mean	2.67				2.74		2.14
Standard deviation	1.23				1.25		0.90
Extended leave policies (e.g., paternity/maternity leave, caring for a family member, medical leave)							
Very Satisfied	18.3%				19.4%		14.3%
Satisfied	43.1%				44.9%		42.9%
Neutral	32.1%				30.6%		42.9%
Dissatisfied	4.6%				5.1%		0.0%
Very Dissatisfied	1.8%				0.0%		0.0%
Total (n)	109				98		7
Mean	3.72				3.79		3.71
Standard deviation	0.88				0.82		0.76
Amount of paid time off: Vacation time							
Very Satisfied	18.8%				19.8%		14.3%
Satisfied	51.8%				50.5%		71.4%
Neutral	16.1%				16.8%		0.0%
Dissatisfied	11.6%				10.9%		14.3%
Very Dissatisfied	1.8%				2.0%		0.0%
Total (n)	112				101		7
Mean	3.74				3.75		3.86
Standard deviation	0.96				0.96		0.90
Amount of paid time off: Sick leave							
Very Satisfied	22.3%				22.8%		28.6%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Satisfied	53.6%				53.5%		57.1%
Neutral	14.3%				14.9%		0.0%
Dissatisfied	8.9%				7.9%		14.3%
Very Dissatisfied	0.9%				1.0%		0.0%
Total (n)	112				101		7
Mean	3.88				3.89		4.00
Standard deviation	0.89				0.88		1.00
How satisfied are you with the following aspects of your job?							
Autonomy and independence							
Very Satisfied	31.3%				29.7%		57.1%
Satisfied	58.0%				61.4%		28.6%
Neutral	6.3%				5.9%		0.0%
Dissatisfied	1.8%				1.0%		0.0%
Very Dissatisfied	2.7%				2.0%		14.3%
Total (n)	112				101		7
Mean	4.13				4.16		4.14
Standard deviation	0.82				0.74		1.46
Collegiality among staff							
Very Satisfied	22.5%				24.0%		14.3%
Satisfied	51.4%				51.0%		71.4%
Neutral	19.8%				19.0%		14.3%
Dissatisfied	4.5%				5.0%		0.0%
Very Dissatisfied	1.8%				1.0%		0.0%
Total (n)	111				100		7
Mean	3.88				3.92		4.00
Standard deviation	0.87				0.85		0.58
Competence of coworkers							
Very Satisfied	21.6%				22.0%		14.3%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Satisfied	52.3%				52.0%		42.9%
Neutral	13.5%				12.0%		42.9%
Dissatisfied	10.8%				12.0%		0.0%
Very Dissatisfied	1.8%				2.0%		0.0%
Total (n)	111				100		7
Mean	3.81				3.80		3.71
Standard deviation	0.96				0.98		0.76
Departmental support for work-life balance							
Very Satisfied	25.2%				25.7%		16.7%
Satisfied	49.5%				50.5%		33.3%
Neutral	18.9%				17.8%		50.0%
Dissatisfied	6.3%				5.9%		0.0%
Very Dissatisfied	0.0%				0.0%		0.0%
Total (n)	111				101		6
Mean	3.94				3.96		3.67
Standard deviation	0.83				0.82		0.82
Flexibility in relation to family matters or emergencies							
Very Satisfied	42.3%				41.0%		57.1%
Satisfied	52.3%				55.0%		28.6%
Neutral	4.5%				4.0%		0.0%
Dissatisfied	0.9%				0.0%		14.3%
Very Dissatisfied	0.0%				0.0%		0.0%
Total (n)	111				100		7
Mean	4.36				4.37		4.29
Standard deviation	0.61				0.56		1.11
Institutional support for work-life balance							
Very Satisfied	21.8%				23.0%		16.7%
Satisfied	39.1%				41.0%		16.7%
Neutral	22.7%				21.0%		66.7%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Dissatisfied	13.6%				13.0%		0.0%
Very Dissatisfied	2.7%				2.0%		0.0%
Total (n)	110				100		6
Mean	3.64				3.70		3.50
Standard deviation	1.06				1.03		0.84
Job security							
Very Satisfied	20.7%				21.0%		28.6%
Satisfied	53.2%				55.0%		28.6%
Neutral	18.0%				16.0%		28.6%
Dissatisfied	7.2%				7.0%		14.3%
Very Dissatisfied	0.9%				1.0%		0.0%
Total (n)	111				100		7
Mean	3.86				3.88		3.71
Standard deviation	0.86				0.86		1.11
Overall job satisfaction							
Very Satisfied	18.0%				18.8%		0.0%
Satisfied	55.9%				55.4%		85.7%
Neutral	14.4%				13.9%		0.0%
Dissatisfied	8.1%				7.9%		14.3%
Very Dissatisfied	3.6%				4.0%		0.0%
Total (n)	111				101		7
Mean	3.77				3.77		3.71
Standard deviation	0.96				0.98		0.76
Professional relationships with coworkers							
Very Satisfied	23.2%				22.8%		42.9%
Satisfied	58.9%				58.4%		57.1%
Neutral	11.6%				12.9%		0.0%
Dissatisfied	3.6%				3.0%		0.0%
Very Dissatisfied	2.7%				3.0%		0.0%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Total (n)	112				101		7
Mean	3.96				3.95		4.43
Standard deviation	0.86				0.86		0.53
Prospects for career advancement							
Very Satisfied	6.8%				7.5%		0.0%
Satisfied	27.2%				28.0%		16.7%
Neutral	38.8%				39.8%		16.7%
Dissatisfied	17.5%				16.1%		50.0%
Very Dissatisfied	9.7%				8.6%		16.7%
Total (n)	103				93		6
Mean	3.04				3.10		2.33
Standard deviation	1.06				1.04		1.03
Quality of students							
Very Satisfied	31.1%				30.2%		33.3%
Satisfied	51.9%				53.1%		33.3%
Neutral	15.1%				14.6%		33.3%
Dissatisfied	0.9%				1.0%		0.0%
Very Dissatisfied	0.9%				1.0%		0.0%
Total (n)	106				96		6
Mean	4.11				4.10		4.00
Standard deviation	0.76				0.76		0.89
Relationship with my supervisor							
Very Satisfied	34.8%				34.7%		42.9%
Satisfied	41.1%				41.6%		42.9%
Neutral	15.2%				15.8%		0.0%
Dissatisfied	5.4%				5.0%		0.0%
Very Dissatisfied	3.6%				3.0%		14.3%
Total (n)	112				101		7
Mean	3.98				4.00		4.00

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Standard deviation	1.02				0.99		1.41
Relative equity of salary and job benefits							
Very Satisfied	8.0%				8.9%		0.0%
Satisfied	38.4%				40.6%		28.6%
Neutral	18.8%				17.8%		28.6%
Dissatisfied	25.0%				24.8%		28.6%
Very Dissatisfied	9.8%				7.9%		14.3%
Total (n)	112				101		7
Mean	3.10				3.18		2.71
Standard deviation	1.16				1.14		1.11
Support for career advancement							
Very Satisfied	11.5%				11.7%		16.7%
Satisfied	30.8%				33.0%		0.0%
Neutral	34.6%				34.0%		33.3%
Dissatisfied	17.3%				17.0%		33.3%
Very Dissatisfied	5.8%				4.3%		16.7%
Total (n)	104				94		6
Mean	3.25				3.31		2.67
Standard deviation	1.06				1.03		1.37
Workspace							
Very Satisfied	25.2%				26.0%		14.3%
Satisfied	48.6%				49.0%		42.9%
Neutral	15.3%				14.0%		28.6%
Dissatisfied	10.8%				11.0%		14.3%
Very Dissatisfied	0.0%				0.0%		0.0%
Total (n)	111				100		7
Mean	3.88				3.90		3.57
Standard deviation	0.91				0.92		0.98

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Ongoing professional development							
Very Satisfied	15.7%				16.5%		0.0%
Satisfied	38.0%				36.1%		57.1%
Neutral	33.3%				35.1%		28.6%
Dissatisfied	9.3%				9.3%		0.0%
Very Dissatisfied	3.7%				3.1%		14.3%
Total (n)	108				97		7
Mean	3.53				3.54		3.29
Standard deviation	0.99				0.98		1.11
Rate the likelihood with which you would do each of the following:							
Recommend that a friend apply for a job in your current department							
Very Likely	29.5%				28.4%		42.9%
Likely	43.8%				45.1%		42.9%
Unlikely	15.2%				16.7%		0.0%
Very Unlikely	11.6%				9.8%		14.3%
Total (n)	112				102		7
Mean	2.91				2.92		3.14
Standard deviation	0.95				0.92		1.07
Recommend that a friend apply for a job at this institution							
Very Likely	30.6%				32.7%		14.3%
Likely	46.8%				45.5%		71.4%
Unlikely	15.3%				14.9%		14.3%
Very Unlikely	7.2%				6.9%		0.0%
Total (n)	111				101		7
Mean	3.01				3.04		3.00
Standard deviation	0.87				0.87		0.58
Apply or reapply for a position on campus							
Very Likely	25.9%				26.5%		28.6%
Likely	38.4%				38.2%		42.9%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Unlikely	26.8%				27.5%		14.3%
Very Unlikely	8.9%				7.8%		14.3%
Total (n)	112				102		7
Mean	2.81				2.83		2.86
Standard deviation	0.93				0.91		1.07
To what extent are each of the following currently a priority at this institution?							
Increase or maintain institutional prestige							
Highest Priority	15.5%				17.2%		0.0%
High Priority	45.6%				44.1%		42.9%
Medium Priority	26.2%				26.9%		28.6%
Low Priority	9.7%				8.6%		28.6%
Not a Priority	2.9%				3.2%		0.0%
Total (n)	103				93		7
Mean	3.61				3.63		3.14
Standard deviation	0.96				0.98		0.90
Create and sustain partnerships with surrounding communities							
Highest Priority	6.7%				7.4%		0.0%
High Priority	35.2%				38.3%		0.0%
Medium Priority	31.4%				28.7%		57.1%
Low Priority	21.0%				20.2%		42.9%
Not a Priority	5.7%				5.3%		0.0%
Total (n)	105				94		7
Mean	3.16				3.22		2.57
Standard deviation	1.02				1.03		0.53
Investment in the professional development of staff							
Highest Priority	2.8%				3.2%		0.0%
High Priority	16.0%				16.8%		14.3%
Medium Priority	26.4%				27.4%		14.3%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Low Priority	39.6%				40.0%		28.6%
Not a Priority	15.1%				12.6%		42.9%
Total (n)	106				95		7
Mean	2.52				2.58		2.00
Standard deviation	1.03				1.02		1.15
Improve or maintain the physical appearance of campus (e.g., landscaping, cleanliness)							
Highest Priority	5.6%				5.2%		14.3%
High Priority	37.4%				35.4%		42.9%
Medium Priority	40.2%				43.8%		0.0%
Low Priority	14.0%				13.5%		28.6%
Not a Priority	2.8%				2.1%		14.3%
Total (n)	107				96		7
Mean	3.29				3.28		3.14
Standard deviation	0.88				0.84		1.46
Build or modernize campus facilities (e.g., new buildings or remodeling)							
Highest Priority	10.4%				11.5%		0.0%
High Priority	41.5%				41.7%		28.6%
Medium Priority	32.1%				33.3%		14.3%
Low Priority	11.3%				9.4%		42.9%
Not a Priority	4.7%				4.2%		14.3%
Total (n)	106				96		7
Mean	3.42				3.47		2.57
Standard deviation	0.98				0.96		1.13
Indicate the extent to which you agree or disagree with each of the following. My supervisor:							
Cares about my well-being							
Strongly Agree	43.8%				43.6%		42.9%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Agree	51.8%				52.5%		42.9%
Disagree	1.8%				2.0%		0.0%
Strongly Disagree	2.7%				2.0%		14.3%
Total (n)	112				101		7
Mean	3.37				3.38		3.14
Standard deviation	0.66				0.63		1.07
Supports my professional development							
Strongly Agree	37.5%				37.6%		28.6%
Agree	52.7%				52.5%		57.1%
Disagree	8.0%				8.9%		0.0%
Strongly Disagree	1.8%				1.0%		14.3%
Total (n)	112				101		7
Mean	3.26				3.27		3.00
Standard deviation	0.68				0.66		1.00
Sets unrealistic expectations for my job							
Strongly Agree	4.5%				4.0%		14.3%
Agree	16.1%				15.8%		14.3%
Disagree	47.3%				49.5%		28.6%
Strongly Disagree	32.1%				30.7%		42.9%
Total (n)	112				101		7
Mean	1.93				1.93		2.00
Standard deviation	0.81				0.79		1.15
Demonstrates a commitment to diversity and inclusion							
Strongly Agree	33.9%				35.6%		14.3%
Agree	56.3%				55.4%		71.4%
Disagree	7.1%				5.9%		14.3%
Strongly Disagree	2.7%				3.0%		0.0%
Total (n)	112				101		7
Mean	3.21				3.24		3.00

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Standard deviation	0.69				0.69		0.58
Provides me with feedback that assists me in performing my job responsibilities							
Strongly Agree	27.7%				29.4%		0.0%
Agree	52.7%				51.0%		71.4%
Disagree	17.9%				18.6%		14.3%
Strongly Disagree	1.8%				1.0%		14.3%
Total (n)	112				102		7
Mean	3.06				3.09		2.57
Standard deviation	0.73				0.72		0.79
Advocates for me							
Strongly Agree	39.4%				40.4%		14.3%
Agree	40.4%				40.4%		57.1%
Disagree	15.6%				15.2%		14.3%
Strongly Disagree	4.6%				4.0%		14.3%
Total (n)	109				99		7
Mean	3.15				3.17		2.71
Standard deviation	0.85				0.83		0.95
Lacks the skills or knowledge to support me in my job							
Strongly Agree	5.4%				5.0%		14.3%
Agree	14.4%				14.0%		14.3%
Disagree	36.9%				36.0%		57.1%
Strongly Disagree	43.2%				45.0%		14.3%
Total (n)	111				100		7
Mean	1.82				1.79		2.29
Standard deviation	0.88				0.87		0.95
During the past year, have you participated in any of the following opportunities provided by this institution:							
Diversity-related trainings or workshops							
Yes	53.1%				54.9%		42.9%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
No	37.2%				39.2%		28.6%
Not Eligible	2.7%				1.0%		0.0%
Not Available	7.1%				4.9%		28.6%
Total (n)	113				102		7
Optional technical skill development							
Yes	24.8%				25.5%		14.3%
No	42.5%				41.2%		57.1%
Not Eligible	4.4%				4.9%		0.0%
Not Available	28.3%				28.4%		28.6%
Total (n)	113				102		7
Leadership development							
Yes	22.1%				23.5%		14.3%
No	40.7%				40.2%		57.1%
Not Eligible	5.3%				4.9%		14.3%
Not Available	31.9%				31.4%		14.3%
Total (n)	113				102		7
Enhancement of interpersonal skills							
Yes	19.5%				19.6%		14.3%
No	41.6%				41.2%		57.1%
Not Eligible	1.8%				2.0%		0.0%
Not Available	37.2%				37.3%		28.6%
Total (n)	113				102		7
Job benefits trainings							
Yes	23.2%				23.8%		14.3%
No	50.9%				51.5%		57.1%
Not Eligible	1.8%				2.0%		0.0%
Not Available	24.1%				22.8%		28.6%
Total (n)	112				101		7
Public safety/security training							
Yes	26.5%				29.4%		0.0%



2023 HERI Staff Climate Survey
Institutional Profile Report
Staff by Race/Ethnicity

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
No	47.8%				46.1%		71.4%
Not Eligible	2.7%				2.9%		0.0%
Not Available	23.0%				21.6%		28.6%
Total (n)	113				102		7
Health and wellness programs							
Yes	52.2%				54.9%		28.6%
No	38.9%				37.3%		57.1%
Not Eligible	0.9%				1.0%		0.0%
Not Available	8.0%				6.9%		14.3%
Total (n)	113				102		7
Mentorship							
Yes	14.2%				14.7%		0.0%
No	39.8%				38.2%		57.1%
Not Eligible	3.5%				3.9%		0.0%
Not Available	42.5%				43.1%		42.9%
Total (n)	113				102		7
Networking events							
Yes	32.7%				33.3%		14.3%
No	40.7%				40.2%		57.1%
Not Eligible	2.7%				2.9%		0.0%
Not Available	23.9%				23.5%		28.6%
Total (n)	113				102		7
Policy and procedure training							
Yes	39.1%				41.4%		14.3%
No	33.6%				33.3%		42.9%
Not Eligible	1.8%				2.0%		0.0%
Not Available	25.5%				23.2%		42.9%
Total (n)	110				99		7
Are you a member of a union?							
Yes	0.0%				0.0%		0.0%



2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
No	100.0%				100.0%		100.0%
Total (n)	111				100		7
Please indicate the extent to which each of the following has been a source of stress for you during the past year:							
Managing household responsibilities							
Extensive	18.9%				18.0%		14.3%
Somewhat	50.5%				49.0%		71.4%
Not at All	30.6%				33.0%		14.3%
Total (n)	111				100		7
Mean	1.88				1.85		2.00
Standard deviation	0.70				0.70		0.58
Review/promotion process							
Extensive	9.1%				6.3%		50.0%
Somewhat	21.6%				21.3%		25.0%
Not at All	69.3%				72.5%		25.0%
Total (n)	88				80		4
Mean	1.40				1.34		2.25
Standard deviation	0.65				0.59		0.96
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)							
Extensive	2.8%				3.1%		0.0%
Somewhat	13.9%				11.2%		16.7%
Not at All	83.3%				85.7%		83.3%
Total (n)	108				98		6
Mean	1.19				1.17		1.17
Standard deviation	0.46				0.45		0.41
Meetings							
Extensive	6.4%				7.1%		0.0%
Somewhat	40.4%				36.7%		85.7%
Not at All	53.2%				56.1%		14.3%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Total (n)	109				98		7
Mean	1.53				1.51		1.86
Standard deviation	0.62				0.63		0.38
Institutional procedures and "red tape"							
Extensive	21.0%				21.1%		16.7%
Somewhat	47.6%				46.3%		83.3%
Not at All	31.4%				32.6%		0.0%
Total (n)	105				95		6
Mean	1.90				1.88		2.17
Standard deviation	0.72				0.73		0.41
Lack of personal time							
Extensive	20.0%				17.8%		33.3%
Somewhat	32.7%				32.7%		50.0%
Not at All	47.3%				49.5%		16.7%
Total (n)	110				101		6
Mean	1.73				1.68		2.17
Standard deviation	0.78				0.76		0.75
Self-imposed high expectations							
Extensive	26.1%				23.8%		50.0%
Somewhat	45.9%				47.5%		33.3%
Not at All	27.9%				28.7%		16.7%
Total (n)	111				101		6
Mean	1.98				1.95		2.33
Standard deviation	0.74				0.73		0.82
Completing core job functions on time							
Extensive	6.3%				5.0%		28.6%
Somewhat	37.5%				36.6%		28.6%
Not at All	56.3%				58.4%		42.9%
Total (n)	112				101		7

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Mean	1.50				1.47		1.86
Standard deviation	0.62				0.59		0.90
Competing job priorities/deadlines							
Extensive	11.7%				11.0%		28.6%
Somewhat	43.2%				42.0%		28.6%
Not at All	45.0%				47.0%		42.9%
Total (n)	111				100		7
Mean	1.67				1.64		1.86
Standard deviation	0.68				0.67		0.90
Increasing work responsibilities							
Extensive	22.3%				19.8%		42.9%
Somewhat	34.8%				35.6%		42.9%
Not at All	42.9%				44.6%		14.3%
Total (n)	112				101		7
Mean	1.79				1.75		2.29
Standard deviation	0.78				0.77		0.76
Budget cuts in my department/unit							
Extensive	14.0%				12.2%		33.3%
Somewhat	34.0%				34.4%		33.3%
Not at All	52.0%				53.3%		33.3%
Total (n)	100				90		6
Mean	1.62				1.59		2.00
Standard deviation	0.72				0.70		0.89
Physical demands of the job							
Extensive	4.7%				4.2%		14.3%
Somewhat	15.9%				13.5%		42.9%
Not at All	79.4%				82.3%		42.9%
Total (n)	107				96		7
Mean	1.25				1.22		1.71

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Standard deviation	0.53				0.51		0.76
Relationship with supervisor							
Extensive	12.6%				12.0%		14.3%
Somewhat	19.8%				20.0%		14.3%
Not at All	67.6%				68.0%		71.4%
Total (n)	111				100		7
Mean	1.45				1.44		1.43
Standard deviation	0.71				0.70		0.79
Relationship with co-workers							
Extensive	3.6%				4.0%		0.0%
Somewhat	37.8%				40.0%		14.3%
Not at All	58.6%				56.0%		85.7%
Total (n)	111				100		7
Mean	1.45				1.48		1.14
Standard deviation	0.57				0.58		0.38
Students							
Extensive	1.9%				2.0%		0.0%
Somewhat	19.4%				19.4%		0.0%
Not at All	78.7%				78.6%		100.0%
Total (n)	108				98		6
Mean	1.23				1.23		1.00
Standard deviation	0.47				0.47		0.00
Parking							
Extensive	8.3%				9.2%		0.0%
Somewhat	14.8%				15.3%		16.7%
Not at All	76.9%				75.5%		83.3%
Total (n)	108				98		6
Mean	1.31				1.34		1.17
Standard deviation	0.62				0.64		0.41

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Commuting							
Extensive	1.9%				2.2%		0.0%
Somewhat	15.4%				14.0%		42.9%
Not at All	82.7%				83.9%		57.1%
Total (n)	104				93		7
Mean	1.19				1.18		1.43
Standard deviation	0.44				0.44		0.53
Disconnect between my personal political beliefs and the dominant views on campus							
Extensive	7.5%				6.2%		16.7%
Somewhat	15.9%				15.5%		16.7%
Not at All	76.6%				78.4%		66.7%
Total (n)	107				97		6
Mean	1.31				1.28		1.50
Standard deviation	0.61				0.57		0.84
Planning for retirement							
Extensive	11.7%				11.8%		0.0%
Somewhat	36.9%				37.6%		33.3%
Not at All	51.5%				50.5%		66.7%
Total (n)	103				93		6
Mean	1.60				1.61		1.33
Standard deviation	0.69				0.69		0.52
How frequently does your job/position require you to interact with students?							
Very Often	49.1%				48.5%		28.6%
Often	18.8%				17.8%		42.9%
Sometimes	17.0%				17.8%		14.3%
Seldom	12.5%				12.9%		14.3%
Never	2.7%				3.0%		0.0%
Total (n)	112				101		7
Mean	3.99				3.96		3.86

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Standard deviation	1.19				1.21		1.07
How frequently do you voluntarily interact with students?							
Very Often	41.1%				41.6%		14.3%
Often	26.8%				25.7%		42.9%
Sometimes	23.2%				23.8%		28.6%
Seldom	7.1%				6.9%		14.3%
Never	1.8%				2.0%		0.0%
Total (n)	112				101		7
Mean	3.98				3.98		3.57
Standard deviation	1.05				1.06		0.98
Within the next year, how likely are you to leave:							
Your current position							
Very Likely	11.6%				10.9%		14.3%
Likely	16.1%				16.8%		14.3%
Unlikely	40.2%				38.6%		57.1%
Very Unlikely	32.1%				33.7%		14.3%
Total (n)	112				101		7
Within the next year, how likely are you to leave:							
This institution							
Very Likely	10.7%				9.9%		14.3%
Likely	11.6%				12.9%		0.0%
Unlikely	43.8%				43.6%		42.9%
Very Unlikely	33.9%				33.7%		42.9%
Total (n)	112				101		7
What is the highest level of education you have completed?							
Junior high/middle school or less	0.0%				0.0%		0.0%
Some high school	0.0%				0.0%		0.0%
High school graduate/GED	3.6%				4.0%		0.0%
Some college	11.6%				11.9%		14.3%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Technical certificate	0.9%				1.0%		0.0%
Associate's degree	5.4%				5.9%		0.0%
Bachelor's (B.A., B.S., etc.)	33.9%				32.7%		28.6%
Master's (M.A., M.S., M.F.A., M.B.A.)	37.5%				37.6%		42.9%
J.D.	0.9%				1.0%		0.0%
M.D., D.D.S., D.V.M., etc. (Medical)	0.0%				0.0%		0.0%
Ph.D.	2.7%				3.0%		0.0%
Professional Doctorate (Ed.D., Psy.D., etc.)	3.6%				3.0%		14.3%
Total (n)	112				101		7
With which language do you feel most comfortable?							
English	99.1%				99.0%		100.0%
Other language (please specify)	0.0%				0.0%		0.0%
Equally comfortable with English and other language (please specify other language)	0.9%				1.0%		0.0%
Total (n)	112				101		7
Race/Ethnicity (mark all that apply; may add to more than 100%)							
Native American/Alaska Native	3.5%				0.0%		57.1%
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	0.9%				0.0%		14.3%
Filipina/o/x	0.9%				0.0%		14.3%
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.9%				0.0%		14.3%
South Asian (e.g. Indian, Pakistani, Nepalese, Sri Lankan)	0.0%				0.0%		0.0%
Other Asian	0.0%				0.0%		0.0%
African American/Black	0.9%				0.0%		0.0%
African	0.0%				0.0%		0.0%
Caribbean	0.0%				0.0%		0.0%
Other Black	0.0%				0.0%		0.0%
Native Hawaiian or Other Pacific Islander	0.0%				0.0%		0.0%
Mexican American/Chicana/o/e/x	1.7%				0.0%		0.0%
Puerto Rican	0.9%				0.0%		0.0%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Central American	0.0%				0.0%		0.0%
South American	0.9%				0.0%		0.0%
Other Hispanic or Latina/o/e/x	0.0%				0.0%		0.0%
Middle Eastern	0.0%				0.0%		0.0%
European	88.7%				93.2%		85.7%
Other White	11.3%				9.7%		42.9%
Other	1.7%				0.0%		14.3%
Total (n)	115				103		7
Composite race variable (adds to 100%)							
Total (n)	115				103		7
Native American/Alaska Native	0.0%				0.0%		0.0%
Asian	0.0%				0.0%		0.0%
Native Hawaiian/Pacific Islander	0.0%				0.0%		0.0%
Black/African American	0.9%				0.0%		0.0%
Latina/o/e/x	2.6%				0.0%		0.0%
White	89.6%				100.0%		0.0%
Other	0.9%				0.0%		0.0%
Multiracial	6.1%				0.0%		100.0%
Unknown	0.0%				0.0%		0.0%
Do you have any of the following?							
Attention-deficit/hyperactivity disorder (ADHD)	12.6%				12.0%		28.6%
Chronic illness (e.g., cancer, diabetes, autoimmune disorders)	18.2%				17.2%		28.6%
Autism spectrum disorder	3.6%				4.0%		0.0%
Learning disability (e.g., dyslexia)	2.8%				3.1%		0.0%
Physical or sensory disability (e.g., speech, sight, mobility, hearing)	5.5%				5.1%		14.3%
Psychological disorder (e.g., depression, anxiety, PTSD)	27.3%				27.3%		28.6%
Other	5.3%				5.8%		0.0%
Total (n)	95				86		7

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
In the previous question, you indicated having one or more of the disabilities/conditions listed. Have you disclosed any of them to:							
Your supervisor							
No	48.1%				47.8%		50.0%
Yes	51.9%				52.2%		50.0%
Total (n)	54				46		6
In the previous question, you indicated having one or more of the disabilities/conditions listed. Have you disclosed any of them to:							
Human Resources							
No	81.5%				80.4%		100.0%
Yes	18.5%				19.6%		0.0%
Total (n)	54				46		6
How would you characterize your political views?							
Far right	0.9%				1.0%		0.0%
Conservative	23.6%				24.2%		28.6%
Middle-of-the-road	42.7%				42.4%		42.9%
Liberal	25.5%				25.3%		28.6%
Far Left	7.3%				7.1%		0.0%
Total (n)	110				99		7
Which of the following most accurately describes you?							
U.S. Citizen	100.0%				100.0%		100.0%
Permanent legal resident (Green Card)	0.0%				0.0%		0.0%
In U.S. on visa or work authorization	0.0%				0.0%		0.0%
None of the above	0.0%				0.0%		0.0%
Total (n)	111				100		7
If you were NOT born in the U.S., at what age did you arrive in the U.S.?							
Not applicable/born in the U.S.	97.2%				98.4%		100.0%
5 or younger	1.4%				1.6%		0.0%
6 to12	1.4%				0.0%		0.0%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
13 to 18	0.0%				0.0%		0.0%
19 to 25	0.0%				0.0%		0.0%
26 or older	0.0%				0.0%		0.0%
Total (n)	71				61		7
Current religious preference:							
Agnostic	6.5%				7.1%		0.0%
Atheist	5.6%				4.1%		14.3%
Baptist	15.7%				14.3%		28.6%
Buddhist	0.0%				0.0%		0.0%
Church of Christ	4.6%				5.1%		0.0%
Eastern Orthodox	0.0%				0.0%		0.0%
Episcopalian	1.9%				2.0%		0.0%
Hindu	0.0%				0.0%		0.0%
Jewish	0.9%				1.0%		0.0%
Lutheran	3.7%				3.1%		14.3%
Methodist	7.4%				8.2%		0.0%
Muslim	0.0%				0.0%		0.0%
Presbyterian	1.9%				2.0%		0.0%
Quaker	0.0%				0.0%		0.0%
Roman Catholic	13.9%				15.3%		0.0%
Seventh-day Adventist	0.0%				0.0%		0.0%
The Church of Jesus Christ of Latter-day Saints	0.0%				0.0%		0.0%
United Church of Christ/Congregational	0.0%				0.0%		0.0%
Other Christian	24.1%				24.5%		28.6%
Other Religion(s)/Belief(s) (please specify)	4.6%				5.1%		0.0%
None	9.3%				8.2%		14.3%
Total (n)	108				98		7

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Military status:							
None	96.4%				96.0%		100.0%
In the Reserves or National Guard	0.0%				0.0%		0.0%
On Active Duty	0.0%				0.0%		0.0%
Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard	3.6%				4.0%		0.0%
Total (n)	111				100		7
How many dependents do you have under 18 years old?							
0	67.4%				65.8%		66.7%
1	15.7%				16.5%		16.7%
2	12.4%				13.9%		0.0%
3	1.1%				1.3%		0.0%
4+	3.4%				2.5%		16.7%
Total (n)	89				79		6
How many dependents do you have who are 18-26 years old?							
0	71.6%				70.8%		80.0%
1	21.0%				22.2%		0.0%
2	6.2%				6.9%		0.0%
3	0.0%				0.0%		0.0%
4+	1.2%				0.0%		20.0%
Total (n)	81				72		5
How many dependents do you have who are 27 years old or older?							
0	71.1%				69.1%		75.0%
1	18.4%				20.6%		0.0%
2	5.3%				5.9%		0.0%
3	0.0%				0.0%		0.0%
4+	5.3%				4.4%		25.0%
Total (n)	76				68		4
Are you serving as a caregiver for another adult who is not a dependent (e.g., parent, other relative)?							
No	86.0%				85.6%		83.3%



2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Yes	14.0%				14.4%		16.7%
Total (n)	107				97		6
Optional Question 1							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 2							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 3							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 4							
A							
B							
C							
D							
E							

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity**

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Total (n)							
Optional Question 5							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 6							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 7							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 8							
A							
B							
C							
D							
E							
Total (n)							



2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Optional Question 9							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 10							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 11							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 12							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 13							
A							



2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
B							
C							
D							
E							
Total (n)							
Optional Question 14							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 15							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 16							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 17							
A							
B							



2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Race/Ethnicity

Truman State University	Total						
	Total	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
C							
D							
E							
Total (n)							
Optional Question 18							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 19							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 20							
A							
B							
C							
D							
E							
Total (n)							

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Staff by Sexual Orientation	115		5	105	
Are you a:					
Part-time, temporary/contract employee	0.0%		0.0%	0.0%	
Part-time, permanent employee	1.8%		0.0%	1.9%	
Full-time, temporary/contract employee	6.1%		0.0%	5.8%	
Full-time, permanent employee	92.1%		100.0%	92.3%	
Total (n)	114		5	104	
How are you compensated for your work?					
Salaried (exempt)	71.3%		80.0%	71.4%	
Hourly (non-exempt), eligible for overtime pay	28.7%		20.0%	28.6%	
Total (n)	115		5	105	
What is your current gender identity?					
Man	34.2%		80.0%	32.7%	
Woman	64.0%		0.0%	67.3%	
Non-binary	0.9%		0.0%	0.0%	
Genderqueer/Gender non-conforming	0.9%		20.0%	0.0%	
Identity not listed above	0.0%		0.0%	0.0%	
Total (n)	114		5	104	
What is your sexual orientation?					
Heterosexual/Straight	91.3%		0.0%	100.0%	
Asexual	0.0%		0.0%	0.0%	
Bisexual	1.7%		0.0%	0.0%	
Gay	3.5%		80.0%	0.0%	
Lesbian	0.9%		20.0%	0.0%	
Pansexual	2.6%		0.0%	0.0%	
Queer	0.0%		0.0%	0.0%	
Not listed above	0.0%		0.0%	0.0%	
Total (n)	115		5	105	
Do you identify as transgender?					
No	99.1%		100.0%	100.0%	
Yes	0.9%		0.0%	0.0%	
Total (n)	114		5	104	
What best describes your role:					
Senior administrator (e.g., President, Chancellor, Vice-President, Dean)	4.3%		0.0%	4.8%	
Mid-level administrator/manager (e.g., Associate Dean, Assistant Dean, Director)	27.8%		60.0%	27.6%	
Staff (e.g., Administrative Assistant, Analyst, Skilled Craft Worker)	64.3%		40.0%	63.8%	
Graduate Student Employee	0.0%		0.0%	0.0%	
Other (e.g., Postdoctoral Researcher, Affiliate, Courtesy Staff)	3.5%		0.0%	3.8%	
Total (n)	115		5	105	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Which of the following best describes YOUR UNIT on campus?					
Academic Affairs					
Academic Advising	3.7%		0.0%	4.0%	
Academic Department/School	11.0%		0.0%	12.1%	
Library Services	5.5%		20.0%	5.1%	
Research Institute or Support/Oversight (e.g., Institutional Review Board, Office of Contracts and Grants)	0.0%		0.0%	0.0%	
Other Academic Affairs	11.0%		20.0%	11.1%	
Business/Administrative Services					
Campus Safety/Police/Emergency Management	0.0%		0.0%	0.0%	
Capital Planning	0.0%		0.0%	0.0%	
Dining Services	0.0%		0.0%	0.0%	
Facilities - Custodial Services	0.9%		0.0%	1.0%	
Facilities - Maintenance	0.9%		0.0%	1.0%	
Finance and Treasury	3.7%		0.0%	4.0%	
Human Resources (including academic personnel)	0.9%		0.0%	1.0%	
Information Technology Services	7.3%		0.0%	7.1%	
Institutional Research/Assessment/Planning	0.0%		0.0%	0.0%	
Legal Affairs	0.9%		0.0%	1.0%	
Medical Center/Hospital	0.0%		0.0%	0.0%	
Transportation and Parking	0.0%		0.0%	0.0%	
Other Business/Administrative Services	7.3%		0.0%	8.1%	
External Affairs					
Alumni Affairs	2.8%		0.0%	3.0%	
Communications	1.8%		0.0%	2.0%	
Community Engagement/Partnerships	0.9%		0.0%	0.0%	
Public Relations	1.8%		0.0%	2.0%	
University Advancement/Development/Planned Giving	0.0%		0.0%	0.0%	
Other External Affairs	0.0%		0.0%	0.0%	
Student Life/Services/Student Affairs					
Admissions/Enrollment Management/Registrar	11.0%		20.0%	10.1%	
Athletics (Varsity/Club)	3.7%		0.0%	4.0%	
Financial Aid	1.8%		0.0%	2.0%	
Housing/Residential Life	2.8%		40.0%	1.0%	
Dean of Students/Judicial Affairs	0.0%		0.0%	0.0%	
Campus Activities (e.g., Recreation, Student Government, College Union)	1.8%		0.0%	2.0%	
Student Health Services, Psychological Services	0.0%		0.0%	0.0%	
Other Student Affairs (e.g., International Student Services, Career Services, Orientation, Veteran Student Affairs)	4.6%		0.0%	3.0%	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Leadership and Diversity					
Diversity, Equity, and Inclusion	1.8%		0.0%	2.0%	
Office of the Chancellor/President	1.8%		0.0%	2.0%	
Office of the Provost/Vice President	0.9%		0.0%	1.0%	
Other Leadership and Diversity	0.0%		0.0%	0.0%	
Other	9.2%		0.0%	10.1%	
Total (n)	109		5	99	
How many direct reports do you have (excluding student employees)?					
I do not directly supervise employees	55.3%		20.0%	54.8%	
1 to 2	14.0%		60.0%	12.5%	
3 to 5	14.9%		20.0%	15.4%	
6 to 10	7.9%		0.0%	8.7%	
11 or more	7.9%		0.0%	8.7%	
Total (n)	114		5	104	
How many years have you been employed at this institution?					
Less than one year	10.3%		25.0%	10.2%	
1-4 years	21.5%		50.0%	17.3%	
5-10 years	20.6%		0.0%	21.4%	
11-15 years	9.3%		0.0%	10.2%	
16-20 years	11.2%		0.0%	12.2%	
More than 20 years	27.1%		25.0%	28.6%	
Total (n)	107		4	98	
How many years have you been employed in your current position?					
Less than one year	16.8%		25.0%	14.4%	
1-4 years	29.2%		25.0%	28.8%	
5-10 years	23.9%		25.0%	25.0%	
11-15 years	12.4%		25.0%	12.5%	
16-20 years	4.4%		0.0%	4.8%	
More than 20 years	13.3%		0.0%	14.4%	
Total (n)	113		4	104	
Including your current position, how many years of full-time work experience do you have?					
Less than one year	5.3%		0.0%	3.8%	
1-2 years	1.8%		0.0%	1.9%	
3-5 years	5.3%		25.0%	3.8%	
6-10 years	11.5%		0.0%	10.6%	
11-15 years	10.6%		0.0%	11.5%	
16-20 years	2.7%		25.0%	1.9%	
21-25 years	10.6%		50.0%	9.6%	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
26 years or more	52.2%		0.0%	56.7%	
Total (n)	113		4	104	
Please rate your satisfaction with your institution in each area:					
Racial and ethnic diversity of the faculty					
Very Satisfied	10.9%		0.0%	11.9%	
Satisfied	36.4%		20.0%	37.6%	
Neutral	32.7%		0.0%	34.7%	
Dissatisfied	12.7%		40.0%	9.9%	
Very Dissatisfied	7.3%		40.0%	5.9%	
Total (n)	110		5	101	
Mean	3.31		2.00	3.40	
Standard deviation	1.06		1.22	1.02	
Racial and ethnic diversity of the staff					
Very Satisfied	10.6%		0.0%	11.7%	
Satisfied	25.7%		20.0%	26.2%	
Neutral	40.7%		0.0%	42.7%	
Dissatisfied	14.2%		20.0%	12.6%	
Very Dissatisfied	8.8%		60.0%	6.8%	
Total (n)	113		5	103	
Mean	3.15		1.80	3.23	
Standard deviation	1.08		1.30	1.04	
Racial and ethnic diversity of the student body					
Very Satisfied	16.5%		0.0%	18.2%	
Satisfied	29.4%		40.0%	28.3%	
Neutral	33.9%		0.0%	35.4%	
Dissatisfied	12.8%		20.0%	13.1%	
Very Dissatisfied	7.3%		40.0%	5.1%	
Total (n)	109		5	99	
Mean	3.35		2.40	3.41	
Standard deviation	1.13		1.52	1.09	
Gender diversity of staff					
Very Satisfied	15.6%		0.0%	17.2%	
Satisfied	39.4%		80.0%	36.4%	
Neutral	36.7%		0.0%	39.4%	
Dissatisfied	5.5%		20.0%	4.0%	
Very Dissatisfied	2.8%		0.0%	3.0%	
Total (n)	109		5	99	
Mean	3.60		3.60	3.61	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Standard deviation	0.91		0.89	0.92	
Commitment to hiring women					
Very Satisfied	21.1%		50.0%	21.0%	
Satisfied	46.8%		25.0%	46.0%	
Neutral	30.3%		25.0%	31.0%	
Dissatisfied	0.9%		0.0%	1.0%	
Very Dissatisfied	0.9%		0.0%	1.0%	
Total (n)	109		4	100	
Mean	3.86		4.25	3.85	
Standard deviation	0.79		0.96	0.80	
Commitment to hiring underrepresented racial/ethnic minorities					
Very Satisfied	16.8%		0.0%	18.6%	
Satisfied	37.4%		40.0%	37.1%	
Neutral	29.0%		20.0%	29.9%	
Dissatisfied	15.9%		40.0%	13.4%	
Very Dissatisfied	0.9%		0.0%	1.0%	
Total (n)	107		5	97	
Mean	3.53		3.00	3.59	
Standard deviation	0.98		1.00	0.98	
Atmosphere for sexual orientation differences					
Very Satisfied	16.2%		20.0%	16.8%	
Satisfied	44.8%		40.0%	43.2%	
Neutral	30.5%		0.0%	32.6%	
Dissatisfied	4.8%		20.0%	4.2%	
Very Dissatisfied	3.8%		20.0%	3.2%	
Total (n)	105		5	95	
Mean	3.65		3.20	3.66	
Standard deviation	0.94		1.64	0.92	
Atmosphere for political differences					
Very Satisfied	12.6%		0.0%	13.9%	
Satisfied	38.7%		40.0%	36.6%	
Neutral	33.3%		0.0%	35.6%	
Dissatisfied	9.0%		40.0%	7.9%	
Very Dissatisfied	6.3%		20.0%	5.9%	
Total (n)	111		5	101	
Mean	3.42		2.60	3.45	
Standard deviation	1.03		1.34	1.02	
Atmosphere for religious differences					
Very Satisfied	17.3%		0.0%	19.0%	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Satisfied	39.1%		60.0%	37.0%	
Neutral	33.6%		20.0%	34.0%	
Dissatisfied	4.5%		0.0%	5.0%	
Very Dissatisfied	5.5%		20.0%	5.0%	
Total (n)	110		5	100	
Mean	3.58		3.20	3.60	
Standard deviation	1.01		1.30	1.02	
Atmosphere for gender differences					
Very Satisfied	15.7%		20.0%	16.3%	
Satisfied	39.8%		60.0%	38.8%	
Neutral	34.3%		0.0%	37.8%	
Dissatisfied	6.5%		20.0%	4.1%	
Very Dissatisfied	3.7%		0.0%	3.1%	
Total (n)	108		5	98	
Mean	3.57		3.80	3.61	
Standard deviation	0.96		1.10	0.92	
Atmosphere for individuals with disabilities					
Very Satisfied	16.2%		0.0%	17.7%	
Satisfied	40.0%		40.0%	39.6%	
Neutral	30.5%		40.0%	31.3%	
Dissatisfied	9.5%		0.0%	8.3%	
Very Dissatisfied	3.8%		20.0%	3.1%	
Total (n)	105		5	96	
Mean	3.55		3.00	3.60	
Standard deviation	1.00		1.22	0.98	
Timeliness of administrative responses to campus emergencies					
Very Satisfied	20.4%		0.0%	22.3%	
Satisfied	53.4%		50.0%	53.2%	
Neutral	18.4%		25.0%	17.0%	
Dissatisfied	3.9%		0.0%	4.3%	
Very Dissatisfied	3.9%		25.0%	3.2%	
Total (n)	103		4	94	
Mean	3.83		3.00	3.87	
Standard deviation	0.93		1.41	0.92	
Timeliness of administrative responses to sexual assault					
Very Satisfied	19.0%		0.0%	20.5%	
Satisfied	36.7%		0.0%	39.7%	
Neutral	30.4%		33.3%	28.8%	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Dissatisfied	10.1%		33.3%	8.2%	
Very Dissatisfied	3.8%		33.3%	2.7%	
Total (n)	79		3	73	
Mean	3.57		2.00	3.67	
Standard deviation	1.03		1.00	0.99	
Timeliness of administrative responses to discrimination/bias					
Very Satisfied	16.7%		0.0%	18.7%	
Satisfied	40.5%		40.0%	42.7%	
Neutral	32.1%		20.0%	30.7%	
Dissatisfied	6.0%		0.0%	5.3%	
Very Dissatisfied	4.8%		40.0%	2.7%	
Total (n)	84		5	75	
Mean	3.58		2.60	3.69	
Standard deviation	1.00		1.52	0.93	
Outcome of administrative responses to campus emergencies					
Very Satisfied	23.0%		0.0%	24.7%	
Satisfied	44.0%		66.7%	43.0%	
Neutral	25.0%		0.0%	24.7%	
Dissatisfied	5.0%		33.3%	4.3%	
Very Dissatisfied	3.0%		0.0%	3.2%	
Total (n)	100		3	93	
Mean	3.79		3.33	3.82	
Standard deviation	0.96		1.15	0.97	
Outcome of administrative responses to sexual assault					
Very Satisfied	20.0%		0.0%	21.7%	
Satisfied	32.0%		0.0%	34.8%	
Neutral	37.3%		66.7%	34.8%	
Dissatisfied	8.0%		0.0%	7.2%	
Very Dissatisfied	2.7%		33.3%	1.4%	
Total (n)	75		3	69	
Mean	3.59		2.33	3.68	
Standard deviation	0.99		1.15	0.95	
Outcome of administrative responses to discrimination/bias					
Very Satisfied	18.2%		0.0%	20.0%	
Satisfied	35.1%		0.0%	38.6%	
Neutral	37.7%		25.0%	35.7%	
Dissatisfied	5.2%		25.0%	4.3%	
Very Dissatisfied	3.9%		50.0%	1.4%	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Total (n)	77		4	70	
Mean	3.58		1.75	3.71	
Standard deviation	0.98		0.96	0.89	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:					
Staff concerns are considered when making policy					
Strongly Agree	5.9%		20.0%	5.4%	
Agree	46.5%		40.0%	47.8%	
Disagree	26.7%		0.0%	26.1%	
Strongly Disagree	20.8%		40.0%	20.7%	
Total (n)	101		5	92	
Mean	2.38		2.40	2.38	
Standard deviation	0.88		1.34	0.88	
I feel respected by faculty					
Strongly Agree	10.0%		0.0%	10.0%	
Agree	51.8%		100.0%	51.0%	
Disagree	32.7%		0.0%	33.0%	
Strongly Disagree	5.5%		0.0%	6.0%	
Total (n)	110		5	100	
Mean	2.66		3.00	2.65	
Standard deviation	0.73		0.00	0.74	
I feel respected by other staff members					
Strongly Agree	25.9%		0.0%	26.5%	
Agree	65.2%		60.0%	65.7%	
Disagree	7.1%		20.0%	6.9%	
Strongly Disagree	1.8%		20.0%	1.0%	
Total (n)	112		5	102	
Mean	3.15		2.40	3.18	
Standard deviation	0.62		0.89	0.59	
I feel respected by senior administrators					
Strongly Agree	16.1%		0.0%	17.5%	
Agree	55.4%		60.0%	54.4%	
Disagree	17.0%		20.0%	16.5%	
Strongly Disagree	11.6%		20.0%	11.7%	
Total (n)	112		5	103	
Mean	2.76		2.40	2.78	
Standard deviation	0.86		0.89	0.87	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Please indicate the extent to which you agree or disagree with the following statements. This institution:					
Encourages staff to have a public voice and share their ideas openly					
Strongly Agree	8.7%		0.0%	8.4%	
Agree	56.7%		80.0%	55.8%	
Disagree	23.1%		0.0%	24.2%	
Strongly Disagree	11.5%		20.0%	11.6%	
Total (n)	104		5	95	
Mean	2.63		2.60	2.61	
Standard deviation	0.80		0.89	0.80	
Encourages students to have a public voice and share their ideas openly					
Strongly Agree	23.9%		40.0%	23.0%	
Agree	70.6%		40.0%	72.0%	
Disagree	3.7%		0.0%	4.0%	
Strongly Disagree	1.8%		20.0%	1.0%	
Total (n)	109		5	100	
Mean	3.17		3.00	3.17	
Standard deviation	0.57		1.22	0.53	
Has campus administrators who regularly speak about the value of diversity					
Strongly Agree	20.4%		0.0%	22.6%	
Agree	67.0%		60.0%	66.7%	
Disagree	8.7%		20.0%	7.5%	
Strongly Disagree	3.9%		20.0%	3.2%	
Total (n)	103		5	93	
Mean	3.04		2.40	3.09	
Standard deviation	0.67		0.89	0.65	
Promotes the appreciation of cultural differences					
Strongly Agree	27.2%		0.0%	30.1%	
Agree	61.2%		60.0%	59.1%	
Disagree	9.7%		40.0%	8.6%	
Strongly Disagree	1.9%		0.0%	2.2%	
Total (n)	103		5	93	
Mean	3.14		2.60	3.17	
Standard deviation	0.66		0.55	0.67	
Provides the campus community with opportunities to share feelings about issues of concern					
Strongly Agree	15.3%		0.0%	16.9%	
Agree	61.2%		50.0%	61.8%	
Disagree	17.3%		25.0%	15.7%	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Strongly Disagree	6.1%		25.0%	5.6%	
Total (n)	98		4	89	
Mean	2.86		2.25	2.90	
Standard deviation	0.75		0.96	0.74	
Rewards staff for their participation in diversity efforts					
Strongly Agree	4.0%		0.0%	4.5%	
Agree	30.7%		0.0%	30.3%	
Disagree	46.7%		40.0%	48.5%	
Strongly Disagree	18.7%		60.0%	16.7%	
Total (n)	75		5	66	
Mean	2.20		1.40	2.23	
Standard deviation	0.79		0.55	0.78	
Has effective practices and policies that increase staff diversity					
Strongly Agree	9.9%		0.0%	11.1%	
Agree	44.4%		0.0%	47.2%	
Disagree	30.9%		40.0%	29.2%	
Strongly Disagree	14.8%		60.0%	12.5%	
Total (n)	81		5	72	
Mean	2.49		1.40	2.57	
Standard deviation	0.87		0.55	0.85	
Has a lot of racial tension					
Strongly Agree	1.1%		0.0%	1.1%	
Agree	13.8%		40.0%	12.6%	
Disagree	50.0%		40.0%	50.6%	
Strongly Disagree	35.1%		20.0%	35.6%	
Total (n)	94		5	87	
Mean	1.81		2.20	1.79	
Standard deviation	0.71		0.84	0.70	
Effectively communicates information about employee compensation and benefits					
Strongly Agree	17.3%		20.0%	17.0%	
Agree	55.5%		40.0%	58.0%	
Disagree	16.4%		0.0%	16.0%	
Strongly Disagree	10.9%		40.0%	9.0%	
Total (n)	110		5	100	
Mean	2.79		2.40	2.83	
Standard deviation	0.86		1.34	0.82	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Please indicate the extent to which you agree or disagree with the following statements.					
I feel unsafe on this campus					
Strongly Agree	0.0%		0.0%	0.0%	
Agree	7.0%		20.0%	6.7%	
Disagree	47.4%		40.0%	49.0%	
Strongly Disagree	45.6%		40.0%	44.2%	
Total (n)	114		5	104	
Mean	1.61		1.80	1.63	
Standard deviation	0.62		0.84	0.61	
I feel my contributions are valued by my department					
Strongly Agree	31.6%		40.0%	29.8%	
Agree	49.1%		40.0%	51.0%	
Disagree	11.4%		0.0%	11.5%	
Strongly Disagree	7.9%		20.0%	7.7%	
Total (n)	114		5	104	
Mean	3.04		3.00	3.03	
Standard deviation	0.87		1.22	0.85	
I feel my contributions are valued by my direct supervisor					
Strongly Agree	36.0%		40.0%	34.6%	
Agree	45.6%		20.0%	48.1%	
Disagree	12.3%		20.0%	11.5%	
Strongly Disagree	6.1%		20.0%	5.8%	
Total (n)	114		5	104	
Mean	3.11		2.80	3.12	
Standard deviation	0.85		1.30	0.83	
I feel my contributions are valued by senior administrators					
Strongly Agree	14.9%		0.0%	16.3%	
Agree	54.4%		40.0%	54.8%	
Disagree	17.5%		20.0%	18.3%	
Strongly Disagree	13.2%		40.0%	10.6%	
Total (n)	114		5	104	
Mean	2.71		2.00	2.77	
Standard deviation	0.88		1.00	0.85	
I feel my contributions are valued by students					
Strongly Agree	22.5%		60.0%	20.8%	
Agree	65.8%		20.0%	68.3%	
Disagree	9.9%		20.0%	8.9%	
Strongly Disagree	1.8%		0.0%	2.0%	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Total (n)	111		5	101	
Mean	3.09		3.40	3.08	
Standard deviation	0.63		0.89	0.61	
Please indicate the extent to which you agree or disagree with the following statements:					
My professional skills are effectively put to use in this position					
Strongly Agree	26.5%		0.0%	28.2%	
Agree	54.0%		40.0%	55.3%	
Disagree	15.0%		20.0%	13.6%	
Strongly Disagree	4.4%		40.0%	2.9%	
Total (n)	113		5	103	
Mean	3.03		2.00	3.09	
Standard deviation	0.77		1.00	0.73	
I feel I have to work harder than my colleagues to be perceived as a competent administrator/staff member					
Strongly Agree	12.3%		20.0%	11.5%	
Agree	27.2%		20.0%	27.9%	
Disagree	52.6%		60.0%	51.9%	
Strongly Disagree	7.9%		0.0%	8.7%	
Total (n)	114		5	104	
Mean	2.44		2.60	2.42	
Standard deviation	0.81		0.89	0.81	
My job duties are clearly defined					
Strongly Agree	11.4%		0.0%	12.5%	
Agree	59.6%		40.0%	59.6%	
Disagree	21.1%		60.0%	20.2%	
Strongly Disagree	7.9%		0.0%	7.7%	
Total (n)	114		5	104	
Mean	2.75		2.40	2.77	
Standard deviation	0.76		0.55	0.77	
My workload is manageable given the hours I'm scheduled to work					
Strongly Agree	18.4%		20.0%	19.2%	
Agree	53.5%		40.0%	54.8%	
Disagree	22.8%		40.0%	22.1%	
Strongly Disagree	5.3%		0.0%	3.8%	
Total (n)	114		5	104	
Mean	2.85		2.80	2.89	
Standard deviation	0.78		0.84	0.75	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
My salary is sufficient considering the cost of living in this area					
Strongly Agree	8.9%		0.0%	9.8%	
Agree	37.5%		0.0%	40.2%	
Disagree	32.1%		40.0%	30.4%	
Strongly Disagree	21.4%		60.0%	19.6%	
Total (n)	112		5	102	
Mean	2.34		1.40	2.40	
Standard deviation	0.92		0.55	0.91	
I achieve a healthy balance between my personal life and my professional life					
Strongly Agree	14.0%		20.0%	14.4%	
Agree	65.8%		40.0%	66.3%	
Disagree	14.0%		40.0%	13.5%	
Strongly Disagree	6.1%		0.0%	5.8%	
Total (n)	114		5	104	
Mean	2.88		2.80	2.89	
Standard deviation	0.72		0.84	0.71	
I have at least one professional mentor I can turn to for guidance					
Strongly Agree	18.6%		20.0%	17.5%	
Agree	49.6%		60.0%	48.5%	
Disagree	21.2%		0.0%	23.3%	
Strongly Disagree	10.6%		20.0%	10.7%	
Total (n)	113		5	103	
Mean	2.76		2.80	2.73	
Standard deviation	0.88		1.10	0.88	
I feel a sense of belonging to this campus					
Strongly Agree	20.5%		20.0%	21.6%	
Agree	51.8%		40.0%	51.0%	
Disagree	22.3%		20.0%	22.5%	
Strongly Disagree	5.4%		20.0%	4.9%	
Total (n)	112		5	102	
Mean	2.88		2.60	2.89	
Standard deviation	0.80		1.14	0.79	
How often in the past year at this institution have you:					
Challenged others on issues of discrimination					
Very Often	4.4%		20.0%	2.9%	
Often	5.3%		20.0%	3.8%	
Sometimes	20.2%		40.0%	19.2%	
Seldom	20.2%		0.0%	20.2%	
Never	50.0%		20.0%	53.8%	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Total (n)	114		5	104	
Mean	1.94		3.20	1.82	
Standard deviation	1.15		1.48	1.06	
Educated yourself about individuals who are different from you					
Very Often	18.6%		60.0%	14.6%	
Often	38.1%		40.0%	37.9%	
Sometimes	31.9%		0.0%	35.0%	
Seldom	8.8%		0.0%	9.7%	
Never	2.7%		0.0%	2.9%	
Total (n)	113		5	103	
Mean	3.61		4.60	3.51	
Standard deviation	0.98		0.55	0.96	
Participated in a coalition of different groups to address social justice issues					
Very Often	2.7%		0.0%	2.0%	
Often	8.9%		0.0%	8.8%	
Sometimes	18.8%		60.0%	17.6%	
Seldom	21.4%		40.0%	19.6%	
Never	48.2%		0.0%	52.0%	
Total (n)	112		5	102	
Mean	1.96		2.60	1.89	
Standard deviation	1.13		0.55	1.11	
Attended programs focused on diversity (e.g., presentations, performances, art exhibits, debates)					
Very Often	7.9%		0.0%	6.7%	
Often	17.5%		40.0%	16.3%	
Sometimes	30.7%		60.0%	29.8%	
Seldom	19.3%		0.0%	21.2%	
Never	24.6%		0.0%	26.0%	
Total (n)	114		5	104	
Mean	2.65		3.40	2.57	
Standard deviation	1.25		0.55	1.23	
Please indicate how often at this institution you have:					
Assisted a student with a problem about discrimination					
Very Often	0.9%		0.0%	1.0%	
Often	4.6%		20.0%	4.0%	
Sometimes	20.2%		40.0%	20.2%	
Seldom	22.0%		40.0%	20.2%	
Never	52.3%		0.0%	54.5%	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Total (n)	109		5	99	
Mean	1.80		2.80	1.77	
Standard deviation	0.98		0.84	0.98	
Assisted another staff member with a problem about discrimination					
Very Often	1.9%		20.0%	1.0%	
Often	1.9%		0.0%	2.1%	
Sometimes	18.7%		40.0%	17.5%	
Seldom	23.4%		20.0%	22.7%	
Never	54.2%		20.0%	56.7%	
Total (n)	107		5	97	
Mean	1.74		2.80	1.68	
Standard deviation	0.95		1.48	0.91	
Witnessed discrimination					
Very Often	0.9%		0.0%	1.0%	
Often	4.7%		0.0%	4.2%	
Sometimes	17.9%		80.0%	15.6%	
Seldom	22.6%		20.0%	24.0%	
Never	53.8%		0.0%	55.2%	
Total (n)	106		5	96	
Mean	1.76		2.80	1.72	
Standard deviation	0.97		0.45	0.95	
Reported an incident of discrimination to a campus authority					
Very Often	0.0%		0.0%	0.0%	
Often	1.9%		0.0%	2.1%	
Sometimes	8.5%		60.0%	6.3%	
Seldom	15.1%		40.0%	13.5%	
Never	74.5%		0.0%	78.1%	
Total (n)	106		5	96	
Mean	1.38		2.60	1.32	
Standard deviation	0.72		0.55	0.69	
Been sexually harassed					
Very Often	0.0%		0.0%	0.0%	
Often	0.0%		0.0%	0.0%	
Sometimes	0.9%		0.0%	1.0%	
Seldom	6.4%		20.0%	5.0%	
Never	92.7%		80.0%	94.0%	
Total (n)	110		5	100	
Mean	1.08		1.20	1.07	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Standard deviation	0.31		0.45	0.29	
Reported an incident of sexual harassment to a campus authority					
Very Often	0.0%		0.0%	0.0%	
Often	0.0%		0.0%	0.0%	
Sometimes	3.7%		20.0%	3.1%	
Seldom	2.8%		20.0%	2.0%	
Never	93.5%		60.0%	94.9%	
Total (n)	108		5	98	
Mean	1.10		1.60	1.08	
Standard deviation	0.41		0.89	0.37	
Felt my ideas were dismissed by my colleagues					
Very Often	4.5%		20.0%	4.0%	
Often	8.1%		0.0%	7.9%	
Sometimes	26.1%		60.0%	25.7%	
Seldom	31.5%		0.0%	32.7%	
Never	29.7%		20.0%	29.7%	
Total (n)	111		5	101	
Mean	2.26		3.00	2.24	
Standard deviation	1.11		1.41	1.09	
Felt I did not receive due credit for my ideas or work					
Very Often	3.7%		20.0%	3.1%	
Often	9.3%		20.0%	9.2%	
Sometimes	25.9%		20.0%	26.5%	
Seldom	22.2%		0.0%	23.5%	
Never	38.9%		40.0%	37.8%	
Total (n)	108		5	98	
Mean	2.17		2.80	2.16	
Standard deviation	1.16		1.79	1.13	
Heard insensitive or disparaging remarks about race/ethnicity from: Faculty					
Very Often	0.9%		0.0%	1.0%	
Often	0.0%		0.0%	0.0%	
Sometimes	11.0%		0.0%	11.0%	
Seldom	19.3%		25.0%	19.0%	
Never	68.8%		75.0%	69.0%	
Total (n)	109		4	100	
Mean	1.45		1.25	1.45	
Standard deviation	0.76		0.50	0.77	
Heard insensitive or disparaging remarks about race/ethnicity from: Staff					
Very Often	1.8%		20.0%	1.0%	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Often	2.7%		0.0%	3.0%	
Sometimes	20.0%		60.0%	19.0%	
Seldom	19.1%		0.0%	19.0%	
Never	56.4%		20.0%	58.0%	
Total (n)	110		5	100	
Mean	1.75		3.00	1.70	
Standard deviation	0.99		1.41	0.95	
Heard insensitive or disparaging remarks about race/ethnicity from: Students					
Very Often	0.0%		0.0%	0.0%	
Often	0.9%		0.0%	1.0%	
Sometimes	7.3%		0.0%	7.0%	
Seldom	28.2%		40.0%	28.0%	
Never	63.6%		60.0%	64.0%	
Total (n)	110		5	100	
Mean	1.45		1.40	1.45	
Standard deviation	0.67		0.55	0.67	
Heard insensitive or disparaging remarks about race/ethnicity from: Senior Administrators					
Very Often	0.9%		0.0%	1.0%	
Often	1.9%		0.0%	2.1%	
Sometimes	0.9%		0.0%	1.0%	
Seldom	14.2%		25.0%	12.4%	
Never	82.1%		75.0%	83.5%	
Total (n)	106		4	97	
Mean	1.25		1.25	1.25	
Standard deviation	0.66		0.50	0.68	
Currently, where are you primarily working?					
Remotely	1.8%		0.0%	1.9%	
On-campus	93.9%		100.0%	93.3%	
About half remotely and half on-campus	4.4%		0.0%	4.8%	
Total (n)	114		5	104	
Please indicate your agreement with the following statement:					
I would prefer to work remotely rather than on-campus					
Strongly Agree	12.3%		0.0%	13.5%	
Agree	23.7%		20.0%	22.1%	
Disagree	22.8%		20.0%	23.1%	
Strongly Disagree	26.3%		60.0%	26.0%	
Not applicable	14.9%		0.0%	15.4%	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Total (n)	114		5	104	
Please indicate your agreement with each of the following statements:					
My job responsibilities changed due to the pandemic					
Strongly Agree	9.3%		50.0%	8.1%	
Agree	36.4%		0.0%	36.4%	
Disagree	42.1%		25.0%	43.4%	
Strongly Disagree	12.1%		25.0%	12.1%	
Total (n)	107		4	99	
Mean	2.43		2.75	2.40	
Standard deviation	0.83		1.50	0.81	
Campus leadership communicated effectively regarding the pandemic					
Strongly Agree	21.7%		33.3%	21.2%	
Agree	63.2%		66.7%	63.6%	
Disagree	13.2%		0.0%	13.1%	
Strongly Disagree	1.9%		0.0%	2.0%	
Total (n)	106		3	99	
Mean	3.05		3.33	3.04	
Standard deviation	0.65		0.58	0.65	
The decisions leaders made with respect to in-person operations on campus were appropriate					
Strongly Agree	21.9%		0.0%	22.4%	
Agree	58.1%		100.0%	58.2%	
Disagree	15.2%		0.0%	14.3%	
Strongly Disagree	4.8%		0.0%	5.1%	
Total (n)	105		3	98	
Mean	2.97		3.00	2.98	
Standard deviation	0.75		0.00	0.76	
My institution's pandemic response considered the health and safety of staff					
Strongly Agree	27.4%		0.0%	28.3%	
Agree	59.4%		100.0%	58.6%	
Disagree	11.3%		0.0%	11.1%	
Strongly Disagree	1.9%		0.0%	2.0%	
Total (n)	106		3	99	
Mean	3.12		3.00	3.13	
Standard deviation	0.67		0.00	0.68	
I feel safer when others wear masks while sharing an indoor space with me					
Strongly Agree	3.8%		0.0%	3.0%	
Agree	19.8%		0.0%	20.2%	
Disagree	47.2%		100.0%	45.5%	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Strongly Disagree	29.2%		0.0%	31.3%	
Total (n)	106		3	99	
Mean	1.98		2.00	1.95	
Standard deviation	0.80		0.00	0.80	
COVID-19 testing is accessible to staff on campus					
Strongly Agree	13.5%		33.3%	13.4%	
Agree	48.1%		66.7%	48.5%	
Disagree	28.8%		0.0%	27.8%	
Strongly Disagree	9.6%		0.0%	10.3%	
Total (n)	104		3	97	
Mean	2.65		3.33	2.65	
Standard deviation	0.83		0.58	0.84	
Rate the extent to which each of the following continues to be a source of stress due to the COVID-19 pandemic:					
Physical health					
7 Extensive	0.0%		0.0%	0.0%	
6	4.5%		0.0%	5.0%	
5	6.3%		20.0%	5.0%	
4 Somewhat	18.0%		40.0%	16.8%	
3	8.1%		0.0%	8.9%	
2	12.6%		0.0%	13.9%	
1 Not at all	50.5%		40.0%	50.5%	
Total (n)	111		5	101	
Mean	2.31		3.00	2.27	
Standard deviation	1.59		1.87	1.57	
Mental health					
7 Extensive	2.7%		20.0%	1.0%	
6	3.6%		0.0%	3.0%	
5	10.8%		0.0%	11.9%	
4 Somewhat	18.9%		40.0%	17.8%	
3	9.9%		0.0%	10.9%	
2	9.0%		0.0%	9.9%	
1 Not at all	45.0%		40.0%	45.5%	
Total (n)	111		5	101	
Mean	2.63		3.40	2.53	
Standard deviation	1.78		2.51	1.68	
Health of loved ones					
7 Extensive	1.8%		0.0%	2.0%	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
6	9.9%		40.0%	8.9%	
5	16.2%		20.0%	14.9%	
4 Somewhat	18.0%		0.0%	19.8%	
3	8.1%		0.0%	7.9%	
2	10.8%		0.0%	10.9%	
1 Not at all	35.1%		40.0%	35.6%	
Total (n)	111		5	101	
Mean	3.06		3.80	3.02	
Standard deviation	1.88		2.59	1.87	
The extent to which others wear masks while out in public					
7 Extensive	0.0%		0.0%	0.0%	
6	5.4%		20.0%	4.0%	
5	2.7%		0.0%	3.0%	
4 Somewhat	9.9%		0.0%	9.9%	
3	9.0%		40.0%	7.9%	
2	14.4%		0.0%	15.8%	
1 Not at all	58.6%		40.0%	59.4%	
Total (n)	111		5	101	
Mean	2.00		2.80	1.93	
Standard deviation	1.48		2.05	1.41	
Personal finances					
7 Extensive	6.3%		0.0%	6.9%	
6	5.4%		20.0%	4.0%	
5	11.7%		0.0%	12.9%	
4 Somewhat	22.5%		40.0%	21.8%	
3	9.0%		20.0%	8.9%	
2	8.1%		0.0%	8.9%	
1 Not at all	36.9%		20.0%	36.6%	
Total (n)	111		5	101	
Mean	3.05		3.60	3.05	
Standard deviation	1.94		1.82	1.95	
At this institution, how often have you been discriminated against or excluded from activities because of your:					
Ability/disability status					
Very Often	0.0%		0.0%	0.0%	
Often	1.8%		20.0%	1.0%	
Sometimes	2.7%		0.0%	2.9%	
Seldom	1.8%		0.0%	1.9%	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Never	93.8%		80.0%	94.2%	
Total (n)	113		5	103	
Mean	1.12		1.60	1.11	
Standard deviation	0.52		1.34	0.46	
Age					
Very Often	0.0%		0.0%	0.0%	
Often	2.7%		20.0%	1.0%	
Sometimes	9.0%		0.0%	9.9%	
Seldom	10.8%		0.0%	11.9%	
Never	77.5%		80.0%	77.2%	
Total (n)	111		5	101	
Mean	1.37		1.60	1.35	
Standard deviation	0.76		1.34	0.70	
Citizenship status					
Very Often	0.0%		0.0%	0.0%	
Often	0.0%		0.0%	0.0%	
Sometimes	0.0%		0.0%	0.0%	
Seldom	0.0%		0.0%	0.0%	
Never	100.0%		100.0%	100.0%	
Total (n)	112		5	102	
Mean	1.00		1.00	1.00	
Standard deviation	0.00		0.00	0.00	
Gender/Gender identity					
Very Often	1.8%		0.0%	1.0%	
Often	0.9%		0.0%	1.0%	
Sometimes	2.7%		0.0%	2.9%	
Seldom	3.6%		0.0%	3.9%	
Never	91.1%		100.0%	91.2%	
Total (n)	112		5	102	
Mean	1.19		1.00	1.17	
Standard deviation	0.69		0.00	0.61	
Job classification (e.g., Title, Position)					
Very Often	1.8%		20.0%	1.0%	
Often	6.3%		0.0%	5.9%	
Sometimes	16.1%		0.0%	17.6%	
Seldom	13.4%		40.0%	11.8%	
Never	62.5%		40.0%	63.7%	
Total (n)	112		5	102	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Mean	1.71		2.20	1.69	
Standard deviation	1.06		1.64	1.02	
Level of education					
Very Often	0.9%		0.0%	1.0%	
Often	2.7%		0.0%	2.9%	
Sometimes	6.3%		0.0%	6.9%	
Seldom	11.6%		0.0%	12.7%	
Never	78.6%		100.0%	76.5%	
Total (n)	112		5	102	
Mean	1.36		1.00	1.39	
Standard deviation	0.79		0.00	0.82	
Political beliefs					
Very Often	0.9%		0.0%	1.0%	
Often	0.9%		0.0%	1.0%	
Sometimes	9.0%		0.0%	9.9%	
Seldom	9.0%		20.0%	8.9%	
Never	80.2%		80.0%	79.2%	
Total (n)	111		5	101	
Mean	1.33		1.20	1.36	
Standard deviation	0.75		0.45	0.78	
Race/ethnicity					
Very Often	0.0%		0.0%	0.0%	
Often	0.0%		0.0%	0.0%	
Sometimes	1.8%		0.0%	2.0%	
Seldom	2.7%		0.0%	3.0%	
Never	95.5%		100.0%	95.0%	
Total (n)	111		5	101	
Mean	1.06		1.00	1.07	
Standard deviation	0.31		0.00	0.32	
Religious/spiritual beliefs					
Very Often	0.9%		0.0%	1.0%	
Often	0.9%		0.0%	1.0%	
Sometimes	7.1%		20.0%	6.9%	
Seldom	3.6%		0.0%	3.9%	
Never	87.5%		80.0%	87.3%	
Total (n)	112		5	102	
Mean	1.24		1.40	1.25	
Standard deviation	0.70		0.89	0.71	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Sexual orientation					
Very Often	0.9%		0.0%	1.0%	
Often	0.0%		0.0%	0.0%	
Sometimes	2.7%		20.0%	2.0%	
Seldom	4.5%		60.0%	1.0%	
Never	92.0%		20.0%	96.1%	
Total (n)	112		5	102	
Mean	1.13		2.00	1.09	
Standard deviation	0.53		0.71	0.49	
Socioeconomic status					
Very Often	0.9%		0.0%	1.0%	
Often	1.8%		0.0%	2.0%	
Sometimes	6.3%		20.0%	5.9%	
Seldom	3.6%		0.0%	3.9%	
Never	87.5%		80.0%	87.3%	
Total (n)	112		5	102	
Mean	1.25		1.40	1.25	
Standard deviation	0.73		0.89	0.74	
Parent/guardian status					
Very Often	0.0%		0.0%	0.0%	
Often	0.9%		0.0%	1.0%	
Sometimes	1.8%		0.0%	2.0%	
Seldom	1.8%		25.0%	0.0%	
Never	95.5%		75.0%	97.0%	
Total (n)	110		4	101	
Mean	1.08		1.25	1.07	
Standard deviation	0.41		0.50	0.41	
Please rate your satisfaction with:					
Quality of health benefits					
Very Satisfied	15.3%		0.0%	16.7%	
Satisfied	55.9%		60.0%	55.9%	
Neutral	18.9%		20.0%	17.6%	
Dissatisfied	7.2%		20.0%	6.9%	
Very Dissatisfied	2.7%		0.0%	2.9%	
Total (n)	111		5	102	
Mean	3.74		3.40	3.76	
Standard deviation	0.90		0.89	0.91	
Cost of health benefits					
Very Satisfied	18.0%		40.0%	17.6%	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Satisfied	46.8%		40.0%	47.1%	
Neutral	20.7%		20.0%	19.6%	
Dissatisfied	8.1%		0.0%	8.8%	
Very Dissatisfied	6.3%		0.0%	6.9%	
Total (n)	111		5	102	
Mean	3.62		4.20	3.60	
Standard deviation	1.07		0.84	1.09	
Retirement benefits					
Very Satisfied	19.3%		20.0%	20.0%	
Satisfied	45.0%		20.0%	46.0%	
Neutral	26.6%		40.0%	25.0%	
Dissatisfied	6.4%		20.0%	6.0%	
Very Dissatisfied	2.8%		0.0%	3.0%	
Total (n)	109		5	100	
Mean	3.72		3.40	3.74	
Standard deviation	0.94		1.14	0.95	
Salary					
Very Satisfied	6.3%		0.0%	6.8%	
Satisfied	23.2%		0.0%	25.2%	
Neutral	24.1%		20.0%	25.2%	
Dissatisfied	23.2%		40.0%	20.4%	
Very Dissatisfied	23.2%		40.0%	22.3%	
Total (n)	112		5	103	
Mean	2.66		1.80	2.74	
Standard deviation	1.24		0.84	1.25	
Extended leave policies (e.g., paternity/maternity leave, caring for a family member, medical leave)					
Very Satisfied	18.3%		25.0%	18.8%	
Satisfied	43.1%		25.0%	44.6%	
Neutral	33.0%		25.0%	32.7%	
Dissatisfied	3.7%		25.0%	2.0%	
Very Dissatisfied	1.8%		0.0%	2.0%	
Total (n)	109		4	101	
Mean	3.72		3.50	3.76	
Standard deviation	0.87		1.29	0.85	
Amount of paid time off: Vacation time					
Very Satisfied	18.8%		20.0%	19.4%	
Satisfied	51.8%		40.0%	53.4%	
Neutral	16.1%		0.0%	16.5%	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Dissatisfied	11.6%		40.0%	9.7%	
Very Dissatisfied	1.8%		0.0%	1.0%	
Total (n)	112		5	103	
Mean	3.74		3.40	3.81	
Standard deviation	0.96		1.34	0.90	
Amount of paid time off: Sick leave					
Very Satisfied	22.3%		20.0%	23.3%	
Satisfied	53.6%		40.0%	55.3%	
Neutral	14.3%		0.0%	14.6%	
Dissatisfied	8.9%		40.0%	6.8%	
Very Dissatisfied	0.9%		0.0%	0.0%	
Total (n)	112		5	103	
Mean	3.88		3.40	3.95	
Standard deviation	0.89		1.34	0.81	
How satisfied are you with the following aspects of your job?					
Autonomy and independence					
Very Satisfied	31.3%		0.0%	31.4%	
Satisfied	58.0%		80.0%	57.8%	
Neutral	6.3%		0.0%	6.9%	
Dissatisfied	1.8%		0.0%	2.0%	
Very Dissatisfied	2.7%		20.0%	2.0%	
Total (n)	112		5	102	
Mean	4.13		3.40	4.15	
Standard deviation	0.82		1.34	0.79	
Collegiality among staff					
Very Satisfied	22.5%		0.0%	22.8%	
Satisfied	51.4%		60.0%	50.5%	
Neutral	18.9%		20.0%	19.8%	
Dissatisfied	4.5%		0.0%	5.0%	
Very Dissatisfied	2.7%		20.0%	2.0%	
Total (n)	111		5	101	
Mean	3.86		3.20	3.87	
Standard deviation	0.91		1.30	0.89	
Competence of coworkers					
Very Satisfied	20.7%		0.0%	20.8%	
Satisfied	52.3%		20.0%	53.5%	
Neutral	13.5%		40.0%	12.9%	
Dissatisfied	11.7%		40.0%	10.9%	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Very Dissatisfied	1.8%		0.0%	2.0%	
Total (n)	111		5	101	
Mean	3.78		2.80	3.80	
Standard deviation	0.97		0.84	0.96	
Departmental support for work-life balance					
Very Satisfied	25.2%		20.0%	23.8%	
Satisfied	49.5%		40.0%	51.5%	
Neutral	18.9%		20.0%	19.8%	
Dissatisfied	6.3%		20.0%	5.0%	
Very Dissatisfied	0.0%		0.0%	0.0%	
Total (n)	111		5	101	
Mean	3.94		3.60	3.94	
Standard deviation	0.83		1.14	0.80	
Flexibility in relation to family matters or emergencies					
Very Satisfied	42.3%		40.0%	41.6%	
Satisfied	51.4%		40.0%	53.5%	
Neutral	5.4%		20.0%	4.0%	
Dissatisfied	0.9%		0.0%	1.0%	
Very Dissatisfied	0.0%		0.0%	0.0%	
Total (n)	111		5	101	
Mean	4.35		4.20	4.36	
Standard deviation	0.63		0.84	0.61	
Institutional support for work-life balance					
Very Satisfied	21.8%		20.0%	22.0%	
Satisfied	39.1%		40.0%	39.0%	
Neutral	22.7%		40.0%	23.0%	
Dissatisfied	13.6%		0.0%	13.0%	
Very Dissatisfied	2.7%		0.0%	3.0%	
Total (n)	110		5	100	
Mean	3.64		3.80	3.64	
Standard deviation	1.06		0.84	1.06	
Job security					
Very Satisfied	20.7%		20.0%	19.8%	
Satisfied	52.3%		40.0%	54.5%	
Neutral	18.9%		0.0%	19.8%	
Dissatisfied	7.2%		20.0%	5.9%	
Very Dissatisfied	0.9%		20.0%	0.0%	
Total (n)	111		5	101	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Mean	3.85		3.20	3.88	
Standard deviation	0.87		1.64	0.79	
Overall job satisfaction					
Very Satisfied	18.0%		0.0%	18.8%	
Satisfied	55.9%		60.0%	55.4%	
Neutral	14.4%		20.0%	14.9%	
Dissatisfied	7.2%		0.0%	6.9%	
Very Dissatisfied	4.5%		20.0%	4.0%	
Total (n)	111		5	101	
Mean	3.76		3.20	3.78	
Standard deviation	0.98		1.30	0.97	
Professional relationships with coworkers					
Very Satisfied	23.2%		20.0%	22.5%	
Satisfied	58.0%		20.0%	59.8%	
Neutral	11.6%		20.0%	11.8%	
Dissatisfied	3.6%		0.0%	3.9%	
Very Dissatisfied	3.6%		40.0%	2.0%	
Total (n)	112		5	102	
Mean	3.94		2.80	3.97	
Standard deviation	0.90		1.79	0.83	
Prospects for career advancement					
Very Satisfied	6.8%		0.0%	7.4%	
Satisfied	27.2%		25.0%	26.6%	
Neutral	37.9%		0.0%	40.4%	
Dissatisfied	17.5%		25.0%	16.0%	
Very Dissatisfied	10.7%		50.0%	9.6%	
Total (n)	103		4	94	
Mean	3.02		2.00	3.06	
Standard deviation	1.08		1.41	1.06	
Quality of students					
Very Satisfied	31.1%		80.0%	27.1%	
Satisfied	50.9%		20.0%	53.1%	
Neutral	15.1%		0.0%	16.7%	
Dissatisfied	0.9%		0.0%	1.0%	
Very Dissatisfied	1.9%		0.0%	2.1%	
Total (n)	106		5	96	
Mean	4.08		4.80	4.02	
Standard deviation	0.82		0.45	0.82	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Relationship with my supervisor					
Very Satisfied	33.9%		40.0%	32.4%	
Satisfied	42.0%		0.0%	45.1%	
Neutral	15.2%		20.0%	15.7%	
Dissatisfied	5.4%		0.0%	4.9%	
Very Dissatisfied	3.6%		40.0%	2.0%	
Total (n)	112		5	102	
Mean	3.97		3.00	4.01	
Standard deviation	1.02		2.00	0.93	
Relative equity of salary and job benefits					
Very Satisfied	8.0%		0.0%	8.8%	
Satisfied	37.5%		0.0%	40.2%	
Neutral	18.8%		0.0%	20.6%	
Dissatisfied	25.0%		80.0%	20.6%	
Very Dissatisfied	10.7%		20.0%	9.8%	
Total (n)	112		5	102	
Mean	3.07		1.80	3.18	
Standard deviation	1.18		0.45	1.16	
Support for career advancement					
Very Satisfied	11.5%		0.0%	12.8%	
Satisfied	29.8%		40.0%	28.7%	
Neutral	35.6%		0.0%	38.3%	
Dissatisfied	17.3%		40.0%	14.9%	
Very Dissatisfied	5.8%		20.0%	5.3%	
Total (n)	104		5	94	
Mean	3.24		2.60	3.29	
Standard deviation	1.06		1.34	1.04	
Workspace					
Very Satisfied	25.2%		25.0%	25.5%	
Satisfied	49.5%		75.0%	48.0%	
Neutral	14.4%		0.0%	14.7%	
Dissatisfied	10.8%		0.0%	11.8%	
Very Dissatisfied	0.0%		0.0%	0.0%	
Total (n)	111		4	102	
Mean	3.89		4.25	3.87	
Standard deviation	0.91		0.50	0.93	
Ongoing professional development					
Very Satisfied	15.7%		20.0%	15.3%	
Satisfied	38.0%		60.0%	37.8%	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Neutral	32.4%		0.0%	32.7%	
Dissatisfied	10.2%		0.0%	11.2%	
Very Dissatisfied	3.7%		20.0%	3.1%	
Total (n)	108		5	98	
Mean	3.52		3.60	3.51	
Standard deviation	1.00		1.52	0.99	
Rate the likelihood with which you would do each of the following:					
Recommend that a friend apply for a job in your current department					
Very Likely	29.5%		0.0%	30.4%	
Likely	43.8%		20.0%	45.1%	
Unlikely	14.3%		20.0%	13.7%	
Very Unlikely	12.5%		60.0%	10.8%	
Total (n)	112		5	102	
Mean	2.90		1.60	2.95	
Standard deviation	0.97		0.89	0.94	
Recommend that a friend apply for a job at this institution					
Very Likely	30.6%		0.0%	31.7%	
Likely	46.8%		40.0%	47.5%	
Unlikely	14.4%		20.0%	13.9%	
Very Unlikely	8.1%		40.0%	6.9%	
Total (n)	111		5	101	
Mean	3.00		2.00	3.04	
Standard deviation	0.88		1.00	0.86	
Apply or reapply for a position on campus					
Very Likely	25.9%		0.0%	26.5%	
Likely	38.4%		40.0%	38.2%	
Unlikely	26.8%		40.0%	26.5%	
Very Unlikely	8.9%		20.0%	8.8%	
Total (n)	112		5	102	
Mean	2.81		2.20	2.82	
Standard deviation	0.93		0.84	0.93	
To what extent are each of the following currently a priority at this institution?					
Increase or maintain institutional prestige					
Highest Priority	15.5%		0.0%	16.0%	
High Priority	44.7%		60.0%	43.6%	
Medium Priority	26.2%		0.0%	27.7%	
Low Priority	9.7%		40.0%	8.5%	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Not a Priority	3.9%		0.0%	4.3%	
Total (n)	103		5	94	
Mean	3.58		3.20	3.59	
Standard deviation	1.00		1.10	1.00	
Create and sustain partnerships with surrounding communities					
Highest Priority	6.7%		0.0%	7.2%	
High Priority	35.2%		40.0%	36.1%	
Medium Priority	31.4%		60.0%	28.9%	
Low Priority	21.0%		0.0%	21.6%	
Not a Priority	5.7%		0.0%	6.2%	
Total (n)	105		5	97	
Mean	3.16		3.40	3.16	
Standard deviation	1.02		0.55	1.05	
Investment in the professional development of staff					
Highest Priority	2.8%		0.0%	3.1%	
High Priority	16.0%		0.0%	17.5%	
Medium Priority	26.4%		0.0%	26.8%	
Low Priority	39.6%		80.0%	37.1%	
Not a Priority	15.1%		20.0%	15.5%	
Total (n)	106		5	97	
Mean	2.52		1.80	2.56	
Standard deviation	1.03		0.45	1.05	
Improve or maintain the physical appearance of campus (e.g., landscaping, cleanliness)					
Highest Priority	5.6%		0.0%	6.1%	
High Priority	36.4%		20.0%	34.7%	
Medium Priority	40.2%		40.0%	41.8%	
Low Priority	15.0%		40.0%	14.3%	
Not a Priority	2.8%		0.0%	3.1%	
Total (n)	107		5	98	
Mean	3.27		2.80	3.27	
Standard deviation	0.89		0.84	0.89	
Build or modernize campus facilities (e.g., new buildings or remodeling)					
Highest Priority	10.4%		0.0%	10.3%	
High Priority	41.5%		60.0%	39.2%	
Medium Priority	32.1%		20.0%	34.0%	
Low Priority	11.3%		20.0%	11.3%	
Not a Priority	4.7%		0.0%	5.2%	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Total (n)	106		5	97	
Mean	3.42		3.40	3.38	
Standard deviation	0.98		0.89	0.99	
Indicate the extent to which you agree or disagree with each of the following.					
My supervisor:					
Cares about my well-being					
Strongly Agree	42.9%		20.0%	42.2%	
Agree	52.7%		60.0%	53.9%	
Disagree	1.8%		0.0%	2.0%	
Strongly Disagree	2.7%		20.0%	2.0%	
Total (n)	112		5	102	
Mean	3.36		2.80	3.36	
Standard deviation	0.66		1.10	0.63	
Supports my professional development					
Strongly Agree	36.6%		20.0%	35.3%	
Agree	53.6%		80.0%	53.9%	
Disagree	8.0%		0.0%	8.8%	
Strongly Disagree	1.8%		0.0%	2.0%	
Total (n)	112		5	102	
Mean	3.25		3.20	3.23	
Standard deviation	0.68		0.45	0.69	
Sets unrealistic expectations for my job					
Strongly Agree	4.5%		40.0%	2.9%	
Agree	15.2%		0.0%	15.7%	
Disagree	48.2%		20.0%	50.0%	
Strongly Disagree	32.1%		40.0%	31.4%	
Total (n)	112		5	102	
Mean	1.92		2.40	1.90	
Standard deviation	0.81		1.52	0.76	
Demonstrates a commitment to diversity and inclusion					
Strongly Agree	33.0%		40.0%	30.4%	
Agree	57.1%		20.0%	60.8%	
Disagree	7.1%		20.0%	6.9%	
Strongly Disagree	2.7%		20.0%	2.0%	
Total (n)	112		5	102	
Mean	3.21		2.80	3.20	
Standard deviation	0.69		1.30	0.65	
Provides me with feedback that assists me in performing my job responsibilities					
Strongly Agree	26.8%		20.0%	25.5%	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Agree	52.7%		80.0%	52.0%	
Disagree	18.8%		0.0%	20.6%	
Strongly Disagree	1.8%		0.0%	2.0%	
Total (n)	112		5	102	
Mean	3.04		3.20	3.01	
Standard deviation	0.73		0.45	0.74	
Advocates for me					
Strongly Agree	39.4%		20.0%	38.4%	
Agree	39.4%		80.0%	39.4%	
Disagree	16.5%		0.0%	17.2%	
Strongly Disagree	4.6%		0.0%	5.1%	
Total (n)	109		5	99	
Mean	3.14		3.20	3.11	
Standard deviation	0.85		0.45	0.87	
Lacks the skills or knowledge to support me in my job					
Strongly Agree	5.4%		20.0%	5.0%	
Agree	14.4%		20.0%	14.9%	
Disagree	37.8%		20.0%	39.6%	
Strongly Disagree	42.3%		40.0%	40.6%	
Total (n)	111		5	101	
Mean	1.83		2.20	1.84	
Standard deviation	0.87		1.30	0.86	
During the past year, have you participated in any of the following opportunities provided by this institution:					
Diversity-related trainings or workshops					
Yes	53.1%		100.0%	51.5%	
No	37.2%		0.0%	37.9%	
Not Eligible	2.7%		0.0%	2.9%	
Not Available	7.1%		0.0%	7.8%	
Total (n)	113		5	103	
Optional technical skill development					
Yes	24.8%		40.0%	24.3%	
No	41.6%		40.0%	40.8%	
Not Eligible	4.4%		0.0%	4.9%	
Not Available	29.2%		20.0%	30.1%	
Total (n)	113		5	103	
Leadership development					
Yes	22.1%		20.0%	22.3%	
No	39.8%		40.0%	39.8%	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Not Eligible	5.3%		20.0%	4.9%	
Not Available	32.7%		20.0%	33.0%	
Total (n)	113		5	103	
Enhancement of interpersonal skills					
Yes	19.5%		20.0%	18.4%	
No	40.7%		40.0%	40.8%	
Not Eligible	1.8%		0.0%	1.9%	
Not Available	38.1%		40.0%	38.8%	
Total (n)	113		5	103	
Job benefits trainings					
Yes	23.2%		0.0%	25.5%	
No	50.9%		80.0%	48.0%	
Not Eligible	1.8%		0.0%	2.0%	
Not Available	24.1%		20.0%	24.5%	
Total (n)	112		5	102	
Public safety/security training					
Yes	26.5%		20.0%	28.2%	
No	47.8%		40.0%	45.6%	
Not Eligible	2.7%		0.0%	2.9%	
Not Available	23.0%		40.0%	23.3%	
Total (n)	113		5	103	
Health and wellness programs					
Yes	53.1%		0.0%	57.3%	
No	38.9%		100.0%	35.0%	
Not Eligible	0.9%		0.0%	1.0%	
Not Available	7.1%		0.0%	6.8%	
Total (n)	113		5	103	
Mentorship					
Yes	14.2%		20.0%	13.6%	
No	39.8%		40.0%	39.8%	
Not Eligible	3.5%		0.0%	3.9%	
Not Available	42.5%		40.0%	42.7%	
Total (n)	113		5	103	
Networking events					
Yes	32.7%		40.0%	31.1%	
No	40.7%		40.0%	40.8%	
Not Eligible	2.7%		0.0%	2.9%	
Not Available	23.9%		20.0%	25.2%	
Total (n)	113		5	103	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Policy and procedure training					
Yes	39.1%		40.0%	40.0%	
No	33.6%		60.0%	31.0%	
Not Eligible	1.8%		0.0%	2.0%	
Not Available	25.5%		0.0%	27.0%	
Total (n)	110		5	100	
Are you a member of a union?					
Yes	0.0%		0.0%	0.0%	
No	100.0%		100.0%	100.0%	
Total (n)	111		5	101	
Please indicate the extent to which each of the following has been a source of stress for you during the past year:					
Managing household responsibilities					
Extensive	18.0%		0.0%	16.8%	
Somewhat	51.4%		80.0%	50.5%	
Not at All	30.6%		20.0%	32.7%	
Total (n)	111		5	101	
Mean	1.87		1.80	1.84	
Standard deviation	0.69		0.45	0.69	
Review/promotion process					
Extensive	9.1%		20.0%	6.4%	
Somewhat	22.7%		20.0%	23.1%	
Not at All	68.2%		60.0%	70.5%	
Total (n)	88		5	78	
Mean	1.41		1.60	1.36	
Standard deviation	0.65		0.89	0.60	
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)					
Extensive	3.7%		0.0%	3.1%	
Somewhat	13.9%		80.0%	11.2%	
Not at All	82.4%		20.0%	85.7%	
Total (n)	108		5	98	
Mean	1.21		1.80	1.17	
Standard deviation	0.49		0.45	0.45	
Meetings					
Extensive	7.3%		0.0%	8.1%	
Somewhat	39.4%		20.0%	40.4%	
Not at All	53.2%		80.0%	51.5%	
Total (n)	109		5	99	
Mean	1.54		1.20	1.57	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Standard deviation	0.63		0.45	0.64	
Institutional procedures and "red tape"					
Extensive	21.9%		20.0%	23.2%	
Somewhat	46.7%		40.0%	45.3%	
Not at All	31.4%		40.0%	31.6%	
Total (n)	105		5	95	
Mean	1.90		1.80	1.92	
Standard deviation	0.73		0.84	0.74	
Lack of personal time					
Extensive	19.1%		20.0%	18.0%	
Somewhat	32.7%		20.0%	33.0%	
Not at All	48.2%		60.0%	49.0%	
Total (n)	110		5	100	
Mean	1.71		1.60	1.69	
Standard deviation	0.77		0.89	0.76	
Self-imposed high expectations					
Extensive	26.1%		20.0%	25.7%	
Somewhat	45.9%		40.0%	47.5%	
Not at All	27.9%		40.0%	26.7%	
Total (n)	111		5	101	
Mean	1.98		1.80	1.99	
Standard deviation	0.74		0.84	0.73	
Completing core job functions on time					
Extensive	6.3%		0.0%	5.9%	
Somewhat	36.6%		40.0%	36.3%	
Not at All	57.1%		60.0%	57.8%	
Total (n)	112		5	102	
Mean	1.49		1.40	1.48	
Standard deviation	0.62		0.55	0.61	
Competing job priorities/deadlines					
Extensive	11.7%		0.0%	9.9%	
Somewhat	42.3%		60.0%	43.6%	
Not at All	45.9%		40.0%	46.5%	
Total (n)	111		5	101	
Mean	1.66		1.60	1.63	
Standard deviation	0.68		0.55	0.66	
Increasing work responsibilities					
Extensive	21.4%		20.0%	19.6%	
Somewhat	34.8%		40.0%	36.3%	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Not at All	43.8%		40.0%	44.1%	
Total (n)	112		5	102	
Mean	1.78		1.80	1.75	
Standard deviation	0.78		0.84	0.76	
Budget cuts in my department/unit					
Extensive	13.0%		50.0%	12.0%	
Somewhat	34.0%		0.0%	34.8%	
Not at All	53.0%		50.0%	53.3%	
Total (n)	100		4	92	
Mean	1.60		2.00	1.59	
Standard deviation	0.71		1.15	0.70	
Physical demands of the job					
Extensive	3.7%		0.0%	4.1%	
Somewhat	15.9%		20.0%	16.3%	
Not at All	80.4%		80.0%	79.6%	
Total (n)	107		5	98	
Mean	1.23		1.20	1.24	
Standard deviation	0.51		0.45	0.52	
Relationship with supervisor					
Extensive	12.6%		60.0%	9.9%	
Somewhat	19.8%		0.0%	21.8%	
Not at All	67.6%		40.0%	68.3%	
Total (n)	111		5	101	
Mean	1.45		2.20	1.42	
Standard deviation	0.71		1.10	0.67	
Relationship with co-workers					
Extensive	3.6%		20.0%	3.0%	
Somewhat	38.7%		40.0%	39.6%	
Not at All	57.7%		40.0%	57.4%	
Total (n)	111		5	101	
Mean	1.46		1.80	1.46	
Standard deviation	0.57		0.84	0.56	
Students					
Extensive	2.8%		0.0%	3.1%	
Somewhat	18.5%		40.0%	18.4%	
Not at All	78.7%		60.0%	78.6%	
Total (n)	108		5	98	
Mean	1.24		1.40	1.24	
Standard deviation	0.49		0.55	0.50	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Parking					
Extensive	8.3%		0.0%	9.1%	
Somewhat	14.8%		20.0%	15.2%	
Not at All	76.9%		80.0%	75.8%	
Total (n)	108		5	99	
Mean	1.31		1.20	1.33	
Standard deviation	0.62		0.45	0.64	
Commuting					
Extensive	1.9%		0.0%	2.1%	
Somewhat	15.4%		0.0%	16.8%	
Not at All	82.7%		100.0%	81.1%	
Total (n)	104		5	95	
Mean	1.19		1.00	1.21	
Standard deviation	0.44		0.00	0.46	
Disconnect between my personal political beliefs and the dominant views on campus					
Extensive	8.4%		0.0%	9.3%	
Somewhat	15.9%		0.0%	17.5%	
Not at All	75.7%		100.0%	73.2%	
Total (n)	107		5	97	
Mean	1.33		1.00	1.36	
Standard deviation	0.63		0.00	0.65	
Planning for retirement					
Extensive	11.7%		0.0%	12.8%	
Somewhat	36.9%		40.0%	37.2%	
Not at All	51.5%		60.0%	50.0%	
Total (n)	103		5	94	
Mean	1.60		1.40	1.63	
Standard deviation	0.69		0.55	0.70	
How frequently does your job/position require you to interact with students?					
Very Often	49.1%		60.0%	49.0%	
Often	18.8%		0.0%	20.6%	
Sometimes	17.0%		20.0%	15.7%	
Seldom	12.5%		20.0%	11.8%	
Never	2.7%		0.0%	2.9%	
Total (n)	112		5	102	
Mean	3.99		4.00	4.01	
Standard deviation	1.19		1.41	1.18	
How frequently do you voluntarily interact with students?					
Very Often	41.1%		60.0%	40.2%	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Often	26.8%		20.0%	26.5%	
Sometimes	23.2%		20.0%	23.5%	
Seldom	7.1%		0.0%	7.8%	
Never	1.8%		0.0%	2.0%	
Total (n)	112		5	102	
Mean	3.98		4.40	3.95	
Standard deviation	1.05		0.89	1.07	
Within the next year, how likely are you to leave:					
Your current position					
Very Likely	12.5%		20.0%	10.8%	
Likely	15.2%		20.0%	13.7%	
Unlikely	40.2%		60.0%	41.2%	
Very Unlikely	32.1%		0.0%	34.3%	
Total (n)	112		5	102	
Within the next year, how likely are you to leave:					
This institution					
Very Likely	11.6%		20.0%	9.8%	
Likely	10.7%		0.0%	11.8%	
Unlikely	43.8%		80.0%	43.1%	
Very Unlikely	33.9%		0.0%	35.3%	
Total (n)	112		5	102	
What is the highest level of education you have completed?					
Junior high/middle school or less	0.0%		0.0%	0.0%	
Some high school	0.0%		0.0%	0.0%	
High school graduate/GED	3.6%		0.0%	3.9%	
Some college	11.6%		0.0%	12.7%	
Technical certificate	0.9%		0.0%	1.0%	
Associate's degree	5.4%		0.0%	4.9%	
Bachelor's (B.A., B.S., etc.)	33.0%		20.0%	33.3%	
Master's (M.A., M.S., M.F.A., M.B.A.)	38.4%		40.0%	38.2%	
J.D.	0.9%		0.0%	1.0%	
M.D., D.D.S., D.V.M., etc. (Medical)	0.0%		0.0%	0.0%	
Ph.D.	2.7%		20.0%	2.0%	
Professional Doctorate (Ed.D., Psy.D., etc.)	3.6%		20.0%	2.9%	
Total (n)	112		5	102	
With which language do you feel most comfortable?					
English	99.1%		100.0%	99.0%	
Other language (please specify)	0.0%		0.0%	0.0%	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Equally comfortable with English and other language (please specify other language)	0.9%		0.0%	1.0%	
Total (n)	112		5	102	
Race/Ethnicity (mark all that apply; may add to more than 100%)					
Native American/Alaska Native	3.5%		0.0%	3.8%	
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	0.9%		0.0%	1.0%	
Filipina/o/x	0.9%		0.0%	1.0%	
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.9%		0.0%	1.0%	
South Asian (e.g. Indian, Pakistani, Nepalese, Sri Lankan)	0.0%		0.0%	0.0%	
Other Asian	0.0%		0.0%	0.0%	
African American/Black	0.9%		0.0%	1.0%	
African	0.0%		0.0%	0.0%	
Caribbean	0.0%		0.0%	0.0%	
Other Black	0.0%		0.0%	0.0%	
Native Hawaiian or Other Pacific Islander	0.0%		0.0%	0.0%	
Mexican American/Chicana/o/e/x	1.7%		0.0%	1.9%	
Puerto Rican	0.9%		0.0%	1.0%	
Central American	0.0%		0.0%	0.0%	
South American	0.9%		0.0%	1.0%	
Other Hispanic or Latina/o/e/x	0.0%		0.0%	0.0%	
Middle Eastern	0.0%		0.0%	0.0%	
European	87.8%		100.0%	86.7%	
Other White	10.4%		0.0%	10.5%	
Other	1.7%		0.0%	1.9%	
Total (n)	115		5	105	
Composite race variable (adds to 100%)					
Total (n)	115		5	105	
Native American/Alaska Native	0.0%		0.0%	0.0%	
Asian	0.0%		0.0%	0.0%	
Native Hawaiian/Pacific Islander	0.0%		0.0%	0.0%	
Black/African American	0.9%		0.0%	1.0%	
Latina/o/e/x	2.6%		0.0%	2.9%	
White	88.7%		100.0%	87.6%	
Other	0.9%		0.0%	1.0%	
Multiracial	6.1%		0.0%	6.7%	
Unknown	0.9%		0.0%	1.0%	
Do you have any of the following?					
Attention-deficit/hyperactivity disorder (ADHD)	12.6%		40.0%	10.9%	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Chronic illness (e.g., cancer, diabetes, autoimmune disorders)	18.2%		20.0%	19.0%	
Autism spectrum disorder	3.6%		0.0%	3.0%	
Learning disability (e.g., dyslexia)	1.8%		20.0%	1.0%	
Physical or sensory disability (e.g., speech, sight, mobility, hearing)	5.5%		20.0%	5.0%	
Psychological disorder (e.g., depression, anxiety, PTSD)	26.4%		80.0%	22.0%	
Other	5.3%		25.0%	3.5%	
Total (n)	95		4	86	
In the previous question, you indicated having one or more of the disabilities/conditions listed. Have you disclosed any of them to:					
Your supervisor					
No	49.1%		40.0%	48.9%	
Yes	50.9%		60.0%	51.1%	
Total (n)	53		5	45	
In the previous question, you indicated having one or more of the disabilities/conditions listed. Have you disclosed any of them to:					
Human Resources					
No	81.1%		100.0%	77.8%	
Yes	18.9%		0.0%	22.2%	
Total (n)	53		5	45	
How would you characterize your political views?					
Far right	0.9%		0.0%	1.0%	
Conservative	24.5%		0.0%	27.0%	
Middle-of-the-road	41.8%		0.0%	46.0%	
Liberal	25.5%		60.0%	21.0%	
Far Left	7.3%		40.0%	5.0%	
Total (n)	110		5	100	
Which of the following most accurately describes you?					
U.S. Citizen	100.0%		100.0%	100.0%	
Permanent legal resident (Green Card)	0.0%		0.0%	0.0%	
In U.S. on visa or work authorization	0.0%		0.0%	0.0%	
None of the above	0.0%		0.0%	0.0%	
Total (n)	111		5	101	
If you were NOT born in the U.S., at what age did you arrive in the U.S.?					
Not applicable/born in the U.S.	97.1%		100.0%	96.9%	
5 or younger	1.4%		0.0%	1.6%	
6 to 12	1.4%		0.0%	1.6%	
13 to 18	0.0%		0.0%	0.0%	
19 to 25	0.0%		0.0%	0.0%	
26 or older	0.0%		0.0%	0.0%	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Total (n)	70		3	64	
Current religious preference:					
Agnostic	5.6%		20.0%	4.0%	
Atheist	5.6%		0.0%	6.1%	
Baptist	16.7%		0.0%	18.2%	
Buddhist	0.0%		0.0%	0.0%	
Church of Christ	4.6%		0.0%	5.1%	
Eastern Orthodox	0.0%		0.0%	0.0%	
Episcopalian	1.9%		20.0%	1.0%	
Hindu	0.0%		0.0%	0.0%	
Jewish	0.9%		20.0%	0.0%	
Lutheran	3.7%		0.0%	4.0%	
Methodist	7.4%		0.0%	8.1%	
Muslim	0.0%		0.0%	0.0%	
Presbyterian	1.9%		0.0%	2.0%	
Quaker	0.0%		0.0%	0.0%	
Roman Catholic	13.9%		0.0%	14.1%	
Seventh-day Adventist	0.0%		0.0%	0.0%	
The Church of Jesus Christ of Latter-day Saints	0.0%		0.0%	0.0%	
United Church of Christ/Congregational	0.0%		0.0%	0.0%	
Other Christian	24.1%		0.0%	25.3%	
Other Religion(s)/Belief(s) (please specify)	4.6%		0.0%	5.1%	
None	9.3%		40.0%	7.1%	
Total (n)	108		5	99	
Military status:					
None	96.4%		100.0%	96.0%	
In the Reserves or National Guard	0.0%		0.0%	0.0%	
On Active Duty	0.0%		0.0%	0.0%	
Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard	3.6%		0.0%	4.0%	
Total (n)	111		5	101	
How many dependents do you have under 18 years old?					
0	67.4%		100.0%	65.8%	
1	15.7%		0.0%	16.5%	
2	12.4%		0.0%	12.7%	
3	1.1%		0.0%	1.3%	
4+	3.4%		0.0%	3.8%	
Total (n)	89		5	79	

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
How many dependents do you have who are 18-26 years old?					
0	71.6%		100.0%	68.1%	
1	21.0%		0.0%	23.6%	
2	6.2%		0.0%	6.9%	
3	0.0%		0.0%	0.0%	
4+	1.2%		0.0%	1.4%	
Total (n)	81		5	72	
How many dependents do you have who are 27 years old or older?					
0	71.1%		100.0%	67.2%	
1	18.4%		0.0%	20.9%	
2	5.3%		0.0%	6.0%	
3	0.0%		0.0%	0.0%	
4+	5.3%		0.0%	6.0%	
Total (n)	76		5	67	
Are you serving as a caregiver for another adult who is not a dependent (e.g., parent, other relative)?					
No	86.0%		80.0%	85.6%	
Yes	14.0%		20.0%	14.4%	
Total (n)	107		5	97	
Optional Question 1					
A					
B					
C					
D					
E					
Total (n)					
Optional Question 2					
A					
B					
C					
D					
E					
Total (n)					
Optional Question 3					
A					
B					
C					
D					
E					
Total (n)					

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Optional Question 4					
A					
B					
C					
D					
E					
Total (n)					
Optional Question 5					
A					
B					
C					
D					
E					
Total (n)					
Optional Question 6					
A					
B					
C					
D					
E					
Total (n)					
Optional Question 7					
A					
B					
C					
D					
E					
Total (n)					
Optional Question 8					
A					
B					
C					
D					
E					
Total (n)					
Optional Question 9					
A					
B					
C					

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
D					
E					
Total (n)					
Optional Question 10					
A					
B					
C					
D					
E					
Total (n)					
Optional Question 11					
A					
B					
C					
D					
E					
Total (n)					
Optional Question 12					
A					
B					
C					
D					
E					
Total (n)					
Optional Question 13					
A					
B					
C					
D					
E					
Total (n)					
Optional Question 14					
A					
B					
C					
D					
E					
Total (n)					

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Optional Question 15					
A					
B					
C					
D					
E					
Total (n)					
Optional Question 16					
A					
B					
C					
D					
E					
Total (n)					
Optional Question 17					
A					
B					
C					
D					
E					
Total (n)					
Optional Question 18					
A					
B					
C					
D					
E					
Total (n)					
Optional Question 19					
A					
B					
C					
D					
E					
Total (n)					
Optional Question 20					
A					
B					
C					

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Sexual Orientation**

Truman State University	Total				
	Total	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
D					
E					
Total (n)					

* Other includes Asexual, Pansexual, and Not listed above

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Staff by Political Orientation	112	28	47	37
Are you a:				
Part-time, temporary/contract employee	0.0%	0.0%	0.0%	0.0%
Part-time, permanent employee	1.8%	7.4%	0.0%	0.0%
Full-time, temporary/contract employee	5.4%	7.4%	4.3%	5.4%
Full-time, permanent employee	92.8%	85.2%	95.7%	94.6%
Total (n)	111	27	47	37
How are you compensated for your work?				
Salaried (exempt)	72.3%	67.9%	68.1%	81.1%
Hourly (non-exempt), eligible for overtime pay	27.7%	32.1%	31.9%	18.9%
Total (n)	112	28	47	37
What is your current gender identity?				
Man	35.5%	21.4%	30.4%	52.8%
Woman	62.7%	78.6%	69.6%	41.7%
Non-binary	0.9%	0.0%	0.0%	2.8%
Genderqueer/Gender non-conforming	0.9%	0.0%	0.0%	2.8%
Identity not listed above	0.0%	0.0%	0.0%	0.0%
Total (n)	110	28	46	36
What is your sexual orientation?				
Heterosexual/Straight	90.9%	100.0%	100.0%	72.2%
Asexual	0.0%	0.0%	0.0%	0.0%
Bisexual	1.8%	0.0%	0.0%	5.6%
Gay	3.6%	0.0%	0.0%	11.1%
Lesbian	0.9%	0.0%	0.0%	2.8%
Pansexual	2.7%	0.0%	0.0%	8.3%
Queer	0.0%	0.0%	0.0%	0.0%
Not listed above	0.0%	0.0%	0.0%	0.0%
Total (n)	110	28	46	36

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Do you identify as transgender?				
No	99.1%	100.0%	100.0%	97.3%
Yes	0.9%	0.0%	0.0%	2.7%
Total (n)	111	27	47	37
What best describes your role:				
Senior administrator (e.g., President, Chancellor, Vice-President, Dean)	5.4%	3.6%	6.4%	5.4%
Mid-level administrator/manager (e.g., Associate Dean, Assistant Dean, Director)	26.8%	10.7%	27.7%	37.8%
Staff (e.g., Administrative Assistant, Analyst, Skilled Craft Worker)	65.2%	78.6%	66.0%	54.1%
Graduate Student Employee	0.0%	0.0%	0.0%	0.0%
Other (e.g., Postdoctoral Researcher, Affiliate, Courtesy Staff)	2.7%	7.1%	0.0%	2.7%
Total (n)	112	28	47	37
Which of the following best describes YOUR UNIT on campus?				
Academic Affairs				
Academic Advising	3.8%	7.1%	2.4%	2.8%
Academic Department/School	11.4%	10.7%	19.5%	2.8%
Library Services	5.7%	3.6%	2.4%	11.1%
Research Institute or Support/Oversight (e.g., Institutional Review Board, Office of Contracts and Grants)	0.0%	0.0%	0.0%	0.0%
Other Academic Affairs	11.4%	10.7%	9.8%	13.9%
Business/Administrative Services				
Campus Safety/Police/Emergency Management	0.0%	0.0%	0.0%	0.0%
Capital Planning	0.0%	0.0%	0.0%	0.0%
Dining Services	0.0%	0.0%	0.0%	0.0%
Facilities - Custodial Services	0.0%	0.0%	0.0%	0.0%
Facilities - Maintenance	1.0%	3.6%	0.0%	0.0%
Finance and Treasury	3.8%	7.1%	4.9%	0.0%
Human Resources (including academic personnel)	1.0%	0.0%	2.4%	0.0%
Information Technology Services	6.7%	7.1%	2.4%	11.1%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University

	Total			
	Total	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Institutional Research/Assessment/Planning	0.0%	0.0%	0.0%	0.0%
Legal Affairs	1.0%	0.0%	0.0%	2.8%
Medical Center/Hospital	0.0%	0.0%	0.0%	0.0%
Transportation and Parking	0.0%	0.0%	0.0%	0.0%
Other Business/Administrative Services	7.6%	3.6%	14.6%	2.8%
External Affairs				
Alumni Affairs	1.9%	3.6%	0.0%	2.8%
Communications	1.9%	3.6%	2.4%	0.0%
Community Engagement/Partnerships	1.0%	0.0%	0.0%	2.8%
Public Relations	1.9%	0.0%	2.4%	2.8%
University Advancement/Development/Planned Giving	0.0%	0.0%	0.0%	0.0%
Other External Affairs	0.0%	0.0%	0.0%	0.0%
Student Life/Services/Student Affairs				
Admissions/Enrollment Management/Registrar	11.4%	7.1%	12.2%	13.9%
Athletics (Varsity/Club)	3.8%	10.7%	2.4%	0.0%
Financial Aid	1.9%	0.0%	4.9%	0.0%
Housing/Residential Life	2.9%	0.0%	0.0%	8.3%
Dean of Students/Judicial Affairs	0.0%	0.0%	0.0%	0.0%
Campus Activities (e.g., Recreation, Student Government, College Union)	2.9%	0.0%	4.9%	2.8%
Student Health Services, Psychological Services	0.0%	0.0%	0.0%	0.0%
Other Student Affairs (e.g., International Student Services, Career Services, Orientation, Veteran Student Affairs)	4.8%	3.6%	2.4%	8.3%
Leadership and Diversity				
Diversity, Equity, and Inclusion	1.0%	0.0%	0.0%	2.8%
Office of the Chancellor/President	1.9%	0.0%	2.4%	2.8%
Office of the Provost/Vice President	1.0%	0.0%	0.0%	2.8%
Other Leadership and Diversity	0.0%	0.0%	0.0%	0.0%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University		Total			
		Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Other		8.6%	17.9%	7.3%	2.8%
Total (n)		105	28	41	36
How many direct reports do you have (excluding student employees)?					
I do not directly supervise employees		54.5%	53.6%	55.3%	54.1%
1 to 2		13.4%	17.9%	8.5%	16.2%
3 to 5		15.2%	17.9%	14.9%	13.5%
6 to 10		8.0%	7.1%	4.3%	13.5%
11 or more		8.9%	3.6%	17.0%	2.7%
Total (n)		112	28	47	37
How many years have you been employed at this institution?					
Less than one year		9.7%	8.0%	9.1%	11.8%
1-4 years		23.3%	24.0%	13.6%	35.3%
5-10 years		19.4%	16.0%	22.7%	17.6%
11-15 years		8.7%	4.0%	13.6%	5.9%
16-20 years		11.7%	8.0%	13.6%	11.8%
More than 20 years		27.2%	40.0%	27.3%	17.6%
Total (n)		103	25	44	34
How many years have you been employed in your current position?					
Less than one year		16.4%	7.1%	12.8%	28.6%
1-4 years		30.9%	42.9%	27.7%	25.7%
5-10 years		21.8%	17.9%	27.7%	17.1%
11-15 years		12.7%	7.1%	17.0%	11.4%
16-20 years		4.5%	3.6%	2.1%	8.6%
More than 20 years		13.6%	21.4%	12.8%	8.6%
Total (n)		110	28	47	35
Including your current position, how many years of full-time work experience do you have?					
Less than one year		5.5%	3.7%	2.1%	11.4%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
1-2 years	2.8%	0.0%	4.3%	2.9%
3-5 years	5.5%	0.0%	8.5%	5.7%
6-10 years	11.9%	7.4%	4.3%	25.7%
11-15 years	11.0%	0.0%	19.1%	8.6%
16-20 years	2.8%	0.0%	2.1%	5.7%
21-25 years	10.1%	14.8%	6.4%	11.4%
26 years or more	50.5%	74.1%	53.2%	28.6%
Total (n)	109	27	47	35
Please rate your satisfaction with your institution in each area:				
Racial and ethnic diversity of the faculty				
Very Satisfied	11.3%	19.2%	8.9%	8.6%
Satisfied	36.8%	38.5%	35.6%	37.1%
Neutral	32.1%	38.5%	42.2%	14.3%
Dissatisfied	12.3%	0.0%	8.9%	25.7%
Very Dissatisfied	7.5%	3.8%	4.4%	14.3%
Total (n)	106	26	45	35
Mean	3.32	3.69	3.36	3.00
Standard deviation	1.07	0.93	0.93	1.26
Racial and ethnic diversity of the staff				
Very Satisfied	11.0%	23.1%	8.5%	5.6%
Satisfied	25.7%	30.8%	25.5%	22.2%
Neutral	39.4%	46.2%	46.8%	25.0%
Dissatisfied	14.7%	0.0%	10.6%	30.6%
Very Dissatisfied	9.2%	0.0%	8.5%	16.7%
Total (n)	109	26	47	36
Mean	3.15	3.77	3.15	2.69

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Standard deviation	1.10	0.82	1.02	1.17
Racial and ethnic diversity of the student body				
Very Satisfied	17.1%	26.9%	20.5%	5.7%
Satisfied	29.5%	34.6%	27.3%	28.6%
Neutral	32.4%	38.5%	36.4%	22.9%
Dissatisfied	13.3%	0.0%	11.4%	25.7%
Very Dissatisfied	7.6%	0.0%	4.5%	17.1%
Total (n)	105	26	44	35
Mean	3.35	3.88	3.48	2.80
Standard deviation	1.14	0.82	1.09	1.21
Gender diversity of staff				
Very Satisfied	16.2%	23.1%	15.9%	11.4%
Satisfied	39.0%	30.8%	34.1%	51.4%
Neutral	36.2%	46.2%	36.4%	28.6%
Dissatisfied	5.7%	0.0%	9.1%	5.7%
Very Dissatisfied	2.9%	0.0%	4.5%	2.9%
Total (n)	105	26	44	35
Mean	3.60	3.77	3.48	3.63
Standard deviation	0.93	0.82	1.02	0.88
Commitment to hiring women				
Very Satisfied	21.9%	26.9%	19.6%	21.2%
Satisfied	46.7%	42.3%	45.7%	51.5%
Neutral	29.5%	30.8%	30.4%	27.3%
Dissatisfied	1.0%	0.0%	2.2%	0.0%
Very Dissatisfied	1.0%	0.0%	2.2%	0.0%
Total (n)	105	26	46	33
Mean	3.88	3.96	3.78	3.94

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Standard deviation	0.79	0.77	0.87	0.70
Commitment to hiring underrepresented racial/ethnic minorities				
Very Satisfied	17.5%	24.0%	20.5%	8.8%
Satisfied	36.9%	36.0%	34.1%	41.2%
Neutral	28.2%	40.0%	31.8%	14.7%
Dissatisfied	16.5%	0.0%	11.4%	35.3%
Very Dissatisfied	1.0%	0.0%	2.3%	0.0%
Total (n)	103	25	44	34
Mean	3.53	3.84	3.59	3.24
Standard deviation	1.00	0.80	1.02	1.05
Atmosphere for sexual orientation differences				
Very Satisfied	16.8%	17.4%	16.7%	16.7%
Satisfied	43.6%	43.5%	38.1%	50.0%
Neutral	30.7%	39.1%	35.7%	19.4%
Dissatisfied	5.0%	0.0%	4.8%	8.3%
Very Dissatisfied	4.0%	0.0%	4.8%	5.6%
Total (n)	101	23	42	36
Mean	3.64	3.78	3.57	3.64
Standard deviation	0.95	0.74	0.99	1.05
Atmosphere for political differences				
Very Satisfied	13.1%	15.4%	11.1%	13.9%
Satisfied	37.4%	30.8%	33.3%	47.2%
Neutral	34.6%	34.6%	42.2%	25.0%
Dissatisfied	8.4%	7.7%	11.1%	5.6%
Very Dissatisfied	6.5%	11.5%	2.2%	8.3%
Total (n)	107	26	45	36
Mean	3.42	3.31	3.40	3.53

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Standard deviation	1.04	1.19	0.91	1.08
Atmosphere for religious differences				
Very Satisfied	17.9%	23.1%	13.6%	19.4%
Satisfied	37.7%	34.6%	34.1%	44.4%
Neutral	34.9%	30.8%	43.2%	27.8%
Dissatisfied	3.8%	3.8%	4.5%	2.8%
Very Dissatisfied	5.7%	7.7%	4.5%	5.6%
Total (n)	106	26	44	36
Mean	3.58	3.62	3.48	3.69
Standard deviation	1.01	1.13	0.95	1.01
Atmosphere for gender differences				
Very Satisfied	16.3%	16.7%	13.6%	19.4%
Satisfied	38.5%	33.3%	38.6%	41.7%
Neutral	34.6%	45.8%	38.6%	22.2%
Dissatisfied	6.7%	4.2%	4.5%	11.1%
Very Dissatisfied	3.8%	0.0%	4.5%	5.6%
Total (n)	104	24	44	36
Mean	3.57	3.63	3.52	3.58
Standard deviation	0.97	0.82	0.95	1.11
Atmosphere for individuals with disabilities				
Very Satisfied	16.8%	26.1%	15.9%	11.8%
Satisfied	38.6%	43.5%	38.6%	35.3%
Neutral	31.7%	30.4%	38.6%	23.5%
Dissatisfied	8.9%	0.0%	4.5%	20.6%
Very Dissatisfied	4.0%	0.0%	2.3%	8.8%
Total (n)	101	23	44	34
Mean	3.55	3.96	3.61	3.21

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Standard deviation	1.00	0.77	0.89	1.17
Timeliness of administrative responses to campus emergencies				
Very Satisfied	21.0%	36.0%	26.2%	3.0%
Satisfied	52.0%	56.0%	50.0%	51.5%
Neutral	18.0%	4.0%	16.7%	30.3%
Dissatisfied	5.0%	0.0%	4.8%	9.1%
Very Dissatisfied	4.0%	4.0%	2.4%	6.1%
Total (n)	100	25	42	33
Mean	3.81	4.20	3.93	3.36
Standard deviation	0.96	0.87	0.92	0.93
Timeliness of administrative responses to sexual assault				
Very Satisfied	19.7%	23.8%	21.9%	13.0%
Satisfied	36.8%	47.6%	43.8%	17.4%
Neutral	28.9%	19.0%	25.0%	43.5%
Dissatisfied	10.5%	4.8%	9.4%	17.4%
Very Dissatisfied	3.9%	4.8%	0.0%	8.7%
Total (n)	76	21	32	23
Mean	3.58	3.81	3.78	3.09
Standard deviation	1.05	1.03	0.91	1.12
Timeliness of administrative responses to discrimination/bias				
Very Satisfied	17.5%	21.1%	21.2%	10.7%
Satisfied	40.0%	47.4%	48.5%	25.0%
Neutral	31.3%	26.3%	24.2%	42.9%
Dissatisfied	6.3%	0.0%	6.1%	10.7%
Very Dissatisfied	5.0%	5.3%	0.0%	10.7%
Total (n)	80	19	33	28
Mean	3.59	3.79	3.85	3.14

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Standard deviation	1.01	0.98	0.83	1.11
Outcome of administrative responses to campus emergencies				
Very Satisfied	23.7%	32.0%	28.6%	10.0%
Satisfied	42.3%	52.0%	40.5%	36.7%
Neutral	24.7%	12.0%	23.8%	36.7%
Dissatisfied	6.2%	0.0%	4.8%	13.3%
Very Dissatisfied	3.1%	4.0%	2.4%	3.3%
Total (n)	97	25	42	30
Mean	3.77	4.08	3.88	3.37
Standard deviation	0.98	0.91	0.97	0.96
Outcome of administrative responses to sexual assault				
Very Satisfied	20.8%	30.0%	24.1%	8.7%
Satisfied	31.9%	45.0%	31.0%	21.7%
Neutral	36.1%	20.0%	34.5%	52.2%
Dissatisfied	8.3%	5.0%	10.3%	8.7%
Very Dissatisfied	2.8%	0.0%	0.0%	8.7%
Total (n)	72	20	29	23
Mean	3.60	4.00	3.69	3.13
Standard deviation	1.00	0.86	0.97	1.01
Outcome of administrative responses to discrimination/bias				
Very Satisfied	19.2%	29.4%	20.7%	11.1%
Satisfied	34.2%	52.9%	37.9%	18.5%
Neutral	37.0%	17.6%	34.5%	51.9%
Dissatisfied	5.5%	0.0%	6.9%	7.4%
Very Dissatisfied	4.1%	0.0%	0.0%	11.1%
Total (n)	73	17	29	27
Mean	3.59	4.12	3.72	3.11

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Standard deviation	1.00	0.70	0.88	1.09
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:				
Staff concerns are considered when making policy				
Strongly Agree	6.2%	4.3%	7.3%	6.1%
Agree	46.4%	60.9%	43.9%	39.4%
Disagree	24.7%	13.0%	29.3%	27.3%
Strongly Disagree	22.7%	21.7%	19.5%	27.3%
Total (n)	97	23	41	33
Mean	2.36	2.48	2.39	2.24
Standard deviation	0.90	0.90	0.89	0.94
I feel respected by faculty				
Strongly Agree	10.3%	7.4%	13.3%	8.6%
Agree	53.3%	51.9%	51.1%	57.1%
Disagree	30.8%	25.9%	35.6%	28.6%
Strongly Disagree	5.6%	14.8%	0.0%	5.7%
Total (n)	107	27	45	35
Mean	2.68	2.52	2.78	2.69
Standard deviation	0.73	0.85	0.67	0.72
I feel respected by other staff members				
Strongly Agree	26.6%	32.1%	26.7%	22.2%
Agree	64.2%	60.7%	66.7%	63.9%
Disagree	7.3%	7.1%	4.4%	11.1%
Strongly Disagree	1.8%	0.0%	2.2%	2.8%
Total (n)	109	28	45	36
Mean	3.16	3.25	3.18	3.06
Standard deviation	0.63	0.59	0.61	0.67

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
I feel respected by senior administrators				
Strongly Agree	16.5%	14.3%	17.8%	16.7%
Agree	54.1%	64.3%	51.1%	50.0%
Disagree	17.4%	17.9%	13.3%	22.2%
Strongly Disagree	11.9%	3.6%	17.8%	11.1%
Total (n)	109	28	45	36
Mean	2.75	2.89	2.69	2.72
Standard deviation	0.87	0.69	0.97	0.88
Please indicate the extent to which you agree or disagree with the following statements. This institution:				
Encourages staff to have a public voice and share their ideas openly				
Strongly Agree	8.8%	12.0%	9.3%	5.9%
Agree	55.9%	56.0%	58.1%	52.9%
Disagree	22.5%	20.0%	23.3%	23.5%
Strongly Disagree	12.7%	12.0%	9.3%	17.6%
Total (n)	102	25	43	34
Mean	2.61	2.68	2.67	2.47
Standard deviation	0.82	0.85	0.78	0.86
Encourages students to have a public voice and share their ideas openly				
Strongly Agree	24.3%	25.9%	26.7%	20.0%
Agree	70.1%	74.1%	73.3%	62.9%
Disagree	3.7%	0.0%	0.0%	11.4%
Strongly Disagree	1.9%	0.0%	0.0%	5.7%
Total (n)	107	27	45	35
Mean	3.17	3.26	3.27	2.97
Standard deviation	0.57	0.45	0.45	0.75

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Has campus administrators who regularly speak about the value of diversity				
Strongly Agree	20.8%	36.0%	22.0%	8.6%
Agree	65.3%	64.0%	65.9%	65.7%
Disagree	8.9%	0.0%	9.8%	14.3%
Strongly Disagree	5.0%	0.0%	2.4%	11.4%
Total (n)	101	25	41	35
Mean	3.02	3.36	3.07	2.71
Standard deviation	0.71	0.49	0.65	0.79
Promotes the appreciation of cultural differences				
Strongly Agree	26.7%	40.0%	27.5%	16.7%
Agree	61.4%	60.0%	57.5%	66.7%
Disagree	9.9%	0.0%	12.5%	13.9%
Strongly Disagree	2.0%	0.0%	2.5%	2.8%
Total (n)	101	25	40	36
Mean	3.13	3.40	3.10	2.97
Standard deviation	0.66	0.50	0.71	0.65
Provides the campus community with opportunities to share feelings about issues of concern				
Strongly Agree	15.6%	30.4%	15.8%	5.7%
Agree	60.4%	56.5%	63.2%	60.0%
Disagree	17.7%	13.0%	13.2%	25.7%
Strongly Disagree	6.3%	0.0%	7.9%	8.6%
Total (n)	96	23	38	35
Mean	2.85	3.17	2.87	2.63
Standard deviation	0.75	0.65	0.78	0.73
Rewards staff for their participation in diversity efforts				
Strongly Agree	4.1%	7.1%	6.7%	0.0%
Agree	28.4%	57.1%	20.0%	23.3%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Disagree	45.9%	14.3%	56.7%	50.0%
Strongly Disagree	21.6%	21.4%	16.7%	26.7%
Total (n)	74	14	30	30
Mean	2.15	2.50	2.17	1.97
Standard deviation	0.81	0.94	0.79	0.72
Has effective practices and policies that increase staff diversity				
Strongly Agree	10.1%	15.8%	9.4%	7.1%
Agree	41.8%	73.7%	43.8%	17.9%
Disagree	31.6%	5.3%	34.4%	46.4%
Strongly Disagree	16.5%	5.3%	12.5%	28.6%
Total (n)	79	19	32	28
Mean	2.46	3.00	2.50	2.04
Standard deviation	0.89	0.67	0.84	0.88
Has a lot of racial tension				
Strongly Agree	1.1%	0.0%	0.0%	3.3%
Agree	12.1%	0.0%	11.1%	23.3%
Disagree	50.5%	44.0%	55.6%	50.0%
Strongly Disagree	36.3%	56.0%	33.3%	23.3%
Total (n)	91	25	36	30
Mean	1.78	1.44	1.78	2.07
Standard deviation	0.70	0.51	0.64	0.78
Effectively communicates information about employee compensation and benefits				
Strongly Agree	17.6%	22.2%	13.6%	18.9%
Agree	53.7%	63.0%	61.4%	37.8%
Disagree	16.7%	11.1%	18.2%	18.9%
Strongly Disagree	12.0%	3.7%	6.8%	24.3%
Total (n)	108	27	44	37

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Mean	2.77	3.04	2.82	2.51
Standard deviation	0.88	0.71	0.76	1.07
Please indicate the extent to which you agree or disagree with the following statements.				
I feel unsafe on this campus				
Strongly Agree	0.0%	0.0%	0.0%	0.0%
Agree	6.3%	7.1%	4.3%	8.1%
Disagree	46.4%	39.3%	51.1%	45.9%
Strongly Disagree	47.3%	53.6%	44.7%	45.9%
Total (n)	112	28	47	37
Mean	1.59	1.54	1.60	1.62
Standard deviation	0.61	0.64	0.58	0.64
I feel my contributions are valued by my department				
Strongly Agree	31.3%	25.0%	25.5%	43.2%
Agree	48.2%	57.1%	53.2%	35.1%
Disagree	11.6%	10.7%	12.8%	10.8%
Strongly Disagree	8.9%	7.1%	8.5%	10.8%
Total (n)	112	28	47	37
Mean	3.02	3.00	2.96	3.11
Standard deviation	0.89	0.82	0.86	0.99
I feel my contributions are valued by my direct supervisor				
Strongly Agree	35.7%	28.6%	27.7%	51.4%
Agree	45.5%	57.1%	51.1%	29.7%
Disagree	11.6%	14.3%	10.6%	10.8%
Strongly Disagree	7.1%	0.0%	10.6%	8.1%
Total (n)	112	28	47	37
Mean	3.10	3.14	2.96	3.24

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Standard deviation	0.87	0.65	0.91	0.95
I feel my contributions are valued by senior administrators				
Strongly Agree	15.2%	10.7%	12.8%	21.6%
Agree	52.7%	71.4%	51.1%	40.5%
Disagree	18.8%	14.3%	25.5%	13.5%
Strongly Disagree	13.4%	3.6%	10.6%	24.3%
Total (n)	112	28	47	37
Mean	2.70	2.89	2.66	2.59
Standard deviation	0.89	0.63	0.84	1.09
I feel my contributions are valued by students				
Strongly Agree	22.9%	32.1%	13.3%	27.8%
Agree	66.1%	60.7%	75.6%	58.3%
Disagree	9.2%	3.6%	8.9%	13.9%
Strongly Disagree	1.8%	3.6%	2.2%	0.0%
Total (n)	109	28	45	36
Mean	3.10	3.21	3.00	3.14
Standard deviation	0.62	0.69	0.56	0.64
Please indicate the extent to which you agree or disagree with the following statements:				
My professional skills are effectively put to use in this position				
Strongly Agree	27.0%	32.1%	21.7%	29.7%
Agree	53.2%	64.3%	56.5%	40.5%
Disagree	14.4%	3.6%	17.4%	18.9%
Strongly Disagree	5.4%	0.0%	4.3%	10.8%
Total (n)	111	28	46	37
Mean	3.02	3.29	2.96	2.89
Standard deviation	0.80	0.53	0.76	0.97

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
I feel I have to work harder than my colleagues to be perceived as a competent administrator/staff member				
Strongly Agree	11.6%	10.7%	8.5%	16.2%
Agree	26.8%	7.1%	42.6%	21.6%
Disagree	53.6%	71.4%	44.7%	51.4%
Strongly Disagree	8.0%	10.7%	4.3%	10.8%
Total (n)	112	28	47	37
Mean	2.42	2.18	2.55	2.43
Standard deviation	0.80	0.77	0.72	0.90
My job duties are clearly defined				
Strongly Agree	11.6%	10.7%	14.9%	8.1%
Agree	59.8%	64.3%	59.6%	56.8%
Disagree	20.5%	17.9%	19.1%	24.3%
Strongly Disagree	8.0%	7.1%	6.4%	10.8%
Total (n)	112	28	47	37
Mean	2.75	2.79	2.83	2.62
Standard deviation	0.77	0.74	0.76	0.79
My workload is manageable given the hours I'm scheduled to work				
Strongly Agree	17.9%	21.4%	17.0%	16.2%
Agree	54.5%	60.7%	57.4%	45.9%
Disagree	22.3%	17.9%	21.3%	27.0%
Strongly Disagree	5.4%	0.0%	4.3%	10.8%
Total (n)	112	28	47	37
Mean	2.85	3.04	2.87	2.68
Standard deviation	0.77	0.64	0.74	0.88
My salary is sufficient considering the cost of living in this area				
Strongly Agree	9.0%	7.4%	10.6%	8.1%
Agree	36.9%	44.4%	36.2%	32.4%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Disagree	32.4%	33.3%	34.0%	29.7%
Strongly Disagree	21.6%	14.8%	19.1%	29.7%
Total (n)	111	27	47	37
Mean	2.33	2.44	2.38	2.19
Standard deviation	0.92	0.85	0.92	0.97
I achieve a healthy balance between my personal life and my professional life				
Strongly Agree	13.4%	17.9%	12.8%	10.8%
Agree	65.2%	71.4%	63.8%	62.2%
Disagree	13.4%	7.1%	14.9%	16.2%
Strongly Disagree	8.0%	3.6%	8.5%	10.8%
Total (n)	112	28	47	37
Mean	2.84	3.04	2.81	2.73
Standard deviation	0.75	0.64	0.77	0.80
I have at least one professional mentor I can turn to for guidance				
Strongly Agree	19.8%	14.3%	15.2%	29.7%
Agree	48.6%	60.7%	43.5%	45.9%
Disagree	20.7%	17.9%	28.3%	13.5%
Strongly Disagree	10.8%	7.1%	13.0%	10.8%
Total (n)	111	28	46	37
Mean	2.77	2.82	2.61	2.95
Standard deviation	0.89	0.77	0.91	0.94
I feel a sense of belonging to this campus				
Strongly Agree	20.9%	25.0%	19.6%	19.4%
Agree	50.0%	42.9%	56.5%	47.2%
Disagree	22.7%	21.4%	19.6%	27.8%
Strongly Disagree	6.4%	10.7%	4.3%	5.6%
Total (n)	110	28	46	36

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Mean	2.85	2.82	2.91	2.81
Standard deviation	0.82	0.94	0.76	0.82
How often in the past year at this institution have you:				
Challenged others on issues of discrimination				
Very Often	4.5%	0.0%	0.0%	13.5%
Often	5.4%	0.0%	8.5%	5.4%
Sometimes	20.5%	10.7%	17.0%	32.4%
Seldom	19.6%	17.9%	19.1%	21.6%
Never	50.0%	71.4%	55.3%	27.0%
Total (n)	112	28	47	37
Mean	1.95	1.39	1.79	2.57
Standard deviation	1.15	0.69	1.02	1.32
Educated yourself about individuals who are different from you				
Very Often	18.0%	3.7%	12.8%	35.1%
Often	37.8%	44.4%	36.2%	35.1%
Sometimes	33.3%	29.6%	42.6%	24.3%
Seldom	8.1%	18.5%	6.4%	2.7%
Never	2.7%	3.7%	2.1%	2.7%
Total (n)	111	27	47	37
Mean	3.60	3.26	3.51	3.97
Standard deviation	0.97	0.94	0.88	0.99
Participated in a coalition of different groups to address social justice issues				
Very Often	2.7%	3.7%	0.0%	5.4%
Often	9.1%	3.7%	8.7%	13.5%
Sometimes	17.3%	3.7%	17.4%	27.0%
Seldom	22.7%	18.5%	23.9%	24.3%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Never	48.2%	70.4%	50.0%	29.7%
Total (n)	110	27	46	37
Mean	1.95	1.52	1.85	2.41
Standard deviation	1.13	1.01	1.01	1.21
Attended programs focused on diversity (e.g., presentations, performances, art exhibits, debates)				
Very Often	8.0%	3.6%	8.5%	10.8%
Often	16.1%	10.7%	17.0%	18.9%
Sometimes	31.3%	21.4%	34.0%	35.1%
Seldom	18.8%	21.4%	14.9%	21.6%
Never	25.9%	42.9%	25.5%	13.5%
Total (n)	112	28	47	37
Mean	2.62	2.11	2.68	2.92
Standard deviation	1.25	1.20	1.27	1.19
Please indicate how often at this institution you have:				
Assisted a student with a problem about discrimination				
Very Often	0.9%	0.0%	0.0%	2.8%
Often	4.7%	3.7%	2.3%	8.3%
Sometimes	20.6%	14.8%	15.9%	30.6%
Seldom	21.5%	14.8%	25.0%	22.2%
Never	52.3%	66.7%	56.8%	36.1%
Total (n)	107	27	44	36
Mean	1.80	1.56	1.64	2.19
Standard deviation	0.99	0.89	0.84	1.12
Assisted another staff member with a problem about discrimination				
Very Often	1.9%	0.0%	0.0%	5.7%
Often	1.9%	0.0%	2.3%	2.9%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Sometimes	20.0%	11.1%	16.3%	31.4%
Seldom	21.9%	25.9%	20.9%	20.0%
Never	54.3%	63.0%	60.5%	40.0%
Total (n)	105	27	43	35
Mean	1.75	1.48	1.60	2.14
Standard deviation	0.97	0.70	0.85	1.17
Witnessed discrimination				
Very Often	1.0%	0.0%	2.3%	0.0%
Often	4.8%	3.7%	4.7%	5.9%
Sometimes	17.3%	3.7%	9.3%	38.2%
Seldom	23.1%	29.6%	20.9%	20.6%
Never	53.8%	63.0%	62.8%	35.3%
Total (n)	104	27	43	34
Mean	1.76	1.48	1.63	2.15
Standard deviation	0.97	0.75	1.00	0.99
Reported an incident of discrimination to a campus authority				
Very Often	0.0%	0.0%	0.0%	0.0%
Often	1.9%	0.0%	4.8%	0.0%
Sometimes	8.7%	0.0%	2.4%	22.9%
Seldom	14.4%	11.1%	14.3%	17.1%
Never	75.0%	88.9%	78.6%	60.0%
Total (n)	104	27	42	35
Mean	1.38	1.11	1.33	1.63
Standard deviation	0.73	0.32	0.75	0.84
Been sexually harassed				
Very Often	0.0%	0.0%	0.0%	0.0%
Often	0.0%	0.0%	0.0%	0.0%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Sometimes	0.9%	0.0%	2.2%	0.0%
Seldom	5.6%	7.4%	4.4%	5.6%
Never	93.5%	92.6%	93.3%	94.4%
Total (n)	108	27	45	36
Mean	1.07	1.07	1.09	1.06
Standard deviation	0.30	0.27	0.36	0.23
Reported an incident of sexual harassment to a campus authority				
Very Often	0.0%	0.0%	0.0%	0.0%
Often	0.0%	0.0%	0.0%	0.0%
Sometimes	3.8%	0.0%	2.3%	8.3%
Seldom	1.9%	3.8%	0.0%	2.8%
Never	94.3%	96.2%	97.7%	88.9%
Total (n)	106	26	44	36
Mean	1.09	1.04	1.05	1.19
Standard deviation	0.40	0.20	0.30	0.58
Felt my ideas were dismissed by my colleagues				
Very Often	4.6%	7.4%	4.3%	2.8%
Often	9.2%	3.7%	10.9%	11.1%
Sometimes	25.7%	11.1%	30.4%	30.6%
Seldom	31.2%	40.7%	26.1%	30.6%
Never	29.4%	37.0%	28.3%	25.0%
Total (n)	109	27	46	36
Mean	2.28	2.04	2.37	2.36
Standard deviation	1.12	1.16	1.14	1.07
Felt I did not receive due credit for my ideas or work				
Very Often	3.8%	3.7%	2.3%	5.7%
Often	9.4%	3.7%	11.4%	11.4%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Sometimes	25.5%	14.8%	34.1%	22.9%
Seldom	22.6%	37.0%	18.2%	17.1%
Never	38.7%	40.7%	34.1%	42.9%
Total (n)	106	27	44	35
Mean	2.17	1.93	2.30	2.20
Standard deviation	1.16	1.04	1.13	1.28
Heard insensitive or disparaging remarks about race/ethnicity from: Faculty				
Very Often	0.9%	0.0%	0.0%	2.8%
Often	0.0%	0.0%	0.0%	0.0%
Sometimes	11.2%	0.0%	11.6%	19.4%
Seldom	18.7%	17.9%	18.6%	19.4%
Never	69.2%	82.1%	69.8%	58.3%
Total (n)	107	28	43	36
Mean	1.45	1.18	1.42	1.69
Standard deviation	0.77	0.39	0.70	0.98
Heard insensitive or disparaging remarks about race/ethnicity from: Staff				
Very Often	1.9%	0.0%	0.0%	5.4%
Often	2.8%	3.6%	2.3%	2.7%
Sometimes	19.4%	3.6%	18.6%	32.4%
Seldom	19.4%	17.9%	16.3%	24.3%
Never	56.5%	75.0%	62.8%	35.1%
Total (n)	108	28	43	37
Mean	1.74	1.36	1.60	2.19
Standard deviation	0.99	0.73	0.88	1.13
Heard insensitive or disparaging remarks about race/ethnicity from: Students				
Very Often	0.0%	0.0%	0.0%	0.0%
Often	0.9%	0.0%	0.0%	2.7%



**2023 HERI Staff Climate Survey
Institutional Profile Report
Staff by Political Orientation**

Truman State University

	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Sometimes	6.5%	7.1%	4.7%	8.1%
Seldom	28.7%	25.0%	23.3%	37.8%
Never	63.9%	67.9%	72.1%	51.4%
Total (n)	108	28	43	37
Mean	1.44	1.39	1.33	1.62
Standard deviation	0.66	0.63	0.57	0.76
Heard insensitive or disparaging remarks about race/ethnicity from: Senior Administrators				
Very Often	1.0%	0.0%	2.5%	0.0%
Often	1.9%	0.0%	2.5%	2.9%
Sometimes	1.0%	0.0%	2.5%	0.0%
Seldom	14.6%	10.7%	7.5%	25.7%
Never	81.6%	89.3%	85.0%	71.4%
Total (n)	103	28	40	35
Mean	1.26	1.11	1.30	1.34
Standard deviation	0.67	0.31	0.85	0.64
Currently, where are you primarily working?				
Remotely	1.8%	0.0%	2.1%	2.7%
On-campus	94.6%	92.9%	93.6%	97.3%
About half remotely and half on-campus	3.6%	7.1%	4.3%	0.0%
Total (n)	112	28	47	37
Please indicate your agreement with the following statement:				
I would prefer to work remotely rather than on-campus				
Strongly Agree	13.4%	17.9%	10.6%	13.5%
Agree	23.2%	21.4%	27.7%	18.9%
Disagree	22.3%	21.4%	21.3%	24.3%
Strongly Disagree	26.8%	17.9%	29.8%	29.7%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Not applicable	14.3%	21.4%	10.6%	13.5%
Total (n)	112	28	47	37
Please indicate your agreement with each of the following statements:				
My job responsibilities changed due to the pandemic				
Strongly Agree	9.6%	7.7%	8.7%	12.5%
Agree	34.6%	15.4%	41.3%	40.6%
Disagree	43.3%	57.7%	41.3%	34.4%
Strongly Disagree	12.5%	19.2%	8.7%	12.5%
Total (n)	104	26	46	32
Mean	2.41	2.12	2.50	2.53
Standard deviation	0.83	0.82	0.78	0.88
Campus leadership communicated effectively regarding the pandemic				
Strongly Agree	22.3%	19.2%	26.1%	19.4%
Agree	62.1%	65.4%	63.0%	58.1%
Disagree	13.6%	11.5%	8.7%	22.6%
Strongly Disagree	1.9%	3.8%	2.2%	0.0%
Total (n)	103	26	46	31
Mean	3.05	3.00	3.13	2.97
Standard deviation	0.66	0.69	0.65	0.66
The decisions leaders made with respect to in-person operations on campus were appropriate				
Strongly Agree	22.3%	19.2%	28.3%	16.1%
Agree	58.3%	57.7%	56.5%	61.3%
Disagree	14.6%	19.2%	8.7%	19.4%
Strongly Disagree	4.9%	3.8%	6.5%	3.2%
Total (n)	103	26	46	31
Mean	2.98	2.92	3.07	2.90

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Standard deviation	0.75	0.74	0.80	0.70
My institution's pandemic response considered the health and safety of staff				
Strongly Agree	28.2%	19.2%	30.4%	32.3%
Agree	58.3%	65.4%	56.5%	54.8%
Disagree	11.7%	15.4%	10.9%	9.7%
Strongly Disagree	1.9%	0.0%	2.2%	3.2%
Total (n)	103	26	46	31
Mean	3.13	3.04	3.15	3.16
Standard deviation	0.68	0.60	0.70	0.73
I feel safer when others wear masks while sharing an indoor space with me				
Strongly Agree	2.9%	0.0%	0.0%	9.7%
Agree	20.2%	7.4%	23.9%	25.8%
Disagree	46.2%	33.3%	43.5%	61.3%
Strongly Disagree	30.8%	59.3%	32.6%	3.2%
Total (n)	104	27	46	31
Mean	1.95	1.48	1.91	2.42
Standard deviation	0.79	0.64	0.76	0.72
COVID-19 testing is accessible to staff on campus				
Strongly Agree	13.7%	11.1%	18.2%	9.7%
Agree	47.1%	55.6%	43.2%	45.2%
Disagree	29.4%	29.6%	27.3%	32.3%
Strongly Disagree	9.8%	3.7%	11.4%	12.9%
Total (n)	102	27	44	31
Mean	2.65	2.74	2.68	2.52
Standard deviation	0.84	0.71	0.91	0.85

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Rate the extent to which each of the following continues to be a source of stress due to the COVID-19 pandemic:				
Physical health				
7 Extensive	0.0%	0.0%	0.0%	0.0%
6	4.5%	0.0%	4.3%	8.3%
5	6.3%	3.6%	4.3%	11.1%
4 Somewhat	17.1%	14.3%	8.5%	30.6%
3	8.1%	3.6%	6.4%	13.9%
2	12.6%	17.9%	12.8%	8.3%
1 Not at all	51.4%	60.7%	63.8%	27.8%
Total (n)	111	28	47	36
Mean	2.28	1.82	1.89	3.14
Standard deviation	1.58	1.25	1.46	1.66
Mental health				
7 Extensive	2.7%	0.0%	0.0%	8.3%
6	3.6%	0.0%	4.3%	5.6%
5	10.8%	7.1%	10.6%	13.9%
4 Somewhat	19.8%	25.0%	10.6%	27.8%
3	9.9%	10.7%	12.8%	5.6%
2	9.0%	7.1%	6.4%	13.9%
1 Not at all	44.1%	50.0%	55.3%	25.0%
Total (n)	111	28	47	36
Mean	2.66	2.32	2.28	3.42
Standard deviation	1.78	1.49	1.65	1.93
Health of loved ones				
7 Extensive	1.8%	0.0%	2.1%	2.8%
6	9.0%	3.6%	8.5%	13.9%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University		Total			
		Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
5		16.2%	3.6%	12.8%	30.6%
4 Somewhat		18.9%	25.0%	23.4%	8.3%
3		8.1%	3.6%	4.3%	16.7%
2		10.8%	10.7%	12.8%	8.3%
1 Not at all		35.1%	53.6%	36.2%	19.4%
Total (n)		111	28	47	36
Mean		3.05	2.25	2.98	3.75
Standard deviation		1.87	1.58	1.87	1.84
The extent to which others wear masks while out in public					
7 Extensive		0.0%	0.0%	0.0%	0.0%
6		5.4%	0.0%	6.4%	8.3%
5		2.7%	3.6%	4.3%	0.0%
4 Somewhat		10.8%	10.7%	8.5%	13.9%
3		9.0%	7.1%	2.1%	19.4%
2		14.4%	10.7%	12.8%	19.4%
1 Not at all		57.7%	67.9%	66.0%	38.9%
Total (n)		111	28	47	36
Mean		2.03	1.71	1.91	2.42
Standard deviation		1.49	1.21	1.57	1.54
Personal finances					
7 Extensive		7.2%	3.6%	6.4%	11.1%
6		5.4%	0.0%	2.1%	13.9%
5		11.7%	10.7%	12.8%	11.1%
4 Somewhat		21.6%	25.0%	17.0%	25.0%
3		9.0%	14.3%	10.6%	2.8%
2		7.2%	7.1%	6.4%	8.3%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
1 Not at all	37.8%	39.3%	44.7%	27.8%
Total (n)	111	28	47	36
Mean	3.07	2.75	2.79	3.69
Standard deviation	1.98	1.71	1.94	2.14
At this institution, how often have you been discriminated against or excluded from activities because of your:				
Ability/disability status				
Very Often	0.0%	0.0%	0.0%	0.0%
Often	1.8%	0.0%	2.1%	2.7%
Sometimes	2.7%	3.6%	4.3%	0.0%
Seldom	1.8%	0.0%	4.3%	0.0%
Never	93.8%	96.4%	89.4%	97.3%
Total (n)	112	28	47	37
Mean	1.13	1.07	1.19	1.08
Standard deviation	0.52	0.38	0.61	0.49
Age				
Very Often	0.0%	0.0%	0.0%	0.0%
Often	2.7%	0.0%	2.2%	5.6%
Sometimes	10.0%	3.6%	13.0%	11.1%
Seldom	10.9%	7.1%	13.0%	11.1%
Never	76.4%	89.3%	71.7%	72.2%
Total (n)	110	28	46	36
Mean	1.39	1.14	1.46	1.50
Standard deviation	0.78	0.45	0.81	0.91
Citizenship status				
Very Often	0.0%	0.0%	0.0%	0.0%
Often	0.0%	0.0%	0.0%	0.0%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Sometimes	0.0%	0.0%	0.0%	0.0%
Seldom	0.0%	0.0%	0.0%	0.0%
Never	100.0%	100.0%	100.0%	100.0%
Total (n)	111	28	46	37
Mean	1.00	1.00	1.00	1.00
Standard deviation	0.00	0.00	0.00	0.00
Gender/Gender identity				
Very Often	1.8%	0.0%	2.2%	2.7%
Often	0.9%	0.0%	2.2%	0.0%
Sometimes	3.6%	3.6%	2.2%	5.4%
Seldom	2.7%	3.6%	4.3%	0.0%
Never	91.0%	92.9%	89.1%	91.9%
Total (n)	111	28	46	37
Mean	1.20	1.11	1.24	1.22
Standard deviation	0.71	0.42	0.79	0.79
Job classification (e.g., Title, Position)				
Very Often	1.8%	0.0%	0.0%	5.4%
Often	6.3%	3.6%	6.5%	8.1%
Sometimes	15.3%	17.9%	13.0%	16.2%
Seldom	14.4%	3.6%	19.6%	16.2%
Never	62.2%	75.0%	60.9%	54.1%
Total (n)	111	28	46	37
Mean	1.71	1.50	1.65	1.95
Standard deviation	1.06	0.92	0.95	1.25
Level of education				
Very Often	0.9%	0.0%	2.2%	0.0%
Often	2.7%	7.1%	2.2%	0.0%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University		Total			
		Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Sometimes		6.3%	3.6%	6.5%	8.1%
Seldom		12.6%	10.7%	15.2%	10.8%
Never		77.5%	78.6%	73.9%	81.1%
Total (n)		111	28	46	37
Mean		1.37	1.39	1.43	1.27
Standard deviation		0.80	0.88	0.89	0.61
Political beliefs					
Very Often		0.9%	0.0%	2.2%	0.0%
Often		0.9%	3.6%	0.0%	0.0%
Sometimes		9.1%	25.0%	4.4%	2.7%
Seldom		9.1%	7.1%	8.9%	10.8%
Never		80.0%	64.3%	84.4%	86.5%
Total (n)		110	28	45	37
Mean		1.34	1.68	1.27	1.16
Standard deviation		0.76	0.98	0.75	0.44
Race/ethnicity					
Very Often		0.0%	0.0%	0.0%	0.0%
Often		0.0%	0.0%	0.0%	0.0%
Sometimes		1.8%	0.0%	2.2%	2.7%
Seldom		2.7%	0.0%	4.3%	2.7%
Never		95.5%	100.0%	93.5%	94.6%
Total (n)		110	27	46	37
Mean		1.06	1.00	1.09	1.08
Standard deviation		0.31	0.00	0.35	0.36
Religious/spiritual beliefs					
Very Often		0.9%	3.6%	0.0%	0.0%
Often		0.9%	3.6%	0.0%	0.0%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University		Total			
		Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Sometimes		7.2%	7.1%	6.5%	8.1%
Seldom		3.6%	7.1%	2.2%	2.7%
Never		87.4%	78.6%	91.3%	89.2%
Total (n)		111	28	46	37
Mean		1.24	1.46	1.15	1.19
Standard deviation		0.70	1.04	0.51	0.57
Sexual orientation					
Very Often		0.9%	0.0%	2.2%	0.0%
Often		0.0%	0.0%	0.0%	0.0%
Sometimes		2.7%	3.6%	2.2%	2.7%
Seldom		4.5%	0.0%	2.2%	10.8%
Never		91.9%	96.4%	93.5%	86.5%
Total (n)		111	28	46	37
Mean		1.14	1.07	1.15	1.16
Standard deviation		0.53	0.38	0.67	0.44
Socioeconomic status					
Very Often		0.9%	0.0%	2.2%	0.0%
Often		1.8%	0.0%	2.2%	2.7%
Sometimes		7.2%	3.6%	10.9%	5.4%
Seldom		3.6%	3.6%	4.3%	2.7%
Never		86.5%	92.9%	80.4%	89.2%
Total (n)		111	28	46	37
Mean		1.27	1.11	1.41	1.22
Standard deviation		0.75	0.42	0.93	0.67
Parent/guardian status					
Very Often		0.0%	0.0%	0.0%	0.0%
Often		0.9%	3.7%	0.0%	0.0%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Sometimes	1.8%	3.7%	0.0%	2.8%
Seldom	1.8%	0.0%	0.0%	5.6%
Never	95.4%	92.6%	100.0%	91.7%
Total (n)	109	27	46	36
Mean	1.08	1.19	1.00	1.11
Standard deviation	0.41	0.68	0.00	0.40
Please rate your satisfaction with:				
Quality of health benefits				
Very Satisfied	16.4%	21.4%	17.0%	11.4%
Satisfied	54.5%	53.6%	59.6%	48.6%
Neutral	19.1%	14.3%	19.1%	22.9%
Dissatisfied	7.3%	7.1%	0.0%	17.1%
Very Dissatisfied	2.7%	3.6%	4.3%	0.0%
Total (n)	110	28	47	35
Mean	3.75	3.82	3.85	3.54
Standard deviation	0.91	0.98	0.86	0.92
Cost of health benefits				
Very Satisfied	19.1%	17.9%	21.3%	17.1%
Satisfied	45.5%	50.0%	46.8%	40.0%
Neutral	20.9%	14.3%	19.1%	28.6%
Dissatisfied	8.2%	3.6%	8.5%	11.4%
Very Dissatisfied	6.4%	14.3%	4.3%	2.9%
Total (n)	110	28	47	35
Mean	3.63	3.54	3.72	3.57
Standard deviation	1.08	1.26	1.04	1.01

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Retirement benefits				
Very Satisfied	19.6%	22.2%	21.7%	14.7%
Satisfied	44.9%	51.9%	47.8%	35.3%
Neutral	26.2%	22.2%	28.3%	26.5%
Dissatisfied	6.5%	3.7%	2.2%	14.7%
Very Dissatisfied	2.8%	0.0%	0.0%	8.8%
Total (n)	107	27	46	34
Mean	3.72	3.93	3.89	3.32
Standard deviation	0.95	0.78	0.77	1.17
Salary				
Very Satisfied	6.3%	10.7%	6.4%	2.8%
Satisfied	22.5%	32.1%	17.0%	22.2%
Neutral	23.4%	21.4%	29.8%	16.7%
Dissatisfied	24.3%	14.3%	23.4%	33.3%
Very Dissatisfied	23.4%	21.4%	23.4%	25.0%
Total (n)	111	28	47	36
Mean	2.64	2.96	2.60	2.44
Standard deviation	1.24	1.35	1.21	1.18
Extended leave policies (e.g., paternity/maternity leave, caring for a family member, medical leave)				
Very Satisfied	18.7%	22.2%	17.0%	18.2%
Satisfied	41.1%	55.6%	42.6%	27.3%
Neutral	33.6%	22.2%	34.0%	42.4%
Dissatisfied	4.7%	0.0%	4.3%	9.1%
Very Dissatisfied	1.9%	0.0%	2.1%	3.0%
Total (n)	107	27	47	33
Mean	3.70	4.00	3.68	3.48

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Standard deviation	0.89	0.68	0.89	1.00
Amount of paid time off: Vacation time				
Very Satisfied	18.9%	25.0%	19.1%	13.9%
Satisfied	50.5%	57.1%	51.1%	44.4%
Neutral	17.1%	7.1%	19.1%	22.2%
Dissatisfied	11.7%	10.7%	8.5%	16.7%
Very Dissatisfied	1.8%	0.0%	2.1%	2.8%
Total (n)	111	28	47	36
Mean	3.73	3.96	3.77	3.50
Standard deviation	0.96	0.88	0.94	1.03
Amount of paid time off: Sick leave				
Very Satisfied	22.5%	25.0%	23.4%	19.4%
Satisfied	52.3%	57.1%	55.3%	44.4%
Neutral	15.3%	7.1%	19.1%	16.7%
Dissatisfied	9.0%	10.7%	2.1%	16.7%
Very Dissatisfied	0.9%	0.0%	0.0%	2.8%
Total (n)	111	28	47	36
Mean	3.86	3.96	4.00	3.61
Standard deviation	0.90	0.88	0.72	1.08
How satisfied are you with the following aspects of your job?				
Autonomy and independence				
Very Satisfied	32.4%	32.1%	26.1%	40.5%
Satisfied	57.7%	64.3%	58.7%	51.4%
Neutral	6.3%	0.0%	10.9%	5.4%
Dissatisfied	0.9%	0.0%	2.2%	0.0%
Very Dissatisfied	2.7%	3.6%	2.2%	2.7%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Total (n)	111	28	46	37
Mean	4.16	4.21	4.04	4.27
Standard deviation	0.80	0.79	0.82	0.80
Collegiality among staff				
Very Satisfied	22.7%	25.0%	21.7%	22.2%
Satisfied	50.9%	57.1%	50.0%	47.2%
Neutral	19.1%	10.7%	21.7%	22.2%
Dissatisfied	4.5%	3.6%	6.5%	2.8%
Very Dissatisfied	2.7%	3.6%	0.0%	5.6%
Total (n)	110	28	46	36
Mean	3.86	3.96	3.87	3.78
Standard deviation	0.91	0.92	0.83	1.02
Competence of coworkers				
Very Satisfied	21.8%	21.4%	13.0%	33.3%
Satisfied	51.8%	53.6%	60.9%	38.9%
Neutral	12.7%	7.1%	15.2%	13.9%
Dissatisfied	11.8%	17.9%	8.7%	11.1%
Very Dissatisfied	1.8%	0.0%	2.2%	2.8%
Total (n)	110	28	46	36
Mean	3.80	3.79	3.74	3.89
Standard deviation	0.97	0.99	0.88	1.09
Departmental support for work-life balance				
Very Satisfied	25.5%	28.6%	21.7%	27.8%
Satisfied	48.2%	50.0%	54.3%	38.9%
Neutral	20.0%	17.9%	19.6%	22.2%
Dissatisfied	6.4%	3.6%	4.3%	11.1%
Very Dissatisfied	0.0%	0.0%	0.0%	0.0%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Total (n)	110	28	46	36
Mean	3.93	4.04	3.93	3.83
Standard deviation	0.84	0.79	0.77	0.97
Flexibility in relation to family matters or emergencies				
Very Satisfied	42.7%	29.6%	50.0%	43.2%
Satisfied	50.0%	66.7%	45.7%	43.2%
Neutral	6.4%	3.7%	2.2%	13.5%
Dissatisfied	0.9%	0.0%	2.2%	0.0%
Very Dissatisfied	0.0%	0.0%	0.0%	0.0%
Total (n)	110	27	46	37
Mean	4.35	4.26	4.43	4.30
Standard deviation	0.64	0.53	0.65	0.70
Institutional support for work-life balance				
Very Satisfied	22.0%	32.1%	15.6%	22.2%
Satisfied	38.5%	39.3%	42.2%	33.3%
Neutral	22.9%	17.9%	31.1%	16.7%
Dissatisfied	12.8%	7.1%	4.4%	27.8%
Very Dissatisfied	3.7%	3.6%	6.7%	0.0%
Total (n)	109	28	45	36
Mean	3.62	3.89	3.56	3.50
Standard deviation	1.08	1.07	1.03	1.13
Job security				
Very Satisfied	20.9%	18.5%	17.4%	27.0%
Satisfied	52.7%	63.0%	54.3%	43.2%
Neutral	18.2%	14.8%	23.9%	13.5%
Dissatisfied	7.3%	3.7%	4.3%	13.5%
Very Dissatisfied	0.9%	0.0%	0.0%	2.7%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Total (n)	110	27	46	37
Mean	3.85	3.96	3.85	3.78
Standard deviation	0.87	0.71	0.76	1.08
Overall job satisfaction				
Very Satisfied	17.3%	28.6%	13.3%	13.5%
Satisfied	55.5%	57.1%	55.6%	54.1%
Neutral	13.6%	3.6%	17.8%	16.2%
Dissatisfied	8.2%	7.1%	6.7%	10.8%
Very Dissatisfied	5.5%	3.6%	6.7%	5.4%
Total (n)	110	28	45	37
Mean	3.71	4.00	3.62	3.59
Standard deviation	1.03	0.98	1.03	1.04
Professional relationships with coworkers				
Very Satisfied	23.4%	28.6%	21.7%	21.6%
Satisfied	56.8%	57.1%	63.0%	48.6%
Neutral	11.7%	7.1%	10.9%	16.2%
Dissatisfied	3.6%	3.6%	2.2%	5.4%
Very Dissatisfied	4.5%	3.6%	2.2%	8.1%
Total (n)	111	28	46	37
Mean	3.91	4.04	4.00	3.70
Standard deviation	0.95	0.92	0.79	1.13
Prospects for career advancement				
Very Satisfied	6.9%	8.0%	7.1%	5.7%
Satisfied	26.5%	20.0%	28.6%	28.6%
Neutral	38.2%	44.0%	45.2%	25.7%
Dissatisfied	16.7%	20.0%	9.5%	22.9%
Very Dissatisfied	11.8%	8.0%	9.5%	17.1%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Total (n)	102	25	42	35
Mean	3.00	3.00	3.14	2.83
Standard deviation	1.09	1.04	1.03	1.20
Quality of students				
Very Satisfied	32.1%	26.9%	22.2%	48.6%
Satisfied	50.9%	53.8%	60.0%	37.1%
Neutral	14.2%	15.4%	13.3%	14.3%
Dissatisfied	0.9%	0.0%	2.2%	0.0%
Very Dissatisfied	1.9%	3.8%	2.2%	0.0%
Total (n)	106	26	45	35
Mean	4.10	4.00	3.98	4.34
Standard deviation	0.82	0.89	0.81	0.73
Relationship with my supervisor				
Very Satisfied	33.3%	32.1%	26.1%	43.2%
Satisfied	42.3%	57.1%	45.7%	27.0%
Neutral	15.3%	10.7%	19.6%	13.5%
Dissatisfied	4.5%	0.0%	4.3%	8.1%
Very Dissatisfied	4.5%	0.0%	4.3%	8.1%
Total (n)	111	28	46	37
Mean	3.95	4.21	3.85	3.89
Standard deviation	1.04	0.63	1.01	1.29
Relative equity of salary and job benefits				
Very Satisfied	8.1%	14.3%	6.5%	5.4%
Satisfied	38.7%	50.0%	41.3%	27.0%
Neutral	18.0%	10.7%	21.7%	18.9%
Dissatisfied	24.3%	14.3%	21.7%	35.1%
Very Dissatisfied	10.8%	10.7%	8.7%	13.5%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Total (n)	111	28	46	37
Mean	3.09	3.43	3.15	2.76
Standard deviation	1.18	1.23	1.11	1.16
Support for career advancement				
Very Satisfied	11.5%	16.7%	8.9%	11.4%
Satisfied	30.8%	20.8%	31.1%	37.1%
Neutral	33.7%	41.7%	42.2%	17.1%
Dissatisfied	17.3%	16.7%	13.3%	22.9%
Very Dissatisfied	6.7%	4.2%	4.4%	11.4%
Total (n)	104	24	45	35
Mean	3.23	3.29	3.27	3.14
Standard deviation	1.08	1.08	0.96	1.24
Workspace				
Very Satisfied	25.5%	28.6%	19.6%	30.6%
Satisfied	48.2%	57.1%	47.8%	41.7%
Neutral	15.5%	10.7%	15.2%	19.4%
Dissatisfied	10.9%	3.6%	17.4%	8.3%
Very Dissatisfied	0.0%	0.0%	0.0%	0.0%
Total (n)	110	28	46	36
Mean	3.88	4.11	3.70	3.94
Standard deviation	0.92	0.74	0.99	0.92
Ongoing professional development				
Very Satisfied	15.9%	18.5%	11.6%	18.9%
Satisfied	37.4%	33.3%	44.2%	32.4%
Neutral	32.7%	33.3%	32.6%	32.4%
Dissatisfied	10.3%	14.8%	7.0%	10.8%
Very Dissatisfied	3.7%	0.0%	4.7%	5.4%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Total (n)	107	27	43	37
Mean	3.51	3.56	3.51	3.49
Standard deviation	1.00	0.97	0.96	1.10
Rate the likelihood with which you would do each of the following:				
Recommend that a friend apply for a job in your current department				
Very Likely	28.8%	42.9%	23.9%	24.3%
Likely	42.3%	39.3%	52.2%	32.4%
Unlikely	15.3%	7.1%	15.2%	21.6%
Very Unlikely	13.5%	10.7%	8.7%	21.6%
Total (n)	111	28	46	37
Mean	2.86	3.14	2.91	2.59
Standard deviation	0.99	0.97	0.86	1.09
Recommend that a friend apply for a job at this institution				
Very Likely	30.0%	37.0%	30.4%	24.3%
Likely	46.4%	44.4%	50.0%	43.2%
Unlikely	15.5%	14.8%	13.0%	18.9%
Very Unlikely	8.2%	3.7%	6.5%	13.5%
Total (n)	110	27	46	37
Mean	2.98	3.15	3.04	2.78
Standard deviation	0.89	0.82	0.84	0.98
Apply or reapply for a position on campus				
Very Likely	25.2%	28.6%	26.1%	21.6%
Likely	37.8%	39.3%	39.1%	35.1%
Unlikely	27.0%	32.1%	23.9%	27.0%
Very Unlikely	9.9%	0.0%	10.9%	16.2%
Total (n)	111	28	46	37

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Mean	2.78	2.96	2.80	2.62
Standard deviation	0.94	0.79	0.96	1.01
To what extent are each of the following currently a priority at this institution?				
Increase or maintain institutional prestige				
Highest Priority	16.7%	23.8%	15.6%	13.9%
High Priority	46.1%	61.9%	35.6%	50.0%
Medium Priority	23.5%	9.5%	26.7%	27.8%
Low Priority	9.8%	0.0%	15.6%	8.3%
Not a Priority	3.9%	4.8%	6.7%	0.0%
Total (n)	102	21	45	36
Mean	3.62	4.00	3.38	3.69
Standard deviation	1.01	0.89	1.13	0.82
Create and sustain partnerships with surrounding communities				
Highest Priority	6.7%	12.5%	4.4%	5.7%
High Priority	34.6%	37.5%	42.2%	22.9%
Medium Priority	32.7%	41.7%	20.0%	42.9%
Low Priority	21.2%	8.3%	24.4%	25.7%
Not a Priority	4.8%	0.0%	8.9%	2.9%
Total (n)	104	24	45	35
Mean	3.17	3.54	3.09	3.03
Standard deviation	1.00	0.83	1.10	0.92
Investment in the professional development of staff				
Highest Priority	2.9%	0.0%	2.2%	5.7%
High Priority	16.2%	32.0%	15.6%	5.7%
Medium Priority	26.7%	12.0%	26.7%	37.1%
Low Priority	38.1%	36.0%	40.0%	37.1%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Not a Priority	16.2%	20.0%	15.6%	14.3%
Total (n)	105	25	45	35
Mean	2.51	2.56	2.49	2.51
Standard deviation	1.04	1.16	1.01	1.01
Improve or maintain the physical appearance of campus (e.g., landscaping, cleanliness)				
Highest Priority	5.7%	4.0%	6.7%	5.6%
High Priority	37.7%	36.0%	37.8%	38.9%
Medium Priority	39.6%	40.0%	40.0%	38.9%
Low Priority	14.2%	16.0%	13.3%	13.9%
Not a Priority	2.8%	4.0%	2.2%	2.8%
Total (n)	106	25	45	36
Mean	3.29	3.20	3.33	3.31
Standard deviation	0.88	0.91	0.88	0.89
Build or modernize campus facilities (e.g., new buildings or remodeling)				
Highest Priority	9.5%	12.0%	11.4%	5.6%
High Priority	42.9%	24.0%	40.9%	58.3%
Medium Priority	30.5%	40.0%	31.8%	22.2%
Low Priority	11.4%	16.0%	11.4%	8.3%
Not a Priority	5.7%	8.0%	4.5%	5.6%
Total (n)	105	25	44	36
Mean	3.39	3.16	3.43	3.50
Standard deviation	1.00	1.11	1.00	0.94

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Indicate the extent to which you agree or disagree with each of the following.				
My supervisor:				
Cares about my well-being				
Strongly Agree	42.3%	50.0%	28.3%	54.1%
Agree	53.2%	50.0%	67.4%	37.8%
Disagree	0.9%	0.0%	0.0%	2.7%
Strongly Disagree	3.6%	0.0%	4.3%	5.4%
Total (n)	111	28	46	37
Mean	3.34	3.50	3.20	3.41
Standard deviation	0.68	0.51	0.65	0.80
Supports my professional development				
Strongly Agree	36.0%	42.9%	26.1%	43.2%
Agree	53.2%	50.0%	58.7%	48.6%
Disagree	8.1%	7.1%	10.9%	5.4%
Strongly Disagree	2.7%	0.0%	4.3%	2.7%
Total (n)	111	28	46	37
Mean	3.23	3.36	3.07	3.32
Standard deviation	0.71	0.62	0.74	0.71
Sets unrealistic expectations for my job				
Strongly Agree	4.5%	0.0%	4.3%	8.1%
Agree	15.3%	14.3%	15.2%	16.2%
Disagree	48.6%	53.6%	52.2%	40.5%
Strongly Disagree	31.5%	32.1%	28.3%	35.1%
Total (n)	111	28	46	37
Mean	1.93	1.82	1.96	1.97
Standard deviation	0.81	0.67	0.79	0.93

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Demonstrates a commitment to diversity and inclusion				
Strongly Agree	32.4%	32.1%	26.1%	40.5%
Agree	57.7%	60.7%	63.0%	48.6%
Disagree	7.2%	7.1%	8.7%	5.4%
Strongly Disagree	2.7%	0.0%	2.2%	5.4%
Total (n)	111	28	46	37
Mean	3.20	3.25	3.13	3.24
Standard deviation	0.69	0.59	0.65	0.80
Provides me with feedback that assists me in performing my job responsibilities				
Strongly Agree	27.0%	25.0%	21.7%	35.1%
Agree	52.3%	53.6%	52.2%	51.4%
Disagree	18.0%	21.4%	21.7%	10.8%
Strongly Disagree	2.7%	0.0%	4.3%	2.7%
Total (n)	111	28	46	37
Mean	3.04	3.04	2.91	3.19
Standard deviation	0.75	0.69	0.78	0.74
Advocates for me				
Strongly Agree	38.0%	37.0%	31.8%	45.9%
Agree	40.7%	51.9%	38.6%	35.1%
Disagree	15.7%	11.1%	20.5%	13.5%
Strongly Disagree	5.6%	0.0%	9.1%	5.4%
Total (n)	108	27	44	37
Mean	3.11	3.26	2.93	3.22
Standard deviation	0.87	0.66	0.95	0.89
Lacks the skills or knowledge to support me in my job				
Strongly Agree	5.5%	0.0%	11.1%	2.7%
Agree	14.5%	14.3%	13.3%	16.2%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Disagree	38.2%	32.1%	53.3%	24.3%
Strongly Disagree	41.8%	53.6%	22.2%	56.8%
Total (n)	110	28	45	37
Mean	1.84	1.61	2.13	1.65
Standard deviation	0.87	0.74	0.89	0.86
During the past year, have you participated in any of the following opportunities provided by this institution:				
Diversity-related trainings or workshops				
Yes	51.8%	35.7%	59.6%	54.1%
No	39.3%	60.7%	29.8%	35.1%
Not Eligible	2.7%	0.0%	4.3%	2.7%
Not Available	6.3%	3.6%	6.4%	8.1%
Total (n)	112	28	47	37
Optional technical skill development				
Yes	24.1%	28.6%	21.3%	24.3%
No	43.8%	42.9%	36.2%	54.1%
Not Eligible	4.5%	0.0%	6.4%	5.4%
Not Available	27.7%	28.6%	36.2%	16.2%
Total (n)	112	28	47	37
Leadership development				
Yes	21.4%	21.4%	21.3%	21.6%
No	42.0%	50.0%	38.3%	40.5%
Not Eligible	5.4%	0.0%	8.5%	5.4%
Not Available	31.3%	28.6%	31.9%	32.4%
Total (n)	112	28	47	37
Enhancement of interpersonal skills				
Yes	18.8%	28.6%	17.0%	13.5%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
No	42.9%	46.4%	36.2%	48.6%
Not Eligible	1.8%	0.0%	4.3%	0.0%
Not Available	36.6%	25.0%	42.6%	37.8%
Total (n)	112	28	47	37
Job benefits trainings				
Yes	22.5%	32.1%	17.4%	21.6%
No	51.4%	50.0%	47.8%	56.8%
Not Eligible	1.8%	0.0%	4.3%	0.0%
Not Available	24.3%	17.9%	30.4%	21.6%
Total (n)	111	28	46	37
Public safety/security training				
Yes	25.9%	32.1%	21.3%	27.0%
No	47.3%	42.9%	48.9%	48.6%
Not Eligible	2.7%	0.0%	4.3%	2.7%
Not Available	24.1%	25.0%	25.5%	21.6%
Total (n)	112	28	47	37
Health and wellness programs				
Yes	51.8%	53.6%	59.6%	40.5%
No	39.3%	42.9%	29.8%	48.6%
Not Eligible	0.9%	0.0%	2.1%	0.0%
Not Available	8.0%	3.6%	8.5%	10.8%
Total (n)	112	28	47	37
Mentorship				
Yes	13.4%	14.3%	12.8%	13.5%
No	40.2%	46.4%	31.9%	45.9%
Not Eligible	3.6%	3.6%	6.4%	0.0%
Not Available	42.9%	35.7%	48.9%	40.5%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Total (n)	112	28	47	37
Networking events				
Yes	32.1%	25.0%	38.3%	29.7%
No	42.9%	53.6%	34.0%	45.9%
Not Eligible	2.7%	0.0%	6.4%	0.0%
Not Available	22.3%	21.4%	21.3%	24.3%
Total (n)	112	28	47	37
Policy and procedure training				
Yes	37.6%	51.9%	26.7%	40.5%
No	33.9%	29.6%	31.1%	40.5%
Not Eligible	1.8%	0.0%	4.4%	0.0%
Not Available	26.6%	18.5%	37.8%	18.9%
Total (n)	109	27	45	37
Are you a member of a union?				
Yes	0.0%	0.0%	0.0%	0.0%
No	100.0%	100.0%	100.0%	100.0%
Total (n)	110	27	46	37
Please indicate the extent to which each of the following has been a source of stress for you during the past year:				
Managing household responsibilities				
Extensive	18.9%	21.4%	12.8%	25.0%
Somewhat	50.5%	28.6%	55.3%	61.1%
Not at All	30.6%	50.0%	31.9%	13.9%
Total (n)	111	28	47	36
Mean	1.88	1.71	1.81	2.11
Standard deviation	0.70	0.81	0.65	0.62
Review/promotion process				
Extensive	10.1%	0.0%	11.4%	17.9%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Somewhat	22.5%	19.2%	25.7%	21.4%
Not at All	67.4%	80.8%	62.9%	60.7%
Total (n)	89	26	35	28
Mean	1.43	1.19	1.49	1.57
Standard deviation	0.67	0.40	0.70	0.79
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)				
Extensive	3.7%	3.6%	4.5%	2.8%
Somewhat	13.9%	0.0%	9.1%	30.6%
Not at All	82.4%	96.4%	86.4%	66.7%
Total (n)	108	28	44	36
Mean	1.21	1.07	1.18	1.36
Standard deviation	0.49	0.38	0.50	0.54
Meetings				
Extensive	7.3%	10.7%	4.4%	8.3%
Somewhat	39.4%	25.0%	51.1%	36.1%
Not at All	53.2%	64.3%	44.4%	55.6%
Total (n)	109	28	45	36
Mean	1.54	1.46	1.60	1.53
Standard deviation	0.63	0.69	0.58	0.65
Institutional procedures and "red tape"				
Extensive	21.0%	22.2%	18.6%	22.9%
Somewhat	48.6%	40.7%	46.5%	57.1%
Not at All	30.5%	37.0%	34.9%	20.0%
Total (n)	105	27	43	35
Mean	1.90	1.85	1.84	2.03
Standard deviation	0.71	0.77	0.72	0.66

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Lack of personal time				
Extensive	20.0%	3.6%	26.7%	24.3%
Somewhat	31.8%	35.7%	26.7%	35.1%
Not at All	48.2%	60.7%	46.7%	40.5%
Total (n)	110	28	45	37
Mean	1.72	1.43	1.80	1.84
Standard deviation	0.78	0.57	0.84	0.80
Self-imposed high expectations				
Extensive	25.2%	21.4%	19.6%	35.1%
Somewhat	47.7%	50.0%	47.8%	45.9%
Not at All	27.0%	28.6%	32.6%	18.9%
Total (n)	111	28	46	37
Mean	1.98	1.93	1.87	2.16
Standard deviation	0.73	0.72	0.72	0.73
Completing core job functions on time				
Extensive	5.4%	3.6%	4.3%	8.1%
Somewhat	37.5%	17.9%	44.7%	43.2%
Not at All	57.1%	78.6%	51.1%	48.6%
Total (n)	112	28	47	37
Mean	1.48	1.25	1.53	1.59
Standard deviation	0.60	0.52	0.58	0.64
Competing job priorities/deadlines				
Extensive	10.8%	3.6%	8.5%	19.4%
Somewhat	43.2%	32.1%	46.8%	47.2%
Not at All	45.9%	64.3%	44.7%	33.3%
Total (n)	111	28	47	36
Mean	1.65	1.39	1.64	1.86

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Standard deviation	0.67	0.57	0.64	0.72
Increasing work responsibilities				
Extensive	21.4%	7.1%	27.7%	24.3%
Somewhat	34.8%	21.4%	36.2%	43.2%
Not at All	43.8%	71.4%	36.2%	32.4%
Total (n)	112	28	47	37
Mean	1.78	1.36	1.91	1.92
Standard deviation	0.78	0.62	0.80	0.76
Budget cuts in my department/unit				
Extensive	13.9%	17.9%	11.6%	13.3%
Somewhat	33.7%	32.1%	30.2%	40.0%
Not at All	52.5%	50.0%	58.1%	46.7%
Total (n)	101	28	43	30
Mean	1.61	1.68	1.53	1.67
Standard deviation	0.72	0.77	0.70	0.71
Physical demands of the job				
Extensive	4.7%	7.1%	4.5%	2.9%
Somewhat	15.9%	17.9%	13.6%	17.1%
Not at All	79.4%	75.0%	81.8%	80.0%
Total (n)	107	28	44	35
Mean	1.25	1.32	1.23	1.23
Standard deviation	0.53	0.61	0.52	0.49
Relationship with supervisor				
Extensive	13.5%	0.0%	15.2%	21.6%
Somewhat	19.8%	25.0%	23.9%	10.8%
Not at All	66.7%	75.0%	60.9%	67.6%
Total (n)	111	28	46	37

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Mean	1.47	1.25	1.54	1.54
Standard deviation	0.72	0.44	0.75	0.84
Relationship with co-workers				
Extensive	3.6%	0.0%	6.4%	2.7%
Somewhat	37.8%	40.7%	36.2%	37.8%
Not at All	58.6%	59.3%	57.4%	59.5%
Total (n)	111	27	47	37
Mean	1.45	1.41	1.49	1.43
Standard deviation	0.57	0.50	0.62	0.55
Students				
Extensive	2.8%	3.8%	2.2%	2.8%
Somewhat	18.5%	7.7%	19.6%	25.0%
Not at All	78.7%	88.5%	78.3%	72.2%
Total (n)	108	26	46	36
Mean	1.24	1.15	1.24	1.31
Standard deviation	0.49	0.46	0.48	0.52
Parking				
Extensive	9.2%	18.5%	8.7%	2.8%
Somewhat	13.8%	22.2%	13.0%	8.3%
Not at All	77.1%	59.3%	78.3%	88.9%
Total (n)	109	27	46	36
Mean	1.32	1.59	1.30	1.14
Standard deviation	0.64	0.80	0.63	0.42
Commuting				
Extensive	2.9%	3.7%	4.5%	0.0%
Somewhat	14.3%	22.2%	13.6%	8.8%
Not at All	82.9%	74.1%	81.8%	91.2%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Total (n)	105	27	44	34
Mean	1.20	1.30	1.23	1.09
Standard deviation	0.47	0.54	0.52	0.29
Disconnect between my personal political beliefs and the dominant views on campus				
Extensive	8.3%	14.3%	11.6%	0.0%
Somewhat	15.7%	39.3%	11.6%	2.7%
Not at All	75.9%	46.4%	76.7%	97.3%
Total (n)	108	28	43	37
Mean	1.32	1.68	1.35	1.03
Standard deviation	0.62	0.72	0.69	0.16
Planning for retirement				
Extensive	11.7%	7.7%	14.0%	11.8%
Somewhat	35.9%	46.2%	27.9%	38.2%
Not at All	52.4%	46.2%	58.1%	50.0%
Total (n)	103	26	43	34
Mean	1.59	1.62	1.56	1.62
Standard deviation	0.69	0.64	0.73	0.70
How frequently does your job/position require you to interact with students?				
Very Often	50.0%	46.4%	51.1%	51.4%
Often	18.8%	28.6%	17.0%	13.5%
Sometimes	17.0%	7.1%	23.4%	16.2%
Seldom	12.5%	10.7%	8.5%	18.9%
Never	1.8%	7.1%	0.0%	0.0%
Total (n)	112	28	47	37
Mean	4.03	3.96	4.11	3.97
Standard deviation	1.16	1.29	1.05	1.21

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
How frequently do you voluntarily interact with students?				
Very Often	42.0%	39.3%	40.4%	45.9%
Often	26.8%	28.6%	29.8%	21.6%
Sometimes	21.4%	21.4%	25.5%	16.2%
Seldom	8.0%	7.1%	2.1%	16.2%
Never	1.8%	3.6%	2.1%	0.0%
Total (n)	112	28	47	37
Mean	3.99	3.93	4.04	3.97
Standard deviation	1.06	1.12	0.98	1.14
Within the next year, how likely are you to leave:				
Your current position				
Very Likely	12.5%	10.7%	10.6%	16.2%
Likely	16.1%	3.6%	21.3%	18.9%
Unlikely	40.2%	35.7%	48.9%	32.4%
Very Unlikely	31.3%	50.0%	19.1%	32.4%
Total (n)	112	28	47	37
Within the next year, how likely are you to leave:				
This institution				
Very Likely	11.6%	7.1%	10.6%	16.2%
Likely	11.6%	10.7%	14.9%	8.1%
Unlikely	43.8%	35.7%	46.8%	45.9%
Very Unlikely	33.0%	46.4%	27.7%	29.7%
Total (n)	112	28	47	37
What is the highest level of education you have completed?				
Junior high/middle school or less	0.0%	0.0%	0.0%	0.0%
Some high school	0.0%	0.0%	0.0%	0.0%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University

	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
High school graduate/GED	3.6%	3.6%	4.3%	2.8%
Some college	11.7%	25.0%	12.8%	0.0%
Technical certificate	0.9%	0.0%	2.1%	0.0%
Associate's degree	5.4%	0.0%	10.6%	2.8%
Bachelor's (B.A., B.S., etc.)	34.2%	39.3%	31.9%	33.3%
Master's (M.A., M.S., M.F.A., M.B.A.)	36.9%	32.1%	29.8%	50.0%
J.D.	0.9%	0.0%	0.0%	2.8%
M.D., D.D.S., D.V.M., etc. (Medical)	0.0%	0.0%	0.0%	0.0%
Ph.D.	2.7%	0.0%	4.3%	2.8%
Professional Doctorate (Ed.D., Psy.D., etc.)	3.6%	0.0%	4.3%	5.6%
Total (n)	111	28	47	36
With which language do you feel most comfortable?				
English	99.1%	96.4%	100.0%	100.0%
Other language (please specify)	0.0%	0.0%	0.0%	0.0%
Equally comfortable with English and other language (please specify other language)	0.9%	3.6%	0.0%	0.0%
Total (n)	112	28	47	37
Race/Ethnicity (mark all that apply; may add to more than 100%)				
Native American/Alaska Native	3.6%	3.6%	4.3%	2.7%
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	0.9%	0.0%	0.0%	2.7%
Filipina/o/x	0.9%	0.0%	2.1%	0.0%
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.9%	0.0%	0.0%	2.7%
South Asian (e.g. Indian, Pakistani, Nepalese, Sri Lankan)	0.0%	0.0%	0.0%	0.0%
Other Asian	0.0%	0.0%	0.0%	0.0%
African American/Black	0.9%	0.0%	0.0%	2.7%
African	0.0%	0.0%	0.0%	0.0%
Caribbean	0.0%	0.0%	0.0%	0.0%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University

	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Other Black	0.0%	0.0%	0.0%	0.0%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%
Mexican American/Chicana/o/e/x	0.9%	0.0%	2.1%	0.0%
Puerto Rican	0.9%	0.0%	2.1%	0.0%
Central American	0.0%	0.0%	0.0%	0.0%
South American	0.9%	0.0%	0.0%	2.7%
Other Hispanic or Latina/o/e/x	0.0%	0.0%	0.0%	0.0%
Middle Eastern	0.0%	0.0%	0.0%	0.0%
European	87.5%	78.6%	89.4%	91.9%
Other White	11.6%	17.9%	12.8%	5.4%
Other	1.8%	3.6%	2.1%	0.0%
Total (n)	112	28	47	37
Composite race variable (adds to 100%)				
Total (n)	112	28	47	37
Native American/Alaska Native	0.0%	0.0%	0.0%	0.0%
Asian	0.0%	0.0%	0.0%	0.0%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%
Black/African American	0.9%	0.0%	0.0%	2.7%
Latina/o/e/x	1.8%	0.0%	2.1%	2.7%
White	88.4%	89.3%	89.4%	86.5%
Other	0.9%	0.0%	2.1%	0.0%
Multiracial	6.3%	7.1%	6.4%	5.4%
Unknown	1.8%	3.6%	0.0%	2.7%
Do you have any of the following?				
Attention-deficit/hyperactivity disorder (ADHD)	12.5%	7.1%	10.6%	18.9%
Chronic illness (e.g., cancer, diabetes, autoimmune disorders)	18.0%	17.9%	15.2%	21.6%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Autism spectrum disorder	3.6%	3.6%	0.0%	8.1%
Learning disability (e.g., dyslexia)	2.7%	0.0%	4.4%	2.7%
Physical or sensory disability (e.g., speech, sight, mobility, hearing)	5.4%	7.1%	2.2%	8.1%
Psychological disorder (e.g., depression, anxiety, PTSD)	27.0%	7.1%	26.1%	43.2%
Other	5.2%	3.7%	0.0%	11.8%
Total (n)	96	27	35	34
In the previous question, you indicated having one or more of the disabilities/conditions listed. Have you disclosed any of them to:				
Your supervisor				
No	48.1%	45.5%	57.9%	41.7%
Yes	51.9%	54.5%	42.1%	58.3%
Total (n)	54	11	19	24
In the previous question, you indicated having one or more of the disabilities/conditions listed. Have you disclosed any of them to:				
Human Resources				
No	81.5%	72.7%	78.9%	87.5%
Yes	18.5%	27.3%	21.1%	12.5%
Total (n)	54	11	19	24
How would you characterize your political views?				
Far right	0.9%	3.6%	0.0%	0.0%
Conservative	24.1%	96.4%	0.0%	0.0%
Middle-of-the-road	42.0%	0.0%	100.0%	0.0%
Liberal	25.9%	0.0%	0.0%	78.4%
Far Left	7.1%	0.0%	0.0%	21.6%
Total (n)	112	28	47	37
Which of the following most accurately describes you?				
U.S. Citizen	100.0%	100.0%	100.0%	100.0%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Permanent legal resident (Green Card)	0.0%	0.0%	0.0%	0.0%
In U.S. on visa or work authorization	0.0%	0.0%	0.0%	0.0%
None of the above	0.0%	0.0%	0.0%	0.0%
Total (n)	111	27	47	37
If you were NOT born in the U.S., at what age did you arrive in the U.S.?				
Not applicable/born in the U.S.	97.1%	93.3%	100.0%	95.8%
5 or younger	1.4%	6.7%	0.0%	0.0%
6 to 12	1.4%	0.0%	0.0%	4.2%
13 to 18	0.0%	0.0%	0.0%	0.0%
19 to 25	0.0%	0.0%	0.0%	0.0%
26 or older	0.0%	0.0%	0.0%	0.0%
Total (n)	70	15	31	24
Current religious preference:				
Agnostic	7.3%	0.0%	4.4%	16.7%
Atheist	5.5%	0.0%	4.4%	11.1%
Baptist	16.5%	35.7%	15.6%	2.8%
Buddhist	0.0%	0.0%	0.0%	0.0%
Church of Christ	4.6%	3.6%	8.9%	0.0%
Eastern Orthodox	0.0%	0.0%	0.0%	0.0%
Episcopalian	1.8%	0.0%	0.0%	5.6%
Hindu	0.0%	0.0%	0.0%	0.0%
Jewish	0.9%	0.0%	0.0%	2.8%
Lutheran	3.7%	0.0%	4.4%	5.6%
Methodist	7.3%	7.1%	4.4%	11.1%
Muslim	0.0%	0.0%	0.0%	0.0%
Presbyterian	1.8%	3.6%	2.2%	0.0%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University

	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Quaker	0.0%	0.0%	0.0%	0.0%
Roman Catholic	13.8%	14.3%	15.6%	11.1%
Seventh-day Adventist	0.0%	0.0%	0.0%	0.0%
The Church of Jesus Christ of Latter-day Saints	0.0%	0.0%	0.0%	0.0%
United Church of Christ/Congregational	0.0%	0.0%	0.0%	0.0%
Other Christian	23.9%	25.0%	31.1%	13.9%
Other Religion(s)/Belief(s) (please specify)	3.7%	3.6%	4.4%	2.8%
None	9.2%	7.1%	4.4%	16.7%
Total (n)	109	28	45	36
Military status:				
None	96.4%	92.9%	97.9%	97.3%
In the Reserves or National Guard	0.0%	0.0%	0.0%	0.0%
On Active Duty	0.0%	0.0%	0.0%	0.0%
Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard	3.6%	7.1%	2.1%	2.7%
Total (n)	112	28	47	37
How many dependents do you have under 18 years old?				
0	67.4%	55.0%	64.7%	77.1%
1	15.7%	15.0%	20.6%	11.4%
2	12.4%	25.0%	5.9%	11.4%
3	1.1%	0.0%	2.9%	0.0%
4+	3.4%	5.0%	5.9%	0.0%
Total (n)	89	20	34	35
How many dependents do you have who are 18-26 years old?				
0	71.6%	53.3%	68.6%	83.9%
1	21.0%	40.0%	22.9%	9.7%
2	6.2%	6.7%	5.7%	6.5%
3	0.0%	0.0%	0.0%	0.0%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
4+	1.2%	0.0%	2.9%	0.0%
Total (n)	81	15	35	31
How many dependents do you have who are 27 years old or older?				
0	71.1%	53.8%	66.7%	83.3%
1	18.4%	15.4%	21.2%	16.7%
2	5.3%	15.4%	6.1%	0.0%
3	0.0%	0.0%	0.0%	0.0%
4+	5.3%	15.4%	6.1%	0.0%
Total (n)	76	13	33	30
Are you serving as a caregiver for another adult who is not a dependent (e.g., parent, other relative)?				
No	86.1%	87.5%	80.9%	91.9%
Yes	13.9%	12.5%	19.1%	8.1%
Total (n)	108	24	47	37
Optional Question 1				
A				
B				
C				
D				
E				
Total (n)				
Optional Question 2				
A				
B				
C				
D				
E				
Total (n)				



**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Optional Question 3				
A				
B				
C				
D				
E				
Total (n)				
Optional Question 4				
A				
B				
C				
D				
E				
Total (n)				
Optional Question 5				
A				
B				
C				
D				
E				
Total (n)				
Optional Question 6				
A				
B				
C				
D				
E				



**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
Total (n)				
Optional Question 7				
A				
B				
C				
D				
E				
Total (n)				
Optional Question 8				
A				
B				
C				
D				
E				
Total (n)				
Optional Question 9				
A				
B				
C				
D				
E				
Total (n)				
Optional Question 10				
A				
B				
C				
D				



2023 HERI Staff Climate Survey
Institutional Profile Report
Staff by Political Orientation

Truman State University	Total			
	Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
E				
Total (n)				
Optional Question 11				
A				
B				
C				
D				
E				
Total (n)				
Optional Question 12				
A				
B				
C				
D				
E				
Total (n)				
Optional Question 13				
A				
B				
C				
D				
E				
Total (n)				
Optional Question 14				
A				
B				
C				



2023 HERI Staff Climate Survey
Institutional Profile Report
Staff by Political Orientation

Truman State University		Total			
		Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
D					
E					
Total (n)					
Optional Question 15					
A					
B					
C					
D					
E					
Total (n)					
Optional Question 16					
A					
B					
C					
D					
E					
Total (n)					
Optional Question 17					
A					
B					
C					
D					
E					
Total (n)					
Optional Question 18					
A					
B					



**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Political Orientation**

Truman State University		Total			
		Total	Conservative / Far right	Middle-of-the-Road	Liberal / Far left
C					
D					
E					
Total (n)					
Optional Question 19					
A					
B					
C					
D					
E					
Total (n)					
Optional Question 20					
A					
B					
C					
D					
E					
Total (n)					

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Staff by Position and Employment Status	119	6	32	77			118		116
Are you a:									
Part-time, temporary/contract employee	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Part-time, permanent employee	1.7%	0.0%	0.0%	2.6%			1.7%		0.0%
Full-time, temporary/contract employee	5.9%	0.0%	0.0%	5.3%			5.9%		6.0%
Full-time, permanent employee	92.4%	100.0%	100.0%	92.1%			92.4%		94.0%
Total (n)	118	6	32	76			118		116
How are you compensated for your work?									
Salaried (exempt)	71.4%	83.3%	100.0%	57.1%			71.2%		72.4%
Hourly (non-exempt), eligible for overtime pay	28.6%	16.7%	0.0%	42.9%			28.8%		27.6%
Total (n)	119	6	32	77			118		116
What is your current gender identity?									
Man	33.6%	60.0%	46.9%	28.0%			33.9%		34.5%
Woman	64.7%	40.0%	53.1%	69.3%			64.3%		63.7%
Non-binary	0.9%	0.0%	0.0%	1.3%			0.9%		0.9%
Genderqueer/Gender non-conforming	0.9%	0.0%	0.0%	1.3%			0.9%		0.9%
Identity not listed above	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Total (n)	116	5	32	75			115		113
What is your sexual orientation?									
Heterosexual/Straight	91.3%	100.0%	90.6%	90.5%			91.2%		91.1%
Asexual	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Bisexual	1.7%	0.0%	0.0%	2.7%			1.8%		1.8%
Gay	3.5%	0.0%	9.4%	1.4%			3.5%		3.6%
Lesbian	0.9%	0.0%	0.0%	1.4%			0.9%		0.9%
Pansexual	2.6%	0.0%	0.0%	4.1%			2.6%		2.7%
Queer	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Not listed above	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Total (n)	115	5	32	74			114		112
Do you identify as transgender?									
No	99.1%	100.0%	100.0%	98.7%			99.1%		99.1%
Yes	0.9%	0.0%	0.0%	1.3%			0.9%		0.9%
Total (n)	117	6	31	76			116		114
What best describes your role:									
Senior administrator (e.g., President, Chancellor, Vice-President, Dean)	5.0%	100.0%	0.0%	0.0%			5.1%		5.2%
Mid-level administrator/manager (e.g., Associate Dean, Assistant Dean, Director)	26.9%	0.0%	100.0%	0.0%			27.1%		27.6%
Staff (e.g., Administrative Assistant, Analyst, Skilled Craft Worker)	64.7%	0.0%	0.0%	100.0%			64.4%		63.8%
Graduate Student Employee	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Other (e.g., Postdoctoral Researcher, Affiliate, Courtesy Staff)	3.4%	0.0%	0.0%	0.0%			3.4%		3.4%
Total (n)	119	6	32	77			118		116

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Which of the following best describes YOUR UNIT on campus?									
Academic Affairs									
Academic Advising	3.6%	0.0%	0.0%	5.6%			3.6%		3.7%
Academic Department/School	11.6%	40.0%	6.3%	12.7%			11.7%		11.0%
Library Services	5.4%	0.0%	3.1%	7.0%			5.4%		5.5%
Research Institute or Support/Oversight (e.g., Institutional Review Board, Office of Contracts and Grants)	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Other Academic Affairs	10.7%	0.0%	12.5%	9.9%			10.8%		11.0%
Business/Administrative Services									
Campus Safety/Police/Emergency Management	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Capital Planning	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Dining Services	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Facilities - Custodial Services	0.9%	0.0%	0.0%	1.4%			0.9%		0.9%
Facilities - Maintenance	0.9%	0.0%	0.0%	1.4%			0.9%		0.9%
Finance and Treasury	3.6%	0.0%	3.1%	4.2%			3.6%		3.7%
Human Resources (including academic personnel)	0.9%	0.0%	3.1%	0.0%			0.9%		0.9%
Information Technology Services	8.0%	0.0%	9.4%	8.5%			8.1%		8.3%
Institutional Research/Assessment/Planning	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Legal Affairs	0.9%	20.0%	0.0%	0.0%			0.9%		0.9%
Medical Center/Hospital	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Transportation and Parking	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Other Business/Administrative Services	7.1%	20.0%	0.0%	9.9%			7.2%		7.3%
External Affairs									
Alumni Affairs	2.7%	0.0%	6.3%	1.4%			2.7%		2.8%
Communications	1.8%	0.0%	3.1%	1.4%			1.8%		1.8%
Community Engagement/Partnerships	0.9%	0.0%	0.0%	1.4%			0.9%		0.9%
Public Relations	1.8%	0.0%	3.1%	1.4%			1.8%		1.8%
University Advancement/Development/Planned Giving	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Other External Affairs	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Student Life/Services/Student Affairs									
Admissions/Enrollment Management/Registrar	10.7%	0.0%	15.6%	9.9%			10.8%		11.0%
Athletics (Varsity/Club)	3.6%	0.0%	0.0%	5.6%			2.7%		2.8%
Financial Aid	1.8%	0.0%	3.1%	1.4%			1.8%		1.8%
Housing/Residential Life	2.7%	0.0%	6.3%	1.4%			2.7%		2.8%
Dean of Students/Judicial Affairs	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Campus Activities (e.g., Recreation, Student Government, College Union)	2.7%	0.0%	6.3%	1.4%			2.7%		2.8%
Student Health Services, Psychological Services	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Other Student Affairs (e.g., International Student Services, Career Services, Orientation, Veteran Student Affairs)	4.5%	0.0%	6.3%	4.2%			4.5%		4.6%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Leadership and Diversity									
Diversity, Equity, and Inclusion	1.8%	0.0%	3.1%	1.4%			1.8%		1.8%
Office of the Chancellor/President	1.8%	0.0%	0.0%	2.8%			1.8%		1.8%
Office of the Provost/Vice President	0.9%	0.0%	3.1%	0.0%			0.9%		0.9%
Other Leadership and Diversity	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Other	8.9%	20.0%	6.3%	5.6%			9.0%		8.3%
Total (n)	112	5	32	71			111		109
How many direct reports do you have (excluding student employees)?									
I do not directly supervise employees	55.1%	50.0%	12.9%	72.7%			55.6%		55.7%
1 to 2	14.4%	0.0%	22.6%	13.0%			14.5%		14.8%
3 to 5	14.4%	0.0%	29.0%	10.4%			13.7%		13.9%
6 to 10	7.6%	16.7%	16.1%	2.6%			7.7%		7.0%
11 or more	8.5%	33.3%	19.4%	1.3%			8.5%		8.7%
Total (n)	118	6	31	77			117		115
How many years have you been employed at this institution?									
Less than one year	10.1%	0.0%	9.4%	10.0%			10.1%		10.3%
1-4 years	22.9%	50.0%	12.5%	25.7%			22.9%		22.4%
5-10 years	20.2%	0.0%	18.8%	22.9%			20.2%		19.6%
11-15 years	9.2%	0.0%	12.5%	8.6%			9.2%		9.3%
16-20 years	11.0%	25.0%	6.3%	11.4%			11.0%		11.2%
More than 20 years	26.6%	25.0%	40.6%	21.4%			26.6%		27.1%
Total (n)	109	4	32	70			109		107
How many years have you been employed in your current position?									
Less than one year	16.5%	0.0%	16.1%	17.3%			16.7%		17.0%
1-4 years	30.4%	20.0%	22.6%	34.7%			30.7%		29.5%
5-10 years	23.5%	40.0%	29.0%	20.0%			23.7%		24.1%
11-15 years	12.2%	20.0%	12.9%	12.0%			12.3%		12.5%
16-20 years	4.3%	0.0%	3.2%	4.0%			3.5%		3.6%
More than 20 years	13.0%	20.0%	16.1%	12.0%			13.2%		13.4%
Total (n)	115	5	31	75			114		112
Including your current position, how many years of full-time work experience do you have?									
Less than one year	5.2%	0.0%	0.0%	8.1%			5.3%		5.3%
1-2 years	2.6%	0.0%	3.1%	2.7%			2.6%		2.7%
3-5 years	5.2%	0.0%	0.0%	8.1%			5.3%		5.3%
6-10 years	11.3%	20.0%	9.4%	12.2%			11.4%		11.5%
11-15 years	10.4%	0.0%	15.6%	9.5%			10.5%		10.6%
16-20 years	2.6%	20.0%	6.3%	0.0%			2.6%		2.7%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
21-25 years	10.4%	0.0%	15.6%	9.5%			10.5%		10.6%
26 years or more	52.2%	60.0%	50.0%	50.0%			51.8%		51.3%
Total (n)	115	5	32	74			114		113
Please rate your satisfaction with your institution in each area:									
Racial and ethnic diversity of the faculty									
Very Satisfied	10.8%	0.0%	3.1%	15.7%			10.9%		11.1%
Satisfied	36.0%	100.0%	37.5%	30.0%			36.4%		36.1%
Neutral	33.3%	0.0%	21.9%	40.0%			32.7%		32.4%
Dissatisfied	12.6%	0.0%	25.0%	8.6%			12.7%		13.0%
Very Dissatisfied	7.2%	0.0%	12.5%	5.7%			7.3%		7.4%
Total (n)	111	5	32	70			110		108
Mean	3.31	4.00	2.94	3.41			3.31		3.31
Standard deviation	1.06	0.00	1.13	1.04			1.06		1.07
Racial and ethnic diversity of the staff									
Very Satisfied	10.5%	0.0%	3.1%	15.1%			10.6%		10.8%
Satisfied	25.4%	40.0%	25.0%	23.3%			25.7%		25.2%
Neutral	40.4%	60.0%	31.3%	42.5%			39.8%		39.6%
Dissatisfied	14.9%	0.0%	25.0%	12.3%			15.0%		15.3%
Very Dissatisfied	8.8%	0.0%	15.6%	6.8%			8.8%		9.0%
Total (n)	114	5	32	73			113		111
Mean	3.14	3.40	2.75	3.27			3.14		3.14
Standard deviation	1.08	0.55	1.11	1.08			1.08		1.09
Racial and ethnic diversity of the student body									
Very Satisfied	16.4%	20.0%	6.9%	20.8%			16.5%		16.8%
Satisfied	29.1%	40.0%	31.0%	26.4%			29.4%		29.0%
Neutral	33.6%	40.0%	17.2%	38.9%			33.0%		32.7%
Dissatisfied	13.6%	0.0%	31.0%	8.3%			13.8%		14.0%
Very Dissatisfied	7.3%	0.0%	13.8%	5.6%			7.3%		7.5%
Total (n)	110	5	29	72			109		107
Mean	3.34	3.80	2.86	3.49			3.34		3.34
Standard deviation	1.13	0.84	1.22	1.09			1.13		1.14
Gender diversity of staff									
Very Satisfied	15.5%	20.0%	3.2%	21.4%			15.6%		15.9%
Satisfied	39.1%	60.0%	51.6%	31.4%			39.4%		39.3%
Neutral	37.3%	20.0%	35.5%	38.6%			36.7%		36.4%
Dissatisfied	5.5%	0.0%	6.5%	5.7%			5.5%		5.6%
Very Dissatisfied	2.7%	0.0%	3.2%	2.9%			2.8%		2.8%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Total (n)	110	5	31	70			109		107
Mean	3.59	4.00	3.45	3.63			3.60		3.60
Standard deviation	0.91	0.71	0.81	0.98			0.91		0.92
Commitment to hiring women									
Very Satisfied	20.9%	60.0%	13.8%	22.2%			21.1%		21.5%
Satisfied	46.4%	40.0%	48.3%	44.4%			45.9%		45.8%
Neutral	30.9%	0.0%	31.0%	33.3%			31.2%		30.8%
Dissatisfied	0.9%	0.0%	3.4%	0.0%			0.9%		0.9%
Very Dissatisfied	0.9%	0.0%	3.4%	0.0%			0.9%		0.9%
Total (n)	110	5	29	72			109		107
Mean	3.85	4.60	3.66	3.89			3.85		3.86
Standard deviation	0.79	0.55	0.90	0.74			0.79		0.79
Commitment to hiring underrepresented racial/ethnic minorities									
Very Satisfied	16.7%	60.0%	10.0%	17.4%			16.8%		17.1%
Satisfied	37.0%	40.0%	36.7%	34.8%			36.4%		36.2%
Neutral	29.6%	0.0%	26.7%	33.3%			29.9%		29.5%
Dissatisfied	15.7%	0.0%	23.3%	14.5%			15.9%		16.2%
Very Dissatisfied	0.9%	0.0%	3.3%	0.0%			0.9%		1.0%
Total (n)	108	5	30	69			107		105
Mean	3.53	4.60	3.27	3.55			3.52		3.52
Standard deviation	0.98	0.55	1.05	0.95			0.98		0.99
Atmosphere for sexual orientation differences									
Very Satisfied	16.0%	20.0%	9.7%	19.7%			16.2%		16.5%
Satisfied	44.3%	80.0%	45.2%	40.9%			43.8%		43.7%
Neutral	31.1%	0.0%	35.5%	30.3%			31.4%		31.1%
Dissatisfied	4.7%	0.0%	3.2%	6.1%			4.8%		4.9%
Very Dissatisfied	3.8%	0.0%	6.5%	3.0%			3.8%		3.9%
Total (n)	106	5	31	66			105		103
Mean	3.64	4.20	3.48	3.68			3.64		3.64
Standard deviation	0.94	0.45	0.96	0.96			0.94		0.95
Atmosphere for political differences									
Very Satisfied	12.5%	20.0%	3.2%	16.7%			12.6%		12.8%
Satisfied	38.4%	60.0%	45.2%	33.3%			37.8%		38.5%
Neutral	33.9%	20.0%	25.8%	37.5%			34.2%		33.0%
Dissatisfied	8.9%	0.0%	12.9%	8.3%			9.0%		9.2%
Very Dissatisfied	6.3%	0.0%	12.9%	4.2%			6.3%		6.4%
Total (n)	112	5	31	72			111		109

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Mean	3.42	4.00	3.13	3.50			3.41		3.42
Standard deviation	1.03	0.71	1.12	1.01			1.03		1.04
Atmosphere for religious differences									
Very Satisfied	17.1%	20.0%	3.2%	23.9%			17.3%		17.6%
Satisfied	38.7%	60.0%	58.1%	28.2%			38.2%		37.0%
Neutral	34.2%	20.0%	29.0%	36.6%			34.5%		35.2%
Dissatisfied	4.5%	0.0%	3.2%	5.6%			4.5%		4.6%
Very Dissatisfied	5.4%	0.0%	6.5%	5.6%			5.5%		5.6%
Total (n)	111	5	31	71			110		108
Mean	3.58	4.00	3.48	3.59			3.57		3.56
Standard deviation	1.00	0.71	0.89	1.09			1.01		1.02
Atmosphere for gender differences									
Very Satisfied	15.6%	20.0%	3.2%	21.7%			15.6%		15.9%
Satisfied	39.4%	80.0%	45.2%	33.3%			39.4%		39.3%
Neutral	34.9%	0.0%	38.7%	34.8%			34.9%		34.6%
Dissatisfied	6.4%	0.0%	9.7%	5.8%			6.4%		6.5%
Very Dissatisfied	3.7%	0.0%	3.2%	4.3%			3.7%		3.7%
Total (n)	109	5	31	69			109		107
Mean	3.57	4.20	3.35	3.62			3.57		3.57
Standard deviation	0.96	0.45	0.84	1.03			0.96		0.96
Atmosphere for individuals with disabilities									
Very Satisfied	16.0%	20.0%	3.2%	22.7%			16.2%		16.5%
Satisfied	39.6%	40.0%	45.2%	33.3%			39.0%		37.9%
Neutral	31.1%	20.0%	29.0%	34.8%			31.4%		32.0%
Dissatisfied	9.4%	0.0%	22.6%	4.5%			9.5%		9.7%
Very Dissatisfied	3.8%	20.0%	0.0%	4.5%			3.8%		3.9%
Total (n)	106	5	31	66			105		103
Mean	3.55	3.40	3.29	3.65			3.54		3.53
Standard deviation	1.00	1.52	0.86	1.03			1.00		1.01
Timeliness of administrative responses to campus emergencies									
Very Satisfied	20.2%	40.0%	3.4%	26.9%			19.4%		18.8%
Satisfied	52.9%	60.0%	62.1%	46.3%			53.4%		53.5%
Neutral	18.3%	0.0%	24.1%	17.9%			18.4%		18.8%
Dissatisfied	4.8%	0.0%	6.9%	4.5%			4.9%		5.0%
Very Dissatisfied	3.8%	0.0%	3.4%	4.5%			3.9%		4.0%
Total (n)	104	5	29	67			103		101
Mean	3.81	4.40	3.55	3.87			3.80		3.78

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Standard deviation	0.95	0.55	0.83	1.01			0.94		0.94
Timeliness of administrative responses to sexual assault									
Very Satisfied	19.0%	60.0%	4.5%	22.4%			19.0%		19.5%
Satisfied	36.7%	40.0%	54.5%	24.5%			36.7%		36.4%
Neutral	30.4%	0.0%	36.4%	32.7%			30.4%		29.9%
Dissatisfied	10.1%	0.0%	0.0%	16.3%			10.1%		10.4%
Very Dissatisfied	3.8%	0.0%	4.5%	4.1%			3.8%		3.9%
Total (n)	79	5	22	49			79		77
Mean	3.57	4.60	3.55	3.45			3.57		3.57
Standard deviation	1.03	0.55	0.80	1.14			1.03		1.04
Timeliness of administrative responses to discrimination/bias									
Very Satisfied	16.7%	40.0%	8.0%	19.6%			16.7%		17.1%
Satisfied	40.5%	40.0%	48.0%	35.3%			40.5%		40.2%
Neutral	32.1%	20.0%	36.0%	31.4%			32.1%		31.7%
Dissatisfied	6.0%	0.0%	4.0%	7.8%			6.0%		6.1%
Very Dissatisfied	4.8%	0.0%	4.0%	5.9%			4.8%		4.9%
Total (n)	84	5	25	51			84		82
Mean	3.58	4.20	3.52	3.55			3.58		3.59
Standard deviation	1.00	0.84	0.87	1.08			1.00		1.01
Outcome of administrative responses to campus emergencies									
Very Satisfied	22.8%	60.0%	10.3%	26.6%			22.0%		22.4%
Satisfied	43.6%	40.0%	48.3%	39.1%			44.0%		42.9%
Neutral	24.8%	0.0%	31.0%	25.0%			25.0%		25.5%
Dissatisfied	5.9%	0.0%	6.9%	6.3%			6.0%		6.1%
Very Dissatisfied	3.0%	0.0%	3.4%	3.1%			3.0%		3.1%
Total (n)	101	5	29	64			100		98
Mean	3.77	4.60	3.55	3.80			3.76		3.76
Standard deviation	0.97	0.55	0.91	1.01			0.97		0.97
Outcome of administrative responses to sexual assault									
Very Satisfied	20.0%	80.0%	0.0%	23.4%			20.0%		20.5%
Satisfied	32.0%	20.0%	45.0%	23.4%			32.0%		31.5%
Neutral	37.3%	0.0%	50.0%	38.3%			37.3%		37.0%
Dissatisfied	8.0%	0.0%	0.0%	12.8%			8.0%		8.2%
Very Dissatisfied	2.7%	0.0%	5.0%	2.1%			2.7%		2.7%
Total (n)	75	5	20	47			75		73
Mean	3.59	4.80	3.35	3.53			3.59		3.59
Standard deviation	0.99	0.45	0.75	1.06			0.99		1.00

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Outcome of administrative responses to discrimination/bias									
Very Satisfied	18.2%	60.0%	4.5%	21.3%			18.2%		18.7%
Satisfied	35.1%	20.0%	45.5%	27.7%			35.1%		34.7%
Neutral	37.7%	20.0%	40.9%	40.4%			37.7%		37.3%
Dissatisfied	5.2%	0.0%	4.5%	6.4%			5.2%		5.3%
Very Dissatisfied	3.9%	0.0%	4.5%	4.3%			3.9%		4.0%
Total (n)	77	5	22	47			77		75
Mean	3.58	4.40	3.41	3.55			3.58		3.59
Standard deviation	0.98	0.89	0.85	1.04			0.98		0.99
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:									
Staff concerns are considered when making policy									
Strongly Agree	5.8%	16.7%	0.0%	7.6%			5.8%		5.9%
Agree	45.2%	50.0%	64.3%	33.3%			44.7%		44.1%
Disagree	26.9%	0.0%	14.3%	36.4%			27.2%		27.5%
Strongly Disagree	22.1%	33.3%	21.4%	22.7%			22.3%		22.5%
Total (n)	104	6	28	66			103		102
Mean	2.35	2.50	2.43	2.26			2.34		2.33
Standard deviation	0.89	1.22	0.84	0.90			0.89		0.89
I feel respected by faculty									
Strongly Agree	11.4%	33.3%	6.3%	12.5%			11.5%		10.8%
Agree	51.8%	50.0%	62.5%	45.8%			52.2%		52.3%
Disagree	31.6%	16.7%	25.0%	36.1%			31.0%		31.5%
Strongly Disagree	5.3%	0.0%	6.3%	5.6%			5.3%		5.4%
Total (n)	114	6	32	72			113		111
Mean	2.69	3.17	2.69	2.65			2.70		2.68
Standard deviation	0.74	0.75	0.69	0.77			0.74		0.74
I feel respected by other staff members									
Strongly Agree	26.1%	66.7%	16.1%	28.4%			25.4%		25.0%
Agree	65.2%	33.3%	80.6%	59.5%			65.8%		66.1%
Disagree	7.0%	0.0%	3.2%	9.5%			7.0%		7.1%
Strongly Disagree	1.7%	0.0%	0.0%	2.7%			1.8%		1.8%
Total (n)	115	6	31	74			114		112
Mean	3.16	3.67	3.13	3.14			3.15		3.14
Standard deviation	0.62	0.52	0.43	0.69			0.61		0.61
I feel respected by senior administrators									
Strongly Agree	15.5%	66.7%	9.7%	14.7%			14.8%		14.2%
Agree	55.2%	16.7%	67.7%	50.7%			55.7%		55.8%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Disagree	16.4%	0.0%	12.9%	20.0%			16.5%		16.8%
Strongly Disagree	12.9%	16.7%	9.7%	14.7%			13.0%		13.3%
Total (n)	116	6	31	75			115		113
Mean	2.73	3.33	2.77	2.65			2.72		2.71
Standard deviation	0.88	1.21	0.76	0.91			0.87		0.87
Please indicate the extent to which you agree or disagree with the following statements. This institution:									
Encourages staff to have a public voice and share their ideas openly									
Strongly Agree	8.4%	16.7%	3.2%	10.6%			7.5%		7.7%
Agree	56.1%	50.0%	61.3%	51.5%			56.6%		55.8%
Disagree	23.4%	0.0%	22.6%	27.3%			23.6%		24.0%
Strongly Disagree	12.1%	33.3%	12.9%	10.6%			12.3%		12.5%
Total (n)	107	6	31	66			106		104
Mean	2.61	2.50	2.55	2.62			2.59		2.59
Standard deviation	0.81	1.22	0.77	0.82			0.80		0.81
Encourages students to have a public voice and share their ideas openly									
Strongly Agree	23.2%	83.3%	12.5%	24.3%			23.4%		23.9%
Agree	71.4%	16.7%	78.1%	71.4%			71.2%		70.6%
Disagree	3.6%	0.0%	6.3%	2.9%			3.6%		3.7%
Strongly Disagree	1.8%	0.0%	3.1%	1.4%			1.8%		1.8%
Total (n)	112	6	32	70			111		109
Mean	3.16	3.83	3.00	3.19			3.16		3.17
Standard deviation	0.56	0.41	0.57	0.55			0.56		0.57
Has campus administrators who regularly speak about the value of diversity									
Strongly Agree	19.8%	66.7%	3.3%	23.9%			19.0%		18.4%
Agree	67.0%	16.7%	86.7%	61.2%			67.6%		68.0%
Disagree	8.5%	0.0%	6.7%	10.4%			8.6%		8.7%
Strongly Disagree	4.7%	16.7%	3.3%	4.5%			4.8%		4.9%
Total (n)	106	6	30	67			105		103
Mean	3.02	3.33	2.90	3.04			3.01		3.00
Standard deviation	0.69	1.21	0.48	0.73			0.69		0.69
Promotes the appreciation of cultural differences									
Strongly Agree	26.4%	50.0%	16.7%	29.9%			26.7%		26.2%
Agree	62.3%	50.0%	66.7%	59.7%			61.9%		62.1%
Disagree	9.4%	0.0%	13.3%	9.0%			9.5%		9.7%
Strongly Disagree	1.9%	0.0%	3.3%	1.5%			1.9%		1.9%
Total (n)	106	6	30	67			105		103

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Mean	3.13	3.50	2.97	3.18			3.13		3.13
Standard deviation	0.65	0.55	0.67	0.65			0.65		0.65
Provides the campus community with opportunities to share feelings about issues of concern									
Strongly Agree	14.9%	50.0%	3.4%	17.7%			14.0%		13.1%
Agree	61.4%	33.3%	69.0%	58.1%			62.0%		62.6%
Disagree	17.8%	16.7%	20.7%	17.7%			18.0%		18.2%
Strongly Disagree	5.9%	0.0%	6.9%	6.5%			6.0%		6.1%
Total (n)	101	6	29	62			100		99
Mean	2.85	3.33	2.69	2.87			2.84		2.83
Standard deviation	0.74	0.82	0.66	0.78			0.73		0.73
Rewards staff for their participation in diversity efforts									
Strongly Agree	3.8%	0.0%	0.0%	6.7%			3.8%		3.8%
Agree	30.8%	33.3%	20.8%	31.1%			30.8%		30.8%
Disagree	44.9%	33.3%	70.8%	35.6%			44.9%		44.9%
Strongly Disagree	20.5%	33.3%	8.3%	26.7%			20.5%		20.5%
Total (n)	78	6	24	45			78		78
Mean	2.18	2.00	2.13	2.18			2.18		2.18
Standard deviation	0.80	0.89	0.54	0.91			0.80		0.80
Has effective practices and policies that increase staff diversity									
Strongly Agree	9.6%	0.0%	3.7%	14.9%			9.8%		9.8%
Agree	43.4%	50.0%	33.3%	44.7%			42.7%		42.7%
Disagree	31.3%	16.7%	44.4%	27.7%			31.7%		31.7%
Strongly Disagree	15.7%	33.3%	18.5%	12.8%			15.9%		15.9%
Total (n)	83	6	27	47			82		82
Mean	2.47	2.17	2.22	2.62			2.46		2.46
Standard deviation	0.87	0.98	0.80	0.90			0.88		0.88
Has a lot of racial tension									
Strongly Agree	1.1%	0.0%	0.0%	1.8%			1.1%		1.1%
Agree	13.7%	16.7%	14.3%	14.0%			13.8%		14.1%
Disagree	50.5%	16.7%	57.1%	49.1%			51.1%		51.1%
Strongly Disagree	34.7%	66.7%	28.6%	35.1%			34.0%		33.7%
Total (n)	95	6	28	57			94		92
Mean	1.81	1.50	1.86	1.82			1.82		1.83
Standard deviation	0.70	0.84	0.65	0.73			0.70		0.70
Effectively communicates information about employee compensation and benefits									
Strongly Agree	16.8%	16.7%	12.9%	19.4%			16.1%		16.4%
Agree	55.8%	83.3%	61.3%	48.6%			56.3%		56.4%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Disagree	15.9%	0.0%	19.4%	16.7%			16.1%		15.5%
Strongly Disagree	11.5%	0.0%	6.5%	15.3%			11.6%		11.8%
Total (n)	113	6	31	72			112		110
Mean	2.78	3.17	2.81	2.72			2.77		2.77
Standard deviation	0.86	0.41	0.75	0.95			0.86		0.86
Please indicate the extent to which you agree or disagree with the following statements.									
I feel unsafe on this campus									
Strongly Agree	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Agree	6.8%	0.0%	6.3%	5.3%			6.9%		7.0%
Disagree	47.0%	16.7%	53.1%	46.7%			47.4%		47.4%
Strongly Disagree	46.2%	83.3%	40.6%	48.0%			45.7%		45.6%
Total (n)	117	6	32	75			116		114
Mean	1.61	1.17	1.66	1.57			1.61		1.61
Standard deviation	0.62	0.41	0.60	0.60			0.62		0.62
I feel my contributions are valued by my department									
Strongly Agree	31.4%	66.7%	28.1%	30.3%			30.8%		30.4%
Agree	48.3%	0.0%	62.5%	44.7%			48.7%		48.7%
Disagree	11.0%	16.7%	3.1%	14.5%			11.1%		11.3%
Strongly Disagree	9.3%	16.7%	6.3%	10.5%			9.4%		9.6%
Total (n)	118	6	32	76			117		115
Mean	3.02	3.17	3.13	2.95			3.01		3.00
Standard deviation	0.90	1.33	0.75	0.94			0.90		0.90
I feel my contributions are valued by my direct supervisor									
Strongly Agree	36.4%	66.7%	34.4%	35.5%			35.9%		35.7%
Agree	44.9%	16.7%	53.1%	42.1%			45.3%		45.2%
Disagree	11.9%	0.0%	6.3%	15.8%			12.0%		12.2%
Strongly Disagree	6.8%	16.7%	6.3%	6.6%			6.8%		7.0%
Total (n)	118	6	32	76			117		115
Mean	3.11	3.33	3.16	3.07			3.10		3.10
Standard deviation	0.87	1.21	0.81	0.88			0.86		0.87
I feel my contributions are valued by senior administrators									
Strongly Agree	15.3%	50.0%	15.6%	13.2%			14.5%		14.8%
Agree	52.5%	33.3%	65.6%	46.1%			53.0%		52.2%
Disagree	17.8%	0.0%	6.3%	25.0%			17.9%		18.3%
Strongly Disagree	14.4%	16.7%	12.5%	15.8%			14.5%		14.8%
Total (n)	118	6	32	76			117		115

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Mean	2.69	3.17	2.84	2.57			2.68		2.67
Standard deviation	0.90	1.17	0.85	0.91			0.90		0.91
I feel my contributions are valued by students									
Strongly Agree	22.1%	60.0%	16.7%	23.0%			21.4%		20.0%
Agree	65.5%	20.0%	73.3%	63.5%			66.1%		67.3%
Disagree	10.6%	20.0%	10.0%	10.8%			10.7%		10.9%
Strongly Disagree	1.8%	0.0%	0.0%	2.7%			1.8%		1.8%
Total (n)	113	5	30	74			112		110
Mean	3.08	3.40	3.07	3.07			3.07		3.05
Standard deviation	0.63	0.89	0.52	0.67			0.63		0.62
Please indicate the extent to which you agree or disagree with the following statements:									
My professional skills are effectively put to use in this position									
Strongly Agree	25.9%	40.0%	31.3%	22.7%			25.2%		23.9%
Agree	53.4%	40.0%	53.1%	53.3%			53.9%		54.9%
Disagree	15.5%	0.0%	9.4%	20.0%			15.7%		15.9%
Strongly Disagree	5.2%	20.0%	6.3%	4.0%			5.2%		5.3%
Total (n)	116	5	32	75			115		113
Mean	3.00	3.00	3.09	2.95			2.99		2.97
Standard deviation	0.79	1.22	0.82	0.77			0.79		0.78
I feel I have to work harder than my colleagues to be perceived as a competent administrator/staff member									
Strongly Agree	12.0%	16.7%	6.3%	13.3%			12.1%		12.3%
Agree	26.5%	16.7%	34.4%	25.3%			26.7%		27.2%
Disagree	53.0%	66.7%	53.1%	50.7%			52.6%		51.8%
Strongly Disagree	8.5%	0.0%	6.3%	10.7%			8.6%		8.8%
Total (n)	117	6	32	75			116		114
Mean	2.42	2.50	2.41	2.41			2.42		2.43
Standard deviation	0.81	0.84	0.71	0.86			0.81		0.82
My job duties are clearly defined									
Strongly Agree	11.1%	16.7%	6.3%	13.3%			11.2%		11.4%
Agree	59.8%	66.7%	62.5%	58.7%			60.3%		59.6%
Disagree	20.5%	16.7%	21.9%	20.0%			19.8%		20.2%
Strongly Disagree	8.5%	0.0%	9.4%	8.0%			8.6%		8.8%
Total (n)	117	6	32	75			116		114
Mean	2.74	3.00	2.66	2.77			2.74		2.74
Standard deviation	0.77	0.63	0.75	0.78			0.77		0.78

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
My workload is manageable given the hours I'm scheduled to work									
Strongly Agree	18.8%	33.3%	12.5%	21.3%			19.0%		19.3%
Agree	53.0%	50.0%	37.5%	60.0%			53.4%		52.6%
Disagree	22.2%	16.7%	40.6%	13.3%			21.6%		21.9%
Strongly Disagree	6.0%	0.0%	9.4%	5.3%			6.0%		6.1%
Total (n)	117	6	32	75			116		114
Mean	2.85	3.17	2.53	2.97			2.85		2.85
Standard deviation	0.79	0.75	0.84	0.75			0.79		0.80
My salary is sufficient considering the cost of living in this area									
Strongly Agree	8.6%	33.3%	12.9%	5.3%			7.8%		8.0%
Agree	37.1%	16.7%	48.4%	30.7%			37.4%		36.3%
Disagree	31.9%	50.0%	19.4%	37.3%			32.2%		32.7%
Strongly Disagree	22.4%	0.0%	19.4%	26.7%			22.6%		23.0%
Total (n)	116	6	31	75			115		113
Mean	2.32	2.83	2.55	2.15			2.30		2.29
Standard deviation	0.92	0.98	0.96	0.88			0.91		0.91
I achieve a healthy balance between my personal life and my professional life									
Strongly Agree	14.5%	33.3%	6.3%	17.3%			14.7%		14.9%
Agree	64.1%	16.7%	56.3%	69.3%			64.7%		64.0%
Disagree	13.7%	33.3%	28.1%	6.7%			12.9%		13.2%
Strongly Disagree	7.7%	16.7%	9.4%	6.7%			7.8%		7.9%
Total (n)	117	6	32	75			116		114
Mean	2.85	2.67	2.59	2.97			2.86		2.86
Standard deviation	0.76	1.21	0.76	0.72			0.76		0.76
I have at least one professional mentor I can turn to for guidance									
Strongly Agree	20.5%	50.0%	15.6%	21.3%			20.7%		19.3%
Agree	47.9%	16.7%	50.0%	46.7%			48.3%		49.1%
Disagree	20.5%	16.7%	21.9%	21.3%			19.8%		20.2%
Strongly Disagree	11.1%	16.7%	12.5%	10.7%			11.2%		11.4%
Total (n)	117	6	32	75			116		114
Mean	2.78	3.00	2.69	2.79			2.78		2.76
Standard deviation	0.90	1.26	0.90	0.90			0.90		0.90
I feel a sense of belonging to this campus									
Strongly Agree	20.0%	50.0%	21.9%	16.4%			19.3%		18.8%
Agree	51.3%	16.7%	56.3%	52.1%			51.8%		51.8%
Disagree	22.6%	16.7%	18.8%	24.7%			22.8%		23.2%
Strongly Disagree	6.1%	16.7%	3.1%	6.8%			6.1%		6.3%
Total (n)	115	6	32	73			114		112

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Mean	2.85	3.00	2.97	2.78			2.84		2.83
Standard deviation	0.81	1.26	0.74	0.80			0.80		0.80
How often in the past year at this institution have you:									
Challenged others on issues of discrimination									
Very Often	4.3%	16.7%	6.3%	2.7%			4.3%		4.4%
Often	5.1%	16.7%	6.3%	4.0%			5.2%		5.3%
Sometimes	20.5%	50.0%	46.9%	6.7%			20.7%		21.1%
Seldom	19.7%	0.0%	9.4%	25.3%			19.8%		20.2%
Never	50.4%	16.7%	31.3%	61.3%			50.0%		49.1%
Total (n)	117	6	32	75			116		114
Mean	1.93	3.17	2.47	1.61			1.94		1.96
Standard deviation	1.14	1.33	1.19	0.97			1.14		1.15
Educated yourself about individuals who are different from you									
Very Often	18.1%	66.7%	18.8%	14.9%			18.3%		18.4%
Often	37.9%	33.3%	43.8%	35.1%			38.3%		37.7%
Sometimes	32.8%	0.0%	28.1%	37.8%			32.2%		32.5%
Seldom	8.6%	0.0%	6.3%	9.5%			8.7%		8.8%
Never	2.6%	0.0%	3.1%	2.7%			2.6%		2.6%
Total (n)	116	6	32	74			115		114
Mean	3.60	4.67	3.69	3.50			3.61		3.61
Standard deviation	0.97	0.52	0.97	0.95			0.97		0.97
Participated in a coalition of different groups to address social justice issues									
Very Often	2.6%	20.0%	0.0%	1.4%			2.6%		2.7%
Often	8.7%	0.0%	12.5%	8.1%			8.8%		8.9%
Sometimes	18.3%	40.0%	37.5%	9.5%			18.4%		17.9%
Seldom	21.7%	20.0%	18.8%	24.3%			21.9%		22.3%
Never	48.7%	20.0%	31.3%	56.8%			48.2%		48.2%
Total (n)	115	5	32	74			114		112
Mean	1.95	2.80	2.31	1.73			1.96		1.96
Standard deviation	1.12	1.48	1.06	1.02			1.12		1.13
Attended programs focused on diversity (e.g., presentations, performances, art exhibits, debates)									
Very Often	7.7%	33.3%	3.1%	6.7%			7.8%		7.9%
Often	17.1%	33.3%	21.9%	14.7%			17.2%		17.5%
Sometimes	30.8%	16.7%	46.9%	25.3%			30.2%		30.7%
Seldom	18.8%	0.0%	12.5%	21.3%			19.0%		19.3%
Never	25.6%	16.7%	15.6%	32.0%			25.9%		24.6%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Total (n)	117	6	32	75			116		114
Mean	2.62	3.67	2.84	2.43			2.62		2.65
Standard deviation	1.25	1.51	1.05	1.26			1.26		1.25
Please indicate how often at this institution you have:									
Assisted a student with a problem about discrimination									
Very Often	0.9%	16.7%	0.0%	0.0%			0.9%		0.9%
Often	4.5%	0.0%	16.1%	0.0%			4.5%		4.6%
Sometimes	20.5%	50.0%	38.7%	9.9%			20.7%		21.1%
Seldom	21.4%	33.3%	19.4%	21.1%			21.6%		22.0%
Never	52.7%	0.0%	25.8%	69.0%			52.3%		51.4%
Total (n)	112	6	31	71			111		109
Mean	1.79	3.00	2.45	1.41			1.80		1.82
Standard deviation	0.98	1.10	1.06	0.67			0.98		0.98
Assisted another staff member with a problem about discrimination									
Very Often	1.8%	16.7%	3.3%	0.0%			1.8%		1.9%
Often	1.8%	0.0%	3.3%	1.4%			1.8%		1.9%
Sometimes	19.1%	83.3%	33.3%	5.7%			19.3%		19.6%
Seldom	22.7%	0.0%	30.0%	22.9%			22.9%		23.4%
Never	54.5%	0.0%	30.0%	70.0%			54.1%		53.3%
Total (n)	110	6	30	70			109		107
Mean	1.74	3.33	2.20	1.39			1.74		1.76
Standard deviation	0.95	0.82	1.03	0.67			0.96		0.96
Witnessed discrimination									
Very Often	0.9%	0.0%	0.0%	1.4%			0.9%		0.9%
Often	4.6%	0.0%	0.0%	5.6%			4.6%		4.7%
Sometimes	17.4%	16.7%	25.0%	15.5%			17.6%		17.9%
Seldom	22.9%	83.3%	28.6%	16.9%			22.2%		22.6%
Never	54.1%	0.0%	46.4%	60.6%			54.6%		53.8%
Total (n)	109	6	28	71			108		106
Mean	1.75	2.17	1.79	1.70			1.75		1.76
Standard deviation	0.96	0.41	0.83	1.02			0.97		0.97
Reported an incident of discrimination to a campus authority									
Very Often	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Often	1.8%	0.0%	0.0%	2.9%			1.9%		1.9%
Sometimes	8.3%	16.7%	24.1%	1.4%			8.3%		8.5%
Seldom	14.7%	66.7%	13.8%	10.0%			14.8%		15.1%
Never	75.2%	16.7%	62.1%	85.7%			75.0%		74.5%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Total (n)	109	6	29	70			108		106
Mean	1.37	2.00	1.62	1.21			1.37		1.38
Standard deviation	0.72	0.63	0.86	0.61			0.72		0.72
Been sexually harassed									
Very Often	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Often	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Sometimes	0.9%	0.0%	3.2%	0.0%			0.9%		0.9%
Seldom	6.2%	0.0%	6.5%	6.8%			6.3%		6.4%
Never	92.9%	100.0%	90.3%	93.2%			92.9%		92.7%
Total (n)	113	6	31	73			112		110
Mean	1.08	1.00	1.13	1.07			1.08		1.08
Standard deviation	0.30	0.00	0.43	0.25			0.30		0.31
Reported an incident of sexual harassment to a campus authority									
Very Often	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Often	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Sometimes	3.6%	33.3%	6.5%	0.0%			3.6%		3.7%
Seldom	2.7%	16.7%	3.2%	1.4%			2.7%		2.8%
Never	93.7%	50.0%	90.3%	98.6%			93.6%		93.5%
Total (n)	111	6	31	70			110		108
Mean	1.10	1.83	1.16	1.01			1.10		1.10
Standard deviation	0.40	0.98	0.52	0.12			0.41		0.41
Felt my ideas were dismissed by my colleagues									
Very Often	4.4%	16.7%	3.1%	4.1%			4.4%		4.5%
Often	8.8%	16.7%	9.4%	8.2%			8.8%		9.0%
Sometimes	25.4%	16.7%	28.1%	26.0%			25.7%		26.1%
Seldom	31.6%	33.3%	40.6%	28.8%			31.0%		30.6%
Never	29.8%	16.7%	18.8%	32.9%			30.1%		29.7%
Total (n)	114	6	32	73			113		111
Mean	2.26	2.83	2.38	2.22			2.27		2.28
Standard deviation	1.11	1.47	1.01	1.12			1.12		1.12
Felt I did not receive due credit for my ideas or work									
Very Often	3.6%	16.7%	3.3%	2.8%			3.6%		3.7%
Often	9.9%	16.7%	16.7%	6.9%			10.0%		10.2%
Sometimes	26.1%	16.7%	20.0%	29.2%			26.4%		26.9%
Seldom	21.6%	33.3%	23.3%	20.8%			20.9%		21.3%
Never	38.7%	16.7%	36.7%	40.3%			39.1%		38.0%
Total (n)	111	6	30	72			110		108

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Mean	2.18	2.83	2.27	2.11			2.18		2.20
Standard deviation	1.16	1.47	1.23	1.11			1.17		1.17
Heard insensitive or disparaging remarks about race/ethnicity from: Faculty									
Very Often	0.9%	0.0%	0.0%	1.4%			0.9%		0.9%
Often	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Sometimes	10.7%	16.7%	16.7%	8.3%			10.8%		11.0%
Seldom	19.6%	33.3%	26.7%	16.7%			19.8%		20.2%
Never	68.8%	50.0%	56.7%	73.6%			68.5%		67.9%
Total (n)	112	6	30	72			111		109
Mean	1.45	1.67	1.60	1.39			1.45		1.46
Standard deviation	0.76	0.82	0.77	0.76			0.76		0.76
Heard insensitive or disparaging remarks about race/ethnicity from: Staff									
Very Often	1.8%	0.0%	0.0%	2.7%			1.8%		1.8%
Often	2.7%	0.0%	0.0%	2.7%			2.7%		2.7%
Sometimes	19.5%	33.3%	26.7%	16.4%			19.6%		20.0%
Seldom	19.5%	16.7%	30.0%	16.4%			19.6%		20.0%
Never	56.6%	50.0%	43.3%	61.6%			56.3%		55.5%
Total (n)	113	6	30	73			112		110
Mean	1.73	1.83	1.83	1.68			1.74		1.75
Standard deviation	0.98	0.98	0.83	1.03			0.98		0.99
Heard insensitive or disparaging remarks about race/ethnicity from: Students									
Very Often	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Often	0.9%	0.0%	0.0%	1.4%			0.9%		0.9%
Sometimes	7.1%	0.0%	13.3%	5.5%			7.1%		7.3%
Seldom	28.3%	50.0%	36.7%	23.3%			28.6%		29.1%
Never	63.7%	50.0%	50.0%	69.9%			63.4%		62.7%
Total (n)	113	6	30	73			112		110
Mean	1.45	1.50	1.63	1.38			1.46		1.46
Standard deviation	0.67	0.55	0.72	0.66			0.67		0.67
Heard insensitive or disparaging remarks about race/ethnicity from: Senior Administrators									
Very Often	0.9%	0.0%	3.3%	0.0%			0.9%		1.0%
Often	1.9%	0.0%	0.0%	2.9%			1.9%		1.9%
Sometimes	0.9%	0.0%	3.3%	0.0%			0.9%		1.0%
Seldom	14.8%	33.3%	13.3%	14.7%			15.0%		15.2%
Never	81.5%	66.7%	80.0%	82.4%			81.3%		81.0%
Total (n)	108	6	30	68			107		105

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Mean	1.26	1.33	1.33	1.24			1.26		1.27
Standard deviation	0.66	0.52	0.84	0.60			0.66		0.67
Currently, where are you primarily working?									
Remotely	1.7%	0.0%	0.0%	1.3%			1.7%		1.8%
On-campus	94.0%	100.0%	96.9%	96.0%			94.0%		93.9%
About half remotely and half on-campus	4.3%	0.0%	3.1%	2.7%			4.3%		4.4%
Total (n)	117	6	32	75			116		114
Please indicate your agreement with the following statement:									
I would prefer to work remotely rather than on-campus									
Strongly Agree	12.8%	16.7%	6.3%	14.7%			12.9%		12.3%
Agree	23.9%	0.0%	25.0%	26.7%			24.1%		24.6%
Disagree	22.2%	16.7%	25.0%	21.3%			22.4%		22.8%
Strongly Disagree	26.5%	50.0%	34.4%	22.7%			25.9%		25.4%
Not applicable	14.5%	16.7%	9.4%	14.7%			14.7%		14.9%
Total (n)	117	6	32	75			116		114
Please indicate your agreement with each of the following statements:									
My job responsibilities changed due to the pandemic									
Strongly Agree	9.2%	40.0%	13.3%	5.7%			8.3%		8.5%
Agree	35.8%	40.0%	40.0%	32.9%			36.1%		35.8%
Disagree	43.1%	20.0%	43.3%	44.3%			43.5%		43.4%
Strongly Disagree	11.9%	0.0%	3.3%	17.1%			12.0%		12.3%
Total (n)	109	5	30	70			108		106
Mean	2.42	3.20	2.63	2.27			2.41		2.41
Standard deviation	0.82	0.84	0.76	0.82			0.81		0.81
Campus leadership communicated effectively regarding the pandemic									
Strongly Agree	21.3%	60.0%	17.2%	20.0%			21.5%		21.9%
Agree	63.0%	40.0%	69.0%	61.4%			62.6%		61.9%
Disagree	13.9%	0.0%	13.8%	15.7%			14.0%		14.3%
Strongly Disagree	1.9%	0.0%	0.0%	2.9%			1.9%		1.9%
Total (n)	108	5	29	70			107		105
Mean	3.04	3.60	3.03	2.99			3.04		3.04
Standard deviation	0.65	0.55	0.57	0.69			0.66		0.66
The decisions leaders made with respect to in-person operations on campus were appropriate									
Strongly Agree	21.5%	60.0%	14.3%	21.4%			20.8%		21.2%
Agree	58.9%	20.0%	60.7%	60.0%			59.4%		58.7%
Disagree	15.0%	20.0%	21.4%	12.9%			15.1%		15.4%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Strongly Disagree	4.7%	0.0%	3.6%	5.7%			4.7%		4.8%
Total (n)	107	5	28	70			106		104
Mean	2.97	3.40	2.86	2.97			2.96		2.96
Standard deviation	0.75	0.89	0.71	0.76			0.74		0.75
My institution's pandemic response considered the health and safety of staff									
Strongly Agree	26.9%	60.0%	27.6%	24.3%			26.2%		26.7%
Agree	60.2%	40.0%	65.5%	58.6%			60.7%		60.0%
Disagree	11.1%	0.0%	6.9%	14.3%			11.2%		11.4%
Strongly Disagree	1.9%	0.0%	0.0%	2.9%			1.9%		1.9%
Total (n)	108	5	29	70			107		105
Mean	3.12	3.60	3.21	3.04			3.11		3.11
Standard deviation	0.67	0.55	0.56	0.71			0.66		0.67
I feel safer when others wear masks while sharing an indoor space with me									
Strongly Agree	3.7%	20.0%	3.6%	2.8%			3.7%		3.8%
Agree	19.4%	20.0%	21.4%	19.7%			19.6%		20.0%
Disagree	47.2%	20.0%	46.4%	46.5%			47.7%		48.6%
Strongly Disagree	29.6%	40.0%	28.6%	31.0%			29.0%		27.6%
Total (n)	108	5	28	71			107		105
Mean	1.97	2.20	2.00	1.94			1.98		2.00
Standard deviation	0.80	1.30	0.82	0.79			0.80		0.80
COVID-19 testing is accessible to staff on campus									
Strongly Agree	13.2%	40.0%	18.5%	10.0%			13.3%		12.6%
Agree	48.1%	40.0%	48.1%	47.1%			48.6%		48.5%
Disagree	29.2%	0.0%	25.9%	32.9%			28.6%		29.1%
Strongly Disagree	9.4%	20.0%	7.4%	10.0%			9.5%		9.7%
Total (n)	106	5	27	70			105		103
Mean	2.65	3.00	2.78	2.57			2.66		2.64
Standard deviation	0.83	1.22	0.85	0.81			0.83		0.83
Rate the extent to which each of the following continues to be a source of stress due to the COVID-19 pandemic:									
Physical health									
7 Extensive	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
6	4.4%	0.0%	0.0%	5.5%			4.4%		4.5%
5	7.0%	0.0%	6.5%	8.2%			7.1%		7.2%
4 Somewhat	17.5%	16.7%	19.4%	15.1%			17.7%		18.0%
3	7.9%	0.0%	3.2%	11.0%			8.0%		8.1%
2	12.3%	33.3%	19.4%	6.8%			12.4%		12.6%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
1 Not at all	50.9%	50.0%	51.6%	53.4%			50.4%		49.5%
Total (n)	114	6	31	73			113		111
Mean	2.31	1.83	2.10	2.34			2.32		2.34
Standard deviation	1.60	1.17	1.40	1.67			1.60		1.60
Mental health									
7 Extensive	2.6%	0.0%	0.0%	4.1%			2.7%		2.7%
6	3.5%	0.0%	3.2%	4.1%			3.5%		3.6%
5	11.4%	16.7%	9.7%	12.3%			11.5%		10.8%
4 Somewhat	19.3%	0.0%	19.4%	19.2%			19.5%		19.8%
3	9.6%	0.0%	12.9%	9.6%			9.7%		9.9%
2	8.8%	16.7%	12.9%	5.5%			8.8%		9.0%
1 Not at all	44.7%	66.7%	41.9%	45.2%			44.2%		44.1%
Total (n)	114	6	31	73			113		111
Mean	2.65	1.83	2.52	2.77			2.66		2.66
Standard deviation	1.78	1.60	1.59	1.89			1.78		1.78
Health of loved ones									
7 Extensive	1.8%	16.7%	0.0%	1.4%			1.8%		1.8%
6	9.6%	0.0%	6.5%	11.0%			9.7%		9.9%
5	16.7%	0.0%	12.9%	19.2%			16.8%		16.2%
4 Somewhat	18.4%	0.0%	19.4%	19.2%			18.6%		18.9%
3	7.9%	0.0%	12.9%	5.5%			8.0%		8.1%
2	10.5%	33.3%	12.9%	8.2%			10.6%		10.8%
1 Not at all	35.1%	50.0%	35.5%	35.6%			34.5%		34.2%
Total (n)	114	6	31	73			113		111
Mean	3.07	2.33	2.81	3.16			3.09		3.09
Standard deviation	1.88	2.34	1.70	1.92			1.88		1.88
The extent to which others wear masks while out in public									
7 Extensive	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
6	5.3%	0.0%	3.2%	6.8%			5.3%		5.4%
5	2.6%	0.0%	3.2%	2.7%			2.7%		2.7%
4 Somewhat	10.5%	16.7%	9.7%	9.6%			10.6%		10.8%
3	8.8%	0.0%	9.7%	9.6%			8.8%		9.0%
2	14.0%	16.7%	16.1%	11.0%			14.2%		14.4%
1 Not at all	58.8%	66.7%	58.1%	60.3%			58.4%		57.7%
Total (n)	114	6	31	73			113		111
Mean	2.00	1.67	1.94	2.04			2.01		2.03
Standard deviation	1.48	1.21	1.39	1.57			1.49		1.49

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Personal finances									
7 Extensive	7.0%	33.3%	6.5%	5.5%			7.1%		7.2%
6	5.3%	0.0%	6.5%	5.5%			5.3%		5.4%
5	11.4%	0.0%	9.7%	13.7%			11.5%		11.7%
4 Somewhat	21.9%	0.0%	25.8%	20.5%			22.1%		22.5%
3	9.6%	0.0%	3.2%	12.3%			9.7%		9.9%
2	7.9%	0.0%	16.1%	4.1%			8.0%		7.2%
1 Not at all	36.8%	66.7%	32.3%	38.4%			36.3%		36.0%
Total (n)	114	6	31	73			113		111
Mean	3.07	3.00	3.10	3.05			3.09		3.12
Standard deviation	1.96	3.10	1.96	1.94			1.96		1.97
At this institution, how often have you been discriminated against or excluded from activities because of your:									
Ability/disability status									
Very Often	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Often	1.7%	0.0%	0.0%	2.7%			1.7%		1.8%
Sometimes	2.6%	0.0%	3.1%	2.7%			2.6%		2.7%
Seldom	1.7%	16.7%	3.1%	0.0%			1.7%		1.8%
Never	94.0%	83.3%	93.8%	94.6%			93.9%		93.8%
Total (n)	116	6	32	74			115		113
Mean	1.12	1.17	1.09	1.14			1.12		1.12
Standard deviation	0.51	0.41	0.39	0.58			0.52		0.52
Age									
Very Often	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Often	2.6%	0.0%	3.3%	2.7%			2.7%		2.7%
Sometimes	9.6%	0.0%	6.7%	12.2%			9.7%		9.9%
Seldom	10.5%	16.7%	23.3%	5.4%			10.6%		10.8%
Never	77.2%	83.3%	66.7%	79.7%			77.0%		76.6%
Total (n)	114	6	30	74			113		111
Mean	1.38	1.17	1.47	1.38			1.38		1.39
Standard deviation	0.77	0.41	0.78	0.81			0.77		0.78
Citizenship status									
Very Often	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Often	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Sometimes	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Seldom	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Never	100.0%	100.0%	100.0%	100.0%			100.0%		100.0%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Total (n)	115	6	31	74			114		112
Mean	1.00	1.00	1.00	1.00			1.00		1.00
Standard deviation	0.00	0.00	0.00	0.00			0.00		0.00
Gender/Gender identity									
Very Often	1.7%	0.0%	3.2%	1.4%			1.8%		1.8%
Often	0.9%	0.0%	3.2%	0.0%			0.9%		0.9%
Sometimes	3.5%	0.0%	0.0%	5.4%			3.5%		3.6%
Seldom	3.5%	0.0%	12.9%	0.0%			3.5%		3.6%
Never	90.4%	100.0%	80.6%	93.2%			90.4%		90.2%
Total (n)	115	6	31	74			114		112
Mean	1.20	1.00	1.35	1.16			1.20		1.21
Standard deviation	0.70	0.00	0.91	0.64			0.71		0.71
Job classification (e.g., Title, Position)									
Very Often	1.7%	0.0%	0.0%	2.7%			1.8%		1.8%
Often	6.1%	0.0%	3.2%	8.1%			6.1%		6.3%
Sometimes	15.7%	0.0%	19.4%	16.2%			15.8%		16.1%
Seldom	13.9%	16.7%	9.7%	16.2%			13.2%		13.4%
Never	62.6%	83.3%	67.7%	56.8%			63.2%		62.5%
Total (n)	115	6	31	74			114		112
Mean	1.70	1.17	1.58	1.84			1.70		1.71
Standard deviation	1.05	0.41	0.92	1.14			1.06		1.06
Level of education									
Very Often	0.9%	0.0%	3.2%	0.0%			0.9%		0.9%
Often	2.6%	0.0%	3.2%	2.7%			2.6%		2.7%
Sometimes	6.1%	0.0%	6.5%	6.8%			6.1%		6.3%
Seldom	12.2%	16.7%	12.9%	12.2%			12.3%		12.5%
Never	78.3%	83.3%	74.2%	78.4%			78.1%		77.7%
Total (n)	115	6	31	74			114		112
Mean	1.36	1.17	1.48	1.34			1.36		1.37
Standard deviation	0.79	0.41	1.00	0.73			0.79		0.79
Political beliefs									
Very Often	0.9%	0.0%	3.2%	0.0%			0.9%		0.9%
Often	0.9%	0.0%	3.2%	0.0%			0.9%		0.9%
Sometimes	8.8%	0.0%	0.0%	13.7%			8.8%		9.0%
Seldom	8.8%	16.7%	12.9%	6.8%			8.8%		9.0%
Never	80.7%	83.3%	80.6%	79.5%			80.5%		80.2%
Total (n)	114	6	31	73			113		111

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Mean	1.32	1.17	1.35	1.34			1.33		1.33
Standard deviation	0.75	0.41	0.91	0.71			0.75		0.75
Race/ethnicity									
Very Often	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Often	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Sometimes	1.8%	0.0%	3.3%	1.4%			1.8%		1.8%
Seldom	2.6%	0.0%	3.3%	2.7%			2.7%		2.7%
Never	95.6%	100.0%	93.3%	95.9%			95.6%		95.5%
Total (n)	114	6	30	74			113		111
Mean	1.06	1.00	1.10	1.05			1.06		1.06
Standard deviation	0.31	0.00	0.40	0.28			0.31		0.31
Religious/spiritual beliefs									
Very Often	0.9%	0.0%	0.0%	1.4%			0.9%		0.9%
Often	0.9%	0.0%	3.2%	0.0%			0.9%		0.9%
Sometimes	7.0%	0.0%	3.2%	9.5%			7.0%		7.1%
Seldom	3.5%	0.0%	6.5%	2.7%			3.5%		3.6%
Never	87.8%	100.0%	87.1%	86.5%			87.7%		87.5%
Total (n)	115	6	31	74			114		112
Mean	1.23	1.00	1.23	1.27			1.24		1.24
Standard deviation	0.69	0.00	0.67	0.75			0.70		0.70
Sexual orientation									
Very Often	0.9%	0.0%	3.2%	0.0%			0.9%		0.9%
Often	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Sometimes	2.6%	0.0%	3.2%	2.7%			2.6%		2.7%
Seldom	4.3%	0.0%	6.5%	4.1%			4.4%		4.5%
Never	92.2%	100.0%	87.1%	93.2%			92.1%		92.0%
Total (n)	115	6	31	74			114		112
Mean	1.13	1.00	1.26	1.09			1.13		1.13
Standard deviation	0.52	0.00	0.82	0.38			0.52		0.53
Socioeconomic status									
Very Often	0.9%	0.0%	3.2%	0.0%			0.9%		0.9%
Often	1.7%	0.0%	3.2%	1.4%			1.8%		1.8%
Sometimes	7.0%	0.0%	3.2%	9.5%			7.0%		7.1%
Seldom	3.5%	0.0%	6.5%	2.7%			3.5%		3.6%
Never	87.0%	100.0%	83.9%	86.5%			86.8%		86.6%
Total (n)	115	6	31	74			114		112
Mean	1.26	1.00	1.35	1.26			1.26		1.27

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Standard deviation	0.74	0.00	0.95	0.68			0.74		0.75
Parent/guardian status									
Very Often	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Often	0.9%	0.0%	3.3%	0.0%			0.9%		0.9%
Sometimes	1.8%	0.0%	0.0%	2.7%			1.8%		1.8%
Seldom	1.8%	0.0%	0.0%	2.7%			1.8%		1.8%
Never	95.6%	100.0%	96.7%	94.5%			95.6%		95.5%
Total (n)	113	6	30	73			113		111
Mean	1.08	1.00	1.10	1.08			1.08		1.08
Standard deviation	0.40	0.00	0.55	0.36			0.40		0.41
Please rate your satisfaction with:									
Quality of health benefits									
Very Satisfied	16.7%	50.0%	16.1%	15.1%			15.9%		16.2%
Satisfied	55.3%	33.3%	54.8%	54.8%			55.8%		55.0%
Neutral	18.4%	16.7%	19.4%	19.2%			18.6%		18.9%
Dissatisfied	7.0%	0.0%	6.5%	8.2%			7.1%		7.2%
Very Dissatisfied	2.6%	0.0%	3.2%	2.7%			2.7%		2.7%
Total (n)	114	6	31	73			113		111
Mean	3.76	4.33	3.74	3.71			3.75		3.75
Standard deviation	0.91	0.82	0.93	0.92			0.90		0.91
Cost of health benefits									
Very Satisfied	18.4%	66.7%	22.6%	13.7%			17.7%		18.0%
Satisfied	47.4%	16.7%	41.9%	49.3%			47.8%		46.8%
Neutral	20.2%	0.0%	25.8%	20.5%			20.4%		20.7%
Dissatisfied	7.9%	16.7%	6.5%	8.2%			8.0%		8.1%
Very Dissatisfied	6.1%	0.0%	3.2%	8.2%			6.2%		6.3%
Total (n)	114	6	31	73			113		111
Mean	3.64	4.33	3.74	3.52			3.63		3.62
Standard deviation	1.07	1.21	1.00	1.09			1.06		1.07
Retirement benefits									
Very Satisfied	18.8%	33.3%	25.0%	15.7%			18.0%		18.2%
Satisfied	45.5%	33.3%	34.4%	50.0%			45.9%		45.5%
Neutral	25.9%	16.7%	31.3%	24.3%			26.1%		26.4%
Dissatisfied	6.3%	16.7%	9.4%	4.3%			6.3%		6.4%
Very Dissatisfied	3.6%	0.0%	0.0%	5.7%			3.6%		3.6%
Total (n)	112	6	32	70			111		110
Mean	3.70	3.83	3.75	3.66			3.68		3.68

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Standard deviation	0.97	1.17	0.95	0.99			0.96		0.97
Salary									
Very Satisfied	6.0%	16.7%	6.3%	5.4%			5.2%		5.3%
Satisfied	23.3%	33.3%	25.0%	18.9%			23.5%		22.1%
Neutral	24.1%	16.7%	37.5%	18.9%			24.3%		24.8%
Dissatisfied	23.3%	0.0%	18.8%	28.4%			23.5%		23.9%
Very Dissatisfied	23.3%	33.3%	12.5%	28.4%			23.5%		23.9%
Total (n)	116	6	32	74			115		113
Mean	2.66	3.00	2.94	2.45			2.63		2.61
Standard deviation	1.24	1.67	1.11	1.24			1.22		1.22
Extended leave policies (e.g., paternity/maternity leave, caring for a family member, medical leave)									
Very Satisfied	18.0%	40.0%	21.9%	15.7%			17.3%		17.6%
Satisfied	43.2%	40.0%	40.6%	41.4%			43.6%		42.6%
Neutral	32.4%	20.0%	37.5%	32.9%			32.7%		33.3%
Dissatisfied	4.5%	0.0%	0.0%	7.1%			4.5%		4.6%
Very Dissatisfied	1.8%	0.0%	0.0%	2.9%			1.8%		1.9%
Total (n)	111	5	32	70			110		108
Mean	3.71	4.20	3.84	3.60			3.70		3.69
Standard deviation	0.88	0.84	0.77	0.94			0.87		0.88
Amount of paid time off: Vacation time									
Very Satisfied	18.3%	33.3%	21.9%	16.4%			17.5%		17.0%
Satisfied	52.2%	33.3%	53.1%	50.7%			52.6%		53.6%
Neutral	16.5%	16.7%	21.9%	15.1%			16.7%		17.0%
Dissatisfied	11.3%	16.7%	3.1%	15.1%			11.4%		10.7%
Very Dissatisfied	1.7%	0.0%	0.0%	2.7%			1.8%		1.8%
Total (n)	115	6	32	73			114		112
Mean	3.74	3.83	3.94	3.63			3.73		3.73
Standard deviation	0.95	1.17	0.76	1.02			0.94		0.93
Amount of paid time off: Sick leave									
Very Satisfied	21.7%	50.0%	25.0%	19.2%			21.1%		20.5%
Satisfied	53.9%	33.3%	53.1%	53.4%			54.4%		55.4%
Neutral	14.8%	0.0%	18.8%	15.1%			14.9%		15.2%
Dissatisfied	8.7%	16.7%	3.1%	11.0%			8.8%		8.0%
Very Dissatisfied	0.9%	0.0%	0.0%	1.4%			0.9%		0.9%
Total (n)	115	6	32	73			114		112
Mean	3.87	4.17	4.00	3.78			3.86		3.87

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Standard deviation	0.88	1.17	0.76	0.93			0.88		0.86
How satisfied are you with the following aspects of your job?									
Autonomy and independence									
Very Satisfied	32.2%	66.7%	34.4%	28.8%			31.6%		32.1%
Satisfied	57.4%	33.3%	56.3%	58.9%			57.9%		57.1%
Neutral	6.1%	0.0%	6.3%	6.8%			6.1%		6.3%
Dissatisfied	1.7%	0.0%	3.1%	1.4%			1.8%		1.8%
Very Dissatisfied	2.6%	0.0%	0.0%	4.1%			2.6%		2.7%
Total (n)	115	6	32	73			114		112
Mean	4.15	4.67	4.22	4.07			4.14		4.14
Standard deviation	0.82	0.52	0.71	0.89			0.82		0.83
Collegiality among staff									
Very Satisfied	22.8%	66.7%	6.5%	27.4%			23.0%		23.4%
Satisfied	50.9%	33.3%	61.3%	45.2%			50.4%		49.5%
Neutral	19.3%	0.0%	29.0%	17.8%			19.5%		19.8%
Dissatisfied	4.4%	0.0%	3.2%	5.5%			4.4%		4.5%
Very Dissatisfied	2.6%	0.0%	0.0%	4.1%			2.7%		2.7%
Total (n)	114	6	31	73			113		111
Mean	3.87	4.67	3.71	3.86			3.87		3.86
Standard deviation	0.91	0.52	0.64	1.02			0.91		0.92
Competence of coworkers									
Very Satisfied	21.9%	16.7%	16.1%	26.0%			22.1%		22.5%
Satisfied	51.8%	83.3%	48.4%	47.9%			51.3%		50.5%
Neutral	13.2%	0.0%	19.4%	12.3%			13.3%		13.5%
Dissatisfied	11.4%	0.0%	12.9%	12.3%			11.5%		11.7%
Very Dissatisfied	1.8%	0.0%	3.2%	1.4%			1.8%		1.8%
Total (n)	114	6	31	73			113		111
Mean	3.81	4.17	3.61	3.85			3.81		3.80
Standard deviation	0.97	0.41	1.02	1.00			0.97		0.98
Departmental support for work-life balance									
Very Satisfied	25.4%	33.3%	12.5%	31.5%			25.7%		26.1%
Satisfied	48.2%	33.3%	43.8%	49.3%			47.8%		46.8%
Neutral	20.2%	33.3%	34.4%	13.7%			20.4%		20.7%
Dissatisfied	6.1%	0.0%	9.4%	5.5%			6.2%		6.3%
Very Dissatisfied	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Total (n)	114	6	32	73			113		111
Mean	3.93	4.00	3.59	4.07			3.93		3.93

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Standard deviation	0.84	0.89	0.84	0.82			0.84		0.85
Flexibility in relation to family matters or emergencies									
Very Satisfied	42.1%	66.7%	31.3%	45.8%			42.5%		43.2%
Satisfied	50.9%	16.7%	65.6%	45.8%			50.4%		49.5%
Neutral	6.1%	16.7%	3.1%	6.9%			6.2%		6.3%
Dissatisfied	0.9%	0.0%	0.0%	1.4%			0.9%		0.9%
Very Dissatisfied	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Total (n)	114	6	32	72			113		111
Mean	4.34	4.50	4.28	4.36			4.35		4.35
Standard deviation	0.64	0.84	0.52	0.68			0.64		0.64
Institutional support for work-life balance									
Very Satisfied	22.1%	16.7%	9.4%	29.2%			22.3%		22.7%
Satisfied	38.1%	50.0%	28.1%	38.9%			37.5%		36.4%
Neutral	23.0%	33.3%	37.5%	16.7%			23.2%		23.6%
Dissatisfied	13.3%	0.0%	21.9%	11.1%			13.4%		13.6%
Very Dissatisfied	3.5%	0.0%	3.1%	4.2%			3.6%		3.6%
Total (n)	113	6	32	72			112		110
Mean	3.62	3.83	3.19	3.78			3.62		3.61
Standard deviation	1.08	0.75	1.00	1.12			1.08		1.09
Job security									
Very Satisfied	20.2%	50.0%	12.5%	22.2%			19.5%		19.8%
Satisfied	52.6%	33.3%	68.8%	47.2%			53.1%		52.3%
Neutral	19.3%	16.7%	9.4%	22.2%			19.5%		19.8%
Dissatisfied	7.0%	0.0%	9.4%	6.9%			7.1%		7.2%
Very Dissatisfied	0.9%	0.0%	0.0%	1.4%			0.9%		0.9%
Total (n)	114	6	32	72			113		111
Mean	3.84	4.33	3.84	3.82			3.83		3.83
Standard deviation	0.86	0.82	0.77	0.91			0.85		0.86
Overall job satisfaction									
Very Satisfied	17.5%	33.3%	9.4%	19.4%			17.7%		18.0%
Satisfied	55.3%	33.3%	65.6%	51.4%			54.9%		54.1%
Neutral	14.0%	16.7%	21.9%	11.1%			14.2%		14.4%
Dissatisfied	7.9%	0.0%	0.0%	12.5%			8.0%		8.1%
Very Dissatisfied	5.3%	16.7%	3.1%	5.6%			5.3%		5.4%
Total (n)	114	6	32	72			113		111
Mean	3.72	3.67	3.78	3.67			3.72		3.71
Standard deviation	1.02	1.51	0.75	1.10			1.02		1.03

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Professional relationships with coworkers									
Very Satisfied	23.5%	50.0%	12.5%	27.4%			23.7%		24.1%
Satisfied	57.4%	33.3%	71.9%	50.7%			57.9%		57.1%
Neutral	11.3%	0.0%	15.6%	11.0%			10.5%		10.7%
Dissatisfied	3.5%	0.0%	0.0%	5.5%			3.5%		3.6%
Very Dissatisfied	4.3%	16.7%	0.0%	5.5%			4.4%		4.5%
Total (n)	115	6	32	73			114		112
Mean	3.92	4.00	3.97	3.89			3.93		3.93
Standard deviation	0.94	1.55	0.54	1.05			0.94		0.95
Prospects for career advancement									
Very Satisfied	6.6%	33.3%	6.5%	4.5%			6.7%		6.7%
Satisfied	26.4%	0.0%	38.7%	19.7%			26.7%		26.9%
Neutral	38.7%	16.7%	35.5%	43.9%			38.1%		37.5%
Dissatisfied	17.0%	0.0%	9.7%	22.7%			17.1%		17.3%
Very Dissatisfied	11.3%	50.0%	9.7%	9.1%			11.4%		11.5%
Total (n)	106	6	31	66			105		104
Mean	3.00	2.67	3.23	2.88			3.00		3.00
Standard deviation	1.08	1.97	1.06	0.98			1.08		1.09
Quality of students									
Very Satisfied	32.1%	100.0%	29.0%	28.6%			31.5%		32.1%
Satisfied	50.5%	0.0%	54.8%	51.4%			50.9%		50.0%
Neutral	14.7%	0.0%	12.9%	17.1%			14.8%		15.1%
Dissatisfied	0.9%	0.0%	0.0%	1.4%			0.9%		0.9%
Very Dissatisfied	1.8%	0.0%	3.2%	1.4%			1.9%		1.9%
Total (n)	109	6	31	70			108		106
Mean	4.10	5.00	4.06	4.04			4.09		4.09
Standard deviation	0.82	0.00	0.85	0.81			0.82		0.82
Relationship with my supervisor									
Very Satisfied	35.3%	50.0%	28.1%	36.5%			34.8%		35.4%
Satisfied	40.5%	33.3%	43.8%	39.2%			40.9%		39.8%
Neutral	14.7%	0.0%	18.8%	14.9%			14.8%		15.0%
Dissatisfied	5.2%	0.0%	6.3%	5.4%			5.2%		5.3%
Very Dissatisfied	4.3%	16.7%	3.1%	4.1%			4.3%		4.4%
Total (n)	116	6	32	74			115		113
Mean	3.97	4.00	3.88	3.99			3.97		3.96
Standard deviation	1.05	1.55	1.01	1.05			1.05		1.06
Relative equity of salary and job benefits									
Very Satisfied	7.8%	33.3%	6.3%	6.8%			7.0%		7.1%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Satisfied	38.8%	16.7%	34.4%	40.5%			39.1%		38.1%
Neutral	18.1%	16.7%	28.1%	13.5%			18.3%		18.6%
Dissatisfied	24.1%	16.7%	28.1%	24.3%			24.3%		24.8%
Very Dissatisfied	11.2%	16.7%	3.1%	14.9%			11.3%		11.5%
Total (n)	116	6	32	74			115		113
Mean	3.08	3.33	3.13	3.00			3.06		3.04
Standard deviation	1.18	1.63	1.01	1.24			1.17		1.18
Support for career advancement									
Very Satisfied	11.3%	33.3%	12.9%	9.0%			11.3%		11.4%
Satisfied	30.2%	0.0%	41.9%	26.9%			30.2%		30.5%
Neutral	34.9%	16.7%	35.5%	35.8%			34.9%		34.3%
Dissatisfied	17.0%	16.7%	6.5%	22.4%			17.0%		17.1%
Very Dissatisfied	6.6%	33.3%	3.2%	6.0%			6.6%		6.7%
Total (n)	106	6	31	67			106		105
Mean	3.23	2.83	3.55	3.10			3.23		3.23
Standard deviation	1.07	1.83	0.93	1.05			1.07		1.08
Workspace									
Very Satisfied	25.4%	50.0%	32.3%	21.9%			25.7%		25.2%
Satisfied	48.2%	33.3%	48.4%	47.9%			47.8%		47.7%
Neutral	15.8%	16.7%	12.9%	16.4%			15.9%		16.2%
Dissatisfied	10.5%	0.0%	6.5%	13.7%			10.6%		10.8%
Very Dissatisfied	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Total (n)	114	6	31	73			113		111
Mean	3.89	4.33	4.06	3.78			3.88		3.87
Standard deviation	0.91	0.82	0.85	0.95			0.91		0.92
Ongoing professional development									
Very Satisfied	15.5%	16.7%	18.8%	14.7%			15.6%		15.7%
Satisfied	37.3%	50.0%	37.5%	33.8%			37.6%		38.0%
Neutral	33.6%	33.3%	34.4%	33.8%			33.0%		32.4%
Dissatisfied	10.0%	0.0%	9.4%	11.8%			10.1%		10.2%
Very Dissatisfied	3.6%	0.0%	0.0%	5.9%			3.7%		3.7%
Total (n)	110	6	32	68			109		108
Mean	3.51	3.83	3.66	3.40			3.51		3.52
Standard deviation	0.99	0.75	0.90	1.07			1.00		1.00
Rate the likelihood with which you would do each of the following:									
Recommend that a friend apply for a job in your current department									
Very Likely	28.7%	50.0%	28.1%	24.7%			28.9%		27.7%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Likely	43.5%	0.0%	46.9%	46.6%			43.0%		43.8%
Unlikely	14.8%	0.0%	15.6%	16.4%			14.9%		15.2%
Very Unlikely	13.0%	50.0%	9.4%	12.3%			13.2%		13.4%
Total (n)	115	6	32	73			114		112
Mean	2.88	2.50	2.94	2.84			2.88		2.86
Standard deviation	0.97	1.64	0.91	0.94			0.98		0.98
Recommend that a friend apply for a job at this institution									
Very Likely	29.8%	80.0%	28.1%	26.0%			30.1%		29.7%
Likely	47.4%	20.0%	50.0%	47.9%			46.9%		46.8%
Unlikely	14.9%	0.0%	12.5%	17.8%			15.0%		15.3%
Very Unlikely	7.9%	0.0%	9.4%	8.2%			8.0%		8.1%
Total (n)	114	5	32	73			113		111
Mean	2.99	3.80	2.97	2.92			2.99		2.98
Standard deviation	0.88	0.45	0.90	0.88			0.88		0.88
Apply or reapply for a position on campus									
Very Likely	25.2%	33.3%	28.1%	21.9%			25.4%		25.0%
Likely	38.3%	33.3%	37.5%	39.7%			37.7%		37.5%
Unlikely	27.0%	16.7%	28.1%	27.4%			27.2%		27.7%
Very Unlikely	9.6%	16.7%	6.3%	11.0%			9.6%		9.8%
Total (n)	115	6	32	73			114		112
Mean	2.79	2.83	2.88	2.73			2.79		2.78
Standard deviation	0.93	1.17	0.91	0.93			0.94		0.94
To what extent are each of the following currently a priority at this institution?									
Increase or maintain institutional prestige									
Highest Priority	16.0%	16.7%	9.4%	19.7%			15.2%		15.4%
High Priority	45.3%	16.7%	43.8%	48.5%			45.7%		45.2%
Medium Priority	25.5%	66.7%	28.1%	19.7%			25.7%		26.0%
Low Priority	9.4%	0.0%	9.4%	10.6%			9.5%		9.6%
Not a Priority	3.8%	0.0%	9.4%	1.5%			3.8%		3.8%
Total (n)	106	6	32	66			105		104
Mean	3.60	3.50	3.34	3.74			3.59		3.59
Standard deviation	0.99	0.84	1.10	0.95			0.99		0.99
Create and sustain partnerships with surrounding communities									
Highest Priority	6.5%	16.7%	6.3%	6.0%			6.5%		6.6%
High Priority	34.3%	66.7%	21.9%	35.8%			33.6%		33.0%
Medium Priority	33.3%	16.7%	40.6%	32.8%			33.6%		34.0%
Low Priority	20.4%	0.0%	25.0%	19.4%			20.6%		20.8%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Not a Priority	5.6%	0.0%	6.3%	6.0%			5.6%		5.7%
Total (n)	108	6	32	67			107		106
Mean	3.16	4.00	2.97	3.16			3.15		3.14
Standard deviation	1.01	0.63	1.00	1.01			1.01		1.01
Investment in the professional development of staff									
Highest Priority	2.8%	0.0%	3.1%	2.9%			2.8%		2.8%
High Priority	15.6%	33.3%	12.5%	14.7%			15.7%		15.0%
Medium Priority	27.5%	16.7%	25.0%	29.4%			27.8%		28.0%
Low Priority	38.5%	33.3%	46.9%	35.3%			38.0%		38.3%
Not a Priority	15.6%	16.7%	12.5%	17.6%			15.7%		15.9%
Total (n)	109	6	32	68			108		107
Mean	2.51	2.67	2.47	2.50			2.52		2.50
Standard deviation	1.02	1.21	0.98	1.04			1.03		1.02
Improve or maintain the physical appearance of campus (e.g., landscaping, cleanliness)									
Highest Priority	5.5%	16.7%	3.2%	4.3%			5.5%		5.6%
High Priority	37.3%	33.3%	35.5%	38.6%			37.6%		37.0%
Medium Priority	40.0%	50.0%	35.5%	41.4%			39.4%		39.8%
Low Priority	14.5%	0.0%	22.6%	12.9%			14.7%		14.8%
Not a Priority	2.7%	0.0%	3.2%	2.9%			2.8%		2.8%
Total (n)	110	6	31	70			109		108
Mean	3.28	3.67	3.13	3.29			3.28		3.28
Standard deviation	0.88	0.82	0.92	0.85			0.88		0.88
Build or modernize campus facilities (e.g., new buildings or remodeling)									
Highest Priority	10.1%	33.3%	6.5%	10.1%			10.2%		10.3%
High Priority	42.2%	33.3%	51.6%	40.6%			42.6%		42.1%
Medium Priority	31.2%	16.7%	25.8%	31.9%			30.6%		30.8%
Low Priority	11.0%	0.0%	6.5%	14.5%			11.1%		11.2%
Not a Priority	5.5%	16.7%	9.7%	2.9%			5.6%		5.6%
Total (n)	109	6	31	69			108		107
Mean	3.40	3.67	3.39	3.41			3.41		3.40
Standard deviation	1.00	1.51	1.05	0.96			1.01		1.01
Indicate the extent to which you agree or disagree with each of the following.									
My supervisor:									
Cares about my well-being									
Strongly Agree	44.0%	66.7%	35.5%	44.0%			43.5%		42.5%
Agree	50.9%	16.7%	58.1%	52.0%			51.3%		52.2%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Disagree	1.7%	0.0%	3.2%	1.3%			1.7%		1.8%
Strongly Disagree	3.4%	16.7%	3.2%	2.7%			3.5%		3.5%
Total (n)	116	6	31	75			115		113
Mean	3.35	3.33	3.26	3.37			3.35		3.34
Standard deviation	0.69	1.21	0.68	0.65			0.69		0.69
Supports my professional development									
Strongly Agree	37.9%	50.0%	32.3%	38.7%			38.3%		37.2%
Agree	51.7%	16.7%	61.3%	50.7%			51.3%		52.2%
Disagree	7.8%	16.7%	3.2%	9.3%			7.8%		8.0%
Strongly Disagree	2.6%	16.7%	3.2%	1.3%			2.6%		2.7%
Total (n)	116	6	31	75			115		113
Mean	3.25	3.00	3.23	3.27			3.25		3.24
Standard deviation	0.71	1.26	0.67	0.68			0.71		0.71
Sets unrealistic expectations for my job									
Strongly Agree	4.3%	0.0%	3.2%	5.3%			4.3%		4.4%
Agree	15.5%	0.0%	22.6%	13.3%			15.7%		15.9%
Disagree	46.6%	66.7%	38.7%	50.7%			47.0%		47.8%
Strongly Disagree	33.6%	33.3%	35.5%	30.7%			33.0%		31.9%
Total (n)	116	6	31	75			115		113
Mean	1.91	1.67	1.94	1.93			1.91		1.93
Standard deviation	0.81	0.52	0.85	0.81			0.81		0.81
Demonstrates a commitment to diversity and inclusion									
Strongly Agree	33.9%	50.0%	19.4%	37.8%			34.2%		33.9%
Agree	56.5%	50.0%	74.2%	50.0%			56.1%		56.3%
Disagree	7.0%	0.0%	3.2%	9.5%			7.0%		7.1%
Strongly Disagree	2.6%	0.0%	3.2%	2.7%			2.6%		2.7%
Total (n)	115	6	31	74			114		112
Mean	3.22	3.50	3.10	3.23			3.22		3.21
Standard deviation	0.69	0.55	0.60	0.73			0.69		0.69
Provides me with feedback that assists me in performing my job responsibilities									
Strongly Agree	27.8%	50.0%	21.9%	27.4%			28.1%		28.6%
Agree	51.3%	0.0%	56.3%	53.4%			50.9%		50.0%
Disagree	18.3%	33.3%	21.9%	16.4%			18.4%		18.8%
Strongly Disagree	2.6%	16.7%	0.0%	2.7%			2.6%		2.7%
Total (n)	115	6	32	73			114		112
Mean	3.04	2.83	3.00	3.05			3.04		3.04
Standard deviation	0.75	1.33	0.67	0.74			0.76		0.76

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Advocates for me									
Strongly Agree	39.3%	66.7%	38.7%	36.6%			39.3%		39.1%
Agree	39.3%	0.0%	45.2%	39.4%			39.3%		39.1%
Disagree	16.1%	16.7%	9.7%	19.7%			16.1%		16.4%
Strongly Disagree	5.4%	16.7%	6.5%	4.2%			5.4%		5.5%
Total (n)	112	6	31	71			112		110
Mean	3.13	3.17	3.16	3.08			3.13		3.12
Standard deviation	0.87	1.33	0.86	0.86			0.87		0.88
Lacks the skills or knowledge to support me in my job									
Strongly Agree	5.3%	16.7%	3.2%	5.5%			5.3%		5.4%
Agree	14.9%	16.7%	12.9%	15.1%			15.0%		15.3%
Disagree	36.8%	50.0%	35.5%	37.0%			37.2%		36.9%
Strongly Disagree	43.0%	16.7%	48.4%	42.5%			42.5%		42.3%
Total (n)	114	6	31	73			113		111
Mean	1.82	2.33	1.71	1.84			1.83		1.84
Standard deviation	0.87	1.03	0.82	0.88			0.88		0.88
During the past year, have you participated in any of the following opportunities provided by this institution:									
Diversity-related trainings or workshops									
Yes	51.7%	83.3%	68.8%	43.2%			52.2%		53.1%
No	38.8%	16.7%	15.6%	51.4%			38.3%		37.2%
Not Eligible	2.6%	0.0%	6.3%	1.4%			2.6%		2.7%
Not Available	6.9%	0.0%	9.4%	4.1%			7.0%		7.1%
Total (n)	116	6	32	74			115		113
Optional technical skill development									
Yes	24.1%	33.3%	43.8%	16.2%			24.3%		24.8%
No	42.2%	33.3%	31.3%	47.3%			42.6%		42.5%
Not Eligible	4.3%	0.0%	3.1%	5.4%			4.3%		4.4%
Not Available	29.3%	33.3%	21.9%	31.1%			28.7%		28.3%
Total (n)	116	6	32	74			115		113
Leadership development									
Yes	21.6%	66.7%	31.3%	13.5%			21.7%		22.1%
No	40.5%	16.7%	34.4%	45.9%			40.0%		38.9%
Not Eligible	5.2%	0.0%	6.3%	5.4%			5.2%		5.3%
Not Available	32.8%	16.7%	28.1%	35.1%			33.0%		33.6%
Total (n)	116	6	32	74			115		113
Enhancement of interpersonal skills									
Yes	19.0%	33.3%	18.8%	17.6%			19.1%		19.5%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
No	41.4%	33.3%	37.5%	44.6%			40.9%		39.8%
Not Eligible	1.7%	0.0%	3.1%	1.4%			1.7%		1.8%
Not Available	37.9%	33.3%	40.6%	36.5%			38.3%		38.9%
Total (n)	116	6	32	74			115		113
Job benefits trainings									
Yes	22.6%	16.7%	25.8%	20.3%			22.8%		23.2%
No	50.4%	33.3%	41.9%	56.8%			50.0%		50.0%
Not Eligible	1.7%	0.0%	3.2%	1.4%			1.8%		1.8%
Not Available	25.2%	50.0%	29.0%	21.6%			25.4%		25.0%
Total (n)	115	6	31	74			114		112
Public safety/security training									
Yes	25.9%	83.3%	34.4%	14.9%			25.2%		24.8%
No	47.4%	16.7%	43.8%	54.1%			47.8%		48.7%
Not Eligible	2.6%	0.0%	3.1%	2.7%			2.6%		2.7%
Not Available	24.1%	0.0%	18.8%	28.4%			24.3%		23.9%
Total (n)	116	6	32	74			115		113
Health and wellness programs									
Yes	52.6%	66.7%	46.9%	52.7%			53.0%		52.2%
No	38.8%	16.7%	46.9%	39.2%			38.3%		38.9%
Not Eligible	0.9%	0.0%	3.1%	0.0%			0.9%		0.9%
Not Available	7.8%	16.7%	3.1%	8.1%			7.8%		8.0%
Total (n)	116	6	32	74			115		113
Mentorship									
Yes	13.8%	50.0%	9.4%	10.8%			13.9%		14.2%
No	39.7%	16.7%	40.6%	41.9%			39.1%		38.9%
Not Eligible	3.4%	0.0%	6.3%	2.7%			3.5%		2.7%
Not Available	43.1%	33.3%	43.8%	44.6%			43.5%		44.2%
Total (n)	116	6	32	74			115		113
Networking events									
Yes	31.9%	50.0%	37.5%	28.4%			32.2%		31.9%
No	42.2%	33.3%	40.6%	44.6%			41.7%		42.5%
Not Eligible	2.6%	0.0%	6.3%	1.4%			2.6%		2.7%
Not Available	23.3%	16.7%	15.6%	25.7%			23.5%		23.0%
Total (n)	116	6	32	74			115		113
Policy and procedure training									
Yes	38.1%	66.7%	48.4%	29.2%			37.5%		37.3%
No	33.6%	16.7%	25.8%	40.3%			33.9%		34.5%
Not Eligible	1.8%	0.0%	3.2%	1.4%			1.8%		1.8%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Not Available	26.5%	16.7%	22.6%	29.2%			26.8%		26.4%
Total (n)	113	6	31	72			112		110
Are you a member of a union?									
Yes	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
No	100.0%	100.0%	100.0%	100.0%			100.0%		100.0%
Total (n)	114	5	32	73			113		111
Please indicate the extent to which each of the following has been a source of stress for you during the past year:									
Managing household responsibilities									
Extensive	18.4%	16.7%	9.7%	23.3%			18.6%		18.9%
Somewhat	50.0%	16.7%	71.0%	46.6%			49.6%		50.5%
Not at All	31.6%	66.7%	19.4%	30.1%			31.9%		30.6%
Total (n)	114	6	31	73			113		111
Mean	1.87	1.50	1.90	1.93			1.87		1.88
Standard deviation	0.70	0.84	0.54	0.73			0.70		0.70
Review/promotion process									
Extensive	10.0%	16.7%	12.5%	8.8%			10.1%		10.3%
Somewhat	22.2%	16.7%	20.8%	24.6%			22.5%		21.8%
Not at All	67.8%	66.7%	66.7%	66.7%			67.4%		67.8%
Total (n)	90	6	24	57			89		87
Mean	1.42	1.50	1.46	1.42			1.43		1.43
Standard deviation	0.67	0.84	0.72	0.65			0.67		0.68
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)									
Extensive	3.6%	0.0%	3.3%	4.2%			3.6%		3.7%
Somewhat	13.5%	0.0%	23.3%	11.3%			13.6%		13.9%
Not at All	82.9%	100.0%	73.3%	84.5%			82.7%		82.4%
Total (n)	111	6	30	71			110		108
Mean	1.21	1.00	1.30	1.20			1.21		1.21
Standard deviation	0.49	0.00	0.53	0.50			0.49		0.49
Meetings									
Extensive	7.1%	0.0%	9.7%	7.0%			6.3%		6.4%
Somewhat	39.3%	66.7%	48.4%	33.8%			39.6%		39.4%
Not at All	53.6%	33.3%	41.9%	59.2%			54.1%		54.1%
Total (n)	112	6	31	71			111		109
Mean	1.54	1.67	1.68	1.48			1.52		1.52
Standard deviation	0.63	0.52	0.65	0.63			0.62		0.62
Institutional procedures and "red tape"									
Extensive	21.3%	0.0%	26.7%	21.7%			21.5%		21.0%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Somewhat	48.1%	66.7%	63.3%	42.0%			48.6%		48.6%
Not at All	30.6%	33.3%	10.0%	36.2%			29.9%		30.5%
Total (n)	108	6	30	69			107		105
Mean	1.91	1.67	2.17	1.86			1.92		1.90
Standard deviation	0.72	0.52	0.59	0.75			0.72		0.71
Lack of personal time									
Extensive	19.5%	16.7%	29.0%	16.7%			18.8%		19.1%
Somewhat	31.9%	16.7%	32.3%	31.9%			32.1%		32.7%
Not at All	48.7%	66.7%	38.7%	51.4%			49.1%		48.2%
Total (n)	113	6	31	72			112		110
Mean	1.71	1.50	1.90	1.65			1.70		1.71
Standard deviation	0.78	0.84	0.83	0.75			0.77		0.77
Self-imposed high expectations									
Extensive	25.4%	33.3%	35.5%	21.9%			25.7%		25.2%
Somewhat	46.5%	50.0%	41.9%	47.9%			46.0%		45.9%
Not at All	28.1%	16.7%	22.6%	30.1%			28.3%		28.8%
Total (n)	114	6	31	73			113		111
Mean	1.97	2.17	2.13	1.92			1.97		1.96
Standard deviation	0.73	0.75	0.76	0.72			0.74		0.74
Completing core job functions on time									
Extensive	6.1%	0.0%	6.5%	6.8%			6.1%		6.3%
Somewhat	36.5%	33.3%	51.6%	31.1%			36.0%		36.6%
Not at All	57.4%	66.7%	41.9%	62.2%			57.9%		57.1%
Total (n)	115	6	31	74			114		112
Mean	1.49	1.33	1.65	1.45			1.48		1.49
Standard deviation	0.61	0.52	0.61	0.62			0.61		0.62
Competing job priorities/deadlines									
Extensive	11.4%	16.7%	13.3%	10.8%			11.5%		11.7%
Somewhat	42.1%	0.0%	56.7%	41.9%			41.6%		41.4%
Not at All	46.5%	83.3%	30.0%	47.3%			46.9%		46.8%
Total (n)	114	6	30	74			113		111
Mean	1.65	1.33	1.83	1.64			1.65		1.65
Standard deviation	0.68	0.82	0.65	0.67			0.68		0.68
Increasing work responsibilities									
Extensive	21.7%	0.0%	22.6%	23.0%			21.9%		22.3%
Somewhat	33.9%	50.0%	45.2%	28.4%			33.3%		33.0%
Not at All	44.3%	50.0%	32.3%	48.6%			44.7%		44.6%
Total (n)	115	6	31	74			114		112

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Mean	1.77	1.50	1.90	1.74			1.77		1.78
Standard deviation	0.78	0.55	0.75	0.81			0.79		0.79
Budget cuts in my department/unit									
Extensive	13.6%	0.0%	10.7%	15.2%			13.7%		14.0%
Somewhat	33.0%	33.3%	42.9%	28.8%			32.4%		32.0%
Not at All	53.4%	66.7%	46.4%	56.1%			53.9%		54.0%
Total (n)	103	6	28	66			102		100
Mean	1.60	1.33	1.64	1.59			1.60		1.60
Standard deviation	0.72	0.52	0.68	0.74			0.72		0.72
Physical demands of the job									
Extensive	4.5%	0.0%	0.0%	5.6%			4.6%		4.7%
Somewhat	15.5%	0.0%	13.8%	16.9%			14.7%		14.0%
Not at All	80.0%	100.0%	86.2%	77.5%			80.7%		81.3%
Total (n)	110	6	29	71			109		107
Mean	1.25	1.00	1.14	1.28			1.24		1.23
Standard deviation	0.53	0.00	0.35	0.57			0.53		0.52
Relationship with supervisor									
Extensive	13.2%	16.7%	13.3%	13.5%			13.3%		13.5%
Somewhat	19.3%	16.7%	13.3%	23.0%			19.5%		18.9%
Not at All	67.5%	66.7%	73.3%	63.5%			67.3%		67.6%
Total (n)	114	6	30	74			113		111
Mean	1.46	1.50	1.40	1.50			1.46		1.46
Standard deviation	0.72	0.84	0.72	0.73			0.72		0.72
Relationship with co-workers									
Extensive	3.5%	0.0%	0.0%	5.4%			3.5%		3.6%
Somewhat	37.7%	40.0%	38.7%	39.2%			37.2%		36.0%
Not at All	58.8%	60.0%	61.3%	55.4%			59.3%		60.4%
Total (n)	114	5	31	74			113		111
Mean	1.45	1.40	1.39	1.50			1.44		1.43
Standard deviation	0.57	0.55	0.50	0.60			0.57		0.57
Students									
Extensive	2.7%	0.0%	3.2%	2.8%			2.7%		2.8%
Somewhat	18.9%	16.7%	19.4%	19.7%			19.1%		18.5%
Not at All	78.4%	83.3%	77.4%	77.5%			78.2%		78.7%
Total (n)	111	6	31	71			110		108
Mean	1.24	1.17	1.26	1.25			1.25		1.24
Standard deviation	0.49	0.41	0.51	0.50			0.49		0.49

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Parking									
Extensive	9.0%	0.0%	0.0%	12.7%			9.1%		9.3%
Somewhat	14.4%	0.0%	10.0%	15.5%			14.5%		13.9%
Not at All	76.6%	100.0%	90.0%	71.8%			76.4%		76.9%
Total (n)	111	6	30	71			110		108
Mean	1.32	1.00	1.10	1.41			1.33		1.32
Standard deviation	0.63	0.00	0.31	0.71			0.64		0.64
Commuting									
Extensive	2.8%	0.0%	0.0%	4.4%			2.9%		2.9%
Somewhat	15.1%	16.7%	14.3%	13.2%			15.2%		14.6%
Not at All	82.1%	83.3%	85.7%	82.4%			81.9%		82.5%
Total (n)	106	6	28	68			105		103
Mean	1.21	1.17	1.14	1.22			1.21		1.20
Standard deviation	0.47	0.41	0.36	0.51			0.47		0.47
Disconnect between my personal political beliefs and the dominant views on campus									
Extensive	8.2%	0.0%	10.3%	8.5%			8.3%		8.4%
Somewhat	15.5%	0.0%	6.9%	21.1%			15.6%		14.0%
Not at All	76.4%	100.0%	82.8%	70.4%			76.1%		77.6%
Total (n)	110	6	29	71			109		107
Mean	1.32	1.00	1.28	1.38			1.32		1.31
Standard deviation	0.62	0.00	0.65	0.64			0.62		0.62
Planning for retirement									
Extensive	11.3%	16.7%	9.7%	12.3%			11.4%		11.7%
Somewhat	35.8%	33.3%	45.2%	33.8%			36.2%		36.9%
Not at All	52.8%	50.0%	45.2%	53.8%			52.4%		51.5%
Total (n)	106	6	31	65			105		103
Mean	1.58	1.67	1.65	1.58			1.59		1.60
Standard deviation	0.69	0.82	0.66	0.70			0.69		0.69
How frequently does your job/position require you to interact with students?									
Very Often	48.7%	50.0%	48.4%	51.4%			48.2%		47.3%
Often	19.1%	0.0%	16.1%	21.6%			19.3%		19.6%
Sometimes	16.5%	33.3%	12.9%	17.6%			16.7%		17.0%
Seldom	13.0%	16.7%	22.6%	6.8%			13.2%		13.4%
Never	2.6%	0.0%	0.0%	2.7%			2.6%		2.7%
Total (n)	115	6	31	74			114		112
Mean	3.98	3.83	3.90	4.12			3.97		3.96
Standard deviation	1.19	1.33	1.25	1.10			1.19		1.20

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
How frequently do you voluntarily interact with students?									
Very Often	40.9%	50.0%	45.2%	39.2%			40.4%		40.2%
Often	26.1%	0.0%	29.0%	28.4%			26.3%		25.9%
Sometimes	23.5%	33.3%	19.4%	21.6%			23.7%		24.1%
Seldom	7.8%	16.7%	6.5%	8.1%			7.9%		8.0%
Never	1.7%	0.0%	0.0%	2.7%			1.8%		1.8%
Total (n)	115	6	31	74			114		112
Mean	3.97	3.83	4.13	3.93			3.96		3.95
Standard deviation	1.06	1.33	0.96	1.09			1.06		1.06
Within the next year, how likely are you to leave:									
Your current position									
Very Likely	12.2%	16.7%	6.5%	14.9%			12.3%		12.5%
Likely	16.5%	16.7%	22.6%	14.9%			16.7%		17.0%
Unlikely	40.0%	50.0%	48.4%	36.5%			40.4%		40.2%
Very Unlikely	31.3%	16.7%	22.6%	33.8%			30.7%		30.4%
Total (n)	115	6	31	74			114		112
Within the next year, how likely are you to leave:									
This institution									
Very Likely	11.3%	16.7%	6.5%	13.5%			11.4%		11.6%
Likely	12.2%	16.7%	12.9%	12.2%			12.3%		12.5%
Unlikely	43.5%	33.3%	51.6%	41.9%			43.0%		42.9%
Very Unlikely	33.0%	33.3%	29.0%	32.4%			33.3%		33.0%
Total (n)	115	6	31	74			114		112
What is the highest level of education you have completed?									
Junior high/middle school or less	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Some high school	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
High school graduate/GED	4.4%	0.0%	0.0%	6.8%			4.4%		4.5%
Some college	11.4%	20.0%	3.2%	13.5%			11.5%		11.7%
Technical certificate	0.9%	0.0%	0.0%	1.4%			0.9%		0.9%
Associate's degree	5.3%	0.0%	3.2%	6.8%			5.3%		5.4%
Bachelor's (B.A., B.S., etc.)	33.3%	0.0%	16.1%	44.6%			33.6%		33.3%
Master's (M.A., M.S., M.F.A., M.B.A.)	37.7%	20.0%	64.5%	27.0%			37.2%		36.9%
J.D.	0.9%	20.0%	0.0%	0.0%			0.9%		0.9%
M.D., D.D.S., D.V.M., etc. (Medical)	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Ph.D.	2.6%	20.0%	6.5%	0.0%			2.7%		2.7%
Professional Doctorate (Ed.D., Psy.D., etc.)	3.5%	20.0%	6.5%	0.0%			3.5%		3.6%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Total (n)	114	5	31	74			113		111
With which language do you feel most comfortable?									
English	99.1%	100.0%	100.0%	100.0%			99.1%		99.1%
Other language (please specify)	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Equally comfortable with English and other language (please specify other language)	0.9%	0.0%	0.0%	0.0%			0.9%		0.9%
Total (n)	115	6	31	74			114		112
Race/Ethnicity (mark all that apply; may add to more than 100%)									
Native American/Alaska Native	3.4%	0.0%	3.1%	2.6%			3.4%		3.4%
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	0.8%	0.0%	0.0%	0.0%			0.8%		0.9%
Filipina/o/x	0.8%	0.0%	3.1%	0.0%			0.8%		0.9%
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.8%	0.0%	0.0%	1.3%			0.8%		0.9%
South Asian (e.g. Indian, Pakistani, Nepalese, Sri Lankan)	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Other Asian	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
African American/Black	0.8%	0.0%	3.1%	0.0%			0.8%		0.9%
African	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Caribbean	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Other Black	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Mexican American/Chicana/o/e/x	1.7%	0.0%	0.0%	2.6%			1.7%		1.7%
Puerto Rican	0.8%	0.0%	0.0%	1.3%			0.8%		0.9%
Central American	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
South American	0.8%	0.0%	0.0%	1.3%			0.8%		0.9%
Other Hispanic or Latina/o/e/x	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Middle Eastern	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
European	85.7%	66.7%	96.9%	81.8%			85.6%		85.3%
Other White	10.9%	16.7%	0.0%	14.3%			11.0%		11.2%
Other	1.7%	0.0%	0.0%	2.6%			1.7%		1.7%
Total (n)	119	6	32	77			118		116
Composite race variable (adds to 100%)									
Total (n)	119	6	32	77			118		116
Native American/Alaska Native	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Asian	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Black/African American	0.8%	0.0%	3.1%	0.0%			0.8%		0.9%
Latina/o/e/x	2.5%	0.0%	0.0%	3.9%			2.5%		2.6%
White	86.6%	83.3%	90.6%	85.7%			86.4%		86.2%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Other	0.8%	0.0%	0.0%	1.3%			0.8%		0.9%
Multiracial	5.9%	0.0%	6.3%	5.2%			5.9%		6.0%
Unknown	3.4%	16.7%	0.0%	3.9%			3.4%		3.4%
Do you have any of the following?									
Attention-deficit/hyperactivity disorder (ADHD)	12.3%	16.7%	23.3%	6.8%			12.4%		12.6%
Chronic illness (e.g., cancer, diabetes, autoimmune disorders)	18.6%	16.7%	20.7%	16.2%			18.8%		19.1%
Autism spectrum disorder	3.5%	16.7%	0.0%	4.1%			3.6%		3.6%
Learning disability (e.g., dyslexia)	2.7%	0.0%	0.0%	4.1%			2.7%		2.8%
Physical or sensory disability (e.g., speech, sight, mobility, hearing)	5.3%	16.7%	10.3%	2.7%			5.4%		5.5%
Psychological disorder (e.g., depression, anxiety, PTSD)	26.5%	33.3%	31.0%	25.7%			26.8%		27.3%
Other	5.1%	0.0%	4.2%	6.1%			5.2%		5.3%
Total (n)	98	4	24	66			97		95
In the previous question, you indicated having one or more of the disabilities/conditions listed. Have you disclosed any of them to:									
Your supervisor									
No	47.3%	50.0%	40.0%	52.9%			47.3%		47.3%
Yes	52.7%	50.0%	60.0%	47.1%			52.7%		52.7%
Total (n)	55	4	15	34			55		55
In the previous question, you indicated having one or more of the disabilities/conditions listed. Have you disclosed any of them to:									
Human Resources									
No	80.0%	50.0%	80.0%	85.3%			80.0%		80.0%
Yes	20.0%	50.0%	20.0%	14.7%			20.0%		20.0%
Total (n)	55	4	15	34			55		55
How would you characterize your political views?									
Far right	0.9%	0.0%	0.0%	1.4%			0.9%		0.9%
Conservative	24.1%	16.7%	10.0%	28.8%			23.4%		22.0%
Middle-of-the-road	42.0%	50.0%	43.3%	42.5%			42.3%		43.1%
Liberal	25.9%	33.3%	43.3%	17.8%			26.1%		26.6%
Far Left	7.1%	0.0%	3.3%	9.6%			7.2%		7.3%
Total (n)	112	6	30	73			111		109
Which of the following most accurately describes you?									
U.S. Citizen	100.0%	100.0%	100.0%	100.0%			100.0%		100.0%
Permanent legal resident (Green Card)	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
In U.S. on visa or work authorization	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
None of the above	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Total (n)	114	6	31	73			113		112

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
If you were NOT born in the U.S., at what age did you arrive in the U.S.?									
Not applicable/born in the U.S.	97.2%	100.0%	100.0%	97.8%			97.2%		97.1%
5 or younger	1.4%	0.0%	0.0%	0.0%			1.4%		1.4%
6 to 12	1.4%	0.0%	0.0%	2.2%			1.4%		1.4%
13 to 18	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
19 to 25	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
26 or older	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Total (n)	71	4	18	46			71		70
Current religious preference:									
Agnostic	7.3%	16.7%	6.9%	7.0%			7.3%		7.5%
Atheist	5.5%	0.0%	3.4%	7.0%			5.5%		5.6%
Baptist	16.4%	0.0%	20.7%	15.5%			16.5%		15.9%
Buddhist	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Church of Christ	4.5%	50.0%	0.0%	2.8%			4.6%		4.7%
Eastern Orthodox	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Episcopalian	1.8%	0.0%	6.9%	0.0%			1.8%		1.9%
Hindu	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Jewish	0.9%	0.0%	0.0%	1.4%			0.9%		0.9%
Lutheran	3.6%	16.7%	3.4%	2.8%			3.7%		3.7%
Methodist	7.3%	16.7%	6.9%	7.0%			6.4%		6.5%
Muslim	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Presbyterian	1.8%	0.0%	0.0%	2.8%			1.8%		1.9%
Quaker	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Roman Catholic	13.6%	0.0%	10.3%	15.5%			13.8%		14.0%
Seventh-day Adventist	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
The Church of Jesus Christ of Latter-day Saints	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
United Church of Christ/Congregational	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Other Christian	23.6%	0.0%	27.6%	23.9%			23.9%		24.3%
Other Religion(s)/Belief(s) (please specify)	4.5%	0.0%	6.9%	2.8%			4.6%		4.7%
None	9.1%	0.0%	6.9%	11.3%			9.2%		8.4%
Total (n)	110	6	29	71			109		107
Military status:									
None	96.5%	100.0%	96.7%	95.9%			96.5%		96.4%
In the Reserves or National Guard	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
On Active Duty	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard	3.5%	0.0%	3.3%	4.1%			3.5%		3.6%

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Total (n)	114	6	30	74			113		111
How many dependents do you have under 18 years old?									
0	68.1%	50.0%	79.2%	62.7%			67.8%		67.8%
1	15.4%	25.0%	12.5%	16.9%			15.6%		15.6%
2	12.1%	25.0%	8.3%	13.6%			12.2%		12.2%
3	1.1%	0.0%	0.0%	1.7%			1.1%		1.1%
4+	3.3%	0.0%	0.0%	5.1%			3.3%		3.3%
Total (n)	91	4	24	59			90		90
How many dependents do you have who are 18-26 years old?									
0	72.3%	80.0%	75.0%	70.0%			72.3%		72.3%
1	20.5%	20.0%	16.7%	24.0%			20.5%		20.5%
2	6.0%	0.0%	8.3%	4.0%			6.0%		6.0%
3	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
4+	1.2%	0.0%	0.0%	2.0%			1.2%		1.2%
Total (n)	83	5	24	50			83		83
How many dependents do you have who are 27 years old or older?									
0	71.8%	75.0%	72.7%	69.4%			71.8%		72.7%
1	17.9%	25.0%	18.2%	18.4%			17.9%		18.2%
2	5.1%	0.0%	4.5%	6.1%			5.1%		5.2%
3	0.0%	0.0%	0.0%	0.0%			0.0%		0.0%
4+	5.1%	0.0%	4.5%	6.1%			5.1%		3.9%
Total (n)	78	4	22	49			78		77
Are you serving as a caregiver for another adult who is not a dependent (e.g., parent, other relative)?									
No	86.4%	83.3%	73.3%	92.9%			86.4%		86.1%
Yes	13.6%	16.7%	26.7%	7.1%			13.6%		13.9%
Total (n)	110	6	30	70			110		108
Optional Question 1									
A									
B									
C									
D									
E									
Total (n)									
Optional Question 2									
A									
B									
C									
D									

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
E									
Total (n)									
Optional Question 3									
A									
B									
C									
D									
E									
Total (n)									
Optional Question 4									
A									
B									
C									
D									
E									
Total (n)									
Optional Question 5									
A									
B									
C									
D									
E									
Total (n)									
Optional Question 6									
A									
B									
C									
D									
E									
Total (n)									
Optional Question 7									
A									
B									
C									
D									
E									
Total (n)									

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Optional Question 8									
A									
B									
C									
D									
E									
Total (n)									
Optional Question 9									
A									
B									
C									
D									
E									
Total (n)									
Optional Question 10									
A									
B									
C									
D									
E									
Total (n)									
Optional Question 11									
A									
B									
C									
D									
E									
Total (n)									
Optional Question 12									
A									
B									
C									
D									
E									
Total (n)									
Optional Question 13									
A									
B									

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
C									
D									
E									
Total (n)									
Optional Question 14									
A									
B									
C									
D									
E									
Total (n)									
Optional Question 15									
A									
B									
C									
D									
E									
Total (n)									
Optional Question 16									
A									
B									
C									
D									
E									
Total (n)									
Optional Question 17									
A									
B									
C									
D									
E									
Total (n)									
Optional Question 18									
A									
B									
C									
D									
E									

**2023 HERI Staff Climate Survey
 Institutional Profile Report
 Staff by Position and Employment Status**

Truman State University	Total								
	Total for Position	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Total for Employment Status	Part-Time	Full-Time
Total (n)									
Optional Question 19									
A									
B									
C									
D									
E									
Total (n)									
Optional Question 20									
A									
B									
C									
D									
E									
Total (n)									

2023 Staff Climate Survey

List of Participating Institutions and Their Comparison Group Placement

ACE	Institution	State
Public and Private Universities		
2726	Brigham Young University-Provo	UT
0141	Chapman University	CA
9135	The Chicago School of Professional Psychology at DC	DC
0984	University of Louisville	KY
0322	University of Northern Colorado	CO

Religious 4-Year Colleges		
0687	Dominican University	IL
0212	Fresno Pacific University	CA
0655	Lewis University	IL
1096	Mount St. Mary's University	MD
2856	Saint Martin's University	WA
1675	Saint Peter's University	NJ
2678	Texas Lutheran University	TX

Private 4-Year Colleges		
0605	Bradley University	IL
0687	Dominican University	IL
0212	Fresno Pacific University	CA

ACE	Institution	State
Public 4-Year Colleges		
0211	California State University-Fullerton	CA
0230	California State University-Northridge	CA
1881	College of Staten Island CUNY	NY
1486	Truman State University	MO
6157	University of Wisconsin-Green Bay	WI
1989	Western Carolina University	NC

Catholic 4-Year Colleges		
0687	Dominican University	IL
0655	Lewis University	IL
1096	Mount St Mary's University	MD
2856	Saint Martin's University	WA
1675	Saint Peter's University	NJ

Public 2-Year and 4-Year Colleges		
0211	California State University-Fullerton	CA
0230	California State University-Northridge	CA
1881	College of Staten Island CUNY	NY
1486	Truman State University	MO

0655	Lewis University	IL
1096	Mount St. Mary's University	MD
2856	Saint Martin's University	WA
1675	Saint Peter's University	NJ
1189	Smith College	MA
2678	Texas Lutheran University	TX

6157	University of Wisconsin-Green Bay	WI
6379	Wake Technical Community College	NC
1989	Western Carolina University	NC

All Private Institutions		
0605	Bradley University	IL
2726	Brigham Young University-Provo	UT
0141	Chapman University	CA
0687	Dominican University	IL
0212	Fresno Pacific University	CA
0655	Lewis University	IL
1096	Mount St. Mary's University	MD
2856	Saint Martin's University	WA
1675	Saint Peter's University	NJ
1189	Smith College	MA
2678	Texas Lutheran University	TX
9135	The Chicago School of Professional Psychology at DC	DC

All Public Institutions		
0211	California State University-Fullerton	CA
0230	California State University-Northridge	CA
1881	College of Staten Island CUNY	NY
1486	Truman State University	MO
0984	University of Louisville	KY
0322	University of Northern Colorado	CO
6157	University of Wisconsin-Green Bay	WI
6379	Wake Technical Community College	NC
1989	Western Carolina University	NC

All 4-Year Colleges		
0605	Bradley University	IL
0211	California State University-Fullerton	CA
0230	California State University-Northridge	CA
1881	College of Staten Island CUNY	NY
0687	Dominican University	IL

All Institutions		
0605	Bradley University	IL
2726	Brigham Young University-Provo	UT
0211	California State University-Fullerton	CA
0230	California State University-Northridge	CA
0141	Chapman University	CA
1881	College of Staten Island CUNY	NY
0687	Dominican University	IL
0212	Fresno Pacific University	CA
0655	Lewis University	IL
1096	Mount St. Mary's University	MD
2856	Saint Martin's University	WA

0212	Fresno Pacific University	CA
0655	Lewis University	IL
1096	Mount St. Mary's University	MD
2856	Saint Martin's University	WA
1675	Saint Peter's University	NJ
1189	Smith College	MA
2678	Texas Lutheran University	TX
1486	Truman State University	MO
6157	University of Wisconsin-Green Bay	WI
1989	Western Carolina University	NC

1675	Saint Peter's University	NJ
1189	Smith College	MA
2678	Texas Lutheran University	TX
9135	The Chicago School of Professional Psychology at DC	DC
1486	Truman State University	MO
0984	University of Louisville	KY
0322	University of Northern Colorado	CO
6157	University of Wisconsin-Green Bay	WI
6379	Wake Technical Community College	NC
1989	Western Carolina University	NC