



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

2024 HERI Staff Climate Survey

Institutional Profile Report

Truman State University

Comparison group 1: All 2023 and 2024 4yr Colleges

Comparison group 2: All Institutions

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How to Read the Institutional Profile Report

The Institutional Profile provides comprehensive information on your staff as well as data for two comparison groups. 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	
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	12.1%	7.0%	7.5%	11.3%	10.5%	11.3%	9.4%	5.5%	5.8%	9.4%	5.5%	5.8%	
Agree	44.6%	38.0%	37.0%	56.6%	44.0%	40.1%	36.1%	30.7%	34.6%	36.1%	30.7%	34.6%	
Disagree	30.4%	36.1%	36.5%	24.5%	31.6%	33.4%	39.0%	38.2%	38.5%	39.0%	38.2%	38.5%	
Strongly Disagree	12.9%	18.8%	19.0%	7.5%	13.9%	15.2%	15.6%	24.7%	21.1%	15.6%	24.7%	21.1%	
Total (n)	135	1,824	1,197	54	563	363	81	1,124	722	81	1,124	722	
Mean	2.52	2.35	2.33	2.72	2.51	2.50	2.40	2.28	2.25	2.40	2.28	2.25	
Standard Deviation	0.85	0.85	0.87	0.77	0.86	0.88	0.88	0.84	0.85	0.88	0.84	0.85	
Significance	-	*	*	-			-			-			
Effect Size	-	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 all participating institutions.

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.

2024 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	118	5,652	2,041	35	1,706	563	76	3,721	1,410			
Are you a:												
Part-time, temporary/contract employee	2.5%	3.8%	4.8%	0.0%	3.4%	2.3%	3.9%	3.8%	5.4%			
Part-time, permanent employee	1.7%	3.4%	2.2%	0.0%	1.9%	2.3%	2.6%	4.0%	2.1%			
Full-time, temporary/contract employee	5.1%	4.5%	6.1%	2.9%	4.4%	6.2%	5.3%	4.5%	6.1%			
Full-time, permanent employee	90.7%	88.4%	87.0%	97.1%	90.3%	89.1%	88.2%	87.7%	86.4%			
Total (n)	118	5,626	2,028	35	1,700	561	76	3,705	1,402			
How are you compensated for your work?												
Salaried (exempt)	74.4%	71.9%	69.9%	88.6%	75.1%	76.3%	70.7%	70.7%	67.8%			
Hourly (non-exempt), eligible for overtime pay	25.6%	28.1%	30.1%	11.4%	24.9%	23.8%	29.3%	29.3%	32.2%			
Total (n)	117	5,604	2,022	35	1,693	560	75	3,696	1,399			
What is your current gender identity?												
Man	30.4%	30.7%	28.1%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%			
Woman	66.1%	67.1%	70.4%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%			
Non-binary	1.7%	0.9%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Genderqueer/Gender non-conforming	0.9%	0.7%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Identity not listed above	0.9%	0.6%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Total (n)	115	5,549	2,004	35	1,706	563	76	3,721	1,410			
What is your sexual orientation?												
Heterosexual/Straight	85.0%	86.6%	89.6%	85.7%	88.6%	90.2%	87.7%	88.2%	90.9%			
Asexual	1.8%	0.7%	0.9%	0.0%	0.2%	0.5%	2.7%	0.7%	0.9%			
Bisexual	2.7%	3.9%	3.3%	0.0%	1.7%	1.1%	4.1%	4.6%	3.9%			
Gay	4.4%	2.8%	2.0%	14.3%	7.9%	6.4%	0.0%	0.2%	0.2%			
Lesbian	1.8%	2.4%	1.6%	0.0%	0.1%	0.0%	1.4%	3.2%	2.0%			
Pansexual	0.9%	1.0%	0.9%	0.0%	0.4%	0.2%	1.4%	1.1%	1.1%			
Queer	2.7%	1.9%	0.9%	0.0%	0.5%	0.4%	2.7%	1.4%	0.7%			
Not listed above	0.9%	0.7%	0.9%	0.0%	0.6%	1.3%	0.0%	0.4%	0.3%			
Total (n)	113	5,472	1,963	35	1,681	549	73	3,642	1,373			
Do you identify as transgender?												
No	99.1%	98.9%	99.5%	100.0%	99.6%	99.8%	100.0%	99.7%	99.7%			
Yes	0.9%	1.1%	0.5%	0.0%	0.4%	0.2%	0.0%	0.3%	0.3%			
Total (n)	115	5,582	2,012	35	1,699	558	76	3,709	1,405			
What best describes your role:												
Senior administrator (e.g., President, Chancellor, Vice-President, Dean)	6.0%	3.5%	4.5%	14.3%	6.0%	8.7%	2.6%	2.5%	3.1%			
Mid-level administrator/manager (e.g., Associate Dean, Assistant Dean, Asst./Assoc. Director, Director)	29.9%	25.3%	25.5%	42.9%	30.0%	31.6%	26.3%	23.7%	23.7%			
Staff (e.g., Administrative Assistant, Analyst, Skilled Craft Worker)	59.8%	64.5%	65.2%	42.9%	56.6%	55.4%	64.5%	67.6%	68.2%			
Graduate Student Employee	0.0%	0.5%	0.2%	0.0%	0.5%	0.2%	0.0%	0.5%	0.3%			
Other (e.g., Postdoctoral Researcher, Affiliate, Courtesy Staff)	4.3%	6.2%	4.5%	0.0%	6.8%	4.1%	6.6%	5.8%	4.7%			
Total (n)	117	5,578	2,026	35	1,679	561	76	3,689	1,401			
Which of the following best describes YOUR UNIT on campus?												
Academic Affairs												
Academic Advising	6.8%	4.4%	8.3%	0.0%	3.2%	6.9%	9.2%	5.0%	8.9%			
Academic Department/School	13.6%	14.9%	14.3%	8.6%	11.3%	10.7%	15.8%	16.5%	15.5%			
Library Services	5.9%	3.3%	4.6%	0.0%	2.0%	3.4%	7.9%	3.6%	4.6%			
Research Institute or Support/Oversight (e.g., Institutional Review Board, Office of Contracts and Grants)	0.0%	1.0%	1.0%	0.0%	0.9%	1.1%	0.0%	1.1%	0.9%			
Other Academic Affairs	11.0%	5.9%	9.2%	14.3%	4.0%	6.8%	10.5%	6.7%	10.1%			
Business/Administrative Services												
Campus Safety/Police/Emergency Management	0.8%	1.9%	1.5%	0.0%	3.7%	2.8%	1.3%	1.0%	1.1%			
Capital Planning	0.8%	0.5%	0.4%	0.0%	0.6%	0.7%	1.3%	0.5%	0.4%			
Dining Services	0.0%	0.9%	0.0%	0.0%	1.4%	0.0%	0.0%	0.7%	0.1%			

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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
Facilities - Custodial Services	0.8%	1.6%	1.3%	0.0%	2.7%	2.0%	1.3%	1.1%	1.1%			
Facilities - Maintenance	1.7%	3.3%	2.7%	2.9%	8.7%	7.3%	1.3%	0.8%	0.7%			
Finance and Treasury	4.2%	3.6%	3.6%	5.7%	2.5%	1.6%	3.9%	4.2%	4.6%			
Human Resources (including academic personnel)	2.5%	3.4%	2.8%	5.7%	2.4%	2.1%	1.3%	4.0%	3.1%			
Information Technology Services	9.3%	6.4%	5.8%	14.3%	12.3%	12.3%	5.3%	3.5%	3.1%			
Institutional Research/Assessment/Planning	0.8%	0.8%	0.9%	0.0%	1.0%	0.5%	1.3%	0.7%	0.9%			
Legal Affairs	0.8%	0.2%	0.2%	2.9%	0.4%	0.5%	0.0%	0.2%	0.1%			
Medical Center/Hospital	0.0%	0.5%	0.4%	0.0%	0.1%	0.0%	0.0%	0.7%	0.6%			
Transportation and Parking	0.0%	0.6%	0.6%	0.0%	0.5%	0.4%	0.0%	0.7%	0.7%			
Other Business/Administrative Services	1.7%	3.7%	4.2%	0.0%	3.4%	3.7%	1.3%	3.9%	4.4%			
External Affairs												
Alumni Affairs	0.8%	0.9%	0.6%	0.0%	0.4%	0.5%	1.3%	1.1%	0.6%			
Communications	1.7%	2.1%	1.6%	5.7%	2.7%	2.7%	0.0%	1.9%	1.1%			
Community Engagement/Partnerships	0.0%	1.0%	0.7%	0.0%	0.8%	0.4%	0.0%	1.2%	0.9%			
Public Relations	0.8%	0.3%	0.4%	2.9%	0.2%	0.4%	0.0%	0.4%	0.5%			
University Advancement/Development/Planned Giving	1.7%	3.8%	2.7%	2.9%	3.0%	2.5%	1.3%	4.1%	2.8%			
Other External Affairs	0.0%	0.5%	0.3%	0.0%	0.7%	0.5%	0.0%	0.4%	0.3%			
Student Life/Services/Student Affairs												
Admissions/Enrollment Management/Registrar	9.3%	6.5%	5.9%	5.7%	4.3%	4.1%	11.8%	7.6%	6.9%			
Athletics (Varsity/Club)	2.5%	3.3%	2.5%	5.7%	5.8%	5.0%	1.3%	2.2%	1.5%			
Financial Aid	1.7%	1.7%	2.9%	0.0%	1.1%	1.8%	2.6%	2.0%	3.4%			
Housing/Residential Life	5.1%	1.6%	1.5%	11.4%	2.4%	3.0%	2.6%	1.3%	0.9%			
Dean of Students/Judicial Affairs	0.0%	0.6%	0.8%	0.0%	0.2%	0.4%	0.0%	0.8%	1.0%			
Campus Activities (e.g., Recreation, Student Government, College Union)	0.8%	2.1%	1.5%	0.0%	2.5%	1.4%	1.3%	1.9%	1.6%			
Student Health Services, Psychological Services	0.0%	2.8%	2.1%	0.0%	0.9%	0.7%	0.0%	3.5%	2.6%			
Other Student Affairs (e.g., International Student Services, Career Services, Orientation, Veteran Student Affairs)	0.8%	5.2%	4.5%	0.0%	4.0%	3.9%	1.3%	5.8%	5.0%			
Leadership and Diversity												
Diversity, Equity, and Inclusion	2.5%	1.1%	0.7%	2.9%	0.8%	0.7%	1.3%	1.1%	0.6%			
Office of the Chancellor/President	1.7%	0.9%	0.9%	0.0%	0.5%	0.9%	2.6%	1.0%	1.0%			
Office of the Provost/Vice President	1.7%	0.7%	0.8%	5.7%	0.6%	1.1%	0.0%	0.8%	0.7%			
Other Leadership and Diversity	0.0%	0.3%	0.5%	0.0%	0.2%	0.7%	0.0%	0.3%	0.5%			
Other	7.6%	7.8%	7.1%	2.9%	7.7%	6.6%	10.5%	7.7%	7.2%			
Total (n)	118	5,561	2,028	35	1,695	562	76	3,656	1,400			
How many direct reports do you have (excluding student employees)?												
I do not directly supervise employees	56.4%	60.1%	60.5%	51.4%	52.0%	50.8%	55.3%	63.3%	63.7%			
1 to 2	14.5%	16.7%	15.3%	11.4%	16.0%	15.8%	17.1%	17.0%	15.3%			
3 to 5	12.8%	10.5%	10.5%	17.1%	13.1%	12.8%	11.8%	9.4%	9.8%			
6 to 10	6.8%	7.2%	7.0%	8.6%	9.6%	9.2%	6.6%	6.3%	6.3%			
11 or more	9.4%	5.6%	6.6%	11.4%	9.3%	11.4%	9.2%	3.9%	4.8%			
Total (n)	117	5,617	2,031	35	1,696	563	76	3,707	1,404			
How many years have you been employed at this institution?												
Less than one year	11.7%	12.8%	7.1%	11.8%	12.0%	8.0%	12.7%	12.8%	6.9%			
1-4 years	24.3%	26.1%	27.4%	23.5%	24.8%	26.4%	23.9%	26.4%	27.4%			
5-10 years	20.7%	24.9%	25.9%	29.4%	26.3%	29.1%	15.5%	24.6%	24.6%			
11-15 years	8.1%	11.9%	12.6%	8.8%	12.4%	10.7%	8.5%	11.9%	13.4%			
16-20 years	9.0%	9.4%	10.9%	8.8%	8.9%	10.7%	8.5%	9.7%	11.0%			
More than 20 years	26.1%	14.9%	16.1%	17.6%	15.8%	14.9%	31.0%	14.5%	16.7%			
Total (n)	111	5,039	1,889	34	1,514	522	71	3,341	1,309			
How many years have you been employed in your current position?												
Less than one year	18.4%	21.4%	14.3%	25.7%	18.5%	13.0%	15.1%	22.5%	15.0%			

2024 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
1-4 years	34.2%	36.0%	43.7%	34.3%	33.5%	40.5%	32.9%	37.2%	45.0%			
5-10 years	16.7%	21.1%	20.4%	20.0%	23.6%	24.2%	13.7%	20.2%	18.8%			
11-15 years	13.2%	7.7%	8.4%	11.4%	9.2%	8.0%	15.1%	7.0%	8.4%			
16-20 years	5.3%	5.6%	5.5%	0.0%	5.2%	6.5%	8.2%	5.6%	5.0%			
More than 20 years	12.3%	8.2%	7.8%	8.6%	10.0%	7.8%	15.1%	7.4%	7.8%			
Total (n)	114	5,517	1,937	35	1,676	538	73	3,631	1,339			
Including your current position, how many years of full-time work experience do you have?												
Less than one year	4.2%	3.0%	2.1%	5.7%	2.7%	2.0%	3.9%	3.0%	2.2%			
1-2 years	2.5%	3.6%	4.0%	2.9%	3.0%	2.8%	1.3%	3.6%	4.3%			
3-5 years	10.2%	7.8%	7.7%	14.3%	6.8%	5.9%	9.2%	8.1%	8.4%			
6-10 years	12.7%	12.8%	12.2%	14.3%	11.0%	11.7%	10.5%	13.7%	12.6%			
11-15 years	5.9%	12.8%	13.2%	8.6%	12.5%	13.0%	5.3%	13.0%	13.4%			
16-20 years	5.1%	12.9%	13.0%	8.6%	11.8%	13.7%	3.9%	13.5%	12.9%			
21-25 years	8.5%	13.9%	14.2%	5.7%	14.0%	14.4%	10.5%	13.8%	13.9%			
26 years or more	50.8%	33.0%	33.5%	40.0%	38.2%	36.5%	55.3%	31.3%	32.4%			
Total (n)	118	5,611	2,022	35	1,702	562	76	3,697	1,399			
Please rate your satisfaction with your institution in each area:												
Racial and ethnic diversity of the <i>faculty</i> *												
Verv Satisfied	10.2%	12.3%	12.8%	17.6%	13.8%	15.7%	7.0%	11.5%	11.3%			
Satisfied	31.6%	30.0%	33.4%	41.2%	34.7%	36.4%	26.3%	28.5%	32.7%			
Neutral	37.8%	33.4%	33.8%	23.5%	31.8%	29.4%	45.6%	34.2%	35.8%			
Dissatisfied	16.3%	18.2%	13.8%	17.6%	14.8%	11.7%	15.8%	19.6%	14.5%			
Very Dissatisfied	4.1%	6.0%	6.1%	0.0%	4.9%	6.8%	5.3%	6.3%	5.6%			
Total (n)	98	4,724	1,779	34	1,470	503	57	3,086	1,225			
Mean	3.28	3.24	3.33	3.59	3.38	3.43	3.14	3.19	3.30			
Standard deviation	0.99	1.08	1.06	0.99	1.05	1.10	0.95	1.07	1.03			
Significance	-			-			-					
Effect size	-	0.04	-0.05	-	0.20	0.15	-	-0.05	-0.16			
Racial and ethnic diversity of the <i>staff</i> *												
Very Satisfied	8.6%	12.8%	14.2%	14.7%	14.2%	16.5%	6.3%	12.1%	13.0%			
Satisfied	33.3%	34.1%	37.9%	41.2%	37.2%	40.1%	29.7%	33.4%	37.5%			
Neutral	31.4%	31.4%	31.5%	20.6%	31.8%	27.9%	37.5%	31.4%	32.9%			
Dissatisfied	21.9%	16.5%	12.2%	23.5%	12.9%	11.4%	20.3%	17.8%	12.4%			
Very Dissatisfied	4.8%	5.1%	4.2%	0.0%	3.9%	4.0%	6.3%	5.4%	4.1%			
Total (n)	105	5,256	1,882	34	1,602	526	64	3,464	1,302			
Mean	3.19	3.33	3.46	3.47	3.45	3.54	3.09	3.29	3.43			
Standard deviation	1.03	1.06	1.01	1.02	1.01	1.02	1.00	1.06	1.00			
Significance	-		**	-			-		**			
Effect size	-	-0.13	-0.27	-	0.02	-0.07	-	-0.19	-0.34			
Racial and ethnic diversity of the <i>student body</i> *												
Very Satisfied	11.5%	19.6%	21.2%	17.6%	21.9%	22.6%	9.5%	18.5%	20.5%			
Satisfied	32.7%	39.2%	38.3%	35.3%	38.6%	36.4%	30.2%	40.0%	39.3%			
Neutral	34.6%	29.8%	28.9%	26.5%	30.3%	29.8%	38.1%	29.7%	28.8%			
Dissatisfied	17.3%	9.4%	9.3%	17.6%	7.7%	9.1%	17.5%	9.7%	9.2%			
Very Dissatisfied	3.8%	2.0%	2.3%	2.9%	1.5%	2.1%	4.8%	2.1%	2.3%			
Total (n)	104	5,104	1,852	34	1,556	517	63	3,371	1,283			
Mean	3.31	3.65	3.67	3.47	3.71	3.68	3.22	3.63	3.67			
Standard deviation	1.02	0.96	0.98	1.08	0.94	0.99	1.01	0.96	0.98			

2024 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	-	-0.35	-0.37	-	-0.26	-0.21	-	-0.43	-0.46			
Gender diversity of staff *												
Very Satisfied	14.0%	13.8%	14.1%	27.3%	17.1%	19.1%	9.0%	12.2%	11.9%			
Satisfied	42.1%	38.9%	39.9%	51.5%	43.7%	41.9%	38.8%	37.3%	39.7%			
Neutral	37.4%	36.9%	37.6%	21.2%	32.4%	31.5%	44.8%	39.0%	40.2%			
Dissatisfied	4.7%	8.2%	7.2%	0.0%	5.2%	6.6%	6.0%	9.3%	7.1%			
Very Dissatisfied	1.9%	2.2%	1.1%	0.0%	1.5%	1.0%	1.5%	2.2%	1.1%			
Total (n)	107	5,139	1,835	33	1,564	518	67	3,390	1,265			
Mean	3.62	3.54	3.59	4.06	3.70	3.72	3.48	3.48	3.54			
Standard deviation	0.85	0.91	0.86	0.70	0.87	0.88	0.80	0.90	0.83			
Significance	-			-	*	*	-					
Effect size	-	0.09	0.03	-	0.41	0.39	-	0.00	-0.07			
Commitment to hiring women *												
Very Satisfied	19.8%	21.0%	19.3%	32.4%	25.1%	26.1%	13.8%	19.2%	16.4%			
Satisfied	49.1%	44.6%	43.4%	41.2%	45.4%	45.1%	52.3%	44.2%	42.7%			
Neutral	24.5%	26.3%	29.4%	20.6%	24.6%	24.7%	26.2%	26.9%	31.3%			
Dissatisfied	4.7%	6.1%	6.5%	2.9%	3.8%	3.1%	6.2%	7.2%	7.9%			
Very Dissatisfied	1.9%	2.0%	1.4%	2.9%	1.0%	1.0%	1.5%	2.5%	1.7%			
Total (n)	106	5,123	1,807	34	1,544	510	65	3,403	1,248			
Mean	3.80	3.76	3.72	3.97	3.90	3.92	3.71	3.70	3.64			
Standard deviation	0.88	0.92	0.90	0.97	0.86	0.85	0.84	0.94	0.90			
Significance	-			-			-					
Effect size	-	0.04	0.09	-	0.08	0.06	-	0.01	0.08			
Commitment to hiring underrepresented racial/ethnic minorities *												
Very Satisfied	12.7%	14.8%	15.3%	20.6%	17.4%	19.0%	9.8%	13.7%	13.7%			
Satisfied	31.4%	34.8%	36.3%	32.4%	36.5%	38.8%	29.5%	34.3%	35.3%			
Neutral	40.2%	30.6%	31.7%	29.4%	30.3%	27.7%	47.5%	30.9%	33.6%			
Dissatisfied	13.7%	14.8%	12.4%	17.6%	11.6%	9.3%	11.5%	15.8%	13.5%			
Very Dissatisfied	2.0%	5.1%	4.3%	0.0%	4.1%	5.1%	1.6%	5.3%	3.8%			
Total (n)	102	5,004	1,777	34	1,525	505	61	3,305	1,223			
Mean	3.39	3.39	3.46	3.56	3.52	3.57	3.34	3.35	3.42			
Standard deviation	0.95	1.07	1.03	1.02	1.04	1.06	0.87	1.07	1.01			
Significance	-			-			-					
Effect size	-	0.00	-0.07	-	0.04	-0.01	-	-0.01	-0.08			
Atmosphere for sexual orientation differences *												
Very Satisfied	12.5%	19.3%	18.5%	18.2%	21.0%	23.8%	10.9%	18.5%	16.6%			
Satisfied	54.8%	42.1%	43.5%	57.6%	41.2%	42.6%	53.1%	42.9%	43.9%			
Neutral	24.0%	29.6%	31.8%	21.2%	28.7%	26.7%	26.6%	30.1%	33.9%			
Dissatisfied	7.7%	6.4%	4.8%	3.0%	5.8%	4.1%	9.4%	6.4%	5.0%			
Very Dissatisfied	1.0%	2.7%	1.4%	0.0%	3.3%	2.8%	0.0%	2.2%	0.5%			
Total (n)	104	5,043	1,796	33	1,546	509	64	3,317	1,238			
Mean	3.70	3.69	3.73	3.91	3.71	3.81	3.66	3.69	3.71			
Standard deviation	0.82	0.94	0.87	0.72	0.97	0.94	0.80	0.92	0.82			
Significance	-			-			-					
Effect size	-	0.01	-0.03	-	0.21	0.11	-	-0.03	-0.06			
Atmosphere for political differences *												
Very Satisfied	10.5%	11.0%	12.1%	20.6%	12.8%	16.8%	6.3%	10.4%	10.3%			
Satisfied	46.7%	34.3%	34.1%	55.9%	35.4%	35.0%	42.2%	34.1%	33.9%			
Neutral	27.6%	38.0%	39.6%	20.6%	33.0%	30.9%	31.3%	40.2%	43.4%			

2024 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
Dissatisfied	8.6%	10.8%	9.1%	0.0%	11.0%	9.7%	12.5%	10.5%	8.8%			
Very Dissatisfied	6.7%	5.9%	5.1%	2.9%	7.7%	7.5%	7.8%	4.8%	3.6%			
Total (n)	105	5,040	1,782	34	1,550	505	64	3,309	1,224			
Mean	3.46	3.34	3.39	3.91	3.34	3.44	3.27	3.35	3.38			
Standard deviation	1.02	1.01	0.98	0.83	1.08	1.11	1.03	0.97	0.91			
Significance	-			-	**	*	-					
Effect size	-	0.12	0.07	-	0.53	0.42	-	-0.08	-0.12			
Atmosphere for religious differences *												
Very Satisfied	15.0%	14.4%	15.1%	26.5%	16.8%	19.9%	10.6%	13.4%	13.3%			
Satisfied	45.8%	37.9%	37.6%	44.1%	38.0%	38.2%	45.5%	38.2%	37.3%			
Neutral	25.2%	35.8%	38.0%	23.5%	34.0%	31.3%	25.8%	36.6%	40.9%			
Dissatisfied	9.3%	8.3%	6.3%	5.9%	6.6%	6.0%	12.1%	8.8%	6.5%			
Very Dissatisfied	4.7%	3.6%	3.0%	0.0%	4.5%	4.6%	6.1%	3.0%	2.0%			
Total (n)	107	5,027	1,771	34	1,542	498	66	3,317	1,222			
Mean	3.57	3.51	3.55	3.91	3.56	3.63	3.42	3.50	3.53			
Standard deviation	1.01	0.96	0.93	0.87	0.99	1.02	1.04	0.93	0.88			
Significance	-			-	*		-					
Effect size	-	0.06	0.02	-	0.35	0.27	-	-0.09	-0.13			
Atmosphere for gender differences *												
Very Satisfied	13.2%	16.3%	16.9%	23.5%	18.7%	22.5%	9.2%	15.4%	14.6%			
Satisfied	51.9%	41.4%	40.7%	52.9%	42.5%	39.8%	50.8%	41.4%	41.3%			
Neutral	27.4%	31.8%	34.1%	20.6%	30.3%	29.0%	30.8%	32.7%	36.6%			
Dissatisfied	6.6%	7.6%	6.4%	2.9%	5.5%	5.3%	7.7%	8.1%	6.5%			
Very Dissatisfied	0.9%	2.9%	1.9%	0.0%	3.1%	3.3%	1.5%	2.5%	1.0%			
Total (n)	106	5,098	1,807	34	1,553	510	65	3,365	1,250			
Mean	3.70	3.61	3.64	3.97	3.68	3.73	3.58	3.59	3.62			
Standard deviation	0.82	0.94	0.90	0.76	0.94	0.98	0.83	0.93	0.85			
Significance	-			-			-					
Effect size	-	0.10	0.07	-	0.31	0.24	-	-0.01	-0.05			
Atmosphere for individuals with disabilities *												
Very Satisfied	11.9%	15.8%	20.1%	12.5%	18.9%	28.0%	12.9%	14.6%	17.2%			
Satisfied	43.6%	37.6%	40.5%	50.0%	40.4%	40.7%	40.3%	37.0%	40.2%			
Neutral	27.7%	29.4%	27.1%	21.9%	28.9%	22.4%	32.3%	29.8%	29.2%			
Dissatisfied	11.9%	12.4%	9.1%	12.5%	8.0%	5.8%	11.3%	13.9%	10.4%			
Very Dissatisfied	5.0%	4.9%	3.3%	3.1%	3.8%	3.2%	3.2%	4.8%	3.0%			
Total (n)	101	4,932	1,767	32	1,541	504	62	3,219	1,216			
Mean	3.46	3.47	3.65	3.56	3.62	3.85	3.48	3.43	3.58			
Standard deviation	1.02	1.05	1.00	0.98	1.00	1.00	0.97	1.05	0.99			
Significance	-			-			-					
Effect size	-	-0.01	-0.19	-	-0.06	-0.29	-	0.05	-0.10			
Timeliness of administrative responses to campus emergencies *												
Very Satisfied	20.8%	21.2%	20.2%	21.9%	24.3%	25.5%	22.4%	19.9%	18.2%			
Satisfied	45.8%	45.9%	41.6%	43.8%	46.2%	40.4%	44.8%	46.1%	42.1%			
Neutral	17.7%	21.8%	21.3%	18.8%	21.2%	21.9%	19.0%	22.1%	20.9%			
Dissatisfied	11.5%	8.3%	12.0%	12.5%	5.4%	7.0%	12.1%	9.2%	14.3%			
Very Dissatisfied	4.2%	2.8%	4.9%	3.1%	2.9%	5.2%	1.7%	2.6%	4.5%			
Total (n)	96	4,773	1,754	32	1,489	502	58	3,126	1,206			
Mean	3.68	3.74	3.60	3.69	3.84	3.74	3.74	3.71	3.55			
Standard deviation	1.06	0.98	1.09	1.06	0.95	1.07	1.00	0.97	1.08			
Significance	-			-			-					

2024 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	-	-0.06	0.07	-	-0.16	-0.05	-	0.03	0.18			
Timeliness of administrative responses to sexual assault *												
Very Satisfied	20.3%	19.0%	18.7%	23.8%	22.4%	24.8%	21.1%	17.4%	15.9%			
Satisfied	37.5%	37.7%	35.7%	47.6%	39.0%	38.3%	31.6%	37.7%	34.7%			
Neutral	28.1%	32.9%	33.6%	23.8%	31.4%	27.1%	31.6%	33.8%	37.1%			
Dissatisfied	7.8%	7.1%	8.0%	0.0%	4.7%	5.8%	10.5%	8.0%	8.7%			
Very Dissatisfied	6.3%	3.2%	4.1%	4.8%	2.5%	4.0%	5.3%	3.1%	3.5%			
Total (n)	64	3,551	1,279	21	1,196	399	38	2,240	849			
Mean	3.58	3.62	3.57	3.86	3.74	3.74	3.53	3.58	3.51			
Standard deviation	1.10	0.97	1.01	0.96	0.94	1.02	1.11	0.97	0.98			
Significance	-			-			-					
Effect size	-	-0.04	0.01	-	0.13	0.12	-	-0.05	0.02			
Timeliness of administrative responses to discrimination/bias *												
Very Satisfied	15.7%	14.9%	14.1%	20.0%	18.0%	18.9%	15.0%	13.5%	11.9%			
Satisfied	34.3%	32.8%	31.4%	48.0%	34.4%	35.0%	25.0%	32.6%	29.8%			
Neutral	24.3%	30.7%	30.5%	16.0%	31.7%	29.0%	32.5%	30.7%	31.8%			
Dissatisfied	18.6%	13.9%	15.6%	8.0%	9.4%	9.2%	25.0%	15.5%	18.6%			
Very Dissatisfied	7.1%	7.6%	8.4%	8.0%	6.5%	7.8%	2.5%	7.6%	8.0%			
Total (n)	70	3,972	1,424	25	1,282	434	40	2,547	954			
Mean	3.33	3.33	3.27	3.64	3.48	3.48	3.25	3.29	3.19			
Standard deviation	1.16	1.12	1.14	1.15	1.09	1.13	1.08	1.11	1.12			
Significance	-			-			-					
Effect size	-	0.00	0.05	-	0.15	0.14	-	-0.04	0.05			
Outcome of administrative responses to campus emergencies *												
Very Satisfied	21.3%	19.1%	19.1%	22.6%	21.1%	22.7%	22.8%	18.2%	17.7%			
Satisfied	41.5%	44.0%	41.5%	45.2%	45.7%	42.9%	38.6%	43.9%	41.0%			
Neutral	22.3%	25.7%	23.8%	22.6%	24.4%	21.6%	22.8%	26.3%	24.8%			
Dissatisfied	9.6%	8.1%	11.0%	6.5%	5.8%	7.6%	10.5%	8.8%	12.4%			
Very Dissatisfied	5.3%	3.1%	4.6%	3.2%	3.1%	5.3%	5.3%	2.8%	4.1%			
Total (n)	94	4,555	1,666	31	1,437	490	57	2,977	1,133			
Mean	3.64	3.68	3.60	3.77	3.76	3.70	3.63	3.66	3.56			
Standard deviation	1.09	0.97	1.06	0.99	0.95	1.07	1.11	0.97	1.05			
Significance	-			-			-					
Effect size	-	-0.04	0.04	-	0.01	0.07	-	-0.03	0.07			
Outcome of administrative responses to sexual assault *												
Very Satisfied	21.0%	17.1%	16.7%	25.0%	20.6%	21.3%	21.6%	15.5%	14.5%			
Satisfied	37.1%	34.9%	33.9%	50.0%	36.6%	36.1%	29.7%	34.5%	33.2%			
Neutral	25.8%	36.6%	37.2%	20.0%	34.5%	31.7%	29.7%	37.9%	39.9%			
Dissatisfied	9.7%	7.5%	7.8%	0.0%	5.4%	6.8%	16.2%	8.2%	8.3%			
Very Dissatisfied	6.5%	3.9%	4.5%	5.0%	2.9%	4.2%	2.7%	4.0%	4.2%			
Total (n)	62	3,445	1,222	20	1,157	385	37	2,174	808			
Mean	3.56	3.54	3.50	3.90	3.67	3.64	3.51	3.49	3.45			
Standard deviation	1.13	0.99	1.01	0.97	0.96	1.02	1.10	0.98	0.98			
Significance	-			-			-					
Effect size	-	0.02	0.06	-	0.24	0.25	-	0.02	0.06			
Outcome of administrative responses to discrimination/bias *												
Very Satisfied	20.8%	13.8%	14.4%	25.0%	17.2%	20.1%	20.9%	12.2%	11.9%			
Satisfied	30.6%	30.1%	30.0%	45.8%	32.4%	32.6%	20.9%	29.8%	29.2%			
Neutral	25.0%	33.1%	33.1%	12.5%	33.3%	28.7%	32.6%	33.5%	35.0%			
Dissatisfied	15.3%	14.9%	14.3%	8.3%	10.3%	9.3%	20.9%	16.5%	16.5%			

2024 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	8.3%	8.1%	8.2%	8.3%	6.8%	9.3%	4.7%	8.1%	7.4%			
Total (n)	72	3,821	1,348	24	1,236	408	43	2,441	905			
Mean	3.40	3.27	3.28	3.71	3.43	3.45	3.33	3.21	3.22			
Standard deviation	1.22	1.12	1.13	1.20	1.10	1.18	1.17	1.11	1.09			
Significance	-			-			-					
Effect size	-	0.12	0.11	-	0.25	0.22	-	0.11	0.10			
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	9.0%	8.1%	6.9%	13.3%	10.7%	10.4%	7.9%	7.1%	5.7%			
Agree	41.0%	41.3%	38.2%	53.3%	46.7%	43.7%	36.5%	39.5%	36.3%			
Disagree	27.0%	32.9%	33.0%	23.3%	26.8%	26.1%	28.6%	35.6%	36.0%			
Strongly Disagree	23.0%	17.7%	21.9%	10.0%	15.8%	19.7%	27.0%	17.9%	22.0%			
Total (n)	100	4,573	1,660	30	1,434	471	63	2,955	1,132			
Mean	2.36	2.40	2.30	2.70	2.52	2.45	2.25	2.36	2.26			
Standard deviation	0.94	0.87	0.89	0.84	0.88	0.92	0.95	0.85	0.86			
Significance	-			-			-					
Effect size	-	-0.05	0.07	-	0.20	0.27	-	-0.13	-0.01			
I feel respected by faculty *												
Strongly Agree	9.6%	14.6%	15.2%	14.7%	16.7%	16.8%	8.2%	13.7%	14.3%			
Agree	61.4%	57.5%	57.5%	55.9%	55.2%	53.0%	61.6%	58.9%	59.4%			
Disagree	21.1%	19.8%	18.9%	23.5%	18.7%	19.5%	21.9%	20.0%	19.0%			
Strongly Disagree	7.9%	8.1%	8.5%	5.9%	9.4%	10.6%	8.2%	7.4%	7.2%			
Total (n)	114	4,917	1,845	34	1,516	517	73	3,214	1,271			
Mean	2.73	2.79	2.79	2.79	2.79	2.76	2.70	2.79	2.81			
Standard deviation	0.74	0.79	0.80	0.77	0.83	0.86	0.74	0.77	0.77			
Significance	-			-			-					
Effect size	-	-0.08	-0.08	-	0.00	0.03	-	-0.12	-0.14			
I feel respected by other staff members *												
Strongly Agree	27.2%	24.4%	24.3%	31.4%	26.0%	29.1%	26.4%	24.0%	22.1%			
Agree	62.3%	66.8%	66.5%	62.9%	64.3%	60.7%	61.1%	67.9%	69.1%			
Disagree	9.6%	6.9%	6.8%	5.7%	7.3%	6.9%	11.1%	6.5%	7.0%			
Strongly Disagree	0.9%	2.0%	2.4%	0.0%	2.4%	3.3%	1.4%	1.6%	1.8%			
Total (n)	114	5,486	1,952	35	1,657	540	72	3,614	1,350			
Mean	3.16	3.14	3.13	3.26	3.14	3.16	3.13	3.14	3.12			
Standard deviation	0.62	0.61	0.62	0.56	0.64	0.69	0.65	0.59	0.59			
Significance	-			-			-					
Effect size	-	0.03	0.05	-	0.19	0.14	-	-0.02	0.02			
I feel respected by senior administrators *												
Strongly Agree	21.5%	18.0%	17.8%	30.3%	21.0%	21.8%	19.4%	17.1%	16.4%			
Agree	45.8%	53.8%	51.1%	54.5%	51.9%	47.4%	40.3%	54.9%	52.7%			
Disagree	18.7%	18.4%	19.6%	12.1%	15.9%	16.7%	23.9%	19.3%	20.9%			
Strongly Disagree	14.0%	9.7%	11.5%	3.0%	11.2%	14.0%	16.4%	8.6%	10.0%			
Total (n)	107	5,245	1,897	33	1,596	527	67	3,453	1,314			
Mean	2.75	2.80	2.75	3.12	2.83	2.77	2.63	2.81	2.75			
Standard deviation	0.95	0.84	0.88	0.74	0.89	0.95	0.98	0.82	0.84			
Significance	-			-		*	-					
Effect size	-	-0.06	0.00	-	0.33	0.37	-	-0.22	-0.14			

2024 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. This institution:												
Encourages staff to have a public voice and share their ideas openly *												
Strongly Agree	10.2%	12.0%	12.1%	12.1%	14.2%	15.0%	10.3%	11.2%	11.2%			
Agree	53.7%	54.2%	51.5%	60.6%	53.6%	52.2%	51.5%	55.0%	51.5%			
Disagree	23.1%	25.3%	27.0%	18.2%	23.8%	22.2%	25.0%	25.7%	29.0%			
Strongly Disagree	13.0%	8.5%	9.3%	9.1%	8.3%	10.6%	13.2%	8.2%	8.3%			
Total (n)	108	5,032	1,816	33	1,509	500	68	3,337	1,263			
Mean	2.61	2.70	2.66	2.76	2.74	2.72	2.59	2.69	2.66			
Standard deviation	0.84	0.79	0.81	0.79	0.80	0.85	0.85	0.78	0.78			
Significance	-			-			-					
Effect size	-	-0.11	-0.06	-	0.02	0.05	-	-0.13	-0.09			
Encourages students to have a public voice and share their ideas openly *												
Strongly Agree	21.1%	22.8%	20.5%	23.5%	25.6%	23.4%	19.1%	21.6%	19.5%			
Agree	73.4%	66.4%	67.6%	70.6%	63.3%	64.3%	76.5%	68.2%	69.0%			
Disagree	3.7%	8.4%	9.5%	2.9%	8.8%	8.6%	2.9%	8.0%	9.6%			
Strongly Disagree	1.8%	2.4%	2.4%	2.9%	2.3%	3.8%	1.5%	2.3%	1.8%			
Total (n)	109	4,722	1,719	34	1,449	479	68	3,105	1,192			
Mean	3.14	3.10	3.06	3.15	3.12	3.07	3.13	3.09	3.06			
Standard deviation	0.55	0.63	0.63	0.61	0.65	0.68	0.52	0.61	0.60			
Significance	-			-			-					
Effect size	-	0.06	0.13	-	0.05	0.12	-	0.07	0.12			
Has campus administrators who regularly speak about the value of diversity *												
Strongly Agree	18.9%	24.2%	21.2%	21.2%	27.4%	27.7%	17.9%	22.8%	18.5%			
Agree	66.3%	61.8%	61.0%	75.8%	60.4%	56.2%	62.5%	62.8%	63.1%			
Disagree	12.6%	10.7%	13.6%	3.0%	8.9%	10.7%	16.1%	11.4%	14.8%			
Strongly Disagree	2.1%	3.2%	4.2%	0.0%	3.3%	5.4%	3.6%	3.1%	3.6%			
Total (n)	95	4,961	1,749	33	1,495	484	56	3,284	1,213			
Mean	3.02	3.07	2.99	3.18	3.12	3.06	2.95	3.05	2.96			
Standard deviation	0.64	0.69	0.72	0.46	0.69	0.77	0.70	0.68	0.69			
Significance	-			-			-					
Effect size	-	-0.07	0.04	-	0.09	0.16	-	-0.15	-0.01			
Promotes the appreciation of cultural differences *												
Strongly Agree	18.7%	22.9%	21.7%	18.2%	25.2%	25.2%	19.4%	22.0%	20.2%			
Agree	70.1%	64.2%	65.1%	75.8%	63.1%	61.6%	68.7%	65.1%	66.8%			
Disagree	9.3%	10.0%	10.1%	6.1%	8.6%	8.6%	9.0%	10.4%	10.6%			
Strongly Disagree	1.9%	3.0%	3.1%	0.0%	3.2%	4.6%	3.0%	2.6%	2.3%			
Total (n)	107	5,063	1,816	33	1,519	500	67	3,351	1,260			
Mean	3.06	3.07	3.05	3.12	3.10	3.07	3.04	3.06	3.05			
Standard deviation	0.60	0.67	0.66	0.48	0.67	0.72	0.64	0.65	0.63			
Significance	-			-			-					
Effect size	-	-0.01	0.02	-	0.03	0.07	-	-0.03	-0.02			
Provides the campus community with opportunities to share feelings about issues of concern *												
Strongly Agree	12.9%	15.7%	14.0%	17.6%	19.0%	18.5%	11.3%	14.4%	12.3%			
Agree	58.4%	57.4%	54.0%	64.7%	58.5%	54.6%	54.8%	57.2%	53.9%			
Disagree	18.8%	20.4%	23.6%	11.8%	16.2%	17.9%	21.0%	22.0%	25.9%			
Strongly Disagree	9.9%	6.5%	8.4%	5.9%	6.4%	9.0%	12.9%	6.3%	7.9%			
Total (n)	101	4,881	1,759	34	1,477	487	62	3,228	1,221			

2024 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	2.74	2.82	2.74	2.94	2.90	2.83	2.65	2.80	2.71			
Standard deviation	0.81	0.77	0.80	0.74	0.77	0.83	0.85	0.76	0.78			
Significance	-			-			-					
Effect size	-	-0.10	0.00	-	0.05	0.13	-	-0.20	-0.08			
Rewards staff for their participation in diversity efforts *												
Strongly Agree	9.1%	10.6%	8.6%	3.4%	12.5%	13.2%	13.6%	10.0%	6.6%			
Agree	31.2%	37.8%	37.3%	48.3%	41.7%	42.0%	22.7%	36.4%	36.0%			
Disagree	46.8%	38.2%	39.7%	48.3%	33.8%	31.1%	43.2%	39.9%	43.2%			
Strongly Disagree	13.0%	13.4%	14.5%	0.0%	12.1%	13.7%	20.5%	13.7%	14.2%			
Total (n)	77	3,789	1,320	29	1,161	379	44	2,481	906			
Mean	2.36	2.46	2.40	2.55	2.55	2.55	2.30	2.43	2.35			
Standard deviation	0.83	0.85	0.84	0.57	0.86	0.89	0.95	0.85	0.80			
Significance	-			-			-					
Effect size	-	-0.12	-0.05	-	0.00	0.00	-	-0.15	-0.06			
Has effective practices and policies that increase staff diversity *												
Strongly Agree	11.0%	11.3%	10.2%	7.1%	12.9%	12.2%	15.0%	10.7%	9.4%			
Agree	43.8%	49.5%	50.7%	60.7%	53.9%	54.6%	32.5%	48.2%	49.4%			
Disagree	31.5%	28.9%	29.5%	25.0%	24.5%	23.7%	35.0%	30.6%	31.9%			
Strongly Disagree	13.7%	10.3%	9.6%	7.1%	8.7%	9.5%	17.5%	10.5%	9.3%			
Total (n)	73	3,912	1,352	28	1,229	401	40	2,541	913			
Mean	2.52	2.62	2.61	2.68	2.71	2.70	2.45	2.59	2.59			
Standard deviation	0.87	0.82	0.80	0.72	0.80	0.80	0.96	0.82	0.79			
Significance	-			-			-					
Effect size	-	-0.12	-0.11	-	-0.04	-0.03	-	-0.17	-0.18			
Has a lot of racial tension *												
Strongly Agree	0.0%	5.1%	3.6%	0.0%	5.3%	5.5%	0.0%	4.6%	2.7%			
Agree	6.5%	20.9%	14.7%	8.8%	17.2%	14.2%	1.9%	21.9%	14.3%			
Disagree	54.3%	52.7%	56.5%	50.0%	50.4%	52.1%	55.8%	54.7%	59.2%			
Strongly Disagree	39.1%	21.4%	25.2%	41.2%	27.0%	28.2%	42.3%	18.8%	23.8%			
Total (n)	92	4,396	1,564	34	1,388	457	52	2,837	1,058			
Mean	1.67	2.10	1.97	1.68	2.01	1.97	1.60	2.12	1.96			
Standard deviation	0.60	0.79	0.74	0.64	0.81	0.80	0.53	0.76	0.70			
Significance	-	***	***	-	*	*	-	***	***			
Effect size	-	-0.54	-0.41	-	-0.41	-0.36	-	-0.68	-0.51			
Effectively communicates information about employee compensation and benefits *												
Strongly Agree	17.4%	10.9%	9.4%	20.0%	12.3%	10.9%	16.4%	10.4%	8.9%			
Agree	59.6%	47.8%	45.1%	65.7%	49.6%	49.0%	55.2%	47.5%	43.6%			
Disagree	15.6%	26.9%	28.3%	8.6%	25.0%	23.4%	20.9%	27.5%	30.3%			
Strongly Disagree	7.3%	14.4%	17.2%	5.7%	13.1%	16.7%	7.5%	14.6%	17.2%			
Total (n)	109	5,124	1,815	35	1,547	496	67	3,382	1,264			
Mean	2.87	2.55	2.47	3.00	2.61	2.54	2.81	2.54	2.44			
Standard deviation	0.78	0.87	0.88	0.73	0.86	0.90	0.80	0.87	0.88			
Significance	-	***	***	-	**	**	-	*	***			
Effect size	-	0.37	0.45	-	0.45	0.51	-	0.31	0.42			
Please indicate the extent to which you agree or disagree with the following statements.												
I feel unsafe on this campus												
Strongly Agree	3.5%	2.0%	2.9%	2.9%	2.1%	3.0%	4.2%	1.7%	2.6%			

2024 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	1.8%	7.9%	7.4%	0.0%	7.7%	7.1%	1.4%	7.9%	7.5%			
Disagree	49.1%	53.4%	52.2%	34.3%	45.4%	42.4%	54.2%	57.0%	56.1%			
Strongly Disagree	45.6%	36.7%	37.6%	62.9%	44.7%	47.5%	40.3%	33.4%	33.9%			
Total (n)	114	5,415	1,929	35	1,634	533	72	3,574	1,338			
Mean	1.63	1.75	1.76	1.43	1.67	1.66	1.69	1.78	1.79			
Standard deviation	0.69	0.68	0.71	0.65	0.71	0.74	0.70	0.66	0.69			
Significance	-			-	*		-					
Effect size	-	-0.18	-0.18	-	-0.34	-0.31	-	-0.14	-0.14			
I feel my contributions are valued by my department												
Strongly Agree	29.2%	30.0%	29.0%	37.1%	29.4%	31.0%	26.8%	30.5%	28.1%			
Agree	54.9%	53.0%	53.5%	57.1%	53.8%	51.9%	53.5%	52.8%	54.3%			
Disagree	11.5%	12.2%	12.9%	5.7%	11.2%	11.2%	12.7%	12.4%	13.7%			
Strongly Disagree	4.4%	4.8%	4.5%	0.0%	5.6%	6.0%	7.0%	4.3%	3.8%			
Total (n)	113	5,433	1,936	35	1,635	536	71	3,587	1,340			
Mean	3.09	3.08	3.07	3.31	3.07	3.08	3.00	3.10	3.07			
Standard deviation	0.76	0.78	0.77	0.58	0.79	0.81	0.83	0.77	0.75			
Significance	-			-			-					
Effect size	-	0.01	0.03	-	0.30	0.28	-	-0.13	-0.09			
I feel my contributions are valued by my direct supervisor												
Strongly Agree	36.8%	41.2%	40.0%	45.7%	41.3%	41.6%	33.3%	41.3%	39.3%			
Agree	51.8%	45.5%	45.0%	45.7%	44.8%	41.6%	55.6%	45.8%	46.6%			
Disagree	7.9%	8.7%	10.1%	8.6%	8.6%	10.7%	6.9%	8.7%	10.1%			
Strongly Disagree	3.5%	4.7%	4.8%	0.0%	5.3%	6.2%	4.2%	4.2%	3.9%			
Total (n)	114	5,419	1,926	35	1,631	534	72	3,580	1,332			
Mean	3.22	3.23	3.20	3.37	3.22	3.19	3.18	3.24	3.21			
Standard deviation	0.74	0.79	0.81	0.65	0.81	0.86	0.74	0.78	0.78			
Significance	-			-			-					
Effect size	-	-0.01	0.02	-	0.19	0.21	-	-0.08	-0.04			
I feel my contributions are valued by senior administrators												
Strongly Agree	18.4%	18.4%	17.0%	31.4%	21.7%	22.1%	13.9%	16.9%	15.2%			
Agree	43.9%	49.7%	47.5%	42.9%	47.9%	44.8%	43.1%	50.9%	48.7%			
Disagree	28.1%	23.3%	25.2%	17.1%	21.1%	19.8%	31.9%	23.9%	27.4%			
Strongly Disagree	9.6%	8.6%	10.3%	8.6%	9.3%	13.2%	11.1%	8.2%	8.7%			
Total (n)	114	5,368	1,911	35	1,619	529	72	3,546	1,326			
Mean	2.71	2.78	2.71	2.97	2.82	2.76	2.60	2.76	2.70			
Standard deviation	0.88	0.84	0.87	0.92	0.88	0.94	0.87	0.83	0.83			
Significance	-			-			-					
Effect size	-	-0.08	0.00	-	0.17	0.22	-	-0.19	-0.12			
I feel my contributions are valued by students												
Strongly Agree	21.4%	24.5%	29.1%	22.9%	23.5%	28.5%	20.0%	24.9%	29.1%			
Agree	66.1%	60.2%	59.0%	60.0%	60.5%	56.1%	68.6%	60.0%	60.4%			
Disagree	10.7%	12.0%	9.1%	11.4%	12.6%	11.5%	11.4%	11.8%	8.3%			
Strongly Disagree	1.8%	3.4%	2.7%	5.7%	3.4%	3.8%	0.0%	3.3%	2.1%			
Total (n)	112	5,308	1,898	35	1,610	529	70	3,501	1,311			
Mean	3.07	3.06	3.15	3.00	3.04	3.09	3.09	3.06	3.17			
Standard deviation	0.63	0.70	0.69	0.77	0.70	0.74	0.56	0.70	0.66			
Significance	-			-			-					
Effect size	-	0.01	-0.12	-	-0.06	-0.12	-	0.04	-0.12			
My professional skills are effectively put to use in this position												
Strongly Agree	34.5%	32.0%	33.6%	37.1%	31.4%	32.3%	35.2%	32.5%	34.1%			

2024 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	51.3%	52.2%	48.7%	45.7%	51.3%	48.9%	52.1%	52.7%	48.9%			
Disagree	10.6%	11.7%	12.2%	14.3%	12.1%	12.6%	9.9%	11.2%	11.7%			
Strongly Disagree	3.5%	4.2%	5.5%	2.9%	5.2%	6.2%	2.8%	3.6%	5.3%			
Total (n)	113	5,394	1,922	35	1,620	532	71	3,567	1,330			
Mean	3.17	3.12	3.10	3.17	3.09	3.07	3.20	3.14	3.12			
Standard deviation	0.75	0.77	0.82	0.79	0.80	0.83	0.73	0.75	0.81			
Significance	-			-			-					
Effect size	-	0.06	0.09	-	0.10	0.12	-	0.08	0.10			
I feel I have to work harder than my colleagues to be perceived as a competent administrator/staff member												
Strongly Agree	13.2%	13.3%	15.2%	11.4%	12.9%	17.0%	13.9%	13.2%	14.3%			
Agree	19.3%	25.0%	24.4%	25.7%	24.0%	22.7%	18.1%	25.6%	25.4%			
Disagree	51.8%	50.8%	50.3%	42.9%	51.7%	49.1%	54.2%	50.6%	51.0%			
Strongly Disagree	15.8%	10.9%	10.2%	20.0%	11.4%	11.2%	13.9%	10.6%	9.2%			
Total (n)	114	5,380	1,917	35	1,623	534	72	3,554	1,325			
Mean	2.30	2.41	2.45	2.29	2.38	2.46	2.32	2.41	2.45			
Standard deviation	0.89	0.85	0.87	0.93	0.85	0.90	0.89	0.85	0.85			
Significance	-			-			-					
Effect size	-	-0.13	-0.17	-	-0.11	-0.19	-	-0.11	-0.15			
My job duties are clearly defined												
Strongly Agree	14.9%	16.5%	16.0%	22.9%	18.0%	17.8%	12.5%	16.1%	15.3%			
Agree	59.6%	55.3%	51.7%	62.9%	54.6%	48.7%	55.6%	55.6%	53.3%			
Disagree	17.5%	22.2%	24.0%	14.3%	20.5%	23.6%	20.8%	22.8%	24.1%			
Strongly Disagree	7.9%	6.0%	8.3%	0.0%	6.9%	9.9%	11.1%	5.5%	7.4%			
Total (n)	114	5,403	1,930	35	1,627	534	72	3,567	1,337			
Mean	2.82	2.82	2.75	3.09	2.84	2.74	2.69	2.82	2.76			
Standard deviation	0.78	0.77	0.82	0.61	0.80	0.86	0.83	0.76	0.80			
Significance	-			-		*	-					
Effect size	-	0.00	0.09	-	0.31	0.41	-	-0.17	-0.09			
My workload is manageable given the hours I'm scheduled to work												
Strongly Agree	21.9%	14.7%	14.2%	25.7%	15.5%	15.0%	22.2%	14.4%	13.7%			
Agree	53.5%	52.4%	49.1%	54.3%	54.0%	50.3%	52.8%	51.6%	48.9%			
Disagree	16.7%	22.1%	23.9%	14.3%	20.6%	21.7%	15.3%	22.9%	24.7%			
Strongly Disagree	7.9%	10.8%	12.8%	5.7%	9.8%	13.1%	9.7%	11.2%	12.7%			
Total (n)	114	5,405	1,926	35	1,632	535	72	3,567	1,333			
Mean	2.89	2.71	2.65	3.00	2.75	2.67	2.88	2.69	2.64			
Standard deviation	0.83	0.85	0.88	0.80	0.83	0.88	0.87	0.85	0.87			
Significance	-	*	**	-		*	-		*			
Effect size	-	0.21	0.27	-	0.30	0.38	-	0.22	0.28			
My salary is sufficient considering the cost of living in this area												
Strongly Agree	10.6%	4.3%	4.9%	14.3%	5.5%	6.2%	9.7%	3.9%	4.5%			
Agree	43.4%	23.0%	30.1%	48.6%	25.3%	31.3%	41.7%	22.0%	29.2%			
Disagree	26.5%	36.0%	33.7%	22.9%	35.1%	33.4%	27.8%	36.6%	34.6%			
Strongly Disagree	19.5%	36.7%	31.3%	14.3%	34.1%	29.1%	20.8%	37.5%	31.7%			
Total (n)	113	5,408	1,922	35	1,633	536	72	3,570	1,329			
Mean	2.45	1.95	2.09	2.63	2.02	2.15	2.40	1.92	2.07			
Standard deviation	0.93	0.88	0.90	0.91	0.90	0.91	0.93	0.86	0.89			
Significance	-	***	***	-	***	**	-	***	**			
Effect size	-	0.57	0.40	-	0.68	0.53	-	0.56	0.37			

2024 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
I achieve a healthy balance between my personal life and my professional life												
Strongly Agree	21.2%	13.0%	14.4%	28.6%	13.5%	17.4%	18.1%	12.9%	12.9%			
Agree	51.3%	53.9%	50.9%	42.9%	54.2%	46.5%	54.2%	54.1%	52.9%			
Disagree	20.4%	24.3%	25.0%	22.9%	24.7%	27.9%	19.4%	23.9%	24.3%			
Strongly Disagree	7.1%	8.8%	9.7%	5.7%	7.7%	8.2%	8.3%	9.1%	9.9%			
Total (n)	113	5,393	1,921	35	1,626	535	72	3,564	1,328			
Mean	2.87	2.71	2.70	2.94	2.73	2.73	2.82	2.71	2.69			
Standard deviation	0.83	0.80	0.83	0.87	0.79	0.84	0.83	0.80	0.82			
Significance	-	*	*	-			-					
Effect size	-	0.20	0.20	-	0.27	0.25	-	0.14	0.16			
I have at least one professional mentor I can turn to for guidance												
Strongly Agree	23.7%	21.3%	21.4%	37.1%	19.9%	21.6%	19.4%	22.0%	21.7%			
Agree	46.5%	48.1%	47.9%	31.4%	46.3%	43.5%	51.4%	49.2%	49.7%			
Disagree	24.6%	22.6%	22.1%	25.7%	24.9%	24.8%	23.6%	21.3%	20.9%			
Strongly Disagree	5.3%	8.1%	8.6%	5.7%	8.8%	10.1%	5.6%	7.4%	7.7%			
Total (n)	114	5,391	1,924	35	1,625	536	72	3,561	1,332			
Mean	2.89	2.83	2.82	3.00	2.77	2.77	2.85	2.86	2.85			
Standard deviation	0.83	0.86	0.86	0.94	0.87	0.90	0.80	0.84	0.85			
Significance	-			-			-					
Effect size	-	0.07	0.08	-	0.26	0.26	-	-0.01	0.00			
I feel a sense of belonging to this campus												
Strongly Agree	20.5%	21.3%	21.9%	28.6%	23.9%	27.1%	18.6%	20.2%	20.2%			
Agree	52.7%	55.0%	51.8%	54.3%	51.2%	46.8%	50.0%	57.2%	54.2%			
Disagree	20.5%	18.3%	18.9%	17.1%	19.1%	18.2%	21.4%	17.6%	19.2%			
Strongly Disagree	6.3%	5.4%	7.4%	0.0%	5.9%	7.9%	10.0%	5.0%	6.4%			
Total (n)	112	5,368	1,909	35	1,621	532	70	3,544	1,319			
Mean	2.88	2.92	2.88	3.11	2.93	2.93	2.77	2.93	2.88			
Standard deviation	0.81	0.78	0.83	0.68	0.81	0.87	0.87	0.76	0.80			
Significance	-			-			-					
Effect size	-	-0.05	0.00	-	0.22	0.21	-	-0.21	-0.14			
How often in the past year at this institution have you:												
Challenged others on issues of discrimination												
Verv Often	3.6%	2.1%	1.5%	5.7%	2.1%	3.0%	1.4%	1.8%	0.8%			
Often	3.6%	5.6%	4.4%	0.0%	4.7%	4.3%	4.3%	5.5%	4.3%			
Sometimes	13.4%	21.7%	21.0%	20.0%	20.3%	20.6%	11.4%	22.2%	21.4%			
Seldom	31.3%	23.3%	24.4%	31.4%	22.4%	24.1%	30.0%	23.8%	24.4%			
Never	48.2%	47.4%	48.7%	42.9%	50.4%	48.0%	52.9%	46.6%	49.1%			
Total (n)	112	5,329	1,915	35	1,613	535	70	3,516	1,325			
Mean	1.83	1.92	1.86	1.94	1.86	1.90	1.71	1.92	1.83			
Standard deviation	1.03	1.05	0.99	1.08	1.03	1.06	0.93	1.03	0.96			
Significance	-			-			-					
Effect size	-	-0.09	-0.03	-	0.08	0.04	-	-0.20	-0.13			
Educated yourself about individuals who are different from you												
Very Often	8.7%	16.9%	16.5%	5.7%	14.5%	16.2%	9.6%	17.6%	16.3%			
Often	37.4%	37.5%	37.3%	40.0%	34.5%	34.0%	34.2%	38.7%	39.0%			
Sometimes	40.0%	32.5%	33.4%	45.7%	35.3%	35.5%	38.4%	31.5%	32.7%			
Seldom	7.8%	7.0%	6.7%	5.7%	7.9%	8.3%	9.6%	6.6%	6.0%			
Never	6.1%	6.2%	6.1%	2.9%	7.9%	6.0%	8.2%	5.6%	6.0%			
Total (n)	115	5,338	1,916	35	1,611	532	73	3,526	1,329			

2024 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	3.35	3.52	3.51	3.40	3.40	3.46	3.27	3.56	3.53			
Standard deviation	0.96	1.05	1.04	0.81	1.08	1.05	1.04	1.03	1.03			
Significance	-			-			-	*	*			
Effect size	-	-0.16	-0.15	-	0.00	-0.06	-	-0.28	-0.25			
Participated in a coalition of different groups to address social justice issues												
Very Often	4.4%	5.9%	5.4%	11.4%	5.7%	7.9%	1.4%	5.9%	4.4%			
Often	7.0%	12.2%	11.8%	5.7%	11.2%	10.3%	6.9%	12.2%	12.5%			
Sometimes	19.3%	22.1%	23.3%	20.0%	20.4%	23.1%	20.8%	23.0%	23.7%			
Seldom	20.2%	19.7%	20.0%	17.1%	19.6%	15.4%	19.4%	20.0%	21.5%			
Never	49.1%	40.1%	39.5%	45.7%	43.1%	43.3%	51.4%	39.0%	37.9%			
Total (n)	114	5,290	1,897	35	1,607	533	72	3,488	1,310			
Mean	1.97	2.24	2.24	2.20	2.17	2.24	1.88	2.26	2.24			
Standard deviation	1.17	1.26	1.24	1.39	1.25	1.32	1.06	1.25	1.21			
Significance	-	*	*	-			-	*	*			
Effect size	-	-0.21	-0.22	-	0.02	-0.03	-	-0.30	-0.30			
Attended programs focused on diversity (e.g., presentations, performances, art exhibits, debates)												
Very Often	6.1%	10.2%	10.1%	5.7%	9.4%	11.3%	6.8%	10.5%	9.8%			
Often	19.1%	20.9%	21.1%	22.9%	18.1%	20.1%	15.1%	21.9%	21.6%			
Sometimes	36.5%	34.2%	36.4%	37.1%	31.7%	34.0%	35.6%	35.2%	37.3%			
Seldom	14.8%	17.4%	16.6%	20.0%	19.0%	17.3%	13.7%	17.0%	16.4%			
Never	23.5%	17.3%	15.7%	14.3%	21.8%	17.3%	28.8%	15.3%	15.0%			
Total (n)	115	5,318	1,925	35	1,607	532	73	3,509	1,336			
Mean	2.70	2.89	2.93	2.86	2.74	2.91	2.58	2.95	2.95			
Standard deviation	1.20	1.21	1.19	1.12	1.25	1.23	1.25	1.19	1.17			
Significance	-		*	-			-	**	**			
Effect size	-	-0.16	-0.19	-	0.10	-0.04	-	-0.31	-0.32			
Please indicate how often at this institution you have:												
Assisted a student with a problem about discrimination *												
Verv Often	0.9%	2.5%	1.6%	2.9%	2.3%	2.4%	0.0%	2.3%	1.3%			
Often	4.5%	6.1%	5.3%	5.9%	5.6%	4.9%	1.4%	6.2%	5.0%			
Sometimes	18.2%	17.3%	19.7%	20.6%	18.3%	21.9%	17.1%	16.8%	18.9%			
Seldom	20.0%	18.7%	21.7%	20.6%	18.0%	21.5%	18.6%	19.3%	21.7%			
Never	56.4%	55.4%	51.7%	50.0%	55.8%	49.2%	62.9%	55.3%	53.0%			
Total (n)	110	5,083	1,828	34	1,528	506	70	3,372	1,269			
Mean	1.74	1.82	1.83	1.91	1.80	1.90	1.57	1.81	1.80			
Standard deviation	0.97	1.08	1.02	1.11	1.06	1.06	0.83	1.07	1.00			
Significance	-			-			-					
Effect size	-	-0.07	-0.09	-	0.10	0.01	-	-0.22	-0.23			
Assisted another staff member with a problem about discrimination *												
Very Often	0.9%	1.9%	1.5%	2.9%	1.6%	2.4%	0.0%	1.8%	1.2%			
Often	3.6%	4.4%	3.5%	2.9%	4.3%	3.7%	4.2%	4.3%	3.4%			
Sometimes	20.7%	16.6%	17.7%	26.5%	15.3%	17.8%	18.3%	17.1%	18.2%			
Seldom	18.9%	20.7%	22.3%	17.6%	21.9%	20.7%	21.1%	20.3%	22.6%			
Never	55.9%	56.3%	54.9%	50.0%	56.8%	55.4%	56.3%	56.5%	54.6%			
Total (n)	111	5,085	1,822	34	1,527	507	71	3,376	1,263			
Mean	1.75	1.75	1.74	1.91	1.72	1.77	1.70	1.75	1.74			
Standard deviation	0.97	1.01	0.97	1.08	0.98	1.02	0.92	1.00	0.95			
Significance	-			-			-					

2024 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	-	0.00	0.01	-	0.19	0.14	-	-0.05	-0.04			
Witnessed discrimination *												
Very Often	1.9%	2.5%	2.3%	0.0%	1.9%	2.6%	1.5%	2.6%	2.0%			
Often	1.9%	4.7%	4.3%	2.9%	3.9%	3.7%	0.0%	4.8%	4.2%			
Sometimes	13.1%	18.4%	17.7%	14.7%	14.6%	15.2%	13.4%	19.8%	18.7%			
Seldom	28.0%	25.5%	27.3%	32.4%	26.2%	28.4%	25.4%	25.5%	27.1%			
Never	55.1%	48.9%	48.5%	50.0%	53.3%	50.1%	59.7%	47.4%	48.0%			
Total (n)	107	5,117	1,829	34	1,551	507	67	3,378	1,266			
Mean	1.67	1.86	1.85	1.71	1.75	1.80	1.58	1.90	1.85			
Standard deviation	0.91	1.03	1.01	0.84	0.97	1.00	0.84	1.04	1.00			
Significance	-			-			-	*	*			
Effect size	-	-0.18	-0.18	-	-0.04	-0.09	-	-0.31	-0.27			
Reported an incident of discrimination to a campus authority *												
Very Often	0.0%	0.9%	0.7%	0.0%	0.8%	1.4%	0.0%	0.9%	0.5%			
Often	4.6%	2.1%	2.1%	5.9%	1.8%	2.4%	2.9%	2.1%	1.8%			
Sometimes	5.6%	7.0%	7.6%	5.9%	6.4%	8.3%	5.8%	7.0%	7.1%			
Seldom	10.2%	10.6%	11.9%	8.8%	11.0%	11.8%	11.6%	10.3%	12.0%			
Never	79.6%	79.5%	77.6%	79.4%	80.1%	76.1%	79.7%	79.7%	78.6%			
Total (n)	108	5,061	1,791	34	1,529	493	69	3,353	1,245			
Mean	1.35	1.34	1.36	1.38	1.32	1.41	1.32	1.34	1.34			
Standard deviation	0.79	0.77	0.77	0.85	0.74	0.85	0.72	0.77	0.73			
Significance	-			-			-					
Effect size	-	0.01	-0.01	-	0.08	-0.04	-	-0.03	-0.03			
Been sexually harassed *												
Very Often	0.9%	0.1%	0.2%	2.9%	0.1%	0.4%	0.0%	0.1%	0.2%			
Often	0.9%	0.4%	0.7%	0.0%	0.4%	0.8%	1.4%	0.3%	0.6%			
Sometimes	2.7%	2.3%	2.7%	0.0%	1.3%	2.0%	4.2%	2.7%	2.8%			
Seldom	5.4%	5.5%	6.2%	11.8%	3.8%	4.1%	2.8%	6.3%	7.0%			
Never	90.1%	91.7%	90.3%	85.3%	94.3%	92.8%	91.5%	90.6%	89.4%			
Total (n)	111	5,131	1,826	34	1,560	512	71	3,389	1,264			
Mean	1.17	1.12	1.14	1.24	1.08	1.12	1.15	1.13	1.15			
Standard deviation	0.60	0.43	0.49	0.74	0.38	0.49	0.55	0.45	0.49			
Significance	-			-	*		-					
Effect size	-	0.12	0.06	-	0.42	0.24	-	0.04	0.00			
Reported an incident of sexual harassment to a campus authority *												
Very Often	0.0%	0.4%	0.4%	0.0%	0.6%	0.6%	0.0%	0.4%	0.4%			
Often	1.8%	1.0%	1.2%	0.0%	1.2%	2.0%	2.8%	0.9%	1.0%			
Sometimes	3.6%	3.5%	3.8%	5.9%	3.1%	4.5%	2.8%	3.8%	3.6%			
Seldom	9.9%	7.0%	8.5%	11.8%	8.6%	10.1%	9.9%	6.2%	7.7%			
Never	84.7%	88.1%	86.0%	82.4%	86.5%	82.8%	84.5%	88.7%	87.4%			
Total (n)	111	5,119	1,818	34	1,545	507	71	3,391	1,260			
Mean	1.23	1.19	1.22	1.24	1.21	1.27	1.24	1.18	1.19			
Standard deviation	0.60	0.58	0.61	0.55	0.60	0.69	0.64	0.57	0.58			
Significance	-			-			-					
Effect size	-	0.07	0.02	-	0.05	-0.04	-	0.11	0.09			
Felt my ideas were dismissed by my colleagues *												
Very Often	2.7%	3.6%	3.7%	0.0%	3.6%	4.3%	2.8%	3.5%	3.2%			
Often	9.0%	6.7%	7.7%	8.8%	7.4%	8.9%	8.5%	6.3%	7.1%			
Sometimes	37.8%	24.5%	25.1%	41.2%	23.2%	25.0%	36.6%	24.6%	24.8%			
Seldom	22.5%	25.1%	24.4%	23.5%	24.0%	22.2%	22.5%	25.8%	25.5%			

2024 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
Never	27.9%	40.0%	39.1%	26.5%	41.8%	39.7%	29.6%	39.8%	39.4%			
Total (n)	111	5,197	1,855	34	1,563	517	71	3,445	1,287			
Mean	2.36	2.09	2.12	2.32	2.07	2.16	2.32	2.08	2.09			
Standard deviation	1.07	1.11	1.13	0.98	1.13	1.17	1.08	1.10	1.10			
Significance	-	*	*	-			-					
Effect size	-	0.24	0.21	-	0.22	0.14	-	0.22	0.21			
Felt I did not receive due credit for my ideas or work *												
Very Often	3.7%	5.0%	6.2%	2.9%	5.2%	7.2%	2.9%	4.9%	5.5%			
Often	12.8%	8.5%	10.5%	11.8%	8.2%	10.7%	13.0%	8.4%	10.5%			
Sometimes	23.9%	22.6%	23.1%	20.6%	21.4%	22.6%	24.6%	23.0%	23.4%			
Seldom	28.4%	23.7%	22.7%	26.5%	24.0%	22.4%	30.4%	23.8%	22.7%			
Never	31.2%	40.1%	37.4%	38.2%	41.3%	37.0%	29.0%	39.9%	38.0%			
Total (n)	109	5,170	1,833	34	1,563	513	69	3,416	1,266			
Mean	2.29	2.15	2.25	2.15	2.12	2.29	2.30	2.15	2.23			
Standard deviation	1.15	1.18	1.23	1.16	1.19	1.26	1.12	1.18	1.21			
Significance	-			-			-					
Effect size	-	0.12	0.03	-	0.03	-0.11	-	0.13	0.06			
Heard insensitive or disparaging remarks about race/ethnicity from: Faculty *												
Very Often	2.9%	1.4%	1.4%	3.0%	1.1%	2.0%	0.0%	1.4%	1.0%			
Often	0.0%	2.5%	2.6%	0.0%	2.3%	2.5%	0.0%	2.6%	2.8%			
Sometimes	13.3%	9.8%	9.7%	12.1%	9.6%	10.6%	13.6%	9.8%	9.2%			
Seldom	17.1%	13.9%	14.6%	15.2%	12.8%	14.7%	19.7%	14.6%	14.6%			
Never	66.7%	72.4%	71.6%	69.7%	74.2%	70.3%	66.7%	71.7%	72.3%			
Total (n)	105	5,018	1,819	33	1,518	511	66	3,323	1,258			
Mean	1.55	1.47	1.48	1.52	1.43	1.51	1.47	1.47	1.46			
Standard deviation	0.93	0.87	0.88	0.94	0.84	0.92	0.73	0.88	0.85			
Significance	-			-			-					
Effect size	-	0.09	0.08	-	0.11	0.01	-	0.00	0.01			
Heard insensitive or disparaging remarks about race/ethnicity from: Staff *												
Very Often	1.9%	1.0%	0.9%	2.9%	1.0%	1.4%	0.0%	1.0%	0.6%			
Often	3.7%	2.4%	2.8%	5.9%	1.8%	3.3%	1.5%	2.6%	2.5%			
Sometimes	13.9%	11.0%	10.8%	14.7%	9.8%	10.7%	13.2%	11.3%	10.8%			
Seldom	21.3%	19.9%	19.6%	17.6%	19.8%	20.3%	25.0%	19.9%	19.6%			
Never	59.3%	65.7%	65.8%	58.8%	67.6%	64.3%	60.3%	65.2%	66.5%			
Total (n)	108	5,105	1,836	34	1,544	512	68	3,377	1,273			
Mean	1.68	1.53	1.53	1.76	1.49	1.57	1.56	1.54	1.51			
Standard deviation	0.97	0.86	0.86	1.10	0.82	0.91	0.78	0.87	0.83			
Significance	-			-			-					
Effect size	-	0.17	0.17	-	0.33	0.21	-	0.02	0.06			
Heard insensitive or disparaging remarks about race/ethnicity from: Students *												
Very Often	0.9%	0.7%	0.5%	2.9%	0.8%	0.4%	0.0%	0.6%	0.5%			
Often	0.9%	2.4%	2.5%	2.9%	2.4%	2.9%	0.0%	2.2%	2.4%			
Sometimes	11.3%	12.0%	12.2%	17.6%	13.4%	14.9%	7.6%	11.2%	10.9%			
Seldom	19.8%	17.9%	19.9%	14.7%	18.7%	20.2%	21.2%	17.5%	19.7%			
Never	67.0%	67.0%	64.9%	61.8%	64.7%	61.6%	71.2%	68.5%	66.5%			
Total (n)	106	5,051	1,822	34	1,531	510	66	3,340	1,261			
Mean	1.49	1.52	1.54	1.71	1.56	1.60	1.36	1.49	1.51			
Standard deviation	0.81	0.85	0.84	1.06	0.87	0.87	0.62	0.82	0.82			
Significance	-			-			-					
Effect size	-	-0.04	-0.06	-	0.17	0.13	-	-0.16	-0.18			

2024 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
Heard insensitive or disparaging remarks about race/ethnicity from: Senior Administrators *												
Very Often	0.0%	0.9%	1.2%	0.0%	0.8%	2.2%	0.0%	0.8%	0.6%			
Often	1.0%	1.3%	1.5%	3.0%	0.9%	1.4%	0.0%	1.5%	1.6%			
Sometimes	2.9%	5.9%	5.2%	0.0%	5.2%	5.7%	3.0%	6.1%	4.9%			
Seldom	10.6%	11.8%	11.9%	6.1%	10.1%	10.5%	11.9%	12.5%	12.3%			
Never	85.6%	80.1%	80.2%	90.9%	83.0%	80.2%	85.1%	79.0%	80.6%			
Total (n)	104	5,017	1,801	33	1,530	505	67	3,319	1,248			
Mean	1.19	1.31	1.32	1.15	1.26	1.35	1.18	1.33	1.29			
Standard deviation	0.52	0.72	0.75	0.57	0.67	0.83	0.46	0.73	0.69			
Significance	-			-			-					
Effect size	-	-0.17	-0.17	-	-0.16	-0.24	-	-0.21	-0.16			
Currently, where are you primarily working?												
Remotely	5.3%	4.6%	3.1%	5.9%	3.6%	2.7%	5.6%	5.2%	3.2%			
On-campus	91.2%	76.1%	86.3%	91.2%	82.0%	89.2%	90.3%	73.4%	85.3%			
About half remotely and half on-campus	3.5%	19.3%	10.6%	2.9%	14.5%	8.1%	4.2%	21.4%	11.5%			
Total (n)	113	5,389	1,919	34	1,624	528	72	3,559	1,328			
Please indicate your agreement with the following statement:												
I would prefer to work remotely rather than on-campus												
Strongly Agree	17.5%	23.4%	22.1%	8.8%	19.3%	19.5%	23.3%	25.4%	23.6%			
Agree	23.7%	26.0%	25.2%	32.4%	20.1%	20.1%	19.2%	28.7%	27.3%			
Disagree	29.8%	26.3%	27.2%	23.5%	24.7%	23.5%	32.9%	27.5%	28.6%			
Strongly Disagree	19.3%	13.1%	14.0%	26.5%	19.7%	21.2%	16.4%	9.9%	10.9%			
Not Applicable	9.6%	11.2%	11.5%	8.8%	16.3%	15.6%	8.2%	8.6%	9.7%			
Total (n)	114	5,393	1,916	34	1,629	532	73	3,558	1,324			
At this institution, how often have you been discriminated against or excluded from activities because of your:												
Ability/disability status												
Very Often	0.0%	0.6%	0.8%	0.0%	0.6%	1.0%	0.0%	0.5%	0.7%			
Often	0.9%	0.9%	0.8%	0.0%	0.6%	0.8%	1.4%	0.8%	0.8%			
Sometimes	1.8%	3.5%	3.3%	0.0%	2.6%	2.9%	2.8%	3.6%	3.7%			
Seldom	6.2%	4.8%	4.4%	5.9%	4.3%	3.3%	5.6%	4.9%	4.8%			
Never	91.2%	90.2%	90.5%	94.1%	91.8%	92.1%	90.3%	90.1%	90.1%			
Total (n)	113	5,282	1,893	34	1,594	522	72	3,491	1,313			
Mean	1.12	1.17	1.17	1.06	1.14	1.15	1.15	1.17	1.17			
Standard deviation	0.45	0.58	0.60	0.24	0.53	0.59	0.52	0.57	0.59			
Significance	-			-			-					
Effect size	-	-0.09	-0.08	-	-0.15	-0.15	-	-0.04	-0.03			
Age												
Very Often	2.7%	1.3%	1.2%	2.9%	1.0%	1.2%	2.8%	1.3%	1.1%			
Often	0.9%	2.3%	1.9%	0.0%	1.9%	1.9%	1.4%	2.5%	1.9%			
Sometimes	8.0%	8.5%	6.9%	5.9%	5.7%	4.6%	8.3%	9.6%	7.5%			
Seldom	12.4%	10.7%	8.8%	8.8%	8.7%	8.3%	13.9%	11.4%	9.2%			
Never	76.1%	77.2%	81.2%	82.4%	82.7%	84.0%	73.6%	75.2%	80.3%			
Total (n)	113	5,280	1,888	34	1,592	520	72	3,492	1,310			
Mean	1.42	1.40	1.33	1.32	1.30	1.28	1.46	1.43	1.34			
Standard deviation	0.88	0.84	0.78	0.84	0.75	0.74	0.92	0.86	0.79			
Significance	-			-			-					
Effect size	-	0.02	0.12	-	0.03	0.05	-	0.03	0.15			

2024 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
Citizenship status												
Very Often	0.0%	0.2%	0.2%	0.0%	0.3%	0.0%	0.0%	0.1%	0.2%			
Often	0.0%	0.2%	0.1%	0.0%	0.2%	0.2%	0.0%	0.3%	0.1%			
Sometimes	0.0%	0.7%	0.4%	0.0%	1.1%	1.0%	0.0%	0.5%	0.2%			
Seldom	0.0%	1.9%	1.8%	0.0%	2.3%	2.3%	0.0%	1.6%	1.5%			
Never	100.0%	97.0%	97.6%	100.0%	96.2%	96.5%	100.0%	97.5%	98.2%			
Total (n)	113	5,259	1,882	34	1,588	521	72	3,475	1,303			
Mean	1.00	1.05	1.03	1.00	1.06	1.05	1.00	1.04	1.03			
Standard deviation	0.00	0.30	0.26	0.00	0.35	0.28	0.00	0.29	0.23			
Significance	-			-			-					
Effect size	-	-0.17	-0.12	-	-0.17	-0.18	-	-0.14	-0.13			
Gender/Gender identity												
Very Often	0.0%	0.8%	0.8%	0.0%	0.6%	1.0%	0.0%	0.7%	0.6%			
Often	2.7%	1.8%	1.3%	0.0%	0.8%	0.8%	2.8%	2.2%	1.5%			
Sometimes	4.4%	6.8%	5.5%	2.9%	4.7%	4.5%	5.6%	7.2%	5.7%			
Seldom	8.0%	7.2%	7.5%	2.9%	4.4%	3.9%	11.1%	8.3%	8.8%			
Never	85.0%	83.4%	84.9%	94.1%	89.5%	89.9%	80.6%	81.5%	83.4%			
Total (n)	113	5,258	1,880	34	1,583	516	72	3,479	1,306			
Mean	1.25	1.29	1.25	1.09	1.19	1.19	1.31	1.32	1.27			
Standard deviation	0.66	0.74	0.69	0.38	0.61	0.64	0.70	0.77	0.69			
Significance	-			-			-					
Effect size	-	-0.05	0.00	-	-0.16	-0.16	-	-0.01	0.06			
Job classification (e.g., Title, Position)												
Very Often	3.5%	3.0%	3.3%	2.9%	2.4%	3.5%	4.2%	3.1%	2.9%			
Often	3.5%	5.5%	5.1%	0.0%	4.2%	3.7%	4.2%	6.1%	5.7%			
Sometimes	17.7%	15.2%	15.0%	17.6%	11.1%	12.9%	15.3%	16.7%	15.7%			
Seldom	15.9%	15.2%	14.5%	11.8%	13.0%	13.3%	19.4%	16.4%	15.4%			
Never	59.3%	61.1%	62.1%	67.6%	69.3%	66.7%	56.9%	57.8%	60.4%			
Total (n)	113	5,266	1,886	34	1,590	520	72	3,480	1,309			
Mean	1.76	1.74	1.73	1.59	1.57	1.64	1.79	1.80	1.75			
Standard deviation	1.09	1.09	1.10	0.99	1.00	1.06	1.11	1.11	1.09			
Significance	-			-			-					
Effect size	-	0.02	0.03	-	0.02	-0.05	-	-0.01	0.04			
Level of education												
Very Often	2.7%	1.4%	1.9%	2.9%	1.2%	1.9%	2.8%	1.3%	1.6%			
Often	0.9%	2.8%	2.6%	0.0%	1.8%	2.3%	1.4%	3.4%	2.9%			
Sometimes	8.0%	7.7%	7.4%	5.9%	5.6%	6.7%	9.7%	8.5%	7.7%			
Seldom	15.9%	9.2%	9.1%	5.9%	7.7%	6.9%	20.8%	10.0%	9.9%			
Never	72.6%	78.8%	79.0%	85.3%	83.7%	82.2%	65.3%	76.8%	77.9%			
Total (n)	113	5,271	1,887	34	1,590	522	72	3,485	1,307			
Mean	1.45	1.39	1.39	1.29	1.29	1.35	1.56	1.42	1.40			
Standard deviation	0.89	0.85	0.88	0.84	0.76	0.85	0.93	0.88	0.87			
Significance	-			-			-					
Effect size	-	0.07	0.07	-	0.00	-0.07	-	0.16	0.18			
Political beliefs												
Very Often	0.0%	0.9%	1.0%	0.0%	1.6%	1.1%	0.0%	0.5%	0.7%			
Often	0.9%	1.4%	0.8%	0.0%	1.4%	1.5%	1.4%	1.3%	0.4%			
Sometimes	7.1%	4.6%	3.9%	5.9%	5.3%	5.9%	5.6%	4.2%	2.8%			
Seldom	8.8%	7.0%	6.2%	2.9%	6.8%	5.9%	11.1%	7.1%	6.1%			
Never	83.2%	86.0%	88.2%	91.2%	84.8%	85.4%	81.9%	87.0%	90.0%			

2024 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)	113	5,263	1,886	34	1,594	522	72	3,472	1,305			
Mean	1.26	1.24	1.20	1.15	1.28	1.27	1.26	1.21	1.16			
Standard deviation	0.62	0.69	0.63	0.50	0.76	0.74	0.63	0.63	0.54			
Significance	-			-			-					
Effect size	-	0.03	0.10	-	-0.17	-0.16	-	0.08	0.19			
Race/ethnicity												
Very Often	0.0%	1.1%	1.1%	0.0%	1.4%	2.3%	0.0%	0.9%	0.6%			
Often	0.0%	1.4%	1.4%	0.0%	1.4%	1.9%	0.0%	1.3%	1.2%			
Sometimes	1.8%	5.1%	4.6%	2.9%	5.2%	4.4%	1.4%	4.9%	4.6%			
Seldom	2.7%	6.6%	6.1%	2.9%	7.3%	6.9%	2.8%	6.2%	5.6%			
Never	95.5%	85.9%	86.8%	94.1%	84.7%	84.5%	95.8%	86.7%	88.0%			
Total (n)	112	5,266	1,883	34	1,592	522	71	3,477	1,304			
Mean	1.06	1.25	1.24	1.09	1.27	1.31	1.06	1.23	1.21			
Standard deviation	0.31	0.71	0.70	0.38	0.74	0.83	0.29	0.68	0.63			
Significance	-	**	**	-			-	*	*			
Effect size	-	-0.27	-0.26	-	-0.24	-0.27	-	-0.25	-0.24			
Religious/spiritual beliefs												
Very Often	0.0%	0.6%	1.0%	0.0%	1.1%	2.1%	0.0%	0.3%	0.5%			
Often	0.0%	1.3%	0.4%	0.0%	1.4%	1.0%	0.0%	1.2%	0.2%			
Sometimes	3.5%	3.8%	2.3%	2.9%	3.5%	2.5%	2.8%	3.8%	2.1%			
Seldom	11.5%	5.9%	5.2%	5.9%	5.6%	5.2%	12.5%	5.8%	4.7%			
Never	85.0%	88.4%	91.1%	91.2%	88.4%	89.3%	84.7%	88.9%	92.5%			
Total (n)	113	5,271	1,885	34	1,594	522	72	3,480	1,304			
Mean	1.19	1.20	1.15	1.12	1.21	1.21	1.18	1.18	1.12			
Standard deviation	0.47	0.62	0.57	0.41	0.67	0.73	0.45	0.58	0.46			
Significance	-			-			-					
Effect size	-	-0.02	0.07	-	-0.13	-0.12	-	0.00	0.13			
Sexual orientation												
Very Often	0.0%	0.4%	0.3%	0.0%	0.6%	1.0%	0.0%	0.3%	0.0%			
Often	1.8%	0.6%	0.4%	0.0%	0.8%	0.8%	0.0%	0.4%	0.1%			
Sometimes	2.7%	2.1%	1.4%	2.9%	2.2%	2.3%	2.8%	1.6%	0.8%			
Seldom	5.3%	3.7%	3.8%	5.9%	4.0%	4.4%	5.6%	3.2%	3.2%			
Never	90.3%	93.3%	94.2%	91.2%	92.3%	91.6%	91.7%	94.5%	95.9%			
Total (n)	113	5,253	1,883	34	1,588	521	72	3,472	1,305			
Mean	1.16	1.11	1.09	1.12	1.13	1.15	1.11	1.09	1.05			
Standard deviation	0.54	0.47	0.41	0.41	0.53	0.58	0.40	0.41	0.26			
Significance	-			-			-					
Effect size	-	0.11	0.17	-	-0.02	-0.05	-	0.05	0.23			
Socioeconomic status												
Very Often	0.0%	0.6%	0.6%	0.0%	0.6%	1.3%	0.0%	0.5%	0.1%			
Often	0.9%	1.1%	1.1%	0.0%	1.3%	0.8%	1.4%	1.0%	1.0%			
Sometimes	4.5%	4.3%	2.6%	2.9%	3.3%	2.3%	4.2%	4.5%	2.5%			
Seldom	4.5%	5.4%	5.1%	2.9%	5.5%	5.5%	4.2%	5.2%	4.7%			
Never	90.2%	88.6%	90.7%	94.1%	89.2%	90.1%	90.1%	88.8%	91.8%			
Total (n)	112	5,243	1,880	34	1,589	523	71	3,460	1,299			
Mean	1.16	1.20	1.16	1.09	1.19	1.18	1.17	1.19	1.13			
Standard deviation	0.53	0.62	0.57	0.38	0.61	0.63	0.56	0.60	0.48			
Significance	-			-			-					
Effect size	-	-0.06	0.00	-	-0.16	-0.14	-	-0.03	0.08			

2024 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
Parent/guardian status												
Very Often	0.0%	0.6%	0.5%	0.0%	0.5%	0.6%	0.0%	0.5%	0.3%			
Often	0.0%	1.2%	0.8%	0.0%	1.1%	1.0%	0.0%	1.2%	0.8%			
Sometimes	5.4%	3.7%	2.7%	8.8%	2.1%	3.3%	4.3%	4.5%	2.5%			
Seldom	2.7%	4.4%	4.0%	2.9%	3.8%	2.9%	2.9%	4.6%	4.3%			
Never	91.9%	90.2%	92.0%	88.2%	92.5%	92.2%	92.9%	89.2%	92.2%			
Total (n)	111	5,234	1,866	34	1,579	515	70	3,459	1,293			
Mean	1.14	1.18	1.14	1.21	1.13	1.15	1.11	1.19	1.13			
Standard deviation	0.48	0.60	0.53	0.59	0.54	0.57	0.44	0.62	0.49			
Significance	-			-			-					
Effect size	-	-0.07	0.00	-	0.15	0.11	-	-0.13	-0.04			
Please rate your satisfaction with:												
Quality of health benefits *												
Verv Satisfied	28.2%	22.5%	33.4%	29.4%	21.4%	31.0%	27.5%	23.4%	34.5%			
Satisfied	50.9%	48.4%	45.0%	47.1%	47.4%	46.2%	52.2%	49.0%	44.8%			
Neutral	11.8%	20.0%	15.4%	8.8%	19.6%	15.9%	13.0%	19.6%	14.7%			
Dissatisfied	7.3%	6.9%	4.8%	14.7%	9.3%	5.4%	4.3%	5.9%	4.7%			
Very Dissatisfied	1.8%	2.2%	1.4%	0.0%	2.3%	1.6%	2.9%	2.1%	1.3%			
Total (n)	110	5,067	1,795	34	1,555	504	69	3,323	1,234			
Mean	3.96	3.82	4.04	3.91	3.76	4.00	3.97	3.86	4.07			
Standard deviation	0.93	0.93	0.90	1.00	0.97	0.91	0.92	0.91	0.89			
Significance	-			-			-					
Effect size	-	0.15	-0.09	-	0.15	-0.10	-	0.12	-0.11			
Cost of health benefits *												
Very Satisfied	25.5%	18.3%	21.9%	32.4%	17.6%	21.3%	23.2%	19.0%	22.2%			
Satisfied	50.0%	38.4%	42.1%	55.9%	37.3%	44.0%	44.9%	39.0%	41.9%			
Neutral	15.5%	25.2%	22.9%	5.9%	23.7%	20.9%	20.3%	25.7%	23.5%			
Dissatisfied	4.5%	13.5%	9.9%	0.0%	15.3%	9.8%	7.2%	12.3%	9.7%			
Very Dissatisfied	4.5%	4.6%	3.1%	5.9%	6.1%	4.0%	4.3%	4.0%	2.7%			
Total (n)	110	5,055	1,792	34	1,550	502	69	3,316	1,232			
Mean	3.87	3.52	3.70	4.09	3.45	3.69	3.75	3.57	3.71			
Standard deviation	1.00	1.08	1.02	0.97	1.13	1.04	1.03	1.05	1.00			
Significance	-	***		-	**	*	-					
Effect size	-	0.32	0.17	-	0.57	0.38	-	0.17	0.04			
Retirement benefits *												
Very Satisfied	19.4%	18.3%	19.8%	18.2%	17.6%	21.8%	19.1%	18.7%	18.9%			
Satisfied	45.4%	43.9%	46.1%	51.5%	43.1%	46.2%	42.6%	44.8%	46.4%			
Neutral	26.9%	26.7%	25.2%	15.2%	24.6%	21.6%	32.4%	27.2%	26.4%			
Dissatisfied	3.7%	8.1%	6.6%	6.1%	10.4%	8.0%	2.9%	6.9%	6.2%			
Very Dissatisfied	4.6%	3.0%	2.3%	9.1%	4.3%	2.4%	2.9%	2.4%	2.1%			
Total (n)	108	5,014	1,800	33	1,526	500	68	3,304	1,247			
Mean	3.71	3.66	3.74	3.64	3.59	3.77	3.72	3.71	3.74			
Standard deviation	0.98	0.96	0.93	1.14	1.03	0.96	0.91	0.93	0.91			
Significance	-			-			-					
Effect size	-	0.05	-0.03	-	0.05	-0.14	-	0.01	-0.02			
Salary *												
Very Satisfied	10.8%	3.8%	6.4%	14.7%	5.1%	8.6%	8.6%	3.3%	5.5%			
Satisfied	26.1%	18.0%	24.9%	35.3%	21.0%	26.5%	24.3%	16.7%	23.9%			
Neutral	24.3%	19.8%	20.3%	17.6%	19.6%	19.5%	25.7%	19.7%	20.6%			

2024 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
Dissatisfied	18.9%	33.4%	29.9%	23.5%	30.3%	26.7%	17.1%	34.7%	31.5%			
Very Dissatisfied	19.8%	25.0%	18.5%	8.8%	24.1%	18.9%	24.3%	25.5%	18.5%			
Total (n)	111	5,240	1,862	34	1,583	514	70	3,457	1,288			
Mean	2.89	2.42	2.71	3.24	2.53	2.79	2.76	2.38	2.66			
Standard deviation	1.30	1.15	1.21	1.23	1.21	1.26	1.30	1.13	1.18			
Significance	-	***		-	***	*	-	**				
Effect size	-	0.41	0.15	-	0.59	0.36	-	0.34	0.08			
Extended leave policies (e.g., paternity/maternity leave, caring for a family member, medical leave) *												
Verv Satisfied	18.7%	12.8%	14.2%	30.3%	15.2%	17.9%	11.9%	11.8%	12.4%			
Satisfied	45.8%	37.9%	38.1%	54.5%	41.6%	42.5%	43.3%	36.6%	36.6%			
Neutral	28.0%	33.5%	31.5%	15.2%	31.1%	27.8%	34.3%	34.6%	33.1%			
Dissatisfied	3.7%	9.9%	9.6%	0.0%	8.7%	8.0%	6.0%	10.2%	10.2%			
Very Dissatisfied	3.7%	5.8%	6.7%	0.0%	3.4%	3.7%	4.5%	6.8%	7.8%			
Total (n)	107	4,868	1,729	33	1,488	485	67	3,198	1,190			
Mean	3.72	3.42	3.43	4.15	3.57	3.63	3.52	3.37	3.35			
Standard deviation	0.94	1.02	1.06	0.67	0.96	0.99	0.94	1.04	1.07			
Significance	-	**	**	-	***	**	-					
Effect size	-	0.29	0.27	-	0.60	0.53	-	0.14	0.16			
Amount of paid time off: Vacation time *												
Very Satisfied	25.5%	21.4%	26.6%	29.4%	21.8%	27.8%	23.2%	21.8%	26.4%			
Satisfied	50.0%	46.8%	47.8%	52.9%	48.1%	50.3%	47.8%	46.5%	46.7%			
Neutral	15.5%	18.1%	15.3%	5.9%	16.6%	13.3%	21.7%	18.3%	16.1%			
Dissatisfied	6.4%	9.6%	6.8%	11.8%	9.7%	5.5%	4.3%	9.4%	7.5%			
Very Dissatisfied	2.7%	4.1%	3.4%	0.0%	3.8%	3.1%	2.9%	4.0%	3.3%			
Total (n)	110	5,112	1,825	34	1,540	511	69	3,378	1,255			
Mean	3.89	3.72	3.87	4.00	3.74	3.94	3.84	3.73	3.85			
Standard deviation	0.95	1.03	0.99	0.92	1.03	0.95	0.93	1.03	1.00			
Significance	-			-			-					
Effect size	-	0.17	0.02	-	0.25	0.06	-	0.11	-0.01			
Amount of paid time off: Sick leave *												
Very Satisfied	30.3%	23.1%	27.4%	41.2%	23.2%	28.0%	25.0%	23.5%	27.2%			
Satisfied	52.3%	49.6%	49.2%	55.9%	50.4%	53.2%	50.0%	49.2%	47.6%			
Neutral	9.2%	17.7%	14.7%	2.9%	17.0%	13.0%	13.2%	17.8%	15.4%			
Dissatisfied	4.6%	6.4%	6.0%	0.0%	6.4%	4.1%	7.4%	6.3%	6.9%			
Very Dissatisfied	3.7%	3.3%	2.7%	0.0%	3.0%	1.7%	4.4%	3.3%	2.9%			
Total (n)	109	5,141	1,861	34	1,547	517	68	3,397	1,284			
Mean	4.01	3.83	3.93	4.38	3.84	4.02	3.84	3.83	3.89			
Standard deviation	0.96	0.96	0.95	0.55	0.95	0.85	1.03	0.97	0.98			
Significance	-			-	***	*	-					
Effect size	-	0.19	0.08	-	0.57	0.42	-	0.01	-0.05			
In the past year, how often have you felt hungry but did not eat because you didn't have enough money for food?												
Frequently	3.5%	2.9%	2.6%	2.9%	2.0%	1.9%	4.1%	3.2%	2.8%			
Occasionally	14.0%	14.7%	13.3%	2.9%	15.3%	13.5%	16.4%	14.2%	13.2%			
Not at All	82.5%	82.4%	84.0%	94.1%	82.8%	84.6%	79.5%	82.6%	84.0%			
Total (n)	114	1,227	1,912	34	354	526	73	839	1,326			
Mean	1.21	1.21	1.19	1.09	1.19	1.17	1.25	1.21	1.19			
Standard deviation	0.49	0.47	0.45	0.38	0.44	0.43	0.52	0.48	0.46			
Significance	-			-			-					

2024 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	-	0.00	0.04	-	-0.23	-0.19	-	0.08	0.13			
How satisfied are you with the following aspects of your job?												
Autonomy and independence *												
Verv Satisfied	32.1%	33.4%	31.5%	50.0%	33.6%	31.5%	25.4%	33.9%	31.6%			
Satisfied	58.0%	50.8%	50.1%	41.2%	49.5%	48.7%	64.8%	51.4%	50.6%			
Neutral	3.6%	10.4%	11.9%	5.9%	11.4%	12.4%	1.4%	9.5%	11.5%			
Dissatisfied	4.5%	3.9%	4.5%	2.9%	4.2%	5.2%	5.6%	3.6%	4.4%			
Very Dissatisfied	1.8%	1.5%	2.0%	0.0%	1.4%	2.1%	2.8%	1.6%	1.9%			
Total (n)	112	5,270	1,886	34	1,588	517	71	3,481	1,308			
Mean	4.14	4.11	4.05	4.38	4.10	4.02	4.04	4.12	4.06			
Standard deviation	0.83	0.85	0.89	0.74	0.86	0.92	0.87	0.84	0.88			
Significance	-			-		*	-					
Effect size	-	0.04	0.10	-	0.33	0.39	-	-0.10	-0.02			
Collegiality among staff *												
Very Satisfied	22.5%	28.1%	23.6%	29.4%	25.6%	22.3%	20.0%	29.4%	24.5%			
Satisfied	48.6%	48.3%	48.2%	44.1%	50.7%	51.1%	50.0%	47.4%	46.8%			
Neutral	15.3%	14.9%	16.4%	20.6%	15.0%	15.7%	12.9%	14.5%	16.9%			
Dissatisfied	12.6%	6.5%	8.3%	5.9%	5.9%	6.6%	17.1%	6.7%	9.0%			
Very Dissatisfied	0.9%	2.3%	3.4%	0.0%	2.8%	4.4%	0.0%	2.0%	2.8%			
Total (n)	111	5,237	1,869	34	1,562	503	70	3,474	1,305			
Mean	3.79	3.93	3.80	3.97	3.91	3.80	3.73	3.96	3.81			
Standard deviation	0.96	0.94	1.00	0.87	0.94	1.00	0.98	0.94	1.00			
Significance	-			-			-	*				
Effect size	-	-0.15	-0.01	-	0.06	0.17	-	-0.24	-0.08			
Competence of coworkers *												
Very Satisfied	16.2%	22.8%	20.2%	17.6%	20.3%	17.4%	14.3%	23.8%	21.1%			
Satisfied	58.6%	46.8%	44.6%	58.8%	47.4%	47.7%	58.6%	46.7%	43.4%			
Neutral	10.8%	18.0%	19.3%	8.8%	19.1%	19.2%	12.9%	17.6%	19.5%			
Dissatisfied	9.0%	9.6%	12.4%	8.8%	9.8%	12.2%	10.0%	9.2%	12.5%			
Very Dissatisfied	5.4%	2.8%	3.6%	5.9%	3.3%	3.5%	4.3%	2.6%	3.5%			
Total (n)	111	5,255	1,877	34	1,583	516	70	3,472	1,300			
Mean	3.71	3.77	3.65	3.74	3.72	3.63	3.69	3.80	3.66			
Standard deviation	1.02	1.00	1.04	1.05	1.00	1.02	0.99	0.99	1.05			
Significance	-			-			-					
Effect size	-	-0.06	0.06	-	0.02	0.11	-	-0.11	0.03			
Departmental support for work-life balance *												
Very Satisfied	25.0%	26.3%	26.0%	29.4%	23.8%	23.2%	22.5%	27.7%	27.1%			
Satisfied	48.2%	40.8%	40.1%	58.8%	42.1%	41.3%	43.7%	40.5%	39.4%			
Neutral	12.5%	18.3%	19.4%	5.9%	20.2%	21.1%	16.9%	17.4%	19.2%			
Dissatisfied	10.7%	9.9%	9.7%	2.9%	9.1%	9.4%	14.1%	9.9%	9.7%			
Very Dissatisfied	3.6%	4.7%	5.0%	2.9%	4.8%	5.1%	2.8%	4.4%	4.7%			
Total (n)	112	5,238	1,875	34	1,571	513	71	3,468	1,304			
Mean	3.80	3.74	3.72	4.09	3.71	3.68	3.69	3.77	3.75			
Standard deviation	1.05	1.09	1.10	0.87	1.07	1.08	1.06	1.09	1.10			
Significance	-			-	*	*	-					
Effect size	-	0.06	0.07	-	0.36	0.38	-	-0.07	-0.05			
Flexibility in relation to family matters or emergencies *												
Very Satisfied	40.7%	43.3%	40.8%	46.9%	41.5%	41.0%	39.1%	44.5%	40.7%			
Satisfied	52.8%	42.6%	43.8%	53.1%	43.8%	44.4%	52.2%	42.2%	43.7%			

2024 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	4.6%	9.6%	9.9%	0.0%	10.6%	10.1%	5.8%	8.8%	9.8%			
Dissatisfied	1.9%	3.0%	3.5%	0.0%	2.8%	2.8%	2.9%	3.0%	3.8%			
Very Dissatisfied	0.0%	1.5%	2.0%	0.0%	1.3%	1.8%	0.0%	1.5%	1.9%			
Total (n)	108	5,198	1,858	32	1,562	507	69	3,440	1,290			
Mean	4.32	4.23	4.18	4.47	4.21	4.20	4.28	4.25	4.17			
Standard deviation	0.65	0.85	0.89	0.51	0.84	0.86	0.70	0.85	0.90			
Significance	-			-			-					
Effect size	-	0.11	0.16	-	0.31	0.31	-	0.04	0.12			
Institutional support for work-life balance *												
Very Satisfied	19.3%	18.1%	17.5%	24.2%	18.5%	18.0%	15.9%	18.2%	17.3%			
Satisfied	44.0%	38.5%	36.6%	60.6%	40.6%	40.4%	36.2%	37.8%	35.0%			
Neutral	20.2%	24.1%	25.5%	6.1%	24.4%	23.4%	27.5%	23.9%	26.6%			
Dissatisfied	11.9%	13.7%	13.2%	9.1%	11.2%	10.5%	14.5%	14.6%	14.2%			
Very Dissatisfied	4.6%	5.6%	7.2%	0.0%	5.3%	7.7%	5.8%	5.5%	6.9%			
Total (n)	109	5,182	1,845	33	1,568	505	69	3,418	1,284			
Mean	3.61	3.50	3.44	4.00	3.56	3.50	3.42	3.49	3.42			
Standard deviation	1.07	1.11	1.14	0.83	1.08	1.13	1.10	1.11	1.13			
Significance	-			-	*	*	-					
Effect size	-	0.10	0.15	-	0.41	0.44	-	-0.06	0.00			
Job security *												
Very Satisfied	26.1%	21.7%	18.6%	35.3%	22.6%	19.7%	22.9%	21.8%	18.6%			
Satisfied	54.1%	48.4%	42.8%	47.1%	47.4%	43.1%	57.1%	49.0%	43.1%			
Neutral	16.2%	20.8%	22.4%	14.7%	20.2%	19.7%	17.1%	20.6%	23.5%			
Dissatisfied	2.7%	6.3%	10.3%	2.9%	6.4%	11.0%	1.4%	6.1%	9.5%			
Very Dissatisfied	0.9%	2.9%	5.9%	0.0%	3.3%	6.4%	1.4%	2.4%	5.4%			
Total (n)	111	5,242	1,880	34	1,585	517	70	3,462	1,304			
Mean	4.02	3.80	3.58	4.15	3.80	3.59	3.99	3.82	3.60			
Standard deviation	0.79	0.95	1.08	0.78	0.97	1.11	0.77	0.92	1.06			
Significance	-	*	***	-	*	**	-		**			
Effect size	-	0.23	0.41	-	0.36	0.50	-	0.18	0.37			
Overall job satisfaction *												
Very Satisfied	17.0%	19.6%	18.5%	20.6%	19.8%	19.0%	15.5%	19.9%	18.3%			
Satisfied	50.0%	48.6%	47.7%	52.9%	48.0%	49.3%	49.3%	49.1%	47.7%			
Neutral	19.6%	20.5%	20.0%	11.8%	20.0%	16.4%	23.9%	20.5%	21.3%			
Dissatisfied	13.4%	8.8%	10.5%	14.7%	8.9%	11.6%	11.3%	8.5%	9.7%			
Very Dissatisfied	0.0%	2.5%	3.2%	0.0%	3.3%	3.7%	0.0%	2.0%	3.0%			
Total (n)	112	5,281	1,887	34	1,594	517	71	3,487	1,308			
Mean	3.71	3.74	3.68	3.79	3.72	3.68	3.69	3.76	3.69			
Standard deviation	0.91	0.95	1.00	0.95	0.99	1.02	0.87	0.93	0.98			
Significance	-			-			-					
Effect size	-	-0.03	0.03	-	0.07	0.11	-	-0.08	0.00			
Professional relationships with coworkers *												
Very Satisfied	26.1%	27.6%	26.4%	26.5%	24.9%	22.5%	27.1%	29.1%	28.0%			
Satisfied	55.9%	53.0%	53.4%	58.8%	53.7%	55.6%	54.3%	52.7%	52.6%			
Neutral	11.7%	14.0%	14.4%	11.8%	15.4%	14.7%	11.4%	13.2%	14.4%			
Dissatisfied	5.4%	4.2%	4.1%	2.9%	4.5%	5.0%	7.1%	3.9%	3.6%			
Very Dissatisfied	0.9%	1.2%	1.8%	0.0%	1.4%	2.1%	0.0%	1.0%	1.4%			
Total (n)	111	5,276	1,881	34	1,589	516	70	3,489	1,302			
Mean	4.01	4.02	3.98	4.09	3.96	3.91	4.01	4.05	4.02			
Standard deviation	0.83	0.83	0.86	0.71	0.84	0.87	0.83	0.82	0.83			

2024 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	-	-0.01	0.03	-	0.15	0.21	-	-0.05	-0.01			
Prospects for career advancement *												
Very Satisfied	10.0%	9.9%	8.5%	20.0%	10.3%	8.7%	4.8%	9.9%	8.3%			
Satisfied	26.0%	26.7%	26.3%	23.3%	26.9%	28.8%	28.6%	26.7%	25.6%			
Neutral	39.0%	29.4%	29.7%	33.3%	30.0%	27.6%	39.7%	28.9%	30.4%			
Dissatisfied	16.0%	21.3%	21.7%	16.7%	19.1%	19.7%	15.9%	22.2%	22.6%			
Very Dissatisfied	9.0%	12.7%	13.8%	6.7%	13.7%	15.1%	11.1%	12.3%	13.1%			
Total (n)	100	5,104	1,830	30	1,545	503	63	3,367	1,268			
Mean	3.12	3.00	2.94	3.33	3.01	2.96	3.00	3.00	2.93			
Standard deviation	1.09	1.18	1.17	1.18	1.19	1.20	1.05	1.17	1.15			
Significance	-			-			-					
Effect size	-	0.10	0.15	-	0.27	0.31	-	0.00	0.06			
Quality of students *												
Very Satisfied	32.7%	22.3%	21.6%	48.5%	19.8%	20.0%	25.0%	23.1%	22.2%			
Satisfied	45.2%	47.9%	45.8%	27.3%	44.9%	43.1%	54.7%	49.8%	46.8%			
Neutral	16.3%	23.9%	25.5%	21.2%	27.3%	27.8%	14.1%	22.2%	24.9%			
Dissatisfied	5.8%	4.7%	5.4%	3.0%	5.8%	6.2%	6.3%	4.1%	4.9%			
Very Dissatisfied	0.0%	1.2%	1.7%	0.0%	2.2%	2.9%	0.0%	0.8%	1.2%			
Total (n)	104	4,807	1,748	33	1,468	485	64	3,162	1,207			
Mean	4.05	3.85	3.80	4.21	3.74	3.71	3.98	3.90	3.84			
Standard deviation	0.85	0.86	0.90	0.89	0.92	0.95	0.81	0.82	0.87			
Significance	-	*	**	-	**	**	-					
Effect size	-	0.23	0.28	-	0.51	0.53	-	0.10	0.16			
Relationship with my supervisor *												
Very Satisfied	36.6%	39.8%	37.9%	44.1%	38.4%	33.0%	33.8%	40.8%	40.2%			
Satisfied	42.0%	38.1%	39.6%	44.1%	39.2%	43.4%	42.3%	37.9%	37.9%			
Neutral	10.7%	13.1%	13.8%	8.8%	12.5%	13.3%	11.3%	13.1%	13.9%			
Dissatisfied	6.3%	5.1%	4.7%	0.0%	5.7%	5.2%	8.5%	4.7%	4.5%			
Very Dissatisfied	4.5%	3.8%	4.1%	2.9%	4.2%	5.0%	4.2%	3.5%	3.5%			
Total (n)	112	5,264	1,881	34	1,590	518	71	3,472	1,300			
Mean	4.00	4.05	4.02	4.26	4.02	3.94	3.93	4.08	4.07			
Standard deviation	1.07	1.04	1.04	0.86	1.06	1.06	1.09	1.02	1.02			
Significance	-			-			-					
Effect size	-	-0.05	-0.02	-	0.23	0.30	-	-0.15	-0.14			
Relative equity of salary and job benefits *												
Very Satisfied	13.6%	8.4%	9.9%	14.7%	10.0%	10.9%	13.0%	7.7%	9.4%			
Satisfied	30.0%	26.1%	31.0%	38.2%	28.1%	34.8%	23.2%	25.5%	29.3%			
Neutral	23.6%	24.0%	24.6%	14.7%	24.9%	23.3%	30.4%	23.7%	25.5%			
Dissatisfied	20.0%	26.7%	22.8%	26.5%	22.3%	19.0%	18.8%	28.5%	24.4%			
Very Dissatisfied	12.7%	14.9%	11.7%	5.9%	14.8%	12.1%	14.5%	14.6%	11.4%			
Total (n)	110	5,163	1,854	34	1,563	506	69	3,414	1,288			
Mean	3.12	2.86	3.05	3.29	2.96	3.13	3.01	2.83	3.01			
Standard deviation	1.25	1.20	1.18	1.19	1.22	1.20	1.24	1.19	1.17			
Significance	-	*		-			-					
Effect size	-	0.22	0.06	-	0.27	0.13	-	0.15	0.00			
Support for career advancement *												
Very Satisfied	12.7%	12.6%	12.0%	17.2%	12.6%	11.6%	10.6%	12.7%	12.2%			
Satisfied	26.5%	29.7%	29.2%	31.0%	30.7%	30.5%	27.3%	29.5%	28.9%			
Neutral	34.3%	29.2%	29.4%	24.1%	29.3%	27.9%	34.8%	28.8%	29.8%			

2024 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
Dissatisfied	20.6%	18.2%	18.7%	27.6%	16.5%	19.4%	18.2%	19.0%	18.6%			
Very Dissatisfied	5.9%	10.4%	10.8%	0.0%	10.9%	10.6%	9.1%	10.0%	10.5%			
Total (n)	102	5,085	1,828	29	1,539	501	66	3,350	1,269			
Mean	3.20	3.16	3.13	3.38	3.18	3.13	3.12	3.16	3.14			
Standard deviation	1.09	1.17	1.17	1.08	1.18	1.17	1.12	1.17	1.17			
Significance	-			-			-					
Effect size	-	0.03	0.06	-	0.17	0.21	-	-0.03	-0.02			
Workspace *												
Very Satisfied	27.0%	22.1%	22.2%	29.4%	20.7%	18.5%	27.1%	23.1%	23.7%			
Satisfied	49.5%	44.6%	44.6%	55.9%	44.5%	47.3%	47.1%	44.8%	43.9%			
Neutral	9.9%	18.2%	17.1%	8.8%	18.8%	16.9%	8.6%	17.7%	17.2%			
Dissatisfied	11.7%	10.3%	10.5%	2.9%	10.6%	10.9%	15.7%	9.8%	9.7%			
Very Dissatisfied	1.8%	4.8%	5.6%	2.9%	5.5%	6.4%	1.4%	4.6%	5.3%			
Total (n)	111	5,226	1,868	34	1,572	514	70	3,455	1,293			
Mean	3.88	3.69	3.67	4.06	3.64	3.61	3.83	3.72	3.71			
Standard deviation	1.00	1.07	1.10	0.89	1.09	1.10	1.05	1.07	1.09			
Significance	-		*	-	*	*	-					
Effect size	-	0.18	0.19	-	0.39	0.41	-	0.10	0.11			
Ongoing professional development *												
Very Satisfied	19.6%	16.4%	16.1%	24.2%	15.0%	13.4%	17.9%	17.2%	17.1%			
Satisfied	35.5%	37.8%	38.3%	39.4%	38.3%	38.3%	34.3%	37.9%	38.2%			
Neutral	28.0%	26.8%	25.9%	18.2%	28.0%	26.5%	29.9%	25.9%	25.8%			
Dissatisfied	14.0%	12.9%	13.4%	18.2%	12.6%	14.8%	13.4%	12.9%	13.0%			
Very Dissatisfied	2.8%	6.1%	6.3%	0.0%	6.0%	7.0%	4.5%	6.1%	5.8%			
Total (n)	107	5,162	1,837	33	1,555	501	67	3,411	1,277			
Mean	3.55	3.46	3.45	3.70	3.44	3.36	3.48	3.47	3.48			
Standard deviation	1.05	1.10	1.10	1.05	1.08	1.10	1.08	1.10	1.10			
Significance	-			-			-					
Effect size	-	0.08	0.09	-	0.24	0.31	-	0.01	0.00			
Rate the likelihood with which you would do each of the following:												
Recommend that a friend apply for a job in your current department												
Verv Likely	29.7%	31.4%	30.4%	42.4%	33.1%	32.0%	25.4%	31.1%	30.2%			
Likely	42.3%	41.6%	40.4%	45.5%	40.7%	40.2%	40.8%	41.9%	40.7%			
Unlikely	20.7%	18.0%	19.5%	3.0%	16.4%	18.1%	28.2%	18.6%	19.9%			
Very Unlikely	7.2%	9.0%	9.6%	9.1%	9.8%	9.7%	5.6%	8.4%	9.2%			
Total (n)	111	5,292	1,876	33	1,596	515	71	3,494	1,302			
Mean	2.95	2.95	2.92	3.21	2.97	2.95	2.86	2.96	2.92			
Standard deviation	0.89	0.92	0.94	0.89	0.94	0.94	0.87	0.91	0.93			
Significance	-			-			-					
Effect size	-	0.00	0.03	-	0.26	0.28	-	-0.11	-0.06			
Recommend that a friend apply for a job at this institution												
Very Likely	23.1%	31.2%	30.6%	18.8%	31.3%	30.7%	25.7%	31.7%	30.8%			
Likely	59.3%	49.7%	46.2%	68.8%	48.6%	46.1%	55.7%	50.0%	46.4%			
Unlikely	13.0%	13.3%	16.2%	6.3%	13.2%	14.6%	14.3%	13.1%	16.6%			
Very Unlikely	4.6%	5.7%	7.0%	6.3%	6.9%	8.6%	4.3%	5.1%	6.2%			
Total (n)	108	5,282	1,866	32	1,597	514	70	3,483	1,294			
Mean	3.01	3.06	3.00	3.00	3.04	2.99	3.03	3.08	3.02			
Standard deviation	0.74	0.82	0.86	0.72	0.85	0.89	0.76	0.80	0.85			
Significance	-			-			-					

2024 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	-	-0.06	0.01	-	-0.05	0.01	-	-0.06	0.01			
Apply or reapply for a position on campus												
Very Likely	20.4%	29.1%	28.5%	19.4%	27.8%	25.7%	21.4%	29.9%	30.0%			
Likely	50.9%	46.3%	46.7%	58.1%	45.3%	46.9%	50.0%	47.0%	46.9%			
Unlikely	19.4%	17.5%	17.0%	12.9%	18.5%	18.6%	20.0%	16.6%	15.8%			
Very Unlikely	9.3%	7.2%	7.8%	9.7%	8.4%	8.8%	8.6%	6.5%	7.4%			
Total (n)	108	5,187	1,813	31	1,567	499	70	3,428	1,257			
Mean	2.82	2.97	2.96	2.87	2.93	2.89	2.84	3.00	2.99			
Standard deviation	0.86	0.87	0.87	0.85	0.89	0.89	0.86	0.85	0.87			
Significance	-			-			-					
Effect size	-	-0.17	-0.16	-	-0.07	-0.02	-	-0.19	-0.17			
To what extent is each of the following currently a priority at this institution?												
Increase or maintain institutional prestige *												
Highest Priority	20.6%	18.7%	15.5%	22.6%	15.6%	12.1%	18.5%	19.6%	16.2%			
High Priority	44.1%	45.6%	41.2%	29.0%	43.2%	40.4%	50.8%	47.4%	42.1%			
Medium Priority	21.6%	24.3%	26.2%	25.8%	26.8%	27.4%	20.0%	23.2%	25.7%			
Low Priority	8.8%	7.4%	12.0%	16.1%	9.3%	13.9%	6.2%	6.6%	11.3%			
Not a Priority	4.9%	3.9%	5.1%	6.5%	5.1%	6.2%	4.6%	3.2%	4.7%			
Total (n)	102	4,623	1,596	31	1,419	453	65	3,034	1,099			
Mean	3.67	3.68	3.50	3.45	3.55	3.38	3.72	3.74	3.54			
Standard deviation	1.06	0.99	1.05	1.21	1.02	1.06	0.99	0.96	1.04			
Significance	-			-			-					
Effect size	-	-0.01	0.16	-	-0.10	0.07	-	-0.02	0.17			
Create and sustain partnerships with surrounding communities *												
Highest Priority	6.6%	11.9%	13.5%	6.5%	10.4%	10.0%	7.2%	12.8%	14.7%			
High Priority	35.8%	42.2%	39.8%	35.5%	40.2%	41.3%	36.2%	43.6%	39.4%			
Medium Priority	30.2%	30.7%	29.2%	32.3%	32.7%	28.6%	27.5%	29.7%	29.4%			
Low Priority	20.8%	11.9%	13.4%	22.6%	13.5%	16.2%	20.3%	10.9%	12.3%			
Not a Priority	6.6%	3.2%	4.1%	3.2%	3.3%	3.9%	8.7%	3.0%	4.2%			
Total (n)	106	4,636	1,639	31	1,409	458	69	3,055	1,133			
Mean	3.15	3.48	3.45	3.19	3.41	3.37	3.13	3.52	3.48			
Standard deviation	1.04	0.96	1.02	0.98	0.96	1.00	1.10	0.95	1.02			
Significance	-	***	**	-			-	***	**			
Effect size	-	-0.34	-0.29	-	-0.23	-0.18	-	-0.41	-0.34			
Investment in the professional development of staff *												
Highest Priority	5.6%	7.4%	6.6%	6.3%	8.5%	6.5%	5.8%	7.0%	6.5%			
High Priority	23.1%	21.7%	20.8%	28.1%	22.2%	21.0%	20.3%	21.5%	20.8%			
Medium Priority	29.6%	32.7%	34.4%	21.9%	32.9%	33.6%	34.8%	32.9%	34.8%			
Low Priority	31.5%	25.7%	25.1%	37.5%	23.6%	25.4%	29.0%	26.4%	25.1%			
Not a Priority	10.2%	12.5%	13.2%	6.3%	12.8%	13.4%	10.1%	12.2%	12.8%			
Total (n)	108	4,870	1,723	32	1,479	476	69	3,210	1,195			
Mean	2.82	2.86	2.82	2.91	2.90	2.82	2.83	2.85	2.83			
Standard deviation	1.08	1.12	1.10	1.09	1.14	1.11	1.06	1.11	1.10			
Significance	-			-			-					
Effect size	-	-0.04	0.00	-	0.01	0.08	-	-0.02	0.00			
Improve or maintain the physical appearance of campus (e.g., landscaping, cleanliness) *												
Highest Priority	6.4%	12.4%	11.8%	9.1%	12.8%	11.9%	5.8%	12.3%	11.8%			
High Priority	24.8%	41.0%	37.2%	24.2%	38.3%	35.2%	27.5%	42.1%	38.3%			

2024 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
Medium Priority	39.4%	32.3%	32.2%	36.4%	33.2%	31.9%	37.7%	32.1%	32.4%			
Low Priority	26.6%	10.6%	13.6%	30.3%	11.3%	14.9%	26.1%	10.1%	12.8%			
Not a Priority	2.8%	3.7%	5.2%	0.0%	4.4%	6.1%	2.9%	3.4%	4.8%			
Total (n)	109	4,975	1,761	33	1,517	489	69	3,265	1,217			
Mean	3.06	3.48	3.37	3.12	3.44	3.32	3.07	3.50	3.39			
Standard deviation	0.94	0.96	1.03	0.96	1.00	1.06	0.94	0.95	1.01			
Significance	-	***	**	-			-	***	*			
Effect size	-	-0.44	-0.30	-	-0.32	-0.19	-	-0.45	-0.32			
Build or modernize campus facilities (e.g., new buildings or remodeling) *												
Highest Priority	7.5%	14.9%	12.4%	6.5%	15.2%	11.1%	7.2%	14.9%	13.0%			
High Priority	34.6%	38.0%	31.6%	38.7%	35.9%	31.1%	36.2%	39.0%	32.0%			
Medium Priority	40.2%	29.7%	30.2%	38.7%	31.1%	31.5%	36.2%	29.0%	29.4%			
Low Priority	12.1%	12.7%	16.5%	12.9%	12.7%	17.7%	13.0%	12.5%	16.2%			
Not a Priority	5.6%	4.8%	9.3%	3.2%	5.1%	8.6%	7.2%	4.6%	9.4%			
Total (n)	107	4,940	1,713	31	1,516	479	69	3,236	1,183			
Mean	3.26	3.46	3.21	3.32	3.44	3.18	3.23	3.47	3.23			
Standard deviation	0.96	1.04	1.14	0.91	1.05	1.11	1.02	1.04	1.15			
Significance	-	*		-			-					
Effect size	-	-0.19	0.04	-	-0.11	0.13	-	-0.23	0.00			
Indicate the extent to which you agree or disagree with each of the following.												
My supervisor:												
Cares about my well-being												
Strongly Agree	52.6%	51.6%	52.6%	50.0%	48.2%	49.7%	53.4%	53.4%	54.0%			
Agree	41.2%	40.0%	38.7%	44.1%	42.1%	40.2%	41.1%	38.8%	37.9%			
Disagree	3.5%	5.8%	6.1%	5.9%	6.4%	6.2%	2.7%	5.5%	6.1%			
Strongly Disagree	2.6%	2.7%	2.6%	0.0%	3.3%	3.9%	2.7%	2.2%	1.9%			
Total (n)	114	5,253	1,860	34	1,596	513	73	3,460	1,286			
Mean	3.44	3.40	3.41	3.44	3.35	3.36	3.45	3.43	3.44			
Standard deviation	0.69	0.72	0.72	0.61	0.75	0.77	0.69	0.70	0.69			
Significance	-			-			-					
Effect size	-	0.06	0.04	-	0.12	0.10	-	0.03	0.01			
Supports my professional development												
Strongly Agree	45.1%	43.8%	43.8%	50.0%	40.7%	40.3%	43.1%	45.4%	45.3%			
Agree	46.0%	42.1%	42.6%	44.1%	44.1%	43.6%	48.6%	41.3%	42.4%			
Disagree	7.1%	10.6%	10.1%	5.9%	10.7%	11.2%	6.9%	10.4%	9.7%			
Strongly Disagree	1.8%	3.5%	3.4%	0.0%	4.5%	4.9%	1.4%	2.9%	2.6%			
Total (n)	113	5,216	1,839	34	1,586	509	72	3,433	1,270			
Mean	3.35	3.26	3.27	3.44	3.21	3.19	3.33	3.29	3.30			
Standard deviation	0.69	0.78	0.78	0.61	0.81	0.82	0.67	0.77	0.75			
Significance	-			-			-					
Effect size	-	0.12	0.10	-	0.28	0.30	-	0.05	0.04			
Sets unrealistic expectations for my job												
Strongly Agree	5.3%	6.9%	6.6%	8.8%	7.1%	6.5%	4.1%	6.6%	6.6%			
Agree	17.5%	14.9%	14.7%	11.8%	15.0%	14.8%	19.2%	14.7%	14.7%			
Disagree	46.5%	50.1%	49.2%	38.2%	50.6%	48.0%	47.9%	50.0%	49.5%			
Strongly Disagree	30.7%	28.1%	29.5%	41.2%	27.2%	30.7%	28.8%	28.6%	29.2%			
Total (n)	114	5,220	1,853	34	1,583	508	73	3,440	1,285			
Mean	1.97	2.01	1.98	1.88	2.02	1.97	1.99	1.99	1.99			
Standard deviation	0.84	0.84	0.84	0.95	0.84	0.85	0.81	0.84	0.84			

2024 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	-	-0.05	-0.01	-	-0.17	-0.11	-	0.00	0.00			
Demonstrates a commitment to diversity and inclusion												
Strongly Agree	36.3%	39.2%	40.9%	44.1%	37.0%	37.2%	33.3%	40.4%	42.5%			
Agree	61.1%	51.0%	50.4%	55.9%	53.6%	52.6%	63.9%	50.0%	49.7%			
Disagree	1.8%	7.7%	6.7%	0.0%	6.6%	6.5%	2.8%	8.0%	6.9%			
Strongly Disagree	0.9%	2.1%	2.0%	0.0%	2.8%	3.7%	0.0%	1.6%	0.9%			
Total (n)	113	5,185	1,827	34	1,575	508	72	3,417	1,264			
Mean	3.33	3.27	3.30	3.44	3.25	3.23	3.31	3.29	3.34			
Standard deviation	0.56	0.69	0.68	0.50	0.70	0.73	0.52	0.68	0.65			
Significance	-			-			-					
Effect size	-	0.09	0.04	-	0.27	0.29	-	0.03	-0.05			
Provides me with feedback that assists me in performing my job responsibilities												
Strongly Agree	30.7%	32.8%	33.1%	32.4%	30.2%	29.2%	28.8%	33.9%	34.4%			
Agree	49.1%	47.5%	45.9%	55.9%	49.8%	49.6%	49.3%	46.8%	44.7%			
Disagree	14.0%	14.9%	16.2%	11.8%	14.6%	15.4%	13.7%	14.8%	16.7%			
Strongly Disagree	6.1%	4.8%	4.9%	0.0%	5.4%	5.8%	8.2%	4.5%	4.2%			
Total (n)	114	5,211	1,853	34	1,588	514	73	3,430	1,281			
Mean	3.04	3.08	3.07	3.21	3.05	3.02	2.99	3.10	3.09			
Standard deviation	0.83	0.81	0.83	0.64	0.81	0.82	0.87	0.81	0.82			
Significance	-			-			-					
Effect size	-	-0.05	-0.04	-	0.20	0.23	-	-0.14	-0.12			
Advocates for me												
Strongly Agree	35.7%	39.5%	40.2%	41.2%	37.2%	38.7%	33.8%	40.6%	40.6%			
Agree	48.2%	41.3%	40.7%	50.0%	42.4%	42.4%	47.9%	41.2%	40.4%			
Disagree	11.6%	13.5%	13.3%	8.8%	14.9%	13.6%	14.1%	12.6%	13.1%			
Strongly Disagree	4.5%	5.7%	5.8%	0.0%	5.5%	5.3%	4.2%	5.6%	5.8%			
Total (n)	112	5,156	1,821	34	1,576	509	71	3,389	1,255			
Mean	3.15	3.15	3.15	3.32	3.11	3.15	3.11	3.17	3.16			
Standard deviation	0.80	0.86	0.86	0.64	0.85	0.85	0.80	0.85	0.86			
Significance	-			-			-					
Effect size	-	0.00	0.00	-	0.25	0.20	-	-0.07	-0.06			
Lacks the skills or knowledge to support me in my job												
Strongly Agree	8.0%	6.5%	6.5%	6.1%	7.2%	6.3%	6.9%	6.0%	6.2%			
Agree	8.9%	12.6%	12.1%	9.1%	12.4%	12.8%	9.7%	12.5%	12.1%			
Disagree	39.3%	37.8%	39.4%	39.4%	39.1%	41.3%	38.9%	37.4%	38.7%			
Strongly Disagree	43.8%	43.1%	42.0%	45.5%	41.3%	39.7%	44.4%	44.1%	43.0%			
Total (n)	112	5,196	1,834	33	1,583	509	72	3,423	1,268			
Mean	1.81	1.82	1.83	1.76	1.86	1.86	1.79	1.80	1.81			
Standard deviation	0.91	0.89	0.88	0.87	0.90	0.87	0.89	0.88	0.87			
Significance	-			-			-					
Effect size	-	-0.01	-0.02	-	-0.11	-0.11	-	-0.01	-0.02			
During the past year, have you participated in any of the following opportunities provided by this institution:												
Diversity-related trainings or workshops												
Yes	49.1%	61.5%	63.1%	61.8%	58.4%	62.9%	40.8%	62.4%	63.3%			
No	46.4%	31.4%	31.6%	35.3%	34.1%	31.4%	53.5%	30.6%	31.8%			
Not Eligible	1.8%	1.7%	1.0%	0.0%	2.2%	1.2%	2.8%	1.4%	0.9%			
Not Available	2.7%	5.5%	4.2%	2.9%	5.3%	4.5%	2.8%	5.5%	4.0%			

2024 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	5,191	1,837	34	1,578	509	71	3,425	1,275			
Optional technical skill development												
Yes	24.1%	38.1%	39.5%	29.4%	37.9%	42.0%	21.1%	38.3%	38.3%			
No	43.8%	45.5%	45.5%	44.1%	47.3%	41.8%	45.1%	44.8%	47.6%			
Not Eligible	4.5%	3.0%	2.1%	5.9%	2.7%	2.0%	4.2%	3.0%	2.0%			
Not Available	27.7%	13.4%	12.9%	20.6%	12.1%	14.1%	29.6%	13.8%	12.1%			
Total (n)	112	5,173	1,832	34	1,576	509	71	3,410	1,270			
Leadership development												
Yes	28.6%	31.2%	30.6%	47.1%	32.9%	36.5%	19.7%	30.4%	29.0%			
No	47.3%	47.8%	49.4%	38.2%	49.2%	46.9%	52.1%	47.5%	50.1%			
Not Eligible	6.3%	6.4%	5.6%	2.9%	4.1%	3.7%	8.5%	7.4%	6.3%			
Not Available	17.9%	14.7%	14.4%	11.8%	13.9%	12.9%	19.7%	14.8%	14.6%			
Total (n)	112	5,180	1,831	34	1,576	510	71	3,415	1,268			
Enhancement of interpersonal skills												
Yes	19.1%	28.8%	28.9%	24.2%	27.6%	29.2%	14.3%	29.4%	28.9%			
No	41.8%	52.4%	52.1%	45.5%	55.4%	53.6%	41.4%	51.2%	51.8%			
Not Eligible	1.8%	2.5%	1.6%	0.0%	2.7%	1.6%	2.9%	2.3%	1.6%			
Not Available	37.3%	16.3%	17.5%	30.3%	14.3%	15.6%	41.4%	17.2%	17.7%			
Total (n)	110	5,145	1,822	33	1,568	507	70	3,390	1,263			
Job benefits trainings												
Yes	16.2%	29.3%	27.5%	17.6%	28.0%	29.1%	15.7%	29.9%	27.1%			
No	64.9%	57.9%	59.7%	73.5%	61.0%	59.4%	60.0%	56.6%	59.6%			
Not Eligible	3.6%	2.5%	2.1%	0.0%	2.9%	2.0%	5.7%	2.4%	2.2%			
Not Available	15.3%	10.2%	10.6%	8.8%	8.2%	9.5%	18.6%	11.2%	11.0%			
Total (n)	111	5,146	1,825	34	1,570	505	70	3,389	1,268			
Public safety/security training												
Yes	17.9%	42.9%	46.2%	17.6%	46.3%	45.1%	18.3%	41.8%	46.9%			
No	64.3%	44.5%	42.2%	64.7%	42.9%	45.1%	64.8%	44.9%	41.1%			
Not Eligible	2.7%	2.5%	2.0%	0.0%	2.7%	1.6%	4.2%	2.4%	2.0%			
Not Available	15.2%	10.1%	9.7%	17.6%	8.2%	8.3%	12.7%	10.9%	10.0%			
Total (n)	112	5,159	1,832	34	1,567	508	71	3,404	1,271			
Health and wellness programs												
Yes	59.8%	41.9%	46.1%	47.1%	38.4%	43.3%	64.8%	43.5%	47.0%			
No	35.7%	50.6%	47.7%	47.1%	53.7%	50.0%	31.0%	49.4%	47.2%			
Not Eligible	0.9%	1.6%	0.9%	0.0%	2.2%	1.2%	1.4%	1.3%	0.7%			
Not Available	3.6%	5.9%	5.2%	5.9%	5.7%	5.5%	2.8%	5.9%	5.0%			
Total (n)	112	5,155	1,831	34	1,567	506	71	3,400	1,272			
Mentorship												
Yes	12.6%	14.3%	13.1%	14.7%	14.9%	15.0%	11.4%	13.9%	12.7%			
No	48.6%	63.6%	64.5%	55.9%	66.0%	67.1%	42.9%	62.8%	63.4%			
Not Eligible	2.7%	3.1%	2.7%	2.9%	3.4%	3.0%	2.9%	3.0%	2.7%			
Not Available	36.0%	19.0%	19.6%	26.5%	15.6%	15.0%	42.9%	20.3%	21.2%			
Total (n)	111	5,142	1,825	34	1,567	507	70	3,389	1,266			
Networking events												
Yes	37.8%	38.7%	40.9%	33.3%	39.5%	42.9%	38.0%	38.8%	40.4%			
No	44.1%	48.4%	45.9%	48.5%	49.1%	46.3%	42.3%	47.7%	45.8%			
Not Eligible	2.7%	2.1%	1.6%	0.0%	2.1%	1.4%	4.2%	2.1%	1.7%			
Not Available	15.3%	10.8%	11.5%	18.2%	9.2%	9.3%	15.5%	11.5%	12.1%			
Total (n)	111	5,133	1,821	33	1,558	503	71	3,388	1,265			
Policy and procedure training												
Yes	42.0%	51.4%	52.0%	44.1%	52.8%	52.8%	40.8%	50.9%	51.7%			

2024 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
No	35.7%	36.2%	35.5%	41.2%	36.7%	38.4%	33.8%	36.0%	34.6%			
Not Eligible	3.6%	2.2%	2.0%	0.0%	2.2%	1.8%	5.6%	2.1%	2.0%			
Not Available	18.8%	10.2%	10.5%	14.7%	8.3%	7.1%	19.7%	11.0%	11.6%			
Total (n)	112	5,124	1,830	34	1,565	508	71	3,372	1,270			
Are you a member of a union?												
Yes	0.0%	29.0%	49.9%	0.0%	27.4%	41.0%	0.0%	30.0%	52.8%			
No	100.0%	71.0%	50.1%	100.0%	72.6%	59.0%	100.0%	70.0%	47.2%			
Total (n)	113	5,126	1,864	34	1,538	517	72	3,405	1,289			
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	29.4%	26.7%	22.6%	24.2%	20.3%	18.3%	31.4%	29.5%	24.0%			
Somewhat	39.4%	51.4%	51.3%	36.4%	53.8%	52.8%	42.9%	50.0%	50.8%			
Not at All	31.2%	21.9%	26.0%	39.4%	25.9%	28.9%	25.7%	20.5%	25.3%			
Total (n)	109	5,082	1,790	33	1,542	492	70	3,359	1,247			
Mean	1.98	2.05	1.97	1.85	1.94	1.89	2.06	2.09	1.99			
Standard deviation	0.78	0.70	0.70	0.80	0.68	0.68	0.76	0.70	0.70			
Significance	-			-			-					
Effect size	-	-0.10	0.01	-	-0.13	-0.06	-	-0.04	0.10			
Review/promotion process *												
Extensive	8.4%	14.4%	14.0%	3.3%	12.1%	13.2%	12.8%	15.2%	13.9%			
Somewhat	20.5%	36.5%	37.3%	26.7%	36.7%	37.7%	12.8%	36.4%	37.6%			
Not at All	71.1%	49.1%	48.7%	70.0%	51.2%	49.1%	74.5%	48.4%	48.5%			
Total (n)	83	4,366	1,477	30	1,395	440	47	2,814	993			
Mean	1.37	1.65	1.65	1.33	1.61	1.64	1.38	1.67	1.65			
Standard deviation	0.64	0.72	0.71	0.55	0.69	0.70	0.71	0.73	0.71			
Significance	-	***	***	-	*	*	-	**	*			
Effect size	-	-0.39	-0.39	-	-0.41	-0.44	-	-0.40	-0.38			
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia) *												
Extensive	4.7%	4.3%	3.4%	0.0%	3.4%	3.6%	4.4%	4.3%	3.0%			
Somewhat	11.3%	15.5%	13.5%	15.6%	12.4%	12.3%	10.3%	16.2%	13.8%			
Not at All	84.0%	80.2%	83.1%	84.4%	84.2%	84.1%	85.3%	79.5%	83.1%			
Total (n)	106	4,696	1,670	32	1,447	471	68	3,082	1,151			
Mean	1.21	1.24	1.20	1.16	1.19	1.20	1.19	1.25	1.20			
Standard deviation	0.51	0.52	0.48	0.37	0.47	0.48	0.50	0.52	0.47			
Significance	-			-			-					
Effect size	-	-0.06	0.02	-	-0.06	-0.08	-	-0.12	-0.02			
Meetings *												
Extensive	8.6%	8.5%	10.0%	18.2%	9.3%	12.0%	3.0%	7.9%	9.2%			
Somewhat	44.8%	44.7%	42.9%	30.3%	43.6%	42.4%	50.7%	45.3%	43.1%			
Not at All	46.7%	46.8%	47.1%	51.5%	47.0%	45.6%	46.3%	46.7%	47.7%			
Total (n)	105	5,040	1,805	33	1,533	507	67	3,324	1,245			
Mean	1.62	1.62	1.63	1.67	1.62	1.66	1.57	1.61	1.62			
Standard deviation	0.64	0.64	0.66	0.78	0.65	0.68	0.56	0.63	0.65			
Significance	-			-			-					
Effect size	-	0.00	-0.02	-	0.08	0.01	-	-0.06	-0.08			
Institutional procedures and "red tape" *												
Extensive	23.4%	21.2%	27.1%	25.0%	22.4%	29.0%	21.7%	20.3%	26.2%			
Somewhat	49.5%	46.3%	45.3%	46.9%	45.7%	44.0%	49.3%	46.3%	45.5%			
Not at All	27.1%	32.5%	27.6%	28.1%	31.9%	27.0%	29.0%	33.4%	28.3%			

2024 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)	107	4,834	1,739	32	1,501	489	69	3,155	1,196			
Mean	1.96	1.89	1.99	1.97	1.90	2.02	1.93	1.87	1.98			
Standard deviation	0.71	0.72	0.74	0.74	0.73	0.75	0.71	0.72	0.74			
Significance	-			-			-					
Effect size	-	0.10	-0.04	-	0.10	-0.07	-	0.08	-0.07			
Lack of personal time *												
Extensive	14.5%	16.8%	15.5%	12.1%	13.9%	13.9%	15.5%	18.0%	16.0%			
Somewhat	38.2%	42.8%	40.6%	36.4%	39.8%	38.0%	40.8%	44.1%	42.1%			
Not at All	47.3%	40.4%	43.8%	51.5%	46.3%	48.2%	43.7%	37.9%	41.9%			
Total (n)	110	5,057	1,789	33	1,548	498	71	3,330	1,240			
Mean	1.67	1.76	1.72	1.61	1.68	1.66	1.72	1.80	1.74			
Standard deviation	0.72	0.72	0.72	0.70	0.71	0.71	0.72	0.72	0.72			
Significance	-			-			-					
Effect size	-	-0.13	-0.07	-	-0.10	-0.07	-	-0.11	-0.03			
Self-imposed high expectations *												
Extensive	24.8%	26.6%	24.3%	30.3%	24.1%	23.6%	24.3%	27.5%	25.1%			
Somewhat	45.9%	48.3%	48.6%	36.4%	47.1%	46.4%	48.6%	48.9%	49.3%			
Not at All	29.4%	25.1%	27.1%	33.3%	28.8%	30.0%	27.1%	23.6%	25.6%			
Total (n)	109	5,068	1,789	33	1,543	496	70	3,345	1,241			
Mean	1.95	2.01	1.97	1.97	1.95	1.94	1.97	2.04	1.99			
Standard deviation	0.74	0.72	0.72	0.81	0.73	0.73	0.72	0.71	0.71			
Significance	-			-			-					
Effect size	-	-0.08	-0.03	-	0.03	0.04	-	-0.10	-0.03			
Completing core job functions on time *												
Extensive	4.5%	10.9%	11.1%	3.0%	9.2%	9.1%	5.6%	11.5%	11.8%			
Somewhat	41.4%	39.2%	38.1%	36.4%	41.0%	38.4%	44.4%	38.4%	37.9%			
Not at All	54.1%	49.9%	50.8%	60.6%	49.7%	52.5%	50.0%	50.1%	50.2%			
Total (n)	111	5,099	1,816	33	1,550	505	72	3,369	1,260			
Mean	1.50	1.61	1.60	1.42	1.59	1.57	1.56	1.61	1.62			
Standard deviation	0.59	0.67	0.68	0.56	0.65	0.65	0.60	0.68	0.69			
Significance	-			-			-					
Effect size	-	-0.16	-0.15	-	-0.26	-0.23	-	-0.07	-0.09			
Competing job priorities/deadlines *												
Extensive	12.7%	15.3%	15.9%	15.2%	13.7%	14.1%	11.3%	15.9%	16.7%			
Somewhat	39.1%	43.9%	41.1%	24.2%	46.3%	43.2%	47.9%	42.9%	40.4%			
Not at All	48.2%	40.8%	43.0%	60.6%	40.0%	42.8%	40.8%	41.2%	43.0%			
Total (n)	110	5,090	1,812	33	1,550	505	71	3,362	1,254			
Mean	1.65	1.74	1.73	1.55	1.74	1.71	1.70	1.75	1.74			
Standard deviation	0.70	0.70	0.72	0.75	0.68	0.70	0.66	0.71	0.73			
Significance	-			-			-					
Effect size	-	-0.13	-0.11	-	-0.28	-0.23	-	-0.07	-0.05			
Increasing work responsibilities *												
Extensive	19.8%	25.2%	25.3%	15.2%	23.9%	23.8%	22.2%	25.7%	25.6%			
Somewhat	36.9%	43.3%	43.3%	30.3%	42.5%	43.8%	38.9%	43.5%	43.1%			
Not at All	43.2%	31.5%	31.4%	54.5%	33.6%	32.5%	38.9%	30.8%	31.3%			
Total (n)	111	5,044	1,810	33	1,538	505	72	3,327	1,253			
Mean	1.77	1.94	1.94	1.61	1.90	1.91	1.83	1.95	1.94			
Standard deviation	0.76	0.75	0.75	0.75	0.75	0.75	0.77	0.75	0.75			
Significance	-	*	*	-	*	*	-					
Effect size	-	-0.23	-0.23	-	-0.39	-0.40	-	-0.16	-0.15			

2024 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
Budget cuts in my department/unit *												
Extensive	14.6%	20.0%	33.3%	13.8%	20.9%	35.1%	15.9%	19.5%	32.3%			
Somewhat	30.2%	33.9%	38.2%	31.0%	33.5%	37.1%	28.6%	34.1%	38.8%			
Not at All	55.2%	46.1%	28.5%	55.2%	45.5%	27.8%	55.6%	46.3%	28.9%			
Total (n)	96	4,589	1,731	29	1,432	490	63	2,999	1,190			
Mean	1.59	1.74	2.05	1.59	1.75	2.07	1.60	1.73	2.03			
Standard deviation	0.73	0.77	0.78	0.73	0.78	0.79	0.75	0.77	0.78			
Significance	-		***	-		**	-		***			
Effect size	-	-0.19	-0.59	-	-0.21	-0.61	-	-0.17	-0.55			
Physical demands of the job *												
Extensive	3.0%	5.3%	5.3%	3.3%	6.0%	5.9%	3.0%	5.0%	5.0%			
Somewhat	15.8%	17.0%	18.0%	13.3%	18.5%	18.2%	17.9%	16.1%	18.1%			
Not at All	81.2%	77.7%	76.7%	83.3%	75.6%	75.9%	79.1%	78.8%	76.9%			
Total (n)	101	4,701	1,660	30	1,474	477	67	3,063	1,139			
Mean	1.22	1.28	1.29	1.20	1.30	1.30	1.24	1.26	1.28			
Standard deviation	0.48	0.55	0.56	0.48	0.58	0.57	0.50	0.54	0.55			
Significance	-			-			-					
Effect size	-	-0.11	-0.13	-	-0.17	-0.18	-	-0.04	-0.07			
Relationship with supervisor *												
Extensive	8.3%	8.2%	7.9%	3.0%	8.5%	8.2%	7.1%	7.7%	7.4%			
Somewhat	21.1%	21.4%	19.6%	18.2%	19.7%	18.8%	24.3%	21.7%	19.8%			
Not at All	70.6%	70.4%	72.5%	78.8%	71.8%	73.1%	68.6%	70.6%	72.8%			
Total (n)	109	5,070	1,794	33	1,541	501	70	3,345	1,239			
Mean	1.38	1.38	1.35	1.24	1.37	1.35	1.39	1.37	1.35			
Standard deviation	0.64	0.63	0.62	0.50	0.63	0.63	0.62	0.62	0.61			
Significance	-			-			-					
Effect size	-	0.00	0.05	-	-0.21	-0.17	-	0.03	0.07			
Relationship with co-workers *												
Extensive	6.5%	5.7%	5.9%	6.1%	5.3%	6.3%	5.9%	5.7%	5.6%			
Somewhat	34.6%	28.4%	28.2%	30.3%	26.7%	27.0%	35.3%	28.6%	28.4%			
Not at All	58.9%	65.9%	65.8%	63.6%	68.0%	66.7%	58.8%	65.7%	66.0%			
Total (n)	107	5,071	1,806	33	1,546	504	68	3,344	1,249			
Mean	1.48	1.40	1.40	1.42	1.37	1.40	1.47	1.40	1.40			
Standard deviation	0.62	0.59	0.60	0.61	0.58	0.61	0.61	0.59	0.59			
Significance	-			-			-					
Effect size	-	0.14	0.13	-	0.09	0.03	-	0.12	0.12			
Students *												
Extensive	1.0%	3.6%	3.1%	0.0%	3.7%	3.6%	1.6%	3.6%	2.7%			
Somewhat	20.6%	22.0%	21.6%	25.0%	22.2%	21.1%	20.3%	21.8%	21.7%			
Not at All	78.4%	74.3%	75.3%	75.0%	74.2%	75.3%	78.1%	74.7%	75.6%			
Total (n)	102	4,640	1,692	32	1,421	474	64	3,046	1,170			
Mean	1.23	1.29	1.28	1.25	1.29	1.28	1.23	1.29	1.27			
Standard deviation	0.44	0.53	0.51	0.44	0.53	0.52	0.46	0.53	0.50			
Significance	-			-			-					
Effect size	-	-0.11	-0.10	-	-0.08	-0.06	-	-0.11	-0.08			
Parking *												
Extensive	9.5%	7.7%	4.5%	3.0%	7.7%	5.1%	12.1%	7.7%	4.2%			
Somewhat	17.1%	20.8%	14.9%	3.0%	20.8%	15.3%	21.2%	20.6%	14.3%			
Not at All	73.3%	71.4%	80.5%	93.9%	71.5%	79.6%	66.7%	71.8%	81.5%			
Total (n)	105	4,878	1,741	33	1,498	489	66	3,212	1,204			

2024 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	1.36	1.36	1.24	1.09	1.36	1.26	1.45	1.36	1.23			
Standard deviation	0.65	0.62	0.52	0.38	0.62	0.54	0.71	0.62	0.51			
Significance	-		*	-	*		-		***			
Effect size	-	0.00	0.23	-	-0.44	-0.31	-	0.15	0.43			
Commuting *												
Extensive	2.9%	13.3%	12.0%	0.0%	12.6%	12.9%	4.7%	13.8%	11.6%			
Somewhat	13.6%	25.6%	24.9%	6.1%	23.9%	22.8%	17.2%	26.3%	26.0%			
Not at All	83.5%	61.1%	63.1%	93.9%	63.5%	64.3%	78.1%	59.9%	62.4%			
Total (n)	103	4,884	1,733	33	1,492	487	64	3,221	1,198			
Mean	1.19	1.52	1.49	1.06	1.49	1.49	1.27	1.54	1.49			
Standard deviation	0.47	0.72	0.70	0.24	0.71	0.71	0.54	0.72	0.69			
Significance	-	***	***	-	***	***	-	**	*			
Effect size	-	-0.46	-0.43	-	-0.61	-0.61	-	-0.38	-0.32			
Disconnect between my personal political beliefs and the dominant views on campus *												
Extensive	3.0%	6.0%	5.6%	3.3%	7.8%	7.9%	3.1%	5.0%	4.4%			
Somewhat	23.8%	15.3%	13.8%	13.3%	17.7%	15.8%	27.7%	13.8%	12.5%			
Not at All	73.3%	78.7%	80.6%	83.3%	74.5%	76.2%	69.2%	81.2%	83.1%			
Total (n)	101	4,729	1,656	30	1,463	467	65	3,102	1,145			
Mean	1.30	1.27	1.25	1.20	1.33	1.32	1.34	1.24	1.21			
Standard deviation	0.52	0.56	0.55	0.48	0.61	0.61	0.54	0.53	0.50			
Significance	-			-			-		*			
Effect size	-	0.05	0.09	-	-0.21	-0.20	-	0.19	0.26			
Planning for retirement *												
Extensive	7.7%	10.2%	8.9%	3.2%	10.0%	6.9%	10.4%	10.3%	8.9%			
Somewhat	33.7%	36.6%	34.1%	32.3%	38.5%	33.8%	35.8%	35.7%	34.4%			
Not at All	58.7%	53.2%	57.0%	64.5%	51.5%	59.3%	53.7%	54.0%	56.7%			
Total (n)	104	4,715	1,678	31	1,469	477	67	3,079	1,155			
Mean	1.49	1.57	1.52	1.39	1.58	1.48	1.57	1.56	1.52			
Standard deviation	0.64	0.67	0.65	0.56	0.67	0.62	0.68	0.67	0.65			
Significance	-			-			-					
Effect size	-	-0.12	-0.05	-	-0.28	-0.15	-	0.01	0.08			
My well-being *												
Extensive	21.0%	18.9%	17.4%	15.6%	17.2%	15.3%	22.1%	19.3%	17.8%			
Somewhat	42.9%	46.7%	46.2%	43.8%	43.0%	42.7%	42.6%	48.4%	47.6%			
Not at All	36.2%	34.4%	36.4%	40.6%	39.8%	42.1%	35.3%	32.2%	34.6%			
Total (n)	105	1,161	1,787	32	337	497	68	797	1,239			
Mean	1.85	1.85	1.81	1.75	1.77	1.73	1.87	1.87	1.83			
Standard deviation	0.74	0.71	0.71	0.72	0.72	0.71	0.75	0.71	0.70			
Significance	-			-			-					
Effect size	-	0.00	0.06	-	-0.03	0.03	-	0.00	0.06			
How frequently does your job/position require you to interact with students?												
Very Often	44.6%	45.4%	51.6%	30.3%	44.3%	49.8%	50.0%	45.7%	52.2%			
Often	17.0%	16.2%	15.6%	9.1%	15.3%	11.3%	19.4%	16.7%	17.2%			
Sometimes	22.3%	17.9%	16.6%	33.3%	19.3%	20.9%	18.1%	17.2%	15.2%			
Seldom	11.6%	16.0%	12.4%	27.3%	17.2%	15.0%	5.6%	15.7%	11.4%			
Never	4.5%	4.4%	3.8%	0.0%	3.9%	2.9%	6.9%	4.7%	4.1%			
Total (n)	112	5,226	1,856	33	1,584	512	72	3,444	1,282			
Mean	3.86	3.82	3.99	3.42	3.79	3.90	4.00	3.83	4.02			
Standard deviation	1.24	1.28	1.23	1.20	1.28	1.25	1.24	1.29	1.22			

2024 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	-	0.03	-0.11	-	-0.29	-0.38	-	0.13	-0.02			
How frequently do you voluntarily interact with students?												
Very Often	28.6%	33.0%	40.4%	27.3%	32.2%	38.3%	29.2%	33.2%	40.8%			
Often	31.3%	24.2%	24.1%	30.3%	22.5%	22.2%	31.9%	25.1%	25.2%			
Sometimes	29.5%	23.6%	21.5%	30.3%	25.1%	23.6%	29.2%	22.9%	20.5%			
Seldom	8.9%	14.7%	10.9%	12.1%	15.8%	12.2%	6.9%	14.3%	10.7%			
Never	1.8%	4.4%	3.0%	0.0%	4.3%	3.8%	2.8%	4.5%	2.7%			
Total (n)	112	5,184	1,810	33	1,570	501	72	3,422	1,251			
Mean	3.76	3.67	3.88	3.73	3.63	3.79	3.78	3.68	3.91			
Standard deviation	1.02	1.20	1.15	1.01	1.21	1.19	1.04	1.20	1.13			
Significance	-			-			-					
Effect size	-	0.07	-0.10	-	0.08	-0.05	-	0.08	-0.12			
Within the next year, how likely are you to leave:												
Your current position												
Very likely	13.5%	10.9%	11.5%	6.1%	10.9%	12.8%	16.9%	10.8%	10.7%			
Likely	18.0%	17.6%	17.6%	12.1%	18.0%	17.8%	19.7%	16.9%	17.3%			
Unlikely	35.1%	37.3%	36.2%	42.4%	37.4%	37.1%	32.4%	37.5%	36.2%			
Very Unlikely	33.3%	34.3%	34.7%	39.4%	33.6%	32.3%	31.0%	34.8%	35.8%			
Total (n)	111	5,127	1,793	33	1,565	499	71	3,375	1,234			
Mean	2.12	2.05	2.06	1.85	2.06	2.11	2.23	2.04	2.03			
Standard deviation	1.02	0.98	0.99	0.87	0.97	1.00	1.07	0.97	0.98			
Significance	-			-			-					
Effect size	-	0.07	0.06	-	-0.22	-0.26	-	0.20	0.20			
Within the next year, how likely are you to leave:												
This institution												
Very likely	11.7%	9.2%	9.9%	6.1%	8.8%	10.3%	14.1%	9.2%	9.4%			
Likely	14.4%	15.2%	16.8%	9.1%	17.1%	20.0%	16.9%	14.2%	15.3%			
Unlikely	36.9%	37.8%	36.4%	45.5%	37.2%	36.1%	32.4%	38.0%	36.7%			
Very Unlikely	36.9%	37.8%	37.0%	39.4%	36.9%	33.7%	36.6%	38.6%	38.5%			
Total (n)	111	5,099	1,796	33	1,552	496	71	3,361	1,240			
Mean	2.01	1.96	1.99	1.82	1.98	2.07	2.08	1.94	1.96			
Standard deviation	1.00	0.95	0.97	0.85	0.95	0.97	1.05	0.95	0.96			
Significance	-			-			-					
Effect size	-	0.05	0.02	-	-0.17	-0.26	-	0.15	0.13			
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%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%			
High school graduate/GED	2.7%	2.6%	2.4%	0.0%	3.5%	3.3%	2.8%	2.2%	2.1%			
Some college	8.9%	7.2%	6.2%	3.0%	6.4%	4.9%	12.5%	7.7%	6.7%			
Technical certificate	0.9%	2.4%	2.4%	0.0%	3.8%	4.3%	1.4%	1.9%	1.6%			
Associate's degree	7.1%	4.9%	7.8%	3.0%	4.4%	6.6%	8.3%	4.9%	8.3%			
Bachelor's (B.A., B.S., etc.)	35.7%	33.4%	29.1%	36.4%	29.8%	23.4%	33.3%	34.8%	31.0%			
Master's (M.A., M.S., M.F.A., M.B.A.)	34.8%	39.0%	42.8%	39.4%	38.2%	44.9%	34.7%	39.6%	42.3%			
J.D.	1.8%	0.6%	0.4%	3.0%	1.0%	0.8%	1.4%	0.4%	0.3%			
M.D., D.D.S., D.V.M., etc. (Medical)	0.0%	0.3%	0.2%	0.0%	0.2%	0.0%	0.0%	0.3%	0.2%			
Ph.D.	4.5%	7.0%	4.9%	12.1%	9.6%	7.4%	1.4%	5.8%	3.9%			
Professional Doctorate (Ed.D., Psy.D., etc.)	3.6%	2.5%	3.8%	3.0%	3.0%	4.3%	4.2%	2.4%	3.5%			

2024 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	5,210	1,849	33	1,583	512	72	3,437	1,277			
With which language do you feel most comfortable?												
English	98.2%	92.1%	90.4%	97.0%	92.0%	91.0%	98.6%	92.0%	90.1%			
Other language	0.0%	0.6%	0.5%	0.0%	0.9%	0.6%	0.0%	0.3%	0.4%			
Equally comfortable with English and other language	1.8%	7.4%	9.1%	3.0%	7.0%	8.4%	1.4%	7.7%	9.5%			
Total (n)	112	5,221	1,848	33	1,583	510	72	3,453	1,284			
Race/Ethnicity (mark all that apply; may add to more than 100%)												
Native American/Alaska Native	3.5%	2.3%	2.7%	5.7%	2.7%	3.5%	2.7%	2.0%	2.3%			
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	1.7%	4.5%	2.0%	2.9%	4.8%	2.6%	1.4%	4.3%	1.8%			
Filipina/o/x	0.0%	2.6%	1.3%	0.0%	2.4%	1.5%	0.0%	2.7%	1.2%			
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.9%	1.6%	0.9%	2.9%	1.7%	1.3%	0.0%	1.6%	0.7%			
South Asian (e.g. Indian, Pakistani, Nepalese, Sri Lankan)	0.9%	1.2%	1.2%	2.9%	1.2%	2.0%	0.0%	1.1%	0.9%			
Other Asian	0.0%	0.4%	0.3%	0.0%	0.6%	0.2%	0.0%	0.3%	0.2%			
African American/Black	2.6%	6.2%	8.6%	8.6%	5.4%	8.6%	0.0%	6.6%	8.4%			
African	0.0%	0.4%	0.6%	0.0%	0.5%	0.7%	0.0%	0.4%	0.4%			
Caribbean	0.0%	0.8%	1.9%	0.0%	0.7%	0.7%	0.0%	0.8%	2.4%			
Other Black	0.0%	0.3%	0.6%	0.0%	0.2%	0.4%	0.0%	0.4%	0.6%			
Native Hawaiian or Other Pacific Islander	0.0%	0.5%	0.4%	0.0%	0.6%	0.6%	0.0%	0.5%	0.1%			
Mexican American/Chicana/o/e/x	2.6%	13.9%	10.8%	5.7%	12.6%	11.2%	1.4%	14.8%	10.7%			
Puerto Rican	0.0%	1.5%	3.9%	0.0%	1.9%	3.5%	0.0%	1.3%	3.9%			
Central American	0.0%	1.7%	0.9%	0.0%	1.7%	0.6%	0.0%	1.7%	0.9%			
South American	0.0%	1.1%	1.3%	0.0%	1.6%	1.3%	0.0%	0.9%	1.3%			
Other Hispanic or Latina/o/e/x	0.0%	2.0%	2.9%	0.0%	1.9%	2.6%	0.0%	2.0%	2.9%			
Middle Eastern	0.0%	1.2%	0.9%	0.0%	1.1%	1.5%	0.0%	1.2%	0.7%			
European	71.3%	59.5%	54.9%	85.7%	62.1%	59.7%	66.2%	58.9%	52.7%			
Other White	23.5%	9.6%	17.6%	5.7%	8.3%	12.1%	31.1%	10.4%	19.9%			
Other	0.9%	1.6%	1.9%	0.0%	1.7%	2.2%	0.0%	1.3%	1.5%			
Total (n)	115	5,600	1,961	35	1,693	545	74	3,695	1,369			
Composite race variable (adds to 100%)												
Native American/Alaska Native	0.8%	0.3%	0.3%	0.0%	0.5%	0.5%	1.3%	0.2%	0.2%			
Asian	0.8%	7.1%	3.6%	2.9%	7.7%	5.3%	0.0%	6.9%	3.1%			
Native Hawaiian/Pacific Islander	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.1%			
Black/African American	2.5%	5.4%	7.8%	8.6%	5.2%	6.4%	0.0%	5.7%	8.6%			
Latina/o/e/x	0.8%	13.4%	13.1%	0.0%	12.9%	11.7%	1.3%	14.1%	14.2%			
White	86.4%	60.6%	61.4%	74.3%	61.5%	61.1%	93.4%	61.1%	62.3%			
Other	0.8%	1.1%	1.1%	0.0%	1.1%	1.4%	0.0%	0.9%	0.7%			
Multiracial	5.1%	9.0%	8.4%	14.3%	9.1%	10.5%	1.3%	8.9%	7.7%			
Unknown	2.5%	3.0%	4.0%	0.0%	1.9%	3.0%	2.6%	2.0%	3.1%			
Total (n)	118	5,652	2,041	35	1,706	563	76	3,721	1,410			
Do you have any of the following?												
Attention-deficit/hyperactivity disorder (ADHD)	11.7%	9.2%	9.8%	12.5%	9.6%	10.5%	11.1%	8.0%	9.2%			
Chronic illness (e.g., cancer, diabetes, autoimmune disorders)	20.7%	17.0%	19.6%	9.4%	12.1%	13.3%	25.0%	19.0%	21.7%			
Autism spectrum disorder	0.0%	1.4%	1.5%	0.0%	1.6%	1.4%	0.0%	0.9%	1.2%			
Learning disability (e.g., dyslexia)	0.9%	3.7%	4.7%	0.0%	5.0%	6.9%	1.4%	3.0%	3.9%			
Physical or sensory disability (e.g., speech, sight, mobility, hearing)	11.2%	6.3%	7.8%	12.9%	7.2%	8.3%	11.4%	5.7%	7.7%			
Psychological disorder (e.g., depression, anxiety, PTSD)	34.2%	25.5%	26.8%	31.3%	17.8%	21.8%	33.3%	28.1%	28.2%			
Other	12.4%	5.5%	8.0%	9.7%	3.8%	7.5%	11.7%	6.0%	7.9%			
Total (n)	97	4,448	1,610	31	1,366	453	60	2,944	1,112			

2024 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 previous question, you indicated having one or more of the disabilities/conditions listed. Have you disclosed any of them to:												
Your supervisor												
No	45.0%	56.5%	51.9%	50.0%	61.1%	57.5%	43.6%	54.6%	50.1%			
Yes	55.0%	43.5%	48.1%	50.0%	38.9%	42.5%	56.4%	45.4%	49.9%			
Total (n)	60	2,565	957	16	731	252	39	1,714	671			
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	71.7%	80.9%	77.8%	81.3%	82.4%	79.8%	66.7%	80.6%	77.2%			
Yes	28.3%	19.1%	22.2%	18.8%	17.6%	20.2%	33.3%	19.4%	22.8%			
Total (n)	60	2,547	958	16	727	253	39	1,700	671			
How would you characterize your political views?												
Far right	0.9%	0.4%	0.4%	0.0%	0.6%	0.2%	1.4%	0.4%	0.4%			
Conservative	18.3%	12.9%	13.9%	9.1%	14.6%	14.5%	22.9%	12.4%	13.7%			
Middle-of-the-road	42.2%	40.2%	47.3%	45.5%	44.2%	50.2%	42.9%	39.0%	46.6%			
Liberal	31.2%	37.8%	32.8%	42.4%	33.4%	30.7%	27.1%	40.4%	34.2%			
Far Left	7.3%	8.6%	5.6%	3.0%	7.1%	4.3%	5.7%	7.8%	5.1%			
Total (n)	109	4,926	1,731	33	1,530	488	70	3,239	1,193			
Which of the following most accurately describes you?												
U.S. Citizen	99.1%	97.7%	98.7%	97.0%	97.0%	98.6%	100.0%	98.0%	98.7%			
Permanent legal resident (Green Card)	0.0%	1.4%	0.9%	0.0%	1.7%	0.6%	0.0%	1.2%	1.1%			
In U.S. on visa or work authorization	0.9%	0.8%	0.3%	3.0%	1.1%	0.6%	0.0%	0.7%	0.2%			
None of the above	0.0%	0.1%	0.1%	0.0%	0.2%	0.2%	0.0%	0.1%	0.0%			
Total (n)	112	5,178	1,843	33	1,572	510	72	3,423	1,277			
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.	99.0%	84.4%	89.2%	96.7%	83.5%	88.7%	100.0%	84.6%	89.0%			
5 or younger	0.0%	4.0%	2.5%	0.0%	4.5%	2.8%	0.0%	3.7%	2.5%			
6 to12	0.0%	3.2%	2.0%	0.0%	2.9%	1.5%	0.0%	3.5%	2.3%			
13 to 18	0.0%	2.1%	1.7%	0.0%	1.9%	2.3%	0.0%	2.2%	1.6%			
19 to 25	1.0%	3.2%	2.1%	3.3%	3.3%	2.3%	0.0%	3.1%	2.1%			
26 or older	0.0%	3.1%	2.4%	0.0%	4.0%	2.3%	0.0%	2.8%	2.5%			
Total (n)	97	3,974	1,674	30	1,275	471	61	2,571	1,159			
Current religious preference:												
Agnostic	11.2%	11.3%	9.1%	9.4%	11.9%	10.9%	11.3%	10.6%	8.1%			
Atheist	6.5%	6.4%	5.0%	15.6%	8.7%	6.4%	2.8%	5.0%	4.1%			
Baptist	13.1%	3.9%	4.3%	15.6%	4.7%	5.2%	12.7%	3.6%	4.1%			
Buddhist	0.0%	1.6%	0.9%	0.0%	2.1%	1.4%	0.0%	1.3%	0.6%			
Church of Christ	3.7%	1.1%	0.8%	9.4%	1.5%	1.6%	1.4%	0.9%	0.5%			
Eastern Orthodox	0.0%	0.6%	0.7%	0.0%	0.7%	1.0%	0.0%	0.7%	0.6%			
Episcopalian	2.8%	1.6%	2.2%	9.4%	1.6%	2.0%	0.0%	1.6%	2.3%			
Hindu	1.9%	0.6%	0.5%	3.1%	0.7%	0.8%	1.4%	0.5%	0.4%			
Jewish	0.9%	2.3%	1.3%	3.1%	2.3%	0.8%	0.0%	2.2%	1.4%			
Lutheran	0.9%	4.0%	4.8%	0.0%	4.1%	4.2%	1.4%	4.1%	5.2%			
Methodist	7.5%	2.7%	2.8%	3.1%	2.4%	3.2%	9.9%	2.8%	2.8%			
Muslim	0.0%	0.6%	0.7%	0.0%	0.8%	0.4%	0.0%	0.6%	0.7%			
Presbyterian	1.9%	1.4%	0.8%	0.0%	1.3%	0.6%	2.8%	1.5%	0.9%			
Quaker	0.0%	0.3%	0.2%	0.0%	0.5%	0.2%	0.0%	0.3%	0.2%			
Roman Catholic	12.1%	24.6%	25.1%	12.5%	22.0%	22.1%	12.7%	26.4%	26.6%			

2024 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
Seventh-day Adventist	0.0%	0.2%	0.3%	0.0%	0.3%	0.4%	0.0%	0.2%	0.3%			
The Church of Jesus Christ of Latter-day Saints	0.9%	0.4%	0.2%	0.0%	0.5%	0.0%	1.4%	0.3%	0.3%			
United Church of Christ/Congregational	0.0%	0.8%	1.5%	0.0%	0.5%	0.8%	0.0%	0.9%	1.8%			
Other Christian	20.6%	15.3%	15.8%	9.4%	13.3%	14.3%	26.8%	16.5%	16.8%			
Other Religion(s)/Belief(s) (please specify)	4.7%	5.4%	6.2%	6.3%	4.9%	6.6%	2.8%	5.3%	5.7%			
None	11.2%	15.0%	16.8%	3.1%	15.5%	16.9%	12.7%	14.8%	16.6%			
Total (n)	107	4,983	1,767	32	1,523	497	71	3,305	1,226			
Military status:												
None	96.4%	97.1%	96.8%	93.9%	93.3%	91.3%	98.6%	99.0%	99.1%			
In the Reserves or National Guard	0.0%	0.1%	0.2%	0.0%	0.1%	0.4%	0.0%	0.0%	0.1%			
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	3.6%	2.8%	3.0%	6.1%	6.5%	8.3%	1.4%	0.9%	0.9%			
Total (n)	110	5,126	1,826	33	1,559	507	70	3,388	1,265			
How many dependents do you have under 18 years old?												
0	72.5%	61.0%	59.8%	74.2%	58.7%	57.2%	72.7%	61.4%	60.7%			
1	11.0%	17.8%	18.6%	3.2%	16.8%	16.5%	12.7%	18.5%	19.4%			
2	15.4%	16.0%	16.4%	22.6%	18.3%	18.6%	12.7%	15.4%	15.7%			
3	1.1%	4.3%	4.3%	0.0%	4.6%	5.7%	1.8%	4.2%	3.7%			
4+	0.0%	1.0%	1.0%	0.0%	1.6%	2.0%	0.0%	0.6%	0.5%			
Total (n)	91	4,284	1,516	31	1,351	442	55	2,800	1,035			
How many dependents do you have who are 18-26 years old?												
0	77.9%	71.3%	70.3%	89.3%	71.9%	72.6%	71.7%	70.5%	69.5%			
1	15.1%	16.4%	17.0%	10.7%	15.3%	15.3%	17.0%	17.3%	17.7%			
2	7.0%	9.7%	10.2%	0.0%	10.1%	8.2%	11.3%	9.7%	10.9%			
3	0.0%	2.1%	1.9%	0.0%	2.0%	2.5%	0.0%	2.1%	1.5%			
4+	0.0%	0.5%	0.6%	0.0%	0.7%	1.4%	0.0%	0.3%	0.3%			
Total (n)	86	3,623	1,328	28	1,101	365	53	2,394	925			
How many dependents do you have who are 27 years old or older?												
0	82.1%	79.4%	78.2%	96.3%	78.5%	80.9%	78.4%	79.6%	77.4%			
1	11.9%	11.3%	11.1%	0.0%	12.5%	9.8%	13.7%	10.9%	11.4%			
2	2.4%	6.2%	6.6%	3.7%	5.8%	5.8%	2.0%	6.3%	7.0%			
3	2.4%	2.3%	2.9%	0.0%	1.9%	1.7%	3.9%	2.5%	3.3%			
4+	1.2%	0.9%	1.1%	0.0%	1.3%	1.7%	2.0%	0.7%	0.9%			
Total (n)	84	3,310	1,231	27	1,027	346	51	2,160	848			
Are you serving as a caregiver for another adult who is not a dependent (e.g., parent, other relative)?												
No	86.5%	84.9%	84.7%	78.8%	88.2%	89.9%	88.7%	83.5%	82.6%			
Yes	13.5%	15.1%	15.3%	21.2%	11.8%	10.1%	11.3%	16.5%	17.4%			
Total (n)	111	5,087	1,826	33	1,550	506	71	3,368	1,266			
Age as of December 31, 2023												
Under 30 years old	25.7%	12.8%	11.8%	26.5%	9.6%	9.5%	23.0%	13.5%	12.4%			
30 to 34 years old	6.2%	11.1%	10.2%	8.8%	11.4%	11.7%	5.4%	10.8%	9.5%			
35 to 39 years old	3.5%	11.8%	11.7%	8.8%	11.8%	13.6%	1.4%	11.9%	11.2%			
40 to 44 years old	6.2%	12.5%	12.6%	5.9%	12.8%	11.7%	6.8%	12.4%	13.3%			
45 to 49 years old	9.7%	11.9%	11.6%	14.7%	12.8%	13.2%	8.1%	11.7%	11.0%			
50 to 54 years old	17.7%	12.0%	14.3%	17.6%	12.8%	14.7%	18.9%	11.7%	14.1%			
55 to 59 years old	15.0%	11.3%	12.3%	11.8%	11.8%	11.7%	14.9%	11.2%	12.4%			
60 to 64 years old	10.6%	10.3%	9.5%	2.9%	10.0%	8.0%	14.9%	10.6%	10.3%			
65 to 69 years old	4.4%	4.6%	4.9%	0.0%	4.6%	3.5%	6.8%	4.5%	5.3%			
70 years old and above	0.9%	1.9%	1.1%	2.9%	2.5%	2.2%	0.0%	1.7%	0.6%			

2024 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)	113	5,214	1,920	34	1,617	537	74	3,448	1,335			
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												
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)												

2024 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
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															
C															
D															
E															
Total (n)															
Optional Question 14															
A															
B															
C															
D															
E															
Total (n)															
Optional Question 15															
A															

2024 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
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												
D												
E												
Total (n)												
Optional Question 21												
A												
B												
C												
D												
E												
Total (n)												
Optional Question 22												
A												
B												
C												

2024 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 23												
A												
B												
C												
D												
E												
Total (n)												
Optional Question 24												
A												
B												
C												
D												
E												
Total (n)												
Optional Question 25												
A												
B												
C												
D												
E												
Total (n)												
Optional Question 26												
A												
B												
C												
D												
E												
Total (n)												
Optional Question 27												
A												
B												
C												
D												
E												
Total (n)												
Optional Question 28												
A												
B												
C												
D												
E												
Total (n)												
Optional Question 29												
A												
B												
C												
D												
E												

2024 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)												
Optional Question 30												
A												
B												
C												
D												
E												
Total (n)												

* This variable is recoded (values recoded as 1-5) to exclude either "Can't Rate/Don't Know," "Decline to State," "Not Applicable," "Not Eligible," or "Not Applicable/No Experience" to calculate the mean.

2024 HERI Staff Climate Survey

Institutional Profile Report

Staff by Race/Ethnicity

Truman State University	Total					
	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Staff by Race/Ethnicity				102		6
Are you a:						
Part-time, temporary/contract employee				2.9%		0.0%
Part-time, permanent employee				2.0%		0.0%
Full-time, temporary/contract employee				3.9%		33.3%
Full-time, permanent employee				91.2%		66.7%
Total (n)				102		6
How are you compensated for your work?						
Salaried (exempt)				76.2%		66.7%
Hourly (non-exempt), eligible for overtime pay				23.8%		33.3%
Total (n)				101		6
What is your current gender identity?						
Man				26.0%		83.3%
Woman				71.0%		16.7%
Non-binary				2.0%		0.0%
Genderqueer/Gender non-conforming				1.0%		0.0%
Identity not listed above				0.0%		0.0%
Total (n)				100		6
What is your sexual orientation?						
Heterosexual/Straight				84.8%		100.0%
Asexual				2.0%		0.0%
Bisexual				3.0%		0.0%
Gay				4.0%		0.0%
Lesbian				2.0%		0.0%
Pansexual				1.0%		0.0%
Queer				3.0%		0.0%
Not listed above				0.0%		0.0%
Total (n)				99		6
Do you identify as transgender?						
No				99.0%		100.0%
Yes				1.0%		0.0%
Total (n)				100		6
What best describes your role:						
Senior administrator (e.g., President, Chancellor, Vice-President, Dean)				5.9%		0.0%
Mid-level administrator/manager (e.g., Associate Dean, Assistant Dean, Asst./Assoc. Director, Director)				30.7%		33.3%
Staff (e.g., Administrative Assistant, Analyst, Skilled Craft Worker)				59.4%		50.0%
Graduate Student Employee				0.0%		0.0%
Other (e.g., Postdoctoral Researcher, Affiliate, Courtesy Staff)				4.0%		16.7%
Total (n)				101		6
Which of the following best describes YOUR UNIT on campus?						
Academic Affairs						
Academic Advising				6.9%		0.0%
Academic Department/School				12.7%		33.3%
Library Services				6.9%		0.0%
Research Institute or Support/Oversight (e.g., Institutional Review Board, Office of Contracts and Grants)				0.0%		0.0%
Other Academic Affairs				10.8%		16.7%
Business/Administrative Services						
Campus Safety/Police/Emergency Management				1.0%		0.0%
Capital Planning				1.0%		0.0%
Dining Services				0.0%		0.0%
Facilities - Custodial Services				1.0%		0.0%
Facilities - Maintenance				1.0%		16.7%
Finance and Treasury				3.9%		0.0%
Human Resources (including academic personnel)				2.9%		0.0%
Information Technology Services				6.9%		16.7%
Institutional Research/Assessment/Planning				1.0%		0.0%
Legal Affairs				1.0%		0.0%
Medical Center/Hospital				0.0%		0.0%
Transportation and Parking				0.0%		0.0%
Other Business/Administrative Services				2.0%		0.0%
External Affairs						
Alumni Affairs				1.0%		0.0%
Communications				2.0%		0.0%
Community Engagement/Partnerships				0.0%		0.0%
Public Relations				1.0%		0.0%
University Advancement/Development/Planned Giving				1.0%		0.0%
Other External Affairs				0.0%		0.0%
Student Life/Services/Student Affairs						
Admissions/Enrollment Management/Registrar				10.8%		0.0%
Athletics (Varsity/Club)				2.9%		0.0%
Financial Aid				2.0%		0.0%
Housing/Residential Life				4.9%		16.7%

2024 HERI Staff Climate Survey

Institutional Profile Report

Staff by Race/Ethnicity

Truman State University	Total					
	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Dean of Students/Judicial Affairs				0.0%		0.0%
Campus Activities (e.g., Recreation, Student Government, College Union)				1.0%		0.0%
Student Health Services, Psychological Services				0.0%		0.0%
Other Student Affairs (e.g., International Student Services, Career Services, Orientation, Veteran Student Affairs)				1.0%		0.0%
Leadership and Diversity						
Diversity, Equity, and Inclusion				1.0%		0.0%
Office of the Chancellor/President				2.0%		0.0%
Office of the Provost/Vice President				2.0%		0.0%
Other Leadership and Diversity				0.0%		0.0%
Other				8.8%		0.0%
Total (n)				102		6
How many direct reports do you have (excluding student employees)?						
I do not directly supervise employees				53.5%		66.7%
1 to 2				15.8%		16.7%
3 to 5				12.9%		16.7%
6 to 10				7.9%		0.0%
11 or more				9.9%		0.0%
Total (n)				101		6
How many years have you been employed at this institution?						
Less than one year				11.3%		16.7%
1-4 years				25.8%		16.7%
5-10 years				16.5%		50.0%
11-15 years				9.3%		0.0%
16-20 years				9.3%		16.7%
More than 20 years				27.8%		0.0%
Total (n)				97		6
How many years have you been employed in your current position?						
Less than one year				18.4%		33.3%
1-4 years				33.7%		50.0%
5-10 years				13.3%		16.7%
11-15 years				15.3%		0.0%
16-20 years				6.1%		0.0%
More than 20 years				13.3%		0.0%
Total (n)				98		6
Including your current position, how many years of full-time work experience do you have?						
Less than one year				4.9%		0.0%
1-2 years				2.0%		16.7%
3-5 years				8.8%		16.7%
6-10 years				13.7%		16.7%
11-15 years				5.9%		0.0%
16-20 years				4.9%		16.7%
21-25 years				9.8%		0.0%
26 years or more				50.0%		33.3%
Total (n)				102		6
Please rate your satisfaction with your institution in each area:						
Racial and ethnic diversity of the <i>faculty</i> *						
Very Satisfied				8.1%		40.0%
Satisfied				30.2%		60.0%
Neutral				40.7%		0.0%
Dissatisfied				16.3%		0.0%
Very Dissatisfied				4.7%		0.0%
Total (n)				86		5
Mean				3.21		4.40
Standard deviation				0.97		0.55
Racial and ethnic diversity of the <i>staff</i> *						
Very Satisfied				6.5%		40.0%
Satisfied				32.6%		60.0%
Neutral				32.6%		0.0%
Dissatisfied				22.8%		0.0%
Very Dissatisfied				5.4%		0.0%
Total (n)				92		5
Mean				3.12		4.40
Standard deviation				1.01		0.55
Racial and ethnic diversity of the <i>student body</i> *						
Very Satisfied				11.1%		20.0%
Satisfied				30.0%		80.0%
Neutral				35.6%		0.0%
Dissatisfied				18.9%		0.0%
Very Dissatisfied				4.4%		0.0%
Total (n)				90		5

2024 HERI Staff Climate Survey

Institutional Profile Report

Staff by Race/Ethnicity

Truman State University	Total					
	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Mean				3.24		4.20
Standard deviation				1.03		0.45
Gender diversity of <i>staff</i> *						
Very Satisfied				11.8%		60.0%
Satisfied				41.9%		40.0%
Neutral				38.7%		0.0%
Dissatisfied				5.4%		0.0%
Very Dissatisfied				2.2%		0.0%
Total (n)				93		5
Mean				3.56		4.60
Standard deviation				0.85		0.55
Commitment to hiring women *						
Very Satisfied				18.5%		60.0%
Satisfied				51.1%		40.0%
Neutral				23.9%		0.0%
Dissatisfied				4.3%		0.0%
Very Dissatisfied				2.2%		0.0%
Total (n)				92		5
Mean				3.79		4.60
Standard deviation				0.87		0.55
Commitment to hiring underrepresented racial/ethnic minorities *						
Very Satisfied				11.0%		40.0%
Satisfied				30.8%		60.0%
Neutral				42.9%		0.0%
Dissatisfied				13.2%		0.0%
Very Dissatisfied				2.2%		0.0%
Total (n)				91		5
Mean				3.35		4.40
Standard deviation				0.92		0.55
Atmosphere for sexual orientation differences *						
Very Satisfied				10.9%		40.0%
Satisfied				55.4%		60.0%
Neutral				23.9%		0.0%
Dissatisfied				8.7%		0.0%
Very Dissatisfied				1.1%		0.0%
Total (n)				92		5
Mean				3.66		4.40
Standard deviation				0.83		0.55
Atmosphere for political differences *						
Very Satisfied				8.6%		40.0%
Satisfied				47.3%		40.0%
Neutral				26.9%		20.0%
Dissatisfied				9.7%		0.0%
Very Dissatisfied				7.5%		0.0%
Total (n)				93		5
Mean				3.40		4.20
Standard deviation				1.03		0.84
Atmosphere for religious differences *						
Very Satisfied				12.6%		60.0%
Satisfied				46.3%		20.0%
Neutral				25.3%		20.0%
Dissatisfied				10.5%		0.0%
Very Dissatisfied				5.3%		0.0%
Total (n)				95		5
Mean				3.51		4.40
Standard deviation				1.02		0.89
Atmosphere for gender differences *						
Very Satisfied				10.8%		60.0%
Satisfied				52.7%		40.0%
Neutral				28.0%		0.0%
Dissatisfied				7.5%		0.0%
Very Dissatisfied				1.1%		0.0%
Total (n)				93		5
Mean				3.65		4.60
Standard deviation				0.82		0.55
Atmosphere for individuals with disabilities *						
Very Satisfied				11.4%		33.3%
Satisfied				42.0%		66.7%
Neutral				28.4%		0.0%
Dissatisfied				12.5%		0.0%
Very Dissatisfied				5.7%		0.0%
Total (n)				88		6

2024 HERI Staff Climate Survey

Institutional Profile Report

Staff by Race/Ethnicity

Truman State University	Total					
	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Mean				3.41		4.33
Standard deviation				1.04		0.52
Timeliness of administrative responses to campus emergencies *						
Very Satisfied				18.3%		50.0%
Satisfied				45.1%		33.3%
Neutral				20.7%		0.0%
Dissatisfied				11.0%		16.7%
Very Dissatisfied				4.9%		0.0%
Total (n)				82		6
Mean				3.61		4.17
Standard deviation				1.06		1.17
Timeliness of administrative responses to sexual assault *						
Very Satisfied				19.6%		50.0%
Satisfied				33.9%		50.0%
Neutral				30.4%		0.0%
Dissatisfied				8.9%		0.0%
Very Dissatisfied				7.1%		0.0%
Total (n)				56		2
Mean				3.50		4.50
Standard deviation				1.13		0.71
Timeliness of administrative responses to discrimination/bias *						
Very Satisfied				14.8%		66.7%
Satisfied				31.1%		33.3%
Neutral				26.2%		0.0%
Dissatisfied				19.7%		0.0%
Very Dissatisfied				8.2%		0.0%
Total (n)				61		3
Mean				3.25		4.67
Standard deviation				1.18		0.58
Outcome of administrative responses to campus emergencies *						
Very Satisfied				18.5%		40.0%
Satisfied				42.0%		40.0%
Neutral				23.5%		20.0%
Dissatisfied				9.9%		0.0%
Very Dissatisfied				6.2%		0.0%
Total (n)				81		5
Mean				3.57		4.20
Standard deviation				1.09		0.84
Outcome of administrative responses to sexual assault *						
Very Satisfied				19.6%		50.0%
Satisfied				33.9%		50.0%
Neutral				28.6%		0.0%
Dissatisfied				10.7%		0.0%
Very Dissatisfied				7.1%		0.0%
Total (n)				56		2
Mean				3.48		4.50
Standard deviation				1.14		0.71
Outcome of administrative responses to discrimination/bias *						
Very Satisfied				20.6%		66.7%
Satisfied				27.0%		33.3%
Neutral				27.0%		0.0%
Dissatisfied				15.9%		0.0%
Very Dissatisfied				9.5%		0.0%
Total (n)				63		3
Mean				3.33		4.67
Standard deviation				1.24		0.58
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				8.0%		20.0%
Agree				39.1%		60.0%
Disagree				27.6%		20.0%
Strongly Disagree				25.3%		0.0%
Total (n)				87		5
Mean				2.30		3.00
Standard deviation				0.94		0.71
I feel respected by faculty *						
Strongly Agree				7.1%		33.3%
Agree				60.2%		50.0%
Disagree				23.5%		16.7%
Strongly Disagree				9.2%		0.0%
Total (n)				98		6

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Staff by Race/Ethnicity

Truman State University	Total					
	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Mean				2.65		3.17
Standard deviation				0.75		0.75
I feel respected by other <i>staff members</i> *						
Strongly Agree				27.3%		33.3%
Agree				60.6%		66.7%
Disagree				11.1%		0.0%
Strongly Disagree				1.0%		0.0%
Total (n)				99		6
Mean				3.14		3.33
Standard deviation				0.64		0.52
I feel respected by <i>senior administrators</i> *						
Strongly Agree				21.7%		16.7%
Agree				41.3%		83.3%
Disagree				20.7%		0.0%
Strongly Disagree				16.3%		0.0%
Total (n)				92		6
Mean				2.68		3.17
Standard deviation				0.99		0.41
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				10.8%		0.0%
Agree				50.5%		80.0%
Disagree				24.7%		20.0%
Strongly Disagree				14.0%		0.0%
Total (n)				93		5
Mean				2.58		2.80
Standard deviation				0.86		0.45
Encourages students to have a public voice and share their ideas openly *						
Strongly Agree				22.6%		16.7%
Agree				71.0%		83.3%
Disagree				4.3%		0.0%
Strongly Disagree				2.2%		0.0%
Total (n)				93		6
Mean				3.14		3.17
Standard deviation				0.58		0.41
Has campus administrators who regularly speak about the value of diversity *						
Strongly Agree				19.3%		40.0%
Agree				63.9%		60.0%
Disagree				14.5%		0.0%
Strongly Disagree				2.4%		0.0%
Total (n)				83		5
Mean				3.00		3.40
Standard deviation				0.66		0.55
Promotes the appreciation of cultural differences *						
Strongly Agree				19.6%		40.0%
Agree				67.4%		60.0%
Disagree				10.9%		0.0%
Strongly Disagree				2.2%		0.0%
Total (n)				92		5
Mean				3.04		3.40
Standard deviation				0.63		0.55
Provides the campus community with opportunities to share feelings * about issues of concern						
Strongly Agree				12.6%		40.0%
Agree				56.3%		60.0%
Disagree				19.5%		0.0%
Strongly Disagree				11.5%		0.0%
Total (n)				87		5
Mean				2.70		3.40
Standard deviation				0.84		0.55
Rewards staff for their participation in diversity efforts *						
Strongly Agree				10.4%		0.0%
Agree				26.9%		60.0%
Disagree				47.8%		40.0%
Strongly Disagree				14.9%		0.0%
Total (n)				67		5
Mean				2.33		2.60
Standard deviation				0.86		0.55
Has effective practices and policies that increase staff diversity *						
Strongly Agree				12.7%		0.0%
Agree				39.7%		100.0%

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Staff by Race/Ethnicity

Truman State University	Total					
	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Disagree				33.3%		0.0%
Strongly Disagree				14.3%		0.0%
Total (n)				63		5
Mean				2.51		3.00
Standard deviation				0.90		0.00
Has a lot of racial tension *						
Strongly Agree				0.0%		0.0%
Agree				7.7%		0.0%
Disagree				52.6%		50.0%
Strongly Disagree				39.7%		50.0%
Total (n)				78		6
Mean				1.68		1.50
Standard deviation				0.61		0.55
Effectively communicates information about employee compensation and benefits *						
Strongly Agree				19.4%		16.7%
Agree				53.8%		83.3%
Disagree				18.3%		0.0%
Strongly Disagree				8.6%		0.0%
Total (n)				93		6
Mean				2.84		3.17
Standard deviation				0.84		0.41
Please indicate the extent to which you agree or disagree with the following statements.						
I feel unsafe on this campus						
Strongly Agree				3.1%		0.0%
Agree				2.0%		0.0%
Disagree				51.0%		33.3%
Strongly Disagree				43.9%		66.7%
Total (n)				98		6
Mean				1.64		1.33
Standard deviation				0.68		0.52
I feel my contributions are valued by my department						
Strongly Agree				28.9%		50.0%
Agree				53.6%		50.0%
Disagree				12.4%		0.0%
Strongly Disagree				5.2%		0.0%
Total (n)				97		6
Mean				3.06		3.50
Standard deviation				0.79		0.55
I feel my contributions are valued by my direct supervisor						
Strongly Agree				37.8%		50.0%
Agree				51.0%		50.0%
Disagree				7.1%		0.0%
Strongly Disagree				4.1%		0.0%
Total (n)				98		6
Mean				3.22		3.50
Standard deviation				0.75		0.55
I feel my contributions are valued by senior administrators						
Strongly Agree				18.4%		16.7%
Agree				42.9%		50.0%
Disagree				27.6%		33.3%
Strongly Disagree				11.2%		0.0%
Total (n)				98		6
Mean				2.68		2.83
Standard deviation				0.90		0.75
I feel my contributions are valued by students						
Strongly Agree				20.8%		0.0%
Agree				66.7%		66.7%
Disagree				10.4%		33.3%
Strongly Disagree				2.1%		0.0%
Total (n)				96		6
Mean				3.06		2.67
Standard deviation				0.63		0.52
My professional skills are effectively put to use in this position						
Strongly Agree				35.1%		50.0%
Agree				50.5%		50.0%
Disagree				11.3%		0.0%
Strongly Disagree				3.1%		0.0%
Total (n)				97		6
Mean				3.18		3.50
Standard deviation				0.75		0.55

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Staff by Race/Ethnicity

Truman State University	Total					
	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
I feel I have to work harder than my colleagues to be perceived as a competent administrator/staff member						
Strongly Agree				13.3%		0.0%
Agree				17.3%		33.3%
Disagree				54.1%		50.0%
Strongly Disagree				15.3%		16.7%
Total (n)				98		6
Mean				2.29		2.17
Standard deviation				0.89		0.75
My job duties are clearly defined						
Strongly Agree				16.3%		0.0%
Agree				58.2%		83.3%
Disagree				17.3%		0.0%
Strongly Disagree				8.2%		16.7%
Total (n)				98		6
Mean				2.83		2.67
Standard deviation				0.80		0.82
My workload is manageable given the hours I'm scheduled to work						
Strongly Agree				20.4%		33.3%
Agree				54.1%		33.3%
Disagree				17.3%		16.7%
Strongly Disagree				8.2%		16.7%
Total (n)				98		6
Mean				2.87		2.83
Standard deviation				0.83		1.17
My salary is sufficient considering the cost of living in this area						
Strongly Agree				11.3%		0.0%
Agree				43.3%		66.7%
Disagree				26.8%		0.0%
Strongly Disagree				18.6%		33.3%
Total (n)				97		6
Mean				2.47		2.33
Standard deviation				0.93		1.03
I achieve a healthy balance between my personal life and my professional life						
Strongly Agree				18.6%		50.0%
Agree				53.6%		16.7%
Disagree				20.6%		16.7%
Strongly Disagree				7.2%		16.7%
Total (n)				97		6
Mean				2.84		3.00
Standard deviation				0.81		1.26
I have at least one professional mentor I can turn to for guidance						
Strongly Agree				23.5%		50.0%
Agree				49.0%		33.3%
Disagree				23.5%		0.0%
Strongly Disagree				4.1%		16.7%
Total (n)				98		6
Mean				2.92		3.17
Standard deviation				0.80		1.17
I feel a sense of belonging to this campus						
Strongly Agree				21.9%		16.7%
Agree				50.0%		50.0%
Disagree				20.8%		33.3%
Strongly Disagree				7.3%		0.0%
Total (n)				96		6
Mean				2.86		2.83
Standard deviation				0.84		0.75
How often in the past year at this institution have you:						
Challenged others on issues of discrimination						
Very Often				3.1%		0.0%
Often				4.2%		0.0%
Sometimes				11.5%		33.3%
Seldom				32.3%		16.7%
Never				49.0%		50.0%
Total (n)				96		6
Mean				1.80		1.83
Standard deviation				1.01		0.98
Educated yourself about individuals who are different from you						
Very Often				9.1%		0.0%
Often				40.4%		33.3%
Sometimes				36.4%		66.7%
Seldom				8.1%		0.0%

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Staff by Race/Ethnicity

Truman State University	Total					
	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Never				6.1%		0.0%
Total (n)				99		6
Mean				3.38		3.33
Standard deviation				0.98		0.52
Participated in a coalition of different groups to address social justice issues						
Very Often				3.1%		16.7%
Often				8.2%		0.0%
Sometimes				19.4%		0.0%
Seldom				22.4%		16.7%
Never				46.9%		66.7%
Total (n)				98		6
Mean				1.98		1.83
Standard deviation				1.13		1.60
Attended programs focused on diversity (e.g., presentations, performances, art exhibits, debates)						
Very Often				6.1%		0.0%
Often				19.2%		16.7%
Sometimes				35.4%		33.3%
Seldom				14.1%		50.0%
Never				25.3%		0.0%
Total (n)				99		6
Mean				2.67		2.67
Standard deviation				1.22		0.82
Please indicate how often at this institution you have:						
Assisted a student with a problem about discrimination *						
Very Often				1.1%		0.0%
Often				4.2%		0.0%
Sometimes				18.9%		16.7%
Seldom				18.9%		33.3%
Never				56.8%		50.0%
Total (n)				95		6
Mean				1.74		1.67
Standard deviation				0.98		0.82
Assisted another staff member with a problem about discrimination *						
Very Often				1.0%		0.0%
Often				4.2%		0.0%
Sometimes				21.9%		16.7%
Seldom				17.7%		16.7%
Never				55.2%		66.7%
Total (n)				96		6
Mean				1.78		1.50
Standard deviation				1.00		0.84
Witnessed discrimination *						
Very Often				2.2%		0.0%
Often				2.2%		0.0%
Sometimes				12.9%		16.7%
Seldom				30.1%		16.7%
Never				52.7%		66.7%
Total (n)				93		6
Mean				1.71		1.50
Standard deviation				0.93		0.84
Reported an incident of discrimination to a campus authority *						
Very Often				0.0%		0.0%
Often				4.3%		16.7%
Sometimes				6.5%		0.0%
Seldom				11.8%		0.0%
Never				77.4%		83.3%
Total (n)				93		6
Mean				1.38		1.50
Standard deviation				0.79		1.22
Been sexually harassed *						
Very Often				1.1%		0.0%
Often				1.1%		0.0%
Sometimes				3.2%		0.0%
Seldom				5.3%		16.7%
Never				89.5%		83.3%
Total (n)				95		6
Mean				1.19		1.17
Standard deviation				0.64		0.41
Reported an incident of sexual harassment to a campus authority *						
Very Often				0.0%		0.0%
Often				2.1%		0.0%

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Staff by Race/Ethnicity

Truman State University	Total					
	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Sometimes				3.2%		16.7%
Seldom				11.6%		0.0%
Never				83.2%		83.3%
Total (n)				95		6
Mean				1.24		1.33
Standard deviation				0.61		0.82
Felt my ideas were dismissed by my colleagues *						
Very Often				3.1%		0.0%
Often				8.3%		0.0%
Sometimes				39.6%		50.0%
Seldom				25.0%		16.7%
Never				24.0%		33.3%
Total (n)				96		6
Mean				2.42		2.17
Standard deviation				1.04		0.98
Felt I did not receive due credit for my ideas or work *						
Very Often				4.3%		0.0%
Often				11.8%		16.7%
Sometimes				23.7%		33.3%
Seldom				32.3%		16.7%
Never				28.0%		33.3%
Total (n)				93		6
Mean				2.32		2.33
Standard deviation				1.13		1.21
Heard insensitive or disparaging remarks about race/ethnicity from: Faculty *						
Very Often				3.3%		0.0%
Often				0.0%		0.0%
Sometimes				14.4%		0.0%
Seldom				20.0%		0.0%
Never				62.2%		100.0%
Total (n)				90		6
Mean				1.62		1.00
Standard deviation				0.97		0.00
Heard insensitive or disparaging remarks about race/ethnicity from: Staff *						
Very Often				2.2%		0.0%
Often				4.3%		0.0%
Sometimes				14.0%		0.0%
Seldom				22.6%		33.3%
Never				57.0%		66.7%
Total (n)				93		6
Mean				1.72		1.33
Standard deviation				1.00		0.52
Heard insensitive or disparaging remarks about race/ethnicity from: Students *						
Very Often				1.1%		0.0%
Often				1.1%		0.0%
Sometimes				9.9%		16.7%
Seldom				22.0%		16.7%
Never				65.9%		66.7%
Total (n)				91		6
Mean				1.49		1.50
Standard deviation				0.81		0.84
Heard insensitive or disparaging remarks about race/ethnicity from: Senior Administrators *						
Very Often				0.0%		0.0%
Often				1.1%		0.0%
Sometimes				3.3%		0.0%
Seldom				11.1%		0.0%
Never				84.4%		100.0%
Total (n)				90		6
Mean				1.21		1.00
Standard deviation				0.55		0.00
Currently, where are you primarily working?						
Remotely				5.2%		16.7%
On-campus				90.7%		83.3%
About half remotely and half on-campus				4.1%		0.0%
Total (n)				97		6
Please indicate your agreement with the following statement:						
I would prefer to work remotely rather than on-campus						
Strongly Agree				18.4%		16.7%
Agree				21.4%		33.3%
Disagree				30.6%		0.0%
Strongly Disagree				21.4%		16.7%

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Staff by Race/Ethnicity

Truman State University	Total					
	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Not Applicable				8.2%		33.3%
Total (n)				98		6
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%
Often				1.0%		0.0%
Sometimes				2.1%		0.0%
Seldom				7.2%		0.0%
Never				89.7%		100.0%
Total (n)				97		6
Mean				1.14		1.00
Standard deviation				0.48		0.00
Age						
Very Often				3.1%		0.0%
Often				1.0%		0.0%
Sometimes				8.2%		0.0%
Seldom				13.4%		0.0%
Never				74.2%		100.0%
Total (n)				97		6
Mean				1.45		1.00
Standard deviation				0.92		0.00
Citizenship status						
Very Often				0.0%		0.0%
Often				0.0%		0.0%
Sometimes				0.0%		0.0%
Seldom				0.0%		0.0%
Never				100.0%		100.0%
Total (n)				97		6
Mean				1.00		1.00
Standard deviation				0.00		0.00
Gender/Gender identity						
Very Often				0.0%		0.0%
Often				3.1%		0.0%
Sometimes				5.2%		0.0%
Seldom				8.2%		0.0%
Never				83.5%		100.0%
Total (n)				97		6
Mean				1.28		1.00
Standard deviation				0.70		0.00
Job classification (e.g., Title, Position)						
Very Often				4.1%		0.0%
Often				4.1%		0.0%
Sometimes				18.6%		0.0%
Seldom				15.5%		33.3%
Never				57.7%		66.7%
Total (n)				97		6
Mean				1.81		1.33
Standard deviation				1.13		0.52
Level of education						
Very Often				3.1%		0.0%
Often				1.0%		0.0%
Sometimes				7.2%		0.0%
Seldom				17.5%		0.0%
Never				71.1%		100.0%
Total (n)				97		6
Mean				1.47		1.00
Standard deviation				0.91		0.00
Political beliefs						
Very Often				0.0%		0.0%
Often				1.0%		0.0%
Sometimes				7.2%		0.0%
Seldom				8.2%		16.7%
Never				83.5%		83.3%
Total (n)				97		6
Mean				1.26		1.17
Standard deviation				0.63		0.41
Race/ethnicity						
Very Often				0.0%		0.0%
Often				0.0%		0.0%
Sometimes				2.1%		0.0%
Seldom				2.1%		0.0%

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Staff by Race/Ethnicity

Truman State University	Total					
	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Never				95.8%		100.0%
Total (n)				96		6
Mean				1.06		1.00
Standard deviation				0.32		0.00
Religious/spiritual beliefs						
Very Often				0.0%		0.0%
Often				0.0%		0.0%
Sometimes				4.1%		0.0%
Seldom				12.4%		0.0%
Never				83.5%		100.0%
Total (n)				97		6
Mean				1.21		1.00
Standard deviation				0.50		0.00
Sexual orientation						
Very Often				0.0%		0.0%
Often				2.1%		0.0%
Sometimes				3.1%		0.0%
Seldom				6.2%		0.0%
Never				88.7%		100.0%
Total (n)				97		6
Mean				1.19		1.00
Standard deviation				0.58		0.00
Socioeconomic status						
Very Often				0.0%		0.0%
Often				1.0%		0.0%
Sometimes				5.2%		0.0%
Seldom				5.2%		0.0%
Never				88.5%		100.0%
Total (n)				96		6
Mean				1.19		1.00
Standard deviation				0.57		0.00
Parent/guardian status						
Very Often				0.0%		0.0%
Often				0.0%		0.0%
Sometimes				6.3%		0.0%
Seldom				3.2%		0.0%
Never				90.5%		100.0%
Total (n)				95		6
Mean				1.16		1.00
Standard deviation				0.51		0.00
Please rate your satisfaction with:						
Quality of health benefits *						
Verv Satisfied				28.7%		16.7%
Satisfied				46.8%		83.3%
Neutral				13.8%		0.0%
Dissatisfied				8.5%		0.0%
Very Dissatisfied				2.1%		0.0%
Total (n)				94		6
Mean				3.91		4.17
Standard deviation				0.98		0.41
Cost of health benefits *						
Very Satisfied				26.6%		16.7%
Satisfied				46.8%		83.3%
Neutral				16.0%		0.0%
Dissatisfied				5.3%		0.0%
Very Dissatisfied				5.3%		0.0%
Total (n)				94		6
Mean				3.84		4.17
Standard deviation				1.05		0.41
Retirement benefits *						
Very Satisfied				20.4%		0.0%
Satisfied				44.1%		66.7%
Neutral				28.0%		33.3%
Dissatisfied				4.3%		0.0%
Very Dissatisfied				3.2%		0.0%
Total (n)				93		6
Mean				3.74		3.67
Standard deviation				0.94		0.52
Salary *						
Very Satisfied				10.5%		0.0%
Satisfied				29.5%		0.0%

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Staff by Race/Ethnicity

Truman State University	Total					
	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Neutral				18.9%		66.7%
Dissatisfied				20.0%		33.3%
Very Dissatisfied				21.1%		0.0%
Total (n)				95		6
Mean				2.88		2.67
Standard deviation				1.33		0.52
Extended leave policies (e.g., paternity/maternity leave, caring for a family member, medical leave) *						
Very Satisfied				18.7%		16.7%
Satisfied				44.0%		50.0%
Neutral				28.6%		33.3%
Dissatisfied				4.4%		0.0%
Very Dissatisfied				4.4%		0.0%
Total (n)				91		6
Mean				3.68		3.83
Standard deviation				0.98		0.75
Amount of paid time off: Vacation time *						
Very Satisfied				25.5%		16.7%
Satisfied				50.0%		50.0%
Neutral				14.9%		16.7%
Dissatisfied				6.4%		16.7%
Very Dissatisfied				3.2%		0.0%
Total (n)				94		6
Mean				3.88		3.67
Standard deviation				0.97		1.03
Amount of paid time off: Sick leave *						
Very Satisfied				30.1%		33.3%
Satisfied				51.6%		66.7%
Neutral				9.7%		0.0%
Dissatisfied				4.3%		0.0%
Very Dissatisfied				4.3%		0.0%
Total (n)				93		6
Mean				3.99		4.33
Standard deviation				0.98		0.52
In the past year, how often have you felt hungry but did not eat because you didn't have enough money for food?						
Frequently				2.0%		16.7%
Occasionally				16.3%		0.0%
Not at All				81.6%		83.3%
Total (n)				98		6
Mean				1.20		1.33
Standard deviation				0.45		0.82
How satisfied are you with the following aspects of your job?						
Autonomy and independence *						
Very Satisfied				33.3%		33.3%
Satisfied				55.2%		66.7%
Neutral				4.2%		0.0%
Dissatisfied				5.2%		0.0%
Very Dissatisfied				2.1%		0.0%
Total (n)				96		6
Mean				4.13		4.33
Standard deviation				0.87		0.52
Collegiality among staff *						
Very Satisfied				22.9%		33.3%
Satisfied				47.9%		16.7%
Neutral				15.6%		33.3%
Dissatisfied				12.5%		16.7%
Very Dissatisfied				1.0%		0.0%
Total (n)				96		6
Mean				3.79		3.67
Standard deviation				0.97		1.21
Competence of coworkers *						
Very Satisfied				16.8%		16.7%
Satisfied				57.9%		50.0%
Neutral				10.5%		16.7%
Dissatisfied				9.5%		16.7%
Very Dissatisfied				5.3%		0.0%
Total (n)				95		6
Mean				3.72		3.67
Standard deviation				1.03		1.03
Departmental support for work-life balance *						
Very Satisfied				25.0%		50.0%

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Staff by Race/Ethnicity

Truman State University	Total					
	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Satisfied				47.9%		16.7%
Neutral				12.5%		16.7%
Dissatisfied				10.4%		16.7%
Very Dissatisfied				4.2%		0.0%
Total (n)				96		6
Mean				3.79		4.00
Standard deviation				1.07		1.26
Flexibility in relation to family matters or emergencies *						
Very Satisfied				43.0%		33.3%
Satisfied				49.5%		66.7%
Neutral				5.4%		0.0%
Dissatisfied				2.2%		0.0%
Very Dissatisfied				0.0%		0.0%
Total (n)				93		6
Mean				4.33		4.33
Standard deviation				0.68		0.52
Institutional support for work-life balance *						
Very Satisfied				19.4%		33.3%
Satisfied				43.0%		33.3%
Neutral				20.4%		16.7%
Dissatisfied				11.8%		16.7%
Very Dissatisfied				5.4%		0.0%
Total (n)				93		6
Mean				3.59		3.83
Standard deviation				1.10		1.17
Job security *						
Very Satisfied				27.4%		33.3%
Satisfied				51.6%		50.0%
Neutral				16.8%		16.7%
Dissatisfied				3.2%		0.0%
Very Dissatisfied				1.1%		0.0%
Total (n)				95		6
Mean				4.01		4.17
Standard deviation				0.82		0.75
Overall job satisfaction *						
Very Satisfied				17.7%		16.7%
Satisfied				49.0%		66.7%
Neutral				19.8%		0.0%
Dissatisfied				13.5%		16.7%
Very Dissatisfied				0.0%		0.0%
Total (n)				96		6
Mean				3.71		3.83
Standard deviation				0.92		0.98
Professional relationships with coworkers *						
Very Satisfied				28.4%		33.3%
Satisfied				55.8%		33.3%
Neutral				8.4%		33.3%
Dissatisfied				6.3%		0.0%
Very Dissatisfied				1.1%		0.0%
Total (n)				95		6
Mean				4.04		4.00
Standard deviation				0.85		0.89
Prospects for career advancement *						
Very Satisfied				9.3%		16.7%
Satisfied				26.7%		16.7%
Neutral				36.0%		66.7%
Dissatisfied				18.6%		0.0%
Very Dissatisfied				9.3%		0.0%
Total (n)				86		6
Mean				3.08		3.50
Standard deviation				1.10		0.84
Quality of students *						
Very Satisfied				36.0%		16.7%
Satisfied				42.7%		50.0%
Neutral				15.7%		16.7%
Dissatisfied				5.6%		16.7%
Very Dissatisfied				0.0%		0.0%
Total (n)				89		6
Mean				4.09		3.67
Standard deviation				0.86		1.03
Relationship with my supervisor *						
Very Satisfied				37.5%		50.0%

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Staff by Race/Ethnicity

Truman State University	Total					
	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Satisfied				39.6%		50.0%
Neutral				11.5%		0.0%
Dissatisfied				6.3%		0.0%
Very Dissatisfied				5.2%		0.0%
Total (n)				96		6
Mean				3.98		4.50
Standard deviation				1.10		0.55
Relative equity of salary and job benefits *						
Very Satisfied				14.9%		0.0%
Satisfied				27.7%		33.3%
Neutral				23.4%		33.3%
Dissatisfied				20.2%		33.3%
Very Dissatisfied				13.8%		0.0%
Total (n)				94		6
Mean				3.10		3.00
Standard deviation				1.28		0.89
Support for career advancement *						
Very Satisfied				12.6%		16.7%
Satisfied				27.6%		16.7%
Neutral				32.2%		50.0%
Dissatisfied				20.7%		16.7%
Very Dissatisfied				6.9%		0.0%
Total (n)				87		6
Mean				3.18		3.33
Standard deviation				1.12		1.03
Workspace *						
Very Satisfied				28.4%		16.7%
Satisfied				47.4%		66.7%
Neutral				10.5%		0.0%
Dissatisfied				11.6%		16.7%
Very Dissatisfied				2.1%		0.0%
Total (n)				95		6
Mean				3.88		3.83
Standard deviation				1.02		0.98
Ongoing professional development *						
Very Satisfied				20.7%		16.7%
Satisfied				37.0%		50.0%
Neutral				25.0%		33.3%
Dissatisfied				14.1%		0.0%
Very Dissatisfied				3.3%		0.0%
Total (n)				92		6
Mean				3.58		3.83
Standard deviation				1.07		0.75
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%		50.0%
Likely				44.2%		33.3%
Unlikely				18.9%		16.7%
Very Unlikely				7.4%		0.0%
Total (n)				95		6
Mean				2.96		3.33
Standard deviation				0.89		0.82
Recommend that a friend apply for a job at this institution						
Very Likely				24.7%		33.3%
Likely				58.1%		50.0%
Unlikely				12.9%		16.7%
Very Unlikely				4.3%		0.0%
Total (n)				93		6
Mean				3.03		3.17
Standard deviation				0.74		0.75
Apply or reapply for a position on campus						
Very Likely				20.4%		40.0%
Likely				50.5%		40.0%
Unlikely				19.4%		20.0%
Very Unlikely				9.7%		0.0%
Total (n)				93		5
Mean				2.82		3.20
Standard deviation				0.87		0.84
To what extent are each of the following currently a priority at this institution?						
Increase or maintain institutional prestige *				19.8%		20.0%
Highest Priority						

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Staff by Race/Ethnicity

Truman State University	Total					
	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
High Priority				45.1%		20.0%
Medium Priority				19.8%		60.0%
Low Priority				9.9%		0.0%
Not a Priority				5.5%		0.0%
Total (n)				91		5
Mean				3.64		3.60
Standard deviation				1.08		0.89
Create and sustain partnerships with surrounding communities *						
Highest Priority				5.3%		20.0%
High Priority				35.1%		40.0%
Medium Priority				29.8%		20.0%
Low Priority				22.3%		20.0%
Not a Priority				7.4%		0.0%
Total (n)				94		5
Mean				3.09		3.60
Standard deviation				1.04		1.14
Investment in the professional development of staff *						
Highest Priority				5.3%		0.0%
High Priority				23.4%		40.0%
Medium Priority				27.7%		40.0%
Low Priority				31.9%		20.0%
Not a Priority				11.7%		0.0%
Total (n)				94		5
Mean				2.79		3.20
Standard deviation				1.10		0.84
Improve or maintain the physical appearance of campus (e.g., landscaping, cleanliness) *						
Highest Priority				5.3%		16.7%
High Priority				23.4%		16.7%
Medium Priority				39.4%		50.0%
Low Priority				28.7%		16.7%
Not a Priority				3.2%		0.0%
Total (n)				94		6
Mean				2.99		3.33
Standard deviation				0.93		1.03
Build or modernize campus facilities (e.g., new buildings or remodeling) *						
Highest Priority				6.5%		20.0%
High Priority				35.5%		40.0%
Medium Priority				39.8%		20.0%
Low Priority				11.8%		20.0%
Not a Priority				6.5%		0.0%
Total (n)				93		5
Mean				3.24		3.60
Standard deviation				0.97		1.14
Indicate the extent to which you agree or disagree with each of the following.						
My supervisor:						
Cares about my well-being						
Strongly Agree				55.1%		50.0%
Agree				37.8%		50.0%
Disagree				4.1%		0.0%
Strongly Disagree				3.1%		0.0%
Total (n)				98		6
Mean				3.45		3.50
Standard deviation				0.72		0.55
Supports my professional development						
Strongly Agree				46.4%		33.3%
Agree				45.4%		66.7%
Disagree				6.2%		0.0%
Strongly Disagree				2.1%		0.0%
Total (n)				97		6
Mean				3.36		3.33
Standard deviation				0.70		0.52
Sets unrealistic expectations for my job						
Strongly Agree				3.1%		16.7%
Agree				17.3%		16.7%
Disagree				49.0%		33.3%
Strongly Disagree				30.6%		33.3%
Total (n)				98		6
Mean				1.93		2.17
Standard deviation				0.78		1.17
Demonstrates a commitment to diversity and inclusion						
Strongly Agree				36.7%		33.3%

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Staff by Race/Ethnicity

Truman State University	Total					
	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Agree				60.2%		66.7%
Disagree				2.0%		0.0%
Strongly Disagree				1.0%		0.0%
Total (n)				98		6
Mean				3.33		3.33
Standard deviation				0.57		0.52
Provides me with feedback that assists me in performing my job responsibilities						
Strongly Agree				31.6%		16.7%
Agree				45.9%		83.3%
Disagree				15.3%		0.0%
Strongly Disagree				7.1%		0.0%
Total (n)				98		6
Mean				3.02		3.17
Standard deviation				0.87		0.41
Advocates for me						
Strongly Agree				35.1%		50.0%
Agree				47.4%		50.0%
Disagree				13.4%		0.0%
Strongly Disagree				4.1%		0.0%
Total (n)				97		6
Mean				3.13		3.50
Standard deviation				0.80		0.55
Lacks the skills or knowledge to support me in my job						
Strongly Agree				6.2%		16.7%
Agree				9.3%		0.0%
Disagree				39.2%		50.0%
Strongly Disagree				45.4%		33.3%
Total (n)				97		6
Mean				1.76		2.00
Standard deviation				0.86		1.10
During the past year, have you participated in any of the following opportunities provided by this institution:						
Diversity-related trainings or workshops						
Yes				46.4%		50.0%
No				48.5%		50.0%
Not Eligible				2.1%		0.0%
Not Available				3.1%		0.0%
Total (n)				97		6
Optional technical skill development						
Yes				23.7%		33.3%
No				42.3%		66.7%
Not Eligible				5.2%		0.0%
Not Available				28.9%		0.0%
Total (n)				97		6
Leadership development						
Yes				26.8%		33.3%
No				48.5%		50.0%
Not Eligible				6.2%		0.0%
Not Available				18.6%		16.7%
Total (n)				97		6
Enhancement of interpersonal skills						
Yes				17.7%		0.0%
No				41.7%		66.7%
Not Eligible				2.1%		0.0%
Not Available				38.5%		33.3%
Total (n)				96		6
Job benefits trainings						
Yes				16.7%		0.0%
No				64.6%		83.3%
Not Eligible				3.1%		16.7%
Not Available				15.6%		0.0%
Total (n)				96		6
Public safety/security training						
Yes				17.5%		16.7%
No				64.9%		66.7%
Not Eligible				3.1%		0.0%
Not Available				14.4%		16.7%
Total (n)				97		6
Health and wellness programs						
Yes				59.8%		50.0%
No				35.1%		50.0%
Not Eligible				1.0%		0.0%

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Staff by Race/Ethnicity

Truman State University	Total					
	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Not Available				4.1%		0.0%
Total (n)				97		6
Mentorship						
Yes				13.5%		0.0%
No				45.8%		66.7%
Not Eligible				3.1%		0.0%
Not Available				37.5%		33.3%
Total (n)				96		6
Networking events						
Yes				40.2%		16.7%
No				40.2%		66.7%
Not Eligible				3.1%		0.0%
Not Available				16.5%		16.7%
Total (n)				97		6
Policy and procedure training						
Yes				41.2%		33.3%
No				35.1%		50.0%
Not Eligible				3.1%		16.7%
Not Available				20.6%		0.0%
Total (n)				97		6
Are you a member of a union?						
Yes				0.0%		0.0%
No				100.0%		100.0%
Total (n)				97		6
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				29.8%		16.7%
Somewhat				40.4%		50.0%
Not at All				29.8%		33.3%
Total (n)				94		6
Mean				2.00		1.83
Standard deviation				0.78		0.75
Review/promotion process *						
Extensive				8.3%		0.0%
Somewhat				22.2%		0.0%
Not at All				69.4%		100.0%
Total (n)				72		3
Mean				1.39		1.00
Standard deviation				0.64		0.00
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia) *						
Extensive				5.4%		0.0%
Somewhat				9.8%		33.3%
Not at All				84.8%		66.7%
Total (n)				92		6
Mean				1.21		1.33
Standard deviation				0.52		0.52
Meetings *						
Extensive				8.8%		16.7%
Somewhat				42.9%		33.3%
Not at All				48.4%		50.0%
Total (n)				91		6
Mean				1.60		1.67
Standard deviation				0.65		0.82
Institutional procedures and "red tape" *						
Extensive				26.4%		16.7%
Somewhat				47.3%		83.3%
Not at All				26.4%		0.0%
Total (n)				91		6
Mean				2.00		2.17
Standard deviation				0.73		0.41
Lack of personal time *						
Extensive				15.8%		16.7%
Somewhat				36.8%		50.0%
Not at All				47.4%		33.3%
Total (n)				95		6
Mean				1.68		1.83
Standard deviation				0.73		0.75
Self-imposed high expectations *						
Extensive				27.7%		0.0%
Somewhat				44.7%		66.7%
Not at All				27.7%		33.3%
Total (n)				94		6

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Staff by Race/Ethnicity

Truman State University	Total					
	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Mean				2.00		1.67
Standard deviation				0.75		0.52
Completing core job functions on time *						
Extensive				4.2%		16.7%
Somewhat				43.2%		16.7%
Not at All				52.6%		66.7%
Total (n)				95		6
Mean				1.52		1.50
Standard deviation				0.58		0.84
Competing job priorities/deadlines *						
Extensive				13.8%		16.7%
Somewhat				38.3%		33.3%
Not at All				47.9%		50.0%
Total (n)				94		6
Mean				1.66		1.67
Standard deviation				0.71		0.82
Increasing work responsibilities *						
Extensive				21.1%		16.7%
Somewhat				36.8%		16.7%
Not at All				42.1%		66.7%
Total (n)				95		6
Mean				1.79		1.50
Standard deviation				0.77		0.84
Budget cuts in my department/unit *						
Extensive				16.0%		0.0%
Somewhat				29.6%		40.0%
Not at All				54.3%		60.0%
Total (n)				81		5
Mean				1.62		1.40
Standard deviation				0.75		0.55
Physical demands of the job *						
Extensive				2.4%		0.0%
Somewhat				15.3%		16.7%
Not at All				82.4%		83.3%
Total (n)				85		6
Mean				1.20		1.17
Standard deviation				0.46		0.41
Relationship with supervisor *						
Extensive				7.4%		0.0%
Somewhat				24.5%		0.0%
Not at All				68.1%		100.0%
Total (n)				94		6
Mean				1.39		1.00
Standard deviation				0.63		0.00
Relationship with co-workers *						
Extensive				6.5%		0.0%
Somewhat				35.5%		33.3%
Not at All				58.1%		66.7%
Total (n)				93		6
Mean				1.48		1.33
Standard deviation				0.62		0.52
Students *						
Extensive				1.1%		0.0%
Somewhat				21.3%		20.0%
Not at All				77.5%		80.0%
Total (n)				89		5
Mean				1.24		1.20
Standard deviation				0.45		0.45
Parking *						
Extensive				8.9%		16.7%
Somewhat				18.9%		0.0%
Not at All				72.2%		83.3%
Total (n)				90		6
Mean				1.37		1.33
Standard deviation				0.64		0.82
Commuting *						
Extensive				3.4%		0.0%
Somewhat				15.7%		0.0%
Not at All				80.9%		100.0%
Total (n)				89		6
Mean				1.22		1.00
Standard deviation				0.49		0.00

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Staff by Race/Ethnicity

Truman State University	Total					
	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Disconnect between my personal political beliefs and the dominant views on campus *						
Extensive				3.4%		0.0%
Somewhat				23.9%		40.0%
Not at All				72.7%		60.0%
Total (n)				88		5
Mean				1.31		1.40
Standard deviation				0.53		0.55
Planning for retirement *						
Extensive				7.9%		0.0%
Somewhat				34.8%		33.3%
Not at All				57.3%		66.7%
Total (n)				89		6
Mean				1.51		1.33
Standard deviation				0.64		0.52
My well-being *						
Extensive				21.1%		33.3%
Somewhat				43.3%		16.7%
Not at All				35.6%		50.0%
Total (n)				90		6
Mean				1.86		1.83
Standard deviation				0.74		0.98
How frequently does your job/position require you to interact with students?						
Very Often				49.0%		0.0%
Often				15.6%		33.3%
Sometimes				21.9%		16.7%
Seldom				10.4%		33.3%
Never				3.1%		16.7%
Total (n)				96		6
Mean				3.97		2.67
Standard deviation				1.19		1.21
How frequently do you voluntarily interact with students?						
Very Often				29.2%		0.0%
Often				31.3%		33.3%
Sometimes				31.3%		33.3%
Seldom				6.3%		33.3%
Never				2.1%		0.0%
Total (n)				96		6
Mean				3.79		3.00
Standard deviation				1.00		0.89
Within the next year, how likely are you to leave:						
Your current position						
Very Likely				14.6%		0.0%
Likely				17.7%		16.7%
Unlikely				33.3%		83.3%
Very Unlikely				34.4%		0.0%
Total (n)				96		6
Mean				2.13		2.17
Standard deviation				1.05		0.41
Within the next year, how likely are you to leave:						
This institution						
Very Likely				12.5%		0.0%
Likely				13.5%		16.7%
Unlikely				35.4%		83.3%
Very Unlikely				38.5%		0.0%
Total (n)				96		6
Mean				2.00		2.17
Standard deviation				1.02		0.41
What is the highest level of education you have completed?						
Junior high/middle school or less				0.0%		0.0%
Some high school				0.0%		0.0%
High school graduate/GED				2.1%		0.0%
Some college				8.3%		0.0%
Technical certificate				1.0%		0.0%
Associate's degree				5.2%		16.7%
Bachelor's (B.A., B.S., etc.)				35.4%		50.0%
Master's (M.A., M.S., M.F.A., M.B.A.)				38.5%		16.7%
J.D.				2.1%		0.0%
M.D., D.D.S., D.V.M., etc. (Medical)				0.0%		0.0%
Ph.D.				4.2%		0.0%
Professional Doctorate (Ed.D., Psy.D., etc.)				3.1%		16.7%

2024 HERI Staff Climate Survey

Institutional Profile Report

Staff by Race/Ethnicity

Truman State University	Total					
	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Total (n)				96		6
With which language do you feel most comfortable?						
English				100.0%		100.0%
Other language				0.0%		0.0%
Equally comfortable with English and other language				0.0%		0.0%
Total (n)				96		6
Race/Ethnicity (mark all that apply; may add to more than 100%)						
Native American/Alaska Native				0.0%		50.0%
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)				0.0%		33.3%
Filipina/o/x				0.0%		0.0%
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)				0.0%		16.7%
South Asian (e.g. Indian, Pakistani, Nepalese, Sri Lankan)				0.0%		0.0%
Other Asian				0.0%		0.0%
African American/Black				0.0%		0.0%
African				0.0%		0.0%
Caribbean				0.0%		0.0%
Other Black				0.0%		0.0%
Native Hawaiian or Other Pacific Islander				0.0%		0.0%
Mexican American/Chicana/o/e/x				0.0%		33.3%
Puerto Rican				0.0%		0.0%
Central American				0.0%		0.0%
South American				0.0%		0.0%
Other Hispanic or Latina/o/e/x				0.0%		0.0%
Middle Eastern				0.0%		0.0%
European				74.5%		100.0%
Other White				25.5%		16.7%
Other				0.0%		0.0%
Total (n)				102		6
Composite race variable (adds to 100%)						
Native American/Alaska Native				0.0%		0.0%
Asian				0.0%		0.0%
Native Hawaiian/Pacific Islander				0.0%		0.0%
Black/African American				0.0%		0.0%
Latina/o/e/x				0.0%		0.0%
White				100.0%		0.0%
Other				0.0%		0.0%
Multiracial				0.0%		100.0%
Unknown				0.0%		0.0%
Total (n)				102		6
Do you have any of the following?						
Attention-deficit/hyperactivity disorder (ADHD)				11.6%		0.0%
Chronic illness (e.g., cancer, diabetes, autoimmune disorders)				18.9%		16.7%
Autism spectrum disorder				0.0%		0.0%
Learning disability (e.g., dyslexia)				1.1%		0.0%
Physical or sensory disability (e.g., speech, sight, mobility, hearing)				9.8%		16.7%
Psychological disorder (e.g., depression, anxiety, PTSD)				37.9%		16.7%
Other				13.3%		0.0%
Total (n)				83		6
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				51.0%		0.0%
Yes				49.0%		100.0%
Total (n)				51		2
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				76.5%		50.0%
Yes				23.5%		50.0%
Total (n)				51		2
How would you characterize your political views?						
Far right				1.1%		0.0%
Conservative				16.8%		33.3%
Middle-of-the-road				44.2%		16.7%
Liberal				29.5%		50.0%
Far Left				8.4%		0.0%
Total (n)				95		6
Which of the following most accurately describes you?						
U.S. Citizen				100.0%		100.0%
Permanent legal resident (Green Card)				0.0%		0.0%

2024 HERI Staff Climate Survey

Institutional Profile Report

Staff by Race/Ethnicity

Truman State University	Total					
	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
In U.S. on visa or work authorization				0.0%		0.0%
None of the above				0.0%		0.0%
Total (n)				96		6
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.				100.0%		100.0%
5 or younger				0.0%		0.0%
6 to12				0.0%		0.0%
13 to 18				0.0%		0.0%
19 to 25				0.0%		0.0%
26 or older				0.0%		0.0%
Total (n)				83		5
Current religious preference:						
Agnostic				12.0%		16.7%
Atheist				6.5%		16.7%
Baptist				12.0%		33.3%
Buddhist				0.0%		0.0%
Church of Christ				4.3%		0.0%
Eastern Orthodox				0.0%		0.0%
Episcopalian				3.3%		0.0%
Hindu				1.1%		0.0%
Jewish				1.1%		0.0%
Lutheran				1.1%		0.0%
Methodist				8.7%		0.0%
Muslim				0.0%		0.0%
Presbyterian				1.1%		0.0%
Quaker				0.0%		0.0%
Roman Catholic				13.0%		0.0%
Seventh-day Adventist				0.0%		0.0%
The Church of Jesus Christ of Latter-day Saints				1.1%		0.0%
United Church of Christ/Congregational				0.0%		0.0%
Other Christian				20.7%		16.7%
Other Religion(s)/Belief(s) (please specify)				1.1%		16.7%
None				13.0%		0.0%
Total (n)				92		6
Military status:						
None				98.9%		83.3%
In the Reserves or National Guard				0.0%		0.0%
On Active Duty				0.0%		0.0%
Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard				1.1%		16.7%
Total (n)				94		6
How many dependents do you have under 18 years old?						
0				72.7%		66.7%
1				11.7%		0.0%
2				14.3%		33.3%
3				1.3%		0.0%
4+				0.0%		0.0%
Total (n)				77		6
How many dependents do you have who are 18-26 years old?						
0				77.0%		100.0%
1				16.2%		0.0%
2				6.8%		0.0%
3				0.0%		0.0%
4+				0.0%		0.0%
Total (n)				74		4
How many dependents do you have who are 27 years old or older?						
0				81.9%		100.0%
1				12.5%		0.0%
2				1.4%		0.0%
3				2.8%		0.0%
4+				1.4%		0.0%
Total (n)				72		4
Are you serving as a caregiver for another adult who is not a dependent (e.g., parent, other relative)?						
No				87.4%		83.3%
Yes				12.6%		16.7%
Total (n)				95		6
Age as of December 31, 2023						
Under 30 years old				25.8%		33.3%
30 to 34 years old				7.2%		0.0%
35 to 39 years old				2.1%		33.3%
40 to 44 years old				5.2%		0.0%

2024 HERI Staff Climate Survey

Institutional Profile Report

Staff by Race/Ethnicity

Truman State University	Total					
	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
45 to 49 years old				11.3%		0.0%
50 to 54 years old				19.6%		16.7%
55 to 59 years old				14.4%		0.0%
60 to 64 years old				10.3%		0.0%
65 to 69 years old				3.1%		16.7%
70 years old and above				1.0%		0.0%
Total(n)				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						
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						
D						
E						
Total (n)						
Optional Question 10						
A						

2024 HERI Staff Climate Survey

Institutional Profile Report

Staff by Race/Ethnicity

Truman State University	Total					
	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
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)						
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						
D						

2024 HERI Staff Climate Survey

Institutional Profile Report

Staff by Race/Ethnicity

Truman State University		Total					
Total (n)		Asian	Black	Latina/o/e/x	White	Other Race	Multiracial
Optional Question 21							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 22							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 23							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 24							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 25							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 26							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 27							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 28							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 29							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 30							
A							
B							
C							
D							
E							
Total (n)							

2024 HERI Staff Climate Survey

Institutional Profile Report

Staff by Race/Ethnicity

Truman State University	Total					
	Asian	Black	Latina/o/e/x	White	Other Race	Multiracial

* This variable is recoded (values recoded as 1-5) to exclude either "Can't Rate/Don't Know," "Decline to State," "Not Applicable," "Not Eligible," or "Not Applicable/No Experience" to calculate the mean.

2024 HERI Staff Climate Survey
Institutional Profile Report
Staff by Sexual Orientation

Truman State University	Total			
	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Staff by Sexual Orientation		7	96	7
Are you a:				
Part-time, temporary/contract employee		0.0%	2.1%	14.3%
Part-time, permanent employee		0.0%	2.1%	0.0%
Full-time, temporary/contract employee		0.0%	4.2%	28.6%
Full-time, permanent employee		100.0%	91.7%	57.1%
Total (n)		7	96	7
How are you compensated for your work?				
Salaried (exempt)		85.7%	75.0%	66.7%
Hourly (non-exempt), eligible for overtime pay		14.3%	25.0%	33.3%
Total (n)		7	96	6
What is your current gender identity?				
Man		71.4%	31.6%	0.0%
Woman		14.3%	67.4%	71.4%
Non-binary		0.0%	1.1%	14.3%
Genderqueer/Gender non-conforming		14.3%	0.0%	0.0%
Identity not listed above		0.0%	0.0%	14.3%
Total (n)		7	95	7
What is your sexual orientation?				
Heterosexual/Straight		0.0%	100.0%	0.0%
Asexual		0.0%	0.0%	28.6%
Bisexual		0.0%	0.0%	0.0%
Gay		71.4%	0.0%	0.0%
Lesbian		28.6%	0.0%	0.0%
Pansexual		0.0%	0.0%	14.3%
Queer		0.0%	0.0%	42.9%
Not listed above		0.0%	0.0%	14.3%
Total (n)		7	96	7
Do you identify as transgender?				
No		100.0%	100.0%	85.7%
Yes		0.0%	0.0%	14.3%
Total (n)		7	95	7
What best describes your role:				
Senior administrator (e.g., President, Chancellor, Vice-President, Dean)		14.3%	6.3%	0.0%
Mid-level administrator/manager (e.g., Associate Dean, Assistant Dean, Asst./Assoc. Director, Director)		42.9%	32.3%	14.3%
Staff (e.g., Administrative Assistant, Analyst, Skilled Craft Worker)		42.9%	57.3%	85.7%
Graduate Student Employee		0.0%	0.0%	0.0%
Other (e.g., Postdoctoral Researcher, Affiliate, Courtesy Staff)		0.0%	4.2%	0.0%
Total (n)		7	96	7
Which of the following best describes YOUR UNIT on campus?				
Academic Affairs				
Academic Advising		0.0%	7.3%	14.3%
Academic Department/School		0.0%	13.5%	0.0%
Library Services		28.6%	4.2%	14.3%
Research Institute or Support/Oversight (e.g., Institutional Review Board, Office of Contracts and Grants)		0.0%	0.0%	0.0%
Other Academic Affairs		14.3%	12.5%	0.0%
Business/Administrative Services				
Campus Safety/Police/Emergency Management		0.0%	1.0%	0.0%
Capital Planning		0.0%	1.0%	0.0%
Dining Services		0.0%	0.0%	0.0%
Facilities - Custodial Services		0.0%	1.0%	0.0%
Facilities - Maintenance		0.0%	2.1%	0.0%
Finance and Treasury		0.0%	4.2%	0.0%

2024 HERI Staff Climate Survey
Institutional Profile Report
Staff by Sexual Orientation

Truman State University	Total			
	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Human Resources (including academic personnel)		0.0%	3.1%	0.0%
Information Technology Services		0.0%	9.4%	14.3%
Institutional Research/Assessment/Planning		0.0%	1.0%	0.0%
Legal Affairs		0.0%	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		0.0%	2.1%	0.0%
External Affairs				
Alumni Affairs		0.0%	1.0%	0.0%
Communications		0.0%	2.1%	0.0%
Community Engagement/Partnerships		0.0%	0.0%	0.0%
Public Relations		0.0%	1.0%	0.0%
University Advancement/Development/Planned Giving		0.0%	2.1%	0.0%
Other External Affairs		0.0%	0.0%	0.0%
Student Life/Services/Student Affairs				
Admissions/Enrollment Management/Registrar		14.3%	8.3%	28.6%
Athletics (Varsity/Club)		0.0%	3.1%	0.0%
Financial Aid		0.0%	2.1%	0.0%
Housing/Residential Life		14.3%	4.2%	0.0%
Dean of Students/Judicial Affairs		0.0%	0.0%	0.0%
Campus Activities (e.g., Recreation, Student Government, College Union)		0.0%	1.0%	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)		0.0%	0.0%	0.0%
Leadership and Diversity				
Diversity, Equity, and Inclusion		14.3%	1.0%	14.3%
Office of the Chancellor/President		0.0%	2.1%	0.0%
Office of the Provost/Vice President		14.3%	1.0%	0.0%
Other Leadership and Diversity		0.0%	0.0%	0.0%
Other		0.0%	7.3%	14.3%
Total (n)		7	96	7
How many direct reports do you have (excluding student employees)?				
I do not directly supervise employees		42.9%	52.1%	85.7%
1 to 2		14.3%	15.6%	14.3%
3 to 5		28.6%	13.5%	0.0%
6 to 10		0.0%	8.3%	0.0%
11 or more		14.3%	10.4%	0.0%
Total (n)		7	96	7
How many years have you been employed at this institution?				
Less than one year		28.6%	8.9%	50.0%
1-4 years		57.1%	22.2%	33.3%
5-10 years		0.0%	20.0%	16.7%
11-15 years		0.0%	8.9%	0.0%
16-20 years		0.0%	10.0%	0.0%
More than 20 years		14.3%	30.0%	0.0%
Total (n)		7	90	6
How many years have you been employed in your current position?				
Less than one year		28.6%	17.0%	50.0%
1-4 years		57.1%	33.0%	16.7%
5-10 years		0.0%	16.0%	33.3%
11-15 years		14.3%	14.9%	0.0%
16-20 years		0.0%	5.3%	0.0%
More than 20 years		0.0%	13.8%	0.0%
Total (n)		7	94	6



2024 HERI Staff Climate Survey
Institutional Profile Report
Staff by Sexual Orientation

Truman State University	Total			
	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Including your current position, how many years of full-time work experience do you have?				
Less than one year		14.3%	2.1%	28.6%
1-2 years		0.0%	2.1%	14.3%
3-5 years		14.3%	10.4%	0.0%
6-10 years		14.3%	11.5%	28.6%
11-15 years		0.0%	7.3%	0.0%
16-20 years		0.0%	6.3%	0.0%
21-25 years		28.6%	7.3%	14.3%
26 years or more		28.6%	53.1%	14.3%
Total (n)		7	96	7
Please rate your satisfaction with your institution in each area:				
Racial and ethnic diversity of the <i>faculty</i> *				
Very Satisfied		0.0%	12.3%	0.0%
Satisfied		14.3%	34.6%	20.0%
Neutral		14.3%	39.5%	20.0%
Dissatisfied		42.9%	12.3%	40.0%
Very Dissatisfied		28.6%	1.2%	20.0%
Total (n)		7	81	5
Mean		2.14	3.44	2.40
Standard deviation		1.07	0.91	1.14
Racial and ethnic diversity of the <i>staff</i> *				
Very Satisfied		0.0%	10.5%	0.0%
Satisfied		14.3%	38.4%	16.7%
Neutral		14.3%	30.2%	33.3%
Dissatisfied		42.9%	18.6%	33.3%
Very Dissatisfied		28.6%	2.3%	16.7%
Total (n)		7	86	6
Mean		2.14	3.36	2.50
Standard deviation		1.07	0.98	1.05
Racial and ethnic diversity of the <i>student body</i> *				
Very Satisfied		0.0%	14.0%	0.0%
Satisfied		33.3%	33.7%	33.3%
Neutral		0.0%	36.0%	16.7%
Dissatisfied		66.7%	12.8%	33.3%
Very Dissatisfied		0.0%	3.5%	16.7%
Total (n)		6	86	6
Mean		2.67	3.42	2.67
Standard deviation		1.03	1.00	1.21
Gender diversity of <i>staff</i> *				
Very Satisfied		28.6%	14.9%	0.0%
Satisfied		42.9%	42.5%	42.9%
Neutral		14.3%	37.9%	42.9%
Dissatisfied		14.3%	4.6%	0.0%
Very Dissatisfied		0.0%	0.0%	14.3%
Total (n)		7	87	7
Mean		3.86	3.68	3.14
Standard deviation		1.07	0.78	1.07
Commitment to hiring women *				
Very Satisfied		42.9%	19.8%	14.3%
Satisfied		14.3%	51.2%	57.1%
Neutral		28.6%	23.3%	28.6%
Dissatisfied		14.3%	4.7%	0.0%



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Staff by Sexual Orientation

Truman State University	Total			
	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Very Dissatisfied		0.0%	1.2%	0.0%
Total (n)		7	86	7
Mean		3.86	3.84	3.86
Standard deviation		1.21	0.84	0.69
Commitment to hiring underrepresented racial/ethnic minorities *				
Very Satisfied		0.0%	15.7%	0.0%
Satisfied		14.3%	34.9%	16.7%
Neutral		28.6%	38.6%	50.0%
Dissatisfied		28.6%	10.8%	33.3%
Very Dissatisfied		28.6%	0.0%	0.0%
Total (n)		7	83	6
Mean		2.29	3.55	2.83
Standard deviation		1.11	0.89	0.75
Atmosphere for sexual orientation differences *				
Very Satisfied		14.3%	14.1%	0.0%
Satisfied		42.9%	57.6%	33.3%
Neutral		0.0%	27.1%	0.0%
Dissatisfied		28.6%	1.2%	66.7%
Very Dissatisfied		14.3%	0.0%	0.0%
Total (n)		7	85	6
Mean		3.14	3.85	2.67
Standard deviation		1.46	0.66	1.03
Atmosphere for political differences *				
Very Satisfied		14.3%	11.6%	0.0%
Satisfied		57.1%	44.2%	50.0%
Neutral		0.0%	29.1%	33.3%
Dissatisfied		14.3%	9.3%	0.0%
Very Dissatisfied		14.3%	5.8%	16.7%
Total (n)		7	86	6
Mean		3.43	3.47	3.17
Standard deviation		1.40	1.01	1.17
Atmosphere for religious differences *				
Very Satisfied		14.3%	17.0%	0.0%
Satisfied		42.9%	45.5%	33.3%
Neutral		0.0%	26.1%	33.3%
Dissatisfied		28.6%	6.8%	33.3%
Very Dissatisfied		14.3%	4.5%	0.0%
Total (n)		7	88	6
Mean		3.14	3.64	3.00
Standard deviation		1.46	1.00	0.89
Atmosphere for gender differences *				
Very Satisfied		14.3%	14.8%	0.0%
Satisfied		42.9%	54.5%	20.0%
Neutral		28.6%	26.1%	40.0%
Dissatisfied		14.3%	4.5%	40.0%
Very Dissatisfied		0.0%	0.0%	0.0%
Total (n)		7	88	5
Mean		3.57	3.80	2.80
Standard deviation		0.98	0.75	0.84
Atmosphere for individuals with disabilities *				
Very Satisfied		0.0%	14.6%	0.0%
Satisfied		14.3%	46.3%	14.3%
Neutral		28.6%	26.8%	42.9%
Dissatisfied		57.1%	8.5%	14.3%



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Truman State University	Total			
	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Very Dissatisfied		0.0%	3.7%	28.6%
Total (n)		7	82	7
Mean		2.57	3.60	2.43
Standard deviation		0.79	0.97	1.13
Timeliness of administrative responses to campus emergencies *				
Very Satisfied		20.0%	22.0%	0.0%
Satisfied		20.0%	47.6%	40.0%
Neutral		20.0%	18.3%	20.0%
Dissatisfied		20.0%	9.8%	20.0%
Very Dissatisfied		20.0%	2.4%	20.0%
Total (n)		5	82	5
Mean		3.00	3.77	2.80
Standard deviation		1.58	0.99	1.30
Timeliness of administrative responses to sexual assault *				
Very Satisfied		20.0%	23.5%	0.0%
Satisfied		0.0%	43.1%	20.0%
Neutral		60.0%	25.5%	40.0%
Dissatisfied		0.0%	5.9%	20.0%
Very Dissatisfied		20.0%	2.0%	20.0%
Total (n)		5	51	5
Mean		3.00	3.80	2.60
Standard deviation		1.41	0.94	1.14
Timeliness of administrative responses to discrimination/bias *				
Very Satisfied		16.7%	17.9%	0.0%
Satisfied		0.0%	39.3%	20.0%
Neutral		33.3%	23.2%	40.0%
Dissatisfied		33.3%	14.3%	20.0%
Very Dissatisfied		16.7%	5.4%	20.0%
Total (n)		6	56	5
Mean		2.67	3.50	2.60
Standard deviation		1.37	1.11	1.14
Outcome of administrative responses to campus emergencies *				
Very Satisfied		20.0%	22.5%	0.0%
Satisfied		40.0%	41.3%	33.3%
Neutral		0.0%	25.0%	16.7%
Dissatisfied		20.0%	7.5%	33.3%
Very Dissatisfied		20.0%	3.8%	16.7%
Total (n)		5	80	6
Mean		3.20	3.71	2.67
Standard deviation		1.64	1.02	1.21
Outcome of administrative responses to sexual assault *				
Very Satisfied		25.0%	24.0%	0.0%
Satisfied		25.0%	40.0%	20.0%
Neutral		25.0%	28.0%	0.0%
Dissatisfied		0.0%	6.0%	60.0%
Very Dissatisfied		25.0%	2.0%	20.0%
Total (n)		4	50	5
Mean		3.25	3.78	2.20
Standard deviation		1.71	0.95	1.10
Outcome of administrative responses to discrimination/bias *				
Very Satisfied		16.7%	24.1%	0.0%
Satisfied		16.7%	32.8%	20.0%
Neutral		16.7%	25.9%	20.0%
Dissatisfied		33.3%	12.1%	40.0%

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Truman State University	Total			
	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Very Dissatisfied		16.7%	5.2%	20.0%
Total (n)		6	58	5
Mean		2.83	3.59	2.40
Standard deviation		1.47	1.14	1.14
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		25.0%	9.8%	0.0%
Agree		50.0%	43.9%	14.3%
Disagree		0.0%	26.8%	28.6%
Strongly Disagree		25.0%	19.5%	57.1%
Total (n)		4	82	7
Mean		2.75	2.44	1.57
Standard deviation		1.26	0.92	0.79
I feel respected by faculty *				
Strongly Agree		0.0%	10.6%	0.0%
Agree		71.4%	58.5%	83.3%
Disagree		28.6%	23.4%	0.0%
Strongly Disagree		0.0%	7.4%	16.7%
Total (n)		7	94	6
Mean		2.71	2.72	2.67
Standard deviation		0.49	0.75	0.82
I feel respected by other staff members *				
Strongly Agree		14.3%	29.0%	16.7%
Agree		42.9%	62.4%	66.7%
Disagree		42.9%	7.5%	16.7%
Strongly Disagree		0.0%	1.1%	0.0%
Total (n)		7	93	6
Mean		2.71	3.19	3.00
Standard deviation		0.76	0.61	0.63
I feel respected by senior administrators *				
Strongly Agree		16.7%	23.6%	0.0%
Agree		33.3%	48.3%	40.0%
Disagree		16.7%	19.1%	0.0%
Strongly Disagree		33.3%	9.0%	60.0%
Total (n)		6	89	5
Mean		2.33	2.87	1.80
Standard deviation		1.21	0.88	1.10
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		0.0%	12.8%	0.0%
Agree		57.1%	51.2%	57.1%
Disagree		14.3%	25.6%	28.6%
Strongly Disagree		28.6%	10.5%	14.3%
Total (n)		7	86	7
Mean		2.29	2.66	2.43
Standard deviation		0.95	0.83	0.79
Encourages students to have a public voice and share their ideas openly *				
Strongly Agree		14.3%	23.9%	16.7%
Agree		71.4%	70.5%	83.3%
Disagree		14.3%	3.4%	0.0%
Strongly Disagree		0.0%	2.3%	0.0%

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Truman State University	Total			
	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Total (n)		7	88	6
Mean		3.00	3.16	3.17
Standard deviation		0.58	0.58	0.41
Has campus administrators who regularly speak about the value of diversity *				
Strongly Agree		14.3%	22.1%	0.0%
Agree		71.4%	67.5%	40.0%
Disagree		14.3%	7.8%	60.0%
Strongly Disagree		0.0%	2.6%	0.0%
Total (n)		7	77	5
Mean		3.00	3.09	2.40
Standard deviation		0.58	0.63	0.55
Promotes the appreciation of cultural differences *				
Strongly Agree		0.0%	23.5%	0.0%
Agree		71.4%	67.1%	71.4%
Disagree		28.6%	7.1%	28.6%
Strongly Disagree		0.0%	2.4%	0.0%
Total (n)		7	85	7
Mean		2.71	3.12	2.71
Standard deviation		0.49	0.63	0.49
Provides the campus community with opportunities to share feelings * about issues of concern				
Strongly Agree		14.3%	14.6%	0.0%
Agree		42.9%	59.8%	25.0%
Disagree		42.9%	17.1%	25.0%
Strongly Disagree		0.0%	8.5%	50.0%
Total (n)		7	82	4
Mean		2.71	2.80	1.75
Standard deviation		0.76	0.79	0.96
Rewards staff for their participation in diversity efforts *				
Strongly Agree		0.0%	11.3%	0.0%
Agree		14.3%	35.5%	25.0%
Disagree		71.4%	41.9%	75.0%
Strongly Disagree		14.3%	11.3%	0.0%
Total (n)		7	62	4
Mean		2.00	2.47	2.25
Standard deviation		0.58	0.84	0.50
Has effective practices and policies that increase staff diversity *				
Strongly Agree		0.0%	13.6%	0.0%
Agree		33.3%	49.2%	0.0%
Disagree		33.3%	27.1%	100.0%
Strongly Disagree		33.3%	10.2%	0.0%
Total (n)		6	59	4
Mean		2.00	2.66	2.00
Standard deviation		0.89	0.84	0.00
Has a lot of racial tension *				
Strongly Agree		0.0%	0.0%	0.0%
Agree		14.3%	5.3%	25.0%
Disagree		57.1%	53.9%	25.0%
Strongly Disagree		28.6%	40.8%	50.0%
Total (n)		7	76	4
Mean		1.86	1.64	1.75
Standard deviation		0.69	0.58	0.96
Effectively communicates information about employee compensation and benefits *				
Strongly Agree		28.6%	18.4%	0.0%

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Truman State University	Total			
	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Agree		57.1%	60.9%	57.1%
Disagree		14.3%	16.1%	14.3%
Strongly Disagree		0.0%	4.6%	28.6%
Total (n)		7	87	7
Mean		3.14	2.93	2.29
Standard deviation		0.69	0.73	0.95
Please indicate the extent to which you agree or disagree with the following statements.				
I feel unsafe on this campus				
Strongly Agree		0.0%	4.3%	0.0%
Agree		14.3%	1.1%	0.0%
Disagree		14.3%	47.8%	71.4%
Strongly Disagree		71.4%	46.7%	28.6%
Total (n)		7	92	7
Mean		1.43	1.63	1.71
Standard deviation		0.79	0.72	0.49
I feel my contributions are valued by my department				
Strongly Agree		28.6%	29.7%	28.6%
Agree		57.1%	54.9%	42.9%
Disagree		14.3%	9.9%	28.6%
Strongly Disagree		0.0%	5.5%	0.0%
Total (n)		7	91	7
Mean		3.14	3.09	3.00
Standard deviation		0.69	0.78	0.82
I feel my contributions are valued by my direct supervisor				
Strongly Agree		28.6%	40.2%	14.3%
Agree		42.9%	50.0%	71.4%
Disagree		14.3%	6.5%	14.3%
Strongly Disagree		14.3%	3.3%	0.0%
Total (n)		7	92	7
Mean		2.86	3.27	3.00
Standard deviation		1.07	0.73	0.58
I feel my contributions are valued by senior administrators				
Strongly Agree		28.6%	20.7%	0.0%
Agree		14.3%	46.7%	28.6%
Disagree		28.6%	25.0%	71.4%
Strongly Disagree		28.6%	7.6%	0.0%
Total (n)		7	92	7
Mean		2.43	2.80	2.29
Standard deviation		1.27	0.85	0.49
I feel my contributions are valued by students				
Strongly Agree		85.7%	14.4%	28.6%
Agree		14.3%	71.1%	57.1%
Disagree		0.0%	12.2%	14.3%
Strongly Disagree		0.0%	2.2%	0.0%
Total (n)		7	90	7
Mean		3.86	2.98	3.14
Standard deviation		0.38	0.60	0.69
My professional skills are effectively put to use in this position				
Strongly Agree		42.9%	36.3%	28.6%
Agree		28.6%	50.5%	57.1%
Disagree		14.3%	11.0%	0.0%
Strongly Disagree		14.3%	2.2%	14.3%

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Truman State University	Total			
	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Total (n)		7	91	7
Mean		3.00	3.21	3.00
Standard deviation		1.15	0.72	1.00
I feel I have to work harder than my colleagues to be perceived as a competent administrator/staff member				
Strongly Agree		28.6%	13.0%	0.0%
Agree		28.6%	17.4%	28.6%
Disagree		28.6%	52.2%	71.4%
Strongly Disagree		14.3%	17.4%	0.0%
Total (n)		7	92	7
Mean		2.71	2.26	2.29
Standard deviation		1.11	0.90	0.49
My job duties are clearly defined				
Strongly Agree		28.6%	14.1%	14.3%
Agree		28.6%	60.9%	85.7%
Disagree		14.3%	17.4%	0.0%
Strongly Disagree		28.6%	7.6%	0.0%
Total (n)		7	92	7
Mean		2.57	2.82	3.14
Standard deviation		1.27	0.77	0.38
My workload is manageable given the hours I'm scheduled to work				
Strongly Agree		14.3%	22.8%	14.3%
Agree		57.1%	53.3%	57.1%
Disagree		28.6%	16.3%	14.3%
Strongly Disagree		0.0%	7.6%	14.3%
Total (n)		7	92	7
Mean		2.86	2.91	2.71
Standard deviation		0.69	0.83	0.95
My salary is sufficient considering the cost of living in this area				
Strongly Agree		0.0%	12.1%	14.3%
Agree		57.1%	45.1%	0.0%
Disagree		14.3%	26.4%	42.9%
Strongly Disagree		28.6%	16.5%	42.9%
Total (n)		7	91	7
Mean		2.29	2.53	1.86
Standard deviation		0.95	0.91	1.07
I achieve a healthy balance between my personal life and my professional life				
Strongly Agree		28.6%	23.9%	0.0%
Agree		28.6%	51.1%	42.9%
Disagree		42.9%	17.4%	57.1%
Strongly Disagree		0.0%	7.6%	0.0%
Total (n)		7	92	7
Mean		2.86	2.91	2.43
Standard deviation		0.90	0.85	0.53
I have at least one professional mentor I can turn to for guidance				
Strongly Agree		28.6%	23.9%	28.6%
Agree		28.6%	45.7%	57.1%
Disagree		42.9%	23.9%	14.3%
Strongly Disagree		0.0%	6.5%	0.0%
Total (n)		7	92	7
Mean		2.86	2.87	3.14
Standard deviation		0.90	0.85	0.69
I feel a sense of belonging to this campus				
Strongly Agree		14.3%	23.3%	0.0%



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Truman State University	Total			
	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Agree		57.1%	50.0%	85.7%
Disagree		28.6%	21.1%	14.3%
Strongly Disagree		0.0%	5.6%	0.0%
Total (n)		7	90	7
Mean		2.86	2.91	2.86
Standard deviation		0.69	0.82	0.38
How often in the past year at this institution have you:				
Challenged others on issues of discrimination				
Very Often		42.9%	1.1%	0.0%
Often		0.0%	2.2%	14.3%
Sometimes		28.6%	13.2%	0.0%
Seldom		14.3%	31.9%	42.9%
Never		14.3%	51.6%	42.9%
Total (n)		7	91	7
Mean		3.43	1.69	1.86
Standard deviation		1.62	0.87	1.07
Educated yourself about individuals who are different from you				
Very Often		42.9%	5.4%	0.0%
Often		28.6%	36.6%	71.4%
Sometimes		28.6%	40.9%	28.6%
Seldom		0.0%	9.7%	0.0%
Never		0.0%	7.5%	0.0%
Total (n)		7	93	7
Mean		4.14	3.23	3.71
Standard deviation		0.90	0.97	0.49
Participated in a coalition of different groups to address social justice issues				
Very Often		28.6%	3.3%	0.0%
Often		0.0%	6.5%	14.3%
Sometimes		57.1%	17.4%	28.6%
Seldom		14.3%	21.7%	14.3%
Never		0.0%	51.1%	42.9%
Total (n)		7	92	7
Mean		3.43	1.89	2.14
Standard deviation		1.13	1.11	1.21
Attended programs focused on diversity (e.g., presentations, performances, art exhibits, debates)				
Very Often		28.6%	3.2%	0.0%
Often		14.3%	20.4%	28.6%
Sometimes		57.1%	34.4%	28.6%
Seldom		0.0%	16.1%	28.6%
Never		0.0%	25.8%	14.3%
Total (n)		7	93	7
Mean		3.71	2.59	2.71
Standard deviation		0.95	1.17	1.11
Please indicate how often at this institution you have:				
Assisted a student with a problem about discrimination *				
Very Often		0.0%	1.1%	0.0%
Often		28.6%	1.1%	14.3%
Sometimes		42.9%	16.9%	14.3%
Seldom		28.6%	19.1%	28.6%
Never		0.0%	61.8%	42.9%
Total (n)		7	89	7



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Truman State University	Total			
	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Mean		3.00	1.61	2.00
Standard deviation		0.82	0.89	1.15
Assisted another staff member with a problem about discrimination *				
Very Often		0.0%	1.1%	0.0%
Often		14.3%	3.3%	0.0%
Sometimes		57.1%	16.7%	42.9%
Seldom		0.0%	20.0%	14.3%
Never		28.6%	58.9%	42.9%
Total (n)		7	90	7
Mean		2.57	1.68	2.00
Standard deviation		1.13	0.95	1.00
Witnessed discrimination *				
Very Often		0.0%	1.2%	14.3%
Often		14.3%	1.2%	0.0%
Sometimes		14.3%	10.5%	28.6%
Seldom		42.9%	29.1%	14.3%
Never		28.6%	58.1%	42.9%
Total (n)		7	86	7
Mean		2.14	1.58	2.29
Standard deviation		1.07	0.82	1.50
Reported an incident of discrimination to a campus authority *				
Very Often		0.0%	0.0%	0.0%
Often		14.3%	3.4%	0.0%
Sometimes		14.3%	5.7%	0.0%
Seldom		14.3%	10.3%	0.0%
Never		57.1%	80.5%	100.0%
Total (n)		7	87	7
Mean		1.86	1.32	1.00
Standard deviation		1.21	0.74	0.00
Been sexually harassed *				
Very Often		0.0%	1.1%	0.0%
Often		0.0%	1.1%	0.0%
Sometimes		0.0%	2.2%	0.0%
Seldom		0.0%	6.6%	0.0%
Never		100.0%	89.0%	100.0%
Total (n)		6	91	7
Mean		1.00	1.19	1.00
Standard deviation		0.00	0.63	0.00
Reported an incident of sexual harassment to a campus authority *				
Very Often		0.0%	0.0%	0.0%
Often		0.0%	1.1%	0.0%
Sometimes		0.0%	4.4%	0.0%
Seldom		0.0%	9.9%	14.3%
Never		100.0%	84.6%	85.7%
Total (n)		6	91	7
Mean		1.00	1.22	1.14
Standard deviation		0.00	0.57	0.38
Felt my ideas were dismissed by my colleagues *				
Very Often		14.3%	2.2%	0.0%
Often		14.3%	6.7%	14.3%
Sometimes		42.9%	37.8%	57.1%
Seldom		14.3%	25.6%	14.3%
Never		14.3%	27.8%	14.3%
Total (n)		7	90	7



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Truman State University	Total			
	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Mean		3.00	2.30	2.71
Standard deviation		1.29	1.02	0.95
Felt I did not receive due credit for my ideas or work *				
Very Often		14.3%	2.2%	0.0%
Often		28.6%	12.4%	16.7%
Sometimes		14.3%	23.6%	33.3%
Seldom		14.3%	31.5%	33.3%
Never		28.6%	30.3%	16.7%
Total (n)		7	89	6
Mean		2.86	2.25	2.50
Standard deviation		1.57	1.09	1.05
Heard insensitive or disparaging remarks about race/ethnicity from: Faculty *				
Very Often		14.3%	1.2%	20.0%
Often		0.0%	0.0%	0.0%
Sometimes		28.6%	11.6%	20.0%
Seldom		0.0%	18.6%	0.0%
Never		57.1%	68.6%	60.0%
Total (n)		7	86	5
Mean		2.14	1.47	2.20
Standard deviation		1.57	0.79	1.79
Heard insensitive or disparaging remarks about race/ethnicity from: Staff *				
Very Often		14.3%	1.1%	0.0%
Often		0.0%	3.4%	20.0%
Sometimes		42.9%	12.4%	0.0%
Seldom		0.0%	21.3%	20.0%
Never		42.9%	61.8%	60.0%
Total (n)		7	89	5
Mean		2.43	1.61	1.80
Standard deviation		1.51	0.91	1.30
Heard insensitive or disparaging remarks about race/ethnicity from: Students *				
Very Often		0.0%	1.1%	0.0%
Often		0.0%	1.1%	0.0%
Sometimes		14.3%	11.5%	0.0%
Seldom		14.3%	19.5%	20.0%
Never		71.4%	66.7%	80.0%
Total (n)		7	87	5
Mean		1.43	1.51	1.20
Standard deviation		0.79	0.83	0.45
Heard insensitive or disparaging remarks about race/ethnicity from: Senior Administrators *				
Very Often		0.0%	0.0%	0.0%
Often		0.0%	1.1%	0.0%
Sometimes		0.0%	2.3%	25.0%
Seldom		16.7%	8.0%	0.0%
Never		83.3%	88.5%	75.0%
Total (n)		6	87	4
Mean		1.17	1.16	1.50
Standard deviation		0.41	0.50	1.00
Currently, where are you primarily working?				
Remotely		0.0%	5.5%	0.0%
On-campus		100.0%	91.2%	85.7%
About half remotely and half on-campus		0.0%	3.3%	14.3%
Total (n)		7	91	7



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Truman State University	Total			
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Please indicate your agreement with the following statement:				
I would prefer to work remotely rather than on-campus				
Strongly Agree		0.0%	16.3%	42.9%
Agree		14.3%	25.0%	28.6%
Disagree		57.1%	27.2%	14.3%
Strongly Disagree		14.3%	22.8%	0.0%
Not Applicable		14.3%	8.7%	14.3%
Total (n)		7	92	7
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		0.0%	1.1%	0.0%
Sometimes		0.0%	2.2%	0.0%
Seldom		14.3%	3.3%	14.3%
Never		85.7%	93.4%	85.7%
Total (n)		7	91	7
Mean		1.14	1.11	1.14
Standard deviation		0.38	0.46	0.38
Age				
Very Often		0.0%	3.3%	0.0%
Often		0.0%	1.1%	0.0%
Sometimes		14.3%	5.5%	14.3%
Seldom		0.0%	13.2%	14.3%
Never		85.7%	76.9%	71.4%
Total (n)		7	91	7
Mean		1.29	1.41	1.43
Standard deviation		0.76	0.91	0.79
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)		7	91	7
Mean		1.00	1.00	1.00
Standard deviation		0.00	0.00	0.00
Gender/Gender identity				
Very Often		0.0%	0.0%	0.0%
Often		0.0%	1.1%	14.3%
Sometimes		0.0%	4.4%	14.3%
Seldom		14.3%	7.7%	0.0%
Never		85.7%	86.8%	71.4%
Total (n)		7	91	7
Mean		1.14	1.20	1.71
Standard deviation		0.38	0.56	1.25
Job classification (e.g., Title, Position)				
Very Often		0.0%	4.4%	0.0%
Often		0.0%	2.2%	14.3%
Sometimes		28.6%	16.5%	14.3%
Seldom		0.0%	17.6%	28.6%
Never		71.4%	59.3%	42.9%
Total (n)		7	91	7



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Truman State University	Total			
	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Mean		1.57	1.75	2.00
Standard deviation		0.98	1.09	1.15
Level of education				
Very Often		0.0%	3.3%	0.0%
Often		0.0%	0.0%	14.3%
Sometimes		0.0%	8.8%	0.0%
Seldom		0.0%	16.5%	28.6%
Never		100.0%	71.4%	57.1%
Total (n)		7	91	7
Mean		1.00	1.47	1.71
Standard deviation		0.00	0.91	1.11
Political beliefs				
Very Often		0.0%	0.0%	0.0%
Often		0.0%	1.1%	0.0%
Sometimes		14.3%	7.7%	0.0%
Seldom		0.0%	6.6%	42.9%
Never		85.7%	84.6%	57.1%
Total (n)		7	91	7
Mean		1.29	1.25	1.43
Standard deviation		0.76	0.64	0.53
Race/ethnicity				
Very Often		0.0%	0.0%	0.0%
Often		0.0%	0.0%	0.0%
Sometimes		0.0%	2.2%	0.0%
Seldom		0.0%	3.3%	0.0%
Never		100.0%	94.4%	100.0%
Total (n)		7	90	7
Mean		1.00	1.08	1.00
Standard deviation		0.00	0.34	0.00
Religious/spiritual beliefs				
Very Often		0.0%	0.0%	0.0%
Often		0.0%	0.0%	0.0%
Sometimes		0.0%	4.4%	0.0%
Seldom		14.3%	12.1%	14.3%
Never		85.7%	83.5%	85.7%
Total (n)		7	91	7
Mean		1.14	1.21	1.14
Standard deviation		0.38	0.51	0.38
Sexual orientation				
Very Often		0.0%	0.0%	0.0%
Often		14.3%	0.0%	14.3%
Sometimes		28.6%	0.0%	0.0%
Seldom		14.3%	5.5%	0.0%
Never		42.9%	94.5%	85.7%
Total (n)		7	91	7
Mean		2.14	1.05	1.43
Standard deviation		1.21	0.23	1.13
Socioeconomic status				
Very Often		0.0%	0.0%	0.0%
Often		0.0%	1.1%	0.0%
Sometimes		0.0%	3.3%	14.3%
Seldom		0.0%	4.4%	0.0%
Never		100.0%	91.1%	85.7%
Total (n)		7	90	7



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Truman State University	Total			
	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Mean		1.00	1.14	1.29
Standard deviation		0.00	0.51	0.76
Parent/guardian status				
Very Often		0.0%	0.0%	0.0%
Often		0.0%	0.0%	0.0%
Sometimes		0.0%	4.5%	14.3%
Seldom		14.3%	2.2%	0.0%
Never		85.7%	93.3%	85.7%
Total (n)		7	89	7
Mean		1.14	1.11	1.29
Standard deviation		0.38	0.44	0.76
Please rate your satisfaction with:				
Quality of health benefits *				
Very Satisfied		14.3%	29.2%	16.7%
Satisfied		42.9%	51.7%	50.0%
Neutral		14.3%	11.2%	33.3%
Dissatisfied		28.6%	5.6%	0.0%
Very Dissatisfied		0.0%	2.2%	0.0%
Total (n)		7	89	6
Mean		3.43	4.00	3.83
Standard deviation		1.13	0.92	0.75
Cost of health benefits *				
Very Satisfied		14.3%	25.8%	16.7%
Satisfied		71.4%	46.1%	66.7%
Neutral		14.3%	16.9%	16.7%
Dissatisfied		0.0%	5.6%	0.0%
Very Dissatisfied		0.0%	5.6%	0.0%
Total (n)		7	89	6
Mean		4.00	3.81	4.00
Standard deviation		0.58	1.06	0.63
Retirement benefits *				
Very Satisfied		28.6%	20.7%	0.0%
Satisfied		42.9%	41.4%	66.7%
Neutral		0.0%	29.9%	33.3%
Dissatisfied		28.6%	2.3%	0.0%
Very Dissatisfied		0.0%	5.7%	0.0%
Total (n)		7	87	6
Mean		3.71	3.69	3.67
Standard deviation		1.25	1.02	0.52
Salary *				
Very Satisfied		0.0%	12.2%	0.0%
Satisfied		57.1%	26.7%	16.7%
Neutral		0.0%	23.3%	16.7%
Dissatisfied		14.3%	20.0%	33.3%
Very Dissatisfied		28.6%	17.8%	33.3%
Total (n)		7	90	6
Mean		2.86	2.96	2.17
Standard deviation		1.46	1.30	1.17
Extended leave policies (e.g., paternity/maternity leave, caring for a family member, medical leave) *				
Very Satisfied		16.7%	19.5%	0.0%
Satisfied		33.3%	48.3%	33.3%
Neutral		33.3%	26.4%	50.0%



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Truman State University	Total			
	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Dissatisfied		16.7%	3.4%	0.0%
Very Dissatisfied		0.0%	2.3%	16.7%
Total (n)		6	87	6
Mean		3.50	3.79	3.00
Standard deviation		1.05	0.88	1.10
Amount of paid time off: Vacation time *				
Very Satisfied		14.3%	25.8%	16.7%
Satisfied		57.1%	50.6%	33.3%
Neutral		0.0%	16.9%	16.7%
Dissatisfied		28.6%	4.5%	16.7%
Very Dissatisfied		0.0%	2.2%	16.7%
Total (n)		7	89	6
Mean		3.57	3.93	3.17
Standard deviation		1.13	0.90	1.47
Amount of paid time off: Sick leave *				
Very Satisfied		28.6%	30.7%	16.7%
Satisfied		71.4%	53.4%	33.3%
Neutral		0.0%	9.1%	16.7%
Dissatisfied		0.0%	3.4%	16.7%
Very Dissatisfied		0.0%	3.4%	16.7%
Total (n)		7	88	6
Mean		4.29	4.05	3.17
Standard deviation		0.49	0.92	1.47
In the past year, how often have you felt hungry but did not eat because you didn't have enough money for food?				
Frequently		0.0%	2.2%	14.3%
Occasionally		14.3%	14.1%	28.6%
Not at All		85.7%	83.7%	57.1%
Total (n)		7	92	7
Mean		1.14	1.18	1.57
Standard deviation		0.38	0.44	0.79
How satisfied are you with the following aspects of your job?				
Autonomy and independence *				
Very Satisfied		42.9%	31.9%	33.3%
Satisfied		42.9%	60.4%	50.0%
Neutral		14.3%	1.1%	16.7%
Dissatisfied		0.0%	4.4%	0.0%
Very Dissatisfied		0.0%	2.2%	0.0%
Total (n)		7	91	6
Mean		4.29	4.15	4.17
Standard deviation		0.76	0.83	0.75
Collegiality among staff *				
Very Satisfied		14.3%	24.4%	16.7%
Satisfied		28.6%	47.8%	83.3%
Neutral		28.6%	16.7%	0.0%
Dissatisfied		14.3%	11.1%	0.0%
Very Dissatisfied		14.3%	0.0%	0.0%
Total (n)		7	90	6
Mean		3.14	3.86	4.17
Standard deviation		1.35	0.92	0.41
Competence of coworkers *				
Very Satisfied		0.0%	20.0%	0.0%
Satisfied		42.9%	55.6%	100.0%



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Truman State University	Total			
	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Neutral		14.3%	11.1%	0.0%
Dissatisfied		0.0%	11.1%	0.0%
Very Dissatisfied		42.9%	2.2%	0.0%
Total (n)		7	90	6
Mean		2.57	3.80	4.00
Standard deviation		1.51	0.96	0.00
Departmental support for work-life balance *				
Very Satisfied		0.0%	26.4%	16.7%
Satisfied		71.4%	45.1%	66.7%
Neutral		14.3%	14.3%	0.0%
Dissatisfied		0.0%	11.0%	16.7%
Very Dissatisfied		14.3%	3.3%	0.0%
Total (n)		7	91	6
Mean		3.43	3.80	3.83
Standard deviation		1.13	1.06	0.98
Flexibility in relation to family matters or emergencies *				
Very Satisfied		28.6%	42.5%	33.3%
Satisfied		71.4%	52.9%	50.0%
Neutral		0.0%	3.4%	16.7%
Dissatisfied		0.0%	1.1%	0.0%
Very Dissatisfied		0.0%	0.0%	0.0%
Total (n)		7	87	6
Mean		4.29	4.37	4.17
Standard deviation		0.49	0.61	0.75
Institutional support for work-life balance *				
Very Satisfied		0.0%	21.3%	0.0%
Satisfied		66.7%	41.6%	33.3%
Neutral		33.3%	21.3%	16.7%
Dissatisfied		0.0%	12.4%	33.3%
Very Dissatisfied		0.0%	3.4%	16.7%
Total (n)		6	89	6
Mean		3.67	3.65	2.67
Standard deviation		0.52	1.06	1.21
Job security *				
Very Satisfied		28.6%	27.8%	0.0%
Satisfied		57.1%	53.3%	66.7%
Neutral		14.3%	15.6%	16.7%
Dissatisfied		0.0%	2.2%	16.7%
Very Dissatisfied		0.0%	1.1%	0.0%
Total (n)		7	90	6
Mean		4.14	4.04	3.50
Standard deviation		0.69	0.79	0.84
Overall job satisfaction *				
Very Satisfied		14.3%	18.7%	0.0%
Satisfied		57.1%	49.5%	33.3%
Neutral		0.0%	20.9%	50.0%
Dissatisfied		28.6%	11.0%	16.7%
Very Dissatisfied		0.0%	0.0%	0.0%
Total (n)		7	91	6
Mean		3.57	3.76	3.17
Standard deviation		1.13	0.89	0.75
Professional relationships with coworkers *				
Very Satisfied		14.3%	27.8%	50.0%
Satisfied		57.1%	55.6%	50.0%



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Truman State University	Total			
	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Neutral		0.0%	12.2%	0.0%
Dissatisfied		14.3%	4.4%	0.0%
Very Dissatisfied		14.3%	0.0%	0.0%
Total (n)		7	90	6
Mean		3.43	4.07	4.50
Standard deviation		1.40	0.76	0.55
Prospects for career advancement *				
Very Satisfied		14.3%	11.1%	0.0%
Satisfied		14.3%	24.7%	66.7%
Neutral		14.3%	42.0%	33.3%
Dissatisfied		42.9%	12.3%	0.0%
Very Dissatisfied		14.3%	9.9%	0.0%
Total (n)		7	81	6
Mean		2.71	3.15	3.67
Standard deviation		1.38	1.10	0.52
Quality of students *				
Very Satisfied		71.4%	30.6%	16.7%
Satisfied		28.6%	43.5%	83.3%
Neutral		0.0%	18.8%	0.0%
Dissatisfied		0.0%	7.1%	0.0%
Very Dissatisfied		0.0%	0.0%	0.0%
Total (n)		7	85	6
Mean		4.71	3.98	4.17
Standard deviation		0.49	0.89	0.41
Relationship with my supervisor *				
Very Satisfied		42.9%	36.3%	33.3%
Satisfied		42.9%	42.9%	16.7%
Neutral		0.0%	9.9%	33.3%
Dissatisfied		0.0%	6.6%	16.7%
Very Dissatisfied		14.3%	4.4%	0.0%
Total (n)		7	91	6
Mean		4.00	4.00	3.67
Standard deviation		1.41	1.06	1.21
Relative equity of salary and job benefits *				
Very Satisfied		0.0%	15.6%	0.0%
Satisfied		42.9%	27.8%	33.3%
Neutral		14.3%	25.6%	16.7%
Dissatisfied		28.6%	20.0%	33.3%
Very Dissatisfied		14.3%	11.1%	16.7%
Total (n)		7	90	6
Mean		2.86	3.17	2.67
Standard deviation		1.21	1.24	1.21
Support for career advancement *				
Very Satisfied		14.3%	12.2%	16.7%
Satisfied		14.3%	28.0%	50.0%
Neutral		14.3%	35.4%	33.3%
Dissatisfied		57.1%	18.3%	0.0%
Very Dissatisfied		0.0%	6.1%	0.0%
Total (n)		7	82	6
Mean		2.86	3.22	3.83
Standard deviation		1.21	1.08	0.75
Workspace *				
Very Satisfied		57.1%	23.1%	50.0%
Satisfied		28.6%	53.8%	16.7%



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Truman State University	Total			
	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Neutral		0.0%	9.9%	16.7%
Dissatisfied		14.3%	11.0%	16.7%
Very Dissatisfied		0.0%	2.2%	0.0%
Total (n)		7	91	6
Mean		4.29	3.85	4.00
Standard deviation		1.11	0.98	1.26
Ongoing professional development *				
Very Satisfied		42.9%	18.6%	33.3%
Satisfied		42.9%	34.9%	50.0%
Neutral		14.3%	26.7%	16.7%
Dissatisfied		0.0%	16.3%	0.0%
Very Dissatisfied		0.0%	3.5%	0.0%
Total (n)		7	86	6
Mean		4.29	3.49	4.17
Standard deviation		0.76	1.08	0.75
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		28.6%	29.2%	28.6%
Likely		42.9%	41.6%	57.1%
Unlikely		14.3%	22.5%	14.3%
Very Unlikely		14.3%	6.7%	0.0%
Total (n)		7	89	7
Mean		2.86	2.93	3.14
Standard deviation		1.07	0.89	0.69
Recommend that a friend apply for a job at this institution				
Very Likely		0.0%	25.6%	14.3%
Likely		85.7%	57.0%	71.4%
Unlikely		14.3%	12.8%	14.3%
Very Unlikely		0.0%	4.7%	0.0%
Total (n)		7	86	7
Mean		2.86	3.03	3.00
Standard deviation		0.38	0.76	0.58
Apply or reapply for a position on campus				
Very Likely		0.0%	23.0%	14.3%
Likely		50.0%	50.6%	57.1%
Unlikely		16.7%	18.4%	28.6%
Very Unlikely		33.3%	8.0%	0.0%
Total (n)		6	87	7
Mean		2.17	2.89	2.86
Standard deviation		0.98	0.85	0.69
To what extent are each of the following currently a priority at this institution?				
Increase or maintain institutional prestige *				
Highest Priority		14.3%	22.6%	14.3%
High Priority		14.3%	44.0%	42.9%
Medium Priority		42.9%	19.0%	42.9%
Low Priority		14.3%	9.5%	0.0%
Not a Priority		14.3%	4.8%	0.0%
Total (n)		7	84	7
Mean		3.00	3.70	3.71
Standard deviation		1.29	1.07	0.76
Create and sustain partnerships with surrounding communities *				
Highest Priority		0.0%	7.0%	14.3%
High Priority		42.9%	36.0%	14.3%



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Medium Priority		42.9%	26.7%	57.1%
Low Priority		14.3%	22.1%	14.3%
Not a Priority		0.0%	8.1%	0.0%
Total (n)		7	86	7
Mean		3.29	3.12	3.29
Standard deviation		0.76	1.09	0.95
Investment in the professional development of staff *				
Highest Priority		0.0%	5.7%	14.3%
High Priority		14.3%	24.1%	28.6%
Medium Priority		42.9%	28.7%	42.9%
Low Priority		42.9%	32.2%	0.0%
Not a Priority		0.0%	9.2%	14.3%
Total (n)		7	87	7
Mean		2.71	2.85	3.29
Standard deviation		0.76	1.07	1.25
Improve or maintain the physical appearance of campus (e.g., landscaping, cleanliness) *				
Highest Priority		0.0%	7.8%	0.0%
High Priority		33.3%	25.6%	28.6%
Medium Priority		33.3%	37.8%	57.1%
Low Priority		16.7%	26.7%	14.3%
Not a Priority		16.7%	2.2%	0.0%
Total (n)		6	90	7
Mean		2.83	3.10	3.14
Standard deviation		1.17	0.96	0.69
Build or modernize campus facilities (e.g., new buildings or remodeling) *				
Highest Priority		0.0%	8.0%	14.3%
High Priority		50.0%	35.2%	28.6%
Medium Priority		50.0%	35.2%	57.1%
Low Priority		0.0%	14.8%	0.0%
Not a Priority		0.0%	6.8%	0.0%
Total (n)		6	88	7
Mean		3.50	3.23	3.57
Standard deviation		0.55	1.03	0.79
Indicate the extent to which you agree or disagree with each of the following.				
My supervisor:				
Cares about my well-being				
Strongly Agree		71.4%	51.1%	42.9%
Agree		14.3%	42.4%	57.1%
Disagree		0.0%	4.3%	0.0%
Strongly Disagree		14.3%	2.2%	0.0%
Total (n)		7	92	7
Mean		3.43	3.42	3.43
Standard deviation		1.13	0.68	0.53
Supports my professional development				
Strongly Agree		71.4%	42.9%	42.9%
Agree		14.3%	49.5%	42.9%
Disagree		0.0%	6.6%	14.3%
Strongly Disagree		14.3%	1.1%	0.0%
Total (n)		7	91	7
Mean		3.43	3.34	3.29
Standard deviation		1.13	0.65	0.76
Sets unrealistic expectations for my job				
Strongly Agree		0.0%	5.4%	0.0%



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Truman State University	Total			
	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Agree		28.6%	17.4%	28.6%
Disagree		28.6%	44.6%	71.4%
Strongly Disagree		42.9%	32.6%	0.0%
Total (n)		7	92	7
Mean		1.86	1.96	2.29
Standard deviation		0.90	0.85	0.49
Demonstrates a commitment to diversity and inclusion				
Strongly Agree		57.1%	36.3%	14.3%
Agree		28.6%	62.6%	85.7%
Disagree		0.0%	1.1%	0.0%
Strongly Disagree		14.3%	0.0%	0.0%
Total (n)		7	91	7
Mean		3.29	3.35	3.14
Standard deviation		1.11	0.50	0.38
Provides me with feedback that assists me in performing my job responsibilities				
Strongly Agree		28.6%	29.3%	28.6%
Agree		28.6%	51.1%	42.9%
Disagree		28.6%	13.0%	28.6%
Strongly Disagree		14.3%	6.5%	0.0%
Total (n)		7	92	7
Mean		2.71	3.03	3.00
Standard deviation		1.11	0.83	0.82
Advocates for me				
Strongly Agree		28.6%	35.6%	28.6%
Agree		42.9%	47.8%	57.1%
Disagree		14.3%	13.3%	0.0%
Strongly Disagree		14.3%	3.3%	14.3%
Total (n)		7	90	7
Mean		2.86	3.16	3.00
Standard deviation		1.07	0.78	1.00
Lacks the skills or knowledge to support me in my job				
Strongly Agree		14.3%	7.8%	14.3%
Agree		0.0%	11.1%	0.0%
Disagree		28.6%	40.0%	42.9%
Strongly Disagree		57.1%	41.1%	42.9%
Total (n)		7	90	7
Mean		1.71	1.86	1.86
Standard deviation		1.11	0.91	1.07
During the past year, have you participated in any of the following opportunities provided by this institution:				
Diversity-related trainings or workshops				
Yes		100.0%	43.3%	71.4%
No		0.0%	52.2%	14.3%
Not Eligible		0.0%	1.1%	14.3%
Not Available		0.0%	3.3%	0.0%
Total (n)		7	90	7
Optional technical skill development				
Yes		28.6%	24.4%	28.6%
No		42.9%	45.6%	42.9%
Not Eligible		0.0%	3.3%	28.6%
Not Available		28.6%	26.7%	0.0%
Total (n)		7	90	7
Leadership development				
Yes		28.6%	30.0%	28.6%



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	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
No		57.1%	48.9%	42.9%
Not Eligible		14.3%	3.3%	28.6%
Not Available		0.0%	17.8%	0.0%
Total (n)		7	90	7
Enhancement of interpersonal skills				
Yes		0.0%	19.1%	42.9%
No		33.3%	44.9%	28.6%
Not Eligible		0.0%	1.1%	14.3%
Not Available		66.7%	34.8%	14.3%
Total (n)		6	89	7
Job benefits trainings				
Yes		0.0%	18.0%	14.3%
No		100.0%	62.9%	57.1%
Not Eligible		0.0%	3.4%	14.3%
Not Available		0.0%	15.7%	14.3%
Total (n)		7	89	7
Public safety/security training				
Yes		0.0%	20.0%	0.0%
No		71.4%	64.4%	57.1%
Not Eligible		0.0%	1.1%	28.6%
Not Available		28.6%	14.4%	14.3%
Total (n)		7	90	7
Health and wellness programs				
Yes		42.9%	62.2%	42.9%
No		42.9%	34.4%	42.9%
Not Eligible		0.0%	0.0%	14.3%
Not Available		14.3%	3.3%	0.0%
Total (n)		7	90	7
Mentorship				
Yes		0.0%	12.4%	42.9%
No		85.7%	47.2%	42.9%
Not Eligible		0.0%	2.2%	14.3%
Not Available		14.3%	38.2%	0.0%
Total (n)		7	89	7
Networking events				
Yes		71.4%	37.1%	57.1%
No		28.6%	46.1%	28.6%
Not Eligible		0.0%	1.1%	14.3%
Not Available		0.0%	15.7%	0.0%
Total (n)		7	89	7
Policy and procedure training				
Yes		28.6%	43.3%	42.9%
No		42.9%	36.7%	28.6%
Not Eligible		0.0%	3.3%	14.3%
Not Available		28.6%	16.7%	14.3%
Total (n)		7	90	7
Are you a member of a union?				
Yes		0.0%	0.0%	0.0%
No		100.0%	100.0%	100.0%
Total (n)		7	91	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		0.0%	29.5%	57.1%

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Somewhat		57.1%	39.8%	28.6%
Not at All		42.9%	30.7%	14.3%
Total (n)		7	88	7
Mean		1.57	1.99	2.43
Standard deviation		0.53	0.78	0.79
Review/promotion process *				
Extensive		0.0%	7.4%	40.0%
Somewhat		16.7%	22.1%	20.0%
Not at All		83.3%	70.6%	40.0%
Total (n)		6	68	5
Mean		1.17	1.37	2.00
Standard deviation		0.41	0.62	1.00
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia) *				
Extensive		14.3%	2.3%	16.7%
Somewhat		42.9%	8.1%	33.3%
Not at All		42.9%	89.5%	50.0%
Total (n)		7	86	6
Mean		1.71	1.13	1.67
Standard deviation		0.76	0.40	0.82
Meetings *				
Extensive		0.0%	9.4%	16.7%
Somewhat		57.1%	41.2%	83.3%
Not at All		42.9%	49.4%	0.0%
Total (n)		7	85	6
Mean		1.57	1.60	2.17
Standard deviation		0.53	0.66	0.41
Institutional procedures and "red tape" *				
Extensive		42.9%	20.7%	33.3%
Somewhat		42.9%	50.6%	66.7%
Not at All		14.3%	28.7%	0.0%
Total (n)		7	87	6
Mean		2.29	1.92	2.33
Standard deviation		0.76	0.70	0.52
Lack of personal time *				
Extensive		14.3%	10.1%	57.1%
Somewhat		42.9%	41.6%	14.3%
Not at All		42.9%	48.3%	28.6%
Total (n)		7	89	7
Mean		1.71	1.62	2.29
Standard deviation		0.76	0.67	0.95
Self-imposed high expectations *				
Extensive		14.3%	25.0%	57.1%
Somewhat		71.4%	42.0%	28.6%
Not at All		14.3%	33.0%	14.3%
Total (n)		7	88	7
Mean		2.00	1.92	2.43
Standard deviation		0.58	0.76	0.79
Completing core job functions on time *				
Extensive		0.0%	3.3%	14.3%
Somewhat		28.6%	43.3%	42.9%
Not at All		71.4%	53.3%	42.9%
Total (n)		7	90	7
Mean		1.29	1.50	1.71
Standard deviation		0.49	0.57	0.76

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Competing job priorities/deadlines *				
Extensive		0.0%	10.1%	42.9%
Somewhat		28.6%	39.3%	42.9%
Not at All		71.4%	50.6%	14.3%
Total (n)		7	89	7
Mean		1.29	1.60	2.29
Standard deviation		0.49	0.67	0.76
Increasing work responsibilities *				
Extensive		14.3%	20.0%	28.6%
Somewhat		28.6%	37.8%	42.9%
Not at All		57.1%	42.2%	28.6%
Total (n)		7	90	7
Mean		1.57	1.78	2.00
Standard deviation		0.79	0.76	0.82
Budget cuts in my department/unit *				
Extensive		14.3%	14.5%	0.0%
Somewhat		57.1%	27.6%	50.0%
Not at All		28.6%	57.9%	50.0%
Total (n)		7	76	6
Mean		1.86	1.57	1.50
Standard deviation		0.69	0.74	0.55
Physical demands of the job *				
Extensive		0.0%	3.7%	0.0%
Somewhat		14.3%	17.3%	16.7%
Not at All		85.7%	79.0%	83.3%
Total (n)		7	81	6
Mean		1.14	1.25	1.17
Standard deviation		0.38	0.51	0.41
Relationship with supervisor *				
Extensive		14.3%	5.6%	33.3%
Somewhat		14.3%	22.5%	33.3%
Not at All		71.4%	71.9%	33.3%
Total (n)		7	89	6
Mean		1.43	1.34	2.00
Standard deviation		0.79	0.58	0.89
Relationship with co-workers *				
Extensive		28.6%	3.4%	0.0%
Somewhat		28.6%	36.8%	16.7%
Not at All		42.9%	59.8%	83.3%
Total (n)		7	87	6
Mean		1.86	1.44	1.17
Standard deviation		0.90	0.56	0.41
Students *				
Extensive		0.0%	1.2%	0.0%
Somewhat		14.3%	20.7%	16.7%
Not at All		85.7%	78.0%	83.3%
Total (n)		7	82	6
Mean		1.14	1.23	1.17
Standard deviation		0.38	0.45	0.41
Parking *				
Extensive		0.0%	10.6%	14.3%
Somewhat		14.3%	14.1%	28.6%
Not at All		85.7%	75.3%	57.1%
Total (n)		7	85	7
Mean		1.14	1.35	1.57

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	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Standard deviation		0.38	0.67	0.79
Commuting *				
Extensive		0.0%	3.6%	0.0%
Somewhat		0.0%	12.0%	57.1%
Not at All		100.0%	84.3%	42.9%
Total (n)		7	83	7
Mean		1.00	1.19	1.57
Standard deviation		0.00	0.48	0.53
Disconnect between my personal political beliefs and the dominant views on campus *				
Extensive		0.0%	3.8%	0.0%
Somewhat		28.6%	23.8%	28.6%
Not at All		71.4%	72.5%	71.4%
Total (n)		7	80	7
Mean		1.29	1.31	1.29
Standard deviation		0.49	0.54	0.49
Planning for retirement *				
Extensive		0.0%	6.0%	14.3%
Somewhat		14.3%	38.6%	14.3%
Not at All		85.7%	55.4%	71.4%
Total (n)		7	83	7
Mean		1.14	1.51	1.43
Standard deviation		0.38	0.61	0.79
My well-being *				
Extensive		14.3%	19.0%	28.6%
Somewhat		42.9%	44.0%	57.1%
Not at All		42.9%	36.9%	14.3%
Total (n)		7	84	7
Mean		1.71	1.82	2.14
Standard deviation		0.76	0.73	0.69
How frequently does your job/position require you to interact with students?				
Very Often		85.7%	41.1%	42.9%
Often		0.0%	17.8%	14.3%
Sometimes		14.3%	24.4%	28.6%
Seldom		0.0%	13.3%	14.3%
Never		0.0%	3.3%	0.0%
Total (n)		7	90	7
Mean		4.71	3.80	3.86
Standard deviation		0.76	1.21	1.21
How frequently do you voluntarily interact with students?				
Very Often		85.7%	24.4%	28.6%
Often		14.3%	33.3%	28.6%
Sometimes		0.0%	33.3%	28.6%
Seldom		0.0%	7.8%	0.0%
Never		0.0%	1.1%	14.3%
Total (n)		7	90	7
Mean		4.86	3.72	3.57
Standard deviation		0.38	0.96	1.40
Within the next year, how likely are you to leave:				
Your current position				
Very Likely		14.3%	11.2%	42.9%
Likely		0.0%	16.9%	28.6%
Unlikely		28.6%	38.2%	14.3%
Very Unlikely		57.1%	33.7%	14.3%



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	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Total (n)		7	89	7
Mean		1.71	2.06	3.00
Standard deviation		1.11	0.98	1.15
Within the next year, how likely are you to leave:				
This institution				
Very Likely		14.3%	9.0%	42.9%
Likely		0.0%	13.5%	14.3%
Unlikely		42.9%	38.2%	28.6%
Very Unlikely		42.9%	39.3%	14.3%
Total (n)		7	89	7
Mean		1.86	1.92	2.86
Standard deviation		1.07	0.94	1.21
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		0.0%	2.2%	0.0%
Some college		0.0%	8.9%	0.0%
Technical certificate		0.0%	1.1%	0.0%
Associate's degree		0.0%	5.6%	42.9%
Bachelor's (B.A., B.S., etc.)		28.6%	36.7%	28.6%
Master's (M.A., M.S., M.F.A., M.B.A.)		28.6%	36.7%	28.6%
J.D.		0.0%	2.2%	0.0%
M.D., D.D.S., D.V.M., etc. (Medical)		0.0%	0.0%	0.0%
Ph.D.		28.6%	3.3%	0.0%
Professional Doctorate (Ed.D., Psy.D., etc.)		14.3%	3.3%	0.0%
Total (n)		7	90	7
With which language do you feel most comfortable?				
English		100.0%	97.8%	100.0%
Other language		0.0%	0.0%	0.0%
Equally comfortable with English and other language		0.0%	2.2%	0.0%
Total (n)		7	90	7
Race/Ethnicity (mark all that apply; may add to more than 100%)				
Native American/Alaska Native		0.0%	4.2%	0.0%
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)		0.0%	2.1%	0.0%
Filipina/o/x		0.0%	0.0%	0.0%
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)		0.0%	1.1%	0.0%
South Asian (e.g. Indian, Pakistani, Nepalese, Sri Lankan)		0.0%	1.1%	0.0%
Other Asian		0.0%	0.0%	0.0%
African American/Black		14.3%	2.1%	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		0.0%	3.2%	0.0%
Puerto Rican		0.0%	0.0%	0.0%
Central American		0.0%	0.0%	0.0%
South American		0.0%	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		57.1%	70.5%	71.4%
Other White		28.6%	25.3%	14.3%
Other		0.0%	0.0%	14.3%
Total (n)		7	95	7

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Composite race variable (adds to 100%)				
Native American/Alaska Native		0.0%	1.0%	0.0%
Asian		0.0%	1.0%	0.0%
Native Hawaiian/Pacific Islander		0.0%	0.0%	0.0%
Black/African American		14.3%	2.1%	0.0%
Latina/o/e/x		0.0%	1.0%	0.0%
White		85.7%	87.5%	85.7%
Other		0.0%	0.0%	14.3%
Multiracial		0.0%	6.3%	0.0%
Unknown		0.0%	1.0%	0.0%
Total (n)		7	96	7
Do you have any of the following?				
Attention-deficit/hyperactivity disorder (ADHD)		28.6%	5.6%	71.4%
Chronic illness (e.g., cancer, diabetes, autoimmune disorders)		28.6%	16.9%	28.6%
Autism spectrum disorder		0.0%	0.0%	0.0%
Learning disability (e.g., dyslexia)		0.0%	0.0%	14.3%
Physical or sensory disability (e.g., speech, sight, mobility, hearing)		0.0%	10.5%	14.3%
Psychological disorder (e.g., depression, anxiety, PTSD)		57.1%	29.2%	100.0%
Other		14.3%	9.1%	42.9%
Total (n)		7	77	7
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		40.0%	51.2%	28.6%
Yes		60.0%	48.8%	71.4%
Total (n)		5	43	7
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		100.0%	69.8%	100.0%
Yes		0.0%	30.2%	0.0%
Total (n)		5	43	7
How would you characterize your political views?				
Far right		0.0%	1.1%	0.0%
Conservative		0.0%	22.5%	0.0%
Middle-of-the-road		14.3%	44.9%	28.6%
Liberal		71.4%	28.1%	14.3%
Far Left		14.3%	3.4%	57.1%
Total (n)		7	89	7
Which of the following most accurately describes you?				
U.S. Citizen		100.0%	98.9%	100.0%
Permanent legal resident (Green Card)		0.0%	0.0%	0.0%
In U.S. on visa or work authorization		0.0%	1.1%	0.0%
None of the above		0.0%	0.0%	0.0%
Total (n)		7	90	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.		100.0%	98.7%	100.0%
5 or younger		0.0%	0.0%	0.0%
6 to 12		0.0%	0.0%	0.0%
13 to 18		0.0%	0.0%	0.0%
19 to 25		0.0%	1.3%	0.0%

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26 or older		0.0%	0.0%	0.0%
Total (n)		7	77	7
Current religious preference:				
Agnostic		14.3%	8.0%	42.9%
Atheist		0.0%	8.0%	0.0%
Baptist		0.0%	16.1%	0.0%
Buddhist		0.0%	0.0%	0.0%
Church of Christ		0.0%	4.6%	0.0%
Eastern Orthodox		0.0%	0.0%	0.0%
Episcopalian		14.3%	2.3%	0.0%
Hindu		0.0%	2.3%	0.0%
Jewish		14.3%	0.0%	0.0%
Lutheran		0.0%	1.1%	0.0%
Methodist		0.0%	9.2%	0.0%
Muslim		0.0%	0.0%	0.0%
Presbyterian		0.0%	1.1%	0.0%
Quaker		0.0%	0.0%	0.0%
Roman Catholic		0.0%	12.6%	0.0%
Seventh-day Adventist		0.0%	0.0%	0.0%
The Church of Jesus Christ of Latter-day Saints		0.0%	1.1%	0.0%
United Church of Christ/Congregational		0.0%	0.0%	0.0%
Other Christian		14.3%	21.8%	14.3%
Other Religion(s)/Belief(s) (please specify)		14.3%	3.4%	14.3%
None		28.6%	8.0%	28.6%
Total (n)		7	87	7
Military status:				
None		100.0%	96.6%	85.7%
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		0.0%	3.4%	14.3%
Total (n)		7	88	7
How many dependents do you have under 18 years old?				
0		100.0%	67.6%	71.4%
1		0.0%	12.7%	14.3%
2		0.0%	18.3%	14.3%
3		0.0%	1.4%	0.0%
4+		0.0%	0.0%	0.0%
Total (n)		7	71	7
How many dependents do you have who are 18-26 years old?				
0		100.0%	71.6%	100.0%
1		0.0%	19.4%	0.0%
2		0.0%	9.0%	0.0%
3		0.0%	0.0%	0.0%
4+		0.0%	0.0%	0.0%
Total (n)		7	67	6
How many dependents do you have who are 27 years old or older?				
0		100.0%	79.4%	85.7%
1		0.0%	14.3%	14.3%
2		0.0%	1.6%	0.0%
3		0.0%	3.2%	0.0%
4+		0.0%	1.6%	0.0%
Total (n)		7	63	7



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Truman State University	Total			
	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
Are you serving as a caregiver for another adult who is not a dependent (e.g., parent, other relative)?				
No		85.7%	86.5%	100.0%
Yes		14.3%	13.5%	0.0%
Total (n)		7	89	7
Age as of December 31, 2023				
Under 30 years old		42.9%	22.8%	57.1%
30 to 34 years old		0.0%	5.4%	14.3%
35 to 39 years old		0.0%	4.3%	0.0%
40 to 44 years old		0.0%	7.6%	0.0%
45 to 49 years old		14.3%	10.9%	0.0%
50 to 54 years old		28.6%	17.4%	14.3%
55 to 59 years old		14.3%	15.2%	14.3%
60 to 64 years old		0.0%	10.9%	0.0%
65 to 69 years old		0.0%	4.3%	0.0%
70 years old and above		0.0%	1.1%	0.0%
Total(n)		7	92	7
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				
Total (n)				
Optional Question 5				
A				
B				
C				
D				
E				
Total (n)				
Optional Question 6				
A				



2024 HERI Staff Climate Survey
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Staff by Sexual Orientation

Truman State University	Total			
	Bisexual	Gay/Lesbian	Heterosexual	Queer/Other*
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				
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)				



2024 HERI Staff Climate Survey
Institutional Profile Report
Staff by Sexual Orientation

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



2024 HERI Staff Climate Survey
Institutional Profile Report
Staff by Political Orientation

Truman State University	Total		
	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Staff by Political Orientation	21	46	42
Are you a:			
Part-time, temporary/contract employee	0.0%	2.2%	4.8%
Part-time, permanent employee	4.8%	0.0%	2.4%
Full-time, temporary/contract employee	14.3%	0.0%	7.1%
Full-time, permanent employee	81.0%	97.8%	85.7%
Total (n)	21	46	42
How are you compensated for your work?			
Salaried (exempt)	66.7%	69.6%	82.9%
Hourly (non-exempt), eligible for overtime pay	33.3%	30.4%	17.1%
Total (n)	21	46	41
What is your current gender identity?			
Man	15.0%	32.6%	36.6%
Woman	85.0%	65.2%	56.1%
Non-binary	0.0%	0.0%	4.9%
Genderqueer/Gender non-conforming	0.0%	0.0%	2.4%
Identity not listed above	0.0%	2.2%	0.0%
Total (n)	20	46	41
What is your sexual orientation?			
Heterosexual/Straight	100.0%	90.9%	68.3%
Asexual	0.0%	2.3%	2.4%
Bisexual	0.0%	2.3%	4.9%
Gay	0.0%	2.3%	9.8%
Lesbian	0.0%	0.0%	4.9%
Pansexual	0.0%	0.0%	2.4%
Queer	0.0%	0.0%	7.3%
Not listed above	0.0%	2.3%	0.0%
Total (n)	21	44	41
Do you identify as transgender?			
No	100.0%	100.0%	97.6%
Yes	0.0%	0.0%	2.4%
Total (n)	20	46	41
What best describes your role:			
Senior administrator (e.g., President, Chancellor, Vice-President, Dean)	0.0%	10.9%	4.9%
Mid-level administrator/manager (e.g., Associate Dean, Assistant Dean, Asst./Assoc. Director, Director)	23.8%	28.3%	34.1%
Staff (e.g., Administrative Assistant, Analyst, Skilled Craft Worker)	71.4%	56.5%	56.1%
Graduate Student Employee	0.0%	0.0%	0.0%
Other (e.g., Postdoctoral Researcher, Affiliate, Courtesy Staff)	4.8%	4.3%	4.9%
Total (n)	21	46	41
Which of the following best describes YOUR UNIT on campus?			
Academic Affairs			
Academic Advising	4.8%	4.3%	11.9%
Academic Department/School	14.3%	17.4%	9.5%
Library Services	0.0%	2.2%	11.9%
Research Institute or Support/Oversight (e.g., Institutional Review Board, Office of Contracts and Grants)	0.0%	0.0%	0.0%
Other Academic Affairs	9.5%	10.9%	11.9%
Business/Administrative Services			
Campus Safety/Police/Emergency Management	4.8%	0.0%	0.0%

2024 HERI Staff Climate Survey
Institutional Profile Report
Staff by Political Orientation

Truman State University	Total		
	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Capital Planning	0.0%	2.2%	0.0%
Dining Services	0.0%	0.0%	0.0%
Facilities - Custodial Services	0.0%	2.2%	0.0%
Facilities - Maintenance	4.8%	0.0%	0.0%
Finance and Treasury	0.0%	8.7%	0.0%
Human Resources (including academic personnel)	0.0%	4.3%	2.4%
Information Technology Services	14.3%	4.3%	14.3%
Institutional Research/Assessment/Planning	0.0%	2.2%	0.0%
Legal Affairs	0.0%	0.0%	2.4%
Medical Center/Hospital	0.0%	0.0%	0.0%
Transportation and Parking	0.0%	0.0%	0.0%
Other Business/Administrative Services	9.5%	0.0%	0.0%
External Affairs			
Alumni Affairs	0.0%	2.2%	0.0%
Communications	0.0%	2.2%	0.0%
Community Engagement/Partnerships	0.0%	0.0%	0.0%
Public Relations	0.0%	2.2%	0.0%
University Advancement/Development/Planned Giving	0.0%	2.2%	2.4%
Other External Affairs	0.0%	0.0%	0.0%
Student Life/Services/Student Affairs			
Admissions/Enrollment Management/Registrar	9.5%	4.3%	14.3%
Athletics (Varsity/Club)	9.5%	2.2%	0.0%
Financial Aid	0.0%	4.3%	0.0%
Housing/Residential Life	4.8%	2.2%	7.1%
Dean of Students/Judicial Affairs	0.0%	0.0%	0.0%
Campus Activities (e.g., Recreation, Student Government, College Union)	0.0%	2.2%	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)	0.0%	0.0%	2.4%
Leadership and Diversity			
Diversity, Equity, and Inclusion	4.8%	0.0%	4.8%
Office of the Chancellor/President	0.0%	4.3%	0.0%
Office of the Provost/Vice President	0.0%	2.2%	2.4%
Other Leadership and Diversity	0.0%	0.0%	0.0%
Other	9.5%	10.9%	2.4%
Total (n)	21	46	42
How many direct reports do you have (excluding student employees)?			
I do not directly supervise employees	57.1%	56.5%	53.7%
1 to 2	23.8%	17.4%	9.8%
3 to 5	19.0%	8.7%	17.1%
6 to 10	0.0%	4.3%	9.8%
11 or more	0.0%	13.0%	9.8%
Total (n)	21	46	41
How many years have you been employed at this institution?			
Less than one year	5.3%	9.5%	19.5%
1-4 years	31.6%	11.9%	34.1%
5-10 years	15.8%	19.0%	22.0%
11-15 years	5.3%	14.3%	4.9%
16-20 years	0.0%	11.9%	9.8%

2024 HERI Staff Climate Survey
Institutional Profile Report
Staff by Political Orientation

Truman State University	Total		
	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
More than 20 years	42.1%	33.3%	9.8%
Total (n)	19	42	41
How many years have you been employed in your current position?			
Less than one year	9.5%	13.3%	30.8%
1-4 years	47.6%	17.8%	46.2%
5-10 years	4.8%	26.7%	7.7%
11-15 years	9.5%	22.2%	5.1%
16-20 years	4.8%	6.7%	2.6%
More than 20 years	23.8%	13.3%	7.7%
Total (n)	21	45	39
Including your current position, how many years of full-time work experience do you have?			
Less than one year	0.0%	2.2%	7.1%
1-2 years	0.0%	2.2%	4.8%
3-5 years	4.8%	6.5%	16.7%
6-10 years	9.5%	6.5%	21.4%
11-15 years	9.5%	2.2%	9.5%
16-20 years	4.8%	8.7%	2.4%
21-25 years	9.5%	10.9%	7.1%
26 years or more	61.9%	60.9%	31.0%
Total (n)	21	46	42
Please rate your satisfaction with your institution in each area:			
Racial and ethnic diversity of the <i>faculty</i> *			
Very Satisfied	25.0%	7.9%	7.9%
Satisfied	31.3%	50.0%	15.8%
Neutral	43.8%	26.3%	44.7%
Dissatisfied	0.0%	13.2%	23.7%
Very Dissatisfied	0.0%	2.6%	7.9%
Total (n)	16	38	38
Mean	3.81	3.47	2.92
Standard deviation	0.83	0.92	1.02
Racial and ethnic diversity of the <i>staff</i> *			
Very Satisfied	22.2%	7.5%	4.9%
Satisfied	27.8%	45.0%	24.4%
Neutral	50.0%	27.5%	26.8%
Dissatisfied	0.0%	17.5%	34.1%
Very Dissatisfied	0.0%	2.5%	9.8%
Total (n)	18	40	41
Mean	3.72	3.38	2.80
Standard deviation	0.83	0.95	1.08
Racial and ethnic diversity of the <i>student body</i> *			
Very Satisfied	31.6%	10.0%	2.6%
Satisfied	21.1%	52.5%	23.1%
Neutral	47.4%	20.0%	41.0%
Dissatisfied	0.0%	15.0%	25.6%
Very Dissatisfied	0.0%	2.5%	7.7%
Total (n)	19	40	39
Mean	3.84	3.53	2.87

2024 HERI Staff Climate Survey
Institutional Profile Report
Staff by Political Orientation

Truman State University	Total		
	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Standard deviation	0.90	0.96	0.95
Gender diversity of staff *			
Very Satisfied	21.1%	14.6%	12.2%
Satisfied	15.8%	48.8%	48.8%
Neutral	63.2%	31.7%	29.3%
Dissatisfied	0.0%	4.9%	4.9%
Very Dissatisfied	0.0%	0.0%	4.9%
Total (n)	19	41	41
Mean	3.58	3.73	3.59
Standard deviation	0.84	0.78	0.95
Commitment to hiring women *			
Very Satisfied	21.1%	19.5%	17.5%
Satisfied	42.1%	53.7%	50.0%
Neutral	31.6%	19.5%	25.0%
Dissatisfied	5.3%	4.9%	5.0%
Very Dissatisfied	0.0%	2.4%	2.5%
Total (n)	19	41	40
Mean	3.79	3.83	3.75
Standard deviation	0.85	0.89	0.90
Commitment to hiring underrepresented racial/ethnic minorities *			
Very Satisfied	27.8%	13.2%	5.1%
Satisfied	27.8%	47.4%	17.9%
Neutral	44.4%	39.5%	35.9%
Dissatisfied	0.0%	0.0%	35.9%
Very Dissatisfied	0.0%	0.0%	5.1%
Total (n)	18	38	39
Mean	3.83	3.74	2.82
Standard deviation	0.86	0.69	0.97
Atmosphere for sexual orientation differences *			
Very Satisfied	29.4%	7.7%	9.8%
Satisfied	35.3%	66.7%	51.2%
Neutral	35.3%	25.6%	17.1%
Dissatisfied	0.0%	0.0%	19.5%
Very Dissatisfied	0.0%	0.0%	2.4%
Total (n)	17	39	41
Mean	3.94	3.82	3.46
Standard deviation	0.83	0.56	1.00
Atmosphere for political differences *			
Very Satisfied	17.6%	10.0%	9.8%
Satisfied	11.8%	47.5%	56.1%
Neutral	23.5%	32.5%	24.4%
Dissatisfied	29.4%	5.0%	4.9%
Very Dissatisfied	17.6%	5.0%	4.9%
Total (n)	17	40	41
Mean	2.82	3.53	3.61
Standard deviation	1.38	0.93	0.92
Atmosphere for religious differences *			
Very Satisfied	16.7%	17.1%	12.2%
Satisfied	22.2%	53.7%	46.3%

**2024 HERI Staff Climate Survey
Institutional Profile Report
Staff by Political Orientation**

Truman State University	Total		
	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Neutral	33.3%	22.0%	24.4%
Dissatisfied	16.7%	2.4%	14.6%
Very Dissatisfied	11.1%	4.9%	2.4%
Total (n)	18	41	41
Mean	3.17	3.76	3.51
Standard deviation	1.25	0.94	0.98
Atmosphere for gender differences *			
Very Satisfied	26.3%	12.5%	10.0%
Satisfied	26.3%	65.0%	47.5%
Neutral	47.4%	17.5%	27.5%
Dissatisfied	0.0%	5.0%	12.5%
Very Dissatisfied	0.0%	0.0%	2.5%
Total (n)	19	40	40
Mean	3.79	3.85	3.50
Standard deviation	0.85	0.70	0.93
Atmosphere for individuals with disabilities *			
Very Satisfied	29.4%	10.3%	7.7%
Satisfied	29.4%	51.3%	41.0%
Neutral	41.2%	25.6%	20.5%
Dissatisfied	0.0%	12.8%	17.9%
Very Dissatisfied	0.0%	0.0%	12.8%
Total (n)	17	39	39
Mean	3.88	3.59	3.13
Standard deviation	0.86	0.85	1.20
Timeliness of administrative responses to campus emergencies *			
Very Satisfied	41.2%	17.5%	15.2%
Satisfied	47.1%	57.5%	30.3%
Neutral	11.8%	10.0%	27.3%
Dissatisfied	0.0%	15.0%	15.2%
Very Dissatisfied	0.0%	0.0%	12.1%
Total (n)	17	40	33
Mean	4.29	3.78	3.21
Standard deviation	0.69	0.92	1.24
Timeliness of administrative responses to sexual assault *			
Very Satisfied	45.5%	22.2%	9.1%
Satisfied	45.5%	40.7%	22.7%
Neutral	9.1%	29.6%	36.4%
Dissatisfied	0.0%	3.7%	18.2%
Very Dissatisfied	0.0%	3.7%	13.6%
Total (n)	11	27	22
Mean	4.36	3.74	2.95
Standard deviation	0.67	0.98	1.17
Timeliness of administrative responses to discrimination/bias *			
Very Satisfied	45.5%	10.3%	12.0%
Satisfied	9.1%	51.7%	20.0%
Neutral	36.4%	20.7%	24.0%
Dissatisfied	9.1%	13.8%	28.0%
Very Dissatisfied	0.0%	3.4%	16.0%
Total (n)	11	29	25

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Institutional Profile Report
Staff by Political Orientation

Truman State University	Total		
	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Mean	3.91	3.52	2.84
Standard deviation	1.14	0.99	1.28
Outcome of administrative responses to campus emergencies *			
Very Satisfied	41.2%	18.4%	15.2%
Satisfied	41.2%	60.5%	24.2%
Neutral	11.8%	10.5%	33.3%
Dissatisfied	5.9%	7.9%	15.2%
Very Dissatisfied	0.0%	2.6%	12.1%
Total (n)	17	38	33
Mean	4.18	3.84	3.15
Standard deviation	0.88	0.92	1.23
Outcome of administrative responses to sexual assault *			
Very Satisfied	60.0%	14.3%	9.5%
Satisfied	30.0%	53.6%	23.8%
Neutral	10.0%	21.4%	33.3%
Dissatisfied	0.0%	7.1%	19.0%
Very Dissatisfied	0.0%	3.6%	14.3%
Total (n)	10	28	21
Mean	4.50	3.68	2.95
Standard deviation	0.71	0.94	1.20
Outcome of administrative responses to discrimination/bias *			
Very Satisfied	50.0%	17.2%	11.1%
Satisfied	16.7%	51.7%	18.5%
Neutral	25.0%	17.2%	25.9%
Dissatisfied	8.3%	6.9%	29.6%
Very Dissatisfied	0.0%	6.9%	14.8%
Total (n)	12	29	27
Mean	4.08	3.66	2.81
Standard deviation	1.08	1.08	1.24
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	11.8%	12.5%	5.9%
Agree	52.9%	40.0%	29.4%
Disagree	23.5%	17.5%	38.2%
Strongly Disagree	11.8%	30.0%	26.5%
Total (n)	17	40	34
Mean	2.65	2.35	2.15
Standard deviation	0.86	1.05	0.89
I feel respected by <i>faculty</i> *			
Strongly Agree	5.0%	9.1%	12.2%
Agree	65.0%	61.4%	61.0%
Disagree	25.0%	25.0%	12.2%
Strongly Disagree	5.0%	4.5%	14.6%
Total (n)	20	44	41
Mean	2.70	2.75	2.71
Standard deviation	0.66	0.69	0.87

2024 HERI Staff Climate Survey
Institutional Profile Report
Staff by Political Orientation

Truman State University	Total		
	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
I feel respected by other <i>staff members</i> *			
Strongly Agree	26.3%	22.7%	31.0%
Agree	68.4%	68.2%	54.8%
Disagree	5.3%	6.8%	14.3%
Strongly Disagree	0.0%	2.3%	0.0%
Total (n)	19	44	42
Mean	3.21	3.11	3.17
Standard deviation	0.54	0.62	0.66
I feel respected by <i>senior administrators</i> *			
Strongly Agree	16.7%	24.4%	17.9%
Agree	61.1%	51.2%	35.9%
Disagree	16.7%	7.3%	28.2%
Strongly Disagree	5.6%	17.1%	17.9%
Total (n)	18	41	39
Mean	2.89	2.83	2.54
Standard deviation	0.76	1.00	1.00
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	10.0%	15.9%	2.7%
Agree	55.0%	45.5%	59.5%
Disagree	30.0%	22.7%	21.6%
Strongly Disagree	5.0%	15.9%	16.2%
Total (n)	20	44	37
Mean	2.70	2.61	2.49
Standard deviation	0.73	0.95	0.80
Encourages students to have a public voice and share their ideas openly *			
Strongly Agree	15.8%	30.2%	15.0%
Agree	84.2%	69.8%	70.0%
Disagree	0.0%	0.0%	10.0%
Strongly Disagree	0.0%	0.0%	5.0%
Total (n)	19	43	40
Mean	3.16	3.30	2.95
Standard deviation	0.37	0.46	0.68
Has campus administrators who regularly speak about the value of diversity *			
Strongly Agree	17.6%	25.6%	15.2%
Agree	76.5%	64.1%	63.6%
Disagree	5.9%	5.1%	21.2%
Strongly Disagree	0.0%	5.1%	0.0%
Total (n)	17	39	33
Mean	3.12	3.10	2.94
Standard deviation	0.49	0.72	0.61
Promotes the appreciation of cultural differences *			
Strongly Agree	29.4%	20.5%	15.4%
Agree	70.6%	72.7%	66.7%
Disagree	0.0%	4.5%	15.4%
Strongly Disagree	0.0%	2.3%	2.6%
Total (n)	17	44	39

**2024 HERI Staff Climate Survey
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Staff by Political Orientation**

Truman State University	Total		
	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Mean	3.29	3.11	2.95
Standard deviation	0.47	0.58	0.65
Provides the campus community with opportunities to share feelings * about issues of concern			
Strongly Agree	17.6%	11.9%	11.4%
Agree	70.6%	61.9%	51.4%
Disagree	11.8%	14.3%	22.9%
Strongly Disagree	0.0%	11.9%	14.3%
Total (n)	17	42	35
Mean	3.06	2.74	2.60
Standard deviation	0.56	0.83	0.88
Rewards staff for their participation in diversity efforts *			
Strongly Agree	20.0%	15.6%	0.0%
Agree	40.0%	40.6%	22.6%
Disagree	30.0%	28.1%	64.5%
Strongly Disagree	10.0%	15.6%	12.9%
Total (n)	10	32	31
Mean	2.70	2.56	2.10
Standard deviation	0.95	0.95	0.60
Has effective practices and policies that increase staff diversity *			
Strongly Agree	25.0%	16.7%	0.0%
Agree	75.0%	46.7%	32.1%
Disagree	0.0%	23.3%	46.4%
Strongly Disagree	0.0%	13.3%	21.4%
Total (n)	12	30	28
Mean	3.25	2.67	2.11
Standard deviation	0.45	0.92	0.74
Has a lot of racial tension *			
Strongly Agree	0.0%	0.0%	0.0%
Agree	0.0%	5.6%	12.1%
Disagree	31.3%	52.8%	63.6%
Strongly Disagree	68.8%	41.7%	24.2%
Total (n)	16	36	33
Mean	1.31	1.64	1.88
Standard deviation	0.48	0.59	0.60
Effectively communicates information about employee compensation and benefits *			
Strongly Agree	11.1%	18.2%	20.0%
Agree	83.3%	54.5%	52.5%
Disagree	5.6%	20.5%	15.0%
Strongly Disagree	0.0%	6.8%	12.5%
Total (n)	18	44	40
Mean	3.06	2.84	2.80
Standard deviation	0.42	0.81	0.91
Please indicate the extent to which you agree or disagree with the following statements.			
I feel unsafe on this campus			
Strongly Agree	15.0%	0.0%	2.4%
Agree	0.0%	2.2%	2.4%

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Truman State University	Total		
	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Disagree	35.0%	55.6%	47.6%
Strongly Disagree	50.0%	42.2%	47.6%
Total (n)	20	45	42
Mean	1.80	1.60	1.60
Standard deviation	1.06	0.54	0.66
I feel my contributions are valued by my department			
Strongly Agree	20.0%	25.0%	35.7%
Agree	65.0%	59.1%	47.6%
Disagree	15.0%	11.4%	9.5%
Strongly Disagree	0.0%	4.5%	7.1%
Total (n)	20	44	42
Mean	3.05	3.05	3.12
Standard deviation	0.60	0.75	0.86
I feel my contributions are valued by my direct supervisor			
Strongly Agree	30.0%	33.3%	42.9%
Agree	65.0%	60.0%	40.5%
Disagree	5.0%	4.4%	9.5%
Strongly Disagree	0.0%	2.2%	7.1%
Total (n)	20	45	42
Mean	3.25	3.24	3.19
Standard deviation	0.55	0.65	0.89
I feel my contributions are valued by senior administrators			
Strongly Agree	15.0%	22.2%	14.3%
Agree	45.0%	48.9%	38.1%
Disagree	40.0%	20.0%	31.0%
Strongly Disagree	0.0%	8.9%	16.7%
Total (n)	20	45	42
Mean	2.75	2.84	2.50
Standard deviation	0.72	0.88	0.94
I feel my contributions are valued by students			
Strongly Agree	21.1%	17.8%	26.8%
Agree	57.9%	71.1%	61.0%
Disagree	21.1%	8.9%	9.8%
Strongly Disagree	0.0%	2.2%	2.4%
Total (n)	19	45	41
Mean	3.00	3.04	3.12
Standard deviation	0.67	0.60	0.68
My professional skills are effectively put to use in this position			
Strongly Agree	35.0%	24.4%	43.9%
Agree	55.0%	55.6%	43.9%
Disagree	10.0%	15.6%	7.3%
Strongly Disagree	0.0%	4.4%	4.9%
Total (n)	20	45	41
Mean	3.25	3.00	3.27
Standard deviation	0.64	0.77	0.81
I feel I have to work harder than my colleagues to be perceived as a competent administrator/staff member			
Strongly Agree	10.0%	11.1%	19.0%
Agree	20.0%	22.2%	16.7%

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Truman State University	Total		
	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Disagree	50.0%	51.1%	50.0%
Strongly Disagree	20.0%	15.6%	14.3%
Total (n)	20	45	42
Mean	2.20	2.29	2.40
Standard deviation	0.89	0.87	0.96
My job duties are clearly defined			
Strongly Agree	20.0%	13.3%	11.9%
Agree	45.0%	62.2%	66.7%
Disagree	25.0%	20.0%	9.5%
Strongly Disagree	10.0%	4.4%	11.9%
Total (n)	20	45	42
Mean	2.75	2.84	2.79
Standard deviation	0.91	0.71	0.81
My workload is manageable given the hours I'm scheduled to work			
Strongly Agree	25.0%	26.7%	16.7%
Agree	55.0%	60.0%	45.2%
Disagree	10.0%	8.9%	28.6%
Strongly Disagree	10.0%	4.4%	9.5%
Total (n)	20	45	42
Mean	2.95	3.09	2.69
Standard deviation	0.89	0.73	0.87
My salary is sufficient considering the cost of living in this area			
Strongly Agree	15.8%	17.8%	2.4%
Agree	36.8%	42.2%	40.5%
Disagree	31.6%	24.4%	28.6%
Strongly Disagree	15.8%	15.6%	28.6%
Total (n)	19	45	42
Mean	2.53	2.62	2.17
Standard deviation	0.96	0.96	0.88
I achieve a healthy balance between my personal life and my professional life			
Strongly Agree	35.0%	22.2%	12.2%
Agree	40.0%	60.0%	51.2%
Disagree	10.0%	13.3%	29.3%
Strongly Disagree	15.0%	4.4%	7.3%
Total (n)	20	45	41
Mean	2.95	3.00	2.68
Standard deviation	1.05	0.74	0.79
I have at least one professional mentor I can turn to for guidance			
Strongly Agree	20.0%	24.4%	26.2%
Agree	55.0%	42.2%	45.2%
Disagree	20.0%	28.9%	21.4%
Strongly Disagree	5.0%	4.4%	7.1%
Total (n)	20	45	42
Mean	2.90	2.87	2.90
Standard deviation	0.79	0.84	0.88
I feel a sense of belonging to this campus			
Strongly Agree	25.0%	20.5%	16.7%
Agree	50.0%	52.3%	54.8%
Disagree	25.0%	20.5%	19.0%

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Truman State University	Total		
	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Strongly Disagree	0.0%	6.8%	9.5%
Total (n)	20	44	42
Mean	3.00	2.86	2.79
Standard deviation	0.73	0.82	0.84
How often in the past year at this institution have you:			
Challenged others on issues of discrimination			
Very Often	0.0%	0.0%	9.8%
Often	0.0%	4.5%	4.9%
Sometimes	9.5%	6.8%	22.0%
Seldom	19.0%	34.1%	34.1%
Never	71.4%	54.5%	29.3%
Total (n)	21	44	41
Mean	1.38	1.61	2.32
Standard deviation	0.67	0.81	1.23
Educated yourself about individuals who are different from you			
Very Often	0.0%	6.7%	16.7%
Often	33.3%	31.1%	47.6%
Sometimes	28.6%	51.1%	31.0%
Seldom	23.8%	4.4%	4.8%
Never	14.3%	6.7%	0.0%
Total (n)	21	45	42
Mean	2.81	3.27	3.76
Standard deviation	1.08	0.91	0.79
Participated in a coalition of different groups to address social justice issues			
Very Often	0.0%	0.0%	11.9%
Often	0.0%	2.2%	16.7%
Sometimes	14.3%	20.0%	23.8%
Seldom	4.8%	31.1%	16.7%
Never	81.0%	46.7%	31.0%
Total (n)	21	45	42
Mean	1.33	1.78	2.62
Standard deviation	0.73	0.85	1.40
Attended programs focused on diversity (e.g., presentations, performances, art exhibits, debates)			
Very Often	0.0%	2.2%	11.9%
Often	10.0%	17.4%	28.6%
Sometimes	25.0%	41.3%	33.3%
Seldom	20.0%	15.2%	14.3%
Never	45.0%	23.9%	11.9%
Total (n)	20	46	42
Mean	2.00	2.59	3.14
Standard deviation	1.08	1.11	1.18
Please indicate how often at this institution you have:			
Assisted a student with a problem about discrimination *			
Very Often	0.0%	0.0%	2.4%
Often	0.0%	0.0%	12.2%
Sometimes	5.6%	21.7%	22.0%

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Truman State University	Total		
	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Seldom	16.7%	21.7%	19.5%
Never	77.8%	56.5%	43.9%
Total (n)	18	46	41
Mean	1.28	1.65	2.10
Standard deviation	0.57	0.82	1.18
Assisted another staff member with a problem about discrimination *			
Very Often	0.0%	0.0%	2.4%
Often	0.0%	4.3%	4.9%
Sometimes	5.3%	21.7%	29.3%
Seldom	10.5%	26.1%	14.6%
Never	84.2%	47.8%	48.8%
Total (n)	19	46	41
Mean	1.21	1.83	1.98
Standard deviation	0.54	0.93	1.11
Witnessed discrimination *			
Very Often	0.0%	2.2%	2.5%
Often	0.0%	0.0%	5.0%
Sometimes	0.0%	11.1%	20.0%
Seldom	11.8%	24.4%	40.0%
Never	88.2%	62.2%	32.5%
Total (n)	17	45	40
Mean	1.12	1.56	2.05
Standard deviation	0.33	0.87	0.99
Reported an incident of discrimination to a campus authority *			
Very Often	0.0%	0.0%	0.0%
Often	0.0%	2.2%	9.8%
Sometimes	0.0%	4.4%	9.8%
Seldom	0.0%	11.1%	14.6%
Never	100.0%	82.2%	65.9%
Total (n)	18	45	41
Mean	1.00	1.27	1.63
Standard deviation	0.00	0.65	1.02
Been sexually harassed *			
Very Often	0.0%	2.2%	0.0%
Often	0.0%	2.2%	0.0%
Sometimes	0.0%	4.3%	2.5%
Seldom	5.0%	4.3%	7.5%
Never	95.0%	87.0%	90.0%
Total (n)	20	46	40
Mean	1.05	1.28	1.13
Standard deviation	0.22	0.83	0.40
Reported an incident of sexual harassment to a campus authority *			
Very Often	0.0%	0.0%	0.0%
Often	0.0%	0.0%	5.0%
Sometimes	0.0%	4.3%	5.0%
Seldom	5.0%	13.0%	10.0%
Never	95.0%	82.6%	80.0%
Total (n)	20	46	40
Mean	1.05	1.22	1.35

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Truman State University	Total		
	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Standard deviation	0.22	0.51	0.80
Felt my ideas were dismissed by my colleagues *			
Very Often	0.0%	2.2%	4.9%
Often	5.3%	8.7%	7.3%
Sometimes	42.1%	37.0%	41.5%
Seldom	26.3%	19.6%	22.0%
Never	26.3%	32.6%	24.4%
Total (n)	19	46	41
Mean	2.26	2.28	2.46
Standard deviation	0.93	1.09	1.10
Felt I did not receive due credit for my ideas or work *			
Very Often	0.0%	2.3%	7.5%
Often	15.0%	9.1%	15.0%
Sometimes	20.0%	27.3%	20.0%
Seldom	40.0%	25.0%	27.5%
Never	25.0%	36.4%	30.0%
Total (n)	20	44	40
Mean	2.25	2.16	2.43
Standard deviation	1.02	1.10	1.28
Heard insensitive or disparaging remarks about race/ethnicity from: Faculty *			
Very Often	0.0%	0.0%	7.7%
Often	0.0%	0.0%	0.0%
Sometimes	5.3%	7.1%	25.6%
Seldom	26.3%	14.3%	15.4%
Never	68.4%	78.6%	51.3%
Total (n)	19	42	39
Mean	1.37	1.29	1.97
Standard deviation	0.60	0.60	1.22
Heard insensitive or disparaging remarks about race/ethnicity from: Staff *			
Very Often	0.0%	0.0%	5.0%
Often	0.0%	2.3%	7.5%
Sometimes	5.3%	9.1%	22.5%
Seldom	21.1%	20.5%	22.5%
Never	73.7%	68.2%	42.5%
Total (n)	19	44	40
Mean	1.32	1.45	2.10
Standard deviation	0.58	0.76	1.19
Heard insensitive or disparaging remarks about race/ethnicity from: Students *			
Very Often	0.0%	0.0%	2.5%
Often	0.0%	0.0%	2.5%
Sometimes	15.8%	9.5%	12.5%
Seldom	21.1%	19.0%	20.0%
Never	63.2%	71.4%	62.5%
Total (n)	19	42	40
Mean	1.53	1.38	1.63
Standard deviation	0.77	0.66	0.98
Heard insensitive or disparaging remarks about race/ethnicity from: Senior Administrators *			
Very Often	0.0%	0.0%	0.0%



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Truman State University	Total		
	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Often	0.0%	0.0%	2.6%
Sometimes	0.0%	0.0%	7.9%
Seldom	10.5%	11.9%	10.5%
Never	89.5%	88.1%	78.9%
Total (n)	19	42	38
Mean	1.11	1.12	1.34
Standard deviation	0.32	0.33	0.75
Currently, where are you primarily working?			
Remotely	4.8%	6.7%	4.8%
On-campus	90.5%	88.9%	92.9%
About half remotely and half on-campus	4.8%	4.4%	2.4%
Total (n)	21	45	42
Please indicate your agreement with the following statement:			
I would prefer to work remotely rather than on-campus			
Strongly Agree	23.8%	15.2%	19.0%
Agree	28.6%	17.4%	31.0%
Disagree	23.8%	28.3%	28.6%
Strongly Disagree	23.8%	23.9%	11.9%
Not Applicable	0.0%	15.2%	9.5%
Total (n)	21	46	42
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	0.0%	0.0%	2.4%
Sometimes	0.0%	2.2%	2.4%
Seldom	0.0%	8.9%	7.1%
Never	100.0%	88.9%	88.1%
Total (n)	21	45	42
Mean	1.00	1.13	1.19
Standard deviation	0.00	0.40	0.59
Age			
Very Often	0.0%	2.2%	4.8%
Often	0.0%	2.2%	0.0%
Sometimes	0.0%	6.7%	11.9%
Seldom	19.0%	13.3%	9.5%
Never	81.0%	75.6%	73.8%
Total (n)	21	45	42
Mean	1.19	1.42	1.52
Standard deviation	0.40	0.89	1.04
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)	21	45	42

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	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Mean	1.00	1.00	1.00
Standard deviation	0.00	0.00	0.00
Gender/Gender identity			
Very Often	0.0%	0.0%	0.0%
Often	0.0%	2.2%	4.8%
Sometimes	0.0%	4.4%	7.1%
Seldom	4.8%	11.1%	7.1%
Never	95.2%	82.2%	81.0%
Total (n)	21	45	42
Mean	1.05	1.27	1.36
Standard deviation	0.22	0.65	0.82
Job classification (e.g., Title, Position)			
Very Often	0.0%	4.4%	4.8%
Often	0.0%	4.4%	4.8%
Sometimes	14.3%	13.3%	23.8%
Seldom	19.0%	17.8%	11.9%
Never	66.7%	60.0%	54.8%
Total (n)	21	45	42
Mean	1.48	1.76	1.93
Standard deviation	0.75	1.13	1.20
Level of education			
Very Often	0.0%	2.2%	4.8%
Often	0.0%	0.0%	2.4%
Sometimes	9.5%	4.4%	7.1%
Seldom	19.0%	15.6%	16.7%
Never	71.4%	77.8%	69.0%
Total (n)	21	45	42
Mean	1.38	1.33	1.57
Standard deviation	0.67	0.77	1.06
Political beliefs			
Very Often	0.0%	0.0%	0.0%
Often	0.0%	2.2%	0.0%
Sometimes	19.0%	2.2%	7.1%
Seldom	9.5%	6.7%	11.9%
Never	71.4%	88.9%	81.0%
Total (n)	21	45	42
Mean	1.48	1.18	1.26
Standard deviation	0.81	0.58	0.59
Race/ethnicity			
Very Often	0.0%	0.0%	0.0%
Often	0.0%	0.0%	0.0%
Sometimes	0.0%	2.2%	2.4%
Seldom	4.8%	2.2%	2.4%
Never	95.2%	95.6%	95.1%
Total (n)	21	45	41
Mean	1.05	1.07	1.07
Standard deviation	0.22	0.33	0.35
Religious/spiritual beliefs			
Very Often	0.0%	0.0%	0.0%



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	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Often	0.0%	0.0%	0.0%
Sometimes	4.8%	6.7%	0.0%
Seldom	23.8%	8.9%	9.5%
Never	71.4%	84.4%	90.5%
Total (n)	21	45	42
Mean	1.33	1.22	1.10
Standard deviation	0.58	0.56	0.30
Sexual orientation			
Very Often	0.0%	0.0%	0.0%
Often	0.0%	0.0%	4.8%
Sometimes	0.0%	0.0%	7.1%
Seldom	0.0%	11.1%	2.4%
Never	100.0%	88.9%	85.7%
Total (n)	21	45	42
Mean	1.00	1.11	1.31
Standard deviation	0.00	0.32	0.81
Socioeconomic status			
Very Often	0.0%	0.0%	0.0%
Often	0.0%	2.2%	0.0%
Sometimes	0.0%	4.4%	7.3%
Seldom	4.8%	4.4%	4.9%
Never	95.2%	88.9%	87.8%
Total (n)	21	45	41
Mean	1.05	1.20	1.20
Standard deviation	0.22	0.63	0.56
Parent/guardian status			
Very Often	0.0%	0.0%	0.0%
Often	0.0%	0.0%	0.0%
Sometimes	5.0%	2.2%	9.8%
Seldom	5.0%	0.0%	4.9%
Never	90.0%	97.8%	85.4%
Total (n)	20	45	41
Mean	1.15	1.04	1.24
Standard deviation	0.49	0.30	0.62
Please rate your satisfaction with:			
Quality of health benefits *			
Very Satisfied	28.6%	31.1%	23.1%
Satisfied	57.1%	55.6%	41.0%
Neutral	9.5%	6.7%	20.5%
Dissatisfied	4.8%	4.4%	12.8%
Very Dissatisfied	0.0%	2.2%	2.6%
Total (n)	21	45	39
Mean	4.10	4.09	3.69
Standard deviation	0.77	0.87	1.06
Cost of health benefits *			
Very Satisfied	14.3%	33.3%	23.1%
Satisfied	61.9%	44.4%	46.2%
Neutral	19.0%	13.3%	17.9%

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Truman State University	Total		
	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Dissatisfied	0.0%	4.4%	7.7%
Very Dissatisfied	4.8%	4.4%	5.1%
Total (n)	21	45	39
Mean	3.81	3.98	3.74
Standard deviation	0.87	1.03	1.07
Retirement benefits *			
Very Satisfied	19.0%	25.0%	13.2%
Satisfied	38.1%	47.7%	42.1%
Neutral	28.6%	22.7%	34.2%
Dissatisfied	4.8%	2.3%	5.3%
Very Dissatisfied	9.5%	2.3%	5.3%
Total (n)	21	44	38
Mean	3.52	3.91	3.53
Standard deviation	1.17	0.88	0.98
Salary *			
Very Satisfied	14.3%	13.3%	5.0%
Satisfied	28.6%	35.6%	15.0%
Neutral	19.0%	22.2%	25.0%
Dissatisfied	23.8%	11.1%	27.5%
Very Dissatisfied	14.3%	17.8%	27.5%
Total (n)	21	45	40
Mean	3.05	3.16	2.43
Standard deviation	1.32	1.31	1.20
Extended leave policies (e.g., paternity/maternity leave, caring for a family member, medical leave) *			
Very Satisfied	14.3%	24.4%	13.9%
Satisfied	57.1%	44.4%	38.9%
Neutral	28.6%	22.2%	36.1%
Dissatisfied	0.0%	4.4%	5.6%
Very Dissatisfied	0.0%	4.4%	5.6%
Total (n)	21	45	36
Mean	3.86	3.80	3.50
Standard deviation	0.65	1.01	1.00
Amount of paid time off: Vacation time *			
Very Satisfied	23.8%	33.3%	15.4%
Satisfied	47.6%	48.9%	51.3%
Neutral	23.8%	11.1%	17.9%
Dissatisfied	4.8%	2.2%	12.8%
Very Dissatisfied	0.0%	4.4%	2.6%
Total (n)	21	45	39
Mean	3.90	4.04	3.64
Standard deviation	0.83	0.98	0.99
Amount of paid time off: Sick leave *			
Very Satisfied	28.6%	36.4%	23.1%
Satisfied	61.9%	43.2%	56.4%
Neutral	9.5%	11.4%	7.7%
Dissatisfied	0.0%	4.5%	7.7%
Very Dissatisfied	0.0%	4.5%	5.1%
Total (n)	21	44	39



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Truman State University	Total		
	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Mean	4.19	4.02	3.85
Standard deviation	0.60	1.05	1.04
In the past year, how often have you felt hungry but did not eat because you didn't have enough money for food?			
Frequently	9.5%	4.3%	0.0%
Occasionally	19.0%	13.0%	14.3%
Not at All	71.4%	82.6%	85.7%
Total (n)	21	46	42
Mean	1.38	1.22	1.14
Standard deviation	0.67	0.51	0.35
How satisfied are you with the following aspects of your job?			
Autonomy and independence *			
Very Satisfied	19.0%	29.5%	42.9%
Satisfied	71.4%	61.4%	47.6%
Neutral	0.0%	0.0%	7.1%
Dissatisfied	4.8%	6.8%	2.4%
Very Dissatisfied	4.8%	2.3%	0.0%
Total (n)	21	44	42
Mean	3.95	4.09	4.31
Standard deviation	0.92	0.88	0.72
Collegiality among staff *			
Very Satisfied	9.5%	25.6%	28.6%
Satisfied	61.9%	44.2%	45.2%
Neutral	19.0%	16.3%	11.9%
Dissatisfied	9.5%	14.0%	11.9%
Very Dissatisfied	0.0%	0.0%	2.4%
Total (n)	21	43	42
Mean	3.71	3.81	3.86
Standard deviation	0.78	0.98	1.05
Competence of coworkers *			
Very Satisfied	23.8%	13.6%	17.1%
Satisfied	57.1%	63.6%	53.7%
Neutral	9.5%	9.1%	9.8%
Dissatisfied	9.5%	11.4%	7.3%
Very Dissatisfied	0.0%	2.3%	12.2%
Total (n)	21	44	41
Mean	3.95	3.75	3.56
Standard deviation	0.86	0.92	1.23
Departmental support for work-life balance *			
Very Satisfied	28.6%	20.5%	31.0%
Satisfied	33.3%	68.2%	33.3%
Neutral	23.8%	4.5%	11.9%
Dissatisfied	14.3%	4.5%	16.7%
Very Dissatisfied	0.0%	2.3%	7.1%
Total (n)	21	44	42
Mean	3.76	4.00	3.64
Standard deviation	1.04	0.81	1.28

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	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Flexibility in relation to family matters or emergencies *			
Very Satisfied	33.3%	42.9%	45.0%
Satisfied	61.9%	54.8%	42.5%
Neutral	0.0%	0.0%	12.5%
Dissatisfied	4.8%	2.4%	0.0%
Very Dissatisfied	0.0%	0.0%	0.0%
Total (n)	21	42	40
Mean	4.24	4.38	4.33
Standard deviation	0.70	0.62	0.69
Institutional support for work-life balance *			
Very Satisfied	23.8%	20.5%	17.9%
Satisfied	33.3%	61.4%	25.6%
Neutral	28.6%	11.4%	28.2%
Dissatisfied	14.3%	2.3%	20.5%
Very Dissatisfied	0.0%	4.5%	7.7%
Total (n)	21	44	39
Mean	3.67	3.91	3.26
Standard deviation	1.02	0.91	1.21
Job security *			
Very Satisfied	23.8%	25.0%	29.3%
Satisfied	47.6%	61.4%	46.3%
Neutral	28.6%	9.1%	19.5%
Dissatisfied	0.0%	4.5%	2.4%
Very Dissatisfied	0.0%	0.0%	2.4%
Total (n)	21	44	41
Mean	3.95	4.07	3.98
Standard deviation	0.74	0.73	0.91
Overall job satisfaction *			
Very Satisfied	14.3%	20.5%	14.3%
Satisfied	42.9%	50.0%	50.0%
Neutral	28.6%	18.2%	19.0%
Dissatisfied	14.3%	11.4%	16.7%
Very Dissatisfied	0.0%	0.0%	0.0%
Total (n)	21	44	42
Mean	3.57	3.80	3.62
Standard deviation	0.93	0.90	0.94
Professional relationships with coworkers *			
Very Satisfied	19.0%	25.0%	31.7%
Satisfied	61.9%	56.8%	53.7%
Neutral	14.3%	13.6%	4.9%
Dissatisfied	4.8%	4.5%	7.3%
Very Dissatisfied	0.0%	0.0%	2.4%
Total (n)	21	44	41
Mean	3.95	4.02	4.05
Standard deviation	0.74	0.76	0.95
Prospects for career advancement *			
Very Satisfied	10.0%	10.3%	10.8%
Satisfied	10.0%	33.3%	24.3%
Neutral	50.0%	30.8%	40.5%

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Truman State University	Total		
	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Dissatisfied	20.0%	15.4%	16.2%
Very Dissatisfied	10.0%	10.3%	8.1%
Total (n)	20	39	37
Mean	2.90	3.18	3.14
Standard deviation	1.07	1.14	1.08
Quality of students *			
Very Satisfied	21.1%	26.8%	42.5%
Satisfied	42.1%	53.7%	40.0%
Neutral	26.3%	9.8%	17.5%
Dissatisfied	10.5%	9.8%	0.0%
Very Dissatisfied	0.0%	0.0%	0.0%
Total (n)	19	41	40
Mean	3.74	3.98	4.25
Standard deviation	0.93	0.88	0.74
Relationship with my supervisor *			
Very Satisfied	19.0%	36.4%	45.2%
Satisfied	52.4%	50.0%	31.0%
Neutral	19.0%	6.8%	7.1%
Dissatisfied	4.8%	4.5%	9.5%
Very Dissatisfied	4.8%	2.3%	7.1%
Total (n)	21	44	42
Mean	3.76	4.14	3.98
Standard deviation	1.00	0.90	1.26
Relative equity of salary and job benefits *			
Very Satisfied	19.0%	20.9%	4.9%
Satisfied	28.6%	37.2%	17.1%
Neutral	33.3%	20.9%	22.0%
Dissatisfied	14.3%	7.0%	39.0%
Very Dissatisfied	4.8%	14.0%	17.1%
Total (n)	21	43	41
Mean	3.43	3.44	2.54
Standard deviation	1.12	1.30	1.12
Support for career advancement *			
Very Satisfied	14.3%	10.3%	16.2%
Satisfied	14.3%	33.3%	27.0%
Neutral	47.6%	33.3%	21.6%
Dissatisfied	19.0%	15.4%	29.7%
Very Dissatisfied	4.8%	7.7%	5.4%
Total (n)	21	39	37
Mean	3.14	3.23	3.19
Standard deviation	1.06	1.09	1.20
Workspace *			
Very Satisfied	19.0%	18.6%	38.1%
Satisfied	57.1%	58.1%	38.1%
Neutral	4.8%	11.6%	11.9%
Dissatisfied	19.0%	9.3%	11.9%
Very Dissatisfied	0.0%	2.3%	0.0%
Total (n)	21	43	42
Mean	3.76	3.81	4.02

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Truman State University	Total		
	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Standard deviation	1.00	0.93	1.00
Ongoing professional development *			
Very Satisfied	15.0%	21.4%	20.0%
Satisfied	25.0%	38.1%	40.0%
Neutral	40.0%	21.4%	25.0%
Dissatisfied	20.0%	14.3%	12.5%
Very Dissatisfied	0.0%	4.8%	2.5%
Total (n)	20	42	40
Mean	3.35	3.57	3.63
Standard deviation	0.99	1.13	1.03
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	28.6%	34.1%	29.3%
Likely	33.3%	40.9%	46.3%
Unlikely	33.3%	22.7%	12.2%
Very Unlikely	4.8%	2.3%	12.2%
Total (n)	21	44	41
Mean	2.86	3.07	2.93
Standard deviation	0.91	0.82	0.96
Recommend that a friend apply for a job at this institution			
Very Likely	35.0%	23.8%	19.5%
Likely	55.0%	59.5%	56.1%
Unlikely	10.0%	11.9%	17.1%
Very Unlikely	0.0%	4.8%	7.3%
Total (n)	20	42	41
Mean	3.25	3.02	2.88
Standard deviation	0.64	0.75	0.81
Apply or reapply for a position on campus			
Very Likely	28.6%	24.4%	14.6%
Likely	38.1%	48.8%	56.1%
Unlikely	28.6%	19.5%	14.6%
Very Unlikely	4.8%	7.3%	14.6%
Total (n)	21	41	41
Mean	2.90	2.90	2.71
Standard deviation	0.89	0.86	0.90
To what extent are each of the following currently a priority at this institution?			
Increase or maintain institutional prestige *			
Highest Priority	11.1%	28.6%	17.9%
High Priority	55.6%	50.0%	30.8%
Medium Priority	27.8%	11.9%	30.8%
Low Priority	5.6%	4.8%	15.4%
Not a Priority	0.0%	4.8%	5.1%
Total (n)	18	42	39
Mean	3.72	3.93	3.41
Standard deviation	0.75	1.02	1.12
Create and sustain partnerships with surrounding communities *			
Highest Priority	10.5%	9.5%	2.4%
High Priority	26.3%	42.9%	36.6%

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Truman State University	Total		
	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Medium Priority	31.6%	26.2%	31.7%
Low Priority	26.3%	7.1%	29.3%
Not a Priority	5.3%	14.3%	0.0%
Total (n)	19	42	41
Mean	3.11	3.26	3.12
Standard deviation	1.10	1.19	0.87
Investment in the professional development of staff *			
Highest Priority	5.0%	9.1%	2.6%
High Priority	5.0%	31.8%	23.1%
Medium Priority	50.0%	18.2%	35.9%
Low Priority	35.0%	25.0%	33.3%
Not a Priority	5.0%	15.9%	5.1%
Total (n)	20	44	39
Mean	2.70	2.93	2.85
Standard deviation	0.86	1.26	0.93
Improve or maintain the physical appearance of campus (e.g., landscaping, cleanliness) *			
Highest Priority	5.0%	11.1%	2.6%
High Priority	15.0%	33.3%	23.1%
Medium Priority	50.0%	28.9%	48.7%
Low Priority	25.0%	24.4%	23.1%
Not a Priority	5.0%	2.2%	2.6%
Total (n)	20	45	39
Mean	2.90	3.27	3.00
Standard deviation	0.91	1.03	0.83
Build or modernize campus facilities (e.g., new buildings or remodeling) *			
Highest Priority	0.0%	11.6%	7.7%
High Priority	30.0%	41.9%	33.3%
Medium Priority	45.0%	23.3%	53.8%
Low Priority	20.0%	16.3%	0.0%
Not a Priority	5.0%	7.0%	5.1%
Total (n)	20	43	39
Mean	3.00	3.35	3.38
Standard deviation	0.86	1.11	0.85
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%	52.2%	59.5%
Agree	57.1%	45.7%	28.6%
Disagree	0.0%	0.0%	7.1%
Strongly Disagree	0.0%	2.2%	4.8%
Total (n)	21	46	42
Mean	3.43	3.48	3.43
Standard deviation	0.51	0.62	0.83
Supports my professional development			
Strongly Agree	33.3%	48.9%	47.6%
Agree	57.1%	42.2%	45.2%
Disagree	9.5%	6.7%	4.8%

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Truman State University	Total		
	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Strongly Disagree	0.0%	2.2%	2.4%
Total (n)	21	45	42
Mean	3.24	3.38	3.38
Standard deviation	0.62	0.72	0.70
Sets unrealistic expectations for my job			
Strongly Agree	9.5%	4.3%	2.4%
Agree	19.0%	15.2%	19.0%
Disagree	42.9%	50.0%	42.9%
Strongly Disagree	28.6%	30.4%	35.7%
Total (n)	21	46	42
Mean	2.10	1.93	1.88
Standard deviation	0.94	0.80	0.80
Demonstrates a commitment to diversity and inclusion			
Strongly Agree	25.0%	41.3%	35.7%
Agree	70.0%	58.7%	59.5%
Disagree	5.0%	0.0%	2.4%
Strongly Disagree	0.0%	0.0%	2.4%
Total (n)	20	46	42
Mean	3.20	3.41	3.29
Standard deviation	0.52	0.50	0.64
Provides me with feedback that assists me in performing my job responsibilities			
Strongly Agree	19.0%	30.4%	35.7%
Agree	57.1%	54.3%	40.5%
Disagree	14.3%	10.9%	16.7%
Strongly Disagree	9.5%	4.3%	7.1%
Total (n)	21	46	42
Mean	2.86	3.11	3.05
Standard deviation	0.85	0.77	0.91
Advocates for me			
Strongly Agree	30.0%	39.1%	34.1%
Agree	50.0%	45.7%	51.2%
Disagree	20.0%	10.9%	7.3%
Strongly Disagree	0.0%	4.3%	7.3%
Total (n)	20	46	41
Mean	3.10	3.20	3.12
Standard deviation	0.72	0.81	0.84
Lacks the skills or knowledge to support me in my job			
Strongly Agree	15.0%	8.9%	4.8%
Agree	5.0%	11.1%	7.1%
Disagree	40.0%	37.8%	40.5%
Strongly Disagree	40.0%	42.2%	47.6%
Total (n)	20	45	42
Mean	1.95	1.87	1.69
Standard deviation	1.05	0.94	0.81
During the past year, have you participated in any of the following opportunities provided by this institution:			
Diversity-related trainings or workshops			
Yes	25.0%	50.0%	63.4%

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	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
No	70.0%	45.7%	34.1%
Not Eligible	5.0%	2.2%	0.0%
Not Available	0.0%	2.2%	2.4%
Total (n)	20	46	41
Optional technical skill development			
Yes	15.0%	32.6%	22.0%
No	50.0%	39.1%	46.3%
Not Eligible	0.0%	6.5%	4.9%
Not Available	35.0%	21.7%	26.8%
Total (n)	20	46	41
Leadership development			
Yes	25.0%	30.4%	29.3%
No	60.0%	43.5%	48.8%
Not Eligible	0.0%	6.5%	7.3%
Not Available	15.0%	19.6%	14.6%
Total (n)	20	46	41
Enhancement of interpersonal skills			
Yes	15.0%	19.6%	20.0%
No	60.0%	39.1%	40.0%
Not Eligible	5.0%	2.2%	0.0%
Not Available	20.0%	39.1%	40.0%
Total (n)	20	46	40
Job benefits trainings			
Yes	20.0%	19.6%	9.8%
No	65.0%	56.5%	78.0%
Not Eligible	5.0%	4.3%	2.4%
Not Available	10.0%	19.6%	9.8%
Total (n)	20	46	41
Public safety/security training			
Yes	20.0%	23.9%	12.2%
No	65.0%	60.9%	68.3%
Not Eligible	5.0%	2.2%	2.4%
Not Available	10.0%	13.0%	17.1%
Total (n)	20	46	41
Health and wellness programs			
Yes	70.0%	58.7%	61.0%
No	25.0%	39.1%	34.1%
Not Eligible	0.0%	2.2%	0.0%
Not Available	5.0%	0.0%	4.9%
Total (n)	20	46	41
Mentorship			
Yes	5.0%	15.2%	14.6%
No	55.0%	43.5%	53.7%
Not Eligible	5.0%	4.3%	0.0%
Not Available	35.0%	37.0%	31.7%
Total (n)	20	46	41
Networking events			
Yes	20.0%	51.1%	34.1%
No	65.0%	33.3%	43.9%
Not Eligible	5.0%	4.4%	0.0%

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Truman State University	Total		
	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Not Available	10.0%	11.1%	22.0%
Total (n)	20	45	41
Policy and procedure training			
Yes	20.0%	52.2%	39.0%
No	45.0%	34.8%	36.6%
Not Eligible	10.0%	2.2%	2.4%
Not Available	25.0%	10.9%	22.0%
Total (n)	20	46	41
Are you a member of a union?			
Yes	0.0%	0.0%	0.0%
No	100.0%	100.0%	100.0%
Total (n)	21	46	42
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	45.0%	19.6%	31.7%
Somewhat	30.0%	41.3%	43.9%
Not at All	25.0%	39.1%	24.4%
Total (n)	20	46	41
Mean	2.20	1.80	2.07
Standard deviation	0.83	0.75	0.75
Review/promotion process *			
Extensive	0.0%	5.7%	16.1%
Somewhat	21.4%	14.3%	29.0%
Not at All	78.6%	80.0%	54.8%
Total (n)	14	35	31
Mean	1.21	1.26	1.61
Standard deviation	0.43	0.56	0.76
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia) *			
Extensive	0.0%	2.3%	9.8%
Somewhat	10.5%	9.3%	14.6%
Not at All	89.5%	88.4%	75.6%
Total (n)	19	43	41
Mean	1.11	1.14	1.34
Standard deviation	0.32	0.41	0.66
Meetings *			
Extensive	5.3%	11.4%	7.7%
Somewhat	42.1%	40.9%	46.2%
Not at All	52.6%	47.7%	46.2%
Total (n)	19	44	39
Mean	1.53	1.64	1.62
Standard deviation	0.61	0.69	0.63
Institutional procedures and "red tape" *			
Extensive	15.0%	20.5%	32.5%
Somewhat	55.0%	45.5%	50.0%
Not at All	30.0%	34.1%	17.5%
Total (n)	20	44	40
Mean	1.85	1.86	2.15
Standard deviation	0.67	0.73	0.70

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	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Lack of personal time *			
Extensive	15.0%	10.9%	19.5%
Somewhat	45.0%	23.9%	48.8%
Not at All	40.0%	65.2%	31.7%
Total (n)	20	46	41
Mean	1.75	1.46	1.88
Standard deviation	0.72	0.69	0.71
Self-imposed high expectations *			
Extensive	20.0%	20.0%	34.1%
Somewhat	40.0%	44.4%	46.3%
Not at All	40.0%	35.6%	19.5%
Total (n)	20	45	41
Mean	1.80	1.84	2.15
Standard deviation	0.77	0.74	0.73
Completing core job functions on time *			
Extensive	4.8%	4.3%	4.9%
Somewhat	42.9%	37.0%	46.3%
Not at All	52.4%	58.7%	48.8%
Total (n)	21	46	41
Mean	1.52	1.46	1.56
Standard deviation	0.60	0.59	0.59
Competing job priorities/deadlines *			
Extensive	10.0%	8.7%	19.5%
Somewhat	35.0%	34.8%	43.9%
Not at All	55.0%	56.5%	36.6%
Total (n)	20	46	41
Mean	1.55	1.52	1.83
Standard deviation	0.69	0.66	0.74
Increasing work responsibilities *			
Extensive	19.0%	13.0%	26.8%
Somewhat	38.1%	39.1%	36.6%
Not at All	42.9%	47.8%	36.6%
Total (n)	21	46	41
Mean	1.76	1.65	1.90
Standard deviation	0.77	0.71	0.80
Budget cuts in my department/unit *			
Extensive	21.1%	9.5%	18.2%
Somewhat	31.6%	28.6%	33.3%
Not at All	47.4%	61.9%	48.5%
Total (n)	19	42	33
Mean	1.74	1.48	1.70
Standard deviation	0.81	0.67	0.77
Physical demands of the job *			
Extensive	0.0%	4.9%	2.6%
Somewhat	21.1%	12.2%	17.9%
Not at All	78.9%	82.9%	79.5%
Total (n)	19	41	39
Mean	1.21	1.22	1.23
Standard deviation	0.42	0.52	0.48



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	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Relationship with supervisor *			
Extensive	5.0%	4.4%	12.2%
Somewhat	25.0%	20.0%	22.0%
Not at All	70.0%	75.6%	65.9%
Total (n)	20	45	41
Mean	1.35	1.29	1.46
Standard deviation	0.59	0.55	0.71
Relationship with co-workers *			
Extensive	0.0%	2.2%	12.5%
Somewhat	42.1%	37.8%	25.0%
Not at All	57.9%	60.0%	62.5%
Total (n)	19	45	40
Mean	1.42	1.42	1.50
Standard deviation	0.51	0.54	0.72
Students *			
Extensive	5.6%	0.0%	0.0%
Somewhat	11.1%	19.0%	28.2%
Not at All	83.3%	81.0%	71.8%
Total (n)	18	42	39
Mean	1.22	1.19	1.28
Standard deviation	0.55	0.40	0.46
Parking *			
Extensive	10.0%	9.1%	10.5%
Somewhat	10.0%	22.7%	13.2%
Not at All	80.0%	68.2%	76.3%
Total (n)	20	44	38
Mean	1.30	1.41	1.34
Standard deviation	0.66	0.66	0.67
Commuting *			
Extensive	0.0%	2.3%	5.1%
Somewhat	16.7%	11.6%	15.4%
Not at All	83.3%	86.0%	79.5%
Total (n)	18	43	39
Mean	1.17	1.16	1.26
Standard deviation	0.38	0.43	0.55
Disconnect between my personal political beliefs and the dominant views on campus *			
Extensive	10.5%	2.4%	0.0%
Somewhat	52.6%	17.1%	17.9%
Not at All	36.8%	80.5%	82.1%
Total (n)	19	41	39
Mean	1.74	1.22	1.18
Standard deviation	0.65	0.47	0.39
Planning for retirement *			
Extensive	5.0%	9.3%	5.1%
Somewhat	45.0%	32.6%	30.8%
Not at All	50.0%	58.1%	64.1%
Total (n)	20	43	39
Mean	1.55	1.51	1.41



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Staff by Political Orientation

Truman State University	Total		
	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Standard deviation	0.60	0.67	0.59
My well-being *			
Extensive	15.8%	18.6%	25.0%
Somewhat	52.6%	34.9%	50.0%
Not at All	31.6%	46.5%	25.0%
Total (n)	19	43	40
Mean	1.84	1.72	2.00
Standard deviation	0.69	0.77	0.72
How frequently does your job/position require you to interact with students?			
Very Often	42.9%	45.7%	47.6%
Often	28.6%	8.7%	19.0%
Sometimes	19.0%	30.4%	16.7%
Seldom	0.0%	13.0%	14.3%
Never	9.5%	2.2%	2.4%
Total (n)	21	46	42
Mean	3.95	3.83	3.95
Standard deviation	1.24	1.22	1.21
How frequently do you voluntarily interact with students?			
Very Often	14.3%	28.3%	38.1%
Often	38.1%	28.3%	33.3%
Sometimes	28.6%	34.8%	23.8%
Seldom	14.3%	6.5%	4.8%
Never	4.8%	2.2%	0.0%
Total (n)	21	46	42
Mean	3.43	3.74	4.05
Standard deviation	1.08	1.02	0.91
Within the next year, how likely are you to leave:			
Your current position			
Very Likely	5.0%	8.7%	21.4%
Likely	15.0%	15.2%	21.4%
Unlikely	50.0%	37.0%	28.6%
Very Unlikely	30.0%	39.1%	28.6%
Total (n)	20	46	42
Mean	1.95	1.93	2.36
Standard deviation	0.83	0.95	1.12
Within the next year, how likely are you to leave:			
This institution			
Very Likely	0.0%	8.7%	19.0%
Likely	20.0%	10.9%	14.3%
Unlikely	40.0%	41.3%	33.3%
Very Unlikely	40.0%	39.1%	33.3%
Total (n)	20	46	42
Mean	1.80	1.89	2.19
Standard deviation	0.77	0.92	1.11
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	0.0%	4.3%	0.0%

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Institutional Profile Report
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Truman State University	Total		
	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Some college	4.8%	15.2%	2.4%
Technical certificate	0.0%	2.2%	0.0%
Associate's degree	14.3%	6.5%	4.8%
Bachelor's (B.A., B.S., etc.)	52.4%	28.3%	38.1%
Master's (M.A., M.S., M.F.A., M.B.A.)	23.8%	30.4%	45.2%
J.D.	4.8%	0.0%	2.4%
M.D., D.D.S., D.V.M., etc. (Medical)	0.0%	0.0%	0.0%
Ph.D.	0.0%	8.7%	2.4%
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	4.3%	4.8%
Total (n)	21	46	42
With which language do you feel most comfortable?			
English	95.2%	100.0%	97.6%
Other language	0.0%	0.0%	0.0%
Equally comfortable with English and other language	4.8%	0.0%	2.4%
Total (n)	21	46	42
Race/Ethnicity (mark all that apply; may add to more than 100%)			
Native American/Alaska Native	14.3%	0.0%	2.4%
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	0.0%	0.0%	4.8%
Filipina/o/x	0.0%	0.0%	0.0%
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.0%	2.4%
South Asian (e.g. Indian, Pakistani, Nepalese, Sri Lankan)	0.0%	0.0%	2.4%
Other Asian	0.0%	0.0%	0.0%
African American/Black	0.0%	2.2%	4.8%
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	4.8%	2.2%	2.4%
Puerto Rican	0.0%	0.0%	0.0%
Central American	0.0%	0.0%	0.0%
South American	0.0%	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	66.7%	66.7%	81.0%
Other White	28.6%	28.9%	11.9%
Other	0.0%	2.2%	0.0%
Total (n)	21	45	42
Composite race variable (adds to 100%)			
Native American/Alaska Native	4.8%	0.0%	0.0%
Asian	0.0%	0.0%	2.4%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%
Black/African American	0.0%	2.2%	4.8%
Latina/o/e/x	4.8%	0.0%	0.0%
White	81.0%	91.3%	85.7%
Other	0.0%	2.2%	0.0%
Multiracial	9.5%	2.2%	7.1%
Unknown	0.0%	2.2%	0.0%

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Institutional Profile Report
Staff by Political Orientation**

Truman State University	Total		
	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Total (n)	21	46	42
Do you have any of the following?			
Attention-deficit/hyperactivity disorder (ADHD)	4.8%	4.4%	23.8%
Chronic illness (e.g., cancer, diabetes, autoimmune disorders)	14.3%	22.2%	19.0%
Autism spectrum disorder	0.0%	0.0%	0.0%
Learning disability (e.g., dyslexia)	0.0%	2.2%	0.0%
Physical or sensory disability (e.g., speech, sight, mobility, hearing)	15.0%	9.3%	9.8%
Psychological disorder (e.g., depression, anxiety, PTSD)	19.0%	26.7%	52.4%
Other	5.9%	21.6%	7.3%
Total (n)	17	37	41
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	25.0%	60.9%	40.7%
Yes	75.0%	39.1%	59.3%
Total (n)	8	23	27
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	87.5%	72.7%	71.4%
Yes	12.5%	27.3%	28.6%
Total (n)	8	22	28
How would you characterize your political views?			
Far right	4.8%	0.0%	0.0%
Conservative	95.2%	0.0%	0.0%
Middle-of-the-road	0.0%	100.0%	0.0%
Liberal	0.0%	0.0%	81.0%
Far Left	0.0%	0.0%	19.0%
Total (n)	21	46	42
Which of the following most accurately describes you?			
U.S. Citizen	100.0%	100.0%	97.6%
Permanent legal resident (Green Card)	0.0%	0.0%	0.0%
In U.S. on visa or work authorization	0.0%	0.0%	2.4%
None of the above	0.0%	0.0%	0.0%
Total (n)	21	46	42
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.	100.0%	100.0%	97.3%
5 or younger	0.0%	0.0%	0.0%
6 to 12	0.0%	0.0%	0.0%
13 to 18	0.0%	0.0%	0.0%
19 to 25	0.0%	0.0%	2.7%
26 or older	0.0%	0.0%	0.0%
Total (n)	18	41	37
Current religious preference:			
Agnostic	0.0%	8.7%	19.5%
Atheist	0.0%	2.2%	14.6%
Baptist	31.6%	17.4%	0.0%



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Staff by Political Orientation

Truman State University	Total		
	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Buddhist	0.0%	0.0%	0.0%
Church of Christ	0.0%	8.7%	0.0%
Eastern Orthodox	0.0%	0.0%	0.0%
Episcopalian	0.0%	2.2%	4.9%
Hindu	0.0%	0.0%	4.9%
Jewish	0.0%	0.0%	2.4%
Lutheran	0.0%	2.2%	0.0%
Methodist	10.5%	6.5%	7.3%
Muslim	0.0%	0.0%	0.0%
Presbyterian	0.0%	2.2%	0.0%
Quaker	0.0%	0.0%	0.0%
Roman Catholic	10.5%	21.7%	2.4%
Seventh-day Adventist	0.0%	0.0%	0.0%
The Church of Jesus Christ of Latter-day Saints	5.3%	0.0%	0.0%
United Church of Christ/Congregational	0.0%	0.0%	0.0%
Other Christian	36.8%	17.4%	17.1%
Other Religion(s)/Belief(s) (please specify)	5.3%	6.5%	2.4%
None	0.0%	4.3%	24.4%
Total (n)	19	46	41
Military status:			
None	90.5%	95.7%	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	9.5%	4.3%	0.0%
Total (n)	21	46	41
How many dependents do you have under 18 years old?			
0	57.9%	74.3%	77.1%
1	10.5%	17.1%	5.7%
2	26.3%	8.6%	17.1%
3	5.3%	0.0%	0.0%
4+	0.0%	0.0%	0.0%
Total (n)	19	35	35
How many dependents do you have who are 18-26 years old?			
0	73.3%	70.6%	85.7%
1	20.0%	20.6%	8.6%
2	6.7%	8.8%	5.7%
3	0.0%	0.0%	0.0%
4+	0.0%	0.0%	0.0%
Total (n)	15	34	35
How many dependents do you have who are 27 years old or older?			
0	85.7%	73.5%	88.2%
1	7.1%	17.6%	8.8%
2	0.0%	5.9%	0.0%
3	0.0%	2.9%	2.9%
4+	7.1%	0.0%	0.0%
Total (n)	14	34	34
Are you serving as a caregiver for another adult who is not a dependent (e.g., parent, other relative)?			
No	90.5%	78.3%	92.9%



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Staff by Political Orientation

Truman State University	Total		
	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Yes	9.5%	21.7%	7.1%
Total (n)	21	46	42
Age as of December 31, 2023			
Under 30 years old	15.8%	15.2%	40.0%
30 to 34 years old	10.5%	2.2%	10.0%
35 to 39 years old	5.3%	2.2%	5.0%
40 to 44 years old	10.5%	2.2%	10.0%
45 to 49 years old	5.3%	15.2%	5.0%
50 to 54 years old	21.1%	23.9%	10.0%
55 to 59 years old	10.5%	19.6%	10.0%
60 to 64 years old	15.8%	13.0%	7.5%
65 to 69 years old	5.3%	4.3%	2.5%
70 years old and above	0.0%	2.2%	0.0%
Total(n)	19	46	40
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			
Total (n)			
Optional Question 5			
A			
B			
C			
D			
E			
Total (n)			



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		Total		
Truman State University		Conservative / Far right	Middle-of-the- Road	Liberal / Far left
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				
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)				



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		Total		
Truman State University		Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Optional Question 13				
A				
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				
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)				



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Staff by Political Orientation

Truman State University	Total		
	Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Optional Question 20			
A			
B			
C			
D			
E			
Total (n)			
Optional Question 21			
A			
B			
C			
D			
E			
Total (n)			
Optional Question 22			
A			
B			
C			
D			
E			
Total (n)			
Optional Question 23			
A			
B			
C			
D			
E			
Total (n)			
Optional Question 24			
A			
B			
C			
D			
E			
Total (n)			
Optional Question 25			
A			
B			
C			
D			
E			
Total (n)			
Optional Question 26			
A			
B			
C			
D			
E			
Total (n)			

2024 HERI Staff Climate Survey
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Staff by Political Orientation

		Total		
Truman State University		Conservative / Far right	Middle-of-the- Road	Liberal / Far left
Optional Question 27				
A				
B				
C				
D				
E				
Total (n)				
Optional Question 28				
A				
B				
C				
D				
E				
Total (n)				
Optional Question 29				
A				
B				
C				
D				
E				
Total (n)				
Optional Question 30				
A				
B				
C				
D				
E				
Total (n)				

* This variable is recoded (values recoded as 1-5) to exclude either "Can't Rate/Don't Know," "Decline to State," "Not Applicable," "Not Eligible," or "Not Applicable/No Experience" to calculate the mean.

2024 HERI Staff Climate Survey
Institutional Profile Report
Staff by Position and Employment Status

Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Staff by Position and Employment Status	7	35	70		5	5	113
Are you a:							
Part-time, temporary/contract employee	0.0%	0.0%	4.3%		0.0%	60.0%	0.0%
Part-time, permanent employee	0.0%	0.0%	2.9%		0.0%	40.0%	0.0%
Full-time, temporary/contract employee	0.0%	2.9%	4.3%		40.0%	0.0%	5.3%
Full-time, permanent employee	100.0%	97.1%	88.6%		60.0%	0.0%	94.7%
Total (n)	7	35	70		5	5	113
How are you compensated for your work?							
Salaried (exempt)	100.0%	100.0%	58.0%		80.0%	20.0%	76.8%
Hourly (non-exempt), eligible for overtime pay	0.0%	0.0%	42.0%		20.0%	80.0%	23.2%
Total (n)	7	35	69		5	5	112
What is your current gender identity?							
Man	71.4%	42.9%	22.1%		0.0%	0.0%	31.8%
Woman	28.6%	57.1%	72.1%		100.0%	100.0%	64.5%
Non-binary	0.0%	0.0%	2.9%		0.0%	0.0%	1.8%
Genderqueer/Gender non-conforming	0.0%	0.0%	1.5%		0.0%	0.0%	0.9%
Identity not listed above	0.0%	0.0%	1.5%		0.0%	0.0%	0.9%
Total (n)	7	35	68		5	5	110
What is your sexual orientation?							
Heterosexual/Straight	85.7%	88.6%	82.1%		100.0%	80.0%	85.2%
Asexual	0.0%	0.0%	3.0%		0.0%	20.0%	0.9%
Bisexual	0.0%	0.0%	4.5%		0.0%	0.0%	2.8%
Gay	14.3%	8.6%	1.5%		0.0%	0.0%	4.6%
Lesbian	0.0%	0.0%	3.0%		0.0%	0.0%	1.9%
Pansexual	0.0%	2.9%	0.0%		0.0%	0.0%	0.9%
Queer	0.0%	0.0%	4.5%		0.0%	0.0%	2.8%
Not listed above	0.0%	0.0%	1.5%		0.0%	0.0%	0.9%
Total (n)	7	35	67		4	5	108
Do you identify as transgender?							
No	100.0%	100.0%	98.5%		100.0%	100.0%	99.1%
Yes	0.0%	0.0%	1.5%		0.0%	0.0%	0.9%
Total (n)	7	35	68		5	5	110
What best describes your role:							
Senior administrator (e.g., President, Chancellor, Vice-President, Dean)	100.0%	0.0%	0.0%		0.0%	0.0%	6.3%
Mid-level administrator/manager (e.g., Associate Dean, Assistant Dean, Asst./Assoc. Director, Director)	0.0%	100.0%	0.0%		0.0%	0.0%	31.3%
Staff (e.g., Administrative Assistant, Analyst, Skilled Craft Worker)	0.0%	0.0%	100.0%		0.0%	100.0%	58.0%
Graduate Student Employee	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%

2024 HERI Staff Climate Survey
Institutional Profile Report
Staff by Position and Employment Status

Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Other (e.g., Postdoctoral Researcher, Affiliate, Courtesy Staff)	0.0%	0.0%	0.0%		100.0%	0.0%	4.5%
Total (n)	7	35	70		5	5	112
Which of the following best describes YOUR UNIT on campus?							
Academic Affairs							
Academic Advising	0.0%	5.7%	8.6%		0.0%	0.0%	7.1%
Academic Department/School	28.6%	5.7%	15.7%		20.0%	60.0%	11.5%
Library Services	0.0%	2.9%	8.6%		0.0%	20.0%	5.3%
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	0.0%	20.0%	8.6%		0.0%	0.0%	11.5%
Business/Administrative Services							
Campus Safety/Police/Emergency Management	0.0%	0.0%	1.4%		0.0%	0.0%	0.9%
Capital Planning	0.0%	0.0%	1.4%		0.0%	0.0%	0.9%
Dining Services	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Facilities - Custodial Services	0.0%	0.0%	0.0%		20.0%	0.0%	0.9%
Facilities - Maintenance	0.0%	2.9%	1.4%		0.0%	0.0%	1.8%
Finance and Treasury	0.0%	2.9%	5.7%		0.0%	0.0%	4.4%
Human Resources (including academic personnel)	0.0%	2.9%	2.9%		0.0%	0.0%	2.7%
Information Technology Services	0.0%	14.3%	7.1%		0.0%	0.0%	9.7%
Institutional Research/Assessment/Planning	0.0%	0.0%	1.4%		0.0%	0.0%	0.9%
Legal Affairs	14.3%	0.0%	0.0%		0.0%	0.0%	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	0.0%	0.0%	2.9%		0.0%	0.0%	1.8%
External Affairs							
Alumni Affairs	0.0%	2.9%	0.0%		0.0%	0.0%	0.9%
Communications	0.0%	2.9%	1.4%		0.0%	0.0%	1.8%
Community Engagement/Partnerships	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Public Relations	0.0%	2.9%	0.0%		0.0%	0.0%	0.9%
University Advancement/Development/Planned Giving	14.3%	2.9%	0.0%		0.0%	0.0%	1.8%
Other External Affairs	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Student Life/Services/Student Affairs							
Admissions/Enrollment Management/Registrar	0.0%	14.3%	8.6%		0.0%	0.0%	9.7%
Athletics (Varsity/Club)	0.0%	2.9%	2.9%		0.0%	0.0%	2.7%
Financial Aid	0.0%	2.9%	1.4%		0.0%	0.0%	1.8%
Housing/Residential Life	0.0%	5.7%	5.7%		0.0%	0.0%	5.3%
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)	0.0%	2.9%	0.0%		0.0%	0.0%	0.9%

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Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
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)	0.0%	0.0%	1.4%		0.0%	0.0%	0.9%
Leadership and Diversity							
Diversity, Equity, and Inclusion	0.0%	0.0%	4.3%		0.0%	0.0%	2.7%
Office of the Chancellor/President	0.0%	0.0%	2.9%		0.0%	0.0%	1.8%
Office of the Provost/Vice President	28.6%	0.0%	0.0%		0.0%	0.0%	1.8%
Other Leadership and Diversity	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Other	14.3%	2.9%	5.7%		60.0%	20.0%	7.1%
Total (n)	7	35	70		5	5	113
How many direct reports do you have (excluding student employees)?							
I do not directly supervise employees	14.3%	17.1%	80.0%		60.0%	40.0%	57.1%
1 to 2	0.0%	25.7%	10.0%		20.0%	0.0%	15.2%
3 to 5	0.0%	28.6%	7.1%		0.0%	40.0%	11.6%
6 to 10	14.3%	17.1%	0.0%		20.0%	0.0%	7.1%
11 or more	71.4%	11.4%	2.9%		0.0%	20.0%	8.9%
Total (n)	7	35	70		5	5	112
How many years have you been employed at this institution?							
Less than one year	14.3%	5.7%	14.3%		20.0%	40.0%	10.4%
1-4 years	14.3%	17.1%	30.2%		20.0%	40.0%	23.6%
5-10 years	28.6%	22.9%	19.0%		20.0%	20.0%	20.8%
11-15 years	0.0%	8.6%	7.9%		20.0%	0.0%	8.5%
16-20 years	14.3%	14.3%	3.2%		20.0%	0.0%	9.4%
More than 20 years	28.6%	31.4%	25.4%		0.0%	0.0%	27.4%
Total (n)	7	35	63		5	5	106
How many years have you been employed in your current position?							
Less than one year	14.3%	8.8%	23.5%		20.0%	50.0%	17.3%
1-4 years	14.3%	38.2%	33.8%		40.0%	50.0%	33.6%
5-10 years	28.6%	17.6%	14.7%		20.0%	0.0%	17.3%
11-15 years	42.9%	11.8%	10.3%		20.0%	0.0%	13.6%
16-20 years	0.0%	2.9%	7.4%		0.0%	0.0%	5.5%
More than 20 years	0.0%	20.6%	10.3%		0.0%	0.0%	12.7%
Total (n)	7	34	68		5	4	110
Including your current position, how many years of full-time work experience do you have?							
Less than one year	0.0%	0.0%	7.1%		0.0%	0.0%	4.4%
1-2 years	0.0%	2.9%	2.9%		0.0%	0.0%	2.7%
3-5 years	0.0%	5.7%	14.3%		0.0%	40.0%	8.8%



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6-10 years	14.3%	5.7%	15.7%		20.0%	20.0%	12.4%
11-15 years	0.0%	8.6%	4.3%		20.0%	20.0%	5.3%
16-20 years	14.3%	11.4%	1.4%		0.0%	0.0%	5.3%
21-25 years	0.0%	11.4%	8.6%		0.0%	0.0%	8.8%
26 years or more	71.4%	54.3%	45.7%		60.0%	20.0%	52.2%
Total (n)	7	35	70		5	5	113
Please rate your satisfaction with your institution in each area:							
Racial and ethnic diversity of the <i>faculty</i> *							
Very Satisfied	14.3%	6.9%	11.7%		0.0%	0.0%	10.6%
Satisfied	42.9%	27.6%	31.7%		100.0%	0.0%	33.0%
Neutral	0.0%	44.8%	38.3%		0.0%	75.0%	36.2%
Dissatisfied	42.9%	17.2%	13.3%		0.0%	25.0%	16.0%
Very Dissatisfied	0.0%	3.4%	5.0%		0.0%	0.0%	4.3%
Total (n)	7	29	60		1	4	94
Mean	3.29	3.17	3.32		4.00	2.75	3.30
Standard deviation	1.25	0.93	1.02		.	0.50	1.00
Racial and ethnic diversity of the <i>staff</i> *							
Very Satisfied	14.3%	3.2%	10.8%		0.0%	0.0%	8.9%
Satisfied	28.6%	32.3%	33.8%		100.0%	0.0%	34.7%
Neutral	14.3%	38.7%	29.2%		0.0%	75.0%	29.7%
Dissatisfied	42.9%	22.6%	20.0%		0.0%	0.0%	22.8%
Very Dissatisfied	0.0%	3.2%	6.2%		0.0%	25.0%	4.0%
Total (n)	7	31	65		1	4	101
Mean	3.14	3.10	3.23		4.00	2.50	3.22
Standard deviation	1.21	0.91	1.09		.	1.00	1.03
Racial and ethnic diversity of the <i>student body</i> *							
Very Satisfied	14.3%	3.1%	15.6%		0.0%	0.0%	12.0%
Satisfied	42.9%	28.1%	34.4%		0.0%	0.0%	34.0%
Neutral	0.0%	40.6%	34.4%		0.0%	75.0%	33.0%
Dissatisfied	28.6%	25.0%	12.5%		0.0%	25.0%	17.0%
Very Dissatisfied	14.3%	3.1%	3.1%		0.0%	0.0%	4.0%
Total (n)	7	32	64		0	4	100
Mean	3.14	3.03	3.47		.	2.75	3.33
Standard deviation	1.46	0.90	1.01		.	0.50	1.03
Gender diversity of <i>staff</i> *							
Very Satisfied	42.9%	12.5%	12.1%		0.0%	0.0%	14.7%
Satisfied	42.9%	46.9%	39.4%		100.0%	20.0%	43.1%



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Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Neutral	0.0%	40.6%	39.4%		0.0%	80.0%	35.3%
Dissatisfied	14.3%	0.0%	6.1%		0.0%	0.0%	4.9%
Very Dissatisfied	0.0%	0.0%	3.0%		0.0%	0.0%	2.0%
Total (n)	7	32	66		1	5	102
Mean	4.14	3.72	3.52		4.00	3.20	3.64
Standard deviation	1.07	0.68	0.90		.	0.45	0.87
Commitment to hiring women *							
Very Satisfied	57.1%	13.3%	18.2%		50.0%	0.0%	20.8%
Satisfied	28.6%	53.3%	48.5%		50.0%	60.0%	48.5%
Neutral	14.3%	20.0%	28.8%		0.0%	40.0%	23.8%
Dissatisfied	0.0%	13.3%	1.5%		0.0%	0.0%	5.0%
Very Dissatisfied	0.0%	0.0%	3.0%		0.0%	0.0%	2.0%
Total (n)	7	30	66		2	5	101
Mean	4.43	3.67	3.77		4.50	3.60	3.81
Standard deviation	0.79	0.88	0.87		0.71	0.55	0.89
Commitment to hiring underrepresented racial/ethnic minorities *							
Very Satisfied	42.9%	3.3%	12.7%		100.0%	0.0%	13.3%
Satisfied	28.6%	36.7%	30.2%		0.0%	0.0%	32.7%
Neutral	14.3%	46.7%	39.7%		0.0%	75.0%	38.8%
Dissatisfied	14.3%	13.3%	14.3%		0.0%	25.0%	13.3%
Very Dissatisfied	0.0%	0.0%	3.2%		0.0%	0.0%	2.0%
Total (n)	7	30	63		1	4	98
Mean	4.00	3.30	3.35		5.00	2.75	3.42
Standard deviation	1.15	0.75	0.99		.	0.50	0.95
Atmosphere for sexual orientation differences *							
Very Satisfied	42.9%	6.7%	10.9%		50.0%	0.0%	13.0%
Satisfied	57.1%	56.7%	53.1%		50.0%	50.0%	55.0%
Neutral	0.0%	26.7%	26.6%		0.0%	50.0%	23.0%
Dissatisfied	0.0%	10.0%	7.8%		0.0%	0.0%	8.0%
Very Dissatisfied	0.0%	0.0%	1.6%		0.0%	0.0%	1.0%
Total (n)	7	30	64		2	4	100
Mean	4.43	3.60	3.64		4.50	3.50	3.71
Standard deviation	0.53	0.77	0.84		0.71	0.58	0.83
Atmosphere for political differences *							
Very Satisfied	42.9%	6.3%	9.5%		0.0%	0.0%	10.9%
Satisfied	28.6%	53.1%	46.0%		0.0%	50.0%	46.5%
Neutral	28.6%	21.9%	28.6%		100.0%	50.0%	26.7%

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Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Dissatisfied	0.0%	6.3%	11.1%		0.0%	0.0%	8.9%
Very Dissatisfied	0.0%	12.5%	4.8%		0.0%	0.0%	6.9%
Total (n)	7	32	63		2	4	101
Mean	4.14	3.34	3.44		3.00	3.50	3.46
Standard deviation	0.90	1.12	0.98		0.00	0.58	1.03
Atmosphere for religious differences *							
Very Satisfied	57.1%	12.5%	10.8%		50.0%	0.0%	15.5%
Satisfied	28.6%	50.0%	46.2%		0.0%	25.0%	46.6%
Neutral	14.3%	18.8%	29.2%		50.0%	50.0%	24.3%
Dissatisfied	0.0%	12.5%	9.2%		0.0%	0.0%	9.7%
Very Dissatisfied	0.0%	6.3%	4.6%		0.0%	25.0%	3.9%
Total (n)	7	32	65		2	4	103
Mean	4.43	3.50	3.49		4.00	2.75	3.60
Standard deviation	0.79	1.08	0.97		1.41	1.26	0.99
Atmosphere for gender differences *							
Very Satisfied	57.1%	6.3%	10.9%		50.0%	0.0%	13.7%
Satisfied	42.9%	56.3%	50.0%		50.0%	75.0%	51.0%
Neutral	0.0%	31.3%	29.7%		0.0%	0.0%	28.4%
Dissatisfied	0.0%	6.3%	7.8%		0.0%	25.0%	5.9%
Very Dissatisfied	0.0%	0.0%	1.6%		0.0%	0.0%	1.0%
Total (n)	7	32	64		2	4	102
Mean	4.57	3.63	3.61		4.50	3.50	3.71
Standard deviation	0.53	0.71	0.85		0.71	1.00	0.82
Atmosphere for individuals with disabilities *							
Very Satisfied	33.3%	3.1%	13.6%		33.3%	0.0%	12.4%
Satisfied	33.3%	43.8%	42.4%		66.7%	0.0%	45.4%
Neutral	0.0%	37.5%	27.1%		0.0%	75.0%	25.8%
Dissatisfied	16.7%	15.6%	10.2%		0.0%	25.0%	11.3%
Very Dissatisfied	16.7%	0.0%	6.8%		0.0%	0.0%	5.2%
Total (n)	6	32	59		3	4	97
Mean	3.50	3.34	3.46		4.33	2.75	3.48
Standard deviation	1.64	0.79	1.07		0.58	0.50	1.02
Timeliness of administrative responses to campus emergencies *							
Very Satisfied	71.4%	9.4%	20.0%		100.0%	0.0%	21.1%
Satisfied	0.0%	50.0%	49.1%		0.0%	0.0%	46.3%
Neutral	14.3%	28.1%	12.7%		0.0%	0.0%	17.9%
Dissatisfied	14.3%	12.5%	10.9%		0.0%	100.0%	10.5%



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Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Very Dissatisfied	0.0%	0.0%	7.3%		0.0%	0.0%	4.2%
Total (n)	7	32	55		1	1	95
Mean	4.29	3.56	3.64		5.00	2.00	3.69
Standard deviation	1.25	0.84	1.14		.	.	1.05
Timeliness of administrative responses to sexual assault *							
Very Satisfied	71.4%	10.0%	16.7%		0.0%	0.0%	20.3%
Satisfied	14.3%	50.0%	33.3%		0.0%	0.0%	37.5%
Neutral	0.0%	40.0%	27.8%		0.0%	0.0%	28.1%
Dissatisfied	14.3%	0.0%	11.1%		0.0%	0.0%	7.8%
Very Dissatisfied	0.0%	0.0%	11.1%		0.0%	0.0%	6.3%
Total (n)	7	20	36		0	0	64
Mean	4.43	3.70	3.33		.	.	3.58
Standard deviation	1.13	0.66	1.22		.	.	1.10
Timeliness of administrative responses to discrimination/bias *							
Very Satisfied	42.9%	8.7%	13.2%		100.0%	0.0%	15.7%
Satisfied	42.9%	30.4%	34.2%		0.0%	0.0%	34.3%
Neutral	0.0%	52.2%	13.2%		0.0%	0.0%	24.3%
Dissatisfied	14.3%	8.7%	26.3%		0.0%	0.0%	18.6%
Very Dissatisfied	0.0%	0.0%	13.2%		0.0%	0.0%	7.1%
Total (n)	7	23	38		1	0	70
Mean	4.14	3.39	3.08		5.00	.	3.33
Standard deviation	1.07	0.78	1.30		.	.	1.16
Outcome of administrative responses to campus emergencies *							
Very Satisfied	71.4%	10.3%	21.1%		0.0%	0.0%	22.0%
Satisfied	0.0%	44.8%	43.9%		0.0%	0.0%	42.9%
Neutral	14.3%	37.9%	15.8%		0.0%	0.0%	23.1%
Dissatisfied	14.3%	6.9%	10.5%		0.0%	33.3%	8.8%
Very Dissatisfied	0.0%	0.0%	8.8%		0.0%	66.7%	3.3%
Total (n)	7	29	57		0	3	91
Mean	4.29	3.59	3.58		.	1.33	3.71
Standard deviation	1.25	0.78	1.19		.	0.58	1.01
Outcome of administrative responses to sexual assault *							
Very Satisfied	57.1%	5.6%	22.2%		0.0%	0.0%	21.3%
Satisfied	28.6%	50.0%	30.6%		0.0%	0.0%	37.7%
Neutral	0.0%	33.3%	27.8%		0.0%	0.0%	26.2%
Dissatisfied	14.3%	11.1%	8.3%		0.0%	100.0%	8.2%
Very Dissatisfied	0.0%	0.0%	11.1%		0.0%	0.0%	6.6%

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Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Total (n)	7	18	36		0	1	61
Mean	4.29	3.50	3.44		.	2.00	3.59
Standard deviation	1.11	0.79	1.25		.	.	1.12
Outcome of administrative responses to discrimination/bias *							
Very Satisfied	57.1%	4.8%	21.4%		100.0%	0.0%	21.1%
Satisfied	28.6%	42.9%	23.8%		0.0%	0.0%	31.0%
Neutral	0.0%	38.1%	23.8%		0.0%	0.0%	25.4%
Dissatisfied	14.3%	14.3%	16.7%		0.0%	100.0%	14.1%
Very Dissatisfied	0.0%	0.0%	14.3%		0.0%	0.0%	8.5%
Total (n)	7	21	42		1	1	71
Mean	4.29	3.38	3.21		5.00	2.00	3.42
Standard deviation	1.11	0.80	1.35		.	.	1.21
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	42.9%	0.0%	10.0%		0.0%	0.0%	9.3%
Agree	28.6%	41.4%	41.7%		33.3%	0.0%	42.3%
Disagree	28.6%	37.9%	20.0%		66.7%	33.3%	26.8%
Strongly Disagree	0.0%	20.7%	28.3%		0.0%	66.7%	21.6%
Total (n)	7	29	60		3	3	97
Mean	3.14	2.21	2.33		2.33	1.33	2.39
Standard deviation	0.90	0.77	1.00		0.58	0.58	0.93
I feel respected by faculty *							
Strongly Agree	14.3%	5.7%	10.4%		25.0%	25.0%	9.1%
Agree	57.1%	60.0%	62.7%		50.0%	50.0%	61.8%
Disagree	14.3%	25.7%	20.9%		0.0%	25.0%	20.9%
Strongly Disagree	14.3%	8.6%	6.0%		25.0%	0.0%	8.2%
Total (n)	7	35	67		4	4	110
Mean	2.71	2.63	2.78		2.75	3.00	2.72
Standard deviation	0.95	0.73	0.71		1.26	0.82	0.74
I feel respected by other staff members *							
Strongly Agree	42.9%	14.7%	32.8%		20.0%	50.0%	26.4%
Agree	57.1%	73.5%	56.7%		60.0%	25.0%	63.6%
Disagree	0.0%	11.8%	9.0%		20.0%	25.0%	9.1%
Strongly Disagree	0.0%	0.0%	1.5%		0.0%	0.0%	0.9%
Total (n)	7	34	67		5	4	110
Mean	3.43	3.03	3.21		3.00	3.25	3.15



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Standard deviation	0.53	0.52	0.66		0.71	0.96	0.61
I feel respected by <i>senior administrators</i> *							
Strongly Agree	71.4%	14.3%	21.7%		0.0%	33.3%	21.2%
Agree	28.6%	48.6%	43.3%		75.0%	0.0%	47.1%
Disagree	0.0%	22.9%	18.3%		25.0%	33.3%	18.3%
Strongly Disagree	0.0%	14.3%	16.7%		0.0%	33.3%	13.5%
Total (n)	7	35	60		4	3	104
Mean	3.71	2.63	2.70		2.75	2.33	2.76
Standard deviation	0.49	0.91	1.00		0.50	1.53	0.94
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	28.6%	6.3%	10.8%		0.0%	0.0%	10.5%
Agree	57.1%	53.1%	52.3%		66.7%	33.3%	54.3%
Disagree	14.3%	25.0%	23.1%		33.3%	66.7%	21.9%
Strongly Disagree	0.0%	15.6%	13.8%		0.0%	0.0%	13.3%
Total (n)	7	32	65		3	3	105
Mean	3.14	2.50	2.60		2.67	2.33	2.62
Standard deviation	0.69	0.84	0.86		0.58	0.58	0.85
Encourages students to have a public voice and share their ideas openly *							
Strongly Agree	57.1%	11.8%	23.4%		0.0%	0.0%	21.7%
Agree	42.9%	82.4%	71.9%		66.7%	100.0%	72.6%
Disagree	0.0%	5.9%	1.6%		33.3%	0.0%	3.8%
Strongly Disagree	0.0%	0.0%	3.1%		0.0%	0.0%	1.9%
Total (n)	7	34	64		3	3	106
Mean	3.57	3.06	3.16		2.67	3.00	3.14
Standard deviation	0.53	0.42	0.60		0.58	0.00	0.56
Has campus administrators who regularly speak about the value of diversity *							
Strongly Agree	42.9%	13.3%	19.3%		0.0%	0.0%	19.6%
Agree	42.9%	80.0%	61.4%		0.0%	66.7%	66.3%
Disagree	0.0%	6.7%	17.5%		0.0%	33.3%	12.0%
Strongly Disagree	14.3%	0.0%	1.8%		0.0%	0.0%	2.2%
Total (n)	7	30	57		0	3	92
Mean	3.14	3.07	2.98		.	2.67	3.03
Standard deviation	1.07	0.45	0.67		.	0.58	0.64
Promotes the appreciation of cultural differences *							
Strongly Agree	28.6%	15.2%	18.8%		50.0%	0.0%	19.4%



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Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Agree	57.1%	78.8%	67.2%		50.0%	50.0%	70.9%
Disagree	14.3%	3.0%	12.5%		0.0%	50.0%	7.8%
Strongly Disagree	0.0%	3.0%	1.6%		0.0%	0.0%	1.9%
Total (n)	7	33	64		2	4	103
Mean	3.14	3.06	3.03		3.50	2.50	3.08
Standard deviation	0.69	0.56	0.62		0.71	0.58	0.59
Provides the campus community with opportunities to share feelings * about issues of concern							
Strongly Agree	50.0%	5.9%	13.8%		0.0%	0.0%	13.3%
Agree	50.0%	61.8%	55.2%		100.0%	33.3%	59.2%
Disagree	0.0%	20.6%	20.7%		0.0%	33.3%	18.4%
Strongly Disagree	0.0%	11.8%	10.3%		0.0%	33.3%	9.2%
Total (n)	6	34	58		2	3	98
Mean	3.50	2.62	2.72		3.00	2.00	2.77
Standard deviation	0.55	0.78	0.83		0.00	1.00	0.80
Rewards staff for their participation in diversity efforts *							
Strongly Agree	14.3%	3.8%	11.6%		0.0%	0.0%	9.5%
Agree	57.1%	34.6%	23.3%		100.0%	0.0%	32.4%
Disagree	28.6%	50.0%	48.8%		0.0%	100.0%	44.6%
Strongly Disagree	0.0%	11.5%	16.3%		0.0%	0.0%	13.5%
Total (n)	7	26	43		1	3	74
Mean	2.86	2.31	2.30		3.00	2.00	2.38
Standard deviation	0.69	0.74	0.89		.	0.00	0.84
Has effective practices and policies that increase staff diversity *							
Strongly Agree	14.3%	4.2%	14.6%		0.0%	0.0%	11.0%
Agree	57.1%	33.3%	46.3%		100.0%	0.0%	43.8%
Disagree	14.3%	45.8%	26.8%		0.0%	0.0%	31.5%
Strongly Disagree	14.3%	16.7%	12.2%		0.0%	0.0%	13.7%
Total (n)	7	24	41		1	0	73
Mean	2.71	2.25	2.63		3.00	.	2.52
Standard deviation	0.95	0.79	0.89		.	.	0.87
Has a lot of racial tension *							
Strongly Agree	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Agree	14.3%	3.3%	7.7%		0.0%	0.0%	6.7%
Disagree	42.9%	60.0%	51.9%		50.0%	100.0%	52.8%
Strongly Disagree	42.9%	36.7%	40.4%		50.0%	0.0%	40.4%
Total (n)	7	30	52		2	3	89



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Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Mean	1.71	1.67	1.67		1.50	2.00	1.66
Standard deviation	0.76	0.55	0.62		0.71	0.00	0.60
Effectively communicates information about employee compensation and benefits *							
Strongly Agree	28.6%	8.8%	21.9%		0.0%	0.0%	17.9%
Agree	71.4%	64.7%	54.7%		66.7%	33.3%	60.4%
Disagree	0.0%	17.6%	15.6%		33.3%	66.7%	14.2%
Strongly Disagree	0.0%	8.8%	7.8%		0.0%	0.0%	7.5%
Total (n)	7	34	64		3	3	106
Mean	3.29	2.74	2.91		2.67	2.33	2.89
Standard deviation	0.49	0.75	0.83		0.58	0.58	0.78
Please indicate the extent to which you agree or disagree with the following statements.							
I feel unsafe on this campus							
Strongly Agree							
	0.0%	2.9%	4.4%		0.0%	0.0%	3.7%
Agree	0.0%	0.0%	2.9%		0.0%	0.0%	1.8%
Disagree	42.9%	47.1%	48.5%		75.0%	60.0%	48.6%
Strongly Disagree	57.1%	50.0%	44.1%		25.0%	40.0%	45.9%
Total (n)	7	34	68		4	5	109
Mean	1.43	1.56	1.68		1.75	1.60	1.63
Standard deviation	0.53	0.66	0.74		0.50	0.55	0.70
I feel my contributions are valued by my department							
Strongly Agree	66.7%	20.6%	29.4%		50.0%	20.0%	29.6%
Agree	33.3%	70.6%	50.0%		25.0%	40.0%	55.6%
Disagree	0.0%	5.9%	16.2%		0.0%	20.0%	11.1%
Strongly Disagree	0.0%	2.9%	4.4%		25.0%	20.0%	3.7%
Total (n)	6	34	68		4	5	108
Mean	3.67	3.09	3.04		3.00	2.60	3.11
Standard deviation	0.52	0.62	0.80		1.41	1.14	0.74
I feel my contributions are valued by my direct supervisor							
Strongly Agree	71.4%	32.4%	33.8%		75.0%	20.0%	37.6%
Agree	28.6%	58.8%	52.9%		0.0%	60.0%	51.4%
Disagree	0.0%	5.9%	10.3%		0.0%	20.0%	7.3%
Strongly Disagree	0.0%	2.9%	2.9%		25.0%	0.0%	3.7%
Total (n)	7	34	68		4	5	109
Mean	3.71	3.21	3.18		3.25	3.00	3.23
Standard deviation	0.49	0.69	0.73		1.50	0.71	0.74

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Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
I feel my contributions are valued by senior administrators							
Strongly Agree	71.4%	14.7%	16.2%		0.0%	20.0%	18.3%
Agree	14.3%	44.1%	44.1%		75.0%	20.0%	45.0%
Disagree	14.3%	26.5%	30.9%		25.0%	20.0%	28.4%
Strongly Disagree	0.0%	14.7%	8.8%		0.0%	40.0%	8.3%
Total (n)	7	34	68		4	5	109
Mean	3.57	2.59	2.68		2.75	2.20	2.73
Standard deviation	0.79	0.92	0.85		0.50	1.30	0.86
I feel my contributions are valued by students							
Strongly Agree	57.1%	14.7%	22.7%		0.0%	0.0%	22.4%
Agree	42.9%	67.6%	66.7%		75.0%	80.0%	65.4%
Disagree	0.0%	17.6%	7.6%		25.0%	20.0%	10.3%
Strongly Disagree	0.0%	0.0%	3.0%		0.0%	0.0%	1.9%
Total (n)	7	34	66		4	5	107
Mean	3.57	2.97	3.09		2.75	2.80	3.08
Standard deviation	0.53	0.58	0.65		0.50	0.45	0.63
My professional skills are effectively put to use in this position							
Strongly Agree	57.1%	32.4%	34.3%		25.0%	0.0%	36.1%
Agree	28.6%	50.0%	53.7%		50.0%	80.0%	50.0%
Disagree	14.3%	11.8%	9.0%		25.0%	0.0%	11.1%
Strongly Disagree	0.0%	5.9%	3.0%		0.0%	20.0%	2.8%
Total (n)	7	34	67		4	5	108
Mean	3.43	3.09	3.19		3.00	2.60	3.19
Standard deviation	0.79	0.83	0.72		0.82	0.89	0.74
I feel I have to work harder than my colleagues to be perceived as a competent administrator/staff member							
Strongly Agree	42.9%	8.8%	11.8%		25.0%	0.0%	13.8%
Agree	14.3%	35.3%	13.2%		0.0%	20.0%	19.3%
Disagree	28.6%	47.1%	55.9%		50.0%	60.0%	51.4%
Strongly Disagree	14.3%	8.8%	19.1%		25.0%	20.0%	15.6%
Total (n)	7	34	68		4	5	109
Mean	2.86	2.44	2.18		2.25	2.00	2.31
Standard deviation	1.21	0.79	0.88		1.26	0.71	0.90
My job duties are clearly defined							
Strongly Agree	42.9%	5.9%	14.7%		50.0%	0.0%	15.6%
Agree	42.9%	73.5%	57.4%		0.0%	80.0%	58.7%
Disagree	14.3%	17.6%	19.1%		0.0%	0.0%	18.3%
Strongly Disagree	0.0%	2.9%	8.8%		50.0%	20.0%	7.3%



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Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Total (n)	7	34	68		4	5	109
Mean	3.29	2.82	2.78		2.50	2.60	2.83
Standard deviation	0.76	0.58	0.81		1.73	0.89	0.78
My workload is manageable given the hours I'm scheduled to work							
Strongly Agree	57.1%	0.0%	27.9%		50.0%	40.0%	21.1%
Agree	28.6%	58.8%	57.4%		0.0%	60.0%	53.2%
Disagree	14.3%	26.5%	8.8%		50.0%	0.0%	17.4%
Strongly Disagree	0.0%	14.7%	5.9%		0.0%	0.0%	8.3%
Total (n)	7	34	68		4	5	109
Mean	3.43	2.44	3.07		3.00	3.40	2.87
Standard deviation	0.79	0.75	0.78		1.15	0.55	0.84
My salary is sufficient considering the cost of living in this area							
Strongly Agree	57.1%	2.9%	9.0%		25.0%	0.0%	11.1%
Agree	28.6%	55.9%	37.3%		50.0%	40.0%	43.5%
Disagree	14.3%	20.6%	31.3%		25.0%	20.0%	26.9%
Strongly Disagree	0.0%	20.6%	22.4%		0.0%	40.0%	18.5%
Total (n)	7	34	67		4	5	108
Mean	3.43	2.41	2.33		3.00	2.00	2.47
Standard deviation	0.79	0.86	0.93		0.82	1.00	0.92
I achieve a healthy balance between my personal life and my professional life							
Strongly Agree	57.1%	2.9%	26.5%		25.0%	40.0%	20.4%
Agree	28.6%	47.1%	57.4%		25.0%	20.0%	52.8%
Disagree	14.3%	35.3%	13.2%		25.0%	40.0%	19.4%
Strongly Disagree	0.0%	14.7%	2.9%		25.0%	0.0%	7.4%
Total (n)	7	34	68		4	5	108
Mean	3.43	2.38	3.07		2.50	3.00	2.86
Standard deviation	0.79	0.78	0.72		1.29	1.00	0.83
I have at least one professional mentor I can turn to for guidance							
Strongly Agree	57.1%	14.7%	25.0%		25.0%	60.0%	22.0%
Agree	14.3%	50.0%	48.5%		50.0%	0.0%	48.6%
Disagree	28.6%	26.5%	22.1%		25.0%	20.0%	24.8%
Strongly Disagree	0.0%	8.8%	4.4%		0.0%	20.0%	4.6%
Total (n)	7	34	68		4	5	109
Mean	3.29	2.71	2.94		3.00	3.00	2.88
Standard deviation	0.95	0.84	0.81		0.82	1.41	0.80
I feel a sense of belonging to this campus							
Strongly Agree	71.4%	15.2%	17.9%		25.0%	0.0%	21.5%
Agree	28.6%	57.6%	53.7%		25.0%	60.0%	52.3%



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Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Disagree	0.0%	21.2%	22.4%		25.0%	20.0%	20.6%
Strongly Disagree	0.0%	6.1%	6.0%		25.0%	20.0%	5.6%
Total (n)	7	33	67		4	5	107
Mean	3.71	2.82	2.84		2.50	2.40	2.90
Standard deviation	0.49	0.77	0.79		1.29	0.89	0.80
How often in the past year at this institution have you:							
Challenged others on issues of discrimination							
Very Often	14.3%	0.0%	4.5%		0.0%	0.0%	3.7%
Often	0.0%	3.1%	3.0%		20.0%	0.0%	3.7%
Sometimes	28.6%	15.6%	11.9%		0.0%	20.0%	13.1%
Seldom	57.1%	37.5%	23.9%		40.0%	40.0%	30.8%
Never	0.0%	43.8%	56.7%		40.0%	40.0%	48.6%
Total (n)	7	32	67		5	5	107
Mean	2.71	1.78	1.75		2.00	1.80	1.83
Standard deviation	1.11	0.83	1.08		1.22	0.84	1.04
Educated yourself about individuals who are different from you							
Very Often	14.3%	5.9%	8.8%		20.0%	0.0%	9.1%
Often	42.9%	44.1%	35.3%		0.0%	60.0%	36.4%
Sometimes	42.9%	41.2%	36.8%		80.0%	40.0%	40.0%
Seldom	0.0%	5.9%	10.3%		0.0%	0.0%	8.2%
Never	0.0%	2.9%	8.8%		0.0%	0.0%	6.4%
Total (n)	7	34	68		5	5	110
Mean	3.71	3.44	3.25		3.40	3.60	3.34
Standard deviation	0.76	0.82	1.06		0.89	0.55	0.98
Participated in a coalition of different groups to address social justice issues							
Very Often	14.3%	0.0%	5.8%		0.0%	0.0%	4.6%
Often	14.3%	9.4%	5.8%		0.0%	0.0%	7.3%
Sometimes	57.1%	31.3%	11.6%		0.0%	20.0%	19.3%
Seldom	14.3%	25.0%	18.8%		0.0%	20.0%	20.2%
Never	0.0%	34.4%	58.0%		100.0%	60.0%	48.6%
Total (n)	7	32	69		5	5	109
Mean	3.29	2.16	1.83		1.00	1.60	1.99
Standard deviation	0.95	1.02	1.20		0.00	0.89	1.18
Attended programs focused on diversity (e.g., presentations, performances, art exhibits, debates)							
Very Often	14.3%	2.9%	7.4%		0.0%	0.0%	6.4%
Often	57.1%	17.6%	17.6%		0.0%	0.0%	20.0%

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Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Sometimes	28.6%	41.2%	36.8%		0.0%	60.0%	35.5%
Seldom	0.0%	23.5%	11.8%		20.0%	20.0%	14.5%
Never	0.0%	14.7%	26.5%		80.0%	20.0%	23.6%
Total (n)	7	34	68		5	5	110
Mean	3.86	2.71	2.68		1.20	2.40	2.71
Standard deviation	0.69	1.03	1.25		0.45	0.89	1.21
Please indicate how often at this institution you have:							
Assisted a student with a problem about discrimination *							
Very Often	14.3%	0.0%	0.0%		0.0%	0.0%	1.0%
Often	0.0%	3.0%	6.1%		0.0%	0.0%	4.8%
Sometimes	42.9%	27.3%	12.1%		0.0%	0.0%	19.0%
Seldom	42.9%	27.3%	13.6%		25.0%	0.0%	21.0%
Never	0.0%	42.4%	68.2%		75.0%	100.0%	54.3%
Total (n)	7	33	66		4	5	105
Mean	2.86	1.91	1.56		1.25	1.00	1.77
Standard deviation	1.07	0.91	0.93		0.50	0.00	0.98
Assisted another staff member with a problem about discrimination *							
Very Often	14.3%	0.0%	0.0%		0.0%	0.0%	0.9%
Often	0.0%	3.0%	4.5%		0.0%	0.0%	3.8%
Sometimes	42.9%	21.2%	18.2%		20.0%	0.0%	21.7%
Seldom	42.9%	30.3%	10.6%		20.0%	0.0%	19.8%
Never	0.0%	45.5%	66.7%		60.0%	100.0%	53.8%
Total (n)	7	33	66		5	5	106
Mean	2.86	1.82	1.61		1.60	1.00	1.78
Standard deviation	1.07	0.88	0.94		0.89	0.00	0.98
Witnessed discrimination *							
Very Often	0.0%	0.0%	1.6%		20.0%	0.0%	2.0%
Often	14.3%	0.0%	1.6%		0.0%	0.0%	2.0%
Sometimes	0.0%	9.4%	17.5%		0.0%	40.0%	11.8%
Seldom	71.4%	43.8%	15.9%		20.0%	0.0%	29.4%
Never	14.3%	46.9%	63.5%		60.0%	60.0%	54.9%
Total (n)	7	32	63		5	5	102
Mean	2.14	1.63	1.62		2.00	1.80	1.67
Standard deviation	0.90	0.66	0.94		1.73	1.10	0.90
Reported an incident of discrimination to a campus authority *							
Very Often	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Often	0.0%	3.1%	4.6%		20.0%	0.0%	4.9%



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Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Sometimes	0.0%	9.4%	4.6%		0.0%	0.0%	5.8%
Seldom	16.7%	18.8%	6.2%		0.0%	0.0%	10.7%
Never	83.3%	68.8%	84.6%		80.0%	100.0%	78.6%
Total (n)	6	32	65		5	5	103
Mean	1.17	1.47	1.29		1.60	1.00	1.37
Standard deviation	0.41	0.80	0.76		1.34	0.00	0.80
Been sexually harassed *							
Very Often	0.0%	0.0%	1.5%		0.0%	0.0%	0.9%
Often	0.0%	0.0%	0.0%		20.0%	0.0%	0.9%
Sometimes	14.3%	2.9%	1.5%		0.0%	0.0%	2.8%
Seldom	14.3%	5.9%	4.6%		0.0%	0.0%	5.7%
Never	71.4%	91.2%	92.3%		80.0%	100.0%	89.6%
Total (n)	7	34	65		5	5	106
Mean	1.43	1.12	1.14		1.60	1.00	1.18
Standard deviation	0.79	0.41	0.58		1.34	0.00	0.61
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%	3.1%		0.0%	0.0%	1.9%
Sometimes	0.0%	0.0%	4.6%		20.0%	0.0%	3.8%
Seldom	14.3%	17.6%	6.2%		0.0%	0.0%	10.4%
Never	85.7%	82.4%	86.2%		80.0%	100.0%	84.0%
Total (n)	7	34	65		5	5	106
Mean	1.14	1.18	1.25		1.40	1.00	1.24
Standard deviation	0.38	0.39	0.69		0.89	0.00	0.61
Felt my ideas were dismissed by my colleagues *							
Very Often	0.0%	3.0%	1.5%		20.0%	0.0%	2.8%
Often	28.6%	3.0%	10.6%		0.0%	0.0%	9.4%
Sometimes	0.0%	57.6%	33.3%		20.0%	20.0%	38.7%
Seldom	42.9%	24.2%	19.7%		20.0%	40.0%	21.7%
Never	28.6%	12.1%	34.8%		40.0%	40.0%	27.4%
Total (n)	7	33	66		5	5	106
Mean	2.29	2.61	2.24		2.40	1.80	2.39
Standard deviation	1.25	0.86	1.10		1.67	0.84	1.07
Felt I did not receive due credit for my ideas or work *							
Very Often	14.3%	2.9%	3.1%		0.0%	0.0%	3.8%
Often	0.0%	14.7%	12.5%		25.0%	25.0%	12.4%
Sometimes	28.6%	35.3%	17.2%		25.0%	0.0%	24.8%



2024 HERI Staff Climate Survey
Institutional Profile Report
Staff by Position and Employment Status

Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Seldom	0.0%	35.3%	29.7%		0.0%	50.0%	27.6%
Never	57.1%	11.8%	37.5%		50.0%	25.0%	31.4%
Total (n)	7	34	64		4	4	105
Mean	2.14	2.62	2.14		2.25	2.25	2.30
Standard deviation	1.57	0.99	1.15		1.50	1.26	1.15
Heard insensitive or disparaging remarks about race/ethnicity from: Faculty *							
Very Often	14.3%	0.0%	3.2%		0.0%	0.0%	3.0%
Often	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Sometimes	14.3%	12.5%	14.5%		0.0%	0.0%	13.9%
Seldom	28.6%	21.9%	14.5%		0.0%	25.0%	16.8%
Never	42.9%	65.6%	67.7%		100.0%	75.0%	66.3%
Total (n)	7	32	62		4	4	101
Mean	2.14	1.47	1.56		1.00	1.25	1.56
Standard deviation	1.46	0.72	0.97		0.00	0.50	0.94
Heard insensitive or disparaging remarks about race/ethnicity from: Staff *							
Very Often	14.3%	0.0%	1.6%		0.0%	0.0%	1.9%
Often	0.0%	0.0%	6.3%		0.0%	25.0%	2.9%
Sometimes	0.0%	21.9%	10.9%		20.0%	0.0%	14.4%
Seldom	57.1%	15.6%	20.3%		20.0%	0.0%	22.1%
Never	28.6%	62.5%	60.9%		60.0%	75.0%	58.7%
Total (n)	7	32	64		5	4	104
Mean	2.14	1.59	1.67		1.60	1.75	1.67
Standard deviation	1.35	0.84	1.01		0.89	1.50	0.96
Heard insensitive or disparaging remarks about race/ethnicity from: Students *							
Very Often	16.7%	0.0%	0.0%		0.0%	0.0%	1.0%
Often	0.0%	0.0%	1.6%		0.0%	0.0%	1.0%
Sometimes	16.7%	18.8%	7.8%		0.0%	0.0%	11.8%
Seldom	16.7%	25.0%	17.2%		25.0%	25.0%	19.6%
Never	50.0%	56.3%	73.4%		75.0%	75.0%	66.7%
Total (n)	6	32	64		4	4	102
Mean	2.17	1.63	1.38		1.25	1.25	1.50
Standard deviation	1.60	0.79	0.70		0.50	0.50	0.82
Heard insensitive or disparaging remarks about race/ethnicity from: Senior Administrators *							
Very Often	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Often	14.3%	0.0%	0.0%		0.0%	0.0%	1.0%
Sometimes	0.0%	3.1%	3.3%		0.0%	25.0%	2.0%



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Staff by Position and Employment Status

Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Seldom	14.3%	9.4%	11.5%		0.0%	0.0%	11.0%
Never	71.4%	87.5%	85.2%		100.0%	75.0%	86.0%
Total (n)	7	32	61		4	4	100
Mean	1.57	1.16	1.18		1.00	1.50	1.18
Standard deviation	1.13	0.45	0.47		0.00	1.00	0.50
Currently, where are you primarily working?							
Remotely	0.0%	0.0%	4.5%		60.0%	0.0%	5.6%
On-campus	100.0%	97.0%	91.0%		40.0%	100.0%	90.7%
About half remotely and half on-campus	0.0%	3.0%	4.5%		0.0%	0.0%	3.7%
Total (n)	7	33	67		5	5	108
Please indicate your agreement with the following statement:							
I would prefer to work remotely rather than on-campus							
Strongly Agree	0.0%	11.8%	19.4%		60.0%	20.0%	17.4%
Agree	28.6%	32.4%	19.4%		20.0%	40.0%	22.9%
Disagree	14.3%	32.4%	31.3%		0.0%	20.0%	30.3%
Strongly Disagree	42.9%	23.5%	16.4%		0.0%	20.0%	19.3%
Not Applicable	14.3%	0.0%	13.4%		20.0%	0.0%	10.1%
Total (n)	7	34	67		5	5	109
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	0.0%	0.0%	1.5%		0.0%	0.0%	0.9%
Sometimes	0.0%	2.9%	1.5%		0.0%	20.0%	0.9%
Seldom	14.3%	2.9%	7.5%		0.0%	0.0%	6.5%
Never	85.7%	94.1%	89.6%		100.0%	80.0%	91.7%
Total (n)	7	34	67		4	5	108
Mean	1.14	1.09	1.15		1.00	1.40	1.11
Standard deviation	0.38	0.38	0.50		0.00	0.89	0.42
Age							
Very Often	14.3%	0.0%	1.5%		25.0%	0.0%	2.8%
Often	0.0%	2.9%	0.0%		0.0%	0.0%	0.9%
Sometimes	28.6%	2.9%	9.0%		0.0%	20.0%	7.4%
Seldom	0.0%	14.7%	13.4%		0.0%	20.0%	12.0%
Never	57.1%	79.4%	76.1%		75.0%	60.0%	76.9%
Total (n)	7	34	67		4	5	108

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Institutional Profile Report

Staff by Position and Employment Status

Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Mean	2.14	1.29	1.37		2.00	1.60	1.41
Standard deviation	1.57	0.68	0.78		2.00	0.89	0.89
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%
Total (n)	7	34	67		4	5	108
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	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Often	0.0%	2.9%	3.0%		0.0%	0.0%	2.8%
Sometimes	14.3%	5.9%	3.0%		0.0%	0.0%	4.6%
Seldom	14.3%	8.8%	7.5%		0.0%	20.0%	7.4%
Never	71.4%	82.4%	86.6%		100.0%	80.0%	85.2%
Total (n)	7	34	67		4	5	108
Mean	1.43	1.29	1.22		1.00	1.20	1.25
Standard deviation	0.79	0.72	0.65		0.00	0.45	0.67
Job classification (e.g., Title, Position)							
Very Often	0.0%	2.9%	3.0%		25.0%	0.0%	3.7%
Often	0.0%	0.0%	6.0%		0.0%	20.0%	2.8%
Sometimes	28.6%	20.6%	16.4%		0.0%	0.0%	18.5%
Seldom	0.0%	26.5%	11.9%		25.0%	20.0%	15.7%
Never	71.4%	50.0%	62.7%		50.0%	60.0%	59.3%
Total (n)	7	34	67		4	5	108
Mean	1.57	1.79	1.75		2.25	1.80	1.76
Standard deviation	0.98	0.98	1.12		1.89	1.30	1.08
Level of education							
Very Often	0.0%	0.0%	3.0%		25.0%	0.0%	2.8%
Often	0.0%	2.9%	0.0%		0.0%	0.0%	0.9%
Sometimes	14.3%	5.9%	9.0%		0.0%	0.0%	8.3%
Seldom	14.3%	17.6%	16.4%		0.0%	40.0%	14.8%
Never	71.4%	73.5%	71.6%		75.0%	60.0%	73.1%
Total (n)	7	34	67		4	5	108
Mean	1.43	1.38	1.46		2.00	1.40	1.45

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Staff by Position and Employment Status

Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Standard deviation	0.79	0.74	0.89		2.00	0.55	0.90
Political beliefs							
Very Often	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Often	0.0%	2.9%	0.0%		0.0%	0.0%	0.9%
Sometimes	14.3%	5.9%	7.5%		0.0%	20.0%	6.5%
Seldom	14.3%	5.9%	9.0%		25.0%	20.0%	8.3%
Never	71.4%	85.3%	83.6%		75.0%	60.0%	84.3%
Total (n)	7	34	67		4	5	108
Mean	1.43	1.26	1.24		1.25	1.60	1.24
Standard deviation	0.79	0.71	0.58		0.50	0.89	0.61
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	14.3%	2.9%	0.0%		0.0%	0.0%	1.9%
Seldom	0.0%	5.9%	1.5%		0.0%	0.0%	2.8%
Never	85.7%	91.2%	98.5%		100.0%	100.0%	95.4%
Total (n)	7	34	66		4	4	108
Mean	1.29	1.12	1.02		1.00	1.00	1.06
Standard deviation	0.76	0.41	0.12		0.00	0.00	0.31
Religious/spiritual beliefs							
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%	5.9%	3.0%		0.0%	0.0%	3.7%
Seldom	28.6%	8.8%	11.9%		0.0%	20.0%	11.1%
Never	71.4%	85.3%	85.1%		100.0%	80.0%	85.2%
Total (n)	7	34	67		4	5	108
Mean	1.29	1.21	1.18		1.00	1.20	1.19
Standard deviation	0.49	0.54	0.46		0.00	0.45	0.48
Sexual orientation							
Very Often	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Often	0.0%	0.0%	3.0%		0.0%	0.0%	1.9%
Sometimes	0.0%	2.9%	3.0%		0.0%	0.0%	2.8%
Seldom	14.3%	11.8%	1.5%		0.0%	0.0%	5.6%
Never	85.7%	85.3%	92.5%		100.0%	100.0%	89.8%
Total (n)	7	34	67		4	5	108
Mean	1.14	1.18	1.16		1.00	1.00	1.17
Standard deviation	0.38	0.46	0.62		0.00	0.00	0.56

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Institutional Profile Report
Staff by Position and Employment Status

Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Socioeconomic status							
Very Often	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Often	0.0%	2.9%	0.0%		0.0%	0.0%	0.9%
Sometimes	14.3%	2.9%	4.5%		0.0%	0.0%	4.6%
Seldom	0.0%	8.8%	3.0%		0.0%	0.0%	4.6%
Never	85.7%	85.3%	92.4%		100.0%	100.0%	89.8%
Total (n)	7	34	66		4	4	108
Mean	1.29	1.24	1.12		1.00	1.00	1.17
Standard deviation	0.76	0.65	0.45		0.00	0.00	0.54
Parent/guardian 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	14.3%	9.1%	3.0%		0.0%	0.0%	5.7%
Seldom	0.0%	6.1%	1.5%		0.0%	0.0%	2.8%
Never	85.7%	84.8%	95.5%		100.0%	100.0%	91.5%
Total (n)	7	33	67		3	5	106
Mean	1.29	1.24	1.07		1.00	1.00	1.14
Standard deviation	0.76	0.61	0.36		0.00	0.00	0.49
Please rate your satisfaction with:							
Quality of health benefits *							
Very Satisfied	42.9%	14.7%	31.7%		40.0%	0.0%	28.4%
Satisfied	14.3%	55.9%	54.0%		40.0%	100.0%	50.5%
Neutral	0.0%	20.6%	7.9%		20.0%	0.0%	11.9%
Dissatisfied	42.9%	2.9%	6.3%		0.0%	0.0%	7.3%
Very Dissatisfied	0.0%	5.9%	0.0%		0.0%	0.0%	1.8%
Total (n)	7	34	63		5	1	109
Mean	3.57	3.71	4.11		4.20	4.00	3.96
Standard deviation	1.51	0.97	0.81		0.84	.	0.93
Cost of health benefits *							
Very Satisfied	57.1%	17.6%	23.8%		40.0%	0.0%	25.7%
Satisfied	14.3%	52.9%	54.0%		40.0%	100.0%	49.5%
Neutral	14.3%	23.5%	11.1%		20.0%	0.0%	15.6%
Dissatisfied	0.0%	2.9%	6.3%		0.0%	0.0%	4.6%
Very Dissatisfied	14.3%	2.9%	4.8%		0.0%	0.0%	4.6%
Total (n)	7	34	63		5	1	109
Mean	4.00	3.79	3.86		4.20	4.00	3.87
Standard deviation	1.53	0.88	1.01		0.84	.	1.00



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Institutional Profile Report
Staff by Position and Employment Status

Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Retirement benefits *							
Very Satisfied	57.1%	9.1%	17.7%		40.0%	0.0%	19.6%
Satisfied	14.3%	48.5%	48.4%		40.0%	0.0%	45.8%
Neutral	0.0%	36.4%	25.8%		20.0%	100.0%	26.2%
Dissatisfied	14.3%	3.0%	3.2%		0.0%	0.0%	3.7%
Very Dissatisfied	14.3%	3.0%	4.8%		0.0%	0.0%	4.7%
Total (n)	7	33	62		5	1	107
Mean	3.86	3.58	3.71		4.20	3.00	3.72
Standard deviation	1.68	0.83	0.96		0.84	.	0.98
Salary *							
Very Satisfied	42.9%	8.8%	6.3%		20.0%	0.0%	11.0%
Satisfied	42.9%	26.5%	26.6%		0.0%	0.0%	26.6%
Neutral	0.0%	26.5%	25.0%		40.0%	50.0%	23.9%
Dissatisfied	0.0%	20.6%	20.3%		20.0%	0.0%	19.3%
Very Dissatisfied	14.3%	17.6%	21.9%		20.0%	50.0%	19.3%
Total (n)	7	34	64		5	2	109
Mean	4.00	2.88	2.75		2.80	2.00	2.91
Standard deviation	1.41	1.25	1.25		1.48	1.41	1.29
Extended leave policies (e.g., paternity/maternity leave, caring for a family member, medical leave) *							
Very Satisfied	28.6%	18.2%	14.8%		40.0%	0.0%	18.9%
Satisfied	71.4%	48.5%	42.6%		40.0%	100.0%	45.3%
Neutral	0.0%	30.3%	31.1%		20.0%	0.0%	28.3%
Dissatisfied	0.0%	3.0%	4.9%		0.0%	0.0%	3.8%
Very Dissatisfied	0.0%	0.0%	6.6%		0.0%	0.0%	3.8%
Total (n)	7	33	61		5	1	106
Mean	4.29	3.82	3.54		4.20	4.00	3.72
Standard deviation	0.49	0.77	1.03		0.84	.	0.94
Amount of paid time off: Vacation time *							
Very Satisfied	28.6%	26.5%	22.2%		40.0%	0.0%	25.7%
Satisfied	57.1%	52.9%	50.8%		20.0%	100.0%	49.5%
Neutral	0.0%	14.7%	15.9%		40.0%	0.0%	15.6%
Dissatisfied	14.3%	5.9%	6.3%		0.0%	0.0%	6.4%
Very Dissatisfied	0.0%	0.0%	4.8%		0.0%	0.0%	2.8%
Total (n)	7	34	63		5	1	109
Mean	4.00	4.00	3.79		4.00	4.00	3.89
Standard deviation	1.00	0.82	1.02		1.00	.	0.96

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Institutional Profile Report
Staff by Position and Employment Status

Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Amount of paid time off: Sick leave *							
Very Satisfied	42.9%	32.4%	25.8%		40.0%	0.0%	30.6%
Satisfied	57.1%	55.9%	53.2%		20.0%	100.0%	51.9%
Neutral	0.0%	8.8%	9.7%		20.0%	0.0%	9.3%
Dissatisfied	0.0%	0.0%	6.5%		20.0%	0.0%	4.6%
Very Dissatisfied	0.0%	2.9%	4.8%		0.0%	0.0%	3.7%
Total (n)	7	34	62		5	1	108
Mean	4.43	4.15	3.89		3.80	4.00	4.01
Standard deviation	0.53	0.82	1.03		1.30	.	0.96
In the past year, how often have you felt hungry but did not eat because you didn't have enough money for food?							
Frequently	0.0%	2.9%	4.5%		0.0%	20.0%	2.8%
Occasionally	0.0%	8.8%	17.9%		20.0%	20.0%	13.8%
Not at All	100.0%	88.2%	77.6%		80.0%	60.0%	83.5%
Total (n)	7	34	67		5	5	109
Mean	1.00	1.15	1.27		1.20	1.60	1.19
Standard deviation	0.00	0.44	0.54		0.45	0.89	0.46
How satisfied are you with the following aspects of your job?							
Autonomy and independence *							
Very Satisfied	71.4%	35.3%	24.2%		50.0%	25.0%	32.4%
Satisfied	28.6%	55.9%	65.2%		25.0%	75.0%	57.4%
Neutral	0.0%	2.9%	4.5%		0.0%	0.0%	3.7%
Dissatisfied	0.0%	2.9%	4.5%		25.0%	0.0%	4.6%
Very Dissatisfied	0.0%	2.9%	1.5%		0.0%	0.0%	1.9%
Total (n)	7	34	66		4	4	108
Mean	4.71	4.18	4.06		4.00	4.25	4.14
Standard deviation	0.49	0.87	0.78		1.41	0.50	0.84
Collegiality among staff *							
Very Satisfied	42.9%	17.6%	21.5%		50.0%	25.0%	22.4%
Satisfied	42.9%	41.2%	53.8%		25.0%	25.0%	49.5%
Neutral	14.3%	29.4%	9.2%		0.0%	25.0%	15.0%
Dissatisfied	0.0%	11.8%	13.8%		25.0%	25.0%	12.1%
Very Dissatisfied	0.0%	0.0%	1.5%		0.0%	0.0%	0.9%
Total (n)	7	34	65		4	4	107
Mean	4.29	3.65	3.80		4.00	3.50	3.80
Standard deviation	0.76	0.92	0.99		1.41	1.29	0.96

2024 HERI Staff Climate Survey
Institutional Profile Report
Staff by Position and Employment Status

Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Competence of coworkers *							
Very Satisfied	0.0%	8.8%	21.5%		25.0%	33.3%	15.7%
Satisfied	85.7%	67.6%	52.3%		25.0%	0.0%	60.2%
Neutral	0.0%	5.9%	12.3%		50.0%	66.7%	9.3%
Dissatisfied	14.3%	11.8%	7.7%		0.0%	0.0%	9.3%
Very Dissatisfied	0.0%	5.9%	6.2%		0.0%	0.0%	5.6%
Total (n)	7	34	65		4	3	108
Mean	3.71	3.62	3.75		3.75	3.67	3.71
Standard deviation	0.76	1.02	1.08		0.96	1.15	1.02
Departmental support for work-life balance *							
Very Satisfied	14.3%	8.8%	33.3%		50.0%	25.0%	25.0%
Satisfied	71.4%	58.8%	42.4%		0.0%	25.0%	49.1%
Neutral	0.0%	11.8%	13.6%		25.0%	50.0%	11.1%
Dissatisfied	14.3%	14.7%	9.1%		0.0%	0.0%	11.1%
Very Dissatisfied	0.0%	5.9%	1.5%		25.0%	0.0%	3.7%
Total (n)	7	34	66		4	4	108
Mean	3.86	3.50	3.97		3.50	3.75	3.81
Standard deviation	0.90	1.05	0.99		1.91	0.96	1.05
Flexibility in relation to family matters or emergencies *							
Very Satisfied	33.3%	35.5%	43.9%		50.0%	25.0%	41.3%
Satisfied	66.7%	61.3%	48.5%		25.0%	25.0%	53.8%
Neutral	0.0%	3.2%	4.5%		25.0%	25.0%	3.8%
Dissatisfied	0.0%	0.0%	3.0%		0.0%	25.0%	1.0%
Very Dissatisfied	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Total (n)	6	31	66		4	4	104
Mean	4.33	4.32	4.33		4.25	3.50	4.36
Standard deviation	0.52	0.54	0.71		0.96	1.29	0.61
Institutional support for work-life balance *							
Very Satisfied	42.9%	9.4%	20.0%		50.0%	0.0%	20.0%
Satisfied	42.9%	46.9%	44.6%		0.0%	50.0%	43.8%
Neutral	14.3%	18.8%	21.5%		25.0%	50.0%	19.0%
Dissatisfied	0.0%	21.9%	9.2%		0.0%	0.0%	12.4%
Very Dissatisfied	0.0%	3.1%	4.6%		25.0%	0.0%	4.8%
Total (n)	7	32	65		4	4	105
Mean	4.29	3.38	3.66		3.50	3.50	3.62
Standard deviation	0.76	1.04	1.05		1.91	0.58	1.09
Job security *							
Very Satisfied	71.4%	17.6%	24.6%		50.0%	0.0%	26.9%

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Institutional Profile Report
Staff by Position and Employment Status

Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Satisfied	28.6%	64.7%	52.3%		25.0%	66.7%	53.7%
Neutral	0.0%	11.8%	20.0%		25.0%	0.0%	16.7%
Dissatisfied	0.0%	5.9%	1.5%		0.0%	0.0%	2.8%
Very Dissatisfied	0.0%	0.0%	1.5%		0.0%	33.3%	0.0%
Total (n)	7	34	65		4	3	108
Mean	4.71	3.94	3.97		4.25	3.00	4.05
Standard deviation	0.49	0.74	0.81		0.96	1.73	0.74
Overall job satisfaction *							
Very Satisfied	42.9%	11.8%	15.2%		50.0%	25.0%	16.7%
Satisfied	57.1%	50.0%	50.0%		25.0%	25.0%	50.9%
Neutral	0.0%	20.6%	22.7%		0.0%	0.0%	20.4%
Dissatisfied	0.0%	17.6%	12.1%		25.0%	50.0%	12.0%
Very Dissatisfied	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Total (n)	7	34	66		4	4	108
Mean	4.43	3.56	3.68		4.00	3.25	3.72
Standard deviation	0.53	0.93	0.88		1.41	1.50	0.88
Professional relationships with coworkers *							
Very Satisfied	42.9%	20.6%	27.7%		25.0%	33.3%	25.9%
Satisfied	57.1%	61.8%	52.3%		50.0%	66.7%	55.6%
Neutral	0.0%	14.7%	12.3%		0.0%	0.0%	12.0%
Dissatisfied	0.0%	2.9%	6.2%		25.0%	0.0%	5.6%
Very Dissatisfied	0.0%	0.0%	1.5%		0.0%	0.0%	0.9%
Total (n)	7	34	65		4	3	108
Mean	4.43	4.00	3.98		3.75	4.33	4.00
Standard deviation	0.53	0.70	0.89		1.26	0.58	0.83
Prospects for career advancement *							
Very Satisfied	42.9%	6.5%	6.9%		33.3%	0.0%	10.3%
Satisfied	14.3%	35.5%	24.1%		0.0%	0.0%	26.8%
Neutral	28.6%	32.3%	41.4%		66.7%	33.3%	39.2%
Dissatisfied	14.3%	12.9%	19.0%		0.0%	33.3%	15.5%
Very Dissatisfied	0.0%	12.9%	8.6%		0.0%	33.3%	8.2%
Total (n)	7	31	58		3	3	97
Mean	3.86	3.10	3.02		3.67	2.00	3.15
Standard deviation	1.21	1.14	1.03		1.15	1.00	1.07
Quality of students *							
Very Satisfied	85.7%	29.4%	28.3%		50.0%	25.0%	33.0%
Satisfied	14.3%	47.1%	48.3%		0.0%	75.0%	44.0%

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Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Neutral	0.0%	14.7%	18.3%		50.0%	0.0%	17.0%
Dissatisfied	0.0%	8.8%	5.0%		0.0%	0.0%	6.0%
Very Dissatisfied	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Total (n)	7	34	60		2	4	100
Mean	4.86	3.97	4.00		4.00	4.25	4.04
Standard deviation	0.38	0.90	0.82		1.41	0.50	0.86
Relationship with my supervisor *							
Very Satisfied	71.4%	26.5%	34.8%		75.0%	25.0%	37.0%
Satisfied	0.0%	55.9%	42.4%		0.0%	25.0%	42.6%
Neutral	28.6%	5.9%	12.1%		0.0%	0.0%	11.1%
Dissatisfied	0.0%	5.9%	7.6%		0.0%	25.0%	5.6%
Very Dissatisfied	0.0%	5.9%	3.0%		25.0%	25.0%	3.7%
Total (n)	7	34	66		4	4	108
Mean	4.43	3.91	3.98		4.00	3.00	4.04
Standard deviation	0.98	1.06	1.03		2.00	1.83	1.02
Relative equity of salary and job benefits *							
Very Satisfied	57.1%	6.1%	10.8%		25.0%	25.0%	13.2%
Satisfied	14.3%	21.2%	36.9%		25.0%	25.0%	30.2%
Neutral	0.0%	36.4%	21.5%		0.0%	0.0%	24.5%
Dissatisfied	28.6%	21.2%	16.9%		50.0%	25.0%	19.8%
Very Dissatisfied	0.0%	15.2%	13.8%		0.0%	25.0%	12.3%
Total (n)	7	33	65		4	4	106
Mean	4.00	2.82	3.14		3.25	3.00	3.12
Standard deviation	1.41	1.13	1.24		1.50	1.83	1.23
Support for career advancement *							
Very Satisfied	42.9%	6.7%	11.5%		33.3%	0.0%	13.1%
Satisfied	14.3%	36.7%	24.6%		0.0%	0.0%	27.3%
Neutral	14.3%	30.0%	39.3%		0.0%	33.3%	34.3%
Dissatisfied	28.6%	20.0%	18.0%		66.7%	33.3%	20.2%
Very Dissatisfied	0.0%	6.7%	6.6%		0.0%	33.3%	5.1%
Total (n)	7	30	61		3	3	99
Mean	3.71	3.17	3.16		3.00	2.00	3.23
Standard deviation	1.38	1.05	1.07		1.73	1.00	1.08
Workspace *							
Very Satisfied	71.4%	17.6%	27.3%		33.3%	25.0%	27.1%
Satisfied	28.6%	58.8%	50.0%		0.0%	50.0%	49.5%
Neutral	0.0%	14.7%	6.1%		33.3%	25.0%	9.3%



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Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Dissatisfied	0.0%	8.8%	13.6%		33.3%	0.0%	12.1%
Very Dissatisfied	0.0%	0.0%	3.0%		0.0%	0.0%	1.9%
Total (n)	7	34	66		3	4	107
Mean	4.71	3.85	3.85		3.33	4.00	3.88
Standard deviation	0.49	0.82	1.07		1.53	0.82	1.01
Ongoing professional development *							
Very Satisfied	42.9%	21.9%	15.9%		25.0%	0.0%	20.2%
Satisfied	28.6%	43.8%	34.9%		0.0%	33.3%	35.6%
Neutral	14.3%	15.6%	33.3%		50.0%	66.7%	26.9%
Dissatisfied	14.3%	15.6%	12.7%		25.0%	0.0%	14.4%
Very Dissatisfied	0.0%	3.1%	3.2%		0.0%	0.0%	2.9%
Total (n)	7	32	63		4	3	104
Mean	4.00	3.66	3.48		3.25	3.33	3.56
Standard deviation	1.15	1.10	1.01		1.26	0.58	1.06
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	71.4%	27.3%	24.2%		50.0%	25.0%	29.9%
Likely	28.6%	51.5%	40.9%		25.0%	25.0%	43.0%
Unlikely	0.0%	15.2%	25.8%		25.0%	0.0%	21.5%
Very Unlikely	0.0%	6.1%	9.1%		0.0%	50.0%	5.6%
Total (n)	7	33	66		4	4	107
Mean	3.71	3.00	2.80		3.25	2.25	2.97
Standard deviation	0.49	0.83	0.92		0.96	1.50	0.86
Recommend that a friend apply for a job at this institution							
Very Likely	40.0%	15.2%	24.6%		50.0%	25.0%	23.1%
Likely	60.0%	69.7%	53.8%		50.0%	50.0%	59.6%
Unlikely	0.0%	9.1%	16.9%		0.0%	25.0%	12.5%
Very Unlikely	0.0%	6.1%	4.6%		0.0%	0.0%	4.8%
Total (n)	5	33	65		4	4	104
Mean	3.40	2.94	2.98		3.50	3.00	3.01
Standard deviation	0.55	0.70	0.78		0.58	0.82	0.74
Apply or reapply for a position on campus							
Very Likely	42.9%	9.7%	23.1%		25.0%	50.0%	19.2%
Likely	42.9%	61.3%	46.2%		50.0%	25.0%	51.9%
Unlikely	0.0%	22.6%	20.0%		25.0%	25.0%	19.2%
Very Unlikely	14.3%	6.5%	10.8%		0.0%	0.0%	9.6%
Total (n)	7	31	65		4	4	104

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Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Mean	3.14	2.74	2.82		3.00	3.25	2.81
Standard deviation	1.07	0.73	0.92		0.82	0.96	0.86
To what extent are each of the following currently a priority at this institution?							
Increase or maintain institutional prestige *							
Highest Priority	14.3%	15.2%	21.1%		75.0%	50.0%	19.4%
High Priority	42.9%	36.4%	49.1%		25.0%	0.0%	45.9%
Medium Priority	14.3%	24.2%	22.8%		0.0%	50.0%	20.4%
Low Priority	28.6%	15.2%	3.5%		0.0%	0.0%	9.2%
Not a Priority	0.0%	9.1%	3.5%		0.0%	0.0%	5.1%
Total (n)	7	33	57		4	4	98
Mean	3.43	3.33	3.81		4.75	4.00	3.65
Standard deviation	1.13	1.19	0.93		0.50	1.15	1.06
Create and sustain partnerships with surrounding communities *							
Highest Priority	14.3%	2.9%	5.0%		50.0%	20.0%	5.9%
High Priority	57.1%	38.2%	33.3%		0.0%	0.0%	37.6%
Medium Priority	28.6%	26.5%	33.3%		25.0%	20.0%	30.7%
Low Priority	0.0%	23.5%	21.7%		25.0%	60.0%	18.8%
Not a Priority	0.0%	8.8%	6.7%		0.0%	0.0%	6.9%
Total (n)	7	34	60		4	5	101
Mean	3.86	3.03	3.08		3.75	2.80	3.17
Standard deviation	0.69	1.06	1.01		1.50	1.30	1.03
Investment in the professional development of staff *							
Highest Priority	14.3%	3.0%	3.1%		66.7%	20.0%	4.9%
High Priority	28.6%	18.2%	25.0%		0.0%	0.0%	24.3%
Medium Priority	42.9%	33.3%	28.1%		0.0%	60.0%	28.2%
Low Priority	14.3%	39.4%	29.7%		33.3%	20.0%	32.0%
Not a Priority	0.0%	6.1%	14.1%		0.0%	0.0%	10.7%
Total (n)	7	33	64		3	5	103
Mean	3.43	2.73	2.73		4.00	3.20	2.81
Standard deviation	0.98	0.94	1.09		1.73	1.10	1.08
Improve or maintain the physical appearance of campus (e.g., landscaping, cleanliness) *							
Highest Priority	28.6%	2.9%	1.6%		75.0%	0.0%	6.7%
High Priority	28.6%	11.8%	31.7%		25.0%	60.0%	23.1%
Medium Priority	14.3%	55.9%	34.9%		0.0%	20.0%	40.4%
Low Priority	28.6%	29.4%	27.0%		0.0%	20.0%	26.9%
Not a Priority	0.0%	0.0%	4.8%		0.0%	0.0%	2.9%



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Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Total (n)	7	34	63		4	5	104
Mean	3.57	2.88	2.98		4.75	3.40	3.04
Standard deviation	1.27	0.73	0.92		0.50	0.89	0.94
Build or modernize campus facilities (e.g., new buildings or remodeling) *							
Highest Priority	28.6%	2.9%	4.9%		50.0%	0.0%	7.8%
High Priority	42.9%	26.5%	39.3%		25.0%	40.0%	34.3%
Medium Priority	28.6%	50.0%	36.1%		25.0%	20.0%	41.2%
Low Priority	0.0%	17.6%	11.5%		0.0%	0.0%	12.7%
Not a Priority	0.0%	2.9%	8.2%		0.0%	40.0%	3.9%
Total (n)	7	34	61		4	5	102
Mean	4.00	3.09	3.21		4.25	2.60	3.29
Standard deviation	0.82	0.83	1.00		0.96	1.52	0.93
Indicate the extent to which you agree or disagree with each of the following.							
My supervisor:							
Cares about my well-being							
Strongly Agree	71.4%	44.1%	53.7%		60.0%	40.0%	53.2%
Agree	28.6%	50.0%	40.3%		20.0%	40.0%	41.3%
Disagree	0.0%	2.9%	4.5%		0.0%	20.0%	2.8%
Strongly Disagree	0.0%	2.9%	1.5%		20.0%	0.0%	2.8%
Total (n)	7	34	67		5	5	109
Mean	3.71	3.35	3.46		3.20	3.20	3.45
Standard deviation	0.49	0.69	0.66		1.30	0.84	0.69
Supports my professional development							
Strongly Agree	71.4%	36.4%	47.8%		40.0%	40.0%	45.4%
Agree	28.6%	54.5%	43.3%		40.0%	20.0%	47.2%
Disagree	0.0%	6.1%	7.5%		20.0%	40.0%	5.6%
Strongly Disagree	0.0%	3.0%	1.5%		0.0%	0.0%	1.9%
Total (n)	7	33	67		5	5	108
Mean	3.71	3.24	3.37		3.20	3.00	3.36
Standard deviation	0.49	0.71	0.69		0.84	1.00	0.68
Sets unrealistic expectations for my job							
Strongly Agree	14.3%	5.9%	4.5%		0.0%	20.0%	4.6%
Agree	0.0%	29.4%	11.9%		40.0%	0.0%	18.3%
Disagree	42.9%	44.1%	49.3%		20.0%	40.0%	46.8%
Strongly Disagree	42.9%	20.6%	34.3%		40.0%	40.0%	30.3%
Total (n)	7	34	67		5	5	109
Mean	1.86	2.21	1.87		2.00	2.00	1.97



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Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Standard deviation	1.07	0.84	0.80		1.00	1.22	0.82
Demonstrates a commitment to diversity and inclusion							
Strongly Agree	100.0%	33.3%	32.8%		20.0%	0.0%	38.0%
Agree	0.0%	66.7%	62.7%		80.0%	100.0%	59.3%
Disagree	0.0%	0.0%	3.0%		0.0%	0.0%	1.9%
Strongly Disagree	0.0%	0.0%	1.5%		0.0%	0.0%	0.9%
Total (n)	7	33	67		5	5	108
Mean	4.00	3.33	3.27		3.20	3.00	3.34
Standard deviation	0.00	0.48	0.59		0.45	0.00	0.57
Provides me with feedback that assists me in performing my job responsibilities							
Strongly Agree	71.4%	20.6%	31.3%		20.0%	0.0%	32.1%
Agree	28.6%	55.9%	47.8%		60.0%	60.0%	48.6%
Disagree	0.0%	14.7%	16.4%		0.0%	20.0%	13.8%
Strongly Disagree	0.0%	8.8%	4.5%		20.0%	20.0%	5.5%
Total (n)	7	34	67		5	5	109
Mean	3.71	2.88	3.06		2.80	2.40	3.07
Standard deviation	0.49	0.84	0.81		1.10	0.89	0.82
Advocates for me							
Strongly Agree	71.4%	24.2%	36.4%		60.0%	0.0%	37.4%
Agree	14.3%	66.7%	43.9%		20.0%	40.0%	48.6%
Disagree	14.3%	6.1%	15.2%		0.0%	40.0%	10.3%
Strongly Disagree	0.0%	3.0%	4.5%		20.0%	20.0%	3.7%
Total (n)	7	33	66		5	5	107
Mean	3.57	3.12	3.12		3.20	2.20	3.20
Standard deviation	0.79	0.65	0.83		1.30	0.84	0.77
Lacks the skills or knowledge to support me in my job							
Strongly Agree	14.3%	8.8%	6.2%		20.0%	20.0%	7.5%
Agree	0.0%	8.8%	9.2%		20.0%	0.0%	9.3%
Disagree	14.3%	41.2%	41.5%		20.0%	80.0%	37.4%
Strongly Disagree	71.4%	41.2%	43.1%		40.0%	0.0%	45.8%
Total (n)	7	34	65		5	5	107
Mean	1.57	1.85	1.78		2.20	2.40	1.79
Standard deviation	1.13	0.93	0.86		1.30	0.89	0.90
During the past year, have you participated in any of the following opportunities provided by this institution:							
Diversity-related trainings or workshops							
Yes	100.0%	51.5%	43.9%		20.0%	0.0%	50.9%



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Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
No	0.0%	48.5%	50.0%		60.0%	50.0%	46.3%
Not Eligible	0.0%	0.0%	1.5%		20.0%	25.0%	0.9%
Not Available	0.0%	0.0%	4.5%		0.0%	25.0%	1.9%
Total (n)	7	33	66		5	4	108
Optional technical skill development							
Yes	42.9%	33.3%	16.7%		20.0%	0.0%	25.0%
No	28.6%	36.4%	47.0%		80.0%	50.0%	43.5%
Not Eligible	14.3%	3.0%	4.5%		0.0%	25.0%	3.7%
Not Available	14.3%	27.3%	31.8%		0.0%	25.0%	27.8%
Total (n)	7	33	66		5	4	108
Leadership development							
Yes	85.7%	33.3%	19.7%		20.0%	0.0%	29.6%
No	14.3%	48.5%	50.0%		60.0%	50.0%	47.2%
Not Eligible	0.0%	6.1%	7.6%		0.0%	25.0%	5.6%
Not Available	0.0%	12.1%	22.7%		20.0%	25.0%	17.6%
Total (n)	7	33	66		5	4	108
Enhancement of interpersonal skills							
Yes	57.1%	12.5%	20.0%		0.0%	0.0%	19.8%
No	28.6%	50.0%	35.4%		80.0%	25.0%	42.5%
Not Eligible	0.0%	0.0%	3.1%		0.0%	50.0%	0.0%
Not Available	14.3%	37.5%	41.5%		20.0%	25.0%	37.7%
Total (n)	7	32	65		5	4	106
Job benefits trainings							
Yes	28.6%	12.5%	18.2%		0.0%	0.0%	16.8%
No	57.1%	78.1%	57.6%		80.0%	25.0%	66.4%
Not Eligible	0.0%	0.0%	4.5%		20.0%	50.0%	1.9%
Not Available	14.3%	9.4%	19.7%		0.0%	25.0%	15.0%
Total (n)	7	32	66		5	4	107
Public safety/security training							
Yes	57.1%	21.2%	12.1%		20.0%	0.0%	18.5%
No	28.6%	66.7%	65.2%		80.0%	50.0%	64.8%
Not Eligible	0.0%	0.0%	4.5%		0.0%	25.0%	1.9%
Not Available	14.3%	12.1%	18.2%		0.0%	25.0%	14.8%
Total (n)	7	33	66		5	4	108
Health and wellness programs							
Yes	85.7%	54.5%	56.1%		100.0%	50.0%	60.2%
No	14.3%	42.4%	37.9%		0.0%	0.0%	37.0%
Not Eligible	0.0%	0.0%	1.5%		0.0%	25.0%	0.0%

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Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Not Available	0.0%	3.0%	4.5%		0.0%	25.0%	2.8%
Total (n)	7	33	66		5	4	108
Mentorship							
Yes	28.6%	18.8%	9.1%		0.0%	0.0%	13.1%
No	57.1%	50.0%	43.9%		80.0%	25.0%	49.5%
Not Eligible	0.0%	0.0%	4.5%		0.0%	50.0%	0.9%
Not Available	14.3%	31.3%	42.4%		20.0%	25.0%	36.4%
Total (n)	7	32	66		5	4	107
Networking events							
Yes	83.3%	42.4%	33.3%		20.0%	0.0%	39.3%
No	16.7%	48.5%	40.9%		80.0%	25.0%	44.9%
Not Eligible	0.0%	0.0%	4.5%		0.0%	50.0%	0.9%
Not Available	0.0%	9.1%	21.2%		0.0%	25.0%	15.0%
Total (n)	6	33	66		5	4	107
Policy and procedure training							
Yes	85.7%	42.4%	40.9%		0.0%	0.0%	43.5%
No	0.0%	42.4%	33.3%		60.0%	25.0%	36.1%
Not Eligible	0.0%	0.0%	4.5%		20.0%	50.0%	1.9%
Not Available	14.3%	15.2%	21.2%		20.0%	25.0%	18.5%
Total (n)	7	33	66		5	4	108
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)	7	33	67		5	5	108
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	28.6%	25.8%	30.3%		40.0%	60.0%	27.9%
Somewhat	28.6%	51.6%	36.4%		20.0%	20.0%	40.4%
Not at All	42.9%	22.6%	33.3%		40.0%	20.0%	31.7%
Total (n)	7	31	66		5	5	104
Mean	1.86	2.03	1.97		2.00	2.40	1.96
Standard deviation	0.90	0.71	0.80		1.00	0.89	0.77
Review/promotion process *							
Extensive	14.3%	6.9%	7.0%		25.0%	0.0%	8.5%
Somewhat	14.3%	17.2%	23.3%		25.0%	100.0%	19.5%
Not at All	71.4%	75.9%	69.8%		50.0%	0.0%	72.0%

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Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Total (n)	7	29	43		4	1	82
Mean	1.43	1.31	1.37		1.75	2.00	1.37
Standard deviation	0.79	0.60	0.62		0.96	.	0.64
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia) *							
Extensive	0.0%	0.0%	6.3%		20.0%	0.0%	4.9%
Somewhat	28.6%	12.9%	9.5%		0.0%	0.0%	11.8%
Not at All	71.4%	87.1%	84.1%		80.0%	100.0%	83.3%
Total (n)	7	31	63		5	4	102
Mean	1.29	1.13	1.22		1.40	1.00	1.22
Standard deviation	0.49	0.34	0.55		0.89	0.00	0.52
Meetings *							
Extensive	28.6%	16.1%	3.2%		0.0%	0.0%	8.8%
Somewhat	42.9%	41.9%	46.8%		40.0%	33.3%	45.1%
Not at All	28.6%	41.9%	50.0%		60.0%	66.7%	46.1%
Total (n)	7	31	62		5	3	102
Mean	2.00	1.74	1.53		1.40	1.33	1.63
Standard deviation	0.82	0.73	0.56		0.55	0.58	0.64
Institutional procedures and "red tape" *							
Extensive	14.3%	36.4%	17.7%		20.0%	0.0%	23.8%
Somewhat	42.9%	51.5%	50.0%		40.0%	100.0%	48.6%
Not at All	42.9%	12.1%	32.3%		40.0%	0.0%	27.6%
Total (n)	7	33	62		5	2	105
Mean	1.71	2.24	1.85		1.80	2.00	1.96
Standard deviation	0.76	0.66	0.70		0.84	0.00	0.72
Lack of personal time *							
Extensive	0.0%	15.6%	15.2%		20.0%	40.0%	13.3%
Somewhat	28.6%	59.4%	28.8%		40.0%	0.0%	40.0%
Not at All	71.4%	25.0%	56.1%		40.0%	60.0%	46.7%
Total (n)	7	32	66		5	5	105
Mean	1.29	1.91	1.59		1.80	1.80	1.67
Standard deviation	0.49	0.64	0.74		0.84	1.10	0.70
Self-imposed high expectations *							
Extensive	28.6%	34.4%	20.0%		20.0%	40.0%	24.0%
Somewhat	42.9%	43.8%	46.2%		60.0%	20.0%	47.1%
Not at All	28.6%	21.9%	33.8%		20.0%	40.0%	28.8%
Total (n)	7	32	65		5	5	104
Mean	2.00	2.13	1.86		2.00	2.00	1.95
Standard deviation	0.82	0.75	0.73		0.71	1.00	0.73



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Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Completing core job functions on time *							
Extensive	0.0%	6.1%	4.5%		0.0%	20.0%	3.8%
Somewhat	28.6%	54.5%	37.9%		20.0%	0.0%	43.4%
Not at All	71.4%	39.4%	57.6%		80.0%	80.0%	52.8%
Total (n)	7	33	66		5	5	106
Mean	1.29	1.67	1.47		1.20	1.40	1.51
Standard deviation	0.49	0.60	0.59		0.45	0.89	0.57
Competing job priorities/deadlines *							
Extensive	28.6%	18.2%	9.2%		0.0%	20.0%	12.4%
Somewhat	28.6%	48.5%	35.4%		40.0%	0.0%	41.0%
Not at All	42.9%	33.3%	55.4%		60.0%	80.0%	46.7%
Total (n)	7	33	65		5	5	105
Mean	1.86	1.85	1.54		1.40	1.40	1.66
Standard deviation	0.90	0.71	0.66		0.55	0.89	0.69
Increasing work responsibilities *							
Extensive	14.3%	33.3%	12.1%		40.0%	0.0%	20.8%
Somewhat	42.9%	30.3%	40.9%		20.0%	40.0%	36.8%
Not at All	42.9%	36.4%	47.0%		40.0%	60.0%	42.5%
Total (n)	7	33	66		5	5	106
Mean	1.71	1.97	1.65		2.00	1.40	1.78
Standard deviation	0.76	0.85	0.69		1.00	0.55	0.77
Budget cuts in my department/unit *							
Extensive	0.0%	19.4%	12.3%		25.0%	0.0%	15.1%
Somewhat	25.0%	45.2%	24.6%		0.0%	66.7%	29.0%
Not at All	75.0%	35.5%	63.2%		75.0%	33.3%	55.9%
Total (n)	4	31	57		4	3	93
Mean	1.25	1.84	1.49		1.50	1.67	1.59
Standard deviation	0.50	0.73	0.71		1.00	0.58	0.74
Physical demands of the job *							
Extensive	20.0%	3.2%	1.7%		0.0%	0.0%	3.1%
Somewhat	0.0%	16.1%	15.0%		40.0%	50.0%	14.4%
Not at All	80.0%	80.6%	83.3%		60.0%	50.0%	82.5%
Total (n)	5	31	60		5	4	97
Mean	1.40	1.23	1.18		1.40	1.50	1.21
Standard deviation	0.89	0.50	0.43		0.55	0.58	0.48
Relationship with supervisor *							
Extensive	0.0%	9.4%	7.7%		20.0%	25.0%	7.6%
Somewhat	28.6%	18.8%	23.1%		0.0%	50.0%	20.0%

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Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Not at All	71.4%	71.9%	69.2%		80.0%	25.0%	72.4%
Total (n)	7	32	65		5	4	105
Mean	1.29	1.38	1.38		1.40	2.00	1.35
Standard deviation	0.49	0.66	0.63		0.89	0.82	0.62
Relationship with co-workers *							
Extensive	14.3%	3.1%	7.9%		0.0%	0.0%	6.7%
Somewhat	28.6%	43.8%	30.2%		40.0%	33.3%	34.6%
Not at All	57.1%	53.1%	61.9%		60.0%	66.7%	58.7%
Total (n)	7	32	63		5	3	104
Mean	1.57	1.50	1.46		1.40	1.33	1.48
Standard deviation	0.79	0.57	0.64		0.55	0.58	0.62
Students *							
Extensive	0.0%	0.0%	1.7%		0.0%	0.0%	1.0%
Somewhat	28.6%	29.0%	15.0%		25.0%	25.0%	20.4%
Not at All	71.4%	71.0%	83.3%		75.0%	75.0%	78.6%
Total (n)	7	31	60		4	4	98
Mean	1.29	1.29	1.18		1.25	1.25	1.22
Standard deviation	0.49	0.46	0.43		0.50	0.50	0.44
Parking *							
Extensive	0.0%	0.0%	14.8%		20.0%	25.0%	8.9%
Somewhat	14.3%	12.5%	18.0%		40.0%	25.0%	16.8%
Not at All	85.7%	87.5%	67.2%		40.0%	50.0%	74.3%
Total (n)	7	32	61		5	4	101
Mean	1.14	1.13	1.48		1.80	1.75	1.35
Standard deviation	0.38	0.34	0.74		0.84	0.96	0.64
Commuting *							
Extensive	0.0%	0.0%	3.3%		20.0%	0.0%	3.0%
Somewhat	14.3%	6.7%	16.4%		20.0%	50.0%	12.1%
Not at All	85.7%	93.3%	80.3%		60.0%	50.0%	84.8%
Total (n)	7	30	61		5	4	99
Mean	1.14	1.07	1.23		1.60	1.50	1.18
Standard deviation	0.38	0.25	0.50		0.89	0.58	0.46
Disconnect between my personal political beliefs and the dominant views on campus *							
Extensive	0.0%	6.7%	1.7%		0.0%	0.0%	3.1%
Somewhat	16.7%	13.3%	28.3%		40.0%	50.0%	22.7%
Not at All	83.3%	80.0%	70.0%		60.0%	50.0%	74.2%
Total (n)	6	30	60		5	4	97

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Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Mean	1.17	1.27	1.32		1.40	1.50	1.29
Standard deviation	0.41	0.58	0.50		0.55	0.58	0.52
Planning for retirement *							
Extensive	0.0%	13.8%	4.8%		20.0%	25.0%	7.0%
Somewhat	57.1%	31.0%	33.3%		20.0%	25.0%	34.0%
Not at All	42.9%	55.2%	61.9%		60.0%	50.0%	59.0%
Total (n)	7	29	63		5	4	100
Mean	1.57	1.59	1.43		1.60	1.75	1.48
Standard deviation	0.53	0.73	0.59		0.89	0.96	0.63
My well-being *							
Extensive	16.7%	18.8%	19.4%		60.0%	75.0%	18.8%
Somewhat	50.0%	40.6%	46.8%		0.0%	25.0%	43.6%
Not at All	33.3%	40.6%	33.9%		40.0%	0.0%	37.6%
Total (n)	6	32	62		5	4	101
Mean	1.83	1.78	1.85		2.20	2.75	1.81
Standard deviation	0.75	0.75	0.72		1.10	0.50	0.73
How frequently does your job/position require you to interact with students?							
Very Often	28.6%	39.4%	50.0%		40.0%	20.0%	45.8%
Often	0.0%	15.2%	19.7%		0.0%	20.0%	16.8%
Sometimes	57.1%	27.3%	16.7%		20.0%	40.0%	21.5%
Seldom	14.3%	18.2%	9.1%		0.0%	20.0%	11.2%
Never	0.0%	0.0%	4.5%		40.0%	0.0%	4.7%
Total (n)	7	33	66		5	5	107
Mean	3.43	3.76	4.02		3.00	3.40	3.88
Standard deviation	1.13	1.17	1.21		2.00	1.14	1.24
How frequently do you voluntarily interact with students?							
Very Often	42.9%	36.4%	25.8%		0.0%	0.0%	29.9%
Often	28.6%	24.2%	31.8%		60.0%	60.0%	29.9%
Sometimes	28.6%	36.4%	27.3%		20.0%	20.0%	29.9%
Seldom	0.0%	3.0%	12.1%		20.0%	0.0%	9.3%
Never	0.0%	0.0%	3.0%		0.0%	20.0%	0.9%
Total (n)	7	33	66		5	5	107
Mean	4.14	3.94	3.65		3.40	3.20	3.79
Standard deviation	0.90	0.93	1.09		0.89	1.30	1.01
Within the next year, how likely are you to leave:							
Your current position							
Verv Likely	14.3%	12.5%	15.2%		0.0%	60.0%	11.3%

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Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Likely	14.3%	21.9%	16.7%		20.0%	20.0%	17.9%
Unlikely	42.9%	40.6%	28.8%		60.0%	20.0%	35.8%
Very Unlikely	28.6%	25.0%	39.4%		20.0%	0.0%	34.9%
Total (n)	7	32	66		5	5	106
Mean	2.14	2.22	2.08		2.00	3.40	2.06
Standard deviation	1.07	0.97	1.09		0.71	0.89	0.99
Within the next year, how likely are you to leave:							
This institution							
Verv Likely	14.3%	12.5%	12.1%		0.0%	40.0%	10.4%
Likely	0.0%	21.9%	13.6%		0.0%	20.0%	14.2%
Unlikely	57.1%	37.5%	30.3%		80.0%	0.0%	38.7%
Very Unlikely	28.6%	28.1%	43.9%		20.0%	40.0%	36.8%
Total (n)	7	32	66		5	5	106
Mean	2.00	2.19	1.94		1.80	2.60	1.98
Standard deviation	1.00	1.00	1.04		0.45	1.52	0.97
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	0.0%	0.0%	3.0%		20.0%	0.0%	2.8%
Some college	0.0%	3.0%	12.1%		20.0%	0.0%	9.3%
Technical certificate	0.0%	0.0%	1.5%		0.0%	0.0%	0.9%
Associate's degree	0.0%	9.1%	7.6%		0.0%	20.0%	6.5%
Bachelor's (B.A., B.S., etc.)	0.0%	18.2%	50.0%		0.0%	40.0%	35.5%
Master's (M.A., M.S., M.F.A., M.B.A.)	14.3%	60.6%	25.8%		20.0%	40.0%	34.6%
J.D.	14.3%	0.0%	0.0%		20.0%	0.0%	1.9%
M.D., D.D.S., D.V.M., etc. (Medical)	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Ph.D.	57.1%	3.0%	0.0%		0.0%	0.0%	4.7%
Professional Doctorate (Ed.D., Psy.D., etc.)	14.3%	6.1%	0.0%		20.0%	0.0%	3.7%
Total (n)	7	33	66		5	5	107
With which language do you feel most comfortable?							
English	100.0%	100.0%	97.0%		100.0%	100.0%	98.1%
Other language	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Equally comfortable with English and other language	0.0%	0.0%	3.0%		0.0%	0.0%	1.9%
Total (n)	7	33	66		5	5	107
Race/Ethnicity (mark all that apply; may add to more than 100%)							
Native American/Alaska Native	0.0%	8.6%	0.0%		20.0%	0.0%	3.6%
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	0.0%	0.0%	1.5%		20.0%	0.0%	1.8%

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	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Filipina/o/x	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.0%	1.5%		0.0%	0.0%	0.9%
South Asian (e.g. Indian, Pakistani, Nepalese, Sri Lankan)	0.0%	0.0%	1.5%		0.0%	0.0%	0.9%
Other Asian	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
African American/Black	14.3%	2.9%	1.5%		0.0%	0.0%	2.7%
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	0.0%	0.0%	4.5%		0.0%	0.0%	2.7%
Puerto Rican	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Central American	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
South American	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
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	71.4%	82.9%	67.2%		40.0%	60.0%	71.8%
Other White	14.3%	14.3%	26.9%		60.0%	40.0%	22.7%
Other	0.0%	0.0%	1.5%		0.0%	0.0%	0.9%
Total (n)	7	35	67		5	5	110
Composite race variable (adds to 100%)							
Native American/Alaska Native	0.0%	2.9%	0.0%		0.0%	0.0%	0.9%
Asian	0.0%	0.0%	1.4%		0.0%	0.0%	0.9%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Black/African American	14.3%	2.9%	1.4%		0.0%	0.0%	2.7%
Latina/o/e/x	0.0%	0.0%	1.4%		0.0%	0.0%	0.9%
White	85.7%	88.6%	85.7%		80.0%	100.0%	85.8%
Other	0.0%	0.0%	1.4%		0.0%	0.0%	0.9%
Multiracial	0.0%	5.7%	4.3%		20.0%	0.0%	5.3%
Unknown	0.0%	0.0%	4.3%		0.0%	0.0%	2.7%
Total (n)	7	35	70		5	5	113
Do you have any of the following?							
Attention-deficit/hyperactivity disorder (ADHD)	14.3%	12.1%	10.8%		20.0%	20.0%	11.3%
Chronic illness (e.g., cancer, diabetes, autoimmune disorders)	28.6%	24.2%	15.4%		60.0%	20.0%	20.8%
Autism spectrum disorder	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Learning disability (e.g., dyslexia)	0.0%	0.0%	1.5%		0.0%	20.0%	0.0%
Physical or sensory disability (e.g., speech, sight, mobility, hearing)	0.0%	9.4%	10.9%		40.0%	20.0%	10.8%



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Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Psychological disorder (e.g., depression, anxiety, PTSD)	42.9%	39.4%	30.8%		40.0%	60.0%	33.0%
Other	16.7%	13.3%	12.3%		0.0%	40.0%	10.9%
Total (n)	6	30	57		3	5	92
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	80.0%	33.3%	48.4%		33.3%	66.7%	43.9%
Yes	20.0%	66.7%	51.6%		66.7%	33.3%	56.1%
Total (n)	5	21	31		3	3	57
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	60.0%	85.7%	71.0%		0.0%	50.0%	73.2%
Yes	40.0%	14.3%	29.0%		100.0%	50.0%	26.8%
Total (n)	5	21	31		3	4	56
How would you characterize your political views?							
Far right	0.0%	3.1%	0.0%		0.0%	0.0%	1.0%
Conservative	0.0%	12.5%	23.4%		20.0%	20.0%	18.3%
Middle-of-the-road	71.4%	40.6%	40.6%		40.0%	20.0%	43.3%
Liberal	28.6%	40.6%	25.0%		40.0%	40.0%	30.8%
Far Left	0.0%	3.1%	10.9%		0.0%	20.0%	6.7%
Total (n)	7	32	64		5	5	104
Which of the following most accurately describes you?							
U.S. Citizen	100.0%	100.0%	98.5%		100.0%	100.0%	99.1%
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%	1.5%		0.0%	0.0%	0.9%
None of the above	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Total (n)	7	33	66		5	5	107
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.	100.0%	100.0%	98.2%		100.0%	100.0%	98.9%
5 or younger	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
6 to 12	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
13 to 18	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
19 to 25	0.0%	0.0%	1.8%		0.0%	0.0%	1.1%
26 or older	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Total (n)	7	29	57		4	3	94

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Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
Current religious preference:							
Agnostic	0.0%	9.7%	14.1%		0.0%	40.0%	9.8%
Atheist	0.0%	3.2%	9.4%		0.0%	20.0%	5.9%
Baptist	14.3%	16.1%	12.5%		0.0%	0.0%	13.7%
Buddhist	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Church of Christ	42.9%	0.0%	1.6%		0.0%	0.0%	3.9%
Eastern Orthodox	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Episcopalian	14.3%	6.5%	0.0%		0.0%	0.0%	2.9%
Hindu	0.0%	0.0%	3.1%		0.0%	0.0%	2.0%
Jewish	14.3%	0.0%	0.0%		0.0%	0.0%	1.0%
Lutheran	0.0%	0.0%	1.6%		0.0%	0.0%	1.0%
Methodist	14.3%	12.9%	3.1%		20.0%	0.0%	7.8%
Muslim	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Presbyterian	0.0%	0.0%	3.1%		0.0%	0.0%	2.0%
Quaker	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Roman Catholic	0.0%	9.7%	14.1%		20.0%	0.0%	12.7%
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%	1.6%		0.0%	0.0%	1.0%
United Church of Christ/Congregational	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Other Christian	0.0%	29.0%	17.2%		40.0%	20.0%	20.6%
Other Religion(s)/Belief(s) (please specify)	0.0%	0.0%	7.8%		0.0%	0.0%	4.9%
None	0.0%	12.9%	10.9%		20.0%	20.0%	10.8%
Total (n)	7	31	64		5	5	102
Military status:							
None	85.7%	96.9%	96.9%		100.0%	100.0%	96.2%
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	14.3%	3.1%	3.1%		0.0%	0.0%	3.8%
Total (n)	7	32	65		5	4	106
How many dependents do you have under 18 years old?							
0	66.7%	69.2%	73.2%		100.0%	75.0%	72.4%
1	0.0%	3.8%	16.1%		0.0%	0.0%	11.5%
2	33.3%	26.9%	8.9%		0.0%	25.0%	14.9%
3	0.0%	0.0%	1.8%		0.0%	0.0%	1.1%
4+	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Total (n)	6	26	56		3	4	87



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Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
How many dependents do you have who are 18-26 years old?							
0	83.3%	75.0%	78.8%		75.0%	100.0%	77.1%
1	16.7%	8.3%	17.3%		25.0%	0.0%	15.7%
2	0.0%	16.7%	3.8%		0.0%	0.0%	7.2%
3	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
4+	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%
Total (n)	6	24	52		4	3	83
How many dependents do you have who are 27 years old or older?							
0	71.4%	79.2%	85.7%		75.0%	100.0%	81.5%
1	14.3%	12.5%	12.2%		0.0%	0.0%	12.3%
2	14.3%	0.0%	0.0%		25.0%	0.0%	2.5%
3	0.0%	8.3%	0.0%		0.0%	0.0%	2.5%
4+	0.0%	0.0%	2.0%		0.0%	0.0%	1.2%
Total (n)	7	24	49		4	3	81
Are you serving as a caregiver for another adult who is not a dependent (e.g., parent, other relative)?							
No	85.7%	68.8%	93.9%		100.0%	100.0%	85.8%
Yes	14.3%	31.3%	6.1%		0.0%	0.0%	14.2%
Total (n)	7	32	66		5	5	106
Age as of December 31, 2023							
Under 30 years old	0.0%	9.1%	36.8%		20.0%	60.0%	24.1%
30 to 34 years old	14.3%	6.1%	5.9%		0.0%	0.0%	6.5%
35 to 39 years old	0.0%	6.1%	2.9%		0.0%	0.0%	3.7%
40 to 44 years old	0.0%	12.1%	4.4%		0.0%	20.0%	5.6%
45 to 49 years old	14.3%	21.2%	4.4%		0.0%	0.0%	10.2%
50 to 54 years old	0.0%	21.2%	19.1%		0.0%	0.0%	18.5%
55 to 59 years old	42.9%	15.2%	11.8%		20.0%	0.0%	15.7%
60 to 64 years old	0.0%	6.1%	13.2%		20.0%	20.0%	10.2%
65 to 69 years old	14.3%	3.0%	1.5%		40.0%	0.0%	4.6%
70 years old and above	14.3%	0.0%	0.0%		0.0%	0.0%	0.9%
Total(n)	7	33	68		5	5	108
Optional Question 1							
A							
B							
C							
D							
E							
Total (n)							

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Staff by Position and Employment Status

Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
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							
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							

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Staff by Position and Employment Status

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

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Staff by Position and Employment Status

Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
E							
Total (n)							
Optional Question 13							
A							
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							
C							
D							
E							
Total (n)							

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Staff by Position and Employment Status

Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
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)							
Optional Question 21							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 22							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 23							
A							
B							

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Staff by Position and Employment Status

Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
C							
D							
E							
Total (n)							
Optional Question 24							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 25							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 26							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 27							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 28							
A							
B							
C							
D							

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Staff by Position and Employment Status

Truman State University	Total						
	Senior Administrator	Mid-level Administrator/Manager	Staff	Graduate Student Employee	Other Employee Type	Part-Time	Full-Time
E							
Total (n)							
Optional Question 29							
A							
B							
C							
D							
E							
Total (n)							
Optional Question 30							
A							
B							
C							
D							
E							
Total (n)							

* This variable is recoded (values recoded as 1-5) to exclude either "Can't Rate/Don't Know," "Decline to State," "Not Applicable," "Not Eligible," or "Not Applicable/No Experience" to calculate the mean.

2024 Staff Climate Survey

List of Participating Institutions and Their Comparison Group Placement

ACE	Institution	State
All 2023 and 2024 4-Year Colleges		
0605	Bradley University*	IL
0211	California State University-Fullerton*	CA
0230	California State University-Northridge*	CA
5751	California State University-San Bernardino	CA
1881	College of Staten Island CUNY*	NY
0687	Dominican University*	IL
0212	Fresno Pacific University*	CA
0655	Lewis University*	IL
1654	Monmouth University	NJ
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
2995	University of Wisconsin-Whitewater	WI
1989	Western Carolina University*	NC

*Participated in the 2023 Staff Climate Survey

**Participated in 2023 and 2024--only 2024 data is included.

ACE	Institution	State
All 2-Year Colleges		
7537	Asnuntuck Community College	CT
6486	Capital Community College	CT
9137	CT State System Office	CT
6507	Gateway Community College-New Haven	CT
6363	Housatonic Community College	CT
5075	Manchester Community College-Connecticut	CT
6496	Middlesex Community College-Connecticut	CT
6454	Naugatuck Valley Community College	CT
6004	Northwestern Connecticut Community College	CT
5078	Norwalk Community College	CT
7315	Quinebaug Valley Community College	CT
7218	Three Rivers Community College-Connecticut	CT
7012	Tunxis Community College	CT

All Institutions		
7537	Asnuntuck Community College	CT
5751	California State University-San Bernardino	CA
6486	Capital Community College	CT
9137	CT State System Office	CT
6507	Gateway Community College-New Haven	CT
6363	Housatonic Community College	CT
5075	Manchester Community College-Connecticut	CT
6496	Middlesex Community College-Connecticut	CT
1654	Monmouth University	NJ

6454	Naugatuck Valley Community College	CT
6004	Northwestern Connecticut Community College	CT
5078	Norwalk Community College	CT
7315	Quinebaug Valley Community College	CT
7218	Three Rivers Community College-Connecticut	CT
1486	Truman State University	MO
7012	Tunxis Community College	CT
2995	University of Wisconsin-Whitewater	WI