

**Addendum - Employee - University of Nebraska Lincoln**  
(minimum n-size of 10 to report)

		Overall UNL		Gender Identity		Race/Ethnicity							Faculty Staff Administration			
		Total	Female	Male	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Other Pacific Islander	Two or more races	Unknown	White	Hispanic/Latino	Not Hispanic/Latino	Faculty	Staff	Admin
At work, I am treated with respect.	1 - Strongly Disagree	2%	1%	3%	0%	5%	2%		0%	8%	2%	6%	2%	3%	2%	1%
	2	5%	5%	5%	10%	3%	11%		8%	6%	5%	4%	5%	5%	6%	4%
	3	14%	15%	13%	20%	11%	19%		35%	8%	14%	12%	14%	15%	14%	8%
	4	39%	41%	35%	30%	39%	26%		23%	43%	39%	34%	39%	37%	39%	37%
	5 - Strongly Agree	40%	38%	43%	40%	42%	42%		35%	35%	40%	44%	40%	40%	39%	49%
My workplace is committed to building the strengths of each team member.	1 - Strongly Disagree	5%	4%	6%	10%	6%	16%		8%	12%	4%	11%	4%	6%	4%	2%
	2	12%	13%	11%	20%	12%	7%		19%	16%	12%	13%	12%	11%	13%	6%
	3	23%	24%	22%	10%	22%	14%		31%	20%	23%	24%	23%	26%	23%	16%
	4	34%	34%	35%	20%	30%	38%		19%	27%	35%	21%	35%	34%	34%	36%
	5 - Strongly Agree	26%	26%	26%	40%	29%	25%		23%	25%	26%	31%	26%	23%	26%	40%
If I raised a concern about ethics and integrity, I am confident my employer would do what is right.	1 - Strongly Disagree	6%	4%	7%	0%	7%	7%		4%	12%	5%	11%	5%	8%	5%	2%
	2	11%	11%	10%	20%	8%	13%		19%	10%	11%	16%	10%	13%	10%	6%
	3	20%	22%	18%	20%	12%	18%		35%	16%	20%	16%	20%	22%	19%	22%
	4	33%	32%	34%	30%	34%	29%		27%	25%	33%	22%	33%	32%	33%	38%
	5 - Strongly Agree	31%	31%	31%	30%	39%	34%		15%	37%	31%	35%	31%	25%	33%	32%
Everyone at this organization is treated fairly regardless of ethnic background, race, gender, age, disability, or other differences not related to job performance.	1 - Strongly Disagree	6%	6%	6%	10%	10%	19%		13%	8%	6%	9%	6%	9%	5%	5%
	2	13%	15%	10%	0%	13%	19%		25%	18%	13%	13%	13%	16%	12%	14%
	3	20%	22%	18%	20%	13%	28%		25%	18%	20%	19%	20%	19%	20%	23%
	4	31%	31%	31%	30%	29%	12%		21%	27%	32%	26%	31%	34%	30%	34%
	5 - Strongly Agree	30%	26%	34%	40%	36%	21%		17%	29%	30%	33%	30%	22%	34%	25%
My supervisor creates an environment that is trusting and open.	1 - Strongly Disagree	7%	7%	7%	20%	9%	14%		23%	4%	6%	9%	7%	8%	6%	6%
	2	9%	9%	8%	10%	5%	12%		12%	14%	9%	10%	9%	9%	9%	6%
	3	13%	14%	12%	0%	14%	14%		12%	22%	13%	19%	13%	15%	13%	15%
	4	28%	27%	29%	50%	27%	21%		19%	27%	28%	23%	28%	29%	28%	25%
	5 - Strongly Agree	43%	44%	43%	20%	46%	39%		35%	33%	44%	38%	44%	39%	45%	48%
I feel like a valued member of my team.	1 - Strongly Disagree	5%	5%	6%	10%	8%	14%		8%	10%	5%	9%	5%	6%	5%	2%
	2	9%	9%	9%	20%	9%	11%		15%	14%	9%	12%	9%	10%	9%	6%
	3	17%	17%	16%	10%	17%	12%		27%	22%	17%	19%	17%	19%	16%	14%
	4	30%	30%	30%	40%	26%	35%		19%	27%	30%	26%	30%	30%	30%	30%
	5 - Strongly Agree	38%	38%	39%	20%	41%	28%		31%	27%	39%	34%	39%	34%	39%	49%
Diversity and inclusiveness issues are openly discussed.	1 - Strongly Disagree	5%	4%	5%	11%	6%	16%		0%	10%	4%	10%	4%	6%	5%	1%
	2	9%	9%	8%	11%	11%	13%		16%	12%	8%	11%	8%	8%	9%	7%
	3	20%	20%	19%	22%	19%	21%		24%	14%	20%	18%	20%	17%	21%	12%
	4	32%	32%	31%	22%	27%	27%		12%	35%	32%	25%	32%	34%	31%	28%
	5 - Strongly Agree	36%	35%	37%	33%	35%	23%		48%	29%	36%	36%	36%	35%	34%	52%
I believe that I have adequate opportunities for career advancement at my organization.	1 - Strongly Disagree	15%	15%	14%	22%	13%	20%		23%	22%	14%	18%	15%	10%	17%	8%
	2	17%	17%	16%	22%	13%	20%		12%	14%	17%	14%	17%	12%	19%	7%
	3	24%	26%	22%	22%	15%	22%		31%	14%	25%	20%	24%	20%	26%	18%
	4	26%	25%	26%	22%	33%	16%		19%	32%	25%	29%	25%	32%	23%	29%
	5 - Strongly Agree	19%	17%	22%	11%	27%	22%		15%	18%	19%	19%	19%	26%	15%	38%
I am asked for my input regarding changes that affect my work.	1 - Strongly Disagree	10%	9%	10%	22%	16%	11%		12%	16%	9%	20%	9%	9%	10%	4%
	2	15%	16%	14%	22%	7%	14%		20%	14%	16%	16%	15%	15%	16%	11%
	3	20%	21%	19%	11%	21%	21%		16%	22%	20%	14%	20%	21%	19%	18%
	4	31%	30%	33%	11%	26%	27%		24%	30%	32%	25%	32%	33%	30%	38%
	5 - Strongly Agree	24%	24%	24%	33%	30%	27%		28%	18%	24%	25%	24%	22%	24%	31%
There is open communication throughout all levels of my organization.	1 - Strongly Disagree	15%	16%	14%	10%	15%	16%		24%	18%	15%	20%	15%	16%	16%	7%
	2	23%	24%	22%	40%	17%	25%		28%	24%	23%	22%	23%	23%	23%	23%
	3	25%	25%	24%	10%	20%	20%		20%	24%	25%	19%	25%	24%	25%	27%
	4	24%	23%	25%	20%	24%	25%		12%	18%	24%	20%	24%	26%	23%	29%
	5 - Strongly Agree	13%	12%	15%	20%	24%	14%		16%	16%	12%	20%	13%	11%	14%	15%
Leadership communicates effectively with the organization.	1 - Strongly Disagree	13%	12%	14%	11%	11%	7%		12%	14%	13%	17%	13%	14%	13%	6%
	2	19%	20%	19%	22%	16%	18%		27%	18%	19%	16%	19%	20%	19%	14%
	3	25%	27%	23%	22%	23%	25%		19%	27%	25%	21%	25%	24%	26%	26%
	4	28%	27%	28%	33%	22%	29%		23%	24%	28%	24%	28%	28%	27%	34%
	5 - Strongly Agree	15%	14%	16%	11%	28%	21%		19%	18%	14%	22%	15%	15%	15%	20%
At work, we are direct and honest in all our communications.	1 - Strongly Disagree	8%	8%	9%	10%	10%	14%		12%	6%	8%	9%	8%	10%	8%	4%
	2	17%	18%	15%	20%	10%	18%		35%	18%	17%	19%	17%	18%	17%	10%
	3	28%	29%	26%	10%	26%	27%		27%	25%	28%	21%	28%	30%	26%	33%
	4	31%	30%	33%	40%	26%	29%		15%	33%	32%	29%	32%	30%	32%	36%
	5 - Strongly Agree	16%	15%	17%	20%	28%	13%		12%	18%	16%	22%	16%	13%	17%	17%
Someone at work recently went out of their way to help me.	1 - Strongly Disagree	5%	5%	5%	11%	9%	6%		4%	6%	5%	9%	5%	6%	5%	2%
	2	9%	10%	9%	22%	11%	17%		19%	12%	9%	13%	9%	10%	9%	8%
	3	17%	16%	18%	11%	17%	15%		4%	20%	17%	21%	17%	16%	18%	8%
	4	32%	32%	32%	44%	34%	30%		31%	26%	32%	21%	33%	33%	32%	29%
	5 - Strongly Agree	36%	37%	36%	11%	29%	32%		42%	36%	37%	37%	36%	35%	36%	54%
It is easy for me to get the information I need to do my job.	1 - Strongly Disagree	4%	4%	5%	0%	4%	7%		8%	6%	4%	6%	4%	6%	4%	2%
	2	11%	12%	10%	10%	6%	9%		15%	14%	11%	15%	11%	10%	12%	9%
	3	25%	26%	25%	30%	26%	25%		31%	39%	25%	28%	25%	24%	26%	27%
	4	38%	38%	38%	40%	33%	33%		23%	25%	39%	30%	38%	39%	37%	38%

	5 - Strongly Agree	21%	20%	23%	20%	31%	26%		23%	16%	21%	22%	21%	22%	20%	23%
I am satisfied with the cooperation I receive from colleagues in other departments.	1 - Strongly Disagree	4%	3%	5%	13%	3%	7%		4%	8%	4%	8%	4%	4%	4%	1%
	2	9%	9%	9%	0%	7%	13%		8%	6%	9%	8%	9%	8%	9%	9%
	3	23%	23%	24%	13%	22%	24%		24%	28%	23%	25%	23%	23%	24%	17%
	4	41%	43%	39%	75%	39%	33%		40%	38%	42%	41%	41%	42%	41%	50%
	5 - Strongly Agree	23%	22%	23%	0%	28%	24%		24%	20%	22%	19%	23%	23%	22%	22%
How satisfied are you with your organization as a place to work?	1 - Extremely Dissatisfied	4%	3%	5%	10%	8%	9%		4%	4%	4%	7%	4%	5%	4%	2%
	2	10%	11%	10%	10%	10%	4%		24%	10%	10%	10%	10%	11%	10%	4%
	3	26%	27%	25%	30%	22%	33%		24%	22%	26%	22%	26%	24%	27%	19%
	4	40%	40%	40%	40%	38%	37%		20%	51%	40%	44%	40%	39%	40%	48%
	5 - Extremely Satisfied	20%	19%	21%	10%	23%	18%		28%	14%	20%	17%	20%	20%	19%	27%
I know what is expected of me at work.	1 - Strongly Disagree	2%	1%	2%	0%	4%	2%		4%	0%	2%	1%	2%	2%	1%	2%
	2	5%	4%	5%	40%	4%	4%		19%	6%	4%	8%	5%	6%	4%	2%
	3	14%	15%	14%	0%	8%	18%		23%	16%	14%	17%	14%	14%	15%	10%
	4	41%	40%	41%	40%	37%	43%		15%	43%	41%	37%	41%	39%	41%	43%
	5 - Strongly Agree	39%	39%	38%	20%	47%	34%		38%	35%	38%	38%	39%	39%	38%	43%
I have the materials and equipment I need to do my work right.	1 - Strongly Disagree	3%	2%	3%	0%	2%	4%		0%	2%	3%	3%	3%	4%	2%	2%
	2	8%	7%	9%	30%	11%	13%		15%	14%	8%	11%	8%	12%	7%	7%
	3	14%	14%	15%	10%	12%	16%		19%	20%	14%	20%	14%	15%	14%	14%
	4	40%	40%	40%	30%	42%	34%		27%	33%	40%	32%	40%	41%	40%	38%
	5 - Strongly Agree	35%	36%	33%	30%	34%	34%		38%	31%	35%	35%	35%	28%	37%	38%
At work, I have the opportunity to do what I do best every day.	1 - Strongly Disagree	4%	3%	5%	10%	4%	9%		8%	6%	3%	6%	4%	5%	3%	2%
	2	10%	10%	10%	30%	9%	9%		15%	10%	10%	7%	10%	11%	10%	12%
	3	20%	20%	19%	10%	15%	13%		31%	24%	20%	21%	20%	21%	19%	17%
	4	38%	38%	37%	30%	45%	38%		23%	35%	38%	37%	38%	36%	39%	38%
	5 - Strongly Agree	29%	29%	28%	20%	28%	31%		23%	25%	29%	29%	29%	28%	29%	30%
In the last seven days, I have received recognition or praise for doing good work.	1 - Strongly Disagree	19%	19%	19%	33%	17%	28%		29%	26%	19%	23%	19%	26%	17%	13%
	2	15%	15%	14%	22%	15%	13%		17%	10%	15%	11%	15%	16%	14%	16%
	3	17%	15%	19%	11%	17%	6%		17%	16%	17%	15%	17%	18%	16%	17%
	4	24%	24%	24%	22%	26%	31%		8%	22%	24%	20%	24%	18%	27%	19%
	5 - Strongly Agree	26%	27%	24%	11%	24%	22%		29%	26%	26%	31%	26%	22%	27%	35%
My supervisor, or someone at work, seems to care about me as a person.	1 - Strongly Disagree	4%	3%	4%	10%	6%	9%		0%	6%	3%	5%	4%	6%	3%	1%
	2	6%	6%	7%	10%	7%	7%		16%	10%	6%	8%	6%	8%	6%	5%
	3	12%	11%	12%	30%	15%	9%		8%	12%	11%	11%	12%	12%	11%	13%
	4	30%	29%	32%	30%	30%	40%		24%	29%	30%	25%	31%	29%	31%	26%
	5 - Strongly Agree	48%	51%	45%	20%	42%	35%		52%	43%	49%	50%	48%	44%	49%	55%
There is someone at work who encourages my development.	1 - Strongly Disagree	7%	6%	7%	20%	9%	19%		12%	4%	6%	8%	6%	8%	6%	4%
	2	11%	11%	11%	0%	9%	9%		15%	10%	11%	9%	11%	9%	12%	9%
	3	18%	17%	19%	40%	14%	15%		12%	24%	18%	19%	18%	18%	18%	16%
	4	31%	30%	32%	20%	31%	26%		23%	35%	31%	28%	31%	30%	31%	34%
	5 - Strongly Agree	33%	36%	30%	20%	36%	31%		38%	27%	33%	36%	33%	34%	33%	36%
At work, my opinions seem to count.	1 - Strongly Disagree	8%	8%	9%	20%	8%	7%		8%	8%	8%	9%	8%	9%	8%	1%
	2	11%	12%	10%	10%	13%	18%		12%	18%	11%	17%	11%	11%	11%	7%
	3	21%	21%	21%	20%	15%	22%		35%	25%	21%	25%	21%	20%	21%	17%
	4	33%	33%	33%	40%	35%	31%		15%	22%	33%	19%	34%	32%	33%	31%
	5 - Strongly Agree	27%	27%	28%	10%	29%	22%		31%	27%	27%	30%	27%	28%	26%	43%
The mission or purpose of my organization makes me feel my job is important.	1 - Strongly Disagree	6%	5%	7%	20%	9%	9%		8%	10%	5%	7%	6%	7%	5%	2%
	2	8%	7%	9%	0%	6%	5%		19%	4%	8%	6%	8%	7%	8%	3%
	3	18%	19%	16%	20%	17%	11%		15%	16%	18%	20%	18%	17%	19%	11%
	4	34%	34%	34%	20%	28%	34%		19%	36%	34%	26%	34%	33%	35%	28%
	5 - Strongly Agree	35%	35%	35%	40%	40%	41%		38%	34%	35%	41%	35%	35%	33%	55%
My colleagues are committed to doing quality work.	1 - Strongly Disagree	2%	1%	3%	10%	5%	2%		0%	6%	2%	3%	2%	3%	2%	1%
	2	5%	5%	5%	0%	5%	4%		19%	8%	5%	8%	5%	6%	5%	2%
	3	16%	16%	16%	30%	19%	23%		12%	16%	16%	18%	16%	17%	16%	11%
	4	38%	37%	40%	20%	39%	44%		15%	40%	38%	34%	38%	38%	38%	36%
	5 - Strongly Agree	39%	41%	36%	40%	33%	28%		54%	30%	39%	37%	39%	36%	39%	49%
In the last six months, someone at work has talked to me about my progress.	1 - Strongly Disagree	11%	10%	12%	33%	13%	13%		23%	14%	10%	16%	10%	13%	10%	10%
	2	11%	11%	12%	11%	13%	13%		8%	8%	11%	9%	11%	14%	11%	8%
	3	16%	15%	17%	22%	18%	13%		15%	22%	16%	13%	16%	14%	17%	13%
	4	27%	26%	28%	0%	25%	25%		15%	30%	27%	27%	27%	28%	26%	26%
	5 - Strongly Agree	36%	39%	32%	33%	32%	36%		38%	26%	36%	34%	36%	31%	37%	44%
This last year, I have had opportunities at work to learn and grow.	1 - Strongly Disagree	6%	6%	6%	10%	5%	11%		8%	6%	6%	6%	6%	4%	7%	3%
	2	8%	8%	8%	0%	10%	13%		12%	8%	8%	7%	8%	7%	9%	6%
	3	17%	17%	18%	40%	17%	13%		24%	25%	17%	19%	17%	17%	17%	13%
	4	32%	31%	32%	40%	31%	28%		12%	33%	32%	31%	32%	32%	32%	28%
	5 - Strongly Agree	37%	38%	36%	10%	37%	35%		44%	27%	37%	37%	37%	40%	35%	51%
Our organization has a well-developed strategy that supports its vision.	1 - Strongly Disagree	7%	6%	9%	10%	8%	7%		13%	12%	7%	12%	7%	10%	7%	3%
	2	14%	12%	15%	10%	12%	11%		17%	10%	14%	14%	13%	14%	13%	15%
	3	27%	28%	26%	50%	27%	33%		13%	25%	27%	25%	27%	29%	27%	16%
	4	35%	36%	33%	10%	26%	25%		38%	33%	35%	26%	35%	31%	35%	45%
	5 - Strongly Agree	17%	19%	16%	20%	28%	24%		21%	20%	17%	22%	17%	16%	18%	20%
I understand how my role supports the overall strategy of my organization.	1 - Strongly Disagree	4%	3%	5%	0%	8%	7%		4%	8%	4%	7%	4%	7%	3%	2%
	2	8%	8%	9%	10%	4%	7%		15%	2%	8%	3%	8%	11%	7%	7%
	3	20%	20%	20%	40%	23%	11%		27%	18%	20%	19%	20%	23%	20%	7%
	4	38%	38%	38%	30%	31%	40%		23%	50%	38%	40%	38%	34%	39%	41%
	5 - Strongly Agree	29%	30%	28%	20%	33%	35%		31%	22%	29%	31%	29%	25%	30%	43%
The leadership of my	1 - Strongly Disagree	9%	7%	11%	10%	11%	9%		9%	8%	9%	12%	9%	11%	8%	5%

organization is creating a future I want to be a part of.	2	12%	11%	12%	10%	11%	9%	22%	14%	12%	15%	12%	14%	11%	6%
	3	26%	26%	25%	30%	32%	21%	22%	22%	25%	22%	26%	26%	26%	23%
	4	30%	32%	28%	20%	19%	30%	9%	36%	31%	25%	30%	29%	31%	29%
	5 - Strongly Agree	24%	24%	24%	30%	28%	30%	39%	20%	23%	26%	24%	20%	24%	38%
I know I will be an important part of this organization in the future.	1 - Strongly Disagree	9%	8%	11%	10%	12%	13%	17%	13%	9%	10%	9%	12%	9%	3%
	2	13%	13%	14%	30%	12%	11%	17%	4%	14%	11%	13%	15%	13%	11%
	3	27%	29%	25%	10%	24%	18%	29%	31%	27%	31%	27%	29%	26%	23%
	4	28%	28%	29%	20%	23%	27%	8%	29%	29%	22%	29%	26%	29%	31%
5 - Strongly Agree	22%	22%	23%	30%	29%	31%	29%	23%	21%	26%	22%	19%	22%	33%	
I have enough time to complete everything I need to do at work.	1 - Strongly Disagree	16%	18%	13%	40%	14%	20%	15%	12%	16%	14%	16%	23%	12%	27%
	2	20%	20%	20%	40%	17%	5%	31%	18%	21%	21%	20%	28%	17%	23%
	3	23%	23%	23%	0%	21%	22%	19%	20%	23%	21%	23%	19%	24%	25%
	4	27%	25%	29%	10%	28%	27%	15%	40%	27%	28%	27%	20%	30%	18%
5 - Strongly Agree	14%	14%	15%	10%	21%	25%	19%	10%	14%	16%	14%	10%	17%	8%	
I am able to maintain a healthy balance between work and personal commitments.	1 - Strongly Disagree	9%	10%	8%	0%	7%	12%	15%	14%	9%	17%	9%	15%	7%	7%
	2	18%	19%	17%	40%	17%	16%	12%	8%	19%	13%	19%	24%	15%	28%
	3	25%	24%	25%	10%	28%	25%	31%	31%	25%	26%	25%	27%	24%	27%
	4	29%	29%	29%	30%	27%	28%	15%	39%	29%	31%	29%	21%	32%	26%
5 - Strongly Agree	18%	17%	20%	20%	21%	19%	27%	8%	18%	14%	19%	12%	22%	11%	
When I am feeling overwhelmed, appropriate resources are available to me.	1 - Strongly Disagree	10%	10%	11%	11%	8%	8%	17%	13%	11%	14%	10%	16%	9%	5%
	2	19%	20%	17%	56%	22%	10%	21%	25%	18%	20%	19%	23%	17%	23%
	3	29%	28%	29%	22%	25%	25%	29%	25%	29%	22%	29%	29%	28%	32%
	4	28%	29%	28%	11%	23%	35%	25%	29%	29%	26%	29%	23%	31%	27%
5 - Strongly Agree	14%	13%	14%	0%	23%	23%	8%	8%	13%	17%	13%	9%	16%	12%	
How often do you feel burned out at work?	1 - Always	8%	8%	7%	0%	7%	15%	17%	10%	8%	11%	8%	9%	8%	7%
	2 - Very often	27%	32%	21%	40%	25%	26%	21%	33%	27%	29%	27%	31%	25%	30%
	3 - Sometimes	43%	40%	46%	50%	48%	24%	33%	42%	43%	42%	43%	40%	44%	42%
	4 - Rarely	19%	17%	21%	10%	18%	28%	25%	15%	19%	16%	19%	17%	20%	18%
5 - Never	3%	2%	4%	0%	3%	7%	4%	0%	3%	3%	3%	4%	3%	3%	
I am confident that the findings arising out of this survey will be acted upon.	1 - Strongly Disagree	22%	20%	24%	20%	17%	23%	36%	30%	22%	30%	21%	25%	21%	13%
	2	23%	23%	24%	10%	26%	23%	16%	2%	23%	14%	23%	26%	22%	25%
	3	27%	29%	25%	30%	16%	17%	28%	32%	28%	24%	27%	25%	28%	28%
	4	18%	19%	17%	20%	25%	19%	16%	22%	18%	16%	18%	15%	19%	22%
5 - Strongly Agree	10%	9%	11%	20%	17%	17%	4%	14%	9%	16%	10%	9%	10%	12%	