

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

		Overall	Gender		Race/Ethnicity									Faculty Staff Administration		
		UNO	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	Unknown	Faculty	Staff
At work, I am treated with respect.	1 - Strongly Disagree	2%	1%	2%	0%	0%	4%		5%	1%	0%	2%	0%	1%	2%	2%
	2	6%	6%	6%	20%	10%	9%		13%	5%	10%	6%	0%	7%	5%	6%
	3	14%	12%	16%	30%	15%	13%		21%	13%	18%	13%	7%	14%	14%	12%
	4	35%	38%	30%	20%	36%	39%		34%	35%	37%	35%	36%	33%	36%	34%
	5 - Strongly Agree	44%	43%	46%	30%	40%	36%		27%	46%	35%	44%	57%	45%	43%	45%
My workplace is committed to building the strengths of each team member.	1 - Strongly Disagree	5%	4%	6%	10%	7%	7%		14%	4%	10%	5%	0%	5%	5%	4%
	2	11%	10%	11%	10%	16%	7%		13%	10%	6%	11%	14%	12%	9%	15%
	3	22%	24%	20%	30%	15%	25%		16%	23%	13%	23%	21%	24%	22%	15%
	4	32%	33%	31%	20%	27%	32%		27%	33%	42%	32%	14%	28%	35%	34%
	5 - Strongly Agree	30%	29%	31%	30%	34%	29%		30%	30%	29%	30%	50%	32%	29%	33%
If I raised a concern about ethics and integrity, I am confident my employer would do what is right.	1 - Strongly Disagree	7%	6%	8%	10%	4%	7%		15%	6%	8%	7%	0%	8%	6%	4%
	2	11%	10%	12%	20%	15%	13%		20%	9%	10%	11%	8%	11%	10%	16%
	3	19%	22%	15%	30%	13%	20%		13%	20%	17%	19%	23%	18%	20%	16%
	4	29%	30%	28%	10%	29%	27%		25%	30%	27%	30%	23%	31%	29%	30%
	5 - Strongly Agree	34%	33%	37%	30%	38%	33%		27%	34%	38%	34%	46%	33%	35%	34%
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%	5%	20%	7%	14%		13%	5%	7%	6%	0%	8%	5%	4%
	2	13%	15%	9%	20%	14%	16%		13%	12%	12%	13%	0%	13%	12%	13%
	3	19%	21%	16%	30%	15%	24%		21%	19%	20%	19%	29%	19%	19%	20%
	4	30%	29%	32%	0%	38%	29%		25%	31%	32%	31%	14%	29%	31%	33%
	5 - Strongly Agree	32%	29%	38%	30%	26%	18%		29%	34%	30%	32%	57%	31%	33%	30%
My supervisor creates an environment that is trusting and open.	1 - Strongly Disagree	6%	6%	5%	0%	8%	7%		9%	6%	10%	6%	0%	6%	6%	7%
	2	7%	8%	6%	30%	7%	4%		11%	7%	3%	7%	0%	8%	7%	7%
	3	12%	12%	11%	20%	14%	7%		14%	12%	15%	12%	21%	13%	11%	12%
	4	28%	27%	29%	20%	33%	29%		21%	28%	26%	28%	14%	26%	30%	28%
	5 - Strongly Agree	47%	46%	48%	30%	38%	54%		45%	48%	46%	47%	64%	48%	47%	45%
I feel like a valued member of my team.	1 - Strongly Disagree	7%	5%	9%	0%	11%	7%		13%	6%	3%	7%	7%	9%	5%	5%
	2	9%	9%	8%	40%	7%	7%		20%	8%	18%	8%	7%	10%	7%	10%
	3	14%	15%	13%	10%	19%	16%		15%	14%	11%	15%	14%	14%	15%	11%
	4	29%	29%	30%	30%	27%	27%		25%	30%	30%	29%	21%	28%	31%	22%
	5 - Strongly Agree	41%	42%	40%	20%	36%	43%		27%	42%	38%	41%	50%	40%	41%	52%
Diversity and inclusiveness issues are openly discussed.	1 - Strongly Disagree	5%	4%	6%	10%	10%	16%		7%	4%	5%	5%	0%	6%	4%	1%
	2	9%	10%	7%	30%	13%	14%		9%	8%	8%	9%	8%	10%	8%	7%
	3	16%	15%	17%	10%	13%	20%		22%	15%	23%	15%	15%	14%	18%	10%
	4	32%	32%	31%	10%	26%	27%		33%	33%	35%	31%	31%	30%	33%	32%
	5 - Strongly Agree	39%	39%	40%	40%	37%	24%		29%	41%	29%	40%	46%	40%	37%	49%
I believe that I have adequate opportunities for career advancement at my organization.	1 - Strongly Disagree	13%	12%	16%	0%	18%	18%		28%	12%	15%	13%	8%	14%	13%	11%
	2	15%	16%	14%	44%	11%	16%		13%	16%	12%	16%	0%	14%	17%	16%
	3	24%	24%	22%	22%	22%	31%		17%	23%	15%	24%	25%	20%	27%	15%
	4	26%	27%	26%	22%	22%	22%		25%	27%	34%	26%	42%	28%	25%	26%
	5 - Strongly Agree	21%	21%	23%	11%	26%	14%		17%	22%	24%	21%	25%	25%	18%	32%
I am asked for my input regarding changes that affect my work.	1 - Strongly Disagree	10%	10%	11%	22%	15%	15%		13%	10%	8%	11%	0%	11%	10%	8%
	2	13%	14%	12%	22%	13%	11%		18%	13%	13%	13%	0%	15%	12%	11%
	3	20%	21%	19%	33%	20%	16%		24%	21%	19%	20%	29%	18%	22%	20%
	4	29%	28%	31%	0%	31%	25%		27%	29%	27%	29%	21%	29%	28%	34%
	5 - Strongly Agree	27%	28%	27%	22%	21%	33%		18%	28%	32%	27%	50%	28%	27%	28%
There is open communication throughout all levels of my organization.	1 - Strongly Disagree	18%	17%	18%	40%	21%	27%		24%	16%	18%	18%	7%	17%	19%	13%
	2	20%	20%	19%	10%	13%	15%		22%	21%	10%	20%	29%	16%	22%	24%
	3	25%	27%	21%	20%	25%	23%		29%	25%	35%	24%	29%	27%	24%	23%
	4	22%	21%	24%	10%	24%	21%		15%	22%	19%	22%	21%	23%	21%	26%
	5 - Strongly Agree	16%	14%	18%	20%	17%	13%		11%	16%	18%	16%	14%	17%	15%	13%
Leadership communicates effectively with the organization.	1 - Strongly Disagree	16%	15%	17%	33%	19%	19%		20%	15%	13%	16%	0%	15%	16%	13%
	2	17%	19%	13%	11%	11%	11%		18%	18%	15%	17%	21%	16%	18%	16%
	3	24%	24%	24%	22%	26%	24%		31%	24%	26%	24%	36%	20%	27%	26%
	4	26%	24%	28%	11%	21%	41%		18%	26%	30%	26%	29%	27%	24%	30%
	5 - Strongly Agree	17%	17%	18%	22%	22%	6%		13%	18%	16%	17%	14%	22%	15%	15%
At work, we are direct and honest in all our communications.	1 - Strongly Disagree	10%	10%	10%	10%	12%	21%		13%	9%	10%	10%	0%	12%	9%	7%
	2	13%	16%	10%	20%	14%	8%		21%	13%	11%	14%	7%	10%	15%	16%
	3	27%	28%	24%	40%	18%	28%		38%	26%	32%	26%	50%	27%	27%	20%
	4	30%	29%	31%	0%	34%	23%		18%	31%	31%	30%	21%	29%	29%	43%
	5 - Strongly Agree	20%	17%	25%	30%	22%	21%		11%	20%	16%	20%	21%	21%	20%	14%
Someone at work recently went out of their way to help me.	1 - Strongly Disagree	6%	5%	7%	0%	9%	9%		9%	5%	7%	6%	0%	8%	5%	1%
	2	8%	8%	8%	10%	8%	4%		11%	8%	8%	8%	0%	7%	9%	9%
	3	16%	16%	17%	20%	21%	25%		9%	16%	15%	16%	14%	15%	17%	19%
	4	30%	30%	31%	10%	29%	26%		28%	31%	25%	31%	14%	26%	34%	31%
	5 - Strongly Agree	39%	41%	37%	60%	33%	36%		42%	39%	44%	39%	71%	44%	35%	41%
It is easy for me to get the information I need to do my job.	1 - Strongly Disagree	6%	6%	5%	0%	4%	5%		9%	6%	8%	6%	0%	6%	5%	5%

Information I need to do my job.	2	11%	12%	10%	10%	15%	11%	7%	11%	5%	12%	0%	10%	12%	12%
	3	22%	22%	22%	10%	18%	23%	38%	21%	29%	21%	21%	19%	23%	22%
	4	37%	36%	37%	50%	40%	36%	30%	37%	34%	37%	43%	39%	35%	37%
	5 - Strongly Agree	25%	24%	26%	30%	23%	25%	16%	25%	24%	25%	36%	25%	24%	24%
I am satisfied with the cooperation I receive from colleagues in other departments.	1 - Strongly Disagree	5%	4%	5%	0%	4%	8%	4%	4%	3%	5%	0%	6%	4%	1%
	2	8%	8%	8%	20%	12%	9%	11%	8%	12%	8%	0%	6%	9%	9%
	3	21%	19%	22%	30%	22%	19%	22%	20%	21%	21%	15%	18%	22%	21%
	4	38%	39%	35%	30%	35%	34%	38%	38%	36%	38%	31%	37%	38%	32%
5 - Strongly Agree	29%	29%	29%	20%	28%	30%	25%	30%	28%	29%	54%	33%	26%	37%	
How satisfied are you with your organization as a place to work?	1 - Extremely Dissatisfied	5%	4%	6%	10%	5%	7%	11%	4%	3%	5%	0%	6%	4%	2%
	2	12%	12%	11%	30%	14%	11%	23%	11%	16%	11%	7%	10%	12%	16%
	3	22%	24%	19%	30%	22%	26%	18%	22%	30%	22%	14%	20%	24%	13%
	4	36%	34%	38%	0%	34%	33%	25%	37%	30%	36%	36%	35%	35%	40%
5 - Extremely Satisfied	26%	26%	26%	30%	25%	22%	23%	27%	21%	26%	43%	29%	24%	28%	
I know what is expected of me at work.	1 - Strongly Disagree	2%	2%	2%	10%	0%	4%	2%	2%	3%	2%	0%	2%	2%	4%
	2	5%	6%	4%	0%	10%	6%	5%	5%	8%	5%	0%	5%	6%	6%
	3	14%	15%	14%	30%	15%	13%	29%	13%	21%	14%	0%	15%	14%	15%
	4	37%	36%	39%	30%	39%	33%	38%	37%	31%	38%	46%	37%	38%	37%
5 - Strongly Agree	41%	41%	40%	30%	36%	44%	25%	42%	36%	41%	54%	42%	40%	39%	
I have the materials and equipment I need to do my work right.	1 - Strongly Disagree	3%	2%	4%	0%	0%	5%	6%	3%	5%	3%	0%	4%	2%	4%
	2	7%	7%	7%	22%	13%	5%	6%	7%	11%	7%	0%	8%	6%	11%
	3	17%	18%	16%	22%	23%	23%	24%	16%	16%	17%	15%	18%	17%	15%
	4	35%	34%	38%	33%	31%	23%	33%	37%	30%	36%	31%	35%	36%	33%
5 - Strongly Agree	37%	39%	35%	22%	34%	43%	31%	38%	38%	37%	54%	35%	39%	38%	
At work, I have the opportunity to do what I do best every day.	1 - Strongly Disagree	4%	3%	4%	10%	4%	4%	6%	3%	3%	4%	0%	5%	3%	2%
	2	9%	9%	10%	20%	14%	9%	11%	9%	13%	9%	7%	9%	9%	10%
	3	18%	19%	16%	10%	11%	25%	20%	18%	17%	18%	7%	14%	20%	18%
	4	35%	35%	35%	20%	40%	24%	28%	36%	30%	36%	36%	36%	35%	35%
5 - Strongly Agree	34%	34%	34%	40%	32%	38%	35%	34%	37%	34%	50%	36%	33%	34%	
In the last seven days, I have received recognition or praise for doing good work.	1 - Strongly Disagree	21%	21%	21%	0%	23%	25%	25%	21%	22%	21%	17%	29%	16%	15%
	2	14%	13%	15%	30%	17%	15%	17%	13%	19%	14%	8%	16%	12%	17%
	3	15%	16%	14%	20%	14%	10%	19%	15%	15%	15%	17%	13%	17%	15%
	4	24%	23%	25%	30%	19%	27%	15%	24%	20%	24%	17%	19%	27%	22%
5 - Strongly Agree	26%	27%	25%	20%	27%	23%	23%	27%	24%	26%	42%	23%	28%	32%	
My supervisor, or someone at work, seems to care about me as a person.	1 - Strongly Disagree	5%	4%	5%	10%	8%	5%	6%	4%	7%	5%	0%	6%	4%	4%
	2	5%	5%	5%	10%	10%	0%	9%	5%	5%	5%	0%	6%	4%	7%
	3	11%	10%	14%	10%	17%	7%	13%	11%	10%	11%	14%	12%	12%	7%
	4	28%	26%	30%	30%	24%	35%	19%	28%	22%	28%	21%	27%	28%	27%
5 - Strongly Agree	51%	54%	47%	40%	42%	53%	53%	52%	56%	51%	64%	49%	52%	55%	
There is someone at work who encourages my development.	1 - Strongly Disagree	7%	6%	9%	0%	13%	9%	5%	7%	7%	7%	0%	8%	6%	6%
	2	9%	8%	10%	20%	11%	6%	11%	9%	8%	9%	7%	10%	8%	14%
	3	17%	16%	20%	10%	20%	19%	13%	17%	15%	17%	14%	18%	17%	14%
	4	27%	28%	27%	30%	21%	26%	24%	28%	25%	28%	21%	23%	30%	29%
5 - Strongly Agree	39%	43%	34%	40%	34%	41%	47%	39%	46%	39%	57%	41%	39%	38%	
At work, my opinions seem to count.	1 - Strongly Disagree	8%	7%	9%	10%	8%	11%	11%	8%	5%	8%	0%	10%	7%	7%
	2	11%	11%	10%	20%	7%	11%	16%	11%	13%	11%	7%	10%	11%	10%
	3	20%	20%	21%	30%	30%	17%	23%	20%	23%	20%	21%	21%	20%	16%
	4	32%	33%	30%	20%	29%	43%	27%	31%	23%	32%	14%	27%	35%	32%
5 - Strongly Agree	29%	29%	30%	20%	26%	19%	23%	31%	37%	28%	57%	32%	26%	35%	
The mission or purpose of my organization makes me feel my job is important.	1 - Strongly Disagree	6%	5%	8%	22%	7%	9%	11%	5%	7%	6%	0%	8%	5%	4%
	2	8%	7%	9%	11%	8%	6%	16%	8%	13%	8%	0%	8%	9%	4%
	3	16%	16%	16%	11%	22%	13%	16%	16%	11%	16%	23%	15%	17%	11%
	4	32%	32%	33%	33%	32%	38%	24%	32%	31%	33%	15%	27%	36%	32%
5 - Strongly Agree	37%	39%	34%	22%	31%	34%	33%	39%	38%	37%	62%	42%	32%	50%	
My colleagues are committed to doing quality work.	1 - Strongly Disagree	3%	2%	4%	10%	7%	8%	5%	2%	5%	3%	0%	4%	2%	1%
	2	4%	4%	4%	0%	3%	6%	5%	4%	2%	4%	7%	4%	5%	1%
	3	15%	17%	14%	10%	19%	15%	16%	15%	16%	15%	29%	15%	17%	10%
	4	34%	34%	35%	40%	32%	30%	33%	35%	29%	35%	29%	32%	35%	38%
5 - Strongly Agree	44%	43%	44%	40%	40%	42%	40%	44%	48%	43%	36%	46%	41%	50%	
In the last six months, someone at work has talked to me about my progress.	1 - Strongly Disagree	13%	12%	13%	30%	14%	9%	16%	12%	19%	12%	8%	17%	10%	6%
	2	13%	13%	13%	0%	7%	19%	18%	13%	12%	13%	23%	16%	11%	11%
	3	15%	15%	15%	20%	17%	13%	14%	15%	11%	15%	8%	16%	14%	16%
	4	26%	25%	28%	20%	32%	30%	25%	26%	30%	26%	15%	21%	29%	29%
5 - Strongly Agree	33%	34%	31%	30%	29%	28%	27%	34%	28%	33%	46%	29%	35%	38%	
This last year, I have had opportunities at work to learn and grow.	1 - Strongly Disagree	6%	5%	8%	0%	13%	6%	9%	6%	10%	6%	0%	6%	7%	5%
	2	8%	8%	7%	20%	9%	9%	9%	7%	7%	8%	7%	6%	8%	6%
	3	13%	13%	14%	0%	16%	15%	9%	14%	7%	14%	7%	13%	14%	10%
	4	32%	33%	32%	50%	27%	32%	41%	32%	34%	32%	36%	30%	33%	32%
5 - Strongly Agree	41%	42%	39%	30%	36%	38%	31%	42%	42%	40%	50%	44%	37%	48%	
Our organization has a well-developed strategy that supports its vision.	1 - Strongly Disagree	8%	6%	11%	11%	10%	9%	17%	7%	10%	8%	0%	9%	7%	6%
	2	12%	11%	13%	22%	15%	13%	15%	11%	11%	12%	8%	13%	10%	14%
	3	29%	31%	27%	22%	27%	26%	22%	30%	23%	30%	38%	24%	32%	39%
	4	32%	34%	30%	11%	31%	35%	31%	32%	44%	32%	23%	31%	34%	28%
5 - Strongly Agree	19%	19%	19%	33%	17%	17%	15%	19%	11%	19%	31%	22%	17%	14%	
I understand how my role	1 - Strongly Disagree	5%	4%	7%	10%	7%	11%	7%	4%	8%	5%	0%	6%	4%	5%

supports the overall strategy of my organization.	2	7%	6%	8%	10%	6%	6%	13%	7%	7%	7%	0%	9%	6%	2%
	3	20%	20%	20%	40%	29%	25%	23%	19%	16%	20%	14%	21%	19%	21%
	4	37%	37%	36%	20%	32%	32%	27%	38%	34%	37%	36%	34%	39%	32%
	5 - Strongly Agree	31%	33%	30%	20%	26%	26%	30%	32%	34%	31%	50%	30%	31%	40%
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The leadership of my organization is creating a future I want to be a part of.	1 - Strongly Disagree	11%	9%	14%	20%	17%	18%	23%	9%	15%	11%	7%	12%	10%	9%
	2	10%	11%	8%	10%	10%	5%	9%	10%	8%	10%	0%	9%	11%	12%
	3	25%	25%	24%	40%	22%	18%	20%	25%	15%	25%	43%	25%	25%	21%
	4	28%	27%	29%	0%	32%	35%	27%	28%	39%	28%	7%	25%	30%	25%
	5 - Strongly Agree	26%	27%	24%	30%	19%	24%	21%	27%	23%	26%	43%	29%	24%	33%
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I know I will be an important part of this organization in the future.	1 - Strongly Disagree	11%	9%	14%	25%	17%	17%	16%	9%	10%	11%	7%	14%	9%	9%
	2	13%	14%	11%	25%	10%	9%	15%	13%	12%	13%	7%	13%	13%	13%
	3	26%	26%	25%	38%	26%	15%	29%	26%	17%	26%	36%	26%	26%	20%
	4	27%	27%	26%	0%	29%	34%	22%	26%	37%	26%	14%	23%	29%	29%
	5 - Strongly Agree	24%	24%	24%	13%	19%	25%	18%	25%	25%	24%	36%	24%	23%	30%
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I have enough time to complete everything I need to do at work.	1 - Strongly Disagree	16%	18%	12%	20%	10%	11%	18%	16%	18%	16%	7%	18%	13%	28%
	2	19%	21%	15%	30%	18%	16%	23%	19%	24%	18%	14%	22%	15%	28%
	3	20%	18%	23%	30%	21%	24%	13%	20%	23%	20%	14%	22%	19%	21%
	4	28%	27%	28%	10%	33%	20%	29%	28%	23%	28%	14%	22%	33%	14%
	5 - Strongly Agree	18%	16%	22%	10%	19%	29%	18%	17%	13%	18%	50%	17%	20%	9%
<hr/>															
I am able to maintain a healthy balance between work and personal commitments.	1 - Strongly Disagree	11%	13%	8%	30%	11%	11%	18%	11%	16%	11%	0%	14%	8%	17%
	2	16%	18%	14%	20%	11%	18%	7%	17%	16%	17%	8%	17%	15%	23%
	3	23%	23%	23%	20%	21%	20%	27%	23%	27%	23%	23%	24%	22%	28%
	4	29%	28%	31%	10%	34%	29%	29%	28%	26%	29%	31%	26%	32%	22%
	5 - Strongly Agree	21%	18%	24%	20%	23%	23%	20%	20%	15%	21%	38%	20%	23%	10%
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When I am feeling overwhelmed, appropriate resources are available to me.	1 - Strongly Disagree	10%	11%	7%	13%	10%	14%	20%	9%	20%	9%	0%	11%	8%	11%
	2	18%	18%	17%	50%	17%	10%	19%	17%	15%	18%	8%	21%	15%	21%
	3	26%	24%	29%	0%	29%	25%	20%	26%	18%	26%	25%	24%	26%	33%
	4	28%	27%	29%	13%	29%	24%	26%	28%	30%	28%	33%	27%	29%	24%
	5 - Strongly Agree	19%	20%	19%	25%	14%	27%	15%	20%	17%	19%	33%	17%	22%	11%
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How often do you feel burned out at work?	1 - Always	8%	10%	4%	30%	6%	9%	11%	7%	15%	7%	0%	7%	8%	10%
	2 - Very often	27%	30%	23%	0%	27%	30%	27%	28%	30%	28%	0%	26%	29%	28%
	3 - Sometimes	39%	39%	38%	30%	32%	35%	40%	39%	36%	38%	64%	36%	40%	43%
	4 - Rarely	23%	18%	30%	30%	34%	24%	20%	22%	20%	23%	7%	25%	22%	18%
	5 - Never	3%	3%	4%	10%	1%	2%	2%	4%	0%	3%	29%	6%	2%	3%
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I am confident that the findings arising out of this survey will be acted upon.	1 - Strongly Disagree	24%	24%	25%	22%	20%	37%	37%	23%	23%	25%	7%	24%	25%	19%
	2	19%	20%	17%	33%	16%	13%	9%	19%	10%	19%	21%	19%	18%	22%
	3	25%	26%	24%	22%	28%	19%	24%	25%	35%	24%	36%	24%	26%	27%
	4	19%	17%	23%	22%	14%	19%	20%	20%	23%	19%	21%	16%	21%	22%
	5 - Strongly Agree	13%	13%	11%	0%	22%	13%	9%	12%	8%	13%	14%	17%	10%	11%