

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

		Overall UNK	Gender Identity			Race/Ethnicity							Faculty Staff Administration			
		Total	Female	Male	Unknown	American Indian or Alaska Native	Asian	Black or African American	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%	2%	3%			4%			2%	0%	2%	0%	4%	0%	0%
	2	7%	6%	8%			4%			7%	9%	7%	8%	9%	5%	4%
	3	11%	13%	9%			9%			11%	27%	11%	17%	15%	9%	0%
	4	38%	43%	31%			39%			39%	27%	39%	33%	36%	43%	22%
	5 - Strongly Agree	42%	37%	49%			43%			41%	36%	42%	42%	37%	42%	74%
My workplace is committed to building the strengths of each team member.	1 - Strongly Disagree	5%	4%	7%			5%			5%	9%	5%	0%	9%	3%	0%
	2	12%	11%	14%			18%			11%	27%	12%	17%	15%	10%	4%
	3	22%	24%	19%			18%			22%	18%	22%	33%	25%	20%	15%
	4	33%	35%	32%			32%			34%	27%	34%	33%	31%	37%	26%
	5 - Strongly Agree	27%	26%	29%			27%			27%	18%	28%	17%	20%	31%	56%
If I raised a concern about ethics and integrity, I am confident my employer would do what is right.	1 - Strongly Disagree	11%	8%	14%			14%			11%	18%	10%	25%	18%	5%	7%
	2	12%	14%	8%			10%			11%	18%	12%	0%	16%	8%	11%
	3	20%	22%	17%			14%			20%	36%	20%	8%	20%	21%	11%
	4	31%	30%	34%			29%			32%	9%	32%	33%	33%	30%	22%
	5 - Strongly Agree	26%	26%	27%			33%			26%	18%	26%	33%	13%	36%	48%
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	8%	8%	7%			17%			6%	27%	7%	9%	13%	4%	4%
	2	12%	13%	11%			4%			13%	9%	13%	9%	17%	9%	4%
	3	19%	22%	16%			39%			19%	18%	20%	18%	22%	19%	11%
	4	32%	30%	34%			17%			32%	18%	32%	27%	28%	34%	33%
	5 - Strongly Agree	29%	27%	32%			22%			30%	27%	29%	36%	20%	34%	48%
My supervisor creates an environment that is trusting and open.	1 - Strongly Disagree	8%	7%	8%			9%			8%	18%	7%	17%	13%	3%	4%
	2	8%	8%	7%			9%			8%	9%	8%	8%	7%	9%	4%
	3	12%	12%	11%			13%			11%	18%	11%	8%	11%	13%	7%
	4	26%	28%	22%			26%			26%	18%	26%	33%	27%	23%	33%
	5 - Strongly Agree	47%	44%	52%			43%			47%	36%	48%	33%	42%	52%	52%
I feel like a valued member of my team.	1 - Strongly Disagree	6%	6%	7%			9%			6%	0%	7%	0%	11%	2%	4%
	2	10%	11%	8%			4%			10%	27%	9%	25%	12%	9%	4%
	3	14%	15%	12%			13%			14%	18%	14%	8%	14%	15%	11%
	4	30%	33%	26%			30%			30%	9%	31%	17%	29%	31%	26%
	5 - Strongly Agree	40%	35%	47%			43%			39%	45%	40%	50%	35%	43%	56%
Diversity and inclusiveness issues are openly discussed.	1 - Strongly Disagree	5%	5%	5%			14%			4%	9%	4%	17%	7%	4%	0%
	2	10%	10%	10%			5%			9%	27%	10%	0%	11%	9%	4%
	3	21%	22%	20%			14%			21%	36%	20%	33%	23%	20%	15%
	4	33%	35%	32%			32%			34%	9%	34%	25%	37%	30%	37%
	5 - Strongly Agree	31%	29%	34%			36%			31%	18%	31%	25%	23%	36%	44%
I believe that I have adequate opportunities for career advancement at my organization.	1 - Strongly Disagree	11%	11%	12%			18%			11%	27%	11%	8%	12%	11%	8%
	2	12%	14%	10%			5%			12%	9%	12%	25%	12%	13%	12%
	3	23%	27%	17%			23%			23%	18%	24%	0%	21%	27%	8%
	4	29%	29%	31%			18%			30%	27%	29%	42%	29%	29%	31%
	5 - Strongly Agree	24%	19%	31%			36%			24%	18%	24%	25%	25%	20%	42%
I am asked for my input regarding changes that affect my work.	1 - Strongly Disagree	9%	8%	9%			9%			8%	18%	9%	0%	11%	7%	4%
	2	15%	14%	16%			5%			16%	18%	14%	33%	17%	13%	15%
	3	21%	23%	17%			32%			20%	18%	21%	25%	22%	21%	15%
	4	28%	29%	25%			14%			29%	18%	28%	17%	26%	30%	26%
	5 - Strongly Agree	28%	25%	33%			41%			27%	27%	28%	25%	25%	30%	41%
There is open communication throughout all levels of my organization.	1 - Strongly Disagree	19%	18%	21%			27%			18%	27%	19%	17%	29%	12%	7%
	2	24%	27%	20%			9%			25%	27%	24%	25%	26%	23%	11%
	3	23%	27%	19%			32%			23%	27%	24%	8%	22%	23%	33%
	4	20%	18%	22%			9%			21%	0%	20%	42%	15%	24%	19%
	5 - Strongly Agree	13%	10%	17%			23%			13%	18%	14%	8%	7%	17%	30%
Leadership communicates effectively with the organization.	1 - Strongly Disagree	18%	17%	19%			23%			17%	27%	18%	17%	27%	10%	7%
	2	21%	23%	18%			23%			21%	27%	20%	33%	27%	16%	7%
	3	27%	28%	24%			18%			27%	18%	27%	8%	23%	30%	30%
	4	23%	21%	25%			18%			23%	18%	23%	25%	17%	26%	33%
	5 - Strongly Agree	12%	11%	14%			18%			12%	9%	12%	17%	5%	18%	22%
At work, we are direct and honest in all our communications.	1 - Strongly Disagree	11%	10%	12%			0%			11%	27%	11%	0%	18%	6%	4%
	2	18%	17%	20%			30%			17%	27%	18%	25%	26%	12%	7%
	3	27%	30%	21%			26%			27%	9%	27%	25%	25%	28%	22%
	4	28%	26%	30%			22%			28%	18%	27%	42%	24%	30%	30%
	5 - Strongly Agree	17%	17%	16%			22%			16%	18%	17%	8%	6%	24%	37%
Someone at work recently went out of their way to help me.	1 - Strongly Disagree	5%	2%	9%			11%			4%	0%	5%	0%	7%	2%	4%
	2	8%	9%	7%			6%			8%	9%	7%	25%	6%	10%	4%
	3	19%	20%	17%			11%			19%	9%	19%	25%	16%	22%	8%
	4	30%	31%	29%			28%			30%	36%	30%	33%	32%	29%	29%
	5 - Strongly Agree	39%	38%	39%			44%			38%	45%	39%	17%	39%	37%	54%
It is easy for me to get the information I need to do my job.	1 - Strongly Disagree	4%	4%	5%			5%			5%	0%	5%	0%	6%	3%	4%
	2	11%	12%	11%			0%			12%	18%	11%	17%	12%	11%	7%
	3	23%	25%	21%			32%			22%	18%	24%	0%	26%	21%	22%

	4	34%	35%	34%	36%	35%	27%	34%	42%	35%	35%	30%
	5 - Strongly Agree	26%	24%	29%	27%	26%	36%	26%	42%	22%	30%	37%
I am satisfied with the cooperation I receive from colleagues in other departments.	1 - Strongly Disagree	4%	3%	4%	10%	3%	0%	4%	9%	2%	4%	11%
	2	7%	9%	5%	0%	8%	18%	7%	0%	10%	6%	4%
	3	20%	17%	25%	19%	20%	18%	20%	45%	21%	21%	11%
	4	42%	40%	44%	43%	42%	27%	42%	36%	43%	42%	33%
	5 - Strongly Agree	27%	30%	22%	29%	27%	36%	27%	9%	24%	28%	41%
How satisfied are you with your organization as a place to work?	1 - Extremely Dissatisfied	4%	4%	4%	9%	4%	9%	4%	0%	8%	1%	0%
	2	13%	11%	16%	17%	12%	18%	13%	8%	17%	9%	11%
	3	21%	24%	18%	17%	21%	27%	21%	33%	24%	20%	7%
	4	42%	44%	39%	43%	42%	27%	42%	33%	36%	47%	41%
	5 - Extremely Satisfied	20%	17%	23%	13%	21%	18%	20%	25%	14%	23%	41%
I know what is expected of me at work.	1 - Strongly Disagree	2%	2%	2%	4%	2%	9%	2%	0%	3%	1%	4%
	2	5%	4%	7%	4%	5%	9%	5%	8%	7%	4%	0%
	3	12%	12%	11%	9%	12%	9%	12%	0%	14%	10%	4%
	4	39%	41%	36%	30%	39%	45%	38%	50%	39%	39%	30%
	5 - Strongly Agree	42%	41%	44%	52%	42%	27%	43%	42%	37%	45%	63%
I have the materials and equipment I need to do my work right.	1 - Strongly Disagree	4%	4%	4%	9%	4%	0%	4%	0%	5%	2%	11%
	2	9%	11%	8%	9%	9%	18%	9%	17%	10%	9%	11%
	3	14%	15%	12%	9%	14%	9%	14%	0%	16%	12%	7%
	4	38%	38%	39%	27%	39%	27%	38%	50%	37%	39%	37%
	5 - Strongly Agree	34%	32%	37%	45%	34%	45%	34%	33%	31%	38%	33%
At work, I have the opportunity to do what I do best every day.	1 - Strongly Disagree	3%	3%	4%	0%	4%	0%	4%	0%	6%	0%	7%
	2	7%	7%	8%	14%	7%	9%	7%	8%	10%	6%	4%
	3	18%	19%	17%	23%	18%	18%	19%	8%	20%	19%	0%
	4	39%	41%	36%	18%	40%	27%	39%	50%	35%	39%	59%
	5 - Strongly Agree	32%	30%	35%	45%	31%	45%	32%	33%	29%	36%	30%
In the last seven days, I have received recognition or praise for doing good work.	1 - Strongly Disagree	21%	21%	20%	19%	20%	45%	20%	33%	29%	15%	8%
	2	14%	16%	13%	14%	14%	9%	14%	25%	20%	11%	4%
	3	15%	16%	14%	14%	15%	9%	15%	25%	15%	14%	27%
	4	24%	23%	25%	19%	25%	9%	25%	8%	19%	29%	15%
	5 - Strongly Agree	26%	24%	28%	33%	26%	27%	26%	8%	17%	31%	46%
My supervisor, or someone at work, seems to care about me as a person.	1 - Strongly Disagree	5%	4%	7%	14%	5%	9%	5%	0%	9%	3%	0%
	2	4%	3%	6%	5%	4%	9%	4%	8%	4%	4%	4%
	3	11%	13%	8%	14%	11%	9%	11%	17%	11%	11%	7%
	4	26%	30%	20%	23%	26%	18%	26%	33%	25%	27%	22%
	5 - Strongly Agree	54%	50%	59%	45%	55%	55%	54%	42%	51%	55%	67%
There is someone at work who encourages my development.	1 - Strongly Disagree	7%	5%	9%	17%	6%	9%	7%	0%	9%	5%	0%
	2	8%	8%	8%	4%	8%	36%	7%	25%	9%	8%	12%
	3	16%	16%	16%	4%	17%	0%	17%	8%	15%	17%	19%
	4	28%	31%	25%	26%	29%	18%	28%	42%	27%	32%	12%
	5 - Strongly Agree	40%	39%	41%	48%	40%	36%	41%	25%	40%	38%	58%
At work, my opinions seem to count.	1 - Strongly Disagree	7%	8%	6%	9%	7%	9%	7%	17%	11%	4%	4%
	2	12%	10%	15%	13%	12%	9%	12%	17%	14%	11%	0%
	3	20%	24%	14%	17%	20%	18%	20%	8%	19%	23%	7%
	4	30%	32%	28%	26%	31%	36%	30%	33%	31%	29%	37%
	5 - Strongly Agree	31%	26%	37%	35%	31%	27%	31%	25%	26%	33%	52%
The mission or purpose of my organization makes me feel my job is important.	1 - Strongly Disagree	5%	5%	6%	10%	5%	0%	5%	8%	7%	4%	0%
	2	8%	8%	10%	14%	8%	18%	8%	17%	9%	8%	7%
	3	18%	21%	14%	29%	17%	36%	17%	17%	22%	17%	0%
	4	34%	37%	31%	19%	35%	36%	35%	25%	31%	36%	41%
	5 - Strongly Agree	34%	31%	39%	29%	35%	9%	35%	33%	30%	36%	52%
My colleagues are committed to doing quality work.	1 - Strongly Disagree	3%	3%	4%	0%	3%	18%	3%	0%	4%	3%	4%
	2	8%	7%	8%	17%	7%	18%	7%	17%	9%	8%	0%
	3	19%	19%	20%	17%	19%	9%	20%	8%	21%	18%	15%
	4	33%	34%	33%	22%	34%	36%	33%	42%	37%	29%	33%
	5 - Strongly Agree	37%	38%	35%	43%	36%	18%	37%	33%	30%	42%	48%
In the last six months, someone at work has talked to me about my progress.	1 - Strongly Disagree	12%	12%	13%	10%	12%	9%	12%	8%	21%	6%	0%
	2	12%	13%	10%	5%	12%	18%	11%	25%	13%	10%	19%
	3	18%	20%	15%	15%	18%	27%	18%	17%	14%	22%	15%
	4	26%	26%	26%	40%	25%	18%	27%	25%	24%	28%	31%
	5 - Strongly Agree	32%	29%	35%	30%	32%	27%	32%	25%	28%	35%	35%
This last year, I have had opportunities at work to learn and grow.	1 - Strongly Disagree	4%	3%	6%	10%	4%	9%	4%	0%	7%	2%	0%
	2	7%	6%	7%	10%	7%	0%	6%	25%	8%	6%	4%
	3	17%	20%	12%	14%	17%	18%	17%	8%	18%	17%	8%
	4	35%	37%	31%	24%	35%	36%	35%	25%	34%	35%	31%
	5 - Strongly Agree	38%	34%	43%	43%	37%	36%	37%	42%	33%	39%	58%
Our organization has a well-developed strategy that supports its vision.	1 - Strongly Disagree	8%	7%	10%	5%	8%	27%	7%	9%	16%	2%	0%
	2	12%	14%	10%	14%	12%	0%	13%	9%	13%	12%	11%
	3	31%	32%	31%	27%	31%	45%	31%	27%	35%	28%	33%
	4	34%	34%	35%	41%	34%	18%	34%	45%	28%	41%	26%
	5 - Strongly Agree	15%	14%	15%	14%	15%	9%	15%	9%	8%	19%	30%
I understand how my role supports the overall strategy of my organization.	1 - Strongly Disagree	4%	4%	3%	0%	4%	0%	3%	9%	6%	1%	0%
	2	7%	6%	7%	17%	6%	10%	7%	0%	10%	4%	4%
	3	21%	18%	24%	22%	21%	10%	20%	36%	23%	19%	19%
	4	38%	43%	31%	30%	37%	30%	39%	9%	37%	39%	26%
	5 - Strongly Agree	32%	29%	35%	30%	32%	50%	31%	45%	24%	36%	52%

The leadership of my organization is creating a future I want to be a part of.	1 - Strongly Disagree	11%	9%	14%	9%	11%	36%	11%	8%	21%	3%	4%
	2	11%	13%	9%	18%	11%	9%	11%	25%	12%	12%	7%
	3	23%	27%	19%	32%	23%	9%	24%	17%	24%	25%	11%
	4	33%	33%	34%	27%	34%	36%	33%	33%	32%	35%	30%
	5 - Strongly Agree	20%	18%	23%	14%	21%	9%	21%	17%	11%	26%	48%
I know I will be an important part of this organization in the future.	1 - Strongly Disagree	10%	7%	14%	14%	9%	20%	10%	0%	18%	4%	4%
	2	11%	14%	8%	9%	11%	10%	11%	8%	13%	10%	7%
	3	27%	31%	22%	36%	26%	30%	27%	25%	25%	30%	15%
	4	30%	30%	32%	23%	31%	10%	30%	58%	30%	29%	41%
	5 - Strongly Agree	21%	19%	25%	18%	22%	30%	22%	8%	14%	27%	33%
I have enough time to complete everything I need to do at work.	1 - Strongly Disagree	14%	16%	12%	13%	14%	27%	14%	9%	20%	9%	19%
	2	22%	26%	17%	13%	23%	18%	22%	36%	26%	19%	22%
	3	22%	22%	22%	17%	22%	9%	22%	27%	21%	22%	30%
	4	25%	22%	28%	39%	23%	27%	25%	18%	22%	29%	11%
	5 - Strongly Agree	16%	14%	20%	17%	16%	18%	17%	9%	11%	21%	19%
I am able to maintain a healthy balance between work and personal commitments.	1 - Strongly Disagree	9%	9%	9%	13%	9%	18%	9%	0%	13%	5%	11%
	2	19%	22%	16%	9%	21%	0%	20%	33%	27%	14%	7%
	3	25%	29%	19%	22%	24%	18%	24%	50%	23%	26%	30%
	4	26%	22%	32%	30%	26%	27%	27%	8%	23%	29%	26%
	5 - Strongly Agree	21%	19%	24%	26%	20%	36%	21%	8%	15%	26%	26%
When I am feeling overwhelmed, appropriate resources are available to me.	1 - Strongly Disagree	9%	9%	11%	15%	9%	0%	10%	9%	15%	5%	4%
	2	21%	23%	19%	20%	21%	40%	21%	27%	24%	19%	26%
	3	28%	32%	21%	15%	28%	20%	28%	36%	31%	27%	17%
	4	26%	20%	33%	30%	25%	20%	26%	18%	23%	27%	39%
	5 - Strongly Agree	16%	16%	16%	20%	16%	20%	16%	9%	8%	23%	13%
How often do you feel burned out at work?	1 - Always	8%	9%	6%	10%	8%	18%	8%	0%	9%	6%	17%
	2 - Very often	25%	29%	20%	10%	27%	18%	25%	50%	31%	19%	29%
	3 - Sometimes	44%	43%	46%	62%	43%	55%	44%	33%	43%	47%	33%
	4 - Rarely	19%	17%	23%	19%	19%	9%	20%	8%	15%	24%	13%
	5 - Never	3%	2%	5%	0%	3%	0%	3%	8%	3%	4%	8%
I am confident that the findings arising out of this survey will be acted upon.	1 - Strongly Disagree	26%	27%	24%	19%	25%	45%	25%	25%	38%	15%	12%
	2	24%	28%	19%	29%	25%	27%	25%	8%	23%	25%	31%
	3	25%	23%	27%	19%	26%	0%	26%	25%	23%	27%	23%
	4	15%	13%	19%	14%	15%	18%	15%	33%	11%	19%	15%
	5 - Strongly Agree	10%	9%	10%	19%	9%	9%	10%	8%	5%	13%	19%