

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

		Overall UNMC			Gender Identity			Race/Ethnicity							Faculty Staff Administration		
		Total	Female	Male	Unknown	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%	2%	2%			3%	2%		5%	2%	2%	4%	2%	2%	2%	0%
	2	4%	4%	4%			3%	6%		0%	7%	4%	6%	4%	3%	4%	4%
	3	12%	13%	11%			8%	17%		14%	9%	13%	7%	13%	12%	13%	4%
	4	38%	41%	32%			39%	42%		23%	35%	38%	33%	38%	36%	40%	30%
	5 - Strongly Agree	44%	41%	51%			46%	34%		59%	47%	44%	50%	44%	47%	41%	62%
My workplace is committed to building the strengths of each team member.	1 - Strongly Disagree	4%	4%	3%			3%	4%		9%	5%	4%	6%	4%	3%	4%	2%
	2	8%	8%	8%			6%	9%		0%	7%	8%	6%	8%	6%	9%	4%
	3	23%	25%	20%			18%	28%		27%	12%	23%	11%	23%	22%	24%	12%
	4	34%	35%	34%			32%	38%		27%	37%	34%	33%	34%	37%	32%	36%
	5 - Strongly Agree	31%	29%	35%			41%	21%		36%	40%	31%	44%	31%	31%	31%	46%
If I raised a concern about ethics and integrity, I am confident my employer would do what is right.	1 - Strongly Disagree	5%	5%	4%			6%	8%		5%	5%	5%	6%	5%	4%	6%	4%
	2	10%	9%	10%			4%	9%		0%	10%	10%	8%	10%	10%	10%	2%
	3	18%	20%	15%			15%	30%		14%	19%	18%	17%	18%	15%	21%	10%
	4	31%	31%	31%			33%	28%		43%	26%	32%	26%	32%	35%	29%	36%
	5 - Strongly Agree	35%	34%	38%			42%	25%		38%	40%	35%	43%	35%	34%	35%	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	5%	6%	4%			6%	17%		5%	10%	4%	10%	5%	4%	6%	2%
	2	10%	12%	7%			6%	25%		24%	12%	9%	10%	10%	10%	11%	4%
	3	19%	20%	16%			20%	21%		19%	21%	18%	23%	19%	18%	19%	29%
	4	34%	34%	34%			32%	21%		14%	19%	35%	17%	34%	36%	32%	38%
	5 - Strongly Agree	33%	29%	40%			36%	17%		38%	38%	33%	40%	32%	32%	33%	27%
My supervisor creates an environment that is trusting and open.	1 - Strongly Disagree	5%	6%	5%			4%	6%		5%	9%	5%	9%	5%	5%	6%	4%
	2	7%	8%	4%			8%	12%		0%	2%	7%	2%	7%	8%	6%	0%
	3	13%	14%	12%			12%	12%		18%	7%	13%	9%	13%	13%	13%	8%
	4	28%	27%	30%			24%	37%		9%	30%	28%	24%	28%	29%	27%	30%
	5 - Strongly Agree	47%	45%	50%			52%	35%		68%	51%	46%	56%	47%	45%	48%	58%
I feel like a valued member of my team.	1 - Strongly Disagree	4%	4%	4%			4%	6%		5%	12%	4%	11%	4%	4%	5%	0%
	2	7%	8%	7%			5%	8%		5%	0%	8%	0%	8%	7%	8%	6%
	3	15%	16%	14%			13%	17%		9%	12%	15%	11%	15%	15%	16%	6%
	4	30%	31%	29%			30%	35%		32%	37%	30%	35%	30%	31%	30%	22%
	5 - Strongly Agree	43%	42%	46%			47%	35%		50%	40%	43%	43%	43%	43%	42%	65%
Diversity and inclusiveness issues are openly discussed.	1 - Strongly Disagree	4%	4%	4%			4%	9%		9%	7%	4%	8%	4%	2%	5%	0%
	2	8%	9%	8%			8%	19%		5%	5%	8%	4%	9%	6%	10%	0%
	3	17%	19%	15%			16%	13%		32%	22%	17%	21%	17%	16%	19%	16%
	4	33%	34%	31%			32%	36%		23%	34%	33%	35%	33%	36%	31%	30%
	5 - Strongly Agree	37%	35%	42%			40%	23%		32%	32%	38%	33%	37%	40%	35%	54%
I believe that I have adequate opportunities for career advancement at my organization.	1 - Strongly Disagree	9%	8%	9%			10%	15%		18%	7%	8%	8%	9%	5%	11%	6%
	2	12%	13%	11%			9%	25%		9%	12%	12%	11%	12%	10%	14%	0%
	3	21%	22%	19%			18%	25%		9%	12%	22%	11%	21%	17%	24%	16%
	4	30%	31%	29%			33%	23%		45%	40%	30%	42%	30%	34%	28%	29%
	5 - Strongly Agree	28%	26%	31%			30%	12%		18%	29%	28%	28%	28%	35%	23%	49%
I am asked for my input regarding changes that affect my work.	1 - Strongly Disagree	7%	7%	9%			8%	8%		5%	5%	7%	6%	7%	8%	7%	2%
	2	13%	14%	11%			7%	13%		5%	10%	14%	8%	13%	13%	14%	6%
	3	20%	22%	17%			19%	15%		18%	31%	20%	28%	20%	20%	21%	12%
	4	30%	30%	31%			42%	42%		27%	14%	30%	15%	31%	32%	29%	30%
	5 - Strongly Agree	29%	28%	32%			25%	21%		45%	40%	29%	43%	29%	28%	29%	50%
There is open communication throughout all levels of my organization.	1 - Strongly Disagree	12%	12%	12%			13%	16%		10%	19%	12%	19%	12%	12%	13%	4%
	2	19%	20%	17%			5%	27%		38%	14%	19%	15%	19%	18%	19%	8%
	3	25%	26%	22%			20%	25%		10%	21%	25%	17%	25%	24%	26%	14%
	4	28%	28%	28%			38%	22%		19%	21%	28%	21%	28%	29%	25%	58%
	5 - Strongly Agree	17%	14%	21%			25%	10%		24%	26%	16%	28%	16%	16%	17%	16%
Leadership communicates effectively with the organization.	1 - Strongly Disagree	10%	10%	11%			8%	6%		14%	19%	10%	17%	10%	10%	10%	4%
	2	15%	16%	14%			5%	24%		14%	5%	16%	7%	15%	13%	17%	10%
	3	23%	24%	20%			13%	27%		23%	26%	23%	20%	23%	22%	24%	14%
	4	31%	31%	32%			44%	29%		32%	26%	31%	30%	31%	34%	29%	46%
	5 - Strongly Agree	21%	20%	22%			29%	14%		18%	26%	20%	26%	21%	22%	20%	26%
At work, we are direct and honest in all our communications.	1 - Strongly Disagree	7%	7%	6%			6%	11%		5%	7%	7%	7%	7%	7%	7%	0%
	2	14%	15%	11%			6%	21%		19%	7%	14%	7%	14%	13%	14%	10%
	3	26%	28%	20%			14%	32%		29%	23%	26%	22%	26%	26%	26%	14%
	4	34%	32%	38%			39%	23%		24%	28%	34%	28%	34%	33%	33%	55%
	5 - Strongly Agree	20%	18%	24%			34%	13%		24%	35%	19%	35%	19%	21%	19%	20%
Someone at work recently went out of their way to help me.	1 - Strongly Disagree	4%	4%	5%			7%	6%		5%	7%	4%	8%	4%	4%	5%	4%
	2	9%	9%	8%			5%	8%		10%	7%	9%	8%	9%	7%	10%	2%
	3	19%	18%	21%			23%	20%		15%	21%	19%	19%	19%	19%	19%	14%
	4	30%	30%	29%			39%	36%		35%	19%	29%	21%	30%	33%	29%	24%
	5 - Strongly Agree	38%	39%	37%			26%	30%		35%	45%	39%	44%	38%	38%	37%	55%
It is easy for me to get the information I need to do my job.	1 - Strongly Disagree	3%	4%	3%			2%	6%		5%	2%	3%	4%	3%	3%	4%	0%
	2	12%	13%	9%			5%	9%		5%	10%	12%	9%	12%	10%	13%	6%
	3	24%	25%	22%			19%	28%		23%	19%	25%	17%	24%	22%	26%	16%
	4	38%	38%	39%			49%	38%		50%	38%	37%	42%	38%	40%	37%	40%
	5 - Strongly Agree	23%	20%	27%			25%	19%		18%	31%	22%	28%	22%	25%	20%	38%
I am satisfied with the cooperation I receive from colleagues in other departments.	1 - Strongly Disagree	3%	3%	3%			2%	4%		5%	5%	3%	6%	3%	2%	3%	2%
	2	8%	8%	8%			6%	6%		10%	7%	8%	8%	8%	6%	9%	10%
	3	22%	23%	21%			14%	25%		15%	24%	23%	23%	22%	22%	23%	10%
	4	41%	42%	40%			46%	43%		35%	38%	41%	34%	42%	44%	39%	44%

	5 - Strongly Agree	26%	25%	28%		32%	23%		35%	26%	26%	30%	26%		26%	25%	34%
How satisfied are you with your organization as a place to work?	1 - Extremely Dissatisfied	4%	4%	4%		4%	4%		5%	7%	4%	7%	4%		4%	3%	0%
	2	7%	7%	8%		5%	12%		0%	5%	8%	6%	8%		7%	8%	6%
	3	20%	22%	17%		19%	23%		27%	23%	20%	20%	20%		19%	22%	8%
	4	42%	43%	40%		39%	48%		36%	35%	42%	31%	42%		40%	43%	40%
	5 - Extremely Satisfied	27%	25%	30%		33%	13%		32%	30%	27%	35%	26%		29%	24%	46%
I know what is expected of me at work.	1 - Strongly Disagree	1%	1%	1%		0%	2%		5%	2%	1%	4%	1%		1%	1%	0%
	2	4%	4%	5%		4%	6%		5%	0%	4%	2%	4%		4%	4%	4%
	3	12%	13%	11%		13%	17%		5%	16%	12%	13%	12%		12%	13%	6%
	4	39%	39%	38%		33%	46%		23%	35%	39%	31%	39%		41%	38%	30%
	5 - Strongly Agree	43%	42%	45%		49%	29%		64%	47%	43%	50%	43%		42%	44%	60%
I have the materials and equipment I need to do my work right.	1 - Strongly Disagree	3%	2%	4%		1%	0%		5%	0%	3%	2%	3%		3%	3%	2%
	2	6%	7%	5%		5%	8%		9%	0%	7%	0%	6%		8%	6%	6%
	3	18%	18%	18%		13%	22%		9%	19%	18%	17%	18%		17%	19%	6%
	4	39%	38%	39%		41%	46%		27%	36%	38%	32%	39%		40%	38%	38%
	5 - Strongly Agree	35%	35%	34%		39%	24%		50%	45%	34%	49%	34%		33%	35%	48%
At work, I have the opportunity to do what I do best every day.	1 - Strongly Disagree	3%	3%	3%		1%	4%		9%	0%	3%	2%	3%		2%	3%	0%
	2	6%	7%	5%		3%	12%		5%	2%	6%	2%	6%		6%	6%	8%
	3	19%	19%	19%		19%	12%		9%	23%	19%	20%	19%		18%	19%	14%
	4	38%	39%	36%		37%	42%		27%	33%	38%	30%	38%		38%	38%	28%
	5 - Strongly Agree	35%	34%	37%		40%	30%		50%	42%	34%	46%	34%		35%	34%	50%
In the last seven days, I have received recognition or praise for doing good work.	1 - Strongly Disagree	18%	18%	18%		9%	18%		18%	19%	18%	21%	18%		21%	16%	12%
	2	15%	15%	15%		16%	16%		23%	12%	15%	9%	16%		17%	15%	6%
	3	17%	17%	18%		15%	18%		9%	14%	17%	13%	17%		17%	17%	20%
	4	24%	24%	25%		38%	20%		14%	21%	24%	19%	24%		22%	25%	29%
	5 - Strongly Agree	25%	26%	24%		23%	28%		36%	33%	25%	38%	25%		22%	27%	33%
My supervisor, or someone at work, seems to care about me as a person.	1 - Strongly Disagree	4%	4%	5%		6%	2%		5%	9%	4%	11%	4%		5%	4%	2%
	2	6%	5%	7%		7%	6%		5%	7%	6%	7%	6%		6%	6%	6%
	3	11%	11%	11%		11%	17%		0%	7%	11%	6%	11%		11%	12%	4%
	4	27%	27%	28%		25%	30%		23%	30%	27%	26%	27%		28%	27%	31%
	5 - Strongly Agree	51%	52%	50%		51%	45%		68%	47%	51%	50%	51%		50%	52%	57%
There is someone at work who encourages my development.	1 - Strongly Disagree	5%	5%	5%		6%	8%		5%	7%	5%	7%	5%		5%	6%	4%
	2	9%	9%	10%		6%	11%		5%	5%	10%	6%	10%		9%	10%	2%
	3	16%	16%	16%		15%	17%		5%	12%	17%	11%	17%		14%	18%	14%
	4	30%	31%	28%		31%	28%		23%	33%	30%	30%	30%		31%	29%	32%
	5 - Strongly Agree	39%	39%	40%		41%	36%		64%	44%	39%	46%	39%		42%	37%	48%
At work, my opinions seem to count.	1 - Strongly Disagree	6%	6%	6%		6%	4%		5%	7%	6%	8%	6%		6%	6%	0%
	2	11%	11%	11%		3%	13%		9%	5%	11%	4%	11%		11%	11%	6%
	3	19%	20%	17%		20%	21%		9%	12%	19%	11%	19%		17%	21%	10%
	4	34%	34%	33%		38%	40%		32%	36%	33%	36%	33%		36%	33%	26%
	5 - Strongly Agree	31%	29%	34%		33%	23%		45%	40%	30%	42%	30%		30%	30%	58%
The mission or purpose of my organization makes me feel my job is important.	1 - Strongly Disagree	4%	3%	5%		6%	4%		9%	5%	3%	7%	4%		3%	4%	0%
	2	6%	6%	8%		4%	8%		5%	2%	7%	2%	7%		6%	7%	4%
	3	16%	17%	16%		13%	21%		14%	12%	17%	11%	17%		17%	17%	6%
	4	34%	37%	29%		43%	38%		27%	37%	34%	33%	34%		36%	34%	18%
	5 - Strongly Agree	39%	38%	43%		34%	29%		45%	44%	40%	46%	39%		38%	38%	72%
My colleagues are committed to doing quality work.	1 - Strongly Disagree	2%	2%	1%		0%	4%		5%	2%	1%	4%	1%		1%	2%	0%
	2	5%	5%	6%		6%	4%		5%	2%	5%	2%	5%		4%	6%	0%
	3	14%	15%	11%		13%	10%		9%	16%	14%	15%	14%		10%	16%	6%
	4	38%	38%	39%		43%	55%		18%	42%	38%	37%	38%		41%	37%	32%
	5 - Strongly Agree	41%	41%	43%		38%	27%		64%	37%	42%	43%	41%		44%	39%	62%
In the last six months, someone at work has talked to me about my progress.	1 - Strongly Disagree	8%	7%	9%		7%	10%		5%	5%	8%	8%	8%		7%	9%	2%
	2	11%	12%	10%		7%	8%		14%	5%	11%	6%	11%		9%	12%	6%
	3	16%	16%	15%		12%	24%		14%	19%	16%	15%	16%		15%	17%	12%
	4	28%	29%	27%		36%	27%		14%	31%	28%	26%	28%		29%	27%	30%
	5 - Strongly Agree	37%	36%	40%		37%	31%		55%	40%	37%	45%	37%		40%	35%	50%
This last year, I have had opportunities at work to learn and grow.	1 - Strongly Disagree	4%	4%	4%		8%	8%		5%	2%	4%	4%	4%		3%	5%	0%
	2	6%	6%	7%		3%	8%		5%	5%	6%	6%	6%		5%	7%	2%
	3	15%	15%	16%		18%	19%		10%	12%	15%	11%	15%		13%	17%	8%
	4	33%	34%	30%		34%	32%		24%	28%	33%	25%	33%		31%	34%	28%
	5 - Strongly Agree	42%	41%	43%		37%	34%		57%	53%	42%	55%	41%		48%	37%	62%
Our organization has a well-developed strategy that supports its vision.	1 - Strongly Disagree	5%	4%	6%		6%	4%		10%	5%	5%	6%	5%		5%	5%	2%
	2	9%	9%	10%		7%	14%		5%	12%	9%	12%	9%		9%	9%	6%
	3	23%	25%	19%		17%	22%		15%	24%	23%	22%	23%		21%	24%	10%
	4	39%	39%	40%		40%	40%		45%	24%	39%	26%	39%		41%	37%	46%
	5 - Strongly Agree	25%	24%	26%		31%	20%		25%	34%	24%	34%	24%		24%	25%	36%
I understand how my role supports the overall strategy of my organization.	1 - Strongly Disagree	3%	3%	4%		1%	6%		10%	5%	3%	6%	3%		3%	3%	2%
	2	7%	6%	9%		8%	10%		5%	0%	7%	2%	7%		9%	6%	4%
	3	19%	21%	15%		13%	21%		14%	20%	19%	16%	19%		20%	19%	6%
	4	39%	39%	38%		41%	37%		38%	27%	39%	25%	39%		38%	40%	22%
	5 - Strongly Agree	32%	31%	34%		37%	27%		33%	49%	31%	51%	31%		30%	32%	66%
The leadership of my organization is creating a future I want to be a part of.	1 - Strongly Disagree	6%	5%	7%		8%	4%		9%	5%	6%	8%	6%		6%	6%	0%
	2	9%	8%	11%		4%	10%		5%	5%	10%	6%	9%		10%	9%	6%
	3	20%	20%	19%		17%	24%		14%	24%	19%	19%	20%		20%	20%	2%
	4	34%	35%	31%		37%	34%		41%	21%	34%	21%	34%		34%	34%	36%
	5 - Strongly Agree	31%	31%	32%		34%	28%		32%	45%	31%	47%	31%		31%	30%	56%
I know I will be an important part of this organization in the future.	1 - Strongly Disagree	7%	6%	8%		6%	9%		14%	7%	7%	8%	7%		7%	7%	2%
	2	11%	10%	12%		8%	11%		0%	2%	11%	4%	11%		10%	12%	4%
	3	25%	26%	24%		17%	38%		19%	27%	25%	21%	25%		26%	25%	13%
	4	31%	33%	28%		38%	31%		43%	29%	31%	33%	31%		29%	32%	38%
	5 - Strongly Agree	26%	25%	28%		31%	11%		24%	34%	26%	35%	26%		27%	24%	44%
I have enough time to complete everything I need to do at work	1 - Strongly Disagree	14%	15%	11%		4%	12%		9%	12%	15%	11%	14%		17%	12%	14%
	2	20%	20%	18%		7%	13%		18%	23%	21%	19%	20%		24%	17%	22%

at work.	3	24%	24%	24%	31%	29%	14%	23%	23%	22%	24%	25%	22%	33%
	4	27%	26%	29%	41%	19%	55%	26%	26%	33%	27%	24%	30%	22%
	5 - Strongly Agree	16%	14%	18%	17%	27%	5%	16%	15%	15%	15%	9%	20%	8%
I am able to maintain a healthy balance between work and personal commitments.	1 - Strongly Disagree	8%	9%	8%	2%	6%	9%	5%	9%	6%	9%	11%	6%	14%
	2	15%	16%	13%	5%	9%	0%	26%	16%	20%	15%	20%	13%	8%
	3	24%	25%	21%	30%	25%	32%	21%	24%	20%	24%	24%	24%	34%
	4	33%	32%	35%	43%	42%	32%	28%	32%	30%	33%	33%	33%	34%
	5 - Strongly Agree	19%	17%	22%	20%	19%	27%	21%	19%	24%	19%	12%	24%	10%
When I am feeling overwhelmed, appropriate resources are available to me.	1 - Strongly Disagree	7%	7%	7%	4%	8%	10%	8%	7%	8%	7%	7%	7%	2%
	2	14%	14%	15%	9%	12%	10%	20%	15%	18%	14%	17%	13%	11%
	3	27%	29%	24%	31%	30%	19%	20%	27%	18%	27%	26%	28%	19%
	4	31%	32%	29%	33%	30%	38%	30%	31%	31%	31%	31%	31%	32%
	5 - Strongly Agree	20%	19%	24%	22%	20%	24%	23%	20%	25%	20%	19%	21%	36%
How often do you feel burned out at work?	1 - Always	7%	7%	5%	4%	6%	10%	5%	7%	6%	7%	6%	7%	4%
	2 - Very often	25%	28%	20%	16%	24%	14%	24%	26%	24%	25%	26%	25%	19%
	3 - Sometimes	42%	43%	40%	54%	40%	29%	46%	41%	39%	42%	42%	42%	45%
	4 - Rarely	22%	20%	26%	18%	28%	48%	24%	22%	31%	22%	22%	22%	23%
	5 - Never	5%	3%	9%	8%	2%	0%	0%	5%	0%	5%	5%	4%	9%
I am confident that the findings arising out of this survey will be acted upon.	1 - Strongly Disagree	17%	17%	17%	9%	23%	20%	24%	17%	23%	17%	17%	18%	4%
	2	18%	19%	17%	10%	15%	30%	10%	19%	12%	18%	18%	18%	20%
	3	27%	26%	27%	21%	28%	10%	29%	27%	23%	27%	25%	27%	30%
	4	24%	23%	24%	40%	21%	15%	19%	23%	19%	24%	27%	22%	22%
	5 - Strongly Agree	15%	15%	14%	20%	13%	25%	19%	14%	23%	14%	13%	16%	24%