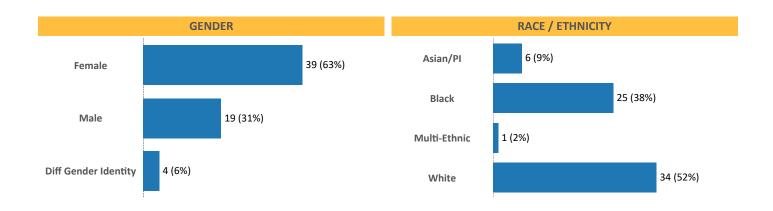
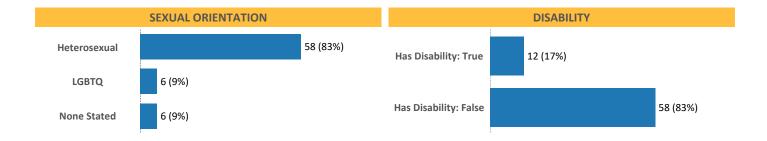
EQUITY, DIVERSITY, AND INCLUSION (EDI) - STANDARD REPORT

- The EDI Standard Report provides additional data from the Staff Experience Survey standard report.
- The Staff Experience Survey includes questions which explore satisfaction with the university and department climate(s) with respect to equity, diversity and inclusion, experiences of uncivil or ostracizing behavior, and experiences of negative behavior directed at individuals due to their race/ethnicity or gender.
- NOTE: Some cells will show as blank (or no data) if there are less than 5 respondents. Disaggregation by demographic categories may lead to some cells with ratings by a small number or even a single individual. In addition, not all respondents answered every survey item.

YOUR UNIT OR DEPARTMENT SUMMARY





Dept of Finance & Auxiliary Sv

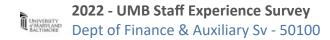
YOUR OVERALL SATISFACTION AND DIVERSITY & CLIMATE MEANS

Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent

139 Invited (N)
70 Responded (n)
50% Response Rate

		2022
	1 Satisfied Employee	3.99
Satisfaction with UMB	9 Satisfied with Diversity Programs	3.93
	10 All Welcomed	4.04
	52 Feel Valued by Department	4.03
	53 Department Diversity	3.88
	54 Department Welcomed	4.09
Department - Diversity and Climate	55 All Cultures Treated Fairly	4.13
	56 Sexual Orientations Treated Fairly	4.18
	57 Supports Diverse Environment	4.17
	58 Practices Core Values	4.17

¹ Survey and analytics powered by Triton/ytics™, Operational Strategic Initiatives, UC San Diego



Satisfaction Mean Scores Dept of Finance & Auxiliary Sv Office of Admin & Finance Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent 139 Invited (N) 768 Invited (N) 70 Responded (n) 333 Responded (n) Mean score greater than that of Office of Admin & Finance (rounded to two decimal places) 50% Response Rate 43% Response Rate 2022 2022 3.99 3.85 1 Satisfied Employee Valued Member of UMB 3.79 3.57 University Leadership 3.83 3.51 Faculty Value Contributions 3.45 3.45 **Staff Value Contributions** 3.87 3.68 Understand UMB's Mission 4.25 4.25 Satisfaction with UMB Contribution to UMB's Mission 4.32 4.29 Have Voice on Campus 3.39 3.54 3.93 3.70 Satisfied with Diversity Programs 10 All Welcomed 4.04 3.85 Committed to Diversity 3.90 4.02 11 Career Advancement 3.63 3.44 4.34 4.27 **Understand Dept's Mission** 13 14 Contribution to Dept's Mission 4.36 4.33 4.13 3.84 15 **Annual Dept Performance Goals** Department - Mission and Goals 16 Measures Dept Goal Achievements 3.87 3.60 3.82 3.65 17 Measures Customer Satisfaction 18 Improves Services/Products 4.01 3.81 19 Adequate Staffing 3.26 2.81 20 Have Tools to Perform Work 4.01 3.77 **Physical Work Environment** 4.02 3.90 21 22 Physically Safe Environment 3.93 3.80 23 **Spirit Of Cooperation** 4.10 3.65 **Ethical Conduct** 24 4.20 3.88 **Department Effectiveness** 25 Collaborate with Units Outside 4.00 3.86 Most Perform Responsibilities 26 4.31 3.91 27 Participate In Decisions 3.88 3.66 28 Balance Work/Life 4.15 3.97 29 **Resolves Staff Issues** 3.76 3.54 Better Ways Recognized 30 3.57 3.41 4.35 3.94 31 Recommendations Without Fear Sufficient Freedom 32 4.30 3.95 33 Communicates Essential Info 4.07 3.86 Work Assigned Equitably 4.00 3.83 34 3.93 Gives Praise for Work 35 36 Suggestions For Improvement 4.16 3 80 Supervisor Effectiveness 4.03 37 **Evaluated Fairly** 4.00 3.71 38 Performance Evaluation **Advancement Opportunities** 3.94 **Supports Training** 4.26 3.89 40 41 **Treats With Respect** 4.51 4.21 Supportive of Personal Issues 4.54 4 19 42 43 **Integrates Core Values** 4.06 3.85 44 **Appropriate Stress** 3.30 3.45 45 **Total Compensation** 3.34 3.05 4.19 4.03 46 Get Information 47 Good Use Of Skills 3.93 3.77 **Employee Effectiveness** 48 Know How To Use Tools 4.37 4.28 49 Manage Workload 4.13 4.10 Valuable Training 3.90 3.74 50 51 Enjoy working with coworkers 4.41 4.21 Feel Valued by Department 4.03 3.67 52 53 **Department Diversity** 3.88 3.67 54 Department Welcomed 4.09 3.92 Department - Diversity and Climate 55 All Cultures Treated Fairly 4.13 3.95 4.03 56 Sexual Orientations Treated Fairly 4.18 4.00 57 Supports Diverse Environment 4.17 4.17 3.95 58 **Practices Core Values**

4.15

3.93

Retention

Same Department

59

2022 - UMB Staff Experience Survey

Dept of Finance & Auxiliary Sv - 50100

202270 respondents50% of 139 invited

Female

Male

Diff Gender Identity

2022

39

19

4

Satisfaction Mean Scores by Gender

Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent

			Female	Male	Diff Gender Identity
			2022	2022	2022
	1	Satisfied Employee	4.13	3.89	
		Valued Member of UMB	3.92	3.79	
_		University Leadership	4.03	3.67	
		Faculty Value Contributions	3.52	3.64	
_		Staff Value Contributions	3.82	4.06	
		Understand UMB's Mission	4.23	4.26	
Satisfaction with UMB —		Contribution to UMB's Mission	4.23	4.32	
_		Have Voice on Campus	3.65	3.47	
		Satisfied with Diversity Programs	4.03	3.74	
		All Welcomed	4.15	4.11	
	11	Committed to Diversity	4.03	4.06	
		Career Advancement	3.77	3.63	
	13	Understand Dept's Mission	4.33	4.32	
		Contribution to Dept's Mission	4.28	4.47	
Department - Mission and	15	Annual Dept Performance Goals	4.22	3.84	
Goals	16	Measures Dept Goal Achievemen	4.00	3.63	
	17	Measures Customer Satisfaction	3.84	3.95	
		Improves Services/Products	4.14	4.11	
		Adequate Staffing	3.37	3.11	
		Have Tools to Perform Work	4.10	4.00	
		Physical Work Environment	4.03	4.00	
		Physically Safe Environment	4.00	3.88	
		Spirit Of Cooperation	4.10	4.16	
		Ethical Conduct	4.31	4.17	
Department Effectiveness	25	Collaborate with Units Outside	4.11	4.00	
	26	Most Perform Responsibilities	4.38	4.32	
		Participate In Decisions	4.05	3.83	
		Balance Work/Life	4.24	4.16	
	29	Resolves Staff Issues	3.84	3.82	
	30	Better Ways Recognized	3.74	3.53	
		Recommendations Without Fear	4.41	4.50	
_		Sufficient Freedom	4.41	4.39	
_		Communicates Essential Info	4.21	4.22	
_		Work Assigned Equitably	4.16	4.06	
_		Gives Praise for Work	3.97	3.94	
_		Suggestions For Improvement	4.19	4.17	
Supervisor Effectiveness		Evaluated Fairly	4.24	4.00	
_		Performance Evaluation	4.14	3.89	
	39	Advancement Opportunities	4.03	3.89	
		Supports Training	4.39	4.11	
		Treats With Respect	4.59	4.44	
		Supportive of Personal Issues	4.53	4.67	
_		Integrates Core Values	4.18	4.06	
		Appropriate Stress	3.70	3.22	
_		Total Compensation	3.37	3.50	
_		Get Information	4.26	4.00	
——————————————————————————————————————		Good Use Of Skills	3.92	4.17	
mployee Effectiveness —		Know How To Use Tools	4.37	4.33	
		Manage Workload	4.21	4.00	
		Valuable Training	4.03	3.67	
		Enjoy working with coworkers	4.41	4.44	
		Feel Valued by Department	4.08	4.17	
		Department Diversity	3.90	3.94	
—		Department Welcomed	4.21	4.12	
Department - Diversity —		All Cultures Treated Fairly	4.18	4.17	
and Climate —		Sexual Orientations Treated Fairly	4.19	4.28	
_		Supports Diverse Environment	4.21	4.22	
_		Practices Core Values	4.21	4.22	
Retention		Same Department	4.24	4.13	

202270 respondents50% of 139 invited

Asian/PI Black Multi-Ethnic White

6 25 1 34

2022

Satisfaction Mean Scores by Race/Ethnicity

Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent

			Asian/PI	Black	Multi-Ethnic	White
			2022	2022	2022	2022
	1	Satisfied Employee	4.50	3.96		4.06
		Valued Member of UMB	4.33	3.76		3.85
	3		4.50	3.92		3.72
	4	Faculty Value Contributions	4.50	3.44		3.13
	5	Staff Value Contributions	4.33	3.79		3.94
atisfaction with	6	Understand UMB's Mission	4.33	4.20		4.39
JMB	7	Contribution to UMB's Mission	4.33	4.24		4.32
	8	Have Voice on Campus	3.83	3.50		3.66
	9	Satisfied with Diversity Programs	4.17	3.96		3.88
	10	All Welcomed	4.67	3.96		4.03
	11	Committed to Diversity	4.50	3.88		4.03
	12	Career Advancement	4.00	3.52		3.74
	13	Understand Dept's Mission	4.50	4.24		4.44
	14	Contribution to Dept's Mission	4.50	4.28		4.50
Department -	15	Annual Dept Performance Goals	4.50	3.92		4.18
Mission and Goals	16	Measures Dept Goal Achievemen	4.50	3.71		3.97
	17	Measures Customer Satisfaction	4.33	3.83		3.91
	18	Improves Services/Products	4.50	4.00		4.18
	19	Adequate Staffing	4.33	3.36		3.21
	20	Have Tools to Perform Work	4.60	4.00		4.00
	21	Physical Work Environment	4.25	4.00		4.04
	22	Physically Safe Environment	4.00	4.21		3.71
	23	Spirit Of Cooperation	4.17	3.92		4.35
Department	24	Ethical Conduct	4.17	4.04		4.36
Effectiveness	25	Collaborate with Units Outside	4.00	3.88		4.18
- - - -	26	Most Perform Responsibilities	4.50	4.24		4.35
	27	Participate In Decisions	4.50	3.58		4.15
	28	Balance Work/Life	4.67	3.96		4.26
	29	Resolves Staff Issues	4.50	3.46		3.94
	30	Better Ways Recognized	4.67	3.08		3.88
	31	Recommendations Without Fear	4.67	4.17		4.50
	32	Sufficient Freedom	4.50	4.13		4.44
	33	Communicates Essential Info	4.67	4.04		4.12
	34	Work Assigned Equitably	4.67	4.00		4.12
	35	Gives Praise for Work	4.50	3.67		4.12
Supervisor —	36	Suggestions For Improvement	4.67	4.13		4.21
Effectiveness —	37	Evaluated Fairly	4.67	3.67		4.24
	38	Performance Evaluation	4.50	3.95		4.00
	39	Advancement Opportunities	4.33	3.74		4.03
	40	Supports Training	4.50	4.17		4.32
	41	Treats With Respect	4.67	4.42		4.59
	42	Supportive of Personal Issues	4.50	4.50		4.64
	43	Integrates Core Values	4.60	3.70		4.29
	44	Appropriate Stress	3.83	3.39		3.44
	45	Total Compensation	3.67	3.00		3.65
	46	Get Information	4.50	4.33		4.09
Employee	47	Good Use Of Skills	4.33	3.83		4.03
Effectiveness		Know How To Use Tools	4.33	4.58		4.24
		Manage Workload	4.50	4.42		3.94
	50	Valuable Training	4.50	3.96		3.79
	51	Enjoy working with coworkers	4.50	4.39		4.50
	52	Feel Valued by Department	4.50	3.78		4.18
	53	Department Diversity	4.50	3.58		4.00
Department -	54	Department Welcomed	4.40	3.88		4.21
Diversity and	55	All Cultures Treated Fairly	4.50	3.79		4.29
Climate	56	Sexual Orientations Treated Fairly	4.50	3.96		4.27
	57	Supports Diverse Environment	4.50	3.92		4.26
	58	Practices Core Values	4.50	3.88		4.32
Retention	59	Same Department	4.60	4.00		4.29

2022 70 respondents 50% of 139 invited Heterosexual 58 LGBTQ 6 None Stated 6

Satisfaction Mean Scores by Sexual Orientation

Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent

		Heterosexual	LGBTQ	None Stated
		2022	2022	2022
	1 Satisfied Employee	4.05	4.00	3.33
	2 Valued Member of UMB	3.88	3.83	2.83
	3 University Leadership	3.91	3.83	3.00
	4 Faculty Value Contributions	3.58	3.00	3.00
	5 Staff Value Contributions	3.86	4.17	3.60
5 f	6 Understand UMB's Mission	4.26	4.50	3.83
Satisfaction with UMB	7 Contribution to UMB's Mission	4.29	4.33	4.20
	8 Have Voice on Campus	3.55	3.80	3.17
	9 Satisfied with Diversity Programs	3.95	4.00	3.67
	10 All Welcomed	4.09	4.33	3.33
	11 Committed to Diversity	4.04	4.00	3.80
	12 Career Advancement	3.69	3.83	2.83
	13 Understand Dept's Mission	4.36	4.33	4.17
	14 Contribution to Dept's Mission	4.40	4.50	3.83
Department - Mission and	15 Annual Dept Performance Goals	4.16	3.83	4.17
Goals	16 Measures Dept Goal Achievemen.	. 3.88	3.83	3.83
	17 Measures Customer Satisfaction	3.93	3.50	3.17
	18 Improves Services/Products	4.13	3.83	3.17
	19 Adequate Staffing	3.42	2.50	2.50
	20 Have Tools to Perform Work	4.09	3.50	3.83
	21 Physical Work Environment	4.08	3.67	3.80
	22 Physically Safe Environment	3.96	3.83	3.80
	23 Spirit Of Cooperation	4.17	4.00	3.50
	24 Ethical Conduct	4.25	4.33	3.67
Department Effectiveness	25 Collaborate with Units Outside	4.09	3.50	3.67
Jepartment Eπectiveness	26 Most Perform Responsibilities	4.34	4.50	3.83
	27 Participate In Decisions	4.02	3.67	2.83
	28 Balance Work/Life	4.23	4.00	3.40
	29 Resolves Staff Issues	3.85	3.50	3.17
	30 Better Ways Recognized	3.72	3.33	2.33
	31 Recommendations Without Fear	4.56	3.50	3.17
	32 Sufficient Freedom	4.42	4.17	3.33
	33 Communicates Essential Info	4.26	3.50	2.83
	34 Work Assigned Equitably	4.18	3.67	2.67
	35 Gives Praise for Work	4.00	3.67	3.50
	36 Suggestions For Improvement	4.29	3.50	3.67
Supervisor Effectiveness	37 Evaluated Fairly	4.22	3.67	2.67
Jupervisor Effectiveness	38 Performance Evaluation	4.11	3.80	3.17
	39 Advancement Opportunities	4.05	3.33	3.50
	40 Supports Training	4.34	4.00	3.83
	41 Treats With Respect	4.58	4.17	4.17
	42 Supportive of Personal Issues	4.63	4.17	4.17
	43 Integrates Core Values	4.16	3.83	3.50
	44 Appropriate Stress	3.51	3.00	3.33
	45 Total Compensation	3.41	3.50	2.50
	46 Get Information	4.23	3.67	4.33
	47 Good Use Of Skills	4.00	3.83	3.33
Employee Effectiveness	48 Know How To Use Tools	4.36	4.33	4.50
	49 Manage Workload	4.18	3.83	4.00
	50 Valuable Training	3.82	4.17	4.33
	51 Enjoy working with coworkers	4.46	4.33	4.00
	52 Feel Valued by Department	4.46	4.20	3.50
	53 Department Diversity	3.95	3.33	3.83
Department - Diversity and	54 Department Welcomed	4.14	4.00	3.67
Climate	55 All Cultures Treated Fairly56 Sexual Orientations Treated Fairly	4.14	4.00	4.17
			4.17	4.17
	57 Supports Diverse Environment	4.18	4.00	4.33
	58 Practices Core Values	4.23	4.00	3.83



2022 - UMB Staff Experience Survey

Dept of Finance & Auxiliary Sv - 50100

2022 70 respondents 50% of 139 invited

Has Disability: True
Has Disability: False

58

Satisfaction Mean Scores by Disability

Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent

		Has Disability: True	Has Disability: False
		2022	2022
	1 Satisfied Employee	3.75	4.12
	2 Valued Member of UMB	3.58	3.94
	3 University Leadership	3.92	3.90
	4 Faculty Value Contributions	3.13	3.62
	5 Staff Value Contributions	3.50	3.98
	6 Understand UMB's Mission	4.50	4.24
atisfaction with UMB	7 Contribution to UMB's Mission	4.08	4.35
	8 Have Voice on Campus	3.27	3.64
	9 Satisfied with Diversity Programs	4.08	3.92
	10 All Welcomed	4.08	4.12
	11 Committed to Diversity	4.00	4.04
	12 Career Advancement	3.50	3.75
	13 Understand Dept's Mission	4.08	4.42
	14 Contribution to Dept's Mission	4.00	4.50
partment - Mission and als	15 Annual Dept Performance Goals	3.75	4.22
•	16 Measures Dept Goal Achievemen	3.50	3.96
5413	17 Measures Customer Satisfaction	3.33	4.02
	18 Improves Services/Products	3.58	4.22
	19 Adequate Staffing	2.67	3.49
	20 Have Tools to Perform Work	3.75	4.10
	21 Physical Work Environment	3.70	4.11
	22 Physical Work Environment	4.00	3.93
	23 Spirit Of Cooperation	3.92	4.21
		4.00	4.21
epartment Effectiveness	24 Ethical Conduct		
epartment Effectiveness	25 Collaborate with Units Outside	3.83	4.08
	26 Most Perform Responsibilities	4.33	4.37
	27 Participate In Decisions	3.50	4.10
	28 Balance Work/Life	4.00	4.25
	29 Resolves Staff Issues	3.00	4.02
	30 Better Ways Recognized	3.42	3.75
	31 Recommendations Without Fear	4.00	4.57
	32 Sufficient Freedom	4.08	4.47
	33 Communicates Essential Info	4.00	4.24
	34 Work Assigned Equitably	3.58	4.27
	35 Gives Praise for Work	3.58	4.06
	36 Suggestions For Improvement	4.25	4.20
pervisor Effectiveness	37 Evaluated Fairly	3.58	4.31
	38 Performance Evaluation	3.82	4.15
	39 Advancement Opportunities	3.42	4.12
	40 Supports Training	3.92	4.40
	41 Treats With Respect	4.33	4.59
	42 Supportive of Personal Issues	4.42	4.62
	43 Integrates Core Values	3.80	4.19
	44 Appropriate Stress	3.18	3.52
	45 Total Compensation	3.08	3.50
	46 Get Information	3.92	4.24
nployee Effectiveness	47 Good Use Of Skills	3.75	4.04
inproyee Effectiveness	48 Know How To Use Tools	4.42	4.34
	49 Manage Workload	3.75	4.24
	50 Valuable Training	3.55	3.92
	51 Enjoy working with coworkers	4.17	4.51
	52 Feel Valued by Department	3.45	4.22
	53 Department Diversity	3.45	3.98
partment Diversity as d	54 Department Welcomed	4.00	4.16
epartment - Diversity and	55 All Cultures Treated Fairly	3.75	4.22
imate	56 Sexual Orientations Treated Fairly	3.91	4.24
	57 Supports Diverse Environment	3.92	4.22
	58 Practices Core Values	4.00	4.25
etention	59 Same Department	3.75	4.35



139 Invited (N) 768 Invited (N) Interpersonal Behaviors Mean Scores 70 Responded (n) 333 Responded (n) 50% Response Rate 43% Response Rate Below 2 - Excellent | 2.0 to 2.3 - Good | 2.4 to 2.6 - Marginal | 2.70 & above - Low 2022 2022 During the past year, how often have you experienced the following conduct where someone: 1.95 1 Was condescending to you 1.80 2 Paid little attention to your statement or showed little interest in your opinion 1.94 2.14 3 Made demeaning or derogatory remarks about you 1.50 1.54 1.26 1.31 4 Made jokes at your expense 5 Interrupted or spoke over you 2.01 1.76 1.48 1.99 6 Talked about you behind your back 7 Excluded you 1.83 1.97 8 Kept you out-of-the-loop on information that is important 2.06 2.16 9 Treated you as if you are invisible 1.58 1.70 10 Ignored you during conversation 1.42 1.55 11 Treated you differently because of your gender 1.14 1.23 1.08 1.14 12 Made derogatory comments about your gender 1.10 1.14 13 Made you feel as if you have to give up your gender identity to get along at work 14 Treated you differently because of your race/ethnicity 1.28 1.30 15 Made derogatory comments about your race/ethnicity 1.08 1.15 16 Made you feel as if you have to give up your race/ethnicity to get along at work 1.11 1.16 17 Treated you differently because of your sexual orientation 1.05 1.11 18 Make derogatory comments about your sexual orientation 1.03 1.10 19 Made you feel as if you have to give up your sexual orientation to get along at work 1.03 1.11 1.22 20 Made you feel the need to minimize various characteristics of your culture to fit in 1.14

Dept of Finance & Auxilia..

Office of Admin & Finance

2022 Female 2022 70 respondents Male 50% of 139 invited **Diff Gender Identity**

39

19

Interpersonal Behaviors Mean Scores by Gender

Below 2 - Excellent | 2.0 to 2.3 - Good | 2.4 to 2.6 - Marginal | 2.70 & above - Low Mean scores are not displayed for groups that have fewer than 5 respondents

During the past year, how often have you experienced the following conduct where someone:	Female	Male	Diff Gender Identity
# Question Text	2022	2022	2022
1 Was condescending to you	1.84	1.68	
2 Paid little attention to your statement or showed little interest in your opinion	1.82	1.89	
3 Made demeaning or derogatory remarks about you	1.35	1.47	
4 Made jokes at your expense	1.28	1.11	
5 Interrupted or spoke over you	1.71	1.68	
6 Talked about you behind your back	1.48	1.31	
7 Excluded you	1.82	1.56	
8 Kept you out-of-the-loop on information that is important	2.03	1.78	
9 Treated you as if you are invisible	1.51	1.32	
10 Ignored you during conversation	1.41	1.26	
11 Treated you differently because of your gender	1.16	1.05	
12 Made derogatory comments about your gender	1.06	1.05	
13 Made you feel as if you have to give up your gender identity to get along at work	1.09	1.05	
14 Treated you differently because of your race/ethnicity	1.17	1.32	
15 Made derogatory comments about your race/ethnicity	1.06	1.05	
16 Made you feel as if you have to give up your race/ethnicity to get along at work	1.06	1.11	
17 Treated you differently because of your sexual orientation	1.00	1.05	
18 Make derogatory comments about your sexual orientation	1.00	1.00	
19 Made you feel as if you have to give up your sexual orientation to get along at work	1.00	1.00	
20 Made you feel the need to minimize various characteristics of your culture to fit in	1.09	1.05	



2022 - UMB Staff Experience Survey

Dept of Finance & Auxiliary Sv - 50100

2022 70 respondents 50% of 139 invited

2022 Asian/PI Black 25 Multi-Ethnic 1 White 34

6

Interpersonal Behaviors Mean Scores by Ethnicity

Below 2 - Excellent | 2.0 to 2.3 - Good | 2.4 to 2.6 - Marginal | 2.70 & above - Low Mean scores are not displayed for groups that have fewer than 5 respondents

During the past year, how often have you experienced the following conduct where someone:	Asian/PI	Black	Multi-Ethnic	White
onpononce and remaining contact more contact.	2022	2022	2022	2022
1 Was condescending to you	1.33	2.04		1.69
Paid little attention to your statement or showed little interest in your opinion	1.33	2.17		1.82
3 Made demeaning or derogatory remarks about you	1.17	1.87		1.23
4 Made jokes at your expense	1.40	1.22		1.23
5 Interrupted or spoke over you	1.33	1.75		1.73
6 Talked about you behind your back	1.33	1.61		1.32
7 Excluded you	1.50	2.08		1.58
8 Kept you out-of-the-loop on information that is important	1.67	2.05		2.00
9 Treated you as if you are invisible	1.33	1.65		1.50
10 Ignored you during conversation	1.33	1.26		1.48
11 Treated you differently because of your gender	1.17	1.08		1.18
12 Made derogatory comments about your gender	1.17	1.04		1.09
Made you feel as if you have to give up your gender identity to get along at work	1.17	1.14		1.06
14 Treated you differently because of your race/ethnicity	1.33	1.42		1.16
15 Made derogatory comments about your race/ethnicity	1.17	1.05		1.06
Made you feel as if you have to give up your race/ethnicity to get along at work	1.17	1.09		1.13
17 Treated you differently because of your sexual orientation	1.00	1.05		1.06
18 Make derogatory comments about your sexual orientation	1.00	1.05		1.03
Made you feel as if you have to give up your sexual orientation to get along at work	1.00	1.05		1.03
Made you feel the need to minimize various characteristics of your culture to fit in	1.17	1.26		1.06

202270 respondents50% of 139 invited

Heterosexual LGBTQ

None Stated

58 6

Interpersonal Behaviors Mean Scores by Sexual Orientation

Below 2 - Excellent | 2.0 to 2.3 - Good | 2.4 to 2.6 - Marginal | 2.70 & above - Low Mean scores are not displayed for groups that have fewer than 5 respondents

During	the past year, how often have you experienced the following conduct where someone:	Heterosexual	LGBTQ	None Stated
		2022	2022	2022
1	Was condescending to you	1.82	1.83	1.50
2	Paid little attention to your statement or showed little interest in your opinion	1.88	2.17	2.50
3	Made demeaning or derogatory remarks about you	1.45	1.33	2.67
4	Made jokes at your expense	1.24	1.17	2.00
5	Interrupted or spoke over you	1.70	1.67	2.75
6	Talked about you behind your back	1.47	1.00	3.00
7	Excluded you	1.77	1.67	3.00
8	Kept you out-of-the-loop on information that is important	1.96	2.50	2.75
9	Treated you as if you are invisible	1.49	2.00	2.25
10	Ignored you during conversation	1.39	1.33	2.00
11	Treated you differently because of your gender	1.14	1.00	1.25
12	Made derogatory comments about your gender	1.07	1.00	1.25
13	Made you feel as if you have to give up your gender identity to get along at work	1.09	1.00	1.25
14	Treated you differently because of your race/ethnicity	1.30	1.00	1.25
15	Made derogatory comments about your race/ethnicity	1.08	1.00	1.25
16	Made you feel as if you have to give up your race/ethnicity to get along at work	1.12	1.00	1.25
17	Treated you differently because of your sexual orientation	1.06	1.00	1.00
18	Make derogatory comments about your sexual orientation	1.04	1.00	1.00
19	Made you feel as if you have to give up your sexual orientation to get along at work	1.04	1.00	1.00
20	Made you feel the need to minimize various characteristics of your culture to fit in	1.15	1.00	1.25

Has Disability: False 58

Interpersonal Behaviors Mean Scores by Disability

Below 2 - Excellent | 2.0 to 2.3 - Good | 2.4 to 2.6 - Marginal | 2.70 & above - Low Mean scores are not displayed for groups that have fewer than 5 respondents

Durin	g the past year, how often have you experienced the following conduct where someone:		
		Has Disability: True 2022	Has Disability: False 2022
1	Was condescending to you	1.92	1.78
2	Paid little attention to your statement or showed little interest in your opinion	2.17	1.89
3	Made demeaning or derogatory remarks about you	1.20	1.56
4	Made jokes at your expense	1.09	1.29
5	Interrupted or spoke over you	1.83	1.75
6	Talked about you behind your back	1.33	1.51
7	Excluded you	1.67	1.87
8	Kept you out-of-the-loop on information that is important	2.50	1.96
9	Treated you as if you are invisible	1.67	1.57
10	Ignored you during conversation	1.58	1.39
11	Treated you differently because of your gender	1.17	1.13
12	Made derogatory comments about your gender	1.00	1.09
13	Made you feel as if you have to give up your gender identity to get along at work	1.00	1.12
14	Treated you differently because of your race/ethnicity	1.09	1.31
15	Made derogatory comments about your race/ethnicity	1.00	1.10
16	Made you feel as if you have to give up your race/ethnicity to get along at work	1.00	1.14
17	Treated you differently because of your sexual orientation	1.00	1.06
18	Make derogatory comments about your sexual orientation	1.00	1.04
19	Made you feel as if you have to give up your sexual orientation to get along at work	1.00	1.04
20	Made you feel the need to minimize various characteristics of your culture to fit in	1.00	1.17



		extent you agree or disagree with	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N			
r you do not know		s. Select 'N/A' if it is not applicable	5	4	3	2	1				
	1	Overall, I am a satisfied employee.									
	2	I feel valued as a member of the UM	B community.								
		University leadership is genuinely interested in hearing the ideas and opinions of staff members.									
		Faculty members at UMB value my contributions.									
		Staff members at UMB value my con									
Satisfaction with		understand UMB's mission.									
UMB		I understand how my job performance positively contributes to UMB's mission.									
		I have a voice on campus to provide my ideas and suggestions on how to improve UMB.									
	9	Overall, I am satisfied with the divers			•						
		UMB promotes a work environment	, ,		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,						
		Top leaders of the University are con									
		I am satisfied with my opportunities		•							
		I understand my department's mission									
		I understand how my job performan		ibutes to my depart	ment's mission.						
Department - Mission and Goals		My department establishes annual d									
		My department routinely measures		-	vements.						
Goals	17			_							
		My department routinely takes action				ack.					
		My department has adequate staffing to handle our workload.									
	21	have the tools (i.e., equipment and technology) needed to perform my work. My physical work environment (e.g., office, lab) is adequate for the job that I do. Note: Check N/A if you worked entirely off-site during the last 12 months.									
Department Effectiveness		My physical work environment (e.g., office, lab) is adequate for the job that I do. Note: Check N/A if you worked entirely off-site during the last 12 months.									
			I feel physically safe in my work environment. Note: Check N/A if you worked entirely off-site during the last 12 month. There is a spirit of cooperation within my department.								
	24			an ethical manner							
	25	Most people in my department conduct themselves in an ethical manner. People in my department are encouraged to work collaboratively with units outside of my immediate area.									
	26	People in my department are encouraged to work collaboratively with units outside of my immediate area. Most people in my department perform their responsibilities.									
		I have the opportunity to participate in making decisions that affect my work.									
	28	My department creates a flexible environment that allows me to balance my work and personal life.									
	29	My department effectively resolves				C.					
	30										
		People in my department are recognized for finding better ways of doing things. I can make recommendations to my supervisor without fear of negative consequences.									
		I have sufficient freedom to decide h		_	nisequences.						
		My supervisor communicates essent		•							
		Work is assigned equitably by my su		a timery basis.							
		My supervisor gives me praise for m									
		My supervisor gives me useful sugge		ment							
Supervisor		My performance is evaluated fairly.	stions for improve	ment.							
Effectiveness		My last performance evaluation prov	vided me with info	rmation I could use	to improve my perform	ance					
		My supervisor gives me opportunitie				aricc.					
	40	My supervisor actively supports my p				ioh responsibilities					
		My supervisor treats me with respec		ining and cadcation	programs related to my	Job responsibilities.					
		My supervisor is supportive when pe									
		My leader integrates core value beha			role modeling nolicy c	hanges discussing CV o	r PD_tving CV or Position	Descript			
		I feel that the amount of stress associ				nanges, aiseassing ev o	T D, tyling CV of Tosition	Descript			
		I am satisfied with my total compens									
		I know how to get the information I	_		etirement.						
Faralaus -		My job makes good use of my skills a		e iii iiiy job.							
Employee Effectiveness		I know how to use the tools that I ha		t and technology) to	do my work						
Litectiveness		I am able to manage my work load e		t and technology) to	do my work.						
		The training that I receive at UMB is		ving my job perforn	nanco						
		I enjoy working with my coworkers.	valuable for impro	villig illy job periorii	iance.						
		I feel valued by my department.	ad programs and a	anvicas within mir d	anartment						
		I am satisfied with the diversity related programs and services within my department. My department promotes a work environment where all people are welcomed.									
Department -	54										
Diversity and		People of all ethnic groups, cultures,	_		my department.						
Climate		People of all sexual orientations are		•							
		My department actively supports a c		onment.							
	58	My department practices UMB's Cor)							
Retention		I can see myself working in the same How likely is it that you would recom		z year's πme.							
eNPS				LINAD +- C · ·	-11		A 10 A 2 A 2 A 10 10 A 10 A				



	Please indicate to what extent you agree or disagree with the following statements. Select 'N/A' if it is not applicable		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A				
or you do not know.			1	2	3	4	5					
Conduct and Behav	ioral /	// Interpersonal Items										
	1	Was condescending to you										
	2	Paid little attention to your staten	nent or showed little inte	rest in your opinior	ı							
	3	Made demeaning or derogatory remarks about you										
	4	Made jokes at your expense										
	5	Interrupted or spoke over you										
	6	Talked about you behind your back										
	7	Excluded you										
	8	Kept you out-of-the-loop on information that is important										
	9	Treated you as if you are invisible										
Conduct &	10	Ignored you during conversation										
Behavioral	11	Treated you differently because o	f your gender									
	12	Made derogatory comments abou	it your gender									
	13	Made you feel as if you have to gi	Made you feel as if you have to give up your gender identity to get along at work									
	14	Treated you differently because of your race/ethnicity										
	15	Made derogatory comments abou	it your race/ethnicity									
	16	Made you feel as if you have to gi	ve up your race/ethnicity	to get along at wo	rk							
	17	Treated you differently because o	f your sexual orientation									
	18	Make derogatory comments about	t your sexual orientation									
	19	Made you feel as if you have to gi	ve up your sexual orienta	tion to get along at	t work							
	20	Made you feel the need to minim	nize various characteristics of your culture to fit in									