

**DEMOGRAPHIC CHARACTERISTICS OF RESPONDENTS**

	<b>Total</b>	
	<b>N</b>	<b>%</b>
Total Respondents	4324	100.0%
<b>1. Job Classification</b>		
EHRA Non-Faculty	1227	28.7%
SHRA	2695	63.0%
Postdoctoral Scholar or Fellow	226	5.3%
Don't Know	130	3.0%
Total Responses	4278	100.0%
No Response	46	
<b>2. Employment Status</b>		
Full-time, permanent employee	3412	79.8%
Full-time, temporary employee	470	11.0%
Part-time, permanent employee	113	2.6%
Part-time, temporary employee	283	6.6%
Total Responses	4278	100.0%
No Response	46	
<b>Full-Time / Part-Time Status</b>		
Full-Time	3882	90.7%
Part-Time	396	9.3%
Total Responses	4278	100.0%

**DEMOGRAPHIC CHARACTERISTICS OF RESPONDENTS**

	<b>Total</b>	
	<b>N</b>	<b>%</b>
No Response	46	
<b>Permanent / Temporary Status</b>		
Permanent	3525	82.4%
Temporary	753	17.6%
Total Responses	4278	100.0%
No Response	46	
<b>Work Unit</b>		
Academic - Health Schools	1353	31.9%
Academic - Professional & Humanities Schools	661	15.6%
Administrative	1687	39.8%
Other/Unknown	535	12.6%
Total Responses	4236	100.0%
No Response	88	
<b>4. Do you have supervisory responsibilities?</b>		
No	2674	63.4%
Yes	1546	36.6%
Total Responses	4220	100.0%
No Response	104	

**DEMOGRAPHIC CHARACTERISTICS OF RESPONDENTS**

	<b>Total</b>	
	<b>N</b>	<b>%</b>
<b>5. How many years have you been employed at UNC-Chapel Hill?</b>		
Less than one year	775	18.2%
1-4 years	1316	31.0%
5-10 years	898	21.1%
11-15 years	541	12.7%
16-20 years	297	7.0%
More than 20 years	420	9.9%
Total Responses	4247	100.0%
No Response	77	
<b>6. Gender identity</b>		
Female	2815	66.6%
Male	1378	32.6%
Other/Self-Identify	34	0.8%
Total Responses	4227	100.0%
No Response	97	
<b>7. Sexual orientation</b>		
Bisexual	131	3.2%
Gay	92	2.3%
Heterosexual	3646	89.3%
Lesbian	64	1.6%
Queer	51	1.2%

**DEMOGRAPHIC CHARACTERISTICS OF RESPONDENTS**

	Total	
	N	%
Other/Self-Identify	97	2.4%
Total Responses	4081	100.0%
No Response	243	

**DEMOGRAPHIC CHARACTERISTICS OF RESPONDENTS**

	<b>Total</b>	
	<b>N</b>	<b>%</b>
<b>8. Race/Ethnicity</b>		
American Indian or Alaska Native	25	0.6%
Asian	244	5.8%
Black or African American	605	14.4%
Latino or Hispanic	100	2.4%
Native Hawaiian or Other Pacific Islander	2	0.0%
White	2939	69.9%
Other race or ethnicity	79	1.9%
Two or more races or ethnicities	208	5.0%
Total Responses	4202	100.0%
No Response	122	
<b>9. What is the highest level of education you have completed?</b>		
Junior high / middle school or less	1	0.0%
Some high school	5	0.1%
High school graduate	116	2.7%
Some college	371	8.8%
Associate's degree	259	6.1%
Bachelor's degree	1596	37.8%
Master's degree	1236	29.3%
Doctoral or professional degree	639	15.1%
Total Responses	4223	100.0%
No Response	101	
<b>10. Which language do you feel most comfortable using?</b>		

**DEMOGRAPHIC CHARACTERISTICS OF RESPONDENTS**

	<b>Total</b>	
	<b>N</b>	<b>%</b>
English	3978	94.2%
Burmese	4	0.1%
Karen	6	0.1%
Spanish	21	0.5%
Other language	51	1.2%
Equally comfortable with English and other language	162	3.8%
Total Responses	4222	100.0%
No Response	102	
<b>11. Do you have any of the following disabilities or conditions? (Choose all that apply)</b>		
Attention deficit/hyperactivity disorder (ADHD)	217	5.5%
Chronic illness (e.g., cancer, diabetes, autoimmune disorders)	457	11.4%
Learning disability (e.g., dyslexia)	91	2.3%
Physical disability (e.g., speech, sight, mobility, hearing)	143	3.6%
Psychological disorder (e.g., depression)	532	13.3%
<b>12. How would you characterize your political views?</b>		
Very conservative	88	2.1%
Conservative	463	11.1%
Moderate	1430	34.4%
Liberal	1495	36.0%
Very liberal	681	16.4%

**DEMOGRAPHIC CHARACTERISTICS OF RESPONDENTS**

		Total	
		N	%
Total Responses		4157	100.0%
No Response		167	

**DEMOGRAPHIC CHARACTERISTICS OF RESPONDENTS**

	<b>Total</b>	
	<b>N</b>	<b>%</b>
<b>13. Citizenship status</b>		
U.S. citizen	3985	94.6%
Permanent legal resident	105	2.5%
In U.S. on visa or work authorization	116	2.8%
None of the above	5	0.1%
Total Responses	4211	100.0%
No Response	113	
<b>14. If you were NOT born in the U.S., at what age did you arrive in the U.S.?</b>		
Not applicable/born in the U.S.	3351	87.0%
Under 5	86	2.2%
6-12	52	1.3%
13-18	44	1.1%
19-25	110	2.9%
26 or older	209	5.4%
Total Responses	3852	100.0%
No Response	472	
<b>15. Religious Affiliation</b>		
Agnostic	791	19.2%
Atheist	422	10.2%
Christian	2387	57.8%
Buddhist	79	1.9%
Hindu	40	1.0%



**DEMOGRAPHIC CHARACTERISTICS OF RESPONDENTS**

	<b>Total</b>	
	<b>N</b>	<b>%</b>
Jewish	83	2.0%
Muslim	27	0.7%
Other religion	300	7.3%
Total Responses	4129	100.0%
No Response	195	
<b>16. Military Status</b>		
Active Duty, Reserves, or National Guard	6	0.1%
Discharged veteran NOT serving in Active Duty, Reserves, or National Guard	160	3.8%
None	4017	96.0%
Total Responses	4183	100.0%
No Response	141	

**DEMOGRAPHIC CHARACTERISTICS OF RESPONDENTS**

	Total	
	N	%
<b>Age (at time of survey)</b>		
Under 30	659	16.3%
30-39	1105	27.3%
40-49	916	22.6%
50-59	887	21.9%
60 and above	481	11.9%
Total Responses	4048	100.0%
No Response	276	
<b>18-19. Are you responsible for the care of the following? (Choose all that apply)</b>		
Children	1584	37.8%
A parent or relative other than a minor child	479	11.5%

# Climate Survey: Staff Responses

## INTERACTIONS WITH DIVERSE POPULATIONS

	Total		American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic		Native Hawaiian or Other Pacific Islander		White		Other		Two or More Races or Ethnicities	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	4324	100.0%	25	0.6%	244	5.8%	605	14.4%	100	2.4%	2	0.0%	2939	69.9%	79	1.9%	208	5.0%
<b>22a. In the course of your work at UNC-Chapel Hill, how much interaction do you have with people identifying as: American Indian or Alaska Native</b>																		
No Interaction	1642	41.0%	5	20.8%	132	57.6%	204	35.7%	50	52.6%			1140	40.8%	29	42.0%	77	38.7%
Little Interaction (monthly)	955	23.8%	5	20.8%	35	15.3%	143	25.0%	17	17.9%			684	24.5%	17	24.6%	49	24.6%
Some Regular Interaction (weekly)	332	8.3%	4	16.7%	18	7.9%	78	13.6%	3	3.2%			203	7.3%	5	7.2%	16	8.0%
Substantial Interaction (daily)	165	4.1%	9	37.5%	10	4.4%	41	7.2%	5	5.3%			94	3.4%	3	4.3%	3	1.5%
Don't Know	914	22.8%	1	4.2%	34	14.8%	106	18.5%	20	21.1%			675	24.1%	15	21.7%	54	27.1%
Total Responses	4008	100.0%	24	100.0%	229	100.0%	572	100.0%	95	100.0%			2796	100.0%	69	100.0%	199	100.0%
No Response	316		1		15		33		5				143		10		9	
<b>22b. In the course of your work at UNC-Chapel Hill, how much interaction do you have with people identifying as: Asian</b>																		
No Interaction	225	5.6%	1	4.3%	12	5.2%	62	11.0%	6	6.4%			129	4.6%	3	4.4%	12	6.0%
Little Interaction (monthly)	1007	25.3%	7	30.4%	51	22.3%	180	32.0%	23	24.5%			675	24.2%	13	19.1%	53	26.6%
Some Regular Interaction (weekly)	1364	34.2%	7	30.4%	67	29.3%	160	28.4%	30	31.9%			1000	35.9%	25	36.8%	64	32.2%
Substantial Interaction (daily)	1303	32.7%	8	34.8%	99	43.2%	148	26.3%	33	35.1%			922	33.1%	24	35.3%	64	32.2%
Don't Know	85	2.1%	0	0.0%	0	0.0%	13	2.3%	2	2.1%			58	2.1%	3	4.4%	6	3.0%
Total Responses	3984	100.0%	23	100.0%	229	100.0%	563	100.0%	94	100.0%			2784	100.0%	68	100.0%	199	100.0%
No Response	340		2		15		42		6				155		11		9	
<b>22c. In the course of your work at UNC-Chapel Hill, how much interaction do you have with people identifying as: Black or African American</b>																		
No Interaction	97	2.4%	0	0.0%	24	10.3%	16	2.8%	3	3.2%			50	1.8%	0	0.0%	4	2.0%
Little Interaction (monthly)	397	9.9%	2	8.3%	56	24.0%	77	13.4%	12	12.6%			219	7.8%	4	5.9%	26	13.0%
Some Regular Interaction (weekly)	1125	27.9%	6	25.0%	67	28.8%	158	27.5%	27	28.4%			790	28.1%	19	27.9%	51	25.5%
Substantial Interaction (daily)	2373	58.9%	16	66.7%	86	36.9%	320	55.7%	52	54.7%			1728	61.5%	43	63.2%	115	57.5%
Don't Know	37	0.9%	0	0.0%	0	0.0%	4	0.7%	1	1.1%			22	0.8%	2	2.9%	4	2.0%
Total Responses	4029	100.0%	24	100.0%	233	100.0%	575	100.0%	95	100.0%			2809	100.0%	68	100.0%	200	100.0%
No Response	295		1		11		30		5				130		11		8	

## INTERACTIONS WITH DIVERSE POPULATIONS

Total Respondents	4324	100.0%	25	0.6%	244	5.8%	605	14.4%	100	2.4%	2	0.0%	2939	69.9%	79	1.9%	208	5.0%
22d. In the course of your work at UNC-Chapel Hill, how much interaction do you have with people identifying as: Having a disability																		
No Interaction	825	20.7%	5	20.8%	102	44.2%	114	20.2%	26	28.3%			526	18.9%	11	15.7%	39	19.9%
Little Interaction (monthly)	1385	34.7%	6	25.0%	66	28.6%	215	38.1%	32	34.8%			963	34.5%	24	34.3%	68	34.7%
Some Regular Interaction (weekly)	715	17.9%	6	25.0%	26	11.3%	88	15.6%	12	13.0%			526	18.9%	15	21.4%	39	19.9%
Substantial Interaction (daily)	445	11.2%	4	16.7%	10	4.3%	70	12.4%	10	10.9%			320	11.5%	10	14.3%	19	9.7%
Don't Know	620	15.5%	3	12.5%	27	11.7%	77	13.7%	12	13.0%			453	16.2%	10	14.3%	31	15.8%
Total Responses	3990	100.0%	24	100.0%	231	100.0%	564	100.0%	92	100.0%			2788	100.0%	70	100.0%	196	100.0%
No Response	334		1		13		41		8				151		9		12	
22I. In the course of your work at UNC-Chapel Hill, how much interaction do you have with people identifying as: Having a gender identity different than your own																		
No Interaction	539	13.4%	3	12.5%	61	26.2%	81	14.1%	21	22.1%			334	11.9%	11	15.9%	26	13.0%
Little Interaction (monthly)	532	13.2%	4	16.7%	32	13.7%	85	14.8%	7	7.4%			379	13.5%	1	1.4%	20	10.0%
Some Regular Interaction (weekly)	550	13.7%	8	33.3%	34	14.6%	103	17.9%	19	20.0%			349	12.4%	6	8.7%	29	14.5%
Substantial Interaction (daily)	1415	35.1%	7	29.2%	60	25.8%	176	30.6%	34	35.8%			1027	36.6%	27	39.1%	76	38.0%
Don't Know	992	24.6%	2	8.3%	46	19.7%	130	22.6%	14	14.7%			718	25.6%	24	34.8%	49	24.5%
Total Responses	4028	100.0%	24	100.0%	233	100.0%	575	100.0%	95	100.0%			2807	100.0%	69	100.0%	200	100.0%
No Response	296		1		11		30		5				132		10		8	
22e. In the course of your work at UNC-Chapel Hill, how much interaction do you have with people identifying as: Having a sexual orientation different than your own																		
No Interaction	239	5.9%	1	4.2%	53	22.8%	44	7.7%	13	13.7%			111	3.9%	7	10.1%	8	4.0%
Little Interaction (monthly)	549	13.6%	3	12.5%	41	17.7%	100	17.5%	15	15.8%			366	13.0%	7	10.1%	15	7.5%
Some Regular Interaction (weekly)	894	22.2%	7	29.2%	32	13.8%	121	21.1%	26	27.4%			641	22.8%	11	15.9%	50	25.0%
Substantial Interaction (daily)	1423	35.3%	12	50.0%	45	19.4%	165	28.8%	25	26.3%			1072	38.1%	26	37.7%	71	35.5%
Don't Know	926	23.0%	1	4.2%	61	26.3%	143	25.0%	16	16.8%			622	22.1%	18	26.1%	56	28.0%
Total Responses	4031	100.0%	24	100.0%	232	100.0%	573	100.0%	95	100.0%			2812	100.0%	69	100.0%	200	100.0%
No Response	293		1		12		32		5				127		10		8	

## Climate Survey: Staff Responses

### INTERACTIONS WITH DIVERSE POPULATIONS

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## INTERACTIONS WITH DIVERSE POPULATIONS

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# Climate Survey: Staff Responses

## INTERACTIONS WITH DIVERSE POPULATIONS

	Race/Ethnicity																	
	Total		American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic		Native Hawaiian or Other Pacific Islander		White		Other		Two or More Races or Ethnicities	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	4324	100.0%	25	0.6%	244	5.8%	605	14.4%	100	2.4%	2	0.0%	2939	69.9%	79	1.9%	208	5.0%
<b>23a. How would you describe the racial and ethnic composition of the following: Neighborhood where you grew up</b>																		
Little to None of My Same Race or Ethnicity	206	5.1%	5	20.8%	46	20.2%	58	10.1%	22	23.4%			22	0.8%	9	13.0%	41	20.9%
Some of My Same Race or Ethnicity	275	6.9%	6	25.0%	34	14.9%	91	15.9%	16	17.0%			89	3.2%	7	10.1%	31	15.8%
About Half My Same Race or Ethnicity	499	12.4%	2	8.3%	25	11.0%	114	19.9%	9	9.6%			304	10.8%	16	23.2%	23	11.7%
Mostly My Same Race or Ethnicity	1146	28.6%	3	12.5%	21	9.2%	120	21.0%	24	25.5%			893	31.8%	16	23.2%	60	30.6%
All or Nearly All My Same Race or Ethnicity	1888	47.0%	8	33.3%	102	44.7%	189	33.0%	23	24.5%			1498	53.4%	21	30.4%	41	20.9%
Total Responses	4014	100.0%	24	100.0%	228	100.0%	572	100.0%	94	100.0%			2806	100.0%	69	100.0%	196	100.0%
No Response	310		1		16		33		6				133		10		12	
<b>23b. How would you describe the racial and ethnic composition of the following: High school from which you graduated</b>																		
Little to None of My Same Race or Ethnicity	186	4.6%	4	16.7%	41	18.1%	58	10.2%	23	24.5%			17	0.6%	10	14.5%	31	15.7%
Some of My Same Race or Ethnicity	445	11.1%	7	29.2%	47	20.7%	187	32.7%	22	23.4%			116	4.1%	13	18.8%	52	26.4%
About Half My Same Race or Ethnicity	1085	27.0%	7	29.2%	20	8.8%	201	35.2%	15	16.0%			788	28.1%	17	24.6%	30	15.2%
Mostly My Same Race or Ethnicity	1351	33.7%	3	12.5%	23	10.1%	62	10.9%	12	12.8%			1168	41.6%	14	20.3%	56	28.4%
All or Nearly All My Same Race or Ethnicity	945	23.6%	3	12.5%	96	42.3%	63	11.0%	22	23.4%			716	25.5%	15	21.7%	28	14.2%
Total Responses	4012	100.0%	24	100.0%	227	100.0%	571	100.0%	94	100.0%			2805	100.0%	69	100.0%	197	100.0%
No Response	312		1		17		34		6				134		10		11	
<b>23c. How would you describe the racial and ethnic composition of the following: College or university from which you graduated, if applicable</b>																		
Little to None of My Same Race or Ethnicity	220	5.7%	12	52.2%	35	15.5%	99	18.1%	25	27.5%			20	0.8%	8	11.8%	20	10.4%
Some of My Same Race or Ethnicity	549	14.3%	5	21.7%	84	37.2%	242	44.2%	29	31.9%			101	3.8%	17	25.0%	67	34.7%
About Half My Same Race or Ethnicity	869	22.6%	4	17.4%	18	8.0%	71	13.0%	11	12.1%			703	26.4%	17	25.0%	39	20.2%
Mostly My Same Race or Ethnicity	1794	46.8%	2	8.7%	26	11.5%	45	8.2%	13	14.3%			1625	61.0%	16	23.5%	55	28.5%
All or Nearly All My Same Race or Ethnicity	405	10.6%	0	0.0%	63	27.9%	91	16.6%	13	14.3%			216	8.1%	10	14.7%	12	6.2%
Total Responses	3837	100.0%	23	100.0%	226	100.0%	548	100.0%	91	100.0%			2665	100.0%	68	100.0%	193	100.0%
No Response	487		2		18		57		9				274		11		15	
<b>23c. How would you describe the racial and ethnic composition of the following: Neighborhood in which you currently live</b>																		
Little to None of My Same Race or Ethnicity	395	9.9%	14	58.3%	110	48.0%	112	19.6%	53	57.0%			38	1.4%	10	14.7%	52	26.4%
Some of My Same Race or Ethnicity	575	14.3%	3	12.5%	92	40.2%	206	36.1%	27	29.0%			175	6.2%	21	30.9%	48	24.4%
About Half My Same Race or Ethnicity	1127	28.1%	4	16.7%	20	8.7%	167	29.3%	9	9.7%			859	30.6%	21	30.9%	41	20.8%
Mostly My Same Race or Ethnicity	1472	36.7%	1	4.2%	2	0.9%	57	10.0%	1	1.1%			1345	48.0%	13	19.1%	45	22.8%
All or Nearly All My Same Race or Ethnicity	441	11.0%	2	8.3%	5	2.2%	28	4.9%	3	3.2%			387	13.8%	3	4.4%	11	5.6%
Total Responses	4010	100.0%	24	100.0%	229	100.0%	570	100.0%	93	100.0%			2804	100.0%	68	100.0%	197	100.0%
No Response	314		1		15		35		7				135		11		11	

# Climate Survey: Staff Responses

## INTERACTIONS WITH DIVERSE POPULATIONS

	Gender						Employment Classification								Work Unit							
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
22a. In the course of your work at UNC-Chapel Hill, how much interaction do you have with people identifying as: American Indian or Alaska Native																						
No Interaction	1092	41.1%	539	41.0%	8	26.7%	431	37.1%	1015	40.4%	132	63.2%	61	56.0%	592	46.9%	244	39.0%	587	36.6%	212	42.5%
Little Interaction (monthly)	626	23.6%	319	24.3%	7	23.3%	351	30.2%	566	22.5%	21	10.0%	13	11.9%	252	20.0%	163	26.0%	427	26.7%	109	21.8%
Some Regular Interaction (weekly)	215	8.1%	114	8.7%	2	6.7%	107	9.2%	206	8.2%	12	5.7%	5	4.6%	75	5.9%	64	10.2%	148	9.2%	43	8.6%
Substantial Interaction (daily)	118	4.4%	46	3.5%	0	0.0%	40	3.4%	115	4.6%	8	3.8%	2	1.8%	47	3.7%	20	3.2%	66	4.1%	30	6.0%
Don't Know	604	22.7%	296	22.5%	13	43.3%	234	20.1%	613	24.4%	36	17.2%	28	25.7%	295	23.4%	135	21.6%	374	23.3%	105	21.0%
Total Responses	2655	100.0%	1314	100.0%	30	100.0%	1163	100.0%	2515	100.0%	209	100.0%	109	100.0%	1261	100.0%	626	100.0%	1602	100.0%	499	100.0%
No Response	160		64		4		64		180		17		21		92		35		85		36	
22b. In the course of your work at UNC-Chapel Hill, how much interaction do you have with people identifying as: Asian																						
No Interaction	168	6.3%	55	4.3%	1	3.4%	58	5.0%	143	5.7%	6	2.8%	18	16.7%	66	5.2%	34	5.5%	85	5.3%	38	7.7%
Little Interaction (monthly)	719	27.1%	279	21.6%	6	20.7%	294	25.4%	634	25.4%	42	19.9%	36	33.3%	254	20.2%	164	26.6%	428	26.9%	153	31.0%
Some Regular Interaction (weekly)	895	33.7%	454	35.1%	12	41.4%	421	36.4%	841	33.7%	71	33.6%	26	24.1%	417	33.1%	236	38.2%	542	34.0%	162	32.8%
Substantial Interaction (daily)	814	30.7%	479	37.0%	9	31.0%	369	31.9%	816	32.7%	92	43.6%	22	20.4%	505	40.1%	173	28.0%	498	31.2%	124	25.1%
Don't Know	56	2.1%	27	2.1%	1	3.4%	16	1.4%	61	2.4%	0	0.0%	6	5.6%	17	1.4%	10	1.6%	41	2.6%	17	3.4%
Total Responses	2652	100.0%	1294	100.0%	29	100.0%	1158	100.0%	2495	100.0%	211	100.0%	108	100.0%	1259	100.0%	617	100.0%	1594	100.0%	494	100.0%
No Response	163		84		5		69		200		15		22		94		44		93		41	
22c. In the course of your work at UNC-Chapel Hill, how much interaction do you have with people identifying as: Black or African American																						
No Interaction	61	2.3%	33	2.5%	2	6.7%	22	1.9%	43	1.7%	21	10.0%	11	10.0%	28	2.2%	19	3.0%	35	2.2%	15	3.0%
Little Interaction (monthly)	275	10.3%	122	9.2%	0	0.0%	122	10.5%	209	8.3%	47	22.3%	18	16.4%	143	11.3%	60	9.6%	137	8.5%	55	10.9%
Some Regular Interaction (weekly)	740	27.7%	375	28.4%	8	26.7%	334	28.7%	677	26.7%	79	37.4%	32	29.1%	349	27.5%	204	32.5%	426	26.4%	141	28.0%
Substantial Interaction (daily)	1573	58.9%	775	58.8%	19	63.3%	680	58.4%	1578	62.3%	63	29.9%	45	40.9%	739	58.3%	338	53.9%	1001	62.1%	283	56.3%
Don't Know	21	0.8%	14	1.1%	1	3.3%	7	0.6%	24	0.9%	1	0.5%	4	3.6%	9	0.7%	6	1.0%	13	0.8%	9	1.8%
Total Responses	2670	100.0%	1319	100.0%	30	100.0%	1165	100.0%	2531	100.0%	211	100.0%	110	100.0%	1268	100.0%	627	100.0%	1612	100.0%	503	100.0%
No Response	145		59		4		62		164		15		20		85		34		75		32	



## INTERACTIONS WITH DIVERSE POPULATIONS

Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
22d. In the course of your work at UNC-Chapel Hill, how much interaction do you have with people identifying as: Having a disability																						
No Interaction	551	20.8%	269	20.6%	4	13.3%	225	19.5%	483	19.3%	77	37.0%	39	35.5%	311	24.7%	118	19.0%	296	18.6%	94	18.9%
Little Interaction (monthly)	894	33.8%	480	36.8%	6	20.0%	420	36.4%	867	34.6%	68	32.7%	26	23.6%	392	31.1%	259	41.6%	572	36.0%	153	30.7%
Some Regular Interaction (weekly)	459	17.4%	243	18.6%	11	36.7%	205	17.7%	471	18.8%	24	11.5%	13	11.8%	216	17.1%	86	13.8%	306	19.2%	107	21.5%
Substantial Interaction (daily)	301	11.4%	139	10.6%	5	16.7%	131	11.3%	296	11.8%	5	2.4%	12	10.9%	155	12.3%	49	7.9%	172	10.8%	68	13.7%
Don't Know	439	16.6%	175	13.4%	4	13.3%	174	15.1%	388	15.5%	34	16.3%	20	18.2%	186	14.8%	110	17.7%	245	15.4%	76	15.3%
Total Responses	2644	100.0%	1306	100.0%	30	100.0%	1155	100.0%	2505	100.0%	208	100.0%	110	100.0%	1260	100.0%	622	100.0%	1591	100.0%	498	100.0%
No Response	171		72		4		72		190		18		20		93		39		96		37	
22i. In the course of your work at UNC-Chapel Hill, how much interaction do you have with people identifying as: Having a gender identity different than your own																						
No Interaction	377	14.1%	158	12.0%	2	6.7%	136	11.7%	333	13.2%	39	18.4%	30	27.3%	186	14.6%	60	9.5%	211	13.1%	76	15.1%
Little Interaction (monthly)	357	13.4%	171	13.0%	2	6.7%	161	13.8%	330	13.0%	25	11.8%	14	12.7%	138	10.9%	99	15.7%	216	13.4%	74	14.7%
Some Regular Interaction (weekly)	376	14.1%	168	12.8%	3	10.0%	174	15.0%	343	13.6%	19	9.0%	10	9.1%	153	12.0%	84	13.4%	231	14.4%	80	15.9%
Substantial Interaction (daily)	888	33.2%	506	38.4%	20	66.7%	453	39.0%	854	33.7%	71	33.5%	36	32.7%	419	33.0%	229	36.4%	608	37.8%	154	30.6%
Don't Know	673	25.2%	314	23.8%	3	10.0%	239	20.6%	671	26.5%	58	27.4%	20	18.2%	374	29.4%	157	25.0%	341	21.2%	119	23.7%
Total Responses	2671	100.0%	1317	100.0%	30	100.0%	1163	100.0%	2531	100.0%	212	100.0%	110	100.0%	1270	100.0%	629	100.0%	1607	100.0%	503	100.0%
No Response	144		61		4		64		164		14		20		83		32		80		32	
22e. In the course of your work at UNC-Chapel Hill, how much interaction do you have with people identifying as: Having a sexual orientation different than your own																						
No Interaction	148	5.5%	88	6.7%	2	6.7%	48	4.1%	145	5.7%	29	13.7%	17	15.5%	103	8.1%	23	3.7%	67	4.2%	43	8.5%
Little Interaction (monthly)	371	13.9%	176	13.3%	1	3.3%	146	12.5%	355	14.0%	31	14.7%	14	12.7%	168	13.2%	85	13.5%	213	13.2%	80	15.9%
Some Regular Interaction (weekly)	599	22.4%	286	21.7%	5	16.7%	308	26.3%	531	21.0%	34	16.1%	19	17.3%	249	19.6%	164	26.1%	375	23.3%	103	20.4%
Substantial Interaction (daily)	954	35.7%	447	33.8%	20	66.7%	478	40.9%	871	34.4%	46	21.8%	25	22.7%	400	31.5%	236	37.5%	621	38.6%	157	31.2%
Don't Know	598	22.4%	324	24.5%	2	6.7%	189	16.2%	627	24.8%	71	33.6%	35	31.8%	349	27.5%	121	19.2%	333	20.7%	121	24.0%
Total Responses	2670	100.0%	1321	100.0%	30	100.0%	1169	100.0%	2529	100.0%	211	100.0%	110	100.0%	1269	100.0%	629	100.0%	1609	100.0%	504	100.0%
No Response	145		57		4		58		166		15		20		84		32		78		31	

# Climate Survey: Staff Responses

## INTERACTIONS WITH DIVERSE POPULATIONS

	Gender						Employment Classification								Work Unit							
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
22f. In the course of your work at UNC-Chapel Hill, how much interaction do you have with people identifying as: Hispanic or Latina/o																						
No Interaction	272	10.2%	105	8.0%	3	10.0%	91	7.8%	224	8.9%	40	19.0%	26	23.9%	130	10.2%	57	9.1%	140	8.7%	53	10.6%
Little Interaction (monthly)	716	26.8%	356	27.0%	7	23.3%	321	27.5%	649	25.7%	77	36.5%	30	27.5%	358	28.2%	191	30.5%	403	25.1%	120	24.0%
Some Regular Interaction (weekly)	865	32.4%	433	32.8%	10	33.3%	418	35.8%	809	32.0%	50	23.7%	32	29.4%	384	30.2%	213	34.0%	551	34.3%	159	31.7%
Substantial Interaction (daily)	701	26.3%	371	28.1%	8	26.7%	300	25.7%	733	29.0%	37	17.5%	9	8.3%	347	27.3%	139	22.2%	442	27.5%	148	29.5%
Don't Know	114	4.3%	54	4.1%	2	6.7%	37	3.2%	113	4.5%	7	3.3%	12	11.0%	52	4.1%	26	4.2%	72	4.5%	21	4.2%
Total Responses	2668	100.0%	1319	100.0%	30	100.0%	1167	100.0%	2528	100.0%	211	100.0%	109	100.0%	1271	100.0%	626	100.0%	1608	100.0%	501	100.0%
No Response	147		59		4		60		167		15		21		82		35		79		34	
22g. In the course of your work at UNC-Chapel Hill, how much interaction do you have with people identifying as: Holding religious beliefs or ideas different from your own																						
No Interaction	64	2.4%	32	2.4%	1	3.3%	14	1.2%	58	2.3%	15	7.1%	10	9.1%	34	2.7%	15	2.4%	32	2.0%	15	3.0%
Little Interaction (monthly)	207	7.8%	84	6.4%	1	3.3%	69	5.9%	200	7.9%	17	8.0%	7	6.4%	77	6.1%	48	7.7%	121	7.5%	46	9.2%
Some Regular Interaction (weekly)	509	19.1%	258	19.6%	5	16.7%	235	20.1%	479	19.0%	43	20.3%	14	12.7%	232	18.3%	117	18.8%	307	19.1%	116	23.2%
Substantial Interaction (daily)	1316	49.3%	652	49.7%	21	70.0%	627	53.7%	1236	49.0%	84	39.6%	40	36.4%	643	50.6%	304	48.7%	817	50.8%	216	43.1%
Don't Know	573	21.5%	287	21.9%	2	6.7%	222	19.0%	549	21.8%	53	25.0%	39	35.5%	284	22.4%	140	22.4%	331	20.6%	108	21.6%
Total Responses	2669	100.0%	1313	100.0%	30	100.0%	1167	100.0%	2522	100.0%	212	100.0%	110	100.0%	1270	100.0%	624	100.0%	1608	100.0%	501	100.0%
No Response	146		65		4		60		173		14		20		83		37		79		34	
22h. In the course of your work at UNC-Chapel Hill, how much interaction do you have with people identifying as: Native Hawaiian or Other Pacific Islander																						
No Interaction	1000	37.5%	508	38.5%	7	23.3%	457	39.2%	895	35.4%	108	51.2%	56	51.4%	480	37.9%	225	36.0%	599	37.3%	204	40.6%
Little Interaction (monthly)	415	15.6%	219	16.6%	7	23.3%	206	17.7%	404	16.0%	18	8.5%	10	9.2%	196	15.5%	113	18.1%	255	15.9%	75	14.9%
Some Regular Interaction (weekly)	158	5.9%	92	7.0%	0	0.0%	72	6.2%	162	6.4%	13	6.2%	3	2.8%	81	6.4%	27	4.3%	111	6.9%	32	6.4%
Substantial Interaction (daily)	92	3.5%	26	2.0%	0	0.0%	28	2.4%	87	3.4%	2	0.9%	1	0.9%	44	3.5%	11	1.8%	47	2.9%	16	3.2%
Don't Know	1001	37.5%	473	35.9%	16	53.3%	402	34.5%	977	38.7%	70	33.2%	39	35.8%	466	36.8%	249	39.8%	596	37.1%	176	35.0%
Total Responses	2666	100.0%	1318	100.0%	30	100.0%	1165	100.0%	2525	100.0%	211	100.0%	109	100.0%	1267	100.0%	625	100.0%	1608	100.0%	503	100.0%
No Response	149		60		4		62		170		15		21		86		36		79		32	

# Climate Survey: Staff Responses

## INTERACTIONS WITH DIVERSE POPULATIONS

	Gender						Employment Classification								Work Unit								
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown		
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	
Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%	
22i. In the course of your work at UNC-Chapel Hill, how much interaction do you have with people identifying as: Two or more races																							
	No Interaction	176	6.6%	62	4.7%	3	10.0%	57	4.9%	142	5.6%	30	14.4%	12	11.0%	82	6.5%	34	5.4%	95	5.9%	28	5.6%
	Little Interaction (monthly)	363	13.7%	173	13.2%	4	13.3%	154	13.2%	327	13.0%	40	19.2%	17	15.6%	175	13.9%	88	14.0%	200	12.5%	74	14.8%
	Some Regular Interaction (weekly)	596	22.4%	315	24.0%	7	23.3%	293	25.2%	556	22.1%	39	18.8%	30	27.5%	254	20.1%	160	25.5%	379	23.7%	127	25.5%
	Substantial Interaction (daily)	737	27.7%	381	29.0%	6	20.0%	300	25.8%	771	30.6%	38	18.3%	16	14.7%	362	28.7%	160	25.5%	444	27.7%	153	30.7%
	Don't Know	786	29.6%	381	29.0%	10	33.3%	361	31.0%	720	28.6%	61	29.3%	34	31.2%	388	30.8%	185	29.5%	484	30.2%	117	23.4%
	Total Responses	2658	100.0%	1312	100.0%	30	100.0%	1165	100.0%	2516	100.0%	208	100.0%	109	100.0%	1261	100.0%	627	100.0%	1602	100.0%	499	100.0%
	No Response	157		66		4		62		179		18		21		92		34		85		36	
22j. In the course of your work at UNC-Chapel Hill, how much interaction do you have with people identifying as: Veterans and active duty military																							
	No Interaction	440	16.5%	169	12.8%	3	10.0%	183	15.7%	332	13.1%	71	33.6%	27	25.2%	231	18.2%	75	11.9%	222	13.8%	78	15.6%
	Little Interaction (monthly)	534	20.0%	267	20.3%	5	16.7%	294	25.2%	466	18.5%	28	13.3%	18	16.8%	237	18.7%	159	25.3%	318	19.8%	89	17.8%
	Some Regular Interaction (weekly)	433	16.2%	268	20.3%	7	23.3%	217	18.6%	465	18.4%	14	6.6%	10	9.3%	175	13.8%	127	20.2%	304	18.9%	102	20.4%
	Substantial Interaction (daily)	386	14.5%	241	18.3%	5	16.7%	136	11.7%	479	19.0%	6	2.8%	9	8.4%	156	12.3%	77	12.3%	299	18.6%	100	20.0%
	Don't Know	872	32.7%	372	28.2%	10	33.3%	336	28.8%	783	31.0%	92	43.6%	43	40.2%	467	36.9%	190	30.3%	463	28.8%	132	26.3%
	Total Responses	2665	100.0%	1317	100.0%	30	100.0%	1166	100.0%	2525	100.0%	211	100.0%	107	100.0%	1266	100.0%	628	100.0%	1606	100.0%	501	100.0%
	No Response	150		61		4		61		170		15		23		87		33		81		34	
22k. In the course of your work at UNC-Chapel Hill, how much interaction do you have with people identifying as: White																							
	No Interaction	9	0.3%	10	0.8%	1	3.3%	4	0.3%	7	0.3%	4	1.9%	5	4.5%	6	0.5%	3	0.5%	9	0.6%	2	0.4%
	Little Interaction (monthly)	17	0.6%	13	1.0%	0	0.0%	9	0.8%	10	0.4%	1	0.5%	9	8.1%	4	0.3%	7	1.1%	8	0.5%	11	2.2%
	Some Regular Interaction (weekly)	128	4.8%	71	5.4%	0	0.0%	47	4.0%	128	5.1%	13	6.1%	12	10.8%	60	4.7%	31	5.0%	70	4.3%	39	7.7%
	Substantial Interaction (daily)	2499	93.6%	1213	91.9%	28	93.3%	1102	94.3%	2364	93.5%	193	91.0%	80	72.1%	1193	93.9%	581	92.8%	1510	93.7%	444	88.1%
	Don't Know	18	0.7%	13	1.0%	1	3.3%	6	0.5%	20	0.8%	1	0.5%	5	4.5%	7	0.6%	4	0.6%	14	0.9%	8	1.6%
	Total Responses	2671	100.0%	1320	100.0%	30	100.0%	1168	100.0%	2529	100.0%	212	100.0%	111	100.0%	1270	100.0%	626	100.0%	1611	100.0%	504	100.0%
	No Response	144		58		4		59		166		14		19		83		35		76		31	

# Climate Survey: Staff Responses

## INTERACTIONS WITH DIVERSE POPULATIONS

	Gender						Employment Classification								Work Unit							
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
<b>23a. How would you describe the racial and ethnic composition of the following:</b>																						
<b>Neighborhood where you grew up</b>																						
Little to None of My Same Race or Ethnicity	156	5.9%	48	3.7%	2	6.7%	66	5.7%	117	4.6%	13	6.3%	10	9.1%	64	5.1%	32	5.1%	85	5.3%	24	4.8%
Some of My Same Race or Ethnicity	194	7.3%	78	6.0%	3	10.0%	64	5.5%	183	7.3%	19	9.1%	8	7.3%	77	6.1%	36	5.7%	131	8.1%	30	6.0%
About Half My Same Race or Ethnicity	318	11.9%	174	13.3%	3	10.0%	129	11.1%	334	13.3%	17	8.2%	18	16.4%	152	12.1%	80	12.8%	188	11.7%	76	15.2%
Mostly My Same Race or Ethnicity	703	26.4%	428	32.7%	11	36.7%	304	26.1%	758	30.1%	51	24.5%	28	25.5%	359	28.5%	165	26.3%	463	28.8%	150	29.9%
All or Nearly All My Same Race or Ethnicity	1292	48.5%	582	44.4%	11	36.7%	601	51.6%	1127	44.7%	108	51.9%	46	41.8%	607	48.2%	314	50.1%	741	46.1%	221	44.1%
Total Responses	2663	100.0%	1310	100.0%	30	100.0%	1164	100.0%	2519	100.0%	208	100.0%	110	100.0%	1259	100.0%	627	100.0%	1608	100.0%	501	100.0%
No Response	152		68		4		63		176		18		20		94		34		79		34	
<b>23b. How would you describe the racial and ethnic composition of the following: High school from which you graduated</b>																						
Little to None of My Same Race or Ethnicity	136	5.1%	48	3.7%	2	6.7%	51	4.4%	113	4.5%	11	5.3%	10	9.1%	55	4.4%	28	4.5%	79	4.9%	23	4.6%
Some of My Same Race or Ethnicity	328	12.3%	114	8.7%	2	6.7%	99	8.5%	309	12.3%	25	12.1%	11	10.0%	142	11.3%	74	11.8%	176	10.9%	50	10.0%
About Half My Same Race or Ethnicity	727	27.3%	348	26.6%	6	20.0%	272	23.4%	751	29.8%	29	14.0%	31	28.2%	328	26.1%	155	24.8%	434	27.0%	162	32.3%
Mostly My Same Race or Ethnicity	836	31.4%	499	38.1%	13	43.3%	424	36.4%	824	32.7%	65	31.4%	32	29.1%	406	32.3%	219	35.0%	554	34.5%	165	32.9%
All or Nearly All My Same Race or Ethnicity	635	23.9%	300	22.9%	7	23.3%	318	27.3%	521	20.7%	77	37.2%	26	23.6%	327	26.0%	150	24.0%	365	22.7%	101	20.2%
Total Responses	2662	100.0%	1309	100.0%	30	100.0%	1164	100.0%	2518	100.0%	207	100.0%	110	100.0%	1258	100.0%	626	100.0%	1608	100.0%	501	100.0%
No Response	153		69		4		63		177		19		20		95		35		79		34	
<b>23c. How would you describe the racial and ethnic composition of the following: College or university from which you graduated, if applicable</b>																						
Little to None of My Same Race or Ethnicity	143	5.6%	75	6.0%	2	6.7%	65	5.6%	131	5.6%	15	7.3%	8	7.5%	54	4.5%	34	5.6%	104	6.7%	28	6.2%
Some of My Same Race or Ethnicity	400	15.7%	143	11.4%	3	10.0%	146	12.6%	350	14.8%	30	14.6%	21	19.8%	178	14.8%	82	13.6%	224	14.4%	60	13.2%
About Half My Same Race or Ethnicity	586	23.0%	271	21.6%	6	20.0%	182	15.8%	624	26.5%	29	14.1%	32	30.2%	291	24.1%	129	21.3%	309	19.9%	137	30.2%
Mostly My Same Race or Ethnicity	1135	44.6%	641	51.2%	16	53.3%	643	55.7%	1017	43.1%	87	42.2%	41	38.7%	534	44.3%	306	50.6%	757	48.7%	187	41.2%
All or Nearly All My Same Race or Ethnicity	279	11.0%	123	9.8%	3	10.0%	119	10.3%	235	10.0%	45	21.8%	4	3.8%	148	12.3%	54	8.9%	160	10.3%	42	9.3%
Total Responses	2543	100.0%	1253	100.0%	30	100.0%	1155	100.0%	2357	100.0%	206	100.0%	106	100.0%	1205	100.0%	605	100.0%	1554	100.0%	454	100.0%
No Response	272		125		4		72		338		20		24		148		56		133		81	
<b>23c. How would you describe the racial and ethnic composition of the following: Neighborhood in which you currently live</b>																						
Little to None of My Same Race or Ethnicity	266	10.0%	127	9.7%	2	6.7%	115	9.9%	218	8.7%	50	24.0%	10	9.1%	139	11.0%	49	7.8%	167	10.4%	37	7.4%
Some of My Same Race or Ethnicity	393	14.8%	170	13.0%	7	23.3%	138	11.9%	358	14.2%	52	25.0%	22	20.0%	207	16.5%	73	11.6%	219	13.6%	71	14.3%
About Half My Same Race or Ethnicity	740	27.8%	374	28.6%	10	33.3%	299	25.7%	755	30.0%	40	19.2%	30	27.3%	326	25.9%	199	31.7%	436	27.1%	163	32.7%
Mostly My Same Race or Ethnicity	965	36.3%	496	37.9%	9	30.0%	473	40.6%	905	36.0%	53	25.5%	39	35.5%	446	35.5%	234	37.3%	617	38.4%	169	33.9%
All or Nearly All My Same Race or Ethnicity	297	11.2%	141	10.8%	2	6.7%	139	11.9%	279	11.1%	13	6.3%	9	8.2%	140	11.1%	72	11.5%	168	10.5%	58	11.6%
Total Responses	2661	100.0%	1308	100.0%	30	100.0%	1164	100.0%	2515	100.0%	208	100.0%	110	100.0%	1258	100.0%	627	100.0%	1607	100.0%	498	100.0%
No Response	154		70		4		63		180		18		20		95		34		80		37	

**Climate Survey: Staff Responses**  
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	Total		American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic		Native Hawaiian or Other Pacific Islander		White		Other		Two or More Races or Ethnicities	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	4324	100.0%	25	0.6%	244	5.8%	605	14.4%	100	2.4%	2	0.0%	2939	69.9%	79	1.9%	208	5.0%
<b>27a. Being exposed to diverse people and diverse ideas at UNC Chapel Hill has improved my ability to understand people from racial or ethnic backgrounds different from my own</b>																		
Strongly Disagree	65	1.7%	1	4.5%	3	1.4%	12	2.2%	2	2.2%			37	1.4%	5	7.5%	4	2.1%
Disagree	221	5.7%	4	18.2%	11	5.1%	43	7.8%	8	8.9%			125	4.6%	9	13.4%	18	9.5%
Neutral	886	22.9%	2	9.1%	48	22.3%	134	24.3%	28	31.1%			586	21.6%	23	34.3%	58	30.7%
Agree	1738	44.8%	11	50.0%	100	46.5%	243	44.0%	26	28.9%			1255	46.2%	18	26.9%	73	38.6%
Strongly Agree	967	24.9%	4	18.2%	53	24.7%	120	21.7%	26	28.9%			714	26.3%	12	17.9%	36	19.0%
Total Responses	3877	100.0%	22	100.0%	215	100.0%	552	100.0%	90	100.0%			2717	100.0%	67	100.0%	189	100.0%
No Response	447		3		29		53		10				222		12		19	
<b>27b. I chose to work at UNC-Chapel Hill partly because I expected to encounter students, faculty, and staff from diverse backgrounds</b>																		
Strongly Disagree	302	7.8%	1	4.5%	19	8.8%	41	7.4%	4	4.4%			207	7.6%	12	17.9%	17	9.0%
Disagree	852	22.0%	6	27.3%	29	13.4%	97	17.6%	19	21.1%			649	23.9%	11	16.4%	37	19.6%
Neutral	1186	30.6%	5	22.7%	63	29.2%	152	27.5%	27	30.0%			854	31.4%	19	28.4%	54	28.6%
Agree	981	25.3%	8	36.4%	66	30.6%	162	29.3%	25	27.8%			642	23.6%	16	23.9%	55	29.1%
Strongly Agree	560	14.4%	2	9.1%	39	18.1%	100	18.1%	15	16.7%			368	13.5%	9	13.4%	26	13.8%
Total Responses	3881	100.0%	22	100.0%	216	100.0%	552	100.0%	90	100.0%			2720	100.0%	67	100.0%	189	100.0%
No Response	443		3		28		53		10				219		12		19	
<b>27c. I have been challenged at UNC-Chapel Hill to think differently about an issue due to my interactions with people whose race or ethnicity is different from my own</b>																		
Strongly Disagree	156	4.0%	0	0.0%	12	5.6%	32	5.8%	4	4.4%			86	3.2%	7	10.4%	13	6.9%
Disagree	535	13.8%	5	22.7%	33	15.3%	86	15.5%	16	17.8%			352	13.0%	14	20.9%	27	14.4%
Neutral	1151	29.7%	2	9.1%	74	34.3%	165	29.8%	27	30.0%			785	28.9%	23	34.3%	67	35.6%
Agree	1496	38.6%	10	45.5%	74	34.3%	204	36.8%	27	30.0%			1092	40.2%	16	23.9%	61	32.4%
Strongly Agree	538	13.9%	5	22.7%	23	10.6%	67	12.1%	16	17.8%			400	14.7%	7	10.4%	20	10.6%
Total Responses	3876	100.0%	22	100.0%	216	100.0%	554	100.0%	90	100.0%			2715	100.0%	67	100.0%	188	100.0%
No Response	448		3		28		51		10				224		12		20	
<b>27d. I have benefited from being exposed to diverse people and diverse ideas at UNC-Chapel Hill</b>																		
Strongly Disagree	78	2.0%	1	4.5%	4	1.9%	13	2.4%	2	2.2%			41	1.5%	7	10.6%	8	4.2%
Disagree	173	4.5%	2	9.1%	6	2.8%	32	5.8%	3	3.3%			111	4.1%	6	9.1%	10	5.3%
Neutral	725	18.7%	0	0.0%	47	21.9%	123	22.3%	26	28.9%			463	17.0%	16	24.2%	46	24.3%
Agree	1643	42.4%	12	54.5%	100	46.5%	228	41.4%	35	38.9%			1155	42.5%	25	37.9%	75	39.7%
Strongly Agree	1256	32.4%	7	31.8%	58	27.0%	155	28.1%	24	26.7%			947	34.9%	12	18.2%	50	26.5%
Total Responses	3875	100.0%	22	100.0%	215	100.0%	551	100.0%	90	100.0%			2717	100.0%	66	100.0%	189	100.0%
No Response	449		3		29		54		10				222		13		19	
<b>24a. Since coming to work at UNC-Chapel Hill, I have: Learned from perspectives offered by community members at UNC-Chapel Hill whose gender is different from my own</b>																		
Never	302	7.7%	0	0.0%	14	6.3%	60	10.7%	14	15.1%			178	6.5%	12	17.9%	20	10.3%
Seldom	496	12.6%	4	16.7%	25	11.3%	88	15.7%	14	15.1%			327	11.9%	12	17.9%	24	12.3%
Sometimes	1285	32.6%	5	20.8%	81	36.5%	169	30.2%	25	26.9%			904	32.8%	23	34.3%	69	35.4%

**Climate Survey: Staff Responses**  
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	Total		Race/Ethnicity															
			American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic		Native Hawaiian or Other Pacific Islander		White		Other		Two or More Races or Ethnicities	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Often	1116	28.3%	6	25.0%	57	25.7%	148	26.4%	24	25.8%			806	29.2%	12	17.9%	54	27.7%
Very Often	744	18.9%	9	37.5%	45	20.3%	95	17.0%	16	17.2%			542	19.7%	8	11.9%	28	14.4%
Total Responses	3943	100.0%	24	100.0%	222	100.0%	560	100.0%	93	100.0%			2757	100.0%	67	100.0%	195	100.0%
No Response	381		1		22		45		7				182		12		13	
24b. Since coming to work at UNC-Chapel Hill, I have: Learned from perspectives offered by community members at UNC-Chapel Hill whose race or ethnicity is different from my own																		
Never	200	5.1%	1	4.2%	7	3.2%	36	6.5%	11	11.8%			121	4.4%	7	10.4%	14	7.2%
Seldom	341	8.7%	1	4.2%	20	9.0%	65	11.6%	11	11.8%			214	7.8%	10	14.9%	16	8.2%
Sometimes	1238	31.4%	4	16.7%	67	30.2%	167	29.9%	28	30.1%			880	31.9%	22	32.8%	63	32.3%
Often	1311	33.3%	7	29.2%	73	32.9%	158	28.3%	21	22.6%			963	34.9%	16	23.9%	63	32.3%
Very Often	850	21.6%	11	45.8%	55	24.8%	132	23.7%	22	23.7%			578	21.0%	12	17.9%	39	20.0%
Total Responses	3940	100.0%	24	100.0%	222	100.0%	558	100.0%	93	100.0%			2756	100.0%	67	100.0%	195	100.0%
No Response	384		1		22		47		7				183		12		13	
24c. Since coming to work at UNC-Chapel Hill, I have: Reconsidered the way I thought about an issue after hearing the perspectives of community members at UNC-Chapel Hill whose gender is different from my own																		
Never	419	10.7%	3	12.5%	15	6.8%	69	12.5%	13	14.3%			275	10.0%	11	16.7%	29	14.9%
Seldom	685	17.5%	4	16.7%	41	18.6%	102	18.4%	16	17.6%			468	17.0%	17	25.8%	34	17.5%
Sometimes	1577	40.2%	8	33.3%	92	41.8%	225	40.7%	26	28.6%			1123	40.8%	22	33.3%	70	36.1%
Often	782	19.9%	6	25.0%	45	20.5%	100	18.1%	22	24.2%			553	20.1%	12	18.2%	38	19.6%
Very Often	461	11.7%	3	12.5%	27	12.3%	57	10.3%	14	15.4%			333	12.1%	4	6.1%	23	11.9%
Total Responses	3924	100.0%	24	100.0%	220	100.0%	553	100.0%	91	100.0%			2752	100.0%	66	100.0%	194	100.0%
No Response	400		1		24		52		9				187		13		14	
24d. Since coming to work at UNC-Chapel Hill, I have: Reconsidered the way I thought about an issue after hearing the perspectives of community members at UNC-Chapel Hill whose race or ethnicity is different from my own																		
Never	335	8.5%	4	16.7%	15	6.8%	64	11.6%	11	12.2%			205	7.4%	8	12.1%	24	12.4%
Seldom	555	14.1%	3	12.5%	28	12.6%	94	17.0%	7	7.8%			375	13.6%	13	19.7%	29	14.9%
Sometimes	1580	40.2%	8	33.3%	95	42.8%	228	41.2%	35	38.9%			1097	39.8%	28	42.4%	80	41.2%
Often	916	23.3%	7	29.2%	52	23.4%	105	19.0%	24	26.7%			675	24.5%	10	15.2%	38	19.6%
Very Often	540	13.8%	2	8.3%	32	14.4%	62	11.2%	13	14.4%			401	14.6%	7	10.6%	23	11.9%
Total Responses	3926	100.0%	24	100.0%	222	100.0%	553	100.0%	90	100.0%			2753	100.0%	66	100.0%	194	100.0%
No Response	398		1		22		52		10				186		13		14	

Climate Survey: Staff Responses  
EDUCATIONAL BENEFITS OF DIVERSITY REPORTED

	Gender						Employment Classification						Work Unit									
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
27a. Being exposed to diverse people and diverse ideas at UNC Chapel Hill has improved my ability to understand people from racial or ethnic backgrounds different from my own																						
Strongly Disagree	41	1.6%	22	1.7%	2	7.1%	15	1.3%	44	1.8%	5	2.6%	1	0.9%	21	1.7%	5	0.8%	24	1.5%	15	3.1%
Disagree	146	5.7%	74	5.9%	1	3.6%	39	3.5%	155	6.3%	16	8.2%	8	7.5%	78	6.4%	23	3.9%	86	5.5%	32	6.7%
Neutral	595	23.1%	282	22.3%	3	10.7%	201	17.9%	580	23.8%	66	33.7%	38	35.8%	276	22.6%	148	25.0%	322	20.5%	135	28.3%
Agree	1127	43.7%	593	47.0%	16	57.1%	518	46.2%	1106	45.3%	71	36.2%	39	36.8%	562	46.0%	260	43.9%	710	45.2%	201	42.1%
Strongly Agree	669	26.0%	291	23.1%	6	21.4%	349	31.1%	556	22.8%	38	19.4%	20	18.9%	284	23.3%	156	26.4%	429	27.3%	94	19.7%
Total Responses	2578	100.0%	1262	100.0%	28	100.0%	1122	100.0%	2441	100.0%	196	100.0%	106	100.0%	1221	100.0%	592	100.0%	1571	100.0%	477	100.0%
No Response	237		116		6		105		254		30		24		132		69		116		58	
27b. I chose to work at UNC-Chapel Hill partly because I expected to encounter students, faculty, and staff from diverse backgrounds																						
Strongly Disagree	180	7.0%	118	9.3%	4	13.8%	78	6.9%	185	7.6%	31	15.7%	8	7.6%	105	8.6%	50	8.4%	105	6.7%	39	8.2%
Disagree	559	21.7%	285	22.5%	7	24.1%	211	18.8%	567	23.2%	48	24.2%	23	21.9%	296	24.2%	125	21.1%	322	20.5%	103	21.6%
Neutral	785	30.4%	390	30.9%	6	20.7%	301	26.8%	775	31.7%	67	33.8%	42	40.0%	373	30.5%	158	26.6%	504	32.1%	149	31.3%
Agree	650	25.2%	324	25.6%	5	17.2%	321	28.6%	599	24.5%	39	19.7%	20	19.0%	288	23.5%	162	27.3%	396	25.2%	133	27.9%
Strongly Agree	404	15.7%	147	11.6%	7	24.1%	212	18.9%	317	13.0%	13	6.6%	12	11.4%	161	13.2%	98	16.5%	244	15.5%	52	10.9%
Total Responses	2578	100.0%	1264	100.0%	29	100.0%	1123	100.0%	2443	100.0%	198	100.0%	105	100.0%	1223	100.0%	593	100.0%	1571	100.0%	476	100.0%
No Response	237		114		5		104		252		28		25		130		68		116		59	
27c. I have been challenged at UNC-Chapel Hill to think differently about an issue due to my interactions with people whose race or ethnicity is different from my own																						
Strongly Disagree	92	3.6%	61	4.8%	3	10.3%	32	2.9%	110	4.5%	13	6.6%	1	1.0%	56	4.6%	21	3.5%	56	3.6%	22	4.7%
Disagree	359	13.9%	175	13.9%	0	0.0%	116	10.3%	360	14.8%	37	18.7%	20	19.0%	199	16.3%	67	11.3%	193	12.3%	72	15.2%
Neutral	748	29.0%	391	31.0%	7	24.1%	288	25.7%	748	30.7%	74	37.4%	39	37.1%	389	31.8%	174	29.3%	436	27.8%	149	31.5%
Agree	984	38.2%	494	39.1%	16	55.2%	453	40.4%	948	38.9%	60	30.3%	30	28.6%	442	36.1%	239	40.3%	637	40.6%	171	36.2%
Strongly Agree	393	15.3%	141	11.2%	3	10.3%	232	20.7%	274	11.2%	14	7.1%	15	14.3%	137	11.2%	92	15.5%	248	15.8%	59	12.5%
Total Responses	2576	100.0%	1262	100.0%	29	100.0%	1121	100.0%	2440	100.0%	198	100.0%	105	100.0%	1223	100.0%	593	100.0%	1570	100.0%	473	100.0%
No Response	239		116		5		106		255		28		25		130		68		117		62	
27d. I have benefited from being exposed to diverse people and diverse ideas at UNC-Chapel Hill																						
Strongly Disagree	47	1.8%	29	2.3%	2	6.9%	13	1.2%	57	2.3%	6	3.0%	2	1.9%	25	2.0%	3	0.5%	34	2.2%	15	3.2%
Disagree	114	4.4%	57	4.5%	0	0.0%	36	3.2%	118	4.8%	12	6.1%	7	6.6%	59	4.8%	18	3.0%	60	3.8%	33	6.9%
Neutral	466	18.1%	250	19.8%	4	13.8%	152	13.5%	482	19.8%	54	27.3%	34	32.1%	237	19.4%	118	19.9%	260	16.6%	107	22.5%
Agree	1070	41.5%	562	44.6%	9	31.0%	454	40.5%	1062	43.6%	87	43.9%	34	32.1%	534	43.7%	232	39.2%	668	42.6%	203	42.7%
Strongly Agree	879	34.1%	362	28.7%	14	48.3%	467	41.6%	718	29.5%	39	19.7%	29	27.4%	368	30.1%	221	37.3%	546	34.8%	117	24.6%
Total Responses	2576	100.0%	1260	100.0%	29	100.0%	1122	100.0%	2437	100.0%	198	100.0%	106	100.0%	1223	100.0%	592	100.0%	1568	100.0%	475	100.0%
No Response	239		118		5		105		258		28		24		130		69		119		60	
24a. Since coming to work at UNC-Chapel Hill, I have: Learned from perspectives offered by community members at UNC-Chapel Hill whose gender is different from my own																						
Never	214	8.2%	83	6.4%	4	13.8%	54	4.7%	205	8.3%	31	15.0%	10	9.4%	104	8.4%	42	6.9%	108	6.8%	46	9.5%
Seldom	339	13.0%	153	11.9%	3	10.3%	120	10.5%	324	13.1%	30	14.6%	21	19.8%	161	13.0%	76	12.5%	181	11.4%	73	15.1%
Sometimes	868	33.2%	405	31.4%	7	24.1%	341	29.7%	850	34.4%	56	27.2%	35	33.0%	425	34.2%	183	30.0%	496	31.3%	177	36.5%

**Climate Survey: Staff Responses**  
**EDUCATIONAL BENEFITS OF DIVERSITY REPORTED**

	Gender						Employment Classification						Work Unit										
	Female		Male		Other	EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown			
	N	%	N	%	N	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%		
Often	739	28.2%	368	28.5%	8	27.6%	338	29.5%	696	28.1%	55	26.7%	25	23.6%	340	27.4%	189	31.0%	471	29.7%	110	22.7%	
Very Often	456	17.4%	280	21.7%	7	24.1%	294	25.6%	398	16.1%	34	16.5%	15	14.2%	213	17.1%	120	19.7%	330	20.8%	79	16.3%	
Total Responses	2616	100.0%	1289	100.0%	29	100.0%	1147	100.0%	2473	100.0%	206	100.0%	106	100.0%	1243	100.0%	610	100.0%	1586	100.0%	485	100.0%	
No Response	199		89		5		80		222		20		24		110		51		101		50		
24b. Since coming to work at UNC-Chapel Hill, I have: Learned from perspectives offered by community members at UNC-Chapel Hill whose race or ethnicity is different from my own																							
	Never	133	5.1%	63	4.9%	3	10.3%	36	3.1%	131	5.3%	19	9.2%	12	11.4%	67	5.4%	31	5.1%	68	4.3%	32	6.6%
	Seldom	223	8.5%	116	9.0%	1	3.4%	68	5.9%	228	9.2%	32	15.5%	13	12.4%	115	9.3%	47	7.7%	120	7.6%	57	11.8%
	Sometimes	811	31.0%	413	32.2%	9	31.0%	325	28.4%	812	32.8%	59	28.6%	39	37.1%	412	33.2%	179	29.2%	462	29.2%	178	36.8%
	Often	866	33.1%	433	33.7%	12	41.4%	380	33.2%	850	34.4%	52	25.2%	25	23.8%	404	32.6%	219	35.8%	551	34.8%	131	27.1%
	Very Often	585	22.3%	259	20.2%	4	13.8%	335	29.3%	453	18.3%	44	21.4%	16	15.2%	243	19.6%	136	22.2%	382	24.1%	86	17.8%
	Total Responses	2618	100.0%	1284	100.0%	29	100.0%	1144	100.0%	2474	100.0%	206	100.0%	105	100.0%	1241	100.0%	612	100.0%	1583	100.0%	484	100.0%
	No Response	197		94		5		83		221		20		25		112		49		104		51	
24c. Since coming to work at UNC-Chapel Hill, I have: Reconsidered the way I thought about an issue after hearing the perspectives of community members at UNC-Chapel Hill whose gender is different from my own																							
	Never	300	11.5%	113	8.8%	4	13.8%	83	7.3%	286	11.6%	32	15.7%	16	15.1%	147	11.9%	58	9.5%	145	9.2%	66	13.6%
	Seldom	479	18.4%	201	15.6%	5	17.2%	156	13.7%	467	19.0%	43	21.1%	18	17.0%	214	17.3%	121	19.9%	251	15.9%	97	20.0%
	Sometimes	1038	39.9%	523	40.7%	12	41.4%	453	39.7%	1003	40.7%	77	37.7%	40	37.7%	501	40.5%	236	38.8%	644	40.8%	189	39.0%
	Often	487	18.7%	290	22.6%	5	17.2%	251	22.0%	473	19.2%	36	17.6%	22	20.8%	244	19.7%	124	20.4%	324	20.5%	88	18.2%
	Very Often	299	11.5%	158	12.3%	3	10.3%	198	17.4%	233	9.5%	16	7.8%	10	9.4%	131	10.6%	70	11.5%	214	13.6%	44	9.1%
	Total Responses	2603	100.0%	1285	100.0%	29	100.0%	1141	100.0%	2462	100.0%	204	100.0%	106	100.0%	1237	100.0%	609	100.0%	1578	100.0%	484	100.0%
	No Response	212		93		5		86		233		22		24		116		52		109		51	
24d. Since coming to work at UNC-Chapel Hill, I have: Reconsidered the way I thought about an issue after hearing the perspectives of community members at UNC-Chapel Hill whose race or ethnicity is different from my own																							
	Never	231	8.9%	100	7.8%	3	10.7%	70	6.1%	220	8.9%	28	13.7%	15	14.3%	108	8.8%	49	8.0%	116	7.3%	59	12.2%
	Seldom	361	13.8%	189	14.7%	4	14.3%	111	9.7%	393	16.0%	32	15.6%	17	16.2%	182	14.7%	99	16.2%	188	11.9%	84	17.4%
	Sometimes	1056	40.5%	512	39.9%	8	28.6%	433	37.9%	1030	41.8%	77	37.6%	37	35.2%	512	41.5%	232	37.9%	640	40.5%	189	39.1%
	Often	587	22.5%	320	24.9%	9	32.1%	300	26.3%	549	22.3%	40	19.5%	27	25.7%	292	23.7%	147	24.0%	378	23.9%	95	19.7%
	Very Often	373	14.3%	162	12.6%	4	14.3%	228	20.0%	271	11.0%	28	13.7%	9	8.6%	140	11.3%	85	13.9%	257	16.3%	56	11.6%
	Total Responses	2608	100.0%	1283	100.0%	28	100.0%	1142	100.0%	2463	100.0%	205	100.0%	105	100.0%	1234	100.0%	612	100.0%	1579	100.0%	483	100.0%
	No Response	207		95		6		85		232		21		25		119		49		108		52	



# Climate Survey: Staff Responses

## SATISFACTION WITH CAMPUS DIVERSITY

	Total		American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic		Native Hawaiian or Other Pacific Islander		White		Other		Two or More Races or Ethnicities	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	4324	100.0%	25	0.6%	244	5.8%	605	14.4%	100	2.4%	2	0.0%	2939	69.9%	79	1.9%	208	5.0%
<b>20a. Satisfaction with UNC-Chapel Hill in:</b>																		
<b>Atmosphere for gender differences (gender, gender identity, and gender expression)</b>																		
Very Dissatisfied	108	2.7%	0	0.0%	5	2.1%	11	1.9%	5	5.1%			69	2.4%	5	7.0%	12	6.0%
Dissatisfied	377	9.3%	1	4.2%	14	5.9%	37	6.4%	8	8.2%			281	9.9%	7	9.9%	24	11.9%
Neutral	1130	27.8%	8	33.3%	65	27.4%	201	34.7%	24	24.5%			739	26.1%	27	38.0%	58	28.9%
Satisfied	1675	41.2%	8	33.3%	95	40.1%	246	42.4%	34	34.7%			1191	42.1%	22	31.0%	71	35.3%
Very Satisfied	777	19.1%	7	29.2%	58	24.5%	85	14.7%	27	27.6%			550	19.4%	10	14.1%	36	17.9%
Total Responses	4067	100.0%	24	100.0%	237	100.0%	580	100.0%	98	100.0%			2830	100.0%	71	100.0%	201	100.0%
No Response	257		1		7		25		2				109		8		7	
<b>20b. Satisfaction with UNC-Chapel Hill in:</b>																		
<b>Atmosphere for sexual orientation differences</b>																		
Very Dissatisfied	72	1.8%	1	4.2%	5	2.1%	8	1.4%	4	4.1%			41	1.4%	4	5.6%	9	4.5%
Dissatisfied	300	7.4%	0	0.0%	10	4.2%	37	6.4%	7	7.2%			214	7.6%	7	9.9%	20	10.0%
Neutral	1109	27.3%	4	16.7%	76	32.2%	205	35.5%	26	26.8%			706	24.9%	24	33.8%	60	29.9%
Satisfied	1760	43.3%	12	50.0%	88	37.3%	242	41.9%	32	33.0%			1278	45.2%	26	36.6%	73	36.3%
Very Satisfied	822	20.2%	7	29.2%	57	24.2%	86	14.9%	28	28.9%			591	20.9%	10	14.1%	39	19.4%
Total Responses	4063	100.0%	24	100.0%	236	100.0%	578	100.0%	97	100.0%			2830	100.0%	71	100.0%	201	100.0%
No Response	261		1		8		27		3				109		8		7	
<b>20c. Satisfaction with UNC-Chapel Hill in:</b>																		
<b>Atmosphere for individuals with disabilities</b>																		
Very Dissatisfied	46	1.1%	0	0.0%	3	1.3%	5	0.9%	1	1.0%			32	1.1%	3	4.2%	2	1.0%
Dissatisfied	317	7.8%	2	8.3%	16	6.8%	45	7.8%	8	8.2%			216	7.7%	6	8.3%	20	10.0%
Neutral	1125	27.8%	4	16.7%	59	25.1%	167	29.0%	27	27.6%			781	27.7%	21	29.2%	58	28.9%
Satisfied	1798	44.4%	11	45.8%	102	43.4%	254	44.1%	35	35.7%			1269	45.1%	32	44.4%	87	43.3%
Very Satisfied	760	18.8%	7	29.2%	55	23.4%	105	18.2%	27	27.6%			517	18.4%	10	13.9%	34	16.9%
Total Responses	4046	100.0%	24	100.0%	235	100.0%	576	100.0%	98	100.0%			2815	100.0%	72	100.0%	201	100.0%
No Response	278		1		9		29		2				124		7		7	
<b>20d. Satisfaction with UNC-Chapel Hill in:</b>																		
<b>Atmosphere for political differences</b>																		
Very Dissatisfied	149	3.7%	1	4.2%	6	2.5%	16	2.8%	1	1.0%			105	3.7%	9	12.5%	10	5.0%
Dissatisfied	438	10.8%	2	8.3%	16	6.8%	44	7.7%	5	5.1%			334	11.9%	10	13.9%	23	11.4%
Neutral	1301	32.1%	7	29.2%	78	32.9%	222	38.7%	33	33.7%			857	30.4%	29	40.3%	64	31.8%
Satisfied	1634	40.4%	10	41.7%	96	40.5%	223	38.9%	35	35.7%			1162	41.2%	20	27.8%	80	39.8%
Very Satisfied	527	13.0%	4	16.7%	41	17.3%	69	12.0%	24	24.5%			360	12.8%	4	5.6%	24	11.9%
Total Responses	4049	100.0%	24	100.0%	237	100.0%	574	100.0%	98	100.0%			2818	100.0%	72	100.0%	201	100.0%
No Response	275		1		7		31		2				121		7		7	

# Climate Survey: Staff Responses

## SATISFACTION WITH CAMPUS DIVERSITY

	Total		American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic		Race/Ethnicity		White		Other		Two or More Races or Ethnicities	
											Native Hawaiian or Other Pacific Islander							
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>20e. Satisfaction with UNC-Chapel Hill in:</b>																		
<b>Atmosphere for racial or ethnic differences</b>																		
Very Dissatisfied	133	3.3%	1	4.2%	10	4.3%	37	6.4%	3	3.1%			61	2.2%	8	11.3%	12	6.0%
Dissatisfied	541	13.3%	4	16.7%	28	11.9%	127	22.0%	20	20.4%			314	11.1%	11	15.5%	31	15.4%
Neutral	1093	27.0%	8	33.3%	56	23.8%	166	28.8%	27	27.6%			747	26.5%	23	32.4%	56	27.9%
Satisfied	1642	40.5%	7	29.2%	101	43.0%	195	33.8%	28	28.6%			1208	42.8%	23	32.4%	73	36.3%
Very Satisfied	644	15.9%	4	16.7%	40	17.0%	52	9.0%	20	20.4%			491	17.4%	6	8.5%	29	14.4%
Total Responses	4053	100.0%	24	100.0%	235	100.0%	577	100.0%	98	100.0%			2821	100.0%	71	100.0%	201	100.0%
No Response	271		1		9		28		2				118		8		7	
<b>20f. Satisfaction with UNC-Chapel Hill in:</b>																		
<b>Atmosphere for religious differences</b>																		
Very Dissatisfied	121	3.0%	2	8.3%	10	4.3%	6	1.0%	1	1.0%			77	2.7%	8	11.3%	15	7.5%
Dissatisfied	406	10.0%	2	8.3%	12	5.1%	58	10.0%	5	5.1%			291	10.3%	14	19.7%	19	9.5%
Neutral	1265	31.3%	5	20.8%	66	28.2%	221	38.2%	38	38.8%			843	30.0%	21	29.6%	62	30.8%
Satisfied	1669	41.3%	10	41.7%	106	45.3%	233	40.2%	31	31.6%			1180	42.0%	22	31.0%	79	39.3%
Very Satisfied	584	14.4%	5	20.8%	40	17.1%	61	10.5%	23	23.5%			421	15.0%	6	8.5%	26	12.9%
Total Responses	4045	100.0%	24	100.0%	234	100.0%	579	100.0%	98	100.0%			2812	100.0%	71	100.0%	201	100.0%
No Response	279		1		10		26		2				127		8		7	
<b>20g. Satisfaction with UNC-Chapel Hill in:</b>																		
<b>Atmosphere for spoken language differences</b>																		
Very Dissatisfied	43	1.1%	1	4.2%	6	2.5%	3	0.5%	2	2.0%			22	0.8%	3	4.2%	6	3.0%
Dissatisfied	231	5.7%	2	8.3%	16	6.8%	35	6.0%	6	6.1%			156	5.5%	3	4.2%	9	4.5%
Neutral	1508	37.2%	5	20.8%	84	35.4%	231	39.9%	36	36.7%			1031	36.6%	34	47.9%	76	37.8%
Satisfied	1656	40.8%	9	37.5%	89	37.6%	242	41.8%	33	33.7%			1173	41.6%	25	35.2%	78	38.8%
Very Satisfied	618	15.2%	7	29.2%	42	17.7%	68	11.7%	21	21.4%			438	15.5%	6	8.5%	32	15.9%
Total Responses	4056	100.0%	24	100.0%	237	100.0%	579	100.0%	98	100.0%			2820	100.0%	71	100.0%	201	100.0%
No Response	268		1		7		26		2				119		8		7	
<b>20h. Satisfaction with UNC-Chapel Hill in:</b>																		
<b>Atmosphere for written language differences</b>																		
Very Dissatisfied	37	0.9%	0	0.0%	5	2.1%	3	0.5%	1	1.0%			18	0.6%	4	5.6%	6	3.0%
Dissatisfied	183	4.5%	2	8.7%	18	7.6%	24	4.2%	5	5.1%			124	4.4%	2	2.8%	6	3.0%
Neutral	1764	43.6%	5	21.7%	89	37.6%	277	47.9%	41	41.8%			1211	43.1%	34	47.2%	95	47.3%
Satisfied	1512	37.4%	10	43.5%	89	37.6%	214	37.0%	33	33.7%			1067	38.0%	26	36.1%	67	33.3%
Very Satisfied	548	13.6%	6	26.1%	36	15.2%	60	10.4%	18	18.4%			390	13.9%	6	8.3%	27	13.4%
Total Responses	4044	100.0%	23	100.0%	237	100.0%	578	100.0%	98	100.0%			2810	100.0%	72	100.0%	201	100.0%
No Response	280		2		7		27		2				129		7		7	

# Climate Survey: Staff Responses

## SATISFACTION WITH CAMPUS DIVERSITY

	Total		American Indian or Alaska Native		Asian		Black or African American		Race/Ethnicity Latino or Hispanic		Native Hawaiian or Other Pacific Islander		White		Other		Two or More Races or Ethnicities	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
20i. Satisfaction with UNC-Chapel Hill in: Interactions among different racial or ethnic groups																		
Very Dissatisfied	76	1.9%	2	8.3%	5	2.1%	22	3.8%	2	2.0%			33	1.2%	5	6.9%	7	3.5%
Dissatisfied	598	14.8%	4	16.7%	29	12.3%	117	20.1%	16	16.3%			387	13.8%	13	18.1%	28	13.9%
Neutral	1190	29.4%	6	25.0%	65	27.5%	177	30.5%	30	30.6%			819	29.1%	24	33.3%	58	28.9%
Satisfied	1611	39.8%	8	33.3%	95	40.3%	208	35.8%	31	31.6%			1160	41.3%	22	30.6%	80	39.8%
Very Satisfied	574	14.2%	4	16.7%	42	17.8%	57	9.8%	19	19.4%			412	14.7%	8	11.1%	28	13.9%
Total Responses	4049	100.0%	24	100.0%	236	100.0%	581	100.0%	98	100.0%			2811	100.0%	72	100.0%	201	100.0%
No Response	275		1		8		24		2				128		7		7	
20j. Satisfaction with UNC-Chapel Hill in: Overall sense of community among students, staff, and faculty																		
Very Dissatisfied	114	2.8%	2	8.3%	6	2.5%	25	4.3%	1	1.0%			60	2.1%	9	12.5%	10	5.0%
Dissatisfied	530	13.1%	7	29.2%	20	8.4%	98	16.9%	13	13.3%			351	12.5%	10	13.9%	28	14.1%
Neutral	997	24.6%	2	8.3%	46	19.4%	158	27.3%	26	26.5%			679	24.1%	25	34.7%	49	24.6%
Satisfied	1714	42.3%	6	25.0%	110	46.4%	231	39.9%	33	33.7%			1228	43.6%	23	31.9%	78	39.2%
Very Satisfied	699	17.2%	7	29.2%	55	23.2%	67	11.6%	25	25.5%			500	17.7%	5	6.9%	34	17.1%
Total Responses	4054	100.0%	24	100.0%	237	100.0%	579	100.0%	98	100.0%			2818	100.0%	72	100.0%	199	100.0%
No Response	270		1		7		26		2				121		7		9	
20k. Satisfaction with UNC-Chapel Hill in: Racial and ethnic diversity of the faculty																		
Very Dissatisfied	287	7.1%	3	12.5%	17	7.2%	105	18.1%	12	12.2%			127	4.5%	7	9.7%	15	7.5%
Dissatisfied	779	19.2%	7	29.2%	30	12.7%	166	28.6%	28	28.6%			474	16.9%	21	29.2%	47	23.4%
Neutral	1289	31.9%	6	25.0%	61	25.8%	173	29.8%	18	18.4%			943	33.5%	20	27.8%	57	28.4%
Satisfied	1215	30.0%	2	8.3%	88	37.3%	109	18.8%	24	24.5%			909	32.3%	16	22.2%	64	31.8%
Very Satisfied	477	11.8%	6	25.0%	40	16.9%	27	4.7%	16	16.3%			358	12.7%	8	11.1%	18	9.0%
Total Responses	4047	100.0%	24	100.0%	236	100.0%	580	100.0%	98	100.0%			2811	100.0%	72	100.0%	201	100.0%
No Response	277		1		8		25		2				128		7		7	
20l. Satisfaction with UNC-Chapel Hill in: Racial and ethnic diversity of the staff																		
Very Dissatisfied	200	4.9%	3	12.5%	13	5.5%	79	13.6%	12	12.2%			71	2.5%	6	8.3%	15	7.5%
Dissatisfied	741	18.3%	7	29.2%	35	14.8%	179	30.9%	29	29.6%			424	15.0%	18	25.0%	38	18.9%
Neutral	1157	28.5%	5	20.8%	58	24.5%	141	24.3%	19	19.4%			859	30.5%	17	23.6%	52	25.9%
Satisfied	1425	35.1%	3	12.5%	90	38.0%	145	25.0%	20	20.4%			1061	37.7%	25	34.7%	76	37.8%
Very Satisfied	535	13.2%	6	25.0%	41	17.3%	36	6.2%	18	18.4%			403	14.3%	6	8.3%	20	10.0%
Total Responses	4058	100.0%	24	100.0%	237	100.0%	580	100.0%	98	100.0%			2818	100.0%	72	100.0%	201	100.0%
No Response	266		1		7		25		2				121		7		7	
20m. Satisfaction with UNC-Chapel Hill in: Racial and ethnic diversity of the student body																		
Very Dissatisfied	135	3.3%	2	8.3%	8	3.4%	52	9.0%	7	7.1%			52	1.8%	6	8.3%	8	4.0%
Dissatisfied	566	14.0%	5	20.8%	23	9.7%	133	22.9%	20	20.4%			336	11.9%	6	8.3%	38	18.9%
Neutral	1433	35.4%	7	29.2%	65	27.4%	212	36.5%	34	34.7%			1000	35.5%	28	38.9%	74	36.8%
Satisfied	1366	33.7%	4	16.7%	91	38.4%	146	25.1%	20	20.4%			1013	36.0%	22	30.6%	65	32.3%
Very Satisfied	553	13.6%	6	25.0%	50	21.1%	38	6.5%	17	17.3%			413	14.7%	10	13.9%	16	8.0%
Total Responses	4053	100.0%	24	100.0%	237	100.0%	581	100.0%	98	100.0%			2814	100.0%	72	100.0%	201	100.0%
No Response	271		1		7		24		2				125		7		7	

# Climate Survey: Staff Responses

## SATISFACTION WITH CAMPUS DIVERSITY

	Gender						Employment Classification								Work Unit							
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
20a. Satisfaction with UNC-Chapel Hill in: Atmosphere for gender differences (gender, gender identity, and gender expression)																						
Very Dissatisfied	71	2.6%	32	2.4%	5	17.2%	34	2.9%	58	2.3%	9	4.1%	7	6.2%	29	2.3%	19	3.0%	40	2.5%	20	3.9%
Dissatisfied	270	10.0%	98	7.3%	9	31.0%	134	11.5%	210	8.2%	21	9.7%	10	8.8%	110	8.5%	68	10.7%	151	9.3%	43	8.4%
Neutral	784	29.1%	335	25.1%	6	20.7%	270	23.1%	753	29.4%	68	31.3%	35	31.0%	367	28.5%	182	28.7%	421	26.0%	155	30.4%
Satisfied	1094	40.6%	572	42.8%	6	20.7%	500	42.8%	1067	41.7%	70	32.3%	36	31.9%	527	40.9%	254	40.1%	698	43.1%	192	37.6%
Very Satisfied	475	17.6%	298	22.3%	3	10.3%	231	19.8%	469	18.3%	49	22.6%	25	22.1%	254	19.7%	111	17.5%	309	19.1%	100	19.6%
Total Responses	2694	100.0%	1335	100.0%	29	100.0%	1169	100.0%	2557	100.0%	217	100.0%	113	100.0%	1287	100.0%	634	100.0%	1619	100.0%	510	100.0%
No Response	121		43		5		58		138		9		17		66		27		68		25	
20b. Satisfaction with UNC-Chapel Hill in: Atmosphere for sexual orientation differences																						
Very Dissatisfied	43	1.6%	26	1.9%	3	10.3%	19	1.6%	45	1.8%	5	2.3%	3	2.7%	17	1.3%	11	1.7%	31	1.9%	13	2.6%
Dissatisfied	208	7.7%	85	6.4%	7	24.1%	112	9.6%	164	6.4%	11	5.1%	10	8.8%	78	6.1%	53	8.4%	125	7.7%	41	8.1%
Neutral	770	28.6%	330	24.7%	4	13.8%	254	21.7%	739	28.9%	79	36.6%	35	31.0%	365	28.4%	179	28.4%	407	25.1%	152	29.9%
Satisfied	1168	43.4%	577	43.2%	12	41.4%	533	45.6%	1112	43.5%	76	35.2%	37	32.7%	563	43.7%	264	41.8%	729	45.0%	201	39.5%
Very Satisfied	500	18.6%	318	23.8%	3	10.3%	250	21.4%	495	19.4%	45	20.8%	28	24.8%	264	20.5%	124	19.7%	329	20.3%	102	20.0%
Total Responses	2689	100.0%	1336	100.0%	29	100.0%	1168	100.0%	2555	100.0%	216	100.0%	113	100.0%	1287	100.0%	631	100.0%	1621	100.0%	509	100.0%
No Response	126		42		5		59		140		10		17		66		30		66		26	
20c. Satisfaction with UNC-Chapel Hill in: Atmosphere for individuals with disabilities																						
Very Dissatisfied	31	1.2%	13	1.0%	2	6.7%	15	1.3%	21	0.8%	4	1.9%	6	5.3%	15	1.2%	5	0.8%	18	1.1%	7	1.4%
Dissatisfied	234	8.7%	78	5.9%	5	16.7%	120	10.4%	176	6.9%	13	6.1%	8	7.0%	88	6.9%	58	9.2%	136	8.4%	35	6.9%
Neutral	804	30.0%	305	22.9%	11	36.7%	328	28.3%	697	27.3%	64	29.9%	33	28.9%	349	27.2%	192	30.6%	442	27.4%	139	27.5%
Satisfied	1172	43.8%	616	46.4%	7	23.3%	489	42.2%	1182	46.4%	85	39.7%	39	34.2%	593	46.3%	266	42.4%	716	44.3%	216	42.7%
Very Satisfied	436	16.3%	317	23.9%	5	16.7%	207	17.9%	473	18.6%	48	22.4%	28	24.6%	237	18.5%	107	17.0%	304	18.8%	109	21.5%
Total Responses	2677	100.0%	1329	100.0%	30	100.0%	1159	100.0%	2549	100.0%	214	100.0%	114	100.0%	1282	100.0%	628	100.0%	1616	100.0%	506	100.0%
No Response	138		49		4		68		146		12		16		71		33		71		29	
20d. Satisfaction with UNC-Chapel Hill in: Atmosphere for political differences																						
Very Dissatisfied	70	2.6%	75	5.6%	3	10.0%	33	2.8%	104	4.1%	7	3.3%	5	4.4%	36	2.8%	27	4.3%	63	3.9%	22	4.4%
Dissatisfied	274	10.2%	158	11.9%	4	13.3%	145	12.5%	265	10.4%	19	8.8%	7	6.1%	113	8.8%	74	11.7%	197	12.2%	51	10.1%
Neutral	909	33.9%	382	28.7%	8	26.7%	342	29.4%	838	32.9%	74	34.4%	44	38.6%	422	32.9%	220	34.9%	479	29.6%	171	33.9%
Satisfied	1102	41.1%	516	38.8%	13	43.3%	492	42.3%	1022	40.2%	79	36.7%	38	33.3%	542	42.2%	228	36.2%	671	41.5%	192	38.1%
Very Satisfied	326	12.2%	198	14.9%	2	6.7%	152	13.1%	316	12.4%	36	16.7%	20	17.5%	170	13.3%	81	12.9%	207	12.8%	68	13.5%
Total Responses	2681	100.0%	1329	100.0%	30	100.0%	1164	100.0%	2545	100.0%	215	100.0%	114	100.0%	1283	100.0%	630	100.0%	1617	100.0%	504	100.0%
No Response	134		49		4		63		150		11		16		70		31		70		31	

# Climate Survey: Staff Responses

## SATISFACTION WITH CAMPUS DIVERSITY

	Gender						Employment Classification						Work Unit									
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
20e. Satisfaction with UNC-Chapel Hill in: Atmosphere for racial or ethnic differences																						
Very Dissatisfied	86	3.2%	42	3.2%	4	12.9%	35	3.0%	84	3.3%	8	3.7%	6	5.3%	42	3.3%	23	3.6%	46	2.8%	21	4.2%
Dissatisfied	367	13.7%	163	12.2%	10	32.3%	191	16.4%	303	11.9%	29	13.5%	15	13.2%	141	11.0%	101	16.0%	233	14.4%	60	11.9%
Neutral	754	28.1%	328	24.6%	8	25.8%	307	26.3%	688	27.0%	57	26.5%	38	33.3%	337	26.3%	176	27.8%	431	26.6%	145	28.8%
Satisfied	1082	40.3%	549	41.2%	7	22.6%	467	40.0%	1058	41.6%	84	39.1%	31	27.2%	536	41.9%	240	37.9%	677	41.8%	185	36.7%
Very Satisfied	393	14.7%	249	18.7%	2	6.5%	167	14.3%	413	16.2%	37	17.2%	24	21.1%	224	17.5%	93	14.7%	233	14.4%	93	18.5%
Total Responses	2682	100.0%	1331	100.0%	31	100.0%	1167	100.0%	2546	100.0%	215	100.0%	114	100.0%	1280	100.0%	633	100.0%	1620	100.0%	504	100.0%
No Response	133		47		3		60		149		11		16		73		28		67		31	
20f. Satisfaction with UNC-Chapel Hill in: Atmosphere for religious differences																						
Very Dissatisfied	69	2.6%	49	3.7%	3	9.7%	30	2.6%	80	3.1%	7	3.3%	4	3.5%	42	3.3%	16	2.5%	46	2.9%	14	2.8%
Dissatisfied	276	10.3%	121	9.1%	8	25.8%	135	11.6%	244	9.6%	15	7.0%	10	8.8%	103	8.1%	80	12.7%	169	10.5%	50	9.9%
Neutral	869	32.5%	386	29.1%	6	19.4%	334	28.7%	817	32.1%	64	29.9%	45	39.5%	402	31.4%	215	34.1%	475	29.5%	170	33.5%
Satisfied	1120	41.8%	535	40.3%	11	35.5%	493	42.4%	1052	41.4%	92	43.0%	31	27.2%	543	42.5%	235	37.2%	692	42.9%	195	38.5%
Very Satisfied	343	12.8%	236	17.8%	3	9.7%	172	14.8%	349	13.7%	36	16.8%	24	21.1%	189	14.8%	85	13.5%	230	14.3%	78	15.4%
Total Responses	2677	100.0%	1327	100.0%	31	100.0%	1164	100.0%	2542	100.0%	214	100.0%	114	100.0%	1279	100.0%	631	100.0%	1612	100.0%	507	100.0%
No Response	138		51		3		63		153		12		16		74		30		75		28	
20g. Satisfaction with UNC-Chapel Hill in: Atmosphere for spoken language differences																						
Very Dissatisfied	25	0.9%	15	1.1%	2	6.5%	9	0.8%	26	1.0%	5	2.3%	3	2.7%	20	1.6%	3	0.5%	12	0.7%	8	1.6%
Dissatisfied	171	6.4%	55	4.1%	5	16.1%	86	7.4%	124	4.9%	13	6.0%	8	7.1%	65	5.1%	46	7.3%	85	5.3%	33	6.5%
Neutral	1050	39.1%	441	33.1%	13	41.9%	436	37.3%	945	37.1%	75	34.9%	45	39.8%	446	34.8%	252	39.9%	597	36.9%	206	40.6%
Satisfied	1090	40.6%	558	41.9%	5	16.1%	459	39.3%	1080	42.4%	85	39.5%	31	27.4%	559	43.6%	237	37.6%	679	42.0%	177	34.8%
Very Satisfied	347	12.9%	263	19.7%	6	19.4%	178	15.2%	374	14.7%	37	17.2%	26	23.0%	193	15.0%	93	14.7%	245	15.1%	84	16.5%
Total Responses	2683	100.0%	1332	100.0%	31	100.0%	1168	100.0%	2549	100.0%	215	100.0%	113	100.0%	1283	100.0%	631	100.0%	1618	100.0%	508	100.0%
No Response	132		46		3		59		146		11		17		70		30		69		27	
20h. Satisfaction with UNC-Chapel Hill in: Atmosphere for written language differences																						
Very Dissatisfied	22	0.8%	13	1.0%	2	6.9%	10	0.9%	20	0.8%	4	1.9%	3	2.6%	15	1.2%	4	0.6%	12	0.7%	6	1.2%
Dissatisfied	133	5.0%	46	3.5%	4	13.8%	61	5.3%	104	4.1%	12	5.6%	6	5.3%	54	4.2%	37	5.9%	69	4.3%	21	4.1%
Neutral	1240	46.3%	502	37.8%	17	58.6%	521	44.9%	1097	43.1%	86	40.4%	53	46.5%	531	41.4%	282	45.0%	704	43.7%	240	47.3%
Satisfied	975	36.4%	531	40.0%	3	10.3%	414	35.7%	990	38.9%	78	36.6%	29	25.4%	517	40.3%	222	35.4%	611	37.9%	159	31.4%
Very Satisfied	306	11.4%	237	17.8%	3	10.3%	154	13.3%	335	13.2%	33	15.5%	23	20.2%	167	13.0%	82	13.1%	215	13.3%	81	16.0%
Total Responses	2676	100.0%	1329	100.0%	29	100.0%	1160	100.0%	2546	100.0%	213	100.0%	114	100.0%	1284	100.0%	627	100.0%	1611	100.0%	507	100.0%
No Response	139		49		5		67		149		13		16		69		34		76		28	

# Climate Survey: Staff Responses

## SATISFACTION WITH CAMPUS DIVERSITY

	Gender						Employment Classification						Work Unit									
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
20i. Satisfaction with UNC-Chapel Hill in: Interactions among different racial or ethnic groups																						
Very Dissatisfied	52	1.9%	21	1.6%	2	6.9%	20	1.7%	48	1.9%	6	2.8%	2	1.8%	27	2.1%	11	1.7%	25	1.5%	12	2.4%
Dissatisfied	420	15.7%	162	12.2%	13	44.8%	225	19.3%	327	12.8%	28	13.0%	15	13.2%	165	12.9%	119	18.8%	245	15.2%	64	12.7%
Neutral	809	30.2%	372	28.0%	7	24.1%	339	29.1%	743	29.2%	65	30.1%	40	35.1%	377	29.5%	196	31.0%	474	29.4%	139	27.6%
Satisfied	1062	39.6%	541	40.7%	5	17.2%	441	37.9%	1059	41.6%	77	35.6%	32	28.1%	519	40.5%	224	35.4%	656	40.7%	205	40.7%
Very Satisfied	337	12.6%	233	17.5%	2	6.9%	138	11.9%	368	14.5%	40	18.5%	25	21.9%	192	15.0%	83	13.1%	213	13.2%	84	16.7%
Total Responses	2680	100.0%	1329	100.0%	29	100.0%	1163	100.0%	2545	100.0%	216	100.0%	114	100.0%	1280	100.0%	633	100.0%	1613	100.0%	504	100.0%
No Response	135		49		5		64		150		10		16		73		28		74		31	
20j. Satisfaction with UNC-Chapel Hill in: Overall sense of community among students, staff, and faculty																						
Very Dissatisfied	61	2.3%	49	3.7%	3	10.0%	24	2.1%	77	3.0%	8	3.7%	5	4.3%	33	2.6%	24	3.8%	38	2.4%	18	3.6%
Dissatisfied	375	14.0%	147	11.0%	5	16.7%	166	14.2%	334	13.1%	17	7.9%	11	9.6%	173	13.5%	89	14.1%	201	12.5%	59	11.6%
Neutral	676	25.2%	308	23.1%	10	33.3%	279	23.9%	631	24.8%	55	25.5%	28	24.3%	303	23.6%	158	25.0%	409	25.4%	124	24.5%
Satisfied	1127	42.0%	575	43.2%	9	30.0%	503	43.1%	1079	42.4%	83	38.4%	47	40.9%	552	43.0%	244	38.7%	698	43.3%	216	42.6%
Very Satisfied	442	16.5%	252	18.9%	3	10.0%	194	16.6%	425	16.7%	53	24.5%	24	20.9%	224	17.4%	116	18.4%	266	16.5%	90	17.8%
Total Responses	2681	100.0%	1331	100.0%	30	100.0%	1166	100.0%	2546	100.0%	216	100.0%	115	100.0%	1285	100.0%	631	100.0%	1612	100.0%	507	100.0%
No Response	134		47		4		61		149		10		15		68		30		75		28	
20k. Satisfaction with UNC-Chapel Hill in: Racial and ethnic diversity of the faculty																						
Very Dissatisfied	203	7.6%	76	5.7%	7	23.3%	119	10.2%	127	5.0%	29	13.5%	10	8.8%	82	6.4%	71	11.3%	108	6.7%	25	4.9%
Dissatisfied	591	22.1%	178	13.4%	9	30.0%	321	27.6%	398	15.6%	47	21.9%	10	8.8%	238	18.5%	146	23.2%	319	19.8%	71	14.0%
Neutral	834	31.1%	445	33.5%	6	20.0%	329	28.3%	867	34.1%	49	22.8%	42	36.8%	373	29.0%	188	29.8%	543	33.7%	179	35.3%
Satisfied	777	29.0%	429	32.3%	6	20.0%	297	25.5%	821	32.3%	59	27.4%	36	31.6%	424	33.0%	162	25.7%	466	29.0%	160	31.6%
Very Satisfied	275	10.3%	200	15.1%	2	6.7%	97	8.3%	331	13.0%	31	14.4%	16	14.0%	167	13.0%	63	10.0%	173	10.8%	72	14.2%
Total Responses	2680	100.0%	1328	100.0%	30	100.0%	1163	100.0%	2544	100.0%	215	100.0%	114	100.0%	1284	100.0%	630	100.0%	1609	100.0%	507	100.0%
No Response	135		50		4		64		151		11		16		69		31		78		28	
20l. Satisfaction with UNC-Chapel Hill in: Racial and ethnic diversity of the staff																						
Very Dissatisfied	139	5.2%	57	4.3%	3	9.7%	74	6.3%	95	3.7%	22	10.2%	8	7.0%	52	4.1%	36	5.7%	86	5.3%	26	5.1%
Dissatisfied	556	20.7%	168	12.6%	14	45.2%	294	25.1%	404	15.9%	29	13.5%	11	9.6%	194	15.1%	125	19.8%	326	20.1%	88	17.4%
Neutral	762	28.4%	387	29.1%	4	12.9%	328	28.0%	728	28.6%	59	27.4%	40	35.1%	382	29.8%	198	31.4%	439	27.1%	135	26.6%
Satisfied	929	34.6%	486	36.5%	7	22.6%	364	31.1%	947	37.2%	72	33.5%	39	34.2%	482	37.6%	198	31.4%	558	34.5%	182	35.9%
Very Satisfied	298	11.1%	234	17.6%	3	9.7%	110	9.4%	374	14.7%	33	15.3%	16	14.0%	173	13.5%	74	11.7%	210	13.0%	76	15.0%
Total Responses	2684	100.0%	1332	100.0%	31	100.0%	1170	100.0%	2548	100.0%	215	100.0%	114	100.0%	1283	100.0%	631	100.0%	1619	100.0%	507	100.0%
No Response	131		46		3		57		147		11		16		70		30		68		28	
20m. Satisfaction with UNC-Chapel Hill in: Racial and ethnic diversity of the student body																						
Very Dissatisfied	81	3.0%	50	3.8%	3	10.0%	49	4.2%	66	2.6%	14	6.5%	6	5.3%	36	2.8%	25	4.0%	63	3.9%	11	2.2%
Dissatisfied	413	15.4%	144	10.8%	9	30.0%	241	20.6%	279	11.0%	32	14.8%	11	9.6%	144	11.2%	114	18.0%	251	15.6%	52	10.2%
Neutral	991	37.0%	426	32.0%	11	36.7%	369	31.6%	941	37.0%	69	31.9%	50	43.9%	450	35.1%	211	33.4%	566	35.1%	202	39.7%
Satisfied	876	32.7%	482	36.2%	5	16.7%	387	33.1%	887	34.9%	64	29.6%	26	22.8%	463	36.1%	198	31.3%	532	33.0%	168	33.0%
Very Satisfied	320	11.9%	231	17.3%	2	6.7%	123	10.5%	370	14.5%	37	17.1%	21	18.4%	189	14.7%	84	13.3%	202	12.5%	76	14.9%
Total Responses	2681	100.0%	1333	100.0%	30	100.0%	1169	100.0%	2543	100.0%	216	100.0%	114	100.0%	1282	100.0%	632	100.0%	1614	100.0%	509	100.0%
No Response	134		45		4		58		152		10		16		71		29		73		26	

**Climate Survey: Staff Responses**  
**SUPPORTIVE CAMPUS AND SENSE OF BELONGING**

	Total		American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic		Native Hawaiian or Other Pacific Islander		White		Other		Two or More Races or Ethnicities	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	4324	100.0%	25	0.6%	244	5.8%	605	14.4%	100	2.4%	2	0.0%	2939	69.9%	79	1.9%	208	5.0%
<b>26a. UNC-Chapel Hill encourages staff to have a public voice and share their ideas openly</b>																		
Strongly Disagree	197	5.0%	3	13.0%	4	1.8%	28	5.0%	3	3.2%			130	4.7%	9	13.6%	17	8.9%
Disagree	651	16.6%	5	21.7%	27	12.4%	88	15.8%	9	9.7%			467	17.0%	9	13.6%	40	20.9%
Neutral	1133	29.0%	4	17.4%	57	26.3%	156	28.1%	35	37.6%			805	29.4%	22	33.3%	49	25.7%
Agree	1498	38.3%	6	26.1%	86	39.6%	207	37.2%	31	33.3%			1073	39.2%	19	28.8%	66	34.6%
Strongly Agree	432	11.0%	5	21.7%	43	19.8%	77	13.8%	15	16.1%			265	9.7%	7	10.6%	19	9.9%
Total Responses	3911	100.0%	23	100.0%	217	100.0%	556	100.0%	93	100.0%			2740	100.0%	66	100.0%	191	100.0%
No Response	413		2		27		49		7				199		13		17	
<b>26b. UNC-Chapel Hill encourages students to have a public voice and share their ideas openly</b>																		
Strongly Disagree	35	0.9%	0	0.0%	2	0.9%	6	1.1%	1	1.1%			22	0.8%	2	3.0%	2	1.1%
Disagree	120	3.1%	1	4.3%	5	2.3%	16	2.9%	1	1.1%			83	3.0%	2	3.0%	12	6.3%
Neutral	673	17.3%	3	13.0%	41	19.0%	118	21.5%	19	20.4%			438	16.1%	17	25.8%	30	15.8%
Agree	1983	51.0%	9	39.1%	106	49.1%	249	45.4%	51	54.8%			1429	52.4%	30	45.5%	97	51.1%
Strongly Agree	1075	27.7%	10	43.5%	62	28.7%	160	29.1%	21	22.6%			754	27.7%	15	22.7%	49	25.8%
Total Responses	3886	100.0%	23	100.0%	216	100.0%	549	100.0%	93	100.0%			2726	100.0%	66	100.0%	190	100.0%
No Response	438		2		28		56		7				213		13		18	
<b>26c. UNC-Chapel Hill has campus administrators who regularly speak about the value of diversity</b>																		
Strongly Disagree	94	2.4%	2	8.7%	3	1.4%	25	4.5%	2	2.2%			44	1.6%	4	6.0%	13	6.8%
Disagree	326	8.4%	2	8.7%	26	12.0%	66	11.9%	11	11.8%			185	6.8%	9	13.4%	24	12.6%
Neutral	993	25.4%	5	21.7%	64	29.6%	158	28.5%	27	29.0%			660	24.1%	24	35.8%	46	24.1%
Agree	1777	45.5%	10	43.5%	81	37.5%	220	39.6%	35	37.6%			1325	48.5%	14	20.9%	83	43.5%
Strongly Agree	714	18.3%	4	17.4%	42	19.4%	86	15.5%	18	19.4%			520	19.0%	16	23.9%	25	13.1%
Total Responses	3904	100.0%	23	100.0%	216	100.0%	555	100.0%	93	100.0%			2734	100.0%	67	100.0%	191	100.0%
No Response	420		2		28		50		7				205		12		17	
<b>26d. UNC-Chapel Hill is committed to diversity</b>																		
Strongly Disagree	88	2.3%	2	8.7%	3	1.4%	23	4.1%	1	1.1%			36	1.3%	9	13.4%	13	6.8%
Disagree	290	7.4%	0	0.0%	13	6.0%	65	11.6%	12	12.9%			169	6.2%	7	10.4%	20	10.5%
Neutral	926	23.7%	7	30.4%	60	27.8%	170	30.5%	26	28.0%			589	21.5%	20	29.9%	47	24.6%
Agree	1801	46.0%	11	47.8%	94	43.5%	205	36.7%	39	41.9%			1345	49.1%	20	29.9%	78	40.8%
Strongly Agree	806	20.6%	3	13.0%	46	21.3%	95	17.0%	15	16.1%			599	21.9%	11	16.4%	33	17.3%
Total Responses	3911	100.0%	23	100.0%	216	100.0%	558	100.0%	93	100.0%			2738	100.0%	67	100.0%	191	100.0%
No Response	413		2		28		47		7				201		12		17	
<b>26e. UNC-Chapel Hill promotes the appreciation of cultural differences</b>																		
Strongly Disagree	68	1.7%	1	4.3%	2	0.9%	17	3.1%	1	1.1%			31	1.1%	4	6.1%	11	5.8%
Disagree	255	6.5%	2	8.7%	21	9.8%	60	10.8%	4	4.3%			139	5.1%	4	6.1%	21	11.0%
Neutral	859	22.0%	5	21.7%	55	25.7%	143	25.7%	25	26.9%			569	20.8%	19	28.8%	36	18.8%
Agree	1902	48.7%	11	47.8%	81	37.9%	234	42.0%	45	48.4%			1401	51.2%	26	39.4%	93	48.7%
Strongly Agree	821	21.0%	4	17.4%	55	25.7%	103	18.5%	18	19.4%			596	21.8%	13	19.7%	30	15.7%
Total Responses	3905	100.0%	23	100.0%	214	100.0%	557	100.0%	93	100.0%			2736	100.0%	66	100.0%	191	100.0%

Climate Survey: Staff Responses  
SUPPORTIVE CAMPUS AND SENSE OF BELONGING

	26f. UNC-Chapel Hill rewards staff for their participation in diversity efforts																			
	Total		American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic		Race/Ethnicity		Native Hawaiian or Other Pacific Islander		White		Other		Two or More Races or Ethnicities	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
No Response	419		2		30		48		7				203		13				17	
26f. UNC-Chapel Hill rewards staff for their participation in diversity efforts																				
Strongly Disagree	214	5.5%	2	8.7%	14	6.5%	49	8.8%	3	3.2%			117	4.3%	9	13.6%	19	9.9%		
Disagree	660	17.0%	4	17.4%	32	14.9%	112	20.2%	22	23.7%			442	16.2%	13	19.7%	31	16.2%		
Neutral	1810	46.6%	9	39.1%	81	37.7%	222	40.0%	35	37.6%			1341	49.3%	29	43.9%	79	41.4%		
Agree	855	22.0%	6	26.1%	53	24.7%	114	20.5%	22	23.7%			599	22.0%	10	15.2%	48	25.1%		
Strongly Agree	349	9.0%	2	8.7%	35	16.3%	58	10.5%	11	11.8%			223	8.2%	5	7.6%	14	7.3%		
Total Responses	3888	100.0%	23	100.0%	215	100.0%	555	100.0%	93	100.0%			2722	100.0%	66	100.0%	191	100.0%		
No Response	436		2		29		50		7				217		13				17	



**Climate Survey: Staff Responses**  
**SUPPORTIVE CAMPUS AND SENSE OF BELONGING**

	Total		American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic		Native Hawaiian or Other Pacific Islander		White		Other		Two or More Races or Ethnicities	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>21a. How well does the following describe UNC-Chapel Hill: Faculty respect staff</b>																		
Not Descriptive	257	6.4%	7	29.2%	12	5.1%	37	6.5%	4	4.2%			175	6.3%	3	4.3%	16	8.0%
Somewhat Descriptive	2399	59.9%	9	37.5%	104	44.4%	349	60.9%	43	44.8%			1723	61.9%	46	65.7%	110	54.7%
Very Descriptive	1351	33.7%	8	33.3%	118	50.4%	187	32.6%	49	51.0%			886	31.8%	21	30.0%	75	37.3%
Total Responses	4007	100.0%	24	100.0%	234	100.0%	573	100.0%	96	100.0%			2784	100.0%	70	100.0%	201	100.0%
No Response	317		1		10		32		4				155		9		7	
<b>21b. How well does the following describe UNC-Chapel Hill: Staff concerns are considered when making policy</b>																		
Not Descriptive	759	18.9%	11	45.8%	27	11.5%	113	19.6%	10	10.4%			517	18.6%	22	30.6%	51	25.4%
Somewhat Descriptive	2439	60.8%	8	33.3%	133	56.6%	335	58.2%	58	60.4%			1748	62.9%	40	55.6%	107	53.2%
Very Descriptive	812	20.2%	5	20.8%	75	31.9%	128	22.2%	28	29.2%			516	18.6%	10	13.9%	43	21.4%
Total Responses	4010	100.0%	24	100.0%	235	100.0%	576	100.0%	96	100.0%			2781	100.0%	72	100.0%	201	100.0%
No Response	314		1		9		29		4				158		7		7	
<b>21c. How well does the following describe UNC-Chapel Hill: Staff respect each other</b>																		
Not Descriptive	83	2.1%	3	12.5%	3	1.3%	17	2.9%	0	0.0%			48	1.7%	2	2.8%	10	5.0%
Somewhat Descriptive	1891	46.8%	8	33.3%	91	38.6%	299	51.5%	32	33.0%			1312	46.8%	40	55.6%	91	45.3%
Very Descriptive	2069	51.2%	13	54.2%	142	60.2%	265	45.6%	65	67.0%			1445	51.5%	30	41.7%	100	49.8%
Total Responses	4043	100.0%	24	100.0%	236	100.0%	581	100.0%	97	100.0%			2805	100.0%	72	100.0%	201	100.0%
No Response	281		1		8		24		3				134		7		7	
<b>21d. How well does the following describe UNC-Chapel Hill: Staff respect the faculty</b>																		
Not Descriptive	52	1.3%	1	4.2%	1	0.4%	7	1.2%	0	0.0%			37	1.3%	1	1.4%	4	2.0%
Somewhat Descriptive	1841	46.0%	11	45.8%	78	33.3%	241	42.1%	21	21.9%			1353	48.7%	36	50.0%	86	42.8%
Very Descriptive	2109	52.7%	12	50.0%	155	66.2%	324	56.6%	75	78.1%			1387	49.9%	35	48.6%	111	55.2%
Total Responses	4002	100.0%	24	100.0%	234	100.0%	572	100.0%	96	100.0%			2777	100.0%	72	100.0%	201	100.0%
No Response	322		1		10		33		4				162		7		7	

**Climate Survey: Staff Responses**  
**SUPPORTIVE CAMPUS AND SENSE OF BELONGING**

	Total		American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic		Native Hawaiian or Other Pacific Islander		White		Other		Two or More Races or Ethnicities	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>21e. How well does the following describe UNC-Chapel Hill: Students respect staff</b>																		
Not Descriptive	117	2.9%	1	4.3%	6	2.6%	14	2.4%	0	0.0%			83	3.0%	7	9.7%	5	2.5%
Somewhat Descriptive	2126	53.5%	10	43.5%	101	43.3%	286	49.8%	36	38.3%			1529	55.5%	38	52.8%	112	56.0%
Very Descriptive	1731	43.6%	12	52.2%	126	54.1%	274	47.7%	58	61.7%			1142	41.5%	27	37.5%	83	41.5%
Total Responses	3974	100.0%	23	100.0%	233	100.0%	574	100.0%	94	100.0%			2754	100.0%	72	100.0%	200	100.0%
No Response	350		2		11		31		6				185		7		8	
<b>21f. How well does the following describe UNC-Chapel Hill: There is respect for the expression of diverse values and beliefs</b>																		
Not Descriptive	222	5.5%	4	16.7%	6	2.6%	47	8.1%	1	1.0%			134	4.8%	8	11.3%	18	9.0%
Somewhat Descriptive	2250	55.8%	13	54.2%	117	49.8%	337	58.3%	49	51.0%			1568	56.1%	48	67.6%	100	49.8%
Very Descriptive	1558	38.7%	7	29.2%	112	47.7%	194	33.6%	46	47.9%			1095	39.1%	15	21.1%	83	41.3%
Total Responses	4030	100.0%	24	100.0%	235	100.0%	578	100.0%	96	100.0%			2797	100.0%	71	100.0%	201	100.0%
No Response	294		1		9		27		4				142		8		7	

# Climate Survey: Staff Responses

## SUPPORTIVE CAMPUS AND SENSE OF BELONGING

	Gender						Employment Classification								Work Unit							
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
26a. UNC-Chapel Hill encourages staff to have a public voice and share their ideas openly																						
Strongly Disagree	127	4.9%	65	5.1%	4	13.8%	57	5.0%	132	5.4%	3	1.5%	4	3.8%	44	3.6%	35	5.9%	84	5.3%	32	6.7%
Disagree	444	17.1%	194	15.2%	11	37.9%	216	19.0%	400	16.3%	24	11.9%	10	9.4%	197	15.9%	118	19.9%	259	16.4%	70	14.6%
Neutral	756	29.1%	368	28.9%	6	20.7%	313	27.6%	706	28.7%	72	35.8%	38	35.8%	352	28.5%	162	27.3%	468	29.6%	148	30.8%
Agree	986	37.9%	502	39.4%	7	24.1%	408	35.9%	971	39.5%	77	38.3%	39	36.8%	516	41.7%	221	37.2%	599	37.9%	157	32.6%
Strongly Agree	286	11.0%	144	11.3%	1	3.4%	141	12.4%	249	10.1%	25	12.4%	15	14.2%	128	10.3%	58	9.8%	171	10.8%	74	15.4%
Total Responses	2599	100.0%	1273	100.0%	29	100.0%	1135	100.0%	2458	100.0%	201	100.0%	106	100.0%	1237	100.0%	594	100.0%	1581	100.0%	481	100.0%
No Response	216		105		5		92		237		25		24		116		67		106		54	
26b. UNC-Chapel Hill encourages students to have a public voice and share their ideas openly																						
Strongly Disagree	19	0.7%	14	1.1%	1	3.6%	10	0.9%	24	1.0%	0	0.0%	1	1.0%	14	1.1%	3	0.5%	14	0.9%	4	0.8%
Disagree	74	2.9%	44	3.5%	2	7.1%	43	3.8%	67	2.7%	7	3.5%	2	1.9%	45	3.7%	15	2.5%	43	2.7%	17	3.6%
Neutral	456	17.7%	206	16.3%	8	28.6%	174	15.4%	419	17.2%	52	26.1%	26	25.0%	236	19.2%	85	14.3%	252	16.0%	98	20.5%
Agree	1322	51.2%	645	50.9%	12	42.9%	553	48.9%	1281	52.5%	97	48.7%	47	45.2%	620	50.6%	319	53.8%	791	50.3%	243	50.8%
Strongly Agree	712	27.6%	357	28.2%	5	17.9%	351	31.0%	650	26.6%	43	21.6%	28	26.9%	311	25.4%	171	28.8%	474	30.1%	116	24.3%
Total Responses	2583	100.0%	1266	100.0%	28	100.0%	1131	100.0%	2441	100.0%	199	100.0%	104	100.0%	1226	100.0%	593	100.0%	1574	100.0%	478	100.0%
No Response	232		112		6		96		254		27		26		127		68		113		57	
26c. UNC-Chapel Hill has campus administrators who regularly speak about the value of diversity																						
Strongly Disagree	65	2.5%	27	2.1%	1	3.6%	22	1.9%	66	2.7%	4	2.0%	1	0.9%	35	2.8%	13	2.2%	33	2.1%	13	2.7%
Disagree	233	9.0%	88	6.9%	5	17.9%	90	7.9%	198	8.1%	29	14.5%	9	8.5%	108	8.7%	45	7.5%	127	8.1%	42	8.8%
Neutral	667	25.7%	316	24.8%	5	17.9%	256	22.6%	633	25.8%	56	28.0%	45	42.5%	333	26.9%	133	22.3%	386	24.5%	137	28.6%
Agree	1171	45.1%	587	46.1%	16	57.1%	526	46.4%	1129	46.0%	84	42.0%	34	32.1%	569	46.0%	294	49.2%	710	45.1%	198	41.3%
Strongly Agree	458	17.7%	254	20.0%	1	3.6%	240	21.2%	427	17.4%	27	13.5%	17	16.0%	191	15.5%	112	18.8%	319	20.3%	89	18.6%
Total Responses	2594	100.0%	1272	100.0%	28	100.0%	1134	100.0%	2453	100.0%	200	100.0%	106	100.0%	1236	100.0%	597	100.0%	1575	100.0%	479	100.0%
No Response	221		106		6		93		242		26		24		117		64		112		56	
26d. UNC-Chapel Hill is committed to diversity																						
Strongly Disagree	47	1.8%	36	2.8%	4	13.8%	19	1.7%	63	2.6%	3	1.5%	2	1.9%	29	2.3%	14	2.3%	34	2.2%	11	2.3%
Disagree	200	7.7%	86	6.8%	3	10.3%	89	7.8%	174	7.1%	17	8.5%	10	9.6%	99	8.0%	43	7.2%	111	7.0%	34	7.1%
Neutral	644	24.8%	271	21.3%	8	27.6%	279	24.6%	551	22.4%	66	32.8%	29	27.9%	299	24.2%	147	24.6%	357	22.6%	120	24.9%
Agree	1194	45.9%	591	46.5%	12	41.4%	502	44.2%	1169	47.5%	82	40.8%	42	40.4%	584	47.2%	261	43.7%	734	46.5%	213	44.3%
Strongly Agree	516	19.8%	287	22.6%	2	6.9%	246	21.7%	503	20.4%	33	16.4%	21	20.2%	225	18.2%	132	22.1%	343	21.7%	103	21.4%
Total Responses	2601	100.0%	1271	100.0%	29	100.0%	1135	100.0%	2460	100.0%	201	100.0%	104	100.0%	1236	100.0%	597	100.0%	1579	100.0%	481	100.0%
No Response	214		107		5		92		235		25		26		117		64		108		54	
26e. UNC-Chapel Hill promotes the appreciation of cultural differences																						
Strongly Disagree	39	1.5%	26	2.0%	2	6.9%	20	1.8%	47	1.9%	0	0.0%	0	0.0%	23	1.9%	8	1.3%	28	1.8%	9	1.9%
Disagree	183	7.0%	66	5.2%	5	17.2%	67	5.9%	166	6.8%	14	7.0%	8	7.5%	89	7.2%	33	5.6%	103	6.5%	26	5.4%
Neutral	595	22.9%	255	20.1%	5	17.2%	265	23.4%	502	20.5%	59	29.5%	31	29.2%	269	21.8%	142	23.9%	325	20.6%	120	25.0%
Agree	1249	48.1%	636	50.1%	14	48.3%	538	47.4%	1228	50.0%	87	43.5%	43	40.6%	616	49.9%	277	46.7%	783	49.5%	219	45.6%
Strongly Agree	530	20.4%	287	22.6%	3	10.3%	244	21.5%	511	20.8%	40	20.0%	24	22.6%	237	19.2%	133	22.4%	342	21.6%	106	22.1%
Total Responses	2596	100.0%	1270	100.0%	29	100.0%	1134	100.0%	2454	100.0%	200	100.0%	106	100.0%	1234	100.0%	593	100.0%	1581	100.0%	480	100.0%

Climate Survey: Staff Responses  
SUPPORTIVE CAMPUS AND SENSE OF BELONGING

	Gender						Employment Classification								Work Unit							
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
No Response	219		108		5		93		241		26		24		119		68		106		55	
26f. UNC-Chapel Hill rewards staff for their participation in diversity efforts																						
Strongly Disagree	127	4.9%	84	6.6%	3	10.7%	61	5.4%	143	5.9%	6	3.0%	3	2.9%	69	5.6%	34	5.7%	85	5.4%	24	5.0%
Disagree	463	17.9%	189	14.9%	7	25.0%	213	18.8%	400	16.4%	37	18.5%	10	9.5%	223	18.1%	103	17.3%	253	16.1%	78	16.4%
Neutral	1210	46.8%	581	45.9%	13	46.4%	508	44.9%	1145	46.9%	97	48.5%	56	53.3%	578	47.0%	268	45.1%	725	46.2%	231	48.4%
Agree	558	21.6%	291	23.0%	5	17.9%	243	21.5%	548	22.5%	39	19.5%	20	19.0%	272	22.1%	132	22.2%	355	22.6%	93	19.5%
Strongly Agree	227	8.8%	121	9.6%	0	0.0%	107	9.5%	204	8.4%	21	10.5%	16	15.2%	88	7.2%	57	9.6%	152	9.7%	51	10.7%
Total Responses	2585	100.0%	1266	100.0%	28	100.0%	1132	100.0%	2440	100.0%	200	100.0%	105	100.0%	1230	100.0%	594	100.0%	1570	100.0%	477	100.0%
No Response	230		112		6		95		255		26		25		123		67		117		58	

**Climate Survey: Staff Responses**  
**SUPPORTIVE CAMPUS AND SENSE OF BELONGING**

	Gender						Employment Classification								Work Unit							
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
21a. How well does the following describe UNC-Chapel Hill: Faculty respect staff																						
Not Descriptive	163	6.1%	88	6.7%	6	20.0%	74	6.4%	175	7.0%	2	0.9%	5	4.7%	69	5.4%	54	8.6%	107	6.7%	26	5.3%
Somewhat Descriptive	1605	60.5%	771	58.5%	17	56.7%	712	61.5%	1556	61.8%	82	38.0%	43	40.2%	725	56.7%	380	60.4%	1007	63.5%	276	55.8%
Very Descriptive	883	33.3%	458	34.8%	7	23.3%	371	32.1%	785	31.2%	132	61.1%	59	55.1%	485	37.9%	195	31.0%	473	29.8%	193	39.0%
Total Responses	2651	100.0%	1317	100.0%	30	100.0%	1157	100.0%	2516	100.0%	216	100.0%	107	100.0%	1279	100.0%	629	100.0%	1587	100.0%	495	100.0%
No Response	164		61		4		70		179		10		23		74		32		100		40	
21b. How well does the following describe UNC-Chapel Hill: Staff concerns are considered when making policy																						
Not Descriptive	512	19.3%	237	17.9%	8	28.6%	191	16.5%	539	21.4%	15	7.0%	13	12.1%	237	18.6%	153	24.3%	258	16.2%	103	20.8%
Somewhat Descriptive	1625	61.3%	789	59.6%	20	71.4%	734	63.5%	1530	60.7%	119	55.3%	50	46.7%	762	59.9%	365	58.0%	1036	65.0%	267	53.8%
Very Descriptive	512	19.3%	297	22.4%	0	0.0%	230	19.9%	453	18.0%	81	37.7%	44	41.1%	273	21.5%	111	17.6%	300	18.8%	126	25.4%
Total Responses	2649	100.0%	1323	100.0%	28	100.0%	1155	100.0%	2522	100.0%	215	100.0%	107	100.0%	1272	100.0%	629	100.0%	1594	100.0%	496	100.0%
No Response	166		55		6		72		173		11		23		81		32		93		39	
21c. How well does the following describe UNC-Chapel Hill: Staff respect each other																						
Not Descriptive	53	2.0%	28	2.1%	2	6.5%	20	1.7%	58	2.3%	1	0.5%	4	3.6%	27	2.1%	13	2.1%	29	1.8%	14	2.8%
Somewhat Descriptive	1250	46.8%	617	46.4%	15	48.4%	529	45.5%	1254	49.3%	65	30.1%	39	35.5%	588	45.9%	259	41.0%	774	48.1%	258	51.3%
Very Descriptive	1368	51.2%	684	51.5%	14	45.2%	613	52.8%	1232	48.4%	150	69.4%	67	60.9%	665	52.0%	359	56.9%	806	50.1%	231	45.9%
Total Responses	2671	100.0%	1329	100.0%	31	100.0%	1162	100.0%	2544	100.0%	216	100.0%	110	100.0%	1280	100.0%	631	100.0%	1609	100.0%	503	100.0%
No Response	144		49		3		65		151		10		20		73		30		78		32	
21d. How well does the following describe UNC-Chapel Hill: Staff respect the faculty																						
Not Descriptive	26	1.0%	25	1.9%	1	3.2%	16	1.4%	35	1.4%	0	0.0%	1	0.9%	16	1.3%	3	0.5%	19	1.2%	13	2.7%
Somewhat Descriptive	1202	45.4%	619	47.1%	15	48.4%	505	43.8%	1238	49.2%	55	25.3%	38	35.8%	553	43.5%	261	41.6%	783	49.2%	232	47.3%
Very Descriptive	1418	53.6%	670	51.0%	15	48.4%	633	54.9%	1241	49.4%	162	74.7%	67	63.2%	703	55.3%	364	58.0%	791	49.7%	245	50.0%
Total Responses	2646	100.0%	1314	100.0%	31	100.0%	1154	100.0%	2514	100.0%	217	100.0%	106	100.0%	1272	100.0%	628	100.0%	1593	100.0%	490	100.0%
No Response	169		64		3		73		181		9		24		81		33		94		45	

Climate Survey: Staff Responses  
SUPPORTIVE CAMPUS AND SENSE OF BELONGING

	Gender						Employment Classification								Work Unit							
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
21e. How well does the following describe UNC-Chapel Hill: Students respect staff																						
Not Descriptive	61	2.3%	54	4.1%	2	6.9%	25	2.2%	88	3.5%	2	0.9%	2	1.8%	28	2.2%	22	3.5%	48	3.1%	19	3.9%
Somewhat Descriptive	1384	52.7%	718	54.9%	19	65.5%	625	54.5%	1358	54.5%	88	40.6%	51	46.8%	660	52.2%	325	51.7%	870	55.4%	260	53.0%
Very Descriptive	1180	45.0%	537	41.0%	8	27.6%	497	43.3%	1044	41.9%	127	58.5%	56	51.4%	577	45.6%	282	44.8%	653	41.6%	212	43.2%
Total Responses	2625	100.0%	1309	100.0%	29	100.0%	1147	100.0%	2490	100.0%	217	100.0%	109	100.0%	1265	100.0%	629	100.0%	1571	100.0%	491	100.0%
No Response	190		69		5		80		205		9		21		88		32		116		44	
21f. How well does the following describe UNC-Chapel Hill: There is respect for the expression of diverse values and beliefs																						
Not Descriptive	127	4.8%	89	6.7%	4	12.9%	48	4.1%	163	6.4%	5	2.3%	5	4.5%	63	4.9%	31	4.9%	84	5.2%	41	8.2%
Somewhat Descriptive	1519	57.0%	707	53.4%	19	61.3%	671	57.7%	1421	56.1%	98	45.6%	55	49.5%	698	54.6%	349	55.5%	924	57.6%	268	53.6%
Very Descriptive	1018	38.2%	528	39.9%	8	25.8%	443	38.1%	947	37.4%	112	52.1%	51	45.9%	517	40.5%	249	39.6%	596	37.2%	191	38.2%
Total Responses	2664	100.0%	1324	100.0%	31	100.0%	1162	100.0%	2531	100.0%	215	100.0%	111	100.0%	1278	100.0%	629	100.0%	1604	100.0%	500	100.0%
No Response	151		54		3		65		164		11		19		75		32		83		35	

**Climate Survey: Staff Responses**  
**THOUGHTS AND BEHAVIORS RELATED TO DIVERSITY**

	Total		American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic		Native Hawaiian or Other Pacific Islander		White		Other		Two or More Races or Ethnicities	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	4324	100.0%	25	0.6%	244	5.8%	605	14.4%	100	2.4%	2	0.0%	2939	69.9%	79	1.9%	208	5.0%
<b>29a. How often in the past year at UNC-Chapel Hill have you: Avoided using language that reinforces negative stereotypes</b>																		
Never	207	5.4%	2	8.7%	19	8.9%	48	8.8%	9	10.1%			104	3.9%	6	9.1%	17	9.2%
Seldom	196	5.1%	2	8.7%	29	13.6%	32	5.8%	4	4.5%			113	4.2%	3	4.5%	10	5.4%
Sometimes	587	15.3%	1	4.3%	44	20.7%	67	12.2%	13	14.6%			427	15.9%	6	9.1%	26	14.1%
Often	1218	31.8%	5	21.7%	67	31.5%	168	30.7%	34	38.2%			864	32.2%	18	27.3%	56	30.3%
Very Often	1620	42.3%	13	56.5%	54	25.4%	233	42.5%	29	32.6%			1174	43.8%	33	50.0%	76	41.1%
Total Responses	3828	100.0%	23	100.0%	213	100.0%	548	100.0%	89	100.0%			2682	100.0%	66	100.0%	185	100.0%
No Response	496		2		31		57		11				257		13		23	
<b>29b. How often in the past year at UNC-Chapel Hill have you: Challenged others on derogatory comments</b>																		
Never	655	17.1%	1	4.3%	56	26.5%	101	18.5%	23	26.4%			417	15.5%	14	21.5%	37	19.9%
Seldom	972	25.4%	2	8.7%	62	29.4%	123	22.6%	18	20.7%			710	26.4%	12	18.5%	39	21.0%
Sometimes	1365	35.7%	9	39.1%	59	28.0%	170	31.2%	24	27.6%			1008	37.5%	26	40.0%	64	34.4%
Often	551	14.4%	7	30.4%	25	11.8%	91	16.7%	11	12.6%			380	14.1%	7	10.8%	28	15.1%
Very Often	284	7.4%	4	17.4%	9	4.3%	60	11.0%	11	12.6%			175	6.5%	6	9.2%	18	9.7%
Total Responses	3827	100.0%	23	100.0%	211	100.0%	545	100.0%	87	100.0%			2690	100.0%	65	100.0%	186	100.0%
No Response	497		2		33		60		13				249		14		22	
<b>29c. How often in the past year at UNC-Chapel Hill have you: Encouraged behaviors that support diversity</b>																		
Never	203	5.3%	1	4.3%	13	6.1%	42	7.7%	7	7.9%			120	4.5%	5	7.7%	12	6.6%
Seldom	376	9.8%	1	4.3%	36	17.0%	54	9.9%	7	7.9%			255	9.5%	5	7.7%	15	8.3%
Sometimes	1163	30.4%	3	13.0%	80	37.7%	102	18.8%	22	24.7%			870	32.3%	26	40.0%	53	29.3%
Often	1276	33.4%	11	47.8%	47	22.2%	176	32.4%	29	32.6%			941	35.0%	11	16.9%	56	30.9%
Very Often	806	21.1%	7	30.4%	36	17.0%	169	31.1%	24	27.0%			504	18.7%	18	27.7%	45	24.9%
Total Responses	3824	100.0%	23	100.0%	212	100.0%	543	100.0%	89	100.0%			2690	100.0%	65	100.0%	181	100.0%
No Response	500		2		32		62		11				249		14		27	
<b>29d. How often in the past year at UNC-Chapel Hill have you: Made efforts to educate yourself about others who are different from you</b>																		
Never	125	3.2%	0	0.0%	6	2.8%	14	2.6%	5	5.7%			84	3.1%	4	6.1%	10	5.3%
Seldom	301	7.8%	0	0.0%	20	9.4%	47	8.6%	10	11.4%			205	7.6%	7	10.6%	10	5.3%
Sometimes	1183	30.7%	7	30.4%	73	34.4%	142	25.9%	20	22.7%			861	31.9%	18	27.3%	54	28.7%
Often	1338	34.8%	10	43.5%	73	34.4%	179	32.6%	30	34.1%			965	35.7%	18	27.3%	55	29.3%
Very Often	902	23.4%	6	26.1%	40	18.9%	167	30.4%	23	26.1%			585	21.7%	19	28.8%	59	31.4%
Total Responses	3849	100.0%	23	100.0%	212	100.0%	549	100.0%	88	100.0%			2700	100.0%	66	100.0%	188	100.0%
No Response	475		2		32		56		12				239		13		20	

Climate Survey: Staff Responses  
THOUGHTS AND BEHAVIORS RELATED TO DIVERSITY

	Total		Race/Ethnicity															
			American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic		Native Hawaiian or Other Pacific Islander		White		Other		Two or More Races or Ethnicities	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
29e. How often in the past year at UNC-Chapel Hill have you: Participated in a coalition of different groups to address social justice issues																		
Never	1897	49.5%	6	26.1%	88	41.5%	215	39.4%	39	43.8%			1392	51.7%	40	62.5%	104	55.6%
Seldom	830	21.7%	6	26.1%	60	28.3%	114	20.9%	16	18.0%			596	22.1%	7	10.9%	28	15.0%
Sometimes	582	15.2%	5	21.7%	41	19.3%	98	18.0%	19	21.3%			380	14.1%	10	15.6%	28	15.0%
Often	291	7.6%	4	17.4%	14	6.6%	63	11.6%	4	4.5%			186	6.9%	4	6.3%	14	7.5%
Very Often	232	6.1%	2	8.7%	9	4.2%	55	10.1%	11	12.4%			138	5.1%	3	4.7%	13	7.0%
Total Responses	3832	100.0%	23	100.0%	212	100.0%	545	100.0%	89	100.0%			2692	100.0%	64	100.0%	187	100.0%
No Response	492		2		32		60		11				247		15		21	



Climate Survey: Staff Responses  
THOUGHTS AND BEHAVIORS RELATED TO DIVERSITY

	Gender						Employment Classification								Work Unit							
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
29a. How often in the past year at UNC-Chapel Hill have you: Avoided using language that reinforces negative stereotypes																						
Never	115	4.5%	88	7.0%	2	6.9%	42	3.8%	143	5.9%	13	6.7%	8	7.9%	70	5.8%	26	4.4%	80	5.2%	30	6.4%
Seldom	115	4.5%	80	6.4%	0	0.0%	28	2.5%	149	6.2%	12	6.2%	5	5.0%	69	5.7%	26	4.4%	72	4.6%	27	5.7%
Sometimes	336	13.2%	247	19.8%	2	6.9%	159	14.3%	378	15.7%	33	16.9%	16	15.8%	190	15.7%	65	11.1%	255	16.5%	77	16.4%
Often	824	32.4%	382	30.6%	10	34.5%	351	31.6%	778	32.3%	63	32.3%	24	23.8%	373	30.9%	207	35.3%	485	31.3%	148	31.5%
Very Often	1150	45.3%	452	36.2%	15	51.7%	531	47.8%	962	39.9%	74	37.9%	48	47.5%	505	41.8%	263	44.8%	657	42.4%	188	40.0%
Total Responses	2540	100.0%	1249	100.0%	29	100.0%	1111	100.0%	2410	100.0%	195	100.0%	101	100.0%	1207	100.0%	587	100.0%	1549	100.0%	470	100.0%
No Response	275		129		5		116		285		31		29		146		74		138		65	
29b. How often in the past year at UNC-Chapel Hill have you: Challenged others on derogatory comments																						
Never	414	16.3%	235	18.8%	2	6.9%	159	14.3%	425	17.7%	42	21.8%	27	26.0%	230	19.0%	89	15.2%	240	15.5%	92	19.7%
Seldom	619	24.4%	346	27.7%	6	20.7%	258	23.2%	632	26.3%	57	29.5%	23	22.1%	331	27.4%	147	25.0%	390	25.1%	103	22.0%
Sometimes	908	35.8%	445	35.6%	8	27.6%	424	38.1%	853	35.5%	60	31.1%	25	24.0%	404	33.4%	231	39.4%	564	36.4%	160	34.2%
Often	394	15.5%	148	11.8%	8	27.6%	179	16.1%	337	14.0%	21	10.9%	13	12.5%	165	13.7%	84	14.3%	226	14.6%	74	15.8%
Very Often	202	8.0%	77	6.2%	5	17.2%	94	8.4%	158	6.6%	13	6.7%	16	15.4%	78	6.5%	36	6.1%	131	8.4%	39	8.3%
Total Responses	2537	100.0%	1251	100.0%	29	100.0%	1114	100.0%	2405	100.0%	193	100.0%	104	100.0%	1208	100.0%	587	100.0%	1551	100.0%	468	100.0%
No Response	278		127		5		113		290		33		26		145		74		136		67	
29c. How often in the past year at UNC-Chapel Hill have you: Encouraged behaviors that support diversity																						
Never	115	4.5%	84	6.7%	2	6.9%	42	3.8%	140	5.8%	9	4.6%	11	10.8%	62	5.1%	28	4.8%	78	5.0%	33	7.1%
Seldom	219	8.6%	153	12.3%	3	10.3%	63	5.6%	261	10.9%	32	16.3%	18	17.6%	134	11.1%	53	9.0%	140	9.0%	49	10.5%
Sometimes	755	29.7%	399	32.0%	5	17.2%	292	26.1%	771	32.2%	79	40.3%	20	19.6%	386	32.1%	144	24.5%	492	31.7%	137	29.3%
Often	864	34.0%	399	32.0%	12	41.4%	396	35.4%	797	33.2%	48	24.5%	30	29.4%	394	32.7%	229	39.0%	495	31.9%	154	32.9%
Very Often	585	23.0%	213	17.1%	7	24.1%	325	29.1%	428	17.9%	28	14.3%	23	22.5%	228	18.9%	133	22.7%	347	22.4%	95	20.3%
Total Responses	2538	100.0%	1248	100.0%	29	100.0%	1118	100.0%	2397	100.0%	196	100.0%	102	100.0%	1204	100.0%	587	100.0%	1552	100.0%	468	100.0%
No Response	277		130		5		109		298		30		28		149		74		135		67	
29d. How often in the past year at UNC-Chapel Hill have you: Made efforts to educate yourself about others who are different from you																						
Never	73	2.9%	49	3.9%	2	6.9%	22	2.0%	90	3.7%	7	3.6%	5	4.8%	42	3.5%	14	2.4%	48	3.1%	19	4.0%
Seldom	160	6.3%	138	11.0%	3	10.3%	63	5.6%	202	8.3%	21	10.8%	14	13.5%	106	8.7%	42	7.1%	119	7.6%	34	7.2%
Sometimes	748	29.2%	429	34.3%	2	6.9%	309	27.6%	782	32.3%	68	35.1%	22	21.2%	388	32.0%	162	27.6%	490	31.4%	140	29.7%
Often	926	36.2%	398	31.8%	11	37.9%	395	35.3%	847	35.0%	60	30.9%	32	30.8%	411	33.9%	218	37.1%	525	33.6%	175	37.2%
Very Often	652	25.5%	237	18.9%	11	37.9%	330	29.5%	500	20.7%	38	19.6%	31	29.8%	265	21.9%	152	25.9%	380	24.3%	103	21.9%
Total Responses	2559	100.0%	1251	100.0%	29	100.0%	1119	100.0%	2421	100.0%	194	100.0%	104	100.0%	1212	100.0%	588	100.0%	1562	100.0%	471	100.0%
No Response	256		127		5		108		274		32		26		141		73		125		64	

Climate Survey: Staff Responses  
THOUGHTS AND BEHAVIORS RELATED TO DIVERSITY

	Gender						Employment Classification								Work Unit							
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>29e. How often in the past year at UNC-Chapel Hill have you: Participated in a coalition of different groups to address social justice issues</b>																						
Never	1226	48.2%	654	52.2%	10	34.5%	435	39.0%	1304	54.1%	108	56.0%	45	43.7%	649	53.7%	249	42.6%	747	48.0%	241	51.3%
Seldom	557	21.9%	267	21.3%	5	17.2%	251	22.5%	524	21.7%	33	17.1%	21	20.4%	264	21.9%	128	21.9%	334	21.5%	103	21.9%
Sometimes	401	15.8%	176	14.1%	4	13.8%	215	19.3%	318	13.2%	30	15.5%	17	16.5%	157	13.0%	111	19.0%	250	16.1%	62	13.2%
Often	194	7.6%	93	7.4%	4	13.8%	119	10.7%	154	6.4%	12	6.2%	6	5.8%	79	6.5%	55	9.4%	124	8.0%	32	6.8%
Very Often	164	6.5%	62	5.0%	6	20.7%	95	8.5%	110	4.6%	10	5.2%	14	13.6%	59	4.9%	41	7.0%	100	6.4%	32	6.8%
Total Responses	2542	100.0%	1252	100.0%	29	100.0%	1115	100.0%	2410	100.0%	193	100.0%	103	100.0%	1208	100.0%	584	100.0%	1555	100.0%	470	100.0%
No Response	273		126		5		112		285		33		27		145		77		132		65	

# Climate Survey: Staff Responses

## ISOLATION

	Total		American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic		Race/Ethnicity		White		Other		Two or More Races or Ethnicities	
											Native Hawaiian or Other Pacific Islander							
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	4324	100.0%	25	0.6%	244	5.8%	605	14.4%	100	2.4%	2	0.0%	2939	69.9%	79	1.9%	208	5.0%
<b>33a. I feel isolated in my workgroup because of the absence or low representation of people like me</b>																		
Strongly Disagree	1395	36.5%	3	13.0%	41	19.3%	119	22.0%	19	21.1%			1147	42.7%	16	23.9%	45	24.3%
Disagree	1450	37.9%	12	52.2%	88	41.5%	197	36.5%	30	33.3%			1028	38.3%	20	29.9%	68	36.8%
Neutral	523	13.7%	3	13.0%	49	23.1%	89	16.5%	18	20.0%			303	11.3%	16	23.9%	36	19.5%
Agree	329	8.6%	4	17.4%	21	9.9%	85	15.7%	18	20.0%			164	6.1%	10	14.9%	26	14.1%
Strongly Agree	128	3.3%	1	4.3%	13	6.1%	50	9.3%	5	5.6%			44	1.6%	5	7.5%	10	5.4%
Total Responses	3825	100.0%	23	100.0%	212	100.0%	540	100.0%	90	100.0%			2686	100.0%	67	100.0%	185	100.0%
No Response	499		2		32		65		10				253		12		23	
<b>33b. I feel isolated at UNC-Chapel Hill because of the absence or low representation of people like me</b>																		
Strongly Disagree	1427	37.4%	2	8.7%	38	18.0%	116	21.5%	18	20.0%			1188	44.3%	14	20.9%	46	24.9%
Disagree	1481	38.8%	10	43.5%	90	42.7%	186	34.5%	33	36.7%			1064	39.7%	22	32.8%	67	36.2%
Neutral	542	14.2%	1	4.3%	53	25.1%	107	19.9%	12	13.3%			311	11.6%	15	22.4%	37	20.0%
Agree	273	7.2%	5	21.7%	20	9.5%	94	17.4%	23	25.6%			96	3.6%	13	19.4%	20	10.8%
Strongly Agree	95	2.5%	5	21.7%	10	4.7%	36	6.7%	4	4.4%			22	0.8%	3	4.5%	15	8.1%
Total Responses	3818	100.0%	23	100.0%	211	100.0%	539	100.0%	90	100.0%			2681	100.0%	67	100.0%	185	100.0%
No Response	506		2		33		66		10				258		12		23	
<b>33c. I feel pressured in my workgroup to represent the views of all people from my racial or ethnic background</b>																		
Strongly Disagree	1608	42.1%	3	13.0%	46	21.8%	128	23.7%	22	24.4%			1335	49.8%	15	22.4%	54	29.2%
Disagree	1459	38.2%	10	43.5%	81	38.4%	196	36.3%	34	37.8%			1030	38.4%	28	41.8%	70	37.8%
Neutral	480	12.6%	3	13.0%	46	21.8%	97	18.0%	14	15.6%			264	9.9%	16	23.9%	35	18.9%
Agree	190	5.0%	5	21.7%	29	13.7%	83	15.4%	11	12.2%			41	1.5%	7	10.4%	12	6.5%
Strongly Agree	80	2.1%	2	8.7%	9	4.3%	36	6.7%	9	10.0%			9	0.3%	1	1.5%	14	7.6%
Total Responses	3817	100.0%	23	100.0%	211	100.0%	540	100.0%	90	100.0%			2679	100.0%	67	100.0%	185	100.0%
No Response	507		2		33		65		10				260		12		23	
<b>33d. I feel pressured at UNC-Chapel Hill to represent the views of all people from my racial or ethnic background</b>																		
Strongly Disagree	1609	42.2%	3	13.0%	46	21.9%	121	22.4%	22	24.4%			1338	50.0%	17	25.4%	57	30.8%
Disagree	1470	38.6%	7	30.4%	92	43.8%	199	36.9%	35	38.9%			1030	38.5%	27	40.3%	70	37.8%
Neutral	483	12.7%	1	4.3%	46	21.9%	102	18.9%	18	20.0%			260	9.7%	17	25.4%	33	17.8%
Agree	177	4.6%	6	26.1%	19	9.0%	87	16.1%	10	11.1%			35	1.3%	4	6.0%	15	8.1%
Strongly Agree	72	1.9%	6	26.1%	7	3.3%	30	5.6%	5	5.6%			12	0.4%	2	3.0%	10	5.4%
Total Responses	3811	100.0%	23	100.0%	210	100.0%	539	100.0%	90	100.0%			2675	100.0%	67	100.0%	185	100.0%
No Response	513		2		34		66		10				264		12		23	

# Climate Survey: Staff Responses

## ISOLATION

	Total		American Indian or Alaska Native		Asian		Black or African American		Race/Ethnicity		Native Hawaiian or Other Pacific Islander		White		Other		Two or More Races or Ethnicities	
									Latino or Hispanic									
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
33e. I feel that I need to minimize aspects of my racial or ethnic culture to fit in here																		
Strongly Disagree	1592	41.8%	4	17.4%	44	20.9%	124	23.0%	25	27.8%			1311	49.0%	19	28.4%	59	31.9%
Disagree	1337	35.1%	6	26.1%	70	33.2%	167	30.9%	31	34.4%			978	36.6%	20	29.9%	56	30.3%
Neutral	460	12.1%	3	13.0%	54	25.6%	86	15.9%	13	14.4%			262	9.8%	11	16.4%	27	14.6%
Agree	293	7.7%	7	30.4%	30	14.2%	106	19.6%	19	21.1%			93	3.5%	10	14.9%	26	14.1%
Strongly Agree	131	3.4%	3	13.0%	13	6.2%	57	10.6%	2	2.2%			31	1.2%	7	10.4%	17	9.2%
Total Responses	3813	100.0%	23	100.0%	211	100.0%	540	100.0%	90	100.0%			2675	100.0%	67	100.0%	185	100.0%
No Response	511		2		33		65		10				264		12		23	

# Climate Survey: Staff Responses

## ISOLATION

	Gender						Employment Classification								Work Unit							
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
<b>33a. I feel isolated in my workgroup because of the absence or low representation of people like me</b>																						
Strongly Disagree	924	36.3%	467	37.6%	1	3.6%	439	39.3%	860	35.8%	59	30.6%	33	32.7%	451	37.3%	216	36.8%	557	36.0%	167	35.8%
Disagree	960	37.7%	481	38.7%	9	32.1%	411	36.8%	926	38.5%	74	38.3%	35	34.7%	459	37.9%	216	36.8%	586	37.9%	184	39.4%
Neutral	361	14.2%	151	12.1%	8	28.6%	147	13.2%	337	14.0%	24	12.4%	14	13.9%	162	13.4%	91	15.5%	205	13.2%	63	13.5%
Agree	220	8.6%	102	8.2%	6	21.4%	91	8.1%	199	8.3%	25	13.0%	13	12.9%	108	8.9%	46	7.8%	136	8.8%	38	8.1%
Strongly Agree	82	3.2%	42	3.4%	4	14.3%	29	2.6%	82	3.4%	11	5.7%	6	5.9%	30	2.5%	18	3.1%	64	4.1%	15	3.2%
Total Responses	2547	100.0%	1243	100.0%	28	100.0%	1117	100.0%	2404	100.0%	193	100.0%	101	100.0%	1210	100.0%	587	100.0%	1548	100.0%	467	100.0%
No Response	268		135		6		110		291		33		29		143		74		139		68	
<b>33b. I feel isolated at UNC-Chapel Hill because of the absence or low representation of people like me</b>																						
Strongly Disagree	948	37.3%	475	38.3%	1	3.6%	442	39.6%	888	37.0%	61	31.8%	32	31.7%	472	39.1%	214	36.5%	574	37.2%	163	35.0%
Disagree	995	39.1%	476	38.4%	9	32.1%	430	38.5%	940	39.2%	74	38.5%	34	33.7%	457	37.8%	231	39.4%	594	38.4%	194	41.6%
Neutral	374	14.7%	160	12.9%	5	17.9%	151	13.5%	344	14.3%	24	12.5%	21	20.8%	171	14.2%	86	14.7%	209	13.5%	73	15.7%
Agree	169	6.6%	96	7.7%	8	28.6%	72	6.4%	168	7.0%	22	11.5%	10	9.9%	79	6.5%	44	7.5%	124	8.0%	25	5.4%
Strongly Agree	56	2.2%	34	2.7%	5	17.9%	22	2.0%	58	2.4%	11	5.7%	4	4.0%	29	2.4%	11	1.9%	44	2.8%	11	2.4%
Total Responses	2542	100.0%	1241	100.0%	28	100.0%	1117	100.0%	2398	100.0%	192	100.0%	101	100.0%	1208	100.0%	586	100.0%	1545	100.0%	466	100.0%
No Response	273		137		6		110		297		34		29		145		75		142		69	
<b>33c. I feel pressured in my workgroup to represent the views of all people from my racial or ethnic background</b>																						
Strongly Disagree	1046	41.1%	550	44.4%	9	32.1%	506	45.3%	980	40.9%	78	40.6%	40	39.6%	516	42.7%	247	42.1%	663	42.9%	178	38.4%
Disagree	986	38.8%	457	36.9%	14	50.0%	423	37.9%	941	39.3%	60	31.3%	32	31.7%	465	38.5%	224	38.2%	578	37.4%	186	40.1%
Neutral	321	12.6%	154	12.4%	3	10.7%	112	10.0%	323	13.5%	24	12.5%	20	19.8%	147	12.2%	75	12.8%	183	11.8%	74	15.9%
Agree	139	5.5%	50	4.0%	1	3.6%	55	4.9%	109	4.5%	19	9.9%	5	5.0%	54	4.5%	28	4.8%	87	5.6%	19	4.1%
Strongly Agree	51	2.0%	28	2.3%	1	3.6%	21	1.9%	44	1.8%	11	5.7%	4	4.0%	26	2.2%	13	2.2%	34	2.2%	7	1.5%
Total Responses	2543	100.0%	1239	100.0%	28	100.0%	1117	100.0%	2397	100.0%	192	100.0%	101	100.0%	1208	100.0%	587	100.0%	1545	100.0%	464	100.0%
No Response	272		139		6		110		298		34		29		145		74		142		71	
<b>33d. I feel pressured at UNC-Chapel Hill to represent the views of all people from my racial or ethnic background</b>																						
Strongly Disagree	1052	41.4%	545	44.0%	9	32.1%	508	45.6%	983	41.1%	76	39.4%	38	37.6%	519	43.0%	249	42.4%	658	42.6%	179	38.8%
Disagree	995	39.2%	461	37.2%	13	46.4%	420	37.7%	937	39.2%	71	36.8%	36	35.6%	472	39.1%	221	37.6%	591	38.3%	181	39.3%
Neutral	329	13.0%	149	12.0%	2	7.1%	110	9.9%	329	13.8%	25	13.0%	19	18.8%	141	11.7%	73	12.4%	187	12.1%	79	17.1%
Agree	120	4.7%	54	4.4%	3	10.7%	53	4.8%	107	4.5%	12	6.2%	5	5.0%	53	4.4%	32	5.5%	74	4.8%	17	3.7%
Strongly Agree	42	1.7%	29	2.3%	1	3.6%	24	2.2%	36	1.5%	9	4.7%	3	3.0%	22	1.8%	12	2.0%	33	2.1%	5	1.1%
Total Responses	2538	100.0%	1238	100.0%	28	100.0%	1115	100.0%	2392	100.0%	193	100.0%	101	100.0%	1207	100.0%	587	100.0%	1543	100.0%	461	100.0%
No Response	277		140		6		112		303		33		29		146		74		144		74	

# Climate Survey: Staff Responses

## ISOLATION

	Gender						Employment Classification								Work Unit							
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
33e. I feel that I need to minimize aspects of my racial or ethnic culture to fit in here																						
Strongly Disagree	1063	41.9%	517	41.8%	9	32.1%	504	45.2%	970	40.5%	75	38.9%	39	38.6%	517	42.9%	244	41.6%	655	42.5%	173	37.4%
Disagree	891	35.1%	432	34.9%	14	50.0%	379	34.0%	863	36.0%	59	30.6%	33	32.7%	420	34.8%	222	37.8%	520	33.7%	170	36.7%
Neutral	312	12.3%	143	11.6%	3	10.7%	124	11.1%	292	12.2%	24	12.4%	19	18.8%	136	11.3%	57	9.7%	201	13.0%	65	14.0%
Agree	190	7.5%	101	8.2%	0	0.0%	78	7.0%	188	7.8%	20	10.4%	5	5.0%	91	7.5%	39	6.6%	117	7.6%	43	9.3%
Strongly Agree	83	3.3%	45	3.6%	2	7.1%	29	2.6%	82	3.4%	15	7.8%	5	5.0%	42	3.5%	25	4.3%	49	3.2%	12	2.6%
Total Responses	2539	100.0%	1238	100.0%	28	100.0%	1114	100.0%	2395	100.0%	193	100.0%	101	100.0%	1206	100.0%	587	100.0%	1542	100.0%	463	100.0%
No Response	276		140		6		113		300		33		29		147		74		145		72	

Climate Survey: Staff Responses  
EXPERIENCED BIAS AND OBSERVED DISPARAGING TREATMENT

	Total		American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic		Native Hawaiian or Other Pacific Islander		White		Other		Two or More Races or Ethnicities	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	4324	100.0%	25	0.6%	244	5.8%	605	14.4%	100	2.4%	2	0.0%	2939	69.9%	79	1.9%	208	5.0%
31. At UNC-Chapel Hill, do you believe you have personally experienced bias?																		
No	2405	62.6%	8	34.8%	127	59.3%	262	48.0%	54	59.3%			1803	67.1%	36	52.2%	105	56.5%
Yes	1437	37.4%	15	65.2%	87	40.7%	284	52.0%	37	40.7%			885	32.9%	33	47.8%	81	43.5%
Total Responses	3842	100.0%	23	100.0%	214	100.0%	546	100.0%	91	100.0%			2688	100.0%	69	100.0%	186	100.0%
No Response	482		2		30		59		9				251		10		22	
(If above response is "Yes"): 31a. Do you believe you have personally experienced bias due to your:																		
a. Age	619	43.1%	8	53.3%	31	35.6%	104	36.6%	9	24.3%			409	46.2%	16	48.5%	35	43.2%
b. Body size	309	21.5%	3	20.0%	13	14.9%	57	20.1%	1	2.7%			202	22.8%	7	21.2%	24	29.6%
c. Citizenship status	65	4.5%	1	6.7%	15	17.2%	12	4.2%	2	5.4%			28	3.2%	1	3.0%	6	7.4%
d. Disability	112	7.8%	1	6.7%	2	2.3%	15	5.3%	0	0.0%			76	8.6%	5	15.2%	11	13.6%
e. Level of education	493	34.3%	7	46.7%	13	14.9%	91	32.0%	8	21.6%			322	36.4%	16	48.5%	34	42.0%
f. Gender	680	47.3%	5	33.3%	26	29.9%	96	33.8%	11	29.7%			471	53.2%	17	51.5%	48	59.3%
g. Gender expression	83	5.8%	2	13.3%	5	5.7%	12	4.2%	4	10.8%			49	5.5%	4	12.1%	7	8.6%
h. Gender identity	66	4.6%	3	20.0%	2	2.3%	13	4.6%	3	8.1%			37	4.2%	3	9.1%	5	6.2%
i. National origin or ethnicity	273	19.0%	6	40.0%	51	58.6%	76	26.8%	21	56.8%			74	8.4%	9	27.3%	34	42.0%
j. Political beliefs	292	20.3%	6	40.0%	9	10.3%	38	13.4%	2	5.4%			194	21.9%	18	54.5%	22	27.2%
k. Race or color	591	41.1%	9	60.0%	59	67.8%	248	87.3%	18	48.6%			188	21.2%	18	54.5%	44	54.3%
l. Religion	284	19.8%	7	46.7%	13	14.9%	37	13.0%	4	10.8%			188	21.2%	13	39.4%	18	22.2%
m. Sex	386	26.9%	6	40.0%	13	14.9%	47	16.5%	3	8.1%			280	31.6%	9	27.3%	22	27.2%
n. Sexual orientation	111	7.7%	5	33.3%	4	4.6%	10	3.5%	0	0.0%			80	9.0%	5	15.2%	7	8.6%
o. Socioeconomic status	318	22.1%	5	33.3%	13	14.9%	69	24.3%	4	10.8%			195	22.0%	13	39.4%	17	21.0%
p. Veteran status	32	2.2%	0	0.0%	1	1.1%	7	2.5%	0	0.0%			20	2.3%	0	0.0%	4	4.9%
30a. How often at UNC-CH have you: Had students from underrepresented groups on campus approach me for advice																		
Never	2028	52.7%	3	13.0%	120	56.3%	240	44.1%	46	50.5%			1473	54.6%	36	53.7%	92	49.7%
Seldom	635	16.5%	4	17.4%	44	20.7%	82	15.1%	15	16.5%			444	16.5%	10	14.9%	35	18.9%
Sometimes	671	17.4%	6	26.1%	35	16.4%	93	17.1%	16	17.6%			470	17.4%	14	20.9%	34	18.4%
Often	286	7.4%	4	17.4%	12	5.6%	53	9.7%	4	4.4%			197	7.3%	4	6.0%	11	5.9%
Very Often	226	5.9%	6	26.1%	2	0.9%	76	14.0%	10	11.0%			115	4.3%	3	4.5%	13	7.0%
Total Responses	3846	100.0%	23	100.0%	213	100.0%	544	100.0%	91	100.0%			2699	100.0%	67	100.0%	185	100.0%
No Response	478		2		31		61		9				240		12		23	
30b. How often at UNC-CH have you: Reported a concern related to discrimination to a supervisor or University official																		
Never	3080	80.0%	13	56.5%	177	83.1%	383	70.7%	76	83.5%			2215	81.9%	53	79.1%	144	76.6%
Seldom	416	10.8%	5	21.7%	22	10.3%	66	12.2%	8	8.8%			279	10.3%	8	11.9%	25	13.3%
Sometimes	248	6.4%	4	17.4%	8	3.8%	61	11.3%	4	4.4%			150	5.5%	4	6.0%	16	8.5%
Often	68	1.8%	0	0.0%	5	2.3%	19	3.5%	2	2.2%			39	1.4%	0	0.0%	2	1.1%
Very Often	39	1.0%	1	4.3%	1	0.5%	13	2.4%	1	1.1%			20	0.7%	2	3.0%	1	0.5%
Total Responses	3851	100.0%	23	100.0%	213	100.0%	542	100.0%	91	100.0%			2703	100.0%	67	100.0%	188	100.0%
No Response	473		2		31		63		9				236		12		20	

# Climate Survey: Staff Responses

## EXPERIENCED BIAS AND OBSERVED DISPARAGING TREATMENT

	Race/Ethnicity																	
	Total		American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic		Native Hawaiian or Other Pacific Islander		White		Other		Two or More Races or Ethnicities	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>30c. How often at UNC-CH have you: Reported a concern related to sexual harassment to a supervisor or University official</b>																		
Never	3367	87.5%	18	78.3%	188	89.1%	463	85.1%	83	91.2%			2373	87.9%	60	90.9%	161	86.1%
Seldom	290	7.5%	2	8.7%	13	6.2%	41	7.5%	5	5.5%			205	7.6%	4	6.1%	18	9.6%
Sometimes	128	3.3%	3	13.0%	7	3.3%	24	4.4%	2	2.2%			84	3.1%	2	3.0%	6	3.2%
Often	38	1.0%	0	0.0%	2	0.9%	8	1.5%	0	0.0%			26	1.0%	0	0.0%	1	0.5%
Very Often	24	0.6%	0	0.0%	1	0.5%	8	1.5%	1	1.1%			13	0.5%	0	0.0%	1	0.5%
Total Responses	3847	100.0%	23	100.0%	211	100.0%	544	100.0%	91	100.0%			2701	100.0%	66	100.0%	187	100.0%
No Response	477		2		33		61		9				238		13		21	
<b>30d. How often at UNC-CH have you: Heard insensitive or disparaging remarks made by: Administrators</b>																		
Never	2386	62.0%	11	47.8%	144	68.2%	315	57.9%	67	73.6%			1694	62.7%	33	50.0%	106	56.7%
Seldom	721	18.7%	4	17.4%	36	17.1%	90	16.5%	14	15.4%			529	19.6%	9	13.6%	35	18.7%
Sometimes	535	13.9%	6	26.1%	23	10.9%	96	17.6%	6	6.6%			358	13.3%	13	19.7%	29	15.5%
Often	141	3.7%	1	4.3%	7	3.3%	26	4.8%	3	3.3%			84	3.1%	7	10.6%	12	6.4%
Very Often	66	1.7%	1	4.3%	1	0.5%	17	3.1%	1	1.1%			36	1.3%	4	6.1%	5	2.7%
Total Responses	3849	100.0%	23	100.0%	211	100.0%	544	100.0%	91	100.0%			2701	100.0%	66	100.0%	187	100.0%
No Response	475		2		33		61		9				238		13		21	
<b>(If above response is not "Never"):</b>																		
<b>30d1. Have you heard insensitive or disparaging remarks from administrators about:</b>																		
1. Age	490	33.5%	4	33.3%	18	26.9%	75	32.8%	7	29.2%			339	33.7%	10	30.3%	33	40.7%
2. Disability	199	13.6%	3	25.0%	11	16.4%	23	10.0%	1	4.2%			138	13.7%	8	24.2%	13	16.0%
3. Level of education	579	39.6%	6	50.0%	27	40.3%	89	38.9%	6	25.0%			397	39.4%	18	54.5%	34	42.0%
4. Gender	440	30.1%	2	16.7%	15	22.4%	56	24.5%	7	29.2%			312	31.0%	11	33.3%	33	40.7%
5. Gender expression	329	22.5%	2	16.7%	11	16.4%	49	21.4%	8	33.3%			222	22.0%	16	48.5%	19	23.5%
6. Gender identity	334	22.8%	2	16.7%	11	16.4%	41	17.9%	10	41.7%			233	23.1%	14	42.4%	20	24.7%
7. National origin or ethnicity	350	23.9%	4	33.3%	28	41.8%	68	29.7%	14	58.3%			197	19.6%	9	27.3%	26	32.1%
8. Race or color	467	31.9%	5	41.7%	24	35.8%	113	49.3%	12	50.0%			269	26.7%	12	36.4%	29	35.8%
9. Religion	376	25.7%	5	41.7%	16	23.9%	50	21.8%	4	16.7%			257	25.5%	16	48.5%	25	30.9%
10. Sex	312	21.3%	3	25.0%	14	20.9%	40	17.5%	4	16.7%			219	21.7%	9	27.3%	21	25.9%
11. Sexual orientation	337	23.0%	2	16.7%	12	17.9%	47	20.5%	7	29.2%			234	23.2%	14	42.4%	19	23.5%
12. Veteran status	70	4.8%	1	8.3%	7	10.4%	13	5.7%	0	0.0%			42	4.2%	1	3.0%	6	7.4%
<b>30e. How often at UNC-CH have you: Heard insensitive or disparaging remarks made by: Faculty</b>																		
Never	2372	61.7%	13	56.5%	134	63.2%	321	59.1%	67	73.6%			1683	62.5%	34	51.5%	104	55.0%
Seldom	758	19.7%	4	17.4%	45	21.2%	96	17.7%	11	12.1%			550	20.4%	10	15.2%	38	20.1%
Sometimes	528	13.7%	4	17.4%	20	9.4%	83	15.3%	13	14.3%			356	13.2%	15	22.7%	34	18.0%
Often	128	3.3%	1	4.3%	11	5.2%	27	5.0%	0	0.0%			76	2.8%	3	4.5%	9	4.8%
Very Often	56	1.5%	1	4.3%	2	0.9%	16	2.9%	0	0.0%			29	1.1%	4	6.1%	4	2.1%
Total Responses	3842	100.0%	23	100.0%	212	100.0%	543	100.0%	91	100.0%			2694	100.0%	66	100.0%	189	100.0%
No Response	482		2		32		62		9				245		13		19	
<b>(If above response is not "Never"):</b>																		
<b>30e1. Have you heard insensitive or disparaging remarks from faculty about:</b>																		



Climate Survey: Staff Responses  
EXPERIENCED BIAS AND OBSERVED DISPARAGING TREATMENT

			Race/Ethnicity															
	Total		American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic		Native Hawaiian or Other Pacific Islander		White		Other		Two or More Races or Ethnicities	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
1. Age	357	24.3%	3	30.0%	20	25.6%	43	19.4%	9	37.5%			248	24.5%	9	28.1%	24	28.2%
2. Disability	172	11.7%	2	20.0%	10	12.8%	23	10.4%	2	8.3%			115	11.4%	8	25.0%	10	11.8%
3. Level of education	651	44.3%	5	50.0%	30	38.5%	90	40.5%	9	37.5%			465	46.0%	15	46.9%	34	40.0%
4. Gender	358	24.4%	2	20.0%	19	24.4%	41	18.5%	5	20.8%			267	26.4%	6	18.8%	17	20.0%
5. Gender expression	216	14.7%	1	10.0%	16	20.5%	25	11.3%	3	12.5%			159	15.7%	4	12.5%	7	8.2%
6. Gender identity	202	13.7%	1	10.0%	13	16.7%	24	10.8%	4	16.7%			143	14.1%	4	12.5%	12	14.1%
7. National origin or ethnicity	291	19.8%	3	30.0%	32	41.0%	54	24.3%	7	29.2%			171	16.9%	6	18.8%	17	20.0%
8. Race or color	393	26.7%	5	50.0%	28	35.9%	85	38.3%	9	37.5%			234	23.1%	12	37.5%	18	21.2%
9. Religion	313	21.3%	4	40.0%	16	20.5%	34	15.3%	3	12.5%			227	22.5%	9	28.1%	18	21.2%
10. Sex	234	15.9%	1	10.0%	14	17.9%	24	10.8%	3	12.5%			176	17.4%	5	15.6%	10	11.8%
11. Sexual orientation	195	13.3%	1	10.0%	11	14.1%	28	12.6%	4	16.7%			139	13.7%	3	9.4%	8	9.4%
12. Veteran status	73	5.0%	1	10.0%	6	7.7%	8	3.6%	1	4.2%			48	4.7%	2	6.3%	7	8.2%
30f. How often at UNC-CH have you: Heard insensitive or disparaging remarks made by: Staff																		
Never	1694	43.9%	12	52.2%	125	58.7%	213	39.2%	53	58.2%			1167	43.1%	28	42.4%	84	44.7%
Seldom	1108	28.7%	6	26.1%	49	23.0%	139	25.6%	19	20.9%			818	30.2%	12	18.2%	57	30.3%
Sometimes	793	20.6%	3	13.0%	29	13.6%	129	23.7%	16	17.6%			560	20.7%	18	27.3%	35	18.6%
Often	191	5.0%	2	8.7%	8	3.8%	44	8.1%	2	2.2%			115	4.3%	7	10.6%	10	5.3%
Very Often	70	1.8%	0	0.0%	2	0.9%	19	3.5%	1	1.1%			45	1.7%	1	1.5%	2	1.1%
Total Responses	3856	100.0%	23	100.0%	213	100.0%	544	100.0%	91	100.0%			2705	100.0%	66	100.0%	188	100.0%
No Response	468		2		31		61		9				234		13		20	
(If above response is not "Never"):																		
30f1. Have you heard insensitive or disparaging remarks from staff about:																		
1. Age	608	28.1%	3	27.3%	23	26.1%	105	31.7%	8	21.1%			419	27.2%	13	34.2%	33	31.7%
2. Disability	301	13.9%	1	9.1%	13	14.8%	42	12.7%	5	13.2%			216	14.0%	10	26.3%	12	11.5%
3. Level of education	557	25.8%	5	45.5%	20	22.7%	95	28.7%	8	21.1%			384	25.0%	18	47.4%	26	25.0%
4. Gender	473	21.9%	0	0.0%	16	18.2%	72	21.8%	9	23.7%			344	22.4%	9	23.7%	20	19.2%
5. Gender expression	449	20.8%	1	9.1%	19	21.6%	62	18.7%	12	31.6%			321	20.9%	12	31.6%	19	18.3%
6. Gender identity	441	20.4%	1	9.1%	15	17.0%	61	18.4%	12	31.6%			314	20.4%	12	31.6%	24	23.1%
7. National origin or ethnicity	499	23.1%	2	18.2%	33	37.5%	82	24.8%	11	28.9%			333	21.7%	13	34.2%	23	22.1%
8. Race or color	620	28.7%	2	18.2%	28	31.8%	127	38.4%	14	36.8%			402	26.1%	17	44.7%	27	26.0%
9. Religion	519	24.0%	3	27.3%	21	23.9%	58	17.5%	5	13.2%			387	25.2%	16	42.1%	27	26.0%
10. Sex	344	15.9%	0	0.0%	12	13.6%	45	13.6%	4	10.5%			259	16.8%	7	18.4%	15	14.4%
11. Sexual orientation	460	21.3%	1	9.1%	14	15.9%	62	18.7%	9	23.7%			343	22.3%	11	28.9%	18	17.3%
12. Veteran status	94	4.3%	0	0.0%	7	8.0%	14	4.2%	2	5.3%			60	3.9%	4	10.5%	6	5.8%
30g. How often at UNC-CH have you: Heard insensitive or disparaging remarks made by: Students																		
Never	2063	53.8%	11	47.8%	129	60.8%	308	56.6%	60	65.9%			1406	52.3%	35	53.8%	98	52.4%
Seldom	839	21.9%	7	30.4%	47	22.2%	98	18.0%	17	18.7%			621	23.1%	9	13.8%	36	19.3%
Sometimes	704	18.4%	4	17.4%	24	11.3%	93	17.1%	12	13.2%			517	19.2%	13	20.0%	39	20.9%
Often	152	4.0%	1	4.3%	7	3.3%	30	5.5%	0	0.0%			99	3.7%	5	7.7%	10	5.3%
Very Often	78	2.0%	0	0.0%	5	2.4%	15	2.8%	2	2.2%			47	1.7%	3	4.6%	4	2.1%
Total Responses	3836	100.0%	23	100.0%	212	100.0%	544	100.0%	91	100.0%			2690	100.0%	65	100.0%	187	100.0%
No Response	488		2		32		61		9				249		14		21	

# Climate Survey: Staff Responses

## EXPERIENCED BIAS AND OBSERVED DISPARAGING TREATMENT

	Total		Race/Ethnicity															
			American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic		Native Hawaiian or Other Pacific Islander		White		Other		Two or More Races or Ethnicities	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
(If above response is not "Never"): 30g1. Have you heard insensitive or disparaging remarks from students about:																		
1. Age	541	9.6%	4	11.4%	25	8.5%	53	6.8%	9	7.4%			403	10.1%	12	12.6%	30	10.9%
2. Disability	325	5.8%	3	8.6%	17	5.8%	32	4.1%	5	4.1%			241	6.1%	7	7.4%	19	6.9%
3. Level of education	524	9.3%	6	17.1%	23	7.8%	79	10.1%	7	5.7%			370	9.3%	11	11.6%	26	9.4%
4. Gender	490	8.7%	4	11.4%	27	9.2%	58	7.4%	9	7.4%			357	9.0%	5	5.3%	27	9.8%
5. Gender expression	491	8.8%	3	8.6%	26	8.8%	64	8.2%	8	6.6%			349	8.8%	7	7.4%	31	11.2%
6. Gender identity	473	8.4%	3	8.6%	20	6.8%	61	7.8%	8	6.6%			345	8.7%	6	6.3%	27	9.8%
7. National origin or ethnicity	490	8.7%	4	11.4%	42	14.2%	75	9.6%	13	10.7%			316	8.0%	4	4.2%	33	12.0%
8. Race or color	706	12.6%	7	20.0%	48	16.3%	122	15.6%	17	13.9%			456	11.5%	9	9.5%	44	15.9%
9. Religion	571	10.2%	6	17.1%	35	11.9%	57	7.3%	10	8.2%			413	10.4%	13	13.7%	34	12.3%
10. Sex	410	7.3%	3	8.6%	22	7.5%	43	5.5%	6	4.9%			303	7.6%	6	6.3%	25	9.1%
11. Sexual orientation	531	9.5%	4	11.4%	29	9.8%	62	7.9%	8	6.6%			391	9.8%	6	6.3%	29	10.5%
12. Veteran status	107	1.9%	1	2.9%	7	2.4%	10	1.3%	2	1.6%			80	2.0%	2	2.1%	5	1.8%

# Climate Survey: Staff Responses

## EXPERIENCED BIAS AND OBSERVED DISPARAGING TREATMENT

	Gender						Employment Classification								Work Unit							
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
<b>31. At UNC-Chapel Hill, do you believe you have personally experienced bias?</b>																						
No	1549	60.8%	842	67.3%	9	30.0%	694	62.1%	1495	61.9%	142	72.8%	67	65.0%	767	63.4%	380	64.3%	944	60.6%	305	65.5%
Yes	1000	39.2%	410	32.7%	21	70.0%	423	37.9%	919	38.1%	53	27.2%	36	35.0%	442	36.6%	211	35.7%	613	39.4%	161	34.5%
Total Responses	2549	100.0%	1252	100.0%	30	100.0%	1117	100.0%	2414	100.0%	195	100.0%	103	100.0%	1209	100.0%	591	100.0%	1557	100.0%	466	100.0%
No Response	266		126		4		110		281		31		27		144		70		130		69	
<b>(If above response is "Yes"): 31a. Do you believe you have personally experienced bias due to your:</b>																						
a. Age	457	45.7%	150	36.6%	10	47.6%	189	44.7%	403	43.9%	12	22.6%	14	38.9%	185	41.9%	99	46.9%	265	43.2%	63	39.1%
b. Body size	213	21.3%	88	21.5%	7	33.3%	100	23.6%	195	21.2%	5	9.4%	8	22.2%	86	19.5%	47	22.3%	136	22.2%	37	23.0%
c. Citizenship status	39	3.9%	25	6.1%	1	4.8%	16	3.8%	32	3.5%	12	22.6%	5	13.9%	23	5.2%	9	4.3%	23	3.8%	9	5.6%
d. Disability	76	7.6%	32	7.8%	4	19.0%	27	6.4%	83	9.0%	0	0.0%	2	5.6%	38	8.6%	16	7.6%	39	6.4%	19	11.8%
e. Level of education	346	34.6%	142	34.6%	5	23.8%	135	31.9%	349	38.0%	4	7.5%	4	11.1%	158	35.7%	84	39.8%	187	30.5%	60	37.3%
f. Gender	539	53.9%	125	30.5%	15	71.4%	237	56.0%	398	43.3%	22	41.5%	20	55.6%	188	42.5%	102	48.3%	315	51.4%	70	43.5%
g. Gender expression	50	5.0%	19	4.6%	14	66.7%	28	6.6%	45	4.9%	4	7.5%	6	16.7%	18	4.1%	15	7.1%	38	6.2%	12	7.5%
h. Gender identity	36	3.6%	18	4.4%	12	57.1%	23	5.4%	38	4.1%	1	1.9%	4	11.1%	13	2.9%	10	4.7%	35	5.7%	8	5.0%
i. National origin or ethnicity	183	18.3%	87	21.2%	2	9.5%	70	16.5%	172	18.7%	22	41.5%	9	25.0%	88	19.9%	37	17.5%	113	18.4%	33	20.5%
j. Political beliefs	157	15.7%	128	31.2%	6	28.6%	65	15.4%	209	22.7%	5	9.4%	11	30.6%	80	18.1%	46	21.8%	120	19.6%	45	28.0%
k. Race or color	385	38.5%	199	48.5%	5	23.8%	145	34.3%	406	44.2%	24	45.3%	14	38.9%	182	41.2%	79	37.4%	254	41.4%	71	44.1%
l. Religion	181	18.1%	100	24.4%	3	14.3%	73	17.3%	193	21.0%	7	13.2%	10	27.8%	75	17.0%	43	20.4%	125	20.4%	36	22.4%
m. Sex	292	29.2%	85	20.7%	9	42.9%	137	32.4%	225	24.5%	13	24.5%	9	25.0%	106	24.0%	62	29.4%	172	28.1%	43	26.7%
n. Sexual orientation	54	5.4%	45	11.0%	12	57.1%	35	8.3%	69	7.5%	2	3.8%	4	11.1%	22	5.0%	19	9.0%	59	9.6%	10	6.2%
o. Socioeconomic status	221	22.1%	91	22.2%	6	28.6%	78	18.4%	221	24.0%	9	17.0%	9	25.0%	97	21.9%	54	25.6%	128	20.9%	37	23.0%
p. Veteran status	6	0.6%	25	6.1%	1	4.8%	7	1.7%	24	2.6%	0	0.0%	1	2.8%	3	0.7%	6	2.8%	16	2.6%	7	4.3%
<b>30a. How often at UNC-CH have you: Had students from underrepresented groups on campus approach me for advice</b>																						
Never	1352	52.9%	660	52.6%	11	37.9%	423	37.9%	1436	59.2%	94	48.5%	67	65.7%	649	53.3%	239	40.6%	834	53.5%	297	63.5%
Seldom	385	15.1%	245	19.5%	4	13.8%	189	17.0%	403	16.6%	34	17.5%	8	7.8%	233	19.1%	80	13.6%	251	16.1%	70	15.0%
Sometimes	444	17.4%	216	17.2%	9	31.0%	230	20.6%	379	15.6%	47	24.2%	15	14.7%	210	17.3%	143	24.3%	251	16.1%	64	13.7%
Often	200	7.8%	82	6.5%	3	10.3%	137	12.3%	126	5.2%	12	6.2%	10	9.8%	78	6.4%	66	11.2%	118	7.6%	23	4.9%
Very Often	173	6.8%	51	4.1%	2	6.9%	136	12.2%	80	3.3%	7	3.6%	2	2.0%	47	3.9%	60	10.2%	104	6.7%	14	3.0%
Total Responses	2554	100.0%	1254	100.0%	29	100.0%	1115	100.0%	2424	100.0%	194	100.0%	102	100.0%	1217	100.0%	588	100.0%	1558	100.0%	468	100.0%
No Response	261		124		5		112		271		32		28		136		73		129		67	
<b>30b. How often at UNC-CH have you: Reported a concern related to discrimination to a supervisor or University official</b>																						
Never	2024	79.1%	1031	82.2%	18	62.1%	847	75.8%	1963	80.9%	173	89.2%	90	88.2%	990	81.4%	478	81.2%	1217	78.0%	386	82.1%
Seldom	276	10.8%	131	10.4%	8	27.6%	135	12.1%	259	10.7%	11	5.7%	8	7.8%	126	10.4%	61	10.4%	183	11.7%	43	9.1%
Sometimes	176	6.9%	69	5.5%	2	6.9%	89	8.0%	148	6.1%	8	4.1%	2	2.0%	67	5.5%	41	7.0%	110	7.0%	28	6.0%
Often	51	2.0%	16	1.3%	1	3.4%	28	2.5%	37	1.5%	2	1.0%	1	1.0%	22	1.8%	4	0.7%	30	1.9%	11	2.3%
Very Often	31	1.2%	8	0.6%	0	0.0%	18	1.6%	20	0.8%	0	0.0%	1	1.0%	11	0.9%	5	0.8%	21	1.3%	2	0.4%
Total Responses	2558	100.0%	1255	100.0%	29	100.0%	1117	100.0%	2427	100.0%	194	100.0%	102	100.0%	1216	100.0%	589	100.0%	1561	100.0%	470	100.0%
No Response	257		123		5		110		268		32		28		137		72		126		65	

# Climate Survey: Staff Responses

## EXPERIENCED BIAS AND OBSERVED DISPARAGING TREATMENT

	Gender						Employment Classification								Work Unit							
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
30c. How often at UNC-CH have you: Reported a concern related to sexual harassment to a supervisor or University official																						
Never	2227	87.2%	1110	88.4%	23	79.3%	928	83.1%	2154	88.9%	183	94.8%	94	92.2%	1086	89.2%	517	87.9%	1337	85.7%	416	88.9%
Seldom	198	7.8%	87	6.9%	4	13.8%	114	10.2%	165	6.8%	4	2.1%	5	4.9%	77	6.3%	52	8.8%	131	8.4%	29	6.2%
Sometimes	82	3.2%	43	3.4%	2	6.9%	47	4.2%	75	3.1%	4	2.1%	1	1.0%	39	3.2%	13	2.2%	59	3.8%	16	3.4%
Often	27	1.1%	11	0.9%	0	0.0%	16	1.4%	19	0.8%	2	1.0%	1	1.0%	9	0.7%	3	0.5%	19	1.2%	6	1.3%
Very Often	20	0.8%	4	0.3%	0	0.0%	12	1.1%	11	0.5%	0	0.0%	1	1.0%	6	0.5%	3	0.5%	14	0.9%	1	0.2%
Total Responses	2554	100.0%	1255	100.0%	29	100.0%	1117	100.0%	2424	100.0%	193	100.0%	102	100.0%	1217	100.0%	588	100.0%	1560	100.0%	468	100.0%
No Response	261		123		5		110		271		33		28		136		73		127		67	
30d. How often at UNC-CH have you: Heard insensitive or disparaging remarks made by: Administrators																						
Never	1546	60.5%	823	65.6%	11	37.9%	645	57.8%	1497	61.7%	156	80.4%	81	79.4%	761	62.7%	352	59.9%	948	60.8%	318	67.2%
Seldom	493	19.3%	220	17.5%	8	27.6%	258	23.1%	430	17.7%	20	10.3%	12	11.8%	204	16.8%	135	23.0%	310	19.9%	70	14.8%
Sometimes	377	14.7%	148	11.8%	7	24.1%	163	14.6%	348	14.4%	15	7.7%	6	5.9%	165	13.6%	78	13.3%	226	14.5%	60	12.7%
Often	93	3.6%	48	3.8%	0	0.0%	31	2.8%	105	4.3%	3	1.5%	2	2.0%	58	4.8%	17	2.9%	46	3.0%	20	4.2%
Very Often	47	1.8%	15	1.2%	3	10.3%	19	1.7%	45	1.9%	0	0.0%	1	1.0%	25	2.1%	6	1.0%	28	1.8%	5	1.1%
Total Responses	2556	100.0%	1254	100.0%	29	100.0%	1116	100.0%	2425	100.0%	194	100.0%	102	100.0%	1213	100.0%	588	100.0%	1558	100.0%	473	100.0%
No Response	259		124		5		111		270		32		28		140		73		129		62	
(If above response is not "Never"):																						
30d1. Have you heard insensitive or disparaging remarks from administrators about:																						
1. Age	345	34.2%	138	32.0%	5	27.8%	169	35.9%	311	33.5%	6	15.8%	4	19.0%	147	32.5%	81	34.3%	211	34.6%	46	29.7%
2. Disability	133	13.2%	60	13.9%	6	33.3%	50	10.6%	139	15.0%	5	13.2%	5	23.8%	70	15.5%	33	14.0%	71	11.6%	25	16.1%
3. Level of education	390	38.6%	181	42.0%	7	38.9%	168	35.7%	390	42.0%	12	31.6%	8	38.1%	185	40.9%	99	41.9%	223	36.6%	69	44.5%
4. Gender	308	30.5%	121	28.1%	9	50.0%	150	31.8%	270	29.1%	12	31.6%	8	38.1%	143	31.6%	80	33.9%	172	28.2%	42	27.1%
5. Gender expression	224	22.2%	93	21.6%	12	66.7%	110	23.4%	204	22.0%	6	15.8%	8	38.1%	89	19.7%	59	25.0%	133	21.8%	46	29.7%
6. Gender identity	228	22.6%	94	21.8%	11	61.1%	109	23.1%	207	22.3%	8	21.1%	9	42.9%	96	21.2%	51	21.6%	137	22.5%	47	30.3%
7. National origin or ethnicity	239	23.7%	104	24.1%	5	27.8%	99	21.0%	231	24.9%	15	39.5%	4	19.0%	126	27.9%	57	24.2%	123	20.2%	43	27.7%
8. Race or color	320	31.7%	141	32.7%	6	33.3%	151	32.1%	294	31.7%	13	34.2%	7	33.3%	149	33.0%	79	33.5%	184	30.2%	52	33.5%
9. Religion	237	23.5%	130	30.2%	9	50.0%	110	23.4%	253	27.3%	6	15.8%	7	33.3%	115	25.4%	59	25.0%	157	25.7%	42	27.1%
10. Sex	208	20.6%	95	22.0%	9	50.0%	105	22.3%	196	21.1%	6	15.8%	5	23.8%	96	21.2%	48	20.3%	130	21.3%	35	22.6%
11. Sexual orientation	216	21.4%	110	25.5%	11	61.1%	110	23.4%	209	22.5%	9	23.7%	8	38.1%	103	22.8%	54	22.9%	135	22.1%	44	28.4%
12. Veteran status	45	4.5%	24	5.6%	1	5.6%	20	4.2%	49	5.3%	1	2.6%	0	0.0%	22	4.9%	11	4.7%	27	4.4%	10	6.5%
30e. How often at UNC-CH have you: Heard insensitive or disparaging remarks made by: Faculty																						
Never	1528	59.9%	821	65.6%	17	58.6%	612	54.8%	1548	64.0%	127	65.8%	77	75.5%	702	57.8%	311	52.9%	1012	65.1%	336	71.8%
Seldom	515	20.2%	235	18.8%	6	20.7%	259	23.2%	450	18.6%	35	18.1%	14	13.7%	245	20.2%	160	27.2%	284	18.3%	68	14.5%
Sometimes	384	15.0%	138	11.0%	5	17.2%	185	16.6%	311	12.9%	21	10.9%	8	7.8%	183	15.1%	93	15.8%	205	13.2%	43	9.2%
Often	81	3.2%	47	3.8%	0	0.0%	41	3.7%	76	3.1%	9	4.7%	2	2.0%	58	4.8%	18	3.1%	35	2.3%	17	3.6%
Very Often	45	1.8%	10	0.8%	1	3.4%	20	1.8%	34	1.4%	1	0.5%	1	1.0%	27	2.2%	6	1.0%	19	1.2%	4	0.9%
Total Responses	2553	100.0%	1251	100.0%	29	100.0%	1117	100.0%	2419	100.0%	193	100.0%	102	100.0%	1215	100.0%	588	100.0%	1555	100.0%	468	100.0%
No Response	262		127		5		110		276		33		28		138		73		132		67	
(If above response is not "Never"):																						
30e1. Have you heard insensitive or disparaging remarks from faculty about:																						

# Climate Survey: Staff Responses

## EXPERIENCED BIAS AND OBSERVED DISPARAGING TREATMENT

	Gender						Employment Classification						Work Unit									
	Female		Male		Other	EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown		
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%		
1. Age	255	24.9%	100	23.3%	2	16.7%	132	26.1%	205	23.5%	16	24.2%	4	16.0%	127	24.8%	72	26.0%	130	23.9%	28	21.2%
2. Disability	128	12.5%	41	9.5%	3	25.0%	72	14.3%	88	10.1%	7	10.6%	5	20.0%	58	11.3%	34	12.3%	63	11.6%	17	12.9%
3. Level of education	445	43.4%	199	46.3%	7	58.3%	226	44.8%	396	45.5%	19	28.8%	9	36.0%	228	44.4%	140	50.5%	226	41.6%	56	42.4%
4. Gender	264	25.8%	90	20.9%	3	25.0%	135	26.7%	189	21.7%	26	39.4%	7	28.0%	136	26.5%	68	24.5%	128	23.6%	25	18.9%
5. Gender expression	145	14.1%	65	15.1%	6	50.0%	80	15.8%	124	14.2%	5	7.6%	7	28.0%	82	16.0%	38	13.7%	74	13.6%	22	16.7%
6. Gender identity	137	13.4%	59	13.7%	6	50.0%	72	14.3%	117	13.4%	5	7.6%	8	32.0%	79	15.4%	31	11.2%	71	13.1%	21	15.9%
7. National origin or ethnicity	203	19.8%	87	20.2%	1	8.3%	93	18.4%	170	19.5%	20	30.3%	7	28.0%	118	23.0%	53	19.1%	90	16.6%	30	22.7%
8. Race or color	270	26.3%	120	27.9%	3	25.0%	151	29.9%	206	23.7%	22	33.3%	11	44.0%	142	27.7%	70	25.3%	141	26.0%	39	29.5%
9. Religion	199	19.4%	113	26.3%	1	8.3%	100	19.8%	196	22.5%	10	15.2%	7	28.0%	105	20.5%	60	21.7%	108	19.9%	38	28.8%
10. Sex	165	16.1%	65	15.1%	4	33.3%	81	16.0%	138	15.8%	11	16.7%	4	16.0%	86	16.8%	38	13.7%	88	16.2%	21	15.9%
11. Sexual orientation	129	12.6%	61	14.2%	5	41.7%	64	12.7%	119	13.7%	7	10.6%	5	20.0%	78	15.2%	35	12.6%	60	11.0%	21	15.9%
12. Veteran status	39	3.8%	32	7.4%	2	16.7%	25	5.0%	46	5.3%	1	1.5%	1	4.0%	23	4.5%	14	5.1%	29	5.3%	7	5.3%
30f. How often at UNC-CH have you: Heard insensitive or disparaging remarks made by: Staff																						
Never	1097	42.8%	581	46.3%	10	34.5%	488	43.6%	988	40.7%	140	72.2%	73	70.9%	551	45.3%	265	45.1%	637	40.8%	234	49.6%
Seldom	722	28.2%	377	30.0%	9	31.0%	347	31.0%	708	29.1%	36	18.6%	13	12.6%	317	26.1%	180	30.6%	489	31.3%	118	25.0%
Sometimes	557	21.7%	226	18.0%	6	20.7%	228	20.4%	535	22.0%	15	7.7%	13	12.6%	251	20.6%	111	18.9%	342	21.9%	85	18.0%
Often	133	5.2%	58	4.6%	0	0.0%	40	3.6%	148	6.1%	2	1.0%	1	1.0%	68	5.6%	24	4.1%	71	4.5%	27	5.7%
Very Often	53	2.1%	13	1.0%	4	13.8%	15	1.3%	51	2.1%	1	0.5%	3	2.9%	29	2.4%	8	1.4%	24	1.5%	8	1.7%
Total Responses	2562	100.0%	1255	100.0%	29	100.0%	1118	100.0%	2430	100.0%	194	100.0%	103	100.0%	1216	100.0%	588	100.0%	1563	100.0%	472	100.0%
No Response	253		123		5		109		265		32		27		137		73		124		63	
(If above response is not "Never"):																						
30f1. Have you heard insensitive or disparaging remarks from staff about:																						
1. Age	423	28.9%	179	26.6%	4	21.1%	177	28.1%	420	29.1%	6	11.1%	5	16.7%	174	26.2%	103	31.9%	266	28.7%	59	24.8%
2. Disability	206	14.1%	88	13.1%	5	26.3%	78	12.4%	211	14.6%	5	9.3%	7	23.3%	105	15.8%	38	11.8%	122	13.2%	36	15.1%
3. Level of education	387	26.4%	162	24.0%	7	36.8%	147	23.3%	396	27.5%	6	11.1%	7	23.3%	181	27.2%	91	28.2%	219	23.7%	65	27.3%
4. Gender	320	21.8%	142	21.1%	10	52.6%	136	21.6%	325	22.5%	7	13.0%	5	16.7%	136	20.5%	67	20.7%	219	23.7%	49	20.6%
5. Gender expression	295	20.1%	144	21.4%	10	52.6%	125	19.8%	318	22.1%	3	5.6%	3	10.0%	140	21.1%	78	24.1%	177	19.1%	52	21.8%
6. Gender identity	298	20.3%	134	19.9%	9	47.4%	115	18.3%	318	22.1%	4	7.4%	4	13.3%	142	21.4%	71	22.0%	173	18.7%	53	22.3%
7. National origin or ethnicity	338	23.1%	152	22.6%	7	36.8%	139	22.1%	345	23.9%	8	14.8%	7	23.3%	170	25.6%	64	19.8%	198	21.4%	64	26.9%
8. Race or color	434	29.6%	176	26.1%	10	52.6%	171	27.1%	431	29.9%	11	20.4%	6	20.0%	206	31.0%	90	27.9%	257	27.8%	65	27.3%
9. Religion	336	22.9%	176	26.1%	7	36.8%	123	19.5%	385	26.7%	5	9.3%	6	20.0%	175	26.3%	69	21.4%	219	23.7%	54	22.7%
10. Sex	222	15.2%	114	16.9%	8	42.1%	94	14.9%	241	16.7%	6	11.1%	3	10.0%	94	14.1%	48	14.9%	158	17.1%	42	17.6%
11. Sexual orientation	305	20.8%	146	21.7%	9	47.4%	125	19.8%	325	22.5%	5	9.3%	5	16.7%	147	22.1%	73	22.6%	186	20.1%	52	21.8%
12. Veteran status	58	4.0%	35	5.2%	1	5.3%	25	4.0%	68	4.7%	1	1.9%	0	0.0%	29	4.4%	17	5.3%	32	3.5%	16	6.7%
30g. How often at UNC-CH have you: Heard insensitive or disparaging remarks made by: Students																						
Never	1415	55.6%	633	50.6%	11	37.9%	511	45.9%	1372	56.8%	105	54.1%	69	68.3%	723	59.6%	261	44.5%	794	51.1%	276	59.1%
Seldom	537	21.1%	297	23.7%	4	13.8%	253	22.7%	509	21.1%	58	29.9%	15	14.9%	254	20.9%	161	27.4%	326	21.0%	95	20.3%
Sometimes	456	17.9%	237	18.9%	8	27.6%	262	23.5%	409	16.9%	23	11.9%	9	8.9%	173	14.3%	129	22.0%	338	21.8%	61	13.1%
Often	90	3.5%	58	4.6%	4	13.8%	60	5.4%	83	3.4%	4	2.1%	5	5.0%	42	3.5%	29	4.9%	56	3.6%	25	5.4%
Very Often	48	1.9%	27	2.2%	2	6.9%	28	2.5%	43	1.8%	4	2.1%	3	3.0%	21	1.7%	7	1.2%	40	2.6%	10	2.1%
Total Responses	2546	100.0%	1252	100.0%	29	100.0%	1114	100.0%	2416	100.0%	194	100.0%	101	100.0%	1213	100.0%	587	100.0%	1554	100.0%	467	100.0%
No Response	269		126		5		113		279		32		29		140		74		133		68	

# Climate Survey: Staff Responses

## EXPERIENCED BIAS AND OBSERVED DISPARAGING TREATMENT

	Gender						Employment Classification						Work Unit									
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
(If above response is not "Never"): 30g1. Have you heard insensitive or disparaging remarks from students about:																						
1. Age	321	8.7%	209	11.2%	9	19.1%	186	10.8%	321	9.3%	24	8.5%	10	7.5%	139	8.2%	111	12.2%	235	10.2%	56	8.5%
2. Disability	203	5.5%	113	6.0%	9	19.1%	130	7.6%	170	4.9%	15	5.3%	10	7.5%	79	4.6%	58	6.4%	144	6.2%	44	6.7%
3. Level of education	311	8.5%	205	11.0%	6	12.8%	170	9.9%	308	8.9%	29	10.2%	17	12.8%	150	8.8%	107	11.7%	201	8.7%	65	9.9%
4. Gender	299	8.1%	183	9.8%	8	17.0%	191	11.1%	260	7.5%	28	9.9%	11	8.3%	114	6.7%	96	10.5%	221	9.6%	59	9.0%
5. Gender expression	285	7.8%	193	10.3%	12	25.5%	188	10.9%	272	7.9%	17	6.0%	13	9.8%	115	6.8%	95	10.4%	209	9.0%	72	10.9%
6. Gender identity	283	7.7%	179	9.6%	10	21.3%	179	10.4%	262	7.6%	17	6.0%	14	10.5%	107	6.3%	92	10.1%	205	8.9%	69	10.5%
7. National origin or ethnicity	287	7.8%	193	10.3%	8	17.0%	186	10.8%	258	7.5%	34	12.0%	12	9.0%	136	8.0%	94	10.3%	205	8.9%	55	8.4%
8. Race or color	434	11.8%	257	13.7%	13	27.7%	288	16.8%	367	10.6%	38	13.4%	13	9.8%	174	10.2%	131	14.3%	312	13.5%	88	13.4%
9. Religion	344	9.4%	220	11.8%	7	14.9%	210	12.2%	312	9.0%	33	11.7%	15	11.3%	156	9.2%	100	11.0%	247	10.7%	67	10.2%
10. Sex	237	6.4%	164	8.8%	9	19.1%	159	9.3%	214	6.2%	23	8.1%	13	9.8%	104	6.1%	70	7.7%	186	8.0%	50	7.6%
11. Sexual orientation	302	8.2%	217	11.6%	11	23.4%	220	12.8%	275	7.9%	21	7.4%	15	11.3%	127	7.5%	101	11.1%	242	10.5%	60	9.1%
12. Veteran status	48	1.3%	57	3.0%	2	4.3%	30	1.7%	68	2.0%	4	1.4%	5	3.8%	28	1.6%	21	2.3%	40	1.7%	18	2.7%

# Climate Survey: Staff Responses

## JOB SATISFACTION

	Race/Ethnicity									
	Total		American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic	
	N	%	N	%	N	%	N	%	N	%
Total Respondents	4324	100.0%	25	0.6%	244	5.8%	605	14.4%	100	2.4%
28a. I like my job										
Never	46	1.2%	0	0.0%	0	0.0%	10	1.8%	1	1.1%
Rarely	138	3.5%	0	0.0%	5	2.3%	23	4.2%	2	2.2%
Sometimes	385	9.9%	4	17.4%	27	12.4%	54	9.7%	5	5.4%
Often	1644	42.1%	6	26.1%	94	43.1%	239	43.1%	43	46.7%
Always	1689	43.3%	13	56.5%	92	42.2%	228	41.2%	41	44.6%
Total Responses	3902	100.0%	23	100.0%	218	100.0%	554	100.0%	92	100.0%
No Response	422		2		26		51		8	
28b. I learn or do something interesting every day at work										
Never	88	2.3%	1	4.3%	1	0.5%	23	4.2%	2	2.2%
Rarely	297	7.6%	1	4.3%	18	8.3%	44	8.0%	3	3.3%
Sometimes	638	16.4%	5	21.7%	25	11.5%	104	18.9%	12	13.0%
Often	1605	41.1%	9	39.1%	90	41.3%	215	39.0%	33	35.9%
Always	1274	32.6%	7	30.4%	84	38.5%	165	29.9%	42	45.7%
Total Responses	3902	100.0%	23	100.0%	218	100.0%	551	100.0%	92	100.0%
No Response	422		2		26		54		8	
32a. How satisfied are you with the following aspects of your job: Autonomy and independence										
Not Satisfied	134	3.5%	0	0.0%	3	1.4%	33	6.2%	1	1.1%
Marginally Satisfied	418	10.9%	1	4.3%	24	11.2%	69	12.9%	12	13.2%
Satisfied	1564	40.8%	11	47.8%	96	44.9%	220	41.0%	38	41.8%
Very Satisfied	1695	44.3%	11	47.8%	91	42.5%	209	39.0%	39	42.9%
Not Applicable	18	0.5%	0	0.0%	0	0.0%	5	0.9%	1	1.1%
Total Responses	3829	100.0%	23	100.0%	214	100.0%	536	100.0%	91	100.0%
No Response	495		2		30		69		9	
32b. How satisfied are you with the following aspects of your job: Competence of colleagues										
Not Satisfied	204	5.3%	2	8.7%	10	4.7%	41	7.6%	2	2.2%
Marginally Satisfied	501	13.1%	1	4.3%	31	14.7%	78	14.5%	11	12.1%
Satisfied	1734	45.4%	12	52.2%	97	46.0%	237	44.1%	37	40.7%
Very Satisfied	1364	35.7%	8	34.8%	73	34.6%	175	32.5%	39	42.9%
Not Applicable	19	0.5%	0	0.0%	0	0.0%	7	1.3%	2	2.2%
Total Responses	3822	100.0%	23	100.0%	211	100.0%	538	100.0%	91	100.0%
No Response	502		2		33		67		9	
32c. How satisfied are you with the following aspects of your job: Flexibility in relation to family matters or emergencies										
Not Satisfied	115	3.0%	1	4.3%	6	2.9%	17	3.1%	1	1.1%
Marginally Satisfied	267	7.0%	0	0.0%	19	9.0%	49	9.1%	6	6.6%
Satisfied	1226	32.0%	8	34.8%	89	42.4%	188	34.8%	26	28.6%
Very Satisfied	2183	57.0%	13	56.5%	93	44.3%	282	52.1%	57	62.6%
Not Applicable	39	1.0%	1	4.3%	3	1.4%	5	0.9%	1	1.1%
Total Responses	3830	100.0%	23	100.0%	210	100.0%	541	100.0%	91	100.0%
No Response	494		2		34		64		9	

# Climate Survey: Staff Responses

## JOB SATISFACTION

	Total		American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic		Native Hawaiian or Other Pacific Islander		White		Other		Two or More Races or Ethnicities	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>32d. How satisfied are you with the following aspects of your job: Health benefits</b>																		
Not Satisfied	492	12.8%	4	17.4%	35	16.4%	51	9.5%	18	19.8%			350	13.0%	10	15.2%	23	12.4%
Marginally Satisfied	862	22.5%	4	17.4%	48	22.5%	96	17.8%	13	14.3%			631	23.4%	21	31.8%	41	22.2%
Satisfied	1424	37.2%	5	21.7%	79	37.1%	232	43.0%	28	30.8%			988	36.7%	25	37.9%	59	31.9%
Very Satisfied	757	19.7%	9	39.1%	36	16.9%	122	22.6%	25	27.5%			512	19.0%	9	13.6%	38	20.5%
Not Applicable	298	7.8%	1	4.3%	15	7.0%	38	7.1%	7	7.7%			211	7.8%	1	1.5%	24	13.0%
Total Responses	3833	100.0%	23	100.0%	213	100.0%	539	100.0%	91	100.0%			2692	100.0%	66	100.0%	185	100.0%
No Response	491		2		31		66		9				247		13		23	
<b>32e. How satisfied are you with the following aspects of your job: Job security</b>																		
Not Satisfied	337	8.8%	3	13.0%	25	11.7%	41	7.6%	7	7.8%			224	8.3%	6	9.1%	28	15.1%
Marginally Satisfied	671	17.5%	6	26.1%	46	21.6%	103	19.1%	11	12.2%			451	16.8%	24	36.4%	27	14.6%
Satisfied	1722	45.0%	5	21.7%	94	44.1%	237	43.9%	40	44.4%			1241	46.2%	22	33.3%	70	37.8%
Very Satisfied	968	25.3%	8	34.8%	39	18.3%	137	25.4%	27	30.0%			689	25.6%	13	19.7%	51	27.6%
Not Applicable	129	3.4%	1	4.3%	9	4.2%	22	4.1%	5	5.6%			82	3.1%	1	1.5%	9	4.9%
Total Responses	3827	100.0%	23	100.0%	213	100.0%	540	100.0%	90	100.0%			2687	100.0%	66	100.0%	185	100.0%
No Response	497		2		31		65		10				252		13		23	
<b>32f. How satisfied are you with the following aspects of your job: Workspace</b>																		
Not Satisfied	364	9.5%	4	17.4%	15	7.0%	59	10.9%	4	4.4%			250	9.3%	7	10.6%	23	12.4%
Marginally Satisfied	659	17.2%	2	8.7%	51	23.9%	83	15.4%	15	16.5%			461	17.2%	10	15.2%	34	18.4%
Satisfied	1593	41.6%	8	34.8%	90	42.3%	232	43.0%	40	44.0%			1107	41.3%	32	48.5%	73	39.5%
Very Satisfied	1168	30.5%	9	39.1%	56	26.3%	160	29.6%	32	35.2%			837	31.2%	16	24.2%	51	27.6%
Not Applicable	41	1.1%	0	0.0%	1	0.5%	6	1.1%	0	0.0%			28	1.0%	1	1.5%	4	2.2%
Total Responses	3825	100.0%	23	100.0%	213	100.0%	540	100.0%	91	100.0%			2683	100.0%	66	100.0%	185	100.0%
No Response	499		2		31		65		9				256		13		23	
<b>32g. How satisfied are you with the following aspects of your job: Overall job satisfaction</b>																		
Not Satisfied	206	5.4%	0	0.0%	9	4.2%	37	6.9%	1	1.1%			144	5.4%	2	3.0%	12	6.5%
Marginally Satisfied	578	15.1%	3	13.0%	43	20.2%	88	16.3%	13	14.3%			383	14.2%	19	28.8%	27	14.6%
Satisfied	1818	47.4%	11	47.8%	101	47.4%	251	46.6%	46	50.5%			1283	47.7%	26	39.4%	90	48.6%
Very Satisfied	1220	31.8%	9	39.1%	60	28.2%	160	29.7%	31	34.1%			877	32.6%	19	28.8%	54	29.2%
Not Applicable	10	0.3%	0	0.0%	0	0.0%	3	0.6%	0	0.0%			4	0.1%	0	0.0%	2	1.1%
Total Responses	3832	100.0%	23	100.0%	213	100.0%	539	100.0%	91	100.0%			2691	100.0%	66	100.0%	185	100.0%
No Response	492		2		31		66		9				248		13		23	
<b>32h. How satisfied are you with the following aspects of your job: Professional relationships with colleagues</b>																		
Not Satisfied	149	3.9%	0	0.0%	5	2.3%	29	5.4%	1	1.1%			100	3.7%	4	6.1%	8	4.3%
Marginally Satisfied	515	13.4%	4	17.4%	27	12.7%	99	18.3%	6	6.6%			331	12.3%	17	25.8%	26	14.1%
Satisfied	1709	44.6%	9	39.1%	100	46.9%	240	44.3%	46	50.5%			1204	44.7%	24	36.4%	79	42.7%
Very Satisfied	1442	37.6%	10	43.5%	81	38.0%	169	31.2%	38	41.8%			1045	38.8%	21	31.8%	69	37.3%
Not Applicable	20	0.5%	0	0.0%	0	0.0%	5	0.9%	0	0.0%			11	0.4%	0	0.0%	3	1.6%
Total Responses	3835	100.0%	23	100.0%	213	100.0%	542	100.0%	91	100.0%			2691	100.0%	66	100.0%	185	100.0%
No Response	489		2		31		63		9				248		13		23	



# Climate Survey: Staff Responses

## JOB SATISFACTION

	Race/Ethnicity																	
	Total		American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic		Native Hawaiian or Other Pacific Islander		White		Other		Two or More Races or Ethnicities	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>32i. How satisfied are you with the following aspects of your job: Prospects for career advancement</b>																		
Not Satisfied	1006	26.3%	7	30.4%	45	21.1%	156	28.8%	13	14.3%			705	26.2%	29	43.9%	44	23.8%
Marginally Satisfied	1053	27.5%	4	17.4%	57	26.8%	129	23.8%	26	28.6%			754	28.1%	16	24.2%	60	32.4%
Satisfied	1073	28.0%	5	21.7%	67	31.5%	154	28.5%	26	28.6%			761	28.3%	14	21.2%	40	21.6%
Very Satisfied	519	13.6%	7	30.4%	36	16.9%	79	14.6%	23	25.3%			333	12.4%	6	9.1%	31	16.8%
Not Applicable	179	4.7%	0	0.0%	8	3.8%	23	4.3%	3	3.3%			133	5.0%	1	1.5%	10	5.4%
Total Responses	3830	100.0%	23	100.0%	213	100.0%	541	100.0%	91	100.0%			2686	100.0%	66	100.0%	185	100.0%
No Response	494		2		31		64		9				253		13		23	
<b>32j. How satisfied are you with the following aspects of your job: Quality of students</b>																		
Not Satisfied	66	1.7%	0	0.0%	6	2.9%	10	1.9%	2	2.2%			36	1.3%	5	7.6%	6	3.3%
Marginally Satisfied	308	8.1%	2	8.7%	23	11.0%	41	7.7%	5	5.5%			207	7.7%	8	12.1%	22	12.0%
Satisfied	1481	38.9%	9	39.1%	103	49.0%	214	40.2%	36	39.6%			1022	38.2%	22	33.3%	69	37.5%
Very Satisfied	1060	27.9%	9	39.1%	49	23.3%	147	27.6%	30	33.0%			764	28.6%	14	21.2%	42	22.8%
Not Applicable	888	23.3%	3	13.0%	29	13.8%	121	22.7%	18	19.8%			644	24.1%	17	25.8%	45	24.5%
Total Responses	3803	100.0%	23	100.0%	210	100.0%	533	100.0%	91	100.0%			2673	100.0%	66	100.0%	184	100.0%
No Response	521		2		34		72		9				266		13		24	
<b>32k. How satisfied are you with the following aspects of your job: Relationship with my supervisor</b>																		
Not Satisfied	311	8.1%	0	0.0%	19	9.0%	52	9.7%	4	4.4%			214	8.0%	8	12.1%	11	5.9%
Marginally Satisfied	467	12.2%	2	8.7%	26	12.3%	78	14.5%	13	14.3%			299	11.1%	11	16.7%	35	18.9%
Satisfied	1277	33.4%	8	34.8%	75	35.4%	190	35.3%	26	28.6%			884	32.9%	24	36.4%	63	34.1%
Very Satisfied	1746	45.6%	13	56.5%	91	42.9%	211	39.2%	47	51.6%			1277	47.5%	22	33.3%	73	39.5%
Not Applicable	28	0.7%	0	0.0%	1	0.5%	7	1.3%	1	1.1%			14	0.5%	1	1.5%	3	1.6%
Total Responses	3829	100.0%	23	100.0%	212	100.0%	538	100.0%	91	100.0%			2688	100.0%	66	100.0%	185	100.0%
No Response	495		2		32		67		9				251		13		23	
<b>32l. How satisfied are you with the following aspects of your job: Retirement benefits</b>																		
Not Satisfied	347	9.1%	3	13.0%	25	11.7%	46	8.6%	9	9.9%			237	8.8%	9	13.6%	16	8.6%
Marginally Satisfied	811	21.2%	3	13.0%	61	28.6%	98	18.3%	20	22.0%			560	20.8%	22	33.3%	41	22.2%
Satisfied	1584	41.4%	8	34.8%	65	30.5%	235	43.8%	30	33.0%			1150	42.8%	25	37.9%	63	34.1%
Very Satisfied	676	17.7%	6	26.1%	20	9.4%	102	19.0%	19	20.9%			480	17.9%	5	7.6%	39	21.1%
Not Applicable	405	10.6%	3	13.0%	42	19.7%	55	10.3%	13	14.3%			259	9.6%	5	7.6%	26	14.1%
Total Responses	3823	100.0%	23	100.0%	213	100.0%	536	100.0%	91	100.0%			2686	100.0%	66	100.0%	185	100.0%
No Response	501		2		31		69		9				253		13		23	

# Climate Survey: Staff Responses

## JOB SATISFACTION

	Total		Race/Ethnicity																	
			American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic		Native Hawaiian or Other Pacific Islander		White		Other		Two or More Races or Ethnicities			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>32m. How satisfied are you with the following aspects of your job: Salary</b>																				
Not Satisfied	980	25.6%	4	17.4%	65	30.5%	177	32.8%	16	17.6%			634	23.6%	24	36.4%	53	28.6%		
Marginally Satisfied	1229	32.1%	8	34.8%	67	31.5%	161	29.8%	38	41.8%			872	32.4%	24	36.4%	50	27.0%		
Satisfied	1181	30.8%	6	26.1%	59	27.7%	140	25.9%	24	26.4%			884	32.9%	13	19.7%	52	28.1%		
Very Satisfied	387	10.1%	5	21.7%	18	8.5%	58	10.7%	11	12.1%			262	9.7%	4	6.1%	26	14.1%		
Not Applicable	52	1.4%	0	0.0%	4	1.9%	4	0.7%	2	2.2%			36	1.3%	1	1.5%	4	2.2%		
Total Responses	3829	100.0%	23	100.0%	213	100.0%	540	100.0%	91	100.0%			2688	100.0%	66	100.0%	185	100.0%		
No Response	495		2		31		65		9				251		13		23			
<b>32n. How satisfied are you with the following aspects of your job: Support for career advancement</b>																				
Not Satisfied	861	22.5%	6	26.1%	50	23.5%	122	22.7%	14	15.4%			595	22.2%	26	38.8%	41	22.2%		
Marginally Satisfied	1030	26.9%	5	21.7%	57	26.8%	138	25.7%	24	26.4%			734	27.3%	22	32.8%	45	24.3%		
Satisfied	1178	30.8%	5	21.7%	60	28.2%	160	29.7%	30	33.0%			847	31.6%	14	20.9%	55	29.7%		
Very Satisfied	556	14.5%	7	30.4%	34	16.0%	94	17.5%	19	20.9%			363	13.5%	3	4.5%	32	17.3%		
Not Applicable	200	5.2%	0	0.0%	12	5.6%	24	4.5%	4	4.4%			145	5.4%	2	3.0%	12	6.5%		
Total Responses	3825	100.0%	23	100.0%	213	100.0%	538	100.0%	91	100.0%			2684	100.0%	67	100.0%	185	100.0%		
No Response	499		2		31		67		9				255		12		23			

# Climate Survey: Staff Responses

## JOB SATISFACTION

	Gender						Employment Classification								Work Unit							
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
28a. I like my job																						
Never	32	1.2%	12	0.9%	2	6.7%	9	0.8%	34	1.4%	0	0.0%	3	2.8%	17	1.4%	4	0.7%	14	0.9%	11	2.3%
Rarely	95	3.7%	40	3.2%	3	10.0%	30	2.7%	93	3.8%	12	6.0%	3	2.8%	43	3.5%	26	4.4%	52	3.3%	16	3.4%
Sometimes	245	9.4%	135	10.7%	3	10.0%	83	7.4%	279	11.4%	10	5.0%	10	9.3%	126	10.2%	65	10.9%	145	9.2%	43	9.0%
Often	1090	42.0%	535	42.2%	13	43.3%	450	39.9%	1062	43.3%	87	43.7%	41	38.3%	531	43.1%	224	37.6%	705	44.7%	179	37.5%
Always	1132	43.6%	545	43.0%	9	30.0%	557	49.3%	987	40.2%	90	45.2%	50	46.7%	516	41.8%	277	46.5%	661	41.9%	228	47.8%
Total Responses	2594	100.0%	1267	100.0%	30	100.0%	1129	100.0%	2455	100.0%	199	100.0%	107	100.0%	1233	100.0%	596	100.0%	1577	100.0%	477	100.0%
No Response	221		111		4		98		240		27		23		120		65		110		58	
28b. I learn or do something interesting every day at work																						
Never	60	2.3%	26	2.1%	2	6.7%	17	1.5%	68	2.8%	1	0.5%	2	1.9%	26	2.1%	13	2.2%	31	2.0%	18	3.8%
Rarely	197	7.6%	95	7.5%	5	16.7%	64	5.7%	211	8.6%	11	5.5%	11	10.3%	110	8.9%	44	7.4%	113	7.2%	27	5.6%
Sometimes	416	16.0%	214	16.9%	4	13.3%	147	13.0%	451	18.4%	15	7.5%	21	19.6%	205	16.6%	89	14.9%	265	16.8%	74	15.5%
Often	1051	40.5%	537	42.4%	14	46.7%	426	37.7%	1062	43.3%	74	37.2%	40	37.4%	487	39.5%	261	43.7%	661	41.9%	190	39.7%
Always	870	33.5%	396	31.2%	5	16.7%	476	42.1%	662	27.0%	98	49.2%	33	30.8%	404	32.8%	190	31.8%	507	32.1%	169	35.4%
Total Responses	2594	100.0%	1268	100.0%	30	100.0%	1130	100.0%	2454	100.0%	199	100.0%	107	100.0%	1232	100.0%	597	100.0%	1577	100.0%	478	100.0%
No Response	221		110		4		97		241		27		23		121		64		110		57	
32a. How satisfied are you with the following aspects of your job: Autonomy and independence																						
Not Satisfied	89	3.5%	42	3.4%	3	10.7%	38	3.4%	89	3.7%	3	1.6%	4	4.0%	38	3.2%	23	3.9%	52	3.4%	21	4.5%
Marginally Satisfied	288	11.3%	127	10.2%	2	7.1%	93	8.3%	297	12.3%	15	7.8%	13	12.9%	129	10.7%	60	10.2%	165	10.6%	61	13.0%
Satisfied	988	38.8%	555	44.5%	16	57.1%	415	37.2%	1024	42.5%	83	43.0%	38	37.6%	469	38.9%	222	37.8%	671	43.3%	193	41.2%
Very Satisfied	1170	45.9%	516	41.4%	7	25.0%	567	50.8%	987	41.0%	92	47.7%	42	41.6%	565	46.8%	280	47.7%	657	42.4%	189	40.3%
Not Applicable	12	0.5%	6	0.5%	0	0.0%	4	0.4%	10	0.4%	0	0.0%	4	4.0%	5	0.4%	2	0.3%	6	0.4%	5	1.1%
Total Responses	2547	100.0%	1246	100.0%	28	100.0%	1117	100.0%	2407	100.0%	193	100.0%	101	100.0%	1206	100.0%	587	100.0%	1551	100.0%	469	100.0%
No Response	268		132		6		110		288		33		29		147		74		136		66	
32b. How satisfied are you with the following aspects of your job: Competence of colleagues																						
Not Satisfied	125	4.9%	77	6.2%	2	7.1%	46	4.1%	148	6.2%	1	0.5%	8	7.9%	54	4.5%	37	6.3%	80	5.2%	32	6.8%
Marginally Satisfied	331	13.0%	163	13.1%	5	17.9%	118	10.6%	356	14.8%	19	9.9%	8	7.9%	169	14.1%	70	11.9%	195	12.6%	65	13.9%
Satisfied	1101	43.3%	618	49.6%	12	42.9%	488	43.8%	1129	47.0%	77	40.1%	37	36.6%	526	43.8%	260	44.3%	738	47.6%	204	43.5%
Very Satisfied	970	38.2%	383	30.7%	9	32.1%	460	41.3%	759	31.6%	94	49.0%	44	43.6%	448	37.3%	217	37.0%	530	34.2%	163	34.8%
Not Applicable	14	0.6%	5	0.4%	0	0.0%	2	0.2%	12	0.5%	1	0.5%	4	4.0%	4	0.3%	3	0.5%	7	0.5%	5	1.1%
Total Responses	2541	100.0%	1246	100.0%	28	100.0%	1114	100.0%	2404	100.0%	192	100.0%	101	100.0%	1201	100.0%	587	100.0%	1550	100.0%	469	100.0%
No Response	274		132		6		113		291		34		29		152		74		137		66	
32c. How satisfied are you with the following aspects of your job: Flexibility in relation to family matters or emergencies																						
Not Satisfied	85	3.3%	27	2.2%	3	10.7%	25	2.2%	79	3.3%	5	2.6%	6	5.9%	31	2.6%	20	3.4%	46	3.0%	18	3.8%
Marginally Satisfied	182	7.1%	81	6.5%	3	10.7%	70	6.3%	174	7.2%	12	6.2%	10	9.9%	79	6.6%	29	4.9%	116	7.5%	42	8.9%
Satisfied	783	30.7%	431	34.6%	9	32.1%	315	28.3%	803	33.3%	75	38.9%	30	29.7%	390	32.4%	175	29.7%	501	32.3%	150	31.9%
Very Satisfied	1477	57.9%	691	55.5%	13	46.4%	698	62.6%	1335	55.4%	96	49.7%	47	46.5%	689	57.2%	359	61.0%	878	56.6%	253	53.8%
Not Applicable	24	0.9%	15	1.2%	0	0.0%	7	0.6%	19	0.8%	5	2.6%	8	7.9%	16	1.3%	6	1.0%	10	0.6%	7	1.5%
Total Responses	2551	100.0%	1245	100.0%	28	100.0%	1115	100.0%	2410	100.0%	193	100.0%	101	100.0%	1205	100.0%	589	100.0%	1551	100.0%	470	100.0%
No Response	264		133		6		112		285		33		29		148		72		136		65	

# Climate Survey: Staff Responses

## JOB SATISFACTION

	Gender						Employment Classification								Work Unit							
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
32d. How satisfied are you with the following aspects of your job: Health benefits																						
Not Satisfied	306	12.0%	181	14.5%	5	17.9%	134	12.0%	311	12.9%	32	16.6%	12	12.0%	147	12.1%	85	14.5%	185	11.9%	69	14.7%
Marginally Satisfied	548	21.5%	308	24.7%	4	14.3%	269	24.1%	539	22.3%	41	21.2%	10	10.0%	281	23.2%	128	21.8%	362	23.4%	88	18.7%
Satisfied	954	37.4%	460	36.9%	8	28.6%	436	39.1%	896	37.1%	77	39.9%	13	13.0%	447	36.9%	221	37.6%	590	38.1%	163	34.7%
Very Satisfied	532	20.9%	215	17.2%	7	25.0%	216	19.4%	491	20.3%	42	21.8%	6	6.0%	250	20.7%	108	18.4%	306	19.8%	89	18.9%
Not Applicable	210	8.2%	83	6.7%	4	14.3%	61	5.5%	176	7.3%	1	0.5%	59	59.0%	85	7.0%	45	7.7%	106	6.8%	61	13.0%
Total Responses	2550	100.0%	1247	100.0%	28	100.0%	1116	100.0%	2413	100.0%	193	100.0%	100	100.0%	1210	100.0%	587	100.0%	1549	100.0%	470	100.0%
No Response	265		131		6		111		282		33		30		143		74		138		65	
32e. How satisfied are you with the following aspects of your job: Job security																						
Not Satisfied	224	8.8%	107	8.6%	6	22.2%	104	9.3%	177	7.4%	42	21.8%	12	12.0%	97	8.0%	56	9.6%	133	8.6%	49	10.4%
Marginally Satisfied	440	17.3%	225	18.1%	3	11.1%	222	19.9%	385	16.0%	45	23.3%	18	18.0%	209	17.3%	96	16.4%	263	17.0%	99	21.1%
Satisfied	1137	44.6%	574	46.1%	11	40.7%	509	45.6%	1121	46.6%	64	33.2%	24	24.0%	550	45.6%	248	42.3%	724	46.7%	193	41.2%
Very Satisfied	657	25.8%	303	24.3%	5	18.5%	260	23.3%	658	27.3%	32	16.6%	16	16.0%	310	25.7%	168	28.7%	382	24.7%	105	22.4%
Not Applicable	90	3.5%	36	2.9%	2	7.4%	21	1.9%	66	2.7%	10	5.2%	30	30.0%	41	3.4%	18	3.1%	47	3.0%	23	4.9%
Total Responses	2548	100.0%	1245	100.0%	27	100.0%	1116	100.0%	2407	100.0%	193	100.0%	100	100.0%	1207	100.0%	586	100.0%	1549	100.0%	469	100.0%
No Response	267		133		7		111		288		33		30		146		75		138		66	
32f. How satisfied are you with the following aspects of your job: Workspace																						
Not Satisfied	246	9.7%	110	8.8%	8	28.6%	94	8.5%	237	9.8%	20	10.4%	12	11.8%	122	10.1%	53	9.0%	133	8.6%	54	11.5%
Marginally Satisfied	449	17.6%	204	16.4%	4	14.3%	171	15.4%	434	18.0%	35	18.1%	17	16.7%	228	18.9%	92	15.7%	265	17.1%	71	15.2%
Satisfied	1002	39.4%	581	46.7%	8	28.6%	465	41.9%	1006	41.8%	84	43.5%	33	32.4%	477	39.5%	228	38.9%	686	44.3%	198	42.3%
Very Satisfied	815	32.0%	342	27.5%	7	25.0%	370	33.3%	713	29.6%	53	27.5%	29	28.4%	370	30.6%	205	35.0%	453	29.3%	134	28.6%
Not Applicable	32	1.3%	8	0.6%	1	3.6%	10	0.9%	19	0.8%	1	0.5%	11	10.8%	11	0.9%	8	1.4%	11	0.7%	11	2.4%
Total Responses	2544	100.0%	1245	100.0%	28	100.0%	1110	100.0%	2409	100.0%	193	100.0%	102	100.0%	1208	100.0%	586	100.0%	1548	100.0%	468	100.0%
No Response	271		133		6		117		286		33		28		145		75		139		67	
32g. How satisfied are you with the following aspects of your job: Overall job satisfaction																						
Not Satisfied	142	5.6%	61	4.9%	3	10.7%	38	3.4%	151	6.3%	12	6.2%	5	5.0%	67	5.5%	32	5.5%	73	4.7%	32	6.8%
Marginally Satisfied	370	14.5%	199	15.9%	8	28.6%	155	13.9%	378	15.7%	24	12.4%	19	19.0%	192	15.9%	100	17.1%	218	14.0%	65	13.9%
Satisfied	1189	46.6%	612	49.0%	15	53.6%	520	46.6%	1169	48.5%	88	45.6%	35	35.0%	546	45.1%	254	43.3%	809	52.1%	205	43.8%
Very Satisfied	843	33.1%	372	29.8%	2	7.1%	401	35.9%	710	29.4%	69	35.8%	37	37.0%	402	33.2%	198	33.8%	451	29.0%	164	35.0%
Not Applicable	6	0.2%	4	0.3%	0	0.0%	2	0.2%	4	0.2%	0	0.0%	4	4.0%	4	0.3%	2	0.3%	2	0.1%	2	0.4%
Total Responses	2550	100.0%	1248	100.0%	28	100.0%	1116	100.0%	2412	100.0%	193	100.0%	100	100.0%	1211	100.0%	586	100.0%	1553	100.0%	468	100.0%
No Response	265		130		6		111		283		33		30		142		75		134		67	
32h. How satisfied are you with the following aspects of your job: Professional relationships with colleagues																						
Not Satisfied	97	3.8%	48	3.9%	3	10.7%	33	3.0%	105	4.3%	4	2.1%	6	5.9%	41	3.4%	30	5.1%	57	3.7%	20	4.3%
Marginally Satisfied	350	13.7%	162	13.0%	2	7.1%	112	10.0%	372	15.4%	17	8.8%	13	12.9%	158	13.1%	77	13.1%	200	12.9%	77	16.4%
Satisfied	1109	43.4%	582	46.7%	16	57.1%	473	42.4%	1117	46.3%	85	44.0%	31	30.7%	541	44.8%	229	38.9%	743	47.9%	189	40.3%
Very Satisfied	984	38.5%	449	36.0%	6	21.4%	496	44.4%	808	33.5%	87	45.1%	45	44.6%	459	38.0%	251	42.6%	546	35.2%	181	38.6%
Not Applicable	13	0.5%	5	0.4%	1	3.6%	2	0.2%	12	0.5%	0	0.0%	6	5.9%	9	0.7%	2	0.3%	6	0.4%	2	0.4%
Total Responses	2553	100.0%	1246	100.0%	28	100.0%	1116	100.0%	2414	100.0%	193	100.0%	101	100.0%	1208	100.0%	589	100.0%	1552	100.0%	469	100.0%
No Response	262		132		6		111		281		33		29		145		72		135		66	

# Climate Survey: Staff Responses

## JOB SATISFACTION

	Gender						Employment Classification								Work Unit							
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
32i. How satisfied are you with the following aspects of your job: Prospects for career advancement																						
Not Satisfied	670	26.3%	321	25.7%	13	46.4%	241	21.6%	722	30.0%	22	11.4%	18	18.0%	300	24.9%	158	26.9%	415	26.8%	125	26.7%
Marginally Satisfied	681	26.7%	364	29.2%	6	21.4%	317	28.4%	668	27.7%	47	24.4%	19	19.0%	322	26.7%	160	27.3%	452	29.1%	115	24.5%
Satisfied	710	27.9%	358	28.7%	4	14.3%	354	31.7%	632	26.2%	68	35.2%	17	17.0%	350	29.0%	164	27.9%	436	28.1%	120	25.6%
Very Satisfied	359	14.1%	156	12.5%	2	7.1%	170	15.2%	281	11.7%	52	26.9%	13	13.0%	177	14.7%	81	13.8%	184	11.9%	76	16.2%
Not Applicable	127	5.0%	49	3.9%	3	10.7%	36	3.2%	105	4.4%	4	2.1%	33	33.0%	58	4.8%	24	4.1%	64	4.1%	33	7.0%
Total Responses	2547	100.0%	1248	100.0%	28	100.0%	1118	100.0%	2408	100.0%	193	100.0%	100	100.0%	1207	100.0%	587	100.0%	1551	100.0%	469	100.0%
No Response	268		130		6		109		287		33		30		146		74		136		66	
32j. How satisfied are you with the following aspects of your job: Quality of students																						
Not Satisfied	33	1.3%	32	2.6%	1	3.7%	19	1.7%	44	1.8%	3	1.6%	0	0.0%	21	1.8%	10	1.7%	29	1.9%	6	1.3%
Marginally Satisfied	176	7.0%	129	10.4%	2	7.4%	65	5.9%	212	8.9%	21	11.0%	10	10.1%	104	8.7%	50	8.5%	105	6.8%	48	10.4%
Satisfied	949	37.5%	517	41.8%	13	48.1%	433	39.0%	915	38.2%	93	48.7%	35	35.4%	447	37.3%	256	43.5%	604	39.2%	169	36.6%
Very Satisfied	746	29.5%	306	24.7%	6	22.2%	397	35.8%	583	24.4%	56	29.3%	21	21.2%	311	25.9%	211	35.9%	430	27.9%	105	22.7%
Not Applicable	627	24.8%	254	20.5%	5	18.5%	195	17.6%	639	26.7%	18	9.4%	33	33.3%	316	26.4%	61	10.4%	373	24.2%	134	29.0%
Total Responses	2531	100.0%	1238	100.0%	27	100.0%	1109	100.0%	2393	100.0%	191	100.0%	99	100.0%	1199	100.0%	588	100.0%	1541	100.0%	462	100.0%
No Response	284		140		7		118		302		35		31		154		73		146		73	
32k. How satisfied are you with the following aspects of your job: Relationship with my supervisor																						
Not Satisfied	206	8.1%	98	7.9%	6	21.4%	77	6.9%	209	8.7%	19	9.9%	6	5.9%	89	7.4%	54	9.2%	128	8.3%	38	8.1%
Marginally Satisfied	316	12.4%	146	11.7%	3	10.7%	137	12.3%	298	12.4%	19	9.9%	12	11.8%	151	12.5%	66	11.2%	189	12.2%	57	12.2%
Satisfied	824	32.3%	445	35.7%	7	25.0%	369	33.0%	802	33.3%	68	35.4%	35	34.3%	408	33.8%	167	28.4%	530	34.2%	167	35.7%
Very Satisfied	1182	46.4%	549	44.1%	12	42.9%	526	47.1%	1086	45.1%	85	44.3%	42	41.2%	552	45.7%	293	49.9%	696	44.9%	201	42.9%
Not Applicable	20	0.8%	7	0.6%	0	0.0%	8	0.7%	12	0.5%	1	0.5%	7	6.9%	8	0.7%	7	1.2%	8	0.5%	5	1.1%
Total Responses	2548	100.0%	1245	100.0%	28	100.0%	1117	100.0%	2407	100.0%	192	100.0%	102	100.0%	1208	100.0%	587	100.0%	1551	100.0%	468	100.0%
No Response	267		133		6		110		288		34		28		145		74		136		67	
32l. How satisfied are you with the following aspects of your job: Retirement benefits																						
Not Satisfied	207	8.1%	133	10.7%	7	25.0%	99	8.9%	180	7.5%	60	31.1%	6	6.0%	112	9.3%	54	9.2%	142	9.2%	35	7.5%
Marginally Satisfied	543	21.3%	261	21.0%	5	17.9%	242	21.7%	532	22.1%	28	14.5%	8	8.0%	264	21.9%	136	23.2%	328	21.2%	78	16.7%
Satisfied	1051	41.3%	524	42.1%	8	28.6%	505	45.3%	1038	43.2%	25	13.0%	12	12.0%	504	41.7%	227	38.8%	656	42.4%	193	41.2%
Very Satisfied	463	18.2%	206	16.6%	5	17.9%	203	18.2%	460	19.1%	5	2.6%	6	6.0%	200	16.6%	112	19.1%	276	17.8%	86	18.4%
Not Applicable	281	11.0%	120	9.6%	3	10.7%	67	6.0%	193	8.0%	75	38.9%	68	68.0%	128	10.6%	56	9.6%	145	9.4%	76	16.2%
Total Responses	2545	100.0%	1244	100.0%	28	100.0%	1116	100.0%	2403	100.0%	193	100.0%	100	100.0%	1208	100.0%	585	100.0%	1547	100.0%	468	100.0%
No Response	270		134		6		111		292		33		30		145		76		140		67	

# Climate Survey: Staff Responses

## JOB SATISFACTION

	Gender						Employment Classification								Work Unit							
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
32m. How satisfied are you with the following aspects of your job: Salary																						
Not Satisfied	662	26.0%	308	24.7%	8	28.6%	197	17.6%	703	29.2%	55	28.5%	21	20.8%	315	26.1%	169	28.8%	380	24.5%	108	23.1%
Marginally Satisfied	818	32.1%	402	32.3%	7	25.0%	322	28.8%	813	33.8%	67	34.7%	26	25.7%	396	32.8%	184	31.3%	495	31.9%	152	32.5%
Satisfied	778	30.5%	391	31.4%	10	35.7%	430	38.5%	671	27.9%	52	26.9%	26	25.7%	365	30.2%	163	27.8%	496	32.0%	152	32.5%
Very Satisfied	262	10.3%	123	9.9%	2	7.1%	162	14.5%	190	7.9%	16	8.3%	15	14.9%	119	9.8%	63	10.7%	162	10.5%	43	9.2%
Not Applicable	29	1.1%	22	1.8%	1	3.6%	6	0.5%	30	1.2%	3	1.6%	13	12.9%	14	1.2%	8	1.4%	17	1.1%	13	2.8%
Total Responses	2549	100.0%	1246	100.0%	28	100.0%	1117	100.0%	2407	100.0%	193	100.0%	101	100.0%	1209	100.0%	587	100.0%	1550	100.0%	468	100.0%
No Response	266		132		6		110		288		33		29		144		74		137		67	
32n. How satisfied are you with the following aspects of your job: Support for career advancement																						
Not Satisfied	576	22.6%	274	22.0%	9	32.1%	213	19.1%	602	25.0%	29	15.0%	15	15.0%	266	22.0%	129	21.9%	356	23.0%	101	21.7%
Marginally Satisfied	685	26.9%	335	27.0%	8	28.6%	321	28.7%	642	26.7%	48	24.9%	18	18.0%	339	28.0%	164	27.9%	407	26.3%	117	25.1%
Satisfied	761	29.9%	411	33.1%	6	21.4%	384	34.4%	715	29.7%	61	31.6%	14	14.0%	370	30.6%	170	28.9%	500	32.3%	135	29.0%
Very Satisfied	381	15.0%	170	13.7%	3	10.7%	165	14.8%	325	13.5%	49	25.4%	14	14.0%	177	14.6%	96	16.3%	208	13.5%	74	15.9%
Not Applicable	144	5.7%	53	4.3%	2	7.1%	34	3.0%	120	5.0%	6	3.1%	39	39.0%	57	4.7%	29	4.9%	75	4.9%	39	8.4%
Total Responses	2547	100.0%	1243	100.0%	28	100.0%	1117	100.0%	2404	100.0%	193	100.0%	100	100.0%	1209	100.0%	588	100.0%	1546	100.0%	466	100.0%
No Response	268		135		6		110		291		33		30		144		73		141		69	

# Climate Survey: Staff Responses

## PERCEIVED INSTITUTIONAL PRIORITIES AND ASPIRATIONS

	Total		American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic		Race/Ethnicity		Native Hawaiian or Other Pacific Islander		White		Other		Two or More Races or Ethnicities	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	4324	100.0%	25	0.6%	244	5.8%	605	14.4%	100	2.4%	2	0.0%	2939	69.9%	79	1.9%	208	5.0%		
34a. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : A sense of community among staff and faculty																				
Low Priority	755	20.1%	4	17.4%	27	12.7%	97	18.4%	11	12.1%			554	21.0%	14	20.9%	41	22.4%		
Medium Priority	1336	35.5%	8	34.8%	74	34.9%	186	35.4%	33	36.3%			943	35.8%	28	41.8%	59	32.2%		
High Priority	1275	33.9%	8	34.8%	73	34.4%	176	33.5%	35	38.5%			888	33.7%	21	31.3%	66	36.1%		
Highest Priority	396	10.5%	3	13.0%	38	17.9%	67	12.7%	12	13.2%			251	9.5%	4	6.0%	17	9.3%		
Total Responses	3762	100.0%	23	100.0%	212	100.0%	526	100.0%	91	100.0%			2636	100.0%	67	100.0%	183	100.0%		
No Response	562		2		32		79		9				303		12		25			
34b. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : A sense of community among students and staff																				
Low Priority	731	19.5%	3	13.0%	30	14.3%	74	14.3%	14	15.4%			553	21.1%	15	22.4%	33	18.1%		
Medium Priority	1296	34.6%	6	26.1%	73	34.8%	163	31.4%	30	33.0%			922	35.1%	28	41.8%	70	38.5%		
High Priority	1335	35.7%	11	47.8%	76	36.2%	206	39.7%	34	37.4%			919	35.0%	19	28.4%	62	34.1%		
Highest Priority	380	10.2%	3	13.0%	31	14.8%	76	14.6%	13	14.3%			233	8.9%	5	7.5%	17	9.3%		
Total Responses	3742	100.0%	23	100.0%	210	100.0%	519	100.0%	91	100.0%			2627	100.0%	67	100.0%	182	100.0%		
No Response	582		2		34		86		9				312		12		26			
34c. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : Access to services and resources for individuals with disabilities																				
Low Priority	267	7.1%	2	8.7%	15	7.1%	37	7.0%	5	5.5%			179	6.8%	7	10.8%	20	10.9%		
Medium Priority	1146	30.6%	7	30.4%	75	35.5%	128	24.4%	34	37.4%			821	31.3%	22	33.8%	52	28.4%		
High Priority	1734	46.3%	11	47.8%	92	43.6%	245	46.7%	41	45.1%			1222	46.6%	29	44.6%	82	44.8%		
Highest Priority	597	15.9%	3	13.0%	29	13.7%	115	21.9%	11	12.1%			401	15.3%	7	10.8%	29	15.8%		
Total Responses	3744	100.0%	23	100.0%	211	100.0%	525	100.0%	91	100.0%			2623	100.0%	65	100.0%	183	100.0%		
No Response	580		2		33		80		9				316		14		25			
34d. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : Access to facilities for individuals with disabilities																				
Low Priority	279	7.5%	3	13.0%	21	10.0%	34	6.5%	5	5.5%			190	7.3%	7	10.8%	18	9.9%		
Medium Priority	1111	29.7%	4	17.4%	71	33.6%	131	25.0%	33	36.3%			798	30.5%	23	35.4%	45	24.7%		
High Priority	1720	46.0%	13	56.5%	89	42.2%	241	46.1%	42	46.2%			1209	46.2%	27	41.5%	87	47.8%		
Highest Priority	626	16.8%	3	13.0%	30	14.2%	117	22.4%	11	12.1%			422	16.1%	8	12.3%	32	17.6%		
Total Responses	3736	100.0%	23	100.0%	211	100.0%	523	100.0%	91	100.0%			2619	100.0%	65	100.0%	182	100.0%		
No Response	588		2		33		82		9				320		14		26			
34e. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : Appreciation for multiculturalism																				
Low Priority	217	5.8%	3	13.0%	16	7.6%	48	9.2%	10	11.0%			111	4.2%	9	13.4%	20	10.9%		
Medium Priority	1102	29.4%	6	26.1%	77	36.5%	164	31.3%	38	41.8%			724	27.6%	25	37.3%	58	31.7%		
High Priority	1749	46.7%	9	39.1%	79	37.4%	213	40.6%	33	36.3%			1315	50.1%	23	34.3%	67	36.6%		
Highest Priority	678	18.1%	5	21.7%	39	18.5%	99	18.9%	10	11.0%			474	18.1%	10	14.9%	38	20.8%		
Total Responses	3746	100.0%	23	100.0%	211	100.0%	524	100.0%	91	100.0%			2624	100.0%	67	100.0%	183	100.0%		

# Climate Survey: Staff Responses

## PERCEIVED INSTITUTIONAL PRIORITIES AND ASPIRATIONS

	Total		American Indian or Alaska Native		Asian		Black or African American		Race/Ethnicity Latino or Hispanic		Native Hawaiian or Other Pacific Islander		White		Other		Two or More Races or Ethnicities	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
No Response	578		2		33		81		9				315		12		25	
34f. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : Gender diversity among the staff																		
Low Priority	555	14.9%	0	0.0%	30	14.3%	97	18.5%	12	13.5%			362	13.9%	19	28.8%	32	17.8%
Medium Priority	1379	37.0%	9	39.1%	87	41.4%	165	31.5%	41	46.1%			986	37.7%	22	33.3%	59	32.8%
High Priority	1333	35.8%	12	52.2%	69	32.9%	175	33.5%	27	30.3%			961	36.8%	18	27.3%	63	35.0%
Highest Priority	459	12.3%	2	8.7%	24	11.4%	86	16.4%	9	10.1%			303	11.6%	7	10.6%	26	14.4%
Total Responses	3726	100.0%	23	100.0%	210	100.0%	523	100.0%	89	100.0%			2612	100.0%	66	100.0%	180	100.0%
No Response	598		2		34		82		11				327		13		28	
34g. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : Institutional reputation																		
Low Priority	94	2.5%	1	4.3%	7	3.3%	14	2.7%	4	4.4%			62	2.4%	1	1.5%	4	2.2%
Medium Priority	406	10.8%	3	13.0%	34	16.2%	64	12.1%	12	13.3%			255	9.7%	13	19.7%	22	12.0%
High Priority	1230	32.8%	3	13.0%	66	31.4%	172	32.6%	26	28.9%			877	33.4%	21	31.8%	58	31.7%
Highest Priority	2020	53.9%	16	69.6%	103	49.0%	277	52.6%	48	53.3%			1435	54.6%	31	47.0%	99	54.1%
Total Responses	3750	100.0%	23	100.0%	210	100.0%	527	100.0%	90	100.0%			2629	100.0%	66	100.0%	183	100.0%
No Response	574		2		34		78		10				310		13		25	
34h. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : Intellectual development of students																		
Low Priority	100	2.7%	2	8.7%	6	2.8%	13	2.5%	5	5.5%			62	2.4%	3	4.7%	7	3.8%
Medium Priority	609	16.3%	5	21.7%	49	23.2%	75	14.4%	9	9.9%			414	15.8%	19	29.7%	35	19.2%
High Priority	1693	45.4%	10	43.5%	91	43.1%	233	44.8%	43	47.3%			1199	45.9%	30	46.9%	77	42.3%
Highest Priority	1323	35.5%	6	26.1%	65	30.8%	199	38.3%	34	37.4%			938	35.9%	12	18.8%	63	34.6%
Total Responses	3725	100.0%	23	100.0%	211	100.0%	520	100.0%	91	100.0%			2613	100.0%	64	100.0%	182	100.0%
No Response	599		2		33		85		9				326		15		26	
34i. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : Preparation of students for the workplace																		
Low Priority	217	5.8%	5	21.7%	13	6.2%	22	4.2%	5	5.6%			148	5.7%	7	10.8%	14	7.7%
Medium Priority	940	25.2%	4	17.4%	52	24.8%	103	19.7%	22	24.4%			668	25.6%	24	36.9%	60	33.0%
High Priority	1612	43.2%	10	43.5%	99	47.1%	227	43.3%	40	44.4%			1144	43.8%	22	33.8%	62	34.1%
Highest Priority	959	25.7%	4	17.4%	46	21.9%	172	32.8%	23	25.6%			652	25.0%	12	18.5%	46	25.3%
Total Responses	3728	100.0%	23	100.0%	210	100.0%	524	100.0%	90	100.0%			2612	100.0%	65	100.0%	182	100.0%
No Response	596		2		34		81		10				327		14		26	
34j. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : Partnerships with surrounding communities																		
Low Priority	350	9.4%	5	21.7%	19	9.0%	43	8.2%	12	13.3%			240	9.2%	8	12.3%	20	10.9%
Medium Priority	1364	36.6%	8	34.8%	86	41.0%	166	31.5%	31	34.4%			975	37.4%	27	41.5%	65	35.5%
High Priority	1513	40.6%	7	30.4%	73	34.8%	219	41.6%	30	33.3%			1080	41.4%	23	35.4%	71	38.8%
Highest Priority	499	13.4%	3	13.0%	32	15.2%	99	18.8%	17	18.9%			313	12.0%	7	10.8%	27	14.8%
Total Responses	3726	100.0%	23	100.0%	210	100.0%	527	100.0%	90	100.0%			2608	100.0%	65	100.0%	183	100.0%
No Response	598		2		34		78		10				331		14		25	



# Climate Survey: Staff Responses

## PERCEIVED INSTITUTIONAL PRIORITIES AND ASPIRATIONS

	Race/Ethnicity									
	Total		American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic	
	N	%	N	%	N	%	N	%	N	%
<b>34k. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u>: Racial and ethnic diversity in the staff</b>										
Low Priority	488	13.1%	4	18.2%	32	15.3%	133	25.2%	18	20.0%
Medium Priority	1332	35.7%	7	31.8%	85	40.7%	147	27.8%	41	45.6%
High Priority	1398	37.4%	8	36.4%	66	31.6%	155	29.4%	18	20.0%
Highest Priority	518	13.9%	3	13.6%	26	12.4%	93	17.6%	13	14.4%
Total Responses	3736	100.0%	22	100.0%	209	100.0%	528	100.0%	90	100.0%
No Response	588		3		35		77		10	
<b>34l. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u>: Recruiting more administrators of color</b>										
Low Priority	666	17.9%	4	17.4%	48	23.0%	166	31.8%	24	27.0%
Medium Priority	1413	38.1%	8	34.8%	89	42.6%	153	29.3%	39	43.8%
High Priority	1170	31.5%	7	30.4%	52	24.9%	114	21.8%	15	16.9%
Highest Priority	462	12.4%	4	17.4%	20	9.6%	89	17.0%	11	12.4%
Total Responses	3711	100.0%	23	100.0%	209	100.0%	522	100.0%	89	100.0%
No Response	613		2		35		83		11	
<b>34m. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u>: Recruiting more staff of color</b>										
Low Priority	676	18.2%	4	18.2%	46	21.9%	163	31.0%	24	27.0%
Medium Priority	1488	40.2%	9	40.9%	90	42.9%	157	29.9%	43	48.3%
High Priority	1105	29.8%	5	22.7%	57	27.1%	121	23.0%	10	11.2%
Highest Priority	437	11.8%	4	18.2%	17	8.1%	84	16.0%	12	13.5%
Total Responses	3706	100.0%	22	100.0%	210	100.0%	525	100.0%	89	100.0%
No Response	618		3		34		80		11	
<b>34n. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u>: Recruiting more students of color</b>										
Low Priority	468	12.7%	5	21.7%	36	17.3%	107	20.5%	17	19.3%
Medium Priority	1327	35.9%	7	30.4%	82	39.4%	160	30.7%	39	44.3%
High Priority	1353	36.6%	7	30.4%	67	32.2%	153	29.4%	19	21.6%
Highest Priority	548	14.8%	4	17.4%	23	11.1%	101	19.4%	13	14.8%
Total Responses	3696	100.0%	23	100.0%	208	100.0%	521	100.0%	88	100.0%
No Response	628		2		36		84		12	
<b>34o. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u>: Retaining more administrators of color</b>										
Low Priority	675	18.2%	5	21.7%	46	22.1%	162	30.9%	28	31.5%
Medium Priority	1434	38.7%	8	34.8%	88	42.3%	161	30.7%	37	41.6%
High Priority	1116	30.2%	6	26.1%	55	26.4%	108	20.6%	11	12.4%
Highest Priority	476	12.9%	4	17.4%	19	9.1%	94	17.9%	13	14.6%
Total Responses	3701	100.0%	23	100.0%	208	100.0%	525	100.0%	89	100.0%
No Response	623		2		36		80		11	
<b>34p. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u>: Retaining more staff of color</b>										

# Climate Survey: Staff Responses

## PERCEIVED INSTITUTIONAL PRIORITIES AND ASPIRATIONS

	Total		American Indian or Alaska Native		Asian		Black or African American		Race/Ethnicity Latino or Hispanic		Native Hawaiian or Other Pacific Islander		White		Other		Two or More Races or Ethnicities	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Low Priority	727	19.7%	5	21.7%	45	21.6%	166	31.6%	30	34.5%			415	16.0%	15	23.4%	48	26.5%
Medium Priority	1462	39.5%	8	34.8%	85	40.9%	163	31.0%	35	40.2%			1073	41.4%	23	35.9%	65	35.9%
High Priority	1072	29.0%	5	21.7%	61	29.3%	111	21.1%	9	10.3%			822	31.7%	14	21.9%	43	23.8%
Highest Priority	437	11.8%	5	21.7%	17	8.2%	85	16.2%	13	14.9%			279	10.8%	12	18.8%	25	13.8%
Total Responses	3698	100.0%	23	100.0%	208	100.0%	525	100.0%	87	100.0%			2589	100.0%	64	100.0%	181	100.0%
No Response	626		2		36		80		13				350		15		27	
34q. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : Retaining more students of color																		
Low Priority	518	14.0%	3	13.0%	40	19.5%	116	22.1%	19	21.8%			291	11.3%	12	18.8%	34	18.8%
Medium Priority	1367	37.0%	8	34.8%	84	41.0%	171	32.6%	37	42.5%			972	37.6%	23	35.9%	67	37.0%
High Priority	1253	33.9%	7	30.4%	59	28.8%	127	24.2%	16	18.4%			965	37.3%	15	23.4%	52	28.7%
Highest Priority	553	15.0%	5	21.7%	22	10.7%	111	21.1%	15	17.2%			357	13.8%	14	21.9%	28	15.5%
Total Responses	3691	100.0%	23	100.0%	205	100.0%	525	100.0%	87	100.0%			2585	100.0%	64	100.0%	181	100.0%
No Response	633		2		39		80		13				354		15		27	
35a. How important do you believe the following <u>should be</u> at UNC-Chapel Hill: Developing a sense of community among staff and faculty																		
Low Priority	90	2.4%	1	4.3%	6	2.8%	12	2.3%	2	2.3%			60	2.3%	3	4.6%	4	2.2%
Medium Priority	632	17.1%	3	13.0%	51	24.2%	75	14.2%	12	14.0%			432	16.7%	14	21.5%	41	22.4%
High Priority	1970	53.2%	12	52.2%	91	43.1%	263	49.9%	38	44.2%			1430	55.2%	34	52.3%	92	50.3%
Highest Priority	1012	27.3%	7	30.4%	63	29.9%	177	33.6%	34	39.5%			667	25.8%	14	21.5%	46	25.1%
Total Responses	3704	100.0%	23	100.0%	211	100.0%	527	100.0%	86	100.0%			2589	100.0%	65	100.0%	183	100.0%
No Response	620		2		33		78		14				350		14		25	
35b. How important do you believe the following <u>should be</u> at UNC-Chapel Hill: Developing a sense of community among students and staff																		
Low Priority	138	3.7%	2	8.7%	8	3.8%	12	2.3%	3	3.5%			97	3.8%	4	6.2%	8	4.4%
Medium Priority	783	21.2%	3	13.0%	57	27.4%	81	15.5%	8	9.3%			574	22.3%	18	27.7%	39	21.3%
High Priority	1845	50.0%	12	52.2%	88	42.3%	254	48.6%	41	47.7%			1314	50.9%	32	49.2%	94	51.4%
Highest Priority	922	25.0%	6	26.1%	55	26.4%	176	33.7%	34	39.5%			594	23.0%	11	16.9%	42	23.0%
Total Responses	3688	100.0%	23	100.0%	208	100.0%	523	100.0%	86	100.0%			2579	100.0%	65	100.0%	183	100.0%
No Response	636		2		36		82		14				360		14		25	
35c. How important do you believe the following <u>should be</u> at UNC-Chapel Hill: Creating better access to services and resources for individuals with disabilities																		
Low Priority	46	1.2%	0	0.0%	7	3.4%	1	0.2%	1	1.1%			31	1.2%	1	1.6%	4	2.2%
Medium Priority	531	14.4%	4	17.4%	49	23.6%	69	13.1%	7	8.0%			364	14.1%	14	21.9%	22	12.0%
High Priority	1967	53.4%	11	47.8%	99	47.6%	253	48.2%	43	49.4%			1421	55.2%	33	51.6%	95	51.9%
Highest Priority	1140	30.9%	8	34.8%	53	25.5%	202	38.5%	36	41.4%			757	29.4%	16	25.0%	62	33.9%
Total Responses	3684	100.0%	23	100.0%	208	100.0%	525	100.0%	87	100.0%			2573	100.0%	64	100.0%	183	100.0%
No Response	640		2		36		80		13				366		15		25	

# Climate Survey: Staff Responses

## PERCEIVED INSTITUTIONAL PRIORITIES AND ASPIRATIONS

	Race/Ethnicity									
	Total		American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic	
	N	%	N	%	N	%	N	%	N	%
<b>35d. How important do you believe the following should be at UNC-Chapel Hill: Creating better access to facilities for individuals with disabilities</b>										
Low Priority	54	1.5%	1	4.3%	8	3.9%	1	0.2%	1	1.1%
Medium Priority	503	13.6%	2	8.7%	47	22.8%	64	12.2%	8	9.2%
High Priority	1934	52.5%	11	47.8%	95	46.1%	245	46.6%	42	48.3%
Highest Priority	1195	32.4%	9	39.1%	56	27.2%	216	41.1%	36	41.4%
Total Responses	3686	100.0%	23	100.0%	206	100.0%	526	100.0%	87	100.0%
No Response	638		2		38		79		13	
<b>34e. How important do you believe the following should be at UNC-Chapel Hill: Developing an appreciation for multiculturalism</b>										
Low Priority	100	2.7%	1	4.3%	11	5.3%	8	1.5%	3	3.4%
Medium Priority	670	18.2%	3	13.0%	48	23.1%	67	12.8%	10	11.5%
High Priority	1770	48.1%	10	43.5%	86	41.3%	226	43.2%	38	43.7%
Highest Priority	1139	31.0%	9	39.1%	63	30.3%	222	42.4%	36	41.4%
Total Responses	3679	100.0%	23	100.0%	208	100.0%	523	100.0%	87	100.0%
No Response	645		2		36		82		13	
<b>35f. How important do you believe the following should be at UNC-Chapel Hill: Promoting gender diversity among the staff</b>										
Low Priority	212	5.8%	2	8.7%	14	6.7%	20	3.8%	4	4.7%
Medium Priority	842	22.9%	4	17.4%	59	28.2%	98	18.7%	11	12.9%
High Priority	1682	45.8%	10	43.5%	79	37.8%	225	42.9%	37	43.5%
Highest Priority	935	25.5%	7	30.4%	57	27.3%	182	34.7%	33	38.8%
Total Responses	3671	100.0%	23	100.0%	209	100.0%	525	100.0%	85	100.0%
No Response	653		2		35		80		15	
<b>35g. How important do you believe the following should be at UNC-Chapel Hill: Enhancing institutional reputation</b>										
Low Priority	181	4.9%	3	13.6%	12	5.8%	12	2.3%	11	12.9%
Medium Priority	688	18.7%	3	13.6%	61	29.3%	83	15.8%	12	14.1%
High Priority	1451	39.4%	9	40.9%	62	29.8%	200	38.0%	24	28.2%
Highest Priority	1365	37.0%	7	31.8%	73	35.1%	231	43.9%	38	44.7%
Total Responses	3685	100.0%	22	100.0%	208	100.0%	526	100.0%	85	100.0%
No Response	639		3		36		79		15	
<b>35h. How important do you believe the following should be at UNC-Chapel Hill: Promoting the intellectual development of students</b>										
Low Priority	30	0.8%	2	8.7%	6	2.9%	4	0.8%	1	1.2%
Medium Priority	185	5.0%	0	0.0%	28	13.7%	36	6.9%	2	2.3%
High Priority	1109	30.1%	8	34.8%	71	34.6%	173	33.0%	28	32.6%
Highest Priority	2359	64.1%	13	56.5%	100	48.8%	312	59.4%	55	64.0%
Total Responses	3683	100.0%	23	100.0%	205	100.0%	525	100.0%	86	100.0%
No Response	641		2		39		80		14	

# Climate Survey: Staff Responses

## PERCEIVED INSTITUTIONAL PRIORITIES AND ASPIRATIONS

	Race/Ethnicity									
	Total		American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic	
	N	%	N	%	N	%	N	%	N	%
<b>35i. How important do you believe the following should be at UNC-Chapel Hill: Preparing students for the workplace</b>										
Low Priority	54	1.5%	2	8.7%	6	2.9%	2	0.4%	2	2.3%
Medium Priority	294	8.0%	1	4.3%	32	15.5%	35	6.7%	3	3.5%
High Priority	1245	33.8%	9	39.1%	79	38.2%	157	30.0%	27	31.4%
Highest Priority	2092	56.8%	11	47.8%	90	43.5%	329	62.9%	54	62.8%
Total Responses	3685	100.0%	23	100.0%	207	100.0%	523	100.0%	86	100.0%
No Response	639		2		37		82		14	
<b>35j. How important do you believe the following should be at UNC-Chapel Hill: Creating and sustaining partnerships with surrounding communities</b>										
Low Priority	103	2.8%	1	4.3%	7	3.4%	4	0.8%	2	2.3%
Medium Priority	738	20.0%	3	13.0%	60	28.8%	91	17.4%	14	16.3%
High Priority	1817	49.3%	13	56.5%	89	42.8%	240	45.8%	38	44.2%
Highest Priority	1026	27.9%	6	26.1%	52	25.0%	189	36.1%	32	37.2%
Total Responses	3684	100.0%	23	100.0%	208	100.0%	524	100.0%	86	100.0%
No Response	640		2		36		81		14	
<b>35k. How important do you believe the following should be at UNC-Chapel Hill: Promoting racial and ethnic diversity in the staff</b>										
Low Priority	172	4.7%	3	13.0%	13	6.3%	7	1.3%	3	3.5%
Medium Priority	731	19.9%	2	8.7%	59	28.5%	52	9.9%	12	14.0%
High Priority	1660	45.2%	8	34.8%	77	37.2%	204	38.9%	31	36.0%
Highest Priority	1112	30.3%	10	43.5%	58	28.0%	262	49.9%	40	46.5%
Total Responses	3675	100.0%	23	100.0%	207	100.0%	525	100.0%	86	100.0%
No Response	649		2		37		80		14	
<b>35l. How important do you believe the following should be at UNC-Chapel Hill: Recruiting more administrators of color</b>										
Low Priority	310	8.5%	3	13.0%	25	12.0%	13	2.5%	6	7.0%
Medium Priority	955	26.1%	4	17.4%	61	29.3%	50	9.5%	20	23.3%
High Priority	1398	38.2%	9	39.1%	76	36.5%	184	34.9%	25	29.1%
Highest Priority	996	27.2%	7	30.4%	46	22.1%	280	53.1%	35	40.7%
Total Responses	3659	100.0%	23	100.0%	208	100.0%	527	100.0%	86	100.0%
No Response	665		2		36		78		14	
<b>35m. How important do you believe the following should be at UNC-Chapel Hill: Recruiting more staff of color</b>										
Low Priority	330	9.0%	3	13.0%	25	12.0%	13	2.5%	7	8.2%
Medium Priority	1034	28.2%	4	17.4%	67	32.2%	66	12.6%	24	28.2%
High Priority	1418	38.7%	7	30.4%	74	35.6%	197	37.5%	19	22.4%
Highest Priority	879	24.0%	9	39.1%	42	20.2%	249	47.4%	35	41.2%
Total Responses	3661	100.0%	23	100.0%	208	100.0%	525	100.0%	85	100.0%
No Response	663		2		36		80		15	

# Climate Survey: Staff Responses

## PERCEIVED INSTITUTIONAL PRIORITIES AND ASPIRATIONS

	Race/Ethnicity									
	Total		American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic	
	N	%	N	%	N	%	N	%	N	%
<b>35n. How important do you believe the following should be at UNC-Chapel Hill: Recruiting more students of color</b>										
Low Priority	293	8.0%	3	13.0%	26	12.6%	14	2.7%	5	5.9%
Medium Priority	933	25.6%	4	17.4%	62	30.0%	52	10.0%	24	28.2%
High Priority	1399	38.3%	7	30.4%	73	35.3%	180	34.5%	20	23.5%
Highest Priority	1026	28.1%	9	39.1%	46	22.2%	275	52.8%	36	42.4%
Total Responses	3651	100.0%	23	100.0%	207	100.0%	521	100.0%	85	100.0%
No Response	673		2		37		84		15	
<b>35o. How important do you believe the following should be at UNC-Chapel Hill: Retaining more administrators of color</b>										
Low Priority	310	8.5%	3	13.0%	25	12.0%	15	2.9%	6	7.0%
Medium Priority	951	26.0%	4	17.4%	66	31.7%	57	10.9%	18	20.9%
High Priority	1371	37.4%	8	34.8%	71	34.1%	175	33.3%	24	27.9%
Highest Priority	1030	28.1%	8	34.8%	46	22.1%	278	53.0%	38	44.2%
Total Responses	3662	100.0%	23	100.0%	208	100.0%	525	100.0%	86	100.0%
No Response	662		2		36		80		14	
<b>35p. How important do you believe the following should be at UNC-Chapel Hill: Retaining more staff of color</b>										
Low Priority	319	8.7%	2	8.7%	23	11.1%	16	3.0%	6	7.1%
Medium Priority	972	26.6%	4	17.4%	69	33.3%	61	11.6%	19	22.4%
High Priority	1413	38.6%	8	34.8%	71	34.3%	192	36.5%	22	25.9%
Highest Priority	954	26.1%	9	39.1%	44	21.3%	257	48.9%	38	44.7%
Total Responses	3658	100.0%	23	100.0%	207	100.0%	526	100.0%	85	100.0%
No Response	666		2		37		79		15	
<b>35q. How important do you believe the following should be at UNC-Chapel Hill: Retaining more students of color</b>										
Low Priority	283	7.8%	2	8.7%	21	10.2%	15	2.9%	6	7.0%
Medium Priority	879	24.1%	5	21.7%	70	34.0%	53	10.2%	20	23.3%
High Priority	1383	37.9%	6	26.1%	67	32.5%	171	32.8%	20	23.3%
Highest Priority	1105	30.3%	10	43.5%	48	23.3%	283	54.2%	40	46.5%
Total Responses	3650	100.0%	23	100.0%	206	100.0%	522	100.0%	86	100.0%
No Response	674		2		38		83		14	

# Climate Survey: Staff Responses

## PERCEIVED INSTITUTIONAL PRIORITIES AND ASPIRATIONS

	Gender						Employment Classification								Work Unit							
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
34a. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : A sense of community among staff and faculty																						
Low Priority	534	21.4%	212	17.2%	8	28.6%	231	21.2%	496	20.9%	18	9.4%	10	10.0%	215	18.1%	145	24.8%	322	21.1%	70	15.5%
Medium Priority	888	35.6%	434	35.2%	12	42.9%	407	37.3%	822	34.7%	69	35.9%	34	34.0%	428	36.0%	200	34.2%	560	36.7%	143	31.6%
High Priority	798	32.0%	468	38.0%	6	21.4%	340	31.2%	807	34.1%	84	43.8%	40	40.0%	428	36.0%	177	30.3%	485	31.8%	181	40.0%
Highest Priority	274	11.0%	119	9.7%	2	7.1%	113	10.4%	244	10.3%	21	10.9%	16	16.0%	118	9.9%	63	10.8%	157	10.3%	58	12.8%
Total Responses	2494	100.0%	1233	100.0%	28	100.0%	1091	100.0%	2369	100.0%	192	100.0%	100	100.0%	1189	100.0%	585	100.0%	1524	100.0%	452	100.0%
No Response	321		145		6		136		326		34		30		164		76		163		83	
34b. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : A sense of community among students and staff																						
Low Priority	493	19.9%	230	18.8%	8	28.6%	226	20.8%	476	20.2%	19	9.9%	9	9.0%	239	20.2%	131	22.5%	292	19.2%	68	15.2%
Medium Priority	869	35.0%	413	33.7%	12	42.9%	383	35.3%	805	34.2%	74	38.7%	32	32.0%	408	34.5%	204	35.0%	533	35.1%	146	32.7%
High Priority	856	34.5%	469	38.3%	6	21.4%	366	33.7%	847	36.0%	75	39.3%	41	41.0%	422	35.7%	191	32.8%	538	35.4%	180	40.3%
Highest Priority	263	10.6%	114	9.3%	2	7.1%	110	10.1%	228	9.7%	23	12.0%	18	18.0%	113	9.6%	57	9.8%	156	10.3%	53	11.9%
Total Responses	2481	100.0%	1226	100.0%	28	100.0%	1085	100.0%	2356	100.0%	191	100.0%	100	100.0%	1182	100.0%	583	100.0%	1519	100.0%	447	100.0%
No Response	334		152		6		142		339		35		30		171		78		168		88	
34c. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : Access to services and resources for individuals with disabilities																						
Low Priority	192	7.7%	70	5.7%	4	14.8%	85	7.8%	158	6.7%	14	7.4%	10	10.3%	93	7.9%	46	7.9%	93	6.1%	32	7.1%
Medium Priority	790	31.8%	347	28.3%	7	25.9%	382	35.1%	681	28.8%	54	28.6%	27	27.8%	371	31.5%	197	33.7%	459	30.3%	113	25.1%
High Priority	1107	44.6%	613	50.0%	10	37.0%	460	42.3%	1137	48.2%	90	47.6%	41	42.3%	536	45.5%	256	43.8%	724	47.8%	215	47.7%
Highest Priority	393	15.8%	197	16.1%	6	22.2%	160	14.7%	385	16.3%	31	16.4%	19	19.6%	178	15.1%	86	14.7%	240	15.8%	91	20.2%
Total Responses	2482	100.0%	1227	100.0%	27	100.0%	1087	100.0%	2361	100.0%	189	100.0%	97	100.0%	1178	100.0%	585	100.0%	1516	100.0%	451	100.0%
No Response	333		151		7		140		334		37		33		175		76		171		84	
34d. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : Access to facilities for individuals with disabilities																						
Low Priority	210	8.5%	66	5.4%	3	11.1%	95	8.8%	159	6.8%	16	8.5%	9	9.3%	92	7.8%	49	8.4%	108	7.2%	29	6.4%
Medium Priority	769	31.0%	333	27.3%	7	25.9%	373	34.4%	653	27.7%	56	29.6%	27	27.8%	357	30.3%	183	31.4%	451	29.9%	113	25.1%
High Priority	1081	43.6%	622	50.9%	11	40.7%	455	41.9%	1136	48.2%	84	44.4%	39	40.2%	539	45.7%	263	45.2%	698	46.3%	216	47.9%
Highest Priority	419	16.9%	200	16.4%	6	22.2%	162	14.9%	407	17.3%	33	17.5%	22	22.7%	192	16.3%	87	14.9%	252	16.7%	93	20.6%
Total Responses	2479	100.0%	1221	100.0%	27	100.0%	1085	100.0%	2355	100.0%	189	100.0%	97	100.0%	1180	100.0%	582	100.0%	1509	100.0%	451	100.0%
No Response	336		157		7		142		340		37		33		173		79		178		84	
34e. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : Appreciation for multiculturalism																						
Low Priority	147	5.9%	67	5.5%	3	11.5%	62	5.7%	136	5.7%	14	7.4%	5	5.2%	78	6.6%	28	4.8%	88	5.8%	23	5.1%
Medium Priority	745	29.9%	349	28.4%	7	26.9%	340	31.3%	669	28.3%	64	33.9%	28	29.2%	366	30.9%	169	29.0%	430	28.3%	133	29.6%
High Priority	1140	45.8%	594	48.4%	11	42.3%	486	44.8%	1138	48.1%	79	41.8%	39	40.6%	543	45.8%	296	50.9%	712	46.9%	194	43.2%
Highest Priority	456	18.3%	217	17.7%	5	19.2%	197	18.2%	423	17.9%	32	16.9%	24	25.0%	198	16.7%	89	15.3%	289	19.0%	99	22.0%
Total Responses	2488	100.0%	1227	100.0%	26	100.0%	1085	100.0%	2366	100.0%	189	100.0%	96	100.0%	1185	100.0%	582	100.0%	1519	100.0%	449	100.0%

# Climate Survey: Staff Responses

## PERCEIVED INSTITUTIONAL PRIORITIES AND ASPIRATIONS

	Gender						Employment Classification						Work Unit									
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
No Response	327		151		8		142		329		37		34		168		79		168		86	
34f. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : Gender diversity among the staff																						
Low Priority	411	16.6%	139	11.4%	5	19.2%	190	17.5%	337	14.4%	21	11.1%	6	6.4%	190	16.1%	92	15.8%	214	14.2%	56	12.5%
Medium Priority	939	38.0%	430	35.2%	8	30.8%	419	38.6%	851	36.3%	73	38.6%	33	35.1%	426	36.2%	224	38.5%	570	37.8%	154	34.5%
High Priority	826	33.4%	490	40.1%	12	46.2%	353	32.5%	873	37.2%	70	37.0%	32	34.0%	430	36.5%	207	35.6%	528	35.0%	167	37.4%
Highest Priority	295	11.9%	163	13.3%	1	3.8%	124	11.4%	286	12.2%	25	13.2%	23	24.5%	131	11.1%	59	10.1%	196	13.0%	70	15.7%
Total Responses	2471	100.0%	1222	100.0%	26	100.0%	1086	100.0%	2347	100.0%	189	100.0%	94	100.0%	1177	100.0%	582	100.0%	1508	100.0%	447	100.0%
No Response	344		156		8		141		348		37		36		176		79		179		88	
34g. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : Institutional reputation																						
Low Priority	55	2.2%	37	3.0%	2	7.4%	23	2.1%	63	2.7%	2	1.1%	6	6.1%	26	2.2%	17	2.9%	37	2.4%	14	3.1%
Medium Priority	256	10.3%	142	11.6%	6	22.2%	89	8.2%	278	11.8%	19	10.1%	17	17.2%	125	10.5%	53	9.2%	149	9.8%	75	16.6%
High Priority	814	32.7%	407	33.1%	7	25.9%	314	28.8%	829	35.1%	55	29.1%	30	30.3%	401	33.8%	193	33.3%	480	31.6%	153	33.8%
Highest Priority	1363	54.8%	643	52.3%	12	44.4%	664	60.9%	1192	50.5%	113	59.8%	46	46.5%	635	53.5%	316	54.6%	853	56.2%	210	46.5%
Total Responses	2488	100.0%	1229	100.0%	27	100.0%	1090	100.0%	2362	100.0%	189	100.0%	99	100.0%	1187	100.0%	579	100.0%	1519	100.0%	452	100.0%
No Response	327		149		7		137		333		37		31		166		82		168		83	
34h. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : Intellectual development of students																						
Low Priority	56	2.3%	43	3.5%	1	3.7%	22	2.0%	74	3.2%	0	0.0%	4	4.2%	34	2.9%	17	2.9%	31	2.0%	18	4.1%
Medium Priority	413	16.7%	189	15.5%	5	18.5%	156	14.3%	390	16.7%	38	20.0%	23	24.2%	211	17.9%	91	15.7%	213	14.1%	89	20.2%
High Priority	1113	45.1%	565	46.2%	13	48.1%	485	44.5%	1098	46.9%	73	38.4%	34	35.8%	541	46.0%	249	43.0%	707	46.7%	191	43.3%
Highest Priority	887	35.9%	426	34.8%	8	29.6%	427	39.2%	778	33.2%	79	41.6%	34	35.8%	391	33.2%	222	38.3%	564	37.2%	143	32.4%
Total Responses	2469	100.0%	1223	100.0%	27	100.0%	1090	100.0%	2340	100.0%	190	100.0%	95	100.0%	1177	100.0%	579	100.0%	1515	100.0%	441	100.0%
No Response	346		155		7		137		355		36		35		176		82		172		94	
34i. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : Preparation of students for the workplace																						
Low Priority	126	5.1%	86	7.0%	4	14.8%	53	4.9%	150	6.4%	9	4.8%	5	5.2%	62	5.3%	36	6.2%	86	5.7%	32	7.2%
Medium Priority	654	26.5%	277	22.7%	7	25.9%	265	24.3%	604	25.8%	43	22.8%	27	28.1%	275	23.5%	156	26.8%	376	24.8%	126	28.3%
High Priority	1051	42.6%	546	44.7%	11	40.7%	491	45.0%	991	42.3%	85	45.0%	40	41.7%	539	46.0%	240	41.2%	663	43.7%	168	37.8%
Highest Priority	639	25.9%	313	25.6%	5	18.5%	283	25.9%	596	25.5%	52	27.5%	24	25.0%	295	25.2%	150	25.8%	391	25.8%	119	26.7%
Total Responses	2470	100.0%	1222	100.0%	27	100.0%	1092	100.0%	2341	100.0%	189	100.0%	96	100.0%	1171	100.0%	582	100.0%	1516	100.0%	445	100.0%
No Response	345		156		7		135		354		37		34		182		79		171		90	
34j. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : Partnerships with surrounding communities																						
Low Priority	228	9.2%	118	9.6%	4	14.8%	117	10.7%	208	8.9%	16	8.5%	9	9.3%	106	9.0%	71	12.3%	133	8.8%	40	9.0%
Medium Priority	920	37.3%	432	35.3%	9	33.3%	423	38.8%	837	35.8%	64	33.9%	38	39.2%	422	35.9%	221	38.2%	562	37.1%	152	34.1%
High Priority	978	39.7%	522	42.6%	10	37.0%	419	38.4%	977	41.8%	81	42.9%	30	30.9%	493	42.0%	219	37.8%	621	41.0%	178	39.9%
Highest Priority	340	13.8%	153	12.5%	4	14.8%	131	12.0%	318	13.6%	28	14.8%	20	20.6%	153	13.0%	68	11.7%	198	13.1%	76	17.0%
Total Responses	2466	100.0%	1225	100.0%	27	100.0%	1090	100.0%	2340	100.0%	189	100.0%	97	100.0%	1174	100.0%	579	100.0%	1514	100.0%	446	100.0%
No Response	349		153		7		137		355		37		33		179		82		173		89	

# Climate Survey: Staff Responses

## PERCEIVED INSTITUTIONAL PRIORITIES AND ASPIRATIONS

	Gender						Employment Classification						Work Unit									
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
34k. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : Racial and ethnic diversity in the staff																						
Low Priority	351	14.2%	132	10.8%	4	14.8%	151	13.9%	295	12.5%	28	14.9%	14	14.4%	158	13.4%	86	14.8%	188	12.4%	54	12.0%
Medium Priority	879	35.5%	438	35.8%	10	37.0%	423	38.9%	810	34.4%	68	36.2%	27	27.8%	421	35.7%	223	38.4%	526	34.7%	158	35.2%
High Priority	898	36.3%	486	39.7%	12	44.4%	375	34.5%	918	39.0%	68	36.2%	33	34.0%	455	38.6%	198	34.1%	575	37.9%	166	37.0%
Highest Priority	347	14.0%	169	13.8%	1	3.7%	139	12.8%	330	14.0%	24	12.8%	23	23.7%	145	12.3%	73	12.6%	227	15.0%	71	15.8%
Total Responses	2475	100.0%	1225	100.0%	27	100.0%	1088	100.0%	2353	100.0%	188	100.0%	97	100.0%	1179	100.0%	580	100.0%	1516	100.0%	449	100.0%
No Response	340		153		7		139		342		38		33		174		81		171		86	
34l. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : Recruiting more administrators of color																						
Low Priority	471	19.1%	187	15.4%	7	25.9%	205	18.9%	405	17.4%	38	20.2%	18	18.8%	218	18.6%	115	19.9%	258	17.2%	73	16.4%
Medium Priority	916	37.2%	483	39.8%	10	37.0%	429	39.5%	875	37.6%	77	41.0%	28	29.2%	458	39.1%	220	38.0%	563	37.5%	169	37.9%
High Priority	755	30.7%	404	33.3%	9	33.3%	314	28.9%	771	33.1%	49	26.1%	32	33.3%	367	31.3%	172	29.7%	486	32.3%	141	31.6%
Highest Priority	320	13.0%	141	11.6%	1	3.7%	139	12.8%	279	12.0%	24	12.8%	18	18.8%	128	10.9%	72	12.4%	196	13.0%	63	14.1%
Total Responses	2462	100.0%	1215	100.0%	27	100.0%	1087	100.0%	2330	100.0%	188	100.0%	96	100.0%	1171	100.0%	579	100.0%	1503	100.0%	446	100.0%
No Response	353		163		7		140		365		38		34		182		82		184		89	
34m. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : Recruiting more staff of color																						
Low Priority	469	19.1%	201	16.5%	6	22.2%	206	19.0%	416	17.9%	36	19.3%	18	18.8%	218	18.6%	111	19.2%	269	17.9%	77	17.4%
Medium Priority	976	39.7%	497	40.9%	10	37.0%	453	41.7%	921	39.6%	79	42.2%	31	32.3%	485	41.3%	241	41.8%	585	38.9%	173	39.1%
High Priority	712	29.0%	382	31.4%	9	33.3%	302	27.8%	721	31.0%	50	26.7%	28	29.2%	346	29.5%	160	27.7%	464	30.9%	131	29.6%
Highest Priority	299	12.2%	135	11.1%	2	7.4%	125	11.5%	269	11.6%	22	11.8%	19	19.8%	124	10.6%	65	11.3%	184	12.3%	62	14.0%
Total Responses	2456	100.0%	1215	100.0%	27	100.0%	1086	100.0%	2327	100.0%	187	100.0%	96	100.0%	1173	100.0%	577	100.0%	1502	100.0%	443	100.0%
No Response	359		163		7		141		368		39		34		180		84		185		92	
34n. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : Recruiting more students of color																						
Low Priority	314	12.8%	149	12.3%	5	18.5%	108	9.9%	311	13.4%	34	18.2%	15	15.8%	159	13.6%	68	11.8%	180	12.0%	60	13.6%
Medium Priority	860	35.1%	455	37.5%	9	33.3%	397	36.6%	833	35.9%	64	34.2%	29	30.5%	418	35.8%	204	35.3%	541	36.1%	161	36.5%
High Priority	909	37.1%	433	35.7%	8	29.6%	408	37.6%	846	36.5%	65	34.8%	30	31.6%	442	37.8%	219	37.9%	534	35.7%	154	34.9%
Highest Priority	365	14.9%	176	14.5%	5	18.5%	173	15.9%	328	14.2%	24	12.8%	21	22.1%	149	12.8%	87	15.1%	242	16.2%	66	15.0%
Total Responses	2448	100.0%	1213	100.0%	27	100.0%	1086	100.0%	2318	100.0%	187	100.0%	95	100.0%	1168	100.0%	578	100.0%	1497	100.0%	441	100.0%
No Response	367		165		7		141		377		39		35		185		83		190		94	
34o. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : Retaining more administrators of color																						
Low Priority	484	19.7%	183	15.1%	7	25.9%	194	17.8%	425	18.3%	38	20.4%	18	18.9%	218	18.6%	106	18.4%	276	18.4%	74	16.7%
Medium Priority	936	38.2%	488	40.2%	6	22.2%	448	41.2%	883	38.0%	69	37.1%	29	30.5%	457	39.0%	237	41.1%	558	37.2%	178	40.3%
High Priority	706	28.8%	397	32.7%	11	40.7%	299	27.5%	731	31.5%	53	28.5%	30	31.6%	359	30.7%	165	28.6%	458	30.6%	130	29.4%
Highest Priority	327	13.3%	145	12.0%	3	11.1%	146	13.4%	284	12.2%	26	14.0%	18	18.9%	137	11.7%	69	12.0%	207	13.8%	60	13.6%
Total Responses	2453	100.0%	1213	100.0%	27	100.0%	1087	100.0%	2323	100.0%	186	100.0%	95	100.0%	1171	100.0%	577	100.0%	1499	100.0%	442	100.0%
No Response	362		165		7		140		372		40		35		182		84		188		93	
34p. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : Retaining more staff of color																						



# Climate Survey: Staff Responses

## PERCEIVED INSTITUTIONAL PRIORITIES AND ASPIRATIONS

	Gender						Employment Classification								Work Unit							
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Low Priority	515	21.0%	204	16.8%	7	25.9%	215	19.8%	455	19.6%	38	20.4%	19	19.8%	234	20.0%	115	20.1%	292	19.5%	85	19.1%
Medium Priority	962	39.3%	488	40.1%	9	33.3%	453	41.8%	905	39.0%	70	37.6%	30	31.3%	470	40.2%	241	42.1%	578	38.5%	170	38.2%
High Priority	663	27.1%	396	32.6%	10	37.0%	292	26.9%	690	29.7%	56	30.1%	30	31.3%	337	28.8%	155	27.1%	445	29.7%	130	29.2%
Highest Priority	307	12.5%	128	10.5%	1	3.7%	125	11.5%	271	11.7%	22	11.8%	17	17.7%	128	10.9%	61	10.7%	185	12.3%	60	13.5%
Total Responses	2447	100.0%	1216	100.0%	27	100.0%	1085	100.0%	2321	100.0%	186	100.0%	96	100.0%	1169	100.0%	572	100.0%	1500	100.0%	445	100.0%
No Response	368		162		7		142		374		40		34		184		89		187		90	
34q. How important do you believe the following is at UNC-Chapel Hill, <u>currently</u> : Retaining more students of color																						
Low Priority	368	15.0%	144	11.9%	5	18.5%	135	12.4%	338	14.6%	28	15.2%	17	17.9%	174	14.9%	75	13.0%	202	13.5%	66	15.0%
Medium Priority	896	36.6%	460	38.0%	8	29.6%	406	37.3%	856	37.0%	72	39.1%	29	30.5%	450	38.7%	212	36.7%	540	36.0%	161	36.7%
High Priority	809	33.1%	434	35.9%	8	29.6%	365	33.5%	800	34.6%	54	29.3%	30	31.6%	390	33.5%	203	35.2%	511	34.1%	147	33.5%
Highest Priority	374	15.3%	171	14.1%	6	22.2%	182	16.7%	320	13.8%	30	16.3%	19	20.0%	150	12.9%	87	15.1%	246	16.4%	65	14.8%
Total Responses	2447	100.0%	1209	100.0%	27	100.0%	1088	100.0%	2314	100.0%	184	100.0%	95	100.0%	1164	100.0%	577	100.0%	1499	100.0%	439	100.0%
No Response	368		169		7		139		381		42		35		189		84		188		96	
35a. How important do you believe the following <u>should be</u> at UNC-Chapel Hill: Developing a sense of community among staff and faculty																						
Low Priority	48	2.0%	38	3.1%	4	15.4%	24	2.2%	61	2.6%	4	2.1%	1	1.0%	24	2.1%	14	2.4%	42	2.8%	10	2.3%
Medium Priority	382	15.6%	242	19.9%	7	26.9%	198	18.5%	368	15.8%	43	22.6%	21	21.9%	195	16.7%	91	15.8%	269	17.9%	75	16.9%
High Priority	1305	53.2%	650	53.4%	12	46.2%	565	52.7%	1265	54.2%	88	46.3%	48	50.0%	603	51.6%	321	55.7%	805	53.5%	237	53.5%
Highest Priority	720	29.3%	287	23.6%	3	11.5%	286	26.7%	642	27.5%	55	28.9%	26	27.1%	346	29.6%	150	26.0%	389	25.8%	121	27.3%
Total Responses	2455	100.0%	1217	100.0%	26	100.0%	1073	100.0%	2336	100.0%	190	100.0%	96	100.0%	1168	100.0%	576	100.0%	1505	100.0%	443	100.0%
No Response	360		161		8		154		359		36		34		185		85		182		92	
35b. How important do you believe the following <u>should be</u> at UNC-Chapel Hill: Developing a sense of community among students and staff																						
Low Priority	76	3.1%	58	4.8%	4	15.4%	47	4.4%	84	3.6%	4	2.1%	2	2.1%	34	2.9%	26	4.5%	66	4.4%	12	2.7%
Medium Priority	501	20.5%	278	22.9%	3	11.5%	236	22.0%	484	20.8%	42	22.2%	20	20.8%	261	22.5%	125	21.8%	313	20.9%	80	18.1%
High Priority	1220	50.0%	604	49.8%	17	65.4%	525	49.0%	1182	50.9%	89	47.1%	45	46.9%	573	49.3%	292	51.0%	748	49.9%	227	51.5%
Highest Priority	645	26.4%	273	22.5%	2	7.7%	263	24.6%	573	24.7%	54	28.6%	29	30.2%	294	25.3%	130	22.7%	372	24.8%	122	27.7%
Total Responses	2442	100.0%	1213	100.0%	26	100.0%	1071	100.0%	2323	100.0%	189	100.0%	96	100.0%	1162	100.0%	573	100.0%	1499	100.0%	441	100.0%
No Response	373		165		8		156		372		37		34		191		88		188		94	
35c. How important do you believe the following <u>should be</u> at UNC-Chapel Hill: Creating better access to services and resources for individuals with disabilities																						
Low Priority	27	1.1%	16	1.3%	3	11.5%	13	1.2%	29	1.2%	3	1.6%	1	1.0%	17	1.5%	5	0.9%	17	1.1%	7	1.6%
Medium Priority	316	12.9%	212	17.5%	2	7.7%	169	15.9%	310	13.3%	37	19.6%	14	14.6%	173	14.9%	94	16.4%	208	13.9%	54	12.3%
High Priority	1282	52.5%	671	55.5%	10	38.5%	573	53.8%	1245	53.6%	92	48.7%	53	55.2%	632	54.5%	302	52.8%	803	53.5%	225	51.3%
Highest Priority	817	33.5%	310	25.6%	11	42.3%	311	29.2%	740	31.8%	57	30.2%	28	29.2%	338	29.1%	171	29.9%	472	31.5%	153	34.9%
Total Responses	2442	100.0%	1209	100.0%	26	100.0%	1066	100.0%	2324	100.0%	189	100.0%	96	100.0%	1160	100.0%	572	100.0%	1500	100.0%	439	100.0%
No Response	373		169		8		161		371		37		34		193		89		187		96	

# Climate Survey: Staff Responses

## PERCEIVED INSTITUTIONAL PRIORITIES AND ASPIRATIONS

	Gender						Employment Classification						Work Unit									
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>35d. How important do you believe the following should be at UNC-Chapel Hill: Creating better access to facilities for individuals with disabilities</b>																						
Low Priority	28	1.1%	24	2.0%	2	7.7%	15	1.4%	33	1.4%	5	2.7%	1	1.0%	21	1.8%	6	1.0%	18	1.2%	9	2.0%
Medium Priority	293	12.0%	205	16.9%	4	15.4%	163	15.3%	291	12.5%	33	17.6%	14	14.6%	163	14.1%	85	14.8%	199	13.3%	54	12.2%
High Priority	1260	51.6%	662	54.6%	9	34.6%	558	52.3%	1228	52.8%	94	50.0%	51	53.1%	619	53.4%	309	53.8%	783	52.3%	220	49.8%
Highest Priority	860	35.2%	322	26.5%	11	42.3%	331	31.0%	774	33.3%	56	29.8%	30	31.3%	357	30.8%	174	30.3%	498	33.2%	159	36.0%
Total Responses	2441	100.0%	1213	100.0%	26	100.0%	1067	100.0%	2326	100.0%	188	100.0%	96	100.0%	1160	100.0%	574	100.0%	1498	100.0%	442	100.0%
No Response	374		165		8		160		369		38		34		193		87		189		93	
<b>34e. How important do you believe the following should be at UNC-Chapel Hill: Developing an appreciation for multiculturalism</b>																						
Low Priority	39	1.6%	59	4.9%	2	8.0%	27	2.5%	63	2.7%	5	2.7%	5	5.2%	22	1.9%	20	3.5%	43	2.9%	15	3.4%
Medium Priority	390	16.0%	274	22.7%	5	20.0%	170	15.9%	443	19.1%	39	20.7%	17	17.7%	230	19.9%	94	16.4%	259	17.3%	84	19.0%
High Priority	1175	48.2%	583	48.2%	8	32.0%	478	44.8%	1156	49.8%	89	47.3%	43	44.8%	577	49.9%	269	46.9%	724	48.4%	196	44.4%
Highest Priority	834	34.2%	293	24.2%	10	40.0%	392	36.7%	657	28.3%	55	29.3%	31	32.3%	327	28.3%	190	33.2%	470	31.4%	146	33.1%
Total Responses	2438	100.0%	1209	100.0%	25	100.0%	1067	100.0%	2319	100.0%	188	100.0%	96	100.0%	1156	100.0%	573	100.0%	1496	100.0%	441	100.0%
No Response	377		169		9		160		376		38		34		197		88		191		94	
<b>35f. How important do you believe the following should be at UNC-Chapel Hill: Promoting gender diversity among the staff</b>																						
Low Priority	96	4.0%	114	9.4%	2	8.0%	52	4.9%	142	6.1%	10	5.3%	7	7.3%	55	4.8%	30	5.2%	90	6.0%	37	8.5%
Medium Priority	504	20.7%	335	27.7%	2	8.0%	233	21.9%	552	23.9%	35	18.5%	19	19.8%	283	24.5%	131	22.9%	342	22.9%	82	18.8%
High Priority	1131	46.6%	535	44.3%	12	48.0%	477	44.8%	1075	46.5%	89	47.1%	39	40.6%	532	46.0%	268	46.8%	696	46.6%	183	41.9%
Highest Priority	698	28.7%	225	18.6%	9	36.0%	302	28.4%	544	23.5%	55	29.1%	31	32.3%	287	24.8%	144	25.1%	364	24.4%	135	30.9%
Total Responses	2429	100.0%	1209	100.0%	25	100.0%	1064	100.0%	2313	100.0%	189	100.0%	96	100.0%	1157	100.0%	573	100.0%	1492	100.0%	437	100.0%
No Response	386		169		9		163		382		37		34		196		88		195		98	
<b>35g. How important do you believe the following should be at UNC-Chapel Hill: Enhancing institutional reputation</b>																						
Low Priority	103	4.2%	75	6.2%	3	11.5%	46	4.3%	114	4.9%	10	5.3%	11	11.5%	64	5.5%	31	5.4%	69	4.6%	16	3.6%
Medium Priority	473	19.4%	207	17.0%	6	23.1%	201	18.9%	429	18.4%	46	24.5%	11	11.5%	208	18.0%	117	20.3%	275	18.4%	86	19.4%
High Priority	968	39.7%	472	38.8%	8	30.8%	382	35.8%	958	41.2%	66	35.1%	42	43.8%	492	42.5%	201	35.0%	567	37.9%	186	41.9%
Highest Priority	893	36.6%	461	37.9%	9	34.6%	437	41.0%	825	35.5%	66	35.1%	32	33.3%	393	34.0%	226	39.3%	585	39.1%	156	35.1%
Total Responses	2437	100.0%	1215	100.0%	26	100.0%	1066	100.0%	2326	100.0%	188	100.0%	96	100.0%	1157	100.0%	575	100.0%	1496	100.0%	444	100.0%
No Response	378		163		8		161		369		38		34		196		86		191		91	
<b>35h. How important do you believe the following should be at UNC-Chapel Hill: Promoting the intellectual development of students</b>																						
Low Priority	19	0.8%	10	0.8%	1	3.8%	8	0.7%	20	0.9%	1	0.5%	1	1.0%	11	0.9%	4	0.7%	10	0.7%	5	1.1%
Medium Priority	119	4.9%	63	5.2%	2	7.7%	41	3.8%	130	5.6%	9	4.8%	4	4.2%	71	6.1%	22	3.8%	61	4.1%	30	6.8%
High Priority	749	30.7%	347	28.6%	9	34.6%	267	25.0%	749	32.2%	62	33.3%	29	30.2%	375	32.4%	149	25.9%	438	29.2%	141	32.1%
Highest Priority	1550	63.6%	792	65.3%	14	53.8%	751	70.4%	1425	61.3%	114	61.3%	62	64.6%	701	60.5%	400	69.6%	989	66.0%	263	59.9%
Total Responses	2437	100.0%	1212	100.0%	26	100.0%	1067	100.0%	2324	100.0%	186	100.0%	96	100.0%	1158	100.0%	575	100.0%	1498	100.0%	439	100.0%
No Response	378		166		8		160		371		40		34		195		86		189		96	

# Climate Survey: Staff Responses

## PERCEIVED INSTITUTIONAL PRIORITIES AND ASPIRATIONS

	Gender						Employment Classification						Work Unit									
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>35i. How important do you believe the following should be at UNC-Chapel Hill: Preparing students for the workplace</b>																						
Low Priority	24	1.0%	28	2.3%	2	7.7%	19	1.8%	31	1.3%	3	1.6%	1	1.1%	9	0.8%	8	1.4%	31	2.1%	6	1.4%
Medium Priority	195	8.0%	95	7.8%	3	11.5%	99	9.3%	166	7.1%	20	10.6%	7	7.5%	84	7.3%	51	8.9%	120	8.0%	37	8.4%
High Priority	817	33.5%	413	34.1%	11	42.3%	372	34.8%	778	33.4%	58	30.9%	33	35.5%	402	34.7%	181	31.4%	501	33.5%	154	34.9%
Highest Priority	1403	57.5%	676	55.8%	10	38.5%	578	54.1%	1351	58.1%	107	56.9%	52	55.9%	663	57.3%	336	58.3%	845	56.4%	244	55.3%
Total Responses	2439	100.0%	1212	100.0%	26	100.0%	1068	100.0%	2326	100.0%	188	100.0%	93	100.0%	1158	100.0%	576	100.0%	1497	100.0%	441	100.0%
No Response	376		166		8		159		369		38		37		195		85		190		94	
<b>35j. How important do you believe the following should be at UNC-Chapel Hill: Creating and sustaining partnerships with surrounding communities</b>																						
Low Priority	53	2.2%	48	4.0%	2	7.7%	25	2.3%	68	2.9%	7	3.7%	3	3.2%	25	2.2%	16	2.8%	50	3.3%	12	2.7%
Medium Priority	452	18.6%	280	23.0%	5	19.2%	251	23.5%	430	18.5%	42	22.2%	13	13.7%	220	18.9%	125	21.8%	317	21.2%	73	16.6%
High Priority	1202	49.3%	598	49.2%	14	53.8%	523	49.1%	1159	49.9%	83	43.9%	47	49.5%	564	48.6%	295	51.4%	747	49.9%	206	46.8%
Highest Priority	729	29.9%	289	23.8%	5	19.2%	267	25.0%	667	28.7%	57	30.2%	32	33.7%	352	30.3%	138	24.0%	382	25.5%	149	33.9%
Total Responses	2436	100.0%	1215	100.0%	26	100.0%	1066	100.0%	2324	100.0%	189	100.0%	95	100.0%	1161	100.0%	574	100.0%	1496	100.0%	440	100.0%
No Response	379		163		8		161		371		37		35		192		87		191		95	
<b>35k. How important do you believe the following should be at UNC-Chapel Hill: Promoting racial and ethnic diversity in the staff</b>																						
Low Priority	88	3.6%	81	6.7%	3	11.5%	39	3.6%	114	4.9%	13	6.9%	6	6.3%	46	4.0%	28	4.9%	73	4.9%	25	5.7%
Medium Priority	405	16.7%	322	26.6%	3	11.5%	194	18.1%	478	20.7%	39	20.7%	17	17.9%	253	21.9%	108	18.9%	280	18.7%	87	19.9%
High Priority	1116	45.9%	526	43.5%	14	53.8%	490	45.8%	1050	45.4%	82	43.6%	35	36.8%	528	45.7%	263	46.0%	694	46.4%	170	38.8%
Highest Priority	823	33.8%	280	23.2%	6	23.1%	346	32.4%	671	29.0%	54	28.7%	37	38.9%	328	28.4%	173	30.2%	450	30.1%	156	35.6%
Total Responses	2432	100.0%	1209	100.0%	26	100.0%	1069	100.0%	2313	100.0%	188	100.0%	95	100.0%	1155	100.0%	572	100.0%	1497	100.0%	438	100.0%
No Response	383		169		8		158		382		38		35		198		89		190		97	
<b>35l. How important do you believe the following should be at UNC-Chapel Hill: Recruiting more administrators of color</b>																						
Low Priority	160	6.6%	147	12.2%	3	11.5%	65	6.1%	220	9.6%	18	9.5%	7	7.4%	101	8.7%	39	6.8%	122	8.2%	48	11.1%
Medium Priority	576	23.8%	373	31.0%	5	19.2%	244	22.9%	631	27.4%	50	26.5%	26	27.7%	344	29.7%	150	26.2%	353	23.8%	103	23.8%
High Priority	948	39.1%	435	36.2%	12	46.2%	420	39.4%	883	38.4%	67	35.4%	26	27.7%	421	36.4%	219	38.2%	600	40.5%	156	36.0%
Highest Priority	740	30.5%	247	20.5%	6	23.1%	337	31.6%	566	24.6%	54	28.6%	35	37.2%	292	25.2%	165	28.8%	408	27.5%	126	29.1%
Total Responses	2424	100.0%	1202	100.0%	26	100.0%	1066	100.0%	2300	100.0%	189	100.0%	94	100.0%	1158	100.0%	573	100.0%	1483	100.0%	433	100.0%
No Response	391		176		8		161		395		37		36		195		88		204		102	
<b>35m. How important do you believe the following should be at UNC-Chapel Hill: Recruiting more staff of color</b>																						
Low Priority	174	7.2%	152	12.6%	4	15.4%	73	6.8%	232	10.1%	18	9.5%	7	7.4%	114	9.9%	42	7.3%	124	8.4%	50	11.5%
Medium Priority	632	26.1%	396	32.9%	5	19.2%	272	25.5%	676	29.4%	53	28.0%	28	29.8%	364	31.5%	161	28.1%	391	26.3%	113	25.9%
High Priority	967	39.9%	436	36.2%	12	46.2%	441	41.3%	878	38.2%	73	38.6%	25	26.6%	423	36.6%	235	41.0%	601	40.5%	157	36.0%
Highest Priority	651	26.9%	220	18.3%	5	19.2%	282	26.4%	514	22.3%	45	23.8%	34	36.2%	255	22.1%	135	23.6%	368	24.8%	116	26.6%
Total Responses	2424	100.0%	1204	100.0%	26	100.0%	1068	100.0%	2300	100.0%	189	100.0%	94	100.0%	1156	100.0%	573	100.0%	1484	100.0%	436	100.0%
No Response	391		174		8		159		395		37		36		197		88		203		99	

# Climate Survey: Staff Responses

## PERCEIVED INSTITUTIONAL PRIORITIES AND ASPIRATIONS

	Gender						Employment Classification								Work Unit							
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>35n. How important do you believe the following should be at UNC-Chapel Hill: Recruiting more students of color</b>																						
Low Priority	149	6.2%	141	11.7%	3	11.5%	58	5.4%	210	9.2%	17	9.0%	8	8.5%	96	8.3%	37	6.5%	113	7.6%	47	10.8%
Medium Priority	569	23.6%	357	29.7%	6	23.1%	234	22.0%	620	27.0%	51	27.1%	25	26.6%	336	29.1%	142	24.8%	344	23.3%	106	24.4%
High Priority	950	39.3%	435	36.2%	11	42.3%	412	38.6%	892	38.9%	69	36.7%	25	26.6%	437	37.9%	211	36.9%	589	39.8%	160	36.9%
Highest Priority	748	31.0%	269	22.4%	6	23.1%	362	34.0%	571	24.9%	51	27.1%	36	38.3%	285	24.7%	182	31.8%	433	29.3%	121	27.9%
Total Responses	2416	100.0%	1202	100.0%	26	100.0%	1066	100.0%	2293	100.0%	188	100.0%	94	100.0%	1154	100.0%	572	100.0%	1479	100.0%	434	100.0%
No Response	399		176		8		161		402		38		36		199		89		208		101	
<b>35o. How important do you believe the following should be at UNC-Chapel Hill: Retaining more administrators of color</b>																						
Low Priority	157	6.5%	151	12.5%	2	7.7%	64	6.0%	218	9.5%	19	10.1%	9	9.6%	103	8.9%	41	7.1%	121	8.1%	45	10.3%
Medium Priority	573	23.6%	372	30.8%	5	19.2%	239	22.4%	632	27.5%	51	27.0%	24	25.5%	339	29.4%	142	24.7%	355	23.9%	110	25.3%
High Priority	921	38.0%	437	36.2%	10	38.5%	412	38.6%	869	37.7%	65	34.4%	24	25.5%	424	36.7%	221	38.5%	571	38.4%	153	35.2%
Highest Priority	772	31.9%	246	20.4%	9	34.6%	352	33.0%	583	25.3%	54	28.6%	37	39.4%	289	25.0%	170	29.6%	439	29.5%	127	29.2%
Total Responses	2423	100.0%	1206	100.0%	26	100.0%	1067	100.0%	2302	100.0%	189	100.0%	94	100.0%	1155	100.0%	574	100.0%	1486	100.0%	435	100.0%
No Response	392		172		8		160		393		37		36		198		87		201		100	
<b>35p. How important do you believe the following should be at UNC-Chapel Hill: Retaining more staff of color</b>																						
Low Priority	162	6.7%	154	12.8%	3	11.5%	65	6.1%	227	9.9%	18	9.5%	9	9.6%	109	9.5%	41	7.2%	123	8.3%	46	10.6%
Medium Priority	580	24.0%	387	32.1%	4	15.4%	247	23.2%	641	27.9%	54	28.6%	25	26.6%	344	29.8%	148	25.8%	369	24.9%	106	24.3%
High Priority	961	39.7%	438	36.3%	11	42.3%	432	40.6%	886	38.5%	69	36.5%	25	26.6%	436	37.8%	231	40.3%	586	39.5%	158	36.2%
Highest Priority	716	29.6%	227	18.8%	8	30.8%	321	30.1%	546	23.7%	48	25.4%	35	37.2%	264	22.9%	153	26.7%	406	27.4%	126	28.9%
Total Responses	2419	100.0%	1206	100.0%	26	100.0%	1065	100.0%	2300	100.0%	189	100.0%	94	100.0%	1153	100.0%	573	100.0%	1484	100.0%	436	100.0%
No Response	396		172		8		162		395		37		36		200		88		203		99	
<b>35q. How important do you believe the following should be at UNC-Chapel Hill: Retaining more students of color</b>																						
Low Priority	139	5.8%	142	11.8%	2	7.7%	52	4.9%	206	9.0%	16	8.5%	9	9.6%	96	8.3%	31	5.4%	112	7.6%	44	10.2%
Medium Priority	524	21.7%	349	29.0%	5	19.2%	218	20.5%	585	25.5%	51	27.0%	22	23.4%	318	27.6%	132	23.0%	320	21.7%	104	24.0%
High Priority	929	38.5%	442	36.8%	9	34.6%	397	37.3%	892	38.9%	66	34.9%	26	27.7%	442	38.3%	224	39.1%	562	38.0%	154	35.6%
Highest Priority	823	34.1%	269	22.4%	10	38.5%	397	37.3%	610	26.6%	56	29.6%	37	39.4%	298	25.8%	186	32.5%	484	32.7%	131	30.3%
Total Responses	2415	100.0%	1202	100.0%	26	100.0%	1064	100.0%	2293	100.0%	189	100.0%	94	100.0%	1154	100.0%	573	100.0%	1478	100.0%	433	100.0%
No Response	400		176		8		163		402		37		36		199		88		209		102	

# Climate Survey: Staff Responses

## AWARENESS OF DIVERSITY-RELATED POLICIES, PROCEDURES, AND PROFESSIONAL DEVELOPMENT

	Race/Ethnicity																	
	Total		American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic		Native Hawaiian or Other Pacific Islander		White		Other		Two or More Races or Ethnicities	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	4324	100.0%	25	0.6%	244	5.8%	605	14.4%	100	2.4%	2	0.0%	2939	69.9%	79	1.9%	208	5.0%
<b>25. Are you aware that UNC-Chapel Hill:</b>																		
a. Has a policy that prohibits discrimination and harassment	3857	97.6%	24	100.0%	208	94.5%	537	96.1%	90	96.8%			2724	98.3%	62	92.5%	186	97.4%
b. Has a policy that prohibits retaliation and protects individuals who in good faith participate in investigations of discrimination and harassment	3579	90.8%	24	100.0%	190	86.4%	500	89.8%	78	83.9%			2538	91.8%	57	85.1%	171	89.5%
c. Has diversity goals and plans	3602	91.3%	23	95.8%	188	85.8%	473	84.8%	76	81.7%			2601	94.0%	57	83.8%	161	84.3%
d. Has a policy and procedure for providing accommodations in the workplace	3536	89.7%	22	91.7%	167	76.3%	476	85.2%	80	86.0%			2553	92.4%	54	79.4%	160	84.2%
e. Has a tuition waiver program that provides an opportunity for eligible employees to take courses for career development or for personal interest	3411	86.4%	21	87.5%	163	73.8%	494	88.2%	75	80.6%			2424	87.7%	54	80.6%	158	82.7%
<b>36. I am aware of professional development/ training at UNC-Chapel Hill in the following areas:</b>																		
a. Americans with Disabilities Act training	2226	59.2%	17	77.3%	75	35.5%	296	55.6%	34	38.2%			1665	63.3%	39	58.2%	89	48.1%
b. Diversity programs	2757	73.3%	22	95.7%	119	56.4%	387	72.6%	49	55.7%			2001	76.0%	42	63.6%	122	65.6%
c. Green Zone (training about the military affiliated student experience)	1335	35.5%	12	52.2%	54	25.6%	208	39.0%	20	22.5%			958	36.4%	22	33.3%	53	28.8%
d. HAVEN training (ally training to support sexual assault survivors)	2065	54.8%	16	69.6%	91	43.1%	297	55.8%	40	44.9%			1487	56.3%	30	45.5%	93	50.3%
e. Interpersonal skills (e.g., interaction management, conflict resolution)	2669	71.0%	18	78.3%	111	53.4%	382	71.7%	53	60.2%			1935	73.5%	45	68.2%	112	60.2%
f. Leadership development	2782	74.0%	18	78.3%	117	55.7%	410	76.9%	59	66.3%			1994	75.8%	48	71.6%	118	64.1%
g. Safe Zone (ally training to support LGBTQ individuals)	2368	62.9%	20	87.0%	95	45.2%	330	61.9%	47	52.8%			1717	65.2%	37	56.1%	110	59.5%
h. Supervisory development	2391	63.6%	17	73.9%	90	42.7%	338	64.0%	43	48.3%			1740	66.0%	39	59.1%	109	58.6%
<b>37. I have participated in professional development/ training at UNC-Chapel Hill in the following areas:</b>																		
a. Americans with Disabilities Act training	646	17.4%	9	39.1%	17	8.1%	108	20.8%	4	4.5%			468	18.0%	11	18.0%	25	13.6%
b. Diversity programs	1316	35.4%	12	52.2%	47	22.4%	253	48.4%	22	25.3%			899	34.4%	17	27.4%	57	31.1%
c. Green Zone (training about the military affiliated student experience)	310	8.4%	2	8.7%	18	8.6%	61	11.8%	5	5.6%			206	7.9%	6	9.5%	10	5.5%
d. HAVEN training (ally training to support sexual assault survivors)	468	12.6%	5	21.7%	24	11.5%	99	18.9%	9	10.2%			299	11.5%	7	11.1%	23	12.6%
e. Interpersonal skills (e.g., interaction management, conflict resolution)	1298	34.8%	11	47.8%	48	23.1%	221	41.9%	24	27.0%			905	34.6%	23	35.4%	56	30.4%
f. Leadership development	1081	29.1%	12	52.2%	36	17.3%	193	37.0%	21	24.1%			756	29.0%	15	23.8%	41	22.3%
g. Safe Zone (ally training to support LGBTQ individuals)	647	17.5%	11	47.8%	29	13.9%	116	22.2%	13	14.8%			440	17.0%	7	11.1%	28	15.3%
h. Supervisory development	884	23.8%	7	30.4%	22	10.6%	147	28.2%	10	11.4%			650	24.9%	15	23.4%	27	14.9%

# Climate Survey: Staff Responses

## AWARENESS OF DIVERSITY-RELATED POLICIES, PROCEDURES, AND PROFESSIONAL DEVELOPMENT

	Gender						Employment Classification								Work Unit							
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
<b>25. Are you aware that UNC-Chapel Hill:</b>																						
a. Has a policy that prohibits discrimination and harassment	2565	97.7%	1259	97.8%	24	85.7%	1126	98.3%	2427	97.9%	191	92.7%	102	93.6%	1208	97.0%	593	97.5%	1564	98.2%	473	97.1%
b. Has a policy that prohibits retaliation and protects individuals who in good faith participate in investigations of discrimination and harassment	2356	90.0%	1194	93.0%	22	75.9%	1041	91.0%	2260	91.3%	177	86.8%	91	84.3%	1116	89.9%	552	90.9%	1460	91.9%	435	89.5%
c. Has diversity goals and plans	2392	91.3%	1176	91.4%	25	89.3%	1064	93.0%	2266	91.4%	170	82.9%	91	83.5%	1108	89.1%	566	93.1%	1462	91.9%	450	92.4%
d. Has a policy and procedure for providing accommodations in the workplace	2340	89.4%	1163	90.6%	25	86.2%	1056	92.4%	2231	90.2%	152	74.1%	87	80.6%	1093	87.9%	548	90.3%	1441	90.7%	436	90.3%
e. Has a tuition waiver program that provides an opportunity for eligible employees to take courses for career development or for personal interest	2292	87.5%	1087	84.4%	24	82.8%	1008	88.1%	2243	90.4%	92	44.9%	60	56.1%	1074	86.3%	529	86.9%	1388	87.4%	404	83.3%
<b>36. I am aware of professional development/ training at UNC-Chapel Hill in the following areas:</b>																						
a. Americans with Disabilities Act training	1465	58.7%	745	60.6%	15	53.6%	641	58.4%	1469	62.2%	60	31.3%	50	51.0%	648	54.7%	346	59.7%	936	61.3%	288	63.3%
b. Diversity programs	1821	73.0%	915	74.3%	19	67.9%	837	76.1%	1744	73.8%	111	57.8%	58	59.2%	802	67.7%	460	78.8%	1165	76.4%	319	70.1%
c. Green Zone (training about the military affiliated student experience)	875	35.1%	446	36.2%	12	42.9%	484	44.0%	790	33.5%	35	18.2%	23	23.5%	276	23.3%	295	50.6%	623	40.9%	136	30.0%
d. HAVEN training (ally training to support sexual assault survivors)	1423	56.9%	622	50.4%	18	64.3%	684	62.1%	1267	53.5%	69	35.9%	42	42.4%	566	47.7%	379	64.9%	888	58.2%	225	49.2%
e. Interpersonal skills (e.g., interaction management, conflict resolution)	1783	71.4%	867	70.5%	18	64.3%	768	69.9%	1757	74.4%	89	46.6%	48	49.0%	799	67.7%	416	71.4%	1143	74.9%	303	66.4%
f. Leadership development	1854	74.2%	907	73.9%	17	60.7%	816	74.3%	1812	76.7%	98	51.3%	48	49.5%	832	70.5%	433	74.5%	1184	77.5%	322	70.6%
g. Safe Zone (ally training to support LGBTQ individuals)	1605	64.3%	741	60.2%	20	71.4%	802	73.0%	1436	60.7%	81	42.4%	44	44.9%	636	53.5%	474	81.2%	989	65.0%	261	57.5%
h. Supervisory development	1575	63.1%	801	65.1%	12	42.9%	696	63.2%	1608	68.1%	47	24.5%	33	33.7%	701	59.0%	368	63.0%	1032	67.9%	279	61.6%
<b>37. I have participated in professional development/ training at UNC-Chapel Hill in the following areas:</b>																						
a. Americans with Disabilities Act training	432	17.6%	210	17.3%	3	11.5%	190	17.6%	429	18.4%	14	7.4%	9	9.2%	169	14.4%	93	16.4%	283	18.9%	99	22.1%
b. Diversity programs	872	35.3%	433	35.5%	11	42.3%	479	44.0%	781	33.5%	39	20.5%	11	11.2%	286	24.3%	224	39.3%	651	43.3%	150	33.2%
c. Green Zone (training about the military affiliated student experience)	216	8.8%	90	7.4%	4	14.3%	151	14.0%	144	6.2%	10	5.2%	4	4.1%	42	3.6%	93	16.3%	153	10.2%	20	4.5%
d. HAVEN training (ally training to support sexual assault survivors)	351	14.3%	109	9.0%	8	29.6%	196	18.1%	249	10.7%	10	5.2%	12	12.2%	94	8.0%	116	20.4%	206	13.7%	51	11.4%
e. Interpersonal skills (e.g., interaction management, conflict resolution)	875	35.3%	413	33.9%	10	35.7%	344	31.7%	896	38.2%	42	22.0%	13	13.3%	376	31.8%	211	36.7%	561	37.2%	146	32.2%
f. Leadership development	682	27.7%	391	32.1%	8	29.6%	354	32.6%	678	29.1%	34	17.8%	11	11.5%	284	24.2%	176	30.9%	505	33.6%	112	24.9%
g. Safe Zone (ally training to support LGBTQ individuals)	461	18.8%	173	14.3%	12	44.4%	301	27.9%	317	13.7%	16	8.5%	10	10.2%	124	10.6%	183	32.2%	291	19.4%	48	10.8%
h. Supervisory development	558	22.6%	318	26.1%	8	28.6%	267	24.5%	588	25.2%	19	9.9%	6	6.2%	252	21.4%	139	24.2%	393	26.1%	95	21.0%

# Climate Survey: Staff Responses

## CAMPUS SERVICES USED

	Total		American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic		Race/Ethnicity		White		Other		Two or More Races or Ethnicities	
											Native Hawaiian or Other Pacific Islander							
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	4324	100.0%	25	0.6%	244	5.8%	605	14.4%	100	2.4%	2	0.0%	2939	69.9%	79	1.9%	208	5.0%
<b>38a. Since being hired at UNC-Chapel Hill, how often have you utilized the following services: American Indian Center</b>																		
Not at All	3578	95.0%	10	43.5%	199	95.2%	500	94.0%	87	97.8%			2525	95.7%	62	93.9%	172	93.0%
Occasionally	167	4.4%	5	21.7%	9	4.3%	28	5.3%	2	2.2%			108	4.1%	3	4.5%	12	6.5%
Frequently	20	0.5%	8	34.8%	1	0.5%	4	0.8%	0	0.0%			5	0.2%	1	1.5%	1	0.5%
Total Responses	3765	100.0%	23	100.0%	209	100.0%	532	100.0%	89	100.0%			2638	100.0%	66	100.0%	185	100.0%
No Response	559		2		35		73		11				301		13		23	
<b>38b. Since being hired at UNC-Chapel Hill, how often have you utilized the following services: Carolina Latina/o Collaborative</b>																		
Not at All	3586	95.7%	19	82.6%	198	94.7%	493	93.4%	71	79.8%			2550	97.0%	62	98.4%	172	93.5%
Occasionally	143	3.8%	4	17.4%	9	4.3%	31	5.9%	15	16.9%			74	2.8%	1	1.6%	8	4.3%
Frequently	19	0.5%	0	0.0%	2	1.0%	4	0.8%	3	3.4%			6	0.2%	0	0.0%	4	2.2%
Total Responses	3748	100.0%	23	100.0%	209	100.0%	528	100.0%	89	100.0%			2630	100.0%	63	100.0%	184	100.0%
No Response	576		2		35		77		11				309		16		24	
<b>38c. Since being hired at UNC-Chapel Hill, how often have you utilized the following services: Carolina Women's Center</b>																		
Not at All	3315	88.2%	19	82.6%	189	91.3%	447	84.3%	81	91.0%			2331	88.5%	59	88.1%	168	90.8%
Occasionally	393	10.5%	3	13.0%	16	7.7%	77	14.5%	7	7.9%			266	10.1%	6	9.0%	16	8.6%
Frequently	49	1.3%	1	4.3%	2	1.0%	6	1.1%	1	1.1%			36	1.4%	2	3.0%	1	0.5%
Total Responses	3757	100.0%	23	100.0%	207	100.0%	530	100.0%	89	100.0%			2633	100.0%	67	100.0%	185	100.0%
No Response	567		2		37		75		11				306		12		23	
<b>38d. Since being hired at UNC-Chapel Hill, how often have you utilized the following services: Diversity and Multicultural Affairs</b>																		
Not at All	3179	84.8%	15	65.2%	179	86.1%	372	70.6%	72	80.9%			2308	87.8%	55	84.6%	157	84.9%
Occasionally	449	12.0%	2	8.7%	25	12.0%	110	20.9%	13	14.6%			268	10.2%	9	13.8%	20	10.8%
Frequently	122	3.3%	6	26.1%	4	1.9%	45	8.5%	4	4.5%			54	2.1%	1	1.5%	8	4.3%
Total Responses	3750	100.0%	23	100.0%	208	100.0%	527	100.0%	89	100.0%			2630	100.0%	65	100.0%	185	100.0%
No Response	574		2		36		78		11				309		14		23	
<b>38e. Since being hired at UNC-Chapel Hill, how often have you utilized the following services: Employee Assistance Program</b>																		
Not at All	3150	83.9%	19	82.6%	179	86.5%	392	74.0%	79	88.8%			2262	85.8%	53	82.8%	148	80.4%
Occasionally	550	14.6%	4	17.4%	26	12.6%	113	21.3%	8	9.0%			351	13.3%	8	12.5%	35	19.0%
Frequently	56	1.5%	0	0.0%	2	1.0%	25	4.7%	2	2.2%			23	0.9%	3	4.7%	1	0.5%
Total Responses	3756	100.0%	23	100.0%	207	100.0%	530	100.0%	89	100.0%			2636	100.0%	64	100.0%	184	100.0%
No Response	568		2		37		75		11				303		15		24	
<b>38f. Since being hired at UNC-Chapel Hill, how often have you utilized the following services: Employee Forum</b>																		
Not at All	2758	73.5%	18	78.3%	157	75.8%	360	67.9%	76	86.4%			1945	73.8%	45	69.2%	140	76.5%
Occasionally	887	23.6%	3	13.0%	47	22.7%	143	27.0%	10	11.4%			624	23.7%	16	24.6%	40	21.9%
Frequently	107	2.9%	2	8.7%	3	1.4%	27	5.1%	2	2.3%			65	2.5%	4	6.2%	3	1.6%
Total Responses	3752	100.0%	23	100.0%	207	100.0%	530	100.0%	88	100.0%			2634	100.0%	65	100.0%	183	100.0%

# Climate Survey: Staff Responses

## CAMPUS SERVICES USED

	Total		American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic		Race/Ethnicity		White		Other		Two or More Races or Ethnicities	
											Native Hawaiian or Other Pacific Islander							
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
No Response	572		2		37		75		12				305		14		25	
<b>38g. Since being hired at UNC-Chapel Hill, how often have you utilized the following services: Equal Opportunity and Compliance Office</b>																		
Not at All	3260	86.7%	18	78.3%	176	84.6%	437	82.6%	82	92.1%			2307	87.4%	57	87.7%	166	90.2%
Occasionally	399	10.6%	5	21.7%	28	13.5%	70	13.2%	6	6.7%			265	10.0%	7	10.8%	13	7.1%
Frequently	101	2.7%	0	0.0%	4	1.9%	22	4.2%	1	1.1%			67	2.5%	1	1.5%	5	2.7%
Total Responses	3760	100.0%	23	100.0%	208	100.0%	529	100.0%	89	100.0%			2639	100.0%	65	100.0%	184	100.0%
No Response	564		2		36		76		11				300		14		24	
<b>38h. Since being hired at UNC-Chapel Hill, how often have you utilized the following services: LGBTQ Center</b>																		
Not at All	3420	91.3%	18	78.3%	198	95.2%	480	90.7%	83	94.3%			2393	91.1%	60	92.3%	167	90.3%
Occasionally	290	7.7%	5	21.7%	8	3.8%	45	8.5%	5	5.7%			205	7.8%	4	6.2%	17	9.2%
Frequently	37	1.0%	0	0.0%	2	1.0%	4	0.8%	0	0.0%			29	1.1%	1	1.5%	1	0.5%
Total Responses	3747	100.0%	23	100.0%	208	100.0%	529	100.0%	88	100.0%			2627	100.0%	65	100.0%	185	100.0%
No Response	577		2		36		76		12				312		14		23	



# Climate Survey: Staff Responses

## CAMPUS SERVICES USED

	Total		American Indian or Alaska Native		Asian		Black or African American		Latino or Hispanic		Native Hawaiian or Other Pacific Islander		White		Other		Two or More Races or Ethnicities	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>38i. Since being hired at UNC-Chapel Hill, how often have you utilized the following services: Office of Human Resources</b>																		
Not at All	1117	29.7%	4	18.2%	70	33.5%	164	31.1%	39	44.3%			745	28.2%	24	36.9%	70	38.0%
Occasionally	2078	55.3%	13	59.1%	111	53.1%	252	47.7%	41	46.6%			1520	57.6%	33	50.8%	89	48.4%
Frequently	563	15.0%	5	22.7%	28	13.4%	112	21.2%	8	9.1%			374	14.2%	8	12.3%	25	13.6%
Total Responses	3758	100.0%	22	100.0%	209	100.0%	528	100.0%	88	100.0%			2639	100.0%	65	100.0%	184	100.0%
No Response	566		3		35		77		12				300		14		24	
<b>38j. Since being hired at UNC-Chapel Hill, how often have you utilized the following services: Office of Postdoctoral Affairs</b>																		
Not at All	3348	89.5%	20	87.0%	144	68.9%	470	88.8%	71	79.8%			2402	91.6%	54	83.1%	169	92.3%
Occasionally	278	7.4%	0	0.0%	50	23.9%	36	6.8%	10	11.2%			163	6.2%	6	9.2%	11	6.0%
Frequently	115	3.1%	3	13.0%	15	7.2%	23	4.3%	8	9.0%			56	2.1%	5	7.7%	3	1.6%
Total Responses	3741	100.0%	23	100.0%	209	100.0%	529	100.0%	89	100.0%			2621	100.0%	65	100.0%	183	100.0%
No Response	583		2		35		76		11				318		14		25	
<b>38k. Since being hired at UNC-Chapel Hill, how often have you utilized the following services: The University Ombuds Office</b>																		
Not at All	3315	88.3%	19	82.6%	189	91.7%	453	85.5%	86	96.6%			2327	88.2%	52	81.3%	169	91.4%
Occasionally	409	10.9%	3	13.0%	14	6.8%	68	12.8%	3	3.4%			292	11.1%	11	17.2%	16	8.6%
Frequently	32	0.9%	1	4.3%	3	1.5%	9	1.7%	0	0.0%			18	0.7%	1	1.6%	0	0.0%
Total Responses	3756	100.0%	23	100.0%	206	100.0%	530	100.0%	89	100.0%			2637	100.0%	64	100.0%	185	100.0%
No Response	568		2		38		75		11				302		15		23	

# Climate Survey: Staff Responses

## CAMPUS SERVICES USED

	Gender						Employment Classification								Work Unit							
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total Respondents	2815	66.6%	1378	32.6%	34	0.8%	1227	28.7%	2695	63.0%	226	5.3%	130	3.0%	1353	31.9%	661	15.6%	1687	39.8%	535	12.6%
<b>38a. Since being hired at UNC-Chapel Hill, how often have you utilized the following services: American Indian Center</b>																						
Not at All	2373	94.9%	1176	95.7%	24	82.8%	995	90.5%	2287	96.7%	186	97.4%	100	100.0%	1167	98.0%	548	94.5%	1410	92.5%	440	96.5%
Occasionally	113	4.5%	48	3.9%	4	13.8%	87	7.9%	75	3.2%	5	2.6%	0	0.0%	24	2.0%	26	4.5%	102	6.7%	14	3.1%
Frequently	14	0.6%	5	0.4%	1	3.4%	17	1.5%	3	0.1%	0	0.0%	0	0.0%	0	0.0%	6	1.0%	12	0.8%	2	0.4%
Total Responses	2500	100.0%	1229	100.0%	29	100.0%	1099	100.0%	2365	100.0%	191	100.0%	100	100.0%	1191	100.0%	580	100.0%	1524	100.0%	456	100.0%
No Response	315		149		5		128		330		35		30		162		81		163		79	
<b>38b. Since being hired at UNC-Chapel Hill, how often have you utilized the following services: Carolina Latina/o Collaborative</b>																						
Not at All	2371	95.3%	1184	96.7%	26	92.9%	995	91.0%	2295	97.5%	188	98.4%	98	98.0%	1163	98.0%	552	95.5%	1420	93.5%	439	97.1%
Occasionally	102	4.1%	38	3.1%	2	7.1%	88	8.1%	50	2.1%	3	1.6%	2	2.0%	22	1.9%	22	3.8%	85	5.6%	13	2.9%
Frequently	16	0.6%	3	0.2%	0	0.0%	10	0.9%	9	0.4%	0	0.0%	0	0.0%	2	0.2%	4	0.7%	13	0.9%	0	0.0%
Total Responses	2489	100.0%	1225	100.0%	28	100.0%	1093	100.0%	2354	100.0%	191	100.0%	100	100.0%	1187	100.0%	578	100.0%	1518	100.0%	452	100.0%
No Response	326		153		6		134		341		35		30		166		83		169		83	
<b>38c. Since being hired at UNC-Chapel Hill, how often have you utilized the following services: Carolina Women's Center</b>																						
Not at All	2132	85.4%	1155	94.4%	23	79.3%	895	81.6%	2141	90.7%	175	92.1%	95	95.0%	1083	90.9%	501	86.5%	1294	85.2%	424	93.4%
Occasionally	326	13.1%	61	5.0%	4	13.8%	177	16.1%	200	8.5%	12	6.3%	3	3.0%	103	8.6%	70	12.1%	190	12.5%	29	6.4%
Frequently	39	1.6%	8	0.7%	2	6.9%	25	2.3%	19	0.8%	3	1.6%	2	2.0%	6	0.5%	8	1.4%	34	2.2%	1	0.2%
Total Responses	2497	100.0%	1224	100.0%	29	100.0%	1097	100.0%	2360	100.0%	190	100.0%	100	100.0%	1192	100.0%	579	100.0%	1518	100.0%	454	100.0%
No Response	318		154		5		130		335		36		30		161		82		169		81	
<b>38d. Since being hired at UNC-Chapel Hill, how often have you utilized the following services: Diversity and Multicultural Affairs</b>																						
Not at All	2078	83.4%	1069	87.4%	26	92.9%	808	73.9%	2093	88.8%	174	91.6%	94	94.9%	1063	89.9%	465	80.2%	1219	80.3%	419	92.3%
Occasionally	332	13.3%	116	9.5%	0	0.0%	208	19.0%	223	9.5%	13	6.8%	5	5.1%	98	8.3%	100	17.2%	221	14.5%	29	6.4%
Frequently	82	3.3%	38	3.1%	2	7.1%	78	7.1%	41	1.7%	3	1.6%	0	0.0%	22	1.9%	15	2.6%	79	5.2%	6	1.3%
Total Responses	2492	100.0%	1223	100.0%	28	100.0%	1094	100.0%	2357	100.0%	190	100.0%	99	100.0%	1183	100.0%	580	100.0%	1519	100.0%	454	100.0%
No Response	323		155		6		133		338		36		31		170		81		168		81	
<b>38e. Since being hired at UNC-Chapel Hill, how often have you utilized the following services: Employee Assistance Program</b>																						
Not at All	2068	82.9%	1055	86.1%	23	82.1%	944	86.1%	1920	81.4%	181	95.3%	96	96.0%	992	83.3%	485	83.6%	1274	84.0%	385	84.8%
Occasionally	385	15.4%	157	12.8%	5	17.9%	141	12.9%	395	16.7%	9	4.7%	4	4.0%	185	15.5%	84	14.5%	221	14.6%	60	13.2%
Frequently	43	1.7%	13	1.1%	0	0.0%	11	1.0%	45	1.9%	0	0.0%	0	0.0%	14	1.2%	11	1.9%	22	1.5%	9	2.0%
Total Responses	2496	100.0%	1225	100.0%	28	100.0%	1096	100.0%	2360	100.0%	190	100.0%	100	100.0%	1191	100.0%	580	100.0%	1517	100.0%	454	100.0%
No Response	319		153		6		131		335		36		30		162		81		170		81	
<b>38f. Since being hired at UNC-Chapel Hill, how often have you utilized the following services: Employee Forum</b>																						
Not at All	1812	72.7%	923	75.2%	20	71.4%	809	73.9%	1660	70.4%	180	95.2%	99	99.0%	911	76.5%	415	71.7%	1062	70.1%	359	79.1%
Occasionally	603	24.2%	274	22.3%	7	25.0%	248	22.6%	630	26.7%	8	4.2%	1	1.0%	255	21.4%	149	25.7%	396	26.2%	84	18.5%
Frequently	76	3.1%	30	2.4%	1	3.6%	38	3.5%	68	2.9%	1	0.5%	0	0.0%	25	2.1%	15	2.6%	56	3.7%	11	2.4%
Total Responses	2491	100.0%	1227	100.0%	28	100.0%	1095	100.0%	2358	100.0%	189	100.0%	100	100.0%	1191	100.0%	579	100.0%	1514	100.0%	454	100.0%

# Climate Survey: Staff Responses

## CAMPUS SERVICES USED

	Gender						Employment Classification								Work Unit							
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
No Response	324		151		6		132		337		37		30		162		82		173		81	
38g. Since being hired at UNC-Chapel Hill, how often have you utilized the following services: Equal Opportunity and Compliance Office																						
Not at All	2140	85.7%	1091	88.9%	24	85.7%	900	81.9%	2069	87.6%	183	96.3%	98	98.0%	1060	88.9%	494	85.3%	1280	84.3%	413	90.6%
Occasionally	286	11.4%	108	8.8%	3	10.7%	160	14.6%	231	9.8%	6	3.2%	2	2.0%	108	9.1%	66	11.4%	186	12.3%	38	8.3%
Frequently	72	2.9%	28	2.3%	1	3.6%	39	3.5%	61	2.6%	1	0.5%	0	0.0%	25	2.1%	19	3.3%	52	3.4%	5	1.1%
Total Responses	2498	100.0%	1227	100.0%	28	100.0%	1099	100.0%	2361	100.0%	190	100.0%	100	100.0%	1193	100.0%	579	100.0%	1518	100.0%	456	100.0%
No Response	317		151		6		128		334		36		30		160		82		169		79	
38h. Since being hired at UNC-Chapel Hill, how often have you utilized the following services: LGBTQ Center																						
Not at All	2257	90.6%	1142	93.5%	16	57.1%	909	82.9%	2220	94.3%	184	98.4%	97	97.0%	1124	94.9%	502	86.7%	1348	88.9%	433	95.6%
Occasionally	211	8.5%	69	5.7%	9	32.1%	165	15.1%	120	5.1%	2	1.1%	3	3.0%	53	4.5%	66	11.4%	152	10.0%	19	4.2%
Frequently	24	1.0%	10	0.8%	3	10.7%	22	2.0%	14	0.6%	1	0.5%	0	0.0%	8	0.7%	11	1.9%	17	1.1%	1	0.2%
Total Responses	2492	100.0%	1221	100.0%	28	100.0%	1096	100.0%	2354	100.0%	187	100.0%	100	100.0%	1185	100.0%	579	100.0%	1517	100.0%	453	100.0%
No Response	323		157		6		131		341		39		30		168		82		170		82	

# Climate Survey: Staff Responses

## CAMPUS SERVICES USED

	Gender						Employment Classification						Work Unit									
	Female		Male		Other		EHRA Non-Faculty		SHRA		Postdoctoral Scholar or Fellow		Don't know		Academic - Health Schools		Academic - Professional & Humanities Schools		Administrative		Other/Unknown	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>38i. Since being hired at UNC-Chapel Hill, how often have you utilized the following services: Office of Human Resources</b>																						
Not at All	705	28.2%	399	32.6%	11	40.7%	299	27.3%	638	27.0%	96	51.9%	78	78.8%	348	29.3%	175	30.2%	406	26.8%	181	39.7%
Occasionally	1391	55.7%	672	54.9%	10	37.0%	633	57.7%	1344	56.8%	79	42.7%	20	20.2%	678	57.0%	323	55.7%	835	55.0%	233	51.1%
Frequently	403	16.1%	154	12.6%	6	22.2%	165	15.0%	385	16.3%	10	5.4%	1	1.0%	163	13.7%	82	14.1%	276	18.2%	42	9.2%
Total Responses	2499	100.0%	1225	100.0%	27	100.0%	1097	100.0%	2367	100.0%	185	100.0%	99	100.0%	1189	100.0%	580	100.0%	1517	100.0%	456	100.0%
No Response	316		153		7		130		328		41		31		164		81		170		79	
<b>38j. Since being hired at UNC-Chapel Hill, how often have you utilized the following services: Office of Postdoctoral Affairs</b>																						
Not at All	2237	90.0%	1079	88.3%	27	96.4%	983	90.0%	2229	94.9%	27	14.1%	99	100.0%	998	84.1%	513	89.4%	1387	91.5%	438	96.9%
Occasionally	168	6.8%	108	8.8%	1	3.6%	89	8.2%	76	3.2%	113	58.9%	0	0.0%	126	10.6%	43	7.5%	98	6.5%	11	2.4%
Frequently	80	3.2%	35	2.9%	0	0.0%	20	1.8%	43	1.8%	52	27.1%	0	0.0%	62	5.2%	18	3.1%	31	2.0%	3	0.7%
Total Responses	2485	100.0%	1222	100.0%	28	100.0%	1092	100.0%	2348	100.0%	192	100.0%	99	100.0%	1186	100.0%	574	100.0%	1516	100.0%	452	100.0%
No Response	330		156		6		135		347		34		31		167		87		171		83	
<b>38k. Since being hired at UNC-Chapel Hill, how often have you utilized the following services: The University Ombuds Office</b>																						
Not at All	2177	87.2%	1109	90.5%	25	89.3%	939	85.7%	2082	88.2%	185	97.4%	100	100.0%	1087	91.3%	506	87.2%	1299	85.6%	411	90.3%
Occasionally	291	11.7%	113	9.2%	3	10.7%	142	13.0%	261	11.1%	5	2.6%	0	0.0%	94	7.9%	68	11.7%	204	13.4%	42	9.2%
Frequently	28	1.1%	4	0.3%	0	0.0%	15	1.4%	17	0.7%	0	0.0%	0	0.0%	9	0.8%	6	1.0%	15	1.0%	2	0.4%
Total Responses	2496	100.0%	1226	100.0%	28	100.0%	1096	100.0%	2360	100.0%	190	100.0%	100	100.0%	1190	100.0%	580	100.0%	1518	100.0%	455	100.0%
No Response	319		152		6		131		335		36		30		163		81		169		80	