

Mental Health & Well-being Survey

Report for the
Chancellor's Diversity Commissions

Led by
**The Chancellor's Commission
for the Status of Women**

UNIVERSITY OF
Nebraska
Lincoln

MERC

Methodology & Evaluation
Research Core Facility



Mental Health & Well-Being Survey

March 2022

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Introduction

In 2021, the University of Nebraska-Lincoln (UNL) Chancellor’s Diversity Commissions, headed by the Chancellor’s Commission on the Status of Women (CCSW), requested that UNL’s Methodology & Evaluation Research Core (MERC) conduct a survey amongst the faculty and staff of UNL focusing on the topics of mental health and well-being. This included questions about overall health, work culture, work-life balance, work performance, safety and violence, and emotional and mental well-being. This is the first year the survey has been conducted.

Methods

The survey (see Appendix A for the questionnaire) was designed and conducted with the web survey platform, Qualtrics. The survey consisted both of questions that had been asked at or adapted from other institutions, as well as those that were new for this assessment (see Appendix B for question sources). The first invitation to complete the survey was sent November 17, 2022, with three reminders sent in the following five weeks. The survey was left open over UNL’s winter break, and finally closed on January 3, 2023. A total of 8,226 UNL employees were invited to take the survey, including 6,305 faculty, staff, and administrators, as well as 1,921 graduate student employees erroneously included as “Other Staff.” The data from graduate student respondents are excluded from this report and all statistics as the report focuses on those whose primary role is employee and not student. After the adjusting the total number of invitations to account for email bounce-backs, total missing data, and opt-outs, the American Association of Public Opinion Research (AAPOR) response rate for faculty and staff was 49.2% (RR2¹), for a total of 3,086 responses with complete or partial data.

Half of all contacted is a strong response rate, but representation is still a concern. Table 1 shows the comparison between who was asked to take the survey and who completed it across three characteristics. Managerial/professional staff were the most likely to have taken the survey (58%), while non-tenure-track faculty were the least likely (42%). However, time at UNL was very similar across the three groups used for analysis (48-50%), as was the representation from City and East Campuses (50%), although responses from off-site location was less common (41%). Additional institutional comparisons can be seen in Appendix C.

Table 1: Comparison between total population and respondents

	Total N	% of Overall	Respondents	% of Respondents	% Resp/Total
Role					
Tenure/Tenure Track	1034	16.4	435	14.1	42.1
Other faculty	1072	17	449	14.6	41.9
Managerial/Professional staff	2321	36.9	1356	44	58.4
Office/Service staff	1664	26.4	732	23.7	44.0
Administration	204	3.2	112	3.6	54.9
Time at UNL					
Less than 5 years	2488	39.5	1205	39	48.4
5 to 19 years	2677	42.5	1333	43.2	49.8
20 or more years	1140	18.1	548	17.8	48.1
Work site					
City Campus	4684	74.3	2324	75.3	49.6
East Campus	1078	17.1	537	17.4	49.8
Offsite	543	8.6	225	7.3	41.4

¹ American Association for Public Opinion Research [Response Rate Calculator](#) 4.0, May 2016.

We also looked at representation by two types of unit (department level and college level). For the department level, the response rates (RRs) ranged from 0-100% (all of the 0% and 10% RRs were in units of ten employees or less, and are not shown in Appendix D for confidentiality reasons). Out of 234 department level units (defined in institutional data), 48 had at least 20 respondents, and are shown in Appendix E. Amongst these, the RRs ranged from a low of 29% to a high of 87%. Of the 48 college level units, half had at least 20 respondents. The RRs for these levels ranged from 26% to 100% overall, and from 26% to 73% for the units with more respondents.

Demographic representation was also a concern. As shown in Table 2, half of white UNL employees responded to the survey, more than employees from other racial/ethnic backgrounds. Three out of five women working at UNL responded, compared to two out of five men. This is consistent with surveys in general, for which women respond at a higher rate than men. However, there was less variability by age, and as depicted in the last row, the average age of the total population and respondents was the same.

Table 2: Comparison between total population and respondents - Demographics

	Total N	% of Overall	Respondents	% of Respondents	% Resp/Total
Race + Ethnic Origin					
Asian	381	6.0	148	4.8	38.8
Black or African American	183	2.9	66	2.1	36.1
Hispanic	293	4.6	126	4.1	43.0
Nonresident	256	4.1	126	4.1	49.2
White	5116	81.1	2583	83.7	50.5
Other	76	1.2	37	1.2	48.7
Sex					
Female	3158	50.1	1857	60.2	58.8
Male	3147	49.9	1229	39.8	39.1
Age					
Under age 30	810	12.8	393	12.7	48.5
30-39 years old	1572	24.9	784	25.4	49.9
40-49 years old	1414	22.4	683	22.1	48.3
50-59 years old	1366	21.7	709	23.0	51.9
Age 60 and older	1143	18.1	517	16.8	45.2
Age (continuous - average)	6305	45.5 y.o.	3086	45.3 y.o.	

The list of UNL employees and their contact information came from the UNL Office of Institutional Effectiveness and Analytics (IEA). The IEA office also provided demographic and employment information (as shown in Tables 1 and 2), allowing the survey to be fielded without questions to collect that data, reducing length and burden for respondents. Additional work location data was provided by Institute of Agriculture & Natural Resources (IANR) Analytics. Specific information from these sources used for analyses in this report included: sex, age, race, number of years at UNL, work location (City Campus, East Campus, or offsite), type of employee (temporary or permanent), full-time equivalent (FTE; full-time or part-time), and type of job (faculty, staff, or administrator, as well as sub-categories of tenure/tenure-track or non-tenure track faculty, and office/service or managerial/professional staff status). This data allowed for more accurate group differences than self-reporting would have allowed, and prevented question-level non-response. Every effort has been made to eliminate identifiability, including collapsing categories for less common characteristics and excluding results when the group sizes are too small.

In addition to the groups from the institutional data, several variables were created from the survey responses. Whether employees were allowed to work remotely was created from the work culture question (see Appendix A) that asked their current work location (employees whose supervisor allowed them to work remotely/hybrid

or not). Respondents were asked how many people they supervised, and this five-category question was collapsed to a three-category variable (none, 1-5, 6+). Caregiver status was created based on the respondent reporting that childcare, care of elderly parent/family member, or children's/dependent's problems were a stressor. Finally, identification with various marginalized or underrepresented groups comes from a check all that apply question at the end of the survey that asked in which groups they consider themselves to be included (no definitions were given for this question, and clarification was not asked).

Due to the great number of statistical tests (more than 4,000), this report focuses on overall survey responses and group differences (listed below). The groups described in text include:

- Role: faculty, staff, administrators
- Faculty type: tenure/tenure-track (TT) or not (NTT)
- Staff type: office/service (O/S) or managerial/professional (M/P)
- Remote: allowed to work remotely or not
- Sex: male or female
- Race/ethnicity: white or person of color (with POC including nonresidents)
- Caregiver: has this role or not
- Disabilities: self-selected having physical or cognitive disabilities or not
- Gender minority²: self-selected as being a gender minority or not
- Sexual orientation (SO) minority: self-selected as being a SO minority or not

More than 2,000 group differences were statistically significant – meaning we are confident that the differences between the groups is not due to chance. All group differences shared in this report are statistically significant at the $p < 0.05$ level, including in the overall group differences tables shown in Appendix D. The statistical tests used depend on the variables involved – either *t*-tests, chi-square tests, or analysis of variance (ANOVAs).

Results

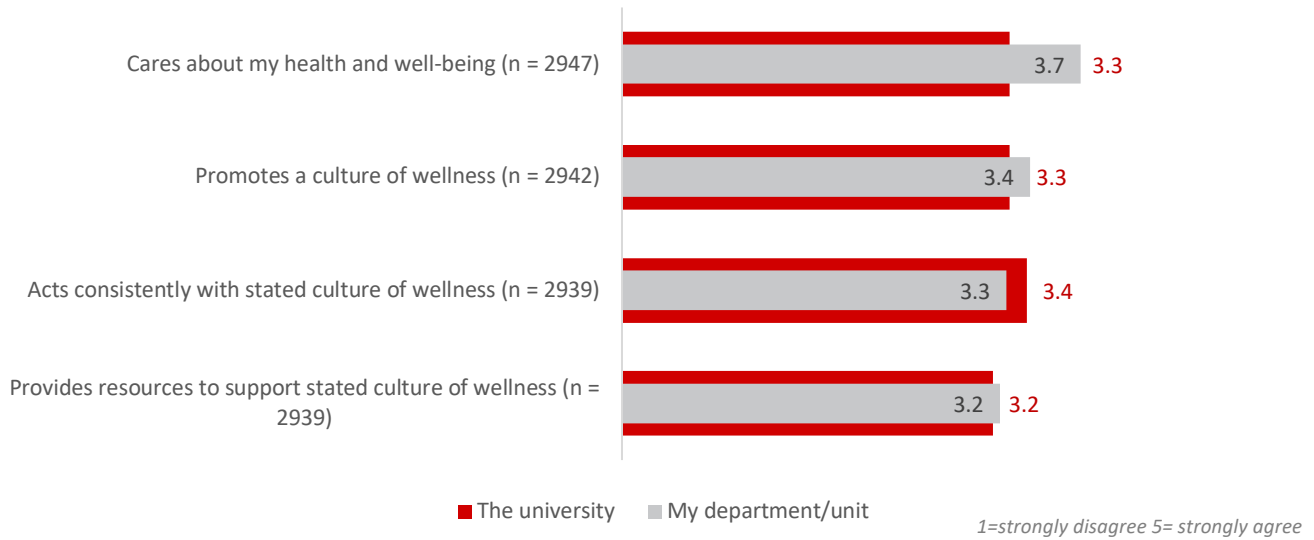
The questions in the survey were divided into six different categories: work culture, work-life balance, work performance, safety and violence, general wellness, and emotional and mental well-being. This section will discuss significant findings from each category.

Work Culture

Almost all respondents (98%) believed the health and well-being of university staff and faculty impacted student success and learning. More managerial/professional (99%) than office/service staff (97%) believed this impact. Work culture is one aspect that affects overall health and well-being. When survey respondents were asked the extent to which their department/unit and the university care about and promote a culture of wellness, the mean of the department/unit culture scale was 3.4 ($\alpha = .934$) and the mean of the university culture scale was 3.3 ($\alpha = .940$). Agreement was measured on a set of five rating options, from strongly disagree (1) to strongly agree (5). On average, respondents agree that their department/unit acts consistently with and provides resources to support stated culture of wellness more than they agree that the university does (see Figure 1).

² This identification could include people who are underrepresented in their field or department.

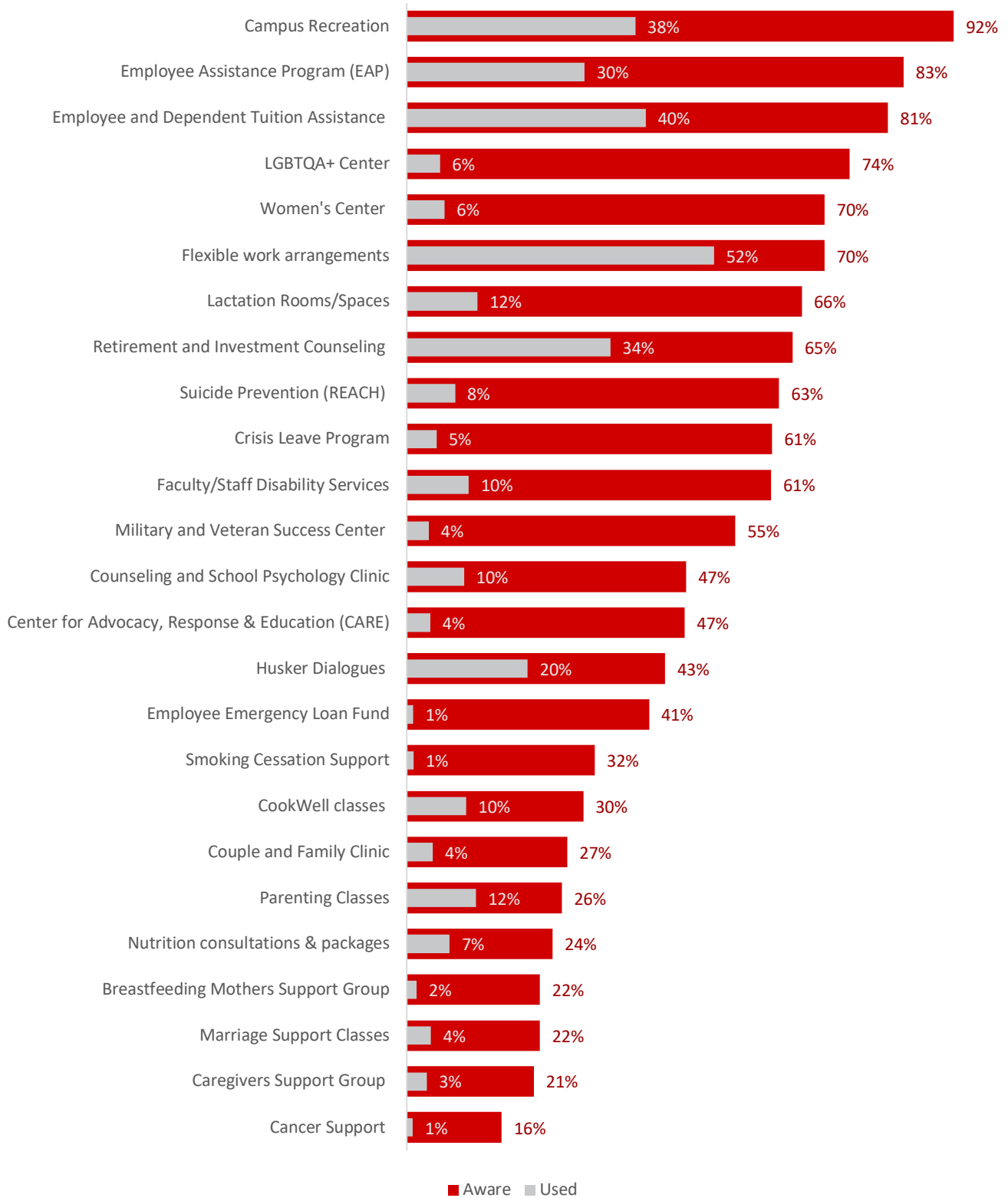
Figure 1: Agreement with “My department...” and “The University...”



Concerning awareness and usage of resources, programs, and services, Figure 2 shows that employees were most aware of campus recreation (92%), and least aware of cancer support (16%). Flexible work arrangements were the most used campus resource (52%), and cancer support was the least used (1%), as percentages of those who were aware. Administrators consistently reported more awareness of resources, programs, and services than staff or faculty. For the employee assistance program (EAP), 92% of administrators were aware compared with 87% of staff and 74% of faculty ($p < .001$). Most resources, programs, and services had a significant difference between tenure/tenure track (TT) and non-tenure track (NTT) faculty awareness. For example, TT faculty tended to be more aware than NTT faculty. However, amongst those who were aware, there were no significant differences for usage between TT and NTT faculty. For resources, programs, and services with a significant difference between M/P and O/S staff, M/P staff were more aware than O/S staff. Amongst those who were aware, M/P staff tended to use programs and services more than O/S staff.

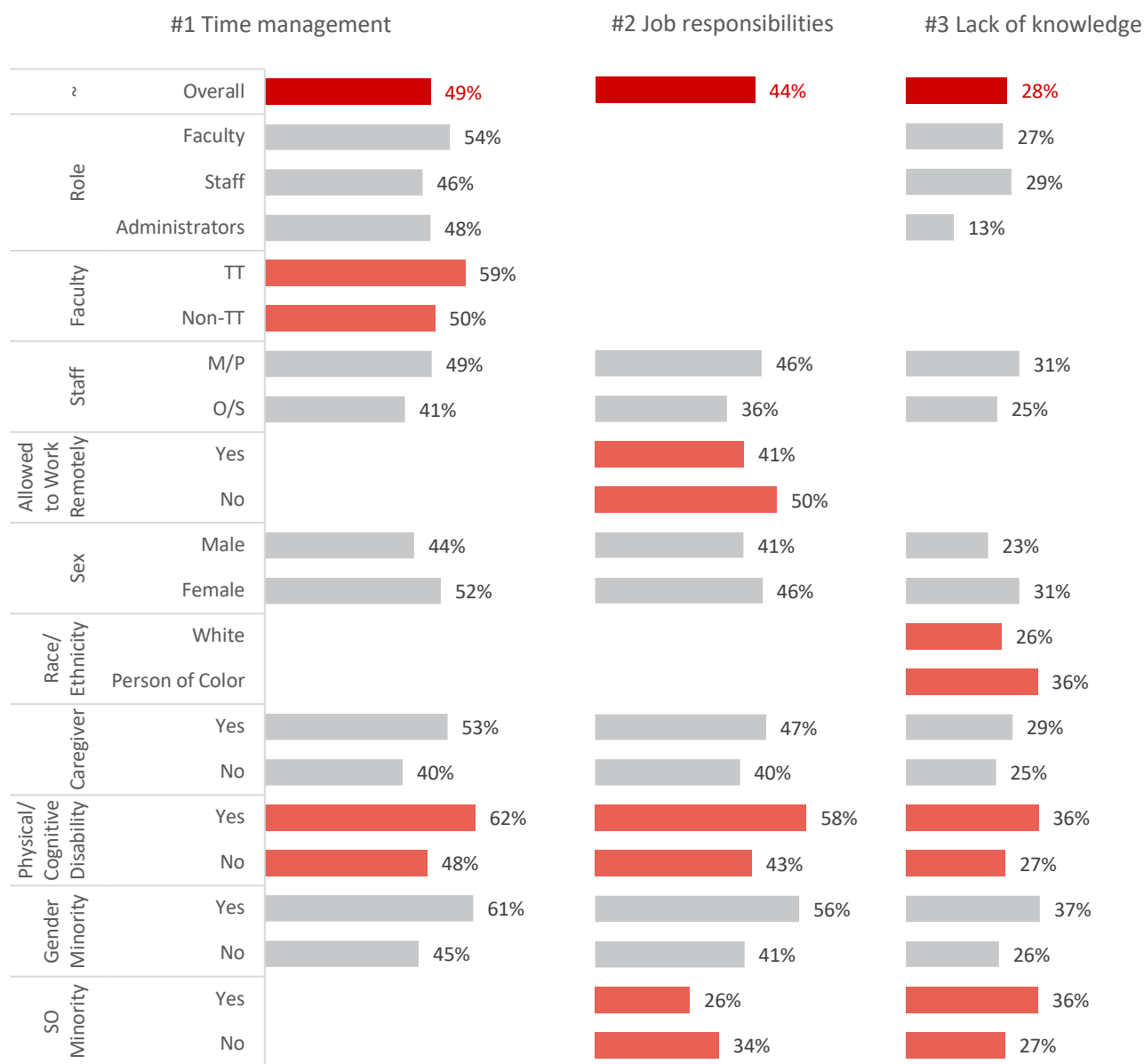
Out of all of the respondents who answered the awareness and use questions, two percent selected other. Specified write-ins included a few different coaching options like strengths coaching and department supervisor coaching. In addition, several mental health and wellness programs were indicated, such as the Green Bandana Project, Project Aware, the Psychological Consultation Center, Meal Kit Mondays, staff exercise, Collegiate Recovery Community, and Coming Together for Wellness. Other programs identified were focused on health leave and insurance, along with diversity, equity, and inclusion (DEI) at UNL and within the community. Only 6 respondents said they used “other” services.

Figure 2. Awareness and use of campus resources



The survey included a list of 15 possible barriers to participating in wellness-at-work programs, with the response options of yes, no, and maybe. Figure 3 shows the top three most common “yes” responses and any significant group differences. Half of all respondents said time management was a barrier to participation, followed by job responsibilities (44%), and lack of knowledge of the programs (28%). The least common barriers were peer pressure (2%), and injury/disability (3%). (See the full list of responses in Appendix D.) Three out of five employees with disabilities, gender minorities, and TT faculty cited time management as a barrier, more than their peers. Job responsibilities were a barrier for more than half of disabled and gender minority employees, as well. Lack of knowledge of the existence of these programs were cited by more than a third of gender minorities, employees of color, those with disabilities, and sexual orientation minorities.

Figure 3. Differences in top three barriers to participating in wellness-at work programs



Respondents who chose “other” as a barrier were prompted to explain their answer. The most common barrier to participation was from not having access to some of the programs or not being applicable for various reasons

(26% of those who wrote in responses). Suggestions to make these programs more accessible are to make virtual options or to make different time options to choose from. An additional barrier to participation included about one in five respondents (21% of those who wrote in an answer) who would prefer to do their own thing instead of participating in these programs. This is due to the commitment to other resources outside of the university, a lack of interest in the existing resources, or no desire to participate. A very small percentage of respondents did not find the programs beneficial and felt increased stress when adding more activities to their schedules with their current workload. Some felt there was no flexibility within their schedules due to understaffing issues and taking on additional work. Other respondents explained that they have not used these resources because they are either not available to them or they were under the impression that the resources were only available for students.

Respondents were asked how satisfied they were with their job as a whole on a five-point rating from extremely dissatisfied (=1) to extremely satisfied (=5). Most employees reported they were somewhat satisfied with a mean of 3.7. Approximately a quarter of respondents reported being extremely satisfied with their job. Table 3 shows the significant group differences in job satisfaction. People who were not caregivers had the highest job satisfaction of these groups, while those with disabilities had the lowest. Job satisfaction by unit can be seen in Appendix E: 96% employees in the Nebraska Forest Service reported being somewhat or extremely satisfied, compared to 60% of employees in the Nebraska Union and Utility Services.

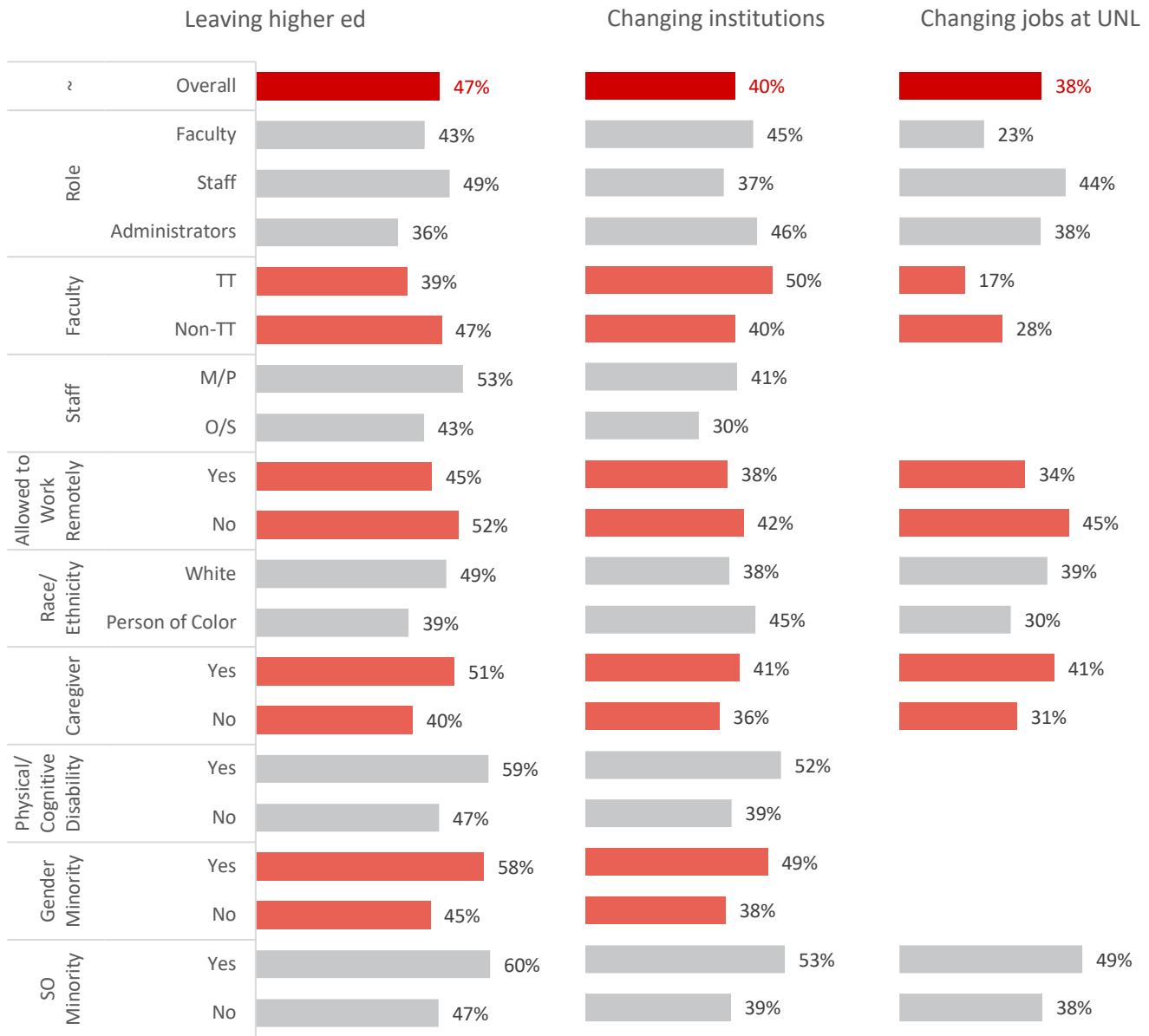
Table 3: Job satisfaction, by group

	Overall	Remote status		Caregiver		Disability		Gender minority		SO Minority	
		Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
N	2825	1056	1559	1499	586	177	2873	565	2485	191	2859
Ave.	3.7	3.68	3.77	3.71	3.91	2.93	3.78	3.61	3.76	3.36	3.76

The survey included four questions about considering career changes in the past two years, with yes or no response options. Between a third and a half of employees seriously considered changing careers, changing jobs within higher education to another institution, or changing jobs within the institution. And almost one out of five considered retiring.

Figure 4 shows the group differences for the more common changes. About three out of every five employees with disabilities, gender minorities, and sexual orientation minorities had considered leaving higher education. Administrators were the least likely to consider this change. Half of TT faculty considered changing institutions in the past two years, as did those with disabilities, gender minorities, and sexual orientation minorities. Sexual orientation minorities were the most likely to consider changing jobs at UNL. There were also some differences in who considered retiring: administrators (31%) were almost twice as likely as staff (16%), as were white employees (19%) vs. employees of color (10%). Women (16% vs. 21%) and gender minorities (12% vs 20%) were less likely to consider retiring than their peers.

Figure 4. Whether seriously considered career changes since the start of 2020



Another aspect of work culture that was examined is the ability to work remotely. One out of four employees whose supervisors allowed them to work off-campus were allowed to work entirely from home, the rest were hybrid (expected in the office some days; Table 4). Tenure and tenure-track faculty were the most likely to be able to work from home, and staff in office and service positions were the least likely. Three out of five administrators said they were able to work hybrid – more than any other group. More than one out of every five (22%) respondents with disabilities and sexual orientation minorities were not allowed to work remotely at all. More than half of O/S staff (55%) have jobs that cannot be performed remotely.

Table 4: Group differences in remote work

	Overall	Role			Faculty		Staff	
		Fac.	Staff	Admin	TT	NTT	M/P	O/S
My supervisor allows me to work remotely	15%	24%	12%	12%	28%	20%	13%	8%
My supervisor allows me to work hybrid	44%	52%	41%	60%	54%	49%	50%	24%
My supervisor does not allow me to work remotely	14%	7%	17%	10%	4%	9%	19%	13%
My job cannot be performed remotely	27%	17%	31%	19%	13%	21%	18%	55%
	Remote status		Sex		Race		Caregiver	
	Yes	No	Male	Fem.	White	POC	Yes	No
My supervisor allows me to work remotely	25%	0%	14%	16%	15%	19%	16%	13%
My supervisor allows me to work hybrid	75%	0%	39%	48%	44%	44%	46%	38%
My supervisor does not allow me to work remotely	0%	34%	9%	17%	15%	9%	15%	13%
My job cannot be performed remotely	0%	66%	39%	19%	26%	28%	24%	36%
	Disability		Gender minority		SO Minority			
	Yes	No	Yes	No	Yes	No		
My supervisor allows me to work remotely	18%	15%	18%	14%	12%	15%		
My supervisor allows me to work hybrid	36%	44%	46%	43%	42%	44%		
My supervisor does not allow me to work remotely	22%	14%	19%	13%	22%	14%		
My job cannot be performed remotely	23%	27%	16%	30%	24%	27%		

Amongst those whose job could be performed (at least partially) remotely ($n=2109$), three out of five employees reported that a hybrid work format would be their preferred mode of working. Twenty-two percent preferred to be in the office every day, and 17% preferred working solely from home. Employees were asked why they preferred their work location. Some respondents preferred working remotely as it allowed them to be more productive. Respondents noted they have fewer distractions at home, better internet, focus, and no commute. Flexibility of remote working was another common reason as to why respondents reported that they prefer working from home. The flexibility to take care of children, family, and have a better-work life balance, while not hindering productivity were reasons indicated by respondents. Commuting was a large reason why respondents favored working remotely. Many respondents reported they commute from Omaha, or other places in Nebraska, and working remotely saves them around two hours of commuting. Working remotely also saves commuters from spending on gas and parking permits. One staff member said, *“Working from home occasionally saves time spent commuting and gas while maintaining relationships with my on-campus co-workers and customers.”*

Mental health reportedly played a role in why respondents prefer their work location arrangements. Some prefer to work remotely, as the flexibility allows them to better take care of their mental health. However, some respondents indicated that it is better for their mental health to be around other people regularly. Working from home can get lonely, and some respondents missed going into the office for a change in scenery and socialization. Some respondents argued that working in a hybrid arrangement provides flexibility and gives staff/faculty/admin a balance between the office and home.

Several faculty and staff respondents mentioned that they enjoyed working from home because they could stay away from negative work environments. Drama, personal conflicts, and noise were some issues mentioned that made faculty and staff prefer remote work. Some respondents used the word *“toxic”* to describe the atmosphere in their office. There were no administrator respondents that mentioned negative environments affecting location preferences.



“A HYBRID SCHEDULE ALLOWS FOR BETTER WORK-LIFE INTEGRATION WHILE STILL GIVING SOME TIME IN THE OFFICE TO INTERACT WITH OTHER COWORKERS”

Additional reasons that were provided by faculty and staff respondents regarding their preference to work from home included benefits from a change of scenery, higher quality of life for those dealing with disabilities or chronic illness, and an increase in overall motivation.

Interaction with coworkers and students was a commonly reported reason staff, faculty, and administrators gave as to why a hybrid format works well. These respondents argued that face-to-face interactions help in building a relationship with coworkers and students, but the benefits of working from home are also important. Those that work with students indicate that teaching is much better when done face-to-face, although state that other aspects of their work can be done remotely.

High-risk or immunocompromised respondents reported they worry being around students and coworkers, and that working from home during this time worked best. Being able to get 100% of their work done from home while also minimizing the risk of COVID-19 exposure was another reason. However, several respondents reported that they do not have an office at home, or have limited work space when working remotely. Although some faculty members noted they have better equipment at home, many noted that their access to resources is better when in the office.

There were group differences by work location preferences (Table 5). Hybrid work was the most preferred, regardless of group, and on campus work was preferred by more than entirely working from home. Men were about twice as likely as women to want to work on campus.

Table 5: Group differences in preferred work location

	Overall	Remote status		Sex		Caregiver		Disability		Gender minority	
		Yes	No	Male	Fem.	Yes	No	Yes	No	Yes	No
Work remotely	17%	20%	9%	14%	19%	19%	14%	17%	25%	17%	19%
Work hybrid	60%	59%	70%	53%	64%	63%	55%	61%	52%	58%	69%
Work on campus	22%	20%	21%	33%	17%	18%	31%	22%	22%	25%	13%

Amongst those whose job could be performed remotely, respondents were asked how satisfied they were with their current work location arrangement on a five-point rating from not at all satisfied (=1) to very satisfied (=5). On average, employees were a little less than satisfied (3.8). As shown in Table 6, most groups were satisfied or slightly less (closer to moderately satisfied). The exception is the difference based on remote status - those able to work remotely are much more satisfied than those who cannot (4.1 vs. 2.9).

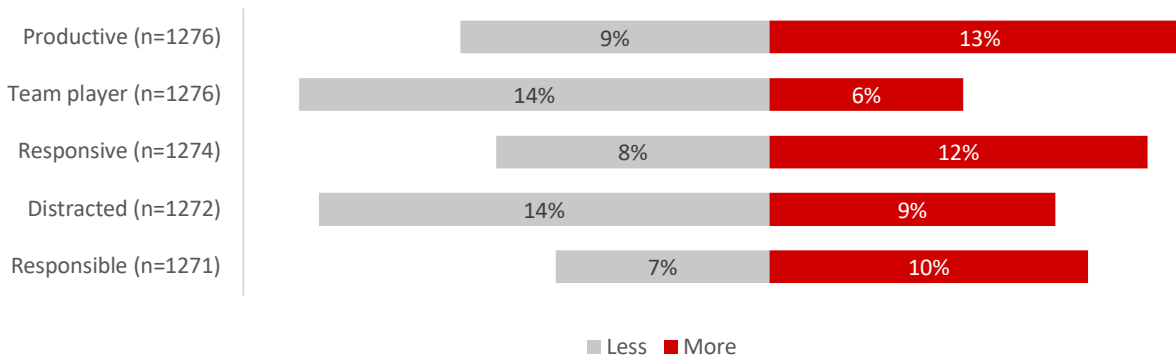
Table 6: Group differences in satisfaction with current work arrangement

	Overall	Role			Remote status		Sex	
		Faculty	Staff	Admin	Yes	No	Male	Female
N	2111	659	1369	81	1569	367	708	1403
Ave.	3.8	4.0	3.7	4.1	4.1	2.8	3.9	3.8
	Caregiver		Disability		Gender minority		SO Minority	
	Yes	No	Yes	No	Yes	No	Yes	No
N	1172	399	138	1973	482	1629	149	1962
Ave.	3.8	3.9	3.5	3.8	3.7	3.8	3.5	3.8

Respondents whose supervisor currently allowed them to work remote or hybrid were asked how many days per week they typically worked remotely at two time points: prior to 2020 and now. Most employees (73%) reported that they did not work remotely any days of the week prior to 2020, for an average of 0.6 days of remote work a week. Now, 57% of those allowed to work remotely are in the office every day, with an average of 1.1 days per week working remotely. Now, seven percent of employees reported working remotely every day, up from 4% two years ago.

Survey respondents who worked remotely (those that were allowed to and worked remotely 1+ day a week) were asked how they think their coworkers perceived them when they work remotely (Figure 5). The majority of respondents thought there was no difference, regardless of characteristic. Overall, productivity, responsiveness, and responsibility were thought to be improved more than worsened, and that there were fewer distractions. There were many group differences in how those able to work remotely thought they were viewed. The greatest differences were by role, race/ethnicity, and sexual orientation.

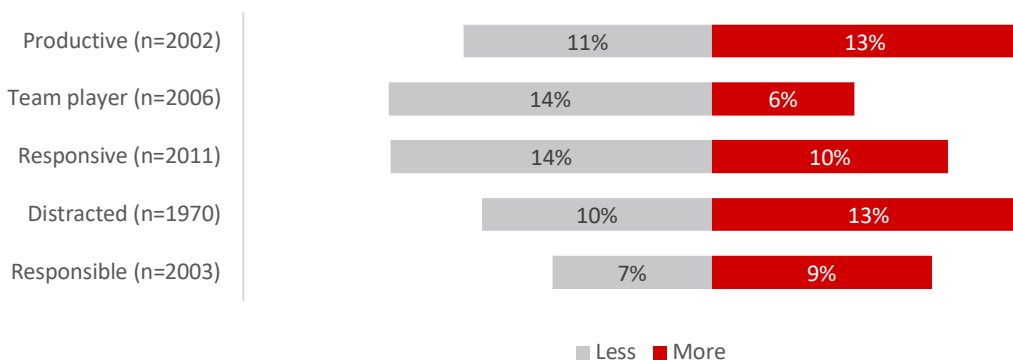
Figure 5. How remote workers think they are perceived by colleagues



Administrators were the usually the least likely to think they were viewed more positively when working remotely. In fact, none of the administrators said they were seen as more of a team player when working remotely, compared to 4% of faculty and 8% of staff. Staff were over twice as likely to think they were viewed as more productive (17%) and responsible (13%) than faculty (8% and 6%, respectively) or administrators (5% each) when working remotely. Staff (18%) were also much more likely to think they were viewed as less distracted when working from home (compared to 8% of faculty and 7% of administrators). Employees of color thought they were viewed as more of a team player (10% vs. 5% of white peers), more responsive (17% vs. 11%), and more responsible (16% vs. 8%). Sexual orientation minorities were more likely than their majority peers to think they were seen as both more (20% vs. 12%) and less (16% vs. 9%) productive, more (17% vs. 8%) and less (19% vs. 13%) distracted, and less responsible (15% vs. 6%).

All respondents were asked about how they viewed their colleagues based on the same characteristics (Figure 6). As before, the majority of respondents saw no difference, and the pattern was very similar for being productive, a team player, and responsible. Employees were less likely to see their remote colleagues as responsive and more likely to see them as distracted, the opposite of how the remote workers thought they were viewed.

Figure 6. How they perceive colleagues who work remotely

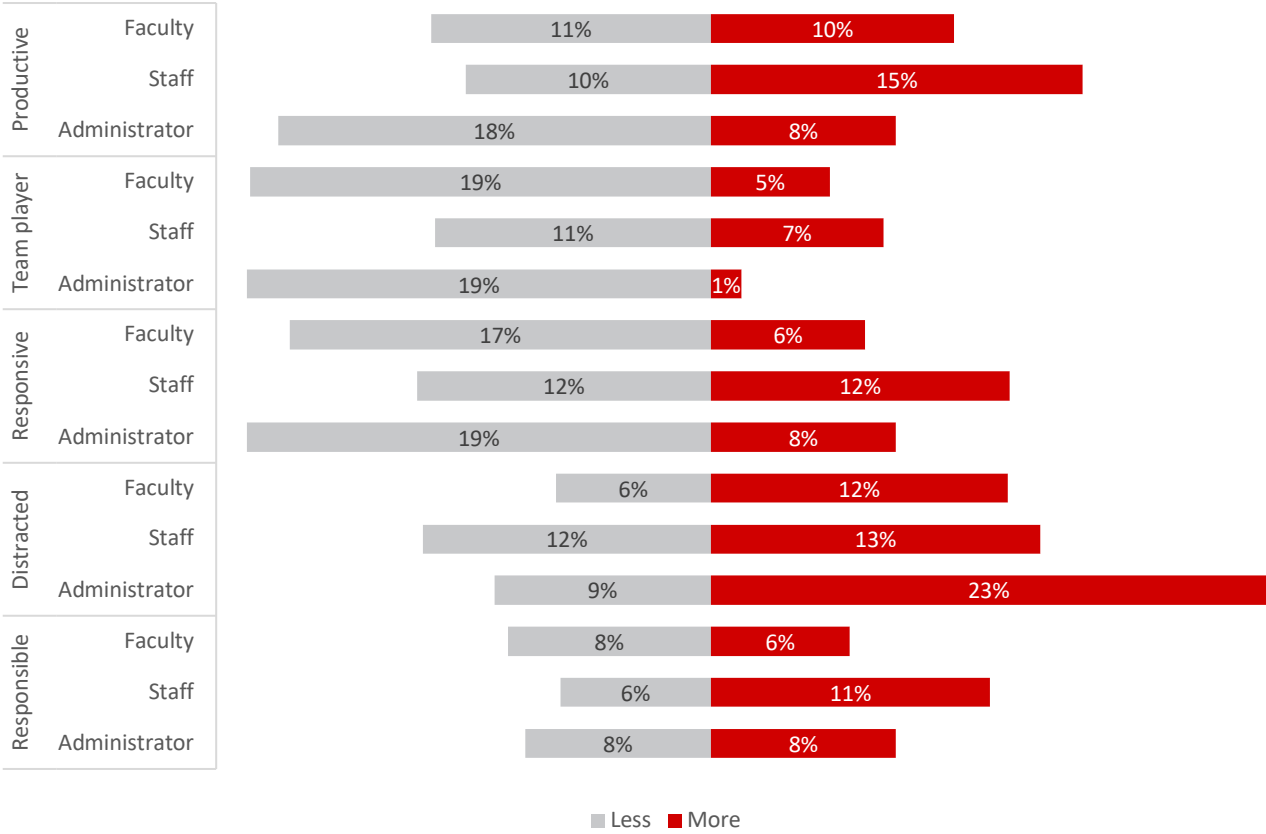


There were several group differences in the perception of colleagues who work remotely, with the most difference by role (Figure 7) and by remote status (see Appendix D). Administrators, in particular, viewed their remote colleagues less positively than faculty or staff on the characteristics of being productive, a team player, responsive, or distracted. Staff were the most likely to view their remote colleagues positively. Employees allowed to work remotely were more likely than those who are not allowed to say there was no difference in the five characteristics. Compared to respondents not allowed to work remotely, remote allowed employees viewed their remote colleagues less positively.

Survey participants were asked to describe changes in their work environment that would reduce their stress and improve their work experience. A more positive work environment was one change indicated by staff, faculty, and administration. Faculty members reported that the culture can be “eye-poppingly toxic,” and the negative environment impacts their work. Clearer expectations, supportive leadership, and more casual opportunities to interact with colleagues were additional changes faculty members desired. Staff members also indicated a wish for more camaraderie, but overall, there was a larger theme of a lack of trust in leadership and supervision. Staff noted that morale is quite low, and short-staffing is an issue.

Working remotely, either in a hybrid format or completely, was one of the most common responses for reduced stress and improved work experience. Working from home even a couple of days per week would improve work-life balance and mental health, respondents indicated. Many respondents noted that continued support of remote work, and an option to work remotely 100% of the time, would be a change they would make to their environment.

Figure 7. Perception of remote colleagues by role



Improved division of work/better workload was another suggestion respondents gave to reduce stress and improve their work experience. Faculty and staff responded that the current workload needs to be reduced, and it seems to get heavier over time, especially since the start of the COVID-19 pandemic. Hiring additional workers to lessen the workload is something that staff members indicated as a necessity. Faculty members reported that the current expectation is to be “on” all the time, and argue that less of an expectation to respond in the evenings or during non-work hours is needed. A change in the amount of administrative work is another desired change indicated by faculty. Administrators also noted the need for more staff/faculty, as well as lessened administrative tasks.

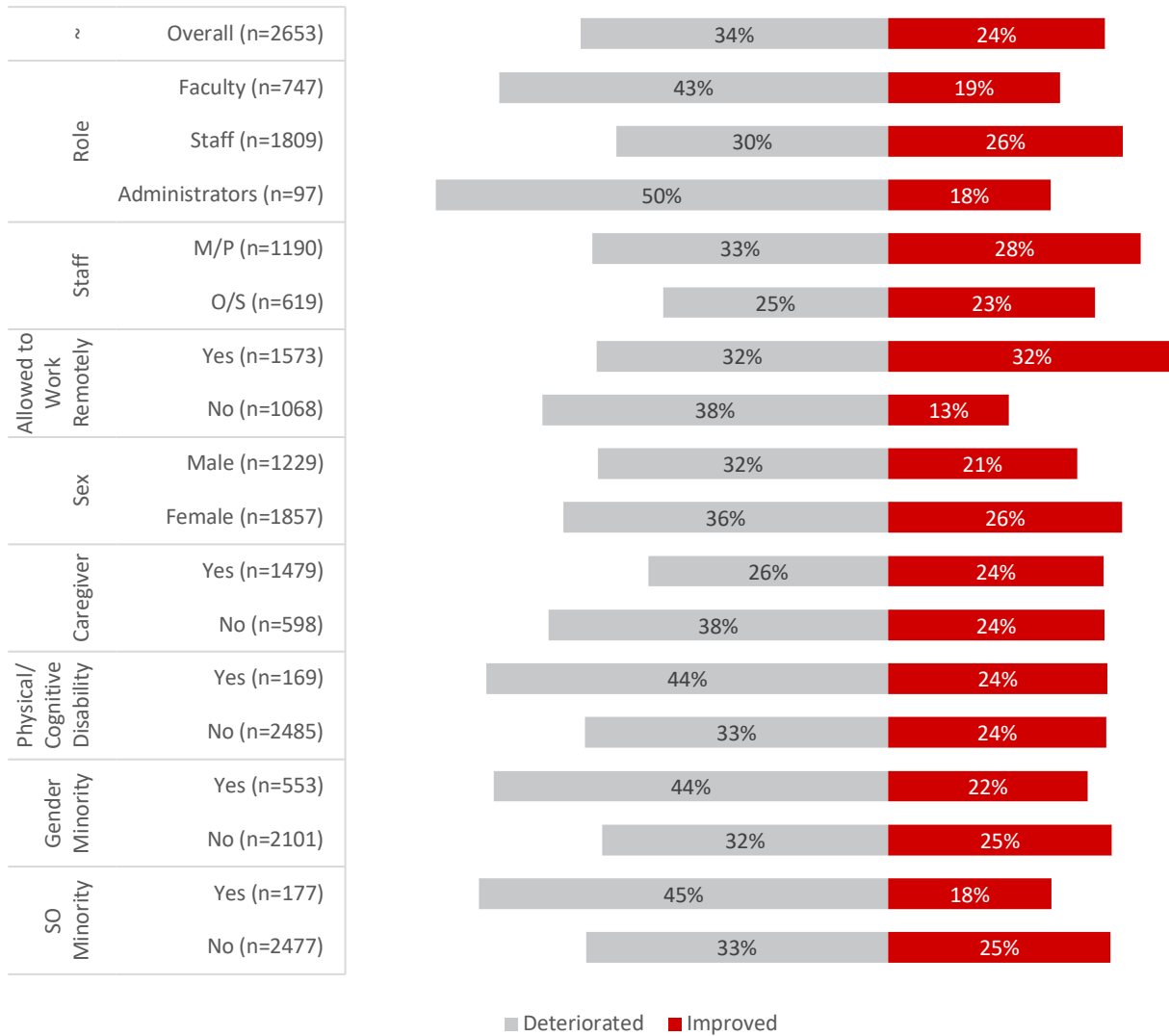
Faculty members reported an increase in salary is a change that would reduce stress and improve their work experience. Both faculty and administrator respondents noted that worries about budget cuts have been prevalent and contributing to stress. Additionally, staff members reported a desire for higher pay, with more emphasis on having livable wages. Staff members noted that the cost of living has increased, as well as their workload, while pay has not. Other suggestions provided by staff, faculty, and administration include better communication and direction from supervisors and leadership, a greater consideration for wellness, more opportunities to advance, proper equipment/furniture for both remote and in-person work (e.g., standing desks, private space), and free parking (staff).

Work-Life Balance

Respondents were asked eight sets of questions on the topic of work-life balance, including two scales. Broadly, work-life balance was measured with a four-item scale from strongly disagree (=1) to strongly agree (=5), of which two of the six items were omitted for the sake of reliability ($\alpha=.821$; see Appendix B). Overall, the mean of the four item scale was 3.4 for all employees. The mean was significantly higher amongst staff (3.5) than amongst faculty (3.2) or administrators (3.2). Non-tenure track faculty agreed with the four work-life balance statements more (3.3) than TT faculty (3.0). Employees who were not caregivers reported higher average work-life balance than those who had caregiving responsibilities (3.4 vs. 3.3). The following underrepresented and minoritized workers reported lower values on the scale than those without that status: those with disabilities (3.1), gender minorities (3.2), and sexual orientation minorities (3.2).

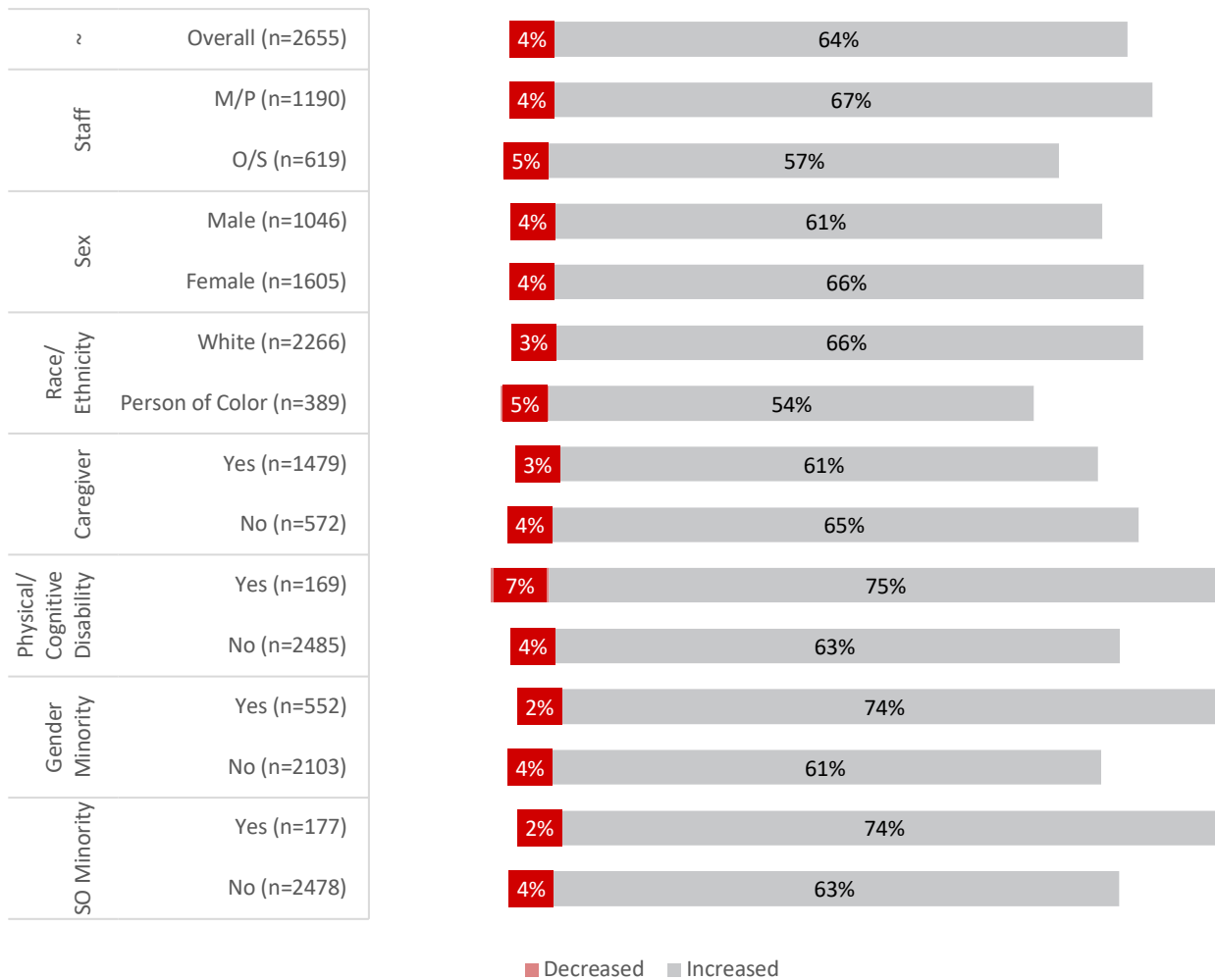
Employees were asked about changes in their work-life balance since the start of 2020, with one in three saying it deteriorated and one in four saying it improved. There were several group differences, as shown in Figure 8. Half of administrators said their work-life balance deteriorated over the past two years, more than any characteristic shown here. Those with physical or cognitive disabilities, and gender and sexual orientation minorities were the next most likely to say their work-life balance deteriorated. Employees in O/S positions, caregivers, and those not allowed to work remotely were most likely to say their work-life balance stayed the same. Nearly a third of respondents who reported that they were allowed to work remotely said their work-life balance improved over the last two years.

Figure 8. Change in work-life balance since 2020



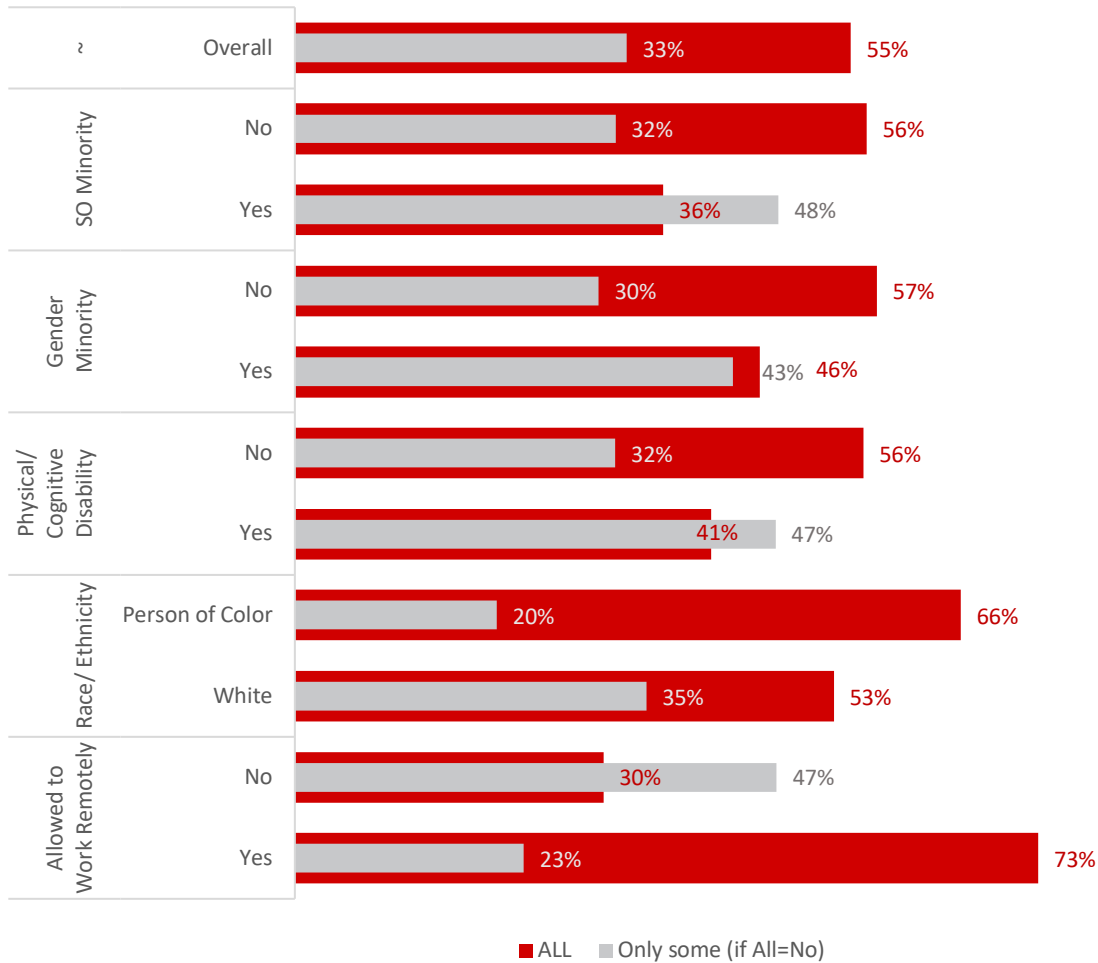
As a follow-up, respondents were asked about changes in their workload since the start of 2020 (Figure 9). Overall, nearly two-thirds of respondents reported that their workload increased in the past two years. Three out of four employees with disabilities, and gender or sexual minority statuses said their workload had increased. Managerial/professional staff, women, Whites, and those who are not caregivers all were more likely to say their workload increased.

Figure 9. Change in workload since 2020



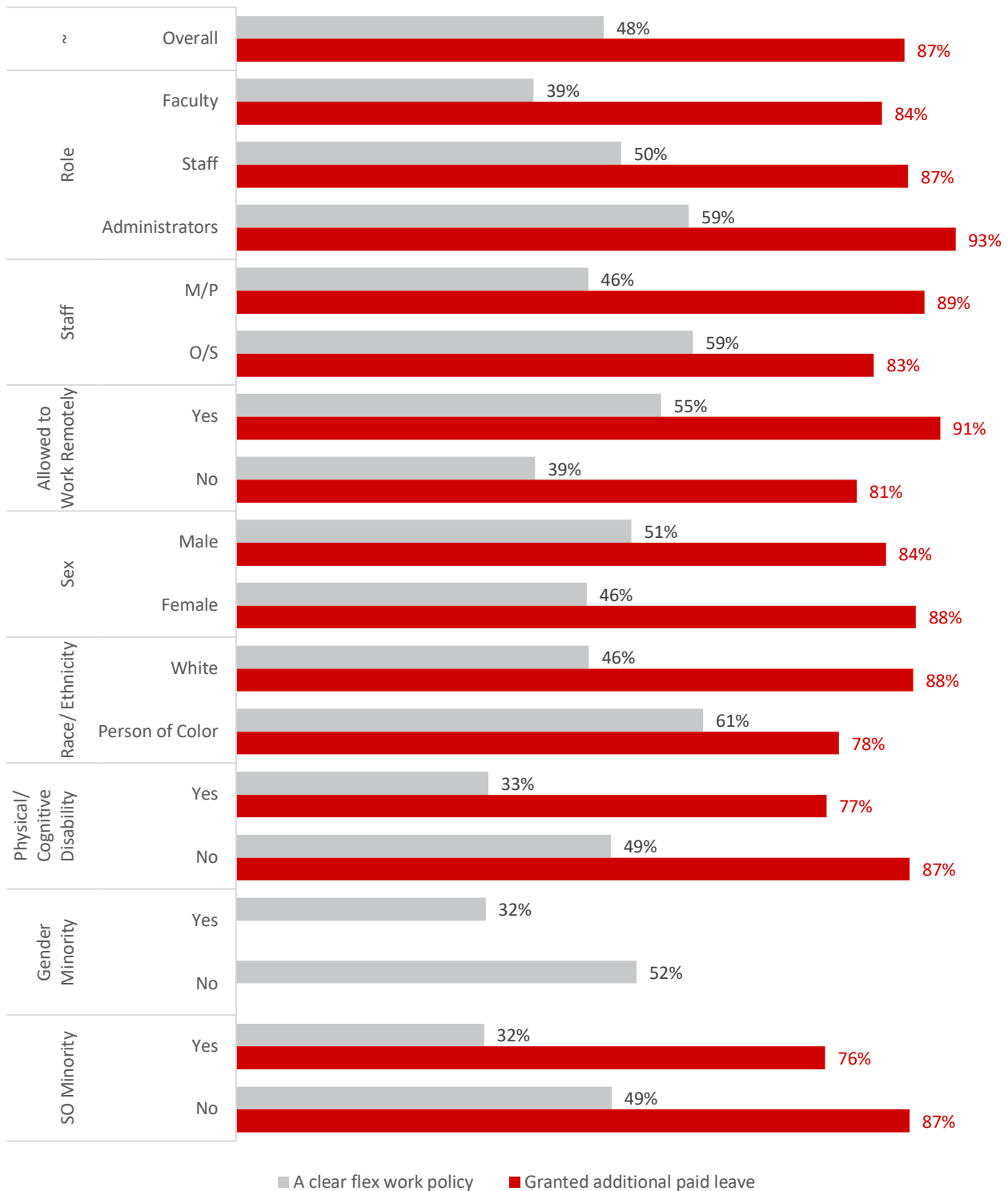
A little over half of survey respondents (55%) reported that their department has enabled all employees to implement flexible work schedules in order to support having a work-life balance. Of those who selected 'No' to that question, a third stated that their department had enabled this level of flexibility for only some employees (Figure 10). Those who worked remotely were most likely to say that their department allowed all employees to work remotely. Confusingly, 30% of respondents that answered that their supervisor does not allow them to work remotely said their department allowed all employees to work remotely. It is unclear from this data if this is a mismatch between hierarchies (department vs. supervisor), confusion with the questions being asked, or some other issue.

Figure 10: My department has enabled _____ employees to implement flexible work schedules to support work-life balance.



Nearly half of UNL employees who completed the survey (48%) stated that UNL has a clear policy regarding flexible work schedules to support work-life balance. Almost nine out of ten respondents reported that UNL granted additional paid administrative leave to accommodate extenuating circumstances related to COVID-19. Figure 11 shows these, as well as significant differences by group statuses. Employees of color were the most likely to say that UNL had clear flex time policies (61%), followed closely by administrators (59%). More than nine out of ten administrators (93%) and remote-allowed workers (91%) said UNL granted additional paid administrative leave to accommodate extenuating circumstances related to COVID-19, although the differences between groups was smaller than for the flex-time policies.

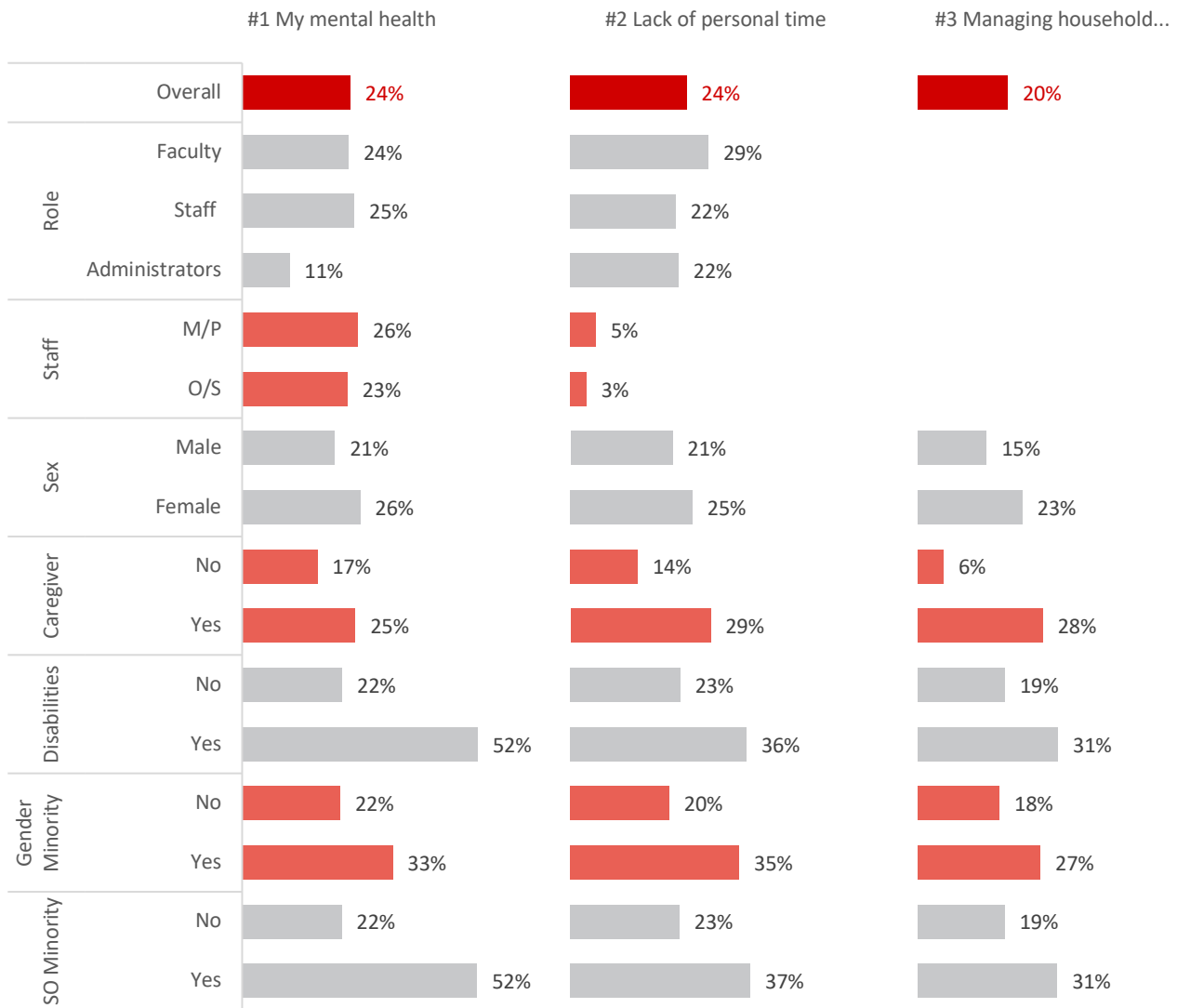
Figure 11: Yes, UNL has ...



The survey included a list of 11 common (not explicitly work-related) stressors, and respondents were asked to indicate the degree to which each was a source of stress in the past two years on a four-point scale (not at all, somewhat, extensive, or not applicable). Mental health was the greatest stressor overall (24%), followed by lack

of personal space (24%) and managing household responsibilities (20%). These are shown in Figure 12 with statistically significant group differences. Over half of those with disabilities and sexual orientation minorities reported their mental health being an extensive stressor - more than double than their peers without those characteristics. The least common extensive stressors were reported as overt discrimination (3%), subtle discrimination (6%), and marital/intimate relations frictions (7%). Not included in the figures: employees who are able to work remotely are also more likely than those that are unable to say lack of personal time was an extreme stressor (26% vs. 22%).

Figure 12: Differences in top three extensive (non-work) stressors during the past two years



In addition to the stressors examined above, a list of 12 common work-related stressors were also included, with the same scale as the prior list. One third of UNL employees described their workload as an extensive stressor, followed by the review/promotion process (21%), and work-related activities outside of regular work hours (16%). Long-distance commuting was the least common extensive stressor (5%), followed by fundraising expectations, and faculty/staff meetings (8% each). The top three extensive stressors and their significant group differences are shown in Figure 13.

Half of all TT faculty described workload as an extensive stressor (more than any group examined – see Appendix D for all group analyses run). Those with disabilities were a near second, with 45% citing workload as an extensive stressor. These two groups were tied for most likely to describe the review/promotion process as an extensive stressor (34%). When looking at off-hours work, faculty (compared to staff and administrators) were the most likely to call this an extreme stressor (27% - more than double what staff selected), although there were not significant differences by type of faculty member. Employees with disabilities followed with 26% compared to 15% for those without.

Figure 13: Differences in top three extensive (work) stressors during the past two years



Respondents were prompted to identify any additional sources of stress not listed. The highest number of responses (of those who wrote in an answer) indicated that the constant flow of emails (14%), the COVID-19 pandemic (16%), and understaffing (12%) were all major stressors for employees at UNL. Along with the COVID-19 pandemic, faculty reported that hybrid teaching is stressful based on the constant change in policies and class organization. Understaffing issues have made it difficult for employees to complete their work, in addition to the

work of others. Employees who completed the survey reported that they are taking on the responsibilities of others when they are absent, and including new responsibilities based on increased expectations. Other stressors included financial stress (e.g., low salary), distractions in the office, and issues with coworkers/colleagues.

The Work Well-being Scale, adapted from a previously used scale (see Appendix B for details), included eight questions like ‘How often have you felt supported by your colleagues?’ and ‘How often have you felt the amount of work you were expected to complete in a day was reasonable?’ The five response options for these questions ranged from never (=1) to very often (=5), and the scale was created from the average of the answers ($\alpha=.845$). Overall, UNL employees who completed the survey averaged 3.35 on the work well-being scale. Of the groups examined (Table 7), employees who were allowed to work remotely reported the highest Work Well-being Scale values (3.44), followed by NTT faculty (3.42), and employees of color (3.41). Employees who identified as sexual orientation minorities had the lowest Work Well-being Scale values (3.18 compared to 3.36 for their non-minority peers).

Table 7: Group differences Work Well-being Scale

	Overall	Faculty		Staff		Remote status		Race		Gender minority		SO Minority	
		TT	nonTT	M/P	O/S	Yes	No	White	POC	Yes	No	Yes	No
N	2699	367	366	1205	638	1484	1024	2278	395	567	2106	192	2481
Ave	3.35	3.32	3.42	3.36	3.24	3.44	3.21	3.34	3.41	3.28	3.36	3.18	3.36

Lastly, in relation to workload, respondents were asked how many employees they supervised. Almost half of employees (48%) reported they do not supervise anyone, 33% reported that they supervise 1-5 people, 10% of respondents supervise 6-10 people, 5% supervise 11-20 people, and 4% supervise more than 20 people (n=2708). Due to the volume of data collected, examining factors by supervisory status were not prioritized.

Work Performance

Respondents were asked a series of 12 questions that make up the Work Performance Scale. The questions measured the frequency of feelings, such as “I feel competent in my job” (1=never and 5=always) and agreement with statements like “I am less interested in my work than I used to be” (1=strongly disagree and 5=strongly agree, which was reverse coded, so more positive feelings are higher). These questions were adapted for this scale, omitting two items because of low reliability ($\alpha=.839$). The overall mean of the ten remaining items was 3.5 (Table 8). Administrators felt more positive than faculty or staff, or the other groups highlighted in this report. Those with disabilities had the lowest values positive feelings towards their work – a half point lower than administrators.

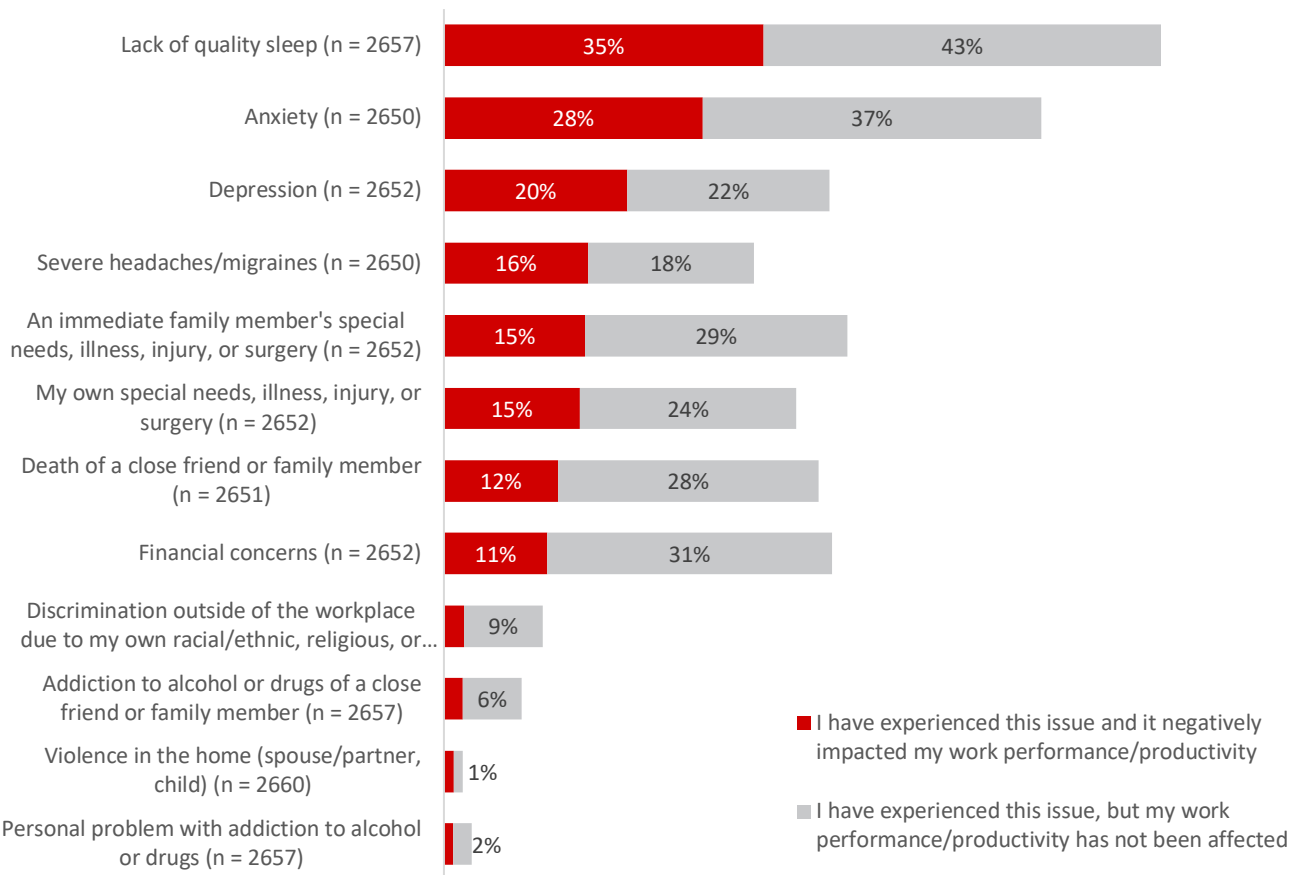
Table 8: Work Performance Scale

	Overall	Role			Remote status		Caregiver		Disability		Gender minority		SO Minority	
		Faculty	Staff	Admin	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
N	2679	735	1847	96	1485	1026	1481	582	178	2501	572	2107	193	2486
Ave.	3.50	3.41	3.46	3.60	3.53	3.33	3.42	3.55	3.10	3.48	3.31	3.49	3.19	3.47

Survey participants were asked whether they had experienced various personal concerns over the past two years and if they had negatively affected their work performance and/or productivity (Figure 14). Lack of sleep was the most common concern, affecting over three-quarters of employees (78%). It was also the most common issue that negatively impacted their work (35%). Anxiety was the next most common, affecting approximately

two-thirds of employees and with a negative impact on 28% of respondents. Personal addiction and violence in the home were the least common concerns experienced by UNL employees.

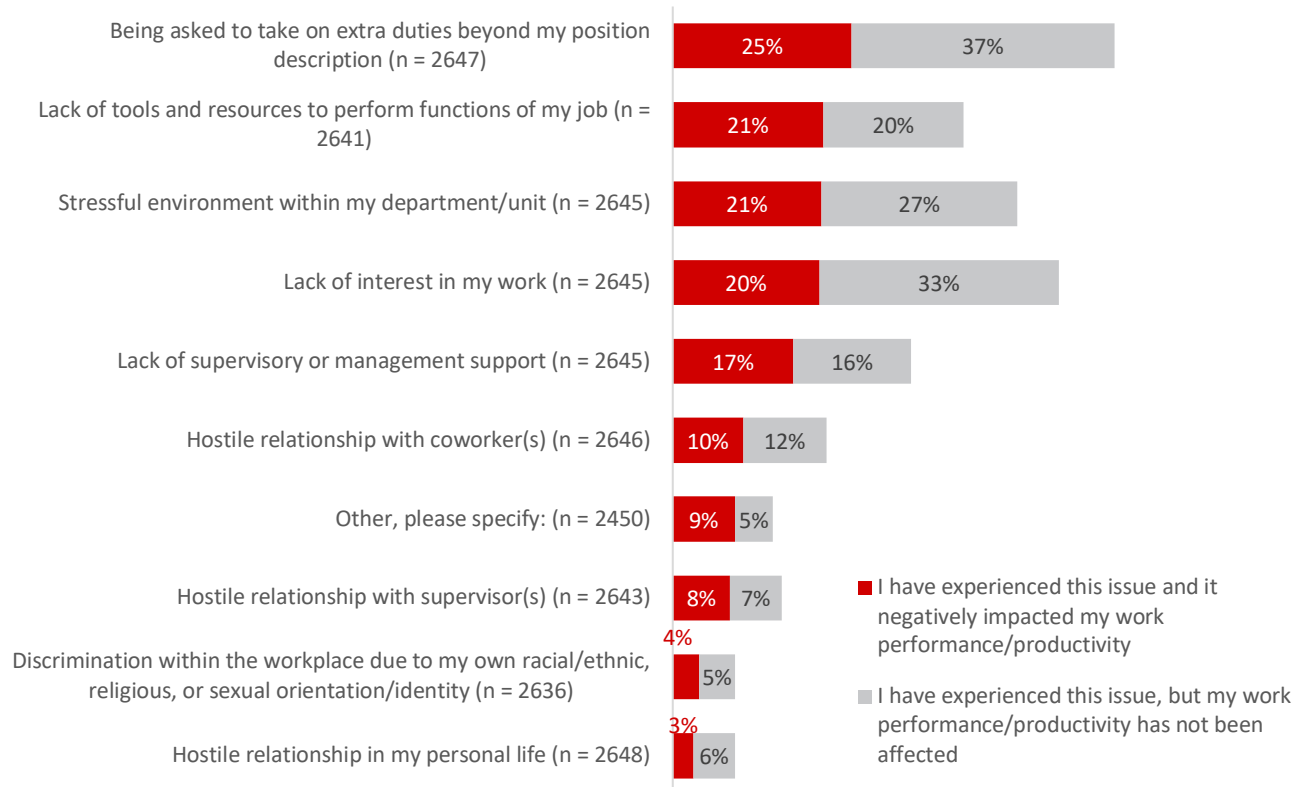
Figure 14: Personal negative impacts on performance and/or productivity in the past two years



Survey participants were then asked whether they had experienced various work concerns over the past two years and if they had negatively affected their work performance and/or productivity (Figure 15). More than three out of five respondents (62%) were asked to take on extra duties beyond their position description in the past two years. One in four said this additional burden negatively impacted their work performance and/or productivity. Lack of interest in their work was the next most common issue (54%) but negatively affected the work of slightly fewer respondents (20%) than lack of tools and resources to do their job functions (21%). Hostile personal relationship and discrimination in the workplace were the least common issues, but were still experienced by 9% of employees.

Ninety-seven university employees selected “other” as an option under work concerns, and were asked to elaborate. The COVID-19 pandemic was a common (and expected) response. Two out of every five write-ins were about unfair treatment due to discrimination (e.g., age, sex, position at work, beliefs, compensation, and disability). A smaller number of responses indicated that faculty and staff have seen a negative impact from department supervisors due to favoritism and altered department climate. Staff also noted a lack of communication within the department, as well as a lack of pay when they are experiencing increased workloads to compensate for understaffing issues.

Figure 15: Work-related negative impacts on performance and/or productivity in the past two years



The Workplace Support Scale was created from eight questions related to feeling supported at work (supervisor support, feedback, compensation, etc.). The responses from strongly disagree (=1) to strongly agree (=5) were averaged ($\alpha=.885$), for an overall average of 3.58, just slightly closer to agree, than the mid-point (neither agree not disagree). Table 9 shows the significant group differences for this scale. Administrators (3.80) felt the most supported, followed by those able to work remotely (3.72). Employees with disabilities perceived the least support (3.23).

	Overall	Role			Remote status		Disability		Gender minority		SO Minority	
		Faculty	Staff	Admin	Yes	No	Yes	No	Yes	No	Yes	No
N	2613	720	1797	95	1447	1001	178	2438	565	2048	191	2422
Ave.	3.58	3.53	3.59	3.80	3.72	3.38	3.23	3.60	3.46	3.61	3.38	3.59

Employees were asked how their enjoyment in their job has changed since the start of 2020. With the response options of decreased greatly (=1) to increased greatly (=5), the overall average was 2.7, closer to stayed the same than decreased slightly (Table 10). While there were significant differences in all groups, all were small. Caregivers had the highest average (2.9), and sexual orientation minorities the lowest (2.4). The largest within group differences were for on-site only workers, those without disabilities, gender minorities, and sexual orientation minorities, all who were 0.3 points more likely to say their enjoyment decreased than their counterparts.

Table 10: Change in job enjoyment since the start of 2020

	Overall	Role			Faculty		Staff		Remote status		Sex	
		Faculty	Staff	Admin	TT	nonTT	M/P	O/S	Yes	No	Male	Fem.
N	2648	728	1824	95	366	362	1190	634	1468	1014	1046	1602
Ave.	2.7	2.6	2.7	2.7	2.5	2.7	2.7	2.8	2.8	2.5	2.8	2.7
		Race		Caregiver		Disability		Gender minority		SO Minority		
		White	POC	Yes	No	Yes	No	Yes	No	Yes	No	
N	2261	387	1465	576	177	2437	570	2044	192	2422		
Ave.	2.7	2.8	2.9	2.7	2.7	2.4	2.5	2.8	2.4	2.7		

Employees were asked whether their sense of purpose in their job has changed since the start of 2020. With the same response options as above (decreased greatly to increased greatly), the overall average was stayed the same (2.9). Employees of color (POC in Table 11) were the only group to have an average (tiny) increase (3.1), and those with disabilities had the greatest average decrease (2.6).

Table 11: Change in sense of job purpose since start of 2020

	Overall	Remote status		Race		Caregiver		Disability		Gender minority		SO Minority	
		Yes	No	White	POC	Yes	No	Yes	No	Yes	No	Yes	No
N	2645	1466	1014	2260	385	1464	574	177	2435	569	2043	193	2419
Ave.	2.9	3.0	2.8	2.9	3.1	2.9	3.0	2.6	3.0	2.8	3.0	2.7	3.0

Six questions about job satisfaction were averaged to create the Job Satisfaction Scale ($\alpha=.848$). With response options from extremely dissatisfied (=1) to extremely satisfied (=5), the average of 3.5 is between moderately satisfied and satisfied (Table 12). Administrators were the most satisfied (3.75), and disabled employees were the least satisfied (3.08). Within groups, the difference between those with and without disabilities was the largest.

Table 12: Job Satisfaction Scale

	Overall	Role			Remote status		Disability		Gender minority		SO Minority	
		Faculty	Staff	Admin	Yes	No	Yes	No	Yes	No	Yes	No
N	2605	709	1802	93	1452	993	173	2432	564	2041	191	2414
Ave.	3.48	3.45	3.48	3.75	3.61	3.30	3.08	3.51	3.33	3.52	3.24	3.50

Respondents were asked to describe the most stress-producing aspects of their job in an open-ended question. Staff, faculty, and administrators reported that workload was one of the most stress-producing aspects of their jobs. In order of frequency, managing deadlines, changing workloads, and trying to balance their workload with life outside of work were the most common stressors for respondents. The lack of clear expectations was another stressor, along with issues with leadership and being short-staffed.

Staff members specifically reported a lack of communication and support from their managers/supervisors. They felt less valued than faculty members, with faculty members treating staff poorly in some instances. Faculty members reported a disconnect between leadership and faculty, feeling undervalued and/or micromanaged, as well as stress produced from changes in administration. Faculty and staff also reported changes in policies as stress-producing, and noted that these changes are not well communicated by administrators.

Faculty members specifically reported that they are having a more difficult time with students. Dealing with students' stress has increased since the start of the COVID-19 pandemic, and it was reported that students are demonstrating lower performance and preparation. Staff members reported that the overall amount of students can be stressful, as well as dealing with students' mental health issues can bring on emotional fatigue.

A toxic work environment is another stressor that faculty, staff, and administrators all reported. Gossip amongst coworkers, hostile colleagues, negative atmospheres, and toxic leadership were reported from respondents. Along with a negative work environment, some respondents indicated a lack of support from leadership, with unclear expectations.

Lastly, compensation was a commonly identified stressor. Staff members noted low pay as a stress-producing aspect. Administrators noted staff turnover rates, and the inability to provide competitive salaries. Administrators also placed more emphasis on lack of funding and the administrative load. Other noted stressors included the lack of opportunities to advance (staff and faculty), commuting, policy changes, lack of funding, and the pressure to publish (faculty).



“BEING TASKED WITH TWICE THE AMOUNT OF RESPONSIBILITIES IN THE LAST TWO YEARS TO COVER AN OPEN POSITION, YET WITHOUT ANY FINANCIAL COMPENSATION OR JOB PROMOTION”

Safety and Violence

When considering overall mental health and wellness, issues of safety and violence can be cause for concern. UNL employees were asked five sets of questions on the topic of safety and violence. When asked how much they agreed or disagreed that ‘my institution is concerned about my safety,’ the average answer was 3.9, or slightly less than agreement on the scale from strongly disagree (=1) to strongly agree (=5). There were several statistically significant group differences, as shown in Table 13. Administrators had the highest agreement (4.1), and the employees who self-identified as having disabilities or as a sexual orientation minority had the lowest at 3.6.

Table 13: Agreement with “My institution is concerned about my safety”

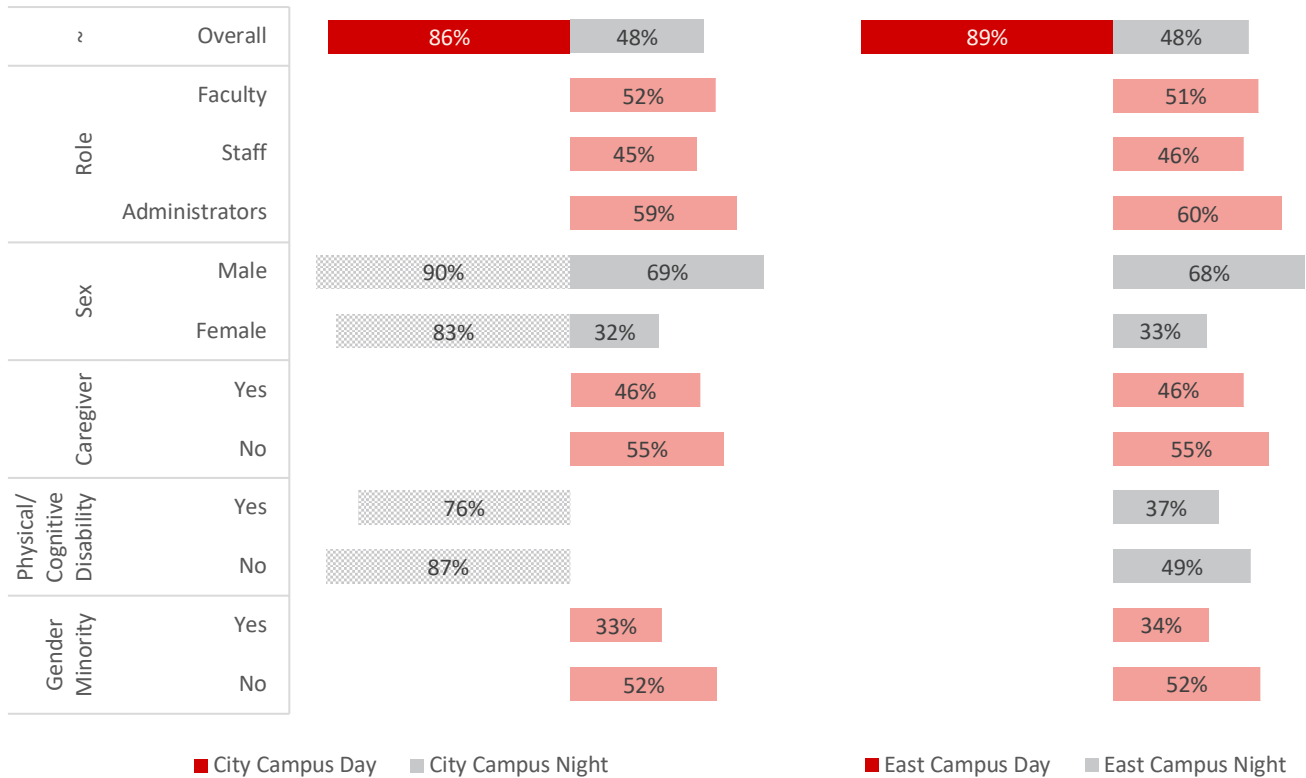
	Overall	Role			Remote status		Disability		SO Minority	
		Faculty	Staff	Admin	Yes	No	Yes	No	Yes	No
N	2620	720	1807	92	1449	1005	176	2444	193	2427
Ave.	3.9	3.8	3.9	4.1	3.9	3.8	3.6	3.9	3.6	3.9

Respondents were asked about how safe they felt in various locations around the Lincoln campuses during the day and at night. The locations were on City Campus, around City Campus, on East Campus, around East Campus, and in their own office/building. The original response options of not at all safe (=1) to very safe (=4) were collapsed to very safe and less safe for ease of understanding, identification of goals, and the generally much larger number of responses in the highest category (skew). The percentage of UNL employees who completed the survey that reported feeling very safe was highest for East Campus during the day (89%), and the lowest was around City Campus at night (35%). Each of the focal group differences in this report had at least one significant difference amongst the ten locations/times presented – see Appendix D for the full list. The figures below show only those groups with the most differences, which highlights a varied experience at UNL, in terms of safety.

Figure 16 shows the group differences (day and night) for City and East Campuses. More group differences are apparent during the daytime options (red and beige colors) for City Campus than for East Campus. Specifically, male employees and those without disabilities feel safer on City Campus during the day than their peers. There are no differences during the day for these groups when thinking of safety on East Campus. This changes when examining differences for nighttime response options (the grey colors). There are many group differences, but

they are the same or very similar, regardless of campus (with the exception of employees with disabilities who are not different from their peers when considering safety on City Campus at night). The largest difference is by sex, where only one third of women report that they feel very safe on either campus at night, while more than two-thirds of men say the same.

Figure 16: Levels of feeling safe by Campus



The pattern of feeling very safe on campus is similar when looking at the areas around each campus (Figure 17). Fewer employees feel safe in the neighborhoods around each campus, overall, and there are more significant group differences. However, the values are the same or similar whether they are near City or East Campus at night. During the day, there are more significant group differences. Administrators are more likely than their faculty and staff peers to feel very safe in the areas around City Campus in daylight, as are employees without disabilities. Nearly 80% of men feel safe around each campus during the day, compared to about 70% of women.

Figure 17: Levels of feeling safe by areas around each campus

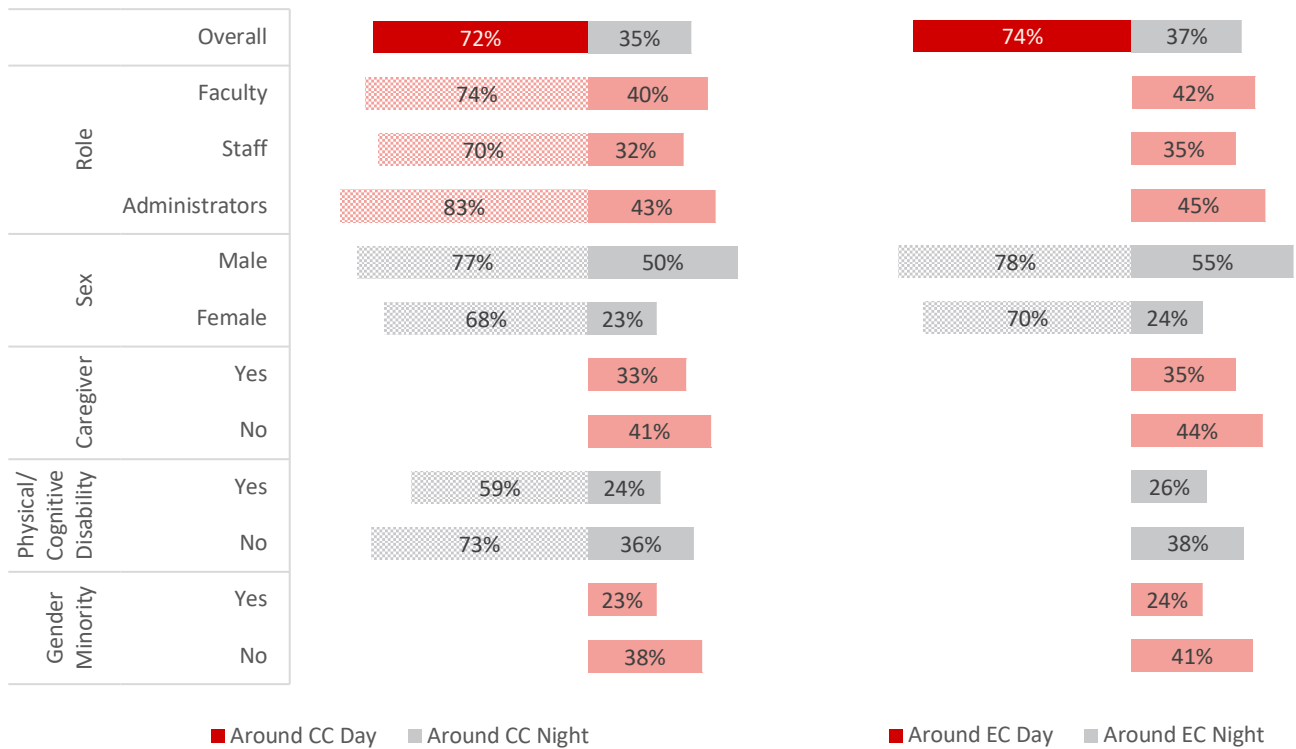
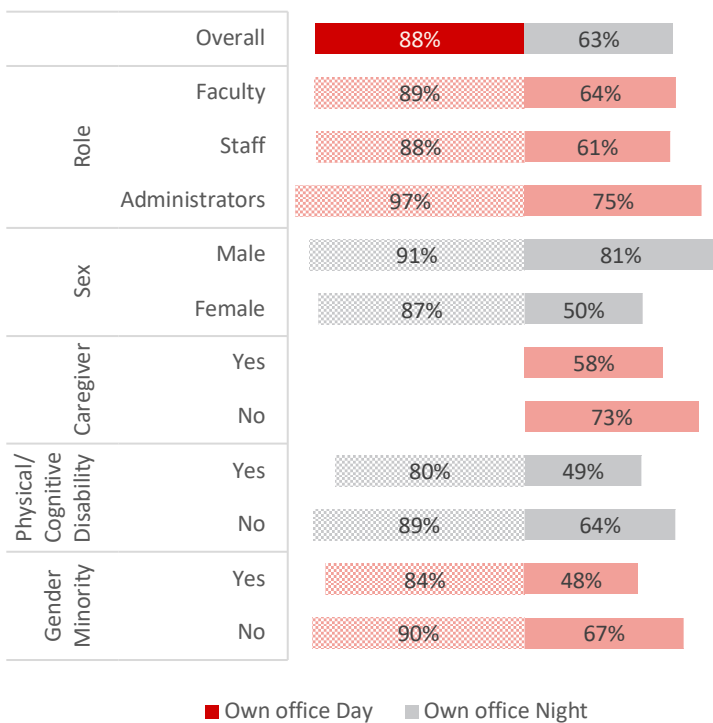


Figure 18: Levels of feeling safe in own workspace

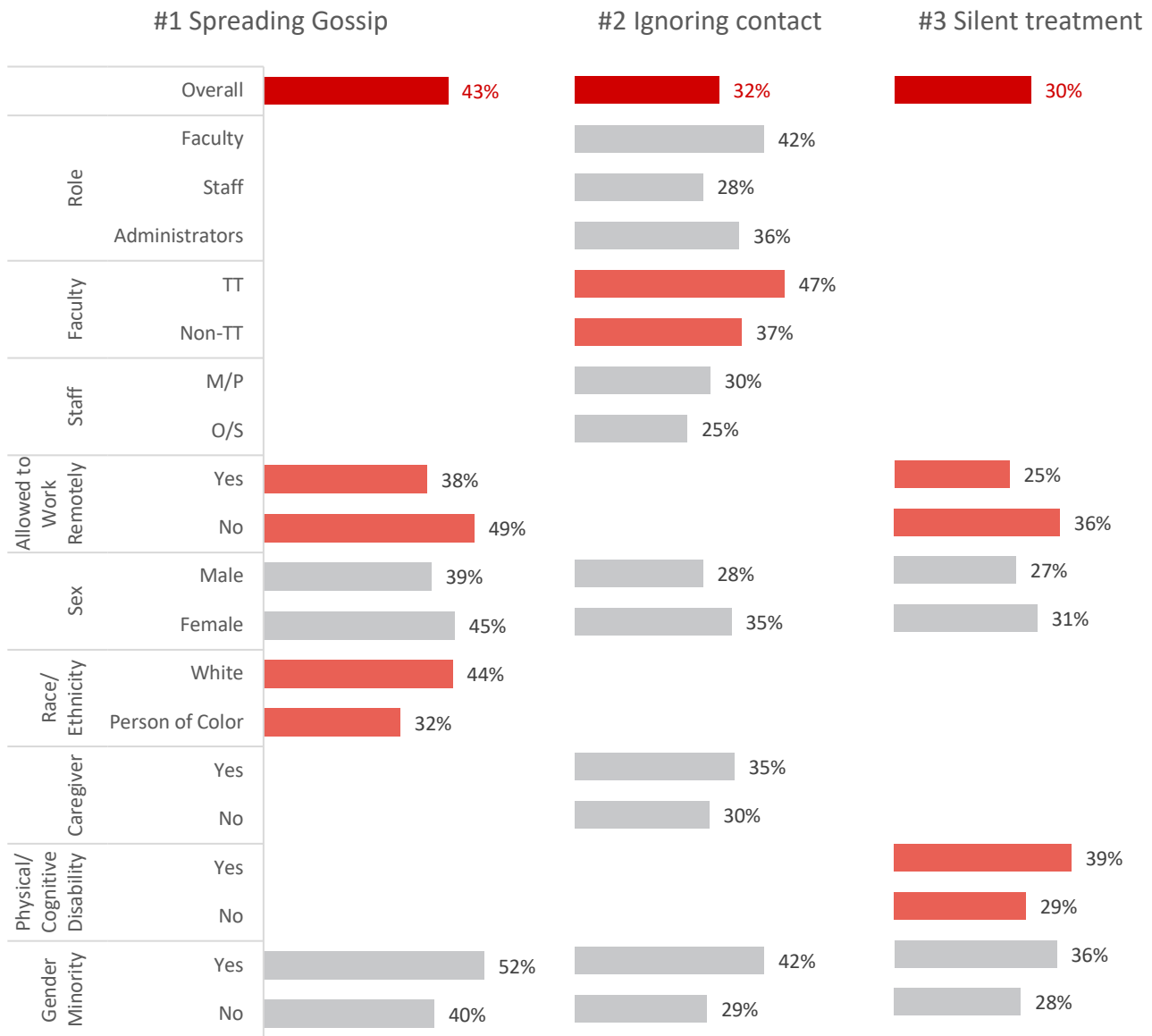


UNL employees generally feel safer in their own office or building, but there were a large number of group differences during both the day and night (Figure 18). Of these groups, nearly all administrators said they felt very safe in their workspace during the day, and three-quarters said the same about at night, more than those in other employee roles. Male employees felt safer in their workspace regardless of time of day, and were more similar across time than the other groups shown here. Caregivers were not different than their peers without those responsibilities when they considered their safety during the day, but were less likely to say they felt very safe at night, similar to other locations above. Having a disability or being a gender minority is also associated with decreased feelings of safety in their own office or building, regardless of time of day.

In addition to questions of safety in and around campuses, survey participants were asked whether they had witnessed any of twelve negative behaviors amongst colleagues and coworkers over the past two years. These ranged in severity from spreading gossip to physical and sexual abuse. Each behavior was reported as having happened, and the most common were spreading gossip (43%), ignoring phone calls and emails from coworkers (32%), and the silent treatment (30%). Experiencing physical abuse (1%) and sexual abuse/harassment (3%) in the workplace were the least common.

The group differences varied a great deal, depending on the behavior observed. Sex differences and the related gender minority differences were the only groups to consistently be different across the three behaviors highlighted (Figure 19). Faculty were the most likely to say they observed ignoring calls and emails from coworkers, and amongst this group, nearly half of TT faculty reported this – more than their NTT peers. One out of four O/S staff observed this behavior, fewer than their M/P colleagues. Unsurprisingly, those that were allowed remote work observed fewer negative behaviors from their coworkers. Women were more likely to report seeing each of these behaviors, but the difference was as small as 4% in some cases. Employees of color were less likely than White employees to observe coworkers spreading gossip about their peers. Caregivers were more likely to observe calls/emails being ignored than those who did not have that role. Respondents with disabilities were more likely to see the silent treatment amongst peers, as were gender minorities, who witnessed the gossip and being ignored more than their peers, as well. Other group differences can be found in Appendix D.

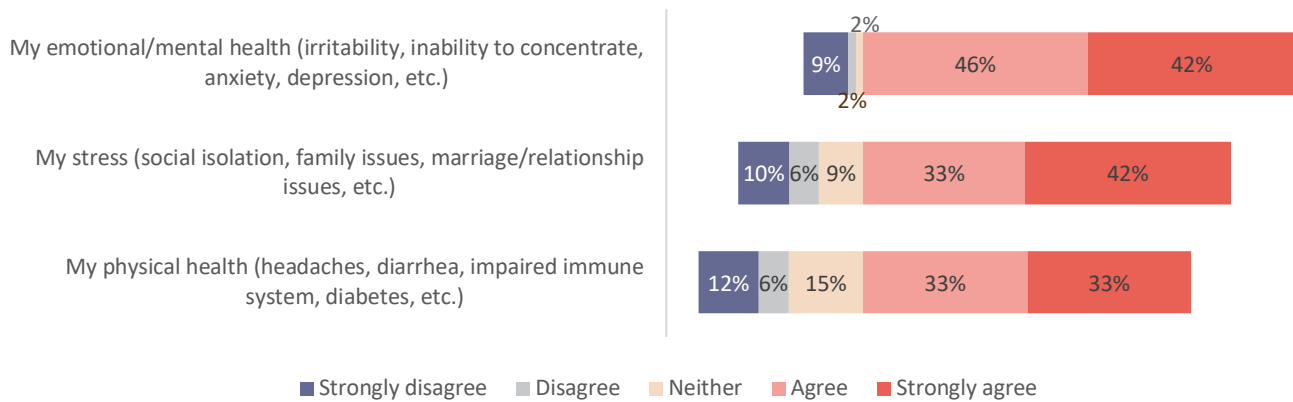
Figure 19: Differences in top three observed negative behaviors during the past two years



Almost all employees (97%) reported that they had not missed work due to being bullied in the workplace. Employees with physical and cognitive disabilities were much more likely than non-disabled peers to report missing work due to bullying (8% vs. 2%), as were women compared to men (4% vs. 1%). Additionally, 5% of gender minority respondents reported that bullying caused them to miss work, compared to 2% of their peers.

The last question of this section asked about the negative impacts of being bullied at work, focusing on emotional/mental health, physical health, and stress. For each question, respondents could choose from five options: strongly disagree (=1) to strongly agree (=5), as well as a 'not applicable' option. This question does not specify a time frame (like the previous question). However, looking only at those who said they were bullied in the last two years (Figure 20), the majority of bullied employees' well-being was greatly impacted – especially their emotional/mental health (group differences were not examined for this subgroup.)

Figures 20: Due to being bullied at work, my ____ has been negatively impacted (n=66-67)



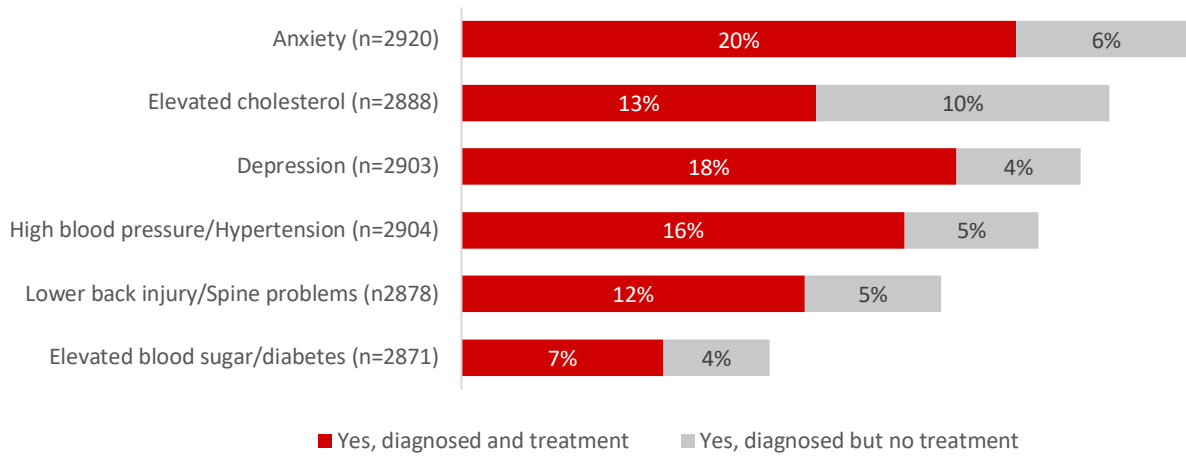
General Wellness

General health was measured on a five-point response scale, from poor (=1) to excellent (=5). Half (50%) of respondents described their general overall health as 'good,' with a mean of 3.7 (see Appendix D for frequencies and means by total respondents and groups). As shown in Table 14, when examining by characteristic, employees in the administrator role reported the highest ratings of health – just higher than good (=4). The lowest health ratings were reported by those with physical or cognitive disabilities – just below average (=3). While there were several other group differences, most reported health was closer to good than average.

	Overall	Role			Staff		Remote status	
		Faculty	Staff	Admin.	M/P	OS	Yes	No
N	3050	868	2068	112	1348	720	1056	1559
Ave.	3.7	3.8	3.7	4.1	3.8	3.6	3.7	3.8
	Caregiver		Disability		Gender minority		SO Minority	
	Yes	No	Yes	No	Yes	No	Yes	No
N	1499	596	177	2873	565	2485	191	2859
Ave.	3.7	3.9	2.9	3.8	3.6	3.8	3.4	3.8

Respondents were queried about common diagnoses that may affect overall health and wellness. Figure 21 shows whether a doctor or other healthcare provider told respondents they currently had broader conditions. More than a quarter of respondents reported having anxiety, and one out of five (overall) were treated for this condition. Elevated blood sugar was reported by the fewest number of employees. A similar number of respondents had been diagnosed and not treated for each condition, except for elevated cholesterol, which was approximately twice as likely to have been untreated than other conditions.

Figure 21. Whether a healthcare provider told currently have condition



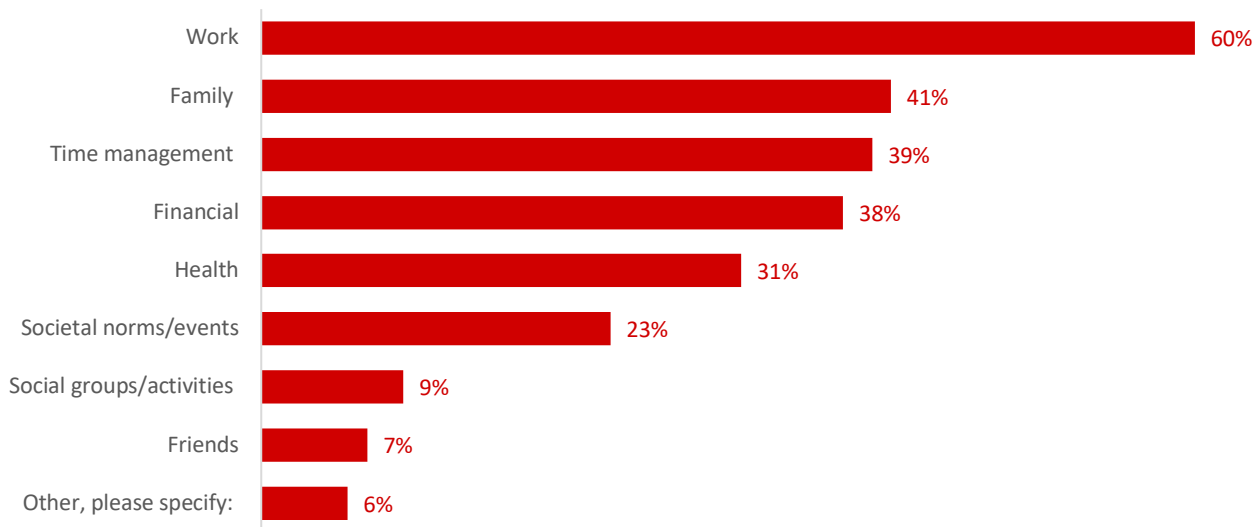
Respondents were asked about their sleep – how many nights in the last month did wake rested? About one in four respondents (27%) reported they got enough sleep that they felt rested at 15-21 nights in the past month, and 26% reported they got enough sleep 22-31 nights in the past month. Roughly one in five reported a week or less of restful sleep (21%), or 8-14 days of restful sleep (18%), and 6% reported less than a week of restful sleep.

Emotional and Mental Well-being

This section focuses on various aspects of emotional and mental well-being, including changes in mental health, sources, of stress, supports, and barriers to mental health treatment. Survey participants were presented with a list of eight common stressors (family, health, work, etc.) and asked to check all that were a major stressor (see Figure 22). The most frequently chosen option was work, with three out of five employees selecting it. Family and time management were the next most selected, with approximately two out of five respondents checking them. There were few significant group differences in the three most common stressors. A higher percentage of O/S (63%) than M/P staff (58%), and those not allowed to work remotely (64% vs. 57%) reported work as a major source of stress. More caregivers reported family (42%) and time management (41%) as major stressors than did non-caregivers (36% and 35% respectively). Additional group differences can be seen in Appendix D.

Respondents could indicate any other major sources of stress beyond previously identified stressors listed. The highest number of responses (22% of those who wrote in responses) mentioned the COVID-19 pandemic as a major source of stress due to the health risks, uncertainty, and changing policies. The pandemic has also caused a feeling of isolation and troubles maintaining relationships with others. Additionally, faculty and staff noted that taking care of their children or being a caregiver, especially during the pandemic, has been a major stressor within their life. Additional responses included feeling stressed about unfair treatment within the department, future plans and career development, balancing involvements, and getting certain tasks done.

Figure 22: Major sources of stress (n=2655)



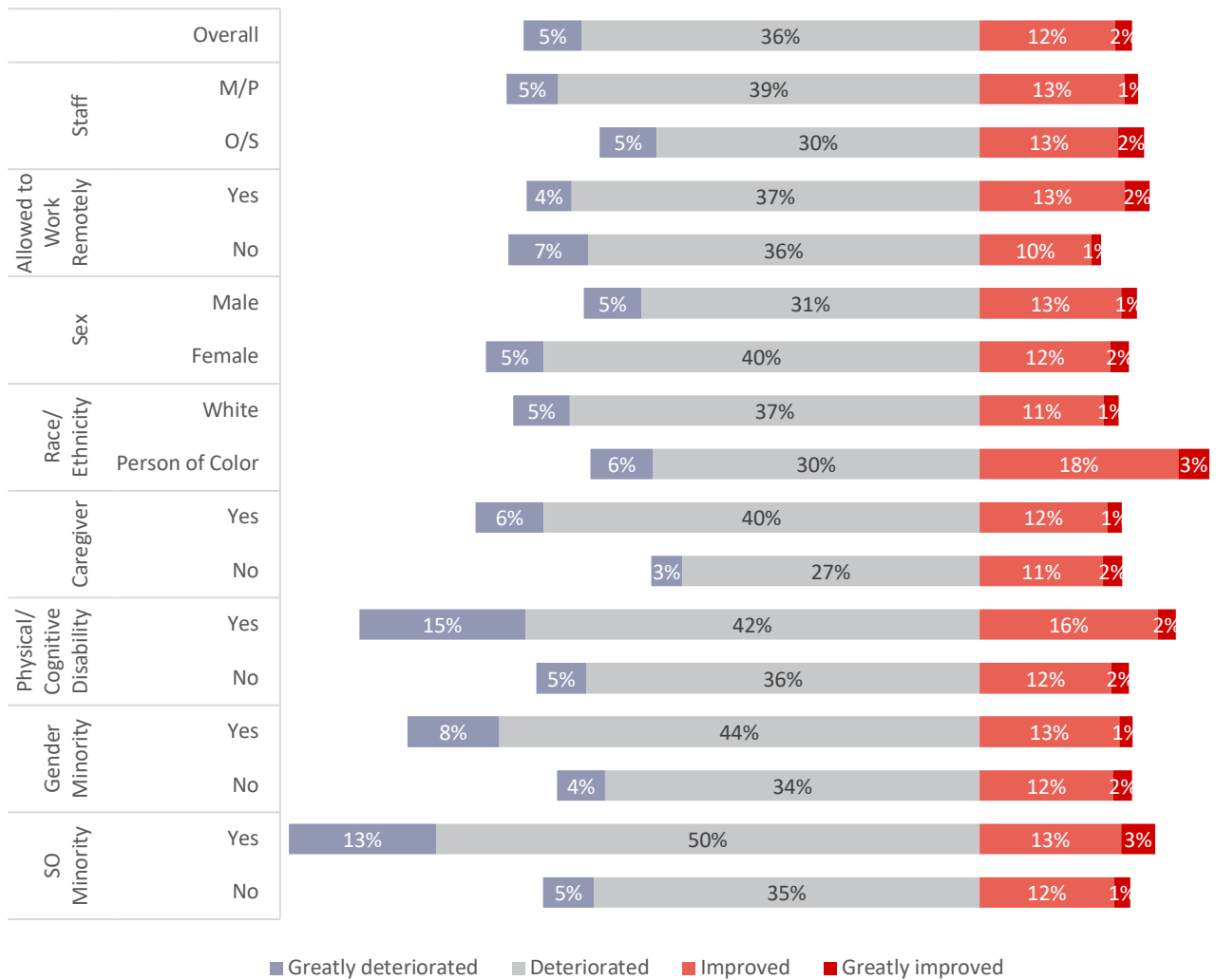
When asked to rate their mental health, most respondents (52%) described their mental health as ‘good’ on a scale of poor (=1) to excellent (=4). Table 15 shows overall averages by group. Administrators and those who do not identify as a caregiver had the highest ratings of mental health (3.0 each, or “good”). Respondents with disabilities and those self-identifying as a sexual orientation minority reported the lowest statuses of mental health (2.3 and 2.4, respectively – closer to “fair” than “good”).

Table 15: Self-rated mental health

	Overall	Role			Remote status		Caregiver	
		Faculty	Staff	Admin	Yes	No	Yes	No
N	2628	717	1816	94	1453	1007	1458	568
Ave.	2.8	2.8	2.8	3.0	2.7	2.8	2.7	3.0
	Disability		Gender minority		SO Minority			
	Yes	No	Yes	No	Yes	No		
N	178	2450	572	2056	192	2436		
Ave.	2.3	2.8	2.6	2.8	2.4	2.8		

When asked how their mental health had changed since the beginning of 2020, 44% of respondents reported their mental health had not changed, while 41% reported that their mental health had deteriorated, and 14% said it had improved. Figure 23 shows how mental health had changed since the beginning of 2020 by groups. Excluding the self-identified minority statuses, the largest portion of each group said their mental health had not changed. Respondents who self-identified as having a physical or cognitive disability, a gender minority, or sexual orientation minority were most likely to say their mental health had deteriorated in the last two years. Employees of color were the most likely to say that their mental health had improved (21%). Employees with disabilities had the second highest percentage (18%) of improved mental health, but this is less than half as many who said their mental health deteriorated (41%). Respondents who were not allowed to work remotely were the least likely to say their mental health improved.

Figure 23. How mental health has changed since the beginning of 2020



The survey included 10 questions that were averaged to create the Life Purpose Scale ($\alpha=.908$). For example, two of the statements the respondents were asked to rate were “People respect me” and “I am a good person and live a good life.” The response options were strongly disagree (=1) to strongly agree (=5), and the overall average was 4.0 (agree). Administrators felt more purpose than their peers (4.1; Table 16). Those that were allowed to work remotely and employees of color also reported more positive responses. Those who identified as not having a disability rated the life purpose scale higher than did their disabled peers (4.0 vs. 3.7).

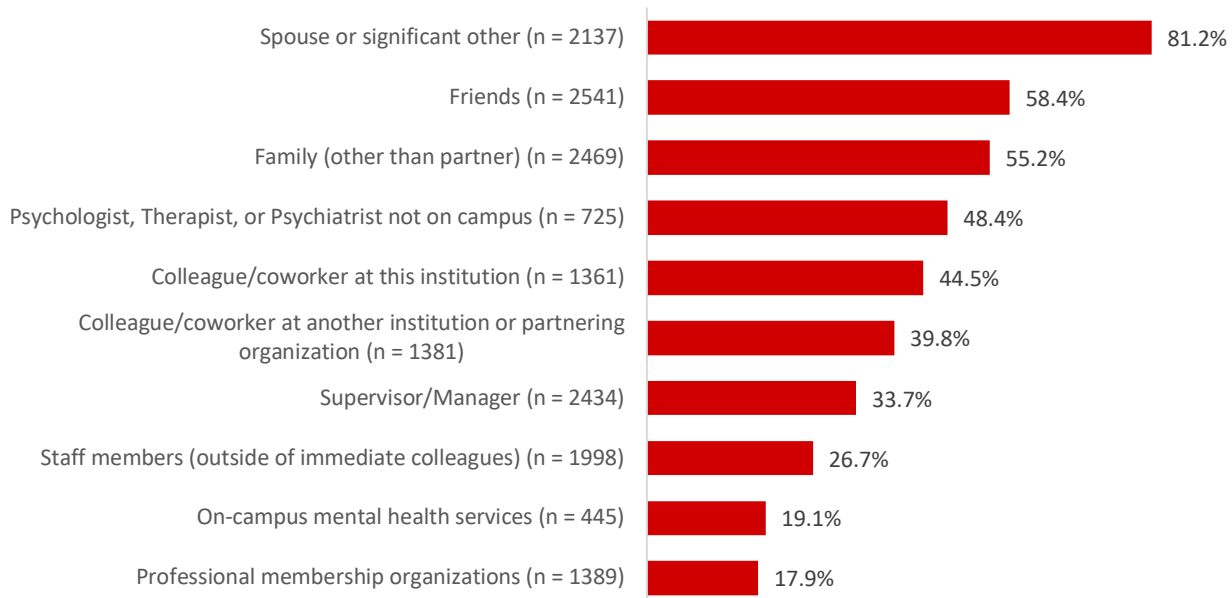
Table 16: Life Purpose Scale								
	Overall		Role			Remote status		
			Faculty	Staff	Admin	Yes	No	
N	2620		709	1806	94	1443	1000	
Ave.	4.00		3.96	3.94	4.14	4.02	3.86	
	Sex		Race		Disability		SO Minority	
	Male	Female	White	POC	Yes	No	Yes	No
N	1025	1585	2233	377	178	2432	193	2417
Ave.	3.90	3.98	3.94	4.02	3.69	3.97	3.83	3.96

The Isolation Scale was created by averaging the answers to three questions ($\alpha=.802$). On a scale of not at all true (n=1) to true nearly all of the time (=5), the overall average was 2.2, or slightly more than rarely. Group differences are depicted in Table 17. Higher values indicate greater isolation, and those with disabilities (2.7) and sexual orientation minorities (2.6) were more isolated than their peers. Administrators reported the least isolation (1.9).

	Overall	Role			Remote status		Caregiver	
		Faculty	Staff	Admin	Yes	No	Yes	No
N	2602	94	1799	708	1439	997	1442	564
Ave.	2.2	2.3	2.2	1.9	2.2	2.2	2.2	2.1
	Disability		Gender minority		SO Minority			
	Yes	No	Yes	No	Yes	No		
N	177	2425	571	2031	183	2409		
Ave.	2.7	2.2	2.4	2.2	2.6	2.2		

Employees were queried about the value of ten different persons/organizations in providing support, with 1 meaning ‘not at all valuable,’ and 4 meaning ‘very valuable’ (see Figure 24). Personal connections, such as a spouse/significant other, friends, or family (other than partner) were the top identified supports. The people/groups that were the lowest identified supports were on-campus mental health services and professional membership organizations. The differences by role were limited to work-specific supports. Administrators were more likely than faculty or staff to rate their colleagues at another institution (45%), staff members beyond immediate colleagues (41%) supervisor/managers (40%), and professional membership organizations (28%). Employees allowed to work remotely were more likely to rate their colleagues at this institution (48%) and their supervisor/manager (37%) as very valuable compared to their peers (41% and 30% respectively).

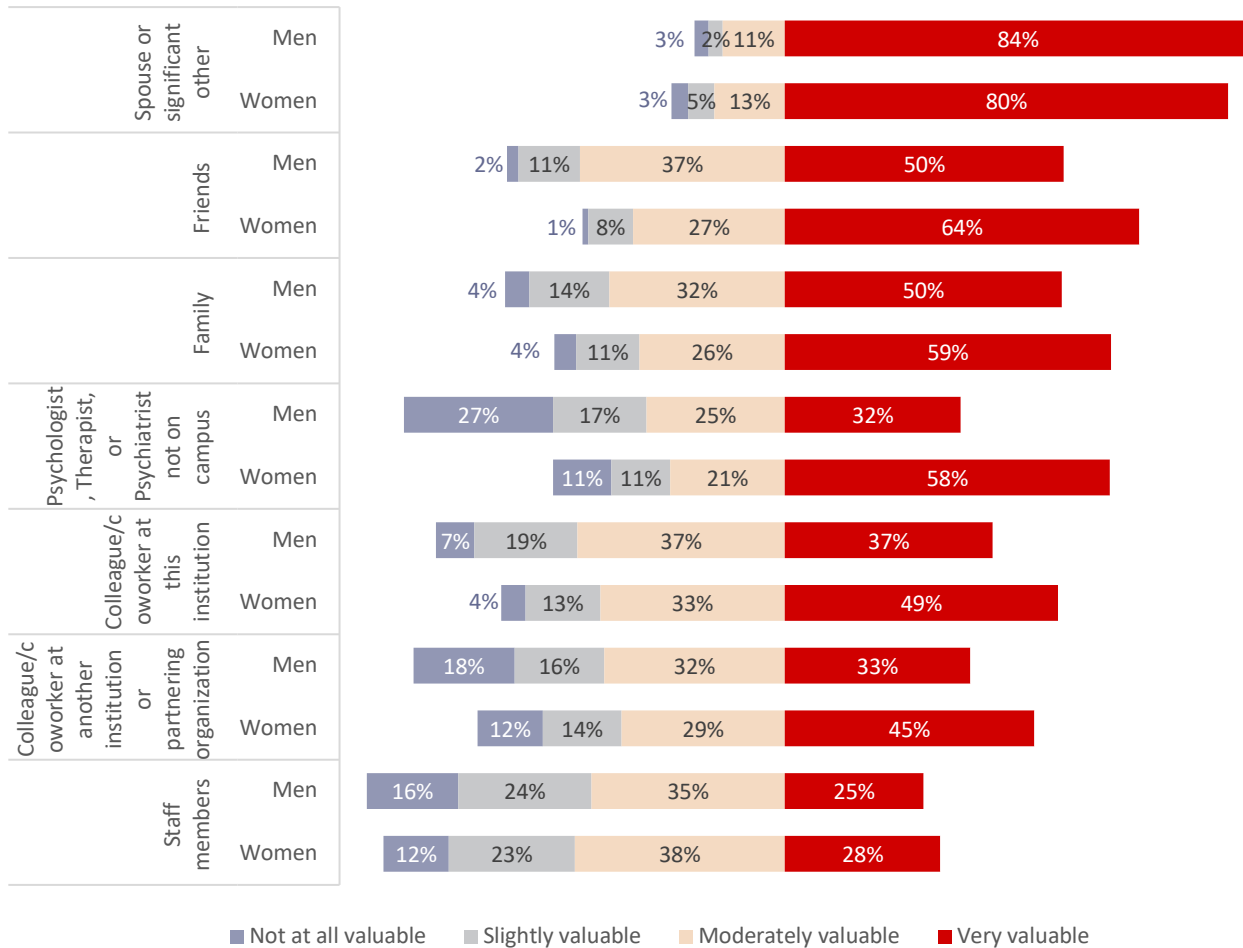
Figure 24: Extent to which people/groups have been very valuable in providing support



Seven of the ten listed supports had significant differences by sex – more than any other characteristic (Figure 25). Men were slightly more likely than women to say their spouse/significant other was a very valuable support.

For the remaining six supports, female respondents were more likely than males to say they were very valuable. Appendix D includes all of the significant group differences in what is most valuable for support.

Figure 25: Differences in personal support, by sex



As mental health service providers and on-campus mental health services were both rated low, it is vital to assess barriers to seeking mental health treatment. To capture this, we included the Barriers to Seeking Mental Health Treatment Scale. This scale included 11 questions rated from strongly disagree (=1) to strongly agree (=5), two of which were omitted for the sake of reliability ($\alpha=.845$; see Appendix B). Lower values indicate fewer barriers to access, and the mean of the nine remaining items was 2.7 for all employees, slightly closer to disagree than the neutral midpoint. Table 18 shows the means for all statistically significant groups. Administrators reported fewer barriers than any other groups, while those with disabilities had the most barriers.

	Overall	Role			Staff		Remote status		Disability		SO Minority	
		Faculty	Staff	Admin	M/P	O/S	Yes	No	Yes	No	Yes	No
N	2620	701	1783	92	1165	618	1426	988	175	2402	193	2384
Ave.	2.72	2.68	2.75	2.42	2.72	2.80	2.65	2.80	2.97	2.70	2.82	2.71

As mentioned at the beginning of this report, the survey included a check-all that apply question about identification with seven marginalized or underrepresented groups and room to write in other associations.

More than one in five respondents identified as a gender minority and/or a first generation college student (table 19). Of the listed identities, sexual orientation minorities and having a physical or cognitive disabilities were the least common.

Identity	Percentage
Gender minority	22%
First generation college student	21%
Poor or working class	18%
Racial or ethnic minority	11%
Religious minority	9%
Physical or cognitive disability	7%
Sexual orientation minority	7%
Other	5%

Employees at UNL were instructed to explain what other marginalized and/or underrepresented groups they may consider themselves part of. Of the 141 write-in answers, over a quarter (27%) considered themselves to be marginalized or underrepresented due to their age. A smaller portion (15%) indicated that they are a part of a minority group based on their beliefs, including political beliefs. Other write-ins included place of birth, height, weight, relationship status, education level, and position at work.

Additional Comments

At the end of the survey, respondents were asked if they had any additional comments. The most common response was that the survey was too long. Some respondents noted it took them longer than 15-20 minutes and felt that it could have been shorter. However, some respondents appreciated its level of detail and well-thought-out questions.

Many respondents noted that much has changed since the start of the COVID-19 pandemic, in terms of mental health, workload, stress levels, and how the university has dealt with the pandemic. Some respondents were curious as to how mental health care can be paid for by insurance, or would like more information on how to take advantage of mental health services.



“THIS SURVEY HAS MADE ME REALIZE I’M PROBABLY NOT DOING AS WELL AS I COULD BE AND I SHOULD PROBABLY SEEK PROFESSIONAL HELP. THANK YOU.”

Staff members commented that they hope they will continue to have the ability to work remotely, as it has increased their happiness and work/life balance. In terms of job satisfaction, some respondents (mostly staff, some faculty) noted that they enjoy their work, colleagues, and like being a part of UNL. Others noted feelings of burnout or general unhappiness. Staff members reported that they feel undervalued compared to faculty and administrators. They reported being underpaid and needing UNL leadership to give their needs more attention. Staff members said,

- *“There seems to be a general classist-type of mentality amongst faculty toward staff. It doesn’t do much good for staff morale.”*
- *“UNL, as an institution and many of the people, treat staff like second-class employees. We are not trusted, and there are constant reminders of how much more faculty are valued than staff.”*

Lastly, many respondents were curious as to how the survey data will be used, and if they will be able to see the results.

Conclusion

Employees of UNL understand the importance of health and well-being for themselves and the impact it has on the mission of the university. Awareness of the many wellness-at-work programs offered at UNL varied greatly, as did their use. Time was a major barrier to participating in any of them, but so was lack of knowledge. Knowledge of policies also varied. More than 10% of respondents were unaware of the additional paid administrative leave to accommodate circumstances related to COVID-19, and more than half disagreed that the university has a clear policy regarding flexible work schedules to support work-life balance.

When it comes to job satisfaction, respondents were three times as likely to say they were satisfied than dissatisfied. Still, nearly half of the UNL employees considered leaving higher education in the last two years, and two out of every five considered changing institutions. While their sense of purpose in their job stayed mostly the same, UNL employees did report a small decline in job enjoyment.

Nearly two-thirds of survey participants said their workload had increased since the start of 2020, and it was the most common extensive stressor. Write-in comments for topics such as how to improve their work experience reinforced the quantitative results on the topic (this was often paired with frustration about compensation). A quarter of respondents said taking on extra duties beyond their position description had a negative impact on their performance and/or productivity in the past two years.

Based on these results, employees do agree that UNL is concerned about their safety. Approximately nine out of ten respondents felt very safe in their own office or building, and on their campus – at least during the day. Feeling of safety declined at night, and there were large group differences at each location included in the survey. Unfortunately, several types of abuse (verbal, sexual, physical) were witnessed in the workplace over the past two years, and more than 60 employees have missed work due to bullying during that time.

In general, both overall self-rated health and mental health were rated as slightly closer to fair than good, and the past two years have had a large, negative impact on the mental health of UNL employees. In both general health and mental health specifically, there were many significant group differences - not only in personal characteristics (such as sex, being a caregiver, and sexual orientation), but also in the type of job held and flexibility permitted within it. (Appendices D2-D7 include many other characteristics that were associated with health differences but were beyond the scope of this report.)

The results of this survey shed light on many disparities of experience for UNL employees, particularly for underrepresented and marginalized groups. Those with physical and cognitive disabilities reported more negative experiences and lower well-being on a great number of outcomes reported here. They feel less safe, less supported, and experience more barriers than their able-bodied peers.

Appendix A: CCSW Mental Health & Well-Being Survey

Mental Health & Well-being Assessment Survey

Start of Block: Intro

Q1.1 The purpose of this survey is to assess the status of mental health and well-being amongst UNL faculty and staff. The data collected through this survey will be used to develop and enhance mental health & wellness resources and initiatives at UNL. All of the information you provide will be confidential and will only be shared in aggregate.

Page Break

End of Block: Intro

Start of Block: General Wellness

Q2.1 How would you describe your general health overall?

- Poor (1)
 - Fair (2)
 - Average (3)
 - Good (4)
 - Excellent (5)
 - Don't know (88)
-

Page Break

Q2.2 Has a doctor or other healthcare provider told you that you currently have any of the following broader conditions?

	No (1)	Yes, diagnosed but no treatment (2)	Yes, diagnosed and received treatment (3)
Anxiety (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Depression (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Elevated blood sugar or diabetes (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Elevated cholesterol level (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
High blood pressure/hypertension (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Low back injury or spine problems (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

Q2.3 In the past month, how many nights did you get enough sleep so that you felt rested when you woke up?

- 0 nights (1)
- 1-7 nights (2)
- 8-14 nights (3)
- 15-21 nights (4)
- 22-31 nights (5)

End of Block: General Wellness

Start of Block: Work Culture

Q3.1 Work Culture

The next set of questions are intended to help us understand your views on the culture around mental health and well-being within your department/unit and at the university.

Q3.2 My department/unit...

	Strongly disagree (1)	Disagree (2)	Neither agree nor disagree (3)	Agree (4)	Strongly agree (5)
...cares about my health and well-being. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...promotes a culture of wellness. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...provides resources to support stated culture of wellness. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...acts consistently with stated culture of wellness. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q3.3 The University...

	Strongly disagree (1)	Disagree (2)	Neither agree nor disagree (3)	Agree (4)	Strongly agree (5)
...cares about my health and well-being. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...promotes a culture of wellness. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...provides resources to support stated culture of wellness. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...acts consistently with stated culture of wellness. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

Q3.4 Work Culture

Q3.5 Do you believe the health and well-being of university staff and faculty impact student success and learning?

- No (1)
- Yes (2)
- Don't know (88)

Page Break

Q3.6 Work Culture

Q3.7 Are you aware of, and have you used, the following resources, programs, and services available to employees that focus on health and well-being? (You do not need to respond in the 'Used' column if you indicate that you are not aware.)

	Aware		Used		Not applicable (88)
	No (1)	Yes (2)	No (1)	Yes (2)	
Employee Assistance Program (EAP) (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Husker Dialogues (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
LGBTQA+ Center (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Women's Center (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Military and Veteran Success Center (23)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Center for Advocacy, Response & Education (CARE) (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus Recreation (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty/Staff Disability Services (28)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Suicide Prevention (REACH) (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Couple and Family Clinic (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marriage Support Classes (e.g., <i>The Seven Principles for Making Marriage Work</i>) (25)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lactation Rooms/Spaces (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Breastfeeding Mothers Support Group (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Parenting Classes (e.g., <i>Love and Logic</i> classes) (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Counseling and School Psychology Clinic (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employee and Dependent Tuition Assistance (15)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employee Emergency Loan Fund (16)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Crisis Leave Program (17)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement and Investment Counseling (18)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexible work arrangements (19)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Caregivers Support Group (26)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Smoking Cessation Support (20)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cancer Support (24)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CookWell classes (21)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nutrition consultations & packages (22)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify: (27)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

Q3.8 Work Culture

Q3.9 Please indicate whether each of the following have been a barrier that has prevented you from participating in wellness-at-work programs.

	No (1)	Maybe (2)	Yes (3)
Lack of knowledge about the existence of these programs (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job responsibilities make it difficult to participate (e.g., shift work, coverage, fee-based work, workload) (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I forget to attend or participate (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Concerns about confidentiality (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of personal motivation (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time management (have trouble fitting anything else into my busy schedule) (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Schedule of programs does not work for me (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wellness programs are not offered at convenient locations (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor does not allow me to attend (when during work hours) (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of interest in wellness activities available to me (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Injury or disability (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cost (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Peer pressure from colleagues (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Do not feel comfortable participating in wellness-at-work programs (14)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Do not have the knowledge needed to participate (15)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify: (16)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

Q3.10 Work Culture

Q3.11 How satisfied are you with your job as a whole (everything taken into consideration)?

- Extremely dissatisfied (1)
- Somewhat dissatisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat satisfied (4)
- Extremely satisfied (5)

Page Break

Q3.12 Work Culture

Q3.13 Since the start of 2020, have you seriously considered...

	No (1)	Yes (2)
...changing careers and leaving higher education? (1)	<input type="radio"/>	<input type="radio"/>
...changing jobs within higher education to another institution? (2)	<input type="radio"/>	<input type="radio"/>
...changing jobs within this institution? (3)	<input type="radio"/>	<input type="radio"/>
...retiring? (4)	<input type="radio"/>	<input type="radio"/>

Page Break

Q3.14 Work Culture

Q3.15 Which of the following best describes your current work location?

- My supervisor allows me to work remotely (such as from home) (1)
- My supervisor allows me to work hybrid (some days expected on campus/in the office) (2)
- My supervisor does *not* allow me to work remotely (3)
- My job cannot be performed remotely (4)
- Don't know/Unsure (88)

Skip To: Q3.27 If Q3.15 = 4

Page Break

Q3.16 Work Culture

Q3.17 Which of the following best describes your preferred work location?

- Work remotely (1)
 - Work hybrid (some days expected on campus/in the office) (2)
 - Work on campus/in office (3)
-

Q3.18 Why do you prefer this work location arrangement?

Page Break

Q3.19 Work Culture

Q3.20 How satisfied are you with your current work location arrangement?

- Not at all satisfied (1)
 - Slightly satisfied (2)
 - Moderately satisfied (3)
 - Satisfied (4)
 - Very satisfied (5)
-

Page Break

Display This Question:

*If Q3.15 = 1
Or Q3.15 = 2*

Q3.21 Work Culture

Display This Question:

*If Q3.15 = 1
Or Q3.15 = 2*

Q3.22 Prior to 2020, how many days per week did you typically work remotely?

- Did not work remotely (zero) (0)
 - 1 (1)
 - 2 (2)
 - 3 (3)
 - 4 (4)
 - 5 (5)
 - Was not employed by UNL prior to 2020 (88)
-

Display This Question:

If Q3.15 = 1

Or Q3.15 = 2

Q3.23 How many days per week do you typically work remotely now?

Skip To: Q3.26 If Condition: How many days per week do y... Is Equal to 0. Skip To: How do you view your colleagues when ...

Page Break

Display This Question:

If Q3.15 = 1

Or Q3.15 = 2

Q3.24 Work Culture

Display This Question:

If Q3.15 = 1

Or Q3.15 = 2

Q3.25 How do think your colleagues view you when you work remotely? More or less:

	More (1)	No different (4)	Less (2)
Productive (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Team player (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responsive (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Distracted (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responsible (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q3.26 How do you view your colleagues when they work remotely? More or less:

	More (3)	No different (2)	Less (1)	Not applicable (88)
Productive (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Team player (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responsive (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Distracted (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responsible (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

Q3.27 Work Culture

Q3.28 Given realistic limitations, describe changes in your work environment that would reduce your stress and improve your work experience.

End of Block: Work Culture

Start of Block: Work-Life Balance

Q4.1 Work-Life Balance

In this section, we hope to learn about your perceptions on the balance between your work and personal life.

Q4.2 Please indicate the extent to which you disagree or agree with each of the following statements:

	Strongly disagree (1)	Disagree (2)	Neither agree nor disagree (3)	Agree (4)	Strongly agree (5)
My current level of work-life balance is healthy. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Achieving a healthy level of work-life balance is within reach. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am/have taken active steps to try and achieve a healthy level of work-life balance. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor(s)/manager(s) are actively supportive of employees' work-life balance. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work is a major barrier to achieving a work-life balance. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My personal life is a major barrier to achieving a work-life balance. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

Q4.3 Work-Life Balance

Q4.4 Since the start of 2020, I feel my work-life balance has:

- Deteriorated (1)
- Stayed the same (2)
- Improved (3)
- Not in workforce at start of 2020 (88)

Q4.5 Since the start of 2020, I feel my workload has:

- Decreased (1)
- Stayed the same (2)
- Increased (3)
- Not in workforce at start of 2020 (88)

Page Break

Q4.6 Work-Life Balance

Q4.7 Indicate the extent to which each of the following has been a source of stress during the past two years.

	Not at all (1)	Somewhat (2)	Extensive (3)	Not applicable (88)
Managing household responsibilities (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Childcare (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Care of elderly parent/family member (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My physical health (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My mental health (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Subtle discrimination (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overt discrimination (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Children's/dependent's problems (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marital/intimate relationship frictions (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of personal time (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q4.8 Work-Life Balance

Q4.9 Thinking about flexibility in work schedules and leave policies, please respond to the following statements.

	No (1)	Yes (2)	Don't know/Unsure (88)
My department has enabled <i>all</i> employees to implement flexible work schedules to support work-life balance. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department has enabled <i>only some</i> employees to implement flexible work schedules to support work-life balance. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our institution has a clear policy regarding flexible work schedules to support work-life balance. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our institution has granted additional paid administrative leave to accommodate extenuating circumstances related to COVID-19. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q4.10 Work-Life Balance

Q4.11 Indicate the extent to which each of the following has been a source of stress during the past two years.

	Not at all (1)	Somewhat (2)	Extensive (3)	Not applicable (88)
Review/promotion process (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long-distance commuting (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Committee work (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Complying with departmental and university rules/regulations (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty/staff meetings (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Colleagues (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Students (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research or publishing demands (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fundraising expectations (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Workload (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Work-related activities outside of regular working hours (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Being interrupted frequently by telephone calls and drop-in visitors (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify: (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q4.12 Work-Life Balance

Q4.13 How often have you...

	Never (1)	Rarely (2)	Sometimes (3)	Often (4)	Very often (5)
...reflected on how your work helps make the world a better place? (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...felt supported by your colleagues? (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...felt proud of the work you did? (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...felt eager to come back to work the next day? (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...felt your basic needs are met? (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...felt connected to your work in a deep way? (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...felt the amount of work you were expected to complete in a day was reasonable? (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...participated in decisions that affected your work? (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q4.14 Work-Life Balance

Q4.15 How many people do you supervise? (Your best guess is fine. By supervise, we mean that you observe and direct the work of others. Teachers should *not* count students.)

- None (1)
- 1-5 people (2)
- 6-10 people (3)
- 11-20 people (4)
- More than 20 people (5)

End of Block: Work-Life Balance

Start of Block: Work performance

Q5.1 Work Performance

Let's talk about how you feel at work, and how that impacts your productivity and performance...

Q5.2 How often do you experience the following:

	Never (1)	Rarely (2)	Sometimes (3)	Often (4)	Always (5)
I feel like I can be myself at work. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a large degree of influence concerning my work. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At my work, I feel bursting with energy and productivity. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel connected with other people at my job. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel competent in my job. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I am being evaluated fairly. (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I fall behind with my work regularly. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work is challenging. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am emotionally exhausted by my work. (14)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q5.3 Work Performance

Q5.4 Please indicate the extent to which you disagree or agree with each of the following statements:

	Strongly disagree (1)	Disagree (2)	Neither agree nor disagree (3)	Agree (4)	Strongly agree (5)
I am less interested in my work than I used to be. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel totally exhausted/burnt out in my job. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am afraid I will lose my job in the near future. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q5.5 Work Performance

Q5.6 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?

	I have experienced this issue and it negatively impacted my work performance/productivity (1)	I have experienced this issue, but my work performance/productivity has not been affected (2)	I did not experience this issue (not applicable) (3)
Anxiety (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Death of a close friend or family member (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Depression (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial concerns (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of quality sleep (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Severe headaches/migraines (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An immediate family member's special needs, illness, injury, or surgery (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My own special needs, illness, injury, or surgery (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Violence in the home (spouse/partner, child) (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal problem with addiction to alcohol or drugs (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Addiction to alcohol or drugs of a close friend or family member (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discrimination outside of the workplace due to my own racial/ethnic, religious, or sexual orientation/identity (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q5.7 Work Performance

Q5.8 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?

	I have experienced this issue and it negatively impacted my work performance/productivity (1)	I have experienced this issue, but my work performance/productivity has not been affected (2)	I did not experience this issue (not applicable) (3)
Lack of interest in my work (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of tools and resources to perform functions of my job (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Being asked to take on extra duties beyond my position description (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hostile relationship in my personal life (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hostile relationship with coworker(s) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hostile relationship with supervisor(s) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stressful environment within my department/unit (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of supervisory or management support (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discrimination within the workplace due to my own racial/ethnic, religious, or sexual orientation/identity (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify: (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q5.9 Work Performance

Q5.10 Within the past two years, I have felt...

	Strongly disagree (1)	Disagree (2)	Neither agree nor disagree (3)	Agree (4)	Strongly agree (5)
My work is consistent with my values. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department/unit values my work. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor provides the support that I need to cope with the demands of my job. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have received adequate feedback to judge my work performance. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The flow of communication within my department/unit clearly defines expectations so I know how to effectively do my job. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have been offered opportunities to learn and grow. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department/unit values the balance between my job and life outside the work setting. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My annual review(s) & compensation reflect my work performance. (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q5.11 Work Performance

Q5.12 Since the start of 2020:

	Decreased greatly (1)	Decreased slightly (2)	Stayed the same (3)	Increased slightly (4)	Increased greatly (5)
My enjoyment in my job has... (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My sense of purpose in my job has... (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q5.13 Work performance

Q5.14 How satisfied are you with...

	Extremely dissatisfied (1)	Slightly dissatisfied (2)	Moderately satisfied (3)	Satisfied (4)	Extremely satisfied (5)
The amount of variety in your job (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The clarity/transparency of your work expectations (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your colleagues/coworkers (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your supervisor/manager (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your voice in the institution (i.e., that you feel the institution hears and values your input) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your work environment (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q5.15 Work Performance

Q5.16 What are the most stress-producing aspects of your job?

End of Block: Work performance

Start of Block: Safety and Violence

Q6.1 Safety and Violence

Safety concerns and violence could hinder wellness. This section will help us identify how these factors may or may not contribute to employees' overall wellness.

Q6.2 My institution is concerned about my safety.

- Strongly disagree (1)
- Disagree (2)
- Neither agree nor disagree (3)
- Agree (4)
- Strongly agree (5)

Q6.3 How safe do you feel...

	Not at all safe (1)	Somewhat unsafe (2)	Somewhat safe (3)	Very safe (4)	Not applicable (88)
...on City Campus? (daytime) (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...in the community surrounding City Campus? (daytime) (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...on East Campus? (daytime) (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...in the community surrounding East Campus? (daytime) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...in my office/work building? (daytime) (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...on City Campus? (nighttime) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...in the community surrounding City Campus? (nighttime) (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...on East Campus? (nighttime) (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...in the community surrounding East Campus? (nighttime) (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...in my office/work building? (nighttime) (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q6.4 Safety and Violence

Q6.5 In the past two years, have you observed any of the following behaviors amongst your colleagues/coworkers?

	No (1)	Yes (2)	Unsure/Don't know (88)
Ignoring phone calls or emails from coworkers (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Silent treatment towards coworkers (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spreading gossip about coworkers (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Coworkers are excluded from work-related social gatherings (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Coworkers make insults about personal lives of others (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Coworkers display intimidating or humiliating behaviors toward others (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Coworkers display discriminatory behavior toward others (e.g., racist or homophobic remarks) (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Coworkers are being ignored/ostracized by others (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Coworkers experience verbal abuse in the workplace (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Coworkers experience physical abuse in the workplace (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Coworkers experience sexual abuse or harassment in the workplace (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Misuse of authority within an organization for personal or financial gain (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q6.6 Safety and Violence

Q6.7 In the past two years, I have missed work due to being bullied in the workplace.

- No (1)
- Yes (2)
- Prefer not to say (88)

Q6.8 Please indicate the extent to which you disagree or agree with each of the following statements:

	Strongly disagree (1)	Disagree (2)	Neither agree nor disagree (3)	Agree (4)	Strongly agree (5)	Not applicable (88)
My emotional/mental health (irritability, inability to concentrate, anxiety, depression, etc.) has been negatively affected due to being bullied at work. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My physical health (headaches, diarrhea, impaired immune system, diabetes, etc.) has been negatively affected due to being bullied at work. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My stress (social isolation, family issues, marriage/relationship issues, etc.) level has been increased due to being bullied at work. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Safety and Violence

Start of Block: Emotional and Mental Well-being

Q7.1 Emotional and Mental Well-being

This section asks you to reflect on your own mental health.

Q7.2 What are major sources of stress for you? (select all that apply)

- Family (1)
- Friends (2)
- Work (3)
- Social groups/activities (4)
- Health (5)
- Financial (6)
- Time management (7)
- Societal norms/events (8)
- Other, please specify: (9) _____

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Q7.3 Emotional and Mental Well-being

Q7.4 How would you describe your mental health?

- Poor (1)
- Fair (2)
- Good (3)
- Excellent (4)

Q7.5 How has your mental health changed, if at all, since the beginning of 2020?

- Greatly deteriorated (1)
- Deteriorated (2)
- Has not changed (3)
- Improved (4)
- Greatly improved (5)

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Q7.6 Emotional and Mental Well-being

Q7.7 Please indicate the extent to which you disagree or agree with each of the following statements:

	Strongly disagree (1)	Disagree (2)	Neither agree nor disagree (3)	Agree (4)	Strongly agree (5)
I lead a purposeful and meaningful life. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My social relationships are supportive and rewarding. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am engaged and interested in my daily activities. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I actively contribute to the happiness and well-being of others. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am competent and capable in the activities that are important to me. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am a good person and live a good life. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am optimistic about my future. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People respect me. (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor respects me. (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My colleagues respect me. (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q7.8 Emotional and Mental Well-being

Q7.9 Thinking back over the *last month*, how true are the following statements?

	Not at all true (1)	Rarely true (2)	Sometimes true (3)	Often true (4)	True nearly all of the time (5)
I am able to adapt when changes occur. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I tend to bounce back after illness, injury, or other hardships. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I lack companionship. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel left out. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel isolated from others. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q7.10 Emotional and Mental Well-being

Q7.11 To what extent have the following people or groups been valuable in providing support for you?

	Not at all valuable (1)	Slightly valuable (2)	Moderately valuable (4)	Very valuable (5)	Not applicable (88)
Spouse or significant other (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Friends (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Psychologist, Therapist, or Psychiatrist not on campus (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
On-campus mental health services (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family (other than partner) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Colleague/coworker at this institution (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Colleague/coworker at another institution or partnering organization (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supervisor/Manager (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff members (outside of immediate colleagues) (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional membership organizations (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

Q7.12 Emotional and Mental Well-being

Q7.13 Please indicate the extent to which you disagree or agree with each of the following statements regarding barriers to seeking mental health treatment:

	Strongly disagree (1)	Disagree (2)	Neither agree nor disagree (3)	Agree (4)	Strongly agree (5)
I prefer to manage my problems on my own. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am concerned about confidentiality. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am concerned about what others would think. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It would harm my career. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I don't believe mental health treatment (medication or counseling) would help me. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My colleagues/coworkers would have less confidence in me. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time (i.e., lack of personal time to seek mental health services). (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of convenient access to care (i.e., location, appointment availability, appointment times). (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cost (i.e., lack of personal finances). (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of adequate insurance coverage. (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of information about how/where to obtain services. (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

Q7.14 Emotional and Mental Well-being

Q7.15 Which of the following marginalized and/or underrepresented groups do you consider yourself part of? (select all that apply)

- First generation college student (1)
- Gender minority (2)
- Physical or cognitive disability (3)
- Poor or working class (4)
- Racial or ethnic minority (5)
- Religious minority (6)
- Sexual orientation minority (7)
- Other (please specify) (8) _____
- None of the above (9)

End of Block: Emotional and Mental Well-being

Start of Block: Outro

Q8.1 If you have any additional comments or feedback, please leave them below. Once done, please use the next button to finish the survey and submit your answers.

End of Block: Outro

Appendix B: Question Sources

Q #	Topic	Source	Changes
Q2.1	General health overall	Reproduced from American College Health Association (2021) <ul style="list-style-type: none"> American College Health Association. (2021). National Faculty and Staff Health Assessment. https://www.acha.org/documents/Programs_Services/ACHA-NFSHA_Survey_Instrument_secure_2020v2.pdf 	
Q2.2	Broader conditions	Reproduced from American College Health Association (2021)	
Q2.3	Nights get enough sleep	Adapted from American College Health Association (2021)	Asked about past month vs. past seven days
Q3.2	Department Culture Scale	Q3.2_1 & Q3.2_2 Adapted from American College Health Association (2021)	Asked about department rather than university
Q3.3	University Culture Scale	Q3.3_1 & Q3.3_2 reproduced from American College Health Association	
Q3.5	University staff health and well-being impacts student success and learning	Reproduced from American College Health Association (2021)	
Q3.9	Barriers from participating in wellness-at-work programs	Adapted from Guille et al. (2010) <ul style="list-style-type: none"> Guille, C., Speller, H., Laff, R. Epperson, C. N., Sen, S. (2010). Utilization and barriers to mental health services amongst depressed medical interns: A prospective multisite study. <i>Journal of Graduate Medical Education</i>. 2(2): 210-214. https://doi.org/10.4300/JGME-D-09-00086.1 	Added Q3.9_1 and Q3.9_2
Q3.13	Consideration of changing positions	Adapted from Chronicle of Higher Education (2020) <ul style="list-style-type: none"> Chronicle of Higher Education. (2020). "On the Verge of Burnout": COVID-19's impact on faculty well-being and career plans. https://connect.chronicle.com/rs/931-EKA-218/images/Covid%26FacultyCareerPaths_Fidelity_ResearchBrief_v3%20%281%29.pdf 	Q3.13_2: clarified "to another institution"; Q3.13_3: added "changing jobs within this institution"
Q3.28	Changes in work environment that would improve work experience	Reproduced from Brown et al. (1986) <ul style="list-style-type: none"> Brown, R., Bond, S., Gerndt, J., Krager, L., Krantz, B., Lukin, M., & Prentice, D. (1986). Stress on campus: An interactional perspective. <i>Research in Higher Education</i>. 24(1):97-112 https://www.jstor.org/stable/40195703?seq=16#metadata_info_tab_contents 	
Q4.2	Work-life Balance Scale; items omitted from scale calculation due to low reliability: <ul style="list-style-type: none"> I am/have taken active steps to try and achieve a 	Developed for CCSW	

Q #	Topic	Source	Changes
	<p>healthy level of work-life balance.</p> <ul style="list-style-type: none"> • My personal life is a major barrier to achieving a work-life balance. 		
Q4.4	Work-life balance since start of 2020	Reproduced from Chronicle of Higher Education (2020)	
Q4.5	Workload since start of 2020	Reproduced from Chronicle of Higher Education (2020)	
Q4.7	Personal sources of stress	<p>Adapted from Dey (1994)</p> <ul style="list-style-type: none"> • Dey, E. L. (1994). Dimensions of faculty stress: A recent survey. <i>The Review of Higher Education</i>. 17(3):305-322. https://doi.org/10.1353/rhe.1994.0019 	Added Q4.7_5, Q4.7_7; changed Q4.7_8 to include “dependent’s” in addition to “children’s problems”; changed Q4.7_9 to include “intimate relationship” in addition to “marital frictions”
Q4.11	Work-related sources of stress	Adapted from Dey (1994)	Added Q4.11_4, Q4.11_10-Q4.11_13; changed Q4.11_5 to include “staff” in addition to “faculty meetings”
Q4.13	Work Well-being Scale	<p>Adapted from Adams et al. (2019)</p> <ul style="list-style-type: none"> • Adams, P. S., Gordon, E. K. B., Berkeley, A., Monroe, B., Eckert, J. M., Maldonado, Y., Heitz, J., George, S., & Metro, D. (2019). Academic faculty demonstrate higher well-being than residents: Pennsylvania anesthesiology programs' results of the 2017-2018 ACGME well-being survey. <i>Journal of Clinical Anesthesia</i>. 56:60-64. https://doi.org/10.1016/j.jclinane.2019.01.037 	Omitted four original items
Q5.2	<p>Work Performance Scale; items omitted from scale calculation due to low reliability:</p> <ul style="list-style-type: none"> • I fall behind with my work regularly. • My work is challenging. 	<p>Adapted from Vander Elst et al. (2012; Q5.2_1-Q5.2_6 & Q5.2_13)</p> <ul style="list-style-type: none"> • Vander Elst, T., Van den Broeck, A., De Witte, H., & De Cuyper, N. (2012). The mediating role of frustration of psychological needs in the relationship between job insecurity and work-related well-being. <i>Work & Stress</i>. 26(3): 252-271. https://doi.org/10.1080/02678373.2012.703900 	Q5.2_1 omitted “pretty much”; Q5.2_3 added “and productivity”; Q5.2_4 & Q5.2_5 changed negative to positive wording

Q #	Topic	Source	Changes
		Reproduced from Doménech-Betoret et al. (2015; Q5.2_7 & Q5.2_14) <ul style="list-style-type: none"> Doménech-Betoret, F., Lloret-Segura, S., & Gomez-Artiga, A. (2015). Teacher support resources, need satisfaction and well-being. <i>The Spanish Journal of Psychology</i>. 18(E6). https://doi.org/10.1017/sjp.2015.8 	
Q5.4	Work Performance Scale	Adapted from Vander Elst et al. (2012)	Added Q5.4_1; changed Q5.4_3 to include “burnt out” in addition to “totally exhausted”; changed Q5.4_2 from “I think” to “I am afraid” Added Q5.6_12
Q5.6	Personal negative impacts on work performance	Adapted from American College Health Association (2021)	
Q5.8	Professional negative impacts on work performance	Adapted from American College Health Association (2021)	Added Q5.8_10 & Q5.8_7-Q5.8_9; added the word “hostile” to Q5.8_3-Q5.8_5
Q5.10	Support Scale	Adapted from American College Health Association (2021)	Changed past 12 months to past two years; changed Q5.10_2 from “office/department” to “department/unit”
Q5.14	Job Satisfaction Scale	Adapted from Winefield & Jarrett (2001) <ul style="list-style-type: none"> Winefield, A. & Jarrett, R. (2001, October). Occupational stress in university staff. <i>International Journal of Stress Management</i>. 10.1023/A:1017513615819. 	Only Q5.14_2 came from Winefield & Jarrett (2001); changed 7-point to 5-point rating
Q6.2	Institution concerned about safety	Adapted from American College Health Association (2021)	Changed “My college/university” to “My institution”
Q6.3	Safety on and around campus	Adapted from American College Health Association (2021)	Changed “this campus” to specific campuses; added Q6.3_9 & Q6.3_10
Q6.5	Behaviors among colleagues/coworkers	Adapted from American College Health Association (2021)	Changed past 12 months to past two years; omitted one item
Q6.8	Impacts of bullying	Adapted from American College Health Association (2021)	Added “mental health” to Q6.8_1; added “relationship” issues to Q6.8_3
Q7.7	Life Purpose Scale	Adapted from American College Health Association (2021)	Added Q7.7_9-Q7.7_10
Q7.9	Isolation Scale; items omitted from scale calculation due to low reliability:	Adapted from American College Health Association (2021)	Changed Q7.9_3-Q7.9_5 from “how often” to “how true”

Q #	Topic	Source	Changes
Q7.11	<ul style="list-style-type: none"> • I am able to adapt when changes occur. • I tend to bounce back after illness, injury, or other hardships. Value of support sources	Adapted from Price et al. (2017) <ul style="list-style-type: none"> • Price, M., Salzer, M., O’Shea, A., & Kerschbaum, S. (2017). Disclosure of mental disability by college and university faculty: The negotiation of accommodations, supports, and barriers. <i>Disability Studies Quarterly</i>. 37(2). https://dsq-sds.org/article/view/5487/4653 	Changed 5-point to 4-point rating
Q7.13	Barriers to Seeking Mental Health Scale; items omitted from scale calculation due to low reliability: <ul style="list-style-type: none"> • I prefer to manage my problems on my own. • I don’t believe mental health treatment (medication or counseling) would help me. 	Adapted from Guille et al. (2010)	Separated Q7.13_9 and Q7.13_10

Appendix C: Population and Respondent Comparisons

	Total N	% of Overall	Respondents	% of Respondents	% Resp/Total
Race + Ethnic Origin					
Asian	381	6.0	148	4.8	38.8
Black or African American	183	2.9	66	2.1	36.1
Hispanic	293	4.6	126	4.1	43.0
Nonresident	256	4.1	126	4.1	49.2
White	5116	81.1	2583	83.7	50.5
Other	76	1.2	37	1.2	48.7
Sex					
Female	3158	50.1	1857	60.2	58.8
Male	3147	49.9	1229	39.8	39.1
Age					
Under age 30	810	12.8	393	12.7	48.5
30-39 years old	1572	24.9	784	25.4	49.9
40-49 years old	1414	22.4	683	22.1	48.3
50-59 years old	1366	21.7	709	23.0	51.9
Age 60 and older	1143	18.1	517	16.8	45.2
Age (continuous - average)	6305	45.5	3086	45.3	

	Total N	% of Overall	Respondents	% of Respondents	% Resp/Total
Time at UNL					
Less than 5 years	2488	39.5	1205	39	48.4
5 to 19 years	2677	42.5	1333	43.2	49.8
20 or more years	1140	18.1	548	17.8	48.1
Time at UNL (continuous - ave)	6305	10.6	3086	10.5	
Work site					
City Campus	4684	74.3	2324	75.3	49.6
East Campus	1078	17.1	537	17.4	49.8
Offsite	543	8.6	225	7.3	41.4
Temporary or Permanent					
Temporary	534	8.5	151	4.9	28.3
Permanent	5771	91.5	2935	95.1	50.9

	Total N	% of Overall	Respondents	% of Respondents	% Resp/Total
Position Rank					
Assistant Professors	505	8.0	240	7.7	47.5
Associate Professors	484	7.7	230	7.5	47.5
Professors	557	8.8	222	7.2	39.9
Lecturers + Visiting + Unclassified	394	6.2	113	3.7	28.7
Employee Subcategory					
Administrators (incl. Academic + Athletic)	204	3.2	112	3.6	54.9
Associated Faculty	596	9.5	228	7.4	38.3
Extension Faculty	193	3.1	97	3.1	50.3
Post-Docs + Unclassified	182	2.9	80	2.6	44.0
Research Faculty	109	1.7	46	1.5	42.2
Tenure Track Faculty	1034	16.4	435	14.1	42.1
Role					
Tenure/Tenure Track	1034	16.4	435	14.1	42.1
Other faculty	1072	17	449	14.6	41.9
Managerial/Professional staff	2321	36.9	1356	44	58.4
Office/Service staff	1664	26.4	732	23.7	44.0
Administration	204	3.2	112	3.6	54.9

	Total N	% of Overall	Respondents	% of Respondents	% Resp/Total
Admissions	52	0.8	33	1.1	63.5
Agricultural Economics	46	0.7	25	0.8	54.3
Agronomy and Horticulture	144	2.3	58	1.9	40.3
Animal Science	90	1.4	38	1.2	42.2
Athletics	331	5.2	120	3.9	36.3
Biochemistry	64	1.0	33	1.1	51.6
Biological Systems Engineering	72	1.1	33	1.1	45.8
Building Systems Maintenance	104	1.6	53	1.7	51.0
Campus Recreation	55	0.9	33	1.1	60.0
Center on Children Families & the Law	64	1.0	39	1.3	60.9
Chemistry	54	0.9	29	0.9	53.7
Child, Youth & Family Studies	47	0.7	21	0.7	44.7
College of Agricultural Sciences and Natural Resources	39	0.6	22	0.7	56.4
College of Arts & Sciences	43	0.7	30	1.0	69.8
College of Business	68	1.1	46	1.5	67.6
College of Education & Human Sciences	74	1.2	40	1.3	54.1
College of Engineering	69	1.1	41	1.3	59.4

College of Journalism & Mass Communications	37	0.6	20	0.6	54.1
College of Law	103	1.6	43	1.4	41.7
Cooperative Extension Division	56	0.9	34	1.1	60.7
Custodial Services	182	2.9	52	1.7	28.6
Eastern Nebraska Research & Extension Center	100	1.6	40	1.3	40.0
English	61	1.0	31	1.0	50.8
Food Science and Technology	77	1.2	41	1.3	53.2
Glenn Korff School of Music	65	1.0	33	1.1	50.8
Mathematics	51	0.8	20	0.6	39.2
NE Center for Research on Children, Youth, Families & Schools	54	0.9	38	1.2	70.4
Nebraska Forest Service	47	0.7	21	0.7	44.7
Nutrition & Health Sciences	49	0.8	24	0.8	49.0
Panhandle Research & Extension Center	60	1.0	31	1.0	51.7
Physics & Astronomy	64	1.0	25	0.8	39.1
Psychology	59	0.9	30	1.0	50.8
Research & Economic Development	44	0.7	25	0.8	56.8
School of Art, Art History & Design	39	0.6	23	0.7	59.0
School of Biological Sciences	74	1.2	36	1.2	48.6
School of Natural Resources	112	1.8	47	1.5	42.0
Special Education and Communication Disorders	68	1.1	36	1.2	52.9
Sponsored Programs	31	0.5	21	0.7	67.7
Student Affairs	49	0.8	34	1.1	69.4
Teaching, Learning & Teacher Education	72	1.1	28	0.9	38.9
University Housing	96	1.5	29	0.9	30.2
University Libraries	104	1.6	74	2.4	71.2
University Police	56	0.9	25	0.8	44.6
University Press	46	0.7	40	1.3	87.0
University Television	113	1.8	57	1.8	50.4
Utility Services	43	0.7	29	0.9	67.4
Veterinary Diagnostic Center	42	0.7	27	0.9	64.3
West Central Research & Extension Center	103	1.6	60	1.9	58.3
All other units	2732	43.3	1318	42.7	48.2

Table 24: Comparison between total population and respondents – College Units with 20+ respondents

	Total N	% of Overall	Respondents	% of Respondents	% Resp/Total
Academic Services & Enrollment Management	154	2.4	88	2.9	57.1
Agricultural Research Division	164	2.6	43	1.4	26.2
Athletics	331	5.2	120	3.9	36.3
College of Agricultural Sciences and Natural Resources	868	13.8	409	13.3	47.1
College of Arts & Sciences	787	12.5	400	13.0	50.8
College of Business	204	3.2	98	3.2	48.0
College of Education & Human Sciences	455	7.2	221	7.2	48.6
College of Engineering	363	5.8	146	4.7	40.2
College of Journalism & Mass Communications	72	1.1	33	1.1	45.8
College of Law	103	1.6	43	1.4	41.7
Cooperative Extension Division	354	5.6	179	5.8	50.6
Facilities Management & Planning	389	6.2	166	5.4	42.7
Financial Services	42	0.7	26	0.8	61.9
Hixson-Lied Fine & Performing Arts	162	2.6	83	2.7	51.2
IANR Finance & Personnel Office	88	1.4	59	1.9	67.0
Nebraska Forest Service	52	0.8	23	0.7	44.2
Research & Economic Development	286	4.5	180	5.8	62.9
Student Affairs	594	9.4	274	8.9	46.1
Undergraduate Education and Student Success	51	0.8	37	1.2	72.5
University Libraries	104	1.6	74	2.4	71.2
University Police	56	0.9	25	0.8	44.6
University Services	100	1.6	62	2.0	62.0
University Television	113	1.8	57	1.8	50.4
All others	332	5.3	197	6.4	59.3

Appendix D2: Frequencies and Means: General Wellness

	N	Mean/ %		Role			TT	Faculty		Staff		
		Faculty	Staff	Administrator	sig	non-TT		sig	MP	OS	sig	
Q2.1 How would you describe your general health overall?	3050	3.7	3.8	3.7	4.1	***				3.8	3.6	***
Poor	64	2.1%	2.0%	2.3%	0.0%					2.8%	1.3%	
Fair	267	8.8%	8.9%	8.9%	4.5%					7.4%	11.8%	
Average	637	20.9%	19.9%	21.6%	15.2%					20.3%	24.0%	
Good	1536	50.4%	47.9%	51.4%	50.0%					51.1%	51.9%	
Excellent	546	17.9%	21.3%	15.8%	30.4%					18.3%	11.0%	
Q2.3 In the past month, how many nights did you get enough sleep so that you felt rested when you woke up?	2016											
0 Nights	187	6.2%										
1-7 nights	637	21.1%										
8-14 nights	562	18.6%										
15-21 nights	825	27.4%										
22-31 nights	805	26.7%										

	Remote status			Years at UNL			Location				
	No	Yes	sig	<5	5-19	20+	sig	City	East	Offsite	sig
Q2.1 How would you describe your general health overall?		3.7	3.8	**	3.7	3.7	3.9	***			
Poor		2.5%	1.9%		2.4%	2.4%	0.6%				
Fair		9.5%	7.8%		10.1%	9.4%	4.3%				
Average		22.9%	19.8%		22.3%	19.9%	20.3%				
Good		48.3%	51.9%		50.0%	50.5%	50.9%				
Excellent		16.9%	18.5%		15.3%	17.8%	24.0%				
Q2.3 In the past month, how many nights did you get enough sleep so that you felt rested when you woke up?				*							
0 Nights		7.5%	5.1%								
1-7 nights		21.7%	20.8%								
8-14 nights		19.6%	18.2%								
15-21 nights		26.3%	28.2%								
22-31 nights		24.8%	27.8%								

	Temp/Perm		FTE			Number of supervisees				
	Temp	Perm	sig	<1.0	1.0	sig	None	1-5	6+	sig
Q2.1 How would you describe your general health overall?							3.7	3.8	3.8	*
Poor							2.2%	2.0%	2.2%	
Fair							9.6%	7.8%	7.8%	
Average							20.6%	21.1%	18.7%	
Good							52.0%	49.7%	49.7%	
Excellent							15.6%	19.4%	21.7%	
Q2.3 In the past month, how many nights did you get enough sleep so that you felt rested when you woke up?										
0 Nights										
1-7 nights										
8-14 nights										
15-21 nights										
22-31 nights										

	Sex		sig	Age					sig
	Male	Female		<30	30-39	40-49	50-59	60+	
Q2.1 How would you describe your general health overall?				3.5	3.6	3.7	3.8	4.0	**
Poor				3.1%	3.1%	1.5%	1.4%	1.6%	*
Fair				12.0%	11.7%	9.1%	7.0%	3.7%	
Average				27.3%	21.3%	23.0%	18.8%	15.3%	
Good				45.7%	49.1%	50.0%	52.4%	53.5%	
Excellent				12.0%	14.8%	16.5%	20.3%	25.9%	
Q2.3 In the past month, how many nights did you get enough sleep so that you felt rested when you woke up?			*						**
0 Nights	6.5%	6.0%		4.6%	5.4%	7.6%	6.6%	6.3%	*
1-7 nights	21.3%	21.0%		23.9%	22.4%	24.0%	17.2%	18.6%	
8-14 nights	17.2%	19.5%		23.7%	20.0%	19.4%	18.2%	12.3%	
15-21 nights	25.4%	28.6%		26.2%	30.1%	26.7%	27.7%	24.5%	
22-31 nights	29.5%	24.9%		21.6%	22.2%	22.2%	30.3%	38.3%	

	Race		sig	Caregiver		sig	Disability		sig
	White	POC		Yes	No		No	Yes	
Q2.1 How would you describe your general health overall?				3.7	3.9	***	3.8	2.9	***
Poor				1.9%	2.2%		1.6%	10.2%	
Fair				8.7%	5.5%		7.6%	27.7%	
Average				22.6%	14.8%		20.7%	24.3%	
Good				50.2%	53.6%		51.3%	34.5%	
Excellent				16.6%	23.9%		18.8%	3.4%	
Q2.3 In the past month, how many nights did you get enough sleep so that you felt rested when you woke up?						***			***
0 Nights				7.4%	5.5%		5.7%	10.7%	
1-7 nights				21.9%	18.1%		20.7%	32.6%	
8-14 nights				20.7%	16.3%		18.2%	23.6%	
15-21 nights				27.8%	24.8%		28.0%	18.0%	
22-31 nights				22.2%	35.2%		27.4%	15.2%	

	Gender minority			SO Minority			First generation			Poor/Working Class		
	No	Yes	sig	No	Yes	sig	No	Yes	sig	No	Yes	sig
Q2.1 How would you describe your general health overall?	3.8	3.6	***	3.8	3.4	***	3.8	3.7	**	3.8	3.4	***
Poor	2.1%	1.9%		1.9%	4.7%		2.0%	2.4%		1.7%	4.5%	
Fair	8.2%	11.0%		8.3%	15.2%		8.4%	10.4%		7.8%	14.0%	
Average	19.7%	26.0%		20.5%	27.2%		20.6%	22.3%		19.8%	27.2%	
Good	51.3%	46.4%		50.7%	45.5%		50.4%	50.2%		51.2%	45.9%	
Excellent	18.6%	14.7%		18.6%	7.3%		18.6%	14.8%		19.6%	8.4%	
Q2.3 In the past month, how many nights did you get enough sleep so that you felt rested when you woke up?			*			**						***
0 Nights	5.8%	6.8%		5.9%	6.7%					5.0%	10.4%	
1-7 nights	21.1%	22.8%		20.9%	29.0%					20.6%	25.7%	
8-14 nights	18.1%	20.5%		18.2%	24.4%					18.4%	19.4%	
15-21 nights	27.0%	28.6%		27.9%	20.2%					27.6%	25.7%	
22-31 nights	28.1%	21.2%		27.1%	19.7%					28.3%	18.7%	

	Racial/ethnic minority			Religious minority		
	No	Yes	sig	No	Yes	sig
Q2.1 How would you describe your general health overall?						
Poor	3.8	3.6	**			
Fair	2.0%	3.0%				
Average	8.4%	12.5%				
Good	20.6%	23.2%				
Excellent	51.1%	43.8%				
Q2.3 In the past month, how many nights did you get enough sleep so that you felt rested when you woke up?						
0 Nights						
1-7 nights						
8-14 nights						
15-21 nights						
22-31 nights						

Appendix D3: Frequencies and Means: Work Culture

	N	Mean/ %	Role Faculty	Staff	Administrator	sig	Faculty TT	non-TT	sig	Staff MP	OS	sig
Q3.2 Department culture scale	2933	3.4	3.2	3.5	3.6	***	3.1	3.3	**			
Q3.3 University culture scale	2929	3.3	3.4	3.2	3.3	***	3.1	3.2	**	3.3	3.4	***
Q3.5 Do you believe the health and well-being of university staff and faculty impact student success and learning?	2798	98.4%										
Q3.7 AWARE Are you aware of, and have you used, the following resources, programs, and services available to employees that focus on health and well-being?												
Employee Assistance Program	2744	83.4%	73.6%	87.0%	91.8%	***				88.7%	83.7%	**
Husker Dialogues	2720	43.4%	43.6%	42.2%	66.0%	***	49.3%	38.0%	**	49.1%	28.4%	***
LGBTQA+ Center	2685	74.4%	68.8%	75.9%	90.7%	***	75.1%	62.7%	***	79.1%	69.6%	***
Women's Center	2693	70.1%	64.5%	71.5%	88.7%	***	71.7%	57.4%	***	75.6%	63.5%	***
Military and Veteran Success Center	2673	55.1%	47.2%	57.1%	79.4%	***				60.5%	50.2%	***
Center for Advocacy, Response & Education	2702	46.7%	39.5%	49.1%	57.7%	***				50.9%	45.5%	*
Campus Recreation	2725	91.9%	90.6%	92.0%	99.0%	*	94.7%	86.8%	***	94.8%	86.2%	***
Faculty/Staff Disability Services	2691	61.2%	56.6%	62.2%	77.3%	***	62.5%	50.9%	***	64.7%	57.4%	**
Suicide Prevention	2697	62.5%	58.0%	63.5%	81.4%	***						
Couple and Family Clinic	2688	27.0%	22.0%	28.5%	37.8%	***						
Marriage Support Classes	2707	22.3%	15.3%	24.8%	31.6%	***						
Lactation Rooms/Spaces	2675	66.3%	60.2%	68.1%	80.6%	***	65.6%	55.1%	**	70.2%	63.9%	**
Breastfeeding Mothers Support Group	2656	22.4%	17.1%	24.1%	30.9%	***						
Parenting Classes	2673	26.0%	19.3%	28.6%	30.9%	***	15.9%	22.5%	*			
Counseling and School Psychology Clinic	2701	46.9%	43.0%	47.9%	59.4%	**						
Employee and Dependent Tuition Assistance	2707	80.8%	70.8%	84.3%	93.7%	***	74.2%	67.6%	*	87.1%	78.6%	***
Employee Emergency Loan Fund	2711	40.7%	29.5%	44.6%	55.2%	***	33.2%	25.9%	*			
Crisis Leave Program	2705	61.3%	42.8%	68.2%	76.3%	***						
Retirement and Investment Counseling	2725	64.8%	62.9%	64.5%	84.5%	***	70.4%	55.6%	***	66.2%	61.2%	*
Flexible work arrangements	2723	70.1%	57.6%	74.3%	89.7%	***				78.1%	66.6%	***
Caregivers Support Group	2704	21.3%	14.2%	23.7%	34.0%	***						
Smoking Cessation Support	2680	31.6%	20.6%	35.4%	44.3%	***						
Cancer Support	2684	15.9%	10.2%	17.9%	24.2%	***				16.4%	20.9%	*
CookWell classes	2711	29.7%	21.7%	32.8%	33.3%	***	18.0%	25.1%	*	34.8%	28.8%	**
Nutrition consultations & packages	2718	24.5%	18.8%	26.7%	27.1%	***						
Other, please specify:	381	16.8%										

	Remote status			Years at UNL				Location			
	No	Yes	sig	<5	5-19	20+	sig	City	East	Offsite	sig
Q3.2 Department culture scale	3.2	3.5	***	3.6	3.3	3.4	***	3.4	3.4	3.6	**
Q3.3 University culture scale	3.2	3.3	**	3.4	3.2	3.3	***	3.3	3.3	3.5	*
Q3.5 Do you believe the health and well-being of university staff and faculty impact student success and learning?	97.7%	99.1%	**								
Q3.7 AWARE Are you aware of, and have you used, the following resources, programs, and services available to employees that focus on health and well-being?											
Employee Assistance Program				74.9%	87.2%	92.8%	***				
Husker Dialogues	38.5%	46.9%	***	38.1%	50.4%	37.6%	***	47.8%	30.7%	27.0%	***
LGBTQA+ Center	72.1%	76.8%	**	69.7%	76.3%	79.8%	***	78.1%	68.9%	49.5%	***
Women's Center	67.8%	72.4%	*	64.1%	71.8%	79.4%	***	73.7%	64.2%	50.0%	***
Military and Veteran Success Center				49.6%	58.7%	58.6%	***	59.3%	45.5%	40.3%	***
Center for Advocacy, Response & Education								49.6%	42.2%	31.3%	***
Campus Recreation	89.9%	93.4%	**	86.4%	95.1%	95.8%	***	93.2%	93.6%	77.3%	***
Faculty/Staff Disability Services				56.3%	63.7%	65.6%	***	64.8%	53.7%	46.5%	***
Suicide Prevention				59.5%	65.1%	62.7%	*	64.9%	59.0%	48.5%	***
Couple and Family Clinic	29.7%	25.7%	*					28.2%	24.7%	16.0%	***
Marriage Support Classes											
Lactation Rooms/Spaces	63.9%	69.2%	**	58.0%	71.0%	73.1%	***	66.3%	72.8%	52.8%	***
Breastfeeding Mothers Support Group											
Parenting Classes				21.6%	29.9%	26.0%	***				
Counseling and School Psychology Clinic								49.2%	39.7%	33.0%	***
Employee and Dependent Tuition Assistance				72.6%	84.2%	90.6%	***	82.4%	78.5%	74.9%	**
Employee Emergency Loan Fund				36.4%	39.6%	52.7%	***	41.9%	41.7%	30.7%	**
Crisis Leave Program				49.2%	64.4%	80.3%	***				
Retirement and Investment Counseling				44.6%	71.8%	91.1%	***				
Flexible work arrangements	60.3%	78.1%	***	61.7%	74.0%	79.0%	***				
Caregivers Support Group				16.8%	20.8%	32.8%	***	22.9%	19.4%	15.7%	*
Smoking Cessation Support				25.6%	33.3%	40.6%	***	33.5%	29.2%	23.5%	**
Cancer Support											
CookWell classes				21.3%	33.6%	38.2%	***	28.9%	36.6%	22.4%	***
Nutrition consultations & packages				19.2%	25.3%	34.0%	***				
Other, please specify:											

	Temp/Perm			<1.0	FTE			Number of supervisees			sig
	Temp	Perm	sig		1.0	3.4	sig	None	1-5	6+	
Q3.2 Department culture scale	3.7	3.4	***	3.6	3.4	**					
Q3.3 University culture scale	3.5	3.3	**				3.4	3.3	3.2	***	
Q3.5 Do you believe the health and well-being of university staff and faculty impact student success and learning?							98.2%	99.5%	97.5%	**	
Q3.7 AWARE Are you aware of, and have you used, the following resources, programs, and services available to employees that focus on health and well-being?											
Employee Assistance Program	52.8%	84.9%	***	75.9%	83.8%	*	83.8%	83.2%	88.0%	*	
Husker Dialogues	33.3%	43.9%	*	34.5%	43.9%	*	39.0%	46.8%	49.2%	***	
LGBTQA+ Center	59.5%	75.1%	***				73.0%	74.3%	80.6%	**	
Women's Center	55.6%	70.9%	***				67.2%	72.4%	75.6%	***	
Military and Veteran Success Center	40.8%	55.8%	***								
Center for Advocacy, Response & Education											
Campus Recreation	83.1%	92.3%	***	86.1%	92.2%	**	89.8%	93.8%	95.0%	***	
Faculty/Staff Disability Services	43.2%	62.0%	***	50.4%	61.8%	**	58.4%	61.4%	68.4%	***	
Suicide Prevention	45.6%	63.3%	***				60.3%	63.1%	67.7%	*	
Couple and Family Clinic	19.2%	27.4%	*								
Marriage Support Classes	12.5%	22.8%	**								
Lactation Rooms/Spaces	43.7%	67.4%	***	53.9%	67.0%	***	65.1%	65.7%	72.4%	*	
Breastfeeding Mothers Support Group	12.0%	22.9%	**								
Parenting Classes	11.1%	26.8%	***								
Counseling and School Psychology Clinic											
Employee and Dependent Tuition Assistance	49.6%	82.3%	***	64.8%	81.7%	***					
Employee Emergency Loan Fund	21.4%	41.6%	***	29.1%	41.3%	**					
Crisis Leave Program	31.3%	62.8%	***	46.9%	62.1%	***					
Retirement and Investment Counseling	21.4%	66.9%	***	50.0%	65.6%	***	61.0%	68.3%	72.7%	***	
Flexible work arrangements	48.4%	71.2%	***								
Caregivers Support Group	7.8%	22.0%	***								
Smoking Cessation Support	11.9%	32.5%	***	22.9%	32.0%	*					
Cancer Support											
CookWell classes	14.8%	30.4%	***								
Nutrition consultations & packages	15.7%	24.9%	*								
Other, please specify:											

	Sex			Age					sig
	Male	Female	sig	<30	30-39	40-49	50-59	60+	
Q3.2 Department culture scale				3.6	3.4	3.3	3.4	3.5	***
Q3.3 University culture scale	3.3	3.3	***	3.3	3.2	3.2	3.4	3.5	***
Q3.5 Do you believe the health and well-being of university staff and faculty impact student success and learning?	97.2%	99.1%	***						
Q3.7 AWARE Are you aware of, and have you used, the following resources, programs, and services available to employees that focus on health and well-being?									
Employee Assistance Program	76.2%	88.0%	***	70.5%	78.5%	85.4%	90.0%	89.1%	***
Husker Dialogues	37.2%	47.3%	***	51.7%	45.9%	46.0%	39.8%	34.4%	***
LGBTQA+ Center	68.1%	78.3%	***						
Women's Center									
Military and Veteran Success Center	52.2%	57.0%	*						
Center for Advocacy, Response & Education				56.4%	47.0%	43.0%	45.7%	44.6%	**
Campus Recreation	90.4%	92.8%	*	87.7%	91.2%	93.5%	93.3%	91.9%	*
Faculty/Staff Disability Services	58.6%	62.8%	*						
Suicide Prevention	59.5%	64.4%	**						
Couple and Family Clinic									
Marriage Support Classes	19.5%	24.2%	**	22.1%	24.9%	25.3%	21.5%	15.9%	**
Lactation Rooms/Spaces	59.6%	70.5%	***	55.9%	67.3%	68.9%	70.3%	64.2%	***
Breastfeeding Mothers Support Group									
Parenting Classes	20.4%	29.5%	***	17.3%	25.1%	32.0%	28.4%	23.0%	***
Counseling and School Psychology Clinic	42.6%	49.6%	***						
Employee and Dependent Tuition Assistance	76.5%	83.5%	***	73.4%	77.8%	84.1%	84.2%	82.1%	***
Employee Emergency Loan Fund	38.0%	42.4%	*	36.7%	38.0%	38.9%	42.7%	47.5%	**
Crisis Leave Program				52.5%	55.1%	60.7%	66.7%	71.3%	***
Retirement and Investment Counseling				28.1%	53.1%	67.0%	80.0%	86.7%	***
Flexible work arrangements	66.8%	72.3%	**	63.2%	67.3%	70.4%	73.9%	74.4%	***
Caregivers Support Group				14.0%	17.2%	19.1%	26.5%	29.3%	***
Smoking Cessation Support				18.3%	30.7%	29.5%	36.9%	38.9%	***
Cancer Support	18.5%	14.3%	**	14.4%	13.8%	14.3%	18.3%	19.5%	*
CookWell classes	21.9%	34.5%	***	22.4%	25.8%	28.2%	37.0%	33.0%	***
Nutrition consultations & packages	22.3%	25.8%	*	22.0%	22.0%	20.7%	28.7%	29.3%	***
Other, please specify:									

	Race			Caregiver			Disability		
	White	POC	sig	Yes	No	sig	No	Yes	sig
Q3.2 Department culture scale				3.4	3.5	*			
Q3.3 University culture scale	3.3	3.4	*				3.4	3.1	***
Q3.5 Do you believe the health and well-being of university staff and faculty impact student success and learning?							3.2	2.9	***
Q3.7 AWARE Are you aware of, and have you used, the following resources, programs, and services available to employees that focus on health and well-being?									
Employee Assistance Program	87.0%	63.6%	***	86.1%	81.8%	*			
Husker Dialogues									
LGBTQA+ Center	76.4%	62.9%	***				74.1%	81.3%	*
Women's Center	72.6%	56.7%	***						
Military and Veteran Success Center	57.0%	44.7%	***						
Center for Advocacy, Response & Education									
Campus Recreation	93.1%	84.8%	***	93.2%	88.8%	***			
Faculty/Staff Disability Services	62.4%	54.4%	**				60.3%	73.3%	***
Suicide Prevention	63.8%	55.2%	***						
Couple and Family Clinic									
Marriage Support Classes	23.9%	13.4%	***						
Lactation Rooms/Spaces	68.5%	53.8%	***						
Breastfeeding Mothers Support Group									
Parenting Classes	27.4%	18.2%	***	30.5%	22.4%	***			
Counseling and School Psychology Clinic									
Employee and Dependent Tuition Assistance	84.0%	62.6%	***	83.6%	76.6%	***			
Employee Emergency Loan Fund	42.8%	28.6%	***						
Crisis Leave Program	64.9%	41.6%	***						
Retirement and Investment Counseling	68.6%	43.4%	***						
Flexible work arrangements	73.2%	53.2%	***						
Caregivers Support Group	22.5%	14.9%	***						
Smoking Cessation Support	34.0%	17.8%	***						
Cancer Support	16.8%	10.9%	***						
CookWell classes	31.2%	21.2%	***						
Nutrition consultations & packages	25.6%	18.0%	***						
Other, please specify:	19.3%	10.4%	*						

	Gender minority			SO Minority			First generation			Poor/Working Class		
	No	Yes	sig	No	Yes	sig	No	Yes	sig	No	Yes	sig
Q3.2 Department culture scale	3.5	3.2	***	3.4	3.2	**	3.4	3.3	*	3.4	3.3	**
Q3.3 University culture scale	3.4	3.1	***	3.3	2.9	***	3.3	3.1	***	3.2	3.1	***
Q3.5 Do you believe the health and well-being of university staff and faculty impact student success and learning?												
Q3.7 AWARE Are you aware of, and have you used, the following resources, programs, and services available to employees that focus on health and well-being?												
Employee Assistance Program	83.5%	87.7%	*									
Husker Dialogues	41.1%	52.5%	***	42.9%	52.7%	**	42.1%	49.3%	**	45.6%	34.5%	***
LGBTQA+ Center	72.3%	82.6%	***	73.3%	90.9%	***	73.7%	78.0%	*			
Women's Center	69.1%	75.2%	**	69.5%	83.1%	***	69.0%	76.0%	**			
Military and Veteran Success Center							53.6%	59.8%	**			
Center for Advocacy, Response & Education												
Campus Recreation	90.9%	95.5%	***							92.7%	88.6%	**
Faculty/Staff Disability Services												
Suicide Prevention										64.1%	56.0%	***
Couple and Family Clinic												
Marriage Support Classes												
Lactation Rooms/Spaces												
Breastfeeding Mothers Support Group				22.7%	14.8%	*						
Parenting Classes				27.2%	15.8%	***						
Counseling and School Psychology Clinic	45.3%	51.1%	*									
Employee and Dependent Tuition Assistance	80.7%	85.1%	*									
Employee Emergency Loan Fund												
Crisis Leave Program							63.4%	56.5%	**			
Retirement and Investment Counseling				66.8%	50.5%	***	67.3%	59.3%	***	67.8%	55.1%	***
Flexible work arrangements							71.7%	66.8%	*			
Caregivers Support Group	22.6%	18.0%	*	22.1%	14.8%	*						
Smoking Cessation Support												
Cancer Support	17.3%	11.1%	***				16.8%	12.8%	*			
CookWell classes				30.6%	20.0%	**						
Nutrition consultations & packages	26.0%	19.9%	**	25.7%	12.4%	***						
Other, please specify:												

	Racial/ethnic minority			Religious minority		
	No	Yes	sig	No	Yes	sig
Q3.2 Department culture scale	3.4	3.3	**	3.4	3.2	***
Q3.3 University culture scale	3.3	3.2	*	3.3	3.1	***
Q3.5 Do you believe the health and well-being of university staff and faculty impact student success and learning?						
Q3.7 AWARE Are you aware of, and have you used, the following resources, programs, and services available to employees that focus on health and well-being?						
Employee Assistance Program	86.2%	70.4%	***			
Husker Dialogues						
LGBTQA+ Center	75.6%	66.5%	***			
Women's Center	72.1%	57.7%	***			
Military and Veteran Success Center	56.5%	42.8%	***			
Center for Advocacy, Response & Education						
Campus Recreation	92.5%	87.3%	**	92.4%	87.1%	**
Faculty/Staff Disability Services	62.6%	50.0%	***			
Suicide Prevention	63.5%	55.9%	*			
Couple and Family Clinic						
Marriage Support Classes	24.0%	11.4%	***			
Lactation Rooms/Spaces	67.5%	57.1%	***			
Breastfeeding Mothers Support Group						
Parenting Classes	27.6%	16.4%	***			
Counseling and School Psychology Clinic						
Employee and Dependent Tuition Assistance	83.2%	69.4%	***			
Employee Emergency Loan Fund	42.5%	30.2%	***			
Crisis Leave Program	64.0%	45.7%	***			
Retirement and Investment Counseling	68.0%	46.1%	***	66.2%	58.5%	*
Flexible work arrangements	72.2%	58.2%	***			
Caregivers Support Group	22.7%	12.8%	***			
Smoking Cessation Support	33.7%	17.2%	***	32.5%	25.2%	*
Cancer Support	16.8%	8.8%	***			
CookWell classes	31.1%	19.6%	***			
Nutrition consultations & packages	25.7%	16.4%	***			
Other, please specify:				18.2%	0.0%	**

	N	Mean/%	Role			sig	TT	Faculty non-TT	sig	Staff		sig
			Faculty	Staff	Administrator					MP	OS	
Q3.7 - USED Are you aware of, and have you used, the following resources, programs, and services available to employees that focus on health and well-being?												
Employee Assistance Program	2033	29.9%	23.0%	32.8%	21.7%	***				26.7%	6.7%	***
Husker Dialogues	990	20.3%	12.7%	22.6%	34.5%	***						
LGBTQA+ Center	1359	5.6%										
Women's Center	1445	6.4%								8.0%	4.1%	*
Military and Veteran Success Center	894	3.7%										
Center for Advocacy, Response & Education	984	4.0%										
Campus Recreation	2212	38.4%								41.1%	30.7%	***
Faculty/Staff Disability Services	1210	10.4%										
Suicide Prevention	1292	8.1%								12.1%	1.4%	***
Couple and Family Clinic	593	4.4%										
Marriage Support Classes	491	4.1%										
Lactation Rooms/Spaces	1035	11.9%	16.5%	10.6%	4.2%	**				13.3%	5.1%	***
Breastfeeding Mothers Support Group	355	1.7%										
Parenting Classes	525	11.6%								14.7%	6.1%	*
Counseling and School Psychology Clinic	1059	9.6%										
Employee and Dependent Tuition Assistance	1864	40.1%	33.0%	42.4%	43.0%	***				46.1%	33.8%	***
Employee Emergency Loan Fund	915	1.1%										
Crisis Leave Program	1378	5.0%										
Retirement and Investment Counseling	1530	34.2%								36.2%	22.5%	***
Flexible work arrangements	1638	51.6%	43.9%	54.9%	42.0%	***				58.2%	46.3%	***
Caregivers Support Group	445	3.4%										
Smoking Cessation Support	528	1.1%										
Cancer Support	291	1.0%										
CookWell classes	692	10.0%										
Nutrition consultations & packages	570	7.2%										
Other, please specify:	90	6.7%										

	Remote status			<5	Years at UNL			City	Location		
	No	Yes	sig		5-19	20+	sig		East	Offsite	sig
Q3.7 - USED Are you aware of, and have you used, the following resources, programs, and services available to employees that focus on health and well-being?											
Employee Assistance Program				20.9%	32.3%	39.4%	***	30.9%	30.3%	19.3%	*
Husker Dialogues								22.3%	12.5%	2.0%	***
LGBTQA+ Center				7.4%	5.6%	2.0%	**				
Women's Center											
Military and Veteran Success Center											
Center for Advocacy, Response & Education											
Campus Recreation	36.2%	40.9%	*	35.1%	38.4%	44.7%	**	37.2%	47.0%	23.6%	***
Faculty/Staff Disability Services				6.9%	11.2%	15.2%	**	12.1%	5.6%	1.5%	**
Suicide Prevention				9.6%	8.9%	3.1%	**	9.3%	4.8%	1.3%	**
Couple and Family Clinic											
Marriage Support Classes											
Lactation Rooms/Spaces				10.4%	15.8%	4.5%	***				
Breastfeeding Mothers Support Group											
Parenting Classes											
Counseling and School Psychology Clinic											
Employee and Dependent Tuition Assistance				27.3%	42.8%	55.5%	***				
Employee Emergency Loan Fund											
Crisis Leave Program											
Retirement and Investment Counseling				19.0%	34.0%	49.7%	***				
Flexible work arrangements	31.7%	62.1%	***	45.0%	54.7%	55.2%	***				
Caregivers Support Group											
Smoking Cessation Support											
Cancer Support											
CookWell classes											
Nutrition consultations & packages				3.0%	7.7%	11.1%	*				
Other, please specify:											

	Temp/Perm			FTE			Number of supervisees			sig
	Temp	Perm	sig	<1.0	1.0	sig	None	1-5	6+	
Q3.7 - USED Are you aware of, and have you used, the following resources, programs, and services available to employees that focus on health and well-being?										
Employee Assistance Program	16.7%	30.2%	*							
Husker Dialogues							15.1%	21.5%	30.9%	***
LGBTQA+ Center										
Women's Center										
Military and Veteran Success Center										
Center for Advocacy, Response & Education										
Campus Recreation	52.7%	37.8%	**				35.9%	42.2%	39.2%	*
Faculty/Staff Disability Services							13.5%	7.8%	9.4%	*
Suicide Prevention							5.5%	9.2%	13.0%	***
Couple and Family Clinic							2.3%	7.9%	2.5%	**
Marriage Support Classes										
Lactation Rooms/Spaces										
Breastfeeding Mothers Support Group										
Parenting Classes										
Counseling and School Psychology Clinic										
Employee and Dependent Tuition Assistance	21.7%	40.6%	**	25.0%	40.8%	**				
Employee Emergency Loan Fund										
Crisis Leave Program										
Retirement and Investment Counseling							31.3%	39.3%	33.2%	*
Flexible work arrangements				72.0%	50.5%	***	54.2%	51.1%	45.5%	*
Caregivers Support Group										
Smoking Cessation Support										
Cancer Support										
CookWell classes							8.8%	7.5%	17.8%	**
Nutrition consultations & packages										
Other, please specify:										

	Sex			Age					sig
	Male	Female	sig	<30	30-39	40-49	50-59	60+	
Q3.7 - USED Are you aware of, and have you used, the following resources, programs, and services available to employees that focus on health and well-being?									
Employee Assistance Program	21.8%	34.3%	***	22.8%	27.6%	32.1%	29.6%	34.7%	*
Husker Dialogues	16.0%	22.5%	*	24.7%	24.5%	20.5%	18.8%	8.4%	**
LGBTQA+ Center				11.5%	8.4%	4.8%	2.9%	0.9%	***
Women's Center	3.4%	7.6%	**	11.1%	7.6%	6.4%	4.4%	3.0%	**
Military and Veteran Success Center									
Center for Advocacy, Response & Education				5.1%	7.1%	3.3%	2.2%	1.3%	*
Campus Recreation				48.7%	37.7%	37.3%	35.8%	36.6%	**
Faculty/Staff Disability Services									
Suicide Prevention				12.3%	13.3%	8.8%	3.5%	2.3%	***
Couple and Family Clinic									
Marriage Support Classes									
Lactation Rooms/Spaces	0.3%	16.9%	***	4.6%	23.3%	16.5%	2.5%	3.8%	***
Breastfeeding Mothers Support Group									
Parenting Classes	5.5%	14.4%	**						
Counseling and School Psychology Clinic									
Employee and Dependent Tuition Assistance	35.5%	42.9%	**	34.3%	36.7%	34.4%	46.6%	48.4%	***
Employee Emergency Loan Fund									
Crisis Leave Program									
Retirement and Investment Counseling				17.1%	26.9%	30.7%	35.9%	46.2%	***
Flexible work arrangements	39.9%	58.5%	***	40.4%	52.9%	55.8%	49.1%	55.2%	**
Caregivers Support Group	1.1%	4.9%	*						
Smoking Cessation Support									
Cancer Support									
CookWell classes									
Nutrition consultations & packages									
Other, please specify:									

	Race			Caregiver			Disability		
	White	POC	sig	Yes	No	sig	No	Yes	sig
Q3.7 - USED Are you aware of, and have you used, the following resources, programs, and services available to employees that focus on health and well-being?									
Employee Assistance Program				32.2%	25.2%	**	29.2%	46.4%	***
Husker Dialogues									
LGBTQA+ Center							4.6%	21.1%	***
Women's Center							5.7%	16.8%	***
Military and Veteran Success Center									
Center for Advocacy, Response & Education									
Campus Recreation	37.4%	44.5%	*						
Faculty/Staff Disability Services							6.1%	51.7%	***
Suicide Prevention									
Couple and Family Clinic									
Marriage Support Classes									
Lactation Rooms/Spaces				17.3%	3.8%	***			
Breastfeeding Mothers Support Group									
Parenting Classes									
Counseling and School Psychology Clinic	8.8%	14.9%	*						
Employee and Dependent Tuition Assistance				40.0%	46.1%	*			
Employee Emergency Loan Fund									
Crisis Leave Program									
Retirement and Investment Counseling									
Flexible work arrangements	53.0%	40.9%	**	56.6%	41.7%	***	50.7%	60.7%	*
Caregivers Support Group									
Smoking Cessation Support									
Cancer Support									
CookWell classes									
Nutrition consultations & packages									
Other, please specify:									

	Gender minority			SO Minority			First generation			Poor/Working Class		
	No	Yes	sig	No	Yes	sig	No	Yes	sig	No	Yes	sig
Q3.7 - USED Are you aware of, and have you used, the following resources, programs, and services available to employees that focus on health and well-being?												
Employee Assistance Program	29.1%	35.0%	*							29.4%	35.7%	*
Husker Dialogues	19.2%	25.8%	*				18.8%	27.6%	**			
LGBTQA+ Center	3.9%	11.3%	***	2.9%	27.5%	***						
Women's Center	4.7%	11.1%	***	4.9%	22.5%	***						
Military and Veteran Success Center												
Center for Advocacy, Response & Education	3.1%	7.0%	*									
Campus Recreation										39.8%	34.0%	*
Faculty/Staff Disability Services	9.4%	16.1%	**	9.7%	25.8%	***				10.1%	15.5%	*
Suicide Prevention	6.8%	13.8%	***	7.3%	23.8%	***						
Couple and Family Clinic												
Marriage Support Classes												
Lactation Rooms/Spaces	8.5%	21.0%	***	12.2%	2.0%	*						
Breastfeeding Mothers Support Group												
Parenting Classes												
Counseling and School Psychology Clinic												
Employee and Dependent Tuition Assistance							38.2%	47.1%	**			
Employee Emergency Loan Fund												
Crisis Leave Program												
Retirement and Investment Counseling										36.0%	25.6%	**
Flexible work arrangements	49.9%	56.9%	*									
Caregivers Support Group												
Smoking Cessation Support												
Cancer Support												
CookWell classes												
Nutrition consultations & packages												
Other, please specify:												

	Racial/ethnic minority			Religious minority		
	No	Yes	sig	No	Yes	sig
Q3.7 - USED Are you aware of, and have you used, the following resources, programs, and services available to employees that focus on health and well-being?						
Employee Assistance Program						
Husker Dialogues						
LGBTQA+ Center						
Women's Center						
Military and Veteran Success Center						
Center for Advocacy, Response & Education						
Campus Recreation	38.1%	45.5%	*			
Faculty/Staff Disability Services				10.2%	18.0%	*
Suicide Prevention						
Couple and Family Clinic						
Marriage Support Classes						
Lactation Rooms/Spaces				11.0%	18.8%	*
Breastfeeding Mothers Support Group						
Parenting Classes						
Counseling and School Psychology Clinic						
Employee and Dependent Tuition Assistance						
Employee Emergency Loan Fund						
Crisis Leave Program						
Retirement and Investment Counseling						
Flexible work arrangements						
Caregivers Support Group						
Smoking Cessation Support						
Cancer Support						
CookWell classes						
Nutrition consultations & packages						
Other, please specify:						

	N	Mean/ %	Faculty	Staff	Role Administrator	sig	TT	Faculty non-TT	sig	MP	Staff OS	sig
Q3.9 Please indicate whether each of the following have been a barrier that has prevented you from participating in wellness-at-work programs.												
Lack of knowledge about the existence of these programs (1)	2802					**						*
Yes	778	27.8%	26.7%	29.0%	13.1%					31.1%	25.0%	
Maybe	1127	40.2%	40.3%	40.1%	41.4%					39.2%	41.8%	
No	897	32.0%	33.0%	30.9%	45.5%					29.7%	33.2%	
Job responsibilities make it difficult to participate (e.g., shift work, coverage, fee-based work, workload) (2)	2795											***
Yes	1226	43.9%								45.7%	36.2%	
Maybe	629	22.5%								21.4%	28.0%	
No	940	33.6%								32.9%	35.8%	
I forget to attend or participate (3)	2789											
Yes	244	8.7%										
Maybe	468	16.8%										
No	2077	74.5%										
Concerns about confidentiality (4)	2784											
Yes	425	15.3%										
Maybe	471	16.9%										
No	1888	67.8%										
Lack of personal motivation (5)	2790											
Yes	492	17.6%										
Maybe	903	32.4%										
No	1395	50.0%										
Time management (have trouble fitting anything else into my busy schedule) (6)	2790					***			*			**
Yes	1353	48.5%	54.2%	46.2%	48.5%		58.6%	49.9%		48.9%	41.1%	
Maybe	716	25.7%	25.0%	26.2%	22.2%		23.6%	26.3%		24.9%	28.4%	
No	721	25.8%	20.8%	27.7%	29.3%		17.8%	23.8%		26.1%	30.5%	
Schedule of programs does not work for me (7)	2771											
Yes	404	14.7%										
Maybe	1241	44.7%										
No	1126	40.6%										
Wellness programs are not offered at convenient locations (8)	2765								***			
Yes	393	14.5%					10.1%	19.4%				
Maybe	1049	37.8%					35.1%	36.5%				
No	1321	47.6%					54.8%	44.1%				
My supervisor does not allow me to attend (when during work hours) (9)	2763								*			***
Yes	141	5.2%					2.7%	3.3%		5.0%	8.2%	
Maybe	339	12.3%					3.5%	8.4%		13.4%	18.8%	
No	2283	82.6%					93.9%	88.2%		81.6%	73.1%	
Lack of interest in wellness activities available to me (10)	2771								**			
Yes	327	11.8%					16.4%	10.8%				
Maybe	917	33.1%					33.3%	28.5%				
No	1527	55.1%					50.3%	60.8%				
Injury or disability (11)	2768											***
Yes	94	3.4%								3.0%	5.7%	
Maybe	164	5.9%								5.3%	8.4%	
No	2510	90.7%								91.7%	85.8%	
Cost (12)	2760					***						***
Yes	339	12.3%	7.9%	14.4%	6.2%					13.5%	16.2%	
Maybe	699	25.3%	19.6%	28.4%	11.3%					26.2%	32.4%	
No	1722	62.4%	72.5%	57.2%	82.5%					60.3%	51.4%	

	Remote status			Years at UNL			Location			sig
	No	Yes	sig	<5	5-19	20+	sig	City	East	
Q3.9 Please indicate whether each of the following have been a barrier that has prevented you from participating in wellness-at-work programs.										
Lack of knowledge about the existence of these programs (1)										***
Yes				37.8%	24.9%	13.0%				
Maybe				37.1%	43.0%	40.3%				
No				25.1%	32.2%	46.8%				
Job responsibilities make it difficult to participate (e.g., shift work, coverage, fee-based work, workload) (2)			***							***
Yes	49.9%	40.9%		41.6%	49.4%	35.2%				
Maybe	23.2%	21.3%		23.8%	20.6%	24.3%				
No	26.9%	37.8%		34.6%	30.0%	40.5%				
I forget to attend or participate (3)										**
Yes				9.7%	9.3%	5.3%				
Maybe				18.4%	16.1%	14.9%				
No				71.9%	74.6%	79.8%				
Concerns about confidentiality (4)										
Yes										
Maybe										
No										
Lack of personal motivation (5)										***
Yes								18.0%	19.0%	10.3%
Maybe								33.5%	26.2%	33.8%
No								48.4%	54.8%	55.9%
Time management (have trouble fitting anything else into my busy schedule) (6)										***
Yes				47.1%	53.6%	38.8%				
Maybe				26.8%	24.3%	26.6%				
No				26.1%	22.1%	34.6%				
Schedule of programs does not work for me (7)			***							
Yes	18.6%	12.4%								
Maybe	45.5%	43.9%								
No	35.9%	43.7%								
Wellness programs are not offered at convenient locations (8)			*							***
Yes	15.7%	14.0%						11.3%	15.7%	43.9%
Maybe	39.6%	35.9%						37.9%	40.9%	29.8%
No	44.7%	50.1%						50.8%	43.4%	26.3%
My supervisor does not allow me to attend (when during work hours) (9)			***							
Yes	9.3%	2.5%								
Maybe	20.2%	7.0%								
No	70.5%	90.5%								
Lack of interest in wellness activities available to me (10)										***
Yes				10.6%	13.6%	10.2%		11.8%	12.8%	9.8%
Maybe				28.9%	35.9%	35.2%		34.5%	29.1%	25.0%
No				60.5%	50.5%	54.5%		53.7%	58.0%	65.2%
Injury or disability (11)			***							
Yes	3.9%	3.1%								
Maybe	8.1%	4.5%								
No	88.0%	92.4%								
Cost (12)			***							***
Yes	14.6%	10.7%		12.0%	14.3%	8.0%		12.5%	14.1%	5.9%
Maybe	27.9%	24.1%		27.3%	24.4%	23.4%		26.1%	25.1%	19.7%
No	57.5%	65.2%		60.7%	61.3%	68.6%		61.4%	60.8%	74.4%

	Temp/Perm		sig	FTE		sig	Number of supervisees			sig
	Temp	Perm		<1.0	1.0		None	1-5	6+	
Q3.9 Please indicate whether each of the following have been a barrier that has prevented you from participating in wellness-at-work programs.										
Lack of knowledge about the existence of these programs (1)			*							*
Yes	36.4%	27.3%					27.9%	28.0%	27.0%	
Maybe	39.5%	40.3%					41.3%	41.3%	35.3%	
No	24.0%	32.4%					30.8%	30.6%	37.7%	
Job responsibilities make it difficult to participate (e.g., shift work, coverage, fee-based work, workload) (2)						**				***
Yes				34.2%	44.4%					
Maybe				19.9%	22.7%					
No				45.9%	33.0%					
I forget to attend or participate (3)			*							
Yes	13.8%	8.5%								
Maybe	10.8%	17.1%								
No	75.4%	74.4%								
Concerns about confidentiality (4)						**				
Yes				11.6%	15.5%					
Maybe				9.5%	17.3%					
No				78.9%	67.2%					
Lack of personal motivation (5)										*
Yes							18.9%	15.7%	16.4%	
Maybe							33.9%	33.0%	28.5%	
No							47.2%	51.4%	55.0%	
Time management (have trouble fitting anything else into my busy schedule) (6)			***			*				***
Yes	41.5%	48.8%		39.5%	49.0%					
Maybe	18.5%	26.0%		25.2%	25.7%					
No	40.0%	25.2%		35.4%	25.3%					
Schedule of programs does not work for me (7)										
Yes										
Maybe										
No										
Wellness programs are not offered at convenient locations (8)										
Yes										
Maybe										
No										
My supervisor does not allow me to attend (when during work hours) (9)						*				**
Yes				2.1%	5.3%					
Maybe				6.9%	12.6%					
No				91.0%	82.1%					
Lack of interest in wellness activities available to me (10)			*							
Yes	14.0%	11.7%								
Maybe	22.5%	33.6%								
No	63.6%	54.7%								
Injury or disability (11)										
Yes										
Maybe										
No										
Cost (12)										***
Yes							14.0%	11.1%	10.9%	
Maybe							28.8%	23.9%	18.8%	
No							57.2%	65.0%	70.4%	

	Sex		sig	Age					sig
	Male	Female		<30	30-39	40-49	50-59	60+	
Q3.9 Please indicate whether each of the following have been a barrier that has prevented you from participating in wellness-at-work programs.									
Lack of knowledge about the existence of these programs (1)			***						***
Yes	22.6%	31.2%		41.4%	33.5%	31.9%	20.3%	13.6%	
Maybe	42.6%	38.7%		36.9%	42.7%	40.5%	40.4%	38.3%	
No	34.9%	30.2%		21.7%	23.8%	27.6%	39.3%	48.1%	
Job responsibilities make it difficult to participate (e.g., shift work, coverage, fee-based work, workload) (2)			*						***
Yes	40.7%	45.9%		47.4%	50.9%	48.3%	37.5%	33.5%	
Maybe	23.4%	21.9%		24.1%	23.1%	21.0%	22.7%	22.2%	
No	35.9%	32.2%		28.5%	26.0%	30.7%	39.8%	44.3%	
I forget to attend or participate (3)									***
Yes				18.3%	10.9%	7.7%	5.1%	4.5%	
Maybe				19.4%	19.7%	17.6%	14.7%	12.0%	
No				62.3%	69.4%	74.7%	80.2%	83.4%	
Concerns about confidentiality (4)									*
Yes				14.8%	16.7%	16.3%	16.1%	11.0%	
Maybe				14.8%	18.7%	18.7%	15.8%	15.1%	
No				70.5%	64.6%	65.0%	68.0%	74.0%	
Lack of personal motivation (5)									***
Yes				25.8%	20.5%	18.1%	12.9%	12.9%	
Maybe				31.4%	33.6%	33.3%	32.3%	30.0%	
No				42.8%	45.9%	48.6%	54.7%	57.1%	
Time management (have trouble fitting anything else into my busy schedule) (6)			***						***
Yes	43.8%	51.6%		46.5%	56.4%	56.2%	41.8%	37.0%	
Maybe	27.2%	24.7%		27.5%	26.4%	23.6%	25.2%	26.6%	
No	29.1%	23.7%		26.1%	17.2%	20.2%	33.0%	36.4%	
Schedule of programs does not work for me (7)			***						***
Yes	10.4%	17.4%		14.2%	16.0%	16.1%	13.6%	12.5%	
Maybe	42.2%	46.4%		48.6%	46.6%	48.7%	39.6%	40.9%	
No	47.4%	36.2%		37.2%	37.4%	35.2%	46.8%	46.6%	
Wellness programs are not offered at convenient locations (8)			***						**
Yes	9.4%	17.9%		13.6%	15.2%	15.0%	15.3%	12.7%	
Maybe	33.9%	40.3%		36.5%	40.2%	42.7%	31.9%	37.1%	
No	56.7%	41.8%		49.9%	44.6%	42.3%	52.8%	50.2%	
My supervisor does not allow me to attend (when during work hours) (9)									
Yes									
Maybe									
No									
Lack of interest in wellness activities available to me (10)			**						**
Yes	14.3%	10.2%		15.6%	14.4%	10.9%	9.1%	10.1%	
Maybe	32.0%	33.8%		30.4%	33.7%	35.2%	30.8%	34.5%	
No	53.7%	56.0%		54.0%	51.9%	53.9%	60.1%	55.4%	
Injury or disability (11)									***
Yes				2.5%	2.4%	2.3%	3.6%	6.7%	
Maybe				5.0%	4.9%	6.6%	5.8%	7.5%	
No				92.5%	92.7%	91.1%	90.6%	85.8%	
Cost (12)			***						***
Yes	9.7%	14.0%		18.4%	11.9%	12.5%	10.2%	10.8%	
Maybe	22.0%	27.4%		30.9%	29.7%	24.5%	23.0%	18.6%	
No	68.3%	58.5%		50.7%	58.3%	63.0%	66.8%	70.6%	

	Race			Caregiver			Disability		
	White	POC	sig	Yes	No	sig	No	Yes	sig
Q3.9 Please indicate whether each of the following have been a barrier that has prevented you from participating in wellness-at-work programs.									
Lack of knowledge about the existence of these programs (1)			***			**			*
Yes	26.3%	36.1%		29.2%	24.7%		27.3%	36.4%	
Maybe	40.2%	40.6%		41.1%	38.2%		40.3%	36.4%	
No	33.6%	23.3%		29.7%	37.1%		32.4%	27.3%	
Job responsibilities make it difficult to participate (e.g., shift work, coverage, fee-based work, workload) (2)						***			***
Yes				46.9%	39.7%		43.3%	58.0%	
Maybe				23.1%	19.7%		22.4%	21.0%	
No				30.0%	40.6%		34.3%	21.0%	
I forget to attend or participate (3)			***						*
Yes	8.7%	8.8%					8.5%	11.9%	
Maybe	15.6%	23.2%					16.2%	21.0%	
No	75.6%	68.0%					75.3%	67.0%	
Concerns about confidentiality (4)			**			***			***
Yes	14.4%	20.0%		16.8%	13.0%		14.3%	30.5%	
Maybe	16.7%	18.3%		18.4%	12.8%		16.4%	23.2%	
No	68.9%	61.8%		64.9%	74.2%		69.4%	46.3%	
Lack of personal motivation (5)						**			***
Yes				17.2%	14.6%		16.7%	27.8%	
Maybe				33.7%	28.6%		32.3%	35.2%	
No				49.0%	56.8%		51.0%	36.9%	
Time management (have trouble fitting anything else into my busy schedule) (6)						***			***
Yes				53.5%	40.4%		47.6%	61.6%	
Maybe				25.9%	25.8%		26.0%	24.3%	
No				20.6%	33.8%		26.5%	14.1%	
Schedule of programs does not work for me (7)						***			***
Yes				16.4%	11.2%		13.6%	28.0%	
Maybe				47.3%	38.3%		44.5%	50.9%	
No				36.3%	50.4%		42.0%	21.1%	
Wellness programs are not offered at convenient locations (8)						***			***
Yes				16.1%	10.7%		13.7%	26.0%	
Maybe				40.3%	31.0%		37.5%	44.5%	
No				43.6%	58.3%		48.8%	29.5%	
My supervisor does not allow me to attend (when during work hours) (9)									***
Yes							4.9%	9.8%	
Maybe							12.2%	17.8%	
No							83.0%	72.4%	
Lack of interest in wellness activities available to me (10)						*			
Yes				11.0%	10.8%				
Maybe				34.1%	28.6%				
No				54.9%	60.6%				
Injury or disability (11)						**			***
Yes				3.7%	2.0%		2.3%	19.3%	
Maybe				6.8%	3.9%		5.0%	18.8%	
No				89.5%	94.1%		92.7%	61.9%	
Cost (12)			**			***			***
Yes	12.5%	11.4%		12.7%	9.8%		11.8%	25.4%	
Maybe	24.2%	31.7%		26.1%	20.5%		24.7%	32.4%	
No	63.3%	56.9%		61.2%	69.7%		63.4%	42.2%	

	Gender minority			SO Minority			First generation			Poor/Working Class		
	No	Yes	sig	No	Yes	sig	No	Yes	sig	No	Yes	sig
Q3.9 Please indicate whether each of the following have been a barrier that has prevented you from participating in wellness-at-work programs.												
Lack of knowledge about the existence of these programs (1)			***			***			*			***
Yes	25.5%	36.8%		27.2%	36.3%		26.9%	31.8%		26.1%	36.4%	
Maybe	40.9%	37.1%		39.6%	46.1%		40.1%	40.1%		40.2%	39.6%	
No	33.7%	26.1%		33.2%	17.6%		33.1%	28.2%		33.8%	24.0%	
Job responsibilities make it difficult to participate (e.g., shift work, coverage, fee-based work, workload) (2)			***			***			**			***
Yes	41.0%	56.1%		43.3%	57.3%		43.1%	48.8%		42.3%	53.7%	
Maybe	23.4%	18.6%		22.8%	16.7%		22.2%	22.8%		22.2%	22.7%	
No	35.6%	25.3%		34.0%	26.0%		34.7%	28.4%		35.5%	23.6%	
I forget to attend or participate (3)			*									
Yes	8.1%	11.1%										
Maybe	16.3%	17.4%										
No	75.7%	71.5%										
Concerns about confidentiality (4)			***			**			**			***
Yes	14.2%	19.6%		14.8%	22.4%		14.7%	17.9%		14.4%	20.0%	
Maybe	15.5%	21.6%		16.7%	19.3%		15.9%	20.2%		16.3%	19.3%	
No	70.3%	58.8%		68.5%	58.3%		69.4%	61.9%		69.3%	60.7%	
Lack of personal motivation (5)						**						*
Yes				17.0%	23.6%					16.5%	21.9%	
Maybe				32.0%	38.2%					32.4%	32.6%	
No				51.0%	38.2%					51.1%	45.5%	
Time management (have trouble fitting anything else into my busy schedule) (6)			***						***			***
Yes	45.1%	61.0%					46.3%	56.8%		47.0%	55.4%	
Maybe	27.1%	21.5%					26.6%	23.1%		25.9%	25.5%	
No	27.9%	17.5%					27.1%	20.1%		27.0%	19.1%	
Schedule of programs does not work for me (7)			***						**			***
Yes	13.4%	18.6%					13.9%	17.0%		13.4%	19.6%	
Maybe	43.8%	48.8%					43.9%	48.7%		43.6%	51.1%	
No	42.8%	32.6%					42.3%	34.2%		43.0%	29.3%	
Wellness programs are not offered at convenient locations (8)			***						*			***
Yes	13.5%	18.3%					13.8%	17.1%		13.7%	18.3%	
Maybe	36.8%	42.2%					37.5%	39.8%		36.9%	43.0%	
No	49.7%	39.5%					48.7%	43.1%		49.4%	38.7%	
My supervisor does not allow me to attend (when during work hours) (9)												***
Yes										4.5%	8.4%	
Maybe										10.6%	21.3%	
No										84.9%	70.3%	
Lack of interest in wellness activities available to me (10)												
Yes												
Maybe												
No												
Injury or disability (11)												***
Yes										2.8%	6.5%	
Maybe										5.0%	10.1%	
No										92.2%	83.4%	
Cost (12)			***						***			***
Yes	11.7%	16.3%					11.9%	16.0%		10.3%	24.1%	
Maybe	24.4%	28.4%					24.3%	28.7%		22.8%	36.4%	
No	63.9%	55.3%					63.8%	55.4%		66.9%	39.5%	

	Racial/ethnic minority			Religious minority		
	No	Yes	sig	No	Yes	sig
Q3.9 Please indicate whether each of the following have been a barrier that has prevented you from participating in wellness-at-work programs.						
Lack of knowledge about the existence of these programs (1)			***			
Yes	26.2%	41.1%				
Maybe	40.5%	36.7%				
No	33.3%	22.2%				
Job responsibilities make it difficult to participate (e.g., shift work, coverage, fee-based work, workload) (2)						
Yes						
Maybe						
No						
I forget to attend or participate (3)						
Yes						
Maybe						
No						
Concerns about confidentiality (4)			**			***
Yes	14.6%	21.1%		14.9%	20.4%	
Maybe	16.7%	18.0%		16.3%	23.0%	
No	68.7%	60.9%		68.9%	56.5%	
Lack of personal motivation (5)						
Yes						
Maybe						
No						
Time management (have trouble fitting anything else into my busy schedule) (6)						
Yes						
Maybe						
No						
Schedule of programs does not work for me (7)			*			
Yes	13.9%	19.3%				
Maybe	45.0%	44.3%				
No	41.1%	36.5%				
Wellness programs are not offered at convenient locations (8)						
Yes						
Maybe						
No						
My supervisor does not allow me to attend (when during work hours) (9)						**
Yes				5.1%	6.1%	
Maybe				11.9%	19.2%	
No				83.0%	74.7%	
Lack of interest in wellness activities available to me (10)						
Yes						
Maybe						
No						
Injury or disability (11)						
Yes						
Maybe						
No						
Cost (12)			*			*
Yes	12.6%	14.0%		12.3%	17.0%	
Maybe	24.5%	31.5%		24.9%	29.3%	
No	63.0%	54.5%		62.8%	53.7%	

	N	Mean/%	Faculty	Staff	Role Administrator	sig	TT	Faculty non-TT	sig	MP	Staff OS	sig
Q3.9 Please indicate whether each of the following have been a barrier that has prevented you from participating in wellness-at-work programs.												
Peer pressure from colleagues (13)	2764											
Yes	48	1.7%										
Maybe	151	5.5%										
No	2565	92.8%										
Do not feel comfortable participating in wellness-at-work programs (14)	2771											*
Yes	280	10.1%								9.6%	10.0%	
Maybe	660	23.8%								22.7%	28.0%	
No	1831	66.1%								67.7%	62.0%	
Do not have the knowledge needed to participate (15)	2774											*
Yes	337	12.1%								11.8%	12.2%	
Maybe	692	25.0%								23.5%	29.2%	
No	1744	62.9%								64.7%	58.6%	
Other, please specify: (16)	468											
Yes	76	15.2%										
Maybe	32	6.8%										
No	365	78.0%										
Q3.11 How satisfied are you with your job as a whole (everything taken into consideration)?	2825	3.7								3.72	3.57	**
Extremely dissatisfied	130	4.6%										
Somewhat dissatisfied	462	16.4%										
Neither satisfied nor dissatisfied	281	9.9%										
Somewhat satisfied	1276	45.2%										
Extremely satisfied	676	23.9%										
Q3.13 Since the start of 2020, have you seriously considered...												
...changing careers and leaving higher education? (1)	2778	47.3%	43.2%	49.5%	36.4%	***	38.7%	47.5%	*	53.0%	43.0%	***
...changing jobs within higher education to another institution? (2)	2757	39.5%	44.8%	37.1%	45.9%	***	49.9%	40.0%	**	40.6%	30.3%	***
...changing jobs within this institution? (3)	2770	38.0%	22.6%	44.4%	37.8%	***	17.4%	27.5%	***			
...retiring? (4)	2755	17.9%	21.6%	15.6%	31.0%	***				13.8%	19.0%	**
Q3.15 Which of the following best describes your current work location?	2641					***			***			***
My supervisor allows me to work remotely (such as from home)	401	15.2%	24.3%	11.6%	11.7%		28.2%	20.4%		13.4%	8.3%	
My supervisor allows me to work hybrid (some days expected on campus/in the office)	1172	44.4%	51.6%	40.8%	59.6%		54.2%	48.9%		49.7%	23.7%	
My supervisor does not allow me to work remotely	367	13.9%	6.9%	16.9%	9.6%		4.4%	9.4%		19.2%	12.7%	
My job cannot be performed remotely	701	26.5%	17.2%	30.7%	19.1%		13.2%	21.3%		17.7%	55.3%	
Q3.17 Which of the following best describes your preferred work location?	2106											
Work remotely	363	17.2%										
Work hybrid (some days expected on campus/in the office)	1273	60.4%										
Work on campus/in office	470	22.3%										

	Remote status			<5	Years at UNL		sig	City	Location		sig
	No	Yes	sig		5-19	20+			East	Offsite	
Q3.9 Please indicate whether each of the following have been a barrier that has prevented you from participating in wellness-at-work programs.											
Peer pressure from colleagues (13)			***				*				
Yes	2.6%	1.2%		1.6%	1.8%	2.0%					
Maybe	7.0%	4.6%		5.6%	6.5%	2.7%					
No	90.4%	94.2%		92.8%	91.7%	95.3%					
Do not feel comfortable participating in wellness-at-work programs (14)			**								
Yes	11.3%	9.4%									
Maybe	26.1%	21.9%									
No	62.7%	68.7%									
Do not have the knowledge needed to participate (15)			***				**				
Yes	11.7%	11.9%		13.9%	11.3%	10.2%					
Maybe	29.6%	22.1%		27.0%	24.5%	21.7%					
No	58.7%	66.0%		59.1%	64.2%	68.0%					
Other, please specify: (16)											
Yes											
Maybe											
No											
Q3.11 How satisfied are you with your job as a whole (everything taken into consideration)?	3.45	3.82	***	3.72	3.56	3.85	***				
Extremely dissatisfied	6.2%	3.7%		4.6%	4.5%	4.8%					
Somewhat dissatisfied	20.6%	13.6%		15.1%	19.9%	10.4%					
Neither satisfied nor dissatisfied	12.2%	8.1%		10.0%	10.3%	9.0%					
Somewhat satisfied	43.7%	45.8%		44.6%	45.0%	46.7%					
Extremely satisfied	17.3%	28.8%		25.8%	20.2%	29.1%					
Q3.13 Since the start of 2020, have you seriously considered...											
...changing careers and leaving higher education? (1)	51.7%	45.0%	***	46.0%	55.4%	29.4%	***				
...changing jobs within higher education to another institution? (2)	42.3%	38.0%	*	38.0%	46.3%	25.8%	***	40.8%	39.9%	27.5%	***
...changing jobs within this institution? (3)	45.3%	33.6%	***	37.2%	43.0%	27.1%	***				
...retiring? (4)				7.4%	15.0%	47.7%	***	16.7%	21.0%	21.4%	*
Q3.15 Which of the following best describes your current work location?			***				*				*
My supervisor allows me to work remotely (such as from home)	0.0%	25.5%		13.3%	15.7%	18.1%		14.3%	16.6%	14.2%	
My supervisor allows me to work hybrid (some days expected on campus/in the office)	0.0%	74.5%		42.8%	46.7%	41.8%		43.1%	47.1%	44.2%	
My supervisor does not allow me to work remotely	34.4%	0.0%		14.6%	13.7%	12.7%		15.6%	10.1%	11.1%	
My job cannot be performed remotely	65.6%	0.0%		29.3%	23.8%	27.4%		26.9%	26.2%	30.5%	
Q3.17 Which of the following best describes your preferred work location?			***				*				
Work remotely	9.3%	20.3%		17.3%	17.7%	16.0%					
Work hybrid (some days expected on campus/in the office)	69.7%	59.4%		59.7%	62.9%	55.8%					
Work on campus/in office	21.0%	20.3%		23.0%	19.5%	28.2%					

	Remote status			<5	Years at UNL		sig	Location			sig
	No	Yes	sig		5-19	20+		City	East	Offsite	
Q3.9 Please indicate whether each of the following have been a barrier that has prevented you from participating in wellness-at-work programs.											
			**								
Peer pressure from colleagues (13)			*				*				
Yes	2.6%	1.2%		1.6%	1.8%	2.0%					
Maybe	7.0%	4.6%		5.6%	6.5%	2.7%					
No	90.4%	94.2%		92.8%	91.7%	95.3%					
Do not feel comfortable participating in wellness-at-work programs (14)			**								
Yes	11.3%	9.4%									
Maybe	26.1%	21.9%									
No	62.7%	68.7%									
Do not have the knowledge needed to participate (15)			**				**				
Yes	11.7%	11.9%	*	13.9%	11.3%	10.2%					
Maybe	29.6%	22.1%		27.0%	24.5%	21.7%					
No	58.7%	66.0%		59.1%	64.2%	68.0%					
Other, please specify: (16)											
Yes											
Maybe											
No											
			**								
Q3.11 How satisfied are you with your job as a whole (everything taken into consideration)?	3.45	3.82	*	3.72	3.56	3.85	***				
Extremely dissatisfied	6.2%	3.7%		4.6%	4.5%	4.8%					
Somewhat dissatisfied	20.6%	13.6%		15.1%	19.9%	10.4%					
Neither satisfied nor dissatisfied	12.2%	8.1%		10.0%	10.3%	9.0%					
Somewhat satisfied	43.7%	45.8%		44.6%	45.0%	46.7%					
Extremely satisfied	17.3%	28.8%		25.8%	20.2%	29.1%					
Q3.13 Since the start of 2020, have you seriously considered...											
...changing careers and leaving higher education? (1)	51.7%	45.0%	**	46.0%	55.4%	29.4%	***				**
...changing jobs within higher education to another institution? (2)	42.3%	38.0%	*	38.0%	46.3%	25.8%	***	40.8%	39.9%	27.5%	*
...changing jobs within this institution? (3)	45.3%	33.6%	**	37.2%	43.0%	27.1%	***				
...retiring? (4)			*	7.4%	15.0%	47.7%	***	16.7%	21.0%	21.4%	*
Q3.15 Which of the following best describes your current work location?			**				*				*
My supervisor allows me to work remotely (such as from home)	0.0%	25.5%		13.3%	15.7%	18.1%		14.3%	16.6%	14.2%	
My supervisor allows me to work hybrid (some days expected on campus/in the office)	0.0%	74.5%		42.8%	46.7%	41.8%		43.1%	47.1%	44.2%	
My supervisor does not allow me to work remotely	34.4%	0.0%		14.6%	13.7%	12.7%		15.6%	10.1%	11.1%	
My job cannot be performed remotely	65.6%	0.0%		29.3%	23.8%	27.4%		26.9%	26.2%	30.5%	
Q3.17 Which of the following best describes your preferred work location?			**				*				
Work remotely	9.3%	20.3%	*	17.3%	17.7%	16.0%					
Work hybrid (some days expected on campus/in the office)	69.7%	59.4%		59.7%	62.9%	55.8%					
Work on campus/in office	21.0%	20.3%		23.0%	19.5%	28.2%					

	Temp/Perm			<1.0	FTE		Number of supervisees			
	Temp	Perm	sig		1.0	sig	None	1-5	6+	sig
Q3.9 Please indicate whether each of the following have been a barrier that has prevented you from participating in wellness-at-work programs.										
Peer pressure from colleagues (13)										
Yes										
Maybe										
No										
Do not feel comfortable participating in wellness-at-work programs (14)										
Yes										
Maybe										
No										
Do not have the knowledge needed to participate (15)										
Yes										
Maybe										
No										
Other, please specify: (16)										
Yes										
Maybe										
No										
Q3.11 How satisfied are you with your job as a whole (everything taken into consideration)?	4.03	3.66	**	4.03	3.65	***				
Extremely dissatisfied	0.8%	4.8%		2.7%	4.7%					
Somewhat dissatisfied	8.4%	16.7%		5.4%	17.0%					
Neither satisfied nor dissatisfied	9.2%	10.0%		8.8%	10.0%					
Somewhat satisfied	50.4%	44.9%		52.0%	44.8%					
Extremely satisfied	31.3%	23.6%		31.1%	23.5%					
Q3.13 Since the start of 2020, have you seriously considered...										
...changing careers and leaving higher education? (1)										
...changing jobs within higher education to another institution? (2)	31.0%	40.0%	*	22.1%	40.5%	***	35.7%	42.6%	45.1%	***
...changing jobs within this institution? (3)				26.0%	38.7%	**				
...retiring? (4)				28.5%	17.3%	***				
Q3.15 Which of the following best describes your current work location?										
My supervisor allows me to work remotely (such as from home)				32.8%	14.3%		16.8%	14.8%	11.6%	
My supervisor allows me to work hybrid (some days expected on campus/in the office)				39.1%	44.6%		42.1%	49.0%	40.2%	
My supervisor does not allow me to work remotely				14.1%	13.9%		14.9%	12.9%	13.5%	
My job cannot be performed remotely				14.1%	27.2%		26.2%	23.3%	34.6%	
Q3.17 Which of the following best describes your preferred work location?										
Work remotely							22.6%	13.0%	11.2%	***
Work hybrid (some days expected on campus/in the office)							56.8%	63.9%	62.2%	
Work on campus/in office							20.6%	23.1%	26.5%	

	Sex		sig	Age					sig
	Male	Female		<30	30-39	40-49	50-59	60+	
Q3.9 Please indicate whether each of the following have been a barrier that has prevented you from participating in wellness-at-work programs.									
Peer pressure from colleagues (13)									*
Yes				2.2%	1.7%	1.8%	1.6%	1.5%	
Maybe				8.1%	6.6%	6.4%	4.1%	2.4%	
No				89.7%	91.7%	91.8%	94.3%	96.1%	
Do not feel comfortable participating in wellness-at-work programs (14)									
Yes									
Maybe									
No									
Do not have the knowledge needed to participate (15)									
Yes									
Maybe									
No									
Other, please specify: (16)									
Yes									
Maybe									
No									
Q3.11 How satisfied are you with your job as a whole (everything taken into consideration)?				3.61	3.56	3.6	3.78	3.85	***
Extremely dissatisfied				4.4%	4.8%	4.0%	5.1%	4.6%	
Somewhat dissatisfied				17.7%	17.8%	19.1%	13.4%	13.6%	
Neither satisfied nor dissatisfied				11.3%	12.2%	9.8%	7.9%	8.6%	
Somewhat satisfied				45.9%	47.3%	46.7%	45.8%	38.5%	
Extremely satisfied				20.7%	17.9%	20.4%	27.8%	34.7%	
Q3.13 Since the start of 2020, have you seriously considered...									
...changing careers and leaving higher education? (1)				54.3%	57.3%	54.4%	39.5%	27.6%	***
...changing jobs within higher education to another institution? (2)				42.4%	49.9%	45.6%	37.3%	16.0%	***
...changing jobs within this institution? (3)				40.6%	42.5%	44.6%	37.8%	20.3%	***
...retiring? (4)	20.6%	16.2%	**	1.4%	1.6%	4.2%	25.4%	61.6%	***
Q3.15 Which of the following best describes your current work location?			***						***
My supervisor allows me to work remotely (such as from home)	13.6%	16.2%		6.2%	16.0%	16.2%	14.7%	20.1%	
My supervisor allows me to work hybrid (some days expected on campus/in the office)	39.1%	47.8%		41.5%	48.0%	49.7%	40.0%	40.0%	
My supervisor does not allow me to work remotely	8.7%	17.3%		19.3%	13.3%	13.6%	15.2%	9.1%	
My job cannot be performed remotely	38.6%	18.6%		32.9%	22.6%	20.5%	30.1%	30.8%	
Q3.17 Which of the following best describes your preferred work location?			***						***
Work remotely	13.9%	18.9%		9.7%	19.3%	16.7%	18.9%	17.9%	
Work hybrid (some days expected on campus/in the office)	53.0%	64.2%		68.5%	60.6%	62.7%	59.6%	52.1%	
Work on campus/in office	33.1%	16.9%		21.8%	20.0%	20.7%	21.5%	30.1%	

	Race			Yes	Caregiver		No	Disability		sig
	White	POC	sig		No	sig		Yes	sig	
Q3.9 Please indicate whether each of the following have been a barrier that has prevented you from participating in wellness-at-work programs.										
Peer pressure from colleagues (13)										
Yes	1.6%	2.4%	**							
Maybe	4.9%	8.5%								
No	93.4%	89.1%								
Do not feel comfortable participating in wellness-at-work programs (14)										
Yes				10.3%	10.8%	**	10.1%	15.3%	***	
Maybe				25.7%	18.6%		23.2%	34.7%		
No				63.9%	70.5%		66.7%	50.0%		
Do not have the knowledge needed to participate (15)										
Yes	11.2%	17.3%	***	13.0%	11.2%	**				
Maybe	24.3%	28.7%		26.4%	21.1%					
No	64.5%	53.9%		60.6%	67.7%					
Other, please specify: (16)										
Yes										
Maybe										
No										
Q3.11 How satisfied are you with your job as a whole (everything taken into consideration)?										
Extremely dissatisfied							3.7	3.3	***	
Somewhat dissatisfied							4.3%	8.4%		
Neither satisfied nor dissatisfied							16.2%	23.0%		
Somewhat satisfied							9.6%	10.1%		
Extremely satisfied							45.0%	47.2%		
Q3.13 Since the start of 2020, have you seriously considered...										
...changing careers and leaving higher education? (1)	48.7%	39.1%	***	50.8%	40.1%	***	46.8%	59.4%	***	
...changing jobs within higher education to another institution? (2)	38.5%	45.5%	**	41.3%	35.8%	*	39.1%	52.3%	***	
...changing jobs within this institution? (3)	39.5%	29.8%	***	41.4%	31.4%	***				
...retiring? (4)	19.3%	10.4%	***							
Q3.15 Which of the following best describes your current work location?										
My supervisor allows me to work remotely (such as from home)	14.5%	18.8%	**	16.1%	13.4%	***	15.0%	18.5%	**	
My supervisor allows me to work hybrid (some days expected on campus/in the office)	44.4%	44.1%		45.8%	37.6%		44.4%	36.4%		
My supervisor does not allow me to work remotely	14.7%	9.3%		14.5%	13.0%		13.6%	22.0%		
My job cannot be performed remotely	26.3%	27.8%		23.5%	36.0%		27.1%	23.1%		
Q3.17 Which of the following best describes your preferred work location?										
Work remotely				18.6%	13.6%	***	16.9%	25.4%	*	
Work hybrid (some days expected on campus/in the office)				63.1%	55.4%		60.9%	52.2%		
Work on campus/in office				18.3%	31.0%		22.2%	22.5%		

	Gender minority			SO Minority			First generation			Poor/Working Class		
	No	Yes	sig	No	Yes	sig	No	Yes	sig	No	Yes	sig
Q3.9 Please indicate whether each of the following have been a barrier that has prevented you from participating in wellness-at-work programs.												
Peer pressure from colleagues (13)			*						*			***
Yes	1.4%	2.7%					1.4%	2.9%		1.4%	3.3%	
Maybe	5.2%	7.2%					5.6%	5.8%		5.0%	8.5%	
No	93.4%	90.1%					93.1%	91.3%		93.6%	88.3%	
Do not feel comfortable participating in wellness-at-work programs (14)			*			***						***
Yes	9.8%	12.7%		9.8%	18.2%					10.1%	11.7%	
Maybe	23.2%	26.6%		23.9%	25.0%					22.6%	30.6%	
No	67.0%	60.7%		66.3%	56.8%					67.3%	57.7%	
Do not have the knowledge needed to participate (15)									**			***
Yes							11.4%	14.3%		11.7%	13.4%	
Maybe							24.2%	28.8%		23.3%	33.6%	
No							64.4%	56.9%		64.9%	53.0%	
Other, please specify: (16)			*						**			
Yes	14.0%	25.3%					13.8%	25.9%				
Maybe	6.9%	4.8%					5.7%	9.4%				
No	79.1%	69.9%					80.5%	64.7%				
Q3.11 How satisfied are you with your job as a whole (everything taken into consideration)?												
Extremely dissatisfied	3.71	3.52	**	3.69	3.44	*	3.71	3.52	**	3.75	3.32	***
Somewhat dissatisfied	4.6%	4.7%		4.5%	6.2%		4.5%	5.0%		3.8%	8.1%	
Neither satisfied nor dissatisfied	15.5%	20.8%		16.4%	19.7%		15.7%	20.4%		15.4%	22.4%	
Somewhat satisfied	9.4%	10.5%		9.4%	13.0%		9.3%	10.8%		8.9%	13.0%	
Extremely satisfied	45.0%	45.5%		45.0%	46.6%		45.2%	44.7%		45.7%	42.5%	
	25.5%	18.5%		24.8%	14.5%		25.3%	19.1%		26.2%	13.9%	
Q3.13 Since the start of 2020, have you seriously considered...												
...changing careers and leaving higher education? (1)	44.6%	58.3%	***	46.7%	59.9%	***	45.9%	54.1%	***	45.5%	57.5%	***
...changing jobs within higher education to another institution? (2)	37.5%	48.8%	***	38.9%	53.4%	***	37.5%	49.4%	***	38.0%	49.3%	***
...changing jobs within this institution? (3)				38.2%	48.9%	**				36.4%	50.5%	***
...retiring? (4)	19.5%	12.3%	***									
Q3.15 Which of the following best describes your current work location?												
My supervisor allows me to work remotely (such as from home)	14.3%	18.3%		15.5%	12.0%	**	15.3%	14.9%		16.5%	9.3%	
My supervisor allows me to work hybrid (some days expected on campus/in the office)	43.1%	46.4%		44.0%	41.5%		42.2%	50.0%		46.4%	32.2%	
My supervisor does not allow me to work remotely	12.7%	19.2%		13.5%	22.4%		13.7%	15.9%		14.1%	14.7%	
My job cannot be performed remotely	29.9%	16.1%		27.0%	24.0%		28.8%	19.2%		23.0%	43.8%	
Q3.17 Which of the following best describes your preferred work location?												
Work remotely	17.1%	18.6%	***									
Work hybrid (some days expected on campus/in the office)	57.6%	68.5%										
Work on campus/in office	25.3%	12.8%										

	Racial/ethnic minority			Religious minority		
	No	Yes	sig	No	Yes	sig
Q3.9 Please indicate whether each of the following have been a barrier that has prevented you from participating in wellness-at-work programs.						
Peer pressure from colleagues (13)						
Yes						
Maybe						
No						
Do not feel comfortable participating in wellness-at-work programs (14)						
Yes						
Maybe						
No						
Do not have the knowledge needed to participate (15)			***			**
Yes	11.1%	19.3%		11.4%	18.0%	
Maybe	24.9%	27.1%		24.9%	28.3%	
No	64.0%	53.6%		63.7%	53.6%	
Other, please specify: (16)						
Yes						
Maybe						
No						
Q3.11 How satisfied are you with your job as a whole (everything taken into consideration)?	3.69	3.51	**	3.69	3.49	*
Extremely dissatisfied	4.1%	8.3%		4.3%	7.7%	
Somewhat dissatisfied	16.7%	16.6%		16.5%	18.0%	
Neither satisfied nor dissatisfied	9.6%	10.3%		9.6%	9.9%	
Somewhat satisfied	45.1%	45.5%		45.0%	46.4%	
Extremely satisfied	24.6%	19.3%		24.6%	18.0%	
Q3.13 Since the start of 2020, have you seriously considered...						
...changing careers and leaving higher education? (1)				46.8%	55.8%	**
...changing jobs within higher education to another institution? (2)	39.1%	47.2%	**	38.9%	50.7%	***
...changing jobs within this institution? (3)						
...retiring? (4)	18.5%	13.6%	*	17.4%	23.6%	*
Q3.15 Which of the following best describes your current work location?						
My supervisor allows me to work remotely (such as from home)						
My supervisor allows me to work hybrid (some days expected on campus/in the office)						
My supervisor does not allow me to work remotely						
My job cannot be performed remotely						
Q3.17 Which of the following best describes your preferred work location?						
Work remotely						
Work hybrid (some days expected on campus/in the office)						
Work on campus/in office						

	N	Mean/%	Role			sig	TT	Faculty		MP	Staff		sig
			Faculty	Staff	Administrator			non-TT	OS		sig		
Q3.20 How satisfied are you with your current work location arrangement?	2111	3.8	3.97	3.72	4.14	***							
Not at all satisfied	66	3.1%	2.1%	3.8%	0.0%								
Slight satisfied	222	10.5%	6.8%	12.6%	3.7%								
Moderately satisfied	399	18.9%	17.6%	19.6%	17.3%								
Satisfied	777	36.8%	39.2%	35.4%	40.7%								
Very satisfied	647	30.6%	34.3%	28.5%	38.3%								
Q3.22 Prior to 2020, how many days per week did you typically work remotely?	1398	0.6	0.89	0.47	0.25	***							
Did not work remotely (zero)	1018	72.8%	54.6%	83.0%	81.5%								
1	157	11.2%	19.4%	6.3%	12.3%								
2	104	7.4%	15.1%	2.9%	6.2%								
3	51	3.6%	7.3%	1.8%	0.0%								
4	12	0.9%	1.0%	0.8%	0.0%								
5	56	4.0%	2.6%	5.1%	0.0%								
Q3.23 How many days per week do you typically work remotely now?	2412	1.1	1.6	1.0	1.0	***	1.8	1.3	***				

	Remote status			Years at UNL			City	Location			sig
	No	Yes	sig	<5	5-19	20+		East	Offsite	sig	
Q3.20 How satisfied are you with your current work location arrangement?	2.82	4.06	***	3.76	3.79	3.98					**
Not at all satisfied	12.3%	1.2%		3.5%	3.2%	2.2%					
Slight satisfied	26.4%	6.8%		13.0%	10.3%	5.7%					
Moderately satisfied	32.7%	15.0%		17.6%	20.4%	17.9%					
Satisfied	24.0%	38.5%		35.4%	36.7%	40.1%					
Very satisfied	4.6%	38.5%		30.6%	29.4%	34.1%					
Q3.22 Prior to 2020, how many days per week did you typically work remotely?							0.61	0.45	0.85		*
Did not work remotely (zero)							72.9%	78.3%	69.2%		
1							10.7%	11.0%	11.0%		
2							8.1%	3.5%	5.5%		
3							3.4%	3.9%	4.4%		
4							1.0%	0.8%	0.0%		
5							3.9%	2.4%	9.9%		
Q3.23 How many days per week do you typically work remotely now?	0.0	2.0	***	1.0	1.3	1.1	**				

	Temp/Perm			FTE			Number of supervisees				sig
	Temp	Perm	sig	<1.0	1.0	sig	None	1-5	6+	sig	
Q3.20 How satisfied are you with your current work location arrangement?											
Not at all satisfied											
Slight satisfied											
Moderately satisfied											
Satisfied											
Very satisfied											
Q3.22 Prior to 2020, how many days per week did you typically work remotely?		1.33	0.58	***	1.26	0.57	***				
Did not work remotely (zero)		56.4%	73.3%		51.4%	74.0%					
1		10.3%	11.3%		18.9%	10.8%					
2		5.1%	7.5%		5.4%	7.6%					
3		12.8%	3.4%		12.2%	3.2%					
4		2.6%	0.8%		1.4%	0.8%					
5		12.8%	3.8%		10.8%	3.6%					
Q3.23 How many days per week do you typically work remotely now?					1.9	1.1	***	1.3	1.1	0.8	***

	Sex			Age					sig
	Male	Female	sig	<30	30-39	40-49	50-59	60+	
Q3.20 How satisfied are you with your current work location arrangement?	3.87	3.78	***	3.6	3.7	3.89	3.84	4.01	***
Not at all satisfied	3.8%	2.8%		6.9%	3.0%	2.8%	2.4%	2.1%	
Slight satisfied	8.9%	11.3%		13.3%	13.1%	9.8%	9.7%	6.5%	
Moderately satisfied	15.0%	20.9%		18.1%	19.9%	17.2%	22.4%	15.5%	
Satisfied	40.7%	34.9%		36.3%	38.6%	36.1%	32.8%	40.8%	
Very satisfied	31.6%	30.1%		25.4%	25.4%	34.1%	32.8%	35.2%	
Q3.22 Prior to 2020, how many days per week did you typically work remotely?									
Did not work remotely (zero)									
		1							
		2							
		3							
		4							
		5							
Q3.23 How many days per week do you typically work remotely now?	0.9	1.3	***	0.7	1.2	1.4	1.0	1.2	***

	Race		Caregiver			Disability			sig
	White	POC	sig	Yes	No	sig	No	Yes	
Q3.20 How satisfied are you with your current work location arrangement?				3.8	3.94	**	3.84	3.5	**
Not at all satisfied				3.2%	2.5%		3.1%	4.3%	
Slight satisfied				10.3%	7.8%		10.1%	16.7%	
Moderately satisfied				20.9%	14.5%		18.9%	25.4%	
Satisfied				34.6%	43.4%		36.8%	31.9%	
Very satisfied				30.9%	31.8%		31.1%	21.7%	
Q3.22 Prior to 2020, how many days per week did you typically work remotely?									
Did not work remotely (zero)									
		1							
		2							
		3							
		4							
		5							
Q3.23 How many days per week do you typically work remotely now?				1.3	0.9	***			

	Gender minority			SO Minority			First generation			Poor/Working Class			sig
	No	Yes	sig	No	Yes	sig	No	Yes	sig	No	Yes		
Q3.20 How satisfied are you with your current work location arrangement?	3.84	3.71	*	3.84	3.48	***				3.86	3.5	***	
Not at all satisfied	2.5%	5.0%		3.0%	4.7%					2.9%	4.8%		
Slight satisfied	9.9%	12.7%		9.8%	20.8%					9.5%	17.6%		
Moderately satisfied	19.2%	19.5%		19.2%	20.8%					18.6%	23.8%		
Satisfied	38.0%	32.0%		37.1%	29.5%					37.4%	30.8%		
Very satisfied	30.3%	30.9%		31.0%	24.2%					31.6%	23.1%		
Q3.22 Prior to 2020, how many days per week did you typically work remotely?													
Did not work remotely (zero)				0.57	0.72	*							
		1		74.4%	67.4%								
		2		10.5%	13.6%								
		3		7.2%	8.2%								
		4		3.2%	5.1%								
		5		0.7%	1.3%								
		5		3.9%	4.4%								
Q3.23 How many days per week do you typically work remotely now?	1.1	1.4	***							1.2	0.7	***	

	Racial/ethnic minority			Religious minority		
	No	Yes	sig	No	Yes	sig
Q3.20 How satisfied are you with your current work location arrangement?						
Not at all satisfied						
Slight satisfied						
Moderately satisfied						
Satisfied						
Very satisfied						
Q3.22 Prior to 2020, how many days per week did you typically work remotely?						
Did not work remotely (zero)		0.58			0.86	**
		73.8%			64.0%	
	1	11.3%			10.8%	
	2	7.1%			10.1%	
	3	3.0%			9.4%	
	4	0.8%			1.4%	
	5	4.0%			4.3%	
Q3.23 How many days per week do you typically work remotely now?						

	N	Mean/%	Faculty	Staff	Role Administrator	sig	TT	Faculty non-TT	sig	MP	Staff OS	sig
Q3.25 How do think your colleagues view you when you work remotely? More or less:												
Productive (1)	1276					***						
More	120	9.4%	7.7%	16.5%	5.3%							
Less	993	77.8%	11.8%	8.1%	7.0%							
No different	163	12.8%	80.6%	75.3%	87.7%							
Team player (2)	1276					***						*
More	182	14.3%	3.6%	7.7%	0.0%					7.3%	9.3%	
Less	1019	79.9%	22.2%	8.8%	21.1%					10.2%	3.3%	
No different	75	5.9%	74.1%	83.5%	78.9%					82.5%	87.3%	
Responsive (3)	1274					***						
More	106	8.3%	7.3%	14.4%	8.8%							
Less	1021	80.1%	12.2%	5.3%	15.8%							
No different	147	11.5%	80.6%	80.2%	75.4%							
Distracted (4)	1272					***						
More	111	8.7%	10.9%	7.5%	7.1%							
Less	987	77.6%	7.9%	17.8%	7.1%							
No different	174	13.7%	81.1%	74.8%	85.7%							
Responsible (5)	1271					***						
More	83	6.5%	6.4%	12.1%	5.4%							
Less	1065	83.8%	9.4%	4.6%	8.9%							
No different	123	9.7%	84.2%	83.4%	85.7%							
Q3.26 How do you view your colleagues when they work remotely? More or less:												
Productive (1)	2002					**						
More	213	10.6%	9.9%	15.1%	7.5%							
Less	1526	76.2%	11.3%	9.9%	17.5%							
No different	263	13.1%	78.8%	75.0%	75.0%							
Team player (2)	2006					***			*			
More	277	13.8%	4.8%	7.0%	1.3%		2.8%	7.0%				
Less	1607	80.1%	18.6%	11.1%	18.8%		19.1%	18.1%				
No different	122	6.1%	76.6%	81.9%	80.0%		78.2%	74.8%				
Responsive (3)	2011					***						
More	276	13.7%	6.3%	12.1%	7.5%							
Less	1532	76.2%	17.0%	11.9%	18.8%							
No different	203	10.1%	76.7%	76.1%	73.8%							
Distracted (4)	1970					***						
More	263	13.4%	12.0%	13.3%	22.5%							
Less	1513	76.8%	6.3%	11.6%	8.8%							
No different	194	9.8%	81.7%	75.0%	68.8%							
Responsible (5)	2003					***						
More	136	6.8%	5.6%	11.3%	7.5%							
Less	1679	83.8%	8.2%	6.1%	7.5%							
No different	188	9.4%	86.2%	82.6%	85.0%							

	N	Mean	Role			sig	TT	Faculty		sig	Staff		sig
			Faculty	Staff	Administrator			non-TT	MP		OS		
Q3.25 How do think your colleagues view you when you work remotely? More or less:													
Productive (1)	1276					***							
More			7.7%	16.5%	5.3%								
Less			11.8%	8.1%	7.0%								
No different			80.6%	75.3%	87.7%								
Team player (2)	1276					***						*	
More			3.6%	7.7%	0.0%					7.3%	9.3%		
Less			22.2%	8.8%	21.1%					10.2%	3.3%		
No different			74.1%	83.5%	78.9%					82.5%	87.3%		
Responsive (3)	1274					***							
More			7.3%	14.4%	8.8%								
Less			12.2%	5.3%	15.8%								
No different			80.6%	80.2%	75.4%								
Distracted (4)	1272					***							
More			10.9%	7.5%	7.1%								
Less			7.9%	17.8%	7.1%								
No different			81.1%	74.8%	85.7%								
Responsible (5)	1271					***							
More			6.4%	12.1%	5.4%								
Less			9.4%	4.6%	8.9%								
No different			84.2%	83.4%	85.7%								
Q3.26 How do you view your colleagues when they work remotely? More or less:													
Productive (1)	2002					**							
More			9.9%	15.1%	7.5%								
Less			11.3%	9.9%	17.5%								
No different			78.8%	75.0%	75.0%								
Team player (2)	2006					***				*			
More			4.8%	7.0%	1.3%		2.8%	7.0%					
Less			18.6%	11.1%	18.8%		19.1%	18.1%					
No different			76.6%	81.9%	80.0%		78.2%	74.8%					
Responsive (3)	2011					***							
More			6.3%	12.1%	7.5%								
Less			17.0%	11.9%	18.8%								
No different			76.7%	76.1%	73.8%								
Distracted (4)	1970					***							
More			12.0%	13.3%	22.5%								
Less			6.3%	11.6%	8.8%								
No different			81.7%	75.0%	68.8%								
Responsible (5)	2003					***							
More			5.6%	11.3%	7.5%								
Less			8.2%	6.1%	7.5%								
No different			86.2%	82.6%	85.0%								

	Remote status			sig	Years at UNL			sig	Location			sig
	No	Yes			<5	5-19	20+		City	East	Offsite	
Q3.25 How do think your colleagues view you when you work remotely? More or less:												
Productive (1)			**									
More	12.1%	13.7%										
Less	7.9%	14.4%										
No different	80.0%	72.0%										
Team player (2)							***					
More				9.3%	4.4%	2.8%						
Less				13.1%	15.8%	12.2%						
No different				77.6%	79.7%	85.0%						
Responsive (3)												*
More								10.9%	10.4%	12.6%		
Less								7.0%	11.3%	14.9%		
No different								82.1%	78.3%	72.4%		
Distracted (4)												***
More								6.6%	14.6%	10.3%		
Less								14.7%	9.6%	19.5%		
No different								78.7%	75.8%	70.1%		
Responsible (5)												*
More								9.1%	10.0%	16.3%		
Less								5.6%	10.0%	7.0%		
No different								85.3%	80.0%	76.7%		
Q3.26 How do you view your colleagues when they work remotely? More or less:												
Productive (1)			***				***					
More	19.0%	11.9%		16.7%	11.3%	10.3%						
Less	12.2%	9.4%		7.0%	12.0%	14.8%						
No different	68.8%	78.7%		76.2%	76.7%	74.9%						
Team player (2)			**				***					
More	9.1%	5.3%		9.6%	4.1%	4.0%						
Less	16.4%	12.7%		10.8%	14.4%	18.8%						
No different	74.6%	81.9%		79.6%	81.6%	77.3%						
Responsive (3)			***				***					***
More	16.6%	8.9%		14.0%	7.8%	7.9%		10.7%	7.4%	12.1%		
Less	12.2%	13.3%		10.7%	15.0%	16.7%		11.9%	21.8%	17.0%		
No different	71.2%	77.8%		75.3%	77.2%	75.4%		77.4%	70.9%	70.9%		
Distracted (4)			***									
More	16.0%	12.0%										
Less	14.5%	8.5%										
No different	69.6%	79.5%										
Responsible (5)			**				***					*
More	13.2%	8.6%		12.6%	7.7%	7.1%		9.3%	7.4%	15.6%		
Less	7.9%	5.9%		4.2%	8.1%	8.8%		6.2%	9.2%	7.8%		
No different	78.9%	85.4%		83.2%	84.2%	84.0%		84.5%	83.4%	76.6%		

	Temp/Perm		sig	<1.0	FTE		sig	None	Number of supervisees		sig
	Temp	Perm			1.0	1-5			6+		
Q3.25 How do think your colleagues view you when you work remotely? More or less:											
Productive (1)											
More											
Less											
No different											
Team player (2)											
More											
Less											
No different											
Responsive (3)											
More											
Less											
No different											
Distracted (4)											
More											
Less											
No different											
Responsible (5)											
More											
Less											
No different											
Q3.26 How do you view your colleagues when they work remotely? More or less:											
Productive (1)											***
More								13.4%	13.4%	11.5%	
Less								7.4%	11.4%	18.9%	
No different								79.2%	75.2%	69.7%	
Team player (2)											***
More								7.1%	5.3%	4.3%	
Less								10.8%	14.1%	22.8%	
No different								82.1%	80.5%	72.9%	
Responsive (3)											***
More								10.9%	8.1%	11.7%	
Less								10.7%	16.0%	18.8%	
No different								78.4%	75.9%	69.5%	
Distracted (4)											**
More								10.7%	15.0%	17.8%	
Less								10.0%	8.9%	12.0%	
No different								79.3%	76.1%	70.2%	
Responsible (5)											
More											
Less											
No different											

	Sex		sig	Age					sig
	Male	Female		<30	30-39	40-49	50-59	60+	
Q3.25 How do think your colleagues view you when you work remotely? More or less:									
Productive (1)									*
More				17.2%	14.5%	10.1%	11.3%	13.7%	
Less				17.2%	7.4%	8.7%	10.5%	7.8%	
No different				65.6%	78.2%	81.2%	78.2%	78.4%	
Team player (2)									***
More				13.9%	7.1%	4.3%	2.3%	6.4%	
Less				10.7%	10.6%	18.2%	15.8%	13.8%	
No different				75.4%	82.3%	77.5%	82.0%	79.8%	
Responsive (3)			*						
More	12.0%	11.3%							
Less	11.0%	7.0%							
No different	77.0%	81.7%							
Distracted (4)			*						
More	8.9%	8.7%							
Less	9.8%	15.6%							
No different	81.3%	75.8%							
Responsible (5)									*
More				18.3%	8.6%	7.8%	8.4%	11.3%	
Less				5.0%	6.5%	8.4%	7.2%	3.4%	
No different				76.7%	85.0%	83.8%	84.4%	85.2%	
Q3.26 How do you view your colleagues when they work remotely? More or less:									
Productive (1)			**						***
More	11.6%	13.9%		21.0%	17.2%	10.6%	9.4%	9.6%	
Less	14.0%	9.0%		7.3%	6.9%	10.8%	14.8%	13.4%	
No different	74.4%	77.1%		71.7%	75.9%	78.6%	75.8%	77.0%	
Team player (2)			***						***
More	5.0%	6.6%		10.7%	8.0%	5.4%	2.3%	5.7%	
Less	17.6%	11.9%		8.6%	9.1%	15.8%	16.0%	19.6%	
No different	77.5%	81.4%		80.7%	82.9%	78.8%	81.7%	74.8%	
Responsive (3)			***						***
More	10.3%	10.0%		18.7%	12.0%	7.9%	7.3%	7.6%	
Less	18.4%	11.4%		12.3%	10.9%	14.6%	15.5%	15.8%	
No different	71.3%	78.6%		68.9%	77.0%	77.5%	77.2%	76.7%	
Distracted (4)			*						
More	15.9%	12.1%							
Less	8.1%	10.7%							
No different	76.0%	77.2%							
Responsible (5)									***
More				17.2%	11.4%	6.3%	6.6%	8.8%	
Less				1.7%	4.5%	7.3%	10.5%	8.5%	
No different				81.0%	84.2%	86.5%	82.8%	82.6%	

	Race			Caregiver			Disability		
	White	POC	sig	Yes	No	sig	No	Yes	sig
Q3.25 How do think your colleagues view you when you work remotely? More or less:									
Productive (1)									
More									
Less									
No different									
Team player (2)									
More									
Less									
No different									
Responsive (3)									
More									
Less									
No different									
Distracted (4)									
More									
Less									
No different									
Responsible (5)									
More									
Less									
No different									
Q3.26 How do you view your colleagues when they work remotely? More or less:									
Productive (1)									
More									
Less									
No different									
Team player (2)									
More									
Less									
No different									
Responsive (3)									
More									
Less									
No different									
Distracted (4)									
More									
Less									
No different									
Responsible (5)									
More									
Less									
No different									

	Gender minority			SO Minority			First generation			Poor/Working Class		
	No	Yes	sig	No	Yes	sig	No	Yes	sig	No	Yes	sig
Q3.25 How do think your colleagues view you when you work remotely? More or less:												
Productive (1)						**						
More				11.9%	19.8%							
Less				8.9%	16.0%							
No different				79.2%	64.2%							
Team player (2)												
More												
Less												
No different												
Responsive (3)												
More												
Less												
No different												
Distracted (4)			**			**						*
More	7.6%	12.6%		8.3%	17.3%				8.5%	11.9%		
Less	12.9%	15.5%		13.3%	18.5%				12.9%	18.5%		
No different	79.5%	71.8%		78.4%	64.2%				78.6%	69.5%		
Responsible (5)			*			**						
More	10.9%	6.1%		9.6%	10.0%							
Less	6.0%	8.7%		6.1%	15.0%							
No different	83.1%	85.1%		84.2%	75.0%							
Q3.26 How do you view your colleagues when they work remotely? More or less:												
Productive (1)						*						***
More				12.5%	20.4%				12.1%	19.8%		
Less				10.6%	9.5%				10.2%	12.9%		
No different				76.8%	70.1%				77.7%	67.3%		
Team player (2)												
More												
Less												
No different												
Responsive (3)												**
More									9.4%	15.1%		
Less									13.6%	15.1%		
No different									77.0%	69.8%		
Distracted (4)												
More												
Less												
No different												
Responsible (5)												**
More									8.7%	14.4%		
Less									6.5%	8.7%		
No different									84.9%	76.8%		

	Racial/ethnic minority			Religious minority		
	No	Yes	sig	No	Yes	sig
Q3.25 How do think your colleagues view you when you work remotely? More or less:						
Productive (1)						
More						
Less						
No different						
Team player (2)			*			*
More	5.0%	10.0%		5.9%	2.7%	
Less	15.0%	10.0%		13.7%	21.4%	
No different	80.0%	80.0%		80.4%	75.9%	
Responsive (3)						*
More				12.0%	5.4%	
Less				7.8%	13.4%	
No different				80.2%	81.3%	
Distracted (4)						
More						
Less						
No different						
Responsible (5)						*
More				9.9%	7.1%	
Less				6.1%	12.5%	
No different				84.0%	80.4%	
Q3.26 How do you view your colleagues when they work remotely? More or less:						
Productive (1)						
More						
Less						
No different						
Team player (2)			*			
More	5.6%	10.3%				
Less	14.1%	11.2%				
No different	80.4%	78.5%				
Responsive (3)			*			
More	9.6%	15.0%				
Less	14.0%	12.6%				
No different	76.5%	72.4%				
Distracted (4)						
More						
Less						
No different						
Responsible (5)			*			
More	8.8%	14.6%				
Less	7.0%	5.2%				
No different	84.2%	80.2%				

Appendix D4: Frequencies and Means: Work-Life Balance

	N	Mean/%	Role			Faculty		Staff		sig
			Faculty	Staff	Administrator	TT	non-TT	MP	OS	
Q4.2 Work-life balance scale	2745	3.38	3.15	3.48	3.21	***	3.03	3.27	***	
Q4.4 Since the start of 2020, I feel my work-life balance has:	2654					***				***
Deteriorated	914	34.4%	43.1%	30.0%	49.5%				32.7%	24.9%
Stayed the same	1104	41.6%	37.6%	43.7%	33.0%				39.3%	52.2%
Improved	636	24.0%	19.3%	26.3%	17.5%				28.0%	22.9%
Q4.5 Since the start of 2020, I feel my workload has:	2655									***
Decreased	100	3.8%							3.9%	5.1%
Stayed the same	854	32.2%							29.2%	38.4%
Increased	1701	64.1%							66.9%	56.5%

	Remote status			Years at UNL			Location			sig
	No	Yes	sig	<5	5-19	20+	sig	City	East	
Q4.2 Work-life balance scale				3.47	3.28	3.43	***			
Q4.4 Since the start of 2020, I feel my work-life balance has:			***				***			
Deteriorated	38.2%	32.2%		32.4%	38.9%	27.6%				
Stayed the same	48.4%	36.0%		39.2%	39.8%	50.8%				
Improved	13.4%	31.8%		28.4%	21.3%	21.6%				
Q4.5 Since the start of 2020, I feel my workload has:							***			
Decreased				4.8%	3.2%	3.3%				
Stayed the same				32.6%	29.1%	38.8%				
Increased				62.6%	67.7%	58.0%				

	Temp/Perm			FTE			Number of supervisees			sig
	Temp	Perm	sig	<1.0	1.0	sig	None	1-5	6+	
Q4.2 Work-life balance scale	3.57	3.37	*	3.61	3.36	***	3.53	3.3	3.14	***
Q4.4 Since the start of 2020, I feel my work-life balance has:										***
Deteriorated							28.1%	36.3%	46.5%	
Stayed the same							42.7%	41.1%	40.5%	
Improved							29.2%	22.7%	13.0%	
Q4.5 Since the start of 2020, I feel my workload has:										***
Decreased							5.2%	3.3%	1.4%	
Stayed the same							40.0%	28.1%	20.0%	
Increased							54.8%	68.6%	78.6%	

	Sex			Age					sig
	Male	Female	sig	<30	30-39	40-49	50-59	60+	
Q4.2 Work-life balance scale				3.42	3.33	3.31	3.39	3.49	**
Q4.4 Since the start of 2020, I feel my work-life balance has:			***						***
Deteriorated	32.1%	35.9%		37.0%	37.6%	39.0%	31.9%	25.9%	
Stayed the same	46.9%	39.1%		37.7%	36.3%	37.5%	42.9%	55.2%	
Improved	20.9%	25.9%		25.3%	26.1%	23.5%	25.2%	18.9%	
Q4.5 Since the start of 2020, I feel my workload has:			*						***
Decreased	3.7%	3.8%		3.4%	3.8%	3.3%	4.0%	4.3%	
Stayed the same	35.0%	30.3%		28.8%	28.5%	29.2%	30.9%	45.2%	
Increased	61.3%	65.9%		67.8%	67.7%	67.5%	65.1%	50.4%	

	Race			Caregiver			Disability			
	White	Nonwhite	sig	No	Yes	sig	No	Yes	sig	
Q4.2 Work-life balance scale				3.43	3.33	*		3.4	3.1	***
Q4.4 Since the start of 2020, I feel my work-life balance has:						***				**
Deteriorated				26.5%	37.5%			33.5%	44.4%	
Stayed the same				49.6%	38.5%			42.4%	31.4%	
Improved				23.9%	23.9%			24.2%	24.3%	
Q4.5 Since the start of 2020, I feel my workload has:			***			**				***
Decreased	3.5%	5.4%		2.6%	4.3%			3.6%	6.5%	
Stayed the same	30.7%	40.9%		36.5%	30.3%			33.1%	18.9%	
Increased	65.8%	53.7%		60.8%	65.3%			63.2%	74.6%	

	Gender minority			SO Minority			First generation			Poor/Working Class		
	No	Yes	sig	No	Yes	sig	No	Yes	sig	No	Yes	sig
Q4.2 Work-life balance scale	3.43	3.19	***	3.39	3.19	**	3.41	3.26	***	3.41	3.21	***
Q4.4 Since the start of 2020, I feel my work-life balance has:			***			**			***			**
Deteriorated	31.6%	43.6%		33.4%	45.2%		31.7%	43.8%		32.8%	41.0%	
Stayed the same	43.6%	34.4%		42.0%	36.7%		43.7%	33.9%		42.1%	39.2%	
Improved	24.7%	22.1%		24.6%	18.1%		24.7%	22.3%		25.1%	19.7%	
Q4.5 Since the start of 2020, I feel my workload has:			***			**			***			
Decreased	4.3%	2.2%		4.0%	1.7%		3.8%	3.7%				
Stayed the same	34.6%	23.6%		32.8%	23.7%		34.4%	24.1%				
Increased	61.1%	74.3%		63.2%	74.6%		61.8%	72.2%				

	Racial/ethnic minority			Religious minority		
	No	Yes	sig	No	Yes	sig
Q4.2 Work-life balance scale	3.39	3.26	*			
Q4.4 Since the start of 2020, I feel my work-life balance has:			*			**
Deteriorated	33.5%	39.9%		33.7%	39.9%	
Stayed the same	42.2%	36.7%		42.6%	31.7%	
Improved	24.3%	23.3%		23.8%	28.4%	
Q4.5 Since the start of 2020, I feel my workload has:			*			*
Decreased	3.5%	6.7%		3.6%	6.5%	
Stayed the same	32.2%	32.3%		32.9%	24.9%	
Increased	64.4%	61.0%		63.6%	68.7%	

	N	Mean	Faculty	Staff	Role Administrator	sig	TT	Faculty non-TT	sig	MP	Staff OS	sig
Q4.7 Indicate the extent to which each of the following has been a source of stress during the past two years.												
Managing household responsibilities	2675											
Not at all	738	27.6%										
Somewhat	1398	52.3%										
Extensive	539	20.1%										
Childcare (2)	1770					***						***
Not at all	1110	62.7%	52.5%	67.1%	65.4%					61.3%	78.6%	
Somewhat	361	20.4%	23.2%	19.2%	19.8%					22.5%	12.8%	
Extensive	299	16.9%	24.3%	13.7%	14.8%					16.2%	8.7%	
Care of an elderly parent/family member (3)	1931								**			
Not at all	1078	55.8%					63.7%	50.2%				
Somewhat	551	28.5%					23.2%	32.5%				
Extensive	302	15.6%					13.1%	17.3%				
My physical health (4)	2678											
Not at all	876	32.7%										
Somewhat	1355	50.6%										
Extensive	447	16.7%										
My mental health (5)	2680					*						*
Not at all	828	30.9%	32.8%	30.0%	33.7%					28.0%	33.8%	
Somewhat	1208	45.1%	43.6%	45.1%	55.8%					46.2%	42.9%	
Extensive	644	24.0%	23.6%	24.9%	10.5%					25.7%	23.3%	
Subtle discrimination (6)	2507					***			*			**
Not at all	1682	67.1%	57.5%	70.7%	73.4%		52.3%	62.8%		68.2%	75.5%	
Somewhat	675	26.9%	33.0%	24.7%	22.3%		36.4%	29.4%		26.5%	21.2%	
Extensive	150	6.0%	9.6%	4.6%	4.3%		11.3%	7.8%		5.3%	3.3%	
Overt discrimination (7)	2467								*			
Not at all	2049	83.1%					73.9%	81.3%				
Somewhat	346	14.0%					22.0%	13.7%				
Extensive	72	2.9%					4.1%	5.0%				
Children's/dependent's problems (8)	2036					**						
Not at all	1238	60.8%	54.5%	63.7%	58.9%							
Somewhat	585	28.7%	32.5%	27.2%	26.7%							
Extensive	213	10.5%	13.0%	9.1%	14.4%							
Marital/intimate relationship frictions (9)	2391					*						
Not at all	1549	64.8%	63.3%	65.1%	68.8%							
Somewhat	668	27.9%	30.8%	26.8%	26.9%							
Extensive	174	7.3%	5.8%	8.1%	4.3%							
Lack of personal time (10)	2664					***						***
Not at all	794	29.8%	25.1%	32.3%	18.1%					28.9%	38.7%	
Somewhat	1241	46.6%	46.4%	46.0%	59.6%					47.6%	42.9%	
Extensive	629	23.6%	28.5%	21.7%	22.3%					23.4%	18.4%	

	Remote status			<5	Years at UNL			sig	Location			sig
	No	Yes	sig		5-19	20+	City		East	Offsite		
Q4.7 Indicate the extent to which each of the following has been a source of stress during the past two years.												
Managing household responsibilities							***				*	
Not at all				22.2%	27.3%	40.0%		26.1%	30.7%	35.2%		
Somewhat				53.9%	50.5%	53.1%		53.8%	49.8%	47.2%		
Extensive				23.9%	22.2%	7.0%		20.1%	19.6%	17.6%		
Childcare (2)			***				***					
Not at all	70.5%	56.1%		61.8%	55.9%	83.8%						
Somewhat	17.0%	22.9%		20.3%	23.1%	13.2%						
Extensive	12.5%	21.0%		18.0%	21.0%	3.0%						
Care of an elderly parent/family member (3)							**					
Not at all				57.8%	58.0%	47.3%						
Somewhat				27.6%	27.0%	33.7%						
Extensive				14.5%	15.0%	19.1%						
My physical health (4)							***					
Not at all				30.9%	32.7%	36.7%						
Somewhat				48.9%	51.0%	53.2%						
Extensive				20.3%	16.3%	10.1%						
My mental health (5)							***					
Not at all				26.2%	28.6%	46.7%						
Somewhat				44.0%	46.9%	42.9%						
Extensive				29.8%	24.5%	10.4%						
Subtle discrimination (6)												
Not at all												
Somewhat												
Extensive												
Overt discrimination (7)												
Not at all												
Somewhat												
Extensive												
Children's/dependent's problems (8)			***				**					
Not at all	65.8%	56.0%		62.2%	57.2%	67.2%						
Somewhat	25.1%	32.5%		26.9%	31.0%	26.6%						
Extensive	9.1%	11.5%		10.9%	11.8%	6.2%						
Marital/intimate relationship frictions (9)							***					
Not at all				64.8%	61.5%	73.3%						
Somewhat				28.3%	29.8%	22.4%						
Extensive				6.9%	8.7%	4.3%						
Lack of personal time (10)			**				***					
Not at all	26.3%	31.5%		28.5%	26.8%	40.0%						
Somewhat	47.3%	46.0%		45.0%	48.8%	44.7%						
Extensive	26.4%	22.5%		26.5%	24.4%	15.3%						

	Temp/Perm		sig	<1.0	FTE		sig	Number of supervisees			sig
	Temp	Perm			1.0	None		1-5	6+		
Q4.7 Indicate the extent to which each of the following has been a source of stress during the past two years.											
Managing household responsibilities											
Not at all											
Somewhat											
Extensive											
Childcare (2)											
Not at all								65.2%	57.9%	65.9%	*
Somewhat								19.1%	22.3%	19.8%	
Extensive								15.6%	19.8%	14.2%	
Care of an elderly parent/family member (3)											
Not at all								52.0%	58.2%	60.5%	*
Somewhat								30.1%	27.3%	26.2%	
Extensive								18.0%	14.5%	13.2%	
My physical health (4)											
Not at all											
Somewhat											
Extensive											
My mental health (5)											

Not at all	27.9%	31.0%									
Somewhat	33.3%	45.6%									
Extensive	38.7%	23.4%									
Subtle discrimination (6)											
Not at all											
Somewhat											
Extensive											
Overt discrimination (7)											
Not at all											
Somewhat											
Extensive											
Children's/dependent's problems (8)											
Not at all	76.1%	60.3%	*					60.8%	57.3%	67.2%	*
Somewhat	19.7%	29.1%						27.6%	32.5%	24.4%	
Extensive	4.2%	10.7%						11.6%	10.2%	8.5%	
Marital/intimate relationship frictions (9)											
Not at all											
Somewhat											
Extensive											
Lack of personal time (10)											
						**					***
Not at all				42.5%	29.1%			34.7%	25.9%	23.7%	
Somewhat				35.1%	47.2%			45.5%	49.1%	45.1%	
Extensive				22.4%	23.7%			19.8%	25.0%	31.2%	

	Sex		sig	Age					sig
	Male	Female		<30	30-39	40-49	50-59	60+	
Q4.7 Indicate the extent to which each of the following has been a source of stress during the past two years.									
Managing household responsibilities			***						***
Not at all	31.1%	25.3%		12.8%	19.2%	20.7%	36.7%	48.3%	
Somewhat	53.7%	51.4%		61.9%	51.9%	52.0%	53.3%	44.4%	
Extensive	15.3%	23.3%		25.3%	28.9%	27.3%	10.0%	7.3%	
Childcare (2)			*						***
Not at all	64.6%	61.3%		81.0%	40.9%	42.6%	81.1%	95.8%	
Somewhat	21.0%	19.9%		10.8%	27.5%	30.7%	15.2%	3.9%	
Extensive	14.3%	18.8%		8.2%	31.6%	26.7%	3.7%	0.4%	
Care of an elderly parent/family member (3)			***						***
Not at all	61.5%	52.0%		64.1%	67.1%	58.6%	44.1%	50.3%	
Somewhat	25.6%	30.6%		25.6%	22.6%	28.4%	32.9%	31.6%	
Extensive	13.0%	17.5%		10.3%	10.3%	13.1%	23.0%	18.1%	
My physical health (4)			***						***
Not at all	36.3%	30.4%		24.8%	27.9%	32.5%	36.7%	40.6%	
Somewhat	49.6%	51.3%		49.0%	52.8%	50.0%	49.6%	50.7%	
Extensive	14.2%	18.3%		26.3%	19.3%	17.5%	13.7%	8.7%	
My mental health (5)			***						***
Not at all	37.1%	26.9%		13.9%	19.7%	25.8%	40.1%	55.2%	
Somewhat	42.2%	46.9%		42.3%	46.6%	47.3%	47.6%	38.5%	
Extensive	20.6%	26.2%		43.8%	33.7%	26.9%	12.3%	6.3%	
Subtle discrimination (6)			***						**
Not at all	74.3%	62.4%		70.2%	63.5%	62.9%	69.2%	72.8%	
Somewhat	20.5%	31.1%		22.5%	31.2%	29.3%	25.1%	23.3%	
Extensive	5.3%	6.4%		7.3%	5.4%	7.8%	5.7%	3.8%	
Overt discrimination (7)									
Not at all									
Somewhat									
Extensive									
Children's/dependent's problems (8)			***						***
Not at all	66.1%	57.1%		82.0%	58.2%	47.9%	61.1%	72.2%	
Somewhat	26.5%	30.3%		12.4%	30.9%	36.0%	29.0%	23.0%	
Extensive	7.4%	12.6%		5.6%	10.9%	16.1%	9.9%	4.8%	
Marital/intimate relationship frictions (9)									***
Not at all				61.7%	56.2%	59.6%	70.2%	80.2%	
Somewhat				29.6%	34.2%	30.8%	25.0%	17.2%	
Extensive				8.7%	9.6%	9.7%	4.9%	2.6%	
Lack of personal time (10)			**						***
Not at all	33.4%	27.5%		22.2%	22.4%	25.1%	36.7%	44.1%	
Somewhat	44.5%	47.3%		49.4%	46.6%	46.6%	46.4%	44.5%	
Extensive	21.1%	25.2%		28.4%	31.0%	28.3%	16.9%	11.4%	

	Race		sig	Caregiver		sig	Disability		sig
	White	Nonwhite		No	Yes		No	Yes	
Q4.7 Indicate the extent to which each of the following has been a source of stress during the past two years.									
Managing household responsibilities						***			***
Not at all				47.8%	18.7%		28.5%	14.2%	
Somewhat				46.5%	53.5%		52.1%	54.5%	
Extensive				5.7%	27.8%		19.4%	31.3%	
Childcare (2)			**			***			
Not at all	64.2%	54.7%		100.0%	42.5%				
Somewhat	19.1%	27.5%		0.0%	31.4%				
Extensive	16.7%	17.8%		0.0%	26.0%				
Care of an elderly parent/family member (3)						***			***
Not at all				100.0%	33.4%		56.8%	39.7%	
Somewhat				0.0%	43.0%		27.9%	36.5%	
Extensive				0.0%	23.6%		15.3%	23.8%	
My physical health (4)						***			***
Not at all				43.5%	29.0%		34.2%	10.1%	
Somewhat				45.7%	53.1%		50.9%	44.9%	
Extensive				10.8%	17.9%		14.9%	44.9%	
My mental health (5)						***			***
Not at all				45.0%	27.2%		32.4%	9.0%	
Somewhat				38.3%	47.7%		45.4%	38.8%	
Extensive				16.7%	25.1%		22.2%	52.2%	
Subtle discrimination (6)			***			***			***
Not at all	70.4%	48.5%		76.8%	64.1%		69.0%	41.1%	
Somewhat	24.9%	38.3%		18.7%	29.8%		25.8%	43.5%	
Extensive	4.7%	13.2%		4.5%	6.0%		5.3%	15.5%	
Overt discrimination (7)			***			*			
Not at all	85.9%	66.4%		86.7%	82.0%				
Somewhat	11.6%	28.1%		11.1%	15.0%				
Extensive	2.5%	5.5%		2.2%	3.0%				
Children's/dependent's problems (8)						***			**
Not at all				100.0%	39.5%		61.2%	55.0%	
Somewhat				0.0%	44.3%		28.6%	25.2%	
Extensive				0.0%	16.1%		10.2%	19.8%	
Marital/intimate relationship frictions (9)						***			***
Not at all				79.1%	59.7%		65.8%	53.7%	
Somewhat				17.1%	32.1%		27.4%	32.9%	
Extensive				3.9%	8.3%		6.8%	13.4%	
Lack of personal time (10)						***			***
Not at all				46.4%	22.4%		30.4%	19.3%	
Somewhat				39.7%	48.6%		47.0%	44.3%	
Extensive				13.9%	29.0%		22.7%	36.4%	

	Gender minority			SO Minority			First generation			Poor/Working Class		
	No	Yes	sig	No	Yes	sig	No	Yes	sig	No	Yes	sig
Q4.7 Indicate the extent to which each of the following has been a source of stress during the past two years.												
Managing household responsibilities			***			***			*			***
Not at all	29.7%	19.9%		28.6%	14.7%		28.9%	22.6%		29.8%	17.3%	
Somewhat	52.1%	52.8%		52.1%	54.2%		51.6%	54.7%		51.5%	55.8%	
Extensive	18.2%	27.3%		19.3%	31.1%		19.5%	22.6%		18.7%	26.8%	
Childcare (2)			***									
Not at all	65.2%	52.7%										
Somewhat	20.1%	22.1%										
Extensive	14.7%	25.2%										
Care of an elderly parent/family member (3)												
Not at all												
Somewhat												
Extensive												
My physical health (4)			***			***			***			***
Not at all	34.6%	25.2%		33.7%	17.3%		34.2%	26.2%		35.0%	21.3%	
Somewhat	50.4%	51.1%		50.3%	53.9%		50.4%	50.9%		50.2%	51.9%	
Extensive	15.1%	23.8%		16.0%	28.8%		15.3%	22.9%		14.8%	26.7%	
My mental health (5)			***			***			***			***
Not at all	34.1%	18.8%		32.5%	9.5%		33.0%	22.4%		33.4%	18.8%	
Somewhat	44.1%	47.8%		45.4%	38.4%		45.1%	44.3%		44.7%	46.0%	
Extensive	21.8%	33.4%		22.1%	52.1%		21.9%	33.2%		21.9%	35.2%	
Subtle discrimination (6)			***			***			***			***
Not at all	73.2%	46.0%		69.2%	40.0%		70.1%	55.9%		69.6%	55.5%	
Somewhat	22.3%	43.0%		25.7%	43.3%		24.9%	34.5%		25.3%	34.6%	
Extensive	4.5%	11.0%		5.1%	16.7%		5.0%	9.6%		5.1%	9.9%	
Overt discrimination (7)			***			***			***			***
Not at all	85.5%	74.2%		84.2%	68.4%		85.2%	75.1%		84.7%	75.0%	
Somewhat	12.1%	21.1%		13.3%	24.1%		12.4%	20.4%		13.0%	19.1%	
Extensive	2.4%	4.7%		2.5%	7.5%		2.5%	4.5%		2.3%	5.9%	
Children's/dependent's problems (8)			***			*						
Not at all	63.0%	52.7%		61.1%	56.7%							
Somewhat	27.8%	30.7%		28.7%	23.7%							
Extensive	9.2%	16.6%		10.3%	19.6%							
Marital/intimate relationship frictions (9)			**			***			*			***
Not at all	66.3%	60.6%		66.2%	50.0%		66.3%	60.4%		67.0%	55.7%	
Somewhat	27.2%	29.4%		27.3%	33.8%		27.0%	30.2%		26.5%	33.4%	
Extensive	6.5%	9.9%		6.6%	16.3%		6.7%	9.3%		6.5%	10.9%	
Lack of personal time (10)			***			***			***			***
Not at all	32.5%	19.3%		30.5%	18.8%		31.9%	21.3%		31.8%	19.9%	
Somewhat	47.0%	45.8%		47.0%	44.0%		46.6%	47.5%		46.2%	49.5%	
Extensive	20.4%	34.9%		22.5%	37.2%		21.5%	31.1%		22.0%	30.7%	

	Racial/ethnic minority			Religious minority		
	No	Yes	sig	No	Yes	sig
Q4.7 Indicate the extent to which each of the following has been a source of stress during the past two years.						
Managing household responsibilities						
Not at all						
Somewhat						
Extensive						
Childcare (2)						
Not at all						
Somewhat						
Extensive						
Care of an elderly parent/family member (3)						
Not at all				56.7%	44.5%	**
Somewhat				27.7%	36.6%	
Extensive				15.6%	18.9%	
My physical health (4)						
Not at all				33.5%	22.5%	***
Somewhat				50.1%	54.5%	
Extensive				16.4%	22.9%	
My mental health (5)						
Not at all				31.5%	23.6%	**
Somewhat				44.9%	45.0%	
Extensive				23.6%	31.4%	
Subtle discrimination (6)						
Not at all	70.8%	38.2%	***	68.5%	51.6%	***
Somewhat	24.6%	45.0%		26.2%	34.7%	
Extensive	4.5%	16.8%		5.2%	13.6%	
Overt discrimination (7)						
Not at all	86.1%	59.1%	***	84.1%	71.6%	***
Somewhat	11.6%	33.5%		13.3%	21.9%	
Extensive	2.3%	7.4%		2.5%	6.5%	
Children's/dependent's problems (8)						
Not at all				62.1%	48.9%	**
Somewhat				27.7%	36.0%	
Extensive				10.3%	15.2%	
Marital/intimate relationship frictions (9)						
Not at all						
Somewhat						
Extensive						
Lack of personal time (10)						
Not at all				30.5%	20.9%	*
Somewhat				46.2%	52.4%	
Extensive				23.3%	26.7%	

	N	Mean/%	Role			sig	TT	Faculty non-		sig	Staff		sig
			Faculty	Staff	Administrator			TT	TT		MP	OS	
Q4.9 Thinking about flexibility in work schedules and leave policies, please respond to the following statements:													
My department has enabled all employees to implement flexible work schedules to support work-life balance. (1)	1900	54.8%	59.4%	52.9%	64.2%	*							
My department has enabled only some employees to implement flexible work schedules to support work-life balance. (4)	1798	45.4%					25.8%	37.4%	*	35.8%	28.0%	**	
Our institution has a clear policy regarding flexible work schedules to support work-life balance. (2)	1579	47.7%	38.6%	50.0%	58.7%	***				45.7%	59.3%	***	
Our institution has granted additional paid administrative leave to accommodate extenuating circumstances related to COVID-19. (3)	1704	86.7%	83.8%	87.2%	93.3%	*				89.3%	82.8%	***	
Q4.11 Indicate the extent to which each of the following has been a source of stress during the past two years.													
Review/promotion process (1)	2433					***			*				
Not at all	997	41.0%	31.3%	44.4%	51.1%		31.9%	30.5%					
Somewhat	919	37.8%	38.9%	37.7%	30.7%		34.5%	43.9%					
Extensive	517	21.2%	29.8%	17.9%	18.2%		33.6%	25.5%					
Long-distance commuting (2)	2188								***				***
Not at all	1749	79.9%					85.4%	74.2%		76.9%	85.7%		
Somewhat	322	14.7%					12.1%	15.0%		17.6%	10.3%		
Extensive	117	5.3%					2.5%	10.8%		5.5%	4.0%		
Committee work (3)	2289					***			***				***
Not at all	1388	60.6%	37.2%	72.0%	49.5%		26.2%	49.7%		66.2%	83.9%		
Somewhat	705	30.8%	44.5%	24.3%	36.6%		47.8%	40.6%		29.2%	14.1%		
Extensive	196	8.6%	18.4%	3.8%	14.0%		26.0%	9.7%		4.6%	2.0%		
Complying with departmental and university rules/regulations (4)	2588					***			***				*
Not at all	1318	50.9%	39.3%	56.6%	34.4%		30.7%	48.2%		55.2%	59.2%		
Somewhat	949	36.7%	42.6%	34.0%	41.7%		44.8%	40.2%		34.1%	33.8%		
Extensive	321	12.4%	18.2%	9.4%	24.0%		24.5%	11.6%		10.7%	7.0%		
Faculty/staff meetings (5)	2595					***			***				**
Not at all	1470	56.6%	44.9%	61.9%	45.8%		35.3%	55.2%		59.3%	66.9%		
Somewhat	910	35.1%	41.4%	32.0%	44.8%		47.6%	34.9%		33.9%	28.3%		
Extensive	215	8.3%	13.6%	6.1%	9.4%		17.1%	9.9%		6.8%	4.8%		
Colleagues (6)	2653					*			*				***
Not at all	1141	43.0%	43.5%	43.6%	28.1%		39.4%	47.7%		39.7%	51.1%		
Somewhat	1160	43.7%	42.7%	43.4%	58.3%		46.9%	38.4%		45.9%	38.6%		
Extensive	352	13.3%	13.9%	13.0%	13.5%		13.7%	14.0%		14.4%	10.3%		
Students (7)	2408					***			***				***
Not at all	1455	60.4%	38.5%	70.1%	56.8%		31.0%	47.1%		67.1%	75.8%		
Somewhat	745	30.9%	44.8%	24.6%	35.8%		52.0%	36.6%		26.3%	21.5%		
Extensive	208	8.6%	16.7%	5.3%	7.4%		17.0%	16.3%		6.6%	2.7%		

	Remote status			<5	Years at UNL			sig	Location			sig
	No	Yes	sig		5-19	20+	City		East	Offsite		
Q4.9 Thinking about flexibility in work schedules and leave policies, please respond to the following statements:												
My department has enabled all employees to implement flexible work schedules to support work-life balance. (1)	30.4%	73.3%	***	56.7%	50.4%	61.7%	***					
My department has enabled only some employees to implement flexible work schedules to support work-life balance. (4)	47.5%	22.6%	***									
Our institution has a clear policy regarding flexible work schedules to support work-life balance. (2)	38.8%	55.2%	***	48.8%	44.3%	53.9%	*					
Our institution has granted additional paid administrative leave to accommodate extenuating circumstances related to COVID-19. (3)	80.5%	91.3%	***	82.4%	88.3%	90.0%	***	85.4%	90.1%	92.9%	*	
Q4.11 Indicate the extent to which each of the following has been a source of stress during the past two years.												
Review/promotion process (1)							***					
Not at all				43.2%	35.3%	50.8%						
Somewhat				38.1%	38.2%	36.0%						
Extensive				18.7%	26.5%	13.2%						
Long-distance commuting (2)			*				***					***
Not at all	83.0%	78.5%		75.8%	81.2%	85.6%		82.0%	75.8%	68.5%		
Somewhat	12.5%	16.2%		16.4%	14.6%	11.3%		13.9%	17.1%	19.4%		
Extensive	4.5%	5.3%		7.8%	4.2%	3.1%		4.1%	7.2%	12.1%		
Committee work (3)			***				***					
Not at all	67.8%	55.7%		66.7%	56.6%	58.9%						
Somewhat	26.2%	34.1%		27.2%	32.9%	32.6%						
Extensive	6.0%	10.2%		6.1%	10.5%	8.5%						
Complying with departmental and university rules/regulations (4)			*				***					
Not at all	50.5%	51.2%		57.7%	46.8%	47.0%						
Somewhat	35.3%	37.9%		33.4%	38.4%	39.1%						
Extensive	14.2%	10.8%		8.8%	14.8%	13.8%						
Faculty/staff meetings (5)							***					
Not at all				62.3%	51.8%	56.9%						
Somewhat				30.3%	38.5%	36.6%						
Extensive				7.4%	9.7%	6.6%						
Colleagues (6)			***				***					
Not at all	38.5%	45.7%		50.8%	35.0%	46.1%						
Somewhat	45.3%	42.8%		37.1%	48.7%	45.5%						
Extensive	16.3%	11.5%		12.1%	16.2%	8.4%						
Students (7)							***					***
Not at all				63.4%	56.5%	63.9%		58.7%	62.2%	91.9%		
Somewhat				27.9%	33.3%	31.4%		32.7%	27.9%	6.5%		
Extensive				8.7%	10.1%	4.7%		8.6%	10.0%	1.6%		

	Temp/Perm			<1.0	FTE		Number of supervisees			
	Temp	Perm	sig		1.0	sig	None	1-5	6+	sig
Q4.9 Thinking about flexibility in work schedules and leave policies, please respond to the following statements:										
My department has enabled all employees to implement flexible work schedules to support work-life balance. (1)										
	67.7%	54.4%	*	67.1%	54.3%	*	57.7%	53.6%	49.6%	*
My department has enabled only some employees to implement flexible work schedules to support work-life balance. (4)										
							52.6%	44.7%	42.2%	**
Our institution has a clear policy regarding flexible work schedules to support work-life balance. (2)										
Our institution has granted additional paid administrative leave to accommodate extenuating circumstances related to COVID-19. (3)										
	68.4%	87.1%	***							
Q4.11 Indicate the extent to which each of the following has been a source of stress during the past two years.										
Review/promotion process (1)										
			*			**				
Not at all	57.1%	40.5%		57.5%	40.2%					
Somewhat	28.6%	38.0%		28.3%	38.2%					
Extensive	14.3%	21.5%		14.2%	21.6%					
Long-distance commuting (2)										
Not at all										
Somewhat										
Extensive										
Committee work (3)										
			***			**				***
Not at all	86.8%	59.8%		74.2%	60.1%		68.2%	55.7%	51.9%	
Somewhat	11.8%	31.4%		23.7%	31.1%		25.6%	34.7%	36.3%	
Extensive	1.5%	8.8%		2.2%	8.8%		6.2%	9.7%	11.8%	
Complying with departmental and university rules/regulations (4)										
			*			*				***
Not at all	64.4%	50.4%		63.9%	50.3%		57.2%	48.0%	39.8%	
Somewhat	30.0%	36.9%		27.7%	37.1%		34.3%	37.8%	41.0%	
Extensive	5.6%	12.7%		8.4%	12.6%		8.5%	14.2%	19.3%	
Faculty/staff meetings (5)										
			***			***				***
Not at all	76.7%	56.0%		73.9%	55.8%		61.5%	53.8%	49.3%	
Somewhat	19.8%	35.6%		22.7%	35.7%		31.4%	37.5%	40.0%	
Extensive	3.5%	8.4%		3.4%	8.5%		7.1%	8.7%	10.7%	
Colleagues (6)										
			***			***				***
Not at all	69.9%	41.9%		66.7%	41.8%		48.7%	41.3%	30.8%	
Somewhat	22.3%	44.6%		26.5%	44.6%		39.2%	45.2%	53.4%	
Extensive	7.8%	13.5%		6.8%	13.6%		12.2%	13.5%	15.7%	
Students (7)										
							69.0%	54.6%	51.0%	***
Not at all							23.8%	36.7%	37.4%	
Somewhat							7.2%	8.7%	11.7%	
Extensive										

	Male	Sex Female	sig	<30	30-39	Age 40-49	50-59	60+	sig
Q4.9 Thinking about flexibility in work schedules and leave policies, please respond to the following statements:									
My department has enabled all employees to implement flexible work schedules to support work-life balance. (1)	57.6%	52.9%	*						
My department has enabled only some employees to implement flexible work schedules to support work-life balance. (4)									
Our institution has a clear policy regarding flexible work schedules to support work-life balance. (2)	51.3%	45.5%	*		42.2%	42.8%	53.4%	60.5%	***
Our institution has granted additional paid administrative leave to accommodate extenuating circumstances related to COVID-19. (3)	84.3%	88.2%	*		86.7%	86.1%	90.2%	90.3%	***
Q4.11 Indicate the extent to which each of the following has been a source of stress during the past two years.									
Review/promotion process (1)			*						***
Not at all	43.8%	39.0%		45.1%	32.6%	32.4%	46.3%	54.3%	
Somewhat	34.4%	40.1%		35.0%	43.1%	38.7%	35.5%	34.0%	
Extensive	21.7%	20.9%		19.9%	24.3%	28.9%	18.3%	11.7%	
Long-distance commuting (2)			*						***
Not at all	82.2%	78.3%		70.8%	75.3%	82.3%	84.1%	84.1%	
Somewhat	13.6%	15.5%		19.2%	18.0%	13.4%	11.2%	13.5%	
Extensive	4.1%	6.2%		10.0%	6.7%	4.3%	4.7%	2.5%	
Committee work (3)			*						***
Not at all	64.0%	58.3%		68.5%	57.4%	55.3%	60.9%	67.2%	
Somewhat	28.0%	32.8%		28.3%	33.7%	32.3%	30.3%	26.7%	
Extensive	8.0%	8.9%		3.1%	8.8%	12.4%	8.8%	6.2%	
Complying with departmental and university rules/regulations (4)			**						
Not at all	48.1%	52.8%							
Somewhat	37.2%	36.3%							
Extensive	14.7%	10.9%							
Faculty/staff meetings (5)			*						**
Not at all	56.1%	57.0%		61.7%	53.8%	52.9%	56.0%	63.2%	
Somewhat	37.1%	33.7%		31.0%	35.6%	38.4%	36.4%	30.9%	
Extensive	6.8%	9.3%		7.3%	10.6%	8.7%	7.6%	5.9%	
Colleagues (6)			***						***
Not at all	47.4%	40.1%		45.0%	38.1%	38.3%	43.7%	54.2%	
Somewhat	43.0%	44.2%		37.8%	45.2%	47.4%	45.5%	38.5%	
Extensive	9.6%	15.7%		17.1%	16.7%	14.3%	10.8%	7.3%	
Students (7)									***
Not at all				61.1%	54.9%	55.3%	66.2%	67.0%	
Somewhat				30.2%	32.8%	33.9%	28.2%	28.5%	
Extensive				8.7%	12.3%	10.8%	5.6%	4.5%	

	Race			Caregiver			Disability		
	White	Nonwhite	sig	No	Yes	sig	No	Yes	sig
Q4.9 Thinking about flexibility in work schedules and leave policies, please respond to the following statements:									
My department has enabled all employees to implement flexible work schedules to support work-life balance. (1)	53.1%	65.6%	***				56.0%	41.0%	***
My department has enabled only some employees to implement flexible work schedules to support work-life balance. (4)	34.6%	19.9%	***	25.5%	33.7%	*	31.6%	47.4%	***
Our institution has a clear policy regarding flexible work schedules to support work-life balance. (2)	45.8%	60.6%	***				48.6%	32.7%	***
Our institution has granted additional paid administrative leave to accommodate extenuating circumstances related to COVID-19. (3)	87.8%	78.2%	***				87.4%	76.6%	***
Q4.11 Indicate the extent to which each of the following has been a source of stress during the past two years.									
Review/promotion process (1)			*						***
Not at all	42.0%	34.8%		52.5%	38.0%		41.5%	32.9%	
Somewhat	37.6%	38.6%		31.3%	39.2%		38.1%	32.9%	
Extensive	20.4%	26.5%		16.2%	22.8%		20.4%	34.2%	
Long-distance commuting (2)						***			*
Not at all				87.4%	77.2%		80.6%	71.9%	
Somewhat				9.7%	16.9%		14.3%	18.8%	
Extensive				2.9%	5.9%		5.1%	9.4%	
Committee work (3)			***			***			
Not at all	61.6%	54.8%		74.1%	55.8%				
Somewhat	30.7%	31.2%		21.4%	33.8%				
Extensive	7.7%	13.9%		4.5%	10.4%				
Complying with departmental and university rules/regulations (4)						***			**
Not at all				58.7%	47.9%		51.9%	39.3%	
Somewhat				28.1%	39.3%		35.9%	41.7%	
Extensive				13.2%	12.7%		12.1%	19.0%	
Faculty/staff meetings (5)			***			***			
Not at all	56.4%	58.1%		68.6%	52.3%				
Somewhat	36.1%	28.5%		24.5%	39.1%				
Extensive	7.5%	13.4%		6.9%	8.7%				
Colleagues (6)			***			***			***
Not at all	41.4%	52.5%		53.8%	39.3%		43.4%	36.0%	
Somewhat	45.0%	35.7%		36.3%	46.3%		44.2%	38.9%	
Extensive	13.5%	11.7%		9.9%	14.3%		12.4%	25.1%	
Students (7)			**			***			*
Not at all	61.2%	55.8%		69.4%	58.0%		61.3%	50.3%	
Somewhat	30.9%	31.0%		24.7%	31.9%		30.4%	37.3%	
Extensive	7.8%	13.2%		5.9%	10.1%		8.3%	12.4%	

	Gender minority			SO Minority			First generation			Poor/Working Class		
	No	Yes	sig	No	Yes	sig	No	Yes	sig	No	Yes	sig
Q4.9 Thinking about flexibility in work schedules and leave policies, please respond to the following statements:												
My department has enabled all employees to implement flexible work schedules to support work-life balance. (1)	57.4%	45.8%	***	56.4%	36.3%	***	55.4%	52.9%	*	56.8%	46.8%	***
My department has enabled only some employees to implement flexible work schedules to support work-life balance. (4)	29.9%	43.2%	***	31.6%	47.7%	***	32.2%	34.9%	*			
Our institution has a clear policy regarding flexible work schedules to support work-life balance. (2)	52.0%	32.4%	***	48.7%	32.2%	***						
Our institution has granted additional paid administrative leave to accommodate extenuating circumstances related to COVID-19. (3)				87.4%	76.4%	***				88.2%	80.0%	***
Q4.11 Indicate the extent to which each of the following has been a source of stress during the past two years.												
Review/promotion process (1)			***			*			**			*
Not at all	43.2%	32.5%		41.0%	40.1%		42.6%	34.8%		42.3%	34.8%	
Somewhat	37.0%	40.6%		38.2%	31.4%		36.9%	41.1%		37.2%	40.2%	
Extensive	19.8%	26.9%		20.8%	28.5%		20.6%	24.2%		20.5%	25.0%	
Long-distance commuting (2)			1									
Not at all	80.0%	80.5%										
Somewhat	14.7%	13.9%										
Extensive	5.3%	5.6%										
Committee work (3)						**			***			
Not at all				61.5%	47.1%		62.6%	52.8%				
Somewhat				30.3%	40.0%		29.8%	35.2%				
Extensive				8.3%	12.9%		7.6%	12.0%				
Complying with departmental and university rules/regulations (4)			*						***			
Not at all	51.9%	48.2%					52.3%	46.7%				
Somewhat	36.5%	35.8%					36.5%	35.5%				
Extensive	11.7%	16.1%					11.2%	17.8%				
Faculty/staff meetings (5)			***			***			***			
Not at all	58.5%	50.5%		57.1%	52.7%		59.1%	47.9%				
Somewhat	34.6%	36.3%		35.2%	31.7%		33.6%	40.2%				
Extensive	6.9%	13.3%		7.7%	15.6%		7.3%	11.8%				
Colleagues (6)			***			***			**			***
Not at all	45.8%	32.6%		43.7%	33.2%		44.4%	37.3%		44.2%	36.6%	
Somewhat	42.8%	47.3%		43.8%	44.2%		43.0%	46.7%		43.5%	45.4%	
Extensive	11.4%	20.1%		12.6%	22.6%		12.6%	16.0%		12.3%	18.1%	
Students (7)			***			**			***			*
Not at all	63.5%	50.2%		61.5%	49.7%		62.3%	54.4%		60.0%	63.2%	
Somewhat	29.3%	36.3%		30.4%	36.5%		30.1%	33.4%		31.9%	26.0%	
Extensive	7.2%	13.5%		8.1%	13.8%		7.5%	12.2%		8.1%	10.7%	

	Racial/ethnic minority			Religious minority		
	No	Yes	sig	No	Yes	sig
Q4.9 Thinking about flexibility in work schedules and leave policies, please respond to the following statements:						
My department has enabled all employees to implement flexible work schedules to support work-life balance. (1)	54.4%	58.9%	*			
My department has enabled only some employees to implement flexible work schedules to support work-life balance. (4)						
Our institution has a clear policy regarding flexible work schedules to support work-life balance. (2)						
Our institution has granted additional paid administrative leave to accommodate extenuating circumstances related to COVID-19. (3)						
Q4.11 Indicate the extent to which each of the following has been a source of stress during the past two years.						
Review/promotion process (1)			*			**
Not at all	41.7%	34.3%		41.9%	31.1%	
Somewhat	37.7%	37.8%		37.1%	44.5%	
Extensive	20.5%	28.0%		21.0%	24.4%	
Long-distance commuting (2)						**
Not at all				81.0%	71.0%	
Somewhat				13.8%	21.8%	
Extensive				5.2%	7.3%	
Committee work (3)			***			**
Not at all	61.5%	52.3%		61.6%	49.2%	
Somewhat	31.0%	30.5%		30.2%	38.9%	
Extensive	7.5%	17.3%		8.3%	11.9%	
Complying with departmental and university rules/regulations (4)			*			***
Not at all	50.7%	54.4%		52.6%	35.7%	
Somewhat	37.1%	29.9%		35.3%	46.4%	
Extensive	12.2%	15.7%		12.1%	17.9%	
Faculty/staff meetings (5)			***			
Not at all	57.0%	55.0%				
Somewhat	35.7%	29.2%				
Extensive	7.4%	15.9%				
Colleagues (6)						*
Not at all				43.6%	35.6%	
Somewhat				43.5%	46.7%	
Extensive				12.9%	17.8%	
Students (7)			***			
Not at all	61.6%	53.0%				
Somewhat	30.7%	32.0%				
Extensive	7.7%	15.0%				

	N	Mean/%	Faculty	Staff	Role Administrator	sig	TT	Faculty non-TT	sig	MP	Staff OS	sig
Q4.11 Indicate the extent to which each of the following has been a source of stress during the past two years.												
Research or publishing demands (8)	1950					***			***			**
Not at all	1302	66.8%	30.1%	86.6%	71.8%		17.5%	46.0%		84.7%	90.1%	
Somewhat	387	19.8%	37.8%	9.8%	22.4%		40.7%	34.0%		10.7%	8.3%	
Extensive	261	13.4%	32.2%	3.6%	5.9%		41.8%	19.9%		4.6%	1.7%	
Fundraising expectations (9)	1849					***			***			
Not at all	1421	76.9%	53.0%	90.1%	61.2%		45.1%	62.5%				
Somewhat	275	14.9%	25.8%	8.1%	31.8%		27.2%	24.2%				
Extensive	153	8.3%	21.2%	1.8%	7.1%		27.8%	13.4%				
Workload (10)	2669					***			***			***
Not at all	607	22.7%	16.0%	25.9%	13.4%		13.5%	18.6%		20.6%	36.0%	
Somewhat	1194	44.7%	40.8%	46.3%	45.4%		36.7%	45.0%		47.3%	44.3%	
Extensive	868	32.5%	43.1%	27.8%	41.2%		49.9%	36.4%		32.0%	19.6%	
Work-related activities outside of regular working hours (11)	2520					***						***
Not at all	1172	46.5%	30.0%	54.5%	30.9%					48.8%	66.4%	
Somewhat	956	37.9%	43.1%	35.0%	50.5%					38.1%	28.3%	
Extensive	392	15.6%	26.9%	10.6%	18.6%					13.0%	5.3%	
Being interrupted frequently by telephone calls and drop-in visitors (12)	2552											***
Not at all	1468	57.5%								53.6%	67.0%	
Somewhat	821	32.2%								34.1%	26.0%	
Extensive	263	10.3%								12.3%	7.1%	
Other, please specify: (13)	365								*			***
Not at all	201	55.1%					41.7%	68.2%		44.7%	73.7%	
Somewhat	38	10.4%					12.5%	11.4%		11.8%	6.1%	
Extensive	126	34.5%					45.8%	20.5%		43.5%	20.2%	
Q4.13 Work Well-being Scale	2673	3.35					3.32	3.42	*	3.36	3.24	***

	Remote status			<5	Years at UNL			sig	Location			sig
	No	Yes	sig		5-19	20+	City		East	Offsite		
Q4.11 Indicate the extent to which each of the following has been a source of stress during the past two years.												
Research or publishing demands (8)			***				*					***
Not at all	78.5%	58.5%		70.1%	63.8%	67.3%		71.3%	52.7%	73.2%		
Somewhat	13.7%	24.0%		18.2%	20.4%	22.0%		17.0%	27.2%	21.3%		
Extensive	7.8%	17.4%		11.7%	15.8%	10.7%		11.6%	20.1%	5.5%		
Fundraising expectations (9)			***				***					***
Not at all	83.6%	72.2%		80.5%	73.5%	77.5%		81.4%	61.5%	73.3%		
Somewhat	11.2%	17.4%		12.8%	15.7%	17.2%		12.3%	22.2%	20.7%		
Extensive	5.1%	10.4%		6.6%	10.8%	5.2%		6.2%	16.3%	5.9%		
Workload (10)							***					
Not at all				28.1%	17.7%	23.9%						
Somewhat				45.4%	43.0%	47.6%						
Extensive				26.5%	39.3%	28.5%						
Work-related activities outside of regular working hours (11)							**					**
Not at all				49.9%	43.3%	47.1%		47.6%	48.4%	34.9%		
Somewhat				35.4%	38.9%	40.9%		37.1%	35.1%	50.0%		
Extensive				14.7%	17.7%	12.0%		15.4%	16.5%	15.1%		
Being interrupted frequently by telephone calls and drop-in visitors (12)			*				***					
Not at all	55.9%	58.9%		63.3%	53.0%	56.6%						
Somewhat	31.7%	32.2%		25.7%	36.3%	35.6%						
Extensive	12.4%	8.9%		11.1%	10.7%	7.8%						
Other, please specify: (13)			***				***					
Not at all	65.4%	43.5%		66.5%	45.6%	50.0%						
Somewhat	5.8%	15.6%		6.5%	11.3%	20.0%						
Extensive	28.8%	40.9%		27.1%	43.1%	30.0%						
Q4.13 Work Well-being Scale	3.21	3.44	***	3.39	3.29	3.39	***					

	Temp/Perm		sig	<1.0	FTE		sig	Number of supervisees			sig
	Temp	Perm			1.0	None		1-5	6+		
Q4.11 Indicate the extent to which each of the following has been a source of stress during the past two years.											
Research or publishing demands (8) ***											
Not at all								73.3%	58.8%	66.4%	
Somewhat								16.7%	24.5%	18.3%	
Extensive								9.9%	16.7%	15.3%	
Fundraising expectations (9) ***											
Not at all								86.0%	69.2%	70.3%	
Somewhat								10.4%	18.5%	18.1%	
Extensive								3.7%	12.2%	11.6%	
Workload (10) ***											
Not at all	38.1%	22.1%		45.8%	21.6%			29.7%	17.6%	13.7%	
Somewhat	40.0%	44.9%		36.6%	45.2%			47.2%	44.2%	39.2%	
Extensive	21.9%	33.0%		17.6%	33.3%			23.0%	38.1%	47.1%	
Work-related activities outside of regular working hours (11) ***											
Not at all								56.2%	39.3%	35.1%	
Somewhat								32.8%	44.0%	40.2%	
Extensive								11.0%	16.6%	24.7%	
Being interrupted frequently by telephone calls and drop-in visitors (12) **											
Not at all	74.7%	56.9%		73.7%	56.7%			67.3%	51.2%	44.7%	
Somewhat	23.0%	32.5%		22.9%	32.6%			26.2%	36.4%	39.5%	
Extensive	2.3%	10.6%		3.4%	10.6%			6.5%	12.4%	15.8%	
Other, please specify: (13)											
Not at all											
Somewhat											
Extensive											
Q4.13 Work Well-being Scale											

	Sex		sig	Age					sig
	Male	Female		<30	30-39	40-49	50-59	60+	
Q4.11 Indicate the extent to which each of the following has been a source of stress during the past two years.									
Research or publishing demands (8)									***
Not at all				77.8%	59.8%	59.4%	73.4%	70.8%	
Somewhat				14.7%	24.1%	20.3%	16.2%	21.6%	
Extensive				7.6%	16.1%	20.3%	10.4%	7.6%	
Fundraising expectations (9)			***						***
Not at all	73.4%	79.6%		87.8%	75.1%	69.6%	78.0%	81.0%	
Somewhat	15.2%	14.6%		9.3%	16.2%	17.9%	14.1%	13.3%	
Extensive	11.4%	5.7%		2.9%	8.7%	12.5%	7.9%	5.7%	
Workload (10)			*						***
Not at all	25.2%	21.2%		23.5%	17.0%	17.5%	26.0%	33.3%	
Somewhat	44.4%	45.0%		46.7%	45.8%	42.7%	43.6%	46.1%	
Extensive	30.4%	33.9%		29.8%	37.3%	39.7%	30.4%	20.7%	
Work-related activities outside of regular working hours (11)									***
Not at all				47.2%	42.9%	41.1%	50.1%	54.1%	
Somewhat				38.6%	38.2%	39.3%	36.4%	37.1%	
Extensive				14.2%	18.9%	19.6%	13.5%	8.7%	
Being interrupted frequently by telephone calls and drop-in visitors (12)			***						***
Not at all	61.1%	55.2%		56.8%	53.4%	57.7%	55.3%	67.1%	
Somewhat	31.5%	32.6%		29.7%	32.8%	31.4%	36.5%	28.0%	
Extensive	7.4%	12.2%		13.5%	13.8%	10.9%	8.2%	4.9%	
Other, please specify: (13)			**						
Not at all	63.1%	47.6%							
Somewhat	11.4%	9.5%							
Extensive	25.6%	42.9%							
Q4.13 Work Well-being Scale									

	Race			Caregiver			Disability		
	White	Nonwhite	sig	No	Yes	sig	No	Yes	sig
Q4.11 Indicate the extent to which each of the following has been a source of stress during the past two years.									
Research or publishing demands (8)			***			***			
Not at all	70.4%	47.4%		82.2%	62.3%				
Somewhat	18.3%	28.0%		11.5%	22.5%				
Extensive	11.3%	24.7%		6.3%	15.2%				
Fundraising expectations (9)			***			***			
Not at all	78.8%	66.1%		84.8%	75.1%				
Somewhat	14.1%	19.1%		10.0%	16.2%				
Extensive	7.1%	14.8%		5.3%	8.7%				
Workload (10)						***			***
Not at all				32.7%	19.2%		23.3%	14.2%	
Somewhat				40.9%	45.5%		45.1%	40.9%	
Extensive				26.4%	35.4%		31.6%	44.9%	
Work-related activities outside of regular working hours (11)			**			***			***
Not at all	46.8%	44.6%		55.3%	43.0%		47.1%	36.3%	
Somewhat	38.7%	33.7%		33.1%	39.3%		38.1%	37.5%	
Extensive	14.5%	21.7%		11.6%	17.7%		14.7%	26.3%	
Being interrupted frequently by telephone calls and drop-in visitors (12)			**			***			**
Not at all	56.3%	64.9%		65.7%	54.0%		57.8%	55.8%	
Somewhat	33.3%	25.0%		26.0%	34.7%		32.4%	27.0%	
Extensive	10.3%	10.1%		8.4%	11.3%		9.9%	17.2%	
Other, please specify: (13)			**			**			
Not at all	50.3%	72.7%		69.1%	51.0%				
Somewhat	11.5%	6.5%		7.2%	14.4%				
Extensive	38.2%	20.8%		23.7%	34.5%				
Q4.13 Work Well-being Scale	3.34	3.41	*						

	Gender minority			SO Minority			First generation			Poor/Working Class		
	No	Yes	sig	No	Yes	sig	No	Yes	sig	No	Yes	sig
Q4.11 Indicate the extent to which each of the following has been a source of stress during the past two years.												
Research or publishing demands (8)			***						**			
Not at all	69.5%	55.8%					68.5%	59.5%				
Somewhat	18.6%	24.6%					18.8%	23.7%				
Extensive	12.0%	19.6%					12.7%	16.8%				
Fundraising expectations (9)			*									*
Not at all	78.1%	71.6%								75.7%	81.8%	
Somewhat	14.3%	17.8%								15.5%	12.8%	
Extensive	7.6%	10.5%								8.8%	5.4%	
Workload (10)			***			**			***			***
Not at all	25.3%	13.1%		23.3%	14.3%		24.5%	15.5%		23.6%	18.0%	
Somewhat	45.2%	43.5%		44.9%	43.9%		45.4%	43.0%		45.3%	42.8%	
Extensive	29.5%	43.4%		31.8%	41.8%		30.1%	41.5%		31.1%	39.3%	
Work-related activities outside of regular working hours (11)			***						***			
Not at all	49.0%	37.1%					49.5%	35.0%				
Somewhat	36.8%	42.8%					37.1%	41.9%				
Extensive	14.2%	20.1%					13.5%	23.1%				
Being interrupted frequently by telephone calls and drop-in visitors (12)			***			*			***			***
Not at all	60.7%	46.6%		58.1%	52.0%		59.3%	51.5%		58.3%	54.3%	
Somewhat	31.0%	35.5%		32.0%	31.8%		32.0%	32.2%		32.4%	30.4%	
Extensive	8.2%	17.9%		9.9%	16.2%		8.7%	16.3%		9.3%	15.3%	
Other, please specify: (13)			***									
Not at all	59.9%	35.1%										
Somewhat	8.6%	16.2%										
Extensive	31.5%	48.6%										
Q4.13 Work Well-being Scale	3.36	3.28	**	3.36	3.18	***						

	Racial/ethnic minority			Religious minority		
	No	Yes	sig	No	Yes	sig
Q4.11 Indicate the extent to which each of the following has been a source of stress during the past two years.						
Research or publishing demands (8)			***			***
Not at all	68.4%	52.6%		67.9%	53.3%	
Somewhat	19.7%	21.4%		19.5%	24.0%	
Extensive	12.0%	26.0%		12.7%	22.8%	
Fundraising expectations (9)			*			*
Not at all	77.6%	70.1%		77.1%	73.4%	
Somewhat	14.8%	16.9%		15.2%	13.3%	
Extensive	7.6%	12.9%		7.7%	13.3%	
Workload (10)						
Not at all						
Somewhat						
Extensive						
Work-related activities outside of regular working hours (11)			***			
Not at all	46.4%	46.7%				
Somewhat	39.1%	30.4%				
Extensive	14.6%	23.0%				
Being interrupted frequently by telephone calls and drop-in visitors (12)						
Not at all						
Somewhat						
Extensive						
Other, please specify: (13)						
Not at all						
Somewhat						
Extensive						
Q4.13 Work Well-being Scale						

Appendix D5: Frequencies and Means: Work Performance

	N	Mean/%	Role			sig	TT	Faculty		sig	MP	Staff		sig
			Faculty	Staff	Administrator			non-TT	OS					
Q5.2 + Q5.4 Work performance scale	2679	3.5												
Q5.6 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?														
Anxiety	2650									*				*
Experienced + negative work impact	746	28.2%							34%	26%		29%	24%	
Experienced + not impact work	976	36.8%							35%	35%		37%	40%	
Not experienced	928	35.0%							32%	39%		33%	36%	
Death of a close friend or family member (2)	2651					***								*
Experienced + negative work impact	329	12.4%	15%	12%	6%							12%	11%	
Experienced + not impact work	751	28.3%	23%	31%	23%							29%	35%	
Not experienced	1571	59.3%	62%	58%	71%							59%	54%	
Depression	2652					**								**
Experienced + negative work impact	529	19.9%	20%	20%	13%							20%	20%	
Experienced + not impact work	584	22.0%	21%	23%	13%							21%	28%	
Not experienced	1539	58.0%	59%	57%	75%							59%	52%	
Financial concerns	2652					***				**				***
Experienced + negative work impact	298	11.2%	9%	12%	6%		9%	9%				11%	14%	
Experienced + not impact work	822	31.0%	25%	35%	12%		19%	30%				30%	42%	
Not experienced	1532	57.8%	66%	53%	82%		72%	60%				58%	44%	
Lack of quality sleep	2657					***								
Experienced + negative work impact	923	34.7%	40%	33%	34%									
Experienced + not impact work	1150	43.3%	37%	45%	54%									
Not experienced	584	22.0%	23%	22%	13%									
Severe headaches/migraines	2650													**
Experienced + negative work impact	415	15.7%										16%	17%	
Experienced + not impact work	478	18.0%										16%	23%	
Not experienced	1757	66.3%										67%	60%	
An immediate family member's special needs, illness, injury, or surgery	2652					***								
Experienced + negative work impact	407	15.3%	20%	13%	20%									
Experienced + not impact work	757	28.5%	23%	30%	33%									
Not experienced	1488	56.1%	57%	56%	47%									
My own special needs, illness, injury, or surgery (8)	2652					*								**
Experienced + negative work impact	392	14.8%	15%	15%	9%							15%	16%	
Experienced + not impact work	625	23.6%	20%	25%	21%							23%	29%	
Not experienced	1635	61.7%	65%	60%	69%							63%	55%	
Violence in the home (spouse/partner, child) (9)	2660													
Experienced + negative work impact	29	1.1%												
Experienced + not impact work	26	1.0%												
Not experienced	2605	97.9%												
Personal problem with addiction to alcohol or drugs (10)	2657													
Experienced + negative work impact	27	1.0%												
Experienced + not impact work	53	2.0%												
Not experienced	2577	97.0%												
Addiction to alcohol or drugs of a close friend or family member (11)	2657													
Experienced + negative work impact	54	2.0%												
Experienced + not impact work	171	6.4%												
Not experienced	2432	91.5%												

	Remote status			<5	Years at UNL		sig	Location			sig
	No	Yes	sig		5-19	20+		City	East	Offsite	
Q5.2 + Q5.4 Work performance scale	3.3	3.5	***	3.5	3.4	3.6	***				
Q5.6 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?											
Anxiety							***				
Experienced + negative work impact				31%	30%	16%					
Experienced + not impact work				37%	36%	38%					
Not experienced				32%	33%	46%					
Death of a close friend or family member (2)							**				
Experienced + negative work impact				12%	13%	11%					
Experienced + not impact work				27%	26%	35%					
Not experienced				60%	61%	53%					
Depression							***				
Experienced + negative work impact				23%	21%	11%					
Experienced + not impact work				24%	21%	19%					
Not experienced				53%	58%	69%					
Financial concerns			***				***				***
Experienced + negative work impact	14%	10%		14%	10%	7%		12%	9%	6%	
Experienced + not impact work	36%	27%		36%	30%	24%		32%	26%	31%	
Not experienced	50%	63%		50%	60%	70%		56%	65%	63%	
Lack of quality sleep							**				
Experienced + negative work impact				37%	35%	28%					
Experienced + not impact work				41%	44%	47%					
Not experienced				22%	21%	25%					
Severe headaches/migraines			*				***				
Experienced + negative work impact	17%	15%		19%	16%	7%					
Experienced + not impact work	20%	17%		17%	20%	15%					
Not experienced	63%	68%		64%	64%	78%					
An immediate family member's special needs, illness, injury, or surgery			*								
Experienced + negative work impact	13%	17%									
Experienced + not impact work	30%	28%									
Not experienced	57%	55%									
My own special needs, illness, injury, or surgery (8)							*				
Experienced + negative work impact				17%	15%	11%					
Experienced + not impact work				23%	22%	27%					
Not experienced				60%	63%	62%					
Violence in the home (spouse/partner, child) (9)											
Experienced + negative work impact											
Experienced + not impact work											
Not experienced											
Personal problem with addiction to alcohol or drugs (10)											
Experienced + negative work impact											
Experienced + not impact work											
Not experienced											
Addiction to alcohol or drugs of a close friend or family member (11)											
Experienced + negative work impact											
Experienced + not impact work											
Not experienced											

	Temp/Perm		sig	<1.0	FTE		sig	Number of supervisees			sig
	Temp	Perm			1.0	3.4		None	1-5	6+	
Q5.2 + Q5.4 Work performance scale				3.6		3.4	*				
Q5.6 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?											
Anxiety											
Experienced + negative work impact											
Experienced + not impact work											
Not experienced											
Death of a close friend or family member (2)											
Experienced + negative work impact											
Experienced + not impact work											
Not experienced											
Depression											
Experienced + negative work impact	30%	20%									*
Experienced + not impact work	18%	22%									
Not experienced	52%	58%									
Financial concerns											
Experienced + negative work impact	19%	11%						12%	11%	10%	
Experienced + not impact work	36%	31%						34%	30%	24%	
Not experienced	45%	58%						54%	59%	66%	
Lack of quality sleep											
Experienced + negative work impact				33%	35%			32%	37%	38%	
Experienced + not impact work				37%	44%			44%	42%	43%	
Not experienced				30%	22%			24%	21%	19%	
Severe headaches/migraines											
Experienced + negative work impact											
Experienced + not impact work											
Not experienced											
An immediate family member's special needs, illness, injury, or surgery											
Experienced + negative work impact											
Experienced + not impact work											
Not experienced											
My own special needs, illness, injury, or surgery (8)											
Experienced + negative work impact	23%	14%									*
Experienced + not impact work	22%	24%									
Not experienced	55%	62%									
Violence in the home (spouse/partner, child) (9)											
Experienced + negative work impact											
Experienced + not impact work											
Not experienced											
Personal problem with addiction to alcohol or drugs (10)											
Experienced + negative work impact											
Experienced + not impact work											
Not experienced											
Addiction to alcohol or drugs of a close friend or family member (11)											
Experienced + negative work impact											
Experienced + not impact work											
Not experienced											

	Sex		sig	Age					sig
	Male	Female		<30	30-39	40-49	50-59	60+	
Q5.2 + Q5.4 Work performance scale				3.4	3.4	3.4	3.5	3.6	***
Q5.6 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?									
Anxiety			***						***
Experienced + negative work impact	26%	30%		44%	35%	30%	20%	15%	
Experienced + not impact work	31%	40%		32%	38%	38%	39%	35%	
Not experienced	43%	30%		24%	27%	33%	41%	50%	
Death of a close friend or family member (2)									***
Experienced + negative work impact				14%	13%	13%	12%	11%	
Experienced + not impact work				22%	24%	26%	33%	36%	
Not experienced				64%	63%	62%	55%	53%	
Depression			***						***
Experienced + negative work impact	19%	21%		33%	26%	19%	14%	9%	
Experienced + not impact work	19%	24%		19%	22%	24%	23%	19%	
Not experienced	62%	55%		48%	51%	56%	62%	72%	
Financial concerns									***
Experienced + negative work impact				20%	13%	11%	8%	6%	
Experienced + not impact work				36%	32%	30%	31%	27%	
Not experienced				44%	55%	58%	61%	67%	
Lack of quality sleep			**						***
Experienced + negative work impact	33%	36%		49%	43%	34%	26%	25%	
Experienced + not impact work	41%	45%		35%	38%	45%	49%	47%	
Not experienced	25%	20%		16%	20%	21%	24%	29%	
Severe headaches/migraines			***						***
Experienced + negative work impact	11%	19%		27%	20%	18%	10%	5%	
Experienced + not impact work	15%	20%		16%	19%	22%	18%	14%	
Not experienced	74%	62%		57%	61%	60%	72%	81%	
An immediate family member's special needs, illness, injury, or surgery			**						***
Experienced + negative work impact	13%	17%		11%	14%	20%	15%	14%	
Experienced + not impact work	27%	30%		22%	23%	29%	35%	32%	
Not experienced	60%	54%		67%	63%	51%	50%	54%	
My own special needs, illness, injury, or surgery (8)			***						***
Experienced + negative work impact	11%	17%		20%	16%	16%	13%	11%	
Experienced + not impact work	21%	25%		18%	20%	23%	26%	30%	
Not experienced	68%	57%		62%	64%	62%	61%	59%	
Violence in the home (spouse/partner, child) (9)			*						
Experienced + negative work impact	0%	1%							
Experienced + not impact work	1%	1%							
Not experienced	99%	98%							
Personal problem with addiction to alcohol or drugs (10)			**						
Experienced + negative work impact	1%	1%							
Experienced + not impact work	3%	1%							
Not experienced	96%	98%							
Addiction to alcohol or drugs of a close friend or family member (11)			***						
Experienced + negative work impact	1%	2%							
Experienced + not impact work	4%	8%							
Not experienced	94%	90%							

	Race		sig	No	Caregiver		sig	No	Disability		sig
	White	Nonwhite			Yes	Yes			Yes	Yes	
Q5.2 + Q5.4 Work performance scale				3.6	3.4	***		3.5	3.1	***	
Q5.6 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?											
Anxiety						***				***	
Experienced + negative work impact				23%	28%			26%	54%		
Experienced + not impact work				32%	39%			37%	30%		
Not experienced				45%	32%			36%	16%		
Death of a close friend or family member (2)						***				***	
Experienced + negative work impact				6%	15%			11%	23%		
Experienced + not impact work				26%	32%			29%	28%		
Not experienced				68%	53%			60%	49%		
Depression						***				***	
Experienced + negative work impact				15%	21%			18%	51%		
Experienced + not impact work				15%	24%			22%	28%		
Not experienced				71%	55%			61%	21%		
Financial concerns						***				***	
Experienced + negative work impact				8%	12%			10%	27%		
Experienced + not impact work				26%	32%			31%	37%		
Not experienced				66%	56%			59%	36%		
Lack of quality sleep			*			***				***	
Experienced + negative work impact	35%	31%		24%	38%			33%	59%		
Experienced + not impact work	44%	42%		45%	44%			44%	33%		
Not experienced	21%	27%		31%	18%			23%	8%		
Severe headaches/migraines						***				***	
Experienced + negative work impact				11%	17%			14%	34%		
Experienced + not impact work				16%	19%			18%	21%		
Not experienced				73%	64%			68%	45%		
An immediate family member's special needs, illness, injury, or surgery			*			***				***	
Experienced + negative work impact	15%	16%		3%	24%			15%	26%		
Experienced + not impact work	30%	23%		18%	37%			28%	36%		
Not experienced	55%	61%		79%	39%			58%	38%		
My own special needs, illness, injury, or surgery (8)			*			***				***	
Experienced + negative work impact	15%	13%		9%	17%			12%	49%		
Experienced + not impact work	24%	19%		22%	25%			23%	29%		
Not experienced	61%	67%		69%	58%			65%	23%		
Violence in the home (spouse/partner, child) (9)											
Experienced + negative work impact											
Experienced + not impact work											
Not experienced											
Personal problem with addiction to alcohol or drugs (10)											
Experienced + negative work impact											
Experienced + not impact work											
Not experienced											
Addiction to alcohol or drugs of a close friend or family member (11)			*			**					
Experienced + negative work impact	2%	3%		1%	3%						
Experienced + not impact work	7%	4%		4%	8%						
Not experienced	91%	93%		94%	90%						

	Gender minority			SO Minority			First generation			Poor/Working Class		
	No	Yes	sig	No	Yes	sig	No	Yes	sig	No	Yes	sig
Q5.2 + Q5.4 Work performance scale	3.5	3.3	***	3.5	3.2	***	3.5	3.3	***	3.5	3.2	***
Q5.6 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?												
Anxiety			***			***			***			***
Experienced + negative work impact	25%	38%		26%	53%		26%	35%		26%	40%	
Experienced + not impact work	37%	38%		37%	33%		37%	38%		38%	34%	
Not experienced	38%	24%		37%	14%		37%	27%		37%	26%	
Death of a close friend or family member (2)			***			***						***
Experienced + negative work impact	11%	16%		11%	22%					11%	19%	
Experienced + not impact work	30%	23%		29%	19%					27%	34%	
Not experienced	59%	61%		59%	59%					62%	48%	
Depression			***			***			***			***
Experienced + negative work impact	18%	27%		18%	42%		19%	25%		17%	34%	
Experienced + not impact work	21%	24%		21%	29%		22%	24%		21%	25%	
Not experienced	61%	49%		60%	29%		60%	51%		62%	42%	
Financial concerns			***			***			***			***
Experienced + negative work impact	10%	16%		10%	24%		10%	15%		8%	25%	
Experienced + not impact work	31%	32%		31%	31%		31%	33%		27%	49%	
Not experienced	59%	52%		59%	45%		59%	51%		64%	27%	
Lack of quality sleep			***			***			***			***
Experienced + negative work impact	32%	46%		33%	56%		33%	41%		33%	45%	
Experienced + not impact work	45%	38%		45%	29%		44%	41%		44%	40%	
Not experienced	23%	16%		22%	15%		23%	18%		23%	15%	
Severe headaches/migraines			***			***			***			***
Experienced + negative work impact	14%	23%		15%	28%		14%	23%		14%	26%	
Experienced + not impact work	18%	19%		18%	15%		18%	19%		17%	22%	
Not experienced	69%	58%		67%	57%		69%	58%		70%	52%	
An immediate family member's special needs, illness, injury, or surgery			**			**			*			**
Experienced + negative work impact	14%	19%		15%	21%		14%	19%		14%	19%	
Experienced + not impact work	29%	27%		29%	20%		28%	29%		28%	31%	
Not experienced	57%	53%		56%	58%		58%	52%		58%	50%	
My own special needs, illness, injury, or surgery (8)			***			***			*			***
Experienced + negative work impact	13%	21%		14%	26%		14%	17%		13%	22%	
Experienced + not impact work	23%	25%		24%	22%		23%	26%		23%	26%	
Not experienced	64%	54%		63%	52%		63%	57%		64%	53%	
Violence in the home (spouse/partner, child) (9)			*						*			
Experienced + negative work impact	1%	2%					1%	1%				
Experienced + not impact work	1%	1%					1%	2%				
Not experienced	98%	97%					98%	97%				
Personal problem with addiction to alcohol or drugs (10)												
Experienced + negative work impact												
Experienced + not impact work												
Not experienced												
Addiction to alcohol or drugs of a close friend or family member (11)			*						*			***
Experienced + negative work impact	2%	3%					2%	3%		2%	4%	
Experienced + not impact work	6%	8%					6%	8%		6%	10%	
Not experienced	92%	89%					92%	89%		93%	86%	

	Racial/ethnic minority			Religious minority		
	No	Yes	sig	No	Yes	sig
Q5.2 + Q5.4 Work performance scale				3.5	3.3	***
Q5.6 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?						
Anxiety						*
Experienced + negative work impact				27%	35%	
Experienced + not impact work				37%	33%	
Not experienced				35%	31%	
Death of a close friend or family member (2)			*			
Experienced + negative work impact	12%	16%				
Experienced + not impact work	28%	30%				
Not experienced	60%	54%				
Depression						
Experienced + negative work impact						
Experienced + not impact work						
Not experienced						
Financial concerns			*			
Experienced + negative work impact	11%	12%				
Experienced + not impact work	30%	38%				
Not experienced	59%	50%				
Lack of quality sleep						**
Experienced + negative work impact				34%	43%	
Experienced + not impact work				44%	41%	
Not experienced				22%	16%	
Severe headaches/migraines						
Experienced + negative work impact						
Experienced + not impact work						
Not experienced						
An immediate family member's special needs, illness, injury, or surgery						***
Experienced + negative work impact				15%	23%	
Experienced + not impact work				28%	29%	
Not experienced				57%	48%	
My own special needs, illness, injury, or surgery (8)						*
Experienced + negative work impact				14%	19%	
Experienced + not impact work				23%	26%	
Not experienced				62%	55%	
Violence in the home (spouse/partner, child) (9)						
Experienced + negative work impact						
Experienced + not impact work						
Not experienced						
Personal problem with addiction to alcohol or drugs (10)						
Experienced + negative work impact						
Experienced + not impact work						
Not experienced						
Addiction to alcohol or drugs of a close friend or family member (11)						
Experienced + negative work impact						
Experienced + not impact work						
Not experienced						

	N	Mean/%	Faculty	Staff	Role Administrator	sig	TT	Faculty non-TT	sig	MP	Staff OS	sig
Q5.6 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?												
Discrimination outside of the workplace due to my own racial/ethnic, religious, or sexual orientation/identity (12)	2657					***						
Experienced + negative work impact	58	3.3%	4%	2%	1%							
Experienced + not impact work	227	8.5%	11%	8%	5%							
Not experienced	2372	89.3%	85%	91%	94%							
Q5.8 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?												
Lack of interest in my work (1)	2645					*						*
Experienced + negative work impact	541	20.5%	21%	21%	17%					22%	17%	
Experienced + not impact work	884	33.4%	29%	35%	31%					35%	35%	
Not experienced	1220	46.1%	50%	44%	52%					42%	48%	
Lack of tools and resources to perform functions of my job (2)	2641					***						
Experienced + negative work impact	555	21.0%	26%	19%	21%							
Experienced + not impact work	516	19.5%	21%	19%	17%							
Not experienced	1570	59.4%	53%	62%	63%							
Being asked to take on extra duties beyond my position description (10)	2647					***			**			*
Experienced + negative work impact	660	24.9%	29%	23%	24%		34%	24%		25%	20%	
Experienced + not impact work	971	36.7%	27%	41%	34%		24%	30%		41%	41%	
Not experienced	1016	38.4%	44%	36%	42%		42%	46%		34%	40%	
Hostile relationship in my personal life (3)	2648											
Experienced + negative work impact	77	2.9%										
Experienced + not impact work	152	5.7%										
Not experienced	2419	91.4%										
Hostile relationship with coworker(s) (4)	2646											
Experienced + negative work impact	260	9.8%										
Experienced + not impact work	307	11.6%										
Not experienced	2079	78.6%										
Hostile relationship with supervisor(s) (5)	2643											
Experienced + negative work impact	211	8.0%										
Experienced + not impact work	190	7.2%										
Not experienced	2242	84.8%										
Stressful environment within my department/unit (6)	2645					*			**			
Experienced + negative work impact	548	20.7%	21%	20%	26%		25%	16%				
Experienced + not impact work	724	27.4%	23%	29%	32%		24%	23%				
Not experienced	1373	51.9%	56%	51%	42%		51%	61%				
Lack of supervisory or management support (7)	2645											
Experienced + negative work impact	446	16.9%										
Experienced + not impact work	433	16.4%										
Not experienced	1766	66.8%										
Discrimination within the workplace due to my own racial/ethnic, religious, or sexual orientation/identity (8)	2635					***			*			
Experienced + negative work impact	96	3.7%	6%	3%	4%		8%	4%				
Experienced + not impact work	132	5.0%	6%	5%	6%		7%	5%				
Not experienced	2407	91.3%	88%	93%	90%		85%	91%				

	Remote status			Years at UNL			sig	Location			sig
	No	Yes	sig	<5	5-19	20+		City	East	Offsite	
Q5.6 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?											
Discrimination outside of the workplace due to my own racial/ethnic, religious, or sexual orientation/identity (12)							**				
Experienced + negative work impact				2%	2%	1%					
Experienced + not impact work				10%	9%	4%					
Not experienced				88%	89%	94%					
Q5.8 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?											
Lack of interest in my work (1)			*				***				
Experienced + negative work impact	23%	20%		22%	22%	13%					
Experienced + not impact work	35%	32%		30%	37%	33%					
Not experienced	43%	48%		48%	41%	54%					
Lack of tools and resources to perform functions of my job (2)							***				
Experienced + negative work impact				22%	23%	14%					
Experienced + not impact work				18%	19%	22%					
Not experienced				60%	57%	64%					
Being asked to take on extra duties beyond my position description (10)			**				***				
Experienced + negative work impact	27%	24%		22%	30%	20%					
Experienced + not impact work	39%	35%		32%	38%	42%					
Not experienced	34%	41%		46%	32%	38%					
Hostile relationship in my personal life (3)											
Experienced + negative work impact											
Experienced + not impact work											
Not experienced											
Hostile relationship with coworker(s) (4)			***				***				*
Experienced + negative work impact	11%	9%		10%	11%	6%		10%	7%	11%	
Experienced + not impact work	14%	10%		9%	13%	12%		11%	12%	17%	
Not experienced	75%	81%		81%	75%	82%		79%	82%	72%	
Hostile relationship with supervisor(s) (5)			***				*				*
Experienced + negative work impact	10%	6%		7%	9%	7%		9%	5%	9%	
Experienced + not impact work	10%	5%		6%	9%	7%		8%	5%	6%	
Not experienced	80%	88%		87%	83%	86%		83%	90%	85%	
Stressful environment within my department/unit (6)			***				***				***
Experienced + negative work impact	24%	19%		20%	24%	15%		23%	14%	16%	
Experienced + not impact work	30%	26%		22%	31%	30%		28%	23%	31%	
Not experienced	46%	55%		58%	45%	55%		49%	64%	52%	
Lack of supervisory or management support (7)			***				***				*
Experienced + negative work impact	21%	14%		17%	19%	12%		18%	12%	13%	
Experienced + not impact work	20%	14%		13%	18%	22%		16%	17%	19%	
Not experienced	60%	71%		71%	63%	67%		66%	71%	68%	
Discrimination within the workplace due to my own racial/ethnic, religious, or sexual orientation/identity (8)							*				
Experienced + negative work impact				3%	5%	2%					
Experienced + not impact work				5%	6%	4%					
Not experienced				92%	89%	94%					

	Temp/Perm		sig	FTE		sig	Number of supervisees			sig
	Temp	Perm		<1.0	1.0		None	1-5	6+	
Q5.6 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?										
Discrimination outside of the workplace due to my own racial/ethnic, religious, or sexual orientation/identity (12)										
Experienced + negative work impact										
Experienced + not impact work										
Not experienced										
Q5.8 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?										
Lack of interest in my work (1)										
Experienced + negative work impact										
Experienced + not impact work										
Not experienced										
Lack of tools and resources to perform functions of my job (2)										
Experienced + negative work impact										
Experienced + not impact work										
Not experienced										
Being asked to take on extra duties beyond my position description (10)										
Experienced + negative work impact										
Experienced + not impact work										
Not experienced										
Hostile relationship in my personal life (3)										
Experienced + negative work impact										
Experienced + not impact work										
Not experienced										
Hostile relationship with coworker(s) (4)										
Experienced + negative work impact										
Experienced + not impact work										
Not experienced										
Hostile relationship with supervisor(s) (5)										
Experienced + negative work impact										
Experienced + not impact work										
Not experienced										
Stressful environment within my department/unit (6)										
Experienced + negative work impact										
Experienced + not impact work										
Not experienced										
Lack of supervisory or management support (7)										
Experienced + negative work impact										
Experienced + not impact work										
Not experienced										
Discrimination within the workplace due to my own racial/ethnic, religious, or sexual orientation/identity (8)										
Experienced + negative work impact										
Experienced + not impact work										
Not experienced										

	Sex		sig	Age					sig
	Male	Female		<30	30-39	40-49	50-59	60+	
Q5.6 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?									
Discrimination outside of the workplace due to my own racial/ethnic, religious, or sexual orientation/identity (12)									
Experienced + negative work impact									
Experienced + not impact work									
Not experienced									
Q5.8 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?									
Lack of interest in my work (1)			*					***	
Experienced + negative work impact	20%	21%		32%	26%	23%	12%	11%	
Experienced + not impact work	31%	35%		35%	37%	33%	34%	27%	
Not experienced	49%	44%		34%	37%	44%	53%	61%	
Lack of tools and resources to perform functions of my job (2)								***	
Experienced + negative work impact				27%	25%	25%	15%	14%	
Experienced + not impact work				16%	19%	21%	19%	22%	
Not experienced				58%	56%	54%	66%	64%	
Being asked to take on extra duties beyond my position description (10)			**					***	
Experienced + negative work impact	22%	27%		27%	30%	33%	19%	15%	
Experienced + not impact work	35%	38%		36%	33%	34%	43%	38%	
Not experienced	42%	36%		37%	37%	34%	38%	47%	
Hostile relationship in my personal life (3)								**	
Experienced + negative work impact				5%	3%	3%	2%	1%	
Experienced + not impact work				9%	5%	5%	5%	6%	
Not experienced				86%	91%	91%	93%	93%	
Hostile relationship with coworker(s) (4)			**					***	
Experienced + negative work impact	7%	11%		11%	12%	12%	8%	5%	
Experienced + not impact work	12%	12%		8%	11%	14%	13%	11%	
Not experienced	81%	77%		81%	77%	74%	80%	84%	
Hostile relationship with supervisor(s) (5)								*	
Experienced + negative work impact				9%	9%	10%	7%	4%	
Experienced + not impact work				7%	6%	7%	9%	8%	
Not experienced				84%	86%	83%	84%	88%	
Stressful environment within my department/unit (6)								***	
Experienced + negative work impact				24%	24%	25%	19%	10%	
Experienced + not impact work				18%	27%	31%	29%	28%	
Not experienced				57%	49%	44%	53%	62%	
Lack of supervisory or management support (7)								***	
Experienced + negative work impact				21%	20%	19%	14%	10%	
Experienced + not impact work				13%	12%	20%	19%	17%	
Not experienced				66%	68%	61%	67%	73%	
Discrimination within the workplace due to my own racial/ethnic, religious, or sexual orientation/identity (8)								*	
Experienced + negative work impact				4%	3%	5%	4%	2%	
Experienced + not impact work				4%	4%	6%	6%	3%	
Not experienced				92%	92%	89%	90%	95%	

	Race		sig	Caregiver		sig	Disability		sig
	White	Nonwhite		No	Yes		No	Yes	
Q5.6 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?									
Discrimination outside of the workplace due to my own racial/ethnic, religious, or sexual orientation/identity (12)			***						
Experienced + negative work impact	1%		7%						
Experienced + not impact work	5%		28%						
Not experienced	93%		65%						
Q5.8 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?									
Lack of interest in my work (1)			**			***			***
Experienced + negative work impact	21%	17%		15%	21%		20%	33%	
Experienced + not impact work	34%	29%		31%	33%		33%	36%	
Not experienced	45%	53%		54%	46%		47%	31%	
Lack of tools and resources to perform functions of my job (2)						*			***
Experienced + negative work impact				17%	22%		20%	38%	
Experienced + not impact work				19%	20%		19%	23%	
Not experienced				64%	58%		61%	40%	
Being asked to take on extra duties beyond my position description (10)			***			***			***
Experienced + negative work impact	26%	19%		19%	27%		24%	41%	
Experienced + not impact work	38%	29%		39%	37%		37%	34%	
Not experienced	36%	51%		42%	36%		39%	26%	
Hostile relationship in my personal life (3)						***			***
Experienced + negative work impact				1%	4%		3%	7%	
Experienced + not impact work				6%	6%		5%	10%	
Not experienced				93%	90%		92%	82%	
Hostile relationship with coworker(s) (4)						*			***
Experienced + negative work impact				7%	12%		9%	17%	
Experienced + not impact work				12%	12%		11%	15%	
Not experienced				80%	77%		79%	68%	
Hostile relationship with supervisor(s) (5)						**			***
Experienced + negative work impact				5%	9%		7%	15%	
Experienced + not impact work				9%	7%		7%	11%	
Not experienced				86%	84%		86%	74%	
Stressful environment within my department/unit (6)			***			**			***
Experienced + negative work impact	21%	18%		17%	22%		20%	36%	
Experienced + not impact work	29%	20%		25%	28%		27%	27%	
Not experienced	50%	61%		57%	50%		53%	37%	
Lack of supervisory or management support (7)						*			***
Experienced + negative work impact				14%	19%		16%	33%	
Experienced + not impact work				18%	16%		16%	21%	
Not experienced				68%	66%		68%	46%	
Discrimination within the workplace due to my own racial/ethnic, religious, or sexual orientation/identity (8)			***						***
Experienced + negative work impact	3%	8%					3%	10%	
Experienced + not impact work	4%	14%					5%	7%	
Not experienced	93%	79%					92%	83%	

	Gender minority			SO Minority			First generation			Poor/Working Class		
	No	Yes	sig	No	Yes	sig	No	Yes	sig	No	Yes	sig
Q5.6 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?												
Discrimination outside of the workplace due to my own racial/ethnic, religious, or sexual orientation/identity (12)			***						***			***
Experienced + negative work impact	2%	4%					2%	4%		2%	4%	
Experienced + not impact work	7%	13%					8%	13%		8%	14%	
Not experienced	91%	83%					91%	83%		91%	82%	
Q5.8 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?												
Lack of interest in my work (1)			***			***			**			***
Experienced + negative work impact	19%	27%		20%	32%		20%	24%		19%	28%	
Experienced + not impact work	33%	35%		33%	38%		33%	36%		33%	36%	
Not experienced	48%	38%		47%	30%		48%	40%		48%	36%	
Lack of tools and resources to perform functions of my job (2)			***			***			***			**
Experienced + negative work impact	18%	32%		20%	35%		19%	28%		20%	26%	
Experienced + not impact work	20%	19%		19%	21%		19%	22%		19%	21%	
Not experienced	63%	49%		61%	44%		62%	50%		61%	53%	
Being asked to take on extra duties beyond my position description (10)			***			***			***			***
Experienced + negative work impact	22%	36%		24%	39%		23%	33%		23%	32%	
Experienced + not impact work	37%	37%		37%	28%		37%	35%		36%	38%	
Not experienced	41%	28%		39%	33%		40%	32%		40%	30%	
Hostile relationship in my personal life (3)			*			**			***			***
Experienced + negative work impact	3%	4%		3%	6%		2%	5%		2%	5%	
Experienced + not impact work	5%	8%		5%	10%		5%	8%		5%	11%	
Not experienced	92%	88%		92%	84%		92%	87%		93%	84%	
Hostile relationship with coworker(s) (4)			***									***
Experienced + negative work impact	8%	15%								9%	14%	
Experienced + not impact work	11%	13%								11%	13%	
Not experienced	80%	72%								80%	72%	
Hostile relationship with supervisor(s) (5)						*						***
Experienced + negative work impact				8%	13%					7%	13%	
Experienced + not impact work				7%	6%					7%	10%	
Not experienced				85%	81%					86%	77%	
Stressful environment within my department/unit (6)			***			***			**			***
Experienced + negative work impact	18%	29%		20%	32%		19%	25%		20%	25%	
Experienced + not impact work	27%	28%		27%	30%		27%	27%		26%	33%	
Not experienced	54%	43%		53%	39%		53%	48%		54%	41%	
Lack of supervisory or management support (7)			***			***			*			***
Experienced + negative work impact	15%	22%		16%	28%		16%	21%		16%	22%	
Experienced + not impact work	16%	19%		17%	13%		16%	17%		16%	19%	
Not experienced	69%	59%		67%	60%		68%	63%		68%	59%	
Discrimination within the workplace due to my own racial/ethnic, religious, or sexual orientation/identity (8)			***			***			**			***
Experienced + negative work impact	3%	7%		3%	10%		3%	5%		3%	6%	
Experienced + not impact work	4%	8%		5%	11%		4%	7%		5%	7%	
Not experienced	93%	85%		92%	79%		92%	88%		92%	86%	

	Racial/ethnic minority			Religious minority		
	No	Yes	sig	No	Yes	sig
Q5.6 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?						
Discrimination outside of the workplace due to my own racial/ethnic, religious, or sexual orientation/identity (12)						***
Experienced + negative work impact				2%	6%	
Experienced + not impact work				8%	19%	
Not experienced				91%	75%	
Q5.8 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?						
Lack of interest in my work (1)						*
Experienced + negative work impact				20%	28%	
Experienced + not impact work				33%	32%	
Not experienced				47%	40%	
Lack of tools and resources to perform functions of my job (2)						*
Experienced + negative work impact				20%	27%	
Experienced + not impact work				19%	19%	
Not experienced				60%	53%	
Being asked to take on extra duties beyond my position description (10)			*			
Experienced + negative work impact	25%	23%				
Experienced + not impact work	37%	32%				
Not experienced	38%	45%				
Hostile relationship in my personal life (3)						
Experienced + negative work impact						
Experienced + not impact work						
Not experienced						
Hostile relationship with coworker(s) (4)						
Experienced + negative work impact						
Experienced + not impact work						
Not experienced						
Hostile relationship with supervisor(s) (5)						*
Experienced + negative work impact				8%	12%	
Experienced + not impact work				7%	8%	
Not experienced				85%	80%	
Stressful environment within my department/unit (6)						
Experienced + negative work impact						
Experienced + not impact work						
Not experienced						
Lack of supervisory or management support (7)						*
Experienced + negative work impact				16%	22%	
Experienced + not impact work				16%	19%	
Not experienced				67%	59%	
Discrimination within the workplace due to my own racial/ethnic, religious, or sexual orientation/identity (8)			***			***
Experienced + negative work impact	3%	10%		3%	8%	
Experienced + not impact work	3%	17%		4%	11%	
Not experienced	94%	73%		92%	81%	

	N	Mean/%	Role			sig	TT	Faculty		MP	Staff		sig	
			Faculty	Staff	Administrator			non-TT	OS					
Q5.8 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?														
Other, please specify: (9)														
Experienced + negative work impact	58	8.6%												
Experienced + not impact work	34	5.3%												
Not experienced	548	86.0%												
Q5.10 Past two years support scale	2613	3.6	3.5	3.6		3.8	**							
Q5.12 Since the start of 2020:														
My enjoyment in my job has... (1)	2648	2.7	2.6	2.7		2.7	*	2.5		2.7	*	2.7	2.8	**
My sense of purpose in my job has... (2)	2645	2.9												
Q5.14 Job satisfaction scale	2605	3.5	3.4	3.5		3.7	**							

	N	Remote status		sig	<5	Years at UNL		sig	Location			sig
		No	Yes			5-19	20+		City	East	Offsite	
Q5.8 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?												
Other, please specify: (9)												
Experienced + negative work impact												
Experienced + not impact work												
Not experienced												
Q5.10 Past two years support scale	3.4	3.7	***		3.6	3.5	3.6	***				
Q5.12 Since the start of 2020:												
My enjoyment in my job has... (1)	2.5	2.8	***		2.9	2.5	2.7	***				
My sense of purpose in my job has... (2)	2.8	3.0	***		3.1	2.8	3.0	***				
Q5.14 Job satisfaction scale	3.3	3.6	***		3.5	3.4	3.5	***				

	N	Temp/Perm		sig	<1.0	FTE		sig	Number of supervisees			sig
		Temp	Perm			1.0	None		1-5	6+		
Q5.8 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?												
Other, please specify: (9)												
Experienced + negative work impact												
Experienced + not impact work												
Not experienced												
Q5.10 Past two years support scale	3.7	3.6	*		3.7	3.6	*					
Q5.12 Since the start of 2020:												
My enjoyment in my job has... (1)	3.1	2.7	***		2.9	2.7	*		2.8	2.7	2.6	**
My sense of purpose in my job has... (2)	3.3	2.9	**									
Q5.14 Job satisfaction scale	3.7	3.5	*									

	N	Sex			sig	<30	30-39	Age			sig
		Male	Female					40-49	50-59	60+	
Q5.8 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?											
Other, please specify: (9)											
Experienced + negative work impact											
Experienced + not impact work											
Not experienced											
Q5.10 Past two years support scale					3.6	3.5	3.5	3.6	3.7	**	
Q5.12 Since the start of 2020:											
My enjoyment in my job has... (1)	2.8	2.7	*								
My sense of purpose in my job has... (2)											
Q5.14 Job satisfaction scale					3.4	3.4	3.4	3.5	3.6	***	

	Race			Caregiver			Disability		
	White	Nonwhite	sig	No	Yes	sig	No	Yes	sig
Q5.8 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?									
Other, please specify: (9)									
Experienced + negative work impact									
Experienced + not impact work									
Not experienced									
Q5.10 Past two years support scale							3.6	3.2	***
Q5.12 Since the start of 2020:									
My enjoyment in my job has... (1)	2.7	2.8	**	2.9	2.7	***	2.7	2.4	***
My sense of purpose in my job has... (2)	2.9	3.1	***	3.0	2.9	*	3.0	2.6	***
Q5.14 Job satisfaction scale							3.5	3.1	***

	Gender minority			SO Minority			First generation			Poor/Working Class		
	No	Yes	sig	No	Yes	sig	No	Yes	sig	No	Yes	sig
Q5.8 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?												
Other, please specify: (9)												
Experienced + negative work impact												
Experienced + not impact work												
Not experienced												
Q5.10 Past two years support scale	3.6	3.5	***	3.6	3.4	***	3.6	3.4	***	3.6	3.3	***
Q5.12 Since the start of 2020:												
My enjoyment in my job has... (1)	2.8	2.5	***	2.7	2.4	***	2.7	2.6	***	2.7	2.5	***
My sense of purpose in my job has... (2)	3.0	2.8	***	3.0	2.7	**				3.0	2.7	***
Q5.14 Job satisfaction scale	3.5	3.3	***	3.5	3.2	***	3.5	3.4	***	3.5	3.2	***

	Racial/ethnic minority			Religious minority		
	No	Yes	sig	No	Yes	sig
Q5.8 Within the past two years, have any of the following negatively impacted your work performance and/or productivity?						
Other, please specify: (9)						
Experienced + negative work impact						
Experienced + not impact work						
Not experienced						
Q5.10 Past two years support scale					3.6	3.4 **
Q5.12 Since the start of 2020:						
My enjoyment in my job has... (1)						
My sense of purpose in my job has... (2)						
Q5.14 Job satisfaction scale		3.5	3.4 **		3.5	3.3 ***

Appendix D6: Frequencies and Means: Safety and Violence

	N	Mean/%	Role			sig	Faculty			Staff		
			Faculty	Staff	Administrator		TT	non-TT	sig	MP	OS	sig
Q6.2 My institution is concerned about my safety.	2620	3.9	3.8	3.9	4.1	*						
Q6.3 How safe do you feel... (very safe)												
...on City Campus? (daytime) (1)	2249	3.8								87.6%	82.6%	**
...in the community surrounding City Campus? (daytime) (2)	2198	3.7	74.5%	70.3%	83.0%	**						
...on East Campus? (daytime) (3)	1904	3.9								91.0%	85.8%	**
...in the community surrounding East Campus? (daytime) (4)	1842	3.7										
...in my office/work building? (daytime) (9)	2526	3.9	88.6%	87.9%	96.6%	*				89.5%	84.9%	**
...on City Campus? (nighttime) (5)	1987	3.3	51.7%	45.1%	59.3%	**						
...in the community surrounding City Campus? (nighttime) (6)	1995	3.0	40.2%	32.1%	42.9%	***	44.7%	34.3%	*			
...on East Campus? (nighttime) (7)	1637	3.3	51.3%	46.0%	59.7%	*						
...in the community surrounding East Campus? (nighttime) (8)	1600	3.1	41.7%	35.3%	45.2%	*						
...in my office/work building? (nighttime) (10)	2264	3.5	63.9%	61.4%	74.7%	*						
Q6.5 In the past two years, have you observed any of the following behaviors among your colleagues/coworkers?												
Ignoring phone calls or emails from coworkers (1)	2113	32.2%	41.9%	28.4%	36.5%	***	46.5%	37.0%	*	30.1%	24.9%	*
Silent treatment towards coworkers (2)	2240	29.6%										
Spreading gossip about coworkers (3)	2291	42.5%										
Coworkers are excluded from work-related social gatherings (4)	2070	18.0%										
Coworkers make insults about personal lives of others (5)	2262	19.9%	16.4%	21.2%	20.5%	*						
Coworkers display intimidating or humiliating behaviors toward others (6)	2335	21.1%										
Coworkers display discriminatory behavior toward others (e.g., racist or homophobic remarks) (12)	2288	12.0%	17.1%	9.9%	15.7%	***						
Coworkers are being ignored/ostracized by others (7)	2252	22.4%										
Coworkers experience verbal abuse in the workplace (8)	2317	13.6%	15.4%	12.5%	19.5%	*						
Coworkers experience physical abuse in the workplace (9)	2384	0.7%								0.2%	1.8%	***
Coworkers experience sexual abuse or harassment in the workplace (10)	2340	2.9%										
Misuse of authority within an organization for personal or financial gain (11)	2254	9.7%	13.1%	8.3%	11.2%	**						

	Remote status			<5	Years at UNL			sig	Location			sig
	No	Yes	sig		5-19	20+	City		East	Offsite		
Q6.2 My institution is concerned about my safety.	3.8	3.9	***									
Q6.3 How safe do you feel... (very safe)												
...on City Campus? (daytime) (1)												
...in the community surrounding City Campus? (daytime) (2)								73.0%	65.8%	59.2%	**	
...on East Campus? (daytime) (3)	87.1%	90.3%	*									
...in the community surrounding East Campus? (daytime) (4)				76.5%	70.5%	74.8%	*	75.0%	68.5%	64.4%	**	
...in my office/work building? (daytime) (9)								87.4%	92.6%	86.7%	**	
...on City Campus? (nighttime) (5)								48.9%	40.2%	43.6%	*	
...in the community surrounding City Campus? (nighttime) (6)												
...on East Campus? (nighttime) (7)												
...in the community surrounding East Campus? (nighttime) (8)												
...in my office/work building? (nighttime) (10)	65.9%	60.6%	*	65.9%	60.0%	62.4%	*					
Q6.5 In the past two years, have you observed any of the following behaviors among your colleagues/coworkers?												
Ignoring phone calls or emails from coworkers (1)				24.7%	39.6%	30.2%	***					
Silent treatment towards coworkers (2)	36.4%	25.3%	***	24.5%	36.4%	23.4%	***					
Spreading gossip about coworkers (3)	49.2%	38.2%	***	37.4%	48.6%	37.8%	***	43.5%	34.7%	46.9%	**	
Coworkers are excluded from work-related social gatherings (4)	22.7%	14.9%	***	14.0%	23.0%	14.4%	***					
Coworkers make insults about personal lives of others (5)	25.6%	16.5%	***	17.7%	23.9%	14.4%	***					
Coworkers display intimidating or humiliating behaviors toward others (6)	23.8%	19.2%	**	19.5%	24.3%	16.3%	***					
Coworkers display discriminatory behavior toward others (e.g., racist or homophobic remarks) (12)	13.9%	10.6%	*	11.9%	14.1%	6.7%	***					
Coworkers are being ignored/ostracized by others (7)	27.2%	19.1%	***	19.8%	26.9%	16.0%	***					
Coworkers experience verbal abuse in the workplace (8)				11.5%	16.9%	9.8%	***					
Coworkers experience physical abuse in the workplace (9)	1.1%	0.3%	*									
Coworkers experience sexual abuse or harassment in the workplace (10)								2.5%	5.1%	3.6%	*	
Misuse of authority within an organization for personal or financial gain (11)	11.6%	8.2%	**									

	Temp/Perm		sig	<1.0	FTE		Number of supervisees			sig
	Temp	Perm			1.0	sig	None	1-5	6+	
Q6.2 My institution is concerned about my safety.										
Q6.3 How safe do you feel... (very safe)										
...on City Campus? (daytime) (1)	93.6%	85.8%	*							
...in the community surrounding City Campus? (daytime) (2)										
...on East Campus? (daytime) (3)										
...in the community surrounding East Campus? (daytime) (4)										
...in my office/work building? (daytime) (9)										
...on City Campus? (nighttime) (5)				34.8%	48.1%	*	44.4%	46.2%	56.4%	***
...in the community surrounding City Campus? (nighttime) (6)				20.5%	35.3%	**	32.5%	34.3%	40.1%	*
...on East Campus? (nighttime) (7)				32.4%	48.6%	**	45.5%	47.6%	53.6%	*
...in the community surrounding East Campus? (nighttime) (8)				23.6%	37.8%	*				
...in my office/work building? (nighttime) (10)				44.4%	63.5%	***	59.0%	63.0%	70.3%	***
Q6.5 In the past two years, have you observed any of the following behaviors among your colleagues/coworkers?										
Ignoring phone calls or emails from coworkers (1)				22.8%	32.7%	*	26.5%	36.4%	39.0%	***
Silent treatment towards coworkers (2)	14.0%	30.2%	***	9.6%	30.6%	***	26.8%	29.9%	35.8%	**
Spreading gossip about coworkers (3)	26.7%	43.2%	**	20.2%	43.6%	***	37.9%	42.2%	54.0%	***
Coworkers are excluded from work-related social gatherings (4)	7.3%	18.5%	**	9.0%	18.5%	*	15.9%	18.6%	22.4%	*
Coworkers make insults about personal lives of others (5)	8.1%	20.4%	**	5.7%	20.6%	***	19.4%	17.7%	25.0%	**
Coworkers display intimidating or humiliating behaviors toward others (6)	12.2%	21.5%	*	11.7%	21.6%	*				
Coworkers display discriminatory behavior toward others (e.g., racist or homophobic remarks) (12)										
Coworkers are being ignored/ostracized by others (7)	11.6%	22.8%	*	8.5%	23.1%	***	19.9%	23.1%	27.2%	**
Coworkers experience verbal abuse in the workplace (8)				6.4%	13.9%	*				
Coworkers experience physical abuse in the workplace (9)										
Coworkers experience sexual abuse or harassment in the workplace (10)										
Misuse of authority within an organization for personal or financial gain (11)										

	Sex		sig	Age					sig
	Male	Female		<30	30-39	40-49	50-59	60+	
Q6.2 My institution is concerned about my safety.									
Q6.3 How safe do you feel... (very safe)									
...on City Campus? (daytime) (1)	90.2%	83.3%	***						
...in the community surrounding City Campus? (daytime) (2)	77.3%	68.2%	***						
...on East Campus? (daytime) (3)				86.2%	91.8%	90.7%	85.7%	90.7%	**
...in the community surrounding East Campus? (daytime) (4)	78.4%	70.1%	***						
...in my office/work building? (daytime) (9)	90.9%	86.8%	**	87.3%	91.6%	88.5%	85.4%	88.5%	*
...on City Campus? (nighttime) (5)	68.9%	31.6%	***	39.6%	48.6%	52.1%	46.9%	47.0%	*
...in the community surrounding City Campus? (nighttime) (6)	50.2%	23.2%	***	25.8%	35.5%	39.1%	34.6%	34.9%	**
...on East Campus? (nighttime) (7)	67.7%	33.0%	***						
...in the community surrounding East Campus? (nighttime) (8)	54.7%	24.1%	***						
...in my office/work building? (nighttime) (10)	81.1%	49.8%	***						
Q6.5 In the past two years, have you observed any of the following behaviors among your colleagues/coworkers?									
Ignoring phone calls or emails from coworkers (1)	28.4%	34.7%	**	21.9%	33.5%	37.0%	32.8%	31.3%	***
Silent treatment towards coworkers (2)	26.8%	31.4%	*	23.8%	30.6%	34.8%	29.3%	26.1%	***
Spreading gossip about coworkers (3)	39.2%	44.7%	*	41.0%	46.4%	46.4%	41.4%	33.6%	***
Coworkers are excluded from work-related social gatherings (4)	14.1%	20.6%	***	16.0%	19.2%	23.4%	17.1%	12.1%	***
Coworkers make insults about personal lives of others (5)	16.9%	21.8%	***	22.4%	21.2%	22.6%	18.2%	14.4%	*
Coworkers display intimidating or humiliating behaviors toward others (6)				19.5%	23.5%	23.5%	21.1%	15.4%	*
Coworkers display discriminatory behavior toward others (e.g., racist or homophobic remarks) (12)				12.9%	13.2%	14.9%	10.0%	8.2%	*
Coworkers are being ignored/ostracized by others (7)				20.5%	24.3%	26.5%	20.9%	17.6%	*
Coworkers experience verbal abuse in the workplace (8)				12.7%	16.0%	14.7%	13.6%	8.9%	*
Coworkers experience physical abuse in the workplace (9)									
Coworkers experience sexual abuse or harassment in the workplace (10)									
Misuse of authority within an organization for personal or financial gain (11)									

	Race		sig	Caregiver			Disability		
	White	Nonwhite		No	Yes	sig	No	Yes	sig
Q6.2 My institution is concerned about my safety.							3.9	3.6	*
Q6.3 How safe do you feel... (very safe)									
...on City Campus? (daytime) (1)							86.9%	75.5%	***
...in the community surrounding City Campus? (daytime) (2)							72.7%	59.0%	***
...on East Campus? (daytime) (3)	89.9%	84.4%	*						
...in the community surrounding East Campus? (daytime) (4)									
...in my office/work building? (daytime) (9)							89.0%	80.0%	***
...on City Campus? (nighttime) (5)				54.5%	46.2%	**			
...in the community surrounding City Campus? (nighttime) (6)				41.3%	33.0%	*	35.5%	24.3%	**
...on East Campus? (nighttime) (7)				55.1%	46.1%	*	48.6%	37.4%	*
...in the community surrounding East Campus? (nighttime) (8)				44.3%	35.3%	*	37.9%	25.5%	*
...in my office/work building? (nighttime) (10)				73.4%	58.4%	***	63.6%	49.3%	***
Q6.5 In the past two years, have you observed any of the following behaviors among your colleagues/coworkers?									
Ignoring phone calls or emails from coworkers (1)				29.8%	35.4%	*			
Silent treatment towards coworkers (2)							28.9%	38.9%	**
Spreading gossip about coworkers (3)	44.2%	31.9%	***						
Coworkers are excluded from work-related social gatherings (4)							17.0%	31.4%	***
Coworkers make insults about personal lives of others (5)									
Coworkers display intimidating or humiliating behaviors toward others (6)							20.1%	35.0%	***
Coworkers display discriminatory behavior toward others (e.g., racist or homophobic remarks) (12)	10.8%	19.3%	***				11.3%	21.1%	***
Coworkers are being ignored/ostracized by others (7)							21.3%	38.7%	***
Coworkers experience verbal abuse in the workplace (8)							12.5%	28.4%	***
Coworkers experience physical abuse in the workplace (9)									
Coworkers experience sexual abuse or harassment in the workplace (10)									
Misuse of authority within an organization for personal or financial gain (11)							9.3%	15.6%	*

	Gender minority			SO Minority			First generation			Poor/Working Class		
	No	Yes	sig	No	Yes	sig	No	Yes	sig	No	Yes	sig
Q6.2 My institution is concerned about my safety.				3.9	3.6	***				3.9	3.7	***
Q6.3 How safe do you feel... (very safe)												
...on City Campus? (daytime) (1)										87.5%	80.0%	***
...in the community surrounding City Campus? (daytime) (2)										73.1%	66.1%	**
...on East Campus? (daytime) (3)				89.6%	83.4%	*				90.8%	81.6%	***
...in the community surrounding East Campus? (daytime) (4)										74.6%	67.9%	*
...in my office/work building? (daytime) (9)	89.6%	84.2%	***				89.1%	85.8%	*	90.0%	81.3%	***
...on City Campus? (nighttime) (5)	52.1%	32.5%	***							49.5%	39.0%	***
...in the community surrounding City Campus? (nighttime) (6)	38.3%	23.0%	***							36.5%	26.9%	***
...on East Campus? (nighttime) (7)	52.0%	33.8%	***							49.6%	40.1%	**
...in the community surrounding East Campus? (nighttime) (8)	40.9%	24.0%	***							38.7%	30.2%	**
...in my office/work building? (nighttime) (10)	67.0%	47.8%	***				63.8%	58.5%	*	64.2%	55.8%	***
Q6.5 In the past two years, have you observed any of the following behaviors among your colleagues/coworkers?												
Ignoring phone calls or emails from coworkers (1)	29.3%	42.0%	***				30.4%	38.5%	***			
Silent treatment towards coworkers (2)	27.8%	35.7%	***				28.1%	35.0%	**	27.4%	39.2%	***
Spreading gossip about coworkers (3)	39.9%	51.5%	***							41.0%	49.1%	**
Coworkers are excluded from work-related social gatherings (4)	15.8%	25.7%	***				16.2%	24.3%	***			
Coworkers make insults about personal lives of others (5)	18.0%	26.2%	***	19.3%	26.7%	*				18.6%	25.6%	***
Coworkers display intimidating or humiliating behaviors toward others (6)	19.0%	28.3%	***				20.1%	24.6%	*			
Coworkers display discriminatory behavior toward others (e.g., racist or homophobic remarks) (12)	9.5%	20.5%	***	11.1%	22.9%	***	11.0%	15.4%	**			
Coworkers are being ignored/ostracized by others (7)	20.3%	29.8%	***	21.6%	32.5%	***	20.9%	28.0%	***	20.9%	29.3%	***
Coworkers experience verbal abuse in the workplace (8)	11.7%	20.1%	***	13.1%	18.7%	*				12.6%	18.0%	**
Coworkers experience physical abuse in the workplace (9)												
Coworkers experience sexual abuse or harassment in the workplace (10)	2.3%	5.2%	***	2.6%	6.4%	**	2.2%	5.7%	***			
Misuse of authority within an organization for personal or financial gain (11)	8.7%	13.3%	**	9.3%	14.9%	*						

	Racial/ethnic minority			Religious minority		
	No	Yes	sig	No	Yes	sig
Q6.2 My institution is concerned about my safety.				3.9	3.7	**
Q6.3 How safe do you feel... (very safe)						
...on City Campus? (daytime) (1)	86.9%	80.1%	**			
...in the community surrounding City Campus? (daytime) (2)						
...on East Campus? (daytime) (3)	90.1%	81.8%	***	89.8%	82.9%	**
...in the community surrounding East Campus? (daytime) (4)				74.3%	64.0%	**
...in my office/work building? (daytime) (9)	88.9%	84.8%	*	88.9%	84.1%	*
...on City Campus? (nighttime) (5)						
...in the community surrounding City Campus? (nighttime) (6)						
...on East Campus? (nighttime) (7)						
...in the community surrounding East Campus? (nighttime) (8)				38.0%	27.9%	*
...in my office/work building? (nighttime) (10)	63.5%	56.3%	*	63.8%	51.5%	***
Q6.5 In the past two years, have you observed any of the following behaviors among your colleagues/coworkers?						
Ignoring phone calls or emails from coworkers (1)				31.3%	41.1%	**
Silent treatment towards coworkers (2)				28.6%	39.1%	**
Spreading gossip about coworkers (3)						
Coworkers are excluded from work-related social gatherings (4)						
Coworkers make insults about personal lives of others (5)				19.0%	29.0%	***
Coworkers display intimidating or humiliating behaviors toward others (6)				20.2%	29.8%	***
Coworkers display discriminatory behavior toward others (e.g., racist or homophobic remarks) (12)	10.8%	21.9%	***	11.4%	17.6%	**
Coworkers are being ignored/ostracized by others (7)						
Coworkers experience verbal abuse in the workplace (8)				13.1%	18.4%	*
Coworkers experience physical abuse in the workplace (9)						
Coworkers experience sexual abuse or harassment in the workplace (10)						
Misuse of authority within an organization for personal or financial gain (11)				9.0%	17.1%	***

	N	Mean /%	Role			sig	TT	Faculty		sig	MP	Staff		sig
			Faculty	Staff	Administrator			non-TT	OS					
Q6.7 In the past two years, I have missed work due to being bullied in the workplace	2541	2.7%												
Q6.8 Please indicate the extent to which you disagree or agree with each of the following statements:														
My emotional/mental health (irritability, inability to concentrate, anxiety, depression, etc.) has been negatively affected due to being bullied at work. (1)	1818	1.8												
Strongly Agree	75	4.1%												
Agree	169	9.3%												
Neither agree or disagree	149	8.2%												
Disagree	281	15.5%												
Strongly Disagree	1144	62.9%												
My physical health (headaches, diarrhea, impaired immune system, diabetes, etc.) has been negatively affected due to being bullied at work. (2)	1809	1.6								1.5		1.7	**	
Strongly Agree	48	2.7%								1.7%		3.2%		
Agree	95	5.3%								4.5%		5.9%		
Neither agree or disagree	156	8.6%								8.4%		10.9%		
Disagree	319	17.6%								16.9%		19.3%		
Strongly Disagree	1191	65.8%								68.6%		60.8%		
My stress (social isolation, family issues, marriage/relationship issues, etc.) level has been increased due to being bullied at work. (3)	1813	1.7												
Strongly Agree	67	3.7%												
Agree	129	7.1%												
Neither agree or disagree	137	7.6%												
Disagree	305	16.8%												
Strongly Disagree	1175	64.8%												

	Remote status			<5	Years at UNL			Location		
	No	Yes	sig		5-19	20+	sig	City	East	Offsite
Q6.7 In the past two years, I have missed work due to being bullied in the workplace										
Q6.8 Please indicate the extent to which you disagree or agree with each of the following statements:										
My emotional/mental health (irritability, inability to concentrate, anxiety, depression, etc.) has been negatively affected due to being bullied at work. (1)	1.9	1.7	**	1.7	1.9	1.6	*			
Strongly Agree	4.0%	4.1%		3.7%	5.1%	2.6%				
Agree	10.7%	8.4%		8.1%	11.3%	7.0%				
Neither agree or disagree	9.8%	7.1%		8.2%	8.6%	7.3%				
Disagree	17.5%	13.6%		16.3%	14.1%	16.9%				
Strongly Disagree	58.0%	66.8%		63.7%	60.9%	66.2%				
My physical health (headaches, diarrhea, impaired immune system, diabetes, etc.) has been negatively affected due to being bullied at work. (2)	1.7	1.5	**	1.6	1.7	1.5	*			
Strongly Agree	2.6%	2.6%		3.1%	2.6%	1.7%				
Agree	6.1%	4.8%		4.8%	6.8%	2.6%				
Neither agree or disagree	10.6%	7.3%		7.6%	9.8%	7.9%				
Disagree	20.0%	15.3%		18.5%	16.4%	18.7%				
Strongly Disagree	60.7%	70.1%		65.9%	64.4%	69.1%				
My stress (social isolation, family issues, marriage/relationship issues, etc.) level has been increased due to being bullied at work. (3)	1.8	1.6	***	1.7	1.8	1.5				
Strongly Agree	3.4%	3.9%		4.0%	4.3%	1.8%	*			
Agree	8.5%	6.2%		6.4%	9.1%	3.8%				
Neither agree or disagree	9.5%	5.9%		7.7%	7.1%	8.2%				
Disagree	18.7%	15.1%		16.5%	16.6%	17.8%				
Strongly Disagree	59.8%	68.8%		65.3%	62.8%	68.4%				

	Temp/Perm			<1.0	FTE		Number of supervisees			
	Temp	Perm	sig		1.0	sig	None	1-5	6+	sig
Q6.7 In the past two years, I have missed work due to being bullied in the workplace										
Q6.8 Please indicate the extent to which you disagree or agree with each of the following statements:										
My emotional/mental health (irritability, inability to concentrate, anxiety, depression, etc.) has been negatively affected due to being bullied at work. (1)										
Strongly Agree										
Agree										
Neither agree or disagree										
Disagree										
Strongly Disagree										
My physical health (headaches, diarrhea, impaired immune system, diabetes, etc.) has been negatively affected due to being bullied at work. (2)										
Strongly Agree										
Agree										
Neither agree or disagree										
Disagree										
Strongly Disagree										
My stress (social isolation, family issues, marriage/relationship issues, etc.) level has been increased due to being bullied at work. (3)										
Strongly Agree										
Agree										
Neither agree or disagree										
Disagree										
Strongly Disagree										

	Sex			Age					sig
	Male	Female	sig	<30	30-39	40-49	50-59	60+	
Q6.7 In the past two years, I have missed work due to being bullied in the workplace	1.1%	3.8%	***						
Q6.8 Please indicate the extent to which you disagree or agree with each of the following statements:									
My emotional/mental health (irritability, inability to concentrate, anxiety, depression, etc.) has been negatively affected due to being bullied at work. (1)	1.7	1.8	*	1.8	1.9	1.8	1.7	1.5	*
Strongly Agree	3.4%	4.6%		3.6%	4.4%	5.6%	3.5%	3.1%	
Agree	6.9%	11.0%		8.8%	11.9%	10.8%	8.7%	5.2%	
Neither agree or disagree	7.8%	8.5%		9.3%	9.2%	8.0%	9.3%	4.9%	
Disagree	15.3%	15.6%		19.1%	15.5%	13.3%	15.2%	16.4%	
Strongly Disagree	66.6%	60.3%		59.3%	59.1%	62.3%	63.3%	70.4%	
My physical health (headaches, diarrhea, impaired immune system, diabetes, etc.) has been negatively affected due to being bullied at work. (2)	1.5	1.7	**	1.6	1.7	1.7	1.6	1.5	**
Strongly Agree	2.3%	2.9%		3.1%	2.2%	4.7%	2.0%	1.2%	
Agree	3.0%	6.8%		3.7%	8.3%	4.9%	4.2%	4.3%	
Neither agree or disagree	8.2%	8.9%		8.4%	10.0%	8.5%	10.1%	5.2%	
Disagree	16.8%	18.2%		23.6%	17.2%	16.2%	17.2%	17.1%	
Strongly Disagree	69.7%	63.1%		61.3%	62.4%	65.6%	66.5%	72.2%	
My stress (social isolation, family issues, marriage/relationship issues, etc.) level has been increased due to being bullied at work. (3)	1.6	1.8	*	1.8	1.8	1.8	1.6	1.4	***
Strongly Agree	2.6%	4.5%		5.6%	4.6%	4.0%	3.1%	1.9%	
Agree	5.1%	8.5%		6.7%	9.9%	9.9%	6.1%	1.5%	
Neither agree or disagree	8.6%	6.8%		8.2%	9.2%	6.8%	7.9%	5.6%	
Disagree	15.4%	17.8%		17.9%	16.0%	16.2%	16.9%	18.0%	
Strongly Disagree	68.2%	62.4%		61.5%	60.3%	63.1%	66.0%	73.1%	

	Race			Caregiver			Disability		
	White	Nonwhite	sig	No	Yes	sig	No	Yes	sig
Q6.7 In the past two years, I have missed work due to being bullied in the workplace							2.4%	7.9%	***
Q6.8 Please indicate the extent to which you disagree or agree with each of the following statements:									
My emotional/mental health (irritability, inability to concentrate, anxiety, depression, etc.) has been negatively affected due to being bullied at work. (1)				1.6	1.8	*	1.7	2.4	***
Strongly Agree				3.6%	4.7%		3.6%	11.2%	
Agree				6.3%	10.7%		8.5%	18.4%	
Neither agree or disagree				7.2%	7.8%		8.1%	10.4%	
Disagree				16.0%	14.3%		15.5%	14.4%	
Strongly Disagree				66.9%	62.6%		64.3%	45.6%	
My physical health (headaches, diarrhea, impaired immune system, diabetes, etc.) has been negatively affected due to being bullied at work. (2)				1.5	1.6	***	1.6	2.2	***
Strongly Agree				2.9%	2.6%		2.3%	8.1%	
Agree				1.6%	6.9%		4.6%	13.7%	
Neither agree or disagree				7.7%	8.2%		8.2%	13.7%	
Disagree				18.3%	16.6%		17.8%	14.5%	
Strongly Disagree				69.5%	65.6%		67.1%	50.0%	
My stress (social isolation, family issues, marriage/relationship issues, etc.) level has been increased due to being bullied at work. (3)				1.6	1.7	***	1.6	2.2	***
Strongly Agree				3.4%	4.1%		3.4%	8.0%	
Agree				4.8%	8.5%		6.3%	17.6%	
Neither agree or disagree				6.6%	7.1%		7.4%	10.4%	
Disagree				15.6%	16.1%		16.8%	16.8%	
Strongly Disagree				69.7%	64.3%		66.2%	47.2%	

	Gender minority			SO Minority			First generation			Poor/Working Class		
	No	Yes	sig	No	Yes	sig	No	Yes	sig	No	Yes	sig
Q6.7 In the past two years, I have missed work due to being bullied in the workplace	2.1%	4.9%	***				2.4%	4.1%	*	2.2%	5.1%	***
Q6.8 Please indicate the extent to which you disagree or agree with each of the following statements:												
My emotional/mental health (irritability, inability to concentrate, anxiety, depression, etc.) has been negatively affected due to being bullied at work. (1)	1.7	2.0	***	1.7	2.2	***	1.7	1.9	*	1.7	2.0	***
Strongly Agree	3.5%	6.4%		3.8%	9.5%		4.0%	4.7%		3.8%	5.6%	
Agree	7.7%	14.5%		8.8%	14.7%		8.2%	12.9%		8.4%	12.5%	
Neither agree or disagree	8.4%	7.6%		8.2%	8.6%		8.5%	7.1%		7.7%	10.7%	
Disagree	15.2%	16.3%		15.2%	19.0%		15.2%	16.4%		14.7%	19.0%	
Strongly Disagree	65.1%	55.2%		64.0%	48.3%		64.1%	58.8%		65.4%	52.2%	
My physical health (headaches, diarrhea, impaired immune system, diabetes, etc.) has been negatively affected due to being bullied at work. (2)	1.6	1.8	***	1.6	2.0	**	1.6	1.7	*	1.6	1.9	***
Strongly Agree	2.1%	4.8%		2.4%	6.9%		2.3%	4.0%		2.3%	4.4%	
Agree	4.5%	7.9%		4.9%	9.5%		5.1%	5.6%		4.4%	8.6%	
Neither agree or disagree	8.4%	9.4%		8.5%	9.5%		8.3%	9.8%		7.8%	12.1%	
Disagree	17.2%	19.0%		17.3%	21.6%		17.1%	19.3%		16.8%	21.0%	
Strongly Disagree	67.9%	58.9%		66.8%	52.6%		67.1%	61.4%		68.7%	53.8%	
My stress (social isolation, family issues, marriage/relationship issues, etc.) level has been increased due to being bullied at work. (3)	1.6	1.9	***	1.7	2.1	***	1.7	1.8	*	1.6	1.9	***
Strongly Agree	3.0%	6.4%		3.3%	9.7%		3.2%	5.6%		3.3%	5.3%	
Agree	5.8%	11.5%		6.7%	11.5%		6.9%	7.7%		6.3%	10.4%	
Neither agree or disagree	7.9%	6.6%		7.6%	7.1%		7.6%	7.7%		7.1%	9.8%	
Disagree	16.3%	18.6%		16.7%	18.6%		16.5%	18.0%		15.7%	21.4%	
Strongly Disagree	67.1%	56.9%		65.7%	53.1%		65.9%	61.0%		67.6%	53.1%	

	Racial/ethnic minority			Religious minority		
	No	Yes	sig	No	Yes	sig
Q6.7 In the past two years, I have missed work due to being bullied in the workplace						
Q6.8 Please indicate the extent to which you disagree or agree with each of the following statements:						
My emotional/mental health (irritability, inability to concentrate, anxiety, depression, etc.) has been negatively affected due to being bullied at work. (1)	1.7	2.0	*	1.7	2.0	*
Strongly Agree	3.7%	8.0%		3.9%	6.1%	
Agree	9.2%	9.0%		9.0%	10.4%	
Neither agree or disagree	7.9%	10.6%		7.9%	11.7%	
Disagree	15.3%	16.6%		15.2%	18.4%	
Strongly Disagree	63.9%	55.8%		63.9%	53.4%	
My physical health (headaches, diarrhea, impaired immune system, diabetes, etc.) has been negatively affected due to being bullied at work. (2)				1.6	1.8	*
Strongly Agree				2.5%	4.4%	
Agree				5.1%	6.3%	
Neither agree or disagree				8.2%	12.5%	
Disagree				17.4%	19.4%	
Strongly Disagree				66.7%	57.5%	
My stress (social isolation, family issues, marriage/relationship issues, etc.) level has been increased due to being bullied at work. (3)	1.7	1.9	*	1.7	1.9	*
Strongly Agree	3.5%	5.6%		3.6%	4.9%	
Agree	6.7%	9.6%		6.9%	8.0%	
Neither agree or disagree	7.3%	9.6%		7.3%	10.5%	
Disagree	16.8%	16.8%		16.4%	20.4%	
Strongly Disagree	65.7%	58.4%		65.7%	56.2%	

Appendix D7: Frequencies and Means: Emotional and Mental Well-being

	N	Mean/%	Role			sig	TT	Faculty		MP	Staff	
			Faculty	Staff	Administrator			non-TT	sig		OS	sig
Q7.2 What are major sources of stress for you? (select all that apply)												
Family	2655	40.7%										
Friends	2655	6.9%	6.3%	7.4%	1.1%	*						
Work	2655	60.3%							58.1%	63.0%	*	
Social groups/activities	2655	9.2%										
Health	2655	31.0%										
Financial	2655	37.6%										
Time management	2655	39.5%										
Societal norms/events	2655	22.6%										
Other, please specify:	2655	5.6%										
Q7.4 How would you describe your mental health?	2628	2.8	2.8	2.8	3.0	**						
Poor	148	5.6%	5.3%	6.1%	0.0%							
Fair	716	27.2%	27.3%	27.3%	26.6%							
Good	1365	51.9%	50.3%	52.8%	46.8%							
Excellent	399	15.2%	17.0%	13.9%	26.6%							
Q7.5 How has your mental health changed, if at all, since the beginning of 2020?	2627	2.7							2.7	2.8	**	
Greatly deteriorated	139	5.3%							4.7%	5.2%		
Deteriorated	955	36.4%							38.5%	29.5%		
Has not changed	1166	44.4%							42.2%	50.2%		
Improved	325	12.4%							13.3%	12.7%		
Greatly improved	42	1.6%							1.3%	2.4%		
Q7.7 Life purpose scale	2610	4.0	4	3.9	4.1	**			4	3.9	***	
Q7.9 Isolation scale	2602	2.2	2.3	2.2	1.9	**						

	Remote status			<5	Years at UNL			sig	Location			sig
	No	Yes	sig		5-19	20+	City		East	Offsite		
Q7.2 What are major sources of stress for you? (select all that apply)												
Family												
Friends				8.3%	6.5%	4.8%	*					
Work	64.1%	57.2%	***									
Social groups/activities	10.6%	8.2%	*									
Health												
Financial	42.4%	33.4%	***									
Time management				42.3%	40.8%	30.3%	***					
Societal norms/events												
Other, please specify:												
Q7.4 How would you describe your mental health?	2.7	2.8	**	2.7	2.7	3.0	***	2.8	2.8	2.9	*	
Poor	7.5%	4.5%		7.2%	5.6%	2.3%		5.9%	4.8%	3.7%		
Fair	27.4%	27.1%		29.9%	29.3%	16.6%		28.3%	26.9%	18.9%		
Good	51.5%	52.0%		51.2%	50.9%	56.1%		50.8%	52.7%	59.5%		
Excellent	13.5%	16.4%		11.7%	14.2%	24.9%		14.9%	15.6%	17.9%		
Q7.5 How has your mental health changed, if at all, since the beginning of 2020?	2.6	2.7	**	2.7	2.6	2.8	***					
Greatly deteriorated	7.2%	4.1%		6.9%	5.0%	2.6%						
Deteriorated	35.8%	37.3%		35.3%	42.0%	24.7%						
Has not changed	45.8%	43.0%		39.2%	42.0%	61.4%						
Improved	10.2%	13.3%		16.1%	9.9%	10.4%						
Greatly improved	0.9%	2.3%		2.5%	1.1%	0.9%						
Q7.7 Life purpose scale	3.9	4	***	4	3.9	4	**					
Q7.9 Isolation scale	2.2	2.2	*	2.3	2.2	2.1	**					

	Temp/Perm			<1.0	FTE		Number of supervisees			sig	
	Temp	Perm	sig		1.0	sig	None	1-5	6+		
Q7.2 What are major sources of stress for you? (select all that apply)											
Family											
Friends											
Work											
Social groups/activities											
Health											
Financial	51.4%	37.0%	**								
Time management											
Societal norms/events											
Other, please specify:											
Q7.4 How would you describe your mental health?							2.7	2.8	2.9	**	
Poor							6.3%	5.0%	5.0%		
Fair							28.2%	26.4%	26.4%		
Good							52.6%	53.6%	47.2%		
Excellent							12.9%	15.0%	21.4%		
Q7.5 How has your mental health changed, if at all, since the beginning of 2020?											
Greatly deteriorated	2.9	2.7	**				2.7	2.7	2.6	*	
Deteriorated	8.4%	5.2%					5.5%	3.9%	7.1%		
Has not changed	26.2%	36.8%					34.9%	38.5%	36.4%		
Improved	37.4%	44.7%					44.5%	42.7%	47.0%		
Improved	23.4%	11.9%					13.4%	13.3%	8.3%		
Greatly improved	4.7%	1.5%					1.7%	1.6%	1.2%		
Q7.7 Life purpose scale					4.1	3.9	*	3.9	4	4	***
Q7.9 Isolation scale											

	Sex		sig	Age					sig
	Male	Female		<30	30-39	40-49	50-59	60+	
Q7.2 What are major sources of stress for you? (select all that apply)									
Family									
Friends									
Work									
Social groups/activities				13.3%	8.4%	10.6%	8.2%	6.9%	*
Health	27.5%	33.3%	**						
Financial				45.2%	37.1%	37.0%	38.6%	32.1%	**
Time management				44.6%	40.4%	39.9%	40.5%	32.4%	**
Societal norms/events									
Other, please specify:				8.7%	5.0%	4.3%	5.1%	6.5%	*
Q7.4 How would you describe your mental health?	2.8	2.7	**	2.4	2.6	2.7	3.0	3.1	***
Poor	6.2%	5.3%		15.1%	6.2%	5.9%	2.6%	1.6%	
Fair	24.5%	29.0%		36.9%	34.3%	32.2%	19.7%	13.4%	
Good	50.4%	52.9%		42.0%	50.7%	49.6%	56.8%	57.6%	
Excellent	19.0%	12.7%		6.0%	8.8%	12.4%	20.9%	27.3%	
Q7.5 How has your mental health changed, if at all, since the beginning of 2020?	2.7	2.7	**	2.6	2.7	2.6	2.8	2.9	***
Greatly deteriorated	5.3%	5.3%		9.7%	5.9%	6.9%	3.7%	1.1%	
Deteriorated	30.9%	39.9%		43.2%	42.5%	40.7%	30.4%	24.6%	
Has not changed	49.4%	41.1%		29.0%	34.7%	40.5%	53.7%	62.4%	
Improved	12.9%	12.0%		16.0%	14.4%	11.0%	10.4%	11.2%	
Greatly improved	1.4%	1.7%		2.1%	2.4%	0.9%	1.8%	0.7%	
Q7.7 Life purpose scale	3.9	4	**	3.9	3.9	3.9	4	4	**
Q7.9 Isolation scale				2.5	2.3	2.2	2.1	2	***

	Race		sig	No	Caregiver		sig	No	Disability	
	White	Nonwhite			Yes	sig			Yes	sig
Q7.2 What are major sources of stress for you? (select all that apply)										
Family				36.3%	42.0%	*				
Friends										
Work										
Social groups/activities										
Health								30.0%	42.7%	***
Financial										
Time management				34.9%	40.6%	*				
Societal norms/events										
Other, please specify:										
Q7.4 How would you describe your mental health?				3.0	2.7	***		2.8	2.3	***
Poor				4.2%	5.1%			4.9%	16.3%	
Fair				19.7%	30.5%			26.0%	43.8%	
Good				50.5%	52.3%			53.0%	37.1%	
Excellent				25.5%	12.1%			16.1%	2.8%	
Q7.5 How has your mental health changed, if at all, since the beginning of 2020?	2.7	2.8	***	2.8	2.6	***		2.7	2.5	***
Greatly deteriorated	5.2%	5.7%		2.8%	6.2%			4.6%	15.2%	
Deteriorated	37.5%	29.9%		27.2%	39.9%			36.0%	41.6%	
Has not changed	44.6%	43.4%		56.9%	40.8%			45.8%	25.3%	
Improved	11.4%	18.2%		11.3%	11.7%			12.1%	16.3%	
Greatly improved	1.4%	2.9%		1.8%	1.4%			1.6%	1.7%	
Q7.7 Life purpose scale	3.9	4	*					4	3.7	***
Q7.9 Isolation scale				2.1	2.2	**		2.2	2.7	***

	Gender minority			SO Minority			First generation			Poor/Working Class		
	No	Yes	sig	No	Yes	sig	No	Yes	sig	No	Yes	sig
Q7.2 What are major sources of stress for you? (select all that apply)												
Family												
Friends												
Work										59.1%	66.2%	**
Social groups/activities										8.6%	11.7%	*
Health												
Financial												
Time management							38.2%	44.5%	**	38.3%	45.2%	**
Societal norms/events												
Other, please specify:				5.2%	9.8%	**						
Q7.4 How would you describe your mental health?	2.8	2.6	***	2.8	2.4	***	2.8	2.6	***	2.8	2.5	***
Poor	5.2%	7.2%		5.0%	14.1%		5.3%	7.0%		4.8%	9.3%	
Fair	25.2%	34.4%		26.4%	38.5%		25.6%	33.4%		24.6%	39.3%	
Good	52.7%	49.1%		52.5%	44.3%		53.1%	47.7%		53.2%	46.3%	
Excellent	16.8%	9.3%		16.1%	3.1%		16.1%	11.9%		17.4%	5.1%	
Q7.5 How has your mental health changed, if at all, since the beginning of 2020?												
Greatly deteriorated	2.7	2.5	***	2.7	2.4	***	2.7	2.6	***	2.7	2.5	***
Deteriorated	4.4%	8.4%		4.6%	13.5%		4.8%	7.0%		4.2%	10.2%	
Has not changed	34.2%	44.0%		35.3%	49.7%		34.3%	44.0%		35.3%	41.1%	
Improved	47.4%	33.6%		46.3%	20.7%		47.0%	34.5%		46.3%	35.7%	
Greatly improved	12.3%	12.8%		12.3%	13.0%		12.2%	13.0%		12.6%	11.5%	
Q7.7 Life purpose scale	1.7%	1.2%		1.5%	3.1%		1.6%	1.4%		1.6%	1.5%	
Q7.9 Isolation scale	4		**	4	3.8	**	4			4	3.7	***
	2.2	2.4	***	2.2	2.6	***	2.2	2.4	***	2.2	2.5	***

	Racial/ethnic minority			Religious minority		
	No	Yes	sig	No	Yes	sig
Q7.2 What are major sources of stress for you? (select all that apply)						
Family						
Friends						
Work						
Social groups/activities				8.8%	12.9%	*
Health						
Financial						
Time management						
Societal norms/events						
Other, please specify:				5.3%	8.6%	*
Q7.4 How would you describe your mental health?				2.8	2.7	*
Poor				5.3%	9.5%	
Fair				26.9%	30.6%	
Good				52.7%	44.4%	
Excellent				15.2%	15.5%	
Q7.5 How has your mental health changed, if at all, since the beginning of 2020?						
Greatly deteriorated						
Deteriorated						
Has not changed						
Improved						
Greatly improved						
Q7.7 Life purpose scale						
Q7.9 Isolation scale				2.2	2.5	***

	N	Mean/%	Faculty	Staff	Role Administrator	sig	TT	Faculty non-TT	sig	MP	Staff OS	sig
Q7.11 To what extent have the following people or groups been valuable in providing support for you?												
Spouse or significant other (1)	2137	3.7										
Not at all valuable	61	2.9%										
Slightly valuable	82	3.8%										
Moderately valuable	258	12.1%										
Very valuable	1736	81.2%										
Friends (2)	2541	3.5										
Not at all valuable	37	1.5%										
Slightly valuable	234	9.2%										
Moderately valuable	787	31.1%										
Very valuable	1483	58.4%										
Psychologist, Therapist, or Psychiatrist not on campus (3)	725	3.0										
Not at all valuable	120	16.6%										
Slightly valuable	93	12.8%										
Moderately valuable	161	22.2%										
Very valuable	351	48.4%										
On-campus mental health services (4)	445	2.2										
Not at all valuable	195	43.8%										
Slightly valuable	63	14.2%										
Moderately valuable	102	22.9%										
Very valuable	85	19.1%										
Family (other than partner) (5)	2469	3.3										*
Not at all valuable	101	4.1%								4.3%	2.7%	
Slightly valuable	309	12.5%								13.1%	12.0%	
Moderately valuable	697	28.2%								29.3%	24.5%	
Very valuable	1362	55.2%								53.3%	60.8%	

	Remote status		sig	<5	Years at UNL		sig	Location			sig
	No	Yes			5-19	20+		City	East	Offsite	
Q7.11 To what extent have the following people or groups been valuable in providing support for you?											
Spouse or significant other (1)							*				
Not at all valuable				2.6%	2.8%	3.5%					
Slightly valuable				2.8%	4.4%	4.6%					
Moderately valuable				10.0%	13.4%	13.0%					
Very valuable				84.6%	79.4%	78.9%					
Friends (2)											
Not at all valuable											
Slightly valuable											
Moderately valuable											
Very valuable											
Psychologist, Therapist, or Psychiatrist not on campus (3)			**				***				*
Not at all valuable	20.3%	15.2%		11.4%	17.6%	30.0%		15.4%	21.4%	20.5%	
Slightly valuable	15.9%	11.2%		11.1%	14.6%	12.2%		12.4%	15.4%	13.6%	
Moderately valuable	19.6%	22.7%		22.9%	22.5%	18.9%		22.0%	27.4%	13.6%	
Very valuable	44.3%	50.9%		54.6%	45.3%	38.9%		50.1%	35.9%	52.3%	
On-campus mental health services (4)							*				
Not at all valuable				35.4%	47.5%	55.4%					
Slightly valuable				15.2%	14.4%	10.8%					
Moderately valuable				28.7%	18.8%	20.0%					
Very valuable				20.8%	19.3%	13.8%					
Family (other than partner) (5)							**				*
Not at all valuable				5.3%	3.6%	2.6%		4.3%	4.1%	1.7%	
Slightly valuable				13.1%	13.1%	9.7%		12.8%	12.6%	9.0%	
Moderately valuable				26.9%	30.8%	24.6%		27.9%	29.6%	26.6%	
Very valuable				54.7%	52.6%	63.0%		55.0%	53.6%	62.7%	

	Temp	Temp/Perm Perm	sig	<1.0	FTE 1.0	sig	None	Number of supervisees		
								1-5	6+	sig
Q7.11 To what extent have the following people or groups been valuable in providing support for you?										
Spouse or significant other (1)										
Not at all valuable										
Slightly valuable										
Moderately valuable										
Very valuable										
Friends (2)										
Not at all valuable										
Slightly valuable										
Moderately valuable										
Very valuable										
Psychologist, Therapist, or Psychiatrist not on campus (3)										
Not at all valuable										
Slightly valuable										
Moderately valuable										
Very valuable										
On-campus mental health services (4)										
Not at all valuable										
Slightly valuable										
Moderately valuable										
Very valuable										
Family (other than partner) (5)										
Not at all valuable										
Slightly valuable										
Moderately valuable										
Very valuable										

	Sex		sig	Age					sig
	Male	Female		<30	30-39	40-49	50-59	60+	
Q7.11 To what extent have the following people or groups been valuable in providing support for you?									
Spouse or significant other (1)			*						*
Not at all valuable	2.6%	3.0%		3.0%	2.2%	2.9%	2.8%	3.9%	
Slightly valuable	2.5%	4.8%		1.3%	3.5%	4.9%	4.1%	4.2%	
Moderately valuable	11.2%	12.6%		8.1%	10.2%	12.9%	14.1%	13.6%	
Very valuable	83.7%	79.6%		87.7%	84.1%	79.3%	79.0%	78.3%	
Friends (2)			***						*
Not at all valuable	2.0%	1.1%		0.9%	1.9%	1.6%	1.8%	0.5%	
Slightly valuable	11.1%	8.0%		10.2%	9.3%	12.2%	7.2%	7.2%	
Moderately valuable	36.8%	27.3%		29.2%	31.2%	32.0%	31.3%	30.0%	
Very valuable	50.1%	63.6%		59.7%	57.6%	54.2%	59.7%	62.3%	
Psychologist, Therapist, or Psychiatrist not on campus (3)			***						***
Not at all valuable	26.8%	10.5%		9.7%	8.6%	16.3%	23.9%	33.7%	
Slightly valuable	16.7%	10.5%		9.7%	14.4%	17.4%	9.2%	9.3%	
Moderately valuable	24.9%	20.6%		17.5%	22.5%	24.4%	20.4%	25.6%	
Very valuable	31.6%	58.3%		63.1%	54.5%	41.9%	46.5%	31.4%	
On-campus mental health services (4)									*
Not at all valuable				33.9%	33.6%	46.0%	53.8%	56.5%	
Slightly valuable				15.3%	17.6%	18.0%	7.5%	9.7%	
Moderately valuable				25.4%	26.7%	22.0%	18.3%	21.0%	
Very valuable				25.4%	22.1%	14.0%	20.4%	12.9%	
Family (other than partner) (5)			***						***
Not at all valuable	4.3%	4.0%		4.0%	5.1%	5.0%	3.8%	1.6%	
Slightly valuable	14.4%	11.3%		15.2%	14.1%	14.6%	8.7%	10.4%	
Moderately valuable	31.5%	26.2%		26.1%	31.4%	28.8%	27.4%	25.3%	
Very valuable	49.7%	58.6%		54.7%	49.4%	51.6%	60.1%	62.7%	

	Race		sig	No	Caregiver		sig	No	Disability		sig
	White	Nonwhite			Yes	sig			Yes	sig	
Q7.11 To what extent have the following people or groups been valuable in providing support for you?											
Spouse or significant other (1)											
Not at all valuable											
Slightly valuable											
Moderately valuable											
Very valuable											
Friends (2)											
Not at all valuable											
Slightly valuable											
Moderately valuable											
Very valuable											
Psychologist, Therapist, or Psychiatrist not on campus (3)											
Not at all valuable											
Slightly valuable											
Moderately valuable											
Very valuable											
On-campus mental health services (4)											
Not at all valuable											
Slightly valuable											
Moderately valuable											
Very valuable											
Family (other than partner) (5)											
Not at all valuable											
Slightly valuable											
Moderately valuable											
Very valuable											

	Gender minority			SO Minority		First generation			Poor/Working Class			
	No	Yes	sig	No	Yes	sig	No	Yes	sig	No	Yes	sig
Q7.11 To what extent have the following people or groups been valuable in providing support for you?												
Spouse or significant other (1)												***
Not at all valuable										2.2%	6.1%	
Slightly valuable										3.8%	4.3%	
Moderately valuable										12.1%	12.1%	
Very valuable										82.0%	77.5%	
Friends (2)												***
Not at all valuable										1.1%	3.1%	
Slightly valuable										8.7%	11.7%	
Moderately valuable										30.9%	31.5%	
Very valuable										59.3%	53.7%	
Psychologist, Therapist, or Psychiatrist not on campus (3)			***			***						
Not at all valuable	19.4%	8.8%		18.6%	4.0%							
Slightly valuable	13.5%	10.9%		12.3%	15.8%							
Moderately valuable	23.9%	17.6%		22.6%	19.8%							
Very valuable	43.2%	62.7%		46.5%	60.4%							
On-campus mental health services (4)												
Not at all valuable												
Slightly valuable												
Moderately valuable												
Very valuable												
Family (other than partner) (5)						***			***			***
Not at all valuable				3.5%	11.3%		3.4%	6.8%		3.6%	6.3%	
Slightly valuable				11.6%	24.7%		12.3%	13.6%		11.5%	17.1%	
Moderately valuable				28.1%	30.1%		27.9%	29.4%		28.1%	28.8%	
Very valuable				56.9%	33.9%		56.5%	50.3%		56.7%	47.9%	

	Racial/ethnic minority			Religious minority		
	No	Yes	sig	No	Yes	sig
Q7.11 To what extent have the following people or groups been valuable in providing support for you?						
Spouse or significant other (1)						
Friends (2)						
						*
				1.4%	2.2%	
				8.7%	14.4%	
				31.1%	29.7%	
				58.8%	53.7%	
Psychologist, Therapist, or Psychiatrist not on campus (3)						
On-campus mental health services (4)						
Family (other than partner) (5)						

	N	Mean/%	Faculty	Staff	Role Administrator	sig	TT	Faculty non-TT	sig	MP	Staff OS	sig
Q7.11 To what extent have the following people or groups been valuable in providing support for you?												
Colleague/coworker at this institution (6)	2431	3.2										
Not at all valuable	130	45.3%										
Slightly valuable	374	15.4%										
Moderately valuable	845	34.85										
Very valuable	1082	44.5%										
Colleague/coworker at another institution or partnering organization (7)	1381	3.0				*						
Not at all valuable	201	14.6%	10.9%	17.2%	10.8%							
Slightly valuable	207	15.0%	16.5%	14.6%	8.1%							
Moderately valuable	424	30.7%	31.1%	29.9%	36.5%							
Very valuable	549	39.85	41.4%	38.3%	44.6%							
Supervisor/Manager (8)	2434	2.8				***			**			
Not at all valuable	358	14.7%	18.4%	13.2%	17.0%		19.6%	17.2%				
Slightly valuable	504	20.7%	23.2%	20.0%	15.9%		27.0%	19.3%				
Moderately valuable	751	30.9%	31.9%	30.7%	27.3%		33.7%	30.1%				
Very valuable	821	33.7%	26.5%	36.2%	39.8%		19.6%	33.4%				
Staff members (outside of immediate colleagues) (9)	1998	2.8				***						
Not at all valuable	272	13.6%	16.8%	12.6%	7.6%							
Slightly valuable	461	23.1%	26.2%	22.2%	16.5%							
Moderately valuable	731	36.6%	34.4%	37.6%	35.4%							
Very valuable	534	26.7%	22.6%	27.6%	40.5%							
Professional membership organizations (10)	1389	2.3				***						*
Not at all valuable	450	32.4%	33.0%	33.2%	19.7%					31.9%	36.9%	
Slightly valuable	344	24.8%	27.8%	21.5%	35.5%					23.6%	15.7%	
Moderately valuable	346	24.9%	24.4%	26.1%	17.1%					26.9%	23.7%	
Very valuable	249	17.9%	14.8%	19.2%	27.6%					17.6%	23.7%	
Q7.13 Barriers to seeking mental health treatment scale	2577	2.7	2.7	2.7	2.4	***				2.7	2.8	*

Q7.11 To what extent have the following people or groups been valuable in providing support for you?	Remote status			Years at UNL			Location			sig	
	No	Yes	sig	<5	5-19	20+	sig	City	East		Offsite
Colleague/coworker at this institution (6)			**				*				**
Not at all valuable	6.3%	4.7%		5.8%	6.0%	2.7%		5.4%	6.1%	2.8%	
Slightly valuable	17.9%	13.8%		16.8%	15.4%	12.4%		15.3%	17.4%	9.7%	
Moderately valuable	35.3%	33.8%		34.9%	33.5%	37.8%		35.0%	36.1%	36.4%	
Very valuable	40.6%	47.6%		42.5%	45.1%	47.1%		44.3%	40.3%	51.1%	
Colleague/coworker at another institution or partnering organization (7)			*								
Not at all valuable	17.4%	13.4%									
Slightly valuable	16.8%	14.0%									
Moderately valuable	28.2%	31.7%									
Very valuable	37.7%	41.0%									
Supervisor/Manager (8)			***				*				
Not at all valuable	18.8%	11.8%		14.0%	15.7%	13.7%					
Slightly valuable	22.9%	19.6%		18.6%	22.6%	20.4%					
Moderately valuable	28.7%	31.8%		29.6%	31.2%	32.5%					
Very valuable	29.5%	36.9%		37.7%	30.5%	33.4%					
Staff members (outside of immediate colleagues) (9)			*				*				
Not at all valuable	15.0%	13.3%		14.1%	14.8%	9.8%					
Slightly valuable	24.9%	22.2%		24.2%	22.9%	21.3%					
Moderately valuable	36.0%	36.5%		35.8%	36.6%	38.1%					
Very valuable	24.1%	28.0%		25.9%	25.8%	30.8%					
Professional membership organizations (10)											**
Not at all valuable								31.8%	38.4%	20.0%	
Slightly valuable								23.7%	28.1%	26.4%	
Moderately valuable								26.1%	18.2%	32.7%	
Very valuable								18.3%	15.3%	20.9%	

	Temp/Perm		sig	<1.0	FTE	sig	None	Number of supervisees		sig
	Temp	Perm						1-5	6+	
Q7.11 To what extent have the following people or groups been valuable in providing support for you?										
Colleague/coworker at this institution (6)										
Not at all valuable										
Slightly valuable										
Moderately valuable										
Very valuable										
Colleague/coworker at another institution or partnering organization (7)										
Not at all valuable										
Slightly valuable										
Moderately valuable										
Very valuable										
Supervisor/Manager (8)										
Not at all valuable										
Slightly valuable										
Moderately valuable										
Very valuable										
Staff members (outside of immediate colleagues) (9)										
Not at all valuable										
Slightly valuable										
Moderately valuable										
Very valuable										
Professional membership organizations (10)										
Not at all valuable										
Slightly valuable										
Moderately valuable										
Very valuable										

	Sex		sig	Age					sig
	Male	Female		<30	30-39	40-49	50-59	60+	
Q7.11 To what extent have the following people or groups been valuable in providing support for you?									
Colleague/coworker at this institution (6)									

Not at all valuable	6.9%	4.4%							
Slightly valuable	18.5%	13.4%							
Moderately valuable	37.2%	33.2%							
Very valuable	37.3%	49.0%							
Colleague/coworker at another institution or partnering organization (7)									
			***						*
Not at all valuable	18.1%	11.8%		23.4%	12.6%	13.1%	13.7%	15.1%	
Slightly valuable	16.1%	14.1%		13.6%	17.9%	11.9%	14.0%	17.6%	
Moderately valuable	32.4%	29.4%		27.3%	32.2%	34.7%	28.0%	28.3%	
Very valuable	33.3%	44.7%		35.7%	37.3%	40.4%	44.2%	39.0%	
Supervisor/Manager (8)									
									*
Not at all valuable				14.9%	14.7%	17.1%	14.2%	12.1%	
Slightly valuable				22.1%	21.3%	22.4%	19.6%	17.8%	
Moderately valuable				29.0%	31.6%	29.7%	31.1%	32.4%	
Very valuable				34.0%	32.4%	30.8%	35.1%	37.7%	
Staff members (outside of immediate colleagues) (9)									
			*						***
Not at all valuable	16.5%	11.7%		18.9%	13.4%	16.1%	12.4%	8.4%	
Slightly valuable	23.9%	22.6%		25.9%	26.7%	22.0%	20.3%	20.7%	
Moderately valuable	34.8%	37.8%		35.0%	36.1%	36.8%	35.0%	40.6%	
Very valuable	24.9%	27.9%		20.2%	23.8%	25.1%	32.4%	30.3%	
Professional membership organizations (10)									
									*
Not at all valuable				42.8%	33.1%	32.0%	31.5%	26.8%	
Slightly valuable				22.1%	23.1%	29.8%	23.8%	23.4%	
Moderately valuable				22.8%	25.8%	21.2%	27.8%	26.0%	
Very valuable				12.4%	18.1%	16.9%	17.0%	23.8%	

	Race		sig	No	Caregiver		sig	No	Disability		sig
	White	Nonwhite			Yes	sig			Yes		
Q7.11 To what extent have the following people or groups been valuable in providing support for you?											
Colleague/coworker at this institution (6)											
Not at all valuable				5.2%	5.7%		*		4.8%	12.4%	***
Slightly valuable				13.9%	16.0%				14.9%	22.4%	
Moderately valuable				32.4%	35.9%				35.0%	31.8%	
Very valuable				48.5%	42.4%				45.2%	33.5%	
Colleague/coworker at another institution or partnering organization (7)											
Not at all valuable	15.6%	9.8%	*								
Slightly valuable	15.7%	11.8%									
Moderately valuable	30.1%	33.3%									
Very valuable	38.5%	45.1%									
Supervisor/Manager (8)											
Not at all valuable	15.1%	12.6%	***	14.4%	14.9%		*		13.6%	29.4%	***
Slightly valuable	21.7%	14.6%		18.8%	21.7%				20.3%	26.5%	
Moderately valuable	31.2%	28.7%		28.7%	32.5%				31.6%	21.8%	
Very valuable	32.0%	44.1%		38.1%	30.9%				34.5%	22.4%	
Staff members (outside of immediate colleagues) (9)											
Not at all valuable	14.0%	11.4%	**	12.7%	14.3%		**		12.4%	30.5%	***
Slightly valuable	24.2%	16.9%		18.1%	23.8%				22.7%	29.1%	
Moderately valuable	35.8%	40.7%		35.5%	37.2%				37.3%	27.7%	
Very valuable	26.0%	30.9%		33.6%	24.6%				27.6%	12.8%	
Professional membership organizations (10)											
Not at all valuable	34.7%	21.0%	***	30.8%	31.7%		***				
Slightly valuable	25.0%	23.6%		20.2%	26.3%						
Moderately valuable	23.7%	31.0%		22.8%	26.6%						
Very valuable	16.6%	24.5%		26.2%	15.3%						

	Gender minority			Sex.Orient. Minority			First generation			Poor/Working Class		
	No	Yes	sig	No	Yes	sig	No	Yes	sig	No	Yes	sig
Q7.11 To what extent have the following people or groups been valuable in providing support for you?												
Colleague/coworker at this institution (6)												***
Not at all valuable										5.1%	6.8%	
Slightly valuable										14.2%	21.0%	
Moderately valuable										34.9%	34.3%	
Very valuable										45.8%	38.0%	
Colleague/coworker at another institution or partnering organization (7)												***
Not at all valuable										13.1%	22.3%	
Slightly valuable										14.4%	18.3%	
Moderately valuable										31.7%	25.3%	
Very valuable										40.9%	34.1%	
Supervisor/Manager (8)			**			*						*
Not at all valuable	14.0%	17.5%		14.3%	20.4%					14.0%	18.5%	
Slightly valuable	19.7%	24.2%		20.3%	26.0%					20.2%	23.1%	
Moderately valuable	31.0%	30.9%		31.4%	25.4%					31.9%	26.6%	
Very valuable	35.3%	27.5%		34.0%	28.2%					34.0%	31.8%	
Staff members (outside of immediate colleagues) (9)			*			***						**
Not at all valuable	13.1%	15.7%		13.0%	21.2%					13.0%	16.9%	
Slightly valuable	22.3%	26.0%		22.5%	30.8%					22.2%	27.5%	
Moderately valuable	36.7%	36.4%		37.6%	24.0%					38.1%	30.1%	
Very valuable	28.0%	21.9%		26.8%	24.0%					26.8%	25.6%	
Professional membership organizations (10)						*						*
Not at all valuable				31.3%	46.7%					30.7%	42.2%	
Slightly valuable				25.1%	20.0%					25.4%	20.9%	
Moderately valuable				25.2%	21.9%					25.5%	21.8%	
Very valuable				18.4%	11.4%					18.4%	15.0%	
Q7.13 Barriers to seeking mental health treatment scale	2.7	2.8	**				2.7	2.8	**	2.7	3	***

	Racial/ethnic minority			Religious minority		sig
	No	Yes	sig	No	Yes	
Q7.11 To what extent have the following people or groups been valuable in providing support for you?						
Colleague/coworker at this institution (6)						*
Not at all valuable				4.9%	9.5%	
Slightly valuable				15.2%	18.1%	
Moderately valuable				34.8%	34.4%	
Very valuable				45.1%	38.0%	
Colleague/coworker at another institution or partnering organization (7)						
Not at all valuable						
Slightly valuable						
Moderately valuable						
Very valuable						
Supervisor/Manager (8)						***
Not at all valuable				13.8%	24.4%	
Slightly valuable				20.7%	21.3%	
Moderately valuable				31.0%	30.3%	
Very valuable				34.6%	24.0%	
Staff members (outside of immediate colleagues) (9)						*
Not at all valuable				13.1%	19.1%	
Slightly valuable				22.7%	27.3%	
Moderately valuable				37.4%	29.4%	
Very valuable				26.8%	24.2%	
Professional membership organizations (10)						
Not at all valuable						
Slightly valuable						
Moderately valuable						
Very valuable						
Q7.13 Barriers to seeking mental health treatment scale	2.7	2.9	***	2.7	2.8	**

Appendix E: Job Satisfaction by Unit

	N	%
Business & Finance	242	77%
City Campus	62	79%
Office of the Chancellor	155	77%
Office of the Executive Vice Chancellor	1427	75%
Office of the Vice Chancellor for Agriculture and Natural Resources	591	80%
University of Nebraska - Lincoln	36	89%

	N	%
Academic Services & Enrollment Management	76	84%
Agricultural Research Division	35	77%
Athletics	84	81%
College of Agricultural Sciences and Natural Resources	319	78%
College of Arts & Sciences	326	71%
College of Business	81	84%
College of Education & Human Sciences	98	81%
College of Engineering	117	72%
College of Journalism & Mass Communications	27	82%
College of Law	38	74%
Cooperative Extension Division	148	81%
Facilities Management & Planning	136	74%
Financial Services	20	90%
Hixson-Lied Fine & Performing Arts	52	73%
IANR Finance & Personnel Office	49	84%
Nebraska Forest Service	22	96%
Research & Economic Development	156	76%
Student Affairs	232	70%
Undergraduate Education and Student Success	29	86%
University Libraries	63	78%
University Police	22	73%
University Services	47	77%
University Television	47	79%

	N	%
Admissions	30	73%
Agricultural Economics	20	85%
Agronomy and Horticulture	46	74%
Animal Science	29	86%
Biochemistry	24	75%
Biological Systems Engineering	28	79%
Building Systems Maintenance	43	79%
Campus Recreation	29	76%
Center on Children Families & the Law	32	84%
Chemistry	21	67%
College of Education & Human Sciences	47	79%
Custodial Services	42	76%
Eastern Nebraska Research & Extension Center	37	81%
English	25	84%
Food Science and Technology	36	69%
Glenn Korff School of Music	27	89%
Nebraska Union	30	60%
Physics & Astronomy	20	80%
Psychology	25	76%
School of Biological Sciences	29	69%
School of Natural Resources	44	75%
School of Veterinary Medicine and Biomedical Sciences	40	75%
Special Education and Communication Disorders	30	70%
University Housing	97	68%
University Press	34	79%
Utility Services	25	60%
West Central Research & Extension Center	53	87%