

# 2021 Staff & Faculty Climate Report

## Executive Summary

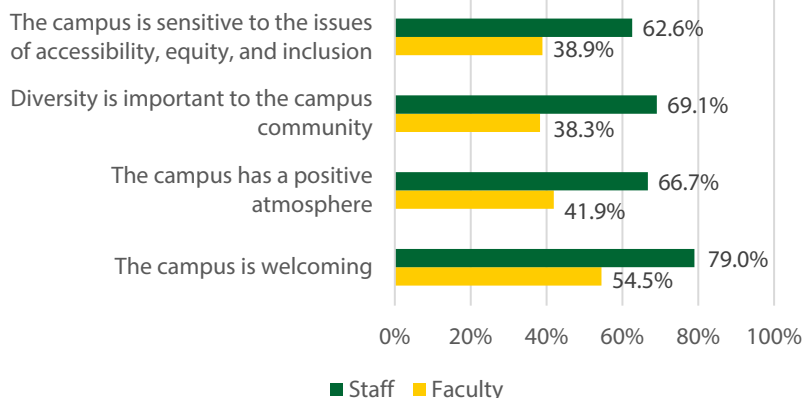
Office of the Vice Provost for Faculty Affairs & Equity • Office of Institutional Research & Analysis

The current report explores staff and faculty perceptions regarding various facets of climate at NDSU, both on-campus as well as within departments. A total of 486 participants, including 311 staff members and 175 faculty, completed a survey in November 2021. The figures and tables below highlight some of the results.

### Participants

	Staff (n = 311)		Faculty (n = 175)	
	Count	Percentage	Count	Percentage
People of color	16	5.1%	10	5.7%
White people	241	77.5%	129	73.7%
LGB people	13	4.2%	8	4.6%
Heterosexual	239	76.8%	132	75.4%
Women	198	63.7%	82	46.9%
Men	55	17.7%	61	34.9%
U.S. born citizen	255	82.0%	129	73.7%
Naturalized citizen	9	2.9%	9	5.1%
Not a U.S. citizen	2	0.6%	9	5.1%
Married/partnered	205	65.9%	123	70.3%
Not married/not partnered	47	15.1%	22	12.6%
Providing care/managing affairs for aging/ill parent/relative	52	16.7%	31	17.7%
Caring for dependent child(ren)	101	32.5%	72	41.1%
Disability/chronic health condition	74	23.8%	34	19.4%

### Perceptions of Climate and Diversity



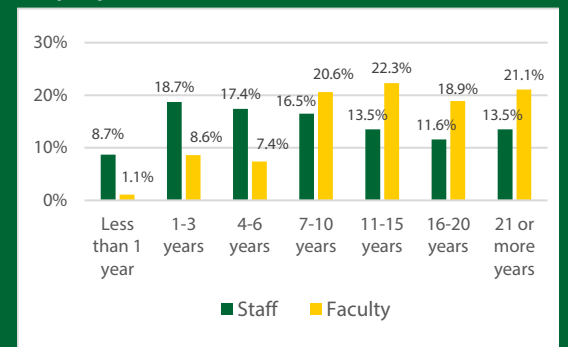
### Staff Participants

Job Band	Count	Percentage
Executive (0000)	8	3.0%
Administrative/Managerial (1000)	13	4.9%
Academic (2000)	8	3.0%
Professional (3000)	134	51.0%
Technical/Paraprofessional (4000)	26	9.9%
Office Support (5000)	47	17.9%
Crafts/Trades (6000)	13	4.9%
Services (7000)	9	3.4%

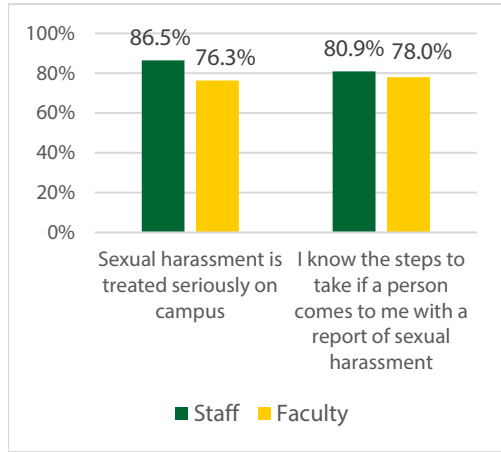
### Faculty Participants

	Count	Percentage
Full Professor	62	38.3%
Associate Professor	40	24.7%
Assistant Professor	20	12.3%
Asst/Assoc/Full Professor of Practice	12	7.4%
Asst/Assoc/Full Research Professor	1	0.6%
Lecturer/Senior Lecturer/Instructor	14	8.6%
Tenured	100	61.0%
Tenure-Track	20	12.2%
Non-Tenure Track	44	26.8%

### Employment at NDSU

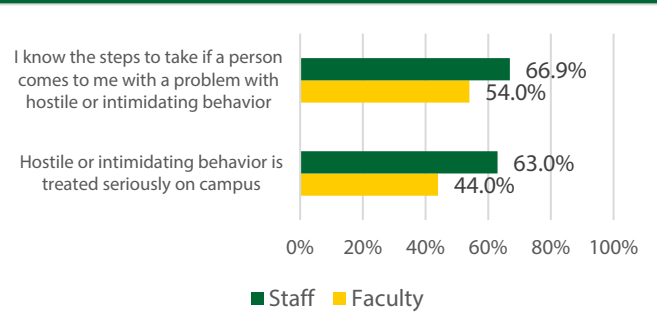


## Sexual Harassment



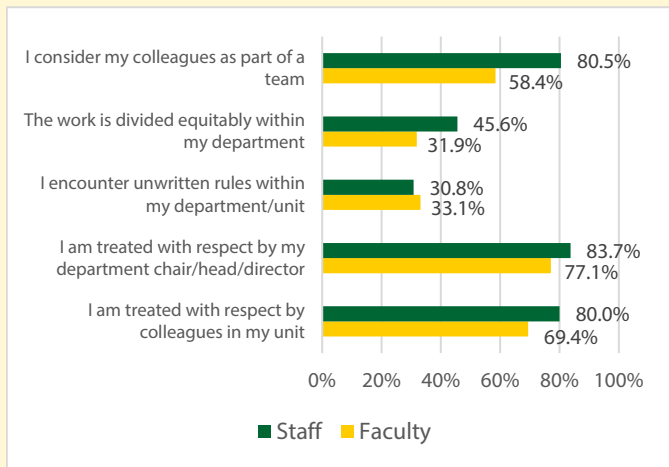
Approximately 96.0% of staff and 95.8% of faculty reported that they had never personally experienced sexual harassment on the NDSU campus within the past three years.

## Hostile or Intimidating Behavior

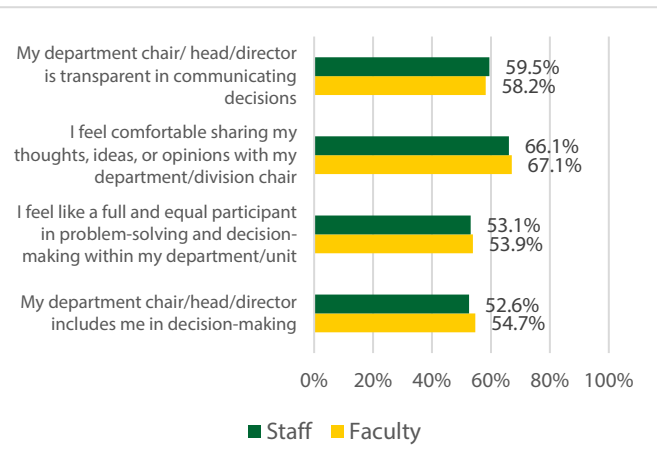


Approximately 5.5% of staff and 11.7% of faculty reported that they had personally experienced hostile or intimidating behavior 6 or more times on the NDSU campus within the last three years.

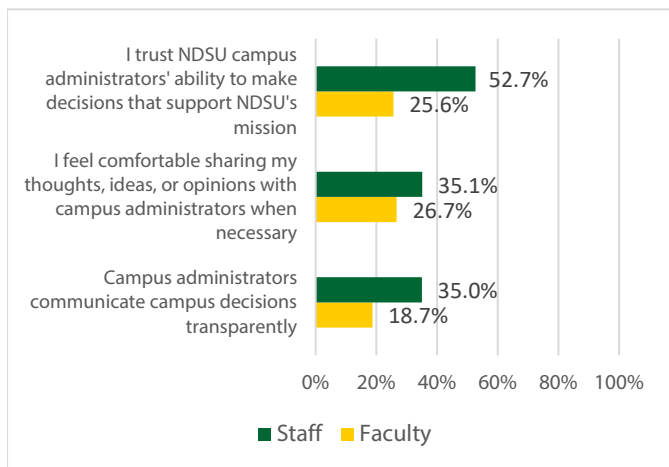
## Interactions with Others



## Decision-Making and Communication



## Campus Leadership



## Top Sources of Stress

- Staff**
1. Managing competing demands on your time at work (40.2%)
  2. Campus politics (25.7%)
  3. Departmental/Unit Politics (18.2%)
  4. Concern about Security of Position at NDSU (11.6%)

- Faculty**
1. Managing competing demands on your time at work (46.3%)
  2. Campus politics (39.2%)
  3. Teaching responsibilities (37.3%)
  4. Scholarly or creative productivity (35.9%)

**92%** of Staff & **88%** of Faculty would recommend working at NDSU

# NDSU