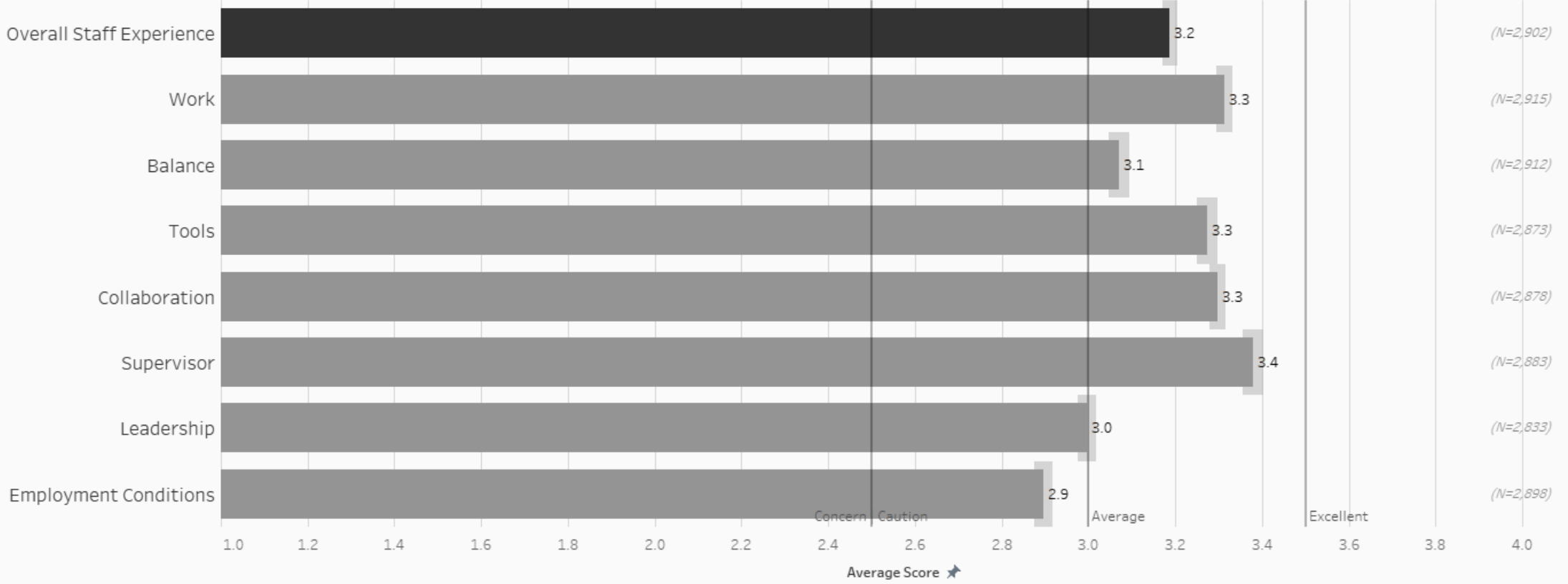# Staff Experience Survey 2023
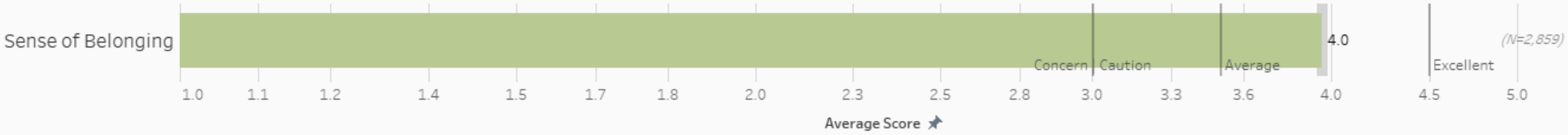
Overall Results

Scores for Units with Less than 5 Responses are Suppressed. Shaded bands represent 95% Confidence Interval .

Staff Experience Scale Averages (Range: 1-4)

Scale	Score	N
Overall Staff Experience	3.2	(N=2,902)
Work	3.3	(N=2,915)
Balance	3.1	(N=2,912)
Tools	3.3	(N=2,873)
Collaboration	3.3	(N=2,878)
Supervisor	3.4	(N=2,883)
Leadership	3.0	(N=2,833)
Employment Conditions	2.9	(N=2,898)

Concern | Caution   Average   Excellent

1.0 1.2 1.4 1.6 1.8 2.0 2.2 2.4 2.6 2.8 3.0 3.2 3.4 3.6 3.8 4.0

Average Score ★

Sense of Belonging Average (Range: 1-5)

Scale	Score	N
Sense of Belonging	4.0	(N=2,859)

Concern | Caution   Average   Excellent

1.0 1.1 1.4 1.5 1.7 1.8 2.0 2.3 2.5 2.8 3.0 3.3 3.6 3.9 4.0 4.5 5.0
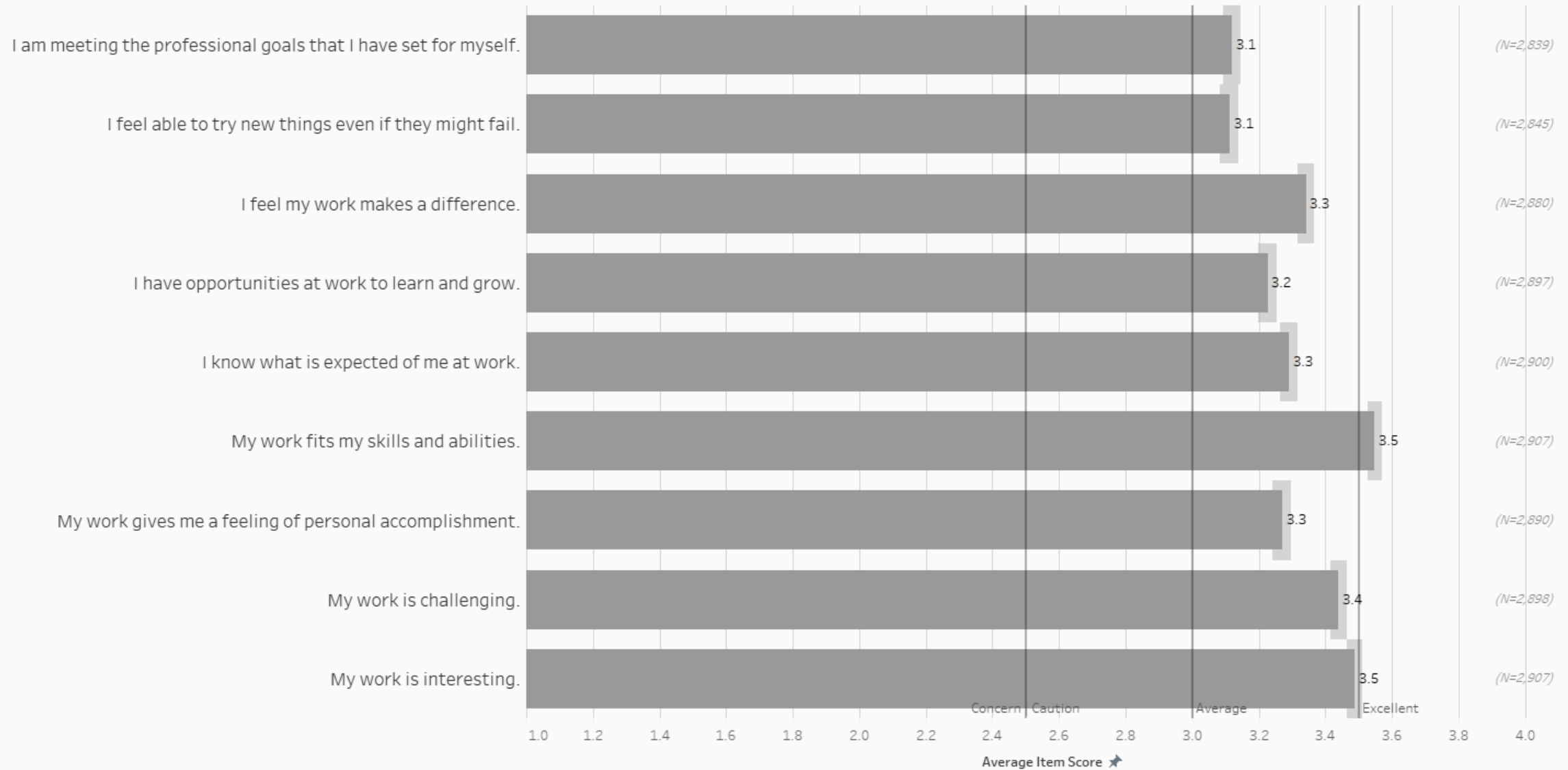
Average Score ★

Rounding may result in bars looking slightly different while bar labels are the same.

Work Scale Item Scores (Range: 1-4)

Scores for Units with Less than 5 Responses are Suppressed. Shaded bands represent 95% Confidence Interval .
These scores measure agreement with the following statements from 1 (strongly disagree) to 4 (strongly agree).

Statement	Average Item Score	N
I am meeting the professional goals that I have set for myself.	3.1	(N=2,839)
I feel able to try new things even if they might fail.	3.1	(N=2,845)
I feel my work makes a difference.	3.3	(N=2,880)
I have opportunities at work to learn and grow.	3.2	(N=2,897)
I know what is expected of me at work.	3.3	(N=2,900)
My work fits my skills and abilities.	3.5	(N=2,907)
My work gives me a feeling of personal accomplishment.	3.3	(N=2,890)
My work is challenging.	3.4	(N=2,898)
My work is interesting.	3.5	(N=2,907)

Concern | Caution | Average | Excellent
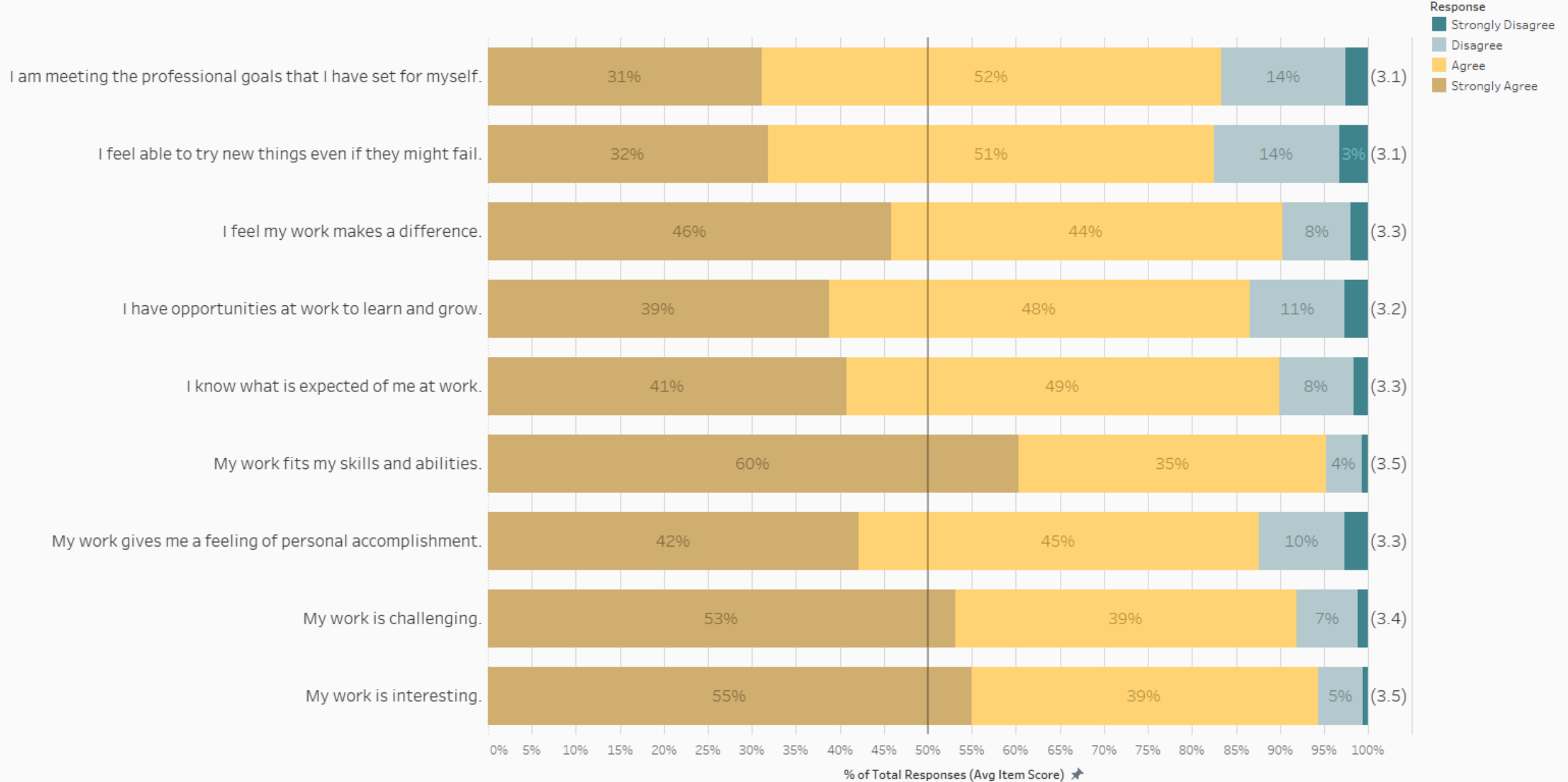
Average Item Score

Rounding may result in bars looking slightly different while bar labels are the same.

Work Scale Item Distributions

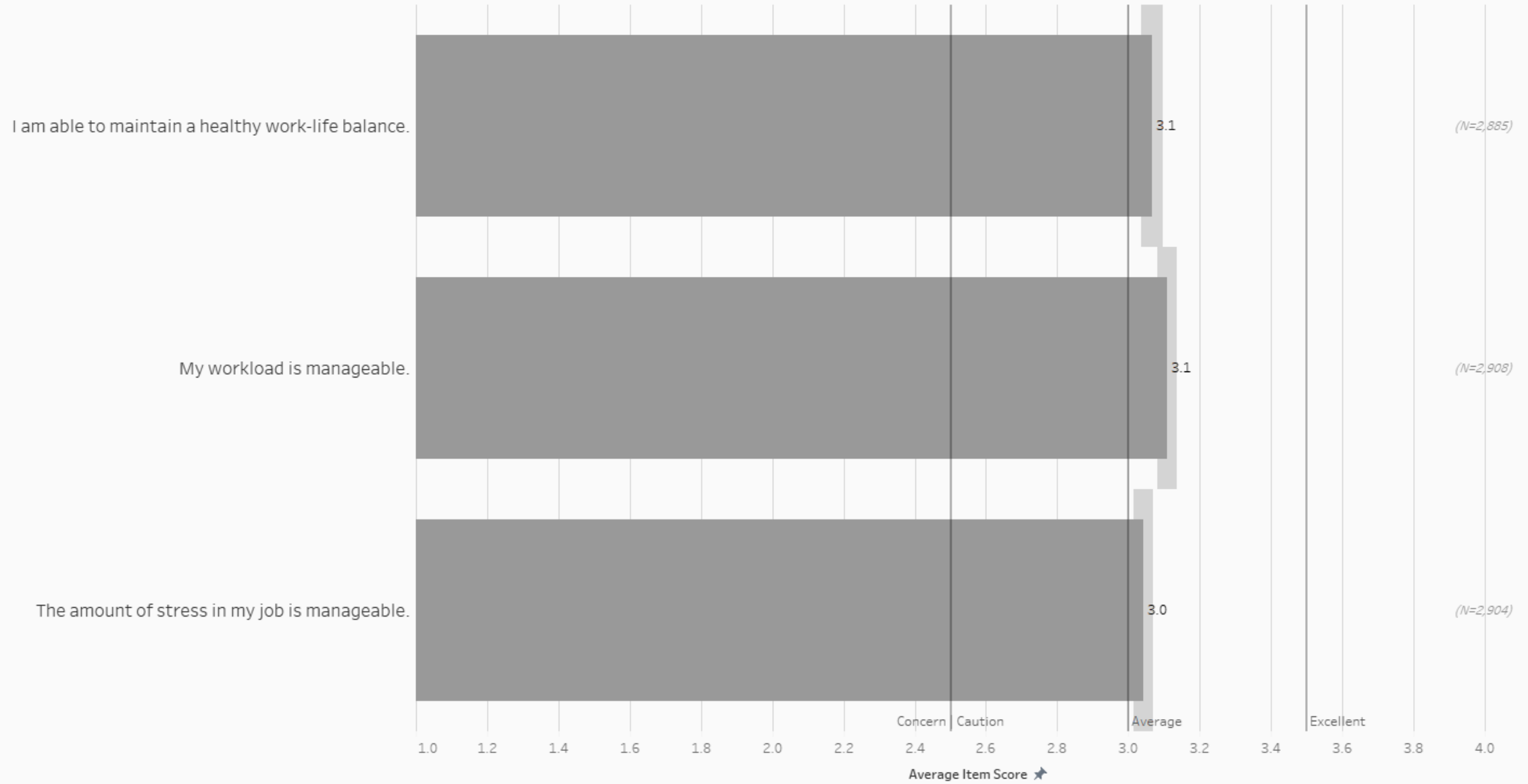*Bars for Units with Less than 5 Responses are Suppressed.*

Response
- Strongly Disagree
- Disagree
- Agree
- Strongly Agree

Item	Strongly Agree	Agree	Disagree	Strongly Disagree	Avg Item Score
I am meeting the professional goals that I have set for myself.	31%	52%	14%		(3.1)
I feel able to try new things even if they might fail.	32%	51%	14%	3%	(3.1)
I feel my work makes a difference.	46%	44%	8%		(3.3)
I have opportunities at work to learn and grow.	39%	48%	11%		(3.2)
I know what is expected of me at work.	41%	49%	8%		(3.3)
My work fits my skills and abilities.	60%	35%	4%		(3.5)
My work gives me a feeling of personal accomplishment.	42%	45%	10%		(3.3)
My work is challenging.	53%	39%	7%		(3.4)
My work is interesting.	55%	39%	5%		(3.5)

% of Total Responses (Avg Item Score)

Balance Scale Item Scores (Range: 1-4)

Scores for Units with Less than 5 Responses are Suppressed. Shaded bands represent 95% Confidence Interval .
These scores measure agreement with the following statements from 1 (strongly disagree) to 4 (strongly agree).

I am able to maintain a healthy work-life balance.	3.1 (N=2,885)
My workload is manageable.	3.1 (N=2,908)
The amount of stress in my job is manageable.	3.0 (N=2,904)

Concern | Caution | Average | Excellent

1.0 1.2 1.4 1.6 1.8 2.0 2.2 2.4 2.6 2.8 3.0 3.2 3.4 3.6 3.8 4.0
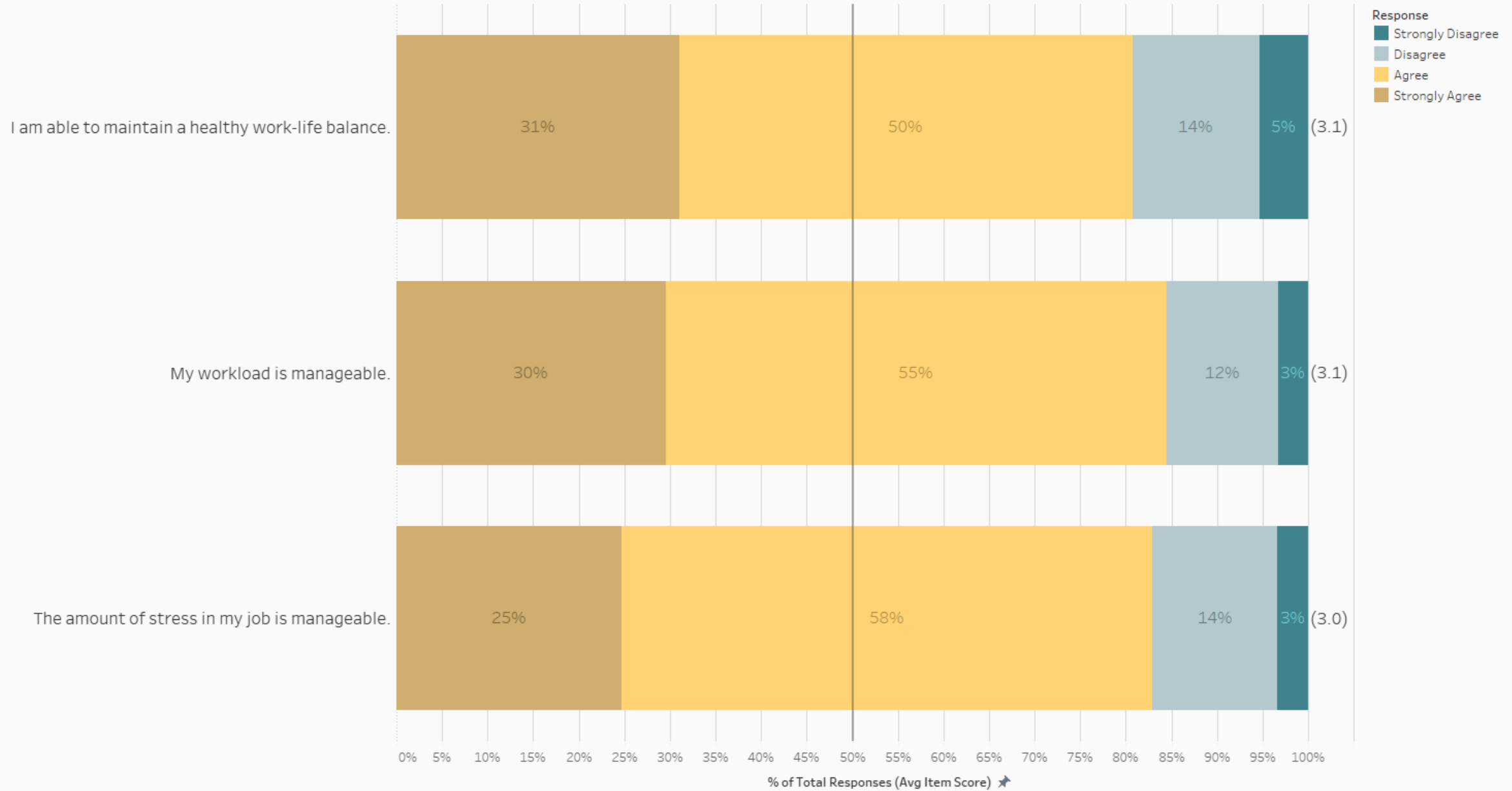
Average Item Score ✦

Rounding may result in bars looking slightly different while bar labels are the same.

Balance Scale Item Distributions

Bars for Units with Less than 5 Responses are Suppressed.

Response
- ■ Strongly Disagree
- ■ Disagree
- ■ Agree
- ■ Strongly Agree

Item	Strongly Agree	Agree	Disagree	Strongly Disagree	Avg
I am able to maintain a healthy work-life balance.	31%	50%	14%	5%	(3.1)
My workload is manageable.	30%	55%	12%	3%	(3.1)
The amount of stress in my job is manageable.	25%	58%	14%	3%	(3.0)

% of Total Responses (Avg Item Score) 📌

0% 5% 10% 15% 20% 25% 30% 35% 40% 45% 50% 55% 60% 65% 70% 75% 80% 85% 90% 95% 100%
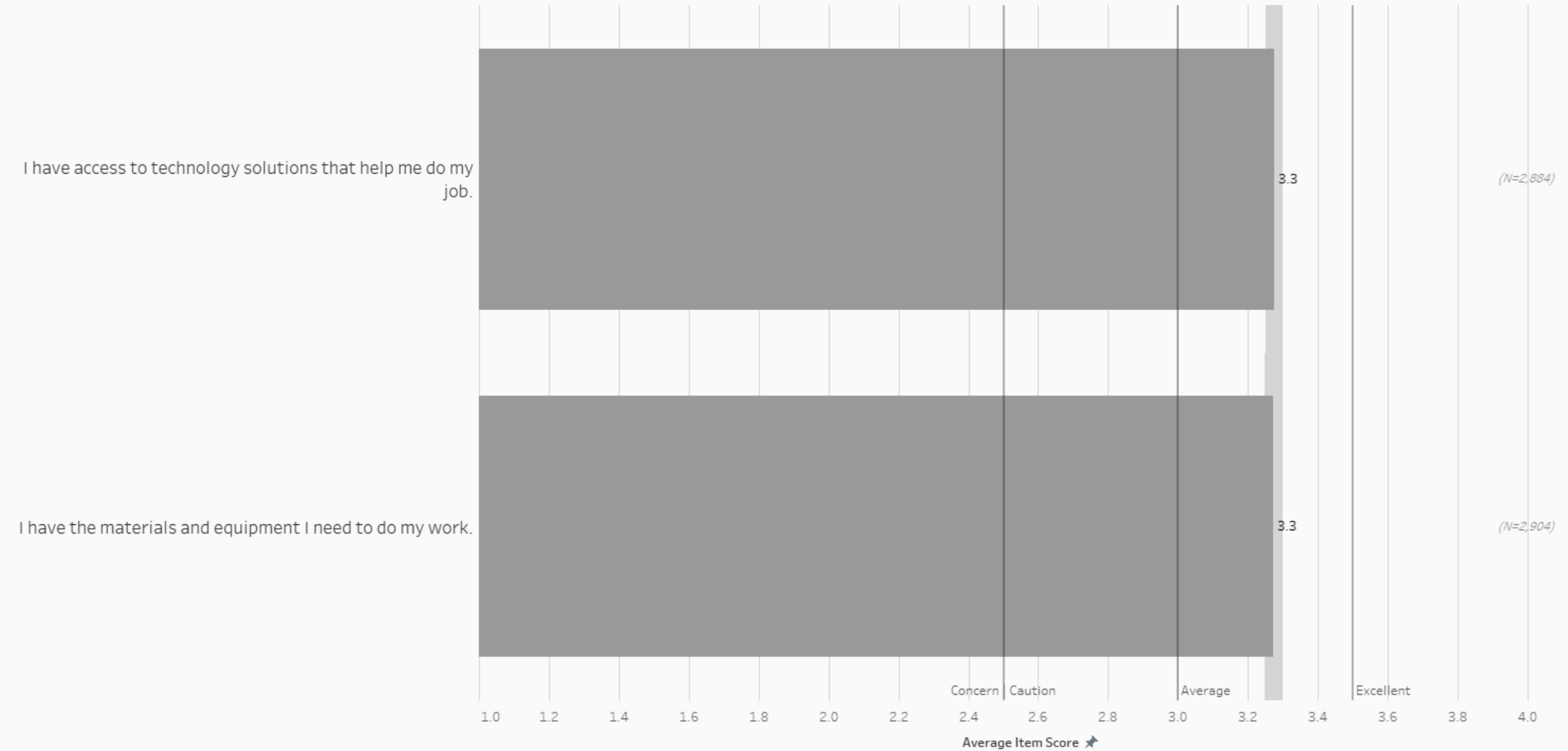
Tools Scale Item Scores (Range: 1-4)

Scores for Units with Less than 5 Responses are Suppressed. Shaded bands represent 95% Confidence Interval .
These scores measure agreement with the following statements from 1 (strongly disagree) to 4 (strongly agree).

I have access to technology solutions that help me do my job.
3.3
(N=2,884)

I have the materials and equipment I need to do my work.
3.3
(N=2,904)

Concern | Caution | Average | Excellent

1.0 1.2 1.4 1.6 1.8 2.0 2.2 2.4 2.6 2.8 3.0 3.2 3.4 3.6 3.8 4.0

Average Item Score ✦

Rounding may result in bars looking slightly different while bar labels are the same.

Tools Scale Item Distributions

Bars for Units with Less than 5 Responses are Suppressed.

Response
- Strongly Disagree
- Disagree
- Agree
- Strongly Agree

Item	Strongly Agree	Agree	Disagree	(Avg)
I have access to technology solutions that help me do my job.	39%	51%	8%	(3.3)
I have the materials and equipment I need to do my work.	39%	51%	8%	(3.3)

% of Total Responses (Avg Item Score)

Collaboration Scale Item Scores (Range: 1-4)

Scores for Units with Less than 5 Responses are Suppressed. Shaded bands represent 95% Confidence Interval .
These scores measure agreement with the following statements from 1 (strongly disagree) to 4 (strongly agree).
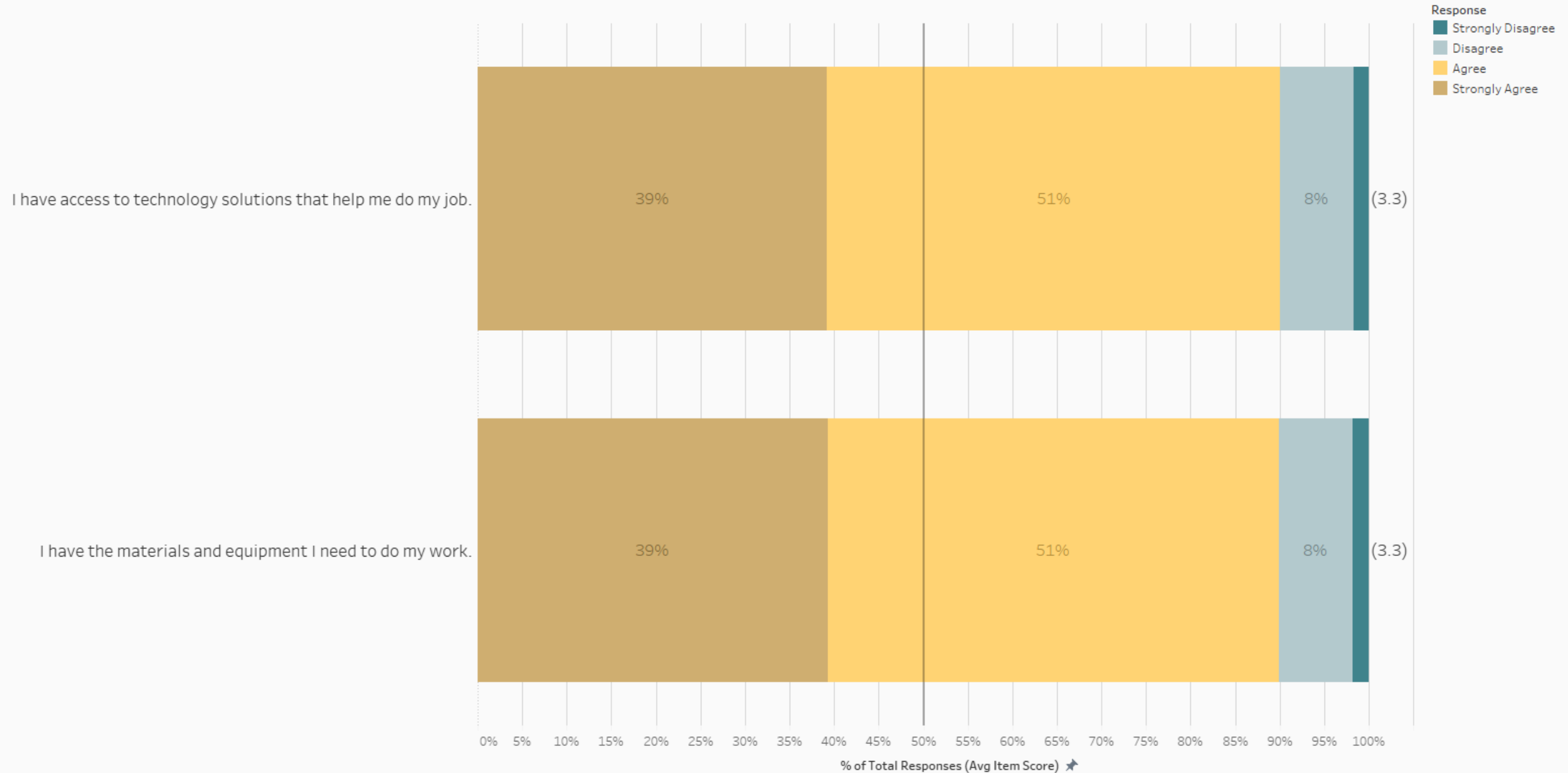
Statement	Score	N
At work I am treated with respect.	3.4	(N=2,868)
I feel respected by faculty.	3.1	(N=2,413)
My colleagues are committed to doing quality work.	3.5	(N=2,865)
My colleagues value my ideas and suggestions.	3.4	(N=2,844)
The people I work with cooperate to get the job done.	3.4	(N=2,858)
The people around me motivate me to challenge myself.	3.2	(N=2,800)
The people in my work unit are competent.	3.4	(N=2,855)
There is effective collaboration between teams at this institution.	3.0	(N=2,826)

Concern | Caution | Average | Excellent

Average Item Score

Rounding may result in bars looking slightly different while bar labels are the same.

Collaboration Scale Item Distributions

Bars for Units with Less than 5 Responses are Suppressed.

Response
- Strongly Disagree
- Disagree
- Agree
- Strongly Agree

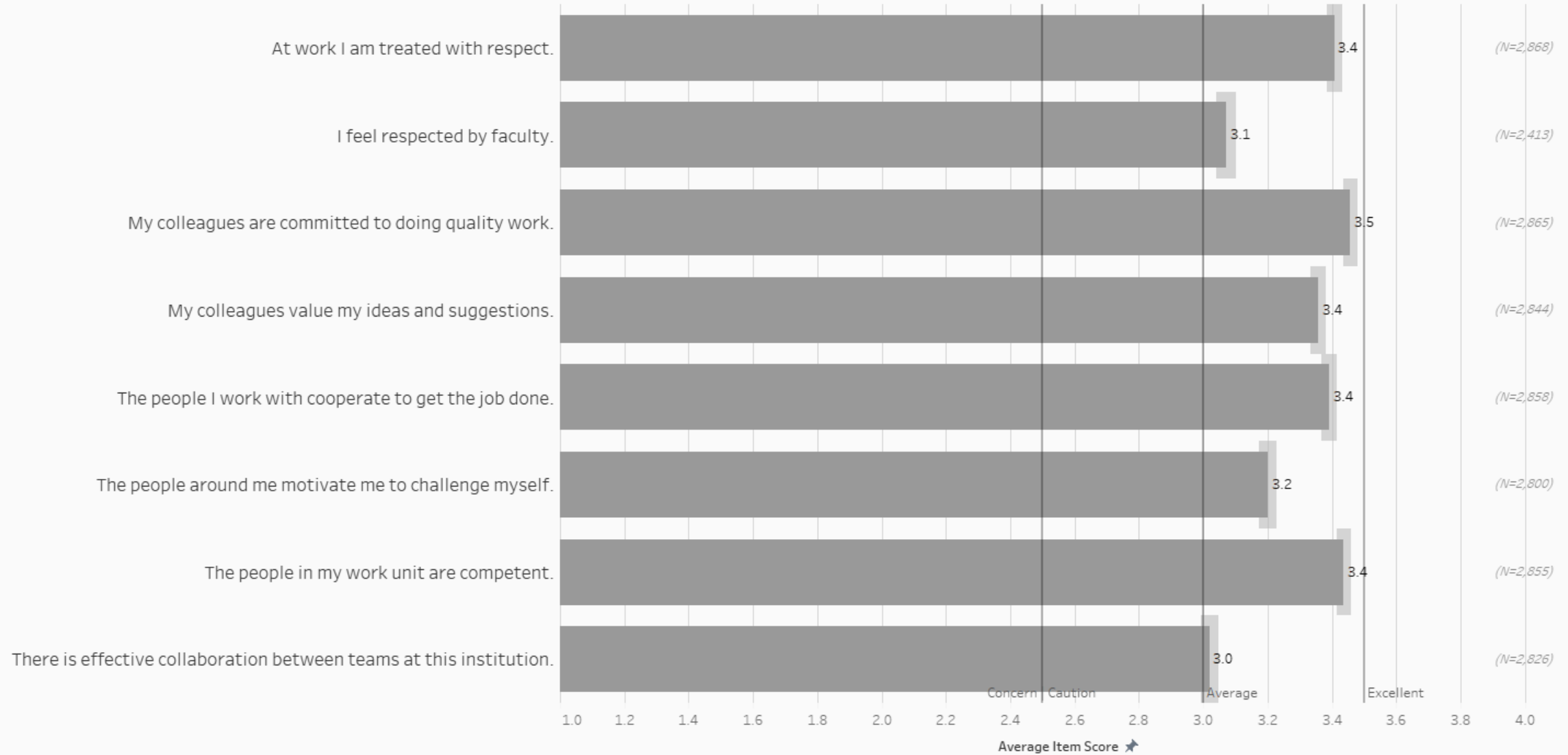| Item	Strongly Agree	Agree	Disagree	Strongly Disagree	Avg
At work I am treated with respect.	49%	45%	5%		(3.4)
I feel respected by faculty.	30%	52%	14%	4%	(3.1)
My colleagues are committed to doing quality work.	51%	44%	4%		(3.5)
My colleagues value my ideas and suggestions.	44%	49%	5%		(3.4)
The people I work with cooperate to get the job done.	46%	48%	5%		(3.4)
The people around me motivate me to challenge myself.	37%	49%	12%		(3.2)
The people in my work unit are competent.	50%	45%	5%		(3.4)
There is effective collaboration between teams at this institution.	27%	51%	18%	3%	(3.0)

% of Total Responses (Avg Item Score)

Supervisor Scale Item Scores (Range: 1-4)

Scores for Units with Less than 5 Responses are Suppressed. Shaded bands represent 95% Confidence Interval.
These scores measure agreement with the following statements from 1 (strongly disagree) to 4 (strongly agree).
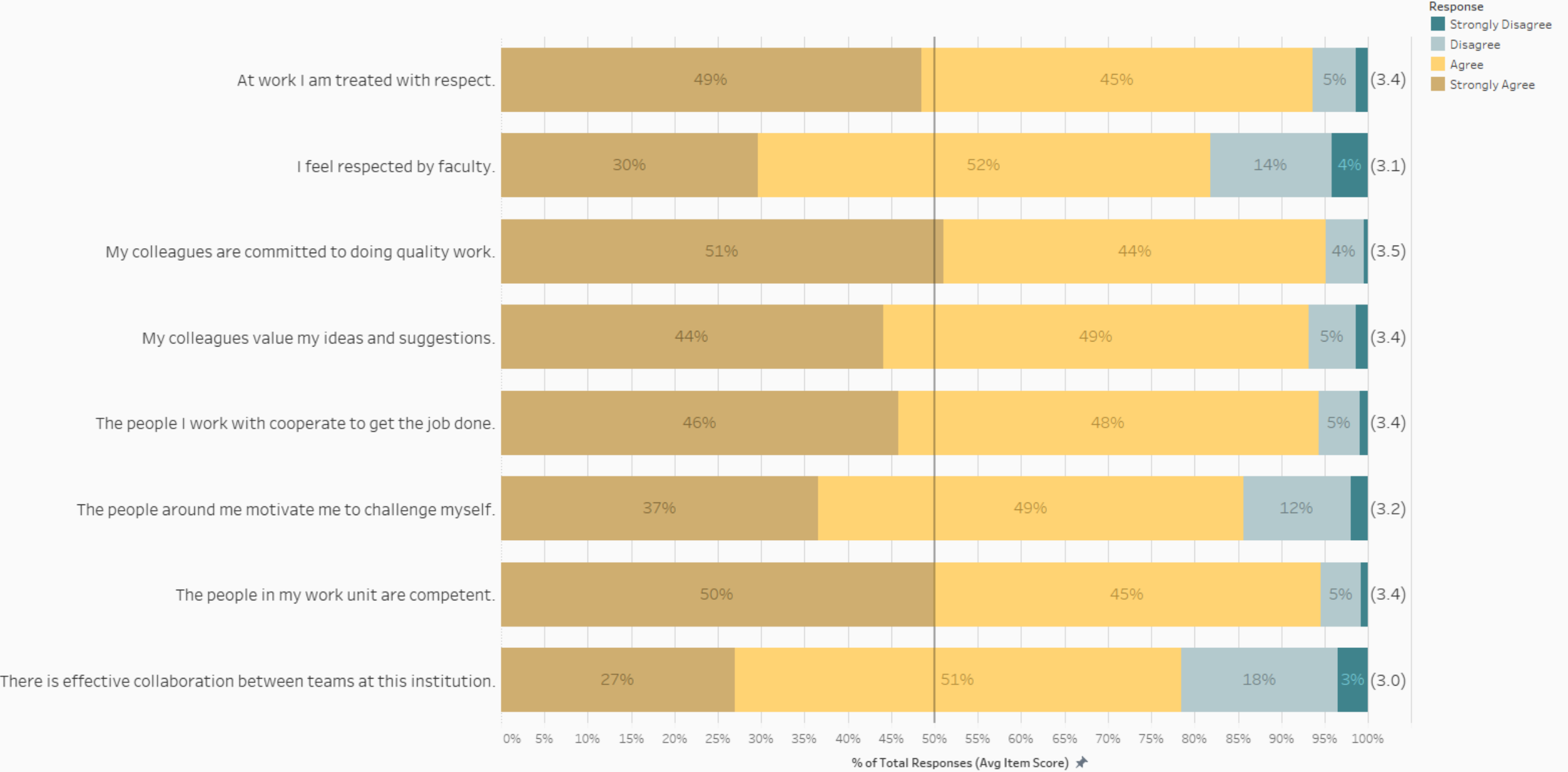
Item	Score	N
I trust the leadership of my work unit.	3.3	(N=2,791)
My supervisor creates an environment that is trusting and open.	3.4	(N=2,857)
My supervisor encourages a healthy work-life balance.	3.4	(N=2,851)
My supervisor listens to suggestions.	3.4	(N=2,866)
My supervisor provides me with feedback that helps me in performing my job responsibilities.	3.3	(N=2,858)
My supervisor supports my professional development	3.5	(N=2,840)

Concern | Caution | Average | Excellent

1.0 1.2 1.4 1.6 1.8 2.0 2.2 2.4 2.6 2.8 3.0 3.2 3.4 3.6 3.8 4.0

Average Item Score

Rounding may result in bars looking slightly different while bar labels are the same.

Supervisor Scale Item Distributions

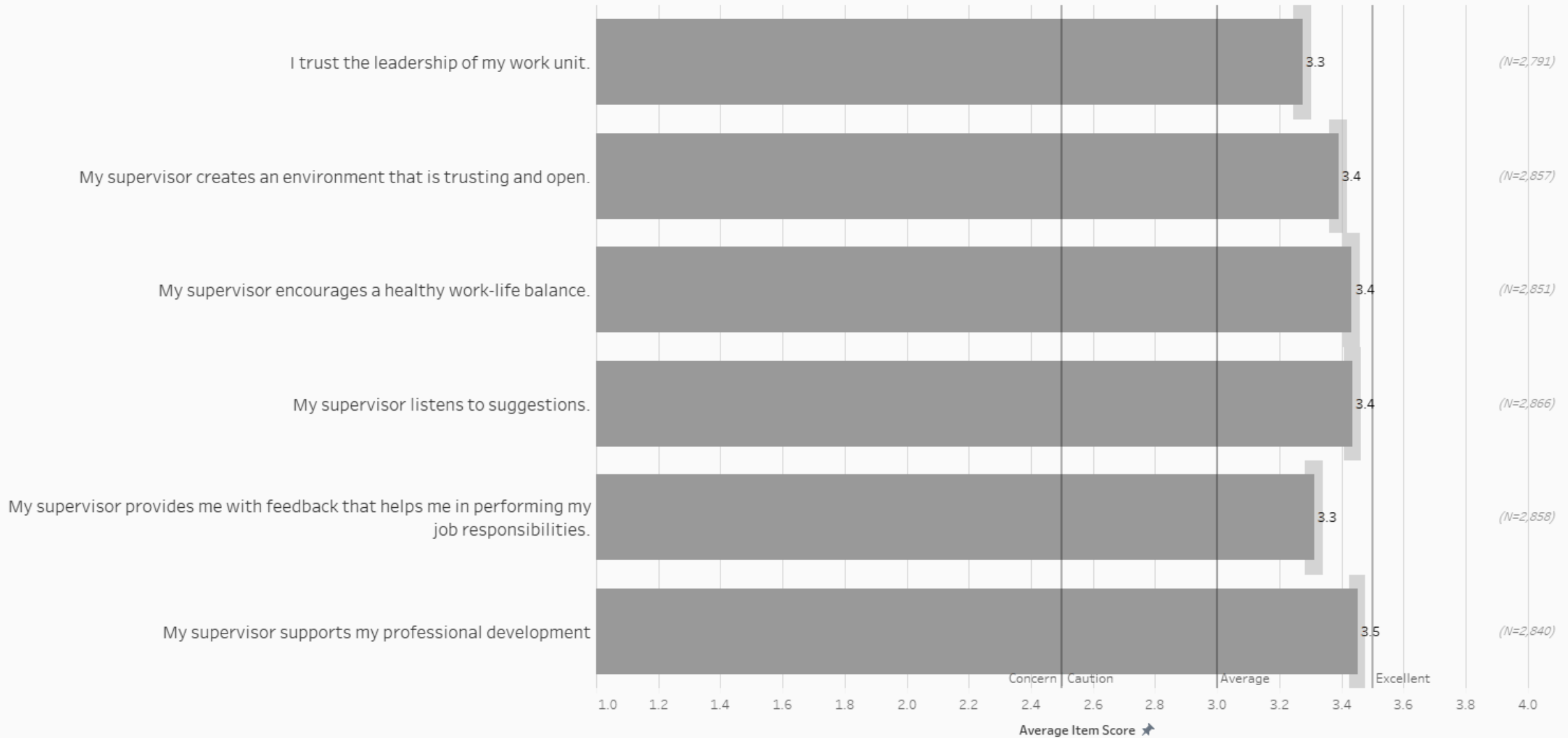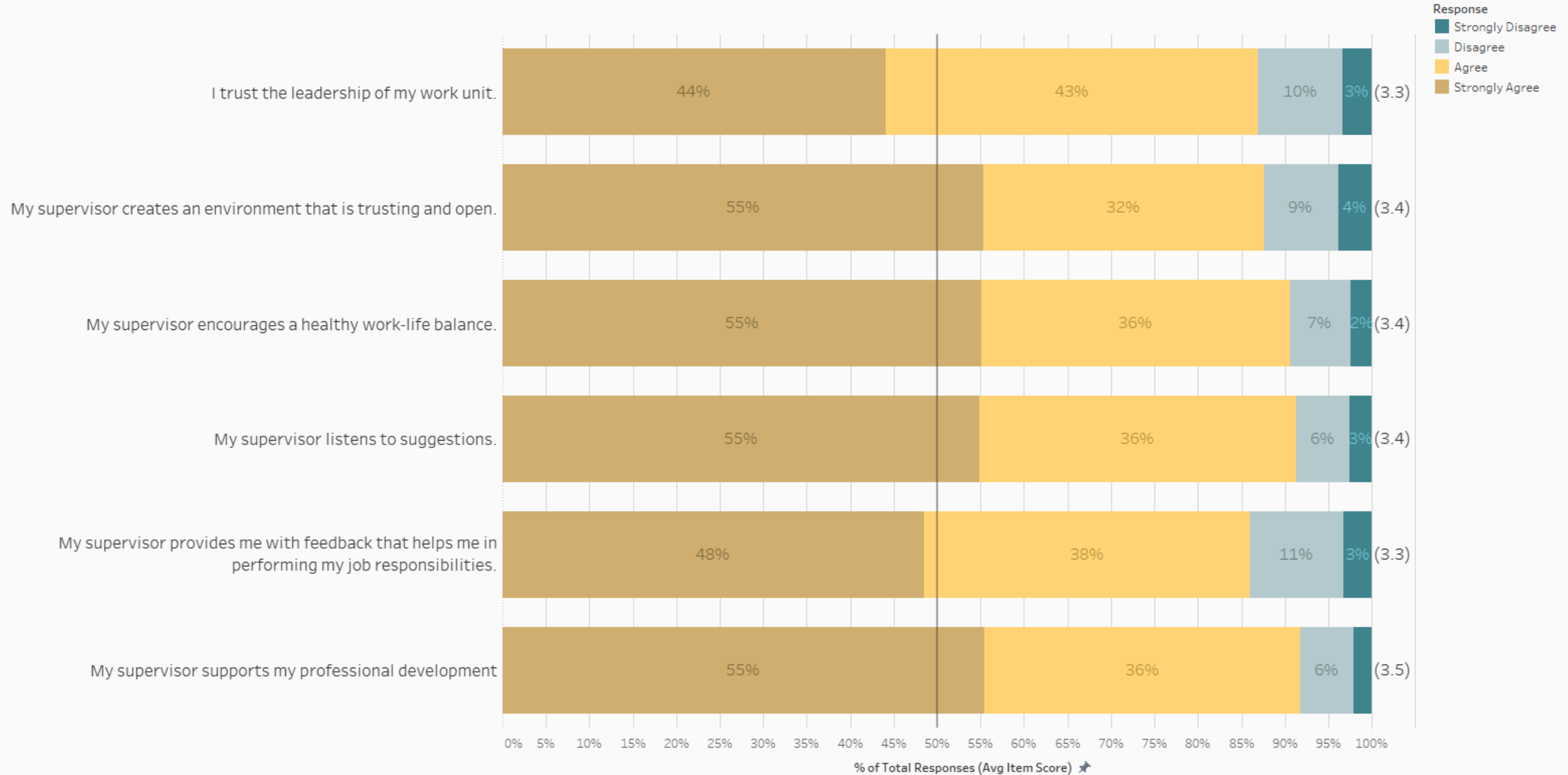*Bars for Units with Less than 5 Responses are Suppressed.*

Response
- Strongly Disagree
- Disagree
- Agree
- Strongly Agree

Item	Strongly Agree	Agree	Disagree	Strongly Disagree	Avg
I trust the leadership of my work unit.	44%	43%	10%	3%	(3.3)
My supervisor creates an environment that is trusting and open.	55%	32%	9%	4%	(3.4)
My supervisor encourages a healthy work-life balance.	55%	36%	7%	2%	(3.4)
My supervisor listens to suggestions.	55%	36%	6%	3%	(3.4)
My supervisor provides me with feedback that helps me in performing my job responsibilities.	48%	38%	11%	3%	(3.3)
My supervisor supports my professional development	55%	36%	6%		(3.5)

% of Total Responses (Avg Item Score) 📌

Leadership Scale Item Scores (Range: 1-4)

Scores for Units with Less than 5 Responses are Suppressed. Shaded bands represent 95% Confidence Interval .
These scores measure agreement with the following statements from 1 (strongly disagree) to 4 (strongly agree).

Statement	Average Item Score	N
Equity, diversity and inclusion issues are openly discussed.	3.0	(N=2,764)
I feel I know what is going on within this organization.	2.8	(N=2,834)
I feel committed to Vanderbilt's mission.	3.4	(N=2,770)
I have confidence that senior management is leading Vanderbilt in the right direction.	3.0	(N=2,657)
I trust the senior leadership of Vanderbilt University.	3.0	(N=2,654)
I value the Chancellor's direct communications to staff.	3.2	(N=2,748)
If I had a concern about ethics and integrity, I would know how to raise the issue.	3.1	(N=2,783)
If I raised a concern about ethics and integrity, I am confident leadership would do what is right.	3.0	(N=2,712)
There is open communication throughout all levels of this organization.	2.6	(N=2,789)
We do a good job of celebrating success.	3.1	(N=2,764)

Concern | Caution | Average | Excellent

Average Item Score

Rounding may result in bars looking slightly different while bar labels are the same.

Leadership Scale Item Distributions

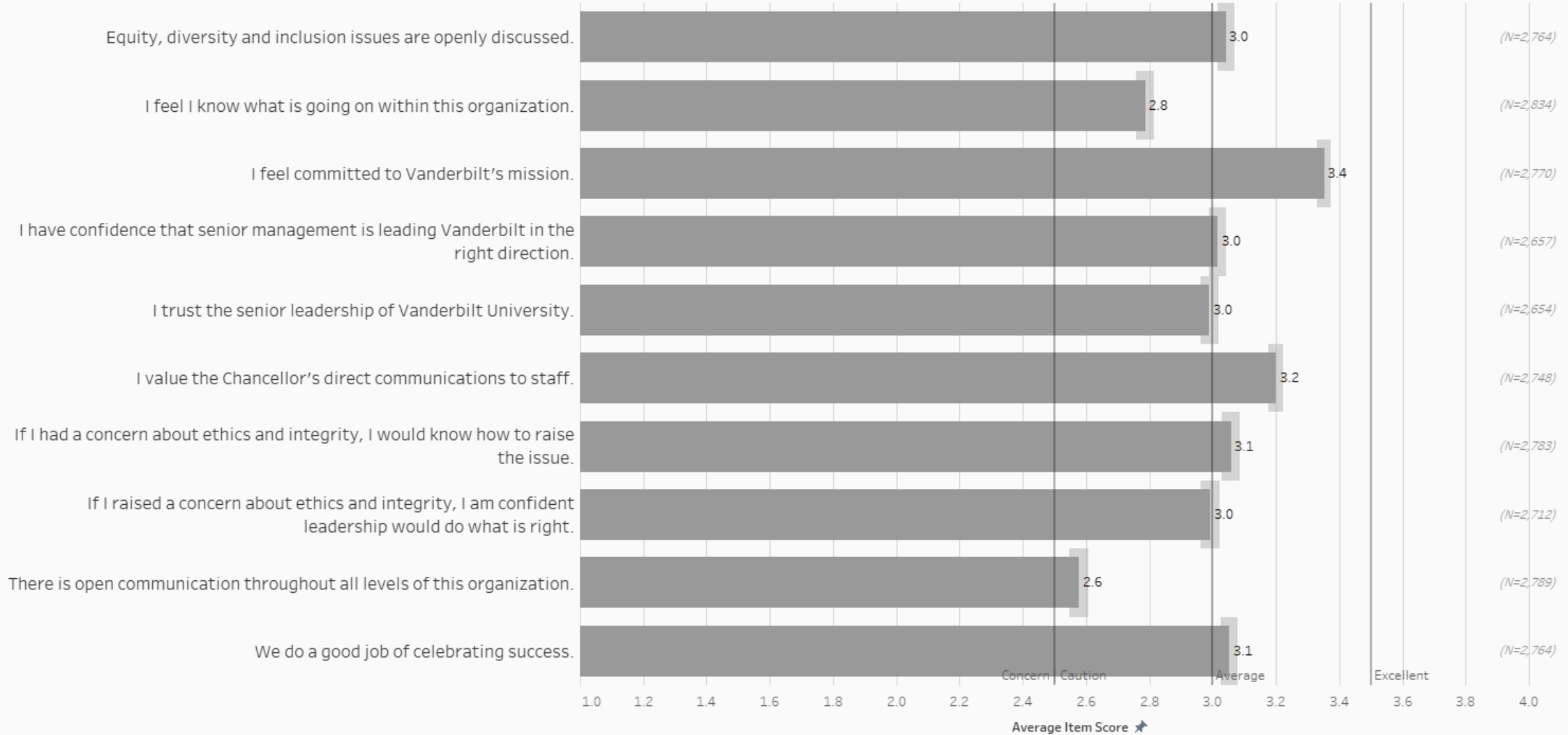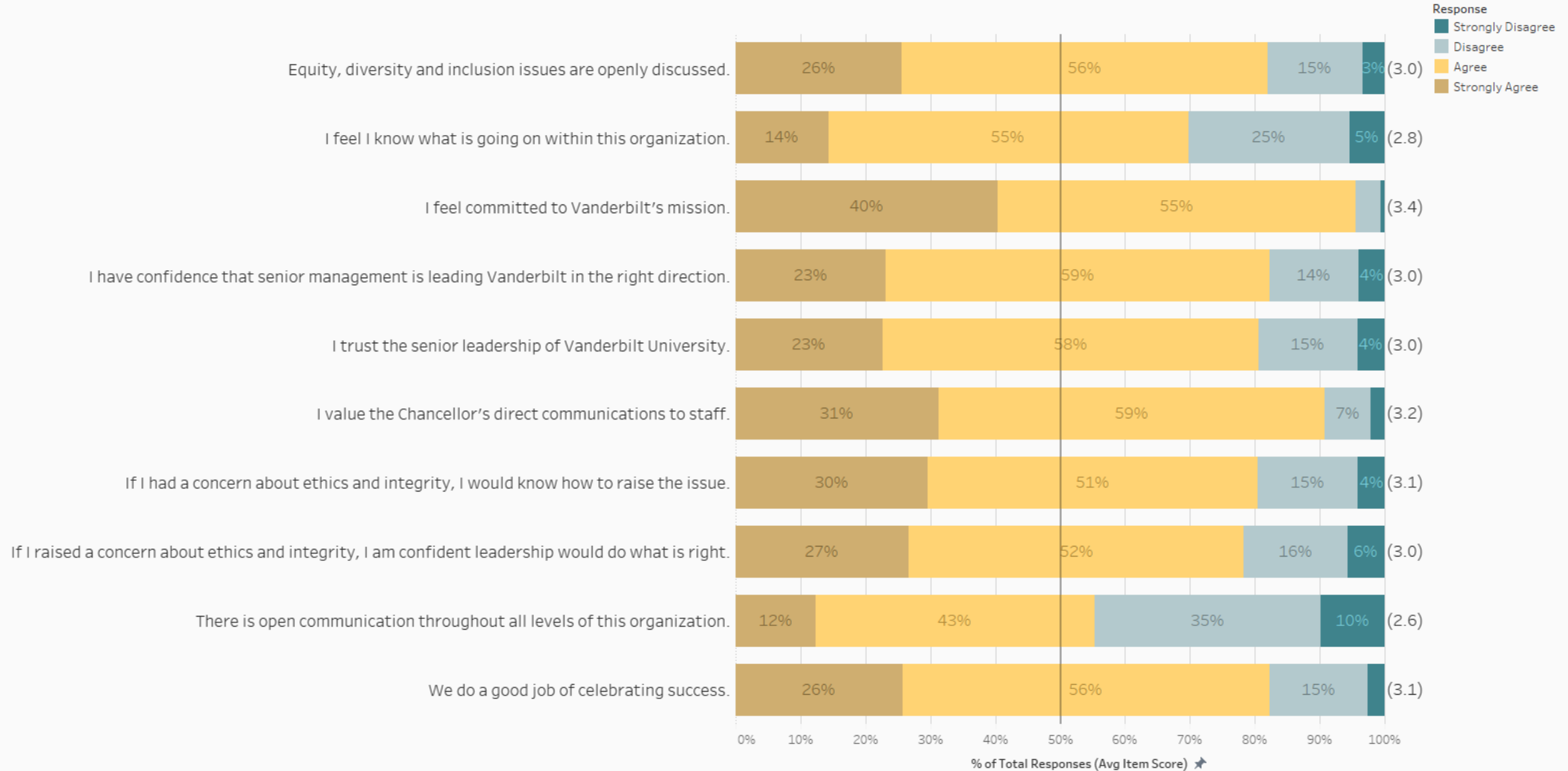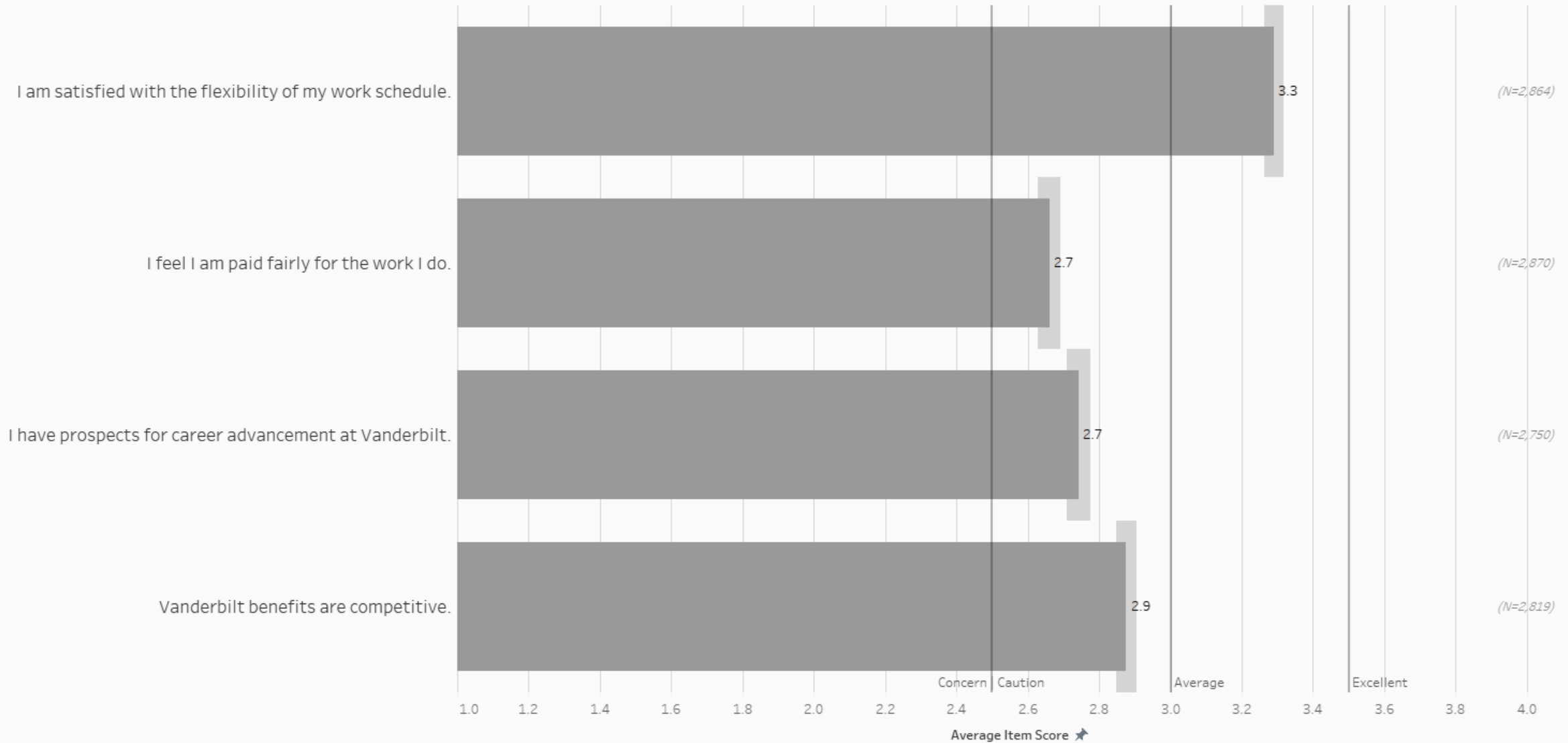*Bars for Units with Less than 5 Responses are Suppressed.*

Response
- Strongly Disagree
- Disagree
- Agree
- Strongly Agree

Item	Strongly Agree	Agree	Disagree	Strongly Disagree	Avg
Equity, diversity and inclusion issues are openly discussed.	26%	56%	15%	3%	(3.0)
I feel I know what is going on within this organization.	14%	55%	25%	5%	(2.8)
I feel committed to Vanderbilt's mission.	40%	55%			(3.4)
I have confidence that senior management is leading Vanderbilt in the right direction.	23%	59%	14%	4%	(3.0)
I trust the senior leadership of Vanderbilt University.	23%	58%	15%	4%	(3.0)
I value the Chancellor's direct communications to staff.	31%	59%	7%		(3.2)
If I had a concern about ethics and integrity, I would know how to raise the issue.	30%	51%	15%	4%	(3.1)
If I raised a concern about ethics and integrity, I am confident leadership would do what is right.	27%	52%	16%	6%	(3.0)
There is open communication throughout all levels of this organization.	12%	43%	35%	10%	(2.6)
We do a good job of celebrating success.	26%	56%	15%		(3.1)

% of Total Responses (Avg Item Score) 📌

Employment Conditions Scale Item Scores (Range: 1-4)

Scores for Units with Less than 5 Responses are Suppressed. Shaded bands represent 95% Confidence Interval.
These scores measure agreement with the following statements from 1 (strongly disagree) to 4 (strongly agree).

Statement	Average Item Score	N
I am satisfied with the flexibility of my work schedule.	3.3	(N=2,864)
I feel I am paid fairly for the work I do.	2.7	(N=2,870)
I have prospects for career advancement at Vanderbilt.	2.7	(N=2,750)
Vanderbilt benefits are competitive.	2.9	(N=2,819)

Concern | Caution | Average | Excellent

1.0 1.2 1.4 1.6 1.8 2.0 2.2 2.4 2.6 2.8 3.0 3.2 3.4 3.6 3.8 4.0
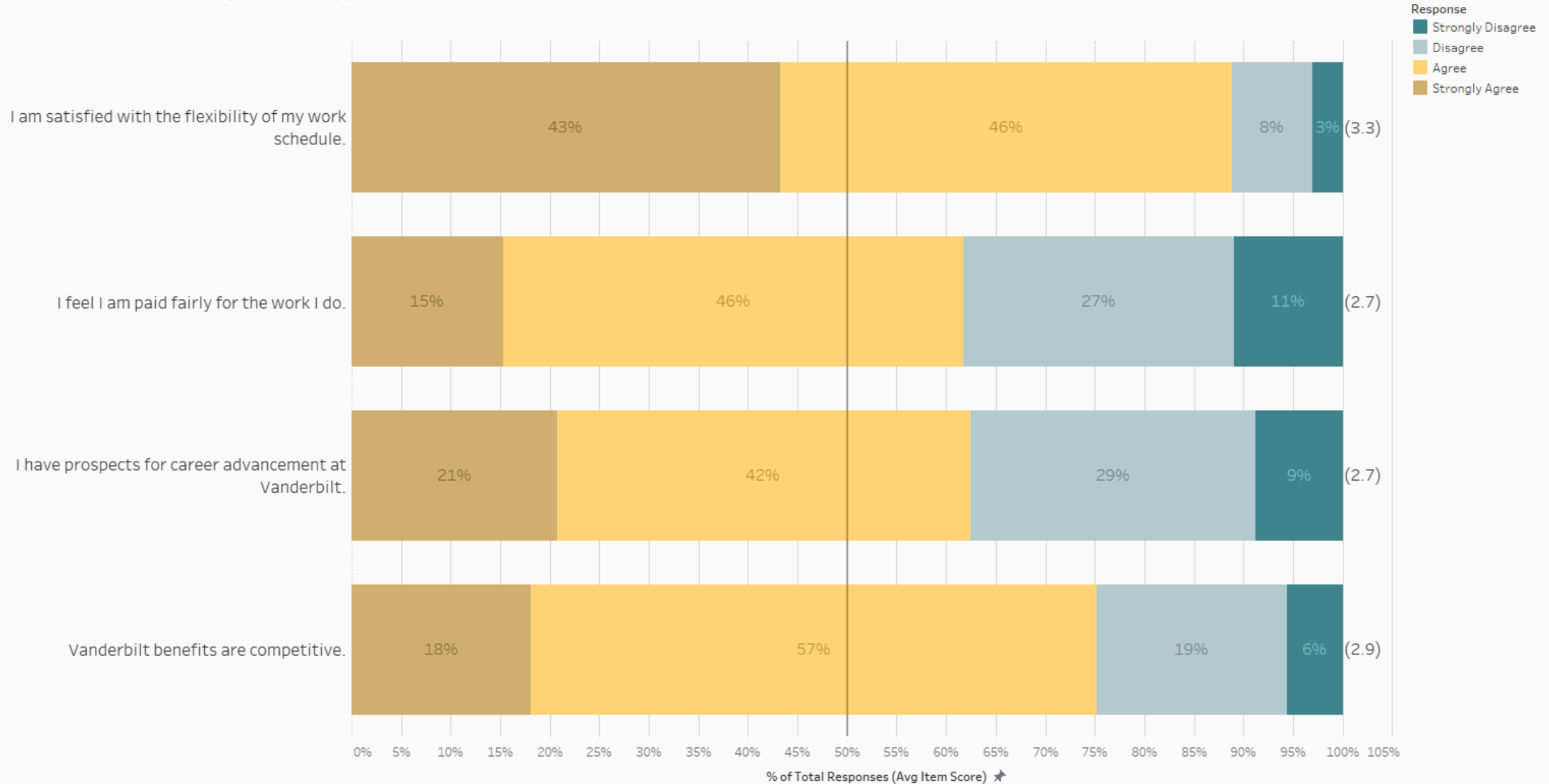
Average Item Score 📌

Rounding may result in bars looking slightly different while bar labels are the same.

Employment Conditions Scale Item Distributions

Bars for Units with Less than 5 Responses are Suppressed.

Response
- Strongly Disagree
- Disagree
- Agree
- Strongly Agree

Item	Strongly Agree	Agree	Disagree	Strongly Disagree	Avg
I am satisfied with the flexibility of my work schedule.	43%	46%	8%	3%	(3.3)
I feel I am paid fairly for the work I do.	15%	46%	27%	11%	(2.7)
I have prospects for career advancement at Vanderbilt.	21%	42%	29%	9%	(2.7)
Vanderbilt benefits are competitive.	18%	57%	19%	6%	(2.9)

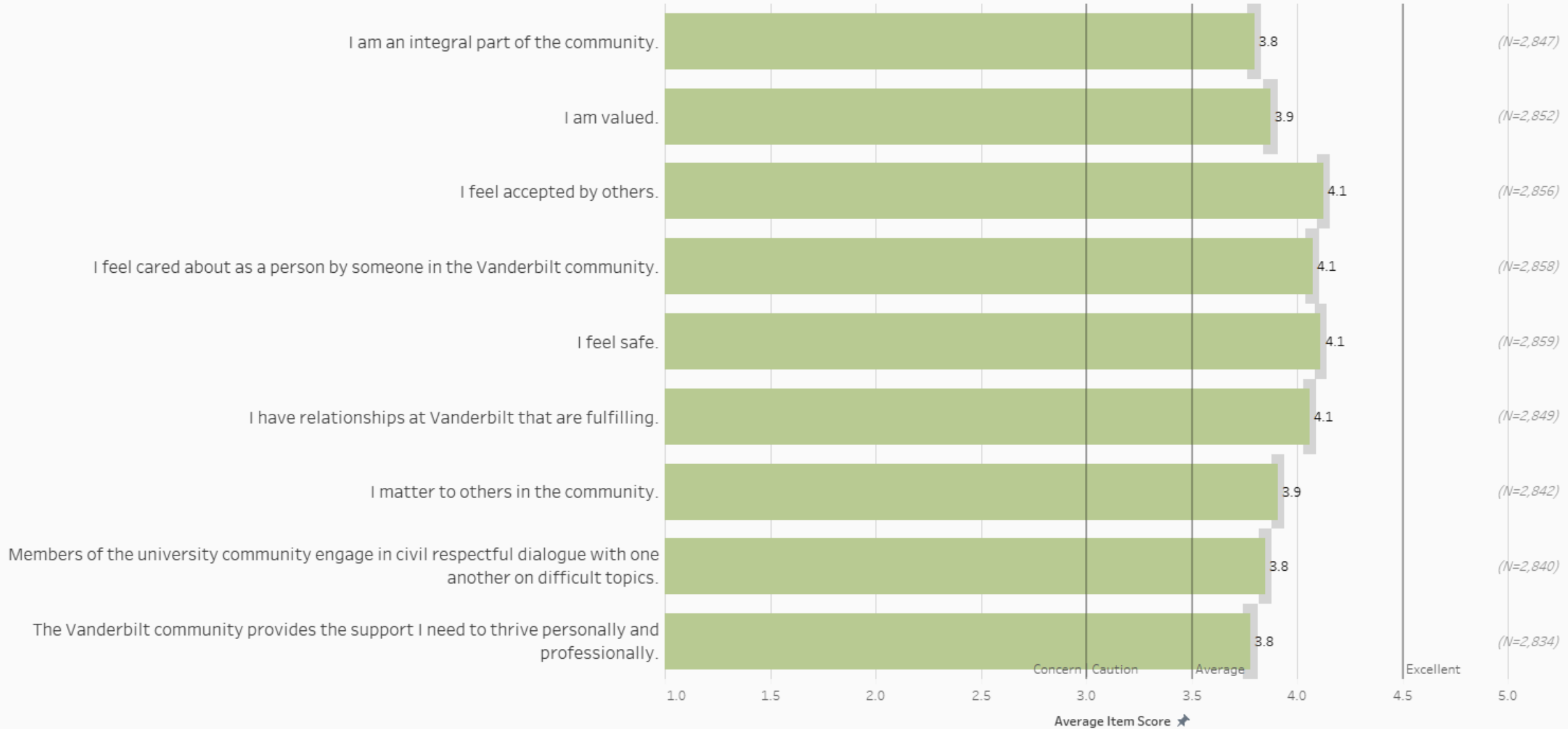% of Total Responses (Avg Item Score)

Sense of Belonging Scale Item Scores (Range: 1-5)

Scores for Units with Less than 5 Responses are Suppressed. Shaded bands represent 95% Confidence Interval .
These scores measure agreement with the following statements from 1 (strongly disagree) to 5 (strongly agree).

Statement	Average Item Score	N
I am an integral part of the community.	3.8	(N=2,847)
I am valued.	3.9	(N=2,852)
I feel accepted by others.	4.1	(N=2,856)
I feel cared about as a person by someone in the Vanderbilt community.	4.1	(N=2,858)
I feel safe.	4.1	(N=2,859)
I have relationships at Vanderbilt that are fulfilling.	4.1	(N=2,849)
I matter to others in the community.	3.9	(N=2,842)
Members of the university community engage in civil respectful dialogue with one another on difficult topics.	3.8	(N=2,840)
The Vanderbilt community provides the support I need to thrive personally and professionally.	3.8	(N=2,834)

Concern | Caution   Average   Excellent

1.0   1.5   2.0   2.5   3.0   3.5   4.0   4.5   5.0
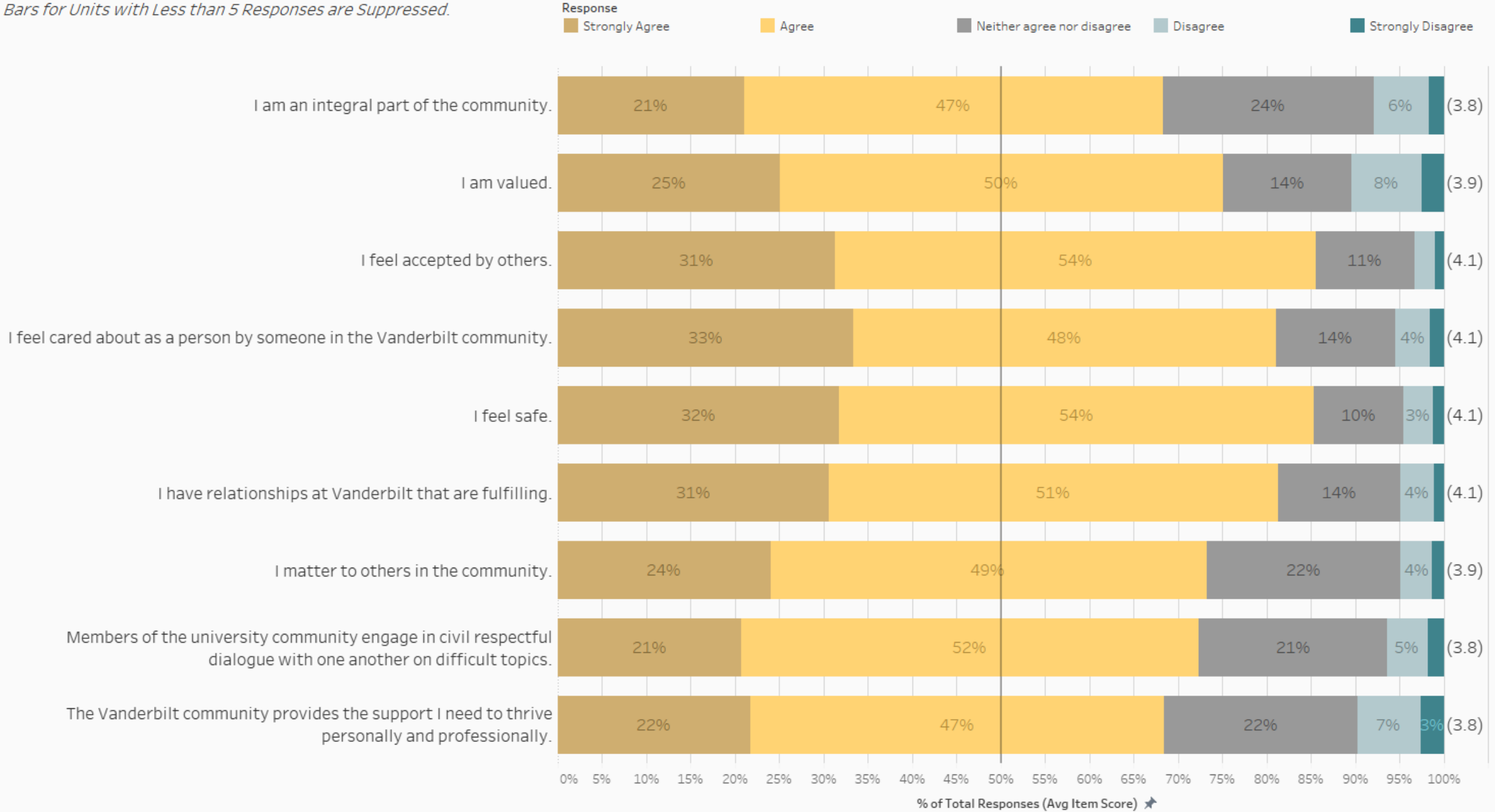
Average Item Score 📌

Rounding may result in bars looking slightly different while bar labels are the same.

Sense of Belonging Scale Item Distributions

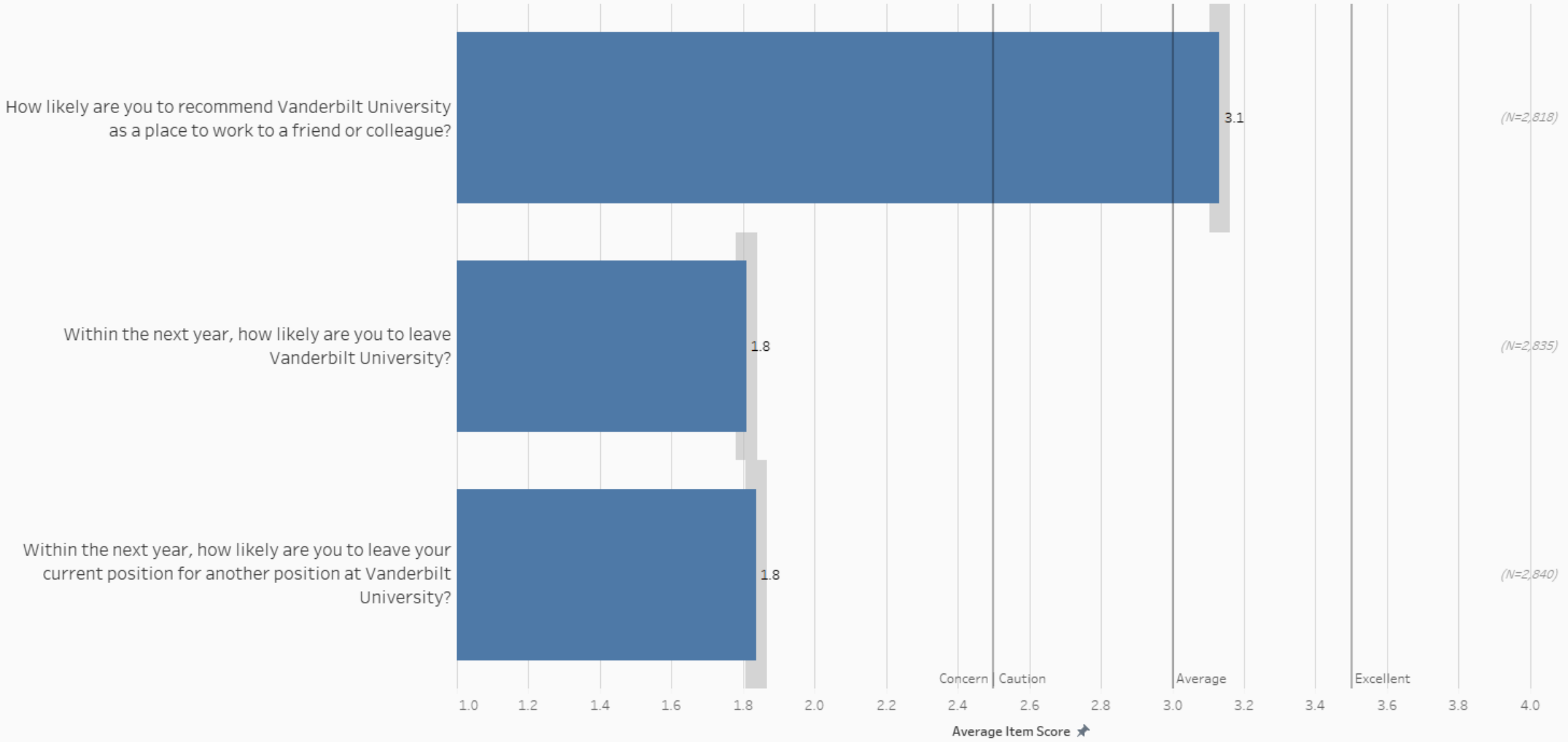*Bars for Units with Less than 5 Responses are Suppressed.*

Response
- Strongly Agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

Item	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Avg
I am an integral part of the community.	21%	47%	24%	6%		(3.8)
I am valued.	25%	50%	14%	8%		(3.9)
I feel accepted by others.	31%	54%	11%			(4.1)
I feel cared about as a person by someone in the Vanderbilt community.	33%	48%	14%	4%		(4.1)
I feel safe.	32%	54%	10%	3%		(4.1)
I have relationships at Vanderbilt that are fulfilling.	31%	51%	14%	4%		(4.1)
I matter to others in the community.	24%	49%	22%	4%		(3.9)
Members of the university community engage in civil respectful dialogue with one another on difficult topics.	21%	52%	21%	5%		(3.8)
The Vanderbilt community provides the support I need to thrive personally and professionally.	22%	47%	22%	7%	3%	(3.8)

% of Total Responses (Avg Item Score)

Likelihood of Recommending and Leaving Item Scores (Range: 1-4)

Scores for Units with Less than 5 Responses are Suppressed.   Shaded bands represent 95% Confidence Interval .
These scores are an average of how likely respondents indicated they are to perform the indicated action from 1 (very unlikely) to 4 (very likely).
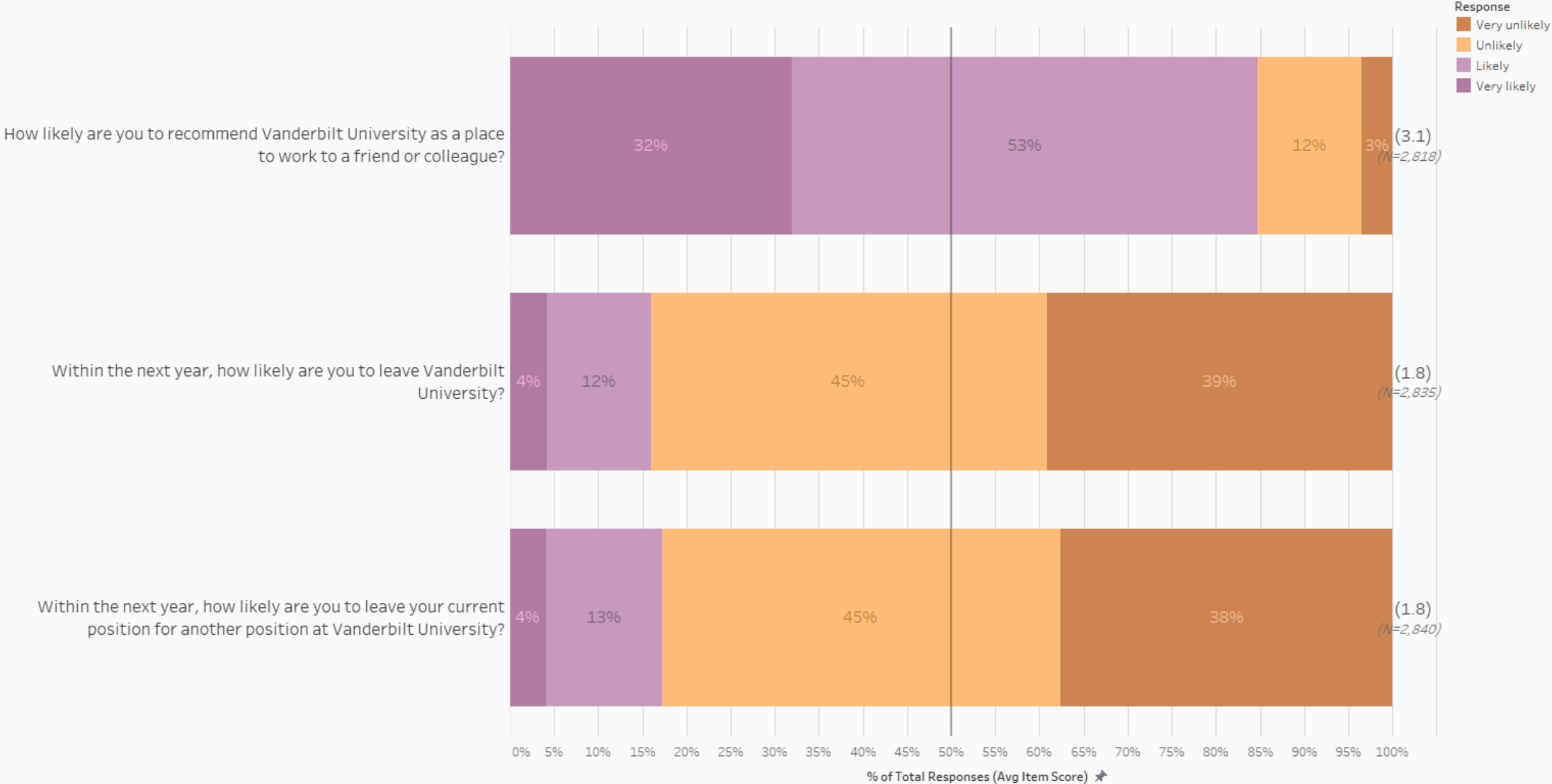

How likely are you to recommend Vanderbilt University as a place to work to a friend or colleague?   3.1   *(N=2,818)*

Within the next year, how likely are you to leave Vanderbilt University?   1.8   *(N=2,835)*

Within the next year, how likely are you to leave your current position for another position at Vanderbilt University?   1.8   *(N=2,840)*

Concern | Caution   Average   Excellent

1.0 1.2 1.4 1.6 1.8 2.0 2.2 2.4 2.6 2.8 3.0 3.2 3.4 3.6 3.8 4.0

Average Item Score 📌

Rounding may result in bars looking slightly different while bar labels are the same.

Likelihood of Recommending and Leaving Item Distributions

Bars for Units with Less than 5 Responses are Suppressed.

Response
- Very unlikely
- Unlikely
- Likely
- Very likely

How likely are you to recommend Vanderbilt University as a place to work to a friend or colleague?
- 32%
- 53%
- 12%
- 3% (3.1) *(N=2,818)*

Within the next year, how likely are you to leave Vanderbilt University?
- 4%
- 12%
- 45%
- 39% (1.8) *(N=2,835)*

Within the next year, how likely are you to leave your current position for another position at Vanderbilt University?
- 4%
- 13%
- 45%
- 38% (1.8) *(N=2,840)*

0% 5% 10% 15% 20% 25% 30% 35% 40% 45% 50% 55% 60% 65% 70% 75% 80% 85% 90% 95% 100%
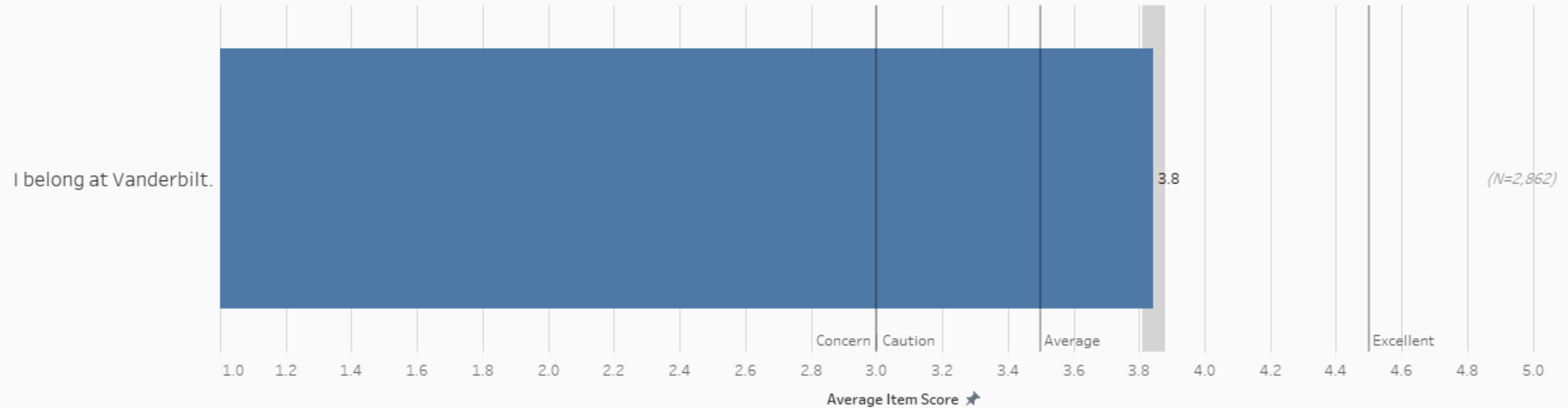
% of Total Responses (Avg Item Score) 📌
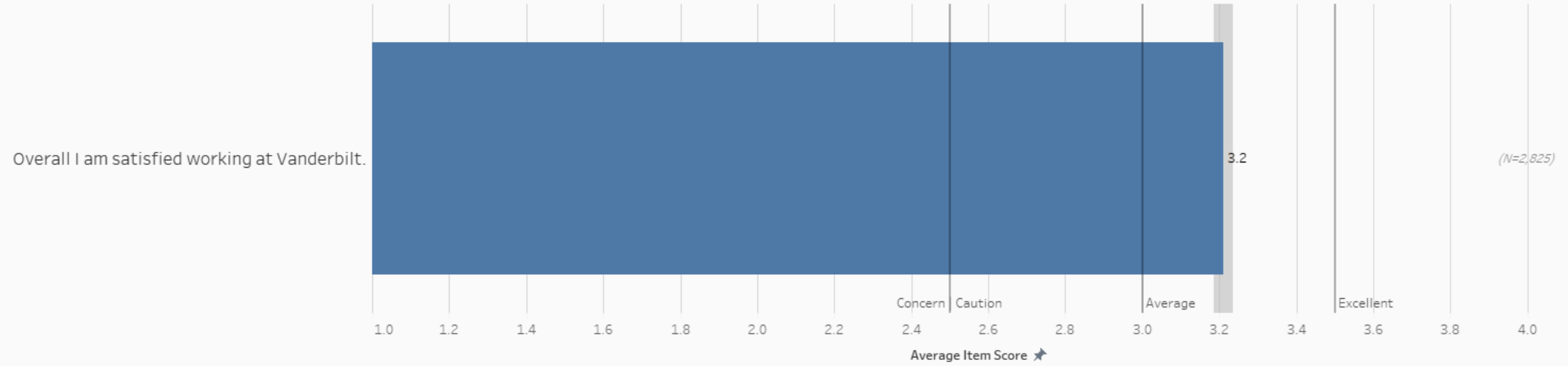
Overall Satisfaction and Belonging Item Scores

Scores for Units with Less than 5 Responses are Suppressed.   Shaded bands represent 95% Confidence Interval .
"Overall I am satisfied..." score measures agreement from 1 (strongly disagree) to 4 (strongly agree).
"I belong..." score measures agreement from 1 (strongly disagree) to 5 (strongly agree).

Overall I am satisfied working at Vanderbilt.   3.2   (N=2,825)

Concern | Caution   Average   Excellent

1.0   1.2   1.4   1.6   1.8   2.0   2.2   2.4   2.6   2.8   3.0   3.2   3.4   3.6   3.8   4.0

Average Item Score ★

I belong at Vanderbilt.   3.8   (N=2,862)

Concern | Caution   Average   Excellent

1.0   1.2   1.4   1.6   1.8   2.0   2.2   2.4   2.6   2.8   3.0   3.2   3.4   3.6   3.8   4.0   4.2   4.4   4.6   4.8   5.0

Average Item Score ★

Overall Satisfaction and Belonging Item Distributions

Bars for Units with Less than 5 Responses are Suppressed.   Please note that "I belong at Vanderbilt" is on a 5-point scale .

Response

■ Strongly Agree   ■ Agree   ■ Neither agree nor disagree   ■ Disagree   ■ Strongly Disagree

| Overall I am satisfied working at Vanderbilt. | 33% | 57% | 8% | 2% | (3.2) *(N=2,825)* |

| I belong at Vanderbilt. | 24% | 48% | 19% | 5% | 4% | (3.8) *(N=2,862)* |

0% 5% 10% 15% 20% 25% 30% 35% 40% 45% 50% 55% 60% 65% 70% 75% 80% 85% 90% 95% 100% 105%

% of Total Responses (Avg Item Score)