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)

- Overall Staff Experience: 3.2
- Work: 3.3
- Balance: 3.1
- Tools: 3.3
- Collaboration: 3.3
- Supervisor: 2.4
- Leadership: 3.0
- Employment Conditions: 2.9

Sense of Belonging Average (Range: 1-5)

- Sense of Belonging: 4.0

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):

1. I am meeting the professional goals that I have set for myself. 3.1 (N=2,619)
2. I feel able to try new things even if they might fail. 3.1 (N=2,845)
3. I feel my work makes a difference. 3.3 (N=2,880)
4. I have opportunities at work to learn and grow. 3.2 (N=2,897)
5. I know what is expected of me at work. 3.3 (N=2,900)
6. My work fits my skills and abilities. 3.5 (N=2,907)
7. My work gives me a feeling of personal accomplishment. 3.3 (N=2,896)
8. My work is challenging. 3.4 (N=2,896)
9. My work is interesting. 3.5 (N=2,807)
Work Scale Item Distributions

Bars for Units with Less than 5 Responses are Suppressed.

1. I am meeting the professional goals that I have set for myself.
   - Strongly Disagree: 31%
   - Disagree: 52%
   - Agree: 14%
   - Strongly Agree: 3%

2. I feel able to try new things even if they might fail.
   - Strongly Disagree: 32%
   - Disagree: 51%
   - Agree: 14%
   - Strongly Agree: 3%

3. I feel my work makes a difference.
   - Strongly Disagree: 46%
   - Disagree: 44%
   - Agree: 8%
   - Strongly Agree: 8%

4. I have opportunities at work to learn and grow.
   - Strongly Disagree: 39%
   - Disagree: 48%
   - Agree: 11%
   - Strongly Agree: 2%

5. I know what is expected of me at work.
   - Strongly Disagree: 41%
   - Disagree: 49%
   - Agree: 8%
   - Strongly Agree: 2%

6. My work fits my skills and abilities.
   - Strongly Disagree: 60%
   - Disagree: 35%
   - Agree: 4%
   - Strongly Agree: 4%

7. My work gives me a feeling of personal accomplishment.
   - Strongly Disagree: 42%
   - Disagree: 45%
   - Agree: 10%
   - Strongly Agree: 3%

8. My work is challenging.
   - Strongly Disagree: 53%
   - Disagree: 39%
   - Agree: 7%
   - Strongly Agree: 7%

9. My work is interesting.
   - Strongly Disagree: 55%
   - Disagree: 30%
   - Agree: 9%
   - Strongly Agree: 5%
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=2,808)
- The amount of stress in my job is manageable: 3.0 (N=2,874)

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.

1. I am able to maintain a healthy work-life balance.
   - 31% Strongly Agree
   - 50% Agree
   - 14% Disagree
   - 5% Strongly Disagree
   - Average Score: 3.1

2. My workload is manageable.
   - 30% Strongly Agree
   - 55% Agree
   - 12% Disagree
   - 3% Strongly Disagree
   - Average Score: 3.1

3. The amount of stress in my job is manageable.
   - 25% Strongly Agree
   - 58% Agree
   - 14% Disagree
   - 3% Strongly Disagree
   - Average Score: 3.0
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. (N=285)
  - Average: 3.3

- I have the materials and equipment I need to do my work. (N=294)
  - Average: 3.3

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.

I have access to technology solutions that help me do my job.

- Strongly Disagree: 39%
- Disagree: 51%
- Agree: 8%
- Strongly Agree: (3.3)

I have the materials and equipment I need to do my work.

- Strongly Disagree: 39%
- Disagree: 51%
- Agree: 8%
- Strongly Agree: (3.3)
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):

- At work I am treated with respect. (N=2,860) Average: 3.4
- I feel respected by faculty. (N=2,413) Average: 3.1
- My colleagues are committed to doing quality work. (N=2,665) Average: 3.5
- My colleagues value my ideas and suggestions. (N=2,844) Average: 3.4
- The people I work with cooperate to get the job done. (N=2,859) Average: 3.4
- The people around me motivate me to challenge myself. (N=2,610) Average: 3.2
- The people in my work unit are competent. (N=2,655) Average: 3.4
- There is effective collaboration between teams at this institution. (N=2,628) Average: 3.0

Rounding may result in bars looking slightly different while bar labels are the same.
At work I am treated with respect.
- 49% Agree
- 45% Disagree
- 5% Strongly Disagree
- 5% Strongly Agree

I feel respected by faculty.
- 30% Agree
- 52% Disagree
- 14% Strongly Disagree
- 4% Strongly Agree

My colleagues are committed to doing quality work.
- 51% Agree
- 44% Disagree
- 4% Strongly Disagree
- 4% Strongly Agree

My colleagues value my ideas and suggestions.
- 44% Agree
- 49% Disagree
- 5% Strongly Disagree
- 5% Strongly Agree

The people I work with cooperate to get the job done.
- 46% Agree
- 49% Disagree
- 5% Strongly Disagree
- 5% Strongly Agree

The people around me motivate me to challenge myself.
- 37% Agree
- 49% Disagree
- 12% Strongly Disagree
- 12% Strongly Agree

The people in my work unit are competent.
- 50% Agree
- 45% Disagree
- 5% Strongly Disagree
- 5% Strongly Agree

There is effective collaboration between teams at this institution.
- 27% Agree
- 51% Disagree
- 18% Strongly Disagree
- 3% Strongly Agree
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).

- I trust the leadership of my work unit: 3.3 (N=2781)
- My supervisor creates an environment that is trusting and open: 3.4 (N=2657)
- My supervisor encourages a healthy work-life balance: 3.4 (N=2657)
- My supervisor listens to suggestions: 3.4 (N=2666)
- My supervisor provides me with feedback that helps me in performing my job responsibilities: 3.3 (N=2659)
- My supervisor supports my professional development: 3.5 (N=2840)

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

1. Equity, diversity and inclusion issues are openly discussed.
2. I feel I know what is going on within this organization.
3. I feel committed to Vanderbilt’s mission.
4. I have confidence that senior management is leading Vanderbilt in the right direction.
5. I trust the senior leadership of Vanderbilt University.
6. I value the Chancellor’s direct communications to staff.
7. If I had a concern about ethics and integrity, I would know how to raise the issue.
8. If I raised a concern about ethics and integrity, I am confident leadership would do what is right.
9. There is open communication throughout all levels of this organization.
10. We do a good job of celebrating success.

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.

- Equity, diversity and inclusion issues are openly discussed: 26% Strongly Disagree, 56% Disagree, 15% Agree, 3% Strongly Agree
- I feel I know what is going on within this organization: 14% Strongly Disagree, 55% Disagree, 25% Agree, 5% Strongly Agree
- I feel committed to Vanderbilt's mission: 40% Strongly Disagree, 55% Disagree, 5% Agree, 0% Strongly Agree
- I have confidence that senior management is leading Vanderbilt in the right direction: 23% Strongly Disagree, 59% Disagree, 14% Agree, 4% Strongly Agree
- I trust the senior leadership of Vanderbilt University: 23% Strongly Disagree, 58% Disagree, 15% Agree, 4% Strongly Agree
- I value the Chancellor’s direct communications to staff: 31% Strongly Disagree, 59% Disagree, 7% Agree, 0% Strongly Agree
- If I had a concern about ethics and integrity, I would know how to raise the issue: 30% Strongly Disagree, 51% Disagree, 15% Agree, 4% Strongly Agree
- If I raised a concern about ethics and integrity, I am confident leadership would do what is right: 27% Strongly Disagree, 52% Disagree, 16% Agree, 6% Strongly Agree
- There is open communication throughout all levels of this organization: 12% Strongly Disagree, 43% Disagree, 35% Agree, 10% Strongly Agree
- We do a good job of celebrating success: 26% Strongly Disagree, 56% Disagree, 15% Agree, 3% Strongly Agree
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):

1. I am satisfied with the flexibility of my work schedule.
   
2. I feel I am paid fairly for the work I do.
   
3. I have prospects for career advancement at Vanderbilt.
   
4. Vanderbilt benefits are competitive.

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.

1. I am satisfied with the flexibility of my work schedule.
   - Strongly Disagree: 8%
   - Disagree: 3%
   - Agree: 46%
   - Strongly Agree: 43%

2. I feel I am paid fairly for the work I do.
   - Strongly Disagree: 15%
   - Disagree: 27%
   - Agree: 46%
   - Strongly Agree: 11%

3. I have prospects for career advancement at Vanderbilt.
   - Strongly Disagree: 9%
   - Disagree: 29%
   - Agree: 42%
   - Strongly Agree: 21%

4. Vanderbilt benefits are competitive.
   - Strongly Disagree: 6%
   - Disagree: 19%
   - Agree: 57%
   - Strongly Agree: 18%
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):

1. I am an integral part of the community.
   - Average Score: 3.8 (N=2,847)

2. I am valued.
   - Average Score: 3.9 (N=2,852)

3. I feel accepted by others.
   - Average Score: 4.1 (N=2,856)

4. I feel cared about as a person by someone in the Vanderbilt community.
   - Average Score: 4.1 (N=2,858)

5. I feel safe.
   - Average Score: 4.1 (N=2,859)

6. I have relationships at Vanderbilt that are fulfilling.
   - Average Score: 4.1 (N=2,849)

7. I matter to others in the community.
   - Average Score: 3.9 (N=2,842)

8. Members of the university community engage in civil respectful dialogue with one another on difficult topics.
   - Average Score: 3.8 (N=2,840)

9. The Vanderbilt community provides the support I need to thrive personally and professionally.
   - Average Score: 3.8 (N=2,834)

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.

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

**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).

1. How likely are you to recommend Vanderbilt University as a place to work to a friend or colleague? 3.1 (N=2818)
2. Within the next year, how likely are you to leave Vanderbilt University? 1.8 (N=2332)
3. Within the next year, how likely are you to leave your current position for another position at Vanderbilt University? 1.8 (N=2840)

Rounding may result in bars looking slightly different while bar labels are the same.
Non-Scale Items

Likelihood of Recommending and Leaving Item Distributions

Bars for Units with Less than 5 Responses are Suppressed.

How likely are you to recommend Vanderbilt University as a place to work to a friend or colleague?

Very unlikely: 32%
Likely: 53%
Likely: 12%
Very likely: 3%

Within the next year, how likely are you to leave Vanderbilt University?

Very unlikely: 4%
Unlikely: 12%
Likely: 45%
Likely: 39%

Within the next year, how likely are you to leave your current position for another position at Vanderbilt University?

Very unlikely: 4%
Unlikely: 13%
Likely: 45%
Likely: 38%
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.

I belong at Vanderbilt.
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.

Overall I am satisfied working at Vanderbilt:
- Strongly Agree: 8% (3.2, n=2,882)
- Agree: 33%
- Neither agree nor disagree: 57%
- Disagree: 8%
- Strongly Disagree: 2%

I belong at Vanderbilt:
- Strongly Agree: 4% (3.8, n=2,862)
- Agree: 24%
- Neither agree nor disagree: 49%
- Disagree: 19%
- Strongly Disagree: 5%