



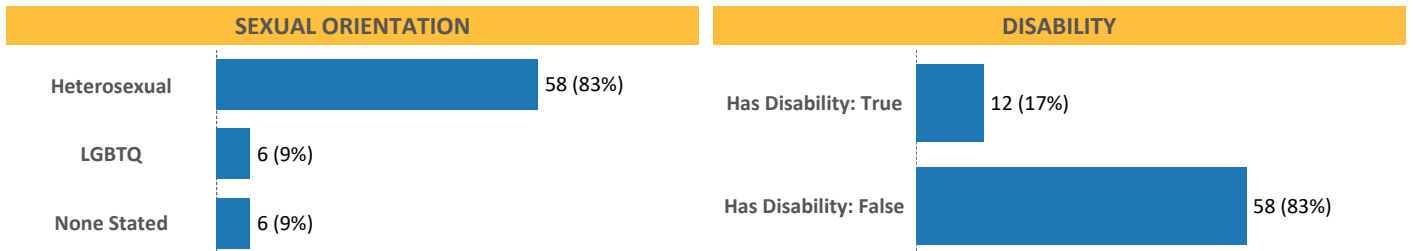
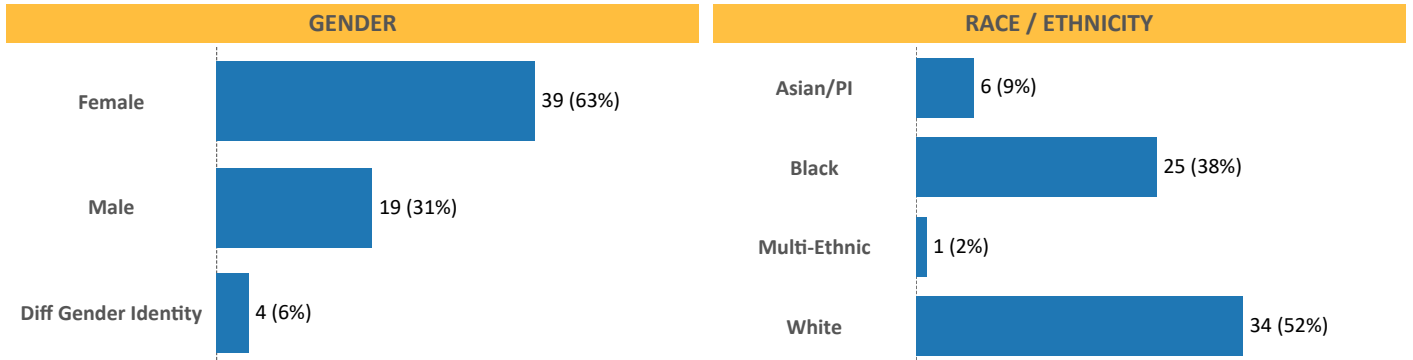
2022 - UMB Staff Experience Survey

Dept of Finance & Auxiliary Sv - 50100

EQUITY, DIVERSITY, AND INCLUSION (EDI) - STANDARD REPORT

- The EDI - Standard Report provides additional data from the Staff Experience Survey standard report.
 - The Staff Experience Survey includes questions which explore satisfaction with the university and department climate(s) with respect to equity, diversity and inclusion, experiences of uncivil or ostracizing behavior, and experiences of negative behavior directed at individuals due to their race/ethnicity or gender.
 - **NOTE:** Some cells will show as blank (or no data) if there are less than 5 respondents. Disaggregation by demographic categories may lead to some cells with ratings by a small number or even a single individual. In addition, not all respondents answered every survey item.

YOUR UNIT OR DEPARTMENT SUMMARY



Dept of Finance & Auxiliary Sv

YOUR OVERALL SATISFACTION AND DIVERSITY & CLIMATE MEANS

139 Invited (N)
 70 Responded (n)
 50% Response Rate

Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent

		2022
Satisfaction with UMB	1 Satisfied Employee	3.99
	9 Satisfied with Diversity Programs	3.93
	10 All Welcomed	4.04
Department - Diversity and Climate	52 Feel Valued by Department	4.03
	53 Department Diversity	3.88
	54 Department Welcomed	4.09
	55 All Cultures Treated Fairly	4.13
	56 Sexual Orientations Treated Fairly	4.18
	57 Supports Diverse Environment	4.17
	58 Practices Core Values	4.17



2022 - UMB Staff Experience Survey

Dept of Finance & Auxiliary Sv - 50100

Satisfaction Mean Scores

Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent

● Mean score greater than that of Office of Admin & Finance (rounded to two decimal places)

Dept of Finance & Auxiliary Sv

139 Invited (N)
70 Responded (n)
50% Response Rate

Office of Admin & Finance

768 Invited (N)
333 Responded (n)
43% Response Rate

		2022	2022
Satisfaction with UMB	1 Satisfied Employee	3.99	3.85
	2 Valued Member of UMB	3.79	3.57
	3 University Leadership	3.83	3.51
	4 Faculty Value Contributions	3.45	3.45
	5 Staff Value Contributions	3.87	3.68
	6 Understand UMB's Mission	4.25	4.25
	7 Contribution to UMB's Mission	4.29	4.32
	8 Have Voice on Campus	3.54	3.39
	9 Satisfied with Diversity Programs	3.93	3.70
	10 All Welcomed	4.04	3.85
	11 Committed to Diversity	4.02	3.90
Department - Mission and Goals	12 Career Advancement	3.63	3.44
	13 Understand Dept's Mission	4.34	4.27
	14 Contribution to Dept's Mission	4.36	4.33
	15 Annual Dept Performance Goals	4.13	3.84
	16 Measures Dept Goal Achievements	3.87	3.60
	17 Measures Customer Satisfaction	3.82	3.65
	18 Improves Services/Products	4.01	3.81
Department Effectiveness	19 Adequate Staffing	3.26	2.81
	20 Have Tools to Perform Work	4.01	3.77
	21 Physical Work Environment	4.02	3.90
	22 Physically Safe Environment	3.93	3.80
	23 Spirit Of Cooperation	4.10	3.65
	24 Ethical Conduct	4.20	3.88
	25 Collaborate with Units Outside	4.00	3.86
	26 Most Perform Responsibilities	4.31	3.91
	27 Participate In Decisions	3.88	3.66
	28 Balance Work/Life	4.15	3.97
	29 Resolves Staff Issues	3.76	3.54
Supervisor Effectiveness	30 Better Ways Recognized	3.57	3.41
	31 Recommendations Without Fear	4.35	3.94
	32 Sufficient Freedom	4.30	3.95
	33 Communicates Essential Info	4.07	3.86
	34 Work Assigned Equitably	4.00	3.83
	35 Gives Praise for Work	3.93	3.78
	36 Suggestions For Improvement	4.16	3.80
	37 Evaluated Fairly	4.03	3.84
	38 Performance Evaluation	4.00	3.71
	39 Advancement Opportunities	3.94	3.60
	40 Supports Training	4.26	3.89
Employee Effectiveness	41 Treats With Respect	4.51	4.21
	42 Supportive of Personal Issues	4.54	4.19
	43 Integrates Core Values	4.06	3.85
	44 Appropriate Stress	3.45	3.30
	45 Total Compensation	3.34	3.05
	46 Get Information	4.19	4.03
Department - Diversity and Climate	47 Good Use Of Skills	3.93	3.77
	48 Know How To Use Tools	4.37	4.28
	49 Manage Workload	4.13	4.10
	50 Valuable Training	3.90	3.74
	51 Enjoy working with coworkers	4.41	4.21
	52 Feel Valued by Department	4.03	3.67
	53 Department Diversity	3.88	3.67
Retention	54 Department Welcomed	4.09	3.92
	55 All Cultures Treated Fairly	4.13	3.95
	56 Sexual Orientations Treated Fairly	4.18	4.03
	57 Supports Diverse Environment	4.17	4.00
	58 Practices Core Values	4.17	3.95
	59 Same Department	4.15	3.93



2022 - UMB Staff Experience Survey
 Dept of Finance & Auxiliary Sv - 50100

2022
 70 respondents
 50% of 139 invited

Female 39
 Male 19
 Diff Gender Identity 4

Satisfaction Mean Scores by Gender

Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent
 Mean scores are not displayed for groups that have fewer than 5 respondents

		Female	Male	Diff Gender Identity
		2022	2022	2022
Satisfaction with UMB	1 Satisfied Employee	4.13	3.89	
	2 Valued Member of UMB	3.92	3.79	
	3 University Leadership	4.03	3.67	
	4 Faculty Value Contributions	3.52	3.64	
	5 Staff Value Contributions	3.82	4.06	
	6 Understand UMB's Mission	4.23	4.26	
	7 Contribution to UMB's Mission	4.23	4.32	
	8 Have Voice on Campus	3.65	3.47	
	9 Satisfied with Diversity Programs	4.03	3.74	
	10 All Welcomed	4.15	4.11	
	11 Committed to Diversity	4.03	4.06	
	12 Career Advancement	3.77	3.63	
Department - Mission and Goals	13 Understand Dept's Mission	4.33	4.32	
	14 Contribution to Dept's Mission	4.28	4.47	
	15 Annual Dept Performance Goals	4.22	3.84	
	16 Measures Dept Goal Achievemen..	4.00	3.63	
	17 Measures Customer Satisfaction	3.84	3.95	
	18 Improves Services/Products	4.14	4.11	
Department Effectiveness	19 Adequate Staffing	3.37	3.11	
	20 Have Tools to Perform Work	4.10	4.00	
	21 Physical Work Environment	4.03	4.00	
	22 Physically Safe Environment	4.00	3.88	
	23 Spirit Of Cooperation	4.10	4.16	
	24 Ethical Conduct	4.31	4.17	
	25 Collaborate with Units Outside	4.11	4.00	
	26 Most Perform Responsibilities	4.38	4.32	
	27 Participate In Decisions	4.05	3.83	
	28 Balance Work/Life	4.24	4.16	
	29 Resolves Staff Issues	3.84	3.82	
Supervisor Effectiveness	30 Better Ways Recognized	3.74	3.53	
	31 Recommendations Without Fear	4.41	4.50	
	32 Sufficient Freedom	4.41	4.39	
	33 Communicates Essential Info	4.21	4.22	
	34 Work Assigned Equitably	4.16	4.06	
	35 Gives Praise for Work	3.97	3.94	
	36 Suggestions For Improvement	4.19	4.17	
	37 Evaluated Fairly	4.24	4.00	
	38 Performance Evaluation	4.14	3.89	
	39 Advancement Opportunities	4.03	3.89	
	40 Supports Training	4.39	4.11	
	41 Treats With Respect	4.59	4.44	
	42 Supportive of Personal Issues	4.53	4.67	
	43 Integrates Core Values	4.18	4.06	
Employee Effectiveness	44 Appropriate Stress	3.70	3.22	
	45 Total Compensation	3.37	3.50	
	46 Get Information	4.26	4.00	
	47 Good Use Of Skills	3.92	4.17	
	48 Know How To Use Tools	4.37	4.33	
	49 Manage Workload	4.21	4.00	
	50 Valuable Training	4.03	3.67	
	51 Enjoy working with coworkers	4.41	4.44	
Department - Diversity and Climate	52 Feel Valued by Department	4.08	4.17	
	53 Department Diversity	3.90	3.94	
	54 Department Welcomed	4.21	4.12	
	55 All Cultures Treated Fairly	4.18	4.17	
	56 Sexual Orientations Treated Fairly	4.19	4.28	
	57 Supports Diverse Environment	4.21	4.22	
	58 Practices Core Values	4.21	4.22	
Retention	59 Same Department	4.24	4.13	



2022 - UMB Staff Experience Survey
 Dept of Finance & Auxiliary Sv - 50100

2022
 70 respondents
 50% of 139 invited

Asian/PI 6
 Black 25
 Multi-Ethnic 1
 White 34

2022

Satisfaction Mean Scores by Race/Ethnicity

Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent

Mean scores are not displayed for groups that have fewer than 5 respondents

		Asian/PI	Black	Multi-Ethnic	White
		2022	2022	2022	2022
Satisfaction with UMB	1 Satisfied Employee	4.50	3.96		4.06
	2 Valued Member of UMB	4.33	3.76		3.85
	3 University Leadership	4.50	3.92		3.72
	4 Faculty Value Contributions	4.50	3.44		3.13
	5 Staff Value Contributions	4.33	3.79		3.94
	6 Understand UMB's Mission	4.33	4.20		4.39
	7 Contribution to UMB's Mission	4.33	4.24		4.32
	8 Have Voice on Campus	3.83	3.50		3.66
	9 Satisfied with Diversity Programs	4.17	3.96		3.88
	10 All Welcomed	4.67	3.96		4.03
	11 Committed to Diversity	4.50	3.88		4.03
	12 Career Advancement	4.00	3.52		3.74
Department - Mission and Goals	13 Understand Dept's Mission	4.50	4.24		4.44
	14 Contribution to Dept's Mission	4.50	4.28		4.50
	15 Annual Dept Performance Goals	4.50	3.92		4.18
	16 Measures Dept Goal Achievemen..	4.50	3.71		3.97
	17 Measures Customer Satisfaction	4.33	3.83		3.91
	18 Improves Services/Products	4.50	4.00		4.18
Department Effectiveness	19 Adequate Staffing	4.33	3.36		3.21
	20 Have Tools to Perform Work	4.60	4.00		4.00
	21 Physical Work Environment	4.25	4.00		4.04
	22 Physically Safe Environment	4.00	4.21		3.71
	23 Spirit Of Cooperation	4.17	3.92		4.35
	24 Ethical Conduct	4.17	4.04		4.36
	25 Collaborate with Units Outside	4.00	3.88		4.18
	26 Most Perform Responsibilities	4.50	4.24		4.35
	27 Participate In Decisions	4.50	3.58		4.15
	28 Balance Work/Life	4.67	3.96		4.26
	29 Resolves Staff Issues	4.50	3.46		3.94
	30 Better Ways Recognized	4.67	3.08		3.88
Supervisor Effectiveness	31 Recommendations Without Fear	4.67	4.17		4.50
	32 Sufficient Freedom	4.50	4.13		4.44
	33 Communicates Essential Info	4.67	4.04		4.12
	34 Work Assigned Equitably	4.67	4.00		4.12
	35 Gives Praise for Work	4.50	3.67		4.12
	36 Suggestions For Improvement	4.67	4.13		4.21
	37 Evaluated Fairly	4.67	3.67		4.24
	38 Performance Evaluation	4.50	3.95		4.00
	39 Advancement Opportunities	4.33	3.74		4.03
	40 Supports Training	4.50	4.17		4.32
	41 Treats With Respect	4.67	4.42		4.59
	42 Supportive of Personal Issues	4.50	4.50		4.64
Employee Effectiveness	43 Integrates Core Values	4.60	3.70		4.29
	44 Appropriate Stress	3.83	3.39		3.44
	45 Total Compensation	3.67	3.00		3.65
	46 Get Information	4.50	4.33		4.09
	47 Good Use Of Skills	4.33	3.83		4.03
	48 Know How To Use Tools	4.33	4.58		4.24
	49 Manage Workload	4.50	4.42		3.94
Department - Diversity and Climate	50 Valuable Training	4.50	3.96		3.79
	51 Enjoy working with coworkers	4.50	4.39		4.50
	52 Feel Valued by Department	4.50	3.78		4.18
	53 Department Diversity	4.50	3.58		4.00
	54 Department Welcomed	4.40	3.88		4.21
	55 All Cultures Treated Fairly	4.50	3.79		4.29
	56 Sexual Orientations Treated Fairly	4.50	3.96		4.27
	57 Supports Diverse Environment	4.50	3.92		4.26
	58 Practices Core Values	4.50	3.88		4.32
Retention	59 Same Department	4.60	4.00		4.29



2022 - UMB Staff Experience Survey
 Dept of Finance & Auxiliary Sv - 50100

2022
 70 respondents
 50% of 139 invited

Heterosexual 58
 LGBTQ 6
 None Stated 6

Satisfaction Mean Scores by Sexual Orientation

Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent
 Mean scores are not displayed for groups that have fewer than 5 respondents

		Heterosexual	LGBTQ	None Stated
		2022	2022	2022
Satisfaction with UMB	1 Satisfied Employee	4.05	4.00	3.33
	2 Valued Member of UMB	3.88	3.83	2.83
	3 University Leadership	3.91	3.83	3.00
	4 Faculty Value Contributions	3.58	3.00	3.00
	5 Staff Value Contributions	3.86	4.17	3.60
	6 Understand UMB's Mission	4.26	4.50	3.83
	7 Contribution to UMB's Mission	4.29	4.33	4.20
	8 Have Voice on Campus	3.55	3.80	3.17
	9 Satisfied with Diversity Programs	3.95	4.00	3.67
	10 All Welcomed	4.09	4.33	3.33
	11 Committed to Diversity	4.04	4.00	3.80
	12 Career Advancement	3.69	3.83	2.83
Department - Mission and Goals	13 Understand Dept's Mission	4.36	4.33	4.17
	14 Contribution to Dept's Mission	4.40	4.50	3.83
	15 Annual Dept Performance Goals	4.16	3.83	4.17
	16 Measures Dept Goal Achievemen..	3.88	3.83	3.83
	17 Measures Customer Satisfaction	3.93	3.50	3.17
	18 Improves Services/Products	4.13	3.83	3.17
Department Effectiveness	19 Adequate Staffing	3.42	2.50	2.50
	20 Have Tools to Perform Work	4.09	3.50	3.83
	21 Physical Work Environment	4.08	3.67	3.80
	22 Physically Safe Environment	3.96	3.83	3.80
	23 Spirit Of Cooperation	4.17	4.00	3.50
	24 Ethical Conduct	4.25	4.33	3.67
	25 Collaborate with Units Outside	4.09	3.50	3.67
	26 Most Perform Responsibilities	4.34	4.50	3.83
	27 Participate In Decisions	4.02	3.67	2.83
	28 Balance Work/Life	4.23	4.00	3.40
	29 Resolves Staff Issues	3.85	3.50	3.17
Supervisor Effectiveness	30 Better Ways Recognized	3.72	3.33	2.33
	31 Recommendations Without Fear	4.56	3.50	3.17
	32 Sufficient Freedom	4.42	4.17	3.33
	33 Communicates Essential Info	4.26	3.50	2.83
	34 Work Assigned Equitably	4.18	3.67	2.67
	35 Gives Praise for Work	4.00	3.67	3.50
	36 Suggestions For Improvement	4.29	3.50	3.67
	37 Evaluated Fairly	4.22	3.67	2.67
	38 Performance Evaluation	4.11	3.80	3.17
	39 Advancement Opportunities	4.05	3.33	3.50
Employee Effectiveness	40 Supports Training	4.34	4.00	3.83
	41 Treats With Respect	4.58	4.17	4.17
	42 Supportive of Personal Issues	4.63	4.17	4.17
	43 Integrates Core Values	4.16	3.83	3.50
	44 Appropriate Stress	3.51	3.00	3.33
	45 Total Compensation	3.41	3.50	2.50
	46 Get Information	4.23	3.67	4.33
	47 Good Use Of Skills	4.00	3.83	3.33
	48 Know How To Use Tools	4.36	4.33	4.50
	49 Manage Workload	4.18	3.83	4.00
Department - Diversity and Climate	50 Valuable Training	3.82	4.17	4.33
	51 Enjoy working with coworkers	4.46	4.33	4.00
	52 Feel Valued by Department	4.07	4.20	3.50
	53 Department Diversity	3.95	3.33	3.83
	54 Department Welcomed	4.14	4.00	3.67
	55 All Cultures Treated Fairly	4.14	4.00	4.17
	56 Sexual Orientations Treated Fairly	4.19	4.17	4.17
	57 Supports Diverse Environment	4.18	4.00	4.33
Retention	58 Practices Core Values	4.23	4.00	3.83
	59 Same Department	4.26	4.00	3.20



2022 - UMB Staff Experience Survey
 Dept of Finance & Auxiliary Sv - 50100

2022
 70 respondents
 50% of 139 invited

Has Disability: True 12
 Has Disability: False 58

2022

Satisfaction Mean Scores by Disability

Below 3.00 - Low | 3.00 to 3.59 - Marginal | 3.60 to 4.29 - Good | 4.30 & above - Excellent
 Mean scores are not displayed for groups that have fewer than 5 respondents

		Has Disability: True	Has Disability: False
		2022	2022
Satisfaction with UMB	1 Satisfied Employee	3.75	4.12
	2 Valued Member of UMB	3.58	3.94
	3 University Leadership	3.92	3.90
	4 Faculty Value Contributions	3.13	3.62
	5 Staff Value Contributions	3.50	3.98
	6 Understand UMB's Mission	4.50	4.24
	7 Contribution to UMB's Mission	4.08	4.35
	8 Have Voice on Campus	3.27	3.64
	9 Satisfied with Diversity Programs	4.08	3.92
	10 All Welcomed	4.08	4.12
	11 Committed to Diversity	4.00	4.04
	12 Career Advancement	3.50	3.75
Department - Mission and Goals	13 Understand Dept's Mission	4.08	4.42
	14 Contribution to Dept's Mission	4.00	4.50
	15 Annual Dept Performance Goals	3.75	4.22
	16 Measures Dept Goal Achievemen..	3.50	3.96
	17 Measures Customer Satisfaction	3.33	4.02
	18 Improves Services/Products	3.58	4.22
Department Effectiveness	19 Adequate Staffing	2.67	3.49
	20 Have Tools to Perform Work	3.75	4.10
	21 Physical Work Environment	3.70	4.11
	22 Physically Safe Environment	4.00	3.93
	23 Spirit Of Cooperation	3.92	4.21
	24 Ethical Conduct	4.00	4.31
	25 Collaborate with Units Outside	3.83	4.08
	26 Most Perform Responsibilities	4.33	4.37
	27 Participate In Decisions	3.50	4.10
	28 Balance Work/Life	4.00	4.25
Supervisor Effectiveness	29 Resolves Staff Issues	3.00	4.02
	30 Better Ways Recognized	3.42	3.75
	31 Recommendations Without Fear	4.00	4.57
	32 Sufficient Freedom	4.08	4.47
	33 Communicates Essential Info	4.00	4.24
	34 Work Assigned Equitably	3.58	4.27
	35 Gives Praise for Work	3.58	4.06
	36 Suggestions For Improvement	4.25	4.20
	37 Evaluated Fairly	3.58	4.31
	38 Performance Evaluation	3.82	4.15
	39 Advancement Opportunities	3.42	4.12
Employee Effectiveness	40 Supports Training	3.92	4.40
	41 Treats With Respect	4.33	4.59
	42 Supportive of Personal Issues	4.42	4.62
	43 Integrates Core Values	3.80	4.19
	44 Appropriate Stress	3.18	3.52
	45 Total Compensation	3.08	3.50
	46 Get Information	3.92	4.24
	47 Good Use Of Skills	3.75	4.04
	48 Know How To Use Tools	4.42	4.34
	49 Manage Workload	3.75	4.24
Department - Diversity and Climate	50 Valuable Training	3.55	3.92
	51 Enjoy working with coworkers	4.17	4.51
	52 Feel Valued by Department	3.45	4.22
	53 Department Diversity	3.45	3.98
	54 Department Welcomed	4.00	4.16
	55 All Cultures Treated Fairly	3.75	4.22
	56 Sexual Orientations Treated Fairly	3.91	4.24
	57 Supports Diverse Environment	3.92	4.22
	58 Practices Core Values	4.00	4.25
Retention	59 Same Department	3.75	4.35



2022 - UMB Staff Experience Survey
 Dept of Finance & Auxiliary Sv - 50100

Dept of Finance & Auxilia..

Office of Admin & Finance

139 Invited (N)
 70 Responded (n)
 50% Response Rate

768 Invited (N)
 333 Responded (n)
 43% Response Rate

Interpersonal Behaviors Mean Scores

Below 2 - Excellent | 2.0 to 2.3 - Good | 2.4 to 2.6 - Marginal | 2.70 & above - Low

During the past year, how often have you experienced the following conduct where someone:

	2022	2022
1 Was condescending to you	1.80	1.95
2 Paid little attention to your statement or showed little interest in your opinion	1.94	2.14
3 Made demeaning or derogatory remarks about you	1.50	1.54
4 Made jokes at your expense	1.26	1.31
5 Interrupted or spoke over you	1.76	2.01
6 Talked about you behind your back	1.48	1.99
7 Excluded you	1.83	1.97
8 Kept you out-of-the-loop on information that is important	2.06	2.16
9 Treated you as if you are invisible	1.58	1.70
10 Ignored you during conversation	1.42	1.55
11 Treated you differently because of your gender	1.14	1.23
12 Made derogatory comments about your gender	1.08	1.14
13 Made you feel as if you have to give up your gender identity to get along at work	1.10	1.14
14 Treated you differently because of your race/ethnicity	1.28	1.30
15 Made derogatory comments about your race/ethnicity	1.08	1.15
16 Made you feel as if you have to give up your race/ethnicity to get along at work	1.11	1.16
17 Treated you differently because of your sexual orientation	1.05	1.11
18 Make derogatory comments about your sexual orientation	1.03	1.10
19 Made you feel as if you have to give up your sexual orientation to get along at work	1.03	1.11
20 Made you feel the need to minimize various characteristics of your culture to fit in	1.14	1.22



2022 - UMB Staff Experience Survey
 Dept of Finance & Auxiliary Sv - 50100

2022
 70 respondents
 50% of 139 invited

Female 39
 Male 19
 Diff Gender Identity 4

Interpersonal Behaviors Mean Scores by Gender

Below 2 - Excellent | 2.0 to 2.3 - Good | 2.4 to 2.6 - Marginal | 2.70 & above - Low
 Mean scores are not displayed for groups that have fewer than 5 respondents

During the past year, how often have you experienced the following conduct where someone:

# Question Text	Female	Male	Diff Gender Identity
	2022	2022	2022
1 Was condescending to you	1.84	1.68	
2 Paid little attention to your statement or showed little interest in your opinion	1.82	1.89	
3 Made demeaning or derogatory remarks about you	1.35	1.47	
4 Made jokes at your expense	1.28	1.11	
5 Interrupted or spoke over you	1.71	1.68	
6 Talked about you behind your back	1.48	1.31	
7 Excluded you	1.82	1.56	
8 Kept you out-of-the-loop on information that is important	2.03	1.78	
9 Treated you as if you are invisible	1.51	1.32	
10 Ignored you during conversation	1.41	1.26	
11 Treated you differently because of your gender	1.16	1.05	
12 Made derogatory comments about your gender	1.06	1.05	
13 Made you feel as if you have to give up your gender identity to get along at work	1.09	1.05	
14 Treated you differently because of your race/ethnicity	1.17	1.32	
15 Made derogatory comments about your race/ethnicity	1.06	1.05	
16 Made you feel as if you have to give up your race/ethnicity to get along at work	1.06	1.11	
17 Treated you differently because of your sexual orientation	1.00	1.05	
18 Make derogatory comments about your sexual orientation	1.00	1.00	
19 Made you feel as if you have to give up your sexual orientation to get along at work	1.00	1.00	
20 Made you feel the need to minimize various characteristics of your culture to fit in	1.09	1.05	



2022 - UMB Staff Experience Survey
 Dept of Finance & Auxiliary Sv - 50100

2022
 70 respondents
 50% of 139 invited

Asian/PI	6
Black	25
Multi-Ethnic	1
White	34

Interpersonal Behaviors Mean Scores by Ethnicity

Below 2 - Excellent | 2.0 to 2.3 - Good | 2.4 to 2.6 - Marginal | 2.70 & above - Low
 Mean scores are not displayed for groups that have fewer than 5 respondents

During the past year, how often have you experienced the following conduct where someone:	Asian/PI	Black	Multi-Ethnic	White
	2022	2022	2022	2022
1 Was condescending to you	1.33	2.04		1.69
2 Paid little attention to your statement or showed little interest in your opinion	1.33	2.17		1.82
3 Made demeaning or derogatory remarks about you	1.17	1.87		1.23
4 Made jokes at your expense	1.40	1.22		1.23
5 Interrupted or spoke over you	1.33	1.75		1.73
6 Talked about you behind your back	1.33	1.61		1.32
7 Excluded you	1.50	2.08		1.58
8 Kept you out-of-the-loop on information that is important	1.67	2.05		2.00
9 Treated you as if you are invisible	1.33	1.65		1.50
10 Ignored you during conversation	1.33	1.26		1.48
11 Treated you differently because of your gender	1.17	1.08		1.18
12 Made derogatory comments about your gender	1.17	1.04		1.09
13 Made you feel as if you have to give up your gender identity to get along at work	1.17	1.14		1.06
14 Treated you differently because of your race/ethnicity	1.33	1.42		1.16
15 Made derogatory comments about your race/ethnicity	1.17	1.05		1.06
16 Made you feel as if you have to give up your race/ethnicity to get along at work	1.17	1.09		1.13
17 Treated you differently because of your sexual orientation	1.00	1.05		1.06
18 Made derogatory comments about your sexual orientation	1.00	1.05		1.03
19 Made you feel as if you have to give up your sexual orientation to get along at work	1.00	1.05		1.03
20 Made you feel the need to minimize various characteristics of your culture to fit in	1.17	1.26		1.06



2022 - UMB Staff Experience Survey
 Dept of Finance & Auxiliary Sv - 50100

2022
 70 respondents
 50% of 139 invited

2022
 Heterosexual 58
 LGBTQ 6
 None Stated 6

Interpersonal Behaviors Mean Scores by Sexual Orientation

Below 2 - Excellent | 2.0 to 2.3 - Good | 2.4 to 2.6 - Marginal | 2.70 & above - Low
 Mean scores are not displayed for groups that have fewer than 5 respondents

During the past year, how often have you experienced the following conduct where someone:

	Heterosexual 2022	LGBTQ 2022	None Stated 2022
1 Was condescending to you	1.82	1.83	1.50
2 Paid little attention to your statement or showed little interest in your opinion	1.88	2.17	2.50
3 Made demeaning or derogatory remarks about you	1.45	1.33	2.67
4 Made jokes at your expense	1.24	1.17	2.00
5 Interrupted or spoke over you	1.70	1.67	2.75
6 Talked about you behind your back	1.47	1.00	3.00
7 Excluded you	1.77	1.67	3.00
8 Kept you out-of-the-loop on information that is important	1.96	2.50	2.75
9 Treated you as if you are invisible	1.49	2.00	2.25
10 Ignored you during conversation	1.39	1.33	2.00
11 Treated you differently because of your gender	1.14	1.00	1.25
12 Made derogatory comments about your gender	1.07	1.00	1.25
13 Made you feel as if you have to give up your gender identity to get along at work	1.09	1.00	1.25
14 Treated you differently because of your race/ethnicity	1.30	1.00	1.25
15 Made derogatory comments about your race/ethnicity	1.08	1.00	1.25
16 Made you feel as if you have to give up your race/ethnicity to get along at work	1.12	1.00	1.25
17 Treated you differently because of your sexual orientation	1.06	1.00	1.00
18 Made derogatory comments about your sexual orientation	1.04	1.00	1.00
19 Made you feel as if you have to give up your sexual orientation to get along at work	1.04	1.00	1.00
20 Made you feel the need to minimize various characteristics of your culture to fit in	1.15	1.00	1.25



2022 - UMB Staff Experience Survey
 Dept of Finance & Auxiliary Sv - 50100

2022
 70 respondents
 50% of 139 invited

2022
 Has Disability: True 12
 Has Disability: False 58

Interpersonal Behaviors Mean Scores by Disability

Below 2 - Excellent | 2.0 to 2.3 - Good | 2.4 to 2.6 - Marginal | 2.70 & above - Low
 Mean scores are not displayed for groups that have fewer than 5 respondents

During the past year, how often have you experienced the following conduct where someone:

	Has Disability: True 2022	Has Disability: False 2022
1 Was condescending to you	1.92	1.78
2 Paid little attention to your statement or showed little interest in your opinion	2.17	1.89
3 Made demeaning or derogatory remarks about you	1.20	1.56
4 Made jokes at your expense	1.09	1.29
5 Interrupted or spoke over you	1.83	1.75
6 Talked about you behind your back	1.33	1.51
7 Excluded you	1.67	1.87
8 Kept you out-of-the-loop on information that is important	2.50	1.96
9 Treated you as if you are invisible	1.67	1.57
10 Ignored you during conversation	1.58	1.39
11 Treated you differently because of your gender	1.17	1.13
12 Made derogatory comments about your gender	1.00	1.09
13 Made you feel as if you have to give up your gender identity to get along at work	1.00	1.12
14 Treated you differently because of your race/ethnicity	1.09	1.31
15 Made derogatory comments about your race/ethnicity	1.00	1.10
16 Made you feel as if you have to give up your race/ethnicity to get along at work	1.00	1.14
17 Treated you differently because of your sexual orientation	1.00	1.06
18 Made derogatory comments about your sexual orientation	1.00	1.04
19 Made you feel as if you have to give up your sexual orientation to get along at work	1.00	1.04
20 Made you feel the need to minimize various characteristics of your culture to fit in	1.00	1.17



2022 - UMB Staff Experience Survey

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Please indicate to what extent you agree or disagree with the following statements. Select 'N/A' if it is not applicable or you do not know.

Strongly Agree
5

Agree
4

Neutral
3

Disagree
2

Strongly Disagree
1

N/A

	1	2	3	4	5	N/A
Satisfaction with UMB	1	2	3	4	5	
	2	3	4	5		
	3	4	5			
	4	5				
	5					
	6					
	7					
	8					
	9					
	10					
	11					
	12					
Department - Mission and Goals	13					
	14					
	15					
	16					
	17					
	18					
Department Effectiveness	19					
	20					
	21					
	22					
	23					
	24					
	25					
	26					
	27					
	28					
	29					
	30					
Supervisor Effectiveness	31					
	32					
	33					
	34					
	35					
	36					
	37					
	38					
	39					
	40					
	41					
	42					
Employee Effectiveness	43					
	44					
	45					
	46					
	47					
	48					
	49					
	50					
Department - Diversity and Climate	51					
	52					
	53					
	54					
	55					
	56					
	57					
	58					
Retention enPS	59					
	60					



2022 - UMB Staff Experience Survey

Dept of Finance & Auxiliary Sv - 50100

Please indicate to what extent you agree or disagree with the following statements. Select 'N/A' if it is not applicable or you do not know.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
1	2	3	4	5	

Conduct and Behavioral // Interpersonal Items

- | | | |
|----------------------|----|--|
| Conduct & Behavioral | 1 | Was condescending to you |
| | 2 | Paid little attention to your statement or showed little interest in your opinion |
| | 3 | Made demeaning or derogatory remarks about you |
| | 4 | Made jokes at your expense |
| | 5 | Interrupted or spoke over you |
| | 6 | Talked about you behind your back |
| | 7 | Excluded you |
| | 8 | Kept you out-of-the-loop on information that is important |
| | 9 | Treated you as if you are invisible |
| | 10 | Ignored you during conversation |
| | 11 | Treated you differently because of your gender |
| | 12 | Made derogatory comments about your gender |
| | 13 | Made you feel as if you have to give up your gender identity to get along at work |
| | 14 | Treated you differently because of your race/ethnicity |
| | 15 | Made derogatory comments about your race/ethnicity |
| | 16 | Made you feel as if you have to give up your race/ethnicity to get along at work |
| | 17 | Treated you differently because of your sexual orientation |
| | 18 | Make derogatory comments about your sexual orientation |
| | 19 | Made you feel as if you have to give up your sexual orientation to get along at work |
| | 20 | Made you feel the need to minimize various characteristics of your culture to fit in |
-