

When UW launched the Climate Survey in autumn 2019, university leaders stated a 30% response rate goal to increase generalizability of the data. The Office of Educational Assessment (OEA) is providing reports to all units regardless of their response rates. We believe in honoring the contribution of all UW community members who participated in the study, and we think School of Nursing can learn from their responses. However, we recommend caution in generalizing results for participant groups whose response rates are below 30%. To protect participant anonymity, we hide the unit-level values in demographic tables for groups between zero and four. In item response tables, we list “n < 5” for any item where between one and four participants responded.

### Summary

The University of Washington administered a climate survey to all faculty, staff, and students across all campuses during Autumn Quarter 2019. This report summarizes key findings for School of Nursing.

Of the 874 possible participants from School of Nursing, 400 responded to the survey, resulting in an **overall 45.8% response rate**, compared to the Health Science campus overall response rate of 17.8%. Section 1 details the response rates and demographics among the different populations in School of Nursing starting on page 2.

Section 2 details response to the overall climate in School of Nursing. According to the survey responses, **77.5% of School of Nursing participants are comfortable with the climate at UW**, compared to 73.6% from the Health Science campus. Additionally, **72.1% of faculty and staff from School of Nursing indicated they are comfortable with the climate in their program or work unit and 83.6% of faculty and students are comfortable with the climate in their classes**, while 70.6% of Health Science campus faculty and staff and 77.0% of faculty and students felt this way, respectively. Further findings for overall climate can be found starting on page 4.

Turning to harassment and unwanted sexual experience, the survey revealed that **15.3% of School of Nursing participants have personally experienced exclusionary, intimidating, offensive, and/or hostile conduct**, while 19.4% of the Health Science campus sample indicated this experience. Additionally, **16.5% of School of Nursing participants have observed exclusionary, intimidating, offensive, and/or hostile conduct**, compared to 24.4% of the Health Science campus sample. Finally, **6.2% of School of Nursing participants have personally experienced sexual misconduct of some kind while at UW**, while 11.0% of the Health Science campus sample indicated this experience. Further findings for these experiences can be found in Section 3 starting on page 11.

Section 4 highlights key findings related to faculty and staff perspectives. Overall, **58.6% of faculty participants from School of Nursing would recommend UW as a good place to work**, compared to 61.6% of the Health Science campus sample. Likewise, **61.3% of staff participants from School of Nursing would recommend UW as a good place to work**, while 60.7% of the Health Science campus sample indicated this. Further findings for staff and faculty perspectives can be found starting on page 17.

Turning to the student experience, **undergraduate students from School of Nursing rated their perceived academic success at 3.88 on a five-point scale**, while the entire Health Science undergraduate sample rated their success at 3.75. Likewise, **graduate students from School of Nursing rated their perceived academic success at 4.18 on a five-point scale**, compared to 3.98 for graduate students from the larger Health Science sample. Further findings for the student experience can be found in Section 5 starting on page 22.

## 1. Response Rates and Sample Demographics

### Response Rates

	School of Nursing			Health Science Campus		
	N	n	%	N	n	%
<b>All Participants</b>	<b>874</b>	<b>400</b>	<b>45.7%</b>	<b>17837</b>	<b>3175</b>	<b>17.8%</b>
Undergraduate	208	82	39.4%	1113	354	31.8%
Graduate	414	171	41.3%	5970	817	13.7%
Academic Personnel	120	72	60.0%	5671	645	11.4%
Staff	132	75	56.8%	5083	1359	26.7%

NOTE: Response rates are not listed when responses total fewer than 5 participants.

### Participant Demographics – Faculty/Staff

	School of Nursing		Health Science Campus	
	n	%	n	%
<b>All Academic Personnel</b>	<b>72</b>		<b>645</b>	
Gender	72		636	
Woman	64	88.9%	372	58.5%
Man	8	11.1%	257	40.4%
Trans Spectrum			7	1.1%
Race/Ethnicity	69		618	
Asian			36	5.8%
URM	6	8.7%	89	14.4%
White	59	85.5%	457	73.9%
2 or more races			36	5.8%
<b>All Staff</b>	<b>75</b>		<b>1359</b>	
Gender	75		1351	
Woman	61	81.3%	980	72.5%
Man	13	17.3%	338	25.0%
Trans-spectrum			33	2.4%
Race/Ethnicity	73		1324	
Asian	6	8.2%	92	6.9%
URM	11	15.1%	156	11.8%
White	47	64.4%	960	72.5%
2 or more races	9	12.3%	116	8.8%

NOTE: Per the Climate Study Working Group, the categories Genderfluid, Genderqueer, Nonbinary, Transgender, and “gender not listed here” are collapsed into the “Trans-spectrum.” Additionally, the Underrepresented Minority category (URM) included respondents who identified as Alaska Native, American Indian/Native American, Black/African American, Black African, Hispanic/Latinx/Chicanx, Jewish, Middle Eastern, Native Hawaiian, Pacific Islander, South Asian, Southeast Asian, and “a racial/ethnic identity not listed.” Cells with fewer than 5 participants for the unit are omitted to protect anonymity.

**Participant Demographics - Students**

	School of Nursing		Health Science Campus	
	n	%	n	%
<b>Undergraduate</b>	<b>82</b>		<b>354</b>	
Gender	81		353	
Woman	74	91.4%	293	83.0%
Man	7	8.6%	51	14.4%
Trans Spectrum			9	2.5%
Race/Ethnicity	82		352	
Asian	8	9.8%	45	12.8%
URM	25	30.5%	121	34.4%
White	30	36.6%	117	33.2%
2 or more races	19	23.2%	69	19.6%
First generation	81		350	
First generation	38	46.9%	156	44.6%
Not First generation	43	53.1%	194	55.4%
Status	82		354	
Began at UW	38	46.3%	253	71.5%
Transferred to UW	44	53.7%	101	28.5%
<b>Graduate</b>	<b>171</b>		<b>817</b>	
Gender	170		815	
Woman	151	88.8%	603	74.0%
Man	15	8.8%	171	21.0%
Trans-spectrum	n < 5		41	5.0%
Race/Ethnicity	169		805	
Asian	27	16.0%	143	17.8%
URM	25	14.8%	167	20.7%
White	100	59.2%	411	51.1%
2 or more races	17	10.1%	84	10.4%

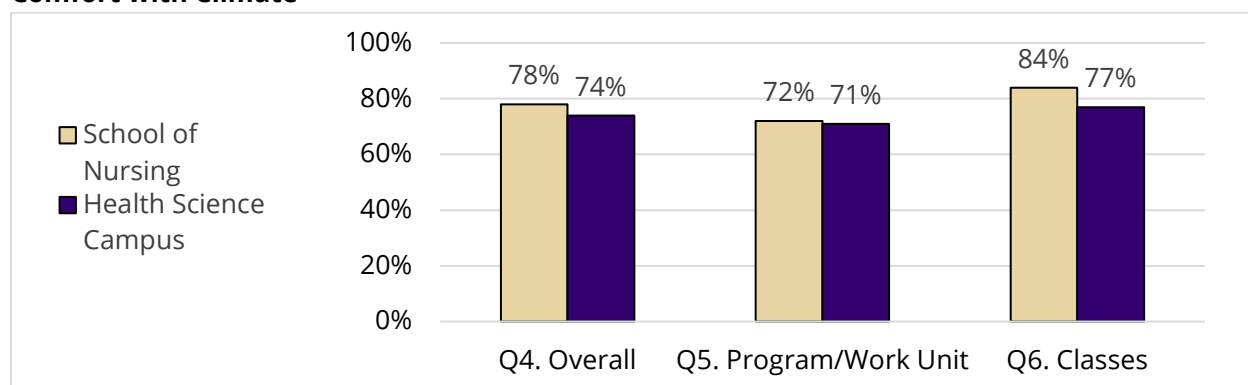
NOTE: Per the Climate Study Working Group, the Underrepresented Minority category included respondents who identified as Alaska Native, American Indian/Native American, Black/African American, Black African, Hispanic/Latinx/Chicanx, Jewish, Middle Eastern, Native Hawaiian, Pacific Islander, South Asian, Southeast Asian, and “a racial/ethnic identity not listed.” Additionally, the categories Genderfluid, Genderqueer, Nonbinary, Transgender, and “gender not listed here” are collapsed into the “Trans-spectrum.” Cells with fewer than 5 participants for the unit are omitted to protect anonymity.

## 2. Overall Experiences

Section 2 details responses to overall personal experiences for School of Nursing across faculty, staff, and students.

### 2.1. Climate

#### Comfort with Climate



NOTE: Percentage of participants who responded comfortable or very comfortable

#### Q4: Overall, how comfortable are you with the climate at your campus?

	School of Nursing				Health Science Campus			
	n	%	M	SD	n	%	M	SD
<b>All Participants</b>	400	77.5%	2.04	0.83	3174	73.6%	2.15	0.93
Undergraduate	82	75.6%	2.11	0.75	354	76.6%	2.13	0.76
Graduate	171	87.7%	1.82	0.70	817	76.5%	2.10	0.91
Academic	72	63.9%	2.26	0.95	644	70.5%	2.19	1.01
Professional Staff	56	71.4%	2.20	0.96	1019	73.4%	2.14	0.95
Classified Staff	19	63.2%	2.32	0.89	340	70.0%	2.21	0.95

NOTES: Response Options: 1 = Very comfortable; 2 = Comfortable; 3 = Neither comfortable nor uncomfortable; 4 = Uncomfortable; 5 = Very uncomfortable; n = Number of participants responding to Q4; % = Percentage of participants comfortable or very comfortable; M = Mean, SD = Standard Deviation

#### Q5: FACULTY/STAFF ONLY – Overall, how comfortable are you with the climate in your program or work unit at your campus?

	School of Nursing				Health Science Campus			
	n	%	M	SD	n	%	M	SD
<b>All Participants</b>	147	72.1%	2.19	0.99	2004	70.6%	2.17	1.07
Academic	72	72.2%	2.19	0.94	645	71.8%	2.13	1.08
Professional Staff	56	76.8%	2.07	1.04	1019	70.6%	2.18	1.06
Classified Staff	19	57.9%	2.53	0.96	340	68.2%	2.22	1.08

NOTES: Response Options: 1 = Very comfortable; 2 = Comfortable; 3 = Neither comfortable nor uncomfortable; 4 = Uncomfortable; 5 = Very uncomfortable; n = Number of participants responding to Q5; % = Percentage of participants comfortable or very comfortable; M = Mean, SD = Standard Deviation

**Q6: STUDENTS/FACULTY ONLY – Overall, how comfortable are you with the climate in your classes at your campus?**

	School of Nursing				Health Science Campus			
	n	%	M	SD	n	%	M	SD
<b>All Participants</b>	324	83.6%	1.92	0.79	1776	77.0%	2.04	0.86
Undergraduate	82	73.2%	2.16	0.99	354	75.7%	2.14	0.86
Graduate	171	88.9%	1.78	0.70	815	79.4%	2.02	0.89
Academic	71	83.1%	1.97	0.70	607	74.6%	2.02	0.81

NOTES: Response Options: 1 = Very comfortable; 2 = Comfortable; 3 = Neither comfortable nor uncomfortable; 4 = Uncomfortable; 5 = Very uncomfortable; n = Number of participants responding to Q6; % = Percentage of participants comfortable or very comfortable; M = Mean, SD = Standard Deviation

**2.2. Considered Leaving UW**

**Q7: Have you ever seriously considered leaving UW?**

	School of Nursing		Health Science Campus	
	n	%	n	%
<b>All Participants</b>	130	32.5%	1429	45.0%
Undergraduate	16	19.5%	109	30.8%
Graduate	21	12.3%	145	17.7%
Academic	42	58.3%	360	55.9%
Professional Staff	39	69.6%	624	61.2%
Classified Staff	12	63.2%	191	56.2%

NOTES: n = Number of participants who had considered leaving; % = Percentage of participants who had considered leaving UW

**Q9: AMONG STUDENTS WHO REPORTED YES TO Q7:**

**Why did you seriously consider leaving UW?**

	School of Nursing		Health Science Campus	
	n	%	n	%
Climate not welcoming	8	21.6%	87	34.3%
Coursework too difficult	9	24.3%	61	24.0%
Coursework not challenging enough	n < 5		11	4.3%
Did not like major	n < 5		14	5.5%
Did not like my program	8	21.6%	64	25.2%
Did not have my major	n < 5		30	11.8%
Did not meet the selection criteria for a major	n < 5		21	8.3%
Family responsibilities	6	16.2%	28	11.0%
Financial reasons	12	32.4%	74	29.1%
Homesick	8	21.6%	34	13.4%
Interested in another institution	n < 5		31	12.2%
Job opportunity elsewhere	0	0.0%	6	2.4%
Lack of a sense of belonging	17	45.9%	137	53.9%
Lack of social life at UW	12	32.4%	62	24.4%
Lack of support group	9	24.3%	73	28.7%
Lack of support services	13	35.1%	81	31.9%
My marital/relationship status	n < 5		7	2.8%
Personal reasons (e.g., medical, mental health, family emergencies)	5	13.5%	70	27.6%
Tension with my advisor	n < 5		41	16.1%
A reason not listed above	10	27.0%	40	15.8%

NOTES: n = Number of participants selecting option; % = Percentage of participants selecting option

**Q10: AMONG STUDENTS WHO REPORTED YES TO Q7:**

**Why did you decide to stay?**

	School of Nursing		Health Science Campus	
	n	%	n	%
Academic reasons	23	62.2%	133	52.4%
Campus climate	n < 5		8	3.1%
Decided to pursue a degree	17	45.9%	96	37.8%
Faculty support (e.g., mentoring, advising)	8	21.6%	40	15.7%
Financial reasons	10	27.0%	57	22.4%
Institutional resources	n < 5		19	7.5%
My marital/relationship status (e.g., single, married, partnered)	n < 5		9	3.5%
Parents/family wanted me to stay	9	24.3%	63	24.8%
Peer or social support	9	24.3%	83	32.7%
Personal reasons	12	32.4%	85	33.5%
Staff support (e.g., mentoring, advising)	n < 5		17	6.7%
A reason not listed above	8	21.6%	31	12.2%

NOTES: n = Number of participants selecting option; % = Percentage of participants selecting option

**Q11: AMONG FACULTY/STAFF WHO REPORTED YES TO Q7:**

**Why did you seriously consider leaving UW?**

	School of Nursing		Health Science Campus	
	n	%	n	%
Campus climate unwelcoming	5	5.4%	125	10.6%
Family responsibilities	10	10.8%	92	7.8%
Housing affordability	17	18.3%	207	17.6%
Increased workload	36	38.7%	396	33.7%
Institutional support (e.g., technical support, laboratory space/equipment)	8	8.6%	249	21.2%
Interested in a position at another institution/organization	21	22.6%	332	28.3%
Lack of a sense of belonging	22	23.7%	344	29.3%
Lack of benefits	6	6.5%	73	6.2%
Lack of external funding	11	11.8%	137	11.7%
Lack of professional development opportunities	20	21.5%	355	30.2%
Limited advancement opportunities	36	38.7%	482	41.0%
Local community climate not welcoming	n < 5		117	10.0%
Local community did not meet my (my family) needs	n < 5		29	2.5%
Low salary/pay rate	54	58.1%	634	54.0%
Personal reasons (e.g., medical, mental health, family emergencies)	11	11.8%	116	9.9%
Recruited or offered a position at another institution/organization	19	20.4%	235	20.0%
Relocation	n < 5		53	4.5%
Spouse or partner relocated	n < 5		11	0.9%
Spouse or partner unable to find suitable employment	0	0.0%	16	1.4%
Tension with coworkers	14	15.1%	242	20.6%
Tension with supervisor/manager	16	17.2%	353	30.0%
A reason not listed above	26	28.0%	251	21.4%
Commute	n < 5		23	2.0%

NOTES: n = Number of participants selecting option; % = Percentage of participants selecting option



**Q12: AMONG FACULTY WHO REPORTED YES TO Q7:**

**Why did you decide to stay?**

	School of Nursing		Health Science Campus	
	n	%	n	%
Access to knowledge (e.g., resources, peers, research)	10	23.8%	76	21.1%
Already established here	26	61.9%	194	53.9%
Better opportunities for research collaborations here	5	11.9%	55	15.3%
Dedicated mentor	7	16.7%	36	10.0%
Family reasons (e.g., don't want to relocate children, want to stay closer to family)	18	42.9%	152	42.2%
Good benefits and pay	n < 5		28	7.8%
Good Phd/Graduate program	n < 5		17	4.7%
Good work/life balance	n < 5		38	10.6%
Great business climate	n < 5		n < 5	
Helpful AHR staff	n < 5		n < 5	
I like living in Seattle/Northwest	22	52.4%	204	56.7%
I like my co-workers/team	16	38.1%	140	38.9%
Inclusive environment	n < 5		14	3.9%
My work is valued by colleagues, supervisors, team.	9	21.4%	88	24.4%
Nice research/work facilities	n < 5		29	8.1%
Opportunities for multi-year contract	n < 5		15	4.2%
Opportunities for retention increase	n < 5		20	5.6%
Opportunity for growth/promotion	n < 5		37	10.3%
Prestige of UW	7	16.7%	76	21.1%
Progressive attitudes	8	19.0%	51	14.2%
Proximity to outdoors & recreational activities	7	16.7%	94	26.1%
Public Transportation	n < 5		12	3.3%
Spouse's work location is here	12	28.6%	100	27.8%
A reason not listed above	14	33.3%	67	18.6%

NOTES: n = Number of participants selecting option; % = Percentage of participants selecting option

**Q13: AMONG STAFF WHO REPORTED YES TO Q7:**

**Why did you decide to stay?**

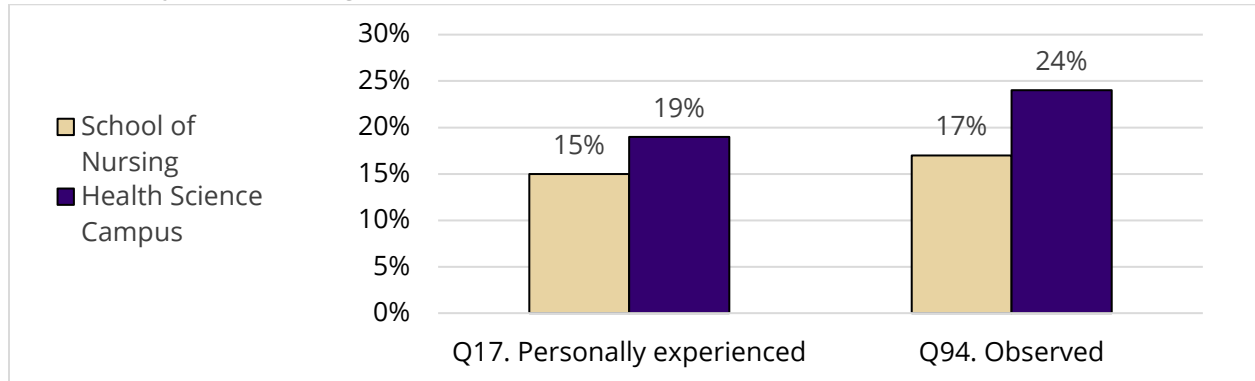
	School of Nursing		Health Science Campus	
	n	%	n	%
Autonomy in work and work assignments	17	33.3%	212	26.0%
Benefits	24	47.1%	323	39.6%
Employer investment in my learning & development	8	15.7%	90	11.0%
Flexible Schedule/Telework	20	39.2%	245	30.1%
Location in proximity to my home	8	15.7%	221	27.1%
Opportunity for growth or advancement	11	21.6%	91	11.2%
Reputation of employer	8	15.7%	130	16.0%
Salary	6	11.8%	119	14.6%
Stability	14	27.5%	334	41.0%
Teammates	23	45.1%	288	35.3%
Total Compensation	5	9.8%	91	11.2%
Tuition Benefits	6	11.8%	47	5.8%
Valuable work	22	43.1%	265	32.5%
Work/Life Balance	18	35.3%	255	31.3%
A reason not listed above	13	25.5%	207	25.4%

NOTES: n = Number of participants selecting option; % = Percentage of participants selecting option

### 3. Harassment and Unwanted Sexual Experiences

Section 3 details results specifically pertaining to discrimination and harassment directed toward survey participants, as well as observed discrimination and harassment directed toward others.

#### Exclusionary, Intimidating, Offensive, and/or Hostile Conduct



*NOTE:* Percentage of participants who indicated they had personally experienced or observed exclusionary, intimidating, offensive, and/or hostile conduct

#### 3.1 Personal Experiences of Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

**Q17: Within the past year, have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile conduct (e.g., bullied, harassed) that has interfered with your ability to learn, live or work at UW?**

	School of Nursing		Health Science Campus	
	n	%	n	%
<b>All Participants</b>	61	15.3%	615	19.4%
Undergraduate	9	11.0%	35	9.9%
Graduate	19	11.1%	136	16.6%
Academic	18	25.0%	137	21.2%
Professional Staff	11	19.6%	218	21.4%
Classified Staff	n < 5		89	26.3%

*NOTES:* n = Number of participants who experienced this conduct % = Percentage of participants who experienced this conduct

**Q19: OF THOSE WHO REPORTED YES TO Q17: Within the past year, how many instances of exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (e.g., bullying, harassing) conduct did you experience?**

	School of Nursing		Health Science Campus	
	n	%	n	%
1 instance	11	18.3%	82	13.5%
2 instances	18	30.0%	128	21.1%
3 instances	13	21.7%	125	20.6%
4 instances	2	3.3%	54	8.9%
5 instances or more	16	26.7%	219	36.0%

*NOTES:* n = Number of participants selecting option; % = Percentage of participants selecting option

**Q18: AMONG FACULTY/STAFF WHO REPORTED YES TO Q17**

**What do you believe was the basis of the conduct?**

	School of Nursing		Health Science Campus	
	n	%	n	%
Academic performance	0	0.0%	5	1.1%
Age	6	18.2%	100	22.5%
Educational credentials (e.g., BS, MS, PhD, MD)	8	24.2%	76	17.1%
English language proficiency/accent	0	0.0%	19	4.3%
Ethnicity	n < 5		50	11.3%
Gender/gender identity	n < 5		98	22.1%
Gender expression	0	0.0%	19	4.3%
Immigrant/citizen status	0	0.0%	6	1.4%
International status/national origin	n < 5		11	2.5%
Learning disability/condition	0	0.0%	n < 5	
Length of service at UW	n < 5		66	14.9%
Major field of study	0	0.0%	16	3.6%
Marital status (e.g., single, married, partnered)	0	0.0%	7	1.6%
Medical disability/condition	0	0.0%	9	2.0%
Mental health/psychological disability/condition	0	0.0%	20	4.5%
Military/veteran status	0	0.0%	n < 5	
Parental status (e.g., having children)	n < 5		27	6.1%
Participation in an organization/team	0	0.0%	20	4.5%
Philosophical views	n < 5		42	9.5%
Physical characteristics	n < 5		33	7.4%
Physical disability/condition	n < 5		6	1.4%
Political views	0	0.0%	19	4.3%
Position (e.g., staff, faculty, student)	15	45.5%	178	40.1%
Pregnancy	0	0.0%	8	1.8%
Racial identity	n < 5		53	11.9%
Religious/spiritual views	n < 5		16	3.6%
Sexual identity	0	0.0%	19	4.3%
Socioeconomic status	n < 5		31	7.0%
Do not know	n < 5		84	18.9%
Reason not listed above	9	27.3%	100	22.5%

NOTES: n = Number of participants selecting option; % = Percentage of participants selecting option

**Q18: AMONG STUDENTS WHO REPORTED YES TO Q17:**

**What do you believe was the basis of the conduct?**

	School of Nursing		Health Science Campus	
	n	%	n	%
Academic performance	5	17.9%	34	19.9%
Age	5	17.9%	37	21.6%
Educational credentials (e.g., BS, MS, PhD, MD)	0	0.0%	12	7.0%
English language proficiency/accent	n < 5		23	13.5%
Ethnicity	7	25.0%	50	29.2%
Gender/gender identity	n < 5		36	21.1%
Gender expression	6	21.4%	25	14.6%
Immigrant/citizen status	0	0.0%	18	10.5%
International status/national origin	n < 5		16	9.4%
Learning disability/condition	0	0.0%	8	4.7%
Length of service at UW	0	0.0%	8	4.7%
Major field of study	n < 5		18	10.5%
Marital status (e.g., single, married, partnered)	n < 5		5	2.9%
Medical disability/condition	n < 5		7	4.1%
Mental health/psychological disability/condition	n < 5		24	14.0%
Military/veteran status	0	0.0%	n < 5	
Parental status (e.g., having children)	n < 5		8	4.7%
Participation in an organization/team	n < 5		9	5.3%
Philosophical views	n < 5		15	8.8%
Physical characteristics	n < 5		22	12.9%
Physical disability/condition	n < 5		n < 5	
Political views	n < 5		22	12.9%
Position (e.g., staff, faculty, student)	n < 5		45	26.3%
Pregnancy	0	0.0%	n < 5	
Racial identity	8	28.6%	52	30.4%
Religious/spiritual views	n < 5		13	7.6%
Sexual identity	n < 5		13	7.6%
Socioeconomic status	n < 5		26	15.2%
Do not know	n < 5		26	15.2%
Reason not listed above	n < 5		11	6.4%

NOTES: n = Number of participants selecting option; % = Percentage of participants selecting option

**3.2 Observations of Exclusionary, Intimidating, Offensive, and/or Hostile Conduct**

**Q94: Within the past year, have you OBSERVED any conduct directed toward a person or group of people on campus that you believe created an exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (e.g., bullying, harassing) learning or working environment at UW?**

	School of Nursing		Health Science Campus	
	n	%	n	%
<b>All Participants</b>	66	16.5%	770	24.4%

NOTES: n = Number of participants who observed this conduct; % = Percentage of participants who observed this conduct

**Q97: AMONG PARTICIPANTS WHO REPORTED YES TO Q94: Within the past year, how many instances of exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (e.g., bullying, harassing) conduct did you observe?**

	School of Nursing		Health Science Campus	
	n	%	n	%
1 instance	18	27.7%	174	23.1%
2 instances	17	26.2%	194	25.8%
3 instances	9	13.8%	113	15.0%
4 instances	4	6.2%	48	6.4%
5 instances or more	17	26.2%	223	29.7%

NOTES: n = Number of participants selecting option; % = Percentage of participants selecting option

**Q98: AMONG PARTICIPANTS WHO REPORTED YES TO Q94:**

**What do you believe was the basis of the conduct?**

	School of Nursing		Health Science Campus	
	n	%	n	%
Academic performance	6	9.1%	46	6.0%
Age	6	9.1%	95	12.3%
Educational credentials (e.g., BS, MS, PhD, MD)	10	15.2%	61	7.9%
English language proficiency/accent	10	15.2%	76	9.9%
Ethnicity	12	18.2%	196	25.5%
Gender/gender identity	9	13.6%	177	23.0%
Gender expression	6	9.1%	86	11.2%
Immigrant/citizen status	5	7.6%	74	9.6%
International status/national origin	n < 5		65	8.4%
Learning disability/condition	n < 5		22	2.9%
Length of service at UW	7	10.6%	43	5.6%
Major field of study	n < 5		22	2.9%
Marital status (e.g., single, married, partnered)	n < 5		9	1.2%
Medical disability/condition	n < 5		26	3.4%
Mental health/psychological disability/condition	n < 5		50	6.5%
Military/veteran status	n < 5		10	1.3%
Parental status (e.g., having children)	n < 5		27	3.5%
Participation in an organization/team	n < 5		27	3.5%
Philosophical views	5	7.6%	66	8.6%
Physical characteristics	6	9.1%	58	7.5%
Physical disability/condition	n < 5		32	4.2%
Political views	7	10.6%	106	13.8%
Position (e.g., staff, faculty, student)	20	30.3%	190	24.7%
Pregnancy	n < 5		13	1.7%
Racial identity	11	16.7%	248	32.2%
Religious/spiritual views	9	13.6%	62	8.1%
Sexual identity	n < 5		72	9.4%
Socioeconomic status	5	7.6%	66	8.6%
Do not know	9	13.6%	105	13.6%
Reason not listed above	10	15.2%	79	10.3%

NOTES: n = Number of participants selecting option; % = Percentage of participants selecting option

### 3.3 Unwanted Sexual Experiences

**Q29: Since you have been at UW, have you experienced any of the following?**

	School of Nursing		Health Science Campus	
	n	%	n	%
<b>Experienced any kind of sexual misconduct</b>				
All Participants	24	6.2%	336	11.0%
Students	15	6.1%	115	10.1%
Faculty/Staff	9	6.4%	221	11.6%
<b>Sexual harassment</b>				
All Participants	18	4.5%	244	7.7%
Students	11	4.3%	77	6.6%
Faculty/Staff	7	4.8%	167	8.3%
<b>Unwanted touching</b>				
All Participants	9	2.3%	99	3.1%
Students	5	2.0%	31	2.6%
Faculty/Staff	n < 5		68	3.4%
<b>Relationship violence</b>				
All Participants	n < 5		29	0.9%
Students	n < 5		13	1.1%
Faculty/Staff	0	0.0%	16	0.8%
<b>Stalking</b>				
All Participants	n < 5		30	0.9%
Students	n < 5		15	1.3%
Faculty/Staff	0	0.0%	15	0.7%
<b>Unwanted sexual contact, without penetration</b>				
All Participants	n < 5		19	0.6%
Students	n < 5		13	1.1%
Faculty/Staff	0	0.0%	6	0.3%
<b>Unwanted sexual contact that included penetration (oral, vaginal or anal)</b>				
All Participants	n < 5		12	0.4%
Students	n < 5		9	0.8%
Faculty/Staff	0	0.0%	n < 5	

NOTES: n = Number of participants selecting option; % = Percentage of participants selecting option



**4. Faculty and Staff Perspectives**

This section highlights the experiences of UW employees.

**4.1 Faculty Perspectives**

**Q45: Tenured and Tenure-Track Faculty Perspectives: As a faculty member at UW, I feel...**

	School of Nursing				Health Science Campus			
	n	%	M	SD	n	%	M	SD
The criteria for tenure are clear.	35	68.6%	2.43	1.04	173	68.2%	2.32	1.15
The tenure standards/promotion standards are applied equally to faculty in my school/division.	34	38.2%	3.00	1.15	172	51.7%	2.70	1.29
Supported and mentored during the tenure-track years.	34	67.6%	2.26	1.21	171	63.7%	2.35	1.19
UW faculty who qualify for delaying their tenure-clock feel empowered to do so.	35	40.0%	2.57	0.88	169	45.6%	2.55	0.98
Research is valued by UW.	35	94.3%	1.20	0.53	173	89.0%	1.49	0.83
Teaching is valued by UW.	35	65.7%	2.43	1.01	173	63.0%	2.42	1.11
Service contributions are valued by UW.	33	39.4%	2.97	1.21	169	45.0%	2.78	1.18
Pressured to change my research/scholarship agenda to achieve tenure/promotion.	34	17.6%	3.88	1.15	166	13.3%	3.75	1.03
Burdened by service responsibilities beyond those of my colleagues with similar performance expectations (e.g., committee memberships, departmental/program work assignments).	35	42.9%	2.80	1.21	173	35.8%	3.00	1.17
I perform more work to help students than do my colleagues (e.g., formal and informal advising, thesis advising, helping with student groups and activities).	35	51.4%	2.37	1.00	172	43.6%	2.69	1.15
Faculty members in my department/program who use family accommodation (FMLA) policies are disadvantaged in promotion/tenure (e.g., child care, elder care).	33	9.1%	3.33	0.92	168	8.9%	3.54	0.93
Faculty opinions are taken seriously by senior administrators (e.g., chancellor, dean, president, provost, vice president/vice chancellor).	35	42.9%	2.74	0.95	172	38.4%	3.06	1.18
Faculty opinions are valued within UW committees	35	42.9%	2.66	0.84	172	44.8%	2.78	1.06
I would like more opportunities to participate in substantive committee assignments.	35	17.1%	3.29	0.89	171	17.5%	3.33	0.95
I have opportunities to participate in substantive committee assignments.	34	76.5%	2.06	0.81	172	69.8%	2.22	0.99

NOTES: Response Options: 1 = Strongly agree; 2 = Agree; 3 = Neither agree nor disagree; 4 = Disagree; 5 = Strongly disagree; n = Number of participants responding to Q45; % = Percentage of participants who agree or strongly agree; M = Mean, SD = Standard Deviation

**Q47: Non-Tenure-Track Faculty Perspective: As an employee with a non-tenure-track appointment at UW, I feel...**

	School of Nursing				Health Science Campus			
	n	%	M	SD	n	%	M	SD
The criteria used for reappointment are clear.	32	31.3%	3.25	1.24	411	55.5%	2.58	1.18
The criteria used for reappointment are applied equally to all positions.	32	28.1%	3.28	1.20	408	35.8%	2.97	1.19
Clear expectations of my responsibilities exist.	32	46.9%	2.91	1.20	410	56.6%	2.56	1.15
Research is valued by UW.	32	90.6%	1.44	0.76	410	87.6%	1.68	0.91
Teaching is valued by UW.	32	53.1%	2.94	1.27	409	56.0%	2.55	1.18
Burdened by service responsibilities beyond those of my colleagues with similar performance expectations (e.g., committee memberships, departmental/program work assignments).	32	21.9%	3.09	1.03	410	32.9%	2.94	1.12
I perform more work to help students than do my colleagues (e.g., formal and informal advising, thesis advising, helping with student groups and activities).	32	28.1%	3.06	1.16	409	39.4%	2.81	1.13
Pressured to do extra work that is uncompensated	32	53.1%	2.50	1.14	410	53.2%	2.55	1.19
Non-tenure-track faculty opinions are taken seriously by senior administrators (e.g., chancellor, dean, president, provost, vice president/vice chancellor).	32	18.8%	3.69	1.06	407	37.3%	2.99	1.17
I have job security.	31	19.4%	3.77	1.18	409	39.6%	3.09	1.30

NOTES: Response Options: 1 = Strongly agree; 2 = Agree; 3 = Neither agree nor disagree; 4 = Disagree; 5 = Strongly disagree; n = Number of participants responding to Q47; % = Percentage of participants who agree or strongly agree; M = Mean, SD = Standard Deviation

**Q49: All Faculty Perspectives: As a faculty member at UW, I feel...**

	School of Nursing				Health Science Campus			
	n	%	M	SD	n	%	M	SD
Salaries for tenure-track faculty positions are competitive.	70	25.7%	3.30	1.09	617	25.6%	3.22	1.04
Salaries for adjunct professors are competitive.	71	9.9%	3.51	0.92	604	8.6%	3.32	0.80
Health insurance benefits are competitive.	71	67.6%	2.23	0.96	628	73.1%	2.12	0.89
Child care benefits are competitive.	67	9.0%	3.22	0.78	601	15.1%	3.27	0.94
Retirement/supplemental benefits are competitive.	70	52.9%	2.56	0.93	616	59.7%	2.39	0.95
UW provides adequate resources to help me manage work-life balance (e.g., child care, wellness services, elder care, housing location assistance, transportation).	70	11.4%	3.43	0.96	618	19.1%	3.30	1.00
My colleagues include me in opportunities that will help my career as much as they do others in my position.	71	56.3%	2.51	1.08	629	60.7%	2.40	1.06
The performance evaluation process is clear.	71	54.9%	2.70	1.11	624	51.9%	2.68	1.12
UW provides me with resources to pursue professional development (e.g., conferences, materials, research and course design, traveling).	71	32.4%	3.32	1.24	629	45.5%	2.92	1.26
Positive about my career opportunities at UW.	71	50.7%	2.69	1.19	626	56.1%	2.56	1.11
A hierarchy exists within faculty positions that allows some voices to be valued more than others.	71	87.3%	1.63	0.78	629	75.7%	1.98	0.99
I would recommend UW as good place to work.	70	58.6%	2.47	1.00	630	61.6%	2.42	1.00
I have job security.	71	53.5%	2.69	1.37	627	53.9%	2.69	1.26

NOTES: Response Options: 1 = Strongly agree; 2 = Agree; 3 = Neither agree nor disagree; 4 = Disagree; 5 = Strongly disagree; n = Number of participants responding to Q49; % = Percentage of participants who agree or strongly agree; M = Mean, SD = Standard Deviation

**4.2 Staff Perspectives**

**Q51: Staff Perspective (part 1 of 2): As a staff member at UW, I feel...**

	School of Nursing				Health Science Campus			
	n	%	M	SD	n	%	M	SD
I have supervisors who give me job/career advice or guidance when I need it.	74	71.6%	2.15	1.03	1355	65.9%	2.28	1.13
I have colleagues/coworkers who give me job/career advice or guidance when I need it.	74	81.1%	2.00	0.84	1352	75.4%	2.07	0.97
I am included in opportunities that will help my career as much as others in similar positions.	74	62.2%	2.30	1.03	1351	57.8%	2.47	1.16
The performance evaluation process is clear.	74	73.0%	2.09	0.89	1353	59.1%	2.45	1.12
The performance evaluation process is productive.	74	41.9%	2.68	1.05	1345	40.8%	2.82	1.13
My supervisor provides adequate support for me to manage work-life balance.	74	78.4%	1.80	0.99	1349	72.6%	2.07	1.10
My union supports my position.	60	21.7%	2.93	0.92	1158	23.1%	2.87	0.88
I am able to complete my assigned duties during scheduled hours.	73	64.4%	2.38	1.11	1343	61.4%	2.52	1.21
My workload has increased without additional compensation due to other staff departures (e.g., retirement positions not filled).	73	41.1%	2.78	1.29	1346	42.6%	2.80	1.26
Pressured by work requirements that occur outside of my normally scheduled hours.	73	19.2%	3.45	1.20	1349	29.4%	3.20	1.17
I am given a reasonable time frame to complete assigned responsibilities.	73	78.1%	2.15	0.95	1340	68.5%	2.30	0.98
Burdened by work responsibilities beyond those of my colleagues with similar performance expectations (e.g., committee memberships, departmental/program work assignments).	72	23.6%	3.36	1.09	1335	18.7%	3.42	1.05
I perform more work than colleagues with similar performance expectations (e.g., formal and informal mentoring or advising, helping with student groups and activities, providing other support).	73	31.5%	3.01	0.99	1345	29.0%	3.10	1.10
A hierarchy exists within staff positions that allows some voices to be valued more than others.	73	54.8%	2.41	1.16	1346	55.8%	2.48	1.17
UW provides adequate resources to help me manage work-life balance (e.g., child care, wellness services, elder care, housing location assistance, transportation).	73	38.4%	2.78	0.96	1345	34.8%	2.93	1.03

NOTES: Response Options: 1 = Strongly agree; 2 = Agree; 3 = Neither agree nor disagree; 4 = Disagree; 5 = Strongly disagree; n = Number of participants responding to Q51; % = Percentage of participants who agree or strongly agree; M = Mean, SD = Standard Deviation

**Q53: Staff Perspective (part 2 of 2): As a staff member at UW, I feel...**

	School of Nursing				Health Science Campus			
	n	%	M	SD	n	%	M	SD
UW provides me with resources to pursue training/professional development opportunities.	74	68.9%	2.28	0.82	1348	58.4%	2.53	1.04
My supervisor provides me with resources to pursue training/professional development opportunities.	74	64.9%	2.22	0.90	1347	59.5%	2.45	1.10
UW is supportive of taking extended leave (e.g., medical, parental).	72	61.1%	2.29	0.90	1336	50.9%	2.49	0.95
My supervisor is supportive of my taking leave (e.g., vacation, parental, personal, medical).	74	79.7%	1.82	0.90	1339	81.3%	1.92	0.90
Staff in my work unit who use family accommodation policies (e.g., FMLA) are disadvantaged in promotion or evaluations.	70	10.0%	3.49	1.02	1320	10.2%	3.45	0.93
UW policies (e.g., FMLA) are fairly applied across UW.	71	36.6%	2.61	0.80	1311	32.6%	2.68	0.80
UW is supportive of flexible work schedules.	74	70.3%	2.15	1.06	1345	56.9%	2.53	1.07
My supervisor is supportive of flexible work schedules.	75	73.3%	1.99	0.92	1343	71.2%	2.19	1.12
Staff salaries are competitive.	75	20.0%	3.47	1.11	1345	23.6%	3.44	1.14
Vacation and personal time benefits are competitive.	75	72.0%	2.16	0.92	1347	67.3%	2.34	1.04
Health insurance benefits are competitive.	73	72.6%	2.04	0.86	1345	76.3%	2.09	0.89
Child care benefits are competitive.	72	18.1%	3.00	0.96	1302	13.7%	3.06	0.80
Retirement benefits are competitive.	73	57.5%	2.40	0.91	1334	60.6%	2.34	0.91
Staff opinions are valued on UW committees.	71	32.4%	2.92	0.97	1316	29.0%	2.98	0.95
Staff opinions are valued by UW faculty and administration.	71	29.6%	3.04	1.03	1326	29.7%	3.06	1.02
Clear expectations of my responsibilities exist.	73	75.3%	2.16	0.91	1345	66.2%	2.38	1.03
Clear procedures exist on how I can advance at UW	72	27.8%	3.13	1.06	1334	22.0%	3.41	1.11
Positive about my career opportunities at UW	73	45.2%	2.82	1.05	1334	38.6%	2.93	1.13
I would recommend UW as good place to work.	75	61.3%	2.43	0.90	1342	60.7%	2.42	0.97
I have job security.	75	60.0%	2.47	1.07	1340	66.6%	2.35	1.03

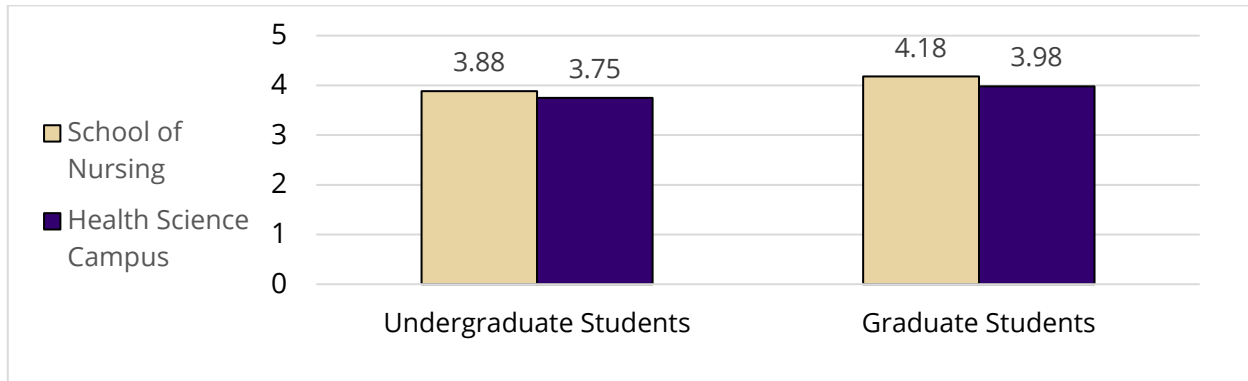
NOTES: Response Options: 1 = Strongly agree; 2 = Agree; 3 = Neither agree nor disagree; 4 = Disagree; 5 = Strongly disagree; n = Number of participants responding to Q53; % = Percentage of participants who agree or strongly agree; M = Mean, SD = Standard Deviation

**5. Academic Success and Other Student Experiences**

Students were asked a series of questions pertaining to their academics. These questions were combined into a factor of perceived academic success. This section highlights these scores, as well as findings from other student-specific questions.

**5.1. Academics**

**Perceived Academic Success**



NOTE: Six-item scale with range 1-5, with 1 = lowest perceived academic success and 5 = highest perceived academic success; scale items are first six items in Q15 tables.

**Q15: Undergraduate Student Academic Experience**

	School of Nursing				Health Science Campus			
	n	%	M	SD	n	%	M	SD
I am performing up to my full academic potential.	82	81.7%	2.09	0.82	352	67.9%	2.35	0.94
I am satisfied with my academic experience at UW.	81	76.5%	2.17	0.75	350	66.0%	2.37	0.95
I am satisfied with the extent of my intellectual development since enrolling at UW	81	84.0%	2.04	0.70	350	75.4%	2.13	0.85
I have performed academically as well as I anticipated I would.	80	75.0%	2.28	0.97	349	53.9%	2.68	1.11
My academic experience has had a positive influence on my intellectual growth and interest in ideas.	82	86.6%	1.95	0.70	351	78.6%	2.05	0.87
My interest in ideas and intellectual matters has increased since coming to UW.	82	78.0%	2.07	0.78	352	82.1%	1.94	0.83
I intend to graduate from UW	81	98.8%	1.43	0.52	347	94.2%	1.46	0.64
Thinking ahead, it is likely that I will leave UW before I graduate.	82	9.8%	4.35	1.01	351	8.5%	4.28	1.03

NOTES: Response Options: 1 = Strongly agree; 2 = Agree; 3 = Neither agree nor disagree; 4 = Disagree; 5 = Strongly disagree; n = Number of participants responding to Q15; % = Percentage of participants who agree or strongly agree; M = Mean, SD = Standard Deviation

**Q15: Graduate/Professional Student Academic Experience**

	School of Nursing				Health Science Campus			
	n	%	M	SD	n	%	M	SD
I am performing up to my full academic potential.	171	88.9%	1.84	0.71	816	79.9%	2.06	0.87
I am satisfied with my academic experience at UW.	170	78.2%	2.06	0.90	815	75.1%	2.15	0.94
I am satisfied with the extent of my intellectual development since enrolling at UW	170	81.8%	1.90	0.80	813	81.3%	1.96	0.86
I have performed academically as well as I anticipated I would.	168	88.7%	1.80	0.73	810	74.4%	2.11	0.93
My academic experience has had a positive influence on my intellectual growth and interest in ideas.	170	93.5%	1.66	0.65	810	83.2%	1.87	0.84
My interest in ideas and intellectual matters has increased since coming to UW.	170	88.8%	1.69	0.79	812	78.2%	1.94	0.93
I intend to graduate from UW	167	98.8%	1.26	0.47	806	97.9%	1.28	0.52
Thinking ahead, it is likely that I will leave UW before I graduate.	169	6.5%	4.49	0.93	803	4.6%	4.51	0.86

NOTES: Response Options: 1 = Strongly agree; 2 = Agree; 3 = Neither agree nor disagree; 4 = Disagree; 5 = Strongly disagree; n = Number of participants responding to Q15; % = Percentage of participants who agree or strongly agree; M = Mean, SD = Standard Deviation

**5.2 Graduate Student Perspectives**

**Q55: Graduate/Professional Students Perspectives: As a graduate student I feel...**

	School of Nursing				Health Science Campus			
	n	%	M	SD	n	%	M	SD
I am satisfied with the quality of advising I have received from my department.	170	71.8%	2.13	1.01	813	60.6%	2.43	1.16
I have adequate access to my advisor.	170	78.8%	1.95	0.90	811	69.1%	2.21	1.08
My advisor provides clear expectations.	168	75.6%	1.97	0.86	805	60.4%	2.36	1.09
My advisor responds to my emails, calls or voicemails in a prompt manner.	168	81.0%	1.88	0.84	807	70.4%	2.08	1.01
Department faculty members (other than my advisor) respond to my emails, calls or voicemails in a prompt manner.	168	89.3%	1.74	0.71	810	82.6%	1.93	0.85
Department staff members (other than my advisor) respond to my emails, calls or voicemails in a prompt manner.	169	89.3%	1.74	0.69	811	86.1%	1.84	0.80
My advisor respects my work-life boundaries.	169	76.3%	1.94	0.92	806	68.7%	2.09	0.98
Adequate opportunities exist for me to interact with university faculty outside of my department.	169	66.9%	2.24	1.06	809	54.6%	2.52	1.14
I receive support from my advisor to pursue personal research interests.	170	60.6%	2.25	1.03	809	56.4%	2.39	1.07
My department faculty members encourage me to produce publications and present research.	168	61.3%	2.27	0.99	806	57.9%	2.34	1.07
My department has provided me opportunities to serve the department or university in various capacities outside of teaching or research.	169	68.6%	2.16	1.01	809	62.7%	2.34	1.05
Comfortable sharing my professional goals with my advisor.	168	81.0%	1.88	0.82	809	76.9%	2.00	0.95

NOTES: Response Options: 1 = Strongly agree; 2 = Agree; 3 = Neither agree nor disagree; 4 = Disagree; 5 = Strongly disagree; n = Number of participants responding to Q55; % = Percentage of participants who agree or strongly agree; M = Mean, SD = Standard Deviation