



## STAFF CLIMATE SURVEY | FALL 2025

The staff climate survey at UNO aims to gather information about the current work culture and environment for staff employees. The bi-annual survey was distributed in December 2025 and received 280 individual responses from staff employees. This document presents the findings and recommendations for action to support the staff experience at UNO.

Question	Agree	Neutral	Disagree
I feel a sense of belonging at UNO.	77.6%	10.0%	12.4%
I feel that UNO fosters a supportive work environment for staff employees.	65.5%	12.8%	21.7%
I feel comfortable sharing my perspectives and ideas in the workplace.	73.9%	10.0%	16.2%
My experience and contributions are valued by my colleagues.	78.5%	11.9%	9.6%
My experience and contributions are valued by university leadership (e.g., College/Divisional leadership and above).	52.7%	17.3%	30.0%
My department/office promotes a positive and supportive work culture.	80.8%	7.3%	11.9%
I believe that staff are treated equitably at UNO.	38.9%	16.2%	45.0%
I feel connected to UNO's mission and values.	58.3%	22.8%	18.9%
University leadership effectively communicates the reasoning behind decisions that impact staff at UNO.	39.2%	18.1%	42.7%
I feel I have opportunities to network and develop connections with other staff across campus.	61.2%	20.0%	18.9%

### STAFF CULTURE AND CLIMATE

One section of the staff survey asks questions about UNO staff climate and culture. Overall, staff responses reflect strong positive feedback at the departmental level, with more than three-quarters of respondents reporting a sense of belonging, feeling valued by colleagues, and describing their department as positive and supportive. A majority also feel comfortable sharing perspectives and believe UNO fosters a supportive work environment. This suggests staff experience a positive degree of psychological safety among their day-to-day colleagues.

However, perceptions shift at the institutional level. Slightly more than half of respondents feel valued by university leadership, and fewer than 40% believe staff are treated equitably. The same is true for staff perceptions about campus leadership effectively communicating the reasoning behind decisions.

### MOTIVATION & CAREER DEVELOPMENT

Another section of the survey asked staff about motivation at work and professional development and advancement at UNO. An overwhelming majority of respondents report feeling motivated to support the success of students and their individual departments, but fewer staff report feeling motivated to contribute to UNO's overall success.

However, fewer than half of staff feel appropriately recognized and rewarded for their contributions. While a majority see options for professional development, less than 40% believe there is a clear path for career advancement at UNO.

Question	Agree	Neutral	Disagree
I am appropriately recognized and rewarded for the contributions I make to UNO's operations.	42.7%	19.5%	37.8%
I feel motivated to work for the success of the students served by my area.	89.4%	8.2%	2.5%
I feel motivated to work for the success of my individual department/office/college.	85.2%	7.8%	7.0%
I feel motivated to work for the success of UNO as a whole.	67.1%	15.5%	17.5%
I feel that there are options for my professional development at UNO.	61.2%	17.1%	21.6%
I feel that there is a path for my career advancement at UNO.	39.2%	21.6%	39.2%

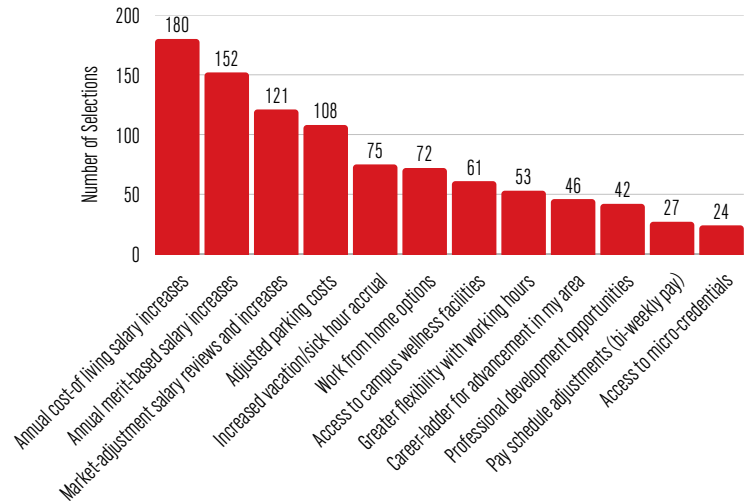
# SUMMARY & RECOMMENDATIONS

## AREAS OF GREATEST IMPACT FOR STAFF

Staff overwhelmingly responded that pay/salary increases would have the greatest impact on supporting and sustaining them at UNO. This underscores compensation as an important topic for staff. The lack of merit raises in the 2025-2026 year coupled with inflation, rising cost-of-living, and increased insurance premiums means many are evaluating their income and basic needs. Beyond compensation, other avenues that provide financial relief like parking and healthcare costs and access to health and wellness facilities would strongly support staff.

Beyond pay increases, staff noted value in having expanded flexibility with how and when they work. Options for increased time-away hours accrual, flexibility in working hours, and work from home opportunities would likely be very positively received by staff across campus.

What would have the greatest impact on supporting and sustaining you as a staff member?



## RECOMMENDATIONS

### INVEST IN STRENGTH OF DEPARTMENTAL CONNECTION

Survey responses indicate a staff workforce that remains strongly committed and engaged at the team level. Positive feedback is mostly directed toward immediate supervisors and team-level environments rather than institution-wide systems. Strong peer relationships, departmental leadership, and meaningful engagement with students serve as critical protective factors to staff retention. SAC encourages campus leadership to empower leadership on the local level to provide organizational supports that will meet the needs of staff in their offices and departments. This may include initiatives such as managers reviewing flexible hours and work from home options with all staff, adjusting in-office staff scheduling needs, and working to create more balance opportunities for staff. These steps may be especially critical in addressing staff workload pressures areas where positions have been left vacant.

### COMPENSATE STAFF HOWEVER POSSIBLE

The feedback in this survey reflects several systemic concerns. Compensation and pay equity emerged as the most significant issue, with frequent references to salary compression, market competitiveness, and broad staff morale concerns. These all pose significant threats to staff retention. The survey noted that over half of respondents indicated they had considered leaving UNO in the past year for other employment opportunities, demonstrating that the current climate and compensation for staff are not compelling reasons for staff to remain here. SAC urges campus leadership to be aggressive in pursuit of fair pay for staff, including annual raises to keep staff compensation in line with the market and competitive across industries. Beyond compensation, SAC encourages the pursuit of policy or practice changes that would positively impact staff income in other ways. For instance, adjusted costs for parking permits on campus based on pay, increased time away accrual, and free or reduced cost access to campus wellness facilities, for example, are requested by staff and would provide immediate relief in both monetary and non-monetary ways.

### TRANSPARENCY IN COMMUNICATION

More staff disagree than agree that university leadership effectively communicates about decisions that impact staff at UNO. In the absence of effective communication, staff are left to craft the narrative for themselves about why and how decisions are made. The survey data suggests that the story being crafted is that staff aren't considered an equal or valued part of what makes UNO great. Leadership on campus should take steps to strengthen proactive communication and visible leadership engagement with staff (e.g., regular campus updates, public staff listening sessions, open communication about feasibility studies related to compensation/benefit improvement recommendations, etc.).

### CAREER AND PROFESSIONAL DEVELOPMENT

Survey feedback focuses heavily on compensation but work flexibility and professional/career development opportunities are identified as secondary considerations for supporting staff. More than 60% of staff indicate they do not feel there is a path for career advancement for them at UNO. Identifying career ladders, regular career development opportunities by job type/department, and considering how to give staff broader access to campus and system-based skill development opportunities (e.g., microcredentials, certifications, etc.) may help to expand for staff's vision for how they can advance at UNO and deepen their connection to our shared mission.