Campus Climate Assessment Report
School of Nursing and Health Professions Summary Report

Office of Institutional Research and Analytics
Center for Institutional Planning and Effectiveness

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UNIVERSITY OF SAN FRANCISCO

Center for Institutional Planning and Effectiveness

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Executive Summary

BACKGROUND

USF contracted with Rankin & Associates Consulting (R&A) to conduct a campus-wide study entitled, "University of San Francisco Assessment of Climate for Learning, Living, and Working." The purpose of the study was to develop a better understanding of the learning, living, and working environment on campus. In the Fall of 2017, data was gathered from reviews of relevant USF literature, campus focus groups, and a campus-wide survey addressing the experiences and perceptions of various constituent groups. The results were then summarized and presented via a final report, as well as at community forums during the Spring of 2018.

PURPOSE OF REPORT

The Office of Institutional Research and Analytics, within the Center for Institutional Planning and Effectiveness, was tasked with taking a deeper dive into the data, at a department level. This report summarizes the results of the raw data given to us by R&A, specific to the School of Nursing and Health Professions (SoNHP).

METHODOLOGY

R&A provided us with an Excel spreadsheet of the raw data, along with the data dictionary. That data was then brought into Tableau, analyzed, and used to create the charts and visualizations of the basic descriptive statistics in this report. Because of the small population sizes, the potential lack of significant meaning, and the input from the lead R&A analyst, it was decided that more extensive analysis of the individual departments/colleges would not be done at this time. Throughout the report, the data is shown by the School of Nursing and Health Professions respondent population versus the rest of the USF respondent population. Data was masked as well as possible for privacy purposes. Decisions were made on a table-by-table basis as to how the data would be displayed, but any total that was less than five, was changed to "<5" to mask the actual number. Due to privacy concerns, the demographics section of the report was treated the most sensitively. However, the remainder of the report left room for more transparency, and therefore totals and percentages were included more frequently. All of the School of Nursing and Health Professions qualitative comments were also pulled from the raw data, separated out by position, and analyzed. Themes within the qualitative comments emerged very clearly, and were grouped together and presented in a summarized form at the end of this report. Please be aware that all totals and data in this report are as of Fall 2017.

SAMPLE SIZE

In total, 690 members of the School of Nursing and Health Professions completed the survey. 316 (46%) were undergraduate students, 257 (37%) were graduate students, 29 (4%) were tenured or tenure-track faculty, 26 (4%) were term faculty, 39 (6%) were adjunct faculty, and 23 (3%) were staff.

	Sample Total	Population Total	Response Rate
Undergraduate Students	316	848	37%
Graduate Students	257	870	30%
Tenured/Tenure-Track Faculty	29	32	91%
Term Faculty	26	30	87%
Adjunct Faculty	39	136	29%
Staff	23	35	66%
Total	**690**	**1951**	**35%**

**Population totals were the totals at the time the survey was administered (Fall 2017).*

HIGHLIGHTS

Demographics:

- 83% of respondents were students
- 81% of respondents were women
- 83% of respondents were heterosexual
- 77% of respondents were U.S. citizens
- 87% of respondents had no disability
- 53% of respondents had a Christian affiliation

Employees Only:

- 74% of respondents had worked at USF for five years or less
- 72% of Faculty respondents had a Doctoral degree
- 79% of Staff respondents had a Master's degree or higher

Students Only:

- 60% of Student respondents reported working on or off campus
- 59% of Student respondents experienced financial hardship while attending USF
- 80% of Students reported living in non-campus housing
- 30% of Undergraduates and 55% of Graduates did not participate in any clubs or organizations at USF

USF Climate Comfort: 77% of School of Nursing and Health Professions respondents communicated that they were "comfortable" or "very comfortable" with the climate at USF.

School of Nursing and Health Professions Workplace Climate Comfort: Only 53% of School of Nursing and Health Professions Employee respondents communicated that they were "comfortable" or "very comfortable" with the workplace climate.

School of Nursing and Health Professions Classroom Climate Comfort: 81% of Student and Faculty respondents communicated that they were "comfortable" or "very comfortable" with the classroom climate within the School of Nursing and Health Professions.

Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct: 19% of School of Nursing and Health Professions respondents stated that they personally experienced exclusionary, intimidating, offensive, and/or hostile conduct while at USF within the last year.

Reporting of Experienced Conduct: 81% of the School of Nursing and Health Professions respondents that stated that they personally experienced exclusionary, intimidating, offensive, and/or hostile conduct while at USF within the last year, did not report the conduct.

Observed Exclusionary, Intimidating, Offensive, and/or Hostile Conduct: 23% of School of Nursing and Health Professions respondents observed conduct directed toward a person or group of people on campus that they believed created an exclusionary (e.g., shunned, ignored), intimidating, offensive, and/or hostile (bullying, harassing) working or learning environment at USF within the past year.

Reporting of Observed Conduct: 90% of the School of Nursing and Health Professions respondents that observed conduct directed toward a person or group of people on campus that they believed created an exclusionary, intimidating, offensive, and/or hostile working or learning environment at USF within the past year, did not report the conduct.

Experienced Unwanted Sexual Contact/Conduct: Within the School of Nursing and Health Professions overall population, 5% of respondents experienced unwanted sexual contact/conduct. Of those 5% of School of Nursing and Health Professions respondents that experienced unwanted sexual contact/conduct, 84% experienced Unwanted Sexual Interaction.

Reporting of Unwanted Sexual Interaction: 81% of the School of Nursing and Health Professions respondents that experienced unwanted sexual interaction, did not report the conduct.

Students Only

Student Perception of Classroom Experience:

Strength: 79% of Undergraduate and Graduate School of Nursing and Health Professions student respondents "agreed" or "strongly agreed" with the statement "I have faculty whom I perceive as role models."

Weakness: 39% of Undergraduate and Graduate School of Nursing and Health student respondents "agreed" or "strongly agreed" with the statement "I think that faculty prejudge my ability based on their perception of my identity/background."

Student Feeling of Value:
Strength: 79% of Undergraduate and Graduate School of Nursing and Health Professions student respondents "agreed" or "strongly agreed" with the statement "I feel valued by other students in the classroom."

Student Academic Experience:
Strength: 96% of Undergraduate and Graduate School of Nursing and Health Professions student respondents "agreed" or "strongly agreed" with the statement, "I intend to graduate from USF."
Weakness: 52% of Undergraduate and Graduate School of Nursing and Health Professions student respondents "agreed" or "strongly agreed" with the statement, "Few of my courses this year have been intellectually stimulating."

Graduate Student Perception of Advising:
Strength: 67% of Graduate School of Nursing and Health Professions student respondents "agreed" or "strongly agreed" with the statement "My advisor/chair responds to my emails, calls, or voicemails in a prompt manner."
Weakness: 27% of Graduate School of Nursing and Health Professions student respondents "disagreed" or "strongly disagreed" with the statement, "I am satisfied with the quality of advising I have received from my department/program."

Graduate Student Perception of Department/Program:
Strength: 78% of Graduate School of Nursing and Health Professions student respondents "agreed" or "strongly agreed" with the statement, "Department/program faculty members (other than my advisor) respond to my emails, calls, or voicemails in a prompt manner."
Weakness: 36% of Graduate School of Nursing and Health Professions student respondents "disagreed" or "strongly disagreed" with the statement, "There are adequate opportunities for me to interact with other university faculty outside of my department."

Considered Leaving USF:

- 24% of Undergraduate School of Nursing and Health Professions student respondents indicated that they had seriously considered leaving in the last year.
- 21% of Graduate School of Nursing and Health Professions student respondents indicated that they had seriously considered leaving in the last year.

Faculty & Staff Only

Faculty Perception of the Workplace:
Strength: 59% of School of Nursing and Health Professions Faculty respondents "disagreed" or "strongly disagreed" with the statement, "I think that my department chair/program director prejudges my abilities based on their perception of my identity/background."
Weakness: 26% of School of Nursing and Health Professions Faculty respondents "agreed" or "strongly agreed" with the statement, "I think that faculty in my department/program prejudge my abilities based on their perception of my identity/background."

Staff Perception of the Workplace:
Strength: 74% of School of Nursing and Health Professions Staff respondents "agreed" or "strongly agreed" with the statement, "I have colleagues/coworkers who give me job/career advice or guidance when I need it."
Weaknesses:

- 48% of School of Nursing and Health Professions Staff respondents "disagreed" or "strongly disagreed" with the statement, "The performance appraisal process is productive."
- 48% of School of Nursing and Health Professions Staff respondents "disagreed" or "strongly disagreed" with the statement, "There are clear procedures on how I can advance at USF."
- 48% of School of Nursing and Health Professions Staff respondents "disagreed" or "strongly disagreed" with the statement, "I believe that my department encourages free and open discussion of difficult topics."

Faculty Feeling of Value:
Strength: 83% of School of Nursing and Health Professions Faculty respondents "agreed" or "strongly agreed" with the statement, "I feel valued by students in the classroom."
Weakness: 27% of School of Nursing and Health Professions Faculty respondents "disagreed" or "strongly disagreed" with the statement, "I feel valued by USF senior administrators."

Staff Feeling of Value:
Strength: 87% of School of Nursing and Health Professions Staff respondents "agreed" or "strongly agreed" with the statement, "I feel valued by coworkers in my department."
Weakness: 52% of School of Nursing and Health Professions Staff respondents "disagreed" or "strongly disagreed" with the statement, "Staff opinions are valued by USF faculty."

Faculty Perception of the Performance Evaluation Process: 33% of School of Nursing and Health Professions Faculty respondents "disagreed" or "strongly disagreed" with the statement, "The performance evaluation process is clear."

Staff Perception of the Performance Evaluation Process: 48% of School of Nursing and Health Professions Staff respondents "disagreed" or "strongly disagreed" with the statement, "The performance evaluation process is productive."

Faculty Perception of Work-Life Balance: 29% of School of Nursing and Health Professions Faculty respondents "disagreed" or "strongly disagreed" with the statement "USF provides adequate resources to help me manage work-life balance (e.g., child care, wellness services, elder care, housing location assistance, transportation)."

Staff Perception of Work-Life Balance:
Strength: 48% of School of Nursing and Health Professions Staff respondents "agreed" or "strongly agreed" with the statement "My direct supervisor provides adequate support for me to manage work-life balance."

Weakness: 52% of School of Nursing and Health Professions Staff respondents "agreed" or "strongly agreed" with the statement "I perform more work than colleagues with similar performance expectations."

Staff Perception of Workload and Support:
Strength: 65% of School of Nursing and Health Professions Staff respondents "agreed" or "strongly agreed" with the statement "USF provides me with resources to pursue training/professional development opportunities."
Weakness: 61% of School of Nursing and Health Professions Staff respondents "agreed" or "strongly agreed" with the statement "There is a hierarchy within staff positions that allows some voices to be valued more than others."

Faculty Perception of Salary and Benefits:
Strength: 50% of School of Nursing and Health Professions Faculty respondents "agreed" or "strongly agreed" with the statement "Health insurance benefits are competitive."
Weakness: 33% of School of Nursing and Health Professions Faculty respondents "disagreed" or "strongly disagreed" with the statement "Salaries for adjunct professors are competitive."

Staff Perception of Salary and Benefits:
Strength: 70% of School of Nursing and Health Professions Staff respondents "agreed" or "strongly agreed" with the statement, "Health insurance benefits are competitive."
Weakness: 39% of School of Nursing and Health Professions Staff respondents "disagreed" or "strongly disagreed" with the statement, "Staff salaries are competitive."

Considered Leaving USF:

- 50% of School of Nursing and Health Professions Faculty respondents stated that they had seriously considered leaving USF in the past year.
- 74% of School of Nursing and Health Professions Staff respondents stated that they had seriously considered leaving USF in the past year.

Results

Demographics

The demographic variables explored in the Campus Climate Survey were: position status, gender identity, racial identity, sexual identity, citizenship status, disability identity, religious affiliation, age range, caregiving responsibility, military service, length of employment (employees only), level of education (employees only), parents' education level (students only), undergraduates' year in college (students only), student employment (students only), financial hardship (students only), tuition payment type (students only), income dependency status (students only), student residency location (students only), student club participation (students only), and grade point average (students only).

Position Status Comparison:

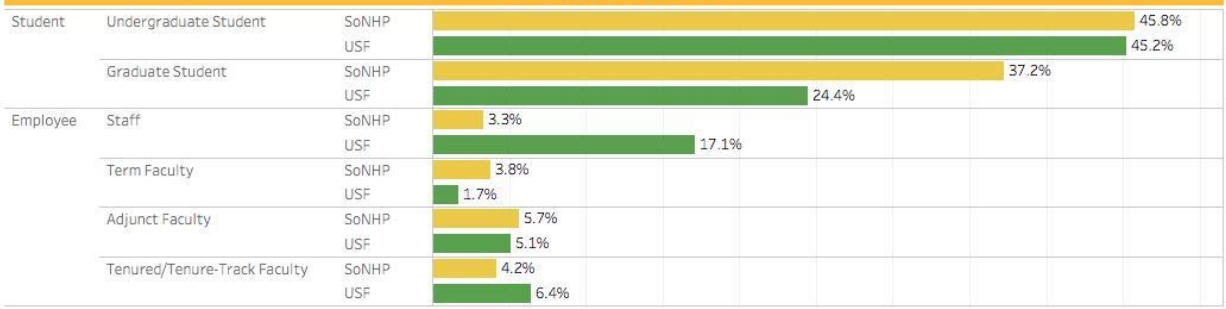
The School of Nursing and Health Professions had a higher percentage of Graduate student respondents, compared to the USF Graduate respondent population. They also had a much lower percentage of Staff respondents compared to the USF Staff respondent population.

USF Demographics
School of Nursing and Health Professions

Position Status
Students, Faculty & Staff

		SoNHP		USF	
		n	%	n	%
Student	Undergraduate Student	316	45.8%	1,716	45.2%
	Graduate Student	257	37.2%	928	24.4%
	Total	573	83.0%	2,644	69.7%
Employee	Staff	23	3.3%	650	17.1%
	Tenured/Tenure-Track Faculty	29	4.2%	244	6.4%
	Term Faculty	26	3.8%	64	1.7%
	Adjunct Faculty	39	5.7%	194	5.1%
	Total	117	17.0%	1,152	30.3%
Grand Total		690	100.0%	3,796	100.0%

Position Status
Students, Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Student vs Employee Status, separated out by specific position. The bar lengths illustrate the percentage differences.

Gender Identity Comparison:

The School of Nursing and Health Professions had a higher percentage of women respondents in all population categories (Overall, Students, Faculty & Staff), relative to the corresponding USF respondent populations.

USF Demographics
School of Nursing and Health Professions

Gender Identity
Students, Faculty & Staff

		SoNHP	USF
Undergraduate	Woman	258	1161
	Man	51	471
	Transspectrum	6	78
	Missing/Unknown	<5	6
Graduate	Woman	204	589
	Man	46	307
	Transspectrum	6	29
	Missing/Unknown	<5	<5
Faculty	Woman	78	275
	Man	12	200
	Transspectrum	<5	13
	Missing/Unknown	<5	14
Staff	Woman	21	390
	Man	<5	240
	Transspectrum		13
	Missing/Unknown		7

Gender Identity
Students, Faculty & Staff

The above visual shows the SoNHP vs USF percentage totals by Gender Identity, separated out by position. The bar lengths illustrate the percentage differences.

Racial Identity Comparison:

The School of Nursing and Health Professions Undergraduate student respondent population had a higher percentage of Asian/Asian American/South Asian respondents compared to the USF Undergraduate student respondent populations. The School of Nursing and Health Professions Graduate student respondent population had a slightly lower percentage of Latin@/Chican@/Hispanic respondents when compared to the USF Graduate student respondent populations, but fell very much in line with the rest of the USF Graduate student respondent racial identity groups. The School of Nursing and Health Professions Faculty had lower percentages of Latin@/Chican@/Hispanic and Multiracial respondents, and a higher percentage of Other People of Color respondents, compared to the USF Faculty respondent populations. The School of Nursing and Health Professions had a lower percentage of White Staff respondents, a higher percentage of Black/African American respondents, a lower percentage of Multiracial respondents, and a higher percentage of Other People of Color respondents compared to the USF Staff respondent populations.

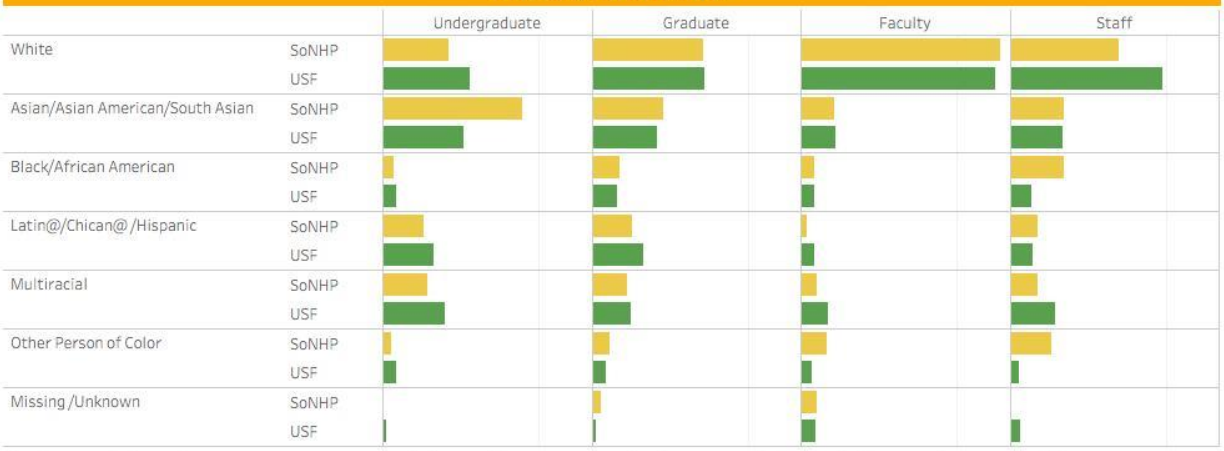
USF Demographics
School of Nursing and Health Professions

Racial Identity
Students, Faculty & Staff

		SoNHP	USF
Undergraduate	White	67	480
	Asian/Asian American/South Asian	141	446
	Latin@/Chican@ /Hispanic	42	282
	Black/African American	11	76
	Multiracial	46	339
	Other Person of Color	9	74
	Missing /Unknown		19
Graduate	White	92	336
	Asian/Asian American/South Asian	59	195
	Latin@/Chican@ /Hispanic	33	153
	Black/African American	23	74
	Multiracial	29	117
	Other Person of Color	14	40
	Missing /Unknown	7	13
Faculty	White	60	312
	Asian/Asian American/South Asian	10	56
	Latin@/Chican@ /Hispanic	<5	23
	Black/African American	<5	23
	Multiracial	5	44
	Other Person of Color	8	19
	Missing /Unknown	5	25
Staff	White	8	317
	Asian/Asian American/South Asian	<5	110
	Latin@/Chican@ /Hispanic	<5	46
	Black/African American	<5	45
	Multiracial	<5	94
	Other Person of Color	<5	18
	Missing /Unknown		20

USF Demographics
School of Nursing and Health Professions

Racial Identity
Students, Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Racial Identity, separated out by position. The bar lengths illustrate the percentage differences.

Sexual Identity Comparison:

Sexual identity was broken into two major categories. Those who are heterosexual and those who are LGBQ (Lesbian, Gay, Bisexual, and Queer).

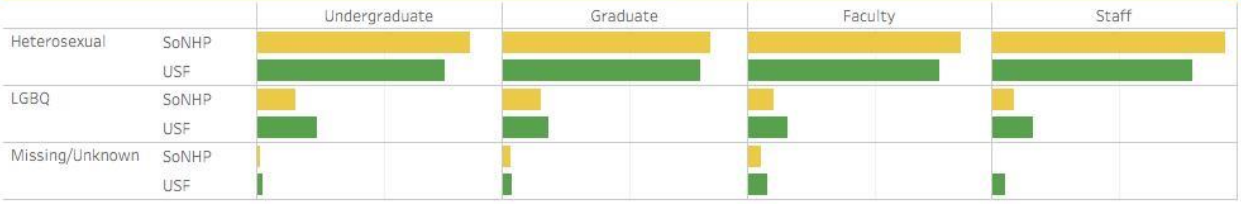
The School of Nursing and Health Professions had a slightly increased percentage of heterosexual respondents and decreased number of LGBQ respondents in all position categories, when compared to their corresponding USF Overall respondent populations.

USF Demographics
School of Nursing and Health Professions

Sexual Identity
Students, Faculty & Staff

		SoNHP	USF
Undergraduate	Heterosexual	264	1264
	LGBQ	48	407
	Missing/Unknown	<5	45
Graduate	Heterosexual	209	721
	LGBQ	39	169
	Missing/Unknown	9	38
Faculty	Heterosexual	79	380
	LGBQ	10	81
	Missing/Unknown	5	41
Staff	Heterosexual	21	510
	LGBQ	<5	106
	Missing/Unknown		34

Sexual Identity
Students, Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Sexual Identity, separated out by position. The bar lengths illustrate the percentage differences.

Citizenship Status Comparison:

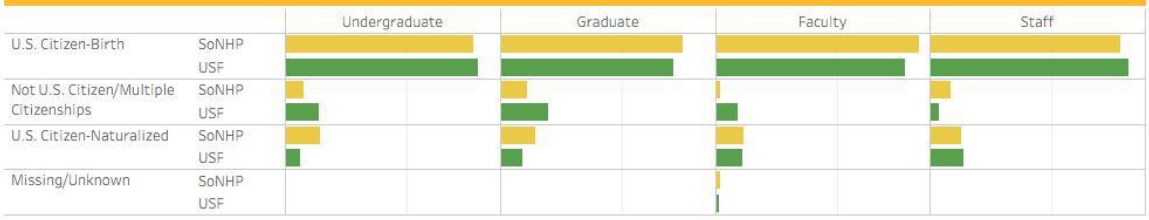
The School of Nursing and Health Professions had a lower percentage of Not U.S. Citizen/Multiple Citizenships Undergraduate student, Graduate student and Faculty respondents, as well as a higher percentage of Not U.S. Citizen/Multiple Citizenships Staff respondents, compared to the corresponding USF respondent populations.

USF Demographics
School of Nursing and Health Professions

Citizenship Status
Students, Faculty & Staff

		SoNHP	USF
Undergraduate	U.S. Citizen-Birth	244	1360
	U.S. Citizen-Naturalized	46	107
	Not U.S. Citizen/Multiple Citizenships	25	241
	Missing/Unknown	<5	8
Graduate	U.S. Citizen-Birth	192	657
	U.S. Citizen-Naturalized	37	85
	Not U.S. Citizen/Multiple Citizenships	28	182
	Missing/Unknown		<5
Faculty	U.S. Citizen-Birth	79	393
	U.S. Citizen-Naturalized	11	56
	Not U.S. Citizen/Multiple Citizenships	<5	46
	Missing/Unknown	<5	7
Staff	U.S. Citizen-Birth	18	531
	U.S. Citizen-Naturalized	<5	90
	Not U.S. Citizen/Multiple Citizenships	<5	25
	Missing/Unknown		<5

Citizenship Status
Students, Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Citizenship Status, separated out by position. The bar lengths illustrate the percentage differences.

Disability Identity Comparison:

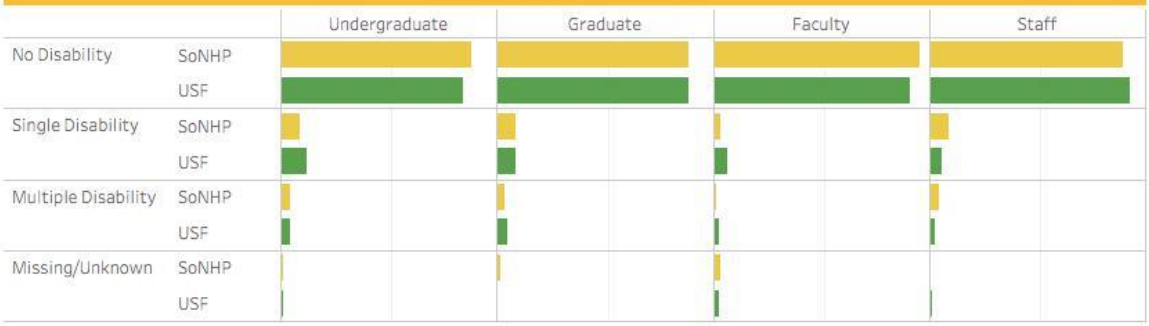
The School of Nursing and Health Professions respondent disability percentages fell fairly in line with that of the corresponding USF respondent populations.

USF Demographics
School of Nursing and Health Professions

Disability Status
Students, Faculty & Staff

		SoNHP	USF
Undergraduate	No Disability	271	1409
	Single Disability	28	208
	Multiple Disability	14	78
	Missing/Unknown	<5	21
Graduate	No Disability	221	801
	Single Disability	23	79
	Multiple Disability	9	44
	Missing/Unknown	<5	<5
Faculty	No Disability	87	445
	Single Disability	<5	32
	Multiple Disability	<5	12
	Missing/Unknown	<5	13
Staff	No Disability	20	589
	Single Disability	<5	37
	Multiple Disability	<5	16
	Missing/Unknown		8

Disability Status
Students, Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Disability Status, separated out by position. The bar lengths illustrate the percentage differences.

Of the 11.7% of School of Nursing and Health Professions respondents who reported having a disability, the most common were mental health/psychological condition (42%), learning difference/disability (28%), and chronic diagnosis or medical condition (21%). These were also the top three disabilities reported for the USF Overall respondent population.

Respondents' Conditions that Affect Learning, Working, Living Activities

School of Nursing and Health Professions

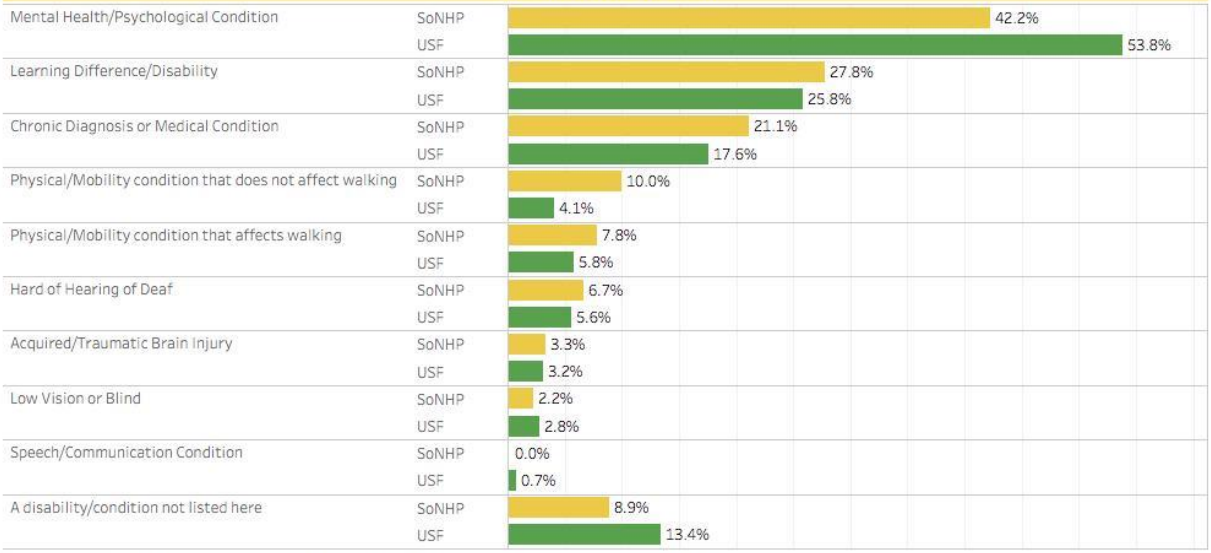
Disability Status

Students, Faculty & Staff

	SoNHP		USF	
	n	%	n	%
No Disability	599	86.8%	3244	85.5%
Single Disability	56	8.1%	356	9.4%
Multiple Disability	25	3.6%	150	4.0%
Missing/Unknown	10	1.4%	46	1.2%
Grand Total	690	100.0%	3796	100.0%

Conditions Affecting Living

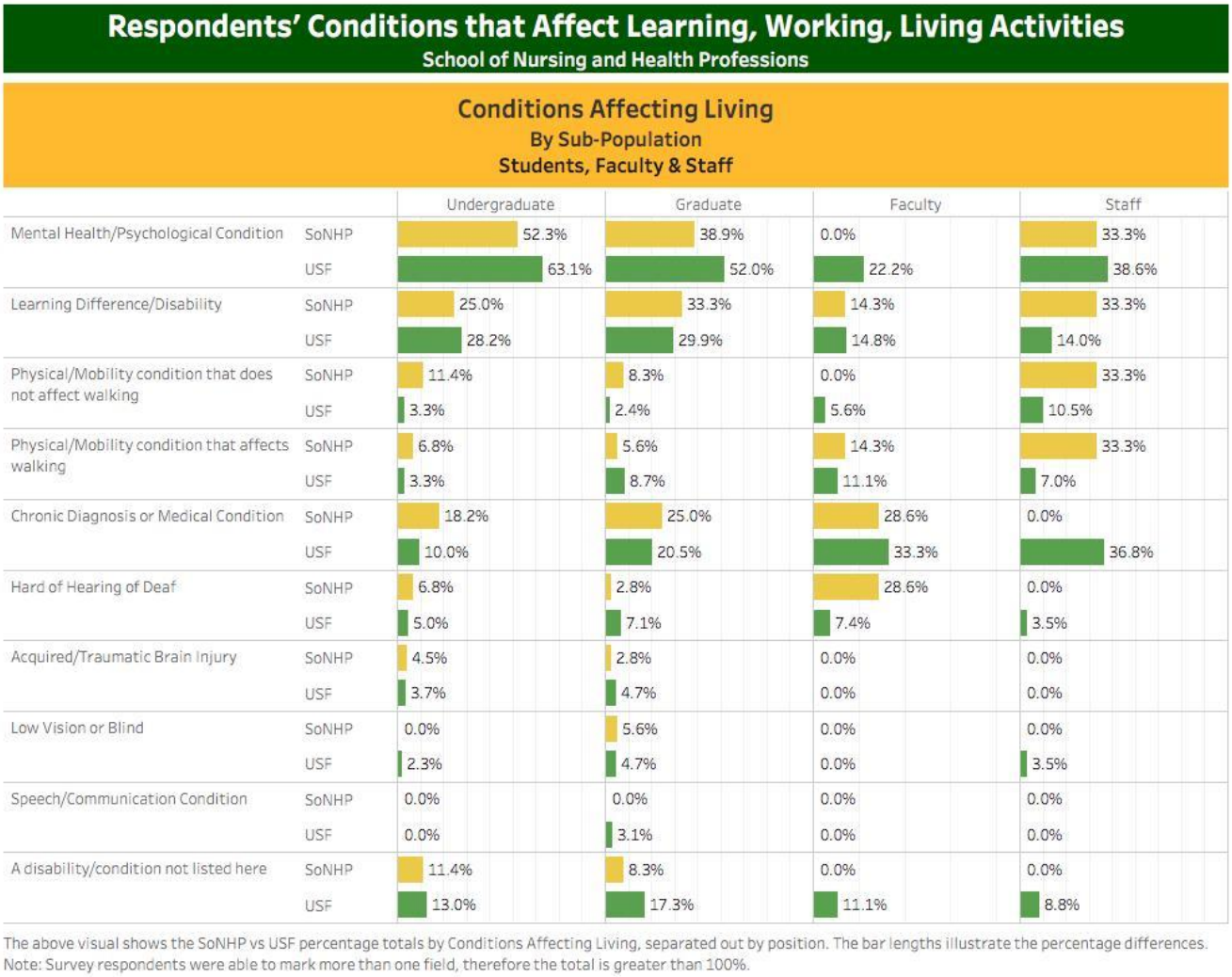
Students, Faculty & Staff



Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

These top three conditions affecting living remained true for both Undergraduate and Graduate student respondents in the School of Nursing and Health Professions. The only difference when compared to the USF Student respondent population was that USF Undergraduate student respondents reported having a higher percentage of students with a disability/condition not listed here (13%), as opposed to chronic diagnosis or medical condition (10%). The results varied from the overall top conditions for both the Staff and Faculty respondent populations as well. For School of Nursing and Health Professions Faculty respondents, the top conditions affecting living were chronic diagnosis or medical condition (28.6%) and hard of hearing or deaf (28.6%). The top conditions within the USF Faculty respondent population were chronic diagnosis or medical condition (33.3%), and mental health/psychological condition (22.2%). For School of Nursing and Health Professions Staff respondents, the conditions affecting living were physical/mobility condition that does not affect walking (33.3%), physical/mobility condition that affects walking (33.3%), mental health/psychological condition (33.3%) and learning

difference/disability (33.3%). The top conditions within the USF Staff respondent population were mental health/psychological condition (38.6%), and chronic diagnosis or medical condition (36.8%)



Disabled respondents were asked to identify any general barriers they encountered at USF. In the School of Nursing and Health Professions, office furniture (24%), campus transportation/parking (20%), and classroom/labs (17%) were the key barriers identified by respondents. The top general barrier faced by disabled USF Overall respondents was campus transportation/parking (14%).

Facilities Barriers Experienced by Respondents With Disabilities

As a person who identifies with a disability, have you experienced a barrier in any of the following areas at USF in the past year?

School of Nursing and Health Professions

Students, Faculty & Staff

Athletic & Recreational Facilities

	SoNHP	USF
Yes	<5	35
No	39	220
Not applicable	43	247

Classroom Buildings

	SoNHP	USF
Yes	11	68
No	47	238
Not applicable	28	192

Classrooms/Labs

	SoNHP	USF
Yes	15	55
No	40	243
Not applicable	31	197

Dining Facilities

	SoNHP	USF
Yes	6	50
No	43	241
Not applicable	36	205

Doors

	SoNHP	USF
Yes	8	28
No	47	263
Not applicable	30	205

Elevators/Lifts

	SoNHP	USF
Yes	7	42
No	44	249
Not applicable	34	204

Emergency Preparedness

	SoNHP	USF
Yes	5	31
No	46	253
Not applicable	34	209

Office Furniture

	SoNHP	USF
Yes	20	43
No	36	259
Not applicable	29	190

Campus Transportation/Parking

	SoNHP	USF
Yes	17	62
No	41	230
Not applicable	27	201

Other Campus Buildings

	SoNHP	USF
Yes	5	36
No	45	244
Not applicable	35	209

On-campus Housing

	SoNHP	USF
Yes	<5	43
No	35	207
Not applicable	45	241

Podium

	SoNHP	USF
Yes	6	21
No	38	242
Not applicable	40	229

Signage

	SoNHP	USF
Yes	<5	23
No	45	261
Not applicable	35	208

Studios/Performing Arts Spaces

	SoNHP	USF
Yes	<5	19
No	37	221
Not applicable	44	249

Temporary Barriers due to Construction or Maintenance

	SoNHP	USF
Yes	5	34
No	42	233
Not applicable	37	223

USF Clinic at St. Mary's

	SoNHP	USF
Yes	<5	19
No	37	209
Not applicable	42	262

Walkways/Pedestrian Paths/Crosswalks

	SoNHP	USF
Yes	7	37
No	43	249
Not applicable	34	200

Additionally, respondents with Disabilities were asked if they had experienced barriers in technology/online environment, identity, or instructional/campus materials at USF within the past year. Respondents with Disabilities in the School of Nursing and Health Professions did not specify barriers in any of these areas.

Technology/Online Barriers Experienced by Respondents With Disabilities

As a person who identifies with a disability, have you experienced a barrier in any of the following areas at USF in the past year?

School of Nursing and Health Professions

Students, Faculty & Staff

Accessible Electronic Format	SoNHP	USF
Yes	12	30
No	44	280
Not applicable	28	176

Canvas/TWEN	SoNHP	USF
Yes	8	35
No	50	273
Not applicable	26	172

Clickers	SoNHP	USF
Yes	<5	11
No	47	246
Not applicable	33	220

Computer Equipment	SoNHP	USF
Yes	8	24
No	50	269
Not applicable	26	184

Electronic Forms	SoNHP	USF
Yes	5	25
No	52	276
Not applicable	27	178

Electronic Signage	SoNHP	USF
Yes	<5	21
No	57	277
Not applicable	25	181

Electronic Surveys	SoNHP	USF
Yes	<5	20
No	57	291
Not applicable	23	167

Library Resources	SoNHP	USF
Yes	5	28
No	54	282
Not applicable	24	170

Phone/Phone Equipment	SoNHP	USF
Yes	<5	16
No	53	277
Not applicable	26	182

Software	SoNHP	USF
Yes	<5	24
No	51	260
Not applicable	28	191

Video/Video Audio Description	SoNHP	USF
Yes	<5	20
No	52	271
Not applicable	27	184

Website	SoNHP	USF
Yes	<5	24
No	55	285
Not applicable	25	167

Barriers in Identity Experienced by Respondents With Disabilities

As a person who identifies with a disability, have you experienced a barrier in any of the following areas at USF in the past year?
School of Nursing and Health Professions
Students, Faculty & Staff

Electronic Databases	SoNHP	USF
Yes	<5	28
No	58	294
Not applicable	22	159

Email Account	SoNHP	USF
Yes	<5	22
No	57	299
Not applicable	22	157

Intake Forms	SoNHP	USF
Yes	<5	26
No	57	259
Not applicable	23	192

Learning Technology	SoNHP	USF
Yes	5	30
No	60	282
Not applicable	18	168

Surveys	SoNHP	USF
Yes	<5	30
No	60	293
Not applicable	18	151

Barriers in Instructional/Campus Materials Experienced by Respondents with Disabilities

As a person who identifies with a disability, have you experienced a barrier in any of the following areas at USF in the past year?
School of Nursing and Health Professions
Students, Faculty & Staff

Brochures	SoNHP	USF
Yes	<5	19
No	59	298
Not applicable	21	166

Faculty Required Resources	SoNHP	USF
Yes	<5	23
No	55	286
Not applicable	24	169

Food Menus	SoNHP	USF
Yes	<5	38
No	54	270
Not applicable	24	169

Forms	SoNHP	USF
Yes	<5	23
No	59	297
Not applicable	20	159

Library Resources	SoNHP	USF
Yes	<5	22
No	57	295
Not applicable	22	162

Other Publications	SoNHP	USF
Yes	<5	17
No	59	298
Not applicable	21	163

Syllabi	SoNHP	USF
Yes	7	29
No	56	286
Not applicable	19	163

Textbooks	SoNHP	USF
Yes	9	43
No	54	278
Not applicable	18	159

Video-Closed Captioning and Text Description	SoNHP	USF
Yes	5	18
No	54	280
Not applicable	23	174

Religious Affiliation Comparison:

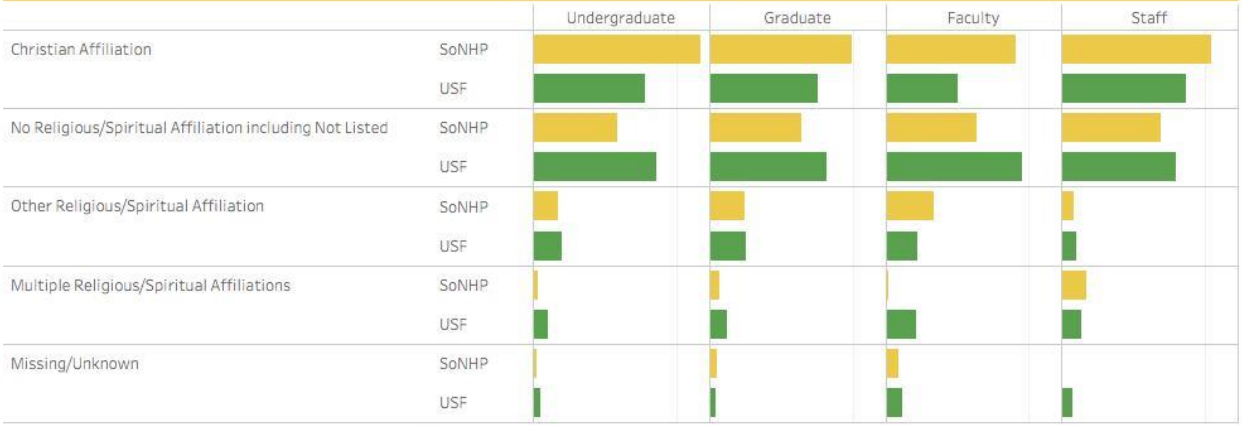
The School of Nursing and Health Professions respondent population had a higher percentage of individuals with a Christian affiliation than the USF Overall respondent population. This remained consistent through all of the sub-populations (Students, Faculty & Staff).

USF Demographics
School of Nursing and Health Professions

Religious Affiliation
Students, Faculty & Staff

		SoNHP	USF
Undergraduate	No Religious/Spiritual Affiliation including Not Listed	93	740
	Christian Affiliation	185	667
	Other Religious/Spiritual Affiliation	28	176
	Multiple Religious/Spiritual Affiliations	6	90
	Missing/Unknown	<5	43
Graduate	No Religious/Spiritual Affiliation including Not Listed	82	380
	Christian Affiliation	127	351
	Other Religious/Spiritual Affiliation	32	118
	Multiple Religious/Spiritual Affiliations	9	57
	Missing/Unknown	7	22
Faculty	No Religious/Spiritual Affiliation including Not Listed	30	239
	Christian Affiliation	43	126
	Other Religious/Spiritual Affiliation	16	56
	Multiple Religious/Spiritual Affiliations	<5	53
	Missing/Unknown	<5	28
Staff	No Religious/Spiritual Affiliation including Not Listed	8	261
	Christian Affiliation	12	282
	Other Religious/Spiritual Affiliation	<5	34
	Multiple Religious/Spiritual Affiliations	<5	46
	Missing/Unknown		27

Religious Affiliation
Students, Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Religious Affiliation, separated out by position. The bar lengths illustrate the percentage differences.

Age Range Comparison:

The School of Nursing and Health Professions Undergraduate student respondent population had lower percentages of respondents in age categories 18-21, and higher percentages of respondents in age categories 22-44, compared to the USF Undergraduate student respondent population. The School of Nursing and Health Professions Graduate student respondent population had lower

percentages of respondents in age categories 22-24, and higher percentages of respondents in age categories 25-64, compared to the USF Graduate student respondent population. The School of Nursing and Health Professions Faculty respondents had lower percentages of respondents in age categories 25-54, and higher percentages of respondents in age categories 55-74, compared to the USF Faculty respondent population. The School of Nursing and Health Professions Staff respondents had lower percentages of respondents in age categories 35-54, and higher percentages of respondents in age categories 25-34 and 55-64, compared to the USF Staff respondent population.

USF Demographics
School of Nursing and Health Professions

Age Range
Students, Faculty & Staff

		SoNHP	USF
Undergraduate	18-19	106	788
	20-21	96	592
	22-24	45	131
	25-34	40	50
	35-44	12	23
	45-54		<5
	55-64		<5
	Missing/Unknown	17	125
Graduate	20-21		12
	22-24	42	230
	25-34	134	467
	35-44	39	84
	45-54	13	38
	55-64	7	14
	65-74		<5
	75 and older		<5
	Missing/Unknown	22	80
Faculty	18-19		<5
	22-24		<5
	25-34	<5	38
	35-44	13	119
	45-54	12	123
	55-64	37	69
	65-74	11	46
	75 and older	<5	<5
	Missing/Unknown	15	101
Staff	20-21		<5
	22-24	<5	30
	25-34	10	165
	35-44	<5	157
	45-54	<5	115
	55-64	<5	69
	65-74		18
	75 and older		<5
	Missing/Unknown	<5	90

Age Range
Students, Faculty & Staff

The above visual shows the SoNHP vs USF percentage totals by Age Range, separated out by position. The bar lengths illustrate the percentage differences.

Caregiving Responsibilities Comparison:

Students, Faculty and Staff were asked whether or not they had caregiving responsibilities, and then were asked to indicate what the responsibility was. A higher percentage of the School of Nursing and Health Professions Undergraduate and Graduate student respondents indicated having substantial caregiving responsibilities, compared to the USF Undergraduate and Graduate student respondent populations. A lower percentage of the School of Nursing and Health Professions Faculty and Staff respondents indicated having substantial caregiving responsibilities, compared to the USF Faculty and Staff respondent populations. Of the 20% of the School of Nursing and Health Professions respondents that indicated having substantial caregiving responsibilities, the top responsibilities were for children 6-18 years (49%), children 5 years or under (34%), and senior or other family member (31%). This was in line with that of the USF Overall respondent population, in which the top responsibilities reported were for children 6-18 years (54%), children 5 years or under (35%), and senior or other family member (23%).

The School of Nursing and Health Professions Undergraduate student respondent population had a much higher percentage that reported having caregiving responsibilities for senior or other family member, compared to the USF Undergraduate student respondent population. The School of Nursing and Health Professions Graduate student respondent population had a higher percentage of respondents responsible for children 6-18 years, and senior or other family member, compared to the USF Graduate student respondent population. The School of Nursing and Health Professions Faculty respondents had a much lower percentage of respondents responsible for children 6-18 years, and a much higher percentage of respondents responsible for children over 18 years of age (but still legally dependent), compared to the USF Faculty respondent population. The School of Nursing and Health Professions Staff respondents had a lower percentage of respondents responsible for children under 18 years, and higher percentages of respondents responsible for children over 18 years of age (but still legally dependent), and senior or other family member, when compared to the USF Staff respondent population.

Respondents' Caregiving Responsibilities

Respondents who have substantial parenting or caregiving responsibilities
School of Nursing and Health Professions

Caregiving Responsibility
Students, Faculty & Staff

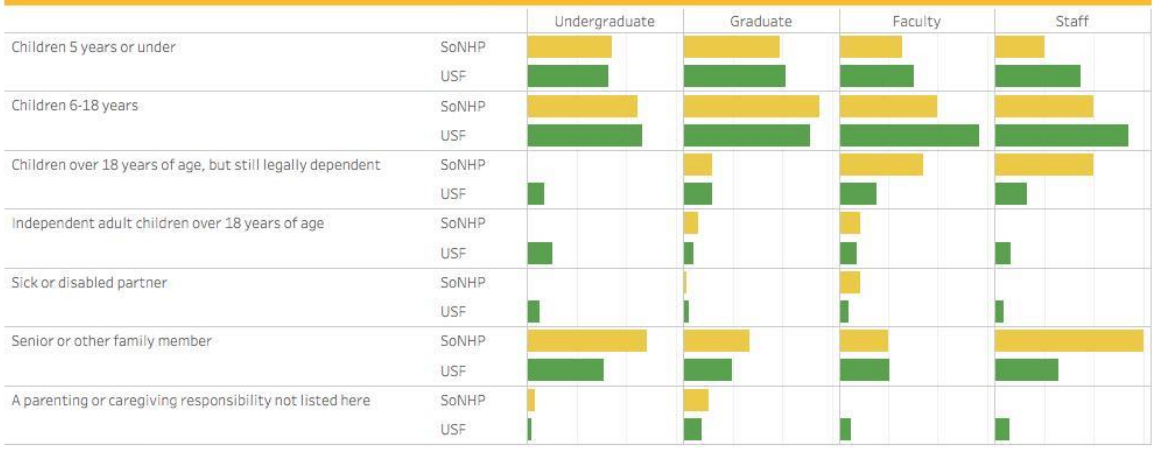
		SoNHP	USF
Undergraduate	Yes, has substantial caregiving responsibilities.	30	59
	No, does not have substantial caregiving responsibilities.	286	1649
	No Response/NA		8
Graduate	Yes, has substantial caregiving responsibilities.	67	141
	No, does not have substantial caregiving responsibilities.	185	783
	No Response/NA	5	<5
Faculty	Yes, has substantial caregiving responsibilities.	36	224
	No, does not have substantial caregiving responsibilities.	58	265
	No Response/NA		13
Staff	Yes, has substantial caregiving responsibilities.	5	244
	No, does not have substantial caregiving responsibilities.	17	396
	No Response/NA	<5	10

Caregiving Responsibility
Students, Faculty & Staff

The above visual shows the SoNHP vs USF percentage totals by Caregiving Responsibility, separated out by position. The bar lengths illustrate the percentage differences.

20% of respondents stated that they have substantial parenting or caregiving responsibilties. 20% of those respondents then indicated that their caregiving responsibilities fell into the following categories.

Caregiving Responsibility
Students, Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Caregiving Responsibility, separated out by position. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Military Service Comparison:

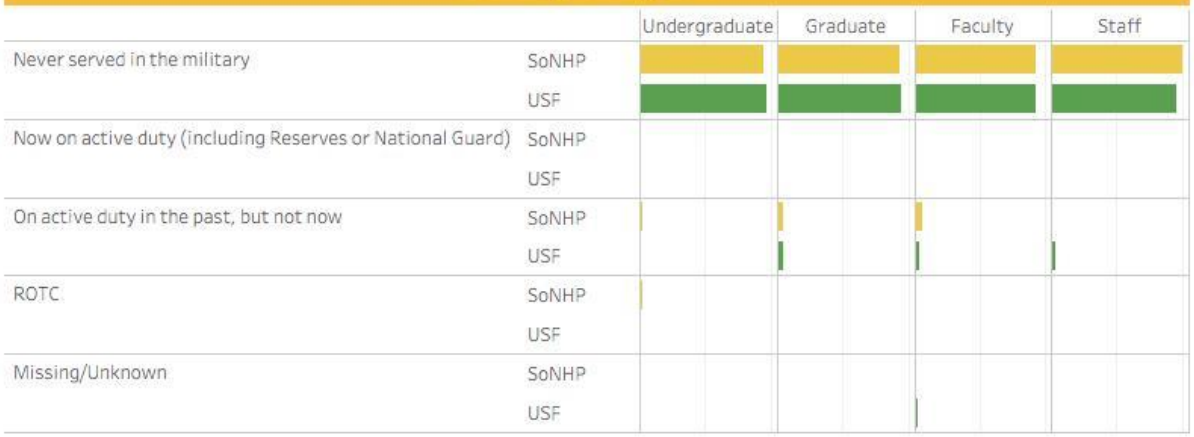
The School of Nursing and Health Professions respondent population was in line with the USF Overall respondent population in regards to military service representation.

USF Demographics
School of Nursing and Health Professions

Military Service
Students, Faculty & Staff

		SoNHP	USF
Undergraduate	Never served in the military	298	1665
	Now on active duty (including Reserves or National Guard)	<5	9
	On active duty in the past, but not now	9	22
	ROTC	6	11
	Missing/Unknown	<5	9
Graduate	Never served in the military	240	875
	Now on active duty (including Reserves or National Guard)	<5	9
	On active duty in the past, but not now	11	41
	ROTC		<5
	Missing/Unknown	<5	<5
Faculty	Never served in the military	88	470
	Now on active duty (including Reserves or National Guard)		<5
	On active duty in the past, but not now	5	16
	ROTC	<5	<5
	Missing/Unknown		10
Staff	Never served in the military	23	622
	Now on active duty (including Reserves or National Guard)		<5
	On active duty in the past, but not now		21
	ROTC		<5
	Missing/Unknown		5

Military Service
Students, Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Military Service, separated out by position. The bar lengths illustrate the percentage differences.

Faculty/Staff Population Only

Length of Employment Comparison:

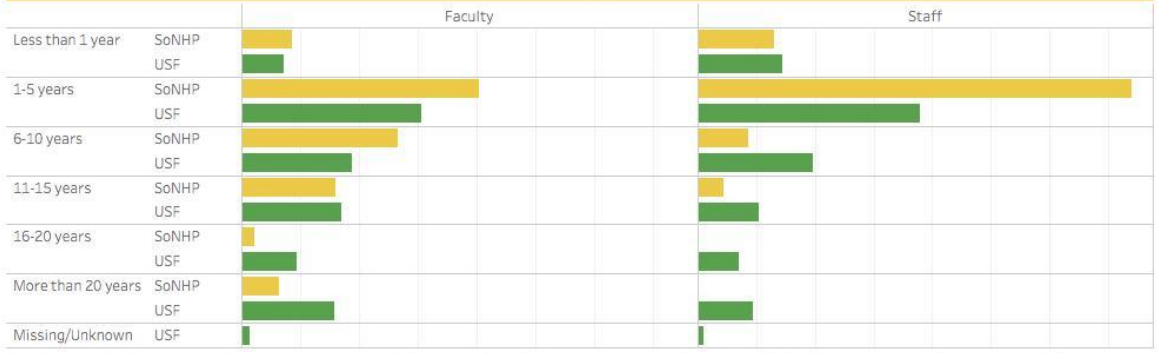
The School of Nursing and Health Professions Faculty respondents had a higher percentage of respondents that had been at USF for 1-5 years and 6-10 years, and a lower percentage of respondents that had been at USF for greater than 16 years, compared to the USF Faculty respondent population. The School of Nursing and Health Professions Staff respondents had a much higher percentage of respondents that had been at USF for 1-5 years, and lower percentages of respondents that had been at USF for 6-10 years and 11-15 years, compared to the USF Staff respondent population.

Length of Employment at USF
School of Nursing and Health Professions

Length of Employment
Faculty & Staff

		SoNHP	USF
Faculty	Less than 1 year	8	36
	1-5 years	38	154
	6-10 years	25	94
	11-15 years	15	85
	16-20 years	<5	47
	More than 20 years	6	79
	Missing/Unknown		7
Staff	Less than 1 year	<5	94
	1-5 years	17	247
	6-10 years	<5	128
	11-15 years	<5	68
	16-20 years		45
	More than 20 years		61
	Missing/Unknown		7

Length of Employment
Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Length of Employment, separated out by position. The bar lengths illustrate the percentage differences.

Highest Level of Education Comparison:

The School of Nursing and Health Professions had a higher percentage of Faculty respondents with Doctoral degrees, compared to the USF Faculty respondent population. The School of

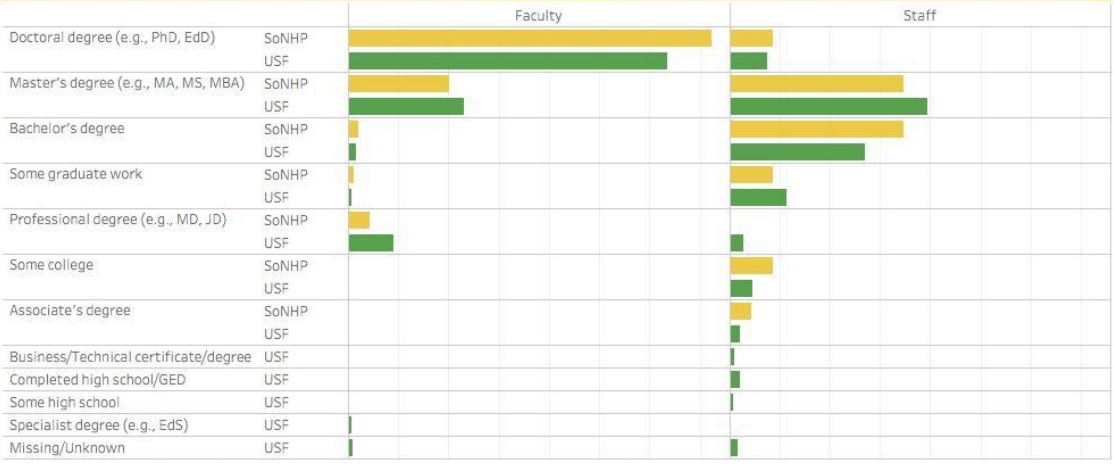
Nursing and Health Professions had a higher percentage of Staff respondents with Bachelor's degrees, compared to the USF Staff respondent population.

Employee Highest Degree
School of Nursing and Health Professions

Employee Highest Degree
Faculty & Staff

		SoNHP	USF
Faculty	Doctoral degree (e.g., PhD, EdD)	68	319
	Master's degree (e.g., MA, MS, MBA)	19	116
	Bachelor's degree	<5	8
	Some graduate work	<5	<5
	Professional degree (e.g., MD, JD)	<5	45
	Some college		<5
	Associate's degree		<5
	Business/Technical certificate/degree		<5
	Specialist degree (e.g., EdS)		<5
	Missing/Unknown		5
Staff	Doctoral degree (e.g., PhD, EdD)	<5	48
	Master's degree (e.g., MA, MS, MBA)	8	256
	Bachelor's degree	8	176
	Some graduate work	<5	74
	Professional degree (e.g., MD, JD)		18
	Some college	<5	30
	Associate's degree	<5	14
	Business/Technical certificate/degree		6
	Completed high school/GED		13
	Some high school		<5
	Specialist degree (e.g., EdS)		<5
	Missing/Unknown		10

Employee Highest Degree
Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Employee Highest Degree, separated out by position. The bar lengths illustrate the percentage differences.

Student Population Only

Students were asked to indicate the highest level of education achieved by their parent(s)/guardian(s).

Parent/Guardian #1 Education Level Comparison:

The School of Nursing and Health Professions Undergraduate student respondents had a higher percentage that reported having a parent/guardian #1 with a Bachelor's degree, compared to the USF Undergraduate student respondents. The School of Nursing and Health Professions Graduate student respondents had a lower percentage of respondents that had a parent/guardian #1 with a Bachelor's degree, and a higher percentage with no high school, compared to the USF Graduate student respondents.

USF Demographics

School of Nursing and Health Professions

First Parent's/Guardian's Highest Level of Education

Undergraduate & Graduate Students

		SoNHP	USF
Undergraduate	Bachelor's degree	96	437
	Some college	53	238
	Completed high school/GED	44	227
	Master's degree (e.g., MA, MS, MBA)	26	297
	No high school	18	101
	Some high school	24	96
	Associate's degree	27	86
	Business/Technical certificate/degree	8	29
	Professional degree (e.g., MD, JD)	8	73
	Doctoral degree (e.g., PhD, EdD)	<5	73
	Some graduate work	7	18
	Specialist degree (e.g., EdS)		10
	Not applicable	<5	7
	Missing		5
	Unknown		19
Graduate	Bachelor's degree	53	223
	Some college	37	117
	Completed high school/GED	34	141
	Master's degree (e.g., MA, MS, MBA)	40	142
	No high school	30	66
	Some high school	11	46
	Associate's degree	13	41
	Business/Technical certificate/degree	13	22
	Professional degree (e.g., MD, JD)	6	54
	Doctoral degree (e.g., PhD, EdD)	11	35
	Some graduate work	<5	22
	Specialist degree (e.g., EdS)	<5	<5
	Not applicable	<5	8
	Missing	<5	<5
	Unknown		5

First Parent's/Guardian's Highest Level of Education

Undergraduate & Graduate Students

The above visual shows the SoNHP vs USF percentage totals by First Parent's/Guardian's Highest Level of Education, separated out by position. The bar lengths illustrate the percentage differences.

Parent/Guardian #2 Education Level Comparison:

The School of Nursing and Health Professions Undergraduate student respondents had higher percentages that reported having a parent/guardian #2 with an Associate's degree, and a higher percentage with no high school, compared to the USF Undergraduate student respondent population. The School of Nursing and Health Professions Graduate student respondents had a lower percentage of respondents in which parent/guardian #2 had a Bachelor's degree, compared to the corresponding USF Graduate student respondent population.

USF Demographics
School of Nursing and Health Professions

Second Parent's/Guardian's Highest Level of Education
Undergraduate & Graduate Students

		SoNHP	USF
Undergraduate	Bachelor's degree	91	477
	Completed high school/GED	47	234
	Some college	43	237
	Master's degree (e.g., MA, MS, MBA)	36	212
	Associate's degree	25	76
	No high school	22	72
	Some high school	15	105
	Business/Technical certificate/degree	11	53
	Professional degree (e.g., MD, JD)	5	55
	Doctoral degree (e.g., PhD, EdD)	<5	48
	Some graduate work	<5	26
	Specialist degree (e.g., EdS)	<5	8
	Not applicable	11	61
	Unknown	<5	44
	Missing		8
Graduate	Bachelor's degree	50	233
	Completed high school/GED	42	130
	Some college	29	116
	Master's degree (e.g., MA, MS, MBA)	32	116
	Associate's degree	20	46
	No high school	20	73
	Some high school	20	44
	Business/Technical certificate/degree	12	25
	Professional degree (e.g., MD, JD)	5	31
	Doctoral degree (e.g., PhD, EdD)	5	22
	Some graduate work	<5	24
	Specialist degree (e.g., EdS)		<5
	Not applicable	14	38
	Unknown	<5	22
	Missing	<5	5

Second Parent's/Guardian's Highest Level of Education
Undergraduate & Graduate Students

The above visual shows the SoNHP vs USF percentage totals by Second Parent's/Guardian's Highest Level of Education, separated out by position. The bar lengths illustrate the percentage differences.

Undergraduate Students were asked what year in college they were at the time the survey was administered.

Undergraduate Student Year in College Comparison:

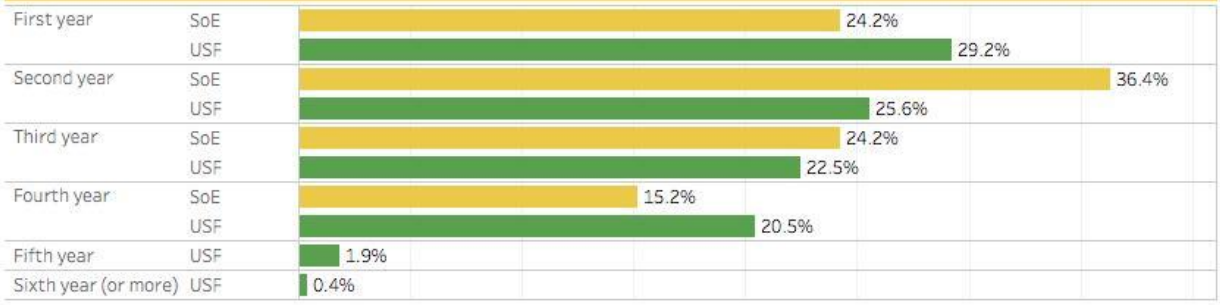
The School of Nursing and Health Professions had a lower percentage of Undergraduate student respondents in their first and fourth year, and a higher percentage of respondents in their second and third year, compared to USF Undergraduate student respondent population.

USF Demographics
School of Nursing and Health Professions

Undergraduate Year in College
Undergraduate Students Only

	SoNHP		USF	
	n	%	n	%
First year	79	25.1%	512	29.9%
Second year	91	28.9%	431	25.2%
Third year	88	27.9%	368	21.5%
Fourth year	47	14.9%	366	21.4%
Fifth year	8	2.5%	29	1.7%
Sixth year (or more)	<5	0.6%	6	0.4%

Undergraduate Year in College
Undergraduate Students Only



The above visual shows the SoNHP vs USF percentage totals by Year in College, for Undergraduate Students only. The bar lengths illustrate the percentage differences.

Students were asked whether they were employed either on campus or off campus during the academic year.

Student Employment Comparison:

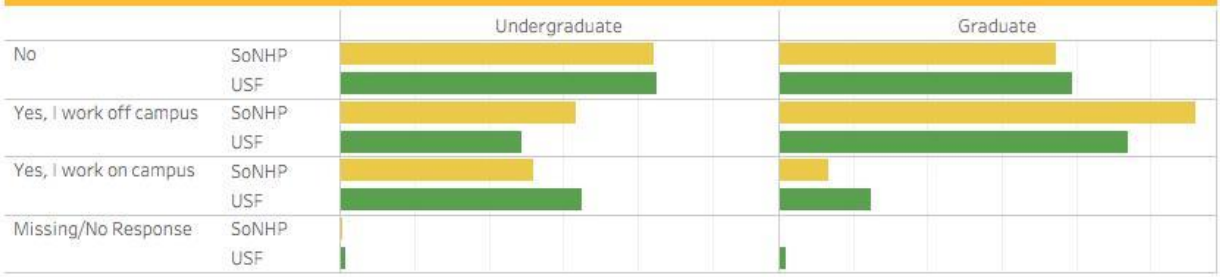
Within the School of Nursing and Health Professions Undergraduate student respondent population, 58% indicated that they worked. Similarly, 58% of the USF Undergraduate student respondents indicated that they worked. Within the School of Nursing and Health Professions

Graduate student respondent population, 63% indicated that they worked, compared to 59% of the USF Graduate student respondent population.

USF Demographics
School of Nursing and Health Professions

Student Employment Status
Undergraduate & Graduate Students

		SoNHP	USF
Undergraduate	No	133	728
	Yes, I work off campus	100	417
	Yes, I work on campus	82	556
	Missing/No Response	<5	15
Graduate	No	96	367
	Yes, I work off campus	144	436
	Yes, I work on campus	17	116
	Missing/No Response		9
Grand Total		573	2644



The above visual shows the SoNHP vs USF percentage totals by Employment Status, separated out by position. The bar lengths illustrate the percentage differences.

Students were then asked to indicate the total number of hours they work per week on campus and off campus.

The School of Nursing and Health Professions Undergraduate student respondents had a higher percentage of respondents that worked on campus for 1-10 hours/week, and a lower percentage that worked 21-30 hours/week, compared to the USF Undergraduate student respondent population. The School of Nursing and Health Professions Graduate student respondents had a much higher percentage of respondents that worked on campus for 1-10 hours/week, and a much lower percentage that worked 21-30 hours/week, compared to the USF Graduate student respondent population. The School of Nursing and Health Professions Undergraduate student respondents had a much higher percentage that worked off campus for 1-10 hours/week, compared to the USF Undergraduate student respondent population. The School of Nursing and Health Professions Graduate student respondents had a higher percentage of students that worked

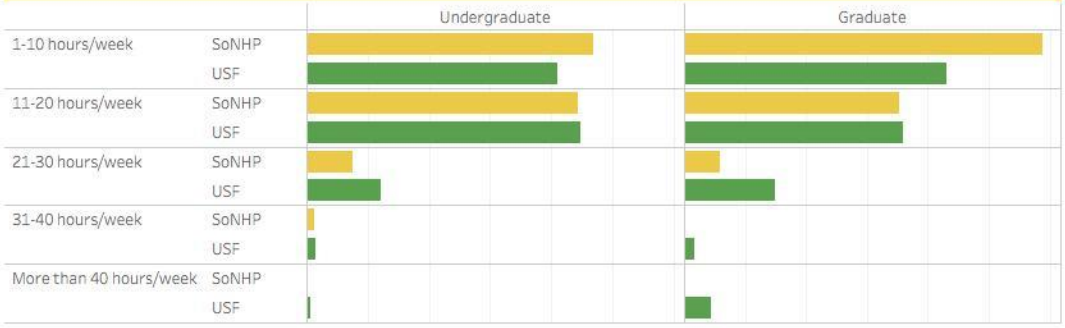
off campus for all categories under 40 hours/week, compared to the USF Graduate student respondent population.

USF Demographics
School of Nursing and Health Professions

Of the students who were employed, the following indicates the amount of hours worked in a week.

On Campus Employment Hours
Undergraduate & Graduate Students

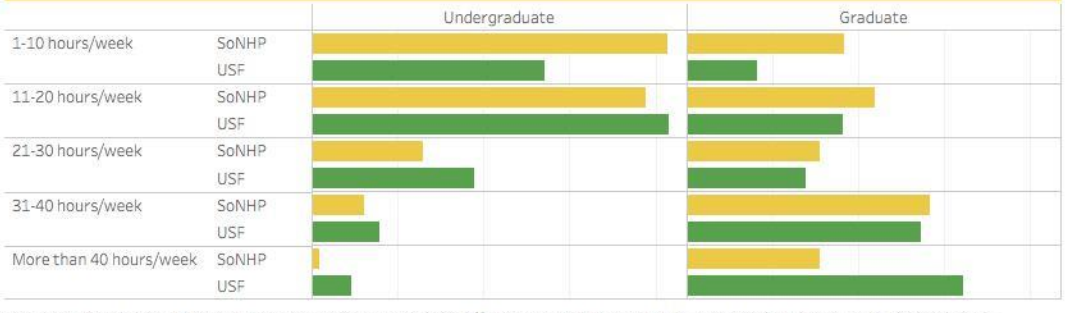
		SoNHP	USF
Undergraduate	1-10 hours/week	37	221
	11-20 hours/week	35	242
	21-30 hours/week	6	65
	31-40 hours/week	<5	8
	More than 40 hours/week		<5
Graduate	1-10 hours/week	10	49
	11-20 hours/week	6	41
	21-30 hours/week	<5	17
	31-40 hours/week		<5
	More than 40 hours/week		5



The above visual shows the SoNHP vs USF percentage totals by On Campus Employment Hours, separated out by position. The bar lengths illustrate the percentage differences.

Off Campus Employment Hours
Undergraduate & Graduate Students

		SoNHP	USF
Undergraduate	1-10 hours/week	48	136
	11-20 hours/week	45	209
	21-30 hours/week	15	95
	31-40 hours/week	7	40
	More than 40 hours/week	<5	23
Graduate	1-10 hours/week	26	36
	11-20 hours/week	31	80
	21-30 hours/week	22	61
	31-40 hours/week	40	120
	More than 40 hours/week	22	142



The above visual shows the SoNHP vs USF percentage totals by Off Campus Employment Hours, separated out by position. The bar lengths illustrate the percentage differences.

Student were asked whether they experienced financial hardship while attending USF.

Student Financial Hardship Comparison:

Sixty percent of the School of Nursing and Health Professions Undergraduate student respondents indicated that they experienced financial hardship, compared to the fifty-five percent of USF Undergraduate student respondents that experienced financial hardship. Fifty-eight percent of the School of Nursing and Health Professions Graduate student respondents indicated that they experienced financial hardship, compared to the fifty-two percent of USF Undergraduate student respondents that experienced financial hardship.

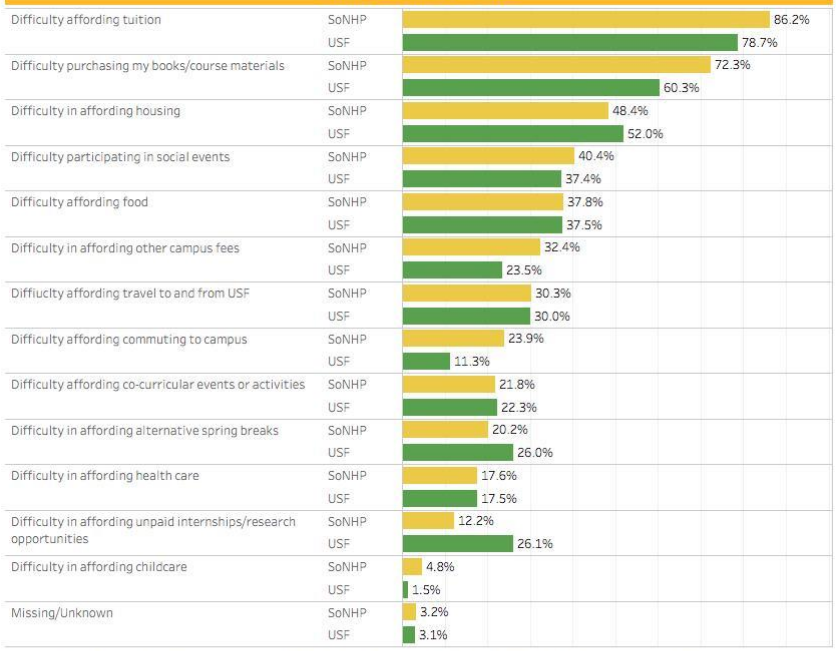
Students were then asked how they experienced financial hardship. Of the 60% of the School of Nursing and Health Professions Undergraduate student respondents that indicated they experienced financial hardship, the top types of hardship were difficulty affording tuition (86%), difficulty purchasing books/course materials (72%) and difficulty in affording housing (48%). These were also the top three experienced financial hardships for the USF Undergraduate student respondent population. Of the 58% of the School of Nursing and Health Professions Graduate student respondents that indicated they experienced financial hardship, the top types of hardship were difficulty affording tuition (74%), difficulty purchasing books/course materials (57%) and difficulty in affording housing (51%). Again, these were also the top three experienced financial hardships for the USF Graduate student respondent population.

USF Demographics
School of Nursing and Health Professions

Financial Hardship Status
Undergraduate & Graduate Students

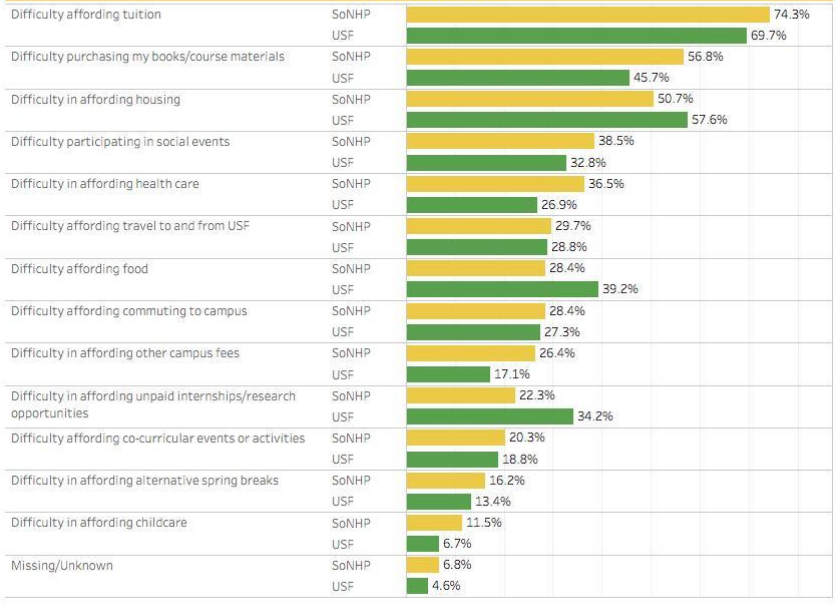
		SoNHP		USF	
		n	%	n	%
Undergraduate	Yes	188	59.5%	947	55.2%
	No	128	40.5%	752	43.8%
	Missing/Unknown			17	1.0%
	Total	**316**	**100.0%**	**1716**	**100.0%**
Graduate	Yes	148	57.6%	479	51.6%
	No	106	41.2%	440	47.4%
	Missing/Unknown	<5	1.2%	9	1.0%
	Total	**257**	**100.0%**	**928**	**100.0%**

Type of Financial Hardship
Undergraduate Students



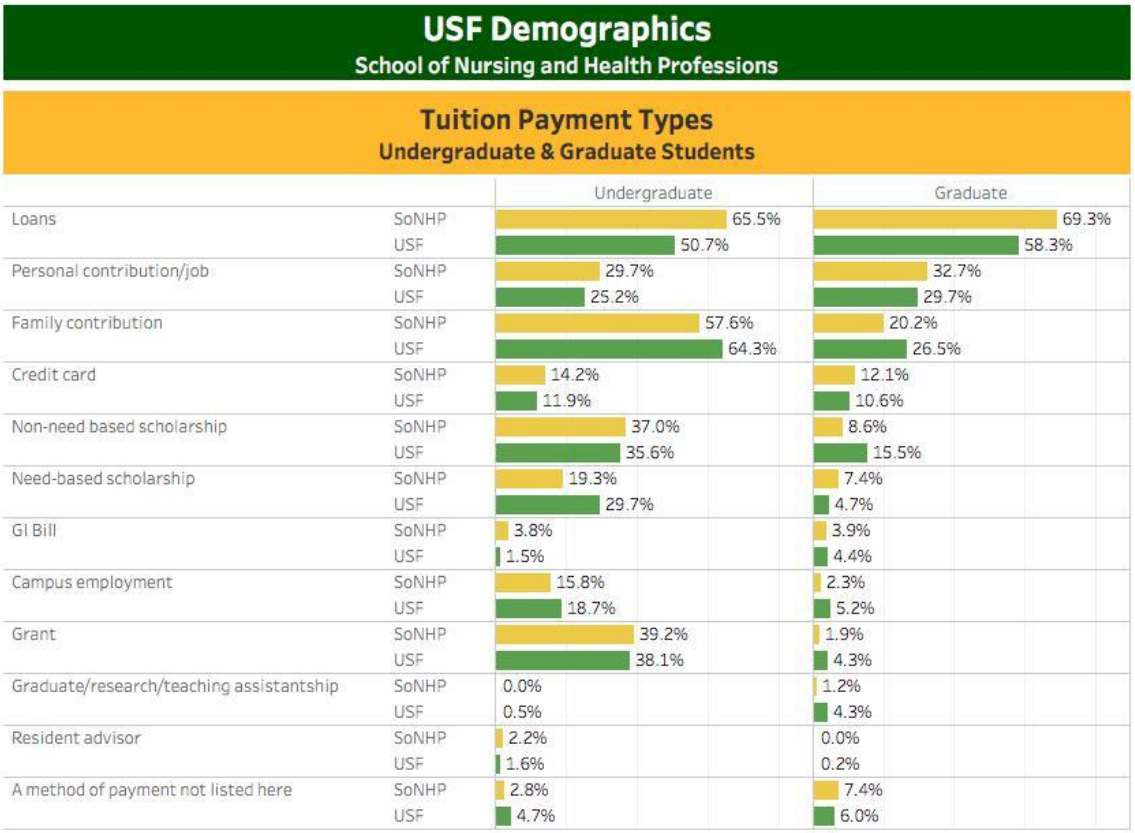
The above visual shows the SoM vs USF percentage totals by Type of Financial Hardship, for Undergraduate Students only. The bar lengths illustrate the percentage differences.

Type of Financial Hardship
Graduate Students



The above visual shows the SoNHPvs USF percentage totals by Type of Financial Hardship, for Graduate Students only. The bar lengths illustrate the percentage differences.

Students were asked how they were paying for their tuition at USF. Students could select multiple payment types. In the School of Nursing and Health Professions, the top payment type for Undergraduate student respondents was loans (66%). The top payment type for USF Undergraduate student respondents was family contribution (64%). The top tuition payment type for the School of Nursing and Health Professions Graduate student respondents was loans (69%). The top tuition payment type for the USF Graduate student respondent population was also loans (58%).



Students were asked whether they received financial support from a family member or guardian to assist them with living/educational expenses.

Student Financial Support Comparison:

The School of Nursing and Health Professions Undergraduate student respondents had a slightly lower percentage indicate that they received support for living/educational expenses from family/guardian (78%), compared to the USF Undergraduate student respondent population (83%). The School of Nursing and Health Professions Graduate student respondents had a

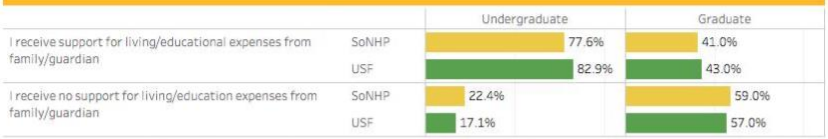
slightly lower percentage indicate that they received support for living/educational expenses from family/guardian (41%), compared to the USF Graduate student respondent population (43%).

Within the School of Nursing and Health Professions Undergraduate student respondent population that indicated receiving financial support from their family/guardian, 71% had annual incomes greater than or equal to $70,000. In contrast, within the School of Nursing and Health Professions Undergraduate student respondent population that indicated receiving No financial support from their family/guardian, 21% had annual incomes greater than or equal to $70,000. Within the USF Undergraduate student respondent population that indicated receiving financial support from their family/guardian, 63% had annual incomes greater than or equal to $70,000. Of the USF Undergraduate student respondents that indicated receiving No financial support from their family/guardian, 29% had annual incomes greater than or equal to $70,000.

Within the School of Nursing and Health Professions Graduate student respondent population that indicated receiving financial support from their family/guardian, 53% had annual incomes greater than or equal to $70,000. Within the School of Nursing and Health Professions Graduate student respondent population that indicated receiving No financial support from their family/guardian, 40% had annual incomes greater than or equal to $70,000. Within the USF Graduate student respondent population that indicated receiving financial support from their family/guardian, 49% had annual incomes greater than or equal to $70,000. Of the USF Graduate student respondents that indicated receiving No financial support from their family/guardian, 37% had annual incomes greater than or equal to $70,000.

USF Demographics
School of Nursing and Health Professions

Financial Support Status
Undergraduate & Graduate Students



Family's yearly income (if dependent student, partnered, or married) or Student's yearly income (if single and independent student).

Yearly Income (Dependent & Independent)
Undergraduate & Graduate Students

			SoNHP	USF
Undergraduate	I receive support for living/ educational expenses from family/ guardian	Below $30,000	28	131
		$30,000-$49,999	14	171
		$50,000-$69,999	23	177
		$70,000-$99,999	31	224
		$100,000-$149,999	56	265
		$150,000-$199,999	31	97
		$200,000-$249,999	22	89
		$250,000-$499,99	16	88
		$500,000 or more	<5	61
	I receive no support for living/ education expenses from family/ guardian	Below $30,000	31	104
		$30,000-$49,999	14	48
		$50,000-$69,999	6	37
		$70,000-$99,999	6	28
		$100,000-$149,999	6	30
		$150,000-$199,999	<5	9
		$200,000-$249,999		<5
		$250,000-$499,99	<5	6
		$500,000 or more		<5
Graduate	I receive support for living/ educational expenses from family/ guardian	Below $30,000	22	75
		$30,000-$49,999	9	54
		$50,000-$69,999	15	54
		$70,000-$99,999	11	44
		$100,000-$149,999	19	57
		$150,000-$199,999	10	35
		$200,000-$249,999	6	16
		$250,000-$499,99	<5	15
		$500,000 or more	<5	7
	I receive no support for living/ education expenses from family/ guardian	Below $30,000	54	155
		$30,000-$49,999	18	81
		$50,000-$69,999	13	60
		$70,000-$99,999	12	66
		$100,000-$149,999	22	48
		$150,000-$199,999	11	33
		$200,000-$249,999	<5	17
		$250,000-$499,99	7	13
		$500,000 or more		<5

Yearly Income (Dependent & Independent)
Undergraduate & Graduate Students

The above visual shows the SoNHP vs USF percentage totals by Yearly Income, separated out by position. The bar lengths illustrate the percentage differences.

Student Residency Status Comparison:

The School of Nursing and Health Professions Undergraduate student respondents had a lower percentage indicate that they reside in on-campus housing (33%), compared to the USF Undergraduate student respondents (49%). The School of Nursing and Health Professions Graduate student respondents also had a lower percentage indicate that they reside in on-campus housing (0.4%), compared to the USF Graduate student respondents (5.1%).

USF Demographics
School of Nursing and Health Professions

Student Residency Status
Undergraduate & Graduate Students

		SoNHP		USF	
		n	%	n	%
Undergraduate	Non-campus housing	207	65.5%	847	49.4%
	Campus housing	105	33.2%	836	48.7%
	Transient	<5	0.6%	9	0.5%
	Missing/Unknown	<5	0.6%	24	1.4%
	Total	**316**	**100.0%**	**1716**	**100.0%**
Graduate	Non-campus housing	251	97.7%	856	92.2%
	Campus housing	<5	0.4%	47	5.1%
	Transient			10	1.1%
	Missing/Unknown	5	1.9%	15	1.6%
	Total	**257**	**100.0%**	**928**	**100.0%**

On Campus Residency Location
Undergraduate & Graduate Students

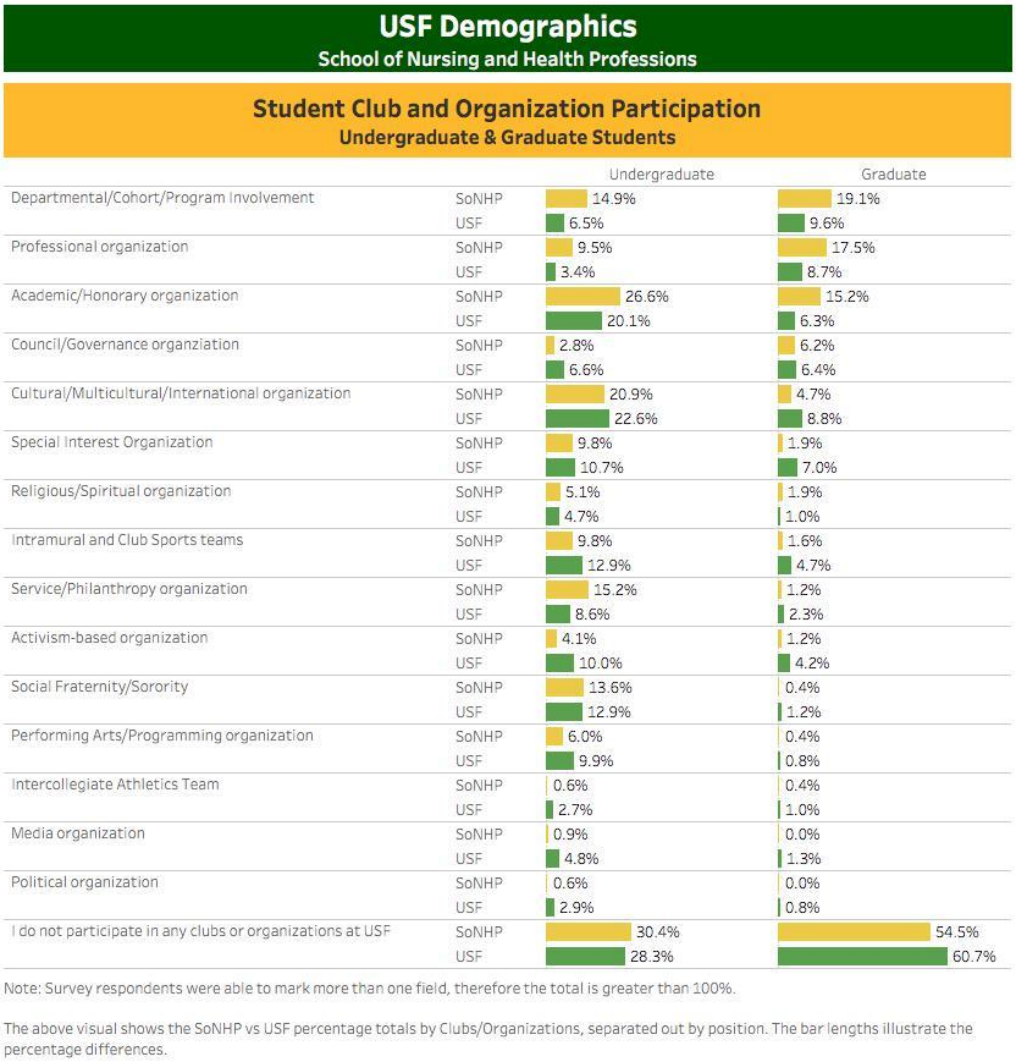
			SoNHP	USF
Campus housing	Undergraduate	Toler	22	159
		Hayes-Healy	20	110
		Gillson	11	109
		Pedro Arrupe	8	25
		Fromm	7	57
		Loyola Village	7	88
		Lone Mountain	6	90
		Pacific Wing	<5	10
		Missing/Unknown	22	188
	Graduate	Toler		<5
		Hayes-Healy		<5
		Gillson		<5
		Loyola Village		13
		Lone Mountain		<5
		St. Anne		21
		Missing/Unknown	<5	<5
	Total		**106**	**883**

Off Campus Residency Location
Undergraduate & Graduate Students

			SoNHP	USF
Non-campus housing	Undergraduate	Independently in an apartment/house	115	638
		Living with family member/guardian	89	169
		College-owned housing	<5	6
		Missing/Unknown	<5	34
	Graduate	Independently in an apartment/house	171	632
		Living with family member/guardian	67	165
		College-owned housing		6
		Missing/Unknown	13	53
	Total		**458**	**1703**

Student Club Experience:

Students were asked if they were a member of, or have participated in, any of the following clubs/organizations since having been at USF. Thirty percent of the School of Nursing and Health Professions Undergraduate student respondents and fifty-five percent of the School of Nursing and Health Professions Graduate student respondents indicated that they did not participate in any clubs or organizations at USF. Twenty-eight percent of USF Undergraduate student respondents and sixty-one percent of USF Graduate student respondents indicated that they do not participate in any clubs or organizations at USF. Within the population of School of Nursing and Health Professions Undergraduate student respondents that indicated participating in a club or organization, the top one was academic/honorary organization (27%). The top selection for USF Undergraduate student respondents was cultural/multicultural/international organization (23%). Within the population of School of Nursing and Health Professions Graduate student respondents that indicated participating in a club or organization, the top one was departmental/cohort/program involvement (19%). This was also the top selection for the USF Graduate student respondent population, in which 10% indicated having departmental/cohort/program involvement.



USF Demographics
School of Nursing and Health Professions

Student Club and Organization Participation
Undergraduate & Graduate Students

		Undergraduate	Graduate
Departmental/Cohort/Program Involvement	SoNHP	14.9%	19.1%
	USF	6.5%	9.6%
Professional organization	SoNHP	9.5%	17.5%
	USF	3.4%	8.7%
Academic/Honorary organization	SoNHP	26.6%	15.2%
	USF	20.1%	6.3%
Council/Governance organziation	SoNHP	2.8%	6.2%
	USF	6.6%	6.4%
Cultural/Multicultural/International organization	SoNHP	20.9%	4.7%
	USF	22.6%	8.8%
Special Interest Organization	SoNHP	9.8%	1.9%
	USF	10.7%	7.0%
Religious/Spiritual organization	SoNHP	5.1%	1.9%
	USF	4.7%	1.0%
Intramural and Club Sports teams	SoNHP	9.8%	1.6%
	USF	12.9%	4.7%
Service/Philanthropy organization	SoNHP	15.2%	1.2%
	USF	8.6%	2.3%
Activism-based organization	SoNHP	4.1%	1.2%
	USF	10.0%	4.2%
Social Fraternity/Sorority	SoNHP	13.6%	0.4%
	USF	12.9%	1.2%
Performing Arts/Programming organization	SoNHP	6.0%	0.4%
	USF	9.9%	0.8%
Intercollegiate Athletics Team	SoNHP	0.6%	0.4%
	USF	2.7%	1.0%
Media organization	SoNHP	0.9%	0.0%
	USF	4.8%	1.3%
Political organization	SoNHP	0.6%	0.0%
	USF	2.9%	0.8%
I do not participate in any clubs or organizations at USF	SoNHP	30.4%	54.5%
	USF	28.3%	60.7%

Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

The above visual shows the SoNHP vs USF percentage totals by Clubs/Organizations, separated out by position. The bar lengths illustrate the percentage differences.

Students were asked what their cumulative grade point average was after their last semester.

Student Self-Reported GPA Comparison:

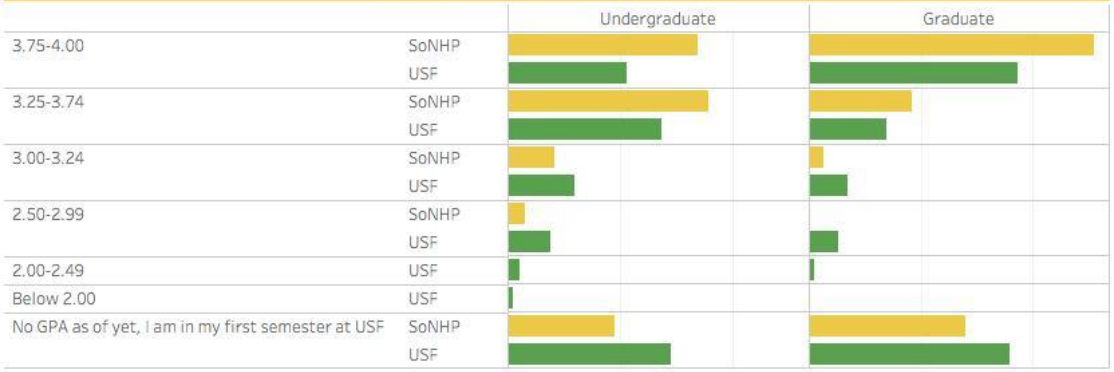
The School of Nursing and Health Professions Undergraduate student respondents had a higher percentage of respondents indicate that they had a GPA greater than or equal to 3.25 (70%), when compared to the USF Undergraduate student respondents (49%). The School of Nursing and Health Professions Graduate student respondents also had a higher percentage of respondents indicate that they had a GPA greater than or equal to 3.25 (69%), when compared to the USF Graduate student respondents (51%).

USF Demographics
School of Nursing and Health Professions

Grade Point Average
Undergraduate & Graduate Students

		SoNHP	USF
Undergraduate	3.75-4.00	107	359
	3.25-3.74	113	466
	3.00-3.24	26	202
	2.50-2.99	10	130
	2.00-2.49		36
	Below 2.00		16
	No GPA as of yet, I am in my first semester at USF	60	493
	Total	**316**	**1702**
Graduate	3.75-4.00	131	344
	3.25-3.74	47	128
	3.00-3.24	7	63
	2.50-2.99		48
	2.00-2.49		8
	No GPA as of yet, I am in my first semester at USF	72	329
	Total	**257**	**920**

Grade Point Average
Undergraduate & Graduate Students



The above visual shows the SoNHP vs USF percentage totals by self-reported GPA, separated out by position. The bar lengths illustrate the percentage differences.

Climate Results

The following section reviews the climate findings for the School of Nursing and Health Professions. The analysis explored the climate at USF through an examination of respondents' personal experiences, their general perceptions of campus climate, and their perceptions of institutional actions regarding climate on campus, including administrative policies and academic initiatives.

Comfort with Overall Campus Climate at USF:

Seventy-seven percent of the School of Nursing and Health Professions population stated that they were either "comfortable" or "very comfortable" with the climate at USF. In comparison, seventy-seven percent of the USF Overall population also said they were either "comfortable" or "very comfortable" with the climate at USF.

Comfort with the Climate in the Department/Program or Work Unit:

Only fifty-three percent of the School of Nursing and Health Professions Faculty and Staff respondent population stated that they were either "comfortable" or "very comfortable" with the climate in their department/program or work unit. In comparison, seventy-two percent of the USF Faculty and Staff respondent population stated that they were either "comfortable" or "very comfortable" with the climate in their department/program or work unit.

Respondents' Comfort with the Climate at USF And in their Department/Work Unit

School of Nursing and Health Professions

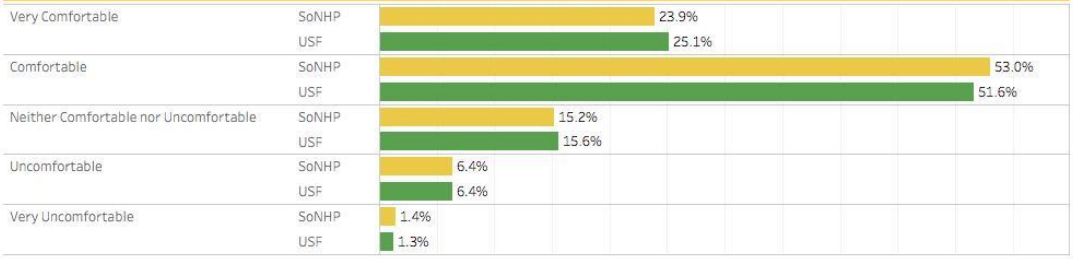
Overall Climate at USF

Students, Faculty & Staff

	SoNHP		USF	
	n	%	n	%
Very Comfortable	165	23.9%	954	25.1%
Comfortable	366	53.0%	1959	51.6%
Neither Comfortable nor Uncomfortable	105	15.2%	592	15.6%
Uncomfortable	44	6.4%	242	6.4%
Very Uncomfortable	10	1.4%	48	1.3%
Grand Total	690	100.0%	3795	100.0%

Overall Climate at USF

Students, Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Overall Climate Comfort at USF. The bar lengths illustrate the percentage differences.

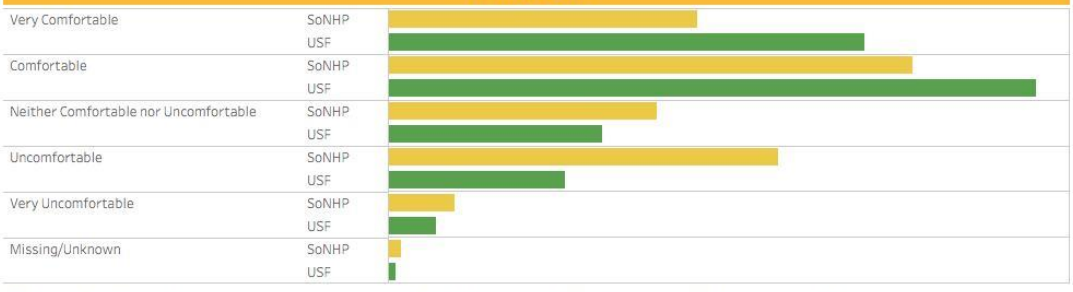
Comfort with Climate in Department/Work Unit

Faculty & Staff

	SoNHP	USF
Very Comfortable	23	349
Comfortable	39	475
Neither Comfortable nor Uncomfortable	20	157
Uncomfortable	29	130
Very Uncomfortable	5	35
Missing/Unknown	<5	6

Comfort with Climate in Department/Work Unit

Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Comfort with Climate in Department/Work Unit. The bar lengths illustrate the percentage differences.

Analyses was conducted to determine whether respondents' levels of comfort with the overall climate, and the climate in their workplaces differed based on various demographic characteristics, such as position status, gender identity, racial identity, sexual identity, disability status, income level status (students only), and first-generation status (students only).

Comfort with Climate in Workplace by Position Status:

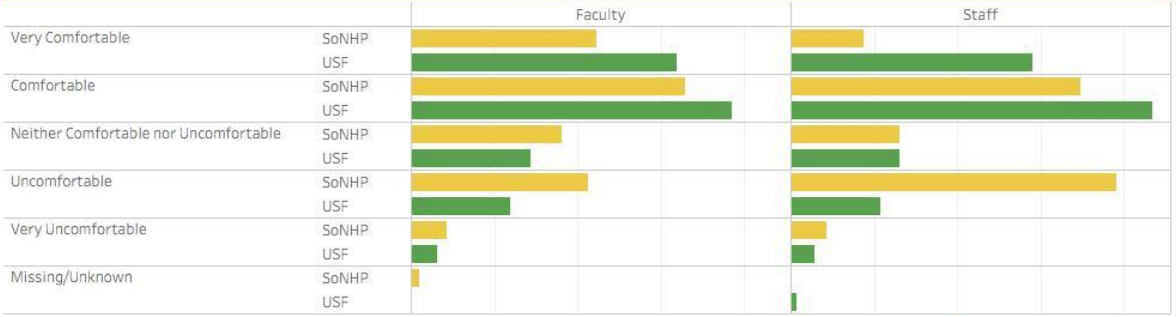
Fifty-five percent of Faculty and forty-four percent of Staff in the School of Nursing and Health Professions respondent population stated that they were either "comfortable" or "very comfortable" with the climate in their department/program or work unit. In comparison, seventy percent of Faculty and seventy-three percent of Staff in the USF Faculty and Staff respondent populations stated that they were either "comfortable" or "very comfortable" with the climate in their department/program or work unit.

Respondents' Comfort with the Climate in Workplace by Position Status
School of Nursing and Health Professions

Comfort with Workplace Climate by Position Status
Faculty & Staff

		SoNHP	USF
Faculty	Very Comfortable	21	160
	Comfortable	31	193
	Neither Comfortable nor Uncomfortable	17	72
	Uncomfortable	20	60
	Very Uncomfortable	<5	16
	Missing/Unknown	<5	<5
Staff	Very Comfortable	<5	189
	Comfortable	8	282
	Neither Comfortable nor Uncomfortable	<5	85
	Uncomfortable	9	70
	Very Uncomfortable	<5	19
	Missing/Unknown		5

Comfort with Workplace Climate by Position Status
Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Comfort with Workplace Climate, separated out by position. The bar lengths illustrate the percentage differences.

Comfort with Climate in the Classroom by Position Status:

Eighty-one percent of the School of Nursing and Health Professions Undergraduate student respondents, seventy-nine percent of the School of Nursing and Health Professions Graduate student respondents, and eighty-seven percent of the School of Nursing and Health Professions Faculty respondents stated that they were either "comfortable" or "very comfortable" with the climate in the classroom. In comparison, eighty percent of the USF Undergraduate student respondent population, eighty-five percent of the USF Graduate student respondent population, and eighty-six percent of the USF Faculty respondent population stated that they were either "comfortable" or "very comfortable" with the climate in the classroom.

Respondents' Comfort with the Climate in Classroom by Position Status

School of Nursing and Health Professions

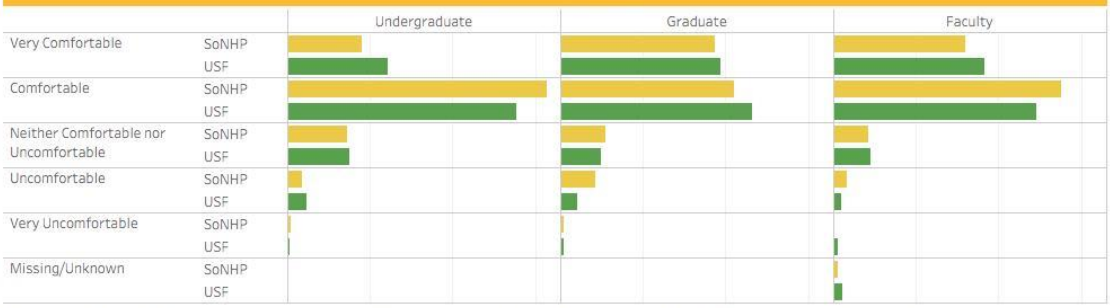
Comfort with Climate in Classroom by Position Status

Students & Faculty

		SoNHP	USF
Undergraduate	Very Comfortable	57	416
	Comfortable	199	951
	Neither Comfortable nor Uncomfortable	46	260
	Uncomfortable	11	80
	Very Uncomfortable	<5	8
	Missing/Unknown		<5
Graduate	Very Comfortable	96	359
	Comfortable	108	431
	Neither Comfortable nor Uncomfortable	28	91
	Uncomfortable	22	39
	Very Uncomfortable	<5	8
	Missing/Unknown	<5	
Faculty	Very Comfortable	30	184
	Comfortable	52	247
	Neither Comfortable nor Uncomfortable	8	45
	Uncomfortable	<5	10
	Very Uncomfortable		5
	Missing/Unknown	<5	11

Comfort with Climate in Classroom by Position Status

Students & Faculty



The above visual shows the SoNHP vs USF percentage totals by Comfort with Climate in Classroom, separated out by position. The bar lengths illustrate the percentage differences.

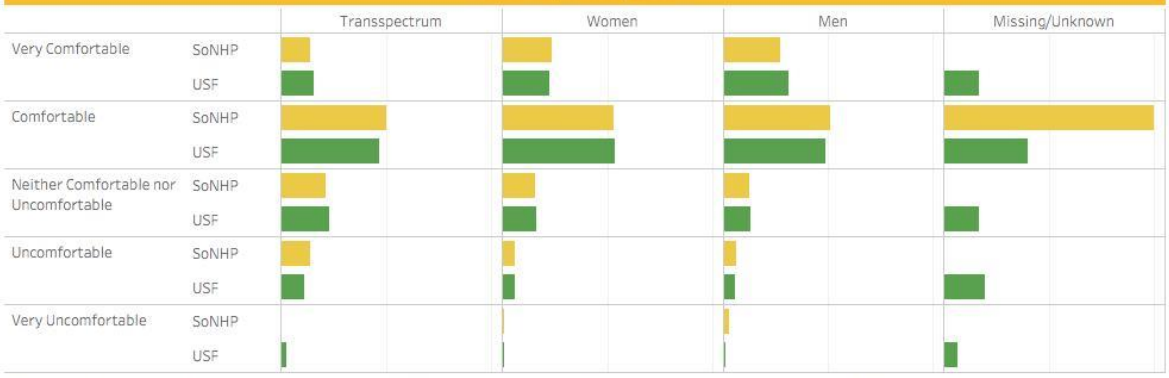
Comfort with Overall Campus Climate at USF by Gender Identity:

The School of Nursing and Health Professions respondents, by gender identity, reported similar percentages of comfort with overall campus climate, when compared to the USF Overall respondents, by gender identity.

Respondents' Comfort with Overall Climate by Gender Identity
School of Nursing and Health Professions

Overall Climate by Gender Identity
Students, Faculty & Staff

		SoNHP	USF
Transspectrum	Very Comfortable	<5	21
	Comfortable	7	62
	Neither Comfortable nor Uncomfortable	<5	31
	Uncomfortable	<5	15
	Very Uncomfortable		<5
Women	Very Comfortable	133	546
	Comfortable	298	1292
	Neither Comfortable nor Uncomfortable	88	400
	Uncomfortable	35	151
	Very Uncomfortable	7	25
Men	Very Comfortable	30	382
	Comfortable	57	593
	Neither Comfortable nor Uncomfortable	14	156
	Uncomfortable	7	70
	Very Uncomfortable	<5	17
Missing/Unknown	Very Comfortable		5
	Comfortable	<5	12
	Neither Comfortable nor Uncomfortable		5
	Uncomfortable		6
	Very Uncomfortable		<5



The above visual shows the SoNHP vs USF percentage totals by Overall Climate Comfort, separated out by Gender Identity. The bar lengths illustrate the percentage differences.

Comfort with Climate in Workplace by Gender Identity:

In the School of Nursing and Health Professions Faculty and Staff respondent population, 31% of Women and 21% of Men stated that they were either "uncomfortable" or "very uncomfortable" with the climate in their department/program or work unit. There were no School of Nursing and Health Professions Faculty and Staff Transspectrum respondents that reported feeling "uncomfortable" or "very uncomfortable" with the climate in their department/program or work unit. In the USF Faculty and Staff respondent population, 8% of Transspectrum respondents, 16% of Women respondents, and 11% of Men respondents stated that they were either "uncomfortable" or "very uncomfortable" with the climate in their department/program or work unit.

Respondents' Comfort with Climate in Department/Work Unit by Gender Identity

School of Nursing and Health Professions

Workplace Climate by Gender Identity

Faculty & Staff

		SoNHP	USF
Transspectrum	Very Comfortable		5
	Comfortable	<5	13
	Neither Comfortable nor Uncomfortable	<5	5
	Uncomfortable		<5
	Missing/Unknown		<5
Women	Very Comfortable	19	178
	Comfortable	33	267
	Neither Comfortable nor Uncomfortable	15	111
	Uncomfortable	26	84
	Very Uncomfortable	5	23
	Missing/Unknown	<5	<5
Men	Very Comfortable	<5	162
	Comfortable	<5	189
	Neither Comfortable nor Uncomfortable	<5	37
	Uncomfortable	<5	38
	Very Uncomfortable		11
	Missing/Unknown		<5
Missing/Unknown	Very Comfortable		<5
	Comfortable	<5	6
	Neither Comfortable nor Uncomfortable	<5	<5
	Uncomfortable		6
	Very Uncomfortable		<5

Workplace Climate by Gender Identity

Faculty & Staff

The above visual shows the SoNHP vs USF percentage totals by Workplace Climate, separated out by Gender Identity. The bar lengths illustrate the percentage differences.

Comfort with Climate in the Classroom by Gender Identity:

Within the School of Nursing and Health Professions Student and Faculty respondent population, 71% of respondents that were Transpectrum, 82% of respondents that were Women, and 82% of respondents that were Men, stated that they were either "comfortable" or "very comfortable" with the climate in their department/program or work unit. In comparison, within the USF Overall respondent population, 72% of respondents that were Transpectrum, 83% of respondents that were Women, and 83% of respondents that were Men, stated that they were either "comfortable" or "very comfortable" with the climate in their department/program or work unit.

Respondents' Comfort with Climate in the Classroom by Gender Identity
School of Nursing and Health Professions

Comfort with Climate in the Classroom by Gender Identity
Students & Faculty

		SoNHP	USF
Transspectrum	Very Comfortable	<5	31
	Comfortable	8	55
	Neither Comfortable nor Uncomfortable	<5	21
	Uncomfortable	<5	10
	Very Uncomfortable		<5
Women	Very Comfortable	149	563
	Comfortable	292	1114
	Neither Comfortable nor Uncomfortable	63	257
	Uncomfortable	29	79
	Very Uncomfortable	5	6
Men	Very Comfortable	32	357
	Comfortable	57	451
	Neither Comfortable nor Uncomfortable	15	112
	Uncomfortable	5	40
	Very Uncomfortable		12
Missing/Unknown	Very Comfortable		8
	Comfortable	<5	9
	Neither Comfortable nor Uncomfortable	<5	6

Comfort with Climate in the Classroom by Gender Status
Students & Faculty

The above visual shows the SoNHP vs USF percentage totals by Comfort with Climate in the Classroom, separated out by Gender Identity. The bar lengths illustrate the percentage differences.

Comfort with Overall Campus Climate at USF by Racial Identity:

Within the School of Nursing and Health Professions respondent population, only 59% of Other People of Color respondents, and 67% of Black/African American respondents stated that they were either "comfortable" or "very comfortable" with the overall campus climate. In the USF Overall respondent population, 74% of Other People of Color, and 68% of Black/African American respondents stated that they were either "comfortable" or "very comfortable" with the overall campus climate at USF.

Respondents' Comfort with Overall Climate by Racial Identity

School of Nursing and Health Professions

Overall Campus Climate by Racial Identity

Students, Faculty & Staff

		SoNHP	USF
White	Very Comfortable	62	422
	Comfortable	113	717
	Neither Comfortable nor Uncomfortable	34	198
	Uncomfortable	15	93
	Very Uncomfortable	<5	15
Black/African American	Very Comfortable	13	39
	Comfortable	15	109
	Neither Comfortable nor Uncomfortable	8	47
	Uncomfortable	6	16
	Very Uncomfortable		7
Asian/Asian American/South Asian	Very Comfortable	50	187
	Comfortable	133	469
	Neither Comfortable nor Uncomfortable	26	108
	Uncomfortable	<5	33
	Very Uncomfortable	<5	9
Latin@/Chican@ /Hispanic	Very Comfortable	16	106
	Comfortable	40	267
	Neither Comfortable nor Uncomfortable	14	95
	Uncomfortable	9	30
	Very Uncomfortable		6
Other Person of Color	Very Comfortable	6	41
	Comfortable	14	71
	Neither Comfortable nor Uncomfortable	6	29
	Uncomfortable	5	8
	Very Uncomfortable	<5	<5
Multiracial	Very Comfortable	18	146
	Comfortable	46	297
	Neither Comfortable nor Uncomfortable	13	98
	Uncomfortable	5	49
	Very Uncomfortable		<5
Missing /Unknown	Very Comfortable		13
	Comfortable	5	29
	Neither Comfortable nor Uncomfortable	<5	17
	Uncomfortable	<5	13
	Very Uncomfortable	<5	5

Overall Campus Climate by Racial Identity

Students, Faculty & Staff

The above visual shows the SoNHP vs USF percentage totals by Overall Campus Climate, separated out by Racial Identity. The bar lengths illustrate the percentage differences.

Comfort with Climate in Workplace by Racial Identity:

In the School of Nursing and Health Professions Faculty and Staff respondent population, only 43% of Multiracial respondents, 46% of Other People of Color respondents, and 63% of Black/African American respondents stated that they were either "comfortable" or "very comfortable" with the climate in their department/program or work unit. In comparison, in the USF Faculty and Staff respondent population, 78% of Multiracial respondents, 65% of Other

People of Color respondents, and 60% of Black/African American respondents stated that they were either “comfortable” or “very comfortable” with the climate in their department/program or work unit.

Respondents’ Comfort with Workplace Climate by Racial Identity
School of Nursing and Health Professions

Comfort with Workplace Climate by Racial Identity
Faculty & Staff

		SoNHP	USF
White	Very Comfortable	14	211
	Comfortable	22	256
	Neither Comfortable nor Uncomfortable	10	73
	Uncomfortable	18	65
	Very Uncomfortable	<5	21
	Missing/Unknown	<5	<5
Black/African American	Very Comfortable	<5	15
	Comfortable	<5	26
	Neither Comfortable nor Uncomfortable	<5	12
	Uncomfortable	<5	11
	Very Uncomfortable		<5
Asian/Asian American/South Asian	Very Comfortable	<5	42
	Comfortable	8	77
	Neither Comfortable nor Uncomfortable	<5	22
	Uncomfortable	<5	21
	Very Uncomfortable		<5
Latin@/Chican@ /Hispanic	Very Comfortable		22
	Comfortable	<5	28
	Neither Comfortable nor Uncomfortable		12
	Uncomfortable	<5	6
	Very Uncomfortable	<5	
	Missing/Unknown		<5
Other Person of Color	Very Comfortable	<5	7
	Comfortable	<5	17
	Neither Comfortable nor Uncomfortable	<5	6
	Uncomfortable	<5	<5
	Very Uncomfortable		<5
	Missing/Unknown		<5
Multiracial	Very Comfortable	<5	46
	Comfortable	<5	61
	Neither Comfortable nor Uncomfortable	<5	18
	Uncomfortable	<5	12
	Very Uncomfortable	<5	<5
Missing /Unknown	Very Comfortable		6
	Comfortable	<5	10
	Neither Comfortable nor Uncomfortable	<5	14
	Uncomfortable	<5	13
	Very Uncomfortable		<5

Comfort with Workplace Climate by Racial Identity
Faculty & Staff

The above visual shows the SoNHP vs USF percentage totals by Comfort with Workplace Climate, separated out by Racial Identity. The bar lengths illustrate the percentage differences.

Comfort with Climate in the Classroom by Racial Identity:

In the School of Nursing and Health Professions Student and Faculty population, only 61% of Other People of Color respondents stated that they were either “comfortable” or “very comfortable” with the climate in the classroom. In comparison, in the USF Overall Student and Faculty population, 82% of Other People of Color respondents stated that they were either “comfortable” or “very comfortable” with the climate in the classroom.

Respondents' Comfort with the Classroom Climate by Racial Identity

School of Nursing and Health Professions

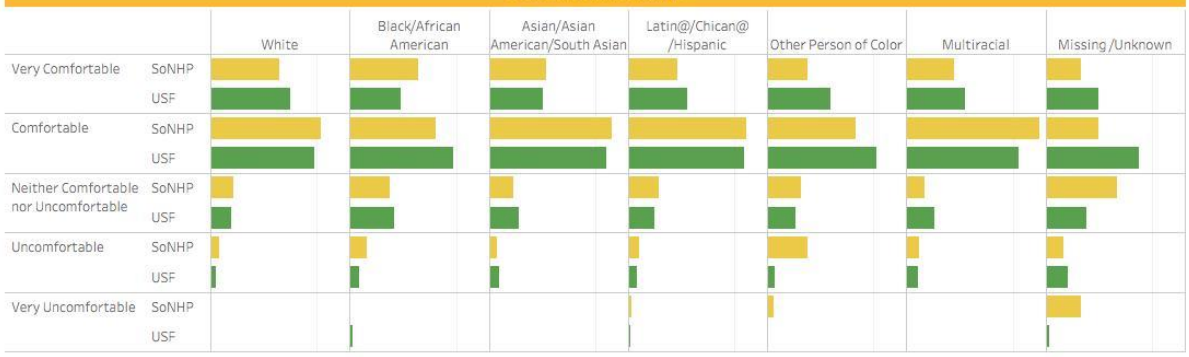
Comfort with Climate in Classroom by Racial Identity

Students and Faculty

		SoNHP	USF
White	Very Comfortable	71	421
	Comfortable	114	552
	Neither Comfortable nor Uncomfortable	24	110
	Uncomfortable	9	31
	Very Uncomfortable		7
Black/African American	Very Comfortable	12	42
	Comfortable	15	84
	Neither Comfortable nor Uncomfortable	7	36
	Uncomfortable	<5	8
	Very Uncomfortable		<5
Asian/Asian American/South Asian	Very Comfortable	56	176
	Comfortable	121	386
	Neither Comfortable nor Uncomfortable	24	98
	Uncomfortable	8	33
	Very Uncomfortable	<5	<5
Latin@/Chican@ /Hispanic	Very Comfortable	18	127
	Comfortable	43	250
	Neither Comfortable nor Uncomfortable	11	57
	Uncomfortable	<5	18
	Very Uncomfortable	<5	<5
Other Person of Color	Very Comfortable	6	40
	Comfortable	13	69
	Neither Comfortable nor Uncomfortable	5	18
	Uncomfortable	6	5
	Very Uncomfortable	<5	<5
Multiracial	Very Comfortable	18	139
	Comfortable	50	263
	Neither Comfortable nor Uncomfortable	7	66
	Uncomfortable	5	28
	Very Uncomfortable		<5
Missing /Unknown	Very Comfortable	<5	14
	Comfortable	<5	25
	Neither Comfortable nor Uncomfortable	<5	11
	Uncomfortable	<5	6
	Very Uncomfortable	<5	<5

Comfort with Climate in Classroom by Racial Identity

Students and Faculty



The above visual shows the SoNHP vs USF percentage totals by Comfort with Climate in Classroom, separated out by Racial Identity. The bar lengths illustrate the percentage differences.

Comfort with Overall Campus Climate at USF by Sexual Identity:

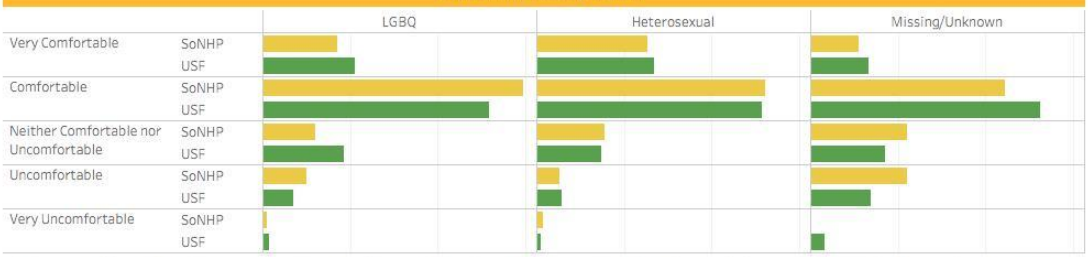
In the School of Nursing and Health Professions population, 78% of Heterosexual respondents and 77% of LGBQ respondents indicated that they were either "comfortable" or "very comfortable" with the overall campus climate at USF. Comparatively, in the USF Overall population, 78% of Heterosexual respondents and 73% of LGBQ respondents indicated that they were either "comfortable" or "very comfortable" with the overall campus climate at USF.

Respondents' Comfort with Overall Climate by Sexual Identity
School of Nursing and Health Professions

Comfort with Overall Climate by Sexual Identity
Students, Faculty & Staff

		SoNHP	USF
LGBQ	Very Comfortable	17	162
	Comfortable	59	395
	Neither Comfortable nor Uncomfortable	12	141
	Uncomfortable	10	53
	Very Uncomfortable	<5	12
Heterosexual	Very Comfortable	146	771
	Comfortable	299	1481
	Neither Comfortable nor Uncomfortable	89	424
	Uncomfortable	30	167
	Very Uncomfortable	9	31
Missing/Unknown	Very Comfortable	<5	21
	Comfortable	8	83
	Neither Comfortable nor Uncomfortable	<5	27
	Uncomfortable	<5	22
	Very Uncomfortable		5

Comfort with Overall Climate by Sexual Identity
Students, Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Comfort with Overall Climate, separated out by Sexual Identity. The bar lengths illustrate the percentage differences.

Comfort with Climate in Workplace by Sexual Identity:

In the School of Nursing and Health Professions Faculty and Staff population, only 54% of Heterosexual respondents and 50% of LGBQ respondents stated that they were either "comfortable" or "very comfortable" with the climate in their department/program or work unit. In contrast, in the USF Faculty and Staff respondent population 73% of Heterosexual respondents and 74% of LGBQ respondents stated that they were either "comfortable" or "very comfortable" with the climate in their department/program or work unit.

Respondents' Comfort with the Classroom Climate by Sexual Identity

School of Nursing and Health Professions

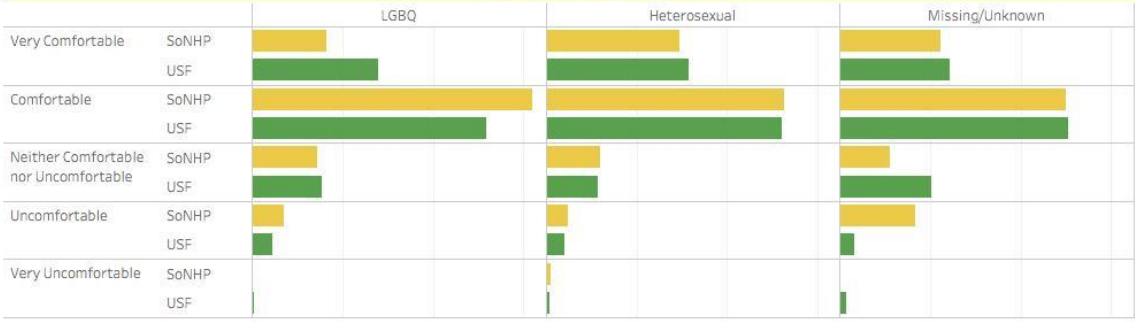
Comfort with Climate in Classroom by Sexual Identity

Students and Faculty

		SoNHP	USF
LGBQ	Very Comfortable	16	183
	Comfortable	60	339
	Neither Comfortable nor Uncomfortable	14	101
	Uncomfortable	7	30
	Very Uncomfortable		<5
Heterosexual	Very Comfortable	163	746
	Comfortable	290	1228
	Neither Comfortable nor Uncomfortable	66	270
	Uncomfortable	26	95
	Very Uncomfortable	5	16
Missing/Unknown	Very Comfortable	<5	30
	Comfortable	9	62
	Neither Comfortable nor Uncomfortable	<5	25
	Uncomfortable	<5	<5
	Very Uncomfortable		<5

Comfort with Climate in Classroom by Sexual Identity

Students and Faculty



The above visual shows the SoNHP vs USF percentage totals by Comfort with Climate in Classroom, separated out by Sexual Identity. The bar lengths illustrate the percentage differences.

Comfort with Climate in the Classroom by Sexual Identity:

In the School of Nursing and Health Professions Student and Faculty respondent population, 82% of Heterosexual respondents and 78% of LGBQ respondents indicated that they were either "comfortable" or "very comfortable" with the climate in the classroom. In comparison, in the USF Student and Faculty respondent population 84% of Heterosexual respondents and 80% of LGBQ respondents indicated that they were either "comfortable" or "very comfortable" with the climate in the classroom.

Respondents' Comfort with the Classroom Climate by Sexual Identity

School of Nursing and Health Professions

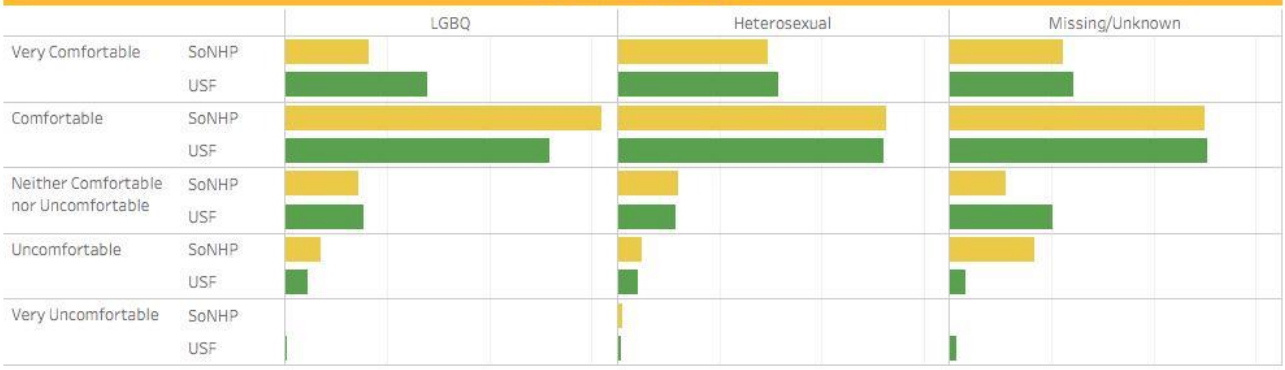
Comfort with Climate in Classroom by Sexual Identity

Students and Faculty

		SoNHP	USF
LGBQ	Very Comfortable	16	183
	Comfortable	60	339
	Neither Comfortable nor Uncomfortable	14	101
	Uncomfortable	7	30
	Very Uncomfortable		<5
Heterosexual	Very Comfortable	163	746
	Comfortable	290	1228
	Neither Comfortable nor Uncomfortable	66	270
	Uncomfortable	26	95
	Very Uncomfortable	5	16
Missing/Unknown	Very Comfortable	<5	30
	Comfortable	9	62
	Neither Comfortable nor Uncomfortable	<5	25
	Uncomfortable	<5	<5
	Very Uncomfortable		<5

Comfort with Climate in Classroom by Sexual Identity

Students and Faculty



The above visual shows the SoNHP vs USF percentage totals by Comfort with Climate in Classroom, separated out by Sexual Identity. The bar lengths illustrate the percentage differences.

Comfort with Overall Campus Climate at USF by Disability Status:

In the School of Nursing and Health Professions population, 64% of respondents that indicated having a Single Disability, and 64% of respondents that indicated having Multiple Disabilities, stated that they were either "comfortable" or "very comfortable" with the overall campus climate at USF. In comparison, in the USF Overall respondent population, 68% of respondents that indicated having a Single Disability, and 69% of respondents that indicated having Multiple Disabilities, stated that they were either "comfortable" or "very comfortable" with the overall campus climate at USF.

Respondents' Comfort with Overall Climate by Disability Status

School of Nursing and Health Professions

Comfort with Overall Campus Climate by Disability Status

Students, Faculty & Staff

		SoNHP	USF
No Disability	Very Comfortable	151	853
	Comfortable	323	1684
	Neither Comfortable nor Uncomfortable	86	493
	Uncomfortable	32	180
	Very Uncomfortable	7	33
Single Disability	Very Comfortable	9	63
	Comfortable	27	178
	Neither Comfortable nor Uncomfortable	13	65
	Uncomfortable	6	41
	Very Uncomfortable	<5	9
Multiple Disability	Very Comfortable	<5	33
	Comfortable	12	70
	Neither Comfortable nor Uncomfortable	<5	25
	Uncomfortable	5	17
	Very Uncomfortable	<5	5
Missing/Unknown	Very Comfortable	<5	5
	Comfortable	<5	27
	Neither Comfortable nor Uncomfortable	<5	9
	Uncomfortable	<5	<5
	Very Uncomfortable		<5

Comfort with Overall Campus Climate by Disability Status

Students, Faculty & Staff

The above visual shows the SoNHP vs USF percentage totals by Comfort with Overall Campus Climate, separated out by Disability Status. The bar lengths illustrate the percentage differences.

Comfort with Climate in Workplace by Disability Status:

In the School of Nursing and Health Professions Faculty and Staff respondent population, only 56% of respondents that reported having No Disability, stated that they were either "comfortable" or "very comfortable" with the climate in their department/program or work unit. The population of Faculty and Staff respondents in the School of Nursing and Health Professions with Single and Multiple Disabilities was too small to draw any meaningful conclusions. In comparison, in the USF Overall Faculty and Staff respondent population, 64% of respondents that reported having a Single Disability, 68% of respondents that reported having Multiple Disabilities, and 72% of respondents that reported having No Disability, stated that they were either "comfortable" or "very comfortable" with the climate in their department/program or work unit.

Respondents' Comfort with Workplace Climate by Disability Status

School of Nursing and Health Professions

Comfort with Workplace Climate by Disability Status

Faculty & Staff

		SoNHP	USF
No Disability	Very Comfortable	22	322
	Comfortable	38	428
	Neither Comfortable nor Uncomfortable	16	136
	Uncomfortable	26	114
	Very Uncomfortable	<5	28
	Missing/Unknown	<5	6
Single Disability	Very Comfortable		15
	Comfortable		29
	Neither Comfortable nor Uncomfortable	<5	10
	Uncomfortable	<5	10
	Very Uncomfortable	<5	5
Multiple Disability	Very Comfortable		6
	Comfortable	<5	13
	Neither Comfortable nor Uncomfortable		<5
	Uncomfortable	<5	<5
	Very Uncomfortable		<5
Missing/Unknown	Very Comfortable	<5	6
	Comfortable		5
	Neither Comfortable nor Uncomfortable	<5	7
	Uncomfortable	<5	<5

Comfort with Workplace Climate by Disability Status

Faculty & Staff

The above visual shows the SoNHP vs USF percentage totals by Comfort with Workplace Climate, separated out by Disability Status. The bar lengths illustrate the percentage differences.

Comfort with Climate in the Classroom by Disability Status:

In the School of Nursing and Health Professions Student and Faculty respondent population, 58% of respondents that reported having Multiple Disabilities, stated that they were either "comfortable" or "very comfortable" with the climate in the classroom. In comparison, in the USF Student and Faculty respondent population, 73% of respondents that reported having Multiple Disabilities, stated that they were either "comfortable" or "very comfortable" with the climate in the classroom. Classroom climate comfort for the School of Nursing and Health

Professions respondents that indicated having No Disability or a Single Disability, were in line with that of the USF Student and Faculty respondent population.

Respondents' Comfort with Overall Climate by Disability Status

School of Nursing and Health Professions

Comfort with Climate in Classroom by Disability Status

Students & Faculty

		SoNHP	USF
No Disability	Very Comfortable	172	835
	Comfortable	310	1395
	Neither Comfortable nor Uncomfortable	66	309
	Uncomfortable	25	94
	Very Uncomfortable	<5	14
Single Disability	Very Comfortable	8	78
	Comfortable	30	158
	Neither Comfortable nor Uncomfortable	8	51
	Uncomfortable	8	25
	Very Uncomfortable		<5
Multiple Disability	Very Comfortable	<5	38
	Comfortable	13	60
	Neither Comfortable nor Uncomfortable	6	25
	Uncomfortable	<5	9
	Very Uncomfortable	<5	<5
Missing/Unknown	Very Comfortable	<5	8
	Comfortable	6	16
	Neither Comfortable nor Uncomfortable	<5	11
	Uncomfortable		<5
	Very Uncomfortable		<5

Comfort with Climate in Classroom by Disability Status

Students & Faculty

The above visual shows the SoNHP vs USF percentage totals by Comfort with Climate in Classroom, separated out by Disability Status. The bar lengths illustrate the percentage differences.

Comfort with Overall Campus Climate at USF by Income Status:

In the School of Nursing and Health Professions Undergraduate and Graduate student respondent population, 73% of Low-Income respondents, 79% of Middle-Income respondents, and 85% of High-Income respondents stated that they were either “comfortable” or “very comfortable” with the overall campus climate at USF. Similarly, within the USF Undergraduate and Graduate student respondent population, 74% of Low-Income respondents, 79% of Middle-Income respondents, and 83% of High-Income respondents stated that they were either “comfortable” or “very comfortable” with the overall campus climate at USF.

Respondents’ Comfort with Overall Climate by Income Status

School of Nursing and Health Professions

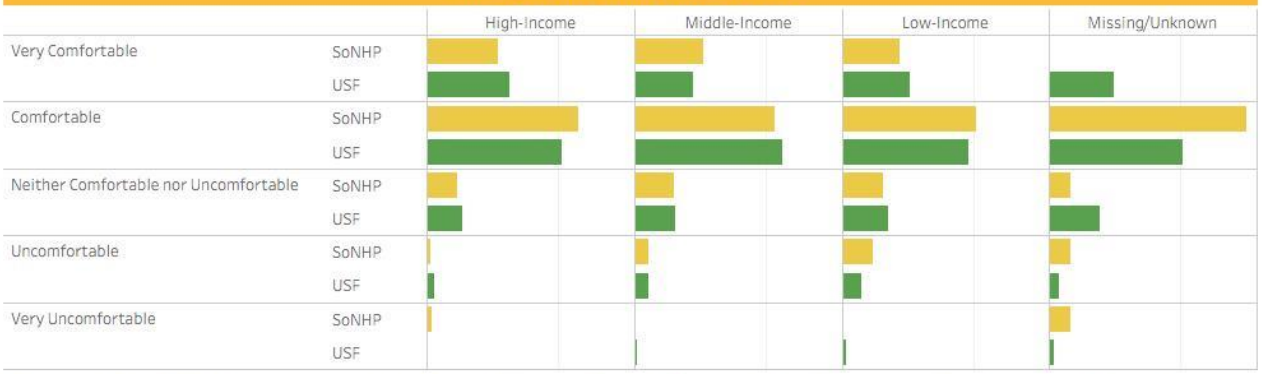
Comfort with Overall Campus Climate by Income Status

Undergraduate & Graduate Students

		SoNHP	USF
High-Income	Very Comfortable	63	293
	Comfortable	133	481
	Neither Comfortable nor Uncomfortable	27	129
	Uncomfortable	<5	28
	Very Uncomfortable	5	6
Middle-Income	Very Comfortable	49	247
	Comfortable	99	623
	Neither Comfortable nor Uncomfortable	28	173
	Uncomfortable	10	57
	Very Uncomfortable	<5	9
Low-Income	Very Comfortable	31	125
	Comfortable	73	234
	Neither Comfortable nor Uncomfortable	22	85
	Uncomfortable	17	35
	Very Uncomfortable		8
Missing/Unknown	Very Comfortable		27
	Comfortable	9	56
	Neither Comfortable nor Uncomfortable	<5	21
	Uncomfortable	<5	<5
	Very Uncomfortable	<5	<5

Comfort with Overall Campus Climate by Income Status

Undergraduate & Graduate Students



The above visual shows the SoNHP vs USF percentage totals by Comfort with Overall Campus Climate, separated out by Income Status. The bar lengths illustrate the percentage differences.

Comfort with Climate in the Classroom by Income Status:

In the School of Nursing and Health Professions Undergraduate and Graduate student respondent population, 71% of Low-Income respondents, 81% of Middle-Income respondents, and 87% of High-Income respondents stated that they were either “comfortable” or “very comfortable” with the climate in the classroom. Within the USF Undergraduate and Graduate student respondent population, 78% of Low-Income respondents, 81% of Middle-Income respondents, and 85% of High-Income respondents stated that they were either “comfortable” or “very comfortable” with the climate in the classroom.

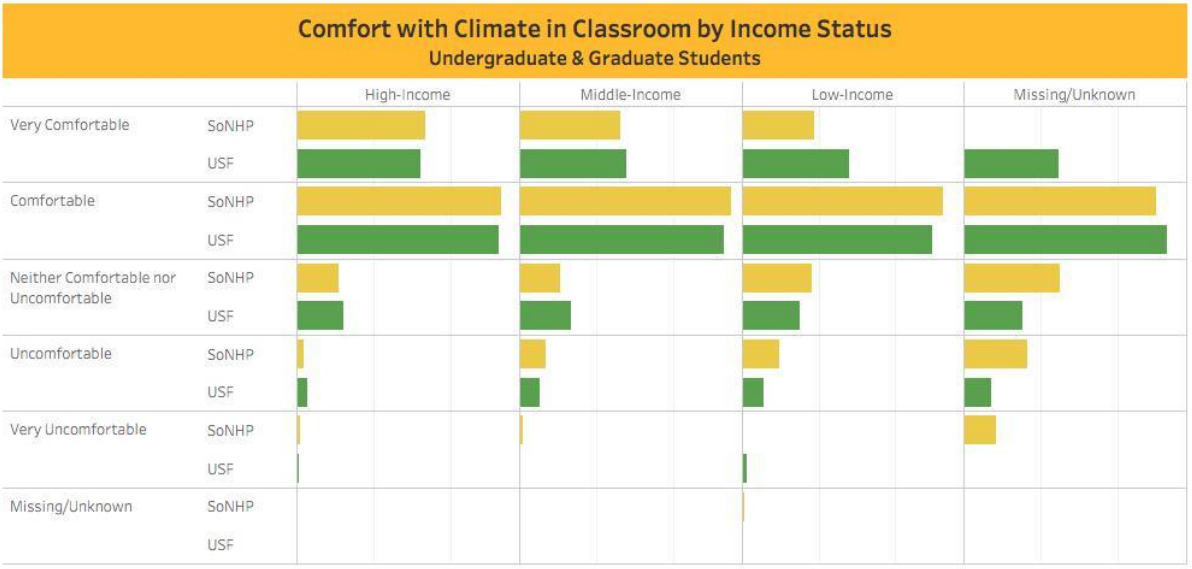
Respondents' Comfort with the Classroom Climate by Income Status

School of Nursing and Health Professions

Comfort with Climate in Classroom by Income Status

Undergraduate & Graduate Students

		SoNHP	USF
High-Income	Very Comfortable	77	302
	Comfortable	123	492
	Neither Comfortable nor Uncomfortable	25	113
	Uncomfortable	<5	25
	Very Uncomfortable	<5	5
Middle-Income	Very Comfortable	49	309
	Comfortable	103	589
	Neither Comfortable nor Uncomfortable	20	148
	Uncomfortable	13	58
	Very Uncomfortable	<5	5
Low-Income	Very Comfortable	27	137
	Comfortable	75	243
	Neither Comfortable nor Uncomfortable	26	73
	Uncomfortable	14	28
	Very Uncomfortable		6
	Missing/Unknown	<5	<5
Missing/Unknown	Very Comfortable		27
	Comfortable	6	58
	Neither Comfortable nor Uncomfortable	<5	17
	Uncomfortable	<5	8
	Very Uncomfortable	<5	



The above visual shows the SoNHP vs USF percentage totals by Comfort with Climate in Classroom, separated out by Income Status. The bar lengths illustrate the percentage differences.

Comfort with Overall Campus Climate at USF by First Generation Status:

In the School of Nursing and Health Professions Undergraduate and Graduate student respondent population, 70% of First-Generation respondents, and 83% of Not-First Generation respondents stated that they were either "comfortable" or "very comfortable" with the overall campus climate

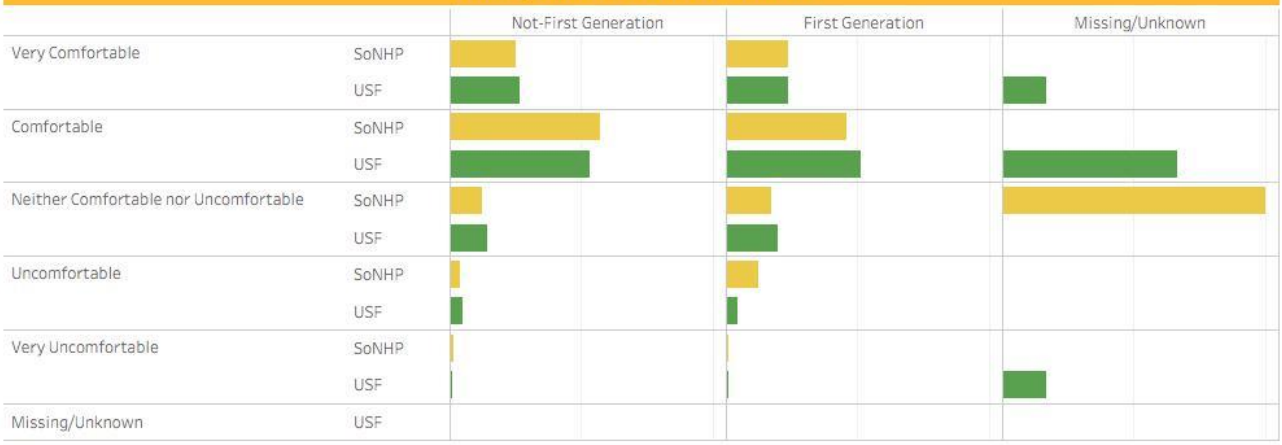
at USF. Within the USF Undergraduate and Graduate student respondent population, 75% of First-Generation respondents, and 80% of Not-First Generation respondents stated that they were either “comfortable” or “very comfortable” with the overall campus climate at USF.

Respondents’ Comfort with the Overall Climate by First Generation Status
School of Nursing and Health Professions

Comfort with Overall Climate by First Generation Status
Undergraduate & Graduate Students

		SoNHP	USF
Not-First Generation	Very Comfortable	116	570
	Comfortable	261	1130
	Neither Comfortable nor Uncomfortable	57	309
	Uncomfortable	17	102
	Very Uncomfortable	6	18
	Missing/Unknown		<5
First Generation	Very Comfortable	27	121
	Comfortable	53	260
	Neither Comfortable nor Uncomfortable	20	99
	Uncomfortable	14	22
	Very Uncomfortable	<5	6
Missing/Unknown	Very Comfortable		<5
	Comfortable		<5
	Neither Comfortable nor Uncomfortable	<5	
	Very Uncomfortable		<5

Comfort with Overall Campus Climate by First Generation Status
Undergraduate & Graduate Students



The above visual shows the SoNHP vs USF percentage totals by Comfort with Overall Campus Climate, separated out by First Generation Status. The bar lengths illustrate the percentage differences.

Comfort with Climate in the Classroom by First Generation Status:

In the School of Nursing and Health Professions Undergraduate and Graduate student respondent population, 73% of First-Generation respondents, and 82% of Not-First Generation respondents stated that they were either “comfortable” or “very comfortable” with the climate in the

classroom. Within the USF Undergraduate and Graduate student respondent population, 78% of First-Generation respondents, and 83% of Not-First Generation respondents stated that they were either “comfortable” or “very comfortable” with the climate in the classroom.

Respondents’ Comfort with the Classroom Climate by First Generation Status

School of Nursing and Health Professions

Comfort with Climate in Classroom by First Generation Status

Undergraduate & Graduate Students

		SoNHP	USF
Not-First Generation	Very Comfortable	126	631
	Comfortable	250	1127
	Neither Comfortable nor Uncomfortable	54	265
	Uncomfortable	24	94
	Very Uncomfortable	<5	12
	Missing/Unknown		<5
First Generation	Very Comfortable	27	143
	Comfortable	57	251
	Neither Comfortable nor Uncomfortable	20	86
	Uncomfortable	8	24
	Very Uncomfortable	<5	<5
	Missing/Unknown	<5	
Missing/Unknown	Very Comfortable		<5
	Comfortable		<5
	Uncomfortable	<5	<5

Comfort with Climate in Classroom by First Generation Status

Undergraduate & Graduate Students

The above visual shows the SoNHP vs USF percentage totals by Comfort with Climate in Classroom, separated out by First Generation Status. The bar lengths illustrate the percentage differences.

Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

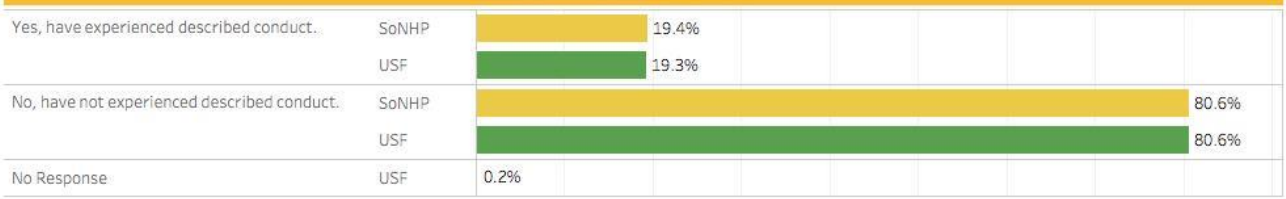
Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

Exclusionary (e.g., shunned, ignored), intimidating, offensive, and/or hostile (bullied, harassed) conduct that interfered with one's ability to work, learn, or live at USF within the past year, was examined. Within the School of Nursing and Health Professions population, 19% of Students, Faculty and Staff respondents stated that they personally experienced exclusionary, intimidating, offensive, and/or hostile conduct while at USF within the last year. Within the USF Overall population, 19% of Student, Faculty and Staff respondents stated that they personally experienced exclusionary, intimidating, offensive, and/or hostile conduct while at USF within the last year.

Respondents' Personal Experiences of Exclusionary, Intimidating, Offensive, and/or Hostile Conduct
School of Nursing and Health Professions

Exclusionary, Intimidating, Offensive, and/or Hostile Conduct
Students, Faculty & Staff

	SoNHP		USF	
	n	%	n	%
Yes, have experienced described conduct.	134	19.4%	731	19.3%
No, have not experienced described conduct.	556	80.6%	3058	80.6%
No Response			7	0.2%
Grand Total	690	100.0%	3796	100.0%



The above visual shows the SoNHP vs USF percentage totals by Personal Experiences of Exclusionary, Intimidating, Offensive, and/or Hostile Conduct. The bar lengths illustrate the percentage differences.

Conduct as a Result of Position Status

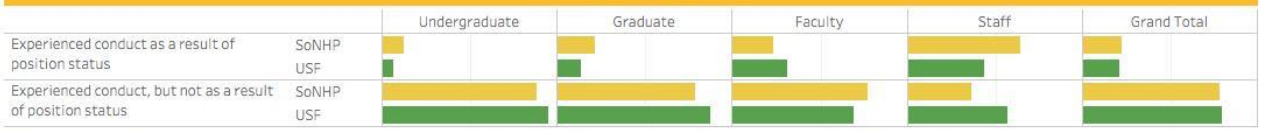
Of the 19% of the School of Nursing and Health Professions respondent population that experienced exclusionary, intimidating, offensive, and/or hostile conduct while at USF within the last year, 22% believed that this conduct was a result of their position status. Similarly, of the 19% of the USF Overall respondent population that experienced exclusionary, intimidating, offensive, and/or hostile conduct while at USF within the last year, 21% believed that this conduct was a result of their position status.

Respondents' Personal Experiences of Exclusionary, Intimidating, Offensive, and/or Hostile Conduct as a Result of their Position Status
School of Nursing and Health Professions

Experienced Conduct as a Result of Position
Students, Faculty & Staff

		SoNHP	USF
Undergraduate	Experienced conduct as a result of position status	6	19
	Experienced conduct, but not as a result of position status	42	281
Graduate	Experienced conduct as a result of position status	9	16
	Experienced conduct, but not as a result of position status	32	101
Faculty	Experienced conduct as a result of position status	8	43
	Experienced conduct, but not as a result of position status	26	94
Staff	Experienced conduct as a result of position status	7	77
	Experienced conduct, but not as a result of position status	<5	100

Experienced Conduct as a Result of Position
Students, Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Experienced Conduct as a Result of Position, separated out by Position. The bar lengths illustrate the percentage differences.

Conduct as a Result of Gender Identity

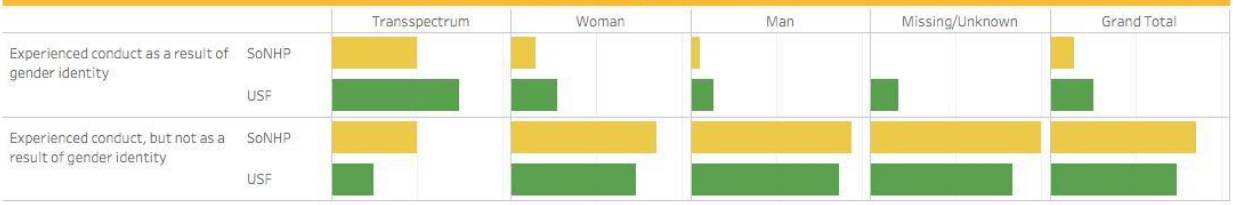
Of the School of Nursing and Health Professions population that experienced exclusionary, intimidating, offensive, and/or hostile conduct within the last year at USF, 3% were Transspectrum, 81% were Women, and 13% were Men. The Transspectrum population was too small to draw any meaningful conclusions from. However, a higher percentage of Women respondents (15%) than Men respondents (6%) who had experienced such conduct, believed that their experience was due to their gender identity. Of the USF Overall population that experienced exclusionary, intimidating, offensive, and/or hostile conduct within the last year at USF, 5% were Transspectrum, 66% were Women and 27% were Men. A higher percentage of Transspectrum respondents (75%) than Women respondents (27%) than Men respondents (13%) that had experienced such conduct, believed that their experience was due to their gender identity.

Respondents' Personal Experiences of Exclusionary, Intimidating, Offensive, and/or Hostile Conduct as a Result of their Gender Identity
School of Nursing and Health Professions
Students, Faculty & Staff

Experienced Conduct as a Result of Gender Identity
Students, Faculty & Staff

		SoNHP	USF
Transspectrum	Experienced conduct as a result of gender identity	<5	30
	Experienced conduct, but not as a result of gender identity	<5	10
Woman	Experienced conduct as a result of gender identity	16	130
	Experienced conduct, but not as a result of gender identity	93	353
Man	Experienced conduct as a result of gender identity	<5	26
	Experienced conduct, but not as a result of gender identity	17	170
Missing/Unknown	Experienced conduct as a result of gender identity		<5
	Experienced conduct, but not as a result of gender identity	<5	10

Experienced Conduct as a Result of Gender Identity
Students, Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals Experienced Conduct as a Result of Gender Identity, separated out by Gender Identity. The bar lengths illustrate the percentage differences.

Conduct as a Result of Racial Identity

Of the 19% of the School of Nursing and Health Professions respondent population that reported experiencing exclusionary, intimidating, offensive, and/or hostile conduct while at USF within the last year, 13% believed their experience was a result of their racial identity. Within the School of Nursing and Health Professions respondent population, 40% of White, 18% of Asian/Asian American/South Asian, 13% of Latin@/Chican@/Hispanic, 9% of Multiracial, 7% of Black/African Americans, and 7% of People of Color respondents experienced exclusionary, intimidating, offensive, and/or hostile conduct while at USF within the last year. The populations in this case were too small to draw any meaningful conclusions by racial identity. Within the USF Overall respondent population, 38% of White, 16% of Asian/Asian American/South Asian, 14% of Latin@/Chican@/Hispanic, 15% of Multiracial, 8% of Black/African Americans, and 4% of People of Color respondents experienced exclusionary, intimidating, offensive, and/or hostile conduct while at USF within the last year. Of those, 53% of Black/African Americans, 25% of People of Color, 7% of White, 19% of Latin@/Chican@/Hispanic, 27% of Multiracial, and 23% of Asian/Asian American/South Asian believed they experienced such conduct a result of their racial identity.

Respondents' Personal Experiences of Exclusionary, Intimidating, Offensive, and/or Hostile Conduct as a Result of their Racial Identity
School of Nursing and Health Professions

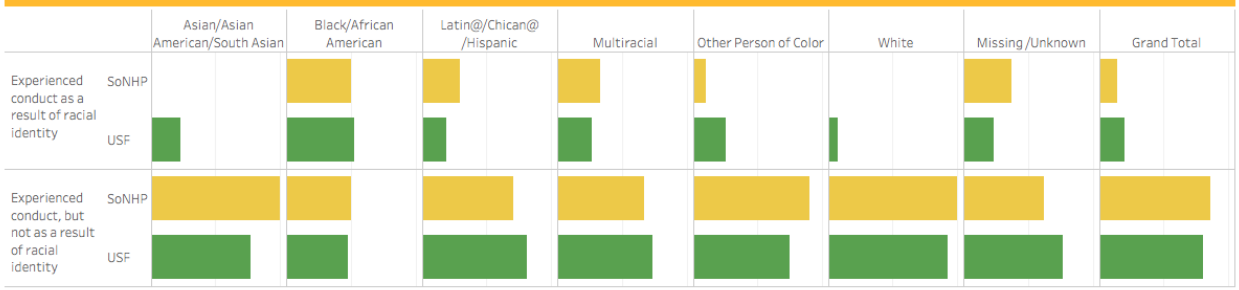
Experienced Conduct as a Result of Racial Identity
Students, Faculty & Staff

	SoNHP		USF	
	n	%	n	%
Experienced conduct as a result of racial identity	18	13.4%	141	19.3%
Experienced conduct, but not as a result of racial identity	116	86.6%	590	80.7%
Grand Total	134	100.0%	731	100.0%

Experienced Conduct as a Result of Racial Identity
Students, Faculty & Staff

		SoNHP	USF
Asian/Asian American/South Asian	Experienced conduct as a result of racial identity		27
	Experienced conduct, but not as a result of racial identity	24	91
Black/African American	Experienced conduct as a result of racial identity	5	30
	Experienced conduct, but not as a result of racial identity	5	27
Latin@/Chican@ /Hispanic	Experienced conduct as a result of racial identity	5	19
	Experienced conduct, but not as a result of racial identity	12	82
Multiracial	Experienced conduct as a result of racial identity	<5	30
	Experienced conduct, but not as a result of racial identity	8	83
Other Person of Color	Experienced conduct as a result of racial identity	<5	8
	Experienced conduct, but not as a result of racial identity	9	24
White	Experienced conduct as a result of racial identity		20
	Experienced conduct, but not as a result of racial identity	53	260
Missing /Unknown	Experienced conduct as a result of racial identity	<5	7
	Experienced conduct, but not as a result of racial identity	5	23

Experienced Conduct as a Result of Racial Identity
Students, Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Experienced Conduct as a Result of Racial Identity, separated out by Racial Identity. The bar lengths illustrate the percentage differences.

Basis of Experienced Conduct

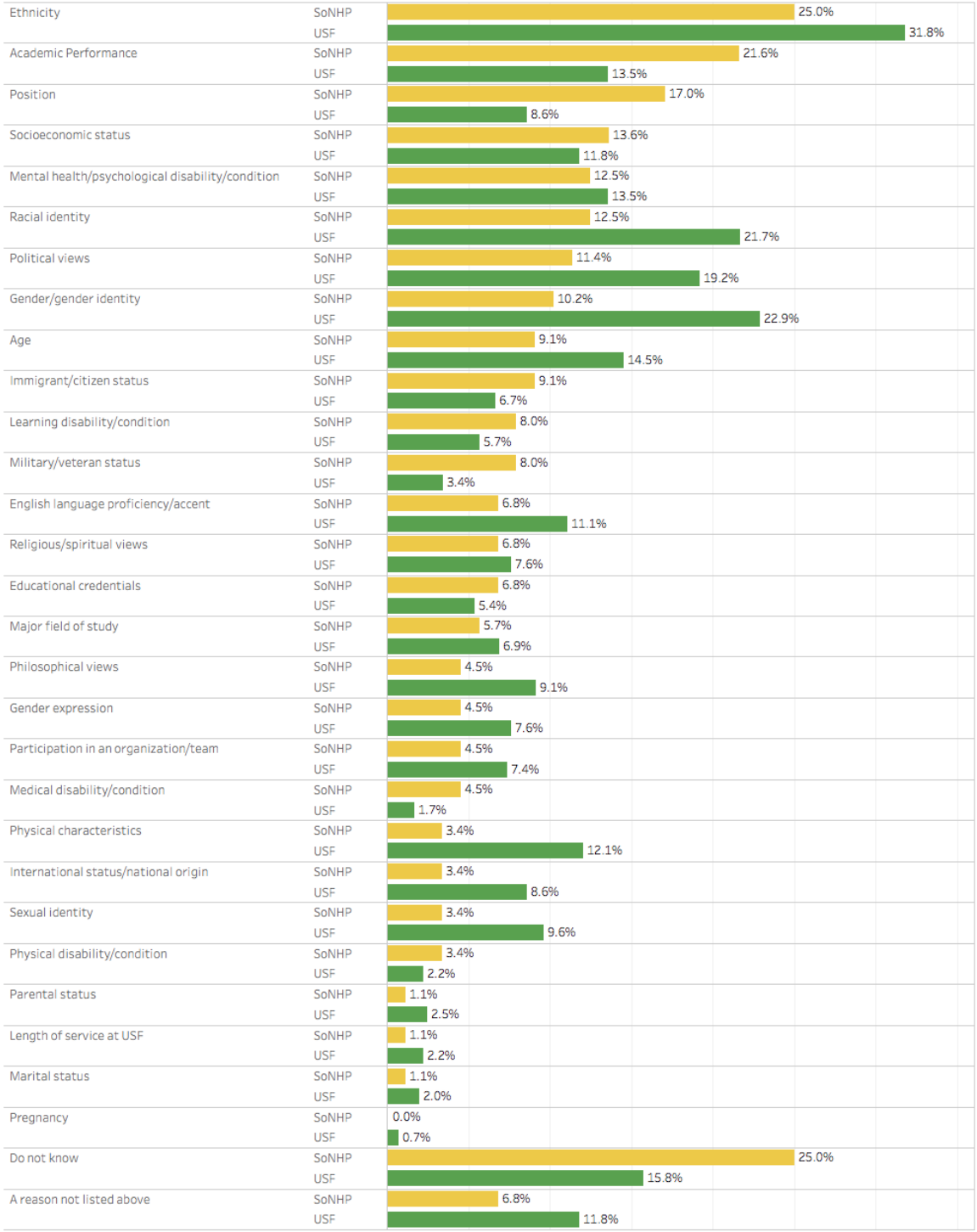
The respondents offered what they believed to be the primary basis for the experienced exclusionary, intimidating, offensive, and/or hostile conduct. The top reasons within the School of Nursing and Health Professions Undergraduate and Graduate student respondents that experienced this conduct, were Ethnicity (25%) and Do Not Know (25%). The top reason within the School of Nursing and Health Professions Faculty respondents that experienced this conduct, was A Reason Not Listed Above (47%). The top reasons within the School of Nursing and Health Professions Staff respondents that experienced this conduct, were Position Status (70%) and Ethnicity (50%). As for the USF Overall respondent population, the top reasons for the USF Undergraduate and Graduate student respondents that experienced this conduct, were Ethnicity (32%), Gender/Gender Identity (23%), and Racial Identity (22%). The top reasons for the USF Faculty respondents that experienced this conduct, were Gender/Gender Identity (33%), and Position Status (31%). The top reasons for the USF Staff respondents that experienced this conduct, were Position Status (44%) and Gender/Gender Identity (28%).

Student Respondents' Primary Basis for Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

School of Nursing and Health Professions

Respondents' Primary Basis for Experienced Conduct

Undergraduate & Graduate Students



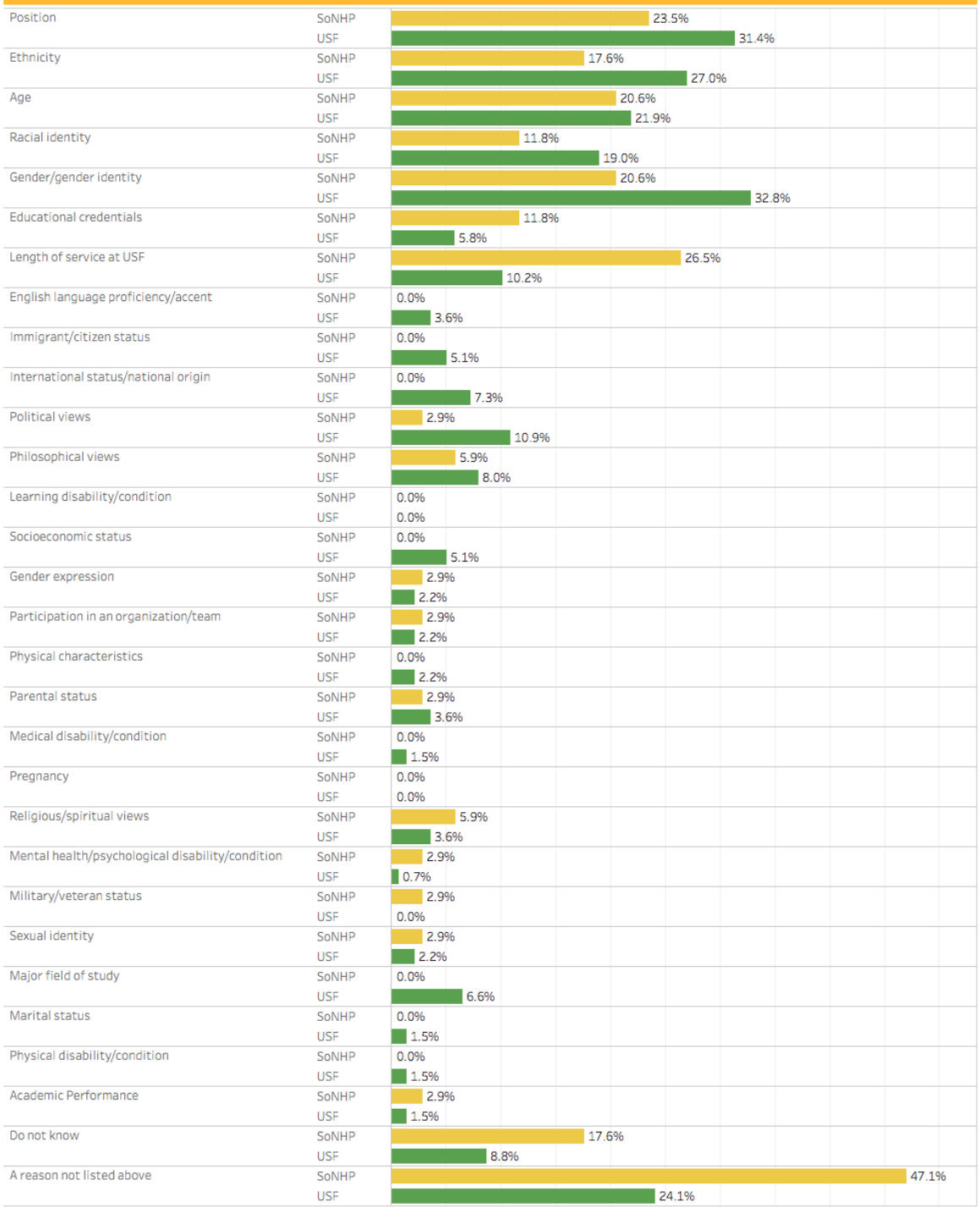
The above visual shows the SoNHP vs USF percentage totals by Respondents' Primary Basis for Experienced Conduct. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Faculty Respondents' Primary Basis for Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

School of Nursing and Health Professions

Respondents' Primary Basis for Experienced Conduct

Faculty



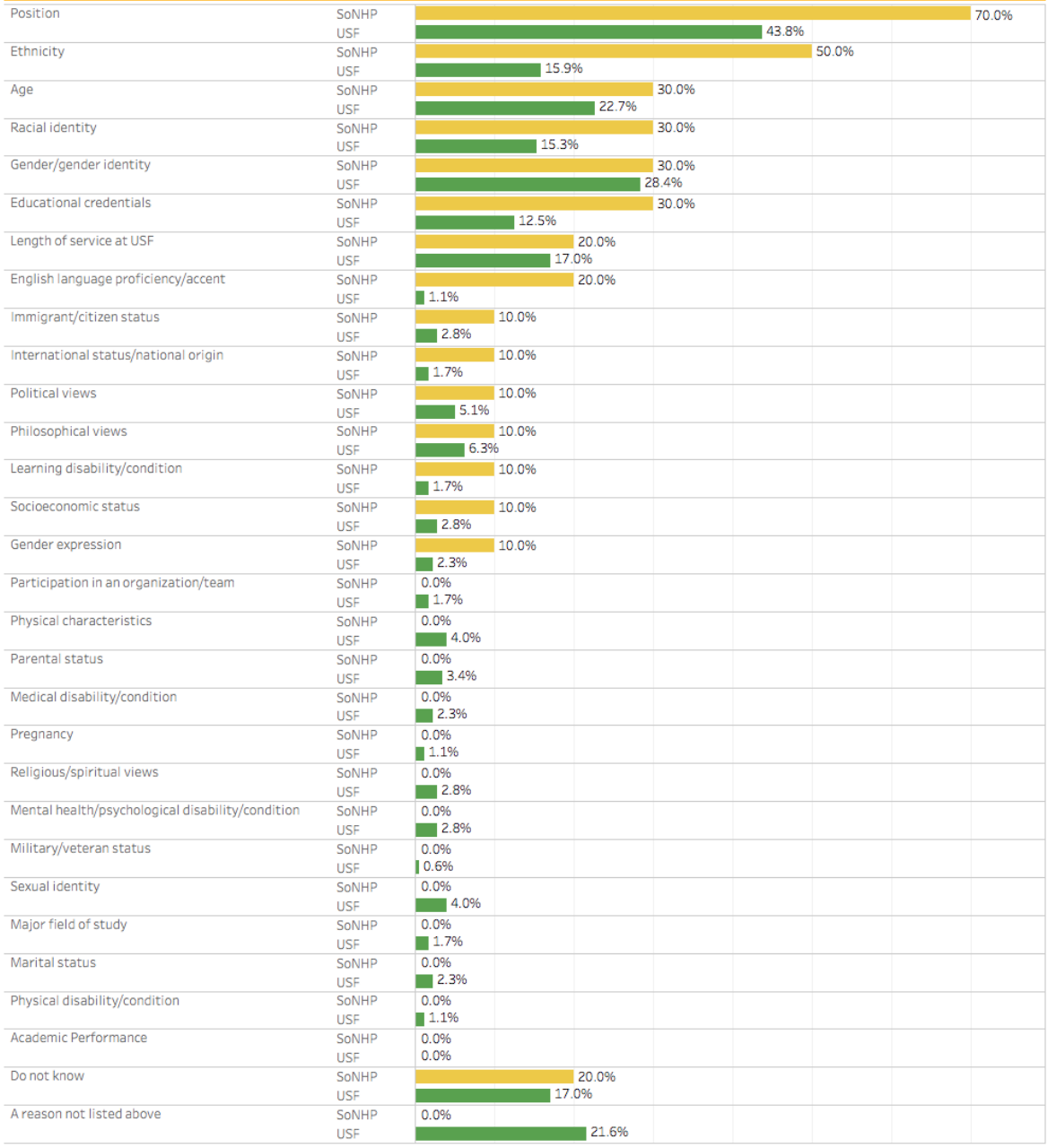
The above visual shows the SoNHP vs USF percentage totals by Respondents' Primary Basis for Experienced Conduct. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Staff Respondents' Primary Basis for Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

School of Nursing and Health Professions

Respondents' Primary Basis for Experienced Conduct

Staff



The above visual shows the SoNHP vs USF percentage totals by Respondents' Primary Basis for Experienced Conduct. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Forms of Experienced Conduct

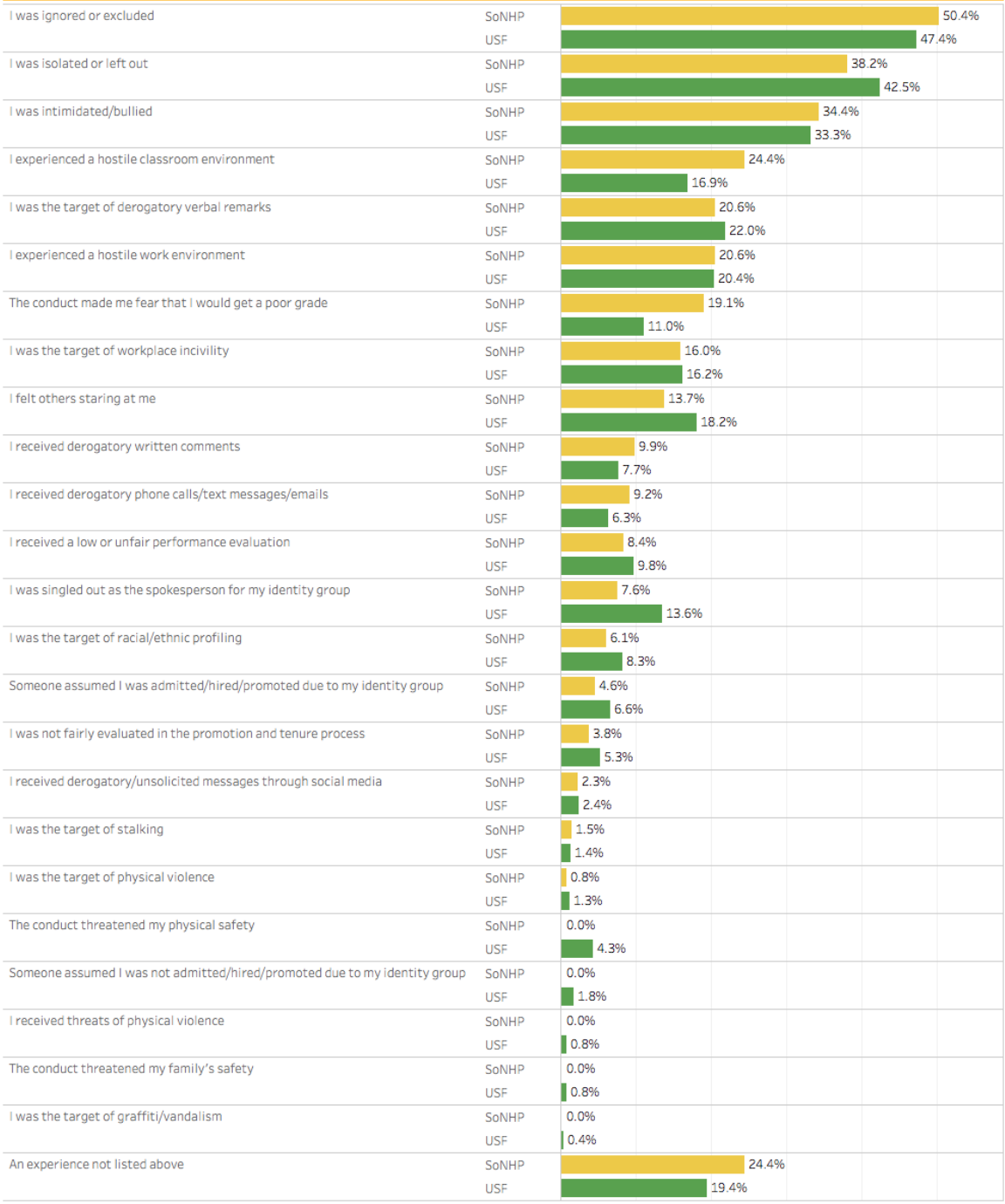
The respondents were also asked to describe the form of the experienced exclusionary, intimidating, offensive, and/or hostile conduct. In the School of Nursing and Health Professions, respondents that experienced this conduct indicated the top two forms as being Ignored or Excluded (50%), and being Isolated or Left Out (38%). For the School of Nursing and Health Professions Undergraduate and Graduate student population, respondents that experienced this conduct indicated the top two forms as being Ignored or Excluded (43%), and being Isolated or Left Out (38%). For the School of Nursing and Health Professions Faculty population, respondents that experienced this conduct indicated the top two forms as being Ignored or Excluded (65%), and being the Target of Workplace Incivility (47%). For the School of Nursing and Health Professions Staff population, respondents that experienced this conduct indicated the top forms as being Ignored or Excluded (70%), Intimidated/Bullied (60%), and that they Experienced a Hostile Work Environment (60%). In the USF Overall population that experienced this conduct, respondents indicated the top two forms as being Ignored or Excluded (47%), and being Isolated or Left Out (43%). In the USF Undergraduate and Graduate student population that experienced this conduct, respondents indicated the top forms as being Isolated or Left Out (48%), and being Ignored or Excluded (46%). In the USF Faculty population that experienced this conduct, respondents indicated the top forms as being Ignored or Excluded (52%), with the second being that they Experienced a Hostile Work Environment (42%). In the USF Staff population that experienced this conduct, respondents indicated the top forms as being Ignored or Excluded (47%), with the second being that they Experienced a Hostile Work Environment (37%).

Respondents' Primary Forms for Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

School of Nursing and Health Professions

Top Forms of Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

Students, Faculty & Staff



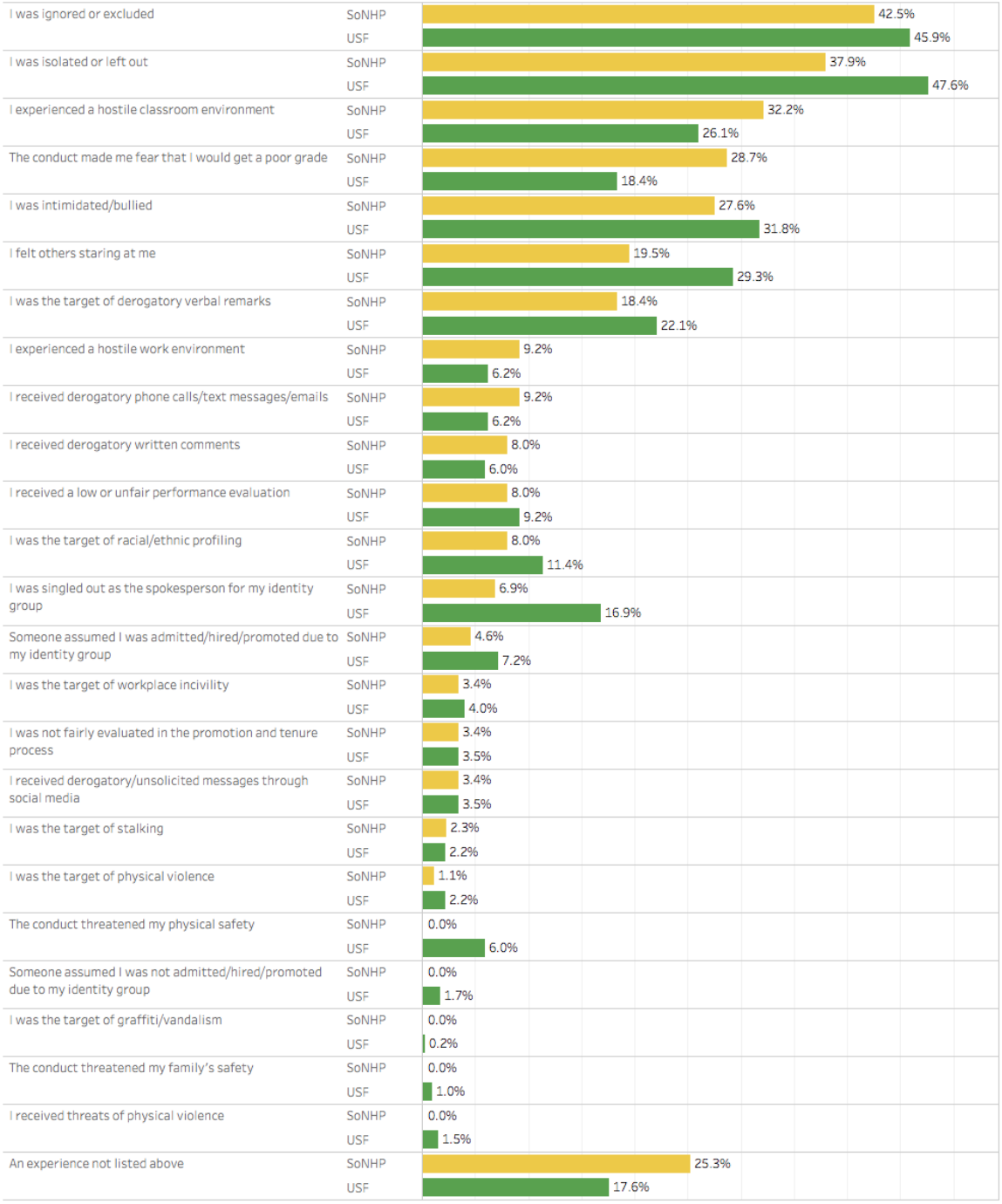
The above visual shows the SoNHP vs USF percentage totals by Top Forms of Experienced Conduct. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Students' Primary Forms of Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

School of Nursing and Health Professions

Top Forms of Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

Undergraduate & Graduate Students



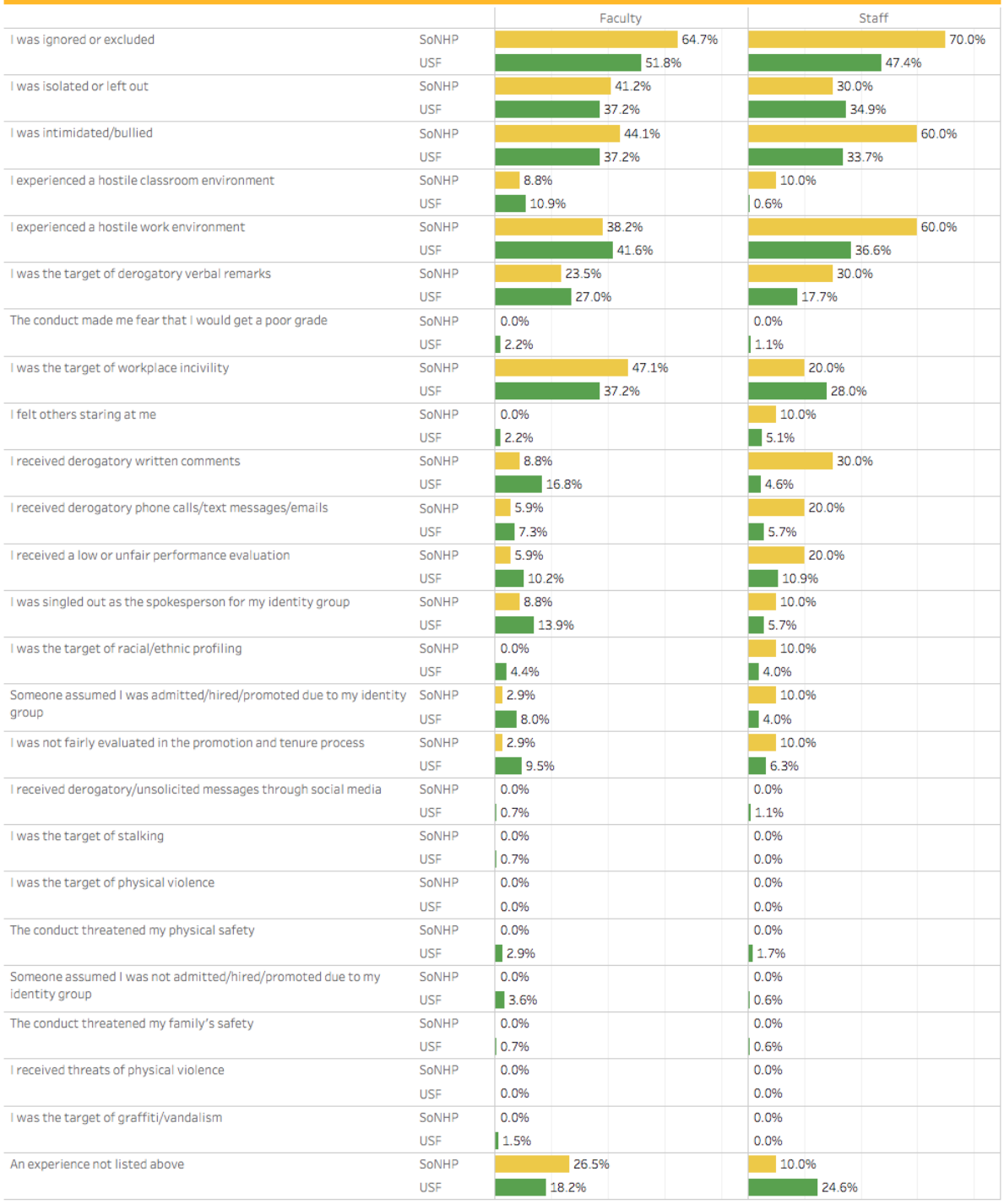
The above visual shows the SoNHP vs USF percentage totals by Students' Primary Forms of Experienced Conduct. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Employees' Primary Forms of Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

School of Nursing and Health Professions

Primary Forms of Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Employees' Primary Forms of Experienced Conduct. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Source of Experienced Conduct

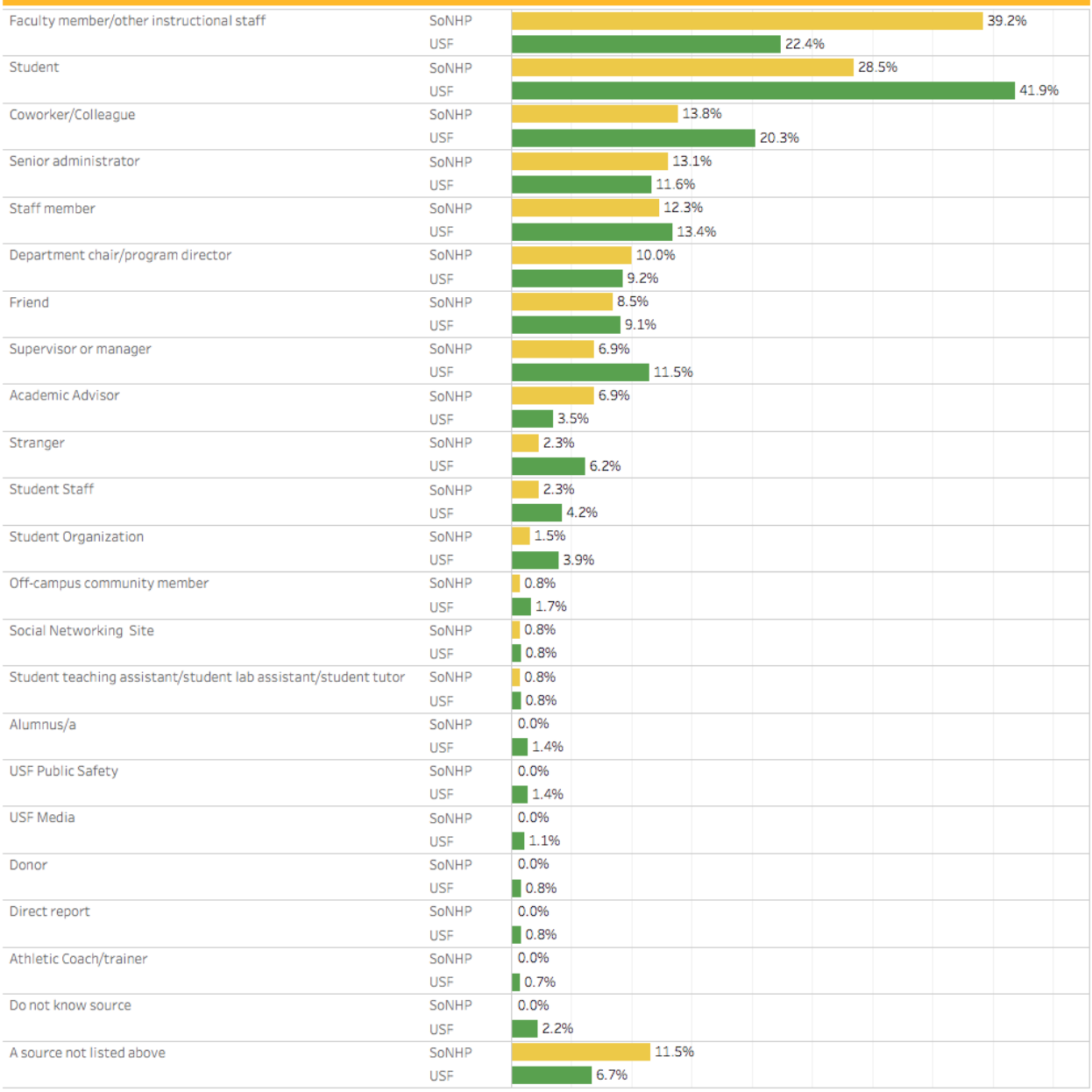
The respondents were also asked to identify who was the source of the experienced exclusionary, intimidating, offensive, and/or hostile conduct. The School of Nursing and Health Professions population that experienced this conduct indicated that the top source of the conduct was a Faculty Member/Other Instructional Staff (39%). The School of Nursing and Health Professions Undergraduate and Graduate student respondent population that experienced this conduct indicated that the top sources of the conduct were a Student (38%), with a close second being a Faculty Member/Other Instructional Staff (36%). The School of Nursing and Health Professions Faculty respondent population that experienced this conduct indicated that the top source of the conduct was a Faculty Member/Other Instructional Staff (34%). The School of Nursing and Health Professions Staff respondent population that experienced this conduct indicated that the top source of the conduct was a Senior Administrator (16%). The USF Overall respondent population that experienced this conduct indicated that the main source of the conduct came from a Student (42%), and Faculty Member/Other Instructional Staff (22%). The USF Undergraduate and Graduate student respondent population that experienced this conduct identified the top source of such conduct as being a Student (66%). The USF Faculty respondent population that experienced this conduct identified the top sources of such conduct as being a Coworker/Colleague (18%). The USF Staff respondent population that experienced this conduct identified the top source of such conduct as being a Coworker/Colleague (23%).

Respondents' Source of Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

School of Nursing and Health Professions

Source of Conduct

Students, Faculty & Staff



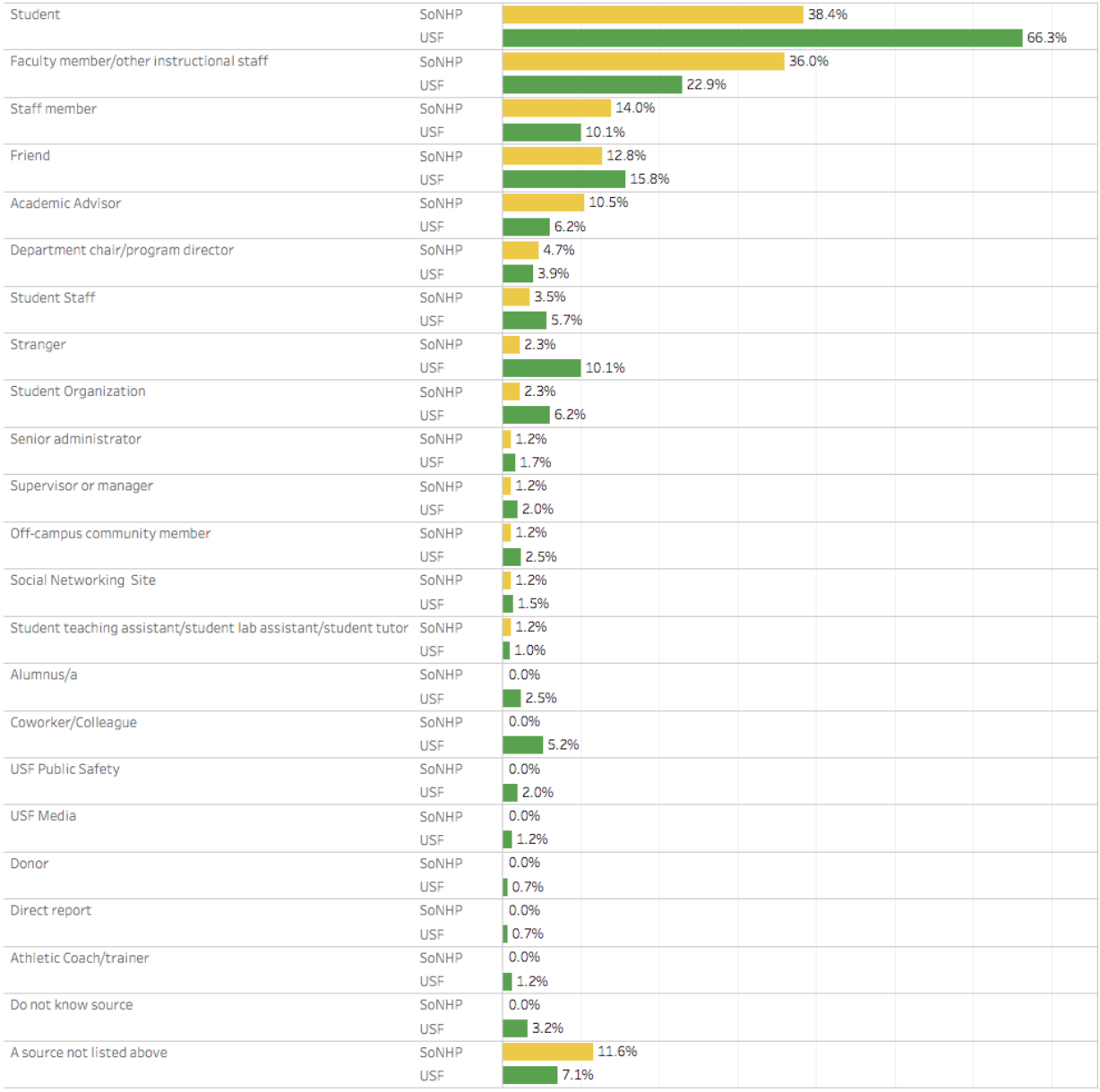
The above visual shows the SoNHP vs USF percentage totals by Source of Conduct. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Students' Source of Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

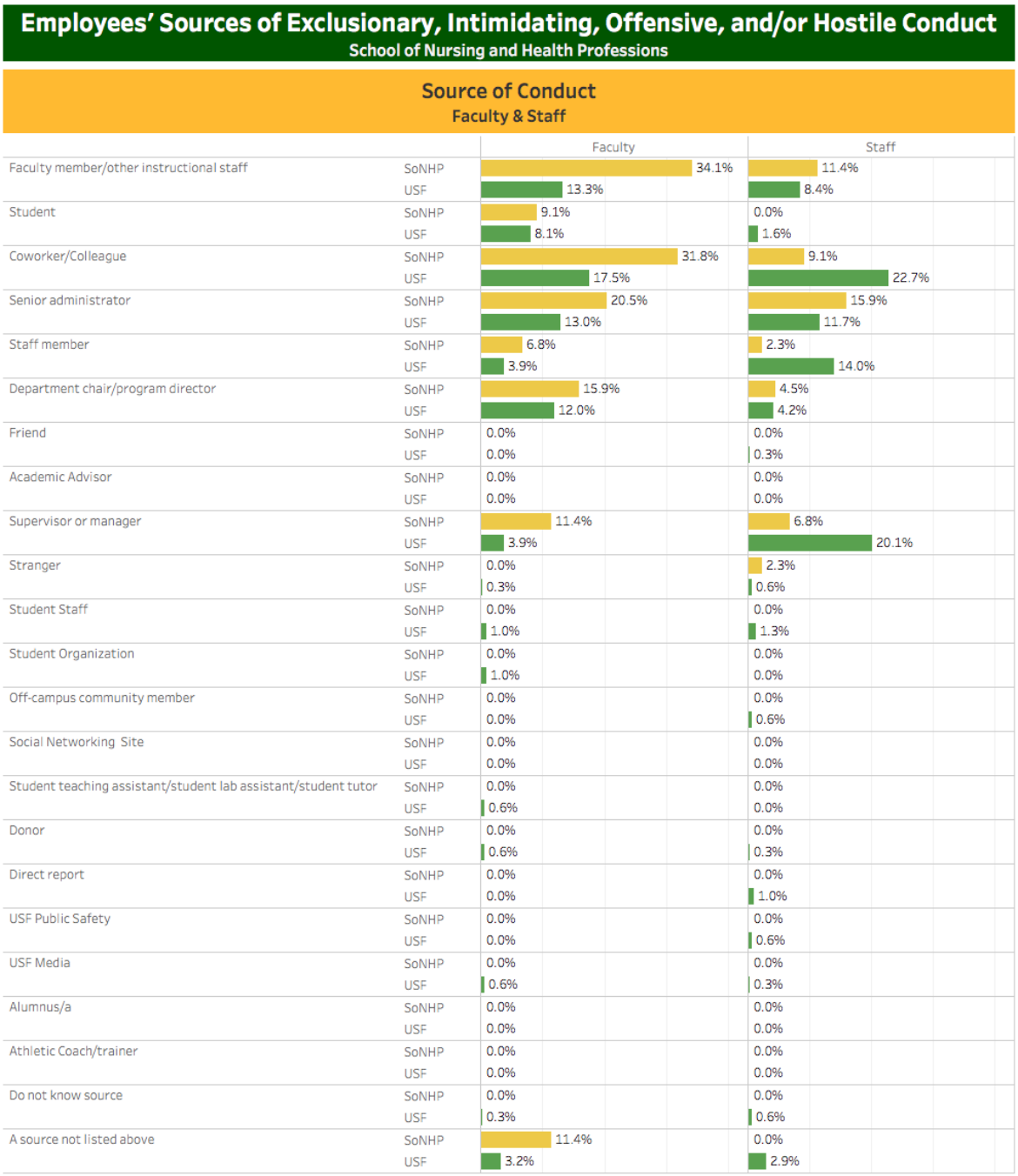
School of Nursing and Health Professions

Source of Conduct

Undergraduate & Graduate Students



The above visual shows the SoNHP vs USF percentage totals by Students' Source of Experienced Conduct. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.



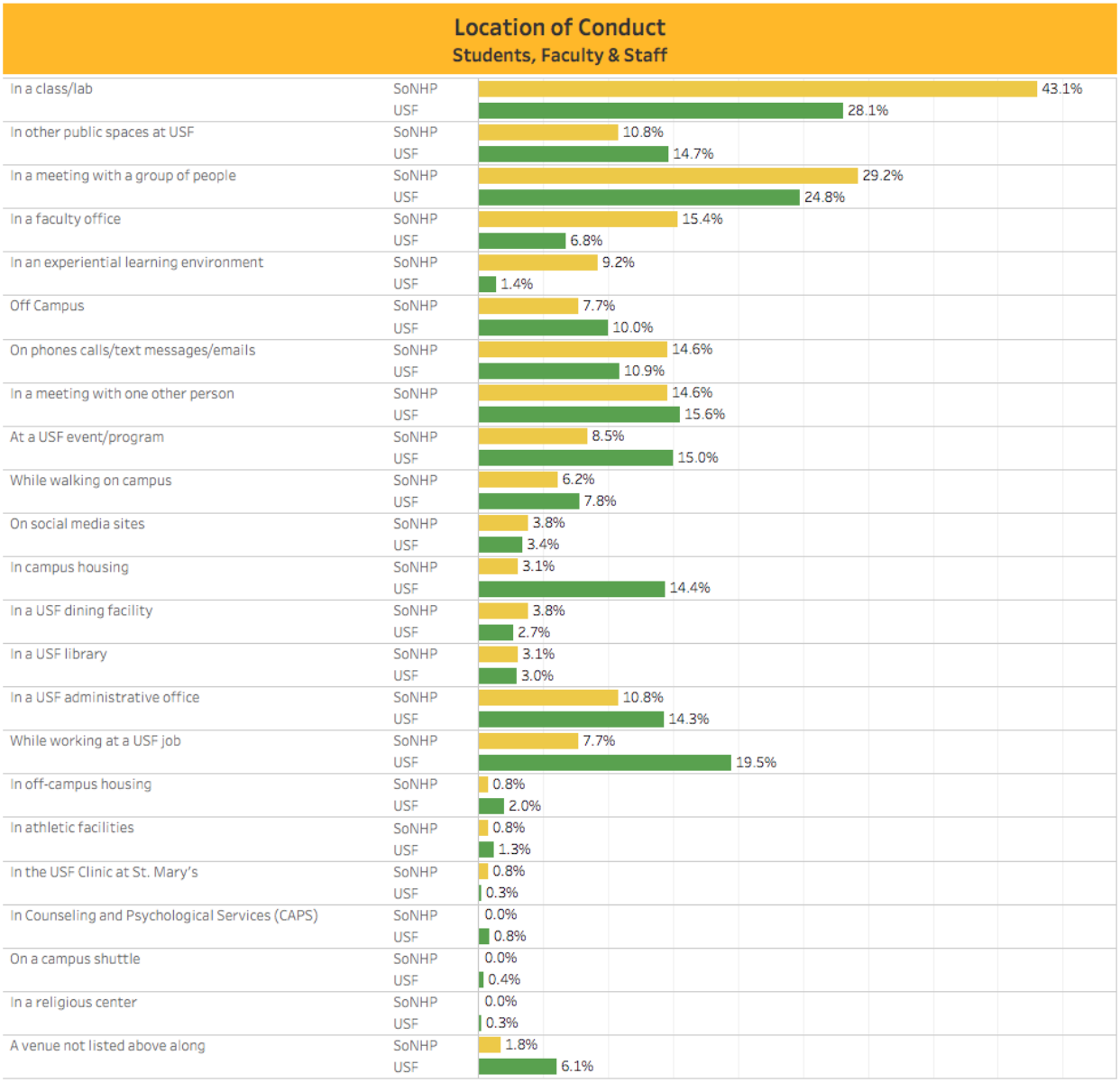
Location of Experienced Conduct

The respondents were also asked to identify the location of the experienced exclusionary, intimidating, offensive, and/or hostile conduct. The top location of reported conduct for the School of Nursing and Health Professions respondents that experienced this conduct was In a Class/Lab (43%). The top location of reported conduct for the School of Nursing and Health

Professions Undergraduate and Graduate student respondents that experienced this conduct was In a Class/Lab (61%). The top location of reported conduct for the School of Nursing and Health Professions Faculty respondents that experienced this conduct was In a Meeting with a Group of People (59%). The top location of reported conduct for the School of Nursing and Health Professions Staff population that experienced this conduct, was In a USF Administrative Office (80%). The top locations of reported conduct for the USF Overall respondent population that experienced this conduct, were in a Class/Lab (28%), and In a Meeting with a Group of People (25%). The top location of reported conduct for the USF Undergraduate and Graduate student respondent population that experienced this conduct was in a Class/Lab (44%). The top location of reported conduct for the USF Faculty respondent population that experienced this conduct, was In a Meeting with a Group of People (37%). The top locations of reported conduct for the USF Staff respondent population that experienced this conduct, were While Working at a USF Job (45%), In a Meeting with a Group of People (39%), and In a USF Administrative Office (37%).

Students' Locations of Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

School of Nursing and Health Professions



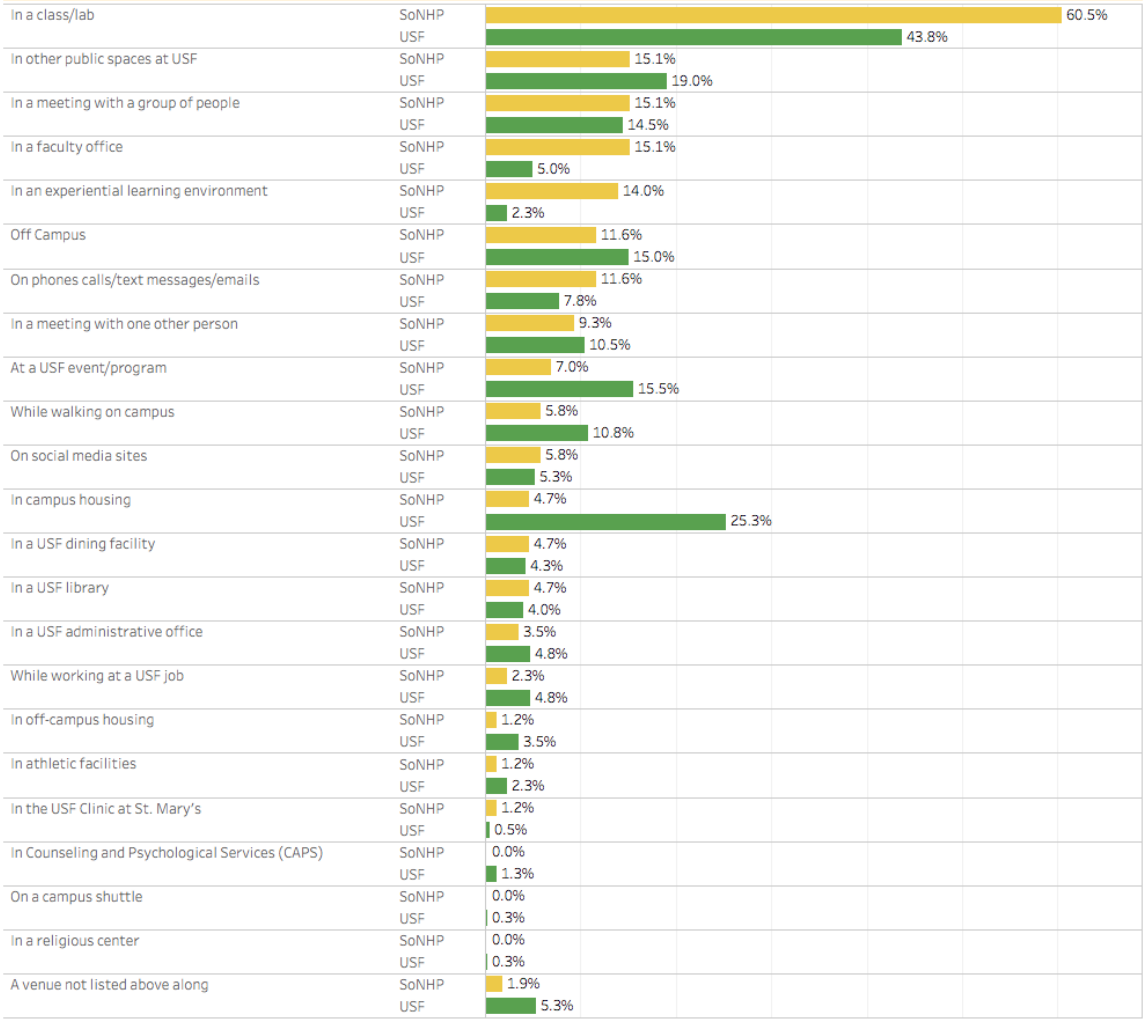
The above visual shows the SoNHP vs USF percentage totals by Location of Experienced Conduct. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Student Locations of Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

School of Nursing and Health Professions

Location of Conduct

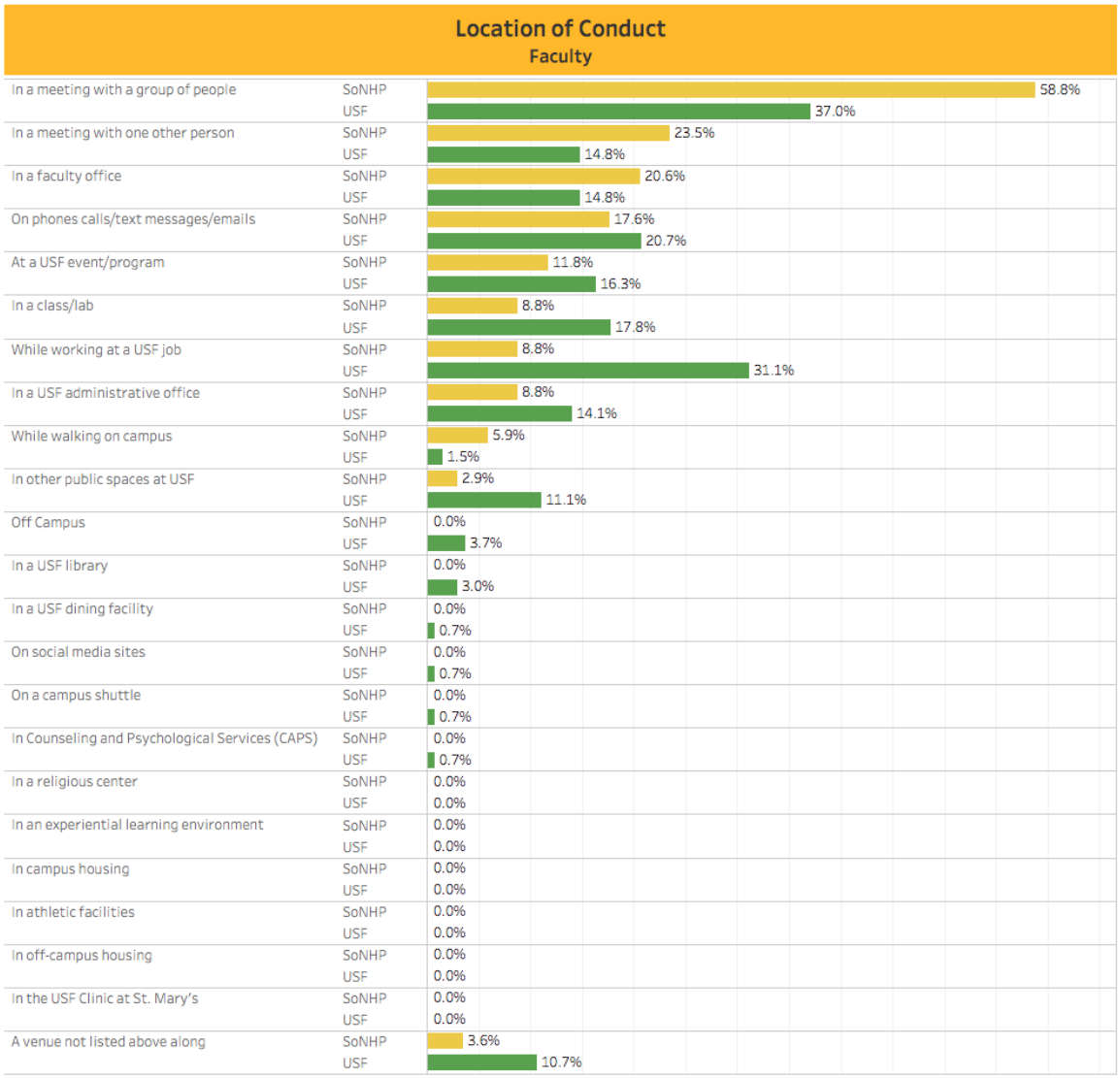
Undergraduate & Graduate Students



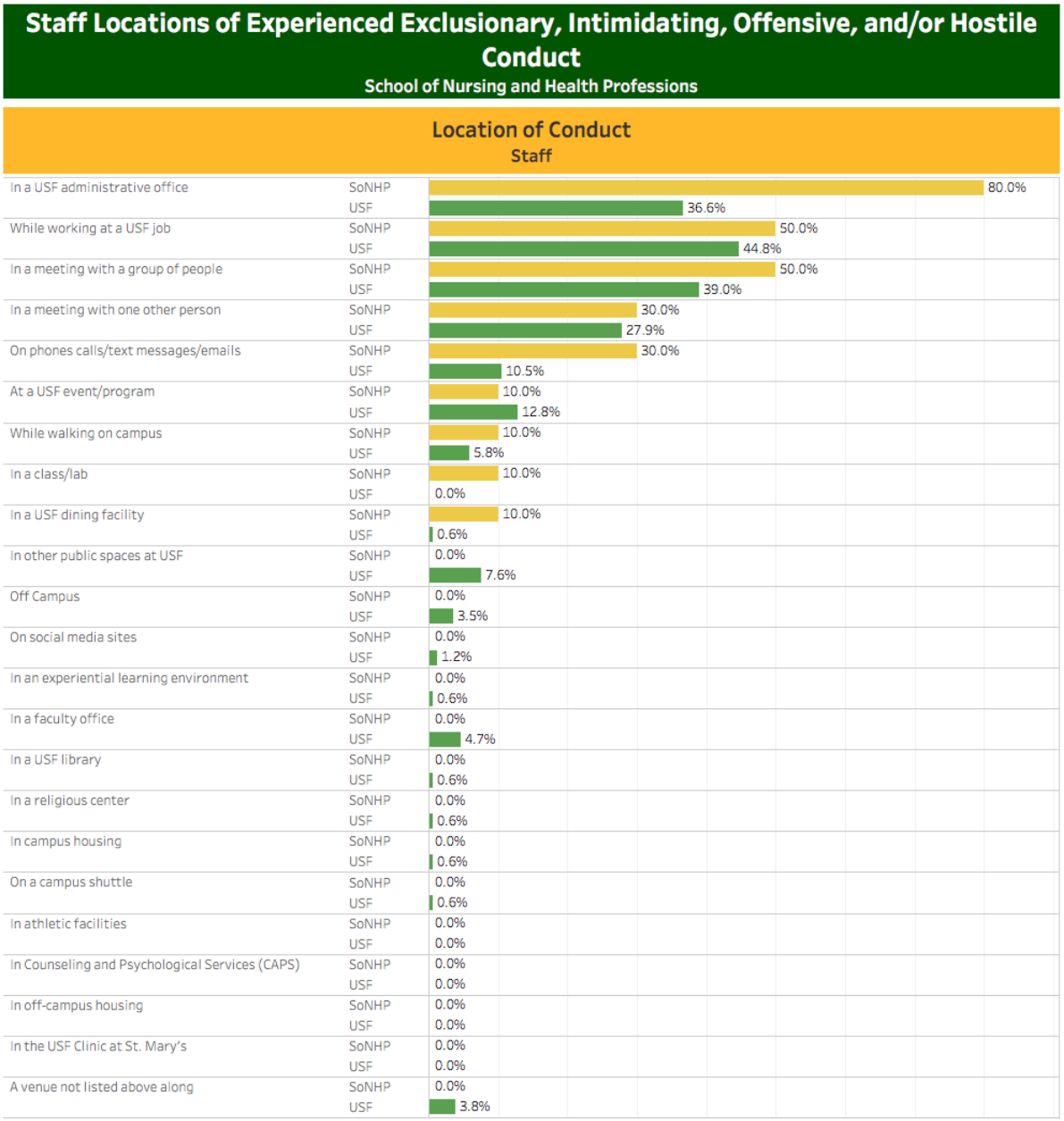
The above visual shows the SoNHP vs USF percentage totals by Location of Experienced Conduct. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Faculty Locations of Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

School of Nursing and Health Professions



The above visual shows the SoNHP vs USF percentage totals by Location of Experienced Conduct. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.



The above visual shows the SoNHP vs USF percentage totals by Location of Experienced Conduct. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Actions in Response to Experienced Conduct

The respondents were also asked what their action was in response to the experienced exclusionary, intimidating, offensive, and/or hostile conduct. Within the School of Nursing and Health Professions population that experienced this conduct, the top reactions to such conduct were that they Told a Friend (49%), they Avoided the Person/Venue (40%), and/or they Did Not Do Anything (37%). Similarly, within the USF Overall population that experienced this conduct, the main reactions to such conduct were that they Told a Friend (48%), they Avoided the

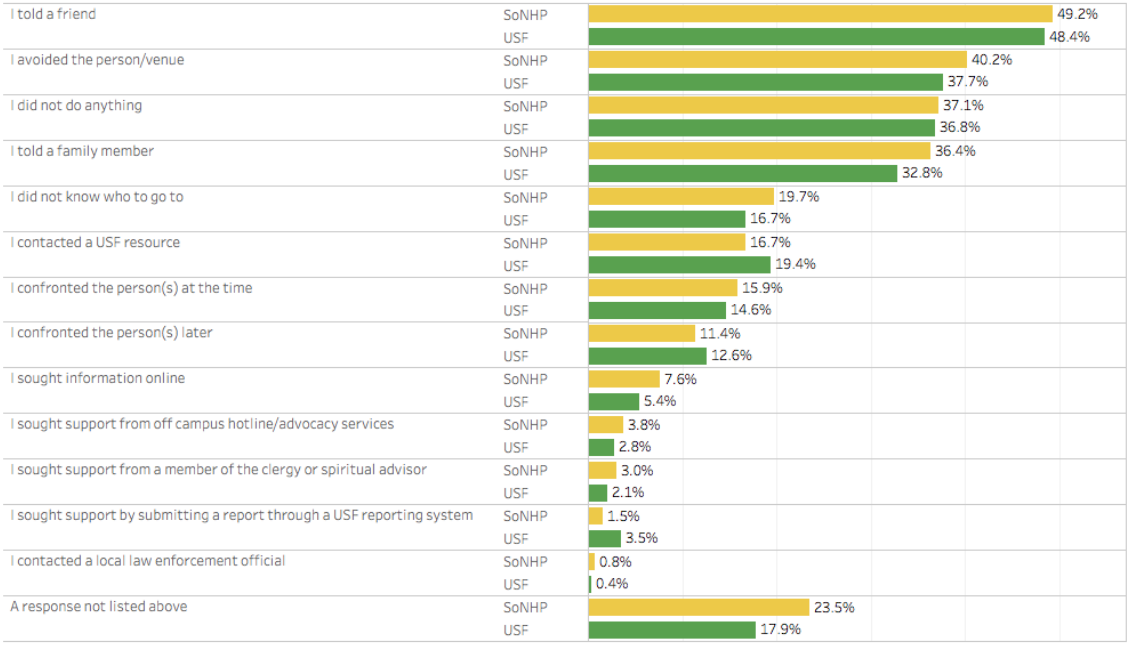
Person/Venue (38%), and/or they Did Not Do Anything (37%). In the School of Nursing and Health Professions, 17% of respondents that experienced this conduct, indicated that they Contacted a USF Resource as a course of action. Of these individuals, 74% indicated that they contacted a Faculty Member. In the USF Overall respondent population that experienced this conduct, 19% of respondents indicated that they Contacted a USF Resource as a course of action. Of these individuals, the top USF Resources contacted were a Faculty Member (33%), and a Senior Administrator (32%).

Respondents' Actions in Response to Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

School of Nursing and Health Professions

Actions in Response to Conduct

Students, Faculty & Staff

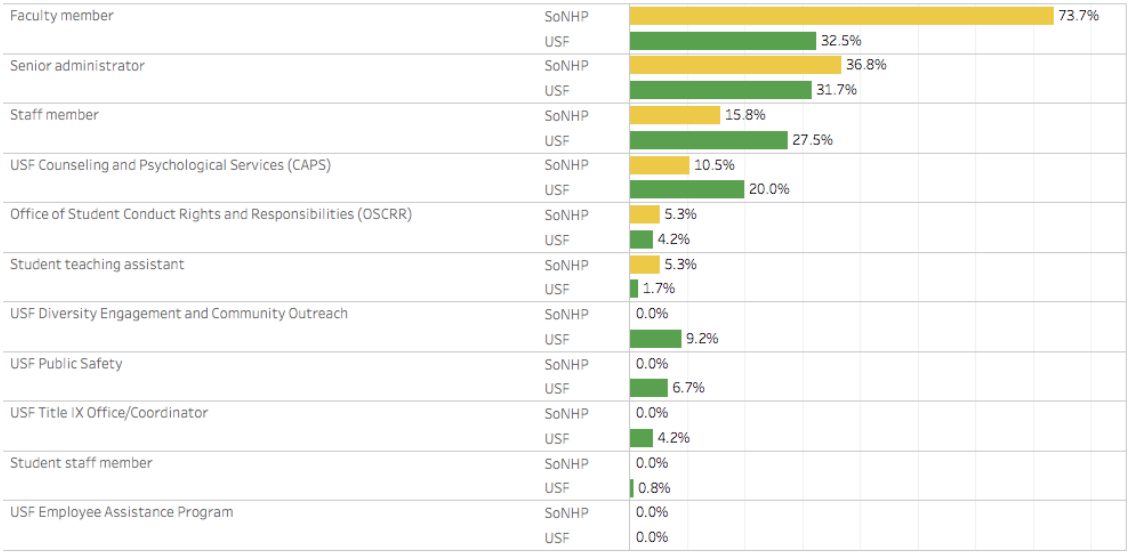


The above visual shows the SoNHP vs USF percentage totals by Actions in Response to Experienced Conduct. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

If an individual selected "I contacted a USF resource" from the above, the following is the specific resource in which they contacted.

USF Resource Contacted

Students, Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by USF Resource Contacted. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Reporting of Experienced Conduct

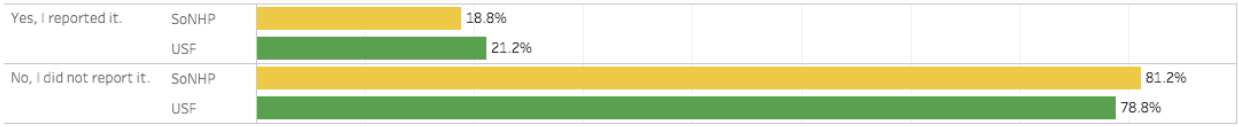
Of the School of Nursing and Health Professions respondent population that experienced exclusionary, intimidating, offensive, and/or hostile conduct at USF, 81% did not report the incident. Similarly, of the USF Overall respondent population that experienced such conduct, 79% did not report the incident.

Respondents' Reporting of Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct
School of Nursing and Health Professions

Reported Hostile Conduct
Students, Faculty & Staff

	SoNHP		USF	
	n	%	n	%
Yes, I reported it.	25	18.8%	152	21.2%
No, I did not report it.	108	81.2%	566	78.8%
Grand Total	133	100.0%	718	100.0%

Reported Hostile Conduct
Students, Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Reported Hostile Conduct. The bar lengths illustrate the percentage differences.

If an individual selected "Yes, I reported it." from the above, the following is the detailed response.

Reported Hostile Conduct Detailed Response
Students, Faculty & Staff

	SoNHP	USF
Yes, I reported the incident, but felt that it was not responded to appropriately.	9	50
Yes, I reported the incident and was satisfied with the outcome.	<5	24
Yes, I reported the incident, and while the outcome is not what I had hoped for, I feel as though my complaint was responded to appropriately.	6	21

Note: Some of the individuals who reported this conduct did not provide a detailed response.

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

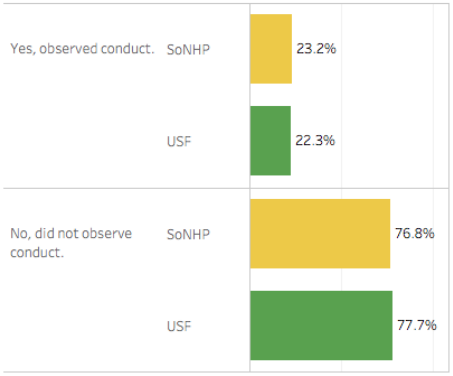
In the School of Nursing and Health Professions population, 23% of respondents observed conduct directed toward a person or group of people on campus that they believed created an exclusionary (e.g., shunned, ignored), intimidating, offensive, and/or hostile (bullying, harassing) working or learning environment at USF within the past year. In the USF Overall respondent population, 22% observed such conduct.

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

School of Nursing and Health Professions
Students, Faculty & Staff

Overall Observed Conduct

Students, Faculty & Staff



Observed Conduct by Racial Identity

Students, Faculty & Staff

		SoNHP	USF
White	Yes, observed conduct.	54	326
	No, did not observe conduct.	173	1113
Asian/Asian American/South Asian	Yes, observed conduct.	39	160
	No, did not observe conduct.	175	646
Black/African American	Yes, observed conduct.	11	60
	No, did not observe conduct.	31	158
Latin@/Chican@ /Hispanic	Yes, observed conduct.	19	102
	No, did not observe conduct.	60	400
Other Person of Color	Yes, observed conduct.	10	33
	No, did not observe conduct.	24	116
Multiracial	Yes, observed conduct.	19	142
	No, did not observe conduct.	63	450
Missing /Unknown	Yes, observed conduct.	8	19
	No, did not observe conduct.	<5	52

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

School of Nursing and Health Professions
Students, Faculty & Staff

Observed Conduct by Position Status

Students, Faculty & Staff

		SoNHP		USF	
		n	%	n	%
Undergraduate	Yes, observed conduct.	67	21.2%	387	22.6%
	No, did not observe conduct.	249	78.8%	1323	77.4%
	Total	**316**	**100.0%**	**1710**	**100.0%**
Graduate	Yes, observed conduct.	46	17.9%	131	14.1%
	No, did not observe conduct.	211	82.1%	796	85.9%
	Total	**257**	**100.0%**	**927**	**100.0%**
Faculty	Yes, observed conduct.	34	36.2%	133	26.8%
	No, did not observe conduct.	60	63.8%	363	73.2%
	Total	**94**	**100.0%**	**496**	**100.0%**
Staff	Yes, observed conduct.	13	56.5%	191	29.7%
	No, did not observe conduct.	10	43.5%	453	70.3%
	Total	**23**	**100.0%**	**644**	**100.0%**
Grand Total		690	100.0%	3777	100.0%

Observed Conduct by Gender Identity

Students, Faculty & Staff

		SoNHP	USF
Transspectrum	Yes, observed conduct.	<5	49
	No, did not observe conduct.	11	84
Woman	Yes, observed conduct.	136	556
	No, did not observe conduct.	425	1849
Man	Yes, observed conduct.	18	226
	No, did not observe conduct.	93	986
Missing/Unknown	Yes, observed conduct.	<5	11
	No, did not observe conduct.	<5	16
Grand Total		690	3777

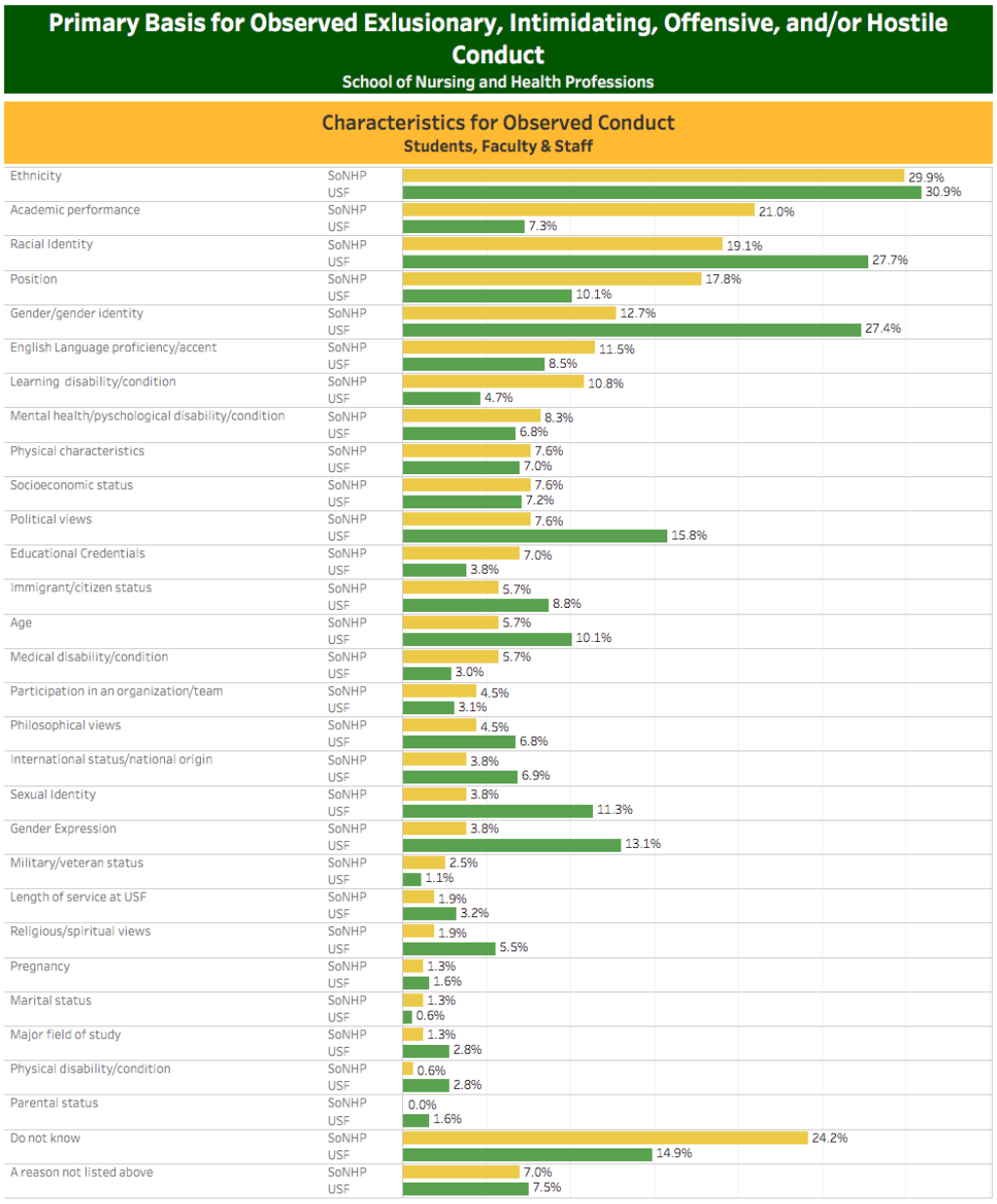
Observed Conduct by Sexual Identity

Students, Faculty & Staff

		SoNHP		USF	
		n	%	n	%
Heterosexual	Yes, observed conduct.	133	23.2%	568	19.8%
	No, did not observe conduct.	440	76.8%	2302	80.2%
	Total	**573**	**100.0%**	**2870**	**100.0%**
LGBQ	Yes, observed conduct.	20	20.2%	234	30.8%
	No, did not observe conduct.	79	79.8%	526	69.2%
	Total	**99**	**100.0%**	**760**	**100.0%**
Missing/Unknown	Yes, observed conduct.	7	38.9%	40	27.2%
	No, did not observe conduct.	11	61.1%	107	72.8%
	Total	**18**	**100.0%**	**147**	**100.0%**
Grand Total		690	100.0%	3777	100.0%

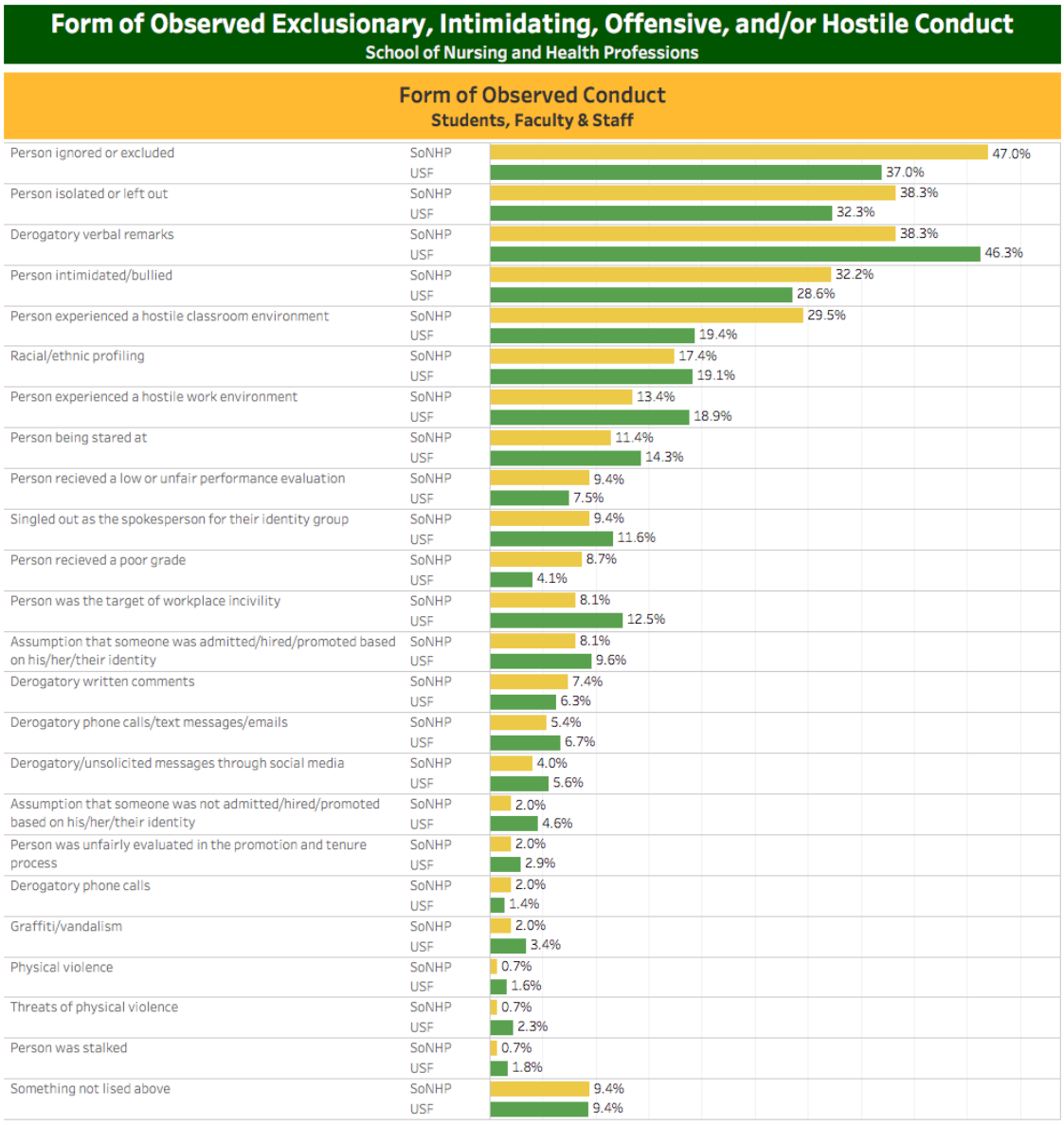
Characteristics of Observed Conduct

Respondents were asked to identify what they believed to be the basis of the observed exclusionary, intimidating, offensive and/or hostile conduct. Within the School of Nursing and Health Professions respondent population, the primary basis identified was Ethnicity (30%). Within the USF Overall respondent population, the top bases identified were Ethnicity (31%), Racial Identity (28%), and Gender/Gender Identity (27%).



Form of Observed Conduct

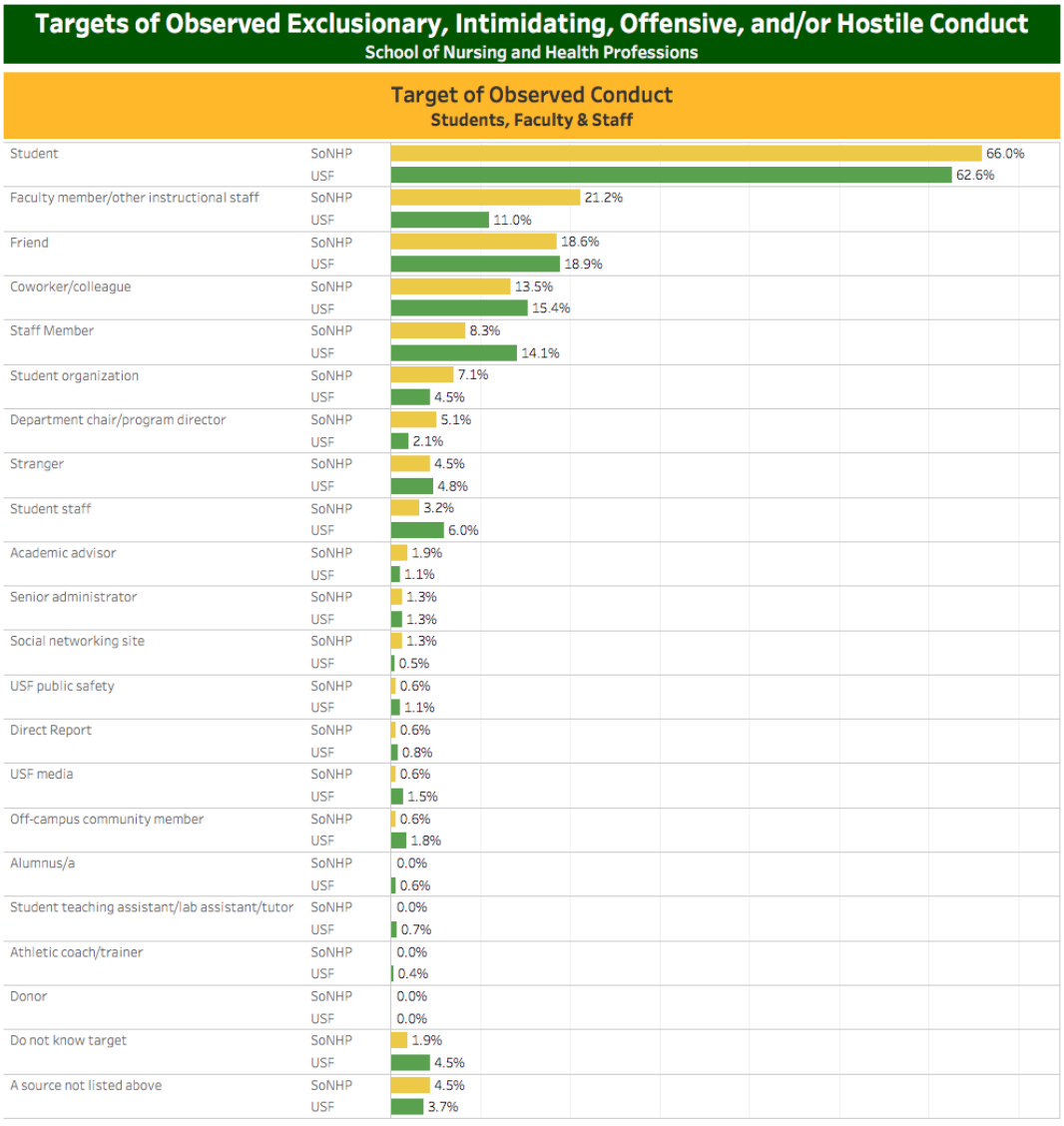
Respondents were asked to identify what they believed to be the forms of the observed exclusionary, intimidating, offensive and/or hostile conduct. For the School of Nursing and Health Professions respondent population, the top forms of observed conduct were the Person Being Ignored/Excluded (47%), the Person Being Isolated or Left Out (38%), and Derogatory Verbal Remarks (38%). For the USF Overall respondent population, the top forms of observed conduct were Derogatory Verbal Remarks (46%) and the Person Being Ignored/Excluded (37%).



The above visual shows the SoNHP vs USF percentage totals by Form of Observed Conduct. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

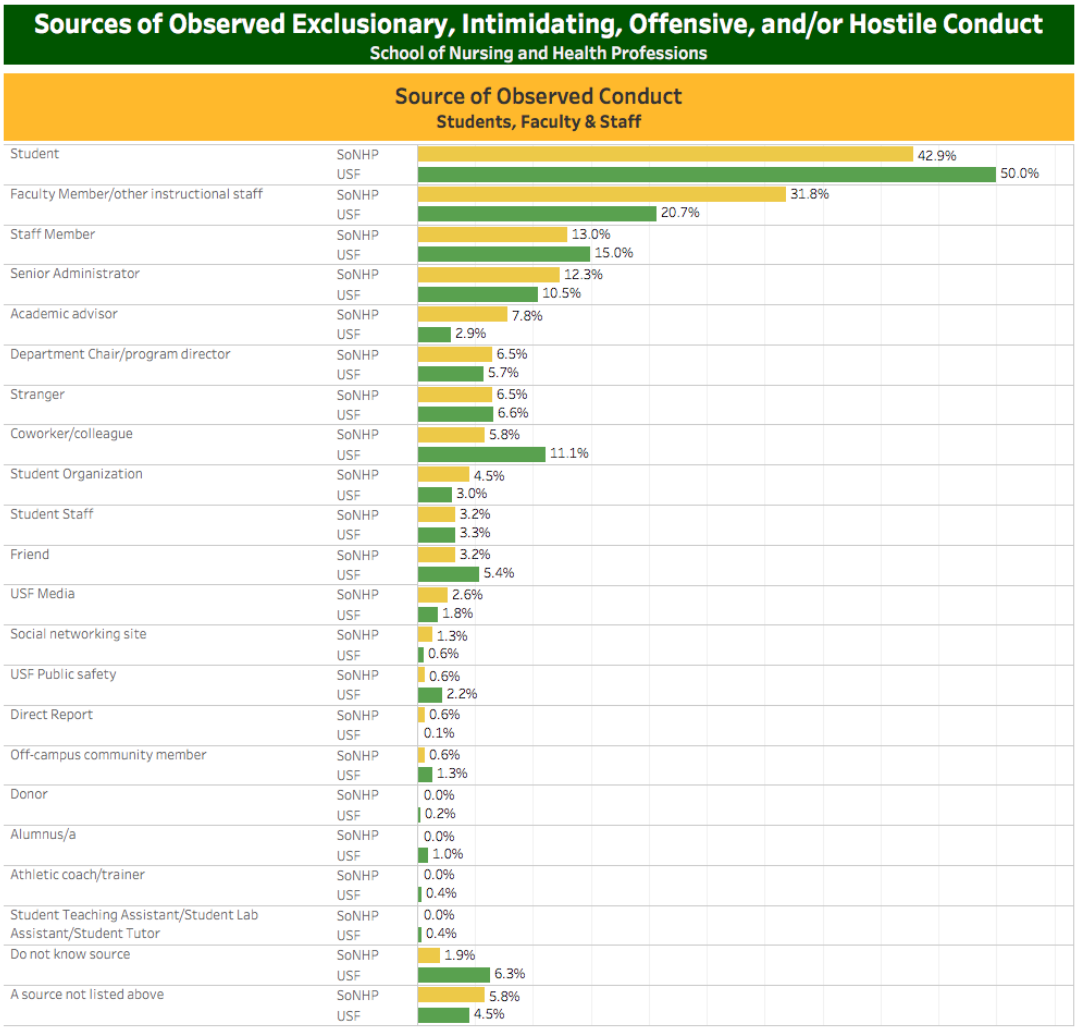
Target of Observed Conduct

Respondents were asked to identify who they believed to be the target of the observed exclusionary, intimidating, offensive and/or hostile conduct. For the School of Nursing and Health Professions respondent population, the top reported target of the observed conduct was a Student (66%). For the USF Overall respondent population, the top reported target of the observed conduct was also a Student (63%).



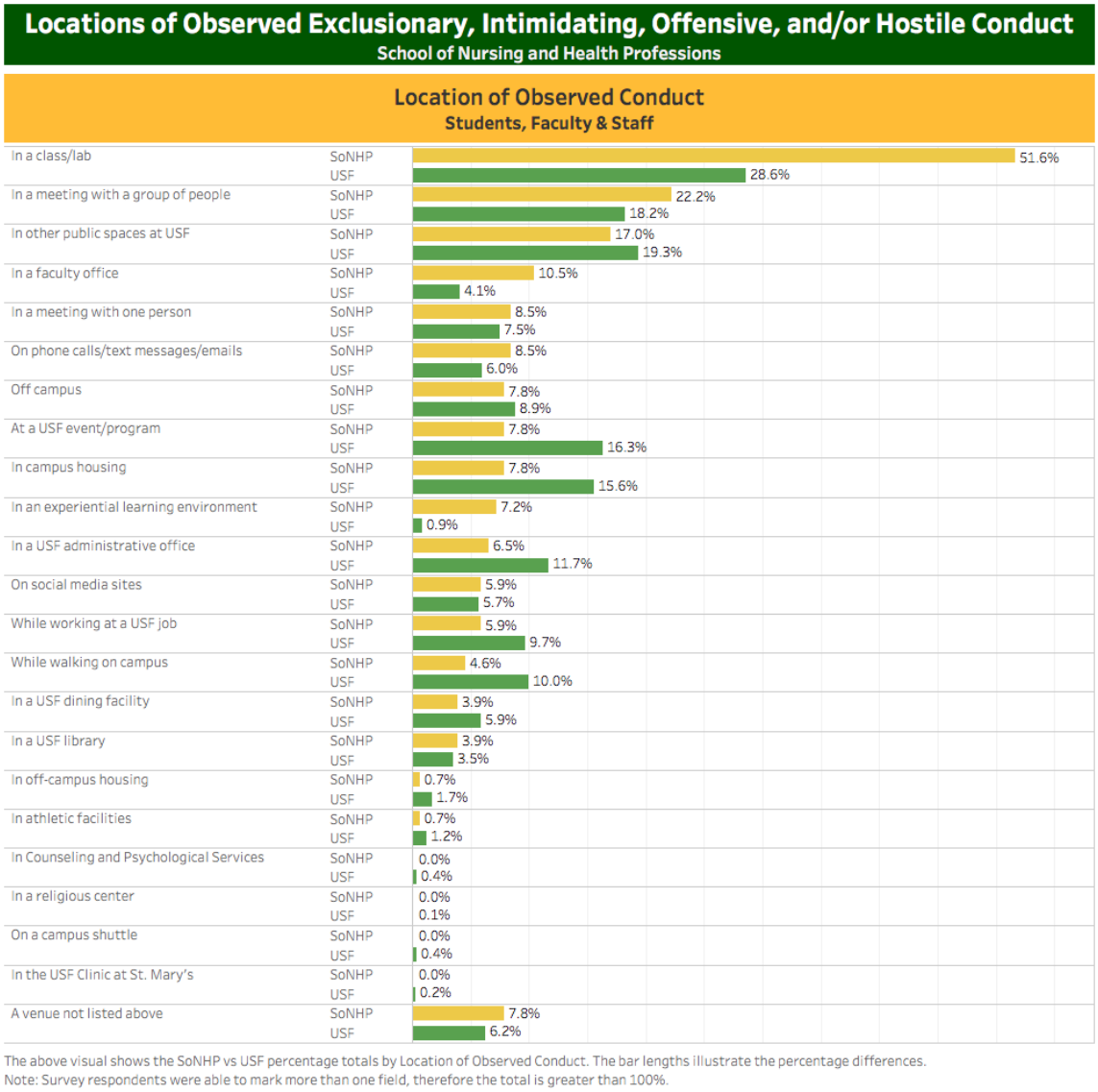
Source of Observed Conduct

Respondents were asked to identify the source of the observed exclusionary, intimidating, offensive and/or hostile conduct. For the School of Nursing and Health Professions respondent population, the top source of observed conduct was a Student (43%), and a Faculty Member/Other Instructional Staff (32%). For the USF Overall respondent population, the top source of observed conduct was a Student (50%).



Location of Observed Conduct

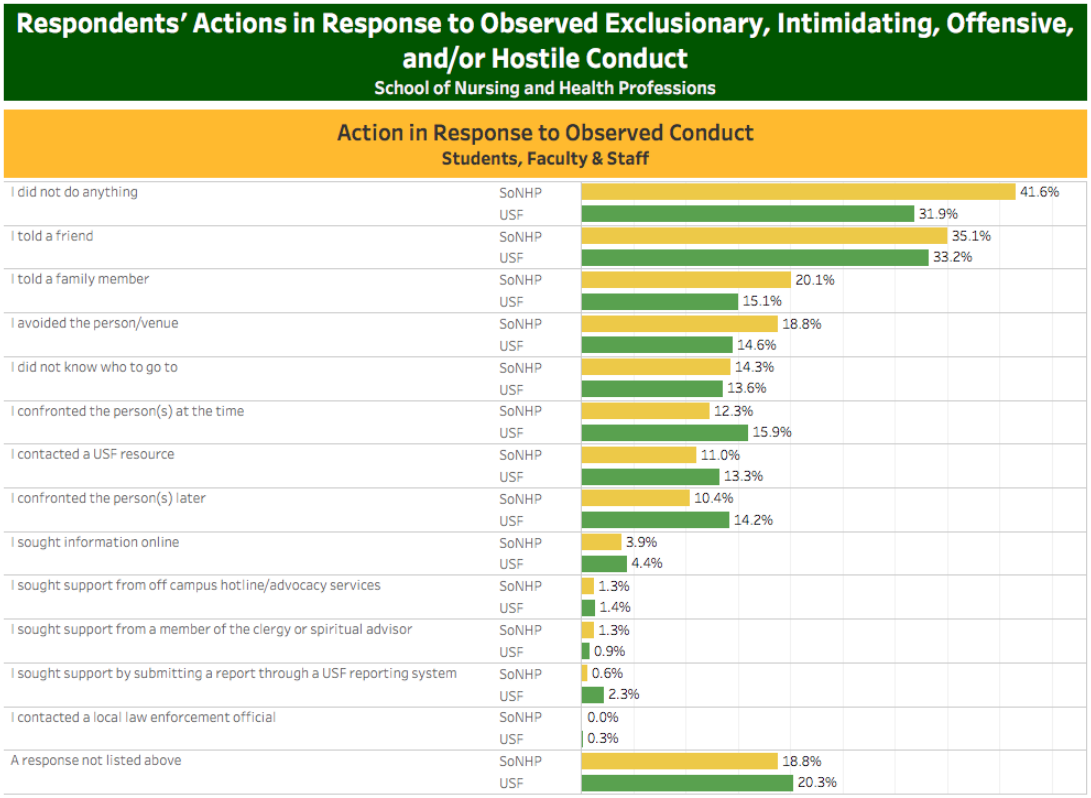
Respondents were asked to identify the location of the observed exclusionary, intimidating, offensive and/or hostile conduct. The top location of observed conduct for the School of Nursing and Health Professions respondent population was in a Class/Lab (52%). The top location of observed conduct for the USF Overall respondent population was also in a Class/Lab (29%).



Action in Response to Observed Conduct

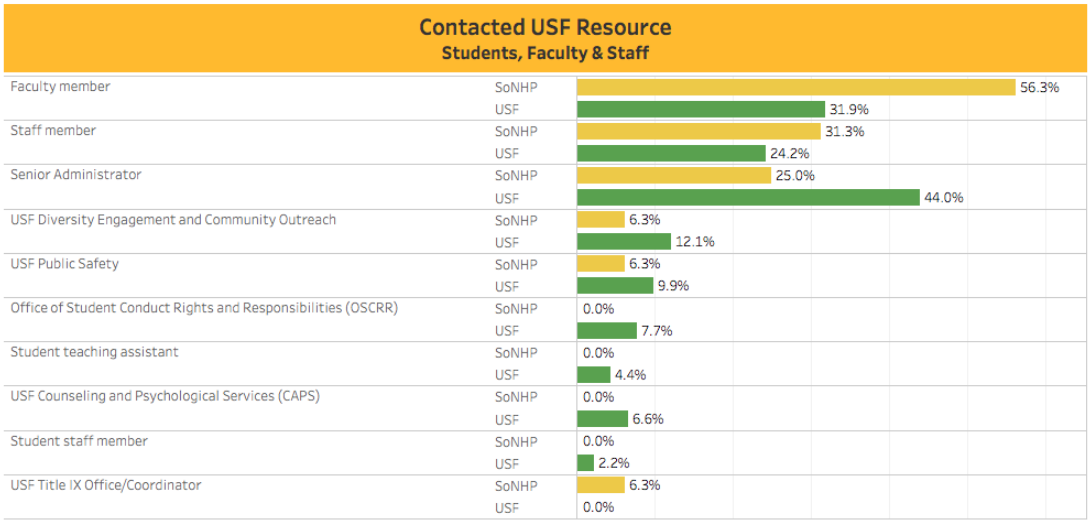
Respondents were asked to identify what their action was in response to the observed exclusionary, intimidating, offensive and/or hostile conduct. Within the School of Nursing and Health Professions respondent population, the top actions in response to the observed conduct were that they Did Not Do Anything (42%), and that they Told a Friend (35%). Eleven percent of the School of Nursing and Health Professions respondent population that took an action in response to the observed conduct, Contacted a USF Resource. Of those 11%, over half (56%) contacted a Faculty Member. Within the USF Overall respondent population, the top actions in response to the observed conduct were that they Told a Friend (33%), or that they Did Not Do Anything (32%). Of the USF Overall respondent population that took an action in response to the

observed conduct, 13% Contacted a USF Resource. Of these 13%, the top USF resources contacted were a Senior Administrator (44%) and a Faculty Member (32%).



The above visual shows the SoNHP vs USF percentage totals by Action in Response to Observed Conduct. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

If an individual selected "I contacted a USF resource" from the above, the following is the specific resource in which they contacted.



The above visual shows the SoNHP vs USF percentage totals by USF Resource Contacted. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Reporting of Observed Conduct

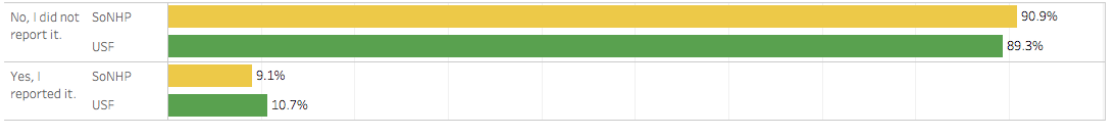
Of those who observed exclusionary, intimidating, offensive, and/or hostile conduct, 91% of the School of Nursing and Health Professions respondent population did not report the incident. Similarly, 89% of the USF Overall respondent population did not report the incident.

Respondents' Reporting of Observed Exclusionary, Intimidating, Offensive, and/or Hostile Conduct
School of Nursing and Health Professions

Reported Observed Hostile Conduct
Students, Faculty & Staff

	SoNHP n	SoNHP %	USF n	USF %
No, I did not report it.	140	90.9%	734	89.3%
Yes, I reported it.	14	9.1%	88	10.7%
Grand Total	154	100.0%	822	100.0%

Reported Observed Hostile Conduct
Students, Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Reported Observed Conduct. The bar lengths illustrate the percentage differences.

Reported Observed Hostile Conduct Detailed Response
Students, Faculty & Staff

	SoNHP	USF
Yes, I reported the incident and was satisfied with the outcome.	<5	12
Yes, I reported the incident, but felt that it was not responded to appropriately.	<5	28
Yes, I reported the incident, and while the outcome is not what I had hoped for, I feel as though my complaint was responded to appropriately.	<5	12

Note: Some of the individuals who claimed having observed hostile conduct and reported it did not specify the outcome of their report.

Unwanted Sexual Experiences

Any form of relationship violence, stalking, unwanted sexual interaction or unwanted sexual contact is considered a form of unwanted sexual conduct. Within the School of Nursing and Health Professions respondent population, 5% of respondents experienced unwanted sexual contact/conduct. In the USF Overall respondent population, 8% experienced unwanted sexual contact/conduct.

Respondents' Experience of Unwanted Sexual Contact/Conduct

School of Nursing and Health Professions

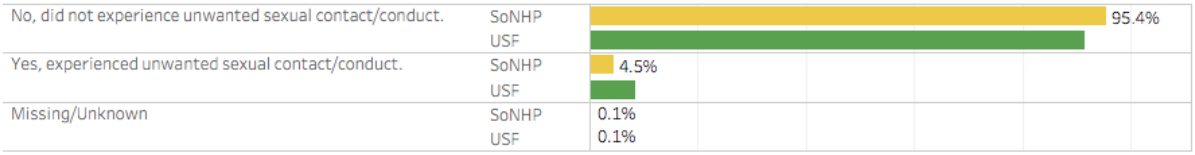
Unwanted Sexual Contact/Conduct

Students, Faculty & Staff

	SoNHP		USF	
	n	%	n	%
No, did not experience unwanted sexual contact/conduct.	658	95.4%	3475	91.5%
Yes, experienced unwanted sexual contact/conduct.	31	4.5%	316	8.3%
Missing/Unknown	<5	0.1%	5	0.1%
Grand Total	690	100.0%	3796	100.0%

Unwanted Sexual Contact/Conduct

Students, Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Unwanted Sexual Contact/Conduct. The bar lengths illustrate the percentage differences.

Unwanted Sexual Conduct by Position, Gender and Racial Identity

Of the 5% of School of Nursing and Health Professions respondents that reported experiencing unwanted sexual contact/conduct, 74% were Undergraduate students, 87% were Women, 45% were White and 26% were Asian/Asian American/South Asian. Of the 8% of USF Overall respondents that reported experiencing unwanted sexual contact/conduct, 73% were Undergraduate students, 84% were Women, 35% were White and 23% were Multiracial.

Respondents' Experiences of Unwanted Sexual Conduct While at USF by Demographic

Position Status, Gender Identity, Racial Identity
School of Nursing and Health Professions

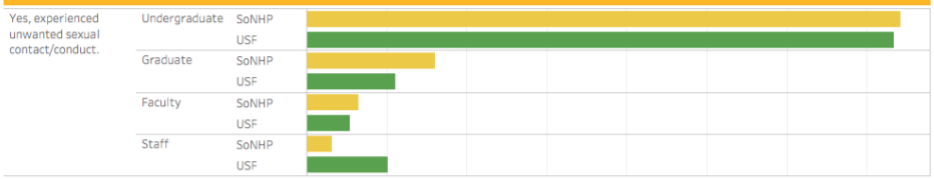
Unwanted Sexual Conduct by Position Status

Students, Faculty & Staff

		SoNHP	USF
Yes, experienced unwanted sexual contact/conduct.	Undergraduate	23	232
	Graduate	5	35
	Faculty	<5	17
	Staff	<5	32

Unwanted Sexual Conduct by Position Status

Students, Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Unwanted Sexual Conduct, separated out by Position. The bar lengths illustrate the percentage differences.

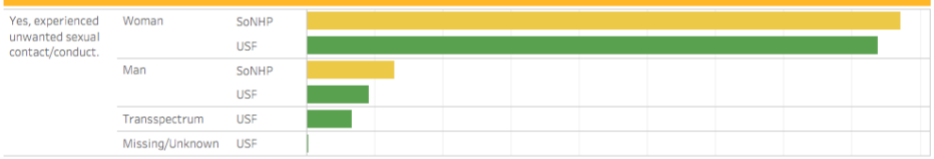
Unwanted Sexual Conduct by Gender Identity

Students, Faculty & Staff

		SoNHP	USF
Yes, experienced unwanted sexual contact/conduct.	Woman	27	265
	Man	<5	29
	Transspectrum		21
	Missing/Unknown		<5

Unwanted Sexual Conduct by Gender Identity

Students, Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Unwanted Sexual Conduct, separated out by Gender Identity. The bar lengths illustrate the percentage differences.

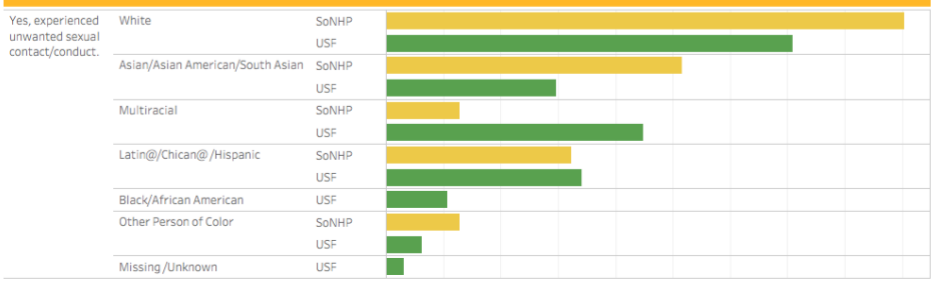
Unwanted Sexual Conduct by Racial Identity

Students, Faculty & Staff

		SoNHP	USF
Yes, experienced unwanted sexual contact/conduct.	White	14	112
	Asian/Asian American/South Asian	8	47
	Multiracial	<5	71
	Latin@/Chican@ /Hispanic	5	54
	Black/African American		17
	Other Person of Color	<5	10
	Missing /Unknown		5

Unwanted Sexual Conduct by Racial Identity

Students, Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Unwanted Sexual Conduct, separated out by Racial Identity. The bar lengths illustrate the percentage differences.

Unwanted Sexual Conduct by Sexual Identity, Disability Status and Religious Affiliation

Of the 5% of School of Nursing and Health Professions respondents that reported experiencing unwanted sexual contact/conduct, 77% were Heterosexual, 84% had No Disability, 55% had No Religious/Spiritual Affiliation and 39% had a Christian Affiliation. Of the 8% of USF Overall respondents that reported experiencing unwanted sexual contact/conduct, 63% were Heterosexual, 73% had No Disability, 49% had No Religious/Spiritual Affiliation and 33% had a Christian Affiliation.

Respondents' Experiences of Unwanted Sexual Conduct While at USF by Demographic

Sexual Identity, Disability Status and Religious Affiliation
School of Nursing and Health Professions

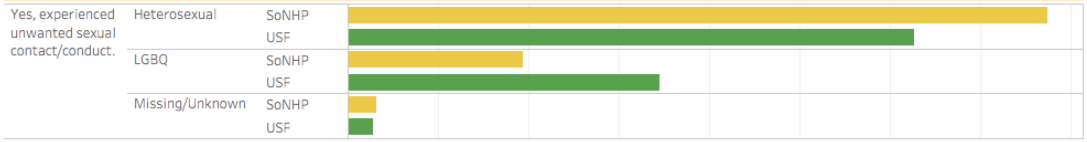
Unwanted Sexual Conduct by Sexual Identity

Students, Faculty & Staff

		SoNHP	USF
Yes, experienced unwanted sexual contact/conduct.	Heterosexual	24	198
	LGBQ	6	109
	Missing/Unknown	<5	9

Unwanted Sexual Conduct by Sexual Identity

Students, Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Unwanted Sexual Conduct, separated out by Sexual Identity. The bar lengths illustrate the percentage differences.

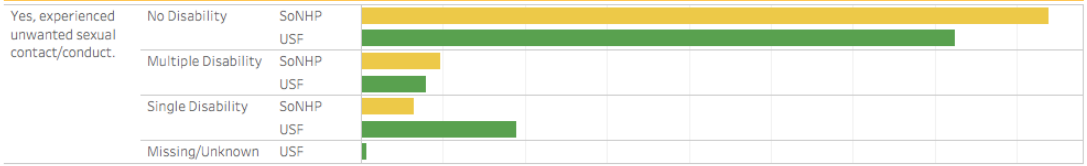
Unwanted Sexual Conduct by Disability Status

Students, Faculty & Staff

		SoNHP	USF
Yes, experienced unwanted sexual contact/conduct.	No Disability	26	229
	Multiple Disability	<5	25
	Single Disability	<5	60
	Missing/Unknown		<5

Unwanted Sexual Conduct by Disability Status

Students, Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Unwanted Sexual Conduct, separated out by Disability Status. The bar lengths illustrate the percentage differences.

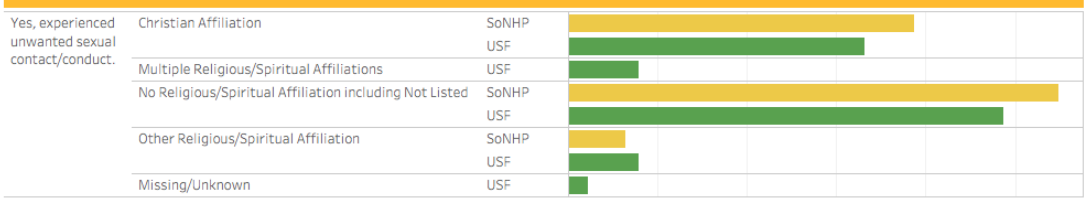
Unwanted Sexual Conduct by Religious Affiliation

Students, Faculty & Staff

		SoNHP	USF
Yes, experienced unwanted sexual contact/conduct.	Christian Affiliation	12	105
	Multiple Religious/Spiritual Affiliations		25
	No Religious/Spiritual Affiliation including Not Listed	17	154
	Other Religious/Spiritual Affiliation	<5	25
	Missing/Unknown		7

Unwanted Sexual Conduct by Religious Affiliation

Students, Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Unwanted Sexual Conduct, separated out by Religious Affiliation. The bar lengths illustrate the percentage differences.

Type of Unwanted Sexual Conduct Experienced

Of those 5% of School of Nursing and Health Professions respondents that experienced unwanted sexual contact/conduct, 84% experienced Unwanted Sexual Interaction, 16% experienced Stalking, 7% experienced Relationship Violence, and 23% experienced Unwanted Sexual Contact. Of the 8% of USF Overall respondents that experienced unwanted sexual contact/conduct, 72% experienced Unwanted Sexual Interaction, 21% experienced Stalking, 15% experienced Relationship Violence, and 31% experienced Unwanted Sexual Contact.

Type of Unwanted Sexual Conduct Experienced
School of Nursing and Health Professions

Unwanted Sexual Contact/Conduct Relationship Violence
(e.g., ridiculed, controlling, hitting)
Students, Faculty & Staff

	SoNHP	USF
No	688	3750
Yes	<5	46

Unwanted Sexual Contact/Conduct Stalking
(e.g., following me, on social media, texting, phone calls)
Students, Faculty & Staff

	SoNHP	USF
No	685	3730
Yes	5	66

Unwanted Sexual Contact/Conduct Unwanted Sexual Interaction
(e.g., cat-calling, repeated sexual advances, sexual harassment)
Students, Faculty & Staff

	SoNHP	USF
No	664	3568
Yes	26	228

Unwanted Sexual Contact/Conduct Unwanted Sexual Contact
(e.g., fondling, rape, sexual assault, penetration without consent)
Students, Faculty & Staff

	SoNHP	USF
No	683	3697
Yes	7	99

The population sizes of the School of Nursing and Health Professions respondents that indicated experiencing Stalking, Relationship Violence, and Unwanted Sexual Contact were too small to show in detail and draw any meaningful conclusions from. However, the population size for respondents that experienced Unwanted Sexual Interaction was just large enough to show in more detail.

Unwanted Sexual Interaction by Undergraduate Year

Of the 5% of School of Nursing and Health Professions respondents that reported experiencing unwanted sexual contact/conduct, 84% (26 respondents) reported experiencing Unwanted Sexual Interaction (e.g., cat-calling, repeated sexual advances, sexual harassment). Of those 84%, 77% (20 respondents) were Undergraduate students. The charts below show the breakdown of when those School of Nursing and Health Professions Undergraduate student respondents experienced such conduct, compared to the USF Undergraduate student respondent population. The Fall

Semester of the First Year had the highest number of experiences of Unwanted Sexual Interaction, for both the School of Nursing and Health Professions Undergraduate respondents, as well as for the USF Undergraduate respondents.

Undergraduate Year Student Respondents Experienced Sexual Interaction
School of Nursing and Health Professions
Undergraduate Students Only

Unwanted Sexual Interaction as a First Year Undergradaute

	SoNHP	USF
Fall Semester	9	80
Spring Semester	4	16
Grand Total	13	96

Unwanted Sexual Interaction as a Second Year Undergradaute

	SoNHP	USF
Fall Semester	<5	44
Spring Semester	<5	8
Summer Semester		<5
Grand Total	6	54

Unwanted Sexual Interaction as a Third Year Undergradaute

	SoNHP	USF
Fall Semester	<5	34
Spring Semester	<5	5
Summer Semester		<5
Grand Total	<5	40

Unwanted Sexual Interaction as a Fourth Year Undergradaute

	SoNHP	USF
Fall Semester	<5	10
Grand Total	<5	10

Unwanted Sexual Interaction by Demographics

Of the School of Nursing and Health Professions respondents that experienced Unwanted Sexual Interaction, 77% were Undergraduate students, 89% were Women, 77% were Heterosexual, 50% were White and 27% were Asian/Asian American/South Asian, 54% had No Religious/Spiritual Affiliation, and 81% had No Disability. Of the USF Overall respondents that experienced Unwanted Sexual Interaction, 72% were Undergraduate students, 85% were Women, 60% were Heterosexual, 37% were White and 23% were Multiracial, 49% had No Religious/Spiritual Affiliation, and 73% had No Disability.

Unwanted Sexual Interaction Demographics
School of Nursing and Health Professions

Sexual Interaction by Position
Students, Faculty & Staff

	SoNHP	USF
Undergraduate	20	165
Graduate	<5	27
Faculty	<5	10
Staff		26

Sexual Interaction by Gender
Students, Faculty & Staff

	SoNHP	USF
Women	23	193
Men	<5	17
Transspectrum		17
Missing/Unknown		<5

Unwanted Sexual Interaction by Sexual Identity
Students, Faculty & Staff

	SoNHP	USF
Heterosexual	20	137
LGBQ	6	83
Missing/Unknown		8

Unwanted Sexual Interaction by Disability
Students, Faculty & Staff

	SoNHP	USF
No Disability	21	166
Single Disability	<5	43
Multiple Disability	<5	17
Missing/Unknown		<5

Unwanted Sexual Interaction by Race
Students, Faculty & Staff

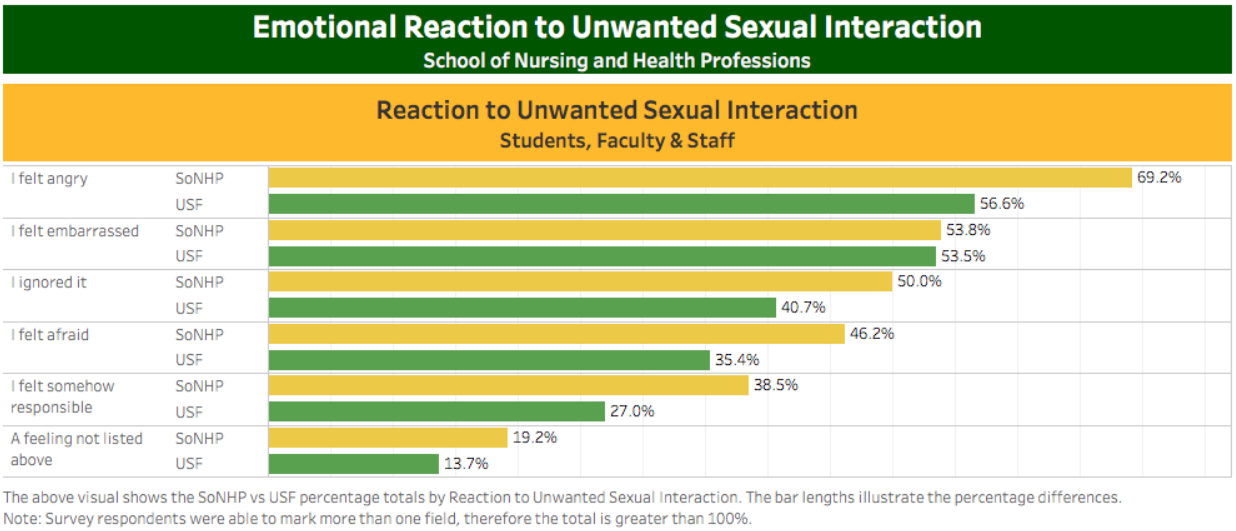
	SoNHP	USF
Asian/Asian American/South Asian	7	36
Black/African American		12
Latin@/Chican@ /Hispanic	<5	32
Missing /Unknown		<5
Multiracial	<5	53
Other Person of Color		7
White	13	85

Unwanted Sexual Interaction by Religion
Students, Faculty & Staff

	SoNHP	USF
Christian Affiliation	10	73
Multiple Religious/Spiritual Affiliations		17
No Religious/Spiritual Affiliation including Not Listed	14	111
Other Religious/Spiritual Affiliation	<5	22
Missing/Unknown		5

Emotional Reaction to Unwanted Sexual Interaction

Of the School of Nursing and Health Professions respondents that experienced Unwanted Sexual Interaction, the most common reaction was that they Felt Angry (69%). Of the USF Overall respondents that experienced Unwanted Sexual Interaction, the most common reaction was that they Felt Angry (57%).



Actions in Response to Unwanted Sexual Interaction

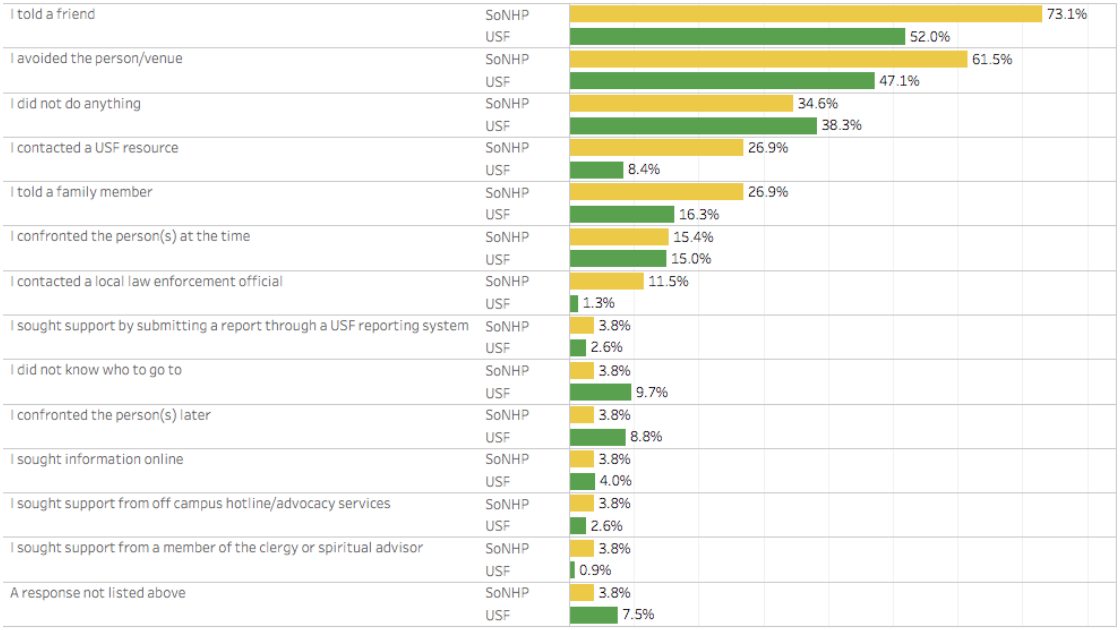
Of the School of Nursing and Health Professions respondents that experienced Unwanted Sexual Interaction, the top actions in response to such conduct were that they Told a Friend (73%) and Avoided the Person/Venue (62%). Twenty-seven percent of School of Nursing and Health Professions respondents that experienced such conduct, indicated that they Contacted a USF Resource. The top two USF resources contacted were USF Public Safety (29%) and USF Counseling and Psychological Services (29%). Of the USF Overall respondents that experienced Unwanted Sexual Interaction, the top actions in response to such conduct were that they Told a Friend (52%) and Avoided the Person/Venue (47%). Eight percent of USF Overall respondents that experienced such conduct, indicated that they Contacted a USF Resource. The top two USF resources contacted were USF Title IX Office/Coordinator (47%) and USF Counseling and Psychological Services (41%).

Actions in Response to Unwanted Sexual Interaction

School of Nursing and Health Professions

Actions in Response to Unwanted Sexual Interaction

Students, Faculty & Staff

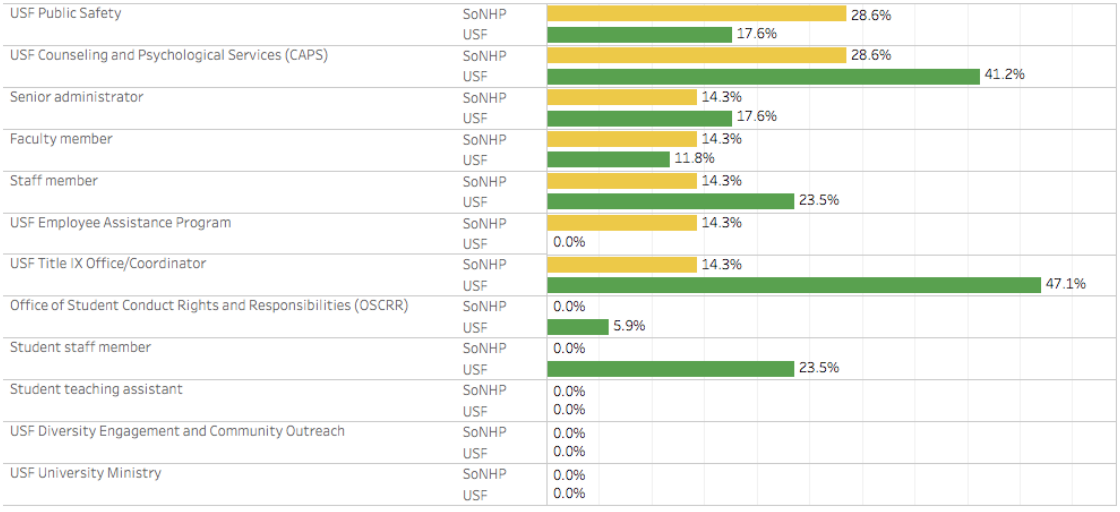


The above visual shows the SoNHP vs USF percentage totals by Action in Response to Unwanted Sexual Interaction. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

If an individual selected "I contacted a USF resource" from the above, the following is the specific resource in which they contacted.

USF Resource Contacted

Students, Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by USF Resource Contacted. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Reporting of Unwanted Sexual Interaction

Of the School of Nursing and Health Professions respondents that experienced Unwanted Sexual Interaction, 81% did not report their experience. Of the USF Overall respondents that experienced Unwanted Sexual Interaction, 89% did not report their experience.

Respondents Officially Reported Unwanted Sexual Interaction
School of Nursing and Health Professions

Reported Sexual Interaction
Students, Faculty & Staff

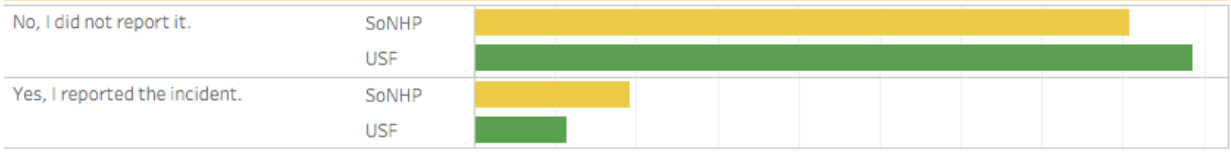
	SoNHP	USF
No, I did not report it.	21	201
Yes, I reported the incident.	5	26

If an individual selected "Yes, I reported it." from the above, the following is the detailed response.

Reported Sexual Interaction Detailed Reponse
Students, Faculty & Staff

	SoNHP	USF
Yes, I reported the incident, but felt that it was not responded to appropriately.	<5	8
Yes, I reported the incident and was satisfied with the outcome.	<5	8
Yes, I reported the incident, and while the outcome is not what I had hoped for, I feel as though my complaint was responded to appropriately.	<5	7

Reported Sexual Interaction
Students, Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Reported Sexual Interaction. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the totals are greater than 100%.

Knowledge of Sexual Misconduct:

In respect to sexual misconduct, respondents were asked their knowledge of unwanted sexual contact/conduct definitions, policies, and resources. The majority of School of Nursing and Health Professions respondents agreed to having a broad knowledge of definitions, policies, and resources surrounding unwanted sexual conduct. Several areas within the School of Nursing and Health Professions population negatively stood out, however. Twenty-two percent of

respondents “disagreed” or “strongly disagreed” with the statement, “I am aware of prevention programs offered at USF.” Twenty-two percent of respondents “disagreed” or “strongly disagreed" with the statement, “I know that information about the prevalence of sex offenses are available in the USF Annual Security and Fire Safety Report”. Finally, twenty-four percent of respondents “disagreed” or “strongly disagreed” with the statement, “I know how and where to report such incidents.” The majority of USF Overall respondents also agreed to having a broad knowledge of definitions, policies, and resources surrounding unwanted sexual conduct. A couple areas did negatively stand out, however. Twenty percent of USF Overall respondents “disagreed” or “strongly disagreed” with the statement, “I know that information about the prevalence of sex offenses are available in the USF Annual Security and Fire Safety Report”. In addition, eighteen percent of respondents “disagreed” or “strongly disagreed” with the statement, “I am aware of prevention programs offered at USF.”

Respondents' Knowledge of Unwanted Sexual Contact/Conduct Definitions, Policies, and Resources

School of Nursing and Health Professions
Students, Faculty & Staff

I am aware of the definition of Affirmative Consent
Students, Faculty & Staff

	SoNHP	USF
Strongly agree	307	2177
Agree	305	1279
Neither agree nor disagree	42	177
Disagree	27	130
Strongly disagree	7	21
Missing/Unknown	<5	12

I am generally aware of the role of USF Title IX Coordinator with regard to reporting incidents of unwanted sexual contact/conduct
Students, Faculty & Staff

	SoNHP	USF
Strongly agree	216	1575
Agree	336	1583
Neither agree nor disagree	72	303
Disagree	52	259
Strongly disagree	12	49
Missing/Unknown	<5	27

I am aware of prevention programs offered at USF
Students, Faculty & Staff

	SoNHP	USF
Strongly agree	163	1151
Agree	272	1435
Neither agree nor disagree	105	527
Disagree	130	577
Strongly disagree	19	91
Missing/Unknown	<5	15

I know how and where to report such incidents
Students, Faculty & Staff

	SoNHP	USF
Strongly agree	138	1157
Agree	274	1445
Neither agree nor disagree	106	558
Disagree	150	537
Strongly disagree	18	75
Missing/Unknown	<5	24

I am familiar with the campus policies on addressing sexual misconduct, relationship violence, and stalking
Students, Faculty & Staff

	SoNHP	USF
Strongly agree	176	1279
Agree	317	1559
Neither agree nor disagree	98	437
Disagree	86	425
Strongly disagree	12	67
Missing/Unknown	<5	29

I am generally aware of the campus resources listed on the USF Title IX website
Students, Faculty & Staff

	SoNHP	USF
Strongly agree	158	1147
Agree	300	1566
Neither agree nor disagree	104	509
Disagree	111	469
Strongly disagree	12	70
Missing/Unknown	5	35

Respondents' Knowledge of Unwanted Sexual Contact/Conduct Definitions, Policies, and Resources
School of Nursing and Health Professions
Students, Faculty & Staff

I have a responsibility to report such incidents when I see them occurring on- or off-campus
Students, Faculty & Staff

	SoNHP	USF
Strongly agree	353	2109
Agree	288	1343
Neither agree nor disagree	36	258
Disagree	8	35
Strongly disagree	<5	20
Missing/Unknown	<5	31

I understand that USF code of conduct and penalties differ from standards of conduct and penalties under the criminal law
Students, Faculty & Staff

	SoNHP	USF
Strongly agree	221	1452
Agree	303	1538
Neither agree nor disagree	104	480
Disagree	49	241
Strongly disagree	10	48
Missing/Unknown	<5	37

I know that information about the prevalence of sex offenses are available in the USF Annual Security and Fire Safety Report
Students, Faculty & Staff

	SoNHP	USF
Strongly agree	164	1134
Agree	257	1262
Neither agree nor disagree	112	584
Disagree	136	653
Strongly disagree	18	122
Missing/Unknown	<5	41

I know that USF sends a Public Safety Crime Bulletin to the campus community when such an incident occurs
Students, Faculty & Staff

	SoNHP	USF
Strongly agree	293	1876
Agree	302	1352
Neither agree nor disagree	46	283
Disagree	41	209
Strongly disagree	6	49
Missing/Unknown	<5	27

Perceived Environment

The final section of the report describes responses to survey items focused on the subgroup's perceptions of the USF environment. This section will be divided out by Students, Faculty and Staff.

Students Perceived Environment

Considered Leaving USF

The survey asked student respondents if they had ever seriously considered leaving USF, and if they had, they were then asked why. Twenty-four percent of School of Nursing and Health

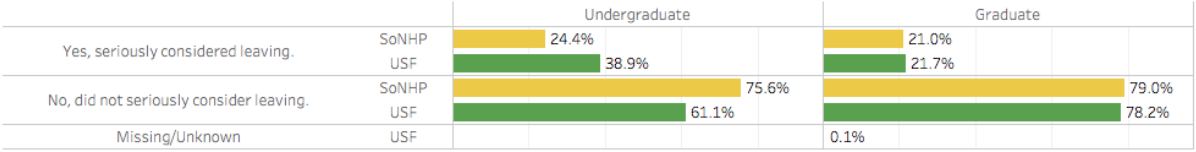
Professions Undergraduate respondents, and twenty-one percent of School of Nursing and Health Professions Graduate student respondents indicated that they had seriously considered leaving. In comparison, thirty-nine percent of USF Overall Undergraduate student respondents, and twenty-two percent of USF Graduate student respondents indicated that they had seriously considered leaving.

Respondents Seriously Considered Leaving USF in Past Year
School of Nursing and Health Professions

Considered Leaving USF
Undergraduate & Graduate Students

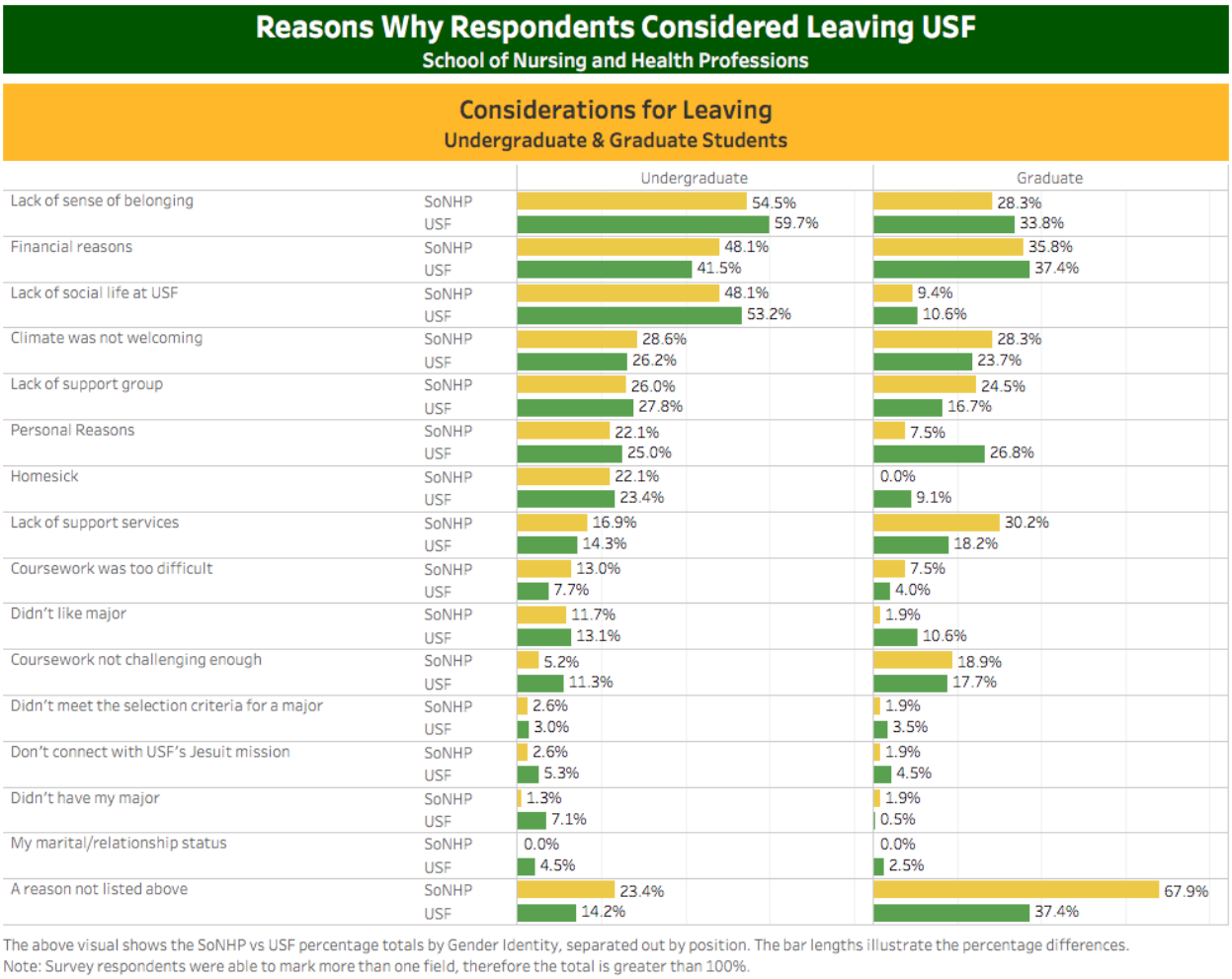
		SoNHP		USF	
		n	%	n	%
Undergraduate	Yes, seriously considered leaving.	77	24.4%	667	38.9%
	No, did not seriously consider leaving.	239	75.6%	1049	61.1%
Graduate	Yes, seriously considered leaving.	54	21.0%	201	21.7%
	No, did not seriously consider leaving.	203	79.0%	726	78.2%
	Missing/Unknown			<5	0.1%

Considered Leaving USF
Undergraduate & Graduate Students



The above visual shows the SoNHP vs USF percentage totals by Considered Leaving USF, separated out by position. The bar lengths illustrate the percentage differences.

Of the 24% of School of Nursing and Health Professions Undergraduate students that indicated they had seriously considered leaving USF, the top three reasons provided were Lack of Sense of Belonging (55%), Financial Reasons (48%), and Lack of Social Life at USF (48%). Of the 21% of School of Nursing and Health Professions Graduate student respondents that indicated they had seriously considered leaving USF, the top reasons provided was a Reason Not Listed (68%). Of the 39% of USF Undergraduate student respondents that indicated they had seriously considered leaving USF, the top reasons provided were a Lack of Sense of Belonging (60%), and a Lack of Social Life at USF (53%). Of the 22% of USF Graduate student respondents that indicated they had seriously considered leaving USF, the top reasons provided were a Reason Not Listed Above (37%), and Financial Reasons (37%).



The above visual shows the SoNHP vs USF percentage totals by Gender Identity, separated out by position. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Perception of Campus Climate

The survey queried student respondents about their perception of the climate in the classroom. The perception of climate in the classroom of Undergraduate and Graduate student respondents within the School of Nursing and Health Professions, was generally positive. However, one area did leave room for improvement. Thirty-nine percent of Undergraduate and Graduate student respondents in the School of Nursing and Health Professions "agreed" or "strongly agreed" with the statement "I think that faculty prejudge my ability based on their perception of my identity/background." Within the USF Undergraduate and Graduate student respondent population, 36% of student respondents also "agreed" or "strongly agreed" with this statement.

Student Respondents' Perception of Campus Climate

School of Nursing and Health Professions

I think that faculty prejudge my abilities based on their perception of my identity/background
Undergraduate & Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly agree	88	15.4%	397	15.0%
Agree	134	23.4%	563	21.3%
Neither agree nor disagree	130	22.7%	709	26.8%
Disagree	142	24.8%	626	23.7%
Strongly disagree	66	11.5%	314	11.9%
Missing/Unknown	13	2.3%	35	1.3%
Grand Total	573	100.0%	2644	100.0%

I believe that the campus climate encourages free and open discussion of difficult topics
Undergraduate & Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly agree	166	29.0%	748	28.3%
Agree	240	41.9%	1118	42.3%
Neither agree nor disagree	105	18.3%	478	18.1%
Disagree	35	6.1%	184	7.0%
Strongly disagree	20	3.5%	86	3.3%
Missing/Unknown	7	1.2%	30	1.1%
Grand Total	573	100.0%	2644	100.0%

I have faculty whom I perceive as role models
Undergraduate & Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly agree	224	39.1%	950	35.9%
Agree	227	39.6%	980	37.1%
Neither agree nor disagree	82	14.3%	518	19.6%
Disagree	17	3.0%	134	5.1%
Strongly disagree	14	2.4%	46	1.7%
Missing/Unknown	9	1.6%	16	0.6%
Grand Total	573	100.0%	2644	100.0%

I have staff whom I perceive as role models
Undergraduate & Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly agree	163	28.4%	671	25.4%
Agree	205	35.8%	784	29.7%
Neither agree nor disagree	145	25.3%	861	32.6%
Disagree	35	6.1%	235	8.9%
Strongly disagree	17	3.0%	72	2.7%
Missing/Unknown	8	1.4%	21	0.8%
Grand Total	573	100.0%	2644	100.0%

Feelings of Value

Students were asked to indicate the extent to which they "agreed" with a number of statements on feelings of value. Overall, Undergraduate and Graduate students in the School of Nursing and Health Professions reported feeling valued. This is consistent with the USF Student respondent population.

Student Respondents' Feelings of Value
"Please indicate the extent to which you agree with each of the following statements."
School of Nursing and Health Professions

I feel valued by USF faculty
Undergraduate & Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly agree	173	30.2%	889	33.6%
Agree	265	46.2%	1227	46.4%
Neither agree nor disagree	80	14.0%	380	14.4%
Disagree	35	6.1%	111	4.2%
Strongly disagree	14	2.4%	24	0.9%
Missing/Unknown	6	1.0%	13	0.5%
Grand Total	573	100.0%	2644	100.0%

I feel valued by USF staff
Undergraduate & Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly agree	158	27.6%	789	29.8%
Agree	267	46.6%	1144	43.3%
Neither agree nor disagree	89	15.5%	519	19.6%
Disagree	46	8.0%	126	4.8%
Strongly disagree	7	1.2%	44	1.7%
Missing/Unknown	6	1.0%	22	0.8%
Grand Total	573	100.0%	2644	100.0%

I feel valued by USF senior administrators
Undergraduate & Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly agree	126	22.0%	559	21.1%
Agree	200	34.9%	804	30.4%
Neither agree nor disagree	152	26.5%	853	32.3%
Disagree	57	9.9%	293	11.1%
Strongly disagree	30	5.2%	107	4.0%
Missing/Unknown	8	1.4%	28	1.1%
Grand Total	573	100.0%	2644	100.0%

I feel valued by faculty in the classroom
Undergraduate & Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly agree	179	31.2%	920	34.8%
Agree	271	47.3%	1307	49.4%
Neither agree nor disagree	80	14.0%	313	11.8%
Disagree	27	4.7%	65	2.5%
Strongly disagree	7	1.2%	14	0.5%
Missing/Unknown	9	1.6%	25	0.9%
Grand Total	573	100.0%	2644	100.0%

I feel valued by other students in classroom
Undergraduate & Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly agree	173	30.2%	715	27.0%
Agree	280	48.9%	1182	44.7%
Neither agree nor disagree	82	14.3%	563	21.3%
Disagree	22	3.8%	133	5.0%
Strongly disagree	8	1.4%	28	1.1%
Missing/Unknown	8	1.4%	23	0.9%
Grand Total	573	100.0%	2644	100.0%

I feel valued by other students outside the classroom
Undergraduate & Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly agree	144	25.1%	627	23.7%
Agree	242	42.2%	1064	40.2%
Neither agree nor disagree	142	24.8%	697	26.4%
Disagree	27	4.7%	165	6.2%
Strongly disagree	7	1.2%	44	1.7%
Missing/Unknown	11	1.9%	47	1.8%
Grand Total	573	100.0%	2644	100.0%

Graduate Student Perceptions

Graduate students, specifically, were asked how they felt about their experience at USF. There were several areas with room for improvement. Regarding advising, 27% of School of Nursing and Health Professions respondents "disagreed" or "strongly disagreed" with the statement, "I am satisfied with the quality of advising I have received from my department/program." In comparison, 14% of the USF Graduate student respondents "disagreed" or "strongly disagreed" with the statement. There were also two areas with room for improvement within the department/program. Thirty-six percent of respondents within the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "There are adequate opportunities for me to interact with other university faculty outside of my department." In comparison, 21% of the USF Graduate student respondents "disagreed" or "strongly disagreed" with the statement. In addition, twenty-five percent of respondents within the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "My

department/program has provided me opportunities to serve the department or university in various capacities outside of teaching or research." In comparison, 17% of the USF Graduate student respondents "disagreed" or "strongly disagreed" with the statement.

Graduate Student Respondents' Perceptions of Advising

"As a graduate student I feel..."

School of Nursing and Health Professions

I am satisfied with the quality of advising I have received from my department/program
Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly agree	49	19.1%	275	29.6%
Agree	90	35.0%	354	38.1%
Neither agree nor disa..	47	18.3%	163	17.6%
Disagree	48	18.7%	88	9.5%
Strongly disagree	22	8.6%	42	4.5%
Missing/Unknown	<5	0.4%	6	0.6%
Grand Total	257	100.0%	928	100.0%

I have adequate access to advising
Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly agree	57	22.2%	305	32.9%
Agree	96	37.4%	388	41.8%
Neither agree nor disagree	47	18.3%	130	14.0%
Disagree	44	17.1%	73	7.9%
Strongly disagree	11	4.3%	24	2.6%
Missing/Unknown	<5	0.8%	8	0.9%
Grand Total	257	100.0%	928	100.0%

I have adequate support from my advisor/chair to complete my program
Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly agree	66	25.7%	330	35.6%
Agree	92	35.8%	343	37.0%
Neither agree nor disagree	47	18.3%	161	17.3%
Disagree	40	15.6%	59	6.4%
Strongly disagree	11	4.3%	29	3.1%
Missing/Unknown	<5	0.4%	6	0.6%
Grand Total	257	100.0%	928	100.0%

My advisor/chair provides clear expectations
Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly agree	59	23.0%	304	32.8%
Agree	96	37.4%	341	36.7%
Neither agree nor disagree	56	21.8%	177	19.1%
Disagree	33	12.8%	73	7.9%
Strongly disagree	12	4.7%	24	2.6%
Missing/Unknown	<5	0.4%	9	1.0%
Grand Total	257	100.0%	928	100.0%

My advisor/chair responds to my emails, calls, or voicemails in a prompt manner
Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly agree	66	25.7%	361	38.9%
Agree	105	40.9%	349	37.6%
Neither agree nor disagree	53	20.6%	147	15.8%
Disagree	24	9.3%	39	4.2%
Strongly disagree	8	3.1%	18	1.9%
Missing/Unknown	<5	0.4%	14	1.5%
Grand Total	257	100.0%	928	100.0%

Graduate Student Respondents' Perceptions of Department/Program

"As a graduate student I feel..."

School of Nursing and Health Professions

Department/program faculty members (other than my advisor) respond to my emails, calls, or voicemails in a prompt manner
Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly agree	79	30.7%	379	40.8%
Agree	122	47.5%	400	43.1%
Neither agree nor disagree	26	10.1%	98	10.6%
Disagree	20	7.8%	33	3.6%
Strongly disagree	9	3.5%	12	1.3%
Missing/Unknown	<5	0.4%	6	0.6%
Grand Total	257	100.0%	928	100.0%

Department/program staff members respond to my emails, calls, or voicemails in a prompt manner
Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly agree	74	28.8%	373	40.2%
Agree	117	45.5%	394	42.5%
Neither agree nor disagree	32	12.5%	111	12.0%
Disagree	22	8.6%	33	3.6%
Strongly disagree	9	3.5%	8	0.9%
Missing/Unknown	<5	1.2%	9	1.0%
Grand Total	257	100.0%	928	100.0%

There are adequate opportunities for me to interact with other university faculty outside of my department
Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly agree	33	12.8%	205	22.1%
Agree	74	28.8%	267	28.8%
Neither agree nor disagree	56	21.8%	251	27.0%
Disagree	65	25.3%	140	15.1%
Strongly disagree	28	10.9%	57	6.1%
Missing/Unknown	<5	0.4%	8	0.9%
Grand Total	257	100.0%	928	100.0%

I receive support from my advisor to pursue personal research interests
Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly agree	48	18.7%	245	26.4%
Agree	73	28.4%	265	28.6%
Neither agree nor disagree	79	30.7%	293	31.6%
Disagree	37	14.4%	67	7.2%
Strongly disagree	19	7.4%	43	4.6%
Missing/Unknown	<5	0.4%	15	1.6%
Grand Total	257	100.0%	928	100.0%

My department/program faculty members encourage me to produce publications and present research
Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly agree	49	19.1%	225	24.2%
Agree	88	34.2%	269	29.0%
Neither agree nor disagree	72	28.0%	260	28.0%
Disagree	26	10.1%	113	12.2%
Strongly disagree	19	7.4%	48	5.2%
Missing/Unknown	<5	1.2%	13	1.4%
Grand Total	257	100.0%	928	100.0%

My department/program has provided me opportunities to serve the department or university in various capacities outside of teaching or research
Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly agree	40	15.6%	229	24.7%
Agree	77	30.0%	277	29.8%
Neither agree nor disagree	76	29.6%	252	27.2%
Disagree	43	16.7%	108	11.6%
Strongly disagree	20	7.8%	52	5.6%
Missing/Unknown	<5	0.4%	10	1.1%
Grand Total	257	100.0%	928	100.0%

I feel comfortable sharing my professional goals with my advisor
Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly agree	78	30.4%	376	40.5%
Agree	112	43.6%	347	37.4%
Neither agree nor disagree	44	17.1%	149	16.1%
Disagree	14	5.4%	21	2.3%
Strongly disagree	8	3.1%	21	2.3%
Missing/Unknown	<5	0.4%	14	1.5%
Grand Total	257	100.0%	928	100.0%

Academic Experience

Students were asked to indicate the extent to which they "agreed" with a number of statements regarding their academic experience at USF. Overall, Undergraduate and Graduate student

respondents within the School of Nursing and Health Professions reported having a positive academic experience. However, there was one area with a high percentage of negativity. Fifty-two percent of School of Nursing and Health Professions student respondents "agreed" or "strongly agreed" with the statement, "Few of my courses this year have been intellectually stimulating." Forty-seven percent of USF Undergraduate and Graduate student respondents "agreed" or "strongly agreed" with this statement.

Academic Experience at USF

School of Nursing and Health Professions

I am performing up to my full academic potential
Undergraduate & Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly Agree	190	33.2%	731	27.6%
Agree	292	51.0%	1318	49.8%
Neither agree nor disagree	48	8.4%	324	12.3%
Disagree	38	6.6%	240	9.1%
Strongly Disagree	<5	0.7%	27	1.0%
Missing/Unknown	<5	0.2%	<5	0.2%
Grand Total	573	100.0%	2644	100.0%

Few of my courses this year have been intellectually stimulating
Undergraduate & Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly Agree	112	19.5%	418	15.8%
Agree	186	32.5%	826	31.2%
Neither agree nor disagree	67	11.7%	397	15.0%
Disagree	144	25.1%	701	26.5%
Strongly Disagree	61	10.6%	284	10.7%
Missing/Unknown	<5	0.5%	18	0.7%
Grand Total	573	100.0%	2644	100.0%

I am satisfied with my academic experience at USF
Undergraduate & Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly Agree	141	24.6%	691	26.1%
Agree	285	49.7%	1401	53.0%
Neither agree nor disagree	81	14.1%	383	14.5%
Disagree	44	7.7%	123	4.7%
Strongly Disagree	16	2.8%	28	1.1%
Missing/Unknown	6	1.0%	18	0.7%
Grand Total	573	100.0%	2644	100.0%

I am satisfied with the extent of my intellectual development since enrolling at USF
Undergraduate & Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly Agree	158	27.6%	815	30.8%
Agree	310	54.1%	1318	49.8%
Neither agree nor disagree	63	11.0%	360	13.6%
Disagree	32	5.6%	111	4.2%
Strongly Disagree	6	1.0%	22	0.8%
Missing/Unknown	<5	0.7%	18	0.7%
Grand Total	573	100.0%	2644	100.0%

I have performed academically as well as I anticipated I would
Undergraduate & Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly Agree	156	27.2%	678	25.6%
Agree	286	49.9%	1140	43.1%
Neither agree nor disagree	87	15.2%	488	18.5%
Disagree	33	5.8%	272	10.3%
Strongly Disagree	9	1.6%	48	1.8%
Missing/Unknown	<5	0.3%	18	0.7%
Grand Total	573	100.0%	2644	100.0%

My academic experience has had a positive influence on my intellectual growth and interest in ideas
Undergraduate & Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly Agree	199	34.7%	968	36.6%
Agree	285	49.7%	1253	47.4%
Neither agree nor disagree	58	10.1%	303	11.5%
Disagree	18	3.1%	77	2.9%
Strongly Disagree	8	1.4%	17	0.6%
Missing/Unknown	5	0.9%	26	1.0%
Grand Total	573	100.0%	2644	100.0%

Academic Experience at USF
School of Nursing and Health Professions

My academic experience has had a positive influence on my intellectual growth and interest in ideas
Undergraduate & Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly Agree	199	34.7%	968	36.6%
Agree	285	49.7%	1253	47.4%
Neither agree nor disagree	58	10.1%	303	11.5%
Disagree	18	3.1%	77	2.9%
Strongly Disagree	8	1.4%	17	0.6%
Missing/Unknown	5	0.9%	26	1.0%
Grand Total	573	100.0%	2644	100.0%

My interest in ideas and intellectual matters has increased since coming to USF
Undergraduate & Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly Agree	195	34.0%	1041	39.4%
Agree	270	47.1%	1153	43.6%
Neither agree nor disa..	75	13.1%	324	12.3%
Disagree	24	4.2%	98	3.7%
Strongly Disagree	<5	0.5%	18	0.7%
Missing/Unknown	6	1.0%	10	0.4%
Grand Total	573	100.0%	2644	100.0%

Thinking ahead, it is likely that I will leave USF without meeting my academic goal
Undergraduate & Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly Agree	21	3.7%	115	4.3%
Agree	22	3.8%	135	5.1%
Neither agree nor disagree	52	9.1%	350	13.2%
Disagree	112	19.5%	699	26.4%
Strongly Disagree	364	63.5%	1338	50.6%
Missing/Unknown	<5	0.3%	7	0.3%
Grand Total	573	100.0%	2644	100.0%

I intend to graduate from USF
Undergraduate & Graduate Students

	SoNHP		USF	
	n	%	n	%
Strongly Agree	419	73.1%	1688	63.8%
Agree	130	22.7%	670	25.3%
Neither agree nor disagree	21	3.7%	216	8.2%
Disagree	<5	0.2%	35	1.3%
Strongly Disagree			16	0.6%
Missing/Unknown	<5	0.3%	19	0.7%
Grand Total	573	100.0%	2644	100.0%

Institutional Initiatives

Students were also asked about their perception of a number of institutional initiatives. Within the School of Nursing and Health Professions population, of the Undergraduate and Graduate students that answered the question believing the initiative was currently available, the majority reported that the initiative positively influences climate. Similarly, of the Undergraduate and Graduate students that answered the question believing that the initiative was not currently available, the majority reported that the initiative would positively influence climate. This was in line with the results from the USF Student respondent population.

Student Respondents' Perceptions of Institutional Initiatives

Based on your knowledge of the availability of the following institutional initiatives, please indicate how each influences or would influence the climate at USF.

School of Nursing and Health Professions

The left column shows the respondents thoughts on how various initiatives influenced the climate at USF, if they were believed to be currently available. The right column shows the respondents thoughts on how initiatives would influence the climate if they were not currently available, and made available in the future.

Providing equity and inclusion training for students Undergraduate & Graduate Students

	SoNHP	USF
Positively influences climate	367	1629
Has no influence on climate	45	245
Negatively influences climate	6	33
Missing/Unknown	155	737
Grand Total	573	2644

Providing equity and inclusion training for students Undergraduate & Graduate Students

	SoNHP	USF
Would positively influence climate	96	436
Would have no influence on climate	15	81
Would negatively influence climate	<5	11
Missing/Unknown	460	2116
Grand Total	573	2644

Providing equity and inclusion training for staff Undergraduate & Graduate Students

	SoNHP	USF
Positively influences climate	361	1626
Has no influence on climate	39	237
Negatively influences climate	7	29
Missing/Unknown	166	752
Grand Total	573	2644

Providing equity and inclusion training for staff Undergraduate & Graduate Students

	SoNHP	USF
Would positively influence climate	102	441
Would have no influence on climate	12	60
Would negatively influence climate	<5	14
Missing/Unknown	455	2129
Grand Total	573	2644

Providing equity and inclusion training for faculty Undergraduate & Graduate Students

	SoNHP	USF
Positively influences climate	365	1621
Has no influence on climate	38	234
Negatively influences climate	<5	25
Missing/Unknown	167	764
Grand Total	573	2644

Providing equity and inclusion training for faculty Undergraduate & Graduate Students

	SoNHP	USF
Would positively influence climate	103	433
Would have no influence on climate	11	56
Would negatively influence climate	<5	15
Missing/Unknown	456	2140
Grand Total	573	2644

Providing access to counseling for people who have experienced harassment or other discriminatory behavior Undergraduate & Graduate Students

	SoNHP	USF
Positively influences climate	422	1968
Has no influence on climate	24	151
Negatively influences climate	<5	18
Missing/Unknown	125	507
Grand Total	573	2644

Providing access to counseling for people who have experienced harassment or other discriminatory behavior Undergraduate & Graduate Students

	SoNHP	USF
Would positively influence climate	66	220
Would have no influence on climate	5	23
Would negatively influence climate	<5	17
Missing/Unknown	499	2384
Grand Total	573	2644

Providing access to counseling for people accused of harassment or other discriminatory behavior Undergraduate & Graduate Students

	SoNHP	USF
Positively influences climate	390	1793
Has no influence on climate	34	185
Negatively influences climate	<5	20
Missing/Unknown	145	646
Grand Total	573	2644

Providing access to counseling for people accused of harassment or other discriminatory behavior Undergraduate & Graduate Students

	SoNHP	USF
Would positively influence climate	80	316
Would have no influence on climate	9	44
Would negatively influence climate	<5	24
Missing/Unknown	481	2260
Grand Total	573	2644

Providing due process for people who have experienced harassment or other discriminatory behavior Undergraduate & Graduate Students

	SoNHP	USF
Positively influences climate	389	1805
Has no influence on climate	30	184
Negatively influences climate	<5	21
Missing/Unknown	150	634
Grand Total	573	2644

Providing due process for people who have experienced harassment or other discriminatory behavior Undergraduate & Graduate Students

	SoNHP	USF
Would positively influence climate	85	299
Would have no influence on climate	5	33
Would negatively influence climate	<5	26
Missing/Unknown	481	2286
Grand Total	573	2644

Student Respondents' Perceptions of Institutional Initiatives

Based on your knowledge of the availability of the following institutional initiatives, please indicate how each influences or would influence the climate at USF.

School of Nursing and Health Professions

The left column shows the respondents thoughts on how various initiatives influenced the climate at USF, if they were believed to be currently available. The right column shows the respondents thoughts on how initiatives would influence the climate if they were not currently available, and made available in the future.

Providing due process for people accused of harassment or other discriminatory behavior
Undergraduate & Graduate Students

	SoNHP	USF
Positively influences climate	377	1681
Has no influence on climate	37	220
Negatively influences climate	5	41
Missing/Unknown	154	702
Grand Total	573	2644

Providing due process for people accused of harassment or other discriminatory behavior
Undergraduate & Graduate Students

	SoNHP	USF
Would positively influence climate	90	322
Would have no influence on climate	7	53
Would negatively influence climate	<5	33
Missing/Unknown	472	2236
Grand Total	573	2644

Providing a person to address student complaints of bias by faculty/staff in learning environments
Undergraduate & Graduate Students

	SoNHP	USF
Positively influences climate	348	1569
Has no influence on climate	30	231
Negatively influences climate	6	30
Missing/Unknown	189	814
Grand Total	573	2644

Providing a person to address student complaints of bias by faculty/staff in learning environments
Undergraduate & Graduate Students

	SoNHP	USF
Would positively influence climate	118	457
Would have no influence on climate	12	58
Would negatively influence climate	<5	20
Missing/Unknown	439	2109
Grand Total	573	2644

Providing a person to address student complaints of bias by other students in learning environments
Undergraduate & Graduate Students

	SoNHP	USF
Positively influences climate	357	1544
Has no influence on climate	33	239
Negatively influences climate	5	41
Missing/Unknown	178	820
Grand Total	573	2644

Providing a person to address student complaints of bias by other students in learning environments
Undergraduate & Graduate Students

	SoNHP	USF
Would positively influence climate	109	433
Would have no influence on climate	12	71
Would negatively influence climate	5	22
Missing/Unknown	447	2118
Grand Total	573	2644

Increasing opportunities for cross-cultural dialogue among students
Undergraduate & Graduate Students

	SoNHP	USF
Positively influences climate	367	1635
Has no influence on climate	35	197
Negatively influences climate	5	20
Missing/Unknown	166	792
Grand Total	573	2644

Increasing opportunities for cross-cultural dialogue among students
Undergraduate & Graduate Students

	SoNHP	USF
Would positively influence climate	99	449
Would have no influence on climate	14	41
Would negatively influence climate		14
Missing/Unknown	460	2140
Grand Total	573	2644

Increasing opportunities for cross-cultural dialogue between faculty, staff, and students
Undergraduate & Graduate Students

	SoNHP	USF
Positively influences climate	346	1572
Has no influence on climate	38	212
Negatively influences climate	<5	22
Missing/Unknown	187	838
Grand Total	573	2644

Increasing opportunities for cross-cultural dialogue between faculty, staff, and students
Undergraduate & Graduate Students

	SoNHP	USF
Would positively influence climate	120	478
Would have no influence on climate	12	49
Would negatively influence climate	<5	15
Missing/Unknown	439	2102
Grand Total	573	2644

Incorporating issues of diversity and cross-cultural competence more effectively into the curriculum
Undergraduate & Graduate Students

	SoNHP	USF
Positively influences climate	367	1640
Has no influence on climate	44	224
Negatively influences climate	<5	28
Missing/Unknown	160	752
Grand Total	573	2644

Incorporating issues of diversity and cross-cultural competence more effectively into the curriculum
Undergraduate & Graduate Students

	SoNHP	USF
Would positively influence climate	92	396
Would have no influence on climate	16	44
Would negatively influence climate	<5	12
Missing/Unknown	463	2192
Grand Total	573	2644

Student Respondents' Perceptions of Institutional Initiatives

Based on your knowledge of the availability of the following institutional initiatives, please indicate how each influences or would influence the climate at USF.

School of Nursing and Health Professions

The left column shows the respondents thoughts on how various initiatives influenced the climate at USF, if they were believed to be currently available. The right column shows the respondents thoughts on how initiatives would influence the climate if they were not currently available, and made available in the future.

Providing effective faculty mentorship of students Undergraduate & Graduate Students

	SoNHP	USF
Positively influences climate	384	1656
Has no influence on climate	28	183
Negatively influences climate	<5	22
Missing/Unknown	158	783
Grand Total	573	2644

Providing effective faculty mentorship of students Undergraduate & Graduate Students

	SoNHP	USF
Would positively influence climate	94	437
Would have no influence on climate	9	32
Would negatively influence climate	<5	12
Missing/Unknown	467	2163
Grand Total	573	2644

Providing effective faculty academic advising Undergraduate & Graduate Students

	SoNHP	USF
Positively influences climate	394	1765
Has no influence on climate	30	195
Negatively influences climate	<5	20
Missing/Unknown	145	664
Grand Total	573	2644

Providing effective faculty academic advising Undergraduate & Graduate Students

	SoNHP	USF
Would positively influence climate	81	325
Would have no influence on climate	7	27
Would negatively influence climate	<5	12
Missing/Unknown	483	2280
Grand Total	573	2644

Providing immediate access for students to CASA Undergraduate & Graduate Students

	SoNHP	USF
Positively influences climate	363	1621
Has no influence on climate	44	279
Negatively influences climate	5	22
Missing/Unknown	161	722
Grand Total	573	2644

Providing immediate access for students to CASA Undergraduate & Graduate Students

	SoNHP	USF
Would positively influence climate	80	330
Would have no influence on climate	13	57
Would negatively influence climate	<5	14
Missing/Unknown	476	2243
Grand Total	573	2644

Providing diversity training for student staff Undergraduate & Graduate Students

	SoNHP	USF
Positively influences climate	370	1659
Has no influence on climate	37	219
Negatively influences climate	<5	23
Missing/Unknown	163	743
Grand Total	573	2644

Providing diversity training for student staff Undergraduate & Graduate Students

	SoNHP	USF
Would positively influence climate	97	380
Would have no influence on climate	11	43
Missing/Unknown	465	2200
Would negatively influence climate		21
Grand Total	573	2644

Providing affordable child care Undergraduate & Graduate Students

	SoNHP	USF
Positively influences climate	270	1205
Has no influence on climate	46	266
Negatively influences climate	<5	23
Missing/Unknown	253	1150
Grand Total	573	2644

Providing affordable child care Undergraduate & Graduate Students

	SoNHP	USF
Would positively influence climate	175	736
Would have no influence on climate	22	87
Would negatively influence climate		28
Missing/Unknown	376	1793
Grand Total	573	2644

Providing support/resources for spouse/partner employment Undergraduate & Graduate Students

	SoNHP	USF
Positively influences climate	274	1248
Has no influence on climate	44	278
Negatively influences climate	<5	14
Missing/Unknown	252	1104
Grand Total	573	2644

Providing support/resources for spouse/partner employment Undergraduate & Graduate Students

	SoNHP	USF
Would positively influence climate	166	653
Would have no influence on climate	23	111
Would negatively influence climate	<5	21
Missing/Unknown	383	1859
Grand Total	573	2644

Faculty and Staff Perceived Environment

Considered Leaving USF

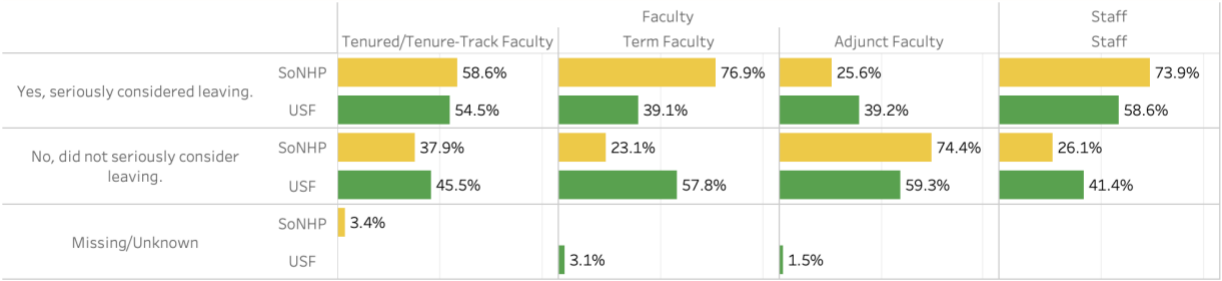
The survey asked respondents if they had ever seriously considered leaving USF, and if they had, they were then asked why. Within the School of Nursing and Health Professions, 50% of Faculty respondents (59% Tenured/Tenure-Track, 77% Term, 26% Adjunct), and 74% of Staff respondents stated that they had seriously considered leaving USF in the past year. Within the USF Overall population, 47% of Faculty respondents (56% Tenured/Tenure-Track, 39% Term, 39% Adjunct), and 59% of Staff respondents stated that they had seriously considered leaving USF in the past year.

Respondents Seriously Considered Leaving USF in Past Year
School of Nursing and Health Professions

Considered Leaving USF
Faculty & Staff

			SoNHP		USF	
			n	%	n	%
Faculty	Tenured/ Tenure-Track Faculty	Yes, seriously considered leaving.	17	58.6%	133	54.5%
		No, did not seriously consider leaving.	11	37.9%	111	45.5%
		Missing/Unknown	<5	3.4%		
	Term Faculty	Yes, seriously considered leaving.	20	76.9%	25	39.1%
		No, did not seriously consider leaving.	6	23.1%	37	57.8%
		Missing/Unknown			<5	3.1%
	Adjunct Faculty	Yes, seriously considered leaving.	10	25.6%	76	39.2%
		No, did not seriously consider leaving.	29	74.4%	115	59.3%
		Missing/Unknown			<5	1.5%
Staff	Staff	Yes, seriously considered leaving.	17	73.9%	381	58.6%
		No, did not seriously consider leaving.	6	26.1%	269	41.4%

Considered Leaving USF
Faculty & Staff



The above visual shows the SoNHP vs USF percentage totals by Considered Leaving USF, separated out by position. The bar lengths illustrate the percentage differences.

Within the School of Nursing and Health Professions Faculty population subcategories, of the 59% of Tenured/Tenure-Track Faculty respondents that seriously considered leaving, the top reason was A Reason Not Listed Above (53%). Of the 77% of School of Nursing and Health Professions Term Faculty respondents that seriously considered leaving, the top reason was Increased Workload (50%). Of the 26% of School of Nursing and Health Professions Adjunct Faculty respondents that seriously considered leaving, the top reason was A Reason Not Listed

Above (40%). Within the USF Faculty population subcategories, of the 56% of Tenured/Tenure-Track Faculty respondents that seriously considered leaving, the top reason was Cost of Living in the Bay Area (51%). Of the 39% of USF Term Faculty respondents that seriously considered leaving, the top reason was Limited Opportunities for Advancement (52%). Of the 39% of USF Adjunct Faculty respondents that seriously considered leaving, the top reason was Limited Opportunities for Advancement (72%). Of the 74% of the School of Nursing and Health Professions Staff respondents that indicated they had seriously considered leaving USF, the top three reasons provided were Limited Opportunities for Advancement (53%), Increased Workload (47%), and Low Salary/Pay Rate (47%). The top reasons provided by USF Staff respondents, were Limited Opportunities for Advancement (54%), and Cost of Living in the Bay Area (45%).

Reasons Why Respondents Considered Leaving USF
School of Nursing and Health Professions

Considerations for Leaving
Faculty & Staff

		Faculty			Staff
		Tenured/Tenure-Track Faculty	Term Faculty	Adjunct Faculty	Staff
Increased workload	SoNHP	23.5%	50.0%	20.0%	47.1%
	USF	47.4%	32.0%	13.2%	30.5%
Campus climate was unwelcoming	SoNHP	29.4%	35.0%	20.0%	29.4%
	USF	38.3%	16.0%	25.0%	19.2%
Insitutional support	SoNHP	17.6%	40.0%	20.0%	17.6%
	USF	27.1%	20.0%	18.4%	8.7%
Tension with supervisor/manager	SoNHP	23.5%	35.0%	20.0%	17.6%
	USF	21.1%	8.0%	13.2%	32.4%
Tension with coworkers	SoNHP	35.3%	30.0%	0.0%	23.5%
	USF	35.3%	12.0%	6.6%	20.8%
Cost of living in the bay area	SoNHP	23.5%	25.0%	0.0%	5.9%
	USF	51.1%	28.0%	30.3%	44.7%
Limited opportunities for advancement	SoNHP	17.6%	20.0%	20.0%	52.9%
	USF	12.8%	52.0%	72.4%	53.7%
Low salary/pay rate	SoNHP	17.6%	20.0%	20.0%	47.1%
	USF	24.1%	20.0%	57.9%	41.1%
Financial instability of the institution	SoNHP	23.5%	20.0%	10.0%	11.8%
	USF	21.8%	12.0%	7.9%	15.3%
Recruited of offered a position at another institution/organization	SoNHP	11.8%	15.0%	20.0%	5.9%
	USF	21.8%	8.0%	5.3%	19.5%
Family responsibilities	SoNHP	5.9%	25.0%	0.0%	0.0%
	USF	10.5%	20.0%	9.2%	15.5%
Interested in a position at another institution	SoNHP	11.8%	15.0%	0.0%	23.5%
	USF	33.1%	24.0%	27.6%	29.5%
Lack of benefits	SoNHP	0.0%	10.0%	10.0%	0.0%
	USF	4.5%	8.0%	40.8%	4.7%
Local community did not meet my (my family) needs	SoNHP	11.8%	0.0%	10.0%	0.0%
	USF	5.3%	4.0%	0.0%	2.4%
Lack of professional development opportunities	SoNHP	0.0%	5.0%	10.0%	17.6%
	USF	13.5%	0.0%	32.9%	22.6%
Personal reasons	SoNHP	0.0%	5.0%	10.0%	5.9%
	USF	4.5%	8.0%	2.6%	9.7%
Local community climate was not welcoming	SoNHP	0.0%	5.0%	0.0%	0.0%
	USF	3.0%	0.0%	3.9%	2.4%
Relocation	SoNHP	5.9%	0.0%	0.0%	5.9%
	USF	2.3%	0.0%	1.3%	7.4%
Spouse or partner unable to find suitable	SoNHP	0.0%	0.0%	0.0%	0.0%
	USF	6.0%	0.0%	0.0%	1.6%
Spouse or partner relocated	SoNHP	0.0%	0.0%	0.0%	0.0%
	USF	0.8%	4.0%	1.3%	1.1%
A reason not listed above	SoNHP	52.9%	35.0%	40.0%	23.5%
	USF	33.1%	24.0%	27.6%	18.9%

The above visual shows the SoNHP vs USF percentage totals by Considerations for Leaving, separated out by position. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Unfair Employment Practices

Employee (Faculty and Staff) respondents were asked a series of questions on their experiences with unfair employment practices at USF. Within the School of Nursing and Health Professions Faculty population subcategories, 21% of Tenured/Tenure-Track Faculty respondents, 39% of Term Faculty respondents, 3% of Adjunct Faculty respondents, and 44% of Staff respondents indicated experiencing unfair hiring practices. Within the USF Faculty population subcategories, 28% of Tenured/Tenure-Track Faculty respondents, 25% of Term Faculty respondents, 22% of Adjunct Faculty respondents, and 24% of Staff respondents indicated experiencing unfair hiring practices.

Employee Respondents' Experience of Unfair Employment Practices
School of Nursing and Health Professions

Unfair Hiring Practices
Faculty & Staff

	Tenured/Tenure-Track Faculty		Term Faculty		Adjunct Faculty		Staff	
	SoNHP	USF	SoNHP	USF	SoNHP	USF	SoNHP	USF
Yes	6	69	10	16	<5	42	10	158
No	23	173	16	46	38	149	13	488
Missing/Unknown		<5		<5		<5		<5

Unfair Employment-Related Discipline/Action
Faculty & Staff

	Tenured/Tenure-Track Faculty		Term Faculty		Adjunct Faculty		Staff	
	SoNHP	USF	SoNHP	USF	SoNHP	USF	SoNHP	USF
Yes	<5	53	12	6	<5	25	<5	109
No	26	183	14	56	36	164	20	531
Missing/Unknown		8		<5	<5	5	<5	10

Unfair Procedures or Practices related to promotion, tenure, reappointment, or reclassification
Faculty & Staff

	Tenured/Tenure-Track Faculty		Term Faculty		Adjunct Faculty		Staff	
	SoNHP	USF	SoNHP	USF	SoNHP	USF	SoNHP	USF
Yes	5	65	9	14	<5	48	8	147
No	24	176	17	47	37	141	15	490
Missing/Unknown		<5		<5	<5	5		13

Faculty Perceived Environment

Overall Workplace

The survey queried respondents about their perception of the workplace climate. The School of Nursing and Health Professions Faculty respondents' perceptions about the workplace climate were generally positive. However, there were areas within the School of Nursing and Health Professions Faculty respondent subcategories that leave room for improvement.

Tenured/Tenure-Track Faculty

- 34% of the School of Nursing and Health Professions Tenured/Tenure-Track Faculty respondents "disagreed" or "strongly disagreed" with the statement, "As a faculty member at USF, I feel the performance evaluation process is clear." Twenty-six percent of the USF Tenured/Tenure-Track Faculty respondents "disagreed" or "strongly disagreed" with the statement.
- 28% of the School of Nursing and Health Professions Tenured/Tenure-Track Faculty respondents "agreed" or "strongly agreed" with the statement, "As a faculty member at USF, I think that faculty in my department/program prejudge my abilities based on their perception of my identity/background." Twenty percent of the USF Tenured/Tenure-Track Faculty respondents "agreed" or "strongly agreed" with the statement.
- 28% of the School of Nursing and Health Professions Tenured/Tenure-Track Faculty respondents "disagreed" or "strongly disagreed" with the statement, "As a faculty member at USF, I believe that USF encourages free and open discussion of difficult topics." Twenty-seven percent of the USF Tenured/Tenure-Track Faculty respondents "disagreed" or "strongly disagreed" with the statement.
- 28% of the School of Nursing and Health Professions Tenured/Tenure-Track Faculty respondents "disagreed" or "strongly disagreed" with the statement, "As a faculty member at USF, I feel my colleagues include me in opportunities that will help my career as much as they do others in my position." Eleven percent of the USF Tenured/Tenure-Track Faculty respondents "disagreed" or "strongly disagreed" with the statement.

Term Faculty

- 50% of the School of Nursing and Health Professions Term Faculty respondents "disagreed" or "strongly disagreed" with the statement, "As a faculty member at USF, I feel my colleagues include me in opportunities that will help my career as much as they do others in my position." Eight percent of the USF Term Faculty respondents "disagreed" or "strongly disagreed" with the statement.
- 46% of the School of Nursing and Health Professions Term Faculty respondents "disagreed" or "strongly disagreed" with the statement, "As a faculty member at USF, I

feel the performance evaluation process is clear." Twenty-eight percent of the USF Term Faculty respondents "disagreed" or "strongly disagreed" with the statement.

- 46% of the School of Nursing and Health Professions Term Faculty respondents "disagreed" or "strongly disagreed" with the statement, "As a faculty member at USF, I feel I have job security." Forty-two percent of the USF Term Faculty respondents "disagreed" or "strongly disagreed" with the statement.
- 42% of the School of Nursing and Health Professions Term Faculty respondents "disagreed" or "strongly disagreed" with the statement, "As a faculty member at USF, I believe that USF encourages free and open discussion of difficult topics." Thirteen percent of the USF Term Faculty respondents "disagreed" or "strongly disagreed" with the statement.
- 38% of the School of Nursing and Health Professions Term Faculty respondents "disagreed" or "strongly disagreed" with the statement, "As a faculty member at USF, I feel positive about my career opportunities at USF." Seventeen percent of the USF Term Faculty respondents "disagreed" or "strongly disagreed" with the statement.
- 35% of the School of Nursing and Health Professions Term Faculty respondents "agreed" or "strongly agreed" with the statement, "As a faculty member at USF, I think that faculty in my department/program prejudge my abilities based on their perception of my identity/background." Twenty-two percent of the USF Term Faculty respondents "agreed" or "strongly agreed" with the statement.
- 31% of the School of Nursing and Health Professions Term Faculty respondents "disagreed" or "strongly disagreed" with the statement, "As a faculty member at USF, I feel I would recommend USF as a good place to work." Six percent of the USF Term Faculty respondents "disagreed" or "strongly disagreed" with the statement.
- 27% of the School of Nursing and Health Professions Term Faculty respondents "disagreed" or "strongly disagreed" with the statement, "As a faculty member at USF, I feel USF provides me with resources to pursue professional development." Eleven percent of the USF Term Faculty respondents "disagreed" or "strongly disagreed" with the statement.

Adjunct Faculty

- 38% of the School of Nursing and Health Professions Adjunct Faculty respondents "disagreed" or "strongly disagreed" with the statement, "As a faculty member at USF, I feel I have job security." Sixty-four percent of the USF Adjunct Faculty respondents "disagreed" or "strongly disagreed" with the statement.

Faculty Respondents' Perception of Workplace

"Please indicate the extent to which you agree with each of the following statements."

School of Nursing and Health Professions

I think that faculty in my department/program prejudge my abilities based on their perception of my identity/background

Faculty

	Tenured/Tenure-Track Faculty		Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF	SoNHP	USF
Strongly agree		14	6	<5	<5	19
Agree	8	36	<5	11	<5	19
Neither agree nor disagree	8	49	8	21	5	68
Disagree	10	77	7	15	11	54
Strongly disagree	<5	63	<5	13	15	32
Missing/Unknown		5		<5	<5	<5

I think that my department chair/program director prejudges my abilities based on their perception of my identity/background

Faculty

	Tenured/Tenure-Track Faculty		Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF	SoNHP	USF
Strongly agree		10	<5	5	<5	17
Agree	5	16	<5	8	<5	20
Neither agree nor disagree	10	51	5	15	6	51
Disagree	7	76	10	17	12	63
Strongly disagree	7	84	5	17	14	38
Missing/Unknown		7		<5	<5	5

I believe that USF encourages free and open discussion of difficult topics

Faculty

	Tenured/Tenure-Track Faculty		Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF	SoNHP	USF
Strongly agree	5	29	<5	14	15	40
Agree	6	87	8	19	17	75
Neither agree nor disagree	10	58	6	21	<5	46
Disagree	5	49	5	6	<5	23
Strongly disagree	<5	18	6	<5	<5	7
Missing/Unknown		<5		<5		<5

Faculty Respondents' Perception of Workplace
"As a faculty member at USF, I feel..."
School of Nursing and Health Professions

My colleagues include me in opportunities that will help my career as much as they do others in my position
Faculty

	Tenured/Tenure-Track Faculty		Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF	SoNHP	USF
Strongly agree	5	35	<5	7	<5	17
Agree	8	106	8	35	17	46
Neither agree nor disagree	8	74	<5	16	15	81
Disagree	8	19	9	5	<5	20
Strongly disagree		8	<5		<5	24
Missing/Unknown		<5		<5	<5	6

The performance evaluation process is clear
Faculty

	Tenured/Tenure-Track Faculty		Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF	SoNHP	USF
Strongly agree	<5	21		<5	<5	7
Agree	7	93	6	27	12	43
Neither agree nor disagree	8	64	8	14	14	53
Disagree	9	50	6	15	7	49
Strongly disagree	<5	13	6	<5	<5	35
Missing/Unknown		<5		<5	<5	7

USF provides me with resources to pursue professional development
Faculty

	Tenured/Tenure-Track Faculty		Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF	SoNHP	USF
Strongly agree	18	95	6	16	5	22
Agree	8	117	8	31	18	75
Neither agree nor disagree	<5	17	5	9	10	41
Disagree	<5	10	<5	5	<5	25
Strongly disagree		<5	<5	<5		26
Missing/Unknown		<5		<5	<5	5

Positive about my career opportunities at USF
Faculty

	Tenured/Tenure-Track Faculty		Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF	SoNHP	USF
Strongly agree	7	53	<5	8	<5	13
Agree	9	104	8	23	16	46
Neither agree nor disagree	8	54	7	20	13	76
Disagree	<5	17	6	8	<5	27
Strongly disagree	<5	14	<5	<5	<5	26
Missing/Unknown	<5	<5		<5	<5	6

I would recommend USF as a good place to work
Faculty

	Tenured/Tenure-Track Faculty		Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF	SoNHP	USF
Strongly agree	6	51	<5	11	5	41
Agree	13	113	10	33	26	81
Neither agree nor disagree	<5	54	7	15	5	40
Disagree	<5	16	5	<5		15
Strongly disagree	<5	9	<5	<5	<5	12
Missing/Unknown		<5		<5	<5	5

I have job security
Faculty

	Tenured/Tenure-Track Faculty		Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF	SoNHP	USF
Strongly agree	6	85	<5	<5		7
Agree	13	108	5	14	12	21
Neither agree nor disagree	7	32	7	20	10	34
Disagree	<5	9	5	19	12	54
Strongly disagree	<5	7	7	8	<5	71
Missing/Unknown		<5		<5	<5	7

Feelings of Value

Overall, the Faculty respondents in the School of Nursing and Health Professions indicated feeling valued. However, there were areas within the School of Nursing and Health Professions Term Faculty respondent subcategory that leave room for improvement.

Term Faculty

- 43% of the School of Nursing and Health Professions Term Faculty respondents "disagreed" or "strongly disagreed" with the statement, "I feel valued by USF Senior Administrators." Twenty-eight percent of the USF Term Faculty respondents also "disagreed" or "strongly disagreed" with the statement.
- 38% of the School of Nursing and Health Professions Term Faculty respondents "disagreed" or "strongly disagreed" with the statement, "I feel that my service

contributions are valued." Nine percent of the USF Term Faculty respondents "disagreed" or "strongly disagreed" with the statement.

- 31% of the School of Nursing and Health Professions Term Faculty respondents "disagreed" or "strongly disagreed" with the statement, "I feel that my research/scholarship is valued." Fourteen percent of the USF Term Faculty respondents also "disagreed" or "strongly disagreed" with the statement.
- 31% of the School of Nursing and Health Professions Term Faculty respondents "disagreed" or "strongly disagreed" with the statement, "I feel that my teaching is valued." Nine percent of the USF Term Faculty respondents also "disagreed" or "strongly disagreed" with the statement.

Faculty Respondents' Feelings of Value

"Please indicate the extent to which you agree with each of the following statements."

School of Nursing and Health Professions

I feel valued by faculty in my department/program
Faculty

	Tenured/Tenure-Track Faculty		Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF	SoNHP	USF
Strongly agree	5	86	7	23	20	47
Agree	13	108	9	29	12	68
Neither agree nor disagree	<5	25	<5	8	<5	38
Disagree	6	17	<5	<5	<5	21
Strongly disagree	<5	6	<5	<5		18
Missing/Unknown		<5		<5		<5

I feel valued by my department chair/program director
Faculty

	Tenured/Tenure-Track Faculty		Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF	SoNHP	USF
Strongly agree	5	109	7	28	25	59
Agree	14	82	10	23	9	57
Neither agree nor disagree	<5	28	<5	9	<5	40
Disagree	<5	16	<5	<5	<5	21
Strongly disagree	<5	6	<5	<5		14
Missing/Unknown		<5			<5	<5

I feel valued by other faculty at USF
Faculty

	Tenured/Tenure-Track Faculty		Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF	SoNHP	USF
Strongly agree	5	65	<5	14	15	44
Agree	12	124	12	27	15	52
Neither agree nor disagree	10	37	7	14	8	66
Disagree	<5	11	<5	6	<5	16
Strongly disagree		5	<5	<5		14
Missing/Unknown		<5		<5		<5

I feel valued by students in the classroom
Faculty

	Tenured/Tenure-Track Faculty		Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF	SoNHP	USF
Strongly agree	14	99	8	34	22	82
Agree	9	109	10	25	15	79
Neither agree nor disagree	5	24	<5	<5	<5	17
Disagree	<5	<5	<5	<5		7
Strongly disagree		<5	<5	<5		<5
Missing/Unknown		6	<5	<5		6

I feel valued by USF senior administrators
Faculty

	Tenured/Tenure-Track Faculty		Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF	SoNHP	USF
Strongly agree	6	33		9	9	27
Agree	6	53	5	22	11	30
Neither agree nor disagree	9	60	10	15	12	67
Disagree	5	45	5	17	6	27
Strongly disagree	<5	46	6	<5	<5	34
Missing/Unknown	<5	7				9

Faculty Respondents' Feelings of Value

"Please indicate the extent to which you agree with each of the following statements."

School of Nursing and Health Professions

I feel that my research/scholarship is valued
Faculty

	Tenured/Tenure-Track Faculty		Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF	SoNHP	USF
Strongly agree	6	48	<5	7	7	20
Agree	8	97	<5	21	15	36
Neither agree nor disagree	10	48	12	25	12	84
Disagree	<5	34	<5	5	<5	27
Strongly disagree	<5	14	<5	<5	<5	21
Missing/Unknown		<5	<5	<5	<5	6

I feel that my teaching is valued
Faculty

	Tenured/Tenure-Track Faculty		Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF	SoNHP	USF
Strongly agree	12	78	<5	18	21	52
Agree	7	115	10	29	11	78
Neither agree nor disagree	6	33	5	11	<5	28
Disagree	<5	9	6	<5	<5	18
Strongly disagree		6	<5	<5	<5	13
Missing/Unknown		<5				5

I feel that my service contributions are valued
Faculty

	Tenured/Tenure-Track Faculty		Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF	SoNHP	USF
Strongly agree	10	66	<5	15	15	31
Agree	6	88	8	29	13	54
Neither agree nor disagree	6	45	<5	11	7	67
Disagree	6	32	6	<5	<5	25
Strongly disagree	<5	10	<5	<5	<5	14
Missing/Unknown		<5	<5	<5		<5

Work-Life Balance

Within the School of Nursing and Health Professions Faculty respondent subcategories, 38% of Tenured/Tenure-Track Faculty respondents, 38% of Term Faculty respondents, and 15% of Adjunct Faculty respondents "disagreed" or "strongly disagreed" with the statement, "USF provides adequate resources to help me manage work-life balance (e.g., child care, wellness services, elder care, housing location assistance, transportation)." Within the USF Faculty respondent subcategories, 38% of Tenured/Tenure-Track Faculty respondents, 38% of Term Faculty respondents, and 31% of Adjunct Faculty respondents "disagreed" or "strongly disagreed" with the statement.

Faculty Respondents' Perception of Work-Life Balance
"As a faculty member at USF, I feel..."
School of Nursing and Health Professions

USF provides adequate resources to help me manage work-life balance (e.g., child care, wellness services, elder care, housing location assistance, transportation)
Faculty

	Tenured/Tenure-Track Faculty		Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF	SoNHP	USF
Strongly agree		12		6		5
Agree	11	60	<5	25	6	20
Neither agree nor disagree	7	78	14	21	25	103
Disagree	7	59	5	8	5	33
Strongly disagree	<5	34	5	<5	<5	27
Missing/Unknown		<5		<5	<5	6

Salary/Benefits

Faculty respondents in the School of Nursing and Health Professions were generally satisfied with salary and benefits. However, the Tenured/Tenured-Track Faculty and Adjunct Faculty respondents indicated some areas with room for improvement.

Tenured/Tenure-Track Faculty

- 34% of the School of Nursing and Health Professions Tenured/Tenure-Track Faculty respondents "disagreed" or "strongly disagreed" with the statement, "Salaries for adjunct professors are competitive." Twenty-nine percent of USF Tenured/Tenure-Track Faculty respondents also "disagreed" or "strongly disagreed" with the statement.
- 31% of the School of Nursing and Health Professions Tenured/Tenure-Track Faculty respondents "disagreed" or "strongly disagreed" with the statement, "Salaries for tenure track faculty positions are competitive." Twenty-five percent of USF Tenured/Tenure-Track Faculty respondents also "disagreed" or "strongly disagreed" with the statement.
- 28% of School of Nursing and Health Professions Tenured/Tenure-Track Faculty respondents "disagreed" or "strongly disagreed" with the statement, "Retirement/supplemental benefits are competitive." Twenty percent of USF Tenured/Tenure-Track Faculty respondents also "disagreed" or "strongly disagreed" with the statement.

Adjunct Faculty

- 41% of the School of Nursing and Health Professions Adjunct Faculty respondents "disagreed" or "strongly disagreed" with the statement, "Salaries for adjunct professors are competitive." Twenty percent of USF Adjunct Faculty respondents also "disagreed" or "strongly disagreed" with the statement.

Faculty Respondents' Perception of Salary and Benefits

"As a faculty member at USF, I feel..."

School of Nursing and Health Professions

Salaries for tenure-track faculty positions are competitive Faculty

	Tenured/Tenure-Track Faculty		Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF	SoNHP	USF
Strongly agree	6	31		6		10
Agree	8	100	7	22	9	27
Neither agree nor disagree	6	53	16	30	26	145
Disagree	7	43	<5	<5	<5	<5
Strongly disagree	<5	17	<5	<5		<5
Missing/Unknown				<5	<5	8

Salaries for adjunct professors are competitive Faculty

	Tenured/Tenure-Track Faculty		Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF	SoNHP	USF
Strongly agree	<5	17		6	<5	21
Agree	<5	48	10	23	11	77
Neither agree nor disagree	12	102	11	26	9	48
Disagree	6	50	<5	6	15	22
Strongly disagree	<5	21	<5	<5	<5	17
Missing/Unknown		6		<5	<5	9

Child care subsidy is competitive Faculty

	Tenured/Tenure-Track Faculty		Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF	SoNHP	USF
Strongly agree	<5	12		<5		<5
Agree	<5	55	<5	20	<5	8
Neither agree nor disagree	22	120	16	32	28	146
Disagree	<5	33	<5	<5	<5	9
Strongly disagree		16	<5	<5	<5	23
Missing/Unknown		8	<5	<5	<5	7

Health insurance benefits are competitive Faculty

	Tenured/Tenure-Track Faculty		Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF	SoNHP	USF
Strongly agree	11	45	<5	16		12
Agree	10	134	17	32	8	52
Neither agree nor disagree	7	47	5	9	23	78
Disagree	<5	14	<5	<5	5	23
Strongly disagree		<5	<5		<5	23
Missing/Unknown		<5		5	<5	6

Retirement/supplemental benefits are competitive Faculty

	Tenured/Tenure-Track Faculty		Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF	SoNHP	USF
Strongly agree	7	26	<5	7		6
Agree	6	90	12	30	5	28
Neither agree nor disagree	8	72	5	19	24	114
Disagree	5	35	<5	<5	6	21
Strongly disagree	<5	13	<5	<5	<5	18
Missing/Unknown		8	<5	<5	<5	7

Perception of Institutional Initiatives

Faculty were also asked about their perception of a number of institutional initiatives. Within the School of Nursing and Health Professions respondent population, of the faculty that answered the question believing the initiative was currently available, the majority reported that the initiative positively influences climate. Similarly, of the faculty that answered the question believing that the initiative was not currently available, the majority reported that the initiative would positively influence climate.

Faculty Respondents' Perceptions of Institutional Initiatives

Based on your knowledge of the availability of the following institutional initiatives, please indicate how each influences or would influence the climate at USF.

School of Nursing and Health Professions

The left column shows the respondents thoughts on how various initiatives influenced the climate at USF, if they were believed to be currently available. The right column shows the respondents thoughts on how initiatives would influence the climate if they were not currently available, and made available in the future.

Providing flexibility for calculating the tenure clock
Faculty

	SoNHP	USF
Positively influences climate	39	205
Has no influence on climate	12	72
Negatively influences climate	<5	7
Missing/Unknown	40	218

Providing flexibility for calculating the tenure clock
Faculty

	SoNHP	USF
Would positively influence climate	18	73
Would have no influence on climate	<5	22
Would negatively influence climate	<5	10
Missing/Unknown	70	397

Providing recognition and rewards for including diversity issues in courses across the curriculum
Faculty

	SoNHP	USF
Positively influences climate	43	225
Has no influence on climate	10	49
Negatively influences climate	<5	15
Missing/Unknown	38	213

Providing recognition and rewards for including diversity issues in courses across the curriculum
Faculty

	SoNHP	USF
Would positively influence climate	24	85
Would have no influence on climate	5	20
Would negatively influence climate	<5	10
Missing/Unknown	64	387

Providing access to counseling for people who have experienced harassment or other discriminatory behavior
Faculty

	SoNHP	USF
Positively influences climate	65	319
Has no influence on climate	6	28
Negatively influences climate		<5
Missing/Unknown	23	153

Providing access to counseling for people who have experienced harassment or other discriminatory behavior
Faculty

	SoNHP	USF
Would positively influence climate	10	59
Would have no influence on climate	<5	5
Would negatively influence climate	<5	6
Missing/Unknown	82	432

Providing due process for people who have experienced harassment or other discriminatory behavior
Faculty

	SoNHP	USF
Positively influences climate	64	307
Has no influence on climate	<5	18
Negatively influences climate		<5
Missing/Unknown	26	173

Providing due process for people who have experienced harassment or other discriminatory behavior
Faculty

	SoNHP	USF
Would positively influence climate	11	74
Would have no influence on climate	<5	5
Would negatively influence climate	<5	<5
Missing/Unknown	80	419

Providing equity and inclusion training for faculty
Faculty

	SoNHP	USF
Positively influences climate	51	224
Has no influence on climate	9	48
Negatively influences climate		14
Missing/Unknown	34	216

Providing equity and inclusion training for faculty
Faculty

	SoNHP	USF
Would positively influence climate	16	105
Would have no influence on climate	<5	20
Would negatively influence climate	<5	5
Missing/Unknown	76	372

Providing faculty with toolkits to create an inclusive classroom environment for various identities
Faculty

	SoNHP	USF
Positively influences climate	45	192
Has no influence on climate	8	43
Negatively influences climate	<5	14
Missing/Unknown	39	253

Providing faculty with toolkits to create an inclusive classroom environment for various identities
Faculty

	SoNHP	USF
Would positively influence climate	23	134
Would have no influence on climate	<5	22
Would negatively influence climate	<5	9
Missing/Unknown	68	337

Faculty Respondents' Perceptions of Institutional Initiatives

Based on your knowledge of the availability of the following institutional initiatives, please indicate how each influences or would influence the climate at USF.

School of Nursing and Health Professions

The left column shows the respondents thoughts on how various initiatives influenced the climate at USF, if they were believed to be currently available. The right column shows the respondents thoughts on how initiatives would influence the climate if they were not currently available, and made available in the future.

Providing faculty with supervisory training
Faculty

	SoNHP	USF
Positively influences climate	35	144
Has no influence on climate	11	75
Negatively influences climate	<5	20
Missing/Unknown	46	263

Providing faculty with supervisory training
Faculty

	SoNHP	USF
Would positively influence climate	24	119
Would have no influence on climate	5	38
Would negatively influence climate	<5	10
Missing/Unknown	62	335

Providing access to counseling for people accused of harassment or other discriminatory behavior
Faculty

	SoNHP	USF
Positively influences climate	57	249
Has no influence on climate	<5	32
Negatively influences climate		<5
Missing/Unknown	34	219

Providing access to counseling for people accused of harassment or other discriminatory behavior
Faculty

	SoNHP	USF
Would positively influence climate	16	112
Would have no influence on climate	<5	13
Would negatively influence climate	<5	<5
Missing/Unknown	75	374

Providing due process for people accused of harassment or other discriminatory behavior
Faculty

	SoNHP	USF
Positively influences climate	53	266
Has no influence on climate	6	29
Negatively influences climate		<5
Missing/Unknown	35	205

Providing due process for people accused of harassment or other discriminatory behavior
Faculty

	SoNHP	USF
Would positively influence climate	16	89
Would have no influence on climate	<5	11
Would negatively influence climate	<5	<5
Missing/Unknown	75	398

Providing mentorship for new faculty
Faculty

	SoNHP	USF
Positively influences climate	51	305
Has no influence on climate	7	26
Negatively influences climate		<5
Missing/Unknown	36	168

Providing mentorship for new faculty
Faculty

	SoNHP	USF
Would positively influence climate	21	76
Would have no influence on climate	<5	<5
Would negatively influence climate	<5	<5
Missing/Unknown	70	419

Providing a clear process to resolve conflict
Faculty

	SoNHP	USF
Positively influences climate	52	238
Has no influence on climate	<5	21
Negatively influences climate	<5	<5
Missing/Unknown	38	241

Providing a clear process to resolve conflict
Faculty

	SoNHP	USF
Would positively influence climate	19	131
Would have no influence on climate	<5	8
Would negatively influence climate	<5	<5
Missing/Unknown	71	359

Providing a fair process to resolve conflict
Faculty

	SoNHP	USF
Positively influences climate	52	245
Has no influence on climate	<5	19
Negatively influences climate		<5
Missing/Unknown	39	237

Providing a fair process to resolve conflict
Faculty

	SoNHP	USF
Would positively influence climate	19	129
Would have no influence on climate	<5	7
Would negatively influence climate	<5	<5
Missing/Unknown	72	363

Faculty Respondents' Perceptions of Institutional Initiatives

Based on your knowledge of the availability of the following institutional initiatives, please indicate how each influences or would influence the climate at USF.

School of Nursing and Health Professions

The left column shows the respondents thoughts on how various initiatives influenced the climate at USF, if they were believed to be currently available. The right column shows the respondents thoughts on how initiatives would influence the climate if they were not currently available, and made available in the future.

Including diversity-related professional experiences as one of the criteria for hiring of staff/faculty
Faculty

	SoNHP	USF
Positively influences climate	39	177
Has no influence on climate	11	57
Negatively influences climate	<5	26
Missing/Unknown	41	242

Including diversity-related professional experiences as one of the criteria for hiring of staff/faculty
Faculty

	SoNHP	USF
Would positively influence climate	20	93
Would have no influence on climate	5	29
Would negatively influence climate	<5	17
Missing/Unknown	68	363

Providing affordable child care
Faculty

	SoNHP	USF
Positively influences climate	36	192
Has no influence on climate	10	40
Negatively influences climate		<5
Missing/Unknown	48	267

Providing affordable child care
Faculty

	SoNHP	USF
Would positively influence climate	29	160
Would have no influence on climate	<5	11
Would negatively influence climate	<5	5
Missing/Unknown	60	326

Providing support/resources for spouse/partner employment
Faculty

	SoNHP	USF
Positively influences climate	37	168
Has no influence on climate	7	45
Negatively influences climate	<5	10
Missing/Unknown	49	279

Providing support/resources for spouse/partner employment
Faculty

	SoNHP	USF
Would positively influence climate	28	146
Would have no influence on climate	<5	27
Would negatively influence climate	<5	6
Missing/Unknown	61	323

Tenured, Tenure-Track, and Non-Tenure-Track Faculty were also asked a subset of questions regarding the workplace and their feelings of value.

Tenured and Tenure-Track Perceived Environment

Within the School of Nursing and Health Professions Tenured/Tenure-Track Faculty population, there were a number of areas with room for improvement.

- 48% of Tenured/Tenure-Track Faculty respondents in the School of Nursing and Health Professions "agreed" or "strongly agreed" with the statement, "As a faculty member at USF, I feel (or felt) I perform more work to help students than do my colleagues." Within the USF Tenured/Tenure-Track Faculty respondents, 54% "agreed" or "strongly agreed" with the statement.
- 45% of Tenured/Tenure-Track Faculty respondents in the School of Nursing and Health Professions "agreed" or "strongly agreed" with the statement, "As a faculty member at USF, I feel (or felt) burdened by service responsibilities beyond those of my colleagues

with similar performance expectations." Within the USF Tenured/Tenure-Track Faculty respondents, 56% "agreed" or "strongly agreed" with the statement.

- 31% of Tenured/Tenure-Track Faculty respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As a faculty member at USF, I feel (or felt) supported and mentored during the tenure-track years." Only 17% of USF Tenured/Tenure-Track Faculty respondents "disagreed" or "strongly disagreed" with the statement.
- 31% of Tenured/Tenure-Track Faculty respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As a faculty member at USF, I feel (or felt) faculty opinions are taken seriously by senior administration." Within the USF Tenured/Tenure-Track Faculty respondents, 52% "disagreed" or "strongly disagreed" with the statement.
- 28% of Tenured/Tenure-Track Faculty respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As a faculty member at USF, I feel (or felt) USF policies for delay of the tenure-clock are used by all faculty." Within the USF Tenured/Tenure-Track Faculty respondents, 24% "disagreed" or "strongly disagreed" with the statement.
- 28% of Tenured/Tenure-Track Faculty respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As a faculty member at USF, I feel (or felt) faculty opinions are valued within USF committees." Within the USF Tenured/Tenure-Track Faculty respondents, 28% "disagreed" or "strongly disagreed" with the statement.

Tenured and Tenure-Track Respondents' Perception of Workplace

"As a faculty member at USF, I feel (or felt)..."

School of Nursing and Health Professions

The criteria for tenure and promotion are clear
Tenured/Tenure-Track Faculty

	SoNHP	USF
Strongly agree	7	51
Agree	13	121
Neither agree nor disagree	<5	31
Disagree	5	32
Strongly disagree	<5	7
Grand Total	29	242

The tenure standards/promotion standards are applied equally to faculty in my school/college
Tenured/Tenure-Track Faculty

	SoNHP	USF
Strongly agree	<5	46
Agree	7	85
Neither agree nor disagree	11	65
Disagree	<5	27
Strongly disagree	<5	20

Supported and mentored during the tenure-track years
Tenured/Tenure-Track Faculty

	SoNHP	USF
Strongly agree	<5	59
Agree	10	92
Neither agree nor disagree	7	50
Disagree	7	30
Strongly disagree	<5	12

USF policies for delay of the tenure-clock are used by all faculty
Tenured/Tenure-Track Faculty

	SoNHP	USF
Strongly agree	<5	11
Agree	<5	27
Neither agree nor disagree	16	144
Disagree	5	41
Strongly disagree	<5	16

Tenured and Tenure-Track Respondents' Perception of Workplace

"As a faculty member at USF, I feel (or felt)..."

School of Nursing and Health Professions

Research is valued by USF Tenured/Tenure-Track Faculty

	SoNHP	USF
Strongly agree	<5	46
Agree	13	108
Neither agree nor disagree	6	39
Disagree	5	33
Strongly disagree	<5	17

Teaching is valued by USF Tenured/Tenure-Track Faculty

	SoNHP	USF
Strongly agree	14	115
Agree	9	100
Neither agree nor disagree	5	16
Disagree	<5	11
Strongly disagree		<5

Service contributions are valued by USF Tenured/Tenure-Track Faculty

	SoNHP	USF
Strongly agree	11	73
Agree	12	108
Neither agree nor disagree	<5	27
Disagree	<5	23
Strongly disagree		6

Pressured to change my research/scholarship agenda to achieve tenure/promotion Tenured/Tenure-Track Faculty

	SoNHP	USF
Strongly agree	<5	11
Agree		23
Neither agree nor disagree	9	46
Disagree	15	89
Strongly disagree	<5	69

Tenured and Tenure-Track Respondents' Perception of Workplace

"As a faculty member at USF, I feel (or felt)..."

School of Nursing and Health Professions

Burdened by service responsibilities beyond those of my colleagues with similar performance expectations
Tenured/Tenure-Track Faculty

	SoNHP	USF
Strongly agree	7	70
Agree	6	65
Neither agree nor disagree	<5	42
Disagree	10	49
Strongly disagree	<5	16

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)
Tenured/Tenure-Track Faculty

	SoNHP	USF
Strongly agree	6	56
Agree	8	74
Neither agree nor disagree	7	64
Disagree	7	40
Strongly disagree	<5	7

USF is supportive of taking extended leave (e.g., FMLA, parental)
Tenured/Tenure-Track Faculty

	SoNHP	USF
Strongly agree	10	31
Agree	6	63
Neither agree nor disagree	13	122
Disagree		16
Strongly disagree		9

Faculty members in my department who use family accommodations policies are disadvantaged in promotion and/or tenure (e.g., child care, elder care)
Tenured/Tenure-Track Faculty

	SoNHP	USF
Strongly agree	<5	5
Agree	<5	9
Neither agree nor disagree	14	121
Disagree	8	59
Strongly disagree	<5	42

Tenured and Tenure-Track Respondents' Perception of Workplace
"As a faculty member at USF, I feel (or felt)..."
School of Nursing and Health Professions

Faculty opinions are taken seriously by senior administrators
Tenured/Tenure-Track Faculty

	SoNHP	USF
Strongly agree		6
Agree	8	50
Neither agree nor disagree	12	58
Disagree	5	69
Strongly disagree	<5	56

Faculty opinions are valued within USF committees
Tenured/Tenure-Track Faculty

	SoNHP	USF
Strongly agree		14
Agree	9	97
Neither agree nor disagree	12	61
Disagree	5	45
Strongly disagree	<5	23

I would like more opportunities to participate in substantive committee assignments
Tenured/Tenure-Track Faculty

	SoNHP	USF
Strongly agree	<5	9
Agree	5	46
Neither agree nor disagree	11	98
Disagree	10	55
Strongly disagree	<5	33

I have opportunities to participate in substantive committee assignments
Tenured/Tenure-Track Faculty

	SoNHP	USF
Strongly agree	5	40
Agree	13	97
Neither agree nor disagree	7	68
Disagree	<5	26
Strongly disagree		10

Non-Tenure-Track

The Non-Tenure-Track Faculty respondents in the School of Nursing and Health Professions also indicated a number of areas with room for improvement within the Term Faculty and Adjunct Faculty subcategory respondent populations.

Term Faculty

- 69% of Term Faculty respondents in the School of Nursing and Health Professions "agreed" or "strongly agreed" with the statement, "As an employee with non-tenure-track appointment at USF I feel (or felt) I perform more work to help students than do my colleagues." Within the USF Term Faculty respondents, 53% "agreed" or "strongly agreed" with the statement.
- 65% of Term Faculty respondents in the School of Nursing and Health Professions "agreed" or "strongly agreed" with the statement, "As an employee with non-tenure-track appointment at USF I feel (or felt) pressured to do extra work that is uncompensated." Within the USF Term Faculty respondents, 36% "agreed" or "strongly agreed" with the statement.
- 62% of Term Faculty respondents in the School of Nursing and Health Professions "agreed" or "strongly agreed" with the statement, "As an employee with non-tenure-track

appointment at USF I feel (or felt) burdened by service responsibilities beyond those of my colleagues with similar performance expectations." Within the Term Faculty respondents, 36% "agreed" or "strongly agreed" with the statement.

- 50% of Term Faculty respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As an employee with non-tenure-track appointment at USF I feel (or felt) I have job security." Within the USF Term Faculty respondents, 48% "disagreed" or "strongly disagreed" with the statement. *(*This question was asked again in survey, but specific to non-tenure-track faculty. Results varied slightly from previous section when asked of all faculty.)*
- 50% of Term Faculty respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As an employee with non-tenure-track appointment at USF I feel (or felt) the criteria for contract renewal are clear." Within the USF Term Faculty respondents, 42% "disagreed" or "strongly disagreed" with the statement.
- 46% of Term Faculty respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As an employee with non-tenure-track appointment at USF I feel (or felt) the criteria used for contract renewal are applied equally to all positions." Within the USF Term Faculty respondents, 38% "disagreed" or "strongly disagreed" with the statement.
- 46% of Term Faculty respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As an employee with non-tenure-track appointment at USF I feel (or felt) there are clear expectations of my responsibilities." Within the USF Term Faculty respondents, 30% "disagreed" or "strongly disagreed" with the statement.
- 46% of Term Faculty respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As an employee with non-tenure-track appointment at USF I feel (or felt) Non-Tenure-Track Faculty opinions are taken seriously by senior administrators." Within the USF Term Faculty respondents, 34% "disagreed" or "strongly disagreed" with the statement.
- 46% of Term Faculty respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As an employee with non-tenure-track appointment at USF I feel (or felt) Non-Tenure-Track Faculty opinions are taken seriously by tenured/tenure-track faculty." Within the USF Term Faculty respondents, 41% "disagreed" or "strongly disagreed" with the statement.

Adjunct Faculty

- 44% of Adjunct Faculty respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As an employee with non-tenure-track appointment at USF I feel (or felt) I have job security." Within the USF Adjunct Faculty respondents, 64% "disagreed" or "strongly disagreed" with the statement. *(*This question was asked again in survey, but specific to non-tenure-track faculty. Results varied slightly from previous section when asked of all faculty.)*
- 26% of Adjunct Faculty respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As an employee with non-

tenure-track appointment at USF I feel (or felt) the criteria for contract renewal are clear." Within the USF Adjunct Faculty respondents, 37% "disagreed" or "strongly disagreed" with the statement.

Non-Tenure-Track Faculty Respondents' Perception of Workplace

"As an employee with a non-tenure-track appointment at USF I feel (or felt)..."

School of Nursing and Health Professions

The criteria for contract renewal are clear
Non-Tenure-Track Faculty

	Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF
Strongly agree	<5	6	<5	21
Agree	6	17	10	54
Neither agree nor disagree	5	12	15	46
Disagree	6	20	9	44
Strongly disagree	7	7	<5	27
Missing/Unknown	<5	<5	<5	<5

The criteria used for contract renewal are applied equally to all positions
Non-Tenure-Track Faculty

	Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF
Strongly agree		<5	<5	17
Agree	<5	15	9	23
Neither agree nor disagree	11	22	19	91
Disagree	6	18	6	34
Strongly disagree	6	6	<5	27
Missing/Unknown		<5	<5	<5

There are clear expectations of my responsibilities
Non-Tenure-Track Faculty

	Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF
Strongly agree		6	10	47
Agree	8	30	16	89
Neither agree nor disagree	6	7	8	21
Disagree	6	17	<5	25
Strongly disagree	6	<5	<5	11
Missing/Unknown		<5		<5

I have job security
Non-Tenure-Track Faculty

	Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF
Strongly agree	<5	<5	<5	6
Agree	<5	12	9	24
Neither agree nor disagree	9	18	9	38
Disagree	6	22	11	50
Strongly disagree	7	9	6	74
Missing/Unknown		<5	<5	<5

Non-Tenure-Track Faculty Respondents' Perception of Workplace

"As an employee with a non-tenure-track appointment at USF I feel (or felt)..."

School of Nursing and Health Professions

Research is valued by USF Non-Tenure-Track Faculty

	Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF
Strongly agree	5	10	10	38
Agree	9	35	20	65
Neither agree nor disagree	8	9	7	61
Disagree	<5	7	<5	14
Strongly disagree	<5	<5		14
Missing/Unknown		<5	<5	<5

Teaching is valued by USF Non-Tenure-Track Faculty

	Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF
Strongly agree	5	25	18	81
Agree	11	26	13	64
Neither agree nor disagree	5	7	<5	26
Disagree	<5	<5	<5	12
Strongly disagree	<5		<5	10
Missing/Unknown		<5		<5

Service is valued by USF Non-Tenure-Track Faculty

	Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF
Strongly agree	7	22	17	68
Agree	10	33	13	57
Neither agree nor disagree	<5	5	<5	41
Disagree	<5	<5	<5	16
Strongly disagree	<5		<5	8
Missing/Unknown	<5	<5	<5	<5

Non-Tenure-Track Faculty Respondents' Perception of Workplace

"As an employee with a non-tenure-track appointment at USF I feel (or felt)..."

School of Nursing and Health Professions

Burdened by service responsibilities beyond those of my colleagues with similar performance expectations
Non-Tenure-Track Faculty

	Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF
Strongly agree	10	11	<5	10
Agree	6	12	<5	10
Neither agree nor disagree	<5	20	12	80
Disagree	5	16	15	59
Strongly disagree		<5	6	29
Missing/Unknown	<5	<5	<5	6

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)
Non-Tenure-Track Faculty

	Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF
Strongly agree	10	17	<5	19
Agree	8	17	5	34
Neither agree nor disagree	5	17	14	91
Disagree	<5	12	15	38
Strongly disagree			<5	10
Missing/Unknown	<5	<5	<5	<5

Pressured to do extra work that is uncompensated
Non-Tenure-Track Faculty

	Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF
Strongly agree	11	10	<5	23
Agree	6	13	5	36
Neither agree nor disagree	<5	26	17	61
Disagree	7	10	11	47
Strongly disagree		<5	<5	25
Missing/Unknown		<5	<5	<5

Non-Tenure-Track Faculty opinions are taken seriously by senior administrators
Non-Tenure-Track Faculty

	Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF
Strongly agree	<5	<5	<5	12
Agree	6	14	14	39
Neither agree nor disagree	7	23	15	61
Disagree	7	15	5	39
Strongly disagree	5	7	<5	41
Missing/Unknown		<5		<5

Non-Tenure-Track Faculty opinions are taken seriously by tenured/tenure-track faculty
Non-Tenure-Track Faculty

	Term Faculty		Adjunct Faculty	
	SoNHP	USF	SoNHP	USF
Strongly agree	<5	<5	<5	11
Agree	8	15	15	45
Neither agree nor disagree	<5	18	14	62
Disagree	7	22	<5	45
Strongly disagree	5	<5	<5	28
Missing/Unknown		<5		<5

Staff Perceived Environment

Workplace Perceptions & Feelings of Value

The survey queried respondents about their perception of the workplace and feelings of value. The School of Nursing and Health Professions Staff respondents' perceptions about both the

workplace and their feelings of value, were slightly negative, indicating quite a few areas with room for improvement.

Workplace areas for improvement:

- 52% of Staff respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As a staff member at USF, I feel staff opinions are valued by USF Faculty." Within the USF Staff respondents, 34% "disagreed" or "strongly disagreed" with the statement.
- 48% of Staff respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As a staff member at USF, I feel there are clear procedures on how I can advance at USF." Within the USF Staff respondents, 48% "disagreed" or "strongly disagreed" with the statement.
- 48% of Staff respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As a staff member at USF, I feel the performance appraisal process is productive." Within the USF Staff respondents, 35% "disagreed" or "strongly disagreed" with the statement.
- 39% of Staff respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As a staff member at USF, I feel staff opinions are valued by USF administration." Within the USF Staff respondents, 28% "disagreed" or "strongly disagreed" with the statement.
- 35% of Staff respondents in the School of Nursing and Health Professions "agreed" or "strongly agreed" with the statement, "As a staff member at USF, I feel I think that faculty prejudge my abilities based on their perception of my identity/background." Within the USF Staff respondents, 20% "agreed" or "strongly agreed" with the statement.
- 35% of Staff respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As a staff member at USF, I feel my direct supervisor provides me with job/career advice or guidance when I need it." Within the USF Staff respondent population, 18% "disagreed" or "strongly disagreed" with the statement.
- 35% of Staff respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As a staff member at USF, I feel positive about my career opportunities at USF." Within the USF Staff respondents, 28% "disagreed" or "strongly disagreed" with the statement.
- 35% of Staff respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As a staff member at USF, I feel Staff opinions are valued on USF committees." Within the USF Staff respondents, 21% "disagreed" or "strongly disagreed" with the statement.
- 30% of Staff respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As a staff member at USF, I feel the performance appraisal process is clear." Within the USF Staff respondents, 19% "disagreed" or "strongly disagreed" with the statement.
- 30% of Staff respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As a staff member at USF, I feel I have job security." Within the USF Staff respondents, 14% "disagreed" or "strongly disagreed" with the statement.

- 26% of Staff respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As a staff member at USF, I feel there are clear expectations of my responsibilities." Within the USF Staff respondents, 15% "disagreed" or "strongly disagreed" with the statement.
- 22% of Staff respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As a staff member at USF, I feel I am included in opportunities that will help my career as much as others in similar positions." Within the USF Staff respondents, 19% "disagreed" or "strongly disagreed" with the statement.

Staff Respondents' Perception of Workplace
School of Nursing and Health Professions

I think that coworkers in my work unit prejudge my abilities based on their perception of my identity/background
Staff

	SoNHP	USF
Strongly agree	<5	26
Agree	<5	85
Neither agree nor disagree	7	150
Disagree	9	239
Strongly disagree	<5	142
Missing/Unknown	<5	8

I think that my direct supervisor prejudges my abilities based on their perception of my identity/background
Staff

	SoNHP	USF
Strongly agree		29
Agree	<5	66
Neither agree nor disagree	6	133
Disagree	11	231
Strongly disagree	<5	180
Missing/Unknown		11

I think that faculty prejudges my abilities based on their perception of my identity/background
Staff

	SoNHP	USF
Strongly agree	<5	30
Agree	<5	102
Neither agree nor disagree	6	227
Disagree	7	177
Strongly disagree	<5	102
Missing/Unknown		12

Staff Respondents' Perception of Workplace

School of Nursing and Health Professions

My direct supervisor provides me with job/career advice or guidance when I need it
Staff

	SoNHP	USF
Strongly agree	<5	184
Agree	7	221
Neither agree nor disagree	<5	128
Disagree	7	79
Strongly disagree	<5	35
Missing/Unknown		<5

I have colleagues/coworkers who give me job/career advice or guidance when I need it
Staff

	SoNHP	USF
Strongly agree	5	175
Agree	12	288
Neither agree nor disagree	6	112
Disagree		48
Strongly disagree		19
Missing/Unknown		8

I am included in opportunities that will help my career as much as others in similar positions
Staff

	SoNHP	USF
Strongly agree	<5	141
Agree	10	231
Neither agree nor disagree	6	152
Disagree	<5	94
Strongly disagree	<5	27
Missing/Unknown		5

Staff Respondents' Perception of Workplace
School of Nursing and Health Professions

Staff opinions are valued on USF committees
Staff

	SoNHP	USF
Strongly agree	<5	60
Agree	<5	204
Neither agree nor disagree	10	244
Disagree	6	101
Strongly disagree	<5	34
Missing/Unknown		7

Staff opinions are valued by USF faculty
Staff

	SoNHP	USF
Strongly agree		36
Agree	5	130
Neither agree nor disagree	6	256
Disagree	<5	148
Strongly disagree	9	72
Missing/Unknown		8

Staff opinions are valued by USF administration
Staff

	SoNHP	USF
Strongly agree	<5	46
Agree	8	188
Neither agree nor disagree	5	222
Disagree	5	124
Strongly disagree	<5	58
Missing/Unknown		12

There are clear expectations of my responsibilities
Staff

	SoNHP	USF
Strongly agree		106
Agree	10	342
Neither agree nor disagree	7	102
Disagree	<5	71
Strongly disagree	<5	23
Missing/Unknown		6

There are clear procedures on how I can advance at USF
Staff

	SoNHP	USF
Strongly agree		32
Agree	<5	102
Neither agree nor disagree	11	200
Disagree	8	197
Strongly disagree	<5	114
Missing/Unknown		5

Positive about my career opportunities at USF
Staff

	SoNHP	USF
Strongly agree	<5	66
Agree	5	179
Neither agree nor disagree	9	214
Disagree	7	122
Strongly disagree	<5	58
Missing/Unknown		11

I would recommend USF as a good place to work
Staff

	SoNHP	USF
Strongly agree	<5	141
Agree	11	322
Neither agree nor disagree	7	142
Disagree	<5	30
Strongly disagree		10
Missing/Unknown		5

I have job security
Staff

	SoNHP	USF
Strongly agree	<5	109
Agree	<5	300
Neither agree nor disagree	10	146
Disagree	6	71
Strongly disagree	<5	19
Missing/Unknown		5

Staff Respondents' Perception of the Workplace
School of Nursing and Health Professions

The performance appraisal process is clear
Staff

	SoNHP	USF
Strongly agree	<5	119
Agree	9	277
Neither agree nor disagree	<5	125
Disagree	<5	75
Strongly disagree	<5	47
Missing/Unknown	<5	7

The performance appraisal process is productive
Staff

	SoNHP	USF
Strongly agree	<5	77
Agree	6	163
Neither agree nor disagree	5	171
Disagree	6	138
Strongly disagree	5	92
Missing/Unknown		9

Feelings of value areas for improvement:

- 48% of Staff respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As a staff member at USF, I feel Staff opinions are valued by USF senior administrators." Within the USF Staff respondents, 21% "disagreed" or "strongly disagreed" with the statement.

- 48% of Staff respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As a staff member at USF, I feel I believe that my department encourages free and open discussion of difficult topics." Within the USF Staff respondents, 22% "disagreed" or "strongly disagreed" with the statement.
- 30% of Staff respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As a staff member at USF, I feel valued by USF Faculty." Within the USF Staff respondents, 12% "disagreed" or "strongly disagreed" with the statement.
- 26% of Staff respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As a staff member at USF, I feel that my work is valued." Within the USF Staff respondents, 11% "disagreed" or "strongly disagreed" with the statement.
- 22% of Staff respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As a staff member at USF, I feel that my skills are valued." Within the USF Staff respondents, 13% "disagreed" or "strongly disagreed" with the statement.
- 22% of Staff respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "As a staff member at USF, I feel valued by my direct supervisor." Within the USF Staff respondents, 10% "disagreed" or "strongly disagreed" with the statement.

Staff Respondents' Feelings of Value
School of Nursing and Health Professions

I feel valued by coworkers in my department
Staff

	SoNHP	USF
Strongly agree	<5	232
Agree	16	315
Neither agree nor disagree	<5	64
Disagree		30
Strongly disagree	<5	5
Missing/Unknown		<5

I feel valued by coworkers outside my department
Staff

	SoNHP	USF
Strongly agree	<5	158
Agree	12	334
Neither agree nor disagree	6	113
Disagree	<5	35
Strongly disagree		<5
Missing/Unknown		6

I feel valued by my direct supervisor
Staff

	SoNHP	USF
Strongly agree	<5	268
Agree	12	241
Neither agree nor disagree	<5	70
Disagree	<5	47
Strongly disagree	<5	17
Missing/Unknown		7

I feel valued by USF students
Staff

	SoNHP	USF
Strongly agree	<5	140
Agree	9	254
Neither agree nor disagree	9	218
Disagree	<5	21
Strongly disagree		6
Missing/Unknown		11

I feel valued by USF faculty
Staff

	SoNHP	USF
Strongly agree	<5	79
Agree	7	253
Neither agree nor disagree	7	231
Disagree	<5	61
Strongly disagree	<5	18
Missing/Unknown		8

I feel valued by USF senior administrators
Staff

	SoNHP	USF
Strongly agree	<5	91
Agree	<5	210
Neither agree nor disagree	5	203
Disagree	7	102
Strongly disagree	<5	31
Missing/Unknown		13

Staff Respondents' Feelings of Value
School of Nursing and Health Professions

I believe that my department encourages free and open discussion of difficult topics Staff	SoNHP	USF
Strongly agree	<5	109
Agree	<5	228
Neither agree nor disagree	7	161
Disagree	6	102
Strongly disagree	5	41
Missing/Unknown		9

I feel that my skills are valued Staff	SoNHP	USF
Strongly agree	<5	143
Agree	10	345
Neither agree nor disagree	5	72
Disagree	<5	72
Strongly disagree	<5	13
Missing/Unknown		5

I feel that my work is valued Staff	SoNHP	USF
Strongly agree	<5	147
Agree	10	333
Neither agree nor disagree	<5	94
Disagree	5	57
Strongly disagree	<5	12
Missing/Unknown		7

Work-Life Balance

For Staff within the School of Nursing and Health Professions there were a few areas within work-life balance with room for improvement

- 52% of Staff respondents in the School of Nursing and Health Professions "agreed" or "strongly agreed" with the statement, "As a staff member at USF, I feel I perform more work than colleagues with similar performance expectations." Within the USF Staff respondents, 38% "agreed" or "strongly agreed" with the statement.
- 26% of Staff respondents in the School of Nursing and Health Professions "agreed" or "strongly agreed" with the statement, "As a staff member at USF, I feel burdened by work responsibilities beyond those of my colleagues with similar performance expectations." Within the USF Staff respondents, 25% "agreed" or "strongly agreed" with the statement.
- 22% of Staff respondents in the School of Nursing and Health Professions "agreed" or "strongly agreed" with the statement, "As a staff member at USF, I feel my direct supervisor provides adequate support for me to manage work-life balance." Within the USF Staff respondents, 9% "agreed" or "strongly agreed" with the statement.

Staff Respondents' Perception of Work-Life Balance
School of Nursing and Health Professions

My direct supervisor provides adequate support for me to manage work-life balance
Staff

	SoNHP	USF
Strongly agree	<5	240
Agree	10	234
Neither agree nor disagree	7	103
Disagree	<5	43
Strongly disagree	<5	18
Missing/Unknown		12

USF provides adequate resources to help me manage a work-life balance
Staff

	SoNHP	USF
Strongly agree	<5	107
Agree	7	286
Neither agree nor disagree	11	173
Disagree	<5	64
Strongly disagree	<5	15
Missing/Unknown		5

Burdened by work responsibilities beyond those of my colleagues with similar performance expectations
Staff

	SoNHP	USF
Strongly agree	<5	47
Agree	<5	118
Neither agree nor disagree	13	208
Disagree	<5	201
Strongly disagree	<5	64
Missing/Unknown		12

I perform more work than colleagues with similar performance expectations
Staff

	SoNHP	USF
Strongly agree	<5	91
Agree	9	154
Neither agree nor disagree	8	208
Disagree	<5	153
Strongly disagree		32
Missing/Unknown		12

Workload and Support

There are a handful of opportunities for improvement in the Staff workload and support category within the School of Nursing and Health Professions.

- 61% of Staff respondents in the School of Nursing and Health Professions "agreed" or "strongly agreed" with the statement "As a staff member at USF, I feel there is a hierarchy within staff positions that allows some voices to be valued more than others." Within the USF Staff respondents, 64% "agreed" or "strongly agreed" with the statement.
- 44% of Staff respondents in the School of Nursing and Health Professions "agreed" or "strongly agreed" with the statement "As a staff member at USF, I feel my workload was increased without additional compensation due to other staff departures." Within the USF Staff respondents, 46% "agreed" or "strongly agreed" with the statement.
- 44% of Staff respondents in the School of Nursing and Health Professions "agreed" or "strongly agreed" with the statement "As a staff member at USF, I feel I am pressured by departmental work requirements that occur outside of my normally scheduled hours." Within the USF Staff respondents, 27% "agreed" or "strongly agreed" with the statement.
- 39% of Staff respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement "As a staff member at USF, I feel I am given a reasonable time frame to complete assigned responsibilities." Within the USF Staff respondents, 9% "disagreed" or "strongly disagreed" with the statement.

- 35% of Staff respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement "As a staff member at USF, I feel I am able to complete my assigned duties during scheduled hours." Within the USF Staff respondents, 24% "disagreed" or "strongly disagreed" with the statement.
- 22% of Staff respondents in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement "As a staff member at USF, I feel USF's policies support flexible work schedules." Within the USF Staff respondents, 21% "disagreed" or "strongly disagreed" with the statement.

Staff Respondents' Perception of Workload & Support

School of Nursing and Health Professions

I am able to complete my assigned duties during scheduled hours
Staff

	SoNHP	USF
Strongly agree	<5	140
Agree	7	253
Neither agree nor disagree	5	94
Disagree	<5	112
Strongly disagree	5	43
Missing/Unknown	<5	8

My workload was increased without additional compensation due to other staff departures
Staff

	SoNHP	USF
Strongly agree	<5	139
Agree	8	157
Neither agree nor disagree	9	142
Disagree	<5	157
Strongly disagree	<5	49
Missing/Unknown	<5	6

I am pressured by departmental work requirements that occur outside of my normally scheduled hours
Staff

	SoNHP	USF
Strongly agree	5	52
Agree	5	125
Neither agree nor disagree	7	155
Disagree	5	223
Strongly disagree	<5	77
Missing/Unknown		18

I am given a reasonable time frame to complete assigned responsibilities
Staff

	SoNHP	USF
Strongly agree	<5	129
Agree	8	332
Neither agree nor disagree	5	116
Disagree	6	51
Strongly disagree	<5	10
Missing/Unknown		12

There is a hierarchy within staff positions that allows some voices to be valued more than others
Staff

	SoNHP	USF
Strongly agree	6	165
Agree	8	250
Neither agree nor disagree	5	125
Disagree	<5	81
Strongly disagree	<5	22
Missing/Unknown		7

Staff Respondents' Perception of Workload & Support

School of Nursing and Health Professions

USF provides me with resources to pursue training/professional development opportunities
Staff

	SoNHP	USF
Strongly agree	<5	149
Agree	11	336
Neither agree nor disagree	6	106
Disagree	<5	47
Strongly disagree		10
Missing/Unknown		<5

My supervisor provides me with resources to pursue training/professional development opportunities
Staff

	SoNHP	USF
Strongly agree	<5	154
Agree	10	281
Neither agree nor disagree	7	120
Disagree	<5	66
Strongly disagree		22
Missing/Unknown		7

USF is supportive of taking extended leave
Staff

	SoNHP	USF
Strongly agree	<5	157
Agree	5	238
Neither agree nor disagree	13	221
Disagree	<5	19
Strongly disagree		7
Missing/Unknown		8

My supervisor is supportive of my taking leave
Staff

	SoNHP	USF
Strongly agree	<5	254
Agree	11	270
Neither agree nor disagree	5	88
Disagree	<5	23
Strongly disagree		9
Missing/Unknown		6

Staff in my department/program who use family accommodation policies are disadvantaged in promotions or evaluations
Staff

	SoNHP	USF
Strongly agree		16
Agree	<5	35
Neither agree nor disagree	16	328
Disagree	<5	164
Strongly disagree		102
Missing/Unknown		5

USF's policies are fairly applied across USF
Staff

	SoNHP	USF
Strongly agree	<5	76
Agree	<5	179
Neither agree nor disagree	18	348
Disagree		31
Strongly disagree		10
Missing/Unknown		6

USF's policies support flexible work schedules
Staff

	SoNHP	USF
Strongly agree		80
Agree	12	261
Neither agree nor disagree	6	168
Disagree	<5	99
Strongly disagree	<5	38
Missing/Unknown		<5

My direct supervisor allows me to change my work schedule if needed
Staff

	SoNHP	USF
Strongly agree	<5	197
Agree	11	269
Neither agree nor disagree	6	117
Disagree	<5	45
Strongly disagree		17
Missing/Unknown		5

Salary/Benefits:

Staff respondents in the School of Nursing and Health Professions were generally satisfied with salary and benefits. However, there was one area with room for improvement.

- 39% of Staff in the School of Nursing and Health Professions "disagreed" or "strongly disagreed" with the statement, "Staff salaries are competitive." Within the USF Staff respondent population, 38% also "disagreed" or "strongly disagreed" with this statement

Staff Respondents' Perception of Salary and Benefits

School of Nursing and Health Professions

Staff salaries are competitive
Staff

	SoNHP	USF
Strongly agree	<5	46
Agree	<5	191
Neither agree nor disagree	8	161
Disagree	7	168
Strongly disagree	<5	81
Missing/Unknown	<5	<5

Vacation and personal time benefits are competitive
Staff

	SoNHP	USF
Strongly agree	<5	102
Agree	10	287
Neither agree nor disagree	7	135
Disagree	<5	77
Strongly disagree		46
Missing/Unknown		<5

Health insurance benefits are competitive
Staff

	SoNHP	USF
Strongly agree	<5	196
Agree	14	324
Neither agree nor disagree	5	93
Disagree	<5	24
Strongly disagree		9
Missing/Unknown		<5

Child care benefits are competitive
Staff

	SoNHP	USF
Strongly agree	<5	82
Agree	5	176
Neither agree nor disagree	15	342
Disagree	<5	25
Strongly disagree		16
Missing/Unknown		9

Retirement benefits are competitive
Staff

	SoNHP	USF
Strongly agree	<5	150
Agree	12	284
Neither agree nor disagree	6	162
Disagree	<5	33
Strongly disagree		14
Missing/Unknown	<5	7

Perception of Institutional Initiatives

Staff were also asked about their perception of a number of institutional initiatives. Within the School of Nursing and Health Professions population, of the staff that answered the question believing the initiative was currently available, the majority reported that the initiative positively influences climate. Similarly, of the staff that answered the question believing that the initiative was not currently available, the majority reported that the initiative would positively influence climate.

Staff Respondents' Perception of Institutional Initiatives

Based on your knowledge of the availability of the following institutional initiatives, please indicate how each influences or would influence the climate at USF.

School of Nursing and Health Professions

The left column shows the respondents thoughts on how various initiatives influenced the climate at USF, if they were believed to be currently available. The right column shows the respondents thoughts on how initiatives would influence the climate if they were not currently available, and made available in the future.

Providing equity and inclusion training for faculty
Staff

	SoNHP	USF
Positively influences climate	17	353
Has no influence on climate		56
Negatively influences climate		<5
Missing/Unknown	6	239

Providing equity and inclusion training for faculty
Staff

	SoNHP	USF
Would positively influence climate	<5	150
Would have no influence on climate	<5	15
Would negatively influence climate	<5	16
Missing/Unknown	19	469

Providing supervisors/managers with supervisory training
Staff

	SoNHP	USF
Positively influences climate	11	402
Has no influence on climate	<5	45
Missing/Unknown	8	203

Providing supervisors/managers with supervisory training
Staff

	SoNHP	USF
Would positively influence climate	<5	132
Would negatively influence climate	<5	12
Would have no influence on climate		6
Missing/Unknown	18	500

Providing faculty supervisors with supervisory training
Staff

	SoNHP	USF
Positively influences climate	10	327
Has no influence on climate	<5	46
Negatively influences climate		<5
Missing/Unknown	10	274

Providing faculty supervisors with supervisory training
Staff

	SoNHP	USF
Would positively influence climate	7	181
Would negatively influence climate	<5	11
Would have no influence on climate		14
Missing/Unknown	15	444

Providing access to counseling for people who have experienced harassment or other discriminatory behavior
Staff

	SoNHP	USF
Positively influences climate	14	456
Has no influence on climate		32
Negatively influences climate		<5
Missing/Unknown	9	161

Providing access to counseling for people who have experienced harassment or other discriminatory behavior
Staff

	SoNHP	USF
Would positively influence climate	5	86
Would negatively influence climate		11
Would have no influence on climate		6
Missing/Unknown	18	547

Providing access to counseling for people accused of harassment or other discriminatory behavior
Staff

	SoNHP	USF
Positively influences climate	14	412
Has no influence on climate		31
Negatively influences climate		<5
Missing/Unknown	9	204

Providing access to counseling for people accused of harassment or other discriminatory behavior
Staff

	SoNHP	USF
Would positively influence climate	6	119
Would negatively influence climate		14
Would have no influence on climate		13
Missing/Unknown	17	504

Providing due process for people who have experienced harassment or other discriminatory behavior
Staff

	SoNHP	USF
Positively influences climate	11	444
Has no influence on climate		30
Negatively influences climate		<5
Missing/Unknown	12	175

Providing due process for people who have experienced harassment or other discriminatory behavior
Staff

	SoNHP	USF
Would positively influence climate	8	98
Would negatively influence climate		12
Would have no influence on climate		6
Missing/Unknown	15	534

Providing due process for people accussed of harassment or other discriminatory behavior
Staff

	SoNHP	USF
Positively influences climate	10	423
Has no influence on climate		34
Negatively influences climate		<5
Missing/Unknown	13	189

Providing due process for people accussed of harassment or other discriminatory behavior
Staff

	SoNHP	USF
Would positively influence climate	9	103
Would have no influence on climate		11
Would negatively influence climate	<5	14
Missing/Unknown	13	522

Staff Respondents' Perception of Institutional Initiatives

Based on your knowledge of the availability of the following institutional initiatives, please indicate how each influences or would influence the climate at USF.

School of Nursing and Health Professions

The left column shows the respondents thoughts on how various initiatives influenced the climate at USF, if they were believed to be currently available. The right column shows the respondents thoughts on how initiatives would influence the climate if they were not currently available, and made available in the future.

Providing mentorship for new staff
Staff

	SoNHP	USF
Positively influences climate	11	333
Has no influence on climate		21
Missing/Unknown	12	296

Providing mentorship for new staff
Staff

	SoNHP	USF
Would positively influence climate	9	219
Would negatively influence climate	<5	8
Would have no influence on climate		13
Missing/Unknown	13	410

Providing a clear process to resolve conflicts
Staff

	SoNHP	USF
Positively influences climate	10	358
Has no influence on climate		25
Missing/Unknown	13	267

Providing a clear process to resolve conflicts
Staff

	SoNHP	USF
Would positively influence climate	9	180
Would negatively influence climate	<5	14
Would have no influence on climate		11
Missing/Unknown	13	445

Providing a fair process to resolve conflicts
Staff

	SoNHP	USF
Positively influences climate	9	362
Has no influence on climate		24
Negatively influences climate		<5
Missing/Unknown	14	263

Providing a fair process to resolve conflicts
Staff

	SoNHP	USF
Would positively influence climate	9	182
Would negatively influence climate	<5	12
Would have no influence on climate		9
Missing/Unknown	13	447

Considering diversity-related professional experiences as one of the criteria for hiring of staff/faculty
Staff

	SoNHP	USF
Positively influences climate	13	299
Has no influence on climate		71
Negatively influences climate		14
Missing/Unknown	10	266

Considering diversity-related professional experiences as one of the criteria for hiring of staff/faculty
Staff

	SoNHP	USF
Would positively influence climate	6	146
Would have no influence on climate		38
Would negatively influence climate	<5	15
Missing/Unknown	16	451

Providing career development opportunities for staff
Staff

	SoNHP	USF
Positively influences climate	13	435
Has no influence on climate		24
Negatively influences climate		<5
Missing/Unknown	10	190

Providing career development opportunities for staff
Staff

	SoNHP	USF
Would positively influence climate	5	118
Would negatively influence climate	<5	9
Would have no influence on climate		10
Missing/Unknown	17	513

Providing affordable child care
Staff

	SoNHP	USF
Positively influences climate	12	349
Has no influence on climate	<5	33
Missing/Unknown	10	268

Providing affordable child care
Staff

	SoNHP	USF
Would positively influence climate	5	176
Would have no influence on climate	<5	18
Would negatively influence climate	<5	10
Missing/Unknown	16	446

Providing support/resources for spouse/partner employment
Staff

	SoNHP	USF
Positively influences climate	11	285
Has no influence on climate	<5	58
Negatively influences climate		<5
Missing/Unknown	10	303

Providing support/resources for spouse/partner employment
Staff

	SoNHP	USF
Would positively influence climate	6	168
Would have no influence on climate	<5	57
Would negatively influence climate	<5	11
Missing/Unknown	15	414

Qualitative Response Analysis

Faculty

The overall perception of the campus climate within the qualitative comments from the School of Nursing and Health Professions Faculty population, was negatively skewed. There were, however, a couple of positive overall campus comments such as, “Hilltop climate is excellent in my opinion” and “USF is a wonderful school it has an important mission. Faculty work very hard to provide students what they need to learn.”

There were two major negative themes that emerged within the qualitative data for Faculty respondents, that were supported by the quantitative analysis as well. The first theme was anger with specific members of the school's leadership. Due to privacy concerns, the comments related to this theme are not presented in this report.

The second theme that emerged within the qualitative data, that was also supported in the quantitative results, was the School of Nursing and Health Professions Faculty respondents’ frustration with the climate in the workplace. Respondents offered the following comments:

- “It's just been bad lately. Lots of top down policies not even shared with faculty beforehand, and changes occurring mid academic year without warning. Threatening punitive emails that are disrespectful if faculty not following orders. An overall disrespect for faculty from administration treating them as pawns in a business game. Many faculty are upset, stressed, overworked.”
- “Not included by a peer clique…”
- “Lack of respect for my opinions. People in administrative positions favoring others. Folks in new administrative positions that use authoritarian style of leadership.”
- “Male faculty colleagues exert power over female colleagues…”
- “Senior faculty who is a bully with expectations to do excessive service.”
- “In a standing academic faculty committee meeting, I was singled out and told I was ‘confused’ and embarrassed publicly…”
- “I was excluded from faculty committees/meetings, etc.”
- “Microagressions.”
- “Unrealistic expectations for workload and pressure to work well beyond service and teaching requirements (overload).”
- “Passive aggressive comments.”
- “My feelings of self-worth and self-esteem have plummeted while on this job.”
- “There are faculty that take over in the meetings and their opinion is the end all. They don't listen to others and this is in many levels and meetings.”
- “There is tension between some staff and faculty at the SONHP which I attribute to ineffective management, lack of clarification of roles/responsibilities and a prevailing

attitude that faculty should have little input into operational policies/procedures that directly affect student satisfaction. There seems to be a culture of blame, passing the buck, some overt and non-verbal lack of collaboration (eye rolling), saying one thing and doing another, and a hierarchical culture that does not promote transparency and operational effectiveness or teamwork..."

- "…I really have no idea what is wrong with them but there is a toxic and biased environment that totally lacks support and professional integrity and ethics."
- "…I do not want to leave USF but it is increasingly frustrating to see how people treat each other when they are not in the Dean's presence…"

Staff

The overall perception of the campus climate within the qualitative comments from the School of Nursing and Health Professions Staff population, was negatively skewed. There were two major negative themes that emerged within the qualitative data. The first being that Staff felt overworked and undervalued. Respondents offered the following:

- "I need my work environment to improved almost immediately or I will seek employment elsewhere. I work too hard and give too much of myself to be treated the way that I am treated here at USF…"
- "Overworked, and duties unclear."
- "Poor relationship with supervisors, faculty and administration. Many feel undervalued, and personally hurt."
- "In the course of my work as a staff member, there have been multiple instances where senior leadership has turned to other resources at the university for assistance with tasks that directly relate to my job. I am unsure if this is because the senior admin is not fully aware of the scope of my role, or because this person is intentionally seeking out other people to complete tasks that I would easily (and gladly perform)."
- "In addition, staff are often tasked with duties well above and beyond the scope of their roles, without accompanying resources or support, and yet our contributions and work are not valued or respected. This can, over time, start to feel abusive."
- "I have been made to feel inferior by faculty members on many occasions, simply because I do not cater to their needs in the exact moment and in the exact manner as they demand. I feel as if it is a direct attack on my qualifications and my person, because I do not have the 'Superior' title and letters next to my name."
- "The demand and sense of urgency has increased my level of anxiety while working within my department. I am expected to respond to every email within a few hours on the same day. I am made to feel like a machine that needs to produce results and answers on demand."
- "In general, I feel overburdened and undervalued. Things are constantly being added to my workload, and I feel uncomfortable asking for help or resources. When I have asked

for help or to have something taken off my plate, I have been given the run-around or not provided with substantive, real assistance. Some employees seem to have tacit approval to say "no" or have their responsibilities reduced, while others do not. Also, the pattern seems to be that those who are successful in their work are simply are given more to do, while those that do not produce as high a level of work are not held accountable, nor trained/supervised to improve, and then have some of their work given to the people who are 'trusted' - but clearly not valued - to do the work correctly."

- "Most of us do not know where we stand within the department. The climate changes daily. It is as if it is deliberately designed to keep everyone on their toes at all times. Eventually, this tactic wears off and becomes ineffective and morale plummets. Every task cannot be performed asap. Every email cannot be answered within 24 hours."

The second theme that emerged within the qualitative data, that was also supported in the quantitative results, was the School of Nursing and Health Professions Staff respondents' frustration with the climate in the workplace and on campus. Respondents offered the following comments:

- "Uncomfortable work environment with leadership as of lately."
- "There have been a number of instances in the last year when faculty and deans within the school have communicated with me (verbally and in writing) unprofessionally and in an uncivil and bullying manner…"
- "I feel like the administration can talk the talk about social justice, but not walk the walk. They cherry pick the issues that they support."
- "The freedom to discuss hot topics as a campus community is restricted. Administration doesn't want the university to rock the boat, which is funny because you can't claim to be a social justice institution that espouses Ignatian values if you want to play it safe."
- "No one feels safe in reporting."
- "Bias is more apparent on campus than in the community, and more disappointing to witness. Our mission and values should hold us to a higher standard."
- "I believe the concept and intent are present, but not always actualized fully. More genuine support and follow-up are needed for training, policy, and tangible solutions. There is a wide gap between upper administration and the work that happens at the mid and ground level. Not enough cross-communication exists, and there is a huge disconnect in terms of how we translate the mission and values."
- "USF speaks about the vision, mission, and values a lot, but there needs to be more effort put to not only diversity, but also ensuring the safety and emotional well-being of our students and staff of color. As a staff member, I also see the side of the University that pushes to make more and more money, and that I see as often clashes with our stated values and ethical obligations."

- "There needs to be more people of color in leadership positions: provost, president, deans. More faculty of color as well in all schools, especially SONHP. Honor the voices of the marginalized. I tend to see the same people chair the committees, etc. Look where you have not looked before."
- "…We live in an academic environment where people should be allowed to express their ideas even if they're controversial. People need to learn about other cultures. There's a lot of talk about embracing diversity, but not necessarily steps to actualize it. Perhaps workshops on cultural competence could be a good starting point. People need to learn how to have civil dialogue even with those who have values and viewpoints so diametrically opposed to their own…"
- "Even though I have not witnessed this directly, many students of color have shared with me incidents of (primarily peer-based) bias and racism, from overt racism, to microaggressions, to just plain ignorance. We need to do more to show up for our students, to provide better anti-bias and anti-racism education, and better avenues of support and respect for students of color."

Undergraduate Students

The overall perception of the campus climate within the qualitative comments from the School of Nursing and Health Professions Undergraduate population, was positive. Undergraduate students offered comments such as "I love everything at USF!" and "…USF really does all it can to foster a good climate. People hold doors for each other more, they accept differences, etc…" However, there were two major negative themes that emerged within the qualitative data. The first being that Undergraduate students are overwhelmed with financial issues, and many feel as though they are not getting their money's worth. Respondents offered the following:

- "Financially unstable at the moment and worried about how to pay off the incredible amount of loans I have after I graduate. Financial aid helps but it is not enough because I completely support myself."
- "I feel like for what I am paying and the amount of debt I'll be in, I'm not getting nearly enough in return. We are paying insane amounts of money and receiving 'state school' services. The nursing program seems very unorganized. Everything is last minute, including the hiring of teachers, creating a high stress environment and not great teaching services."
- "I was scared of debt and I didn't like how I was using a large portion of my parents' money to go to school."
- "Financial services staff unhelpful and unsupportive. No scholarship recommendations, no helpful information on assisting aid, only recommends private loans as the only option. A handful of my peers have experienced the same thing. Extremely discouraging."

- "Everything is so expensive. We're paying so much but NOT getting the education we should be getting…"
- "For students who have financial difficulty, it'd help to have an FA representative on campus (Sacramento campus) to help us with financial planning with USF tuition."
- "Affordable child care and more scholarship opportunities."
- "Focus on the students struggling to pay tuition. The ones working multiple jobs over 40 hours a week to barely pay for tuition on top of loans. Stop giving students diplomas in exchange for years of debt and high interest rates.

The second theme that emerged within the qualitative data, was the School of Nursing and Health Professions Undergraduate student respondents' frustration with branch campus inclusion and access to services. Respondents offered the following comments:

- "As a branch campus student I pay as much tuition (or nearly as much) as students from other campus locations, including the Hilltop. Despite paying the same, I have never felt that the Sacramento location is included, valued, or a part of the USF campus as students from Hilltop nursing program are…"
- "…The Sacramento campus is very excluded from the San Francisco campus and I feel that we do not have as many resources as other students but still pay a fairly equal amount."
- "…Students at the Sacramento branch are being treated unfairly. Faculty/Staff are making us feel like we do NOT have a VOICE. We DO NOT have anyone REALLY advocating for us and helping us throughout the program."
- "Sacramento Campus does not have enough mentorship and support faculty academic advising. We also do not have clubs that can help students gain more experiences in their major. For students who have financial difficulty, it'd help to have an FA representative on campus to help us with financial planning with USF tuition."
- "My campus does not offer any one to one person counseling nor financial aid services. These services will be really helpful because I know most of us have been struggling with those two service. It will improve our campus climate."
- "I believe that the branch campus does not have all the resources available to them. USF sac needs counseling and a financial aid office. We also need better information when it comes to advising. We are told one thing and then things change. From the beginning students should be told how things will be ran so they can plan accordingly."
- "Yes, my experiences on the Sacramento campus are different from the experiences on the other campuses. We do not receive the same amount of services they are receiving. We do not have any financial aid services, counseling, campus clubs nor other main events about nursing workshops."
- "Being at the Sacramento campus, I think that it needs to have more resources available for students that the hilltop campus students have. I feel that there is a major lack of

support from the hilltop campus to the Sacramento campus and that needs to be addressed. Also, I think that the hilltop needs to better monitor the branch campuses to ensure uniformity in instruction."

Graduate Students

The overall perception of the campus climate within the qualitative comments from the School of Nursing and Health Professions Graduate population, was negatively skewed. There was one major negative theme that emerged within the qualitative data. Graduate students were very disappointed with the quality of education they are receiving. Respondents offered the following:

- "Poor teaching; Poor professors; Too expensive."
- "I did not feel like the quality of the school was what I was paying for."
- "Some faculty are unqualified to teach and its sad how expensive the course is for someone so underqualified."
- "Public Health program is not organized- doesn't seem like money is going anywhere. My UC public school education was better planned than this and at a fraction of the cost."
- "Lack of resources on campus, incompetency of professors."
- "…The professors do not value or consider the students time, money and effort we have devoted into our education the past five years nor do they seemingly care of our future and learning goals."
- "I did not feel that the quality of the professors, course content, and resources reflected the high cost of what I am paying. Graduate school is supposed to be high caliber, and my first semester was far from that."
- "The professors were not worth what I was paying. They were not receptive to feedback about how they could be better or more helpful. It felt hopeless."
- "We are aware of how much money we pay for this program and the resources and services provided here are not up to par with the amount of money that we are being charged AND staff is spread WAY TOO THIN here making for a poor learning environment. More money needs to be allocated from the budget to support the Orange County Campus overall for all programs that reside here, AND more money needs to be allocated to nursing from the general fund to support the extreme growth that is expected from this campus. It is visible that there is a major gap and it is not reflecting well on USF."
- "The OC branch campus lacks many resources and would greatly benefit from having additional support for students."
- "We need more qualified teachers, in person tutors (for science and writing), computer/writing lab, library, study center with longer hours, teacher's aid."

Conclusion

The primary purpose of this report was to assess the climate within the School of Nursing and Health Professions at USF, including how members felt about issues related to inclusion and work-life/school-life issues. At the very least, the results add empirical data to the current knowledge base and provide more information on the experiences and perceptions of the School of Nursing and Health Professions. However, a projected plan to develop strategic actions and a subsequent implementation plan are critical to improving the climate within the School of Nursing and Health Professions, and thus the overall campus climate.