

2021 Staff & Faculty Climate Report

Spotlight: Disability & Chronic Conditions*

Office of the Vice Provost for Faculty Affairs & Equity • Office of Institutional Research & Analysis

In this year's Staff and Faculty Climate Report, it was noted that respondents with disabilities or chronic conditions frequently scored lower on several items as compared to other underrepresented groups on campus (i.e., women, LGB people, people of color, non-U.S. citizens). The current fact sheet serves to highlight some of the observed differences and subsequently identify potential areas where intervention may be needed.

23.8% of Staff

identified as having a disability or chronic condition (n = 74)

19.4% of Faculty

identified as having a disability or chronic condition (n = 34)

Disability & Chronic Condition Trends

Comparing data from past climate reports, overall rates of staff and faculty who identify as having a disability or chronic condition have been increasing. Among staff, **16.5%** reported having a disability or chronic condition in 2017, **18.6%** in 2019, and **23.8%** in the 2021 report. Among faculty, **12.8%** identified as having a disability or chronic condition in 2017, followed by **16.6%** in 2019, and **19.4%** in the current report.

Recommend Department/Unit as Place to Work

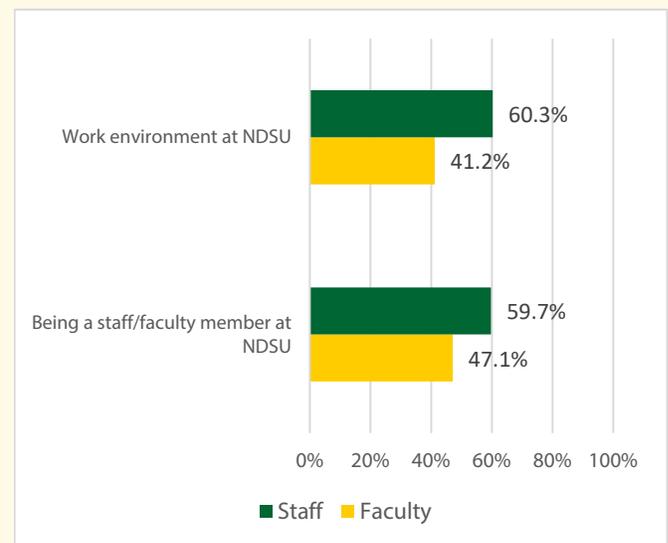


Staff and faculty members with disabilities or chronic conditions were least likely to strongly recommend their department/unit as a place to work (staff: 43.8%, faculty: 32.4%), compared to all underrepresented groups.

Consider Leaving Position

Approximately **64.8%** of staff and **67.6%** of faculty with disabilities or chronic conditions reported they had considered leaving NDSU. In particular, staff were most likely to consider leaving compared to all other groups surveyed on campus.

Job Satisfaction

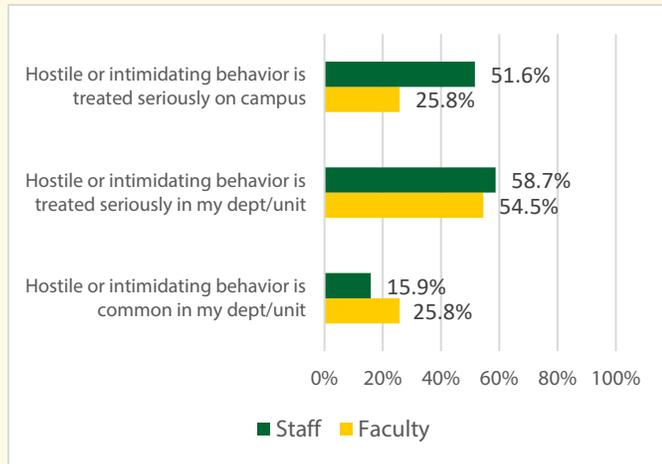


When asked how satisfied they were regarding work environment at NDSU, both staff (60.3%) and faculty (41.2%) with disabilities or chronic conditions had noticeably lower rates than those in underrepresented groups. This was also the case when asked if they were satisfied with being a staff/faculty member at NDSU (staff: 59.7%, faculty: 47.1%).

*All figures contained in this fact sheet refer to the values for staff and faculty with disabilities and chronic conditions. Due to space constraints, values for corresponding underrepresented groups (women, LGB people, people of color, and non-U.S. citizens) are not shown, however the accompanying text for each figure discusses how those with disabilities and chronic illnesses ranked in comparison. For full information, please refer to the 2021 Staff and Faculty Climate Report.

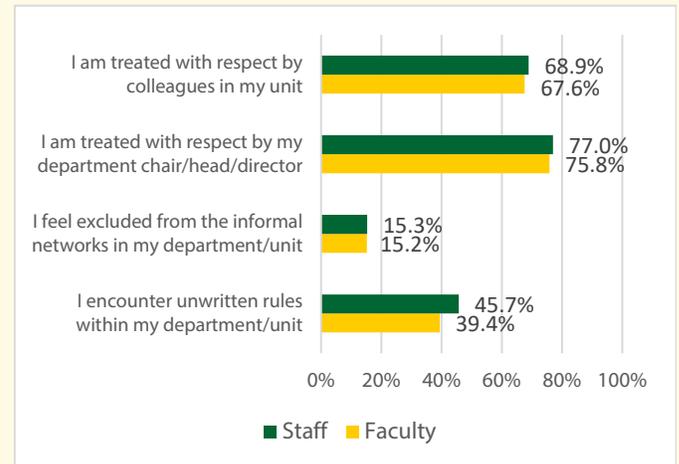
Unless otherwise specified, all percentages listed in figures refer to those who "agreed" or "strongly agreed" with the respective survey item.

Hostile and Intimidating Behavior



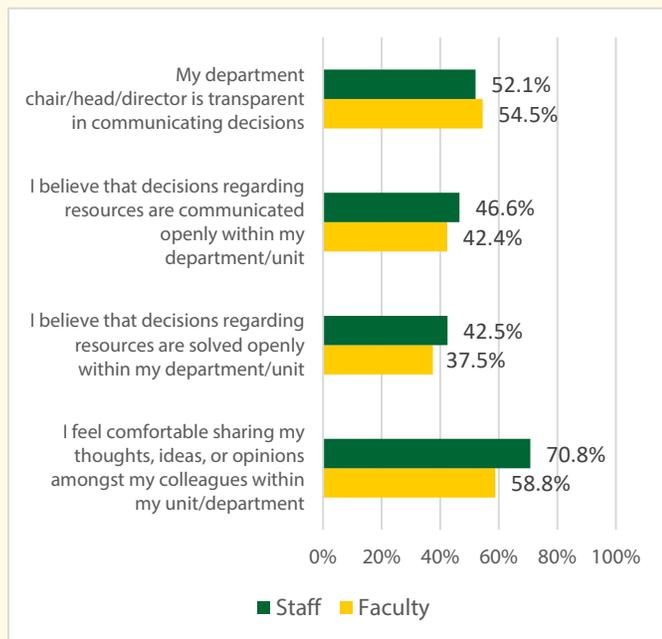
Staff and faculty with disabilities or chronic conditions were least likely to say that hostile or intimidating behavior was treated seriously on campus (staff: 51.6%, faculty: 25.8%), in their department/unit (staff: 58.7%, faculty: 54.5%), and were also most likely to say that such behavior was most common in their department/unit (staff: 15.9%, faculty: 25.8%) when compared with underrepresented groups.

Interactions with Others



Staff with disabilities or chronic conditions were considerably less likely than the rest of the other underrepresented groups to report being treated with respect by colleagues in their department/unit (68.9%), as well as by their department chair/head/director (77.0%). They were also most likely to report encountering unwritten rules within the department/unit (45.7%) and report feeling excluded from informal networks (15.3%).

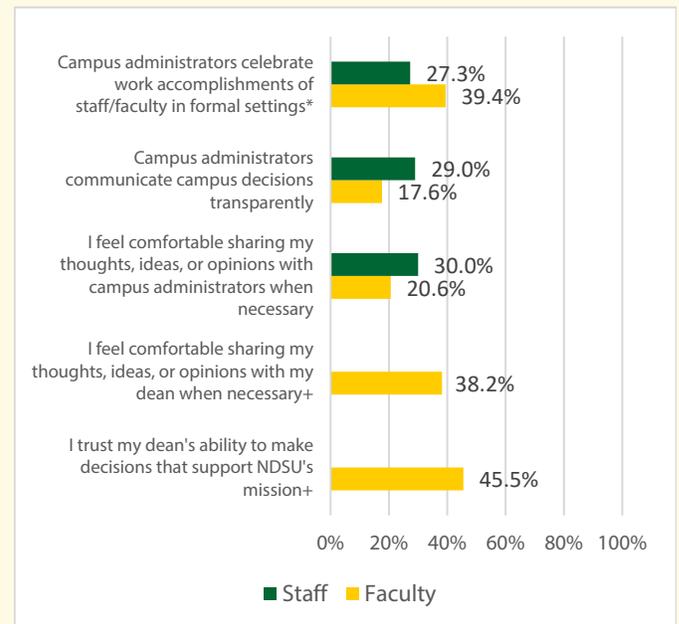
Decision-Making



Compared to all other underrepresented groups, those with disabilities/chronic conditions were least likely to agree that their department chair/director was transparent in communicating decisions (staff: 52.1%, faculty: 54.5%), or that decisions regarding resources were communicated (staff: 46.6%, faculty: 42.4%) or solved (staff: 42.5%, faculty: 37.5%) openly within their department/unit.

Faculty with disabilities or chronic conditions were least likely among all underrepresented groups to report feeling comfortable sharing their thoughts with colleagues within their department/unit (58.8%).

Administration and Campus Leadership



*Staff values refer to staff; faculty refer to faculty
+ Only available to faculty

Across underrepresented groups, staff with disabilities or chronic conditions were least likely to say that administrators celebrated their work in formal settings (27.3%), communicated campus decisions transparently (29.0%), and felt comfortable in sharing their thoughts with campus administrators (30.0%).

Faculty were least likely to feel comfortable sharing their thoughts with the dean (38.2%), and had the lowest agreement in trusting their dean's ability to make decisions supporting NDSU's mission (45.5%).