Here, you will find a description of the worksheets you will find in this file. They are designed to help give a quantitative value to the abstract concerns and ideas raised during the listening sessions.

"Audience Totals"

This sheet has the collected attendance totals of each session, separated by in-person and remote populations. Some duplication of attendees exists as there were people who attended more than one session.

"Concerns Overview"

This sheet has the total unique counts of each theme as they were raised in each session. The table has a column on the right-hand side that shows the overall weight distribution of each theme, and a row at the bottom that shows the overall engagement weight of each division, calculated by comparing the total unique concerns raised in each session.

NOTE: The color-coding in the legend column corresponds to the color-coding in the listening session documents themselves in the main listening session folder found in the U-Comm sharepoint directory. A color-coded copy of these files has been copied into the folder this file is in to assist with matching concern themes to specific concerns or requests raised in session

"Top 5 Overall"

This sheet is the same table as the "Concerns Overview", but re-ordered by the thematic weight value, so that a visual chart could be more easily made.

"Top Concerns by Division"

This sheet has each division separated into its own table, and reordered to show the highest orders of concern to the lowest for each group.

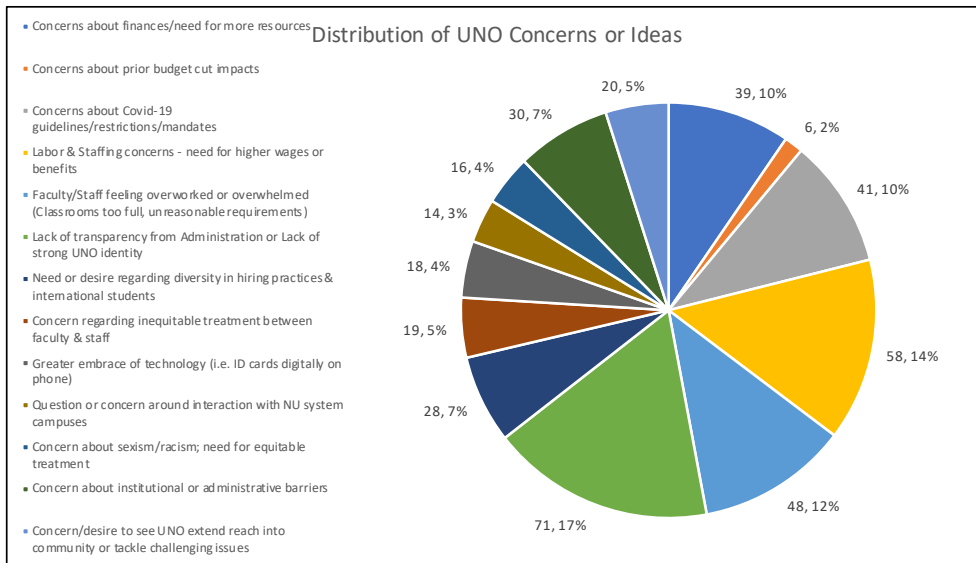| Statistic	LIB	Auxilliary	Grad Studies	Students*	CEHHS	CPACS	Staff	CEC	CBA	Academic Advising	CAS	Faculty	Totals**	
Live Attendees	13	31	21	27	41	27	81	26	34	22	22	21	366	37.8%
ZOOM Attendees	29	6	46	37	32	58	170	25	46	24	79	49	601	62.2%
Total	42	37	67	64	73	85	251	51	80	46	101	70	967	
Distribution %	4.3%	3.8%	6.9%	6.6%	7.5%	8.8%	26.0%	5.3%	8.3%	4.8%	10.4%	7.2%	100.0%	

* Note: While there were very few formal RSVPs for the student session, the attendance was roughly equivalent to other sessions
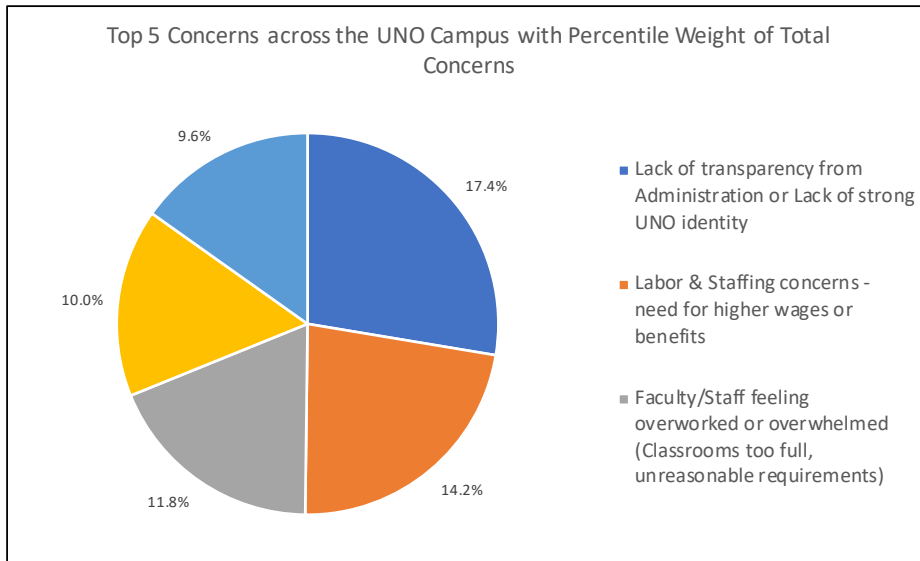
3

3

** There are a couple of things that this higher percentage implies: 1) employees are concerned about being in-person, and 2) the convenience of having an online attendance option means far more employees can be engaged if their schedule does not allow them to be near campus at the time of the session

LEGEND	Audience Comment or Concern	Library	Auxiliary	Grad Studies	Students	CEHHS	CPACS	Staff	CEC	CBA	Academic Advising	CAS	Faculty	Total for Theme	Theme Weight
	Concerns about finances/need for more resources	2	2	4	4	7	3	4	1	3		6	3	39	9.6%
	Concerns about prior budget cut impacts		1	1	1	1	1			1				6	1.5%
	Concerns about Covid-19 guidelines/restrictions/mandates	7	2		1	6	6	8	1	2	4	2	2	41	10.0%
	Labor & Staffing concerns - need for higher wages or benefits	4	3	1		3	3	14		5	20	4	1	58	14.2%
	Faculty/Staff feeling overworked or overwhelmed (Classrooms too full, unreasonable requirements)	2		5	2	5	3	8	1	2	12	5	3	48	11.8%
	Lack of transparency from Administration or Lack of strong UNO identity	1	3	3	4	6	7	17	2	1	8	6	13	71	17.4%
	Need or desire regarding diversity in hiring practices & international students	1		1	4	1	1	5	4	3	2	5	1	28	6.9%
	Concern regarding inequitable treatment between faculty & staff	1			1	2	2	9			4			19	4.7%
	Greater embrace of technology (i.e. ID cards digitally on phone)		1	1	3	5		1		1	4	2		18	4.4%
	Question or concern around interaction with NU system campuses			1	3	2	1	2			2		3	14	3.4%
	Concern about sexism/racism; need for equitable treatment				5			2	2		3	1	3	16	3.9%
	Concern about institutional or administrative barriers						4	5	3	3	8	5	2	30	7.4%
	Concern/desire to see UNO extend reach into community or tackle challenging issues								5	2	1	11	1	20	4.9%
		18	12	16	28	38	33	74	19	25	66	47	32	408	
	Division weight in total:	4.4%	2.9%	3.9%	6.9%	9.3%	8.1%	18.1%	4.7%	6.1%	16.2%	11.5%	7.8%		

1 *Comments or questions from the listening sessions were categorized into "Themes" for this analysis. The counts in each column represent the total number of times a particular theme came up during the listening session. These totals were then added together, and weighed against the total value of all themes combined to help determine the general weight or importance of that theme within the overall UNO community.*

2 *Division weight measures the total number of comments/concerned raised within each session, and is a soft representation of total engagement with the listening session process. This calculation is not weighed against the overall theme weight, and is not intended to be used to modify scorings in any section or theme.*

3 *These theme categories are broad in nature, for specific details regarding issues affecting each group, please reference the associated worksheets for the group you are looking into*

Distribution of UNO Concerns or Ideas

- Concerns about finances/need for more resources
- Concerns about prior budget cut impacts
- Concerns about Covid-19 guidelines/restrictions/mandates
- Labor & Staffing concerns - need for higher wages or benefits
- Faculty/Staff feeling overworked or overwhelmed (Classrooms too full, unreasonable requirements)
- Lack of transparency from Administration or Lack of strong UNO identity
- Need or desire regarding diversity in hiring practices & international students
- Concern regarding inequitable treatment between faculty & staff
- Greater embrace of technology (i.e. ID cards digitally on phone)
- Question or concern around interaction with NU system campuses
- Concern about sexism/racism; need for equitable treatment
- Concern about institutional or administrative barriers
- Concern/desire to see UNO extend reach into community or tackle challenging issues

39, 10% 6, 2% 41, 10% 58, 14% 48, 12% 71, 17% 28, 7% 19, 5% 18, 4% 14, 3% 16, 4% 30, 7% 20, 5%

LEGEND	Audience Comment or Concern	Library	Auxiliary	Grad Studies	Students	CEHHS	CPACS	Staff	CEC	CBA	Academic Advising	CAS	Faculty	Total for Theme	Theme Weight
	Lack of transparency from Administration or Lack of strong UNO identity	1	3	3	4	6	7	17	2	1	8	6	13	71	17.4%
	Labor & Staffing concerns - need for higher wages or benefits	4	3	1		3	3	14		5	20	4	1	58	14.2%
	Faculty/Staff feeling overworked or overwhelmed (Classrooms too full, unreasonable requirements)	2		5	2	5	3	8	1	2	12	5	3	48	11.8%
	Concerns about Covid-19 guidelines/restrictions/mandates	7	2		1	6	6	8	1	2	4	2	2	41	10.0%
	Concerns about finances/need for more resources	2	2	4	4	7	3	4	1	3		6	3	39	9.6%
	Concern about institutional or administrative barriers						4	5	3	3	8	5	2	30	7.4%
	Need or desire regarding diversity in hiring practices & international students	1		1	4	1	1	5	4	3	2	5	1	28	6.9%
	Concern/desire to see UNO extend reach into community or tackle challenging issues								5	2	1	11	1	20	4.9%
	Concern regarding inequitable treatment between faculty & staff	1			1	2	2	9			4			19	4.7%
	Greater embrace of technology (i.e. ID cards digitally on phone)		1	1	3	5		1		1	4	2		18	4.4%
	Concern about sexism/racism; need for equitable treatment				5		2		2		3	1	3	16	3.9%
	Question or concern around interaction with NU system campuses			1	3	2	1	2		2			3	14	3.4%
	Concerns about prior budget cut impacts		1		1	1	1	1		1				6	1.5%
		18	12	16	28	38	33	74	19	25	66	47	32	408	
	Division weight in total:	4.4%	2.9%	3.9%	6.9%	9.3%	8.1%	18.1%	4.7%	6.1%	16.2%	11.5%	7.8%		

Top 5 Concerns across the UNO Campus with Percentile Weight of Total Concerns

9.6% 17.4% 10.0% 11.8% 14.2%

- Lack of transparency from Administration or Lack of strong UNO identity
- Labor & Staffing concerns - need for higher wages or benefits
- Faculty/Staff feeling overworked or overwhelmed (Classrooms too full, unreasonable requirements)

LEGEND	Audience Comment or Concern	Library	Total for Theme	Theme Weights
	Concerns about Covid-19 guidelines/restrictions/mandates	7	7	38.9%
	Labor & Staffing concerns - need for higher wages or benefits	4	4	22.2%
	Concerns about finances/need for more resources	2	2	11.1%
	Faculty/Staff feeling overworked or overwhelmed (Classrooms too full, unreasonable requirements)	2	2	11.1%
	Lack of transparency from Administration or Lack of strong UNO identity	1	1	5.6%
	Need or desire regarding diversity in hiring practices & international students	1	1	5.6%
	Concern regarding inequitable treatment between faculty & staff	1	1	5.6%
	Concerns about prior budget cut impacts		0	0.0%
	Greater embrace of technology (i.e. ID cards digitally on phone)		0	0.0%
	Question or concern around interaction with NU system campuses		0	0.0%
	Concern about sexism/racism; need for equitable treatment		0	0.0%
	Concern about institutional or administrative barriers		0	0.0%
	Concern/desire to see UNO extend reach into community or tackle challenging issues		0	0.0%
				0.0%
		18	18	100.0%

LEGEND	Audience Comment or Concern	Auxiliary	Total for Theme	Theme Weights
	Labor & Staffing concerns - need for higher wages or benefits	3	3	25.0%
	Lack of transparency from Administration or Lack of strong UNO identity	3	3	25.0%
	Concerns about finances/need for more resources	2	2	16.7%
	Concerns about Covid-19 guidelines/restrictions/mandates	2	2	16.7%
	Concerns about prior budget cut impacts	1	1	8.3%
	Greater embrace of technology (i.e. ID cards digitally on phone)	1	1	8.3%
	Faculty/Staff feeling overworked or overwhelmed (Classrooms too full, unreasonable requirements)		0	0.0%
	Need or desire regarding diversity in hiring practices & international students		0	0.0%
	Concern regarding inequitable treatment between faculty & staff		0	0.0%
	Question or concern around interaction with NU system campuses		0	0.0%
	Concern about sexism/racism; need for equitable treatment		0	0.0%
	Concern about institutional or administrative barriers		0	0.0%
	Concern/desire to see UNO extend reach into community or tackle challenging issues		0	0.0%
				0.0%
		12	12	100.0%

LEGEND	Audience Comment or Concern	Grad Studies	Total for Theme	Theme Weights
	Faculty/Staff feeling overworked or overwhelmed (Classrooms too full, unreasonable requirements)	5	5	31.3%
	Concerns about finances/need for more resources	4	4	25.0%
	Lack of transparency from Administration or Lack of strong UNO identity	3	3	18.8%
	Labor & Staffing concerns - need for higher wages or benefits	1	1	6.3%
	Need or desire regarding diversity in hiring practices & international students	1	1	6.3%
	Greater embrace of technology (i.e. ID cards digitally on phone)	1	1	6.3%
	Question or concern around interaction with NU system campuses	1	1	6.3%
	Concerns about prior budget cut impacts		0	0.0%
	Concerns about Covid-19 guidelines/restrictions/mandates		0	0.0%
	Concern regarding inequitable treatment between faculty & staff		0	0.0%
	Concern about sexism/racism; need for equitable treatment		0	0.0%
	Concern about institutional or administrative barriers		0	0.0%
	Concern/desire to see UNO extend reach into community or tackle challenging issues		0	0.0%
				0.0%
		16	16	100.0%

LEGEND	Audience Comment or Concern	Students	Total for Theme	Theme Weights
	Concern about sexism/racism; need for equitable treatment	5	5	17.9%
	Concerns about finances/need for more resources	4	4	14.3%
	Lack of transparency from Administration or Lack of strong UNO identity	4	4	14.3%
	Need or desire regarding diversity in hiring practices & international students	4	4	14.3%
	Greater embrace of technology (i.e. ID cards digitally on phone)	3	3	10.7%
	Question or concern around interaction with NU system campuses	3	3	10.7%
	Faculty/Staff feeling overworked or overwhelmed (Classrooms too full, unreasonable requirements)	2	2	7.1%
	Concerns about prior budget cut impacts	1	1	3.6%
	Concerns about Covid-19 guidelines/restrictions/mandates	1	1	3.6%
	Concern regarding inequitable treatment between faculty & staff	1	1	3.6%
	Labor & Staffing concerns - need for higher wages or benefits		0	0.0%
	Concern about institutional or administrative barriers		0	0.0%
	Concern/desire to see UNO extend reach into community or tackle challenging issues		0	0.0%
				0.0%
		28	28	100.0%

LEGEND	Audience Comment or Concern	CEHHS	Total for Theme	Theme Weights
	Concerns about finances/need for more resources	7	7	18.4%
	Concerns about Covid-19 guidelines/restrictions/mandates	6	6	15.8%
	Lack of transparency from Administration or Lack of strong UNO identity	6	6	15.8%
	Faculty/Staff feeling overworked or overwhelmed (Classrooms too full, unreasonable requirements)	5	5	13.2%
	Greater embrace of technology (i.e. ID cards digitally on phone)	5	5	13.2%
	Labor & Staffing concerns - need for higher wages or benefits	3	3	7.9%
	Concern regarding inequitable treatment between faculty & staff	2	2	5.3%
	Question or concern around interaction with NU system campuses	2	2	5.3%
	Concerns about prior budget cut impacts	1	1	2.6%
	Need or desire regarding diversity in hiring practices & international students	1	1	2.6%
	Concern about sexism/racism; need for equitable treatment		0	0.0%
	Concern about institutional or administrative barriers		0	0.0%
	Concern/desire to see UNO extend reach into community or tackle challenging issues		0	0.0%
				0.0%
		38	38	100.0%

LEGEND	Audience Comment or Concern	CPACS	Total for Theme	Theme Weights
	Lack of transparency from Administration or Lack of strong UNO identity	7	7	21.2%
	Concerns about Covid-19 guidelines/restrictions/mandates	6	6	18.2%
	Concern about institutional or administrative barriers	4	4	12.1%
	Concerns about finances/need for more resources	3	3	9.1%
	Labor & Staffing concerns - need for higher wages or benefits	3	3	9.1%
	Faculty/Staff feeling overworked or overwhelmed (Classrooms too full, unreasonable requirements)	3	3	9.1%
	Concern regarding inequitable treatment between faculty & staff	2	2	6.1%
	Concern about sexism/racism; need for equitable treatment	2	2	6.1%
	Concerns about prior budget cut impacts	1	1	3.0%
	Need or desire regarding diversity in hiring practices & international students	1	1	3.0%
	Question or concern around interaction with NU system campuses	1	1	3.0%
	Greater embrace of technology (i.e. ID cards digitally on phone)		0	0.0%
	Concern/desire to see UNO extend reach into community or tackle challenging issues		0	0.0%
				0.0%
		33	33	100.0%

LEGEND	Audience Comment or Concern	Staff	Total for Theme	Theme Weights
	Lack of transparency from Administration or Lack of strong UNO identity	17	17	23.0%
	Labor & Staffing concerns - need for higher wages or benefits	14	14	18.9%
	Concern regarding inequitable treatment between faculty & staff	9	9	12.2%
	Concerns about Covid-19 guidelines/restrictions/mandates	8	8	10.8%
	Faculty/Staff feeling overworked or overwhelmed (Classrooms too full, unreasonable requirements)	8	8	10.8%
	Need or desire regarding diversity in hiring practices & international students	5	5	6.8%
	Concern about institutional or administrative barriers	5	5	6.8%
	Concerns about finances/need for more resources	4	4	5.4%
	Question or concern around interaction with NU system campuses	2	2	2.7%
	Concerns about prior budget cut impacts	1	1	1.4%
	Greater embrace of technology (i.e. ID cards digitally on phone)	1	1	1.4%
	Concern about sexism/racism; need for equitable treatment		0	0.0%
	Concern/desire to see UNO extend reach into community or tackle challenging issues		0	0.0%
				0.0%
		74	74	100.0%

LEGEND	Audience Comment or Concern	CEC	Total for Theme	Theme Weights
	Concern/desire to see UNO extend reach into community or tackle challenging issues	5	5	26.3%
	Need or desire regarding diversity in hiring practices & international students	4	4	21.1%
	Concern about institutional or administrative barriers	3	3	15.8%
	Lack of transparency from Administration or Lack of strong UNO identity	2	2	10.5%
	Concern about sexism/racism; need for equitable treatment	2	2	10.5%
	Concerns about finances/need for more resources	1	1	5.3%
	Concerns about Covid-19 guidelines/restrictions/mandates	1	1	5.3%
	Faculty/Staff feeling overworked or overwhelmed (Classrooms too full, unreasonable requirements)	1	1	5.3%
	Concerns about prior budget cut impacts		0	0.0%
	Labor & Staffing concerns - need for higher wages or benefits		0	0.0%
	Concern regarding inequitable treatment between faculty & staff		0	0.0%
	Greater embrace of technology (i.e. ID cards digitally on phone)		0	0.0%
	Question or concern around interaction with NU system campuses		0	0.0%
				0.0%
		19	19	100.0%

LEGEND	Audience Comment or Concern	CBA	Total for Theme	Theme Weights
	Labor & Staffing concerns - need for higher wages or benefits	5	5	20.0%
	Concerns about finances/need for more resources	3	3	12.0%
	Need or desire regarding diversity in hiring practices & international students	3	3	12.0%
	Concern about institutional or administrative barriers	3	3	12.0%
	Concerns about Covid-19 guidelines/restrictions/mandates	2	2	8.0%
	Faculty/Staff feeling overworked or overwhelmed (Classrooms too full, unreasonable requirements)	2	2	8.0%
	Question or concern around interaction with NU system campuses	2	2	8.0%
	Concern/desire to see UNO extend reach into community or tackle challenging issues	2	2	8.0%
	Concerns about prior budget cut impacts	1	1	4.0%
	Lack of transparency from Administration or Lack of strong UNO identity	1	1	4.0%
	Greater embrace of technology (i.e. ID cards digitally on phone)	1	1	4.0%
	Concern regarding inequitable treatment between faculty & staff		0	0.0%
	Concern about sexism/racism; need for equitable treatment		0	0.0%
				0.0%
		25	25	100.0%

LEGEND	Audience Comment or Concern	Academic Advising	Total for Theme	Theme Weights
	Labor & Staffing concerns - need for higher wages or benefits	20	20	30.3%
	Faculty/Staff feeling overworked or overwhelmed (Classrooms too full, unreasonable requirements)	12	12	18.2%
	Lack of transparency from Administration or Lack of strong UNO identity	8	8	12.1%
	Concern about institutional or administrative barriers	8	8	12.1%
	Concerns about Covid-19 guidelines/restrictions/mandates	4	4	6.1%
	Concern regarding inequitable treatment between faculty & staff	4	4	6.1%
	Greater embrace of technology (i.e. ID cards digitally on phone)	4	4	6.1%
	Concern about sexism/racism; need for equitable treatment	3	3	4.5%
	Need or desire regarding diversity in hiring practices & international students	2	2	3.0%
	Concern/desire to see UNO extend reach into community or tackle challenging issues	1	1	1.5%
	Concerns about finances/need for more resources		0	0.0%
	Concerns about prior budget cut impacts		0	0.0%
	Question or concern around interaction with NU system campuses		0	0.0%
				0.0%
		66	66	100.0%

LEGEND	Audience Comment or Concern	CAS	Total for Theme	Theme Weights
	Concern/desire to see UNO extend reach into community or tackle challenging issues	11	11	23.4%
	Concerns about finances/need for more resources	6	6	12.8%
	Lack of transparency from Administration or Lack of strong UNO identity	6	6	12.8%
	Faculty/Staff feeling overworked or overwhelmed (Classrooms too full, unreasonable requirements)	5	5	10.6%
	Need or desire regarding diversity in hiring practices & international students	5	5	10.6%
	Concern about institutional or administrative barriers	5	5	10.6%
	Labor & Staffing concerns - need for higher wages or benefits	4	4	8.5%
	Concerns about Covid-19 guidelines/restrictions/mandates	2	2	4.3%
	Greater embrace of technology (i.e. ID cards digitally on phone)	2	2	4.3%
	Concern about sexism/racism; need for equitable treatment	1	1	2.1%
	Concerns about prior budget cut impacts		0	0.0%
	Concern regarding inequitable treatment between faculty & staff		0	0.0%
	Question or concern around interaction with NU system campuses		0	0.0%
				0.0%
		47	47	100.0%

LEGEND	Audience Comment or Concern	Faculty	Total for Theme	Theme Weights
	Lack of transparency from Administration or Lack of strong UNO identity	13	13	40.6%
	Concerns about finances/need for more resources	3	3	9.4%
	Faculty/Staff feeling overworked or overwhelmed (Classrooms too full, unreasonable requirements)	3	3	9.4%
	Question or concern around interaction with NU system campuses	3	3	9.4%
	Concern about sexism/racism; need for equitable treatment	3	3	9.4%
	Concerns about Covid-19 guidelines/restrictions/mandates	2	2	6.3%
	Concern about institutional or administrative barriers	2	2	6.3%
	Labor & Staffing concerns - need for higher wages or benefits	1	1	3.1%
	Need or desire regarding diversity in hiring practices & international students	1	1	3.1%
	Concern/desire to see UNO extend reach into community or tackle challenging issues	1	1	3.1%
	Concerns about prior budget cut impacts		0	0.0%
	Concern regarding inequitable treatment between faculty & staff		0	0.0%
	Greater embrace of technology (i.e. ID cards digitally on phone)		0	0.0%
				0.0%
		32	32	100.0%