

Inside UW: UW-Madison Teb Cov Lus Nug Muab tau los ntawm daim 2022 Lus Nug Txog Ntawm Chaw Ua Haujlwm (Staff Climate Survey)

Muaj li 6,500 (38%) leej UW-Madison cov neeg ua haujlwm koom teb daim 2022 Lus Nug Txog Ntawm Chaw Ua Haujlwm. Tau caw cov neeg teb kom qhia saib lawv xav li cas, pom muaj li cas, thiab ho txhawj txog dab tsis nyob ntawm chaw ua haujlwm hauv tsev kawm ntawv. Cov thawj coj hauv tsev kawm ntawv yuav txhawb muab qhia sawv daws ho pom muaj li cas tabsis yuav tswj kom tsis muaj neeg paub tau tias cov teb yog leej twg.

Txawm tsev kawm ntawv tseem ntsuam xyuas ntxiv cov lus teb uas nug tso plhuav dav rau teb, cov khij tias muaj li cas tau muab ntxiv rau hauv qhov [online dashboard](#) hauv lub [website](#) muaj cov lus nug/teb lawm. Qhov [dashboard](#) pub cov neeg saib tau cov lus teb, nrog rau tus neeg teb ho yog zoo li cas, ceg qhia ntawv, thiab ceg ua haujlwm twg, uas muaj kev tiv thaiv kom txhob paub cov neeg teb yog leej twg.

Provost Karl Scholz thiab *Vice Chancellor for Finance and Administration Rob Cramer* txhawb qhov kev nug thiab tau kom cov *deans* thiab *directors* nrog pab thawj coj hauv lawv ceg ua haujlwm ntsuam xyuas cov lus teb thiab xyuas tej yam tseem ceeb ntawm lawv cov chaw ua haujlwm kho ntxiv kom cov neeg pom yog ib qho chaw zoo ua haujlwm.

“Daim Lus Nug Cov Neeg Txog Ntawm Chaw Ua Haujlwm tseem ceeb muab tau tej yam xyuas kho kom tag nrho UW-Madison cov neeg ua haujlwm tso siab, pom saib muaj nqi, thiab lawv pom tias lawv yog ib tug neeg ua haujlwm nyob hauv,” *Vice Chancellor for Finance and Administration Rob Cramer* tau hais. “Txhua tus neeg ua num hauv UW-Madison pom thaj chaw ua haujlwm hauv tsev kawm ntawv txawv thiab, tam li yog cov thawj hauv tsev kawm ntawv, peb yuav tsum to taub cov lus teb muab tau thiab xyuas kho kom yog ib qho peb sawv daws zoo siab rau.”

Tsev kawm ntawv yuav xyuas kho cov uas muaj thoob plaws hauv txhua ceg qhia ntawv thiab ua haujlwm rau cov neeg ua num. Rau piv txwv, ib pawg neeg sawv cev hauv lub *Provost’s Office* thiab lub *Office of Human Resources – Workforce Relations* tau pib ntsuam xyuas ntxiv kev kawm qhia txog kev Ua Phem thiab Ua Kom Ntshai {*Hostile and Intimidating Behavior (HIB)*}, ua raws xyuas thiab tswj txwv kom txhob muaj rau hauv tsev kawm ntawv.

“Kev Ua Phem thiab Ua Kom Ntshai tsis yog ib yam zoo rau hauv chaw ua haujlwm,” *Provost Scholz* tau hais. “Peb yuav koom ntxiv nrog lub *Office of Human Resources* xyuas txog cov kev txhawj no thiab ua kom peb lub tsev kawm ntawv yog ib qho kev coj ua rau UW-Madison yog ib qho chaw zoo ua haujlwm rau tag nrho peb cov neeg ua haujlwm.”

Txawm tseem yuav tsim ib cov kev pab thiab tswv yim los xyuas raws cov lus teb hauv daim lus nug los, twb muaj lwm yam kev pab rau cov pawg thiab neeg ua haujlwm tam sim no lawm. Cov no muaj xws li:

- [Climate Data Action Toolkit](#) – Ib daim ntawm uas muaj cov kev qhia kom yuav tsum ua li cas thiab cov kev pab qhia txog cov ntaub ntawv muab tau tseem ceeb, kev npaj, ntsuam kho, thiab ua lwm yam.
- [Kev Pab Kom Rub Sawv Daws Ua Ke \(Inclusion Resources\)](#) – ib daim muaj cov caij txog kev qhia, sib tham thiab lwm yam rau txhawb kom muaj kev sib luag thiab rub sawv daws ua ke nyob hauv tsev kawm ntawv.

- [Diversity Inventory](#) – Ib qho muaj ntaub ntawv nrhiav tau nyob online uas rub tau cov mejiyig, xibfwb, thiab neeg ua haujlwm rau cov kev pab cuam, caij, kev tshawb fawb ntsuam, thiab kev txhawb.

Kuj tau muab cov kev pab no qhia rau cov thawj coj hauv cov ceg qhia ntawv thiab ua haujlwm pab rau kev coj sib tham thiab cov kauj ruam tom ntej.

“UW-Madison muaj cov neeg paub txog yam no pab nrog cov pawg ua haujlwm xyuas teb cov lus nug,” Cramer tau hais. “Nws tseem ceeb heev uas peb yuav tsum siv cov kev paub thiab txawj no thiab muaj rau sawv daws siv xyuas cov kauj ruam tom ntej.”

UW-Madison cov ceg ua haujlwm thiab qhia ntawv nram no pab tau nrog kev sib tham ntxiv tom ntej:

- [Office of Equity, Inclusion and Employee Well-Being \(OHR\)](#)
- [Division of Diversity, Equity and Educational Achievement](#)
- [Office of Strategic Consulting](#)
- [Data, Academic Planning & Institutional Research](#)

Daim lus nug muaj rau tag nrho cov neeg ua haujlwm ruaj uas yog *academic* thiab *university staff*, *limited appointees* uas tsi tuav ib txoj haujlwm yog xibfwb, thiab *postdocs* — muaj li 16,800 leej neeg. Cov mejiyig thiab xibfwb tau txais lwm daim lus nug cov neeg txog ntawm chaw ua haujlwm.

Rau kev qhia ntxiv txog Daim Lus Neg Cov Neeg Ua Num txog Ntawm Chaw Ua Haujlwm, mus saib hauv <https://provost.wisc.edu/staff-climate-survey-2022/> los xav ntawv rau staffclimatesurvey@wisc.edu.