The Pennsylvania State University
2022 – 2023 Living Our Values Survey

Executive Summary
2022 – 2023

The Pennsylvania State University 2022 - 2023 Living Our Values Survey was conducted to learn more about Penn State's culture and values, broadly: the degree to which Penn State community members live the University's culture and its values, the existence of changes in the level of engagement by community members in Penn State's culture and values over time, and the successes and opportunities in embodying the culture and values throughout the University. The survey built upon the Values and Culture surveys conducted in 2013 and 2017, and included a subset of the questions included in the 2013 and 2017 surveys.

The survey launched in November 2022 and was administered to faculty, staff, graduate students and post-docs. Data collection concluded on February 13, 2023.

ECI research shows that organizations with high-quality ethics and compliance programs (HQPs) are more likely to have strong ethical cultures. HQPs and strong cultures ultimately have a positive impact on ethical outcomes, including increased reporting of misconduct and decreased pressure, observed misconduct and retaliation. Progress in these areas is aligned with decreased ethics and compliance (E&C) risk. The ECI ethics survey includes questions that examine the overall culture of ethics and the impact of culture on ethical outcomes.

ECI's HQP framework utilizes concepts from the Federal Sentencing Guidelines for Organizations (FSGO) (amended 2018) as well as globally accepted standards and elements of HQPs. HQPs go beyond the FSGO standards of an effective program and, as such, have a greater impact on ethics outcomes. Visit www.ethics.org/hqp for more information.

Methodology

A total of 9,540 members of the Penn State community participated in the Living Our Values survey, yielding a university-wide response rate of 24%.

	Population	Respondents	Response Rate
Faculty Overall	7,717	2,236	29%
Staff Overall	16,947	6,014	35%
Graduate Students Overall[1]	15,455	1,290	8%
Overall University-Wide	**40,119**	**9,540**	**24%**

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[1] Includes post-docs.

In 2022, the survey was administered to faculty, staff, and graduate students. In 2017, the survey was also administered to undergraduate students. To make results comparable between the two years (2022 and 2017), the 2017 data shown in current reports have been updated to exclude undergraduate students and reflect a weighting approach that excludes undergraduate students. As such the 2017 data shown in current reports may differ from previous reports published with the 2017 data.

This 2022-2023 summary addresses key findings for the University overall. Survey responses are compared with 2017 results for Penn State Overall, which includes faculty, staff and graduate students combined, as well as these three designations individually.

Frequently Asked Questions

How are the data weighted?

Penn State's data are weighted based on the makeup of the actual population. These weighting adjustments, commonly referred to as weights, assign a weight to each survey respondent group depending on whether they are under or overrepresented in the survey results. Respondent groups that are underrepresented are assigned a weight greater than one and those that are overrepresented are assigned a weight less than one. The weights adjust the responses so that the proportional makeup of the groups in the sample matches their proportional makeup in the population.

How do I interpret the charts?

In addition to showing the percentages for each group, a +/- is used to indicate when there is a statistically significant difference at the 95% confidence level (p < .05) between 2017 and 2022. A "+" shows that the 2022 percentage displayed is greater and a "-" shows that the 2022 percentage displayed is lower than the 2017 data. If there is no +/- then there is not a statistically significant difference between the two years.

Key Findings

Integrity and Responsibility

The Integrity and Responsibility Index is formed by combining survey items asking respondents if they trust that the indicated members of the Penn State community[2] will act with integrity and responsibility. Respondents who strongly agreed and agreed are considered to perceive a strong integrity and responsibility culture.

Integrity and Responsibility Index
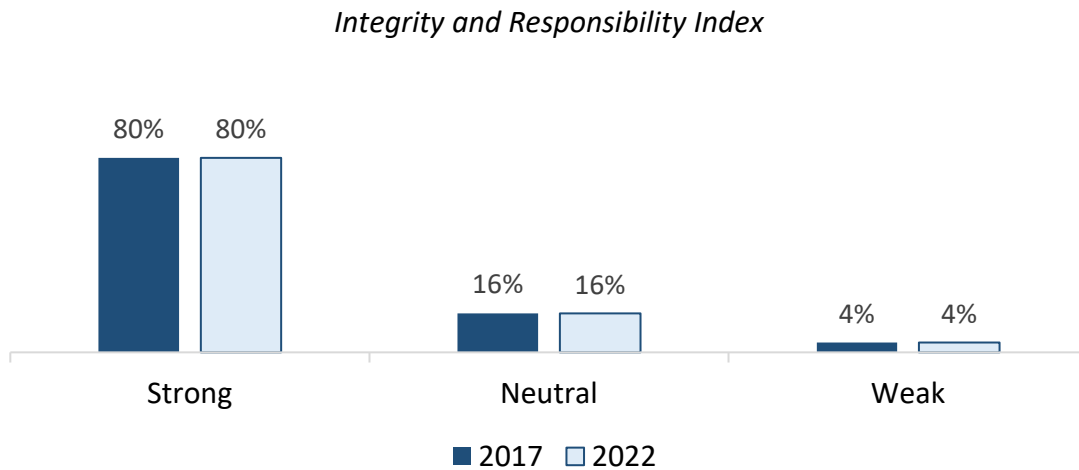
Survey respondents were asked whether they trusted that Penn State community members at various levels of the University acted with integrity and responsibility. Overall, in 2022, respondents were less likely to agree[3] that they trusted that the *President, Provost, VPs and other University-wide leaders* acted with integrity and responsibility, compared with 2017. There was also a slight dip in the *Dean/Chancellor/Unit Head* level since 2017. The other levels asked about remained the same or slightly increased in 2022, compared with 2017.

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[2] Penn State community members that were asked about include: *President, Provost, VPs and other University-wide leaders*; *Dean/Chancellor/Unit Head; Department Head/Director; The person I directly report to; Faculty; Staff members*.
[3] "Agree" + "Strongly Agree."

Integrity and Responsibility Overall
**by University Level[4]**

	President, Provost, VPs and other University Leaders	President, Provost, VPs and other University Leaders	Dean/ Chancellor/ Unit Head	Dean/ Chancellor/ Unit Head	Department Head/ Director	Department Head/ Director	The person I report directly to	The person I report directly to	Staff members	Staff members	Faculty	Faculty
	2017	2022	2017	2022	2017	2022	2017	2022	2017	2022	2017	2022
Penn State Overall	68%	62% (-)	75%	73% (-)	81%	82%	84%	86% (+)	79%	81% (+)	76%	76%
Faculty	60%	54% (-)	72%	71%	78%	80%	79%	81%	80%	80%	76%	78%
Staff	70%	66% (-)	75%	77% (+)	78%	82% (+)	82%	87% (+)	74%	80% (+)	63%	68% (+)
Graduate Students	69%	63% (-)	77%	70% (-)	86%	82% (-)	89%	87%	85%	83%	86%	84%

Q: I trust that the _____ will act with integrity and responsibility. (Agree + Strongly agree)

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[4] In the table above, the presence of +/- indicates a statistically significant difference at the 95% confidence level (p<.05) between the two years.

Accountability

The Accountability Index is formed by combining survey items asking respondents if they agreed that the indicated members of the Penn State community[5] would be held accountable if caught violating University policies. Respondents who strongly agreed and agreed are considered to perceive a strong accountability culture.

Accountability Index
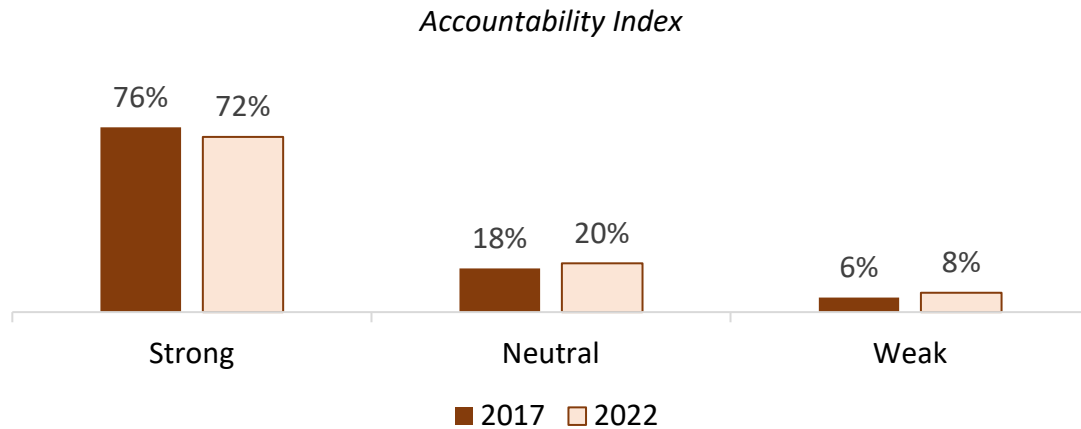
One of the factors aligned with perceptions of integrity at an institution is whether those who commit wrongdoing will be held accountable for their actions. When asked if they believed that University community members at various designation levels would be held accountable if they were caught violating University policies, 2022 survey respondents were less likely to agree[6] compared with 2017 respondents for five of the six levels, while perceived accountability of *The Person I directly report to* remained the same. The most marked decrease was for the *President, Provost, VPs, and other University-wide Leaders'* level, decreasing from 65% in 2017 to 57% in 2022. Similar decreases in the agreement of perceived accountability also occurred from 2017 to 2022 among faculty, staff and graduate students.

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[5] Penn State community members that were asked about include: *President, Provost, VPs and other University-wide leaders*; *Dean/Chancellor/Unit Head*; *Department Head/Director*; *The person I directly report to*; *Faculty*; *Staff members*.
[6] "Agree" + "Strongly Agree."

Accountability Overall
by University Level[7]

	President, Provost, VPs and other University Leaders 2017	President, Provost, VPs and other University Leaders 2022	Dean/ Chancellor/ Unit Head 2017	Dean/ Chancellor/ Unit Head 2022	Department Head/ Director 2017	Department Head/ Director 2022	The person I report directly to 2017	The person I report directly to 2022	Staff members 2017	Staff members 2022	Faculty 2017	Faculty 2022
Penn State Overall	65%	57% (-)	70%	66% (-)	76%	74% (-)	80%	80%	87%	86% (-)	73%	70% (-)
Faculty	61%	52% (-)	69%	65% (-)	77%	74% (-)	78%	75%	87%	85% (-)	78%	77%
Staff	62%	55% (-)	67%	65% (-)	72%	74%	79%	82% (+)	85%	86%	59%	59%
Graduate Students	70%	61% (-)	75%	68% (-)	81%	76% (-)	84%	80% (-)	90%	87% (-)	83%	76% (-)

Q: _____ would be held accountable if caught violating University policies. (Agree + Strongly agree)

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[7] In the table above, the presence of +/- indicates a statistically significant difference at the 95% confidence level (p<.05) between the two years.

Respect and Belonging

Overall, there was no change from 2017 to 2022 in the percentage of survey respondents who agreed[8] that their campus/college/unit embodies the University's value of Respect: *We respect and honor the dignity of each person, embrace civil discourse and foster a diverse and inclusive community.* There was an increase in agreement on this dimension among staff respondents and a slight decrease among graduate student respondents.

Respect and Belonging Overall[9]
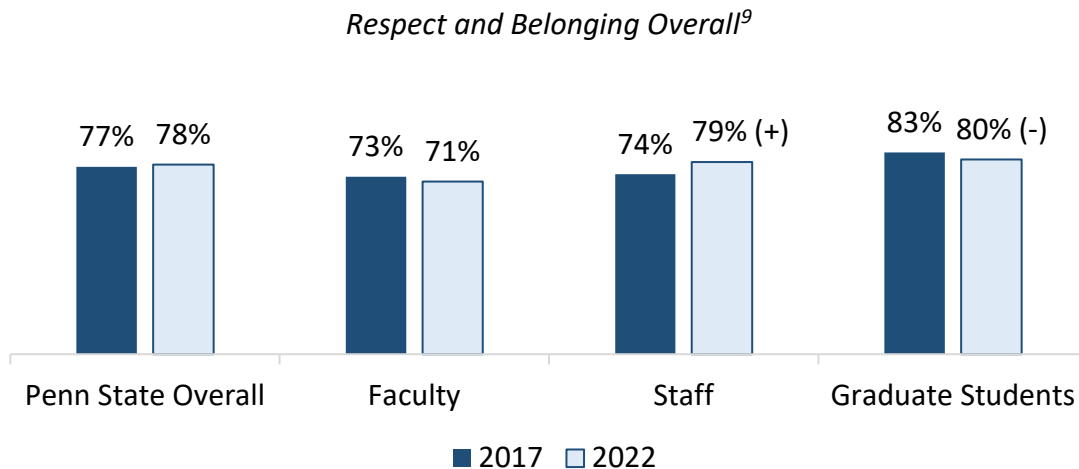
Q: My college/campus/unit embodies the following Penn State Value - Respect: We respect and honor the dignity of each person, embrace civil discourse and foster a diverse and inclusive community. (Agree + Strongly agree)
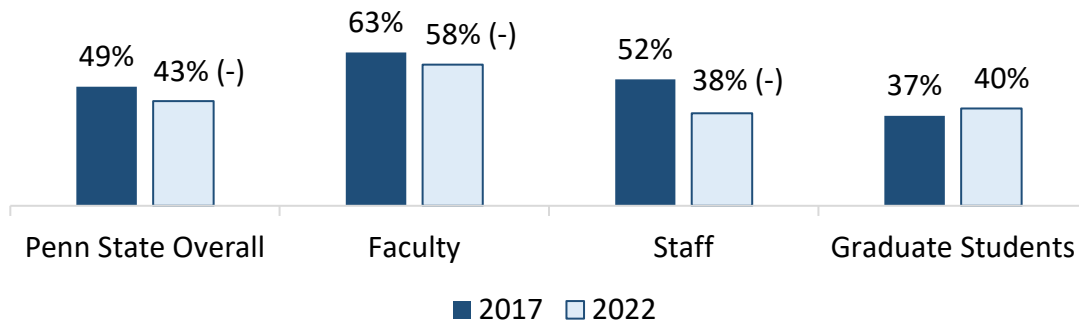
Ethics Outcomes: Observed Misconduct, Reported Misconduct and Perceived Retaliation

Overall, there was an improvement in one of the three major ethics outcomes that are expected to change when an ethics and compliance effort is effective. The 2022 data reveal that, compared with 2017, fewer survey participants observed misconduct[10] within the last 12 months. Faculty observed misconduct at higher levels than staff and graduate students. Staff observed misconduct at a substantially lower rate in 2022, compared with 2017.

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[8] "Agree" + "Strongly Agree."

[9] In the table above, the presence of +/- indicates a statistically significant difference at the 95% confidence level (p<.05) between the two years.

Chart: Observed Misconduct Overall

- Penn State Overall: 2017 = 49%, 2022 = 43% (-)
- Faculty: 2017 = 63%, 2022 = 58% (-)
- Staff: 2017 = 52%, 2022 = 38% (-)
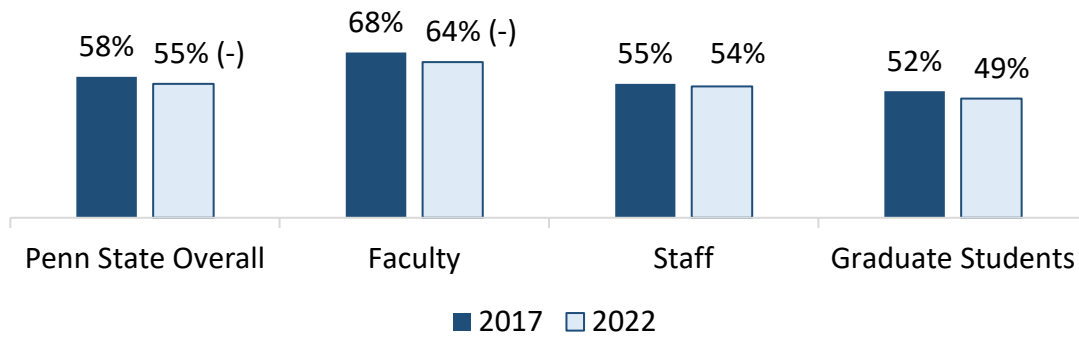- Graduate Students: 2017 = 37%, 2022 = 40%

■ 2017   □ 2022

Q: During the past twelve months, did you personally observe conduct among members of the Penn State community that you thought violated University policies or the law? (Yes)

The reporting of misconduct by those who said they observed misconduct decreased slightly in 2022, compared with 2017. Although faculty reported observed misconduct at higher rates than staff and graduate students in both years, in 2022, compared with 2017, a smaller percentage of faculty respondents reported an observation of misconduct.

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[10] In the chart above, the presence of +/- indicates a statistically significant difference at the 95% confidence level (p<.05) between the two years.
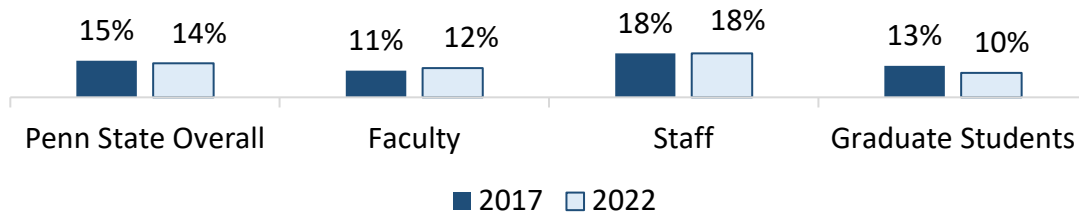
[11] The percentage is based on the combination of the general observation of misconduct question ("Observed misconduct in the past twelve months") and the 11 possible specific types of misconduct (for example, observed: "abusive or intimidating behavior," "discrimination or bias," or "financial misconduct") a respondent might have observed in the past 12 months. Those 12 observation questions are grouped together for this analysis.

Reported Misconduct Overall [12] [13]

	Penn State Overall	Faculty	Staff	Graduate Students
2017	58%	68%	55%	52%
2022	55% (-)	64% (-)	54%	49%

■ 2017 □ 2022

The rate of perceived retaliation by those who reported misconduct remained consistent between 2017 and 2022. Staff continue to be the most likely to perceive retaliation after reporting misconduct.
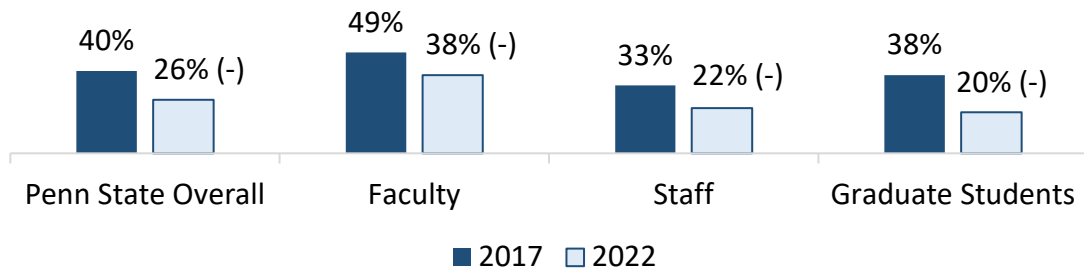
Perceived Retaliation Overall

	Penn State Overall	Faculty	Staff	Graduate Students
2017	15%	11%	18%	13%
2022	14%	12%	18%	10%

■ 2017 □ 2022

Q: Did you experience retaliation as a result of your report of misconduct? (Yes)

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[12] In the chart above, the presence of +/- indicates a statistically significant difference at the 95% confidence level (p<.05) between the two years.

[13] The percentage is based on the combination of the general reporting of misconduct question ("Reported the observation of misconduct") and the 11 possible specific types of misconduct (for example, reported the: "abusive or intimidating behavior," "discrimination or bias," or "financial misconduct") a respondent might have reported observing in the past 12 months. Those 12 reporting questions are grouped together for this analysis.

Satisfaction With Reporting Overall[14]

Chart showing: Penn State Overall: 40% (2017), 26% (-) (2022); Faculty: 49% (2017), 38% (-) (2022); Staff: 33% (2017), 22% (-) (2022); Graduate Students: 38% (2017), 20% (-) (2022)

Legend: 2017, 2022

Q: Keeping in mind the most serious incident you reported, how satisfied were you with the University's response to your report of misconduct? (Satisfied + Very satisfied)

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[14] In the chart above, the presence of +/- indicates a statistically significant difference at the 95% confidence level (p<.05) between the two years.

Penn State Overall Respondent Demographics

Hispanic/Latino Origin	No	Yes	Prefer Not to Answer
Percent	85%	4%	11%

Gender	Man	Woman	Genderqueer	Gender Nonconforming	Non-binary	Not Listed	Prefer Not to Answer
Percent	33%	52%	0%	0%	1%	0%	13%

Race	Native American or Alaska Native	Asian Indian	Other Asian	Black or African American	Native Hawaiian or Pacific Islander	White	Two or More Races	Unknown	Other	Prefer Not to Answer
Percent	1%	2%	3%	2%	0%	75%	2%	0%	1%	16%

Sexual Orientation	Heterosexual or Straight	Gay	Lesbian	Bisexual	Pansexual	Asexual	Queer	Questioning	Not Listed	Prefer Not to Answer
Percent	76%	2%	1%	3%	1%	0%	1%	0%	0%	16%

Age (years)	18 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 or Older	Prefer Not to Answer
Percent	4%	7%	8%	10%	10%	11%	12%	11%	8%	5%	14%

Conclusion

Over the past five years, the University has undoubtedly experienced changes due to internal and external factors. It may be difficult to easily pinpoint what has led to decreases in perceptions that University leaders (*President, Provost, VPs and other University-wide leaders*) act with integrity and responsibility and that they are held accountable if they are caught violating policies. These data indicate an opportunity to conduct additional discussions and evaluations to understand these decreases and to provide insight into ways to adjust and improve in these areas.

The rate of observed misconduct has declined; however, the reporting of observed misconduct and satisfaction with the University's response to reported misconduct have also decreased, indicating that focus on the reporting process may need to be prioritized.

About ECI

The Ethics & Compliance Initiative™ (ECI™) has a mission to empower individuals and organizations to build and sustain high-quality ethics & compliance programs. Established in 1922, the organization comprises the two oldest nonprofits in the ethics & compliance industry. As an association, ECI brings together ethics & compliance professionals and academics from all over the world to share techniques, resources and exciting new ideas.

Through its research, ECI identifies the practices that improve ethics & compliance program effectiveness and build institutional culture strength. ECI also has an established track record of providing support to organizations seeking to transform their cultures, often in the wake of significant challenges with noncompliance.

Learn more at www.ethics.org.