Staff Climate Survey

1. What best describes your role:
   a. Senior administrator
   b. Staff
   c. Other [Free response]

2. Are you a:
   a. Full-time, permanent employee
   b. Full-time, temporary/contract employee
   c. Part-time, permanent employee
   d. Part-time, temporary/contract employee
3. Which of the following best describes YOUR UNIT on campus:
   a. **Academic Affairs / Support**
      i. Academic advising
      ii. Library services
      iii. Research Institute or Support/Oversight (e.g., Institutional Review Board, Office of Contracts and Grants)
      iv. Other Academic Affairs
   b. **Business / Administrative Services**
      i. Campus Safety/Police
      ii. Dining Services
      iii. Facilities – Custodial Services
      iv. Facilities – Maintenance
      v. Finance and Treasury
      vi. Health Center/Hospital
      vii. Human Resources (including academic personnel)
      viii. Information Technology Services
      ix. Institutional Research/Assessment/Planning
      x. Legal affairs
      xi. Transportation and Parking
   c. **External Affairs**
      i. Alumni Affairs
      ii. Communications
      iii. Public Relations
      iv. University Advancement/Development/Planned Giving
   d. **Student Life / Services**
      i. Admissions / Enrollment Management / Registrar
      ii. Athletics (Varsity / Club)
      iii. Financial Aid
      iv. Housing/Residential Life
      v. Student Affairs (e.g., Dean of Students, Student Government, Judicial Affairs, Orientation, Campus Activities, College Union, Student Recreation)
   e. **Leadership and Diversity**
      i. Diversity, Equity, and Inclusion
      ii. Office of the Chancellor/President
      iii. Office of the Provost/Vice President
   f. Other, please specify ______

4. How many direct reports do you have (excluding student employees)?
   a. I do not directly supervise employees
   b. 1 to 2
   c. 3 to 5
   d. 6 to 10
   e. 11 or more
5. **How many years have you been employed:**
   a. Less than one year
   b. 1-4 years
   c. 5-10 years
   d. 11-15 years
   e. 16-20 years
   f. More than 20 years
   At this institution
   In your current position

6. **Your sex:**
   a. Male
   b. Female
   c. Other [Free response]

7. **What is your current gender identity?**
   a. Man
   b. Woman
   c. Trans man
   d. Trans woman
   e. Genderqueer/Gender non-conforming
   f. Different identity (please state):

8. **In what year were you born?**
   a. (Drop down list that begins in 1916)

9. **How do you self-identify?**
   a. Bisexual
   b. Gay
   c. Heterosexual
   d. Lesbian
   e. Queer
   f. Other [Free response]

10. **Are you currently:** (Mark one)
    a. Single
    b. In a civil union
    c. In a domestic partnership
    d. Married
    e. Unmarried, living with partner
    f. Separated
    g. Divorced
    h. Widowed
11. How do you self-identify? (Mark all that apply)
   a. American Indian or Alaska Native
   b. East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)
   c. Filipino
   d. Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)
   e. South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)
   f. Other Asian
   g. African American/Black
   h. African
   i. Caribbean
   j. Other Black
   k. Native Hawaiian or Other Pacific Islander
   l. Mexican American/Chicano
   m. Puerto Rican
   n. Central American
   o. Other Hispanic or Latino
   p. Middle Eastern
   q. European
   r. Other White
   s. Other
12. Please rate your satisfaction with your institution in each area:
   (Response Categories: Very Satisfied, Satisfied, Neutral, Dissatisfied, Very Dissatisfied)
   a. Interactions among different racial or ethnic groups
   b. Overall sense of community among students, staff, and faculty
   c. My personal safety on campus
   d. Racial and ethnic diversity of the faculty
   e. Racial and ethnic diversity of the staff
   f. Racial and ethnic diversity of the student body
   g. Commitment to hiring women and minorities

   Atmosphere for:
   h. Sexual orientation differences
   i. Political differences
   j. Religious differences
   k. Gender differences
   l. Individuals with disabilities

   Administrative responses to:
   m. Campus emergencies
   n. Sexual assault
   o. Discrimination/bias

13. Indicate how well each of the following describes your institution:
   (Response Categories: Very Descriptive, Somewhat Descriptive, Not Descriptive)
   a. Faculty respect staff
   b. Staff concerns are considered when making policy
   c. Staff respect each other
   d. Staff respect the faculty
   e. Students respect staff
   f. Staff respect students

14. Please indicate the extent to which you agree or disagree with the following statements. This institution:
   (Response Categories: Strongly Agree, Agree, Disagree, Strongly Disagree)
   a. Encourages staff to have a public voice and share their ideas openly
   b. Encourages students to have a public voice and share their ideas openly
   c. Has campus administrators who regularly speak about the value of diversity
   d. Promotes the appreciation of cultural differences
   e. Provides the campus community with opportunities to share feelings about issues of concern
   f. Rewards staff for their participation in diversity efforts
   g. Has effective hiring practices and policies that increase staff diversity
   h. Has a lot of racial tension
   i. Takes responsibility for educating underprepared students
15. Please indicate the extent to which you agree or disagree with the following statements.
   (Response Categories: Strongly Agree, Agree, Disagree, Strongly Disagree)
   a. I feel unsafe on this campus
   b. I feel my contributions are valued by my department
   c. I achieve a healthy balance between my personal life and my professional life

16. How often in the past year at this institution have you:
   (Response Categories: Very Often, Often, Sometimes, Seldom, Never)
   a. Challenged others on issues of discrimination
   b. Educated yourself about individuals who are different from you
   c. Participated in a coalition of different groups to address social justice issues
   d. Attended programs focused on diversity (e.g., presentations, performances, art exhibits, debates)

17. Please indicate how often at this institution you have:
   (Response Categories: Very Often, Often, Sometimes, Seldom, Never)
   a. Had students from underrepresented groups on campus approach me for advice
   b. Assisted a student with a problem about discrimination
   c. Witnessed discrimination
   d. Been sexually harassed
   e. Reported an incident of discrimination to a campus authority
   f. Reported an incident of sexual harassment to a campus authority
   g. Heard insensitive or disparaging racial remarks from:
      i. Faculty
      ii. Staff
      iii. Students
      iv. Senior Administrators
   h. Heard other types of insensitive or disparaging remarks from:
      i. Faculty
      ii. Staff
      iii. Students
      iv. Senior Administrators
18. At this institution, how often have you been discriminated against or excluded from activities because of your:
   (Response Categories: Very Often, Often, Sometimes, Seldom, Never)
   a. Ability/disability status
   b. Age
   c. Citizenship status
   d. Gender
   e. Job classification (e.g., Title, Position)
   f. Level of education
   g. Political beliefs
   h. Race/ethnicity
   i. Religious/spiritual beliefs
   j. Sexual orientation
   k. Socioeconomic status

19. How satisfied are you with the following aspects of your job?
   (Response Categories: Very Satisfied, Satisfied, Marginally Satisfied, Not Satisfied)
   a. Autonomy and independence
   b. Collegiality among staff
   c. Competence of colleagues
   d. Departmental support for work-life balance
   e. Flexibility in relation to family matters or emergencies
   f. Institutional support for work-life balance
   g. Overall job satisfaction
   h. Professional relationships with colleagues
   i. Prospects for career advancement
   j. Quality of students
   k. Relationship with my supervisor
   l. Relative equity of salary and job benefits
   m. Support for career advancement
   n. Tolerance of different staff opinions and beliefs
   o. Workspace

   Benefits
   p. Health benefits
   q. Job security
   r. Retirement benefits
   s. Salary
   t. Leave policies (e.g., paternity/maternity leave, caring for a family member, medical leave)
20. To what extent is each of the following currently a priority at this institution? 
(Response Categories: Highest Priority, High Priority, Medium Priority, Low Priority) 
   a. Develop a sense of community among staff and faculty 
   b. Develop a sense of community among students and staff 
   c. Increase or maintain institutional prestige 
   d. Recruit more traditionally underrepresented students 
   e. Promote gender diversity among the staff 
   f. Promote racial and ethnic diversity among the staff 
   g. Create and sustain partnerships with surrounding communities 

21. Indicate the extent to which you agree or disagree with each of the following. My supervisor: 
(Response Categories: Strongly Agree, Agree, Disagree, Strongly Disagree) 
   a. Supports my professional development 
   b. Sets unrealistic expectations for my job 
   c. Demonstrates a commitment to diversity and inclusion 
   d. Provides me with feedback that assists me in performing my job responsibilities 
   e. Advocates for me 
   f. Lacks the skills or knowledge to support me in my job 

22. During the past year, have you participated in any of the following opportunities provided by this institution: 
(Response Categories: Yes, No, Not Eligible, Not Available) 
   a. Diversity-related trainings 
   b. Optional technical skill development 
   c. Leadership development 
   d. Enhancement of interpersonal skills 
   e. Job benefits training 
   f. Public safety/security training 
   g. Health and wellness programs 
   h. Mentorship 
   i. Networking events 
   j. Policy and procedure training 

23. Are you a member of a union? 
(Response Categories: Yes, No)
24. Please indicate the extent to which each of the following has been a source of stress for you during the past year: (Mark one for each item)

Responses: Extensive, Somewhat, Not at All, Not Applicable

a. Managing household responsibilities
b. Child care
c. My physical health
d. Review/promotion process
e. Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)
f. Meetings
g. Institutional procedures and “red tape”
h. Lack of personal time
i. Job security
j. Self-imposed high expectations
k. Increasing work responsibilities
l. Budget cuts in my department/unit
m. Physical demands of the job

25. How frequently does your job/position require you to interact with students?

(Response Categories: Very Often, Often, Sometimes, Seldom, Never)

26. Within the next year, how likely are you to leave:

(Response Categories: Very Likely, Likely, Unlikely, Very Unlikely)

a. Your current position
b. This institution

27. What is the highest level of education you have completed?

a. Junior high/middle school or less
b. Some high school
c. High school graduate
d. Some college
e. Technical certificate
f. Associate's degree
g. Bachelor's degree
h. Master's degree
i. Doctoral or professional degree

28. With which language do you feel most comfortable?

a. English
b. Other language (please specify other language)
c. Equally comfortable with English and Other Language (please specify other language)
29. Do you have any of the following?
(Response Categories: Yes, No)
   a. Attention deficit/hyperactivity disorder (ADHD)
   b. Chronic illness (e.g., cancer, diabetes, autoimmune disorders)
   c. Autism spectrum disorder
   d. Learning disability (e.g., dyslexia)
   e. Physical disability (e.g., speech, sight, mobility, hearing)
   f. Psychological disorder (e.g., depression, anxiety, PTSD)
   g. Other

30. How would you characterize your political views?
   a. Far left
   b. Liberal
   c. Middle-of-the-road
   d. Conservative
   e. Far right

31. Which of the following most accurately describes you?
   a. U.S. citizen
   b. Permanent legal resident (Green Card)
   c. In U.S. on visa or work authorization
   d. None of the above

32. If you were NOT born in U.S., at what age did you arrive in the U.S.?
   a. Not applicable/born in the U.S.
   b. Under 5
   c. 6-12
   d. 13-18
   e. 19-25
   f. 26 or older
33. Current religious preference:
   a. Agnostic
   b. Atheist
   c. Baptist
   d. Buddhist
   e. Church of Christ
   f. Eastern Orthodox
   g. Episcopalian
   h. Hindu
   i. Jewish
   j. LDS (Mormon)
   k. Lutheran
   l. Methodist
   m. Muslim
   n. Presbyterian
   o. Quaker
   p. Roman Catholic
   q. Seventh-day Adventist
   r. United Church of Christ/Congregational
   s. Other Christian
   t. Other Religion (please specify) ______________
   u. None

34. Military status:
   a. None
   b. In the Reserves or National Guard
   c. On Active Duty
   d. Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard

35. How many children do you have?
   a. 0
   b. 1
   c. 2
   d. 3
   e. 4+
   Under 18 years old
   18 years or older

36. Are you serving as a caregiver for another adult (e.g., parent, other relative)?
   (Response Categories: Yes, No)

37. Is there anything else you would like to share about your experiences as a staff member at this institution?

38. Do you have any feedback about this survey and how it might be improved?
39. Do you give the Higher Education Research Institute (HERI) permission to retain your contact information (i.e., your email address and name) for possible follow-up research? HERI maintains strict standards of confidentiality and will not release your identifying information.
   a. If Yes, Please provide your email address:__________________________