

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

Asian

- 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

Black

- g. African American/Black
 - h. African
 - i. Caribbean
 - j. Other Black
- k. Native Hawaiian or Other Pacific Islander

Hispanic or Latina/o

- l. Mexican American/Chicano
 - m. Puerto Rican
 - n. Central American
 - o. Other Hispanic or Latino
- p. Middle Eastern

White

- 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: _____