

2019 Staff Climate Survey

1. What best describes your role:

- a. Senior administrator (e.g., President, Chancellor, Vice-President, Dean)
- b. Mid-level administrator/manager (e.g., Associate Dean, Assistant Dean, Director)
- c. Staff (e.g., Administrative Assistant, Analyst, Skilled Craft Worker)
- d. Other [Free response] (e.g., Postdoctoral Researcher, Affiliate, Courtesy Staff)

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

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3. Which of the following best describes YOUR UNIT on campus:

a. Academic Affairs

- i. Academic Advising
- ii. Academic Department/School
- iii. Library Services
- iv. Research Institute or Support/Oversight (e.g., Institutional Review Board, Office of Contracts and Grants)
- v. Other Academic Affairs

b. Business / Administrative Services

- i. Campus Safety/Police/Emergency Management
- ii. Capital Planning
- iii. Dining Services
- iv. Facilities – Custodial Services
- v. Facilities – Maintenance
- vi. Finance and Treasury (incl. Accounting)
- vii. Human Resources (including academic personnel)
- viii. Information Technology Services
- ix. Institutional Research/Assessment/Planning
- x. Legal Affairs
- xi. Medical Center/Hospital
- xii. Transportation and Parking
- xiii. Other Business / Administrative Services

c. External Affairs

- i. Alumni Affairs
- ii. Communications
- iii. Community Engagement/Partnerships
- iv. Public Relations
- v. University Advancement/Development/Planned Giving
- vi. Other External Affairs

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, Career Services, Student Health Services, International Student Services)
- vi. Other Student Life / Services

e. Leadership and Diversity

- i. Diversity, Equity, and Inclusion
- ii. Office of the Chancellor/President
- iii. Office of the Provost/Vice President
- iv. Other Leadership and Diversity

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. Do you identify as transgender?

- a. Yes
- b. No

7. What is your current gender identity?

- a. Man/Trans man
- b. Woman/Trans Woman
- c. Genderqueer/Gender non-conforming
- d. Identity not listed above (please state): [Free response]

8. In what year were you born?

- a. (Drop down list that begins in 1916)

9. How do you self-identify?

- a. Heterosexual/Straight
- b. Gay
- c. Lesbian
- d. Bisexual
- e. Queer
- f. Pansexual
- g. Asexual
- h. Not listed above [Free response]

10. How do you self-identify? (Select all that apply)American Indian or Alaska Native

- a. American Indian or Alaska Native

Asian

- b. East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)
c. Filipina/o/x
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

Native Hawaiian or Other Pacific Islander

- k. Native Hawaiian or Other Pacific Islander

Hispanic or Latina/o/x

- l. Mexican American/Chicana/o/x
m. Puerto Rican
n. Central American
o. South American
p. Other Hispanic or Latina/o/x

Middle Eastern

- q. Middle Eastern

White

- r. European
s. Other White

Other

- t. Other

11. Please rate your satisfaction with your institution in each area:

(Response Categories: Very Satisfied, Satisfied, Neutral, Dissatisfied, Very Dissatisfied, Can't Rate)

- a. Overall sense of community among students, staff, and faculty
- b. Racial and ethnic diversity of the faculty
- c. Racial and ethnic diversity of the staff
- d. Racial and ethnic diversity of the student body
- e. Commitment to hiring women and minorities

Atmosphere for:

- f. Sexual orientation differences
- g. Political differences
- h. Religious differences
- i. Gender differences
- j. Individuals with disabilities

Timeliness of Administrative responses to:

- k. Campus emergencies
- l. Sexual assault
- m. Discrimination/bias

Outcome of Administrative responses to:

- n. Campus emergencies
- o. Sexual assault
- p. Discrimination/bias

12. Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:

(Response Categories: Strongly Agree, Agree, Disagree, Strongly Disagree, Can't Rate/Don't Know)

- 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

13. Please indicate the extent to which you agree or disagree with the following statements. This institution:

(Response Categories: Strongly Agree, Agree, Disagree, Strongly Disagree, Can't Rate/Don't Know)

- 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
- j. Effectively communicates information about employee compensation and benefits

14. 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
- d. I feel a sense of belonging to this campus

15. 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)

16. Please indicate how often at this institution you have:

(Response Categories: Very Often, Often, Sometimes, Seldom, Never, Not Applicable/No Experience)

- a. Assisted a student with a problem about discrimination
- b. Witnessed discrimination
- c. Reported an incident of discrimination to a campus authority
- d. Been sexually harassed
- e. Reported an incident of sexual harassment to a campus authority
- f. Heard insensitive or disparaging remarks about race/ethnicity from:
 - i. Faculty
 - ii. Staff
 - iii. Students
 - iv. Senior Administrators

17. 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/Gender identity
- 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
- l. Parent/guardian status

18. How satisfied are you with the following aspects of your job?

(Response Categories: Very Satisfied, Satisfied, Neutral, Dissatisfied, Very Dissatisfied, Not Applicable/No Experience)

- 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. Job security
- h. Overall job satisfaction
- i. Professional relationships with colleagues
- j. Prospects for career advancement
- k. Quality of students
- l. Relationship with my supervisor
- m. Relative equity of salary and job benefits
- n. Support for career advancement
- o. Tolerance of different staff opinions and beliefs
- p. Workspace

19. Please rate your satisfaction with:

(Response Categories: Very Satisfied, Satisfied, Neutral, Dissatisfied, Very Dissatisfied, Not Eligible)

- a. Quality of health benefits
- b. Cost of health benefits
- c. Retirement benefits
- d. Salary
- e. Extended leave policies (e.g., paternity/maternity leave, caring for a family member, medical leave)
- f. Amount of paid time off:
 - i. Vacation time
 - ii. Sick leave

20. To what extent is each of the following currently a priority at this institution?

(Response Categories: Response Categories: Highest Priority, High Priority, Medium Priority, Low Priority, Not a Priority, Can't Rate/Don't Know)

- a. Increase or maintain institutional prestige
- b. Create and sustain partnerships with surrounding communities
- c. Enhance diversity on campus
- d. Investment in the professional development of staff
- e. Consider staff views in institutional decision-making
- f. Improve or maintain the physical appearance of campus (e.g., landscaping, cleanliness)
- g. Build or modernize campus facilities (e.g., new buildings or remodeling)

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 or workshops
- 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. My emotional well-being
- e. Review/promotion process
- f. Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)
- g. Meetings
- h. Institutional procedures and “red tape”
- i. Lack of personal time
- j. Job security
- k. Self-imposed high expectations
- l. Increasing work responsibilities
- m. Budget cuts in my department/unit
- n. Physical demands of the job
- o. Relationship with supervisor
- p. Relationship with co-workers
- q. Physical work environment
- r. Workplace safety
- s. Students
- t. Parking
- u. Commuting
- v. Disconnect between my personal political beliefs and the dominant views on campus
- w. Planning for retirement

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

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

26. How frequently do you voluntarily interact with students?

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

27. 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

28. 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/GED
- d. Some college
- e. Technical certificate
- f. Associate's degree
- g. Bachelor's (B.A., B.S., etc.)
- h. Master's (M.A., M.S., M.F.A., M.B.A.)
- i. J.D.
- j. M.D., D.D.S., D.V.M., etc. (Medical)
- k. Ph.D.
- l. Professional Doctorate (Ed.D., Psy.D., etc.)

29. 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)

30. 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

31. How would you characterize your political views?

- a. Far left
- b. Liberal
- c. Middle-of-the-road
- d. Conservative
- e. Far right

32. 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

33. 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

34. 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(s)/Belief(s) (please specify): [Free response]
- u. None

35. 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

36. How many children do you have?

- a. 0
- b. 1
- c. 2
- d. 3
- e. 4+

Under 18 years old

18 years or older

37. Are you serving as a caregiver for another adult (e.g., parent, other relative)?

(Response Categories: Yes, No)

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

39. Do you have any feedback about this survey and how it might be improved?

40. 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: _____

41-60. Additional questions (institution-specific) (closed-ended)

61-65. Additional questions (institution-specific) (open-ended)

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