2020 Staff Climate Survey

1. 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 ______**

2. **Please indicate your career.**
   **ARTS**
   Actor or Entertainer
   Artist
   Graphic Designer
   Musician
   Writer/Producer/Director
   **AGRICULTURE**
   Farmer or Forester
   Natural Resource Specialist/Environmentalist
   **BUSINESS**
   Accountant
   Administrative Assistant
   Business Manager/Executive
   Business Owner/Entrepreneur
   Finance (e.g., Actuary, Banking, Loan Officer, Planner)
   Human Resources
   Management Consultant
   Real Estate Agent/Realtor/Appraiser/Developer
   Retail Sales
   Sales/Marketing
   Sports Management
   **COMMUNICATIONS**
   Advertising
   Journalist
   Public Relations/ Media Relations
   **EDUCATION**
   College Administrator/Staff
   College Faculty
   Early Childcare Provider
   Elementary School Teacher
   K-12 Administrator
   Librarian
   Secondary School Teacher in a non-STEM subject
   Secondary School Teacher in Science, Technology, Engineering, or Math (STEM)
   Teacher’s Assistant/Paraprofessional
   Other K-12 Professional
GOVERNMENT
Federal/State/Local Government Official
Military
Postal Worker
Protective Services (e.g., Homeland Security, Law Enforcement, Firefighter)

HEALTHCARE SUPPORT
Dietician/Nutritionist
Home Health Worker
Medical/Dental Assistant (e.g. Hygienist, Lab Tech, Nursing Asst.)
Registered Nurse
Therapist (e.g., Physical, Occupational, Speech)

INFORMATION TECHNOLOGY
Computer Programmer/Developer
Computer/Systems Analyst
Web Designer

LAW
Lawyer/Judge
Paralegal

MEDICAL PRACTITIONERS
Clinical Psychologist
Dentist/Orthodontist
Medical Doctor/Surgeon
Optometrist
Pharmacist
Veterinarian

SCIENCE AND ENGINEERING
Engineer
Research Scientist (e.g., Biologist, Chemist, Physicist)
Urban Planner/Architect

SERVICE INDUSTRY
Custodian/Janitor/Housekeeper
Food Service (e.g., Chef/Cook, Server)
Hair Stylist/Aesthetician/Manicurist
Interior Designer
Skilled Trades (e.g., Plumber, Electrician, Construction)
Social/Non-Profit Services

CLERGY

OTHER

3. 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. Graduate student employee
   e. Other [Free response] (e.g., Postdoctoral Researcher, Affiliate, Courtesy Staff)
4. 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

5. How are you compensated for your work?
   a. Salaried (exempt)
   b. Hourly (non-exempt), eligible for overtime pay

6. 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

7. 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

   In your current position
   At this institution

8. Including your current position, how many years of full-time work experience do you have?
   a. Less than one year
   b. 1-2 years
   c. 3-5 years
   d. 6-10 years
   e. 11-15 years
   f. More than 15 years

9. Do you identify as transgender?
   a. Yes
   b. No

10. What is your current gender identity?
    a. Man/Trans man
    b. Woman/Trans Woman
    c. Non-binary
    d. Genderqueer/Gender non-conforming
    e. Identity not listed above (please state): [Free response]
11. In what year were you born?
   a. (Drop down list that begins in 1916)

12. How do you self-identify?
   a. Heterosexual/Straight
   b. Asexual
   c. Bisexual
   d. Gay
   e. Lesbian
   f. Pansexual
   g. Queer
   h. Not listed above [Free response]

13. 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
14. Please rate your satisfaction with your institution in each area:
   (Response Categories: Very Satisfied, Satisfied, Neutral, Dissatisfied, Very Dissatisfied, Can't Rate)
   a. Racial and ethnic diversity of the faculty
   b. Racial and ethnic diversity of the staff
   c. Racial and ethnic diversity of the student body
   d. Gender diversity of staff
   e. Commitment to hiring women
   f. Commitment to hiring underrepresented racial/ethnic minorities

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

   Timeliness of Administrative responses to:
   l. Campus emergencies
   m. Sexual assault
   n. Discrimination/bias

   Outcome of Administrative responses to:
   o. Campus emergencies
   p. Sexual assault
   q. Discrimination/bias

14a. Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]

15. 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. Staff concerns are considered when making policy
   b. I feel respected by faculty
   c. I feel respected by other staff members
   d. I feel respected by students
   e. I feel respected by senior administrators
16. 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. Effectively communicates information about employee compensation and benefits

16a. Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]

17. 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 feel my contributions are valued by my direct supervisor
d. I feel my contributions are valued by senior administrators
e. I feel my contributions are valued by students
f. Colleagues in my department care about my well-being
g. My professional skills are effectively put to use in this position
h. Other staff members seek me out for my expertise/skills
i. I feel I have to work harder than my colleagues to be perceived as a competent administrator/staff member
j. My role is important to the overall success of my department
k. My job duties are clearly defined
l. I feel comfortable asking questions when I do not know how to approach a job-related task
m. My workload is manageable given the hours I’m scheduled to work
n. I achieve a healthy balance between my personal life and my professional life
o. I have at least one professional mentor I can turn to for guidance
p. I have friendly relationships with colleagues in my department
q. I have friendly relationships with colleagues outside of my department at this institution
r. I feel a sense of belonging to this campus

17a. Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]
18. 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)

19. Please indicate the extent to which you agree it is your role to:

(Response Categories: Strongly Agree, Agree, Disagree, Strongly Disagree)

a. Encourage students to become agents of social change
b. Prepare students for employment after college
c. Prepare students for graduate or advanced education
d. Develop students’ moral character
e. Provide for students’ emotional development
f. Help students develop personal values
g. Enhance students’ knowledge and appreciation for other racial/ethnic groups
h. Encourage respect for different beliefs

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

(Response Categories: Very Often, Often, Sometimes, Seldom, Never, Decline to State)

a. Assisted a student with a problem about discrimination
b. Been sought out by students as a resource due to my:
   i. Racial/ethnic identity
   ii. Gender identity
   iii. Sexual orientation identity
c. Assisted another staff member with a problem about discrimination
d. Been sought out by staff members as a resource due to my:
   i. Racial/ethnic identity
   ii. Gender identity
   iii. Sexual orientation identity
e. Witnessed discrimination
f. Reported an incident of discrimination to a campus authority
g. Been sexually harassed
h. Reported an incident of sexual harassment to a campus authority
i. Felt my ideas were dismissed by my colleagues
j. Felt I did not receive due credit for my ideas or work
k. Heard insensitive or disparaging remarks about race/ethnicity from:
   i. Faculty
   ii. Staff
   iii. Students
   iv. Senior Administrators
21. 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

21a. Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]

22. 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

23. 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 coworkers
   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 coworkers
   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. Workspace
p. Ongoing professional development

23a. Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]

24. Rate the likelihood with which you would do each of the following:
   (Response Categories: Very Likely, Likely, Unlikely, Very Unlikely)
   a. Recommend that a friend apply for a job:
      i. In your current department
      ii. At this institution
   b. Apply or reapply for a position on campus

25. 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. Investment in the professional development of staff
   d. Improve or maintain the physical appearance of campus (e.g., landscaping, cleanliness)
   e. Build or modernize campus facilities (e.g., new buildings or remodeling)

26. 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. Cares about my well-being
   b. Supports my professional development
   c. Sets unrealistic expectations for my job
   d. Demonstrates a commitment to diversity and inclusion
   e. Provides me with feedback that assists me in performing my job responsibilities
   f. Advocates for me
   g. Lacks the skills or knowledge to support me in my job

27. 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  

28. Are you a member of a union?  
(Response Categories: Yes, No)  

29. 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. Completing core job functions on time  
m. Competing job priorities/deadlines  
n. Increasing work responsibilities  
o. Budget cuts in my department/unit  
p. Physical demands of the job  
q. Relationship with supervisor  
r. Relationship with co-workers  
s. Physical work environment  
t. Workplace safety  
u. Students  
v. Parking  
w. Commuting  
x. Disconnect between my personal political beliefs and the dominant views on campus  
y. Planning for retirement  

29a. Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]
30. How frequently does your job/position require you to interact with students?  
((Response Categories: Very Often, Often, Sometimes, Seldom, Never))

31. How frequently do you voluntarily interact with students?  
((Response Categories: Very Often, Often, Sometimes, Seldom, Never))

32. 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

32a. Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]

33. 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.)

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Advanced Degree Holders

These questions will only be for respondents who indicated they have the following advanced degree types: Master’s, Ph.D., Professional Doctorate

33a. My graduate program prepared me well for my current position:  
((Response Categories: Strongly Agree, Agree, Disagree, Strongly Disagree))

33b. Is your advanced degree in higher education administration, education leadership, or a similar program related to higher education?  
((Response Categories: Yes, No))

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34. 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)

35. 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

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

37. 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

38. 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

39. 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. Lutheran
k. Methodist
l. Muslim
m. Presbyterian
n. Quaker
o. Roman Catholic
p. Seventh-day Adventist
q. The Church of Jesus Christ of Latter-day Saints
r. United Church of Christ/Congregational
s. Other Christian
t. Other Religion(s)/Belief(s) (please specify): [Free response]
u. None

40. 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

41. How many dependents do you have?
   a. 0
   b. 1
   c. 2
   d. 3
   e. 4+
   Under 18 years old
   18-26 years old
   27 years old or older

42. Are you serving as a caregiver for another adult who is not a dependent (e.g. parent, other relative)?
   (Response Categories: Yes, No)

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

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

45. 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:__________________________

45-60. Additional questions (institution-specific) (closed-ended)
61-65. Additional questions (institution-specific) (open-ended)