

HERI

HIGHER EDUCATION RESEARCH INSTITUTE AT UCLA  
HOME OF THE COOPERATIVE INSTITUTIONAL RESEARCH PROGRAM

## 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:**
- Full-time, permanent employee
  - Full-time, temporary/contract employee
  - Part-time, permanent employee
  - Part-time, temporary/contract employee
- 5. How are you compensated for your work?**
- Salaried (exempt)
  - Hourly (non-exempt), eligible for overtime pay
- 6. How many direct reports do you have (excluding student employees)?**
- I do not directly supervise employees
  - 1 to 2
  - 3 to 5
  - 6 to 10
  - 11 or more
- 7. How many years have you been employed:**
- Less than one year
  - 1-4 years
  - 5-10 years
  - 11-15 years
  - 16-20 years
  - 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?**
- Less than one year
  - 1-2 years
  - 3-5 years
  - 6-10 years
  - 11-15 years
  - More than 15 years
- 9. Do you identify as transgender?**
- Yes
  - No
- 10. What is your current gender identity?**
- Man/Trans man
  - Woman/Trans Woman
  - Non-binary
  - Genderqueer/Gender non-conforming
  - 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

White

- r. European
- s. Other White

Other

- t. Other [please specify]

**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)*

*(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)