



2021 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 / Student Affairs**
    - i. Admissions / Enrollment Management / Registrar
    - ii. Athletics (Varsity / Club)
    - iii. Financial Aid
    - iv. Housing/Residential Life
    - v. Dean of Students/Judicial Affairs
    - vi. Campus Activities (e.g., Recreation, Student Government, College Union)
    - vii. Student Health Services, Psychological Services
    - viii. Other Student Affairs (e.g., International Student Services, Career Services, Orientation, Veteran Student Affairs)
  - 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. How would you characterize your job function** (e.g. Administrative Assistant, Research Scientist, Academic Advisor, Food Service Worker, Coach, Electrician)? **[Free response]**
- 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. 16-20 years
- g. 21-25 years
- h. 26 years or more

**9. Do you identify as transgender?**

- a. Yes
- b. No

**10. What is your current gender identity?**

- a. Man
- b. 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. What is your sexual orientation?**

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

**13. Are you: (Select all that apply)**

Native American or Alaska Native

- a. Native American/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/Don't Know)*

- 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. My professional skills are effectively put to use in this position
- g. I feel I have to work harder than my colleagues to be perceived as a competent administrator/staff member
- h. My job duties are clearly defined
- i. My workload is manageable given the hours I'm scheduled to work

- j. My salary is sufficient considering the cost of living in this area
- k. I achieve a healthy balance between my personal life and my professional life
- l. I have at least one professional mentor I can turn to for guidance
- m. 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 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. Assisted another staff member with a problem about discrimination
- c. Witnessed discrimination
- d. Reported an incident of discrimination to a campus authority
- e. Been sexually harassed
- f. Reported an incident of sexual harassment to a campus authority
- g. Felt my ideas were dismissed by my colleagues
- h. Felt I did not receive due credit for my ideas or work
- i. Heard insensitive or disparaging remarks about race/ethnicity from:
  - i. Faculty
  - ii. Staff
  - iii. Students
  - iv. Senior Administrators

**20. Currently, where are you primarily working?**

- a. Remotely
- b. On-campus
- c. About half remotely and half on-campus

**21. As a result of the COVID-19 pandemic, please indicate the extent to which you:**

*(Response categories: To a Very Large Extent, To a Large Extent, To Some Extent, To a Small Extent, Not at all)*

- a. Feel confident in your ability to fulfill job responsibilities given current work conditions
- b. Feel your job responsibilities have changed
- c. Are concerned about your job security

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

- 22.** Please indicate your agreement with each of the following statements:  
(*Response Categories: Strongly Agree, Agree Somewhat, Disagree Somewhat, Strongly Disagree*)
- a. Campus leadership has communicated effectively regarding the pandemic
  - b. I support the decisions campus leadership has made with respect to the current level of in-person operations on campus
  - c. My institution's pandemic response considers the health and safety of staff
  - d. My supervisor has been flexible with my scheduling needs
  - e. This college should minimize in-person operations until a vaccine is developed.
  - f. This college has provided the necessary protections for individuals who have been required to work on campus during the pandemic (e.g., essential personnel)

**22a. Is there anything you wish to further clarify about your responses in this section? If yes, please explain.** [*free response*]

- 23.** If your campus has returned to in-person operations, to what extent are you satisfied with the following institutional responses to the COVID-19 pandemic: (*Response Categories: Very Satisfied, Satisfied, Dissatisfied, Very Dissatisfied, Can't Rate/No Experience*)
- a. Transition back to on-campus operations
  - b. Flexibility to continue working remotely
  - c. Availability of hand sanitizer, masks, etc.
  - d. Physical space to properly distance from coworkers
  - e. Policies should someone in my department test positive
  - f. Availability of COVID-19 testing

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

- 24.** Rate the extent to which each of the following has been a source of stress for you during the COVID-19 pandemic: (Mark one for each item) (*Response Categories: To a Very Large Extent, To a Large Extent, To Some Extent, To a Small Extent, Not at All*)
- a. Physical health
  - b. Mental health
  - c. Health of loved ones
  - d. Access to health care
  - e. The extent to which others adhere to physical distancing guidelines while out in public
  - f. Coping with social isolation
  - g. Personal finances
  - h. Childcare
  - i. Responsibility for educating your school-age child(ren)

**24a. Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]**

**25. Please indicate your agreement with each of the following statements:**

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

- a. The U.S. should implement universal mail-in voting for general elections
- b. A national health care plan is needed to cover everybody's medical costs
- c. President Trump has demonstrated effective leadership during the COVID-19 pandemic
- d. The U.S. Congress has demonstrated effective leadership during the COVID-19 pandemic
- e. Stay-at-home orders related to the COVID-19 pandemic were generally an overreaction
- f. President Trump has been dishonest in his descriptions of the effectiveness of his administration's response to the COVID-19 pandemic

**26. 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

**26a. Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]**

**27. 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

**28. 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

**28a. Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]**

**29. 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

**30. 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)

**31. 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

**32. 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

**33. Are you a member of a union?**

*(Response Categories: Yes, No)*

**34. 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. Review/promotion process
- c. Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)
- d. Meetings
- e. Institutional procedures and “red tape”
- f. Lack of personal time
- g. Self-imposed high expectations
- h. Completing core job functions on time
- i. Competing job priorities/deadlines
- j. Increasing work responsibilities
- k. Budget cuts in my department/unit
- l. Physical demands of the job
- m. Relationship with supervisor

- n. Relationship with co-workers
- o. Students
- p. Parking
- q. Commuting
- r. Disconnect between my personal political beliefs and the dominant views on campus
- s. Planning for retirement

**34a. Is there anything you wish to further clarify about your responses in this section? If yes, please explain.** *[free response]*

**35. How frequently does your job/position require you to interact with students?**  
*(Response Categories: Very Often, Often, Sometimes, Seldom, Never)*

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

**37. 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

**37a. Is there anything you wish to further clarify about your responses in this section? If yes, please explain.** *[free response]*

**38. 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.)

**39. 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)

**40. 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 or sensory disability (e.g., speech, sight, mobility, hearing)
- f. Psychological disorder (e.g., depression, anxiety, PTSD)
- g. Other

**41. How would you characterize your political views?**

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

**42. 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

**43. 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. 5 or younger
- c. 6-12
- d. 13-18
- e. 19-25
- f. 26 or older

**44. 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

**45. 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

**46. 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

**47. Are you serving as a caregiver for another adult who is not a dependent (e.g. parent, other relative)?**

*(Response Categories: Yes, No)*

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

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

**50. 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: \_\_\_\_\_

51-70. Additional questions (institution-specific) (closed-ended)

71-75. Additional questions (institution-specific) (open-ended)