

## 2019 Staff Climate Survey Infographic

Staff offer a wide array of insights they have developed in the course of completing their job duties. In 2019, they shared their perspectives on topics including perceived institutional priorities, job satisfaction, and climate for diversity.

Infographic Item	Survey Question/Variable Name	Response Option(s) selected
<b><i>Staff members offer valuable perspectives on what they believe are their institutions priorities.</i></b>		
77% say that increasing or maintaining prestige is a top priority.	Institutional Priority: Increase or maintain institutional prestige (INSTPRIORITY03)	High Priority, Highest Priority
47% say that creating and sustaining partnerships with surrounding communities is a top priority	Create and sustain partnerships with surrounding communities (INSTPRIORITY07)	High Priority, Highest Priority
27% say that investing in professional development for staff is a top priority.	Investment in the professional development of staff (INSTPRIORITY09)	High Priority, Highest Priority
<b><i>They generally have positive feelings for their job....</i></b>		
74% are satisfied with their job overall.	Job Satisfaction: Overall job satisfaction (JOBSATIS07)	Satisfied, Very Satisfied
75% feel a sense of belonging on their campus.	Inst Opinion: I feel a sense of belonging to this campus (INSTOPN04)	Agree, Strongly Agree
<b><i>...Though they have nuanced thoughts on other aspects of their work environment.</i></b>		
39% are satisfied with their prospects for career advancement.	Job Satisfaction: Prospects for career advancement (JOBSATIS09)	Satisfied, Very Satisfied
43% are satisfied with their salary.	Job Satisfaction: Salary (JOBSATIS19)	Satisfied, Very Satisfied
59% are satisfied with institutional support for work/life balance.	Job Satisfaction: Institutional support for work-life balance (JOBSATIS06)	Satisfied, Very Satisfied
80% are satisfied with their autonomy and independence.	Job Satisfaction: Autonomy and independence (JOBSATIS01)	Satisfied, Very Satisfied

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<b><i>Staff share their opinions on the climate for diversity.</i></b>		
40% believe their institution rewards staff for participation in diversity efforts.	Climate Opinion: Rewards staff for their participation in diversity efforts (CLIMOPN06)	Agree, Strongly Agree
28% say their institution has a lot of racial tension.	Climate Opinion: Has a lot of racial tension (CLIMOPN08)	Agree, Strongly Agree
61% are satisfied with the atmosphere for gender differences.	Satisfaction: Atmosphere for gender differences (CMPSAT11)	Satisfied, Very Satisfied
<b><i>Despite work-related stressors...</i></b>		
42% cite parking as a source of stress.	Stress: Parking (STRESS20)	Somewhat, Extensive
62% cite institutional procedures and “red tape” as a source of stress.	Stress: Institutional procedures and “red tape” (STRESS07)	Somewhat, Extensive
68% cite increasing work responsibilities as a source of stress.	STRESS: Increasing work responsibilities (STRESS07)	Somewhat, Extensive
<b><i>...Staff members are largely content in key areas of their professional life.</i></b>		
74% believe they have a healthy balance between their personal life and their professional life.	Inst Opinion: I achieve a healthy balance between my personal life and my professional life (INSTOPN03)	Agree, Strongly Agree
76% feel their contributions are valued by their department.	Inst Opinion: I feel my contributions are valued by my department (INSTOPN02)	Agree, Strongly Agree
73% will likely stay in their current role for at least the next year.	Within the next year, how likely are you to leave: Your current position (LEAVEJOB)	Unlikely, Very Unlikely

Survey Source: HERI Staff Climate Survey 2019