

2020 Staff Infographic

The campus climate for diversity spans multiple aspects of identity and encompasses a variety of contexts. In 2020, staff shared their views related to policies, professional relationships, and workload.

Infographic Item	Survey Question/Variable Name	Response Option(s) selected
<i>Opinions are fairly split about diversity-related hiring practices.</i>		
61% believe their institution has effective hiring practices and policies that increase staff diversity	Climate Opinion: Has effective hiring practices and policies that increase staff diversity (CLIMOPN07)	Agree, Strongly Agree
48% are satisfied with their institution's commitment to hiring underrepresented racial/ethnic minorities	Satisfaction: Commitment to hiring underrepresented racial/ethnic minorities (CMPSAT20)	Satisfied, Very Satisfied
<i>Though some feel there is a chilly climate related to disability...</i>		
17% are displeased with the atmosphere for individuals with disabilities at their institution	Satisfaction: Atmosphere for: Individuals with disabilities (CMPSAT12)	Dissatisfied, Very Dissatisfied
7% have experienced discrimination due to their ability/disability status	At this institution, how often have you been discriminated against or excluded from activities because of your: Ability/disability status (HARFORM01)	Very Often, Often, Sometimes, Seldom
<i>...even more staff report climate issues related to age.</i>		
20% have experienced discrimination due to their age	At this institution, how often have you been discriminated against or excluded from activities because of your: Age (HARFORM02)	Very Often, Often, Sometimes, Seldom
<i>Staff feel respected by some groups on campus more than others...</i>		
94% feel respected by students	INST OPINION: I feel respected by <u>students</u> (INSTOPND01)	Agree, Strongly Agree
71% feel respected by faculty	INST OPINION: I feel respected by <u>faculty</u> (INSTOPND01)	Agree, Strongly Agree
68% feel respected by senior administrators	INST OPINION: I feel respected by <u>senior administrators</u> (INSTOPND01)	Agree, Strongly Agree
<i>...and also share concerns about how they are perceived by colleagues.</i>		
39% feel they have to work harder than their colleagues to be perceived as a competent administrator/staff member	Inst Opinion: I feel I have to work harder than my colleagues to be perceived as a	Agree, Strongly Agree

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	competent administrator/staff member (INSTOPN18)	
17% do not feel that their contributions are valued by their department	Inst Opinion: I feel my contributions are valued by my department (INSTOPN02)	Disagree, Strongly Disagree
10% do not feel that departmental colleagues care about their well-being	Inst Opinion: Colleagues in my department care about my well-being (INSTOPN16)	Disagree, Strongly Disagree
<i>Staff have concerns about work capacity...</i>		
53% say that competing job priorities/deadlines have been a source of stress	Stress: Competing job priorities/deadlines (STRESS25)	Somewhat, Extensive
28% do not believe that their workload is manageable given the hours they are scheduled to work	Inst Opinion: My workload is manageable given the hours I'm scheduled to work (INSTOPN05)	Disagree, Strongly Disagree
25% do not think their job duties are clearly defined	Inst Opinion: My job duties are clearly defined (INSTOPN06)	Disagree, Strongly Disagree
<i>...which may be intensified for staff who are sought out by students due to their social identity</i>		
39% were sought out due to their race/ethnicity	Been sought out by students as a resource due to my: Racial/ethnic identity (HAREXP15)	Seldom, Sometimes, Often, Very Often
35% were sought out due to their gender	Been sought out by students as a resource due to my: Gender identity (HAREXP16)	Seldom, Sometimes, Often, Very Often
20% were sought out due to their sexual orientation	Been sought out by students as a resource due to my: Sexual orientation (HAREXP17)	Seldom, Sometimes, Often, Very Often

Survey Source: HERI Staff Climate Survey 2020