Opinions are fairly split about diversity-related hiring practices.

- 61% believe their institution has effective hiring practices and policies that increase staff diversity.
- 48% are satisfied with their institution’s commitment to hiring underrepresented racial/ethnic minorities.

Though some feel there is a chilly climate related to disability...

- 17% are displeased with the atmosphere for individuals with disabilities at their institution.
- 7% have experienced discrimination due to their ability/disability status.

...even more staff report climate issues related to age.

- 20% have experienced discrimination due to their age.

Staff have concerns about work capacity...

- 53% say that competing job priorities/deadlines have been a source of stress.
- 28% do not believe that their workload is manageable given the hours they are scheduled to work.
- 25% do not think their job duties are clearly defined.

...which may be intensified for staff who are sought out by students due to their social identity.

- 39% were sought out due to their race/ethnicity.
- 35% were sought out due to their gender.
- 20% were sought out due to their sexual orientation.

Staff feel respected by some groups on campus more than others...

- 94% feel respected by students.
- 71% feel respected by faculty.
- 68% feel respected by senior administrators.

...and also share concerns about how they are perceived by colleagues.

- 39% feel they have to work harder than their colleagues to be perceived as a competent administrator/staff member.
- 17% do not feel that their contributions are valued by their department.
- 10% do not feel that departmental colleagues care about their well-being.