



2022 Staff Climate Survey (Codebook)

| Question | Variable Name | Variable Description |
|----------|---------------|--|
| | ACE | College I.D. |
| | SUBJID | Subject I.D. |
| | SUBMITDATE | Date and Timestamp |
| | GRPA | Group Code A |
| | GRPB | Group Code B |
| 1 | DEPTDISC | <p>Which of the following best describes YOUR UNIT on campus</p> <p><u>Academic Affairs</u></p> <p>1=Academic Advising 2= Academic Department/School 3=Library Services 4=Research Institute or Support/Oversight (e.g., Institutional Review Board, Office of Contracts and Grants) 5=Other Academic Affairs</p> <p><u>Business/Administrative Services</u></p> <p>6=Campus Safety/Police/Emergency Management 7=Capital Planning 8=Dining Services 9=Facilities – Custodial Services 10=Facilities – Maintenance 11=Finance and Treasury (incl. Accounting) 12=Human Resources (including academic personnel) 13=Information Technology Services 14=Institutional Research/Assessment/Planning 15=Legal affairs 16=Medical Center/Hospital 17=Transportation and Parking 18=Other Business / Administrative Services</p> <p><u>External Affairs</u></p> <p>19=Alumni Affairs 20=Communications 21=Community Engagement/Partnerships 22=Public Relations 23=University Advancement/Development/Planned Giving 24=Other External Affairs</p> <p><u>Student Life / Services / Student Affairs</u></p> <p>25=Admissions / Enrollment Management / Registrar 26=Athletics (Varsity / Club) 27=Financial Aid 28=Housing/Residential Life 29=Dean of Students/Judicial Affairs 30=Campus Activities (e.g., Recreation, Student Government, College Union) 31=Student Health Services, Psychological Services 32=Other Student Affairs (e.g., International Student Services, Career Services, Orientation, Veteran Student Affairs)</p> <p><u>Leadership and Diversity</u></p> <p>33=Diversity, Equity, and Inclusion 34=Office of the Chancellor/President 35=Office of the Provost/Vice President 36=Other Leadership and Diversity</p> <p><u>Other</u></p> <p>37=Other, please specify _____</p> |
| 2 | CAREER_TEXT | How would you characterize your job function (e.g. Administrative Assistant, Research Scientist, Academic Advisor, Food Service Worker, Coach, Electrician)? [Free response] |
| 3 | STAFFFRANK | <p>What best describes your role?</p> <p>1=Senior administrator (e.g., President, Chancellor, Vice-President, Dean) 2=Mid-level administrator/manager (e.g., Associate Dean, Assistant Dean, Director) 3=Staff (e.g., Administrative Assistant, Analyst, Skilled Craft Worker) 4=Graduate Student Employee</p> |



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| | | 5=Other [Free response] (e.g., Postdoctoral Researcher, Affiliate, Courtesy Staff) |
| 3a | STAFFFRANK_TEXT | Your role: [Free response] |
| 4 | FULLSTAT | Are you a: 1=Part-time, temporary/contract employee 2=Part-time, permanent employee 3=Full-time, temporary/contract employee 4=Full-time, permanent employee |
| 5 | PAYTYPE | How are you compensated for your work? 1=Salaried (exempt) 2=Hourly (non-exempt), eligible for overtime pay |
| 6 | DIRECTREPORT | How many direct reports do you have (excluding student employees)? 1=I do not directly supervise employees 2=1 to 2 3=3 to 5 4=6 to 10 5=11 or more |
| 7 | EMPLOYYS1 EMPLOYYS2 | How many years have you been employed: 1=Less than one year 2=1-4 years 3=5-10 years 4=11-15 years 5=16-20 years 6=More than 20 years At this institution In your current position |
| 8 | EMPLOYYSFT | Including your current position, how many years of full-time work experience do you have? 1=Less than one year 2=1-2 years 3=3-5 years 4=6-10 years 5=11-15 years 6=16-20 years 7=21-25 years 8=26 years or more |
| 9 | TRANSGENDER | Do you identify as transgender? 1=No 2=Yes |
| 10 | GENDERIDENTITY | What is your current gender identity? 1=Man 2=Woman 3=Non-binary 4=Genderqueer/Gender non-conforming 5=Identity not listed above (please state): [Free response] |
| 10a | GENDERIDENTITY_TEXT | Current gender identity: [Free response] |
| 11 | YRBIRTH | In what year were you born? 1=1919 2=1920 3=1921 4=1922 5=1923 6=1924 7=1925 8=1926 9=1927 10=1928 11=1929 |



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| | | 12=1930 13=1931 14=1932 15=1933 16=1934 17=1935 18=1936 19=1937 20=1938 21=1939 22=1940 23=1941 24=1942 25=1943 26=1944 27=1945 28=1946 29=1947 30=1948 31=1949 32=1950 33=1951 34=1952 35=1953 36=1954 37=1955 38=1956 39=1957 40=1958 |
| | YRBIRTH (con't) | 41=1959 42=1960 43=1961 44=1962 45=1963 46=1964 47=1965 48=1966 49=1967 50=1968 51=1969 52=1970 53=1971 54=1972 55=1973 56=1974 57=1975 58=1976 59=1977 60=1978 61=1979 62=1980 63=1981 64=1982 65=1983 66=1984 67=1985 |



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| | | 68=1986 69=1987 70=1988 71=1989 72=1990 73=1991 74=1992 75=1993 76=1994 77=1995 78=1996 79=1997 80=1998 81=1999 82=2000 83=2001 84=2002 85=2003 86=2004 |
| 12 | LGBTQIDEN | What is your sexual orientation? 1=Heterosexual/Straight 2=Asexual 3=Bisexual 4=Gay 5=Lesbian 6=Pansexual 7=Queer 8=Not listed above [Free response] |
| 12a | LGBTQIDEN_TEXT | Sexual orientation: [Free response] |
| 13 | RACE01 RACE02 RACE03 RACE04 RACE05 RACE06 RACE07 RACE08 RACE09 RACE10 RACE11 RACE12 RACE13 RACE14 RACE20 RACE15 RACE16 | Are you: (Select all that apply) 1=Not marked 2=Marked <u>American Indian or Alaska Native</u> Native American/Alaska Native <u>Asian</u> East Asian (e.g. Chinese, Japanese, Korean, Taiwanese) Filipina/o/x Southeast Asian (e.g. Cambodian, Vietnamese, Hmong) South Asian (e.g. Indian, Pakistani, Nepalese, Sri Lankan) Other Asian <u>Black</u> African American/Black African Caribbean Other Black <u>Native Hawaiian or Other Pacific Islander</u> Native Hawaiian or Other Pacific Islander <u>Hispanic or Latina/o/e/x</u> Mexican American/Chicana/o/e/x Puerto Rican Central American South American Other Hispanic or Latina/o/e/x <u>Middle Eastern</u> Middle Eastern <u>White</u> |



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|----------|---------------|---|
| | RACE17 | European |
| | RACE18 | Other White |
| | | <u>Other</u> |
| | RACE19 | Other |
| 14 | | Please rate your satisfaction with your institution in each area: 1=Can't Rate/Don't Know 2=Very Dissatisfied 3=Dissatisfied 4=Neutral 5=Satisfied 6=Very Satisfied |
| | CMPSAT04 | Satisfaction: Racial and ethnic diversity of the <u>faculty</u> |
| | CMPSAT05 | Satisfaction: Racial and ethnic diversity of the <u>staff</u> |
| | CMPSAT06 | Satisfaction: Racial and ethnic diversity of the <u>student body</u> |
| | CMPSAT21 | Satisfaction: Gender diversity of <u>staff</u> |
| | CMPSAT19 | Satisfaction: Commitment to hiring women |
| | CMPSAT20 | Satisfaction: Commitment to hiring underrepresented racial/ethnic minorities <u>Atmosphere</u> for: |
| | CMPSAT08 | Satisfaction: Atmosphere for: Sexual orientation differences |
| | CMPSAT09 | Satisfaction: Atmosphere for: Political differences |
| | CMPSAT10 | Satisfaction: Atmosphere for: Religious differences |
| | CMPSAT11 | Satisfaction: Atmosphere for: Gender differences |
| | CMPSAT12 | Satisfaction: Atmosphere for: Individuals with disabilities <u>Timeliness</u> of Administrative responses to: |
| | CMPSAT13 | Satisfaction: Administrative responses to: Campus emergencies |
| | CMPSAT14 | Satisfaction: Administrative responses to: Sexual assault |
| | CMPSAT15 | Satisfaction: Administrative responses to: Discrimination/bias <u>Outcome</u> of Administrative responses to: |
| | CMPSAT16 | Satisfaction: Administrative responses to: Campus emergencies |
| | CMPSAT17 | Satisfaction: Administrative responses to: Sexual assault |
| | CMPSAT18 | Satisfaction: Administrative responses to: Discrimination/bias |
| 14a | CMPSAT_TEXT | 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: 1=Can't Rate/Don't Know 2=Strongly Disagree 3=Disagree 4=Agree 5=Strongly Agree |
| | INSTOPND02 | Inst Opinion: Staff concerns are considered when making policy |
| | INSTOPND01 | Inst Opinion: I feel respected by <u>faculty</u> |
| | INSTOPND05 | Inst Opinion: I feel respected by other <u>staff members</u> |
| | INSTOPND07 | Inst Opinion: I feel respected by <u>senior administrators</u> |
| 16 | | Please indicate the extent to which you agree or disagree with the following statements. This institution: 1=Can't Rate/Don't Know 2=Strongly Disagree 3=Disagree 4=Agree 5=Strongly Agree |
| | CLIMOPN01 | Climate Opinion: Encourages staff to have a public voice and share their ideas openly |
| | CLIMOPN02 | Climate Opinion: Encourages students to have a public voice and share their ideas openly |
| | CLIMOPN03 | Climate Opinion: Has campus administrators who regularly speak about the value of diversity |
| | CLIMOPN04 | Climate Opinion: Promotes the appreciation of cultural differences |
| | CLIMOPN05 | Climate Opinion: Provides the campus community with opportunities to share feelings about issues of concern |
| | CLIMOPN06 | Climate Opinion: Rewards staff for their participation in diversity efforts |
| | CLIMOPN07 | Climate Opinion: Has effective practices and policies that increase staff diversity |
| | CLIMOPN08 | Climate Opinion: Has a lot of racial tension |



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| | CLIMOPN10 | Climate Opinion: Effectively communicates information about employee compensation and benefits |
| 16a | CLIMOPN_TEXT | 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. 1=Strongly Disagree 2=Disagree 3=Agree 4=Strongly Agree |
| | INSTOPN01 | Inst Opinion: I feel unsafe on this campus |
| | INSTOPN02 | Inst Opinion: I feel my contributions are valued by my department |
| | INSTOPN07 | Inst Opinion: I feel my contributions are valued by my direct supervisor |
| | INSTOPN14 | Inst Opinion: I feel my contributions are valued by senior administrators |
| | INSTOPN15 | Inst Opinion: I feel my contributions are valued by students |
| | INSTOPN08 | Inst Opinion: My professional skills are effectively put to use in this position |
| | INSTOPN18 | Inst Opinion: I feel I have to work harder than my colleagues to be perceived as a competent administrator/staff member |
| | INSTOPN06 | Inst Opinion: My job duties are clearly defined |
| | INSTOPN05 | Inst Opinion: My workload is manageable given the hours I'm scheduled to work |
| | INSTOPN19 | Inst Opinion: My salary is sufficient considering the cost of living in this area |
| | INSTOPN03 | Inst Opinion: I achieve a healthy balance between my personal life and my professional life |
| | INSTOPN11 | Inst Opinion: I have at least one professional mentor I can turn to for guidance |
| | INSTOPN04 | Inst Opinion: I feel a sense of belonging to this campus |
| 17a | INSTOPN_TEXT | 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: 1=Never 2=Seldom 3=Sometimes 4=Often 5=Very Often |
| | CONSACTION01 | Act: Challenged others on issues of discrimination |
| | CONSACTION02 | Act: Educated yourself about individuals who are different from you |
| | CONSACTION03 | Act: Participated in a coalition of different groups to address social justice issues |
| | CONSACTION04 | Act: Attended events focused on diversity (e.g., presentations, performances, art exhibits, debates) |
| 19 | | Please indicate how often at this institution you have: 1=Decline to state 2=Never 3=Seldom 4=Sometimes 5=Often 6=Very Often |
| | HAREXP02 | Act: Assisted a student with a problem about discrimination |
| | HAREXP18 | Act: Assisted another staff member with a problem about discrimination |
| | HAREXP03 | Act: Witnessed discrimination |
| | HAREXP05 | Act: Reported an incident of discrimination to a campus authority |
| | HAREXP04 | Act: Been sexually harassed |
| | HAREXP06 | Act: Reported an incident of sexual harassment to a campus authority |
| | HAREXP22 | Act: Felt my ideas were dismissed by my colleagues |
| | HAREXP23 | Act: Felt I did not receive due credit for my ideas or work |
| | HAREXP07 | Heard insensitive or disparaging remarks about race/ethnicity from: |
| | HAREXP08 | Heard insensitive racial remarks from: Faculty |
| | HAREXP09 | Heard insensitive racial remarks from: Staff |
| | HAREXP09 | Heard insensitive racial remarks from: Students |
| | HAREXP10 | Heard insensitive racial remarks from: Senior Administrators |
| 20 | WORKFH | Currently, where are you primarily working? 1=Remotely 2=On-campus 3=About half remotely and half on-campus |
| 21 | REMOTEWORK | Please indicate your agreement with the following statement: |



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| | | 1=Not Applicable 2=Strongly Disagree 3=Disagree 4=Agree 5=Strongly Agree I would prefer to work remotely rather than on-campus |
| 22 | COVIDJOB01 COVIDJOB02 COVIDJOB03 | As a result of the COVID-19 pandemic, please indicate the extent to which you: 1=Not at all 2=To a Small Extent 3=To Some Extent 4=To a Large Extent 5=To a Very Large Extent Feel confident in your ability to fulfill job responsibilities given current work conditions Feel your job responsibilities have changed Are concerned about your job security |
| 22a | COVIDJOB_TEXT | Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response] |
| 23 | COVIDCOLOPN01 COVIDCOLOPN02 COVIDCOLOPN03 COVIDCOLOPN13 COVIDCOLOPN14 COVIDCOLOPN06 COVIDCOLOPN15 | Please indicate your agreement with each of the following statements: 1=Strongly Disagree 2=Disagree 3=Agree 4=Strongly Agree Campus leadership has communicated effectively regarding the pandemic The decisions leaders have made with respect to the current level of in-person operations on campus have been appropriate My institution's pandemic response has considered the health and safety of staff This college has effective policies related to COVID-19 vaccinations for the campus community This college should require individuals to be fully vaccinated before they're allowed back on campus This college has provided the necessary protections for individuals who have been required to work on campus during the pandemic (e.g., essential per I feel safer when others wear masks while sharing an indoor space with me |
| 23a | COVIDCOLOPN_TEXT | Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response] |
| 24 | COVIDSATIS01 COVIDSATIS02 COVIDSATIS03 COVIDSATIS04 COVIDSATIS06 | 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: 1=Can't Rate/No Experience 2=Very Dissatisfied 3=Dissatisfied 4=Satisfied 5=Very Satisfied Transition back to on-campus operations Flexibility to continue working remotely Availability of hand sanitizer, masks, etc. Physical space to properly distance from coworkers Availability of COVID-19 testing |
| 24a | COVIDSATIS_TEXT | Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response] |
| 25 | COVIDSTRESS01 COVIDSTRESS02 COVIDSTRESS03 COVIDSTRESS04 COVIDSTRESS09 COVIDSTRESS10 COVIDSTRESS11 COVIDSTRESS12 | Rate on a scale of 1-7 the extent to which each of the following has been a source of stress for you during the COVID-19 pandemic: (Select one for each item) [Response Choices: 1, 2, 3, 4, 5, 6, 7 (1=Not at All, 4=Somewhat, 7=Extensive)] Physical health Mental health Health of loved ones Access to health care The extent to which others wear masks while out in public Coping with social isolation Personal finances Childcare |
| 25a | COVIDSTRESS_TEXT | Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response] |

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| 26 | | At this institution, how often have you been discriminated against or excluded from activities because of your: 1=Never 2=Seldom 3=Sometimes 4=Often 5=Very Often |
| | HARFORM01 | Discrim Experience: Ability/disability status |
| | HARFORM02 | Discrim Experience: Age |
| | HARFORM03 | Discrim Experience: Citizenship status |
| | HARFORM04 | Discrim Experience: Gender/Gender identity |
| | HARFORM05 | Discrim Experience: Job classification (e.g., Title, Position) |
| | HARFORM06 | Discrim Experience: Level of education |
| | HARFORM07 | Discrim Experience: Political beliefs |
| | HARFORM08 | Discrim Experience: Race/ethnicity |
| | HARFORM09 | Discrim Experience: Religious/spiritual beliefs |
| | HARFORM10 | Discrim Experience: Sexual orientation |
| | HARFORM11 | Discrim Experience: Socioeconomic status |
| | HARFORM12 | Discrim Experience: Parent/guardian status |
| 26a | HARFORM_TEXT | 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: 1=Not Eligible 2=Very Dissatisfied 3=Dissatisfied 4=Neutral 5=Satisfied 6=Very Satisfied |
| | JOBSATIS16 | Job Satisfaction: Quality of health benefits |
| | JOBSATIS21 | Job Satisfaction: Cost of health benefits |
| | JOBSATIS18 | Job Satisfaction: Retirement benefits |
| | JOBSATIS19 | Job Satisfaction: Salary |
| | JOBSATIS20 | Job Satisfaction: Extended leave policies (e.g., paternity/maternity leave, caring for a family member, medical leave) |
| | | Amount of paid time off: |
| | JOBSATIS22 | Job Satisfaction: Vacation time |
| | JOBSATIS23 | Job Satisfaction: Sick leave |
| 28 | | How satisfied are you with the following aspects of your job? 1=Not Applicable/No Experience 2=Very Dissatisfied 3=Dissatisfied 4=Neutral 5=Satisfied 6=Very Satisfied |
| | JOBSATIS01 | Job Satisfaction: Autonomy and independence |
| | JOBSATIS02 | Job Satisfaction: Collegiality among staff |
| | JOBSATIS03 | Job Satisfaction: Competence of coworkers |
| | JOBSATIS04 | Job Satisfaction: Departmental support for work-life balance |
| | JOBSATIS05 | Job Satisfaction: Flexibility in relation to family matters or emergencies |
| | JOBSATIS06 | Job Satisfaction: Institutional support for work-life balance |
| | JOBSATIS17 | Job Satisfaction: Job security |
| | JOBSATIS07 | Job Satisfaction: Overall job satisfaction |
| | JOBSATIS08 | Job Satisfaction: Professional relationships with coworkers |
| | JOBSATIS09 | Job Satisfaction: Prospects for career advancement |
| | JOBSATIS10 | Job Satisfaction: Quality of students |
| | JOBSATIS11 | Job Satisfaction: Relationship with my supervisor |
| | JOBSATIS12 | Job Satisfaction: Relative equity of salary and job benefits |
| | JOBSATIS13 | Job Satisfaction: Support for career advancement |
| | JOBSATIS15 | Job Satisfaction: Workspace |



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| | JOBSATIS24 | Job Satisfaction: Ongoing professional development |
| 28a | JOBSATIS_TEXT | Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response] |
| 29 | RECOMMEND01 RECOMMEND02 RECOMMEND03 | Rate the likelihood with which you would do each of the following: 1=Very Unlikely 2=Unlikely 3=Likely 4=Very Likely Recommend that a friend apply for a job in my current dept Recommend that a friend apply for a job at this institution Apply or reapply for a position on campus |
| 30 | INSTPRIORITY03 INSTPRIORITY07 INSTPRIORITY09 INSTPRIORITY11 INSTPRIORITY12 | To what extent is each of the following currently a priority at this institution? 1=Can't Rate/Don't Know 2=Not a Priority 3=Low Priority 4=Medium Priority 5=High Priority 6=Highest Priority Institutional Priority: Increase or maintain institutional prestige Institutional Priority: Create and sustain partnerships with surrounding communities Institutional Priority: Investment in the professional development of staff Institutional Priority: Improve or maintain the physical appearance of campus (e.g., landscaping, cleanliness) Institutional Priority: Build or modernize campus facilities (e.g., new buildings or remodeling) |
| 31 | SUPERVISOR07 SUPERVISOR01 SUPERVISOR02 SUPERVISOR03 SUPERVISOR04 SUPERVISOR05 SUPERVISOR06 | Indicate the extent to which you agree or disagree with each of the following. My supervisor: 1=Disagree Strongly 2=Disagree 3=Agree 4=Agree Strongly Supervisor: Cares about my well-being Supervisor: Supports my professional development Supervisor: Sets unrealistic expectations for my job Supervisor: Demonstrates a commitment to diversity and inclusion Supervisor: Provides me with feedback that assists me in performing my job responsibilities Supervisor: Advocates for me Supervisor: Lacks the skills or knowledge to support me in my job |
| 32 | PROFDEVELOP01 PROFDEVELOP02 PROFDEVELOP03 PROFDEVELOP04 PROFDEVELOP05 PROFDEVELOP06 PROFDEVELOP07 PROFDEVELOP08 PROFDEVELOP09 PROFDEVELOP10 | During the past year, have you participated in any of the following opportunities provided by this institution: 1=Yes 2=No 3=Not Eligible 4=Not Available Professional Development: Diversity-related trainings or workshops Professional Development: Optional technical skill development Professional Development: Leadership development Professional Development: Enhancement of interpersonal skills Professional Development: Job benefits training Professional Development: Public safety/security training Professional Development: Health and wellness programs Professional Development: Mentorship Professional Development: Networking events Professional Development: Policy and procedure training |
| 33 | UNION | Are you a member of a union? 1=No 2=Yes |
| 34 | | Please indicate the extent to which each of the following has been a source of stress for you during the past year: 1=Not Applicable 2=Not at All 3=Somewhat |



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| | STRESS01 STRESS04 STRESS05 STRESS06 STRESS07 STRESS08 STRESS10 STRESS24 STRESS25 STRESS11 STRESS12 STRESS13 STRESS15 STRESS16 STRESS19 STRESS20 STRESS21 STRESS22 STRESS23 | 4=Extensive Stress: Managing household responsibilities Stress: Review/promotion process Stress: Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia) Stress: Meetings Stress: Institutional procedures and "red tape" Stress: Lack of personal time Stress: Self-imposed high expectations Stress: Completing core job functions on time Stress: Competing job priorities/deadlines Stress: Increasing work responsibilities Stress: Budget cuts in my department/unit Stress: Physical demands of the job Stress: Relationship with supervisor Stress: Relationship with co-workers Stress: Students Stress: Parking Stress: Commuting Stress: Disconnect between my personal political beliefs and the dominant views on campus Stress: Planning for retirement |
| 34a | STRESS_TEXT | Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response] |
| 35 | STUDINT | How frequently does your job/position require you to interact with students? 1=Never 2=Seldom 3=Sometimes 4=Often 5=Very Often |
| 36 | VOLUNTINT | How frequently do you voluntarily interact with students? 1=Never 2=Seldom 3=Sometimes 4=Often 5=Very Often |
| 37 | LEAVEJOB LEAVEINSTITUTION | Within the next year, how likely are you to leave: 1=Very Unlikely 2=Unlikely 3=Likely 4=Very Likely Your current position This institution |
| 37a | LEAVEJOB_TEXT | Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response] |
| 38 | HIDEGREE | What is the highest level of education you have completed? 1=Junior high/middle school or less 2=Some high school 3=High school graduate/GED 4=Some college 5=Technical certificate 6=Associate's degree 7=Bachelor's (B.A., B.S., etc.) 8=Master's (M.A., M.S., M.F.A., M.B.A.) 9=J.D. 10=M.D., D.D.S., D.V.M., etc. (Medical) 11=Ph.D. 12=Professional Doctorate (Ed.D., Psy.D., etc.) |
| 39 | COMFORTLANG | With which language do you feel most comfortable? 1=English |



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| | | 2=Other language (please specify other language): [Free response] 3=Equally comfortable with English and Other Language (please specify other language): [Free response] |
| 39a | COMFORTLANG_TEXT | Other Language: [Free response] |
| 40 | DISABL01 DISABL02 DISABL03 DISABL04 DISABL05 DISABL06 DISABL07 | Do you have any of the following? 1=No 2=Yes Attention deficit/hyperactivity disorder (ADHD) Chronic illness (e.g., cancer, diabetes, autoimmune disorders) Autism spectrum disorder Learning disability (e.g., dyslexia) Physical or sensory disability (e.g., speech, sight, mobility, hearing) Psychological disorder (e.g., depression, anxiety, PTSD, etc.) Other |
| If Yes to any of the items in Q40 | | |
| 40a | DISCSUP DISCHR | In the previous question, you indicated having one or more of the disabilities/conditions listed. Have you disclosed any of them to: 1=No 2=Yes Your Supervisor Human Resources |
| 41 | POLVIEW | How would you characterize your political views? 1=Far right 2=Conservative 3=Middle-of-the-road 4=Liberal 5=Far left |
| 42 | CITIZEN | Which of the following most accurately describes you? 1=None of the above 2=In U.S. on visa or work authorization 3=Permanent legal resident (Green Card) 4=U.S. citizen |
| 43 | AGEARRIVE | If you were NOT born in the U.S., at what age did you arrive in the U.S.? 1=Not applicable/born in the U.S. 2=5 or younger 3=6-12 4=13-18 5=19-25 6=26 or older |
| 44 | RELIGION | Current religious preference 1=Agnostic 2=Atheist 3=Baptist 4=Buddhist 5=Church of Christ 6=Eastern Orthodox 7=Episcopalian 8=Hindu 9=Jewish 11=Lutheran 12=Methodist 13=Muslim 14=Presbyterian 15=Quaker 16=Roman Catholic 17=Seventh-day Adventist 10=The Church of Jesus Christ of Latter-day Saints |



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| | | 18=United Church of Christ/Congregational 19=Other Christian 20=Other Religion(s)/Belief(s) (please specify) 21=None |
| 44a | RELIGION_TEXT | Other Religion(s)/Belief(s) (please specify): [Free response] |
| 45 | MILITARY | Military Status: 1=None 2=In the Reserves or National Guard 3=On Active Duty 4=Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard |
| 46 | CHILD1 CHILD3 CHILD4 | How many dependents do you have? 1=0 2=1 3=2 4=3 5=4+ Under 18 years old 18-26 years old 27 years or older |
| 47 | CAREGIVER | Are you serving as a caregiver for another adult who is not a dependent (e.g., parent, other relative)? 1=No 2=Yes |
| 48 | FEEDBACK | Is there anything else you would like to share about your experiences as a staff member at this institution? |
| 49 | FEEDBACK_SURVEY | Do you have any feedback about this survey and how it might be improved? *** For HERI Only |
| 50 | PERMIT | 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? *** For HERI Only |
| Optional Questions | | |
| | | Optional Questions 1=A 2=B 3=C 4=D 5=E |
| 51 | OPT01 | Optional Question 1 |
| 52 | OPT02 | Optional Question 2 |
| 53 | OPT03 | Optional Question 3 |
| 54 | OPT04 | Optional Question 4 |
| 55 | OPT05 | Optional Question 5 |
| 56 | OPT06 | Optional Question 6 |
| 57 | OPT07 | Optional Question 7 |
| 58 | OPT08 | Optional Question 8 |
| 59 | OPT09 | Optional Question 9 |
| 60 | OPT10 | Optional Question 10 |
| 61 | OPT11 | Optional Question 11 |
| 62 | OPT12 | Optional Question 12 |
| 63 | OPT13 | Optional Question 13 |
| 64 | OPT14 | Optional Question 14 |
| 65 | OPT15 | Optional Question 15 |
| 66 | OPT16 | Optional Question 16 |
| 67 | OPT17 | Optional Question 17 |
| 68 | OPT18 | Optional Question 18 |
| 69 | OPT19 | Optional Question 19 |
| 70 | OPT20 | Optional Question 20 |
| 71 | OPTOE1 | Optional Open-Ended Question 1 |
| 72 | OPTOE2 | Optional Open-Ended Question 2 |
| 73 | OPTOE3 | Optional Open-Ended Question 3 |



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| 74 | OPTOE4 | Optional Open-Ended Question 4 |
| 75 | OPTOE5 | Optional Open-Ended Question 5 |
| Aggregated/Generated Variables | | |
| | RRACE | Responded to race 1=No 2=Yes |
| | SEX | SEX 1=Man 2=Woman 3=Genderqueer, gender non-conforming, other identity |
| | RACEGROUP | Race/Ethnicity Group 1=Native American/Alaska Native 2=Asian 3=Native Hawaiian/Pacific Islander 4=Black 5=Latino 6=White 7=Other 8=Multiracial 9=Unknown |
| | DEPTDISCA | Aggregated Department/Unit 1=ACADEMIC AFFAIRS 2=BUSINESS/ADMINSTRATIVE SERVICES 3=EXTERNAL AFFAIRS 4=STUDENT LIFE/SERVICES 5=LEADERSHIP AND DIVERSITY 6=OTHER |
| * | SEXR | SEX Recoded (reporting purpose) |
| * | POLIVIEWR | POLIVIEW Recoded (reporting purpose) |
| * | FULLSTATR | FULLSTAT Recoded (reporting purpose) |
| * | LGBTQR | LGBTQ Recoded (reporting purpose) |
| Institutional Characteristics | | |
| * | ACERECODE | Recoded ACE |
| * | INSTNM | Institution name (for HERI use only) |
| * | UNITID | Unique identification number for an institutor |
| | STRAT | CIRP Stratification Cell 1=Public Universities - low 2=Public Universities - medium 3=Public Universities - high 4=Private Universities - medium 5=Private Universities - high 6=Private Universities - very high 7=Public 4yr Colleges - low 8=Public 4yr Colleges - medium 9=Public 4yr Colleges - high 10=Public 4yr Colleges - unknown 11=Private/Nonsectarian 4yr Colleges - low 12=Private/Nonsectarian 4yr Colleges - medium 13=Private/Nonsectarian 4yr Colleges - high 14=Private/Nonsectarian 4yr Colleges - very high 15=Private/Nonsectarian 4yr Colleges - unknown 16=Catholic 4yr Colleges - low 17=Catholic 4yr Colleges - medium 18=Catholic 4yr Colleges - high 19=Catholic 4yr Colleges - unknown 20=Other Religious 4yr Colleges - very low |



2022 Staff Climate Survey (Codebook)

| Question | Variable Name | Variable Description |
|----------|---------------|--|
| | | 21=Other Religious 4yr Colleges - low 22=Other Religious 4yr Colleges - medium 23=Other Religious 4yr Colleges - high 24=Other Religious 4yr Colleges - unknown 25=Public 2yr Colleges - very low 26=Public 2yr Colleges - low 27=Public 2yr Colleges - medium 28=Public 2yr Colleges - high 29=Public 2yr Colleges - very high 30=Private 2yr Colleges - very low 31=Private 2yr Colleges - low 32=Private 2yr Colleges - medium 33=Private 2yr Colleges - high 34=HBCU Public 4yr Colleges 35=HBCU Private 4yr Colleges 36=HBCU Public 2yr Colleges 37=HBCU Private 2yr Colleges 38=HBCU Other Religious 4yr Colleges 39=HBCU Catholic 4yr Colleges 40=HBCU Public Universities 41=HBCU Private Universities 99=Other |
| * | COMPGROUP1 | COMPARISON GROUP 1 |
| * | COMPGROUP2 | COMPARISON GROUP 2 |
| * | COMPGROUP3 | COMPARISON GROUP 3 |
| * | COMPGROUP4 | COMPARISON GROUP 4 |
| * | COMPGROUP5 | COMPARISON GROUP 5 |
| * | COMPGROUP6 | COMPARISON GROUP 6 |
| * | CITY | City location of institution |
| | STATE | Institution's state |
| | OBEREG | OBE Region 1=New England - CT ME MA NH RI VT 2=Mid East - DE DC MD NJ NY PA 3=Great Lakes - IL IN MI OH WI 4=Plains - IA KS MN MO NE ND SD 5=Southeast - AL AR FL GA KY LA MS NC SC TN VA WV 6=Southwest - AZ NM OK TX 7=Rocky Mountains - CO ID MT UT WY 8=Far West - AK CA HI NV OR WA 9=Other |
| | HERIREG | HERI Region 1=East 2=Midwest 3=South 4=West |
| | HBCU | HBCU Flag 1=No 2=Yes |
| * | REL | Religious Institution Flag |
| * | ZIP | Zip code |
| | INSTTYPE | Institution Type 1=University 2=4-year 3=2-year |
| | INSTCONT | Institution Control 1=Public |



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| Question | Variable Name | Variable Description |
|----------|---------------|----------------------|
| | | 2=Private |