



2023 Staff Climate Survey (Codebook)

| Question | Variable Name               | Variable Description   |
|----------|-----------------------------|--|
|          | ACE<br>SUBJID<br>SUBMITDATE | College I.D.<br>Subject I.D.<br>Date and Timestamp   |
|          | GRPA<br>GRPB                | Group Code A<br>Group Code B   |
| 1        | DEPTDISC                    | <p>Which of the following best describes YOUR UNIT on campus:</p> <p><u>Academic Affairs</u><br/>           1=Academic Advising<br/>           2= Academic Department/School<br/>           3=Library Services<br/>           4=Research Institute or Support/Oversight (e.g., Institutional Review Board, Office of Contracts and Grants)<br/>           5=Other Academic Affairs</p> <p><u>Business/Administrative Services</u><br/>           6=Campus Safety/Police/Emergency Management<br/>           7=Capital Planning<br/>           8=Dining Services<br/>           9=Facilities – Custodial Services<br/>           10=Facilities – Maintenance<br/>           11=Finance and Treasury (incl. Accounting)<br/>           12=Human Resources (including academic personnel)<br/>           13=Information Technology Services<br/>           14=Institutional Research/Assessment/Planning<br/>           15=Legal Affairs<br/>           16=Medical Center/Hospital<br/>           17=Transportation and Parking<br/>           18=Other Business / Administrative Services</p> <p><u>External Affairs</u><br/>           19=Alumni Affairs<br/>           20=Communications<br/>           21=Community Engagement/Partnerships<br/>           22=Public Relations<br/>           23=University Advancement/Development/Planned Giving<br/>           24=Other External Affairs</p> <p><u>Student Life / Services / Student Affairs</u><br/>           25=Admissions / Enrollment Management / Registrar<br/>           26=Athletics (Varsity / Club)<br/>           27=Financial Aid<br/>           28=Housing/Residential Life<br/>           29=Dean of Students/Judicial Affairs<br/>           30=Campus Activities (e.g., Recreation, Student Government, College Union)<br/>           31=Student Health Services, Psychological Services<br/>           32=Other Student Affairs (e.g., International Student Services, Career Services, Orientation, Veteran Student Affairs)</p> <p><u>Leadership and Diversity</u><br/>           33=Diversity, Equity, and Inclusion<br/>           34=Office of the Chancellor/President<br/>           35=Office of the Provost/Vice President<br/>           36=Other Leadership and Diversity</p> <p><u>Other</u><br/>           37=Other</p> |
| 2        | CAREER_TEXT                 | How would you characterize your job function (e.g. Administrative Assistant, Research Scientist, Academic Advisor, Food Service Worker, Coach, Electrician)?<br>[Free response]  |
| 3        | STAFFRANK                   | <p>What best describes your role?</p> <p>1=Senior administrator (e.g., President, Chancellor, Vice-President, Dean)<br/>           2=Mid-level administrator/manager (e.g., Associate Dean, Assistant Dean, Director)<br/>           3=Staff (e.g., Administrative Assistant, Analyst, Skilled Craft Worker)<br/>           4=Graduate student employee<br/>           5=Other [Free response] (e.g., Postdoctoral Researcher, Affiliate, Courtesy Staff)</p>  |
| 3a       | STAFFRANK_TEXT              | Your role: [Free response]   |
| 4        | FULLSTAT                    | <p>Are you a:</p> <p>1=Part-time, temporary/contract employee<br/>           2=Part-time, permanent employee<br/>           3=Full-time, temporary/contract employee<br/>           4=Full-time, permanent employee</p>  |
| 5        | PAYTYPE                     | <p>How are you compensated for your work?</p> <p>1=Salaried (exempt)<br/>           2=Hourly (non-exempt), eligible for overtime pay</p>   |
| 6        | DIRECTREPORT                | <p>How many direct reports do you have (excluding student employees)?</p> <p>1=I do not directly supervise employees<br/>           2=1 to 2</p>   |



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|          |                        | 3=3 to 5<br>4=6 to 10<br>5=11 or more  |
| 7        | EMPLOYYS2<br>EMPLOYYS1 | How many years have you been employed:<br>1=Less than one year<br>2=1-4 years<br>3=5-10 years<br>4=11-15 years<br>5=16-20 years<br>6=More than 20 years<br>In your current position<br>At this institution   |
| 8        | EMPLOYYSFT             | Including your current position, how many years of full-time work experience do you have?<br>1=Less than one year<br>2=1-2 years<br>3=3-5 years<br>4=6-10 years<br>5=11-15 years<br>6=16-20 years<br>7=21-25 years<br>8=26 years or more   |
| 9        | TRANSGENDER            | Do you identify as transgender?<br>1=No<br>2=Yes   |
| 10       | GENDERIDENTITY         | What is your current gender identity?<br>1=Man<br>2=Woman<br>3=Non-binary<br>4=Genderqueer/Gender non-conforming<br>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?<br>1=1920<br>2=1921<br>3=1922<br>4=1923<br>5=1924<br>6=1925<br>7=1926<br>8=1927<br>9=1928<br>10=1929<br>11=1930<br>12=1931<br>13=1932<br>14=1933<br>15=1934<br>16=1935<br>17=1936<br>18=1937<br>19=1938<br>20=1939<br>21=1940<br>22=1941<br>23=1942<br>24=1943<br>25=1944<br>26=1945<br>27=1946<br>28=1947<br>29=1948<br>30=1949<br>31=1950<br>32=1951<br>33=1952<br>34=1953 |



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|----------|----------------|--|
|          |                | 35=1954<br>36=1955<br>37=1956<br>38=1957<br>39=1958<br>40=1959<br>41=1960<br>42=1961<br>43=1962<br>44=1963<br>45=1964<br>46=1965<br>47=1966<br>48=1967<br>49=1968<br>50=1969<br>51=1970<br>52=1971<br>53=1972<br>54=1973<br>55=1974<br>56=1975<br>57=1976<br>58=1977<br>59=1978<br>60=1979<br>61=1980<br>62=1981<br>63=1982<br>64=1983<br>65=1984<br>66=1985<br>67=1986<br>68=1987<br>69=1988<br>70=1989<br>71=1990<br>72=1991<br>73=1992<br>74=1993<br>75=1994<br>76=1995<br>77=1996<br>78=1997<br>79=1998<br>80=1999<br>81=2000<br>82=2001<br>83=2002<br>84=2003<br>85=2004<br>86=2005<br>87=2006<br>88=2007 |
| 12       | LGBTQIDEN      | What is your sexual orientation?<br>1=Heterosexual/Straight<br>2=Asexual<br>3=Bisexual<br>4=Gay<br>5=Lesbian<br>6=Pansexual<br>7=Queer<br>8=Not listed above [Free response]   |
| 12a      | LGBTQIDEN_TEXT | Sexual orientation: [Free response]  |
| 13       |                | Are you: (Select <i>all</i> that apply)<br>1=Not marked  |

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|          |               | 2=Marked  |
|          |               | <b>American Indian or Alaska Native</b>   |
|          | RACE01        | Native American/Alaska Native   |
|          |               | <b>Asian</b>  |
|          | RACE02        | East Asian (e.g. Chinese, Japanese, Korean, Taiwanese)  |
|          | RACE03        | Filipina/o/x  |
|          | RACE04        | Southeast Asian (e.g. Cambodian, Vietnamese, Hmong)   |
|          | RACE05        | South Asian (e.g. Indian, Pakistani, Nepalese, Sri Lankan)  |
|          | RACE06        | Other Asian   |
|          |               | <b>Black</b>  |
|          | RACE07        | African American/Black  |
|          | RACE08        | African   |
|          | RACE09        | Caribbean   |
|          | RACE10        | Other Black   |
|          |               | <b>Native Hawaiian or Other Pacific Islander</b>  |
|          | RACE11        | Native Hawaiian or Other Pacific Islander   |
|          |               | <b>Hispanic or Latina/o/e/x</b>   |
|          | RACE12        | Mexican American/Chicana/o/e/x  |
|          | RACE13        | Puerto Rican  |
|          | RACE14        | Central American  |
|          | RACE20        | South American  |
|          | RACE15        | Other Hispanic or Latina/o/e/x  |
|          |               | <b>Middle Eastern</b>   |
|          | RACE16        | Middle Eastern  |
|          |               | <b>White</b>  |
|          | RACE17        | European  |
|          | RACE18        | Other White   |
|          |               | <b>Other</b>  |
|          | RACE19        | Other   |
|          | RACE_TEXT     | Race/ethnicity: [Free response]   |
| 14       |               | Please rate your satisfaction with your institution in each area:<br>1=Can't Rate/Don't Know<br>2=Very Dissatisfied<br>3=Dissatisfied<br>4=Neutral<br>5=Satisfied<br>6=Very Satisfied   |
|          | CMPSAT04      | Satisfaction: Racial and ethnic diversity of the <i>faculty</i>   |
|          | CMPSAT05      | Satisfaction: Racial and ethnic diversity of the <i>staff</i>   |
|          | CMPSAT06      | Satisfaction: Racial and ethnic diversity of the <i>student body</i>  |
|          | CMPSAT21      | Satisfaction: Gender diversity of <i>staff</i>  |
|          | CMPSAT19      | Satisfaction: Commitment to hiring women  |
|          | CMPSAT20      | Satisfaction: Commitment to hiring underrepresented racial/ethnic minorities  |
|          |               | <i>Atmosphere for:</i>  |
|          | 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   |
|          |               | <i>Timeliness of Administrative responses to:</i>   |
|          | CMPSAT13      | Satisfaction: Timeliness of Administrative responses to: Campus emergencies   |
|          | CMPSAT14      | Satisfaction: Timeliness of Administrative responses to: Sexual assault   |
|          | CMPSAT15      | Satisfaction: Timeliness of Administrative responses to: Discrimination/bias  |
|          |               | <i>Outcome of Administrative responses to:</i>  |
|          | CMPSAT16      | Satisfaction: Outcome of Administrative responses to: Campus emergencies  |
|          | CMPSAT17      | Satisfaction: Outcome of Administrative responses to: Sexual assault  |
|          | CMPSAT18      | Satisfaction: Outcome of 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:<br>1=Can't Rate/Don't Know<br>2=Strongly Disagree<br>3=Disagree<br>4=Agree<br>5=Strongly Agree |
|          | INSTOPND02    | Inst Opinion: <i>Staff</i> concerns are considered when making policy   |
|          | INSTOPND01    | Inst Opinion: I feel respected by <i>faculty</i>  |
|          | INSTOPND05    | Inst Opinion: I feel respected by other <i>staff members</i>  |
|          | INSTOPND07    | Inst Opinion: I feel respected by <i>senior administrators</i>  |
| 16       |               | Please indicate the extent to which you agree or disagree with the following statements. This institution:  |

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|          |               | 1=Can't Rate/Don't Know<br>2=Strongly Disagree<br>3=Disagree<br>4=Agree<br>5=Strongly Agree<br>CLIMOPN01 Climate Opinion: Encourages staff to have a public voice and share their ideas openly<br>CLIMOPN02 Climate Opinion: Encourages students to have a public voice and share their ideas openly<br>CLIMOPN03 Climate Opinion: Has campus administrators who regularly speak about the value of diversity<br>CLIMOPN04 Climate Opinion: Promotes the appreciation of cultural differences<br>CLIMOPN05 Climate Opinion: Provides the campus community with opportunities to share feelings about issues of concern<br>CLIMOPN06 Climate Opinion: Rewards staff for their participation in diversity efforts<br>CLIMOPN07 Climate Opinion: Has effective practices and policies that increase staff diversity<br>CLIMOPN08 Climate Opinion: Has a lot of racial tension<br>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.<br>1=Strongly Disagree<br>2=Disagree<br>3=Agree<br>4=Strongly Agree<br>INSTOPN01 Inst Opinion: I feel unsafe on this campus<br>INSTOPN02 Inst Opinion: I feel my contributions are valued by my department<br>INSTOPN07 Inst Opinion: I feel my contributions are valued by my direct supervisor<br>INSTOPN14 Inst Opinion: I feel my contributions are valued by senior administrators<br>INSTOPN15 Inst Opinion: I feel my contributions are valued by students<br>INSTOPN08 Inst Opinion: My professional skills are effectively put to use in this position<br>INSTOPN18 Inst Opinion: I feel I have to work harder than my colleagues to be perceived as a competent administrator/staff member<br>INSTOPN06 Inst Opinion: My job duties are clearly defined<br>INSTOPN05 Inst Opinion: My workload is manageable given the hours I'm scheduled to work<br>INSTOPN19 Inst Opinion: My salary is sufficient considering the cost of living in this area<br>INSTOPN03 Inst Opinion: I achieve a healthy balance between my personal life and my professional life<br>INSTOPN11 Inst Opinion: I have at least one professional mentor I can turn to for guidance<br>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:<br>1=Never<br>2=Seldom<br>3=Sometimes<br>4=Often<br>5=Very Often<br>CONSACTION01 Act: Challenged others on issues of discrimination<br>CONSACTION02 Act: Educated yourself about individuals who are different from you<br>CONSACTION03 Act: Participated in a coalition of different groups to address social justice issues<br>CONSACTION04 Act: Attended programs focused on diversity (e.g., presentations, performances, art exhibits, debates)   |
| 19       |               | Please indicate how often at this institution you have:<br>1=Decline to state<br>2=Never<br>3=Seldom<br>4=Sometimes<br>5=Often<br>6=Very Often<br>HAREXP02 Act: Assisted a student with a problem about discrimination<br>HAREXP18 Act: Assisted another staff member with a problem about discrimination<br>HAREXP03 Act: Witnessed discrimination<br>HAREXP05 Act: Reported an incident of discrimination to a campus authority<br>HAREXP04 Act: Been sexually harassed<br>HAREXP06 Act: Reported an incident of sexual harassment to a campus authority<br>HAREXP22 Act: Felt my ideas were dismissed by my colleagues<br>HAREXP23 Act: Felt I did not receive due credit for my ideas or work<br>Heard insensitive or disparaging remarks about race/ethnicity from:<br>HAREXP07 Heard insensitive racial remarks from: Faculty<br>HAREXP08 Heard insensitive racial remarks from: Staff<br>HAREXP09 Heard insensitive racial remarks from: Students<br>HAREXP10 Heard insensitive racial remarks from: Senior Administrators   |
| 20       | WORKFH        | Currently, where are you primarily working?<br>1=Remotely<br>2=On-campus<br>3=About half remotely and half on-campus  |
| 21       | REMOTEWORK    | Please indicate your agreement with the following statement: I would prefer to work remotely rather than on-campus<br>1=Not Applicable<br>2=Strongly Disagree<br>3=Disagree   |



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|          |  | 4=Agree<br>5=Strongly Agree  |
| 22       | COVIDCOLOPN16<br>COVIDCOLOPN01<br>COVIDCOLOPN02<br>COVIDCOLOPN03<br>COVIDCOLOPN15<br>COVIDCOLOPN17   | Please indicate your agreement with each of the following statements:<br>1=Strongly Disagree<br>2=Disagree<br>3=Agree<br>4=Strongly Agree<br>My job responsibilities changed due to the pandemic<br>Campus leadership communicated effectively regarding the pandemic<br>The decisions leaders made with respect to in-person operations on campus were appropriate<br>My institution's pandemic response considered the health and safety of staff<br>I feel safer when others wear masks while sharing an indoor space with me<br>COVID-19 testing is accessible to staff on campus  |
| 22a      | COVIDCOLOPN_TEXT   | Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]  |
| 23       | COVIDSTRESS01<br>COVIDSTRESS02<br>COVIDSTRESS03<br>COVIDSTRESS09<br>COVIDSTRESS11  | Rate the extent to which each of the following continues to be a source of stress due to the COVID-19 pandemic:<br>1=Not at All<br>2=2<br>3=3<br>4=Somewhat<br>5=5<br>6=6<br>7=Extensive<br>Physical health<br>Mental health<br>Health of loved ones<br>The extent to which others wear masks while out in public<br>Personal finances   |
| 23a      | COVIDSTRESS_TEXT   | Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]  |
| 24       | HARFORM01<br>HARFORM02<br>HARFORM03<br>HARFORM04<br>HARFORM05<br>HARFORM06<br>HARFORM07<br>HARFORM08<br>HARFORM09<br>HARFORM10<br>HARFORM11<br>HARFORM12 | At this institution, how often have you been discriminated against or excluded from activities because of your:<br>1=Never<br>2=Seldom<br>3=Sometimes<br>4=Often<br>5=Very Often<br>Discrim Experience: Ability/disability status<br>Discrim Experience: Age<br>Discrim Experience: Citizenship status<br>Discrim Experience: Gender/Gender identity<br>Discrim Experience: Job classification (e.g., Title, Position)<br>Discrim Experience: Level of education<br>Discrim Experience: Political beliefs<br>Discrim Experience: Race/ethnicity<br>Discrim Experience: Religious/spiritual beliefs<br>Discrim Experience: Sexual orientation<br>Discrim Experience: Socioeconomic status<br>Discrim Experience: Parent/guardian status |
| 24a      | HARFORM_TEXT   | Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]  |
| 25       | JOBSATIS16<br>JOBSATIS21<br>JOBSATIS18<br>JOBSATIS19<br>JOBSATIS20<br>JOBSATIS22<br>JOBSATIS23   | Please rate your satisfaction with:<br>1=Not Eligible<br>2=Very Dissatisfied<br>3=Dissatisfied<br>4=Neutral<br>5=Satisfied<br>6=Very Satisfied<br>Job Satisfaction: Quality of health benefits<br>Job Satisfaction: Cost of health benefits<br>Job Satisfaction: Retirement benefits<br>Job Satisfaction: Salary<br>Job Satisfaction: Extended leave policies (e.g., paternity/maternity leave, caring for a family member, medical leave)<br>Amount of paid time off:<br>Job Satisfaction: Vacation time<br>Job Satisfaction: Sick leave  |
| 26       | JOBSATIS01   | How satisfied are you with the following aspects of your job?<br>1=Not Applicable/No Experience<br>2=Very Dissatisfied<br>3=Dissatisfied<br>4=Neutral<br>5=Satisfied<br>6=Very Satisfied<br>Job Satisfaction: Autonomy and independence  |



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|          | 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  |
|          | JOBSATIS24   | Job Satisfaction: Ongoing professional development   |
| 26a      | JOBSATIS_TEXT  | Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]  |
| 27       | RECOMMEND01<br>RECOMMEND02<br>RECOMMEND03  | Rate the likelihood with which you would do each of the following:<br>1=Very Unlikely<br>2=Unlikely<br>3=Likely<br>4=Very Likely<br>Recommend that a friend apply for a job: In your current department<br>Recommend that a friend apply for a job: At this institution<br>Apply or reapply for a position on campus   |
| 28       | INSTPRIORITY03<br>INSTPRIORITY07<br>INSTPRIORITY09<br>INSTPRIORITY11<br>INSTPRIORITY12   | To what extent is each of the following currently a priority at this institution?<br>1=Can't Rate/Don't Know<br>2=Not a Priority<br>3=Low Priority<br>4=Medium Priority<br>5=High Priority<br>6=Highest Priority<br>Institutional Priority: Increase or maintain institutional prestige<br>Institutional Priority: Create and sustain partnerships with surrounding communities<br>Institutional Priority: Investment in the professional development of staff<br>Institutional Priority: Improve or maintain the physical appearance of campus (e.g., landscaping, cleanliness)<br>Institutional Priority: Build or modernize campus facilities (e.g., new buildings or remodeling)   |
| 29       | SUPERVISOR07<br>SUPERVISOR01<br>SUPERVISOR02<br>SUPERVISOR03<br>SUPERVISOR04<br>SUPERVISOR05<br>SUPERVISOR06   | Indicate the extent to which you agree or disagree with each of the following. My supervisor:<br>1=Strongly Disagree<br>2=Disagree<br>3=Agree<br>4=Strongly Agree<br>Supervisor: Cares about my well-being<br>Supervisor: Supports my professional development<br>Supervisor: Sets unrealistic expectations for my job<br>Supervisor: Demonstrates a commitment to diversity and inclusion<br>Supervisor: Provides me with feedback that assists me in performing my job responsibilities<br>Supervisor: Advocates for me<br>Supervisor: Lacks the skills or knowledge to support me in my job   |
| 29a      | SUPERVISOR_TEXT  | Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]  |
| 30       | PROFDEVELOP01<br>PROFDEVELOP02<br>PROFDEVELOP03<br>PROFDEVELOP04<br>PROFDEVELOP05<br>PROFDEVELOP06<br>PROFDEVELOP07<br>PROFDEVELOP08<br>PROFDEVELOP09<br>PROFDEVELOP10 | During the past year, have you participated in any of the following opportunities provided by this institution:<br>1=Yes<br>2=No<br>3=Not Eligible<br>4=Not Available<br>Professional Development: Diversity-related trainings or workshops<br>Professional Development: Optional technical skill development<br>Professional Development: Leadership development<br>Professional Development: Enhancement of interpersonal skills<br>Professional Development: Job benefits training<br>Professional Development: Public safety/security training<br>Professional Development: Health and wellness programs<br>Professional Development: Mentorship<br>Professional Development: Networking events<br>Professional Development: Policy and procedure training |
| 31       | UNION  | Are you a member of a union?<br>1=No<br>2=Yes  |
| 32       |  | Please indicate the extent to which each of the following has been a source of stress for you during the past year:<br>1=Not Applicable<br>2=Not at All<br>3=Somewhat<br>4=Extensive   |



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|                                   | STRESS01   | Stress: Managing household responsibilities  |
|                                   | STRESS04   | Stress: Review/promotion process   |
|                                   | STRESS05   | Stress: Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)  |
|                                   | STRESS06   | Stress: Meetings   |
|                                   | STRESS07   | Stress: Institutional procedures and "red tape"  |
|                                   | STRESS08   | Stress: Lack of personal time  |
|                                   | STRESS10   | Stress: Self-imposed high expectations   |
|                                   | STRESS24   | Stress: Completing core job functions on time  |
|                                   | STRESS25   | Stress: Competing job priorities/deadlines   |
|                                   | STRESS11   | Stress: Increasing work responsibilities   |
|                                   | STRESS12   | Stress: Budget cuts in my department/unit  |
|                                   | STRESS13   | Stress: Physical demands of the job  |
|                                   | STRESS15   | Stress: Relationship with supervisor   |
|                                   | STRESS16   | Stress: Relationship with co-workers   |
|                                   | STRESS19   | Stress: Students   |
|                                   | STRESS20   | Stress: Parking  |
|                                   | STRESS21   | Stress: Commuting  |
|                                   | STRESS22   | Stress: Disconnect between my personal political beliefs and the dominant views on campus  |
|                                   | STRESS23   | Stress: Planning for retirement  |
| 32a                               | STRESS_TEXT  | Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]  |
| 33                                | STUDINT  | How frequently does your job/position require you to interact with students?<br>1=Never<br>2=Seldom<br>3=Sometimes<br>4=Often<br>5=Very Often  |
| 34                                | VOLUNTINT  | How frequently do you voluntarily interact with students?<br>1=Never<br>2=Seldom<br>3=Sometimes<br>4=Often<br>5=Very Often   |
| 35                                | LEAVEJOB<br>LEAVEINSTITUTION   | Within the next year, how likely are you to leave:<br>1=Very Unlikely<br>2=Unlikely<br>3=Likely<br>4=Very Likely<br>Your current position<br>This institution  |
| 35a                               | LEAVEJOB_TEXT  | Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]  |
| 36                                | HIDEGREE   | What is the highest level of education you have completed?<br>1=Junior high/middle school or less<br>2=Some high school<br>3=High school graduate/GED<br>4=Some college<br>5=Technical certificate<br>6=Associate's degree<br>7=Bachelor's (B.A., B.S., etc.)<br>8=Master's (M.A., M.S., M.F.A., M.B.A.)<br>9=J.D.<br>10=M.D., D.D.S., D.V.M., etc. (Medical)<br>11=Ph.D.<br>12=Professional Doctorate (Ed.D., Psy.D., etc.) |
| 37                                | COMFORTLANG  | With which language do you feel most comfortable?<br>1=English<br>2=Other language (please specify other language): [Free response]<br>3=Equally comfortable with English and Other Language (please specify other language): [Free response]  |
| 37a                               | COMFORTLANG_TEXT   | Other Language: [Free response]  |
| 38                                | DISABL01<br>DISABL02<br>DISABL03<br>DISABL04<br>DISABL05<br>DISABL06<br>DISABL07 | Do you have any of the following?<br>1=No<br>2=Yes<br>Attention deficit/hyperactivity disorder (ADHD)<br>Chronic illness (e.g., cancer, diabetes, autoimmune disorders)<br>Autism spectrum disorder<br>Learning disability (e.g., dyslexia)<br>Physical or sensory disability (e.g., speech, sight, mobility, hearing)<br>Psychological disorder (e.g., depression, anxiety, PTSD)<br>Other                                  |
| If Yes to any of the items in Q38 |  |  |
| 38a                               |  | In the previous question, you indicated having one or more of the disabilities/conditions listed. Have you disclosed any of them to:<br>1=No<br>2=Yes  |





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| Question                  | Variable Name              | Variable Description  |
|---------------------------|----------------------------|---|
|                           | DISCSUP<br>DISCHR          | Your supervisor<br>Human Resources  |
| 39                        | POLIVIEW                   | How would you characterize your political views?<br>1=Far right<br>2=Conservative<br>3=Middle-of-the-road<br>4=Liberal<br>5=Far left  |
| 40                        | CITIZEN                    | Which of the following most accurately describes you?<br>1=None of the above<br>2=In U.S. on visa or work authorization<br>3=Permanent legal resident (Green Card)<br>4=U.S. citizen  |
| 41                        | AGEARRIVE                  | If you were NOT born in the U.S., at what age did you arrive in the U.S.?<br>1=Not applicable/born in the U.S.<br>2=5 or younger<br>3=6-12<br>4=13-18<br>5=19-25<br>6=26 or older   |
| 42                        | RELIGION                   | Current religious preference<br>1=Agnostic<br>2=Atheist<br>3=Baptist<br>4=Buddhist<br>5=Church of Christ<br>6=Eastern Orthodox<br>7=Episcopalian<br>8=Hindu<br>9=Jewish<br>11=Lutheran<br>12=Methodist<br>13=Muslim<br>14=Presbyterian<br>15=Quaker<br>16=Roman Catholic<br>17=Seventh-day Adventist<br>10=The Church of Jesus Christ of Latter-day Saints<br>18=United Church of Christ/Congregational<br>19=Other Christian<br>20=Other Religion(s)/Belief(s) (please specify)<br>21=None |
| 42a                       | RELIGION_TEXT              | Other Religion(s)/Belief(s) (please specify): [Free response]   |
| 43                        | MILITARY                   | Military Status:<br>1=None<br>2=In the Reserves or National Guard<br>3=On Active Duty<br>4=Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard   |
| 44                        | CHILD1<br>CHILD3<br>CHILD4 | How many dependents do you have?<br>1=0<br>2=1<br>3=2<br>4=3<br>5=4+<br>Under 18 years old<br>18-26 years old<br>27 years or older  |
| 45                        | CAREGIVER                  | Are you serving as a caregiver for another adult who is not a dependent (e.g., parent, other relative)?<br>1=No<br>2=Yes  |
| 46                        | FEEDBACK                   | Is there anything else you would like to share about your experiences as a staff member at this institution?  |
| 47                        | FEEDBACK_SURVEY            | Do you have any feedback about this survey and how it might be improved? *** For HERI Only  |
| 48                        | 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   |
| <b>Optional Questions</b> |                            |   |
|                           |                            | Optional Questions<br>1=A<br>2=B  |



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| Question                              | Variable Name | Variable Description  |
|---------------------------------------|---------------|---|
|                                       |               | 3=C<br>4=D<br>5=E   |
| 49                                    | OPT01         | Optional Question 1   |
| 50                                    | OPT02         | Optional Question 2   |
| 51                                    | OPT03         | Optional Question 3   |
| 52                                    | OPT04         | Optional Question 4   |
| 53                                    | OPT05         | Optional Question 5   |
| 54                                    | OPT06         | Optional Question 6   |
| 55                                    | OPT07         | Optional Question 7   |
| 56                                    | OPT08         | Optional Question 8   |
| 57                                    | OPT09         | Optional Question 9   |
| 58                                    | OPT10         | Optional Question 10  |
| 59                                    | OPT11         | Optional Question 11  |
| 60                                    | OPT12         | Optional Question 12  |
| 61                                    | OPT13         | Optional Question 13  |
| 62                                    | OPT14         | Optional Question 14  |
| 63                                    | OPT15         | Optional Question 15  |
| 64                                    | OPT16         | Optional Question 16  |
| 65                                    | OPT17         | Optional Question 17  |
| 66                                    | OPT18         | Optional Question 18  |
| 67                                    | OPT19         | Optional Question 19  |
| 68                                    | OPT20         | Optional Question 20  |
| 69                                    | OPTOE1        | Optional Open-Ended Question 1  |
| 70                                    | OPTOE2        | Optional Open-Ended Question 2  |
| 71                                    | OPTOE3        | Optional Open-Ended Question 3  |
| 72                                    | OPTOE4        | Optional Open-Ended Question 4  |
| 73                                    | OPTOE5        | Optional Open-Ended Question 5  |
| <b>Aggregated/Generated Variables</b> |               |   |
|                                       | RRACE         | Responded to race<br>1=No<br>2=Yes  |
|                                       | SEX           | SEX<br>1=Man<br>2=Woman<br>3=Genderqueer, gender non-conforming, other identity   |
|                                       | RACEGROUP     | Race/Ethnicity Group<br>1=Native American/Alaska Native<br>2=Asian<br>3=Native Hawaiian/Pacific Islander<br>4=Black<br>5=Latino<br>6=White<br>7=Other<br>8=Multiracial<br>9=Unknown |
|                                       | DEPTDISCA     | Aggregated Department/Unit<br>1=ACADEMIC AFFAIRS<br>2=BUSINESS/ADMINISTRATIVE SERVICES<br>3=EXTERNAL AFFAIRS<br>4=STUDENT LIFE/SERVICES<br>5=LEADERSHIP AND DIVERSITY<br>6=OTHER    |
| *                                     | SEXR          | SEX Recoded (reporting purpose)   |
| *                                     | POLVIEWWR     | POLVIEWW Recoded (reporting purpose)  |
| *                                     | FULLSTATR     | FULLSTAT Recoded (reporting purpose)  |
| *                                     | LGBTQR        | LGBTQ Recoded (reporting purpose)   |
| <b>Institutional Characteristics</b>  |               |   |
| *                                     | ACERECODE     | Recoded ACE   |
| *                                     | INSTNM        | Institution name (for HERI use only)  |
| *                                     | UNITID        | Unique identification number for an institution   |
|                                       | STRAT         | CIRP Stratification Cell<br>1=Public Universities - low<br>2=Public Universities - medium<br>3=Public Universities - high<br>4=Private Universities - medium                        |



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| Question | Variable Name | Variable Description   |
|----------|---------------|--|
|          |               | 5=Private Universities - high<br>6=Private Universities - very high<br>7=Public 4yr Colleges - low<br>8=Public 4yr Colleges - medium<br>9=Public 4yr Colleges - high<br>10=Public 4yr Colleges - unknown<br>11=Private/Nonsectarian 4yr Colleges - low<br>12=Private/Nonsectarian 4yr Colleges - medium<br>13=Private/Nonsectarian 4yr Colleges - high<br>14=Private/Nonsectarian 4yr Colleges - very high<br>15=Private/Nonsectarian 4yr Colleges - unknown<br>16=Catholic 4yr Colleges - low<br>17=Catholic 4yr Colleges - medium<br>18=Catholic 4yr Colleges - high<br>19=Catholic 4yr Colleges - unknown<br>20=Other Religious 4yr Colleges - very low<br>21=Other Religious 4yr Colleges - low<br>22=Other Religious 4yr Colleges - medium<br>23=Other Religious 4yr Colleges - high<br>24=Other Religious 4yr Colleges - unknown<br>25=Public 2yr Colleges - very low<br>26=Public 2yr Colleges - low<br>27=Public 2yr Colleges - medium<br>28=Public 2yr Colleges - high<br>29=Public 2yr Colleges - very high<br>30=Private 2yr Colleges - very low<br>31=Private 2yr Colleges - low<br>32=Private 2yr Colleges - medium<br>33=Private 2yr Colleges - high<br>34=HBCU Public 4yr Colleges<br>35=HBCU Private 4yr Colleges<br>36=HBCU Public 2yr Colleges<br>37=HBCU Private 2yr Colleges<br>38=HBCU Other Religious 4yr Colleges<br>39=HBCU Catholic 4yr Colleges<br>40=HBCU Public Universities<br>41=HBCU Private Universities<br>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  |
| *        | ZIP           | Zip code   |
| *        | REL           | Religious Institution Flag   |
| *        | SELECTIVITY   | Selectivity  |
|          | HERIREG       | HERI Region<br>1=East<br>2=Midwest<br>3=South<br>4=West  |
|          | OBEREG        | OBE Region<br>1=New England - CT ME MA NH RI VT<br>2=Mid East - DE DC MD NJ NY PA<br>3=Great Lakes - IL IN MI OH WI<br>4=Plains - IA KS MN MO NE ND SD<br>5=Southeast - AL AR FL GA KY LA MS NC SC TN VA WV<br>6=Southwest - AZ NM OK TX<br>7=Rocky Mountains - CO ID MT UT WY<br>8=Far West - AK CA HI NV OR WA<br>9=Other  |
|          | HBCU          | HBCU Flag<br>1=No  |



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| Question | Variable Name | Variable Description   |
|----------|---------------|--|
|          |               | 2=Yes  |
|          | INSTTYPE      | Institution Type<br>1=University<br>2=4-year<br>3=2-year                     |
|          | INSTCONT      | Institution Control<br>1=Public<br>2=Private                                 |
|          | INSTSEX       | Institution's sex<br>1=Male only<br>2=Female only<br>3=Co-ed<br>4=Coordinate |
|          | INCOMPLETE    | Incomplete Response<br>1=Not Incomplete<br>2=Incomplete (<10%)               |

Variables marked with an "\*" are for multi-institutional research only.