



2021 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	STAFFRANK	<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	STAFFRANK_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	EMPLOYEES1 EMPLOYEES2	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	EMPLOYEESFT	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=1918 2=1919 3=1920 4=1921 5=1922 6=1923 7=1924 8=1925 9=1926 10=1927 11=1928



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		12=1929 13=1930 14=1931 15=1932 16=1933 17=1934 18=1935 19=1936 20=1937 21=1938 22=1939 23=1940 24=1941 25=1942 26=1943 27=1944 28=1945 29=1946 30=1947 31=1948 32=1949 33=1950 34=1951 35=1952 36=1953 37=1954 38=1955 39=1956 40=1957
	YRBIRTH (con't)	41=1958 42=1959 43=1960 44=1961 45=1962 46=1963 47=1964 48=1965 49=1966 50=1967 51=1968 52=1969 53=1970 54=1971 55=1972 56=1973 57=1974 58=1975 59=1976 60=1977 61=1978 62=1979 63=1980 64=1981 65=1982 66=1983 67=1984



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		68=1985 69=1986 70=1987 71=1988 72=1989 73=1990 74=1991 75=1992 76=1993 77=1994 78=1995 79=1996 80=1997 81=1998 82=1999 83=2000 84=2001 85=2002 86=2003
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		Are you: (Select all that apply) 1=Not marked 2=Marked <u>American Indian or Alaska Native</u> RACE01 Native American/Alaska Native <u>Asian</u> 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 <u>Black</u> RACE07 African American/Black RACE08 African RACE09 Caribbean RACE10 Other Black <u>Native Hawaiian or Other Pacific Islander</u> RACE11 Native Hawaiian or Other Pacific Islander <u>Hispanic or Latina/o/x</u> RACE12 Mexican American/Chicana/o/x RACE13 Puerto Rican RACE14 Central American RACE20 South American RACE15 Other Hispanic or Latina/o/x <u>Middle Eastern</u> RACE16 Middle Eastern <u>White</u>



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Question	Variable Name	Variable Description
	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
	CMP SAT04	Satisfaction: Racial and ethnic diversity of the <u>faculty</u>
	CMP SAT05	Satisfaction: Racial and ethnic diversity of the <u>staff</u>
	CMP SAT06	Satisfaction: Racial and ethnic diversity of the <u>student body</u>
	CMP SAT21	Satisfaction: Gender diversity of <u>staff</u>
	CMP SAT19	Satisfaction: Commitment to hiring women
	CMP SAT20	Satisfaction: Commitment to hiring underrepresented racial/ethnic minorities
		<u>Atmosphere</u> for:
	CMP SAT08	Satisfaction: Atmosphere for: Sexual orientation differences
	CMP SAT09	Satisfaction: Atmosphere for: Political differences
	CMP SAT10	Satisfaction: Atmosphere for: Religious differences
	CMP SAT11	Satisfaction: Atmosphere for: Gender differences
	CMP SAT12	Satisfaction: Atmosphere for: Individuals with disabilities
		<u>Timeliness</u> of Administrative responses to:
	CMP SAT13	Satisfaction: Administrative responses to: Campus emergencies
	CMP SAT14	Satisfaction: Administrative responses to: Sexual assault
	CMP SAT15	Satisfaction: Administrative responses to: Discrimination/bias
		<u>Outcome</u> of Administrative responses to:
	CMP SAT16	Satisfaction: Administrative responses to: Campus emergencies
	CMP SAT17	Satisfaction: Administrative responses to: Sexual assault
	CMP SAT18	Satisfaction: Administrative responses to: Discrimination/bias
14a	CMP SAT_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>
	INSTOPND06	Inst Opinion: I feel respected by <u>students</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 hiring practices and policies that increase staff diversity



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	CLIMOPN08	Climate Opinion: Has a lot of racial tension
	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: Heard insensitive racial remarks from: Faculty
	HAREXP08	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



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Question	Variable Name	Variable Description
21	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
21a	COVIDJOB_TEXT	Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]
22	COVIDCOLOPN01 COVIDCOLOPN02 COVIDCOLOPN03 COVIDCOLOPN05 COVIDCOLOPN04 COVIDCOLOPN06	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 I support the decisions campus leadership has made with respect to the current level of in-person operations on campus My institution's pandemic response considers the health and safety of staff My supervisor has been flexible with my scheduling needs This college should minimize in-person operations until a vaccine is developed. This college has provided the necessary protections for individuals who have been required to work on campus during the pandemic (e.g., essential personnel)
22a	COVIDCOLOPN_TEXT	Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]
23	COVIDSATIS01 COVIDSATIS02 COVIDSATIS03 COVIDSATIS04 COVIDSATIS05 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 Policies should someone in my department test positive Availability of COVID-19 testing
23a	COVIDSATIS_TEXT	Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]
24	COVIDSTRESS01 COVIDSTRESS02 COVIDSTRESS03 COVIDSTRESS04 COVIDSTRESS09 COVIDSTRESS10 COVIDSTRESS11 COVIDSTRESS12 COVIDSTRESS13	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 adhere to physical distancing guidelines while out in public Coping with social isolation Personal finances Childcare Responsibility for educating your school-age child(ren)
24a	COVIDSTRESS_TEXT	Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]
25		Please indicate your agreement with each of the following statements: 1=Strongly Disagree 2=Disagree 3=Agree

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	COVIDCOLOPN07 COVIDCOLOPN08 COVIDCOLOPN09 COVIDCOLOPN10 COVIDCOLOPN11 COVIDCOLOPN12	4=Strongly Agree The U.S. should implement universal mail-in voting for general elections A national health care plan is needed to cover everybody's medical costs President Trump has demonstrated effective leadership during the COVID-19 pandemic The U.S. Congress has demonstrated effective leadership during the COVID-19 pandemic Stay-at-home orders related to the COVID-19 pandemic were generally an overreaction President Trump has been dishonest in his descriptions of the effectiveness of his administration's response to the COVID-19 pandemic
26	HARFORM01 HARFORM02 HARFORM03 HARFORM04 HARFORM05 HARFORM06 HARFORM07 HARFORM08 HARFORM09 HARFORM10 HARFORM11 HARFORM12	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 Discrim Experience: Ability/disability status Discrim Experience: Age Discrim Experience: Citizenship status Discrim Experience: Gender/Gender identity Discrim Experience: Job classification (e.g., Title, Position) Discrim Experience: Level of education Discrim Experience: Political beliefs Discrim Experience: Race/ethnicity Discrim Experience: Religious/spiritual beliefs Discrim Experience: Sexual orientation Discrim Experience: Socioeconomic status 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	JOBSATIS16 JOBSATIS21 JOBSATIS18 JOBSATIS19 JOBSATIS20 JOBSATIS22 JOBSATIS23	Please rate your satisfaction with: 1=Not Eligible 2=Very Dissatisfied 3=Dissatisfied 4=Neutral 5=Satisfied 6=Very Satisfied Job Satisfaction: Quality of health benefits Job Satisfaction: Cost of health benefits Job Satisfaction: Retirement benefits Job Satisfaction: Salary Job Satisfaction: Extended leave policies (e.g., paternity/maternity leave, caring for a family member, medical leave) Amount of paid time off: Job Satisfaction: Vacation time Job Satisfaction: Sick leave
28	JOBSATIS01 JOBSATIS02 JOBSATIS03 JOBSATIS04 JOBSATIS05 JOBSATIS06 JOBSATIS17 JOBSATIS07	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 Job Satisfaction: Autonomy and independence Job Satisfaction: Collegiality among staff Job Satisfaction: Competence of coworkers Job Satisfaction: Departmental support for work-life balance Job Satisfaction: Flexibility in relation to family matters or emergencies Job Satisfaction: Institutional support for work-life balance Job Satisfaction: Job security Job Satisfaction: Overall job satisfaction



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	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
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



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33	UNION	Are you a member of a union? 1=No 2=Yes
34	STRESS01 STRESS04 STRESS05 STRESS06 STRESS07 STRESS08 STRESS10 STRESS24 STRESS25 STRESS11 STRESS12 STRESS13 STRESS15 STRESS16 STRESS19 STRESS20 STRESS21 STRESS22 STRESS23	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 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.)



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		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 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
41	POLIVIEW	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		How many dependents do you have? 1=0 2=1 3=2 4=3 5=4+
	CHILD1	Under 18 years old
	CHILD3	18-26 years old
	CHILD4	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 institution
	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



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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