



2020 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</u></p> <p>25=Admissions / Enrollment Management / Registrar 26=Athletics (Varsity / Club) 27=Financial Aid 28=Housing/Residential Life 29=Student Affairs (e.g., Dean of Students, Student Government, Judicial Affairs, Orientation, Campus Activities, College Union, Student Recreation, Career Services, Student Health Services, International Student Services) 30=Other Student Life/Services</p> <p><u>Leadership and Diversity</u></p> <p>31=Diversity, Equity, and Inclusion 32=Office of the Chancellor/President 33=Office of the Provost/Vice President 34=Other Leadership and Diversity</p> <p><u>Other</u></p> <p>35=Other, please specify _____</p>
1a	DEPTDISC_TEXT	Other Unit: [Free response]
2	CAREER	<p>Please indicate your career.</p> <p>01=Actor or Entertainer 02=Artist 03=Graphic Designer 04=Musician 05=Writer/Producer/Director 06=Farmer or Forester</p>



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		07=Natural resource specialist/environmentalist 08=Accountant 09=Administrative Assistant 10=Business Manager/Executive 11=Business Owner/Entrepreneur 12=Finance (e.g., Actuary, Banking, Loan Officer, Planner) 13=Human Resources 14=Management Consultant 15=Real Estate Agent/Realtor/Appraiser/Developer 16=Retail Sales 17=Sales/Marketing 18=Sports Management 19=Advertising

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	CAREER (con't)	20=Journalist 21=Public Relations/Media Relations 22=College Administrator/Staff 23=College Faculty 24=Early Childcare Provider 25=Elementary School Teacher 26=K-12 Administrator 27=Librarian 28=Secondary School Teacher in a non-STEM subject 29=Secondary School Teacher in Science, Technology, Engineering, or Math (STEM) 30=Teacher's Assistant/Paraprofessional 31=Other K-12 Professional 32=Federal/State/Local Government Official 33=Military 34=Postal Worker 35=Protective Services (e.g., Homeland Security, Law Enforcement, Firefighter) 36=Clinical Psychologist 37=Dentist/Orthodontist 38=Dietitian/Nutritionist 39=Home Health Care Worker 40=Medical/Dental Assistant (e.g., Hygienist, Lab Tech, Nursing Asst.) 41=Medical Doctor/Surgeon 43=Optometrist 44=Pharmacist 46=Registered Nurse 48=Therapist (e.g., Physical, Occupational, Speech) 49=Veterinarian 50=Computer Programmer/Developer 51=Computer Systems Analyst 52=Web Designer 53=Lawyer/Judge 54=Paralegal 55=Engineer 56=Research Scientist (e.g., Biologist, Chemist, Physicist) 57=Urban Planner/Architect 58=Custodian/Janitor/Housekeeper 59=Food Service (e.g., Chef/Cook, Server) 60=Hair Stylist/Aesthetician/Manicurist 61=Interior Designer 62=Skilled Trades (e.g., Plumber, Electrician, Construction) 63=Social/Non-Profit Services 64=Clergy 65=Other
2a	CAREER_TEXT	Career [free text response]
3	STAFFRANK	What best describes your role? 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 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



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5	PAYTYPE	How are you compensated for your work? 1=Salaried (exempt) 2=Hourly (non-exempt), eligible for overtime pay



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Question	Variable Name	Variable Description
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	EMPLOYYRS1 EMPLOYYRS2	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	EMPLOYYRSFT	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=More than 15 years
9	TRANSGENDER	Do you identify as transgender? 1=No 2=Yes
10	GENDERIDENTITY	What is your current gender identity? 1=Man/Trans man 2=Woman/Trans 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=1917 2=1918 3=1919 4=1920 5=1921 6=1922 7=1923 8=1924 9=1925 10=1926 11=1927 12=1928 13=1929 14=1930 15=1931 16=1932 17=1933 18=1934 19=1935 20=1936 21=1937 22=1938 23=1939



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Question	Variable Name	Variable Description
		24=1940
		25=1941
		26=1942
		27=1943
		28=1944
		29=1945
		30=1946
		31=1947
		32=1948
		33=1949
		34=1950



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Question	Variable Name	Variable Description
		35=1951 36=1952 37=1953 38=1954 39=1955 40=1956
	YRBIRTH (con't)	41=1957 42=1958 43=1959 44=1960 45=1961 46=1962 47=1963 48=1964 49=1965 50=1966 51=1967 52=1968 53=1969 54=1970 55=1971 56=1972 57=1973 58=1974 59=1975 60=1976 61=1977 62=1978 63=1979 64=1980 65=1981 66=1982 67=1983 68=1984 69=1985 70=1986 71=1987 72=1988 73=1989 74=1990 75=1991 76=1992 77=1993 78=1994 79=1995 80=1996 81=1997 82=1998 83=1999 84=2000 85=2001 86=2002
12	LGBTQIDEN	How do you self-identify? 1=Heterosexual/Straight 2=Asexual 3=Bisexual

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Question	Variable Name	Variable Description
		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 RACE17 RACE18 RACE19 RACE19_TEXT	How do you self-identify? 1=Not marked 2=Marked <u>American Indian or Alaska Native</u> American Indian or 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/x</u> Mexican American/Chicana/o/x Puerto Rican Central American South American Other Hispanic or Latina/o/x <u>Middle Eastern</u> Middle Eastern <u>White</u> European Other White <u>Other</u> Other Other, please specify _____
14	CMPSAT04 CMPSAT05 CMPSAT06 CMPSAT21 CMPSAT19 CMPSAT20 CMPSAT08 CMPSAT09 CMPSAT10 CMPSAT11	Please rate your satisfaction with your institution in each area: 1=Can't Rate 2=Very Dissatisfied 3=Dissatisfied 4=Neutral 5=Satisfied 6=Very Satisfied Satisfaction: Racial and ethnic diversity of the <u>faculty</u> Satisfaction: Racial and ethnic diversity of the <u>staff</u> Satisfaction: Racial and ethnic diversity of the <u>student body</u> Satisfaction: Gender diversity of <u>staff</u> Satisfaction: Commitment to hiring women Satisfaction: Commitment to hiring underrepresented racial/ethnic minorities <u>Atmosphere for:</u> Satisfaction: Atmosphere for: Sexual orientation differences Satisfaction: Atmosphere for: Political differences Satisfaction: Atmosphere for: Religious differences Satisfaction: Atmosphere for: Gender differences



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Question	Variable Name	Variable Description
	CMPSTAT12	Satisfaction: Atmosphere for: Individuals with disabilities <u>Timeliness</u> of Administrative responses to:
	CMPSTAT13	Satisfaction: Administrative responses to: Campus emergencies
	CMPSTAT14	Satisfaction: Administrative responses to: Sexual assault



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Question	Variable Name	Variable Description
	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>
	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
	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
	INSTOPN16	Inst Opinion: Colleagues in my department care about my well-being
	INSTOPN08	Inst Opinion: My professional skills are effectively put to use in this position
	INSTOPN17	Inst Opinion: Other staff members seek me out for my expertise/skills
	INSTOPN18	Inst Opinion: I feel I have to work harder than my colleagues to be perceived as a competent administrator/staff member
	INSTOPN09	Inst Opinion: My role is important to the overall success of my department
	INSTOPN06	Inst Opinion: My job duties are clearly defined
	INSTOPN10	Inst Opinion: I feel comfortable asking questions when I do not know how to approach a job-related task
	INSTOPN05	Inst Opinion: My workload is manageable given the hours I'm scheduled to work
	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
	INSTOPN12	Inst Opinion: I have friendly relationships with colleagues in my department
	INSTOPN13	Inst Opinion: I have friendly relationships with colleagues outside of my department at this institution
	INSTOPN04	Inst Opinion: I feel a sense of belonging to this campus



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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



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Question	Variable Name	Variable Description
	<p>CONSACTION01</p> <p>CONSACTION02</p> <p>CONSACTION03</p> <p>CONSACTION04</p>	<p>4=Often</p> <p>5=Very Often</p> <p>Act: Challenged others on issues of discrimination</p> <p>Act: Educated yourself about individuals who are different from you</p> <p>Act: Participated in a coalition of different groups to address social justice issues</p> <p>Act: Attended events focused on diversity (e.g., presentations, performances, art exhibits, debates)</p>
19	<p>UGGOAL18</p> <p>UGGOAL02</p> <p>UGGOAL03</p> <p>UGGOAL04</p> <p>UGGOAL05</p> <p>UGGOAL07</p> <p>UGGOAL10</p> <p>UGGOAL17</p>	<p>Please indicate the extent to which you agree it is your role to:</p> <p>1=Strongly Disagree</p> <p>2=Disagree</p> <p>3=Agree</p> <p>4=Strongly Agree</p> <p>UG Goal: Encourage students to become agents of social change</p> <p>UG Goal: Prepare students for employment after college</p> <p>UG Goal: Prepare students for graduate or advanced education</p> <p>UG Goal: Develop students' moral character</p> <p>UG Goal: Provide for students' emotional development</p> <p>UG Goal: Help students develop personal values</p> <p>UG Goal: Enhance students' knowledge and appreciation for other racial/ethnic groups</p> <p>UG Goal: Encourage respect for different beliefs</p>
20	<p>HAREXP02</p> <p>HAREXP15</p> <p>HAREXP16</p> <p>HAREXP17</p> <p>HAREXP18</p> <p>HAREXP19</p> <p>HAREXP20</p> <p>HAREXP21</p> <p>HAREXP03</p> <p>HAREXP05</p> <p>HAREXP04</p> <p>HAREXP06</p> <p>HAREXP22</p> <p>HAREXP23</p> <p>HAREXP07</p> <p>HAREXP08</p> <p>HAREXP09</p> <p>HAREXP10</p>	<p>Please indicate how often at this institution you have:</p> <p>1=Decline to state</p> <p>2=Never</p> <p>3=Seldom</p> <p>4=Sometimes</p> <p>5=Often</p> <p>6=Very Often</p> <p>Act: Assisted a student with a problem about discrimination</p> <p>Been sought out by students as a resource due to my:</p> <p>Racial/ethnic identity</p> <p>Gender identity</p> <p>Sexual orientation identity</p> <p>Act: Assisted another staff member with a problem about discrimination</p> <p>Been sought out by staff members as a resource due to my:</p> <p>Racial/ethnic identity</p> <p>Gender identity</p> <p>Sexual orientation identity</p> <p>Act: Witnessed discrimination</p> <p>Act: Reported an incident of discrimination to a campus authority</p> <p>Act: Been sexually harassed</p> <p>Act: Reported an incident of sexual harassment to a campus authority</p> <p>Act: Felt my ideas were dismissed by my colleagues</p> <p>Act: Felt I did not receive due credit for my ideas or work</p> <p>Heard insensitive or disparaging remarks about race/ethnicity from:</p> <p>Heard insensitive racial remarks from: Faculty</p> <p>Heard insensitive racial remarks from: Staff</p> <p>Heard insensitive racial remarks from: Students</p> <p>Heard insensitive racial remarks from: Senior Administrators</p>
21	<p>HARFORM01</p> <p>HARFORM02</p> <p>HARFORM03</p>	<p>At this institution, how often have you been discriminated against or excluded from activities because of your:</p> <p>1=Never</p> <p>2=Seldom</p> <p>3=Sometimes</p> <p>4=Often</p> <p>5=Very Often</p> <p>Discrim Experience: Ability/disability status</p> <p>Discrim Experience: Age</p> <p>Discrim Experience: Citizenship status</p>



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Question	Variable Name	Variable Description
	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



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Question	Variable Name	Variable Description
	HARFORM08 HARFORM09 HARFORM10 HARFORM11 HARFORM12	Discrim Experience: Race/ethnicity Discrim Experience: Religious/spiritual beliefs Discrim Experience: Sexual orientation Discrim Experience: Socioeconomic status Discrim Experience: Parent/guardian status
21a	HARFORM_TEXT	Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]
22	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
23	JOBSATIS01 JOBSATIS02 JOBSATIS03 JOBSATIS04 JOBSATIS05 JOBSATIS06 JOBSATIS17 JOBSATIS07 JOBSATIS08 JOBSATIS09 JOBSATIS10 JOBSATIS11 JOBSATIS12 JOBSATIS13 JOBSATIS15 JOBSATIS24	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 Job Satisfaction: Professional relationships with coworkers Job Satisfaction: Prospects for career advancement Job Satisfaction: Quality of students Job Satisfaction: Relationship with my supervisor Job Satisfaction: Relative equity of salary and job benefits Job Satisfaction: Support for career advancement Job Satisfaction: Workspace Job Satisfaction: Ongoing professional development
23a	JOBSATIS_TEXT	Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]
24	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
25		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



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Question	Variable Name	Variable Description
	INSTPRIORITY03 INSTPRIORITY07 INSTPRIORITY09 INSTPRIORITY11 INSTPRIORITY12	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)
26	SUPERVISOR07	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



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Question	Variable Name	Variable Description
	SUPERVISOR01 SUPERVISOR02 SUPERVISOR03 SUPERVISOR04 SUPERVISOR05 SUPERVISOR06	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
27	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=Not Available 2=Not Eligible 3=No 4=Yes 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
28	UNION	Are you a member of a union? 1=No 2=Yes
29	STRESS01 STRESS02 STRESS03 STRESS14 STRESS04 STRESS05 STRESS06 STRESS07 STRESS08 STRESS09 STRESS10 STRESS24 STRESS25 STRESS11 STRESS12 STRESS13 STRESS15 STRESS16 STRESS17 STRESS18 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: Child care Stress: My physical health Stress: My emotional well-being 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: Job security 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 your department/unit Stress: Physical demands of the job Stress: Relationship with supervisor Stress: Relationship with co-workers Stress: Physical work environment Stress: Workplace safety Stress: Students Stress: Parking Stress: Commuting Stress: Disconnect between my personal political beliefs and the dominant views on campus Stress: Planning for retirement
29a	STRESS_TEXT	Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]
30	STUDINT	How frequently does your job/position require you to interact with students?



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Question	Variable Name	Variable Description
		1=Never 2=Seldom 3=Sometimes 4=Often 5=Very Often
31	VOLUNTINT	How frequently do you voluntarily interact with students? 1=Never 2=Seldom 3=Sometimes 4=Often 5=Very Often
32		Within the next year, how likely are you to leave: 1=Very Unlikely



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Question	Variable Name	Variable Description
	LEAVEJOB LEAVEINSTITUTION	2=Unlikely 3=Likely 4=Very Likely Your current position This institution
32a	LEAVEJOB_TEXT	Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]
33	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.)
If HIDEGREE=8, 11, OR 12		
33a	HIDEGREE_GRAD	My graduate program prepared me well for my current position: 1=Strongly Disagree 2=Disagree 3=Agree 4=Strongly Agree
33b	HIDEGREE_EDU	Is your advanced degree in higher education administration, education leadership, or a similar program related to higher education? 1=No 2=Yes
End		
34	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]
35	COMFORTLANG_TEXT DISABL01 DISABL02 DISABL03 DISABL04 DISABL05 DISABL06 DISABL07	Other Language: [Free response] 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 disability (e.g., speech, sight, mobility, hearing) Psychological disorder (e.g., depression, anxiety, PTSD, etc.) Other
36	POLIVIEW	How would you characterize your political views? 1=Far right 2=Conservative 3=Middle-of-the-road 4=Liberal 5=Far left
37	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
38	AGEARRIVE	If you were NOT born in the U.S., at what age did you arrive in the U.S.?



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		1=Not applicable/born in the U.S. 2=Under 5 3=6-12 4=13-18 5=19-25 6=26 or older
39	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 18=United Church of Christ/Congregational 19=Other Christian 20=Other Religion(s)/Belief(s) (please specify) 21=None
	RELIGION_TEXT	Other Religion(s)/Belief(s) (please specify): [Free response]
40	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
41		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



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	CHILD4	27 years or older
42	CAREGIVER	Are you serving as a caregiver for another adult who is not a dependent (e.g., parent, other relative)? 1=No 2=Yes
43	FEEDBACK	Is there anything else you would like to share about your experiences as a staff member at this institution?
44	FEEDBACK_SURVEY	Do you have any feedback about this survey and how it might be improved?
Optional Questions		
		Optional Questions 1=A 2=B 3=C 4=D 5=E
	OPT01	Optional Question 1
	OPT02	Optional Question 2
	OPT03	Optional Question 3
	OPT04	Optional Question 4
	OPT05	Optional Question 5
	OPT06	Optional Question 6
	OPT07	Optional Question 7
	OPT08	Optional Question 8
	OPT09	Optional Question 9
	OPT10	Optional Question 10
	OPT11	Optional Question 11
	OPT12	Optional Question 12
	OPT13	Optional Question 13
	OPT14	Optional Question 14
	OPT15	Optional Question 15
	OPT16	Optional Question 16
	OPT17	Optional Question 17
	OPT18	Optional Question 18
	OPT19	Optional Question 19
	OPT20	Optional Question 20
	OPTOE1	Optional Open-Ended Question 1
	OPTOE2	Optional Open-Ended Question 2
	OPTOE3	Optional Open-Ended Question 3
	OPTOE4	Optional Open-Ended Question 4
	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



2020 Staff Climate Survey (Codebook)

Question	Variable Name	Variable Description
		7=Other 8=Multiracial 9=Unknown
Institutional Characteristics		
	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 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
	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



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Question	Variable Name	Variable Description
		8=Far West - AK CA HI NV OR WA 9=Other
	HBCU	HBCU Flag 1=Not HBCU 2=Public HBCU 3=Private HBCU
	INSTTYPE	Institution Type 1=University 2=4-year 3=2-year
	INSTCONT	Institution Control 1=Public 2=Private