

**2018 Staff Climate Survey**

**1. What best describes your role:**

- a. Senior administrator
- b. Mid-level administrator/manager
- c. Staff
- d. Other [Free response]

**2. Are you a:**

- a. Full-time, permanent employee
- b. Full-time, temporary/contract employee
- c. Part-time, permanent employee
- d. Part-time, temporary/contract employee

**3. Which of the following best describes YOUR UNIT on campus:**

- a. **Academic Affairs**
  - i. Academic Advising
  - ii. Academic Department/School
  - iii. Library Services
  - iv. Research Institute or Support/Oversight (e.g., Institutional Review Board, Office of Contracts and Grants)
  - v. Other Academic Affairs
- b. **Business / Administrative Services**
  - i. Campus Safety/Police/Emergency Management
  - ii. Capital Planning
  - iii. Dining Services
  - iv. Facilities – Custodial Services
  - v. Facilities – Maintenance
  - vi. Finance and Treasury (incl. Accounting)
  - vii. Human Resources (including academic personnel)
  - viii. Information Technology Services
  - ix. Institutional Research/Assessment/Planning
  - x. Legal Affairs
  - xi. Medical Center/Hospital
  - xii. Transportation and Parking
  - xiii. Other Business / Administrative Services
- c. **External Affairs**
  - i. Alumni Affairs
  - ii. Communications
  - iii. Community Engagement/Partnerships
  - iv. Public Relations
  - v. University Advancement/Development/Planned Giving
  - vi. Other External Affairs
- d. **Student Life / Services**
  - i. Admissions / Enrollment Management / Registrar
  - ii. Athletics (Varsity / Club)
  - iii. Financial Aid
  - iv. Housing/Residential Life
  - v. 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)
  - vi. Other Student Life / Services
- e. **Leadership and Diversity**
  - i. Diversity, Equity, and Inclusion
  - ii. Office of the Chancellor/President
  - iii. Office of the Provost/Vice President
  - iv. Other Leadership and Diversity
- f. **Other, please specify \_\_\_\_\_**

**4. How many direct reports do you have (excluding student employees)?**

- a. I do not directly supervise employees
- b. 1 to 2
- c. 3 to 5
- d. 6 to 10
- e. 11 or more

**5. How many years have you been employed:**

- a. Less than one year
- b. 1-4 years
- c. 5-10 years
- d. 11-15 years
- e. 16-20 years
- f. More than 20 years

At this institution

In your current position

**6. What is your current gender identity?**

- a. Man
- b. Woman
- c. Trans man
- d. Trans woman
- e. Genderqueer/Gender non-conforming
- f. Different identity (please state):

**7. In what year were you born?**

- a. (Drop down list that begins in 1917)

**8. How do you self-identify?**

- a. Heterosexual/Straight
- b. Gay
- c. Lesbian
- d. Bisexual
- e. Queer
- f. Pansexual
- g. Asexual
- h. Not listed above [Free response]

**9. Are you currently: (Mark one)**

- a. Single
- b. Married (incl. civil union and domestic partnership)
- c. In a committed relationship, unmarried
- d. Separated
- e. Divorced
- f. Widowed

**10. How do you self-identify?** (Select all that apply)American Indian or Alaska Native

- a. American Indian or Alaska Native

Asian

- b. East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)  
c. Filipino  
d. Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)  
e. South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)  
f. Other Asian

Black

- g. African American/Black  
h. African  
i. Caribbean  
j. Other Black

Native Hawaiian or Other Pacific Islander

- k. Native Hawaiian or Other Pacific Islander

Hispanic or Latina/o

- l. Mexican American/Chicano  
m. Puerto Rican  
n. Central American  
o. South American  
p. Other Hispanic or Latino

Middle Eastern

- q. Middle Eastern

White

- r. European  
s. Other White

Other

- t. Other

**11. Please rate your satisfaction with your institution in each area:**

*(Response Categories: Very Satisfied, Satisfied, Neutral, Dissatisfied, Very Dissatisfied, Can't Rate)*

- a. Overall sense of community among students, staff, and faculty
- b. My personal safety on campus
- c. Racial and ethnic diversity of the faculty
- d. Racial and ethnic diversity of the staff
- e. Racial and ethnic diversity of the student body
- f. Commitment to hiring women and minorities

Atmosphere for:

- g. Sexual orientation differences
- h. Political differences
- i. Religious differences
- j. Gender differences
- k. Individuals with disabilities

Timeliness of Administrative responses to:

- l. Campus emergencies
- m. Sexual assault
- n. Discrimination/bias

Outcome of Administrative responses to:

- o. Campus emergencies
- p. Sexual assault
- q. Discrimination/bias

**12. Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:** *(Response Categories: Very Descriptive, Somewhat Descriptive, Not Descriptive)*

- a. Faculty respect *staff*
- b. *Staff* concerns are considered when making policy
- c. *Staff* respect each other
- d. *Staff* respect the faculty
- e. Students respect *staff*
- f. *Staff* respect students

**13. Please indicate the extent to which you agree or disagree with the following statements. This institution:**

*(Response Categories: Strongly Agree, Agree, Disagree, Strongly Disagree, Can't Rate/Don't Know)*

- a. Encourages staff to have a public voice and share their ideas openly
- b. Encourages students to have a public voice and share their ideas openly
- c. Has campus administrators who regularly speak about the value of diversity
- d. Promotes the appreciation of cultural differences
- e. Provides the campus community with opportunities to share feelings about issues of concern
- f. Rewards staff for their participation in diversity efforts
- g. Has effective hiring practices and policies that increase staff diversity
- h. Has a lot of racial tension
- i. Takes responsibility for educating underprepared students
- j. Effectively communicates information about employee compensation and benefits

**14. Please indicate the extent to which you agree or disagree with the following statements.**

*(Response Categories: Strongly Agree, Agree, Disagree, Strongly Disagree)*

- a. I feel unsafe on this campus
- b. I feel my contributions are valued by my department
- c. I achieve a healthy balance between my personal life and my professional life

**15. How often in the past year at this institution have you:**

*(Response Categories: Very Often, Often, Sometimes, Seldom, Never)*

- a. Challenged others on issues of discrimination
- b. Educated yourself about individuals who are different from you
- c. Participated in a coalition of different groups to address social justice issues
- d. Attended programs focused on diversity (e.g., presentations, performances, art exhibits, debates)

**16. Please indicate how often at this institution you have:**

*(Response Categories: Very Often, Often, Sometimes, Seldom, Never, Not Applicable/No Experience)*

- a. Assisted a student with a problem about discrimination
- b. Witnessed discrimination
- c. Been sexually harassed
- d. Reported an incident of discrimination to a campus authority
- e. Reported an incident of sexual harassment to a campus authority
- f. Heard insensitive or disparaging racial remarks from:
  - i. Faculty
  - ii. Staff
  - iii. Students
  - iv. Senior Administrators
- g. Heard other types of insensitive or disparaging remarks from:
  - i. Faculty
  - ii. Staff
  - iii. Students
  - iv. Senior Administrators

**17. At this institution, how often have you been discriminated against or excluded from activities because of your:**

*(Response Categories: Very Often, Often, Sometimes, Seldom, Never)*

- a. Ability/disability status
- b. Age
- c. Citizenship status
- d. Gender/Gender identity
- e. Job classification (e.g., Title, Position)
- f. Level of education
- g. Political beliefs
- h. Race/ethnicity
- i. Religious/spiritual beliefs
- j. Sexual orientation
- k. Socioeconomic status
- l. Parent/guardian status

**18. How satisfied are you with the following aspects of your job?**

*(Response Categories: Very Satisfied, Satisfied, Neutral, Dissatisfied, Very Dissatisfied, Not Applicable/No Experience)*

- a. Autonomy and independence
- b. Collegiality among staff
- c. Competence of colleagues
- d. Departmental support for work-life balance
- e. Flexibility in relation to family matters or emergencies
- f. Institutional support for work-life balance
- g. Overall job satisfaction
- h. Professional relationships with colleagues
- i. Prospects for career advancement
- j. Quality of students
- k. Relationship with my supervisor
- l. Relative equity of salary and job benefits
- m. Support for career advancement
- n. Tolerance of different staff opinions and beliefs
- o. Workspace
- p. Job security

**19. Please rate your satisfaction with:**

*(Response Categories: Very Satisfied, Satisfied, Neutral, Dissatisfied, Very Dissatisfied, Not Eligible)*

- a. Quality of health benefits
- b. Cost of health benefits
- c. Retirement benefits
- d. Salary
- e. Extended leave policies (e.g., paternity/maternity leave, caring for a family member, medical leave)
- f. Amount of paid time off:
  - i. Vacation time
  - ii. Sick leave

**20. To what extent is each of the following currently a priority at this institution?**

*(Response Categories: Response Categories: Highest Priority, High Priority, Medium Priority, Low Priority, Not a Priority, Can't Rate/Don't Know)*

- a. Increase or maintain institutional prestige
- b. Create and sustain partnerships with surrounding communities
- c. Enhance diversity on campus
- d. Investment in the professional development of staff
- e. Consider staff views in institutional decision-making
- f. Improve or maintain the physical appearance of campus (e.g., landscaping, cleanliness)
- g. Build or modernize campus facilities (e.g., new buildings or remodeling)



**21. Indicate the extent to which you agree or disagree with each of the following. My supervisor:**

*(Response Categories: Strongly Agree, Agree, Disagree, Strongly Disagree)*

- a. Supports my professional development
- b. Sets unrealistic expectations for my job
- c. Demonstrates a commitment to diversity and inclusion
- d. Provides me with feedback that assists me in performing my job responsibilities
- e. Advocates for me
- f. Lacks the skills or knowledge to support me in my job

**22. During the past year, have you participated in any of the following opportunities provided by this institution:**

*(Response Categories: Yes, No, Not Eligible, Not Available)*

- a. Diversity-related trainings or workshops
- b. Optional technical skill development
- c. Leadership development
- d. Enhancement of interpersonal skills
- e. Job benefits training
- f. Public safety/security training
- g. Health and wellness programs
- h. Mentorship
- i. Networking events
- j. Policy and procedure training

**23. Are you a member of a union?**

*(Response Categories: Yes, No)*

**24. Please indicate the extent to which each of the following has been a source of stress for you during the past year: (Mark one for each item)**

*Responses: Extensive, Somewhat, Not at All, Not Applicable*

- a. Managing household responsibilities
- b. Child care
- c. My physical health
- d. My mental health and/or wellbeing
- e. Review/promotion process
- f. Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)
- g. Meetings
- h. Institutional procedures and “red tape”
- i. Lack of personal time
- j. Job security
- k. Self-imposed high expectations
- l. Increasing work responsibilities
- m. Budget cuts in my department/unit
- n. Physical demands of the job
- o. Relationship with supervisor
- p. Relationship with co-workers
- q. Physical work environment
- r. Workplace safety
- s. Students
- t. Parking
- u. Commuting
- v. Disconnect between my personal political beliefs and the dominant views on campus

**25. How frequently does your job/position require you to interact with students?**

*(Response Categories: Very Often, Often, Sometimes, Seldom, Never)*

**26. How frequently do you voluntarily to interact with students?**

*(Response Categories: Very Often, Often, Sometimes, Seldom, Never)*

**27. Within the next year, how likely are you to leave:**

*(Response Categories: Very Likely, Likely, Unlikely, Very Unlikely)*

- a. Your current position
- b. This institution

**28. What is the highest level of education you have completed?**

- a. Junior high/middle school or less
- b. Some high school
- c. High school graduate/GED
- d. Some college
- e. Technical certificate
- f. Associate's degree
- g. Bachelor's degree
- h. Master's degree
- i. Doctoral or professional degree

**29. With which language do you feel most comfortable?**

- a. English
- b. Other language (please specify other language)
- c. Equally comfortable with English and Other Language (please specify other language)

**30. Do you have any of the following?**

*(Response Categories: Yes, No)*

- a. Attention deficit/hyperactivity disorder (ADHD)
- b. Chronic illness (e.g., cancer, diabetes, autoimmune disorders)
- c. Autism spectrum disorder
- d. Learning disability (e.g., dyslexia)
- e. Physical disability (e.g., speech, sight, mobility, hearing)
- f. Psychological disorder (e.g., depression, anxiety, PTSD)
- g. Other

**31. How would you characterize your political views?**

- a. Far left
- b. Liberal
- c. Middle-of-the-road
- d. Conservative
- e. Far right

**32. Which of the following most accurately describes you?**

- a. U.S. citizen
- b. Permanent legal resident (Green Card)
- c. In U.S. on visa or work authorization
- d. None of the above

**33. If you were NOT born in U.S., at what age did you arrive in the U.S.?**

- a. Not applicable/born in the U.S.
- b. Under 5
- c. 6-12
- d. 13-18
- e. 19-25
- f. 26 or older

**34. Current religious preference:**

- a. Agnostic
- b. Atheist
- c. Baptist
- d. Buddhist
- e. Church of Christ
- f. Eastern Orthodox
- g. Episcopalian
- h. Hindu
- i. Jewish
- j. LDS (Mormon)
- k. Lutheran
- l. Methodist
- m. Muslim
- n. Presbyterian
- o. Quaker
- p. Roman Catholic
- q. Seventh-day Adventist
- r. United Church of Christ/Congregational
- s. Other Christian
- t. Other Religion (please specify) \_\_\_\_\_
- u. None

**35. Military status:**

- a. None
- b. In the Reserves or National Guard
- c. On Active Duty
- d. Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard

**36. How many children do you have?**

- a. 0
- b. 1
- c. 2
- d. 3
- e. 4+

Under 18 years old

18 years or older

**37. Are you serving as a caregiver for another adult (e.g., parent, other relative)?**

*(Response Categories: Yes, No)*

**38. Is there anything else you would like to share about your experiences as a staff member at this institution?**

**39. Do you have any feedback about this survey and how it might be improved?**

**40. 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?** HERI maintains strict standards of confidentiality and will not release your identifying information.

a. If Yes, Please provide your email address: \_\_\_\_\_