

Truman State University 2024 Staff Climate Survey

Truman State University
N=118

All 2023 and 2024 4yr Colleges
N=5,652

THE STAFF EXPERIENCE

Results from the Staff Climate Survey assess the campus climate from the staff perspective. The survey also touches on levels of stress, satisfaction, and work-related experiences of staff members in postsecondary institutions.

- **Demographics**
- **Staff Satisfaction and Sources of Stress**
- **Campus Climate**
- **Work Environment**

Table of Contents

Demographics

Staff Roles & Years Employed
Employment Status & Campus Unit
Direct Reports & Compensation Type
Highest Level of Education & Gender Identity
Race/Ethnicity
Sexual Orientation
Disabilities or Conditions

Staff Satisfaction and Sources of Stress

Workplace Satisfaction
Satisfaction with Work-Life Balance
Satisfaction with Benefits & Compensation
Sources of Stress
Feeling Valued

Campus Climate

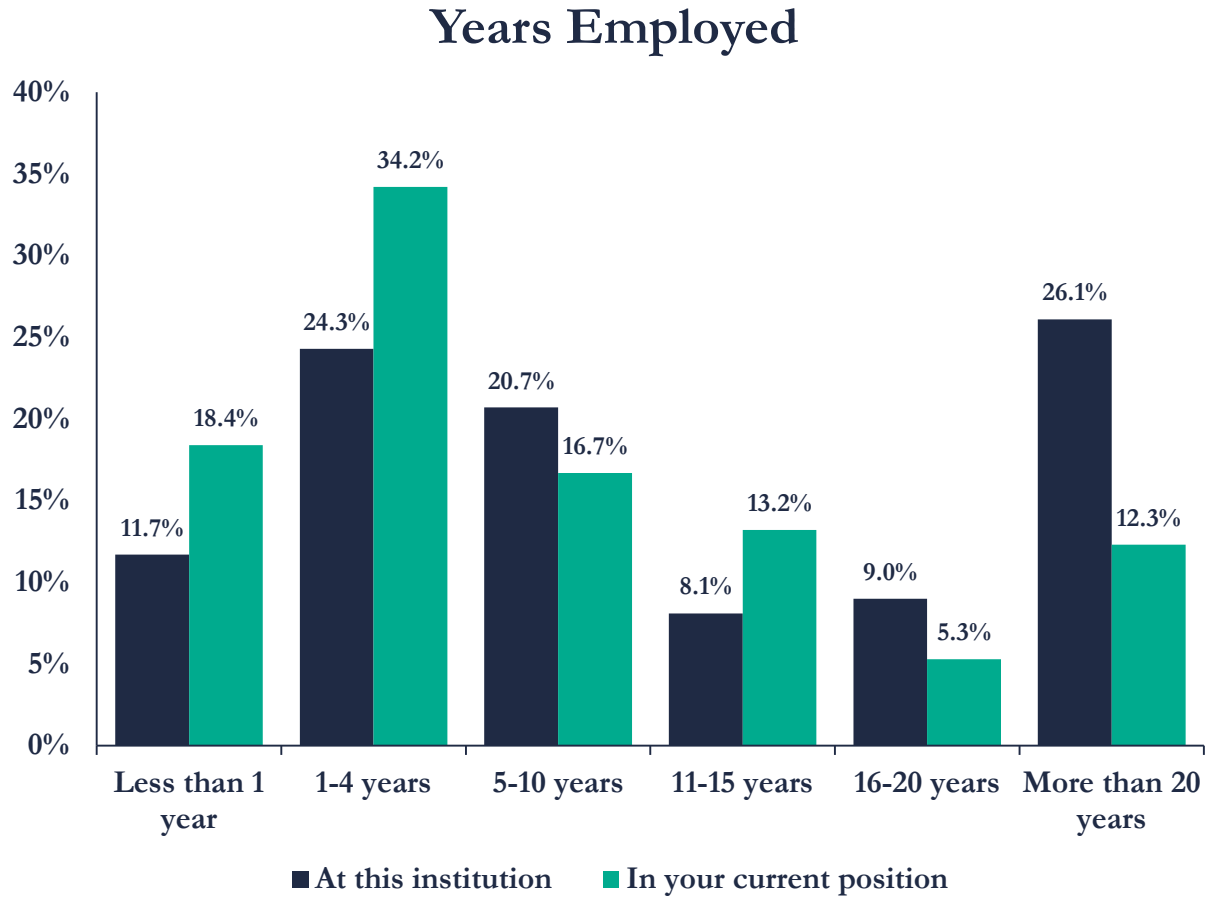
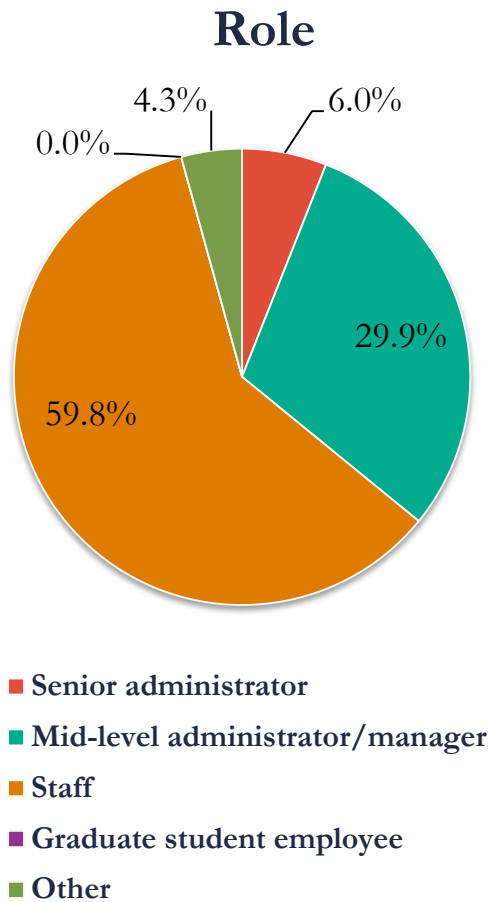
Campus Diversity
Campus Atmosphere
Staff Perspectives on Campus Climate
Campus Community & Diversity: Institutional
Priorities
Staff Discrimination or Exclusion
Discrimination & Harassment
Staff Satisfaction with Administrative Responses

Work Environment

Supervisors
Professional Development: Institutional Knowledge
Professional Development: Skills

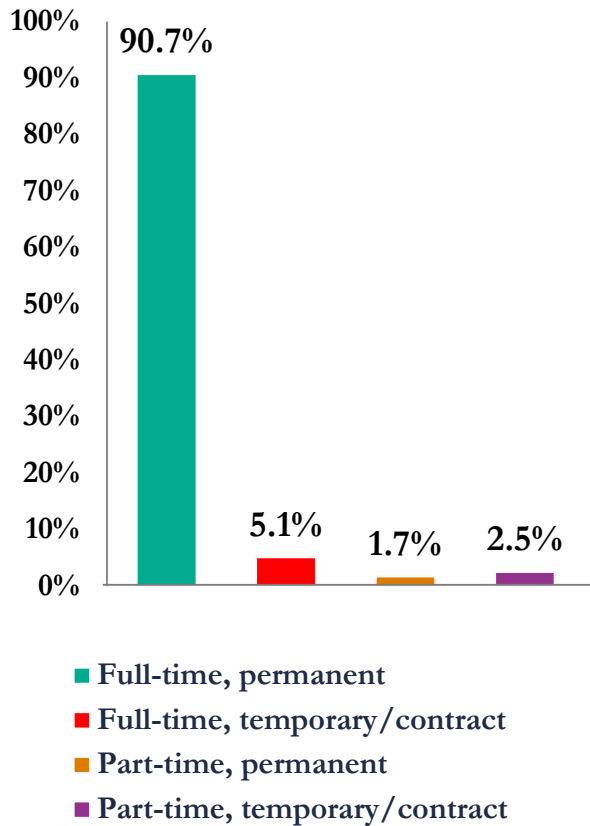
Demographics

Demographics

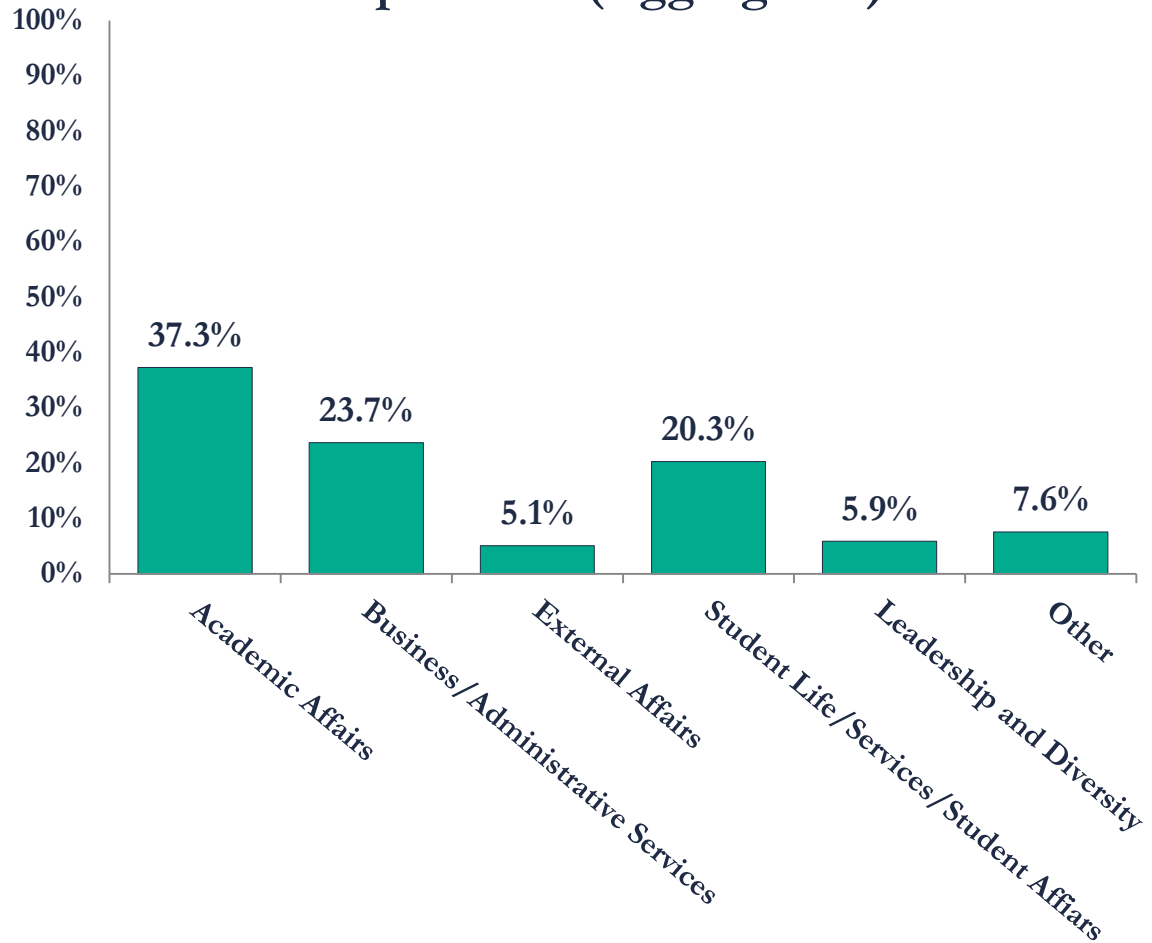


Demographics

Employment Status

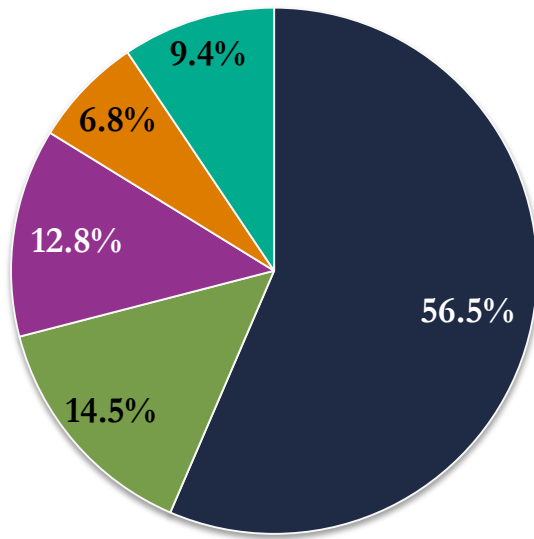


Campus Unit (Aggregated)



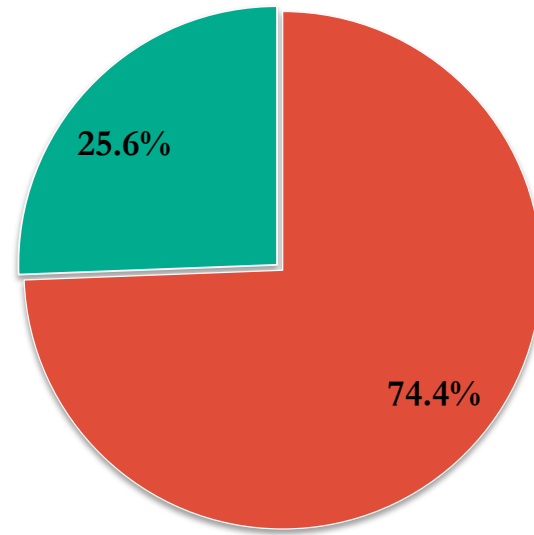
Demographics

Number of Direct Reports



- I do not directly supervise employees
- 1 to 2
- 3 to 5
- 6 to 10
- 11 or more

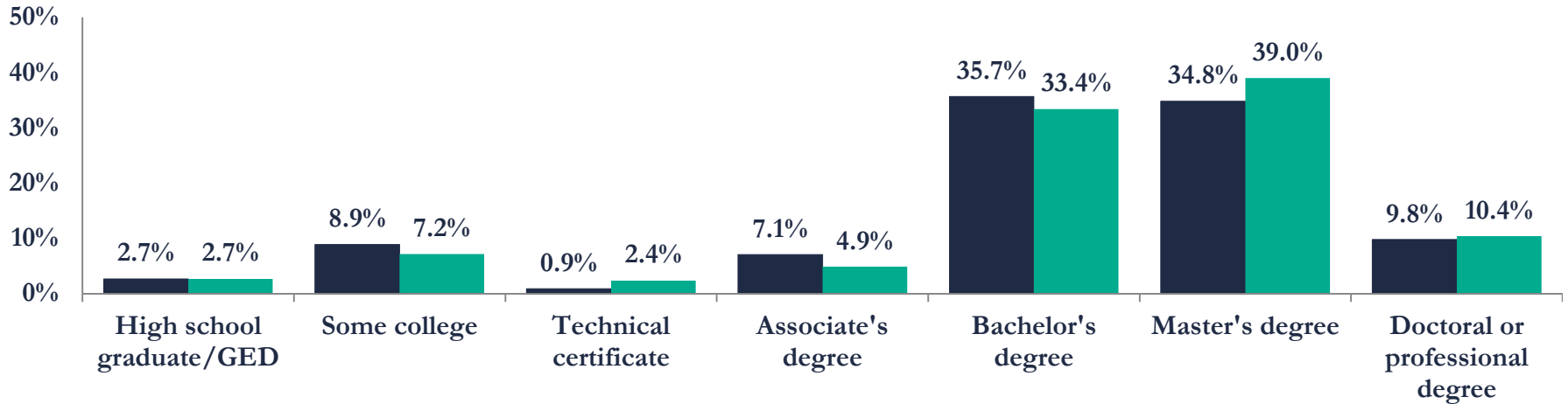
Compensation Type



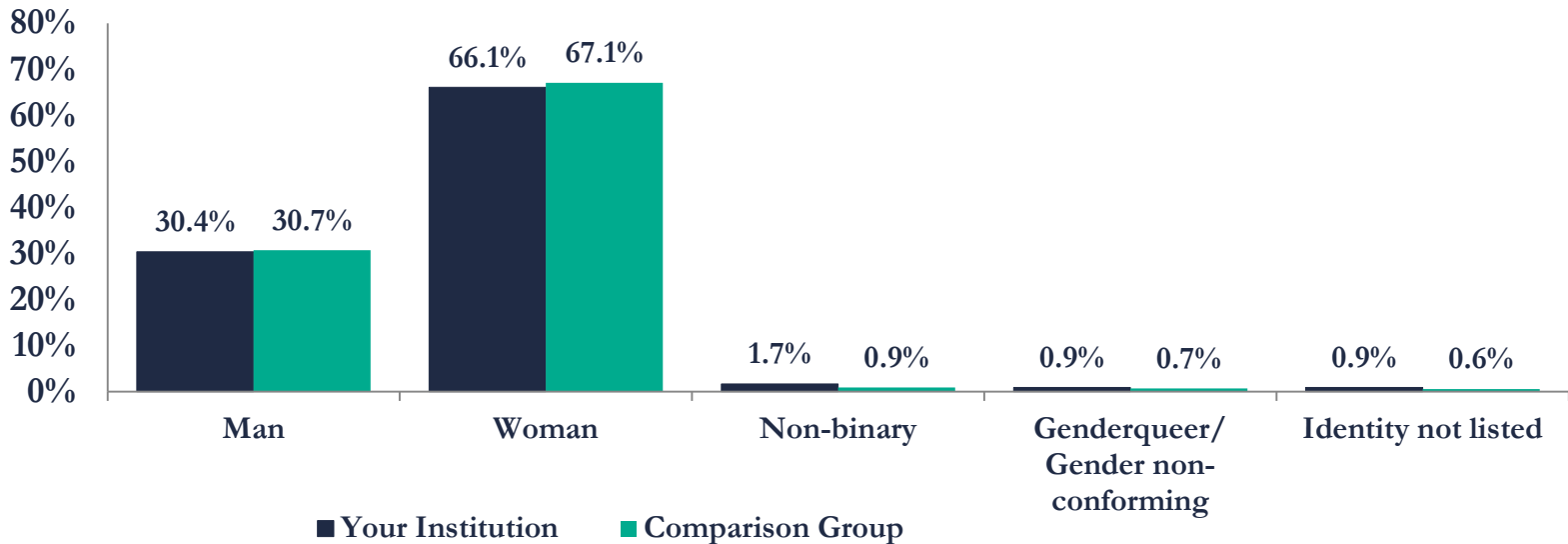
- Salaried (exempt)
- Hourly (non-exempt), eligible for overtime pay

Demographics

Highest Level of Education

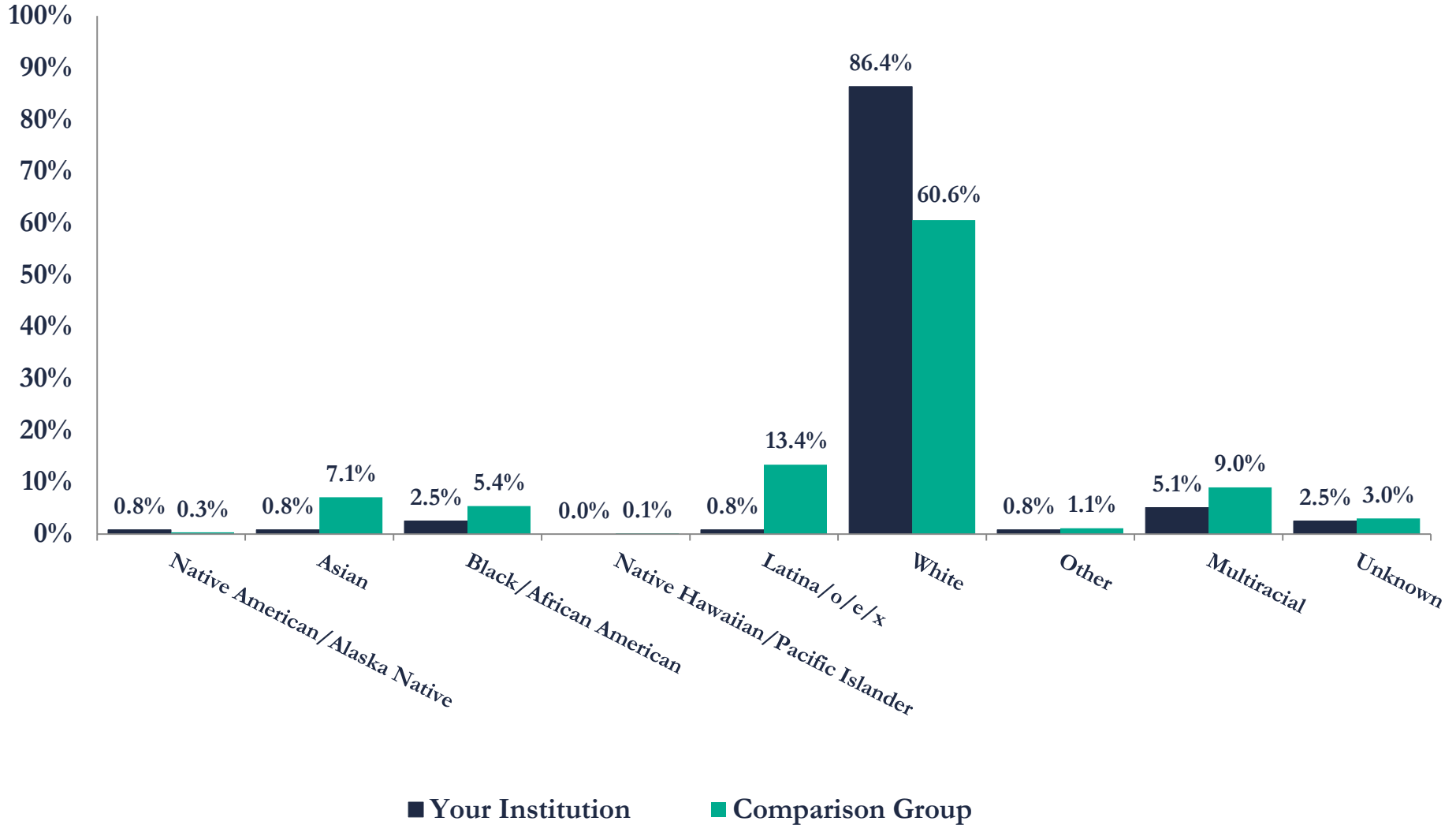


Gender Identity



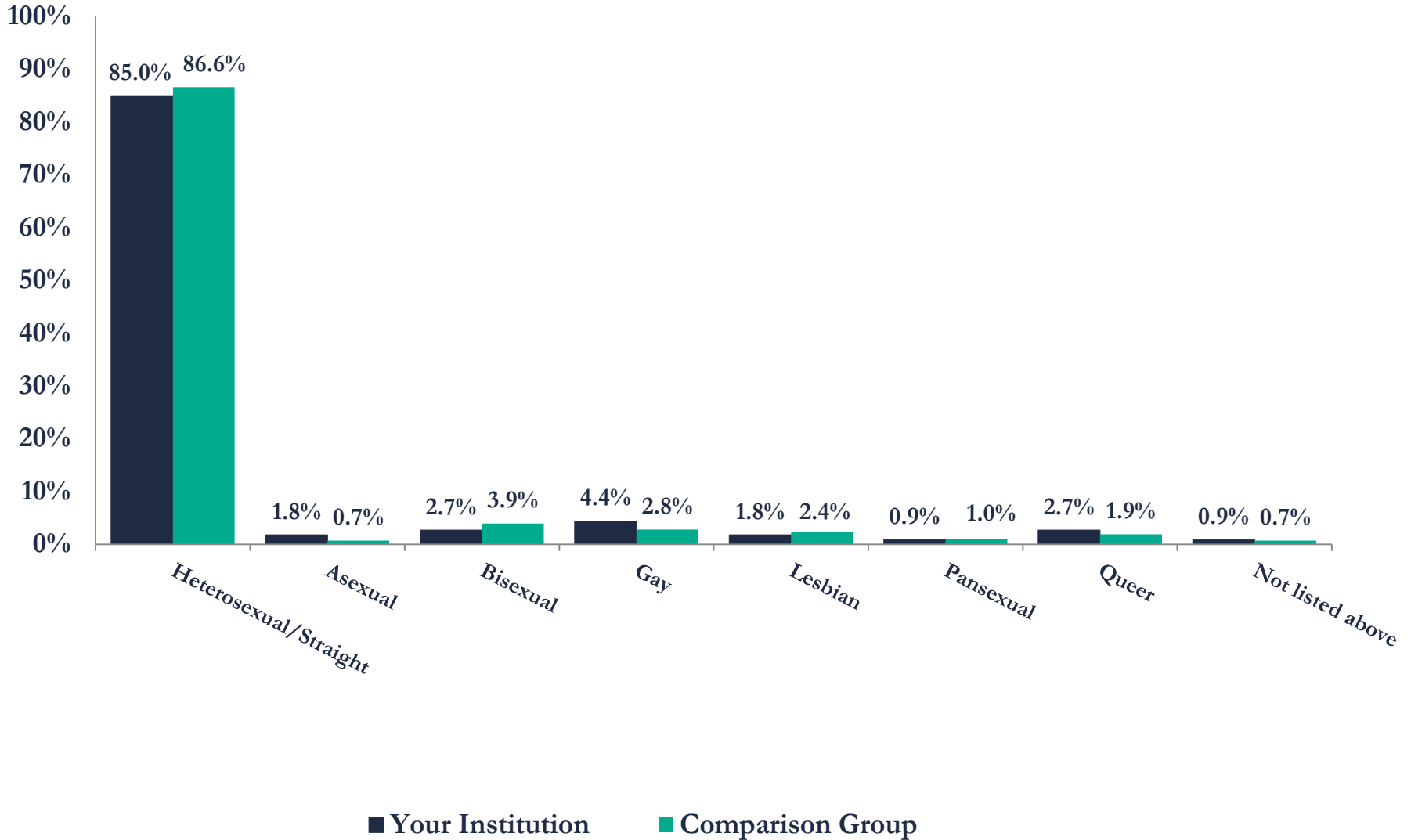
Demographics

Race/Ethnicity



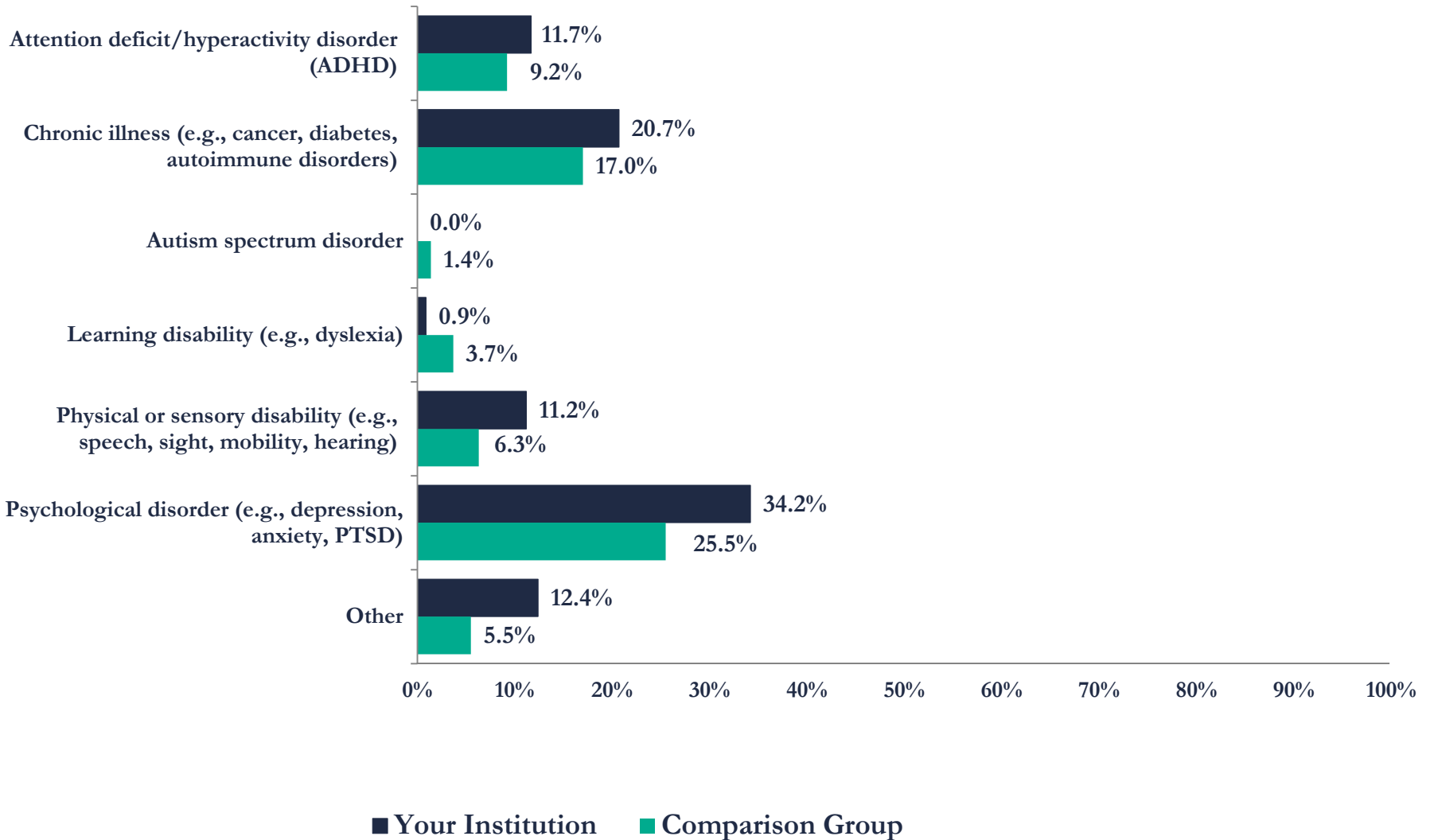
Demographics

Sexual Orientation



Demographics

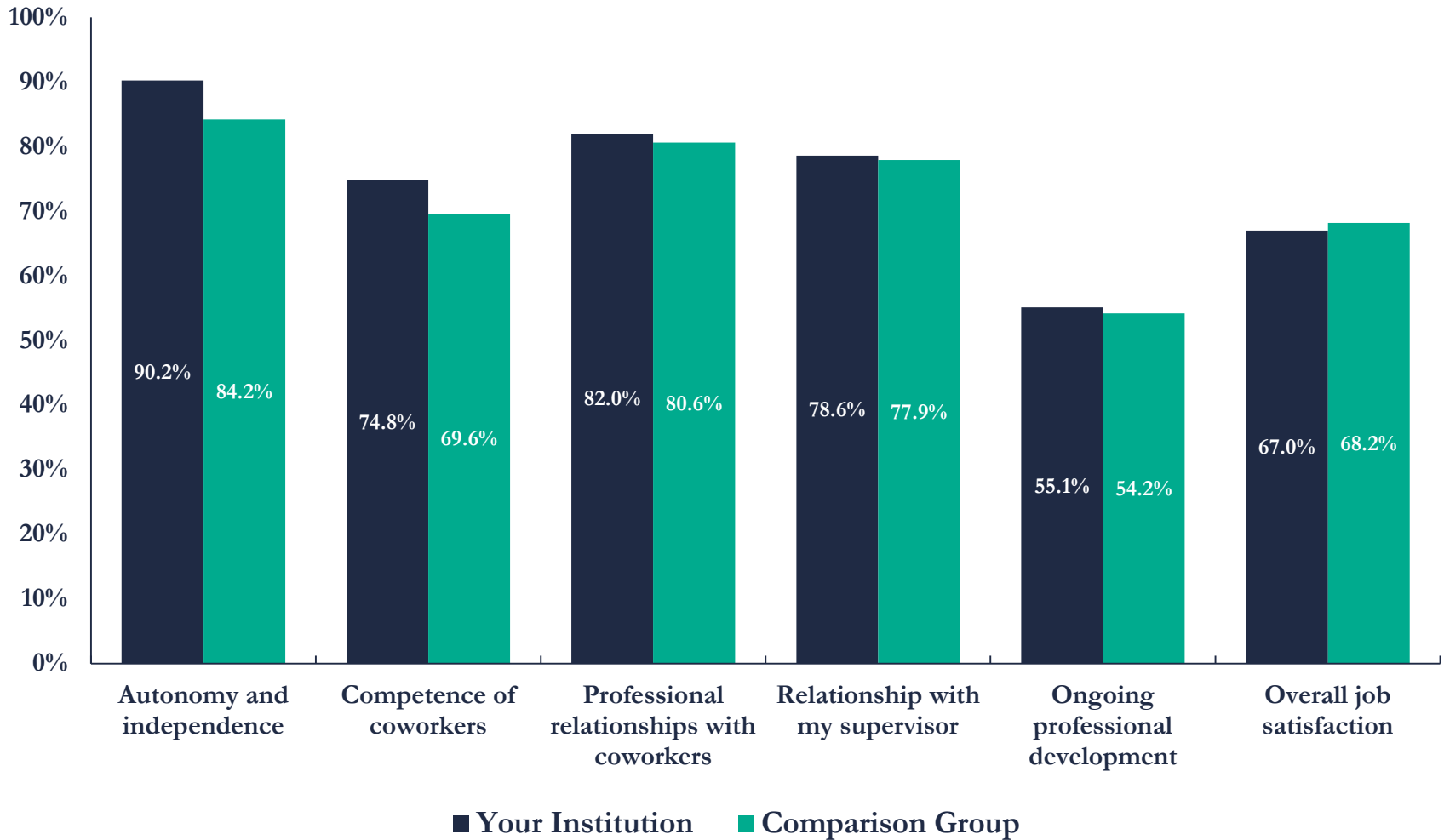
Disabilities or Conditions



Staff Satisfaction and Sources of Stress

Workplace Satisfaction

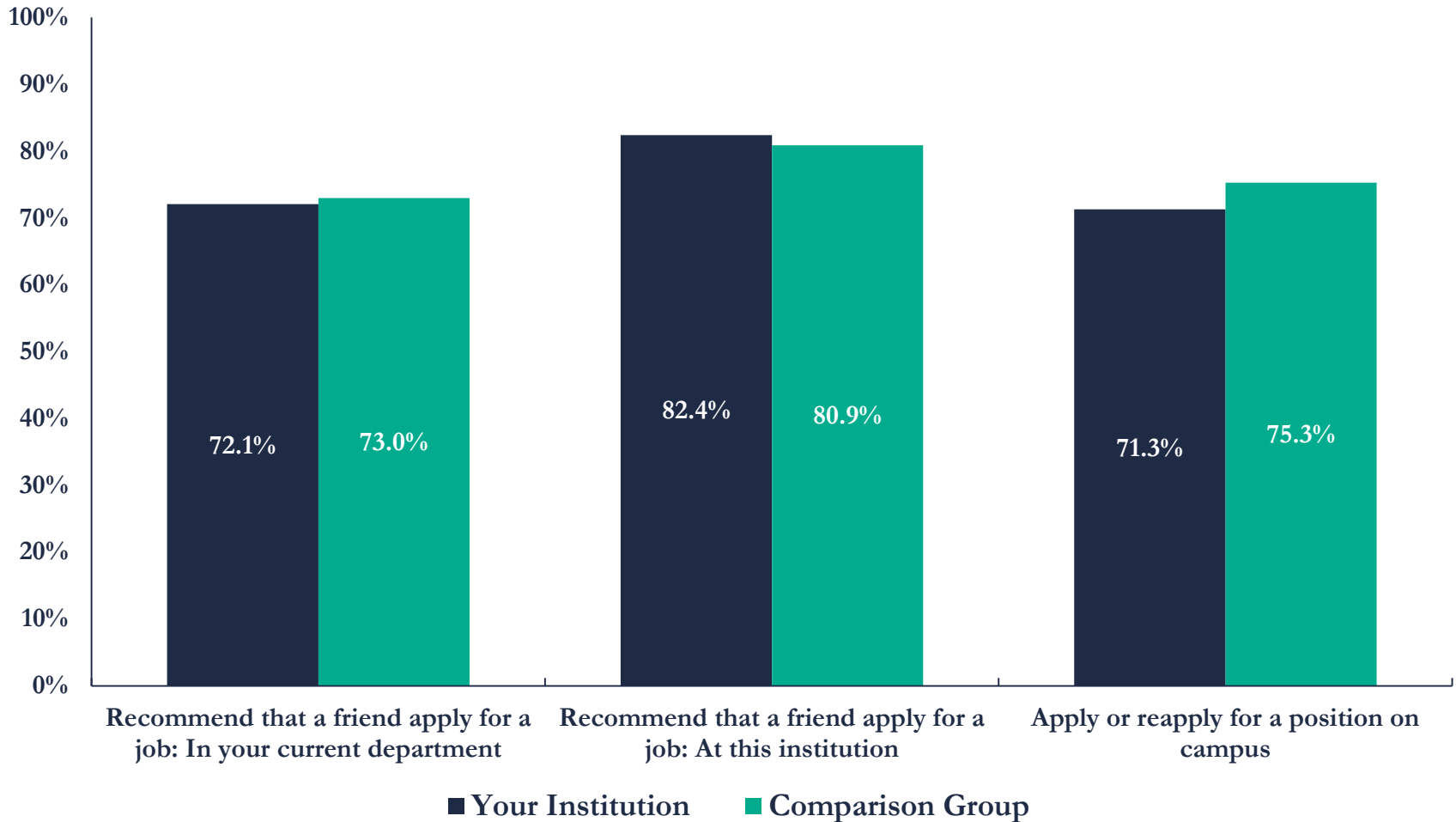
(% Indicating “Satisfied” or “Very Satisfied”)



Workplace Satisfaction

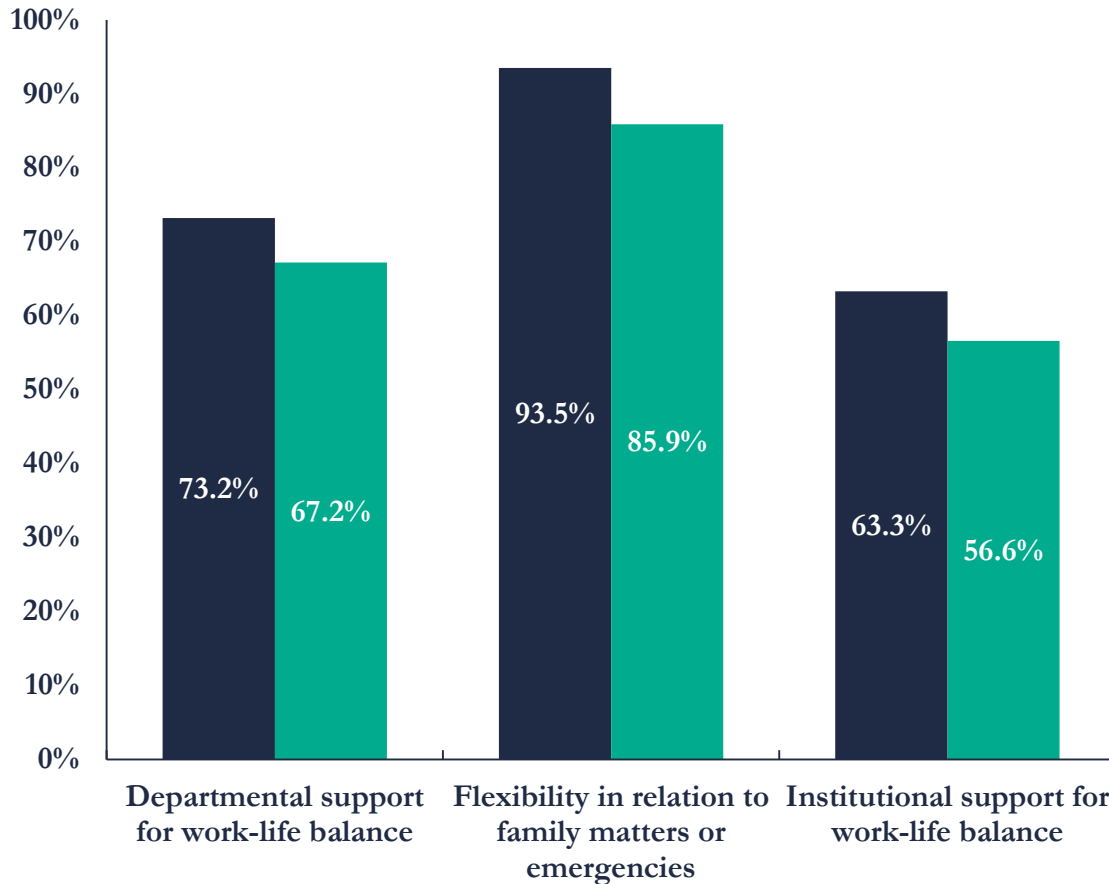
(% Indicating “Likely” or “Very Likely”)

Rate the likelihood with which you would do each of the following:



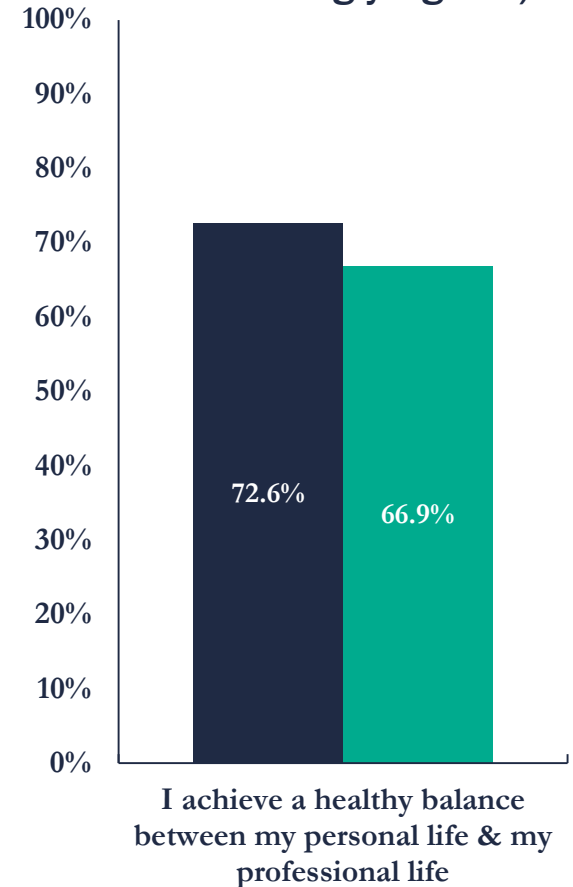
Satisfaction with Work-Life Balance

(% Indicating “Satisfied” or “Very Satisfied”)



■ Your Institution ■ Comparison Group

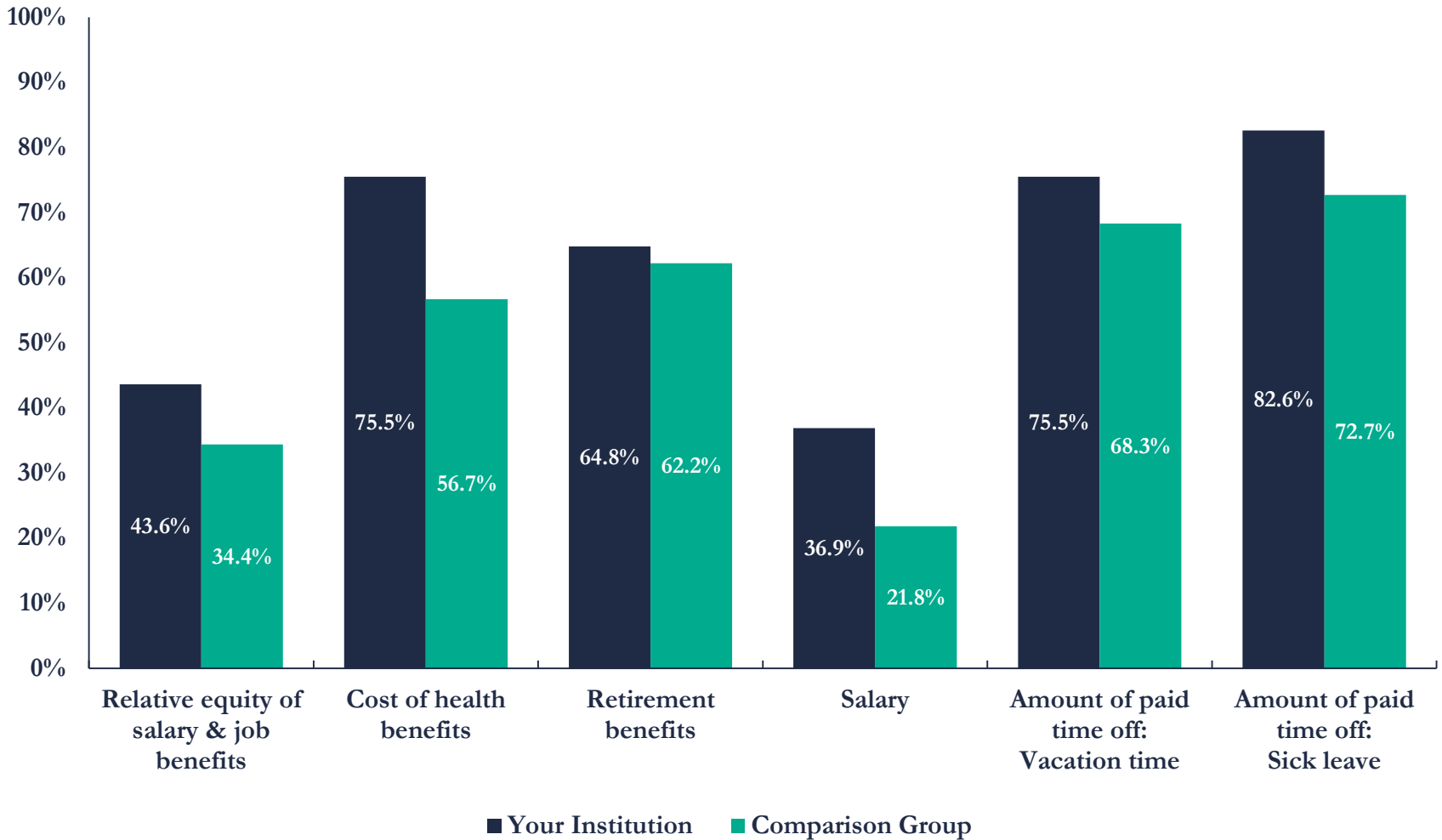
(% Indicating “Agree” or “Strongly Agree”)



■ Your Institution ■ Comparison Group

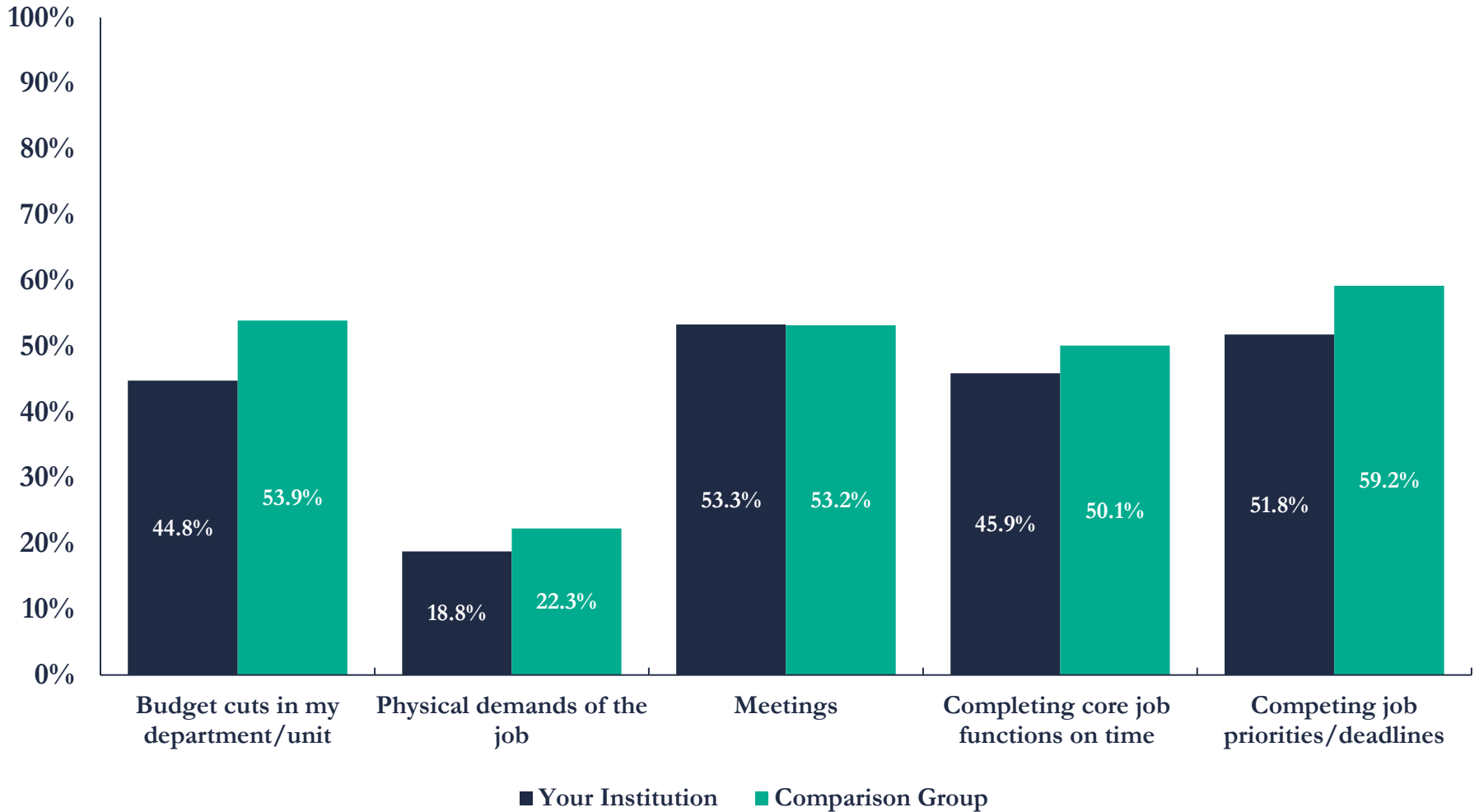
Satisfaction with Benefits & Compensation

(% Indicating “Satisfied” or “Very Satisfied”)



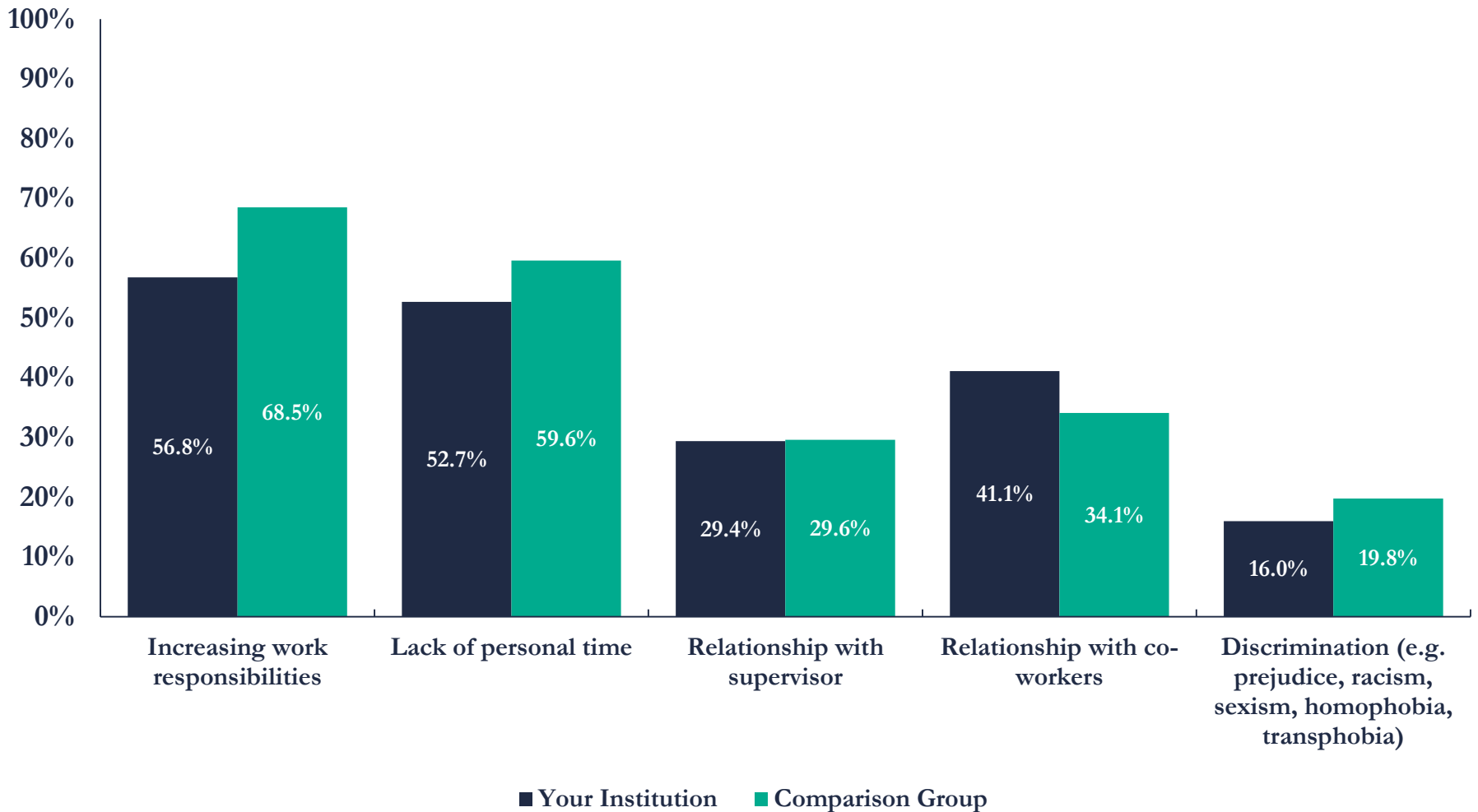
Sources of Stress

(% Indicating “Somewhat” or “Extensive”)



Sources of Stress

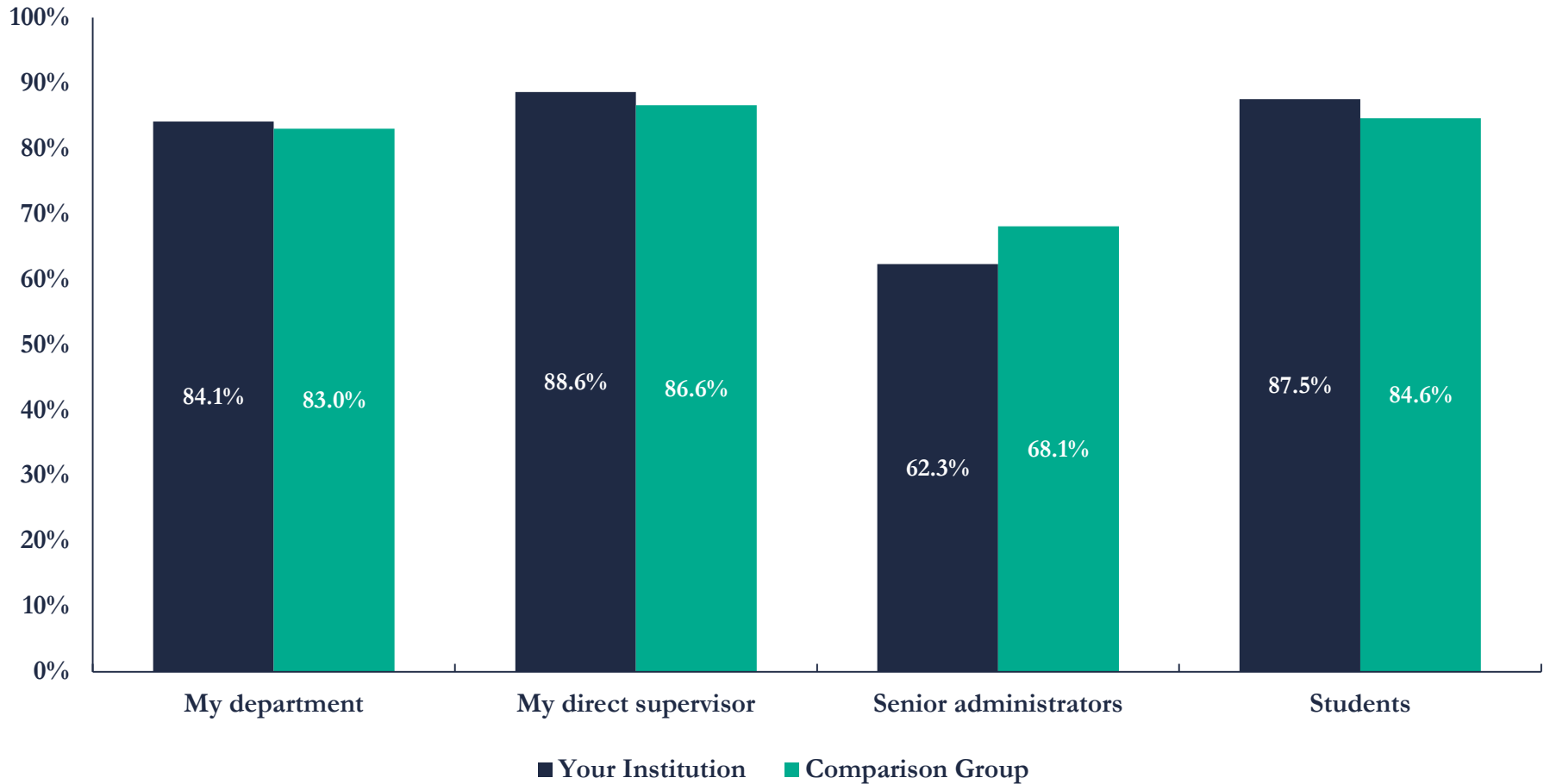
(% Indicating “Somewhat” or “Extensive”)



Feeling Valued

(% Indicating “Agree” or “Strongly Agree”)

I feel my contributions are valued by:

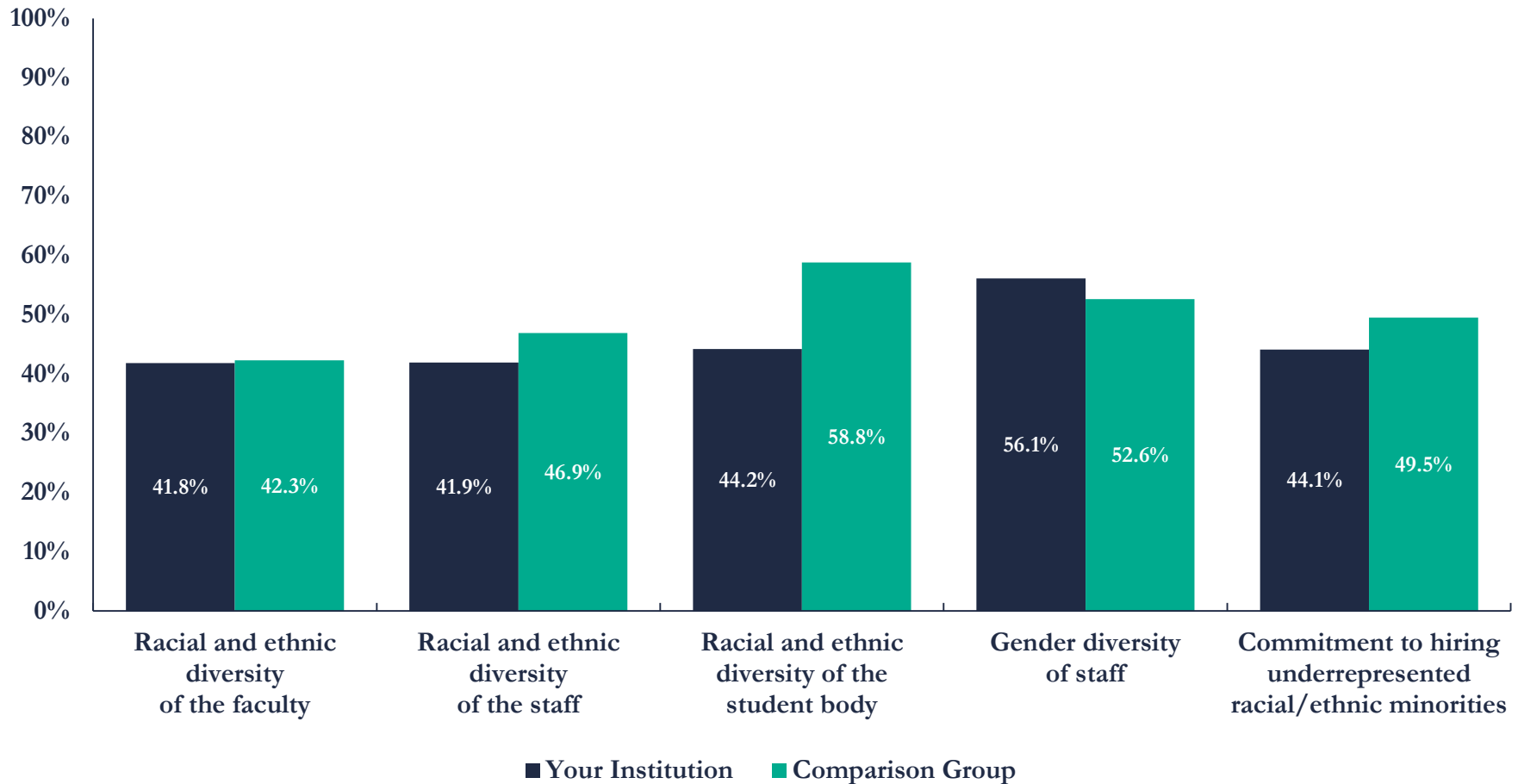


Campus Climate

Campus Diversity

(% Indicating “Satisfied” or “Very Satisfied”)

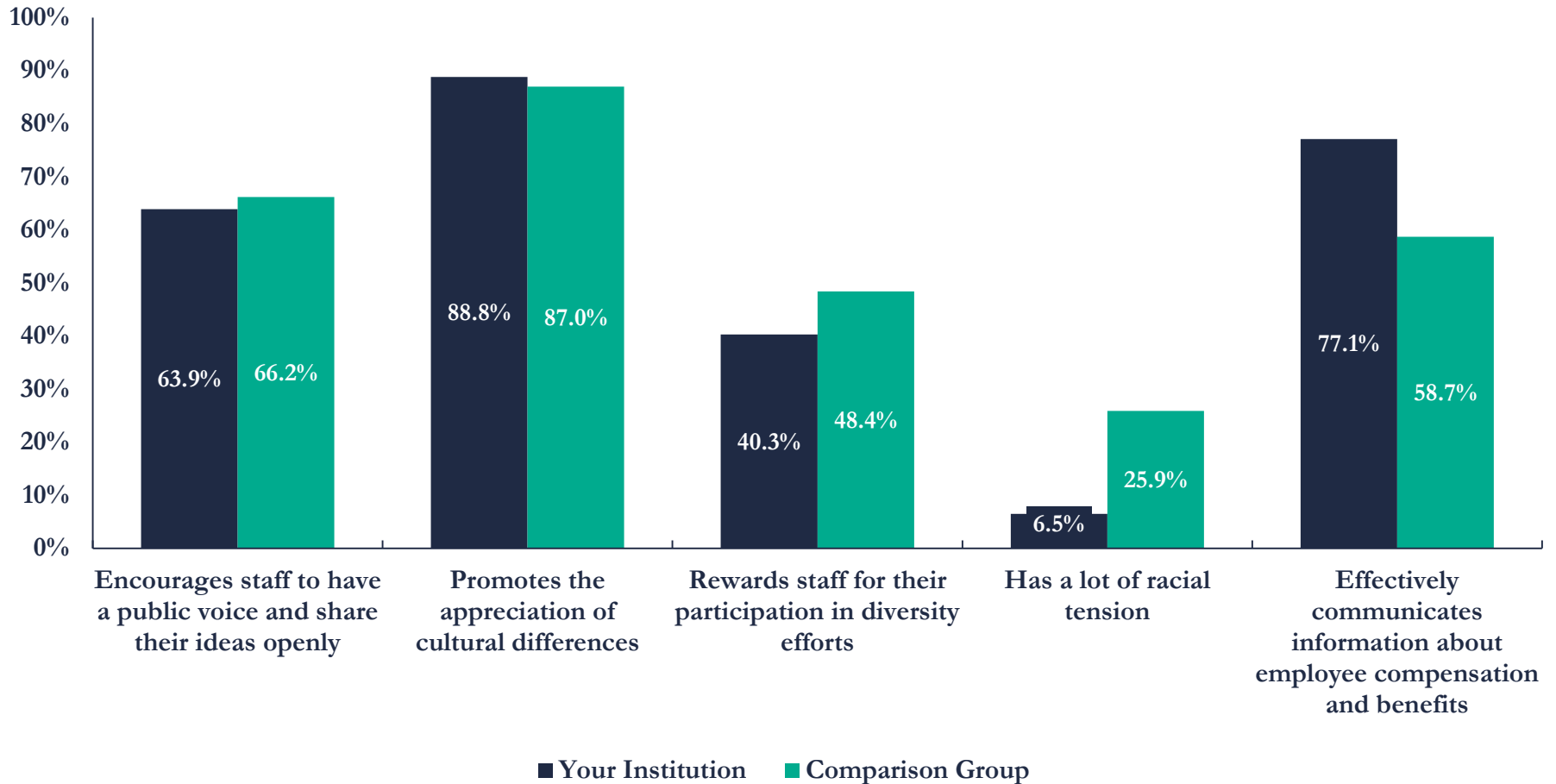
Please rate your satisfaction with your institution in each area:



Campus Atmosphere

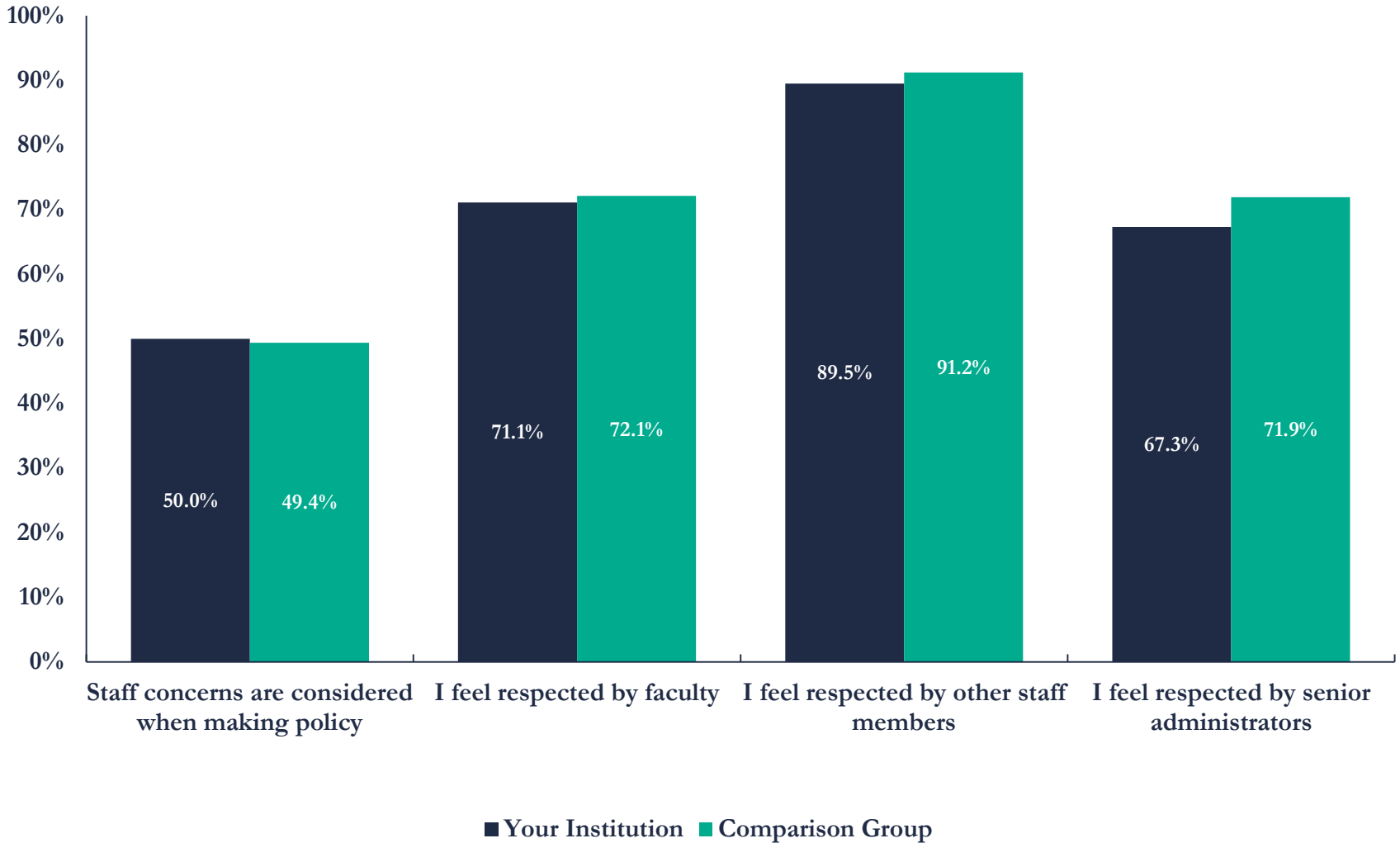
(% Indicating “Agree” or “Strongly Agree”)

This Institution:



Staff Perspectives on Campus Climate

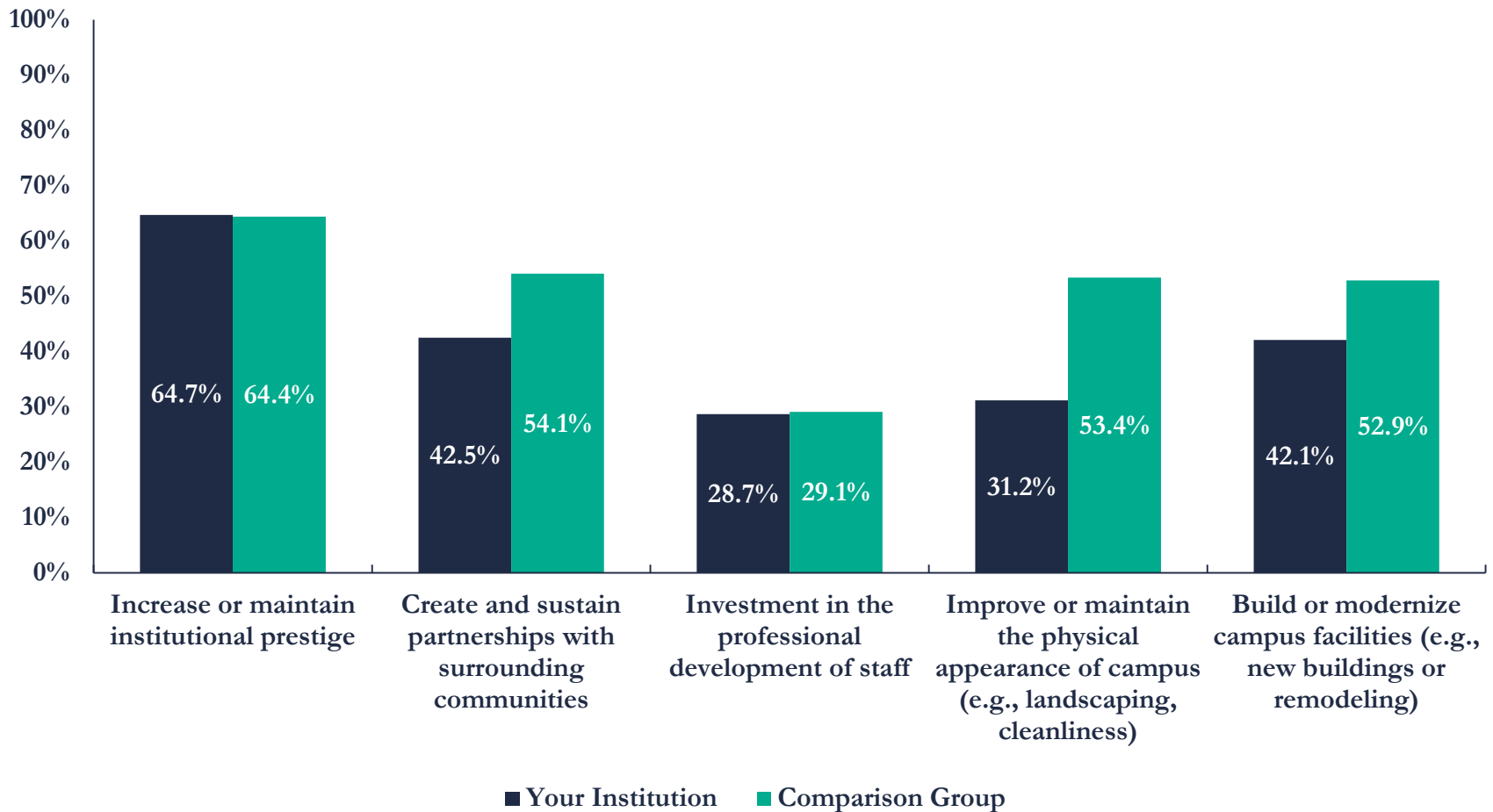
(% Indicating “Agree” or “Strongly Agree”)



Campus Community & Diversity: Institutional Priorities

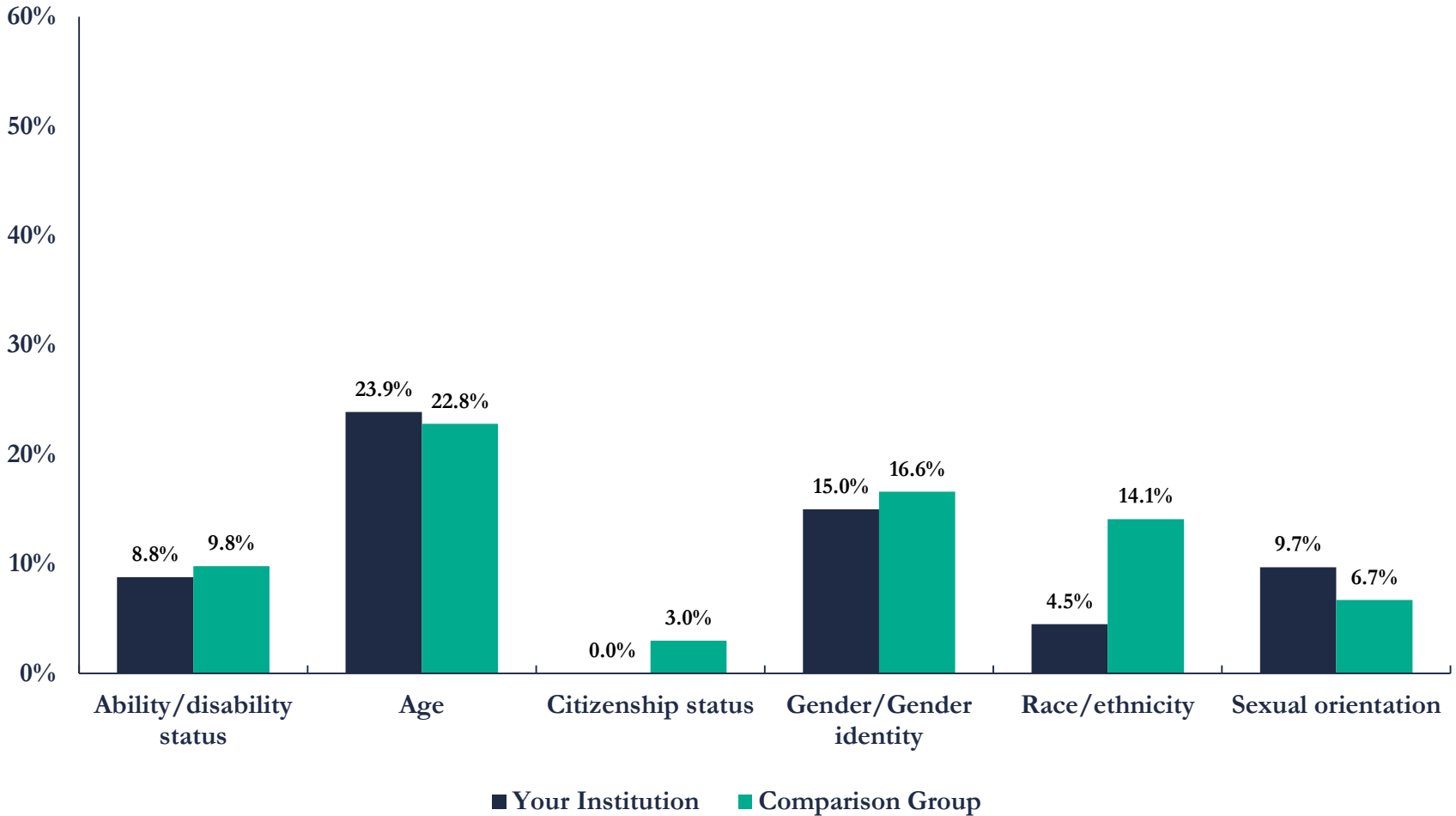
(% Indicating “High” or “Highest” Priority)

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



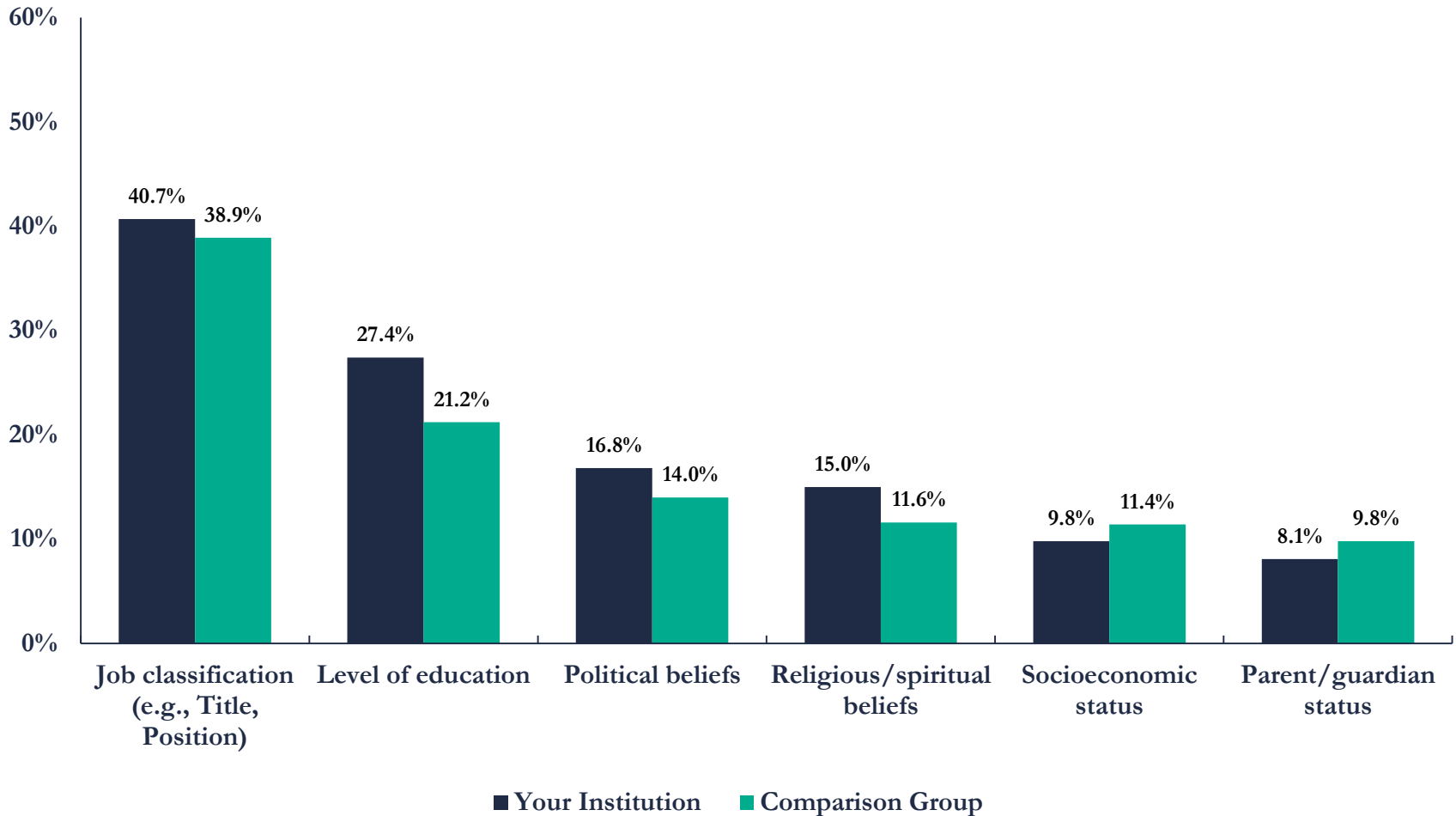
Staff Discrimination or Exclusion

(% Indicating Experience with Discrimination or Exclusion from Activities at This Institution Because of Their:)



Staff Discrimination or Exclusion

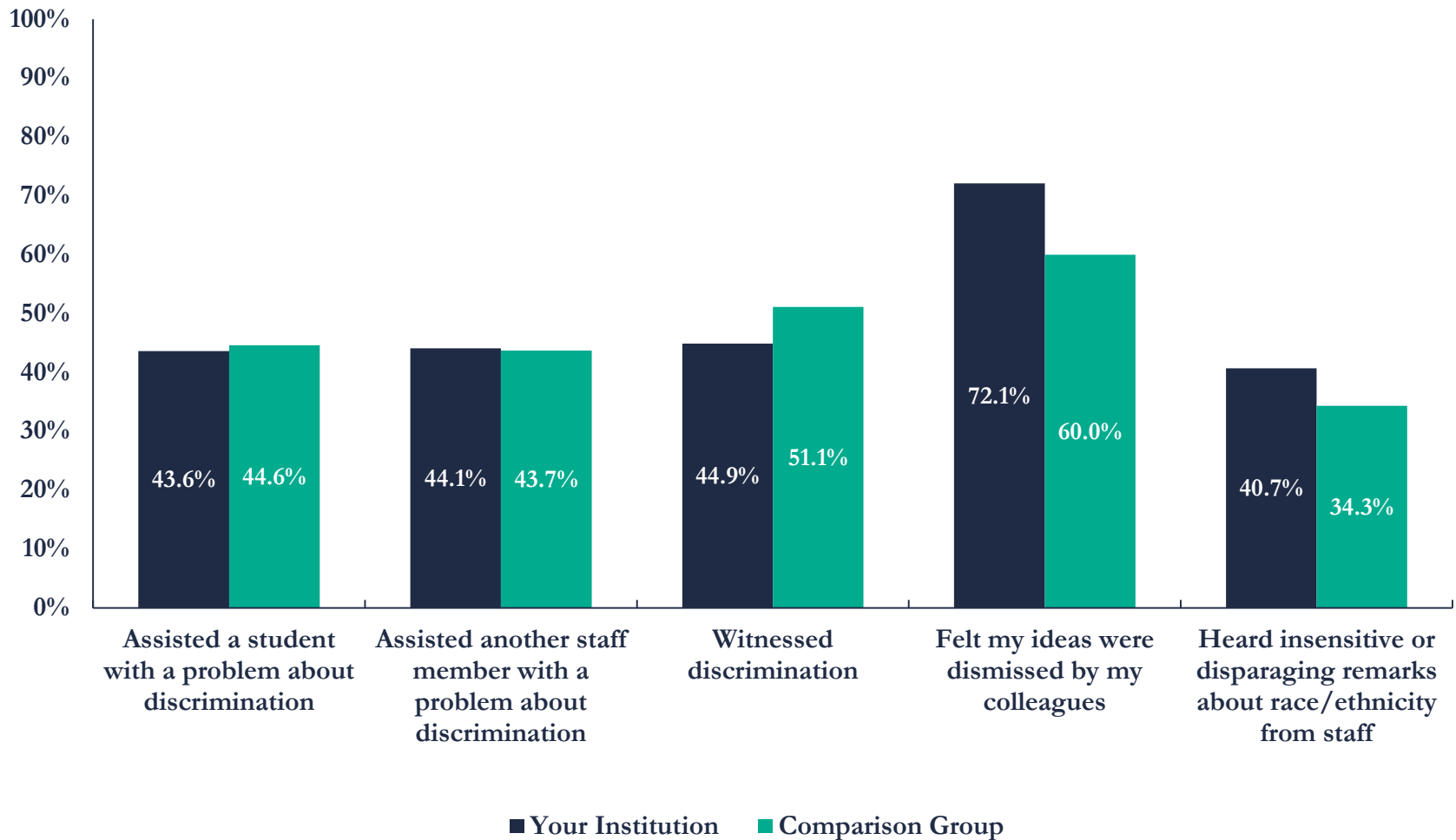
(% Indicating Experience with Discrimination or Exclusion from Activities at This Institution Because of Their:)



Discrimination & Harassment

(% Indicating Ever Experienced at This Institution)

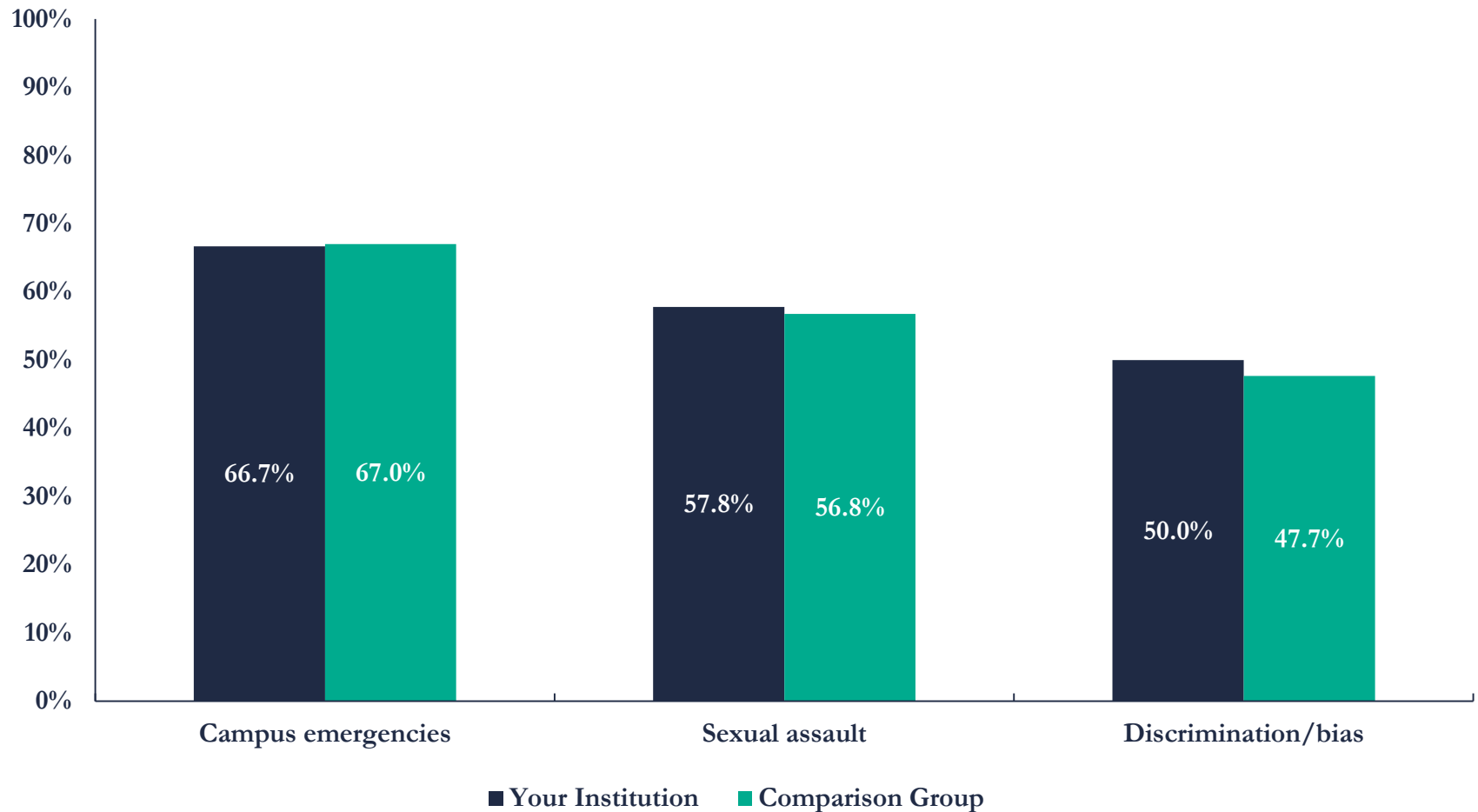
Please indicate how often at this institution you have:



Staff Satisfaction with Administrative Responses

(% Indicating “Satisfied” or “Very Satisfied”)

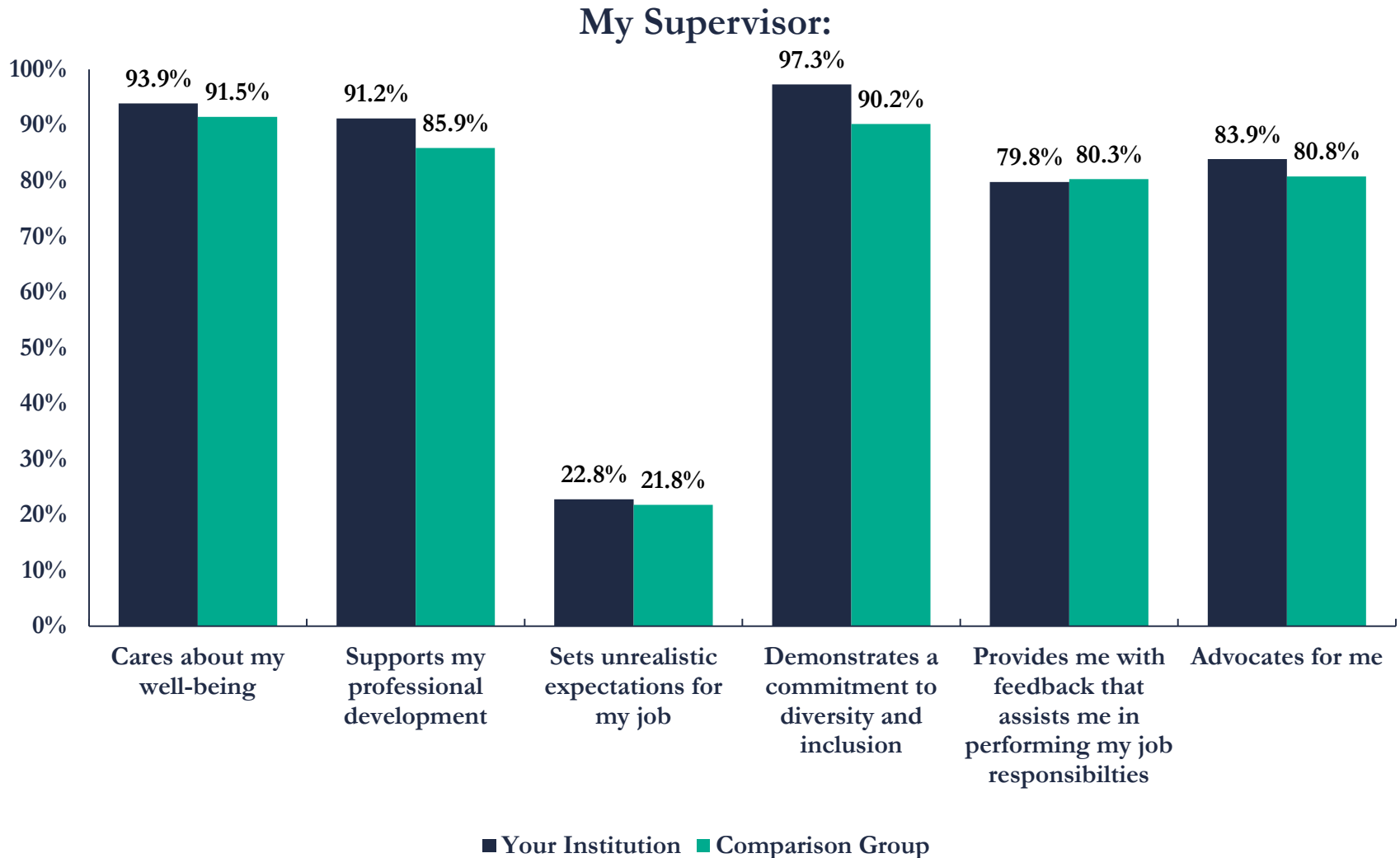
Satisfaction with timeliness of administrative responses to:



Work Environment

Supervisors

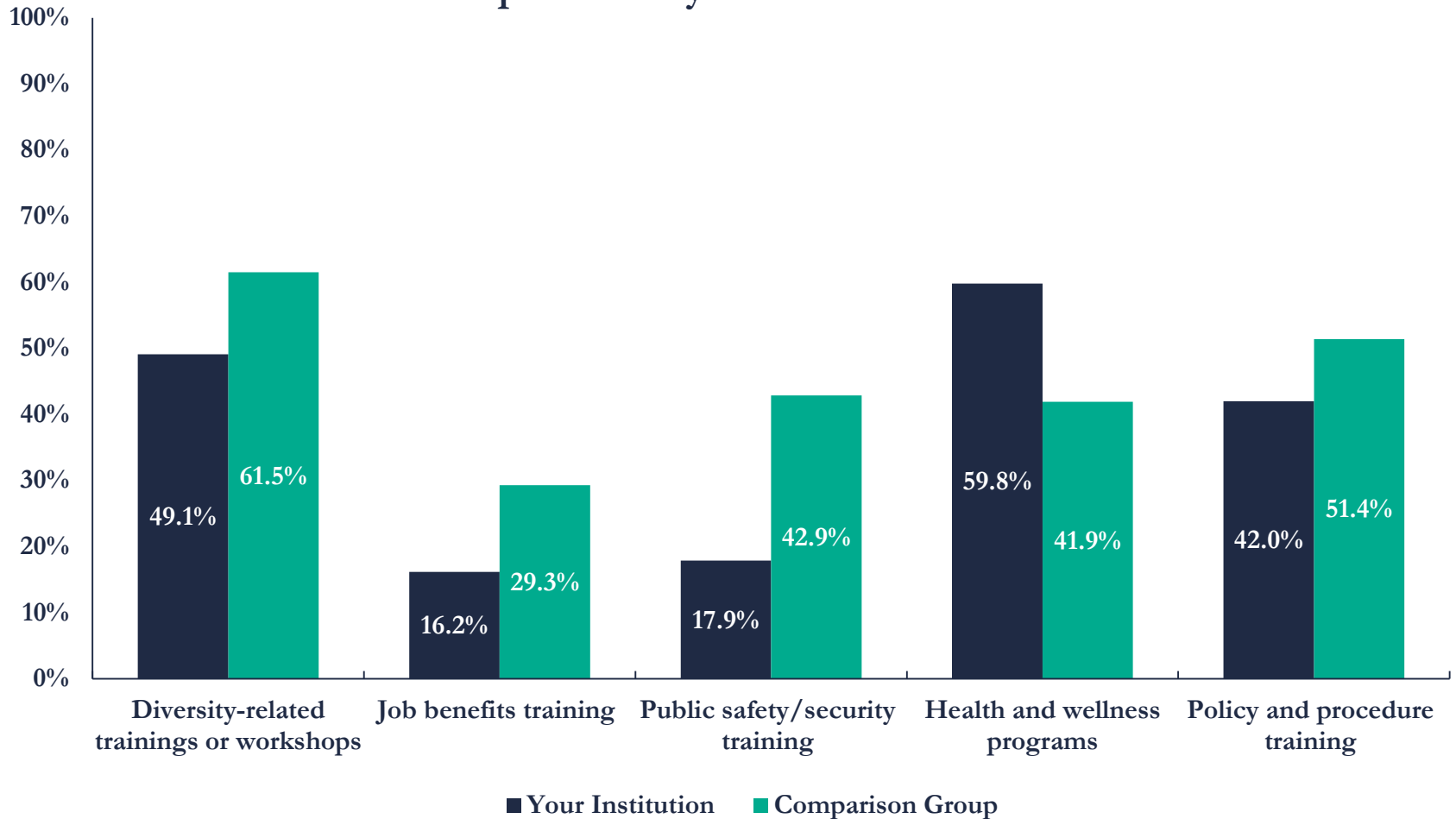
(% Indicating “Agree” or “Strongly Agree”)



Professional Development: Institutional Knowledge

(% Indicating “Yes”)

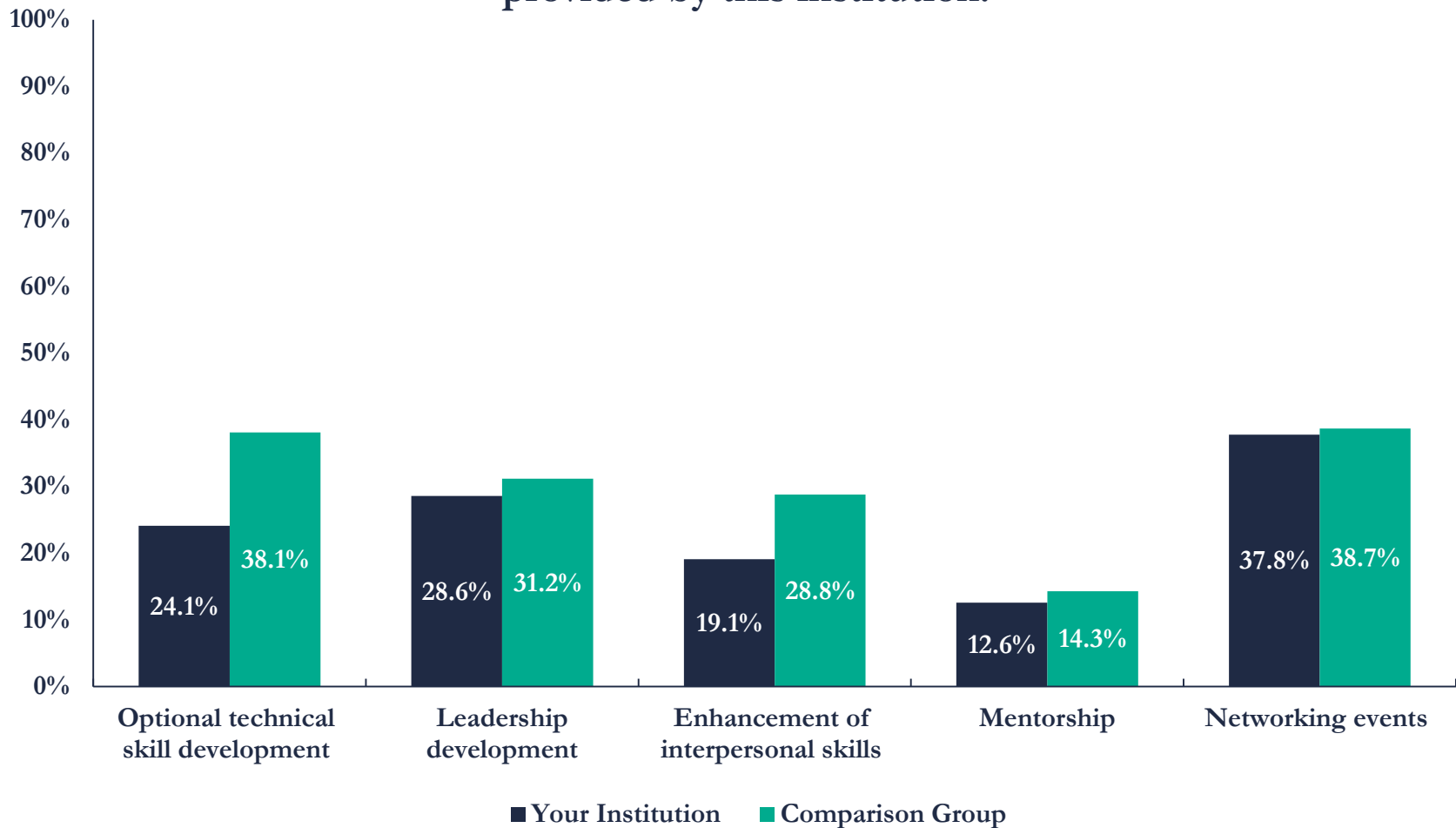
Have you participated in any of the following opportunities provided by this institution:



Professional Development: Skills

(% Indicating “Yes”)

Have you participated in any of the following opportunities provided by this institution:



The more you get to know your campus community,
the better you can understand their needs.

For more information about HERI/CIRP Surveys

The Freshman Survey
Your First College Year Survey
Diverse Learning Environments Survey
College Senior Survey
The Faculty Survey
Staff Climate Survey

Please contact:
heri@ucla.edu
(310) 825-1925
www.heri.ucla.edu