



2024 Staff Climate Survey

1. 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 / Student Affairs

- i. Admissions / Enrollment Management / Registrar
- ii. Athletics (Varsity / Club)
- iii. Financial Aid
- iv. Housing/Residential Life
- v. Dean of Students/Judicial Affairs
- vi. Campus Activities (e.g., Recreation, Student Government, College Union)
- vii. Student Health Services, Psychological Services
- viii. Other Student Affairs (e.g., International Student Services, Career Services, Orientation, Veteran Student Affairs)

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** _____

1a. You selected “Other” in the previous question. Please specify your unit: [Free response]

2. How would you characterize your job function (e.g., Administrative Assistant, Research Scientist, Academic Advisor, Food Service Worker, Coach, Electrician)? **[Free response]**

3. What best describes your role:

- a. Senior administrator (e.g., President, Chancellor, Vice-President, Dean)
- b. Mid-level administrator/manager (e.g., Associate Dean, Assistant Dean, Asst./Assoc. Director, Director)
- c. Staff (e.g., Administrative Assistant, Analyst, Skilled Craft Worker)
- d. Graduate student employee
- e. Other [Free response] (e.g., Postdoctoral Researcher, Affiliate, Courtesy Staff)

4. 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

5. How are you compensated for your work?

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

6. 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

7. 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

In your current position

At this institution

8. Including your current position, how many years of full-time work experience do you have?

- a. Less than one year
- b. 1-2 years
- c. 3-5 years
- d. 6-10 years
- e. 11-15 years
- f. 16-20 years
- g. 21-25 years
- h. 26 years or more

9. Do you identify as transgender?

- a. Yes
- b. No

10. What is your current gender identity?

- a. Man
- b. Woman
- c. Non-binary
- d. Genderqueer/Gender non-conforming
- e. Identity not listed above (please state): [Free response]

11. In what year were you born?

- a. (Drop down list that begins in 1920)

12. What is your sexual orientation?

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

13. Are you: (Select *all* that apply)

Native American or Alaska Native

- a. Native American/Alaska Native

Asian

- b. East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)
- c. Filipina/o/x
- 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/e/x

- l. Mexican American/Chicana/o/e/x
- m. Puerto Rican
- n. Central American
- o. South American
- p. Other Hispanic or Latina/o/e/x

Middle Eastern

- q. Middle Eastern

White

- r. European
- s. Other White

Other

- t. Other [please specify]

14. Please rate your satisfaction with your institution in each area:

(Response Categories: Very Satisfied, Satisfied, Neutral, Dissatisfied, Very Dissatisfied, Can't Rate/Don't Know)

- a. Racial and ethnic diversity of the *faculty*
- b. Racial and ethnic diversity of the *staff*
- c. Racial and ethnic diversity of the *student body*
- d. Gender diversity of *staff*
- e. Commitment to hiring women
- f. Commitment to hiring underrepresented racial/ethnic 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

14a. 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: (Response Categories: Strongly Agree, Agree, Disagree, Strongly Disagree, Can't Rate/Don't Know)

- a. Staff concerns are considered when making policy
- b. I feel respected by *faculty*
- c. I feel respected by other *staff members*
- d. I feel respected by *senior administrators*

16. 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 practices and policies that increase staff diversity
- h. Has a lot of racial tension
- i. Effectively communicates information about employee compensation and benefits

16a. 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.

(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 feel my contributions are valued by my direct supervisor
- d. I feel my contributions are valued by senior administrators
- e. I feel my contributions are valued by students
- f. My professional skills are effectively put to use in this position

- g. I feel I have to work harder than my colleagues to be perceived as a competent administrator/staff member
- h. My job duties are clearly defined
- i. My workload is manageable given the hours I'm scheduled to work
- j. My salary is sufficient considering the cost of living in this area
- k. I achieve a healthy balance between my personal life and my professional life
- l. I have at least one professional mentor I can turn to for guidance
- m. I feel a sense of belonging to this campus

17a. 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:

(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)

19. Please indicate how often at this institution you have:

(Response Categories: Very Often, Often, Sometimes, Seldom, Never, Decline to State)

- a. Assisted a student with a problem about discrimination
- b. Assisted another staff member with a problem about discrimination
- c. Witnessed discrimination
- d. Reported an incident of discrimination to a campus authority
- e. Been sexually harassed
- f. Reported an incident of sexual harassment to a campus authority
- g. Felt my ideas were dismissed by my colleagues
- h. Felt I did not receive due credit for my ideas or work
- i. **Heard insensitive or disparaging remarks about race/ethnicity from:**
 - i. Faculty
 - ii. Staff
 - iii. Students
 - iv. Senior Administrators

20. Currently, where are you primarily working?

- a. Remotely
- b. On-campus
- c. About half remotely and half on-campus

21. Please indicate your agreement with the following statement:

I would prefer to work remotely rather than on-campus

(Response Categories: Strongly Agree, Agree, Disagree, Strongly Disagree, Not Applicable)

22. 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

22a. Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]

23. 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

24. In the past year, how often have you felt hungry but did not eat because you didn't have enough money for food?

(Response categories: Frequently, Occasionally, Not at All)

25. 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 coworkers
- d. Departmental support for work-life balance
- e. Flexibility in relation to family matters or emergencies
- f. Institutional support for work-life balance
- g. Job security
- h. Overall job satisfaction

- i. Professional relationships with coworkers
- j. Prospects for career advancement
- k. Quality of students
- l. Relationship with my supervisor
- m. Relative equity of salary and job benefits
- n. Support for career advancement
- o. Workspace
- p. Ongoing professional development

25a. Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]

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

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

- a. **Recommend that a friend apply for a job:**
 - i. In your current department
 - ii. At this institution
- b. Apply or reapply for a position on campus

27. 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. Investment in the professional development of staff
- d. Improve or maintain the physical appearance of campus (e.g., landscaping, cleanliness)
- e. Build or modernize campus facilities (e.g., new buildings or remodeling)

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

28a. Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]

29. 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

30. Are you a member of a union?

(Response Categories: Yes, No)

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

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

- a. Managing household responsibilities
- b. Review/promotion process
- c. Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)
- d. Meetings
- e. Institutional procedures and “red tape”
- f. Lack of personal time
- g. Self-imposed high expectations
- h. Completing core job functions on time
- i. Competing job priorities/deadlines
- j. Increasing work responsibilities
- k. Budget cuts in my department/unit
- l. Physical demands of the job
- m. Relationship with supervisor
- n. Relationship with co-workers
- o. Students
- p. Parking
- q. Commuting
- r. Disconnect between my personal political beliefs and the dominant views on campus
- s. Planning for retirement
- t. My well-being

31a. Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]

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

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

33. How frequently do you voluntarily interact with students?

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

34. 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

34a. Is there anything you wish to further clarify about your responses in this section? If yes, please explain. [free response]

35. 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 (B.A., B.S., etc.)
- h. Master's (M.A., M.S., M.F.A., M.B.A.)
- i. J.D.
- j. M.D., D.D.S., D.V.M., etc. (Medical)
- k. Ph.D.
- l. Professional Doctorate (Ed.D., Psy.D., etc.)

36. With which language do you feel most comfortable?

- a. English
- b. Other language
- c. Equally comfortable with English and Other Language

[If selected options b or c in 36, display 36a:]

36a. Please specify the language you feel most comfortable with besides English. _____

37. 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 or sensory disability (e.g., speech, sight, mobility, hearing)
- f. Psychological disorder (e.g., depression, anxiety, PTSD)
- g. Other

If Yes to any of the items in Q37

37a. If you answered "yes" to any of the disabilities or conditions listed previously, please answer the following question. If you answered "no" to all of the disabilities or conditions listed previously, please skip this question.

In the previous question, you indicated having one or more of the disabilities/conditions listed. Have you disclosed any of them to: *(Response Categories: Yes, No)*

- a. Your supervisor
- b. Human Resources

38. How would you characterize your political views?

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

39. 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

40. 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. 5 or younger
- c. 6-12
- d. 13-18
- e. 19-25
- f. 26 or older

41. 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. Lutheran
- k. Methodist
- l. Muslim
- m. Presbyterian
- n. Quaker
- o. Roman Catholic
- p. Seventh-day Adventist
- q. The Church of Jesus Christ of Latter-day Saints
- r. United Church of Christ/Congregational
- s. Other Christian
- t. None
- u. Other Religion(s)/Belief(s) (please specify): [Free response]

42. 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

43. How many dependents do you have?

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

Under 18 years old
 18-26 years old
 27 years old or older

44. Are you serving as a caregiver for another adult who is not a dependent (e.g. parent, other relative)?

(Response Categories: Yes, No)

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

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

47. 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: _____

48-77, Additional questions (institution-specific) (closed-ended)

78-82. Additional questions (institution-specific) (open-ended)